

Attractive employer: New trainees start at Heel

Baden-Baden – Training quota at Biologische Heilmittel Heel GmbH remains on a high level: on Thursday, September 1, 14 young people started their training at the company's headquarter in Baden-Baden. Heel has for years been awarded one of Germany's Top Employers.

"Heel stands for excellent product quality and is a pioneer of scientific research in the field of natural medicine. The company therefore needs employees with outstanding training. They are our key factor of success", emphasizes François Dugimont, Director Human Resources at Heel. The manufacturer of natural medicines puts a special focus on providing its own training for young people. Dugimont: "We are perceived as an attractive employer and have no problems in filling the trainee positions offered here at the company's headquarter in Baden-Baden."

Trainees have a really good chance of subsequent permanent employment with prospects of a career at the international pharmaceutical company: "In recent years, about 80% of the company trainees have been offered permanent employment", explains the Director of Human Resources. Heel also scores in recruiting senior executives from among its own staff: around 60% of all executive vacancies at Heel in Baden-Baden are filled from the company's own resources.

Ten of the new trainees have opted for training as pharmaceutical production technicians, chemical laboratory assistants, industrial clerks, mechatronics technicians or warehouse clerks. Four of the trainees on Thursday began a dual degree in business administration for health management, business administration for international business or business information technology.

Germany's special system of dual degree courses offers a combination of theory and practice. Apart from studying theoretical aspects at a university of applied sciences, dual students also obtain practical experience by repeatedly working for several months at a time in the training company. Graduates are therefore particularly well prepared for their future work, which is why they are usually given a direct offer of permanent employment at Heel.

On their first training day, the new "Heelians" gained an initial impression of the various departments and met their mentors. All new trainees are given a personal mentor from among the second-year trainees to help them with any questions they may have. In line with a well-established tradition, in a few days the trainees will spend a weekend on a log cabin retreat. "We feel it is important to encourage the new trainees to share

experiences with each other, and to help make their start in the company as easy as possible", explains Dugimont.

Heel is a pharmaceutical company that develops, manufactures, and distributes medicines based on natural substances. The company is a pioneer in the field of scientific research in natural medicine. In cooperation with academic institutions, Heel actively fosters the concept of integrative medicine to improve patient care and health. Biologische Heilmittel Heel GmbH with its corporate headquarters located in Baden-Baden, Germany, and a staff of 1,400, achieved an annual turnover of 213 million Euros in 2015 – 65 percent of it outside Germany. Heel medicines are available in more than 50 countries around the world.

www.heel.com



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The new trainees and dual students are welcomed by Director of Human Resources François Dugimont (on the left).
Photo: Heel.

Press contact:

Biologische Heilmittel Heel GmbH
Andrea Himmelsbach-Neff
Head of Global Communication
Phone: +49 7221 501-276
Fax: +49 7221 501-480
E-mail: andrea.himmelsbach-neff@heel.com
Internet: www.heel.com