

HUMAN CAPITAL INVESTMENT OPERATIONAL PROGRAMME 2007-2013	
<b>Priority:</b>	<b>INCREASING ACTIVATION AND REDUCING INEQUALITY IN THE LABOUR FORCE</b>
<b>Theme/Dimension Code:</b>	Measures to improve access to employment and increase sustainable participation and progress of women in employment to reduce gender-based segregation in the labour market, and to reconcile work and private life, such as facilitating access to childcare and care for dependent persons.
<b>Activity title:</b>	<b>Social and Employment Integration of Migrants</b>
<b>Overall Objective:</b>	To contribute to addressing labour market gaps for specific groups that are experiencing barriers to participation and employment, including those created by gender inequality and wider inequalities
<b>Certifying Authority:</b>	ESF Certifying Authority
<b>Managing Authority:</b>	ESF Managing Authority
<b>Intermediate Body:</b>	Department of Justice and Equality <b>The Office for the Promotion of Migrant Integration (OPMI).</b>
<b>Intended Beneficiaries:</b>	<ul style="list-style-type: none"> <li>• <i>OPMI and</i></li> <li>• <i>Business in the Community/Employment Programme for Immigrant Communities (BITC/EPIC)</i></li> </ul>
<b>EU Co-financing Rate:</b>	50%

**1. CONTEXT/ PROBLEM/ NEED:**

This measure is aimed at the most vulnerable of legally resident migrants that are having difficulty accessing employment because of language difficulties, health issues, lack of training or social skills or non-recognition of their qualifications. The measure proposes to promote and extend initiatives to increase the levels of employability of the target group.

**2. OBJECTIVES OF THE ACTIVITY:**

The objective of this measure is to implement a series of initiatives which will increase the employment possibilities for the target group through a linked comprehensive employment program embracing all stages of preparation which will include language training around the work place, social skills training and a one on one mentoring programme that will lead to long term placement of beneficiaries in either training or employment.

Persons who fall into the targeted category will be given the tools and one to one support to become economically viable.

The training programme includes work place language and social skills training, cv preparation, interview skills, referral to health services will be made as appropriate. A one on one training and employment officer will be assigned to each individual who will mentor them through the training and beyond for as long as necessary. This focused approach will ensure that the overall objectives of the project are met.

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

ESF co-financing will be used to fund Start up costs, Personnel costs, Employer's costs, Other Personnel costs, Overheads, Contracts & Services, Childcare costs, incidental expenses incurred by participants necessary to participation.

**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**

<b>A. Social Inclusion</b>	<p><b><i>This programme should, through employment and training programmes, increase the inclusion of vulnerable legally resident immigrants into Irish Society.</i></b></p> <p>Employment is one of the key factors of integration and social inclusion. Through employment, legally resident immigrants will build networks, learn how society is organised and develop friendships. The workplace is an excellent source of information about how systems work and where new arrival can get support as they build their lives in a new environment.</p> <p>Employment can also lead to an improvement in mental and physical health status of the individual.</p> <p>Employment can also improve language acquisition which further increases participation in society and social inclusion.</p> <p>Recruitment for the courses on offer takes place using a variety of methods including local social welfare employment offices, through referral organisations, leaflets and publicity material and through individual contacts.</p>
<b>B. Gender Equality &amp; Wider Equality Opportunities</b>	<p><b>The programme will be managed on the basis of Equal Opportunity for all</b></p> <p>This programme focuses on persons that are job-ready, i.e. that do not have childcare obligations or where there are childcare obligations where the client has made or is in the process of making long-term childcare arrangements. There is provision for funding for limited child-care costs, included in the budget.</p> <p>With regard to the above, the programme is organised on the basis of equal opportunity and procedures are in place to ensure a balanced approach to participation.</p> <p>Provision has been included to provide limited financial support for transport costs to ensure that the most vulnerable of the community can participate.</p>

<b>C. Sustainable Development</b>	<p>The Department of the Environment, Community and Local Government was 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 was undertaken as an element of the mid term evaluation of the OP</p> <p><b><i>Through this initiative, vulnerable legally resident immigrants will have the opportunity to either enter the workforce, or, for those in the workforce they will have the opportunity to receive assistance to find employment appropriate to their skills levels. In this way, we will endeavour to ensure that Ireland will make the best possible use of the Human Resources available through immigration.</i></b></p>
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6. PERFORMANCE INDICATORS:													
Annual and Cumulative Indicators													
OUTPUT													
	Region	Baseline (2007)			Mid Term Target 2010			Target 2013			Cumulative Indicators <u>2007-13</u>		
		M	F	T	M	F	T	M	F	T	M	F	T
1. The number of individuals Participating in preparation for employment programme	BMW	Programme covers greater Dublin region only											
	SAE				110	175	285	115	180	295	770	1225	1995
	NAT	New action – No Baseline			110	175	285	115	180	295	770	1225	1995
RESULT													
	Region	Baseline (2007)			Mid Term Target 2010			Target 2013			Cumulative Indicators <u>2007-13</u>		
		M	F	T	M	F	T	M	F	T	M	F	T
1. The number of participants who complete specific training and/or mentoring and are ready to enter the employment market	BMW	Programme covers greater Dublin region only											
	SAE				100	150	250	100	160	260	700	1050	1750
	NAT	New action – No Baseline			100	150	250	100	160	260	700	1050	1750
IMPACT													
	Region	Baseline (2007)			Mid Term Target 2010			Target 2013			Cumulative Indicators <u>2007-13</u>		
		M	F	T	M	F	T	M	F	T	M	F	T
1. The number of participants gaining employment	BMW	Programme covers greater Dublin region only											
	SAE				40	60	100	45	70	115	300	450	750
	NAT				40	60	100	45	70	115	300	450	750
Data gathered by ongoing contact with clients. It is self reported.													
		New action – No Baseline											

