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Employment & Human Resources Development Operational Programme (2000-2006)

IRELAND

Annual Implementation Report 2005



EUROPEAN SOCIAL FUND:
helping develop employment by
promoting employability, the business
spirit and equal opportunities and
investing in human resources



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1. OP Structure and Linkages

1.1 Introduction

This report on the implementation of Ireland's Employment and Human Resources Development Operational Programme in 2005 is presented in two Parts. **Part I** provides a general overview of progress on the OP, covering issues such as:

- Changes in the Programme's environment in 2005,
- Links to the European Employment Strategy and Employment Action Plan,
- Progress in achieving the OP's objectives,
- The contribution of the OP to meeting the objectives of the ESF,
- OP management
- Financial Progress
- Financial Control
- General overview of progress in implementing the OP at Priority level.

Part II of the report includes detailed reports on the implementation of each measure/sub-measure in the OP.

1.2 EHRD OP structure

The Employment and Human Resources Development Operational Programme (EHRD OP) is Ireland's largest ESF-supported programme in the 2000-2006 round of Structural Funds, with €892m in ESF aid allocated to the Programme. It is also one of the largest national Operational Programmes under Ireland's National Development Plan 2000-2006, with a total investment of over €15 billion.

The Programme is the key delivery mechanism for employment, education and vocational training strategies under Ireland's Employment Action Plan. A total of 53 measures or sub-measures are supported under the Programme, with 22 of these being co-financed by the ESF. The measures/sub-measures are divided into the following Priorities:

- Employability
- Entrepreneurship
- Adaptability
- Equal Opportunities
- Training Infrastructure
- Technical Assistance

A list of all measures/sub-measures in the Programme, and the agencies responsible for implementing them, are shown on Table 1. The primary Implementing Bodies are the Department of Education and Science, and An Foras Aiseanna Saothar (FAS), the National Training and Employment Authority.

The objective of the EHRD OP is to mobilise labour supply, up-skill the labour force and contribute to social inclusion. The Programme is, effectively, the labour market component of the National Development Plan and responds to developments in the labour market. The labour market environment in which the Programme operated in 2005 is outlined in Chapter 2.

The Measures co-funded by the **ESF** are directed towards the achievement of the following objectives:

OBJECTIVES

- *The mobilisation of labour supply in order to minimise the disruptive effects of generalised labour scarcity, while recognising the continuing importance of unemployment prevention;*
- *The encouragement of enterprises, and particularly SMEs, to improve their productivity and added-value in order to underpin future competitiveness;*
- *The enhancement of the skills and competencies of individuals, through lifelong learning, thereby enabling their participation and progression in the labour market.*

Table 1 – EHRD OP Structure and Implementing Bodies

Measure No	Priority/Measure name	Implementing Body
	EMPLOYABILITY	
01	Action Programme for the Unemployed	FAS
02 ESF	National Employment Service	FAS
03 ESF	Active Measures for LTU & Socially Excluded	FAS
04	Early Education	D/Education & Science
05 ESF	School Completion Initiative	D/Education & Science
06	Early Literacy	D/Education & Science
07	Traveller Education	D/Education & Science
08	School Guidance Service	D/Education & Science
09 ESF	Third Level Access	D/Education & Science
10	Schools Modern Languages	D/Education & Science
11A ESF	Early School Leaver –Progression	FAS
11A ESF	Early School Leaver – Progression (Community Training Workshop)	D/Education & Science
11B ESF	Early School Leaver - Youthreach & Travellers	D/Education & Science
12A	Sectoral Entry Training -Tourism School Leavers	D/Arts, Sports & Tourism
12B	Sectoral Entry Training -Tourism	D/Arts, Sports & Tourism
12C	Sectoral Entry Training –Tourism (Education)	D/Education & Science
12D	Sectoral Entry Training -Agriculture	D/ Agriculture & Food
13 ESF	Skills Training for Unemployed & Redundant Workers	FAS
14A ESF	Apprenticeship/Traineeship-FAS	FAS
14B	Apprenticeship-Education	D/Education & Science
15	Employment Support Services	D/ Social & Family Affairs
16	Voc. Training & Pathways Employment People with Disabilities	FAS
17	Refugee Language Support Unit	D/Education & Science
	ENTREPRENEURSHIP	
18 ESF	In Company Training -FAS	FAS
	In Company Training -Enterprise Ireland	Enterprise Ireland
	In Company Training – D/ETE	D/Enterprise Trade and Employment
19A ESF	Social Economy -Programme	FAS
19B ESF	Social Economy -Local Social Capital	FAS

	ADAPTABILITY	
20	Lifelong Learning -General Training	FAS
21 ESF	Lifelong Learning -Back to Education Initiative	D/Education & Science
22 ESF	Lifelong Learning- National Adult Literacy Strategy	D/Education & Science
23	Lifelong Learning- Further Education Support Services	D/Education & Science
24A1	Ongoing Sectoral Training -Gaeltacht	Údarás na Gaeltachta
24A2	Ongoing Sectoral Training - Film	D/Arts, Sports & Tourism
24B	Ongoing Sectoral Training -Seafood	D/ Communications, Marine & Nat. Resources
24C	Ongoing Sectoral Training -Forestry	D/ Communications, Marine & Nat. Resources
24D	Ongoing Sectoral Training -Equine Institute	D/ Agriculture & Food
24E	Ongoing Sectoral Training -Agriculture	D/ Agriculture & Food
24F	Ongoing Sectoral Training -Tourism	D/ Arts, Sports & Tourism
24G	Ongoing Sectoral Training -Tourism Education	D/Education & Science
25	Middle-Level Technician/Higher Technical Business Skills	D/Education & Science
26 ESF	Undergraduate Skills	D/Education & Science
27	Postgraduate Conversion Courses	D/Education & Science
28A	Training of Trainers- Primary, Post-Primary & Further Education	D/Education & Science
28B	Training of Trainers- FAS	FAS
29A	Quality Assurance-Training of Trainers	D/Education & Science
29B ESF	Quality Assurance-Certification & National Qualifications Framework	D/Education & Science
	EQUALITY	
30 ESF	Education Equality Initiative	D/Education & Science
31A ESF	Equal Opps Promotion & Monitoring - Education	D/Education & Science
31B ESF	Equal Opps Promotion & Monitoring - NDP	D/ Justice, Equality & Law Reform
31B1 ESF	Equality for Women	D/ Justice, Equality & Law Reform
	TRAINING INFRASTRUCTURE	
32A	Education Infrastructure	D/Education & Science
32B	Training Infrastructure	FAS
	TECHNICAL ASSISTANCE	
33A ESF	Technical Assistance (Equality Studies)	Equality Authority
33B ESF	OP Technical Assistance	D/Enterprise. Trade & Employment

1.3 Links with the European Employment Strategy, the National Employment Action Plan and the National Reform Programme

The structure of the EHRD OP was designed to conform to the Pillars of the original European Employment Guidelines – Employability, Entrepreneurship, Adaptability and Equality. In 2003, these Guidelines were revised, and the four “Pillars” were replaced with a more flexible series of Integrated Guidelines to operate for the period 2003-2005. The Guidelines were further revised in the context of the revised Lisbon Strategy, which saw the establishment of a new integrated guideline package, bringing together the existing Employment Guidelines and the Broad Economic Policy Guidelines. The Guidelines form the basis of Ireland’s National reform Programme, which was published in 2005.

Table 2 shows each of the measures/sub-measures in the OP in their original “Pillar” format, and their link to the new Integrated Guidelines, indicated by an “X” against the appropriate Guideline. Many measures address more than one Guideline. The provisional total expenditure and ESF expenditure (where relevant) in 2005 under each measure/sub-measure is also provided on the table.

The Updated (“Final”) Evaluation of the EHRD OP, was completed in September 2005. As part of its Terms of Reference, it was required to identify the extent to which the co-financed measures were linked to the objectives European Employment Strategy and, in particular:

- how the measures contributed to the EES and to the National Action Plan on Employment;
- the extent to which the measures have played a role in addressing annual recommendations made to Ireland under the EES process;

The report identified a very clear linkage between the ESF co-financed measures and Employment Guidelines. It also shows that a number of the co-financed measures relate to *multiple* Employment Guidelines. For example, Measure 21 (*Lifelong Learning – Back to Education Initiative*) relates to Guidelines 5, 6, 21 and 22; Measure 2 (*National Employment Service*) relates to guidelines 1, 2 and 3 and Measure 11B (*Early School Leavers – Youthreach and Travellers*) relates to Guidelines 7, 8 and 9.

The report noted that the Council’s recommendations to Ireland have emphasised three themes as follows:

- the need to strengthen efforts to mobilise and integrate into the labour market economically inactive people, particularly women
- the need to pursue efforts to sustain productivity growth and upgrade skills, through in-company training and lifelong learning;
- the need to take further comprehensive action to address regional imbalances in employment, unemployment and job creation.

The report identified a very clear linkage between the ESF co-financed Measures and the EES Priorities and Employment Guidelines. In fact, it noted that the key themes

in the annual recommendations made to Ireland were directly relevant to the ESF co-financed measures. For example, the Council made repeated recommendations to Ireland to increase efforts in relation to in-company training – a particular target for use of ESF. In addition, the role of the co-financed measure 31B - NDP Gender Equality Unit – also had a direct role in increasing efforts to improve the position of women in the labour market, both by mainstreaming gender equality and by promoting specific actions to support women's involvement and progression in the labour market.

The Employment Guidelines (2005-2008)

- **Guideline No.17:** Implement employment policies aiming at achieving full employment, improving quality and productivity at work, and strengthening social and territorial cohesion
- **Guideline No.18:** Promote a lifecycle approach to work
- **Guideline No.19:** Ensure inclusive labour market, enhance work attractiveness, and make work pay for job-seekers, including disadvantaged people, and the inactive
- **Guideline No.20:** Improve matching of labour market needs
- **Guideline No.21:** Promote flexibility combined with employment security and reduce labour market segmentation, having due regard to the role of the social partners
- **Guideline No.22:** Ensure employment-friendly labour cost developments and wage-setting mechanisms
- **Guideline No.23:** Expand and improve investment in human capital
- **Guideline No.24:** Adapt education and training systems in response to new competence requirements

Priority and Measure	Measure No.	2005 Total Expend. (€m)	2005 ESF Expend. (€m)	Employment Guidelines					NO.22	NO.23	NO.24
				NO.17	NO.18	NO.19	NO.20	NO.21			
EMPLOYABILITY											
Action Programme for the Unemployed	1	143.114	0.000					N/A	N/A		
National Employment Service	2ESF	51.084	0.000	x		x				x	
Active Measures for LTU & Socially Excluded	3ESF	242.279	2.396	x		x				x	
Early Education	4	1.468	0.000	x		x				x	x
School Completion Initiative	5ESF	22.061	12.063	x						x	x
Early Literacy	6	3.460	0.000	x						x	x
Traveller Education	7	7.314	0.000	x						x	x
School Guidance Service	8	32.396	0.000	x						x	x
Third Level Access	9ESF	35.920	5.398	x						x	x
Schools Modern Languages	10	2.795	0.000	x						x	x
Early School Leaver - Progression FAS	11AESF	30.989	16.134	x						x	x
Early School Leaver - Progression (CTW) DES	11AESF	1.223	0.676	x						x	x
Early School Leaver - Youthreach & Travellers	11BESF	65.486	38.565	x						x	x
Sectoral Entry Training -Tourism School Leavers	12A	10.137	0.000	x						x	x
Sectoral Entry Training -Tourism	12B	8.445	0.000	x						x	x
Sectoral Entry Training -Tourism (Education)	12C	17.685	0.000	x						x	x
Sectoral Entry Training -Agriculture	12D	11.743	0.000	x						x	x
Skills Training for Unemployed & Redundant Workers	13ESF	85.773	31.601	x						x	x
Apprenticeship/Traineeship-FAS	14AESF	159.556	14.140	x		x				x	x
Apprenticeship-Education	14B	30.378	0.000	x						x	x
Employment Support Services	15	100.200	0.000	x						x	x
Voc. Training & Pathways Employment People with Disabilities	16	82.751	0.000	x		x				x	
Refugee Language Support Unit	17	1.597	0.000	x	x	x				x	x
Priority Total		1147.854	120.973	x						x	
ENTREPRENEURSHIP											
In Company Training -FAS	18AESF	25.839	14.189								
In Company Training -Enterprise Ireland	18BESF	2.083	0.307	x			x			x	x
In Company Training -Call for Proposals	18CESF	0.516	0.311	x			x			x	x
Social Economy -Programme	19AESF	34.908	0.000	x			x			x	x
Social Economy -Local Social Capital	19BESF	0.000	0.000	x	x	x				x	x
Priority Total		63.346	14.807								

ADAPTABILITY				NO.17	NO.18	No.19	NO.20	NO.21	NO.22	NO.23	NO.24
Lifelong Learning -General Training	20	9.918	0.000	x						x	x
Lifelong Learning -Back to Education Initiative	21ESF	91.616	6.782	x						x	x
Lifelong Learning- National Adult Literacy Strategy	22ESF	21.710	12.175	x						x	x
Lifelong Learning- Further Education Support Services	23	4.407	0.000	x						x	x
Ongoing Sectoral Training -Culture, Gaeltacht	24A1	4.750	0.000	x			x			x	x
Ongoing Sectoral Training Film 24A2	24A2	1.240	0.000	x						x	x
Ongoing Sectoral Training -Seafood 24B	24B	1.639	0.000	x						x	x
Ongoing Sectoral Training -Forestry 24C	24C	0.218	0.000	x						x	x
Ongoing Sectoral Training -Equine Institute	24D	0.252	0.000	x						x	x
Ongoing Sectoral Training -Agriculture	24E	1.710	0.000	x						x	x
Ongoing Sectoral Training -Tourism	24F	6.459	0.000	x						x	x
Ongoing Sectoral Training -Tourism Education	24G	2.413	0.000	x						x	x
Middle-Level Technician/HigherTechnical Business Skills	25	332.733	0.000	x						x	x
Undergraduate Skills	26ESF	27.240	14.815	x						x	x
Postgraduate Conversion Courses	27	11.083	0.000	x						x	x
Training of Trainers- Primary,Post -Primary &Further Educ	28A	23.293	0.000	x						x	x
Training of Trainers- Fás	28B	0.413	0.000	x						x	x
Quality Assurance-Training of Trainers	29A	7.696	0.000	x						x	x
Quality Assurance-Certification &National Qualifications Framework	29BESF	10.375	1.000	x						x	x
Priority Total		559.165	34.772								
Equality											
Educational Equality	30ESF	0.657	0.060	x	x						x
Equal Opps Promotion & Monitoring - Education	31AESF	0.368	0.184	x	x						x
Equal Opps Promotion & Monitoring - NDP	31BESF	0.363	0.182	x	x						x
Equality for Women 31B1ESF	31B1 ESF	1.653	0.870	x	x						x
Priority Total		3.041	1.296								
Infrastructure											
Education Infrastructure 32A	32A	547.843	0.000								
Training Infrastructure 32B	32B	40.600	0.000								
Priority Total		588.443	0.000								
Technical Assistance											
Technical Assistance (Equality Studies)	33AESF	0.203	0.152		x						
OP Technical Assistance	33BESF	0.495	0.248								
Priority Total		0.698	0.400								
OVERALL TOTAL		2362.547	172.248								

Ireland's National Reform Programme, which was launched in October 2005, sets out *inter alia*, the key labour market policies that will contribute to the achievement of the Lisbon Agenda. It states that Ireland will focus in particular on two major challenges:

- ensuring an adequate supply of labour to meet the needs of the economy and to sustain economic growth. Labour will be supplied through a number of sources: the underlying population increase; increased participation by the unemployed and other groups outside the labour force, and migration.
- maintaining a strong focus on education and training, including lifelong learning and training for those in employment to ensure the development of a high skilled, adaptable workforce.

The Measures contained in the EHRDOP continue to provide various means through which these objectives have been pursued.

Ireland continued to address these recommendations in a variety of ways in 2005, not least through many of the activities being supported under the Employment and Human Resources Development Operational Programme (EHRD OP), for example:

- Actively engaging with unemployed people at an early stage to prevent the drift into Long Term Unemployment is a fundamental objective of *Measure 2 - National Employment Service*. Under this process, the Department of Social and Family Affairs (DSFA) refers all persons reaching a threshold of 6 months unemployment for interview by FÁS (previously, the timing of referrals for people over 25 years of age had been longer). In 2005, the earlier 6-month referral process became operational in all eight FAS regions, having first been implemented to the Dublin region in 2003.
- Initiatives to tackle Early School Leaving are addressed in *Measure 5 – School Completion Initiative* and *Measure 11a Early School Leaver -Progression* and *11b Early School Leaver - Youthreach & Travellers*.
- Measures to promote Lifelong Learning and to up-skill those in employment – particularly in SMEs – are found in the Adaptability and Entrepreneurship Priorities of the OP respectively.

Progress achieved through these measures is discussed in Chapter 4 of this report.

1.4 Links with NAPS and the NAPS/incl. process

Social Inclusion/Poverty is one of the key policy contexts within which the EHRD OP was prepared in terms of the needs to be addressed and the strategies and policies put in place at EU and national level. As can be seen from Table 2, many of the measures in the OP address the Employment Guideline of combating discrimination against people at a disadvantage in the labour market.

The impact of employment policy was included in Ireland's report to the European Commission in 2003 on the 2003-2005 NAPS/incl. This was commented favourably upon by the Commission, which noted, in particular, the substantial progress made

since the previous plan. In particular, they noted the current plan displayed a greater understanding of the complex causes of social exclusion.

The Office of Social Inclusion is currently preparing a new National Action Plan for submission to the Commission in September 2006.

The revised National Anti Poverty Strategy, (NAPS) which was agreed in 2002, notes that if consistent poverty is to be eliminated and the risk of poverty reduced, policies must address the patterns of risk and incidence that underlie poverty processes. Accordingly, one of the objectives is to provide maximum opportunity for the most vulnerable members of society to gain employment and to progress to better paid and more fulfilling employment. Three key targets have been set:

1. The elimination of long-term unemployment as soon as circumstances permit but, in any event, not later than 2007
2. The reduction in the level of unemployment experienced by vulnerable groups towards the national average by 2007
3. The achievement of the objectives set out in the National Employment Action Plan to increase employment rates

The approach towards achieving the key targets include:

- Having in place a proactive policy of engagement with people of working age on social welfare to ensure that, where possible, they have the opportunity to avail of employment, education and training options (*Measure 2 - National Employment Service*)
- Creating new opportunities for unemployed people and for marginalized groups to access employment and training (*Measure 1 - Action Programme for the Unemployed, Measure 3 - Active Measures for the LTU and Socially Excluded and Measure 13 - Skills Training for Unemployed and Redundant Workers*)
- Eliminating any remaining gaps or disincentives to employment/training in the application of the secondary benefit systems so that, at a minimum, nobody is materially worse off as a result of taking up employment, training, or education opportunities.
- Ensuring that those in low paid and low skilled jobs have access to higher incomes and the opportunity to progress to better paid and more highly skilled employment.

The National Anti Poverty Strategy also has a specific target to reduce the number of young people who leave the school system early so that the percentage of those who complete upper second level or equivalent will reach 90 % by 2006 from a baseline figure of 81.6 % in 1999. In the context of the EHRD OP, the *School Completion Initiative (Measure 5)*, combining the Early School Leaver Initiative and the School Retention Initiative, are among a number of measures aimed at meeting this objective.

2. The Economy and Labour Market in Ireland in 2005

2.1 The economic climate in 2005

Ireland's economic progress in the years since 2001 has followed a pattern of steady, moderate growth at low single digit rates. While this is significantly lower than the average rates of 10% achieved in the closing years of the last millennium, it represents a strong performance relative to performance of the EU economy as a whole.

In 2005, Ireland's economy demonstrated continued improvement, achieving growth at the rates of 4.2% (GNP) and 5.8% (GDP)¹. One of the other most significant features of the health of the Irish economy in 2005 was the continued growth in employment, with a rise of 4.7% achieved over the year. The average rate of unemployment was 4.4% for the year 2005, the same rate as the previous year.

UNEMPLOYMENT RATES (Annual Average) ²						
Year:	2000	2001	2002	2003	2004	2005
Rate:	4.2%	3.9%	4.4%	4.6%	4.4%	4.4%

A welcome development in 2005 was the continued fall in consumer price inflation with the rate reducing to 2.2%³ by the end of the year. While this reduction can be attributed in part to the appreciation of the euro, it also reflects a significant reduction in services inflation.

Future economic prospects

The main economic commentators predict a return to more favourable global economic conditions following the slow-down in 2001-2003. The Central Bank of Ireland (CBI) bases this outlook on the continued growth in the US and the maintenance of low interest rates. For the Euro area in particular, it predicts ongoing moderate growth.

Given that Ireland has continued to experience economic growth despite the global economic downturn of the 2001-2003 period, it is well placed to react to any improvement in global circumstances. For 2006, the CBI predicts an economic growth rate of 4.25% (GNP) and 4.75% (GDP)⁴. The independent research body, the Economic and Social Research Institute (ESRI) is similarly optimistic, predicting growth for 2006 at the rates of 5.1% (GNP) and 4.8% (GDP)⁵.

Consumer price inflation is expected to remain relatively low with rates of 2.8% predicted for 2006. However, this could be impacted by external factors such as the

¹ Source: *Key Economic Indicators – Ireland*, Central Statistics Office (www.cso.ie)

² Source: *Seasonally Adjusted Standardised Unemployment Rates(SUR)* – CSO (www.cso.ie)

³ Source: *First Bulletin, 2005*, Central Bank of Ireland

⁴ Source: *first Quarterly Bulletin, 2006*, Central Bank of Ireland

⁵ Source: *Quarterly Economic Commentary, Spring 2006*, ESRI – (www.esri.ie)

price of oil. The unemployment rate is expected to stabilise, with the ESRI predicting an average rate of 4.4% for 2006 and 4.3% 2007⁶.

2.2 The Irish labour market in 2005⁷

Labour Force Growth

The labour force increased by 92,200 to 2,071,900 in the year to the fourth quarter of 2005. This accounted for 62.2% of all persons aged 15 or over compared with 61.0% on the fourth quarter of 2004. The male participation rate increased in the year from 71.5% to 72.5% while the female rate increased from 50.8% to 52.1%. Non- Irish nationals are estimated to account for around 9% of the labour force compared with almost 7% in the last quarter of 2004, [QHNS, Q4, 2005].

The latest available figures for all 25 EU member states (which are for the second quarter of 2005), show that between the second quarters of 2004 and 2005 Ireland's labour force grew by 4.9%. This compares favourably with the EU-25 average of 1.4%.

Participation Rates by Age and Gender – Fourth Quarter comparisons

Increases were recorded in all age groups with the highest increases occurring in the 60-64 group (up 3.2 percentage points to 43.7%) and in the 20-24 group (up 2.3 points to 74.9%). The overall rate of participation for females increased to 52.1% compared with 50.8% the previous year, while the rate for males was 72.5% (compared with 71.5% in 2004).

Unemployment

There were 91,300 persons unemployed in the fourth quarter of 2005, representing a seasonal decrease of 5,400 in the quarter and an annual increase of 5,700 on the fourth quarter of 2004. The seasonally adjusted unemployment rate increased over the quarter from 4.3% to 4.4%. The number of unemployed comprised 54,300 males and 37,000 females, representing annual increases of 1,500 and 4,200 respectively. The seasonally adjusted unemployment rate for men was 4.6% while that for women was 4.2%.

In the fourth quarter of 2005 there was an annual increase of 7,000 in the number of persons whose duration of unemployment was less than a year (i.e. short-term unemployed). There was a decrease of 1,300 in the number of long-term unemployed, concentrated in the 15-24 age category. The corresponding long-term unemployment rate fell to 1.3% from the 1.5% recorded for the same period last year.

⁶ Source: *Quarterly Economic Commentary, Spring 2006*, ESRI – (www.esri.ie)

⁷ All labour market data is sourced from the Quarterly National Household Survey for the Fourth Quarter of 2005, published by the Central Statistics Office of Ireland (www.cso.ie)

LONG TERM UNEMPLOYED ⁸						
Year:	2000	2001	2002	2003	2004	2005
Rate:	1.5%	1.25	1.25%	1.4%	1.5%	1.4%

Employment

On average, employment increased by 86,500 or 4.6% last year. This is the highest annual rate of growth since the increases of 6.3% and 4.8% recorded in 1999 and 2000 respectively. The rate of growth recorded in 2004 was 3.0%. The average number of males in employment in 2005 was 43,400 (+4.0%) higher than in the previous year while the average number of female workers was up by 43,700 (+5.6%).

There were 1,980,600 persons in employment in the fourth quarter of 2005, an increase of 86,500 (+4.6%) in the year. The number of males in employment increased by 48,100 (+4.4%) over the same period. Female employment increased by 38,400 (+4.8%) with over 14,300 of this increase attributable to a rise in the number of part-time workers. It is estimated that the increase in the number of Non-Irish nationals in employment accounted for approximately half of the overall year-on-year increase.

Sectoral Employment

Employment in *Construction* (+25,800), *Wholesale & retail trade* (+19,600) and *Financial and other business services* (+15,300) sectors continued to grow strongly in the year to the fourth quarter of 2005. Almost 40% of the year on year growth in the *Wholesale and retail trade sector* and just over 35% of the growth in the *Financial and other business services* sector can be attributed to an increase in the numbers working part-time. All other areas in the services sector also recorded employment growth over the year. In contrast, there was a fall of 12,900 in the numbers employed in the *Other production industries* sector.

All occupational categories with the exception of *Managers and administrators* which showed no change, increased in the year. The largest increased were in *Sales* (+18,900) and *Craft and related* (18,300).

Full-Time and Part-Time Employment

In the year to end 2005, the numbers engaged in full-time employment increased by 62,300 to 1,639,800. This comprises 1,066,000 males (65%) and 573,000 females (35%).

The number of persons in part-time employment increased in the year by 24,200 to reach a level of 340,800. This comprises 266,200 males (78%) and 74,600 females (22%). Most (14,800) of this rise was accounted for by increased numbers of females

⁸ Source: CSO (www.cso.ie)

taking up part-time work. The sectors that showed the largest annual increases in part-time employment were the *Wholesale and retail trade* (+7,600), *Financial and other business services* (+5,400), *Education* (+3,200) and *Hotels and restaurants* (+2,300).

The average working week in the fourth quarter of 2005 was 36.9 hours which represents a slight decrease from the corresponding 2004 figure of 37.1 hours.

Regional Comparisons

Employment grew by 15,700 (+3.2%) in the Border, Midland and Western region and by 70,800 (+5.0%) in the Southern and Eastern region in the year to the fourth quarter of 2005. There was an increase of 4,200 in the numbers unemployed in the Southern and Eastern region while there was an increase of 1,400 in the Border midland and Western region.

At NUTS3 level, employment grew in all regions with the South West (+6.4%) and the Mid-West (+6.3%) showing the highest percentage increases over the year. The number of persons in employment that are resident in the Dublin region increased by over 22,000 (+4.0%).

The participation rate in the Southern and Eastern region increased from 61.5% to 62.9% between the fourth quarters of 2004 and 2005. The participation rate in the Border, Midland and Western region also increased, showing an increase of 0.4 percentage points to 60.1% over the same period.

The Labour Force Status of Non-Irish Nationals

Tentative estimates of the labour force status of Non-Irish nationals produced by the Central Statistics Office show that there was an estimated 253,500 foreign nationals aged 15 years of age or over in the State in the last quarter of 2005. Just over 171,000 were in employment while almost 12,000 were unemployed. Nationals of the new EU Accession states were the fastest growing category with the numbers in the labour force increasing by 28,100 in the last quarter of 2004 and by over 65,000 in the last quarter of 2005.

In the fourth quarter of 2005, Foreign nationals accounted for 21.05% of workers in the *Hotel and restaurants* sector and approximately 10% of both the *Construction* and *Other production industries* sectors. The greatest increase in Non-Irish national workers was in the *Construction* sector where the numbers employed increased by almost 10,000. Other production industries also recorded an increase of just over 7,000 despite the overall decline in employment in this sector.

Foreign nationals accounted for 4,500 of the overall increase of 5,700 in the numbers unemployed between the fourth quarters of 2004 and 2005.

Main conclusions

The labour force continues to grow strongly, growing by 4.6% in the 12 months to the end of the reporting period. Growth in employment is also strong with an increase of 4.7% recorded for the year. The seasonally-adjusted number of unemployed increased by 5,700, with the rate of unemployment increasing slightly to 4.2%. The long-term unemployment decreased to unchanged at 1.4%, albeit based on a slightly higher number. Both rates remain low, particularly when compared to the EU25 averages.

Participation rates among all age-groups have increased in the 12 months while the rate of female participation continues to increase, this time by 1.3 percentage points to 52.1% on the previous year. The number of females in employment increased by 38,400 (4.8%).

Employment growth in this quarter, compared to the previous year, has occurred in all sectors apart from *Other production industries*, which showed a decrease of 3,000. Growth was strongest in the *Construction* and *Wholesale and retail trade*, where there were increases of 25,700 and 21,400 respectively.

3. Management of the Employment and Human Resources Development Operational Programme

3.1 Managing Authority Developments

2005 was a year of relative stability for the EHRD OP Managing Authority in comparison with the changes that occurred in previous years. However, there were some changes in personnel, with the Head of the ESF and the Manager of the ESF Paying Authority both moving to other Divisions within the Department and their replacements, Mr. Vincent Landers as Head of ESF and Mr. Tom Whelan as Manager of the ESF Paying Authority commencing in September and October 2005 respectively. The Managing Authority has been able to achieve all its main targets for the year.

3.2 Monitoring Committee Meetings and Decisions

The OP Monitoring Committee held its regular twice-yearly meetings in April and October 2005 to review the six-month and yearly Progress Reports on the OP compiled by the Managing Authority. The April meeting was held in County Westmeath, within the BMW region, while the October meeting was held in County Kilkenny within the SAE region. Progress Reports were approved at both meetings and subsequent Summary Reports were submitted to the NDP/CSF Monitoring Committee meetings.

Monitoring Committee Decisions

The Monitoring Committee approved a number of changes to the Programme complements for the following Measures:

- Measure 05 – School Completion Initiative
- Measure 07 – Traveller Education

- Measure 08 – School Guidance Service
- Measure 11B – Early School Leaver – Youthreach & Travellers
- Measure 17 – Refugee Language Support Unit
- Measure 21 – Lifelong Learning – Back to Education Initiative
- Measure 22 - Lifelong Learning – National Adult Literacy Strategy
- Measure 23 – Lifelong Learning - Further Education Support Services
- Measure 29A – Quality Assurance – Training of Trainers
- Measure 30 – Educational Equality

The changes approved related primarily to Horizontal issues and in a number of cases to changes in the Indicators for the measures.

In September 2005 the ESF Managing Authority proposed a number of changes involving the re-profiling of ESF funds to the Monitoring Committee. The re-profiling proposals are set out in the following table.

Table showing summary of re-profiling of ESF funding during 2005

Measure Name	Measure No.	Initial 2000-06 OP FC	Adjusted 2000-06 OP FC	Change (+/-)	Source/Target (Measure of Change)
Back to Education Initiative	21	€41.378m	€25.978m	-€15.4m	Measure 26
Undergraduate Skills	26	€51.015m	€66.415m	+€15.4m	Measure 21
In-Company training	18	€146.043m	€126.043m	-€20m	Measure 13
Skills training for the Unemployed	13	€86.581	€106.581	+€20m	Measure 18
Total:				€35.4m	

The re-profiling provided for the movement of some €35.4 million within the OP, involving four measures only. The first proposal comprised the transfer of €15.4 million within the Adaptability Priority from Measure 21 – Back to Education Initiative – to Measure 26 – Undergraduate Skills and it related to difficulties in achieving the required level of expenditure in Measures 21 coupled with a capacity for increased expenditure in Measure 26.

Two factors affected the Department's ability to drawdown the ESF aid that had been profiled for Measure 21:

- 1) The BTEI measure initially comprised of part-time options only. Approval to extend the scope of the Measure to include full-time options was granted in December 2004. However, the first phase of part-time options commenced only in 2002, with 2003 the first full year of operation. The level of activity is

such that utilisation of the 2000 and 2001 allocations on the part-time options is not considered possible.

- 2) While the extension of the scope of activity to full-time options allows for greater expenditure over the Measure as a whole, it relates only to 2005 onwards. This represents a limited capacity to compensate for the underspend experienced in the early years of the Measure.

The second proposal related to the transfer of €20 million from measure 18 – In-Company Training to Measure 13 – Skills Training for the Unemployed. The problems experienced in trying to achieve a level of activity that would allow for a greater use of allocated expenditure have been reported regularly to the Monitoring Committee. In its report to the Committee in April 2005, the Managing Authority referred to the two-pronged approach being deployed in response to the underspend:

- i. a public tendering process administered by FÁS aimed at national organisations interested in managing training projects
- ii. a public Call for Proposals administered by ETSU directed at projects not captured by FÁS.

Notwithstanding these initiatives, the Managing Authority remained concerned that the level of activity across the various stands of the In-Company Training Measure would not be such as to allow for the full utilisation of allocated expenditure. In its report on the *Evaluation of the In-Company Training Measures under the NDP/CSF 2000-2006*, the NDP/CSF Evaluation Unit also referred to the low rate of overall expenditure on the Measure and, notwithstanding the proposals made, expressed serious doubts on whether the measure budget could be fully expended.

Given the constraints regarding the movement of allocations outside priorities, there were only two possibilities for alternative use of funds, namely the transfer of allocations to other Measures within the Priority or the transfer of allocations for remaining years of the Programme to Measures outside the Priority. However, the other Measures within the Entrepreneurship Priority, Measure 19B (*Local Social Capital*) and Measure 19A (*Social Economy*) were also experiencing difficulties of their own and had no apparent capacity to absorb additional allocations. The only feasible option, therefore, was to transfer allocations for the remaining years of the Programme to Measures contained in other Priorities.

Therefore, the Monitoring Committee decided to move a total of €20m outside of the Priority into Measure 13 of the Employability Measure, Skills Training for the Unemployed and Redundant, which is administered by FÁS. This Measure's aims were consistent with those of the In-Company Measure insofar as they sought to address training requirements and skills gaps (albeit to a different audience). FÁS also indicated that it had the capacity to expend and administer the additional funding. In addition to approving the financial transfers in the OP, the Monitoring Committee approved textual changes to the OP, consequent on the In-Company Training Measure re-profiling.

Other decisions adopted by the Monitoring Committee in 2005 included:

- Approval of revised Programme Complements for Measures 21 (LLL – Back to Education Initiative) and Measure 26 – (Undergraduate Skills) on the 27th October 2005.

3.3 Completion of the Mid-Term Evaluation process

The Mid Term Evaluation also contained recommendations concerning non-financial aspects of the OP. These recommendations dealt with OP management and monitoring; costs, cost effectiveness and value for money; and project selection. The Spring 2005 meeting noted that considerable progress had been achieved in addressing the recommendations and very few remained to be addressed. At the Autumn 2005 meeting, it was noted that as most of the recommendations had been addressed, the remaining recommendations would be taken forward to the next round of ESF Programming.

3.4 Evaluation of the In-Company Training Measures

The evaluation of the In-Company Training Measures, carried out by the NDP/CSF Evaluation Unit, commenced in 2004 and the final report was completed in July 2005. The terms of reference of the evaluation were as follows:

- A review of the rationale for state/EU intervention in the area of training for people in employment.
- A review of relevant developments in both the external socio-economic environment and policy at national and EU level;
- A review of international experience in this area;
- An assessment of financial and physical progress under the measures to date;
- A review of the factors and constraints affecting take-up of the measures;
- An assessment of the effectiveness of the management and delivery mechanisms for the measures;
- An assessment of the value-added of ESF funding in this area.

Among the main findings and conclusions of the report were:

- The level of employee training carried out in Ireland compares reasonably well with that in EU and other developed economies.
- The rationale for State intervention to support in-company training activity is marginal, given the reality that firms undertake a considerable quantum of general training.
- Strong growth in employment in high-skilled services' employment will continue to increase the demand for skilled labour over the foreseeable future.
- The dearth of up-to-date information on in-company training activity levels is a major obstacle to the development of evidence-based policy in this area.
- The performance of the in-company training measures in both financial and physical terms has been fairly disappointing to date.

- Expenditure and activity under the EHRD OP measure (particularly by FÁS) is set to undergo a major expansion over the period to 2008. The report states that doubts remain that the full budget for the EHRD OP measure can be drawn down before the end of the Programme.
- The substantial volume of ESF funding committed to the EHRD OP measure has meant a higher level of investment in this area than would otherwise have been the case. In this sense, there has been some ESF value-added. Outside of this policy effect, there is no evidence to suggest that ESF funding has either positively or negatively affected the implementation of the measure.

The report put forward two sets of recommendations, the first relating to short-term recommendations for the remainder of the current Programme and the second relating to the post-2006 programming period.

Recommendations for short-term consideration

1. FÁS should move to establish regular surveys of in-company training levels, along the lines of the previous surveys for Eurostat in 1993 and 1999. Resources for this data-gathering exercise should be funded by the EHRD OP in-company training measure.
2. Indicators should be established for projects funded under the previous and forthcoming open call for proposals under the DETE strand of the EHRD OP measure. These should be reported on separately to the OP Managing Authority and Monitoring Committee.
3. FÁS should develop a monitoring system for the CDP to include data on participating employees and companies.
4. An in-depth, stand-alone evaluation of the CDP should be carried out in early 2007, with a focus on training impacts on both participating employees and companies.
5. The Department of Enterprise, Trade and Employment should establish and oversee a co-ordination committee comprised of representatives of agencies involved in the implementation of in-company training activity, with the aim of avoiding duplication and overlap in the training supports provided by the agencies. The committee should include representatives of agencies outside the EHRD OP, i.e., the CEBs and Skillnets.

Recommendations relating to post-2006 programming period

1. The level of funding devoted to in-company training activity in any post-2006 programme should not be increased further on the 2006 outturn.
2. Interventions funded in the post-2006 period should be explicitly targeted at areas of clear market failure. These could include programmes aimed at older workers and employees with lower skills levels, smaller firms and interventions aimed at overcoming information barriers on the part of companies and employees.
3. The Department of Enterprise, Trade and Employment should ensure that the roles of the delivery agencies involved in any future programmes are clearly defined. Issues which require attention in this context include the role that FÁS (through the CDP) could play in meeting some of the training needs of

firms currently supported by the County Enterprise Boards. Training activity operated by Skillnets should also be incorporated into any post 2006 successor programme.

The Managing Authority and the Implementing Agencies have considered the recommendations outlined in the evaluation. With regard to the short-term recommendations, the Central Statistics Office (CSO) has now assumed responsibility for the 1st recommendation; Indicators have been or are currently in the process of being agreed for the third strand of Measure 18 – as suggested in the 2nd recommendation; FÁS is developing a computer-based system for monitoring the CDP, (to replace the current paper-based one) – 3rd recommendation; the process to commence evaluation of the CDP as suggested in recommendation no 4 will begin in late 2006; the Department of Enterprise, Trade and Employment will give consideration to the suggestion that a co-ordination committee should be established to oversee the whole in-company training process. In relation to the recommendations relating to the post 2006 programming period, these recommendations will be taken into consideration as part of the ex-ante evaluation process and NDP preparation for 2007-2013 period.

3.5 Updated Evaluation of the MTE

The Mid-Term Evaluation of the EHRD-OP was completed in 2003. Article 42 of the General Regulation on the European Structural Funds (Council Reg. (EC) No. 1260/99), required that an up-date of the Mid-Term Evaluation of all Operational Programmes (OPs) be carried out and submitted to the European Commission before the end of 2005. The purpose of the evaluation was to:

- Provide an analysis of financial and physical progress under the programme to end-2004,
- Assess its likely eventual impact, and
- Identify lessons/issues for the next round of Structural Fund programming which runs from 2007-2013.

Similar evaluations were carried out for all other Irish programmes co-financed by the Structural Funds, and the updated evaluation of each of these programmes would feed in to an overall updated evaluation of Ireland's Community Support Framework 2000-2006. The updated evaluation of the EHRD OP (as with the other programmes) was confined to the priorities and measures, which were co-financed by the Structural Funds.

The Updated Evaluation was completed by the end of September 2005. The recommendations in the report were divided into two parts. The first set of recommendations contained three issues related to the current programme, two of them relating to the non-financial recommendations in the MTE and the third related to the on-going monitoring of the In-Company Training Measure. The second set of recommendations all dealt with issues in relation to a future programme. In general, the recommendations will be addressed in the preparation of the ESF OP 2007-2013.

3.6 Indicators

The Measure-level Progress Reports in Part II of this report provide information on the position at the end of 2005 in relation to financial and physical progress.

Priority level indicators are provided over the following pages.

EHRD OP INDICATORS - EMPLOYABILITY PRIORITY

	Baseline (Q.4 1999 unless otherwise indicated)	Position at Q. 4 2005
Employment		
People benefiting directly - All measures	Not available	Not available*
People benefiting directly - Co-financed measures	Not available	Not available*
Mobilisation		
Potential Labour Supply		
Male	8.7%	Not available
Female	12.3%	Not available
Overall	9.3%	7.7%
BMW Region	11.3%	Not available
SAE Region	9.9%	Not available
Labour Force Participation Rate		
Male	71.1%	72.5%
Female	47.1%	52.1%
Overall	58.9%	62.2%
BMW Region	56.0%	60.1%
SAE Region	60.0%	62.9%
Social inclusion		
Unemployment Rate		
Male	5.1%	4.6%
Female	5.1%	4.2%
Overall	5.1%	4.4%
BMW Region	6.4%	4.4%
SAE Region	4.7%	4.3%
Long Term Unemployment Rate	2.1%	1.3%
LTU numbers		
Male	26,000	20,700
Female	10,000	6,900
Overall	36,000	27,600

Note: Baseline figures for 1999 have been corrected from the data published in the EHRD OP

Source: CSO: QNHS Q.4 1999 and QNHS Q.4 2004

* See Chapter 4, p. — Table showing the numbers who benefited under the Employability Priority.

EHRD OP INDICATORS - ADAPTABILITY PRIORITY**Educational Attainment Rate**

	March-May 1999	March-May 2003
% with Upper Second Level education or higher		
Males aged 25 to 64	56.03%	59.99%
Females aged 25 to 64	60.54%	65.13%
Overall	58.28%	62.55%
Overall by age category		
25-34	73.77%	79.16%
35-44	63.38%	67.87%
45-64	43.63%	46.70%

Source: QNHS Special Module on LLL, Q2 2003
This information remains the most recently available

Participation in Education & Training

	Formal	Non-Formal	Total	Population	%
Age Group	(000)	(000)	(000)	(000)	
25-34	57.9	108.1	166	636.2	26.09%
35-44	29.1	98.4	127.5	541.7	23.54%
45-64	24.1	108.8	132.9	844.9	15.73%
Total	111.1	315.3	426.4	2,022.8	21.08%

	Formal	Non-Formal	Total	Population	%
	(000)	(000)	(000)	(000)	
Male*	252.1	195.3	447.4	1537.3	29.10%
Female*	271.4	224.6	496	1586.5	31.26%
All*	523.5	419.9	943.4	3123.8	30.20%

* Includes 15-24 age group

Basis of calculation: Persons aged 25-64, classified by whether they received formal or non-formal education/training in the 12 months, March-May 2003

Formal education refers to the regular education system (formal education, including schools, colleges and universities) which the respondent had attended sometime during the previous 12 months.

Non-formal education refers to all organised learning activities outside regular education. Normally you have to register for each activity.

EHRD OP Indicators - Entrepreneurship Priority

In-Company Training		
	2000	2000-2005
<i>Companies supported</i>		
FÁS	N/A	5,128
Enterprise Ireland	N/A	1,282
Total		6,410
<i>Employees Trained</i>		
FÁS	N/A	28,584
Enterprise Ireland	N/A	13,879
Total		42,463

Social Economy		
Number of projects operating		267
No of Participants (people employed in projects)	N/A	1,919

Source: Progress reports from FAS and Enterprise Ireland

EHRD OP Indicators - Equality Priority

Gender Employment Gap		1999	2003
Employment Rate	Male	71.1%	71.5%
	Female	47.1%	50.8%
	Gap	24.0%	20.7%
Gender Unemployment Gap			
Unemployment Rate	Male	5.1%	4.6%
	Female	5.1%	3.9%
	Gap	0.0%	0.7%

Source: QNHS 1999 (Q4) and 2004 (Q4)

3.7 Compliance with Community policies

All activities under the OP are required to operate in full compliance with EU and (where appropriate) national policies and rules on State Aid, competition, the award of public contracts, environmental protection and improvement, the elimination of inequalities and the promotion of equal opportunities between men and women. Implementing Bodies have been asked to respect these policies in their operational procedures. Article 4 checks carried out by the Managing Authority pay particular attention to the action taken by the Implementing Bodies to ensure that these policies are respected, where relevant to the measure/sub-measure in question.

The measure-level progress reports in Part II provide assurance of the actions taken to ensure compliance with the relevant policies. Chapter 5 also sets out, in summary form, details of activities undertaken in the Operational Programme in 2005, which address the policies areas of gender equality, environmental protection and rural development.

3.8 Information, Communications & Publicity

Under the 2000-2006 National Development Plan, a central NDP/CSF Information and Communications Unit was established to co-ordinate the dissemination of information and communications material across all NDP/CSF activity and for all Structural Funds activity. The EHRD OP Managing Authority continued to engage with the NDP/CSF Information and Communications Unit in relation to publicity for the OP and the European Social Fund during 2005.

The NDP/CSF Newsletter included various articles on the ESF and EQUAL as well as ESF funded initiatives. ESF was further promoted as part of the Local Advertising Campaign on the NDP/CSF in Ireland.

The ESF Website (www.esf.ie) continued to be used to inform the Monitoring Committee of various issues relating to the OP and to circulate documents for Monitoring Committee meetings. Both the Paying Authority and the Managing Authorities use the website as an effective means for circulating information on Financial Management and Control issues. The website is also used to provide general information on ESF, as well as more specific information on the EHRD OP. The Managing Authority has initiated a project towards the improvement of both the design and functionality of the website, with work scheduled for completion by mid-2005.

The acknowledgement of the implementing agencies of the role of the ESF continues to be expressed and is given particular prominence through the display of the EU logo on publicity material related to their measures. This material includes application forms, general reports, leaflets, websites and advertisements. ESF Information and Publicity was highlighted as a specific agenda item at the Spring 2005 meeting of the Monitoring Committee.

Specific examples demonstrating the continued publicity of the OP included the circulation by the Department of Education and Science of information leaflets and posters relating to the YOUTHREACH and Senior Traveller training centre programmes. These items contain an acknowledgement of ESF funding and also display the EU and NDP logos. The National Co-ordinator's office has worked in

partnership with the NDP Information Unit's Local Media Campaign, highlighting and explaining the implementation of the NDP at a county/local level. To date, features have been published on centres in counties Meath, Louth, Limerick and Kerry. Counties Kildare and Offaly were covered by advertorial features in the local regional newspapers.

All FÁS training centres, employment offices and FÁS-funded community projects continue to exhibit signage acknowledging National Development Plan (NDP) or NDP/EU funding as appropriate. In addition, FÁS assisted the NDP/CSF Information Unit to identify suitable projects and programmes for inclusion in their advertising campaign and also approved all proposed articles prior to their inclusion on local radio/newspapers. The aim of this campaign was to highlight the benefits of NDP investments to people and communities at county and regional level.

The NDP Gender Equality Unit's logo, the NDP logo and the EU logo feature on all the Unit's publications and publicity material (e.g. training materials, fact sheets, postcards, letterheads, job advertisements, website etc). Calls for tender also referred to the funding of the Unit by the NDP/EU and contained a reference to the Unit website which gives details of all funding sources for the Unit.

The projects funded under the *Equality for Women* measure were promoted by a wide range of organisations including local community groups, educational institutions, local development agencies and statutory agencies, which resulted in widespread publication of the use of NDP and ESF funding for this Measure at local, regional and national level

3.9 Use of Technical Assistance

In 2005, just over €495,000 of funds allocated to OP Technical Assistance was spent. The major expenses during this period were:

- Updated Evaluation of the MTE costs
- Administrative costs, i.e. Monitoring Committee Meetings, etc
- Salaries of the staff of the ESF Financial Control Unit
- Travel & Subsistence costs
- Restructuring of the ESF website (www.esf.ie)
- Technical support costs for the 2nd Call for Proposals under the In-Company Training Measure (third strand)

3.10 Amendments to Programme Complements

Details of amendments, which were made to Programme Complements in 2005, are outlined in Section 3.2 above.

3.11 Problems and corrective measures

The more significant problems, which were encountered in the management of the Operational Programme in 2005, were:

- (i) Staff changes and loss of expertise in the Managing Authority (see Section 3.1)
- (ii) Under-absorption in the Entrepreneurship Priority (see Section 4.3)

The actions taken to address these problems are outlined, where appropriate, in the relevant Sections of the report.

4. Overview of the EHRD OP in 2005

4.1 Introduction

The objectives of the EHRD OP are to:

- Promote employment growth and improve access to employment
- Mobilise all potential sources of labour supply
- Promote the development of a strategic Lifelong Learning framework
- Promote equal opportunities between men and women
- Promote social inclusion
- Strive for balanced regional development
- Contribute to the protection and improvement of the environment.

These objectives translate into specific Priority-level objectives. In 2005, the OP continued to make progress towards the objectives of the Programme. The main developments in each Priority are outlined below.

4.2 Employability Priority

The following objectives have been set out in the Operational Programme for this Priority-

To mobilise all potential sources of labour supply,

To minimise unemployment and prevent the drift into long-term unemployment by strengthening the preventative approach,

To promote social inclusion with particular reference to the re-integration of the socially excluded and the long-term unemployed into the labour force.

An extensive range of activities is covered under this priority, as indicated in Table 2 (Chapter 1). Some of the more significant developments in 2005 are set out below. More comprehensive information on all of the measures in the Priority is available in Part II of this Report.

Below is a table showing the number of persons who benefited under the Employability Priority. The Indicators for two measures, No. 4 (Early Education) and No.8 (School Guidance Service) do not translate into numbers of persons benefiting under the Priority.

Table showing the numbers who benefited under the Employability Priority

Employability	No.	Jan-Dec 2005 Total:	Remarks
Action Programme for the Unemployed	01	14,546	
National Employment Service	02 ESF	9,812	Indicator changed
Active Measures for LTU & Socially Excluded	03 ESF	23,568	
Early Education	04	-	Revised Indicators in the process of being introduced and agreed.
School Completion Initiative	05 ESF	21,059	
Early Literacy	06	12,104 pupils.	
Traveller Education	07	6,837	
School Guidance Service	08	734 schools; 688.32 posts; 505,915.20 hours; Average 1.16 hours per class of 30 pupils	
Third Level Access	09 ESF	8,702	
School Modern Languages	10	47,588	
Early School Leaver-Progression	11AESF	2,434	
Early School Leaver-Youthreach & Travellers	11BESF	3,837	
Sectoral Entry Training – Tourism School Leavers	12A	2,186	
Sectoral Entry Training – Tourism	12B	2,074	
Sectoral Entry Training – Tourism (Education)	12C	2,186 (as M. 12A)	
Sectoral Entry Training – Agriculture	12D	697	
Skills Training for Unemployed & Redundant	13ESF	9,812	

Apprenticeship/ Traineeship-FAS	14AESF	6,483Apprenticeships 1,979Traineeships	
Apprenticeship - Education	14B	11,188	
Employment Support Services	15	16,228	
Voc. Training & Pathways Employment People with	16	1,554	
Refugee Language Support Unit	17	846	
TOTAL:		203,574	
ESF FUNDED TOTAL:		81,203	

ESF Funded Measures

Ireland's *National Employment Service* consists of two strands - the FÁS Employment Service (ES) and the Local Employment Service (LES), which operates mainly through Area Based Partnership Companies. The objective of FÁS is to provide a range of employment services to job seekers, employers, unemployed and other socially excluded groups through its national network. The particular objective of LES is to focus on the provision of services to the most disadvantaged in the labour market. FÁS operates through a network of over 60 Employment Services offices located throughout the country. The LES operates throughout a network of offices and outreach centres located in 26 locations with supplementary contact points.

A major priority for the FÁS Employment Service is the National Employment Action Plan (NEAP) process of active intervention as a means of preventing long-term unemployment (Guideline 1 of the European Employment Strategy). Under the process, the Department of Social and Family Affairs refers to FAS, people who have been registered as unemployed for a period of six months. This allows them to receive advice, information and/or referral to jobs or education/training programmes.

Under this measure, a total of 33,402 persons were referred to FÁS in 2005. The numbers of those referred left the live register by January 2006 end varies from 57% to 63% (depending on the age category). As is the case with previous reports the under 25 age group are more likely to have left the live register than their older counterparts. The numbers placed by FÁS in Jobs/FÁS Programmes as a percentage of those actually interviewed range from 23% to 26%. The total percentages of those interviewed who have found employment or entered a FÁS/Education/other programme range from 59% to 63%. Non-attendance ranges from a rate of 15% to 29%. The younger the age group the more likely it is they will not attend for interview.

Over this period, the percentage of non-attendees leaving the live register is consistently high for all groups with up to 81% of the 25-34 age group signing off.

In 2005, the Excellence Ireland Quality Association (EIQA) undertook an external audit of FÁS Employment Services Units nationwide, following which FÁS became the first organisation in Ireland to achieve the Q Mark for a national system.

Other progress in 2005 included the continued application of the *Customised Training Fund* towards the provision of a fast and flexible response to the particular training needs of individual clients. In 2005, expenditure on customised training was €1.4 million, an increase of €200,000 on 2004 expenditure. Approximately 3,000 clients benefited from training courses such as *ECDL*, *Safepass*, *Driving Lessons (incl. HGV)*, *Forklift Driving*, *Scaffolding and Childcare*. An evaluation of the Customised Training Fund was conducted by FÁS Planning and Research in 2005 and demonstrated the benefits of the programme. Certain areas for improvement were identified and these will be addressed in 2006.

