

Introducing the Initiative

JOBLINGE – Together for Youth Employment
Q3 2020

A dark scene with blue lighting. On the left, German text is projected onto a wall: "Widerstände.", "Mutig.", and ". Weiterdenken.". On the right, the text "Our vision" is displayed in white. Below it, a paragraph describes the vision: "A world in which JOBLINGE is no longer needed, because young people can build their futures without having to overcome hurdles from their past".

Our vision

A world in which JOBLINGE is no longer needed, because young people can build their futures without having to overcome hurdles from their past

Our mission

JOBLINGE boldly confronts these hurdles by

- enabling young people—no matter what their background—to recognize their potential and earn their own apprenticeship or job,
- forging new paths to success for participants and measuring itself on the initiative's impact, and
- mobilizing and bundling the greatest strengths of government, business, and civil society to these ends

➤ Why we (still) need JOBLINGE

How does JOBLINGE work? Key success factors of the program

A strong network for youth—be part of it

The German labor market: Stronger than ever—and still more than 2 million young people without qualifications



Unemployment at all-time low since reunification

Die Zeit, 4/30/2019

SMEs going from shortage of skilled workers to shortage of high school graduates

Handelsblatt, 4/13/2019



Germany needs 300,000 STEM employees

FAZ, 5/22/2019

Youth unemployment at all-time low

Spiegel Online, 8/12/2019

Germany's job boom: How much more is there?

dpa, 5/30/2019



More apprenticeship vacancies than applicants for first time since 1994—and still more applicants without a spot

Handelsblatt, 10/30/2018

Number of youth with no professional training at all-time high

Die Welt, 4/9/2019

More and more people without vocational qualification

Berufsbildungsbericht 2019

Negative record: There have never been so many young untrained people

Deutsche Handwerkszeitung, 4/9/2019

Although the demand for workers remains unmet, ...

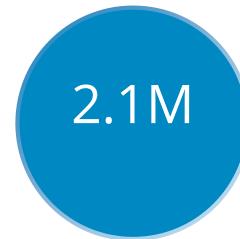
5M

Shortage of skilled workers by 2025 forecasted¹

75%

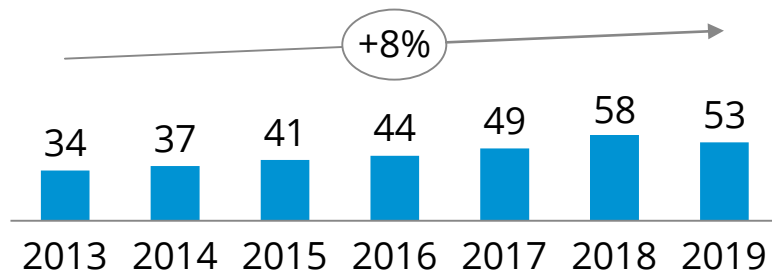
of German companies see shortage of young people as the biggest risk²

... particularly underprivileged youths have bleak vocational prospects



Young people under age 34 are without a vocational qualification³

2019 first reduction in the number of unfilled vacant training positions (K)³



Another

500,000 youths without professional prospects

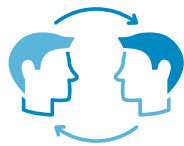
- 200,000 young people under age 25 are unemployed⁴
- 300,000 are in measures of the so-called transition system

JOBLINGE closes the gap
between origins and
future



A strong network of
business, government, and
private individuals.
Joining forces for
opportunity

Our participants: JOBLINGE helps almost 2,000 young people find a job every year



Traditional program
for youth in the
transitional system



Kompass program
for young refugees

Age

15–27

15–27

Education

Around 50% have a lower secondary degree

Low to medium qualifications

Background

60% with migration background

Syria, Eritrea, Iraq, Afghanistan, Iran, etc.

