

# 360°

**90** *elumatec*  
YEARS

THE ELUMATEC AG MAGAZINE | ISSUE 8 | 2-2018

**BEHIND THE FAÇADE | ELUMATEC CUSTOMER KFK HAS BECOME  
A LEADING PROVIDER OF FAÇADE SOLUTIONS.**

# EDITORIAL



Ralf Haspel  
elumatec AG Board

## Dear customers, business partners and friends of the elumatec Group,

Who doesn't like to take a look behind the scenes? After all, curiosity leads to knowledge and exciting insights that can lead us onto new paths to success. In this sense, we also see our magazine as a door opener with which we want to inspire you in an entertaining manner.

That applies in particular for our title story (starting on page 04) in which façades play a key role. I love this story about how our Croatian customer KFK grew to be a leading supplier of façade solutions over the course of 15 years. One reason is that it reflects so much of our own consistent customer-orientated approach.

The central focus in this issue of our magazine once again revolves around the success stories of our customers. This applies for KFK just as much as for Metallbau Harig in Bexbach (starting on page 10). Moreover, we, too, give you a look behind the façade: Starting on page 18 you will learn how elumatec succeeds in recruiting talented young people for the company and helping them to find a career path there. Our trade fair reports are intended to wet your appetite for BAU 2019 – we hope to see you in Munich.

I wish you a blessed Christmas season as well as reading enjoyment as you page through this issue. And by the way, we have received a good deal of praise for the first magazine with the new look. For that we say, thank you very much, and we look forward to your feedback on this issue as well.

Ihr Ralf Haspel

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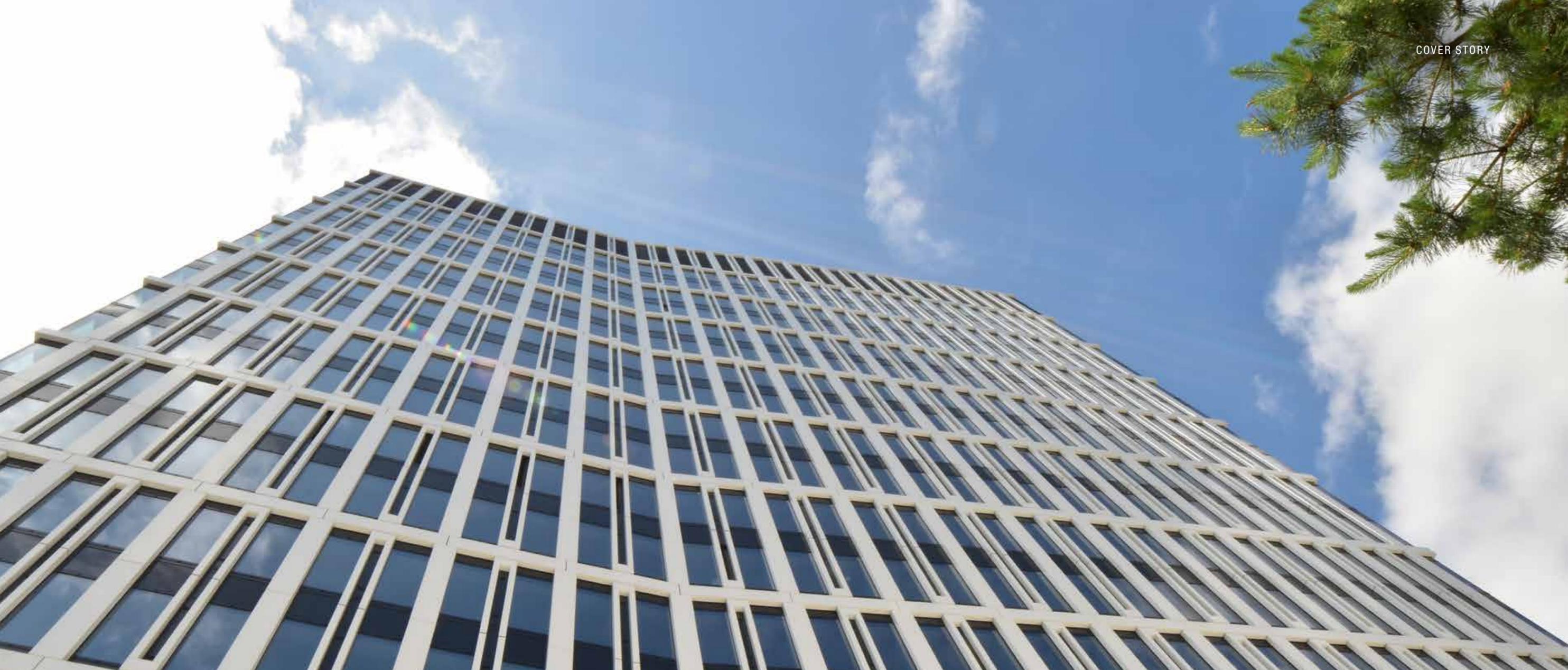
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### Out of Croatia and into the world

