



Policy and Practice Conference:
**Social Impact Vouchers as a Tool for Social
Innovation
on the Labour Market**

The role of private investors in supporting labour market integration

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Essl Foundation – Zero Project since 2010



CSR Guide since 2009



**Austrian Philanthropy
networks**

International Philanthropy network





70+ Innovative, impactful and scalable solutions for people with disabilities from all around the globe, every year

- 2021 (and 2017, 2013) the main theme of the Zero Project was inclusive employment

EMPLOYMENT

Country	Headline of the Factsheet	Organization/Programme	page
Afghanistan	Providing bicycles and training to support income-generation activities	AABRAR – Bicycle Training Programme	20
Argentina	Job portal for persons with disabilities, going international	Incluyeme – Job portal	21
Argentina	Technology centres offering accessible training in digital skills and career support	Trust for the Americas – POETA DigiSpark	22
Australia	Business disability network connecting students with disabilities to paid internships	AND – Stepping Into Internship Program	23
Austria	Workplace adaptations for the blind as a business service	Videbis – Workplace adaptation	24
Austria	Pharmacy specialized in employment and services for deaf people	Marien Apotheke	25
Austria	Job-matching based on coaching for students with disabilities and company-partnering	myAbility Talent® Programme	26/112
Bangladesh	Person-centred job training and employment for people with disabilities	PFDA-Vocational Training Center	27/113
Bangladesh	Job fairs organized by the Disability Network	BBDN – Business and Disability Network	28
Bangladesh	Promoting self-employment in agriculture and aquaculture by training and microfinance	DRRA – Microfinance Programme	29
Bangladesh	Disability-inclusive approach to bring families out of extreme poverty	Humanity & Inclusion – Inclusive Poverty Graduation	30
Belgium	Employing people on the Autism Spectrum and hiring them out as consultants	Passwerk	31
Brazil	Job clubs as employment entry points for people with intellectual disabilities	Instituto Clemente – Professional Inclusion	32
Bulgaria	Comprehensive job-creation model from East Europe expanding internationally	JAMBA – Career for All	33/114
Cambodia	Training job coaches to support jobseekers with disabilities and employers	Light for the World Cambodia	34
Canada	A skills-based approach to matching jobseekers with autism to local employers	Avalon – Autism Employment Facilitator	35
Chile	Ecological car washing service employing a majority of people with disabilities	Seco Chile Carwash	36/110
Chile	Municipality Council running a four-step job integration model	City of Providencia – Labour Inclusion Programme	37
Chile	National state-run training and job-placement programme for people with disabilities	SENCE – Training for Work	40
China	Career development and job matching support for graduates with disabilities	CareER Association	41
Colombia	National Training Service making itself accessible and inclusive	National Training Service (SENA)	42

Social Business

co-funded by foundations

MTOP - wirkt.

- Jobs for highly skilled refugees, and now much more



Vollpension

- Additional income for older women (and men)



Baukarussell

- Jobs for disadvantaged people in the recycling business





Sindbad

Bridging the gap by mentoring

Jobs for people with disabilities

co-funded by foundations

AfB

- **Jobs for people with intellectual disabilities in IT recycling**



Specialisterne

Integration of persons with autism in open labor market





Discovering Hands

- **Jobs or self-employment for blind women in breast cancer detection**

Corporate Social Responsibility

- Fitting into corporate strategies
- Using one's entrepreneurial skills and expertise

Fill Future Lab

Keeping talents in the region



Gragger's Bakeries in Subsaharan Africa

Helmut Gragger, an innovative and inspiring bakery from Upper Austria, launched a start-up concept for bakeries in Subsaharan Africa, using crowd-funding financing, among others



Projects: connecting the dots

Foundation-driven projects on a
meta-level

Ideegration

Conference, meeting place and
funding competition for employment
models for refugees to Austria
(2016, Ankerbrot-Fabrik, Vienna)





Tu was, dann tut
sich was!

