

OUTPUT FACT SHEET

Pilot action Social Impact Fund (SIF)

Version 1

Project index number and acronym	CE 1345 SIV
Output number and title	O.T2.1 Pilot action Social Impact fund (SIF)
Responsible partner (PP name and number)	PP9 - Diakonie Württemberg
Project website	https://www.interreg-central.eu/Content.Node/SIV-.html
Delivery date	30 th April 2022*

*Note: The final factsheet conclusions for the SIF pilot action implementation could be concluded only after 1 year of the operations of the fund when the results will be evident and their impact could be measured.

To have a good solution even though now in regard of Reporting, we inserted the status of what has taken place until 30th April 2022 in regard of Social Impact Fund and add potential further steps with the status of 31st July 2022 in form of a perspective to give here already a direction towards future expected developments.

Afterwards it can be only decided then in which form further contributions on that topic can be documented.

In this Output factsheet, only preliminary/expected results need to be listed; to be finally able to compare expectations with the results acquired after 1 year of the funds operations if needed.

Summary description of the pilot action (including investment, if applicable) explaining its experimental nature, demonstration character and transnational added value

Positive experiences and insights were gained in a pilot project “Job and Kids” of the Diakonie Württemberg in cooperation with the Kreisdiakonieverband Heilbronn and the Aufbaugilde Heilbronn. The analysis of that project made clear: Through a regional expansion and further development of corresponding voucher models, an effective contribution can be made to reach more affected people.

Long-term unemployment in Baden-Württemberg has assumed considerable proportions, especially in the wake of the Corona crisis: The opportunities for transitioning out of unemployment into employment have been significantly reduced, especially for those who were already (long-term) unemployed before the pandemic and have multiple placement barriers. Many of those affected do not benefit from the existing labor market policy instruments and fall through the cracks. Here is where our new initiative “Future Vouchers”, consisting of up to eight regional models, financed by the protestant church and executed in the regions in cooperation between counseling centers and diaconal related SME´s will improve their situation. By establishing, expanding and further developing the interface between the church and independent organizations, counseling and labor market integration can go hand in hand and be tailored to the individual needs of the people concerned.

The “Future Vouchers” are available to a clearly identified target group based on regional needs. The vouchers can serve as a wage subsidy for future employers or they can be used for accompaniment on the way to the transition into working life. Here innovative solutions are created, providing individual and needs-based support. Approximately 10 clients are supported in each region for up to one year. The identification and selection of potential participants as well as the handover takes place according to a standardized procedure.

The target group of the project is people who are in precarious living conditions and/or have multiple placement barriers. Here church, independent organizations, counseling and labor market actors go hand in hand executing tailored support to the people concerned. In order to do so we hope to have financial resources that will come from the Protestant church of Württemberg. The money will be held in trust by Diakonie Württemberg and then given to accepted project. Approximately 480.000 Euro. We do not expect any public capital for this trust.

Regional diaconal counselors and the SMEs coordinate who will be accepted into the project. The counselling centre finally hands over the potential participant to the SME. Based on its expertise, the SME decides on the further course of action depending on the participant's individual needs (defining key issues). It depends on this whether the voucher is preferably used for accompaniment or as a wage subsidy or as a combined model.

In the first model region, it has become apparent that too few needs-based offers are available for a specific target group - mothers with children in transition (back) to working life. The classic labour market instruments are far from being able to cover the demand. Therefore the “Future Vouchers” are needed.

The main focus of this project is to develop tailored and target-group-specific measures for each region. Corresponding networks are formed locally with other relevant actors and multipliers, which can have a sustainable effect as a successively emerging infrastructure. It is important to link up with regionally specific needs in order to generate local services that meet those needs. Regionally, there are different needs, which can only be met by means of tailored and target-group-specific measures.

This enhanced voucher model thus serves as an impetus not to lose sight of people in precarious living conditions on the ground and rather to provide them with needs-based offers so that their livelihood is secured in the long term through placement in suitable work. Giving individual and holistic support new innovative models will be born. Also, the access for potential participants is as low-threshold as possible. Intensive needs-based counselling and support on the path to the labour market thus go hand in hand.

NUTS region(s) concerned by the pilot action (relevant NUTS level)

Germany, Baden-Württemberg, Heilbronn, Town: DE117
Germany, Baden-Württemberg, Heilbronn, Region: DE118

SIF implementation costs (EUR), if applicable

Does not apply - is financed with the stakeholders' own funds

Expected impact and benefits of the pilot action for the concerned territory and target groups and leverage of additional funds (if applicable)

The added value within the project is three-folded:

- 1) For the persons concerned: low-threshold offer (via access to the counseling center, internal projects at the employment agency), support according to concrete needs, intensive accompaniment, meeting at eye level, "switchboard" if necessary, referral to further help offers, voluntariness, trust and meeting at eye level, empowerment, intrinsic motivation, encouragement.
- 2) For the employees/carriers: guaranteeing low-threshold access for the participants, enabling customized offers, flexibility in the design of offers through specific orientation to the client, no pressure.
- 3) For companies in the 1st labor market: recruitment of skilled workers, wage subsidy, sensitization for this group of people.

The added value for Heilbronn: Demand-oriented offers for target group on site, which were missing before. The added value nationally/internationally: A showcase model project: The project sets an example of how groups of people in our society who have not been able to benefit sufficiently from offers for integration in the labor market can be successively introduced to the labor market. Through a possible future generation of private donations, society can show solidarity with the target group.