The KFK company realizes their customer orders in the field of aluminium and glass façade solutions using machinery from elumatec. The success of the collaboration can be seen in the projects carried out to date which are found throughout Europe. ▶ P. 4-9





The façade of the St. Martin Tower in Frankfurt was manufactured and assembled by KFK.

# BEHIND THE FAÇADE

elumatec customer KFK has become a leading provider of façade solutions.

More than 15 years ago, elumatec delivered the first machine to the KFK company. The business headquartered in Croatian Rugvica specializes in the design, construction, fabrication and assembly of customer-specific façade systems. Over the years, collaboration was intensified and the small enterprise has now developed into a leading provider in the area of aluminium and glass façade solutions in Europe.

“More than 15 years ago I had an appointment for 3 p.m. in the elumatec plant located in Mühlacker”, says Marko Rašić, founder and owner of KFK, recalling his first contact with elumatec. “Unfortunately, I was delayed a great deal and didn’t arrive until 6 p.m. Nonetheless, I was still expected by Nebojša Wosel, Regional Director, South East Europe, who warmly greeted me and conducted me through the plant on a late-evening tour together with the owner at the time. After the meeting, it was already 10 p.m. and I said to my colleague in the car: ‘I’ve never experienced anything like that before – that a small Croatian company would be greeted so professionally at such a late hour and with such esteem.’”

That proved to be a beginning that was as surprising as it was positive for the collaboration between elumatec and KFK, and it is still bearing fruit today. In the meantime, the small Croatian company has become an international player with offices in Germany, Slovenia, Austria and Great Britain.

The business currently employs almost 400 – and the trend is for an upswing. KFK is involved in projects spread across the entire globe with a special focus on the USA, Great Britain and their home country of Croatia.

## KFK is taking the European market by storm

The company sees its strengths in special fabrications, custom-made façades designed by architects and project business with a very high degree of technical complexity. Everyday business operations at KFK are characterized by high capacities, top quality and supplier loyalty. The manner in which these elements contribute to ongoing success is revealed by taking a look at previous KFK projects.

In Germany, the work of KFK can be admired in Frankfurt’s City West in the form of the 70 m high St. Martin Tower. 15,500 m<sup>2</sup> of element façade with integrated mechanical ventilation were manufactured and installed there by the

# KFK

For more about KFK:  
▶ [www.kfk.hr](http://www.kfk.hr)





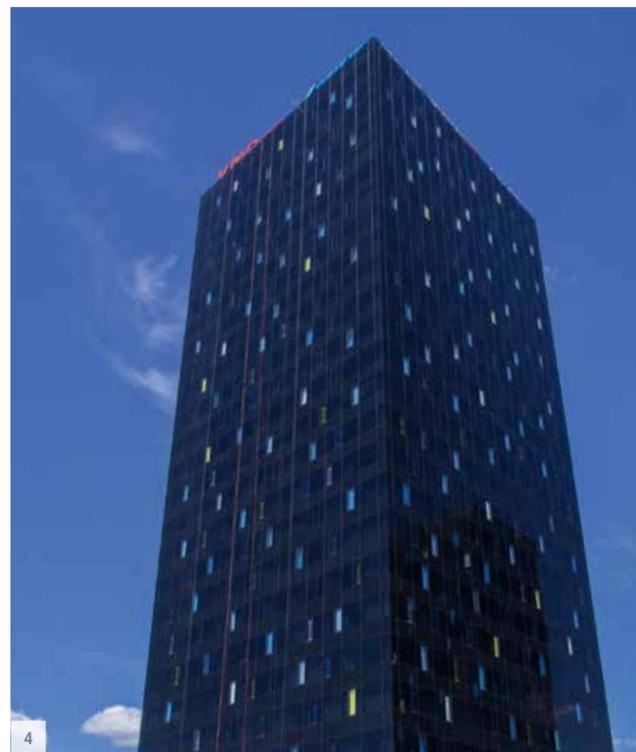
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5



The successful elumatec customer's headquarters are located in Rugvica near Zagreb.

elumatec customer. The vertical light-metal façade visually groups two respective storeys, thereby stretching the building from the perspective of the beholder yet without neglecting its elegant and lightweight aspects in doing so.

