

# Employment Voucher in Württemberg

Promoting the participation of the  
long-term unemployed and other  
disadvantaged people

## Workshop

4. Juni 2020



Social Impact Voucher

<https://youtu.be/2qXuPx5nDmA>

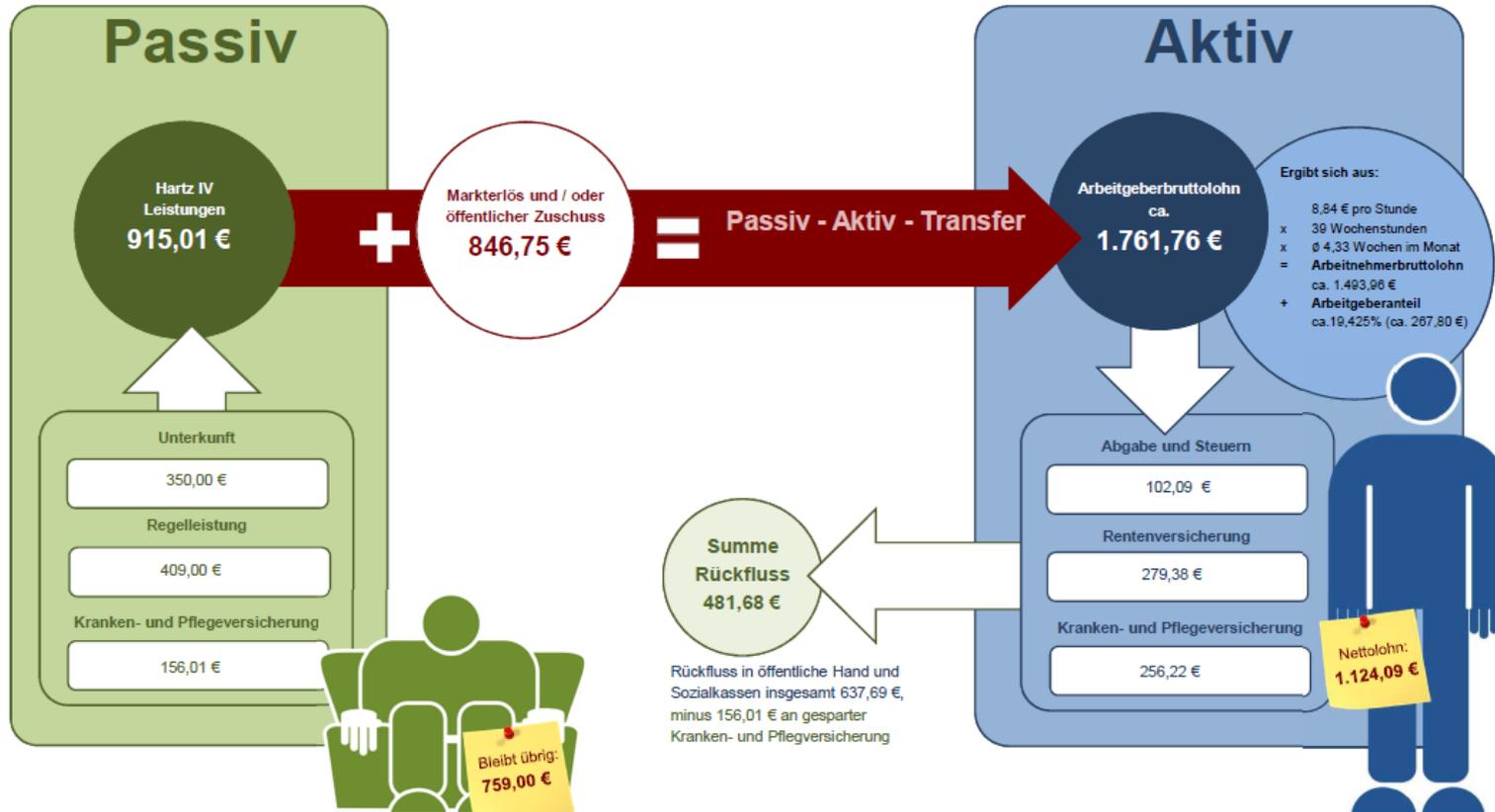
# Commitment to publicly funded employment 1970s – 2005 - 2012



