Start your career at

KNAPP
Springboard for your career.

Start your career at KNAPP
Discover your talent

Continue on at school or choose an apprenticeship and stand on your own two feet?

Deciding on your career is a big decision that requires a lot of thought. It’s often a good idea to talk with your parents or ask friends for advice. But at the end of the day, it’s your decision.

Are you fascinated by machines and technical processes? Do you love to build something with your own two hands? If so, learning a trade might be the right choice for you. It’s important that there is good chemistry between you and your future employer. The more you find out about the career and training facilities available, the more likely it is that you will make the right decision.

Put your skills to the test.

Splitting, graining, drilling or filing. During our taster placement, you will gain an insight into our apprenticeship workshop and can put your technical skills to the test. Doing so will help you to decide whether learning a trade as an apprentice is the right choice for you.

Visit us during our “work experience” days or during other career events such as Take Tech.
Being part of a global player

As an apprentice at KNAPP, you are already playing in the top league. As one of the leading global providers of warehouse automation and warehouse logistics software, we are well positioned internationally with over 3,800 employees and more than 36 locations. For over 30 years we have been training apprentices as a federally recognized apprentice training company.

Our training and educational programme

Three careers with a bright future:

**Metalwork technician (m/f)**
- with core module mechanical engineering
- 3.5 years
- + special module design engineering +½ year
- + special module automation technology +½ year

**Mechatronics technician (m/f)**
- with core module automation technology
- 3.5 years
- + special module PLC technology +½ year
- + special module robotics +½ year
- + special module PLC technology + robotics +½ year

**Application developer (m/f) – coding**
- 4 years

Your benefits

Speaking the lingo. You will receive language training in English provided by the Berlitz language school to prepare you for assignments at installation sites abroad.

Enjoy! Choose your favourite meals from our wide selection in the company cafeteria. Enjoy one of our six available lunchtime menus and a wide range of snacks.

Workout. Looking to burn off some steam? Every week, our apprentices have a sports class to help clear their heads and improve their fitness.

Company outings. Interesting excursions, joint cycling trips and football tournaments strengthen team spirit.

Application developer (m/f) – coding
- 4 years
Example of the mechanical engineering curriculum:

### Apprenticeship as metalwork technician (m/f)

**With focus on mechanical engineering**

As a metalwork technician your world revolves around metals, machines and tools. Metals, machines and tools.


### Occupational fields:

Mechanical engineering, development, installation/startup, customer service, design, technical drawing, purchasing, internal order management, servicing, mechanical manufacturing, assembly, shuttle manufacturing, safety management.
During your training you will learn how to install electrical, pneumatic and hydraulic control systems according to configuration diagrams. Your skills span all the way to the IT field as you also programme computerized machinery and system parts. You put together component parts to form mechatronic systems for our logistics systems, which you also put into operation on site at our customers.

You programme the systems with the help of control programmes such as PLCs and install the corresponding software.

Apprenticeship as mechatronics technician (m/f) with focus on automation technology

As a mechatronics technician you connect mechanical components with electrical and electronic ones.

During your training you will learn how to install electrical, pneumatic and hydraulic control systems according to configuration diagrams. Your skills span all the way to the IT field as you also programme computerized machinery and system parts. You put together component parts to form mechatronic systems for our logistics systems, which, you also put into operation on site at our customers. You programme the systems with the help of control programmes such as PLCs and install the corresponding software.

**Example of the mechatronics curriculum:**

**Apprenticeship:** 3.5 years

<table>
<thead>
<tr>
<th>First apprenticeship</th>
<th>Second apprenticeship</th>
<th>Third apprenticeship</th>
<th>Fourth apprenticeship</th>
</tr>
</thead>
<tbody>
<tr>
<td>3 years</td>
<td>3 years</td>
<td>3 years</td>
<td>3 years</td>
</tr>
</tbody>
</table>

**First apprenticeship year**

- Basic training: 8 weeks
- Vocational school: 10 weeks in Eibiswald, 10 weeks in Mureck
- In-house technology: 8 weeks
- Servicing: 6 weeks
- Inspection room: 4 weeks
- Component manufacturing: 4 weeks
- Mechanical engineering: 4 weeks
- Assembly: 4 weeks
- Shuttle manufacturing: 4 weeks
- Preparation for apprenticeship final exam: 4 weeks
- Internship: 2 weeks
- Annual leave: 5 weeks
- Apprentice earnings (as of 2018): 632.00 euros

**Special module PLC technology + robotics**

This special module combines the content of the PLC technology and robotics modules.

**Special module robotics**

You programme, construct, configure, inspect and document robots, mobile robotics systems and their peripheral equipment. You also take care of servicing, maintenance and optimization.

