

**TGW FUTURE**  
PRIVATE FOUNDATION



The social entrepreneurship  
of TGW Future Private Foundation  
**Annual Information 2020-2021**

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# TGW Future Private Foundation

## KEY FACTS

<b>Founded</b>	2004	
<b>Location</b>	Marchtrenk (Austria)	
<b>Foundation Board</b>	Martin Krauss (Chairman of the Board) Dr. Ernst Chalupsky (Deputy Chairman of the Board) Johannes Feldmayer (Member of the Board) Christian Lutz (Member of the Board) Dr. Clemens Steiner (Member of the Board)	
<b>Employees</b>	Total	5
	Full/part time	3   2
	FTE (full-time equivalent)	4.5
	f   m   d	2   3   0

 [tgw-future.org](http://tgw-future.org)



# TGW Future Private Foundation

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## ABOUT US

The TGW Future Private Foundation was established in 2004 by its founder Ludwig Szinicz (\*1939 – †2017) in Wels, Upper Austria. The co-founder and owner of the TGW Logistics Group bequeathed 100% of his shares to the Foundation to make his dream come true:

*“TGW is to become a company in which, like in no other business, the focus will be on people. TGW is to be there for the*

*people and not for an investor or an owner who is only interested in profit.”*

The goal of the donation was to ensure that TGW Logistics Group continued to be managed long-term in the spirit of the founder and will protect its independence. Beyond that, it was laid down in the legally binding deed of donation to foster learning and the personal growth of people willing to learn, especially young people, within

and outside the TGW World. To put this in specific terms, ten guidelines were enshrined by the founder in an additional deed in 2016 – the cornerstone of our foundation philosophy today:

### **Focusing on people – learning and growing**

This guiding principle is an integral part of our vision and provides guidance for the

entire TGW World. In three different ways and with a holistic approach, we grasp our social responsibility so as to reduce the gap between the economic system and society at large and identify paths toward sustainable economic activities. With the divisions of industrial entrepreneurship and social entrepreneurship in the foundation, the TGW Future Private Foundation helps to shape entrepreneurs of tomorrow.

*Focusing on people –  
learning and growing*

# TGW-World

Today, TGW-World represents an impact network of three complementary parts:

1 TGW Future Private Foundation: owner, founder and shareholder\*

2 Industrial entrepreneurship: TGW Logistics Group

3 Social entrepreneurship: Future Wings, CAP.future GmbH



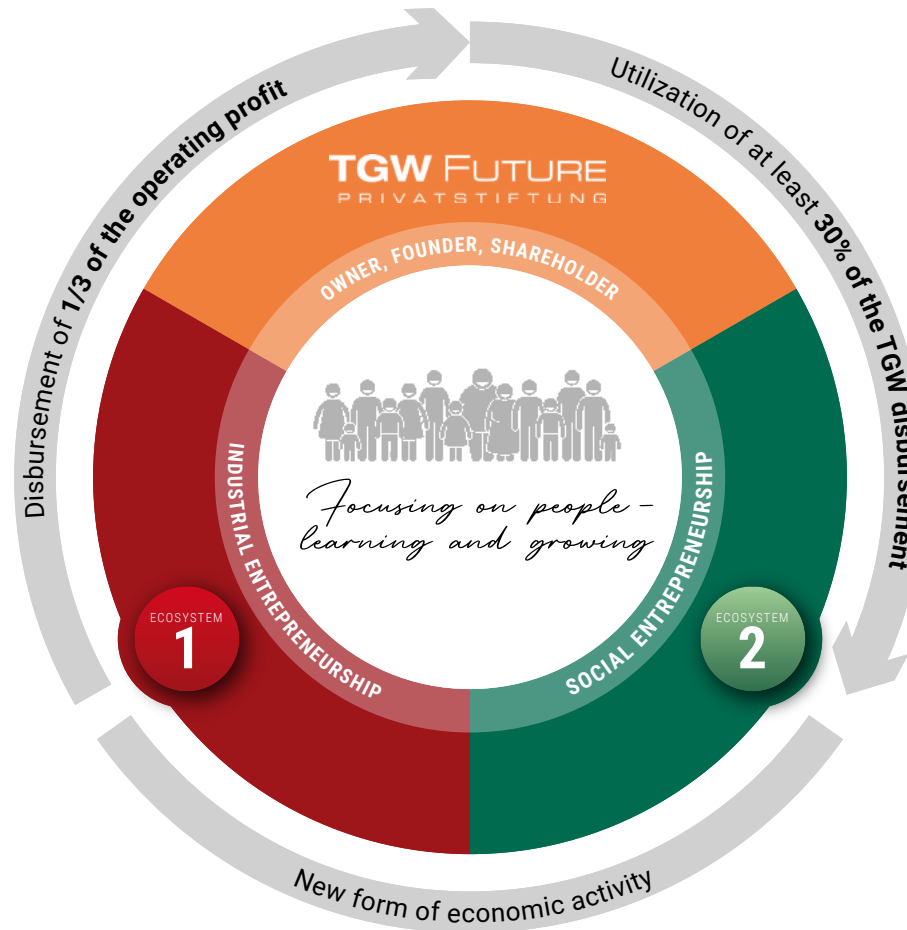
**TGW Logistics Group**  
 Intralogistics technologies  
 Next Generation Fulfillment Center  
 PUMA  
 COOP  
 URBAN OUTFITTERS  
 AMAZON  
 ENGELBERT STRAUSS

**Industries**  
 FASHION & APPAREL  
 GROCERY  
 INDUSTRIAL & CONSUMER GOODS



**Future Wings**  
 Integrated evolution of young people  
 SUENIÑOS  
 B.E.L.  
 MOMO MONKEY MOTION  
 LEARNING CIRCLE  
 SOS-HERZKISTE  
 FUTURE WINGS CHALLENGE

**CAP.future GmbH**  
 Human as the center of technology-based innovation  
 CAP-TRAINING  
 GRAND GARAGE  
 CODERS.BAY  
 NOVA ZONE