# Passive – Aktive – Transfer (PAT-Model)

- put forward 2003, got real 2012

- main idea: to finance work and not unemployment



# § 16i SGB II – Participation in the labour market – a role model?



# Promotion of jobs through church and Diakonia in Württemberg (1978)

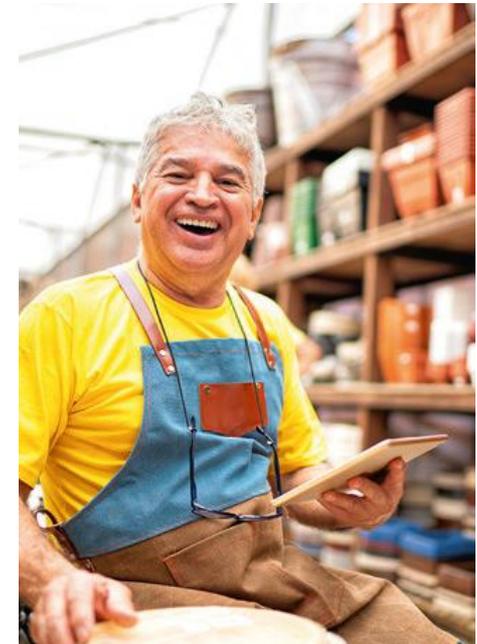
## Aktion **+**

- Action workplace levy
- Fonds for work and vocational training



# Promotion of jobs through church and Diakonia in Württemberg

## Aktion





# Employment vouchers

For unemployed and poor people

„Die Beschäftigungsgutscheine sind eine richtig gute Idee, die das Vakuum der Aufgabenlosigkeit ausfüllen.“

