



Inclusive Trains: a project promoted by the Alstom Foundation, Alstom, JUAN XXIII FOUNDATION and OUIGO to improve employability of people with intellectual disabilities

- **A pioneering initiative to promote the employability of people in situation of psychosocial vulnerability through training and internships in real railway operating environment**
- **After 12 months of training, the trainees are currently gaining work experience on OUIGO's high-speed trains**

Madrid, 29 February 2024 - The Alstom Foundation, Alstom, JUAN XXIII FOUNDATION and OUIGO have jointly developed a training and internship programme to boost employability for people with intellectual disabilities. The initiative, called "Inclusive Trains", started with the implementation of a training course in the railway field (developed by FUNDACIÓN JUAN XXIII and funded by the Alstom Foundation), to offer new job opportunities: assistance on board, support in stations, etc. Following the completion of the training, certain students have been able to improve their skills and employability thanks to the internships developed in collaboration with the high-speed operator OUIGO.

Although access to the labour market for people with disabilities has improved in recent years there remains a considerable distance to cover. According to the latest data from the Spanish National Institute of Statistics (INE), the employment rate of people with disabilities is 27.8%, compared to 68.1% for people without disabilities. The unemployment rate, on the other hand, is 8.6 points higher than that of the non-disabled population (21.4% compared to 12.8%).

The need to improve this situation led to the creation of the "Inclusive Trains" project, developed jointly by three leading companies in their sector, that are committed to developing a more inclusive society and promoting equal opportunities for all groups.

Dedicated training

FUNDACIÓN JUAN XXIII, an entity that has been working for more than 55 years for the social and labour inclusion of people in a situation of psychosocial vulnerability, has been responsible for developing the training project, with the funding and support of the Alstom Foundation, through its Training Centre for Employment, a pioneering resource for providing training solutions adapted to people with intellectual disabilities and/or mental illness. In this first promotion, 10 people with intellectual disabilities have acquired theoretical and practical knowledge about maintenance, cleaning and management of the services offered on board trains, acquiring the necessary skills to become a cabin crew member in the railway sector. Of the ten trainees, three of them have found employment, and two others are currently completing their internships at the high-speed operator OUIGO, which also participated in the training.

Practice at full speed

Once they have completed their training period, for three months (from February to April 2024), the participants are putting their knowledge into practice on board OUIGO's high-speed trains. The



operator has assigned them a variety of on-board and customer service tasks so that they can get to know the day-to-day life of the company and acquire the skills needed to develop autonomously. This training is carried out with the support and help of the OUIGO crew and the JUAN XXIII FOUNDATION employment service. Thanks to this experience, the participants increase their employability and the likelihood of finding a job.

A project born from Alstom's employees

The development of this project has been made possible thanks to the support and funding of the Alstom Foundation which, each year, invites all the company's employees around the world to submit proposals for charitable projects where the organisation can actively participate through financial contributions and logistical support. For the 2022 call, the Foundation Board received 235 proposals from 46 countries. Among these, one of those selected was the one promoted by an engineer from Alstom's signalling site in Madrid who, through his project, wanted to offer new job opportunities to this group.

Press contacts

Alstom Spain	John XXIII Foundation	Ouigo
Irma Aguado Carranza Tel.: +34 91 334 56 81 / +34 686 677 104 irma.aguado@alstomgroup.com	Nuria Prieto Real 636 103 260 nprieto@fundacionjuan23.org	Estefanía Pérez 637 03 86 85 eperez@atrevia.com
Daniel Larena Martínez Tel.: +34 649 631 242 daniel.larena@alstomgroup.com	Lorena Córcoles 659 465 597 lorena.corcoles@nboca.es	Raquel Nuño 644 273 000 rnuño@atrevia.com

About Alstom

Alstom commits to contribute to a low carbon future by developing and promoting innovative and sustainable transportation solutions that people enjoy riding. From high-speed trains, metros, monorails, trams, to turnkey systems, services, infrastructure, signalling and digital mobility, Alstom offers its diverse customers the broadest portfolio in the industry. With its presence in 63 countries and a talent base of over 80,000 people from 175 nationalities, the company focuses its design, innovation, and project management skills to where mobility solutions are needed most. Alstom generated revenues of €16.5 billion for the fiscal year ending on 31 March 2023.

In Spain, Alstom has a workforce of more than 3,200 employees, spread over 4 industrial sites, 4 technology centres and more than twenty maintenance workshops. Among others, Alstom has an industrial plant in Barcelona dedicated to the manufacture of all types of trains, a traction systems factory in Bizkaia and, in Madrid, various technological innovation centres for the development of programmes and projects in the fields of railway safety, signalling, maintenance and digital mobility.

www.alstom.com

About the Alstom Foundation

Established in 2007, the Alstom Foundation supports and funds projects proposed by Alstom employees who team up with local NGO partners and not-for-profit organizations to carry out initiatives aimed at improving living conditions in communities located near the Group's facilities and project sites around the world. The Foundation's projects focus on



four axes: Mobility, Environmental Protection, Energy & Water, and Socio-Economic Development.

<https://www.foundation.alstom.com/>

About the JUAN XXIII FOUNDATION

FUNDACIÓN JUAN XXIII has been working for more than 55 years for the social and labour inclusion of people in a situation of psychosocial vulnerability, especially those with intellectual disabilities, enhancing their quality of life and that of their families through the development of their autonomy, initiative and training. It brings together 1.200 people daily in the different centres that make it up and it has different disability support services: Early Attention, JUAN XXIII-Buenafuente School, Day Centre, Occupational Centre, Leisure and Sports, CRL, Disability Support Services, Employment Training Centre and Special Employment Centre which, with more than 700 workers, is a benchmark within Social Facility Services for its wide variety of high quality services such as Marketing Solutions, Textile and Industrial, Integral Logistics, Digital Data, Employment and Inclusion Service, CSR and Inclusive Events, Catering, Promotional Marketing, Green Solutions and Juan Energy. More information: www.fundacionjuanxxiii.org/

About OUIGO

OUIGO arrived in Spain in May 2021 with the aim of democratising the most sustainable means of passenger transport in existence, the high-speed train. Today, it already operates to seven destinations (Madrid, Zaragoza, Tarragona, Barcelona, Valencia, Albacete and Alicante) and expects to reach eight more this year (Valladolid, Segovia, Cuenca, Murcia, Elche, Cordoba, Seville and Malaga). More than 9 million passengers have tried its low-fare model, which involves a general fare starting at 9 euros - flat fare for children between 4 and 13 years old and free for children up to 3 years old as long as they travel in the arms of an adult - and a quality service on its trains with a cafeteria staffed by its own personnel.