

**PEIL 2014-2020    Activity Implementation Plan  
ESF PR 2.6**

<b>ESF Programme for Employability, Inclusion and Learning OP 2014-2020</b>	
<b>Priority:</b>	<b>Priority No 2:</b> Promoting Social Inclusion and combating discrimination in the labour market
<b>Thematic Objective:</b>	Promoting Social Inclusion, combating poverty and any discrimination
<b>Investment Priority:</b>	Active inclusion, including with a view to promoting equal opportunities and active participation, and improving employability
<b>Specific Objective:</b>	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
<b>Activity Title:</b>	<b>Disability Project (Ability Programme)</b>
<b>Overall Objective:</b>	The objective of this activity is to promote employment prospects and meaningful social roles for young people with disabilities. It aims to bring participants who are not work-ready closer to the labour market using a range of person-centred supports.
<b>Certifying Authority:</b>	ESF Certifying Authority Department of Education and Skills (DES)
<b>Managing Authority:</b>	ESF Managing Authority DES
<b>Intermediate Body:</b>	EU Funding Compliance Unit Department of Employment Affairs and Social Protection (DEASP)
<b>Beneficiary Body:</b>	Disability and Illness Policy DEASP

# PEIL 2014-2020 Activity Implementation Plan

## ESF PR 2.6

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

People with disabilities are only half as likely to be in employment as others of working age. The reasons for this are complex, and include level of education and skills, fears around loss of benefits, employer know-how, low expectations, and limited re-entry to work following onset of a disability. The 2016 census showed that 13.5% of the population (643,131 people) and 6.5% (130,067 of those at work had a disability, The labour force participation rate for people with disabilities was 30.2% compared to 61.4% generally. Looking at those aged 15-64 only, the general labour force participation rate was 78% for men and 65.9% for women while the comparative rates for those with disabilities was 51.1% for men and 42.2% for women. The unemployment rate amongst persons with a disability was 26.3%, more than double the 12.9% rate for the population as a whole. People with disabilities have lower education levels with 13.7% of those aged 15-50 inclusive, only having completed primary level education compared to 4.2% of the general population. 37% had completed 3<sup>rd</sup> level education compared with 53.4% of the general population.

The Ability programme is a response to the evidence that people with disabilities are only half as likely to be in employment as others of working age. These differences are there from the outset, whereby young people with disabilities start out with lower employment rates in their late-teens and early twenties than their peers. Through engagement in training and personal development activities, the Ability programme aims to bring young people with disabilities closer to the world of work and help to ensure that people with disabilities realise their employment ambitions. The programme accords with the recommendations in the 2017 Report Make Work Pay for People with Disabilities.

In keeping with the recommendations of the Comprehensive Employment Strategy for People with Disabilities 2015 – 2024 (action 1.13), the Programme draws from the lessons learned from the Disability Activation Project, which was co-funded by the ESF under the HCIOP 2007-2013. The 2015 Evaluation of the Disability Activation Project (Indecon) found the DACT model could be regarded as having greater impact as a 'pre-activation' programme, designed to bring participants with a disability nearer to the labour market, rather than geared specifically towards achieving defined labour market activation/employment outcomes. The consultants considered that any future programme should be framed in the appropriate context as a personal development and social inclusion programme. An interdepartmental working group on disability activation, comprising the relevant Departments with responsibilities under the Comprehensive Employment Strategy for people with disabilities, considered the findings of the evaluation and recommended, inter alia, the pursuit of a pre-activation programme.

### 2. OBJECTIVES OF THE ACTIVITY:

The objectives of the activity are to:

- (i) bring young people aged 15-29 with disabilities who are not work-ready closer to the labour market using a range of person-centred supports;
- (ii) assist young people aged 15-29 with disabilities to develop the confidence and independence required to participate in education, training and employment;
- (iii) assist young people aged 15-29 with disabilities at key transition points between education, training and employment;
- (iv) support young people aged 15-29 with disabilities who are not in education, employment or training to access and participate in education, training and employment;
- (v) build the capacity of mainstream employment services, education and training providers to support the progression of young people with disabilities; and
- (vi) build the capacity of employers to recruit and retain young people with disabilities within their workforce.
- (vii)

# PEIL 2014-2020 Activity Implementation Plan

## ESF PR 2.6

### 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 contracts 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 1/2016, 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.