A further KFK project in 2008 was the 96 m high Erstetower & Eurotower (image 2) in Zagreb. 18,000 m<sup>2</sup> of façade were equipped with self-ventilating, double-shell external walls by KFK in the context of this construction project. A unique feature for the employees in the offices of the towers: Between the two walls are aluminium panels which are electronically controlled to offer maximum protection from the sun.

The Strojarska Business Center is a showcase project for KFK and is also located in the Croatian capital. The Center consists of six buildings in the middle of which two high-rises project upwards. The larger tower is 96 m high and is called VMD (image 4) after the residential construction firm of the same name which has its headquarters in the Center. The VMD high-rise building was completed in 2014 and has a single-shell façade of 20,000 m<sup>2</sup> which was designed, produced and installed by KFK. The colourful elements in the façade catch the eye in particular and lend the high-rise structure an unmistakable appearance.

Those who have landed or taken off from Franjo Tuđman Airport in Zagreb will have been able to observe its impressive ceiling construction (image 1+3). In 2016, KFK assumed responsibility for the roofing structure at the airport with a total of 37,500 m<sup>2</sup>. Travellers are treated to striking impressions there because the halls of the terminals are flooded with light and the roof has a wave-shaped arrangement. A network of steel beams serves as a support.

Planning, project development, manufacturing, assembly of element façade systems: KFK offers them all from a single source.

### More than just a business partner

Ever present over the course of the years: the machines from elumatec. What began as a relationship between customer and supplier is today a partnership characterized by a great deal of mutual esteem. Marko Rašić sees it this way as well: "We have been working together with elumatec for more than 15 years. Mr. Wosel has always provided me with very professional advice in a personal and engaging manner throughout the years", says the owner of KFK.

He also reports that his requirements have always been met 100%. "Even when I bought the first elumatec machine, I saw elumatec as a partner with potential for the future", comments Rašić: "At KFK, we now have over 20 machines from elumatec. When elumatec's competitors knock on my door, I don't even bother talking with them. For me, elumatec is all there is!"

The machine pool at KFK contains various different models of the SBZ 151 machining centre and the SBZ 140 model series as well as double mitre saws of the DG 244 model series and several TS 161 table saws with the AMS electronic length measurement system. KFK serves the needs of international investors from the residential and office construction sector using elumatec machinery. Customers especially value the custom-made element façades as well as the innovative designs and solutions KFK delivers. The elumatec CNC machines with eluCad software provided by elusoft come into their own for these applications and allow the highly complex programming and subsequent machining operations to be executed cost effectively.

**"In the meantime, we own over 20 machines from elumatec."**





**Landmark Pinnacle: KFK is working on the highest residential building currently under construction in London**

The most recent project has led KFK to the British capital. There, a 233 m high residential building with around 900 flats is currently being constructed. After the completion planned for 2021, the Landmark Pinnacle is to be the highest residential building in London. The assembly of the façade encompassing a total of approx. 38,200 m<sup>2</sup> has been entrusted to KFK. 25 storeys have already been built and fitted out as of mid-2018, with another 51 to follow. The skyscraper is designed to offer a 360° view and fit into the surrounding modern skyline. A particular highlight of the spectacular building: The glass of the façade reflects the light and the motion of the water and sky.

Find out more about the Landmark Pinnacle project  
► [www.landmark-pinnacle.com](http://www.landmark-pinnacle.com)

Further projects have been realized by KFK at the Dubrovnik airport, on the Panta Rhei office building in Düsseldorf and at various different hotels in Croatian holiday regions. The Dvorana Krešimira Čosića multipurpose hall in Croatia's city of Zadar also bears the signature of KFK.