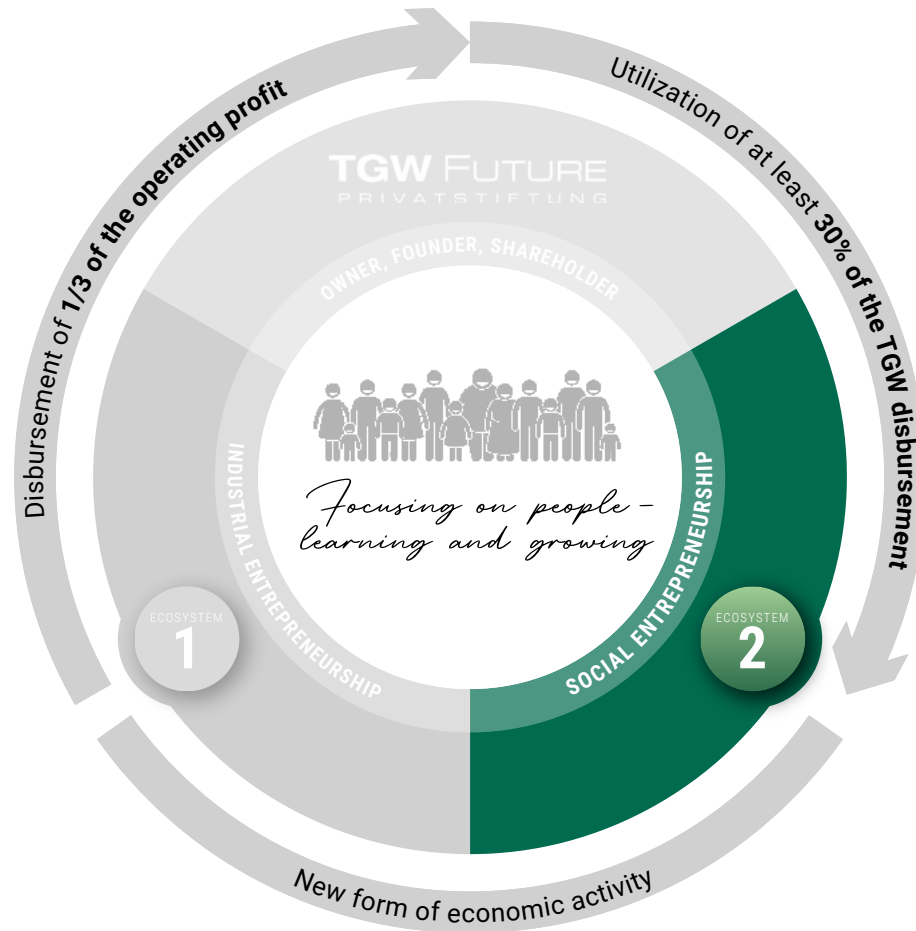
\* Owner of TGW Logistics Group, founder of the Future Wings and Schule Morgen private foundations, shareholder of CAP.future GmbH

# Social entrepreneurship



**TGW Logistics Group**  
 Intralogistics technologies  
 Next Generation Fulfillment Center  
 PUMA  
 COOP  
 URBAN OUTFITTERS  
 AMAZON  
 ENGELBERT STRAUSS

**Industries**  
 FASHION & APPAREL  
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**Future Wings**  
 Integrated evolution  
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**CAP.future GmbH**  
 Human as the center of  
 technology-based innovation  
 CAP-TRAINING  
 GRAND GARAGE  
 CODERS.BAY  
 NOVA ZONE

# Social entrepreneurship

## ABOUT US

Make the world a little bit better with the guiding principle of “Focusing on people – learning and growing”. This thought governed the life of Ludwig Szinicz, founder of TGW Future Private Foundation: He was somebody who felt responsible for the environment and even more for people – within and outside his company. Always open to social questions, he sought to make the world a better place:

*„Based on the foundation’s mission, TGW is not merely a convenient economic community but a community of values striving for meaning and facilitating human and professional growth and entrepreneurial success.“*

Ludwig Szinicz’s goal was to carry forward TGW holistically. With the foundation of the non-profit Future Wings Private Foundation in 2007, he began building social entrepreneurship within the TGW World. His idea was to initiate and implement educational innovations with targeted projects. Today, this foundation division consists of 2 subdivisions:

### **Future Wings:**

The wholly-owned Future Wings and Schule Morgen subsidiary foundations operate both under this name

### **CAP.future GmbH:**

TGW Future Private Foundation holds a 49% stake



## THE FUTURE

- ✓ With our holistic view of people and organisations, we combine learning and innovation in a unique way and are therefore the “partner of choice” for all those who want to learn and become a partner.
- ✓ We have a portfolio of non-profit projects that are high-impact, effective and efficient.
- ✓ In 2030, we will represent the benchmark in the context of social entrepreneurship with regard to education and innovation.

## FUTURE WINGS



**Christian Szinicz**  
Chairman of the Board



**Dr. Maximilian Gumpoldsberger**  
Deputy Chairman of the Board

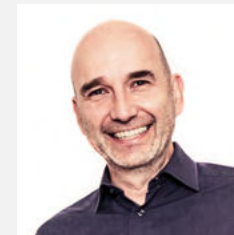


**Dr. Harald Schröpf**  
Member of the Board

## CAP.FUTURE GMBH



**Ruth Arrich**  
Managing Director



**Werner Arrich**  
Managing Director



**TGW Future PS**  
Represented by:  
Martin Krauss

# Social entrepreneurship

## 2020-21 KEY FIGURES AT A GLANCE

### 2018/19

Projects	<b>6</b>
Participants	<b>2,050</b>
Employees without FTE (full-time equivalent)	<b>86</b>
Project expenses in thousand EUR	<b>5,124</b>
Internal revenue in thousand EUR	<b>1,550</b>
Cumulative allocations in thousand EUR <sup>1</sup>	<b>20,224</b>

### 2019/20

Projects	<b>7</b>
Participants	<b>1,438</b>
Employees without FTE (full-time equivalent)	<b>102</b>
Project expenses in thousand EUR	<b>4,755</b>
Internal revenue in thousand EUR	<b>2,376</b>
Cumulative allocations in thousand EUR <sup>1</sup>	<b>21,824</b>

### 2020/21

Projects	<b>10</b>
Participants	<b>2,739</b>
Employees without FTE (full-time equivalent)	<b>118</b>
Project expenses in thousand EUR	<b>4,301</b>
Internal revenue in thousand EUR	<b>2,556</b>
Cumulative allocations in thousand EUR <sup>1</sup>	<b>24,024</b>

### 2021/22

Projects	<b>11</b>
Participants	<b>15,039</b>
Employees without FTE (full-time equivalent)	<b>135</b>
Project expenses in thousand EUR	<b>6,653</b>
Internal revenue in thousand EUR	<b>3,409</b>
Cumulative allocations in thousand EUR <sup>1</sup>	<b>27,659</b>

<sup>1</sup> Amounts paid by TGW Future Private Foundation to CAP.future GmbH, Future Wings and Schule Morgen



# Future Wings

## KEY FACTS

<b>Founded</b>	2007	
<b>Location</b>	Marchtrenk (Austria)	
<b>Foundation Board</b>	Christian Szinicz (Chairman of the Board) Dr. Maximilian Gumpoldsberger (Deputy Chairman of the Board) Dr. Harald Schröpf (Member of the Board)	
<b>Employees</b>	Total	3
	Full/part time	1   2
	FTE (full-time equivalent)	2.5
	f   m   d	2   1   0

🌐 [futurewings.at](http://futurewings.at)



# Future Wings

## ABOUT US

Equal opportunity, educational equity, the chance to determine your own life – these are things that are still denied to many children today. Therefore Future Wings has been engaged since 2007 in providing access to education and thus a self-determined future to children and young people throughout the world.

By developing projects, measures and with the support of organisations that focus on holistic personality development, Future Wings is laying down

the groundwork so later generations can have an independent and responsible future. Future Wings puts children and young people at the centre of their work, allows them to learn and grow holistically so that they can effectively assume responsibility for their lives and their environment. By actively shaping learning and growth processes, Future Wings wants to make a substantial contribution to equal opportunity and a positive social development on a long-term basis.

## THE FUTURE

- ✓ With our holistic view of people and organisations, we combine learning and innovation in a unique way and are therefore the “partner of choice” for all those who want to learn and become a partner.
- ✓ We have a powerful portfolio of non-profit projects that are high-impact, effective and efficient.
- ✓ In 2030, we will represent the benchmark in the context of social entrepreneurship with regard to education and innovation.


