

# PEIL 2014-2020 Activity Implementation Plan

## ESF PR 2.1

<b>ESF Programme for Employability, Inclusion and Learning OP 2014-2020</b>	
<b>Priority Axis:</b>	<b>Priority 2:</b> Promoting Social Inclusion and combating discrimination in the labour market
<b>Thematic objectives:</b>	<b>PR 2:</b> Promoting social inclusion, combating poverty and any discrimination
<b>Investment Priorities:</b>	<b>PR 2:</b> Active inclusion, including with a view to promoting equal opportunities and active participation, and improving employability;
<b>Specific objectives:</b>	<b>PR 2:</b> To engage unemployed and/or inactive persons, including young people, from disadvantaged groups and people who are in or at risk of poverty and social exclusion, in a process of learning and development in order to ultimately increase their employability;
<b>Activity title:</b>	<b>Social Inclusion and Community Activation Programme (SICAP) 2018 - 2022</b>
<b>Overall Objective:</b>	<p>To support those who are at a higher risk of social exclusion with a particular focus on those from disadvantaged communities and from target groups that have been prioritised as experiencing higher risk of social exclusion<sup>1</sup>, to improve work readiness and access to employment including through the provision of educational supports.</p> <p>SICAP 2018-2022 is approved for co-financing under the ESF Programme for Employability, Inclusion and Learning (PEIL) 2014-2020 of up to €30 million ESF co-financing and €30 million matched national co-financing.</p>
<b>Certifying Authority:</b>	ESF Certifying Authority
<b>Managing Authority:</b>	ESF Managing Authority
<b>Intermediate Body:</b>	Department of Rural and Community Development (D/RCD)
<b>Beneficiary Body:</b>	Local Community Development Committees (LCDCs)

<sup>1</sup> Disadvantaged Children and Families, Disadvantaged Young People (aged 15 – 24), Disadvantaged Women, Emerging Needs Group, Lone parents, Low Income Workers/Households, New Communities, People living in Disadvantaged areas, People with Disabilities, Roma, Travellers, The Disengaged from the Labour Market (Economically Inactive), The Unemployed.

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#### 1. CONTEXT/ PROBLEM/ NEED:

The 2018 Ireland Country Report by the European Commission points towards sustained strong economic growth, domestic economic activity continuing to thrive and a labour market which remains strong, albeit with some outstanding challenges. These challenges relate to high inactivity rates and some households continuing to experience poverty and social exclusion. In this context, the Irish Government is funding SICAP as an additional means to support those on the margins of Irish society and who are less likely to access mainstream services. The programme will address the need by providing a voluntary service which complements existing service provision by state providers such as Intreo, Education and Training Boards, Family Resource Centres and HSE funded programmes etc.

#### 2. OBJECTIVES OF THE ACTIVITY:

The aim of SICAP is to reduce poverty and promote social inclusion and equality in Ireland through supporting communities and individuals using community development approaches, engagement and collaboration.

The key organising principle of SICAP is that it reaches the most disadvantaged target groups and communities at the local level in Ireland. A certain proportion of all SICAP participants must be from an area classified as disadvantaged<sup>2</sup>. The programme provides a dedicated suite of in-depth and tailored supports to participants in respect of individually identified education, training and employability needs as well as broader holistic measures.

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

The ESF in Ireland has proposed a simplified cost option (SCO) as the basis for the ESF SICAP claim process. The simplified cost option calculates an average SICAP direct staff salary cost (Plus 40%) which is then multiplied by the reported numbers of actual direct staff in each year. Subject to approval at European level, this will be used from 2018 onwards. The ESF will verify claims by reviewing relevant documentation as outlined in the Delegated Act.

The European Social Fund co-financing will support the participation of all age groups in SICAP 2018-2022.

#### 4. RESPONSIBILITIES OF INTERMEDIATE BODY:

In line with Article 123(6) of CPR 1303/2013, an administrative agreement between the Managing Authority and Intermediate Body for this activity formally records in writing the responsibilities and tasks to be carried out by the Intermediate Body on behalf of the Managing Authority.

