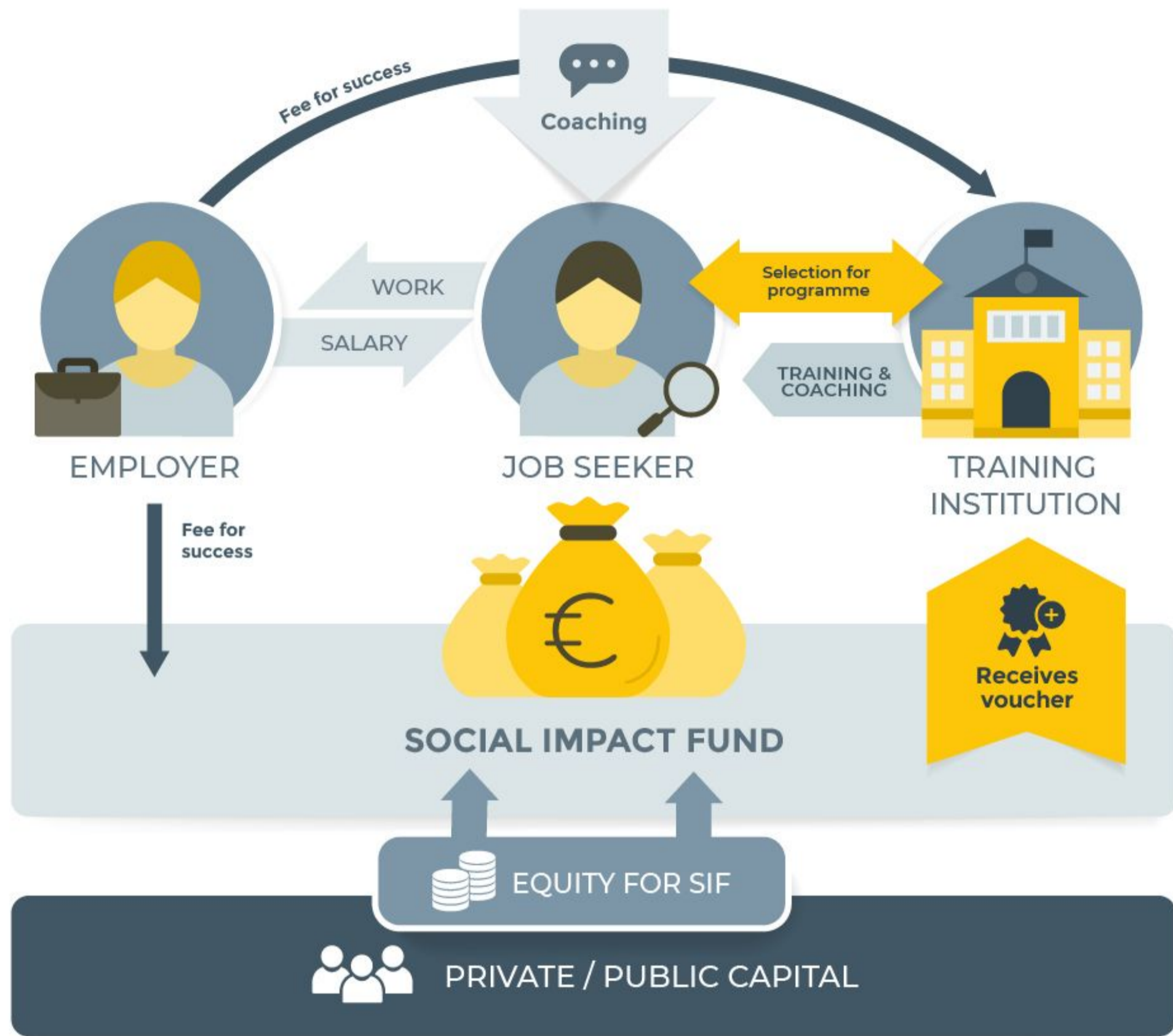




# AUSTRIA: VOUCHER MODEL OF CARITAS VIENNA



## TARGET GROUPS OF THE VOUCHERS



Unemployed without further specification



Migrants and/or refugees



Socially disadvantaged people

## TYPE OF VOUCHER RECIPIENTS



Job seekers – potential employees

## PURPOSE OF ISSUED VOUCHERS



Training services, Labour market services (e.g. recruiting, matching) & Coaching services

## IMPACT FOR VOUCHER RECIPIENTS



**100%** perceived an improvement in their work situation after graduating



**100%** perceived an improvement in their income after graduating



**100%** learned how to use new software



**88%** learned how to independently carry out own programming projects



**75%** feel that their career got a new sense of purpose after graduating

The Austrian voucher programme in cooperation with everyone codes focuses on the necessary coding skills for unemployed people in order to find an entry-level programming job. The programme also offers a complete package consisting of intensive support for overcoming daily challenges at the workplace as well as for gaining all relevant soft skills.

When the global pandemic struck in early 2020, Birgit had to close her freelance business in the fitness industry and she was left without a job. Not knowing what the future holds made her rethink everything. She had worked with computers in the past, and when she found everyone codes she did not hesitate to take this opportunity. During this challenging programming training, she was not only equipped with in-demand IT skills, but also found a community of like-minded people who motivated her to see it through to the end. After ten months of intensive training and successful graduation, the search for a job didn't take long and now she works as a junior backend developer for a Viennese company.



**Birgit**

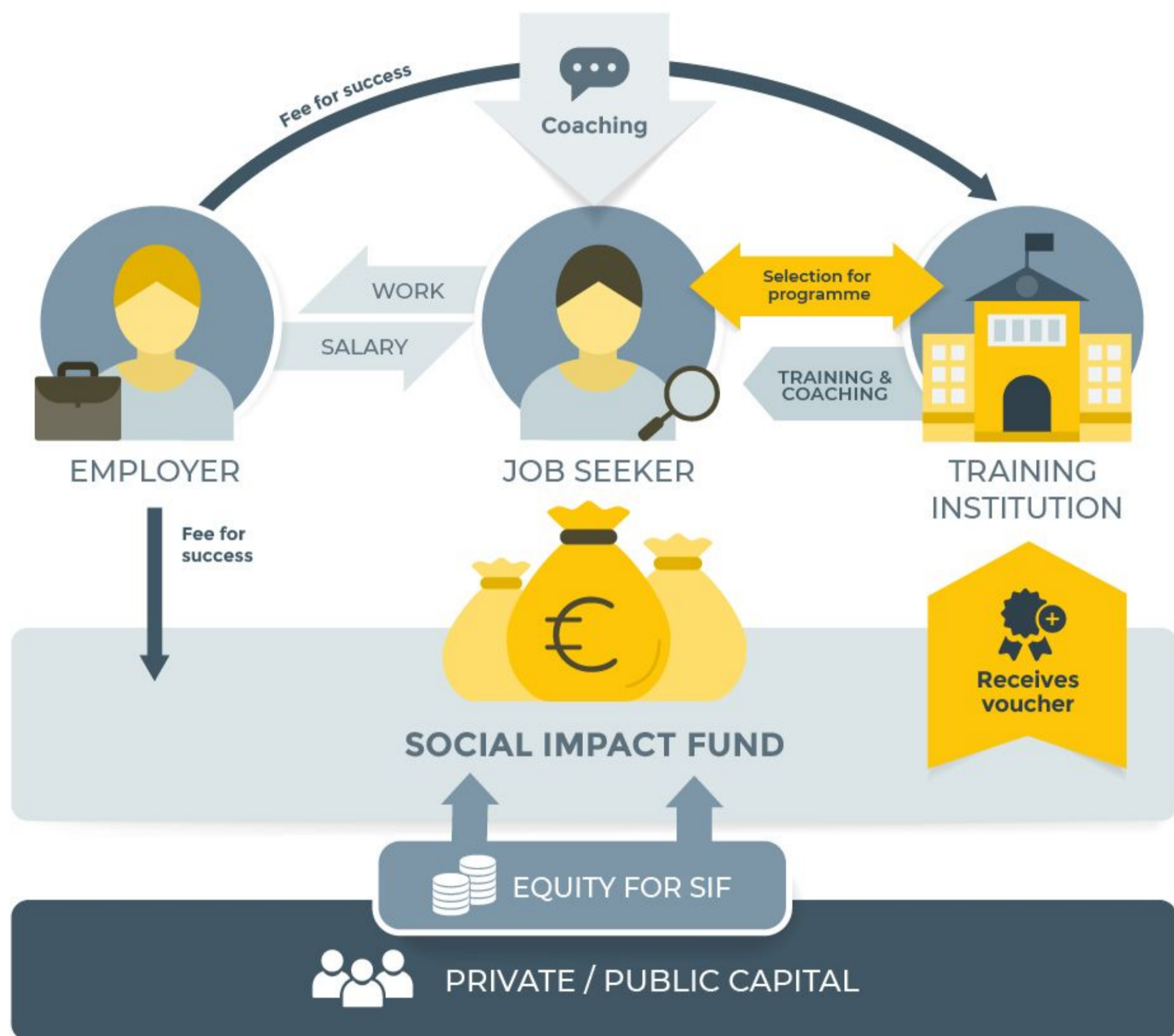
voucher recipient and participant in the Austrian voucher programme

Please scan for accessing the SIV website.





