

## ESF Programme for Employment, Inclusion and Learning 2014-2020

### 2017 Annual Implementation Report (AIR) Template

Article 125(2)(b) of the CPR requires the MA to prepare an AIR which is submitted to the Commission following approval by the Monitoring Committee. Article 50(2) of the CPR sets out that the AIR will contain key information on the implementation of the OP (including the YEI) by reference to financial data, common and programme specific indicators and quantified target values. A synthesis of the findings of evaluations undertaken, issues arising and measures taken are also to be included along with actions taken to fulfil ex-ante Conditionalities. Failure to include the required information will result in the AIR being inadmissible. Article 50(9) provides for a citizen's summary of the AIR's content to be published.

The 2017 AIR must be submitted to the Commission by 31<sup>st</sup> May 2017 and shall cover the 2016 financial years. Article 5(3) of the ESF Regulation (1304/2013) requires the MA to transmit electronically structured data for each priority axis broken down by investment priority. This data relating to output and result indicators is to be provided for both partially and fully implemented operations. Article 19(4) of the ESF Regulation (1304/2013) requires the AIR to present the findings of the evaluation of the YEI undertaken in 2016 and to set out and assess the quality of employment offers received by YEI participants and their progress in continuing education, apprenticeships/traineeships, employment etc.

The **Intermediate Body** is required to complete this template for aggregation into the 2017 AIR. The responses provided such be succinct and relate only to activity within the reporting period itself. An entry must be made under each heading, even if only to formally record no change. **Indicator and data on participants is obligatory for all Activities and should be entered on the accompanying Excel workbook.**

Reporting Period:	January 2016 – December 2016
Priority:	PR 4: Youth Employment Initiative
Activity:	<b>Social Inclusion and Community Activation Programme (SICAP)</b>
AIP Ref:	<b>ESF 4.7</b>

#### 1. Activity description

Provide a paragraph *briefly* describing the objectives of the Activity and its target group.

The Social Inclusion and Community Activation Programme (SICAP) is a key priority of the Irish Government and aims to tackle poverty, social exclusion and long term unemployment, through local engagement and partnerships between disadvantaged individuals, community organisations and public sector agencies.

SICAP's vision is to improve the life chances and opportunities of those who are marginalised in society, living in poverty or in unemployment through community development approaches and targeted supports. The programme commenced on 1 April 2015. It is overseen and managed at county level by Local and Community Development Committees (LCDCs). Following a public procurement process, the programme was implemented by 45 Programme Implementers (PIs) in 50 geographic areas (known as Lots) in 2016.

SICAP has three main goals:

Goal 1: Strengthening local communities. To support and resource disadvantaged communities and marginalised target groups to engage with relevant local and national stakeholders in identifying and addressing social exclusion and equality issues.

Goal 2: Promoting Lifelong Learning. To support individuals and marginalised target groups experiencing educational disadvantage so they can participate fully, engage with and progress through life-long learning opportunities through the use of community development approaches.

Goal 3: Helping people become more job ready. To engage with marginalised target groups/individuals and residents of disadvantaged communities who are unemployed but who do not fall within mainstream employment service provision, or who are referred to SICAP, to move them closer to the labour market and improve work readiness, and support them in accessing employment and self-employment and creating social enterprise opportunities.

In addition, horizontal themes relate to the core principles that cut across and have relevance to all areas of Programme Implementers' work. SICAP is underpinned by three horizontal themes which relate to the following:

1. Promoting an equality framework with a particular focus on gender equality and anti-discrimination practices.
2. Applying community development approaches to achieve the participation of disadvantaged and marginalised communities in the wider local development context.
3. Developing collaborative approaches with local (through the LCDC) and national stakeholders to improve how mainstream policies and programmes are delivered so that they have a more positive impact on the socially excluded.

**NEETs:**

Young people aged 15-24, who are Not in Employment, Education or Training (NEETs) are a dedicated target group under SICAP (one of 11 such target groups in 2016). NEET participants registered to SICAP who conform to agreed ESF criteria receive co-financing under the Youth Employment Initiative. SICAP NEET individual clients benefit from a wide range of supports under all of the main SICAP goals.

## 2. Significant Changes in the Operating Environment

Report on any significant changes in the operating environment that impact, either positively or negatively, on the performance of the Activity (such as changes in Government policy, socio-economic trends, etc).

The operating environment for SICAP in 2016 notably included an improving labour market situation for most groups. For example, a significant change from 2015 was observed for indicators, which measure individuals' progression to part-time and full-time employment. While in 2015 the overall number of individuals progressing to employment was 24% below the target, in 2016 the target was exceeded by 38%, and for young people it changed from 68% of the target achievement to 117%. This change may reflect the improved economic situation in the country resulting in a wider availability of jobs.