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<sup>2</sup> Programme Implementers are required to adopt an area-based approach to tackle disadvantage. They must use the Pobal HP Deprivation Index to identify the greatest concentrations of disadvantage in a Lot. A target has been set under KPI 2 that a proportion of individual clients must reside in a disadvantaged area in order to ensure a minimum level of engagement in disadvantaged communities.

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<b>5. CONTRIBUTION TO HORIZONTAL PRINCIPLES</b>	
<b>A. Promotion of Equality between men and women</b>	<p>Women are frequently disadvantaged by policies and practices that do not recognise their different realities and experiences, such as unequal and lower pay, a greater share of care responsibilities, barriers to advancing into leadership positions, and gender-based violence. These realities have been largely shaped and influenced by cultural and societal norms. While it is important not to categorise women as a minority group, it is essential to recognise the gendered nature of women’s roles in society and to tailor budgets, policies, plans and programmes accordingly. Some women may be experiencing disadvantage, or double or cumulative disadvantage, as a result of being a woman and also being a member of a target group.</p> <p>Actions and initiatives will be devised to increase the involvement of women and young women in the labour market. Linkages with schools will be utilised to ensure targeting and follow up of early school leavers without Leaving Certificate completion. A new target group for SICAP 2018 – 2022 has also been established to ensure a focus on women – ‘Disadvantaged Women’. Also relevant are the target groups ‘Children and Families’ and ‘Lone Parents’.</p> <p>Measures aimed at providing care services for children and other dependents will be offered where required. We will try to ensure that delivery agents will be flexible in their delivery of activities. Special attention will also be given to youth entrepreneurship opportunities for young women which can often be attractive to women with dependents.</p> <p>Pobal has a wealth of experience in administering and managing programmes which promote equality from a gender perspective and has administered the ESF Equality For Women measure on behalf of the Department of Justice and Equality for a number of years. Lessons learned from that programme in terms of barriers to engagement and employment can be disseminated to Programme Implementers under SICAP and its ESF component.</p>
<b>B. Promotion of equal opportunities and non-discrimination</b>	<p>This set of activities provide a range of support for unemployed people (both on the live register and not on the live register) to enable them to benefit from life-long learning opportunities and to bring them closer to employment.</p> <p>The programme of activities can be tailor-made to suit the needs of the participant. The use of the HP Deprivation Index will ensure that activities are delivered to unemployed people within the most marginalised communities who are furthest from the labour market.</p> <p>Preparing for work supports provide the participants with critical learning opportunities which have been identified as barriers to employment while the training in growth sectors enables participants to develop sustainable employment skills. The ready for work supports provide participants with real employment and/or training opportunities.</p> <p>A higher proportion of people with a disability, Travellers and people from minority ethnic groups have lower than upper second level education than the population as a whole. Therefore there is a dual approach in targeting area based communities and issue based communities.</p>

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	<p>Support and training will be provided to Programme Implementers in developing local engagement strategies with the priority target groups of SICAP and in the application of community development approaches to achieve the participation of area based and issue based communities.</p> <p>The Local Community Development Committee (LCDCs)/Programme Implementers are committed to equality which includes promoting equality and prohibiting discrimination in employment and in service delivery on nine grounds as defined in the Employment Equality Acts 1998-2011 and the Equal Status Acts 2000-2012<sup>3</sup>, while also ensuring adherence to the Public Sector Duty, Section 42 of the Irish Human Rights and Equality Commission Action 2014.</p> <p>As required under the equality legislation, the LCDCs/Programme Implementers will provide:</p> <ul style="list-style-type: none"> <li>• Reasonable accommodation for people with disabilities.</li> <li>• Allow positive action to promote or ensure equality through preferential treatment or positive measures which promotes equality of opportunity for people who may be disadvantaged because of their circumstances, or to cater for their special needs.</li> </ul>
<p><b>C. Sustainable Development</b></p>	<p>The life-long learning and employment access/employment readiness supports provide an opportunity for participants to invest in their education and lifelong learning. Opportunities will be explored with participants for training and work placement programmes in local employment opportunities and overseas whereby young people can gain experience in “green job” such as low carbon employers, environmental programmes, horticulture and eco-tourism.</p> <p>SICAP is also aimed at supporting communities. “To support communities and target groups to engage with relevant stakeholders in identifying and addressing social exclusion and equality issues, developing the capacity of Local Community Groups, and creating more sustainable communities.” It will encourage and promote sustainable development across communities through a range of measures including; supporting local groups to progress along the community development matrix, conducting annual surveys with local community groups, creating networks between key stakeholders, and allocating grants to local community groups.</p>