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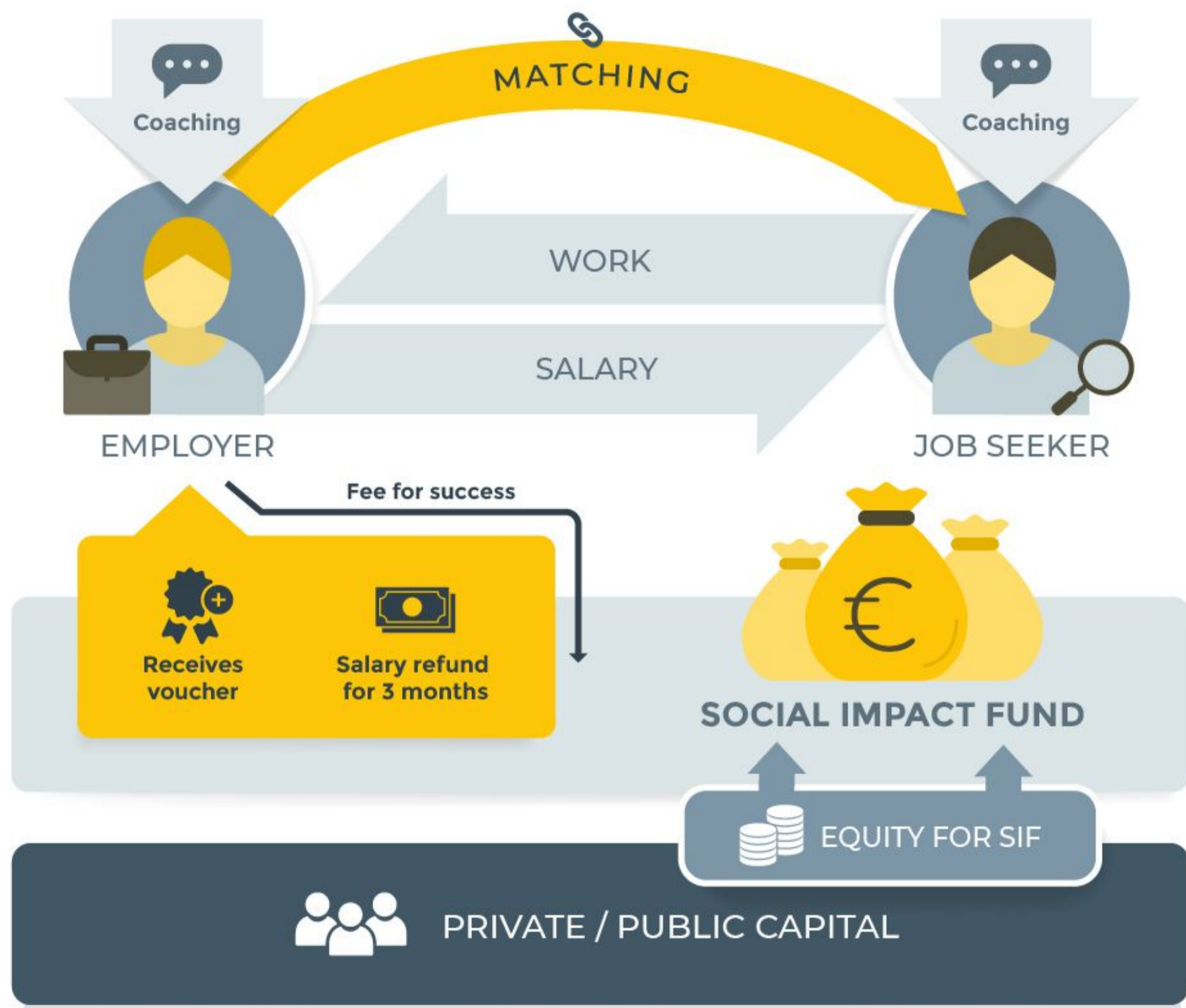
voucher recipient and participant in the Austrian voucher programme

Please scan for accessing the SIV website.





# CROATIA: VOUCHER MODEL OF COOPERATIVE FOR ETHICAL FINANCING (ZEF)



## TARGET GROUPS OF THE VOUCHERS



Long-term unemployed



People with disabilities



Socially disadvantaged people

**TYPE OF VOUCHER RECIPIENTS**  
Employers (social enterprises)

**PURPOSE OF ISSUED VOUCHERS**  
Labour market services (e.g. recruiting, matching) & Covering personnel costs

- ### RESULTS AND OUTPUTS
- 5 investor events and investor relation activities
  - 5 voucher recruiting events
  - 45 participants at project events
  - 15 trained or coached persons
  - 8 jobs created

ZEF's voucher model is piloted in partnership with social cooperative Martinov Plašt that has many years of experience in supporting finding jobs for people with disabilities. The voucher model is built around Croatian legislation that is requiring companies to have at least 5% of people with disabilities among their employees and in case that they do not meet that requirement they need to pay compensations to the fund that is supporting the employment of people with disabilities.

*Darko (27) was part of the first group of beneficiaries who went through the education programme aimed to support students to develop and improve skills that are going to help them to find employment as well as to support them in living an independent, quality life. After the training, Darko was employed as a repairman providing services with small repairs to different companies. Darko currently lives in a social housing community and is planning to become mentor to other beneficiaries that will be joining the voucher programme.*



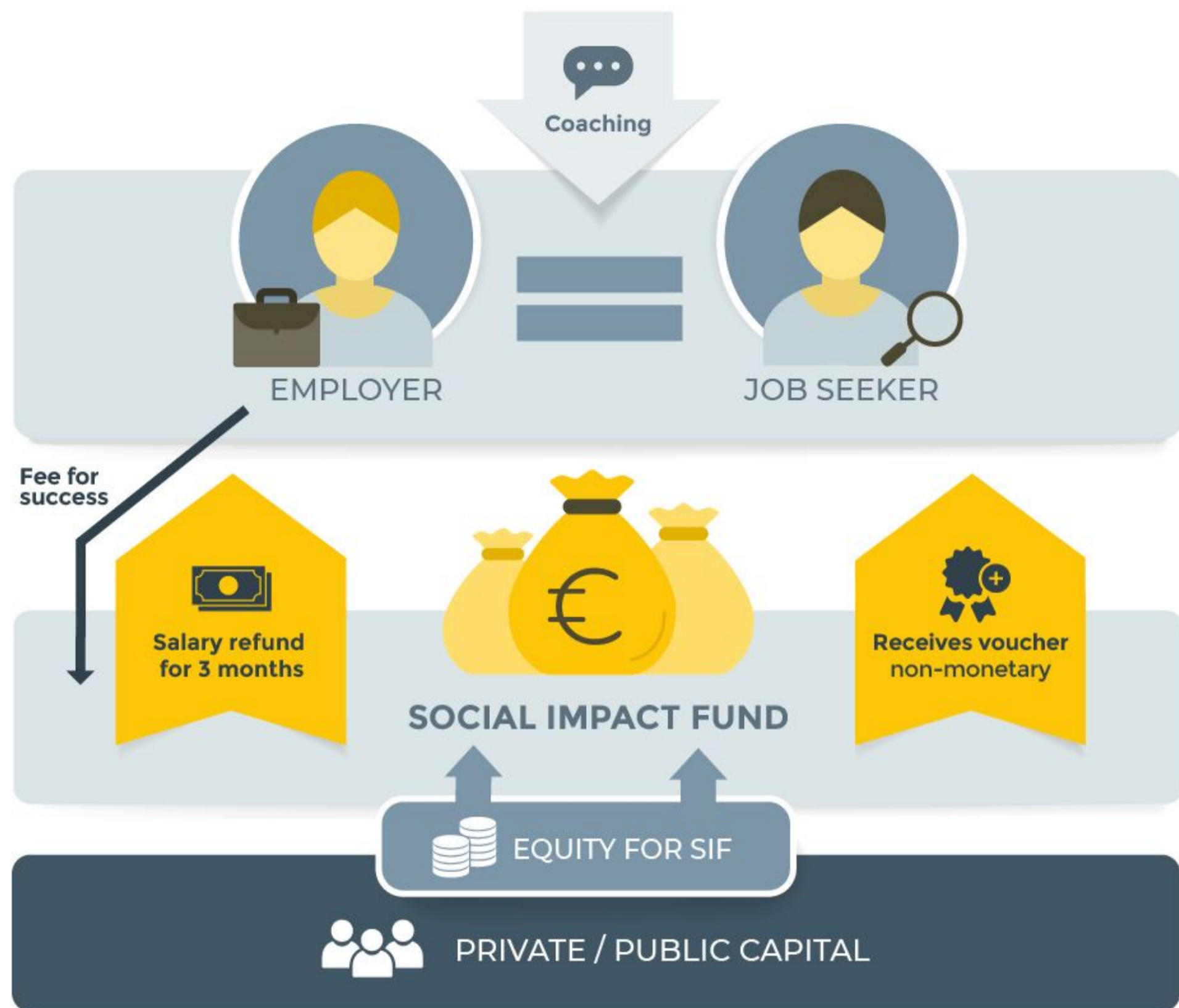
**Darko**  
Voucher recipient and participant in the Croatian voucher programme

