

HUMAN CAPITAL INVESTMENT OPERATIONAL PROGRAMME 2007-2013	
<b>Priority:</b>	<b>INCREASING ACTIVATION OF THE LABOUR FORCE</b>
<b>Theme/Dimension Code:</b>	Development of a skilled workforce needed to meet Ireland's future needs, while also helping jobseekers to obtain employment or recognised qualifications.
<b>Activity title:</b>	<b><i>Labour Market Activation Fund 2010</i></b>
<b>Overall Objective:</b>	To stimulate innovation in the provision of training and activation measures for jobseekers seeking to up-skill and get back into work.
<b>Certifying Authority:</b>	ESF Certifying Authority
<b>Managing Authority:</b>	ESF Managing Authority
<b>Intermediate Body:</b>	Department of Education and Skills
<b>Intended Beneficiaries:</b>	55 projects in the private, not-for-profit/voluntary, and public sectors providing training, education and work placement programmes for up to 12,000 unemployed people.
<b>EU Co-financing Rate:</b>	50%

### 1. CONTEXT/ PROBLEM/ NEED:

Ireland in the late 2000s became over-reliant on a limited range of activities, primarily construction and consumption, for economic growth. As a result of economic recession, declines in employment occurred across occupational groupings, and showed the following marked characteristics:

- a significant decline in craft and related occupations connected strongly to the construction sector and almost entirely confined to males.
- a notable decline in plant and machine operatives - which is also mostly confined to males and related to the manufacturing sector.
- the largest employment decline for females was in clerical and secretarial occupations and sales occupations, which was most likely related to declines in the retail sector.

Over this period, the Quarterly National Household Survey showed a higher than average unemployment rate amongst the under 35s and the low skilled.

Having regard to the needs of these groupings, the Fund was created with a dual purpose. Firstly, it was intended to ensure that those with low levels of education are given the chance to gain qualifications bringing them up to at least Leaving Certificate level, and thus enhance their chances of benefiting from labour market opportunities as they return. Secondly, those with higher-level qualifications needed to be assisted to re-skill and prepare themselves for occupations in new and different sectors of the economy.

### 2. OBJECTIVES OF THE ACTIVITY:

The Fund is targeted to benefit specific priority groups among the unemployed: the low skilled, and those formerly employed in declining sectors - construction, retail and manufacturing sectors, with particular emphasis on the under 35's and the long-term unemployed. It is focused on funding upskilling programmes delivering qualifications up to Level 5 on the National Framework of Qualifications, or equivalent, (i.e. upper secondary level); and re-skilling programmes providing qualifications up to NFQ Level 8 (Honours Bachelor Degree level/Higher Diploma), or equivalent.

### 3. ESF FUNDED ELEMENT OF ACTIVITY:

The ESF will provide co-financing for selected vocational training and education courses to meet the needs of unemployed job-seekers.

**4. RESPONSIBILITIES OF INTERMEDIATE BODY:**

Intermediate Bodies shall be responsible in particular for:

- Submitting eligible expenditure in the format required by the Certifying Authority to the Managing Authority in order for payment claims to be prepared for submission to the Certifying Authority
- In respect of ESF funds the Intermediate Bodies will, for the purpose of drawing down EU funds, report expenditure to the Managing Authority.
- Ensuring that all payment claims for Structural Fund expenditure submitted by beneficiaries are supported with receipted invoices, audit documents and that a clear audit trail exists.
- Ensuring that only eligible expenditure actually incurred, in respect of co-financed measures/projects, is submitted to the Managing Authority
- Certification of all expenditure incurred by beneficiaries.
- Ensuring that public support under this programme complies with the procedural and material State aid rules applicable at the point of time when the aid is granted
- Ensuring that public contracts awarded, concerning projects benefiting from the assistance of the European Social Fund, comply with the provisions of Directives 2004/17/EC, 2004/18/EC and the Treaty principles where applicable
- Collection and submission of statistical data in relation to co-financed activities, in particular in relation to the requirements of Annex XXIII of Implementing Regulation 1828 of 2006 (see extract attached below)

