

# PEIL 2014-2020    **ACTIVITY IMPLEMENTATION PLAN**

## **ESF PR 4.2**

| <b>ESF Programme for Employability, Inclusion and Learning OP 2014-2020</b> |  |
|---|--|
| <b>Priority:</b>  | Youth Employment Initiative (YEI)  |
| <b>Thematic Objective:</b>  | Promoting sustainable and quality employment and supporting labour mobility  |
| <b>Investment priority:</b>   | 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 |
| <b>Specific objective:</b>  | 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  |
| <b>Activity title:</b>  | <b>JobsPlus Incentive Scheme</b>   |
| <b>Overall Objective:</b>   | To improve the employment prospects of people under 25 who have been on the live register.   |
| <b>Certifying Authority:</b>  | ESF Certifying Authority<br>Department of Education and Skills (DES)   |
| <b>Managing Authority:</b>  | ESF Managing Authority<br>DES  |
| <b>Intermediate Body:</b>   | EU Funding Compliance Unit<br>Department of Social Protection (DSP)  |
| <b>Beneficiary Body:</b>  | Employment Support Services<br>DSP   |

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### **1. CONTEXT/ PROBLEM/ NEED BEING ADDRESSED:**

Ireland suffered a major employment shock in the recession that followed the financial crisis of 2008. In the period 2008 – 2012 employment levels fell by about 340,000, or 16%, from just under 2.2m to just over 1.8m. This led to an increase in unemployment levels of over 220,000, from 107,000 to a peak of about 328,000 – a threefold increase. The overall unemployment rate increased from less than 5% to about 15% in early 2012; it has fallen somewhat since then, to 12.5% in 2013. 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:**

JobsPlus is a new employer incentive that encourages and rewards employers who offer employment opportunities to the long term unemployed.

The incentive currently provides two levels of payment; a payment of €7,500 or €10,000 to an employer for persons recruited who have been unemployed and on the live register.

All participants must be NEETs (Not in Employment Education and Training) as defined by the nationally agreed definition, under 25 at the point of commencement and meet the JobsPlus scheme's eligibility as set out at the time.

### **3. ESF FUNDED ELEMENT OF ACTIVITY:**

Payment to Employers from the Department of Social Protection

### **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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| <b>5. CONTRIBUTION TO HORIZONTAL THEMES</b>                       |   |
|---|---|
| <b>A. Promotion of Equality between men and women</b>             | Selection of the clients is carried out by the eligible employer and they are actively reminded of their requirement to abide by the relevant equality legislation.   |
| <b>B. Promotion of equal opportunities and non-discrimination</b> | <p>Selection of the clients is carried out by the eligible employer. Employers are actively reminded of promoting equality and prohibiting discrimination in employment 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>Employers are also reminded that they must provide reasonable accommodation for people with disabilities and to 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>   |
| <b>C. Social Inclusion</b>  | The aim is to ensure that everyone has equal access to work regardless of gender, ethnicity, or disability.   |
| <b>D. Sustainable Development</b>                                 | <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 framework<sup>1</sup> 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 <sup>2</sup> 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 4(ESF + YEI co-funded)  |                                     |                   |  |                   |
|--|-------------------------------------|-------------------|--|-------------------|
| Outputs and Results Indicator Targets  | Measurement Unit                    | Target Value 2023 | Performance Framework <sup>3</sup> Targets |                   |
|  |                                     |                   | Target Value 2018                          | Target Value 2023 |
| OUTPUTS  |                                     |                   |  |                   |
| Number of participants aged under 25 on JobsPlus   | Number of YEI eligible participants | 1,800             | N/A  | N/A               |
| Certified Expenditure  | €m                                  | 7.99m             | N/A  | N/A               |
| RESULTS  |                                     |                   |  |                   |
| The participants completes the two year period (70%) in employment   | Number of participants              | 1,260             | N/A  | N/A               |
| Unemployed participants who complete the YEI supported intervention  | Number of unemployed participants   | 1,260             | N/A  | N/A               |
| Unemployed participants who receive an offer of employment, continued education, apprenticeship or traineeship upon leaving              | Number of unemployed participants   | 1,260             | 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   | 1,260             | N/A  | N/A               |
| LTU participants who complete the YEI supported intervention   | Number of LTU participants          | 1,260             | N/A  | N/A               |
| LTU participants who receive an offer  | Number of                           | 1,260             | N/A  | N/A               |

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

<sup>2</sup> 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.