Please scan for accessing the SIV website.





# CZECH REPUBLIC: VOUCHER MODEL OF CENTRE FOR COMMUNITY ORGANIZING NORTHERN MORAVIA (CPKP)



## TARGET GROUPS OF THE VOUCHERS

- Long-term unemployed & unemployed older than 50 years
- Single parents & parents on/after parental leave
- Socially disadvantaged people (educationally disadvantaged etc.)



### TYPE OF VOUCHER RECIPIENTS

- Job seekers – potential employees
- Employers
- Job seekers – prospective entrepreneurs



### PURPOSE OF ISSUED VOUCHERS

- Covering personnel costs
- Coaching services (including retraining)

### IMPACT FOR VOUCHER RECIPIENTS

- 100%** of employers were satisfied with the new employees' work performance
- 87%** of job seekers see their future as hopeful after the programme
- 84%** were satisfied with the programme
- 81%** experienced an increase in self-esteem
- 78%** have a clearer idea about their professional goals
- 76%** stated their work situation got a new sense of purpose

This innovative voucher programme has a significant social impact on the integration of the unemployed into the open labor market. CpKP's voucher approach is focused on supporting self-employment through the development of own business through the BEC (business-employment cooperative) methodology. The voucher system also connects companies looking for employees and disadvantaged people looking for employment in a very simple way. Vouchers allow employers and job seekers to get to know each other and test job placements with the aim of permanent employment.

*Lucie is an actress and a teacher of a children's theater. She wanted to fulfil her dream and founded the Galimatyáš association, a music and drama centre. Thanks to the voucher programme, she completed the „Basics of Business“ training and is now testing her micro-business under the BEC. She now has the opportunity to focus on founding the Limonáda publishing house, planning her book distribution and author readings in schools. Next year, she is planning to open her own shop focused on children.*



**Lucie**

Voucher recipient & participant in the Czech voucher programme

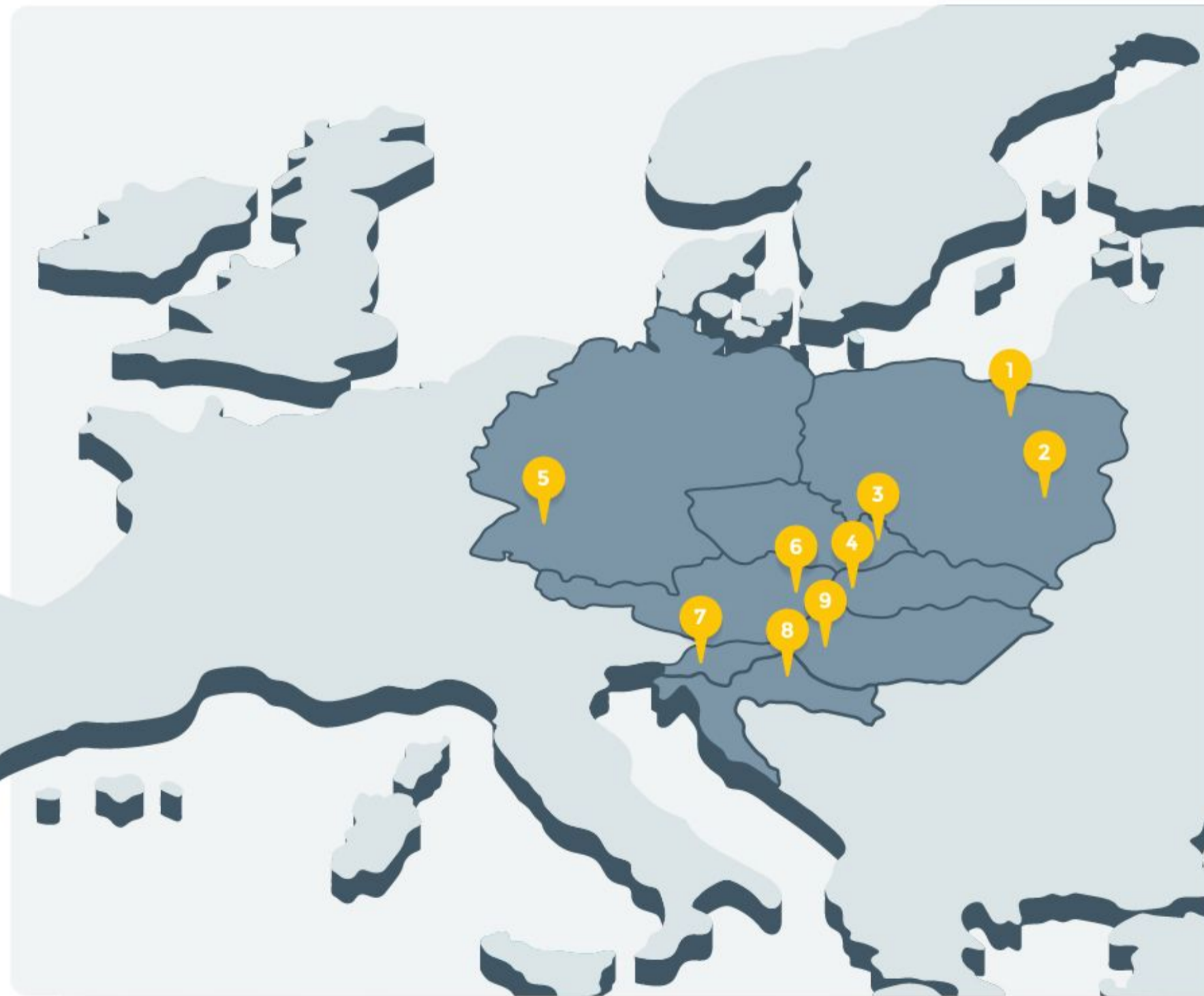
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# SIV – SOCIAL IMPACT VOUCHER

