

Karmann



Reference	EGF/2009/013
Member State	Germany
Sector	Automotive
Submitted to European Commission	13 August 2009
Total expenditure	€9 537 449
EGF contribution	€6 199 341 (65%)
Intervention criterion	Article 2(a) Regulation (EC) No 1927/2006
Period of implementation	1 February 2009 to 12 August 2011 (duration of actual support measures was shorter due to the national provisions for the transfer companies)
Redundancies during period of reference	2 476 of whom 1 618 in Wilhelm Karmann GmbH (Land of Niedersachsen) and 858 in Karmann-Rheine GmbH & Co. KG (Land of Nordrhein-Westfalen)
Active employment measures	provided for 1 740 workers and included: <ul style="list-style-type: none"> - subsistence allowances while in training or in other active labour market measures - training and re-training - qualification management - counselling for business start-up - support for international job applications - placement research to identify vacancies not yet reported to the public employment services

LESSONS LEARNT / GOOD PRACTICES

- Seamless interaction of the activities co-financed by the EGF with national labour market initiatives and support from the European Social Fund (ESF): longer support and enhanced package of measures provided for the workers than would have been possible with only the transfer companies (Transfergesellschaften) set up by Germany.
- Out of the 1 740 former Karmann workers who received EGF support, 1 178 (67,7 %) had found employment by 1 July 2011, including 54 who had created their own businesses. Another 295 people (17 %) were still unemployed, 79 (4,5 %) were in education or training and 188 (10,8 %) were no longer available on the labour market.
- Intensive placement research was included in the support package: 358 vacancies which had not yet been notified to the public employment services were identified, leading to 307 work contracts for the former Karmann workers; enhanced qualification management ensured good matching between labour market requirements, workers' qualification needs and the training on offer locally.
- Significantly better job seeker/counsellor ratio was possible thanks to EGF support: one counsellor for 75 workers (for some measures even 1:50 or 1:45) as opposed to the normal ratio of one counsellor for 210 workers.
- Specific support was provided for older people, migrants and handicapped workers.