

PEIL 2014-2020 ACTIVITY IMPLEMENTATION PLAN

ESF PR 2.4

ESF Programme for Employability, Inclusion and Learning OP 2014-2020	
Priority Axis:	Priority 2: Promoting Social Inclusion and combating discrimination in the labour market
Thematic objectives:	Promoting Social Inclusion, combating poverty and any discrimination
Investment Priorities:	Active inclusion, including with a view to promoting equal opportunities and active participation, and improving employability;
Specific objectives:	To engage unemployed and/or inactive persons, including young people, from disadvantaged groups and in or at risk of poverty and social exclusion in a process of learning and development in order to ultimately increase their employability
Activity title:	Young Persons Probation Projects
Overall Objective:	<p>To support the work of the Probation Service in working with Young People who are under supervision by the Probation Service or at risk of becoming involved in crime.</p> <p>These projects add value to the work of the Probation Service by providing a range of interventions and programmes to support young people in making positive changes in their life in order that they may stop offending and contribute to their community in a positive manner.</p>
Certifying Authority:	ESF Certifying Authority
Managing Authority:	ESF Managing Authority
Intermediate Body:	Financial Management Unit, Department of Justice and Equality
Beneficiary Body	Probation Service, Community Programmes Unit, Irish Youth Justice Service

PEIL 2014-2020 ACTIVITY IMPLEMENTATION PLAN

ESF PR 2.4

1. CONTEXT/ PROBLEM/ NEED BEING ADDRESSED:

Young Persons Probation is a specialised division of the Probation Service established to work with young offenders. Probation Service work with young offenders is underpinned by the key principles of diversion, restoration and collaboration.

Young Persons Probation Projects (YPPs) are Community Based Organisations (CBOs) that are structured as independent companies limited by guarantee. The Probation Service works with these projects to provide a range of programmes to support meaningful change in the lives of young offenders.

The measures proposed by the Community Programmes Unit will contribute to a number of national strategies including:

- National Action Plan for Social Inclusion 2007-2016

“The provision of a focused, integrated approach to prevention, support and rehabilitation of young people at risk of offending or re-offending”¹. This specific conditionality is referred to under No.9 of Annex XI of Reg 1303/2013.

The measures will also contribute to

- Tackling Youth Crime (Youth Justice Action Plan) 2014 – 2018
- The National Children and Young People’s Policy Framework 2014-2018.

These strategies support a whole of Government effort to improve outcomes for children and young people and recognise the shared responsibility across Government to achieving these results. The focus of the National Children and Young People’s Policy Framework is on investing in young people to reach their potential towards reducing inequality within society and to break cycles of intergenerational disadvantage.

The measures will contribute to other key supporting policy including:

- National Reform Programme for Ireland under the Europe 2020 Strategy

“Targeted social inclusion programmes” and in particular to “programmes for minority groups such as Travellers and migrants”.²

- Pathways to work - Government Policy Statement on Labour Market Medium Term Economic Strategy 2014-2020.

Refers to “the building of a fairer Ireland by helping to reduce inequality and improve poverty outcomes across society”. Some important facts in relation to youth are set out below:

- 20% of children live in jobless households³
- Youth unemployment 2007-2012 grew 10% to 30.4%⁴
- By the end of 2012, the rate of youth unemployment across the EU had risen to 23.4% and Ireland scored higher than average at 30.2%
- 40% of young people aged 16-24 are at risk of poverty or social exclusion⁵
- Independence and living independently requires both the material means and the life skills to manage, to cook, to budget and to make good choices, recognising that some people may require support to achieve this independence.

An OECD Report in September 2013 on Ireland noted that we must do more to tackle youth unemployment and that activation policies are paramount. It noted that Ireland has the highest share of young people on income support in the EU and that it is more than 3 times the OECD

¹ (Ref 2.6.3 page 37 of the National Action Plan for Social Inclusion)

² (page 27 of the Reform Programme)

³ OECD Report September 2013

⁴ Central Statistics Office (CSO, 2013)

⁵ OECD Getting Youth on the job Track 2013 pg 63

PEIL 2014-2020 ACTIVITY IMPLEMENTATION PLAN

ESF PR 2.4

average. The focus of the projects within this proposal is to engage with young people who are hardest to reach.

2. OBJECTIVES OF THE ACTIVITY:

The YPPs will add value to the work of the Probation Service in supporting and motivating young persons to address the cause of their offending behaviour and to make positive changes in their lives so as to avoid further offending. The YPPs will work with young people to address their identified risks and needs and support their personal development in areas including the following:

- 1) Educational needs
- 2) Self-care living skills
- 3) Drug and alcohol misuse
- 4) Emotional and mental health

3. ESF FUNDED ELEMENT OF ACTIVITY:

The Simplified Costs Option under Article 14(2) of 1304/2013 ESF Regulation is to be applied to the operations of this activity. This means that ESF claims will be made up of eligible direct staff costs plus 40% to cover the remaining eligible costs of an operation.