However, while the rate of joblessness amongst young people has declined, they are still more likely to be out of work than their older counterparts. There has also been an increase in the underemployment of 15 to 24 year olds (those who wish to work more and are available to do so) which might point to increasing labour market segmentation for young people.

In 2015, SICAP reported challenges associated with the commencement and novelty of the programme, including the significant governance novelty involved. These issues have largely stabilised in 2016. This second year of implementation featured a wide ranging number of programme improvements made and further supports offered to the programme activity, which took account of the challenges reported and also, the changing external context in Ireland. As just two examples, a protocol for referring clients between the Department of Social Protection and SICAP was established and implemented in 2016. In addition, the inclusion in 2016 of a new target group under SICAP – low income workers and households responded also to the Country Specific Recommendations for Ireland (2015) under the European Semester.

In 2016, a simplified cost option proposal (a Standard Scale of Unit Cost - SSUC) under Article 14(1) ESF was elaborated for SICAP. The purpose of this proposal is to simplify and clarify the basis for ESF claims, in line with the public procurement process that established SICAP. This SSUC proposal will be considered by the ESF in 2017.

## 3. Commentary on Implementation of the Activity – key developments, significant problems and steps taken to address these problems:

This section requires an overall commentary on actions taken *during 2016* to implement the Activity. Outline key developments; new initiatives taken; issues/problems that arose and steps taken to overcome. Commentary should be confined to progress *within the area of Activity* only.

Implementing Bodies met or exceeded targets for engaging with the NEETs in 2016. Relative to other target groups, many PIs continued to report specific challenges to engaging with young people, both NEETs and non-NEETs. As one example, PIs reported that it was particularly difficult to engage with NEETs aged 15 to 18, as they are not eligible for PES supports and are therefore more difficult to identify. Overall, they noted that engaging NEETs is more resource and time intensive, in consequence of their multiple needs and barriers to participation.

Staff working with NEETs need to be highly qualified and to have developed a specific experience of working with young people. Practical issues, such as a lack of transport or a lack of life skills and confidence affected NEETs even more than other groups. In addition, the challenges of significant data entry for NEETs and the sensitive nature of such data was referenced as an issue by implementing bodies.

Locally, the programme implementers highlighted the importance of building relationships, of solid engagement routines and the value of long-term initiatives for their success in responding to these challenges. A range of supports, often tailored to the specific needs of this group were offered by implementing bodies. Collaboration with other local stakeholders was very important for engaging and delivering supports. Many PIs emphasised the importance of a holistic approach in providing supports to NEETs, for example, improving life skills and decision-making skills and addressing 'soft' barriers to progression, such as low self-esteem, lack of self-awareness, lack of clarity about values and difficulty with goal setting. PIs reported that mentoring and guidance were an important method of delivery.

Training courses provided for NEETs by the majority of PIs aimed to address basic skills gaps and equip beneficiaries with mandatory training required to enter employment in sectors, such as construction, retail and hospitality. Training provided included courses such as Safe Pass, HACCP Food Safety, Customer Service, Manual Handling, Retail Skills, Barista Skills, Static Security / Basic Guarding Skills, and Forklift Driving. Many PIs supported young people in getting their Driver Theory Test passed – this support was often used as 'an enticement' to engage in SICAP, but was also particularly important in supporting young people living in areas with limited provision of public transport where ability to drive was necessary to avail of supports and achieve progression to labour market.

No systemic issues were revealed in on-site inspections conducted at the premises of implementing bodies in 2015/2016 (13), however, recommendations were made for improvements – including, to account for the specific requirements being set out in the Standard Scale of Unit Cost (SSUC) proposal.

Finally, in late 2016, case study research was commissioned for SICAP, dedicated to drawing out good practice recommendations for engagement with NEETs and for the purpose of developing a good practice quality toolkit of benefit to implementing bodies. Results from this research study will be available in summer 2017.

#### 4. Progress in relation to physical performance indicators and targets

Statistical information relating to the reporting period should be entered in the format contained in the *Activity Implementation Plan* – as per the following table. A commentary on the main features of the statistical information should also be provided.