# PEIL 2014-2020      Activity Implementation Plan ESF PR 2.6

5. CONTRIBUTION TO HORIZONTAL PRINCIPLES	
<b>A. Promotion of Equality between men and women</b>	<p>Census 2016 reports that 48.4% of people with disabilities were male and 51.6% were female. Disability is more common among males up to age 24, while there were proportionally more females between age 25 and 59 with disabilities. From 70 onwards significantly higher proportions of people with disabilities are women. Male unemployment exceeded female unemployment for all disability types. The proportion of females working exceeded males for the 20-24 and 25-29 age groups.</p> <p>It is intended that this measure will aim to ensure equal participation of men and women with disabilities and to address the gender dimensions of inactivity within the population of people with disabilities.</p>
<b>B. Promotion of equal opportunities and non-discrimination</b>	<p>The programme will be managed on the basis of Equal Opportunity for all and will focus on young people with disabilities aged 15 to 29.</p> <p>The programme is committed to equality including 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>
<b>C. Sustainable Development</b>	<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 <a href="#">that</a> 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 2.6

## 6. INDICATORS and REPORTING

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

High level Investment Priority and Priority Axis targets have been set as part of the output and results indicators and performance framework<sup>1</sup> tables included in PEIL 2014-2020. The *ESF co-funded table* 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.

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 I<sup>2</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 participants from disadvantaged groups on social inclusion employability programmes, including personal development towards employability programmes - Number of people with disabilities engaged with project	Number of participants	2,660	N/A	2,660
Certified Expenditure	€m	16.0m	N/A	16.0m
<b>RESULTS</b>				
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 – Participant with disabilities in job search, education, training or employment on completion of intervention	Number of participants	2,660	N/A	2,660

<sup>1</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>2</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.

# PEIL 2014-2020      Activity Implementation Plan ESF PR 2.6

7. FINANCIAL INPUT		
Budget (€/m.) ESF + National Contribution	€16m	
ESF Contribution €m	€8m	
ESF Co-Financing %	50%	
EU Intervention Field Code	109	
8. CERTIFICATION ROLES		
Ex-Ante checks by:	Certified Claims Submitted by:	Submitted To:
Disability and Illness Policy, DEASP	Disability and Illness Policy, DEASP	EU Funding Compliance Unit DEASP
EU Funding Compliance Unit DEASP	EU Funding Compliance Unit DEASP	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	Projects will be selected by a call for proposals via an Online application process on <a href="http://www.pobal.ie">www.pobal.ie</a>	
Project Selection Criteria	<p>Applications are appraised in two stages:</p> <p>1. Eligibility Criteria Completed online application form by the closing date. Applying for €200,000 to €750,000. Demonstrate that the applicant organisation provides supports to people with disabilities; or supporting people with disabilities is consistent with the aims and objectives in the organisation's governing documents; or provides training, pre-employment or employment supports; or providing training, pre-employment or employment supports is consistent with the aims and objectives in the organisation's governing documents.</p> <p>2. Selection criteria (minimum of 60% to be considered): Meets the programme criteria and priorities – 40% Evidence of Need for proposal – 20% Capacity of Organisation – 20% Value for money – 20%</p>	
Composition of Project Selection Committee	Applications will be assessed by Pobal and reported to the Department of Employment Affairs and Social Protection which makes the decision on awards.	

# PEIL 2014-2020      Activity Implementation Plan ESF PR 2.6

10. PUBLICITY/INFORMATION PLANS		
Publicity/ Information Plans for the Activity	<p>Applications, brochures, promotional materials, social media and online services will publicise the appropriate funding source in line with national requirements and those of the relevant Implementing Regulation regarding information and publicity measures to be carried out by the Member States concerning assistance from the Structural Funds, as per the Managing Authority Guidelines.</p> <p>The following Regulations apply:</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 CONTACT		
<b>Body:</b> EU Funding Compliance Unit Department of Employment Affairs and Social Protection	<b>Contact Name:</b>	<b>David Waters</b>
<b>Address:</b> Gandon House Amiens Street Dublin 1.	<b>Phone:</b>	000 353 1 6732346
	<b>Email:</b>	David.Waters@welfare.ie

# PEIL 2014-2020 Activity Implementation Plan ESF PR 2.6

---

## ANNEX I

### Common output and result indicators for ESF investments

(1) Common output indicators for participants

"Participants"<sup>3</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>4</sup>

---

<sup>3</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).

# PEIL 2014-2020      Activity Implementation Plan

## ESF PR 2.6

---

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.

---

<sup>4</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).