It’s about people. And a social Europe.

Having a job means having social protection. But having a job also means being able to actively participate in society with confidence. The European Social Fund (ESF) promotes employment in Europe. It supports people of different ethnic origins and educational backgrounds by enhancing their skills, enabling greater mobility or driving equal opportunities. It is the European Union’s most important instrument of labour market policy, and has been for over fifty years.

For Europe’s citizens this means having prospects rather than accepting fate, and employment rather than unemployment. For seven years, the EU makes a fixed amount of money available – roughly €80 billion in the 2014 – 2020 funding period. Germany will receive around €7.5 billion of this amount, to be shared between the Federal Government and the federal states. The EU defines the framework for the most important goals. The Federal Government will implement 25 programmes.

This brochure is geared to anyone wishing to actively shape employment in Germany – in the political arena, the business community and in society. It is also aimed at anyone who wants to learn more about how the ESF helps people take command of their own future. After all, the ESF stands for people, and for a social Europe.
The rate of unemployment amounted to 4.7% in Germany in May 2016 – the EU figure is at 9.6% and therefore more than twice as high.

Fewer than 2 million people, on average, were unemployed in Germany in 2015.

Of those unemployed in Germany are long-term unemployed. The EU average is 49.8%. The long-term unemployed are at the highest risk of poverty.

Of young people in the EU are unemployed, with the rate of youth unemployment even exceeding 50% in Greece.

21% of the German population were 2014 people with a foreign background. They are more than twice as likely to be affected by unemployment than people who do not have a foreign background.

At over 77%, the employment rate in Germany is comparatively good. Nevertheless, low-skilled workers, older workers and women are underrepresented on the labour market.

Around 47% of working women from 20 to 64 years were in part-time employment in 2014. In Europe, 32% are working part-time. Germany is EU wide with the highest rate of part-time after the Netherlands and Austria in third place.

Of pupils in a school year left school in 2014 without any qualifications and therefore have poor prospects in the job market.

Around 65% Compared with other EU countries, Germany has the highest percentage of older people.

At the same time, the population is constantly declining and the proportion of the working population will decrease dramatically in the coming years.
The German labour market is in good shape and is benefitting from the strong economic development overall. Employment prospects remain positive. In May 2016, Germany’s unemployment rate was at its lowest in 25 years.

Despite this, there are still too many people who do not benefit from the good situation on the labour market and have difficulties finding employment that secures a livelihood.

Increasing digitisation, new forms of work, an imminent skills shortage and an aging workforce present additional challenges for our labour market.

For almost 60 years, the European Social Fund has proven to be an effective instrument to strengthen and usefully complement national labour market policy, our good social security network and employment policy.

*Designing. The Future. Together.* Under this banner, ESF funding of roughly €2.7 billion is available to the Federal Government in the 2014 – 2020 period. With the 25 Federal Government programmes, we are supporting projects that focus on employment and mobility, better education and tackling social marginalisation. In doing so, we want to help integrate over 730,000 people into the labour market and support them with training and skills development measures. And we are also helping around 269,000 small and medium-sized enterprises to continue to find suitable skilled staff and thereby overcome the challenge of demographic change.

The ESF is therefore an important stimulus for a future-oriented labour market in Germany and in Europe. It addresses new topics and challenges and supports local projects.

This ESF programme brochure presents the ESF in the 2014 – 2020 funding period. You can learn about the funding priorities, possibilities for funding and the current ESF programmes of the Federal Government. Furthermore, individuals who have either benefitted from ESF programmes or who are actively involved in the implementation of thousands of ESF projects on the ground also get to tell their story.

Thanks to your commitment and dedication, with the ESF we can reach those who need assistance on their path towards employment and training. You make a key contribution to the promotion of employment and social participation and I would like to thank you sincerely for this. After all, only with your help can we *Designing. The Future. Together.* with the ESF.

Yours,

Andrea Nahles
Federal Minister of Labour and Social Affairs
I am proud to present this publication that highlights the importance of the European Social Fund in Germany.

The strength of the German economy, which is highly regarded throughout the EU, is ultimately driven by people. Therefore, investment in human capital is absolutely vital if we are to meet the challenges of the future: a number of industries are facing an imminent skills shortage, which could be exacerbated further by Germany’s aging society. The ESF, the EU’s main instrument for investing in people, can therefore play a decisive role in ensuring that Germany can unlock its full potential.

Worth almost €7.5 billion in the 2014 – 2020 funding period, the ESF in Germany will be able to build on the achievements of previous years. We saw encouraging results between 2007 and 2013: over 4.3 million people – including many young people – received support through ESF-funded measures. The ESF offered training for young people looking for their first job, but also for workers who had lost their jobs. It helped entrepreneurs with new ideas set up their own business and assisted the many people coming to Germany from abroad to improve their German language skills so they could make a valuable contribution to society. These positive examples, to name but a few, demonstrate how the fund can make a difference in people’s lives, particularly for those facing major difficulties in the labour market.

We hope to further improve on these results in the new funding period. This will be achieved through closer monitoring and evaluations that ensure that ESF funds are put to effective and efficient use. The funds are to be concentrated on where they have the greatest impact. Further to this, a third of the total funding will go towards actions to fight poverty and social marginalisation and therefore help reduce the inequalities that are still evident in German society. The programmes will, for example, facilitate access to the labour market for more women and young people, and help low-skilled workers or school drop-outs develop their skills so that their talents do not go to waste. We are expecting to train around 108,000 long-term unemployed persons and give 314,000 people, particularly disadvantaged people, the opportunity to take part in lifelong learning.

The creation of jobs and growth are among the central priorities of the European Commission in the years ahead. The ESF is an important instrument to achieve this goal and I am confident that it will help Germany tackle the demographic challenges and maintain the competitiveness of the German economy with a highly skilled workforce and an inclusive society.

Yours,
Marianne Thyssen
EU Commissioner
Creating better employment opportunities for people in Europe has always been the goal of the European Social Fund. Set up in 1957, the fund supports measures to prevent and tackle unemployment, increase educational opportunities and improve the functioning of the labour market. The role and functioning of the ESF were revised several times between 1971 and 2006 to align them with the changing circumstances on the labour market and the requirements of Community structural policy.

The rules for the ESF were first set down in the 1957 Treaties of Rome. Back then, the role of the ESF was to promote employment opportunities and occupational mobility within the Community. The main priority was to reduce the level of unemployment in the most seriously affected regions, such as southern Italy. In the early years, the Federal Republic of Germany used the fund, in particular, to support the retraining of workers who had suffered an accident at work.

Youth unemployment in Europe rose sharply in the 1970s. With roughly two million people under 25 out of work in 1977, the number of unemployed youth had more than doubled within four years. This is what prompted the Member States to primarily direct the ESF at tackling youth unemployment. During these years, the European Social Fund helped more than two million people each year to earn a professional qualification or get a job.