Run time: 03/2019 – 05/2022

## 11 PARTNER ORGANIZATIONS IN 8 CENTRAL EUROPEAN COUNTRIES



**1+2 Poland**  
Cooperation Fund Foundation  
Rzeszow Regional Development  
Agency

**3 Czech Republic**  
Centre for Community  
Organizing Northern Moravia  
Agency

**4 Slovakia**  
Centire

**5 Germany**  
Social Enterprise Stuttgart,  
Social Welfare Service of the  
Protestant Churches in Württemberg

**6 Austria**  
Caritas of the Archdiocese Vienna,  
WU Vienna University of Economics  
and Business

**7 Slovenia**  
Foundation for Social  
and Impact Investment

**8 Croatia**  
CEF Cooperative for  
Ethical Financing

**9 Hungary**  
IFKA Public Benefit Non-Profit Ltd.  
for the Development of Industry

### GOALS OF THE VOUCHER PROGRAMMES

- **Sustainable quality of life**  
by integrating unemployed people into society as well as into the labour market
- **Driving innovation**  
by exploring various voucher models in different countries
- **Generating impact**  
by combining public & private resources more effectively than existing labour market instruments
- **Scaling impact**  
by drawing from shared transnational experiences & learnings



### Main Target Groups



Long-term unemployed



People with disabilities



Migrants with  
refugee status



Young people / Vocational  
school graduates



(future)  
entrepreneurs



Women / Re-entry  
after longer absence  
from the labour market



### Activities



Trainee programmes  
for job seekers



Connect companies  
with job seekers



Combining public &  
private resources



### Intended Impact



Major increase in  
career outlook



Decrease in  
unemployment



Networking with  
local stakeholders

## Support for disadvantaged job seekers to connect with employers

Starting where national welfare state labour market instruments fall short in terms of duration or target groups, we are addressing challenges of (long-term) unemployment in novel and innovative manners, primarily by activating private capital in addition to public resources.

The national voucher programmes are financed by Social Impact Funds, which are run with the help of private and institutional capital.



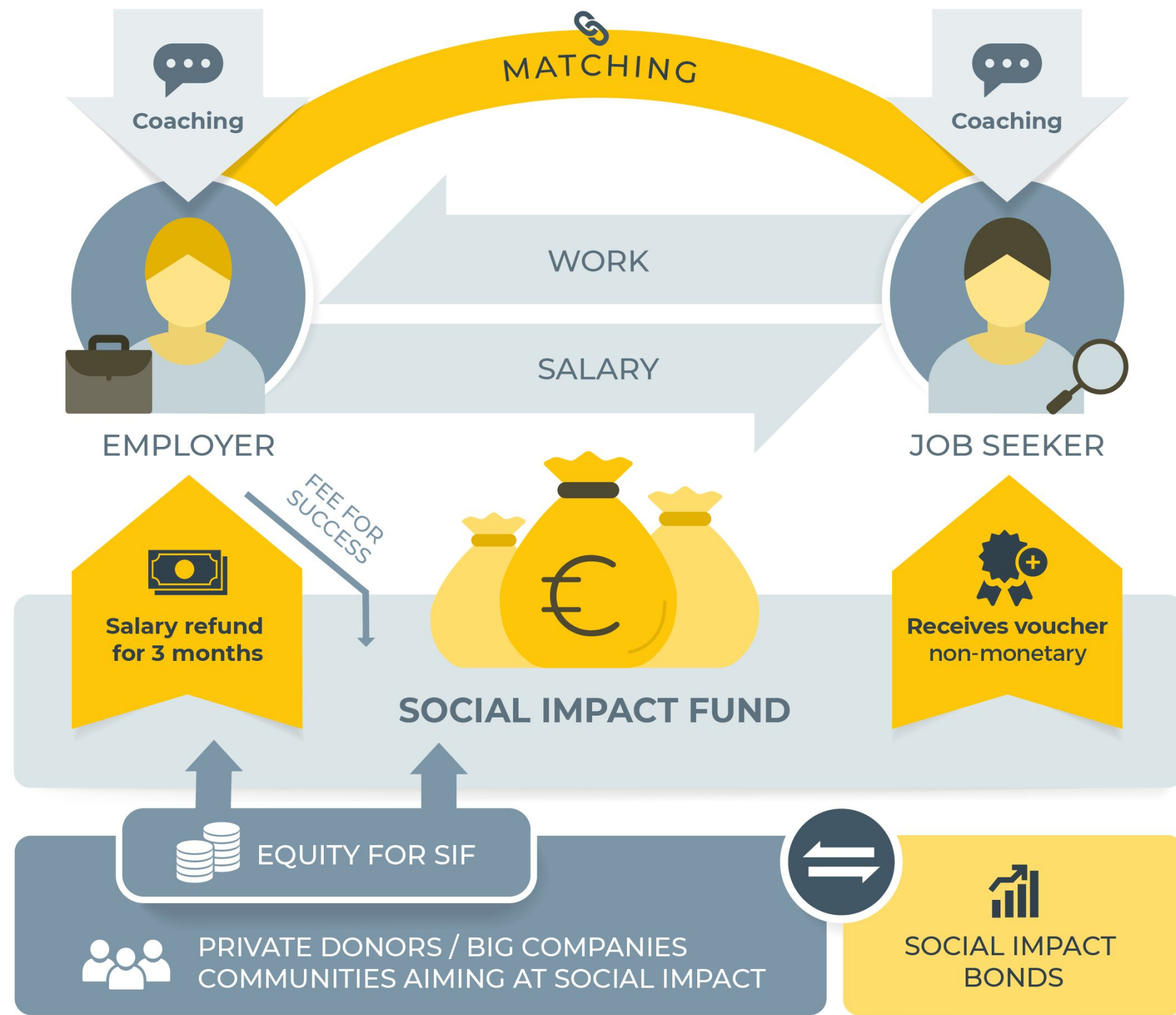


# GERMANY: VOUCHER MODEL OF THE SOCIAL WELFARE SERVICE WÜRTTEMBERG (SWSW)



**SIV**

European Union  
European Regional  
Development Fund



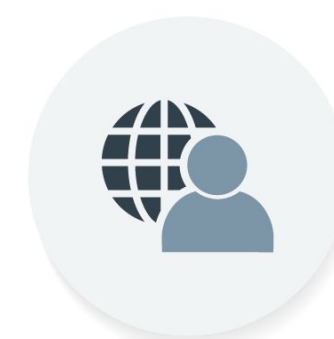
## TARGET GROUPS OF THE VOUCHERS



Long-term unemployed



People with disabilities



Socially disadvantaged people  
(educationally disadvantaged, migrants etc.)



### TYPE OF VOUCHER RECIPIENTS

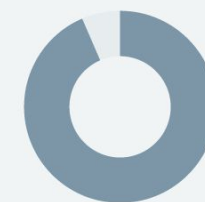
Employers



### PURPOSE OF ISSUED VOUCHERS

Covering personnel costs

### IMPACT FOR VOUCHER RECIPIENTS



**92%**  
felt that their efforts were being appreciated and acknowledged more



**88%**  
received valuable support from the team and community and felt part of it



**88%**  
used their time in a more meaningful way



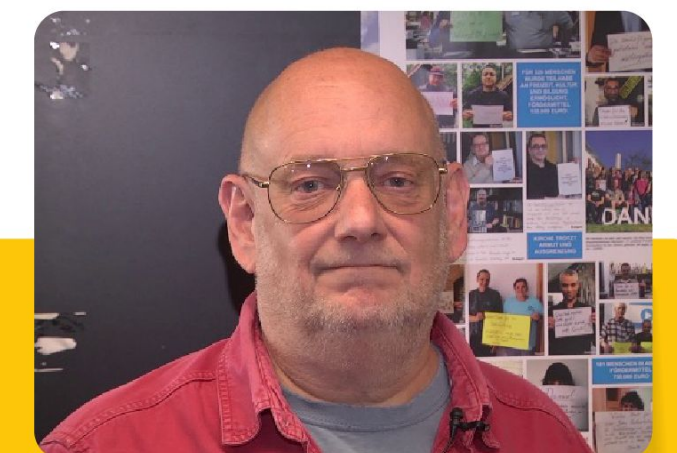
**85%**  
gathered valuable work experience



**81%**  
learned to better structure their daily routine

The „Employment Vouchers... for Long-term Unemployed People“ is a programme of the SWSW launched in 2013. The programme uses church tax funds to provide via employment vouchers direct and low-threshold support to participants and to employ them within the church or diaconal employment enterprises. Next, the purpose of the vouchers was expanded to generally promote the social participation of people in poverty, which is an issue often affecting the long-term unemployed too. For this second track, participation vouchers for leisure, culture and education are being issued.