ACTIVITY SPECIFIC OUTPUT INDICATORS:		
Outputs and Results Indicator Targets	Measurement Unit	2016
<b>OUTPUTS</b>		
The number of YEI eligible participants on training/upskilling/personal development towards employability and work environment (including supports for self-employed) programmes/projects. <b>*Figures should correspond with Annex III Indicator CO06</b>	Number of YEI eligible participants	4,189
<b>RESULTS</b>		
The number of YEI eligible participants completing an training/upskilling/personal development towards employability and work environment (including supports for self-employed) programmes/projects	Number of participants	144
Unemployed participants who complete the YEI supported intervention <b>*Figures should correspond with Annex V Indicator CR01</b>	Number of unemployed participants	136
Unemployed participants who receive an offer of employment, continued education, apprenticeship or traineeship upon leaving <b>*Figures should correspond with Annex V Indicator CR02</b>	Number of unemployed participants	43
Unemployed participants who are in education/training, gain a qualification, or are in employment, including self-employed, upon leaving <b>*Figures should correspond with Annex V Indicator CR03</b>	Number of unemployed participants	112
LTU participants who complete the YEI supported intervention <b>*Figures should correspond with Annex V Indicator CR04</b>	Number of LTU participants	49
LTU participants who receive an offer of employment, continued education, apprenticeship or traineeship upon leaving <b>*Figures should correspond with Annex V Indicator CR05</b>	Number of LTU participants	15
LTU participants who are in education/training, gain a qualification, or are in employment, including self-employed, upon leaving <b>*Figures should correspond with Annex V Indicator CR06</b>	Number of LTU participants	45
Inactive participants not in education or training who complete the YEI supported intervention <b>*Figures should correspond with Annex V Indicator CR07</b>	Number of inactive participants	8
Inactive participants not in education or training who receive an offer of employment, continued education, apprenticeship or traineeship, upon leaving <b>*Figures should correspond with Annex V Indicator CR08</b>	Number of inactive participants	2
Inactive participants not in education or training who are in education/training, gain a qualification, or are in employment, including self-employment, upon leaving <b>*Figures should correspond with Annex V Indicator CR09</b>	Number of inactive participants	3
Participants in continued education, training programmes leading to a qualification, an apprenticeship or a traineeship six months after leaving <b>*Figures should correspond with Annex V Indicator CR10</b>	Number of participants	9
Participants in employment six months after leaving <b>*Figures should correspond with Annex V Indicator CR11</b>	Number of participants	22
Participants in self-employment six months after leaving <b>*Figures should correspond with Annex V Indicator CR12</b>	Number of participants	1

**Comments:**

The table above represents all new participants aged 15-24 registered to SICAP in 2016, who complied with the NEET definition given in Circular 1/2016. An additional 1,183 participants first registered in 2015 continued to receive supports under SICAP in 2016 – these participants are excluded for the purposes of this AIR. The wider context for NEET specific figures given, is that, in 2016, the total number of disadvantaged individuals (15 years upwards) engaged under SICAP on a one-to-one basis (KPI 1) was 47,511 individuals. In addition, some 3,076 local community groups were supported. An increased focus of the programme on providing supports to social enterprises was evident in the target for the number of social enterprises assisted under SICAP being exceeded by 50%.

Programme Implementers emphasised the importance of building strong relationships with young people, which often required developing long-term initiatives spanning over a number of years and reaching out to young people at risk before they become NEETs. The two more challenging targets involved progression of individuals and young people to self-employment. While the level of attainment has improved between 2015 and 2016, progression to self-employment, especially for young people remains a challenge for the programme.

## **5. Participant Indicators**

The data on participants an ESF supported operations should be inserted in Common Output Indicators and Common Result Indicators tables in the attached Excel Workbook.

For guidance of the description of the indicators, please refer to:

- Annex B-D in the ESF Guidance Document on Monitoring & Evaluation of European Cohesion Policy.
- Annex D Practical Guidance on data collection and validation.

Please click on the link below to access these documents:

<http://www.esf.ie/en/Regulations/Evaluations-and-Guidelines/>

## **6. Information and Communication**

Please provide a paragraph describing the Information and Communication activities undertaken for the previous year.

Information and training resources were available to support SICAP implementation in 2016, as follows.

By means of a designated development co-ordinator support provided by Pobal on behalf of the DHPCLG, involving on-site support visits to LCDCs (31 completed in 2016), routine communication of programme requirements and through national information and training events (2 organised in 2016).

An ongoing technical support for SICAP is delivered through the IRIS (SICAP IT system) helpdesk. In 2016, some 843 queries were addressed via the helpdesk. In addition, the IRIS user support group held 3 meetings in 2016, which contributed to addressing programme and IT system related queries. Training resources for IRIS were also made available on Youtube.

With respect to communications activity – in 2016, SICAP services held a wide range of information and promotional events for potential beneficiaries locally. SICAP implementers also contributed to the ESF calendar in 2016 and provided case studies for information and communications activity, as well as through their local websites. A central SICAP website provided access to a SICAP poster, leaflet and infographic, incorporating ESF logos.