The Delors Plan lays the foundation for the present-day ESF

There was no overall European strategy at the start. The funding was used on an ad hoc basis to promote multiple individual projects. Nevertheless, a common financing rule already applied back then: European Economic Community funding had to be supplemented by national funds. Economic upheavals during the second ESF from 1971 to 1983, during which entire sectors of industry were restructured, made it necessary to reform the fund, however. Instead of covering the expenses of the Member States retroactively, the ESF was now to decide in advance how the funds were to be allocated. Furthermore, measures not only of public agencies but also of private institutions also became eligible for financial support. In 1988 the Structural Fund was

**TREATIES OF ROME:**

The Treaties establishing the European Economic Community (EEC) and the European Atomic Energy Community (EURATOM) were signed in Rome in March 1957 by the representatives of the governments of Belgium, the Netherlands, Luxembourg, the Federal Republic of Germany, France and Italy. Together with the European Coal and Steel Community (ECSC 1951), the EEC and EURATOM make up the European Communities. The signing of the treaties is considered to be the date of the foundation of the European Union (EU).
The 1990s: rebuilding the East German economy and defining the European Employment Strategy

Following German reunification in 1990, the EC Commission decided to make a substantial contribution to the development and restructuring of the new federal states to make their integration into the Community as swift and harmonious as possible. The ESF supported initial and continuing vocational training measures, provided grants to keep businesses running and employment aid, and created inter-company training positions.

In October 1997, the European Heads of State and Government signed the Amsterdam Treaty in which they agreed to put employment at the centre of European policy and coordinate the labour market policies of the Member States within the framework of a European Employment Strategy (EES). The main priority areas were employability, entrepreneurship, adaptability and equal opportunities for men and women.

The ESF became the most important financial instrument for the professional development of people in Europe. Micro-funding was a new element of the ESF, whereby the Member States pledged to set aside a “appropriate contribution” of the ESF funds for the provision of small-scale grants.

The dawn of the new millennium: a time for equal opportunities

Overcoming discrimination in the workplace, access to employment, new and better jobs – these were the central topics at the turn of the millennium. In this respect, for the first time the focus was also on persuading employers that diversity in the workplace also made sense from a business perspective. The EQUAL Community initiative was an important new development in this connection.

In the 2007–2013 funding period, administration was also simplified to be able to use funds more efficiently and thereby address the challenges deriving from EU enlargement, an ageing society and globalisation more effectively.

New 2014 – 2020 funding period: securing the skills base and lifelong learning

The “Europe 2020” European strategy for growth and employment, the National Reform Programme and the European Council recommendations on employment are the guideposts for the future orientation of ESF support. The fund will make a contribution to securing the supply of skilled labour, will promote social inclusion and combat poverty. Other priorities are the promotion of self-employment, ensuring a work/life balance and improving the level of education and lifelong learning.
FROM A STRATEGIC FRAMEWORK TO SUPPORT ON THE GROUND

How the European Social Fund works

The ESF is implemented within the framework of seven-year programming periods. The first step involves negotiations between the EU Member States, the European Parliament and the European Commission on the fundamental strategic direction and the amount of funding within the Multiannual Financial Framework.

The allocation of funds to the individual Member States and regions is calculated on the basis of socio-economic data, including the regional gross domestic product (GDP), the gross national product (GNP) and population and unemployment data.

The Member States submit Operational Programmes to the European Commission for approval containing, inter alia, the strategic direction for the use of the ESF funds, types of measures and objectives.

In Germany, the ESF is implemented at the federal level in the form of programmes. This means that individual projects are eligible for funding if they can be allocated to one of the programmes and qualified in the tendering procedure. Relevant calls for applications and announcements are published regularly on the ESF website www.esf.de, which also contains information on the eligibility conditions, selection criteria and deadlines.

In addition, there are also programmes in which applications for support can be made on an ongoing basis, e.g., grants towards continuing vocational education and training (continuing education grant). Applications are made to intermediate bodies, rather than directly to the participating federal ministries. These intermediate bodies are responsible for application approval, administration and billing.

For information about eligibility conditions, selection criteria and deadlines visit www.esf.de
At some point or other I would always be asked the same question: “Do you speak German?” Even though Cosmin Paun had studied computer science in Cottbus, Germany, his job-related German language skills were not satisfactory for German employers. “A lot of English is spoken in the field of computer science. Even the university course was through English, but you need to be able to speak German for German employers.” He writes dozens of job applications but the response is lukewarm. Nevertheless, he would like to work in Germany. Berlin, in particular, offers so many opportunities, he thinks. Finally he signs up for a German language course for professional purposes, which is supported by the ESF; he crams vocabulary, swots up on grammar and continues to apply for jobs. And finally the hard work pays off: he is invited for an interview in Berlin where he gets to prove his language skills. “The course really helped. Beforehand, I could maybe say half of what I can say now.” And in so doing also wins over his new employer, where he now works as a software engineer on a permanent contract.
FOR ECONOMIC AND SOCIAL COHESION IN EUROPE

The ESF in the 2014–2020 funding period

In the 2014–2020 funding period, the European Union has established the same implementation rules for all European Structural and Investment Funds (ESI funds), among them the ESF. This also includes the alignment of the funds to the Europe 2020 strategy, for example.

The ESI funds are one of the main EU sources for investment in the 28 Member States, and are therefore a central pillar of cohesion policy in the EU. They ensure that differences in economic and structural developments in the Member States are balanced out and that economic and social cohesion in the EU is strengthened.

The EU defines the financing and the most important goals for the individual funds for a period of seven years (Multiannual Financial Framework – MFF). Countries with poor economic growth and high unemployment receive proportionately more funding from the ESF than countries experiencing good economic development. The ESF enables investment in the employability of the people of Europe. ESF funding of roughly €80 billion is available for all the EU states in the 2014–2020 funding period, with Germany receiving around €7.5 billion, shared between the Federation (roughly €2.7 billion) and the federal states (roughly €4.8 billion).

The EU Member States only receive funding from the ESI funds of the EU if they enter a partnership agreement with the European Commission. This agreement sets out how the funds will be spent, which strategic goals will be pursued and how these tie in with the headline targets of the Europe 2020 strategy. The Operational Programme (OP) can be drawn up as soon as the partnership agreement has been concluded. The OP describes individual ESF programmes and concrete actions as to how the Member State proposes to reach the desired target groups and achieve the desired changes in the labour market. In Germany, there is one Federal Government OP and 16 OPs of the federal states. The individual ESF programmes and concrete actions are designed in collaboration with and with the agreement of the social partners and civil society organisations. The principle of partnership ensures that the funds are used where they are most urgently needed and where they will yield the greatest benefits.

80 BILLION EUROS
are available to all the EU states in the 2014–2020 funding period.

THE FIVE ESI FUNDS:
- European Regional Development Fund (ERDF)
- European Social Fund (ESF)
- Cohesion Fund (CF)
- European Agricultural Fund for Rural Development (EAFRD)
- European Maritime and Fisheries Fund (EMFF)

THE EUROPE 2020 STRATEGY
The Europe 2020 strategy is the European Union’s growth strategy that seeks to lay the foundation for smart, sustainable and inclusive growth in the EU. The strategy comprises five headline targets covering employment; research and development/innovation; energy and climate change; education; social inclusion and poverty reduction.

In their National Reform Programmes, which are updated annually, each EU country describes the current developments, progress and obstacles with regard to the delivery of the Europe 2020 strategy.
The Operational Programme of the Federal Government

SECURING THE SKILLS BASE AND FIGHTING POVERTY

The Operational Programme (OP) of the Federal Government for the current funding period was chiefly prepared by the Federal Ministry of Labour and Social Affairs (BMAS) with the participation of the Federal Ministry of Education and Research (BMBF), the Federal Ministry for Economic Affairs and Energy (BMWi), the Federal Ministry for Family Affairs, Senior Citizens, Women and Youth (BMFSFJ), and the Federal Ministry for the Environment, Nature Conservation, Building and Nuclear Safety (BMUB).