*My job in film production has given me the feeling of doing something meaningful over the past few years. My everyday life was structured; for example, I got up early every morning and went to work like everyone else with a "real" job. This fact prevented me from feeling sorry for myself and isolating myself. In addition, I gained insights into the issues of poverty, unemployment and their consequences through my work. This has permanently changed my view of politics and society. This would not have been possible without the employment voucher from the regional church.*



**Jan Frier**

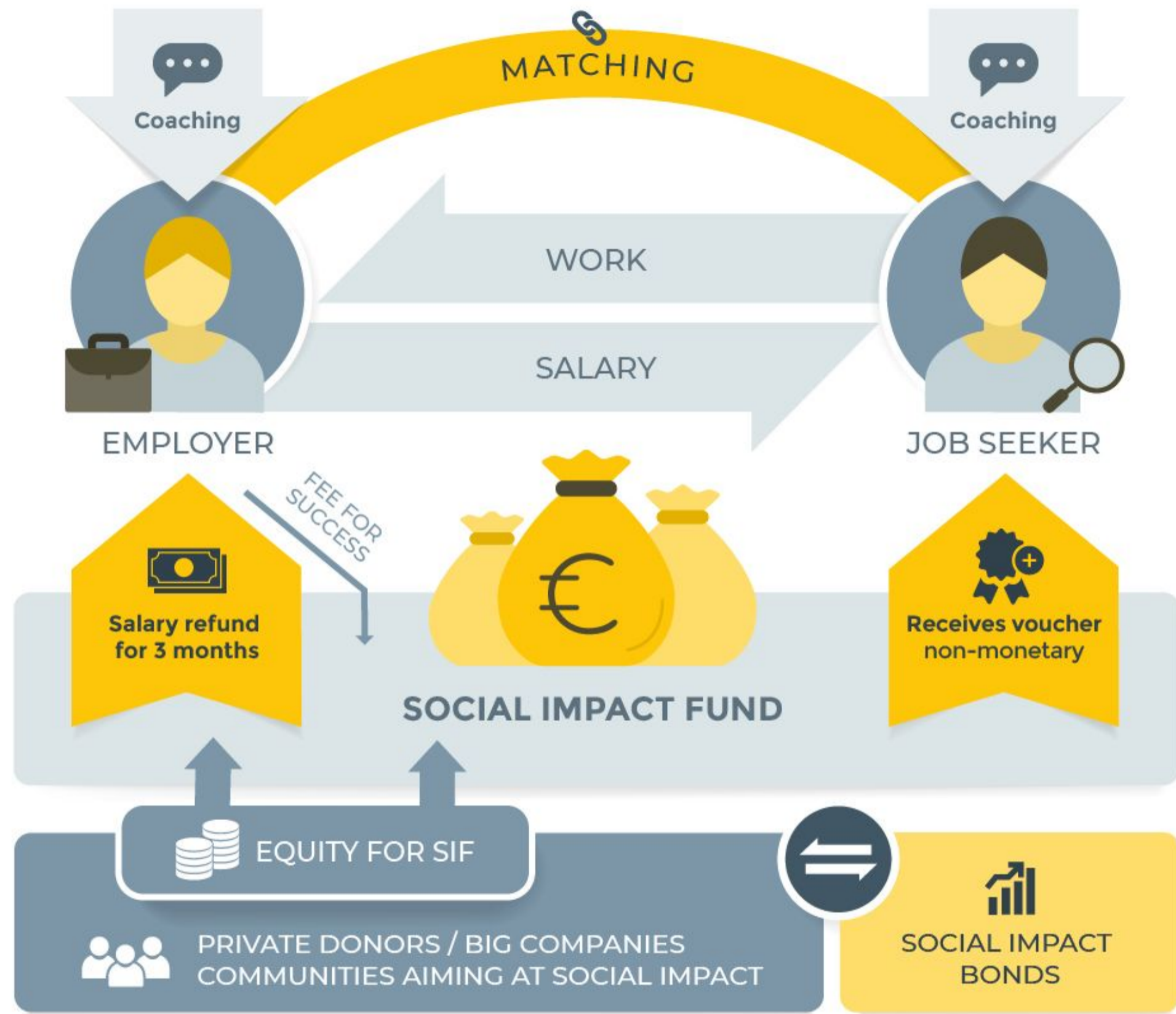
Voucher recipient & participant in the basic voucher programme of SWSW

Please scan for accessing the SIV website.





# GERMANY: VOUCHER MODEL OF NEUE ARBEIT STUTTGART



## TARGET GROUPS OF THE VOUCHERS



Long-term unemployed



People with disabilities



Socially disadvantaged people from different backgrounds (educationally disadvantaged, migrants etc.)

## PURPOSE OF ISSUED VOUCHERS

Labour market services (e.g. recruiting, matching)

## TYPE OF VOUCHER RECIPIENTS

Job seekers – potential employees

## IMPACT FOR VOUCHER RECIPIENTS

91% could gain valuable work experience

83% are satisfied with the employment programme

79% received valuable support from the team and community

77% learned to better structure their daily routine

73% noticed an improvement in their personal situation

## CAP food markets We live inclusion

The Unternehmensverbund Neue Arbeit operates 18 grocery stores (CAP-Markt) that promote the integration of people with a handicap through the cooperation of disabled and non-disabled people and offers them jobs and training positions.

*I am severely visually impaired. I am almost blind in my left eye, and I only have 15 percent vision in my right eye. Without CAP, I would not have been able to complete my training as a retail saleswoman. Neue Arbeit provides me with aids that help me compensate for my disability in everyday work. As long as the economy does not hire enough people with disabilities, there is a need for inclusive companies. I am grateful for my job. I can shape my life independently of state support.*



**Elif Niedzwiedz**

voucher recipient and participant in the CAP food markets project

Please scan for accessing the SIV website.



# SOCIAL IMPACT VOUCHER (SIV) PROJECT

OVERALL RESULTS (APRIL 2022)



SIV

European Union  
European Regional  
Development Fund



## OUTPUT OF THE VOUCHER PROGRAMMES



3.116

vouchers distributed to all types of recipients



752

trained or coached persons



259

jobs created (full-time equivalent)



147

employers successfully completing the programme



1,5 Mio.

Euros funds leveraged



## EVENTS & OTHER DISSEMINATION ACTIVITIES

60

▶ voucher recruiting events addressing job seekers

25

▶ mailings and information events for new potential employers

61

▶ investor events and investor relations activities

47

▶ stakeholder briefings with labour market stakeholders



## REACHED STAKEHOLDERS



121

private investors/  
donors



52

public investors/  
donors



520

prospective  
employers



165

local, regional or  
national public  
authorities  
(e.g. job/ labour  
market institutions)



43

interest groups  
(e.g. philanthropic  
organizations,  
unions)



32

business support  
organizations  
(e.g. multipliers  
for vouchers)

