

# Annual Implementation Report 2012

England and Gibraltar  
European Social Fund  
Convergence, Competitiveness  
and Employment Programme  
2007 -2013

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# 1 Identification

Operational Programme	Objective concerned: Convergence and Regional Competitiveness and Employment
	Eligible area concerned: England and Gibraltar
	Programming period: 2007-2013
	Programme number (CCI No): 2007UK05UPO001
	Programme title: England and Gibraltar European Social Fund Convergence, Competitiveness and Employment Programme 2007-2013
Annual Implementation	Reporting year: 2012
	Date of approval of the annual report by the monitoring committee: 18 June 2013

## Introduction

1. This document reports on the implementation of the European Social Fund (ESF) in England and Gibraltar in 2012.
2. The programme is investing 3 billion euro of ESF funding, which is matched to a similar amount of national funding, across all regions of England and Gibraltar. This investment is providing new opportunities to people who face the greatest barriers to work and learning. The programme is contributing to the Government's social justice strategy by providing additional support to disadvantaged groups such as troubled families and young people NEET. It is also supporting growth by investing in Apprenticeships and workplace learning.
3. By the end of November 2012, there had been over 5.2 million participant starts on the programme. Over 536,000 unemployed or inactive participants have been helped into jobs. Over 149,000 participants have gained basic skills and over 429,000 participants have gained qualifications at level 2 or above. Over 360,000 disadvantaged young people have been helped to enter employment, education or training.

# 2 Overview of the implementation of the operational programme

## 2.1 Achievement and analysis of the progress

### 2.1.1 Information on the physical progress of the Operational Programme

#### Programme performance indicators (including Next Step)

Indicator	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	Total
<b>1. Total number of participants</b>													
Achievement	39,006	373,222	1,323,121	1,743,863	1,062,827	677,006	0	0	0	0	0	0	5,219,045
Target													1,790,000
Baseline										0	0	0	
<b>2. Participants who are unemployed</b>													
Achievement	2,296	102,003	572,636	858,596	519,873	445,302	0	0	0	0	0	0	2,500,706
Target													381,000
Baseline										0	0	0	
<b>3. Participants who are economically inactive</b>													
Achievement	545	72,661	185,052	178,766	65,039	74,290	0	0	0	0	0	0	576,353
Target													311,000
Baseline										0	0	0	
<b>4. Participants with basic skills needs</b>													
	11,176	79,129	234,947	303,054	75,854	81,209	0	0	0	0	0	0	785,369

AIR 2012 FINAL

<b>Achievement</b>														
<b>Baseline</b>										0	0	0		
<b>5. Participants with disabilities or health conditions</b>														
<b>Achievement</b>	12 %	26 %	19 %	15 %	13 %	13 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	16 %
<b>Target</b>														19 %
<b>Baseline</b>										0 %	0 %	0 %		
<b>6. Participants aged 50 or over</b>														
<b>Achievement</b>	11 %	18 %	18 %	16 %	18 %	17 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	17 %
<b>Target</b>														19 %
<b>Baseline</b>										0 %	0 %	0 %		
<b>7. Participants from ethnic minorities</b>														
<b>Achievement</b>	13 %	19 %	18 %	19 %	23 %	20 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	20 %
<b>Target</b>														19 %
<b>Baseline</b>										0 %	0 %	0 %		
<b>8. Female Participants</b>														
<b>Achievement</b>	42 %	41 %	37 %	38 %	38 %	29 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	37 %
<b>Target</b>														51 %
<b>Baseline</b>										0 %	0 %	0 %		
<b>9. Participants in work on leaving (priorities 1 and 4)</b>														
<b>Achievement</b>	271	19,761	124,231	191,458	144,176	47,254	0	0	0	0	0	0	0	527,151
<b>Target</b>														201,000
<b>Baseline</b>										0	0	0		
<b>11. Participants gaining basic skills</b>														
<b>Achievement</b>	712	11,376	35,129	51,210	39,877	9,791	0	0	0	0	0	0	0	148,095

<b>Target</b>													201,000
<b>Baseline</b>										0	0	0	
<b>12. Participants gaining full qualifications at level 2 or above (priorities 2 and 5)</b>													
<b>Achievement</b>	2,091	35,965	102,577	162,557	89,220	35,245	0	0	0	0	0	0	427,655
<b>Target</b>													160,000
<b>Baseline</b>										0	0	0	

### Programme performance indicators (excluding Next Step)

Indicator	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	Total
<b>1. Total number of participants</b>													
<b>Achievement</b>	39,006	373,222	1,066,489	1,192,801	528,830	502,968	0	0	0	0	0	0	3,703,316
<b>Target</b>													1,790,000
<b>Baseline</b>										0	0	0	
<b>2. Participants who are unemployed</b>													
<b>Achievement</b>	2,296	102,003	378,476	444,763	272,099	283,659	0	0	0	0	0	0	1,483,296
<b>Target</b>													381,000
<b>Baseline</b>										0	0	0	
<b>3. Participants who are economically inactive</b>													
<b>Achievement</b>	545	72,661	171,789	150,910	62,272	74,095	0	0	0	0	0	0	532,272
<b>Target</b>													311,000
<b>Baseline</b>										0	0	0	
<b>4. Participants with basic skills needs</b>													
<b>Achievement</b>	11,176	79,129	186,015	197,940	75,854	81,209	0	0	0	0	0	0	631,323
<b>Target</b>													355,000

AIR 2012 FINAL

<b>Baseline</b>											0	0	0	
<b>5. Participants with disabilities or health conditions</b>														
<b>Achievement</b>	12 %	26 %	19 %	16 %	16 %	14 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	18 %
<b>Target</b>														19 %
<b>Baseline</b>											0 %	0 %	0 %	
<b>6. Participants aged 50 or over</b>														
<b>Achievement</b>	11 %	18 %	18 %	16 %	15 %	14 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	16 %
<b>Target</b>														19 %
<b>Baseline</b>											0 %	0 %	0 %	
<b>7. Participants from ethnic minorities</b>														
<b>Achievement</b>	13 %	19 %	19 %	18 %	18 %	19 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	19 %
<b>Target</b>														19 %
<b>Baseline</b>											0 %	0 %	0 %	
<b>8. Female Participants</b>														
<b>Achievement</b>	42 %	41 %	37 %	38 %	33 %	26 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	36 %
<b>Target</b>														51 %
<b>Baseline</b>											0 %	0 %	0 %	
<b>9. Participants in work on leaving (priorities 1 and 4)</b>														
<b>Achievement</b>	271	19,761	81,151	108,362	84,957	47,245	0	0	0	0	0	0	0	341,747
<b>Target</b>														201,000
<b>Baseline</b>											0	0	0	
<b>11. Participants gaining basic skills</b>														
<b>Achievement</b>	712	11,376	35,129	51,210	39,877	9,791	0	0	0	0	0	0	0	148,095
<b>Target</b>														201,000
<b>Baseline</b>											0	0	0	



12. Participants gaining full qualifications at level 2 or above (priorities 2 and 5)													
Achievement	2,091	35,965	102,577	162,557	89,220	35,245	0	0	0	0	0	0	427,655
Target													160,000
Baseline										0	0	0	

Indicator 10 will be drawn from the second Cohort Survey and will not be available until May 2014. This will be reported in AIR 2013.

Figure 1: Operational Programme Targets

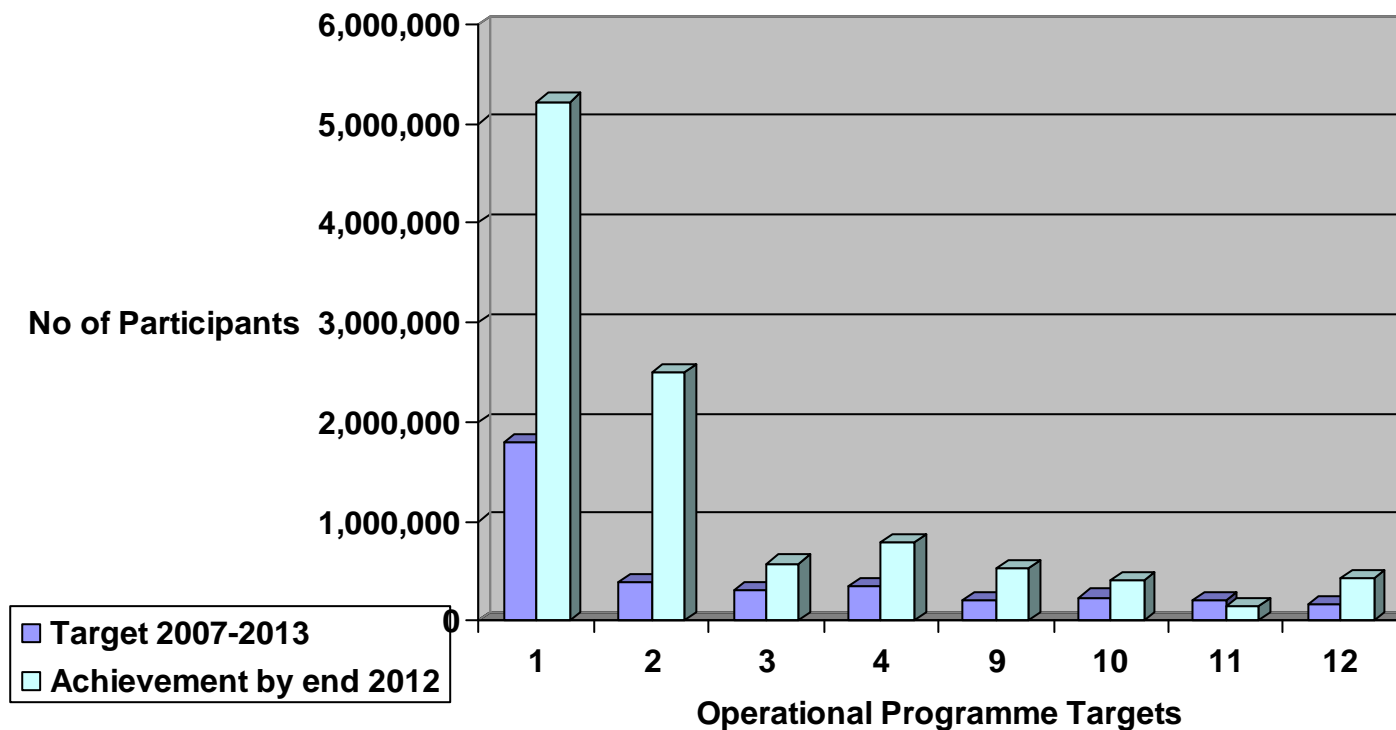
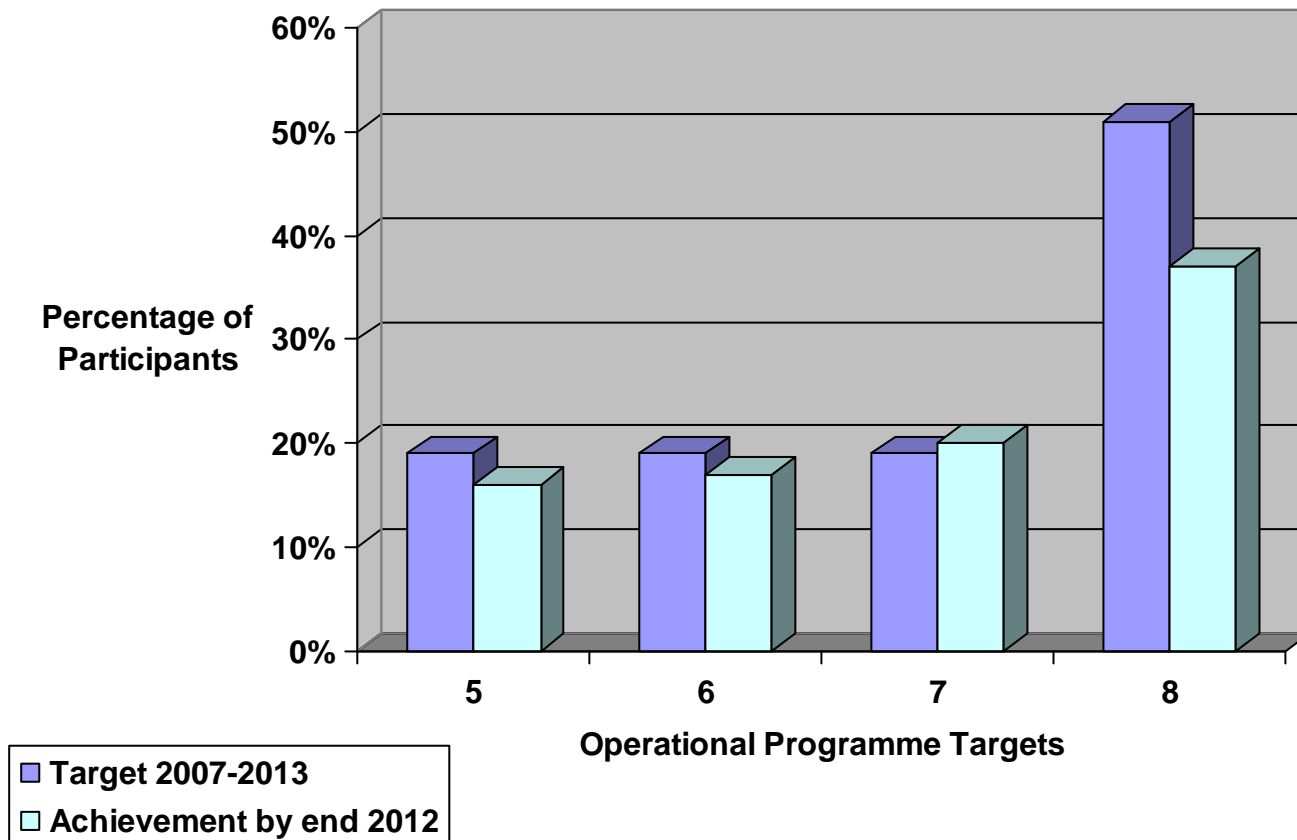


Figure 2: Operational Programme Equality Targets



## 2.1.2 Financial Information (euro)

Priority	Programme allocation ESF+ Public contribution	Expenditure paid out by the beneficiaries in payment claims sent to the Managing Authority in selected calendar year	Corresponding public contribution in selected calendar year	Expenditure paid by the body responsible for making payments to the beneficiaries in selected calendar year	Cumulative Expenditure paid out by the beneficiaries in payment claims sent to the Managing Authority	Cumulative Corresponding public contribution	Cumulative Expenditure paid by the body responsible for making payments to the beneficiaries	Cumulative Expenditure paid by the body responsible for making payments to the beneficiaries against the programme allocation
1 Extending employment opportunities	3,651,255,710	250,824,311.45	250,824,311.45	268,646,385.26	2,312,754,734.32	2,312,754,734.32	2,133,692,020.98	58.44%
2 Developing a skilled and adaptable workforce	1,990,917,526	87,628,658.57	87,628,658.57	131,467,968.80	1,227,405,366.58	1,227,405,366.58	1,115,626,017.22	56.04%
3 Technical Assistance	144,731,642	15,834,412.46	15,834,412.46	15,873,380.93	89,250,390.91	89,250,390.91	80,882,126.63	55.88%
4 Tackling barriers to employment	99,526,530	6,289,992.08	6,289,992.08	6,230,145.50	53,444,125.40	53,444,125.40	51,735,603.33	51.98%
5 Improving the skills of the local workforce	157,147,152	15,381,687.90	15,381,687.90	16,646,011.72	89,726,831.30	89,726,831.30	84,846,770.13	53.99%
6 Technical Assistance	5,238,239	473,280.72	473,280.72	481,439.34	1,467,294.68	1,467,294.68	1,336,521.94	25.51%

AIR 2012 FINAL

Objective	Funding	Programme allocation ESF+ Public contribution	Expenditure paid out by the beneficiaries in payment claims sent to the Managing Authority in selected calendar year	Corresponding public contribution in selected calendar year	Expenditure paid by the body responsible for making payments to the beneficiaries in selected calendar year	Cumulative Expenditure paid out by the beneficiaries in payment claims sent to the Managing Authority	Cumulative Corresponding public contribution	Cumulative Expenditure paid by the body responsible for making payments to the beneficiaries	Cumulative Expenditure paid by the body responsible for making payments to the beneficiaries against the programme allocation
Total Regional and Competitiveness Objective		5,786,904,878.00	354,287,382.48	354,287,382.48	415,987,734.99	3,629,410,491.81	3,629,410,491.81	3,330,200,164.83	57.55%
Transitional phasing-in regions			52,372,515.19	52,372,515.19	52,065,788.38	509,625,213.40	509,625,213.40	467,660,341.56	14.04%
Non-Transitional phasing-in regions			301,914,867.29	301,914,867.29	363,921,946.61	3,119,785,278.42	3,119,785,278.42	2,862,539,823.27	85.96%
Total Convergence Objective		261,911,921.00	22,144,960.70	22,144,960.70	23,357,596.56	144,638,251.38	144,638,251.38	137,918,895.40	52.66%
Grand total		6,048,816,799.00	376,432,343.18	376,432,343.18	439,345,331.55	3,774,048,743.19	3,774,048,743.19	3,468,119,060.23	57.34%

### 2.1.3 Information about the breakdown of use of the funds

4. The table below shows the breakdown, at Operational Programme level, of the cumulative allocation of ESF by category to operations.

Code	Priority theme	ESF amount (euro)
62	Development of life-long learning systems and strategies in firms; training and services for employees to step up their adaptability to change; promoting entrepreneurship and innovation	1,050,661,684.84
64	Development of specific services for employment, training and support in connection with restructuring of sectors and firms, and development of systems for anticipating economic changes and future requirements in terms of jobs and skills	55,297,983.41
66	Implementing active and preventive measures on the labour market	807,576,747.74
67	Measures encouraging active ageing and prolonging working lives	100,947,093.47
69	Measures to improve access to employment and increase sustainable participation and progress of women in employment to reduce gender-based segregation in the labour market, and to reconcile work and private life, such as facilitating access to childcare and care for dependent persons	201,894,186.94
71	Pathways to integration and re-entry into employment for disadvantaged people; combating discrimination in accessing and progressing in the labour market and promoting acceptance of diversity in the workplace	908,523,841.21
74	Developing human potential in the field of research and innovation, in particular through post-graduate studies and training of researchers, and networking activities between universities, research centres and businesses	32,489,593.21
85	Preparation, implementation, monitoring and inspection	50,711,476.77
86	Evaluation and studies; information and communication	12,677,869.19

### 2.1.4 Assistance by target groups

5. The table below provides information on target groups in accordance with Annex XXIII of Commission Regulation 1828/2006. 1

	<b>Total Starts in year</b>	<b>Female starts in year</b>	<b>Total completers in year</b>	<b>Female completers in year</b>
<b>Total for all priorities</b>				
<b>Total number of participants</b>	677,006	197,055	679,319	233,678
<b>Employed (including self employed)</b>	35,733	17,116	58,827	28,409
<b>Self employed<sup>2</sup></b>	3734	1519	16,976	4742
<b>Unemployed (including long term unemployed)</b>	445,302	128,127	400,425	123,628
<b>of which Long Term Unemployed</b>	156,159	52,457	140,613	51,001
<b>Inactive (including those in education &amp; training)</b>	195,956	51,804	220,049	81,634
<b>of which in education or training</b>	6,236	2,388	7,304	2,724
<b>Young people (15-24 years)</b>	243,000	70,169	239,791	78,939
<b>Older people (55-64 years)</b>	42,107	13,575	50,060	18,289
<b>Minorities</b>	134,748	42,643	130,990	49,179
<b>Migrants<sup>3</sup></b>	7697	1740	7784	2345
<b>Disabled</b>	89,387	29,224	141,332	55,597
<b>Other disadvantaged people</b>	132,783	34,061	112,491	38,009
<b>Primary or lower secondary education (ISCED 1 and 2)</b>	146,764	49,332	140,785	48,586
<b>Upper secondary education (ISCED 3)</b>	287,922	102,903	295,321	109,218
<b>Tertiary education (ISCED 5 and 6)</b>	39,115	18,315	39,008	18,357

### 2.1.5 Assistance repaid or re-used

6. No assistance was cancelled and repaid or re-used.

### 2.1.6 Analysis

7. By the end of 2012, the programme has supported over 3.7 million participants (excluding Next Step participants (see paragraph 46 below) and of these, 503,000 started provision in 2012. Total participation has exceeded expectation, having long surpassed the 2007-2013 target of 1.79 million. The higher than expected number of participants was the result of shorter interventions in response to the recession as well as the

<sup>1</sup> The definitions are different to the OP (e.g older people) and so figures are different to those at 2.1.1

<sup>2</sup> Estimate from Cohort Survey

<sup>3</sup> Estimate from Cohort Survey

additional funding that became available as a result of the revaluation of the programme to take account of exchange rate changes.

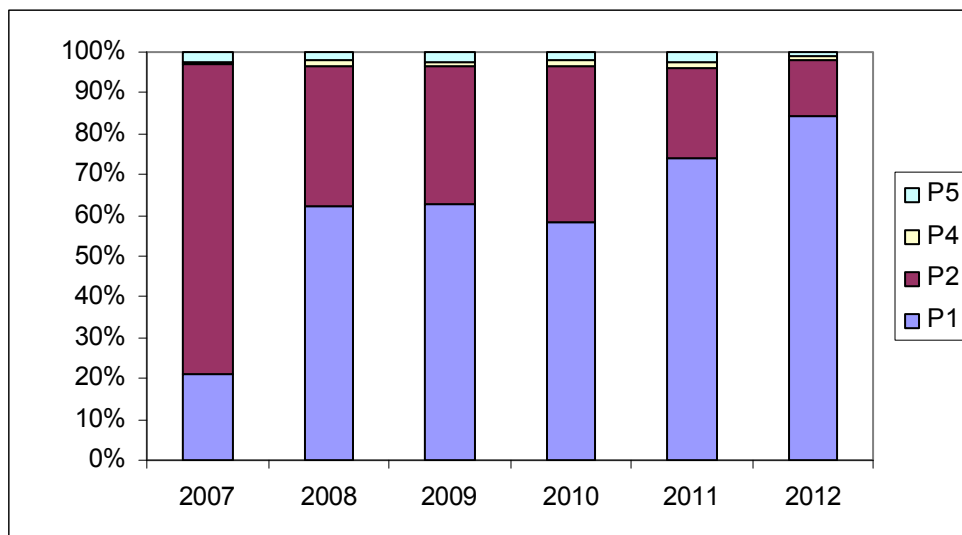
8. Participation across each of the groups (unemployed, economically inactive, young people NEET and employed) has also exceeded expectation. By the end of 2012, the programme had helped 1,483,000 unemployed and 651,000 young people NEET or at risk of NEET, both more than three times their target levels (381,000 and 182,000 respectively). The participant target for economically inactive (532,000 compared with a target of 311,000) and employed (1,037,000 compared with a target of 916,000) have also been exceeded, though not by as large a margin.

9. The participation of 503,000 in 2012 was much lower than in 2009 and 2010, which were each over a million. Some increase may be expected when the figures are revised next year as the 431,000 reported in AIR 2011 has been updated to 529,000 now.

10. For 2012 the proportions of participants in each of the four economic groups was: 56% unemployed (284,000); 5% (27,000) employed; 24% (118,000) young people NEET and 15% (74,000 economically inactive). The volumes are similar to those from the previous year except there has been a large reduction in the volume of employed participants.

11. In 2012, 84% of participants were in Priority 1. The dominance of Priority 1 is more pronounced than in recent years: it was 74% of participants in 2011 and 58-63% over the previous three years. The proportion of participants in Priorities 2, 4 and 5 (at 14%, 0.8% and 0.9%) are lower than in recent years. This is summarised in figure 3].

**Figure 3: Participants by priority**



12. In the cumulative figures, 65% of participants are Priority 1 and 31% are Priority 2. Priority 4 is 1% and Priority 5 is 2%. In 2012, the proportion of participants recorded with a disability or health condition, at 14%, is the lowest since 2007. Last year the AIR had

14% for 2011 and this has since been revised up to 16%, so this may yet improve. The overall level of 18% is close to the target of 19%.

13. Among Priority 1 participants, the proportion of participants recorded with a disability or health condition continues to decline: from 35% in 2008 to 18% in 2011 and 15% in 2012. Much of this change has related to the shifting balance between economically inactive and unemployed participants but this was not a factor in the latest changes as those proportions have been stable since 2011. Among Priority 2 participants, the proportion of participants in 2012 recorded with a disability or health condition remains around half of its target of 15%.

14. The proportion of participants aged 50 and over is down from 15% in 2011 to 14% in 2012 and is well below the target of 19%. The proportion of ethnic minority participants, at 19% for 2012, remains stable and equals the target level of 19%.

15. Female participation has reduced from 33% in 2011 to 26% in 2012. This is far below its 51% target. This has been affected both by the increasing dominance of Priority 1 and by the increasing proportion of participants within Priority 1 who are offenders, a client group that is largely male.

16. In 2012, the programme helped:

- 47,000 unemployed and inactive people enter employment;
- 75,000 young people NEET into Employment, Education and Training;
- 10,000 people to gain basic skills; and
- 35,000 people to gain full qualifications at level 2 or above.

17. Overall progress toward 2007-2013 programme results targets is good: unemployed and inactive entering employment (351,000) is well above its target and young people NEET entering employment, education or training (388,000) is over four times its target. The rate at which participants are gaining basic skills has slowed and the cumulative total of 149,000 is still some way short of the target of 201,000 for 2007-13. The number gaining full qualification at level 2 or above, at 430,000, is over twice its target level.

18. Whilst the number of participants in work on leaving the programme to date is well above target, as a proportion of Priority 1 leavers the rate is 16% against a target of 22%. The in-year figure for 2012 is just 14%, down from 16% in 2011 and 18% in 2010. This suggests performance is affected by both continuing lack of growth in the economy and by the increased focus on hard-to-help customer groups.

19. The cumulative proportion of Priority 1 young people NEET into employment, education or training is 71%, far above the target of 45%.

20. In Priority 2, the ratio over the programme so far of people gaining basic skills to participants assessed as not having them is 34%, well below the target of 45%. Many of the people recorded with basic skills needs have however gained level 2 qualifications.



21. The ratio of participants without level 2 who gain a level 2 qualification on leaving is 46% (against a target of 40%) and for participants without a level 3 qualification who gain level 3 is 35% (against a target of 30%).

#### *Next Step*

22. Next Step is what the National Careers Service for England was called prior to April 2012. Those benefiting from ESF Next Step are not included in the main indicators and targets due to the particular nature of this provision. Next Step delivered high volumes of interventions that are typically for an hour and is quite different from training or work preparation courses.

23. There have been 1.52 million participants benefiting from Next Step delivery, which is bigger than the whole of Priorities 2, 4 or 5. In 2011 it was also bigger than the rest of Priority 1. Adding Next Step to the regular ESF participants increases the total by 40%, to 5.22 million.

24. In 2012 the volume of Next Step was 174,000. This increases overall participation by 35%, to 677,000. Priority 1 comprises 99% (1,498,000) of Next Step participants and the remainder are Priority 4. The majority, 1.02 million, are unemployed whilst 44,000 are economically inactive and there are also 72,000 who are 14-19 NEETs.

25. Next Step participants are less likely to report a disability or long term health problem than other ESF participants, and including them lowers the overall proportion from 18% to 16%. The opposite is true for females, ethnic minorities and over 50s. Inclusion of Next Step participants raises the proportion of females from 36% to 37%, of ethnic minorities from 19% to 20% and of over 50s from 16% to 17%.

## **ESF Regulation Article 10 Information**

### **Gender Mainstreaming**

26. The programme's approach to gender mainstreaming is integrated into the gender equality and equal opportunities mainstreaming plan, which is described in the section on the equal opportunities sub-committee. Gender issues are integrated horizontally into the planning, implementation, monitoring and evaluation of ESF activities. The programme also supports specific provision to improve the participation of women and to reduce gender segregation in sectors and occupations where men or women are under-represented. There are also projects targeting lone parents and people whose caring responsibilities are a barrier to work. Many of the people in these groups are women. Examples of gender specific activities are given in the priority sections of this report.

27.

28. Overall female participation is 37%, which is 14 percentage points below the programme level target of 51%. This issue was discussed at the national ESF Programme Monitoring Committee (PMC) meeting in September 2010 and the ESF Evaluation Team set out two main reasons:

- The target of 51% for female participation, which was set in 2007, before the economic crisis, was ambitious given that the programme aimed to help a high proportion of unemployed and economically inactive people, of whom a disproportionately high percentage are male.
- The programme has flexed to accommodate higher than anticipated numbers of unemployed, who are disproportionately male, thereby reducing female participation in percentage terms below the programme's 51% percentage target. This is because, in Priority 1 and Priority 4, high numbers of referrals come from Jobcentre Plus Jobseeker's Allowance claims which have continued to split in similar male/female proportions as before the programme started.

29. The following action has been undertaken during 2012 to begin to try to increase female participation to 51% for the second half of the programme period:

- Action Note 70 was issued to CFOs and non-CFOs on 29 February 2012. The Action Note required CFOs to identify providers who were not reaching the 51% female participation target (9% for NOMS) and prepare review schedules for appropriate providers. Although priority lists were prepared by all of the main CFOs, review schedules had been delayed for the Skills Funding Agency and DWP because of the timing of the second contracting round. An updated Action Note 70 was issued to CFOs in January 2013 requiring them to update their review schedules and report on action agreed with providers in May and October 2013.
- The Managing Authority organised two national gender equality workshops for key CFO partners and providers were delivered on 8 and 20 November 2012. The workshops considered current arrangements for promoting gender equality as well as considering what else could be done to promote female participation. A report on the workshops was published on the ESF-works website and findings helped inform the mainstreaming action plan.
- DWP CFO's provision for families with multiple problems, which was launched in 2012 and funded under Priority 1, is likely to have a stronger focus on helping women and, as a consequence, have a higher percentage of female participants during the second half of the programme period.
- The Skills Funding Agency has agreed to review and amend the way that participant MI data is calculated for its match funded provision. This should make the participant MI data more representative of what is being delivered since current arrangements tend to underestimate female participation.
- The ESF gender equality and good practice guide was updated and published on the ESF website in March 2012.

- The 2012 cohort survey has been adapted to include questions covering female engagement, care and possible carriers to entry for women who wish to join ESF. The findings should inform future evaluation and mainstreaming progress reports.
- The annual mainstreaming 'Leader Awards' for 2012 included a special dedicated 'gender equality Leader' award which was designed to help raise the profile of gender equality in ESF – and this award was presented to the AIM Project (West Mercia Probation Trust) which was funded under the ITM strand of ESF. The Award was presented at the high-profile UK Skills event at the Birmingham National Exhibition Centre in October 2012 with full publicity.

### **Migrants**

30. Migrants are not one of the key target groups of the programme. However, there are some projects that are helping to integrate migrants into the labour market. Examples are given in some of the priority sections.

### **Minorities**

31. People from ethnic minorities are a key target group for the programme. In 2012, the participation rate for participants from ethnic minorities was 18%. As part of the equal opportunities mainstreaming plan, all projects must take account of the needs of people from ethnic minorities in their delivery.

32. There is a particular focus on ethnic minorities in Priority 1 as their employment rate is significantly below the population as a whole. The programme aims to help more ethnic minority people to enter and remain in sustainable employment and to develop their skills and qualifications, and thereby promote their social inclusion. Specific examples of provision targeted on ethnic minorities are given under Priority 1 and other priorities where relevant.

### **Other disadvantaged groups and disabled people**

33. Other disadvantaged groups, including disabled people are also targeted by the programme, particularly in Priorities 1 and 4. Disability is a key issue in the equal opportunities mainstreaming strategy and all projects are required to ensure they are accessible by disabled people. In 2012, 13% of participants had disabilities, which includes people with learning difficulties. There are projects in all regions targeting disabled people and examples are given in the priority sections.

34. The programme is also targeting people who face other barriers to entering or retaining employment such as: older workers; young people not in education, employment or training; the low skilled; those living in deprived areas; ex-offenders; people with substance and alcohol problems; and the homeless. There is also support for people with multiple disadvantages who face the greatest barriers. Examples of support to some of these other disadvantaged groups are given under Priorities 1 and 4.

## **Financial**

35. In 2012 cumulative programme expenditure increased with over €267m being spent by beneficiaries on programme activity during the year. The 2012 'in year' expenditure is less than in 2011, as project activity for the first half of the programme has completed. Projects for the second half of the programme have started in 2011 which should increase the rate of expenditure during 2012. In 2012 both N+2 targets for Competitiveness and Convergence were exceeded at 125.80% (€410.26 million) over target. By December 2012 the programme had already achieved 96.09% (€81.33 million) of its N+2 targets for 2013

## **Europe 2020**

36. Council Regulation (EC) No. 1083/2006 requires that the assistance co-financed by the Structural and Cohesion Funds targets the EU priorities to promoting competitiveness and creating jobs, including meeting the objectives of the Integrated Guidelines for Growth and Jobs. 4 Article 9(3) sets targets that, for EU-15 Member States collectively, 75% of expenditure for the Regional Competitiveness and Employment Objective and 60% for the Convergence Objective should support these Lisbon priorities.

37. The Operational Programme envisages that all ESF expenditure within Priorities 1, 2, 4 and 5 will fall within priority theme categories that are 'earmarked' as Lisbon expenditure according to Annex IV of Council Regulation (EC) No. 1083/2006. The England and Gibraltar programme is therefore making a substantial contribution to achieving the EU-15 targets. As at 31 December 2012, about 98% of ESF funding allocated to operations within the Regional Competitiveness and Employment Objective will contribute to the Lisbon priorities. The breakdown is shown in the table below.

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<sup>4</sup> Section 4 analyses how the programme contributes to the Employment Guidelines which are part of the Integrated Guidelines

Regional Competitiveness and Employment Objective		
Code	Priority theme	ESF expenditure
62	Development of life-long learning systems and strategies in firms; training and services for employees to step up their adaptability to change; promoting entrepreneurship and innovation	€ 964,138,631.44
64	Development of specific services for employment, training and support in connection with restructuring of sectors and firms, and development of systems for anticipating economic changes and future requirements in terms of jobs and skills	€ 50,744,138.50
66	Implementing active and preventive measures on the labour market	€ 776,029,905.86
67	Measures encouraging active ageing and prolonging working lives	€ 97,003,738.23
69	Measures to improve access to employment and increase sustainable participation and progress of women in employment to reduce gender-based segregation in the labour market, and to reconcile work and private life, such as facilitating access to childcare and care for dependent persons	€ 194,007,476.46
71	Pathways to integration and re-entry into employment for disadvantaged people; combating discrimination in accessing and progressing in the labour market and promoting acceptance of diversity in the workplace	€ 873,033,644.09
	Total	€2,954,957,534.58

38. As at 31 December 2012, about 98% of ESF funding allocated to operations within the Convergence will contribute to the Lisbon priorities. The breakdown is shown in the table below:

Convergence Objective		
Code	Priority theme	ESF expenditure
62	Development of life-long learning systems and strategies in firms; training and services for employees to step up their adaptability to change; promoting entrepreneurship and innovation	€ 86,523,053.40
64	Development of specific services for employment, training and support in connection with restructuring of sectors and firms, and development of systems for anticipating economic changes and future requirements in terms of jobs	€ 4,553,844.92

	and skills	
66	Implementing active and preventive measures on the labour market	€ 31,546,841.89
67	Measures encouraging active ageing and prolonging working lives	€ 3,943,355.24
69	Measures to improve access to employment and increase sustainable participation and progress of women in employment to reduce gender-based segregation in the labour market, and to reconcile work and private life, such as facilitating access to childcare and care for dependent persons	€ 7,886,710.47
71	Pathways to integration and re-entry into employment for disadvantaged people; combating discrimination in accessing and progressing in the labour market and promoting acceptance of diversity in the workplace	€ 35,490,197.12
74	Developing human potential in the field of research and innovation, in particular through post-graduate studies and training of researchers, and networking activities between universities, research centres and businesses	€ 32,489,593.21
	Total	€202,433,596.25

39. In both Objectives, the programme is supporting the Europe 2020 agenda by investing in people and attracting more people into employment. In particular, it is targeting people who are at a disadvantage in the labour market. Improving their employability and skills is critical to increasing the supply of skilled labour and achieving the Lisbon goals. It has so far helped 334,000 unemployed or inactive participants into jobs, and about 424,000 participants to gain new qualifications. The qualitative and Article 10 analysis within the priority sections of this report gives examples of specific activities.

40. The programme is contributing to Europe 2020 in two main ways:

- Priorities 1 and 4 are supporting projects to tackle the barriers to work faced by unemployed and economically inactive people, and increase their participation in employment. There is a particular focus on people at a disadvantage in the labour market. Target groups include women, disabled people, lone parents, older workers, ethnic minorities, low skilled people, young people not in education, employment or training, and people facing multiple disadvantages. In particular, the new 'Troubled Families provision' is helping address the needs of those families with multiple problems, such as inter-generational worklessness, poor housing, parents with mental health problems or lack of qualifications. Priorities 1 and 4 reflects the approach that work is the best route to independence, health and well-being for most people of working age, and that jobs are the key to social inclusion.

- Priorities 2 and 5 support projects to train people who do not have basic skills and qualifications needed in the workplace. They focus on those who are least likely to receive training. They also support training for managers and employees in small businesses. Priority 2 aims to help people gain relevant skills and qualifications needed for their career progression, and for business growth and innovation in the knowledge economy.

41. Chapter 3 provides qualitative analysis and examples of activities within Priorities 1, 2, 4 and 5, all of which contribute to the Lisbon Strategy/Europe 2020. No gaps or shortcomings are apparent in the response of ESF and national programmes in England to the Lisbon Strategy/ Europe 2020. Chapter 4 outlines how the programme is contributing to the integrated guidelines for growth and jobs and the employment recommendations.

### **Co-financing Organisations**

42. Most of the programme is delivered through Co-financing Organisations (CFOs). Their Co-financing Plans identify how ESF will add value to domestic funding by supporting additional activities in line with regional ESF frameworks and the Operational Programme. Co-financing Plans for 2007-2010 were endorsed by regional committees and formed the basis for tendering rounds which were launched from late 2007. Supplementary plans were developed in autumn 2008 to take account of the revaluation of the programme and started delivery in 2009 (see section 2.4). CFO plans for 2011-2013 were developed during 2010. There are three CFOs which operate across the whole of England in the Regional Competitiveness and Employment and Convergence Objectives: Skills Funding Agency; Department for Work and Pensions (DWP); and National Offender Management Service (NOMS).

43. The other Co-financing Organisations are:

- East of England: Central Bedfordshire Council , and Luton Borough Council;
- East Midlands: Local Authority Consortium;
- London: London Councils and Greater London Authority; and

44. The following activities are delivered outside of the Co-financing route: the Complementary Funding Strand in Merseyside (Priority 1); activities in Gibraltar (Priorities 1 and 2); Higher Education activity in Cornwall and the Isles of Scilly (Priority 5); dedicated innovative and transnational activities (Priorities 1, 2, 4 and 5); and technical assistance (Priorities 3 and 6).

## **Summary of main CFO performance issues**

45. This section summarises CFO performance and draws on progress reports presented to the PMC in March 2013. Where appropriate, it identifies regional differences in the performance of the three CFOs that cover the whole of England (DWP, Skills Funding Agency, NOMS).

### **Department for Work and Pensions**

46. The ESF allocation for the second half of the programme, including underspend and uncommitted funds carried forward, is approximately £262m for the period 2011-13 (net of admin costs). The Minister of State decided to add £66m ESF (25% of ESF funding nationally, 10% in Cornwall) to the Work Programme in England, enabling IB and IS customers to volunteer to participate where they would previously have been excluded. The Work Programme provides an integrated package of support providing personalised help for people who find themselves out of work based on need and not the benefit they claim. Successful bidders were identified and the Work Programme contracts began from June 2011 with 36 contracts covering 16 contract package areas in England.

47. Almost £190m of DWP CFO funds have been committed to fund family focused provision for people in problem families and workless households. There are 12 Contract package areas across England, delivered by 8 providers.

48. ESF Support for Families with Multiple Problems contracts commenced during December 2011.

49. There is one Prime Provider per CPA. This DWP CFO ESF provision will aim to tackle entrenched worklessness by progressing multi-generational families with multiple problems closer to employment. The focus of this provision is to provide a whole family approach, while making support available to individual family members across generations.

50. Overall, ESF and match contracts have achieved 151% of the total 2007-2013 programme starts and 122% of the total programme job outcomes. Ten regions have already exceeded the total CFO start targets for the whole programme and nine regions have exceeded the CFO job outcomes targets for the whole programme period.



Region	Starts (ESF & Match)			Job Outcomes (ESF & Match)		
	Total Profiled Starts for the whole programme	ACTUAL TO DATE (INES Dec 12)	Actual Starts against Profiled Starts (%)	Profiled job outcomes for the whole programme	ACTUAL TO DATE (INES Dec 12)	Actual Job Outcomes against Profiled Job Outcomes (%)
Cornwall	18,398	14,870	81%	5,021	4,486	89%
East of England	36,704	56,699	154%	8,075	8,469	105%
East Midlands	56,000	67,501	121%	12,320	12,728	103%
London	82,141	140,391	171%	21,276	24,058	113%
Merseyside	20,044	36,622	183%	4,410	6,496	147%
North East	34,088	63,378	186%	7,499	13,427	179%
North West	59,763	95,486	160%	13,148	15,625	119%
South East	38,405	56,600	147%	8,547	10,617	124%
<b>Total</b>	<b>500,615</b>	<b>755,828</b>	<b>151%</b>	<b>114,402</b>	<b>139,487</b>	<b>122%</b>
South West	28,767	71,000	247%	6,267	7,700	123%
South Yorkshire	28,398	27,187	96%	6,260	5,452	87%
West Midlands	60,555	61,860	102%	13,321	10,859	82%
Yorkshire & Humber	37,562	63,567	169%	8,258	13,084	158%

51.

The target achievement is mixed, with some regions doing well against specific targets although there is variation dependant on type and level of match being claimed to date;

- **Economically inactive** – 35% against 41% target - match in some regions helping – 4 regions are exceeding their individual targets using combined ESF and Match;
- **Disabled** - 34% against 22% target, 9 regions are meeting or exceeding their individual targets using combined ESF and Match – with match contributing significantly towards this achievement;
- **50+** - 18% against 18% target, seven out of the eleven regions are meeting or exceeding their individual targets using combined ESF and Match – again, more so with the match.
- **Ethnic minorities** – 19% against 24% target only one region are meeting their individual target using ESF and match. There are a wide range of different regional targets for this group between 5% and 56%;

- **Female** – 33% against 51% target – this target is not being hit in any region either in match, ESF or CFO combined outputs. Current performance against this target is between 25-35% in the majority of Regions;
- **Leavers into jobs** – 19% against 23% but in the majority of regions the ESF contracts are above target. Figures may balance out when the relative proportion of match reduces by the end of the programme, but this seems to show ESF contracts have performed well.

52. Cornwall is achieving or exceeding four of their six regional targets with the exceptions being;

- **50+** - 23% against 30% target – match is performing better than ESF;
- **Female** – 37% against 51% target – this target is not being hit in any region either in match, ESF or CFO combined outputs.

53. DWP agreed actions with the Managing Authority to look at gender performance for the second half of the programme. The actions included running a workshop, in November 2012, for CFOs and the Commission to look at performance against the gender target. It will continue to monitor performance against this target.

54. The current performance against the gender target is a consequence of using additional ESF funds to support the unemployed following the economic downturn – most of whom are male. The update explains that there is no evidence to suggest that different protected groups had been affected negatively by ESF policies and service delivery.

55. The female participation rate being lower than the target was anticipated at the start of the programme. If the target percentage of 51% was applied directly to the CFO numerical targets then the target number of females could be achieved over the next few claim periods. Whilst DWP procurement for both match and ESF contracts does not specifically target females or set targets within the contracts, neither does the procurement process in anyway discriminate against or prevent females from participating in the programmes.

### **Skills Funding Agency**

56. In Priority 1 and 4 the Skills Funding Agency has already met or exceeded 7 out of the 15 Programme targets. Against a further 5 performance is within 15% of the overall target value. For the remaining 3 targets; number of economically inactive participants; proportion of economically inactive participants; and proportion of those in work on leaving, performance is below the target. However, the Agency anticipates achieving the numeric targets for economically inactive and has met the numeric target for those in work on leaving.

57. The numbers of female participants is double the target, but the proportion remains below the 51% target. (See para 32)

58. In Priority 2 and 5 the Skills Funding Agency has already met or exceeded 8 out of the 17 Programme targets. Against a further 4 outputs performance is within 15% of the overall target value. For the remaining 5 targets; proportion of participants without Basic Skills; number of participants without Level 2; proportion of participants without Level 2; proportion of participants with a Learning Difficulty and/or Disability; and proportion of participants who Gained Basic Skills, performance remain below the target. However the Skills Funding Agency has contracts in place that will see increased delivery to these cohorts that should see these targets achieved before the end of the Programme. For people with a disability research has been commissioned as there appears to be a potential issue over learner willingness to disclose this information.

Table 2

November 2012 Outputs (Excluding Next Steps)									
Priority 1 and 4	ESF Participants	Match Participants	Total Achieved (ESF & Match) August 2012	MOU Targets	Difference from Target	Performance (Achieved/Target)		Change in Achievement May 2012 to November 2012 Claim	Next Step Participants (Joint ESF/Match)
Total Participants	837,809	241,832	1,079,641	646,391	433,250	167%	G	129,743	957,294
Unemployed	477,041	62,823	539,864	245,864	294,000	220%	G	56,122	726,518
Unemployed %	57	26	50%	38%	12%	131%	G	-1%	76
Economically Inactive	50,154	10,315	60,469	164,515	-104,046	37%	R	3,158	51,527
Economically Inactive %	6	4	6%	25%	-20%	22%	R	0%	5
14-19 NEET	302,348	114,997	417,345	186,896	230,449	223%	G	48,739	43,534
14-19 NEET %	36	48	39%	29%	10%	134%	G	0%	5
Disability %	23	19	23%	21%	2%	109%	G	1%	13
Aged 50+ %	15	17	15%	18%	-3%	83%	G	0%	17
Ethnic Minority %	19	19	19%	24%	-5%	80%	A	0%	24
Female %	36	40	37%	51%	-14%	72%	A	0%	38
In work on leaving	85,113	53,768	138,881	125,183	13,698	111%	G	26,682	
%In work on leaving	11	23	13%	20%	-7%	67%	R	1%	
14-19 NEET into EET	250,094	96,962	347,056	82,443	264,613	421%	G	43,510	
14-19 NEET into EET %	88	89	89%	44%	45%	201%	G	0%	

59. Total Participants: This output has already exceeded the MOU target, even without the inclusion of the Next Step participants. The Agency has met or exceeded 7 out of the 15 targets.

- Total participants, currently 3 times the target.
- Unemployed (number), 5 times the target.
- Unemployed (%), above target.
- 14-19 NEET (number), over double the target
- People from Ethnic Minorities, on target.
- 14-19 NEET into EET (number), nearly 4 times the target.
- 14-19 NEET into EET (%), double the target.
- A further 5 are close, with at least three quarters of the target.
- 14-19 NEET (%), 10% over the target if Next Step excluded.
- People with a Disability and/or Learning Difficulty, on target if Next Step excluded.
- Participants aged 50+
- Female participants (numeric target has been exceeded with double the number of participants)
- Those in work on leaving (number)
- We are below achieving three quarter of target with;
- Economically Inactive (number)
- Economically Inactive (%)
- Those in work on leaving (%)

60. Economically Inactive: As previously reported, the low achievement of this target is intrinsically linked to low female participation. In 2010 the UK Government amended skills policy restricting the Agency's funded activity to unemployed individuals actively seeking work and on job seekers benefits resulting in less match from economically inactive individuals being available. Since 2012 this policy has been flexed so providers can support individuals on wider benefits.

61. In work on leaving: Over 138,000 adult participants left the programme to enter work which means the numerical target of 125,000 has been exceeded. Only three Co-Financing Plan regions are below 70% of the target:-

62. London, this has a very high target when compared to the other CF plan regions. South Yorkshire, again a very high target given its size. Yorkshire and the Humber.

63. Given the change in the economy since the 2007-13 ESF Programme was written moving off ESF provision into work is challenging. It is worth noting the other positive result, that learners are continuing with their education and training. To address performance against the proportionate targets for people with a disability and female participants the Agency is putting in place updated monitoring practices for all contracts regarding their duties under the Equality Act (2010). Through this, and analysing participation at the contract level we will closely monitor performance and activity and raise issues directly with providers. All procurement activity for delivery from 2012 onwards has placed even greater emphasis on the priority of these individuals.

64. All ESF and mainstream provision providers are being encouraged to bid for Equality and Diversity Partnership Grants through the Learning and Skills Improvement Service. The grants, of up to £25,000, are available to any Agency-funded provider to design and deliver projects which help the sector to meet the Public Sector Equality Duty.

65. The Agency has also commissioned research to understand why learners with disabilities may not declare this (with particular reference to Priorities 2 and 5). Anecdotal evidence over a number of years suggests that non-disclosure of a disability or learning difficulty is an issue across all adult Further Education provision.

66. Disability %: This output is currently 4 percentage points below the target level. However exclusion of the IAG Next Step participants leads to the Agency exceeding the target by 2%.

67. Female %: The proportion of women supported on the Programme remains at 37%. Numerically there are double the numbers of women participants, at 764,000 in total, than the MoU target (330,000). All regions are below the MoU target, and there is no significant variation between the Co-Financing Plan regions.

68. The low participation of women is as a proportion of the whole MOU target only. It is linked to the engagement priorities of the MoU. From the latest Labour Force Survey<sup>5</sup> the proportion of women economically inactive is 29% of the adult female population. For these reasons the female cohort the Agency is targeting is much smaller than 51% of the overall population and the numerical achievement of double that targeted is a major achievement.

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<sup>5</sup> June 2012 National Statistics web site <http://www.ons.gov.uk/ons/publications/re-reference-tables.html?edition=tcm%3A77-222497>

**Table 3**

Priority 2 and 5	ESF	Match	Both	Grand Total	MOU Targets	Performance
Total Participants	655,857	362,454	149,039	1,167,350	930,547	125%
Without Basic Skills	130,073	128,664	27,086	285,823	377,080	76%
Without Basic Skills %	20	35	18	24	41	60%
Without Level 2	121,267	100,783	36,115	258,165	371,683	69%
Without Level 2 %	18	28	24	22	40	55%
Without Level 3	136,608	95,483	32,907	264,998	132,113	201%
Without Level 3 %	21	26	22	23	14	162%
Disability/LD %	6	10	8	7	15	50%
Aged 50+ %	19	15	19	18	20	90%
Ethnic Minority %	13	19	18	16	13	122%
Female %	46	53	27	46	50	92%
Gained Basic Skills	29,044	66,846	755	96,645	164,984	59%
Gained Basic Skills %	23	54	4	36	44	81%
Gained Level 2	76,360	160,652	6,169	243,181	143,221	170%
Gained Level 2 %	32	73	10	46	38	122%
Gained Level 3	22,464	62,742	968	86,174	43,733	197%
Gained Level 3 %	17	70	3	34	33	103%

69. The Agency has met or exceeded 8 out of the 17 targets.

- Total participants
- Participants without a Level 3 qualification (number)
- Participants without a Level 3 qualification (%)
- Participants from an Ethnic Minority
- Participants who have Gained Level 2 (number)
- Participants who have Gained Level 2 (%)
- Participants who have Gained Level 2 (number)
- Participants who have Gained Level 2 (%)

A further 4 outputs are within three quarters of the target.

- Participants without a Basic Skills qualification
- Participants aged 50+; we have achieved 18% out of a 20% target.
- Female participation, we have achieved 46% out of 50% target.
- Participants who gained a Basic Skills qualification

The Agency was below three quarters of target with five outputs;

- Participants without Basic Skills (%)
- Participants without Level 2 (number)
- Participants without Level 2 (%)
- Participants with a Learning Difficulty and/or Disability
- Participants who Gained Basic Skills

70. Total Participants: This has already exceeded the MOU target by 237,000 or 25% of the total.

71. Outputs that are currently below target includes; Without Basic Skills: This output is currently at 286,000 with the MOU target of 377,000. The proportion of participants is 24%, against a target of 41%. There has been a small decrease in performance of -0.24% since May 2012. The most recent and current round of Priority 2/5 provision has specified employees with low skills as a key target group and the Agency expects to see volumes rise accordingly.

72. Without Level 2: This output is just 113,000 below the MOU target. There remains time left in the Programme to achieve this target with the rollout in April 2012 of the Work Place Learning strand. Although the Agency will only fully fund the first Level 2 for 19-24 year olds in Academic Years 2012/13 to 2013/14 for people in employment there is plenty of scope to exceed this target. The proportion of participants is currently 22%, against a target of 40%. There has been no change since May 2011. All activity that commenced in 2012 has included level 2 provision and we expect to see these figures rise and the targets achieved before the end of the Programme.

73. Disability/Learning Difficulty: This output has remained at 7% with a target of 15% year on year. Participants in work based learning who are declaring a disability is lower when compared to Priority 1/4. Also when a disability is declared – no further information about the type of disability is disclosed. There is a potential disclosure issue rather than an actual underperformance in reaching the target. As with Priority 1 and 4 the Agency is putting in place revised monitoring practices for all training providers regarding their duties under the Equality Act (2010).

74. Gained Basic Skills: The number of participants who have gained Basic Skills through ESF only participation remains low. Evaluation of the issue has noted that low historic participation is linked to the content of specifications issued in the past. This has already been redressed in more recent, nationally consistent tender specifications and we expect to see the overall numbers rise as these contracts are delivered.

75. As the Workplace Learning and Skills Support for the Workforce is delivered we would expect the numbers of Basic Skills qualifications to rise, although learners might still be placed on and achieve higher qualifications.

76. The reason for exceeding the 100% on basic skills is that the measure is:- Number of Participants who have left and Gained Basic divided by the Number of



Starts with Prior Qualification of None. If there are large numbers of participants who already have a qualification and then go on to achieve a basics skills qualification, this can lead to an achievement in output terms of over 100%.