With the ESF, the Federal Government will, above all, contribute to securing the supply of skilled labour and implement measures that promote social inclusion and tackle poverty. The promotion of self-employment, entrepreneurship and business start-ups, the reconciliation of work and personal commitments, and improvement in education levels and lifelong learning are other priority areas.

The Federal Government seeks to specifically target disadvantaged young people, the long-term unemployed, women and low-skilled or low-income workers and people with a foreign background. It is greatly committed to small and medium-sized enterprises: business start-ups and entrepreneurs receive support with regard to competitiveness, sustainability and skilled labour supply. Under the Monitoring Committee framework, the participating ministries, social partners, non-governmental organisations (NGOs) and representatives of the federal states and the European Commission work in partnership to oversee programme implementation. The consistency of all the Federal Government ESF programmes was coordinated and agreed extensively with the federal states in the early planning stage in order to draw a clear line between content and to deliver integrated and interlinked ESF support in Germany. While the federal states primarily focus on regional problems with their ESF programmes, ESF support at the Federal Government level ensures that already disadvantaged target groups, such as the long-term unemployed, can participate in Federal Government ESF support irrespective of their place of residence and of regional support offerings. Beyond the preparatory and initial phases of the programmes, there is an ongoing process of coordination between the Federal Government and the federal states during programme implementation in order to optimise ESF support in Germany and maximise synergies.

HORIZONTAL OBJECTIVES

The Operational Programme makes provisions for the following horizontal objectives:

• Promotion of gender equality
• Promotion of equal opportunities and non-discrimination
• Promotion of sustainable development

A twin-track strategy is pursued whereby the horizontal objectives are taken into account throughout and specific measures are additionally implemented, such as equality-focused programmes and measures that make a targeted contribution to sustainability and to achieving climate targets.

THE MONITORING COMMITTEE

• 24 members
• As the managing authority for the ESF, the Federal Ministry of Labour and Social Affairs chairs the Committee
• The Monitoring Committee meets at least once a year
• The Committee is made up of representatives of the participating Federal Ministries, social partners, the Federal Employment Agency, NGOs, the federal states and the European Commission
• In this funding period, the National Anti-Poverty Conference has joined the Monitoring Committee as an advisory member
• The Monitoring Committee’s responsibilities include ensuring horizontal objectives are respected, problem analysis and approval of suggested changes to the OP
IT REALLY BOOSTED MY SELF-CONFIDENCE

LARISSA RUDOLPH
GERIATRIC NURSING ASSISTANT

Approaching strangers, speaking English, going abroad without one's friends – Larissa Rudolph never thought she would have the courage to do all that. After training as a geriatric nursing assistant she had to battle anxiety and lack of prospects. “Since I only did a one-year training course it was hard to find a job. I didn’t have a reason to get up in the morning. What was there to get up for?”

Through her employment agency, she hears about an internship in Scotland that is supported by the European Social Fund. Should she dare? Larissa Rudolph overcame her fears and signed up for the internship. Following a preparatory course over several months, she headed to Scotland for the work placement in a nursing home in Edinburgh. Her old anxieties return but at some point the breakthrough came. “I am so proud of myself that I did it.” Larissa Rudolph’s new-found self-confidence pays off: just a few weeks after returning home she gets a permanent job in a clinic for people suffering from mental illness.
THE KEY THEMATIC AREAS IN THE 2014–2020 FUNDING PERIOD

#1 GETTING PEOPLE INTO JOBS

The ESF supports skills development, training and placement in employment so that people in Europe have better opportunities on the labour market. In addition, start-up entrepreneurs receive support to set themselves up as self-employed. Enterprises receive assistance in tackling demographic change, increasing their competitiveness and finding skilled labour.

#2 SOCIAL INCLUSION

The ESF finances projects that promote active inclusion and tackle poverty. Disadvantaged groups receive comprehensive support in (re-)integrating into the labour market in order to combat social marginalisation.

#3 BETTER EDUCATION

The ESF supports initiatives to improve general and vocational education. The focus is on young people transitioning from school to work, and the aims are to get lower-attaining young people into vocational training and strengthen in-company training. The continuing education of workers and strategies for lifelong learning are also central priorities of the ESF.
There are a total of 25 ESF programmes at federal level in the current funding period. Each programme is assigned to the individual key thematic areas of the ESF: “Getting people into jobs”, “Social inclusion”, “Better education” (see p. 13).

In addition, each federal department focuses on specific topics and target groups: for example, with eight programmes in total the focus of the Federal Ministry of Labour and Social Affairs is on securing the supply of skilled labour and on actions to promote social inclusion and combat poverty.

With its five programmes, the Federal Ministry of Education and Research places a priority on the promotion of education in enterprises and municipalities, strengthens continuing education and training activities and supports research into the future of education and work.

The Federal Ministry for Family Affairs, Senior Citizens, Women and Youth offers six programmes that focus on support for young people, families and women.

The Federal Ministry for Economic Affairs and Energy primarily addresses small and medium-sized enterprises with its four programmes in order to strengthen competitiveness and offer strategies to meet the challenges of demographic change. Furthermore, the focus is also on programmes to promote and support business start-ups.

Lastly, in its two programmes the Federal Ministry for the Environment, Nature Conservation, Building and Nuclear Safety places a priority on local community work and job-related sustainable development skills.

For the 2014–2020 funding period

25 FUNDING PROGRAMMES under the ESF for the current funding period

7.5 BILLION EURO WILL BE ALLOCATED TO THE FEDERAL GOVERNMENT AND THE FEDERAL STATES FROM THE ESF IN 2014–2020
#21
Promoting entrepreneurial expertise

PROGRAMME OBJECTIVE: Improve the performance and competitiveness of Germany’s Mittelstand – its mid-size mostly family-run companies – facilitate its adaptability to economic change and counter the effects of demographic developments

PROGRAMME CONTENT: Small and medium-sized enterprises (SMEs) and independent professionals receive a grant towards business consulting measures. Support is granted, inter alia, to consulting services for all issues surrounding business management, securing and attracting skilled labour, environmental protection, the introduction of family-friendly measures in enterprises and the organisation of work to meet age-related and disability-related needs. Support is also given to consulting services for entrepreneurs, for entrepreneurs with a foreign background and for the better integration of migrants.

TARGET GROUP: SMEs

#22
Micro-mezzanine fund

PROGRAMME OBJECTIVE: Strengthen the performance and competitiveness of business start-ups and small enterprises and safeguard jobs

PROGRAMME CONTENT: Through silent participations of up to €50,000, the micro-mezzanine fund aims to increase the economic equity of business start-ups and small enterprises and support them in the long-term financing of their business.

TARGET GROUP: Micro-enterprises, small and young enterprises and business start-ups. Enterprises that train, are founded by unemployed persons, run by women or people with a foreign background. Commercially-oriented social enterprises and environmentally-oriented enterprises are a particular target.