Gender

64% male

77% male

Social needs

> 70% are part of a household on welfare and in the transitional system for 3 years on average

Refugees with residence permit or temporary permission to stay

We bring apprentices and companies together

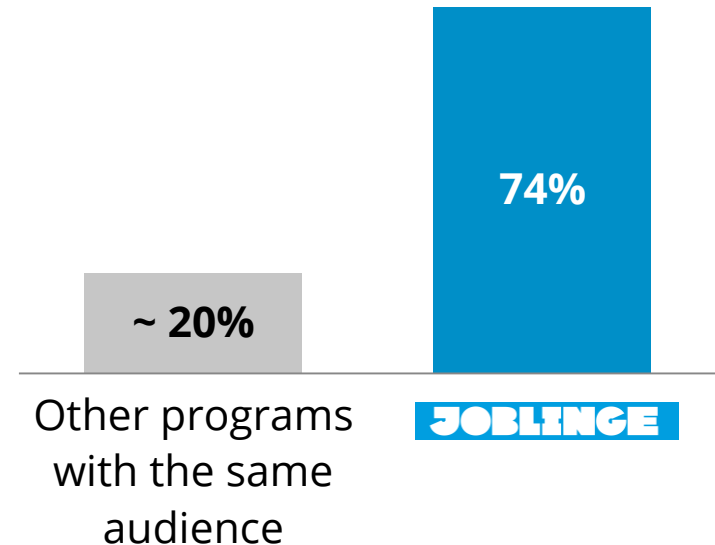
Hands-on career guidance

Strengthening of personality and professional competences

Tailored qualification and placement

Support for both sides—company and trainee—to the end of the apprenticeship

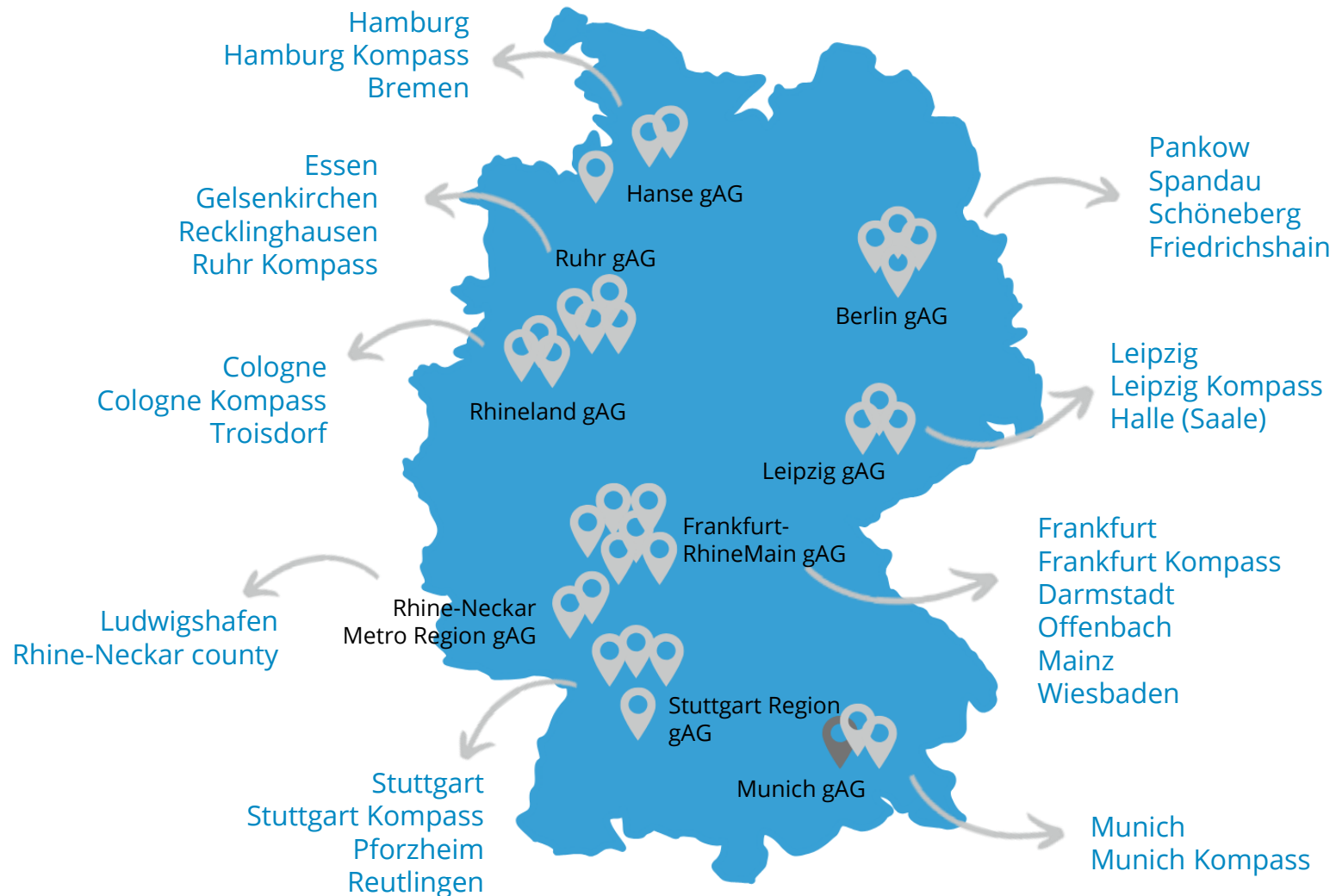
Average placement



Sustainability

85%

JOBLINGE is active at over 30 locations in Germany



//

You need to try the impossible to achieve the possible — that's been my motto since JOBLINGE changed my life.

.....
Firaas Alkhaliefa,
former participant from Stuttgart.
After successfully completing his
apprenticeship, he is going on for further
training to become an industrial foreman