77. The Workplace Learning specification has placed emphasis on Basic Skills (and Level 2s) and there are 5,000 starts and 4,000 achievements already contracted in new provision, with more to come. The Agency also recognises that it under represented the proportion of individuals gaining a basic skills qualification in its match provision and is looking to rebalance this in future claims.

78. It was noted by the European Commission, at the Programme Monitoring Committee, that there is a wide discrepancy between the Gained Basic Skills % in Cornwall (115%) and Yorkshire and the Humber (2%).

79. There two reason for the wide discrepancy:-

- In Yorkshire and the Humber and South Yorkshire there have been less Basic Skills Start and Achievements contracted for, historically, and;
- In Cornwall and South West there have been Basic Skills achievements by participants who already had a qualification.

80. Across ESF and match provision the Agency ensures its training providers operate a principle of delivering the most appropriate level of qualification to participants. This stops training providers receiving funding for essentially redundant qualifications that are not required or not relevant to the improved skills and employability of the individual. It is also noted that having no prior qualifications is not an accurate proxy for requiring basic skills support, as individuals with qualifications may have specific needs in English and Maths not addressed by their previous education or training.

## **National Offender Management Service (NOMS)**

### **Table 4**

**AIR 2012 FINAL**

TOTAL	Outputs											Results				
	1.1		1.2		1.3		1.4		1.5	1.7	1.8	1.9	1.10		1.13	
	Participant Total		Unemployed		Economically inactive		14 - 19 NEET		Disabled	Aged 50+	Ethnic min.	Female	In work on leaving		14 - 19 NEET into EET	
	No.	No.	%	No.	%	No.	%	%	%	%	%	No.	%	No.	%	
<b>Merseyside</b>																
<b>CFO - National Offender Management Services</b>																
Target	26,409	16,495	62%	8,413	32%	1,501	6%	22%	7%	20%	9%	326	1%	17	1%	
Achievement	28,709	18,214	63%	8,761	31%	1,734	6%	7%	6%	7%	2%	2,026	8%	130	7%	
<b>South Yorkshire</b>																
<b>CFO - National Offender Management Services</b>																
Target	22,659	11,451	51%	7,396	33%	3,812	17%	22%	7%	20%	9%	235	1%	15	0%	
Achievement	22,608	12,395	55%	6,899	31%	3,314	15%	7%	5%	16%	1%	1,703	9%	342	11%	
<b>National</b>																
<b>CFO - National Offender Management Services</b>																
Target	401,290	207,752	52%	153,301	38%	40,237	10%	22%	7%	20%	7%	10,561	3%	0	0%	
Achievement	386,688	207,214	54%	137,201	35%	42,273	11%	8%	7%	20%	8%	24,857	8%	2,571	7%	
<b>TOTAL</b>																
TOTAL	Outputs											Results				
	4.1		4.2		4.3		4.4		4.5	4.7	4.8	4.9	4.10		4.13	
	Participant Total		Unemployed		Economically inactive		14 - 19 NEET		Disabled	Aged 50+	Ethnic min.	Female	In work on leaving		14 - 19 NEET into EET	
	No.	No.	%	No.	%	No.	%	%	%	%	%	No.	%	No.	%	
<b>Cornwall</b>																
<b>CFO - National Offender Management Services</b>																
Target	1,965	1,048	53%	743	38%	174	9%	22%	7%	1%	10%	78	4%	0	0%	
Achievement	371	308	83%	35	9%	28	8%	24%	8%	3%	12%	16	6%	1	5%	

81. The table above shows NOMS CFO Priority 1 performance nationally and for the two sub regions as well as Priority 4 achievement in Cornwall. The targets in the table are as agreed against the MoU signed by the MA. The numbers given in the table for the main dossier and sub-regions are aggregated to give an overall total.

For Cornwall, there was a variation (and associated MoU) to reflect the fact that MOMS accepted a reduced financial allocation. The correct target numbers should be as follows:

Target	1843	975	53%	694	38%	174	9%	22%	7%	1%	10%	60	14	0%	0%

82. NOMS operates against the MoU as the final document (rather than the initial CFO Plan)

83. Merseyside: NOMS CFO is either achieving or close to achieving all outputs and results with the exception of aggregated match and ESF total participants who are disabled, aged 50+, ethnic minority or female. In terms of ESF participants the Provider is meeting the disabled and female targets and is just behind on the aged 50+ target, however greater work is needed to increase the participation of ethnic minorities on the ESF programme. Increasing female representation beyond current levels within the dossier is particularly problematic for NOMS as there are no female prisons in Merseyside and custody is where the majority of NOMS match comes from. Demographic breakdown of prisons within dossier also make it difficult to increase disabled and ethnic minority representation significantly beyond current levels.

84. South Yorkshire: NOMS CFO is either achieving or close to achieving all outputs and results with the exception of aggregated match and ESF total participants who are disabled, ethnic minority or female. In terms of ESF participants the Provider is meeting the disabled and close to the female target, however greater work is needed to increase the participation of those aged 50+, ethnic minorities and economically inactive on the ESF programme. The number of ESF participants who are economically inactive will increase once the new definition for custody that has been agreed with ESFD comes into force on the 1st March 2013. Increasing female representation beyond current levels within the dossier is particularly problematic for NOMS as there are no female prisons in South Yorkshire and custody is where the majority of NOMS match comes from. Demographic breakdown of prisons within dossier also make it difficult to increase disabled and ethnic minority representation significantly beyond current levels.

85. National Contract: NOMS CFO is either achieving or close to achieving all outputs and results with the exception of aggregated match and ESF total participants who are disabled. In terms of ESF participants the disabled target is being exceeded. It is anticipated that the definition that has been agreed with ESFD that comes into force on the 1st March 2013 regarding economically inactive will impact significantly upon performance against this indicator. Across the regions of the national contract there are spikes in levels of performance; where targets are being missed these are being robustly performance managed to ensure achievement.

86. Cornwall: NOMS CFO is either achieving or close to achieving all outputs and results with the exception of aggregated match and ESF total participants who are economically inactive. This will remain problematic within the dossier, even with the revised definition, as there are no prisons located there. In terms of ESF participants the economically inactive and 14-19 NEET target is being missed but the Provider is in the process of submitting a business case that concentrates provision specifically on the NEET cohort.

87. Throughput of female participants remains at a rate above that of NOMS client group as a whole. This is a significant area of success for providers as female in custody or on Probation caseloads typically are assessed as having more complex needs than males. This is supported by CATS initial assessment data which shows that not only the number of barriers to employment faced by female offenders is greater but also in many cases the impact/severity of individual barriers is greater.

88. The following table is for the ESF (non-match) cohort only and interestingly shows that Prime Providers with the exception of those respectively covering the Convergence and Phasing-In regions of Cornwall, Merseyside and South Yorkshire are finding it more difficult to place female offenders into ETE than male offenders. There is little difference in conversion rates between genders for East of England. However, all the remaining regions are performing significantly better with male participants than female in terms of ETE outcomes.

Table 5

Dossier	Region	Starters	Female Starts	Female Starts into ETE	All Starts into ETE
<b>Cornwall</b>		220	19 (8.6%)	4 (21.1%)	31 (14.1%)
<b>Merseyside</b>		3327	531 (16%)	107 (20.2%)	564 (17%)
<b>National</b>	East Midlands	5768	862 (14.9%)	128 (14.8%)	1110 (19.2%)
	East of England	7500	903 (12%)	160 (17.7%)	1335 (17.8%)
	London	12773	1437 (11.3%)	132 (9.2%)	1793 (14%)
	North East	6607	740 (11.2%)	106 (14.3%)	1252 (18.9%)
	North West (exc. Merseyside)	9341	1425 (15.3%)	240 (16.8%)	2211 (23.7%)
	South East	6424	788 (12.3%)	76 (9.6%)	1322 (20.6%)
	South West (exc. Cornwall)	5646	609 (10.8%)	93 (15.3%)	1257 (22.3%)
	West Midlands	9129	1069 (11.7%)	149 (13.9%)	1494 (16.4%)
	Yorkshire & Humberside (exc. South Yorks.)	3962	704 (17.8%)	98 (13.9%)	733 (18.5%)
	<b>National Total</b>	67150	8537 (12.7%)	1182 (13.8%)	12507 (18.6%)
<b>South Yorks</b>		2454	194 (7.9%)	43 (22.2%)	479 (19.5%)
<b>Grand Total</b>		73151	9281 (12.7%)	1336 (14.4%)	13581 (18.6%)

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## EAST MIDLANDS LOCAL AUTHORITY CONSORTIUM CFO

89. The EM LAC contracts deliver a range of provision and had 30 contracts delivering within 2007-2010. Contracts for this period finished in December 2010. For the period 2011-2013 there have been 18 contracts let.

90. Table 6 below show the level of participant involvement in the EM LAC programme, by priority. .

**Table 6**

Priority	Total Participants	CFO Plan's Targets	Percentage Achieved
Priority 1	2,000	2,575	77.67%
Priority 2	3,515	3,926	89.53%
<b>Total</b>	<b>5,515</b>	<b>6,501</b>	<b>84.83%</b>

91. From the above figures it can be seen that individually against each Priority that the percentage achieved is in line with the timeline of project delivery. Table 7 shows the breakdown of the types of participants supported in Priority 1.

**Table 7**

Participant			
Unemployed	1,209	1276	-67
Economically Inactive	454	1070	-616
Econ. Inactive %	23%	42%	-19%
14-19 NEET	137	0	137
14-19 NEET %	7%	0%	7%
Disability %	46%	24%	22%
Aged 50 +	12%	18%	-6%
Ethnic Minority %	41%	21%	20%
Female %	44%	51%	-7%

92. The breakdown of the types of participant shows most of the targets are in sync with the timeline for the programme. However we have seen depressed figures for Economically Inactive participants in the 2007-2013 programme, with fewer individuals not in receipt of benefits accessing programme. Indications from projects show that, given the economic climate more individuals are now in receipt of benefits, who would otherwise have presented as Economically Inactive. We are still monitoring the situation closely with providers.

**Table 8**

<b>Priority 1</b>	<b>Achievement</b>	<b>CFO Plan Target</b>	<b>Difference for Target</b>
In work on Leaving	354	689	-335
% In work on Leaving	32%	27%	5%
14-19 NEET into EET	28	0	28
14-19 NEET into EET %	41%	0%	41%

93. In terms of actual outputs the figures show that we are steadily achieving targets against the programme whole, and that we are ahead of the target set for the percentage in work on leaving. Table 9 shows the breakdown of the types of participants supported in Priority 2.

**Table 9**

<b>Priority 2</b>	<b>Achievement</b>	<b>CFO Plan Target</b>	<b>Difference for Target</b>
Without Basic Skills	1,030	1,604	-574
% Without Basic Skills	29%	41%	-12%
Without Level 2	1,173	1,604	-431
% Without Level 2	33%	41%	-8%
Without Level 3	739	479	260
% Without Level 3	21%	12%	9%
Disability %	7%	15%	-8%
Aged 50 +	23%	20%	3%
Ethnic Minority %	23%	9%	14%
Female %	58%	50%	8%

94. Most of the engagement of participants is on target. There is a need to review engagement of people with a lack of basic skills, in order to meet the CFO plan targets. Providers reported that basic skills were difficult to deliver in some areas. Working closely with providers to determine why this is becoming an issue, and

developing action plans around remedial actions that needed to be taken, this is now less of an issue at present.

**Table 10**

<b>Priority 2</b>	<b>Achievement</b>	<b>CFO Plan Target</b>	<b>Difference for Target</b>
Gained Basic Skills	548	381	167
% Gained Basic Skills	77%	24%	53%
Gained Level 2	550	381	169
% Gained Level 2	31%	24%	7%
Gained Level 3	74	116	-42
% Gained Level 3	12%	24%	-12%

95. In terms of the outputs generated from Priority 2, the EM LAC is ahead of the targets in most areas except Level 3. The 2011-2013 programme, has a significant number of Level 3 within the tendered activity, and EMLAC is looking to close the gap during the next 18 months.

### **CENTRAL BEDFORDSHIRE COUNCIL CFO**

96. The CB LAC contract delivers a range of provision. For the period 2011-2013 there have been 14 contracts let so far. Just one of the 14 current contracts is in Priority 2.

97. Table 11 below shows the level of participant involvement in the CBC LAC programme, by priority.

**Table 11**

<b>Priority</b>	<b>Total Participants</b>	<b>CFO Plan's Targets</b>	<b>Percentage Achieved</b>
Priority 1	3,965	4,327	92%
Priority 2	319	586	54%
<b>Total</b>	<b>4,284</b>	<b>4,913</b>	<b>87%</b>

98. Table 12 shows the breakdown of the types of participants supported in Priority 1, up to November 30 2012.

Table 12

Priority 1	Achievement	CFO Plan Target	Difference for Target
Unemployed	1508	1454	54
Economically Inactive	1394	1547	-153
Econ. Inactive %	35%	36%	-1%
14-19 NEET	1054	1326	-272
14-19 NEET %	27%	31%	-4%
Disability %	22%	18%	4%
Aged 50 +	10%	18%	-8%
Ethnic Minority %	25%	16%	9%
Female %	51%	51%	0

Table 13

Priority 1	Achievement	CFO Plan Target	Difference for Target
In work on Leaving	369	764	-395
% In work on Leaving	12%	18%	-6%
14-19 NEET into EET	672	596	76
14-19 NEET into EET %	69%	45%	24%

Table 14

Priority 2	Achievement	CFO Plan Target	Difference for Target
Without Basic Skills	20	20	0
% Without Basic Skills	7%	3%	4%
Without Level 2	6	30	-24



% Without Level 2	2%	5%	-3%
Without Level 3	70	200	-130
% Without Level 3	22%	34%	-12%
Without Level 4	13	0	13
Without Level 5	84	0	84
Disability %	6%	18%	-12%
Aged 50 +	9%	18%	-9%
Ethnic Minority %	10%	16%	-6%
Female %	81%	51%	30%

99. The CFO plan concentrated on achievements for ESF at level 4 and above, so any other numbers relate purely to match funding results.

**Table 15**

<b>Priority 2</b>	<b>Achievement</b>	<b>CFO Plan Target</b>	<b>Difference for Target</b>
Gained Basic Skills	2	14	-12
% gain	11%	70%	-59%
Gained Level 2	46	25	21
% gain	100%	83%	17%
Gained Level 3/4 & 5	126	145	-19
% gain	87%	73%	14%

## Greater London Authority

**Table 16**

<b>Priority 1 (all rounds)</b>	<b>CFO Plan target</b>		<b>Cumulative to Dec 2012</b>		<b>Actuals in 2012</b>	
	Volumes	%	Volumes	%	Volumes	%
Starters (number)	22,985		36,486		218	

**AIR 2012 FINAL**

Number and % economically inactive	8,788	38.2%	9,235	25.3%	2	0.9%
Number and % unemployed	7,856	34.2%	18,493	50.7%	0	0.0%
Number and % NEET	6,200	27.0%	8,717	23.9%	215	98.6%
Number and % of starters Female	11,722	51.0%	17,364	47.6%	28	12.8%
Number and % of starters BME	14,365	62.5%	23,293	63.8%	129	59.2%
Number and % of starters disabled	4,252	18.5%	5,341	14.6%	11	5.0%
Number of Economically Inactive Progressing to FE	5,053	57.5%	1,979	5.4%	6	2.8%
Number of starters achieving Progression to FE	N/A	N/A	6,309	17.3%	117	53.7%
Number of starters achieving Job entry	2,977	13.0%	7,867	21.6%	70	32.1%
Number of NEETS achieving either Progression to FE or Job Entry (note, also included above)	3,162	13.8%	3,738	10.2%	176	80.7%

Number of starters achieving 6 month sustained employment	3,586	15.6%	4,988	13.7%	796	365.1%
<b>Priority 2 (all rounds)</b>	<b>CFO Plan target</b>		<b>Cumulative to Dec 2012</b>		<b>Actuals in 2012</b>	
	Volumes	%	Volumes	%	Volumes	%
Starters (number)	4,736		5,087		0	
% of starters Female	2,368	50.0%	2,120	41.7%	0	0.0%
% of starters BME	1,894	40.0%	2,435	47.9%	0	0.0%
% of starters disabled	710	15.0%	215	4.2%	0	0.0%
Number of Starters with basic skills needs	4,736	100.0%	5,087	100.0%	0	0.0%
Number of starters achieving Progression to FE	N/A	N/A	2,353	46.3%	0	0.0%
Number of starters achieving Basic Skills Qualification	2,010	42.4%	2,527	49.7%	0	0.0%

100. Targets for female participants are included within all specifications. All projects are contractually required to provide participants with access to support to enable them to access project delivery. This includes childcare or other carer support where this is relevant. This usually takes the form of financial support to participants. Any care support must be registered and this is checked as part of the standard monitoring process. Whilst no targets for the year have been agreed, Table 18 demonstrates the achievements against the Co-Financing Plan, showing overall targets, the cumulative delivery to December 2012, and the proportion of delivery in 2012.

101. It is important to note that achievement figures within the year can be generated by starters from previous years, which is the reason behind the number of starters achieving 6 month sustained employment actuals being reported as 365% of the starters for 2012.

102. The programmes are output-based funding and so the GLA does not ask delivery partners to evidence expenditure on different support elements such as childcare, mentoring and outreach. All LDA ESF projects use outreach as a means to engage with disadvantaged participants and a number use mentors, but these activities are generally targeted at all disadvantaged participants, not just women. A number of the ESF Youth projects are targeted on young male offenders and so childcare needs are low (although support is still available if required). Also, the vast majority of the LDA ESF projects had finished delivery or were closing in 2012-13.

103. The LDA Round 3 (Youth) specification focused particularly on support to enable those who were NEET, at risk of NEET, or a young offender, to obtain support to re-engage with the labour market and further education and training. Given that these projects formed all LDA ESF delivery in 2012, it is unsurprising that of the total 218 Priority 1 participants in 2012, 215 (over 98%) were NEET or at risk of NEET. As with other disadvantaged groups, support is tailored to individual needs. Of the 8,717 young people who are NEET or At Risk of NEET across the lifetime of the programme, 3,738 (43%) have so far entered further training or employment. The ESF Youth (R3) programme finished delivery in June 2012. However, project management for the purposes of collecting and verifying outcomes, managing financial completion, and ensuring an orderly closedown, has continued until March 2013.

## **LONDON COUNCILS**

104. London Councils delivers targets against Priority 1, and in 2012 London Councils will also delivered against Priority 2 (in a very limited capacity). The overall progress towards these targets is positive; however progress against Priority 2 is slower than anticipated.

105. Enrolments -By December 2012, 18,231 participants have been enrolled against the lifetime target of 27,792 (up to December 2015).

106. Unemployed participants - London Councils' target for unemployed participants was 26% for the 2007-10 period, and 40% for the 2011-13 period. For the 2007-10 period the target was exceeded with 32% of participants being unemployed this variance above profile is caused by funded projects on the 2009-11 who had a lifetime target of 40%. For the 2011-13 period 19% of participants are unemployed which is below profile, but is not considered a concern. There are also an increased number of NEET individuals on the programme which is discussed below.

107. To ensure that the agreed unemployed-economically inactive ratio is kept for enrolled participants, London Councils limited the number of unemployed participants providers are allowed to enrol each quarter from January 2011 which has resulted in the decrease reported here.

108. Economically inactive participants -London Councils' target for economically inactive participants was 72% for the 2007-10 period, and 60% for the 2011-13 period. For the 2007-10 period the target was missed with 68% of participants being economically inactive. For the 2011-13 period 62% of participants are economically inactive. As explained in the previous section, London Councils placed limits on the enrolment of unemployed participants to ensure it meets its target.

109. 14-19 NEET-NEET is not a primary target group for the London Councils programme, however some projects are allowed to work with NEET participants where activities and support does not duplicate the work of other CFOs. Currently the number of NEETs supported through the programme is above target by 1.1% (against a programme target of 2%). Providers are required to justify any NEET participant enrolment on the programme to ensure figures are kept low. Further analysis is provided in section 6.6 NEETs.

110. 14-19 NEET into EET-The programme has exceeded its lifetime targets of 110 as 197 NEET participants have progressed on to EET to date. This is a 44% progression rate against the target of 54%.

111. Disabled participants -Currently 23% of participants are disabled against the target of 22%. While all providers are expected to target this group, specifications in each tendering round are drawn up specifically targeting people from this target group. Further analysis is provided in section 6.3 Disabled participants.

112. Aged 50+ participants-The programme is below the 18% target by 2% for older people. Specifications targeting 50+ people were been drawn up for both 2008-2010 and 2010-2012 tendering rounds, but not for the 2009-2011, 2011-15 & 2012-14 rounds which addresses specific needs identified by the London Boroughs participating in this round, the 2012-14 also has a more youth focused orientation being designed as a response to the social disorder in London 2011. This is the main reason for the underperformance. Further analysis is provided in section 6.5 Older People.

113. Ethnic minorities-The demographics of London and the focus of a large number of London Councils projects on ethnic groups resulting in an over performance in targets. Currently 61% of participants are from an ethnic minority, this is a decrease from previous years where 66% was the norm.

114. Female-The Programme is 15% over its targets (of 51%), with 66% female enrolments.

115. In working on leaving-To date 3,269 participants progressed into employment of. This is a 21% progression rate against the target of 23% for the 2007-10 period and a 32% progression rate against a target of 40% for the 2011-15 period.

116. Analysis of the progression so far shows that there are variances between the participant groups. There is a general trend that the more qualified a participant is when they enter the programme the more likely they are to achieve a job, e.g. there is an 17.5% difference between those with no qualifications and those with NVQ Level 4+ getting into work. As a counter to this, participants with low levels of starting qualifications are more likely to progress to further learning, e.g. there's an 11% difference between those on with no or below NVQ Level 1 and NVQ Level 4+ progressing to further or higher learning.

117. Work placements have an impact on progression to employment; participants who undertake a work placement on the programme are 8% more likely to progress to employment than those who do not.

118. The 2011-15 period commissions have only been delivering for an average of 6-9 months so the progression rate is lower than the target however, individual project profiles make the expectation that employment progressions will not occur uniformly across the delivery period.

## Luton Borough Council CFO

119. LBC co-financed contracts deliver a range of projects for ESF and Match funding, including support for NEETs and workless adults under Priority 1 and for the employees of key sector organisations (SMEs) under Priority 2. LBC contracted 13 ESF projects under the 2007-2010 plan, twelve in Priority 1 and one under Priority 2. The total ESF commitment was £1.8m. All these contracts have now completed. There was an underspend of £180K which has been re-tendered.

120. An invitation to tenders was issued in September 2012 for two ESF projects – one under Priority 1 to provide employment support for the over 50s and one under Priority 2 to provide higher level skills in Luton's key growth sector SMEs. These two projects have now been let.

121. For the period 2011-2013 twelve ESF contracts are now running – ten in Priority 1 and two in Priority 2. The total ESF commitment to date is £3.4m. All match funding projects for Priority 1 have now completed. The current Priority 2 projects are being “cash matched” by the Council.

**Table 17**

Priority	Total Participants	Revised 2007-2013 CFO Plan Target	Percentage Achieved
Priority 1	3,433	3,203	107.18%
Priority 2	115	345	33.33%
<b>Total</b>	<b>3,548</b>	<b>3,548</b>	<b>100%</b>

122. LBC is overachieving slightly under Priority 1 on the expected position to date. This is mainly because of the match funding projects as the Council been “banking” match funding activity against the potential lack of available match in the future due to UK government austerity measures cut-backs.

Table 18

Priority 1	Achievement	Revised 2007-2013 CFO Plan Target	Difference for Target
Unemployed	1,326	1,237	+89
Economically Inactive	1,326	1,033	+293
Econ. Inactive %	39%	32%	+7%
14-19 NEET	551	836	-285
14-19 NEET %	16%	26%	-10%
Disability %	13%	18%	-5%
Aged 50 +	15%	18%	-3%
Ethnic Minority %	71%	18%	+53%
Female %	52%	51%	+1%

123. The proportion of economically inactive participants is higher than expected. This is both because some of the ESF projects are aimed at participants not on JSA but hoping to return to the labour market (e.g. the project for carers) and because some of the match funding projects target participants who are further from the labour market (e.g. because of drug or alcohol problems).

124. The percentage of NEETs supported is under target partly because of the increased number of adult participants from match funded projects. The projects supporting NEETs are actually overachieving on their targets of supporting participants into education, training or employment.

125. The female participation figure is 52%, so slightly over target. In addition, there are five transgender participants. The percentage of participants who class themselves as lone parents is 12.4%.

126. Figures for supporting participants with disabilities and the over 50s are regrettably under target. There is one dedicated P1 project for those with physical or mental disabilities, and one for over 50s, so it is hoped that this will help improve recruitment of these participants. All projects supporting adults are being encouraged to increase recruitment of over 50s and those with disabilities.

127. The ethnic minority figure is much higher than anticipated, but does reflect the need in Luton’s diverse population. Only 29% of participants under Priority 1 class themselves as White British or White Irish. The chart overleaf shows a breakdown of the ethnicity of participants on LBC’s ESF (P1 & P2) and match projects.

128. The table below shows the outputs delivered as at November 2012 in Priority 1.

**Table 19**

<b>Priority 1</b>	<b>Achievement</b>	<b>Revised 2008-2013 CFO Plan Target</b>	<b>Difference for Target</b>
In work on Leaving	328	603	-275
% In work on Leaving	10.5%	19%	-8.5%
14-19 NEET into EET	378	376	+2
14-19 NEET into EET %	69%	45%	+24%

129. The “into employment” targets remain challenging. The percentage of participants entering work is lower than the target at present, though some projects have yet to report on participant destination. Also, the result is affected by the proportion of match funding participants at this stage – many of the match funding projects aim to move participants closer to the labour market though not necessarily into employment. The NEET into EET outcome is better than the target which is in part due to the coordination of all NEET support in Luton by the Council’s NEET Prevention Strategy Group. This enables NEET project activities to be better co-ordinated across the town.



Table 20

Priority 2	Achievement	CFO Plan Target	Difference for Target
Without Basic Skills	55	10	+45
% Without Basic Skills	50%	3%	+47%
Without Level 2	1	25	-24
% Without Level 2	1%	7%	-6%
Without Level 3	20	310	-288
% Without Level 3	18%	90%	-72%
Disability %	1%	16%	-15%
Aged 50 + %	18%	18%	--
Ethnic Minority %	40%	16%	+24%
Female %	45%	51%	-6%

130. The participant figures are lower than expected for Priority 2, largely because not all funding has been allocated (see above). The number showing as “without basic skills” in this table is misleading as there are a large number of “education level not known” returns amongst the match funding participants. The percentage without Level 3 is lower than expected, but as the project targets management level employees in SMEs this does reflect the workforce figures.

131. The low percentage of disabled participants is disappointing, but does reflect to some extent the workforce in the business sectors being targeted – manufacturing and aerospace. The male/female ratio is also slightly lower than hoped, but very positive for these sectors.

132. The table below shows the outputs delivered up to January 2013 in Priority 2.

Table 21

Priority 2	Achievement	CFO Plan Target	Difference for Target
Gained Basic Skills	2	4	-2
% Gained Basic Skills	4%	40%	-36%
Gained Level 2	5	5	--
% Gained Level 2	20%	20%	--
Gained module of Level 2	49	--	+49
Gained Level 3	33	124	-91
% Gained Level 3	160%	40%	+120%
Progressed to Level 4	5	5	--

133. The percentages of achievement in this table are misleading as the number of participants showing “without basic skills” when joining is known to be incorrect.

134. In Priority 2, LBC is ahead of target in the achievement of higher level skills, which compensates for the lower achievement of Level 2 qualifications. Also, as only the higher level achievement is recorded, a participant could have achieved both a Level 2 and a Level 3 qualification, but only the Level 3 would be shown.

### Main non- CFO Performance issues

#### Gibraltar

135. The Gibraltar regional outputs and results targets are on track to be met and in some instances e.g. female participation to be exceeded. In P1 the Programme target was set at 51% and already 37% has been achieved. In P2 the target was for 50% participation and to date 47% has been achieved. There is a discrepancy in figures between those on INES and the EUPS. The inconsistency in output data for participants with basic skills without level 2 and 3 lies in the fact that only the highest qualification is monitored although technically all qualifications should be included i.e. 1000+ qualifications gained. This will change once the new project Employment Development Strategy gets under way.

### Merseyside Complementary Strand

136. For the Liverpool City Region City Employment Strategy (LCR CES) there is one live ESF funding approval which engages participants across all five eligible local authority geographies (Liverpool, Knowsley, Sefton, St. Helens and Wirral)

137. Supplementary Pathfinder Enabling Programme (PEP) The focus of the PEP is innovation and the testing of new ways of working. All PEP funding is Priority 1 - targeted at supporting the hardest-to-help into sustainable employment by extending employment opportunities. JCP and the SFA are involved in agreeing priorities, complementing mainstream and co-financed activity.

**Table 22**

<b>Output</b>	<b>Contract total</b>	<b>Actual to 30<sup>th</sup> November 2012</b>
<b>Total number of participants</b>	12,635	26,130
Participants in work (employed) on leaving	3,509	3,658
Participants in work six months after leaving	2,272	tbc
<b>ESF £11.919m</b>	<b>Match £11.919m</b>	<b>Total £23.838m</b>

138. The programme is delivering significantly above target. The Programme was originally developed by the partnership to support both the overall reduction in levels of worklessness within the Pathfinder area and to support increased partnership working and the testing of new approaches to working with those who are workless. The support activity:

- Maintains a clear focus upon those who are furthest away from the labour market
- Targets vulnerable groups and areas where there are clusters/concentrations of worklessness
- Seeks to reduce levels of worklessness and increase employment rates locally
- Supports activity that is best undertaken at a Merseyside rather than local level e.g. where activity at a Merseyside level makes more sense operationally and enables both greater levels of impact and economies of scale
- Supports improved and more effective IAG, pre-employment and transition into employment services
- Facilitates the involvement of other partners and organisations with a remit to reduce worklessness.

139. Reflecting the broad objectives of the Pathfinder Enabling Programme, and the continuing level of need that was evident across Merseyside, the strategic priorities of this programme were:

- Reducing Worklessness
- Reducing Childhood Poverty
- Improving Levels of Retention & Progression
- Key operational priorities for the operating period were:
  - Outreach & Engagement activities
  - Delivery of Information, Advice & Guidance
  - Pre-employment support
  - Retention Activity.

140. Information about Priority 5 Higher Education projects in Cornwall is set out at section 3.5 and information on Technical Assistance projects at section 6.

### **Summary of ESF Added Value**

141. The primary responsibility for funding employment and skills activity rests at Member State level. However, ESF provides about £365 million per year to support additional provision in England in 2007-2013. All ESF funding is additional to domestic resources for employment and training. Co-financing plans set out the additional employment and skills provision that ESF buys to complement the national resources which form the match funding. This section highlights recent evaluation evidence and summarises how ESF funding is adding value under four headings: volume, scope, innovation and process. 6

### **Volume**

142. ESF funding is adding value in England by supporting more provision than can be funded through national resources. In particular, ESF funding boosts and amplifies activity that contributes to the EU strategy for growth and jobs. In Priorities 1 and 4, ESF is used to buy additional employment and training provision that complements national programmes thus increasing the number of participants accessing provision. ESF gives access to those who would not be eligible for national employment and training programmes or provides early entry on to provision. In Priorities 2 and 5, ESF has supported additional learner volumes and additional qualifications ranging from Basic/Entry Level skills up to Level 4 and above.

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<sup>6</sup> This section uses the four analytical categories of effects in the European Commission paper on 'Possible aspects of Community Added Value' for Employment and Social Policy', 29 November 2008

143. ESF funding was used by DWP to buy additional employment provision that complemented national programmes and increased the number of participants accessing provision. This gave access to those who would not be eligible for mainstream provision or provided early access entry onto provision. The year in totals for the 2012 calendar year are 6697 participants on to ESF provision and 77 starts in to jobs.

144. Skills Funding Agency had a total of 3.2 million participants in the programme, of which:

- 1.5 million were ESF-funded; and
- 1.1 million were both ESF- and match-funded (0.95 million in Next Step and 0.15 million in Response to Redundancy).

145. At November 2012, nearly 85,000 ESF-funded participants in Priority 1 have progressed into work since the start of the programme. Within Priority 2:

- over 29,000 ESF-funded participants have gained basic skills qualifications;
- over 76,000 ESF-funded participants have gained Level 2 qualifications; and
- nearly 22,500 ESF-funded participants have gained Level 3 qualifications.

146. For the NOMS CFO, Volumes to date are:

- Starts - 38,970
- Job Entries - 5,265
- Qualifications - 3,096

## **Scope**

147. The other main way in which ESF funding is adding value is by extending the coverage of activity. ESF broadens the scope of provision by supporting groups or activities that would not otherwise be addressed. This includes:

- targeting people who may not otherwise come forward to, or be eligible for, existing provision;
- extending the range of provision available;
- providing different or more intensive support to people facing significant barriers to work and learning; and
- supporting people after they enter employment, to assist with sustaining and retaining a job.

148. Aligned to the Government's skills strategy, Skills for Sustainable Growth, the Skills Funding Agency uses a structured delivery activity that focuses on four key groups of people: the recently unemployed; those at threat of redundancy; 14-19 year old NEETs; and those in employment but with low skills.

149. The Skills Funding Agency designed each of these programmes to be responsive to local needs, by giving providers the flexibility to tailor the delivery of provision to the needs of individuals, employers and local priority setting groups. It procures NEET provision and Skills Support for the Unemployed at Local Authority (LA) level, with identified target groups based on this geography. For each project, the delivery organisations must have links with Local Enterprise Partnerships (LEPs) and respond to their priorities. Providers must also have links with other key local stakeholders such as LAs, Jobcentre Plus, the National Careers Service and local employers.

150. The Agency has supported the delivery of (or progression onto) Apprenticeships frameworks. This helps individuals to develop their skills and long term employment opportunities. In April 2011, the Agency contracted for the following sets of activity, supported by ESF, to be delivered to the end of the current Programme:

- Skills Support for the Unemployed (SSU);
- Apprenticeships Grant for Employers;
- Skills Support for Redundancy (SSR); and
- 14-19 NEET.

151. Providers must deliver regulated units and qualifications that support individuals to develop their work prospects, with each programme tailoring the support to a specific group of people. Although the initial engagement and training delivery form the core of the funding offer, the range of progression outputs on offer are designed to support individuals onto higher levels of skills training and/or into employment/more secure employment.

152. The Apprenticeship Grant for Employers supports small enterprises with fewer than 50 employees (FTE) to take on individuals aged 19-24 years old through their Apprenticeship. The Apprenticeship Grant payment is made to the employer to cover any additional costs of recruiting a new employee or one returning to the labour market.

153. ESF provision provided by NOMS complements match funded activity and other NOMS provision in a range of different ways including:

- Extending the amount or range of provision available and provide flexible delivery arrangements
- Providing different or more intensive support to specific people alongside their involvement in the domestic programme

- Helping ex-offenders to engage with the main NOMS and other provision by supporting them initially to overcome barriers, develop confidence and understanding of their own potential
- Supporting ex-offenders and their employers after entering a job, to assist with retention and sustainability
- Holistic support for ex-offenders experiencing multiple barriers to employment and social integration
- Providing linkages and mentoring between mainstream and other programmes to ensure an individual pathway to employment

154. ESF funded interventions are integrated with existing services to support the specific skills and employment needs of offenders in prison, on resettlement and for those in the community. A key aim of the CFO is to facilitate ex-offenders access to mainstream services. CFO activity strengthens the delivery of existing services and enables a greater number of offenders to benefit from ESF funding. Match funding services also prepare offenders to access CFO delivery, as they provide essential resettlement functions. ESF funded interventions help to build a bridge between employment experiences within prison and those available on release. ESF provides resources for employer engagement and help facilitate ex-offenders' access to education and employment services in the community.

155. NOMS procures services that focus on the significant gaps which exist i.e. bridging the gap between prisons and probation and the mainstream education and employment services. In doing so it complements and adds value to other offender services, and it will focus on supporting offender retention in learning on release from prison and facilitate access to Jobcentre Plus Services.

156. The approach to match funding contracts is national, with a sub-regional focus where required. All contracts under resettlement services add value to the activity provided under the main CFO programme and in turn CFO delivery enhances the effectiveness of services delivered under match funded contracts. All these contracts are part of essential resettlement services, but in isolation they would be less effective. NOMS CFO adds value to existing resettlement services by motivating prisoners who would not ordinarily access these services, to attend workshops, address barriers to work and prepare for release.

157. Delivery of DWP ESF support for families with multiple problems commenced in December 2011. The aim of this provision is to tackle entrenched worklessness by progressing multi-generational families with multiple problems closer to employment. The focus is on providing a whole family approach, making support available to individual family members and contributing to and adding value to wider family support. The Provision provides tailored support based on individual needs assessments and covers a range of activities to support personal, life skills and work skills.

## Innovation

158. ESF is also adding value by supporting innovative provision. A dedicated innovation strand of 32 projects backed by £23 million ESF is developing and testing new ways of extending employment opportunity and raising workforce skills. The strand focuses on six themes: active inclusion, demographic change, engaging with employers, ICT and the digital divide, skills for climate change and sustainable development, and social enterprise. Further information on the innovative projects is set out in the sections on the innovation, transnationality and mainstreaming sub-committee and Priorities 1, 2, 4 and 5. In addition, many Co-financing providers are delivering their ESF funding in innovative ways to meet the needs of their target groups.

159. The Skills Funding Agency has introduced a new approach to procurement, through the Register of Training Organisations. The Register streamlines the tendering exercise through an approved supplier register enabling us to undertake procurement within shorter timeframes than previously for ESF activity.

160. Within the tender specifications themselves the Agency has trialled the procurement; in design of broader packages of skills training support that give the provider flexibility in how it responds to changes and emerging needs and local priorities without the need for re-procurement of activity.

161. Through the Skills Support for Employers project the Agency has, with the National Apprenticeship Service, piloted a new approach to support individual progression into sustained employment with small employers through the Apprenticeship Grant for Employers (AGE). This grant provides financial support to the employer reducing barriers to them taking on an apprentice. The AGE has become part of mainstream Government policy for all 16-24 apprenticeships. We expect this development to lead to a retraction of the ESF funded AGE so we can avoid any duplication of mainstream activity.

162. In this second year of Round 2, NOMS CFO has continued to use the additional Technical Assistance funding to develop innovative approaches to resettlement. Work with the social enterprise sector has continued and NOMS CFO have strived to strengthen links and contacts within this arena. Funding has been used to offer support in the form of “seed funding” to 11 new projects and supported 14 projects throughout 2012. The Social Enterprise sector continues to offer useful engagement opportunities as a means of gaining training and employment opportunities for offenders and ex-offenders.

163. Belief in Change, a new holistic programme which began trialling in two prisons during 2011 has continued to progress well and external funding is now being sought to ensure the programme continues after the NOMS CFO funding phase has come to an end. Indications are that the project has worked well and delivered results. The project (which is being run in Risley and Channings Wood), involves offenders living together in a close community within the prison. The programme examines the relationships between various faiths and is open to people who have a personal faith or people who do not. The key element to the programme is the



“Through the Gate” service following the offenders release from prison. Offenders are supported following their release by volunteers’ within the community who will have worked closely with the offenders whilst in custody to ensure that the supportive service continues following release.

164. NOMS CFO has commissioned two projects which look to enhance engagement within the criminal justice system . NOMS is aiming to increase employment opportunities for offenders via a national employer forum. The NOMS Employer Forum For Reducing Re-offending (EFFRR) is looking to engage employers who are willing/interested in supporting offenders into employment either by offering work place opportunities or additional training opportunities. A series of regional events are being held to enable regional networks to develop.

165. The second project will see NOMS CFO supporting Media for Development (MfD) to produce content for the National Prison Radio (NPR) to promote/ raise awareness of the work of the CFO. They will deliver weekly magazine programmes, regular information spots, they will increase prisoners’ awareness of the opportunities and advantages of engaging with the services and interventions funded by the European Social Fund in England and provide training and work opportunities for offenders to become involved in the production of the material.

166. The DWP delivery model is based on an approach to provide personal development and support and is entirely performance based. The Providers do not receive payments for attachments, only for achievement of progress measures and job outcomes. The ESF Families programme was set up to help families with multiple problems overcome barriers to employment. Eight providers are working with Local Authorities (LA) across England to deliver bespoke provision in each LA area. The support they offer includes:

- Skills to support finding employment, such as CV writing and time management
- Skills for tackling family issues, such as good parenting, relationship management
- Skills for social and economic issues, such as effective money/debt management,
- Skills for tackling health and housing issues, such as coping with substance abuse and finding accommodation.

167. Providers support participants through a series of progress measures to help families become ‘job ready’. It is recognised that DWP ESF Families Provision is about progression towards employment as the individuals that this provision is helping are not job ready.

## Process

168. Process effects are smaller than the other elements of added value. This is mainly because there are already well established employment and training systems in England. However, there is some evidence of positive process effects.

169. The Skills Funding Agency is trialling a new way to engage with the Local Enterprise Partnerships and Core City groups. The process being developed will allow these economic development bodies to determine and articulate the skills requirements for their local areas that will directly lead to economic growth. The Agency will then reflect this in its ESF procurement activity, with the first tender launched in December 2012.

170. Managing ESF funding has allowed DWP flexibility to maximise ESF spend by developing a temporary secondary referral route on to provision, allowing providers to work with local authorities to identify potential families hence increasing numbers of participants. DWP have also made changes to progress measure methods and made it simpler for these to be achieved.

171. NOMS procures services that focus on the significant gaps which exist i.e. bridging the gap between prisons and probation and the mainstream education and employment services. In doing so it complements and adds value to other offender services, and it will focus on supporting offender retention in learning on release from prison and facilitate access to Jobcentre Plus Services. The approach to match funding contracts is national, with a sub-regional focus where required. All contracts under resettlement services add value to the activity provided under the main CFO programme and in turn CFO delivery enhances the effectiveness of services delivered under match funded contracts. All these contracts are part of essential resettlement services, but in isolation they would be less effective. NOMS CFO adds value to existing resettlement services by motivating prisoners who would not ordinarily access these services, to attend workshops, address barriers to work and prepare for release.

172. The overarching aim is to provide greater cohesion between ex-offenders and existing offender specific skills and employment services and the transition and access to mainstream employment and skills provision. Case Managers in both prisons and probation teams co-ordinate the various aspects of employment support for ex-offenders ensuring delivery into the mainstream with particular emphasis on through the gate activity and bridging the gap between custody and community.

## Contribution to Economic Recovery

173. The flexible nature of the England ESF programme has enabled it to adapt to the changing economic climate and expand support for people affected by the downturn. When the programme was agreed in 2007, the indicative activities included early interventions to help people at risk of redundancy to adapt their qualifications and skills, and training for workers who have been made redundant.

174. Many of the projects that started during 2008 have therefore been able to help tackle the increase in the number of people who are facing redundancy or have been made unemployed. Jobcentre Plus was able to refer Jobseeker's Allowance customers needing extra help to existing DWP ESF contracts.

175. To enhance the support that was already available through national programmes and ESF, an additional £158 million of ESF funding (from the £179 million which had become available as a result of the rise in the value of the euro) was allocated to help people facing redundancy or already looking for work.

### **Department for Work and Pensions**

176. DWP Families provision has been aligned with the overarching Troubled Families programme and forms a key element for Local Authority's to use in order to meet the National ambition of turning around the lives of 120,000 Troubled Families. Complementing the Troubled Families programme, DWP Families Provision is designed to move families closer to the Labour Market and thereby reducing reliance on benefits.

177. The provision is voluntary and is open to any family with multiple problems where one member of the family is on a working age benefit. As a minimum requirement the provision includes individual action planning and back to work support (help with CV's Job Hunting, preparation for interviews etc) together with in work support when the participant gets a job. The primary focus of the programmes delivery is through a range of Progress measures, which are bespoke to each contract and aim to support the individual overcome barriers to employment. Progress measures include activities to assist people in families to resolve and overcome particular problems.

178. The progress measures are different for each contract and may cover issues such as housing, managing money, dealing with debt, family communications, community involvement as well as, skills for working, including work experience placements. Delivery and achievement of the Progress Measure involves the provider working with the participant to follow the course of action set out in the participants action plan, designed to help them to progress in relation to resolving a particular problem or barrier to employment. DWP Families Provision is aimed at the long term unemployed families where worklessness is entrenched. This is with the aim of aiding economic recovery by reducing the reliance on benefits in helping families overcome barriers to work and becoming more focused on and ready for employment.

### **The Skills Funding Agency**

179. The Skills Funding Agency uses its ESF funding to support individuals effected by redundancy and unemployment through three specific strands of activity:

- Response to Redundancy / Skills Support for Redundancy (Priority 2 and 5)

- Skills Support for the Unemployed (Priority 1 and 4)
- National Careers Service (Priority 1 and 4)

180. These activity strands initially commenced in October 2008, when the Learning and Skills Council (LSC) secured an additional £158m of ESF and match funding (£79m ESF) through revaluation of the programme in line with the prevailing exchange rate. The then Skills Secretary, John Denham, announced a package of measures in response to the economic downturn. As part of this package, the LSC used just over £100m ESF and match funding to support workers affected by redundancy, and up to a further £58m to provide additional information advice and guidance to those affected by the downturn. These measures are now being managed by the Skills Funding Agency (the successor organisation to the LSC with responsibility for adult skills and management of ESF).

181. The Response to Redundancy Funding was a £100m package consisting of £50m ESF and £50m Train to Gain funds. The funding was available from April 2009 to March 2011. The Skills Funding Agency issued 116 contracts worth £99.2m for delivery of the activity. By the close of the data record in November 2011, expenditure on the Response to Redundancy Programme stood at £97.5m.

182. It was delivery by a mix of contracted independent, college and voluntary providers from across the FE sector. The Skills Funding Agency contracted with providers to deliver up to:

- 150,000 Participants
- 135,000 Completing training
- 43,000 Progressing into a job outcome

183. Outputs: Skills (not necessarily qualifications) to keep someone in work or to obtain a new job; a job outcome:

- 131,291 individuals supported on 169,825 training starts
- 152,167 Completions (including 16,152 qualifications)
- 14,982 Job Outcomes

184. The main focus was to support those who need a short, job-focused intervention, not totally re-skilling, whilst under notice of redundancy or once they are out of work and claiming benefit.

185. In April 2011 the Skills Support for Redundancy (SSR) superseded the Response to Redundancy activity. The SSR model built upon the success of its predecessor using a flexible model of general training support underpinned with units of accredited qualifications, leading to progression to employment and/or further training. 82 contracts were procured for delivery to July 2012. These contracts delivered support to 22,074 individuals to a value of £12,392,800.

186. A new set of contracts were procured to commence delivery from April 2013 until the end of the current ESF Programme, July 2015. In total 20 contracts were awarded for £80,088,250. To date they have supported 9,027 individuals.

187. The Skills Funding Agency procured contracts to deliver the Skills Support for the Unemployed (SSU) activity to commence delivery from April 2011. SSU uses the same model as SSR to deliver a flexible model of general training support underpinned with units of accredited qualifications, leading to progression to employment and/or further training for individuals who have been unemployed for less than 6 months. 94 contracts were procured for delivery to July 2012. These contracts delivered support to 56,891 individuals to a value of £38,346,800.

188. A new set of contracts were procured to commence delivery from April 2013 until the end of the current ESF Programme, July 2015. In total 33 contracts were awarded for £89,395,750. To date they have supported 25,343 individuals. During 2012 the Skills Funding Agency has supported 42,700 individuals into work through Priority 1 and 4 funding.

189. Next Step offers free and impartial careers and skills advice and is an integrated service available online, over the telephone and with a local adviser face to-face. ESF funding and its match is specifically provided to support the face to face sessions with individuals. The service began in April 2009 and is an ongoing programme. In April 2012 Next Step was rebranded the National Careers Service.

190. The National Careers service is a bespoke, independent, national careers and skills advice service. As such it is not embedded as part of a specific, individual course of training or education. The Skills Funding Agency does require all of its providers, in delivering skills training and education to deliver Information, Advice and Guidance (IAG) to participants. This IAG will be linked to the initial assessment of the individual against their skills needs and deliver ongoing support against the developed learning plan, concluding with a discussion and advice on the best progression route for the individual on completion of the training. This IAG is focused on the individual's journey at that point in time and is delivered within the context of the training. Engagement with the Next Step service could happen before or after that, or if the individual was seeking independent advice on another matter, at the same time. But the two are not intrinsically linked.

191. ESF support for the National Careers Service was initially introduced as additional capacity in recognition of the importance, at a time of economic downturn, of engaging with individuals who were unemployed or at threat of redundancy to give them quality advice and guidance that led them to employment opportunities and/or skills training that would support their future employability. The original ESF funding for the additional service capacity was taken from the extra funding made available following the revaluation of sterling to the Euro.

192. Demand for the service is still high with ESF supporting additional capacity across all co-financing plan regions. Contracts are currently committed to the end of the 2013-14 financial. At a time when the country continues to struggle with economic growth the reasons for the initial support for unemployed and those at

threat of redundancy remains valid. The service is a cost effective engagement mechanism for the ESF programme and the use of these funds has not impacted on the Agency's ability to meet its overall participation targets

193. The total number of sessions delivered by this service (Individuals may have more than one session) for the years ESF has provided support is:

- August 2009 to March 2011 - 842,795
- April 2011 to March 2012 - 985,867
- April 2012 to February 2013 - 1,033,085 (estimate)

194. Initial analysis of the destination outcomes from Next Step participants has shown that over 70% go on to skills training and/or employment. The key benefit of the Service is that it is globally available to all adults in England and is principally targeted at those who have just left employment or at risk of becoming unemployed. Intervening at this early stage is seen to help individuals not become long term unemployed and in doing so also supports their future employment opportunities. In this way the Service supports the wider aims of the Skills Funding Agency ESF programme.

## **Partnership**

### **Programme Monitoring Committee**

195. The Committee has a strategic role in monitoring the implementation of the 2007-2013 ESF programme. Membership includes representatives from regional committees in London and Cornwall, together with representatives from the Convergence partnership, Government of Gibraltar, Co-financing Organisations, relevant Government Departments, social partners, third sector, Equality and Human Rights Commission, local authorities, further education and higher education. It is chaired by the Head of the European Social Fund Division in the DWP. The European Commission participates in the Monitoring Committee and its sub-committees in an advisory capacity.

196. There were two meetings in 2012 (March and September) and these discussed performance of the 2007-2013 ESF programmes. A range of papers were considered and approved including:

- Performance update from National CFOs (MC/01/12, MC/02/12, MC/03/12, MC/04/12, MC /18/12, MC/19/12, MC/20/12 and MC/21/12)
- Progress Report from Central Bedfordshire Council (MC/05/12 and MC/31/12)
- Progress on Innovation, Transnationality and Mainstreaming (MC/06/12)
- Technical Assistance (MC/07/12)

- Progress Report from London Councils CFO (MC/12/12 and MC/22/12)
- Progress Report from East Midlands LA Consortium (MC/10/12 and MC/29/12)
- Progress Report from Luton Borough Council CFO (MC/11/12 and MC/30/12)
- Progress Report on Sub Committees ( MC/08/12 and MC/27/12)
- Revaluation Funds (MC/13/12)
- Evaluation Strategy (MC/14/12)
- Government Policies and CFO Plans 2011-13 (MC/16/12)
- Community Grants (MC/23/12)
- Progress Report on ESF Publicity (MC/25/12)
- Local Authority MI Reports (MC/09/12 and MC/28/12)
- Update on 2014-2020 (MC/15/12 and MC/26/12)

197. The Monitoring Committee has sub-committees on: Convergence area; Gibraltar, London, evaluation; gender equality and equal opportunities, sustainable development; innovation; mainstreaming and transnationality. Papers relating to the subcommittees were also considered and approved at the National Committee.

198. Following the closure of regional committees the role of the national Programme Monitoring Committee in monitoring the performance of CFOs was enhanced, and each of the three main CFOs are required to give a progress report at each meeting. Other CFOs are invited to PMC to report on their progress on a rotational basis.

## **Other Committees**

### **Gibraltar**

199. The Government of Gibraltar has established an ESF Regional Monitoring Committee (RMC) for Gibraltar. The committee mirrors the Gibraltar Programme Monitoring Committee for the ERDF Programme. The role of the RMC is to oversee the implementation of the 2007-2013 England and Gibraltar ESF Programme within Gibraltar. The RMC shall satisfy itself as to the effectiveness and quality of the implementation of the Gibraltar ESF Framework.

200. The membership of the RMC includes the principal regional partners i.e. Government Departments and Agencies: namely the EUPS; Department of Education & Training; Gibraltar Tourist Board; Employment Service; Environmental Agency and the Government Treasury Department. Social Partners: namely the Gibraltar Chamber of Commerce; Gibraltar Federation of Small Businesses; the Gibraltar Business Network and the Gibraltar Trades Council. NGOs: namely the

Gibraltar Ornithological and Natural History Society. The EU Commission participates in an advisory capacity. A balanced participation between men and women (as far as possible) is a consideration for representation in the RMC.

201. Meeting 31 May 2012 - No matters of particular interest arose from the Minutes of the previous meeting except for some minor text changes requested by Mr. E Rodriguez Marino regarding the Communication Plan.

202. Progress report on the Programme was satisfactory with several points discussed including the N+2 targets which had been met for 2012 and 2013. There was some discussion with reference to MIS data sent to UK as it seemed to differ from the Tables used locally. The reasons for this were discussed and tables amended accordingly.

203. Under Information and Publicity mention was made of the problems encountered with the printing of the EU newsletter as a result of a change of contract with the printers and other related factors. This had caused a delay in the publishing of Issue 10 of the newsletter.

204. The seminar held in February by the GFSB (Gibraltar Federation of Small Businesses) was successful and included a presentation by Charles Collinson (EU Programmes Manager) on EU Funding opportunities in Gibraltar.

205. The Amended Communication Plan was also discussed as per suggested amendments by MR E Rodriguez Marino.

206. Meeting 8th November 2012 - The November meeting welcomed back Mr E Rodriguez Marino (ESF Desk Officer) and Filip Busz (Head of Unit, DG Emploi) and Sue Baxter (Deputy Director, EU & International Competitiveness Unit, BIS, UK).