#23
The right candidate for the job – helping SMEs to find the right applicant to fill training positions and integrate foreign skilled professionals

PROGRAMME OBJECTIVE: Find “perfect-fit” candidates to fill training positions in small and medium-sized enterprises – including international skilled professionals and young apprentices from other European countries in particular. The aim is to secure the future supply of skilled labour and to strengthen the performance and competitiveness of SMEs.

PROGRAMME CONTENT: Support is granted to advisory services and support measures of the chambers of trade, industry and commerce, the liberal profession associations and other not-for-profit organisations of the private sector. The consultants advise the businesses, identify the apprentice needs of the business and take care of the application process. Based on the results, they create a short-list of suitable apprentices and make a recommendation to the business that is tailored to its needs.

TARGET GROUP: SMEs

#24
Education, Economy, Work in the Neighbourhood (BIWAQ)

PROGRAMME OBJECTIVE: Give people in disadvantaged urban areas and districts (areas under the “Social City” urban development grants programme) better employment and training prospects

PROGRAMME CONTENT: Support is granted to innovative projects focussing on integration into employment and the strengthening of the local economy, e.g. internships and skills development as part of neighbourhood improvement schemes (such as creation of neighbour-

#25
Promoting vocational education for sustainable development. Enabling green skills for climate-friendly, resource-efficient action at work.

PROGRAMME OBJECTIVE: Incorporate sustainability strategies into vocational training

PROGRAMME CONTENT: The “Skills development across trades in the energy-efficient refurbishment of buildings” action area develops and trials practice-oriented modules for both apprentices and training staff. In the “Every job is green” action area, work camps and practice-oriented informational exhibitions are organised to demonstrate possibilities for resource-friendly action at work and access to such jobs.

TARGET GROUP: Young people and young adults under 25, journeymen, masters of a trade and training staff

The Federal Ministry for the Environment, Nature Conservation, Building and Nuclear Safety is also implementing the „Encouraging Youth in the Neighbourhood“ ESF federal programme in conjunction with the Federal Ministry for Family Affairs, Senior Citizens, Women and Youth (see Page 17).
#3 German for Professional Purposes (ESF-BAMF programme)

**PROGRAMME OBJECTIVE:** Improve the opportunities for permanent integration into the primary labour market for people with a foreign background

**PROGRAMME CONTENT:** Language tuition coupled with skills development components that are job-specific or relevant for the labour market, including in-company work placements

**TARGET GROUP:** People with a foreign background

#4 ESF training and qualification within the context of the Recognition Act (funding programme “Network IQ”)  

**PROGRAMME OBJECTIVE:** Creating the conditions for the full recognition of professional qualifications obtained abroad and/or supporting the entry of people with foreign credentials into the German labour market, in a position that corresponds to their individual level of qualification.

**PROGRAMME CONTENT:** Programme modules include: counselling on credential recognition as well as on relevant opportunities for skill advancement; adaptation training measures for regulated professions; upskilling courses for training occupations within the dual system of vocational training; bridging measures for university graduates and preparation for the external examination in cases where a qualification has not been recognised or is unlikely to be recognised. The programme aims at improving the labour market integration of migrants, including asylum seekers and refugees. Besides providing measures directly targeting migrants, it also offers specific counseling and training services to key labour market stakeholders and decision makers, in order to have a positive structural impact on the general context of labour market integration.

**TARGET GROUP:** People with a professional qualification obtained abroad, especially migrants, asylum seekers and refugees.

#5 Federal ESF Integration Directive

**PROGRAMME OBJECTIVE:** Integrate young people and young adults with particular difficulties in accessing the labour market into work or training or encourage them to complete school education in order to get a school-leaving certificate.

**PROGRAMME CONTENT:** The projects are implemented in “cooperative networks” with the active involvement of business enterprises or public administration institutions as well as job centres or employment agencies. The programme supports projects in three priority areas:

- Integration, not exclusion (IsA) aimed at young people and young adults aged 18-35
An overview of the ESF programmes

#7 unternehmensWert:Mensch
(Human resources: a valuable asset)

PROGRAMME OBJECTIVE: Support for small and medium-sized enterprises (SMEs) in devising viable, age-related and employee-focused HR policies.

PROGRAMME CONTENT: Lasting processes of change are set in motion in the areas of HR management; equality of opportunity and diversity; health; and skills and knowledge. The programme includes a three-stage, participative consultation process (initial consultation, process consultation, discussion of results) that is specifically aligned with the needs of the participating businesses.

TARGET GROUP: Small and medium-sized enterprises (SMEs) with up to 249 workers.

#8 Tailwind – for workers and enterprises in the social economy

PROGRAMME OBJECTIVE: Maintain the employability of workers in the social economy and sustainable personnel and organisational development in the enterprises in the social economy.

PROGRAMME CONTENT: Support is provided to integrated projects that improve staff adaptability and employability and that align the enterprises more with demographic developments.

TARGET GROUP: Workers at non-profit organisations, services and associations and the enterprises in the social economy.

FEDERAL MINISTRY OF EDUCATION AND RESEARCH (BMBF)

#9 Continuing education grant

PROGRAMME OBJECTIVE: Encourage people on a low income to take part in job-related continuing education and training (CET).

PROGRAMME CONTENT: Low-income earners (whose annual taxable income is below €20,000, or €40,000 if taxes are assessed jointly) aged 25 and over receive a grant towards 50% of the CET measure. The grant is capped at €500 and the costs of participation in the CET measure may not exceed €1,000.

TARGET GROUP: Persons in gainful employment on a low income who did not or could not take part in CET measures up to now for financial reasons.

#10 Future of work

PROGRAMME OBJECTIVE: The programme addresses the challenges facing businesses and workers as a result of structural changes, automation and increasing globalisation in the working world.

PROGRAMME CONTENT: Development and trialling of concepts and models in close collaboration with research, the business community and social partners. The topics addressed include implementing human resources, organisational and skills development measures to boost innovative capacity, continuing training and knowledge transfer at the workplace in the context of demographic change, preventive health measures, professional development aligned with phases in the worker’s life and work/life balance.

TARGET GROUP: Employees, enterprises (especially SMEs), social partners.

• Integration through exchange (IdA) with a focus on transnational mobility in the form of work placements abroad for young people and young adults aged 18-35

• Integration of asylum seekers and refugees (IvAF)

TARGET GROUP: Specifically aimed at young people and young adults who have particular difficulties and who are not reached or no longer reached successfully by the job centres or employment agencies. Also aimed at immigrants from other EU Member States and asylum seekers and refugees with at least secondary access to the labour market.

#6 ESF Social Partner Initiative “Securing the skilled labour base: vocational training and education (CVET) and gender equality”

PROGRAMME OBJECTIVE: Secure the supply of skilled labour, adapt to demographic change and promote gender equality.

PROGRAMME CONTENT: The focus is on measures to create continuing vocational training and education (CVET) structures in enterprises, to increase the CVET rate in small and medium-sized enterprises (SMEs) and to promote equal opportunities in the workplace. This should be achieved through the targeted HR development of key persons, by implementing CVET measures particularly for older workers, women, low-skilled workers and staff with a foreign background, and by initiating dialogue across branches of industry. Furthermore, support is given to the development of work time models geared towards specific phases in a worker’s life and to strengthening the action skills of workplace actors to promote equality of opportunities. The programme has been developed with social partner organizations and is steered by public service and social partners in a cooperative way.