**Special module PLC technology**

You programme programmable logic controllers (PLCs) and alternative programming systems and learn to programme at an advanced level in several programming languages.

**Occupational fields:**

Installation, startup, control technology, customer service, electrical technology, mechanical engineering, purchasing, internal order management, startup, mechanical production, assembly, shuttle manufacturing, safety management, PLC startup

**During your training you will learn how to install electrical, pneumatic and hydraulic control systems according to configuration diagrams. Your skills span all the way to the IT field as you also programme computerized machinery and system parts. You put together component parts to form mechatronic systems for our logistics systems, which, you also put into operation on site at our customers. You programme the systems with the help of control programmes such as PLCs and install the corresponding software.**
### Apprenticeship as information technologist (m/f) with focus on system technology

As an IT system technologist, you will be working in IT services and will be involved with all aspects relating to IT infrastructures and IT devices.

You will provide your colleagues with IT devices including the corresponding software and ensure that they run smoothly. This will involve talking with your colleagues and defining the requirements, consulting them about the various implementation options and carrying out repairs, servicing and extensions. Furthermore, you will design and plan networks, server systems, data storage systems and backup systems as well as create authorization concepts. Data security and data protection will also feature as part of your training.

### Example of the information technologist curriculum:

**Apprenticeship duration:** 4 years

<table>
<thead>
<tr>
<th>First apprenticeship (1st year)</th>
<th>Second apprenticeship (2nd year)</th>
<th>Third apprenticeship (3rd year)</th>
<th>Fourth apprenticeship (4th year)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Basic training</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Vocational school</td>
<td>10 weeks</td>
<td>10 weeks</td>
<td>10 weeks</td>
</tr>
<tr>
<td>Engineering</td>
<td>4 weeks</td>
<td>4 weeks</td>
<td>4 weeks</td>
</tr>
<tr>
<td>Infrastructure technologies</td>
<td>8 weeks</td>
<td>8 weeks</td>
<td>3 weeks</td>
</tr>
<tr>
<td>Hardware/device technology</td>
<td>4 weeks</td>
<td>4 weeks</td>
<td>4 weeks</td>
</tr>
<tr>
<td>Network technology</td>
<td>4 weeks</td>
<td>4 weeks</td>
<td>4 weeks</td>
</tr>
<tr>
<td>Application technology</td>
<td>5 weeks</td>
<td>6 weeks</td>
<td>8 weeks</td>
</tr>
<tr>
<td>Apprentice projects</td>
<td></td>
<td>6 weeks</td>
<td>6 weeks</td>
</tr>
<tr>
<td>Preparation for apprenticeship final exam</td>
<td></td>
<td>10 weeks</td>
<td>8 weeks</td>
</tr>
<tr>
<td>Annual leave</td>
<td>5 weeks</td>
<td>5 weeks</td>
<td>5 weeks</td>
</tr>
<tr>
<td>Apprentice earnings (as of 2019)</td>
<td>620.00 euros</td>
<td>800.00 euros</td>
<td>975.00 euros</td>
</tr>
</tbody>
</table>

### Occupational fields:

- System administration
- Network technology
- Startup
- Customer service
- Hotline
Ocational fields: client/server specialist, network administrator, database expert, startup, computer installation, application consulting, application technology

Apprenticeship as application developer – coding (m/f)

As an application developer you install hardware and software within the company networks.

You are supported by your colleagues by answering questions and offering practical assistance. You create software applications for computers and IT systems, specific industry software and browser applications. Programming applications and setting up databases are also part of your training, as well as rectifying and analyzing sources of error. You learn the best storage media for managing and backing up data and get familiar with storing data carriers and storage backup.

Example of the application development curriculum:

<table>
<thead>
<tr>
<th>Apprenticeship duration:</th>
<th>First apprenticeship year</th>
<th>Second apprenticeship year</th>
<th>Third apprenticeship year</th>
<th>Fourth apprenticeship year</th>
</tr>
</thead>
<tbody>
<tr>
<td>Basic training</td>
<td>8 weeks</td>
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</tr>
<tr>
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<td>10 weeks</td>
<td>10 weeks</td>
<td>10 weeks</td>
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<tr>
<td>Engineering</td>
<td>--</td>
<td>4 weeks</td>
<td>8 weeks</td>
<td>8 weeks</td>
</tr>
<tr>
<td>Infrastructure technologies</td>
<td>--</td>
<td>7 weeks</td>
<td>12 weeks</td>
<td>8 weeks</td>
</tr>
<tr>
<td>Hardware/device technology</td>
<td>--</td>
<td>5 weeks</td>
<td>4 weeks</td>
<td>--</td>
</tr>
<tr>
<td>Hardware pre-realization</td>
<td>--</td>
<td>5 weeks</td>
<td>4 weeks</td>
<td>--</td>
</tr>
<tr>
<td>Application consulting</td>
<td>--</td>
<td>5 weeks</td>
<td>6 weeks</td>
<td>10 weeks</td>
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<tr>
<td>RT</td>
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<td>4 weeks</td>
<td>6 weeks</td>
<td>10 weeks</td>
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<td>EWI</td>
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<td>--</td>
<td>8 weeks</td>
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<tr>
<td>Apprentice projects</td>
<td>--</td>
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<tr>
<td>Preparation for apprenticeship final exam</td>
<td>--</td>
<td>--</td>
<td>--</td>
<td>8 weeks</td>
</tr>
<tr>
<td>Internship</td>
<td>--</td>
<td>--</td>
<td>--</td>
<td>12 months</td>
</tr>
<tr>
<td>Annual leave</td>
<td>--</td>
<td>--</td>
<td>--</td>
<td>--</td>
</tr>
<tr>
<td>Apprentice earnings</td>
<td>632.00 euros</td>
<td>835.00 euros</td>
<td>1,103.00 euros</td>
<td>1,490.00 euros</td>
</tr>
</tbody>
</table>

(as of 2018)
Clear rules. Lots of fun.

We promote a positive working environment in which you can prosper. Clear rules are an essential part of this environment, in which we treat each other with respect.

Teamwork

Fair team play is incredibly important to us. This is why we support each other to achieve goals together as a team.

Our project-based work ensures there’s plenty of variety. Together with your colleagues you will tinker away at practice-orientated tasks.

And there’ll be surprises along the way! We show you in a creative way how theoretical knowledge can be applied in an everyday context.
Concrete knowledge.
In tune with the times.

Projects
We foster your technical understanding away from conventional learning paths. We are committed to broadening the horizons of our apprentices.

Solar-powered barbeque grill
Apprentices programmed a microcontroller, which calculates the current position of the sun based on the location, date and time. Combined with a mechatronic parabolic dish, the microcontroller was transformed into a solar-powered barbeque grill.

Voltaic pile
The inventor Alessandro Volta was the father of the modern battery. The apprentices took his historical prototype and built a voltaic pile using copper and zinc plates. After completing this task, they had gained a sound knowledge of the basics of voltage, current and resistance.

CNC portal milling machine.
The portal milling machine is one of many projects that was developed and produced as part of the apprenticeship programme. A portal milling machine is a computerized milling machine where the milling head is on a crossbar. As part of the project, the apprentices were tasked with constructing, documenting, developing, manufacturing and putting the machine into operation. The aim of the project was to develop a machine that complied with the applicable standards.

Evaluating and controlling a stepper motor controller
In a joint brainstorming session, the apprentices came up with a concept based around a stepper motor controller controlled by a Raspberry Pi. The stepper motor is powered by a photovoltaic battery module and transforms the electrical energy it is supplied with into mechanical, rotational movement generated by a motor. As a result, the carriage moves translationally by means of a trapezoidal threaded spindle. The project illustrates how a stepper motor operates and the different ways it can be used in diverse systems.

“The main challenge was familiarizing ourselves so quickly with completely new areas, such as programming in Python, or planning and organizing certain work processes. I will never forget the many different experiences I gained together with my colleagues.”

CNC portal milling machine.
You can upgrade your apprenticeship with the higher vocational diploma and go on to study at university if you wish.

You will complete the diploma in German, Mathematics, English and the specialist vocational area taken from practice.

Your preparation courses for the higher vocational diploma are held in house following your working hours. This saves time and boosts motivation within the group.
Discover the world. New experiences are souvenirs.

Active abroad
Experience complete logistics systems in action and observe how individual components interact. The dimensions are impressive, with some warehouses spanning several football pitches.

Towards the end of the apprenticeship we offer you the opportunity to gain your first practical experience abroad. You will be accompanied at all times by a mentor who will be there to answer any questions.

You enjoy working with our systems on site and interacting with our customers?
If so, then you will have the opportunity to join our installation and startup team once you have completed your apprenticeship and work on sites around the world.
Your years spent as an apprentice all build up to a grand finale – the final apprenticeship exam.

Diverse career paths await you – from the mechanical and electrical planning of our logistics systems, to startup and customer service.

**Grand finale**

Your years spent as an apprentice all build up to a grand finale – the final apprenticeship exam.