207. Under matters arising from the Minutes of the previous meeting the amendment of figures to reflect the same information as that shown on INES was again mentioned and Charles Collinson who had attended the Annual Review Meeting advised the recommendations of the MA in relation to the new project (Employment Development Strategy) and the proposed new targets that would be reflected in the latest version of the Framework.

208. Progress report on the Programme included the expenditure to date of the Programme by priorities with Priority 2 being the highest (100%) and lowest performing being Priority 1. In this connection the new Employment Development Strategy project was discussed with the additional funding requested from ESFD. An update on the matter of MI figures was also discussed including action taken and the reasons for it, which were mainly due to different interpretations of the data.

209. Charles Collinson summarized the Annual Review Meeting he had attended in Sheffield on 19th and 20th September where the above was clarified and project extensions were discussed.

210. Financial performance of the Programme at 64% was good and this was highlighted by Filip Busz. He also touched upon effective implementation and quality



of statistical information with a view to the new programming period in order to assist audit bodies in the effective controls of the Programme.

211. Publicity and Information included an update on newsletter 10 which had been published after initial delays.

212. Advance information on the EU Funding event to be held at the O'Callaghan Elliott Hotel on the 21st November was given. This would be in conjunction with the Chamber of Commerce and the GFSB and had been very successful in promoting EU funding in the past creating synergies between ESF/ERDF and Transnational Programmes.

213. The National Audit being carried out by the Audit Services of the European Commission was outlined by Filip Busz and its effect on the TA part of the England and Gibraltar Programme was discussed.

## **London**

214. The Mayor of London has been delegated responsibility for certain tasks for managing the ESF programme in London. To ensure the programme delivers to best meet London strategic objectives and maximise the impact of the funding an ESF regional committee has been set up.

215. The Committee meets on a six monthly basis and meets jointly with the European Regional Development Fund (ERDF) Programme Management Committee. Organisations were asked to make nominations to the Committee by invitation of the Mayor, who remains responsible for inviting further nominations or removing membership. The Committee members include representatives from each of the London CFOs, representatives from the voluntary and community sector and representatives from London boroughs. The London ESF committee is convened on the same day as the ERDF committee but held separately because the memberships and agendas are significantly different.

216. The Committee's responsibilities include reviewing and adjusting funding strategies to meet London's strategic needs as they develop; and agreeing proposals for amending the ESF regional framework, including financial changes between priorities. Where appropriate, it submits proposals for modifying the regional framework to the Managing Authority, to meet strategic needs, or to allocate additional resources generated by the annual indexation of programme budgets. The Committee approves Committee structures, including terms of reference and set up of sub-committees.

217. The Committee meeting on 30 May 2012 covered the following items; national programme update, regional programme, performance update and a CFO presentation from the DWP. The committee meeting on 12 December 2012 covered national programme update, regional programme, performance update, a CFO presentation from the Skills Funding Agency and an update on developments relating to the ESF 2014-20 programme.

## Convergence

218. From 2007 – June 2011 the Joint Programme Monitoring Committee undertook to meet the regulations and oversee Convergence Programme delivery. Since DCLG has assumed direct management of the ERDF Programme, Ministers decided that ERDF Programme Monitoring Committees would be replaced by Local Management Committees from mid 2011. Regional ESF Programme Monitoring Committees have been discontinued apart from in London and in Cornwall and the Isles of Scilly where the requirement continues. Partners locally have therefore agreed to establish a Joint Local Management Committee covering both the ERDF and ESF. Membership includes the Managing Authority, Communities and Local Government, Cornwall & Isles of Scilly LEP, Cornwall Council Chief Executive, Cornwall Council Members, Cornwall Business Partnership, Council of the Isles of Scilly, Voluntary Sector, Environment Agency, South West TUC, Jobcentre Plus, Skills Funding Agency, National Offender Management Service, Cornwall Rural Implementation Group.

219. The Committee is a strategic body providing a vehicle for local partners to lead delivery of the ERDF & ESF programmes; oversee implementation of the strategies set out in the respective Operational Programmes and agree action to manage any risks to achievement of Programme objectives.

220. The Joint LMC is established in accordance with Article 63 of Council Regulation (EC) No.1083/2006 and undertakes a strategic role by performing the tasks and responsibilities laid down in Article 65 to satisfy itself of the quality and effectiveness of the implementation of the Convergence ERDF and ESF Programmes; as a national programme, overall responsibility for ESF rests with the ESF National Monitoring Committee. There were two Local Management Committee meetings held in 2012.

221. At the February meeting the three Co-Financing organisations, SFA, DWP & NOMS provided members of the committee with an overview of ESF with an informal question and answer session. The ESF Secretariat reported that overall ESF spend was in line with that at a national level. Over 19,000 qualifications had been achieved by participants to date. It was hoped that the new family provisions programme would increase female participant numbers in Priority 4. Overall, ESF Programme spend was in line with that at a national level.

222. At the September meeting there was an overview of the Higher Education programme provided for members. The ESF Secretariat was able to report that the N+2 spend target for 2012 had been met and excellent progress had been made towards 2013. Priority 5 was the only one in England achieving its female participation target.

### **Evaluation sub-committee**

223. The aim of the ESF evaluation sub-committee is to consider the programme's evaluation strategy and to discuss the findings from ESF evaluation projects. The ESF evaluation sub committee met once in 2012. The ESF evaluation sub-committee meeting held on 4 October 2012 focused on IFF's update on the delivery of the second ESF cohort survey as well as updates and findings from the following four evaluation studies:

- ECORYS presented the main findings from their evaluation report on employment and NEET support in ESF Priorities 1 and 4;
- GHK presented their evaluation report on innovative and transnational projects;
- the ESF Evaluation Team updated the sub committee on the progress being made in setting up the scoping study of families with multiple problems; and
- DWP CFO gave a brief overview of the evaluation of DWP CFO plans for the 2007-2010 period.

224. The next meeting of the ESF evaluation sub committee is scheduled for 30 May 2013 and will coincide with the initial findings from the cohort survey.

### **Gender equality and equal opportunities sub-committee**

225. There is a dual approach to mainstreaming the gender equality and equal opportunities cross-cutting theme. Mainstreaming is implemented:

- 'horizontally' by integrating gender equality and equal opportunities across all aspects of the implementation of the programme including planning, procurement, contract management, project delivery, monitoring and evaluation; and
- 'vertically' by supporting specialist or 'niche' provision targeted on specific groups – examples of which are described under Priorities 1, 2, 4 and 5 in this report.

226. The gender equality and equal opportunities sub-committee advises the Managing Authority on the preparation and delivery of the national gender equality and equal opportunities mainstreaming plan strategy, and considers progress towards meeting the aims and objectives of the mainstreaming plan as well as the programme's equality targets.

227. The sub-committee discussed the 2012 annual ESF gender equality and equal opportunities mainstreaming report. The report's main focus was on the progress made towards improving the programme's female participation rate to 51% for the second half of the programme period as well as maintaining the overall good progress that has been made in promoting equality in the programme. The sub committee noted that data was missing from the early female participation results for the second half of the programme period and that the initial results needed to be treated with caution. The sub committee also noted the good progress that had been made towards other objectives, for example: the delivery of the national gender equality workshops in November 2012; the CFOs progress inserting baselines in response to Action Note 70; and changes to the 2012 cohort survey to enable it to gather information on female engagement and barriers to female participation in ESF.

228. The sub committee supported the mainstreaming progress report's recommendation that an updated Action Note 70 be issued to CFOs in early 2013 so that more substantial feedback on action taken by CFOs can be given to the European Commission in May and October 2013. The sub committee also supported the recommendations for further action to be taken by CFOs to share good practice with providers and for CFOs to explore the possibility of running further gender workshops. These objectives were included in the revised mainstreaming plan for the second half of the programme.

### **Sustainable development sub-committee**

230. The ESF programme mainstreams sustainable development in two different ways:

- 'horizontally' in the planning, delivery, monitoring and evaluation of the programme – including through the requirement for all providers to develop sustainable development policies and implementation plans which show how they take the environment into account in the delivery of their activities; and
- 'vertically' by supporting a number of specialist environmental and sustainable development projects which promote jobs and skills, examples of which are provided in the priority sections. These include specialist projects within the Skills for Climate Change and Sustainable development innovative theme.

231. The ESF sustainable development sub-committee aims to advise the Managing Authority on the development and implementation of the national ESF sustainable development strategy, and oversee its progress. The sustainable development sub committee met on 13 December 2012.

232. ESF Division gave a presentation on the draft annual national mainstreaming progress report, highlighting the main areas of progress that had

been made during 2012, including the successful third year of the ESF Sustainable Development Leader Awards scheme and the good progress that had been made in terms of providers using sustainable development policies and plans. The final version of the progress report was published on the ESF website in February 2013

233. ESF Division gave a presentation on the draft ESF sustainable development mainstreaming plan for the second half of the programme period – which included an aim to produce good practice guidance for existing providers.

234. The sub committee agreed that the main focus for mainstreaming sustainable development from 2013 onward should be on ensuring that the lessons learned from mainstreaming in the current programme inform approaches to developing the theme in the next programme period. The final ESF sustainable development plan was published on the ESF website in February 2013.

### **Innovation, transnationality and mainstreaming (ITM) sub-committee**

235. There was one meeting of the sub committee on 23 October 2012: to receive an update and progress report on the ITM projects; to hear a presentation on the outcomes from the evaluation of the ITM strand; to receive an update on the EU Learning Networks; and consider proposals for a final ITM event .

236. The aim of the ITM study was to examine the impacts of each of the projects, to see what works in terms of moving people closer to the labour market, and whether this is influencing future mainstream policy and policy makers.

### **Key Recommendations for the Remainder of the Strand were:**

- Continue to emphasise the expectation that projects will share outcomes with a view to national mainstreaming
- Put plans in place to capture final project outcomes, including additional Thematic Events to share learning.
- Take steps to increase policy influencer involvement in the latter stages of activity
- Continue to provide support to projects in identifying potential policy influencers independently

### **Key Recommendations for Future Programmes – Programme Delivery Model were:**

- The continued provision of project support through a dedicated support unit;
- Combining project support with wider programme management roles;
- Including a programme of events and other mechanisms to ensure initial awareness amongst policy influencers, and the sharing of emerging and final lessons; and

- Taking steps to ensure that policy makers inputs continue to influence the scoping of project activity – and maintaining their interest throughout project implementation.

**Key Recommendations for Future Programmes – Transnationality - were:**

- Consider whether the transnational component of future innovation programmes should be mandatory or an ‘option’ – for inclusion in project applications and for which additional funding would be received.
- Ensure that issues around the parallel funding of activities by other Member States is considered, with lobbying at Commission level as appropriate, and;
- Include a transnational partner brokerage service as part of any wider support package

**Key Recommendations for Future Programmes – Mainstreaming - were:**

- Continue to follow the ITM mainstreaming support model;
- Ensure new projects’ ambitions are set high – while at programme level being realistic about what can be expected;
- Ensure that projects are able to present themselves well:
  - And include a dedicated website to facilitate information exchange ;
- Recognise that the thematic events are not the sole route to mainstreaming – but support is needed in identifying contacts;
- Seek to stimulate more networking between projects; and
- Consider whether a series of short-duration, tightly focussed projects may address the challenges of influencing policy delivery.

237. The sub-committee noted the findings and recommendations and expressed its thanks to Richard and his team for the quality of their work. The sub-committee agreed that the recommendations from the study should be taken into account during the development of the 2014 to 2020 ESF programme.

238. At the Managing Authority level the England ESF programme is represented on five EU learning networks. Alongside central government experts, the ITM Unit represents the English Managing Authority on these networks. The principal aim of these networks is to facilitate the sharing of knowledge and good practice across ESF authorities in Europe and central government ministries.

239. The five networks are: Age Network, BME/Migrants, Transnationality, Social Economy, and EXOCOP(ex-offenders). Most networks have come to an end and produced final reports with recommendations. These are available through the Transnationality website. <http://www.transnationality.eu/>

240. The European Commission launched a call for proposals for a second phase of Learning Networks. This is to create a bridge between the current and the future ESF Programme. The EC is looking to fund 5-8 Networks (currently 13 are funded) for another two years from January 2013. If the bids are successful, England will participate in three learning networks: Better Future for Social Economy II, Transnationality II and Active Inclusion, a new network to examine how effective active inclusion interventions tackle deep rooted exclusion and promote sustainable employment opportunities.

## 2.2 Information about compliance with Community law

241. There were no significant problems relating to compliance with Community law.



## 2.3 Significant problems encountered and measures taken to overcome them

242. There were no significant problems encountered in implementing the Operational Programme, including the activities in Article 10 of the ESF Regulation.

## 2.4 Changes in the context of the operational programme implementation

### 2.4 Changes in the context of the operational programme implementation

243. The financial crisis and the ensuing global economic downturn began to impact on the English economy and labour market in 2008. The UK economy contracted by 6.3 per cent between the first quarter of 2008 and the second quarter of 2009, before growth resumed in the second half of 2009. However, the global economic position remains difficult. Looking at the latest year, the UK economy grew by 0.2% over the period Q4 2011 – Q4 2012. The ILO unemployment rate for England was 7.7% in Q4 2012, down 0.6 percentage points on Q4 2011.

244. At Q4 2012 (the October 2012 to December 2012 quarter), there were 25.1 million people aged 16 & over in employment in England. The employment rate was 72.0% (based on the population aged 16 to 64). The employment level was up 600 thousand between Q4 2011 and Q4 2012, and the rate was up 1.4 percentage points. According to the Eurostat definition<sup>7</sup>, the employment rate for the UK was 70.8 % in Q4 2012, an increase since Q4 2011 of 1.2 percentage points.

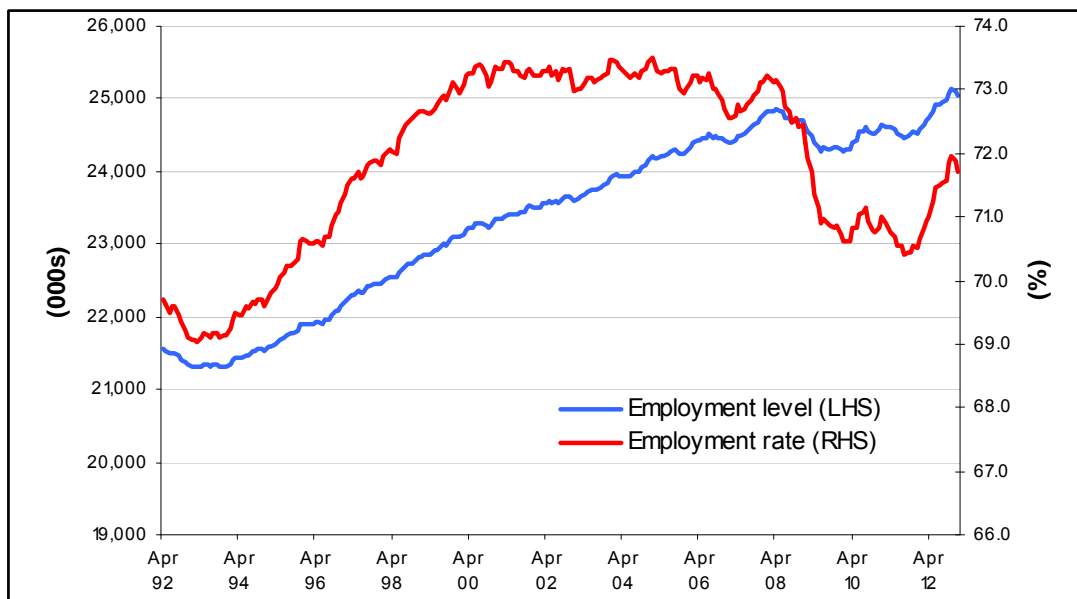
245. Employment rates vary considerably by age. Those aged 25-49 are the most likely to be in work, with 80.4% employed in January-December 2012. This compares to an employment rate of 66.1% amongst those aged 50-64 and 50.0% amongst those aged 16-24 years old.

246. Between Q4 2011 and Q4 2012, employment rates for the 16-64 year old population increased in every region. The largest increases were seen in London (up 2.9 percentage points), West Midlands (up 2.7 percentage points) and Yorkshire and Humber (up 2.2 percentage points).

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<sup>7</sup> Eurostat figures differ from national figures, because Eurostat use different age brackets to calculate levels of employment. Eurostat use the age bracket 15-64 years. UK national statistics define working age as 16-64.. Eurostat uses the age bracket 15-64 years for men and women

Figure 4: Employment levels and rates in England



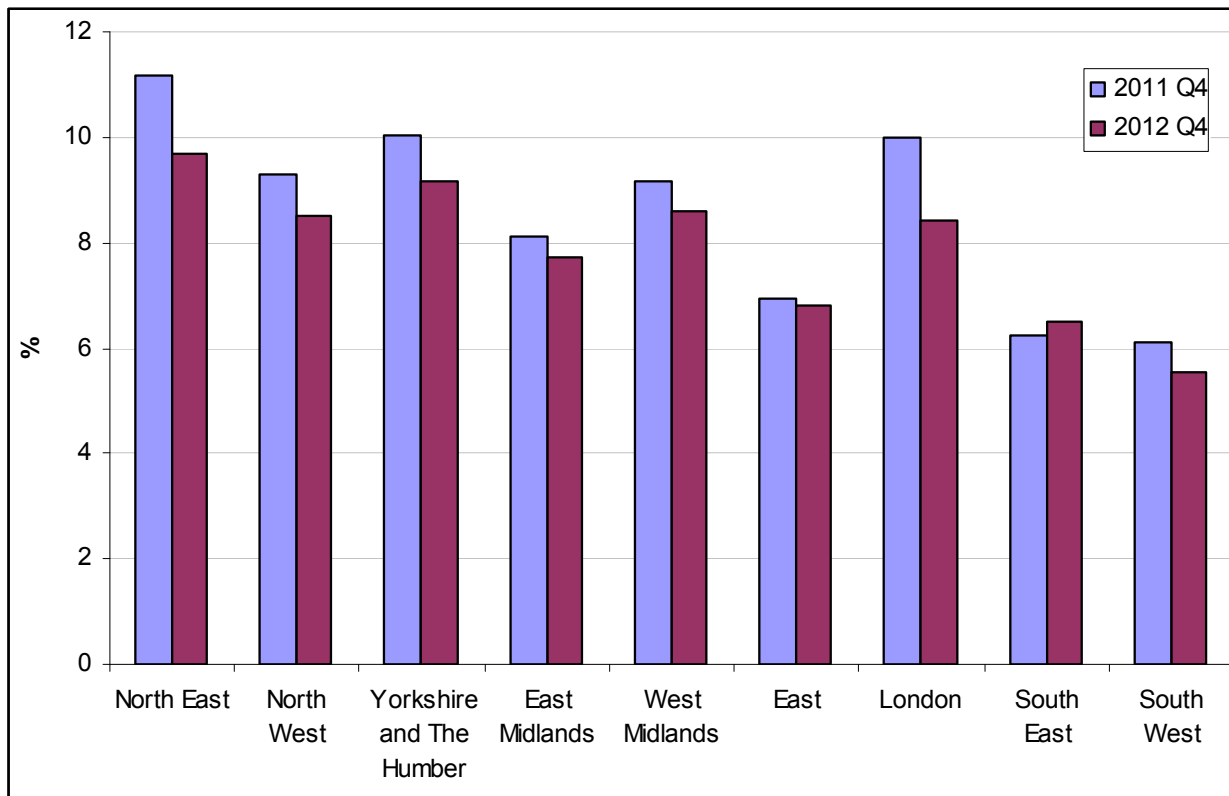
Source: Labour Force Survey, seasonally adjusted.

247. Regions differ significantly in their employment rates. The North East has the lowest employment rate at 67.7%, the South East the highest with 75.0%. However, as there tends to be much greater local variation in employment rates, differences are much larger within than between regions.

248. The ILO unemployment rate fell 0.6 percentage points over the year to stand at 7.7% in Q4 2012. Unemployment levels went down by 129,000 to 2.17 million people. The unemployment rate in England is above the G7 average but below the OECD average. Unemployment also varies by age. In January to December 2012 (not seasonally adjusted), 20.8% of 16-24 year olds were ILO unemployed, compared to 6.2% of 25-49 year olds and 4.8% of those aged 50-64.

249. ILO unemployment rates have fallen in every region except the South East. The largest falls were in London, 1.6 percentage points, and the North East, 1.5 percentage points.

**Figure 5: Regional unemployment rates working age, Q4 2011 and 2012**



Source: Labour Force Survey, seasonally adjusted.

**Policy changes affecting the main CFOs**

**Department for Work and Pensions**

250. Since the submission of the DWP Co-Financing Plans in April 2010 there has been a change in government which has resulted in changes to DWP delivery. This has in turn led to a revised approach to the DWP CFO ESF delivery role, within the framework of the Operational Programme. Approximately £276m of ESF funding is available to DWP for the period 2011-13. This is split into three strands:

- a. The majority of ESF money is available to fund provision to support families with multiple problems.
- b. Most of the rest of the available money is being used to fund additional Work Programme provision for IB/IS recipients who would otherwise be ineligible for the Work Programme and potentially additional employment support programmes.
- c. In London, ESF is piloting supported work placements to young unemployed people who lack work experience.

251. Families with multiple problems are a priority for this government. Eligible claimants will be those families with multiple problems and complex needs where:

- At least one member of the family receives a DWP working age benefit; and
- Either no one in the family is working, or there is a history of worklessness across generations.

252. It has been estimated that there are 120,000 families in England with multiple problems. This provision is voluntary and will align with Local Authority (LA) - delivery of wider help to move families with multiple problems closer to employment. It will provide a continuum of support which complements and adds value to the broader programme of DWP provision including the Work Programme (WP).

253. This provision will aim to tackle entrenched worklessness by progressing multi-generational families with multiple problems closer to employment. This will involve working closely with LAs and as LAs already work with families with multiple problems they will be the route for identification of the families who can benefit from this provision. The focus of this provision will be on providing a whole family approach, making support available to individual family members across the generations.

254. DWP procures all contracts via a Framework Agreement and organisations successful in the DWP Provision of Employment Related Support Services competition were eligible to tender for ESF. (Details of the management of the framework can be found in Annex 1). There is one Prime Provider for each of the 12 Contract Package Areas (CPA). Local Authorities are central partners and the source of identification of participants for this ESF funded provision. The minimum services delivery requirements must include:

- engagement with potential individuals through outreach and adopting and maximising use of key workers where appropriate;
- obtaining personal details from the individual and gaining consent for this information to be passed on to Jobcentre Plus or LAs, where appropriate;
- ensuring family eligibility through the qualifying family member;
- start working with the individual within five days of receipt and acceptance of PRaP (Provider Referral and Payment System) referral;
- conducting an in-depth assessment with the individual and producing an agreed individual Action Plan within 20 days of the individual starting provision;
- coordinating activities and appointments with the individual including links to other support and where appropriate provide a named key worker, in line with the Action Plan; and
- on drawing up and agreeing the initial Action Plan, signed by the individual, claiming the attachment fee by entering the attachment date in PRaP; and
- providing post-employment support to maximise the number of individuals moving into and sustaining employment.

255. The funding model contains two elements:
- **Progress Measure Payment** – can be claimed after 26 weeks for individuals who have successfully completed three progress measures; and
  - **Job Outcome Payment** - can be claimed for an individual on entering sustainable employment.
256. Providers are required to allow 30% of total funds for job outcomes
257. The problems faced by individuals/families will necessarily vary between localities and in order to be effective, progress measures should reflect these local and family needs. Providers are therefore expected to liaise with LAs, strategic and local partners and put together a number of progress measures they think would be suitable for individuals within the CPA. Progress measures will demonstrate that providers are aware of the specific problems, issues and barriers faced by families in their area and should be tangible, specific and reliably evidenced by the providers.
258. If an individual is already on the Work Programme they are not be eligible for ESF family provision. This does not affect the eligibility of other family members who will be able to receive support from the ESF families' provision. If an Individual is participating in ESF support and reaches his or her mandatory entry point for the Work Programme (WP) referral, they may be able to participate in ESF and WP provision simultaneously. For the individual to continue to receive ESF provision it must be demonstrated and recorded on their Action Plan how the support provided is additional to WP support. If an individual volunteers for the WP on a voluntary basis, while they are in receipt of ESF family support, they must complete ESF provision. Any activity to which an individual is mandated by Jobcentre Plus or a WP provider will take precedence over a coinciding ESF activity.
259. On the 28 August 2012, the Minister for Employment and Mayor of London launched an innovative ESF co-financed £9.6m pilot project to give 7,000 young Londoners who have little or no work experience a supported work placement in a role that provides community benefit. The project will go live in November 2012.
260. The GLA agreed with DWP in late 2011 that a joint project would be developed, using DWP programme spend as match, to fully utilise unallocated ESF monies originally allocated to the GLA within Priority 1. DWP and GLA officials worked together to design and develop a pilot project that tests out new approaches to supporting young people who have little or no work history from Day One of their claim with Jobcentre Plus.
261. This will be a mandatory programme of support for all 18-24 year olds at the start of a new claim for Jobseekers Allowance (JSA). The project will apply a tougher conditionality regime alongside an enhanced offer of support to equip young people to compete for jobs and apprenticeship opportunities.

262. The trailblazer will be time limited, and will run for 11 months with an 8 month referral period. It will run in North and South London Jobcentre Plus Districts. North London covers: City of Westminster, Barnet, Camden, Enfield, Haringey, Islington and Kensington and Chelsea. South London covers: Lambeth, Southwark, Merton, Bromley, Croydon, Sutton, Greenwich, Bexley and Lewisham.

263. Individuals will be required to undertake a 13 week work placement which has to be of benefit to the community with a private or community-sector organisation - alongside provider-led jobsearch.

### **Skills Funding Agency**

264. Policy and structural change has continued since the submission of the Skills Funding Agency's 2011-2013 ESF Co-Financing Plans in June 2010, as well as changes to the economic environment in which ESF operates. The Young People's Learning Agency (YPLA) became part of the Department for Education and changed its name to the Education Funding Agency (EFA). The EFA and Skills Funding Agency continue to operate on a bilateral basis for ESF, supported by a Shared Service Agreement (SSA).

265. ESF provision for 14-19 year olds is still focussed on the hardest to reach learners who are not in employment education or training (NEET) and those who are at risk of becoming NEET. Provision focuses on local needs. Local Authorities, as well as other 14-19 stakeholders, ensure that providers selected through Skills Funding Agency procurement processes take into account local priorities.

266. ESF provision for adults supports workplace training, particularly for SMEs, in line with government policy. The Skills Funding Agency began preparing to procure another strand of ESF provision called Skills Support for the Workforce (SSW). The funding will:

- offer workplace support to meet employer needs at local level;
- enhance existing Apprenticeship provision; and
- develop capacity in the Agency's existing provider network.

267. The Agency established a new External Advisory Group for ESF, The Agency has involved Local Enterprise Partnerships (LEPs), Core Cities, Local Authorities, and other key stakeholders for ESF in England. This group was engaged in developing specifications for SSW from the start of the procurement process.

268. In line with Coalition Government policy, ESF no longer funds Level 3 or Level 4 qualifications and units within Priority 2 (except Level 3 qualifications in Priority 5 in the Convergence area, until loans for learners are available). ESF will continue to fund qualifications up to Level 2, as they are a key element of the Skills Strategy, even though mainstream funding arrangements will change over time.

269. The Next Step service became the National Careers Service and is part-funded through ESF.

270. Provision will continue to focus support on:
- qualifications, units of qualifications (where eligible) below Level 3;
  - skills training for employment;
  - learner support programmes;
  - Community Grants;
  - upskilling the employed;
  - supporting employer responsive provision;
  - supporting Apprenticeships;
  - supporting the National Careers Service; and
  - supporting adults with learning difficulties and disabilities.

271. The Agency began to procure the provision for 2011-2013 ESF through a national commissioning approach. This entailed an aggregation of local and regionally identified needs, as described in regional ESF Frameworks and Skills Funding Agency Co-Financing Plans, into single national requirements documents. These will ensure that the Agency is aligning ESF commissioned provision with government policy across the country. The Agency will still provide the financial, volume and targeting detail at regional level in order to ensure distribution across the country. The process itself will also be managed and co-ordinated nationally, utilising resource from teams across the country as required.

272. The Agency published its new streamlined funding system for adult skills. The new funding system will provide a clearer and transparent way of funding adult learning, with a minimal level of bureaucracy. The system will start on 1 August 2013 but the Agency published shadow funding rates for the 2011/12 and 2012/13, for testing and trialling. The new funding system has influenced the structure of ESF SSW provision and means ESF provision stays aligned with the Agency's mainstream funding methodology. This ensures that the Agency gets value for money by using national funding rates.

273. In 2011, the Agency developed an innovative strand of ESF provision called Apprenticeship Grant for Employers (AGE), where employers would receive financial support for training an apprentice. Following the example of ESF, the National Apprenticeship Service (NAS) adopted and expanded its own AGE scheme. Because of this extension the the Agency has withdrawn AGE funded through ESF and will redeploy the funding through SSW.

### **National Offender Management Service**

274. During the second half of the programme, NOMS has moved to a national governance structure, reporting directly to ESFD. Procurement for the second half of the NOMS programme was completed in November 2010, with delivery commencing in January 2011. This followed a rigorous process of Invitations to Tender and competitive dialogue with prospective providers across England. Contracts were awarded to prime/consortia in each geographical region and a range of specialist sub-contractors are in place to deliver specific elements as necessary.



275. Support mechanisms include providing advice, motivation, assistance to access services and funds where available. This is facilitated by assigning a Case Manager to each participant on the programme to assess their needs across the resettlement pathways and referrals either to existing provision/support services (including education and training) or to provision directly funded by the programme. There is a particular focus upon through-the-gate support to bridge the gap between custody and community. There is also a specific focus on preparing women for employment and assistance to prepare men and women for occupations in sectors where they are traditionally under-represented. Mentoring is also delivered as part of the programme in each region (this includes peer-mentoring), to support offenders through the gate. This is of particular importance for short term prisoners, who will not be supported by Probation following release.

276. In addition to general delivery, there is an increased focus on social enterprise activity, with a substantial Technical Assistance budget in place to develop CFO delivery in this area of work. Eligibility for NOMS CFO programme has been lowered to 16 following negotiation with ESFD and development work will take place to extend opportunities for 16-18 year olds participating in the programme.

277. There is also a focus on hard to reach groups of offenders, with bespoke delivery taking place in each contract area to a specific group. The focus of these sub-projects is to address issues for specific cohorts of offenders who may experience particular difficulties in accessing mainstream services:

- North East - Lifers
- North West and Merseyside - Women with low-level mental health needs and Belief in Change (NW only)
- Yorkshire & Humberside – Sex offenders
- South Yorkshire - Sex offenders
- East Midlands - Dual diagnosis offenders and female sex workers
- West Midlands – Travellers and show people
- East of England - Female sex workers
- South East - Offenders with dependent families (particularly 18-24s)
- London – Veterans, offenders involved in gang activity
- South West and Cornwall - Young offenders transitioning into the adult justice system and Belief in Change (SW only)

278. NOMS has reached an agreement with DWP and ESFD, to allow offenders to participate in CFO and Work Programme activity simultaneously. NOMS provides additionality of service, which would continue into the next round. NOMS can be seen as a precursor to mainstream activity, preparing offenders for other programmes or re-entry to the labour market.

279. The existing funding model as a combination of payment by results and service delivery has proved popular with providers from all sectors and contributed to the success of the programme to date and allows effective performance management of providers and the delivery of NOMS priorities.

## 2.5 Substantial modification under Article 57 of Regulation (EC) No 1083/2006 (if relevant)

280. There were no modifications under Article 57. Article 57 requires the Member State or Managing Authority to recover funding from operations which have undergone a substantial modification within five years of their completion (or three years in certain cases). These include substantial modifications that affect the project's nature or implementation conditions or give a firm or public body an undue advantage; or that result from either a change in the nature of ownership of an item of infrastructure or the cessation of productive activity.

## 2.6 Complementary with other instruments

281. Arrangements were implemented to ensure complementarity with the European Regional Development Fund (ERDF) and other instruments. However the programmes have different objectives and so there are often no systematic or direct linkages. Where there are linkages, these are best identified and exploited at regional and local level. Regional ESF frameworks identify how ESF employment and skills activities can complement ERDF activity.

282. As stated in the Operational Programme, the Managing Authority does not envisage the use of the cross-financing mechanism with ERDF, and a need to use the mechanism did not arise in 2011.

283. The Operational Programme set out the demarcation criteria with the European Agricultural Fund for Rural Development and the European Fisheries Fund. ESF is able to support basic skills and generic training for individuals employed in agricultural and fisheries where there is a demand of this as in the South West. No problems were encountered applying these criteria.

284. There were no plans to use European Investment Bank or European Investment Fund initiatives such as JEREMIE and JESSICA. Examples of complementarity at regional level are provided below.

285. There have been no problems of double funding with the European Integration Fund (EIF). Projects supported by ESF cannot also receive support from the EIF. The UK Border Agency ensures that projects supported under the EIF provide supporting actions for entry into employment but do not offer mainstream employment advice or vocational training. There is therefore complementarity with actions supported by the ESF but no overlap. Furthermore, while migrants are not a key target group for ESF and the programme does not put particular emphasis on newly-arrived migrants, the EIF is only used to co-finance actions supporting migrants who have been in the UK for less than ten years.

### **Convergence Objective**

286. In Cornwall and the Isles of Scilly, the DWP ESF Convergence programme has continued to invest in training and development activity linked to ERDF investments, for example :

- The Fifteen Cornwall apprenticeship programme is part funded by DWP ESF and part funded from the profits of the Fifteen Cornwall Restaurant, which received ERDF investment through Cornwall and the Isles of Scilly's Objective One programme

- The Elms is a voluntary, community and social enterprise hub for Cornwall situated in the centre of Redruth, one of the most deprived communities in the county. The former redundant building provided significant opportunity for ESF and ERDF to work together.
- The European Centre for Environment and Human Health (ECEHH) is an initiative of the Peninsula College of Medicine and Dentistry – a joint venture of the University of Exeter and the University of Plymouth. Supported by investment from ESF and ERDF.
- ESF is investing in students personal development and skills activity through Cornwall School for Social Entrepreneurs whilst ERDF is investing in the business start-up activity provided by the project team
- The University of Exeter's Environment and Sustainability Institute (ESI) is an ERDF funded interdisciplinary centre leading cutting edge research into solutions to the problem of Environmental change. Based at the University of Cornwall Campus, near Falmouth with ESF investment contributing with Post Graduate research.

## **Gibraltar**

287. The European Union Programmes Secretariat which manages the ESF Programme in Gibraltar on behalf of the Intermediate Authority (Government of Gibraltar), also manages all the other EU Structural Funds Programmes that Gibraltar participates in. These include the Competitiveness and Employment Objective (ERDF) and the SUDOE and MED Transnational Programmes.

288. In order to ensure coherence and complementarity amongst all the Programmes, the EUPS ensures that there is cross-membership and regular exchange of information between Programmes. There is also cross-membership in the project selection panels for the Programmes.

289. Gibraltar does not benefit from either the European Agricultural Fund for Rural Development (EAFRD) or from the European Fisheries Fund (EFF).

## 2.7 Monitoring arrangements

290. Full details of monitoring arrangements are set out in Manual 4 of the ESF Guidance. <http://www.dwp.gov.uk/esf/resources/guidance>

291. A comprehensive programme of Article 13 verification activity covering England and Gibraltar was delivered in 2012. Building on the verification activity undertaken previously, a total of 144 verification visits were completed in 2012 by the Managing Authority. This activity included initial baselines and on the spot financial (OTS) verification activity across all English regions and Gibraltar.

292. On the spot verification work in 2012 related to both non-CFO and CFO projects. The Article 13 CFO verification programme is proceeding to plan with annual refinements and adjustments being made in the light of experience and the findings of auditors.

293. Overall, Article 13 on the spot activity during the reporting period identified mostly minor shortcomings with no serious consequences for claimed expenditure. A number of irregularities (16) were found during the course of verification visits to the value of £129,088. CFO verification activity established that compliance with ESF requirements and regulations was of an acceptable standard.

294. The Innovation Transnational and Mainstreaming Unit (ITMU) was given delegated responsibility to undertake Article 13 work in the latter part of 2009 and in 2012 undertook 21 on the spot visits. ITMU visits identified 6 irregularities with a total value of £1,188.

295. The MA worked closely with the AA and CA to review the second year of on the spot Article 13 monitoring and Article 16 inspection activity. Agreement was reached on the handling of irregularities including those deemed to be systemic. In addition, changes were made to the Article 13 monitoring programme for 2013 that reflect the higher levels of risk present in match funding activity.

**Table 23**

Period	Number of OTS visits	Number of Baseline visits	Irregularities numbers	Irregularities value
Jan-Mar	46	2	9	£966
Apr-Jun	28	1	2	£10,109
Jul-Sept	28	-	3	£17,146
Oct-Dec	39	-	2	£100,867
Totals	141	3	16	£129,088

296. Key outcomes arising from the 2012 Article 13 monitoring programme were:

- completion of the majority of the third cycle of verification activity for CFO and non CFO projects to ensure the delivery of the overall Article 13 Plan;
- the balance of the work was completed in the first quarter of 2013. Around 22 per cent of claimed expenditure has been subject to Article 13 verification to date ensuring that the MA is on course to meet the 20% target over the lifetime of the ESF programme;
- successful revision of Article 13 procedures, to ensure more detailed checking of claims and match activity was carried out. There was lots of negotiation with Skills Funding Agency colleagues to ensure that MI reports ahead of Article 13 visits were produced in the relevant format;
- completion of a further round of CFO baseline checks on 2011-2013 contracts covering procurement, match and other key aspects to ensure compliance with regulations and national guidance. These checks were expanded are seen as preventative activity that will minimise future errors once claims are made;
- introduced further changes to Article 13 verification procedures to reflect areas of increased risk. In 2011, the MA increased the number of providers to be checked from 2 to 3 and the number of participants from 5 to 10 per provider. In 2012 an additional layer of verification activity was introduced to target contracts, and additional visits to target match, which are judged to be high risk. 100% increase in checks on volume of participants; and 50% increase in providers covered in the checks with an increased focus on match funded provision, where the majority of errors were found in 2011;
- changes were made to TA guidance around project selection including contracting, procurement and the re-design of relevant forms;
- changes were made to delegation letters for MA staff involved with various aspects of claim process, from appraisal to payments and claim variations;
- desk aides were issued to contract managers as additional guidance and to the provider organisations [both CFOs and non CFOs] dealing with irregularities and the self declared adjustments;
- agreed formally with each CFO the list of match provision to be used for the rest of the ESF programme. CFO were required to include all provision that may be used as match in the future. Any subsequent change to the provision on the list must be agreed by the MA. If match provision was included in claims that had not been agreed by

the MA either originally or subsequently then such match will be deemed ineligible;

- amending the CFO claim form to include a statement confirming that all the match provision contained in the claim is eligible to be used as match.

***“I confirm that to the best of my knowledge all expenditure declared including match funding, is real and eligible, meets European and National regulations and guidelines, and has been spent on the agreement.”***

- adding an additional item of explanation in the claim form. CFOs already list the ESF and match contracts in the claim form. CFOs must now identify what provision the match contracts have been taken from. The provision identified must be on the list referred to in the bullet point above;
- the successful continuation of the ITM Unit Article 13 on the spot verification programme of the 33 ITM projects;
- specific action notes produced by the MA and the Policy Team in response to the findings of the Audit Authority’s 2011 Annual Report, other audit recommendations and Article 13 findings: AN66 – Data Protection; AN68 – MA monitoring changes in 2012; AN69 – INES updated; AN074 – Retention of ESF documents 2007-2013; AN80 – SDA Provider Guidance and AN82 – Lift TA Suspension.

297. During the course of the Article 13 verification programme a wide range of practice was examined. Overall, the standard of compliance found among organisations responsible for delivering ESF was good with examples of excellent practice at individual project level. Irregularities were found in a minority of cases but on the whole were for small amounts. The Audit Authority’s Article 16 audits inspections overlapped with Article 13 monitoring and in many cases similar issues were identified by both teams. The most frequently identified issues during on the spot verification monitoring of CFOs and their providers were:

- missing documentation, with gaps in the audit trail, particularly for match contracts. In a few instances, the providers’ preparation for having all the necessary documents available on the day of the Article 13 visit was lacking;
- ensuring document retention policies covering live and closed projects were up-to-date with the correct end dates;
- concerns around procurement process were identified in case of NOMS/national CFO match funding contracts along with lack of publicity and confirmation of document retention on sub contractor sites;

- ensuring reconciliation of information provided by DWP CAR report and participant file information;
- London Development Agency CFO (LDA) undertook two major personnel restructurings which impacted upon their contract management of ESF delivery and disrupted continuity.
- concerns about the value for money of some provision, particularly where contracts provided insufficient clarity about payment of outcomes;
- ensuring providers', particularly match funding ones, use and display ESF logos correctly and retain evidence of publicity after project closure;
- the need to ensure that providers' policies relating to cross cutting themes are comprehensive and action plans up to date;
- capital items included incorrectly in claims.

298. A small number of baseline visits were made to new non CFO projects. Only minor issues of concern were identified. The visits provided the required assurance about the necessary systems being in place to deliver ESF satisfactorily. The most frequently identified issues during on the spot verification visits to non-CFO organisations were:

- inadequate documentation required to substantiate the audit trail. In particular missing, incomplete or incorrectly completed timesheets were a regular feature of monitoring;
- ensuring document retention policies covering live and closed projects were up-to-date with the correct end dates;
- concerns around document retention for ITM projects that have closed or approaching closure;
- the need to ensure that policies relating to cross cutting themes (CCT) are comprehensive and CCT plans up to date;
- incorrect use and display of ESF logos on premises and web sites. Failure to retain publicity evidence;
- inconsistent calculation of tutor time used for match purposes in several colleges;
- misunderstandings in the treatment of revenue generated by a small number of projects;
- ESF participant files containing inadequate information to evidence activity and support;
- ESF projects not submitting claims to the required timescales.



299. In all cases projects were requested to take appropriate remedial action. Projects reacted positively and have taken the necessary steps to resolve the issues identified during the course of monitoring and verification visits.

300. Article 16 audits concluded that the overall error rate for 2011 expenditure was above the Commission's 2% tolerable error rate. The audit of TA in particular identified deficiencies in the areas of verification and selection. These deficiencies were confirmed by European Commission auditors when they carried out a follow up audit of TA. The outcome was that in November 2012, TA activity was suspended and all TA expenditure was withdrawn from claims until further notice pending settlement of the outstanding issues. (This, coupled with the weaknesses and high error rate highlighted in the Annual Control Report submitted in December 2012, led to the Commission interrupting payments on the whole programme in February 2013).

301. An Action Plan was produced to describe the plan to improve the management and control environment so that fewer errors occur. The Agency was also required to produce an error by error analysis of the root cause of the errors, to ensure any new actions were based on the evidence.

302. As a consequence of the audits, the Managing Authority has made further adjustments to its Article 13 monitoring regime for 2013. The rationale for the change is early identification and intervention by the MA will improve the effectiveness of the A13 programme which should result in fewer errors being identified in subsequent Article 16 audits. Specific actions proposed [subject to EC agreement] will include:

- move to a 'real time' A13 programme that will involve verification and monitoring visits immediately after receipt and scrutiny of each claim;
- prior to commencing the 'real time' A13 cycle MA intend to implement transitional arrangements that will include a 20 per cent check of expenditure for the period February to November 2012. Participant checks for this period will be confined to those in the November 2012 claim thereby avoiding any overlap with the Article 16 programme;
- greater focus of the work on the areas of higher risk - in practice this means the SFA which accounts for 70% of expenditure;
- monitoring visits will double to 80 annually and the number of participants selected will also increase to 20 per visit;
- the 20% financial verification currently undertaken through visits to CFO regions will be done in house as part of the claim desk checks;
- a new systems check at the CFO Head Office will replace some of the work done at regional CFO visits including sampling of such aspects as national contracts, publicity and document retention policies. There will also be checks on action undertaken to implement findings of previous audits;

- streamlined paperwork will use checklists with a reduction in the completion of narratives by the provider and the A13 team.

## Management and Control Description

303. Each Managing Authority has to produce a description of the management and control systems surrounding ESF expenditure and the Audit Authority has to make an assessment as to the strength of the control system. This was agreed with the Commission in April 2009. The Management and Control document was revised on 2 July 2010 to cater for changes to the Article 13 procedures and also address changes with the move to Steel City House. The revised document was sent to the Commission and then the details were included in the Annual Control Report submitted by the Audit Authority. No changes were made in 2012.

## Evaluation

### ESF Evaluation

304. Evaluation reports for 2012 include the following:

[Evaluation of ESF Priority 1 and Priority 4: Extending Employment Opportunities to Adults and Young People in the second half of the programme](#) (January 2013)

305. This study's overall objective was to help understand whether ESF provision in the second half of the 2007-2013 programme (under Priority 1 and 4) is being implemented as expected. The study takes an in-depth case study approach and its key aims are to:

- understand how ESF provision is being tailored to participant needs and how it complements mainstream provision;
- examine the processes connected to the ESF delivery chain, from the referral process through the range of hand-overs to the nature of provision being delivered, assessing the degree to which these have been implemented as expected;
- understand the degree to which provision aimed at supporting different groups (e.g. economically inactive, workless families, offenders) has been implemented as intended; and
- link up with the evaluation of the Work Programme, the Jobcentre Plus Offer to benefit customers pre-Work Programme, and the evaluation of the DWP provider framework.

306. The study provided an understanding of how effective ESF Priority 1 and 4 provision has been in terms of engaging with disadvantaged groups and tailoring provision to these groups, in order to help understand the ways in which ESF is adding value to national funding and delivering value for money. This is the second in a series of research reports on ESF Priority 1 and 4 (employment and young people

NEET) provision and will build on the approach taken in the first evaluation. It identified a number of areas where the provision is working well and also highlighted where there is room for improvement. Many of the latter arose from the DWP case studies, confirming anecdotal feedback and contributing to a review of how the provision for troubled families is set up.

[Evaluation of Troubled Families provision](#) Scoping Study  
(November 2012)

307. DWP is using ESF provision to help Troubled Families overcome barriers to employment. This supports the wider cross-government agenda to help turn around the lives of Troubled Families. The Evaluation Team commissioned a feasibility study which has established what is practicable and possible to measure. The feasibility study suggests two possible approaches to evaluating the DWP Troubled Families programme. The first option is a quasi-experimental impact evaluation, specifying impact and process components, with the assumption that it would be accompanied by a process study conducted alongside it. The objective is to obtain estimates of impacts on key outcomes of interest for the programme as a whole; that is nationwide – despite limitations as to what might be learnt about effectiveness through such a design given the diversity in programme implementation. This quasi-experimental approach attempts to mirror randomisation as closely as possible without constructing a control group at random. In reviewing the potential available data a potential source for comparisons are those families on the Troubled Families coordinator's list who are referred to or identified as potentially benefiting from the DWP programme but who fail to attach to the programme. This strategy exploits the fact that participation in the programme is voluntary and that some portion of the target group will fail to take part, and under certain conditions might provide a pool of potential comparisons. Early, informal estimates suggest that a significant number of the families identified as troubled may not take part, thereby forming a pool of potential comparisons.

[Evaluation of Innovative, Transnational and Mainstreaming \(ITM\) projects](#)  
(November 2012).

308. The aim of this study was to examine the impacts of each project, to see what works in terms of moving people closer to the labour market and developing a skilled workforce, and whether this is influencing future mainstream policy and policy makers. This is a small qualitative project which brings together individual project evaluations and interviews with key project personnel, evaluators and the external stakeholders (such as policy makers) that the projects are seeking to influence.. The evaluation found a high degree of engagement with the transnational element, evidenced by a lot of the projects seeking out and gaining new transnational partners when initial attempts at partnership fell through (this was usually due to detailed working revealing less benefits than had initially been apparent or differences in timing of projects). The mainstreaming element in a number of projects had been

reliant on the regional infrastructure that was removed with the change of administration and had not always been straightforward to replace.

## **Current Evaluations**

### **ESF Cohort Study 2012**

309. This study will enable evaluators to look at the experience of participants in new ESF provision funded from 2011 including the additional group within the Work Programme (the Incapacity Benefit/Income Support group) and the support for families with multiple problems. The ESF Evaluation Team commissioned IFF Research to conduct a cohort survey of participants who left the programme in summer 2012. This is a longitudinal survey of participants with two waves of interviewing. Wave 1 focuses on establishing the situation of the participant prior to involvement with ESF provision, the nature of support received (and satisfaction with this) and immediate destination on leaving provision. Wave 2 tracks activities engaged in over the 6 months after leaving provision. These interviews are being conducted over the telephone and are supplemented with face-to-face interviews where respondents do not feel that they are able to complete the survey over the phone. This will inform understanding of which disadvantaged groups are participating, customer experience, outcomes and how ESF is complementing and adding value to the Work Programme and the Jobcentre Plus offer. The survey will help understand whether participation and outcomes are meeting the policy intent and how ESF fits and adds value to national provision.

310. Key questions covered by the cohort study include: who takes up ESF, what are their experiences, what are their soft outcomes (particularly for DWP provision helping people move towards employment) and what are their longer term outcomes (including qualifications for the Skills Funding Agency). It will also help to inform how England should focus any future ESF spending in 2014-2020 most effectively. The results of the cohort study will inform indicators and targets not measured by management information, which are vital for assessing how the ESF programme is performing.

311. The 2012 Cohort Survey has been ambitious in trying to include all the CFOs - the 2009 Cohort Survey was based only on leavers from DWP and the SFA – and this has created some challenges. The 2011-13 provision being set up at different times, and the change in the way that SFA calculates its match, have led to a revision of the original timetable for fieldwork and splitting of contact details for leavers being sent to IFF (and therefore the fieldwork happening) in to three batches. These are described below, along with the planned dates for wave 1 fieldwork:

- Batch1: SFA ESF provision, NOMS ESF provision and most local CFOs (Fieldwork September to November 2012)
- Batch 2: SFA match provision (fieldwork January to March 2013)
- Batch 3: DWP and GLA provision (fieldwork July to September 2013).

There will be a single report in April 2014.

### **Evaluation of ESF DWP Troubled Families provision**

312. This evaluation is to understand how the provision has made a difference to the lives of families. This will include labour market outcomes, the official progress measures and wider measures around progress towards the labour market and improving the lives of families. Definitions on what we mean by improving lives of families, beyond the outcomes we are paying for, will be agreed with DCLG. The evaluation aims to identify for whom the provision has been most successful. This will include who has been more likely to engage with the project, and which characteristics are linked with successful outcomes. The evaluation aims to learn what works and what is effective in delivery. This will examine the commissioning model, the referrals and how the provision is delivered. It will look at what we can learn from the funding mechanism, including how Payment by Results has been used, how the different delivery models in different areas work and examples of best practice.

313. The evaluation also aims to assess how the provision adds value, and to assess the financial, economic and social benefits achieved over and above what would have happened without this provision.

#### *Methodology*

314. Data will be collected for the evaluation through three processes: in depth interviews, use of administrative data and a quantitative survey. In-depth interviewing will cover experiences, attitudes, what works and what would improve delivery. It will include prime providers, secondary providers, Local Authorities, Jobcentre Plus and participants.

315. Available administrative data will not be sufficient for detailed characteristics and backgrounds, information on referrals and nature of provision so we will carry out a quantitative survey. This will include people shortly after attachment, so that the referral process and early impressions of the provision can be covered, but also people further into the programme to get more information on progress measures and overall effect of the help provided. There will be a shorter survey for non-participants, which will help understand reasons for non-participation and provide feedback on the referral process.

316. Data from DWP administrative databases will be merged in with the survey data. This will provide further background, particularly on benefit histories, and track basic outcomes beyond the survey period. A key question has been the extent to which we are likely to be able to accurately quantify the employment impact of the programme by developing an estimate of what would have happened in its absence.

The expert advice was commissioned from NatCen8 concluded that the design of the provision made it extremely unlikely that this would be possible due to the difficulty in identifying and getting sufficient data for similar families who are not receiving support. However, it recommended that a theory-based approach should enable us to draw conclusions about impact in a broader sense.

### **Day One Support for Young People Trailblazer**

317. Reducing the level of youth unemployment is a key priority. The Day One Support for Young People trailblazer will be testing the effect of providing support much earlier in a young person's claim, for those with limited work experience. The evaluation will consider what works best in supporting young people off benefits and into employment, as well as informing future policy around any extension of the initiative.

318. The commissioned research for the evaluation will supplement an internal impact assessment conducted within DWP. The research is planned to include both qualitative interviews and a quantitative survey, and will be carried out with a range of stakeholders, including Jobcentre Plus staff, contracted provider staff and young people. The research will consider how the trailblazer is working and the effect on claimant outcomes.

(All projects are jointly funded from ESF TA and DWP Research budget).

319. The UK ESF Evaluation sub committee met on 30 May 2013. The UK ESF Evaluation Sub committee covered the progress of individual evaluation projects for 2011-2013 is set out below.

### **ESF Cohort Survey 2012**

320. The ESF Evaluation Team commissioned IFF Research to conduct a cohort survey of participants who left the programme in 2012. This is a longitudinal survey of participants with two waves of interviewing. Wave 1 focuses on establishing the situation of the participant prior to involvement with ESF provision, the nature of support received (and satisfaction with this) and immediate destination on leaving provision. Wave 2 tracks activities engaged in over the 6 months after leaving provision. These interviews are mainly telephone interviews and are supplemented with face-to-face interviews where respondents do not feel that they are able to complete the survey over the phone. This will inform understanding of which disadvantaged groups are participating, customer experience, outcomes and how ESF is complementing and adding value to the Work Programme and the Jobcentre

Plus offer. The survey will help understand whether participation and outcomes are meeting the policy intent and how ESF fits and adds value to national provision.

321. Key questions covered by the cohort study include: who takes up ESF, what are their experiences, what are their soft outcomes (particularly for DWP provision helping people move towards employment) and what are their longer term outcomes (including qualifications for the Skills Funding Agency). The study will also help to inform how England should focus any future ESF spending in 2014-2020 most effectively. The results of the cohort study will inform indicators and targets not measured by management information, which are vital for assessing how the ESF programme is performing.