TARGET GROUP: Social partners and enterprises, particularly SMEs.

#10 Future of work

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TARGET GROUP: Social partners and enterprises, particularly SMEs.
that focus on the development and use of digital media in initial and continuing vocational education and training.

#13

**Integrated education**

**PROGRAMME OBJECTIVE:** Sustainable continued development of municipal educational landscapes and better local educational offerings

**PROGRAMME CONTENT:** Support is granted to the creation and continued development of integrated education systems at the municipal level. This is to be achieved through interdepartmental education management that brings together local education actors, builds sustainable management structures in administration and the political arena, and establishes professional education monitoring and education reporting as control instruments.

**TARGET GROUP:** Municipalities in collaboration with local education actors

#15

**Career Change – Men and Women in Early Childhood Education and Care**

**PROGRAMME OBJECTIVE:** Facilitate career change without interrupting employment, give access to lifelong work-oriented learning and make careers in early childhood education and care more open to men

**PROGRAMME CONTENT:** The programme supports the colleges and day-care facilities in creating or optimising training formats for adults aimed at male and female career changers wanting to become state recognised educators. The training programmes are specially tailored to the needs of the target group and incorporated into employment in a child day-care facility subject to social security contributions.

**TARGET GROUP:** Employed or (long-term) unemployed men and women with training/qualifications in another field

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**Digital media in vocational training**

**PROGRAMME OBJECTIVE:** Use digital media to make a contribution to quality assurance and quality improvement in vocational training and to bring about structural changes and developments in methodology and didactics in initial and continuing vocational education and training.

**PROGRAMME CONTENT:** Support is granted to pilot projects that create viable initial and continuing vocational education and training courses, establish a new culture of learning and strengthen the action skills of stakeholders (including media skills).

**TARGET GROUP:** Education providers in the field of initial and continuing vocational education and training, commercial enterprises (especially SMEs), social partners involved in continuing vocational education and training, the chambers, professional associations, research institutes and universities running projects

**FEDERAL MINISTRY FOR FAMILY AFFAIRS, SENIOR CITIZENS, WOMEN AND YOUTH (BMFSFJ)**

**Encouraging Youth in the Neighbourhood (BMFSFJ/BMUB joint programme)**

**PROGRAMME OBJECTIVE:** Individual support for young people in disadvantaged urban areas and districts and strengthening of these neighbourhoods

**PROGRAMME CONTENT:** Youth welfare-related assistance is provided for disadvantaged, hard-to-reach young people at the transition between school and work and linked to existing projects in the neighbourhood. The aims are to prepare young people for (re-)integration into school, training or work and to develop support structures for the target groups in disadvantaged urban areas and districts, the areas of the “Socially Integrated City” urban development assistance programme or similar deprived areas. The municipalities involved in the programme work closely with non-state bodies in the area of youth social work, job centres, employment agencies, schools, neighbourhood management, enterprises and other local partners.

**TARGET GROUP:** Individually or socially disadvantaged young people up to the age of 26
PROGRAMME OBJECTIVE: Help mothers with a foreign background move into work that secures a livelihood and raise awareness among relevant labour market stakeholders of the potential this group offers

PROGRAMME CONTENT: The women participating in the programme are individually supported on their path towards employment by the project providers through advisory, skills development and activation measures, and their access to existing labour market integration services is improved. At the same time, the programme will also raise business awareness of the potential this group offers and forge better links between existing structures and local stakeholders. The project providers therefore seek to combine structure-related and target group-specific approaches that can be applied to similar good practice offerings.

TARGET GROUP: Mothers with a foreign background

#17
Reconciling work and family life

PROGRAMME OBJECTIVE: Create a family-friendly living and working environment, particularly through family-friendly human resources policies in enterprises and a supportive family-friendly local infrastructure

PROGRAMME CONTENT: Build and strengthen networks of committed enterprises, employers’ associations and associations of trade and industry with a nationwide presence, trade unions and municipal central associations, and build and strengthen local networks of policymakers, the business community and welfare organisations. The expansion of a nationwide “Success factor: family” enterprise network aims to promote the development of specific offerings for enterprises (particularly SMEs). At the same time, a nationwide network – “Local alliances for families” – is to be strengthened with regard to the reconciliation of work and family commitments, childcare and family-friendly infrastructures.

TARGET GROUP: Enterprises, particularly SMEs; social partners and municipalities

#18
Perspective Re-entry – developing potential

PROGRAMME OBJECTIVE: Support female individuals return to a qualification adequate job with mandatory social security coverage following a career break for family and/or care reasons or a reduction of work hours due to caregiving responsibilities.

PROGRAMME CONTENT: Provision of activation, advisory, coaching and skills development measures for people returning to work. The programme is complemented by addressing employers, the involvement of partners and support in availing of household-related services. With the optional “Back-to-work and caregiving responsibilities” and “Women in Minijobs” components, the scope of the programme is extended to include two new thematic areas, and the programme is implemented in a manner that specifically reaches out to the target group through online skills development measures at the “PRE-Online” return-to-work-module.

TARGET GROUP: Female individuals returning to work following a career break for family and/or care reasons and workers with caregiving responsibilities

#19
Opportunities for parents II – getting families involved in education early on

PROGRAMME OBJECTIVE: Support families as places of learning and child-rearing with professional, competent services

PROGRAMME CONTENT: Professionals working in the field of family education and in early learning, care and education facilities receive advanced training to become a parental adviser. As parental advisers their role is to work with parents during the early childhood education stage and advise parents with regard to their children’s learning and developmental trajectory, everyday educational opportunities and transition points in the education system. The programme strengthens parenting skills and a family’s ability to cope with everyday problems and increases equality in education and equality of opportunities for children.

TARGET GROUP: Professionals working in family education, child day-care facilities, parent and child centres, family centres, intergenerational homes and other places of early childhood education

FEDERAL MINISTRY FOR ECONOMIC AFFAIRS AND ENERGY (BMWi)

PROGRAMME OBJECTIVE: Technology and knowledge-based business start-ups at universities and research institutions are supported through the three modules that make up the EXIST programme: EXIST transfer of research, EXIST business start-up grant and EXIST culture of entrepreneurship.

PROGRAMME CONTENT: The focus of the EXIST research transfer module is to provide support to research teams at universities and non-university research institutions with research-based start-up projects that are associated with complex, high-risk development work. Under the EXIST business start-up grant, start-up teams at universities and research institutions receive support, particularly with the creation of a viable business plan and the development of marketable products and services. As part of the EXIST culture of entrepreneurship module, the “University of Entrepreneurs” competition is held to establish a culture of entrepreneurship and encourage more entrepreneurial spirit at universities.

TARGET GROUP: Start-up projects from universities and research institutions in Germany

Continued on page 19
FIVE QUESTIONS FOR ...

Arnold Hemmann, head of the ESF managing authority at the Federal Ministry of Labour and Social Affairs on what is new in the current funding period

#1 WHAT HAS CHANGED IN THIS FUNDING PERIOD COMPARED WITH THE PREVIOUS ONE?