Our various projects provide guidance and support to young people so they will be able to shape actively their own learning and growth processes and assume responsibility for their lives and their environment holistically. With this, we are making a vital contribution toward equal opportunity, integration and sustainability prevailing in society.

## OUR PROJECTS



## KEY FACTS

<b>Founded</b>	2005	
<b>Location</b>	San Cristóbal de Las Casas (Mexico)	
<b>Project Management</b>	Alma Silva	
<b>Cooperation partner</b>	Verein Kinderhilfswerk Sueniños	
<b>Employees</b>	Total	34
	Full/part time	12 22
	FTE (full-time equivalent)	26.7
	f   m   d	23   11   0

 [www.sueninos.org](http://www.sueninos.org)

## THE FUTURE

### 2030

- ✓ ....we will be an international brand!
- ✓ Sueniños is a pioneer in the area of social franchising for the integral education of young people.
- ✓ ....50 proud Sueniños ambassadors will spread our spirit around the world!
- ✓ These ambassadors epitomise the Sueniños attitude holistically.
- ✓ ...numerous public institutions will use the expertise of Sueniños – this way, we'll maximise our impact!
- ✓ Depending on the region, we will cooperate closely with relevant organisations – to the benefit of our target group.
- ✓ ...2,000 young people will have improved their life situation significantly thanks to Sueniños. Thus we foster economic independence and participation in social processes.

## PROJECT DESCRIPTION

Sueniños is a training and education project in the southern Mexican state of Chiapas. Children and young people between 6 and 29 take part in a comprehensive integral educational programme. The project makes it possible for them to continue their formal education or complete an apprenticeship in the fields of carpentry, restaurant service and cooking. But mainly they are encouraged in their holistic self-development so they will have a chance of breaking out of the vicious circle of social and economic marginalisation.





## GOAL ATTAINMENT 2020/21

- ✓ Ensuring the offer during the lockdown so as to prevent dropping out of school and ensure the graduation of students from school and/or college
- ✓ Development and strengthening of people skills
- ✓ Enhancing and boosting our impact on the community's development through strategic connections (organisations, companies, government, private individuals)
- ✓ Strengthening external communication in villages and families, especially for those who don't have access to the Internet
- ✓ Support of participants during the pandemic

## HIGHLIGHTS

- ✓ 95% of participants in the "Catering" training programme were kept by the restaurant where they did their internship.
- ✓ 80% of participants know their right to participate and apply it within the framework of Sueniños meetings.
- ✓ In Austria, the association has successfully implemented a training programme for young volunteers from Austria working in Sueniños.





## QUALITY ASSURANCE 2020/21

- ✓ Improvement of internal communication by means of logged weekly team meetings
- ✓ Twice a year, evaluation of the (learning) progress and satisfaction of participants
- ✓ Checklist for continuous improvement in terms of operations and administration
- ✓ Annual performance review of the staff



## OBJECTIVES 2020-21

- ✓ Providing a comprehensive programme for holistic personal development that is both efficient and effective for participants in the medium and long term.
- ✓ Development and application of the entrepreneurial skills of participants who undergo training.
- ✓ Strengthening cooperation with companies, organisations and public institutions.



## FEEDBACK FROM PARTICIPANTS

*Sueniños is an experience that motivates me to achieve new things and realise something very important: I am a woman who believes in herself and knows what she can do.*

*Thanks to the Sueniños training, I work and can make my dream come true. Now I have set my next goal – I want to found my own business.*



## SUENIÑOS IN FIGURES

	Participants			Employees		
	Participants	Training	Total	Employees	Volunteers	Total
2018/19	179	52	231	33 (22.8)	10 (6.0)	43 (28.8)
2019/20	177	27	204	35 (22.5)	4 (3.4)	39 (25.9)
2020/21	190	60	250	34 (26.7)	0	34 (26.7)
2021/22	300	65	365	39 (31.6)	6 (5.1)	45 (36.7)



## KEY FACTS

<b>Founded</b>	2013	
<b>Location</b>	Linz (Austria)	
<b>Project Management</b>	Eva Kirchmayr	
<b>Cooperation partner</b>	-	
<b>Employees</b>	Total	7
	Full/part time	5 2
	FTE (full-time equivalent)	5.8
	f   m   d	6   1   0

🌐 [bel-privatschule.at](http://bel-privatschule.at)

## PROJECT DESCRIPTION

**Learning with enthusiasm – achieving with joy.**

The private elementary school B.E.L. offers children from 1st to 4th grade an educational environment that allows for holistic development and supports the personal self-fulfilment of each and every child. Along with traditional teaching methods, alternative teaching and learning concepts are applied, which are based on the latest findings in state-of-the-art neural research. Thus the foundations are laid for success at school, work and in life.



## THE FUTURE

**WE INSPIRE** our students and their parents

We love what we do, teach with a passion and are red-hot for our profession.

- ✓ We are open to new topics and integrate them purposefully into the classroom.
- ✓ We use tried-and-tested as well as new, future-proof teaching tools.

**WE MOTIVATE** our professional peers

Our enthusiasm is contagious – we pass on our knowledge to others beyond the boundaries of Upper Austria.

- ✓ We offer prospective colleagues opportunities for internships at B.E.L.
- ✓ We share our knowledge in the form of lectures and publications – and we can measure our success.

**WE GROW** and look beyond our elementary school

Our knowledge is developing in depth and breadth – we shape the education of tomorrow.

- ✓ We will continue to safeguard our elementary school financially and organisationally in the future.
- ✓ With the creation of a B.E.L. kindergarten, we aim for deepening and extending of our pedagogical sphere of influence





## GOAL ATTAINMENT 2020-21

- ✓ Team-building event
- ✓ Developing and using two learning routes with chabaDoo
- ✓ Creation of the short video "A Day in the B.E.L." for our "Open Day"
- ✓ Design of B.E.L. branded pullovers for kids and teachers



## HIGHLIGHTS

- ✓ Realisation of the fence canvas (including drawing competition) for better "visibility" of B.E.L.
- ✓ Implementation of the "Jerusalem Dance Challenge"





## QUALITY ASSURANCE

- ✓ Weekly team meetings for project planning and the exchange of information
- ✓ Monthly team activities to boost cohesion
- ✓ Staff discussions at the onset of the school year for reflection and objectives
- ✓ Preparing the yearbook to report all the activities of the last school year
- ✓ "Open Days" for interested parents and children



## OBJECTIVES 2020-21

- ✓ Beginning of the B.E.L. Academy
- ✓ Video recording, editing and publication of the annual theatre play
- ✓ Preparation of the B.E.L. curriculum



## FEEDBACK FROM PARTICIPANTS

*THANK YOU for the inimitable time our son had the privilege to enjoy in the B.E.L. family.*

*My 4 years at B.E.L. were truly wonderful and great. I'll never forget this school.*