During 2005, FÁS registered 82,482 new clients. Of these, 38,100 were females and 44,400 were male. On average, each FÁS jobseeker will have had at least three interactions with a FÁS Employment Services Officer. By year end, the service had placed 93,571 jobseekers in jobs or FÁS programmes, 29,800 in the BMW region and 63,700 in the S&E region. A customer satisfaction survey in 2005 showed that 76% of jobseekers were satisfied/fairly satisfied with the service they had received from FÁS Employment Services.

The number of job vacancies notified to FÁS in 2005 rose by 28% to 132,300, of which 91,700 were from the S&E region and 40,400 were from the BMW region. A follow-up survey with employers showed that 82% of vacancies notified to the NCC were filled. Of these, 37% were filled by a FÁS referral, 35% from non-FÁS referrals and 28% of vacancies were filled from unknown sources.

Under the *Active Measures for the Long-Term Unemployed and Socially Excluded Measure*, FÁS continued to provide a range of services that focused on the integration/re-integration into the labour market of long-term unemployed and other marginalised people. The emphasis was on maximising their economic potential and helping to improve their employment opportunities and potential.

At the end of 2005 there were 22,635 participants on *Community Employment*, a slight increase on the 22,194 participants in 2004, while 1,791 participants were engaged in the *Job Initiative Programme*. This programme is designed to assist long-term unemployed persons prepare for work opportunities in the open labour market and provided participants with vital work experience, training and development opportunities.

Progress also included the collaboration between FÁS and the Probation and Welfare Service of the Department of Justice, Equality and Law Reform in the provision of thirteen workshops for ex-offenders and youths at risk. These aim to both prevent custodial sentences and to rehabilitate ex-prisoners.

Altogether, approximately 23,600 persons completed programmes under this Measure in 2005. A majority of these were female (14,600) with males comprising 9,000 persons. The BMW region made up one quarter of completions.

In relation to persons who attended training programmes within this Measure, 27% were placed at the end of their programme. At the time of the follow-up survey, 12-18 months after completion, 46% of training programme participants were in

employment or in further education/training. This percentage was significantly higher in the BMW region (55%) than in the S&E region (41%).

CASE STUDY: The Mahon Point Training and Employment Initiative

Project Description

This initiative was designed to maximise the potential employment opportunities for unemployed people in an area of high unemployment. The opportunity arose the Mahon Point Development project- a major commercial development in the Mahon district of Cork city.

This very successful ESF part-funded job training initiative brought together the Irish Training and Employment Authority (FÁS), a Local Community Association (the Mahon Community Association), some of the key retailers locating in the new development and the commercial developer of the Mahon Point project.

The property developer constructed offices and training facilities in the local Mahon Community Centre and FÁS provided a range of full and part-time courses targeted at long term unemployed people in the area. Courses, which included Retail Sales Training, Pathways to Employment, Basic Keyboard and Computer Skills, Construction Skills, Catering/Hospitality and Warehousing, were implemented in a special Employment and Training Centre, located in the Mahon Community Centre. As most of the FÁS courses were run in this centre, immediate local access to training played a pivotal role in the scheme's success.

The Employment and Training Centre was managed by an Employment Liaison Manager, who played an extremely important role in terms of motivating local unemployed people to participate and liaising with local employers to ascertain job opportunities and skills requirements.

The developer of the Mahon Point scheme said he was absolutely delighted with the outcome. *"There may have been a few sceptics out there but the initiative has been a fantastic success. From the outset, it was also clear that the success of the initiative would depend on how it was received by and presented to, the local community".*

The Director of the Mahon Community Association warmly welcomed the results of the Mahon Point Training & Employment Project. *"I think it reflects the hard work done by everybody involved. From an employment training perspective, this was a win-win situation for the local community and the project. It was also a good example of how a State agency, a business and a local community can work together to achieve common goals. The Mahon Community Association is really delighted at the outcome."*

The Regional Director of FÁS for the South West said *"FÁS saw the initiative as a major challenge to provide integrated flexible skill development for the construction and retail occupations in Phase 1 of the project in Mahon Point. FÁS is delighted to note the contribution that the integrated approach to the project had made to the employment potential of people in the greater Cork area and specifically Mahon. This new model shall form the basis on which FÁS will work with the developers of major construction projects in the South West region."*

Project Outcomes

FÁS established a database of the 1, 630 unemployed people, from Mahon Point and surrounding areas, who had expressed an interest in participating in the project. 1,200 of these participated in a guidance and counselling process, to identify and match their skills and experiences with their job aspirations and training/development needs.

Following the Guidance and Counselling phase, some progressed directly to employment, while 456 participated in training programmes. 310 of these were residents of the Mahon Point district.

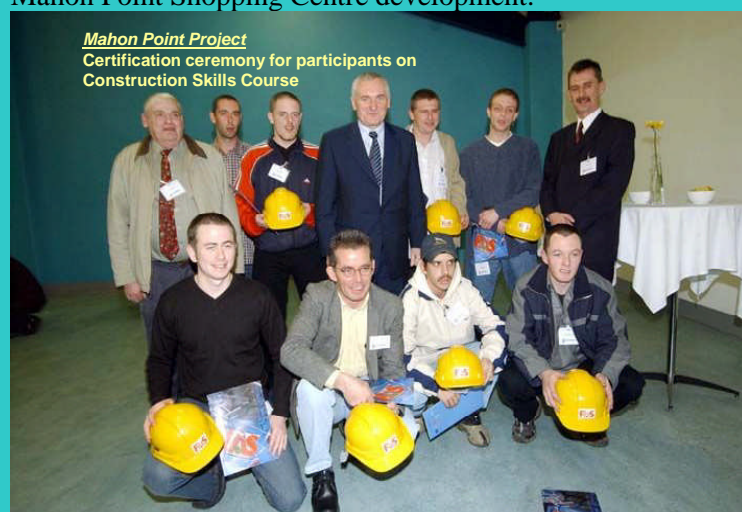
78% of those who participated in training programmes obtained employment.

This project showed how employment opportunities for unemployed people could be successfully integrated with local commercial development to the mutual benefit of both sides.

Local unemployed people benefited from guidance and training that resulted in employment opportunities; and the commercial developer and retailers got a skilled workforce.

The Mahon Point project was a good example of how a combination of how FÁS, a Commercial Developer and a Local Community can work together to achieve common goals.

Adding further momentum to the drive to maximise local take-up of employment, the local Community College has commenced a certified Retail Studies Course, in response to the Mahon Point Shopping Centre development.



***The Mahon Point Training and Employment Initiative
With An Taoiseach Mr. Bertie Ahern***

The ***School Completion Initiative*** is a key component of the Department of Education and Science's strategy to discriminate positively in favour of children and young people who are at risk of early school leaving. The initiative, which covers 82 project sites, targeted a total of 21,809 pupils in 465 schools in the period September 2004 to August 2005. Evaluations in respect of all 82 projects were carried out by May 2005.

Developments related to the measure included the launch by the Minister of Education and Science of *Delivering Equality of Opportunity in Schools* – an initiative aimed at ensuring that the educational needs of children and young people from disadvantaged communities are prioritised and effectively addressed. The initiative will be introduced on a phased basis, beginning in the school year 2005/06 and will involve an additional investment of €40m on full implementation.

Other developments included the publication of the Department's National Co-ordination Service of the *Aims and Principles of the School Completion Programme* which outlines the main aims of the SCP and the principles upon which it is based and

of the *Guidelines towards Best Practice* which was launched in November 2005. This report is aimed at disseminating information about the Programme's operation and providing practical guidelines on how to implement some of its more successful elements.

The purpose of the ***Third Level Access*** measure is to promote the participation of students with disabilities, students from disadvantaged backgrounds, including from the Traveller community, ethnic minorities and mature 'second-chance' students, in third-level and PLC courses. The measure seeks to facilitate and improve access to the labour market for the beneficiaries whilst improving their long-term employability through enhancing their educational qualifications.

Progress within the Measure included the publication by the National Office in October 2005 of *Progressing the Action Plan: Funding to Achieve Equity of Access to Higher Education*. This publication was in response to Goal 5 of its 2004 Action Plan, which identifies the need to ensure necessary financial support and resources to realise the aim of creating higher education opportunities for learners of all backgrounds, identities and abilities, at all stages of their lives. The report contained a number of recommendations relating to such issues as the availability of information, the costs to students of attending college and the adequacy of student grants. The National Office will be working with the Department in the consideration/implementation of these recommendations.

Provision for the *Student Assistance Fund* for 2004/05 was €5.6m while an allocation of €5.8m has been provided for 2005/06. Data on the number of beneficiaries is not yet available. The *Millennium Partnership Fund for Disadvantage* administered by ADM provided funding for 58 partnerships/community groups in respect of the 2004/05 year, a slight decrease on the previous year. The number of individuals benefiting from the fund is not yet available.

Further increases in the rates of maintenance grant for students from disadvantaged backgrounds were agreed for 2004/2005 bringing the higher non-adjacent rate of 'top-up' grant to €4,855 and the adjacent rate to €1,945. Early indications of the numbers of students in receipt of a 'top-up' grant show that there are in excess of 12,500 'top-up' grant-holders in 2004/2005. The agreed rates for 2005/2006 bring the higher non-adjacent rate of the grant (which includes the Top-Up) to € 5,355 and the adjacent rate to €2,145. This is equivalent to a Top-Up of €2,335 and €935 respectively, for eligible students, on the ordinary maintenance grant.

A provision of over €6.3m has been provided for the *Special funds for Students with Disabilities* for 2004/05. A total of 1,696 students benefited from the Fund in 2004/05.

Under the ***Early School Leaver – Progression*** Measure, FÁS, in consultation with the Department of Education and Science, implements a series of measures to meet the needs of early school leavers. These include foundation-training places, bridging training programmes for access to higher skills training; advisory supports to assist progression and flexible part-time and work-based options.

2005 saw the first full year of implementation of the recent agreement between FÁS and Community Training Centres (CTCs), designed to enhance services and be more

responsive to the needs of both early school leavers and of the labour market. Changes included the introduction of revised training hours and part-time, full-time and dispersed training options, new and revised training modules, assessment at the point of entry and the introduction of Individual Learning Plans. Significant reductions in trainee absenteeism and drop-out rates, with attendant improvements in trainee concentration and retention levels, have been attributed by many CTCs to the revised training modes and flexible contact hours.

Some 1,000 former CTC trainees are now in receipt of a new, structured, post-training tracking support. There is a considerable body of evidence that a greater number of trainees are now being catered for in a more holistic, flexible and effective way than heretofore -and all within existing resources. A more qualitative-focused and supportive monitoring system has been introduced to ensure that this progress will be enhanced further over the next two years.

Overall, the number of early school leavers participating under this Measure in 2005 was 2,434, of which 1,126 were female and 1,308 were male. Of those who completed their programme, 52% proceeded to employment, education or further training according to the follow-up survey. Females did much better on this indicator with 58% in one of these positive outcomes, whereas young males had a rate of 41%. The survey also indicated that 49% of participants found that the programme had improved their literacy.

The *Early School Leavers – Youthreach and Travellers* Measure seeks to address the specific needs of unqualified youths (in the 15-20 age group) and travellers. Progress in 2005 included the establishment of a Task Force on Student Behaviour in Second Level Schools in February 2005. A report produced by the Task Force in December 2005 strongly endorsed the Youthreach approach and recommended that the centres be more closely integrated into the education system under the heading ‘one system, two modes’. It also recommends that additional places and centres be established according to need. Overall, a total of 76% of trainees on Youthreach programmes progressed to either full-time employment or further education training while the figure for trainees on Traveller training courses was 49%.

Examples of the success of the Measure include the completion in 2005 of all phases *the Horsemen project* which sought to develop one or more certified courses on horse care at FETAC level 3 (formerly Foundation Level) specifically geared towards Travellers and Roma. Learners who successfully complete the course may expect to find work in the equine industry, while it is also envisaged that the programme will act as a catalyst for participants to engage in other education and training programmes at a later stage. The module has been submitted to FETAC for approval. It is expected to be available for use in 2006.

The Department of Education and Science is carrying out a number of expenditure reviews including one on Youthreach and Senior Traveller Training Centres. Preparatory work for the review commenced in late 2005. The aims of expenditure reviews are to provide a systematic analysis of what is being achieved by expenditure on each programme and to provide a basis on which more informed decisions can be made on priorities within and between expenditure programmes. It is expected to have the review completed by Autumn 2006.

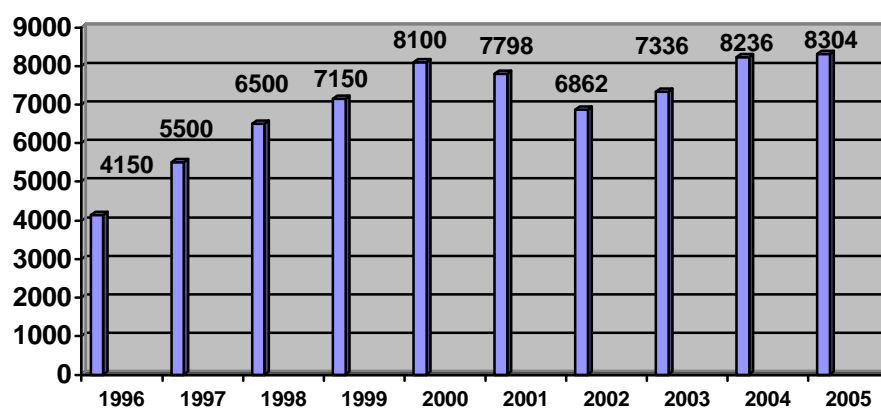
Under this *Skills Training for the Unemployed and Redundant Workers* Measure, FÁS delivered a wide range of skills training courses through its network of training centres and through contracted training providers. In 2005, FÁS improved the content, range and flexibility of its skills training programmes through a series of initiatives, including a review with key stakeholders of twenty-four Specific Skills Training (SST) courses and Bridging programmes. More part-time training options were made available together with a wider range of Evening Courses on offer throughout the year. Following an evaluation and review process, the following SST courses were approved for inclusion in the National Course Database.

A total of 9,812 persons completed training under this Measure in 2005, compared with 7,513 completions in 2004. Females comprised almost 66% of throughput in 2005, compared with 64% of throughput in 2004. The high concentration of females is partly attributable to the *Return to Work* training programmes, which are aimed, almost exclusively, at females. Overall, 75% of trainees were in employment, training or further education at the time of the follow-up survey, compared with 73% in 2004, while 86% of trainees expressed satisfaction with the training provided.

As part of the *Apprenticeship/Traineeship* Measure, the Apprenticeship programme provides the necessary national standards of skills training and qualifications in the key crafts and occupations required by the Irish economy. The programme provides relevant high-quality training, in co-operation with the social partners, to meet the needs of individuals and employers. Traineeships, on the other hand, are developed in consultation with the relevant social partners in each of the occupations concerned to ensure that the skills and competences developed are in line with the new and emerging skill needs of the workplace. They provide both on and off the job training leading to recognized qualifications and occupational routes for progression through identified career paths.

2005 saw the highest number of new apprentice registrations ever recorded in Ireland, with a total of 8,304 young persons registering with FÁS - representing an increase of 1% on the 2004 registration figure. At the end of 2005 there were a total of 28,600 registered apprentices in the country. These apprentices were employed across twenty-six designated trades in 10,700 companies.

Table1: Apprentice Registration 1996-2005



In response to the continuing increase in Apprentice registrations in some trades, an additional twenty-six Phase 2 courses were provided by FÁS. The Institutes of Technology also provided additional provision and a suite of summer courses in 2005.

Following an examination of the Standards Based Apprenticeship system the National Apprenticeship Advisory Committee (NAAC) approved technical amendments to sixteen curricula. The approved technical amendments for the remaining curricula will be finalised in 2006.

By the end of 2005, FÁS had finalised the revised curricula for the trades of Carpentry and Joinery, Construction Plant Fitting, Electrical, Motor Mechanic and Plumbing. The revised curricula will be phased-in during 2006. Arising from the apprenticeship review process, FÁS commissioned the development of a common *Environmental Awareness* module for all apprentice courses.

In 2005, a total of 4,948 graduating apprentices (4,921 males and 27 females) were awarded the FETAC Advanced Certificate.

During 2005, the NAAC, together with the FÁS Executive, engaged in a series of workshops to formalise a structure and process for the designation of apprenticeships in current, new and emerging occupations. Following consultation with representatives of the relevant sectors, FÁS proposed apprenticeship curricula for the occupations of *Industrial Insulation, Environmental Stone work, Electronic Security Systems, Jewellery and Farriery*. Other occupations examined for potential apprenticeships included *Hairdressing, Structured Cabling and Pipe Fitting*.

Under the *Traineeship* aspect of the Measure, a schedule of systematic course reviews was undertaken involving course participants, instructors, external trainers, employers and regulatory bodies. The aim was to ensure that the training objectives and curricula of Traineeships reflected the current market needs, and that they provided skills training appropriate to the needs of trainees and employers. The review process resulted in the development of new Traineeships and the updating of existing Traineeships.

The Traineeship Programme continued the pattern of recent years of attracting more female than male participants. Females comprised 71% of those who started Traineeships in 2005. Occupations such as Childcare Practitioner, Healthcare Assistant and Beauty Therapist, which are among the most popular Traineeships, attract female participants predominately. Traineeships offer employment, career advancement and certification prospects to many who have not had the benefit of formal education, certification and career opportunities.

As noted above, apprenticeship numbers were at record levels in 2005. In addition, 1,979 persons completed Traineeships in 2005. This was an increase of 300 compared to 2004. 1,421 females (72%) and 588 males (28%) completed Traineeships in the period.

According to the latest Follow-Up Survey, 69% of Traineeship completers were in employment at the time of the survey. This very good performance was achieved in both the BMW region (68%) and the S&E region (70%).

4.3 Entrepreneurship Priority

The objectives of this Priority as set out in the Operational Programme are

To support sustainable productivity and competitiveness improvements in existing businesses, and SMEs in particular, by improving education and training levels and to intensify policy efforts to that end.

To more fully exploit the employment or income-generating potential of the Social Economy initiatives in regard to disadvantaged individuals or groups at local level.

All measures/sub-measures in this Priority are co-funded by the ESF and include the In-Company Training measure, which is delivered in three strands, by FÁS, Enterprise Ireland and the Department of Enterprise, Trade and Employment respectively.

The main focus of the ***In-company Training*** measure has been the requirement to increase the rate of activity and expenditure. Within FÁS, a range of activities were introduced to manage the extra allocation of €27m which had been allocated in the December 2004 budget. These included:

- the establishment of a cross-divisional group to advise on new programmes and approaches;
- a review of the conditions governing existing FÁS schemes;
- a major programme of consultation with external agencies to identify skill needs and the means by which they can be addressed;
- a review of the existing reports on needs, including those of the Enterprise Strategy Group, FÁS sectoral committees and the Expert Group on Future Skills Needs.

As a consequence, FÁS has broadened its Competency Development Programme (CDP) both in terms of its size and scope and has introduced applied a new approach involving working with other major organisations. In addition, a Basic Workplace Education (BWE) programme was started to meet the basic skills needs, including literacy, of employed persons. Both the CDP and the BWE are designed to increase the range and accessibility of training for companies and employees alike.

In particular, the CDP encourages the training of employed persons by subsidising the cost of approved training courses. It is available to employees of companies across the private sector and covers a large number of different types of skills including management, ICT, technical up-skilling and basic skills. Courses are available both during the day and the evening and most courses lead to recognised certification. Courses must provide transferable skills, not just ones specific to a particular company. As part of the Government's support to the less-developed regions of Ireland, a higher level of subsidy is given to courses that take place in the BMW region.

A major programme of consultation with external agencies to identify skill needs and possible approaches to meeting them, coupled with a review of the range of existing reports on skill needs, including those from FÁS sectoral committees and the Expert

Group on Future Skill Needs and discussions at local level, resulted in the establishment of a set of skill areas and training needs that would be eligible for support under the CDP.

FÁS worked in close collaboration with other major organisations in developing and delivering the programme. An *expression of interest* notice was placed in the daily newspapers in March 2005 and suitable organisations were asked to make formal tender submissions. Of the tenders received, fifteen were approved in principle by the FÁS Board in September 2005. These projects will, if fully realised, train almost 19,000 employees at a cost of €20 million. The training falls into four broad categories:

- Basic skills provision, specifically targeted at low-skilled employees
- Occupational-specific up-skilling for operative/technical staff in particular sectors (e.g. engineering, motor, food)
- Functional/general management training for managers, including owner managers in SMEs
- Entrepreneurial development.

An exhibition and launch of the FÁS programmes, and their links to the *One Step Up* initiative, took place in the Royal Hospital, Kilmainham on September 15th 2005.

Progress under the Enterprise Ireland strand of the Measure saw 1,177 companies receiving direct financial support while the number of people trained was 12,854. The number of Enterprise Ireland companies achieving a recognised high qualities training system was 39.

Arising from the Department of Enterprise, Trade and Employment's Call for Proposals, which was launched in November 2002, a total of 19 projects are now proceeding. As reported previously, Enterprise Ireland is administering these projects on behalf of the Department. The projects themselves involve a broad spectrum of training initiatives designed to enhance company competitiveness through an improvement in the knowledge and skills of the workforce. A second Call for Proposals has been launched by the Employment and Training Strategy Unit (ETSU) of the Department of Enterprise, Trade and Employment will be managed by a Technical Support Unit which has been appointed and has commenced work on launching the call. Entitled ACCEL, and managed by Skillnets Services Limited as TSU, this Call was aimed at groups of companies, County Enterprise Boards and Social Partner Organisations. ACCEL seeks to support in company training both in terms of training itself and the development of in company training systems.

ACCEL covers the period January 2006 to mid June 2008, has a total approved budget of €16million sourced initially from the National Training Fund, with up to €12 million of this to be recovered from the ESF. In early 2006, a renewed Call for Proposals was Total grants committed to approved projects under ACCEL has increased to €20.8 million, providing for an ESF recovery of approximately is €15.6 million. There was no expenditure by projects in 2005.

Under the *Social Economy* measures, there were 282 Social Economy enterprises supported by FÁS at the end of June 2005. There was a relatively large number of enterprises in the BMW region (138) compared to 144 in the S&E region. Overall,

nearly 2,000 persons were employed in these enterprises with the number of females, at 1,207, being significantly higher than for males (785).

Following a review of the role and objectives of the Social Economy Programme, it was decided that the programme's objectives were more related to community development than labour market integration. Agreement was, therefore, reached between the Department of Community, Rural and Gaeltacht Affairs and the Department of Enterprise, Trade and Employment to transfer responsibilities for the programme to the former organisation. This change took place at the end of 2005, so from the beginning of 2006, FÁS will no longer be managing this programme.

4.4 Adaptability Priority

The objectives of this Priority as set out in the Operational Programme are-

To promote a skills trained and adaptable workforce by facilitating people in the wider economy and in specific sectors to adapt their skills to changing labour market requirements through further training, re-skilling and lifelong learning.

To enhance the quality of labour supply through continued investment in education and training and, in particular, through developing a strategic and flexible framework for lifelong learning.

To enhance the quality of labour supply and ease of adaptability by developing and deploying an improved framework of certification and qualifications.

An extensive range of activities is covered under this priority, as indicated in Table 2. Some of the more significant developments in 2005 are set out below. More comprehensive information on all of the measures in the Priority is available in Part II of this Report.

ESF Co-financed measures

The ***Lifelong Learning – Back to Education Initiative*** measure reported a difficulty among some providers in maintaining courses at current levels due to increased operating costs – most notably, increased staff costs. The increased number of migrant workers arriving in Ireland as a consequence of EU enlargement also placed considerable pressure on providers to organise English language courses. Eligibility criteria preclude migrant workers' participation, except on a fee-paying basis, highlighting a potential need for amendment of the criteria to include low-paid workers. At present, such people are only eligible if they are holders of medical cards or in receipt of family income supplement.

Other progress in the measure included the publication in September 2005 of a report on the expenditure review of the Department of Social & Family Affairs Back to

Education Allowance (BTEA) Scheme was published in September 2005. A working group has been set up to oversee the implementation of the recommendations in the report.

In October 2005 a series of cluster meetings for all BTEI (Part-time Programme) providers (formal and community strands) was initiated. These have afforded BTEI providers the opportunity to share expertise and experience and to explore planning and development issues that relate to course provision. The final outcome during 2006 will be a discussion document to inform decision making for the future development of the BTEI (Part-time Programme).

In total there were 22,019 participants in courses under the BTEI (Part-time Programme) in 2005, of which 75% were women and 25% were men. This reflects an ongoing increase on the position in 2004 (18,432 participants). The male: female ratio shows a marginal increase in the participation rate of males (23% in 2004), continuing to highlight the need for specific strategies to attract men with low or no qualifications into further education programmes.

Statistics at January 2005 for the *Vocational Training Opportunities Scheme* (VTOS) show a total of 5,538 participants, of whom 69% were Female (3,810), and 31% Male (1,728). Just over 60% of participants were in receipt of an allowance in lieu of an unemployment payment, 20% of participants were in receipt of a one-parent family payment, and 16% in receipt of a disability payment. Of those who completed the programme in 2005, 72% progressed to either employment or further education & training. Of the 3,027 who completed VTOS in 2005, 69% were female and 31% were male.

Other activity within the measure included addition of the full details of all VTOS courses to *Qualifax* – the national courses database. Data from the manual *Guide for Mature Students* has also been added to this database. This guide has been aimed at VTOS participants who wish to progress to third-level courses, and offers a range of information which includes data on financial and other supports available. A revamping of the National VTOS website has also begun.

The **National Adult Literacy** measure saw an increase in both client numbers and the variety of programmes on offer. Client numbers have been steadily increasing from year to year and are now well ahead of the Indicator target of 28,000 per annum. The end of year report indicates 35,357 clients which is an increase of over 4% on the 2004 figure of 33,873 clients. There has also been a continuous increase in the number and variety of programmes on offer.

During the reporting period, the National Adult Literacy Agency (NALA) presented the Department of Education and Science with a final draft of the *Evaluation of the Evolving Quality Framework*. The document is being reviewed in order to meet the accreditation requirement of FETAC.

Mapping the Learning Journey (MLJ), an assessment framework to provide for national consistency in identifying learner progress in adult basic education, has been developed by NALA in association with the VECs and is in the process of being mainstreamed nationwide. Tutors in 23 VECs participated in MLJ process in 2005 and the programme is being rolled out to a further seven VECs in 2006.

During 2005, a proposal was developed to replace the successful *Read Write Now* television series, which was broadcast on national television for the five years 2000-2004 with a new media literacy strategy, encompassing a new TV programme linked to DVD, CD-ROM and website material. The proposal, which was developed by the Media Advisory Group comprising representatives of the Department, NALA the VECs, was subsequently approved in Spring 2006.

Other activity in 2005 included the development by NALA and the Irish Vocational Education Association (IVEA) of an intensive literacy and basic education course, targeted at the most socially and economically disadvantaged groups. The fourteen week programme is being delivered nationwide on a pilot basis by the VECs in the Spring of 2006 and, if deemed successful, will be continued into 2006/07.

Overall, the number of clients catered for in the VEC adult literacy service in the period January to December 2005 amounted to 35,357, 59% of whom were female. This number represents an increase of 1,484 (4.4%) on the 2004 figure, although there serves to mask some local variations – most notably in the Galway City and County Dublin VECs where the number of participants dropped by two-thirds and one-half respectively. In contrast, the number of clients nearly doubled in the County Carlow VEC.

The objective of the *Undergraduate Skills* programme is to enhance the quality of labour supply through continued investment in education and training. The measure meets the recurrent costs of the additional third level places being provided to meet the skills shortages as identified by the various reports of the Expert Group on Future Skills Needs (EGFSN) and the joint education/industry Task Force on the Supply of Technicians. The measure, therefore, is particularly targeted at increasing the supply of graduates in the areas of Information and Communications Technology (ICT) and Chemical and Biological Sciences.

The measure has experienced a significant drop-off in the numbers of students enrolling on existing undergraduate ICT courses in recent years. The Higher Education Authority (HEA) is continuing to examine all means of securing a recovery in enrolments on the Skills 1 and 2 Programmes. The Department of Education and Science is currently undertaking an Expenditure Review under the *Expenditure Review Initiative* on these aspects of the Undergraduate Skills measure.

Institutions in the University Sector were again reminded that the supply of graduates in the areas identified in the Reports of the EGFSN remains a critical national priority. It was stressed that the need to maintain capacity in these areas, to improve the marketing of skills courses and the recruitment of students to these courses so as to reach the originally targeted level of output should continue to be prioritised. Funding and supporting material have already been made available from the Information Technology Investment Fund to assist universities in this regard.

Universities undertook their annual first destination of award recipients' survey in March/April 2005. This survey captured the first destination of the graduates from 2004 (including graduates from the skills programmes) – six to nine months following completion of their studies. Institutions were asked to confirm their final numbers for 2004/05 and submit provisional numbers in respect of 2005/06 in March of 2005.

Under the *Quality Assurance – Certification & National Qualifications Framework* measure, all awards at Bachelor Degree, Master's Degree and Doctorate levels issued by the Higher Education and Training Awards Council (HETAC) since the beginning of 2005 are issued under the National Framework of Qualifications which was announced in October 2003. Work is ongoing regarding the inclusion of certificate and diploma programmes. The CAO handbook for 2005 admissions expresses awards in terms of their levels under the framework.

Other developments in the reporting period included the publication by the National Qualifications Authority of Ireland (NQAI) of a set of *Principles and Operational Guidelines for the Recognition of Prior Learning in Further and Higher Education*. These require that all providers develop statements of their policies, practices and processes for recognition of prior learning; that this should be embedded within their quality assurance procedures; that assessment criteria should be fair and consistent, that learners should meet the standards set out in the framework, and that guidance and support should be available for applicants.

Other activity within the measure included the publication in July 2005 by NQAI of research on *national and international practices in grading of awards in further and higher education and training*. The report examined practices in Ireland, the UK, continental Europe and Australia. The higher education element also examined United States and Canada and New Zealand and South Africa. Also published was an information brochure setting out how the qualifications frameworks in the Republic of Ireland, Northern Ireland, England Wales and Scotland align with each other

The NQAI also completed, on behalf of the Departments of Education and Science and Enterprise Trade and Employment, the Irish consultation process on the European Commission's proposal for a **European Qualifications Framework (EQF)**. A single Irish response was submitted to the Commission relating their proposal on the EQF. The consultation process was wide-ranging and was overseen by a Consultative Group representing awards bodies, providers, education organisations and social partners.

4.5 Equal Opportunities Priority

The objectives of this Priority as set out in the Operational Programme are-

To adopt a comprehensive gender-mainstreaming approach including measure components to tackle gender employment gaps and monitoring of progress through adequate data collection.

Progress under the *Education Equality Initiative* (EEI) included the publication document "*Roma Educational Needs in Ireland: Context and Challenges*". The Irish Deaf Society launched an interactive CD-ROM for the use of learners of Irish Sign Language in April 2005. Work is also ongoing on the second CD-ROM. Elsewhere within the Measure, Pavee Point has agreed a tender with an established independent television production company, Agtel, to produce the educational videos for use by Traveller Learners. The EEI Working Group has also published, under the auspices

of the Department of Education and Science, a booklet concerning policy and practice lessons arising from Phase One of EEI (2000 – 2003). This booklet has already been disseminated to all interested stakeholders nationwide.

Elsewhere within the measure, The Irish Deaf Society launched an interactive CD-ROM for the use of learners of Irish Sign Language (ISL) in April 2005. A second DVD incorporating an explanation of grammar, more print out exercises and more interaction has also been produced while a third DVD is being planned. Over 500 copies of the first DVD have been distributed to learners and it has also been used as part of the training of 20 ISL tutors.

Pavee Point has produced the DVD 'Pavee Parents, Primary Concerns', which was launched in December 2005 for use by Traveller Learners. Since the launch, the project has been disseminating the DVD at local, regional and national level.

Lucia, the Mental Health in Education Project Training Pack was launched by Minister of State, Ms. Síle de Valera, T.D., in November 2005.

As part of the ***Equality Opportunities Promotion and Monitoring*** measure, the Equality Unit of the Department of Education and Science funded eleven research grants and one bursary on Gender Issues in Education in 2005. In addition, it funded two research projects at the request of the policy committees. Elsewhere in the measure, the gender review of all NDP funded programme in the Department of Education and Science carried out by POLARIS Consultants was completed in March 2005. Implementation of the recommendations of the Report will be considered by the Gender Equality Unit Management Committee.

The Unit has also developed indicators to be included in Whole School Evaluation which were piloted in two schools between April and June 2005. Training was also provided for the inspectors who carried out the evaluation. In addition, training on gender mainstreaming was provided for all inspectors in three of the five educational regions and as part of the induction programme for new inspectors. The Unit provided training on gender equality and co-education for a single sex boys' primary school prior to it becoming co-educational in September 2005. The Unit also provided training on gender equality and co-education for three post-primary schools in Ballymun that are amalgamating to form a large co-educational school from September 2005.

Elsewhere, the two committees that were established in 2003 by the Minister for Education and Science to make policy recommendations submitted reports in 2005. The *Males into Primary Teaching* committee submitted a final report in November while the *Women in Science, Engineering and Technology (SET)* committee submitted its Interim Report in April. The SET also hosted a seminar in May 2005 to discuss with the partners-in-education the content of its final report. The outcomes of this seminar will assist the Committee in finalising its report. The Committee established a Drafting Group to finalise its report which it will submit to the Minister in mid 2006.

The NDP *Gender Equality Unit*, which forms part of the ***Equal Opportunities Promotion and Monitoring – NDP*** measure, continued to provide advice, support and guidance to measure managers during the reporting period. In particular, the Unit

provided an 'Issues Paper' to the Autumn 2005 meeting of the Equal Opportunities and Social Inclusion Coordinating Committee, outlining the current learning arising from experiences of gender mainstreaming under the NDP, and provided detailed reports on progress on gender equality issues to each Autumn OP Monitoring Committee. Following the Autumn 2005 round of Monitoring Committees, monthly meetings were set up with the NDP Gender Equality Unit of the Department of Education and Science in order to facilitate better communication regarding DES-led measures.

In 2005 the Unit funded the National Women's Council of Ireland to produce a research report on the development of a publicly subsidised model of funding childcare infrastructure. A pilot "Time-Use" survey was also produced by the Unit, and a gender audit pilot project was completed. The Unit provided a total of 13 presentations on gender equality and gender mainstreaming, covering a variety of international, national and local events.

The Unit also undertook preparation for various projects scheduled to run in 2006, including a project to support lone parents in accessing employment, education and training; a project targeted specifically at (lone) parents of Irish Born Children; an In-Company Training initiative for the community and voluntary sector and two research projects on gender equality and enterprise.

The position of Head of Unit in the Gender Equality Unit of the Department of Justice, Equality and Law Reform, which had become vacant in April 2004 was filled in March 2005.

Progress under the *Equality for Women* measure included the completion of another of the original 23 projects which were approved in 2002. This brings to four the number of projects that have been completed. The project promoted by *The Clare Women's Network* facilitated women living in rural County Clare in gaining greater access to education and training opportunities. Approximately 26 women received accreditation under this project. The project also supported and identified women to take leadership roles and become involved in their local community groups.

The WRC's technical support contract for the first phase of the Measure concluded in February 2005. The Department of Justice, Equality and Law Reform has taken over the responsibility for technical support for remaining projects from that date. The Minister has decided that Phase II of the measure should focus on women experiencing economic disadvantage. This will be achieved through targeting women living in RAPID areas. Funding of €6.78m has been allocated for this initiative and will be delivered through the Equality for Women Measures contained in the BMW and S&E Regional OPs.

In addition to the funding directed to RAPID areas, the Minister has allocated €2m to fund the mainstreaming of learning from Phase I. Included in this figure is a sum of €500,000, which has been ring-fenced for the mainstreaming of Science, Engineering and Technology (SET) projects. A further €1m is being granted to FÁS to mainstream the "Expanding the Workforce" initiative, which was developed under Phase I. The FÁS project will target women seeking to return to the workforce.

CASE STUDY: FÁS/Gateways for Women**FÁS/Gateways for Women****Project Objectives**

Under Phase I of the Equality for Women Measure FAS (the National Training Authority) developed a pilot project entitled “Gateways for Women” aimed at proactively encouraging women to return to the workforce. A grant of €508,000 in Exchequer funding, payable over a three year period, was awarded in April 2002. The project initially operated in Dublin, Dundalk and the Border counties. Under this initiative, FÁS committed to working at a local level with community groups and employers to support women both when seeking employment and post-placement. The aim was to provide tailored services and supports to facilitate progression for women returners into sustainable employment. Over a three- year period, the initiative provided training for 750 women. Phase I of the initiative concluded in September 2004.

In 2005, under Phase II of the Equality for Women Measure, FÁS was awarded a further grant of €1m in ESF Co- funding payable over the period April 2005 to December 2006. The purpose of the ESF funding is to mainstream on a nationwide basis the methodology developed by the pilot project under Phase I of the Measure. This new initiative is now being mainstreamed by FÁS under its new title of “Expanding the Workforce” and is currently being rolled out nationwide. The project commenced in April 2005 and will run until December 2006. This initiative is targeting 5000 women returning to work.

CASE STUDY: BALLYMUN WOMEN’S RESOURCE CENTRE**BALLYMUN WOMEN’S RESOURCE CENTRE****Project Objectives:**

In the context of the regeneration of Ballymun, this project developed a bottom up approach to women’s leadership in the local community and specifically worked to ensure that the regeneration programmes produced community, economic and social outcomes for women. The target group was women living in Ballymun and a particular focus was to enable these women to engage with planners and architects in the design and development of a Women’s Centre and to manage the Centre as a centre of excellence. The project provided training to women to enable them to contribute to the planning of the Women’s Centre, to manage the centre as a centre of excellence. Enabling the local community to avail of employment opportunities that will emerge within the regenerated area was also a focus. Local women were provided with the skills and capacity to engage with and participate in the design, development and implementation of regeneration programmes and activities in Ballymun.

Major outcomes include:

- The receipt of funding to build a purpose built childcare facility.
- Development of a business plan that will assist the Women’s Resource Centre in building a Women’s Centre in the newly-regenerated Ballymun.
- Numerous training programmes including Childcare, Women’s Studies and Personal/Interpersonal Development.
- Approximately. 200 women have received training and/or accreditation since the commencement of the project.
- The project also runs a Crèche and Information Office.

The project commenced in November 2002 and will run until December 2005.

NDP Gender Equality Unit 'Time-Use in Ireland 2005: Survey Report'

Thanks to ESF funding, policy makers now have more information on how women and men in Ireland spend their time

ESF funding is helping to shed more light on how people in contemporary Ireland are spending their time. A recent survey, part-financed by the European Structural Funds, indicates that traditional gender-related patterns in the division of caring duties, employment and leisure time seem to be persisting in modern Ireland. For example, the survey shows that women in Ireland spend just over five hours on caring and household work on weekdays, compared to 1 hour 40 minutes for men. Irish men spend substantially more time than women on travel and employment on weekdays, but they have significantly more leisure time than women.

'Time-Use in Ireland 2005: Survey Report' was produced jointly by the NDP Gender Equality Unit of the Department of Justice, Equality and Law Reform and the Economic and Social Research Institute. The NDP Gender Equality Unit is part-financed by the European Structural Funds.

Why study time-use? Time-use data provide estimates of the amount of time people spend in various activities, allowing comparisons to be made regarding patterns of time-use between various groups in the population. The data provide a range of information on issues such as housework, care work, travel time and leisure time. In particular, time-use surveys have been widely used to explore differences between the activities of women and men particularly in relation to caring, employment and unpaid work. They help to answer questions such as, now women are doing more paid work, is the division of labour more equal in the home? And how do modern families reconcile the conflicting demands of work and family life?

Time-use information is therefore useful for informing policy on issues like work-life balance, childcare, elder-care, equality issues and social capital. However, prior to this report Ireland was one of the few countries in the developed world not to have collected time-use data.

The survey report produced by the NDP Gender Equality Unit and the ESRI involved a scoping study to investigate the possibility of applying a 'light' time-use diary methodology. (A 'light' time use diary gives a certain number of different activities into which participants can classify their time-use). As the survey was a pilot, the results are based on a small but representative sample of just over 1,000 adults, who each provided a complete record of their activities over one full weekday and also on one day of their weekend.

The main findings of the survey are broadly similar to those in other European countries, and indicate that men and women use their time differently. Men do more paid work, whilst women do more caring and household work. Overall women have less leisure time than men, and spend much more time 'multi-tasking' than men. The survey found that, perhaps unsurprisingly, parents spend most combined time on paid work, unpaid work and caring.

The survey was produced in the context of the role of the NDP Gender Equality Unit to support, promote and monitor gender mainstreaming under the NDP. The Unit offers training, information and guidance to assist measure managers in meeting their gender mainstreaming commitments. As part of this remit, the Unit has developed databanks of gender-disaggregated statistics relevant to the NDP, and produced various statistical reports on key NDP areas. The Time-Use Survey illustrates the potential of time-use data, and forms

an important contribution to the body of statistical information on the lives of women and men in Ireland. Given the small-scale nature of the pilot, the report authors suggest that ideally a large-scale time-use survey would be carried out at regular intervals, in order to analyse changes in time-use patterns and related social trends.

Copies of 'Time-Use in Ireland 2005: Survey Report', along with other NDP Gender Equality Unit publications, are available from the Unit at Department of Justice, Equality and Law Reform, Bishop's Square, Redmond's Hill, Dublin 2. See also the Unit website: www.ndpgenderequality.ie

4.6 Infrastructure Priority

The Infrastructure Priority comprises two measures – Education Infrastructure, delivered by the Department of Education and Science, and Training Infrastructure, delivered by FAS. Neither is supported by the ESF.

The **Education Infrastructure** measure provides investment in primary and post-primary schools, the further education sector, third level institutions and education centres. The measure comprises three capital expenditure elements to deal with each of the primary, post-primary and third level sectors.

In January 2005, details were announced of the 89 primary school and 33 post-primary building projects to progress to tender and construction over the course of the following 12 to 15 months. At the end of December 2005, 4 schools had reached practical completion stage; 22 at construction stage; 27 at tender stage with a further 29 preparing for tender action. The remaining projects are due to proceed as soon as possible in 2006. These projects included large-scale refurbishments, extensions and new schools up to 24 classrooms in size. Information meetings were held for all the schools on the 31 January and 1 February 2005.

In February 2005, details of the 171 schools which are being allocated funding to undertake extensions and/or refurbishments on a devolved basis was announced. This involves 97 primary schools receiving €28m funding under the Small Schools Initiative which is aimed at schools of two to four classrooms. Schools identified as needing brand new school buildings will be offered either €350,000 or €575,000 depending on size. 69 primary schools are to receive €14m funding for additional permanent classroom accommodation. Grants are typically €100,000 per mainstream classroom. 20 other schools are to receive pre-fabricated classrooms that are no longer required at their current location. 120 schools have been approved funding for rented temporary accommodation pending the delivery of a permanent solution to their long-term accommodation needs.

In March 2005, the Minister for Education and Science announced details of 590 capital projects being grant-aided under the Summer Works Scheme while details relating to an additional 151 such projects were announced in June 2005. These projects range from replacement of roofs and windows to gas improvements, mechanical and electrical upgrades, access for all and toilet refurbishments. Following the Report of the Review and Prioritisation of Capital Projects in the Higher Education Sector (commonly referred to as the Kelly Report), the Minister for

Education and Science announced the end to the freeze on third level capital funding in November 2004 and gave approval for 13 key projects in the sector at a total cost of €82m. The projects selected were identified as being of a high national priority and include a number of new facilities to support the provision of additional health skills places and the expansion of teacher training places. The Minister also announced the re-introduction of a devolved grant scheme for minor capital works in the institutes of technology sector. Although announced in November 2004, these projects derived capital funding from the Department from 2005 onwards. The Minister's announcements were the first steps in the process of addressing the infrastructural deficit in the third level sector as identified in the Kelly Report. There are many further higher education projects recommended for funding in the Kelly Report and the Minister is considering how best to advance a number of these projects in the context of the capital envelope of funding available.

Progress under the *Training Infrastructure* measure operated by FÁS included the continuation of refurbishment work throughout the network of FÁS training centres to ensure both compliance with health and safety requirements, and the suitability of workshops, classrooms and staff accommodation. In particular, Major work commenced on the expansion and refurbishment of the Ballyfermot training centre and the development of a new centre in Tallaght. Elsewhere within the measure, expressions of interest were sought for the supply of ICT equipment for PCs, servers and Information Kiosks.

4.7 Technical Assistance Priority

The Technical Assistance Priority comprises two measures – the Equality Studies Unit and OP Technical Assistance. Both measures are ESF co-funded.

Progress under the *Technical Assistance (Equality Studies)* measure included a feedback seminar in April involving groups representing the grounds prioritised in the ESU's work. Seminar proceedings were circulated after the event. In addition, a major conference entitled '*Equality in VET?*', on promoting equality and accommodating diversity in vocational education and training was held in Dublin Castle on 8th June 2005.

Three measure studies, part of a rolling programme, were undertaken and completed in 2005. Three measure study publications were produced, each looking at equality policy and practice in separate EHRDOP measures - Measure 21 (*Lifelong Learning (Back to Education Initiative, Part-time Option)*), Measure 13 (*Specific Skills Training*) and Measure 12B (*Sectoral Entry Training Tourism*). These reports can be downloaded at: http://www.esf.ie/en/publications_programmes.aspx

In 2005, three other measure studies were underway - Measure 15 (*Employment Support Services*), Measure 19A (*Social Economy Programme*) and Measure 9 (*Third Level Access*). In addition, planning was underway on a further series of studies in this rolling programme.

A private consultancy firm has also been commissioned to undertake a research study on the issue of mainstreaming training and employment services for people with disabilities.

Expenditure under the *EHRD OP Technical Assistance* measure in 2005 related principally to the monitoring committee meetings held in April and October and to the continued operating costs of the ESF Financial Control Unit. In the reporting period, contracts were signed for the upgrade of the ESF website as well as the Update Evaluation of the EHRDOP which was completed in September.

4.8 Major projects and Global Grants

There were no major projects or global grant mechanisms under the Operational Programme in 2005.

5. Meeting Horizontal Objectives

In addition to addressing the Priority-level objectives in 2005, as outlined in the previous Chapter, activity in the OP addressed:

1. Operational Programme Horizontal objectives
2. ESF Horizontal objectives
3. CSF Horizontal objectives

5.1 Meeting the OP Horizontal Objectives

The three OP horizontal objectives set out in the Programme are:

- *To strive for balanced regional development by addressing the existing and potential education, training and skills deficits of the BMW and SAE Regions*
- *To contribute to the protection and improvement of the environment.*
- *To promote equal opportunities between women and men.*

5.1.1 Supporting Balanced Regional Development

During 2005, employment grew by 15,700 (+ 3.2%) in the Border, Midland and Western (BMW) region and by 70,800 (+ 5%) in the Southern and Eastern (SAE) Region.

There was an increase in unemployment 4,200 for 2005 in the SAE Region and an increase of 1,400 in the BMW Region.

In 2005, total expenditure on the Operational Programme was as follows:

BMW Region: 111.09% of 2005 forecast
SAE Region: 117.67% of 2005 forecast.

Total cumulative expenditure from January 2000 to the end of 2005 as a percentage of the original forecast was as follows:

BMW Region	95.98% of 2000-2005 forecast
SAE Region	98.47% of 2000-2005 forecast.

Cumulative ESF expenditure since the start of the OP as a percentage of the original forecast was:

BMW Region	90.75% of 2000-2005 forecast
SAE Region	98.28% of 2000-2005 forecast.

These figures indicate that the performance of measures under the Operational Programme is progressing reasonably evenly across the two NUTS II regions in the OP. Further detail on expenditure by Priority is provided in Chapter 6.

Examples of progress under the EHRD OP in 2005, which have contributed to the aim of achieving balanced regional development are:

The ***Tourism Training*** measures (Measures 12A, 12B, 12C, 24F and 24G)

Tourism is an important regional industry, with major tourist attractions located in both NUTS II regions covered by the OP. Training was provided to both new entrants to the sector (including the unemployed) and to those already in the sector. Under entry-level training, a total of 2,186 participated on hospitality and tourism-related programmes during 2005. 48% of this training activity took place in the BMW region and 52% in the SAE region. During the years 2000-2005 5,432 people have completed training and 84% have found employment. Under Measure 12B, a total of 2,046 persons completed training on hospitality and tourism-related programmes during 2005, exceeding the target of 1,920. The regional split was 34% BMW and 66% SAE. Of these people, 83% found employment while 5% progressed to further education and 1% became self employed. In 2005 a total of 5,209 tourism industry personnel completed advance, supervisory and management level hospitality and tourism programmes. This was an increase on last years figure of 4,302. The regional split was 27% BMW and 73% SAE. These programmes were delivered directly by Failte Ireland nationally and through the Institutes of Technology. Over 120 companies worked towards achieving the award of 'Ireland's Best' and 'Best Practice' which involved a total of 1,652 people from these companies receiving training.

The ***Lifelong Learning/National Adult Literacy Strategy*** (Measure 22) continues to steadily increase its client numbers. In 2005, 35,357 people participated in the strategy against a target of 28,000 and this represents an increase of 4% on 2004.

An intensive literacy and basic education course was developed in 2005 in conjunction with NALA and IVEA. This was targeted at the most socially and economically disadvantaged groups and is a 14 week programme that is being delivered nationwide the VECs in the Spring of 2006. Tutors in twenty three VECs participated in 'Mapping the Learning Journey' process in 2005 and the programme is being rolled out to a further seven VECs in 2006. This programme has been developed by NALA in association with the VECs and provides for national consistency in identifying learner progress in adult basic education.

FÁS's new Competency Development Programme, under Measure 18A, ***In-Company Training***, provides financial support to up-skill employees through training programmes identified on the basis of local need and they contribute to local and regional development. The number of companies awarded certificates under the Excellence Through People award rose to 588 in 2005 compared to 437 in 2004.

The ***Social Economy Programme*** (Measure 19A) supports community-based enterprises at a local and regional level. At the end of 2005 there were 267 enterprises being supported under this programme. In terms of people this represents 1,919 with the BMW region accounting for 734 and the SAE accounting for 1,185. From 2006 ownership of this measure is being transferred to the Department of Community, Rural and Gaeltacht Affairs.

Under the ***Ongoing Sectoral Training: Gaeltacht*** measure (24A1), operated by Udaras na Gaeltachta, there was a net increase in jobs in the area in 2005. This resulted in a higher level of expenditure and a significant increase in numbers undergoing training/upskilling over the previous year, 4,503 (3,654 in the BMW region and 849 in the SAE region) in 2005 compared to 3,320 in 2004, (in-company training programmes: 444 people, skillsets enhancement courses: 2,246 and a further 1,813 young people were involved in a service provided to schools in second level education) these were all increases on 2004.

The ***Ongoing Sectoral Training: Seafood*** measure (24B), had 1,826 individuals availing of one or more BIM training courses in 2005. 916 attended in the BMW region while 910 attended in the SAE region. This figure exceeds the projected target of 1,620, which amounts to an increase of 13%. BIM's mobile Coastal Training Unit visited twenty-nine locations with 907 individual students attending courses across the country. There were twenty-nine new entrants who completed training for both FETAC certificates and Engineer Officer certificates. This included 6 students from Northern Poland. The BIM Regional Fisheries Centre, Castletownbere experienced significant growth over the previous year mainly due to aquaculture and safety training. To date 1,600 fisheries personnel have completed the Basic Safety Training Course. BIM and SEAFISH (UK) are currently delivering a new INTERREG IIIA financed cross border training programme for Ireland and Northern Ireland.

5.1.2 Contributing to the protection of the environment

Following the re-assessment of the horizontal principles by the NDP/CSF Evaluation Unit, only two of the EHRD OP measures were designated to report under the Environmental Principle, namely the Education Infrastructure measure implemented by the Department of Education and Science and the Training Infrastructure measure implemented by FAS.

The ***Education Infrastructure*** measure (32A) has a number of environmental protection features.

Asbestos Remediation

The OPW act as the Department's agents in managing the asbestos remediation programme which commenced in 1999. Over 85% of all primary and post-primary

schools have already been tested and where remediation works have been found to be necessary, these are either completed or underway

Dust Extraction Systems

The Department is conscious of the lack of Dust Extraction Systems in Post-Primary classrooms where woodwork courses are delivered. In newly constructed schools Dust Extraction Systems are installed as a matter of practice but in older schools such systems are noticeable by their absence. The Department has commenced remediation work and 180 schools received grants in 2005 to install appropriate Dust Extraction Systems.

Green Schools

Green Schools is an international environmental education programme designed to promote and acknowledge whole school action for the environment. Green Schools offer a well-defined, controllable way to take environmental issues from the curriculum and apply them to the day to day running of the school. The Green Flag award is given to schools that successfully complete the seven steps of the programme. There are 2,179 schools participating in the programme with 651 having attained Green Flag status at the end of 2005.

Radon Remediation

The Department commissioned the Radiological Protection Institute of Ireland (RPII) in 1998 to commence a survey of radon levels in all primary and post-primary schools. During the course of the survey, 4072 schools were invited to participate and to date 99% have responded. 330 schools had radon levels above the workplace reference level of 400 Bq/m and these were advised to secure the services of suitably qualified personnel to carry out all remedial works specified by a consultant architect. Radon levels were found to be above 200 Bq/m and under 400Bq/m in 670 schools and the Department issued grants to these schools for the installation of suitable vents

The ***Training Infrastructure*** measure (32B), operated by FAS, was responsible for capital investment in FÁS Training Centres and Employment Services.

In accordance with statutory requirements to promote safety in the construction industry, FÁS continued administration of the Safe Pass and Construction Skills Certification Scheme. Numbers availing of training for these schemes continued at high levels with 113,000 Safe Pass certificates and 16,000 Construction Skills Certification cards were issued in 2005.