Important and far-reaching changes in the present funding period are chiefly in the form of a far more results-oriented approach than before and a stronger thematic concentration of funding. In addition, new conditions must also be met: for example, at least 20% of ESF funds must be set aside for the thematic objective “Promoting social inclusion, combating poverty and any discrimination”. Under the Operational Programme of the Federal Government, we will allocate 38% of ESF funds to this objective in the new funding period. Added to this, we have pared down the number of ESF programmes: instead of the more than 60 ESF federal programmes in the previous period, we now have only 25 ESF programmes at federal level so we can concentrate more on the selected funding areas. The Federal Government and the federal states systematically coordinated their programmes in consistency talks in advance of the new funding period.

#2 WHAT PROMPTED THESE CHANGES?

Compared with before, the European Structural Funds need to more critically examine where positive results are achieved through funding and what specific contribution they make to promoting growth and employment in the European Union. For the ESF this means that it must be clear how the people in need of support are reached and how the ESF contributes to strengthening integration into the labour market and improving the employability of programme participants. Funding is to be concentrated on priority areas in order to deliver quantifiable results.

#3 WHY IS LESS MONEY AVAILABLE IN THIS FUNDING PERIOD?

Not everyone benefits in the same way from good economic performance. In Germany, too, opportunities for integration into the labour market depend on the region, education levels and a host of other factors. Support is geared (inter alia) towards the labour market integration of the long-term unemployed, migrants and young people experiencing placement difficulties, the promotion of continuing education and a secure supply of skilled labour.

#4 WHY IS ESF FUNDING STILL SO IMPORTANT IN GERMANY?

One of the aims of the ESF is to give people in economically weaker Member States prospects of integration into the labour market. The distribution of the money in the structural funds to the Member States is based on a number of indicators, such as employment, unemployment and the strength of the economy. Compared with other EU Member States Germany is doing well, and very well in some cases. Therefore, Germany received less EU funding this time than in the previous programming period.

#5 HOW DOES THE ESF CONTRIBUTE TO THE EUROPEAN IDEA?

Employment and social affairs are fundamental components of the EU. The ESF makes the concept of Europe tangible for the citizens of the individual EU countries. The people of Europe can experience first-hand that Europe not only means economics and finance but also delivers very real, direct support.
THE PRINCIPLES OF ESF FINANCING

The European Commission and Member States pursue a policy of co-financing

The financing principles set down in the EU Regulations must be considered in the financing of programmes, projects and labour market integration measures through the ESF.

The ESF funds are distributed on the basis of the principle of shared management. Here, the EU Member State – and not the European Commission – chooses who will receive the ESF grants and manages the expenditure according to national law. A comprehensive monitoring and control system is in place to ensure that the ESF funds are used and managed properly and appropriately.

Within the framework of project funding, funds from the ESF are generally given in the form of a “non-repayable grant”. In a large number of funding guidelines, ESF funding for the projects is supplemented by other fund providers, including national funds of the Federal Government (national co-financing), funds of the project providers, and funds from local authorities or enterprises (third-party funding).

The ESF intervention rate sets down the maximum percentage of total project expenditure that can be covered by ESF funds. The intervention rate varies by target area. In Germany there are:

- More developed regions with a gross domestic product (GDP) of more than 90% of the EU average: up to 50% of the cost of ESF projects in these regions is covered by ESF funds
- Transition regions with a GDP between 75% and 90% of the GDP: up to 80% of the cost of ESF projects in these
- Lüneburg transition region (75 – 90% of the GDP): up to 60% of the cost of ESF projects in this region is covered by ESF funds

The amount of own funds required for a project to qualify for ESF funding is set down in the funding guidelines of the individual programmes.

THE FEDERAL ESF INTEGRATION DIRECTIVE

Within the context of project funding under the Federal ESF Integration Directive (see p. 15), ESF and federal funds will cover 90% of eligible expenditure. In more developed regions, 50% of project expenditure is covered by ESF funds and 40% by federal funds. In contrast, in transition regions 80% of project expenditure is financed by ESF funds and 10% by federal funds. Consequently, the project providers must demonstrate own funds of 10% when submitting a project application under the Federal ESF Integration Directive.
Heike Domaratius has been around milling and CNC machines since childhood. She has since taken over the reins of Gemino Maschinenbau GmbH from her parents. “At some point, we had to consider what path the company should take going forward and how we can make our business fit for the future.” They replace the entire management team, create new positions and promote long-standing employees to management level. However, the change of role does not prove easy for some colleagues, which is why the Domaratius family decided to seek professional help from outside. Special coaching for small and medium-sized enterprises (SMEs), which is supported by the ESF, improves internal communication, clearly defines the roles of the new managers and provides training on how to interact with staff. “Personally I’ve become a lot more confident in my new role as CEO. And the entire company has benefited from the process: the whole team has come closer together and processes, such as shift change, now run a lot more smoothly.”
FOR ECONOMIC AND SOCIAL PARTICIPATION

Whom does the ESF support?

Three examples of how individuals can receive ESF support:

**SUPPORT THROUGH PROJECT PROVIDERS:**
The ESF programme “Strong in the work place – Migrant mothers get on board” supports mothers with a foreign background enter employment that secures a livelihood. The Federal Ministry of Family Affairs, which runs this programme, selects suitable project providers (e.g. charitable associations, migrant organisations, the Workers’ Welfare Association (AWO)) in a call for proposals. These providers offer different local services to activate, advise and train mothers with a foreign background. Those interested in support can access the programme website through the ESF website www.esf.de where they will find suitable offerings. They can also contact their local charitable associations or migrant organisations for information on whether specific projects are on offer.

**SUPPORT THROUGH EMPLOYMENT AGENCIES:**
The ESF programme to reduce long-term unemployment is geared towards people in long-term unemployment. In this case, job centres implement the programme, approach the long-term unemployed directly and place them in the ESF programme.

**INDIVIDUAL SUPPORT:**
The “Continuing education grant” is one of the few ESF programmes that provides direct support to individuals. It is aimed at people on a low income who can receive a grant towards continuing education measures. The first port of call are advice centres, which refer people to suitable continuing education measures for applicants and issue the voucher to co-fund the measure.

The ESF benefits people in Europe who require support in their search for work, training or skills development. At the same time, the ESF also gives particular support to small and medium-sized enterprises (SMEs) in sourcing suitable skilled staff or in measures to improve their competitiveness.

ESF funding at the Federal Government level is granted through the 25 individual federal programmes (see p. 14 – 19). The programmes define who can apply for the ESF funding and how, and which specific groups are targeted by the programmes.

In the current 2014 – 2020 funding period, the ESF activities of the Federal Government are primarily geared towards disadvantaged young people, (long-term) unemployed persons, migrants, start-up entrepreneurs and SMEs.

In general, however, these groups cannot apply for ESF support directly, and instead must turn to the ESF projects in their local area. Depending on the ESF programme, these projects are implemented by non-state associations (e.g. charities), employment agencies and local authorities.

1.5 MILLION PEOPLE
received integration-into-employment support through ESF-funded measures of the Federal Government between 2007 and 2013.
APPLICATION, PROCEDURES AND POINTS OF CONTACT

The most important questions and answers concerning the ESF

The ESF website www.esf.de provides information on all the ESF programmes of the Federal Government. Click the links to the individual ESF programmes for more detailed information on the programmes, the funding guidelines and application forms.

The website also contains information about the points of contact and websites of the ESF funding agencies of the federal states.

#1 HOW CAN I MAKE AN APPLICATION?