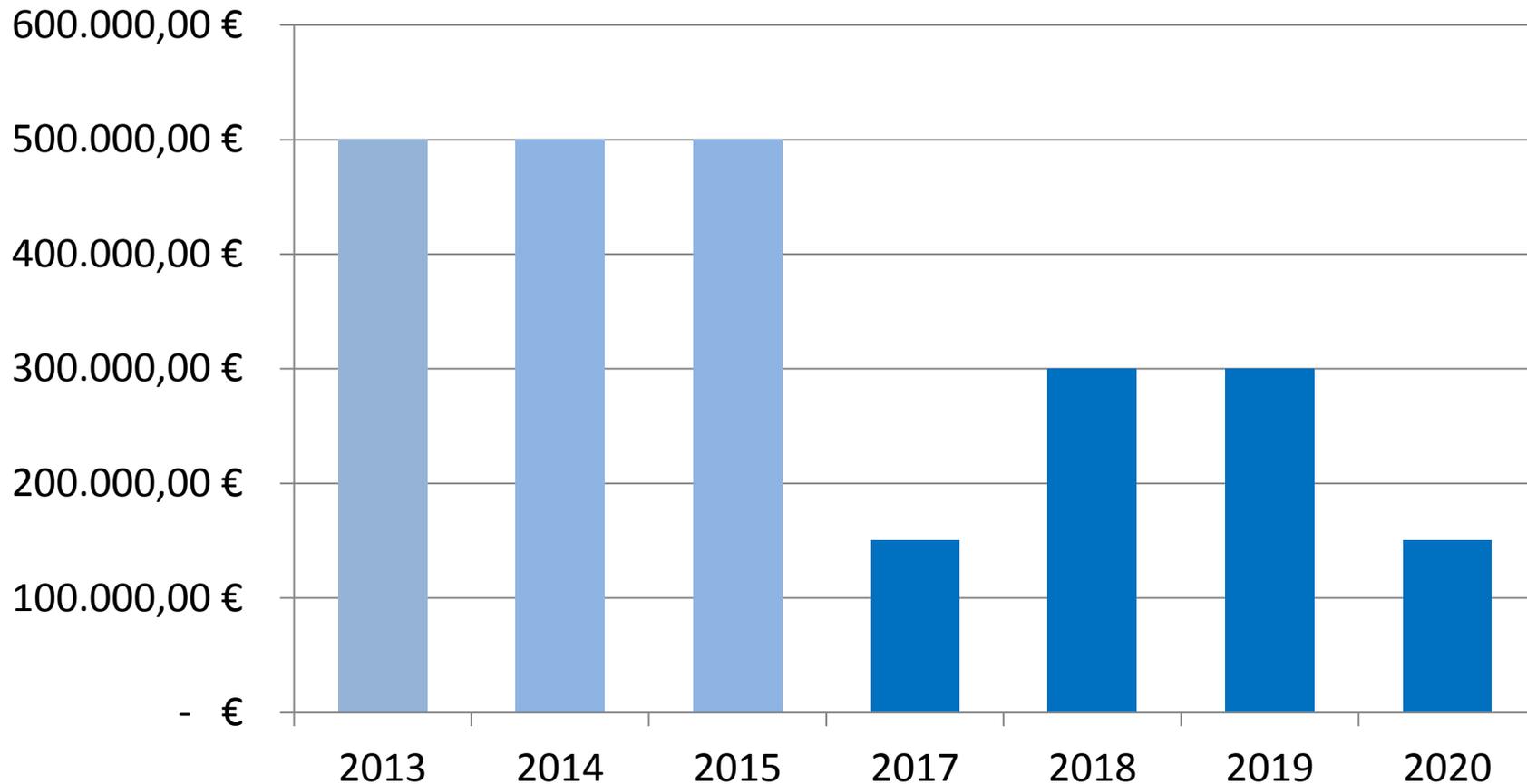
Berthold Gohs

“The employment vouchers are a really good idea that fill the vacuum of being unemployed.”



# Grants 2013-2020

## 2,4 million Euro





## Employment Voucher

■ Employment 2013-2015:	406
■ Renewals :	86
■ Social employment providers :	345
■ Local churches / parishes:	31
■ Local diaconia services:	30
■ Volunteering / small part-time jobs:	256
■ Employment w. social insurance:	150





# Employment Voucher Participation

- Applications approved : 260
- Employment cancelled: 29
- Renewals: 46

Stand: 30.4.2020



## Kirche trotz Armut und Ausgrenzung

Förderprogramm der Evangelischen Landeskirche in Württemberg und ihrer Diakonie

Diakonisches Werk der evangelischen  
Kirche in Württemberg e. V.  
Referat Inklusion und diakonische  
Gemeindeentwicklung  
Rainer Scheufele  
Postfach 10 11 51  
70010 Stuttgart

Bitte per Post oder per Fax an  
**0711 1656 49 207**  
versenden.

## Teilhabegutschein Beschäftigung

### Antrag auf Förderung

<b>Antragsteller</b>	
Kirchengemeinde	
Ansprechpartner/in	
Adresse Pfarramt	
Telefon	
E-Mail	

- Die Kirchengemeinde stellt einen Antrag auf einen **Teilhabegutschein Beschäftigung** für:

<b>Beschäftigte Person</b>	
Name, Vorname	
Adresse	
Telefon	
E-Mail	
Geburtsjahr	

Datum / Unterschrift / Stempel der Kirchengemeinde

Verantwortlich für die Umsetzung / Durchführung der Beschäftigung ist:

- Kirchengemeinde     Beschäftigungsträger     Diakonische Bezirksstelle /  
Kreisdiaikonieverband

Falls abweichend vom Antragsteller	Träger	
	Ansprechpartner/in	
	Adresse	
	Telefon	
	E-Mail	

