

ESF Programme for Employability, Inclusion and Learning OP 2014-2020	
Priority:	Promoting the attainment of sustainable and quality employment through relevant up-skilling measures and supporting labour mobility including the Youth Employment Initiative
Thematic Objective and investment priorities:	Promoting sustainable and quality employment and supporting labour mobility;
Activity title:	Intra EU Mobility
Overall Objective	To assist Employers to source suitable candidates and to assist Job Seekers and Job Changers, Unemployed, Graduates and Migrants to find employment in the wider European Labour Market To improve the employment prospects of young people
Certifying Authority:	ESF Certifying Authority Department of Education and Skills (DES)
Managing Authority:	ESF Managing Authority DES
Intermediate Body:	EU Funding Compliance Unit Department of Social Protection (DSP)
Intended Beneficiaries:	EURES National Coordination Office DSP

1. CONTEXT/ PROBLEM/ NEED BEING ADDRESSED:**(1) IMPROVING ACCESS TO EURES**

Employers - The main purpose of this activity is to make EURES a key part of employer recruitment strategy. It is desired that Irish employers and those EU/EEA employers recruiting in Ireland would see Europe as their recruitment ground.

Job Seekers, Job Changers, Unemployed, Migrants - As stated elsewhere the numbers in employment in Ireland rose from just over 1 million 10 years ago to 1.9 million today. The increase in employment was made up of Irish migrant workers returning, a greater increase in participation in the labour force by women and by workers coming to Ireland from all over the World but particularly by workers coming from the EU. Now over 14% of our Labour Force comes from the MS. However, the recession has affected mobile European workers greater than the indigenous population.

For the first time EURES Ireland will be operating a scheme to support young people to avail of an opportunity of work, training, upskilling and language training abroad. This programme will include the provision of language training, CV and interview skills together with preparation for young people in applying for jobs/positions of interest in other Member States. The "Experience Your Europe" EYE has now been launched.

(2) JOBS & ADVICE FAIRS

Ireland suffered a major employment shock in the recession that followed the financial crisis of 2008. The reduction in youth employment levels was more pronounced than for the working age population generally. The youth unemployment rate, having averaged about 9% in 2005-2007, rose sharply to reach a peak of 33% in mid-2012, before falling slightly to average 26.7% in 2013 and currently remains at 21.5%. The unemployment rate has fallen to 11.9 in the first quarter of 2014 with the economy now starting to create more jobs. This drop in unemployment rate has, to some extent, been assisted by EURES Ireland through the Department of Social Protection actively engaging with employers and job seekers. EURES Ireland has helped to fund very successful employer briefings and meetings, where we have promoted the services and financial subsidies available to employers who are recruiting for their job vacancies. These briefings provide :

- an opportunity to promote employer participation at our Jobs and Advice Fairs where EURES will -
- arrange for their vacancies to be promoted and matched against the Live Register and
- notify jobseekers of the job opportunities and advice available and invite them to come along to the event and meet employers and Training and Advice Agencies
- a 'Jobs Wall' at each event with a list of all the vacancies on offer and
- a CV Workshop where clients can get advice on CV preparation and interview skills.

EURES Ireland have also engaged with various state agencies such as the IDA, The IDA is now using EURES Ireland as a marketing tool to attract employers to set up in Ireland and use the recruitment services we offer. We will develop and expand our engagement with employers with employer and agencies in line with the EURES Ireland Communications Strategy.

DIALOG PROJECT

Non-Irish nationals in Ireland account for 12% of the overall population in Ireland (15.1 per cent of total workforce). They were also the biggest group hit by the recession. Total employment among non-Irish nationals fell by 40% between 2008 and 2011, whereas in the same period total employment among Irish nationals fell by 10%. There is a lack of access to information on state supports available, due to a number of barriers in accessing various services. They are often not fully aware of the full range of entitlements available to them including advice and counselling, housing benefits, fuel allowances, health benefits, etc. Their problems can be often compounded by language problems. Immigrants are more likely to report working in jobs below their skill level. They are also less likely to be in a permanent position and receive lower gross earnings than Irish nationals.

EURES Ireland is taking a proactive role in providing services to Mobile workers and their families. We endeavour to address all mobility related issues to this client group by creating a forum for Migrant workers. This requires a close cooperation with NGOs, Embassies and other Organisations providing services to Migrants in Ireland.