The funding guidelines of the individual ESF programmes define who can apply for funding. Depending on the orientation of the programme, this can be non-state bodies or private providers, employment agencies, local administrations, small and medium-sized enterprises, social partners, but also private individuals (see p. 23).

Eligible parties can submit their applications for ESF funding to the bodies responsible for programme implementation in line with the funding guidelines. The applications are examined and the best applications are selected for ESF funding.

#2 WHEN CAN I MAKE AN APPLICATION?

There are fixed application deadlines for most ESF programmes. Under the “Förderperiode 2014 bis 2020” section of the ESF website www.esf.de, there is a sub-item called “Offene Aufrufe/ Ausschreibungen” (in English: open invitations/calls for proposals). This lists all the ESF programmes that are currently accepting applications.
FAQs

#4
HOW DOES FINANCING WITH ESF FUNDS WORK?

ESF funding is provided in the form of “non-repayable grants”. This means that the ESF funds only cover a portion of the costs of the project and labour market measures. Therefore, the ESF funds must be supplemented by other resources, such as national funding of the Federal Government, funds of the project providers, third-party funds of the municipalities, or enterprises (see p. 21).

The percentage of the overall project costs that can be funded by the ESF is dictated by the ESF rate of intervention, which ranges between 50% and 80% depending on the ESF programme and the economic strength of a region.

#5
WHERE CAN I FIND AN EXPLANATION OF THE TECHNICAL TERMINOLOGY?

This programme brochure explains the principles of the ESF, its history and all the important elements of the current 2014–2020 funding period. Should any information be missing, you can be sure to find it on the ESF website at www.esf.de. If you have any other questions please contact: pr-esf@bmas.bund.de.

#3
CAN PRIVATE INDIVIDUALS ALSO APPLY FOR ESF FUNDING?

In the current 2014–2020 funding period, private individuals can apply for ESF support in two of the 25 ESF programmes:

1) “Continuing education grant” ESF programme: Low-income earners can receive a grant towards continuing education costs (see programme description on p. 16).

2) “Promoting entrepreneurial expertise” ESF programme: Start-up entrepreneurs receive a grant towards coaching measures to help get the business up and running (see programme description on p. 19).
“I could never have done it without him. He showed me how everything is possible,” says Sarah Föhr. The 19 year-old from Scheuerfeld in Rhineland Palatinate is training to be a metalwork technician. Just like her co-apprentice, Kevin Löschenbach. Career entry mentor, Bertram Aust, helped pave the way to Kevin and Sarah’s training. “Neither received much support from home”, explains Aust. “So the first step was to find out which profession they would both be interested in. At the start I couldn’t have imagined that Sarah would like metalwork so much.” Aust has also been mentoring Kevin Löschenbach for several years. “Mr. Aust was the first person to ever write applications with me. He has always been there for me.”

Motivating, guiding, boosting young people’s self-esteem: all in a day’s work for a career entry mentor. But first and foremost career start mentoring is about building trust. Every career entry mentor generally coaches 20 young people in lower-secondary schools and special schools. And each pupil has his or her own individual needs. Take the young Serbian whom Bertram Aust mentored. Her main concern was whether she would get a work permit and permission to stay. “She was incredibly motivated but her parents were sceptical of her plans to enter training. Until I went and had a cup of mocha with her father. We hit it off straight away, even though he only spoke a little German and I don’t speak a word of Serbian.” His daughter then successfully completed her training as a specialist in the hospitality industry.

“It’s great to see the young people standing on their own two feet and taking charge of their lives,” says Bertram Aust. He is still in touch with some of the young people even after the mentoring. In his job, it is important to have a connection with the young people, he explains. “It’s all about appreciation. You should be able to listen to them and relate to the young people’s world.” Career entry support generally starts one year before the end of school and can last up to four years. According to Bertram Aust, the continuous individual attention is important particularly considering the increasing complexity of the working world. “Parents and teachers don’t have the resources for this.” He explains that it sometimes also takes a little persuasion to encourage employers to hire graduates of lower-secondary schools or special schools. “Maybe our young people don’t have the best school-leaving qualification but they certainly have other skills. They are motivated and integrate well into the business structures.” That is why many manage to get a training position by doing an internship first where they can prove they have what it takes. But to get to that stage, the young people need a helping hand – from someone like Bertram Aust.
IT WOULD NOT BE POSSIBLE WITHOUT TRANSPARENCY AND CIVIC INVOLVEMENT

The public is involved in the development of the Operational Programme

Citizens have a right to know how the ESF funds will be invested. This is why the goals, results and achievements of the fund are accessible to the public.

A communication strategy focusing on various target groups is developed for every funding period. In the current funding period, the aim is to reach the public through a range of measures such as press conferences, regionally focussed informative tours regarding ESF projects, publications such as flyers, and video clips. The website www.esf.de has also been redesigned and is now far more user-oriented and service-centric. For example, users who have no knowledge of the ESF but are interested in learning more can simply use the “Ich bin”/“I am” filter to be taken directly to the ESF funding programmes that match their profile. To guarantee transparency of the use of funds, a database with a list of the projects can also be accessed on the website.

Apart from information and transparency, close communication with our citizens is a cornerstone of the ESF. This is why the public was involved in the development of the Operational Programme right from the early planning stage. Roughly 800 partners took part in an online consultation on the future ESF priorities of the Federal Government in October 2012. In addition to the participating government departments, external partners – such as the private sector and social partners, charitable associations and civil society bodies – were also very much involved in the creation of the Operational Programme. The ESF priorities of the Federal Government were identified on the basis of these consultations and then presented to the public in a workshop and discussed.

From 2016 onwards, the European Commission will receive an annual report on the implementation of the individual ESF programmes. Citizens’ information pertaining to the content of the reports will be made available to the public.

For more information visit www.esf.de
ENSURING THE FUNDS ARE CHANNEL-LED TO WHERE THEY ARE NEEDED

Monitoring and evaluation

In the 2014 – 2020 funding period, the legal framework for the use of the European Structural and Investment Funds aims at placing a far greater focus on goals and results, and the greater efficiency and effectiveness of the funds deployed.

Accordingly, the regulations set down more stringent conditions regarding the monitoring and evaluation of the ESF-funded projects. This includes the introduction of a performance reserve and a performance review based on a performance framework in the Operational Programmes, as well as the possibility of the European Commission imposing financial penalties if objectives are not achieved.

Furthermore, the regulations also stipulate that individual data on participants and results of the ESF measures must be recorded and saved in computerised form. For example, it is mandatory to collect data on the professional and social situation of the individual participants both at the start of support through the ESF and at the latest four weeks after the completion of the measure.

In addition, information on the professional situation of the participants is also collected on a sample basis six months after the completion of the measure. In future, no support can be granted to individuals who provide no or incomplete core data, such as their labour status, level of education or age. Refusal to agree to the use of the data for direct and indirect performance evaluation also disqualifies the party from receiving Federal Government ESF support.

The financial and physical progress of the Operational Programme will be presented in annual implementation reports. In addition, the evaluation will also involve an analysis of the effectiveness and efficiency of the Operational Programme, particularly with a view to the specific goals and the long-term results of programme implementation. Further to this, the contribution to the Europe 2020 strategy and the national goals of this strategy (National Reform Programme) will also form part of the evaluation.
THE ESF AT A GLANCE

Moving people into work

#1 WHAT IS THE ESF?
The ESF is the EU’s main tool for promoting employment in Europe. It improves access to the labour market and to more and better jobs, offers skills development and supports social integration.