<b>Bankverbindung</b>	
Kontoinhaber	
Name der Bank	
IBAN	
BIC	

Die beschäftigte Person erfüllt die Fördervoraussetzungen durch:

\_\_\_\_\_

\_\_\_\_\_

Eingesetzt wird ein Teilhabegutschein Beschäftigung in Höhe von:  Euro pro  
Monat  
für die Laufzeit von  bis  (i.d.R. 1 Jahr)

- Ehrenamt (Pauschale)     Minijob     sozialversicherungspflichtige  
Beschäftigung

Geplant ist eine Kombination des Teilhabegutscheins mit folgenden  
Kofinanzierungsmitteln:

\_\_\_\_\_

\_\_\_\_\_

Geplante Tätigkeiten / Arbeitsfelder:

\_\_\_\_\_

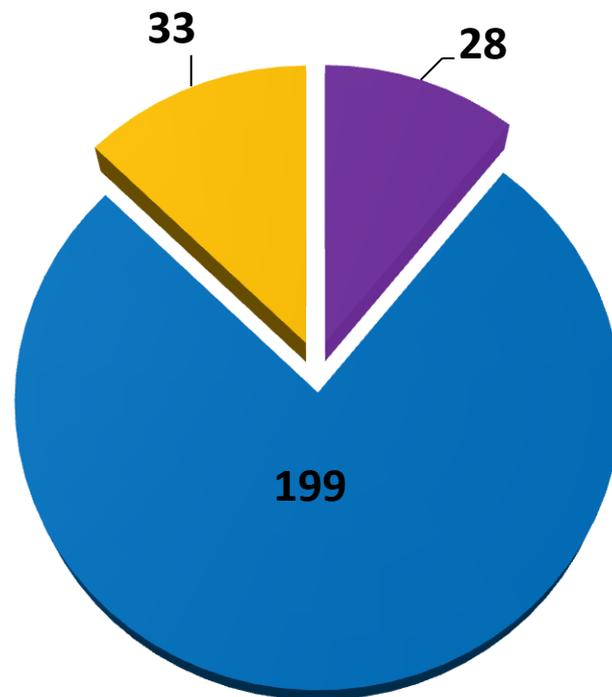
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# Employment Voucher