322. The 2012 Cohort Survey has been ambitious in trying to include all the CFOs - the 2009 Cohort Survey was based only on leavers from DWP and the SFA - and this has created some significant challenges. The 2011-13 provision being set up at different times, and the change in the way that SFA calculates its match, have led to a revision of the original timetable for fieldwork and splitting of contact details for leavers being sent to IFF (and therefore the fieldwork happening) in to three batches. These are described below, along with the planned dates for wave 1 fieldwork:

- Batch 1: SFA ESF participants (ending provision in July-August 2012), NOMS ESF provision and Local Authority ESF and Match participants (except GLA)
- Batch 2: SFA match provision (fieldwork January to March 2013)
- Batch 3: DWP and GLA provision (fieldwork August to September 2013).

323. Where CFOs (London Councils and NOMS) use cash match it has not been possible to acquire contact details for inclusion of match participants.

324. Progress with Batch 1 -The SFA ESF element has proceeded as planned. IFF conducted 3,007 Wave 1 interviews (plus an additional 350 interviews with participants who had left their provision early) between 5th October 2012 and 7th January 2013. IFF have so far completed 1,905 Wave 2 interviews that were conducted between 7th February 2013 and 5th April 2013. This means that IFF have managed to follow-up 63 per cent of those interviewed at Wave 1 which may increase slightly with time and is in line with expectations.

325. IFF have adopted a slightly different approach for the NOMS ESF sample. Due to difficulties in obtaining telephone numbers for participants, records of all leavers are sent to IFF for telephone matching. Only those records for which a telephone number is available are sent an opt-out letter and included in the survey. Reflecting the nature of the sample, the proportion of records that a telephone number can be obtained for is quite low and the proportion of these numbers that turn out to be incorrect is quite high, resulting in IFF obtaining a relatively small number of interviews from each batch of sample. IFF have agreed to continue with NOMS fieldwork on a 'rolling' basis (rather than taking only a discrete cohort) to try to maximise the number of interviews achieved. Based on progress rates to date it is

anticipated that 600 interviews will be achieved by the end of September 2013 (when Batch 3 Wave 1 fieldwork is due to end). Currently 330 Wave 1 interviews have been achieved with NOMs participants who completed their provision as well as an additional 116 'early leavers'. A total of 56 Wave 2 interviews have so far been completed with NOMs participants and this element of fieldwork will continue until February 2014 (in line with the Batch 3 Wave 2 fieldwork period).

326. IFF have received very few contacts from Local Authority CFOs and hence the number of interviews achieved is low. This reflects a number of issues around the timing of provision, the proportion of participants who have given consent to be approached for the survey and the resource required to collate records. The following table summarises the position for the Batch 1 sample:

#### Batch 1: Interviews achieved

	Funding	Target Interviews	Total sample records received	Total usable sample (with matched telephone no)	Total productive sample (excluding unobtainable/incorrect numbers)	Achieved W1 interviews	Achieved W2 interviews	
SFA ESF	ESF	3,000	25,134	10,433	6,108	3,007	1,905	
NOMS ESF	ESF	1,000	14,136	2,395	897	330	56	
Central Beds Council	ESF	500	26	26	9	5	2	
Luton Council	ESF		41	39	26	13	7	
East Midlands Consortium	ESF		9	9	8	3	2	
Central Beds Council	Match		130	0	0	0	0	
East Midlands Consortium	ESF/ Match		20	18	13	6	4	
London Councils	ESF/ Match		11	11	9	3	0	
<b>Grand total</b>							<b>3,367</b>	<b>1,976</b>



327. With the exception of NOMS, Batch 1 Wave 1 interviewing has now ceased. Any appointments made for Wave 2 interviews are continuing to be fulfilled

328. Batch 2 fieldwork covers SFA Match participants. These participants are identified retrospectively after the end of the academic year (so it was intended that these participants would be identified in at the end of 2012 for the academic year September 11-August 12). However due to difficulties in extracting the information from the Match and Claims database a complete sample of 'Match' funded courses that had been completed in June to September 2012 was supplied to IFF Research at the end of April 2013. As the survey is participant based (and the sample supplied contained course completions of which more than one could have been completed by the same participant) a de-duping exercise was required to ensure that a participant was invited to take part in the survey just once. Additionally, a number of learners and courses were excluded from the survey due to restrictions on the use of the student's record.

329. After these learners (as well as those who opted out of the research) had been excluded, a total of 4,121 learners were available for the Batch 2 interview. This element of fieldwork began on 21st May 2013 and to date 162 interviews have been achieved. Wave 1 interviewing for this Batch finished on w/c 24th June. Given the relatively low number of learners available for the Batch 2 survey, IFF are currently looking to extend the original sampling window. Based on counts provided by the SFA it is anticipated an extension to also include those who ended their provision in March 2012 – May 2012 would provide sufficient numbers for us to achieve target of 3,000 interviews.

330. The Wave 2 interview for this batch is due to be carried out within two weeks of the initial interview so that these participants who reached their six month point after provision some time ago can be followed up in relatively quick succession.

331. The Batch 3 survey will include;

- GLA ESF participants
- DWP ESF participants of the Families Provision who started on the programme between December 2012 and March 2013
- DWP ESF voluntary IB/IS referrals to the Work Programme who started on the programme between December 2012 and March 2013
- DWP ESF participants of the London Day 1 Support for Young People programme who started between December 2012 and March 2013

332. Batch 3 Wave 1 interviewing is scheduled to start mid July 2013 lasting for six weeks. CFOs have collated samples to be provided to IFF Research by w/c 24th June. The Wave 2 interview will be conducted six months later in February to March 2014. For each of the strands listed above there is no neatly defined 'end point' in the same way as SFA provision. Therefore this next section provides more information on the suggested sample cohort for each element.

333. This is a bespoke support package delivered to vulnerable young groups in London. The programme is devised of three main projects: The “Young People with Learning Difficulties and/or Disabilities” project, The “Re-settlement of Young Offenders” project and The “Re-engagement for Young People Excluded from School” project. As part of each project, delivery partners devise a bespoke Individual Training Plan for participants which is designed to enable them to progress to sustained employment, education or training (EET). The delivery of these plans varies according to the participant’s particular needs. Upon completing all / sufficient activities identified in their plan a participant will enter EET which should be sustained for 52 weeks. Sample cohort: The end of provision will be the point when the activities identified in the Individual Training Plan have been completed by the participant or sufficient activities have been completed so that the individual is ready to progress to EET. In order to fit in with the Batch 3 timings IFF will sample those who completed their Individual Training Plan or were identified as ready to move to EET in April – July 2013.

DWP ESF: Families Provision -Provision is targeted at families facing multiple disadvantages. Officially individuals remain on the programme for 12 months. Sample Cohort: The end of provision will be defined as those reaching a three-six month period of engagement with the programme. In order to fit in with Batch 3 timings IFF will sample participants who started on the programme in December 2012-March 2013.

334. DWP ESF: Voluntary IB/IS Work Programme Referrals- Individuals claiming IB or IS who opt to participate in the Work Programme even though it is not mandatory for them to do so. The Work Programme lasts for up to 2 years hence the first participants won’t technically ‘complete’ provision until June 2013. Sample Cohort: To ensure as much consistency as possible across strands IFF will take a similar approach to that they are using for the DWP Families Provision and draw individuals after a three-six month attachment to the programme. To fit into Batch 3 survey timings the sample will be drawn from those who joined the Work Programme between December 2012 - March 2013.

335. DWP ESF: London Day One Support for Young People - This is a Trailblazer programme running in North and South London. It gives young people with little or no work experience support from Day 1 of their JSA claim. From the start of their claim participants are required to undertake a 13 week work placement which has to be of benefit to the community with a private or community-sector organisation - alongside provider-led jobsearch. When this comes to an end if they are still looking for work then they join the Work Programme. Sample Cohort: The end point will be defined as the point at which participants complete their 13 week work placement. In order to fit in with the batch 3 timings we will sample those who start on the programme in December 2012-March 2013.

336. The table below summarises the amount of sample IFF expect to be available for each of the strands above as well as the number of interviews expected to be achieved.

## Batch 3: Anticipated sample sizes and number of interviews

CFO/Strand	Anticipated number of records available for interview	Anticipated number of achieved interviews
GLA ESF participants	800	250
DWP ESF / Families Provision	1,600	500
DWP ESF/voluntary IB referrals to WP	280	90
DWP ESF/London Day 1 Support	150	40

There will be a single report in April 2014.

### Day One Support for Young People (DOSYP) Evaluation

337. Reducing the level of youth unemployment is a key priority. The Day One Support for Young People trailblazer will be testing the effect of providing support much earlier in a young person's claim, for those with limited work experience. The evaluation will consider what works best in supporting young people off benefits and into employment, as well as informing future policy around any extension of the initiative.

338. The commissioned research for the evaluation will supplement an internal impact assessment conducted within DWP. The research is planned to include both qualitative interviews and a quantitative survey, and will be carried out with a range of stakeholders, including Jobcentre Plus staff, contracted provider staff and young people. The research will consider how the trailblazer is working and the effect on claimant outcomes. The research will cost in the region of £100,000 – half paid for from DWP's research budget and half from ESF Technical Assistance.

#### Policy Overview:

- Work placements will be for 30 hours a week, with 10 hours a week of provider led job-search support.
- Being piloted in North and South London.
- Very quick timetable for placements – within a matter of days.
- 13 week work placement of community benefit for 18-24 year olds with little or no work history since leaving full time education at the start of their claim.
- Providers source the placements, and funding is intended to encourage focus on job outcomes.

339. Evaluation strategy -The evaluation is key to understanding what works best to support young people off benefit and into work, as well as informing decisions on national roll-out. There are two strands to the evaluation:

- impact assessments of benefit and employment outcomes carried out in-house
- externally-commissioned qualitative and quantitative research on how the trailblazer is working and the effect on claimant outcomes.

340. Commissioned Research will comprise two main elements:

i) Qualitative research with DWP/JCP staff, providers and placement hosts. Interviews are taking place now, and are exploring:

- lessons learnt from delivering the trailblazer
- the effect of DOSfYP on young people – moving off benefit and moving closer/into work
- views on national roll-out

ii) Quantitative research with claimants, surveying those who:

- abandon their claim before being referred to DOSfYP
- are referred but fail to start a placement
- start a placement, but do not complete
- complete a placement

341. This will be followed by a small number of qualitative interviews to explore issues raised in the survey. The survey will take place in July/August, with interviews in September. A final report will be available in March 2014. In-house impact assessments will have early findings in spring 2014 with the Final analysis available mid-2014.

### **Evaluation of Troubled Families provision**

342. DWP is using ESF provision to help Troubled Families overcome barriers to employment. This supports the wider cross-government agenda to help turn around the lives of Troubled Families. The Evaluation Team commissioned a feasibility study which has established what is practicable and possible to measure. The feasibility study was published in November 2012 and suggested a theory-based design. Given the potential heterogeneity of treatments and variety in families targeted, the complexity of the programme, its emergent nature, and the potential challenges in identifying a comparison group, a theory-based approach was suggested as an alternative to conducting a counterfactual-based impact evaluation given these challenges.

343. The DWP research team have commissioned a consortium consisting of Ecorys and Ipsos Mori to evaluate the effectiveness of the ESF provision for Families with Multi Problems programme and to highlight lessons learned for current and

future provisions. The project commenced on 20 June 2013 and the final report will be available in August 2014. The research will cost in the region of £237,565 – half paid for from DWP's research budget and half from ESF TA.

344. The UKMA Evaluation Working Group met on 21 June and 6 December 2012. At the meeting on 21 June, each MA gave an update on the progress they were making towards their current programme evaluation strategies, for example:

- the England MA described progress towards: the cohort survey; the ITM and Priority 1 and 4 evaluations; and the scoping study for families with multiple problems;
- the Welsh MA described the launch of their 2011 leavers survey; the publication of an evaluation report covering Priority 2 in Wales and also their intention to test the feasibility of running a longitudinal survey using DWP data to track participants; and
- the Northern Ireland MA described the mid-term evaluation of their programme.
- The MAs gave updates on the development of their new programmes and
- discussed progress towards their ex-ante evaluations, for example:
- the Welsh MA was working to an early timetable in terms of developing the new programmes and was aiming to go out to tender for their ex-ante evaluation on 25 June 2012; and
- the English and Northern Ireland MAs explained that their ex-ante evaluation would not be contracted out.
- The England MA gave feedback from the European Commission's learning event on counterfactual impact evaluation that was held on 14 June.

345. At the meeting on 6 December 2012, each MA gave an update on the progress they were making towards current ESF programme evaluation strategies. These updates included details on the:

- publication of the English MA's evaluation reports on: ITM; Priority 1 and Priority 4 provision; and feasibility of evaluating the families provision;
- re-organisation of the Scottish MA's evaluation team and the work they were undertaking to look at lessons learned from current programme, including issues such as: the effectiveness of their MI database and how funding based on unit costs could alleviate the record-keeping burden on projects; and
- details on the Welsh MA's typology of projects study, progress with the 2011 leavers survey, and their plans to evaluate the crosscutting themes.

346. In terms of progress towards developing the new programmes and ex-ante evaluations, key points shared by the Managing Authorities included:

- the English MA's outline of the likely new delivery arrangements for a single growth programme and the strategic role played by LEPS;
- details of the new ex-ante evaluation working group set up by the English MA;
- the likely structure of the Welsh programme (i.e. based on the three priorities of young people, skills and employment) and arrangements for sub-contracting ex-ante evaluation;
- the Scottish MA's input to the UK Partnership Agreement and possible arrangements for conducting an ex-ante evaluation of their contribution to the partnership agreement .

347. The ESF Ex-Ante Evaluation Group had its first meeting on 9 October 2012. The main agenda items for the meeting were:

- background and contextual information on the 2014-2020 ESF programme;
- an overview of the ESF ex-ante evaluation requirements;
- the terms of reference for the working group;
- the Head of ESF Evaluation's initial thoughts on how to approach the ex-ante evaluation.

348. A representative from DG Employment' Evaluation Unit raised a number of key issues that the MA said it would take into account when delivering the ex-ante process, for example, the need to:

- begin the ex-ante process by assessing the relevance of the programme in terms of the European strategic-level plans and the country specific recommendations;
- test whether the intervention logic of the programme made sense;
- make use of analytical material already made available in the European Semester process rather than generate lots of new analytical data.

349. The table below sets out action to follow-up evaluation recommendations.

<b>FOLLOW-UP TO EVALUATION RECOMMENDATIONS 2007-2013</b>		
<b>Evaluation Report</b>	<b>Main suggestions or recommendations</b>	<b>Action to follow-up</b>
Regional European Social Fund Frameworks: a case study evaluation, August 2009, DWP	The evaluation report suggested a number of areas of good practice for developing regional ESF frameworks.	The suggested good practice was referred to in guidance to regions on revising frameworks issued by the Managing Authority in August 2009. Regional frameworks were revised in September to December 2010.  The guidance emphasised the importance of

<p>Research Report No. 596</p>		<p>consulting new sub-regional structures such as City Strategy Pathfinders, City Region Forerunners, and Local Employment and Skills Boards.</p> <p>The guidance also made clear that the National Offender Management Service will be engaged in the process of revising the frameworks alongside other CFOs, and that CFOs should continue to work together to ensure the alignment of outcomes and the effective use of resources.</p> <p>Since the evaluators conducted the interviews of regional stakeholders, detailed management information has started to be reported to regional committees on progress against targets in regional ESF frameworks, including equality targets. The latest available data will be used to inform the revision of frameworks.</p> <p>The Managing Authority clarified the process for transferring the Learning and Skills Council's ESF responsibilities to the Skills Funding Agency.</p>
<p>An evaluation of European Social Fund information and publicity, 2010, DWP Research Report No. 646</p>	<p>The evaluation made a number of suggestions for strengthening publicity during the remainder of the 2007-2013 programme.</p>	<p>The evaluation report was considered by the ESF publicity network at a meeting in March 2010 and the smaller publicity group of network representatives in June 2010. The following action was agreed and is being taken forward by the Managing Authority and CFOs:</p> <ul style="list-style-type: none"> <li>• A main priority has been the strengthening of links with providers and sub-contractors to consolidate the ESF brand and its promotion - including EU investment. The EU regulatory and England MA requirements have been more clearly cascaded to funding recipients through CFO contracts. This has been supported by the launch in summer 2011 of a comprehensive 'ESF Publicity Works' toolkit accessible via the MA's <a href="http://dwp.gov.uk/esf">dwp.gov.uk/esf</a> website. This provides clear guidance on what providers and sub-contractors must do, along with access to a range of useful</li> </ul>

		<p>resources. These include templates to assist the preparation of news stories, press releases and case studies; plaques and posters and examples of effective practice. The toolkit is promoted extensively by the MA, CFOs and Intermediate Bodies.</p> <ul style="list-style-type: none"> <li>• The role of CFO (and Managing Authority) staff at monitoring visits has been strengthened. In addition to checking/auditor type activity, those undertaking the visits have been encouraged to take on more of a facilitator role. The aim being to improve funding recipient awareness and understanding of publicity requirements, guidance and resources (such as the toolkit) - and build an ongoing constructive dialogue.</li> <li>• Further activities to raise awareness of ESF amongst the public and participants have been taken forward through TA projects, social media and annual information activities targeted at the public and wider audiences; and the strengthening of contracts, guidance and resources (such as the new toolkit and posters) to help ensure ESF and match participants are informed of ESF support by their providers and sub-contractors.</li> <li>• There has been a limited increase in the evaluation of publicity measures across all levels of the programme. Particularly in terms of qualitative assessment. The core publicity indicators remain in the MA's updated Communication Plan approved by the Commission in November 2011. An evaluation of the 2011 Worldskills London TA project incorporates some qualitative aspects and the initiative's outcomes have been shared across the publicity network.</li> <li>• The <a href="#">ESF-Works</a> website and supporting measures (including social media) to showcase policy and practice lessons from the England ESF programme have</li> </ul>
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		<p>been enhanced. The website content has been restructured and expanded to include a stronger thematic focus, more project information and wider resources – particularly in terms of filmed interviews. In 2011 the films included two interviews with European Commissioner Laszlo Andor (DG Employment) plus senior level Government officials, policy/sector experts and a range of project managers, practitioners and participants. ESF-Works have also set up an ESF twitter profile (see: <a href="http://twitter.com/ESFWorks">http://twitter.com/ESFWorks</a>). This is jointly used by the MA to publicise current news and it is accessed by an increasing range of ESF and wider partners. ESF-Works are also on Facebook and in 2012 are on LinkedIn – expanding further their social media activity to publicise ESF achievements. A <a href="#">weekly newsletter</a> is also helping ESF stakeholders keep informed of latest developments.</p> <ul style="list-style-type: none"> <li>• The national and CFO communication plans have been updated to take into account the publicity evaluation findings and recommendations, effective practice from 2008-2010 and changes in delivery mechanisms. These will assist the ongoing roll out of publicity measures and progress will be reviewed primarily by the MA Policy and Communications team.</li> <li>• Measures have been taken to improve cross-cutting theme awareness and understanding across all levels of the programme. The equality and sustainable development Mainstreaming Leader Awards in 2010 and 2011 have showcased effective practice - and winners have been widely publicised including at a seminar at Worldskills London 2011 held at the ExCeL Centre. Other MA led measures include the publishing of a 24 page 'Gender Equality and Good Practice guide' in early 2012. In addition, ESF-Works features equality</li> </ul>
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		<p>and sustainability themes; and The Age and Employment Network (TAEN) '50+ WORKS ESF project continues to publicise resources and support measures for older workers. These include <a href="#">50+ Works</a>, which offers a free, web-based good practice guide and toolkit for providers supporting 50+ jobseekers. Content includes a <a href="#">case study catalogue</a> of ESF projects. TAEN also run events for ESF partners and providers across the country.</p>
<p>European Social Fund - Support for In-Work Training, July 2010, DWP Research Report 666</p>	<p>The recommendations covered maintaining innovation and flexibility; promoting progression, aftercare, employer engagement and soft outcomes; ensuring a prompt start to projects; and raising awareness of sustainable development.</p>	<p>The Government is committed to using Co-financing to deliver the vast majority of ESF funding during the remainder of the 2007-2013 programme to ensure strategic alignment with and added value to national programmes. The Government is also committed to giving providers the freedom to address the needs of individuals and local areas, within the framework of the new skills investment strategy. This will enable providers to innovate where appropriate. The 32 on-going dedicated innovative projects will be offered extensions of time and money where this can be justified.</p> <p>The recommendations around progression, aftercare, employer engagement and prompt starts to projects are informing the delivery by the Skills Funding Agency CFO and its providers of Priority 2 and 5 provision in 2011-2013.</p> <p>Raising awareness of the sustainable development cross-cutting theme was considered by a separate evaluation of sustainable development and green jobs in 2011.</p>
<p>Evaluation of Gender Equality and Equal Opportunities within the European</p>	<p>The evaluation identified good practice and ways of working. In terms of mainstreaming, it found that substantial progress had been</p>	<p>The good practice and ways of working are being disseminated to inform delivery during the 2011-2013 phase of the programme.</p> <p>The findings were considered by the equal opportunities sub-committee in May 2010, and the 2010 annual mainstreaming report sets out the action that is being taken to</p>

<p>Social Fund, July 2010, DWP Research Report 667</p>	<p>made but there was still work to be done including: further clarification from of what specific work is to be undertaken by CFO contract managers and providers to promote equal opportunities; and the need for more effective and consistent measures of progress in relation the promotion of equal opportunities.</p>	<p>follow-up the evaluation report. These include the Managing Authority:</p> <ul style="list-style-type: none"> <li>• arranging a workshop for CFO contract managers and monitoring officers to agree a position statement on roles and responsibilities and explain what is expected from them and what further training support or information they may need;</li> <li>• arranging to deliver some 'in-house' training for CFO staff;</li> <li>• agreeing a minimum standard for equality plans with for each CFO, which will be reflected in the guidance manuals;</li> <li>• agreeing with each CFO how the active promotion of equal opportunities and commitments made in the providers equality policies are translated into action via the implementation plan; and</li> <li>• looking at how to improve awareness of ESF among ethnic minorities as part of the equality impact analysis by consulting with CFOs and their providers, and sharing good practice with providers.</li> </ul> <p>The England ESF mainstreaming plan was updated during 2011 to take account of the findings.</p>
<p>Early Impacts of the ESF, May 2011, DWP In-house Research No. 3</p>	<p>The evaluation did not contain recommendations, but reported on the impact of ESF on Jobseeker's Allowance, Incapacity Benefit and Employment and Support Allowance customers.</p>	<p>The evaluation provided evidence to supports the policy direction of refocusing DWP ESF Co-financing away from high volumes of Jobseeker's Allowance customers towards economically inactive and more disadvantaged groups, including families with multiple problems, during the remainder of the 2007-2013 programme.</p>
<p>ESF evaluation of sustainable</p>	<p>On mainstreaming, the evaluation recommended</p>	<p>The evaluation informed the revision of the England ESF sustainable development plan, including further training for the MA, CFOs</p>

<p>development and green jobs, June 2011, DWP Research Report 756</p>	<p>continuing to provide guidance to MA and CFO staff and providers, review the monitoring of plans and provide examples of good practice.</p> <p>On specialised it recommended an increase in the number of these in the current and next programmes, and new guidance on green skills, jobs and qualifications.</p>	<p>and providers, updated guidance materials, and promoting specific projects including through the annual Leader awards.</p> <p><a href="http://www.dwp.gov.uk/docs/esf-sd-main-plan-0312.pdf">http://www.dwp.gov.uk/docs/esf-sd-main-plan-0312.pdf</a></p> <p>The focus of projects after 2013 will be the subject of negotiations on the next ESF programme round.</p>
<p>Evaluation of ESF Priority 1 and Priority 4: Extending Employment Opportunities to Adults and Young People, June 2011, DWP Research Report 755</p>	<p>Recommendations concerned: training and guidance for Jobcentre Plus advisers, the relationship between prime/lead contractors and their delivery partners, performance management, consistency of referral and eligibility criteria among Jobcentre Plus staff, and further research on delivery and performance.</p>	<p>The evaluation findings and recommendations are helping to inform the 2011-2013 phase of the England ESF programme. In particular, the referral and eligibility criteria for DWP CFO provision have been reviewed and revised in the light of the Work Programme and provision for families with multiple problems, and the role of Jobcentre Plus staff clarified. A further evaluation of Priority 1 and 4 provision has been commissioned.</p>
<p>ESF Cohort Survey, Waves 1, 2 and 3, DWP Research Reports 647, 709 and 771</p>	<p>These reports contain information on the characteristics and experiences of ESF participants, and longer-term outcomes and impact.</p>	<p>The reports do not contain recommendations but help to inform future targeting and delivery of the England ESF programme.</p>
<p>ESF Operational</p>	<p>This was a synthesis of other evaluation</p>	<p>The synthesis has informed the targeting of ESF in 2011-2013, particularly the</p>

<p>Programme 2007-2013: synthesis of evidence from the first half of the programme, September 2011, DWP In-house Research No. 5</p>	<p>reports and management information, and highlighted issues on added value, disadvantaged groups and regional differences.</p>	<p>development of the new provision for families with multiple problems. It will also help to inform the next round of ESF from 2014-2020.</p>
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350. In addition to the evaluations commissioned by the ESF Evaluation Team at the national programme level, some Co-financing Organisations have commissioned their own research.

351. In December 2012, the SFA commissioned IES to evaluate the engagement of learners with learning difficulty/disabilities in Priority 2 and 5 funded activity. The evaluation is looking at patterns of engagement, best practice and issues of non-disclosure. The final report is due in June 2013.

352. NOMS is conducting the programme evaluation utilising internal resources and have recruited two Evaluation & Monitoring Officers to carry out this work. The revised approach is concentrated on chosen themes which include:

- Delivery to the hard to reach sub-groups
- Social enterprise
- Elements of the Belief in Change Programme
- Procurement model
- Offender perceptions
- Added value

353. A short thematic report is being produced for each sub-group and Belief in Change. These short reports will then appear as annexes to the main programme evaluation, which will be completed by the end of 2014. In addition, the short reports will be utilised by providers to promote CFO delivery. They can also be used to provide responses to Ministerial questions and other policy work.

354. The main evaluation will review NOMS effectiveness as a co-financing organisation for the procurement of employability interventions for offenders and the impact the programme is making against its objectives.

355. In Bedfordshire, the Economic Research Unit that is attached to the University of Glasgow carried out an evaluation covering 2007-2010. This was published in January 2012.

356. London Councils requires each project funded to submit an independent project closure report. Using the information contained within these reports London Councils is able to better manage and plan its current and future delivery and make adoptions to its CFO plan and suggest changes to the regional ESF framework through the structure as described previously.

357. London Councils monitors its CFO plan and updates it accordingly with the need and priorities of the vulnerable in London and the role of the other CFOs.

358. The final evaluation of the LDA ESF Round 1 and Round 2 programme (including Personal Best) was completed in March 2012 and formally signed off internally by the GLA on 22 October 2012. The evaluations have been shared with EPMU and DWP and will soon be published on the GLA CFO web pages.

359. The Daedulus (LDA ESF Youth Specification 1) interim evaluation report was published in March 2012 and the final evaluation was published on 22 November 2012 (see above commentary with regard to press coverage of this evaluation). It is available on the GAL website at [http://www.london.gov.uk/sites/default/files/LYRRP%20%28Daedulus%29\\_Final%20Report\\_0.pdf](http://www.london.gov.uk/sites/default/files/LYRRP%20%28Daedulus%29_Final%20Report_0.pdf).

360. The evaluation of the other LDA young offender programmes (Specifications 2-4) is in progress and we expect it to be finalised and ready for publication in summer 2013. All other projects delivering NEET projects were issued with an evaluation framework and template specifications for the procurement of project level evaluations. These evaluations will be brought together into a single Youth programme evaluation to be undertaken by the GLA's evaluation team, in July 2013.

361. At the same time the GLA's evaluation team will pull together an overarching synthesis of the thematic evaluations into a summary report of the LDA ESF 2007-10 Co-Financing programme as a whole and we expect this also to be finalised and ready for publication in summer 2013. All evaluations will be published on the GLA CFO web pages.

362. A tender for an organisation to undertake an interim evaluation of the GLA programme will be published in Q1 of 2013-14, with the appointment of the supplier by the autumn. The interim evaluation will consider each thematic strand, as well as looking at the overall picture. It will be completed by March 2014 in order to feed into the development of the 2014-20 programmes. The GLA will review the need for, and

scope of, an externally commissioned final evaluation, following the completion of the interim evaluation.

## 2.8 National performance reserve

Not applicable

## 2.9 Non-transferability of resources

363. Article 22 of Council Regulation 1083/2006 states that 'the total appropriations allocated by Member State under each of the objectives of the Funds and their components shall not be transferable between them'. Therefore the appropriations for the Convergence area of Cornwall and the Isles of Scilly were spent exclusively for the benefit of this area and did not finance actions for the benefit of areas within the Regional Competitiveness and Employment Objective, and vice versa. The same applies to appropriations for the phasing-in areas of Merseyside and South Yorkshire within the Regional Competitiveness and Employment Objective.



## 3 Implementation by priority

### 3.1 Priority 1: Extending employment opportunities (Regional Competitiveness and Employment)

#### 3.1.1 Achievement of targets and analysis of the progress

##### Information on the physical and financial progress of the priority (with Next Step)

Indicator	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	Total
<b>1.1 Total number of participants</b>													
Achievement	8,210	232,947	922,262	1,239,896	919,438	596,894	0	0	0	0	0	0	3,919,647
Target													887,000
Baseline	0	0	0	0	0	0	0	0	0	0	0	0	
<b>1.2. Participants who are unemployed achievement</b>													
<b>(a) Number of unemployed participants (aged over 19) in Priority 1.</b>													
Achievement	2,263	99,215	532,066	761,366	475,666	404,270	0	0	0	0	0	0	2,274,846
Target													371,000
Baseline	1,291,000	0	0	0	0	0	0	0	0	0	0	0	
<b>(b) Proportion of unemployed participants (aged over 19) in Priority 1.</b>													
Achievement	28 %	43 %	58 %	61 %	52 %	68 %	0 %	0 %	0 %	0 %	0 %	0 %	58 %
Target													42 %
Baseline	4 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	
<b>1.3 Participants who are economically inactive</b>													

<b>(a) Number of inactive participants (aged over 19) in Priority 1.</b>													
<b>Achievement</b>	258	68,404	178,905	173,931	63,416	73,458	0	0	0	0	0	0	558,372
<b>Target</b>													303,000
<b>Baseline</b>	6,431,000	0	0	0	0	0	0	0	0	0	0	0	
<b>(b) Proportion of inactive participants (aged over 19) in Priority 1.</b>													
<b>Achievement</b>	3 %	29 %	19 %	14 %	7 %	12 %	0 %	0 %	0 %	0 %	0 %	0 %	14 %
<b>Target</b>													21 %
<b>Baseline</b>	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	
<b>1.4 Participants aged 14 to 19 who are NEET or at risk of becoming NEET</b>													
<b>(a) Number of Priority 1 participants who are 14-19 year old NEETs or at risk of becoming NEET.</b>													
<b>Achievement</b>	5,547	64,245	170,685	178,703	102,221	116,671	0	0	0	0	0	0	638,072
<b>Target</b>													177,000
<b>Baseline</b>	357,477	0	0	0	0	0	0	0	0	0	0	0	
<b>(b) Proportion of Priority 1 participants who are 14-19 year old NEETs or at risk of becoming NEETs.</b>													
<b>Achievement</b>	68 %	28 %	19 %	14 %	11 %	20 %	0 %	0 %	0 %	0 %	0 %	0 %	16 %
<b>Target</b>													20 %
<b>Baseline</b>	5 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	
<b>1.5 Participants with disabilities or health conditions</b>													
<b>Achievement</b>	20 %	35 %	23 %	18 %	14 %	14 %	0 %	0 %	0 %	0 %	0 %	0 %	18 %
<b>Target</b>													22 %
<b>Baseline</b>	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	
<b>1.6 Participants who are lone parents</b>													
<b>Achievement</b>	-	-	8 %	9 %	0 %	6%	0 %	0 %	0 %	0 %	0 %	0 %	8 %
<b>Target</b>													12 %
<b>Baseline</b>	8 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	
<b>1.7 Participants aged 50 or over</b>													

<b>Proportion of unemployed and inactive Priority 1 participants aged 50 or over</b>													
<b>Achievement</b>	15 %	18 %	17 %	16 %	18 %	16 %	0 %	0 %	0 %	0 %	0 %	0 %	17 %
<b>Target</b>													18 %
<b>Baseline</b>	28 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	
<b>1.8 Participants from ethnic minorities</b>													
<b>Achievement</b>	12 %	20 %	20 %	21 %	24 %	22 %	0 %	0 %	0 %	0 %	0 %	0 %	21 %
<b>Target</b>													25 %
<b>Baseline</b>	18 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	
<b>1.9 Female participants</b>													
<b>Achievement</b>	38 %	36 %	33 %	35 %	37 %	28 %	0 %	0 %	0 %	0 %	0 %	0 %	34 %
<b>Target</b>													51 %
<b>Baseline</b>	51 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	
<b>1.10 Participants in work on leaving</b>													
<b>(a) Number of Priority 1 participants in work on leaving</b>													
<b>Achievement</b>	254	19,380	121,671	188,147	141,405	46,756	0	0	0	0	0	0	517,613
<b>Target</b>													195,000
<b>Baseline</b>	0	0	0	0	0	0	0	0	0	0	0	0	
<b>(b) Proportion of Priority 1 participants in work on leaving</b>													
<b>Achievement</b>	23 %	19 %	16 %	16 %	13 %	8 %	0 %	0 %	0 %	0 %	0 %	0 %	13 %
<b>Target</b>													22 %
<b>Baseline</b>	18 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	
<b>1.11 Participants in work six months after leaving *</b>													
<b>(a) Number of participants in work six months after leaving</b>													
<b>Achievement</b>	2,200	62,900	177,300	156,200	0	0	0	0	0	0	0	0	398,600
<b>Target</b>													231,000
<b>Baseline</b>	0	0	0	0	0	0	0	0	0	0	0	0	
<b>(b) Proportion of participants in work six months after leaving</b>													

<b>Achievement</b>	0	0	0	27%	0	43%	0	0	0	0	0	0	35%
<b>Target</b>													26%
<b>Baseline</b>	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	
<b>1.12 Economically inactive participants engaged in jobsearch activity or further learning (distance travelled indicator) *</b>													
<b>Achievement</b>	-	-	-	31%	0%	52%	0%	0%	0%	0%	0%	0%	42%
<b>Target</b>													45%
<b>Baseline</b>	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	
<b>1.13 14 to 19 year old NEETs or at risk, in education, employment or training on leaving</b>													
<b>(a) Number of Priority 1 NEETs or at risk, in education, employment or training on leaving.</b>													
<b>Achievement</b>	549	24,973	101,578	116,428	59,230	73,686	0	0	0	0	0	0	376,444
<b>Target</b>													80,000
<b>Baseline</b>	0	0	0	0	0	0	0	0	0	0	0	0	
<b>(b) Proportion of Priority 1 NEETs or at risk, in education, employment or training on leaving</b>													
<b>Achievement</b>	12 %	41 %	62 %	67 %	59 %	72 %	0 %	0 %	0 %	0 %	0 %	0 %	63 %
<b>Target</b>													45 %
<b>Baseline</b>	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	
<b>1.14 % % Participants who receive support with caring responsibilities*</b>													
<b>Achievement</b>	-	-	8%	11 %	0 %	4 %	0 %	0 %	0 %	0 %	0 %	0 %	8 %
<b>1.15 % Unemployed participants in work on leaving</b>													
<b>Achievement</b>	9 %	19 %	12 %	9 %	8 %	8 %	0 %	0 %	0 %	0 %	0 %	0 %	10 %
<b>1.16 % Unemployed participants in work six months on leaving*</b>													
<b>Achievement</b>	-	-	-	25 %	0 %	35 %	0 %	0 %	0 %	0 %	0 %	0 %	30 %
<b>1.17 % Economically inactive participants in work on leaving</b>													

AIR 2012 FINAL

<b>Achievement</b>	31 %	24 %	18 %	15 %	6 %	3 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	11 %
<b>1.18 % Economically inactive participants in work six months after leaving *</b>														
<b>Achievement</b>	-	-	-	24 %	0 %	32 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	28 %
<b>1.19 % Participants with disabilities or health conditions in work on leaving</b>														
<b>Achievement</b>	18 %	17 %	14 %	14 %	9 %	4 %	0%	0 %	0 %	0 %	0 %	0 %	0 %	11 %
<b>1.20 % % Participants with disabilities or health conditions in work six months after leaving*</b>														
<b>Achievement</b>	-	-	-	18%	0 %	23 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	21 %
<b>1.21 % Lone parents in work on leaving*</b>														
<b>Achievement</b>	-	-	-	25%	0 %	19 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	22 %
<b>1.22 % Lone parents in work six months after leaving*</b>														
<b>Achievement</b>	-	-	-	32 %	-	26 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	29 %
<b>1.23 % Participants aged 50 or over in work on leaving</b>														
<b>Achievement</b>	6 %	20 %	18 %	16 %	11 %	4 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	13 %
<b>1.24 % Participants aged 50 or over in work six months after leaving*</b>														
<b>Achievement</b>	-	-	-	16 %	0 %	36 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	26 %
<b>1.25 % Ethnic minority participants in work on leaving</b>														

**AIR 2012 FINAL**

<b>Achievement</b>	12 %	17 %	14 %	14 %	12 %	6 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	12 %
<b>1.26% Ethnic minority participants in work six months after leaving*</b>														
<b>Achievement</b>	-	-	-	26 %	0 %	32 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	29 %
<b>1.27 % Female participants in work on leaving</b>														
<b>Achievement</b>	28 %	20 %	19 %	19 %	16 %	7 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	16 %
<b>1.28 % Female participants in work six months after leaving*</b>														
<b>Achievement</b>	-	-	-	32 %	-	46 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	39 %
<b>1.29 % Participants who gained basic skill</b>														
<b>Achievement</b>	9 %	2 %	2 %	1 %	1 %	1 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	1 %
<b>1.30 % Participants who gained qualifications</b>														
<b>Achievement</b>	18 %	2 %	2 %	3 %	4 %	7 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	4 %

**Information on the physical and financial progress of the priority (without Next Step)**

Indicator	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	Total
<b>1.1 Total number of participants</b>													
<b>Achievement</b>	8,210	232,947	670,044	694,579	391,603	424,428	0	0	0	0	0	0	2,421,811
<b>Target</b>													887,000

<b>Baseline</b>	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>1.2. Participants who are unemployed achievement</b>													
<b>(a) Number of unemployed participants (aged over 19) in Priority 1.</b>													
<b>Achievement</b>	2,263	99,215	340,863	351,681	230,505	244,063	0	0	0	0	0	0	1,268,590
<b>Target</b>													371,000
<b>Baseline</b>	1,291,000	0	0	0	0	0	0	0	0	0	0	0	
<b>(b) Proportion of unemployed participants (aged over 19) in Priority 1.</b>													
<b>Achievement</b>	28 %	43 %	51 %	51 %	59 %	58 %	0 %	0 %	0 %	0 %	0 %	0 %	52 %
<b>Target</b>													42 %
<b>Baseline</b>	4 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	
<b>1.3 Participants who are economically inactive</b>													
<b>(a) Number of inactive participants (aged over 19) in Priority 1.</b>													
<b>Achievement</b>	258	68,404	165,975	146,442	60,680	73,272	0	0	0	0	0	0	515,031
<b>Target</b>													303,000
<b>Baseline</b>	6,431,000	0	0	0	0	0	0	0	0	0	0	0	
<b>(b) Proportion of inactive participants (aged over 19) in Priority 1.</b>													
<b>Achievement</b>	3 %	29 %	25 %	21 %	15 %	17 %	0 %	0 %	0 %	0 %	0 %	0 %	21 %
<b>Target</b>													21 %
<b>Baseline</b>	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	
<b>1.4 Participants aged 14 to 19 who are NEET or at risk of becoming NEET</b>													
<b>(a) Number of Priority 1 participants who are 14-19 year old NEETs or at risk of becoming NEET.</b>													
<b>Achievement</b>	5,547	64,245	159,711	150,703	81,776	105,108	0	0	0	0	0	0	567,090
<b>Target</b>													177,000
<b>Baseline</b>	357,477	0	0	0	0	0	0	0	0	0	0	0	
<b>(b) Proportion of Priority 1 participants who are 14-19 year old NEETs or at risk of becoming NEETs.</b>													
<b>Achievement</b>	68 %	28 %	24 %	22 %	21 %	25 %	0 %	0 %	0 %	0 %	0 %	0 %	23 %
<b>Target</b>													20 %
<b>Baseline</b>	5 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	

<b>1.5 Participants with disabilities or health conditions</b>													
<b>Achievement</b>	20 %	35 %	26 %	22 %	18 %	15 %	0 %	0 %	0 %	0 %	0 %	0 %	22 %
<b>Target</b>													22 %
<b>Baseline</b>	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	
<b>1.6 Participants who are lone parents*</b>													
<b>Achievement</b>	-	-	8 %	9 %	0 %	6%	0 %	0 %	0 %	0 %	0 %	0 %	8 %
<b>Target</b>													12 %
<b>Baseline</b>	8 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	
<b>1.7 Participants aged 50 or over</b>													
<b>Proportion of unemployed and inactive Priority 1 participants aged 50 or over</b>													
<b>Achievement</b>	15 %	18 %	16 %	14 %	13 %	12 %	0 %	0 %	0 %	0 %	0 %	0 %	14 %
<b>Target</b>													18 %
<b>Baseline</b>	28 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	
<b>1.8 Participants from ethnic minorities</b>													
<b>Achievement</b>	12 %	20 %	21 %	21 %	20 %	20 %	0 %	0 %	0 %	0 %	0 %	0 %	20 %
<b>Target</b>													25 %
<b>Baseline</b>	18 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	
<b>1.9 Female participants</b>													
<b>Achievement</b>	38 %	36 %	32 %	33 %	29 %	23 %	0 %	0 %	0 %	0 %	0 %	0 %	31 %
<b>Target</b>													51 %
<b>Baseline</b>	51 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	
<b>1.10 Participants in work on leaving</b>													
<b>(a) Number of Priority 1 participants in work on leaving</b>													
<b>Achievement</b>	254	19,380	79,267	105,751	83,177	46,748	0	0	0	0	0	0	334,577
<b>Target</b>													195,000



<b>Baseline</b>	0	0	0	0	0	0	0	0	0	0	0	0	
<b>(b) Proportion of Priority 1 participants in work on leaving</b>													
<b>Achievement</b>	23 %	19 %	16 %	17 %	14 %	11 %	0 %	0 %	0 %	0 %	0 %	0 %	15 %
<b>Target</b>													22 %
<b>Baseline</b>	18 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	
<b>1.11 Participants in work six months after leaving *</b>													
<b>(a) Number of participants in work six months after leaving</b>													
<b>Achievement</b>	2,200	62,900	177,300	156,200	0	0	0	0	0	0	0	0	398,600
<b>Target</b>													231,000
<b>Baseline</b>	0	0	0	0	0	0	0	0	0	0	0	0	
<b>(b) Proportion of participants in work six months after leaving</b>													
<b>Achievement</b>	0	0	0	27%	0	43%	0	0	0	0	0	0	35%
<b>Target</b>													26%
<b>Baseline</b>	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	
<b>1.12 Economically inactive participants engaged in jobsearch activity or further learning (distance travelled indicator) *</b>													
<b>Achievement</b>	-	-	-	31%	0%	52%	0%	0%	0%	0%	0%	0%	42%
<b>Target</b>													45%
<b>Baseline</b>	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	
<b>1.13 14 to 19 year old NEETs or at risk, in education, employment or training on leaving</b>													
<b>(a) Number of Priority 1 NEETs or at risk, in education, employment or training on leaving.</b>													
<b>Achievement</b>	549	24,973	100,435	114,457	58,410	73,686	0	0	0	0	0	0	372,510
<b>Target</b>													80,000
<b>Baseline</b>	0	0	0	0	0	0	0	0	0	0	0	0	
<b>(b) Proportion of Priority 1 NEETs or at risk, in education, employment or training on leaving</b>													
<b>Achievement</b>	12 %	41 %	66 %	78 %	74 %	81 %	0%	0 %	0 %	0 %	0 %	0 %	71 %
<b>Target</b>													45 %
<b>Baseline</b>	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	

<b>1.14 % % Participants who receive support with caring responsibilities*</b>													
<b>Achievement</b>	-	-	8%	11 %	0 %	4 %	0 %	0 %	0 %	0 %	0 %	0 %	8 %
<b>1.15 % Unemployed participants in work on leaving</b>													
<b>Achievement</b>	9 %	19 %	17 %	18 %	15 %	14 %	0 %	0 %	0 %	0 %	0 %	0 %	16 %
<b>1.16 % Unemployed participants in work six months on leaving*</b>													
<b>Achievement</b>	-	-	-	25 %	0 %	35 %	0 %	0 %	0 %	0 %	0 %	0 %	30 %
<b>1.17 % Economically inactive participants in work on leaving</b>													
<b>Achievement</b>	31 %	24 %	21 %	19 %	6 %	3 %	0 %	0 %	0 %	0 %	0 %	0 %	12 %
<b>1.18 % Economically inactive participants in work six months after leaving *</b>													
<b>Achievement</b>	-	-	-	24 %	0 %	32 %	0 %	0 %	0 %	0 %	0 %	0 %	28 %
<b>1.19 % Participants with disabilities or health conditions in work on leaving</b>													
<b>Achievement</b>	18 %	17 %	15 %	15 %	10 %	5 %	0 %	0 %	0 %	0 %	0 %	0 %	12 %
<b>1.20 % % Participants with disabilities or health conditions in work six months after leaving*</b>													
<b>Achievement</b>	-	-	-	18%	0 %	23 %	0 %	0 %	0 %	0 %	0 %	0 %	21 %
<b>1.21 % Lone parents in work on leaving*</b>													
<b>Achievement</b>	-	-	-	25%	0 %	19 %	0 %	0 %	0 %	0 %	0 %	0 %	22 %
<b>1.22 % Lone parents in work six months after leaving*</b>													

<b>Achievement</b>	-	-	-	32 %	-	26 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	29 %
<b>1.23 % Participants aged 50 or over in work on leaving</b>														
<b>Achievement</b>	6 %	20 %	19 %	17 %	11 %	7 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	14 %
<b>1.24 % Participants aged 50 or over in work six months after leaving*</b>														
<b>Achievement</b>	-	-	-	16 %	0 %	36 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	26 %
<b>1.25 % Ethnic minority participants in work on leaving</b>														
<b>Achievement</b>	12 %	17 %	14 %	16 %	12 %	9 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	13 %
<b>1.26% Ethnic minority participants in work six months after leaving*</b>														
<b>Achievement</b>	-	-	-	26 %	0 %	32 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	29 %
<b>1.27 % Female participants in work on leaving</b>														
<b>Achievement</b>	28 %	20 %	17 %	18 %	18 %	11 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	17 %
<b>1.28 % Female participants in work six months after leaving*</b>														
<b>Achievement</b>	-	-	-	32 %	-	46 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	39 %
<b>1.29 % Participants who gained basic skill</b>														
<b>Achievement</b>	9 %	2 %	2 %	2 %	2 %	1 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	2 %
<b>1.30 % Participants who gained qualifications</b>														
<b>Achievement</b>	18 %	2 %	3 %	5 %	8 %	9 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	6 %

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**\* Data for indicators 1.6, 1.11, 1.12, 1.14, 1.16, 1.18,1.20, 1.21,1.22,1.24, 1.26,1.28 are being collected through the Second Cohort survey. Some interim data have been added. Final data will not be available until May 2014 and will be reported in AIR 2013.**

Figure 6: Priority 1 Targets

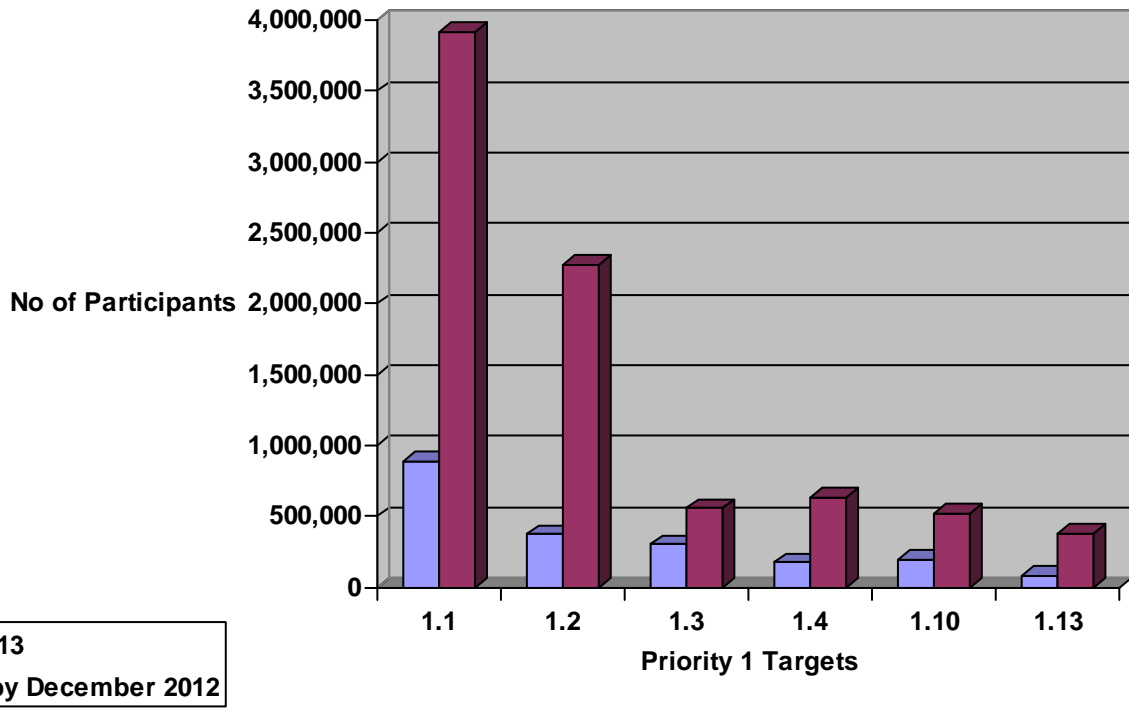
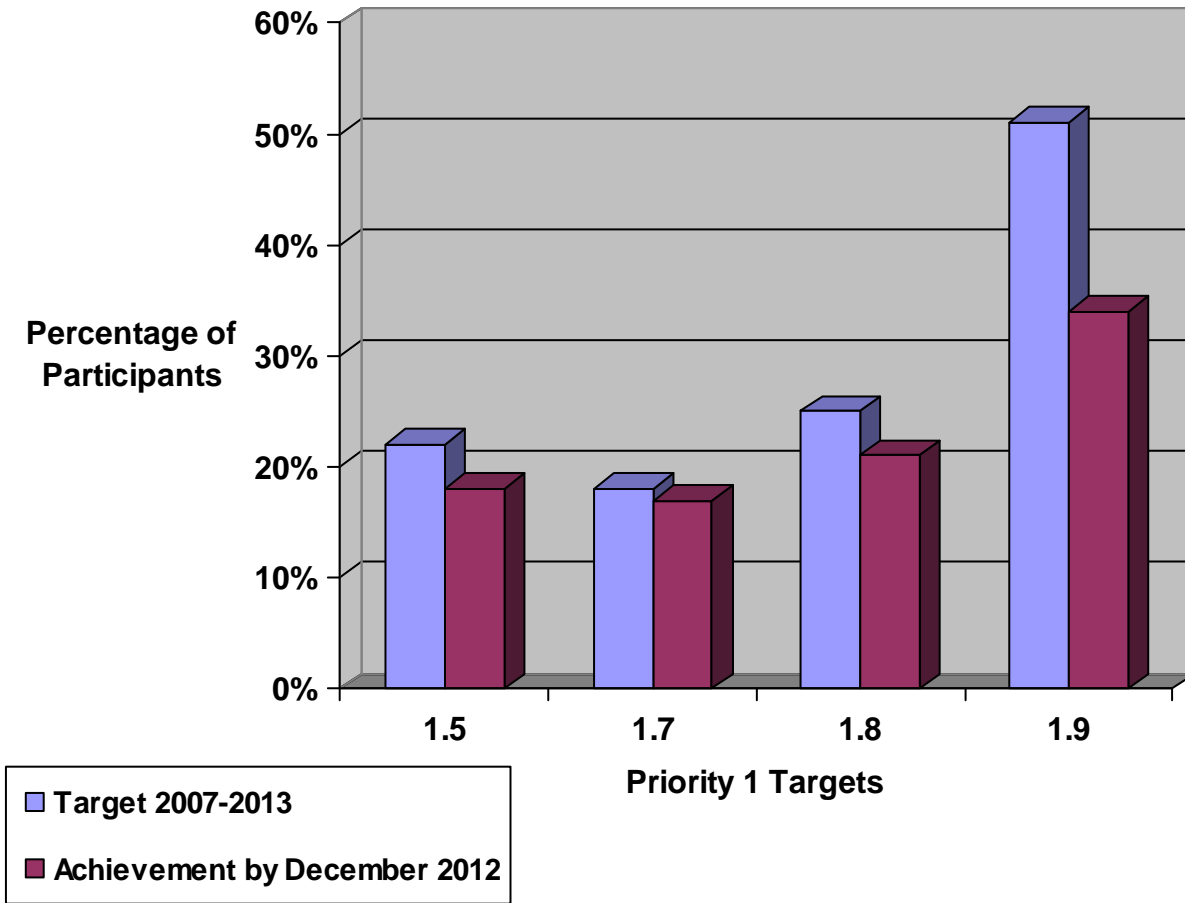


Figure 7: Priority 1 Equality Targets



## Assistance by target group

364. The table below provides information by target group in accordance with Annex XXIII of Commission Regulation 1828/2006.

