

ESF Programme for Employability, Inclusion and Learning OP 2014-2020	
Priority:	Priority No 2: Promoting Social Inclusion and combating discrimination in the labour market
Thematic Objective	Promoting Social Inclusion, combating poverty and any discrimination
Investment priority:	Active inclusion, including with a view to promoting equal opportunities and active participation, and improving employability;
Specific objective	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
Activity title:	<i>Social Inclusion of prisoners/ex-offenders through employability guidance and placement</i>
Overall Objective:	To facilitate access to, and sustainable integration into, employability i.e. employment, training and education for prisoners/ex-offenders - perhaps the most at risk marginalised group in terms of unemployment and social exclusion.
Certifying Authority:	ESF Certifying Authority
Managing Authority:	ESF Managing Authority
Intermediate Body:	Financial Management Unit, Department of Justice and Equality
Beneficiary Body:	Irish Prison Service

1. CONTEXT/ PROBLEM/ NEED BEING ADDRESSED:

Over 70% of male prisoners and 80% of female prisoners self-report as unemployed on committal to custody. Nearly 50% of unemployed male prisoners and over 56% of unemployed female prisoners report having no occupation i.e. they do not see themselves as associating with any particular job or career. 56% of prisoners left school before age 14 (general population figure 21.9%) and 53% left school with no formal qualifications (general population figure 22.2%). Unemployment, a lack of work experience, and a lack of vocational and educational skills are just some of the multiple disadvantages which prisoners experience and which prevent their successful integration into society. Employment is a vital trigger for reducing recidivism and for assisting the social inclusion of prisoners on release – international research has shown that employment on release can reduce the risk of re-offending by between a third and a half. Under the **Europe 2020 Strategy**, Ireland's employment target is to raise to 69-71% the employment rate for women and men aged 20-64, including through the greater participation of young people, older workers and low skilled workers. The proposal is also in line with the emphasis in the Government's **Pathways to Work 2013 Strategy** on greater involvement by "the private, community, voluntary and not-for-profit sectors in the delivery of employment services. It is also in accordance with the **Joint Irish Prison Service & Probation Service Strategic Plan 2013-2105**, specifically the strategic action to enhance sentence management from pre to post imprisonment in a way which will facilitate improved prisoner outcomes by, inter alia, engaging community partners to develop and deliver programmes to address the reintegration of prisoners into the community.

2. OBJECTIVES OF THE ACTIVITY:

The proposed service would be an active inclusion programme with an objective of labour market access and the prior identification, through guidance, of the personal and social barriers that may stand in the way of achieving such access. Guidance and placement interventions would actively address the issue of social exclusion and prisoner discrimination through advocacy and networking in the community on behalf of individual prisoners with community based services and employers. Stable placement in training, education and employment would directly address the issues of inclusion, discrimination and poverty among prisoners.

3. ESF FUNDED ELEMENT OF ACTIVITY:

The Simplified Costs Option under Article 14(2) of 1304/2013 ESF Regulation 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 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.

5. CONTRIBUTION TO HORIZONTAL THEMES	
A. Promotion of Equality between men and women	Gender equality is a key objective of the IPS which recognises the distinct and often separate needs of returning female prisoners, needs which if not met can result in continued recidivism and resettlement difficulties in the community. A substantial number of the 2,151 female committals to Irish prisons in 2012 were to Limerick Prison which currently does not have an in-prison placement and guidance service. Services in the Dochas Centre women's prison are inadequate to meet demand in the context of a significant increase in committal numbers.
B. Promotion of equal opportunities and non-discrimination	The programme will be managed on the basis of equal opportunity for all. IPS are currently formulating policies for the treatment of minority groups within the prisoner population, such as Travellers, Roma, Women prisoners, foreign nationals, etc.
C. Social Inclusion	As stated previously, prisoners/ex-offenders are probably the most marginalised and socially excluded of the disadvantaged groups in society. In addition to high levels of unemployment, poor academic achievement, addiction and mental health issues etc prisoners and ex-offenders have the added disadvantage of a criminal conviction which acts as a significant barrier to economic and social integration. A dedicated guidance and placement service, tailored to the specific multiple needs of criminal justice clients, will facilitate access to the labour market and to other employability options thus supporting the social integration and inclusion of this excluded group.
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>

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 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 - Disadvantaged participants engaged in job searching, education/training, gaining a qualification, in employment, including self-employment,	Number of participants	2,450	N/A	N/A
The number of youths (<25 yrs) participants from disadvantaged groups on social inclusion employability programmes, including personal development towards employability programmes - Disadvantaged <25yrs participants engaged in job searching, education/training, gaining a qualification, in employment, including self-employment.	Number of Young (<25yrs) participants	404	N/A	N/A
Certified Expenditure	€m	2.3	N/A	N/A
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 Young participants	1) 75% of referrals to engage post release and 2) 60% to be placed in employment, training or	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.

		education but not possible to put a timeline on same as dependent on release date		
Number of young (< 25yrs) 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 Young (<25yrs) participants	1) 75% of referrals to engage post release and 2) 60% to be placed in employment, training or education but not possible to put a timeline on same as dependent on release date	N/A	N/A

7. FINANCIAL INPUT

Budget (€/m.) ESF + National Contribution	
ESF Contribution €m	€1.163m
ESF Co-Financing %	50%
EU Intervention Field Code	
[Separate Financial Tables will be completed for each Activity by ESF MA]	

8. PAYMENT ROLES

Ex-Ante checks by:	Certified Claims Submitted by:	Submitted To:
Irish Prisons Service, Dept of Justice and Equality	Irish Prisons Service, Dept of Justice and Equality	Intermediate Body Financial Management Unit, Dept of Justice and Equality
Intermediate Body Financial Management Unit, Dept of Justice and Equality	Intermediate Body Financial Management Unit, Dept of Justice and Equality	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	Publicly advertised call for proposals in line with public procurement.
Project Selection Criteria	Evidence of need

	Strength of proposal Value for money Capacity of the applicant Strategic fit(co-ordination and collaboration with other organisations)
Composition of Project Selection Committee	Composition of the selection committee will be decided by the DJE/IPS

10. PUBLICITY/INFORMATION PLANS

Publicity/ Information Plans for the Activity	<p>The following Regulations apply:</p> <p>Regulation No. 1303/2013 CPR (Articles 115-117)</p> <p>Commission Implementing Regulation No. 821/2014 (Articles 3 and 4 and Annex II</p> <p>Applications, brochures, reports and promotional materials will publicise the appropriate funding source in line with national requirements and those of Implementing Reg (ECin relation to information and publicity measures to be carried out by the member States concerning assistance from the Structural Funds.)</p>
---	--

11. IMPLEMENTATION CONTACT

Body: Irish Prison Service	Contact Name:	Melanie Rhatigan
Address: IPS HQ IDA Business Park Ballinalee Road Longford Co. Longford	Phone:	043335157
	Fax:	0433335370
	Email:	@irishprisons.ie

*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.