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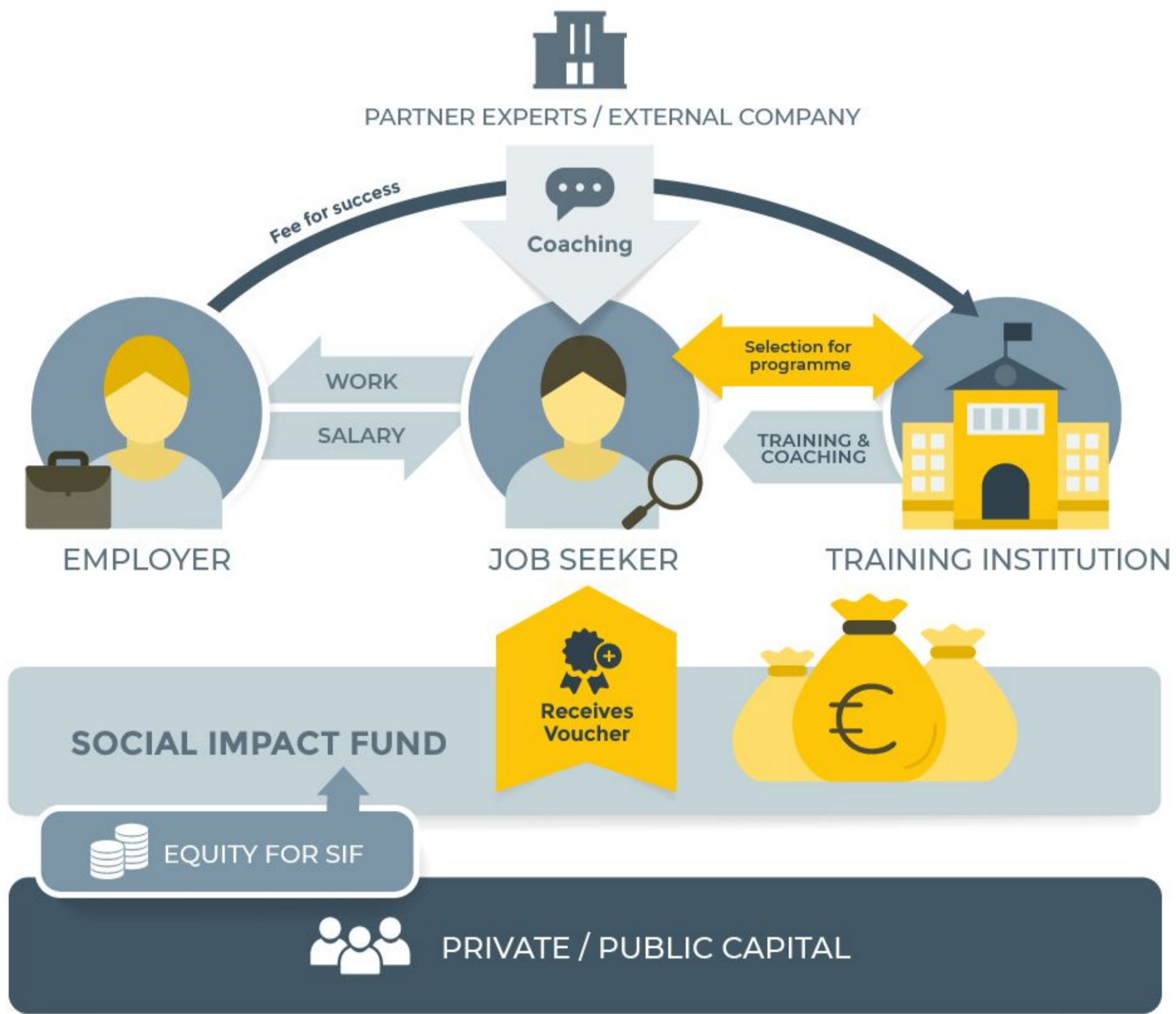






# POLAND:

## VOUCHER MODEL OF RZESZOW REGIONAL DEVELOPMENT AGENCY & COOPERATION FUND FOUNDATION



### TARGET GROUPS OF THE VOUCHERS



Women currently inactive on the labour market



Women unemployed as a result of the Covid-19 pandemic



Parents on/after parental leave



### TYPE OF VOUCHER RECIPIENTS

Job seekers – potential employees



### PURPOSE OF ISSUED VOUCHERS

Training services & Coaching services

### RESULTS AND OUTPUTS



**> 2.000**

Euros could be raised for the voucher programme



**12**

Investor events and investor relations activities



**75**

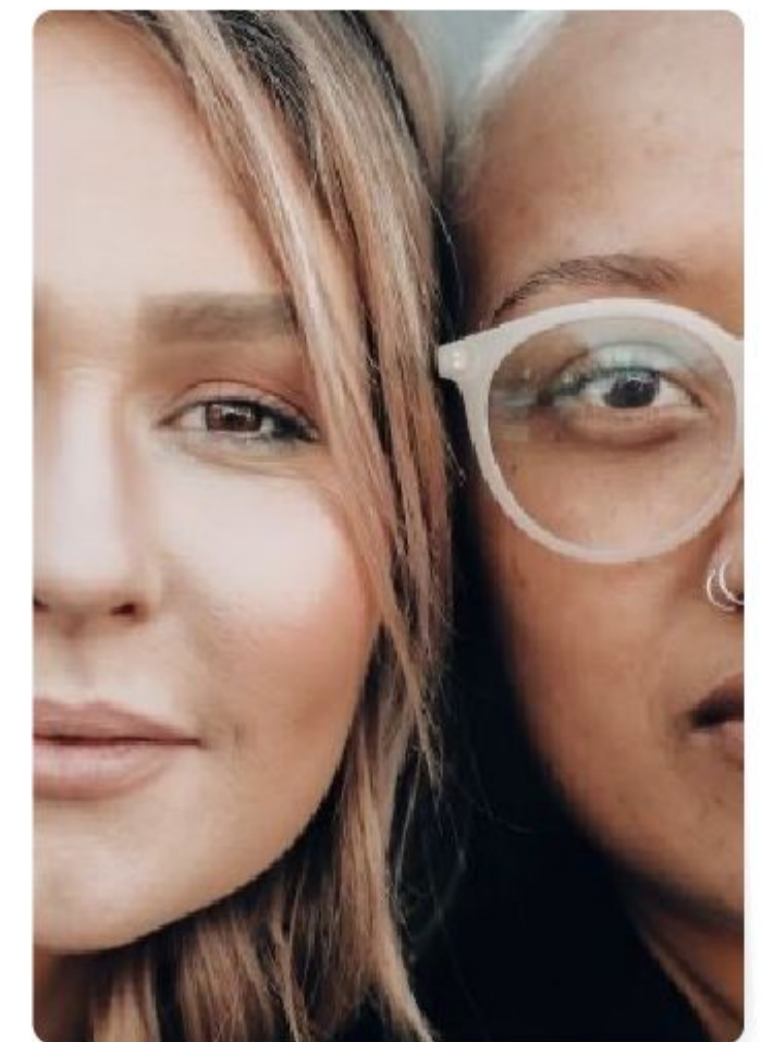
private investors addressed



**18**

jobs created

The Polish voucher programme work.Her is about building relationships with three groups. First of all, it is cooperation with women who have made the decision to return to the labor market and develop their digital skills. To give work.Her a practical dimension and show that education and professional development bring an added value and quick results - we work with companies. Specifically, with those companies that recognize the need to hire new people with digital skills. They are natural partners of the project participants and work.Her. We set needs and goals together. In agreement with all parties interested in success, we create a training programme. The third group that benefits from such a cooperation is actually all of us - participants of the labor market and the global economy. The aim of work.Her is not only to improve the competences of individuals, but also to increase the professional activity of women in the society.