	Total starts in year	Female starts in year	Total completers in year	Female completers in year
<b>Priority 1 Extending employment opportunities</b>				
<b>Total number of participants</b>	596,894	165,457	583,938	194,228
<b>Employed (including self employed)</b>	2,486	1,214	14,731	6,582
Self employed <sup>9</sup>	209	58	11,679	3885
<b>Unemployed (including long term unemployed)</b>	404,270	114,536	358,098	109,528
<b>of which Long Term Unemployed</b>	154,027	51,688	138,372	50,161
<b>Inactive (including those in education &amp; training)</b>	190,129	49,703	211,099	78,115
<b>of which in education or training</b>	5,717	2,195	6,603	2,452
<b>Young people (15-24 years)</b>	222,563	62,859	211,222	68,149
<b>Older people (55-64 years)</b>	34,494	10,382	41,933	14,858
<b>Minorities</b>	124,575	38,696	117,955	43,380
<b>Migrants<sup>10</sup></b>	11,938	3309	11,679	3885
<b>Disabled</b>	81,994	26,547	130,196	51,059
<b>Other disadvantaged people</b>	122,753	30,425	101,707	33,923
<b>Primary or lower secondary education (ISCED 1 and 2)</b>	130,766	43,631	123,292	41,728
<b>Upper secondary education (ISCED 3)</b>	242,101	84,601	239,634	86,029
<b>Tertiary education (ISCED 5 and 6)</b>	29,453	13,636	29,030	13,468

## Analysis

365. In 2012 there were 424,000 participants in Priority 1, taking the total to 2.42 million. This is nearly three times the target for 2007-13, of 887,000. The higher than expected number of participants is primarily the result of shorter interventions in response to the recession. It is also affected by the additional funding that became available as a result of the revaluation of the programme to take account of exchange rate changes.

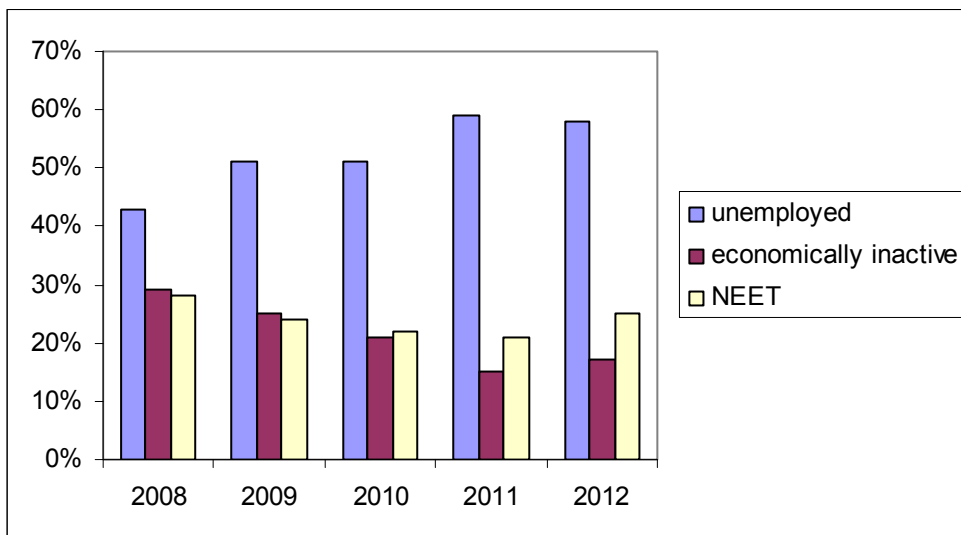
366. Among the Priority 1 participants in 2012, there were 244,000 unemployed, 73,000 economically inactive and 105,000 who were 14-19 year old NEETs. The total participation target for 2007-13 for each of these groups has been exceeded and for unemployed is 1.27 million, 14-19 year old NEETs is 567,000 and economically

<sup>9</sup> Estimate from the Cohort survey

<sup>10</sup> Estimate from the Cohort survey

inactive participation at 515,000. The increasing prominence of unemployment in the last two years is shown in figure 8.

**Figure 8: Priority 1 participants by economic status**



367. In 2012, the proportion of ESF participants recorded with a disability or health condition was 15%, compared with 18% in 2011 and 22% in 2010. The cumulative participation to date is still meeting the target of 22% but if current levels continue it will drop below the target by the end of the 2007-2013 programme. One in seven, or 14%, of total Priority 1 participants are over 50 against a target of 18%. The 2012 in-year figure is 12%, and if this level continues the overall gap with the target will continue or widen.

368. Since 2008 the proportion of ethnic minorities has maintained a fairly steady level within Priority 1 and, at 20%, is a little below the target of 25%.

369. Female participation has fallen to 23% in 2012, down from 29% in 2011. The total female participation rate is 31%, far short of the target of 51%.

370. Looking at outcomes, the proportion of leavers in employment continues to be at a lower rate than expected. In 2012 the proportion fell to 11%, and the overall Priority 1 rate since the start of the programme is 15% against a target of 22%. The proportion of 14-19 year old NEETs moving into Employment, Education or Training since the start of the programme has averaged 71% against a target of 45%.

*Priority 1 and Next Step*

371. Inclusion of Next Step increases Priority 1 volumes by 62%, from 2.42 to 3.92 million.



372. Looking just at 2012, Next Step inclusion raises the Priority 1 volumes by 41%, from 424,000 to 597,000. Whilst this is large, it is not as large as in 2011 when Next Step volumes were higher than the entirety of the rest of Priority 1 provision.

373. Over the course of ESF Next Step provision there have been 1.01 million unemployed, 43,000 economically inactive and 71,000 14-19 NEETs.

374. Those benefiting from Priority 1 Next Step are less likely to have a disability or long term health problem than other Priority 1 participants. Including them lowers the proportion from 22% to 18%.

375. The opposite is true for over 50s (14% to 17%), ethnic minorities (20% to 21%) and females (31% to 34%), all being increased by inclusion of Next Step.

## **Financial**

376. Cumulative programme expenditure increased during 2012 with over €170m being spent by beneficiaries on Priority 1 activity. This contributed to the achievement of the Competitiveness 2012 N+2 target. However 'in year' expenditure for 2012 was less than in 2011, as a number of projects in the first half of the programme have now been completed. DWP projects in particular have had an impact with first round projects ending in December 2010 and the families' provision not starting until December 2012. However, overall spend against profile was good at 58.5% for Priority 1 to the end of December 2012.

## **ESF Regulation Article 10 Information**

377. Priority 1 continues to address the target groups and activities identified at Article 10 of the ESF Regulation effectively. Although female participation is below the percentage target, there are measures in place to promote gender mainstreaming as well as gender-specific action. Childcare and elder care support was an important part of the measures in place to promote gender-specific actions through all programme priorities. Migrants are not a key target group, but there are several projects helping to integrate migrants into the labour market. There are also specific actions to integrate ethnic minorities who are a key target group. There is also a strong focus on other disadvantaged groups, especially disabled people, with many examples of specific actions to strengthen their participation. Transnationality and innovation are being taken forward through dedicated projects, in addition to the innovation being undertaken by Co-financing providers.

## **Gender Mainstreaming**

378. The promotion of equal opportunities for men and women was integrated into the delivery of Priority 1 activities as part of the programme's gender equality and equal opportunities mainstreaming strategy. In 2012, 23% of priority 1 participants were female. The cumulative figure is 33%.

379. DWP CFO used ESF Priority 1 funding to support the Working Link's ESF Families With Complex Problems project which is based in the East Midlands. Nearly 70% of the referrals made to the project were female. Outreach was the preferred method of engaging and meeting potential disadvantaged participants and the outreach locations included: children's centres; community venues; cafes; schools; and home visits. Working Links also offered mentoring support for a range of disadvantaged female participants, for example: attending civil court proceedings; social service meetings; housing meetings; and assisting with domestic violence interviews with the police. 75% of all participants achieving employment outcomes were female.

380. DWP CFO used ESF Priority 1 funding to support Twin UK's Families Action Programme (FAP) based in the South West. Over half of the participants were female. The FAP worked in partnership with local authorities, jobcentres and sub-contractors to provide support for individuals and families to help them find employment. The approach taken by the project included the following activities: engagement; mentoring; family and community inclusion activities; addressing barriers to well being and work; referrals to specialist providers; and flexible delivery arrangements.

381. DWP CFO used ESF Priority 1 funding to support the Bolton at Home project based in the North West. Over half of the participants on this project were female. Outreach methods to recruit disadvantaged female participants were increased throughout 2012 as a result of the introduction of secondary referral routes. Methods included: co-location at children's centres; working with families of disadvantaged youth and a delivery presence at other support organisations such as mental health authorities and housing associations. All participants received mentoring support, which included the freedom course for victims of domestic violence, counselling services and on-going mentoring by key workers. Community champions and former participants also provided some mentoring services via some of the project's sub-contractor organisations.

382. The Skills Funding Agency used ESF Priority 1 funds to help support the Be Who You Can Be project that run in Wolverhampton. The project targeted lone parents, disadvantaged parents, older women and those with health conditions in the Wolverhampton area of the West Midlands. The main aim of the project was to help extend employment opportunities to people with low levels of self-confidence and self esteem by offering them a range of active employment measures. All of the 20 project participants reported increased levels of confidence, with 75% going on to actively seek work. Two of the participants set up their own business.

383. The Skills Funding Agency used Priority 1 funds to help fund the Dudley Asian Women's Centre. The women's centre offered a wide range of advice and support for Asian women in the local area and acts as a vehicle to help encourage them to find employment. The project helped 95 women increase their confidence, communication skills and self esteem. 19 of the women went on to gain employment and 75 of the women benefited from volunteering opportunities and work experience.

384. NOMS CFO is using Priority 1 funds to support the PPDG and Platform 51 projects that are contracted to the Northumberland Probation Trust to deliver accredited employability sessions with women offenders across the North East. The project aims to help women offenders overcome their barriers to work. On completion of the course, the women are offered intensive job search support. Some female offenders are also given support to help them access further education and training where appropriate. The projects have supported 4287 participants and, so far, 608 of these have found employment and over 1100 have gone on to further education. This support has been running since January 2011 and is due to finish in December 2014 – by which time, over 7000 women should have been supported.

### **Migrants**

385. Migrants are not a key target group in Priority 1. However, there are some projects helping to integrate migrants into the labour market, particularly in those regions which attract significant numbers of migrant workers.

386. The Skills Funding Agency has used ESF Priority 1 funding to support the New Step for African Community (NESTACC) project which empowers the African community in Rochdale, Manchester. It supports immigrants by providing them with educational support as well as support to promote health and well-being. The project offers costume making training as a gateway to other aspects of support. So far, 60% of the participants are aiming to register for further education and 30% have developed employability skills through volunteering opportunities.

### **Ethnic Minorities**

387. People from ethnic minorities are a key group in Priority 1, and in 2012, 19% of participants were from ethnic minorities. As part of the equal opportunities mainstreaming approach, all projects have a duty to take account of the needs of people from ethnic minorities in their delivery arrangements. Priority 1 aims to help people from ethnic minorities to enter and remain in sustainable employment. It supports a range of specialist activities targeting people from ethnic minorities. Examples are given below.

388. DWP CFO used ESF Priority 1 funding to support the Twin UK project. Nearly 13% of the project's participants are people from ethnic minorities (most of whom live in the Bristol area). Much of the delivery is outreach based and the provision is delivered in the community by people from the local community. Support includes ESOL training and engagement with children's centres.

389. NOMS CFO have used ESF to support Leicester and Rutland probation Trust's Job Action Group which has a high number of male participants from ethnic minority groups (44%). The Job Action Group is supported by a mentor, who is also from an ethnic minority background, and his involvement with the group has been helpful because he has BME the London Action Trust's 'Black Self Development Programme'. It used intensive educational input to promote awareness, development

and attitude change. This rehabilitation programme was the culmination of fifteen years work by probation officers seeking to reduce the reconviction rate of black offenders.

390. Central Bedfordshire Council used ESF Priority 1 funding to support the Develop EBP project which aims to help unemployed and economically inactive people from the gypsy / traveller community. The project has provided help with employability skills, job search skills, CV writing and interview skills. The support includes the provision of work experience placements, volunteering opportunities and support with enterprise skills. So far, three participants have found employment, seven have completed work experience and two are currently on work experience. The project is due to finish in September 2013.

### **Other disadvantaged groups and disabled people**

391. Other disadvantaged groups are also targeted in Priority 1, especially disabled people. Projects provide a wide range of support for disabled people in order to ensure that they have access to a range of activities.

392. East Midlands Local Authority CFO has used ESF Priority 1 funding to support the Mencap Employ Me in Derbyshire project. The project offers a 26 week tailored programme of support for people with learning difficulties. The project aims to help people with learning difficulties find employment, voluntary work or enter further education. Actions include:

- Action planning
- Confidence building;
- Help with job applications and interviews;
- Help with using public transport and getting to work;
- Placement support;
- Benefits advice

393. So far, the project has helped 58 participants enter paid employment. The project has also helped 113 participants become ready to look for work. A total of 331 participants have been helped so far.

394. DWP CFO used ESF priority 1 funding to support Reed in Partnership Families with Multiple Problems project in London. One of their subcontractors, Via, worked closely with other specialist providers to ensure that participants with learning and/or physical disabilities could be adequately supported on the programme. Advisers worked alongside specialist providers to ensure holistic support. The project's health and well being advisers provided extra support to participants with disabilities by delivering courses that were normally run for groups on a one-to-one basis.

395. Pinnacle People, a subcontractor of the Bolton at Home a project funded by ESF Priority 1 finding (DWP CFO), formed a partnership with Phoenix Futures to provide support to participants affected by substance misuse. The partnership brought positive change to the lives of individuals, families and communities affected by substance misuse, and helped reduce the impact of drug and alcohol-related harm by helping participants re-build their lives.

396. The Skills Funding Agency CFO has used Priority 1 ESF funding to support disadvantaged young people who are NEET. For example, the Whatever It Takes project, run by Igen Ltd in Northumberland, offers young people who are NEET a range of accredited and non-accredited support. The young people are able to stay on the project for as long as they need to. The programme focuses on the issues which need to be addressed before the young person can engage with learning opportunities.

397. The East Midlands Local Authority CFO is using Priority 1 funding to fund the Ready4Work programme which aims to deliver support packages that are customised to meet the needs of 19-24 year olds who have learning difficulties and are disabled. The project has a particular emphasis on helping people with autism. Support includes: basic and soft skills required for employment; voluntary work and placements; identification of suitable and realistic training and employment opportunities; and one-to-one support for all participants. So far, 20 participants have enrolled on the programme and three have taken up voluntary work placements to help them enter employment.

398. The Skills Funding Agency has used Priority 1 funding to help support people recovering from substance misuse. The Seeds of Active Recovery project in York uses the creative arts to help people recovering from substance misuse enhance their employability.

399. Participants use visual arts, creative writing, film and music to present positive and inspirational stories showing their successful recovery from addiction. These activities help to raise the self-esteem of participants and demonstrate how it is possible to break the cycle of dependency by learning new practical and team-working skills.

400. ESF Priority 1 funding has been used by the Skills Funding Agency to support the Money Skills for Retail 50+ project which aims to help older people learn basic numeracy skills and find work. The project offers comprehensive support and targets people who have generally avoided working with numbers throughout their lives. So far, 15 participants have moved into work or voluntary placements and 18 have achieved a level 2 numeracy qualification.

401. The Leicestershire and Rutland Probation Trust (a NOMs CFO provider) has used ESF Priority 1 funding to extend the REACH project to pilot and extend employment support to the local youth offending service. The support is designed to engage with young people aged 16-19. So far, 439 participants have entered employment.

## Innovative Activities

402. Within Priority 1, the following dedicated innovative projects were delivered or completed during 2012:

### Active Inclusion

403. In Merseyside the Working Better project provides disadvantaged groups with an innovative and customer-focused package of support to help improve their chances of finding work. It aims to provide:

- a joined up approach using a wide range of agencies to help meet the employment needs of people with health problems; and
- Innovative employment options including the trialling of self employment for these groups.

404. The project finished in March 2013 following a 12 month extension. It has helped 1,455 participants and has therefore exceeded its overall target of helping 1,325 participants. During 2012, the project continued delivering its activities to support people with mental health problems and introduced a new focus on helping people with multiple sclerosis. The project helped 52 women with mental health problems take up self-employment during 2012 . :

405. In the East of England the SAM project aims to provide volunteer mentor support to mental health service users, to assist their reintegration into the labour market and their communities. Key achievements, in terms of innovation, include:

- a holistic, 'one-stop shop' service for people recovering from mental health illness (in terms of employment, training, and social support);
- the involvement of participants into the decision making of the project;
- a project radio show on Ipswich Community Radio 105.7fm [www.icrfm.co.uk](http://www.icrfm.co.uk);
- developing social media and networking as a tool for engagement ([www.thesamproject.com](http://www.thesamproject.com)).

406. The SAM project helped 392 people, compared to a target of 356.

407. In London the New Pathways to Work project, which is lead by Ealing Borough Council, targeted people who were economically inactive and aimed to help them by:

- improving the links between frontline workers in a range of agencies and employment support providers;
- bringing mental health and employment support services closer together;
- developing new and improved pathways into employment for the most disadvantaged communities in West London.

408. The project helped 1230 participants compared to a target of 1,406. During 2012, the project focused on the activities outlined in the project's extension proposal, with an emphasis on working in schools. The project brought frontline workers and employment providers closer together by working closely with school staff to help encourage Muslim parents to engage with training. It has enabled people with mental health needs to access employment through the Individual Placement and Support (IPS) model to new sectors and service areas.

409. The What Works project, lead by Newhaven Community Development Association in the South East, aims to identify key factors for success in delivering:

- the NewCEP model of flexible personalised support for multiply disadvantaged people to help them move into sustainable work; and
- support for employers to adopt more appropriate and flexible HR practices in order to employ more multiply disadvantaged people.

410. The project delivered services to 700 'What Works' clients and engaged employers. The project met its target for participants.

411. The AIM Partnership, which is led by West Mercia Probation Trust, aims to develop innovative approaches to identify and address the multiple disadvantages of offenders and their families in order to improve access to the labour market. The project was extended to March 2013 and helped 341 participants (compared to a target of 250). The project was the 2012 ESF Equal Opportunities Leader Award winner for equal opportunities and was also winner for Best ITM project award. It project has achieved the following:

- development of peer mentoring for veterans;
- helping women offenders through social enterprise;
- development of a holistic mentoring service to offenders linked to a housing provider;
- intensive support for offenders by Youth Support Service (YSS) mentors;
- work packages in progress with Business Enterprise Support (BES) to develop the infrastructure for social enterprise in the region and orienting it to offender needs.

## Demographic Change

412. The WorkAge project (led by York College), is due to close at the end of May 2013. It aims to promote the concept of age management in the Yorkshire and Humber Region. It works with older workers, employers and employer organisations to develop and implement age management strategies. Key achievements include:

- the modification of a skills assessment toolkit ( original developed in Hungary – but adapted for use in York);
- the development of an age management toolkit to help assess and identify issues facing employers / organisations;
- the delivery of workshops promoting confidence building, interview techniques and a competency framework for older workers;
- the delivery of self-employment programmes.

413. The project's target of 315 participants has been exceeded, with 579 participants being helped to date.

414. The Changing People project, led by the University of Sunderland, ended in September 2012 following a 6 month extension. It brought together a regional partnership to:

- identify effective methods for re-engaging older workers;
- develop and deliver innovative ways of training older workers in order to update their qualifications as well as skills, and to prolong their working lives;
- help employers to change workplace cultures and provide flexibility for older workers;
- explore methods by which those with older workers with mental health issues could be helped back into work through entrepreneurship.

415. The project helped 473 participants, compared to a target of 400. The project's key achievements included:

- developing and delivering innovative methods for supporting older workers;
- helping people aged 50+ with mental health problems set up their own businesses in the North East;



- running workshops for employers to encourage them to recruit / retain older workers ( between November 2010 and February 2011).

416. The AgeNC project, led by Lancashire College Consortium aimed to help unemployed and inactive older workers return to work by using academic research to develop and inform practical support to help workless older people find work. The implementation of the project ended in May 2012. It had helped 894 participants – 40 more participants than the project's original target.

417. During 2012, the project focused most of its work on mainstreaming as well as continuing with its most successful initiatives such as:

:

- Campaign for Learning has been very effective in identifying the needs of employers across the region.
- A single referral pathway is being developed by the Lavender Hill Project and its partners, including Jobcentre Plus who have agreed to pilot a unique personalised service to the over 50s.
- Manchester Metropolitan University have developed a new qualification in management and leadership aimed at managers who have never acquired formal qualifications in their management careers.

418. The Flexible Lives for Older Workers (FLOW) project, led by Age Concern (Milton Keynes) which aims to up-skill staff who are predominantly older workers, to deliver a more holistic care service. It also aims to work in partnership with delivery specialists to address the issue of recruitment and retention of older workers in the Care and Retail sectors, both of which are priority sectors in the South East. The project ended in March 2012 having helped 188 participants (compared to a target of 170). Key achievements of the FLOW project included:

- care service redesign - Age UK Milton Keynes and ACSBE have designed new services for older people.
- the provision of localised community services which meet the Big society agenda.
- the creation of personal Pathways to Employment enables individuals to manage their own transition journey.
- the development of the Experienced Employee Route towards formal qualifications, which is reducing the need of older people to attend academic courses to obtain formal qualifications required by employers.

## Engaging with Employers

419. In Merseyside, the New Employer Engagement project, led by Liverpool Chamber of Commerce, aimed to ensure that Merseyside employers engaged with and took advantage of the wide range of training opportunities available to them, as well as make sure that the training was tailored to meet their needs. In March 2012, the project received a time-only extension to its contract to enable it to maximise their expenditure and make-up for the difficult start to the project. As a result of this extension, the target number of participants was exceeded (131 compared to target of 76). They also contacted 6368 employers on Merseyside which resulted in 1,606 apprenticeships being created.

420. The Employer Engagement & Leadership project is run by North Tyneside City Region, a partnership of the 7 local authorities. The project aims to develop and implement an innovative model of employer engagement and development that is based upon the employment and skills needs of employers. The project ended in May 2013. During 2012 the following had been delivered:

- targeted recruitment and training across the 7 local authorities which ensured that the recruitment of targeted groups was linked to social clauses in local authority contracts;
- the labour skills forecasting tool which was launched in October 2012 and targeted the construction industry. .

421. The Employer for Employment (E4E) project, led by Coventry City Council, brings together five regeneration departments from the region to develop job brokerage to gain a better match between supply and demand in the job market. In 2012, the project was granted a 12 month extension which means that the project is now due to end in June 2013. Key achievements include:

- Coventry City Council's employer of choice / workplace wellbeing charter;
- Coventry City Council's employment placement scheme which aimed to help young people gain employer placements;
- Warwickshire Employment Support Services which helped people with mental health issues find work placements with local employers by offering a participant and employer matching service.

422. The Host Borough Employer Offer (HBEO) project, run by Groundwork in East and South East London, aims to provide a bespoke training and recruitment service for public sector employers and their private sector supply chain. It also aims

to engage with local businesses to encourage the growth and development of the green economy, for instance through the development of new social enterprises. The project is due to end in October 2013. The project's key achievements, which continued to be delivered during 2012, included:

- developing social enterprises in the green economy;
- supporting employers with their corporate social responsibility requirements in order to secure jobs for people who are disadvantaged in the labour market;
- producing a guide for local authorities on how to achieve social benefits through outsourcing of public services to the voluntary sector; and
- developing a 'Meanwhile' site to re-use items from the Olympics and developing training opportunities for local disadvantaged people. .

### **ICT and the Digital Divide**

423. The Digital Activist Inclusion Network (DAIN) aimed to develop, test and deliver approaches to challenge the digital divide and help widen participation in employment and learning. The project targeted: 14-19 year old NEETS; older people, BME and women. The project ended in May 2013 and it helped over 2400 participants compared to an original target of 100. Key achievements included:

- 97 Digital Activists have been enrolled on the volunteer training course;
- 349 community based IT courses have been delivered to 1866 individuals;
- the involvement of participants, communities, organisations and policy makers in the design, delivery and dissemination of findings;
- the development of a benchmark toolkit to measure distance travelled by individuals and to gauge the impact of the project; and
- the formation of a regional ICT network which is supporting information sharing and mainstreaming.

424. The project was the winner of the 2012 Adult Learners Week 'ESF Inspiring Learning Project Award'.

425. The Making IT Personal - Joining the DOTs project run by Barnsley MBC aimed to improve access to ICT skills through volunteer Digital Outreach Trainers\* (DOTS). The project, which ended in August 2012, delivered ICT training to 4000 participants (the original target was 1,300).

## **Social Enterprise**

426. The Steps to Success project, which was lead by Social Enterprise North West aimed to help participants from vulnerable groups and communities find work by setting up their own social enterprises. The project targeted unemployed people from the Merseyside area. Support provided included: pre-start-up; peer to peer support; consortia building; and promotion of financial diversification. By November 2012, the project had helped 636 participants (target 500). It helped disadvantaged groups who have traditionally not been seen as suitable for social enterprise support.

427. The Catalyst Pluss project which was led by the Pluss social enterprise, aimed to use the social enterprise model as a vehicle to enable disabled people and these with health conditions to gain access to paid employment, work experience and training in social enterprises. The project ended in March 2013, and it had helped 96 participants (target 129). The project had set up and run social enterprises in retail, gardening and hand car washing. The hand car washing enterprise, Future Clean, has proved to be very successful providing employment opportunities and attracting interest nationally and internationally.

428. Future Clean works in partnership with local authorities and operates from local authority controlled city centre car parks. Catalyst Pluss has been refining the model for Future Clean and has introduced working interviews for the recruitment of staff and has adopted the intermediate labour market model for its employees This model trialled a traineeship scheme and has developed a potential social franchise model which can be rolled out to welfare to work providers and charitable organisations..

## **Transnational or inter-regional activities**

429. All the dedicated innovative projects include an element of transnational co-operation with at least one other Member State.

## **ESF Community Grants**

430. ESF Community Grants are small grants of up to £12,000 for voluntary and community organisations to help them reach disadvantaged people who are not working. Community Grants support a range of activities aimed at assisting the disadvantaged or excluded to move closer to the labour market by improving access to mainstream ESF and domestic employment and skills provision. Activities support participants from the target groups in the Operational Programme. However because the focus is on individuals who have difficulty in accessing ESF or mainstream provision, outcomes are more likely to be based on progression rather than achievement of jobs and qualifications.

431. Grants must not be used to duplicate provision available through ESF co-financing and must provide support to the hardest to reach communities and individuals to access and succeed in this or other provision. Small third sector

organisations that access grants are well placed to reach excluded individuals facing barriers which hinder access to mainstream provision. In most regions, ESF Community Grants are delivered through Skills Funding Agency Co-financing Plans in Priority 1. The Agency has tendered for and appointed grant co-ordinating bodies. Details of Community Grants delivery is set out below:

**Table 24**

<b>Region</b>	<b>Grants</b>	<b>Average(£)</b>	<b>Participants</b>	<b>Jobs/Further Learning</b>	<b>Soft Outcomes</b>
<b>East of England</b>	<b>80</b>	<b>11,308</b>	<b>1,673</b>	<b>406</b>	<b>1,299</b>
<b>East Midlands</b>	<b>111</b>	<b>5710</b>	<b>804</b>	<b>0</b>	<b>372</b>
<b>London</b>	<b>102</b>	<b>8536</b>	<b>994</b>	<b>51 jobs 829 learning</b>	
<b>Merseyside</b>	<b>18</b>	<b>10,842</b>	<b>351</b>	Data unavailable until October 2013 (due to the way in which the contract is set up and operating)	Data unavailable until October 2013 (due to the way in which the contract is set up and operating)
<b>North West</b>	<b>68</b>	<b>11,108</b>	<b>1,407</b>	Data unavailable until October 2013 (due to the way in which the contract is set up and operating)	Data unavailable until October 2013 (due to the way in which the contract is set up and operating)
<b>South East</b>	<b>109</b>	<b>11,094</b>	<b>5,696</b>	Data unavailable until end of 2013 (due to the way in which the contract is set up and operating)	Data unavailable until end of 2013 (due to the way in which the contract is set up and operating)
<b>South West</b>	<b>80</b>	<b>8,452</b>	<b>2800</b>	<b>107</b>	<b>255</b>
<b>West Midlands</b>	<b>177</b>	<b>10,463</b>	<b>2,194</b>	<b>520</b>	<b>1,351</b>
<b>South Yorks</b>	<b>108</b>	<b>9,152</b>	<b>1,292</b>	<b>161</b>	<b>933</b>
<b>Yorks and Humber</b>	<b>116</b>	<b>8,371</b>	<b>1,631</b>	<b>283</b>	<b>1137</b>

432. To date £22.4m (ESF and match) has been spent by organisations in receipt of Community grants. The average value of the community grants awarded to date is £8,334, well below the £12,000 threshold.

433. Although it was not a requirement to record detailed information on beneficiary characteristics, some information is available from the Agency. The Agency Community Grant provision has so far supported 29,883 beneficiaries, 38% of whom were over the age of 50 and 25% were disabled. Figures for London Councils were: 54% women; 86% ethnic minorities; disabled; 14% lone parents; 14% 50 plus; 21% young people 19-24.

### **Community Grant examples:**

- One project being funded in North Lincolnshire aims to engage with 24 unemployed adults with learning difficulties ranging from moderate to severe. The programme encourages and gives individuals skills to become independent. The programme includes learning basic cookery skills, budgeting and money management, food safety and hygiene, and safety in the home;
- Neuromuscular Centre in Cheshire is aimed at individuals with muscular dystrophy and carers. Information on employment, training, and volunteering opportunities is offered, while brokering connections with other support organisations. There will be training for dealing with physical deterioration as disease progresses, to address issues of independence, social isolation, and self-esteem;
- Signal Film & Media in Cumbria supports the development of creative/digital media skills together with addressing self-esteem and employability via 1:1 mentoring and inspirational master classes;
- GAP Unit in Manchester is aimed at women from new African communities to reduce barriers to employment and education by improving self-esteem and motivation. Employment prep activities and learning about work/volunteering opportunities, as well as inspirational talks from women of similar backgrounds;
- Preston Domestic Violence Services has developed a Recovery Toolkit' to help people who have experienced domestic violence to recover confidence and develop life skills, also option for FOCN Level 1 qualification;
- A group supporting people with HIV/AIDS. The funding is paying for a worker who had gone through their pilot employment programme, and having gone through a programme of support, is now helping others progress and feel confident about approaching potential employers. Many have large gaps in their CVs and have suffered periods of social isolation. The local hospital is now referring clients to it as they are impressed with the project. Two large

local businesses and smaller organisations can offer two week work placements to clients who are ready to re enter the workplace. Region not identified due to the sensitivity nature of client group;

- A group working 1:1 with young people with learning disabilities in the North East. They take part in workshops which include willow weaving, jewellery making, garden maintenance and other crafts. Everything that is produced is offered for sale in the group's shop. Products made are costed and priced giving the young people an insight into enterprise. The young people then either work in the back of the shop sorting and pricing goods for resale learning admin, financial and organisational skills or front of house to learn customer services, money handling display and merchandising etc. Local shops in the area have already indicated that they would offer placements/work trials to support young people if they wish to go into retail employment at the end of the project.
- Stitches in Time, a project match funded by the London borough of Tower Hamlets (the traditional home of the rag trade in London) delivered a structured programme of English language training, confidence building and employment skills for eleven women all with limited English language skills. It used sewing and quilt making combined with local volunteering opportunities to get participants re-engaged with the labour market.

### **Cross-financing mechanism**

434. The cross-financing mechanism with ERDF was not used in Priority 1 in 2011.

### **3.1.2. Significant problems encountered and measures taken to overcome them**

435. There were no significant problems encountered in implementing the priority.

## 3.2 Priority 2: Developing a skilled and adaptable workforce (Regional Competitiveness and Employment)

### 3.2.1 Achievement of targets and analysis of the progress

#### Information on the physical and financial progress of the priority

Indicator	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	Total
<b>2.1 Total number of participants</b>													
Achievement	29,662	127,058	359,412	458,638	117,178	69,047	0	0	0	0	0	0	1,160,995
Target													825,000
Baseline	0	0	0	0	0	0	0	0	0	0	0	0	
<b>2.2 Participants with basic skills needs</b>													
<b>a) Number of Priority 2 participants with basic skills needs.</b>													
Achievement	9,906	51,463	92,932	102,425	21,018	11,384	0	0	0	0	0	0	289,128
Target													337,000
Baseline	0	0	0	0	0	0	0	0	0	0	0	0	
<b>(b) Proportion of Priority 2 participants without basic skills.</b>													
Achievement	33 %	41 %	26 %	22 %	18 %	16 %	0 %	0 %	0 %	0 %	0 %	0 %	25 %
Target													41 %
Baseline	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	
<b>2.3 Participants without level 2 qualifications</b>													
<b>a) Number of Priority 2 participants without full level 2 qualifications.</b>													
Achievement	8,842	29,597	72,736	97,886	23,604	16,650	0	0	0	0	0	0	249,315



<b>Target</b>														338,000
<b>Baseline</b>	7,494,000	0	0	0	0	0	0	0	0	0	0	0	0	
<b>(b) Proportion of Priority 2 participants without full level 2.</b>														
	30 %	23 %	20 %	21 %	20 %	24 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	21 %
<b>Achievement</b>														
<b>Target</b>														41 %
<b>Baseline</b>	33 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	
<b>2.4 Participants without level 3 qualifications</b>														
<b>(a) Number of Priority 2 participants with level 2 but without full level 3 qualifications.</b>														
	5,644	21,423	75,869	112,535	27,333	17,446	0	0	0	0	0	0	0	260,250
<b>Achievement</b>														
<b>Target</b>														101,000
<b>Baseline</b>	12,785,000	0	0	0	0	0	0	0	0	0	0	0	0	
<b>(b) Proportion of Priority 2 participants with level 2 but without full level 3</b>														
	19 %	17 %	21 %	25 %	23 %	25 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	22 %
<b>Achievement</b>														
<b>Target</b>														12 %
<b>Baseline</b>	56 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	
<b>2.5 Participants with disabilities or health conditions</b>														
	10 %	8 %	6 %	7 %	8 %	8 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	7 %
<b>Achievement</b>														
<b>Target</b>														15 %
<b>Baseline</b>	13 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	
<b>2.6 Participants aged 50 and over</b>														
	11 %	18 %	20 %	17 %	19 %	21 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	19 %
<b>Achievement</b>														
<b>Target</b>														20 %
<b>Baseline</b>	24 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	
<b>2.7 Participants from ethnic minorities</b>														

	14 %	19 %	17 %	16 %	15 %	15 %	0 %	0 %	0 %	0 %	0 %	0 %	16 %
<b>Achievement</b>													
<b>Target</b>													13 %
<b>Baseline</b>	10 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	
<b>2.8 Female participants</b>													
	43 %	48 %	45 %	45 %	44 %	39 %	0 %	0 %	0 %	0 %	0 %	0 %	45 %
<b>Achievement</b>													
<b>Target</b>													50 %
<b>Baseline</b>	46 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	
<b>2.9 Participants who gained basic skills</b>													
<b>(a) Number of Priority 2 participants who gained basic skills.</b>													
	605	8,689	22,471	34,673	25,157	3,744		0	0	0	0	0	95,339
<b>Achievement</b>													
<b>Target</b>													152,000
<b>Baseline</b>	0	0	0	0	0	0	0	0	0	0	0	0	
<b>(b) Proportion of Priority 2 participants without basic skills who gained basic skills.</b>													
	48 %	30 %	26 %	30 %	79 %	29 %	0 %	0 %	0 %	0 %	0 %	0 %	34 %
<b>Achievement</b>													
<b>Target</b>													45 %
<b>Baseline</b>	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	
<b>2.10 Participants who gained full level 2 qualifications</b>													
<b>(a) Number of Priority 2 participants who gained full level 2 qualifications.</b>													
	1,362	26,053	66,704	104,596	31,668	7,942		0	0	0	0	0	238,325
<b>Achievement</b>													
<b>Target</b>													135,000
<b>Baseline</b>	0	0	0	0	0	0	0	0	0	0	0	0	
<b>(b) Proportion of Priority 2 participants without level 2 who gained full level 2.</b>													
	58 %	57 %	44 %	48 %	44 %	25 %	0 %	0 %	0 %	0 %	0 %	0 %	46 %
<b>Achievement</b>													
<b>Target</b>													40 %
<b>Baseline</b>	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	
<b>2.11 Participants who gained full level 3 qualifications</b>													
<b>(a) Number of Priority 2 participants who gained full level 3 qualifications.</b>													

	446	8,090	23,280	33,712	18,028	5,599	0	0	0	0	0	0	89,155
<b>Achievement Target</b>													30,000
<b>Baseline</b>	0	0	0	0	0	0	0	0	0	0	0	0	
<b>(b) Proportion of Priority 2 participants (with level 2 but without level 3) who gained full level 3.</b>													
<b>Achievement Target</b>	63 %	83 %	37 %	32 %	36 %	24 %	0 %	0 %	0 %	0 %	0 %	0 %	35 %
<b>Baseline</b>	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	30 %
<b>2.12 % Participants in a managerial position*</b>													
<b>Achievement Target</b>	-	-	22 %	23 %	0 %	16 %	0 %	0 %	0 %	0 %	0 %	0 %	20 %
<b>2.13 % Female participants in part-time work*</b>													
<b>Achievement Target</b>	-	-	32 %	33 %	0 %	20 %	0 %	0 %	0 %	0 %	0 %	0 %	28 %
<b>2.14 % Participants (without level 2 qualifications) who gained units or modules of level 2 qualifications</b>													
<b>Achievement Target</b>	1 %	0 %	0 %	0 %	3 %	40 %	0 %	0 %	0 %	0 %	0 %	0 %	1 %
<b>2.15 % Participants (without level 3 qualifications) who gained units or modules of level 3 qualifications</b>													
<b>Achievement Target</b>	0 %	1 %	2 %	3 %	1 %	27 %	0 %	0 %	0 %	0 %	0 %	0 %	2 %
<b>2.16 % Participants who gained full level 4 or above qualifications</b>													
<b>Achievement Target</b>	0 %	2 %	5 %	6 %	7 %	2 %	0 %	0 %	0 %	0 %	0 %	0 %	6 %
<b>2.17 % Participants who gained units or modules of level 4 or above qualifications</b>													

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<b>Achievement</b> <b>2.18 % Female participants who gained basic skills</b>	0 %	0 %	0 %	1 %	0 %	3 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %
<b>Achievement</b> <b>2.19 % Female participants who gained level 2 qualifications</b>	60 %	32 %	36 %	44 %	100 %	39 %	0 %	0 %	0 %	0 %	0 %	0 %	48 %
<b>Achievement</b> <b>2.20 % Female participants who gained level 3 qualifications</b>	62 %	56 %	42 %	53 %	55 %	26 %	0 %	0 %	0 %	0 %	0 %	0 %	49 %
<b>Achievement</b> <b>2.21 % Female participants who gained level 4 qualifications</b>	44 %	60 %	44 %	41 %	39 %	29 %	0 %	0 %	0 %	0 %	0 %	0 %	41 %
<b>Achievement</b> <b>2.22 % Female participants who gained units or modules of qualifications</b>	0 %	3 %	7 %	8 %	8 %	4 %	0 %	0 %	0 %	0 %	0 %	0 %	7 %
<b>Achievement</b> <b>2.23 % Participants with disabilities or health conditions who gained basic skills</b>	1 %	0 %	0 %	1 %	2 %	87 %	0 %	0 %	0 %	0 %	0 %	0 %	1 %
<b>Achievement</b> <b>2.24 % Participants with disabilities or health conditions who gained qualifications</b>	9 %	11 %	9 %	8 %	12 %	6 %	0 %	0 %	0 %	0 %	0 %	0 %	9 %
<b>Achievement</b> <b>2.25 % Participants with disabilities or health conditions who gained</b>	53 %	48 %	35 %	34 %	36 %	24 %	0 %	0 %	0 %	0 %	0 %	0 %	35 %

<b>units or modules of qualifications</b>													
<b>Achievement</b>	0 %	0 %	1 %	1 %	1 %	76 %	0 %	0 %	0 %	0 %	0 %	0 %	1 %
<b>2.26 % Participants aged 50 or over who gained basic skills</b>													
<b>Achievement</b>	18 %	7 %	5 %	6 %	10 %	2 %	0 %	0 %	0 %	0 %	0 %	0 %	6 %
<b>2.27 % Participants aged 50 or over who gained qualifications</b>													
<b>Achievement</b>	68 %	52 %	33 %	32 %	23 %	14 %	0 %	0 %	0 %	0 %	0 %	0 %	31 %
<b>2.28 % Participants aged 50 or over who gained units or modules of qualifications</b>													
<b>Achievement</b>	0 %	0 %	0 %	1 %	2 %	73 %	0 %	0 %	0 %	0 %	0 %	0 %	1 %
<b>2.29 % Ethnic minority participants who gained basic skills</b>													
<b>Achievement</b>	50 %	33 %	16 %	11 %	22 %	10 %	0 %	0 %	0 %	0 %	0 %	0 %	15 %
<b>2.30 % Ethnic minority participants who gained qualifications</b>													
<b>Achievement</b>	24 %	43 %	35 %	34 %	27 %	22 %	0 %	0 %	0 %	0 %	0 %	0 %	33 %
<b>2.31 % Ethnic minority participants who gained units or modules of qualifications</b>													
<b>Achievement</b>	0 %	0 %	0 %	0 %	1 %	88 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %
<b>2.32 % Part-time female workers who gained basic skills*</b>													
<b>Achievement</b>	-	-	6 %	69 %	0 %	65 %	0 %	0 %	0 %	0 %	0 %	0 %	47 %

2.33 % Part-time female workers who gained qualifications*													
Achievement	-	-	78 %	78 %	0 %	90 %	0 %	0 %	0 %	0 %	0 %	0 %	82 %
2.34 % Part-time female workers who gained units or modules of qualifications*													
Achievement	-	-	-0%	22 %	0 %	92 %	0 %	0 %	0 %	0 %	0 %	0 %	57 %

\* Data for indicators 2.12, 2.13, 2.32, 2.33, 2.34 are being collected through the Second Cohort survey. Some interim data have been added. Final data will not be available until May 2014 and will be reported in AIR 2013.

Figure 9: Priority 2 Targets

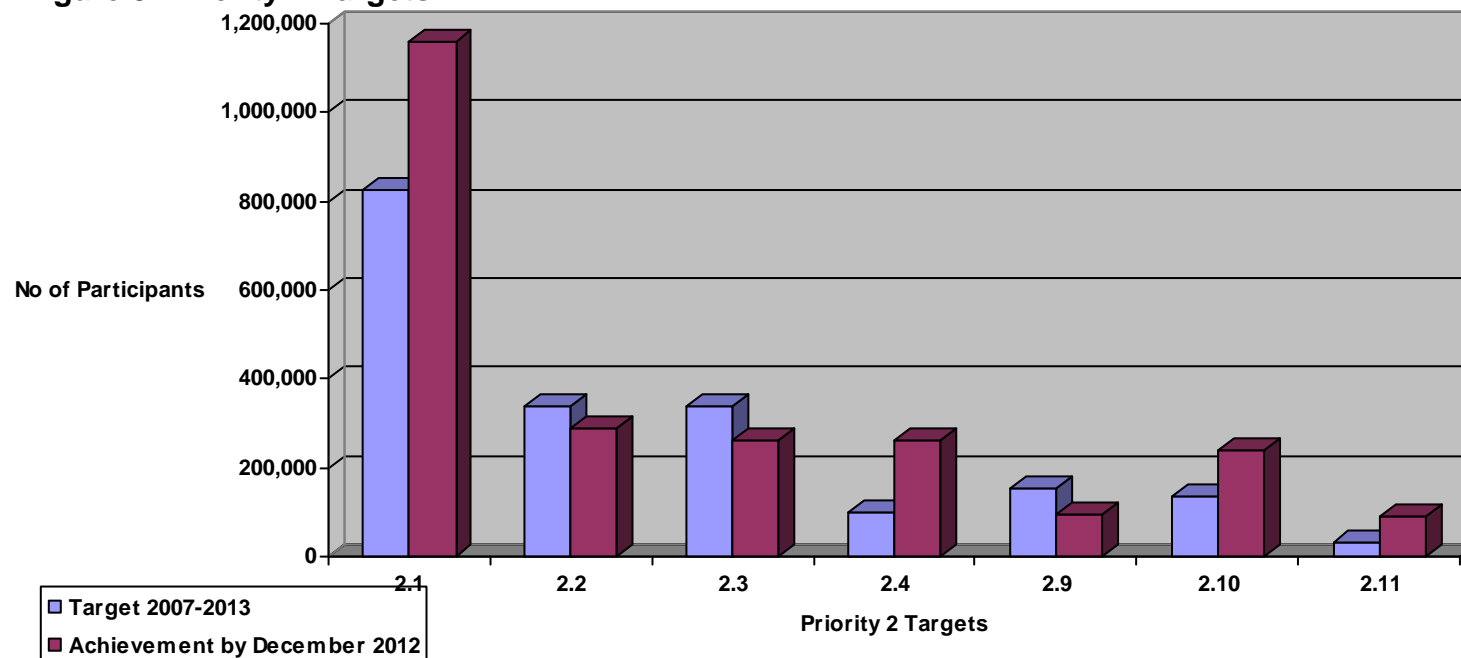
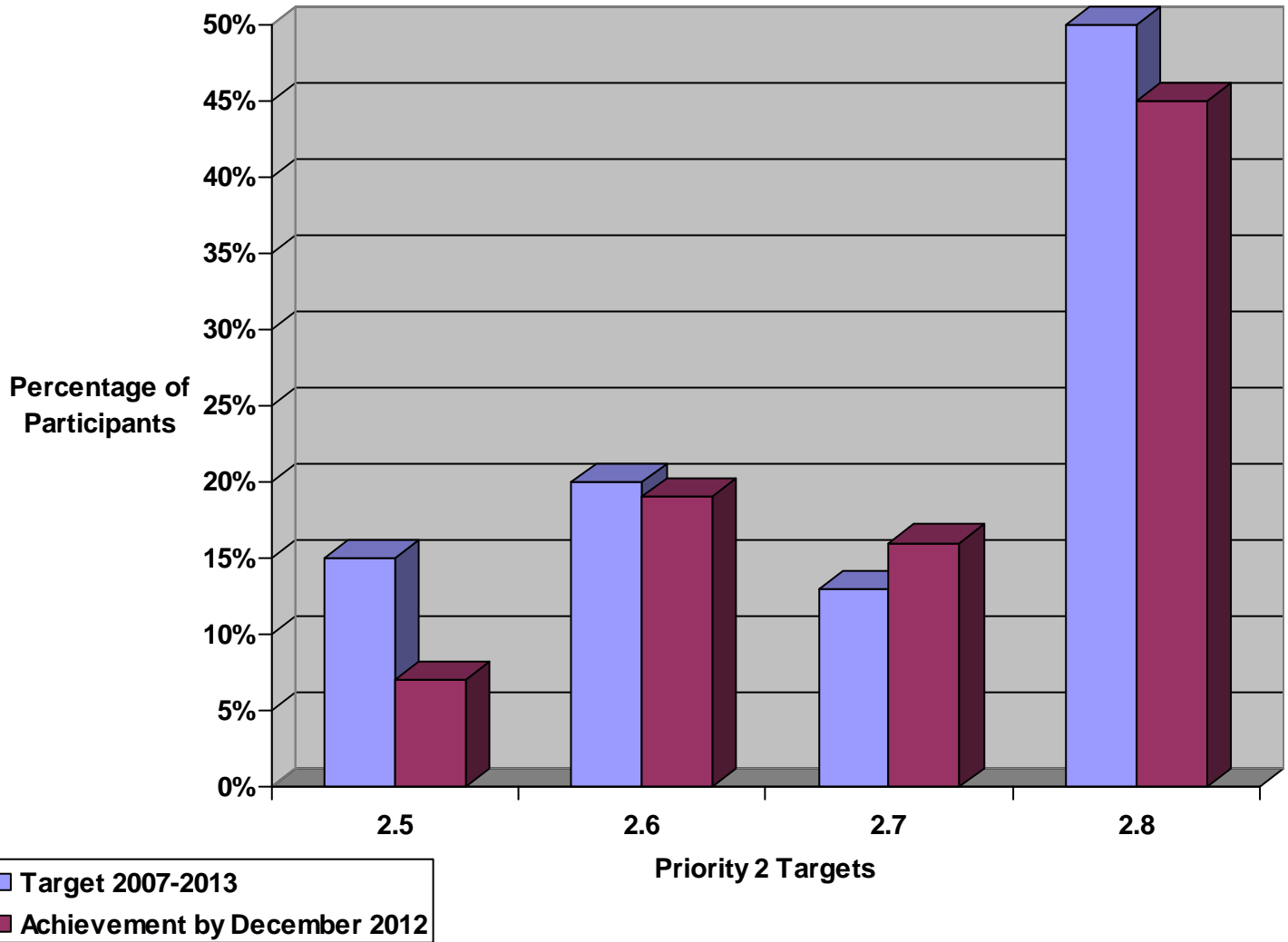


Figure 10: Priority 2 Equality Targets



## Assistance by target group

436. The table below provides information by target group in accordance with Annex XXIII of Commission Regulation 1828/2006.

<b>Priority 2 Developing a skilled and adaptable workforce</b>				
	Total Starts in year	Female starts in year	Total completers in year	Female completers in year
<b>Total number of participants</b>	69,047	26,816	81,038	33,146
<b>Employed (including self employed)</b>	28,230	13,281	38,676	18,973
<b>Self employed *</b>	2762	1073	4052	268
<b>Unemployed (including long term unemployed)</b>	37,386	12,316	38,435	12,745
<b>of which Long Term Unemployed</b>	969	314	1,033	359
<b>Inactive (including those in education &amp; training)</b>	3,429	1,217	3,923	1,426
<b>of which in education or training</b>	37	22	149	73
<b>Young people (15-24 years)</b>	16,736	5,914	24,251	9,161
<b>Older people (55-64 years)</b>	6,537	2,747	6,640	2,833
<b>Minorities</b>	9,985	3,848	12,828	5,697
<b>Migrants*</b>	615	236	744	302
<b>Disabled</b>	5,300	1,919	6,894	2,769
<b>Other disadvantaged people</b>	8,434	3,052	8,718	3,284
<b>Primary or lower secondary education (ISCED 1 and 2)</b>	14,101	5,120	15,694	6,305
<b>Upper secondary education (ISCED 3)</b>	39,688	15,791	49,196	20,531
<b>Tertiary education (ISCED 5 and 6)</b>	7,660	3,441	7,743	3,527

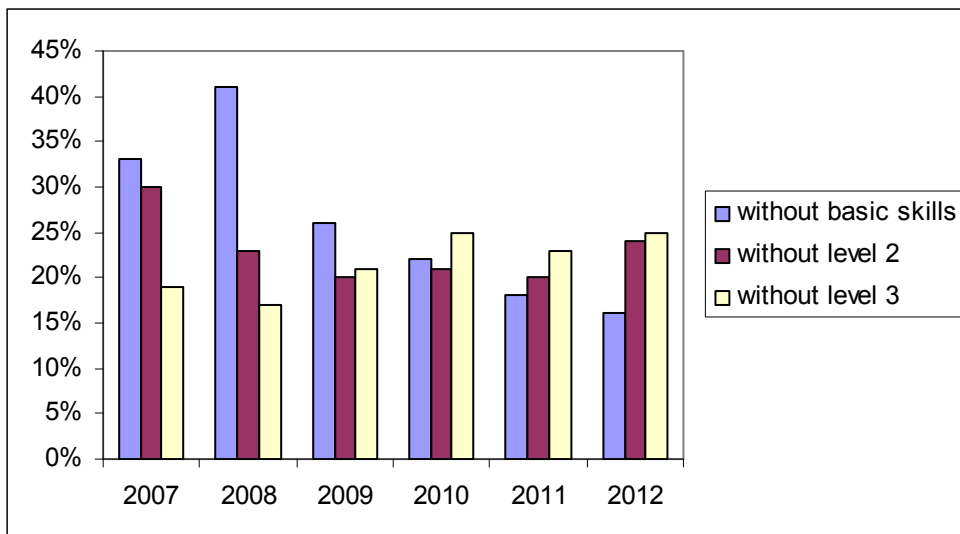
\* Estimate from Cohort Survey

## Analysis

437. In 2012 there were 69,000 participants in Priority 2, taking the total to 1.16 million. Participation has exceeded the target for 2007-13 of 825,000.

438. The proportion of all participants in Priority 2 without basic skills has fallen to 16% in 2012, a figure that has been falling annually from a high of 41% in 2008. The overall figure is 25%, well below the target of 41%. For those with some qualifications but below level 2 the proportion in 2012 was 24% and the total to date is 21%. This is again well below the target of 41%. For those who have a level 2 but not a level 3 qualification the in-year figure is 25% and the cumulative figure 22%, both well above the target of 12%. The trend over time showing the change in the biggest group from people with basic skills needs to those without level 3 is summarised in figure [Z].



**Figure 11: Priority 2 participants by prior qualification**

439. In terms of target groups:

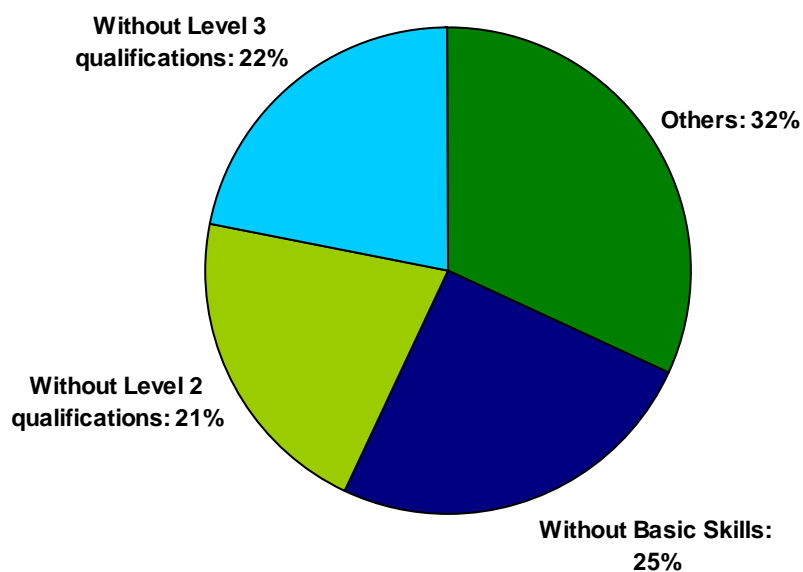
- The proportion of Priority 2 participants recorded with a disability or health condition has remained at the 2011 figure of 8%, with the overall proportion remaining at 7% or around half of the 15% target.
- The proportion of those aged 50 and over has increased slightly in 2012 to 21%, bringing the 2007-13 total to 19% compared with a target of 20%.
- The proportion of participants from an ethnic minority remained at 15% in 2012, and both this and the cumulative figure of 16% are above the target level.
- The proportion of female participants fell to 39% in 2012 and this is significantly lower than in any of the previous years. The total proportion is 45%, compared with a target of 50%.

