

SUCCESSFUL TRANSITION FROM SCHOOL TO WORK FOR YOUTH AT RISK

The [transition from school to work](#) proves to be very hard for certain groups of young people in Germany. In fact, [equal opportunity is one of the key challenges](#) in the German education system. Migrants, young parents and lower secondary school students are significantly more likely to struggle and fail in the transition process. To be able to develop their motivation, skills and potentials, these young people need a [support system acknowledging their individual needs along their educational path, rather than](#) singular interventions. The problem also affects many companies: they struggle to fill their training positions with suitable apprentices, despite having many open positions. Today, there are a multitude of institutions and actors involved at the school-to-work-transition: schools, job-centers, apprenticing companies, professional associations and public agencies. Moreover, many non-profit organizations (> 70.000) offer job entry programs for youth at risk. Some of these actors already cooperate. However, they tend to do so only on a case-by-case basis instead of pursuing common long-term agendas together with other actors and taking a uniform approach to measuring impact. This is what defines collective impact approaches. They promise high-impact for the transition of young people into work, but are rarely realized in Germany. Why so? In contrast to the U.S., collective impact is a rather new approach for Germany. [In order to build alliances and expand existing collaboration networks into effective collective impact, support is needed: financially and skill-based.](#)

The **COLLECTIVE IMPACT FUNDING INITIATIVE** is our answer to this situation: The initiative's aim is to fund the sustainable development and expansion of local or regional alliances of intersectoral actors in the field of transition from school to work. By bringing the [high impact approach](#) of collective impact to Germany, the initiative fosters a [systemic change](#) and therefore makes a [long-term difference](#) for a successful job entry for youth at risk.

Sources: Federal Ministry for Education and Research: Report on Vocational Education and Training 2017; Federal Institute for Vocational Education and Training: Data report in addition to Report on Vocational Education and Training 2017

Situation of young people:

- ca. **80,000** fail to get an apprenticeship each year
- ca. **2,000,000** have no formal vocational certifications, i.e. 13,4% of young people aged 20-34

Risk groups:

- 31% of lower **secondary school students** have no vocational certifications
- 50% of **young mothers** and 30% of **young fathers** have no vocational certifications
- **Migrants** are twice as likely to quit school without graduating

Situation of companies offering vocational training:

- **1/3 are unable to fill** open training positions



IMPACT – POWERFUL AND LASTING

Impact for the field of transition from school to work

Relevant stakeholders of the school-to-work-transition process work together in collective impact alliances to create greater social impact for all beneficiaries:

- More young people at risk succeed in starting their working life.
- Enterprises can fill their training positions better and more sustainably.
- Cooperation and funding structures start to change with a long-term effect for a more effective transition process for youth at risk.

Impact for German civil society

Collective impact is established as an effective approach in Germany:

- With knowledge transfer, advocacy and capacity building (publications, workshops, events etc.) the initiative enables non-profits, philanthropists and social investors to pursue the collective impact approach.
- In the long-term, complex societal challenges – not only in the field of job entry – are met more efficiently through cross-sector collaboration.

Collective Impact Example: Kick ins Leben Foundation

As a backbone organization, the Kick ins Leben Foundation works with diverse partners to implement a collective impact approach called „Kick ins Leben Support Chain“. It supports young people at different stages along their educational path to help them transition sustainably into work. This is one example of a collective impact alliance the Funding Initiative wants to support. Salim (example to the right) is one of many young people that have benefited and will continue to benefit from the support chain.

One of the first "graduates" of the "Kick ins Leben support chain" is Salim. As a high school student from age 13 to 18, he was supported by several educational projects organized through the support chain. Today he attends the technical college in Munich and also works full-time as a voluntary "Youth Leader" for younger students within the framework of the support chain.

Salim's story:



"When I came to Munich with my family from Iraq about 8 years ago, everything was new for me, my future was more than uncertain and I felt partly lost. In the Querpas Future project, I found a foothold and found orientation, discovered my strengths and developed my potential, gained self-confidence through my commitment in the Kick ins Leben support chain and embarked on the path to A-Levels. Now almost everything is open to me. Maybe I'll go to university."

Get to know Salim [in this video](#).



Clifton Rajesh Grover, Managing Director of the Kick ins Leben Foundation, shares his perspective on collective impact in Germany:

"We know that our collective impact approach is necessary and effective. It has already created impact for young people which motivates local actors to join forces. However, more needs to be done for this approach to become established in Germany. In our experience, collective impact initiatives regularly encounter barriers that are difficult to overcome. A financially independent backbone organization with a clear strategic focus and the right skill set is key. Efforts like the Collective Impact Funding Initiative are paramount for supporting such a backbone organization."

PHINEO – PARTNER OF CHOICE

PHINEO is a think tank and non-profit consultancy for effective societal engagement in Germany. PHINEO has conducted analyses of over 75 charitable projects in the field of school-to-work-transition and has awarded impact labels for particularly impactful projects, which can be seen in our thematic report "Jobs Ahead". PHINEO is the German Chapter of the United Way network. In this partnership we leverage PHINEO's expertise on impact orientation in social engagement and United Way's proven "collective impact" business model.

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5 reasons for you to invest:

1. You make a **real difference for young people** at risk of not entering working life.
2. You step into a **significant funding gap** in Germany.
3. You help to establish the **powerful collective impact approach** in Germany.
4. Your social investment is **more efficient and effective** thanks to PHINEO's role as funding intermediary.
5. You benefit from **PHINEO's expertise** as grant-maker and analyst of the German social sector as well as the exchange with other funders of the Collective Impact Funding Initiative.