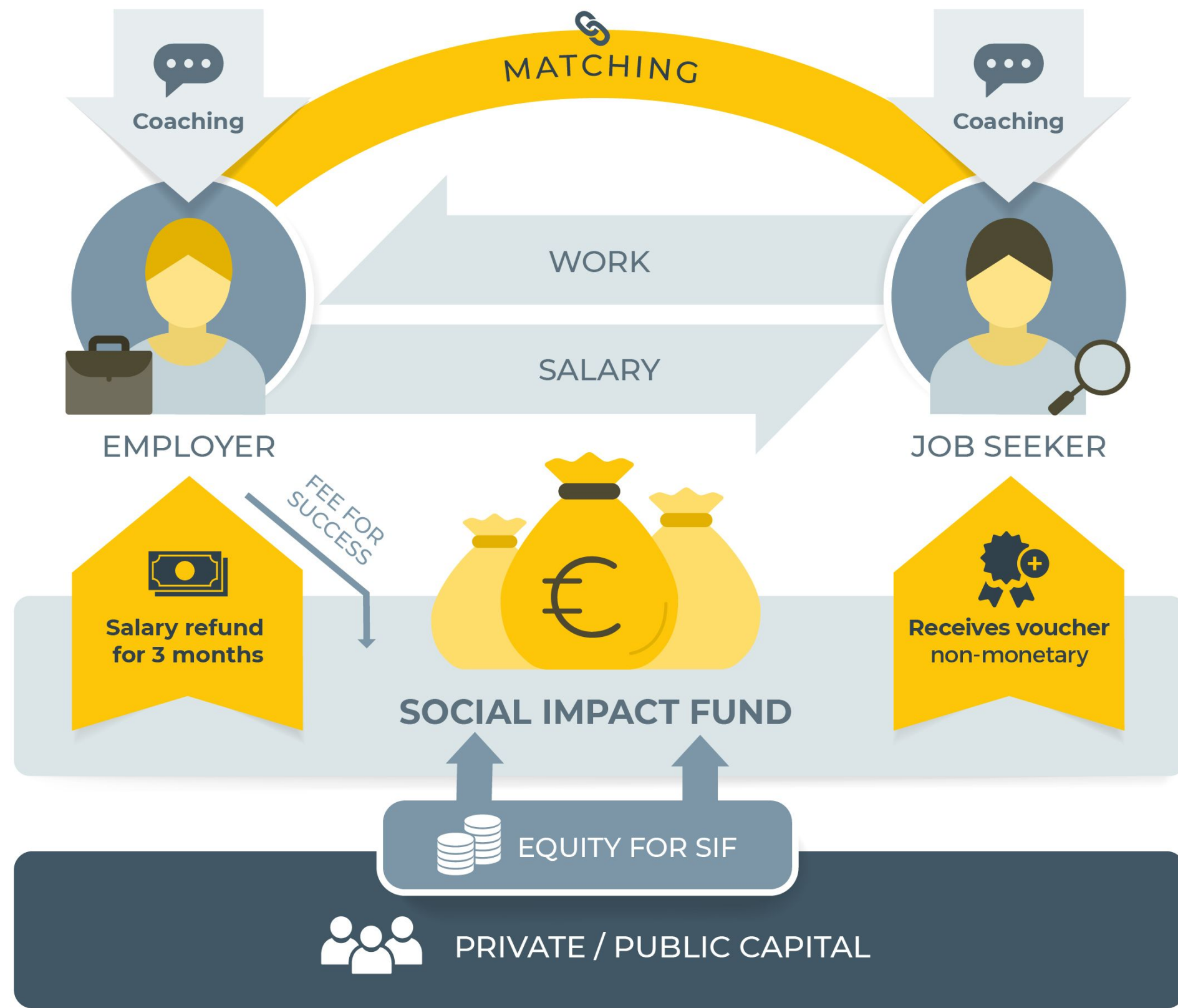


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# SLOVAKIA: VOUCHER MODEL OF CENTIRE



## TARGET GROUPS OF THE VOUCHERS



People with disabilities



Long-term unemployed



Single parents



Graduates/students of secondary vocational schools



### TYPE OF VOUCHER RECIPIENTS

Job seekers & employers (social enterprises)



### PURPOSE OF ISSUED VOUCHERS

Job placement  
Coaching

## RESULTS AND OUTPUTS



**22**  
voucher recruiting events organised



**722**  
potential participants reached through project events



**520**  
total vouchers distributed



**263**  
trained persons



**20**  
job placements

Applicants for Centire's voucher programme register on a portal, undergo individual consultations and are recommended for suitable open positions at different employers. Support activities are organized for target groups like high school graduates that are threatened by unemployment after graduation, single parents, and disabled people. Centire also works with employers in the form of social enterprises, who, in Slovakia, have a share of disadvantaged job seekers of at least 30% among their total employees. As social enterprises are interested in employing these specific groups, this is a win-win situation for the project, social enterprises and job seekers.

Thanks to voucher recruiting events, Centire was approached by a disabled job seeker with brain damage and a failed short-term memory, who had not been able to find a job for a long time. She was coached by Centire's experts, who worked on her strengths and prepared her for job interviews. The effort succeeded and after a long time, the job seeker was employed at a primary school as administrative staff.

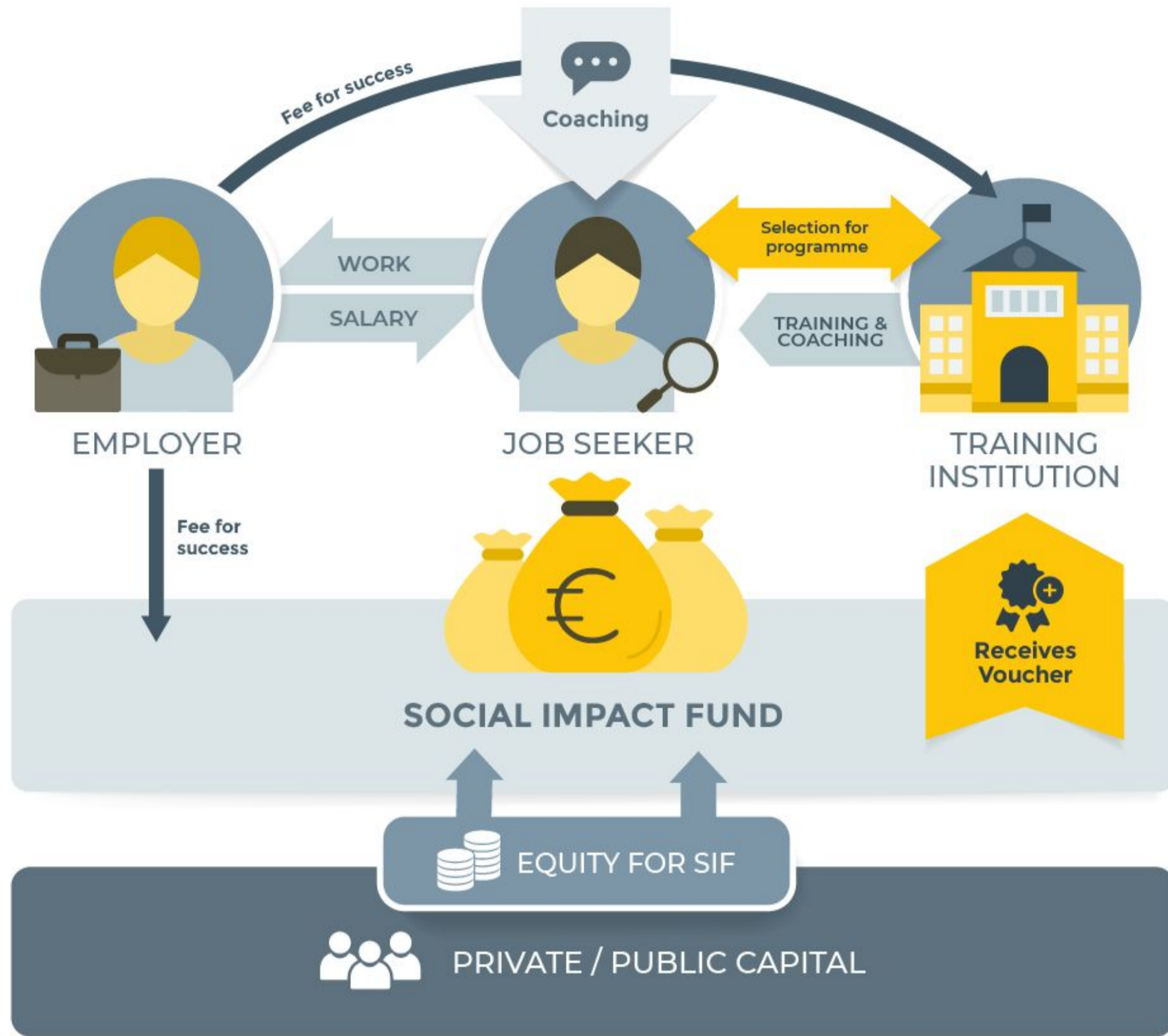


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# SLOVENIA: VOUCHER MODEL OF SKLAD 05



## TARGET GROUPS OF THE VOUCHERS



Unemployed without further specification



## TYPE OF VOUCHER RECIPIENTS

Job seekers – potential employees



## PURPOSE OF ISSUED VOUCHERS

Labour market services (e.g. recruiting, matching)

## IMPACT FOR VOUCHER RECIPIENTS



**100%** are satisfied with the training programme



**100%** received valuable support from the team and community



**100%** are hopeful about their future in general



**88%** could make a contribution to society and the community



**76%** felt part of the team and community



**75%** have a clearer idea about their professional goals and how to achieve them



The Slovenian tourism industry often cannot find skilled and motivated local working force to contribute to services quality and the further development of the impact tourism concept. Here is where we see the opportunity for the SIV project. The tourism industry and regional stakeholders from the Gorenjska region are showing interest in employing local working force in some famous tourist places as Bohinj, Bled etc.. There are planned investments in Bohinj hotels. The company Alpinia d.o.o. plans to rebuild three major hotels in 2021-2023 and we are involved in the process of employing and coaching the staff in these hotels (housekeepers, kitchen assistants, gardeners etc.) within the SIV project.