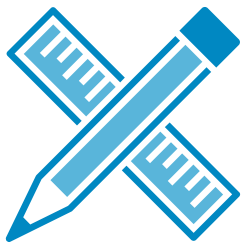
Why we (still) need JOBLINGE

➤ How does JOBLINGE work? Key success factors of the program

A strong network for youth—be part of it

The success of the JOBLINGE program is based on four pillars

Practical experience
from day one



One-on-one support
from mentors



Consolidated
local commitment

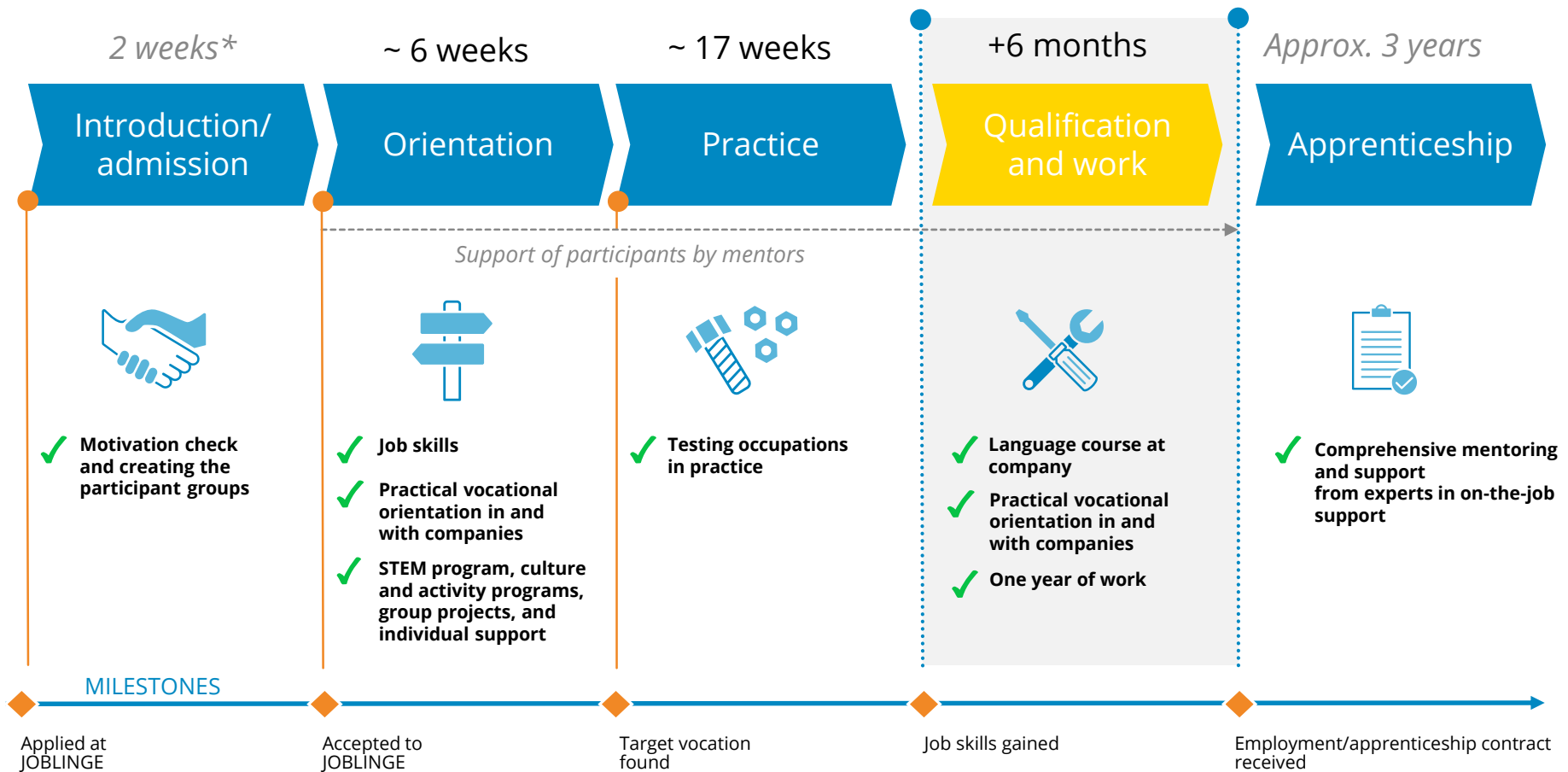


Entrepreneurial
approach





The program: Intensive preparation for the world of work in six months



 Element of Kompass program for refugees



4 groups start per year with approx. 20 participants

* Precedes official JOBLINGE program—participation voluntary; admission phase not compensated by public agencies



Venture, not lecture



JOBLINE location

Professional environment, dress code, formal form of addressing people, working as equals, rapport building, and initiating a change process



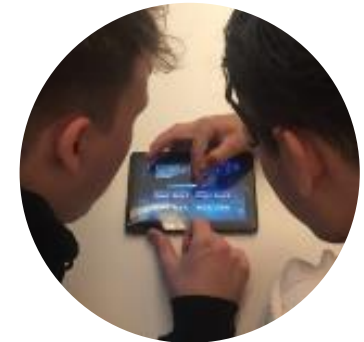
Companies

Workshops with/at partner businesses: Practicing small talk or interviews, getting to know vocations and companies, preparing and starting an internship



Cultural program

Getting out of your comfort zone with dance, theater, and art: Being open to new things and overcoming personal limitations—experiencing success, exuding presence, and personality



STEM program

Digital learning and hands-on experience—via an app and workshops fit for the world of work 4.0

➤ Developing professional skills—at places of learning that prepare program participants for an apprenticeship



Target-oriented, not endless: Mentoring at JOBLINGE



Our mentors

- have professional and life experience,
- serve as confidant and coach,
- encourage and motivate,
- listen, ask follow-up questions—and are there when it matters



Working in tandem

- One-on-one mentoring of "my" mentee throughout the program
- 4–6 months for around 2 hours per week
- Advice and help in career guidance, during internship, in dealing with superiors or colleagues, or private issues



The framework

- Professional preparation and support from JOBLINGE
- Clear timeline for volunteers: Beginning and end
- Clearly defined role and definition
- Mentor training and regular get-togethers to talk about experience



