

PEIL 2014-2020 Activity Implementation Plan

ESF PR 2.2 and 4.5

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:	Youthreach
Overall Objective:	Enhancing equal access to lifelong learning for all age groups in formal, non-formal and informal settings, upgrading the knowledge, skills and competences of the workforce, and promoting flexible learning pathways including through career guidance and validation of acquired competences.
Certifying Authority:	ESF Certifying Authority
Managing Authority:	ESF Managing Authority
Intermediate Body (1):	Structural Funds Unit
Intermediate Body (2):	SOLAS
Beneficiary Body:	Education and Training Boards

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1. CONTEXT/ PROBLEM/ NEED BEING ADDRESSED:

The Youthreach programme seeks to address the personal and social development needs of unemployed young school leavers typically aged 15 to 20. The need to improve self-esteem, promote independence and personal autonomy are common among programme entrants. The programme seeks to instil a pattern of lifelong learning and integrate participants into further education and training opportunities and the labour market. Certification is available relative to the ability and career options of the individual participant. The programme also seeks to address the issue of social inclusion on a broader scale.

2. OBJECTIVES OF THE ACTIVITY:

Youthreach seeks to provide early school leavers with the knowledge, skills and confidence required to participate fully in society and progress to further education, training and employment.

3. ESF FUNDED ELEMENT OF ACTIVITY:

The Simplified Costs Option under Article 68(1)(b) of 1303/2013 CPR is to be applied to the operations of this activity. This means that ESF claims will be made up of 1) eligible direct staff costs plus a flat rate of 15% to cover indirect costs, and, 2) other direct costs (e.g. allowances paid to participants).

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 for example 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. 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 or salaries 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.

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5. CONTRIBUTION TO HORIZONTAL THEMES	
A. Promotion of Equality between men and women	<p>In Youthreach the following recruitment guidelines apply to persons presenting to the programme –</p> <ul style="list-style-type: none"> • Trainees will be in the age group 15-20 and have left school, be unemployed at the commencement of his/her engagement with Youthreach • Have no qualifications or have incomplete qualifications from Junior Cycle (i.e.) less than 5 grade Ds at Ordinary Level in the Junior Certificate or otherwise lack competencies or skills in the area of inter-personal communications, enterprise or motivation <p>Registration in Youthreach is determined locally and has regard to the in-centre assessment that the person is eligible and that the programme is an appropriate response to needs. Overall, male and female participants in Youthreach are roughly equal in number.</p> <p><u>Actions to incorporate the Gender Equality Principle include:</u></p> <ul style="list-style-type: none"> • ACCESS – through the provision of programmes at a variety of levels to meet the needs of early school leavers presenting on the programme. • RECOGNITION – through the provision of national certification. • PROGRESSION – to further levels of education and training. • QUALITY, RELEVANCE and PARTNERSHIP – underpinned by national standards of achievement set with the involvement of education and training interests with industry and social partners. • SUPPORTS – to help sustain participants in the programme in order that they may derive maximum benefit from the programme. • There is a network of full-time Advocates in place, whose role is to provide counselling and support trainees' referral, progression and placement options. The Advocates are regionally based and provide a service to the Education and Training Boards Youthreach centres and the Community Training Workshops. • All centres integrate a substance abuse programme as an important part of the personal development element of training programme. • Commissioning research into the issue of gender and learning to identify the differing needs of learners.
B. Promotion of equal opportunities and non-discrimination	<p>There is a recognition that groups such as travellers, people with disabilities, participants in disadvantaged areas, may have distinct needs and cultural patterns which must be respected and reflected in an educational context. Youthreach age and qualification criteria as set out above may be widened to include the following groups –</p> <ul style="list-style-type: none"> • Lone parents • Trainees who have been released from detention • Trainees whose personal circumstances are such that a Foundation education and training programme is the most appropriate option for them to pursue qualifications • Travellers • Drug Court participants

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	<p>Youthreach is 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>Youthreach provides reasonable accommodation for people with disabilities. Youthreach also allows 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> <p><u>Actions to incorporate the Wider Equality Principle</u></p> <ul style="list-style-type: none"> • Staff employed come from teaching, vocational, youthwork and welfare backgrounds • An annual inservice programme providing for skills exchange workshops, co-ordinators conferences, IT Training and development and focussing on a range of themes relevant to the programme, e.g. subject areas, progression, management, staff development, drama, linking with other agencies, health and safety etc. • Centres are encouraged to develop referral networks and good linkages with other agencies, so that there is close contact between centres and local schools, youth, health and welfare, probation, juvenile liaison and employment services, area based partnerships etc.
C. Social Inclusion	<p>Education plays a key role in the promotion of equality of opportunity and determines to a large extent the life chances of people. Youthreach is designed as part of an integrated strategy to address educational disadvantage in the context of continuum of provision. The measure ensures that young people who have left school with no qualifications, living in poverty have a second chance to gain access, participate in and benefit from education of sufficient quality to allow them to find employment, to either prevent them from becoming poor or move out of poverty or to progress to further education and training.</p> <p>Actions to incorporate the principle include:</p> <ul style="list-style-type: none"> • Training Allowances • Travel and meal Allowances • Childcare Supports • Guidance, counselling and psychological services • National training for staff in programme assessment and certification arrangements • In-service training and programmes for continuing professional development • Appointment of National Co-ordinator • Flexibility in the management, relationship, curriculum of the centres • A learning environment which is safe, structured and challenging