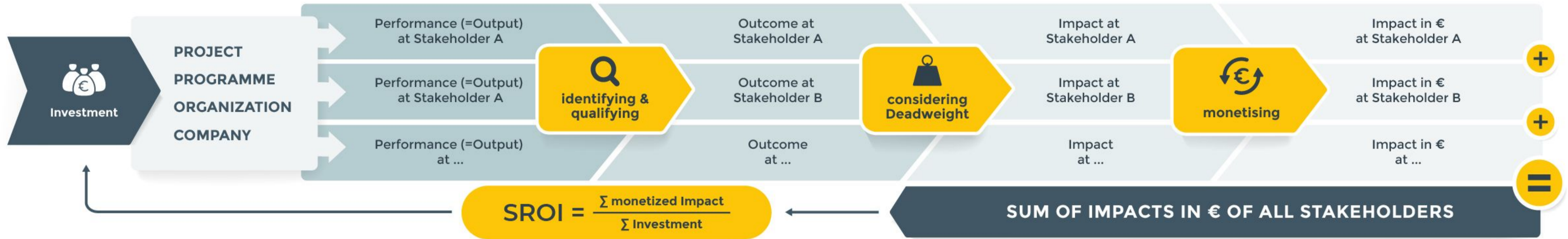
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# SOCIAL RETURN ON INVESTMENT (SROI-) ANALYSIS

of the German Voucher Programme (Württemberg)

## STUDY DESIGN



## SCOPE OF THE SROI-ANALYSIS



Analysis period: the year 2019

Basic Information on the Voucher Programme in 2019:

**126 programme participants**



volunteers



mini-jobs



jobs subject to  
social insurance  
contributions



employment  
companies and  
church congregations



Please scan for accessing  
the SIV SROI study report

## DATA COLLECTION



### Secondary material research & analysis

- Literature research
- Review and analysis of internal documents and data



### Qualitative survey of key stakeholders

- 9 personal and telephone interviews



### Quantitative questionnaire surveys

- Collection of financial, performance and output data at Social Welfare Service Württemberg
- Offboarding survey of selected programme participants (n=47)
- Collection of output, financial and impact data from employment providers by means of a quantitative telephone survey (n=12)

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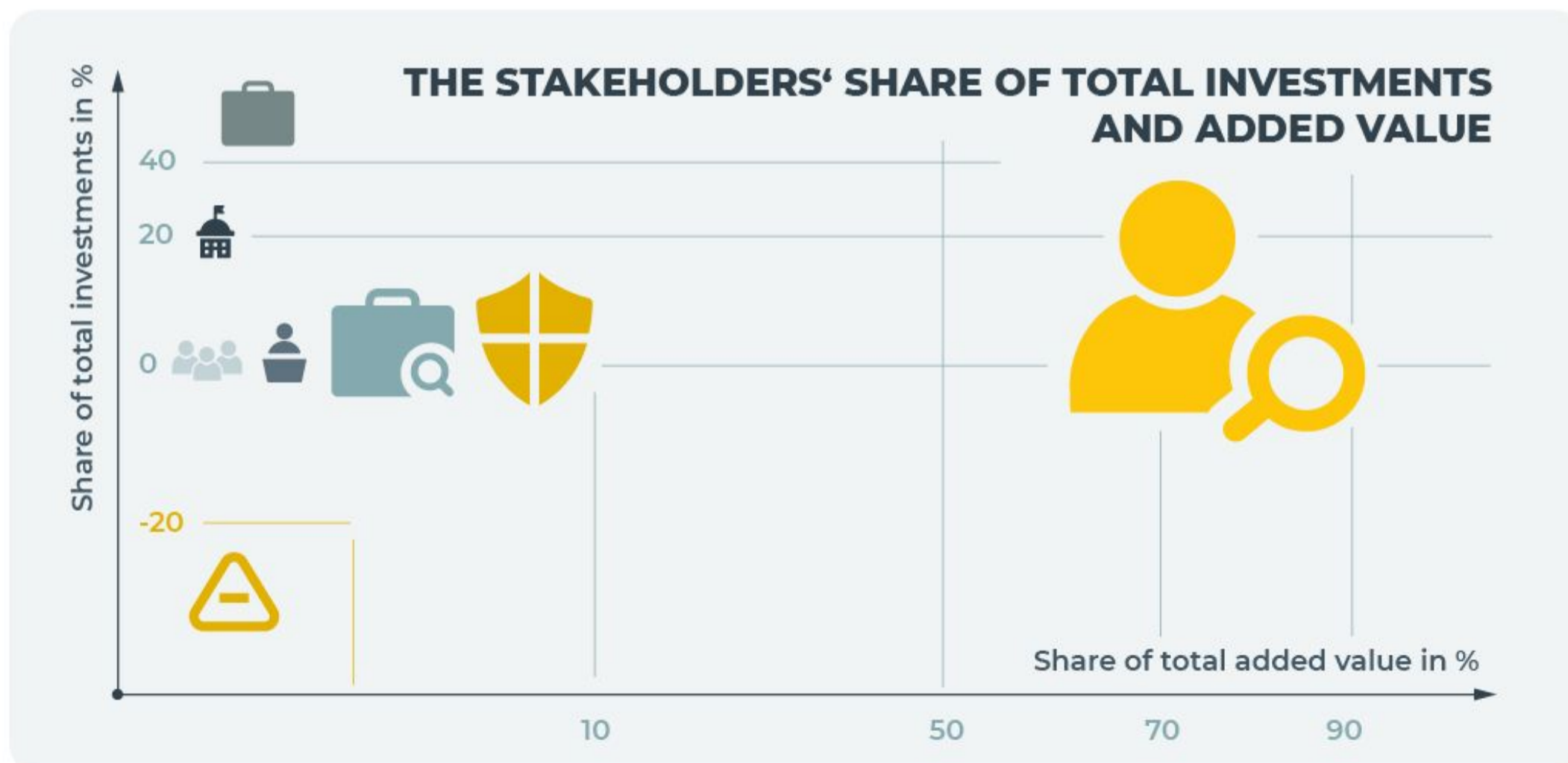
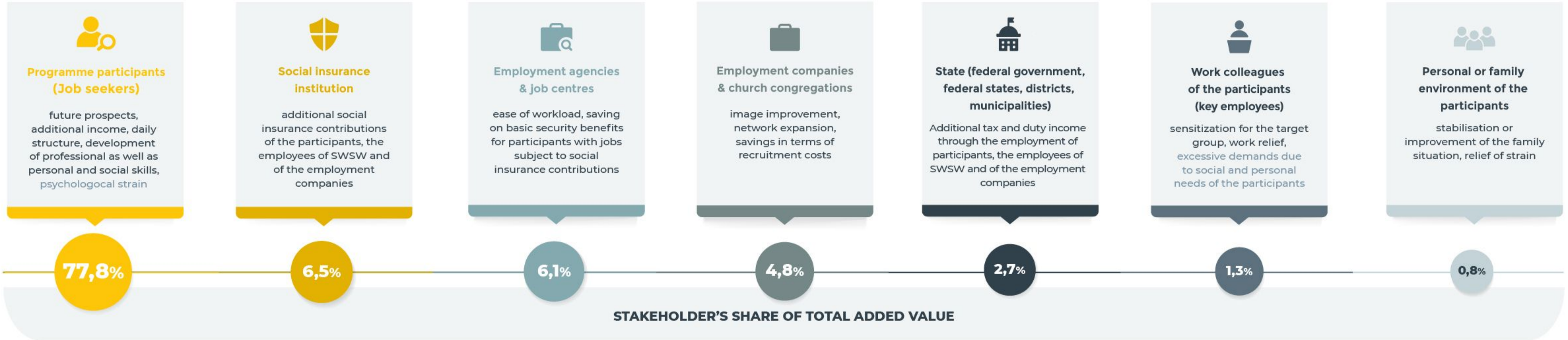


# SOCIAL RETURN ON INVESTMENT (SROI-) ANALYSIS

of the German Voucher Programme (Württemberg)

## THE RESULTS WITH FOCUS ON IMPACT

### IMPORTANT STAKEHOLDERS AND THEIR MAIN IMPACT



Please scan for accessing the SIV SROI study report

1 EURO

4,62

Please scan for accessing the SIV website.