#### 6. INDICATORS and REPORTING

Reporting on the progress of each activity is required for the Annual Implementation Report and the Programme Monitoring Committee. This reporting includes information on financial and non-financial indicators as outlined in the subsequent paragraphs.

<sup>3</sup> The nine grounds are gender (including gender identity), family status, civil status, sexual orientation, age, disability (including mental health), race (including skin colour, ethnicity and nationality), membership of the Traveller community, religion (including non-religious belief).

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High level Investment Priority and Priority Axis targets have been set as part of the output and results indicators and performance framework<sup>4</sup> tables included in the PEIL OP. The *ESF co-funded table* below details the activity level indicators that contribute to the higher level targets in the OP. In order to meet the reporting requirements the data in the table below must be captured and reported for this activity.

The ESF SICAP claim process is calculated on the basis of an average SICAP direct staff salary costs and is not connected to meeting specific targets (unlike SICAP 2015 – 2017). Nonetheless, the required individual participant data and data on individual SICAP participants will continue to be gathered and reported on IRIS and may be verified by the ESF.

In addition to the capturing and reporting on the data for the high level targets included in the OP, other data on common indicators is also required. These indicators are detailed in the attached Annex I<sup>5</sup> in line with the requirements of Article 5 of the ESF Regulation 1304/2013.

Priority 2 (ESF co-funded)				
Outputs and Results Indicator Targets	Measurement Unit	Target Value 2023*	Performance Framework Targets	
			Target Value 2018	Target Value 2023*
<b>OUTPUTS</b>				
The number of individuals engaged under SICAP on a one-to-one basis (KPI 2)	Number of individuals	54,896**	27,448	54,896**
Certified Expenditure	€m	60.0	***	60.0
<b>RESULTS</b>				
Number of individuals in employment/self-employment and/or who have completed education/training activity upon leaving	Number of individuals	13,724	10,000	13,724

\*Values provided until 2020.

\*\*This is an estimate based on 27,448 participants in year 1 on the assumption that in Yr 2 and Yr 3 the proportion of new clients will be 50% and existing clients will be 50%.

\*\*\* This value cannot yet be calculated in the absence of SCO average staff salary amounts.

7. FINANCIAL INPUT	
<b>Budget (€/m.) ESF + National Contribution</b>	€60.0m
<b>Priority 2 - ESF Contribution €m</b>	€30.0 (ESF).
<b>Priority 1 - ESF Co-Financing %</b>	50%

<sup>4</sup> Additional information on the application of the performance framework and reserve are set out under Articles 20 to 22 of the CPR 1303/2013

<sup>5</sup> The information on each participant are set out in data fields included in section (1) of Annex I. The European Commission issued an ESF guidance note on the *Monitoring and Evaluation of European Cohesion Policy* in September 2014 and Annex C of this document includes definitions for common ESF/YEI indicators. A further guidance note on the completeness of data is to be issued by the European Commission to further clarify the requirements in this area.