And the success story doesn't stop there. For the future, KFK has planned expansion into Australia, Singapore and Hong Kong, and additional orders in Great Britain and Croatia are in the offing. Long term, KFK has set their sights on becoming one of the three largest façade manufacturers in the world – with elumatec at their side as a strong partner. ■



**Reliable and high-quality machines, fast and competent service, the newest technologies – elumatec is unique in our industry sector.**

Marko Rašić, founder and owner of KFK

# “EFFICIENCY AND TRUST FROM THE VERY FIRST DAY”

Harig Group buys one thousandth elumatec profile machining centre in the 6xx series

Sometimes a fleeting moment embodies the full array of elements that constitute the essence of a long-standing business relationship. One of those moments took place at the booth party at Fensterbau Frontale 2018: Ralf Haspel, CEO of elumatec AG, called Joachim Harig onto the stage to thank him. At the trade fair, Harig Metallbau had just purchased the 1,000th profile machining centre in the 6xx series, representing the high point to date in a collaboration that has been equally fruitful and instructive for both partners.

With its automated motion sequences, the SBZ 628 XL purchased by Harig shines in everyday applications and ensures greater production flexibility. The innovative technology integrated in the machine, entailing a combination of a rotation module and a saw unit, is a one-of-a-kind for Europe and gives companies like Metallbau Harig competitive advantages: “Thanks to the rotation module, we are able to employ up to eight different tools in a single pass and even use them at any angle desired!” says Harig, continuing, “That reduces the number of work steps and creates an enormous economic advantage for us”.

**“At elumatec, everyone is committed and on the ball.”**

That sounds like a win-win situation, which Joachim Harig also confirms: “The individualists at elumatec understand us – the machine is perfect for our needs. Off-the-rack products are common, but the flexibility of an elumatec machine can’t be beat.” The partners know – and appreciate – each other and have for more than 15 years. The Harig Group is the largest metal construction company in the Saarpfalz district. At two locations, 80 employees manufacture products including windows, doors and sun protection equipment made of aluminium or plastic on a floor space of 80,000 m<sup>2</sup>. They are also assembled.

Harig’s special strength is handling projects with a volume of up to 2.5 million euros. Customers come from both the private sector and industry, and municipalities are also amongst their clients. All of them have one thing in common: They are not looking for off-the-shelf products, but instead require custom solutions. Custom often also means that the products must meet the highest demands and be able to withstand extreme conditions.

For example, a Harig customer in Kuwait where the final result must endure temperatures of 50 degrees Celsius. “For the elumatec machines that are designed for individual requirements, this is not a problem”, says Joachim Harig. More than 15 years ago, the Harig Group purchased the SBZ 610/13, one of the first fully automatic profile machining centres in the 6xx series. Harig also uses the Profile machining centre SBZ 140 as well as the DG 244 double mitre saw and two TS 161 table saws. “The purchase of our 1,000th SBZ is the most recent evidence of a collaboration characterized by efficiency and trust – factors that have been key in our relationship with elumatec since day one”, says Harig.

One example of this would be the use of the SBZ 610/13. The machine was originally intended for PVC machining.



elumatec CEO Ralf Haspel (left) and Joachim Harig, CEO at Metallbau Harig, congratulate each other on the sale of the 1,000th profile machining centre from the 600 series.



The Harig metal construction firm has two locations in Bexbach, Saarpfalz-Kreis in Saarland.

## SBZ 628 XL

### QUICK, FLEXIBLE AND ECONOMICAL

“Faster and better optimized workflows, more flexibility for individualized production and improved cost-effectiveness – all thanks to automation.” This is Joachim Harig’s summary of the advantages of the SBZ 628 XL. It has a loading magazine for an automated production workflow – its rotation module allows the use of up to eight different tools per pass. The patented motorized gripper system, which can be rotated and adjusted vertically and horizontally, moves complex profile cross-sections into position for machining with precision and speed. The router spindle, which can be rotated up to 360°, and the continuously adjustable saw blade allow profiles to be machined in a wide variety of clamping situations.

For more information visit [www.elumatec.com](http://www.elumatec.com)

In 2001, it was then also optimized for the processing of aluminium. “That conversion process was a learning opportunity for both of us and was very beneficial overall”, recalls Joachim Harig. The SBZ 628 XL now replaces the old machine. It is employed for all Harig products, including window and door manufacturing as well as for façades or fire-protection and sliding elements.