Regional “social festivals”
encouraging civil society
to take action, by
organizing a competition
for many small projects
(2011 – 2015: Lungau,
Steirische Eisenstrasse,
Mühlviertler Alm,
Pielachtal)

Austrian Leading Companies - Sonderpreis

Annual Award in all 9 Austrian country states for excellence in employment of people with disabilities (since 2017, Essl Foundation)



What is missing

- Publicity
- Size
- Transparency and data, impact measurement
- Meaningful cooperation with public sector
- Cross-country cooperation
- Government-led projects
- Corporate Business-led projects
- “Systematic System-Change-Thinking”

What foundations do not like

- Replacing government money and funds, saving the government money
- Be replaced later by for-profit-models
- Giving someone else the credit they deserve
- How they are regulated and taxed currently
- Transparency



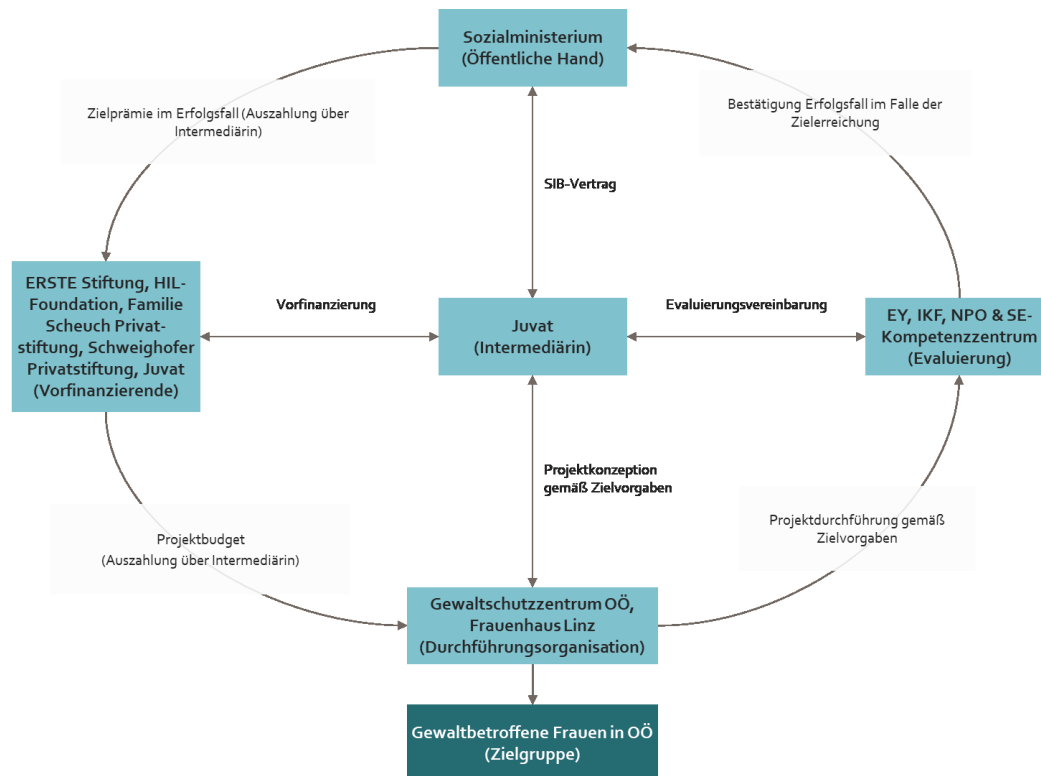
Old-style philanthropy

- A successful entrepreneur or company takes care of everything in its region and tries to be the better welfare state (Picture: Berndorf – Krupp)



Social Impact Bonds

Betting against the government: Womens' shelter project in Upper Austria



The real role of foundations

Annual budget of the AMS	10.000.000.000
Annual budget of Fonds Soziales Wien	2.000.000.000
European Social Fund 2021-27	99.000.000.000
Ausgleichstaxe, annual income	200.000.000
Direct support grants by Austrian ministries related to all social affairs (2019, before the pandemic)	1.400.000.000
Maximum amount of privately funded Austrian foundation annual spending in labour integration (personal estimate of Michael Fembek, no data exists)	5.000.000

Working together

Everybody talks about partnerships and collaboration, across sectors, getting out of the silos – why is not really happening?