440. In terms of outcomes:

- In 2012 the number of Priority 2 participants who gained basic skills was 4,000, bringing the total to 96,000. This compares to a target of 152,000. The overall ratio of participants gaining basic skills to those who did not have them at the start of provision is 34% against a target of 45%.
- The number of participants who gained level 2 was 8,000, bringing the total to 240,000. The ratio over the course of the programme is 46% against a target of 40% target.

- The number of participants who gained level 3 was 6,000 in 2012, bringing the total to 89,000. The ratio of level 3 qualifications gained is 35%, against a target of 30%.

**Figure 12: Priority 2 Participants**



**Financial**

441. Cumulative expenditure in Priority 2 increased in 2012 with over €61m being spent by beneficiaries on Priority 2 activity. This made a contribution to the achievement of the Competitiveness 2012 N+2 target. However ‘in year’ expenditure in 2012 is less than in 2011, as a number of projects in the first half of the programme have now been completed. Changes in Government Policy have caused delays in the Skills Funding Agency public procurement activity. It has phased it’s contracting for the second half of the programme with a number of contracts starting in 2011 and other activity commencing in 2012. However, the spend against profile figure for Priority 2 remains high at 58.3% at the end of December 2012, slightly lower than that for Priority 1.

**ESF Regulation Article 10 Information**

442. Priority 2 continues to address the target groups and activities identified at Article 10 of the ESF Regulation effectively. Although female participation is below the percentage target, there are measures in place to promote gender mainstreaming as well as gender-specific action. Migrants are not a key target group, but there are

several projects helping to integrate migrants into the labour market. There are also specific actions to integrate ethnic minorities who are a key target group and whose participation exceeds the target. There is also a focus on other disadvantaged groups, including older workers and disabled people. Transnationality and innovation are being taken forward through dedicated projects, in addition to the innovation being undertaken by Co-financing providers.

### **Gender Mainstreaming**

443. Equality for men and women has been promoted and integrated into the delivery of all Priority 2 activities and is therefore consistent with the programme's overall equal opportunities mainstreaming strategy.

444. Priority 2 supports a range of specialist gender projects and activities in the regions which aim to improve the position of low paid and part-time women workers as well as reduce occupational and sectoral segregation between men and women. Priority 2 also supports participants whose caring responsibilities may disadvantage them in terms of accessing training support. Examples of Priority 2 support are given below.

445. The Skills Funding Agency used ESF Priority 2 funding to help support Calderdale College's Skills Enhancement Fund which, in turn, was used to help local training providers develop the skills of male and female employees in local companies. Over 66,000 men and women were supported and nearly 30,000 have completed their training so far.

446. ESF Priority 2 funding has also been used by the Skills Funding Agency to help fund Eastleigh College's Response to Redundancy project. The project targets people who have recently been made, or who are already, redundant.

447. The college works with a consortium of providers who offer a wide range of provision including job-related and personal skills training, CV writing and interview skills. The consortium has worked closely with employers to make sure that the training delivered also meets their needs. Training has been offered across a number of sectors including care, retail, hospitality and construction. Nearly 1900 women and men have been helped so far.

### **Migrants**

448. Migrants are not a key target group in Priority 2, however there are some projects that help migrants adapt to the English labour market and acquire skills that employers need.

449. East Midlands Local Authority CFO uses Priority 2 funding to support the "Certifying Skills for Migrant Workers" project. The project is delivered through a partnership led by NIACE and involves delivery by Leicester College, Leicester Adult Skills and Learning Service and Unionlearn. It started in July 2011, and aims to provide an innovative validation, verification and adaptation programme to help

migrant workers in Leicester gain employment at a level that is commensurate with their skills and qualifications. It will provide one-to-one mentoring support for the participants. So far, 17 participants have had their qualifications converted to UK qualifications. The project is due to finish in December 2013.

### **Ethnic Minorities**

450. People from ethnic minorities are a target group in priority 2 and in 2012, 15% of participants were from a non-white ethnic minority group. All ESF projects are required to take the needs of people from ethnic minorities into account when designing and delivering their activities.

451. The Skills Funding Agency used ESF Priority 2 funding to support the Skills Support for Redundancy project run by MIComputolutions, based in Brixton London. The project helped a range of people, including people from ethnic minorities who were facing redundancy or who had recently been made redundant. The project provided a package of support including IAG and tailored CV writing skills. Training was provided for a range of jobs in the cleaning, childcare, security and construction sectors.

### **Other Disadvantaged Groups and Disabled People**

452. Priority 2 targets other disadvantaged groups, especially disabled people and older workers. Disability is a key issue in the ESF programme's mainstreaming strategy and all projects are required to ensure that they are accessible to disabled people. In 2012, 8% of Priority 2 participants had disabilities.

453. In the West Midlands, the Skills Funding Agency CFO used ESF Priority 2 funding to support Heath Town's Community Focus project which targets disadvantaged people including economically inactive and disabled people. The project provides participants with employability skills and soft skills such as increased motivation.

454. The Skills Funding Agency CFO is using ESF Priority 2 funding to support Hertford Regional College's Youth East 2 project which engages with young people who are already NEET or who are at risk of becoming NEET. The project focuses on the development and delivery of flexible, imaginative training programmes designed to attract young people, help to address the barriers they may have and help move them into employment or further learning.

455. NOMS CFO uses ESF Priority 2 funding to support the Achieve project in the North West which is helping ex-offenders aged 50+. A case manager on the Bury office of Achieve NW has facilitated an IT training service focused on the 50+ age group of ex-offenders. Basic computer awareness training has been delivered to older people who had no IT experience and who needed to access the internet and other computer applications in order to access the Job Centre 'jobs-match' site. This training has been very successful and effective.

456. In Merseyside the Achieve project actively targets older ex-offenders for their caseload since this group makes up a relatively small number of the Merseyside Probation Trust's caseload. The case workers offer extra support for older participants including computer and IT training.

### **Innovative Activities**

457. Within Priority 2, the following dedicated innovative projects were delivered or completed during 2012.

### **Demographic Change**

458. The Ageless at Work project, which was led by Skills for Care South West, aimed to ensure that employers were able to meet the needs of service users and older workers by undertaking research into good practice in age management, and then mainstreaming the key findings and good practice with key partners and stakeholders. The project also helped older workers enrol onto apprenticeships. The project helped 138 participants (the target was 300) and 85% of these were aged 50+. Other key outcomes / outputs included:

- working with employers to improve job design and person profiling to reduce staff turnover;
- delivering the Mature apprentices 'Prime Programme'; and
- developing a culture-change toolkit aimed at helping employers change the work place culture in favour of older workers.

### **Engaging with Employers**

459. In Merseyside, the New Employer Engagement project, led by Liverpool Chamber of Commerce, aimed to ensure that Merseyside employers engaged with and took advantage of the wide range of training opportunities available to them, as well as make sure that the training was tailored to meet their needs. In March 2012, the project received a time-only extension to its contract to enable it to maximise their expenditure and make-up for the difficult start to the project. As a result of this extension, the target number of participants was exceeded (131 compared to target of 76). They also contacted 6368 employers on Merseyside which resulted in 1,606 apprenticeships being created.

460. The aim of the Essex Apprentice project (run by Essex Council) is to help employers invest in skills development by creating a new model to support the recruitment and training of NVQ level 2 apprentices aged 16 – 19 years in the engineering and manufacturing sector. The project ends in June 2013.

461. Since June 2012, the project has helped 40 people enter apprenticeships (27 in engineering and 13 in logistics) and 60 people enter pre-apprenticeship placements. Over 60 participants have entered work experience placements.

### Skills for Climate Change

462. The Low Carbon Living and Working project, led by Kirklees Council was designed to link support for disadvantaged people, by providing them with carbon skills training that would also support the needs of local employers. The project ended in January 2013. The project's key achievements included:

- the development and piloting of new low carbon courses/modules which form part of Kirklees College's Mechanical Services courses at Level 2 and 3.
- a bespoke programme of qualifications which will be City and Guilds accredited through National Energy Action. Achievement of these will assist participants to access low-skilled 'green jobs' such as loft insulation;
- the project has helped upskill 344 participants ( against a revised target of 500).

463. The Skills for Climate Change project, run by Newham College in East London, aims to develop a skills framework needed to address the challenges posed by climate change and sustainable development focussing on the construction and building services sectors. The learning tools developed as a result of project research that uncovered a lack of awareness of the skills for climate change agenda in the construction and building services sectors. By the end of 2012, the project's successes included:

- designing and developing 5 innovative learning tools in multiple format covering environmental technology, solar renewable energy, future-proofing careers, sustainable homes and waste management;
- piloting learning tools to over 300 learners across London;
- developing an on-line portal for elearning tools;
- piloting the learning tools with the Federation of Master Builders as part of their green builder scheme; and
- preparing a green deal awareness pocket guide and mobile application.

464. The Greenways to Work project, run by Impact Housing in the North West, aimed to create the necessary skills base and critical mass to deliver environmental technologies in Cumbria and create job opportunities in renewable energy, energy efficiency and recycling. Activity encompassed three principal areas

- environmental skills
- renewable energies
- energy efficiency and recycling

465. The project, which ended in November 2012, helped over 1500 participants, with 1000 receiving training in renewable energy and 500 receiving training linked to energy efficiency. 50 participants received training in recycling. It project won the 2012 ESF Sustainable Development Leader Award.

466. The Skills for Climate Change WM project, run by Birmingham City Council aimed to develop, test and deliver ways of addressing the skills needs within the climate change industry. The project attempted to co-ordinate for the first time a coherent approach to climate change skills development in the West Midlands and concentrated on a number of key issues such as:

- entry level skills development;
- level 2 Skills for staff working in allied sectors; and
- higher level skills training for managers in this sector.

467. By the end of the project, in December 2012, the most important example of innovation developed by the project had been the development of a skills for climate change escalator model designed to help any learner joining the training access a pathway through the sector from awareness raising, to technical skills training and awareness raising at level 2 and finally to the beginnings of in service professional development at level 3. The project helped train 760 participants (target 940).

468. The Eco Advantage project run by Medway Council ended in May 2013. It used environmental and employability tools and training materials to address the multiple disadvantages of the client group and give them opportunities to access and learn new green skills through training, volunteering and social activities. The project's key achievements included:

- the development of the Sustainable Living book that can be used in Prisons, Schools and Adult Learning;
- training modules delivered in prisons; and
- the establishment of a BME Entrepreneurs Network – which supported organisations by providing them with training, i.e. carbon management training.

The project helped 966 participants (the original target was 860).

## **Transnational or inter-regional activities**

### **Cross-financing mechanism**

469. The cross-financing mechanism with ERDF was not used in the Priority 2 in 2010.

## **3.2.2. Significant problems encountered and measures taken to overcome them**

470. There were no significant problems encountered in implementing the priority.



# 3.3 Priority 3: Technical Assistance (Regional Competitiveness and Employment)

## 3.3.1 Achievement of targets and analysis of the progress

### **Information on the physical and financial progress of the priority**

471. Priority 3 does not have indicators.

### **Analysis**

472. The full qualitative analysis of Priority 3 is provided in section 6 on technical assistance. In terms of ESF Article 10, national ESF technical assistance supports one specialist equality project – The Age Employment Network (TAEN). In addition, national and regional cross-cutting theme projects are contributing to horizontal gender mainstreaming and equal opportunities.

### **Financial**

473. A total of £107 million of ESF Technical Assistance (TA) in the competitiveness and employment objective has been committed to date. This represents around 97% of the 2007-2013 allocation. By the end of 2012 expenditure had increased by £12 million to £67.8 million. This represents significant progress during 2012. The Managing Authority and Programme Monitoring Committee's proposal to the Commission to amend the Operational Programme financial table to vire some Priority 3 funding to Priority 1 and 2 has had a positive impact on Priority 3.

### **Significant problems encountered and measures taken to overcome them**

474. There were no significant problems encountered in implementing the priority.

## 3.4 Priority 4: Tackling barriers to employment (Convergence)

### 3.4.1 Achievement of targets and analysis of the progress

#### Information on the physical and financial progress of the priority (with Next Step)

Indicator	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	Total
<b>4.1 Total number of participants</b>													
Achievement	221	5,871	17,895	19,389	12,624	5,630	0	0	0	0	0	0	61,630
Target													24,500
Baseline	0	0	0	0	0	0	0	0	0	0	0	0	
<b>4.2 Participants who are unemployed</b>													
<b>(a) Number of unemployed participants (aged over 19) in Priority 4.</b>													
Achievement	3	1,545	8,491	9,915	6,405	3,293	0	0	0	0	0	0	29,652
Target													10,200
Baseline	10,000	0	0	0	0	0	0	0	0	0	0	0	
<b>(b) Proportion of unemployed participants (aged over 19) in Priority 4.</b>													
Achievement	1 %	26 %	47 %	51 %	51 %	58 %	0 %	0 %	0 %	0 %	0 %	0 %	48 %
Target													42 %
Baseline	3 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	
<b>4.3 Participants who are inactive</b>													
<b>(a) Number of inactive participants (aged over 19) in Priority 4.</b>													
Achievement	1	3,360	4,972	3,560	1,042	515	0	0	0	0	0	0	13,450
Target													8,400
Baseline	65,000	0	0	0	0	0	0	0	0	0	0	0	
<b>(b) Proportion of inactive participants (aged over 19) in Priority 4.</b>													

<b>Achievement</b>	0 %	57 %	28 %	18 %	8 %	9 %	0 %	0 %	0 %	0 %	0 %	0 %	22 %
<b>Target</b>													34 %
<b>Baseline</b>	22 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	
<b>4.4 Participants aged 14 to 19 who are NEET or at risk of becoming NEET.</b>													
<b>(a) Number of Priority 4 participants who are 14-19 year old NEETs or at risk of becoming NEET.</b>													
<b>Achievement</b>	217	937	3,527	4,206	1,852	1,715	0	0	0	0	0	0	12,454
<b>Target</b>													4,900
<b>Baseline</b>	3,775	0	0	0	0	0	0	0	0	0	0	0	
<b>(b) Proportion of Priority 4 participants who are 14-19 year old NEETs or at risk of becoming NEETs.</b>													
<b>Achievement</b>	98 %	16 %	20 %	22 %	15 %	30 %	0 %	0 %	0 %	0 %	0 %	0 %	20 %
<b>Target</b>													20 %
<b>Baseline</b>	5 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	
<b>4.5 Participants with disabilities or health conditions</b>													
<b>Achievement</b>													
<b>Achievement</b>	11 %	45 %	55 %	52 %	22 %	29 %	0 %	0 %	0 %	0 %	0 %	0 %	44 %
<b>Target</b>													27 %
<b>Baseline</b>	23 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	
<b>4.7 Participants aged 50 or over</b>													
<b>Proportion of unemployed and inactive Priority 4 participants aged 50 or over</b>													
<b>Achievement</b>	0 %	18 %	18 %	17 %	20 %	24 %	0 %	0 %	0 %	0 %	0 %	0 %	19 %
<b>Target</b>													30 %
<b>Baseline</b>	42 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	
<b>4.8 Participants from ethnic minorities</b>													
<b>Achievement</b>													
<b>Achievement</b>	0 %	2 %	2 %	2 %	2 %	2 %	0 %	0 %	0 %	0 %	0 %	0 %	2 %
<b>Target</b>													1 %

AIR 2012 FINAL

<b>Baseline</b>	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %
<b>4.9 Female participants</b>													
<b>Achievement</b>	31 %	44 %	41 %	44 %	39 %	35 %	0 %	0 %	0 %	0 %	0 %	0 %	41 %
<b>Target</b>													51 %
<b>Baseline</b>	51 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	
<b>4.10 Participants in work on leaving</b>													
<b>(a) Number of Priority 4 participants in work on leaving</b>													
<b>Achievement</b>	17	381	2,560	3,311	2,771	498	0	0	0	0	0	0	9,538
<b>Target</b>													5,900
<b>Baseline</b>	0	0	0	0	0	0	0	0	0	0	0	0	
<b>(b) Proportion of Priority 4 participants in work on leaving</b>													
<b>Achievement</b>	41 %	17 %	16 %	17 %	18 %	6 %	0 %	0 %	0 %	0 %	0 %	0 %	16 %
<b>Target</b>													24 %
<b>Baseline</b>	18 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	
<b>4.13 14 to 19 year old NEETs or at risk, in education, employment or training on leaving</b>													
<b>(a) Number of Priority 4 NEETs or at risk, in education, employment or training on leaving.</b>													
<b>Achievement</b>	41	659	2,703	3,277	1,546	1,458	0	0	0	0	0	0	9,684
<b>Target</b>													2,200
<b>Baseline</b>	0	0	0	0	0	0	0	0	0	0	0	0	
<b>(b) Proportion of Priority 4 NEETs or at risk, in education, employment or training on leaving</b>													
<b>Achievement</b>	27 %	76 %	78 %	79 %	84 %	92 %	0 %	0 %	0 %	0 %	0 %	0 %	81 %
<b>Target</b>													45 %
<b>Baseline</b>	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	

<b>4.15 % Unemployed participants in work on leaving</b>													
<b>Achievement</b>	0 %	14 %	13 %	12 %	13 %	6 %	0 %	0 %	0 %	0 %	0 %	0 %	12 %
<b>4.17 % Economically inactive participants in work on leaving</b>													
<b>Achievement</b>	0 %	27 %	18 %	22 %	13 %	1 %	0 %	0 %	0 %	0 %	0 %	0 %	15 %
<b>4.19 % Participants with disabilities or health conditions in work on leaving</b>													
<b>Achievement</b>	20 %	15 %	16 %	14 %	11 %	2 %	0 %	0 %	0 %	0 %	0 %	0 %	13 %
<b>4.23 % Participants aged 50 or over in work on leaving</b>													
<b>Achievement</b>	0 %	21 %	21 %	21 %	18 %	4 %	0 %	0 %	0 %	0 %	0 %	0 %	17 %
<b>4.25 % Ethnic minority participants in work on leaving</b>													
<b>Achievement</b>	0 %	10 %	11 %	11 %	14 %	4 %	0 %	0 %	0 %	0 %	0 %	0 %	11 %
<b>4.27 % Female participants in work on leaving</b>													
<b>Achievement</b>	20 %	17 %	18 %	17 %	22 %	7 %	0 %	0 %	0 %	0 %	0 %	0 %	17 %
<b>4.29 % Participants who gained basic skills</b>													
<b>Achievement</b>	0 %	4 %	1 %	2 %	1 %	1 %	0 %	0 %	0 %	0 %	0 %	0 %	1 %
<b>4.30 % Participants who gained qualifications</b>													
<b>Achievement</b>	2 %	2 %	5 %	4 %	7 %	6 %	0 %	0 %	0 %	0 %	0 %	0 %	5 %

## Information on the physical and financial progress of the priority (without Next Step)

Indicator	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	Total
<b>4.1 Total number of participants</b>													
Achievement	221	5,871	13,481	13,644	6,462	4,058	0	0	0	0	0	0	43,737
Target													24,500
Baseline	0	0	0	0	0	0	0	0	0	0	0	0	
<b>4.2 Participants who are unemployed</b>													
<b>(a) Number of unemployed participants (aged over 19) in Priority 4.</b>													
Achievement	3	1,545	5,534	5,767	3,792	1,857	0	0	0	0	0	0	18,498
Target													10,200
Baseline	10,000	0	0	0	0	0	0	0	0	0	0	0	
<b>(b) Proportion of unemployed participants (aged over 19) in Priority 4.</b>													
Achievement	1 %	26 %	41 %	42 %	59 %	46 %	0 %	0 %	0 %	0 %	0 %	0 %	42 %
Target													42 %
Baseline	3 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	
<b>4.3 Participants who are inactive</b>													
<b>(a) Number of inactive participants (aged over 19) in Priority 4.</b>													
Achievement	1	3,360	4,639	3,193	1,011	506	0	0	0	0	0	0	12,710
Target													8,400
Baseline	65,000	0	0	0	0	0	0	0	0	0	0	0	
<b>(b) Proportion of inactive participants (aged over 19) in Priority 4.</b>													
Achievement	0 %	57 %	34 %	23 %	16 %	12 %	0 %	0 %	0 %	0 %	0 %	0 %	29 %
Target													34 %

<b>Baseline</b>	22 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	
<b>4.4 Participants aged 14 to 19 who are NEET or at risk of becoming NEET.</b>													
<b>(a) Number of Priority 4 participants who are 14-19 year old NEETs or at risk of becoming NEET.</b>													
<b>Achievement</b>	217	937	3,214	3,809	1,534	1,604	0	0	0	0	0	0	11,315
<b>Target</b>													4,900
<b>Baseline</b>	3,775	0	0	0	0	0	0	0	0	0	0	0	
<b>(b) Proportion of Priority 4 participants who are 14-19 year old NEETs or at risk of becoming NEETs.</b>													
<b>Achievement</b>	98 %	16 %	24 %	28 %	24 %	40 %	0 %	0 %	0 %	0 %	0 %	0 %	26 %
<b>Target</b>													20 %
<b>Baseline</b>	5 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	
<b>4.5 Participants with disabilities or health conditions</b>													
<b>Achievement</b>	11 %	45 %	44 %	36 %	27 %	33 %	0 %	0 %	0 %	0 %	0 %	0 %	38 %
<b>Target</b>													27 %
<b>Baseline</b>	23 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	
<b>4.7 Participants aged 50 or over</b>													
<b>Proportion of unemployed and inactive Priority 4 participants aged 50 or over</b>													
<b>Achievement</b>	0 %	18 %	19 %	19 %	20 %	23 %	0 %	0 %	0 %	0 %	0 %	0 %	19 %
<b>Target</b>													30 %
<b>Baseline</b>	42 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	
<b>4.8 Participants from ethnic minorities</b>													
<b>Achievement</b>	0 %	2 %	2 %	2 %	2 %	2 %	0 %	0 %	0 %	0 %	0 %	0 %	2 %
<b>Target</b>													1 %
<b>Baseline</b>	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	
<b>4.9 Female participants</b>													

<b>Achievement</b>	31 %	44 %	41 %	44 %	38 %	34 %	0 %	0 %	0 %	0 %	0 %	0 %	41 %
<b>Target</b>													51 %
<b>Baseline</b>	51 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	
<b>4.10 Participants in work on leaving</b>													
<b>(a) Number of Priority 4 participants in work on leaving</b>													
<b>Achievement</b>	17	381	1,884	2,611	1,780	497	0	0	0	0	0	0	7,170
<b>Target</b>													5,900
<b>Baseline</b>	0	0	0	0	0	0	0	0	0	0	0	0	
<b>(b) Proportion of Priority 4 participants in work on leaving</b>													
<b>Achievement</b>	41 %	17 %	17 %	20 %	20 %	7 %	0 %	0 %	0 %	0 %	0 %	0 %	17 %
<b>Target</b>													24 %
<b>Baseline</b>	18 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	
<b>4.13 14 to 19 year old NEETs or at risk, in education, employment or training on leaving</b>													
<b>(a) Number of Priority 4 NEETs or at risk, in education, employment or training on leaving.</b>													
<b>Achievement</b>	41	659	2,701	3,277	1,540	1,458	0	0	0	0	0	0	9,676
<b>Target</b>													2,200
<b>Baseline</b>	0	0	0	0	0	0	0	0	0	0	0	0	
<b>(b) Proportion of Priority 4 NEETs or at risk, in education, employment or training on leaving</b>													
<b>Achievement</b>	27 %	76 %	85 %	88 %	100 %	99 %	0 %	0 %	0 %	0 %	0 %	0 %	89 %
<b>Target</b>													45 %
<b>Baseline</b>	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	
<b>4.15 % Unemployed participants in work on leaving</b>													
<b>Achievement</b>	0 %	14 %	21 %	21 %	21 %	10 %	0 %	0 %	0 %	0 %	0 %	0 %	19 %
<b>4.17 % Economically inactive participants in work on leaving</b>													

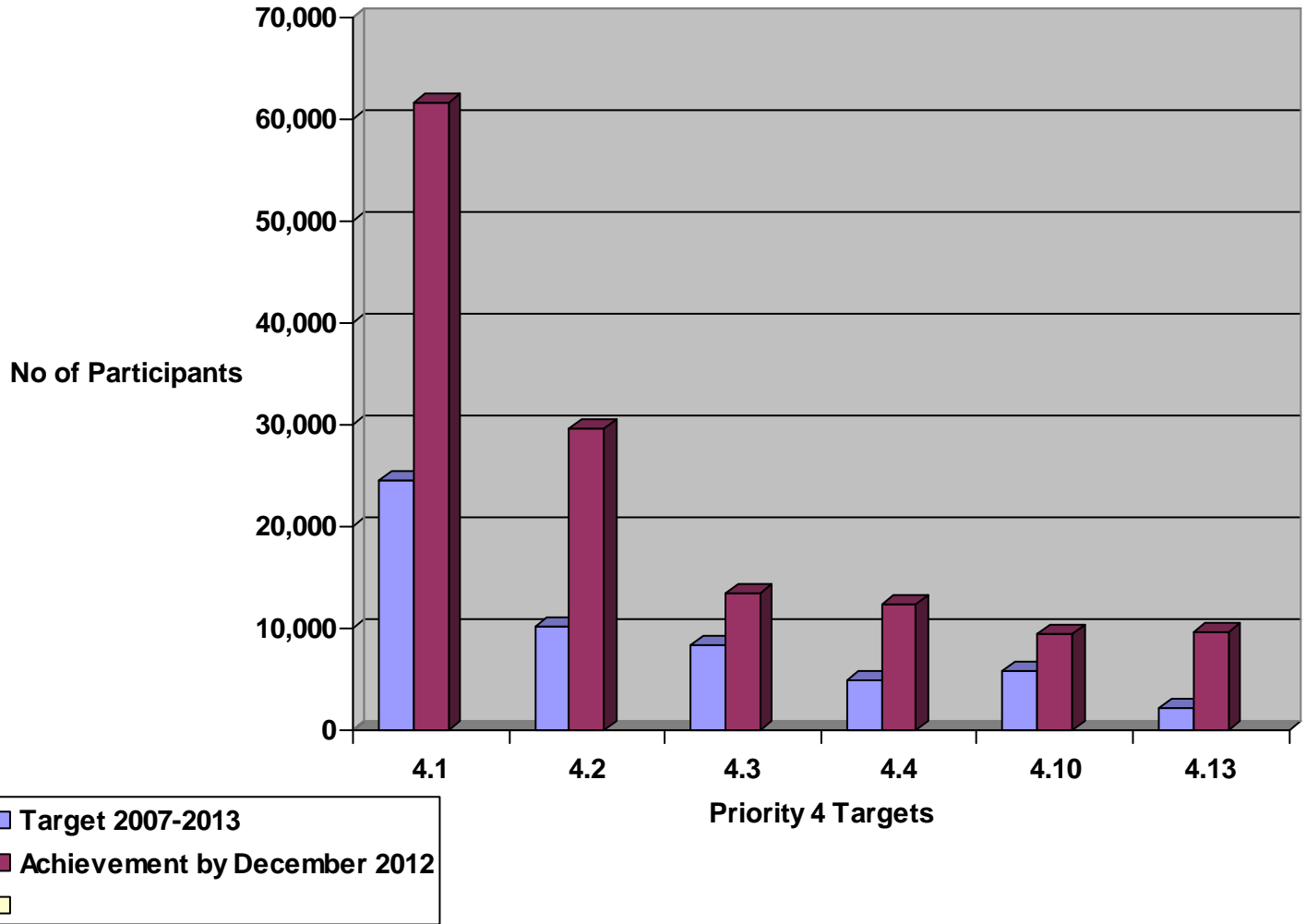


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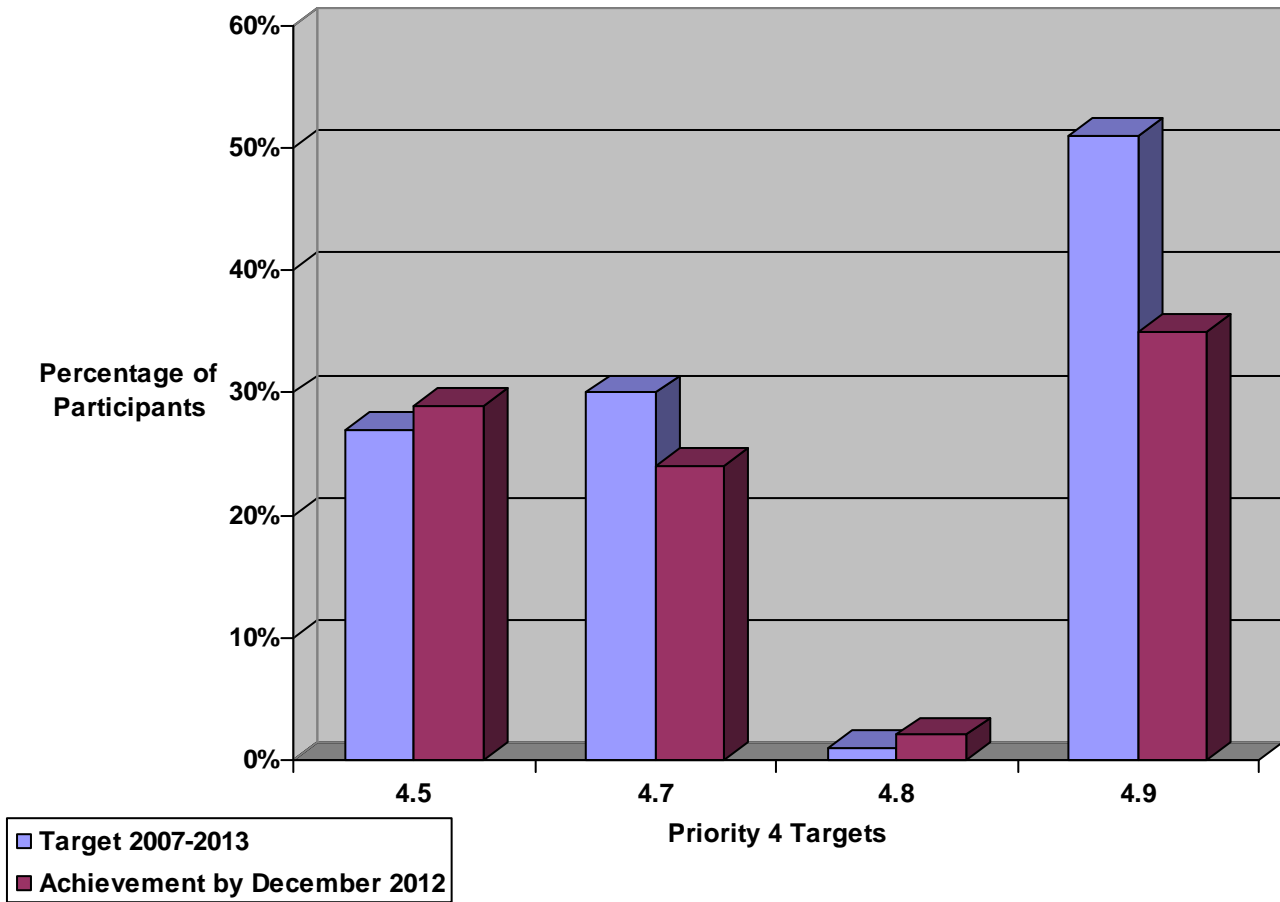
<b>Achievement</b>	0 %	27 %	19 %	25 %	13 %	1 %	0 %	0 %	0 %	0 %	0 %	0 %	16 %
<b>4.19 % Participants with disabilities or health conditions in work on leaving</b>													
<b>Achievement</b>	20 %	15 %	15 %	17 %	12 %	3 %	0 %	0 %	0 %	0 %	0 %	0 %	13 %
<b>4.23 % Participants aged 50 or over in work on leaving</b>													
<b>Achievement</b>	0 %	21 %	25 %	27 %	19 %	6 %	0 %	0 %	0 %	0 %	0 %	0 %	20 %
<b>4.25 % Ethnic minority participants in work on leaving</b>													
<b>Achievement</b>	0 %	10 %	6 %	10 %	16 %	5 %	0 %	0 %	0 %	0 %	0 %	0 %	10 %
<b>4.27 % Female participants in work on leaving</b>													
<b>Achievement</b>	20 %	17 %	16 %	18 %	22 %	9 %	0 %	0 %	0 %	0 %	0 %	0 %	17 %
<b>4.29 % Participants who gained basic skills</b>													
<b>Achievement</b>	0 %	4 %	1 %	2 %	2 %	1 %	0 %	0 %	0 %	0 %	0 %	0 %	2 %
<b>4.30 % Participants who gained qualifications</b>													
<b>Achievement</b>	2 %	2 %	7 %	5 %	11 %	8 %	0 %	0 %	0 %	0 %	0 %	0 %	7 %

Note – Data for indicators 4.6, 4.11, 4.12, 4.14, 4.16, 4.18, 4.20, 4.21, 4.22, 4.24, 4.26, 4.28 are being collected through the Second Cohort survey. These will not be available until May 2014 and will be reported in AIR 2013.

**Figure 13:**  
**Priority 4 Targets**



**Figure 14:**  
**Priority 4 Equality Targets**



## Assistance by target group

475. The table below provides information by target group in accordance with Annex XXIII of Commission Regulation 1828/2006.

<b>Priority 4 Tackling barriers to employment</b>				
	Total starts in year	Female starts in year	Total completers in year	Female completers in year
<b>Total number of participants</b>	5,630	1,946	8,482	3,252
<b>Employed (including self employed)</b>	105	68	164	114
<b>Self employed<sup>11</sup></b>	56	19	53	61
<b>Unemployed (including long term unemployed)</b>	3,293	1,085	3,541	1,173
<b>of which Long Term Unemployed</b>	1,062	398	1,113	432
<b>Inactive (including those in education &amp; training)</b>	2,230	792	4,775	1,964
<b>of which in education or training</b>	422	136	424	128
<b>Young people (15-24 years)</b>	2,782	948	3,243	1,127
<b>Older people (55-64 years)</b>	463	158	876	314
<b>Minorities</b>	105	46	122	50
<b>Migrants<sup>12</sup></b>	0	0	0	0
<b>Disabled</b>	1,617	520	3,725	1,505
<b>Other disadvantaged people</b>	1,244	468	1,753	695
<b>Primary or lower secondary education (ISCED 1 and 2)</b>	1,291	359	1,264	351
<b>Upper secondary education (ISCED 3)</b>	3,519	1,239	3,675	1,312
<b>Tertiary education (ISCED 5 and 6)</b>	245	124	252	129

## Analysis

476. In 2012 there were 4,100 participants in Priority 4. This takes the total to 43,700, substantially exceeding the target of 24,500. There were 1,900 unemployed, 500 economically inactive and 1,600 who were 14-19 year old NEETs. The total participation targets for each of these groups have been exceeded.

<sup>11</sup> Estimate from cohort survey

<sup>12</sup> Estimate from cohort survey

477. The proportion of Priority 4 participants with a disability or health condition was 33% in 2012, an improvement on the 2011 figure of 27% but below the figure for earlier years. The overall proportion of 38% is still well above the target level.

478. Participants from ethnic minorities continue to exceed their targets (2% vs. 1%). Whilst over 50s (19% vs. 30%) and females (41% vs 51%) are well below their targets both of these have higher levels than their Priority 1 equivalents.

479. The total proportion of leavers in employment continues to be at a lower rate than expected (17% overall and just 7% in-year against a target of 24%). However the volumes have reached 7,200, comfortably exceeding the target of 5,900. The number of 14-19 year old NEETs who have moved into Employment, Education or Training is 9,700, well above the target of 2,200, and as a proportion of eligible participants is 89%.

#### *Priority 4 and Next Step*

480. Inclusion of Next Step increases Priority 4 volumes by 41%, from 43,700 to 61,600.

481. As with Priority 1 Next Step, the majority (11,200) are unemployed. There are also 700 economically inactive and 1,100 14-19 NEETs.

482. In contrast to Priority 1, including Next Step participants would provide a substantial increase in the proportion with a disability or long term health condition, from 38% to 44%.

483. For the other equality groups, including Next Step in Priority 4 has little impact. The proportion of over 50s remains at 19%, ethnic minorities at 2% and females at 41%.

#### **Financial**

484. Cumulative expenditure in 2012 increased in Priority 4 with over €4m being spent by beneficiaries on Priority 4 activity. This increase in spend contributed significantly to the achievement of the Convergence 2012 N+2 target. However 'in year' expenditure for 2012 was less than in 2011, as a number of projects in the first half of the programme have now been completed. DWP projects in particular have had an impact with first round projects ending in December 2010 and the families' provision not starting until December 2012. The spend against profile figure for Priority 4 was 52.3% to the end of December 2012.

#### **ESF Regulation Article 10 Information**

485. Priority 4 continues to address the target groups and activities identified at Article 10 of the ESF Regulation effectively. Although female participation is below the percentage target, there are measures in place to promote gender mainstreaming as well as gender-specific action. Migrants are not a key target group, but provision does address the needs of migrants in Cornwall. There are also specific actions to

integrate ethnic minorities. There is also a strong focus on other disadvantaged groups, especially disabled people, with specific actions to strengthen their participation. Transnationality and innovation are being taken forward through a dedicated project, in addition to the innovation being undertaken by Co-financing providers.

### **Gender Mainstreaming**

486. Gender equality is embedded within all Priority 4 projects. In 2012, 34 % of Priority 4 participants were female. DWP and Skills Funding Agency CFOs use ESF to facilitate access to the labour market for men and women whose caring responsibilities are a barrier to employment. Childcare is also embedded in Priority 4 provision.

487. ESF Priority 4 funding was used to support the Cornwall Works With Families programme which has a 60% female participation rate and is delivered throughout Cornwall and the Isles of Scilly.

488. All subcontractors delivering the programme on behalf of Paragon Concord actively engaged and supported female participants through a range of community engagement activities which included targeted marketing via children's centres and local women's networks.

489. Specific support to support women on the programme was delivered during 2012 and this support included:

- Mentoring and advocacy.
- Communicating with confidence.
- Building aspiration and confidence;
- Introduction to self-employment.
- The Suzy project which enables female participants to make positive choices that enhance their work prospects and reduce the likelihood of them suffering domestic abuse again.
- Parenting for life courses and access to expertise in childcare.
- Post employment support for women.
- Help with accessing transport and improving social isolation.

490. The Skills Funding Agency has used ESF priority 4 funding to support the Wild Woman's Hour project which uses radio to give a voice to isolated women in Cornwall. The project supports a women-only radio magazine programme which broadcasts monthly from Radio St Austell Bay. The show is for isolated women in Newquay who feel they have no voice.

491. The project trained the women in radio production and broadcast techniques as well as offering employability / employment skills. Most of the participants were unemployed women, and some were the victims of domestic violence. It exceeded its target of helping 20 women during 2012.

### **Migrants**

492. Cornwall has experienced a growth in migrant workers since 2004. Priority 4 projects try to help migrant workers where appropriate in order to help integrate them into the labour market.

### **Ethnic Minorities**

493. In Priority 4, equal opportunities for people from ethnic minorities are actively promoted through individual provider activity, publicity case studies and appropriate marketing activity.

494. The Unity Cornwall project, supported by ESF Convergence Community Grant funding, developed a model of engagement for Muslim and South Asian women. The project has supported 30 women in learning new skills and benefiting from activities including English language tuition. A number of participants have gone on to volunteer and some are progressing onto employability skills training and vocational training in mainstream education. The project has also had an impact on the cultural understanding and awareness of the general population in Truro.

### **Other disadvantaged and disabled people**

495. Other disadvantaged groups, including disabled people are also targeted by Priority 4. ESF providers offer a wide range of support for disabled participants. DN In 2012, 33% of participants were disabled, which includes people with learning difficulties and disabilities.

496. The Cornwall Works With Families programme, which is funded by DWP CFO using ESF Priority 4 funding provides specific support arrangements to help people with disabilities or health conditions which includes: mentoring and advocacy; support of a family coach; activity to support access to transport for those who have a mental health problem or who face mobility issues.

497. The Cornwall Works For Families programme also helps a range of people who are disadvantaged in the labour market. Provision includes: drug and alcohol addiction support; anger management; and condition management.

498. The Skills Funding Agency used Priority 4 funding to support 'Fifteen Cornwall'. This project gives up to 20 disadvantaged young people a unique opportunity to turn their lives around by becoming chefs. The training starts at Cornwall College, with 12 weeks full-time education, work placement with monitoring

and assessment, and 50 weeks of work-based training at Fifteen Cornwall supported by professional chefs and one-to-one training and support.

## **Innovative activities**

### **Demographic Change**

499. The Cornwall Works 50+ project piloted a series of new ideas to address the difficulties faced by older workers in entering the workforce – both in terms of better engagement with current provision and what else is needed to help them re-enter work. The project had helped 200 participants by the time it closed in September 2011. Other key achievements included implementation of the Dott process which unlocks innovation and creativity in communities by engaging through a ‘bottom-up’, participatory approach. A variety of potential projects were brought forward including:

- Cornwall Works Hub for 50+ -to develop Cornwall Works’ Hub as a service that offers a service centred on persons over 50;
- Local Skills Exchange - a platform for a local skills exchange that supports people to connect with others nearby to support one another in learning new skills;
- Jobcentre Plus Connection to Enterprise to develop literature for Jobcentre Plus advisers that give them an easy way to refer service users into Cornwall Works;
- The Cornwall Works 50+ Innovation Grants initiative supported a number of projects aimed at successfully piloting new ideas, approaches, tools, methods and service provision to extend employment and raise skills. Projects include:- Falmouth Senior Computer Club which provides basic IT training to groups of individuals who are aged 50+ residing in the Falmouth/Penryn area. Intergenerational learning has been central to the project;
- Menopause Self Care which project engages with unemployed women in their early 50s experiencing the menopause and offers a compassionate, common sense, consumer guide to ‘the change’ giving women tools to become their own best self-care advocate.

### **Transnational or inter-regional activities**

500. All the dedicated innovative projects include an element of transnational co-operation with at least one other Member State.

### **Community Grants**

501. The Cornwall Development Company administered the Community Grants programme on behalf of the Skills Funding Agency in Cornwall. It uses Priority 4 ESF



funds to provide grants of up to £12,000 per annum to small third sector organisations to help support disadvantaged individuals within their communities. A wide variety of activity can be supported; for example confidence building, basic skills, taster work experience, mentoring or support.

502. The second phase of the ESF Community Grants project started on the 1 October 2011 and ended on 31 December 2012.

503. 15 applications were received and considered at the January 2012 panel and a total of 22 offer letters were issued to projects for grants totalling £235,002. The average value of grants awarded during 2012 was £10,687.

504. The following outcomes were achieved by the end of 2012:

- Number of progression to employment: 2
- Number of progressions to volunteering: 24
- Number of progressions to further learning: 2
- Number of soft outcome achievements (demonstrated by distance travelled assessments): 51

#### **Cross-financing mechanism**

505. The cross-financing mechanism with ERDF was not used in Priority 4 in 2012.

#### **3.4.2. Significant problems encountered and measures taken to overcome them**

506. There were no significant problems encountered in implementing the priority.

## 3.5 Priority 5: Improving the skills of the local workforce (Convergence)

### 3.5.1 Achievement of targets and analysis of the progress

Information on the physical and financial progress of the priority

Indicator	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	Total
<b>5.1 Total number of participants</b>													
Achievement	913	7,346	23,552	25,940	13,587	5,435	0	0	0	0	0	0	76,773
Target													50,200
Baseline	0	0	0	0	0	0	0	0	0	0	0	0	
<b>5.2 Participants with basic skills needs</b>													
<b>a) Number of Priority 5 participants with basic skills needs.</b>													
Achievement	185	844	2,137	2,108	721	396	0	0	0	0	0	0	6,391
Target													18,200
Baseline	0	0	0	0	0	0	0	0	0	0	0	0	
<b>(b) Proportion of Priority 5 participants without basic skills.</b>													
Achievement	20 %	11 %	9 %	8 %	5 %	7 %	0 %	0 %	0 %	0 %	0 %	0 %	8 %
Target													36 %
Baseline	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	
<b>5.3 Participants without level 2 qualifications</b>													
<b>a) Number of Priority 5 participants without full level 2 qualifications.</b>													

<b>Achievement</b>	414	2,335	6,010	5,195	2,375	1,038	0	0	0	0	0	0	17,367
<b>Target</b>													18,200
<b>Baseline</b>	63,000	0	0	0	0	0	0	0	0	0	0	0	
<b>(b) Proportion of Priority 5 participants without full level 2.</b>													
<b>Achievement</b>	45 %	32 %	26 %	20 %	17 %	19 %	0 %	0 %	0 %	0 %	0 %	0 %	23 %
<b>Target</b>													36 %
<b>Baseline</b>	28 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	
<b>5.4 Participants without level 3 qualifications</b>													
<b>(a) Number of Priority 5 participants with level 2 but without full level 3 qualifications.</b>													
<b>Achievement</b>	280	1,830	5,286	5,232	2,232	944	0	0	0	0	0	0	15,804
<b>Target</b>													5,400
<b>Baseline</b>	116,000	0	0	0	0	0	0	0	0	0	0	0	
<b>(b) Proportion of Priority 5 participants with level 2 but without full level 3</b>													
<b>Achievement</b>	31 %	25 %	22 %	20 %	16 %	17 %	0 %	0 %	0 %	0 %	0 %	0 %	21 %
<b>Target</b>													11 %
<b>Baseline</b>	51 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	
<b>5.5 Participants without level 4 qualifications</b>													
<b>(a) Number of Priority 5 participants with level 3 but without full level 4 qualifications.</b>													
<b>Achievement</b>	26	818	3,837	4,221	2,437	842	0	0	0	0	0	0	12,181
<b>Target</b>													3,800
<b>Baseline</b>	184,000	0	0	0	0	0	0	0	0	0	0	0	
<b>(b) Proportion of Priority 5 participants with level 3 but without full level 4</b>													
<b>Achievement</b>	3 %	11 %	16 %	16 %	18 %	15 %	0 %	0 %	0 %	0 %	0 %	0 %	16 %
<b>Target</b>													8 %
<b>Baseline</b>	81 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	
<b>5.6 Participants under taking post-graduate research training</b>													
<b>Number participating in research qualifications (Masters/PhD).</b>													

<b>Achievement</b>	4	69	224	168	179	226	0	0	0	0	0	0	870
<b>Target</b>													800
<b>Baseline</b>	0	0	0	0	0	0	0	0	0	0	0	0	
<b>5.7 Graduates placed within SMEs</b>													
<b>Number of graduate placements.</b>													
<b>Achievement</b>	0	67	289	349	204	188	0	0	0	0	0	0	1,097
<b>Target</b>													1,100
<b>Baseline</b>	0	0	0	0	0	0	0	0	0	0	0	0	
<b>5.8 Participants with disabilities or health conditions</b>													
<b>Achievement</b>	8 %	9 %	9 %	10 %	10 %	9 %	0 %	0 %	0 %	0 %	0 %	0 %	10 %
<b>Target</b>													17 %
<b>Baseline</b>	15 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	
<b>5.9 Participants aged 50 and over</b>													
<b>Achievement</b>	7 %	14 %	17 %	21 %	19 %	23 %	0 %	0 %	0 %	0 %	0 %	0 %	19 %
<b>Target</b>													22 %
<b>Baseline</b>	25 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	
<b>5.10 Participants from ethnic minorities</b>													
<b>Achievement</b>	2 %	2 %	2 %	3 %	2 %	2 %	0 %	0 %	0 %	0 %	0 %	0 %	2 %
<b>Target</b>													1 %
<b>Baseline</b>	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	
<b>5.11 Female participants</b>													
<b>Achievement</b>	32 %	48 %	54 %	53 %	54 %	52 %	0 %	0 %	0 %	0 %	0 %	0 %	53 %

<b>Target</b>														51 %
<b>Baseline</b>	47 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	
<b>5.12 Participants who gained basic skills</b>														
<b>(a) Number of Priority 5 participants who gained basic skills.</b>														
<b>Achievement</b>	4	207	1,243	2,511	2,124	773	07	0	0	0	0	0	0	6,862
<b>Target</b>														8,200
<b>Baseline</b>	0	0	0	0	0	0	0	0	0	0	0	0	0	
<b>(b) Proportion of Priority 5 participants without basic skills who gained basic skills.</b>														
<b>Achievement</b>	9 %	49 %	71 %	100 %	100 %	100 %	0%	0 %	0 %	0 %	0 %	0 %	0 %	100 %
<b>Target</b>														45 %
<b>Baseline</b>	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	
<b>5.13 Participants who gained full level 2 qualifications</b>														
<b>(a) Number of Priority 5 participants who gained full level 2 qualifications.</b>														
<b>Achievement</b>	71	464	2,679	4,222	1,756	232	0	0	0	0	0	0	0	9,424
<b>Target</b>														7,300
<b>Baseline</b>	0	0	0	0	0	0	0	0	0	0	0	0	0	
<b>(b) Proportion of Priority 5 participants without level 2 who gained full level 2.</b>														
<b>Achievement</b>	93 %	34 %	41 %	45 %	40 %	17 %	0%	0 %	0 %	0 %	0 %	0 %	0 %	41 %
<b>Target</b>														40 %
<b>Baseline</b>	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	
<b>5.14 Participants who gained full level 3 qualifications</b>														
<b>(a) Number of Priority 5 participants who gained full level 3 qualifications.</b>														
<b>Achievement</b>	13	110	933	1,654	1,150	319	0	0	0	0	0	0	0	4,179
<b>Target</b>														1,600
<b>Baseline</b>	0	0	0	0	0	0	0	0	0	0	0	0	0	
<b>(b) Proportion of Priority 5 participants (with level 2 but without level 3) who gained full level 3.</b>														
<b>Achievement</b>	48 %	19 %	22 %	25 %	36 %	30 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	27 %

<b>Target</b>													30 %
<b>Baseline</b>	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	
<b>5.15 Participants who gained full level 4 qualifications</b>													
<b>(a) Number of Priority 5 participants who gained full level 4 qualifications.</b>													
<b>Achievement</b>	0	0	139	356	226	181	0	0	0	0	0	0	902
<b>Target</b>													760
<b>Baseline</b>	0	0	0	0	0	0	0	0	0	0	0	0	
<b>(b) Proportion of Priority 5 participants (with level 3 but without level 4) who gained full level 4.</b>													
<b>Achievement</b>	0 %	0 %	5 %	8 %	8 %	19 %	0 %	0 %	0 %	0 %	0 %	0 %	8 %
<b>Target</b>													20 %
<b>Baseline</b>	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	
<b>5.16 Participants who gained full level 5 or above qualifications</b>													
<b>(a) Number of Priority 5 participants who gained full level 5 qualifications.</b>													
<b>Achievement</b>	0	0	132	119	160	124	0	0	0	0	0	0	535
<b>Target</b>													120
<b>Baseline</b>	0	0	0	0	0	0	0	0	0	0	0	0	
<b>(b) Proportion of Priority 5 participants undertaking post-graduate research training who gained level 5 or above.</b>													
<b>Achievement</b>	0 %	0 %	97 %	92 %	96 %	48 %	0 %	0 %	0 %	0 %	0 %	0 %	77 %
<b>Target</b>													15 %
<b>Baseline</b>	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	
<b>5.17 Graduates placed within SMEs who gain employment</b>													
<b>(a) Number of graduates placed within SMEs who gain employment.</b>													
<b>Achievement</b>	0	19	86	183	212	135	0	0	0	0	0	0	635
<b>Target</b>													830
<b>Baseline</b>	0	0	0	0	0	0	0	0	0	0	0	0	
<b>(b) Proportion of graduates placed within SMEs who gain employment.</b>													
<b>Achievement</b>	0 %	76 %	61 %	67 %	66 %	66 %	0 %	0 %	0 %	0 %	0 %	0 %	64 %

AIR 2012 FINAL

<b>Target</b>														75 %
<b>Baseline</b>	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	
<b>5.18 % Participants in a managerial position *</b>														
<b>Achievement</b>	-	-	29%	39%	0%	45%	0	0	0	0	0	0	0	38%
<b>5.19 % Female participants in part-time work*</b>														
<b>Achievement</b>	-	-	40%	40%	-	22%	0	0	0	0	0	0	0	34%
<b>5.20 % Participants (without level 2 qualifications) who gained units or modules of level 2 qualifications</b>														
<b>Achievement</b>	0 %	0 %	0 %	0 %	1 %	14 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	1 %
<b>5.21 % Participants (without level 3 qualifications) who gained units or modules of level 3 qualifications</b>														
<b>Achievement</b>	0 %	1 %	0 %	0 %	0 %	25 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	13 %
<b>5.22% Participants (without level 4 qualifications) who gained units or modules of level 4 or above qualifications</b>														
<b>Achievement</b>	0 %	0 %	1 %	2 %	5 %	4 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	3 %
<b>5.23% Participants (without level 5 qualifications) who gained units or modules of level 5 or above qualifications</b>														
<b>Achievement</b>	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %
<b>5.24 % Female participants who gained basic skills</b>														
	0 %	100 %	100 %	100 %	100 %	100 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	100 %

AIR 2012 FINAL

<b>Achievement</b>													
<b>5.25 % Female participants who gained level 2 qualifications</b>													
<b>Achievement</b>	100 %	30 %	39 %	53 %	41 %	17 %	0 %	0 %	0 %	0 %	0 %	0 %	43 %
<b>5.26 % Female participants who gained level 3 qualifications</b>													
<b>Achievement</b>	56 %	18 %	23 %	27 %	38 %	26 %	0 %	0 %	0 %	0 %	0 %	0 %	27 %
<b>5.27 % Female participants who gained level 4 and above qualifications</b>													
<b>Achievement</b>	0 %	0 %	8 %	10 %	18 %	45 %	0 %	0 %	0 %	0 %	0 %	0 %	14 %
<b>5.28 % Female participants who gained units or modules of qualifications</b>													
<b>Achievement</b>	0 %	0 %	0 %	0 %	1 %	88 %	0 %	0 %	0 %	0 %	0 %	0 %	45 %
<b>5.29 % Participants with disabilities or health conditions who gained basic skills</b>													
<b>Achievement</b>	0 %	12 %	7 %	10 %	14 %	12 %	0 %	0 %	0 %	0 %	0 %	0 %	10 %
<b>5.30 % Participants with disabilities or health condition who gained qualifications</b>													
<b>Achievement</b>	89 %	14 %	19 %	20 %	19 %	18 %	0 %	0 %	0 %	0 %	0 %	0 %	19 %
<b>5.31 % Participants with disabilities or health conditions who gained units or modules of qualifications</b>													
<b>Achievement</b>	0 %	0 %	0 %	0 %	1 %	8 %	0 %	0 %	0 %	0 %	0 %	0 %	1 %



AIR 2012 FINAL

<b>5.32 % Participants aged 50 or over who gained basic skills</b>													
<b>Achievement</b>	0 %	5 %	6 %	7 %	12 %	13 %	0 %	0 %	0 %	0 %	0 %	0 %	9 %
<b>5.33 % Participants aged 50 or over who gained qualifications</b>													
<b>Achievement</b>	100 %	14 %	16 %	24 %	21 %	13 %	0 %	0 %	0 %	0 %	0 %	0 %	20 %
<b>5.34 % Participants aged 50 or over who gained units or modules of qualifications</b>													
<b>Achievement</b>	0 %	0 %	0 %	0 %	1 %	7 %	0 %	0 %	0 %	0 %	0 %	0 %	1 %
<b>5.35 % Ethnic minority participants who gained basic skills</b>													
<b>Achievement</b>	0 %	12 %	4 %	6 %	13 %	4 %	0 %	0 %	0 %	0 %	0 %	0 %	7 %
<b>5.36 % Ethnic minority participants who gained qualifications</b>													
<b>Achievement</b>	100 %	14 %	18 %	24 %	29 %	25 %	0 %	0 %	0 %	0 %	0 %	0 %	23 %
<b>5.37 % Ethnic minority participants who gained units or modules of qualifications</b>													
<b>Achievement</b>	0 %	0 %	0 %	0 %	1 %	9 %	0 %	0 %	0 %	0 %	0 %	0 %	1 %
<b>5.38 % Part-time female workers who gained basic skills*</b>													
<b>Achievement</b>	-	-	13%	39%	0%	-	0	0	0	0	0	0	26%
<b>5.39 % Part-time female workers who gained qualifications*</b>													
	-	-	55%	55%	-	-	0	0	0	0	0	0	55%

AIR 2012 FINAL

Achievement													
5.40 % Part-time female workers who gained units or modules of qualifications*													
Achievement	-	-	0%	-	-	-	0	0	0	0	0	0	0%

\* Data for indicators 5.18, 5.19, 5.38, 5.39, 5.40 are being collected through the Second Cohort survey in 2012 -2013. Some interim data have been entered. Final data will not be available until May 2014 and will be reported in AIR 2013.