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

7. FINANCIAL INPUT			
Budget (€/m.)	SAE €2.734m.	BMW €0m.	NAT €2.734m.
EU Intervention Field Code	70		
ESF Contribution €m	€1.367m.		
Treatment of ESF	To be treated as appropriations-in-aid by the Department of Justice and Equality		
National Co-Financing Basis (Net/Gross)	Gross in the Vote		
Max. ESF Co-Financing %	50%		
Max. Total Public Support %	100%		
Exch. Vote& S/Head	E8/10710		
Description of Financial Flows			

8. FINANCIAL MANAGEMENT	
Certifying Authority	ESF Certifying Authority
Managing Authority	HCI-OP Managing Authority
Intermediate Body	Department of Justice and Equality
Beneficiaries	<b>The Office for the Promotion of Migrant Integration(OPMI)/Business in the Community/Employment Programme for Immigrant Communities (BITC/EPIC)</b>
Nature of Support	Grant
Operation of Scheme	
Implementation Arrangements (Sub-Contracting?)	Business in the Community, Employment Programme for Immigrant Communities (BITC/EPIC) will implement the 2007 programme in the Eastern Region. This organisation has successfully implemented a pathway to employment programme in 2006 and a grant of 0.5m will be paid to BITC/EPIC to adapt the model (a) for use with vulnerable legally resident immigrants and (b) to change from a "training" model to an "employment" model. As the 2007 Initiative started in Dec 2007 it is expected that 210 persons will be interviewed and assessed and 110 persons will be placed in employment through this initiative. This project will be evaluated in August 2008. The 2008 Programme will be by public tender.

9. PAYMENT ROLES				
Ex-Ante Expenditure Verification checks (Art.13) <sup>1</sup> by:	Certified Claims Submitted by:	Submitted To:	Ex-Post Audit of Operations <sup>2</sup> by:	System Audits <sup>3</sup> By:
Beneficiary Organisation Programme Assistant	Grant beneficiaries BITC/EPIC Yr 1	Integration and European Funds Unit, <b>OPMI</b> .	ESF Financial Control Unit, D/ES	Beneficiary Organisation Finance Mgr.
<b>OPMI</b>	Integration and European Funds Unit,	RDU/JE	ESF Financial Control Unit, D/ES	Internal Audit (D/JE)
RDU/DJE	RDU/JE	Managing Authority DES	ESF Financial Control Unit, D/ES	Internal Audit Unit DES
EO/HEO Managing Authority DETE	HEO/AP Managing Authority DETE	Certifying Authority DETE	ESF Financial Control Unit, D/ETE	Internal Audit Unit DETE
EO/HEO Certifying Authority DETE	Head of Certifying Authority DETE	European Commission	ESF Financial Control Unit, D/ETE	Internal Audit Unit DETE

<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

10. PROJECT SELECTION	
Project Selection Process	2007 – by Grant to adapt existing pilot project for use with vulnerable legally resident immigrants. 2008-2013 Combination of grant and public call for proposals
Project Selection Criteria	<p><b>Evidence of need</b> Evidence of need for the initiative in a particular area The extent to which the proposal will improve the prospects for employment of the target group</p> <p><b>Strength of proposal:</b> Quality of a strategic approach, its potential effectiveness and impact Approach to partnership and use of existing resources and services provided by public bodies or other agencies. Evidence that the proposal is clear, attainable, measurable realistic and Time-bound Good quality success indicators Evidence that the organisation to implement the project</p> <p><b>Value for Money</b> Overall cost-effectiveness of the proposal and the extend to which it represents value for money Sustainability of proposal – is it transferable Possibility of learning from the project.</p> <p><b>Capacity of the applicant</b> Experience and track record of the applicant Capacity of the organisation, including evidence of ability to manage funding at the level sought</p> <p><b>Coordination, collaboration with other organisations</b> Avoidance of duplication Linkages with other programmes in the same area/objective</p>
Composition of Project Selection Committee	The Selection Committee will be drawn from the Staff of the Integration Unit, Office of the Minister for Integration.

11. PUBLICITY/INFORMATION PLANS	
Publicity/ Information Plans for the Activity	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> OPMI	<b>Contact Name:</b>	Gerry Roughneen / Alan Lombard
<b>Address:</b> 6/7 Hanover Street East, Dublin 2	<b>Phone:</b>	4748730 / 4748631
	<b>Fax:</b>	4748628
	<b>Email:</b>	<a href="mailto:gfroughneen@justice.ie">gfroughneen@justice.ie</a> / <a href="mailto:aglobbard@justice.ie">aglobbard@justice.ie</a>

*[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)