

Press Release

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Tackling the skills shortage – Vonovia launches Skilled Trades Academy in Berlin

- **The Group's training and development centre secures future-proof expertise in skilled trades.**
- **Certification and training for skilled staff and team members.**
- **Cutting-edge technical facilities to provide advanced professional development in newly emerged maintenance roles.**

Berlin, 19 May 2025 – With the launch of its first training and development centre in Berlin today, Vonovia is raising the bar in recruiting skilled staff and in training and developing its crafts teams. Spanning around 3,000 square metres, Vonovia is setting a new benchmark in vocational training with tech-enabled workshops, training facilities and practical learning spaces for up to 220 trainees a year. The centre will also cater for continuing professional development, focusing on energy and building systems as well as courses in cutting-edge technologies such as heat pumps and photovoltaics.

The centre has two storeys and is exceptionally well placed, both technically and in training content. It will support the company's strategy of advancing sustainable energy in residential neighbourhoods and of decarbonising its building stock. The Skilled Trades Academy was officially opened today in a ceremony attended by Governing Mayor Kai Wegner, Vonovia CEO Rolf Buch and Chief Human Resources Officer Ruth Werhahn.

"We keep growing, and this year we're hiring 2,800 new employees to help us drive our growth strategy. By 2028, we plan to expand, in particular, the range of services that we offer to our tenants. This will include gradually renovating all our properties, switching to sustainable energies, constructing new modular buildings, and improving the energy efficiency of third-party properties. But we can only realize these goals by working together with a well-trained team," says Rolf Buch.

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"The reality of our business is the ongoing skills shortage in the German labour market. In the fourth quarter of 2024, this shortage reached approximately 450,000, leaving nearly 38 per cent of vacancies unfilled. We must work together to inspire far more people to pursue careers that enable the construction and management of residential properties. The potential is enormous: in 2022, 2.86 million people aged 20 to 34 in Germany had no formal qualifications – representing 19.1 percent of this age group. This is where we need to start by actively creating opportunities and prospects for young people. The new Academy we've just set up is an ideal venue, as it does far more than simply offer vocational training for young people: it also fosters essential values by encouraging a passion for the work at hand, responsibility, attention to detail and creativity," says Werhahn.

Kai Wegner, Governing Mayor of Berlin, says "Berlin is growing – and so is the demand for affordable housing. To achieve this, we not only need good ideas, but most importantly skilled tradespeople. It is a strong signal for Vonovia to inaugurate the new trade academy in our city and train new skilled workers. I am very pleased about this clear commitment to Berlin. The academy not only brings knowledge and modern education to us, it also shows that Berlin is the perfect place to invest in the future. Good housing needs committed companies, well-trained professionals – and a city that supports it all. The new academy will increase Berlin's attractiveness as a place to learn and work. This is good news for all Berlin residents."

Nearly 100 trainees are currently developing hands-on expertise at the Skilled Trades Academy. We're offering initial training in plumbing and heating installation, electrical systems installation, tiling, and painting and decorating. Our trainees are supported by dedicated instructors who provide close guidance and thorough preparation for the relevant exams.

In addition to vocational training, the new centre also offers advanced and continuing professional development. Each year, more than 3,500 participants will be able to enhance their skills and receive targeted support. Training is available for fitters and support staff, and we also offer product training. Another focus at the Academy will be on soft skills, with courses in communication, German language, mindfulness, stress management and de-escalation training.

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Photo: Vonovia has officially started its skilled trades academy in Berlin (front from left): Rolf Buch (CEO Vonovia), Ruth Werhahn (CHRO Vonovia) and Berlin's Governing Mayor Kai Wegner are celebrating with the trainees. Credit: Vonovia / Offenblende Kerstin Vihman

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About Vonovia

Vonovia SE is Europe's leading private residential real estate company. With 535,000 residential units in Germany, Sweden and Austria, the focus is on the development and rental of modern and energy-efficient housing. Vonovia focuses on sustainability as the core of its growth policy and offers tenants a home with a high quality of living and excellent service.

The Bochum based company has been listed on the stock exchange since 2013. Since September 2015 Vonovia has been a constituent in the DAX. Vonovia SE is also a constituent of additional national and international indices, including DAX 50 ESG, Dow Jones Best-in-Class Index, STOXX Global ESG Leaders, EURO STOXX ESG Leaders 50, FTSE EPRA/NAREIT Developed Europe, and GPR 250 World. Vonovia has a workforce of approximately 12,300 employees.

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