

# Staircase to Staircase

A holistic and relational employment approach towards vulnerable families in Aarhus – Denmark

- From a 4-year founded project - to a way we work in Aarhus.



The A.P. Møllerske støttefond, SUS, Aarhus University and the municipality of Aarhus

# Goals

- Employment
- Well-being
- Organizational
- Financial

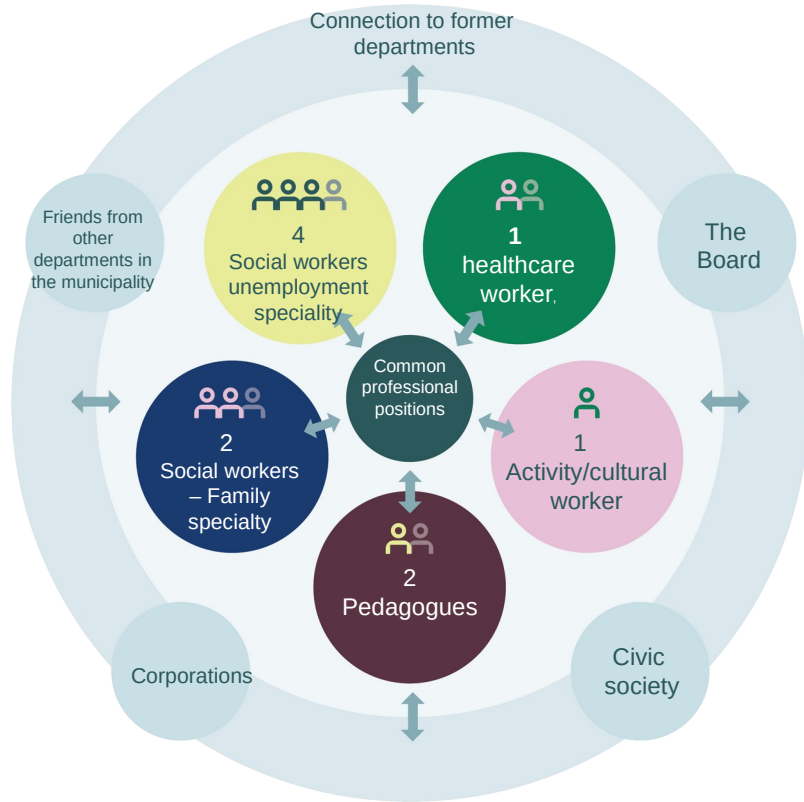


# The target group

- Living in Gellerup, kids living at home, mom or dad unemployed for at least one year
- 223 families meet the requirements – we went from staircase to staircase to contact the families.
- 62 families – 97 adults and 188 children
- The families have between 1-7 children living at home
- The families are from 12 different countries of origin



# The Interdisciplinary Team



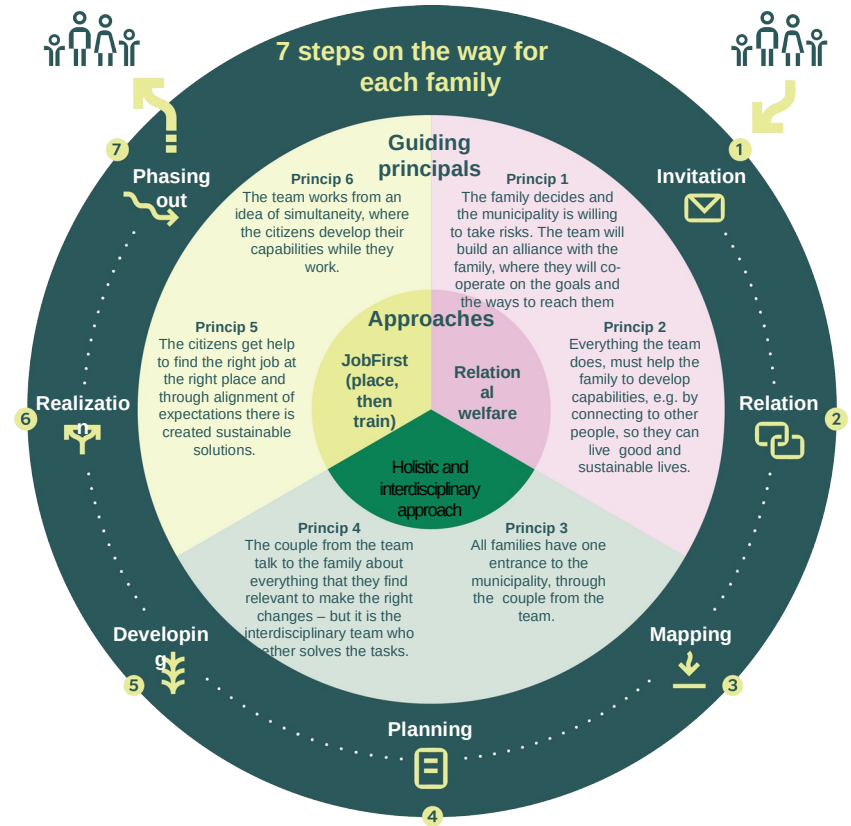
The Team work in pairs with back-up from the rest of the team.