Impact measurement is planned using the following stage model - measurement:

- Stage 1: Reduction of placement barriers.
- Stage 2: Degree of vocational orientation
- Stage 3: Vocational (technical) qualification
- Stage 4: Entry into training
- Stage 5: Integration into the 1st labor market

The aim is to extend the concept to other regions in Württemberg over the next 3 years until 2025 and to transfer it to other target groups depending on regional needs. The responsible committees of the Evangelical Church of Württemberg are currently looking into whether a financial framework for a grant in this regard would be possible in the amount of 480.000 Euro (planned for 8 model sites in Württemberg - i.e. 60.000 euros per site).

Sustainability of the pilot action results and transferability to other territories and stakeholders

In the Diakonisches Werk Württemberg, 212 diaconal agencies, 11 diaconal associations of the church districts and 44 church districts are members. They are responsible for about 1,400 SME's. In these facilities and services there are about 29,000 full-time positions, which are occupied by more than 50,000 full- and part-time employees. The output - as well as the results so far will be disseminated among all member organizations. Being one of the two biggest umbrella organizations in this field in our region, Diakonie Württemberg also has the means and network to ensure multiplication and empower other stakeholder to step into this field of voucher models.

The Evangelical Regional Church in Württemberg is providing an estimated. 480,000 for a project based on the "Job `n Kids" concept. This will ensure that the concept approach is implemented sustainably in the support of unemployed people in Württemberg. This offers the opportunity to test and further develop the concept in 8 other model regions. Further target groups can be (see above): older people at the transition to retirement and at the age of over 50, migrants, single long-term unemployed, people with severe health impairments, etc.

Stakeholders can use this concept to support a wide variety of target groups depending on regional needs, and to create and expand appropriate networks with relevant local actors for this purpose. This voucher project provides a flexible concept that can be applied by different stakeholders on site according to the regional problem pressure.

The most important insight and basic requirement is: The voluntary and low-threshold access to the project - combined with a sustainable, long-term coaching process.

The costs of the follow-up project are expected to be covered by the Protestant Church for the period 2023-2024, after which we see a good chance that corresponding consulting approaches will also be eligible for funding in the area of regular financing. Alternatively, we will continue to seek private funding for this innovative approach to labor market integration.

If applicable, contribution to/ compliance with:

- relevant regulatory requirements
- sustainable development - environmental effects. In case of risk of negative effects, mitigation measures introduced
- horizontal principles such as equal opportunities and non-discrimination

The regulations in the relevant laws SGB I and SGB II do not provide for a corresponding combination model in the form of the "Job`n Kids" concept. Certain target groups are thus excluded. This gap in the federal legislation was recognized in the project. With Job`n Kids, a proven concept was thus developed that is capable of closing this gap. It also succeeds in reaching groups of people who are not included in the unemployment statistics, but who would like to orient themselves professionally and can be won over for the labor market as skilled workers.

Target groups that have not been adequately reached by existing labor market policy instruments can now benefit from Job`n Kids. This has made a significant contribution to equal opportunities: people who were previously not the focus of the Federal Employment Agency and politicians have been successfully introduced to the labor market. This was particularly true of women with children. Most of the participants had a migrant background.

All relevant regulations were complied with.

Sustainability, equal opportunities and non-discrimination were already taken into account as relevant horizontal goals during the development of the Job`n Kids concept, from concept development to implementation and project evaluation.

The concept was developed specifically for this group of people, which is in danger of being overlooked by society and politics.

References to relevant deliverables (e.g. pilot action report, studies), investment factsheet and web-links
If applicable, additional documentation, pictures or images to be provided as annex

Interreg maid is possible. Attached you find our concept "Job `n Kids" that lead to our next step described here in this document. Read more about our counseling and support for participants with regard to integration into the labor market as well on Wage subsidy for employers and a combination model

- on the homepage of Diakonie Württemberg

<https://www.diakonie-wuerttemberg.de/abteilungen/landkreis-und-kirchenbezirksdiakonie-existenzsicherung/armut-und-existenzsicherung/arbeitslosenhilfe-1>

- SROI study (link on homepage of Diakonie Württemberg)

<https://www.diakonie-wuerttemberg.de/themen/arbeit-schaffen/interreg-beschaeftigungsgutscheine-europaeisch-weitergedacht>

- Publications on Instagram, Facebook and YouTube

Instagram: @diakoniewue_international

Facebook: diakoniewue.international

YouTube: <https://www.youtube.com/watch?v=75hn8wncY7c&list=PLQrZRashEGC8vWwMbYfPkQlMe0nRDVmn>

- Presentation of Aufbaugilde Heilbronn at Pro Arbeit Sozial 2021 (upon request)

- Various presentations in the context of: Diakonieausschuss der Evangelischen Landeskirche, Policy Conference, Workshop at event Uni Vienna. (upon request)

Relevant deliverables to the implementation of the pilot action are:

D.T2.1.2 - Social Impact Fund Structure

D.T2.1.3 - Payment procedure

D.T2.1.5 - Fund management protocol

D.T2.2.2 - Updated Social Impact Fund Structure

D.T2.4.1 - Social Impact Reports

D.T2.4.2 - Social Impact Fund Management Routine