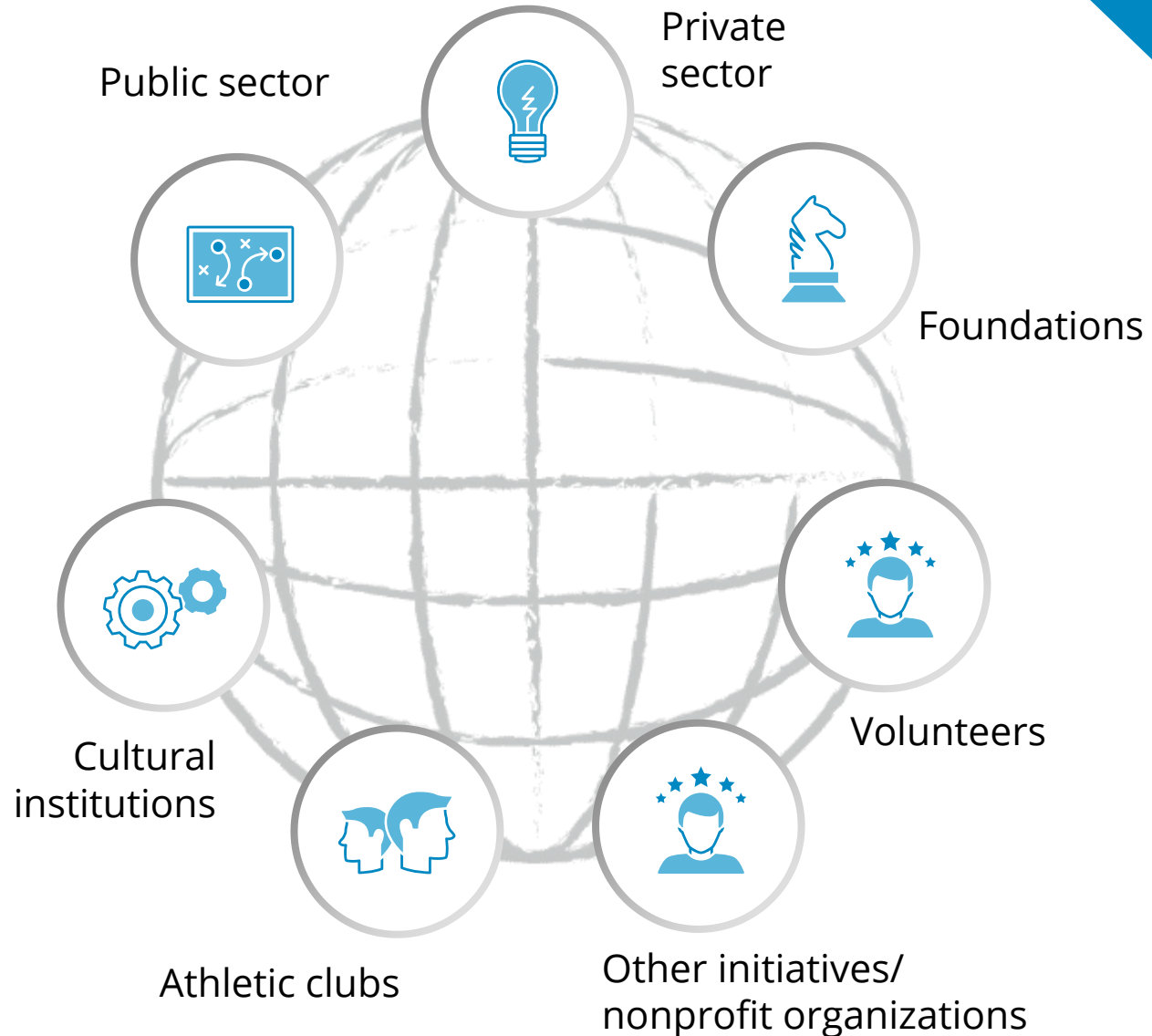
Common goal

Apprenticeship contract



We know that personal networks are the biggest sources of jobs in Germany. People with no network have a harder time finding a job.

Heinrich Alt,
former CEO of the
Federal Employment Agency



“

Trust thrives on professionalism and good collaboration. JOBLINGE works closely with our company; positive feedback came quickly, and we were motivated to say, "Let's do more and explore new paths." I see us together as bridge builders.

Dirk Heyden, Director of the Hamburg job center

“

Our junior players take advantage of JOBLINGE's offer. Having a plan B is never a bad idea. And with JOBLINGE, our players are also not alone on that field—they get support from experts and a big team.

