



DUAL STUDY PROGRAMME – LEARNING IN PRACTICE AT WINTERSHALL DEA AND STUDIES AT BUSINESS SCHOOL

IBC HR COMMITTEE MEETING
SEPTEMBER 15, 2021

DUAL STUDY PROGRAMME AT WINTERSHALL DEA

AGENDA

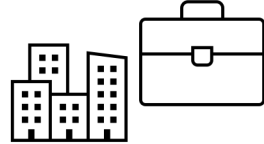
1. What it is
2. Why we do it – Wintershall Dea, students and mentors
3. How it works
4. Example
5. Possible assignments for dual students
6. Benefits for dual students
7. Impressions

DUAL STUDY PROGRAMME AT WINTERSHALL DEA

WHAT IT IS

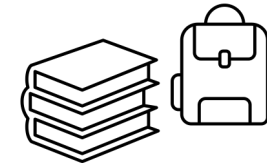
- Wintershall Dea offers dual study programmes for a Bachelor of Science in Business Administration and a Bachelor of Science in Computer Science

50 %



of the time of the dual study programme is spent
at the training company (Wintershall Dea)

50 %



of the time dual students spent at the
Business School /University



Duration of the dual study programme is 3 years



DUAL STUDY PROGRAMME AT WINTERSHALL DEA

WHY WE DO IT – ADVANTAGES FOR WINTERSHALL DEA

- Competitive advantage
- Independence from the labour market
- Receive skilled workers who meet the company's requirements exactly
- Possibly lower costs for personnel recruitment and retraining (potential takeover after study programme)
- Retain good students in the company
- Increase motivation and company loyalty
- Image gain



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WHY WE DO IT – DUAL STUDENTS

Dual Students

- Acquire subject-specific skills and qualifications
- Receive a training salary
- Learn under real company working conditions (practical relevance)
- Identify with the training company and the occupation
- Qualify for further training measures



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WHY WE DO IT – MENTORS

Mentors during assignments

- Contributing to the development of junior staff
- Development of skilled workers for the "own department"
- If applicable, relief from work
- If applicable, first management experience



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HOW IT WORKS

- Start of employment: 1st August each year
- Employment at headquarter Kassel
- Blocks of practical training in Kassel or Hamburg depending on the area of assignment
- Blocks of theory phases at HSBA Hamburg (Business Administration) or University of Kassel (Computer Science)
- Wintershall Dea pays the tuition fees and coordinates assignments

Assignments
and University:
Hamburg/
Kassel



50%

Assignments
and Living:
Kassel



50%

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BLOCKS USING THE EXAMPLE OF THE DUAL STUDENTS BUSINESS ADMINISTRATION



End with passed
Bachelor Thesis

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POSSIBLE ASSIGNMENTS FOR DUAL STUDENTS

Wide range of possible assignments

e.g.

- Accounting and Reporting
- Financial Statements
- Corporate Finance and Treasury
- Risk Management
- Marketing and Sales
- Planning and Performance Management
- Portfolio Management
- Innovation Management
- Corporate Communications
- Human Resources
- Procurement



Opportunities abroad

BU Argentina

BU Egypt

BU Norway

BU Russia

Option to work
abroad

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BENEFITS FOR DUAL STUDENTS



Tariff salary, about
1.000 EUR/month

Capital-forming
benefits

Laptop and work
mobile phone



30 days' holiday,
holiday payment and
annual bonus

Work-Life-Balance

Canteen and coffee
zones



Cost coverage
for accommodation
in Hamburg and
abroad

Bahncard 50

Book subsidies in the
amount of 500 euros

Access to digital
learning platforms



Time off
to work on the Bachelor
thesis

Takeover for one year
after good examination
according to tariff
agreement

Employment in a wide
range of departments

Option to work abroad



**THANK YOU VERY MUCH FOR YOUR
ATTENTION!**

DUAL STUDY PROGRAMME AT WINTERSHALL DEA

IMPRESSIONS

2021



2020



DUAL STUDY PROGRAMME AT WINTERSHALL DEA

IMPRESSIONS

2019

