

Knowledge is power

Thomas Group, an independent supplier of tinplate and aluminium components for the aerosol, pharmaceutical and cosmetic industries, discusses the value of training staff

Creating something you never thought possible before and thereby improving your career opportunities - this dream has been put into practice by 17 graduates of professional training courses at Thomas Group. Among them were seven graduates of the Hessian qualification initiative 'Pro-Certificate', who achieved the certificate as qualified machine and plant operators.

With a qualification quota of 12%, including blue- and white-collar employees in Langenselbold, Germany, the globally active, independent manufacturer of metal components for the aerosol, cosmetics and pharmaceutical industries occupies a top position among medium-sized industrial companies in the state of Hesse.

Thomas Group honoured the graduates during a ceremony. Stefan Benito, managing director of sales and HR at Thomas Group, said: "We are proud of our graduates. Especially for us as a medium-sized company, qualification and further education of our employees matters most. We are particularly pleased when we open up new opportunities for employees who did not possess a certificate but are committed."

The Hessian state government promoted education with so-called education vouchers. The measure aims to increase the development opportunities of low-skilled employees by giving them a degree

and helping them to acquire professional knowledge in their field.

In close coordination with educational partners, it has been possible to bring further qualification initiatives for Thomas Group and to have the training take place in small groups in alternating shifts. "In this way, we had a positive group dynamic in the teams and no production time was lost," said plant manager Steffen Kieslich, "a probably unique combination of the requirements of shift operation with the theoretical training lessons."

With its qualification campaign, Thomas Group continues to improve the quality of its products and services. In addition, the conditions for future changes, in particular the introduction of new products and processes, which will bring increased challenges to the employees, are now based on a solid foundation. The range of qualification opportunities at the company is diverse. In 2019, five employees of the quality control department completed Technical Inspection Association (TÜV) courses for quality management specialists and qualified for the brand new automatic measuring equipment. Other employees completed courses to become accountants, industrial foremen and 3D printing specialists. Others, in turn, support the company's vocational training by acquiring coaching qualifications.

"Our principle is that every Thomas Group product is manufactured by a qualified expert," said Benito, "that is why we employ proven machine operators who have not yet obtained a professional degree corresponding to their job a post-qualification as machine and plant operator. The head of HR, Matthias Ganz, highlighted the importance of a good working atmosphere and teamwork, because "we are and will remain an attractive employer in the region."



Connected with their company: 17 graduates with their management

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