

PEIL 2014-2020 Activity Implementation Plan

ESF PR 2.1

ESF Programme for Employability, Inclusion and Learning OP 2014-2020	
Priority Axis:	<p>Priority 2: Promoting Social Inclusion and combating discrimination in the labour market</p> <p>Priority 4: Youth Employment Initiative (YEI)</p>
Thematic objectives:	<p>PR 2: Promoting Social Inclusion, combating poverty and any discrimination</p> <p>PR 4: Promoting sustainable and quality employment and supporting labour mobility</p>
Investment Priorities:	<p>PR 2: Active inclusion, including with a view to promoting equal opportunities and active participation, and improving employability;</p> <p>PR 4: Sustainable integration into the labour market of young people, in particular those not in employment, education or training, including young people at risk of social exclusion and young people from marginalised communities, including through the implementation of the Youth Guarantee.</p>
Specific objectives:	<p>PR 2: To engage unemployed and/or inactive persons, including young people, from disadvantaged groups and in or at risk of poverty and social exclusion in a process of learning and development in order to ultimately increase their employability</p> <p>PR 4: To raise the skills and education levels of people eligible for support under YEI, by providing education, training, work experience and/or work opportunities, including support for self-employment</p>
Activity title:	<p>Social Inclusion and Community Activation Programme (SICAP)</p>
Overall Objective:	To support young people who are at a higher risk of social exclusion with a particular focus on those from disadvantaged communities and from target groups that have been prioritised as experiencing higher risk of social exclusion ¹ , to improve work readiness and access to employment including through the provision of educational supports.
Certifying Authority:	ESF Certifying Authority
Managing Authority:	ESF Managing Authority
Intermediate Body:	Department of the Environment, Community and Local Government/Pobal
Beneficiary Body:	Local Community Development Committee (LCDCs)/Programme Implementers

¹ Children and Families in Disadvantaged Areas, Lone parents, New Communities, People living in Disadvantaged areas, People With disabilities, Travellers, Roma, The Unemployed, Young Unemployed living in disadvantaged areas, NEETs.

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1. CONTEXT/ PROBLEM/ NEED:

In the position paper on the development of Partnership Agreement and Programmes in Ireland for the period 2014-2020 the Commission highlights high youth unemployment as one of the two biggest challenges facing Ireland and identifies combating youth unemployment as a funding priority. Ireland has introduced a number of reforms to the PES², Intreo, and the welfare system to respond to the unemployment challenge thus ensuring that a disadvantaged person in any area of the country will have equality of resources available to their areas to support their needs. However the youth unemployment rate remains high, 30%³, and is particularly prevalent in disadvantaged communities.

2. OBJECTIVES OF THE ACTIVITY:

The key organising principle of SICAP is that it reaches the most disadvantaged target groups and communities at the local level in Ireland. At least 50% of all SICAP participants must be from an area classified nationally as disadvantaged, and all participants must be from one or more of the target groups identified as at a higher risk of social exclusion. The programme provides a dedicated suite of in-depth and tailored supports to participants in respect of individually identified education, training and employability needs.

The objective of the SICAP activities proposed for ESF funding is to support young unemployed people under 25 years of age from disadvantaged groups and communities onto and along an effective pathway towards employment by providing a series of activities locally delivered under the Youth Employment Initiative and then continuing under the ESF investment priority "*Sustainable integration into the labour market of young people, in particular those not in employment, education or training, including young people at risk of social exclusion and young people from marginalised communities, including through the implementation of the Youth Guarantee*".

The set of actions proposed will result in an estimated 3,600 young unemployed people from prioritised target groups and communities accessing employment by 2020. It will deliver this through a range of defined activities including training, job preparing/job search, work placements and mentoring. As well as achieving defined outcomes of placing people into employment a range of other outcomes will be achieved for a wider set of individuals, who will progress towards employment.