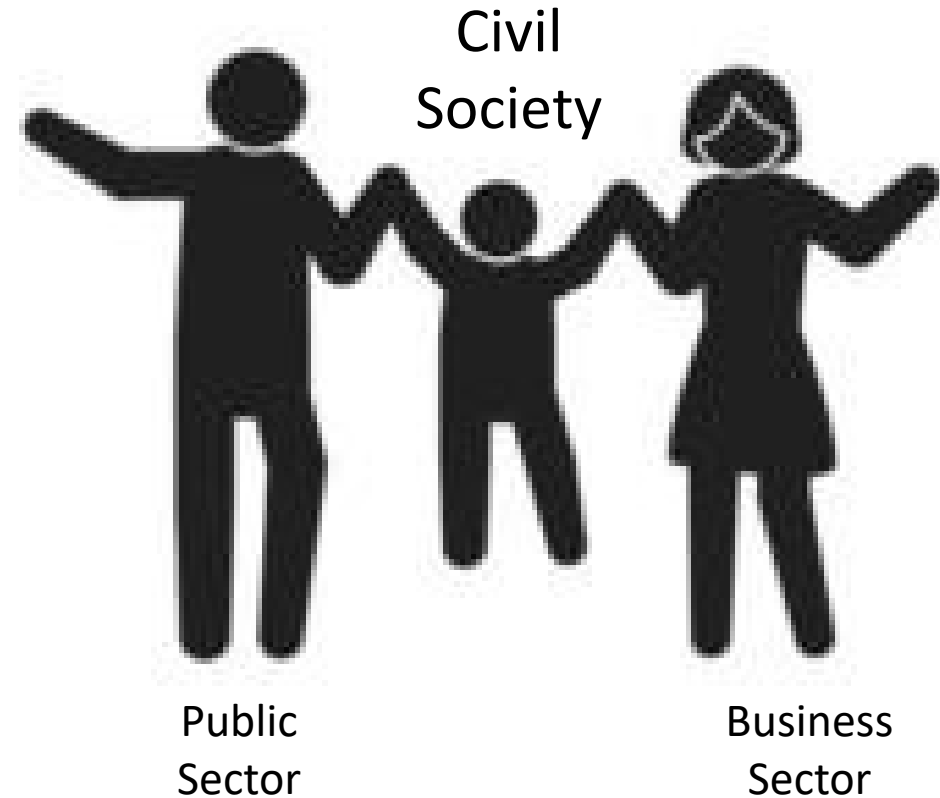
- Public Sector, Financing
- NGOs, service providers
- Corporate Business
- Start-Up Business
- Private Financing
- Foundations
- Academics

By the way, it is happening, but not to foster innovative solutions.



It is not private versus public

Think of a triangular relationship: each of them follow their own, very different logic.