#### The service measures up too

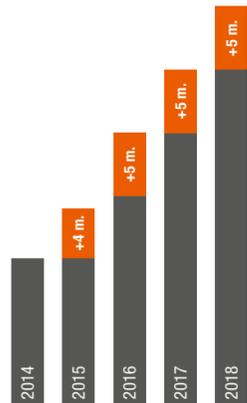
There is another important piece in the elumatec package as well: Being flexible also means that the service provided has to measure up. Over the years, elumatec has proven to be a reliable partner in this respect as well, as Harig emphasizes: “At elumatec, everyone is committed and on the ball: from the manager of sales to those in technical design.” Individual consultancy and fast reaction times are a matter of course at elumatec – just as they are for us.” The CEO has special praise for elumatec’s support, the spare parts service and their delivery reliability – “These are in addition to the impressive planning and the execution of custom solutions”. In summary, Harig decided for an overall package that is as convincing in terms of technology as are the employees who competently handled the project right from the first step. ■



## SUMMERFEST 2018

Enjoying beautiful summer weather, we celebrated this year's summerfest with our employees from elumatec at headquarters in Mühlacker on 6 July 2018. After a brief greeting by elumatec CEO Ralf Haspel, two colleagues of many years were congratulated on the occasion of their well-deserved retirement. Then, one colleague representing the design department was presented with a certificate recognizing their contribution to the SBZ 122/75 project, the winner of the German Design Awards 2018. After the official part, some 300 guests enjoyed

the positive mood and danced, in part even until well after midnight, to the DJ's upbeat music. Culinary delights were by no means in short supply. With various steaks, green salads and an extensive kitchen buffet, there was something to satisfy every taste. The warm summer temperatures were met with wine, beer and refreshing cocktails as an aid in cooling off. This time, as a gesture of recognition, supervisory employees manned the grills so that their staff could enjoy a relaxing summerfest. ■



## ELUMATEC DEFIES GLOBAL CHALLENGES

In this special anniversary year, we are still on course for success: In spite of global challenges, such as trade restrictions and duties, the elumatec Group expects the total turnover for 2018 to reach about 135 million euros. This means that since the beginning of the elumatec AG in 2014, the turnover has been increased by more than 20 million euros. Moreover, the order backlog rose on average from about 18

million euros in 2014 to over 28 million euros in 2018.

This growth was propelled by the new product developments, SBZ 122 and SBZ 628, as well as the product refinements, SBZ 141 and SBZ 151 Edition 90. The European markets in particular as well as the Asian market were prime 2018 growth drivers. ■

## AN ANNIVERSARY TREASURE HUNT

The 90th company birthday has been an occasion for us to examine the multifaceted history of elumatec, including pictures. We are on the hunt for elumatec machines from years gone by and the stories behind them. The idea for a treasure hunt occurred to us while rummaging through the photo archive. There we found photos of the MOF 11 router and KF 78 the masterpiece of copy routers. However, we did not want to limit the treasure hunt to our own archive alone, but also decided to invite customers to participate.

Consequently, we used the website and social media to launch the treasure hunt. Participation is still possible until the end of December: just look for old elumatec machines in your warehouse, take pictures of the machine and type plate and send them to [schatzsuche@elumatec.com](mailto:schatzsuche@elumatec.com). ■



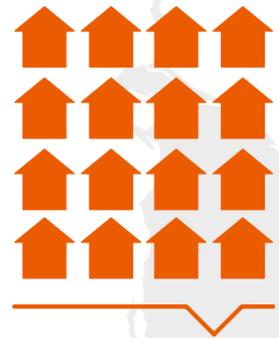
## ELUMATEC SUPPORTS A SOCIAL HOUSING PROJECT IN SRI LANKA

In Adikarigama, a village in one of the poorest regions of Sri Lanka, 16 residential buildings with electricity and running water were built for socially disadvantaged people.

With the help of financial assistance from elumatec Benelux and 16 additional partners, the HEBO company and the Dutch H.A.S. Foundation kicked off the "HEBO Housing Project" about two and a half years ago. In June, sponsors, project initiators and the village residents celebrated the completion of the housing project.

"We are overwhelmed by the gratefulness of the people", said Marcel Boender, the project contact at elumatec Benelux. "HEBO and the H.A.S. Foundation did a fantastic job here. I am proud that we are a part of this outstanding project".

HEBO has been working in Sri Lanka since 2011 and also built the "Elder Home" in Kandy. This permanent care facility for older people who would otherwise be on their own was recognized as the best senior's residence in Sri Lanka. ■



16 RESIDENTIAL BUILDINGS IN ADIKARIGAMA

SRI LANKA

## THE JOY OF DEVELOPING AND IMPLEMENTING



A leader with a team spirit is leaving – and takes a look back with pride: After 23 years at elumatec, Hans-Joachim Fischer is entering retirement at the end of the year.

