



Ministry of Labour and Social Affairs
Baden-Württemberg



European Union
European Social Fund

European Social Fund
"Regional Competitiveness and Employment" (ESF)
Call for proposals for transnational projects
to improve the qualifications and integration of unemployed
a) people with migration backgrounds and
b) people aged 45 and older

**under the central project support provided by the Ministry of Labour
and Social Affairs in Baden-Württemberg for the years 2010 to 2012**

- The Ministry of Labour and Social Affairs in Baden-Württemberg is the managing authority for the ESF (2007 to 2013) as defined in Article 59 (1) a of Council Regulation (EC) No 1083/2006.
- In this function the Ministry of Labour and Social Affairs is responsible for using allocated (2007-2013) ESF funds for the purposes for which they are intended. Funding is granted in accordance with these provisions, the operational programme for Baden-Württemberg, Baden-Württemberg's own financial regulations and the European Union's ESF (2007-2013) implementing regulations, including in particular Regulations (EC) No 1081/2006 and No 1828/2006.

1. Funding objectives

a) For the target group of unemployed people with a migration background

Around 2.7 million people with a migration background, equal to almost 25% of the total population, live in Baden-Württemberg. 627,000 foreigner workers were in employment in Baden-Württemberg in 2007. Their share of the total working population has consequently risen from 10.6% to 12.1%. However, people with a migration background often have lower-than-average formal school and vocational qualifications¹:

- While around 16% of German employees have no vocational qualifications, the corresponding proportion among non-German employees ("foreigners" in the statistics) is almost 38%.
- "Foreigners" face a high risk of unemployment. Between June 2008 and June 2009 unemployment among "foreigners" increased by 33% (among Germans by 15%). This development is particularly apparent in the almost 80% rise in the number of people receiving unemployment benefits under the SGB III regulations of the German Social Security Code (61% among German nationals).
- The rate of unemployment among "foreigners" in Baden-Württemberg was 11.8% in July 2009 (4.4% among German nationals) with a correspondingly disproportionate rate of recipients of social assistance benefits under the SGB II regulations of 7.3% (2.0% among German nationals).

The purpose of this call for proposals is therefore to raise the skills of unemployed migrant workers in the context of their formal recognition in Baden-Württemberg.

b) For the target group of unemployed people aged 45 and older

Germany holds a mid field position in Europe with regard to the labour force participation rate of older workers: almost 54% of all 55 to 64-year-olds were in employment in Germany in 2008. The EU average is 45%. Recent labour market trends suggest that the employment status of the target group of older workers is also becoming increasingly precarious. The figures produced by the Federal Labour Agency show that the number of unemployed over-50 year olds in Germany receiving unemployment bene-

¹ The official statistics produced by the Federal Employment Agency and the demographic statistics for Baden-Württemberg merely distinguish between 'Germans' and 'Foreigners'. Persons with a migration background do not therefore appear in the statistics, despite the well documented lack of equal opportunities which affect their everyday lives. A variety of studies indicate that, in statistical terms, for every 'foreigner' there are 2.5 people with a migration background. A more detailed description can be found in the 2005 micro census (DESTATIS).

fits under the SGB III regulations in November 2009 had risen by almost a third in the previous year; in Baden-Württemberg the number of claimants in this category had increased by almost half (46.7%).

This trend suggests that special labour market concepts and operations are required in order to (re)integrate older unemployed workers into the primary labour market. Older people have an important role to play in maintaining the potential of an experienced and committed workforce.

Growing unemployment in **both target groups** initially becomes apparent in the number of people claiming unemployment benefits under the SGB III rules. However, in early 2010 a large proportion of these unemployed people will cease to be entitled to unemployment benefits and will be dependent on social assistance benefits under SGB II regulations. This will place much tougher demands on the efficiency and competence of employment promotion systems and professionals in Baden-Württemberg, particularly bearing in mind the target groups for which these labour market interventions are likely to be required.

2. Objectives

The objective of the call for proposals is to improve the integration and reintegration

a) of unemployed people with a migration background and

b) of unemployed people aged 45 and older

by providing specific training and support for people joining or rejoining the labour market. It is also hoped that the call will help institutions, instruments and employment promotion processes to be more effectively focused on the resources and needs of the target groups. Action focused at both these levels should make the process of integrating people in the labour market more efficient.