In 2010 EURES Ireland launched DIALOG project and commenced a process of creating a DIALOG forum in Dublin; we continue to build on the experiences and cooperation to date. DIALOG is built around a semi structured network of the statutory and NGO sector involved with Migrants in Ireland and includes the active participation of the Social Partners

(3) EURES IRELAND WEBSITE WITH INTEGRATION OF ONLINE EVENTS AND SOCIAL MEDIA

In order to meet the Governments ambition set out in the Action Plan for Jobs, that Ireland will become the most attractive location in the world for ICT skills availability, we need to facilitate a platform for promoting Ireland as a destination for skilled ICT professionals and for enabling mobility in the sector.

(4) Intra-EU Mobility and Language Skills

In relative terms the reduction in youth employment levels was more pronounced than for the

working age population generally. The youth unemployment rate, having averaged about 9% in 2005-2007, rose sharply to reach a peak of 33% in mid-2012, before falling slightly, to average 26.7% in 2013.

2. OBJECTIVES OF THE ACTIVITY:

1. IMPROVING ACCESS TO EURES

The main objectives of the actions proposed are to mainstream EURES in the employer and jobseeker actions of the Department of Social Protection. We wish to make EURES a recruitment organisation of 'choice' by both jobseekers and employers.

- (a) The objective of activities in this plan is to continue to develop and strengthen both the internal and external use of EURES services. We are working at making EURES services an integral part of the service offer Ireland offers to companies wishing to locate in Ireland. This will require EURES services being promoted by other State Agencies, Government Departments and Employers Organisations.

In addition to EURES use by state services and employers, we will build on the deepened relationship which has been developed with employer organisations including Chambers Ireland, Irish Business and Employers' Confederation (IBEC) and the Small Firms Association.

The level of awareness and therefore the usage of EURES services by Jobseekers is still very low. Our objective in the current plan will be to increase the awareness among jobseekers and therefore the use of EURES services by jobseekers. In this regard, we will concentrate on developing the potential for mobility among the ±250,000 unemployed construction and construction related jobseekers. Our objective is to position EURES as a first option of choice for these jobseekers.

DSP/EURES will in future be delivered by the new DSP delivery service Intreo and a major campaign will be conducted by Irish EURES advisers so that all frontline staff in Intreo will be aware of EURES and be at least capable themselves of delivering basic EURES services to clients, both jobseekers and employers.

- (b) To widen the appeal of EURES

To job seekers to increase the number of suitable positions available and to explore ways and means of minimising the difficulties, including issues of qualification recognition, faced by Irish job seekers when considering mobility an option to unemployment. At the same time, to make Irish jobs attractive and known to job seekers from the wider European Labour Market.

We will develop our "Know Before You Move" (outgoing) and Know Before You Go (incoming) information suites and promote same as a "mobility package" for jobseekers, job changers, and workers. These packages will include the provision of EURES services before departure from the home country and after arrival in the destination country. It will also include services for workers willing to return to their home country or to move to another country.

- (c) Eures will continue to work with the 3rd level education sector.

We are currently working with major multinational European companies and the Universities to recruit recent graduates. This has proved very popular with both students and the Enterprises and this activity will continue and grow in the 3rd year of the plan.

JOBS & ADVICE FAIRS

- To reach out to Job Seekers and Job Changers to inform them of the opportunities existing in all areas of the European Labour Market.
- To offer employers, based in Ireland and in other Member States, with a fast efficient and professional service to meet their recruitment needs.
- To provide a fundamental facility where jobseekers can meet potential employers, obtain advice on training opportunities, advice on starting your own business, Advice on living & working in other EEA Member States.
- To provide a CV Workshop that is a tool to assist jobseekers to improve their CV and obtain tips on interview skills.

DIALOG PROJECT

- To provide a platform for identifying the labour market related issues of Non-Irish workers in Ireland; depending on the changing Irish economy and labour market situation, to develop solutions and actions to address these issues and help migrant workers in Ireland with integration.
- To run a series of targeted events with HR specialists and employers aimed at improving the job mobility prospects of immigrant professional workers and increasing awareness on diversity in interviews and employment.
- To monitor and evaluate the outcomes of the activities in conjunction with relevant stakeholders.
- To offer training and up-skilling options where skills gaps exist and can be adapted to labour market needs.
- To assist mobile non-Irish European workers who have lost their jobs in finding employment and to promote the integration of unemployed and job seeking migrant workers through access to services (see some examples below).

EURES IRELAND NATIONAL WEBSITE

- To work with the IDA, EI and Chamber in the creation of a platform to sell Ireland as an attractive destination for skilled ICT jobseekers.
- To maintain and manage a website, acting as the central point of contact between Irish based indigenous and multinational companies and European based skilled workers.
- To host online recruitment events for Irish based indigenous and multinational companies.
- To increase the awareness of EURES and this initiative.
- To provide support to Irish based companies looking to recruit in Europe.