In 1995, the 63 year old started as the head of design engineering and has been the head of production since 2012. "What's unique about us is that we don't just manufacture machines, but instead always look for holistic solutions for the requirements of our customers", says Fischer. He takes particular pleasure in the fact that one of his favourite products, the DG 244, is still being sold successfully today. Also that the SBZ 150/151 with automatic and autonomous clamp positioning is still a strong seller on the market and is a favourite with customers.

When important matters were concerned, Hans-Joachim Fischer was also known for his straight talk. Especially in difficult phases, he worked passionately on finding solutions for the challenges at hand and putting them into practice. Customer satisfaction was always both a motivation and a confirmation for him.

His connection to elumatec grew over the years, but it was already there when he was only eleven years old: His father, Hans Fischer, was a supplier "for elu", and son Hans landed his first summer holiday job there. After studying mechanical engineering, he gathered experience in other companies before returning to the birthplace of his career in 1995. "It's always been exciting", says Hans-Joachim Fischer. ■

## ELUMATEC SUPPORTS EMPLOYEES ENGAGED IN VOLUNTEER ACTIVITIES

It is a self-evident practice for us to support employees who use their free time to engage in volunteer work. We are pleased that we have now received an award for doing so.

The Baden-Württemberg Ministry of the Interior, Digitalization and Migration selects businesses every year who specially support committed helpers in their volunteer activities. The distinction is conferred for a period of five years and elumatec received it in 2018. Numerous elumatec employees engage in

volunteer work, including the Volunteer Fire Department in Mühlacker, which would not be possible without their employer's support and flexibility.

"Trust, respect and commitment are key values that shape how we work as a company, and that does not stop at the company gates. We are therefore delighted to support our staff who display these values outside our premises", said Ralf Haspel, elumatec CEO. ■



Markus Börschig (Personnel Manager and Authorized Officer, elumatec AG), Thomas Strobl (Minister of the Interior, Baden-Württemberg), Stefanie Seemann (State Parliament Member), Frank Schneider (Lord Mayor of Mühlacker) (f.l.t.r.)

# BAU 2019: STEPPING INTO THE FUTURE WITH CUSTOMER ORIENTATION

Experience elumatec:  
Stand 502,  
Hall C1



Innovation never stands still – These are our trade fair highlights

A profile machining centre with all of the necessary basic functions, digital solutions for the future and Voilap Digital as a sub-exhibitor: From 14 to 19 January at BAU 2019 in Munich, we will be presenting new products and product refinements which are consistently oriented towards our customers' needs.

Every two years, more than 250,000 visiting professionals and 2,100 exhibitors from around the globe gather at the BAU trade fair in Munich to interact. The signs point to growth – but that also means new challenges are on the horizon: “A very wide variety of profiles that are becoming more and more complex coupled with shorter and shorter lead times mean fast fabrication times are essential. As we refine and develop our machines, we always keep these requirements in focus so that we can offer our customers solutions that meet their actual needs,” says Ralf Haspel, CEO of elumatec AG.

**AT BAU 2019, we will be presenting innovations in line with this:**

- **SBZ 628 S: An efficient alternative**  
With the SBZ 628 S, we are following up on the success story of the SBZ 628 XXL and the SBZ 628 XL. The XXL and XL models in the SBZ 628 series enable users to manufacture doors, windows and façades. Their little brother, on the other hand, with its 4 routing spindles arranged on the rotation ring and the downstream saw unit for mitre cuts, focuses on optimal manufacturing of doors and windows. This represents elumatec AG's introduction of an entry level model which provides all the necessary basic functions and creates a wide range of possibilities for smaller, industry-oriented metal construction customers. This opens the way for all customers to economically enter this area, and provides a choice between different configuration levels, depending on the area of application and the requirements. At present, the SBZ 628 S is still in the final testing phase of development. At BAU 2019, we will be unveiling the S model publicly for the first time.