5. CONTRIBUTION TO HORIZONTAL THEMES	
A. Social Inclusion	<p>This activity will support social inclusion by assisting unemployed persons from the priority groups to obtain the necessary skills to improve their chances of progressing to employment or to educational attainment connected with labour market opportunity.</p> <p>Anyone who is in receipt of a social protection payment for at least 3 months including persons with a disability, women who are returning to the workforce, Travellers and migrants are eligible to participate in the programme. Projects are required to provide extra supports for those participants that experience particular and acute barriers to participation, for example related to inadequate literacy and numeracy skills.</p> <p><b>Specific actions to incorporate the Social Inclusion Principle in the Measure:</b></p> <ul style="list-style-type: none"> <li>• Local consultation to identify training and educational needs of the target groups named above</li> <li>• Provision and delivery adapted to meet learner needs (e.g. timing, location, duration, methodologies and learner supports)</li> <li>• Strategies and supports to promote access and participation (e.g., outreach, pre-development, guidance, mentoring)</li> <li>• Training to those who meet specific eligibility criteria</li> <li>• Guidance and mentoring support</li> <li>• Flexible budget management to provide for co-ordination and predevelopment support at local level</li> <li>• Requirements on projects to promote learner centeredness, equality, accessibility and inclusiveness, recognising and accommodating diversity, quality assurance, local consultation, collaboration and innovation.</li> </ul> <p>Programme providers are required to provide statistical reports detailing participation by vulnerable groups, in accordance with national rules:</p> <ul style="list-style-type: none"> <li>— Minorities</li> <li>— Migrants</li> <li>— Disabled</li> <li>— Other disadvantaged people</li> </ul>
B. Gender Equality & Wider Equality Opportunities	<p>The activity will be open to all persons across all equality categories. The Department of Education and Skills will maintain and report on statistics on participation on the basis of gender, and educational qualification.</p>
C. Sustainable Development	<p>The Department of the Environment, Heritage and Local Government will be invited to become a member of the OP Monitoring Committee</p> <p>The MA will report on Sustainable Development as an element of the Annual Implementation Report</p> <p>A thematic presentation and discussion on sustainable development issues will be made to the Monitoring Committee on an annual basis.</p> <p>Evaluation of the OP impact in relation to sustainable development will be undertaken as an element of the proposed mid term evaluation of the OP.</p>

6. PERFORMANCE INDICATORS:										
Annual Indicators										
OUTPUT										
	Region	Baseline (2010)			Mid Term Target (not applicable)			Target 2011		
		M	F	T	M	F	T	M	F	T
The Number of Persons Participating in Training and Education Programmes	BMW	1,050			-	-	-	900		
	SAE	10,950			-	-	-	9,300		
	NAT	12,000			-	-	-	10,200 (85%)		
RESULTS										
	Region	Baseline (2010)			Mid Term Target (not applicable)			Target 2011		
		M	F	T	M	F	T	M	F	T
Number of Persons completing programme and Gaining Certification	BMW	900			-	-	-	765		
	SAE	10,500			-	-	-	8,925		
	NAT	11,400 (95%)			-	-	-	9,690 (95% of target participation)		
Number of Persons obtaining employment during programme	BMW				-	-	-			
	SAE				-	-	-			
	NAT	240 (2%)			-	-	-	200		
IMPACT										
	Region	Baseline (2010)			Mid Term Target (not applicable)			Target 2011		
		M	F	T	M	F	T	M	F	T
% of Persons Trained in Employment or Further Education at time of follow up survey	BMW	n/a						n/a		
	SAE	n/a						n/a		
	NAT	n/a						n/a		