3. ESF FUNDED ELEMENT OF ACTIVITY:

The ESF will fund the payments made by the Local Community Development Committees (LCDCs) to Programme Implementers based on the terms of the Funding Agreement in place that are appropriately apportioned to relate to the under 25 years of age participants. The Funding Agreement sets out the contractual basis for outputs and results, on which payments will be made by LCDCs to Programme Implementers.

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.

² Public Employment Service

³ As of September 2013 the youth unemployment rate for the BMW region was 32%, and for the S&E it was 28% (Source DSP, Feb 2014).

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5. CONTRIBUTION TO HORIZONTAL THEMES	
A. Promotion of Equality between men and women	<p>Actions and initiatives will be devised to increase the involvement of young women in the labour market. Linkages with all female schools in particular will be utilised to ensure targeting and follow up of early school leavers without Leaving certificate completion. Accompanying measure aimed at providing care services for children and other dependents will be offered where required. We will try to ensure that our promoters and delivery agents will be flexible in their delivery of activities. Special attention will also be given to youth entrepreneurship opportunities for young women which can often be attractive to women with dependents.</p> <p>Pobal has a wealth of experience in administering and managing programmes which promote equality from a gender perspective and has administered the ESF Equality For Women measure on behalf of the Department of Justice for a number of years. Lessons learned from that programme in terms of barriers to engagement and employment can be disseminated to Programme Implementers under SICAP and its ESF component.</p>
B. Promotion of equal opportunities and non-discrimination	<p>This set of activities provides a range of support for unemployed young people (both on the live register and not on the live register – in line with the national NEET definition) to enable them to benefit from life-long learning opportunities and to bring them closer to employment. The programme of activities can be tailor made to suit the needs of the participant. The use of the PEX rating system and the HP Deprivation Index will ensure that activities are delivered to young unemployed people within the most marginalised communities who are furthest from the labour market.</p> <p>The preparing for work supports provide the participants with critical learning opportunities which have been identified as barriers to employment while the training in growth sectors enables participants to develop sustainable employment skills. The ready for work supports provide participants with real employment and/or training opportunities.</p> <p>A higher proportion of people with a disability, Travellers and people from minority ethnic groups have lower than upper second level education than the population as a whole. Therefore all Programme Implementers will also be required to meet the programme requirement of a dual approach in targeting area based communities and issue based communities. Support and training will be provided to Programme Implementers in developing local engagement strategies with the priority target groups of SICAP and in application of community development approaches to achieve the participation of area based and issue based communities.</p> <p>The Local Community Development Committee (LCDCs)/Programme Implementers 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>

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	<p>As required under the equality legislation the LCDCs/Programme Implementers will provide:</p> <ul style="list-style-type: none">• Reasonable accommodation for people with disabilities.• Allow positive action to promote or ensure equality through preferential treatment or positive measures which promotes equality of opportunity for people who may be disadvantaged because of their circumstances, or to cater for their special needs.
c. Social inclusion	<p>SICAP adopts a holistic approach to promoting social inclusion and reducing poverty by recognising that patterns of disadvantage may be present within particular groups and also on a spatial basis. The Programme targets both communities of need (area-based) and individuals of need (issue-based). However, communities living in disadvantaged areas are a particular focus and for this reason it is a requirement that at least 50% of the SICAP individual participants, must reside in disadvantaged areas.</p> <p>The activities outlined in this proposal are aimed at supporting young people, including those not in employment, education or training into employment. These activities will lead to sustained integration into the labour market by addressing participant's barriers to work, thus reducing their risk of poverty and social exclusion.</p>
D. Sustainable Development	<p>The life-long learning and employment access/employment readiness supports provide an opportunity for participants to invest in their education and lifelong learning. Opportunities will be explored with participants for training and work placement programmes in local employment opportunities and overseas whereby young people can gain experience in "green job" such as low carbon employers, environmental programmes, horticulture and eco-tourism.</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 framework⁴ tables included in the PEIL OP. 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, other data on common indicators is also required. These indicators are detailed in the attached Annex I⁵ in line with the requirements of Article 5 of the ESF Regulation 1304/2013.