- **SBZ 151 Edition 90: An all-rounder stays on course for success**  
This special model features the proven advantages of an all-rounder in a new, contemporary design: The hood and the user interface have been redesigned and the control-system updated. The high degree of automation and the advanced control technology enable flexible, quick and accurate production. Consequently, the anniversary model is assured a continued place in the elumatec product range, even in the company's 91st year.
- **New SBZ 1xx: Customer-oriented ongoing development**  
elumatec AG is currently working on a new “small” 3-axis entry-level model in the 1xx family with new control and regulator technology. This will enable us to offer our users an even wider range of choices and a machine that is tailored to their precise needs.

**“Our customers need to be able to react quickly and flexibly at any time.”**

- **elusoft: Reduce costs, optimize production**  
elumatec subsidiary elusoft will be presenting their eluCad 4.1 and eluCloud software solutions in Munich. eluCloud is the joint solution developed by elumatec and elusoft for collection and analysis of machine data. The eluCad software is employed in job preparation and enables users to configure their profile machining centres and to create



programs without having to work with a programming language. At the trade fair, we will be presenting the current version 4.1 of the software.

- **Voilap Digital: Innovative buying experience**  
Voilap Digital will be presenting its three versions of a virtual sales room as a sub-exhibitor at the elumatec stand: Sight, View and Core. This digital implementation offers manufacturers innovative presentation and sales options for their products and a unique shopping experience for customers.



As is customary, our sales team will be on site in Munich – including the experts for innovative software solutions. At Stand 502 in Hall C1 we will be providing insights into the continuous refinement and development of our products: Be prepared for a surprise. ■

A versatile all-rounder: The SBZ 628 XL has already been successful in convincing our international users with its maximized flexibility and process reliability in production. We will be unveiling the S model for the first time at BAU 2019.

# PRODUCTIVE TRADE FAIRS IN DUBAI AND THE USA

## Our trade fair highlights in 2018: Dubai and the USA

Tried and tested: companies around the world can benefit from our highly sought-after products. We therefore make the most of opportunities to make new contacts and showcase our innovative range of new and improved products on the international stage, and in 2018 our activities have included attending major trade fairs in the USA and Dubai.

Whether it's at GlassBuild or IMTS in the USA or Windows, Doors & Facades in Dubai, the task remains the same: trade fair visitors are looking for custom-designed solutions for window, door and aluminium construction which meet both current demands and the demands of tomorrow. We have long recognized the importance of developing our products with these needs in mind, and consequently our high-performance range of products have been a big hit at every trade fair we have attended.

### GlassBuild: a success across the board

The GlassBuild trade fair in Las Vegas, Nevada, was very well attended, with the final total of 8,500 visitors from 71 countries representing a considerable increase on average numbers in previous years. GlassBuild is a huge opportunity for elumatec AG, as prominent among the attendees are

companies from our core markets in curtain wall, door and window manufacturing. The elumatec team at our stand made numerous new contacts as they explained the benefits of our machines in detail to users and potential customers, and as a result we received a number of new orders a few days after the trade fair. In particular it was our profile machining centres, including the SBZ 628 and the various versions of the SBZ 122, that generated the most interest.

### IMTS: all-time record visitor numbers

The IMTS trade fair in Chicago is the biggest specialist trade fair for manufacturing technology in the USA, and in 2018 two records were broken: the total number of visitors, with 129,415 attending from all industrial sectors, and the number of pre-registrations. Spread across four two-storey buildings, IMTS focuses on the US, Canadian and Mexican industrial markets, and this represents a great opportunity to meet new customers and convince them to choose our products.

Our SBZ 122 range was in great demand in Chicago, and feedback from the elumatec stand was overwhelmingly positive, with visitors praising our innovative machines, the stand design and the comprehensive advice we offered.

### Windows, Doors & Facades: a productive partnership continues

As a founding partner we have played an active part in establishing this specialist trade fair in Dubai, and for this reason it is extremely significant for us. It is the only trade fair of its kind in the Middle East, making it an excellent opportunity to steadily increase awareness of our products in this part of the world.

Visitors from Bahrain, Kuwait, Egypt, Pakistan, Saudi Arabia, Libya, Kenya, the UAE, Oman and Lebanon flocked to our stand, and we were delighted that many of them used the occasion of our 90th birthday to express their appreciation and admiration for our company. Our Special Edition SBZ 151 Edition 90 was the main attraction among all machines exhibited in the show, which attracted considerable attention across the industrial & architectural industries in the GCC. During the trade fair, we received a large number of enquiries. And that's not all, as our stand was also visited by many potential new customers. ■



USA GlassBuild 2018



USA IMTS 2018



DUBAI Windows, Doors & Facades 2018

# CLEAR STRUCTURES WITH FLEXIBILITY FOR THE INDIVIDUAL

Training at elumatec: The department introduces itself

“We need to give young people a perspective for their future in our company” – that is Bernd Hadamofsky’s top priority at work. When the head of training came to work at elumatec in 1995, there was no internal training department yet. But with Hadamofsky on the job, that was soon to change.