The FÁS Environmental Training Unit continued to support environment-related courses, with over 3,500 people participating in the following courses:

Waste Management Programme	180
Waste Water Treatment Plant Operation Programme	16
Water Protection & Nutrient Management Planning	28
Construction & Demolition Waste Management	56
Environmental Management Systems Programme	22
Waster Facilities Operative Training	64
Site Suitability Assessment Training	126
Building Control	64
Road Workers Programmes	3,227
EU Emissions Training	21

These programmes provided the appropriate training to ensure compliance with current legislation relating to the environment. FÁS training programmes continued to include an “environment module” as part of the standard course induction process and relevant environment-related issues are included in all FÁS training courses.

- Following the Apprenticeship Review Process, FÁS commissioned the development of five common modules for apprentice courses, including an *Environmental Awareness Module*. Following the 2005 first draft consultation process, FÁS amended the *Environmental Awareness* module to reflect the analysis of the stakeholder feedback and observation.
- A new *Environmental Awareness* module was also developed for inclusion in the Supply Chain Logistics Traineeship- in response to course review and feedback from employers.
- A Health and Safety booklet for the contract-cleaning sector was translated into five languages.

5.1.3 Promoting equal opportunities between women and men

The OP directly promotes equality of opportunity between men and women through the Equality Priority of the OP. However, gender equality is also promoted through many of the other measures in the OP. Following the review of the Horizontal Principles during 2004, all the education and training measures/sub-measures in the Priority continue to focus on gender equality as a central objective and will report on an annual basis (at the Spring Monitoring Committee meetings).

The *Active Measures for LTU & Socially Excluded* measure (03) FÁS activities under this Measure continued to promote social inclusion with particular emphasis on the reintegration of long-term unemployed and socially excluded people into the workforce. Programmes assisted long-term unemployed and socially excluded people to make a meaningful contribution to the local community and improve their prospects of obtaining or returning to employment

In 2005, work began on the preparation of guidelines on interculturalism for FÁS Staff. In order to maximise the benefits of diversity, the guidelines detail the legal context and explore a common sense approach to support inclusive intercultural strategies within FÁS and how these strategies impact on the services provided by FÁS. It provides information and sources for all FÁS staff, as we continue to work in an ethnically diverse environment, from two perspectives: (a) knowledge of ourselves within a cultural heritage and varying social identities; and (b) knowledge of other cultures.

In July 2001 Equal Opportunities Good Practice Guidelines for FÁS Staff were published as a result of broad changes to equality legislation. In 2005 The Social Inclusion Unit commissioned a project to review and up-date these Guidelines to include recent developments in equality legislation (Equality Act 2004, Disability Act 2005), and our continuing commitment to equality, diversity and social inclusion as reflected in the changing nature of our customer base

Under the *Apprenticeship/Traineeship* measure (14A), the issue of female participation in apprenticeship has been of long-standing concern. Female participation had remained in the very low percentages for many years and, in fact, is now less than 20 years ago when a proportion of apprentices were sponsored by FÁS. Over the years there have been a range of reviews and initiatives to attempt to increase female participation, but these have borne little fruit.

Apprenticeship Report

2005 saw the highest number of new apprentice registrations ever recorded in Ireland, with a total of 8,304 young persons registering with FÁS - representing an increase of 1% on the 2004 registration figure. At the end of 2005 there were a total of 28,600 registered apprentices in the country. These apprentices were employed across twenty-six designated trades in 10,700 companies.

Table1: Apprentice Registration 1996-2005

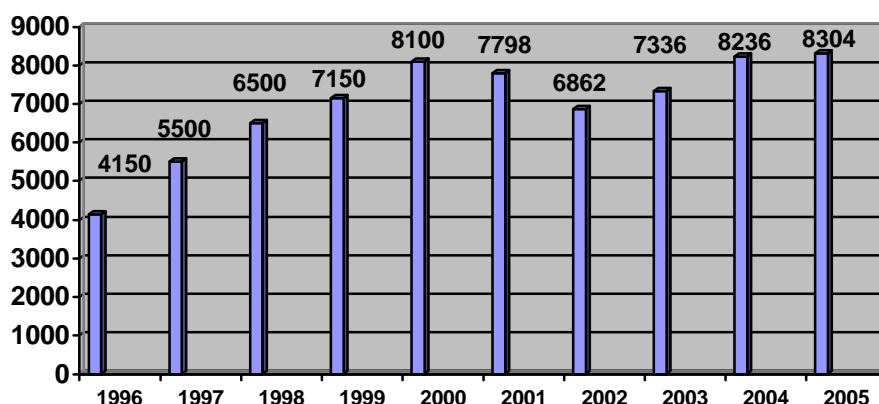


Table 2 below shows the number apprentices that registered with FÁS in 2005, by specific trade.

Table 2 - Number of Registered Apprentices by Trade

Designated Trade	
Agricultural Mechanic	51
Aircraft Mechanic	33
Brick & Stonelayer	599
Cabinet Maker	179
Carpenter & Joiner	2,124
Construction Plant Fitter	103
Electrician	2,159
Electrician Instrumentation	39
Fitter	166
Floor/Wall Tiler	41
Heavy Vehicle Mechanic	136
Instrumentation	19
Metal Fabricator	199
Motor Mechanic	453
Painter & Decorator	149
Plasterer	278
Plumber	1,251
Printer	10
Refrigeration & Air Conditioning	88
Sheet Metalwork	67
Toolmaker	34
Vehicle Body Repair	111
Wood Machinist	15
Total	8,304

In response to the continuing increase in Apprentice registrations in some trades, an additional twenty-six Phase 2 courses were provided by FÁS. The Institutes of Technology also provided additional provision and a suite of summer courses in 2005.

Following an examination of the Standards Based Apprenticeship system the National Apprenticeship Advisory Committee (NAAC) approved technical amendments to sixteen curricula. The approved technical amendments for the remaining curricula will be finalised in 2006.

By the end of 2005, FÁS had finalised the revised curricula for the trades of Carpentry and Joinery, Construction Plant Fitting, Electrical, Motor Mechanic and Plumbing. The revised curricula will be phased-in during 2006. Arising from the apprenticeship review process, FÁS commissioned the development of a common *Environmental Awareness* module for all apprentice courses.

Apprentices are deemed to be qualified when they have successfully completed all of the on and off-the-job phases of their apprenticeship, and demonstrated the qualifying

workplace standards throughout their apprenticeship. In recognition of this achievement, a FETAC Advanced Certificate (previously called the National Craft Certificate), is awarded to successful apprentices by the Further Education and Training Award Council (FETAC).

In 2005 4,948 graduating apprentices (4,921 males and 27 females) were awarded the FETAC Advanced Certificate in 2005. Table 3 below shows the number of FETAC Advanced Certificates awarded in 2005 by trade category.

Table 3-FETAC Advanced Certificates awarded by Trade in 2005

Trade	Total
Agricultural Mechanic	45
Aircraft Mechanic	68
Bookbinding	3
Bricklaying	259
Cabinetmaking	161
Carpentry & Joinery	999
Construction Plant Fitting	85
Electrical	1515
Electrician Instrumentation	33
Fitting	257
Floor & Wall Tiling	16
Heavy Vehicle Mechanic	100
Instrumentation	27
Metal Fabrication	153
Motor Mechanic	324
Network Technician	1
Origination	5
Painting & Decorating	80
Plastering	51
Plumbing	474
Printing	13
Refrigeration & Air Conditioning	70
Sheet Metalwork	60
Toolmaking	69
Vehicle Body Repair	51
Wood Machining	29
Total	4,948

A twenty strong team of Irish apprentices scored highly against the best in the industrialised world at the 2005 World Skills Competition held in Finland. After four days of intensive and pressurised examination in Helsinki, the Irish team was ranked seventh in the world, coming home with three Gold, one Silver and one Bronze medal, as well as nine Certificates of Distinction, thus improving on the results in Switzerland in 2003. The team and individual scores show that the skills of Irish apprentices are comparable with those from the leading industrial nations.

This international showcase for trades was attended by almost 180,000 visitors with over 630 apprentices competing from 43 countries around the world. Inter-agency preparation of the Irish team for Helsinki took place in co-operation with the

Department of Education and Science, Fáilte Ireland, the IVEA and the Dublin and regional Institutes of Technology.

During 2005, the NAAC, together with the FÁS Executive, engaged in a series of workshops to formalise a structure and process for the designation of apprenticeships in current, new and emerging occupations. Following consultation with representatives of the relevant sectors, FÁS proposed apprenticeship curricula for the occupations of *Industrial Insulation, Environmental Stone work, Electronic Security Systems, Jewellery and Farriery*. Other occupations examined for potential apprenticeships included *Hairdressing, Structured Cabling and Pipe Fitting*.

The ***Social Economy Programme*** (Measure 19A) provides support for the development of community-based enterprises, for long-term unemployed and other disadvantaged persons. At the end of 2005 (early 2006 to be exact) there were 267 enterprises being supported under the Measure. These were very evenly spread between the BMW region (131) and the S&E region (136). The number of persons supported on these enterprises was 1,919. On average the projects in the S&E region were larger with a total of 1,185 workers compared to 734 in the BMW region.

Females outnumbered males on the Social Economy projects; 1,158 females and 761 males. In relation to outcomes, 59% of those who completed their programme were subsequently in employment or education/training according to the latest follow-up survey.

Under the ***Undergraduate Skills*** measure (26), The 2004/05 student intake on the courses provided under this measure indicates an 82% male and 18% female participation.

The courses provided under this measure include ICT, engineering and other sciences. Traditionally more males than female choose engineering and ICT related courses, over other science courses. The gender balance on other science courses in the Technological Sector would normally be equally balanced. However at present the gender breakdown for engineering courses is male 90% and female 10%. The Institutes, through their Steps Programme, continues to encourage more females onto their engineering courses.

Most institutes also offer Taster Programmes and Summer Courses on an ongoing basis in the area of technology. These courses are geared towards attracting both males and females at an early stage.

Sligo Institute of Technology runs courses in science and technology, specifically aimed at primary school students, both male and female, with a view to a greater uptake of science related courses at second level.

The Department's policy is to ensure that the provision of Career Guidance advice at second level emphasises the non-traditional opportunities that are open to young females. There is currently a second level pilot programme under way, 'Real Game', aimed at, among other things, the breakdown of male role images in areas that traditionally have been exclusively male dominated with the view to making such careers more acceptable to young females. It is expected that this programme will be rolled out to all secondary schools.

In addition, the Institute of Guidance Counsellors has developed a relationship with the Institute of Engineers to encourage more females into engineering studies.

While the % of females enrolling on ICT courses is high by international standards, (internationally, approximately 10% of participants in ICT courses in the HE sector are women) the HEA is aware of the decline in female participation in recent years. The HEA has been working with ICT Ireland and third level institutions to try and correct this. In particular both are running marketing campaigns targeting female only schools. In these marketing campaigns, female employees and female students are explaining the attractions of employment in the ICT industry to secondary students. HEA enrolments of student numbers show a growth in the number of females enrolling on medical and teaching courses. The HEA (through its ICT Project Team) has recommended to third level institutions that they consider introducing bundled courses with ICT which would be more attractive to females. In 2006 the University of Limerick will introduce a new course 'Bachelor of Science in Software Development and Social Change'. It is hoped that this course will be more attractive to female students.

Under the *Ongoing Sectoral Training: Gaeltacht* measure (24A1) A total of 4,503 persons completed courses during 2005, of whom 53% were male and 47% were female. This is a reversal of a trend since 2000 where the females outnumbered the males. There were a number of causes which accounted for this change; a) more males than females undertook incompany training in 2005 as compared to 2004, b) the second level schools programme had an absolute equality of participants whereas there was a clear majority of females in 2004 and c) the take-up of females in the apprenticeship programme is minimal as always.

Statistical Analysis

<u>Age analysis</u>	<u>Male</u>	<u>Female</u>	<u>Total</u>
Under 25	1,325	1,234	2,559
25 and over	1,072	872	1,944
Total	2,397	2,106	4,503

Status before starting

Employed	805	551	1,356
Unemployed > 1 year	196	188	384
Unemployed < 1 year	197	36	233
Home duties	26	136	162
In education	1,053	998	2,051
Retired	46	33	79
Other	74	164	238
Total	2,397	2,106	4,503

The total number of persons completing courses since 2000 was:

Year	2000	1,836	2,135	3,971
	2001	1,519	1,697	3,216
	2002	1,755	1,975	3,730
	2003	824	1,245	2,069
	2004	1,543	1,777	3,320
	2005	2,397	2,106	4,503
Total 2000 - 2005		9,874	10,935	20,809

Under the *Ongoing Sectoral Training: Seafood Industry Training* measure (24B)

Female participation levels have risen from the targets of 5% to 8% in BIM's "Integrated Training Plan for the Irish Seafood Industry 2000 to 2006" to the current level of 12.54% in 2005. This increased level demonstrates that BIM promotion of gender equality is proving to be very effective.

The *Educational Equality* measure (30) supports education for disadvantaged women and other groups experiencing educational disadvantage. Disadvantaged men are a specific target of the initiative, given their under-representation in adult education and adult literacy programmes basis to enable the men learn at home.

Are participation levels of women or men increasing?

Participation levels in the men's groups have increased due to their success in outreach to isolated men in the rural areas of Donegal, Mayo and Kerry.

Women's projects are continuing with 30 participants in the Ballyfermot Partnership and the Ennis CDP Projects.

Are different needs of women and men being addressed?

Yes, in Mevagh and Nexus projects, specific outreach methods are being utilised to encourage enrolment by isolated men. Ballyfermot Partnership has recruited women through co-operation with the Home School Community Liaison Service and the Ennis project have used two Traveller Community Liaison workers to encourage Traveller women to attend, firstly for taster courses, leading to a Foundation course in training as a homework club tutor.

Are different levels of access for women and men being addressed?

Yes. Outreach has generally been more successful for the men's groups. With the women only groups, timing of classes and access to childcare have yet again proved to be important aspects of encouraging women into education.

Are differential outcomes for women and men being measured?

Ongoing and summative evaluation has been built in to each project with a view to measuring the respective outcomes. However, owing to each project having specific individual aims, it is difficult to compare outcomes between men's and women's groups.

The EEI 1 Policy and Practice lessons recommended a co-ordinated, integrated approach based on an understanding of educational disadvantage as a multi-

dimensional concept and reality incorporating economic, social, cultural, psychological and educational elements.

Most projects have encountered obstacles of some kind, principally adequate child- and elder-care and transport. Also evident is the barrier of educationally disadvantaged people who have a negative overview of the school / education system, and a resulting reluctance by them to be drawn into the system via outreach programmes.

Under the ***Equal Opportunities Promotion & Monitoring – Education*** measure (31A) The Unit funds research grants and research projects relating to gender issues in education; supports the publication of the research produced; provides gender equality training to staff in the Department of Education and Science, staff in schools and funds a Women into Educational Management course. The Unit has also provided the secretariat for two policy committees established by the Minister for Education and Science on “*Encouraging Males into Primary Teaching*”, the final report was published in November 2005; and *Encouraging Women into Science, Engineering and Technology*”, the final report will be completed in 2006

The Equal Opportunities Promotion & Monitoring – NDP measure (31B)

Publication of research report on models of funding childcare; pilot Time Use survey; completion of gender auditing pilot projects in Limerick and Roscommon; Issues Paper on gender mainstreaming presented to EOSI CC; reports monitoring progress on gender mainstreaming to all relevant Autumn OP Monitoring Committees; information-sharing seminar on gender mainstreaming held in December 2005. Talks on gender mainstreaming given at 13 international, national and local events and presentations to four training events..

Two new projects aimed specifically at supporting lone parents to access employment, education and training were planned in 2005 for delivery in 2006, along with an In-Company Training project to increase professional opportunities for community and voluntary sector employees (mainly women).

Under the ***Equality for Women*** measure (31B1), Paid employment provides a means of establishing financial independence for economically disadvantaged women. The Department of Justice, Equality and Law Reform has engaged FÁS to deliver the “Expanding the Workforce” project over the period 1/4/05 to 31/12/06. Under this agreement, the Department will provide funding of €1m to FÁS to deliver a national programme designed to encourage women to rejoin the workforce. The FÁS project will address the barriers previously identified by women in returning to paid employment and set out a pathway for women into employment. The project will report on the progress of women, including older and socially disadvantaged women, to certified training and employment

5.2 Meeting the ESF Horizontal Objectives

The ESF contributes to the actions of the Employment Guidelines and the National Employment Action Plan. Three horizontal objectives are set out for the ESF in Article 2 of the ESF Regulation:

1. Support for Local Initiatives/Local Development;
2. Employment Potential of the Information Society;
3. Equal Opportunities for Women and Men

5.2.1 Support for Local Initiatives/Local Development

The ***Social Economy Programme*** (Measure 19A) At the end of 2005 (early 2006 to be exact) there were 267 enterprises being supported under the Measure. These were very evenly spread between the BMW region (131) and the S&E region (136). The number of persons supported on these enterprises was 1,919. On average the projects in the S&E region were larger with a total of 1,185 workers compared to 734 in the BMW region.

Females outnumbered males on the Social Economy projects; 1,158 females and 761 males.

In relation to outcomes, 59% of those who completed their programme were subsequently in employment or education/training according to the latest follow-up survey.

As reported in Section 5.1.1., the ***Ongoing Sectoral Training: Gaeltacht*** measure (24A1), operated by Udaras na Gaeltachta, Of particular note would be the emphasis on Gaeltacht based third-level education through Irish. Our main partners in this initiative are Acadamh na hOllscolaíochta Gaeilge who ran four full-time courses in 2005 with financial assistance from Údarás na Gaeltachta. In addition, two further courses were run by GMIT and LYIT. It is anticipated that the level of activity will increase further in 2006 and that the third level courses will attract more females than males.

The ***Sectoral Training*** measures in the Adaptability Priority, involving training for the Seafood Industry, Agriculture, Forestry and the Equine Industry contribute to local development as these industries also tend to be focused in very specific areas of the country (especially the Seafood Industry – see also under Regional development above). Full details of developments in these measures in 2005 are contained in Part II of the report.

Under the ***Early School Leaver Progression*** measure (Measure 11A), FAS implemented a range of training and support programmes through a network of Community Training Centres (CTCs). These programmes, which are designed to meet the needs of early school leavers, include foundation-level training; bridging training (to provide access to

higher skills training); advisory supports (to assist progression) and work-based training options. The number of early school leavers completing this Measure in 2005 was 2,434, of which 1,126 were female and 1,308 were male. Five hundred and fifty-one of these were in the BMW region (i.e. 23%) and the remainder (1,883) were from the S&E region.

Of those who completed their programme, 52% proceeded to employment, education or further training according to the follow-up survey. Females did much better on this indicator with 58% in one of these positive outcomes, whereas young males had a rate of 41%.

Participants on this Measure receive inputs on literacy. When asked about this in the follow-up survey, 49% stated that their programme had helped them with their literacy. Females were more positive in this regard

The *National Employment Service* Measure (Measure 2) incorporates FÁS's Employment Service and the Local Employment Services (LES), the latter of which operates mainly through local Area Based Partnership Companies. FÁS's Employment Service operates through a network of 60 offices throughout the country. The LES operates throughout a network of offices and outreach centres located in 26 locations with supplementary contact points.

During 2005, FÁS registered 82,482 new clients. Of these, 38,100 were females and 44,400 were male. On average, each FÁS jobseeker will have had at least three interactions with a FÁS Employment Services Officer. By year end, the service had placed 93,571 jobseekers in jobs or FÁS programmes, 29,800 in the BMW region and 63,700 in the S&E region. A customer satisfaction survey in 2005 showed that 76% of jobseekers were satisfied/fairly satisfied with the service they had received from FÁS Employment Services.

During the year, the FÁS National Contact Centre (NCC) promoted its services to jobseekers and job-ready clients were encouraged to use the freephone number where FÁS staff was available to provide them with up-to-date information on the vacancies that most suited their needs. The number of job vacancies notified to FÁS in 2005 rose by 28% to 132,300, of which 91,700 were from the S&E region and 40,400 were from the BMW region. A follow-up survey with employers showed that 82% of vacancies notified to the NCC were filled. Of these, 37% were filled by a FÁS referral, 35% from non-FÁS referrals and 28% of vacancies were filled from unknown sources.

Under the *Middle Level Technician/Higher Technical Business Studies* Measure (Measure 25), the Dept of Education & Science funded a number of special initiatives to address skills needs at a national level and to encourage increased participation by non-traditional students in the higher education system. A number of Institutes of Technology have also initiated a variety of schemes at a local level to encourage students to pursue Third Level science related courses. These initiatives include local advertising campaigns, career talks at second-level schools, induction science days, taster summer school for 5th year students, tutorial support in specific science subject areas (maths, physics, etc), advisory services including counselling, academic supports and career guidance. The on-going development of the MLT/HTBS programmes is seen as essential to maintaining and enhancing Ireland's ability to attract and retain highly mobile international investment in an increasing knowledge-

based global economy. New courses are added annually to address appropriate skills needs. Although the current statistics at macro level indicate a 56.7% male and 43.3% female participation, the take up between genders on these courses varies and highlights underlying issues in relation to mainstreaming access to different types of courses and career choices. It would be a difficult task for each individual programme to be mainstreamed under the life of the National Development Plan.

MLT/HTBS students in the academic year 2004/2005 (Latest data available)

- Male – 17,339 (56.7 %)
- Female – 13,250 (43.3 %)

Graduates in 2004 (Latest data available)

- Male - 8,468 (53.3 %)
- Female – 7,421 (46.7 %)

The **School Completion Programme** (Measure 5) is designed to deal with issues of both concentrated and regionally dispersed disadvantage and is a key component of the Department of Education and Science's strategy to discriminate positively in favour of children and young people who are at risk of early school leaving (i.e. between the ages of 4 and 18 years).

Inclusion of 3 more Teen Parenting Projects in Donegal, Cork and Carlow from December 2005 in addition to 6 Teenage Parenting Projects currently supported under the School Completion Programme as a specific gender equality strand.

Indicator	Position 2002/2003			Position 2003/2004			Position 2004/2005		
No of pupils participating in the Stay in School	Total	Male	Female	Total	Male	Female	Total	Male	Female
	3,404*	2,064	1,179	3,508*	2,296	1,122	4,093	2,618	1,475
					67%	33%		64%	36%
Retention Initiative	0	Gender breakdown not available for one school		0	Gender breakdown not available for one school				
0 No of pupils targeted for specific supports in the School Completion Programme – Project strand	Total	Male	Female	Total	Male	Female	Total	Male	Female
	0	15,061*		0	14,983*		0	16,967*	9,722
		8,852			8,911	6,072		7,145	
		5,873			59%	41%		58%	42%
	* Full Gender breakdown not available for 3 clusters			* Full Gender breakdown not available for one cluster			* Full Gender breakdown not available for one cluster		

During 2005 72 SCP post-primary schools were matched with Ireland's top companies nationwide through funding sanctioned to **The Schools' Business Partnership (SBP)** for 2005. An extra 5 links were set up as a second link for some schools, due to gender reasons, in the mentoring programme, e.g. Diageo are matched with James St. CBS and there were 8 males who wanted to mentor so they were matched one to one with eight 5th years. However, with as James St. is a boys school

with no girls the female employees were not able to participate. In this case, the Diageo females are matched with some of the female students in Warrenmount. Hence a total of 77 links currently exist.

5.2.2 Employment Potential of the Information Society

There are several examples of the EHRD OP's contribution to exploiting the employment potential of the information society.

Under the *Lifelong Learning General Training* Measure (Measure 20), a total of 23,200 persons were trained under this Measure in 2005. This included 17,300 in the S&E region and 5,900 in the BMW region. Males were much more likely to be trained under this Measure. Males made up 72% of trainees. The key monitoring indicator for this Measure is *the percentage of adult employees receiving education/training during the four weeks prior to the CSO survey*. In 2005, this was 7%, comprising 6% males and 9% for female employees. These figures are noticeably lower than in the previous year when the overall percentage was 10%. No reason has been found to explain this decline.

FÁS e-College provided internet-based courses, including 'blended learning' courses involving a combination of internet-based and direct personal learning. Some 130 courses are available through FÁS e-College, some 75 of which currently offer certification. 11,968 users registered with FÁS e-College in 2005. FÁS e-College piloted a number of 'blended learning' programmes aimed at employed persons including some for retail and supervisory staff. FÁS e-College also developed the use of local library, community facilities and other organisations as outreach services. In 2005 FÁS e-College successfully introduced an online payments facility for clients. This allowed clients immediate access to chosen courseware on payment. Evening courses were attended by 8,510 persons in 2005, comprising 4,655 males and 3,855 females.

Under the *Skills Training for Unemployed & Redundant Workers* measure (Measure 13), FÁS delivered a wide range of IT skills training courses through its network of training centres and through contracted training providers. During 2004 a number of new Specific Skills Training courses commenced, which included an IC3 (Internet and Computer Core Certification) course and a COBOL programming course.

The *Ongoing Sectoral Training: Seafood Industry Training* Measure (24B), operated by BIM, found that female participation levels have risen from the targets of 5% to 8% in BIM's "Integrated Training Plan for the Irish Seafood Industry 2000 to 2006" to the current level of 12.54% in 2005. This increased level demonstrates that BIM promotion of gender equality is proving to be very effective. BIM provides gender-disaggregated data based on training attendances and as can be seen in section 4 of the Progress Report.

Traditionally, women have been involved in onshore activities, as the absence of suitable on-board facilities at sea has made the option of a career at sea both unattractive and impractical. However, over the last five years, sixty-nine new vessels have been introduced into the industry and these vessels have met stringent safety requirements for crew and skippers laid down by the DCMNR. This has provided an opportunity for females to become crewmembers and enter the seagoing sector of the industry.

The advent of modularisation of courses, new course development (ECDL) and e-Learning have improved availability of Lifelong Learning according to the needs of the learner. Local delivery of training courses has facilitated greatly improved access to training for both men and women in rural coastal communities.

Under the *Ongoing Sectoral Training – Tourism* measure (24F), Programmes under this Measure are a mix of formal off-the-job programmes delivered in the Institutes of Technology on a full-time, day-release or block-release basis, and short programmes which vary in duration from 1 – 5 days. The flexibility in delivery of training facilitates equality of access to both men and women.

Under the *Undergraduate Skills* measure (Measure 26) the Higher Education Authority (HEA) is at present examining all means of securing a recovery in enrolments on the Skills 1&2 Programmes. While the % of females enrolling on ICT courses is high by international standards, (internationally, approximately 10% of participants in ICT courses in the HE sector are women) the HEA is aware of the decline in female participation in recent years. The HEA has been working with ICT Ireland and third level institutions to try and correct this. In particular both are running marketing campaigns targeting female only schools. In these marketing campaigns, female employees and female students are explaining the attractions of employment in the ICT industry to secondary students.

HEA enrolments of student numbers show a growth in the number of females enrolling on medical and teaching courses. The HEA (through its ICT Project Team) has recommended to third level institutions that they consider introducing bundled courses with ICT, which would be more attractive to females. In 2006 the University of Limerick will introduce a new course ‘Bachelor of Science in Software Development and Social Change’. It is hoped that this course will be more attractive to female students. Other initiatives also include access courses arranged by universities to improve women’s access to third level programmes in science.

University Sector

The following table shows the gender breakdown for all students enrolled on the undergraduate skills programme courses (i.e. not just the additional students for which funding is being provided).

Breakdown of Male/ Female Enrolments 2004/05											
	Skills One		Skills Two		Skills Three		Overall			% Breakdown	
	M	F	M	F	M	F	M	F	T	M	F
UCD	320	76	10	4	457	593	787	673	1460	53.9	46.1
UCC	741	224	31	0	0	0	772	224	996	77.5	22.5
NUIG	268	53	324	104	552	825	1144	982	2126	53.8	46.2
NUIM	104	18	65	12			169	30	199	84.7	15.3
TCD	68	17	744	782			812	799	1611	50.4	49.6
UL	507	99	386	72			893	171	1063	84.0	16.0
DCU	490	93	379	60	193	217	1062	370	1432	74.2	25.8
Total	2498	580	1939	1034	1202	1635	5639	3249	8888	63.4	36.6

The ***Equal Opportunities Promotion and Monitoring – Education*** measure (31A)
The Unit has developed gender equality indicators to be included in Whole School Evaluation.

Indicator	Progress Report												
Research projects supported on males in education	3												
Research projects supported on females in education	1												
Research projects supported on both women and men in the education system	11												
Number of researching conducting research	14 (3 male, 11 female)												
Number of training participants	<table><tr><td></td><td>M</td><td>F</td></tr><tr><td>BMW</td><td>13</td><td>12</td></tr><tr><td>SAE</td><td>79</td><td>97</td></tr><tr><td>NAT</td><td>92</td><td>109</td></tr></table>		M	F	BMW	13	12	SAE	79	97	NAT	92	109
	M	F											
BMW	13	12											
SAE	79	97											
NAT	92	109											
Number of publications	6												
Research projects completed	5												

The Unit is participating in 2 projects which is co-ordinated by the Ministry for Equal Opportunities Luxembourg:

- The exchange of good practices at European level on strategies to promote gender equality in teacher education.
- The role of men in promoting gender equality.

Under the ***Equality for Women*** measure (31B1), the EWM website (www.ewm.ie), hosts a directory of projects under the first phase of the Measure, documenting their key impacts as well as the publications and other materials produced by projects funded under the Measure. The website therefore acts as a repository of the learning from projects funded under the first phase of the Equality for Women Measure.

Paid employment provides a means of establishing financial independence for economically disadvantaged women. The Department of Justice, Equality and Law Reform has engaged FÁS to deliver the “Expanding the Workforce” project over the period 1/4/05 to 31/12/06. Under this agreement, the Department will provide funding of €1m to FÁS to deliver a national programme designed to encourage women to rejoin the workforce. The FÁS project will address the barriers previously identified by women in returning to paid employment and set out a pathway for women into employment. The project will report on the progress of women, including older and socially disadvantaged women, to certified training and employment.

5.2.3 Equal Opportunities for Women and Men

Progress in relation to this objective is outlined under the OP Horizontal objectives above.

5.3 Meeting the CSF/NDP Objectives

The CSF/NDP Horizontal objectives aim to address:

1. Social Inclusion/Poverty
2. Environmental Protection
3. Rural Development
4. Equal Opportunities/Gender Mainstreaming.

In addressing these objectives, the Implementing Agencies are supported by various Horizontal Units who offer advice and guidance, as appropriate. Progress with regard to these objectives is reported at each OP Monitoring Committee Meeting and also to the NDP/CSF Monitoring Committee.

5.3.1 Social Inclusion/Poverty

Some examples of specific activity to address social Inclusion/Poverty under the OP are set out below:

The *National Employment Service* measure (Measure 2), in its entirety supported attempts to improve social inclusion by providing information, advice and referral services to a very wide range of clients including the long-term unemployed, travellers, lone parents, early school leavers and other disadvantaged groups. During 2005 the Excellence Ireland Quality Association (EIQA) undertook an external audit of FÁS Employment Services Units nationwide, and FÁS became the first organisation in Ireland to achieve the Q Mark for a national system. Local Labour Market Consultative Groups were established by FÁS in response to Section 18 of the Sustaining Partnership Agreement 2003-2005, and were in operation in all FÁS regions in 2005.

In January 2005, FÁS, in conjunction with the DSFA and the HSE, commenced a pilot employment initiative for disabled people in the Midlands region. The aim was to provide integrated employment support for disabled people. Though a range of multi-agency employment supports for disabled people was already available from DSFA, HSE and FÁS, they were provided on a multi-agency basis and generally operated independently of each other. The pilot suggested that a more integrated approach to the delivery of training and employment supports for disabled people was warranted. (See PC 16 Measure Report.)

In 2005, FÁS negotiated a new Agreement and Activity Schedule in relation to the operation of the LES with PLANET-the Network of Area Partnership Companies. The new Schedule includes clear targeting of socially-excluded client groups, with emphasis on local and regional needs, and will result in a greater complementarity of service delivery within the dual-stranded National Employment Service. A comprehensive set of financial and monitoring guidelines for LES were also put in place during 2005.

The *Active Measures for Long Term Unemployed and Socially Excluded Workers* measure (Measure 3) continued to support a wide range of disadvantaged groups and hence contributes to social inclusion and the reduction in poverty. The Measure had a

strong concentration on both disadvantaged areas and clients. Such clients include travellers, persons with disabilities, ex-prisoners, persons abusing drugs and lone parents. About 23,600 persons completed programmes under this Measure in 2005. A majority of these were female (14,600) with males comprising 9,000 persons. The BMW region made up one quarter of completions. In relation to persons who attended training programmes within this Measure, 27% were placed at the end of their programme. At the time of the follow-up survey, 12-18 months after completion, 46% of training programme participants were in employment or in further education/training. This percentage was significantly higher in the BMW region (55%) than in the S&E region (41%).

Under this Measure, FÁS continued to provide a range of services that focused on the integration/re-integration into the labour market of long-term unemployed and other marginalised people. The emphasis was on maximising their economic potential and helping to improve their employment opportunities and potential. A number of significant community-based training initiatives were targeted at disadvantaged individuals/groups experiencing difficulty in accessing the labour market. These followed a review of the National Drugs Strategy; and include dedicated CE places, a special initiative to support employment opportunities for members of the Travelling Community and refined Community Services programmes and strategies in line with both individual client and employer needs. In relation to the latter, an *Individual Learning Plan* approach was implemented to ensure the learning needs of clients were identified and addressed so as to assist them in their entry/ re-entry into the labour market.

Community Employment (CE)

At the end of 2005 there were 22,635 participants on CE, a slight increase on the 22,194 participants in 2004. In general, policy was to keep CE numbers stable. CE numbers on 'ring-fenced' projects relating to Drugs Task Forces, Childcare and Health were maintained, and priority given to RAPID and CLÁR projects.

FÁS/Department of Justice Provision for Ex-Offenders

The Linkage Programme, provided under *Business in the Community*, is funded by the Probation and Welfare Services and provides training, education and employment services for ex-offenders. Links were developed with these services to improve our service for ex-offenders.

The Return to Work Programme is suitable for people who may have been out of paid employment for a long time and who are interested in returning to the labour market. The programme is mainly for mature adults who have good basic skills i.e. literacy, numeracy and communication skills. It is flexible in delivery and concentrates on personal development, building self-esteem, career planning, selected technical and soft skills.

Local Training Initiatives (LTI)

2,815 persons completed training under the LTI programme in 2005. Training was delivered across a broad range of areas including Childcare, Horticulture, Public Health and Genealogy. The aims were to provide flexible training opportunities and raise the competency levels of unemployed people who are not otherwise being catered for.

Initiatives for Travellers

In conjunction with the Department of Finance and the Public Appointments Commission, FÁS commenced the development of an internship within the Civil Service for members of the Traveller community. It is intended to pilot this initiative in 2006. In addition to the inclusion of Travellers on a range of standard FÁS programmes, a number of special initiatives were developed in response to approaches from local Traveller support groups. For example, a special initiative was developed to support the inclusion of members of the Traveller community in the active labour force and to assist the Traveller economy to become more integrated into mainstream Irish business.

Under the ***School Completion Initiative*** measure 5, leaving. The School Completion Programme (SCP) worked in partnership with family, community, youth, and sporting organisations and with relevant national statutory and voluntary bodies. SCP works in partnership with family, community, youth, and sporting organisations and with relevant national statutory and voluntary bodies. Attendance tracking and monitoring is widely offered in SCP and often leads to the identification of other difficulties in the class or at home. Breakfast clubs are a feature of many SCP projects. A direct benefit of the Breakfast Club, whilst meeting nutritional needs, is an improvement in the children's attendance levels, concentration and enthusiasm for school. Homework clubs provided by many SCP projects offer considerable benefits to young people, particularly those living in disadvantaged urban areas.

A comprehensive five-year strategy for Traveller Education is being developed with the assistance of the Educational Disadvantage Committee and the Advisory Committee on Traveller Education. One of the core issues it is addressing relates to how existing targeted educational supports for Traveller children and young people might best be integrated, on a phased basis, into an enhanced mainstream provision.

The Schools Business Partnership specifically works with schools involved in the School Completion Programme. The SBP endeavours to match one school with a local company in partnership to engage in programmes interfacing education and business expertise. The programmes address students in key areas of educational disadvantage. In 2005, 15 students received summer work placements with financial services companies. The 2005 programme showed a year on year increase of 15%.

The ***Third Level Access*** measure 9, supported the objectives of promoting and facilitating social inclusion through its support for students with disabilities and students from disadvantaged backgrounds as well as mature students in further and higher education. A comprehensive review of access funding was launched by the Minister for Education and Science in December 2005. The findings were based on an analysis of current data and practice and through consultation with students, institutional and community representatives and officials in the Department of Education and Science. The report contains ten recommendations to be implemented over the next three years. An evaluation of the Millennium Partnership Fund was completed in April 2005 and the recommendations are currently being implemented. These include effective targeting of students in need of support, identifying and agreeing good administrative practice and ensuring that the Fund complements other sources of funding. The report also sets out plans for funding to achieve equity of access through the new HEA funding model which will be phased in from January 2006.

A review of the reporting systems in higher education institutions for the European Social Fund was completed in June 2005. The review noted the difficulties being experienced in complying with the reporting requirements and suggested that the National Office could provide guidance on streamlining the reporting process to reduce the administrative burden. A number of practical recommendations emerged from the review and are currently being agreed and implemented with further and higher education institutions. Work on a revised recurrent funding model was completed within the HEA in December 2005 and will be phased in from 2006. The new model will allocate a proportion of institutions' core budget on the basis of performance in achieving equity of access as well as research.

The *Lifelong Learning – National Adult Literacy* measure (22) targeted provisions at certain client groups (men only, women only, family learning, workplace, travellers) and expanded the range of provisions and development of linkages with other agencies dealing with social disadvantage. A 14 week intensive literacy and basic education programme, targeted at the most disadvantaged groups, was developed last year in conjunction with NALA and the IVEA. The initiative, in which six hours of tuition is provided per week instead of the usual two hours, is currently being delivered by the VECs throughout the country. On conclusion it will be evaluated, and if found to have worked well, will be continued into 2006/7. An Assessment Framework, "Mapping the Learning Journey", that is in accordance with best international practice, was rolled out to twenty-three of the thirty-three VECs. It is being provided to a further seven VECs in 2006.

5.3.2 Environment

Progress in relation to this objective is outlined under the OP Horizontal objectives above.

5.3.3 Rural Proofing

Following the review of the Horizontal Principles by the NDP/CSF Evaluation Unit, the number of measures reporting on the Rural Development Horizontal Principle was confined to seven measures/sub-measures only, namely Sectoral Entry Training – Agriculture; Ongoing Sectoral Training – Culture, Gaeltacht; Ongoing Sectoral Training – Film; Ongoing Sectoral Training – Seafood; Ongoing Sectoral Training – Forestry; and Education Infrastructure. The review defined Rural Proofing as follows:

Improving the physical, economic and social conditions of people living in the open countryside, in coastal areas, towns and villages and in smaller urban centres outside of the five major urban centres (White Paper on Rural Development, 1999).

Under the *Sectoral Entry Training – Agriculture* measure (12D), training and education is provided for young people entering farming and the agri-industry/rural economy, comprising a wide range of comprehensive modern courses in the business and life skills necessary for the establishment of viable and efficient businesses, leading to viable rural communities. Surveys conducted among graduates of the main vocational training (two year) courses showed the 2005 graduates opting for the following career paths: -

1. Employment in the sector – 44%*
2. Returning directly to farming – 41%
3. Further training/education – 8%

* Of those returning to farming 33% stated that they would be fulltime farmers.

The above data includes horticulture and forestry.

In one agricultural college the % of graduates returning to farming was 59% in 2005 (all to fulltime farming) with 23% opting for employment in the sector.

Under the *Ongoing Sectoral Training – Culture, Gaeltacht* measure (24A1), the elimination of poverty and the improvement in the rural condition was consistent with the work and objectives of Údarás Na Gaeltachta. In addition to training directed specifically at improving the competitiveness and productivity of businesses within the Gaeltacht, there are five main prongs to our actions aimed at raising skill levels and improving educational achievements at individual or community level: Management Development, Apprentice Development, Third Level Education through Irish, Lifelong Learning and our Second Level Schools Programme. These schemes are operated throughout the Gaeltacht, including those areas designated under the CLAR initiative and, excluding second level students, over 2,000 persons completed their training/education programme in 2005. Whilst the above are ongoing programmes, they are modified - expanded or reduced - on a regular basis. Of particular note would be the emphasis on Gaeltacht based third-level education through Irish. Our main partners in this initiative are Acadamh na hOllscolaíochta Gaeilge who ran four full-time courses in 2005 with financial assistance from Údarás na Gaeltachta.

In addition, two further courses were run by GMIT and LYIT. It is anticipated that the level of activity will increase further in 2006. Of the four centres used in these courses, two are located in the CLAR region, but it should be emphasised that all centres and courses attract students from different Gaeltacht areas. Another recent development has been the extension of the Management Development Scheme to support the recruitment of assistant managers for Gaeltacht co-operatives (two thirds of them are located in the CLAR area). The aim is to develop a succession structure and to encourage the co-operatives to broaden their activities within the community. During 2005, An tÚdarás introduced direct training support to those who are participating in the Scéim Sóisialta Tuaithe (SST) to enable them to obtain those work skills necessary to carry out their responsibilities

The *Ongoing Sectoral Training – Film* measure (24A2) ensured that courses were located in key centres of production to facilitate industry access. During the period January – December 2005 FÁS Screen Training Ireland ran 53 courses and trained approximately 636 individuals. It continued its support of Moonstone International Screen Lab, ACE and North by Northwest Media Plus Training Programmes. They also

supported the Discovery Campus training programme for documentary, Galway and Cork Film Festivals.

Under the Ongoing Sectoral Training – Seafood measure (24B), employment in all sectors of the seafood industry was predominantly rural, with only a small number of enterprises being urban based. The firm commitment by BIM to target the specific training needs of island communities and the willingness to engage in further cross border training initiatives in Northern Ireland, emphasises BIM's commitment to the training of rural seafood industry dependant communities. BIM has developed strategic training alliances with agencies operating in remote rural areas and completed a programme in South Connemara, Co. Galway in 2005, which catered for two hundred and sixty three male and female participants from the region. BIM's mobile Coastal Training Units will continue to provide training to men and women in rural communities where such training facilities are non-existent. In 2005 twenty-nine fishing and aquaculture related locations were visited and many of these were in the most remote rural areas.

Under the *Ongoing Sectoral Training – Forestry* measure (24C), Forestry has been contributing to the diversification of farming activities, creating alternative income sources for farmers and employment in rural areas. The Forest Service has been working very closely over the past year with representatives of the industry to put an integrated training programme in place. This is now very close to fruition and it is hoped to have the programme in place shortly.

Under the *Education Infrastructure* measure (32A), the Department of Education and Science was mindful of the significant number of two, three and four classroom schools that existed within the education infrastructure and of their predominance in rural areas. In 2005, ninety seven primary schools were invited to participate in the Small Schools Initiative which is aimed at 2 to 4 classroom sized schools with a total allocation of €30m, of which 84 participated. Funding increased by 25% in 2005 and now ranges from €250,000 to €400,000. For the first time, schools identified as needing brand new school buildings were offered increased funding of either €350,000 or €575,000 depending on size.

The Department of Education and Science and the Department of Community, Rural & Gaeltacht Affairs co-funded the CLÁR Primary School Outdoor Play Facilities Enhancement Scheme which was aimed at improving outdoor play facilities in small rural primary schools in CLÁR areas continued in 2005. Grant Aid provided by the Department of Education and Science in 2005 totalled €600,000

5.3.4 Equal Opportunities/Gender Mainstreaming

Progress in relation to this objective is outlined under the OP Horizontal objectives above.

6. Financial Overview of Activity

Explanatory Note

This section of the Annual report summarises financial progress for the OP as a whole and for each Priority in turn. Details of financial progress are provided for both the BMW and SAE region at each level of the report. Table 3 at the end of the Chapter provides a summary of expenditure for 2005 and for the period 2000-2005 for each co-funded measure/sub-measure in the OP. It should be noted that Table 3 measures cumulative ESF expenditure as a percentage of the total ESF allocation from 2000 to 2006, whereas the tables at OP and Priority level throughout the Chapter compare cumulative ESF expenditure to the allocation up to the end of 2005 only.

6.1 OP Summary of Expenditure

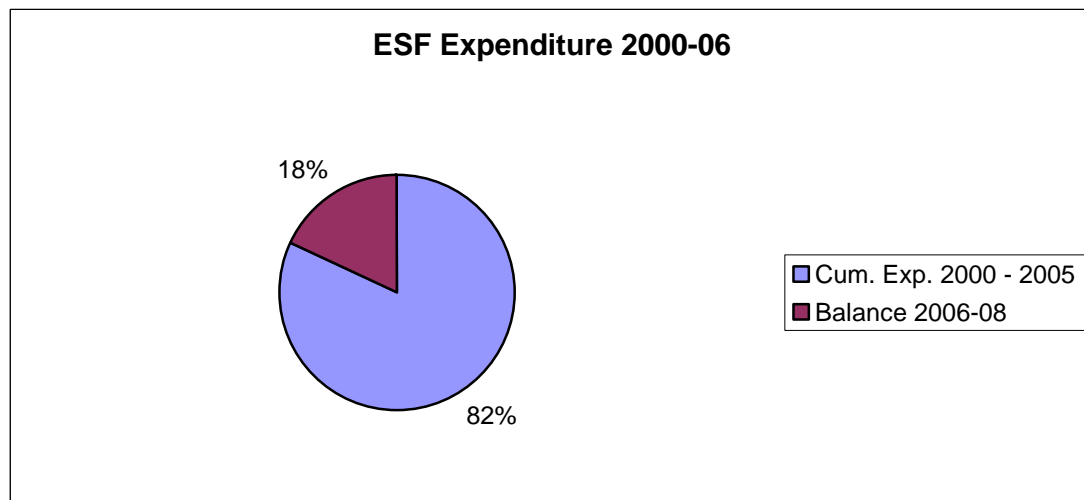
Total expenditure in the EHRD OP in 2005 amounted to €2.362 billion, which was 103% of the forecasted spend for the year. ESF expenditure for the year amounted to €172.247 million, representing 218% of the forecast.

The variation in ESF allocations from year to year under the so-called “Berlin profile” can significantly distort the meaningfulness of the figures presented in these tables. It is more useful, therefore, to look at both the annual and the cumulative financial performance on the OP from 2000.

The following table shows the annual ESF expenditure each year from 2000 to date and it demonstrates that the expenditure in the OP was sluggish in the first three years, only reaching equilibrium in 2003. Spending in 2005 exceeded 200%, but in reality, the allocation for each of the years 2004 and 2005 was only 9% of the total allocation. Overall, just over 18% of the total ESF allocation remains to be spent during the remaining period (2006-08).

Summary of ESF Allocations and annual Expenditure since 2000

Year:	ESF Allocation (€m.)	As % of Total	ESF Expenditure (€m.)	As % of Allocation
2000	195.1	22%	119.735	61%
2001	159.646	18%	127.847	80%
2002	139.817	16%	95.077	68%
2003	114.84	13%	115.002	100%
2004	78.701	9%	100.8	128%
2005	79	9%	172.247	218%
2006	124.983	14%	0	0%
2000-06	892.087	100%	730.708	82%



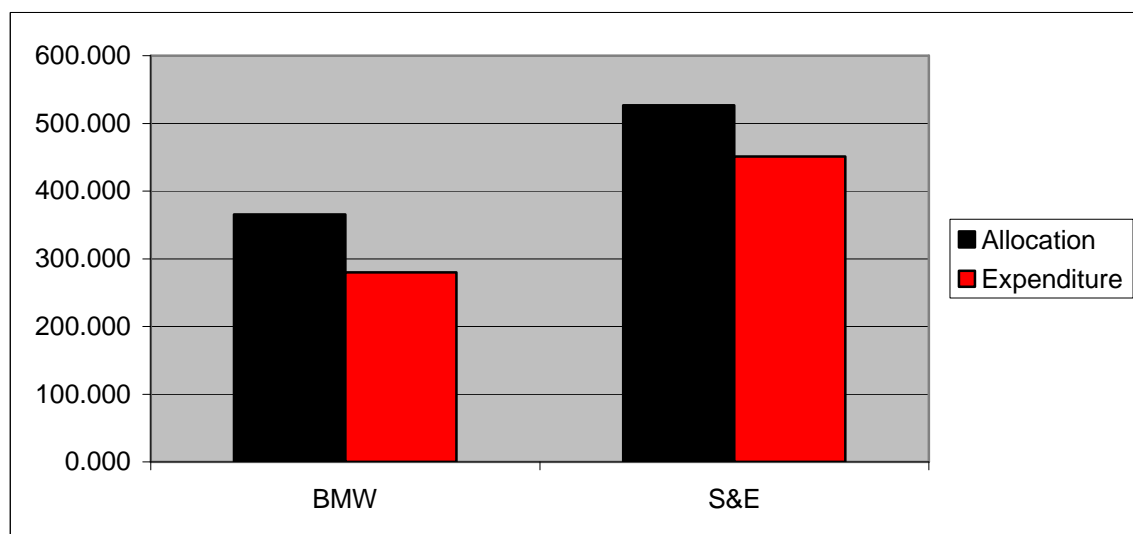
Regional expenditure

At regional level, NDP expenditure reached 95.98% of cumulative forecast to the end of 2005 in the BMW region, while it reached 98.47% of forecast in the SAE region.

Cumulative ESF expenditure in the BMW region was €279.717 million, or 90.75% of forecast, while in the SAE region it reached €450.99 million, or 98.28% of forecast. Expenditure in the BMW region is therefore performing just about as strongly as in the SAE region.

Some measures in the OP are not performing as well as hoped in terms of financial progress, but the overall signs are that spending on this OP is set to progress strongly over the remainder of the programming period. Underperforming measures are referred to in the financial analysis of each Priority.

Cumulative Expenditure by Region as shown against Allocations for 2000-05



Summary of expenditure – OP Level

BMW

€m	Total NDP	Total CSF	ESF	National Public	Private
2000 Forecast	655.604	97.127	71.504	584.100	0.000
2000 Expenditure	499.132	53.531	39.821	450.842	8.469
% of OP Forecast	76.13%	55.11%	55.69%	77.19%	
2001 Forecast	657.976	80.523	59.277	598.699	0.000
2001 Expenditure	597.303	66.463	49.643	542.834	4.826
% of OP Forecast	90.78%	82.54%	83.75%	90.67%	
2002 Forecast	648.856	72.189	53.145	595.711	0.000
2002 Expenditure	613.485	50.965	37.773	571.204	4.508
% of OP Forecast	94.55%	70.60%	71.08%	95.89%	
2003 Forecast	558.106	60.364	44.427	513.679	0.000
2003 Expenditure	611.735	63.86	47.893	561.250	2.592
% of OP Forecast	109.61%	105.79%	107.80%	109.26%	
2004 Forecast (revised)	613.519	42.223	32.645	580.874	0.000
2004 Expenditure	592.068	55.159	41.339	548.968	1.761
% of OP Forecast	96.50%	130.64%	126.63%	94.51%	
2005 Forecast (revised)	624.890	68.555	47.234	572.083	5.573
2005 Expenditure	694.219	84.349	63.248	630.463	0.508
% of OP Forecast	111.09%	123.04%	133.90%	110.20%	9.11%
Cum. Forecast 2000 - 2005	3758.951	420.980	308.232	3445.146	5.573
Cum. Exp. 2000 - 2005	3607.943	374.328	279.717	3305.562	22.664
% of OP Forecast	95.98%	88.92%	90.75%	95.95%	406.67%

SAE

€m	Total NDP	Total CSF	ESF	National Public	Private
2000 Forecast	1615.250	247.192	123.596	1491.654	0.000
2000 Expenditure	1333.551	159.828	79.914	1240.700	12.937
% of OP Forecast	82.56%	64.66%	64.66%	83.18%	
2001 Forecast	1588.599	200.738	100.369	1488.230	0.000
2001 Expenditure	1516.101	156.409	78.204	1426.625	11.272
% of OP Forecast	95.44%	77.92%	77.92%	95.86%	
2002 Forecast	1571.504	173.344	86.672	1484.832	0.000
2002 Expenditure	1371.133	114.606	56.798	1305.092	8.738
% of OP Forecast	87.25%	66.12%	65.53%	87.89%	
2003 Forecast	1330.300	140.826	70.413	1259.887	0.000
2003 Expenditure	1415.862	134.434	67.109	1339.404	9.350
% of OP Forecast	106.43%	95.46%	95.31%	106.31%	
2004 Forecast (revised)	1368.165	89.656	46.056	1322.109	0.000
2004 Expenditure	1450.254	119.546	59.461	1383.237	7.556
% of OP Forecast	106.00%	133.34%	129.11%	104.62%	
2005 Forecast (revised)	1417.795	78.094	31.766	1371.467	14.562
2005 Expenditure	1668.328	217.998	108.999	1556.280	3.048
% of OP Forecast	117.67%	279.15%	343.13%	113.48%	20.93%
Cum. Forecast 2000 - 2005	8891.61	929.85	458.87	8418.18	14.56
Cum. Exp. 2000 - 2005	8755.23	902.82	450.99	8251.34	52.90
% of OP Forecast	98.47%	97.09%	98.28%	98.02%	363.29%

NATIONAL

€m	Total NDP	Total CSF	ESF	National Public	Private
2000 Forecast	2270.854	344.319	195.100	2075.754	0.000
2000 Expenditure	1832.683	213.359	119.735	1691.542	21.406
% of OP Forecast	80.70%	61.97%	61.37%	81.49%	
2001 Forecast	2246.575	281.261	159.646	2086.929	0.000
2001 Expenditure	2113.404	222.872	127.847	1969.459	16.098
% of OP Forecast	94.07%	79.24%	80.08%	94.37%	
2002 Forecast	2220.360	245.533	139.817	2080.543	0.000
2002 Expenditure	1984.619	165.571	95.077	1876.296	13.246
% of OP Forecast	89.38%	67.43%	68.00%	90.18%	
2003 Forecast	1888.406	201.190	114.840	1773.566	0.000
2003 Expenditure	2027.598	198.294	115.002	1900.654	11.942
% of OP Forecast	107.37%	98.56%	100.14%	107.17%	
2004 Forecast (revised)	1982.684	131.879	78.701	1902.982	0.000
2004 Expenditure	2042.322	174.706	100.800	1932.205	9.317
% of OP Forecast	103.06%	132.47%	128.08%	101.54%	
2005 Forecast (revised)	2042.685	146.648	79.000	1943.550	20.135
2005 Expenditure	2362.546	302.348	172.247	2186.744	3.556
% of OP Forecast	115.66%	206.17%	218.03%	112.51%	17.66%
Cum. Forecast 2000 - 2005	12650.564	1350.83	767.104	11863.326	20.135
Cum. Exp. 2000 - 2005	12363.172	1277.150	730.708	11556.899	75.565
% of OP Forecast	97.73%	94.55%	95.26%	97.42%	375.30%

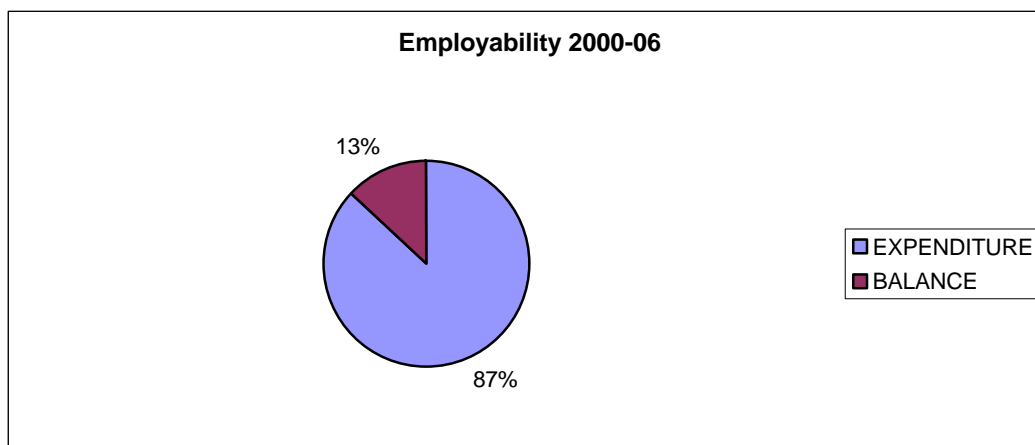
6.2 N+2 Rule

The EHRD OP has satisfied the requirements of the N+2 rule for each year of the programme so far. Up to the end of 2005, claims for ESF aid amounting to €554.556 million had been lodged with the European Commission. See Chapter 7 below.