## B.E.L. IN FIGURES

	Participants	Employees			Total
	Students	Educators	Afternoon supervisors	Assistant	
2018/19	59	5 (4.5)	1 (1)	1 (0.5)	7 (6)
2019/20	57	4 (4)	1 (0.5)	1 (0.5)	6 (5)
2020/21	59	5 (4.5)	1 (0.5)	1 (0.7)	7 (5.5)
2021/22	61	5 (4.5)	1 (0.5)	1 (0.5)	7 (5.8)



# MoMo - Monkey Motion



## KEY FACTS

<b>Founded</b>	2014	
<b>Location</b>	Linz (Austria)	
<b>Project Management</b>	Manfred Simonitsch	
<b>Cooperation partner</b>	-	
<b>Employees</b>	Total	1
	Full/part time	0 1
	FTE (full-time equivalent)	0.25
	f   m   d	0   1   0

🌐 [monkeymotion.at](http://monkeymotion.at)

## 🔭 THE FUTURE

- ✓ In 2027, we will be integrated in 50 primary schools (reaching more than 1,500 children) with our “MoMo” project to stress the importance of exercise.
- ✓ To achieve this, we have developed a “MoMo box” that we make available to many schools; it is deployed perfectly in school lessons.
- ✓ The exercise-related content was augmented by other holistic aspects (yoga, mindfulness), which rendered MoMo even more attractive for schools. More monkey-inspired trainers have implemented these contents according to jointly developed guidelines. The content not only conveys the importance of exercise to the children, they also had the opportunity of learning about mindfulness and compassion in action so they have a positive impact on their family life at home.

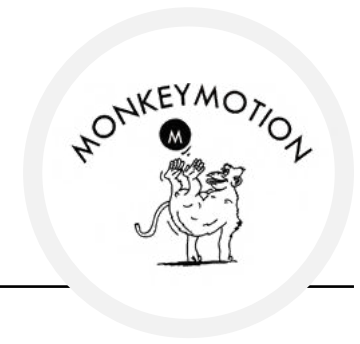
## 📖 PROJECT DESCRIPTION

**“MoMo – Monkey Motion” exercise programme aims at pupils in primary school.**

With exercises that are suitable for children and the monkey as a synonym for motion, the joy in physical exercise is aroused and cultivated and motor development is fostered. The awareness of the children for their bodies and a healthy life as well as a balanced diet constitute integral parts of the concept.



# MoMo - Monkey Motion



## GOAL ATTAINMENT 2020/21

- ✓ Production of a games folder for MoMo schools

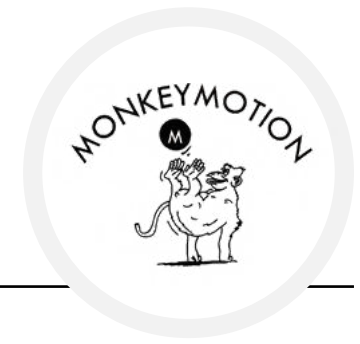


## HIGHLIGHTS

- ✓ Production and marketing of MonkeyHome (home exercise videos) and MonkeyDreams (relaxation journeys for children as a podcast series)



# MoMo - Monkey Motion



## QUALITY ASSURANCE

- ✓ Monthly coordination with Future Wings in terms of further project development perspectives (future development, MoMo box)



## OBJECTIVES 2020-21

- ✓ Ritual introduction in schools with a high proportion of migrant kids
- ✓ Implementation of the "Step-Up Contest" at the beginning of June 2022
- ✓ Start of impact monitoring
- ✓ Advertising the campaign days
- ✓ Expansion of the "Clownery"



## FEEDBACK FROM PARTICIPANTS

*Great MonkeyHome videos to be used specifically in remote learning*

*MoMonline made a valuable contribution to remote learning*



## MOMO IN FIGURES

	Participants				Employees
	Projects	Classes	Students	Schools	Employees
2018/19	14	10	380	10	1 (0.5)
2019/20	3	13	333	9	2 (0.7)
2020/21	3	3	68	2	2 (0.7)
2021/22	17	15	450	13	3 (1.4)

# Learning Circle



## KEY FACTS

<b>Founded</b>	2020	
<b>Location</b>	Austria	
<b>Project Management</b>	Nina Poxleitner, Julian Richter, Lisa-Maria Sommer-Fein	
<b>Cooperation partner</b>	MTOF	
<b>Employees</b>	Total	5
	Full/part time	4 1
	FTE (full-time equivalent)	3.2
	f   m   d	4   1   0

🌐 [learning-circle.eu/](https://learning-circle.eu/)

## PROJECT DESCRIPTION

**LEARN today for a self-determined tomorrow –  
THE digital learning help for every child!**

This social business accompanies students in the lower grades with an innovative mix of traditional tutoring & personal coaching and helps them to master school, learn for life and make their dreams come true. The Learning Circle provides EVERY STUDENT with the opportunity of obtaining top-notch tutoring, no matter what their parents earn.

The offer addresses students in the lower grades, ages 10 to 14. Each child is digitally accompanied 1-on-1 by a learning coach 90 minutes a week. The focus is on inspiring students beyond the subjects taught at school and (re-)discovering personal interests and the delight of LEARNING. LEARNING takes on a new dimension – for school and for life: Learn today for a self-determined tomorrow!

## THE FUTURE

In 2030:

- ✓ **...every child in Austria will know the Learning Circle.**  
1-on-1 support by learning coaches is available to all children who seek additional help; the offer stands no matter if their parents or legal guardians can't afford the tutoring. At least 30% of the children in the Learning Circle come from low-income families.
- ✓ **...we will effectively implement our approach of a holistic personality development of young people.**  
The mindset of the Learning Circle radiates to the outside and has laid the path for other, similar offerings.
- ✓ **...the Learning Circle brings together a large, mixed learning community of people.**  
All children and learning coaches remain a part of the Learning Circle community, revolutionise learning with new ideas and have an impact on society.
- ✓ **...many, many students want to become a learning coach – this task will be THE significant job on the side while studying.**  
Learning coaches will evolve with a stronger personality from their time in the Learning Circle.
- ✓ **...the project will stand financially on the sound basis of a social business model, with the goal of 100% self-financing.**
- ✓ **...the Learning Circle will operate in the Germany/Austria/Switzerland region as well as in other European countries.**  
The successful concept of the Learning Circle is a living idea in various countries and reaches children all over Europe.