Armin Kraaz, head of development center Eintracht Frankfurt

“

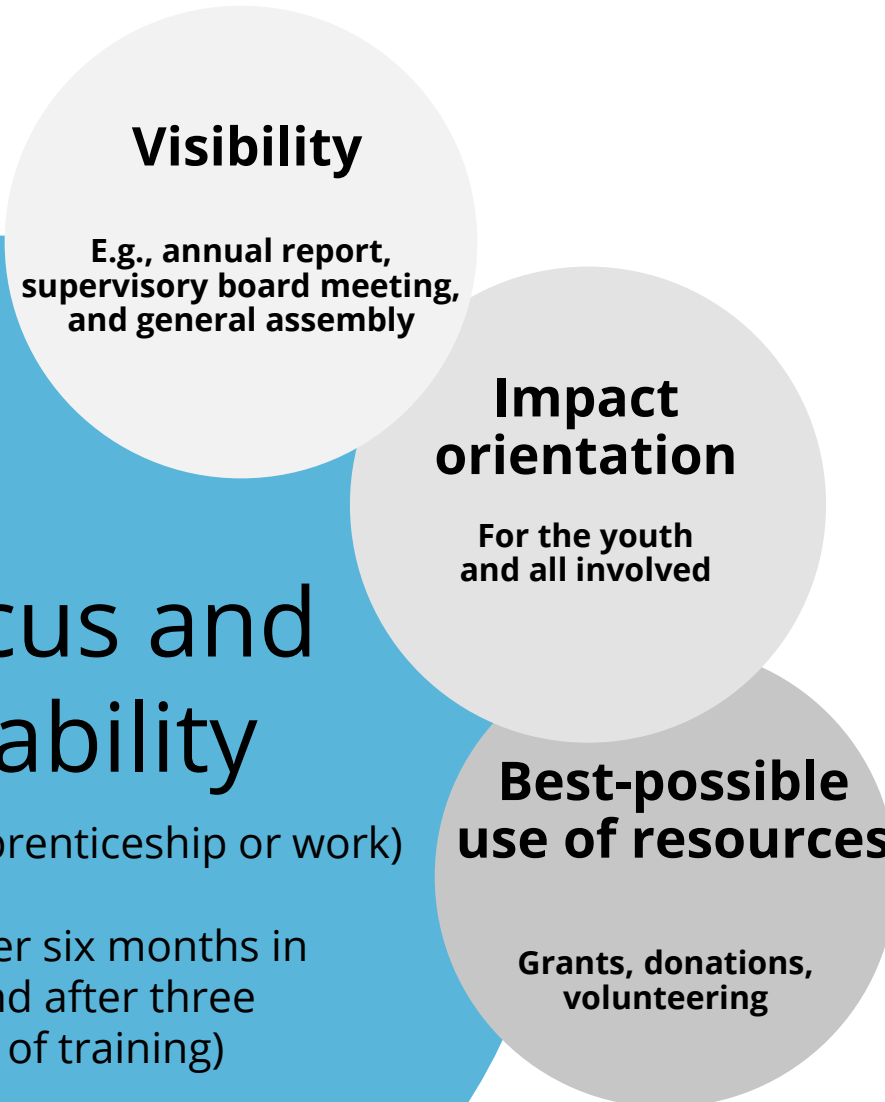
Since 2014, we have had 50 program participants start internships and then be taken on for apprenticeships. The success rate for subsequent acceptance is 80%—that's why we're so convinced by the program and concept.

Peter Bartholomäus, Management InfraServ Wiesbaden

Cooperation, not charity



Our approach: Entrepreneurial thinking for our societal goal



Goal focus and measurability

Placement (in apprenticeship or work)

Sustainability (after six months in apprenticeship and after three years/completion of training)

- + Innovative spirit
- + Venture mind-set
- + Anticipating labor market trends for the target group—instead of delayed reaction



Why we (still) need JOBLINGE

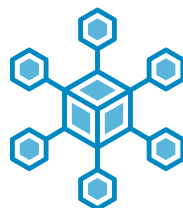
How does JOBLINGE work? Key success factors of the program

- A strong network for youth—be part of it

A strong network for youth



Traditional JOBLINGE > 9,000
JOBLINGE Kompass > 1,900



Companies > 2.400
Volunteers > 2.500
Public sponsors > 50



Locations 32
Employees 220

Shared commitment reflected in financing

Approx. 65% from public sector¹

Basic costs for vocational preparation/placement
Standard elements
Personnel and rental costs



Approx. 35% from donations¹

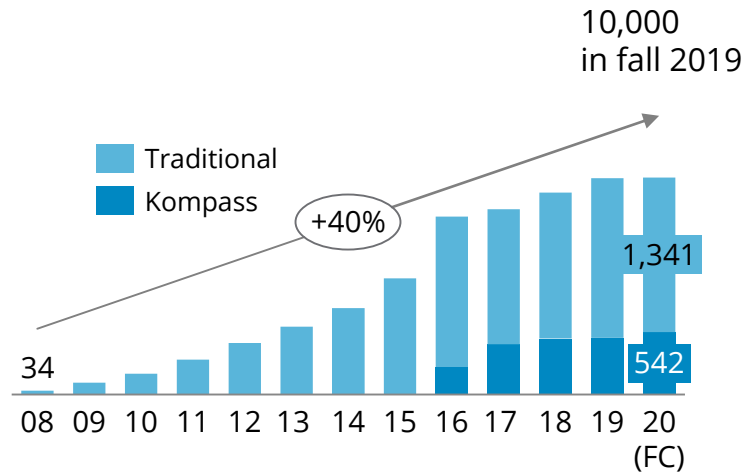
Additional program elements: Mentoring, culture and activity, STEM
Apprenticeship support
Further development, new projects, and innovations

