

PRESS-RELEASE

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PHINEO's study, supported by the JP Morgan Chase Foundation, identifies effective approaches to create pathways into employment for disadvantaged groups.

A symposium with 100 guests from the public, business and civil society sectors brings together Prof. Dr. Rita Süßmuth¹ with representatives from the Bertelsmann Foundation, Eberhard von Kuenheim Foundation of BMW AG, BASF SE and Perspektiva gGmbH.

Berlin / Frankfurt, 09.12.2015 – As part of today's Symposium in Frankfurt, the JPMorgan Chase Foundation and the non-profit analysis and consulting firm PHINEO gAg will release the study "Paths to Working Life - Effective Civil Society Measures Supporting Woman and Migrants." The event launches J.P. Morgan's "New Skills at Work" initiative in Germany. New Skills at Work is an initial \$30 million three-year European programme focused on addressing employment and skills issues and building inclusive labour markets.

Among the people facing systemic barriers to employment in Germany, every year 260,000 young people fail to transition successfully from school to work. Young migrants find it particularly difficult to access the labour market. At the same time, Germany will have a shortfall of 1 million skilled workers by 2030.

PHINEO's study, funded by the JPMorgan Chase Foundation, identifies effective civil society approaches to help disadvantaged young women and people with migrant backgrounds to transition into working life and presents best practice examples.

The study further builds on J.P. Morgan's long-term commitment to support the work integration of disadvantaged young people in Germany through its Foundation. Now, with the refugee crisis, the issue becomes even more important.

Findings—the most effective civil society measures are directed towards 5 key transition milestones into professional life: during early education, during school orientation and graduation, in the school-to-work transition period, during apprenticeships and job integration as well as during further training in adulthood.

¹ Prof. Dr. Rita Süßmuth is former President of German Parliament and federal Minister of Family Affairs, Chairwoman of the Commission on Migration to Germany 2000-2007 and member of the 2005 UN Global Commission on International Migration.

As an example, children from families with a migrant background have improved chances of labour market success when exposed to environments that have been developed as places of learning—be it at home or in childcare centres. Forms of instruction geared toward hands-on vocational experience can increase secondary school graduation rates among at-risk youth and help them as they begin seeking vocational training opportunities. Tailored information, support and counselling provide young people guidance in the difficult task of choosing a profession, in particular with regard to gender-atypical jobs. Individual support for trainees and companies helps ensure a successful transition to working life once a vocational training programme has been completed.

Today's Symposium will ask: which approaches are effective and which steps need to be taken to help new citizens' transitioning into the labour market?

"The task has become urgent with the arrival of refugees in our country"

"Having a migrant background is still connected to systemic barriers to jobs in Germany. This issue concerns us all, because without work, there is no participation in society and without participation in society, there is no integration. This has become urgently critical with the arrival of refugees in our country," explains Prof. Dr. Rita Süßmuth on the occasion of the study's release. The event today will gather about 100 guests from the public and private sectors as well as civil society to discuss effective approaches that can be applied at scale.

"Each failed transition has consequences for the individual and for society"

"Germany will have a shortfall of 1 million skilled workers by 2030. Many apprenticeships and training positions go unfilled every year, even as many applicants fail to secure an apprenticeship. This gap needs to be addressed" explains Dorothee Blessing, Regional Head of J.P. Morgan Germany / Austria / Switzerland. "Each failed transition into work has deep consequences for the individual as well as social and economic consequences more broadly. The issue has become even more relevant given that the refugees arriving today will be our citizens with migrant backgrounds tomorrow."

"Government, business and civil society need to work together"

Dr. Andreas Rickert, CEO of PHINEO, emphasizes: "in Germany, welfare organizations and non-profit associations play a significant role in helping young people in the difficult transition to working life through a vast number of projects. The challenge is to support collective action and collaboration between the government, business and civil society so that the system can better adapt to the changes in the workforce."

The PHINEO study "Paths to Working Life - Effective Civil Society Measures Supporting Woman and Migrants" can be found under [XXX](#)

The symposium will be held today (9 December, 2015) from 5:00 until 7:00 p.m (GMT+1) in TaunusTurm, Taunustor 1, in Frankfurt.

NEW SKILLS AT WORK

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About New Skills at Work

The JPMorgan Chase New Skills at Work programme aims to identify strategies and support solutions that help improve labour market infrastructure and develop the skilled workforce globally. The initiative brings together leading policymakers, academics, business leaders, educators, training providers and nonprofits with the goal of connecting labour market policy with practice, supply with demand and employers with the workforce - all to strengthen the global economy and create economic opportunity for individuals.

PHINEO is a nonprofit analysis and consulting company for effective social commitment. Its goal is to strengthen civil society. With effectiveness analyses, a free donation certificate, publications, workshops and consulting, PHINEO helps charitable organisations and investors, as well as foundations and companies, contribute even more successfully.

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