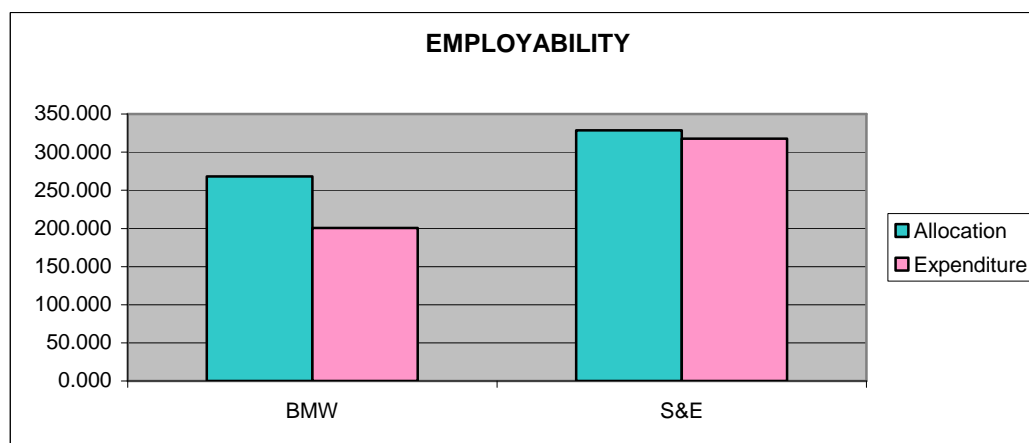
6.3 Employability Priority

On a cumulative basis since the start of the OP, ESF expenditure in the Employability Priority had reached 105% of forecast to the end of 2005. NDP-level expenditure had reached 93% of cumulative forecast to the same period.

The chart below shows the total ESF expenditure of 87% as at the end of 2005 and the balance of ESF funding of 13% remaining in the Priority for the period 2006 to 2008.



At regional level, expenditure has been slightly stronger throughout the lifetime of the OP in the SAE region. Cumulative ESF expenditure in the SAE region to the end of 2005 was 116.45% of forecast, compared to 90.97% of forecast in the BMW region. However, the rate of cumulative NDP expenditure in the BMW region, at almost 94.4% of forecast, exceeded that of the SAE region, which had a rate of 92.4% of forecast. Overall, financial progress on this Priority is very strong, and there is no reason to believe that there will be any difficulty in fully utilising the ESF allocation in each region.



Of the nine ESF funded measures/sub-measures in the Employability Priority, two measures – *Third Level Access* and *Early School Leavers Progression (CTW)* had spent less than 70% of their ESF allocation by the end of 2005, reaching 65% and 67% respectively. Three other measures have spent or exceeded their entire allocation.

Summary of expenditure - Employability Priority

BMW

€m	Total NDP	Total CSF	ESF	National Public	Private
2000 Forecast	333.528	64.635	47.137	286.391	0.000
2000 Expenditure	298.750	40.085	30.063	268.687	0.000
% of OP Forecast	89.57%	62.02%	63.78%	93.82%	
2001 Forecast	334.259	53.588	39.078	295.181	0.000
2001 Expenditure	335.421	49.680	37.260	298.161	0.000
% of OP Forecast	100.35%	92.71%	95.35%	101.01%	
2002 Forecast	326.102	48.028	35.028	291.074	0.000
2002 Expenditure	299.141	31.423	23.567	275.574	0.000
% of OP Forecast	91.73%	65.43%	67.28%	94.67%	
2003 Forecast	293.686	40.171	29.287	264.399	0.000
2003 Expenditure	314.569	46.424	34.818	279.752	0.000
% of OP Forecast	107.11%	115.56%	118.88%	105.81%	
2004 Forecast (revised)	354.479	34.634	25.975	328.504	0.000
2004 Expenditure	310.099	38.062	28.547	281.552	0.000
% of OP Forecast	87.48%	109.90%	109.90%	85.71%	
Forecast 2005 (revised)	367.040	59.176	44.381	322.659	0.000
2005 Expenditure	338.409	62.260	46.694	291.715	0.000
% of OP Forecast 2005	92.20%	105.21%	105.21%	90.41%	
Cum. Forecast 2000 - 2005	2009.094	300.232	220.886	1788.208	0.000
Cum. Exp. 2000 -2005	1896.389	267.933	200.949	1695.440	0.000
% of OP Forecast	94.39%	89.24%	90.97%	94.81%	

SAE

€m	Total NDP	Total CSF	ESF	National Public	Private
2000 Forecast	853.079	137.414	68.707	784.372	0.000
2000 Expenditure	739.339	121.998	60.999	678.340	0.000
% of OP Forecast	86.67%	88.78%	88.78%	86.48%	
2001 Forecast	829.825	111.652	55.826	773.999	0.000
2001 Expenditure	818.917	108.386	54.193	764.724	0.000
% of OP Forecast	98.69%	97.07%	97.08%	98.80%	
2002 Forecast	802.042	96.562	48.281	753.761	0.000
2002 Expenditure	691.985	70.718	35.359	656.626	0.000
% of OP Forecast	86.28%	73.24%	73.24%	87.11%	
2003 Forecast	763.175	78.346	39.173	724.002	0.000
2003 Expenditure	765.574	99.522	49.761	715.813	0.000
% of OP Forecast	100.31%	127.03%	127.03%	98.87%	
2004 Forecast (revised)	826.288	67.662	33.831	792.457	0.000
2004 Expenditure	743.651	86.456	43.228	700.423	0.000
% of OP Forecast	90.00%	127.78%	127.78%	88.39%	
Forecast 2005 (revised)	870.197	54.230	27.115	843.082	0.000
2005 Expenditure	809.444	148.555	74.278	735.166	0.000
% of OP Forecast 2005	93.02%	273.94%	273.94%	87.20%	
Cum. Forecast 2000 - 2005	4944.607	545.866	272.933	4671.674	0.000
Cum. Exp. 2000 - 2005	4568.910	635.636	317.818	4251.092	0.000
% of OP Forecast	92.40%	116.45%	116.45%	91.00%	

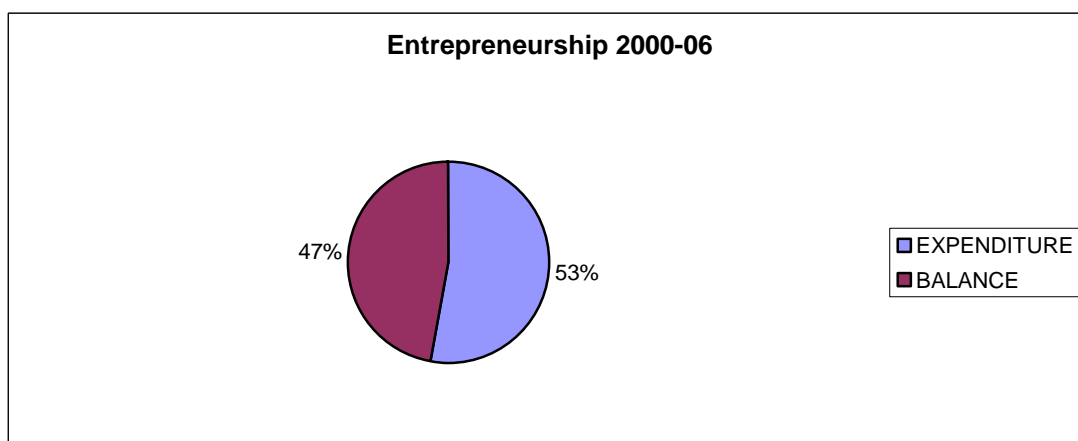
NATIONAL

€m	Total <i>NDP</i>	Total CSF	ESF	National Public	Private
2000 Forecast	1186.607	202.049	115.844	1070.763	0.000
2000 Expenditure	1038.090	162.084	91.062	947.027	0.000
% of OP Forecast	87.48%	80.22%	78.61%	88.44%	
2001 Forecast	1164.084	165.240	94.904	1069.180	0.000
2001 Expenditure	1154.338	158.066	91.453	1062.885	0.000
% of OP Forecast	99.16%	95.66%	96.36%	99.41%	
2002 Forecast	1128.144	144.590	83.309	1044.835	0.000
2002 Expenditure	991.126	102.141	58.926	932.200	0.000
% of OP Forecast	87.85%	70.64%	70.73%	89.22%	
2003 Forecast	1056.861	118.517	68.460	988.401	0.000
2003 Expenditure	1080.143	145.946	84.579	995.565	0.000
% of OP Forecast	102.20%	123.14%	123.54%	100.72%	
2004 Forecast (revised)	1,180.767	102.296	59.806	1,120.961	0.000
2004 Expenditure	1,053.749	124.518	71.775	981.974	0.000
% of OP Forecast	89.24%	121.72%	120.01%	87.60%	
Forecast 2005 (revised)	1237.238	113.406	71.496	1,165.742	0.000
2005 Expenditure	1147.853	210.815	120.972	1,026.881	0.000
% of OP Forecast 2005	92.78%	185.89%	169.20%	88.09%	
Cum. Forecast 2000 - 2005	6953.701	846.098	493.819	6459.882	0.000
Cum. Exp. 2000 -2005	6465.299	903.569	518.767	5946.532	0.000
% of OP Forecast	92.98%	106.79%	105.05%	92.05%	

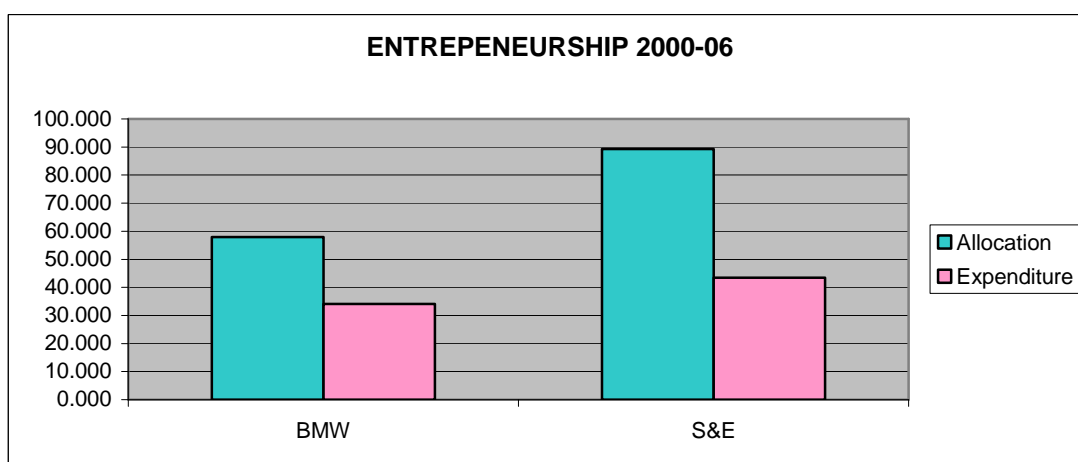
6.4 Entrepreneurship Priority

This Priority has experienced difficulties with expenditure throughout the lifetime of the OP, in all measures/sub-measures in the Priority, but particularly with take-up on the *In-Company Training* measure. The summary financial tables show that total NDP expenditure was just under 60% of forecast up to the end of 2005, while ESF absorption was 57.77% of forecast.

The chart below shows the total ESF expenditure of 53% as at the end of 2005 for the Entrepreneurship Priority and the balance of ESF funding remaining to be spent in the Priority.



At regional level, expenditure under this Priority has been stronger, in relative terms in the BMW region than the S&E region, with the achievement of over 74% of forecasted total NDP expenditure compared to 51.43% in the S&E region. The comparable figures for ESF were 66.8% in the BMW region and just over 52% in the S&E region.



The main focus of the ***In-company Training*** measure has been the requirement to increase the rate of activity and expenditure. FÁS introduced a range of new activities including the establishment of a cross-divisional group to advise on new programmes and approaches, a review of the conditions governing existing FAS schemes, and a major programme of consultation with external agencies to identify skill needs and the means by which they could be addressed. FAS broadened its Competency Development Programme both in terms of its size and scope and have applied a new approach involving working with other major organisations. A Basic Workplace Education programme was started to meet the basic skills needs, including literacy, of employed persons. Progress was also made under the Enterprise Ireland strand of the Measure with 1,177 companies receiving direct financial support while the number of people trained was 12,854. A total of 19 projects are now proceeding under the First Call for Proposals, administered by Enterprise Ireland on behalf of the Department.

A second Call for Proposals has been launched and it will be managed by a Technical Support Unit which has commenced work on launching the call. Entitled ACCEL, and managed by Skillnets Services Limited, this Call was aimed at groups of companies, County Enterprise Boards and Social Partner Organisations. ACCEL seeks to support in company training both in terms of training itself and the development of in company training systems. ACCEL covers the period January 2006 to mid June 2008, has a total approved budget of €16million. There was no expenditure by projects in 2005.

The Entrepreneurship Priority also includes the Social Economy Programme sub-measure and the Local Social Capital sub-measure. ESF expenditure on the ***Social Economy Programme*** stood at 45% of allocation to the end of 2005, but none of the funding has been drawn down. A particular difficulty with this measure is that, as projects became successful and generated revenue, this income had to be offset against the amount of funding allocated from the ESF. Projects also received income from sources other than FAS, which needed to be netted off the overall costs. Following a review of the role and objectives of the Social Economy Programme, it was decided that the programme's objectives were more related to community development than labour market integration. Agreement was, therefore, reached between the Department of Community, Rural and Gaeltacht Affairs and the Department of Enterprise, Trade and Employment to transfer responsibilities for the programme to the former organisation. This change took place at the end of 2005, so from the beginning of 2006, FÁS will no longer be managing this programme. The ***Local Social Capital*** measure was not intended to commence activity before 2002. Following the Mid-Term Review of the OP, it was decided not to proceed with the sub-measure.

Summary of expenditure - Entrepreneurship Priority

BMW

€m	Total NDP	Total CSF	ESF	National Public	Private
2000 Forecast	34.438	19.169	14.376	20.062	0.000
2000 Expenditure	16.846	7.285	5.137	3.354	8.355
% of OP Forecast	48.92%	38.00%	35.73%	16.72%	
2001 Forecast	29.265	15.891	11.917	17.348	0.000
2001 Expenditure	13.645	7.002	5.047	3.895	4.703
% of OP Forecast	46.63%	44.06%	42.35%	22.45%	
2002 Forecast	25.834	14.252	10.686	15.148	0.000
2002 Expenditure	23.694	10.869	7.701	11.653	4.340
% of OP Forecast	91.72%	76.26%	72.07%	76.93%	
2003 Forecast	22.378	11.910	8.929	13.449	0.000
2003 Expenditure	24.262	6.056	4.540	17.336	2.386
% of OP Forecast	108.42%	50.85%	50.85%	128.90%	
2004 Forecast (revised)	20.560	4.526	4.374	16.186	0.000
2004 Expenditure	23.044	7.395	5.515	15.966	1.563
% of OP Forecast	112.08%	163.38%	126.09%	98.64%	
2005 Forecast	20.734	6.508	0.701	14.460	5.573
2005 Expenditure	23.182	8.176	6.119	16.740	0.323
% of OP Forecast	111.81%	125.63%	872.88%	115.77%	5.80%
Cum. Forecast 2000 -2005	153.209	72.256	50.983	96.653	5.573
Cum. Exp. 2000 - 2005	124.673	46.783	34.059	68.944	21.670
% of OP Forecast	81.37%	64.75%	66.80%	71.33%	388.84%

SAE

€m	Total NDP	Total CSF	ESF	National Public	Private
2000 Forecast	97.567	49.470	24.735	72.832	0.000
2000 Expenditure	24.945	10.984	5.492	7.532	11.921
% of OP Forecast	25.57%	22.20%	22.20%	10.34%	
2001 Forecast	79.831	40.200	20.100	59.731	0.000
2001 Expenditure	24.273	12.870	6.435	7.523	10.315
% of OP Forecast	30.41%	32.02%	32.02%	12.59%	
2002 Forecast	70.939	34.758	17.379	53.560	0.000
2002 Expenditure	36.062	19.127	9.564	18.627	7.871
% of OP Forecast	50.84%	55.03%	55.03%	34.78%	
2003 Forecast	57.649	28.214	14.107	43.542	0.000
2003 Expenditure	41.877	13.507	6.645	26.959	8.273
% of OP Forecast	72.64%	47.87%	47.10%	61.91%	
2004 Forecast (revised)	50.772	10.882	6.669	44.103	0.000
2004 Expenditure	40.844	13.967	6.672	27.912	6.260
% of OP Forecast	80.45%	128.35%	100.04%	63.29%	
2005 Forecast	47.992	15.132	0.285	33.145	14.562
2005 Expenditure	40.164	17.377	8.689	30.069	1.406
% of OP Forecast	83.69%	114.84%	3048.61%	90.72%	9.66%
Cum. Forecast 2000 - 2005	404.749	178.656	83.275	306.913	14.562
Cum. Exp. 2000 - 2005	208.165	87.832	43.497	118.622	46.046
% of OP Forecast	51.43%	49.16%	52.23%	38.65%	316.22%

NATIONAL

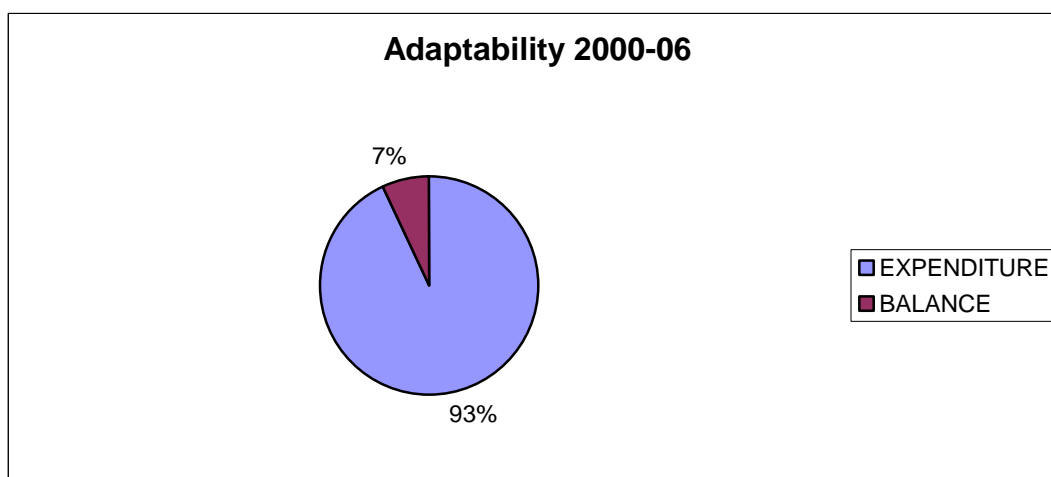
€m	Total NDP	Total CSF	ESF	National Public	Private
2000 Forecast	132.005	68.639	39.111	92.894	0.000
2000 Expenditure	41.791	18.269	10.629	10.886	20.276
% of OP Forecast	31.66%	26.62%	27.18%	11.72%	
2001 Forecast	109.096	56.091	32.017	77.079	0.000
2001 Expenditure	37.919	19.872	11.482	11.418	15.018
% of OP Forecast	34.76%	35.43%	35.86%	14.81%	
2002 Forecast	96.773	49.010	28.065	68.708	0.000
2002 Expenditure	59.756	29.996	17.265	30.280	12.211
% of OP Forecast	61.75%	61.20%	61.52%	44.07%	
2003 Forecast	80.027	40.124	23.036	56.991	0.000
2003 Expenditure	66.139	19.563	11.185	44.295	10.659
% of OP Forecast	82.65%	48.76%	48.55%	77.72%	
2004 Forecast (revised)	71.332	15.408	11.043	60.289	0.000
2004 Expenditure	63.888	21.362	12.187	43.878	7.823
% of OP Forecast	89.56%	138.64%	110.36%	72.78%	
2005 Forecast	68.726	21.640	0.986	47.605	20.135
2005 Expenditure	63.346	25.553	14.807	46.809	1.729
% of OP Forecast	92.17%	118.09%	1501.77%	98.33%	8.59%
Cum. Forecast 2000 - 2005	557.958	250.912	134.258	403.566	20.135
Cum. Exp. 2000 - 2005	332.838	134.615	77.556	187.566	67.716
% of OP Forecast	59.65%	53.65%	57.77%	46.48%	336.32%

6.5 Adaptability Priority

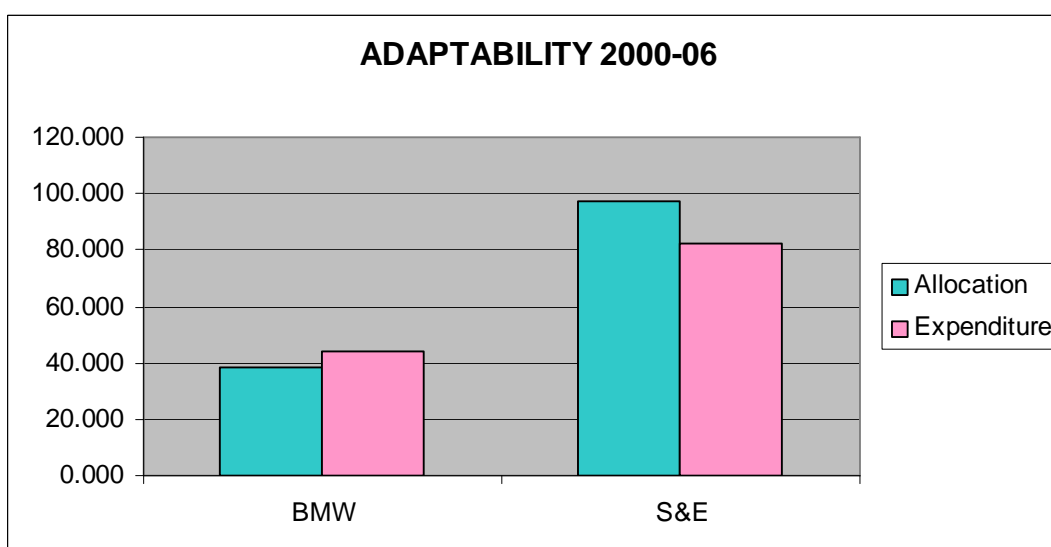
ESF expenditure claimed under the Priority was relatively low in the early years of the programme, particularly on the Undergraduate Skills measure, pending agreement with the European Commission on an apportionment methodology to apply. However, with agreement on this matter reached, expenditure levels recorded against this measure have increased. However, the expenditure for the past two years has greatly increased to the extent that only 7% of the allocation remains unspent in the Priority.

Cumulative NDP expenditure up to the end of 2005 was 97.55% of forecast while cumulative ESF expenditure, at €126.3 million, reached 98.36% of forecast.

The Chart below shows the amount of total ESF expenditure – 93% - already utilised for this Priority, the balance being just 13% or just over €9 million. Overall, with the increased level of ESF expenditure recorded under this Priority, it seems unlikely that there will be any shortfall in the draw-down of ESF under Adaptability.



At regional level, ESF expenditure is progressing better in the BMW region, 124.35% of forecast than in the SAE region, 88.54% of forecast.



Summary of expenditure - Adaptability Priority

BMW

€m	Total NDP	Total CSF	ESF	National Public	Private
2000 Forecast	172.251	12.897	9.672	162.579	0.000
2000 Expenditure	124.181	6.161	4.621	119.446	0.114
% of OP Forecast	72.09%	47.77%	47.78%	73.47%	
2001 Forecast	172.943	10.690	8.017	164.926	0.000
2001 Expenditure	123.299	9.716	7.287	115.889	0.123
% of OP Forecast	71.29%	90.89%	90.89%	70.27%	
2002 Forecast	171.441	9.593	7.194	164.247	0.000
2002 Expenditure	129.781	8.547	6.410	123.203	0.168
% of OP Forecast	75.70%	89.09%	89.10%	75.01%	
2003 Forecast	173.259	8.020	6.014	167.245	0.000
2003 Expenditure	174.609	11.058	8.293	166.110	0.206
% of OP Forecast	100.78%	137.88%	137.89%	99.32%	
2004 Forecast (revised)	168.818	2.987	2.240	166.578	0.000
2004 Expenditure	157.741	9.358	7.019	150.524	0.198
% of OP Forecast	93.44%	313.30%	313.35%	90.36%	
Forecast 2005 (revised)	166.995	2.765	2.073	164.922	0.000
2005 Expenditure	174.336	13.537	10.152	163.999	0.185
% of Forecast	104.40%	489.60%	489.74%	99.44%	
Cum. Forecast 2000 - 2005	1025.707	46.952	35.210	990.497	0.000
Cum. Exp. 2000 - 2005	883.947	58.377	43.782	839.171	0.994
% of OP Forecast	86.18%	124.33%	124.35%	84.72%	

SAE

€m	Total NDP	Total CSF	ESF	National Public	Private
2000 Forecast	315.941	54.620	27.310	288.631	0.000
2000 Expenditure	286.216	26.804	13.402	271.798	1.016
% of OP Forecast	90.59%	49.07%	49.07%	94.17%	
2001 Forecast	313.044	44.376	22.188	290.856	0.000
2001 Expenditure	287.315	34.086	17.043	269.315	0.957
% of OP Forecast	91.78%	76.81%	76.81%	92.59%	
2002 Forecast	311.747	38.386	19.193	292.554	0.000
2002 Expenditure	297.849	22.356	11.178	285.804	0.867
% of OP Forecast	95.54%	58.24%	58.24%	97.69%	
2003 Forecast	303.023	31.144	15.572	287.451	0.000
2003 Expenditure	296.307	17.376	8.688	286.542	1.077
% of OP Forecast	97.78%	55.79%	55.79%	99.68%	
2004 Forecast (revised)	286.114	9.826	4.913	281.201	0.000
2004 Expenditure	342.782	15.206	7.603	333.883	1.296
% of OP Forecast	119.81%	154.75%	154.75%	118.73%	
Forecast 2005 (revised)	293.481	8.086	4.043	289.438	0.000
Expenditure to December 2005	384.829	49.240	24.620	358.567	1.642
% of Forecast	131.13%	608.96%	608.96%	123.88%	
Cum. Forecast 2000 - 2005	1823.350	186.438	93.219	1730.131	0.000
Cum. Exp. 2000 - 2005	1895.298	165.068	82.534	1805.909	6.855
% of OP Forecast	103.95%	88.54%	88.54%	104.38%	

NATIONAL

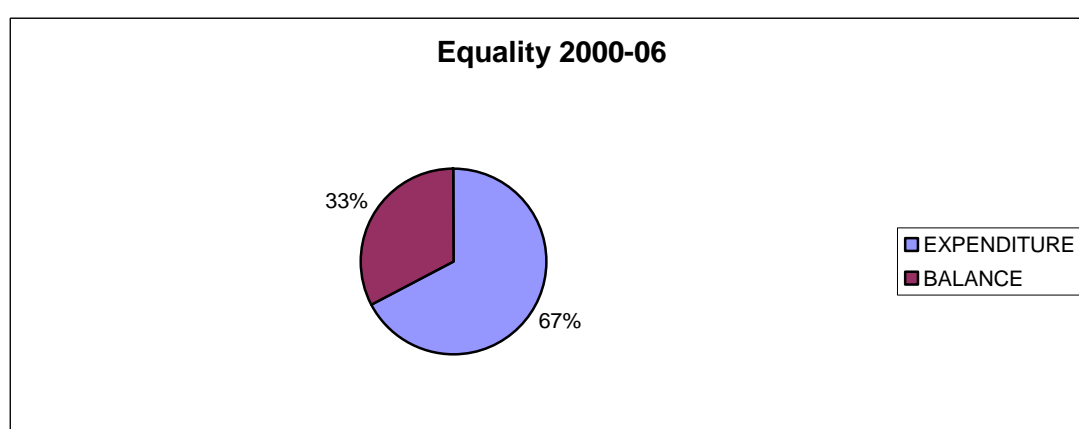
€m	Total NDP	Total CSF	ESF	National Public	Private
2000 Forecast	488.192	67.517	36.982	451.210	0.000
2000 Expenditure	410.397	32.965	18.023	391.244	1.130
% of OP Forecast	84.06%	48.82%	48.73%	86.71%	
2001 Forecast	485.987	55.066	30.205	455.782	0.000
2001 Expenditure	410.613	43.802	24.330	385.203	1.080
% of OP Forecast	84.49%	79.54%	80.55%	84.51%	
2002 Forecast	483.188	47.979	26.387	456.801	0.000
2002 Expenditure	427.630	30.903	17.588	409.007	1.035
% of OP Forecast	88.50%	64.41%	66.65%	89.54%	
2003 Forecast	476.282	39.164	21.586	454.696	0.000
2003 Expenditure	470.916	28.434	16.981	452.652	1.283
% of OP Forecast	98.87%	72.60%	78.67%	99.55%	
2004 Forecast (revised)	454.932	12.813	7.153	447.779	0.000
2004 Expenditure	500.523	24.564	14.622	484.407	1.494
% of OP Forecast	110.02%	191.71%	204.42%	108.18%	
Forecast 2005 (revised)	460.476	10.851	6.116	454.360	0.000
2005 Expenditure	559.165	62.778	34.773	522.566	1.827
% of Forecast	121.43%	578.54%	568.55%	115.01%	
Cum. Forecast 2000 - 2005	2849.056	233.390	128.429	2720.627	0.000
Cum. Exp. 2000 - 2005	2779.245	223.445	126.317	2645.079	7.849
% of OP Forecast	97.55%	95.74%	98.36%	97.22%	

6.6 Equality Priority

As is the case with other Priorities, a comparison of expenditure for 2005 against the expenditure forecast for the year is not very informative. However, it can be seen from the accompanying tables that the amount of expenditure incurred on this Priority has increased very considerably since the early years of the programme.

On a cumulative basis since the start of the OP, total expenditure on the Equality Priority reached almost 90.8% of forecast by the end of 2005, while ESF expenditure represented 83.74% of forecast.

The chart below shows the total ESF expenditure of 67% as at the end of 2005 for the Equality Priority and the balance of 33% ESF funding remaining in the Priority for the period 2006 to 2008.



At a regional level, the BMW region appears to have performed much better than the S&E region, reaching almost 105% of forecast by the end of 2005. However, the amount of money allocated to the BMW region is much lower than in the SAE region (€0.739 million in the BMW region to the end of 2005 compared to €6.735 million in the SAE region).



The *Educational Equality* measure had spent 128% of its allocation, exceeding its allocation, and the *Equal Opportunities Promotion and Monitoring – Education* measure has spent 91% of its allocation by the end of 2005. The *Equal Opportunities Promotion and Monitoring* (NDP Gender Equality Unit) measure had spent 54% of its ESF allocation to the end of 2005.

Summary of expenditure - Equality Priority

BMW

€m	Total NDP	Total CSF	ESF	National Public	Private
2000 Forecast	0.290	0.270	0.202	0.088	0.000
2000 Expenditure	0.045	0.000	0.000	0.045	0.000
% of OP Forecast	15.52%	0.00%	0.00%	51.14%	
2001 Forecast	0.253	0.223	0.167	0.086	0.000
2001 Expenditure	0.150	0.065	0.049	0.101	0.000
% of OP Forecast	59.28%	29.14%	29.18%	117.73%	
2002 Forecast	0.400	0.200	0.150	0.250	0.000
2002 Expenditure	0.252	0.127	0.095	0.157	0.000
% of OP Forecast	62.89%	63.28%	63.33%	62.63%	
2003 Forecast	0.187	0.167	0.125	0.062	0.000
2003 Expenditure	0.357	0.323	0.243	0.115	0.000
% of OP Forecast	191.12%	193.65%	194.08%	185.16%	
2004 Forecast (revised)	0.058	0.038	0.028	0.030	0.000
2004 Expenditure	0.399	0.344	0.258	0.141	0.000
% of OP Forecast	687.93%	905.26%	921.43%	470.00%	
2005 Forecast (revised)	0.090	0.090	0.067	0.023	0.000
2005 Expenditure	0.223	0.173	0.130	0.093	0.000
% of OP Forecast	247.56%	192.22%	194.03%	403.48%	
Cum. Forecast 2000 - 2005	1.278	0.988	0.739	0.539	0.000
Cum. Exp. 2000 - 2005	1.426	1.032	0.774	0.651	0.000
% of OP Forecast	111.56%	104.45%	104.78%	120.86%	

SAE

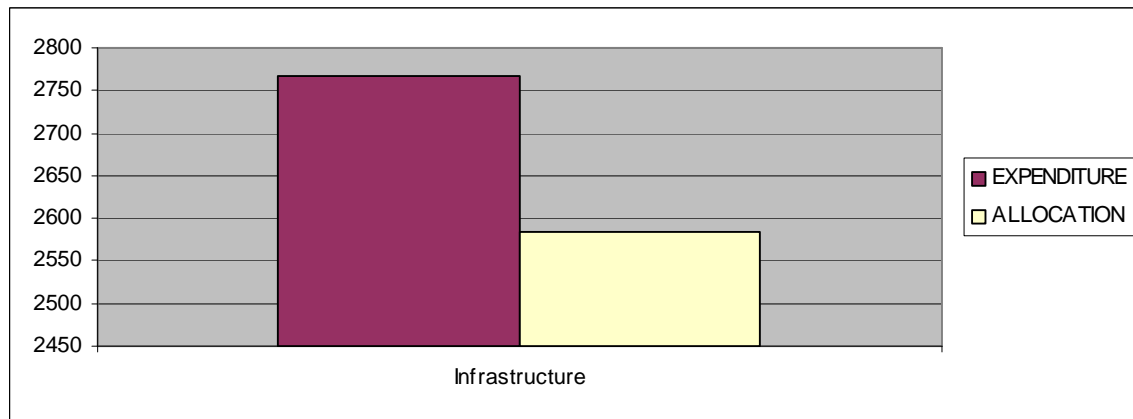
€m	Total NDP	Total CSF	ESF	National Public	Private
2000 Forecast	4.083	3.788	1.894	2.189	0.000
2000 Expenditure	0.083	0.010	0.005	0.078	0.000
% of OP Forecast	2.03%	0.26%	0.26%	3.56%	
2001 Forecast	3.335	3.076	1.538	1.797	0.000
2001 Expenditure	1.099	0.487	0.243	0.855	0.000
% of OP Forecast	32.94%	15.82%	15.82%	47.60%	
2002 Forecast	2.968	2.660	1.330	1.638	0.000
2002 Expenditure	1.912	1.545	0.773	1.140	0.000
% of OP Forecast	64.44%	58.10%	58.10%	69.58%	
2003 Forecast	2.413	2.182	1.091	1.322	0.000
2003 Expenditure	3.455	3.177	1.589	1.867	0.000
% of OP Forecast	143.19%	145.61%	145.61%	141.20%	
2004 Forecast (revised)	1.354	1.204	0.602	0.752	0.000
2004 Expenditure	4.318	3.421	1.710	2.608	0.000
% of OP Forecast	319%	284%	284%	347%	
2005 Forecast (revised)	1.210	0.560	0.280	0.930	0.000
2005 Expenditure	2.818	2.330	1.165	1.653	0.000
% of OP Forecast	232.93%	416.14%	416.14%	177.76%	
Cum. Forecast 2000 -2005	15.363	13.470	6.735	8.628	0.000
Cum. Exp. 2000 -2005	13.685	10.970	5.484	8.201	0.000
% of OP Forecast	89.08%	81.44%	81.43%	95.05%	

NATIONAL

€m	Total NDP	Total CSF	ESF	National Public	Private
2000 Forecast	4.373	4.058	2.096	2.277	0.000
2000 Expenditure	0.128	0.010	0.005	0.123	0.000
% of OP Forecast	2.92%	0.24%	0.23%	5.40%	
2001 Forecast	3.588	3.299	1.705	1.883	0.000
2001 Expenditure	1.249	0.552	0.292	0.957	0.000
% of OP Forecast	34.80%	16.72%	17.13%	50.80%	
2002 Forecast	3.368	2.860	1.480	1.888	0.000
2002 Expenditure	2.164	1.672	0.868	1.296	0.000
% of OP Forecast	64.25%	58.46%	58.63%	68.66%	
2003 Forecast	2.600	2.349	1.216	1.384	0.000
2003 Expenditure	3.813	3.501	1.831	1.981	0.000
% of OP Forecast	146.64%	149.03%	150.59%	143.16%	
2004 Forecast (revised)	1.412	1.242	0.630	0.782	0.000
2004 Expenditure	4.717	3.765	1.968	2.749	0.000
% of OP Forecast	334.04%	303.11%	312.35%	351.51%	
2005 Forecast (revised)	1.300	0.650	0.347	0.953	0.000
2005 Expenditure	3.041	2.503	1.295	1.746	0.000
% of OP Forecast	233.94%	385.14%	373.25%	183.21%	
Cum. Forecast 2000 - 2005	16.641	14.458	7.474	9.167	0.000
Cum. Exp. 2000 - 2005	15.111	12.002	6.259	8.852	0.000
% of OP Forecast	90.80%	83.01%	83.74%	96.56%	

6.7 Infrastructure Priority

There is no ESF allocation for the Infrastructure Priority. Therefore, the tables above reflect only Non Co-Financed expenditure. Expenditure on this Priority continued to perform strongly, borne out by the fact that cumulative expenditure to the end of 2005 was above target, averaging 122% in both regions. Expenditure in this Priority has already exceeded the total allocation for the Priority, as shown in the chart below.



BMW

€m	Total NDP	Total CSF	ESF	National Public	Private
2000 Forecast	114.940	0.000	0.000	114.940	0.000
2000 Expenditure	59.310	0.000	0.000	59.310	0.000
% of OP Forecast	51.60%			51.60%	
2001 Forecast	121.120	0.000	0.000	121.120	0.000
2001 Expenditure	124.788	0.000	0.000	124.788	0.000
% of OP Forecast	103.03%			103.03%	
2002 Forecast	124.958	0.000	0.000	124.958	0.000
2002 Expenditure	160.618	0.000	0.000	160.618	0.000
% of OP Forecast	128.54%			128.54%	
2003 Forecast	68.490	0.000	0.000	68.490	0.000
2003 Expenditure	97.938	0.000	0.000	97.938	0.000
% of OP Forecast	143.00%			143.00%	
2004 Forecast (revised)	69.562	0.000	0.000	69.562	0.000
2004 Expenditure	100.785	0.000	0.000	100.785	0.000
% of OP Forecast	144.89%			144.89%	
2005 Forecast (revised)	70.015	0.000	0.000	70.015	0.000
2005 Expenditure	157.866	0.000	0.000	157.866	0.000
% of OP Forecast	225.47%			225.47%	
Cum. Forecast 2000 -2005	569.085	0.000	0.000	569.085	0.000
Cum. Exp. 2000 - 2005	701.305	0.000	0.000	701.305	0.000
% of OP Forecast	123.23%			123.23%	

SAE

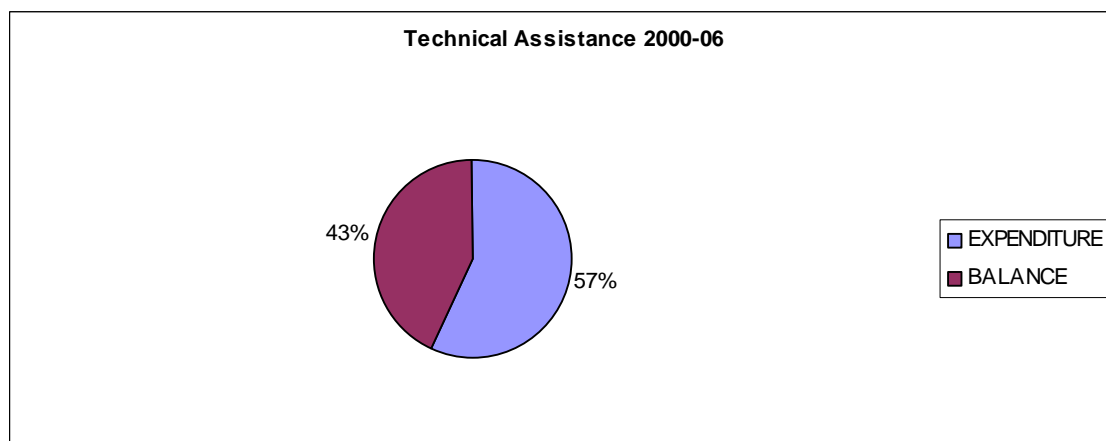
€m	Total NDP	Total CSF	ESF	National Public	Private
2000 Forecast	342.680	0.000	0.000	342.680	0.00
2000 Expenditure	282.936	0.000	0.000	282.936	0.00
% of OP Forecast	82.57%			82.57%	
2001 Forecast	361.090	0.000	0.000	361.090	0.000
2001 Expenditure	383.918	0.000	0.000	383.918	0.000
% of OP Forecast	106.32%			106.32%	
2002 Forecast	382.760	0.000	0.000	382.760	0.000
2002 Expenditure	342.465	0.000	0.000	342.465	0.000
% of OP Forecast	89.47%			89.47%	
2003 Forecast	203.000	0.000	0.000	203.000	0.000
2003 Expenditure	307.797	0.000	0.000	307.797	0.000
% of OP Forecast	151.62%			151.62%	
2004 Forecast (revised)	203.465	0.000	0.000	203.465	0.000
2004 Expenditure	318.163	0.000	0.000	318.163	0.000
% of OP Forecast	156.37%			156.37%	
2005 Forecast (revised)	204.559	0.000	0.000	204.559	0.000
2005 Expenditure	430.577	0.000	0.000	430.577	0.000
% of OP Forecast	210.49%			210.49%	
Cum. Forecast 2000 -2005	1697.554	0.000	0.000	1697.554	0.000
Cum. Exp. 2000 - 2005	2065.856	0.000	0.000	2065.856	0.000
% of OP Forecast	121.70%			121.70%	

NATIONAL

€m	Total NDP	Total CSF	ESF	National Public	Private
2000 Forecast	457.620	0.000	0.000	457.620	0.000
2000 Expenditure	342.246	0.000	0.000	342.246	0.000
% of OP Forecast	74.79%			74.79%	
2001 Forecast	482.210	0.000	0.000	482.210	0.000
2001 Expenditure	508.706	0.000	0.000	508.706	0.000
% of OP Forecast	105.49%			105.49%	
2002 Forecast	507.718	0.000	0.000	507.718	0.000
2002 Expenditure	503.083	0.000	0.000	503.083	0.000
% of OP Forecast	99.09%			99.09%	
2003 Forecast	271.490	0.000	0.000	271.490	0.000
2003 Expenditure	405.735	0.000	0.000	405.735	0.000
% of OP Forecast	149.45%			149.45%	
2004 Forecast (revised)	273.027	0.000	0.000	273.027	0.000
2004 Expenditure	418.948	0.000	0.000	418.948	0.000
% of OP Forecast	153.45%			153.45%	
2005 Forecast (revised)	274.574	0.000	0.000	274.574	0.000
2005 Expenditure	588.443	0.000	0.000	588.443	0.000
% of OP Forecast	214.31%			214.31%	
Cum. Forecast 2000 -2005	2266.639	0.000	0.000	2266.639	0.000
Cum. Exp. 2000 - 2005	2767.161	0.000	0.000	2767.161	0.000
% of OP Forecast	122.08%			122.08%	

6.8 Technical Assistance Priority

Cumulative NDP expenditure on the Priority since the start of the OP stood at just under 54% of forecast and the cumulative ESF reached almost 58% of forecast. Both measures are under-performing (*Equality Studies Unit* at 63% of ESF forecast and *OP Technical Assistance* at 53% of forecast). A technical matter related to the apportionment of expenditure to the BMW region for the Equality Studies Unit measure was resolved and recorded expenditure on this measure increased in 2005. The chart below shows the total ESF expenditure of 57% up to the end of 2005 and the balance of 43% for the remainder of the Programme.



While expenditure is much lower than would be expected at this stage on the OP Technical Assistance measure, this is partly attributable to vacancies in the ESF Financial Control Unit again during 2005.

The OP Technical Assistance measure contributed funding for a Technical Support Structure to assist in the delivery of the In-Company Training measure under the Adaptability Priority. The Measure also covers 50% of the salary costs of staff in the Financial Control Unit. The Updated Evaluation of the EHRD OP was carried out and completed by the end of September 2005. The upgrading of the ESF website, www.esf.ie commenced in 2005, but the process was still ongoing at the end of the year.

Summary of expenditure - Technical Assistance Priority

BMW

€m	Total NDP	Total CSF	ESF	National Public	Private
2000 Forecast	0.157	0.156	0.117	0.040	0.000
2000 Expenditure	0.000	0.000	0.000	0.000	0.000
% of OP Forecast	0.00%	0.00%	0.00%	0.00%	
2001 Forecast	0.136	0.131	0.098	0.038	0.000
2001 Expenditure	0.000	0.000	0.000	0.000	0.000
% of OP Forecast	0.00%	0.00%	0.00%	0.00%	
2002 Forecast	0.121	0.116	0.087	0.034	0.000
2002 Expenditure	0.000	0.000	0.000	0.000	0.000
% of OP Forecast	0.00%	0.00%	0.00%	0.00%	
2003 Forecast	0.106	0.096	0.072	0.034	0.000
2003 Expenditure	0.000	0.000	0.000	0.000	0.000
% of OP Forecast	0.00%	0.00%	0.00%	0.00%	
2004 Forecast (revised)	0.042	0.037	0.028	0.014	0.000
2004 Expenditure	0.000	0.000	0.000	0.000	0.000
% of OP Forecast	0.00%	0.00%	0.00%	0.00%	
2005 Forecast (revised)	0.016	0.016	0.012	0.004	0.000
2005 Expenditure	0.203	0.203	0.152	0.051	0.000
% of OP Forecast	1268.75%	1268.75%	1266.67%	1275.00%	
Cum. Forecast 2000 - 2005	0.578	0.552	0.414	0.164	0.000
Cum. Exp. 2000 - 2005	0.203	0.203	0.152	0.051	0.000
% of OP Forecast	35.09%	36.74%	36.71%	31.00%	

SAE

€m	Total NDP	Total CSF	ESF	National Public	Private
2000 Forecast	1.900	1.900	0.950	0.950	0.000
2000 Expenditure	0.032	0.032	0.016	0.016	0.000
% of OP Forecast	1.68%	1.68%	1.68%	1.68%	
2001 Forecast	1.474	1.434	0.717	0.757	0.000
2001 Expenditure	0.580	0.580	0.290	0.290	0.000
% of OP Forecast	39.35%	40.45%	40.45%	38.31%	
2002 Forecast	1.048	0.978	0.489	0.559	0.000
2002 Expenditure	0.860	0.860	0.430	0.430	0.000
% of OP Forecast	82.06%	87.93%	87.93%	76.92%	
2003 Forecast	1.040	0.940	0.470	0.570	0.000
2003 Expenditure	0.852	0.852	0.426	0.426	0.000
% of OP Forecast	81.92%	90.64%	90.64%	74.74%	
2004 Forecast (revised)	0.172	0.082	0.041	0.131	0.000
2004 Expenditure	0.497	0.497	0.248	0.248	0.000
% of OP Forecast	288.81%	605.80%	605.80%	189.60%	
2005 Forecast (revised)	0.356	0.086	0.043	0.313	0.000
2005 Expenditure	0.495	0.495	0.248	0.248	0.000
% of OP Forecast	139.13%	575.95%	575.95%	79.12%	
Cum. Forecast 2000 - 2005	5.990	5.420	2.710	3.280	0.000
Cum. Exp. 2000 - 2005	3.316	3.316	1.658	1.658	0.000
% of OP Forecast	55.36%	61.18%	61.18%	50.55%	

NATIONAL

€m	Total NDP	Total CSF	ESF	National Public	Private
2000 Forecast	2.057	2.056	1.067	0.990	0.000
2000 Expenditure	0.032	0.032	0.016	0.016	0.000
% of OP Forecast	1.56%	1.56%	1.50%	1.62%	
2001 Forecast	1.610	1.565	0.815	0.795	0.000
2001 Expenditure	0.580	0.580	0.290	0.290	0.000
% of OP Forecast	36.02%	37.06%	35.58%	36.48%	
2002 Forecast	1.169	1.094	0.576	0.593	0.000
2002 Expenditure	0.860	0.860	0.430	0.430	0.000
% of OP Forecast	73.57%	78.61%	74.65%	72.51%	
2003 Forecast	1.146	1.036	0.542	0.604	0.000
2003 Expenditure	0.852	0.852	0.426	0.426	0.000
% of OP Forecast	74.35%	82.24%	78.60%	70.53%	
2004 Forecast (revised)	0.214	0.119	0.069	0.145	0.000
2004 Expenditure	0.497	0.497	0.248	0.248	0.000
% of OP Forecast	231.60%	415.73%	359.97%	170.72%	
2005 Forecast	0.372	0.102	0.055	0.317	0.000
2005 Expenditure	0.698	0.698	0.400	0.299	0.000
% of OP Forecast	187.72%	684.62%	726.65%	94.21%	
Cum. Forecast 2000 -2005	6.568	5.972	3.124	3.444	0.000
Cum. Exp. 2000 - 2005	3.519	3.519	1.810	1.709	0.000
% of OP Forecast	53.58%	58.92%	57.94%	49.62%	

Table 3 - ESF MEASURE EXPENDITURE AS AT THE END OF 2005

All figures in €m

(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)	(j)	(k)
Priority	Measure Title	Meas. No.	Implementing Body	ESF Allocation 2000-2006	Total Eligible Expenditure 2005*	Total ESF Expenditure 2005	Cumulative Total Expenditure 2000-2005*	Cumulative ESF Expenditure 2000-2005	Cumulative ESF exp. as a % of total ESF allocation (i/e)	Field of Intervention
Employability	National Employment Service	2	FAS	11.500		0.000	19.999	11.500	100%	323
	Active Measures for LTU & Socially Excluded	3	FAS	48.600	4.077	2.396	60.307	34.125	70%	21
	School Completion Initiative	5	D/ES	57.713	22.061	12.063	76.941	42.238	73%	23
	Third Level Access	9	D/ES	45.375	9.754	5.398	53.152	29.319	65%	23
	Early School Leaver - Progression FAS	11A	FAS	88.000	29.287	16.134	140.241	77.258	88%	23
	Early School Leaver - Progression (CTW)	11A	D/ES	5.971	1.223	0.676	7.146	3.986	67%	23
	Early School Leaver - Youthreach & Travellers	11B	D/ES	154.463	65.486	38.565	267.388	159.069	103%	23
	Skills Training for Unemployed & Redundant Workers	13	FAS	106.581	54.987	31.601	187.093	106.581	100%	23
	Apprenticeship/Traineeship	14A	FAS	78.650	23.940	14.140	91.301	54.690	70%	167
Priority Total				596.853	210.815	120.972	903.569	518.767	87%	
Entrepreneurship	In Company Training -FAS	18A	FAS	52.593	24.478	14.189	95.095	53.831	102%	24
	In Company Training -Enterprise Ireland	18B	Ent. IRL	12.220	0.559	0.307	23.679	14.039	115%	24
	In Company Training	18C	D/ETE	61.230	0.516	0.311	2.822	1.742	3%	24
	Social Economy -Programme	19A	FAS	17.519	0.000	0.000	13.019	7.943	45%	22
	Social Economy -Local Social Capital	19 B	FAS	3.600	0.000	0.000	0.000	0.000	0%	22
Priority Total				147.162	25.553	14.807	134.615	77.556	53%	

* Includes national co-financed and non co-financed expenditure

(a)	(b)	(c)	(d)	(e)	(f)	(g)		(i)	(j)	(k)
Priority	Measure Title	Meas. No.	Implement- ing Body	ESF Allocation 2000-2006	Total Eligible Expenditure 2005*	Total ESF Expenditure 2005	Cumulative Total Expenditure 2000-2005*	Cumulative ESF Expenditure 2000-2005	Cumulative ESF exp. as a % of total ESF allocation (i/e)	Field of Intervention
Adaptability	Lifelong Learning -Back to Education Initiative	21	D/ES	25.978	11.828	6.782	24.808	14.292	55%	24
	Lifelong Learning- National Adult Literacy Strategy	22	D/ES	35.400	21.710	12.175	70.155	39.844	113%	24
	Undergraduate Skills	26	D/ES	66.415	27.240	14.815	116.905	66.391	100%	24
	Quality Assurance-Certification &National Qualifications Framework	29B	D/ES	7.759	2.000	1.000	11.578	5.789	75%	23
Priority Total				135.552	62.778	34.773	223.446	126.317	93%	
Equality	Educational Equality	30	D/ES	0.280	0.119	0.060	0.605	0.357	128%	25
	Equal Opps Promotion & Monitoring - Education	31A	D/ES	1.535	0.368	0.184	2.680	1.340	87%	25
	Equal Opps Promotion & Monitoring - NDP	31B	D/JELR	2.498	0.363	0.182	2.716	1.358	54%	25
	Equality for Women 31B1ESF	31B1	D/JELR	5.007	1.653	0.870	6.001	3.204	64%	25
Priority Total				9.320	2.503	1.295	12.002	6.259	67%	
Technical Assistance	Technical Assistance (Equality Studies)	33A	Eq. Auth	1.100	0.203	0.152	1.275	0.688	63%	413
	OP Technical Assistance	33B	D/ETE	2.100	0.495	0.248	2.244	1.122	53%	411
Priority Total				3.200	0.698	0.400	3.519	1.810	57%	
OVERALL TOTAL				892.087	302.348	172.247	1277.150	730.708	82%	

* Includes national co-financed and non co-financed expenditure

7. Financial Control

7.1 Article 4 Checks

ESF Paying Authority

The ESF Paying Authority continued to implement, diligently, the Structural Funds/ESF financial management and control regime in 2005. In that regard, the Paying Authority undertook claim-related Article 9 checks on the EHRD-OP Managing Authority and a number of minor issues which had arisen as a result of the checks, as well as the desk-based checking, were satisfactorily resolved such that the Paying Authority was able to certify to the Commission all claims submitted by the OP Managing Authority.