# Introducing the model

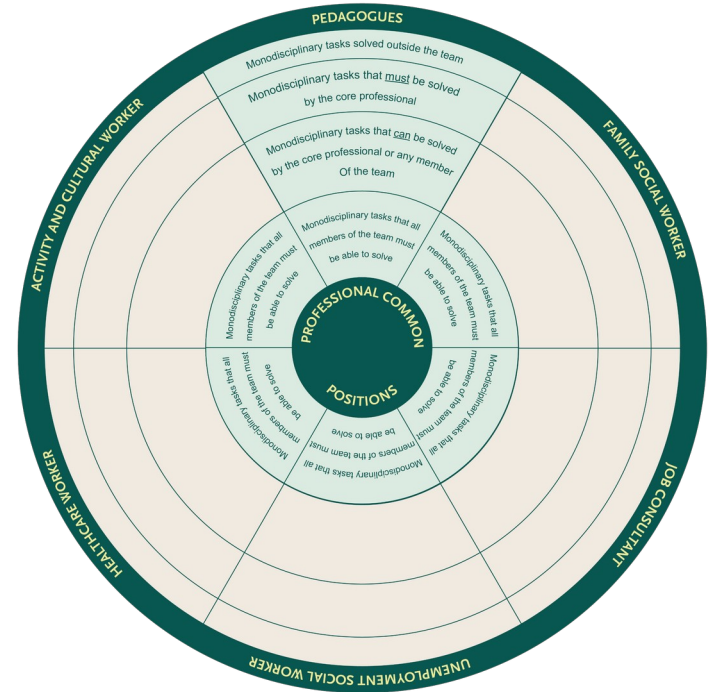
A combination of:

- Relational welfare
- Holistic and interdisciplinary approach
- Job-first and a network-based approach towards employment
- And 7 steps on the way.



# The interdisciplinary model

- The families define the tasks
- Knowing you have the responsibility of all tasks, but also knowing, that you might not be the one to solve all tasks
- Being both a generalist and a specialist
- Specialist knowledge divided into levels
- “Interdisciplinary teams are highly effective, but miserable”.



# What made a difference?

Listening to the dreams and wishes from the citizens

Different perspectives at complex challenges

Being willing to take risks – both politicians, leaders, co-workers and citizens

Relations, trust, psychological safety, meaning

Time, timing, faith and patience



## Results - occupation

- The parents have strengthened their participation in the labor market
- 52% of the parents are now participating in education or employed in a full-time job, while 2 out of 3 are now working part time (flex job)
- 21% of the parents have settled for early retirement after many years of receiving benefits.



*For 14 years I have been assigned to participate in internships.*

*This is the first time that my health, both mentally and physically, is taken into consideration.*

## Results – children and youngsters

- The children's absence from school has decreased by 25%
- The employment for youngsters in part-time jobs (beside school) has increased by 66%.



*When I feel good the children can sense it.*





## Results – health and well-being

- The parents experience a significant change in their ability to manage own health, well-being and surplus of energy
- The employees estimates that the families' overall well-being has increased by 20%.



*Now I know not to lie down and do nothing when I'm in pain. Now I know that movement helps managing the pain.*

## Results – network and leisure

- Almost twice as many children and youngsters use their leisure-pass to participate in spare-time activities in different association compared to a control group outside the project.
- By the end of the project all parents respond yes to the fact that they have a well functioning network of friends and family, which brings them joy and happiness. Before the beginning of the project every sixth parent answered no to the same question.

Har du et godt netværk af venner og familier, der gør dig glad?

Nej slet ikke /  
Nej, ikke rigtigt

14%



0%

Ja, sådan da /  
Ja, helt sikkert

86%



100%



## Results – Financial savings

- The municipality saves an average of over 100.000 Dkr (14.000 Euro) per family per year - Over a four-year period.
- The project “Staircase to Staircase” is estimated to have resulted in a total saving in the social and employment area of at least 15 million Dkr (2 million Euro) for the 62 families.



## First group talk

What are your experiences  
on interdisciplinary teams?  
What do you find being the  
most difficult?



## Second group talk

What are your thoughts on changing the approach towards the citizens to a relational welfare approach?



Daniel and Fatima

<https://www.youtube.com/watch?v=xp63Mz6Aps&t=9s>



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Link to the evaluation report:

[Opgang til Opgang viser vejen til velfærd i udsat boligområde - SUS](#)