Eligible direct staff costs includes costs deriving from an agreement between employer and employee or service contracts⁶ for external staff (provided that these costs are clearly identifiable). For example, if a beneficiary contracts the services of an external trainer for its in-house training sessions, the invoice needs to identify the different types of costs. The salary of the trainer will be considered as external staff costs. However, teaching materials for example cannot be taken into account.

Staff costs include the total remuneration, including in-kind benefits in line with collective agreements, paid to people in return for work related to the operation. They also include taxes and employees' social security contributions as well as the employer's compulsory and voluntary social contributions. The following are not considered to be staff costs for ESF claim purposes

- Costs of business trips
- Allowances or salaries disbursed for the benefit of participants (e.g. students, trainees) in ESF operations
- Redundancy or back-pay costs paid to staff that are not related to the eligibility period of the operation being co-funded.

Also, any net revenue generated from the co-funded operations shall be deducted from its eligible expenditure in line with section 3.6 of the Department of Education and Skills Circular 1/2015, Eligibility Rules for 2014-2020 ESF and YEI. This includes any maternity and welfare benefits paid/reimbursed to the employer.

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 will formally record in writing the responsibilities and tasks to be carried out by the Intermediate Body on behalf of the Managing Authority.

⁶ The salary scale of service contracts may vary across and within YPP projects.

PEIL 2014-2020 ACTIVITY IMPLEMENTATION PLAN ESF PR 2.4

5. CONTRIBUTION TO HORIZONTAL PRINCIPLES	
A. Promotion of Equality between men and women	<p>Each YPP project completes a needs assessment for each individual referred and an action plan is agreed with the offender.</p> <p>Young Persons Probation recognises a gender specific approach is required when working with female offenders.</p> <p>YPPs are conscious that the pathways into crime are different for women, and the profile of female offenders is different to male offenders.</p>
B. Promotion of equal opportunities and non-discrimination	<p>The majority of referrals to YPP projects lead chaotic lifestyles and come from disadvantaged backgrounds. The YPP projects provide clients with the skills required for them to engage in their community as equals and without fear of being discriminated against because of their background.</p> <p>YPP projects 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. 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).</p> <p>YPP projects will also allow for a positive action to promote or ensure equality through preferential treatment or positive measures which promote equality of opportunity for people who may be disadvantaged because of their circumstances, or to cater for their special needs.</p>
C. Sustainable Development	<p>As set out in the Partnership Agreement, the principle of sustainable development requires that the needs of the present be met without compromising the ability of future generations. This requires that support for environmental protection requirements, resource efficiency, sustainable management of natural resources, risk prevention and management are addressed through both dedicated funding streams and through their horizontal integration across the Operational Programmes.</p> <p>The Government's sustainable development framework document is intended to provide a platform for the integration of sustainable development principles into policies across all sectors. The framework broadly follows the thematic approach of the <i>EU Sustainable Development Strategy</i> and sets out a wide range of measures that seek to ensure an improvement in Ireland's quality of life into the future. Among the areas listed are sustainability of public finances and economic resilience, sustainable consumption and production, conservation and management of natural resources, climate change and clean energy, social inclusion, sustainable communities and spatial planning, education, communication and behaviour change, innovation, research and development, skills and training and global poverty and sustainable development.</p>

PEIL 2014-2020 ACTIVITY IMPLEMENTATION PLAN

ESF PR 2.4

6. INDICATORS and REPORTING				
<p>Reporting on the progress of each activity is required for the Annual and YEI Implementation Reports and the Programme Monitoring Committee. This reporting includes information on financial and non-financial indicators as outlined in the subsequent paragraphs.</p> <p>High level Investment Priority and Priority Axis targets have been set as part of the output and results indicators and performance framework⁷ tables included in PEIL 2014-2020. The ESF co-funded and ESF + YEI co-funded tables below detail 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.</p> <p>In addition to the capturing and reporting on the data for the high level targets included in the OP, data on common indicators is also required. These indicators are detailed in the attached Annex I⁸ in line with the requirements of Article 5 of the ESF Regulation 1304/2013.</p>				
Priority 2 (ESF co-funded)				
Outputs and Results Indicator Targets	Measurement Unit	Target Value 2023	Performance Framework Targets	
			Target Value 2018	Target Value 2023
OUTPUTS				
The number of participants from disadvantaged groups on social inclusion employability programmes, including personal development towards employability programmes - Number of participants engaged by YPP projects	Number of participants	996	664	996
The number of youths (<25 yrs) participants from disadvantaged groups on social inclusion employability programmes, including personal development towards employability programmes Number of young (<25yrs) participants engaged by YPP projects	Number of Young (<25yrs) participants	996	N/A	N/A
Certified Expenditure	€m	11.6m	1.9m	11.6m
RESULTS				
Number of participants from disadvantaged groups that have completed a social inclusion employability programme and/or are in training/education/job search/work related environments upon leaving – YPP participants who have completed an intervention	Number of participants	697	N/A	N/A

⁷ Additional information on the application of the performance framework and reserve are set out under Articles 20 to 22 of the CPR 1303/2013

⁸ 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.

