One Education funding – the One Foundation's Trainee Scholarship

We want to support trainees in the hospitality industry in successfully obtaining their vocational qualifications – especially those who are particularly challenged by a language barrier, financial hardship or other reasons.

For the fourth time, the One Foundation is awarding training scholarships, which consist of monthly financial support as well as non-material support in the form of, for example, training, mentoring and exchange with other scholarship holders.

Background – why we award scholarships

Educational inequalities in Germany have been documented in many studies (e.g. the PISA studies of the OECD) and have already been discussed in countless journalistic articles. In this country, educational opportunities depend to a considerable extent on the level of education and income, i.e. the socio-economic status of the family of origin. It therefore remains a political and social task to give all young people the opportunity to lead a self-determined life equally, because formal school and vocational qualifications are indispensable for this.

The founder of the foundation and the company Motel One, Dieter Müller, also has no straightforward educational biography and found his way into the hospitality industry via detours. He is an impressive example of how educational advancement and professional success are possible. It is therefore an important concern for him personally and for the One Foundation to support people with special challenges on their way to a formal vocational qualification.

Target group and requirements – who we want to support

We support people in Germany who are undergoing training in the hospitality industry or in a corresponding postgraduate training, regardless of their age. We want to support committed and motivated people who are passionate about their future profession and are motivated to achieve their goal, but have to overcome special challenges.

Anyone who has a training commitment in the hospitality sector or is already in training and still has at least nine months ahead of them can apply.

In particular, we would like to support and encourage people who are on the second or third chance of education, BIPoC, people with disabilities, people with a refugee or migration history, people with limited financial means and people with experiences of discrimination to apply. If candidates are comfortable with this, we encourage them to indicate this in their application.

Excellence is expressly not required, as we recognise the extra effort required for many people to obtain a school and vocational qualification, such as part-time jobs or language acquisition.

Financial and non-material support – how we support

The funding consists of a financial and a non-material component.

Financial support: Scholarship holders receive a monthly allowance of up to €500. In addition, there is a childcare allowance of €150 per month for each child of the scholarship holder under the age of twelve. Them subsidy does not have to be repaid.

The scholarship holders are free to use the financial resources, i.e. the money can be used for living expenses, training fees, a company internship abroad, for an intensive language course, tutoring or language courses and much more. can be used. We assume that scholarship holders handle the money responsibly and expect corresponding regular evidence of the use of funds.

Non-material support: In addition, we also want to support the scholarship holders on a non-monetary level. The form in which this takes place depends on the individual situation and needs of the individual scholarship holders. Examples of non-material support are:

- Mentoring
- Digital and diversity-sensitive coaching
- Support in finding internships
- Participation in (digital) training courses on interdisciplinary topics (e.g. work and self-organization, communication, stress management)
- Exchange with the other scholarship holders

The individual design of the scholarship will be worked out in a personal interview.

Scholarship process – how is the scholarship structured?

- The application deadline is 31 July 2026
- The selection interviews will take place in August 2026
- At the beginning of September at the latest, the scholarship holders will be announced, and the written agreement will be signed.
- The scholarship will officially start in October 2026.
- In mid-October, a kick-off will take place in Munich with all scholarship holders (mandatory).
- Coaching, mentoring or other individual parts of the scholarship will take place during the duration of the scholarship, depending on the agreement.
- The scholarship ends with the official completion of the training, unless there are reasons that justify an early termination (e.g. lack of certificates, termination of the training).

Application – how can applicants apply

Interested persons can apply up to and including 31 July 2026. The following digital documents must be submitted to Katrin Lepold-Natterer, Leonie Storek and Fatima Andreu (foerderung@one-foundation.de).

- Proof of existing training or further education position[1]
- Curriculum vitae in tabular form and (if available) previous internship and employment references
- Letter of motivation: Presentation of the personal and professional goals associated with the training, as well as a justification as to why a scholarship should be received and what the money would be used for (max. one page, font size 11)
- Letter of recommendation from a person who does not come from a private environment and can make school, professional or other relevant statements about the applicant (teacher, social worker, association, colleague, etc.)

[1]In individual cases, we also support planned training (if no training commitment or postgraduate training has yet been received), provided that it can be credibly demonstrated that this cannot be done without financial support (e.g. for housing assistance).

Selection process – how do we select

Since we expect a high number of applicants and want to make the best possible selection, the following preselection criteria will be used:

- Quality of the application
- Motivation / Reason
- Prospect of success (completion of training / further education)

The people with the highest score will be invited to a half-hour personal online interview. A total of five scholarship holders will be selected.

The final selection will then be made by the One Foundation team based on the above criteria and the interview.

Contacts

Interested persons with limited knowledge of German can contact Leonie Storek with questions foerderung@one-foundation.de There is no legal entitlement to the subsidy.

As of: May 2026