Two claims totalling €192 million in eligible expenditure were certified to the Commission in 2005. The ESF element of that total was over €109 million and payment was effected before the end of the year in respect of both of these claims. Both of these claims allowed the Managing Authority to meet its N+2 requirement for 2005.

EHRD OP Managing Authority

In 2005, the Managing Authority conducted eight Article 4 visits and to Implementing Bodies (IBs) or Delegated Managing Authorities (DMAs) that had submitted ESF claims in 2005. These comprised:

Measure Name:	No.	Implementing Body /Agency visited:	Capacity:	Comments:
In-Company Training	18B	Enterprise Support Unit (Dept of Enterprise, Trade & Employment)	DMA	Visited twice, two claims submitted
In-Company Training	18C	ETSU (Dept of Enterprise, Trade & Employment)	DMA	Visited twice, two claims submitted
Equality Studies Unit	33A	Equality Studies Unit	I.B.	Visited once
Equality for Women	31B1	Gender Equality Division	DMA	Visited once
Early School Leaver-Progression	11A	Labour Market Policy Unit (Dept of Enterprise, Trade & Employment)	DMA	Visited once
Early School Leaver-Youthreach & Travellers	11B	Dept of Education & Science	DMA	Visited once

On the whole, the Managing Authority found a very high level of compliance with the regulatory requirements associated with the ESF. Issues that could be strengthened

related to the proper use of ESF logo and ensuring that procedures manuals were being kept up to date. While all such issues were subsequently clarified/resolved to the Managing Authority's satisfaction, they will continue to be assessed in the context of future Article 4 checks. Most importantly, no particular financial control weaknesses or irregularities were uncovered during the course of the series of Article 4 visits.

7.2 Procedures Manual

The EHRD OP Managing Authority's Procedures Manual, which outlines the responsibilities, tasks and procedures in place for the implementation of EU co-financed activity, was updated, as necessary, throughout 2005. When completing Article 4 Checks, the EHRD OP Managing Authority continuously examines the implementing agencies' procedures manual to ensure they are kept up to date and to ensure full compliance with the Structural Funds Regulations.

7.3 Changes in Ireland's Financial Management and Control Structures

There were some staff changes in the ESF Units in 2005. Mr. Vincent Landers replaced Mr. William Parnell as Head of ESF in Ireland and Mr. Tom Whelan replaced Mr. John Hughes as Manager of the ESF Paying Authority.

7.4 Audits by the European Commission

No audits were undertaken by the European Commission on the EHRD OP in 2005. However, the ESF Financial Control Unit continued its work throughout 2005 in conducting checks in accordance with Article 10 (1) (b) of Commission Regulation 438/2001. The Unit undertook Audit verification work in respect of the minimum 5% in relation to the EHRD-OP as follows:

Measure Name:	Implementing Body:	Current Status:
Third Level Access (09)	Dept of Education & Science	In-progress.
National Employment Service (03)	FAS	In-progress; audit fieldwork completed.
Undergraduate Skills (26)	Dept of Education & Science	In-progress.
In-Company Training (18A)	FAS	Outline work carried out.

One Audit Report in relation to the EHRD-OP was issued in 2005. This Report (No. 16) was in respect of audit activity carried out in 2003/04 on the Early School Leavers- Youthreach and Travellers (Measure 11B).

7.5 Audits by the Court of Auditors

There were no audits on the EHRD OP by the Court of Auditors during 2005.

7.6 Drawdown of ESF

OP/CI	Eligible Expenditure Declared in 2005 €	ESF Claimed in 2005 €	ESF Received in 2005* €
EHRD-OP	191,628,760.11	110,337,384.16	147,024,129.84

* The ESF received in the year 2005 includes money claimed in Dec. 2004, but not received until 2005.

Employability Priority

PART 11 MEASURE LEVEL PROGRESS REPORTS

Measure 2 – National Employment Service

Ireland's National Employment Service consists of two strands, the FÁS Employment Service (ES) and the Local Employment Service (LES), which operates mainly through Area Based Partnership Companies. The objective of FÁS ES is to provide a range of employment services to job seekers, employers, unemployed and other socially excluded groups through its national network. The objective of LES is to focus on the provision of services to the most disadvantaged in the labour market. FÁS ES operates through a network of over 60 Employment Services offices located throughout the country. The LES operates throughout a network of offices and outreach centres located in 26 locations with supplementary contact points.

A major priority for the FÁS Employment Service was the NEAP process of active intervention to try to prevent long-term unemployment (Guideline 1 of the European Employment Strategy). Under the process, Live Registrants are referred by the Department of Social and Family Affairs to FÁS as they approach a six-month threshold. FÁS then provide advice, information and referral to jobs or education/training programmes.

FÁS Employment Services acts as a *Gateway* to all FÁS training and employment services and delivers a wide range of vocational guidance and placement services - which helped jobseekers to find the best possible job and employers to find the most suitable staff.

Significant Changes in the Operating Environment

There were no significant changes in the operating environment in the period under review.

Commentary on Measure-related progress

During 2005 the Excellence Ireland Quality Association (EIQA) undertook an external audit of FÁS Employment Services Units nationwide, and FÁS became the first organisation in Ireland to achieve the Q Mark for a national system.

Local Labour Market Consultative Groups were established by FÁS in response to Section 18 of the Sustaining Partnership Agreement 2003-2005, and were in operation in all FÁS regions in 2005.

The Customised Training Fund continued to provide a fast and flexible response to the particular training needs of individual clients. In 2005, expenditure on customised training was €1.4 million, an increase of €200,000 on 2004 expenditure. Approximately 3,000 clients benefited from training courses such as *ECDL*, *Safepass*, *Driving Lessons (incl. HGV)*, *Forklift Driving*, *Scaffolding* and *Childcare*. An evaluation of the Customised Training Fund was conducted by FÁS Planning and Research in 2005 and demonstrated the benefits of the programme. Certain areas for improvement were identified and these will be addressed in 2006.

The High Support Process (HSP) is a flexible process designed to assist FÁS Employment Service Officers better meet the needs of clients who because of health, literacy etc, are experiencing major barriers in progressing from unemployment to the workforce. Multi-agency teams play an integral part of the HSP and include representatives from agencies currently involved in the provision of services to the identified client groups (*e.g. FÁS, Dept of Social and Family Affairs, the Health Services Executive, VECs*).

An external evaluation of the programme was conducted and considered in early 2005. In response, eligibility for the HSP was extended to a wider range of disadvantaged client groups

who have difficulty accessing employment. The supports provided under the budget were also extended to other employment-related needs such as counselling, interview travel costs, purchase of tools and/or clothing. The funding available for the purchase of any required intervention was increased from €2,200 to €2,500.

In 2005, approximately 1,400 clients were interviewed under the HSP, of whom approximately 700 (an increase of approx 85% on 2004) availed of interventions purchased through the HSP budget. Expenditure under HSP in 2005 was approximately €460,000 (an increase of almost 56% on 2004).

Indecon Consultants carried out a review of the NEAP process for the DETE, in conjunction with FÁS and the DSFA), the overall thrust of which was positive.

In January 2005, FÁS, in conjunction with the DSFA and the HSE, commenced a pilot employment initiative for disabled people in the Midlands region. The aim was to provide integrated employment support for disabled people. Though a range of multi-agency employment supports for disabled people was already available from DSFA, HSE and FÁS, they were provided on a multi-agency basis and generally operated independently of each other. The pilot suggested that a more integrated approach to the delivery of training and employment supports for disabled people was warranted. (See PC 16 Measure Report.)

In 2005, FÁS negotiated a new Agreement and Activity Schedule in relation to the operation of the LES with PLANET-the Network of Area Partnership Companies. The new Schedule includes clear targeting of socially-excluded client groups, with emphasis on local and regional needs, and will result in a greater complementarity of service delivery within the dual-stranded National Employment Service. A comprehensive set of financial and monitoring guidelines for LES were also put in place during 2005.

FÁS supported 63 Job Clubs located throughout the country as part of its response to the needs of long term unemployed people. Each Job Club has an average annual intake of 120 jobseekers who attended formal sessions - in addition to participants who drop in on an individual basis. Job Clubs provide a structured opportunity that help unemployed jobseekers to benefit from attending group-based, non-formal, part-time job-search training modules. They also enable participants to evaluate their options in relation to progression within the labour market and to take positive steps towards realising their career plans

Progress in relation to physical indicators and targets

During 2005, FÁS registered 82,482 new clients. Of these, 38,100 were females and 44,400 were male. On average, each FÁS jobseeker will have had at least three interactions with a FÁS Employment Services Officer. By year end, the service had placed 93,571 jobseekers in jobs or FÁS programmes, 29,800 in the BMW region and 63,700 in the S&E region. A customer satisfaction survey in 2005 showed that 76% of jobseekers were satisfied/fairly satisfied with the service they had received from FÁS Employment Services.

During the year, the FÁS National Contact Centre (NCC) promoted its services to jobseekers and job-ready clients were encouraged to use the freephone number where FÁS staff was available to provide them with up-to-date information on the vacancies that most suited their needs. The number of job vacancies notified to FÁS in 2005 rose by 28% to 132,300, of which 91,700 were from the S&E region and 40,400 were from the BMW region. A follow-up survey with employers showed that 82% of vacancies notified to the NCC were filled. Of these, 37% were filled by a FÁS referral, 35% from non-FÁS referrals and 28% of vacancies were filled from unknown sources.

Monitoring Indicators (Annual Targets)														
Key Effectiveness Indicator		% in employment or further education/training at time of follow up survey												
Additional Measure Indicators		Region	Base Line 1999			Jan 2005 - Dec 2005			Mid Term Target (Cum 2000 - 2003)			Final Target (Cum 2000 - 2006)		
Indicator			M	F	T	M	F	T	M	F	T	M	F	T
Output														
01	Number completing training during the year	BMW				719	1,927	2,646						
		SAE				2,632	4,534	7,166						
		NAT				3,351	6,461	9,812						
Result														
01	Placement % at end of course.	BMW				37%	30%	32%						
		SAE				38%	35%	36%						
		NAT				37%	33%	35%						
02	No. of completions with certification at end of course	BMW				374	914	1,288						
		SAE				1,367	2,466	3,833						
		NAT				1,741	3,380	5,121						
Impact														
01	% in employment or further education/ training at time of follow-up survey (Annual Follow-Up Survey.)* (**)	BMW				79%	74%	76%						
		SAE				72%	76%	74%						
		NAT			75%	75%	75%	75%		80%			80%	
02	Satisfaction of trainees with programme. (Annual Follow-Up Survey.)* (**)	BMW				87%	90%	89%						
		SAE				74%	93%	85%						
		NAT			n/a	78%	92%	86%		85%			90%	

* FÁS follow-up survey, refers to persons surveyed in 2004 who left FÁS programmes in 2003. This is the most up to date information.

** These figures indicate the annual % level.

Monitoring Indicators (Cumulative Targets)														
Key Effectiveness Indicator		% in employment or further education/training at time of follow up survey												
Additional Measure Indicators		Region	Base Line 1999			Jan 2000 - Dec 2005			Mid Term Target (Cum 2000 - 2003)			Final Target (Cum 2000 - 2006)		
Indicator			M	F	T	M	F	T	M	F	T	M	F	T
Output														
01	Number completing training during the year	BMW			3,462	5,270	11,281	16,551			5,000			8,750
		SAE			10,211	20,262	30,075	50,337			15,000			26,250
		NAT	5,748	7,925	13,673	25,532	41,356	66,888	8,400	11,600	20,000	14,700	20,300	35,000
Result														
01	Placement % at end of course.	BMW				43%	44%	44%						
		SAE				50%	50%	50%						
		NAT	n/a	n/a	n/a	48%	49%	48%			75%			75%
02	No. of completions with certification at end of course.	BMW				2,481	5,088	7,569						
		SAE				9,887	15,506	25,393						
		NAT	n/a	n/a	n/a	12,368	20,594	32,962			15,000			26,250
Impact														
01	% in employment or further education/ training at time of follow-up survey (Annual Follow-Up Survey.)* (**)	BMW				79%	74%	76%						
		SAE				72%	76%	74%						
		NAT			75%	75%	75%	75%			80%			80%
02	Satisfaction of trainees with programme. (Annual Follow-Up Survey.)* (**)	BMW				87%	90%	89%						
		SAE				74%	93%	85%						
		NAT			n/a	78%	92%	86%			85%			90%

* FAS follow-up survey, refers to persons surveyed in 2004 who left FAS programmes in 2003. This is the most up to date information.

** These figures indicate the annual % level.

Measure 03 - Active Measures for LTU and Socially Excluded

FÁS activities under this Measure promoted social inclusion with particular emphasis on the reintegration of long-term unemployed and socially excluded people into the workforce. Programmes assist long-term unemployed and socially excluded people to make a meaningful contribution to the local community and improve their prospects of obtaining or returning to employment.

Significant Changes in the Operating Environment

There were no significant changes in the operating environment in the period under review.

Commentary on Measure-related progress

Under this Measure, FÁS continued to provide a range of services that focused on the integration/re-integration into the labour market of long-term unemployed and other marginalised people. The emphasis was on maximising their economic potential and helping to improve their employment opportunities and potential.

A number of significant community-based training initiatives were targeted at disadvantaged individuals/groups experiencing difficulty in accessing the labour market. These followed a review of the National Drugs Strategy; and include dedicated CE places, a special initiative to support employment opportunities for members of the Travelling Community and refined Community Services programmes and strategies in line with both individual client and employer needs. In relation to the latter, an *Individual Learning Plan* approach was implemented to ensure the learning needs of clients were identified and addressed so as to assist them in their entry/ re-entry into the labour market.

Further support for disadvantaged clients included, where appropriate, the provision and promotion of literacy training on Community Services programmes, implementation of the findings of the *Review of Job Clubs* and the development of Local Training Initiatives in line with Sustaining Progress / Benchmarking.

Community Employment (CE)

At the end of 2005 there were 22,635 participants on CE, a slight increase on the 22,194 participants in 2004. In general, policy was to keep CE numbers stable. CE numbers on 'ring-fenced' projects relating to Drugs Task Forces, Childcare and Health were maintained, and priority given to RAPID and CLÁR projects.

Delivery of the CE Supervisor Development Programme by the National College of Ireland continued in 2005. This programme is designed to enable CE Supervisors to develop the skills, knowledge and attitudes to carry out their work as front-line community workplace supervisors. Drugs and literacy awareness training programmes for CE Supervisors were also delivered in 2005. Job Initiative (JI)

1,791 participants were engaged in the Job Initiative Programme at the end of 2005. The programme is designed to assist long-term unemployed persons prepare for work opportunities in the open labour market and provided participants with vital work experience, training and development opportunities. Following changes introduced to the procedures, there were no compulsory lay-offs on JI and participants who remained on JI had their contracts renewed.

FÁS/Department of Justice Provision for Ex-Offenders

FÁS and the Probation and Welfare Service of the Department of Justice, Equality and Law Reform collaborated in the provision of thirteen workshops for ex-offenders and youths at risk. The aims are to both prevent custodial sentences and to rehabilitate ex-prisoners. CTCs also accept youths at risk, who are referred by Probation and Welfare Service.

FÁS was a partner in the *You're Equal* initiative, which represents sixteen organisations (statutory, non-statutory and user groups) involved in the delivery of services for ex-prisoners. The primary aims are to remove barriers to employability and job readiness of prisoners and ex-prisoners through the development and mainstreaming of integrated and appropriate training, mentoring and guidance services.

The Linkage Programme, provided under Business in the Community, is funded by the Probation and Welfare Services and provides training, education and employment services for ex-offenders. Links were developed with these services to improve our service for ex-offenders.

Bridging/Foundation Courses

Foundation Training Programmes include courses for people who may have left school early and/or mature people who have been out of work for a considerable amount of time. Expected outcomes are entry to further education/training or entry-level employment. A review of Foundation Training initiatives such as Connections, Career Decisions and Equal was initiated and a new National Foundation Training Programme is under development.

The Return to Work Programme is suitable for people who may have been out of paid employment for a long time and who are interested in returning to the labour market. The programme is mainly for mature adults who have good basic skills i.e. literacy, numeracy and communication skills. It is flexible in delivery and concentrates on personal development, building self-esteem, career planning, selected technical and soft skills.

The Bridging Programme consists of courses that help people to progress to employment and/or to further training/education. Courses are suitable for people with good personal skills i.e. literacy, numeracy and communication skills and help learners to achieve the specific entry requirements to FÁS mainline training programmes i.e. Specific Skills Training, Apprenticeship and Traineeship or to entry-level occupations in the labour market. Courses also provide a bridge between Foundation Training or Return to Work programmes and FÁS mainline training programmes.

Local Training Initiatives (LTI)

2,815 persons completed training under the LTI programme in 2005. Training was delivered across a broad range of areas including Childcare, Horticulture, Public Health and Genealogy. The aims were to provide flexible training opportunities and raise the competency levels of unemployed people who are not otherwise being catered for.

Initiatives for Travellers

In conjunction with the Department of Finance and the Public Appointments Commission, FÁS commenced the development of an internship within the Civil Service for members of the Traveller community. It is intended to pilot this initiative in 2006.

In addition to the inclusion of Travellers on a range of standard FÁS programmes, a number of special initiatives were developed in response to approaches from local Traveller support groups. For example, a special initiative was developed to support the inclusion of members of the Traveller community in the active labour force and to assist the Traveller economy to become more integrated into mainstream Irish business. The aims were to redress the imbalance in Traveller unemployment, support Travellers already engaged in the Traveller economy and provide a Special Training Fund to address the training needs of adult Travellers nationally. An evaluation of this initiative is currently underway with a view to having the lessons mainstreamed.

Progress in relation to physical indicators and targets

About 23,600 persons completed programmes under this Measure in 2005. A majority of these were female (14,600) with males comprising 9,000 persons. The BMW region made up one quarter of completions.

In relation to persons who attended training programmes within this Measure, 27% were placed at the end of their programme. At the time of the follow-up survey, 12-18 months after completion, 46% of training programme participants were in employment or in further education/training. This percentage was significantly higher in the BMW region (55%) than in the S&E region (41%).

In respect of CE participants in the Measure, 47% were in employment or further education/training at the time of the follow-up survey.

Monitoring Indicators (Annual Targets)														
Key Effectiveness Indicator		% of CE participants in employment or further education/training at time of follow up survey												
Additional Measure Indicators		Region	Base Line 1999			Jan 2005 - Dec 2005			Mid Term Target (Cum 2000 - 2003)			Final Target (Cum 2000 - 2006)		
Indicator			M	F	T	M	F	T	M	F	T	M	F	T
Output														
01	Number of persons completing programme. (FÁS Annually).	BMW				2,639	3,186	5,825						
		SAE				6,323	11,420	17,743						
		NAT				8,962	14,606	23,568						
Result														
01	% of training programme participants placed at end of programme (FÁS quarterly).	BMW				26%	26%	26%						
		SAE				26%	27%	27%						
		NAT				26%	27%	27%						
02	Number of training programme completions with certification**.	BMW				53	81	134						
		SAE				228	370	598						
		NAT				281	451	732						
Impact														
01	% of training programme participants in employment or further education or training at time of follow-up survey***.	BMW				50%	57%	55%						
		SAE				45%	38%	41%						
		NAT				47%	45%	46%			65%			70%
01	% of CE participants in employment or further education or training at time of follow-up survey.	BMW				30%	52%	42%						
		SAE				40%	56%	49%						
		NAT				37%	55%	47%			55%			60%

** Placement and certification figures for training programmes only.

*** FÁS follow-up survey, refers to persons surveyed in 2004 who left FÁS programmes in 2003. This is the most up to date information.

Monitoring Indicators (Cumulative Targets)														
Key Effectiveness Indicator		% of CE participants in employment or further education/training at time of follow up survey												
Additional Measure Indicators		Region	Base Line 1999			Jan 2000 - Dec 2005			Mid Term Target (Cum 2000 - 2003)			Final Target (Cum 2000 - 2006)		
Indicator			M	F	T	M	F	T	M	F	T	M	F	T
Output														
01	Number of persons completing programme. (FÁS Annually).	BMW			18,798	29,889	25,485	55,374			52,349			88,046
		SAE			40,954	62,324	96,090	158,414			114,051			192,354
		NAT	27,642	32,110	59,752	92,213	121,575	213,788	76,978	89,422	166,400	128,984	151,416	280,400
Result														
01	% of training programme participants placed at end of programme (FÁS quarterly).	BMW				32%	36%	34%						
		SAE				33%	38%	36%						
		NAT			n/a	27%	35%	32%			60%			60%
02	Number of training programme completions with certification**.	BMW				763	1,567	2,330						
		SAE				1,896	3,132	5,028						
		NAT			2,750	2,659	4,699	7,358			12,000			22,750
Impact														
01	% of training programme participants in employment or further education or training at time of follow-up survey***.	BMW				50%	57%	55%						
		SAE				45%	38%	41%						
		NAT				47%	45%	46%			65%			70%
02	% of CE participants in employment or further education or training at time of follow-up survey.	BMW				30%	52%	42%						
		SAE				40%	56%	49%						
		NAT				37%	55%	47%			55%			60%

** Placement and certification figures for training programmes only.

*** FÁS follow-up survey, refers to persons surveyed in 2004 who left FÁS programmes in 2003. This is the most up to date information.

Measure 5 - School Completion Initiative

The School Completion Programme is a key component of the Department of Education and Science's strategy to discriminate positively in favour of children and young people who are at risk of early school leaving. The Programme supports post-primary and feeder primary schools with low retention rates and provides whole school support based on an integrated approach involving the schools, parents, and relevant statutory, voluntary and community agencies.

The focus of the School Completion Programme is on young people between the ages of 4 and 18 years and aims to develop local strategies to ensure maximum participation levels in the education process. The programme is funded on a multi-annual basis under the National Development Plan (NDP) with assistance from the European Social Fund (ESF).

Significant changes in the operating environment

Minister for Education & Science Mary Hanafin launched **DEIS – Delivering Equality of Opportunity in Schools** on 30th May 2005. The new Action Plan for Educational Inclusion, DEIS (Delivering Equality Of Opportunity In Schools) aims to ensure that the educational needs of children and young people from disadvantaged communities are prioritised and effectively addressed. The Plan provides for a standardised system for identifying levels of disadvantage and a new integrated School Support Programme (SSP) which will bring together and build upon, a number of existing interventions for schools with a concentrated level of disadvantage. Approximately 600 primary schools, comprising 300 urban/town and 300 rural and 150 second-level schools, will be included in the School Support Programme.

The new Action Plan will be introduced on a phased basis and will involve an additional annual investment of some €40m on full implementation and the creation of about 300 additional posts across the education system generally.

As part of this Action Plan, the School Completion Programme services will be extended to all urban/town primary schools and second level schools participating in the SSP and not already benefiting from these services. Additional clusters (each including both primary and second-level schools) will be created under the Programme during the school year 2006/2007. Arising from the identification process, some of the 53 second-level schools, which continue to receive funding under the Stay in School Retention Strand (SSR) of the SCP, may qualify for inclusion in the additional clusters.

Commentary on measure-related progress

53 second level schools continued to be supported under the "Stay In School Retention" strand of SCP up to 31 August 2005. On 4th May 2004, the Minister for Education and Science, Mr Noel Dempsey, announced that the 53 second level schools involved in the Stay in School Retention Strand (SSR) of the School Completion Programme would continue to be funded at their current level, i.e. €25,395 from 1st September 2004 to 31st August 2005. This was further extended to August 2006. Retention Plans for all 82 SCP projects and 53 SSR strand schools were received in May 2005 for 2005/2006 school year.

Number of Pupils targeted

From September 2004 to August 2005, a total of 21,809 pupils in 465 schools were targeted under SCP.

Project Strand:

16,967 pupils who are most-at-risk of early school leaving
748 young people who have already left school early

Stay in School Retention Strand:

4,094 pupils were targeted under the Stay in School Retention Strand.

In-Service Training

Regional in-service directed at project development and available to Local Co-ordinators and Project Workers, was held in January/February, April and October 2005. For the purposes of in-service the 82 project sites are divided into six regions. In-service is organised jointly by the relevant Assistant National Co-ordinator and one or more of the Local Co-ordinators of the region. Reports on regional in-service have been distributed by the National Co-ordination Service and distributed to all Local Co-ordinators and Chairpersons. In-service for newly recruited Local Co-ordinators was held in April 2005. Review and Planning meetings were held in each of the regions in May/June 2005.

National In-service held in Dublin Castle in November 2005. Report circulated to Local co-ordinators and Chairpersons.

Evaluation

Local reviews/evaluations were carried out in all 82 project by the end of May 2005. Evaluation reports on regional and national in-service held in 2005 were distributed to Local Co-ordinators and Chairpersons.

Other Developments

‘**Aims and Principles of the School Completion Programme**’, published by the National Co-ordination Service in early 2005, outlines the main aims of SCP and principles on which it is based.

A report compiled by the National co-ordination service on ‘**Guidelines towards Best Practice**’ in the School Completion Programme was launched by Minister for Education & Science, Mary Hanafin, at National In-service on 8th November 2005. This report is aimed at disseminating information about the Programme’s operation and providing practical guidelines on how to implement some of its more successful elements.

Progress report for reporting period April 2004 to September 2004 was compiled and distributed by the Research & Development Officer based on data supplied in biannual returns submitted by the SCP projects to the National Co-ordination Service. This report outlines progress regarding SCP targeted group, personnel, supports and retention within the programme.

SCP newsletters (Spring 2005, Winter 2005 and a special Summer 2005 issue on DEIS) were published

Following a meeting in December 2004 the Department sanctioned funding to **The Schools’ Business Partnership (SBP)**. This Partnership, set up in June 2001, was created as a structure to facilitate the mutually beneficial links between schools and local businesses and to support the Government’s overall strategy on education. The SBP specifically works with schools involved in the School Completion Programme. The SBP endeavours to match one school with a local company in partnership to engage in programmes interfacing education and business expertise. The

programmes address students in key areas of educational disadvantage. This financial support assists the Schools' Business Partnership in achieving their aim of matching all SCP second level schools with a company in their local community by the end of 2005. Further funding was granted in December 2005.

Progress With Regard To Physical Indicators And Targets
Measure Indicator Report

	Baseline 2004	Indicator target 2006	2004/05 academic year
Measure <i>School Completion Initiative</i>			
Indicator			
<i>No of clusters/projects participating in the School Completion Programme</i> Project Strand			
BMW	16	21	16
SAE	66	86	66
National	82	107	82
<i>No of schools participating in the School Completion Programme</i>		School Completion Programme scheduled continue 31/8/2006	93 (20 Post primary 73 Primary) 319 (92 Post Primary 227 Primary) 412 (112 Post Primary 300 Primary) ⁹
BMW	92		
SAE	312		
National	404		
<i>No of pupils enrolled in School Completion Programme schools–Project strand</i>			Total Male Female 24,532 12,451 12,081 94,295 47,811 45,114 118,82 60,262 ¹⁰ 57,195
BMW	21,203	140,000	
SAE	96,672		
National	117,875		
<i>No of pupils Targeted for specific supports in the School Completion Programme</i>			Total Male Female 3,594 2,262 1,332 13,373 7,357 5,813 16,967 9,619 ¹¹ 7,145
BMW	3,713	SCP scheduled to continue to 31/8/2006	
SAE	11,348		
National	15,061		

⁹ Figures relating to number of schools participating may vary as some primary and post-primary schools have amalgamated since first selected to participate.

¹⁰ Gender breakdown not available at present for one cluster

¹¹ Gender breakdown not available at present for one cluster

Indicator	Baseline 2004	Indicator target 2006	2004/05 academic year
% of RAPID schools participating in the School Completion Programme - Project Strand/SSR Strand	19.44 46.08 0 40.50		
BMW		45.00	19.44
SAE			46.08
National			40.50
	Baseline 2004	Indicator target 2006	2004/05 academic year
Measure <i>School Completion Initiative</i>			
Indicator			
Number of RAPID schools participating in the School Completion Programme - Project Strand/SSR Strand			
BMW	21		21
SAE	188		188
National	209	233	209
No of schools participating in the SSR Strand			
BMW	21		8
SAE	46	SSR scheduled to run to	45
National	58	31/8/2006	53
% of pupils in SCP who sit Junior Certificate in any of its two forms ¹²			
BMW			
SAE			
National			
% of pupils in SCP who transfer from Primary to Post-Primary ¹³			
BMW			
SAE			
National			

¹² Baseline Data is not available for 2005 - pending publication of report on Retention Rates at post-primary level in 2005

¹³ Baseline Data is not available for 2005. This data will be collated from annual returns submitted by projects in 2005.

NUTS III – School Completion Programme

Measure Indicator Report for 2004-2005

Measure/Sub-Measure: School completion Programme – Project Strand			
Indicator Used: No. of targeted Young People			
Region	Total	Gender break-down (where appropriate)	
		Male	Female
Border Region	2763	1697	1066
Midland Region	465	334	131
West Region	366	231	135
BMW Total	3594	2262	1332
South East Region	2439	1401	1038
Mid East Region	968*	436	432
Dublin Region	8032	4600	3432
South West Region	1192	618	574
Mid West Region	742	405	337
SAE Total	13373	7460	5813
National (BMW + SAE)	16967	9722	7145

*Gender breakdown not available at present for 2 primary schools in a project

NUTS III – Stay in School Retention Strand

Measure Indicator Report for 2004-2005

Measure/Sub-Measure: School Completion Programme – SSR Strand			
Indicator Used: No. of targeted Young People			
Region	Total	Gender break-down (where appropriate)	
		Male	Female
Border Region	781	455	326
Midland Region	200	126	74
West Region	112	75	37
BMW Total	1093	656	437
South East Region	707	407	300
Mid East Region	451	286	165
Dublin Region	929	601	328
South West Region	768	559	209
Mid West Region	144	109	35
SAE Total	2999	1962	1037
National (BMW + SAE)	4092	2618	1474

PROGRESS WITH REGARD TO EXPENDITURE

Table 1 – Expenditure for January – December 2005

EHRD-OP €m	% of Measure Forecast	Total Prog spend	Total co- financed (CSF expend)	EU Structural Funds	National Public Cofinanced	Private Co-financed	Public Non- Cofinanced
		<i>C1</i>	<i>C3</i>	<i>c5</i>	<i>C10</i>	<i>c14</i>	<i>c25</i>
BMW Expend in 2005	953%	4.128	4.128	3.096	1.032	0.000	0.000
SAE Expend in 2005	1793%	17.933	17.933	8.967	8.967	0.000	0.000
Nat Expend in 2005	1539%	22.061	22.061	12.063	9.999	0.000	0.000

Table 2 – Cumulative expenditure from January 2000 to December 2005

EHRD-OP €m	% of Measure Forecast	Total Prog spend	Total co- financed (CSF expend)	EU Structural Funds	National Public Cofinanced	Private Co-financed	Public Non- Cofinanced
		<i>C1</i>	<i>C3</i>	<i>c5</i>	<i>C10</i>	<i>c14</i>	<i>c25</i>
BMW Expenditure Jan 2000– Dec. 2005	64%	16.871	15.068	11.301	3.767	0.000	1.803
SAE Expenditure Jan 2000– Dec. 2005	127%	76.156	61.874	30.937	30.937	0.000	14.282
Nat Expenditure Jan 2000 – Dec. 2005	108%	93.026	76.941	42.238	34.704	0.000	16.085

Horizontal Principle

Relevant Templates have been completed.

Compliance with EU & National Policy

It is the policy of the Department of Education & Science to comply with all EU Regulations in relation to procurement, State Aids etc.

Publicity

Guidelines in relation to NDP/CSF publicity have issued to all schools involved in the measure and projects are using the NDP and ESF logos in publicising the initiatives. NDP/CSF logos are used in advertising and on all correspondence with outside agencies and projects.

North/South Co-operation

A joint working group, which meets bi-annually, was established under the auspices of the North/South Implementation process to examine, inter alia, the issue of retention which is on-going. An objective of this group is to identify areas for close co-operation and collaboration in promoting attendance and retention and to develop proposals for further action. Equally, informal links have been established with similar initiatives in the North. In particular, the School Completion Programme in Dundalk has strong North/South links and links are now being established with the School Completion Programme projects in the Border areas, such as Monaghan, Cavan and Donegal.

Proposals for re-profiling expenditure

None

Proposals to amend Programme Complement

Programme Complement may have to be amended to reflect changes due to the implementation of the new Action Plan for Educational Inclusion, DEIS (Delivering Equality Of Opportunity In Schools) on a phased basis over the next 5 years.

Measure 09 - Third Level Access

The purpose of this measure is to promote the participation of students with disabilities, students from disadvantaged backgrounds, including from the Traveller community, ethnic minorities and mature 'second-chance' students, in third-level and PLC courses. The measure seeks to facilitate and improve access to the labour market for the beneficiaries whilst improving their long-term employability through enhancing their educational qualifications.

Significant Changes in Operating Environment

None

Commentary on Measure Related Progress

The Third Level Access Fund provides for the following:

The National Office

The National Office *National Plan 2005-2007 for Achieving Equity of Access to Higher Education* (published 2004) underlined the need for adequate and effectively used resources to realise the aim of creating higher education opportunities for learners of all backgrounds, identities and abilities, at all stages of their lives. Goal 5 of the Action Plan identifies the need for the '*necessary financial support and resources*'. As part of this objective, the National Office published 'Progressing the Action Plan: Funding to Achieve Equity of Access to Higher Education' in October 2005.

An analysis was carried out of reports and studies published over the past ten years which deal with funding and access to higher education in Ireland, along with a range of international literature on funding to widen access, and a review of relevant Irish legislation. An analysis of quantitative and qualitative data from each of the funding programmes for the years 2002-04 was also carried out. Finally, meetings and interviews were held with fifty practitioners working directly with students from under-represented groups, senior administrators in higher education institutions and well as representative from the VEC sector, the department of education and Science, and the community and voluntary sector. A discussion document was drawn up and sent to over 300 individuals and agencies (44 written responses were received), focus group meetings were held with students and staff working with under-represented groups in higher education.

The review provided summary details of existing funding programmes, presented a critique of the impact of the funding programmes for students, institutions and communities and made ten specific recommendations for the future, including an implementation timetable.

The recommendations made by the report were:

Comprehensive and accessible information on financial support should be made available to students, parents and communities, through development of the existing booklet and a range of other formats.

A comprehensive study should be made on the cost of going to college for students from diverse backgrounds.

September 2006

A costed proposal to financially support mature students in part-time education should be developed.

June 2006

Grant support for students should include provision for childcare, equipment and certain disability-related costs.

June 2007

A review system should be put in place so that students failing a year do not necessarily lose grant support.

October 2006

Guidelines on local funding should be agreed and implemented so that decisions on which students receive funding are clear and transparent and not subject to local variation.

September 2006

A model for a regionally-based service should be developed to ensure that all students enrolling in higher or further education have access to a needs assessment service

October 2007

Each higher education institution should develop a plan to achieve equity of access that evaluates the impact of funding to date on a quantitative and qualitative basis and sets future targets especially for under-represented groups.

September 2006

Access funding for higher education institutions should be allocated equitably by being clearly linked to institutions' access policies and practice.

A whole community approach to equity of access should be promoted and developed.

The National Office will be working with the Department in the consideration/implementation of these recommendations.

Student Assistance Fund

A gross allocation of €5.6m was approved for the fund in 2004/05. The gross approved allocation for 2005/2006 increased to €5.8m.

In 2004/05 the Guidelines for the Fund were also made available to participating institutions on the Higher Education Authority website. Financial returns were also made available on the website, resulting in a speedier returns process for the Fund.

The statistics for the 2004/05 academic year are not available at this time, however in the 2003/2004 academic year, 11,091 students received assistance from the Fund. This compares to a total of 9,795 students receiving assistance in 2002/03.

Fund for Students with Disabilities

A total allocation of €6,333,287 was approved for support for students under the Fund for Students with Disabilities in 2004/05. This compares to €5.812m in the academic year 2003-04. A total of 1,696 students, through both individual and groups applications, benefited from the Fund in 2004/05, compared to 1,499 in 2003/04.

The provisional number of students approved through individual and group application in 2005/06 is 1,940 – the assessment process for late time applicants is still ongoing.

All application forms, guidelines and relevant financial returns for 2004/05 were made available to participating institutions on the Higher Education Authority website.

Millennium Partnership Fund for Disadvantage

Pobal (formerly ADM) continued to administer the Fund for the 2004/2005 academic year. The allocation for the 2004 Fund was €2 million. 58 partnerships/communities were considered for funding under the 2004/2005 provision. A total of 3,759 individuals benefited from the fund in 2003/2004. The total number of individuals who benefited from the fund for 2004/2005 are not yet available. Pobal continue to administer the fund and an allocation of €2.050m is now available for the 2005/2006 academic year.

Payment of Special Rates of Maintenance Grant to disadvantaged students

Increases in the rates of grant agreed for 2004/2005 brought the higher non-adjacent rate of 'top-up' grant to €4,855 and the adjacent rate to €1,945. For the academic year 2004/2005 the number

of students in receipt of a ‘top-up’ grant shows that there was approximately 12,500 ‘top-up’ grantholders.

Further increases in the rate of grant for 2005/2006 brought the higher non-adjacent rate of the grant (which includes the Top-Up) to € 5,355 and the adjacent rate to €2,145. This is equivalent to a Top-Up of €2,335 and €935 respectively, for eligible students, on the ordinary maintenance grant. Early indications of the number of students in receipt of a top-up grant show that the figure of 12,500 will be maintained.

Progress with regard to expenditure

Table 1 – Expenditure for January – December 2005

EHRD-OP €m	% of Measure Forecast	Total Prog spend	Total co- financed (CSF expend)	EU Structural Funds	National Public Cofinanced	Private Co-financed	Public Non- Cofinanced
		<i>C1</i>	<i>C3</i>	<i>c5</i>	<i>C10</i>	<i>c14</i>	<i>c25</i>
BMW Expend in 2005	N/A	12.110	2.082	1.562	0.521	0.000	10.027
SAE Expend in 2005	415%	23.811	7.572	3.836	3.836	0.000	16.139
Nat Expend in 2005	626%	35.920	9.754	5.398	4.357	0.000	26.166

Table 2 – Cumulative expenditure from January 2000 to December 2005

EHRD-OP €m	% of Measure Forecast	Total Prog spend	Total co- financed (CSF expend)	EU Structur al Funds	National Public Co- financed	Private Co- financed	Public Non-Co- financed
		<i>C1</i>	<i>C3</i>	<i>c5</i>	<i>C10</i>	<i>c14</i>	<i>c25</i>
BMW Expenditure Jan 2000– Dec. 2005	152%	44.734	10.973	8.229	2.743	0.000	33.762
SAE Expenditure Jan 2000– Dec. 2005	140%	94.094	42.179	21.090	21.090	0.000	51.915
Nat Expenditure Jan 2000 – Dec. 2005	143%	138.828	53.152	29.319	23.833	0.000	85.676

Progress with regard to Physical Indicators

	Baseline 1999/00	Indicator Target 2006 – see note below	Outturn 2003/2004
Measure Third Level Access			
Indicator Title <i>Number of students benefiting from the ‘Special Fund for Students with Disabilities’</i>	M/F Total		M F
BMW	19/32 51	290	320
SAE	126/139 265	1205	1179
National	145/171 316	1495	772 727 1499
Indicator Title Number of students benefiting from the Student Assistance Fund (base line 2000/2001)	M/F Total		M F
BMW	476/542 1018		1206 2372 3578
SAE	1352/1739 3091		2627 4886 2628 2629 7513
National	1828/2281 4109		3833 7258 11091
Indicator Title Number of students benefiting from the ‘Top Up Grant’			M F
BMW	0		4847
SAE	0		6682
National	0		4097 7432 11529

Indicator Title Percentage increase in participation by students benefiting from the 'Special Fund for Students with Disabilities'			1999/2000 03/04
			316 1499 374%
Indicator Title* Percentage increase in participation by students benefiting from the Student Assistance Fund			00/01 03/04
			4109 11091 169%
Indicator Title Percentage increase in participation by students benefiting from the 'Top Up Grant'			00/01 03/04
			2,316 11529 397%
Indicator Title Percentage increase in participation by students benefiting from the 'Millennium Fund'			01/02 03/04 1747 3759 115%

Indicator Title Percentage increase in participation by mature students – Higher Education Grant	2165		4737 5326 12%
Indicator Title Students benefiting from 'Special Fund for Students with Disabilities' as a percentage of all entrants to third-level education			Being collated
Indicator Title Students benefiting from the 'Top Up Grant' as a percentage of all entrants to third-level education			Being collated
Indicator Title Mature students as a percent (full-time)	1998 4.5%	10%	Being established

Data for the 2004/2005 academic year is not yet available but will be provided for the Autumn 2006 Monitoring Committee.

Horizontal Issues

Relevant Horizontal Principle Templates have been completed.

Compliance with EU Policy

It is the policy of the Department of Education & Science to comply with all EU regulations in relation to procurement, competition etc. However, due to the nature of this measure, which provides support to individual students/trainees, EU policy in relation to procurement, competition, State Aids etc is not relevant.

Publicity

The published proceedings of the National Office conference entitled Achieving Equity of Access to Higher Education In Ireland, Setting an Agenda for Action in Ireland was published in February 2005. These proceedings carried acknowledgement of NDP assistance and featured the NDP and EU logos.

The National Office launched a DVD entitled 'Opportunities for All' on 7th April 2005. The DVD was issued to over 700 schools and community groups around the country, and can also be accessed and viewed via the HEA website. The DVD cover material carried acknowledgement of NDP assistance and carried the NDP and EU logos. The DVD footage replicated this. The National Office published 'An Evaluation of the Millennium Partnership Fund for Disadvantage' in March 2005. This acknowledged NDP assistance and featured the NDP and EU logos.

All circulars to local authorities, VECs and third level institutions feature the NDP and EU logos. In addition, all expenditure returns completed by Final Beneficiaries, include both the NDP and EU logos.

Publicity for the Fund for Students with Disabilities and the Student Assistance Fund carried out by institutions feature the NDP and EU logos.

The National Office published 'Progressing the Action Plan: Funding to Achieve Equity of Access to Higher Education' in October 2005. The report acknowledged NDP assistance and carried the NDP and EU logos.

North/South Co-operation

The initiatives provided for under this fund, are also available to students from Northern Ireland, from the three target groups, pursuing courses in the South, providing they satisfy the conditions of the respective schemes.

Proposals for re-profiling of expenditure

None.

Proposals to amend Programme Complement

None

Measure 11A - Early School Leavers- Progression (FÁS)

Under this Measure FÁS, in consultation with the Department of Education and Science, implements a series of measures to meet the needs of early school leavers. These include foundation-training places, bridging training programmes for access to higher skills training; advisory supports to assist progression and flexible part-time and work-based options.

All participants in the Early School Leaver category are defined as under the age of 21 years and have below-Leaving Certificate standard of education.

The measure involves the provision of counselling/guidance, training and remedial education and work experience for young persons. It consists of a foundation phase and progression pathways to regular employment and/or skills training. It increasingly involves tracking, monitoring and advocacy. FÁS is responsible for the Community Training Centres programmes, as well as support and assistance to early school leavers to progress to jobs, education or other training options.

Significant Changes in the Operating Environment

There were no significant changes in the operating environment in the period under review.

Commentary on Measure-related progress

Early School Leavers/Community Training Centres (CTCs)

2005 was the first full year of implementation of the recent agreement between FÁS and Community Training Centres (CTCs), designed to enhance services and be more responsive to the needs of both early school leavers and of the labour market. Changes included the introduction of revised training hours and part-time, full-time and dispersed training options, new and revised training modules, assessment at the point of entry and the introduction of Individual Learning Plans. An IT-based Management Information System was introduced to facilitate feedback to participants and support the tracking of participants for at least six months after they leave the CTC. A Case Conferencing system was also introduced in all CTCs.

Significant reductions in trainee absenteeism and drop-out rates, with attendant improvements in trainee concentration and retention levels, have been attributed by many CTCs to the revised training modes and flexible contact hours.

Some 1,000 former CTC trainees are now in receipt of a new, structured, post-training tracking support. There is a considerable body of evidence that a greater number of trainees are now being catered for in a more holistic, flexible and effective way than heretofore -and all within existing resources. A more qualitative-focused and supportive monitoring system has been introduced to ensure that this progress will be enhanced further over the next two years.

All CTCs have introduced strategic and business planning as an ongoing management, administrative and operational feature, and all CTCs are working to an action plan, included in their Business Plan. The aim is to achieve and maintain the maximum utilisation of resources, including a 12:1 ratio of trainees to trainers (formerly 10:1) across all courses.

Historically, many CTCs implemented the Linked Work Experience (LWE) programme, which, as the name implies, integrates training in the CTC with relevant work experience. LWE has been popular with both trainees and employers and is now being introduced in CTCs not previously

offering it. All CTCs are in the process of adopting quality assurance and corporate governance procedures that will ensure provision of a quality service for all learners.

Progress in relation to physical indicators and targets

The number of early school leavers completing this Measure in 2005 was 2,434, of which 1,126 were female and 1,308 were male. Five hundred and fifty-one of there were in the BMW region (i.e. 23%) and the remainder (1,883) were from the S&E region.

Of those who completed their programme, 52% proceeded to employment, education or further training according to the follow-up survey. Females did much better on this indicator with 58% in one of these positive outcomes, whereas young males had a rate of 41%.

Participants on this Measure receive inputs on literacy. When asked about this in the follow-up survey, 49% stated that their programme had helped them with their literacy. Females were more positive in this regard

Monitoring Indicators (Annual Targets)														
Key Effectiveness Indicator		Number of completions												
Additional Measure Indicators		Region	Base Line 1999			Jan 2005 - Dec 2005			Mid Term Target (Cum 2000 - 2003)			Final Target (Cum 2000 - 2006)		
Indicator			M	F	T	M	F	T	M	F	T	M	F	T
Output														
01	Number of completions	BMW				276	275	551						
		SAE				1,032	851	1,883						
		NAT				1,308	1,126	2,434						
02	Number of completions with certification at the end of the course. (new indicator - past data not available)	BMW				98	131	229						
		SAE				441	365	806						
		NAT				539	496	1,035						
Result														
01	% of participants that proceed to employment, education or further training.	BMW				38%	32%	35%						
		SAE				41%	36%	39%						
		NAT			**	40%	35%	38%			40%			40%
Impact														
01	% of participants that proceed to employment, education or further training. **	BMW				41%	46%	45%						
		SAE				41%	63%	56%						
		NAT				41%	58%	52%						
02	% of participants who achieve a recognised improvement in their literacy and/or numeracy level (Survey) * (**)	BMW				22%	48%	39%						
		SAE				49%	55%	53%						
		NAT			*	40%	53%	49%			*			*

* Figure represents the percentage of participants in the Follow-Up Survey who indicated that their programme helped them with literacy.

** FÁS follow-up survey, refers to persons surveyed in 2004 who left FÁS programmes in 2003. This is the most up to date information.

Monitoring Indicators (Cumulative Targets)															
Key Effectiveness Indicator			Number of completions												
Additional Measure Indicators			Region	Base Line 1999			Jan 2000 - Dec 2005			Mid Term Target (Cum 2000 - 2003)			Final Target (Cum 2000 - 2006)		
				M	F	T	M	F	T	M	F	T	M	F	T
Indicator															
Output															
01	Number of completions	BMW			1,037	1,771	1,916	3,687			3,591			6,179	
		SAE			3,340	7,569	6,318	13,887			11,809			20,321	
		NAT	2,578	1,799	4,377	9,340	8,234	17,574	9,086	6,314	15,400	15,635	10,865	26,500	
02	Number of completions with certification at the end of the course. (new indicator - past data not available)	BMW			1,669	196	230	426							
		SAE			5,376	904	717	1,621							
		NAT	4,150	2,895	7,045	1,100	947	2,047							
Result															
01	% of participants that proceed to employment, education or further training. (follow-up survey)	BMW				47%	36%	41%							
		SAE				46%	44%	45%							
		NAT			**	47%	42%	44%			40%			40%	
Impact															
01	% of participants that proceed to employment, education or further training. **	BMW				41%	46%	45%							
		SAE				41%	63%	56%							
		NAT				41%	58%	52%							
02	% of participants who achieve a recognised improvement in their literacy and/or numeracy level (Survey) * (**)	BMW				22%	48%	39%							
		SAE				49%	55%	53%							
		NAT			*	40%	53%	49%			*			*	

* Figure represents the percentage of participants in the Follow-Up Survey who indicated that their programme helped them with literacy.

** FÁS follow-up survey, refers to persons surveyed in 2004 who left FÁS programmes in 2003. This is the most up to date information.

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Progress with regard to expenditure

Nationally, provisional actual expenditure on this measure in 2005 amounted to €31 million, comprised of €6.1 million in the BMW region and €24.9 million in the S&E region. Cumulatively, expenditure on the measure since 2000 amounted to €159.8 million.

Horizontal issues

Reported separately.

Compliance with EU and National policy

FÁS programmes contribute to the objectives of the National Development Plan, the Operational Programme for Employment and Human Resources Development and the European Employment Strategy, particularly with regard to the provision of services for early school leavers.

Publicity

All FÁS training centres, employment services offices as well as FÁS-funded community projects and CTCs exhibit signage acknowledging NDP and/or NDP/ESF funding, as appropriate. Promotional materials for services under this Measure also acknowledge funders. FÁS also makes regular contributions of case studies material about projects and activities to support the NDP publicity services.

North/South Cooperation

FÁS continued to manage the IFI's Wider Horizons Programmes, in association with the Department of Education and Learning.

Proposals for re-profiling of expenditure (where applicable)

No proposals

Proposals to amend Programme Complement (where applicable)

No proposals

Measure 11B - Early School Leaver Youthreach & Travellers

YOUTHREACH is the national response to the needs of unqualified early school leavers in Ireland. The programme is designed to offer two years integrated education, training and work experience for young people age 15-20 that have left school early without qualifications or incomplete qualifications or vocational training. The overall YOUTHREACH programme is administered jointly by the Department of Education and Science (DES) and the Department of Enterprise, Trade and Employment (D/ETE) and FÁS.

The Department of Education and Science element in this measure includes:

- delivery of YOUTHREACH in VEC out-of-school centres;
- delivery in a network of VEC Senior Traveller Training Centres.

VEC Senior Traveller Training Centres operate on the same basis as YOUTHREACH centres, but there is no upper age limit. Particular efforts are made to encourage Traveller parents into the centres because of the impact this can have on their children's schooling.

Significant Changes in the Operating Environment

Significant changes in the period January-December 2005 are as follows:

FETAC Quality Assurance

Following the publication of its policy on quality assurance (required under the Qualifications Act, 1999) FETAC began to accept applications from providers for registration through quality assurance agreements from January 31st 2005. While this requirement is also comprehended within the Youthreach/STTC Quality Framework Initiative, in general centres are applying through their home Vocational Education Committees. Co. Donegal VEC Adult Education Services, whose remit includes Youthreach and STTC programmes in the county, was among the first service providers to be recognised under FETAC's new regime in November 2005.

FETAC Levels 1 and 2

During 2005 FETAC initiated the development of awards at Levels 1 and 2 of the National Qualifications Framework. These will offer a mechanism to recognise achievement by learners at very low levels of ability or motivation and in particular will help in recognising '**distance travelled**'. These levels are likely to have an application in Youthreach and STTC settings.

Task Force on Student Behaviour in Second Level Schools

The Minister for Education and Science established a Task Force on Student Behaviour in Second Level Schools in February 2005. Visits to Centres for Education providing the Youthreach programme were amongst the activities undertaken by the Task Force which presented its final report in December 2005. The report strongly endorses the Youthreach approach and recommends that the centres be more closely integrated into the education system under the heading 'one system, two modes'. It also recommends that additional places and centres be established according to need.

The report may be downloaded from www.education.ie

Health Services Executive

The establishment of the Health Services Executive as the national delivery agency for health services represents a significant change as regards the delivery of health and welfare services to the target groups for both programmes. In particular, the remit of two divisions of the HSE (*Primary, Community and Continuing Care Services* and *Population Health*) will overlap those of the programmes.