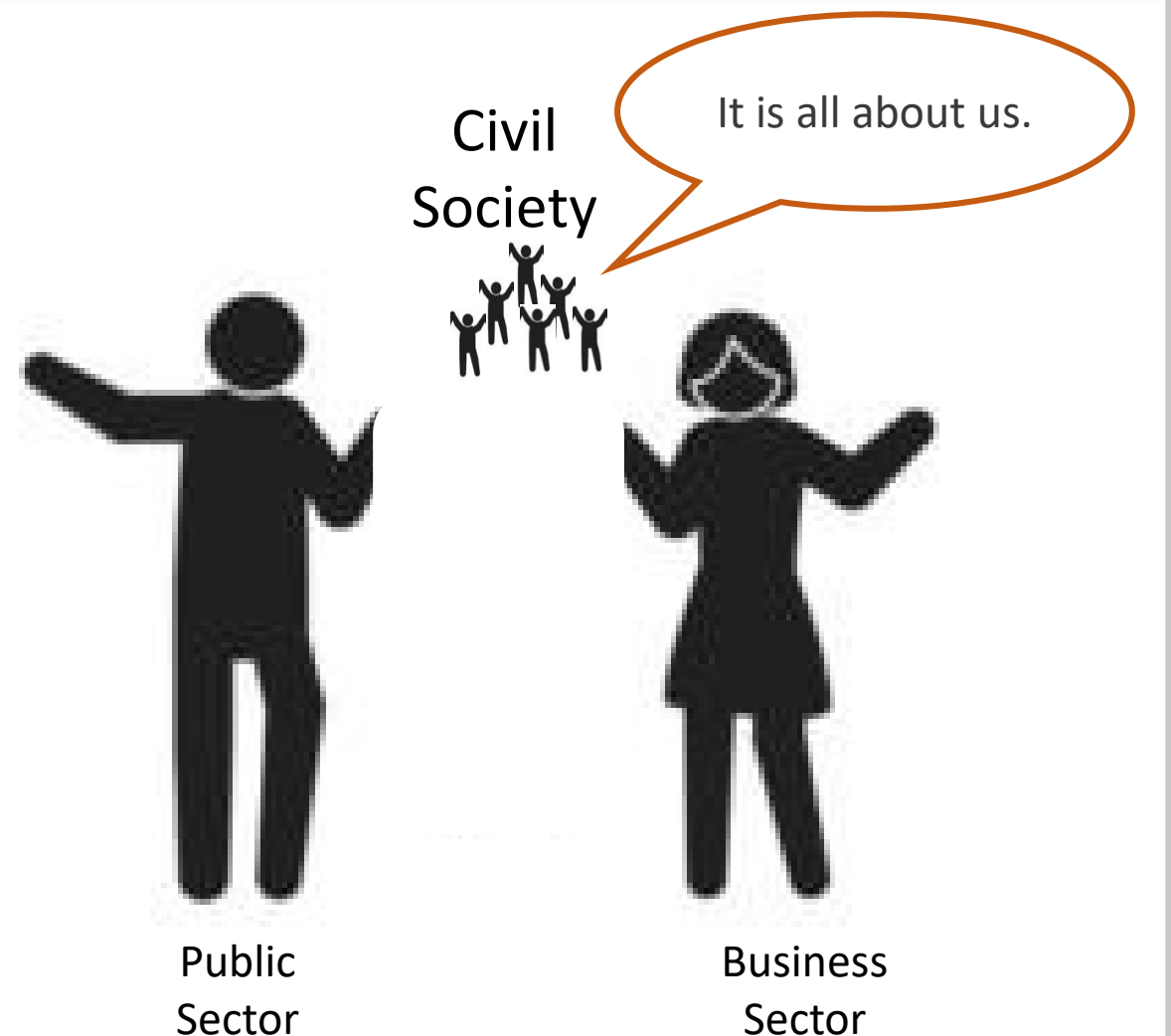


Civil Society needs to be strengthened to take the lead

Public sector: Health, Education, Security etc. – very structured and hierarchical

Business sector: structured and hierarchical

Civil society – amorph and chaotic, but needs to be in the driver's seat: Role of foundations!



Nothing about us
without us.

- The strange lack of beneficiaries and user's involvement at all stages of the decision making.
- Support us as much as needed - but not more.
- From exclusion to segregation to integration to inclusion.

“NOTHING ABOUT US
WITHOUT US”



The US-Department of Labor as a role model

Participation and stakeholder dialogues with people with disabilities, in person dialogues and in virtual “town halls”