PEIL 2014-2020 ACTIVITY IMPLEMENTATION PLAN ESF PR 2.4

Number of young (< 25yrs) participants from disadvantaged groups that have completed a social inclusion employability programme and/or are in training/education/job search/work related environments upon leaving - Young (<25 yrs) YPP participants who have completed an intervention	Number of Young (<25yrs) participants	697	N/A	N/A
--	---------------------------------------	-----	-----	-----

7. FINANCIAL INPUT	
Budget (€/m.) ESF + National Contribution	€11.64m
ESF Contribution €m	€5.82m
ESF Co-Financing %	50%
EU Intervention Field Code	109

8. CERTIFICATION ROLES		
Ex-Ante checks by:	Certified Claims Submitted by:	Submitted To:
Community Programmes Unit (Probations Services), IYJS	Community Programmes Unit (Probations Services), IYJS	Intermediate Body Financial Management Unit, Dept. of Justice and Equality
Intermediate Body Financial Management Unit, Dept. of Justice and Equality	Intermediate Body Financial Management Unit, Dept. of Justice and Equality	Managing Authority DES
Managing Authority DES	Managing Authority DES	Certifying Authority DES
Certifying Authority DES	Certifying Authority DES	European Commission

9. PROJECT SELECTION	
Project Selection Process	Given its role in the community, the Probation Service has a long history of working in partnership with a range of community based organisations. The service recognises that it cannot address all of these needs alone and the importance of community involvement in preventing re- offending cannot be underestimated. In this regard, the Probation Service provides grants to Community Based Organisations to support the work of the Probation Service in re-integrating offenders back into their community. These grants are funded on an annual basis by the Department of Justice and Equality through the Irish Youth Justice Service and funding is provided in the Justice Vote under Sub Head A10 Community Programmes.
Project Selection Criteria	Each Young Persons Probation Project submit an annual grant application for funding for the provision of services to young

PEIL 2014-2020 ACTIVITY IMPLEMENTATION PLAN ESF PR 2.4

	<p>offenders. The criteria for grant funding are subject to the availability of funding and the manner in which applicants meet the following criteria:</p> <ul style="list-style-type: none"> - The manner in which the grant funding proposal is aligned to Probation Service priorities; - The support the intended outputs will provide to Probation Service clients in reintegrating back into their community; - The Provisions of Department of Public Expenditure and Reform Circular on Management of and Accountability of Grants from Exchequer funds
Composition of Project Selection Committee	Applications for Grant Funding are assessed by Probation Service Senior Management and sanctioned by the Irish Youth Justice Service.

10. PUBLICITY/INFORMATION PLANS

Publicity/ Information Plans for the Activity	<p>Website, brochures, reports and promotional materials will equally publicise the appropriate funding source in line with national and EU requirements regarding information and publicity measures to be carried out by the Member States concerning assistance from the Structural and Investment Funds</p> <p>The following Regulations apply:</p> <ul style="list-style-type: none"> • EU Regulation No. 1303/2013 CPR (Articles 115-117) • Commission Implementing Regulation No. 821/2014 (Articles 3 and 4 and Annex II).
---	---

11. IMPLEMENTATION CONTACT

Body: Probation Service, Department of Justice and Equality.	Contact Name:	Joseph Keaney Aengus Casey
Address: Haymarket Smithfield D07 WT27.	Phone:	01 8176560 01 8176578
	Email:	Communityprojects@probation.ie ajcasey@probation.ie jwkeaney@probation.ie

PEIL 2014-2020 ACTIVITY IMPLEMENTATION PLAN

ESF PR 2.4

ANNEX I

Common output and result indicators for ESF investments

(1) Common output indicators for participants

"Participants" (1) 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* (2).

(1) 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).

(2) 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).

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:

PEIL 2014-2020 ACTIVITY IMPLEMENTATION PLAN

ESF PR 2.4

- 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" (1) 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*,

PEIL 2014-2020 ACTIVITY IMPLEMENTATION PLAN

ESF PR 2.4

- 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.

(1) 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).