

## Press Release

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### **Promoting young talent: Around 320 trainees start their careers at Vonovia**

- **Around 320 trainees will start their careers with Europe's leading housing company in August and September.**
- **Significant rise in proportion of women in skilled trades.**
- **Good career prospects thanks to high chances of permanent employment, development opportunities, subsidies and employee benefits.**
- **The company's own Skilled Trades Academy in Berlin uses state-of-the-art technology in digitally equipped training workshops.**

*Bochum, 31 July 2025* - At the start of the new training year, Vonovia SE ("Vonovia") is welcoming 316 young people who are taking up apprenticeships in various commercial, technical and skilled trades programmes. In addition, five students from work-study degree programmes are starting their careers in various specialist areas at Europe's leading residential real estate company. Moreover, Vonovia has successfully recruited 25 female trainees and thus 47 per cent more women for careers in skilled trades than in 2024.

Vonovia now has a total of around 780 trainees. With a training quota of 5.1 percent, the company continues to compare favourably with other DAX-listed companies.

"This year, Vonovia is welcoming more trainees than ever before – with a steady rise in the proportion of young women. I'm particularly pleased about this, as it's our greatest potential, and so we need to tap into it. There are great career prospects in skilled trades, with lots of opportunities and exciting job profiles – especially for women, who we specifically target," said Ruth Werhahn, Member of the Management Board and Chief Human Resources Officer (CHRO), as she welcomed the new trainees. "By training at Vonovia, these young talents are laying foundations for a future-proof career. We provide digital and practical training for

skilled workers who will meet our own needs,” she continued.

Head of HR Silke Wechsung-Malat warmly welcomed the trainees to Vonovia in Bochum and wished them a good and exciting start to their careers: “Our new colleagues bring new perspectives, ideas and greater diversity to our organisation – important factors for our continued growth.”

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## **Skilled Trades Academy in Berlin consolidates and enhances practical skills**

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The new training and development centre of Vonovia, which was opened only recently, in May this year, demonstrates this special emphasis on high-quality training. The modern Skilled Trades Academy trains up to 220 apprentices per year in workshops and hands-on learning spaces spanning 3,000 square metres, all equipped with state-of-the-art digital technology. The teaching particularly focuses on energy and building technologies as well as on technologies of the future, such as heat pumps and photovoltaics, and the centre supports the company’s corporate strategy for the energy transition and the decarbonisation of its building stock.

Training is currently provided in trades such as plant mechanics, electrical engineering, tiling and painting, with experienced instructors supporting apprentices of Vonovia and helping them prepare for their exams.

## **Attractive benefits and excellent prospects for permanent roles at Vonovia**

Trainees enjoy the same comprehensive range of additional benefits as all other employees, including a workplace pension scheme and capital savings plans. From the second year of training onwards, they are also able to join the employee share purchase programme of Vonovia. Moreover, performance-based bonuses may be awarded, and trainees in technical roles and skilled trades may be eligible for subsidies towards driving lessons.

Further details of careers at Vonovia and current apprenticeship vacancies: <https://www.vonovia.com/en/careers>

**Caption:** Trainees in the current apprenticeship year deepen their practical knowledge at the Group's own trades academy.

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More photos of the new apprentices will soon be available in the [Media Centre](#).

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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.