

## Chance Plus

<b>Title</b>	Chance Plus
<b>Coverage</b>	Germany
<b>Organization/enterprise</b>	Deutsche Bahn AG (DB)
<b>Topic</b>	Apprenticeship
<b>Target group and outreach</b>	School graduates aged 15-25 who are unable to find an apprenticeship placement or employment after graduation, due to a poor academic record or insufficient social or core work skills.
<b>Purpose</b>	DB is the privatized national railroad company and one of the biggest providers of apprenticeships in Germany, with about 8,200 placements (approx. 2,300 per year). An initiative called Chance Plus was started in 2004 by DB in cooperation with other German-based companies with the goal of integrating graduates who could not meet the requirements of the regular apprenticeship programmes. Chance Plus was created as a follow-up to the Vocational, Educational and Training Pact, which was signed in 2004 between the German Government and employers' organizations.
<b>Key features</b>	<p>(1) Combines opportunities to gain work experience and additional training through a second chance programme</p> <p>(2) Targets young people who cannot find an apprenticeship placement or a job after graduation, due to a poor academic record or insufficient core work skills</p> <p>(3) Recognizes the importance of core work skills for employability</p> <p>(4) Provides support to participants throughout the programme</p>
<b>Strategy and approach</b>	<p>Participants gain first-hand, practical work experience in the companies and attend classes in rotation, giving them a second chance to acquire the basic education and employability skills needed to enter the job market.</p> <p>The programme runs for up to 12 months and helps the participants gain the required qualifications to successfully enter the labour market, either with a first job or with an apprenticeship. The programme aims to close the knowledge gaps resulting from insufficient schooling. Core work skills such as teamwork and practical training sessions (e.g. for job interviews) are included in the curriculum alongside more traditional topics. Social workers support the participants throughout the duration of the programme. Regular feedback provides participants with an insight into their abilities, progress, and remaining challenges.</p>
<b>Partners</b>	Deutsche Bahn AG and several cooperating companies jointly initiated and continue to operate the project.
<b>Major achievements</b>	<p>The project has had a lot of success. The skills of the participants were greatly enhanced and the majority of them were able to enter the job market after the 12 month programme, mostly at DB or the other cooperating companies. The employers were able to improve the skills of the participants and match them with their own expectations.</p> <p>Of the 150 participants in the first year (2004/05) more than 75 per cent found an apprenticeship placement or entered the labour market immediately after completing the programme.</p> <p>In the second year, the number of participants tripled to 460 students. More than 70 per cent of those passed the aptitude test, which is used for the recruitment of</p>

	<p>staff at DB. Before entering the programme, most of them had failed the test.</p> <p>The programme is now in its third year and offers about 500 placements nationwide.</p>
<b>Additional information</b>	Film on the internship programme "Chance Plus" (German)
<b>Address</b>	<p>Deutsche Bahn AG  Projekt "Chance Plus"  Caroline-Michaelis-Str. 5-11  D-10115  Berlin  Germany  Phone: +49-30-297-58389  Fax: +49-30-297-58330  Email: <a href="mailto:chanceplus@bahn.de">chanceplus@bahn.de</a></p>
<b>Internet link</b>	<a href="http://www.db.de/site/bahn/de/unternehmen/verantwortung/jugend_bildung/chance_plus/chance_plus.html">http://www.db.de/site/bahn/de/unternehmen/verantwortung/jugend_bildung/chance_plus/chance_plus.html</a>

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