Figure 15: Priority 5 Targets

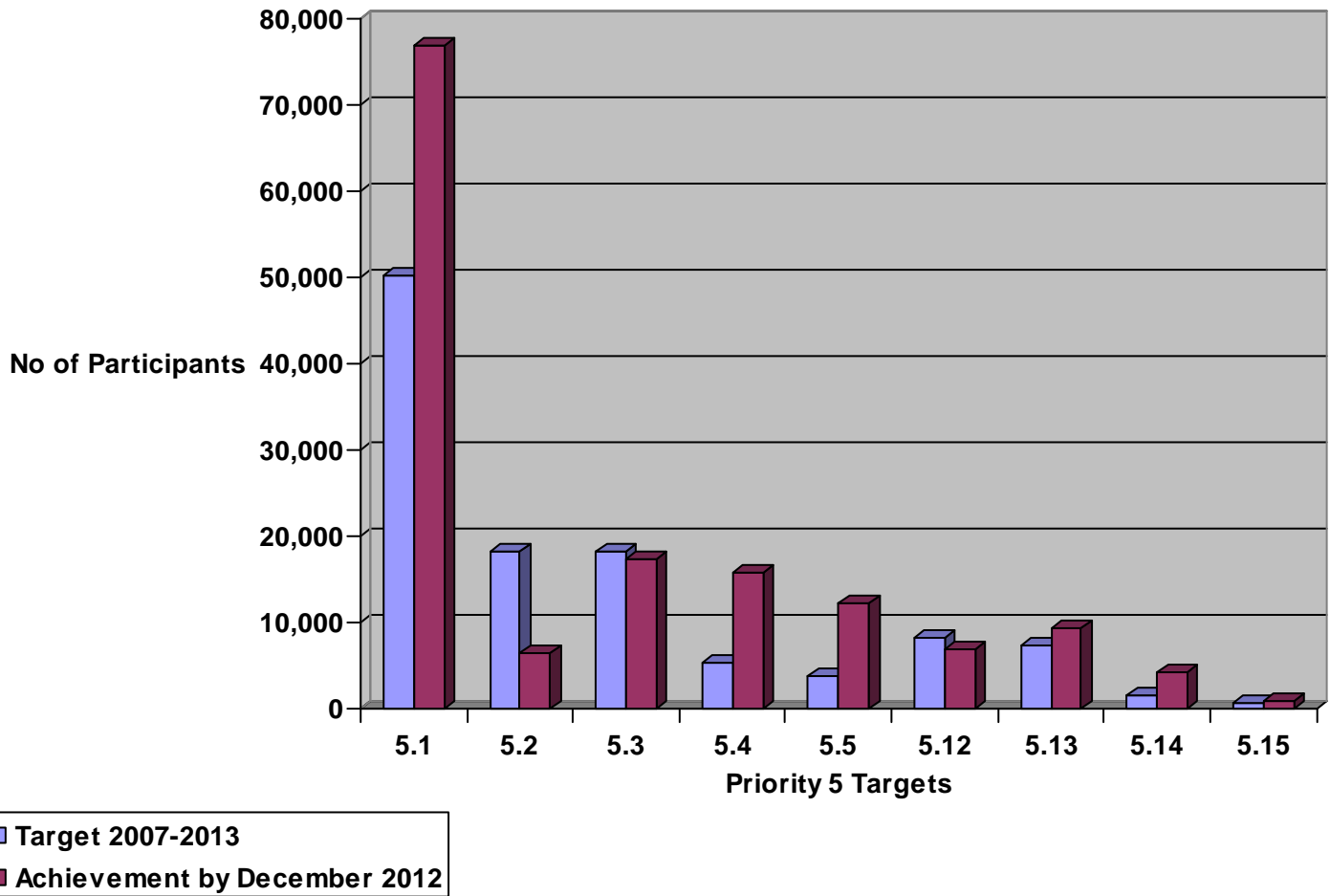
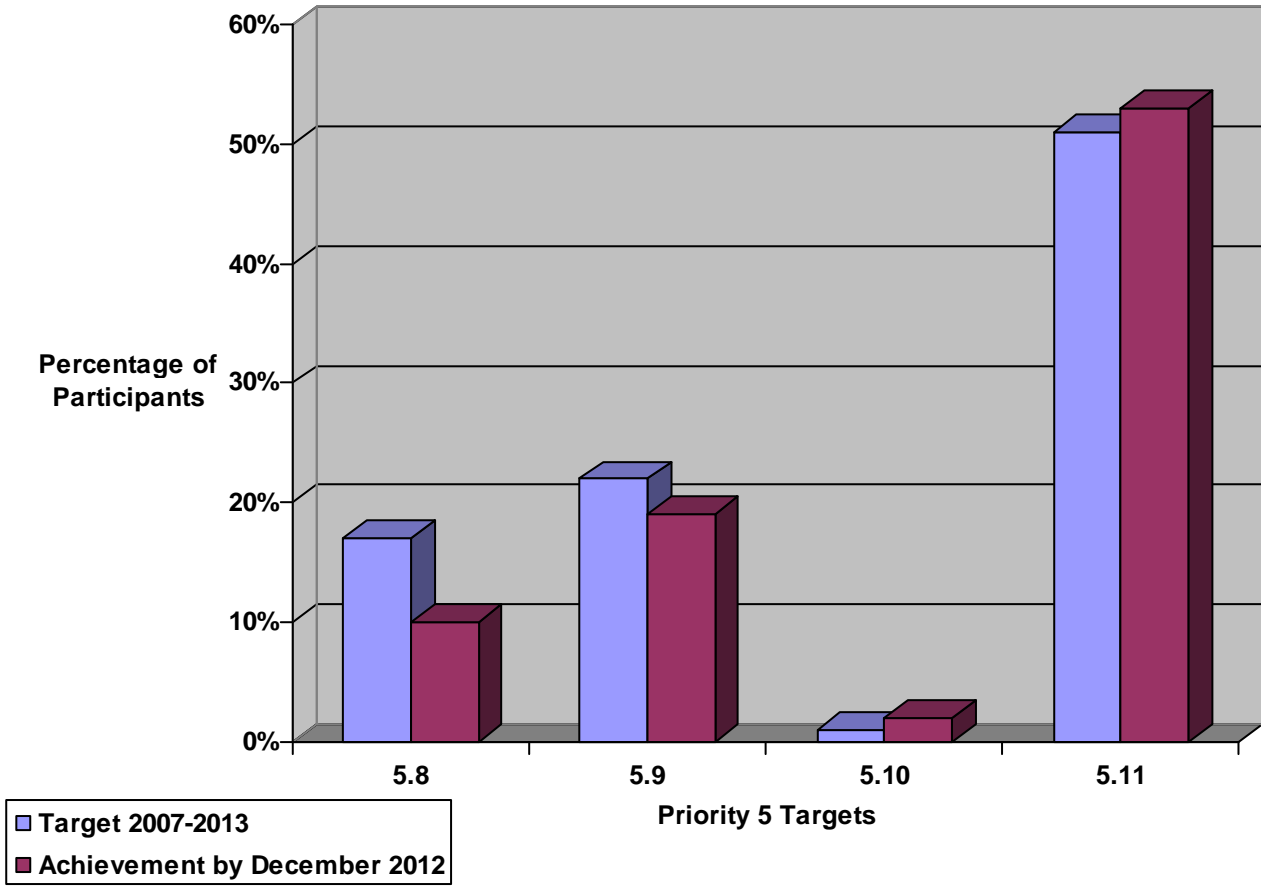


Figure 16: Priority 5 Equality Targets



### Assistance by target group

507. The table below provides information by target group in accordance with Annex XXIII of Commission Regulation 1828/2006.

	Total starts in year	Female starts in year	Total completers in year	Female completers in year
<b>Priority 5 Improving the skills of the local workforce</b>				
Total number of participants	5,435	2,836	5,861	3,052
Employed (including self employed)	4,912	2,553	5,256	2,740
Self employed <sup>13</sup>	707	369	821	427
Unemployed (including long term unemployed)	353	190	351	182
of which Long Term Unemployed	101	57	95	49
Inactive (including those in education & training)	168	92	252	129
of which in education or training	60	35	128	71
Young people (15-24 years)	919	448	1,075	502
Older people (55-64 years)	613	288	611	284
Minorities	83	53	85	52
Migrants <sup>14</sup>	0	0	0	0
Disabled	476	238	517	264
Other disadvantaged people	352	116	313	107
Primary or lower secondary education (ISCED 1 and 2)	606	222	535	202
Upper secondary education (ISCED 3)	2,614	1,272	2,816	1,346
Tertiary education (ISCED 5 and 6)	1,757	1,114	1,983	1,233

### Analysis

508. In 2012 there were 5,400 participants in Priority 5, taking the total to 76,800, well above the 50,200 target for 2007-13.

509. The proportions of all Priority 5 participants without basic skills and without level 2 qualifications have ceased to decline, and in 2012 stood at 7% and 19% respectively. Both have a target of 36%.

510. In 2012 the proportion of participants without level 3 qualifications was 17% and without level 4 qualifications was 15%, both well above their target levels.

511. There have now been 1,100 graduates placed with SMEs, meeting the target level. The proportion of these who have moved into employment is 64%, against a target of 75%.

512. In terms of total figures for target groups:

<sup>13</sup> Estimate from Cohort survey

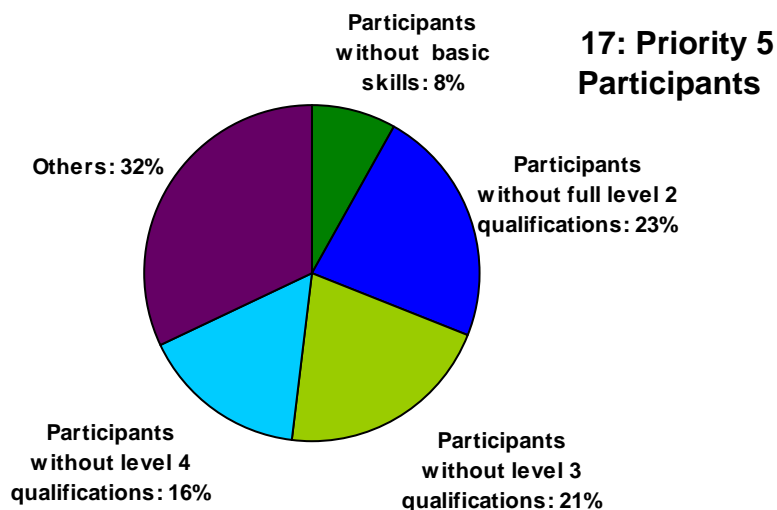
<sup>14</sup> Estimate from Cohort survey

- The proportion of participants recorded with a disability or health condition remains at 10%, well below the target level of 17% but above the equivalent for Priority 2.
- The other equality groups have participation levels relatively close to their targets: 53% for females, compared with a target of 51%; 19% for those aged 50 and over, close to the target of 22%, and for ethnic minorities is 2%, compared with a target of 1%.

513. In terms of outcomes:

- In 2012 the number of Priority 5 participants who gained basic skills was 800, increasing the total to 6,900 against a target of 8,200. This is higher than the number of participants (6,300) recorded as having basic skills needs.
- The number of participants who gained level 2 was 200 in 2012 and the total is 9,500, well above the 2007-2013 target of 7,300. The level 2 ratio now stands at 41%, similar to the 40% target.
- The number of participants who gained level 3 was 300 in 2012, bringing the total for 2007-2013 to 4,200, more than twice the target. The level 3 ratio is 27%, slightly below the target of 30%.
- Participants gaining level 4 qualifications (900) and level 5 qualifications (500) both exceed their target levels.

Figure



## Higher Education and Higher Level Skills

514. Convergence supports the Combined Universities in Cornwall (CUC), a unique partnership of five universities and colleges working together to give more people the chance to study in Cornwall, and to use university level education to help our businesses and communities to thrive. A partnership support team co-ordinates the strategic management of all CUC ESF projects.

515. The past 12 months have seen some significant achievements in the delivery of ESF-funded projects, from innovative and highly effective graduate placement programmes to university-level training delivered in 'bite-sized' modules created to meet specific business needs. Excellent progress has been made in aligning the research interests of CUC partners with the needs of the county's economy, and a set of carefully co-ordinated activities to raise aspirations and improve access to higher education is making real inroads amongst 'hard to reach' parts of Cornwall's communities.

516. During the first half of the programme CUC managed five ESF directly funded projects. These projects have now been completed and have shown real success with clear and growing demand for continued activity. Four follow-on projects are underway for the second half of the ESF programme, helping higher education make a sustained, targeted and fundamentally important contribution to a county which faces the greatest economic challenges.

## Research Project

517. The programme promotes research that is closely aligned with the needs of local enterprise and builds on areas of special interest to Cornwall's economic growth. It is making a positive impact both on the economy and on students. PhD projects are centred around themes relevant to the economy and research students are working across a range of subject areas and business sectors. Studentships include:

- University of Exeter PhD researcher Charlie Ellis working with the National Lobster Hatchery to carry out a lobster population and sustainability study which will aid the Cornish fishing industry.
- Cornwall has high radon concentrations: PhD researcher Aaron Robertson based at the European Centre for the Environment and Human Health in Truro is exploring the link between radon and skin cancer in the region.
- Plymouth University PhD researcher Claire Earlie is working with the National Trust to better understand coastal erosion rates along the Cornish coast and help them manage the problem, in particular at Godrevy and Porthleven.

### **Placements Project**

518. The Unlocking Cornish Potential project continues to provide a critically important service both to graduates and to Cornwall's businesses. There are currently 136 live projects with 122 projects completed. Twelve positions have been recruited for and are ready to start their projects with another 37 in recruitment.

519. But raw numbers do not illustrate the significant impact on the Cornish economy. The ONS national growth figure of 0 per cent contrasts with the UCP picture. Of the companies supported by UCP for a 12 month period, 39 per cent reported either a 5 to 15 per cent increase in turnover or an increase of greater than 15 per cent: 75 per cent of these companies said they were likely to employ at least one additional graduate in the near future.

520. UCP is now completing a transition to supporting businesses for six months rather than 12: although the impacts are marginally lower, the number of projects which can be supported will be higher, making more effective use of ESF funding. The project is continually shaping and evolving best practice in the field of graduate placement – the proven impacts are significant, long-lasting and becoming deeply embedded in the business environment of Cornwall. Graduates are boosting growth and helping to create an environment in which their successors can begin strong and rewarding careers of real value to society.

### ***Enterprise Project***

521. This wide-ranging project is delivering everything from training for HE staff so that they can embed enterprise and entrepreneurship in the curriculum, to degree level short courses and HE modules. The project aims to develop individuals at Level 4 and above to satisfy employer demand for key skill and key sector needs, and innovation is at the heart of delivering this objective.

522. The Gateway Project provides intensive short graduate placements with bespoke training, and demand from employers remains very strong.

523. A Masters-level social enterprise module is now at the heart of Exeter's Masters in Sustainable Development delivered at their Cornwall Campus with participating students working as consultants for social enterprise, charity or not-for-profit organisations.

524. Falmouth University's MBA in Creative Leadership is beginning to apply the stimulating course content to the real-world needs of local businesses and organisations.

525. The second phase of the project was finalised contractually in July 2011 and progress is being made on project delivery: as of November 2012, 549 participants had made starts, against a total project target of 1,200, with many parts of the programme running ahead of profile.



526. The Enterprise Project is taking forward many of the innovative ways to embed enterprise and entrepreneurship in the curriculum which the HE for Business Project led in the first phase of ESF funded projects.

### ***Raising Aspiration Programme***

527. The phase two 'Raising Aspirations Programme' (RAP), has been developed to improve pathways and increase access to higher education for employed adults, voluntary workers and those seeking work. Over the lifetime of the programme, 400 adults who live or work in Cornwall will be provided with an individually tailored package of information, advice, guidance and practical support, culminating in a taster session of Higher Level Skills. These flexible and accessible pathways will enable the participants to develop a better understanding of both their own skills, interests and potential as well as the study opportunities available through the enhanced local HE provision. Eighty per cent of the adults engaged will be in employment so there is also a focus on progression routes from vocational programmes and developing provision to link to local priority sectors.

528. Cornwall College, Falmouth University, Plymouth University and Truro and Penwith College are involved in developing taster provision, which enable participants to access a range of subjects and learning environments alongside more generic awareness and aspiration raising activities. The RAP delivery partnership also includes an increasing number of organisations to support the engagement of disadvantaged and hard-to-reach individuals. Through this collaborative approach bespoke activities have been developed for the business community, including employees of BT, HMRC and the Royal Cornwall Hospitals Trust, as well as parent groups, residents associations and community-based learning organisations. The Raising Aspirations Programme is progressing well against its targets however ongoing monitoring is in place to identify trends, opportunities and external influences, ensuring that its future delivery is aligned to the needs of both the programme and the county.

### **Financial**

529. Cumulative expenditure in Priority 5 increased in 2012 with over €15m being spent by beneficiaries on programme activity during the year. Priority 5 expenditure has made a significant contribution to the overall achievement of the Convergence 2012 N+2 target. However 'in year' expenditure in 2012 is less than in 2011, as a number of projects in the first half of the programme have now been completed. Changes in Government Policy have caused delays in the Skills Funding Agency public procurement activity. It has phased its contracting for the second half of the programme with a number of contracts starting in 2011 and other activity commencing in 2012. The spend against profile figure for Priority 5 was 54.4% as at the end of December 2012 higher than that for Priority 4.

## **ESF Regulation Article 10 Information**

530. Priority 5 continues to address the target groups and activities identified at Article 10 of the ESF Regulation effectively. There are measures in place to promote gender mainstreaming as well as gender-specific action, and female participation is above the percentage target. Migrants are not a key target group, but provision does address the needs of migrants in Cornwall. Provision also takes account of the needs of ethnic minorities, although these are not a significant proportion of the Cornish population. There is also a focus on other disadvantaged groups, including older workers and disabled people. Transnationality and innovation are being taken forward through two dedicated projects, in addition to the innovation being undertaken by Co-financing providers.

## **Gender Mainstreaming**

531. The promotion of equal opportunities for men and women has been integrated into the delivery of Priority 5 activities in-line with the programme's equal opportunities mainstreaming strategy. In 2012, 53% of Priority 5 participants were female.

532. Priority 5 supports activities which improve the position of low skilled women, particularly those in part-time or low-skilled jobs and help to reduce gender segregation in sectors and occupations where men or women are under-represented. Priority 5 also provides support where caring responsibilities are a barrier to progression.

533. The Skills Funding Agency has used over £500,000 of Priority 5 funding to support the Families Learning and Growing (FLAG) project. A key aim of the FLAG project is to invite parents (many of whom are women) working eight or more hours per week, to consider their own learning needs at a time of transition for their children - which is often what sparks interest in family learning. The main project outcome is accredited Skills for Life qualifications, led and managed by Cornwall Adult Education Service's Family Learning Team, and delivered through a network of community learning providers.

## **Migrants**

534. Migrants are not a key target group in Priority 5, however there are some projects that help migrants adapt to the English labour market and acquire skills that employers need.

## **Ethnic minorities**

535. In 2012, 1% of Priority 5 participants were from non-white ethnic minority populations, in line with their representation in the Cornish population. All Priority 5 projects take account of the needs of people from ethnic minorities in their delivery arrangements.

### **Other disadvantaged groups and disabled people**

536. Other disadvantaged groups, including disabled people and older workers, are also targeted by Priority 5. The Skills Funding Agency embeds provision for disadvantaged groups, including disabled people, within all its projects, and its Partnership Advisers place a significant emphasis on meeting their needs.

537. The Skills Funding Agency uses Priority 5 funding to support Inspire Cornwall's 'Being Dad' project. The project helps fathers and 'fathers-to-be' who are disadvantaged in the labour market by:

- providing information, advice and guidance, signposting and supporting participants to take up further learning, work and voluntary experiences;
- increasing self-esteem and self-confidence;
- improve positive and nurturing parenting skills; and
- improve problem solving skills, anger management and communication.

538. The target groups for the project include: young people; young offenders; ex-offenders; young people who are NEET; lone parents and other disadvantaged people.

### **Innovative Activities**

#### **Demographic Change**

539. The Cornwall Works 50+ Cares, led by Cornwall County Council aimed to:

- help Cornwall retain the skills and expertise of older workers; and
- develop the skills that will support the long term needs of an ageing population.

540. The project, which ended in March 2013, had a focus on volunteering and promoting the health and social care sector as an employment option for all ages and it was very closely aligned with the Cornwall Works 50+ project (funded under Priority 4). The project helped 657 participants (it had a target of 70) and was successful in developing innovative activity, which included:

- 'taster days' for the 50+ cohort who had not previously considered care as a job option. Jobseekers visited care homes alongside a 'care ambassador' to gain a full appreciation of the wide range of jobs available;
- a website / portal was launched in 2010 to help people with long term health conditions find the information they require in order to lead full and independent lives. The website links closely to Cornwall Works to improve life chances through a pathway to work or volunteering;

- the project facilitated a strategic high level debate at the 'Care and Caring in Cornwall' conference on 1st March 2010 to put skills development in the care sector under the spotlight.

541. The project won the 2012 ESF Equal Opportunities Mainstreaming Leader Award (policy and plan).

### **Skills for Climate Change**

542. The Clear About Carbon project, which finished in March 2013, aimed to develop, test and deliver innovative approaches to increase the level of carbon literacy within the workforce to help drive forward low carbon economic development.

543. The project helped 159 participants (target of 110). During 2012, the project's achievements included:

- co-development and launch of the 'green gauge' calculator in conjunction with BT, Superfast Cornwall and Visit Cornwall;
- engagement with 55 senior middle managers through action learning sets and roundtables for carbon leadership;
- recruitment of 33 participants for level 5 carbon management module;
- delivery of 'carbon matters' and 'future of food and farming' conferences which over 300 people attended; and
- publication of research reports on carbon procurement and presentations at national events.

### **Transnational or inter-regional activities**

544. All the dedicated innovative projects include an element of transnational co-operation with at least one other Member State.

### **Cross-financing mechanism**

545. The cross-financing mechanism with ERDF was not used in the Priority 5 in 2011.

### **Joint social partner activities**

546. With very high numbers of micro and small companies in Cornwall and the Isles of Scilly, it is important to ensure that these organisations are engaged and have equal access to ESF Convergence funds to help develop their employees. Ring-fenced funding for the Third Sector (including social partners, social enterprises, CICs) in the form of capacity building support, which include training, networking

measures, strengthening the dialogue and activities jointly undertaken by the Third Sector, has enabled the sector to contribute to delivering the priorities and outcomes of the broader programme. To date we have exceeded our target of £2,000,000, 2% of Priority 5 available ESF funds, targeted at social partner support as a requirement of the Convergence Framework. The table below shows how much providers have spent on social partners.

**Table 23**

Unionlearn	£708,000
The Learning Partnership	£476,392
Cornwall Development Company	£1,438,381
Cornwall College	£226,415
<b>Total</b>	<b>£2,849,188</b>

### 3.5.2. Significant problems encountered and measures taken to overcome them

547. There were no significant problems encountered in implementing the priority.

## 3.6 Priority 6: Technical Assistance (Convergence)

### 3.6.1 Achievement of targets and analysis of the progress

#### **Information on the physical and financial progress of the priority**

548. Priority 6 does not have any indicators.

#### **Analysis**

549. The qualitative analysis of Priority 6 is provided in section 6 on technical assistance.

#### **Financial**

550. So far £3.9 million (90%) of the £4.3 million available for Technical Assistance in 2007-2013 has been committed, and expenditure stood at £1.3 million by the end of 2012. As the technical assistance projects started from 2008, expenditure is expected to increase significantly through the remainder of the programme.

### 3.6.2 Significant problems encountered and measures taken to overcome them

551. There were no significant problems encountered in implementing the priority.

# 4 ESF Programmes: Coherence and Concentration

## European Employment Strategy

552. The actions supported by the England and Gibraltar ESF programme are consistent with and contribute to the European Employment Strategy. The programme will contribute to the new Europe 2020 target that 75% of the 20-64 year-olds should be employed. The table below indicates how the programme supports the Employment Guidelines which were adopted by the EU in 2010 as part of the Europe 2020 Integrated Guidelines.

Employment Guidelines 2010	England ESF Programme
7. Increasing labour market participation of women and men, reducing structural unemployment and promoting job quality	Priorities 1 and 4 are contributing to policies to: help those furthest from the labour market back to work; improve the employability of young people and reduce youth unemployment; increase the participation of women in the labour market; improve the employment rate of older people; tackle barriers to work faced by disabled people and other vulnerable groups; and promote self-employment. [Codes 66, 67 and 69]
8. Developing a skilled workforce responding to labour market needs and promoting lifelong learning	Priorities 2 and 5 add value to activities to: promote apprenticeships and entrepreneurship; improve basic skills and qualifications; promote lifelong learning, especially among low skilled and older workers.

	[Code 62]
9.Improving the quality and performance of education and training systems at all levels and increasing participation in tertiary or equivalent education	<p>Priorities 2 and 5 add value to activities to:</p> <p>ease and diversify access for all to training;</p> <p>respond to new occupational needs, key competencies and future skill requirements.</p> <p>[Codes 64 and 74]</p> <p>Priorities 1 and 4 support activities to reduce the number of young people not in education, employment or training.</p> <p>[Code 71]</p>
10. Promoting social inclusion and combating poverty	<p>Priorities 1 and 4 support active labour market measures to help disadvantaged people tackle their barriers to work and enter sustainable employment, including early identification of needs, job search assistance, guidance and training as part of personalised action plans and flexible pathways.</p> <p>[Codes 66 and 71]</p>

### Employment Recommendations to the UK

553. The programme's actions also contribute to the implementation of the EU Employment Recommendations to the UK. The 2012 recommendations relevant to ESF were:

- Continue to improve the employability of young people, in particular those not in education, employment or training, including by using the Youth Contract. Ensure that apprenticeship schemes are taken up by more young people, have a sufficient focus on advanced and higher-level skills, and involve more small- and medium-sized businesses. Take measures to reduce the high proportion of **18-24 year olds** with very poor basic skills.
- Step up measures to facilitate the labour market integration of people from jobless households. Ensure that planned welfare reforms do not translate into increased child poverty. Fully implement measures aiming at facilitating access to childcare services.



554. The programme is helping to address the first recommendation by using Priority 1 and 4 actions to improve employment and learning opportunities for young people, especially those who are NEET and lack basic skills, and Priority 2 and 5 actions to develop workforce skills, especially activities at Level 3.

555. The Skills Funding Agency currently has in place three activity strands which support the engagement of young people (16-24) focusing on employment skills and also progression onto apprenticeship provision (both higher and lower levels):

- Skills Support for the Unemployed provides skills support to unemployed individuals on benefits who are looking for work but face a skills barrier to entering the labour market. The provision will ensure adults (aged 19 and over) are given the right level of skills and employability support that they need to improve their chances of gaining employment (including starting an Apprenticeship). This activity is delivered in partnership with the Apprenticeship Grant to Employers, which provides financing support to small employers taking on an apprentice as a progression from Skills Support for the Unemployed.
- 14-19 NEET provision will support young people aged 14-19 who are not in education, employment or training (NEET) and those at risk of becoming so. They usually face multiple barriers to their participation and need a different type of offer of post 16 provision to engage them in learning and keep them engaged. The main focus of using ESF monies for the period 2011-13 is in conjunction with the Education Funding Agency, securing the continued provision of individually tailored packages of education and support, which will enable the engagement of such young people.
- The Workplace Learning strand targets employed individuals with low skills to promote in-work progression through the delivery of work related skills training. There is a particular focus on those more vulnerable to future unemployment, with barriers to achieving sustainable employment, such as individuals aged 19-24 who have recently been not in education, employment or training (NEET).

556. During 2012, the Agency began the process of procuring further support activity within Priority 2 and 5 through the Skills Support for the Workforce. This provision will deliver, until July 2015, skills support through workplace learning that supports preparation for and progression to apprenticeships from April 2013.

557. In London, DWP CFO is piloting a new approach to providing supported work placements to young unemployed people who lack work experience in London.

558. The programme is helping to address the second recommendation by the new activity within Priority 1 and 4 to tackle worklessness in troubled families experiencing multiple problems, and by supporting an additional client group within the Work Programme which includes people with caring responsibilities and lone parents.

### **Europe 2020 “Bottlenecks”**

559. EU Economics and Finance Ministers (ECOFIN) agreed on 8 June 2010 a series of potential “bottlenecks” or obstacles to growth for each Member State. The European Council then agreed on 17 June 2010 that Member States would identify their main bottlenecks to growth and would indicate, in their National Reform Programmes, how they intended to tackle them. The UK NRP identified five bottlenecks:

- reducing significantly the general government deficit;
- ensuring a well-functioning and stable financial sector;
- rebalancing the economy towards net exports;
- facilitating an increase in private investment; and
- improving the contribution of the education system to human capital formation including through a broader skills base.

560. Priorities 2 and 5 are contributing to reducing the fifth bottleneck to growth ‘improving the contribution of the education system to human capital formation including through a broader skills base’ by adding value to the Government’s policies to build an internationally competitive skills base, as described in previous paragraphs.

### **European Economic Recovery Plan**

561. The programme is contributing to the “people” aspects of the European Economic Recovery Plan, which was endorsed by the European Council in December 2008. The programme’s employment and skills activities are helping to:

- reinforce activation schemes, in particular for the low-skilled, involving personalised advice and guidance, intensive (re-) training and upskilling of workers and apprenticeships;
- concentrate support on the most vulnerable; and
- improve the matching of skills development and upgrading with existing and anticipated job vacancies.

562. The programme’s support for these activities was reinforced by the allocation of an additional £158 million in autumn 2008 as described in the section on the contribution to economic recovery in chapter 2.

### **Social inclusion objectives**

563. The ESF programme contributes to the relevant employment related objectives of the Community in the field of social inclusion. At the Nice European Council in December 2000, the Member States agreed that there should be a

decisive impact on the eradication of poverty across Europe, by 2010. This section indicates how the programme contributes to the EU common objectives on social protection and social inclusion by supporting actions to extend employment opportunities to people at a disadvantage in the labour market. In this way the programme will also contribute to the new Europe 2020 target on poverty and social inclusion.

<b>Common objectives on social protection and social inclusion</b>	<b>England ESF Programme</b>
(a) To promote social cohesion, equality between men and women and equal opportunities for all through adequate, accessible, financially sustainable, adaptable and efficient social protection systems and social inclusion policies.	The ESF programme contributes to social inclusion by promoting employment opportunities for all. Equal opportunities is a cross-cutting theme within the programme.
(b) To promote effective and mutual interaction between the Lisbon objectives of greater economic growth, more and better jobs and greater social cohesion, and with the EU Sustainable Development Strategy.	The ESF programme supports the relevant employment guidelines within the Europe 2020 Integrated Guidelines. Sustainable development is a cross-cutting theme.
(c) To promote good governance, transparency and the involvement of stakeholders in the design, implementation and monitoring of policy.	The ESF programme was prepared and is being implemented, monitored and evaluated in partnership with the Commission and with appropriate authorities and bodies in accordance with national rules and practice. The partnership arrangements are set out in section 2.1.
A decisive impact on the eradication of poverty and social exclusion by ensuring:  (d) access for all to the resources, rights and services needed for participation in society, preventing and addressing exclusion, and fighting all forms of discrimination leading to exclusion.	Equal opportunities is a cross-cutting theme within the programme and activities comply with EU and UK legislation on non-discrimination and equal opportunities.
(e) the active social inclusion of all, both by promoting participation in the labour market and by fighting poverty	Priorities 1 and 4 improve the employability and skills of people who are unemployed or inactive, including

<p>and exclusion.</p>	<p>people at a disadvantage in the labour market.</p> <p>Priorities 2 and 5 target people who lack basic skills and who have no or low qualifications.</p> <p>[Codes 62, 66 and 71]</p>
<p>(f) that social inclusion policies are well-coordinated and involve all levels of government and relevant actors, including people experiencing poverty, that they are efficient and effective and mainstreamed into all relevant public policies, including economic, budgetary, education and training policies and structural fund (notably ESF) programmes.</p>	<p>The programme contributes to the relevant employment aspects of the UK National Social Report . The Managing Authority works closely with DWP policy officials responsible for the plan.</p>
<p>Adequate and sustainable pensions</p>	<p>This objective is not directly relevant to the ESF programme. However, Priorities 1 and 4 support activities to extending working lives and improve the employment rate of older workers, and Priorities 2 and 5 supports training activities to update the skills of older workers.</p> <p>[Code 67]</p>
<p>Accessible, high-quality and sustainable healthcare and long-term care</p>	<p>This objective is not relevant to the ESF programme. However, Priorities 1 and 4 support activities to help economically inactive people with disabilities or health conditions to enter work. Priorities 2 and 5 may provide training to improve the qualifications and skills of low skilled workers within the care sector.</p> <p>[Codes 62 and 71]</p>

### National Social Report

564. The ESF programme supports an inclusive society by funding additional activities to help excluded groups access the labour market. The UK National Social Report, which was published in May 2012, sets out the UK's key challenges and

agreed policy responses in the fields of social inclusion, pensions and health and long term care.

565. The ESF programme supports relevant labour market elements of the report. In particular Priorities 1 and 4 contribute to the following priorities to reduce poverty and social exclusion (especially through the troubled families and young people NEET provision):

- supporting families;
- supporting young people from disadvantaged backgrounds;
- tackling the problem of worklessness; and
- supporting the most disadvantaged adults.

566. Over 800 million euro of ESF has already been committed to promoting pathways to integration and re-entry into employment for disadvantaged people.

### **Education and training objectives**

567. The England ESF programme is also contributing to the relevant employment related objectives of the Community in the field of education and training as set out below.

568. Through its Priority 1 and 4 activities to reduce the number of young people NEET, the programme will also contribute to the Europe 2020 education target on reducing early school leaving. In addition, in the Convergence area, Priority 5 Higher Education activity will contribute to increasing the proportion of people completing third level education.

# 5 Repayable Assistance and Financial Engineering Instruments

569. No financial engineering instruments have been used in the programme.

## 6 Technical Assistance

570. Technical assistance (TA) is available in Priority 3 (Regional Competitiveness and Employment) and Priority 6 (Convergence) to finance the preparatory, management, monitoring, evaluation, information and control activities of the Operational Programme, together with activities to reinforce the administrative capacity for implementing the funds, at national and regional levels. This includes supporting the communication strategy, the cross-cutting themes of gender equality and equal opportunities and sustainable development, monitoring and evaluation systems, and the delivery of transnational and inter-regional activity. TA is also available to third sector networks to support participation by voluntary and community organisations.

571. The Programme Monitoring Committee (PMC) agreed the programme's TA strategy for 2007-2013 including national and regional allocations (MC/05/07) in 2007. 4% of the Regional Competitiveness and Employment funding was allocated to TA in Priority 3, and 2% of the Convergence funding in Priority 6, within the limits in Article 46 of Council Regulation 1083/2006. When regional ESF frameworks were revised in 2009 the Managing Authority gave regions the option of viring some funding from Priority 3 to Priority 1 and/or Priority 2. Most regions took up this option because take up of TA had been lower than envisaged, and they wanted to support more employment and training provision.

571. The PMC accepted the proposals resulting in £38.1m of the Priority 3 TA ESF allocation (£95.9m) being moved to Priorities 1 and 2 to fund programme delivery. The revised Priority 3 ESF budget was £57.8m. The Phasing in share of ESF TA reduced from £12.3m to £2.7m. The level of the TA budget covering the Convergence region in Cornwall (Priority 6) remained unchanged. Gibraltar was not affected as TA had been allocated on a percentage basis as they have a comparatively small budget.

572. The original TA strategy agreed in 2007 divided the competitiveness and employment objective TA budget evenly between national and regional activities. Half of the TA funds available for regions was allocated and half was retained centrally for regions to bid against according to need. Regional TA projects were managed by the Managing Authority's regional teams in Government Offices.

573. The removal of the regional tier of administration (including regional ESF committees) and the closure of the Government Offices meant that the original national TA strategy had to be revised and regional TA strategies were discontinued from April 2011.(except in London). Regional TA budgets were subsequently merged centrally and the funds managed by the Managing Authority. The PMC endorsed this approach (MC/07/11). The revised national TA strategy stated that eligible applications must:

- be for activity that supports the delivery of the mainstream ESF programme;
- have the support of those bodies delivering the ESF programme, normally the main co-financing organisations; and
- have match funds committed to cover the full duration of the project.

574. In November 2012 Action Note 081 was issued confirming that the TA part of the ESF Programme was suspended at MA level following an audit of the delivery of TA in England and Gibraltar. The TA strategy was amended in line with recommendations from the audit including the appraisal criteria. This suspension was lifted in December through Action Note 082, to allow TA providers to submit claims and the Managing Authority to pay TA providers in line with terms of the existing agreements.

575. The majority of TA funds have been taken up by the national Co-Financing Organisations, in particular NOMS and the Skills Funding Agency, and large scale national projects to facilitate the implementation of the programme. This is to be expected given that these CFOs account for approximately 95% of the ESF programme allocation, and the TA strategy requires that TA projects support delivery of the mainstream ESF programme. The majority of spend has been on activities such as national publicity, IT systems development, and evaluation of the programme. There have also been a number of large projects covering a range of activities such as work on cross-cutting themes, ITM project co-ordination, ESF Works, Adult Learners Week and World Skills. Tables of national and regional TA projects are provided at Annex B. Details and updates on all TA projects are set out below:

## **National TA Projects**

### **ESF Evaluation**

576. All evaluation activity is agreed with the Evaluation Sub committee. Evaluation reports produced so far during this period are:

- Evaluation of ESF P1 and 4: Extending employment to adults and young people in the second half of the programme, published January 2013 (Evaluation of ESF Priority 1 and Priority 4: Extending Employment Opportunities to Adults and Young People in the second half of the programme) - £124,725
- Troubled Families scoping report, (Evaluation of ESF DWP Families with Multiple Problems/Troubled Families initiative) published November 2012 - £20,000



- Evaluation of Innovation, Transnationality and Mainstreaming Projects – (Evaluation of Innovation, Transnationality and Mainstreaming Projects) Published November 2012 - £50,000
- Priority 1 and 4 Employment and Young People NEET provision, published June 2011 Evaluation of European Social Fund Priority 1 and Priority 4: Extending Employment Opportunities to Adults and Young People £150,000
- ESF Sustainable Development and Green Jobs, published June 2011 – (European Social Fund Evaluation of Sustainable Development and Green Jobs) –
- £50,000 Cohort Study, Wave 2, published November 2010 (ESF Cohort Survey Wave 2) - £984,211
- Cohort Study, Wave 1, published July 2010 (ESF Cohort Survey Wave 1
- Cohort Survey Wave 3, published September 2010 (ESF Cohort Survey Wave 3) - £150,000
- Gender Equality and Equal Opportunities (Gender Equality and Equal Opportunities – published July 2010 - £138,817
- ESF Support for In Work Training, published July 2010 (ESF Support for In Work Training - £189,464
- Evaluation of ESF Information and Publicity, published March 2010 (An Evaluation of European Social Fund Information and Publicity - £30,041
- Regional ESF Frameworks, published August 2009 (Regional ESF Frameworks - £74,015

577. Current evaluations include:

- 2012 ESF Cohort Survey - £586,769
- Evaluation of ESF families provision - £250,000
- Day One Support for Young People Trailblazer - £98,971

(All projects are jointly funded from ESF TA and DWP Research budget).

## **ESFD IT Systems Development**

578. In line with the requirements of the regulations governing the ESF programme for 2007 - 2013 a new business process has been developed which requires the development and implementation of a new IT system to support the delivery of the new programme at all levels. The project will support specifications and business requirements, - system and infrastructure design, software development, hardware and software implementation, testing, post implementation support, user training, quality management and review. The main outcomes will be:

579. to ensure that a robust system with the capability to administer and manage ESF projects from application, payment and closure and to support a wide range of users across the stakeholder network;

580. to develop a new management information system to process large volumes of financial, management and participant data and provide meaningful data about the Programme. This will enable the ESF delivery organisations such as CFOs to process claims electronically thus Improving the visibility of ESF activities and projects to the EU and EU citizens.

581. The INES system went live in April 2010 and was rolled out to applicants. Version 4 was released in November 2012. Functionality continues to included:

- Arranging and reporting of all Article 13 activity
- Recording of Exchange Rates
- Recording, reporting and analysis of irregularities
- Withdrawing agreements
- Enhanced EC Claim reporting
- Recording of EC payments

## **National Council for Voluntary Organisations**

582. This project continues to ensure the provision of useful advice to 8,300 civil society organisations and an opportunity to share key needs of the sector with government representatives. The project team continues to work constructively with Co-Financing Organisations to identify the needs of civil society in delivering the programme. The project continues to provide: Representation of civil society on national programme monitoring; a point of reference for civil society organisations to access ESF; constructive engagement with CFOs around implementation and delivery; and visibility, through promotion, publicity and events, of the current ESF programme.

583. The project continues to host European Funding Advisory Group meetings and attend various events/seminars. Activity towards the end of 2012 and beyond has started to focus on the next ESF Programme.

### **Innovation, Transnationality and Mainstreaming Unit**

584. Birmingham City Council (BCC) continues to host an Innovation, Transnationality and Mainstreaming (ITM) Unit to support the Managing Authority (MA) with the successful Management and Co-ordination of ITM in the new ESF programme 2007-13. The Unit continues to provide support to the MA on the following activities: developing guidance for innovation, transnational and mainstreaming activity; calls for proposals; appraisal and selection; thematic networks; monitoring and supporting; and Article 13 On the Spot Financial Verification.

585. The ITMU continued to attend various events across Europe and worked alongside our Czech partners and assisted them in the organisation of the final Transnationality Conference held in London in early 2013. The event was attended by over 80 people from all across Europe. The ITM Unit was the first point of contact and over saw the running of the event.

586. The ITMU also disseminate information from the EU to relevant projects and networks, and participate in relevant EU meetings. A positive evaluation of the ITM Programme was completed in 2012. Findings were discussed by the Evaluation Sub-Committee in late 2012.

### **DWP – CEP MI**

587. This project funded the first increment of CEP MI which went live in August 2011 and delivered 23 data items supporting DWP ESF claims and the DWP MI community. The outcomes of the project included:-

- Customer level management information in relation to provision referrals, starts, leavers and job outcomes;
- Supporting information for claims for ESF funding;
- Programme performance information; and
- Data supporting the evaluation of the programme.

588. The CEP MI project contributed to the national TA strategy via progress reporting to ESFD through discussions, formal reporting and ad hoc information requests. This project ended in February 2012.

### **National Offender Management**

589. The NOMS TA programme is split into eight strands, to develop and support delivery of the main CFO programme and specifically supports the transition from round 1 to round 2 structures. These strands include Procurement, CATS, Belief in Change, Social Enterprise, Publicity, Regional Engagement, Sustainable Development and Young People. Achievements have been made against all these

elements. Transition meetings continue across the country alongside a series of employer engagement events. An employer forum for reducing re-offending was formed in 2012.

### **Welfare Influencing and Lobbying Learning Opportunities and Work (WILLOW) – Crisis**

590. The WILLOW project continues to deliver a programme of activity to influence the government's welfare reform agenda. The project gives a voice to those small or specialist organisations working hard to support people managing poverty, disadvantage and homelessness by de-mystifying the welfare reform agenda, and supporting organisations to understand their role in Work Programme delivery. The project also enhances regional organisations ability to understand the current and future welfare benefits system, and how that impacts on the transition from benefit dependency to sustainable employment for those furthest from the labour market.

2012 activity included:-

- five Network events held on welfare reform in Newcastle, Guildford, Oxford and Nottingham;
- two client events on benefit changes in Merseyside and Newcastle;
- delivery of three events to outside organisations on welfare reform - Homeless Link, Synergy and Astor Housing and Langley House Trust;
- development of the Work Programme report on homeless people's experience, and evidence briefing for the DWP Select Committee;
- flexible Support Fund negotiations and funding in east London for Central and Eastern Europeans;
- two meetings with the Minister for Employment - Mark Hoban on the Work Programme and the Flexible Support Fund;
- ongoing involvement with Capgemini and DWP as a Universal Credit Claimant Champion;
- benefits training to Westminster local authority;
- chaired the ERSA Supply Chain Forum looking at VCS involvement in the Work Programme;
- active involvement on the cross sector London Homeless Employment Network to pursue avenues for engagement with employers for homeless people;

### **Skills Funding Agency**

591. The project continues to fund the ESF Policy team in the Coventry office of the Skills Funding Agency. The team develops, maintains and monitors the policy, systems and processes to enable the implementation of the 2007-13 ESF

Programme for the Skills Funding Agency and represents the Agency on the national PMC. It also convenes executive groups, focussing on management, implementation and risk within the ESF programme, including development of specifications for procurement of the remaining uncommitted funds in 2012.

592. This project also supports further releases of computerised systems, including: Centralised Contract Management (CCM, previously known as the Contract Management Application); TS2000 (ESF timesheet system) and the Match and Claim system. The team has overseen the development and deployment of major releases for all these systems and continued its development of an interface between TS2000 and ORACLE, to enhance extraction of data. The team continues to produce and disseminate reports on performance across the country.

### **NIACE Adult Learners' Week**

593. Each May, the National Institute of Adult Continuing Education (NIACE) delivers Adult Learners' Week (ALW), the UK's largest celebration of learning, and one of the country's largest "not for profit" campaigns. With its national profile, the initiative is key to securing flagship publicity for the ESF as it offers support for adults to overcome disadvantage and to contribute effectively to the workforce.

594. The objectives and target audiences of the project dovetail well with those of the ESF programme and – through a wide range of publicity and promotional activities - contribute significantly to the two main priorities in England: (1) extending employment opportunities, and (2) developing a skilled and adaptable workforce. ALW provides over 20 years of evidence of successful and measurable ESF coverage and awareness. The campaign has also provided real articulation of the links between ESF priorities and those of the UK Government.

595. In 2012 the celebration took place on 12-18 May. There were three national and five regional ESF award winners who received wide publicity. The national ceremony on Monday 14 May was hosted by the TV presenter, Philippa Forrester. Business Secretary Vince Cable MP made a keynote speech and a message congratulating the winning learners and projects was sent by the Prime Minister, David Cameron. The three national ESF award winners were presented with their certificates by Mark Fisher, Strategy Director, Social Justice in the Department for Work and Pensions.

596. MA and CFO colleagues across the country selected and helped publicise regional ALW 2012 ESF individual winners, whose achievements were celebrated at local ceremonies. Details of all the ESF winners can be found on the Adult Learners' Week website. A wide range of supporting publicity measures included:

- the issue of press releases and some useful media engagement through radio, TV and press coverage of the initiative and award winners.
- ESF content including some brief case studies featuring in ALW publications targeted at lifelong learning stakeholders and the

general public

- thousands of local level learning events across the country. Relatively few of these were run directly by ESF funded projects but all should have incorporated acknowledgement of ESF support for ALW on supporting materials.
- references to ESF at national level events run by NIACE throughout the Week.

597. The ALW TA project continues until August 2015 to enable continued publicity for ESF activities and achievements to a wide audience as part of this national skills showcase initiative.

### **The Skills Show**

598. From 2012-2014 there is a unique opportunity to publicise ESF in England through active participation in a major new national skills initiative and national event managed by the Skills Funding Agency. The first national event took place from 15 to 17 November 2012 at the Birmingham National Exhibition Centre (NEC) and formed the core of the 2012 ESF annual major information activity. In brief, some of the main information and publicity activities included:

- 30 ESF exhibitors showcasing their activities and achievements to thousands of visitors (predominantly young people – including NEETs) within an ESF exhibition area. There was an interactive ESF Managing Authority/ESF-Works exhibition stand and the distribution of ESF promotional flyers and some other materials. The event as a whole attracted almost 71,000 visitors.
  - prominent promotion of the ESF logo and messages at the opening and closing ceremonies at the NEC, which each attracted a large predominantly UK audience.
  - displaying the ESF logo on signage and banners around the NEC and on some event related communications. A brief supporting ESF message was also included where possible.
  - two ESF conference seminars on Thursday 15 November showcasing effective practice from the programme to an ESF and wider audience. These focused on: young people not in education, employment or training (NEET) and effective practice in the ESF cross-cutting themes of equal opportunities and sustainable development.
  - increased participation by ESF projects, participants and target groups (particularly young people NEET) at Birmingham and local/regional events including skills festivals which offered 'have a go' activities. A number of ESF partners took part in these activities.
- More detailed information on this TA project is in the Information and Publicity Section under 'Major information activity'.

### **Tribal ESF Works**

599. This project provides a 'live' place for capturing, sharing and demonstrating best practice, discussion and practitioner and participant voice from across the programme. The ESF-works website and related communication measures, including work with ESF stakeholders and use of social media, add value to and complement the national ESF website and communications plan (see Information and publicity section). There is ongoing close collaboration with the Managing Authority on a range of information and publicity measures. ESF-Works also complements CFO websites and other resources.

600. The project provides a useful resource for policy makers, programme designers, managers and the ESF projects and participants themselves. The website is also used by others with an interest in wider employment, skills, education and inclusion policies and programmes. ESF-Works has a strong outward looking focus, providing a strong platform for sharing and promoting activities, outcomes, achievements and best practice at national and local levels; and particularly through coverage of Innovation, Transnationality and Mainstreaming projects – activity of interest to a broader EU audience. Its' unique, wide ranging and in-depth record of ESF activities, outcomes and achievements, mainly within a thematic focus and context, provides a searchable resource and legacy of the programme.

601. During 2012 a series of updates and additional content was added to the website, including:

- 34 ESF project case studies were identified for coverage in 2012 of which 23 were published by December 2012 and the remainder published by the end of January 2013. 96 short reviews were published along with 14 new or updated theme pages during 2012.
- 8 policy interviews were published. These included one with Baroness Young from the House of Lords looking at the role of peers in European matters and ESF in depth, one with Julie Hobbins of the Skills Funding Agency looking at its role as a co-financing organisation and one with Councillor Neil Wilson of the London Borough of Newham focusing on how ESF had helped to support residents of Newham take advantage of opportunities provided by the Olympics. Other interviews with policy makers and practitioners were also published.

602. Tribal (which runs the project) actively promoted the website through a range of online and off-line publicity measures, including attendance at conferences such as Welfare to Work at the end of June and The World Skills UK Skills Show 2012 in Birmingham, social media and weekly newsletters. Enhanced use of social media included:

- continued use of the Twitter profile to engage further with employment and skills professionals and organisations; to share ESF achievements and essentially to improve the profile of the

European Social Fund in England. By end December 2012 @ESFWorks had 962 followers. The Managing Authority also feed into this and post tweets relating to content on the national ESF website.

- The ESF-Works LinkedIn group encourages discussion, exchanges of ideas, and the sharing of best practice. It is growing rapidly and by the end of December 2012 had 93 high profile members from the UK and Europe. Regular discussions are hosted in the group around ESF and employment and skills issues.
- The Facebook group is another route into ESF-Works, which improves visitor traffic through referrals, user engagement, and boosts ESF-Works' online presence. It enhances and supports the website and the feeling of 'community' around ESF-Works. It had 68 "Likes" by end of December 2012.
- Between January and December 2012 the website had 80,898 visitors and 240,528 page views.

