



„Developing sustainable networks“

Local networks for employment and economy INTERDISK_Vienna

Partners/stakeholders

- Size of network: about 100 persons in 7 local networks
- Background of the partners/stakeholders: Labor market experts, City of Vienna, Social Partners, Educational Institutions, Enterprises
- Representatives of organizations: local heads of 14 districts of Vienna (total 23), Chamber of Labor, Chamber of Commerce, Vienna Business Agency (WWFF), Vienna Employment Promotion Fund (waff), regional heads of the Public Employment Service (AMS)
- Roles and positions: all members are equal, they create new ideas, select issues
- Personality: The representatives are mostly the regional representatives of the institutions if these organizations are organized on local level.
- Heterogeneity/homogeneity: homogenous, representatives are only institutions

Cause and Purpose

- Origin and causation: first network started 1994 to build up a micro management in new urban development areas to better the policies and offers for the local labor market, local economy and social infrastructure
- Expectations: to activate and motivate the local decision makers for cooperation
- Added value: to improve the networking of institutions and enterprises
- Formulation of objectives, goals and aims:
 - to share information in a direct way. The networks allow for fast and efficient exchange of information across organizational borders.
 - to initiate joint projects in cooperation with several organizations
 - to inform the regional public about important issues concerning the region.
- Development of a mission statement and overall concept: Mission statement was developed.



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- Level of identification: high in networks which exist more than 5 years and if members are able to derive benefits from networking

Characteristics of networks

- Network model: each network has a steering group with external management
- Formal/informal: informal
- Binding character/level of obligation: written rules of procedure in some networks, in others not

Steering and Controlling

- Type/Model of steering and controlling: Steering group with external management which is financed by public funds (Ministry of Economy and Labor and European Social Fund)
- Responsible steering group: Representatives of institutions build the steering group, which does the strategic development, select the issues and is the decision making body. The network management does the waff. 3 network coordinators are managing the funds, focussing the themes; organize events and do the process control.
- Motivation of steering group: Members of the networks are mostly local heads of organizations, they are highly personal involved because they want to be successful as local players. They get information very early, get information from other institutions in an informal way, get contacts and informal advice/support for their work with customers

Duration and intensity

from 1 to 12 years, the last network was built 2005, the first 1994. Since 2000 the local pacts INTERDISK are part of the Territorial Employment Pact (TEP) of Vienna and get public funding. There are regularly meetings from every month to 3 times a year.

Character of the Network/Relationship within the network

- Type and structure of relationship: relations between institutions
- Quality of relationship between partners/stakeholders: high because people know each other and rely on each other



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- Participation and Empowerment: differently, depends on duration and intensity of networking
- Code of conduct: Rules of procedure
- Communication/flow of information: network management is responsible for the flow of information

Conditions

- Internal/external: waff is the employer for network coordinators and assistants, representatives are employed at their institutions
- Resources (financial, human etc.): 3 coordinators, 2 assistants, about 380.000 Euros a year
- Access to decision-making power: steering group, all members are equal, the network management balances the interests of the different institutions.

Actual output/Specific activities:

- Awards for enterprises offering excellent apprenticeship trainings: events to encourage and motivate enterprises to train apprentices
- Cooperation between schools and enterprises in order to make young people fit for the labor market
- Cross-border cooperation with Slovakia
- Mission of Vienna South "Region 4 Business"

Positive experiences/Success factors:

- Early coordination of projects between local players: serves to increase the effectiveness and efficiency.
- Ability to trust and rely on each other: is an indispensable factor for networking.
- Using synergies through cooperation
- Common objectives for the region

Negative experiences/Barriers and obstacles:

- Lack of interest and motivation
- Inability to share information
- If one person overrules the other members of the network



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Sustainability

- Integration of gender mainstreaming strategies in local projects
- Sensitization for specific problems each institution has and for problems of specific target groups e.g. young people



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