

## Start Foundation

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Year founded	1998
Sector interests	Employment, entrepreneurship and employability disadvantaged individuals
Geographic focus	Netherlands
Size of fund	Annual investment € 4 million
Investment support	Funding, capacity building, advice, technical assistance, networking and other non-financial services
Investment size	From seed funding up to € 500,000 for 3-5 years

Start Foundation believes in social participation by getting people into jobs or self-employment. Its focus is on those on low incomes and who are from disadvantaged backgrounds. Start Foundation has two separate budget lines. Grants are usually used for new experiments in integrating people into jobs. Loans are used to either start up new businesses or scale up existing businesses in order to create more jobs. Since the financial crisis, a separate business line has been set up to help prevent people in vulnerable employment from losing their jobs. Start Foundation is financially independent through its capital (€ 110 million) received from selling a company. Start Foundation invests in foundations, social firms and in private companies.

Besides individual investments, Start Foundation also runs several theme programmes. For the period 2009-2012, Start Foundation together with the Dutch Salvation Army is running a programme to establish 20 new social firms and create at least 300 new jobs. Furthermore Start Foundation runs two business schools: one for former refugees who work far below their abilities and one for ex-offenders. Start Foundation has also took the lead in seeking greater impact measurement in Dutch philanthropy. The driving idea of Start Foundation is to create a new inclusive economy.

As of May 2010, Start Foundation has provided loans to 56 social firms/ private companies, grants to 160 experiments and about 110 small (€ 15,000 or less) donations for activities in line with its mission. Loan recipients include Fifteen, Amsterdam, a restaurant (based on Jamie Oliver's idea) which gives young, disadvantaged people new chances; a frame factory, Verbindig, in Groningen, that employs exclusively deaf staff; Autest, Utrecht, a software testing company which employs exclusively autistic staff; and Prael Brewery, where people with mental health problems brew special beers. Grant recipients include Dress4succes Netherlands, a non-profit organisation that provides interview suits, confidence boosts, and career development to low-income men and women; and Job hunt on the golf course, where young unemployed jobseekers act as caddies while employers play golf.