Priority 2 (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 from disadvantaged groups on social inclusion employability programmes, including personal development towards employability programmes	Number of participants	21,500	10,500	21,500
The number of youths (<25 yrs) participants from disadvantaged groups on social inclusion employability programmes, including personal development towards employability programmes	Number of Young (<25yrs) participants	21,500	N/A	N/A
Certified Expenditure	€m	30.0	0.0	30.0
RESULTS				
Number of participants from disadvantaged groups that have completed a social inclusion employability programme and/or are in training/education/job search/work related environments upon leaving	Number of participants	17,200	N/A	N/A
Number of young (< 25yrs) participants from disadvantaged groups that have completed a	Number of Young	17,200	N/A	N/A

⁴ Additional information on the application of the performance framework and reserve are set out under Articles 20 to 22 of the CPR 1303/2013

⁵ 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.

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social inclusion employability programme and/or are in training/education/job search/work related environments upon leaving	(<25yrs) participants			
Priority 4 (ESF + YEI co-funded)				
Outputs and Results Indicator Targets	Measureme nt Unit	Target Value 2023	Performance Framework ⁶ Targets	
			Target Value 2018	Target Value 2023
OUTPUTS				
The number of YEI eligible participants on training/upskilling/personal development towards employability and work environment (including supports for self-employed) programmes/projects.	Number of YEI eligible participants	4,000	N/A	N/A
Certified Expenditure	€m	6.0	N/A	N/A
RESULTS				
The number of YEI eligible participants completing an training/upskilling/personal development towards employability and work environment (including supports for self-employed) programmes/projects	Number of participants	3,200	N/A	N/A
Unemployed participants who complete the YEI supported intervention	Number of unemployed participants	2,560	N/A	N/A
Unemployed participants who receive an offer of employment, continued education, apprenticeship or traineeship upon leaving	Number of unemployed participants	480	N/A	N/A
Unemployed participants who are in education/training, gain a qualification, or are in employment, including self-employed, upon leaving	Number of unemployed participants	960	N/A	N/A
LTU participants who complete the YEI supported intervention	Number of LTU participants	1,280	N/A	N/A
LTU participants who receive an offer of employment, continued education, apprenticeship or traineeship upon leaving	Number of LTU participants	240	N/A	N/A

⁶ Selected YEI targets are part of the performance framework (if expenditure allocated to activity is > €10m) but not performance reserve in line with Article 20(a) of CPR 1303/2013.

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LTU participants who are in education/training, gain a qualification, or are in employment, including self-employed, upon leaving	Number of LTU participants	480	N/A	N/A
Inactive participants not in education or training who complete the YEI supported intervention	Number of inactive participants	640	N/A	N/A
Inactive participants not in education or training who receive an offer of employment, continued education, apprenticeship or traineeship, upon leaving	Number of inactive participants	120	N/A	N/A
Inactive participants not in education or training who are in education/training, gain a qualification, or are in employment, including self-employment, upon leaving	Number of inactive participants	240	N/A	N/A
Participants in continued education, training programmes leading to a qualification, an apprenticeship or a traineeship six months after leaving	Number of participants	300	N/A	N/A
Participants in employment six months after leaving	Number of participants	300	N/A	N/A
Participants in self-employment six months after leaving	Number of participants		N/A	N/A

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7. FINANCIAL INPUT	
Budget (€/m.) ESF + YEI + National Contribution	€36.0m
Priority 2 - ESF Contribution €m	€15.0 (ESF). €4.0m (YEI €2.0m + ESF €2.0m).
Priority 4 – YEI +ESF Contribution €m	
Priority 1 - ESF Co-Financing %	50%
Priority 4 - ESF + YEI Co-Financing %	66.67%
EU Intervention Field Code	109