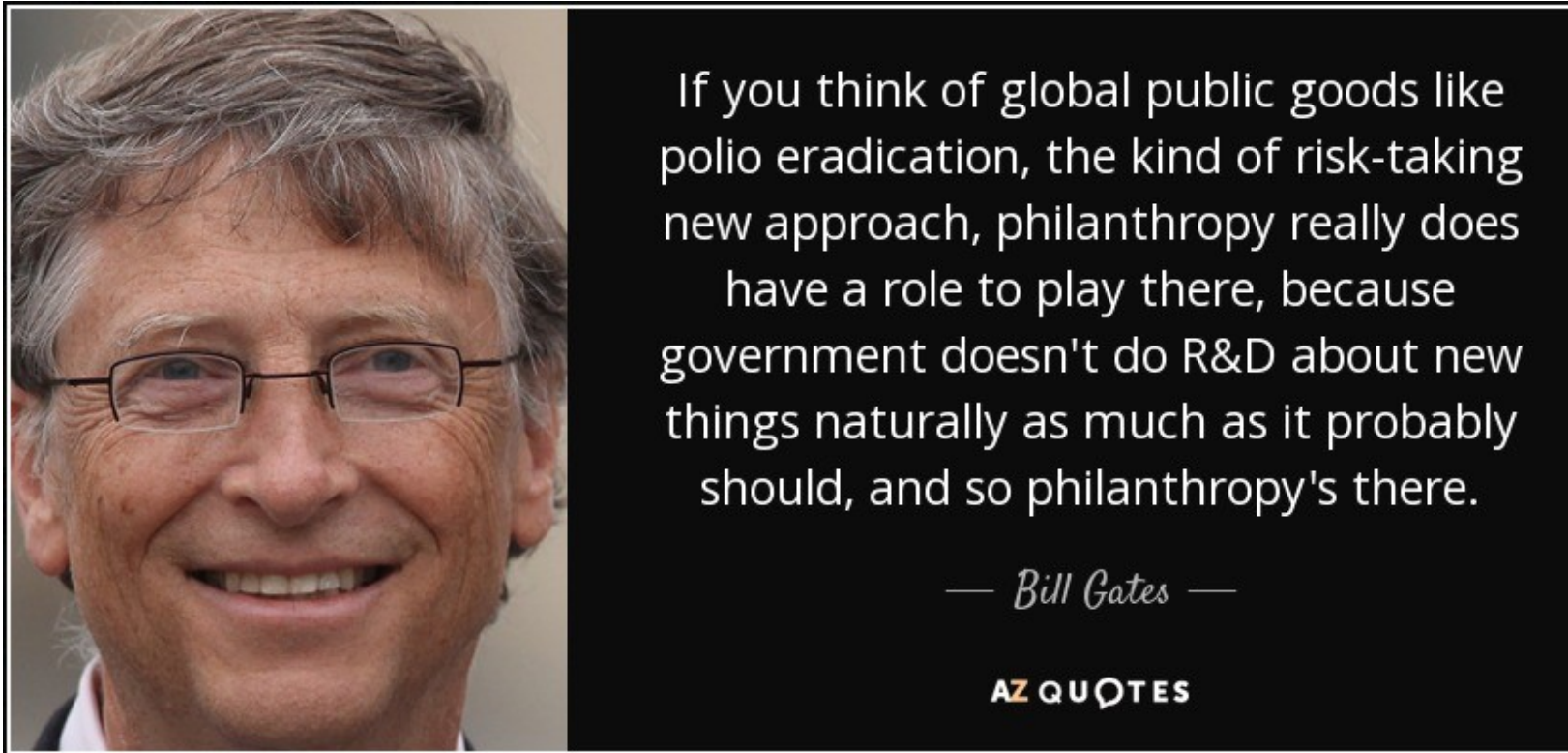
Catalytic Philanthropy

Starting things, convening, piloting, creating new ecosystems – but plan for leaving again right from the beginning.



The mostly overlooked role of risk-takers

Who should take the risks of innovations if not foundations?



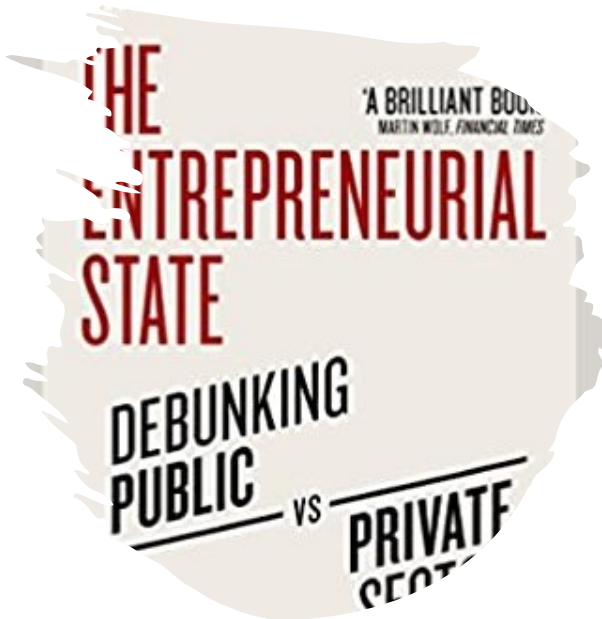
If you think of global public goods like polio eradication, the kind of risk-taking new approach, philanthropy really does have a role to play there, because government doesn't do R&D about new things naturally as much as it probably should, and so philanthropy's there.

— *Bill Gates* —

AZ QUOTES

Cross-sectoral cooperation within a government framework

Steirische Weinstrasse was not build by clever winemakers alone



What foundations would like more

- Flexibility in investing: many are limited to grants
- Flexibility in investment themes: Employment per se is not tax-deductable and cannot be the mission of a charitable foundation
- Connectivity with government or business after the initial “risky” period