## Participation

### Employers

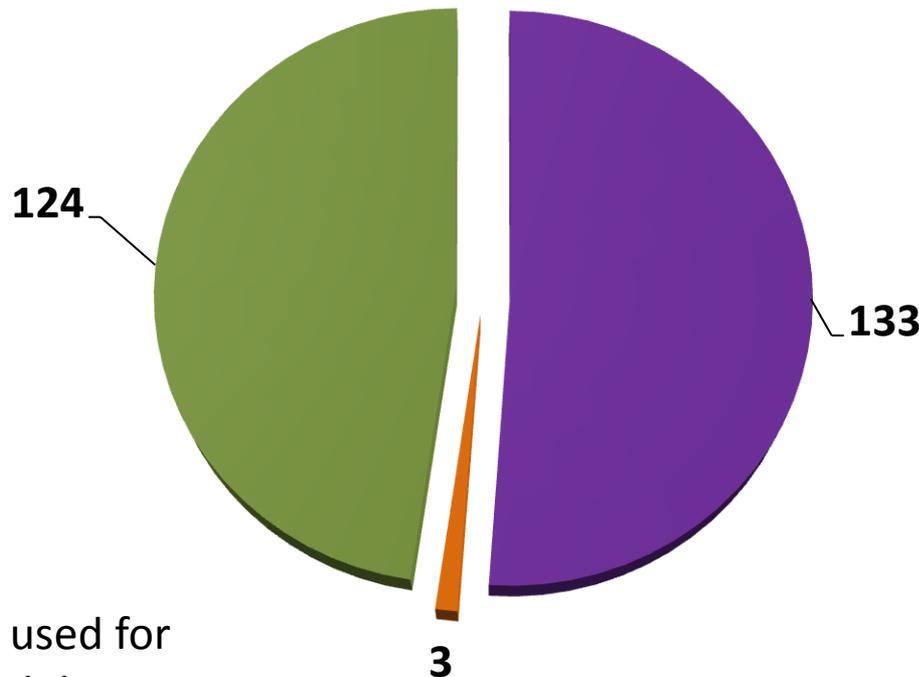


- Kirchengemeinde  
Local churches / Parishes
- Diakonisches Beschäftigungsunternehmen  
Social employment providers
- Kreisdiakonieverband / Diakonische Bezirksstelle  
Local diaconia services

# Employment Voucher

## Participation

### Three kinds of setting



- Ehrenamt  
Volunteering
- Minijob  
Small jobs
- sozialverspfl.  
Beschäftigung  
Employment  
with social  
insurance

Remember:  
2/3 of 1+1 is used for  
vocational training

# Employment Voucher

## Participation



# Employment Voucher

## Example 1: Working in the church / local parish

Employment as a  
sacristan and janitor



# Employment Voucher

## Example 2: Employment @ Social Employment Provider

Employment in the  
field of advertising  
and public relations





Dieter Raschko (von links), Thomas Zander und Andreas Reichstein sind von der Förderung überzeugt. Foto: Rousek

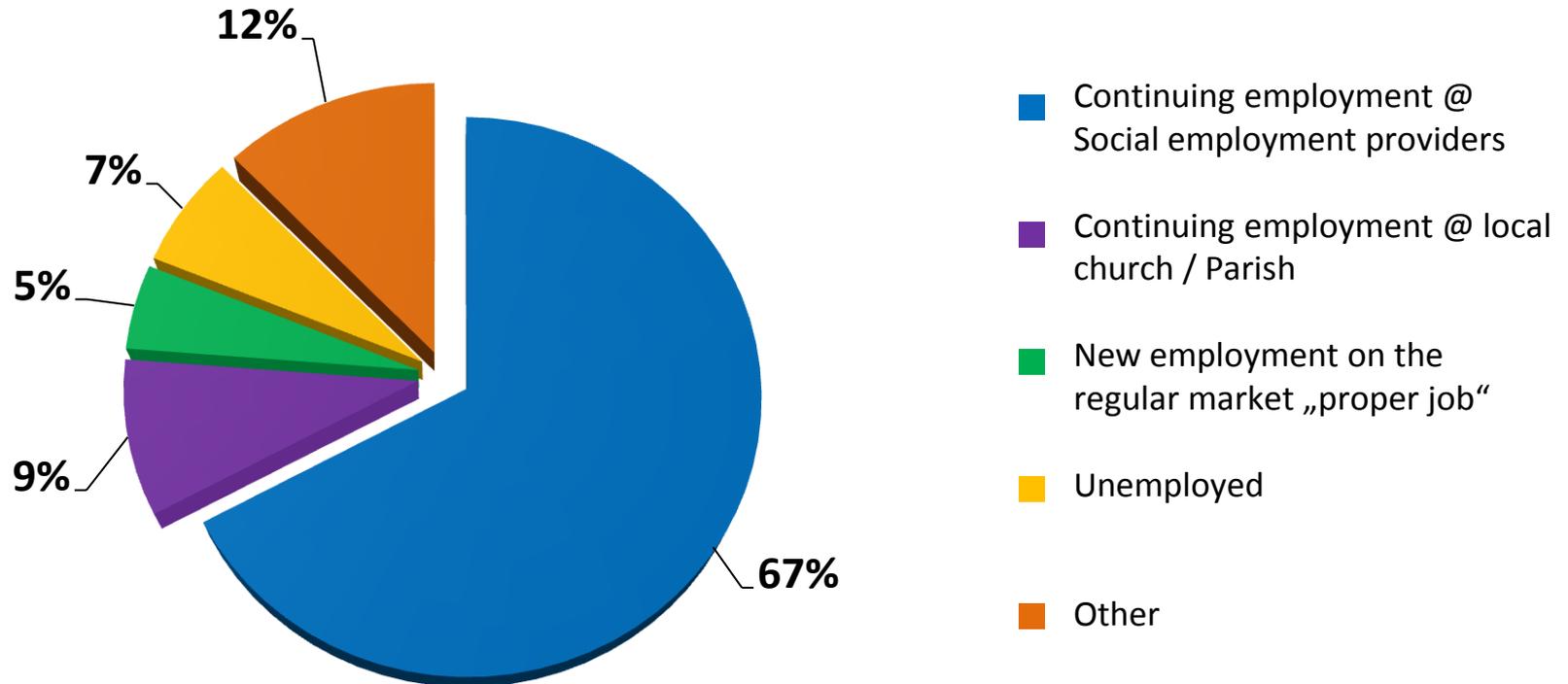
**Calw** - Langzeitarbeitslosigkeit ist in vielen Fällen der Beginn von Armut und Ausgrenzung. Ausgrenzung wiederum ist etwas, wogegen die evangelische Landeskirche anzukämpfen versucht. Aus diesem Grund hat sie gemeinsam mit dem Diakonischen Werk den Teilhabegutschein Beschäftigung ins Leben gerufen.