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	<ul style="list-style-type: none"> • A process which is both participant-centred and participant-led, where the programme followed reflects trainees' identified interests and needs • Methodology/pedagogy which begins with the young person • An emphasis on recognising and rewarding achievement rather than reinforcing failure • Programmes organised on the basis of a curricular matrix in which each teacher/trainer is implementing a range of trans-disciplinary curricular objectives (i.e. communications skills development, health and safety awareness etc.)
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 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, data on common indicators is also required. These indicators are detailed in the attached Annex I ² in line with the requirements of Article 5 of the ESF Regulation 1304/2013.

An agreed action plan is in place for the fulfilment of this requirement by the end of 2016.

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 - The number of Youthreach participants	Number of participants	17,050	9,850	17,050
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	17,050	N/A	N/A
Certified Expenditure	€m	238.7	0.0	238.7
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 - The number of Youthreach participants successfully completing programme or achieving certification	Number of participants	6,583	N/A	N/A
Number of young (< 25yrs) participants from disadvantaged groups that have completed a social	Number of Young	6,583	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.

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inclusion employability programme and/or are in training/education/job search/work related environments upon leaving - The number of Youthreach (<25 yrs) participants successfully completing programme or achieving certification	(<25yrs) participants			
Priority 4(ESF + YEI co-funded)				
Outputs and Results Indicator Targets	Measurement Unit	Target Value 2023	Performance Framework ³ 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. -The number of participants in YR	Number of YEI eligible participants	5,950	5,950	5,950
Certified Expenditure	€m	80	80	80
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 - The number of Youthreach participants successfully completing programme or achieving certification	Number of participants	2,117	2,117	2,117
Unemployed participants who complete the YEI supported intervention	Number of unemployed participants	0	N/A	N/A
Unemployed participants who receive an offer of employment, continued education, apprenticeship or traineeship upon leaving	Number of unemployed participants	0	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	0	N/A	N/A
LTU participants who complete the YEI supported intervention	Number of LTU participants	0	N/A	N/A
LTU participants who receive an offer of employment, continued education, apprenticeship or traineeship upon leaving	Number of LTU participants	0	N/A	N/A
LTU participants who are in education/training, gain a	Number of LTU participants	0	N/A	N/A

³ 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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qualification, or are in employment, including self-employed, upon leaving				
Inactive participants not in education or training who complete the YEI supported intervention	Number of inactive participants	2,117	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	1,397	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	483	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	995	N/A	N/A
Participants in employment six months after leaving	Number of participants	379	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 + National Contribution	€318.5m
Priority 1 - ESF Contribution €m	€119.3 (ESF).
Priority 4 – YEI +ESF Contribution €m	€53.25m (YEI €26.625m + ESF €26.625m).
Priority 1 - ESF Co-Financing %	50%
Priority 4 - ESF + YEI Co- Financing %	66.67%
EU Intervention Field Code	PR 2.2: 109 PR 4.5: 103

8. CERTIFICATION ROLES		
Ex-Ante checks by:	Certified Claims Submitted by:	Submitted To:
	ETBs	SOLAS
SOLAS	SOLAS	SFU Unit
SFU Unit	SFU Unit	Managing Authority DES
Managing Authority DES	Managing Authority DES	Certifying Authority DES
Certifying Authority DES	Certifying Authority DES	European Commission

10. PROJECT SELECTION	
Project Selection Process	Funds are allocated to Education and Training Boards on basis of applications, area need, and target groups.
Project Selection Criteria	Not applicable.
Composition of Project Selection Committee	ETBs in consultation with youthreach co-ordinators.

11. PUBLICITY/INFORMATION PLANS	
Publicity/ Information Plans for the Activity	Website, brochures, reports and promotional materials will equally publicise the appropriate funding source in line with national requirements and those of Implementing Regulation (EC) regarding information and publicity measures

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	<p>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"> • EU 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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13. IMPLEMENTATION CONTACT		
Body: Department of Education and Skills	Contact Name:	Patrick Costello
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	Email:	Patrick_Costello@education.gov.ie
Body: SOLAS	Contact Name:	Financial Manager (David Dunne) Management Accounting / European Finance
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ANNEX I

Common output and result indicators for ESF investments

(1) Common output indicators for participants

"Participants"⁴ 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 areas⁵

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.

⁴ 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).

⁵ 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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(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.

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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"⁶ 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.

⁶ 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).