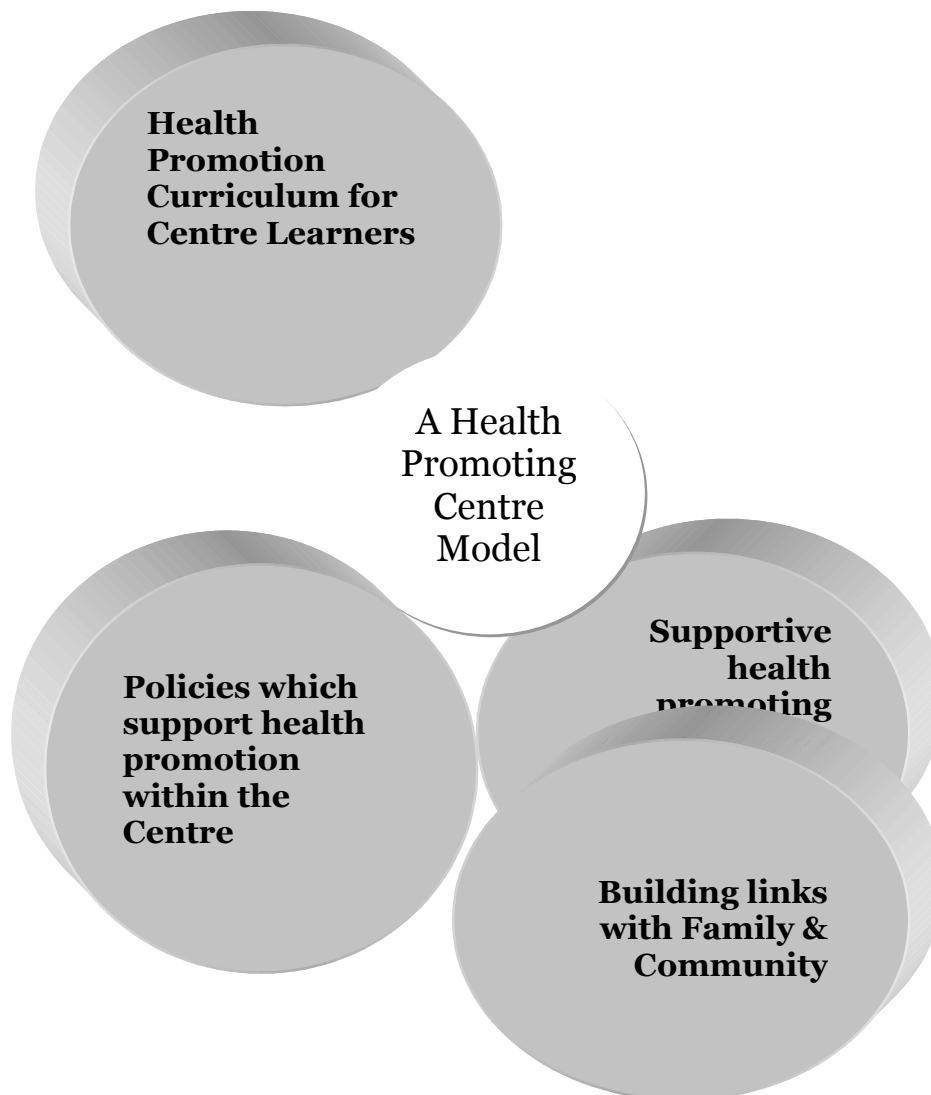
The National Co-Ordinators for Youthreach and Senior Traveller Training Centres have already been involved in joint activity on health promotion, with particular reference to challenging behaviour, including drug and alcohol abuse, sexual health, racism, suicide and Traveller health.

A joint initiative with the Health Service Executive (Midlands Health Board) sets out to structure this relationship with particular reference to

- Promoting centre SPHE plans and
- Training and supporting Youthreach and STTC staff to address given issues and behaviours.

Each Youthreach(6) and Senior Traveller Training Centre(7) within the midlands region of the Health Service Executive will develop a Health Promotion Strategy by end-May 2006. Within this strategy each Centre will outline a series of priorities and actions for implementation under the 4 distinct sections of the Health Promoting Centre Model. A number of Youthreach staff have completed the training.

The Health promoting model used and relevant five phases are set out below:-



Phase 1 Certification	Awarded upon completion of the Centre's Health Promotion Strategy
Phase 2 Certification	Awarded upon implementation of all Actions set out in the HP Strategy re Health Promotion Curriculum for Learners
Phase 3 Certification	Awarded upon implementation of all Actions set out in the HP Strategy re Policies which support health promotion within the Centre
Phase 4 Certification	Awarded upon implementation of all Actions set out in the HP Strategy re Supporting Health Promoting Environments in the Centre
Phase 5 Certification	Awarded upon implementation of all Actions set out in the HP Strategy re Building Links with Family & Community

The order or the timeframe in which each phase is implemented is not set. Centres move at their own pace and apply to be assessed / to present their achievements to the HSE when their work has been completed on each section of the HPC Model.

Training is intended to allow staff to:

- Reflect on personal knowledge and skills for working with groups;
- Examine learning styles;
- Develop an understanding of the stages of group development and what contributes to effective and ineffective groups;
- Explore the concept of adult learning and the characteristics of adult learners;
- Consider the importance of communication and listening skills in working with groups;
- Gain an understanding of leadership styles and the importance of leadership styles when working with groups;
- Understand the importance of managing change when working with groups;
- Develop a working knowledge of the features, skills required and challenges involved in presentation skills, training skills and facilitation skills;
- Participate in practical application sessions to practice skills in these key areas;
- Discuss practical strategies for dealing with difficult participants in groups;
- Evaluate the training block and reflect on learning gained.

The Equine Project - Partner countries: Ireland, The Netherlands, Hungary, Belgium and Spain and the Office of the National Co-ordinator for Senior Traveller Training Centres)

The aim of the Horsemen project is the development of one or more certified courses on horse care at FETAC level 3 (formerly Foundation Level) specifically geared towards Travellers and Roma. Two credits at level 3 will be awarded to successful students. Learners who successfully complete the course may expect to find work in the equine industry

This project allowed for programme design input from the target group, ie. the Travelling and Roma Communities; the programme is client-centred and was designed with their particular cultural needs in mind. The module reflects the shared experience of Roma and Travellers and also draws on their practical knowledge and experience.

This course has been piloted in Ireland, Spain and Hungary with the active support of the Vocational Training Centres, Roma and Travellers.

This project offered Roma and Travellers (and also Vocational Training Centres) the opportunity to become actively involved in the development of a course that acknowledges their experience and knowledge as an important source.



□ **Traveller
representative at
Horsemen meeting**

All phases of the project have now been completed. The development process also included direct consultation with the Roma community in Spain and Hungary, and Travellers in Ireland, having regard to their innate skills with horses.

It is also envisaged that this programme will act as a catalyst for Travellers and Roma people to engage in other education and training programmes at a later stage.

The module has been submitted to FETAC for approval. It is expected to be available for use in 2006.

Report with Recommendations for a Traveller Education Strategy

During 2005 work continued on the development of report with recommendations for a five-year Traveller Education Strategy. The work was carried out by a Joint Working Group consisting of representatives of the Advisory Committee on Traveller Education and the Educational Disadvantage Committee. The report maps out the way forward in relation to Traveller education, taking account of the complexity of issues involved, the history of provision and existing measures. It will mark out the challenges for the future and clearly identify ways to approach these challenges.

The report will be holistic and will seek to address all aspects of Traveller education on a lifelong learning basis i.e. from pre-school through to adult and continuing education provision. An in-depth consultation process involving Traveller organisations, Traveller parents and learners, teachers, teacher unions, management associations and others has taken place.

Specifically, the following areas have been examined:

- core values, principles and policy of inclusion
- context of Traveller Education in 2005
- Traveller Parents
- Pre-schools
- Primary
- Post-primary
- Further education
- Higher Education
- Other educational issues including youthwork, nomadism, disability, equality, data collection and the role of Traveller Organisations in education

The report sets out the following:

- overall objectives
- recommendations
- proposed plans of action for each recommendation
- a time scale
- expected outcomes
- suggested targets
- generic themes

It is expected that the report with recommendations for a Traveller Education Strategy will be presented to the Minister in mid-2006.

Expenditure Reviews of Youthreach and Senior Traveller Training Centres

The Department of Education and Science is carrying out a number of expenditure reviews including one on Youthreach and Senior Traveller Training Centres. Preparatory work for the review commenced in late 2005.

The aims of expenditure reviews are to

- provide a systematic analysis of what is being achieved by expenditure on each programme
- provide a basis on which more informed decisions can be made on priorities within and between expenditure programmes.

Terms of Reference: The terms of reference for the review are based on guidelines from the Department of Finance. A Steering Committee has been established to oversee the review. The committee includes representatives from Department of Education and Science and Youthreach and STTC National Co-ordinators. A representative from the Department of Enterprise, Trade and Employment is also on the group. The terms of reference are:

- Set out the original aims and objectives of the two programmes
- Determine if the aims and objectives are still valid and relevant in 2006 and if they are compatible with the overall strategy of the Department
- Define the outputs associated with the programmes and identify the level and trend of those outputs
- Evaluate the level and trend of costs and staffing resources associated with each programme and comment on the efficiency with which each programme has achieved its objectives
- Evaluate if the programmes are providing for the needs of the targeted groups and if the programmes' objectives have been achieved in an efficient and effective manner
- Evaluate the appropriateness of the educational provision in the programmes
- Identify gaps in provision – identify where improvements can be made – Are there alternatives that would be more efficient and effective and cater for the needs of the target groups?
- Provide potential future performance indicators that might better monitor the performance of the programmes for the learners, for the staff, for Department of Education and Science, for Department of Finance and for future ERIs
- Provide recommendations for the future, and in particular recommend if the programmes – current or adapted – warrant the continued allocation of public funding on a current and ongoing basis.

Next Steps: Work has already begun on the preparation of background information and data. It is expected to have the review completed by the Autumn 2006.

Commentary on Measure-related progress

Youthreach Guidance, Counselling and Psychological services

A sum of €1.1m was allocated in 2005 for guidance, counselling and psychological services. Centres use this budget to prioritise from a spectrum of needs ranging from initial orientation and guidance and vocational information to psychological services.

For this service a National Co-ordinator has been appointed from NEPS (National Educational Psychological Service) whose function is to:

- Develop guidelines for centres on the guidance, counselling and psychological services
- Advice on the delivery of guidance, counselling and psychological services locally
- Co-ordinate a programme of continuing professional development for trainers in front line counselling skills, initial assessment, vocational guidance, feedback, mentoring and progression
- Disseminate models of good practice on an ongoing basis
- Advise, monitor and report on the effectiveness of guidance, counselling and psychological services.

The National Co-ordinator is delivering a programme of professional training for trainers in individual assessment, educational planning, guidance, review and mentoring, developing and disseminating materials supporting good practice in these areas for staff in centres and advising the Department on future responses in relation to students with special educational needs attending Youthreach centres.

Quality Framework Initiative

The implementation of the Youthreach Quality Framework Initiative moved from pilot phase to national roll-out. A number of regional information sessions took place during October 2005 for those centres participating in the Centre Development Planning (CDP) process in 2005. Representatives of centre staff and management participated.

By the end-2005 57 centres had started to engage in QFI (26 STTCs and 31 Youthreach). A moratorium was placed on participation by Youthreach centres pending acceptance (by staff and staff side union) of a productivity agreement, which incorporated cooperation with the QFI. This was accepted in October 2005 and centres have been included in plans for 2006 accordingly.

The Quality Framework rests on four pillars, Quality Standards, Centre Development Planning (CDP), Internal Centre Evaluation (ICE) and external Evaluation. A five-year rolling cycle is envisaged, comprising 1xCDP and 4 xICE.

External Evaluation: The National Coordinators met with the Inspectorate of the Department of Education and Science and contributed to the training programme for the team of Inspectors mandated to conduct the external evaluation of Youthreach. This training took place in November 2005. The Inspectors also developed their evaluation instrument. The first visits to Centres were agreed for the first quarter of 2006.

Progress in relation to physical indicators and targets

Measure/Sub-Measure: Early School Leavers - Senior Traveller Training Centres			
Indicator Used: Enrolment - 30 December 2005, classified by sex			
Region	Total	Gender break-down (where appropriate)	
		Male	Female
<i>Border Region</i>	77	13	64
<i>0 Midland Region</i>	170	38	132
<i>1 West Region</i>	300	47	253
2 BMW Total	547	98	449
3 South East Region	61	10	51
4 Mid East Region	91	23	68
5 Dublin Region	131	10	121
6 South West Region	141	6	135
7 Mid West Region	127	39	88
8 SAE Total	551	88	463
9 National (BMW + SAE)	1098	186	912

Measure/Sub-Measure: Early School Leavers - Senior Traveller Training Centres	
Indicator Used: % of trainees on TTC courses progressing to full-time employment/education/training	49%

Measure/Sub-Measure: Early School Leavers – Youthreach Centres			
Indicator Used: Enrolment - 30 December 2005 classified by sex			
Region	Total	Gender break-down (where appropriate)	
		Male	Female
<i>Border Region</i>	369	197	172
<i>0 Midland Region</i>	155	64	91
<i>West Region</i>	265	138	127
BMW Total	789	399	390
<i>South East Region</i>	251	130	121
<i>Mid East Region</i>	295	150	145
<i>Dublin Region</i>	771	331	440
<i>South West Region</i>	360	185	175
<i>Mid West Region</i>	273	126	147
SAE Total	1950	922	1028
National (BMW + SAE)	2739	1321	1418

Measure/Sub-Measure: Early School Leavers – Youthreach Centres	
Indicator Used: % of trainees on Youthreach progressing to full-time employment/education/training	72%

Progress with regard to expenditure

Table 1 – Expenditure for January – December 2005

EHRD-OP €m	% of Measure Forecast	Total Prog spend	Total co- financed (CSF expend)	EU Structural Funds	National Public Cofinanced	Private Co-financed	Public Non- Cofinanced
		<i>C1</i>	<i>C3</i>	<i>c5</i>	<i>C10</i>	<i>c14</i>	<i>c25</i>
BMW Expend in 2005	70%	23.290	23.290	17.467	5.823	0.000	0.000
SAE Expend in 2005	107%	42.196	42.196	21.098	21.098	0.000	0.000
Nat Expend in 2005	90%	65.486	65.486	38.565	26.921	0.000	0.000

Table 2 – Cumulative expenditure from January 2000 to December 2005

EHRD-OP €m	% of Measure Forecast	Total Prog spend	Total co- financed (CSF expend)	EU Structural Funds	National Public Cofinanced	Private Co-financed	Public Non- Cofinanced
		<i>C1</i>	<i>C3</i>	<i>c5</i>	<i>C10</i>	<i>c14</i>	<i>c25</i>
BMW Expenditure Jan 2000– Dec. 2005	90%	113.075	101.504	76.128	25.377	0.000	11.571
SAE Expenditure Jan 2000– Dec. 2005	106%	208.878	165.884	82.942	82.942	0.000	42.994
Nat Expenditure Jan 2000 – Dec. 2005	100%	321.953	267.388	159.059	108.319	0.000	54.565

Horizontal Issues

Report on the relevant Horizontal Principle(s) will be provided for the Spring 2006 Monitoring Committee meeting in accordance with Monitoring Committee reporting requirements.

Compliance with EU and National policy

It is the policy of the Department of Education and Science to comply with all EU regulations in relation to procurement, state aids, etc.

Publicity

Information leaflets and posters are widely circulated on the YOUTHREACH and Senior Traveller Training Centre programmes, which include acknowledgement of ESF funding and the EU and NDP logos. Local centres have established referral networks which link the services extensively with other agencies. The national co-ordinator's office has worked in partnership with the NDP Information Unit's Local Media Campaign highlighting and explaining the implementation of the NDP at a county/local level.

North/South Cooperation

The National Coordinators of Youthreach and the Senior Traveller Training Centres are part of an 'implementation sub-committee' established by the cross-border body the North-South Education Forum. A number of reports have been published by the NSEF including a survey of the training needs of staff in Youthreach and Senior Traveller Training Centres.

Guidance has been highlighted as an area for joint co-operation and initial meetings with Northern interests have been held. Good practice and experience under the University for Industry Learn Direct initiative is being shared.

Proposals for re-profiling of expenditure (where applicable)

None

Proposals to amend Programme Complement (where applicable)

None

Measure 13: Skills Training for Unemployed and Redundant Workers:

Under this Measure, FÁS delivered a wide range of skills training courses through its network of training centres and through contracted training providers.

Courses and programmes were designed to mobilise all potential sources of labour supply and enhance its quality in order to address skills and labour shortages across the economy as a whole and increase the prospects of trainees returning to employment.

Significant Changes in the Operating Environment

There were no significant changes in the operating environment in the period under review.

Commentary on Measure-related progress

FÁS delivered a wide range of skills training courses through our network of training centres and contracted training providers. The courses concentrate on high level technical skills and soft skills (e.g. communications, team-working, career planning and the development of specific competences.) Participants were out of work for varying lengths of time, wanted to change jobs, had completed senior cycle education some time previously or progressed from Foundation Courses, Return to Work or Labour Market Engagement and Guidance Programmes. Courses and programmes addressed skills and labour shortages across the economy as a whole and increased the prospects of trainees gaining or returning to employment.

FÁS improved the content, range and flexibility of its skills training programmes through a series of initiatives, including a review with key stakeholders of twenty-four Specific Skills Training (SST) courses and Bridging programmes. More part-time training options were made available together with a wider range of Evening Courses on offer throughout the year. Following an evaluation and review process, the following SST courses were approved for inclusion in the National Course Database:

<i>SST courses approved for inclusion in the National Course Database in 2005</i>	
Electronic Manufacturing Skills	Fashion Cutting and Technical Skills
Customer Care and IT Skills	Injection Moulding Setter
Internet Security Management	Computer Aided Draughting and Design
Enterprise Development	Pharmacy Sales
Computer and Payroll Skills	Teleservices - English Language
Hedge Fund Administration Diploma	Multimedia Training
Linux Administration	Networks and Windows 2003 Server
Web Design (CIW)	Sound Engineering
COBOL Mainframe Programming	Chemical Process Plant Operator
Technical Sales and Customer Care Professional	Assessing Business Opportunities – (Part Time Course)

The outcomes from SST courses included progression to employment in the occupational field of choice or to further and higher education/training and achievement of recognised certification in the National Qualifications Framework.

It is FÁS policy that all FÁS Training Centres should obtain a recognised quality standard. A number of Training Centres have had such standards for many years. By year-end, the ISO and Q Mark were awarded to, or retained by, the following FÁS Training Centres:

Cork, Dundalk, Waterford/Wexford, Limerick, Shannon, Galway/Ballina, Letterkenny/Gweedore, City Centre (Dublin), Finglas, Baldoyle, Loughlinstown, Athlone and Sligo.

Progress in relation to physical indicators and targets

A total of 9,812 persons completed training under this Measure in 2005, compared with 7,513 completions in 2004. Females comprised almost 66% of throughput in 2005, compared with 64% of throughput in 2004. This partly reflects the fact that the Measure includes the Return to Work training programmes which are, of course, nearly exclusively female.

In respect of the two regions, 7,166 trainees (of which 63% was female and 27% male) were trained in the S&E region, compared with 2,646 (of which almost 73% was female and 27% male) in the BMW region.

Overall, 75% of trainees were in employment, training or further education at the time of the follow-up survey, compared with 73% in 2004.

In both Regions, trainees achieved good outcomes in general according to the Follow-Up Survey results. In the S&E region, 76% of females and 72% of males achieved one of these positive outcomes, compared with 74% females and 79% males in the BMW Region.

The other Impact Indicator is satisfaction of trainees. This was very positive with 86% of trainees expressing satisfaction with their training overall.

Monitoring Indicators (Annual Targets)															
Key Effectiveness Indicator		% in employment or further education/training at time of follow up survey													
Additional Measure Indicators			Region	Base Line 1999			Jan 2005 - Dec 2005			Mid Term Target (Cum 2000 - 2003)			Final Target (Cum 2000 - 2006)		
Indicator				M	F	T	M	F	T	M	F	T	M	F	T
Output															
01	Number completing training during the year	BMW				719	1,927	2,646							
		SAE				2,632	4,534	7,166							
		NAT				3,351	6,461	9,812							
Result															
01	Placement % at end of course.	BMW				37%	30%	32%							
		SAE				38%	35%	36%							
		NAT				37%	33%	35%							
02	No. of completions with certification at end of course	BMW				374	914	1,288							
		SAE				1,367	2,466	3,833							
		NAT				1,741	3,380	5,121							
Impact															
01	% in employment or further education/ training at time of follow-up survey (Annual Follow-Up Survey.)* (**)	BMW				79%	74%	76%							
		SAE				72%	76%	74%							
		NAT			75%	75%	75%	75%		80%			80%		
02	Satisfaction of trainees with programme. (Annual Follow-Up Survey.)* (**)	BMW				87%	90%	89%							
		SAE				74%	93%	85%							
		NAT			n/a	78%	92%	86%		85%			90%		

* FÁS follow-up survey, refers to persons surveyed in 2004 who left FÁS programmes in 2003. This is the most up to date information.

** These figures indicate the annual % level.

Monitoring Indicators (Cumulative Targets)															
Key Effectiveness Indicator		% in employment or further education/training at time of follow up survey													
Additional Measure Indicators			Region	Base Line 1999			Jan 2000 - Dec 2005			Mid Term Target (Cum 2000 - 2003)			Final Target (Cum 2000 - 2006)		
Indicator				M	F	T	M	F	T	M	F	T	M	F	T
Output															
01	Number completing training during the year	BMW			3,462	5,270	11,281	16,551			5,000			8,750	
		SAE			10,211	20,262	30,075	50,337			15,000			26,250	
		NAT	5,748	7,925	13,673	25,532	41,356	66,888	8,400	11,600	20,000	14,700	20,300	35,000	
Result															
01	Placement % at end of course.	BMW				43%	44%	44%							
		SAE				50%	50%	50%							
		NAT	n/a	n/a	n/a	48%	49%	48%			75%			75%	
02	No. of completions with certification at end of course.	BMW				2,481	5,088	7,569							
		SAE				9,887	15,506	25,393							
		NAT	n/a	n/a	n/a	12,368	20,594	32,962			15,000			26,250	
Impact															
01	% in employment or further education/ training at time of follow-up survey (Annual Follow-Up Survey.)* (**)	BMW				79%	74%	76%							
		SAE				72%	76%	74%							
		NAT			75%	75%	75%	75%			80%			80%	
02	Satisfaction of trainees with programme. (Annual Follow-Up Survey.)* (**)	BMW				87%	90%	89%							
		SAE				74%	93%	85%							
		NAT			n/a	78%	92%	86%			85%			90%	

* FAS follow-up survey, refers to persons surveyed in 2004 who left FAS programmes in 2003. This is the most up to date information.

** These figures indicate the annual % level.

Progress with regard to expenditure

Nationally, provisional actual expenditure on this measure in 2005 amounted to €85.773 million, comprised of €22.34 million in the BMW region and €63.433 million in the S&E region.

Cumulatively, expenditure on the measure since 2000 amounted to €497.928 million.

Horizontal issues

See Horizontal Report.

Compliance with EU and National policy

All activities in the period complied with national and EU policies regarding the implementation of the National Employment Action Plan and the European Employment Strategy.

Publicity

Brochures, letterheads and other documentation related to this Measure complied with Information and Publicity requirements.

North/South Cooperation

The FÁS Training Centre in Letterkenny co-operated with the North-West Institute of Further and Higher Education in Derry to invest in a new specially-equipped centre for teleservices training in Letterkenny and Derry. Both centres have run training courses. A joint programme of training in computer games development was developed and is now being run in the North-West Institute with trainees from both North and South.

FÁS and the DEL agreed to commence a new project (Developing Workforce Capability) on a cross-border basis, with Interreg funding. The new project is targeted at workers who have been made redundant or threatened with redundancy. It will involve career guidance, coaching and skills training to prepare workers to meet new skills requirements as identified by the industrial development agencies. The aim is to support a total of 240 workers over a two-and-a-half year period.

Trainees from the Dundalk area received technical computer training in the Spring Vale centre (BelFÁS). Northern Ireland Electricity Power Train and FÁS co-operated to train electrical linesmen, from the South, who received their training in Northern Ireland to agreed, recognised standards.

Proposals for re-profiling of expenditure (where applicable)

A Programme Complement Modification Request has been submitted regarding this Measure.

Proposals to amend Programme Complements (where applicable)

A Programme Complement Modification Request has been submitted regarding this Measure.

Measure 14A - Apprenticeship/Traineeship

The Apprenticeship programme provides the necessary national standards of skills training and qualifications in the key crafts and occupations required by the Irish economy. The programme provides relevant high-quality training, in co-operation with the social partners, to meet the needs of individuals and employers.

Traineeships are developed in consultation with the relevant social partners in each of the occupations concerned to ensure that the skills and competences developed are in line with the new and emerging skill needs of the workplace. They provide both on and off the job training leading to recognized qualifications and occupational routes for progression through identified career paths.

Significant Changes in the Operating Environment

There were no significant changes in the operating environment in the period under review.

- **Commentary on Measure-related progress**

Apprenticeship Report

2005 saw the highest number of new apprentice registrations ever recorded in Ireland, with a total of 8,304 young persons registering with FÁS - representing an increase of 1% on the 2004 registration figure. At the end of 2005 there were a total of 28,600 registered apprentices in the country. These apprentices were employed across twenty-six designated trades in 10,700 companies.

Table1: Apprentice Registration 1996-2005

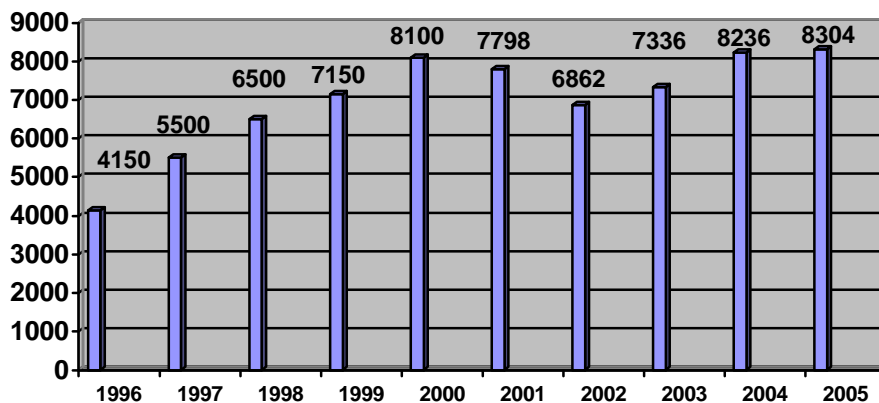


Table 2 below shows the number apprentices that registered with FÁS in 2005, by specific trade.

Table 2
Number of Registered Apprentices by Trade

Designated Trade	
Agricultural Mechanic	51
Aircraft Mechanic	33
Brick & Stonelayer	599
Cabinet Maker	179
Carpenter & Joiner	2,124
Construction Plant Fitter	103
Electrician	2,159
Electrician Instrumentation	39
Fitter	166
Floor/Wall Tiler	41
Heavy Vehicle Mechanic	136
Instrumentation	19
Metal Fabricator	199
Motor Mechanic	453
Painter & Decorator	149
Plasterer	278
Plumber	1,251
Printer	10
Refrigeration & Air Conditioning	88
Sheet Metalwork	67
Toolmaker	34
Vehicle Body Repair	111
Wood Machinist	15
Total	8,304

In response to the continuing increase in Apprentice registrations in some trades, an additional twenty-six Phase 2 courses were provided by FÁS. The Institutes of Technology also provided additional provision and a suite of summer courses in 2005.

Following an examination of the Standards Based Apprenticeship system the National Apprenticeship Advisory Committee (NAAC) approved technical amendments to sixteen curricula. The approved technical amendments for the remaining curricula will be finalised in 2006.

By the end of 2005, FÁS had finalised the revised curricula for the trades of Carpentry and Joinery, Construction Plant Fitting, Electrical, Motor Mechanic and Plumbing. The revised curricula will be phased-in during 2006. Arising from the apprenticeship review process, FÁS commissioned the development of a common *Environmental Awareness* module for all apprentice courses.

Apprentices are deemed to be qualified when they have successfully completed all of the on and off-the-job phases of their apprenticeship, and demonstrated the qualifying workplace standards throughout their apprenticeship. In recognition of this achievement, a FETAC

Advanced Certificate (previously called the National Craft Certificate), is awarded to successful apprentices by the Further Education and Training Award Council (FETAC).

In 2005 4,948 graduating apprentices (4,921 males and 27 females) were awarded the FETAC Advanced Certificate in 2005. Table 3 below shows the number of FETAC Advanced Certificates awarded in 2005 by trade category.

Table 3-FETAC Advanced Certificates awarded by Trade in 2005

Trade	Total
Agricultural Mechanic	45
Aircraft Mechanic	68
Bookbinding	3
Bricklaying	259
Cabinetmaking	161
Carpentry & Joinery	999
Construction Plant Fitting	85
Electrical	1515
Electrical Instrumentation	33
Fitting	257
Floor & Wall Tiling	16
Heavy Vehicle Mechanic	100
Instrumentation	27
Metal Fabrication	153
Motor Mechanic	324
Network Technician	1
Origination	5
Painting & Decorating	80
Plastering	51
Plumbing	474
Printing	13
Refrigeration & Air Conditioning	70
Sheet Metalwork	60
Toolmaking	69
Vehicle Body Repair	51
Wood Machining	29
Total	4,948

A twenty strong team of Irish apprentices scored highly against the best in the industrialised world at the 2005 World Skills Competition held in Finland. After four days of intensive and pressurised examination in Helsinki, the Irish team was ranked seventh in the world, coming home with three Gold, one Silver and one Bronze medal, as well as nine Certificates of Distinction, thus improving on the results in Switzerland in 2003. The team and individual scores show that the skills of Irish apprentices are comparable with those from the leading industrial nations.

This international showcase for trades was attended by almost 180,000 visitors with over 630 apprentices competing from 43 countries around the world. Inter-agency preparation of the Irish team for Helsinki took place in co-operation with the Department of Education and Science, Fáilte Ireland, the IVEA and the Dublin and regional Institutes of Technology.

During 2005, the NAAC, together with the FÁS Executive, engaged in a series of workshops to formalise a structure and process for the designation of apprenticeships in current, new and emerging occupations. Following consultation with representatives of the relevant sectors, FÁS proposed apprenticeship curricula for the occupations of *Industrial Insulation*, *Environmental Stone work*, *Electronic Security Systems*, *Jewellery and Farriery*. Other occupations examined for potential apprenticeships included *Hairdressing*, *Structured Cabling and Pipe Fitting*.

Traineeship Report

A schedule of systematic course reviews was undertaken involving course participants, instructors, external trainers, employers and regulatory bodies. The aim was to ensure that the training objectives and curricula of Traineeships reflected the current market needs, and that they provided skills training appropriate to the needs of trainees and employers. The review process resulted in the development of new Traineeships and the updating of existing Traineeships.

New Traineeships piloted in 2005

- *Dental Assistants*, implemented in Limerick in conjunction with the Irish Dental Council
- *Forestry Operatives*, implemented in Athlone in conjunction with Coillte and the Irish Forestry Contractors Association
- *Telecommunications Installers*, implemented in Limerick in conjunction with Chorus, NTL, USP and ICL
- *Trainee Jockeys* and *Racing Grooms*, based on the Curragh and developed in association with Irish Racehorse Trainers Association, the Turf Club and RACE.

Traineeships reviewed in 2005

- *Financial Adviser Assistant*, in conjunction with the Professional Insurance Brokers Association (PIBA).
- *Equestrian Instructor Levels 1 and 2*, with the Association of Irish Riding Establishments (AIRE)
- *Auto-turner Operator/Setter*, in conjunction with Machine Turned Parts Association representatives.
- *Childcare Practitioner*, in conjunction with Barnardos, Health Boards and HSE representatives
- *Healthcare Assistant*, in association with the HSE and Health Boards' representatives

Reviews of the *Legal Secretary* and *Computer and Communications Technician* Traineeships commenced in late 2005 and will continue as part of the 2006 schedule of reviews

The Traineeship Programme continued the pattern of recent years of attracting more female than male participants. Females comprised 71% of those who started Traineeships in 2005. Occupations such as Childcare Practitioner, Healthcare Assistant and Beauty Therapist, which are among the most popular Traineeships, attract female participants predominately. Traineeships offer employment, career advancement and certification prospects to many who have not had the benefit of formal education, certification and career opportunities.

FÁS worked with the newly-appointed statutory Private Security Authority (PSA) to assist in implementing new licensing standards for the sector. This included the development of two stand-alone FETAC-certified modules; *Security Guarding* and *Door Security Procedures*. These modules will be piloted in 2006.

A new *Environmental Awareness* learning module was developed for inclusion in the existing Supply Chain Logistics Traineeship - in response to course review and feedback from employers. FÁS also co-operated with the Heritage Council, the Office of Public Works and

the Department of the Environment to develop a training scheme to address a shortage of skilled thatchers.

Progress in relation to physical indicators and targets

As noted above, apprenticeship numbers were at record levels in 2005. In addition, 1,979 persons completed Traineeships in 2005. This was an increase of 300 compared to 2004. 1,421 females (72%) and 588 males (28%) completed Traineeships in the period.

According to the latest Follow-Up Survey, 69% of Traineeship completers were in employment at the time of the survey. This very good performance was achieved in both the BMW region (68%) and the S&E region (70%).

Monitoring Indicators (Annual Targets)															
Key Effectiveness Indicator			Number of Apprentices awarded National Craft certificates												
Additional Measure Indicators			Region	Base Line 1999			Jan 2005 - Dec 2005			Mid Term Target (Cum 2000 - 2003)			Final Target (Cum 2000 - 2006)		
Indicator				M	F	T	M	F	T	M	F	T	M	F	T
Output															
01	Number of Apprentices completing phase 2 training in FÁS.		BMW				1,640	7	1,647						
			SAE				4,814	22	4,836						
			NAT				6,454	29	6,483						
02	Number of persons completing Traineeship during year.(FÁS Annual)		BMW				230	505	735						
			SAE				328	916	1,244						
			NAT				558	1,421	1,979						
03	Number of Agreed National Frameworks for Traineeship (with Social Partners) in particular sectors or groups of occupations.(FÁS Annual)		BMW												
			SAE												
			NAT						28						
Result															
01	Balanced intake into Traineeships across educational, age and gender criteria. (% LTU, over25 & ESL)* **		BMW				63%	62%	63%						
			SAE				56%	65%	62%						
			NAT				58%	64%	62%						
02	Number of Apprentices awarded National Craft Certificates		BMW						-						
			SAE						-						
			NAT				4,921	27	4,948						
03	Placement at end of Traineeship Programme.(FÁS Annual%) **		BMW				46%	34%	37%						
			SAE				72%	40%	50%						
			NAT				61%	38%	44%						
04	% of Traineeship completions achieving Certification.(FÁS Annual%) **		BMW				14%	34%	29%						
			SAE				85%	40%	53%						
			NAT				56%	37%	43%						
Impact															
01	% of Traineeship in employment at time of follow up survey***		BMW				75%	65%	68%						
			SAE				68%	72%	70%						
			NAT	86%	73%	80%	70%	68%	69%			80%			80%

* % of starters on Traineeships who were either long-term unemployed, early school leavers or aged over 25.

** These figures indicate the annual % level.

*** FÁS follow-up survey, refers to persons surveyed in 2004 who left FÁS programmes in 2003. This is the most up to date information.

Monitoring Indicators (Cumulative Targets)															
Key Effectiveness Indicator			Number of Apprentices awarded National Craft certificates												
Additional Measure Indicators			Region	Base Line 1999			Jan 2000 - Dec 2005			Mid Term Target (Cum 2000 - 2003)			Final Target (Cum 2000 - 2006)		
Indicator				M	F	T	M	F	T	M	F	T	M	F	T
Output															
01	Number of Apprentices completing phase 2 training in FÁS.	BMW			n/a	9,155	27	9,182			6,785			12,650	
		SAE			n/a	30,110	127	30,237			22,715			42,350	
		NAT	5,037	29	5,066	39,265	154	39,419	29,000	500	29,500	53,475	1,525	55,000	
02	No. of persons completing Traineeship during year.(FÁS Annual)	BMW			610	1,478	2,304	3,782			3,500			9,963	
		SAE			1,134	2,528	3,276	5,804			6,500			14,787	
		NAT	942	802	1,744	4,006	5,580	9,586	5,000	5,000	10,000	11,375	11,375	22,750	
03	Number of Agreed National Frameworks for Traineeship (with Social Partners) in particular sectors or groups of occupations.(FÁS Annual)	BMW													
		SAE													
		NAT			3			66			15			20	
Result															
01	Balanced intake into Traineeships across educational, age and gender criteria. (% LTU, over25 & ESL)*	BMW				51%	61%	57%							
		SAE				53%	63%	59%							
		NAT			n/a	52%	62%	59%			50%			50%	
02	Number of Apprentices awarded National Craft Certificates	BMW			n/a										
		SAE			n/a										
		NAT	2,184	9	2,193			15,600			16,800			36,300	
03	Placement at end of Traineeship Programme.	BMW				67%	57%	61%							
		SAE				67%	60%	63%							
		NAT	75%	79%	77%	67%	59%	62%			80%			80%	
04	% of Traineeship completions achieving Certification.	BMW			n/a	67%	60%	63%							
		SAE			n/a	58%	49%	53%							
		NAT	n/a	n/a	n/a	62%	54%	57%			70%			78%	
Impact															
01	% of Traineeship in employment at time of follow up survey**	BMW				75%	65%	68%							
		SAE				68%	72%	70%							
		NAT	86%	73%	80%	70%	68%	69%			80%			80%	

* % of starters on Traineeships who were either long-term unemployed, early school leavers or aged over 25.

** FÁS follow-up survey, refers to persons surveyed in 2004 who left FÁS programmes in 2003. This is the most up to date information.

Progress with regard to expenditure

Nationally, provisional actual expenditure on this measure in 2005 amounted to €159.5 million, comprised of €46.5 million in the BMW region and €113.0 million in the S&E region. Cumulatively, expenditure on the measure since 2000 amounted to €812.2 million.

Horizontal issues

See Horizontal Report

Compliance with EU and National policy

FÁS programmes contribute to the objectives of the National Development Plan, the Operational Programme for Employment and Human Resources Development and the European Employment Strategy.

Publicity

All FÁS training centres, employment services offices as well as FÁS-funded community projects and CTCs exhibit signage acknowledging NDP and/or NDP/ESF funding, as appropriate. Promotional materials for services under this Measure also acknowledge funders.

North/South Cooperation

No specific projects in the period.

Proposals for re-profiling of expenditure (where applicable)

A *Programme Complement Modification Request* has been submitted regarding the Traineeship component of this Measure.

Proposals to amend Programme Complements (where applicable)

A *Programme Complement Modification Request* has been submitted regarding the Traineeship component of this Measure.

Entrepreneurship Priority

Measure: 18A In-Company Training-FÁS

FÁS actions under this Measure aim to enhance the productivity and competitiveness of Irish companies in selected sectors through the provision of advice and assistance to companies in identifying and meeting their HRD needs. It also up-skills the workforce in companies, so increasing national competitiveness and individual career success. Activities include the analysis of sectoral training needs and the implementation of programmes to meet these needs, as well as the promotion of the 'Excellence through People' scheme to improve the ability of companies to identify and plan their training needs.

Another key activity has been the implementation of a wide range of environment-related courses to respond to new and emerging legislative requirements.

Significant Changes in the Operating Environment

The allocation of an additional €27 million by the Government in 2005 to FÁS for training of employed persons paved the way for a major expansion of FÁS activity in the area. This reflected the policy emphasis of Government to give greater attention to the needs of the existing workforce in the context of Ireland's move to a higher-skilled, knowledge-based, economy. It also responded to the Enterprise Strategy Group's recommendation to establish a 'One Step Up' initiative to help the workforce develop the skills to move up the qualification ladder.

FÁS expanded the Competency Development Programme (CDP) in size and scope and a new approach involving working with other major organisations was introduced. In addition, a Basic Workplace Education (BWE) programme was started to meet the basic skills needs, including literacy, of employed persons. Both the CDP and the BWE are designed to increase the range and accessibility of training for companies and employees alike.

Commentary on Measure-related progress

The Competency Development Programme (CDP)

The CDP encourages the training of employed persons by subsidising the cost of approved training courses. It is available to employees of companies across the private sector and covers a large number of different types of skills including management, ICT, technical up-skilling and basic skills. Courses are available both during the day and the evening and most courses lead to recognised certification. Courses must provide transferable skills, not just ones specific to a particular company. As part of the Government's support to the less-developed regions of Ireland, a higher level of subsidy is given to courses that take place in the BMW region.

A major programme of consultation with external agencies to identify skill needs and possible approaches to meeting them, coupled with a review of the range of existing reports on skill needs, including those from FÁS sectoral committees and the Expert Group on Future Skill Needs and discussions at local level, resulted in the establishment of a set of skill areas and training needs that would be eligible for support under the CDP.

FÁS worked in close collaboration with other major organisations in developing and delivering the programme. An *expression of interest* notice was placed in the daily newspapers in March 2005 and suitable organisations were asked to make formal tender submissions. Of the tenders received, fifteen were approved in principle by the FÁS Board in September 2005. These projects will, if fully realised, train almost 19,000 employees at a cost of €20 million. The training falls into four broad categories:

- Basic skills provision, specifically targeted at low-skilled employees
- Occupational-specific up-skilling for operative/technical staff in particular sectors (e.g. engineering, motor, food)
- Functional/general management training for managers, including owner managers in SMEs
- Entrepreneurial development

Typically, projects will be funded to the extent of 60% - 70% of the cost.

An exhibition and launch of the FÁS programmes, and their links to the *One Step Up* initiative, took place in the Royal Hospital, Kilmainham on September 15th 2005.

The Workplace Basic Education Fund (WBE)

In Budget 2005, the Government allocated €2 million for a WBE Fund. FÁS is responsible for the management of the fund, which it operates in association with the National Association for Literacy Advancement (NALA). Basic education is defined as reading, writing, listening and speaking, numeracy and using everyday technology to communicate and handle information. It includes not just the technical skills of communication: it encompasses personal, social and economic dimensions. The new project is overseen by a National Steering Group comprising FÁS, the Department of Education and Science (IVEA), NALA, ICTU, SFA, ISME and the CIF.

A range of eight suitable programmes were developed in 2005, co-ordinators were appointed in each FÁS region and promotional activities were undertaken. Training was principally delivered by ICTU and the VECs. Despite the fact that the programme was only established in 2005, by year-end 681 persons had registered for participation and this number will expand further in 2006.

Excellence Through People (ETP)

Following a detailed review, a revised three-level ETP standard was developed and introduced in 2005. The revised standards (Platinum, Gold and Standard) reflect the latest developments in human resources development. In the first quarter of 2005, the first organisations were accredited against the revised standard and, by year-end; ten organisations had received accreditation, including four who had achieved gold status and four who had achieved the platinum award.

The number of organisations with ETP rose from 437 at the end of 2004 to 588 at the end of 2005. These organisations employ approximately 134,500 people, representing approximately 7% of the national workforce.

Construction/Environmental Management

FÁS continued to organise and co-ordinate a wide range of environment-related courses to ensure the provision of environmental training in line with legislative requirements. These courses provide the expertise required for managing the environment, improving environmental quality standards and raising standards of Health, Safety and Welfare across the Irish economy. In 2005, over 3,500 people participated in the following environment-related courses:

Waste Management Programme	180
Waste Water Treatment Plant Operation Programme	16
Water Protection & Nutrient Management Planning	28
Construction & Demolition Waste Management	56
Environmental Management Systems Programme	22
Waster Facilities Operative Training	64
Site Suitability Assessment Training	126
Building Control	64
Road Workers Programmes	3227
EU Emissions Training	21

In respect of the Construction Industry, in general, FÁS continued to play a major role in administering Safe Pass and the Construction Skills Certification Scheme (CSCS). During the year 113,000 Safe Pass and 16,000 CSCS cards were issued. FÁS continued to assure the quality of training and certification under these schemes by producing new operations manuals, providing workshops for Approved Training Organisations and implementing the Development of Trainer/Assessor Assessment Programme. The new Safe Pass Training Programme was reviewed, updated and implemented through the Safe Pass Tutor Network. In relation to the CSCS programme, a number of issues were addressed, including the training of Assessors/Verifiers, FETAC requirements and legal issues. Action was also put in place to protect the integrity of CSCS awards issued by FETAC.

Sectoral Training Initiatives

FÁS ran a wide range of programmes to meet identified sectoral needs, many of which were run in conjunction with relevant industry/sectoral organisations and other State agencies such as Enterprise Ireland. Some of the wide range of programmes supported in 2005 included:

- 250 participants trained on Logistics programmes.
- A new training programme on Software Process Improvement commenced.
- A pilot programme for warehousing operatives commenced in November.
- Ten persons were placed, with FÁS funding, in the design area in the clothing sector.
- 30 scholarships were awarded to employees within the engineering industry, to pursue study at levels ranging from National Certificate to PhD.
- 80 programmes for the Film, TV and Digital industry were completed during the year.
- A Beef De-boning and Trimming Programme was finalised, published and rolled-out to the industry.
- A National Training Plan for the motor industry was launched in March 2005 which included a number of initiatives such as a new programme for Automobile Body Repair.
- The Print and Packaging Forum Sector Study was launched in March 2005.
- Nine Basic Entrepreneurial Workshops were run throughout the country and one Entrepreneurial Programme commenced in December, for High Performance Start-Up Entrepreneurs.
- A Health and Safety booklet for the contract cleaning sector was translated into five languages.
- A new training programme *VP SalesSTAR* for vice presidents responsible for sales in the software industry commenced
- A study of the needs of the security industry, under the supervision of a new advisory committee representing the industry, was undertaken.

Other initiatives included the completion of a pilot trainer network for the Engineering Sector in the North West Region, and, in conjunction with Enterprise Ireland, the development of a plan to respond to the Enterprise Strategy Group's focus on sales and marketing. This plan includes new courses in international and domestic sales and marketing and the further expansion of the Overseas Graduate Programme.

FÁS expenditure on Services to Business Training and Sectoral Initiatives more than doubled from €8.98 million in 2004 to €18.45 million in 2005. In addition, FÁS spent €1.49 million on training programmes for the Film and Television sector (€1.18 million in 2004) and €1.05 million on Lifelong Learning/FÁS e-College (€430,000 in 2004).

Progress in relation to physical indicators and targets

Statistics on the number of persons trained under this Measure are not available at present. FÁS is developing a system to capture this information in the future.

The number of companies awarded certificates under the Excellence Through People award rose to 588, compared to 437 at the end of 2004. These companies employ approximately 134,000 people, representing about 7% of the national workforce.

Monitoring Indicators (Annual Targets)														
Key Effectiveness Indicator		Number of companies with recognised, high quality training												
Additional Measure Indicators		Region	Base Line 1999			Jan 2005 - Dec 2005			Mid Term Target (Cum 2000 - 2003)			Final Target (Cum 2000 - 2006)		
Indicator			M	F	T	M	F	T	M	F	T	M	F	T
Output														
01	No. of companies in receipt of FÁS support during year (FÁS Quarterly)*	BMW												
		SAE												
		NAT												
02	No. of employees trained with FÁS support during year (FÁS Quarterly)	BMW												
		SAE												
		NAT												
Result														
01	Number of companies with recognised, high-quality, Training Systems (Excellence through People or similar (FÁS Quarterly)	BMW												
		SAE												
		NAT						588						
02	Percentage of financial support going to small companies (under 50)	BMW												
		SAE												
		NAT												
03	% of trainees receiving certification.	BMW												
		SAE												
		NAT												
04	Approximate company spend on training.	BMW												
		SAE												
		NAT												
Impact														
01	Percentage of Company Payroll Spent on Training Courses:(1994 EU CVTS Survey)**	BMW												
		SAE												
		NAT						2.4%						
02	Number of registrations of approved training companies during the year (FÁS Quarterly).	BMW												
		SAE												
		NAT						160						

Monitoring Indicators (Cumulative Targets)														
Key Effectiveness Indicator		Number of companies with recognised, high quality training												
Additional Measure Indicators		Region	Base Line 1999			Jan 2000 - Dec 2005			Mid Term Target (Cum 2000 - 2003)			Final Target (Cum 2000 - 2006)		
Indicator			M	F	T	M	F	T	M	F	T	M	F	T
Output														
01	No. of companies in receipt of FÁS support during year (FÁS quarterly)*	BMW			*						2,400			4,200
		SAE			*						5,600			9,800
		NAT	*	*	*			5,128			8,000			14,000
02	No. of employees trained with FÁS support during year (FÁS quarterly)	BMW				7,132	4,154	11,286			31,200			7,800
		SAE				10,846	6,452	17,298			72,800			18,200
		NAT				17,978	10,606	28,584	69,680	34,320	104,000	121,940	60,060	182,000
Result														
01	Number of companies with recognised, high-quality, Training Systems (Excellence through People or similar (FÁS quarterly)	BMW			40									
		SAE			60									
		NAT			100			1,025			250			400
02	% of financial support going to small companies (under 50)	BMW												
		SAE												
		NAT						80%			80%			80%
03	% of trainees receiving certification.	BMW												
		SAE												
		NAT												
04	Approximate company spend on training.	BMW												
		SAE												
		NAT												
Impact														
01	% of company payroll spent on Training Courses:(1994 EU CVTS Survey)**	BMW												
		SAE												
		NAT			1.5%**			2.4%**			2.5%			3.0%
02	Number of registrations of approved training companies during the year (FÁS quarterly).	BMW			64									
		SAE			246									
		NAT			310			160			232			450

Progress with regard to expenditure

As noted above, FÁS received a very large increase in its budget for this Measure in 2005. Nationally, provisional actual expenditure on this measure amounted to €25.84 million. This represented a very considerable increase compared to the figure of €12.5 million in 2004. Expenditure in the S&E Region was €18 million and €7.8 in the BMW.

Horizontal issues

A separate Horizontal Report was completed.

Compliance with EU and National policy

FÁS complies with all requirements in terms of tendering and public procurement. FÁS programmes contribute to the objectives of the National Development Plan, the Operational Programme for Employment and Human Resources Development and the European Employment Strategy.

Publicity

All FÁS training centres, employment services offices and FÁS-funded community projects exhibit signage that acknowledges NDP and/or NDP/ESF funding, as appropriate. Promotional materials for services under this Measure also acknowledge funders.

North/South Cooperation

No specific projects undertaken in the period.

Proposals for re-profiling of expenditure (where applicable)

No proposals

Proposals to amend Programme Complements (where applicable)

No proposals

Measure 18B - In Company Training

Recent industry closures and the transfer of products and services to lower cost economies have highlighted once again the need for have Ireland to develop further, and more rapidly, as a knowledge-based economy. The main priority of this measure is to provide financial support, and advice, to firms to enable them to improve the education and training of their management and staff at all levels and thus enable them to move up the knowledge based value-chain. In particular to support sustainable productivity, competitiveness and management capabilities in both emerging and existing SME's across all sectors including food and fish processing.

Significant Changes in the Operating Environment

There have been no significant changes since the last report (Jan 2005 – Jun 2005) to the Monitoring Committee in Oct 2005. All the financial data is up-to-date and accurately reflects the position as of the end of Dec 2005.

Shannon Development has completed a review of their expenditure and the up-to-date data appended in this report is an accurate statement of the position as of end of Dec 2005. This data will, subject to a verification audit, be submitted to DET&E in the next reporting period. Discussions are currently taking place with DET&E on the exact reporting mechanism to be used.

Looking forward, in line with the ESG Report, the current restructuring of Enterprise Ireland continues to see a focus on an optimum combination of one-to-one company work, sectoral and group initiatives. EI has set itself challenging targets in terms of delivering growth in new high potential business start ups, productivity and exports. The new structure is delivering on these targets. Our activities are aimed at facilitating key client groups to compete and grow by working in partnership to develop key capabilities. In addition a specific recommendation in the ESG report that Enterprise Ireland should introduce an 'International Selling' programme has been addressed. This programme was developed and launched in late 2005.

Enterprise Ireland continues to partner with FAS to deliver additional services to a broader range of clients including high technology start-ups via an Enterprise Start Programme for people mainly in employment and an Enterprise Development Programme mainly for people who have left their employment to pursue an entrepreneurial career.

Commentary on Measure-related progress

As a result of the adjustment to the Measure Sheet 18B, which was based on reported expenditure trends in the previous reports, and the subsequent adjustment to Enterprise Ireland's financial tables in 2004, it now transpires that EI's expenditure under this measure is well ahead of expectations. Following the one-off adjustment to the financial data in June 2004, where expenditure was expected to slow the current situation is that progress in relation to the take up of funding under this measure is continuing to grow. Currently we are showing an ESF spend equal to 135.53% of the revised target. This is up on the figure of 122.23% reported in the previous period. It is expected that current expenditure levels will be maintained.

Progress in relation to physical indicators and targets

(a) Numbers of companies receiving direct financial support for HRD

Indicator	Baseline 1 st Jan 2000	Indicator target to Dec 2005	No. companies supported	% of Target
National	0	1,714	1,282*	74.8% (74.92%)

*Note: One-off correction in June 2004

(b) Numbers of people trained previous % in ()

Indicator	Baseline 1 st Jan 2000	Indicator Target to Dec 2005	No. Trained	% of Target
National	0	27,429	13,879	50.60% (51.13%)

Indicators (a) and (b) represent the situation in relation to claims submitted to EI to date. As stated previously there is a considerable time lag between activity and the subsequent submission of a valid claim. This can be due to a variety of causes including changing economic conditions affecting priorities, changes in industry technology/structure resulting in the need to change training schedules/programmes.

(c) Number of HRD High Performers

Data is not available on this indicator.