The objective is to facilitate the exchange of innovative ideas, products and procedures in the context of transnational partnerships. In order to be eligible for support, operations and projects must take active part in transnational cooperation as part of transnational European networks with the aim of improving the employment situation of the target groups described above.

Four to six projects will be supported in the framework of this call for proposals.

The operational Programme for Baden-Württemberg defines the objectives which should be achieved by means of the ESF-funded projects during the programming period. The objectives of the call for proposals correspond with the specific targets of C 7.1 (Integration of the long-term unemployed in the primary labour market) and C 8.1 (Improving the employability of the long-term unemployed who are particularly disadvantaged on the labour market). The extent to which specific proposals contribute to meeting these targets will be measured against two different indicators. The output indicator quantifies and measures what should be achieved after the action has been implemented and the results indicator provides information about the impact of the action. The project application must contain information about the indicators for output and results to enable each application to be assessed in terms of its contribution to achieving the targets specified in the operational programme. The following indicators apply to this call for proposals:

– Output indicators:

The number of long-term unemployed taking part in training projects (C 7.1) or the number of supported long-term unemployed people who have been unemployed for more than two years (C 8.1).

– Results indicators:

Integration of the supported long-term unemployed people in the primary labour market after six months (C 7.1-1), proportion of people taking part in the project who subsequently take up employment on the primary labour market within six months (C 8.1-1) or the proportion of people taking part in training who successfully complete the project (C 7.1-2; C 8.1-3) or the proportion of people taking part in the project who subsequently return to school or enter vocational or pre-vocational training, etc. (C 8.1 2).

Gender equality is one of the guiding principles of Community policy and must be taken into account as a cross-cutting objective of all projects. The planning and implementation of all operations for the specified target group must therefore take account of the differing requirements and initial situations of female and male participants.

3. Key contents which must be included in the application

The idea of the transnational projects is to try out new methods and approaches which provide specific support to

- a) people with migration backgrounds and
- b) unemployed people aged 45 and older

in order to equip members of these target groups for (re)integration in the labour market. This may take the form of especially innovative and transferable approaches and instruments which have already been implemented in partner countries or innovative practice developed jointly with transnational partners. Whatever the case, the approaches and instruments must inject **innovative momentum** into employment promotion practices in Baden-Württemberg.

Operations and projects must also meet the objectives defined in the operational programme for Baden-Württemberg which specifies transnational cooperation, such as in the form of networks of organisations and projects for integrating and improving the employability of unemployed people. Transnational projects should focus primarily on concepts for **individual profiling and integration assistance** for the target group. Examples might be: competence analysis and development, job orientation, career planning; acquisition / recognition of formal vocational qualifications later in life; (up-skilling) qualifications and (re)integration in employment.

One potential module in the framework of the project objectives concerns **improving the awareness and competence** of employment promotion institutions and professionals, as well as of industry partners, as regards the target group addressed by this call for proposals. This is particularly relevant in terms of diversity management approaches to origin (ethnic group) and age.

A precise project description which details the planned timing and contents of the project and its associated objectives must be submitted with the application form.

4. Project duration

Transnational projects are limited to a maximum period of three years and must be implemented in two stages. In the first stage (support period ½ year) transnational networks must be firmly established, initial situations discussed and the objectives of the

partnership agreed. The outcomes of stage 1 must be documented in a network report and a plan of work for stage 2.

After the application has been submitted and the outcomes of stage 1 have been evaluated, approval may be given for the implementation of the plan of work for stage 2. Stage 2 should be completed within a project duration of no longer than 2.5 years.

5. Eligibility criteria

Applications may be submitted by natural persons and legal persons under public and private law.