Nationally, ESF and SICAP were actively promoted by means of separate stands at an exhibition space, as part of a national conference on inclusive employment held in October 2016 and addressed by Commissioner for Employment, Social Affairs, Skills and Labour Mobility, Ms. Marianne Thyssen. SICAP was also promoted, through a dedicated stand, at the DHPCLG marquee at the National Ploughing Championship in September 2015 & 2016.

Finally, an End of Year report for SICAP is currently in preparation (April, 2017) and will publicise detailed information on SICAP's progress in 2016, including detail of NEET engagement.

## 7. Compliance with EU and National policy

### Declarations

It is a requirement that all Programme Activities comply with EU and national policy in areas such as;

- procurement,
- competition,
- state aids
- ESF information and publicity requirements
- Compliance with the project selection criteria as set out in the AIP.
- Promotion of equality between men and women and non-discrimination
- Sustainable development
- Ensuring beneficiaries are provided with documentation setting out the conditions of ESF support.

Please confirm compliance with these requirements and advise on any deviations thereto:

Compliance Confirmed: Ms. Clodagh McDonnell  
Principal Officer  
Department of Housing, Planning, Community and Local  
Government.  
(On behalf of the IB)

Date: 21 April 2017

Deviations from Requirements

No deviations.

Declared by Ms. Clodagh McDonnell Date 21 April 2017  
On behalf of the IB



***[Extract from Regulation 1304/2013 Annex I and II (the ESF Regulation)]***

***ANNEX I***

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

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

"Participants"<sup>1</sup> refers to persons benefiting directly from an ESF intervention who can be identified and asked for their characteristics, and for whom specific expenditure is earmarked. Other persons shall not be classified as participants. All data shall be broken down by gender.

The common output indicators for participants are:

- unemployed, including long-term unemployed\*,
- long-term unemployed\*,
- inactive\*,
- inactive, not in education or training\*,
- employed, including self-employed\*,
- below 25 years of age\*,
- above 54 years of age\*,
- above 54 years of age who are unemployed, including long-term unemployed, or inactive not in education or training\*,
- with primary (ISCED 1) or lower secondary education (ISCED 2)\*,
- with upper secondary (ISCED 3) or post-secondary education (ISCED 4)\*,
- with tertiary education (ISCED 5 to 8)\*,
- participants who live in jobless households\*,
- participants who live in jobless households with dependent children\*,
- participants who live in a single adult household with dependent children\*,
- migrants, participants with a foreign background, minorities (including marginalised communities such as the Roma)\*\*,
- participants with disabilities\*\*,
- other disadvantaged\*\*.

The total number of participants will be calculated automatically on the basis of the output indicators.

These data on participants entering an ESF supported operation shall be provided in the annual implementation reports as specified in Article 50(1) and (2) and Article 111(1) of Regulation (EU) No 1303/2013.

- homeless or affected by housing exclusion\*,
- from rural areas\*<sup>2</sup>

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<sup>1</sup> Managing authorities shall establish a system that records and stores individual participant data in computerised form as set out in Article 125 (2) (d) of Regulation (EU) No 1303/2013. The data processing arrangements put in place by the Member States shall be in line with the provisions of Directive 95/46/EC of the European Parliament and of the Council of 24 October 1995 on the protection of individuals with regard to the processing of personal data and on the free movement of such data (OJ L 281, 23.11.1995, p. 31), in particular Articles 7 and 8 thereof. Data reported under the indicators marked with \* are personal data according to Article 7 of Directive 95/46/EC. Their processing is necessary for compliance with the legal obligation to which the controller is subject (Article 7(c) of Directive 95/46/EC). For the definition of controller, see Article 2 of Directive 95/46/EC. Data reported under the indicators marked with \*\* are a special category of data according to Article 8 of Directive 95/46/EC. Subject to the provision of suitable safeguards, Member States may, for reasons of substantial public interest, lay down exemptions in addition to those laid down in Article 8(2) of Directive 95/46/EC, either by national law or by decision of the supervisory authority (Article 8(4) of Directive 95/46/EC).

<sup>2</sup> The data shall be collected at the level of smaller administrative units (local administrative units 2), in accordance with Regulation (EC) No 1059/2003 of the European Parliament and of the Council of 26 May 2003 on the establishment of a common classification of territorial units for statistics (NUTS) (OJ L 154, 21.6.2003, p. 1).