8. CERTIFICATION ROLES		
Ex-Ante checks by:	Certified Claims Submitted by:	Submitted To:
	LCDCs	DECLG
DECLG	DECLG	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	Local Community Development Committees (LCDCs)/Programme Implementers at the local level are subject to a rigorous national public procurement process undertaken for selection of Programme Implementers. As part of an annual planning process, LCDCs will work with Programme Implementers to agree the programme target groups and disadvantaged communities to be prioritised. This process will be informed by the Local Economic and Community Plan, a review of the work of the Programme Implementer and in conjunction with their local partners, Education and Training Boards, Local Development Companies and the Department of Social Protection. The selection process must adhere to the SICAP requirements that all participants must be from a disadvantaged community and/or SICAP priority target group.
Project Selection Criteria	All activity supported locally must be underpinned by the 3 horizontal themes of SICAP and have the dual focus of area based and issued based disadvantage, as follows: <ol style="list-style-type: none"> Promotion of an equality framework with a particular focus on gender equality and anti-discrimination practice.

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	<ol style="list-style-type: none">2. Application of community development approaches to achieve participation by disadvantaged and marginalised communities.3. Development of collaborative approaches with local and national stakeholders to improve how mainstream policies and programmes are delivered so that they have a more positive impact on those experiencing social exclusion.
Composition of Project Selection Committee	A steering group will be constituted of officials from the Dept. of the Environment, Community and Local Government (Communities Division, Alignment and Local Government divisions) and representatives of local government and or LCDC representatives) and Pobal.

10. PUBLICITY/INFORMATION PLANS

Publicity/ Information Plans for the Activity	<p>Pobal will work with the Department of the Environment, Community and Local Government and the Steering Committee to develop and to communicate requirements relating to the SICAP Programme to LCDCs and Programme Implementers which will incorporate the ESF Implementing Regulation (1303/2013) regarding Information and Communication Measures for the public.</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).
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11. IMPLEMENTATION CONTACT

Body: Department of the Environment, Community and Local Government	Contact Name:	Clodagh McDonnell
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ANNEX I

Common output and result indicators for ESF investments

(1) Common output indicators for participants

"Participants"⁷ 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*⁸

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,

⁷ 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).

⁸ 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).

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- 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.

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ANNEX II

Result indicators for the YEI

These data shall be provided in the annual implementation reports as specified in Article 50(1) and (2) of Regulation (EU) No 1303/2013 and in the report to be submitted in April 2015 as specified in Article 19(3) of this Regulation. All data shall be broken down by gender.

(1) Common immediate result indicators for participants

"Participants"⁹ refers to persons benefiting directly from a YEI intervention who can be identified and asked for their characteristics, and for whom specific expenditure is earmarked.

The immediate result indicators are:

- Unemployed participants who complete the YEI supported intervention*,
- Unemployed participants who receive an offer of employment, continued education, apprenticeship or traineeship upon leaving*,
- Unemployed participants who are in education/training, gain a qualification, or are in employment, including self-employment, upon leaving*,
- Long-term unemployed participants who complete the YEI supported intervention*,
- Long-term unemployed participants who receive an offer of employment, continued education, apprenticeship or traineeship upon leaving*,
- Long-term unemployed participants who are in education/training, gain a qualification, or are in employment, including self-employment, upon leaving*,
- Inactive participants not in education or training who complete the YEI supported intervention*,
- Inactive participants not in education or training who receive an offer of employment, continued education, apprenticeship or traineeship upon leaving*,
- Inactive participants not in education or training who are in education/training, gain a qualification, or are in employment, including self-employment, upon leaving*.

(2) Common longer-term result indicators for participants

The longer-term result indicators are:

- Participants in continued education, training programmes leading to a qualification, an apprenticeship or a traineeship six months after leaving*,
- Participants in employment six months after leaving*,
- Participants in self-employment six months after leaving*.

The data for longer-term result indicators 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.

⁹ 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 must be in line with the provisions of Directive 95/46/EC, 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).