# Employment Voucher

## Participation

And the next step was:



Reminder: Our vouchers can help people to get started (again) on the labour market. But they mainly help people to be part of society – that’s what they were designed for.



## Voucher

### Leisure activities, Culture, Education 2017 - 2020

- Applications approved: 339
- Number of persons: 484
- Applications not approved: 24
- Approved but not used: 13

Stand: 30.4.2020



## Impacts

Opportunities for  
those so far without  
opportunities



Participation  
through work

Combating  
poverty





## Qualification

## The political Dimension





Vesperkirche Stuttgart –  
Leonhardskirche

## Church and „the poor“ side by side



Pauluskirche  
Zuffenhausen



## Conclusion

- Promoting and financing jobs for people in need of support
- Constantly developing new ideas to enable participation
- Demanding publicly funded employment
- Making concrete proposals for implementation
  
- Programmes and activities that support long-term unemployed people are an effective and valuable help





## Next step

- Use the synergie of all our projects to promote employment

## Questions in focus

- Which aspects of the various approaches can be expanded and linked together?
- Can different financing models be combined with each other?
- How can church congregations and diaconal employment providers intensify their cooperation?
- Which other partners can be involved?



## Disclaimer

*However, due to the corona pandemic and its effects, there is currently a high degree of uncertainty about further developments. Unemployment figures have risen significantly in recent weeks. It is unclear how the labour market will develop in the medium and long term. Especially now it is important that people in precarious situations are not pushed further into the background.*





## A feedback

*"...thank you for approving the parish's application... You have brought great joy to all concerned. With the client himself, with the parish and with the responsible pastor. Because with the funds from the participation voucher something was really moved to the good of all. It is great that you continue to support this with the participation voucher funds and that you even decided to do so before Christmas.*

*My client has experienced so much vitality and a place in the life of the church community and a source of appreciation through the participation voucher and the resulting employment, which cannot be paid for with money."*





This presentation was provided within an interreg-SIV online meeting (CE 1345) / CE 1345 SIV Staff Secondment on Thursday June 4<sup>th</sup> 2020

For further questions:

- Thomas Stürmer, head of department: [stuermer.t@diakonie-wuerttemberg.de](mailto:stuermer.t@diakonie-wuerttemberg.de)
- Rainer Scheufele: [scheufele.r@diakonie-wuerttemberg.de](mailto:scheufele.r@diakonie-wuerttemberg.de)
- Klaus Kittler: [klaus.kittler@gmx.de](mailto:klaus.kittler@gmx.de)
- Nicole Pitteroff: [pitteroff.n@diakonie-wuerttemberg.de](mailto:pitteroff.n@diakonie-wuerttemberg.de)
- Pétur Thorsteinsson: [thorsteinsson.p@diakonie-wuerttemberg.de](mailto:thorsteinsson.p@diakonie-wuerttemberg.de)



- For further discussion

1) What was the needs analysis behind the decision to start the voucher projects?

