

## Unternehmenswert Mensch

### Evaluator

ISM - Institute for Social Pedagogic Research Mainz., Mainz, GERMANY

### Type/classification

ICT

### Contact details of the main implementing body

#### Name of the organisation, original language

Unternehmenswert:Mensch

#### Name of the organisation, English translation

Value of an organisation:human

#### Web page

<http://www.unternehmens-wert-mensch.de/DE/Startseite/start.html>

## SECTION A - DESCRIPTION OF THE GOOD PRACTICE

### Name of the practice, original language

Unternehmenswert:Mensch

### Country

Germany

### Description of the practice

Unternehmenswert:Mensch is a development programme which is aimed at helping SMEs in their process of designing a future-compliant and staff-oriented staff policy. Unternehmenswert:Mensch sponsors advisory services in these four fields:

leadership, equality of opportunities & diversity, health, knowledge & competences. Unternehmenswert:Mensch is available throughout Germany.

### Policy context

Unternehmenswert:Mensch wants SMEs to be future-compliant and meet futures challenges considering the great demographic changes Germany will face. The four most important topics which help SMEs to develop and meet futures expectations are

leadership, equality of opportunities & diversity, health, knowledge & competences.

### Labour market context

The demographic change is one of the greatest challenges during the next years. The population will decrease and at the same time ageing of the population will happen. Therefore it is important to recruit new personal and to preserve the qualified employees in the region.

SMEs can't afford human resource department, therefore it is very important to help them securing skilled workers and develop their qualifications and have a future-compliant organisation.

### Activities

-advisory services for SMEs (how can they be future-compliant, who can help them...)

-make SMEs sensitise for future challenges

## Management and operation

- responsible bodies throughout Germany can apply to Unternehmenswert:Mensch in order to get the authorization to offer SMEs advisory services
- the advisory services are available in every part of Germany

## Target groups/beneficiaries

Value not entered

## Start date

Value not entered

## End date (actual or planned)

Value not entered

## Gender dimension

Value not entered

## Products involved in or resulting from the practice

- specific tools to offer SMEs advisory services to make them future-compliant about these four topics: leadership, equality of opportunities & diversity, health, knowledge & competences
- sensitivity of SMEs for future labour market challenges

## Outcomes of the practice (planned/expected and actual)

- advisory services throughout Germany

## Source of funding

National budget (tax revenue), European Social Fund, European Regional Development Fund

## Main responsible body, type

Ministry or other national public body/authority. Please specify

Federal Ministry of Employment and Social Affairs

## Role of implementing body

- research

## Other bodies involved in implementation of the practice as partners or contractors

- responsible bodies throughout Germany
- institutions focused on labour market research
- Federal Ministry of Employment and Social Affairs

## Evaluation - Was the practice evaluated?

No

## SECTION B - CLASSIFICATION OF PRACTICE

### Target group(s)

Not targeted

### Employers

Value not entered

### Jobseekers

Value not entered

### People seeking training

Value not entered

## B.2 Type of practice

## B.2.1 Practices related to management or servicing of clients

Registration, skill assessments, identification of client needs and matching

Value not entered

## B.2.2 Practices related to labour market information and improvement of micro and smes' procedures

Labour market information (LMI)

Value not entered

Micro and SMEs' procedures

Value not entered

## B.2.3 Practices related to skill mismatch reduction

Supports aimed at reducing skill mismatch (targeted to unemployed or employed)

Value not entered

Supports aimed at reducing skill mismatch: labour mobility

Value not entered

Sharing the cost of training and skills development

Value not entered

## B.3 Delivery method(s)

Delivery methods involved

Value not entered

## B.4 Contracting out

Extent of contracting out of practice: The service is contracted out...

Value not entered

Type of subcontractor(s)

Value not entered

## B.5 Partnership

Type of partners involved in implementation of the practice

Value not entered

## SECTION C - Information about evaluation of the practice

When was the practice evaluated?

Value not entered

Type of organisation carrying out the evaluation

Value not entered

## Details of the organisation responsible for carrying out the evaluation

Name of the organisation, original language/Name of the evaluator

Value not entered

Name of the organisation, English translation

Value not entered

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Value not entered

## Web page

Value not entered

## Overall evaluation methodology/methodology

Value not entered

## Indicators in the evaluation

Value not entered

## Main findings of the evaluation

Value not entered

## Change in practice following evaluation

Value not entered

## C.1 Documentation of the evaluation

### Type of documentation

Value not entered

### Reference

Value not entered

### Monitoring evidence

Value not entered

## SECTION D - PRACTICE CRITERIA

### D.1 - Evidence of results

Value not entered

### D.2 - Relevance

Value not entered

### D.3 - Availability of clear and adequate information

Value not entered

### D.4 - Impact

Value not entered

### D.5 - Innovation

Value not entered

### D.6 - Broad-based participation

Value not entered

### D.7 - Sustainability

Value not entered

### D.8 - Mainstreaming

Value not entered

### D.9 - European Added Value and Transferability

Value not entered

### D.10 - Additional comments

Value not entered