# Learning Circle



## GOAL ATTAINMENT 2020-21

- ✓ Review of experience and evaluation of possibilities for a sustainable follow-up project; if needed, development of a concept
- ✓ The programme integrates 20 learning coaches and 80 students
- ✓ Monitoring and ongoing evaluation of student development
- ✓ Testing the accompanying programme for learning coaches

## HIGHLIGHTS

- ✓ Statistically significant improvement of self-efficacy, school grades and willingness to learn among the youngsters in no more than 4 months
- ✓ New programme design
- ✓ Cooperation with #weiterlernen to be able to accept more students for whom self-evaluation is not possible
- ✓ A new corporate identity was developed in feedback loops with the learning coaches



# Learning Circle



## QUALITY ASSURANCE

- ✓ The recruitment process for learning coaches was defined, standardised and documented
- ✓ Ongoing documentation of the learning units
- ✓ Uniform branding & corporate identity
- ✓ Continuous support programme for learning coaches with written feedback
- ✓ Standardised feedback for students
- ✓ External evaluation of student development



## OBJECTIVES 2020-21

- ✓ 370 students attend the Learning Circle for at least one semester
- ✓ On average, there are 42 learning coaches per semester who are continually accompanied in their task
- ✓ Creation of a tool kit for use in learning sessions



## FEEDBACK FROM PARTICIPANTS

*Two of my students were in the Learning Circle last semester for English, and it did them a vast amount of good. Non only in terms of improved school performance – their attitude regarding learning and school has transformed significantly to the positive.*

*Without this project, tutoring for my students would not have been possible. Brilliant!!!*



## LEARNING CIRCLE IN FIGURES

	Participants	Employees		Total
	Students	Employees	Learning coaches	
2019/20	64	3 (2)	17	20 (19)
2020/21	48	4 (2.5)	12	16 (5.5)
2021/22	370	4 (4)	84	87 (24.75)

## KEY FACTS

<b>Founded</b>	2020	
<b>Location</b>	Vienna/Linz (Austria)	
<b>Project Management</b>	Lena Mulumulu	
<b>Cooperation partner</b>	SOS-Kinderdorf	
<b>Employees</b>	Total	3
	Full/part time	0 3
	FTE (full-time equivalent)	2
	f   m   d	2   1   0

[www.sos-kinderdorf.at/sos-herzkiste](http://www.sos-kinderdorf.at/sos-herzkiste)

## THE FUTURE

- ✓ In 2030, we will be offering the contents of SOS-Herzkiste in all classes of secondary level-1 throughout Austria.
- ✓ With our range of offers, we support children in their holistic development processes, boosting their self-efficacy and solidarity with others and encouraging them to help shape the future of all people.
- ✓ Every year, hundreds of teachers use the contents we have created, in which the holistic support of young people's development is elaborated together. Thus we augment development processes in daily school life from within and enrich teaching activity with creativity and appreciation.
- ✓ Schools become places of giving shape to things and social spaces of togetherness and equality.

## PROJECT DESCRIPTION

**Schools are more than just a place for acquiring knowledge. They are a spot where kids discover their personality, make friends and resolve conflicts.**

Usually there is very little time in daily school life to support the education of the soul and mind, which is so important in later life. SOS-Herzkiste ("boxes from the heart") and its low-threshold and lovingly designed materials and workshops gives space to the social skills of secondary level-1 students (10 to 14) to learn how to deal with people in a respectful and appreciative way – in the classroom and beyond.



# SOS-Herzkiste



**GOAL ATTAINMENT 2020-21**

- ✓ Sending 20 SOS-Herzkisten to schools in Vienna and Upper Austria.
- ✓ Establishment of a training academy to train more supervisors for the “Mindful Together” workshops.
- ✓ Development of a basis for project evaluation

**HIGHLIGHTS**

- ✓ Even though this is the first cooperative project for SOS-Kinderdorf in which a product is shared and developed jointly in terms of content, people felt it to be quite a positive and successful project.
- ✓ The high demand and awesome feedback have shown that the attitude and methods of SOS-Herzkiste are well received by all and sundry.
- ✓ Wonderful support from the Vienna Department of Education for reaching teachers.
- ✓ Beiersdorf could be won over as an additional sponsor.







## QUALITY ASSURANCE

- ✓ One-hour feedback sessions with teachers during the pilot phase using a questionnaire, including a report summary
- ✓ Organising a retreat to discuss and develop the logic of effects and an outlook on the future.
- ✓ Biweekly regular meeting of SOS-Kinderdorf and Future Wings
- ✓ Internal questionnaire of the workshop managers as the basis for further improvements/ changes



## OBJECTIVES 2020-21

- ✓ Sending of 400 SOS-Herzkisten ("boxes from the heart")
- ✓ Further development of the SOS-Herzkiste by two more boxes
- ✓ Set-up and implementation of impact measurement by means of indicators



## FEEDBACK FROM PARTICIPANTS

*The workshop just blew me away because the children were so focused. And you can learn a thing or two for your own classroom lessons from it.*

*Communication has greatly improved thanks to the compliments wall.*

*The subject is very suitable for children. They are delighted to be in the focus, so they can talk about themselves, talk about their feelings.*

*I'm really very proud when I see how socially smart the children are and that the content works so well.*



## SOS-HERZKISTE IN FIGURES

	Participants				Employees
	Boxes from the heart	Teachers	Students	Schools	Employees
2020/21	40	30	670	13	2 (1.5)
2021/22	400	248	10,000	130	3 (2)

# Future Wings Challenge



FUTURE WINGS  
CHALLENGE

## KEY FACTS

<b>Founded</b>	2021	
<b>Location</b>	Vienna (Austria)	
<b>Project Management</b>	Dominik Hejzak	
<b>Cooperation partner</b>	Teach For Austria	
<b>Employees</b>	Total	2
	Full/part time	1 1
	FTE (full-time equivalent)	1.25
	f   m   d	1   1   0

🌐 [futurewings-challenge.at](https://futurewings-challenge.at)

## PROJECT DESCRIPTION

Future Wings Challenge supports founders in the implementation of their innovative educational projects for children and young people to generate more equal opportunity.

In a three-month programme, participants are prepared for the start-up of their enterprise parallel to their job. With experienced coaches and mentors, we flesh out the ideas and help along the process – from the initial idea up to the implementation of sustainable and non-profit projects.

## THE FUTURE

- ✓ Future Wings Challenge is THE incubator for social enterprises whose focus is on education in Austria. Future Wings Challenge generates the most successful and effective projects in the sphere of education.
- ✓ With the holistic development of children and young people, Future Wings Challenge creates an impact and later the kids' opportunity to lead a good life.
- ✓ FW Challenge is used as a white label solution by other organisations in Europe. Through the TFALL network in particular, we contribute to greater equality in education in other countries as well.



# Future Wings Challenge



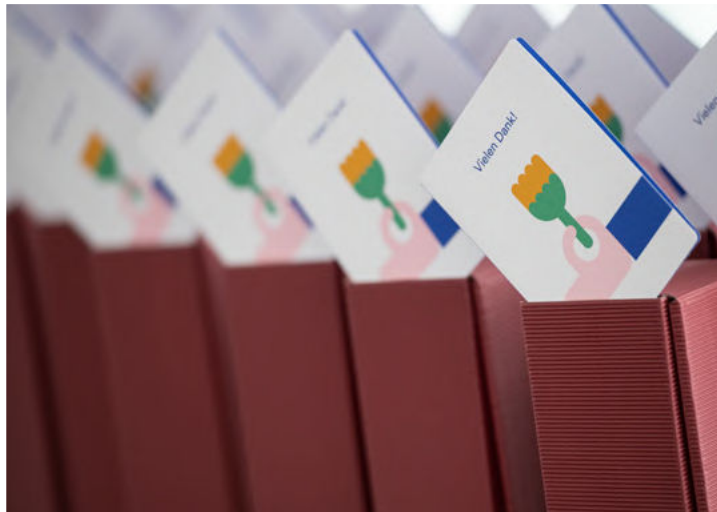
## GOAL ATTAINMENT 2020-21

- ✓ Initial idea and structuring of an education incubator.
- ✓ Advertising for the incubator and selection of auspicious projects that foster a holistic development of children and young people.