There was no independent needs analysis for the voucher projects. However, the Diakonie and its members have decades of experience in supporting various problem groups, especially those who are disadvantaged in the labour market. Since 2011, the Diakonie has had the "Initiative Pro Arbeit", initially at Baden-Württemberg level and then at federal level, which has specifically addressed the target group of the long-term unemployed and their need for assistance. Since around 2013, the monthly official unemployment figures have also been regularly commented on via the specialist department. This has also provided statistical documentation of which groups are particularly disadvantaged in the labour market and which instruments are needed to provide targeted assistance to these groups. Thus, it could be proven that long-term unemployed and people with health impairments need above all a long-term and reliably supported public employment.

- For further discussion

2) What advantages did the new voucher system have compared to 1&1?

First of all, the funds of the regional church are several times higher than the donations raised in recent years. Above all, however, it was connected with the programmes of the Regional Church that the possibilities of support were made public in all parishes of the Regional Church. The aim was to raise awareness of the issue and the plight of the long-term unemployed across the board, and to build bridges between the mostly middle-class parishes and the milieus of the poor and unemployed. The aim was to anchor the "church at the side of the poor".

- For further discussion

3) What were the main learning outcomes for DW, for the church, for the local actors, for the clients in the first phase?

It has long been known that church congregations and poverty milieus are often very foreign to each other. It was also clear from the outset that in view of the variety of tasks of the church congregations (besides the classical worship service from kindergarten, through confirmation and school lessons, to work with the elderly) no excessive involvement was to be expected, especially since the financial resources of the church are foreseeably decreasing and the congregations are becoming smaller. But it became clear that the task of building bridges is an ongoing task. The fact that diaconia is a part of the church is only true as long as both sides make an effort. This applies at the national level as well as in the individual congregations. For this very reason, however, it was always touching to see how positively surprised and grateful the unemployed people were that the church and Diakonie in particular turned to them and took care of them.

- For further discussion

4) What has the evaluation of the first phase revealed 13-15?

Many individual cases have documented that this help was exactly what the people needed, for which many had already given up hope while waiting. On the other hand, these people are lost without hope of receiving adequate support from society.

Furthermore, it has also been shown that the approach of organising participation exclusively through work is too narrow (too Protestant?). Work is the central transmission belt for participation, but not the only one.

- **For further discussion**

5) What positive (and possibly negative) changes did the new system bring about from 2017?

The negative aspect is, of course, that there are fewer funds to distribute than in the first project phase. This is due to the above-mentioned development that also the church funds are decreasing, while the variety of tasks of church and diaconia remains at least the same. In addition, the administrative burden has increased, because while in the first project phase the funds were allocated very generously and informally, a certain formalisation must be introduced with the extension of the project. For the allocation of funds from the charitable church sector to private individuals, care must be taken and it must be proven that the target persons really are in need, so that the legal status of charitable status is not jeopardised. And since the promotion of employment relationships is a legally highly complex area, employment law provisions must also be observed so that, for example, a new area of undeclared work / illegal work does not suddenly arise. For these additional tasks alone, a part-time job had to be set up, which then also brought with it the possibility of making more attention to this topic both within and outside the Diakonie and the church. Ultimately, the idea for the SIV Interreg project arose from the experience of the employment vouchers at Neue Arbeit Stuttgart.

The conceptual expansion, to extend the exclusive promotion of employment to the participation promotion of education, culture and leisure activities is also a positive change. Ultimately, support on an equal footing must give people in need of support the right to decide for themselves what support they need. Therefore, such a broad approach is only logical.