(d) The Number of (EI) companies with a recognised high quality training system (e.g. 'Excellence Through People'.) Previous % in ()

Indicator	Baseline 1 st Jan 2000	Indicator target to end Dec 2005	No. with ETP	% of Target
National	5	90	66	73.33% (47.0%)

EI is continuing to work on joint initiatives with FAS to promote the standard. However individual companies decide on an investment in this standard on the basis of whether it will help them to achieve specific business outcomes / benefits and whether this represents an adequate return on their investment. At present the standard has been restructured and revised and this upgrade of the standard may well be the reason for the greater take-up by companies indicated above. Other contributing factors to the large increase may be the number of companies 'in-the-pipeline' at the time of the last report. My understanding is there are further companies at this time awaiting conformation of the award which are not included in the data above.

(e) % of Trainees receiving 'Certification'.

All trainees receive either a certificate of attendance or a certificate of achievement for all training programmes attended. Enterprise Ireland's HRD department currently monitor the implementation of all training plans with approved investment

(f) Approx Company (Total) Spend on Training €M

Indicator	Baseline 1 st Jan 2000	Indicator target to end Dec 2005	Approx spend	% of Target
BMW	N/A	€62.80M	€19.55M	31.13% (33.01%)
SAE	N/A	€137.82M	€42.51M	30.84% (28.26%)
National	N/A	€200.62M	€62.06M	30.93% (29.75%)

(g) Average company expenditure on training (%) Previous % in ()

Indicator	Baseline 1 st Jan 2000	Indicator Target to end Dec 2005	Indicated % as of 2004 *	% of Target
National	N/A	1.96%	1.16% (2.1)	59.10% (107%)

- Based on 2004 results
-

The latest Annual Business Survey data available indicates that we are currently under target rather than ahead as indicated in the previous report. This may be partly as a result of changes to the way the ABS is being produced and the time lag in producing the data. It may also be as a result of those responding in this survey do not accurately reflecting the position of our active clients. The results of the 2005 survey will be available in June 2006 and will then be examined to determine if it is necessary to carry out an independent survey of a small number of clients to check the validity or otherwise of the above position. The outcome will be commented on in the next report.

Progress with regard to expenditure:

Cumulative Expenditure Jan 2000 – Dec 2005

(a) Total programme

Region	Total Programme Forecast €M	Total Programme Spend €M	Expenditure as a % of Forecast
BMW	€10.111M	€28.347M	280.35%
SAE	€37.959M	€57.393M	151.19%
Nat	€22.070M	€85.740M	388.49%

(b) Total EU Structural Funds

Region	EU Structural Funds Forecast €M	EU Structural Funds Spend €M	Expenditure as a % of Forecast
BMW	€5.639M	€6.599M	117.02%
SAE	€4.720M	€7.440M	157.63%
Nat	€10.359M	€14.039M	135.53%

Tables indicating expenditure at NUT 111 (Regional Authority) are shown in Annex 1. Forecasts at regional level are not available.

A table with cumulative expenditure data by county is shown in Annex 2

Tables with cumulative expenditure data by county for Shannon Development is shown in Annex 3

The above outturn is a result of the adjustment to the 18B Measure Sheet financial forecasts carried out in 2004 and a subsequent one-off adjustment to previously submitted financial data.

Horizontal issues (Applies to all Enterprise Ireland activities across the Productive Sector and Human Resources Operational programme.

Enterprise Ireland's support to its clients is provided as an integrated package of funding based on their development needs. Human Resources Development is one of the activities where funding may be provided based on the needs of the client. These responses cover Enterprise Ireland's overall actions in relation to these Horizontal issues:

(a) Gender Proofing

The gender balance in the training provided was as follows:

Year	Total Trained	Male	%	Female	%
2000	3,157	2,099	66	1,058	34
2001	2,769	1,742	63	1027	37
2002	3,787	2,744	72	1,043	27
2003	2,839	1,960	69	879	31
2004	1274	833	65	441	35
2005	53	25	47	28	53
Total/Average	13,875	9,403	68	4,476	32

Overall there was a small improvement in the gender balance from the previous report (70% Male & 30% Female)

Data on at NUT III level is not currently available. A reprogramming of our existing reporting system will be required. A reporting system is being developed and the data will be made available as soon as possible.

The organisation continues to represent Ireland in the EU sponsored Network to Promote Women's Entrepreneurship (WES), a network of European public sector bodies. Enterprise Ireland is also represented on the NDP/CSF Equal Opportunities and Social Inclusion Coordinating Committee.

Compliance with EU and National policy

Enterprise Ireland fully complies with EU and national policy in relation to procurement, competition and state aid rules.

Publicity

Enterprise Ireland undertakes extensive publicity of the NDP logo by including it in all its brochures and corporate information documents. Full acknowledgement of EU and NDP support is also predominately displayed at Enterprise Ireland events, trade fairs and Open Week etc and is available on our website. The NDP logos are displayed on Enterprise Ireland application forms and letter of offer. It is also included in our Press briefings. In addition a stainless steel plaque with the appropriate logo's and script has been sent to all Enterprise Ireland Clients in receipt of EU funding.

North/South Cooperation

Enterprise Ireland, as an organisation, does carry out a number of North / South cooperative activities under other Measures. However no North / South cooperatives have been undertaken to date under this measure.

Measure 18C - In Company Training

The main priority of this measure is to provide financial support to enable firms to improve the education and training of their management and staff at all levels and thus enable them to move up the knowledge-based value-chain. In particular to support sustainable productivity, competitiveness and management capabilities in both emerging and existing SME's across all sectors.

Enterprise Ireland and Skillnets Services Ltd manage this Measure on behalf of the Department of Enterprise, Trade and Employment.

Significant Changes in the Operating Environment

With regard to the Enterprise Ireland managed element of this Measure, there has been no significant changes since the last report (Jan 2005 – Jun 2005) to the Monitoring Committee in Oct 2005. All the financial data is up-to-date and accurately reflects the position as of the end of Dec 2005.

Enterprise Ireland continues to monitor the progress of all approved projects. Their Inspectors rigorously check all claims submitted to Enterprise Ireland before being submitted to the Department for processing. The Department carries out it's own Article 4 checks on each claim submitted by Enterprise Ireland.

With regard to Skillnets Services Ltd, a Second Call for Proposals was launched in October 2005. Entitled ACCEL, managed by Skillnets Services Limited as TSU, this Call was aimed at groups of companies, County Enterprise Boards and Social Partner Organisations. ACCEL seeks to support in company training both in terms of training itself and the development of in company training systems.

Commentary on Measure-related progress

19 projects are ongoing. A total of €2.25m had been paid out to projects by the end of 2005, with a further €1.577m worth of claims received in Enterprise Ireland, awaiting inspection. This equates to 21% of the €10.077m budget actually spent with an additional 15% awaiting inspection.

ACCEL covers the period January 2006 to mid June 2008, has a total approved budget of €16million sourced initially from the National Training Fund, with up to €12 million of this to be recovered from the ESF

An additional Call for Proposals was made in February 2006 and total grants committed to approved projects under ACCEL is now €20.8 million, estimated ESF recovery is €15.60 million. Ultimately, the ESF spend will depend on project performance and the regional mix of that performance.

There was no expenditure by projects in 2005. Estimate for ESF spend by projects in 2006 is €4.8 million. There will be no ESF claims in 2006.

It is not possible at this stage to provide ESF regional breakdowns.

Progress in relation to physical indicators and targets

Of the 19 operational projects managed by Enterprise Ireland, over 2100 participants are involved.

Progress with regard to expenditure:

Cumulative Expenditure Jan 2000 – Dec 2005

(a)Total programme

Region	Total Programme Forecast €M	Total Programme Spend €M	Expenditure as a % of Forecast
BMW		2.097	
SAE		1.606	
Nat	10.077	3.703	36.75

(b)Total EU Structural Funds

Region	EU Structural Funds Forecast €M	EU Structural Funds Spend €M	Expenditure as a % of Forecast
BMW		1.527	
SAE		0.766	
Nat	5.7	2.294	41

Horizontal issues

(a) Gender Proofing

Under this Measure proposals were sought for training measures that promote equality and the management of diversity in the workplace. Enterprise Ireland have also been reminded of the need to capture and report gender disaggregated data in their Monitoring Committee reports for this Measure.

Compliance with EU and National policy

Both Enterprise Ireland and Skillnets Services Ltd have been asked to ensure that they fully comply with EU and national policy in relation to procurement, competition and state aid rules.

Publicity

Both Enterprise Ireland and Skillnets Services Ltd have been advised that they must monitor the use of the relevant ESF/EU logos with all project operators. Enterprise Ireland have provided the Department with samples of material from several projects demonstrating the use of ESF/EU logos publicising funding.

North/South Cooperation

N/A

Measure 19A ESF: Social Economy Programme

The aim of the Social Economy Programme is to support Community/Voluntary Groups in the setting up of social economy enterprises, which provide employment and opportunities for long-term unemployed and other disadvantaged persons, and contribute towards the regeneration of their local area.

Significant Changes in the Operating Environment

Following a review of the role and objectives of the Social Economy Programme, it was decided that the programme's objectives were more related to community development than labour market integration. Agreement was, therefore, reached between the Department of Community, Rural and Gaeltacht Affairs and the Department of Enterprise, Trade and Employment to transfer responsibilities for the programme to the former organisation. This change took place at the end of 2005, so from the beginning of 2006, FÁS will no longer be managing this programme.

Commentary on Measure-related progress

The Social Economy Programme aims to support the development of Social Economy enterprises, which benefit the economic and social regeneration of the community.

Progress in relation to physical indicators and targets

At the end of 2005 (early 2006 to be exact) there were 267 enterprises being supported under the Measure. These were very evenly spread between the BMW region (131) and the S&E region (136). The number of persons supported on these enterprises was 1,919. On average the projects in the S&E region were larger with a total of 1,185 workers compared to 734 in the BMW region.

Females outnumbered males on the Social Economy projects; 1,158 females and 761 males.

In relation to outcomes, 59% of those who completed their programme were subsequently in employment or education/training according to the latest follow-up survey.

Monitoring Indicators (Annual Targets)														
Key Effectiveness Indicator		Number of social economy projects being supported for a 'second period'***												
Additional Measure Indicators		Region	Base Line 1999			Jan 2005 - Dec 2005			Mid Term Target (Cum 2000 - 2003)			Final Target (Cum 2000 - 2006)		
Indicator			M	F	T	M	F	T	M	F	T	M	F	T
Output														
01	No. of Social Economy enterprises supported during period. (FÁS quarterly). ****	BMW						131						
		SAE						136						
		NAT						267						
02	Number of persons supported in Social Economy enterprises at end of period. (FÁS quarterly)	BMW				272	462	734						
		SAE				489	696	1,185						
		NAT				761	1,158	1,919						
Result														
01	No. of Social Economy enterprises supported for a second period.	BMW												
		SAE					n/a							
		NAT												
Impact														
01	% of Social Economy participants who were in employment or education/training*	BMW				50%	79%	69%						
		SAE				64%	46%	51%						
		NAT				58%	59%	59%						
02	Number of Social Economy projects completing approved Social Audits of their projects (FÁS Annual)**	BMW						131						
		SAE						136						
		NAT						267						

* New measure - no baseline data

** Figs only available since June 2005

*** This 'key effectiveness indicator' is no longer appropriate

**** Figures at January 2006

Based on follow-up survey in 2004 of persons who left in 2003.

Monitoring Indicators (Cumulative Targets)														
Key Effectiveness Indicator		Number of social economy projects being supported for a 'second period'***												
Additional Measure Indicators		Region	Base Line 1999			Jan 2000 - Dec 2005			Mid Term Target (Cum 2000 - 2003)			Final Target (Cum 2000 - 2006)		
Indicator			M	F	T	M	F	T	M	F	T	M	F	T
Output														
01	No. of Social Economy enterprises supported during period. (FÁS quarterly)	BMW			*			828			128			128
		SAE			*			723			272			272
		NAT	*	*	*			1,551			400			400
02	Number of persons supported in Social Economy enterprises at end of period. (FÁS quarterly)	BMW			*	1,520	2,416	3,936			800			800
		SAE			*	2,181	3,163	5,344			1,700			1,700
		NAT	*	*	*	3,701	5,579	9,280	1,250	1,250	2,500	1,250	1,250	2,500
Result														
01	No. of Social Economy enterprises supported for a second period.	BMW			*									
		SAE			*		n/a							
		NAT	*	*	*						85%			95%
Impact														
01	% of Social Economy participants who were in employment or education/training*	BMW												
		SAE												
		NAT												
02	Number of Social Economy projects completing approved Social Audits of their projects (FÁS Annual)**	BMW			n/a			131			n/a			90%
		SAE			*			136						
		NAT	*	*	*			267			80%			100%

* New measure - no baseline data

** Figs only available since June 2005

*** This 'key effectiveness indicator' is no longer appropriate

Based on follow-up survey in 2004 of persons who left in 2003.

Progress with regard to expenditure

Nationally, provisional actual expenditure on this measure in 2005 amounted to €34.9 million, comprised of €14.7 million in the BMW region and €20.2 million in the S&E region. Cumulatively, expenditure on the measure since 2000 amounted to €145.3 million.

Horizontal issues

See Horizontal Report

Compliance with EU and National policy

FÁS complies with all requirements in terms of tendering and public procurement. FÁS programmes contribute to the objectives of the National Development Plan, the Operational Programme for Employment and Human Resources Development and the European Employment Strategy.

Publicity

All FÁS training centres, employment services offices and FÁS-funded community projects exhibit signage that acknowledges NDP and/or NDP/ESF funding, as appropriate. Promotional materials for services under this Measure also acknowledge funders.

North/South Cooperation

No specific projects undertaken in the period.

Proposals for re-profiling of expenditure (where applicable)

No proposals

Proposals to amend Programme Complements (where applicable)

No proposals

Measure 19B - Local Social Capital

There was no activity under this Measure in 2005

Adaptability Priority

Measure 21 - Lifelong Learning– Back to Education Initiative

Measure description

The Back to Education Initiative (BTEI) comprises two elements:

Full-time Options: Post Leaving Certificate (PLC) and the Vocational Training Opportunities Scheme (VTOS)

Part-time Options: Back to Education Initiative (Part-time Programme)

Full-time Options

The *Post Leaving Certificate Programme (PLC)* provides integrated general education, vocational training and work experience for young people who have completed upper second level education or equivalent. Its purpose is to enhance the prospects for these young people to gain employment. Through the Higher Education Links Scheme, Post Leaving Certificate courses also provide an alternative route to higher education in the Institutes of Technology for those who have completed the Leaving Certificate Applied programme, or who were unable to enter third level education after leaving school. PLC courses have been developed in a wide range of disciplines supporting industry and community needs and have significantly widened the scope of educational provision. PLC courses are delivered in 213 centres around the country with over 1,600 courses available in over 60 disciplines.

The *Vocational Training Opportunities Scheme (VTOS)* is a second-chance Education and Training programme of up to two years duration, for adults aged 21 and older who have been unemployed for at least six months. The scheme is operated through the 33 Vocational Education Committees (VECs), and there are approximately 120 centres throughout the country catering for some 5,500 participants.

Part-time Options

The BTEI (P/t) comprises two strands:

1. Formal Strand (VECs and Secondary, Special and Community and Comprehensive Schools)
2. Community Strand (*There is a commitment to reserve 10% of all places approved annually for course provision in community groups and organisations*).

The overall aim of the BTEI (Part-time Programme) is to increase the participation of young people and adults with less than upper second level education in a range of learning opportunities. A high priority is to target individuals and groups that experience particular and acute barriers and are more difficult to engage in the formal learning process, e.g. people with a disability, Travellers, homeless people, lone parents.

Significant Changes in the Operating Environment

There have been no significant changes. However, some providers report increased difficulty in maintaining courses at current levels due to increased operating costs, most particularly increased staff costs relating to the implementation of the part-time workers' legislation and on-going increases in part-time hourly tuition rates.

The increased numbers of migrant workers arriving in Ireland as a consequence of EU enlargement placed considerable pressure on BTEI (Part-time Programme) providers during 2005 to organise English language courses (ESOL). Eligibility criteria preclude migrant workers' participation, except on a fee-paying basis. This highlights the need to address the issue of low-paid workers' participation in BTEI (Part-time Programme) courses, as this target group was originally included in the range of those highlighted as priorities for inclusion and at present they are only eligible if they are holders of medical cards or in receipt of family income supplement.

Commentary on Measure-related progress

VTOS Developments

A report of the working group on the expenditure review of the Department of Social & Family Affairs' Back to Education Allowance (BTEA) Scheme was published in September 2005.

A working group has been set up to oversee the implementation of the recommendations in the report. One of the recommendations deals with the separation of roles between the Department of Social & Family Affairs, who provide income support, and that of the Department of Education & Science, who will provide for the delivery of courses and educational supports. It is proposed to implement new arrangements on a phased basis over the years 2007-9.

Review of the Post Leaving Certificate Sector (McIver Report)

The McIver Report contains 21 over-arching recommendations, incorporating 91 sub-recommendations. The principal recommendations are

- a reduction in the number of timetabled class teaching hours and appropriate increases in staff to compensate,
- enhancement of senior and middle management structures to allow more time for assessment, student support and interaction, team development and cross curricular planning, industry liaison and quality assurance processes
- an increase in technical and administrative support staff
- improvements in student library, IT and social facilities and capital infrastructure
- the establishment of a Council of PLC/FE Colleges and the establishment of Further Education as a distinct sector of education

It has been estimated, in consultation with management and staff interests, that the recommendations for staffing would involve at a minimum the creation of at least 800 new posts at a cost of over €48 million. In their consideration of the needs of the PLC sector into the future, the Department have been examining, among other things, the non-teaching educational tasks particular to PLC teachers, the demands on the management side and the challenges presented by the variation in size of the 200 plus PLC providers. Officials have met with management and staff side representatives. Further discussions between the sides

will be necessary. The timing and extent of implementation of the recommendations will depend on the outcomes of those discussions.

BTEI (Part-time Programme) - Planning and development meetings

In October 2005 a series of cluster meetings for all BTEI (Part-time Programme) providers (formal and community strands) was initiated. These have afforded BTEI providers the opportunity to share expertise and experience and to explore planning and development issues that relate to course provision. The final outcome during 2006 will be a discussion document to inform decision making for the future development of the BTEI (Part-time Programme).

BTEI (Part-time Programme) - Participants Supports - Guidance

Guidance, mentoring, additional tuition, literacy, study skills and childcare are among the supports provided through BTEI in order to promote and enhance access and participation. Guidance features as the most common additional support with 25% of participants benefiting from this. Much of the cost for guidance is drawn from the BTEI budget (51%), while some of the cost is met through other Departments of Education and Science sources e.g. the Adult Education Guidance Initiative (22%). BTEI providers continue to emphasize the crucial importance of guidance to support successful outcomes for participants in second-chance adult education programmes.

BTEI Participants by Gender who Received Additional Support (National)			
Support	Male	Female	Total
Guidance/Mentoring/Counselling	1191	4368	5559
	5%	20%	25%

As a % of Total Participants National: 22,019

Source of Support	Guidance/Mentoring/Counselling
Dept. of Educ. & Science: BTEI	51%
Dept. of Educ. & Science: Adult Guidance Initiative	22%
Dept. of Educ. & Science: Other	6%
Dept. Justice Equality & Law Reform: EOCP	
Local Authority	
County Childcare Committee	
Local Development Company	2%
Health Board	6%
Other	13%
Total	100%

% of Support from Sources

Progress in relation to physical indicators and targets

NUTS III Measure Indicator Report for reporting period: January to December 2005

The number of full-time trainees (PLC and VTOS)

	PLC courses	VTOS
Total enrolment 2005/06	29,464	5,538
Male	8,189	1,728
Female	21,275	3,810

*VTOS (information reported on the basis of the total number of participants on the programme at 1 January 2005.)

VTOS statistics at January 2005 show a total of 5,538 participants, of which 68.79% were Female (3,810), and 31.21% Male (1,728). Just over 60% of participants were in receipt of an allowance in lieu of an unemployment payment, 19.57% of participants were in receipt of a one-parent family payment, and 16.05% in receipt of a disability payment.

VTOS progression Rate: 71.75% of those who completed the programme in 2005 progressed to either employment or further education & training. Of the 3,027 who completed VTOS in 2005, 68.71% were female and 31.29% were male.

BTEI (Part-time Programme) Indicators

Data for this report has been drawn from the Implementation Reports submitted by providers (VECs, Secondary, Community & Comprehensive and Special Schools and Community Groups and Organisations) for the period January to December 2005. 97% of VECs, 100% of Secondary, Community and Comprehensive Schools and Special Schools and 98% of Community Groups submitted reports.

Measure/Sub-Measure: Lifelong Learning– Back to Education Initiative			
Indicator Used: <u>BTEI (Part-time Programme) –No. of Participants</u>			
Region	Total	Gender break-down (where appropriate)	
		Male	Female
<i>Border Region</i>	2253	470	1783
<i>0 Midland Region</i>	1950	304	1646
<i>1 West Region</i>	2652	841	1811
2 BMW Total	6855	1615	5240
3 South East Region	2426	565	1861
4 Mid East Region	1168	279	889
5 Dublin Region	4798	1222	3576
6 South West Region	4193	1056	3137
7 Mid West Region	2579	793	1786
8 SAE Total	15,164	3915	11,249
9 National (BMW + SAE)	22,019	5530 25%	16,489 75%

As a % of Total Participants: 22,019

In total there were **22,019** participants in courses under the BTEI (Part-time Programme) in 2005, of which 75% were women and 25% were men. This reflects an ongoing increase on the position in 2004 (18,432 participants). The male: female ratio shows a marginal increase in the participation rate of males (23% in 2004), continuing to highlight the need for specific strategies to attract men with low or no qualifications into further education programmes. **1623** (7%) of the total number of participants were accommodated under the Community Strand.

Measure/Sub-Measure: Lifelong Learning– Back to Education Initiative			
Indicator Used: <u>BTEI (Part-time Programme) – No. of Participants completing with Certification</u>			
Region	Total	Gender break-down (where appropriate)	
		Male	Female
<i>Border Region</i>	977	140	837
<i>Midland Region</i>	909	62	847
<i>West Region</i>	813	201	612
BMW Total	2699	403	2296
<i>South East Region</i>	885	118	767
<i>Mid East Region</i>	231	46	185
<i>Dublin Region</i>	983	232	751
<i>South West Region</i>	1007	254	753
<i>Mid West Region</i>	1400	431	969
SAE Total	4506	1081	3425
National (BMW + SAE)	7205 33%	1484	5721

As a % of Total Participants: 22,019

The table demonstrates that 33% of participants achieved certification during 2005.

Measure/Sub-Measure: Lifelong Learning– Back to Education Initiative			
Indicator Used: : <u>BTEI (Part-time Programme) - No. of Participants progressing to full-time employment/further education/training</u>			
Region	Total	Gender break-down (where appropriate)	
		Male	Female
<i>Border Region</i>	1247	265	982
<i>Midland Region</i>	1227	235	992
<i>West Region</i>	1316	346	970
BMW Total	3790	846	2944
<i>South East Region</i>	1144	188	956
<i>Mid East Region</i>	941	231	710
<i>Dublin Region</i>	3479	895	2584
<i>South West Region</i>	2391	597	1794
<i>Mid West Region</i>	1477	392	1085
SAE Total	9,432	2303	7129
National (BMW + SAE)	13,222 (60%)	3149	10073

1. Participants classified by Gender: Formal Strand (BMW/S&E)
2. . Participants classified by Gender: Community Strand (BMW/S&E)
3. . Participants classified by Gender and Age (National)
4. Participants classified by Gender and Target Group (National)
5. Participants classified by Gender and Economic / Employment Status (National)
6. . Participants classified by Gender and Education Level on Entry (National)
7. . Participants classified by Gender and Additional Supports (National)
8. . Participants classified by Gender who Completed Programme(s)/Module(s) (National)
9. . Participants classified by Gender who Completed Programme(s)/Module(s) and Presented for Certification (National)
10. Participants classified by Gender who achieved Certification (National)
11. . Participants continuing BTEI (Part-time) Modules from 2005 to 2006 (National)
12. Participants classified by Gender: Progression on Completion of Programme(s)/Module(s) (National)
13. . Participants by Gender who Left Early per Highest Education Level on Entry (National)
14. Participants classified by Gender who Left Early / Reasons (National)

Progress with regard to expenditure

Table 1 – Expenditure for January – December 2005

EHRD-OP €m	% of Measure Forecast	Total Prog spend	Total co- financed (CSF expend)	EU Structural Funds	National Public Cofinanced	Private Co-financed	Public Non- Cofinanced
		<i>C1</i>	<i>C3</i>	<i>c5</i>	<i>C10</i>	<i>c14</i>	<i>c25</i>
BMW Expend in 2005	58%	24.534	3.473	2.605	0.868	0.000	21.061
SAE Expend in 2005	60%	67.082	8.355	4.178	4.178	0.000	58.727
Nat Expend in 2005	59%	91.616	11.828	6.782	5.046	0.000	79.788

Table 2 – Cumulative expenditure from January 2000 to December 2005

EHRD-OP €m	% of Measure Forecast	Total Prog spend	Total co- financed (CSF expend)	EU Structural Funds	National Public Cofinanced	Private Co-financed	Public Non-Cofinanced
		<i>C1</i>	<i>C3</i>	<i>c5</i>	<i>C10</i>	<i>c14</i>	<i>c25</i>
BMW Expenditure Jan 2000– Dec. 2005	51%	134.407	7.555	5.666	1.889	0.000	126.852
SAE Expenditure Jan 2000– Dec. 2005	57%	392.526	17.253	8.627	8.627	0.000	375.273
Nat Expenditure Jan 2000 – Dec. 2005	55%	526.933	24.808	14.292	10.515	0.000	502.125

6. Horizontal issues

Reports on the following were completed separately:-

BTEI (Part-time Programme): Gender Equality Principle

BTEI (Part-time Programme): Social Inclusion Principle

BTEI (Part-time Programme): Wider Equality Grounds Principle

7. Compliance with EU and National policy

It is the policy of the Department of Education and Science to comply with all EU regulations in relation to procurement, state aids, etc.

8. Publicity

Information leaflets and posters are widely circulated on BTEI programmes, which include acknowledgement of ESF funding and the EU and NDP logos. Local centres have established referral networks, which link the services extensively with other agencies. The Further Education Development Unit has prepared and contributed material for the NDP Information Unit's Local Media Campaign highlighting and explaining the implementation of the NDP at a county/local level. All beneficiaries of funding are required to acknowledge ESF funding and include EU and NDP logos on material concerning the BTEI (Part-time Programme).

North/South Cooperation

Guidance has been highlighted as an area for joint co-operation and initial meetings with Northern interests have been held. Good practice and experience under the University for Industry Learn Direct initiative is being shared.

Proposals for re-profiling of expenditure (where applicable)

None.

. Proposals to amend Programme Complements (where applicable)

Programme Complement amendment required to reflect re-profile of ESF-aid from measure in accordance with Monitoring Committee decision 15-9-05.

Measure 22 - Lifelong Learning - National Adult Literacy Strategy

The objective of the National Adult Literacy Strategy is to promote system development to ensure increased access to literacy, numeracy and basic education for adults whose skills are inadequate for participation in society. This Measure provides for an integrated service to support access to employment or a return to lifelong learning, or to empower participants with the basic skills needed to participate in the social and economic life of their communities.

Significant changes in the Operating Environment

No significant changes have occurred.

Commentary on Measure-related progress

Client numbers have been steadily increasing from year to year and are now well ahead of the Indicator target of 28,000 per annum. The end of year report indicates 35,357 clients, which is an increase of over 4% on the 2004 figure of 33,873 clients. There has also been a continuous increase in the number and variety of programmes on offer.

The National Adult Literacy Agency has presented the Department with a final draft of the Evaluation of the Evolving Quality Framework, and the document is being reviewed in order to meet the accreditation requirement of FETAC.

“Mapping the Learning Journey”, an Assessment Framework to provide for national consistency in identifying learner progress in adult basic education, has been developed by NALA in association with the VECs and is in the process of being mainstreamed nationwide. Tutors in twenty-three VECs participated in MLJ process in 2005 and the programme is being rolled out to a further seven VECs in 2006.

The TV literacy tuition and awareness series was broadcast each year for the five years 2000-2004. Instead of a similar TV series, a new media literacy strategy, encompassing a new TV programme linking to DVD, CDROM and website material is proposed for 2006 (approved Spring 2006). The proposal has been developed by the Media advisory Group, which comprises representatives from the Department, NALA the VECs.

An intensive literacy and basic education course, targeted at the most socially and economically disadvantaged groups, was developed in 2005 in conjunction with NALA and the IVEA. The 14 week programme is being delivered nationwide by the VECs in the Spring of 2006. If the pilot is deemed successful, it will be continued into 2006/7.

Progress in relation to physical indicators and targets

The number of clients catered for in the VEC adult literacy service in the period January to December 2005 amounted to 35,357, 58.75% of which were female. The number of clients represented an increase of 1,484 or 4.38% over 2004. That overall increase masks substantial local variations, with the number of participants dropping by two-thirds in the case of Galway City VEC, and nearly halving in the case of Co. Dublin VEC. In contrast, the number of clients nearly doubled in Co. Carlow. One VEC (Co. Galway) has a very high level (19.32%) of participation for over 65s. In contrast, a neighbouring VEC (Co. Leitrim) has no clients at all in this category.

Measure/Sub-Measure: 22 Adult Literacy			
Indicator No. of participants availing of literacy services			
Region	Total	Gender break-down (where appropriate)	
		Male	Female
<i>Border Region</i>	6,298	2,774	3,524
<i>Midland Region</i>	2,940	1,243	1,697
<i>West Region</i>	2,784	1,276	1,508
BMW Total	12,022	5,293	6,729
<i>South East Region</i>	3,470	1,683	1,787
<i>Mid East Region</i>	2,519	1,010	1,509
<i>Dublin Region</i>	8,537	3,008	5,529
<i>South West Region</i>	5,195	2,178	3,017
<i>Mid West Region</i>	3,614	1,412	2,202
SAE Total	23,335	9,291	14,044
National (BMW + SAE)	35,357	14,584	20,773

Other Indicators in respect of reporting period

Proportion of literacy clients availing of childcare	1.41%
Proportion of literacy clients availing of guidance	11.15%

English as a Second or other language (ESOL)

Client numbers:	2003 full yr 5,928	2004 full yr 7,800	2005 full yr 9,653
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Prior Educational levels

Primary or less 45.30%	Junior Cert or equivalent 29.77%	Leaving Cert 16.47%	Above LC 8.46%
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Age at Leaving School (Known)

< 12 13.00%	13-14 25.13%	15-16 30.05%	17-18 20.84%	18+ 10.98%
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Literacy Levels (all at low basic levels -- these do not relate to OECD IALS)

Literacy Level 1 -- major difficulty with reading and writing	
Literacy Level 2 -- can read, major difficulty with spelling and grammar	34.25%
Literacy Level 3 -- need more advanced skills for career change or return to education	41.48%
	24.27%

Economic status (Known)

Employed	Unemployed	Not in Labour Force	Refugees/Asylum Seekers
41.96%	23.94%	25.00%	9.10 %

Age group

<18	19-24	25-34	35-44	45-54	55-64	65+
2.25%	13.18%	28.51%	26.26%	17.19%	8.66%	3.95%

Type of tuition

1:1 Tuition	Group tuition	Both
13.77%	79.97 %	6.26%

Duration on scheme

0-6 Months	7-12 Months	13-18 Months	19-24 Months	25-36 Months	37 + months
41.58%	23.81%	13.82%	8.17%	6.31%	6.31%

Progress with regard to Expenditure

Table 1 – Expenditure for January – December 2005

EHRD-OP €m	% of Measure Forecast	Total Prog spend	Total co- financed (CSF expend)	EU Structural Funds	National Public Cofinanced	Private Co-financed	Public Non- Cofinanced
		<i>C1</i>	<i>C3</i>	<i>c5</i>	<i>C10</i>	<i>c14</i>	<i>c25</i>
BMW Expend in 2005	92%	5.282	5.282	3.961	1.321	0.000	0.000
SAE Expend in 2005	191%	16.428	16.428	8.214	8.214	0.000	0.000
Nat Expend in 2005	152%	21.710	21.710	12.175	9.535	0.000	0.000

Table 2 – Cumulative expenditure from January 2000 to December 2005

EHRD-OP €m	% of Measure Forecast	Total Prog spend	Total co- financed (CSF expend)	EU Structural Funds	National Public Cofinanced	Private Co-financed	Public Non- Cofinanced
		<i>C1</i>	<i>C3</i>	<i>c5</i>	<i>C10</i>	<i>c14</i>	<i>c25</i>
BMW Expenditure Jan 2000– Dec. 2005	77%	22.902	19.067	14.300	4.767	0.000	3.835
SAE Expenditure Jan 2000– Dec. 2005	143%	81.216	51.088	25.544	25.544	0.000	30.128
Nat Expenditure Jan 2000 – Dec. 2005	120%	104.118	70.155	39.844	30.311	0.000	33.963

Horizontal Issues

Gender Equality

Separate mens' and womens' literacy groups have been developed and supported to address specific barriers to access and participation. In spite of the efforts made to encourage greater male participation, there continues to be a preponderance of females amongst the clientele.

Social Inclusion

Targeted provision at specific client groups (such as families, deaf people, dyslexic people, the homeless) expanded range of provision and the development of linkages with other agencies dealing with social disadvantage has helped promote social inclusion.

Alleviation of Poverty

Improved access to education, training and employment for participants, improving support for their children's participation in schooling. The National Anti-Poverty Strategy identifies education as central to addressing poverty. The inter-relationship between educational attainment and subsequent life chances has been well documented.

Compliance with EU and National policy

It is the policy of the Department of Education & Science to comply with all EU regulations in relation to procurement, state aids, etc. EU policies in this regard are being complied with as appropriate. Any lapses that come to light in this respect are brought to the immediate attention of the party responsible. These requirements are set out in the terms and conditions that issue when funding is provided to co-funded project/schemes.

Publicity

All material produced, publications, leaflets, approval letters, includes acknowledgement of the ESF funding and NDP logo etc. A general information leaflet on developments has also been produced and a referral directory of literacy services has been published. In addition, the literacy service is networked with a wide variety of agencies and services at local level. These requirements are set out in the terms and conditions that issue when funding is provided to co-funded project/schemes.

Measure 26 - Undergraduate Skills

Measure Description

The Undergraduate Skills Programme's objective is to enhance the quality of labour supply through continued investment in education and training. The measure meets the recurrent costs of the additional third level places being provided to meet the skills shortages as identified by the various reports of the Expert Group on Future Skills Needs (EGFSN) and the joint education/industry Task Force on the Supply of Technicians. The Measure therefore is particularly targeted at increasing the supply of graduates in the Information and Communications Technology area (ICT) and the Chemical and Biological Sciences area.

Significant changes in the operating environment

There has been a significant drop-off in the numbers of students enrolling on existing undergraduate ICT courses in recent years. The HEA is continuing to examine all means of securing a recovery in enrolments on the Skills 1 and 2 Programmes. This Department is currently undertaking an Expenditure Review under the Expenditure Review Initiative on these aspects of the Undergraduate Skills measure.

The HEA, particularly through the Skills IT Investment Fund, is working with the ICT industry and the universities. The Skills Group has an awareness programme, also working with IBEC, ICT IRE group to increase opportunities of ICT.

Commentary on measure-related progress

University Sector

The Undergraduate Skills Programmes continued in the University Sector in the academic years 2004/05 and 2005/06. The 4th Report of the Expert Group on Future Skills Needs warned that there would still remain a shortage in the ICT and biotechnology industries in the near future. Institutions were once again advised in August 2005 that the supply of graduates in the areas identified in the Reports of the Expert Group on Future Skills Needs remains a critical national priority. The need to maintain capacity in these areas, to improve the marketing of skills courses and the recruitment of students to these courses so as to reach the originally targeted level of output should continue to be prioritised. Funding and supporting material have already been made available from the Information Technology Investment Fund to assist universities in this regard.

Universities undertook their annual first destination of award recipients' survey in March/April 2005. This survey captured the first destination of the graduates from 2004 (including graduates from the skills programmes) – six to nine months following completion of their studies. Institutions were asked to confirm their final numbers for 04/05 and submit provisional numbers in respect of 2005/06 in March of 2005.

PROGRESS WITH REGARD TO PHYSICAL INDICATORS

Measure Indicator Report

UNIVERSITY SECTOR

	Baseline	Indicator target 2006	January–December
Measure (Title) Undergraduate Skills Programme			
Indicator (Title) No of additional places (Universities)*			
BMW	233		2004/05 Final M/ F/ T 284/ 243/ 527
SAE	1997		1,676/ 784/ 2,460
National	2230	5504	1,960/ 1,027/ 2,987
<u>NUTS III Breakdown</u>			2004/05 Final M / F / T
Region 1 Dublin			903 / 602 / 1,505
Region 3 South West			357 / 104 / 461
Region 4 Mid West			250 / 48 / 298
Region 5 West			284 / 243 / 527
Region 8 Mid East			166 / 30 / 196
National			1,960 / 1,027 / 2,987
			2005/06 Estimate T
BMW			486
SAE			2,747
National			3,233
<u>NUTS III Breakdown</u>			2005/06 Estimate T
Region 1 Dublin			1,837
Region 3 South West			433
Region 4 Mid West			293
Region 5 West			486
Region 8 Mid East			184
National			3,233

NOTE: Institutions will be asked to confirm their final numbers for 05/06 and submit provisional numbers in respect of 2006/07 during March/April 2006.

Indicator (Title) 0 No. of graduates			
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with certification (Universities)			Provisional 2005
	4,066		M F
BMW	9,474		454 246 208
SAE	13,54	1318	M F
National			1828 1200 628
			2282 1446 836
<u>NUTS III Breakdown</u>			
Region 1 Dublin			1085 633 452
Region 3 South West			299 201 98
Region 4 Mid West			381 316 65
Region 5 West			454 246 208
Region 8 Mid East			63 50 13
National			2282 1446 836
Indicator (Title)			
Universities - % of graduates in employment after completing course			2004 Survey M / F / T in %
<u>NUTS III Breakdown</u>			
Region 1 Dublin			62.2/60.3/61.7
Region 3 South West			59/75/63.8
Region 4 Mid West			64.5/75.9/66.5
Region 5 West			64.7/30/56.8
Region 8 Mid East			55/71.7/59.1
		60%	
National			61.3/70.6/63.5

TECHNOLOGICAL SECTOR

Measure/Sub-Measure: Undergraduate Skills (2004/05)			
Indicator Used: No. of additional places created in the Technological Sector.			
Baseline: 1632, Indicator Target 2006: 1700.			
Region	Total	Gender break-down (where appropriate)	
		Male	Female
<i>Border Region</i>	164		
<i>Midland Region</i>	203		
<i>West Region</i>	192		
BMW Total	559	458	101
<i>South East Region</i>	176		
<i>Mid East Region</i>	-		
<i>Dublin Region</i>	440		
<i>South West Region</i>	406		
<i>Mid West Region</i>	126		
SAE Total	1148	941	207
National (BMW + SAE)	1707 ¹⁴	1400	307

The gender breakdown of the additionality numbers was arrived at by calculating the male/female ratio of “Actual” students for the time period. This ratio was then applied to the additionality numbers to provide an estimate of the gender breakdown.

5. Progress with regard to expenditure

Table 1 – Expenditure for January – December 2005

EHRD-OP €m	% of Measure Forecast	Total Prog spend	Total co- financed (CSF expend)	EU Structural Funds	National Public Cofinanced	Private Co-financed	Public Non- Cofinanced
		<i>C1</i>	<i>C3</i>	<i>c5</i>	<i>C10</i>	<i>c14</i>	<i>c25</i>
BMW Expend in 2005	184%	4.782	4.782	3.587	1.196	0.000	0.000
SAE Expend in 2005	878%	22.457	22.457	11.229	11.229	0.000	0.000
Nat Expend in 2005	529%	27.240	27.240	14.815	12.424	0.000	0.000

¹⁴ The total no. of additional places created in the IoTs in 2004/05 is significantly higher than previous progress reports as it has come to light that only ATP courses have been reported on and not the full complement of undergraduate skills courses approved under this measure. It is hoped that correct figures for previous Progress Reports will be available for the Autumn 2006 Monitoring Committee Meeting.

Table 2 – Cumulative expenditure from January 2000 to December 2005

EHRD-OP €m	% of Measure Forecast	Total Prog spend	Total co- financed (CSF expend)	EU Structural Funds	National Public Cofinanced	Private Co- financed	Public Non- Cofinanced
		<i>C1</i>	<i>C3</i>	<i>c5</i>	<i>C10</i>	<i>c14</i>	<i>c25</i>
BMW Expenditure Jan 2000– Dec. 2005	96%	37.710	31.756	23.817	7.939	0.000	5.954
SAE Expenditure Jan 2000– Dec. 2005	164%	126.563	85.149	42.575	42.575	0.000	41.414
Nat Expenditure Jan 2000 – Dec. 2005	141%	164.273	116.905	66.391	50.514	0.000	47.368

Horizontal issues

Horizontal Principle Template has been completed.

Compliance with EU policy

It is the policy of the Department of Education and Science to comply with EU Regulations in relation to procurement, competition, etc.

Publicity

Guidelines in relation to NDP and CSF publicity have issued to all Institutes of Technology and the Higher Education Authority (in relation to the Universities). These guidelines are also adhered to in course brochures, advertisements, application forms, conference folders/backdrops, press releases, reports and other correspondence relating to the undergraduate skills sub-measure.

North-south co-operation

Courses under this measure are open to applicants from Northern Ireland who satisfy the selection criteria outlined earlier.

Proposals for re-profiling of expenditure

None

Proposals to amend programme complements

Programme Complement amendment required to reflect re-profile of ESF-aid in accordance with Monitoring Committee decision 14-9-05.

Baseline, mid-term and final target figures for the Undergraduate Skills Programme in the Technological Sector now provided.

Reference to EU Regulations updated.

Measure 29B - Quality Assurance (Certification & National Qualifications Framework)

The Qualifications (Education and Training) Act, 1999 was enacted in July, 1999 with the purpose of providing a single unified framework for the accreditation of all non university education and training at Further and Higher levels in Ireland, in both the education and training sectors. The National Qualifications Authority of Ireland was set up in February 2001 and the Further and Higher Education and Training Awards Councils were set up in June 2001. The Authority has an over arching role in regard to the development and implementation of the National Framework of Qualifications covering all awards in the State, ranging from initial schooling, and basic education to higher doctorate level.

SIGNIFICANT CHANGES IN THE OPERATING ENVIRONMENT

The emerging developments in regard to a European Qualifications Framework are important, although they will take a considerable time to come to fruition. Ireland is well placed to meet the requirements of the proposed framework in terms of quality assurance principles and approaches, and the capacity to match the levels in the Irish framework against the 8 levels proposed for EQF. We welcome the inclusion of all awards in the EQF, including those in the school system. However, the Irish response has flagged the issue of quality assurance for schools as one where we do not consider it appropriate that the EQF 3 tier quality assurance requirements, (self assessment, external monitoring, and that the quality assurance agencies should themselves be subject to external quality assurance) devised in the context of VET and Higher Education, should necessarily apply. Historically the schools systems have developed their own national structures for curriculum, assessment and review, and for benchmarking through international student assessments.

COMMENT ON MEASURE RELATED PROGRESS

National Qualifications Authority of Ireland

The National Framework of Qualifications was announced in October 2003 providing for all awards in the State within a 10 level framework from literacy and basic education to post doctorate level, based on the achievement of learning outcomes.

All awards issued by HETAC since 2005 are issued under the new framework and the new quality assurance and programme validation procedures.

All awards at Bachelor Degree, Master's degree and doctorate level in the university sector are issued under the new framework since 2005, but work is ongoing regarding the inclusion of certificate and diploma programmes in the new system. In that context, the NQAI has published A Discussion Paper – *Towards the Completion of Framework implementation in the Universities* – in January 2006. This highlights 3 key areas which need to be addressed, and proposes a way forward for development.

This involves the development of a process for placement of certificate and diploma awards in the framework at the appropriate levels, to clarify the level, award types and naming conventions which should apply consistently across the sector, and to address how awards

developed before the framework was in place, should be accommodated. Based on the feedback, processes and timescales will be agreed for this work.

The CAO handbook for 2005 admissions expressed awards in terms of their levels under the National Framework of Qualifications.

The Diploma Supplement is being issued for higher education awards from 2005, although implementation is not yet fully completed for all colleges yet.

The NQAI is the national co-ordinating authority for Europass, ENIC (European Network of Information Centres) and NARIC (National Academic Recognition Information Centre) and the National Reference Point for vocational education and training.

In terms of developments in 2005, the April and October progress reports to the Monitoring Committee covered

- The major conference in Galway hosted by the NQAI in February 2005 on progress in implementing the national framework of qualifications.
- Publication of procedures in March 2005 under which existing awards which have been presented as a single set for placement may be presented singly for validation at a higher level in the framework.
- Placement in May 2005 of a range of legacy awards of the DIT in the framework, (from Level 6 to 10 inclusive) and the placement of former awards of the Department of Education and Science. These include the Primary Certificate at Level 2 and the Intermediate and Day Vocational (Group) Certificates at Level 3.
- Publication in June 2005 of a set of **Principles and Operational Guidelines for the Recognition of Prior Learning in Further and Higher Education**. These require that all providers develop statements of their policies, practices and processes for recognition of prior learning, that this should be embedded within their quality assurance procedures, that assessment criteria should be fair and consistent, that learners should meet the standards set out in the framework, and that guidance and support should be available for applicants, and an appropriate appeals mechanism.
- an information seminar on the Bologna Agreement hosted by NQAI and Higher Education Authority in June 2005.
- Publication in July 2005 by NQAI of research on **national and international practices in grading of awards in further and higher education and training**. The report examined practices in Ireland, the UK, continental Europe and Australia. The higher education element also examined United States and Canada and New Zealand and South Africa.
- Publication in July 2005 of an information brochure setting out how the qualifications frameworks in the Republic of Ireland, Northern Ireland, England Wales and Scotland align with each other
- Completion by NQAI, on behalf of the Departments of Education and Science and Enterprise Trade and Employment, of the Irish consultation process on the Commission's proposal for a **European Qualifications Framework (EQF)** in the period July-December 2005

A single Irish response was submitted to the Commission relating their proposal on the EQF. The consultation process was wide-ranging and was overseen by a Consultative Group representing awards bodies, providers, education organisations and social partners. The feedback indicated that

- stakeholders are generally very positive about the benefits of a European Qualifications Framework,
- There is strong support for the key concepts of EQF as a meta framework, not replacing national relational structures, and a voluntary entity involving no legal obligations on participating countries.
- It was strongly suggested that the European Higher Education Area framework and the EQF need to be carefully coordinated, although some fears were expressed that EQF levels 6, 7 and 8 would become de facto exclusively higher education levels if the level descriptors are too closely aligned to the EHEA cycle descriptors.
- sectoral and other professional qualifications to relate to EQF through the medium of a quality-assured national structure.
- Some stakeholders from the business and employment sector put forward the view that what many employers are really seeking is a means of coordinating or aligning recognition associated with sectoral competence-development initiatives, and that EQF may not be of much direct practical use to businesses.
- There is a welcome for the inclusion of all qualifications in EQF, but that in including school awards, which have their own curricular and organisation structures, the EQF quality assurance structures developed for Higher Education and Vocational Education and Training should not be required.

A subsequent European Conference took place in Budapest in February 2006. During this it was evident that there was broad acceptance for the proposal, that many countries have announced their intention to develop a national framework of qualifications, that some further work is needed in relation to the generic descriptors for the levels within the framework, and there was agreement on the national entities being the gateway for inclusion of sectoral awards. Many industry stakeholders indicated a need for harmonisation of qualifications for particular sectors, and have come to a realisation that while the EQF could facilitate this if there was agreement among Member States and competent authorities to do so, an EQF could not of itself achieve this goal.

The National Qualifications Authority of Ireland has commenced **a review of the effectiveness of HETAC** in terms of the performance of its statutory functions under the Act, and the performance of its quality assurance functions in terms of compliance with the Standards and Guidelines for Quality Assurance in the European Higher Education area. The review comprises a self evaluation by HETAC, an evaluation by a panel of experts which includes international representation, a report to the Council, and consideration of the Council's follow up actions. The review was prefaced by an international study undertaken by NQAI: *Overview of National and International Practice concerning the review of agencies with a substantial role in quality assurance in higher education and review practices concerning public sector agencies in Ireland*, published in November 2005. *This looked at practice in Denmark, Australia, Hungary, New Zealand, UK, Hong Kong, South Africa, and US.* The reviews in Ireland examined were the review of quality assurance in Irish universities undertaken by the European University Association, and the review of the DIT, together with

expenditure reviews undertaken in the public sector under the Expenditure Review Initiative of the Valuation Office Health Research Board and Science Foundation Ireland.

In February 2006, the National Europass Centre exhibited at the FAS Opportunities 2006 Fair. This is the largest education, careers and skills showcase in Europe, and is managed by FAS, drawing together leading employers, education and training organisations and skills sectors, and EURES employment services.

The **NQAI and OECD** co-hosted an international conference on the **role of national qualifications systems in promoting lifelong learning** on 20 and 21 October 2005 in the Royal Hospital Kilmainham, Dublin. It featured presentations from the European Commission, the OECD, the Qualifications and Curriculum Authority in the UK on international developments in this area. There were workshops on the themes of qualifications frameworks, recognition of prior learning, credit accumulation and transfer, and policy co-ordination and coherence. The OECD Report: *Moving Mountains: How can Qualifications Systems promote lifelong learning?* will be published shortly. It identifies key areas where qualifications systems can promote change and development in such areas as widening access to learning, promoting progression, accumulating credits towards awards, widening modes of assessment, enhancing quality assurance, clarifying learning outcomes, levels and relationships between awards, promoting relevance and access to the workplace, and supporting recognition, and transparency. 15 countries, including Ireland (NQAI) provided background reports to the study. A work programme for the next stage of research is being finalised, and it is likely that Ireland will participate in a study on the impact of validation of non formal learning.

UNESCO has published draft guidelines for discussion on **Co-operation between UNESCO and OECD on Quality Provision in Cross Border Higher Education** building on discussions which have taken place among experts from 94 Member States. These include Asia and The Pacific, Latin America and the Caribbean, Africa, Eastern Europe, and the Arab States as well as the European countries in the Bologna process. A key objective is to ensure that awards with a transnational dimension are covered within the quality assurance systems of both sending and receiving countries, that governments ensure registration or licensing systems are in place, that quality assurance and accreditation bodies include cross border arrangements in their systems, and that all parties share information and participate in networking to share best international practice, as appropriate.

In December 2005 the Higher Education Authority and NQAI hosted a series of information sessions on the Bologna initiative and the Lisbon Convention relating to mutual recognition of higher education qualifications. An **Action Plan on Recognition** is now being developed by NQAI in relation to higher education programmes within the European Higher Education Area.

HETAC

The April 2005 and October 2005 Progress reports set out

- The general details regarding the Quality Assurance and Programme Validation Arrangements, which underpin awards since 2005 under the new framework.
- The Code of Good Practice for Accreditation in Higher Education signed by HETAC as one of 12 countries

- The consultation paper in January 2005 on approaches to HETAC's function under the Act to review the effectiveness of institution's quality assurance procedures.
- Publication by HETAC of **Policy and Criteria for Making Joint Awards, Joint Accreditation by providers and Quality Assurance of Consortium Providers**.
- Recognition in September 2005 by HETAC of The Institute of Chartered Accountants in Ireland (ICAI) as the first professional body whose award of Associate of the Institute is recognised as being of a standard of a Level 9 award in the National Framework of Qualifications.
- Delegation of authority to Galway Mayo Institute of Technology, Cork Institute of Technology, and Waterford Institute of Technology, (and Sligo Institute of Technology in February 2006) to award **Ph D degrees**.
- Validation of a Diploma in Professional Rugby at Level 7 and a BA in Jazz Performance in the national framework, together with the first conferring of an MA degree on foot of recognition of prior learning. These are important in opening up recognition of higher education awards beyond the confines of formal third level institutions.
- Publication in February 2005 of a consultation paper on **Draft Standards** from Level 6 to 9 inclusive, in Art and Design, Business, Computing, Engineering, and Science. These are an elaboration for the disciplines concerned of the generic descriptors set out for each level of the national framework and can be used as a reference point against which individual awards may be justified. Providers are expected to demonstrate how their programmes match the minimum learning outcomes set out in the standards.

HETAC will be one of the first agencies in Europe to be reviewed in terms of compliance with the standards and guidelines for Quality Assurance in the European Higher Education Area. The **review of effectiveness** is being undertaken by the NQAI as part of its functions under the Act, and as a first step in the peer review process for HETAC's application for Membership of the Register of External Quality Assurance Agencies operating in Europe. The standards and guidelines were published in February 2005 and were developed through joint co-operation between the European Network for Higher Education, (ENQA) the European University Association, (EUA), the European Association of Institutions of Higher Education (EURASHE) and the National Unions of Students in Europe (ESIB). They provide for separate standards for internal quality assurance within higher education institutions, for external quality assurance, and for external quality assurance agencies. These standards were adopted in May 2005 by the Ministers for Education in the European Higher Education Area in Bergen. The review panel includes experts from Germany, US, UK, and Irish institutions.

The first stage of the process has been completed and **HETAC has published its Self Evaluation Report in March 2006**. The review panel is currently undertaking the next stage of the process. A report on the outcome will be published later this year.

FETAC

For FETAC, the process for approval of providers' quality assurance arrangements has been finalised following a pilot phase, and went "live" on a phased basis from March 2005 to the end of 2006. This has been supported by a series of regional briefings for providers.

The April and October 2005 progress reports provided information on

- The placement of 319 legacy awards on the framework in January 2005

- Approval of **FETAC Policy on Determining Standards** in September 2005, having built on consultations through a Standards Forum set up in 2004.
- **Procedures for validation of programmes and modules.**
- a *Consultative Document: Towards the Development of Common Awards Structure for the Further Education and Training Sector.*
- an international conference on *Quality Assurance in Vocational Education and Training –Building Sustainable European Co-operation hosted by FETAC in October 2005 presented* in the context of the 2004 Common Quality Assurance Framework for Vocational Education and Training. The Conference also provided for the **launch of the European Network on Quality Assurance in VET** to share experience and practice across member States, present variety of different models, and provide practical examples, which can inform peer learning and the evolution of European VET systems.
- Changes and developments in the **Higher Education Links Scheme.**

Following approval of FETAC's **Policy on the Recognition of Prior Learning**, a pilot implementation project commenced in December 2005. Providers participating include community, statutory and voluntary providers, and the construction and security sectors. The project will inform the development of good practice guidelines by FETAC. A final report will be presented in September 2006.