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The data on participants under the two above indicators will be provided in the annual implementation reports as specified in Article 50(4) of Regulation (EU) No 1303/2013. The data shall be collected based on a representative sample of participants within each investment priority. Internal validity of the sample shall be ensured in such a way that the data can be generalised at the level of investment priority.

(2) Common output indicators for entities are:

- number of projects fully or partially implemented by social partners or non-governmental organisations,
- number of projects dedicated at sustainable participation and progress of women in employment,
- number of projects targeting public administrations or public services at national, regional or local level,
- number of supported micro, small and medium-sized enterprises (including cooperative enterprises, enterprises of the social economy).

These data shall be provided in the annual implementation reports as specified in Article 50(1) and (2) and Article 111(1) of Regulation (EU) No 1303/2013.

(3) Common immediate result indicators for participants are:

- inactive participants engaged in job searching upon leaving\*,
- participants in education/training upon leaving\*,
- participants gaining a qualification upon leaving\*,
- participants in employment, including self-employment, upon leaving\*,
- disadvantaged participants engaged in job searching, education/ training, gaining a qualification, in employment, including self-employment, upon leaving\*\*.

These data shall be provided in the annual implementation reports as specified in Article 50(1) and (2) and Article 111(1) of Regulation (EU) No 1303/2013. All data shall be broken down by gender.

(4) Common longer-term result indicators for participants are:

- participants in employment, including self-employment, six months after leaving\*,
- participants with an improved labour market situation six months after leaving\*,
- participants above 54 years of age in employment, including self-employment, six months after leaving\*,
- disadvantaged participants in employment, including self-employment, six months after leaving\*\*.

These data shall be provided in the annual implementation reports as specified in Article 50(5) of Regulation (EU) No 1303/2013. They shall be collected based on a representative sample of participants within each investment priority. Internal validity of the sample shall be ensured in such a way that the data can be generalised at the level of investment priority. All data shall be broken down by gender.

## *ANNEX II*

### **Result indicators for the YEI**

These data shall be provided in the annual implementation reports as specified in Article 50(1) and (2) of Regulation (EU) No 1303/2013 and in the report to be submitted in April 2015 as specified in Article 19(3) of this Regulation. All data shall be broken down by gender.

#### **(1) Common immediate result indicators for participants**

"Participants"<sup>1</sup> refers to persons benefiting directly from a YEI intervention who can be identified and asked for their characteristics, and for whom specific expenditure is earmarked.

The immediate result indicators are:

- Unemployed participants who complete the YEI supported intervention\*,
- Unemployed participants who receive an offer of employment, continued education, apprenticeship or traineeship upon leaving\*,
- Unemployed participants who are in education/training, gain a qualification, or are in employment, including self-employment, upon leaving\*,
- Long-term unemployed participants who complete the YEI supported intervention\*,
- Long-term unemployed participants who receive an offer of employment, continued education, apprenticeship or traineeship upon leaving\*,
- Long-term unemployed participants who are in education/training, gain a qualification, or are in employment, including self-employment, upon leaving\*,
- Inactive participants not in education or training who complete the YEI supported intervention\*,
- Inactive participants not in education or training who receive an offer of employment, continued education, apprenticeship or traineeship upon leaving\*,
- Inactive participants not in education or training who are in education/training, gain a qualification, or are in employment, including self-employment, upon leaving\*.

#### **(2) Common longer-term result indicators for participants**

The longer-term result indicators are:

- Participants in continued education, training programmes leading to a qualification, an apprenticeship or a traineeship six months after leaving\*,
- Participants in employment six months after leaving\*,
- Participants in self-employment six months after leaving\*.

The data for longer-term result indicators shall be collected based on a representative sample of participants within each investment priority. Internal validity of the sample shall be ensured in such a way that the data can be generalised at the level of investment priority.

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<sup>1</sup> Managing authorities shall establish a system that records and stores individual participant data in computerised form as set out in Article 125 (2) (d) of Regulation (EU) No 1303/2013. The data processing arrangements put in place by the Member States must be in line with the provisions of Directive 95/46/EC, in particular Articles 7 and 8 thereof. Data reported under the indicators marked with \* are personal data according to Article 7 of Directive 95/46/EC. Their processing is necessary for compliance with the legal obligation to which the controller is subject (Article 7(c) of Directive 95/46/EC). For the definition of controller, see Article 2 of Directive 95/46/EC. Data reported under the indicators marked with \*\* are a special category of data according to Article 8 of Directive 95/46/EC. Subject to the provision of suitable safeguards, Member States may, for reasons of substantial public interest, lay down exemptions in addition to those laid down in Article 8(2) of Directive 95/46/EC, either by national law or by decision of the supervisory authority (Article 8(4) of Directive 95/46/EC).