INTRA-EU MOBILITY AND LANGUAGE SKILLS

To offer young unemployed people support in taking up employment, work experience and training in other EU countries by securing work placement/training opportunities in other countries and by preparing participants to relocate (e.g. language training)

3. ESF FUNDED ELEMENT OF ACTIVITY:

The Simplified Costs Option under Article 14(2) of ESF Regulation 1304/2013 is to be applied to the operations of this activity. This means that ESF claims will be made up of eligible direct staff costs plus 40% to cover the remaining eligible costs of an operation.

Eligible direct staff costs includes costs deriving from an agreement between employer and employee or service contracts for external staff (provided that these costs are clearly identifiable). For example, if a beneficiary contracts the services of an external trainer for its in-house training sessions, the invoice needs to identify the different types of costs. The salary of the trainer will be considered as external staff costs. However, teaching materials, cannot be taken into account.

Staff costs include the total remuneration, including in-kind benefits in line with collective agreements, paid to people in return for work related to the operation, paid to people in return for work related to the operation. They also include taxes and employees' social security contributions as well as the employer's compulsory and voluntary social contributions. The following are not considered to be staff costs for ESF claim purposes

- Costs of business trips
- Allowances disbursed for the benefit of participants (e.g. students, trainees) in ESF operations
- Redundancy or back-pay costs paid to staff that are not related to the eligibility period of the operation being co-funded.

Also, any net revenue generated from the co-funded operations shall be deducted from its eligible expenditure in line with section 3.6 of the Department of Education and Skills Circular 1/2015, Eligibility Rules for 2014-2020 ESF and YEI. This includes any maternity and welfare benefits paid/reimbursed to the employer.

4. RESPONSIBILITIES OF INTERMEDIATE BODY:

In line with Article 123(6) of CPR 1303/2013, an administrative agreement between the Managing Authority and Intermediate Body for this activity will formally record in writing the responsibilities and tasks to be carried out by the Intermediate Body on behalf of the Managing Authority.

5. CONTRIBUTION TO HORIZONTAL THEMES	
A. Promotion of Equality between men and women	<p>Department of Social Protection is an equal opportunity employer and have a statutory obligation to ensure equality, including gender equality in all its actions. Under the Employment Equality Act, EURES Ireland ensures that no jobseeker that engages in EURES recruitment projects or EURES events receives less favourable treatment than another employee because of their gender, family status, sexual orientation, religious, age, disability, race, etc. All EURES events will be evaluated taking into consideration equality issues.</p>
B. Promotion of equal opportunities and non-discrimination	<p>Integration and Equality has a strong presence at all DIALOG workshops, seminars and meetings with Migrants, through a direct involvement of 'Diversity and Equality works' trainers. Promotion of equal opportunities and non-discrimination is strongly promoted at all meetings with Migrants and feedback collected. The aim of the DIALOG project is to identify and address labour market related issues facing Migrants in Ireland and often discrimination is one of the issues identified. We will develop relevant information and continue to promote equal opportunities at all DIALOG initiatives. The more disadvantaged situation of migrant women will be addressed at all DIALOG meetings and relevant training options and information sessions will be developed.</p> <p>Department of Social Protection including EURES Ireland are committed to equality which includes promoting equality and prohibiting discrimination in employment and in service delivery on nine grounds as defined in the Employment Equality Acts 1998-2011 and the Equal Status Acts 2000-2012. The nine grounds are gender (including gender identity), family status, civil status, sexual orientation, age, disability (including mental health), race (including skin colour, ethnicity and nationality), membership of the Traveller community, religion (including non-religious belief).</p> <p>EURES Ireland as a service provider will provide reasonable accommodation for people with disabilities and also allow for positive action to promote or ensure equality through preferential treatment or positive measures which promote equality of opportunity for people who may be disadvantaged because of their circumstances, or to cater for their special needs.</p>
C. Social Inclusion	<p>EURES Ireland by providing information, advice and recruitment/placement services for jobseekers (Irish and Non-Irish nationals) ensures that everyone has equal access to work regardless of gender, ethnicity, or disability. CV preparation and interview skills workshops are held as part of all EURES Job Days and DIALOG events and jobseekers can avail of individual advice and support in accessing the Irish labour market. Under DIALOG project a specific training can be provided to those disadvantaged in the labour market. All EURES events will be evaluated taking into account social inclusion issues.</p>

