

Project Name: JOBLINGE – Joining Forces Against Youth Unemployment

Organization(s): JOBLINGE – Joining Forces Against Youth Unemployment

Dates of Implementation: 2008 ongoing

Country: Germany

Partner(s): 2,400 companies, 50 public institutions, 2,000 voluntary mentors, cultural and sports institutions (e.g. Employment Agency and Job center, UBS, Salesforce, J.P.Morgan, BMW, Commerzbank, REWE Group, Bank of America, KPMG)

Funder(s): The Boston Consulting Group and Eberhard von Kuenheim Foundation of BMW

Website: <https://www.joblinge.de/english-overview/>

Project description: JOBLINGE is a six-month program with an objective of providing disadvantaged, unemployed youth with the opportunity to earn a long-term placement in an apprenticeship or job and thus lead a self-determined life. Three major components of JOBLINGE are: (1) Position and program; (2) Cross-sector involvement; (3) Management and financing. The JOBLINGE intends to challenge its beneficiaries instead of simply taking care of them, test the outcome of participants by asking them to prove themselves in practice. JOBLINGE measures impact rather than input to reach the ultimate goal of sustainable work integration.

JOBLINGE improves these young people's prospects with a combined effort: Professional vocational orientation, tailored skills coaching (including language skills in the Kompass program), cultural and sports activities, group projects in the orientation phase, real job opportunities at partner companies during the trial and practical phases, and finally, enablement of the participating young people to take over responsibility for their own lives.

Target Population: Unemployed youth under 27years old. Two major target-groups: long-term unemployed youths and young refugees.

Results to-Date and/or Target Results:

10,000 young people participated in the JOBLINGE program, all of which were considered "unplaceable" but more than 70% of them successfully making it into jobs (peer programs with the target group: 20%)

JOBLINGE has two main performance indicators: The integration or placement rate and the retention rate. The former looks at the number of participants placed in unsubsidized apprenticeships or jobs, and the latter at the percentage of former participants who are still in their apprenticeship or job six months after the end of the program (the critical phase). Retention rate is 84%.

Interesting Features & Innovations:

-JOBLINGE is organized as a social franchise system, in which local branches, which implement the concept directly with young people, work closely as "franchisees" with the "franchiser" or national umbrella organization. Currently JOBLINGE is working at 32 locations across Germany.

-Since 2016, JOBLINGE have targeted program for young refugees and young single parents.

-Employed bundles of competencies of business

- JOBLINGE and its impact was evaluated twice by the Phineo Institute, receiving an award for the initiative and one for the special STEM-program. With targeted program elements we achieved that more than 30% entered the strong and future-proofed STEM-field.