See end of document for ANNEX XX111 from Implementing Regulation 1828 of 2006

7. FINANCIAL INPUT			
Budget (€/m.)	SAE €8.000m.	BMW €0m.	NAT €8.000m.
EU Intervention Field Code	72		
ESF Contribution €m	€4.000m		
Treatment of ESF	Treated as appropriations-in-aid		
National Co-Financing Basis (Net/Gross)	Gross – i.e. the Department of Education and Skills provides the ESF contribution and the match funding to Programme Providers.		
Max. ESF Co-Financing %	50%		
Max. Total Public Support %	100%		
Exch. Vote & S/Head	National Training Fund, Department of Education and Skills.		
Description of Financial Flows	Payments from the National Training Fund (NTF) Department of Education and Skills.		

**8. FINANCIAL MANAGEMENT**

<b>Certifying Authority</b>	ESF Certifying Authority
<b>Managing Authority</b>	HCI-OP Managing Authority
<b>Intermediate Body</b>	Department of Education and Skills (D/ES)
<b>Beneficiaries</b>	56 projects
<b>Nature of Support</b>	The Department of Education and Skills will directly fund programme providers to deliver a range of education and training programmes for the unemployed.
<b>Operation of Scheme</b>	1 June 2010 – 30 June 2011
<b>Implementation Arrangements (Sub-Contracting?)</b>	This Measure will be implemented fully by the Department of Education and Skills with the assistance of the contracted programme providers.

**9. PAYMENT ROLES**

<b>Ex-Ante Expenditure Verification checks (Art.13)<sup>1</sup> by:</b>	<b>Certified Claims Submitted by:</b>	<b>Submitted To:</b>	<b>Ex-Post Audit of Operations<sup>2</sup> by:</b>	<b>System Audits<sup>3</sup> By:</b>
Programme providers	Programme providers	LMAF D/ES	ESF Financial Control Unit, D/ES	Internal Audit Unit D/ES
LMAF Staff D/ES	LMAF Staff D/ES	Managing Authority D/ES	ESF Financial Control Unit, D/ES	Internal Audit Unit D/ES
EO/HEO, Managing Authority D/ES	HEO/AP, Managing Authority D/ES	Certifying Authority D/ES	ESF Financial Control Unit, D/ES	Internal Audit Unit D/ES
EO/HEO Certifying Authority D/ES	Head of Certifying Authority D/ES	European Commission	ESF Financial Control Unit, D/ES	Internal Audit Unit D/ES

**10. PROJECT SELECTION**

Project Selection Process	In order to leverage to maximum effect the potential of the market for efficient and value-for-money delivery of full or part-time education and training provision, an EU-wide open tender competition was launched in March 2010. Some 370 tenders were received from public, private, voluntary and not-for-profit organisations. An independent expert Evaluation Committee was established to assess and score the tender applications. Having regard to the criteria set out in the Request for Tender, successful tenderers were ranked according to overall scores and were offered funding in order of merit until the Fund was fully committed.
Project Selection Criteria	As part of the open tender competition a Request for Tender (RFT) document was published. This RFT set out the criteria that tenderers were to meet in order to be eligible for inclusion in the selection process. These included: understanding of the specific training and education needs of programme participants; evidence of clear programme objectives and achievable, quality outcomes leading to progression to employment or to educational attainment connected with labour market opportunity for participants from the priority groups; appropriate supports, advice and guidance for participants to assist them to fully participate in and benefit from the programmes and enabling them attain their personal goals; demonstrable innovation in programme content and delivery; and collaboration or co-operation amongst organisations/providers and between organisations/providers and enterprises.
Composition of Project Selection Committee	Membership of the Evaluation Committee comprised the Chairperson, Expert Group on Future Skills Needs; the Higher Education Authority; FAS – the Irish National Training and Employment Authority; the Department of Education and Skills; Enterprise Ireland; the Department of Enterprise, Trade and Innovation, and Pobal (Government-funded body for supporting communities and local agencies toward achieving social inclusion, reconciliation and equality).