ESF PR 1.5

D. Sustainable Development	<p>As set out in the Partnership Agreement, the principle of sustainable development requires that the needs of the present be met without compromising the ability of future generations. This requires support for environmental protection requirements, resource efficiency, sustainable management of natural resources, risk prevention and management are addressed through both dedicated funding streams and through their horizontal integration across the Operational Programmes.</p> <p>The Government sustainable development framework document is intended to provide a platform for the integration of sustainable development principles into policies across all sectors. The framework broadly follows the thematic approach of the <i>EU Sustainable Development Strategy</i> and sets out a wide range of measures that seek to ensure an improvement in Ireland's quality of life into the future. Among the areas listed are sustainability of public finances and economic resilience, sustainable consumption and production, conservation and management of natural resources, climate change and clean energy, social inclusion, sustainable communities and spatial planning, education, communication and behaviour change, innovation, research and development, skills and training and global poverty and sustainable development.</p>
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6. INDICATORS and REPORTING

Reporting on the progress of each activity is required for the Annual and YEI Implementation Reports and the Programme Monitoring Committee. This reporting includes information on financial and non-financial indicators as outlined in the subsequent paragraphs.

High level Investment Priority and Priority Axis targets have been set as part of the output and results indicators and performance framework¹ tables included in PEIL 2014-2020. The *ESF co-funded* and *ESF + YEI co-funded* tables below detail the activity level indicators that contribute to the higher level targets in the OP. In order to meet the reporting requirements the data in the table below must be captured and reported for this activity.

In addition to the capturing and reporting on the data for the high level targets included in the OP, data on common indicators is also required. These indicators are detailed in the attached Annex I² in line with the requirements of Article 5 of the ESF Regulation 1304/2013.

Priority 1 (ESF co-funded)				
Outputs and Results Indicator Targets	Measurement Unit	Target Value 2023	Performance Framework Targets	
			Target Value 2018	Target Value 2023
OUTPUTS				
The number of participants on training and upskilling programmes for the unemployed or jobseekers - Participant secure training/internship/employment through Intra EU Mobility project(s). (NOT EURES related)	Number of participants	250	N/A	N/A
Number of Jobs & Advice Fairs and Dialog (EURES) projects taking place	Number of projects	24	N/A	N/A
Certified Expenditure	€m	2.7m	N/A	N/A

¹ Additional information on the application of the performance framework and reserve are set out under Articles 20 to 22 of the CPR 1303/2013

² The information on each participant are set out in data fields included in section (1) of Annex I. The European Commission issued an ESF guidance note on the *Monitoring and Evaluation of European Cohesion Policy* in September 2014 and Annex C of this document includes definitions for common ESF/YEI indicators. A further guidance note on the completeness of data is to be issued by the European Commission to further clarify the requirements in this area.

7. FINANCIAL INPUT	
Budget (€/m.) ESF + National Contribution	€2.7m
ESF Contribution €m	€1.35m
ESF Co-Financing %	50%
EU Intervention Field Code	102

8. CERTIFICATION ROLES		
Ex-Ante checks by:	Certified Claims Submitted by:	Submitted To:
EURES National Coordination Office DSP	EURES National Coordination Office DSP	EU Funding Compliance Unit DSP
EU Funding Compliance Unit DSP	EU Funding Compliance Unit DSP	Managing Authority DES
Managing Authority DES	Managing Authority DES	Certifying Authority DES
Certifying Authority DES	Certifying Authority DES	European Commission

9. PROJECT SELECTION	
Project Selection Process	As EURES Services are delivered directly by the Department of Social Protection, project criteria do not apply in this case.
Project Selection Criteria	Not applicable
Composition of Project Selection Committee	Service delivered directly by the Department based on Action Plan agreed with EU Commission.(EURES European Co-ordination Unit).

10. PUBLICITY/INFORMATION PLANS	
Publicity/ Information Plans for the Activity	<p>Posters, brochures, promotional materials, social media and online services will publicise the appropriate funding source in line with national requirements and those of the relevant Implementing Regulation regarding information and publicity measures to be carried out by the Member States concerning assistance from the Structural Funds.</p> <p>The following Regulations apply:</p> <ul style="list-style-type: none"> • Regulation No. 1303/2013 CPR (Articles 115-117) • Commission Implementing Regulation No. 821/2014 (Articles 3 and 4 and Annex II

11. IMPLEMENTATION CONTACT		
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*ANNEX I***Common output and result indicators for ESF investments**

(1) Common output indicators for participants

"Participants"³ refers to persons benefiting directly from an ESF intervention who can be identified and asked for their characteristics, and for whom specific expenditure is earmarked. Other persons shall not be classified as participants. All data shall be broken down by gender.