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<b>EU Intervention Field Code</b>	109
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<b>8. CERTIFICATION ROLES</b>		
<b>Ex-Ante checks by:</b>	<b>Certified Claims Submitted by:</b>	<b>Submitted To:</b>
	LCDCs	D/RCD
D/RCD	D/RCD	Managing Authority DES
Managing Authority DES	Managing Authority DES	Certifying Authority DES
Certifying Authority DES	Certifying Authority DES	European Commission

<b>9. PROJECT SELECTION</b>	
Project Selection Process	<p>SICAP Programme Implementers were selected following a national procurement process (applying the open procedure) which was run in 2017 to ensure delivery bodies were in place to begin programme delivery on 1<sup>st</sup> January 2018.</p> <p>Local Community Development Committees (LCDCs) at the local level each managed a public procurement process to select Programme Implementers, acting as the Contracting Authority. Pobal provided a support role as Nominated Representative.</p> <p>As part of their tender submissions, Programme Implementers were required to submit a 2018 annual plan which set out the programme target groups and disadvantaged communities to be prioritised and the actions to be carried out, in compliance with the Programme Requirements.</p> <p>Each annual plan submitted as part of the tender was informed by the relevant Local Economic and Community Plan, It was also required to take into account other local partners and service delivery in situ in each Lot, including Education and Training Boards and the Department of Employment Affairs and Social Protection. The selection process adhered to the SICAP requirements that all participants must be from a SICAP target group. Each tender submission was evaluated by a SICAP tender evaluation team.</p>
Project Selection Criteria	<p>As per standard procedure in a procurement process, all tenders received were evaluated according to the principles of equal treatment, transparency, fairness, proportionality and mutual recognition. Award criteria were included in each RFT setting out the tender selection and scoring criteria.</p> <p>All activity supported locally must be underpinned by the three horizontal themes of SICAP. Horizontal themes are the core principles that across all areas of PIs' work: They are as follows:</p>

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	<ol style="list-style-type: none"><li>1. Promoting an equality framework with a particular focus on gender equality and anti-discrimination practices.</li><li>2. Applying community development approaches to achieve the participation of disadvantaged and marginalised communities in the wider local development context;</li><li>3. Developing collaborative approaches with stakeholders to improve how mainstream policies and programmes are delivered so that they impact more positively on the socially excluded.</li></ol>
Composition of Project Selection Committee	The Programme Implementers for all 51 SICAP lots were selected following successful completion of a public procurement process. As outlined above, bids were submitted by interested parties nationally and each was evaluated by the SICAP evaluation team according to the published award and scoring criteria. The findings the evaluation teams were then presented to the full LCDC for formal approval, upon which Funding Agreements were signed between the LCDC, the local authority and the successful tenderer.

10. PUBLICITY/INFORMATION PLANS	
Publicity/ Information Plans for the Activity	<p>Pobal has worked with the Department of Rural and Community Development to develop the requirements relating to SICAP for LCDCs and Programme Implementers and has communicated these to same. These were also reviewed and commented upon by the ESF MA. The Programme Requirements (V1:1) incorporate the ESF Implementing Regulation (1303/2013) regarding Information and Communication Measures for the public as well as other relevant information.</p> <p>Note that the Programme Requirements will be updated twice annually for 2018 and 2019 and once annually from 2020 to 2022 in order to reflect programme and policy changes and clarifications.</p> <p><b>The following Regulations apply:</b></p> <ul style="list-style-type: none"><li>• Regulation No. 1303/2013 CPR (Articles 115-117).</li><li>• Commission Implementing Regulation No. 821/2014 (Articles 3 and 4 and Annex II).</li></ul>

11. IMPLEMENTATION CONTACTS		
<b>Body:</b> Department of Rural and Community Development	<b>Contact Name:</b>	Sinead Quinn
<b>Address:</b> Social Inclusion Unit	<b>Phone:</b>	076-1006926

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#### ANNEX I

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

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

"Participants"<sup>6</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>7</sup>

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,

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<sup>6</sup> Managing authorities shall establish a system that records and stores individual participant data in computerised form as set out in Article 125 (2) (d) of Regulation (EU) No 1303/2013. The data processing arrangements put in place by the Member States 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>7</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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- 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.