#2 WHY DO WE HAVE THE ESF?
The ESF is part of the European cohesion policy to support economic and social cohesion in Europe. In 2014 – 2020, the Federal Government and the federal states will receive roughly €7.5 billion from the ESF. The ESF programmes of the Federal Government for employment and mobility, better education and combating social marginalisation will make €2.7 billion available, while €4.8 billion are earmarked for the ESF activities of the federal states.

#3 WHOM DOES THE ESF HELP?
In the current funding period, the ESF programmes of the Federal Government are primarily directed at (long-term) unemployed persons, (disadvantaged) young people, migrants, start-up entrepreneurs and small and medium-sized enterprises.

#4 WHAT ARE THE BENEFITS OF THE ESF?
The ESF supports practice-oriented projects that have a local impact. In the 2014 – 2020 funding period, the 25 programmes at federal level aim to support roughly 730,000 people in Germany integrate into the labour market and develop their skills. In addition, some 260,000 small and medium-sized enterprises will receive assistance in their search for skilled labour and in dealing with demographic change.

#5 WHERE CAN I LEARN MORE ABOUT THE ESF?
On the ESF portal www.esf.de, you can find detailed, up-to-date information about the European Social Fund of the Federal Government.
LIST OF ESF CONTACTS IN GERMANY AND THE EU

CONTACTS IN THE EU

EUROPEAN COMMISSION
GD Employment, Social Affairs & Inclusion
EMPL. D5 – Germany, Austria, Slovenia, Croatia
Egbert Holthuis
Rue de Spa 3 – Office 3/09, 1000 Brussels, Belgium
Email: egbert.holthuis@ec.europa.eu
Website: http://ec.europa.eu/esf

CONTACTS AT THE FEDERAL LEVEL

BUNDESMINISTERIUM FÜR ARBEIT UND SOZIALES (BMAS)
Referat EF 1 – Europäischer Sozialfonds: Verwaltungsbehörde
Arnold Hemmann
Rochusstraße 1, 53123 Bonn
Email: esf@bmas.bund.de
Website: www.bmas.de

BUNDESMINISTERIUM FÜR ARBEIT, SOZIALES, KULTUR, MEDIEN, SPORT, KUNST UND DIENSTLEISTUNGEN (BMDK)
Referat 143 – Europa- und Europäische Strukturfonds
Johannes Kremmer
Karl-Marx-Allee 18, 10117 Berlin
Email: johannes.kremmer@bmdk.bund.de
Website: www.bmdk.bund.de

BUNDESMINISTERIUM FÜR EUGENIK UND KOMMUNIKATION (BEMK)
Referat 104 – Europäischer Sozialfonds
Johannes Schreiber
Marienstraße 1, 10117 Berlin
Email: johannes.schreiber@bemk.bund.de
Website: www.bemk.bund.de

BUNDESMINISTERIUM FÜR MÄRCHEN UND KONFESSIONEN (BMMK)
Referat 123 – Europäischer Sozialfonds
Markus Müller
Münsterstraße 1, 10117 Berlin
Email: markus.mueller@bmmk.bund.de
Website: www.bmmk.bund.de

BUNDESMINISTERIUM FÜR WIRTSCHAFT UND Energie (BMWi)
Referat VIIC – ESF-Koordinierung
Beatrix Strauch
Villemombler Straße 76, 53123 Bonn
Email: buero-viic6-esf@bmwi.bund.de
Website: www.bmwii.de

BEHÖRDE FÜR ARBEIT, SOZIALES, FAMILIE UND INTEGRATION/HAMBURG
Amt Arbeit und Integration, ESF-Verwaltungsbehörde
Martin Weber
Hamburger Straße 47, 22083 Hamburg
Email: martin.weber@basfi.hamburg.de

HESSISCHES MINISTERIUM FÜR SOZIALES UND INTEGRATION
Referat IV 3 – Verwaltungsbehörde des ESF
Albert Roloff
Dostoewskistraße 4, 65187 Wiesbaden
Email: albert.roloff@hsm.hessen.de

MINISTERIUM FÜR ARBEIT, GLEICHSTELLUNG UND SOZIALES MECKLENBURG-VORPOMMERN
Referat 540 – ESF-Fondsverwaltung/- steuerung
Eberhard Messmann
Friedrich-Engels-Straße 47, 19061 Schwerin
Email: eberhard.messmann@sm.my-regierung.de

NIEDERSÄCHSISCHE STAATSKANZLEI
Referat 403 – Koordination der EU-Förderung
Jens Palandt
Plankstraße 2, 30169 Hannover
Email: jens.palandt@stk.niedersachsen.de

MINISTERIUM FÜR ARBEIT, INTEGRATION UND SOZIALES DES LANDES NORDRHEIN-WESTFALEN
Referat II 2 – ESF-Programmsteuerung
Daniel Jansen
Fürstenwall 25, 40219 Düsseldorf
Email: daniel.jansen@mais.nrw.de

MINISTERIUM FÜR SOZIALES, ARBEIT, GESUNDHEIT UND DEMOGRAPHIE DES LANDES RHEINLAND-PFALZ
Referat 621-2 – Europäische Arbeitsmarktpolitik
Regina Wicke
Bauhofstraße 9, 55116 Mainz
Email: regina.wicke@msagd.rlp.de

MINISTERIUM FÜR WIRTSCHAFT, ARBEIT, ENERGIE UND VERKEHR DES SAARLANDS
Referat C/2 – Verwaltungsbehörde Europäischer Sozialfonds
Lothar Gretsch
Franz-Josef-Röder-Straße 23, 66119 Saarbrücken
Email: l.gretsch@wirtschaft.saarland.de
SÄCHSISCHES STAATSMINISTERIUM FÜR WIRTSCHAFT, ARBEIT UND VERKEHR
Referat 23 – Verwaltungsbehörde ESF
Dr. Katrin Ihle
Wilhelm-Buck-Straße 2, 01097 Dresden
Email: verwaltungsbehoerde_esf@smwa.sachsen.de

MINISTERIUM DER FINANZEN DES LANDES SACHSEN-ANHALT
Referat EU-Verwaltungsbehörde
Dr. Birgit Mühlenberg
Editharing 40, 39108 Magdeburg
Email: birgit.muehlenberg@sachsen-anhalt.de

MINISTERIUM FÜR WIRTSCHAFT, ARBEIT, VERKEHR UND TECHNOLOGIE DES LANDES SCHLESWIG-HOLSTEIN
Referat VII 13 – Aktive Arbeitsmarktpolitik, Arbeitsmarktförderung, Europäischer Sozialfonds
Martin Hamm
Düsternbrooker Weg 94, 24105 Kiel
Email: martin.hamm@wimi.landsh.de

THÜRINGER MINISTERIUM FÜR ARBEIT, SOZIALES, GESUNDHEIT, FRAUEN UND FAMILIE
Referat 34 – Verwaltungsbehörde ESF
Werner Scheen
Werner-Seelenbinder-Straße 6, 99096 Erfurt
Email: Werner.Scheen@ttmwat.thueringen.de

FOR MORE INFORMATION, VISIT
www.esf.de