The common output indicators for participants are:

- unemployed, including long-term unemployed*,
- long-term unemployed*,
- inactive*,
- inactive, not in education or training*,
- employed, including self-employed*,
- below 25 years of age*,
- above 54 years of age*,
- above 54 years of age who are unemployed, including long-term unemployed, or inactive not in education or training*,
- with primary (ISCED 1) or lower secondary education (ISCED 2)*,
- with upper secondary (ISCED 3) or post-secondary education (ISCED 4)*,
- with tertiary education (ISCED 5 to 8)*,
- participants who live in jobless households*,
- participants who live in jobless households with dependent children*,
- participants who live in a single adult household with dependent children*,
- migrants, participants with a foreign background, minorities (including marginalised communities such as the Roma)**,
- participants with disabilities**,
- other disadvantaged**.

The total number of participants will be calculated automatically on the basis of the output indicators.

These data on participants entering an ESF supported operation shall be provided in the annual implementation reports as specified in Article 50(1) and (2) and Article 111(1) of Regulation (EU) No 1303/2013.

- homeless or affected by housing exclusion*,
- from rural areas*⁴

³ Managing authorities shall establish a system that records and stores individual participant data in computerised form as set out in Article 125 (2) (d) of Regulation (EU) No 1303/2013. The data processing arrangements put in place by the Member States shall be in line with the provisions of Directive 95/46/EC of the European Parliament and of the Council of 24 October 1995 on the protection of individuals with regard to the processing of personal data and on the free movement of such data (OJ L 281, 23.11.1995, p. 31), in particular Articles 7 and 8 thereof. Data reported under the indicators marked with * are personal data according to Article 7 of Directive 95/46/EC. Their processing is necessary for compliance with the legal obligation to which the controller is subject (Article 7(c) of Directive 95/46/EC). For the definition of controller, see Article 2 of Directive 95/46/EC. Data reported under the indicators marked with ** are a special category of data according to Article 8 of Directive 95/46/EC. Subject to the provision of suitable safeguards, Member States may, for reasons of substantial public interest, lay down exemptions in addition to those laid down in Article 8(2) of Directive 95/46/EC, either by national law or by decision of the supervisory authority (Article 8(4) of Directive 95/46/EC).

⁴ The data shall be collected at the level of smaller administrative units (local administrative units 2), in accordance with Regulation (EC) No 1059/2003 of the European Parliament and of the Council of 26 May 2003 on the establishment of a common classification of territorial units for statistics (NUTS) (OJ L 154, 21.6.2003, p. 1).

The data on participants under the two above indicators will be provided in the annual implementation reports as specified in Article 50(4) of Regulation (EU) No 1303/2013. The data shall be collected based on a representative sample of participants within each investment priority. Internal validity of the sample shall be ensured in such a way that the data can be generalised at the level of investment priority.

(2) Common output indicators for entities are:

- number of projects fully or partially implemented by social partners or non-governmental organisations,
- number of projects dedicated at sustainable participation and progress of women in employment,
- number of projects targeting public administrations or public services at national, regional or local level,
- number of supported micro, small and medium-sized enterprises (including cooperative enterprises, enterprises of the social economy).

These data shall be provided in the annual implementation reports as specified in Article 50(1) and (2) and Article 111(1) of Regulation (EU) No 1303/2013.

(3) Common immediate result indicators for participants are:

- inactive participants engaged in job searching upon leaving*,
- participants in education/training upon leaving*,
- participants gaining a qualification upon leaving*,
- participants in employment, including self-employment, upon leaving*,
- disadvantaged participants engaged in job searching, education/ training, gaining a qualification, in employment, including self-employment, upon leaving**.

These data shall be provided in the annual implementation reports as specified in Article 50(1) and (2) and Article 111(1) of Regulation (EU) No 1303/2013. All data shall be broken down by gender.

(4) Common longer-term result indicators for participants are:

- participants in employment, including self-employment, six months after leaving*,
- participants with an improved labour market situation six months after leaving*,
- participants above 54 years of age in employment, including self-employment, six months after leaving*,
- disadvantaged participants in employment, including self-employment, six months after leaving**.

These data shall be provided in the annual implementation reports as specified in Article 50(5) of Regulation (EU) No 1303/2013. They shall be collected based on a representative sample of participants within each investment priority. Internal validity of the sample shall be ensured in such a way that the data can be generalised at the level of investment priority. All data shall be broken down by gender.