

The 3P apprenticeship mission statement comprises the values and principles on which we base our apprenticeship process.

FIT FOR THE FUTURE

OUR OVERRIDING GOAL IS,
MAKING TRAINEES FIT FOR THE FUTURE.
ON A PROFESSIONAL AND PERSONAL LEVEL.

The 3 guiding principles of our apprenticeship



Apprenticeship
at eye level



Taking
responsibility



Work-Life
Balance

FIT FOR THE FUTURE

Our aim is to provide trainees with the tools they need for their professional and private future. In addition to learning specialist knowledge for their chosen profession, this also includes acquiring social skills.

For this to succeed, everyone in the company has to do his bit.

Our three guiding principles "Apprenticeship at eye level", "Taking responsibility" and "Work-life balance" provide the guidelines and serve as orientation for everyone involved.

Apprenticeship at eye level

No matter what position, religion, language or origin we have in the company, we all treat each other at eye level.

- Mutual appreciation and respect in dealing with one another are central guidelines in apprenticeship.
- We expect everyone involved to ensure a good working atmosphere. Mutual support and team spirit are an important basis for our daily work.
- We believe in transparency and fairness. All trainees in a cohort receive the same remuneration, the same support and the same benefits.

Taking responsibility

Every team member takes responsibility for their actions within the company.

- All team members, even those who are not responsible for apprenticeship, act as role models for the trainees. By passing on their experience, imparting values and specialist knowledge and assuming social responsibility, they make an important contribution to successful apprenticeship.
- The trainers have a special responsibility towards the trainees. Their in-depth specialist knowledge and good coaching skills are an important prerequisite for being able to fulfill this responsibility. This is the only way they can recognize the strengths and weaknesses of trainees and support them individually.
- During their apprenticeship, trainees learn to take responsibility for their actions and for the work they do. The willingness to learn and a genuine interest in the tasks are an important part for responsible cooperation.

Work-life balance

It is important to us that the trainees learn social skills and broaden their horizons in addition to the curriculum.

- Work - During apprenticeship, we emphasize a good balance between tasks based on the curriculum and involvement in day-to-day project work. The aim is to give trainees tasks with added value. Cross-departmental projects for trainees are also encouraged.
- Learning - We provide learning support to our trainees. They should have the opportunity to build up a broad range of experience. This includes offers for exam preparation as well as voluntary work in the social media team, support at trade fairs or participation in an internship abroad.
- Leisure time - A healthy balance to work is important. Flexible working hours create time for family, friends and hobbies. Internal company events such as our trainee onboarding, end-of-year celebrations or family parties also promote team spirit and offer opportunities for socializing outside of work.