<sup>1</sup> Article 13, Reg. 1828/2006<sup>2</sup> Art. 62 (1)(b) Reg. 1083/2006<sup>3</sup> Art. 62 (1) (a) Reg. 1083/2006

**11. PUBLICITY/INFORMATION PLANS**

Publicity/ Information  
Plans for the Activity

All programme providers have a contract setting out the terms under which funding was provided. In line with these contractual arrangements programme providers were advised of ESF publicity guidelines. All programme providers will exhibit signage regarding ESF funding as appropriate. Applications, brochures, reports and promotional materials will equally publicise the appropriate funding source in line with national requirements and those of Implementing Regulation (EC) No 1083/2006 regarding information and publicity measures to be carried out by the Member States concerning assistance from the Structural Funds.

**12. FINANCIAL PLAN FOR THE ACTIVITY**

Financial Tables relating to this area of activity are attached containing all ESF and National/Private funding broken down by each year of the programming period and detailing BMW, SAE and National Profiles.

**13. IMPLEMENTATION CONTACT**

<b>Body:</b> Department of Education and Skills	<b>Contact Name:</b>	Larry O'Grady John Kelly
<b>Address:</b> Labour Market Activation Fund 2010 Marlborough Street Dublin 1	<b>Phone:</b>	00353 -1-8896694 00353 -1-8892373
	<b>Fax:</b>	
	<b>Email:</b>	larry_ogrady@education.gov.ie johna_kelly@education.gov.ie

**Annex XXIII : Information****Skills Training for the Unemployed and Job-Seekers****Number of Participants per year**

Yes; No. who started, No. who finished, No. of carry-over.

**Breakdown of Participants by Gender**

Yes

**Breakdown of Participants by Status**

Employed (Not applicable)  
Self-Employed (Not applicable)  
Unemployed (Defined as on the Live Register)  
Long-Term Unemployed (Self-Defined)  
Inactive (Not applicable)  
Inactive in Education/Training (Not applicable)

**Breakdown of Participants by Vulnerable Group**

Minorities (No. declared as Travellers)  
Migrants (No. declared as 'Refugees/Leave to Remain' – from 2009 will refer to nationality)  
Disabled (No. citing disability)

**Breakdown by Educational Attainment**

Breakdown by Primary/None, Junior, Leaving Certificates. In the longer-term information will be collected by NFQ levels (1 – 10) and approximately converted to ISCED.

**ANNEX II**

*[Extract from Implementing Regulation 1828 of 2006]*

**Annex XXIII : Data on participants in ESF operations by priority**

**NUMBER OF PARTICIPANTS PER YEAR**

(people entering, those leaving, carry-over from one year to the next)

**BREAKDOWN OF PARTICIPANTS BY GENDER****BREAKDOWN OF PARTICIPANTS ACCORDING TO STATUS IN THE LABOUR MARKET**

- employed (total number of employed, including self-employed)
- self-employed
- unemployed (total number of unemployed including long-term unemployed)
- long-term unemployed
- inactive persons (total number of inactive persons, including those in education, training or retirement, those having given up business, the permanently disabled, those fulfilling domestic tasks or other)
- inactive persons in education or training

**BREAKDOWN OF PARTICIPANTS BY AGE**

- young people (15-24 years)
- older workers (55-64 years)

**BREAKDOWN OF PARTICIPANTS BY VULNERABLE GROUPS, IN ACCORDANCE WITH NATIONAL RULES**

- minorities
- migrants
- disabled
- other disadvantaged people

**BREAKDOWN OF PARTICIPANTS BY EDUCATIONAL ATTAINMENT**

- Primary or lower secondary education (ISCED 1 and 2)
- Upper secondary education (ISCED 3)
- Post-secondary non-tertiary education (ISCED 4)
- Tertiary education (ISCED 5 and 6)