## HIGHLIGHTS

Only a few weeks after the start of the incubator, initial start-up projects have already initiated their pilot runs.

- ✓ Within the “Agent Teacher” pilot run, the first few teachers have been guided and supported.
- ✓ The “Cloud Path” project won over a coach as co-founder. In addition, the project is scheduling a pilot run with TGW Logistics for apprenticeships.
- ✓ Around 80 guests from the sphere of politics, industry and from project partners at the Demo Day 2021.



# Future Wings Challenge



## QUALITY ASSURANCE

- ✓ At least once a week a regular meeting with the team, Future Wings and TFA
- ✓ Evaluation of all 21 workshops by the participants.
- ✓ Final evaluation of FWC as the basis for designing the next round
- ✓ Regular dialogue with stakeholders in the education landscape and the start-up scene
- ✓ Planning first alumni meetings



## OBJECTIVES 2020-21

- ✓ Successful completion of a second round by the summer of 2022 with at least 8 projects
- ✓ By summer of 2022, at least 3 projects from the first round have taken further steps (funding commitments, cooperation partnerships, pilot runs, etc.)
- ✓ By summer of 2022, at least 3 cooperation partnerships will have been established, which provide support financially, through networks or else by communication



## FEEDBACK FROM PARTICIPANTS

*FWC is simply brilliant! For me, it was the perfect opportunity to work, outside school, on a project that's quite close to my heart and make some progress.*

*Weeks without FW Challenge are weeks that are lost!*

*The feedback from all jury members on the Demo Day was enormously helpful. Many things were encouraging, many things were pointed out that can do with some improvement, but never without specific tips on how problems can be addressed.*



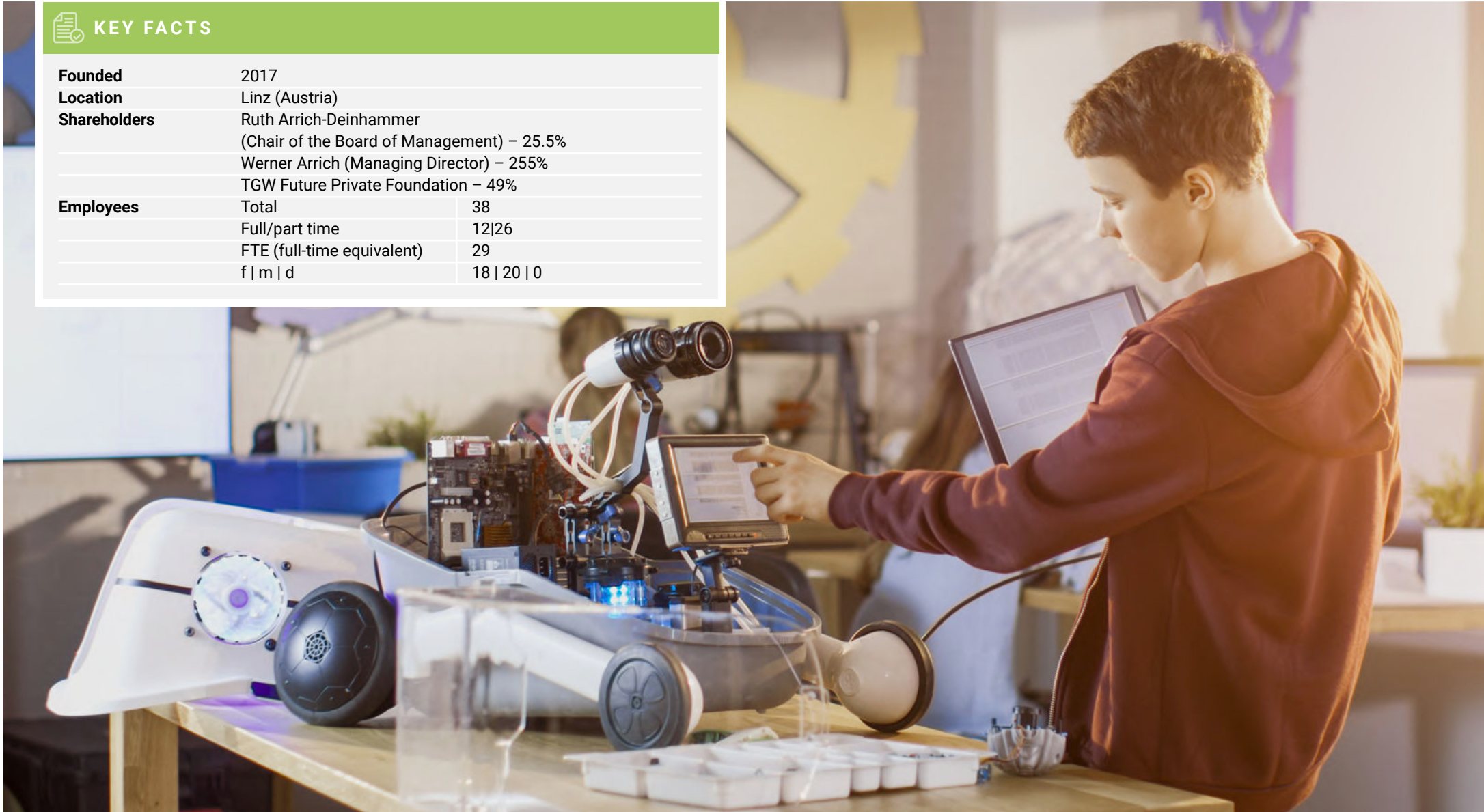
## FUTURE WINGS CHALLENGE IN FIGURES

	Participants				Employees
	Projects	Participants	Mentors	Coaches	Employees
2020/21	8	24	8	28	2 (1.25)
2021/22	8	16	8	28	2 (1.25)

# CAP.future GmbH

## KEY FACTS

<b>Founded</b>	2017	
<b>Location</b>	Linz (Austria)	
<b>Shareholders</b>	Ruth Arrich-Deinhammer (Chair of the Board of Management) – 25.5% Werner Arrich (Managing Director) – 25.5% TGW Future Private Foundation – 49%	
<b>Employees</b>	Total	38
	Full/part time	12 26
	FTE (full-time equivalent)	29
	f   m   d	18   20   0



# CAP.future GmbH

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## ABOUT US

The cornerstone of CAP.future GmbH was laid in 2010. At that time, it was still integrated in the Future Wings Private Foundation. Going by the name of CAP-Training, it was established with a great deal of passion by Ruth and Werner Arrich as well as Ludwig Szinicz, who put their hearts and soul in the project. With ever new project ideas, CAP.future GmbH was founded by shareholders Ruth Arrich-Deinhammer and Werner Arrich as well as TGW Future Private Foundation in 2017. The goal was to design learning and

development spaces to tap potential and develop innovative power.

This potential is already enshrined in the name, since CAP. stands for capabilities, i.e. skills, abilities and talents. The Upper Austrian company, headquartered at Linz Tabakfabrik, has set itself the goal of developing personal skills, carrying forward technology-based innovations, networking creative and technology-savvy people and translating ideas into reality with cutting-edge technologies.

