

*USING ESF RESOURCES TO SUPPORT SOCIAL SERVICES PROVIDERS -
RÜCKENWIND*

<u>Organisation(s):</u>	German Association for Public and Private Welfare (Deutscher Verein für öffentliche und private Fürsorge e. V.)	
<u>Country:</u>	Germany	
<u>Contact:</u>	policy@esn-eu.org	
<u>Theme:</u>	<input type="checkbox"/> Ageing & Care <input type="checkbox"/> Asylum & Migration <input type="checkbox"/> Young People <input type="checkbox"/> Support for children & families <input type="checkbox"/> Community Care <input type="checkbox"/> Co-Production <input type="checkbox"/> Disability <input type="checkbox"/> Housing & Homelessness <input type="checkbox"/> Artificial Intelligence <input type="checkbox"/> Digitalisation <input type="checkbox"/> Integrated Care & Support <input type="checkbox"/> Quality Care	<input type="checkbox"/> Labour Market Inclusion <input type="checkbox"/> Social Inclusion <input type="checkbox"/> Integrated Services <input type="checkbox"/> Technology <input type="checkbox"/> Workforce and Leadership <input type="checkbox"/> Minimum Income <input checked="" type="checkbox"/> EU Funding <input checked="" type="checkbox"/> Social Services Resilience <input type="checkbox"/> Mental Health <input type="checkbox"/> Other, please specify:
<u>Principles of the European Pillar of Social Rights:</u> <i>Check the 20 principles here.</i>	<input type="checkbox"/> 1. Education, training, life-long learning <input type="checkbox"/> 2. Gender equality <input type="checkbox"/> 3. Equal opportunities <input type="checkbox"/> 4. Active support to employment <input type="checkbox"/> 5. Secure and adaptable employment <input type="checkbox"/> 6. Fair Wages <input type="checkbox"/> 7. Transparent Employment conditions <input type="checkbox"/> 8. Social dialogue <input type="checkbox"/> 9. Work-life balance <input type="checkbox"/> 10. Healthy, safe work environment	<input type="checkbox"/> 11. Childcare and child support <input type="checkbox"/> 12. Social protection <input type="checkbox"/> 13. Unemployment benefits <input type="checkbox"/> 14. Minimum income <input type="checkbox"/> 15. Old age income and pensions <input type="checkbox"/> 16. Health care <input type="checkbox"/> 17. Inclusion of people with disabilities <input type="checkbox"/> 18. Long-term care <input type="checkbox"/> 19. Housing and assistance to homeless <input type="checkbox"/> 20. Access to essential services
<u>Current status of the practice:</u>	<input type="checkbox"/> Concept and Design Phase <input type="checkbox"/> Execution & Monitoring Phase <input checked="" type="checkbox"/> Consolidation Phase <input type="checkbox"/> Scaling Up and Transformation Phase <input type="checkbox"/> Other (please specify)	

<p><u>Context/ Social issues addressed</u> <i>Please explain the problem you attempt to solve</i></p>	<p>Non-profit welfare organizations play a significant role in providing social services in Germany. There are approximately 120,000 non-profit facilities with a workforce of 1.9 million employees and 2.5 million volunteers. These organizations need to respond to challenges in two dimensions:</p> <ul style="list-style-type: none"> • Beneficiaries: Increasing number of people in need of support due to societal changes and crisis situations like the COVID-19 pandemic and the aftermath of the conflict in Ukraine. • Social service providers: Need for adaption of services under increased economic pressure and fast changing environments.
<p><u>Objectives:</u> <i>Please provide a maximum of three objectives in bullet points.</i></p>	<p>Rückenwind³ supports pilot projects and change in three areas:</p> <ol style="list-style-type: none"> 1. Personnel development: developing new training programmes, leadership coaching, concepts for staff retention, skills development 2. Organisational development: digitalisation processes, streamlining work and administration procedures, developing new work models 3. Culture change: new ways of work and communication, adapting to new work environments
<p><u>Activities:</u> <i>Please summarise the activities put in place to achieve the objectives (maximum 200 words).</i></p>	<ul style="list-style-type: none"> • Application of partnership principle: The programme is developed and conducted in close cooperation with the responsible federal ministry. • Investments in organisational structure: Investments are made in the institutional needs of organizations and facilities rather than the beneficiaries. • Aimed at the non-profit sector: The funding programme is exclusively targeted at non-profit organizations. • Qualification and training provision: The programme enables social service providers to offer training and qualification programmes for their staff.
<p><u>Evaluation of practice:</u> <i>Please explain how you evaluate the practice and what the results were/are so far</i></p>	<ul style="list-style-type: none"> • Rigid ESF structure and burdensome funding administration make the programme inflexible • High co-financing rates exclude smaller organisations and facilities • Pilot projects only provide incentives for change processes, scaling the results still remains a challenge

	<ul style="list-style-type: none">• ESF funding not suitable for permanent support, long-term institutional support and financing mechanisms would be needed
<p><u>Links to supporting documents:</u> <i>e.g. website or report of the practice</i></p>	<p>https://www.bagfw-esf.de/</p>
<p><u>Comments and Tips</u></p>	