Bord Iascaigh Mhara has launched a new **Coastal Training Services Unit** to expand their fishery and aquaculture safety training programme. The aim is to deliver mandatory safety training to over 4000 fishing vessel crewmembers and aquaculture personnel around the country.

FETAC Level 1 and 2 awards are now available for the first time in Communications (L1) and General Learning (L1 and L2) aimed at young people and adults with few or no previous qualifications.

FETAC has also extended its range of FETAC (NCVA) **Level 6 modules** to include a range of business, electronics, IT, sales, community development, childcare, security and community leadership programmes.

For 2006 CAO applicants there are now 35 higher education colleges in the university, institute of technology and private college sectors participating in the **higher education links scheme**. These provide progression to specific courses for holders of FETAC (NCVA) Level 5 awards in related disciplines under a quota system through which places are reserved. In addition a **separate pilot scheme** was introduced in 2005 under which CAO points scores are allocated to holders of full awards at FETAC (NCVA) Level 5 and 6 awards. The pilot scheme offers progression routes to Level 7 and 8 courses (except for Nursing) via **any** FETAC (NCVA) Level 5 or 6 programme. There is no quota and the places are open to both FETAC or Leaving Cert applicants. FETAC has published a brochure on **Progression to Higher Education Courses in 2006**

PROGRESS WITH REGARD TO PHYSICAL INDICATORS & TARGETS

FETAC awards and records of achievement Jan-Dec 2005

FETAC (NCVA)

	BMW	S&E	Reg Unknown	Male	Female	Sex unknown	Total
Level 3	293	606	0	311	588	0	899
Level 4	34	137	0	58	113	0	171
Level 5	3551	8510	0	2407	9654	0	12061
Level 6	54	195	0	77	172	0	249
Full awards	3932	9448	0	2853	10527	0	13380
Records of Achievement	15349	41100	0	16449	40000	0	56449
Total	19281	50548	0	19302	50527	0	69829

FAS

Level 3	1541	3206	0	1774	2938	35	4747
Level 4	1450	2875	10	762	705	2868	4335
Level 5	12308	17634	179	17046	1503	11572	30121
Level 6	2736	3078	141	4845	204	906	5955
Not placed	226	531	0	25	16	716	757
Total	18261	27324	330	24452	5366	16097	45915

TEAGASC

Level 4	1	48	0	37	12	0	49
Level 5	371	715	0	924	162	0	1086
Level 6	377	954		1172	159	0	1331
not placed	1			1		0	1
Rec of Ach	40	281		277	44	0	321
Total	790	1998		2411	377	0	2788

FAILTE Ireland

Level 4	61	861	0	422	500	0	922
Level 5	53	28	0	52	29	0	81
Level 6	325	780	0	379	726	0	1105
Total	439	1669	0	853	1255	0	2108

NCEA Foundation

Level 5	63	49	56	45	122	1	168
Rec of Ach	8	12	21	15	26		41
Total	71	61	77	60	148	1	209

Totals	38842	81600	407	47078	57673	16098	120849
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HETAC Awards Jan – December 2005

	Male	Female	Unknown	Total
Level 6	1244	1037	1	2282
Level 7	1825	1845	3	3673
Level 8	2127	2816	1	4944
Level 9	112	85	0	197
Level 10	0	0	0	0
Unknown	392	200	1	593
	5700	5983	6	11689

	Level 6	Level 7	Level 8	Level 9	Level 10	Unknown Level	
Arts	360	1476	2431	139	0	81	4487
Science	371	584	1005	58	0	100	2118
Business	982	1218	1251	0	0	110	3561
Engineering	410	395	257	0	0	36	1098
Other	159	0	0	0	0	266	425
	2282	3673	4944	197	0	593	11689

PROGRESS WITH REGARD TO EXPENDITURE

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Table 1 – Expenditure for January – December 2005

EHRD-OP €m	% of Measure Forecast	Total Prog spend	Total co- financed (CSF expend)	EU Structural Funds	National Public Cofinanced	Private Co-financed	Public Non- Cofinanced
		<i>C1</i>	<i>C3</i>	<i>c5</i>	<i>C10</i>	<i>c14</i>	<i>c25</i>
BMW Expend in 2005	N/A	0.000	0.000	0.000	0.000	0.000	0.000
SAE Expend in 2005	439%	10.375	2.000	1.000	1.000	0.000	8.375
Nat Expend in 2005	439%	10.375	2.000	1.000	1.000	0.000	8.375

Table 2 – Cumulative expenditure from January 2000 to December 2005

EHRD-OP €m	% of Measure Forecast	Total Prog spend	Total co- financed (CSF expend)	EU Structural Funds	National Public Cofinanced	Private Co-financed	Public Non- Cofinanced
		<i>C1</i>	<i>C3</i>	<i>c5</i>	<i>C10</i>	<i>c14</i>	<i>c25</i>
BMW Expenditure Jan 2000– Dec. 2005	N/A	0.000	0.000	0.000	0.000	0.000	0.000
SAE Expenditure Jan 2000– Dec. 2005	314%	46.107	11.578	5.789	5.789	0.000	34.529
Nat Expenditure Jan 2000 – Dec. 2005	314%	46.107	11.578	5.789	5.789	0.000	34.529

Horizontal Principle

Relevant Template completed.

Compliance With EU Policy

It is the policy of the Department of Education & Science to comply with all EU Regulations in relation to procurement, competition, etc.

Publicity

Full recognition was given to NDP and ESF funding at the launch of the designate and subsequently the statutory National Qualifications Authority by means of the prominent use of the NDP and EU logos on launch notification and press releases. A similar reference was made in respect to the NDP at the launch of the two awarding Councils. Reference is made to NDP and ESF funding in speeches, press releases, publications, etc. as appropriate.

North/South Co-operation

The National Qualifications Authority of Ireland has hosted a **network of qualifications and regulatory authorities** in Ireland and the United Kingdom to promote co-operation and share practice, and consider the potential for aligning frameworks of qualifications and levels, or agreeing linkages. On 12 July 2005, the Minister for Education and Science in Ireland, and the British Secretary of State for Education and Skills jointly launched a new guide for comparing qualifications in Ireland, England, Scotland, Wales and Northern Ireland. The guide is a “ready reckoner” which shows key points of convergence of qualifications levels within the frameworks across the UK and Ireland.

This is also a useful example of how awards across different member states might be aligned in the context of the meta framework proposed under the European Qualifications Framework.

On 6th February 2004 it was announced that Irish Leaving Certificate awards at Ordinary and Higher Level would be included, with effect from September 2006, in the **UCAS Tariff**, the points system for admission to higher education colleges in Northern Ireland and Great Britain.

Other moves towards mutual recognition.

The NQAI has established "**Qualification Recognition Ireland**"; a one stop shop for enquiries regarding the recognition of awards from other countries, whether for purposes of the regulated professions, for employment or for access and progression to further or higher education and training. Applicants can complete the application on-line, but this needs to be accompanied by a certified copy of the award, a certified copy of the transcript, and certified translations of these documents into Irish or English. The NQAI then refers the documentation to the appropriate bodies for advice, building on its extensive networks with European ENIC, NARIC and NRP centres. Competent bodies responsible for the regulated professions under the EU Directives remain unchanged, but all queries are co-ordinated through NQAI for ease of public access.

A major recruitment drive is under way at present to expand the Garda Síochána and to encourage employment from different ethnic and cultural groups to increase the diversity of the force. The Public Appointment Service and Garda Recruitment Authorities are being assisted by NQAI in this process in terms of the comparability of qualifications from other countries.

Internationalisation Register

A new register was introduced in April 2005 of programmes approved by the Minister for Education and Science for the purpose of access of students from outside the EU/EEA to employment. The Register is designed to ensure that international students coming to Ireland are exposed to a quality learning experience, and to curb abuses, which have arisen in regard to access to work. The Register includes programmes in further and higher education in the statutory sector as well as private providers and language schools where approved quality assurance arrangements are in place. The arrangements are provisional pending developments proposed relating to the establishment of Education Ireland in line with the recommendations in the Report on the Internationalisation of Irish Education published in November 2004.

Proposals For Re-Profiling Expenditure

None.

Proposals To Amend Programme Complement

None.

Equality Priority

Measure 30 - Educational Equality Initiative

Measure Description

The objective of this Measure is to address gaps in the provision of education and training for educationally disadvantaged women and specific marginalized groups. It provides for education, training and supports to develop models of good practice to promote community education models for disadvantaged adults.

Significant Changes in the Operating Environment

Since the commencement of this measure in 2000 a steady increase in the numbers of people in paid employment may have affected take-up of courses and programmes designed to facilitate progression of educationally marginalized groups. For the purposes of the report for the period Jan – Dec 2005, no significant changes have occurred. Phase 2 continues to be implemented.

Commentary on Measure-related progress

Within the funded projects, a thematic approach has been developed, allowing similar type projects to network and share information. A project directory has been produced and has been disseminated to local and national agencies.

The City of Dublin Vocational Education Committee (CDVEC) research report on meeting the educational needs of the Roma in Ireland has been published in association with the Roma Support group and with Pavee Point Travellers Centre. The document *“Roma Educational Needs in Ireland: Context and Challenges”*, launched by Minister of State, Ms. Síle de Valera, T.D., in June 2005 was sent out to relevant educational providers and community groups.

The Nexus project “SPEAK” is an IT based project level self-evaluation tool. It creates a database that examines project activities from a number of perspectives, including projects outputs and inputs. Participants in the project are men living in isolated rural areas. The SPEAK evaluation tool if successful can be implemented in Community Education projects nationally.

The Irish Deaf Society has launched an interactive CD-ROM for the use of learners of Irish Sign Language in April 2005. A second DVD incorporating an explanation of grammar, more print out exercises and more interaction has also been produced. A third DVD is being planned. Over 500 copies of the first DVD have been distributed to learners. The DVD has also been used as part of the training of 20 ISL tutors. The Roadshow visited 13 counties.

Pavee Point has produced the DVD ‘Pavee Parents, Primary Concerns’, which was launched in December 2005 for use by Traveller Learners. Since the launch, the project has been disseminating the DVD at local, regional and national level.

Lucia, the Mental Health in Education Project Training Pack was launched by Minister of State, Ms. Síle de Valera, T.D., in November 2005.

The EEI Working Group has also published, under the auspices of the Department of Education and Science, a booklet concerning policy and practice lessons arising from Phase One of EEI (2000 – 2003). This booklet has already been disseminated to all interested stakeholders nationwide.

Most projects have encountered obstacles of some kind, principally adequate child-and elder-care and transport. Also evident is the barrier of educationally disadvantaged people who have a negative overview of the school / education system, and a resulting reluctance by them to be drawn into the system via outreach programmes.

Progress in relation to physical indicators and targets

NUTS III Measure Indicator Report for reporting period

<i>Measure/Sub-Measure: Measure 30 Jan-Dec 2005</i>			
<i>Indicator Used: No. of participants</i>			
Region	Total	Gender break-down (where appropriate)	
		Male	Female
BMW Total	100	100	
SAE Total	108	62	46
National (BMW + SAE)	208	162	46

Other Indicators

<i>Measure/Sub-Measure: Measure 30 Jan-Dec 2005</i>			
<i>Indicator Used: Participants under the age of 25</i>			
Region	Total	Gender break-down (where appropriate)	
		Male	Female
BMW Total	0	0	0
SAE Total	15	2	13
National (BMW + SAE)	15	2	13

<i>Measure/Sub-Measure: Measure 30 Jan-Dec 2005</i>			
<i>Indicator Used: Participants over the age of 25</i>			
Region	Total	Gender break-down (where appropriate)	
		Male	Female
BMW Total	100	100	
SAE Total	93	60	33
National (BMW + SAE)	193	160	33

<i>Measure/Sub-Measure: Measure 30, Jan-Dec 2005</i>			
<i>Indicator Used: Previous Educational Level: Primary only; special school; no formal schooling</i>			
Region	Total	Gender break-down (where appropriate)	
		Male	Female
BMW Total	60	60	
SAE Total	34	15	19
National (BMW + SAE)	94	75	19

Measure 31A Equal Opportunities Promotion & Monitoring - Education

In the education sector, the Equal Opportunities Promotion and Monitoring measure provides for:

- Establishment of an ESF-aided dedicated Equality Unit within the Department of Education & Science, to co-ordinate and monitor the process of mainstreaming a gender perspective into all areas of the educational system,
- The development of an ESF-aided computerised Management Information System (MIS) for the Further Education sector, which is not embraced at present by the post-primary pupil data base

Significant Changes in the Operating Environment

There were no significant changes in the operating environment in 2005.

Commentary on measure-related progress

Equality Unit

Research

The Unit is funding 11 Research Grants and 1 Bursary on Gender Issues in Education in 2005. In addition it funded 2 research projects at the request of the policy committees. For the Primary Education Committee "*Facing Extinction: The Self-fulfilling Prophecy of Men in the Primary Teaching Profession*" and for the Science Engineering and Technology Committee "*The CAO choices of High Achieving Girls*" which they required to assist them in their work. The Unit continued its funding of the "*VOTE: Gender, Democracy and Participation*" project.

The following research projects were completed in 2005:

- *Islam and Equality*;
- *An Investigation of Attitudes and Experiences of Homophobic Bullying in Second Level Schools*;
- *Educational Achievement and Drop-out for Traveller girls in North Dublin*;
- *Gendering the School Plan*;
- *Gender and Subject Choice: Take-up of Technological Subjects in Second-level Schools*.

Review of Gender Mainstreaming in the NDP programmes

The Unit employed POLARIS Consultants to carry out a gender review of all NDP funded programme in the Department of Education and Science. The review was completed in the March 2005. Implementation of the recommendations of the Report will be considered by the Gender Equality Unit Management Committee.

Review of the work of the Gender Equality Unit

In 2005, it was decided to undertake a strategic review of the Gender Equality Unit's operation and not to commission any new research projects while the review is ongoing. The review has not yet been completed. This resulted in savings of €697,897.25.

Publications

- The Statistics Section review of gender disaggregated education statistics continued and will be ready for publication in mid- 2006.
- Work on the updated *Equal Measures* resource material and the DVD has been completed. The resource pack will be distributed to all primary schools during the school year 2005-2006.
- The City of Dublin Vocational Education Committee's Curriculum Development Unit project "*VOTE: Gender, Democracy and Participation*", a resource for the Civic, Social and Political Education programme at Junior Cycle level which was funded by the Unit was launched in May 2005.
- The report and recommendations of the "*Women In Sport, Action4Progress*" was launched in March 2005.
- The Economic and Social Research Institute published "*Gender and Subject Choice: Take-up of Technological Subjects in Second-level Schools*", a report on the research funded by the Gender Equality Unit, in November 2005
- The Clonshaugh Consortium published "*Left Behind: Research into factors influencing educational achievement and drop-out for Traveller girls in North Dublin*" in November 2005. The research was funded by the Gender Equality Unit.
- The Gender Equality Unit published the Report of the Primary Education Committee on "*Males into Primary Teaching*". The report was distributed to everyone who had participated in the development and consultation process and a copy was sent to every second level school in Ireland for the attention of the Careers Guidance Counsellors.

Training

The Unit has developed indicators to be included in Whole School Evaluation. The indicators were piloted in two schools between April and June 2005. In preparation for this, training was provided for the inspectors who carried out the evaluation.

In addition, training on gender mainstreaming was provided for all inspectors in 3 of the 5 educational regions and as part of the induction programme for new inspectors.

The Unit provided training on gender equality and co-education for a single sex boys' primary school prior to it becoming co-educational in September 2005.

The Unit also provided training on gender equality and co-education for three post-primary schools in Ballymun that are amalgamating to form a large co-educational school from September 2005.

A five day training course for Women into Educational Management was held in Kilkenny in July 2005. 17 women participated.

Policy Committees

In 2003, the Minister for Education and Science established two committees to make policy recommendations:

- *Males into Primary Teaching*, and
- *Women in Science, Engineering and Technology(SET)*

The *Primary Committee* established a Drafting Group to finalise its report. The report was submitted to the Minister for Education and published in November 2005.

The *SET Committee* submitted its Interim Report to the Minister in April 2005. It hosted a seminar in May 2005 to discuss with the partners in education the content of its final report. The outcomes of this seminar will assist the Committee in finalising its report. The Committee established a Drafting Group to finalise its report which it will submit to the Minister in mid 2006.

International Co-operation

The Unit is participating in a project which is being co-ordinated by the Ministry for Equal Opportunities Luxembourg. The objective of the project is the exchange of good practices at European level on strategies to promote gender equality in teacher education. Members of the Unit attended two meetings in Luxembourg in January and October 2005. A member of the Unit gave presentations at the steering committee in January and at a conference in October.

At the October meeting, the Unit agreed to participate in a further project on the role of men in promoting gender equality. As part of this project, all three partners, Luxembourg, Slovakia and Ireland will analyse newspapers from 1 – 15 March 2006 and researchers in each of the countries will carry out interviews with selected males from different professions on what they see that they as men and in their professional capacities can contribute to the promotion of gender equality. Ireland will host an international seminar on the outcome of the research and also showcase its work on males in September 2006.

In December 2005, a member of the Unit led a group of specialists who assisted the Council of Europe to prepare recommendations on gender mainstreaming in schools.

A member of the Unit gave a presentation and two workshops to school personnel in Bosnia in May 2005.

Other Actions

- ♦ The Unit advised the NCCA on the gender equality content of the new Social, Personal and Health Education (SPHE) Guidelines for Senior Cycle
- ♦ Work continued on developing a web resource for the curriculum intervention *Discovering Women in Irish History*, this will be put up on the Department's website in 2006.
- ♦ The Unit continues to advise senior management in the Department of Education and Science on gender proofing
- ♦ The Unit continues to advise on gender quality and gender mainstreaming , both internally in the Department and in response to external queries from other Government departments, personnel involved in education and the general public.
- ♦ The Unit represented the Department of Education and Science on the following Committees in 2005:
 - NDP/CSF Equal Opportunities and Social Inclusion Co-ordinating Committee
 - Management Committee of the Department of Justice, Equality and Law Reform Gender Equality Unit
 - National Steering Committee on Violence Against Women
 - Equality Authority – Equality Studies Unit Management Committee
 - National Advisory Council on Traveller Education
 - Education Equality Committee
 - Advisory Committee on Females and Third Level Engineering
 - Advisory Committee on Homophobic Bullying
 - Advisory Committee on Democracy Education
 - Advisory Committee on Gendering the School Plan
 - Encouraging Males into Primary Teacher Education
 - Encouraging Women into Science, Engineering and Technology

Management Information System (MIS) for the Further Education sector

FEMIS is one of a number of projects being proposed by the Department under its E-Government Strategy. FEMIS will encompass the following educational programmes:

1. Youthreach
2. Senior Traveller Training Programme
3. Vocational Training Opportunities Scheme (VTOS)
4. Adult Literacy
5. Post Leaving Certificate Courses (PLCs)
6. Back to Education Initiative (part-time options)

The above programmes are administered by Vocational Educational Committees (VECs) and operated in VEC centres and schools on behalf of the Department. The only exception arises in the case of a minority of PLC courses which are managed by individual secondary or community and comprehensive schools outside of the VEC sector. Part-time options under the Back To Education Initiative (BTEI) are also included in the scope of the project.

Effect of the Project

At present, data on post-primary pupils and PLC students is gathered and stored on the Post-Primary Pupils Database system. This allows for detailed analysis of activity within the second-level and PLC sectors, as well as comprehensive examination of participation and retention rates.

No similar facility exists for those programmes in the further education sector, such as Youthreach, VTOS etc., which are normally provided in centres other than schools.

The FEMIS project will ensure that participation patterns can be monitored in the programmes concerned and that timely and regular data can be supplied on overall provision and outcomes. Participant information by reference to gender, age, economic status, subject/module choice, levels of certification, prior education attainment and literacy levels, and progression will be made available by the project. In addition, details on access to supporting services such as child-care, guidance and counselling will be gathered and processed.

It will also:

- provide enhanced management information in various formats as required by senior management and administrative staff in the Department (primarily in Further Education Section, NDP/Structural Funds Unit and Statistics Section) and in the VECs;
- meet ESF claim processing and financial reporting requirements under the 2000 - 2006 National Development Plan/ Community Support Framework (NDP/CSF), as specified by the Department's NDP/ Structural Funds Unit in accordance with the requirements of the Department of Enterprise, Trade and Employment.

Much of the provision in the further education sector is located in small out-of-school centres which have not featured in developments to date of management information systems in the Department. While the overall effectiveness of measures is being monitored, the lack of a computerised data management system makes it difficult to produce national data quickly and

regularly regarding the participation of specific groups, to monitor their progression, or to interface easily with the data management systems of other agencies.

The first phase of the Project, which involved establishing the detailed requirements for the new IT System, was undertaken during the course of 2001.

Phase 2 of the Project involves the design, development and phased implementation of the new IT system, commencing with a limited pilot implementation. At this stage, the earliest possible date for the full commencement of systems development work on FEMIS is 2006. However, it should be noted that final decisions are awaited regarding the relative future development priorities of a number of IT Initiatives in the Department, including FEMIS.

Progress in relation to physical indicators and targets

The following table provides updates for the period January –December 2005 in relation to the key progress indicators identified in the Programme Complement. Details in relation to research projects, training provided and publications are outlined in Section 3 above. In relation to the research projects funded by the Gender Equality Unit, a regional breakdown is not appropriate as the projects deal with education issues nationwide

Gender Equality Unit Indicators and Progress Jan-Dec 2005

Indicator	Progress Report		
Research projects supported on males in education	3		
Research projects supported on females in education	1		
Research projects supported on both women and men in the education system	11		
Number of researching conducting research	14 (3 male, 11 female)		
Number of training participants		M	F
	BMW	13	12
	SAE	79	97
	NAT	92	109
Number of publications	6		
Research projects completed	5		

Progress with regard to expenditure

Table 1 – Expenditure for January – December, 2005

EHRD-OP €m	% of Measure Forecast	Total Prog spend	Total co- financed (CSF expend)	EU Structural Funds	National Public Cofinanced	Private Co-financed	Public Non- Cofinanced
		<i>C1</i>	<i>C3</i>	<i>c5</i>	<i>C10</i>	<i>c14</i>	<i>c25</i>
BMW Expend in 2005	N/A	0.000	0.000	0.000	0.000	0.000	0.000
SAE Expend in 2005	88%	0.368	0.368	0.184	0.184	0.000	0.000
Nat Expend in 2005	88%	0.368	0.368	0.184	0.184	0.000	0.000

Table 2 – Cumulative expenditure from January 2000 to December 2005

EHRD-OP €m	% of Measure Forecast	Total Prog spend	Total co- financed (CSF expend)	EU Structural Funds	National Public Cofinanced	Private Co-financed	Public Non- Cofinanced
		<i>C1</i>	<i>C3</i>	<i>c5</i>	<i>C10</i>	<i>c14</i>	<i>c25</i>
BMW Expenditure Jan 2000– Dec. 2005	N/A	0.000	0.000	0.000	0.000	0.000	0.000
SAE Expenditure Jan 2000– Dec. 2005	99%	2.985	2.680	1.340	1.340	0.000	0.305
Nat Expenditure Jan 2000 – Dec. 2005	99%	2.985	2.680	1.340	1.340	0.000	0.305

Horizontal Issues

All the work of the Gender Equality Unit relates to promoting and assisting the development of gender equality and gender mainstreaming for men and women.

Compliance with EU and national policy

It is the policy of the Department of Education & Science to comply with all EU and national regulations in relation to procurement, competition etc.

Publicity

Equality Unit - guidelines in relation to the NDP/CSF publicity requirements were adhered to in documentation produced during this period. The Gender Equality Unit advertises widely; seminars, publications, applications for grants etc. Press Releases for launches have been circulated. A logo for the Unit has been adopted to provide an identity and corporate image for the Unit. It is used in conjunction with the NDP and EU logos and relevant acknowledgements.

North/south co-operation

All programmes in the education sector are open to pupils/students/trainees from Northern Ireland (providing they satisfy the conditions of the relevant programme). Any benefits arising from the mainstreaming of a gender perspective into all areas of the educational system will benefit all participants. Copies of all publications are issued to our colleagues in Northern Ireland, in the universities, the training colleges, the Education Library Boards and the Department of Education, Northern Ireland.

Proposals for re-profiling of expenditure (where applicable)

None

Measure 31B - Equal Opportunities Promotion and Monitoring

The NDP Gender Equality Unit assists implementing departments and agencies to meet gender mainstreaming requirements across the NDP. Since the Mid-Term Review this has involved a particular focus on those measures prioritised for action on gender equality.

Significant changes in the operating environment

The Head of Unit position was vacant from April 2004 until March 2005. A new Head of Unit was appointed 31 March 2005. The Unit's statistician returned to the CSO in July 2005 on completion of the secondment term.

Commentary on measure-related progress

The Unit continued to provide advice, support and guidance to measure managers during the reporting period. In particular, the Unit provided an 'Issues Paper' to the Autumn 2005 meeting of the Equal Opportunities and Social Inclusion Coordinating Committee, outlining the current learning arising from experiences of gender mainstreaming under the NDP, and provided detailed reports on progress on gender equality issues to each Autumn OP Monitoring Committee. Following the Autumn 2005 round of Monitoring Committees, monthly meetings were set up with the NDP Gender Equality Unit of the Department of Education and Science in order to facilitate better communication regarding DES-led measures.

In 2005 the Unit funded the National Women's Council of Ireland to produce a research report on the development of a publicly subsidised model of funding childcare infrastructure. A pilot Time Use survey was also produced by the Unit, and a gender audit pilot project was completed. The Unit provided a total of 13 presentations on gender equality and gender mainstreaming, covering a variety of international, national and local events.

The Unit also undertook preparation for various projects scheduled to run in 2006, including a project to support lone parents in accessing employment, education and training; a project targeted specifically at (lone) parents of Irish Born Children; an In-Company Training initiative for the community and voluntary sector and two research projects on gender equality and enterprise.

Progress in relation to physical indicators and targets

Since the Mid-Term Review, the focus of the Unit's work has shifted from training provision to one-to-one meetings with measure managers and the provision of ongoing support. In addition to training activities, the Unit provides information and advice on gender equality by giving talks to groups and addressing public events. In the period Jan-Dec 2005 the Unit addressed 13 such events. The table below does not include the number of participants addressed in these events.

Measure Indicator Report

	Baseline	Indicator target 2006	Outturn to end June 2005
Measure (Title)			
Indicator (No. trained)* Border Region Midland Region West Region BMW South East Region Mid East Region Dublin Region South West Region Mid West Region SAE National (BMW + SAE)		364(146M/218F) 1456(582M/874F) 1820(728M/1092F)	157(50M / 107F) 54(20M / 34F) 118(32M / 86F) 329(102M / 227F) (Total) 83(40M / 43F) 17(4M / 13F) 471(218M / 291F) 68(30M / 38F) 64(18M / 46F) 741(310M / 431F) (Total) 1070(412M / 658F) (Total)
Indicator Reports Published BMW SAE National		7	31
Indicator (Statistical Datasets Produced) BMW SAE National		7	13
Indicator (No. of Gen. Disaggregated indicators reported BMW SAE National		280	This figure was to be generated by the CSF IT computer but has not been resolved to date. The Unit's review found that half (50%) of all NDP Measures are providing gender disaggregated data including 24 measures of the EHRDOP.

Progress with regard to expenditure

From January to December 2005, the Unit spent €363,394.87 (details attached). Of this amount, **€181,692.23 was spending of ESF funds**, and €181,702.64 was spending of Exchequer funds (difference of €10.41 interest payment). This spending represents 40.3% of the target spending of €900,000.00 for 2005. All of the Unit's expenditure is based in the SAE region.

The Unit's spend since 2000 has been approximately **75%** of the forecast target to end 2005. (Please note that the previous percentage given for 2004 was a percentage of the total OP forecast to end 2006 rather than forecast to end 2004). Further increases to 90% of the target spend were not possible due to vacant staff positions, which were not filled until late 2001, and the aforementioned vacant Head of Unit post. The Unit was therefore not in a position to meet its financial targets, which assumed a full staff complement.

Table 1 – Expenditure from January – December 2005

EHRD- OP €m	% of Measure Forecast	Total Prog spend	Total co- financed (CSF expend)	EU Structura l Funds	National Public Co- financed	Private Co- financed	Public Non-Co- financed
		<i>C1</i>	<i>C3</i>	<i>C5</i>	<i>C10</i>	<i>C14</i>	<i>C25</i>
Dublin Region Expend in 2005						0	0.00
South East Region. Expend in 2005						0	0.00
Mid East Region Expend in 2005						0	0.00
Mid West Region Expend in 2005						0	0.00
South West Region Expend in 2005						0	0.00
SAE						<i>0</i>	<i>0.00</i>

<i>Expend in 2005</i>	<i>40.3%</i>	<i>363,394.87</i>	<i>363,394.87</i>	<i>181,692.23</i>	<i>181,702.64</i>		
West Region Expend in 2005						0	0.00
Border Region Expend in 2005						0	0.00
Midland Region Expend in 2005						0	0.00
BMW Expend in 2005						0	0.00
National (BMW + SAE) Expend in 2005	<i>40.3%</i>	<i>363,394.87</i>	<i>363,394.87</i>	<i>181,692.23</i>	<i>181,702.64</i>	<i>0</i>	<i>0.00</i>

Table 2 – Cumulative expenditure from January 2000 to December 2005

EHRD-OP €m	% of Measure Forecast	Total Prog spend	Total co- financed (CSF expend)	EU Structural Funds	National Public Cofinanced	Private Co-financed	Public Non- Cofinanced
		<i>C1</i>	<i>C3</i>	<i>c5</i>	<i>c10</i>	<i>c14</i>	<i>c25</i>
Dublin Region Expenditure Jan 2000- December 2004		0.00	0	0	0	0	0.00
South East Region. Expenditure January 2000 – December 2004		0.00	0	0	0	0	0.00
Mid East Region Expenditure January 2000 – December 2004		0.00	0	0	0	0	0.00
Mid West		0.00	0	0	0	0	0.00

Region Expenditure January 2000 – December 2004							
South West Region Expenditure January 2000 – December 2004		0.00	0	0	0	0	0.00
SAE <i>Expenditure</i> <i>January 2000 -</i> <i>June 2005</i>	75 %	2,728,089. 37	2,728,089. 37	1,363,617. 63	1,364,471. 73	0	0.00
West Region Expenditure January 2000 – December 2004		0.00	0	0	0	0	0.00
Border Region Expenditure January 2000 – December 2004		0.00	0	0	0	0	0.00
Midland Region Expenditure January 2000 – December 2004		0.00	0	0	0	0	0.00
BMW <i>Expenditure</i> <i>January 2000 -</i> <i>June 2005</i>						0	0.00
National <i>Expenditure Jan</i> <i>2000 - June</i> <i>2005</i>	75 %	2,728,089. 37	2,728,089. 37	1,363,617. 63	1,364,471. 73		0.00

Horizontal issues

Reported separately.

Compliance with E.U. and national policy

The Unit's role is to advise on and monitor gender equality issues in the NDP. As part of this role, it also provides advice on gender mainstreaming in the NRP and the NAPIncl, and in the reporting period provided comments on the NESF report on widening labour market participation. The Unit also follows all EU regulations with regard to fair competition when issuing tenders for various projects.

Publicity

The Unit's logo, the NDP logo and the EU logo feature on all Unit publications and publicity material (e.g. research reports, training materials, fact sheets, postcards,

letterheads, job advertisements, website etc). Calls for tender state that the Unit is funded by the NDP and refer to the Unit website, which indicates all funding sources for the Unit.

North South Cooperation

The Unit is represented on the Peace II monitoring committee, and on the Mainstreaming Equality Working Group of the Peace II programme. In the reporting period, the Unit also participated on the Advisory Group of a Peace II-funded project on gender mainstreaming and peace-building.

Proposals for re-profiling of expenditure

It is proposed to re-profile €1.48m from the remaining NDP Gender Equality Unit budget to the Equality for Women measure (31B1 ESF) budget. This will be used to fund two new Unit projects: the first supporting lone parents in accessing employment, education and training (approximately €1m) and the second targeted specifically at (lone) parents of Irish Born Children (approximately €0.5m). Whilst these projects have been developed strategically to progress gender mainstreaming among the relevant service providers, the 'positive action' nature of the projects means that they sit more comfortably under the EWM heading. However, full management responsibility for both projects remains with the Unit.

0

Amendments to Programme Complements

None

Proposals to amend Programme Complement (where applicable)

None

Measure 31B1 - Equality for Women

The Department of Justice, Equality and Law Reform is responsible for the Equality for Women Measure. The Measure is funding activities under five different strands. They are:

- (A) Access to employment, education, training and up-skilling of women;
- (B) Encourage career development among women;
- (C) Encourage entrepreneurship among women
- (D) Innovative projects for disadvantaged women and women over 50 years of age;
- (E) Promote gender balance in decision making;

Phase I of the Measure which funded twenty-three projects under the above strands is now practically complete. A schedule of completed project outcomes is attached at Appendix (1). The WRCsec's technical support contract for the first phase of the Measure concluded in February 2005. The Department of Justice, Equality and Law Reform has taken over the responsibility for technical support for remaining projects from that date.

Significant Changes in the Operating Format

No significant changes have occurred in the operating environment.

Commentary on Measure - related progress

- A. The first Phase of the Measure covered the period 2000-2004. The Minister has recently decided that Phase II of the measure should focus on women experiencing economic disadvantage. This will be achieved through targeting women living in RAPID areas. Funding of €6.78m has been allocated for this initiative and will be delivered through the Equality for Women Measures located in the BMW and S&E Regional OPs.
- B. In addition to the funding directed to RAPID areas, the Minister has allocated €2m to fund the mainstreaming of learning from Phase I. Included in this figure is a sum of €500,000, which has been ring-fenced for the mainstreaming of Science, Engineering and Technology (SET) projects.
- C. A further €1m is being granted to FÁS to mainstream the "Expanding the Workforce" initiative, which was developed under Phase I. The FÁS project will target women seeking to return to the workforce.
- D. Both the mainstreaming and the FÁS initiatives will be funded through the Equality for Women Measure located in the EHRD OP.

Progress with regard to physical indicators and targets

Measure Indicator Report

Indicator	Region	Baseline	Mid-term target	Final Target	Out-turn end December 05
Output Indicator 1. No. of projects assisted to advance gender equality	Border Region	0	1	1	1
	Midland Region	0	0	0	1
	West Region	0	2	2	2
	BMW	0	3	3	4
	South East Region	0	3	3	3
	Mid East Region	0	2	2	2
	Dublin Region	0	9	9	10
	South West Region	0	3	3	3
	Mid West Region	0	3	3	3
	S&E	0	20	20	21
	National	0	23	23	25
Output Indicator 2. No. of publications	Border Region				
	Midland Region				
	West Region				
	BMW	0	1	1	1
	South East Region				
	Mid East Region				
	Dublin Region				
	South West Region				
Output Indicator 3. No. of people who participated in the Measure	Mid West Region				
	S&E	0	4	4	2
	National	0	5	5	3
	Border Region				202
	- <i>Participants</i>				269*
	- <i>Service Users</i>				
	Midland Region				0
	- <i>Participants</i>				-
	- <i>Service Users</i>				
	West Region				223
	- <i>Participants</i>				19
	- <i>Service Users</i>				
	BMW	0	25	80	425
	- <i>Participants</i>				288*
	- <i>Service Users</i>				
	South East Region				340
	- <i>Participants</i>				56*
	- <i>Service Users</i>				
	Mid East Region				643
	- <i>Participants</i>				103*
	- <i>Service Users</i>				
	Dublin Region				449
	- <i>Participants</i>				2046*
	- <i>Service Users</i>				
	South West Region				887
	- <i>Participants</i>				788*
	- <i>Service Users</i>				
	Mid West Region				793
	- <i>Participants</i>				557*
	- <i>Service Users</i>				

	S&E - <i>Participants</i> - <i>Service Users</i>	0	225	420	3,112 3,931*
	National - <i>Participants</i> - <i>Service Users</i>	0	250	500	3,537 3,838*

** Please note: figures for service users are for the 12 month period January-December 2005. Service user figures are estimated and cannot be accumulated*

Measure Indicator Report contd.

Indicator	Region	Baseline	Mid-term target	Final target	Out-turn end December 05
Result Indicator 1. No. of GM strategies developed in Labour Market; Decision making	Border Region				1
	Midland Region				1
	West Region				1
	Total BMW	0	0	1	3
	South East Region				3
	Mid East Region				2
	Dublin Region				8
	South West Region				4
	Mid West Region				3
	Total S&E	0	0	4	20
	National	0	0	5	23
Result Indicator 2. No. of participants receiving certification	Border Region				
	Midland Region				
	West Region				
	BMW	0	10	25	0
	South East Region				48
	Mid East Region				0
	Dublin Region				0
	South West Region				20
	Mid West Region				104
	S&E	0	40	125	172
	National	0	50	150	172
Impact Indicator 3. No. of organisations which implement best practice developed under the Measure	Border Region				
	Midland Region				
	West Region				
	BMW	0	0	1	0
	South East Region				
	Mid East Region				
	Dublin Region				
	South West Region				
	Mid West Region				
	S&E	0	2	4	0
	National	0	2	5	0

The number of people participating in the Measure has already exceeded targets.

AS at the end of December 2005, a total of 3,537 people have participated in structured training and other interventions provided by projects funded under the Measure. In addition, 3,838 people used the services of project promoters.

Participants by NUTS III Region

	January-December 2005				Cumulative to end December 2005			
	Labour Market	<i>estimated no. poverty / social exclusion</i>	Decision Making	<i>estimated no. poverty / social exclusion</i>	Labour Market	<i>estimated no. poverty / social exclusion</i>	Decision Making	<i>estimated no. poverty / social exclusion</i>
Dublin	144	91	132	45	183	99	266	98
South East	91	36	0	0	340	99	0	0
South West	481	102	0	0	887	158	0	0
Mid West	196	35	0	0	793	74	0	0
Mid East	258	21	0	0	643	61	0	0
Total SAE	1170	285	132	45	2,846	491	266	98
West	32	18	50	32	48	18	175	103
Border	118	18	0	0	202	22	0	0
Midlands	0	0	0	0	0	0	0	0
Total BMW	150	36	50	32	250	40	175	103

. Progress with regard to expenditure

	12 months ending 31/12/2002	12 months ending 31/12/2003	12 months ending 31/12/2004	12months ending 31/12/2005	Cumulative Total January 2001- Dec 2005
OP Forecast	€ 0.53m	€ 1.866m	€ 2.12m	1.266m*	€ 9.531m
Revised Forecast	€ 0.95m	€ 1.90m	€ 2.12m	1.266m*	€ 6.236m
Actual Expenditure	€ 0.34m	€ 1.88m	€ 2.128m	1.653m	€ 5.9m
Expenditure as a % of OP	64.2%	100.7%	100.3%	131%	62%

* This figure is the amount provided for the EHRD OP in the DJELR Estimates for 2005

A budget of € 9.531m for the period 2000-2006 has been allocated for the Equality for Women Measure, of which approximately € 8.56m relates to the S&E Region and € 0.971m relates to the BMW Region. Expenditure for the twelve months ending 31 December 2005 amounted to € 1.653m (BMW - € 0.173m and S&E – € 1.48m). This is 131%

of the Programme Complement profile for that year. The highest percentage of spending occurred in the BMW region, which was 234% of the Measure forecast for the region for 2005. For further details of project expenditure, see Tables 1 and 2.

Horizontal Issues: (Gender Equality and Social Inclusion)

See separate report on Social Inclusion.

Compliance with E.U. Policy and National Policy

The Department of Justice, Equality and Law Reform has been advised that none of the current activities impacts on State Aid rules. The Department and the Technical Support Service have also developed procedures to assist the participating projects to comply to EU policy requirements where applicable.

Information and publicity requirements

The projects funded under this Measure are promoted by a wide range of organisations including local community groups, educational institutions, local development agencies and statutory agencies. In consequence, there is widespread opportunity to publicise the NDP & ESF funding for this Measure at local, regional and national level.

All projects have been made aware of the protocol regarding the use of the NDP & ESF logos and of the services available to them through the NDP local media project. The NDP and ESF logos have been used extensively by projects in recruiting staff, advertising the project and in launches etc. For example, the Southwest Kerry Women's Association, in partnership with Radio Kerry, held a series of 12 radio programmes on women's issues, commencing on 28 February 2005. Topics included Women in Power and Decision-Making, Women and Poverty and Human Rights of Women.

Other examples of project level publicity include:

- Interviews on local radios
- Articles in local press
- Newsletters produced and circulated by projects
- Seminars and other events organised by projects
- Projects contributing to events organised by other organisations.
- Final conferences and report launches

At Measure level, there is also widespread use of the logos and associated publicity. This is achieved through the information dissemination strategies, incorporating the following elements:

- Four issues of the information bulletin for the Measure have been published.
- Three issues of Insight were produced and widely disseminated
- The Equality for Women website continues to be a principle mechanism for information dissemination.

North South Co-Operation

At Measure level, scope exists to develop a north south dimension. This can be progressed through developing linkages with relevant actors in Northern Ireland, and through including these as audiences for studies and reports emanating from the

Measure. As the Measure progress, all opportunities to strengthen north-south links will be explored.

At project level, a number of projects, particularly those in the border region, are developing or strengthening their links with organisations in the North. For example, Inishowen Partnership has strong links with Jordanstown University and their model of enterprise training for women is being looked at closely by government officials with responsibility for enterprise development in Northern Ireland.

Proposals for re-profiling of expenditure

Not applicable

Amendment to Programme Complements

An adjustment will be required to the Programme Complement to reflect the new initiatives which will be developed under Phase II of the Measure.

Future prospects

Even though the twenty three projects funded under Phase I of the Measure have now concluded, the learning generated will continue to inform future practice and policy. This can, in turn, contribute to the mainstreaming strategy for the Measure and, in line with that, the process of engagement with policy makers and other key actors involved in the formulation, implementation and review of policy.

To date, through the work of the projects, and through the added value created at strand and Measure level by the Technical Support Service, work has been directed at realising the following potentials:

- The Measure has potential to contribute to greater participation of women in decision-making structures at local, regional and national level and to raising awareness of the needs of women at these levels. There is particular potential for this Measure to impact on the gender dimension of the County Development Strategies. As such, the longer term potential of the Measure on to impact on gender equality is great.
- The Measure has potential to contribute to key policy processes and reviews including the NAPS, the National Employment Action Plan and the National Women's Strategy. These and other policy areas provide a focus for special studies, reports and submissions and, along with other policy work, form the mainstreaming strategy of the Measure.
- The Measure can potentially contribute to the realisation of Ireland's commitment and obligations under EU and international programmes.
- The Measure can have a marked impact on creating a greater understanding of the concepts, language and practice of gender equality across all sectors.

In addition to the publications documenting the work of the Measure in the three thematic areas of the labour market, poverty and decision making, the EWM website hosts a directory of projects under the first phase of the Measure, documenting their key impacts as well as the publications and other materials produced by projects funded under the Measure.

The website is therefore a repository of the learning from project funded under the first phase of the Equality for Women Measure.

Table 1 – Expenditure from January to December 2005

EHRD OP €m	% of Measure Forecast	Total Prog spend	Total co- financed (CSF expend)	EU Structural Funds	National Public Co-financed	Private Co-financed	Public non Co- financed
		<i>C1</i>	<i>C3</i>	<i>C5</i>	<i>C10</i>	<i>C14</i>	<i>C25</i>
Dublin Region		585,782.38	585,782.38	292,891.19	292,891.19	0	0.00
South East Region.		125,423.18	125,423.18	62,711.59	62,711.59	0	0.00
Mid East Region		284,702.88	284,702.88	142,351.44	142,351.44	0	0.00
Mid West Region		202,703.60	202,703.60	101,351.80	101,351.80	0	0.00
South West Region		281,206.23	281,206.23	140,603.12	140,603.12	0	0.00
SAE	124%	1,479,818.27	1,479,818.27	739,909.13	739,909.13	0	0.00
West Region		76,573.43	76,573.43	57,430.07	19,143.36	0	0.00
Border Region		96,304.74	96,304.74	72,228.55	24,076.19	0	0.00
Midland Region		0	0			0	0.00
BMW	234%	172,878.17	172,878.17	129,658.63	43,219.54	0	0.00
National (BMW + SAE)	131%	1,652,696.44	1,652,696.44	869,567.76	783,128.67	0	0.00

Table 2 – Cumulative expenditure from January 2000 to December 2005

EHRD-OP €m	% of Measure Forecast	Total Prog spend	Total co- financed (CSF expend)	EU Structural Funds	National Public Co-financed	Private Co-financed	Public Non- Co-financed
		<i>C1</i>	<i>C3</i>	<i>C5</i>	<i>C10</i>	<i>C14</i>	<i>C25</i>
Dublin Region		2,381,758.01	2,381,758.01	1,190,879.00	1,190,879.00		0.00
South East Region.		518,247.42	518,247.42	259,123.71	259,123.71		0.00
Mid East Region		599,990.67	599,990.67	299,995.33	299,995.33		0.00
Mid West Region		564,338.12	564,338.12	282,169.06	282,169.06		0.00
South West Region		907,385.88	907,385.88	453,692.94	453,692.94		0.00
SAE Expenditure	58%	4,971,721.10	4,971,721.10	2,485,860.03	2,485,860.03		0.00
West Region		708,843.55	708,843.55	531,632.66	177,210.89		0.00
Border Region		309,136.92	309,136.92	231,852.68	77,284.24		0.00
Midland Region		0	0	0	0		0.00
BMW Expenditure	105%	1,017,980.47	1,017,980.47	763,485.34	254,495.13		0.00
National Expenditure	163%	5,989,701.57	5,989,701.57	3,249,345.37	2,740,355.16		0.00

Expenditure for 12 months ending 31 Dec 2005
By County

County	Project	Expenditure – 12 months ending Dec 2005 €
Clare	Congress Information & Opportunity Centre	0.00
	Clare Women's Network	38,861.49
Cork	Cork Women's Poetry Circle	77,202.82
	Women In Technology and Science	8,271.18
	Newbury House Family Centre	82,181.58
Donegal	Inishowen Partnership	41,115.78
Dublin	AONTAS	0.00
	Ballymun Women's Resource Centre	44,880.32
	Dept. of Electronic Engineering, TCD	320,002.67
	Irish Productivity Centre	0.00
	POWER Partnership	44,702.41
	SIPTU	15,796.05
	Women's Aid Dublin	47,405.92
	Fas*	54,415.62
	National Traveller Womens Forum/Pavee Point	58,579.39
Galway	Domestic Violence Response	44,905.81
Kerry	Southwest Kerry Women's Association	113,550.65
Kilkenny	Kilkenny Community Action Network	56,122.20
	Barrow, Nore, Suir Rural Development	11,497.72
Limerick	Ballyhoura Development Ltd	163,842.11
Mayo	Women of the North West Limited	31,667.62
Meath	Nth Meath Community Group	107,179.92
Wexford	Boolavogue Textile Studio	57,803.26
Wicklow	Bray Partnership	177,522.96
Cavan	FAS*	55,188.96
TOTAL		1,652,696.44

*Apportioned cost of FAS project Phase 2

Expenditure for 12 months ending 31 Dec 2005
By County and Region

County	Project	Expenditure – 12 months ending Dec 2005 €	Region
Clare	Congress Information & Opportunity Centre	0.00	Mid-West
	Clare Women's Network	38,861.49	Mid-West
Limerick	Ballyhoura Development Ltd	163,842.11	Mid-West
Cork	Cork Women's Poetry Circle	77,202.82	South-West
	Women In Technology and Science	8,271.18	South-West
	Newbury House Family Centre	82,181.58	South-West
Kerry	Southwest Kerry Women's Association	113,550.65	South-West
Donegal	Inishowen Partnership	41,115.78	Border
Cavan	FAS*	55,188.96	0 Border
Dublin	Ballymun Women's Resource Centre	44,880.32	Dublin
	Dept. of Electronic Engineering, TCD	320,002.67	Dublin
	Irish Productivity Centre	0.00	Dublin
	POWER Partnership	44,702.41	Dublin
	SIPTU	15,796.05	Dublin
	Women's Aid Dublin	47,405.92	Dublin
	FAS*	54,415.62	Dublin
	National Traveller Women's Forum/Pavee Point	58,579.39	
Galway	Domestic Violence Response	44,905.81	West
Mayo	Women of the North West Limited	31,667.62	West
Kilkenny	Kilkenny Community Action Network	56,122.20	South-East
	Barrow, Nore, Suir Rural Development	11,497.72	South-East
Wexford	Boolavogue Textile Studio	57,803.26	South-East
Wicklow	Bray Partnership	177,522.96	0 Mid-
Meath	0 Nth Meath Community Group	0 107,179.92	Mid -East
	Total	1,652,696.44	0

* Apportioned cost of FAS project Phase 2

Expenditure for 12 months ending 31 Dec 2005
Summary by Region

West	76,573.43
Mid-West	202,703.60
South-West	281,206.23
Mid-East	284,702.88
South-East	125,423.18
Border	96,304.74
Dublin	585,782.38
Total	1,652,696.44

Measure 33A Technical Assistance

The Equality Studies Unit, with a focus on exclusion and discrimination in the labour market as covered by equality legislation and in particular by those groups named in the Human Resources Operational Programme will identify and advise on data deficits, improve understanding of the labour market needs of these groups and the capacity to address them, research the labour market participation of these groups and enhance the monitoring of these groups.

Significant Changes in the Operating Environment

There has been no significant change.

Commentary on Measure-related progress

Feedback seminar with groups representing the grounds prioritised in the ESU's work took place in Croke Park on April 13th. Seminar proceedings were circulated after the event and are available online from www.esf.ie/en/publications_general.aspx

A major national conference. '*Equality in VET?*' on promoting equality and accommodating diversity in vocational education and training was held in Dublin Castle on 8th June 2005. The event was co-hosted by the Department of Enterprise, Trade and Employment. The proceedings of the conference have also been prepared for publication.

Three measure studies, part of a rolling programme, were undertaken and completed in 2005. Three measure study publications were produced, each looking at equality policy and practice in an EHRDOP measure: Measure 21 Lifelong Learning (Back to Education Initiative, Part-time Option), Measure 13 Specific Skills Training, and Measure 12B – Sectoral Entry Training Tourism. (Reports downloadable from: www.esf.ie/en/publications_general.aspx).

Three other measure studies were underway on: Measure 15 Employment Support Services, Measure 19A Social Economy Programme and Measure 9 Third Level Access. In addition, planning was underway on a further series of studies in this rolling programme.

Research study on mainstreaming training and employment services for people with disabilities in progress. Fitzpatrick Associates have been commissioned to undertake this study.

The brief was developed for a small study describing case studies of good practice with Travellers in employment programmes.

Progress in relation to physical indicators and targets

NUTS III Measure Indicator Report for reporting period

Measure/Sub-Measure:			
Indicator Used: No. of research reports published			
Region	Total	Gender break-down (where appropriate)	
		Male	Female
<i>Border Region</i>			
<i>Midland Region</i>			
<i>West Region</i>			
BMW Total			
<i>South East Region</i>			
<i>Mid East Region</i>			
<i>Dublin Region</i>			
<i>South West Region</i>			
<i>Mid West Region</i>			
SAE Total			
National (BMW + SAE)	10		

Progress with regard to expenditure

Expenditure in this measure remains lower than originally planned. The Research Officer post which became vacant in August 2004 has not yet been filled. This has resulted in lower expenditure on staffing as well as a lower overall level of programme activity than anticipated.

Horizontal issues

Not applicable

Compliance with EU and National policy

Two meetings of the Management Committee for the measure took place in 2005 (May and October). A cross-section of interests is represented on the Committee which should ensure consistency with relevant national policies.

Publicity

Publicity related requirements regarding publications and other matters are being addressed.

North/South Cooperation

The Equality Commission for Northern Ireland is represented on the Management Committee of this Unit.

Proposals for re-profiling of expenditure (where applicable)

None at present.

Proposals to amend Programme Complements (where applicable)

None at present.

Measure 33B - Technical Assistance

This measure is used to fund certain eligible costs of the ESF Policy and Operations Unit such as the holding of meetings and the purchase of certain equipment. Costs relating to the ESF Financial Control Unit are met under this measure.

Significant Changes in the Operating Environment

There were no significant changes in context during 2005

Commentary on Measure-related progress

Expenditure under the *EHRD OP Technical Assistance* measure in the period January-December 2005 related principally to the monitoring committee meetings held in April and October and to the continued operating costs of the ESF Financial Control Unit. The Unit also engaged a firm of web developers to upgrade the existing ESF website, which has now successfully been completed.

Consultants were appointed in May 2005 to undertake the Update Evaluation of the EHRD Operational Programme 2000-06. The Evaluation was completed at the end of September 05 and was presented to the Monitoring Committee at the Autumn meeting in October 05.

Progress in relation to physical indicators and targets**NUTS III Measure Indicator Report**

N/A

Progress with regard to expenditure

The main items of expenditure relate to the holding of the Monitoring Committee meeting in April and October and the running costs of the Financial Control Unit. Work also commenced on the upgrade of the existing ESF website. The Update Evaluation on the EHRD-OP 2000-06 was commissioned and completed by the end of September 2005. Expenditure for the period January-December 2005 totalled €495,317.

Horizontal issues

Not relevant to this measure

Compliance with EU and National policy

These requirements are met, insofar as they are relevant to the measure.

Publicity

The support of the ESF and NDP is acknowledged on all relevant publications and materials used by the OP Managing Authority

North/South Cooperation

Not relevant to this measure

Proposals for re-profiling of expenditure (where applicable)

No proposals for reallocations at this stage

Proposals to amend Programme Complements (where applicable)

No proposals for reallocations at this stage