We coach you for the big day:

Before the exam, you will have comprehensive and intensive exam preparation in house. After passing the exam and completing your apprenticeship, you go on to a position where you can really put your strengths into practice.
Working for a global player has plenty of advantages, particularly if you want to develop further after completing your apprenticeship. Over two-thirds of all apprentices remain with the company, with some assuming managerial positions. We are thrilled when our apprentices choose to continue on their career path with us, whether that be as qualified personnel or as a manager.

Michael Großschedl
Head of Mechanical Engineering / Repairs & Spare Parts

2001 Started apprenticeship at KNAPP as Mechatronics Technician
2005 Completed final apprenticeship exam with excellence
2006–2008 Mechatronics Technician in switchgear construction
2006–2008 CAO Engineer for the creation of circuit diagrams
2008–2013 Head of Mechatronics Coordination department
2013–2016 Head of Assembly department
Since 2016 Head of Mechanical Engineering / Repairs & Spare Parts

2006–2010 Higher vocational diploma (successfully completed)

What do you find so fascinating about technology?
Technology is constantly changing and new technologies have a huge impact on our daily work. This results in one new challenge after the other – something that I find incredibly exciting.

Learning is...?
essential. Having extensive knowledge across all areas of life is a real advantage and significantly increases your chances of being successful. Gaining qualifications also boosts your confidence.

How important was your apprenticeship for you?
The apprenticeship was extremely important as it enabled me to learn a great deal. An apprenticeship can open doors that lead to a brilliant career. People with common sense and experience are more in demand than ever.

Career within the company

Working for a global player has plenty of advantages, particularly if you want to develop further after completing your apprenticeship. Over two-thirds of all apprentices remain with the company, with some assuming managerial positions. We are thrilled when our apprentices choose to continue on their career path with us, whether that be as qualified personnel or as a manager.
Technology is captivating.

Yasmin List
Team leader in special machine construction

2012 Started apprenticeship at KNAPP as Mechatronics Technician
2016 Final apprenticeship exam
2016–2018 Special machine construction
Since May 2018 team leader in special machine construction

What do you find so fascinating about technology?
Everything. From the tiniest screw to electrical startup. Putting together different components has fascinated me since I was a child.

Learning is...?
The most significant requirement for self-improvement. You will succeed in achieving your goals as long as you are willing to learn.

How important was your apprenticeship for you?
Completing an apprenticeship was always really important to me because I’m a practical person. It enabled me to learn about functions and integrated correlations from the ground up.

Career
within the company

Completing your apprenticeship marks an important milestone in your career. But you never really stop learning. In practice, you gain many valuable experiences and by continuing to learn and applying your newly acquired knowledge, more and more prospects will open up for you.
Tips for applicants

Come and join the team! You can apply for an apprenticeship at any time throughout the year. The apprenticeship programmes always begin in September.

Your application must include:

- Cover letter specifying desired career path
- CV (résumé) with a photo
- Final grade certificates from the last three years
- Contact details of your parents

Show us what makes you unique and tell us what interests you in your application. This helps us to get a better impression of you. Prior to the start of the apprenticeship, you will complete a trial week during which you will also sit an admission test.

Our tip: Be honest, friendly and inquisitive! We look forward to meeting you!

Apply online at: knapp.com/en/career
Frequently asked questions:

Is it possible to complete the higher vocational diploma?
Yes. Our apprentices start the first module in the second year of the apprenticeship. Classes for the diploma take place in house once a week and are provided by an external institution.

What catering facilities are available?
You can order a snack for your morning break at 9 a.m. and then choose from six daily lunch menus.

What do I need to bring with me on my first day?
Your ID, your bank details and the details of the car you will drive to work if you have one. You will receive three each of the following: T-shirt, work jacket, work trousers, functional running shirt and a KNAPP jumper.

Where and when will my first day begin?
At 7 a.m. on the first Monday in September.

Is it possible to stay on at KNAPP after the apprenticeship?
Yes, if you perform well or even very well. You will have the chance in your employee performance review to name your three preferred departments. You will then be able to visit each of them and continue to develop in your chosen direction. Depending on where your interests lie and whether there is sufficient demand, you can begin in your department of choice either before or after completing military or community service.

Is it possible to complete an internship abroad?
Yes, it’s not just possible, it’s desired. Three to five apprentices per year can complete an internship abroad.

Tip:
Our Facebook page and YouTube channel KNAPPwebtv will also give you a god insight into our corporate culture and company activities.
Join the team.
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Site notice
Responsible for contents:
KNAPP AG
Günter-Knapp-Straße 5–7
8075 Hart bei Graz | Austria
knapp.com

Thank you to all those who participated in and supported this project!

Note on gender: For ease of reading and to save on text, either only the male or female titles are used. Of course these refer to people equally of both sexes.

V04|201910