

Think BIG: Trainee project for bauma 2019

Fritzmeier lets apprentices try their hand

Munich, bauma 2019. From industrial administrator to cutting machine operator, from technical product designer to plant and systems electronics specialist – at any given time there are on average 50 apprentices at Fritzmeier Group, with 10 new ones entering training programmes each year. “We want to get young people interested in what we do,” said Kristin Herrig, who is in charge of training at Fritzmeier. “As a family-owned company we generally have flat hierarchies, so everyone here has broad freedom in their area of responsibility.” This is reflected in the Think BIG trainee project, in which young trainees from all areas of the company work together to plan and implement a project on their own. “We presented the project idea to management and the Fritzmeier family, and got budget approval,” explained Jessica Pflaum of the Think BIG Team. “We’re glad that our mini-construction site is being exhibited at bauma.”

The competition for new talent, especially in technical professions, is getting ever more intense, and the quality of a training programme and overall package is more and more important to young people. “Our Fritzmeier Technology division and its Training Workshop let us maintain very high standards of quality in technical fields,” noted Herrig. “Regular projects also give the industrial clerk trainees valuable practical experience.” Think BIG is part of this strategy. The participating trainees run the project together. “The only requirement is that the project reflect the different company divisions and the vocations trained here.”

As a first step, the team chose two project managers to handle organization. One of them is Jessica Pflaum, who since 01/2019 has worked at Fritzmeier in industrial administration after completing her training there. “We quickly found that with 14 participating trainees, the important thing is that everyone does their part, and does it on time.” Regular meetings and good information exchange were the key to success. Instructors offered help and advice, but stood back and let the team cope with the problems that came up. “The project took a great deal of time, but it turned out well and we learned a lot. Getting this kind of deep insight into project work is very valuable for trainees.”

The result, a mini-construction site with robot arm and a truck designed and milled by the team, will be shown at bauma 2019. “We’re very glad that our trainees pushed through to the end, with a project that is now the centrepiece of the trade fair booth,” said Herrig.



Company profile

Fritzmeier Cabs is a leading system supplier for manufacturers of off-highway and utility vehicles, and makes complete modules, cladding components and system modules for high-tech cabs. The company's development and production operations are aligned along the central benefits of safety, ergonomics, comfort, economy and integration capability. To serve its worldwide customers effectively, Fritzmeier Cabs has multiple manufacturing locations in Europe, a joint venture in India and cooperation partners around the globe.

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