6. Funding conditions

- The project must comply with the applicable EU regulations and the operational programme for Baden-Württemberg as well as financial and other relevant national regulations. These are outlined in detail on the Internet at www.esf-bw.de.
- In the event that a proposal is approved, the applicant must submit a declaration of agreement to the relevant European Union provisions on publicity (Commission Regulation (EC) No 1828/2006) and, in particular, to inclusion and publication of the applicant's name in a "list of beneficiaries".
- Recipients of funding and participants are required to take part in a monitoring and evaluation procedure by 31 December 2023 at the latest.
- The applicant must be able to fulfil the technical IT requirements (Internet access) to guarantee connection with the L-Bank-System ifh2@.
- Applicants have no legal claim to approval.

7. Financing

3.5 million euros of ESF funding, supplemented by finance provided by the State of Baden-Württemberg from the Ministry of Labour and Social Affairs' central funding contingent, is available for the period 2010 - 2012. Funding of up to a maximum of 75% (not exceeding 20,000 euros) is available for stage 1 and of up to 75% in stage 2. Additional private and/or public funding (further co-financing) is expected and will be weighted accordingly.

Match funding will be provided in grant form (project support). The matched amount is the difference between total grant-eligible expenditure and the total amount of planned or higher private / public funding. When settling the project accounts (submission of evidence

of the use to which funds have been put) this means that grant support will only be paid towards the verified deficit up to the maximum approved amount. If more income is obtained or if expenditures are lower than originally planned, the grant amount is reduced by the corresponding amount. The applicant's own funding must be used up in full, even if total expenditure is lower. **Funding is only granted for the expenditure of the partner in Baden-Württemberg.**

The assumptions on which calculations are based must be included with the application. These documents must include precise details, verifiable calculations and explanations of all expenditures and sources of funding.

When submitting an application it is important to be aware that funding which is not used in the planned calendar year is forfeited, i.e. it **cannot** automatically be carried over to subsequent calendar years.

8. Deadlines

Applications must be submitted by 15 March 2010 .

The applications must be signed and submitted in full to the Landeskreditbank, Bereich Finanzhilfen, Schlossplatz 10, 76113 Karlsruhe by the stated deadline. Submission will be deemed to be punctual if the postmark date is on or prior to the stated closing date.

Application forms and notes on applications, including detailed information on how to apply, can be downloaded from the internet at www.esf-bw.de.

9. Transnational partnership

Projects must cooperate with at least one transnational partner from at least one other EU Member State in order to be eligible for funding. To ensure the comprehensive sharing of results and experience from the project it would also be desirable to involve local or regional authorities or employment services in the transnational project partnership.

Information about potential project partners in EU Member States is available at www.transnational-toolkit.eu.

10. Application procedure

Applications for transnational projects are made in a **two-stage procedure**.

In the **first stage** applicants are asked to submit an application for the entire project duration. In addition to the application documents (see No 3), information about at least one partner from another EU Member State must be submitted with a letter of intent from this partner. The following points in particular must be addressed:

- Information about the provider or organisation
- Information about the named transnational partner's experience in the specific field addressed by this call for proposals
- Information about the extent to which collaboration with this partner would represent added value for the project

A co-funding share of up to 75% (not exceeding 20,000 euros) is available for stage 1 of the project duration. During the first stage of the transnational project, network contacts should be firmly established, information about initial situations analysed and shared, the objectives and the purpose of transnational exchange specified and operationalised and a detailed plan of work drawn up for the implementation of stage 2. At the end of stage 1, evidence must be presented of the building and consolidation of networks in the form of cooperation agreements which are signed by all the partners.

The **second stage** (maximum of 2.5 years) focuses on project implementation within the transnational partnership. An updated cost and financial plan must be submitted with evidence of established networks before the second stage begins.

Approval for the first stage does not automatically imply that the applicant is entitled to support in stage 2.

11. Selection procedure

Project applications will be selected by the Ministry of Labour and Social Affairs according to the following criteria:

- Degree of innovation
- Degree of compliance with the operational programme targets
- Supra-regional added value
- Special contribution to specific cross-cutting objectives
- Model role
- Labour market proximity

- Appropriate cost-benefit ratio
- Guaranteed financing
- Qualification and reliability of the applicant

The project must be described in the **application form** in a way which allows for an appraisal according to these criteria. Documents other than those explicitly called for will **not** be taken into account.

12. Contact

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