With new ideas and a great deal of commitment, the technical business manager developed a forward-looking new interface at elumatec in 2000. “The objective was to generate new recruits for our own company, and that is still the case today”, emphasizes Hadamofsky, and adds: “If we don’t provide training, we have no right to complain that we have a lack of skilled labour.”

Today, 18 years later, elumatec offers a training programme as a mechatronics technician or an industrial clerk. A dual

course of studies at the Baden-Württemberg Cooperative State University (DHBW) in mechanical engineering is also possible. With his two colleagues, Peter Hentzschel and Ulrich Köppl, Hadamofsky looks after the young people right from day one of their training. Clear structures and uniformed rules are key factors.

#### Organizational details are key

Trainees at elumatec can expect a well-structured and multifaceted curriculum. The youths move through a variety of different stations and departments, such as the area of shipping or quality assurance. “We place a special emphasis on

providing our apprentices with comprehensive knowledge spanning many areas. As a company, we also benefit from this approach”, explains Hadamofsky. The young people get to know their respective contact person personally

and gain an understanding of how the departments interact. His deputy, Peter Hentzschel adds: “We have established agreements with other companies with regard to curriculum elements which we are no longer able to provide ourselves here at elumatec. Our apprentices are then able to attend instruction there for about six weeks.”

#### Discerning strengths and weaknesses

About 40 trainers throughout the company look after the budding mechatronics and industrial clerks in the various different departments. The course contents are clearly specified. Hadamofsky explains that a well-structured plan enables better control over the learning outcomes for the apprentices. After each station, the trainer in the company completes an assessment which is then discussed with the apprentice and the head of training. “This approach enables us to recognize and take measures for possible deficits”, says Hadamofsky, then adding: “While a uniform curriculum is important, even more important is that we deal individually with the weaknesses and strengths of our young people.” Even at the time the department was founded, the technical business manager already noticed that it was becoming increasingly difficult to find suitable future staff.

#### Defying the lack in skilled labour

“In 2000, we were essentially paying a bounty for each new employee”, recalls Hadamofsky. This is one of the reasons he sees the area of training as one of the most important interfaces in the company. The business’ own needs in this respect must be determined and the branches of training adapted accordingly. “Some companies offer training that



Apprentices at elumatec: A clear career plan.

is not related to their product. They haven’t understood why they need apprentices”, relates the head of training. “Our company’s requirements are virtually a perfect match for the work mechatronics do. They provide the exact skill set that we need.”

In an effort to discover those skills, the three-member team also works with the youths outside of the immediate elumatec context. Once each year, an applicants day is held in cooperation with the Federal Job Agency (BA) and the city of Mühlacker at which companies from the region present themselves and their work to the young adults. Moreover, elumatec offers numerous internships and provides tips at schools concerning what makes a good application.

#### Continuing support even after the apprenticeship

“Our work begins before the actual training and doesn’t stop after it’s finished”, explains Peter Hentzschel. This means that support for the young people continues even after the training because the majority of the apprentices stay with elumatec after their training is finished. “Often, the supervisor doesn’t notice that the apprentice is no longer an apprentice. That can lead to conflict”, relates Hentzschel. “We offer advice when this happens, but the young workers still need to learn to deal with it themselves.” For his boss, it is precisely this close contact to the adolescents that is the key to his profession. “I feel proud when I see how the young people grow and develop in our company and become established in their careers”, says Bernd Hadamofsky. He continues: “With our work, we provide them with a foundation for their lives.” ■

## TRAINING TEAM

1 100% POSITION

2 50% POSITIONS

## APPRENTICES

21 APPRENTICES 1 DHBW-STUDENT

15 MALES

7 FEMALES

## BRANCHES OF TRAINING

MECHATRONICS TECHNICIAN

INDUSTRIAL CLERK

DHBW MECHANICAL ENGINEERING STUDY PROGRAMME

Date: 3 August 2018

**“If young people are able to satisfactorily arrange their professional future after their apprenticeship with us, then I have done my job well.”**

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