## THE FUTURE

- ✓ With our holistic view of people and organisations, we combine learning and innovation in a unique way and are therefore the “partner of choice” for all those who want to learn and become a partner.
- ✓
- ✓ We have a powerful portfolio of non-profit projects that are high-impact, effective and efficient.
- ✓
- ✓ In 2030, we will represent the benchmark in the context of social entrepreneurship with regard to education and innovation.

We design learning and development spaces to identify potential and allow innovative power to unfold. People learn and act across systems, adopt a proactive attitude and thus create an attractive future for themselves and society.

## OUR PROJECTS



# CAP.-Training



## KEY FACTS

<b>Founded</b>	2010	
<b>Location</b>	Linz (Austria)	
<b>Project Management</b>	Gabriele Egger	
<b>Cooperation partner</b>	WIFI	
<b>Employees</b>	Total	2
	Full/part time	0 2
	FTE (full-time equivalent)	1.3
	f   m   d	2   0   0

🌐 [cap-future.eu](http://cap-future.eu)

## PROJECT DESCRIPTION

### CAP. – the top talent program for the senior classes at AHS

CAP. offers students additional specialist training in tandem with attending senior classes at AHS.

Since 2010, the training programme has focused on the area of mechatronics and goes over four years (including at least 8 weeks during the holidays). The course is completed with an extraordinary final examination. Starting in the fall of 2022, the training programme will be augmented by a three-year training course in the field of cyber security. One essential component of the training programme is age-appropriate management. It will be enhanced in the future – especially in cyber security training – by a curriculum specially developed for CAP. focusing on social skills and project management.

## 🔭 THE FUTURE

In 2030:

- ✓ **...we will be the CAP. brand and a beacon in the educational landscape by having brought our successful mechatronics concept to state of the art and expanded our range by cyber security and AI.**  
Thus our offerings will always be cutting-edge, making a contribution to solving social challenges. Together with innovative cooperation and training partners, we connect promising disciplines and traditional training paths to open up new opportunities and future prospects for young men and women.
- ✓ **...we will be even more closely connected to our highly dynamic target group with our curriculum, which has been specially developed for CAP. and is conveyed by us personally.**  
With this, we create a unique connection between specialist training, personality development and clear CAP. values – a stable framework for holistic growth.



# CAP.-Training



## GOAL ATTAINMENT 2020-21

- ✓ Transfer of project management from Ruth Arrich to Gabriele Egger; individual areas of project management were transferred to Claudia Leitner
- ✓ Conversion of the lead partner from Future Wings Private Foundation to CAP. future GmbH
- ✓ Ensuring classroom teaching despite difficult conditions due to COVID-19

## HIGHLIGHTS

- ✓ Application of 29 young people for 2021, although advertising for CAP. 90% was cancelled at schools and the CAP. information event had to be held online.
- ✓ Kick-off and drawing up the curriculum for the new CAP. track AHS+CyberSecurity (including forms, new CAP. website and our own logo)
- ✓ New networks and cooperation partners: CODERS.BAY, CyberSecurity Austria, FH OÖ Betriebs GmbH / Secure Information Systems Department, Hagenberg site
- ✓ Heavy use of THE GRAND GARAGE: Holiday internships CAP.tains, weekly work in building technology, use of workshops provided especially for CAP.





# CAP.-Training



## QUALITY ASSURANCE

- ✓ Establishment of a CRM system to relieve the administrative burden
- ✓ Regular meetings with the Managing Director (Ruth Arrich) to exchange information
- ✓ Personal annual meetings with all young people (4-eyes principle) as well as personal feedback discussions with the CAP trainers and an annual trainer workshop
- ✓ Quarterly discussions with Sven Pfaffenberger (WIFI Area Manager) and an annual discussion with Sven Pfaffenberger and Lorenz Steinwender (WIFI project manager) on ensuring the quality of training



## FEEDBACK FROM PARTICIPANTS

*CAP. was a great bit of training for me in tandem with AHS. It gave me the opportunity to pursue my technical interests without having to give up general education at AHS. But CAP. is a lot more than that: The famous CAP. spirit makes you feel you're surrounded by family, in which each and every participant shares their ambitions and motivation.*

*For me, CAP. means family, friends and training – all at once. At CAP., I found friends who share my passions, who meet me on equal footing.*



## OBJECTIVES 2020-21

- ✓ Mechatronics training pilot project in cooperation with WIFI and GRAND GARAGE: Increased project-oriented classroom teaching, title: "Creative Engineering" that will be implemented in the second and third year of training.
- ✓ Preparation of a new three-year training track on the subject of cyber security in cooperation with the Technical University of Upper Austria (FH OÖ – Safe Information System Department, Hagenberg site) and of CODERS.BAY, for which the pilot cohort will begin in the fall of 2022.
- ✓ Focused networking with GRAND GARAGE: With additional workshop offerings, the young people can get even more practical experience




## CAP. TRAINING IN FIGURES

	Participants			Employees		
	CAP.tains	CAP.finisher	Total	Employees	Volunteers	Total
2018/19	92	59	151	3 (1.6)	1 (0.25)	4 (1.85)
2019/20	93	82	175	3 (1.6)	1 (0.25)	4 (1.85)
2020/21	92	102	194	2 (1.3)	1 (0.25)	3 (1.55)
2021/22	91	119	210	3 (2)	1 (0.25)	4 (2.25)

# Grand Garage

## KEY FACTS

<b>Founded</b>	2019	
<b>Location</b>	Linz (Austria)	
<b>Project Management</b>	Ruth Arrich, Werner Arrich	
<b>Cooperation partner</b>	-	
<b>Employees</b>	Total	34
	Full/part time	10 24
	FTE (full-time equivalent)	25.6
	f   m   d	15   19   0

 grandgarage.eu

## PROJECT DESCRIPTION

The innovation workshop for people, knowledge and technology with a maker space on around 4,000 m<sup>2</sup> in the Linz Tabakfabrik.

In the open workshop, members have access to over 90 professional machines and digital technologies. From a welding bench to CNC milling to 3D printers, industrial robots and laser cutters – it's all to be had at the workshop.

With the idea of an open community at its heart, GRAND GARAGE is a place for

- ✓ creative entrepreneurship,
- ✓ qualification of members and the community
- ✓ support for creative companies and start-ups
- ✓ low-threshold technology for people who are interested
- ✓ development of local, regional and international synergies and
- ✓ creation of alternative networking options

This approach provides a fertile soil for innovation and an open way of thinking – the future of technological humanism.

## THE FUTURE

In 2030, GRAND GARAGE will be a fertile source of ideas, a place for exciting experimentation, a pilgrimage site for technology and innovation addicts.

- ✓ A colourful mix of all those intrigued by technology will have their day at GRAND GARAGE. From this will evolve creative and innovative projects that are jointly implemented.
- ✓ GRAND GARAGE is the centre for low-threshold technology access in Upper Austria; it has established itself as a partner for educational institutions and other organisations. Companies/institutions from many disciplines (art, science, industry, education) collaborate on a regional basis as well as internationally in the projects of GRAND GARAGE.
- ✓ We are the established networking partner for collaborative projects related to technological humanism at a national and international level.



