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CAPITAL: Rheinmetall one of the best companies in Germany for training

Tech enterprise takes top marks for instruction – 4-star rating for Rheinmetall’s dual curriculum programme

For the second time in a row, the German business publication CAPITAL has lauded Rheinmetall for its commitment in the human resources realm. In a recent survey, the magazine awarded Rheinmetall AG five stars for training and four stars for its dual curriculum programme, voting it one of the best companies for training in Germany. Earlier this year, in a study entitled “Universum Young Professional Survey 2021”, Rheinmetall placed 25th among young engineering professionals, a very good ranking. Among young IT professionals, Rheinmetall ranked among the top 100 most attractive employers in Germany, taking 86th place.

The study, conducted by CAPITAL for the fifth time from March to May 2021, examined the training and dual curriculum programmes of numerous companies. Based on a survey of 746 trainees and 99 dual curriculum students in Germany and abroad, Rheinmetall scored 22 out of a possible 25 points for training, and 19 out of a possible 25 points in the dual curriculum category.

Fit for the future

“Two years into the corona pandemic, Rheinmetall continues to stand for continuity, developing effective concepts and strategies for first-class, future-oriented training. First and foremost, this accolade is a tribute to our trainees and trainers, who have worked heart and soul to accomplish the mission despite the current difficult circumstances. Moving forward as a team, we will continue along this proven path to success, providing our trainees with the support they need as they prepare for a secure professional future”, states Peter Sebastian Krause, labour relations director and member of the Rheinmetall AG executive board with special responsibility for human resources. In 2020 the company invested over €13 million in in-plant vocational training in Germany, training 405 people nationwide. In doing so, the company places strong emphasis on up-to-date job skills: Rheinmetall turns out IT specialists for application development and system integration, for example, while its dual curriculum programmes lead to a bachelor’s degree in international business, electrical engineering or mechatronics.

Wide-ranging assessment criteria

Some 650 companies took part in the CAPITAL survey, which involved extensive, highly valid assessment criteria. Among other things, questions shed light on how companies adapted and proceeded with training under pandemic conditions; the quality of the trainers and the support they received; instruction methods and training plans; as well as success monitoring and equipment for learning at home. Other topics included post-training career opportunities, drop-out rates, salaries, the way digital media are handled, inclusion of existing technical expertise of trainees and dual curriculum students, and how the company markets its training opportunities.

► Key facts

- ▷ CAPITAL survey: Rheinmetall is one of the best companies in Germany for training
- ▷ Group awarded five stars for training and four stars for its dual curriculum programme
- ▷ In 2020 Rheinmetall invested over €13 million in in-plant vocational training, with over 405 trainees

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