➤ Innovating together, not administrating

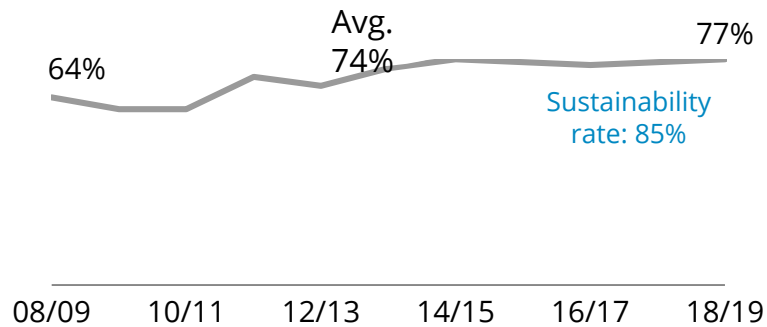
1. Portion of public financing varies from location to location (between 30% and 90%), umbrella organization with 100% private donations (businesses, foundations, private individuals)



Participants



Placement rate



In order to create lasting opportunities for more and more young people, we look forward to more strong partners: as sponsors, for internships and apprenticeships, and as mentors

Tackling the challenges of the labor market with experience and expertise: Our current projects

Core target group

- Target group of disadvantaged/ long-term unemployed youth remains
- Complete withdrawal— frequently no longer reached by the job center



New ways to recruit and activate

Digitalization

- Digitalization shaking up labor market
- New requirements of apprentices/ Workforce 4.0: Social and digital competences
- Strengthening target group and seizing opportunities—giving those a chance who have been left behind



JOBLINGE 4.0

Other target groups

- Young parents, esp. women, largest group of unemployed
- Almost 40% of single parents receive state transfer payments
- High risk of poverty—continuation for children



(Single) parents

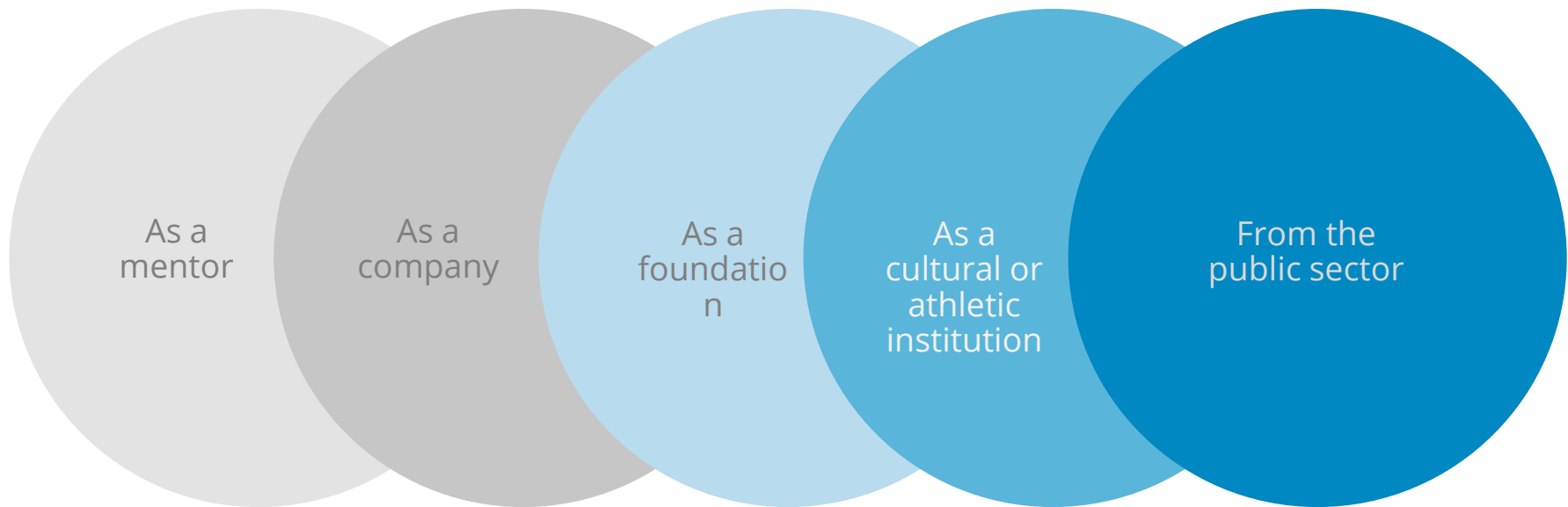
Apprenticeship support

- Shortage of skilled workers and applicants reduces recruitment hurdles
- Difficulties shift to apprenticeship
- Demanding requirements not only for apprentices but also for businesses and trainers