# Grand Garage



## GOAL ATTAINMENT 2020-21

- ✓ Building out the “foresight.bay” design thinking laboratory
- ✓ Increase of the number of private members (tinkerers/hobbyists, prototype builders, technology enthusiasts)
- ✓ Opening of the NOVA ZONE as a laboratory for new forms of working and collaborating and as a preliminary stage for prototype building
- ✓ Build-out of communication channels

## HIGHLIGHTS

- ✓ Establishment of student formats in conjunction with the University of Applied Sciences Hagenberg (including ECTS score)
- ✓ First Maker Education projects with educational partners
- ✓ First research paper with students together with the University of Applied Sciences Upper Austria
- ✓ As part of the “Impact Innovation Weeks”, young researchers develop a ventilator (POLYVENT)



# Grand Garage



## QUALITY ASSURANCE

- ✓ Preparation and implementation of a holistic process map
- ✓ Introduction of an OKR (objectives and key results) system
- ✓ Professionalisation and digitisation of the onboarding security system for members
- ✓ Selection of qualified team leaders (new hires via structured hearings)
- ✓ Build-out of the internal coaching and further training range of offerings



## OBJECTIVES 2020-2021

- ✓ Member offensive: Boosting utilisation



## FEEDBACK FROM PARTICIPANTS

*The range of machines is just awesome, and everybody working at GG is awfully nice – you just feel great!*

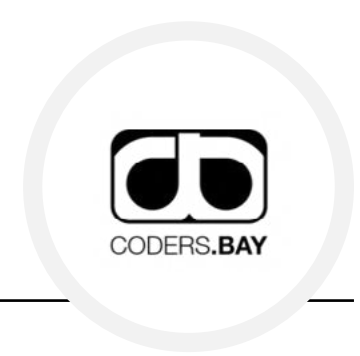
*It's really amazing that GG exists and offers students access to expensive machines!*

*The team is just WONDERFUL! The working atmosphere is fantastic. The hosts know what they are doing.*



## GRAND GARAGE IN FIGURES

	Participants				Employees
	Registered members	Active members	Workshop participants	Company memberships	Employees
2018/19	342	167	935	6	23 (17)
2019/20	725	320	1,800	11	31 (20.5)
2020/21	997	191	950	11	35 (24)
2021/22	1,000	270	3000	13	(33.4)



## KEY FACTS

<b>Founded</b>	2020	
<b>Location</b>	Linz (Austria)	
<b>Project Management</b>	Gerold Hemetsberger, Marion Urbanides (BFI)	
<b>Cooperation partner</b>	BFI	
<b>Employees</b>	Total	8 (+ 10 freelancers)
	Full/part time	2 6
	FTE (full-time equivalent)	8 (+ 10 freelancers)
	f   m   d	4   4   0

🌐 codersbay.at

## PROJECT DESCRIPTION

**Basic programming knowledge is becoming ever more crucial as digitisation progresses.**

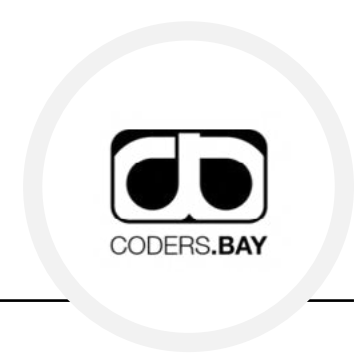
Software developers and people with solid programming skills are more in demand than ever on the labour market! Not enough people are being trained to meet the rising demand on the labor market at the existing training facilities of universities, universities of applied science (FT) as well as technical colleges (HTL). In CODERS.BAY, practical and project-oriented training tracks are provided to company employees and private individuals to get a foot up with software development or expand existing skills.

## 🔭 THE FUTURE

**In 2025, we will be an excellence centre for teaching skills in software and network technology with low-threshold access for adults and will have become a pioneer in Upper Austria.**

- ✓ We will always design our range of offers corresponding to the latest digital challenges of our time.
- ✓ We train people based on customised pedagogical concepts and link up professional training and personality development in a unique way.
- ✓ We ensure financial independence, long-term stability and independence. This way, we'll use synergies with other projects of BFI as well as of CAP.future and Future Wings.





## GOAL ATTAINMENT 2020-21

- ✓ Professionalising of training formats
- ✓ Build-out of innovative training formats

## HIGHLIGHTS

- ✓ Winning a new, comprehensive AMS tender for coding training
- ✓ Preparation of the SAP training track
- ✓ Implementation of a coding training track for women





## QUALITY ASSURANCE

- ✓ Regular feedback discussions with trainers
- ✓ Written participant feedback after the training
- ✓ Establishment of official certificates for participants (e.g. SAP certificate)
- ✓ Standardised evaluation by AMS (Austrian Employment Office)



## OBJECTIVES 2020-2021

- ✓ Implementation and expansion of training courses in software and network technology, particularly in coding, SAP and cyber security
- ✓ Further development of the organisation



## FEEDBACK FROM PARTICIPANTS

*Bootcamp IT Coders.Bay at Linz Tabakfabrik. One of the most brilliant facilities I know and where I have the privilege of being!*



## CODERS.BAY IN FIGURES

<sup>1</sup> Personnel processing via BFI, so there is no historical data available.

	Participants	Employees		
	Participants	Employees <sup>1</sup>	Freelancers <sup>1</sup>	Total <sup>1</sup>
2018/19*	127	NA	NA	NA
2019/20	285	NA	NA	NA
2020/21	279	8	10	18
2021/22	435	8	14	22



## KEY FACTS

Founded	2021
Location	Linz (Austria)
Project Management	Werner Arrich
Cooperation partner	Pro Active

🌐 [nova-zone.eu](http://nova-zone.eu)

## THE FUTURE

**In 2030, we will be a fascinating experimental laboratory for methods and processes related to innovation and the future of Austria. Successful technological and social innovations are demonstrably starting here.**

- ✓ The top organisations from industry, the cultural sphere and education in the German-speaking countries utilise the NOVA ZONE range of offerings.
- ✓ Recognised experts and a wide network of creative players enable an inspiring dialogue and path-breaking new developments.
- ✓ We ensure financial independence, long-term stability and independence. This way, we will use synergies with other projects of CAP.future and Future Wings

## PROJECT DESCRIPTION

**NOVA ZONE is a temporary learning and development space that enables the discovery of new perspectives and synergies.**

In GRAND GARAGE building at the Linz Tabakfabrik, NOVA ZONE lends space for creativity & innovation on more than 300 m2, where everything and anything can be thought, spoken and tried out. To this end, innovation processes as workshops, tech tastings and growth stimuli are on offer.





# Nova Zone



## HIGHLIGHT

- ✓ Design sprints for TGW Logistics

## QUALITY ASSURANCE

- ✓ Conception and implementation of a comprehensive communication strategy, including
- ✓ collaboration/founding community with experienced facilitators (Patrick Rammerstorfer and Katharina Ehrenmüller)
- ✓ Standardised procedures for the structuring and planning of workshops and events
- ✓ Creation of independent Internet contents (website, social media channels, design language)

## OBJECTIVES 2020-2021

- ✓ Implementation and expansion of training courses in software and network technology, particularly in coding, SAP and cyber security
- ✓ Further development of the organisation



## NOVA ZONE IN FIGURES

Official start in the 2021-22 fiscal year. So no figures are mapped yet.

# Contact

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 CONTACT

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**TGW FUTURE**  
PRIVATSTIFTUNG

