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TRAINEE SEMINAR WEEK 2026: ACHIEVING MORE TOGETHER

25.11.2026 – **A week full of interaction and team spirit: the trainee seminar week, held from 26 to 30 October 2026, brought together trainees from various sites and years of training. As well as a business simulation, communication training and internal workshops, the main focus was on getting to know one another and networking. Find out more …**

The seminar week kicked off on Monday and Tuesday with the **business simulation**, led by Dr Heike Scharff, an expert in business management. Participants included first-year commercial trainees from sites across Germany, as well as second- and third-year trainees from the industrial and IT sectors in Düsseldorf.

In the simulation **,** the young professionals took on the role of business decision-makers and had **to** overcome various business management challenges. These included **,** for example **, making business decisions, understanding economic interrelationships, using resources wisely and weighing up the consequences of their own decisions**. This required strategic thinking, teamwork and entrepreneurial skills. The young professionals tackled the various tasks with great commitment, ambition and enthusiasm. The relaxed atmosphere and active exchange ensured that, alongside **learning together, there was plenty of fun to be had**.

Focus on communication and teamwork

On Wednesday and Thursday, the programme centred on **communication training and content provided by the employers' association**. Under the guidance of business coach Pola Jungmann and employment law expert Heike Ruland, the trainees explored key principles for successful collaboration and positive team dynamics. Among other things, the focus was on **gaining a better understanding of communication, avoiding misunderstandings and structuring conversations effectively**. Using various communication models, such as Friedemann Schulz von Thun's four-sided model, the trainees learnt how statements can be interpreted in different ways. Topics such as active listening, body language, constructive feedback and conflict resolution can also help to improve one's own communication in everyday working life.

In addition to communication, **rights and responsibilities during the apprenticeship** also played an important role. It became clear that a successful apprenticeship thrives on mutual commitment. At the same time, initiative, a sense of responsibility and respectful interaction are among the expectations

placed on the apprentices.



Apprentice seminar week at deuka Tiernahrung Cremer



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Valuable insights for everyday working life

To round off the seminar week on Friday, the trainees gained **insights into key areas of our company** through a series of **internal presentations and training sessions**. The speakers not only imparted relevant knowledge but also highlighted the role that each topic plays in day-to-day work:

- **MoVe:** Mr Andreas Klaasen (Employee-Oriented Improvement Process (MoVe)) provided insights into the MoVe initiative.
- **Data protection:** Mr Andreas Kölsch (Head of Information Technology) raised awareness of the responsible handling of data and confidential information.
- **Sustainability:** Ms Katja Kubaschek (Head of Quality and Sustainability Management) presented key aspects of sustainable practices within the company.
- **Health and Safety and Fire Safety:** Mr Jörg Romahn (Health and Safety) explained basic rules of conduct and demonstrated how to identify risks and prevent accidents.

The presentations highlighted just how **varied the demands of everyday working life** are and how important it is to engage with the various issues within the company, even beyond one's own area of training.

"It's lovely to see just how committed the trainees are. It was particularly important to me that they get to know one another, build a network and benefit from one another throughout their training years. After all, a good working relationship is the foundation of a successful training programme."

– Jaqueline Hold, Training Co-ordinator

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Group photo in front of the factory in Düsseldorf

***Group photo in front of the factory in Düsseldorf: Maximilian** Kiel, Tim Heuchemer, Leon Blumenthal, Ellie Reynier, Daniel Zhadanov, David Oemkes, Bolat Turac – that's right, Tom Halang, Tasal Safi, Yamac Ramazan, Mian Ahmad, Nazim Celik, Felix Hehemann, Lucien Haack, Rodrigo Da Silva Korsus, Denise Ernert, Joyce-Samantha Hoppner, Jannes Kaiser, Meikel Hoffmann, Emilio Gissel, Maximilian Erhardt, Yazan Al Saleh Al Nabelsi, Tim Petersen, Phillip Spandau, Pola Jungemann (coach), Jaqueline Hold (training coordinator).*

Key points at a glance

- **Business simulation:** Building team spirit and entrepreneurial thinking.
- **Communication training:** Communication, collaboration, and rights and responsibilities during training.
- **In-house training:** Knowledge on Move, data protection, sustainability, health and safety, and fire safety.
- **Networking:** Exchanging ideas and getting to know one another across sites and apprenticeship years.
- **Common goal:** Strengthening team spirit and promoting personal development.

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Contact person



Jaqueline Hold

Personalabteilung I Ausbildungskoordination

E-Mail: jaqueline.hold@deuka.de
Tel.: +49 211 3034 389
Mobil: +49 171 7643 797