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Munich Employment and Qualification Program (MBQ) **In touch with the labor market, in touch with people**

The Munich Employment and Qualification Program (the German acronym is “MBQ”) is the City of Munich's primary labor market policy tool. Currently sponsoring more than 110 projects and activities, the program seeks to improve the employment prospects of those on Munich's labor market who find themselves at a disadvantage.

The MBQ program targets people who are able to work and of employable age, but whose employability and/or chances of being placed in employment are impaired due to social, health or personal factors. It aims to improve the life situation of its target groups and give them a better starting position. As such, it seeks to overcome structural barriers to labor market integration and fight against (long-term) unemployment.

Objectives

- To reduce unemployment by helping long-term unemployed persons who are difficult to place in work to gain greater social stability, to become more employable and thereby to become integrated in the labor market.
- To promote equal opportunities for women and men on the labor market
- To promote Munich as a venue for education, supporting young people as they make the transition from school life to vocational training and the world of work
- To develop skills and expertise in companies and industries by taking steps to protect jobs, encourage the creation of new jobs and develop training potential

Target groups

- Long-term unemployed persons who are difficult to place in work, who need additional support (including over-50s, people with a migration background, the severely disabled, addicts and youngsters under the age of 25) and who receive unemployment benefit II pursuant to German Social Security Code II
- Women who are at a disadvantage on the labor market or in their working life (e.g. regarding the need to combine family life with work and regarding promotion opportunities in the corporate sector)
- Young people who experience difficulties when making the transition from school to vocational training and the world of work
- Entrepreneurs (with a migration background) who lead small and medium-sized firms that evidence growth and job creation potential

Local government employment policy

The voluntary benefits and assistance provided within the framework of the Munich Employment and Qualification Program (MBQ) underscore the City of Munich's commitment to actively shaping an own coordinated labor market policy. The program complements the statutory employment promotion programs operated by federal government and is applied in close collaboration with the Agentur für Arbeit (Job Placement Agency) in Munich, as well as with the Jobcenter Munich.

Areas supported by MBQ and sample projects (www.muenchen.de/mbq)	
Reduction of long-term unemployment	<p>31 companies with a focus on social welfare and stability provide employment opportunities in the secondary labor market plus additional support to long-term unemployed persons who face multiple obstacles to job placement.</p> <p>Verbundprojekt Perspektive Arbeit (VPA): This network of 27 Munich-based educational institutions and local government service providers provides 360° support plus training/qualification opportunities for the long-term unemployed and women re-entering the labor market after child-rearing.</p>
Equal opportunities for women and men	Projects to promote equal opportunities at work, with a special focus on facilitating the combination of family life and work (sample projects: "power_m – Rückenwind für Ihren Wiedereinstieg" and "GUIDE").
Promotion of Munich as a venue for education	Activities to support young people as they make the transition from school to vocational training and the world of work (e.g. the "Jugendsonderprogramm - JUSOPRO" and the "Erasmus Grasser Prize").
Development of skills and expertise in companies and industries	Consulting and support services for companies to develop the labor pool and improve competitiveness (e.g. "MOVA", the "Phoenix Prize", "PLATFORM3" and "Hausgemacht").

Innovation through cooperation

With a view to a sustainable employment strategy, the Department of Labor and Economic Development actively engages in dialog with all stakeholders who play a part in shaping the Munich labor market. Collaboration with proven partners such as the Jobcenter Munich, the Munich Job Placement Agency, the Department of Social Affairs, trade unions, business lobbies and other organizations enables MBQ to constantly improve the services it provides, adapting them to the needs of local residents and resident companies.

Funding

- MBQ's total budget for 2011: EUR 28.7 million (contribution by the Department of Labor and Economic Development: EUR 22.3 million; contribution by the Department of Social Affairs: EUR 6.4 million)
- MBQ is the biggest local government employment program of its kind in Germany.

Facts and figures

- In 2010, projects and activities promoted by the MBQ provided around 29,500 specific services to people in Munich. Of these, around 25,000 involved consulting sessions, around 3,000 involved training and development programs, and around 1,500 involved job placement with employment companies.

History and outlook

- The MBQ was founded in 1993 to take over from the Labor Development Initiative (AFI), which had been in existence since 1984. The AFI is regarded as one of the first local government employment programs in Germany.
- The continuation of sponsored projects and activities is normally determined by annual resolutions passed by the City Council.

Who to contact

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