Apprenticeship support and baseC@mp

We want to do more—so we need you



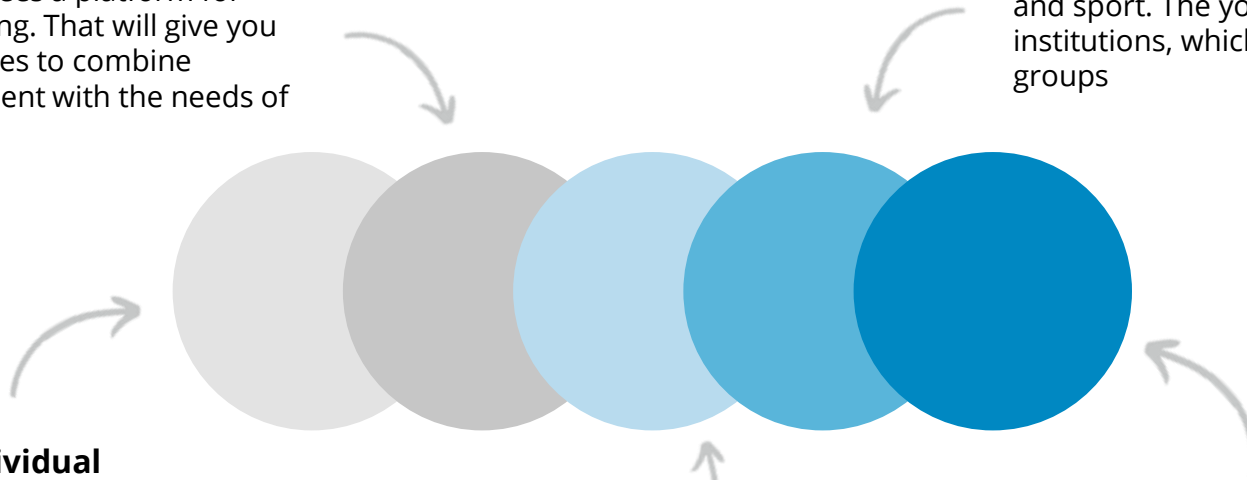
Volunteering: Your options

As a company

As a partner business of the JOBLINGE initiative, you'll provide future prospects for young people. You'll gain apprentices or offer your employees a platform for corporate volunteering. That will give you manifold opportunities to combine community involvement with the needs of your own company

As a cultural or athletic institution

Workshops and trainings about modern art and old masters to deal with one's own personality are specially developed in cooperation with institutions from culture and sport. The youth gain access to the institutions, which in turn gain new target groups



As a private individual

Whether one-on-one as a mentor or trainer for a small group—your volunteer involvement is essential for the success of the JOBLINGE program. With your professional and life experience, you'll support the youth in taking control of their own lives

As a foundation

Commitment needs partnerships. What companies contribute as partners offering internships and apprenticeships, foundations supplement with conceptual involvement and know-how. We work together with foundations on targeted projects that are piloted, evaluated, and then rolled out nationwide

From the public sector

The JOBLINGE program would not be possible without our strong partners on the municipal, state, federal, and European levels. The public sector not only forwards participants but also is the first point of contact when setting up a new location

Contact us—we look forward to hearing from you!



Ulrike Garanin

Director JOBLINGE Umbrella
Organization
Associate Director, Boston Consulting
Group
Kapuzinerstr. 9d
80337 Munich

Phone: +49 89 1250 14111
Mobile: +49 170 334 4584
garanin.ulrike@bcg.com



Beate Krüger

Head of Marketing and Fundraising
JOBLINGE umbrella organization
Kapuzinerstr. 9d
80337 München

Phone: +49 89 1250 14115
beate.krueger@joblinge.de



Donation account: Recipient: JOBLINGE Stiftung | IBAN: DE68302201900016542466 | BIC: HYVEDEMM414
Please find further information on www.joblinge.de.