

PEIL 2014-2020 Activity Implementation Plan

ESF PR 3.2

ESF Programme for Employability, Inclusion and Learning OP 2014-2020	
Priority:	PRIORITY NO 3: Investing in Education, Training and Life Long Learning with a view to upskilling and re-skilling the labour force
Thematic Objective and investment priorities:	Investing in education, training and vocational training for skills and lifelong learning;
Activity title:	Back to Education Initiative
Overall Objective:	Enhancing equal access to lifelong learning for all age groups in formal, non-formal and informal settings, upgrading the knowledge, skills and competencies of the workforce, and promoting flexible learning pathways including through career guidance and validation of acquired competencies.
Certifying Authority:	ESF Certifying Authority
Managing Authority:	ESF Managing Authority
Intermediary Body:	SOLAS
Beneficiary Bodies:	Education and Training Boards
EU Co-financing Rate:	50%

1. CONTEXT/ PROBLEM/ NEED BEING ADDRESSED:
<p>To address the education needs of those with minimal or no educational qualification and school leavers through:</p> <ul style="list-style-type: none"> • The provision of programmes that lead to qualifications equivalent to upper second level • The provision of programmes that lead to qualifications in line with labour market demands • The provision of re-entry routes for those who wish to upgrade their skills in line with emerging socio-economic needs
2. OBJECTIVES OF THE ACTIVITY:
<p>To increase the base of adults with upper second level education and/or qualifications at FETAC Levels 3, 4, 5, and 6 and relevant or updated skills to meet the needs of the economy, This will be achieved through the provision of a range of part-time learning opportunities that enable learners to reconcile participation in education with family and/or employment responsibilities. The part-time provision will be flexible in relation to timing (i.e. mornings, afternoons, evenings, block) and to facilitate progression to achievement of full awards over time.</p>
3. ESF FUNDED ELEMENT OF ACTIVITY:
<p>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.</p>

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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 1/2015, 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.

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5. CONTRIBUTION TO HORIZONTAL PRINCIPLES	
<p>A. Promotion of Equality between men and women</p>	<p>The type and level of educational qualifications held by an individual impacts on equal opportunities within the labour market. The Back to Education Initiative (BTEI) provides opportunities to men and women to gain general qualifications and specific skills that enable progression to further education and training and increase participation and mobility within the labour market. Guidelines for BTEI set out principles to underpin planning and provision at local level which include learner centeredness, equality, accessibility and inclusiveness, recognising and accommodating diversity, quality assurance, local consultation and an area based approach and innovation.</p> <p>Actions to incorporate the Promotion of Equality between men and women</p> <ul style="list-style-type: none"> • Consultation and co-operation with relevant interested organisations strategies and supports to promote access and participation (e.g. outreach, pre-development, guidance mentoring) • Specific recruitment strategies for men and women • Design and delivery of programmes adapted to meet learner needs (content, format, timing, location, duration, methodologies and learner supports) • Delivery to support family commitments (timing, location) • Funding subvention to participants with less than upper second level education, who are unwaged and working in the home. • Childcare supports.
<p>B. Promotion of equal opportunities and non-discrimination</p>	<p>A higher proportion of people with a disability, Travellers, older people and people from minority ethnic groups have less than upper second level education than the population as a whole. BTEI aims to increase participation of those most marginalized from other forms of provision, those experiencing acute barriers to participation and the hard to reach groups. Programmes under BTEI can provide an opportunity for initial education leading to partial or full awards thereby addressing the labour market inequality experienced by these groups. Guidelines for BTEI set out principles to underpin planning and provision at local level which include learner centeredness, equality, accessibility and inclusiveness, recognising and accommodating diversity, quality assurance, local consultation and an area based approach and innovation.</p> <p>Actions to incorporate the Promotion of equal opportunities and non-discrimination</p> <ul style="list-style-type: none"> • Consultation and co-operation with relevant interested organisations strategies and supports to promote access and participation (e.g. outreach, pre-development, guidance mentoring) • Design and delivery of programmes adapted to meet learner needs (content, format, timing, location, duration, methodologies and learner supports) • Delivery to support family commitments (timing, location)

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	<ul style="list-style-type: none"> • Funding subvention to participants with less than upper second level education, who are unwaged and working in the home. • Childcare supports <p>BTEI is 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>BTEI provides reasonable accommodation for people with disabilities. Youthreach also allows for 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>
<p>C. Sustainable Development</p>	<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>

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6. INDICATORS and REPORTING

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.

High level Investment Priority and Priority Axis targets have been set as part of the output and results indicators and performance framework¹ tables included in the PEIL OP. 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.

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 I² in line with the requirements of Article 5 of the ESF Regulation 1304/2013.

An agreed action plan is in place for the fulfilment of this requirement by the end of 2016.

Priority 3 (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 with low education levels on further education/training programmes - Number of part-time BTEI participants	Number of participants	208,600	140,600	208,600
The number of LTU participants with low education levels on further education/training programmes - Number of LTU part-time BTEI participants	Number of LTU participants	60,494	N/A	N/A
Certified Expenditure	€m	100.9	21.9	100.9
RESULTS				
The number of part-time participants gaining certification	Number of participants	91,000	N/A	N/A
The number of LTU participants with low education levels gaining a qualification or successfully completing the programme - The number of part-time LTU participants gaining certification	Number of participants	26,390	N/A	N/A

¹ Additional information on the application of the performance framework and reserve are set out under Articles 20 to 22 of the CPR 1303/2013

² 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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7. FINANCIAL INPUT	
Budget (€/m.) ESF + National Contribution	€100.94m
ESF Contribution €m	€50.47m
ESF Co-Financing %	50%
EU Intervention Field Code	117

8. CERTIFICATION ROLES		
Ex-Ante checks by:	Certified Claims Submitted by:	Submitted To:
	ETBs	SOLAS
SOLAS	SOLAS	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	Programmes from applicant ETBs and schools are selected within overall resource constraints, subject to compliance with published programme criteria.
Project Selection Criteria	Not applicable
Composition of Project Selection Committee	Not applicable

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 requirements and those of Implementing Regulation (EC) regarding information and publicity measures to be carried out by the Member States concerning assistance from the Structural 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).

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11. IMPLEMENTATION CONTACT		
Body: SOLAS	Contact Name:	<i>Financial Manager (David Dunne)</i> Management Accounting / European Finance
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ANNEX I

Common output and result indicators for ESF investments

(1) Common output indicators for participants

"Participants"³ 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*⁴

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.

³ 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).

⁴ 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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(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.