<sup>3</sup> 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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|   |                                 |       |     |     |
|---|---------------------------------|-------|-----|-----|
| of employment, continued education, apprenticeship or traineeship upon leaving  | LTU participants                |       |     |     |
| LTU participants who are in education/training, gain a qualification, or are in employment, including self-employed, upon leaving                                     | Number of LTU participants      | 1,260 | N/A | N/A |
| Inactive participants not in education or training who complete the YEI supported intervention  | Number of inactive participants |       | 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 |       | 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 |       | 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          |       | N/A | N/A |
| Participants in employment six months after leaving   | Number of participants          | 1,080 | 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.)<br>ESF + National Contribution | €7.99m                            |
| Priority 4 – YEI +ESF<br>Contribution €m     | €5.32m (YEI €2.66m + ESF €2.66m). |
| Priority 4 - ESF + YEI Co-<br>Financing %    | 66.67%                            |
| EU Intervention Field Code                   | 103                               |

| 8. CERTIFICATION ROLES                                       |                                    |                                   |
|--|------------------------------------|-----------------------------------|
| Ex-Ante checks by:   | Certified Claims<br>Submitted by:  | Submitted<br>To:                  |
| Employment Support<br>Services &<br>Operational Units<br>DSP | Employment Support Services<br>DSP | EU Funding Compliance Unit<br>DSP |
| EU Funding Compliance Unit<br>DSP                            | EU Funding Compliance Unit<br>DSP  | Managing Authority<br>DES         |
| Managing Authority<br>DES                                    | Managing Authority<br>DES          | Certifying Authority<br>DES       |
| Certifying Authority<br>DES                                  | Certifying Authority<br>DES        | European Commission               |

| 9. PROJECT SELECTION                          |   |
|---|---|
| Project Selection Process                     | <p>This activity is focused on a grant to an employer for employing an unemployed individual and who meets the criteria outlined by Department of Social Protection. DSP deliver this activity directly. As such, there is no project selection process involved in the delivery of the activity.</p> <p>All participants employed by the approved employer must be NEETs (Not in Employment Education and Training) as defined by the nationally agreed definition, under 25 at the point of commencement and meet the JobsPlus scheme's eligibility as set out at the time.</p> |
| Project Selection Criteria                    | Not applicable  |
| Composition of Project<br>Selection Committee | Not applicable  |

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### 10. PUBLICITY/INFORMATION PLANS

|   |   |
|---|---|
| Publicity/ Information Plans for the Activity | <p>Applications, brochures, promotional materials including 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, as per the Managing Authority Guidelines.</p> <p>The following Regulations apply:</p> <ul style="list-style-type: none"> <li>• Regulation No. 1303/2013 CPR ( Articles 115-117)</li> <li>• Commission Implementing Regulation No. 821/2014 (Articles 3 and 4 and Annex II</li> </ul> |
|---|---|

### 11. IMPLEMENTATION CONTACT

|  |                      |                           |
|--|----------------------|---------------------------|
| <b>Body:</b> EU Funding Compliance Unit<br>Department of Social Protection   | <b>Contact Name:</b> | <b>Neil Heffernan</b>     |
| <b>Address:</b><br><br><b>Goldsmith House<br/>Pearse Street<br/>Dublin 2</b> | <b>Phone:</b>        | 01-6732346                |
|  | <b>Email:</b>        | Neil.heffernan@welfare.ie |

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### ANNEX I

#### Common output and result indicators for ESF investments

##### (1) Common output indicators for participants

"Participants"<sup>4</sup> 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<sup>5</sup>

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<sup>4</sup> 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).

<sup>5</sup> 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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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.

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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"<sup>6</sup> 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.

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<sup>6</sup> 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).