### **The Age and Employment Network (TAEN)**

603. TAEN aims to provide support to ESF providers and stakeholders by sharing good practice and ideas on how best to help older people get back into employment and enhance their skills and qualifications.

604. During 2012, the project delivered: four '50+ Matters' good practice workshops for ESF providers in London, Bristol and Manchester; three high level awareness raising debates on issues facing older workers; and a number of presentations at job-fairs and provider forums.

605. In April 2012, TAEN published a new good practice guide featuring case studies and examples of best practice. The guide aims to help ESF providers work effectively with participants aged 50+.

606. TAEN continued to produce their monthly 50+ Matters e-newsletters sharing relevant news, updates and examples of good practice with ESF partners. They also updated and maintained the 50+ Works website and issued quarterly bulletins to ESF projects and partners summarising details of the updates.

### **ESFD Publicity TA**

607. Publicity related TA activity is described in Section 7

### **TA at regional and local level**

608. In the Competitiveness and Employment Objective, all English regions had developed regional TA strategies which ran from the beginning of the programme to



April 2011. These included areas such as regional evaluation and labour market intelligence, the cross-cutting themes, publicity and third sector engagement. In the North West and Yorkshire and the Humber, the regional TA strategies identified the specific needs of the phasing-in areas. Regional TA strategies were managed by the Managing Authority regional teams and the Intermediate Bodies in London and Gibraltar. From April 2011, TA has been operated centrally by the Managing Authority and the regional TA strategies were discontinued. Exceptions to this are areas where ESF committees continue such as London and Gibraltar. The Convergence area continues to operate with a separate TA budget and its own Convergence TA strategy taking account of the needs of Cornwall and the Isles of Scilly.

609. A small number of new TA projects were approved by the PMC in October 2012. The London Regional Committee also approved a further five TA projects, and a Convergence TA project was approved in the South West.

### **East of England**

610. Three TA funded projects were running during 2012. No new projects were approved in 2012.

611. The LACE Language & Culture for Employment project – Activities included the completion and dissemination of the NOMS-SFA supported resources for catering and cleaning for offenders in prison with low level language ability. The resource went live in June 2012. Further support resource was developed for Health & Safety, personal hygiene, barbering, bricklaying and recycling to give a greater emphasis on through-the-gate activity in conjunction with skills manager and the prison drop-in centres. As a result, the SFA was able to extend support for these resources through summer roadshows and refresh training workshops. Also, activities undertaken to support the new SFA ESF Workplace Learning project linked to higher-level apprenticeships.

612. The Shaping Norfolk's Future ESF – The project continued to explore key growth sectors in Norfolk and Suffolk to identify vocational skills gaps in the workforce and examine how training providers in the county could work together to deliver the skills that employers want for their workforce, and employees need for their personal development. The project ended in March 2012.

613. Business in the Community – The Right Step - The project engaged with businesses to encourage them to work more closely with prisons and probation services in the East of England. Local businesses took part in Seeing is Believing tours, Criminal Justice Workshops and local and regional Employers Forums. The project ended in May 2012.

### **East Midlands**

614. There was no TA project running in the East Midlands during 2012.

### **North West and Merseyside**

615. One project was in place with third sector organisations covering both the phasing in area of Merseyside and the rest of the North West region. This project was mainly designed to develop the capacity of organisations operating within the third sector to enable them to access ESF funding.

616. Network for Europe provided Sector Co-ordination services for the Third Sector from November 2011 and throughout 2012. Its run in conjunction with a similar ERDF Technical Assistance Project for the Voluntary Sector. The project delivered information, representation and strategy for the Voluntary Sector, providing an accurate and timely flow of information, including newsletters, seminars, emails and a website, as well as one-to-one discussions, meetings and phone calls. They have been active in supporting the sector in quality and procurement issues, for example through providing support and training around the Skills Funding Agency ACTOR procurement system, Community Grants opportunities, and information around the Quality Provider Frameworks and Invitations to Tender.

### **Yorkshire and the Humber**

617. North Yorkshire County Council -The current North Yorkshire County Council project seeks to support CFO ESF activity in York and North Yorkshire through intelligence gathering: dialogue with CFOs about sub-regional employment and worklessness priorities; alignment of ESF with sub-regional strategies; disseminating ESF information; work with ESF project steering groups; maximising take-up of regional ESF projects; and contributing to regional programme activity as required. Key activities include:

- attending Steering Group meetings for Skills for Jobs and NEET to provide overview on skills needs and priorities;
- drafting a Skills Priority Statement;
- producing LMI Fact sheets – shared with the 14 – 19 Partnership to gather feedback and agree mechanism for distribution;
- meetings with Framework providers to discuss the Support for Deprived Families specification; and
- intelligence gathering to inform DWP consultations regarding ESF Support for Families and Adult outreach work.

618. There was one TA project which was delivered through the York and North Yorkshire ESF Technical Assistance project. Its delivery partners, York and North Yorkshire Partnership Unit and City of York Lifelong Learning Partnership, helped to ensure that all sectors involved in skills delivery in York and North Yorkshire were able to play an effective role in CFO ESF activity. This was achieved by targeting FE,

VCS, Local Authorities and other training providers. The project delivered support to Local Authority Lead Delivery Partner to deliver the new ESF Support for Families contract – identification of families to be supported and readiness planning; assistance to ESF NEET Steering Group – reviewed performance of contracts and made connections between deliver partners; support to ESF Prime Contractors and relevant ESF Steering Group to help ensure take-up is maximised. Work on preparing reports on Skills needs for York to inform discussions on future policy to be undertaken by the new York and North Yorkshire Partnership Unit.

619. Staffing changes as a result of re-structuring at York and North Yorkshire Partnership Unit (following the Government spending review) affected staff delivering the project; this resulted in the early closure of the project in May 2012.

### **West Midlands**

620. There were no TA projects operating in the West Midlands during 2012.

### **East Midlands**

621. There were no TA projects operating in the East Midlands during 2012.

### **London**

622. The London Directory of ESF Skills and Employment Services is an online database that provides a single point of access to information on ESF funded skills and employment services for unemployed and economically inactive individuals across London. It contains the latest available information on ESF provision funded by London's co-financing organisations. The directory is designed to help frontline advisors to find services to support individuals back to work. It also has a Partnership Portal, enabling organisations to share their details and search for potential partners in the delivery of skills and employment services. Since its launch around 170 ESF and match funded programmes in London have been registered and around 137 organisations are on the Partnership Portal. The project was due to end in December 2014, though given its limited use the GLA has recently taken the decision to end the agreement early in August 2013. [www.esfdirectory.co.uk](http://www.esfdirectory.co.uk).

623. The London Skills and Employment Observatory is a website that provides central access to information, research and data on all skills and employment issues for London from a single point. The project is in its third year of delivery and since its inception has published a range of research and up to date labour market data. The Observatory's latest research includes a Labour Market review published in February 2012 covering the main headlines on London's labour market based on the latest data available. The project was due to end in March 2012, but has since been extended for a further year until March 2013. [www.lseo.org.uk](http://www.lseo.org.uk).

624. The Green Mark project delivered by GLE commenced in July 2011, with the main objective of delivering the Green Mark certification free of charge, to ESF

projects to fulfil the National Programme Framework cross cutting theme of Sustainable Development. Green Mark helps organisations to improve their environmental and economic sustainability through awareness and integrating environmental measures within their operations. It empowers organisations and businesses with a range of practical and feasible actions from reducing energy consumption to putting in place waste management systems to ensure minimal environmental impact. Through this support to projects Green Mark will help the CFOs address the cross cutting theme of sustainable development across the programme as a whole. During 2012 GLE simplified the process of Green Mark certification by changing processes and documentation to make it more user friendly. A total of 21 ESF funded project delivery sites achieved certification during 2012.

625. Four new TA applications were received by GLA in 2013 year totalling around £1m ESF to support the following activities:

626. To provide support to London's local authorities in engaging in the strategic development and delivery of the London ESF Programme. The application was by Greater London Enterprise (GLE) for £91,243 ESF and is a continuation of the previous project delivered until December 2011;

627. The GLA submitted an application for £500, 000 ESF to fund the continuation of the London Skills and Employment Observatory from April 2012 to March 2015;

628. London Voluntary Service Council (LVSC) submitted an application for £231,000 ESF to provide support to the voluntary and community sector to access ESF funding opportunities and develop performance against key programme challenges such as sustained employment;

629. Tower Hamlets Council for Voluntary Service (THCVS) submitted an application for £171,397 to deliver capacity building support for prospective and existing Community Grants organisations in Tower Hamlets.

630. EPMU also applied for TA funding to contribute towards the costs of managing the London ESF Programme as an Intermediate Body on behalf DWP. The application was for £361,813 ESF to fund costs from 1 July 2011 until December 2015 and was submitted to ESF-Division for appraisal.

### **South East**

631. There were no TA projects operating in the South East during 2012.

### **South West**

632. University of Exeter (SLIM) -he aim of the project was to help regional partners and delivery organisations to improve their understanding of the patterns of disadvantage, employment, skills, enterprise and opportunity in the South West.

633. During 2012 a number of reports were published including 1) 'Employment and Skills Alliance Report: Your route to Skills', 2) 'West of England Employment and Skills Analysis and 3) 'Delivering Skills to maximize the impact of Superfast Broadband'.

634. Six editions of the SW Skills Newsletter were produced every quarter. Web stats for the quarter to November 2012 showed that 3,500 people visited the site.

635. South West Employment and Skills Board (Employment and Skills Partnership – Strategic Support) - this project continued during 2012 to bring partners together across the wider south west area to share learning and best practice. Events held during the year included a Superfast Broadband Event, SME skills event, Business Engagement with schools in conjunction with West of England LEP, Supporting manufacturing events in Bristol and Plymouth. Activity continued post March through a further ESF funded project.

### **Convergence**

636. Cornwall Council Convergence Partnership Office -This project was commissioned to carry out ESF publicity for the Convergence Programme. There was also a concurrent ERDF project. Joint costs pertaining to both projects were divided on the basis of an agreed apportionment. However, ERDF support was withdrawn which impacted on ESF activity leading to an under spend on the overall project being returned to ESFD at the end of the project period. This activity has continued through another ESF funded TA project. (See Cornwall Works Employment and Skills Project)

637. Cornwall Voluntary Sector Forum -This project was commissioned to ensure third sector access to ESF funding in the Convergence Programme. They worked with a wide range of third sector organisations to ensure awareness and take up of opportunities available through both CFO financed projects as well as direct bid projects. In the period to February 2012 when the project closed CVSF continued to act as a communication link between statutory bodies and various third sector organisations. Consultant 'Perfect Moment' completed its research activities under the project, exploring and discussing the role of the VCS in delivery of the Convergence programme and assessing the impact of VCS involvement on jobs, skills and improvement of facilities and services. The project came in on profiled spend and was closed down.

638. University College Falmouth (Combined Universities in Cornwall – CUC)- The project was commissioned to support the CUC central team acting for and on behalf of the wider colleges within Cornwall. They have collated, disseminated and revised information about activities carried out by the wider partnership. The project ran in tandem with a corresponding ERDF project. A review of ERDF support was carried out which identified a disparity between the ESF/ERDF split for jointly funded activities. As a consequence CUC was asked to prepare papers towards a Variation to Agreement. This identified a considerable difference in activities to those detailed in the existing Agreement and CUC was asked to make arrangements to close down

the existing project and prepare an application for a replacement project. At the time this was being discussed the TA suspension was put in place so no further activities towards either projects was carried out until this was lifted. ESFD continue to work with CUC on the closure of this project and the implementation of the replacement.

639. Cornwall Council (Employment & Skills Development Team)-This project was commissioned to support the implementation and delivery of the Council's Employment & Skills Development Team which sits within the Council funded Cornwall Development Company where there was a recognised lack of capacity and the need to drive the strategic direction of the plan. During the year there has been acute difficulties within the Council in their ability to recruit suitable staffing for the project. ESFD have worked closely with them to remedy the situation and all strategic roles have now been filled. This has meant an increase in activity but the project remains severely under spent. Again, ESFD have, and are, working closely with staff to rectify the situation. This was not helped by the suspension of the overall TA Programme for England with activities, effectively, being put on hold until the suspension was lifted. ESFD are working with the Council to ensure all activities commissioned as well as the money assigned to the project is being spent.

640. Results to date include

- a fully functioning Employment and Skills Board within the LEP
- a Cornwall Isles of Scilly Employment and Skills Plan
- Cornwall Works embedded as Cornwall and the Isles of Scilly's approach to tackling worklessness with buy in and understanding from all partners
- enhanced capacity and delivery on skills within the Council and Cornwall Development Team

641. Cornwall Council (Cornwall Works Employment and Skills) -This project was commissioned to increase participation in ESF funded projects and activities leading to increased movement towards/into employment and gaining work related skills. It provided support to the Council to develop and deliver their employment and skills initiative. It also enhanced activities carried out through the Council supported ITM projects. It worked closely with the 3 Co-financing organisations (SFA, DWP & NOMS) operating within the Convergence area.

642. With the closure of the Partnership Office a "Variation to Agreement" was negotiated and put in place to ensure the ESF publicity activity continued for the remainder of the Convergence Programme. It promotes the work carried out by the CFOs as well as direct bid project organisations and, as a consequence, the original end date for the project was extended. Project activity has also been adversely affected by the suspension to the TA Programme for England. However, activity has now resumed with the intention of catching up within the life of the project.

643. Project activity, in support of the ESF Convergence programme, therefore includes the following

- Sign – posting access to provision – for participants and professionals/stakeholders
- Raising the understanding of delivery
- Co-ordinating delivery
- Evaluation of aspects of the Cross Cutting Themes
- ESF Programme Communication

**Gibraltar**

644. EU Programmes Secretariat TA - This project receives a small amount of funding for the administration of the ESF programme in Gibraltar. Activities include, part funding a post, attendance at UK meetings such as National PMC, ESF Events etc, ESF publicity and promotional material.

645. Employment Service TA -This is the first time ES have had a technical assistance project. It is a very low value project and caters for items needed in connection with the ESF projects run by ES, including training for personnel dealing with the project and its administration. Courses in ESF have been done and meetings in Sheffield for INES training, Gibraltar Intermediary body Annual Reviews, ESF Annual Events have also been attended.

# 7 Information and Publicity

## **Managing Authority led publicity measures**

646. The European Commission approved the communication plan for the 2007-2013 England and Gibraltar ESF programme on 25 July 2008. The plan sets out the key information and publicity measures that are being taken to promote and raise the visibility of the programme, its activities and achievements.

647. A detailed review of the communication plan took place in autumn 2011. The updated communication plan was approved by the European Commission in November 2011 and takes into account new and enhanced publicity measures since 2008. These include the Managing Authority's response to findings, effective practices and suggestions from the 2009 evaluation of ESF Information and Publicity.

648. To support the implementation of the plan at a local level, each Co-financing Organisation (CFO) produced its own 2007-2013 ESF communication plan. These set out the strategy and measures through which the CFO and its providers (and their sub-contractors) will meet information and publicity requirements, including raising awareness of EU/ ESF support amongst ESF and match funded participants and the general public. These plans were approved by the Managing Authority in 2008 and were reviewed and updated in early 2012 in line with the activity undertaken for the national plan. In addition some ESF partners have agreed broader geographical communication plans, for example in London.

649. In accordance with Implementing Regulation (EC) No 1083/2006, Section 1, Article 4.2 – Annex C to the 2010 annual report provided an assessment of the impact of information and publicity measures in the first half of the programme. It also features the results of the 2009 evaluation and the Managing Authority's response.

## **The ESF Publicity network**

650. The ESF publicity network was formed in March 2008, comprising around 100 publicity contacts from across Intermediate Bodies, CFOs, non-CFO beneficiaries in Convergence and phasing-in areas and the Managing Authority. Membership also includes representatives from: the Communities and Local Government division responsible for the European Regional Development Fund in England; and the European Commission Representation to the UK.

651. The aims of the network are to raise the profile of ESF investment in jobs and skills; share best practice and promote consistency across the programme; and ensure regulatory requirements on publicity are understood and implemented across the programme.

652. Ongoing communications across the network include detailed e-bulletins (four in 2012) and emails on specific issues. Representatives from network partners



meet twice a year to review existing publicity measures, agree future publicity priorities and measures and share effective practice.

### **2012 Information and publicity priorities**

653. There were three main information and publicity priorities to promote ESF in 2012:

- showcasing ESF skills and jobs investment through Technical Assistance projects.
- publicising activities and achievements related to young people/NEETs; and women - particularly through ESF equal opportunities and gender equalities provision.
- Development of the 2014-2020 round of the ESF programme (within the “Common Strategic Framework” for EU funds in 2014-2020).

### **Major information activity**

This is a superb way of promoting ESF and vocational options....We have been very impressed with the standard of the exhibits."  
**Cambridge Regional College – ESF exhibitor**

654. The main publicity activity this year was built around publicising ESF achievements at The Skills Show event, which took place at the National Exhibition Centre (NEC) in Birmingham from 15 to 17 November.

655. Launched in 2012, ‘The WorldSkills UK - Skills Show’ is an annual cycle of national skills competitions and a major national event to showcase the best of the FE sector and Apprenticeships for the next 3 years. It is the UK’s biggest skills and careers event - a unique annual celebration to inspire the fashion designers, web developers and engineers of tomorrow with exciting opportunities in further education, skills and Apprenticeships.

656. Almost 71,000 visitors attended this inaugural national event. The show involved 64 skills competitions, 44 Have a Go opportunities, over 51 Showcase skill performances, more than 150 Spotlight talks, 6 extremely busy career advice hubs and 150 exhibitors – all under one roof.

657. ESF’s involvement in the event and the local level ‘Have a Go’ opportunities was through a Skills Funding Agency led Technical Assistance project, offering unique opportunities to market and promote the activities and achievements of the 2007-2013 England ESF programme to a wide audience. The event reached many ESF target groups, with a particular focus on young people including those not currently in education, employment or training.

658. The main ESF publicity measures in 2012 included:

- 30 ESF providers showcasing their activities and achievements in a large ESF branded exhibition area, plus a joint ESF Managing Authority/ESF-Works exhibition stand. The exhibitors organised interactive skills activities along with providing advice and guidance to visitors on the skills and job opportunities and support that their and similar projects can provide. ESF promotional flyers and materials were widely distributed. Two plasma screens at the centre of the ESF exhibition area provided key messages about ESF. Many thousands of young people and other visitors from across employment, education and skills sectors visited the ESF stands over the three days, which helped raise the profile of the programme.
- Promoting ESF support prominently at the opening and closing ceremonies through use of the ESF logo and references.
- displaying the ESF logo and some ESF messages around the NEC event as a whole.
- providing uniforms and equipment with a prominent ESF logo for volunteers from ESF eligible target groups.
- supporting 50 volunteers from ESF eligible target groups.
- distributing over 700 copies of the 2012/2013 ESF 'Improving people's lives' booklet.

659. In addition, two conference seminars on Thursday 15 November showcased effective practice from the ESF programme to an ESF and wider audience. These focused on:

- young people not in education, employment or training (NEET) and comprised:
  - an overview from the Young People's Learning Agency of how, since 2007, ESF employment and skills projects in England have helped young people NEET into further education and work.
  - presenters from two ESF providers - The Prince's Trust and SERCO explaining how ESF is helping young people progress into further education, training and employment.
  - a broader perspective of young people and employment across Europe provided from Dimtcho Tourdanov from the European Commission. This highlighted actions being taken to reduce early school leaving, which is a priority within the Europe 2020 strategy for smart, sustainable and inclusive growth.
- effective practice in the ESF cross-cutting themes of equal opportunities and sustainable development and comprised:
  - the national ESF Mainstreaming Leader award winners sharing how they effectively promote equality and sustainable development within their projects, lessons learned and outcomes they have achieved.
  - presentation of the national Mainstreaming Leader award certificates to the six winners by Angus Gray, Head of ESF Division, from the Department

for Work and Pensions and Dimtcho Tourdanov from the European Commission.

660. The project also supported measures to increase participation by ESF projects, participants and target groups (particularly young people NEET) at the Birmingham event and local level 'Have a Go' events across the country. ESF was promoted at the events, which enabled young people to try new activities, learn new skills and receive guidance and advice on career and learning opportunities.

661. A number of ESF partners took part in these activities targeted at a wide range of public audiences. Activities covered a broad range of sectors, such as: engineering, catering, beauty, travel and tourism, motor vehicles; and construction skills.

662. More details and photos of ESF involvement in The Skills Show can be found on the national ESF website and [www.ESF-works.com](http://www.ESF-works.com).

663. A summary of The ESF Skills Show Extra TA project is provided in the Technical Assistance section.

"It's been a great opportunity to meet a broad range of people, families, parents and potential learners. In our first dealings as an ESF exhibitor, the support has been fantastic. Looking forward to future opportunities"  
**Natspec – representing the specialist colleges**

### **Ongoing communications and publicity measures**

664. To ensure the transparency of ESF funding, beneficiaries, activities and achievements to external audiences, the Managing Authority continues to:

- use a range of communication measures to publicise ESF activities and achievements; and
- support the information and publicity activities of ESF stakeholders and delivery partners.

These publicity measures are summarised below:

#### **ESF Website**

665. Further improvements were made during 2012 to the national [www.dwp.gov.uk/esf](http://www.dwp.gov.uk/esf) website including the introduction of a carousel of headline news items on the home page. Regular updates to the news, about us, case study, provider lists and guidance pages were made throughout the year to keep the site fresh and make it more user friendly. New resources for ESF partners were also added, such as the 2014-2020 programme section. In this new section the ESF MA publicises latest England, UK and EU level information related to the negotiation and development of 2014-2020 programmes, along with details of consultation activity including events to engage with stakeholders and wider audiences.

### **'ESF at Work' e-zine and newsletter**

666. Until April 2012 the ESF at work e-zine continued to be circulated every two months to a wide audience of around 1,000 people – including:

- Providers delivering ESF and match funded projects and other organisations interested in doing so
- Co-financing Organisations and other ESF delivery partners
- Policy makers and practitioners involved in employment, skills, education and social inclusion areas
- The European Commission and other EU bodies
- Members of the public and people with an interest in European Union funded initiatives and programmes.

667. From April 2012 the e-zine has been replaced by a shorter fortnightly newsletter, keeping the audience more regularly informed of developments. The audience remains the same as for the e-zine, linking to the latest local and national news about ESF, activities and achievements of successful projects and a range of ESF and related initiatives.

668. DWP took the opportunity to update the subscriber list and remove duplicate/old email addresses. Following this the newsletter subscribers remained at above 900 during the remainder of 2012 and are expected to grow in 2013.

669. A newsletter readers' survey was undertaken in the spring and comments on the frequency, structure and content were very positive.

### **Publications and promotional materials**

670. The government advertising and marketing spend controls introduced in June 2010 remain in place. To help ensure EU regulatory requirements on publicising ESF continue to be met, through making exemption requests the Managing Authority sought and secured approval for a limited number of new externally procured national publicity products on a case-by case basis. These included a further (2012-2013) update of the 'Improving people's lives' booklet that reports on the progress of the 2007-2013 programme, including how it is responding to the economic downturn. It also features participant case studies from across the country and information about the ESF Mainstreaming Leader Awards and the Adult Learners' Week Award winners. The booklet is accessible on the ESF website and was distributed extensively to ESF stakeholders to promote ESF to a wide range of audiences.

### **Case studies**

671. In co-operation with CFOs and projects 16 engaging ESF participant and project case studies from across the country have been produced during the year.

These case studies are available on the national ESF website and many have been featured in the 'ESF newsletter, the 2012 booklet and other national and local communications. The use by ESF partners of good quality 'human interest' stories that show how people's lives have been improved through ESF investment has led to some good local level media coverage.

672. In addition, other nationally produced publicity and promotional materials have been distributed to ESF Co-financing Organisations and other stakeholders. These included: ESF project plaques, ESF posters of an 'ESF plaque' design for use in training locations - and good practice guides on helping disadvantaged groups back into the labour market. In early 2012 a 'Gender Equality Good Practice guide' was produced to promote the gender dimension to supporting disadvantaged people with the programme. The guide has been widely distributed and is also accessible on the national ESF website.

### **ESF-Works**

673. The ESF TA funded [www.esf-works.com](http://www.esf-works.com) website continues to promote policy and practice lessons from the 2007-2013 ESF programme in England. Following a user survey ESF-Works made changes to their website style to improve accessibility. During 2012 a series of updates and additional content was added to the site including interviews with ESF winners and stakeholders. (see Technical Assistance section).

### **Supporting Older Workers**

674. The national ESF TA funded TAEN (The Age and Employment Network) project continues to use ESF to help promote an effective labour market that serves the needs of people in mid and later life, employers and the economy. TAEN also publishes 50+ Works - a good practice guide for providers supporting 50+ jobseekers. In 2012 TAEN produced and actively publicised a good practice guide which offered support to ESF providers and stakeholders by sharing effective practice and ideas on how best to:

- help older workers enhance their skills and qualifications; and
- re-engage older people back into employment.

### **Adult Learners' Week**

675. ESF activities and achievements continue to be promoted extensively through the national ESF Technical Assistance 'Adult Learners' Week' project run by NIACE (see Technical Assistance section).

## **ESF National Mainstreaming Leader Awards**

676. The third annual ESF Mainstreaming Leader Awards for Equal Opportunities and Sustainable Development were launched in summer 2012. The national awards give high-profile recognition to those ESF providers who are leading the way in mainstreaming the themes of sustainable development and equal opportunities. The publicising of the awards helps move the mainstreaming agenda forward by providing real examples of good practice which can be shared with partners across the programme.

677. The categories of the five awards comprising 'ESF Mainstreaming Leader' and 'ESF Specialist Project Leader', reflect the 'dual' approach to mainstreaming which the ESF programme promotes by requiring providers to have policies and implementation plans to promote equal opportunities and sustainable development; and using ESF funds to support a range of niche and specialist projects which either target specific disadvantaged groups or have an environmental focus to promoting jobs and skills.

678. The award winners were presented with their certificates at an Equal Opportunities and Sustainable Development mainstreaming seminar at The Skills Show at the Birmingham NEC on Thursday 15 November. (see Major Information Activity above).

679. The 2012 award winners were:

- ESF Gender Equality Leader Award: The Aim Partnership
- ESF Equal Opportunities Specialist Project Leader Award: The Veteran's Employment Skills Project
- The Equal opportunities Mainstreaming Leader (Policy and Plan) Award: Inclusion Cornwall
- ESF Sustainable Development Specialist Project Leader Award: joint winners – Elixir of Life and Waste Works projects
- ESF Sustainable Development Mainstreaming Leader (Policy and Plan) award: GreenWays to Work project.

680. The awards initiative and winners were promoted extensively at a national level on the ESF website, tweets, the ESF newsletter and through other communications to ESF delivery partners. Many of these partners and the winning projects themselves publicised the winners' achievements including the presentation of the awards certificates to them. This awards initiative is running again in 2013.

## **Events**

681. ESF-Works and also the ESF Managing Authority exhibited at a number of welfare, employment and skills focused conferences during the year. These included ESF stands at Adult Learners' Week, The Skills Show and Social Justice and Strategy conferences.

### Working with providers and sub-contractors

682. During the year the ESF Managing Authority and ESF partners worked hard to ensure that providers and sub-contractors were equipped and enabled to publicise ESF in line with their contracts, EU regulations and guidance/resources available. The primary measure to support this work continues to be the ESF Publicity Works toolkit on the national ESF website. In addition, Co-financing Organisations continued to work closely with providers to promote effective publicity practice and ensure compliance with contractual and ESF regulatory requirements.

### Publicity indicators

683. The communication plan for the 2007-2013 England and Gibraltar ESF programme contains the following indicators. Where data is available these are quantified for 2012.

Objective	Indicator	Frequency	2012 Output
To provide a range of high quality products to publicise the programme by the end of 2007, and to develop the range during the life of the programme.	1. Number and type of products and publications produced.	Annual Implementation Report	See section on publications and promotional materials
	2. Number of 'ESF at work' e-zine/newsletter subscribers and website viewers.	Annual Implementation Report	923 subscribers (average/month) e-zine (January-March) 6127 downloads newsletter (April-December) 13,129 downloads
	3. Number of plaques distributed by the Managing Authority.	Annual Implementation Report	1,600 plaques distributed in year (6680 cumulative during programme)
To ensure project providers make their participants aware of ESF throughout their projects	4. Proportion of participants aware of ESF support.	Follow-up surveys of participants, 2010 and 2013	2010 Cohort Survey Wave 2 – 47% awareness (latest information available)
To ensure the Managing Authority, partners, beneficiaries and project providers publicise activities to the general public.	5. Number of <a href="http://www.dwp.gov.uk/esf">www.dwp.gov.uk/esf</a> website hits.	Annual Implementation Report	1,236,888 website hits in 2012
	6. Awareness of ESF	As and when	27% - 2009

<p>To use a consistent set of messages on ESF investment in employment and skills in all publicity and information measures.</p>	<p>among the general public.</p> <p>7. Relevant key messages and key facts used in publications.</p>	<p>surveys (e.g. Eurobarometer) undertaken</p> <p>Assessment by evaluator by 2010</p>	<p>[Eurobarometer] 34% - 2010 [Eurobarometer]</p> <p>In 2010 the evaluator reported that printed materials and website content use a consistent set of messages. This continued in 2012 and to assist booklets are accessible on-line.</p>
<p>To optimise opportunities to communicate the activities and achievements of the programme in the media at national, regional and local levels.</p>	<p>8. Number of press notices issued (by Managing Authority).</p> <p>9. Number of articles referring to ESF in national and regional media</p>	<p>Annual Implementation Report</p> <p>Annual Implementation Report</p>	<p>3</p> <p>Jan-March – 180 April-June – 127 July-Sep – 87 Oct-Dec – 98 Total - 492</p>
<p>To comply with EU regulatory requirements on publicity at all stages and all levels of the programme.</p>	<p>10. Verification activity finds compliance with EU regulatory requirements.</p>	<p>Annual Implementation Report</p>	<p>Baseline reviews, Article 13 monitoring and Article 16 audits have found no significant problems with compliance.</p>
<p>To integrate the cross-cutting themes (gender equality and equal opportunities, and sustainable development) into publicity and information measures.</p>	<p>11. Number of publications produced about, or containing information on, the cross-cutting themes.</p>	<p>Annual Implementation Report</p>	<p>Mainstreaming Leader awards initiative ran again this year (see description and link above). See also TAEN ‘support for older workers’ text above. Also integration of themes within newsletter articles, pages on ESF website and promotion of 2012 ‘Gender Equality Good Practice Guide booklet’.</p>



## Media analysis

684. Of the 492 articles in national and regional newspapers that referred to the European Social Fund, about 97% of these were in local papers focusing on new local funding and training opportunities, individual participant successes, and wider project activities and events. None of these news stories carried negative messages about ESF. This reinforces the importance of presenting stories to the media that show the benefits of ESF funding to individuals and communities.

## Co-financing Organisation (CFO) and other ESF partner publicity measures

685. ESF delivery partners continue to publicise ESF activities and achievements at a national and local level. A summary of some of the main publicity measures implemented by CFOs and other ESF partners is provided below.

## Co-financing Organisations

686. The Skills Funding Agency CFO managed the national ESF Technical Assistance project to publicise ESF as part of The Skills Show event in November 2012, including the wider 'Have a Go' event activities (see 'Major information activity' above).

687. The Agency also actively contributed to and publicised ESF events around the country including the Convergence and London ESF awards initiatives. It also maintains a webpage on its public website for ESF and promotes national ESF initiatives (such as Adult Learners' Week) to its provider base via its weekly newsletter, Update.

688. Further examples of Skills Funding Agency related publicity measures are:

- in London, the Evening Standard in conjunction with City Gateway, and their Ladder for London Apprenticeship campaign, featured the London ESF Outstanding Achiever of the Year 2011 winner Paula Evans. Paula had participated in City Gateway's ESF programme and on completion, had moved into a full apprenticeship.
- in the East Midlands, ESF Providers have used social media to promote the opportunities for skills provision provided by ESF - and also to disseminate good news and success stories of programme participants.

689. The Skills Funding Agency continues to:

- actively contribute to national level ESF web-content (including those of the MA and ESF-Works) and publications by providing details of funding opportunities, case studies and quotes from Agency staff and projects for booklets.
- work closely with providers to ensure publicity compliance.

690. The Department for Work and Pensions CFO has developed, delivered and participated in a number of ESF events, conferences and award ceremonies. These included:

- the national 21st Adult Learners' Week award ceremony by participating in the national selection process and working with the MA to publicise award winners including a regional DWP CFO individual learner award winner, Karl Steane.
- assisting with the ESF MA and ESF-Works at the Skills Show exhibition, giving advice and guidance and promoting the ESF Families programme with visitors. One of the DWP providers, EOS Works, provided an exhibition stand to further promote the provision, handed out leaflets and provided advice and guidance on their delivery of the programme.

691. A press release was issued by DWP in January 2012 to raise awareness of the DWP CFO ESF Support for Families with Multiple Problems. See:

<http://www.dwp.gov.uk/newsroom/press-releases/2012/jan-2012/dwp001-12.shtml>

692. DWP Press office also issued a press notice in support of the Day One Support for Young People Trailblazer in London provision:

<http://www.dwp.gov.uk/newsroom/press-releases/2012/aug-2012/dwp093-12.shtml>

693. DWP also worked closely:

- in partnership with Tribal (who run ESF-Works) across the country on individual project case studies and reports.
- with providers to secure effective compliance with publicity requirements. Measures include holding regular provider engagement meetings and quality assuring publicity materials that providers developed.

694. The National Offender Management Service (NOMS) CFO:

- supported major ESF initiatives such as the London ESF/ERDF awards, Worldskills UK – The Skills show 2012 and the 2012 ESF Leader Mainstreaming Awards. NOMS CFO Projects won three of the awards and another NOMS CFO organisation was a joint winner in a 4th category. See: <http://www.esf-works.com/esf/interviews/esf-leader-awards-2012>
- publicised NOMS CFO success and that of the winning projects to all Prime Providers via a communication bulletin – and to a wider NOMS audience online. A feature on the NOMS CFO also appeared in a mainstream NOMS publication. NOMS also highlighted activities and other successes on their own website [www.co-financing.org](http://www.co-financing.org).
- made extensive use of the ESF Works ([www.esf-works.com](http://www.esf-works.com)) project to highlight participant and project stories and has actively encouraged all providers to submit case studies to a variety of ESF publications.
- hosted a visit from a delegation from Bulgaria and the United Nations who had an interest in the Criminal Justice System. They were escorted to see

how provision is delivered and how NOMS CFO functions using a Prime/Sub contracting mechanism and a payment by results contracting method.

- commissioned Prison Radio services to assist offenders while they are in prison. The information distributed via this method has a clear message that this service is being supported with the use of ESF funding.
- issued a quarterly newsletter which specifically publicises initiatives and projects within the Social Enterprise arena. NOMS use this to highlight funding opportunities and successful projects it has funded.

695. The East Midlands Local Authority Consortium CFO has been pro-active in helping providers to publicise their projects. Some examples of measures include:

- circulating the DWP recommended Case Study form to all partners and project managers emphasising the importance of recording successes and of course, ESF involvement. In 2012 contracts within the Co-Financing Consortium have provided in excess of 30 case studies to publicise achievements.
- ensuring compliance with publicity requirements through monitoring arrangements.
- working closely with ESF-Works, which produced two films in November 2012 of providers, participants, local SMEs and officers involved in the delivery of ESF training. The films include case study interviews with CFO officers, delivery contractor staff, and representatives of SMEs.

696. Bedfordshire County Council CFO ESF projects:

- actively promoted the Adult Learners' Week ESF awards initiative, including encouraging projects to nominate participants.
- took part in (Bedford Pilgrims Housing Association) a national discussion organised by the Guardian newspaper on the subject of combating unemployment with social housing tenants.
- continue to support ESF-Works and work closely with providers by promoting effective practice and taking measures to ensure compliance with contractual requirements.

697. In addition, in October the CFO was awarded a runners up award for partnership working by Bedfordshire Race & Equality Council (40 entries) for its Gypsy & Travellers ESF project.

## **London**

698. In December, the fourth London ESF (and second ERDF) Awards were held at City Hall. The event celebrated the successes of exceptional individuals and businesses supported by the 2007-13 ESF and ERDF Programmes in London. Guest speakers and presenters Deputy Mayor for Business and Enterprise Kit Malthouse; Head of ESF Division (DWP) Angus Gray; and Director in DG Employment, Social

Affairs and Inclusion Peter Stub Jorgensen. A reception followed the presentation of the eight awards, where exhibitors Bounce Back and Working Links showcased some of the work they've been doing on an ESF-supported offender programme funded by the National Offender Management Service.

699. A selection of photos from the evening can be viewed on flickr: <http://www.flickr.com/photos/91000643@N07/sets/72157632269140022/> and films of interviews with the winners and finalists were produced by ESF Works and showcased at the awards. The winners' films are available to view on the ESF Works website <http://www.esf-works.com/places/london/london-erdf-a-esf-awards-2012>.

699. The Greater London Authority European Programmes Management Unit (EPMU) actively publicise the ESF programme across London. This includes their [www.london.gov.uk](http://www.london.gov.uk) ESF website pages, press releases, their use of Twitter @LondonEUfunds and the ERDF-ESF Blog for latest information: <http://www.london.gov.uk/blog/esf>

700. The London Directory of ESF Skills and Employment Services is an online database that provides a single point of access to information on ESF funded skills and employment services for unemployed and economically inactive individuals across London. It contains the latest available information on ESF provision funded by London's co-financing organisations. The directory is designed to help frontline advisors to find services to support individuals back to work. It also has a Partnership Portal, enabling organisations to share their details and search for potential partners in the delivery of skills and employment services. Since its launch around 170 ESF and match funded programmes in London have been registered and around 137 organisations are on the Partnership Portal.

701. Social media is used by some London Councils CFO projects as a means of engaging and maintaining contact with their participants. St Giles Trust (a project working with younger people) report that many younger participants react positively to the use of Facebook for maintaining contact and providing peer support. London Councils has a twitter feed which it uses to publicise funding launches and the grants team are using a specific hash tag to engage more widely with the voluntary and community sector - answering questions and also following providers to learn more what the wider sector is talking about.

## **Gibraltar**

702. The Gibraltar ESF Framework can be found on both the Government of Gibraltar website ([www.gibraltar.gov.gi](http://www.gibraltar.gov.gi)) and on the EU Programmes Secretariat dedicated website ([www.eufunding.gi](http://www.eufunding.gi)). The latter website also contains a list of all approved projects sponsored by ESF, together with their funding package and sponsoring department.

703. The Gibraltar Monitoring Committee meeting held on 8 November 2012 welcomed the return to Gibraltar of Filip Busz, Head of Unit, DG Emploi, European Commission. Sue Baxter, Deputy Director of EU Programmes for the Department for

Business, Innovation and Skills also attended and gave an update on latest thinking for the 2014-2020 programme.

704. Filip Busz visited the 'World War II Tunnels' project together with Lute Rodriguez, ESF Desk Officer – European Commission and ESF officials from Gibraltar. The visit was covered both in the local press and on the national ESF website.

705. The August Issue of the Europe in Gibraltar Newsletter covered latest details of the 2014-2020 programme.

706. The GFSB (Gibraltar Federation of Small Businesses) held a seminar in February 2012 where the EU Programmes Director gave a presentation on EU Funding in Gibraltar. A joint seminar was held on the 21<sup>st</sup> November 2012 together with the GFSB and the Gibraltar Chamber of Commerce where the EU Programmes team addressed a wide cross section of business partners and potential beneficiaries in Gibraltar.

707. The EU flag continues to fly on all Government buildings throughout the year and a series of generic promotional items promoting EU co-funded Programmes in Gibraltar continue to be available.

## Annex A - Regional and CFO Performance Tables

The tables in this Annex show achievement against target at CFO level by region for Priorities 1, 2, 4 and 5. The data shown is up to the end of November 2011 and are based on reports produced for the March 2012 Programme Monitoring Committee.

**Territorial and regional comparison report on 2007-2013 targets - Priority 1 cumulative achievement**

	Outputs											Results			
	1.1	1.2		1.3		1.4		1.5	1.7	1.8	1.9	1.10		1.13	
	Participant Total	Unemployed		Economically inactive		14 - 19 NEET		Disabled	Aged 50+	Ethnic min.	Female	In work on leaving		14 - 19 NEET into EET	
No.	No.	%	No.	%	No.	%	%	%	%	%	No.	%	No.	%	
<b>England and Gibraltar</b>															
Target	887,000	371,000	42 %	303,000	34 %	177,000	20 %	22 %	18 %	25 %	51 %	195,000	22 %	80,000	45 %
Achievement	2,379,385	1,260,752	53 %	492,740	21 %	555,500	23 %	22 %	14 %	20 %	31 %	327,776	15 %	360,675	71 %
<b>South East</b>															
Target	70,200	29,400	42 %	24,000	34 %	14,000	20 %	22 %	18 %	11 %	51 %	15,400	22 %	6,300	45 %
Achievement	139,258	75,928	55 %	22,749	16 %	38,516	28 %	35 %	20 %	12 %	37 %	20,373	15 %	27,388	77 %
<b>CFO - South East DWP</b>															
Target	38,495	21,184	55 %	17,311	45 %	0	0 %	22 %	18 %	11 %	51 %	8,547	22 %	0	0 %
Achievement	56,699	30,756	54 %	20,301	36 %	5,641	10 %	41 %	20 %	9 %	33 %	10,617	19 %	1,087	19 %
<b>CFO - South East Skills Funding Agency</b>															
Target	57,266	27,354	48 %	12,624	22 %	14,885	26 %	22 %	18 %	11 %	51 %	10,029	18 %	6,561	44 %
Achievement	78,864	42,533	54 %	1,762	2 %	32,664	41 %	32 %	19 %	13 %	39 %	9,047	12 %	26,283	88 %
<b>CFO - South East England Development Agency (SEEDA)</b>															

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Target	2,930	710	24 %	585	20 %	26	1 %	22 %	18 %	11 %	51 %	1,071	37 %	12	46 %
Achievement	2,810	2,021	72 %	609	22 %	180	6 %	14 %	22 %	12 %	36 %	397	14 %	13	7 %
<b>Non-CFO - Newhaven Community Development Association</b>															
Target	700	560	80 %	140	20 %	0	0 %	20 %	23 %	10 %	53 %	175	25 %	0	0 %
Achievement	697	598	86 %	64	9 %	31	4 %	19 %	27 %	7 %	48 %	150	22 %	5	16 %
<b>Non-CFO - Age UK Milton Keynes</b>															
Target	170	20	12 %	10	6 %	0	0 %	5 %	100 %	15 %	90 %	160	94 %	0	0 %
Achievement	188	20	11 %	13	7 %	0	0 %	11 %	93 %	9 %	79 %	162	86 %	0	0 %
<b>East of England</b>															
Target	68,200	28,500	42 %	23,300	34 %	13,600	20 %	22 %	18 %	16 %	51 %	15,000	22 %	6,100	45 %
Achievement	137,947	67,072	49 %	20,096	15 %	48,554	35 %	25 %	17 %	13 %	34 %	19,588	15 %	39,374	84 %
<b>CFO - East of England DWP</b>															
Target	36,704	22,049	60 %	14,655	40 %	0	0 %	22 %	18 %	16 %	51 %	8,076	22 %	0	0 %
Achievement	37,804	24,304	64 %	9,576	25 %	3,924	10 %	29 %	19 %	11 %	29 %	8,469	22 %	860	22 %
<b>CFO - East of England Development Agency (EEDA)</b>															
Target	2,762	1,426	52 %	1,336	48 %	0	0 %	22 %	18 %	16 %	62 %	644	23 %	0	0 %
Achievement	8,996	5,540	62 %	2,251	25 %	1,179	13 %	13 %	22 %	14 %	53 %	1,013	12 %	246	23 %
<b>CFO - Central Bedfordshire Council.</b>															
Target	4,327	1,454	34 %	1,547	36 %	1,326	31 %	18 %	18 %	16 %	51 %	764	18 %	596	45 %
Achievement	3,965	1,508	38 %	1,394	35 %	1,054	27 %	22 %	10 %	25 %	48 %	369	12 %	672	69 %
<b>CFO - East of England Skills Funding Agency</b>															
Target	42,779	14,092	33 %	9,202	22 %	18,547	43 %	22 %	18 %	16 %	51 %	9,412	22 %	8,346	45 %
Achievement	83,357	34,323	41 %	5,377	6 %	41,679	50 %	24 %	15 %	11 %	32 %	9,359	12 %	37,195	93 %

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			%													
<b>CFO - Luton Borough Council</b>																
Target	3,203	1,237	39 %	1,033	32 %	836	26 %	18 %	18 %	16 %	51 %	603	19 %	376	45 %	
Achievement	3,433	1,248	36 %	1,315	38 %	703	20 %	13 %	15 %	62 %	52 %	328	17 %	399	75 %	
<b>Non-CFO - CSV Ipswich Media Clubhouse</b>																
Target	356	248	70 %	108	30 %	0	0 %	67 %	10 %	15 %	55 %	89	25 %	0	0 %	
Achievement	392	149	38 %	183	47 %	15	4 %	59 %	20 %	11 %	45 %	50	16 %	2	17 %	
<b>West Midlands</b>																
Target	114,100	47,800	42 %	39,000	34 %	22,700	20 %	22 %	18 %	31 %	51 %	25,100	22 %	10,200	45 %	
Achievement	220,750	119,765	54 %	31,520	14 %	54,529	25 %	24 %	17 %	27 %	36 %	31,872	15 %	41,700	82 %	
<b>CFO - West Midlands DWP</b>																
Target	60,555	40,330	67 %	20,225	33 %	0	0 %	22 %	18 %	31 %	51 %	13,321	22 %	0	0 %	
Achievement	61,860	31,557	51 %	25,827	42 %	4,476	7 %	36 %	21 %	30 %	31 %	10,859	18 %	714	16 %	
<b>CFO - West Midlands Skills Funding Agency</b>																
Target	74,442	27,261	37 %	22,191	30 %	24,950	34 %	22 %	18 %	31 %	51 %	14,307	19 %	11,182	45 %	
Achievement	156,839	86,848	55 %	5,536	4 %	49,818	32 %	19 %	16 %	26 %	38 %	20,678	14 %	40,950	88 %	
<b>Non-CFO - Coventry City Council</b>																
Target	1,441	1,128	78 %	88	6 %	225	16 %	13 %	16 %	15 %	33 %	353	25 %	52	23 %	
Achievement	1,710	1,103	65 %	104	6 %	216	13 %	13 %	14 %	30 %	41 %	278	53 %	31	45 %	
<b>Non-CFO - West Mercia Probation Trust</b>																
Target	250	250	100 %	250	100 %	25	10 %	25 %	10 %	25 %	20 %	50	20 %	12	48 %	
Achievement	341	257	75 %	53	16 %	19	6 %	5 %	7 %	24 %	14 %	57	18 %	5	28 %	



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<b>South West</b>															
Target	44,200	18,500	42 %	15,100	34 %	8,800	20 %	22 %	18 %	7 %	51 %	9,700	22 %	4,000	45 %
Achievement	121,217	60,197	50 %	31,234	26 %	27,837	23 %	37 %	19 %	8 %	36 %	20,621	17 %	17,287	65 %
<b>CFO - South West DWP</b>															
Target	28,467	19,787	70 %	8,680	30 %	0	0 %	22 %	18 %	7 %	51 %	6,267	22 %	0	0 %
Achievement	71,568	34,016	48 %	30,232	42 %	7,319	10 %	42 %	20 %	7 %	34 %	14,186	20 %	1,351	18 %
<b>CFO - South West Skills Funding Agency</b>															
Target	22,291	7,922	36 %	6,505	29 %	9,278	42 %	22 %	18 %	7 %	51 %	3,233	15 %	4,176	45 %
Achievement	49,553	26,123	53 %	984	2 %	20,513	41 %	29 %	16 %	9 %	38 %	6,412	13 %	15,936	82 %
<b>Non-CFO - Pluss (The Pluss organisation)</b>															
Target	129	45	35 %	84	65 %	13	10 %	75 %	20 %	5 %	45 %	39	30 %	11	85 %
Achievement	96	58	60 %	18	19 %	5	5 %	96 %	11 %	0 %	18 %	23	28 %	0	0 %
<b>North East</b>															
Target	73,200	30,600	42 %	25,000	34 %	14,600	20 %	22 %	18 %	8 %	51 %	16,100	22 %	6,600	45 %
Achievement	184,100	97,085	53 %	13,503	7 %	58,015	32 %	18 %	12 %	4 %	33 %	33,848	19 %	41,105	74 %
<b>CFO - North East Skills Funding Agency</b>															
Target	52,011	15,958	31 %	10,568	20 %	14,786	28 %	22 %	18 %	8 %	51 %	11,439	22 %	6,691	45 %
Achievement	120,463	51,236	43 %	5,824	5 %	47,916	40 %	17 %	10 %	4 %	37 %	20,389	18 %	39,507	87 %
<b>CFO - North East DWP</b>															
Target	34,088	19,044	56 %	15,044	44 %	0	0 %	22 %	18 %	8 %	51 %	7,499	22 %	0	0 %
Achievement	63,378	45,630	72 %	7,678	12 %	10,070	16 %	19 %	14 %	3 %	25 %	13,427	21 %	1,594	16 %
<b>Non-CFO - Tyne &amp; Wear City Strategy Partnership</b>															

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Target	200	200	100 %	50	25 %	50	25 %	25 %	10 %	25 %	15 %	160	80 %	40	80 %
Achievement	259	219	85 %	1	0 %	29	11 %	10 %	19 %	4 %	3 %	32	100 %	4	100 %
<b>Yorkshire and the Humber</b>															
Target	65,900	27,600	42 %	22,500	34 %	13,100	20 %	22 %	18 %	21 %	51 %	14,500	22 %	5,900	45 %
Achievement	140,415	89,365	64 %	11,122	8 %	39,638	28 %	21 %	14 %	18 %	34 %	19,354	14 %	25,565	68 %
<b>CFO - Yorkshire &amp; Humber Skills Funding Agency</b>															
Target	52,699	19,102	36 %	15,722	30 %	15,349	29 %	22 %	18 %	21 %	51 %	10,088	19 %	3,995	26 %
Achievement	76,269	45,391	60 %	1,322	2 %	29,330	38 %	21 %	16 %	17 %	36 %	6,117	8 %	23,573	87 %
<b>CFO - Yorkshire &amp; Humber DWP</b>															
Target	21,920	12,056	55 %	9,864	45 %	0	0 %	22 %	18 %	21 %	51 %	4,822	22 %	0	0 %
Achievement	63,567	43,486	68 %	9,772	15 %	10,308	16 %	22 %	12 %	19 %	30 %	13,084	21 %	1,992	19 %
<b>Non-CFO - York College</b>															
Target	315	135	43 %	105	33 %	0	0 %	20 %	100 %	25 %	50 %	48	15 %	0	0 %
Achievement	579	488	84 %	28	5 %	0	0 %	8 %	100 %	11 %	41 %	153	27 %	0	0 %
<b>North West</b>															
Target	100,800	42,200	42 %	34,400	34 %	20,100	20 %	22 %	18 %	17 %	51 %	22,200	22 %	9,000	45 %
Achievement	209,607	104,938	50 %	43,939	21 %	59,303	28 %	28 %	16 %	13 %	34 %	32,415	16 %	41,747	75 %
<b>CFO - North West Skills Funding Agency</b>															
Target	56,231	15,418	27 %	12,418	22 %	20,100	36 %	22 %	18 %	17 %	51 %	12,385	22 %	9,070	45 %
Achievement	111,619	54,541	49 %	7,324	7 %	49,019	44 %	22 %	14 %	12 %	35 %	16,210	15 %	40,563	89 %
<b>CFO - North West DWP</b>															
Target	59,763	33,920	57	25,843	43 %	0	0 %	22 %	18 %	17 %	51 %	13,148	22 %	0	0 %

**AIR 2012 FINAL**

			%												
Achievement	95,486	49,471	52 %	35,761	37 %	10,253	11 %	35 %	18 %	14 %	33 %	15,625	16 %	1,172	11 %
<b>Non-CFO - The Lancashire Colleges</b>															
Target	854	157	18 %	308	36 %	0	0 %	9 %	100 %	8 %	51 %	44	5 %	0	0 %
Achievement	894	544	61 %	14	2 %	0	0 %	7 %	97 %	5 %	42 %	31	100 %	0	0 %
<b>Non-CFO - University of Cumbria</b>															
Target	1,597	145	9 %	1,452	91 %	0	0 %	3 %	2 %	15 %	50 %	464	29 %	0	0 %
Achievement	1,608	382	24 %	840	52 %	31	2 %	7 %	3 %	24 %	61 %	549	39 %	12	100 %
<b>Merseyside</b>															
Target	57,900	26,300	46 %	21,500	37 %	7,600	13 %	22 %	18 %	5 %	51 %	12,700	22 %	3,400	45 %
Achievement	208,991	127,551	61 %	27,079	13 %	43,449	21 %	15 %	12 %	8 %	32 %	36,503	23 %	23,822	69 %
<b>CFO - North West Skills Funding Agency</b>															
Target	41,017	14,461	35 %	11,663	28 %	7,600	19 %	22 %	18 %	9 %	51 %	9,017	22 %	3,420	45 %
Achievement	71,804	34,013	47 %	6,387	9 %	24,839	35 %	21 %	10 %	8 %	39 %	16,451	24 %	21,164	90 %
<b>CFO - North West DWP</b>															
Target	20,044	11,250	56 %	8,795	44 %	0	0 %	22 %	18 %	5 %	51 %	4,410	22 %	0	0 %
Achievement	36,622	24,978	68 %	5,464	15 %	6,180	17 %	18 %	11 %	4 %	30 %	6,496	18 %	981	16 %
<b>Non-CFO - Wirral Borough Council</b>															
Target	1,445	607	42 %	838	58 %	0	0 %	22 %	18 %	5 %	51 %	275	19 %	0	0 %
Achievement	1,679	855	51 %	617	37 %	207	12 %	20 %	21 %	7 %	51 %	590	35 %	76	37 %
<b>Non-CFO - Liverpool City Council</b>															
Target	6,050	3,630	60 %	2,420	40 %	0	0 %	22 %	18 %	10 %	51 %	1,392	23 %	0	0 %
Achievement	22,494	18,874	84 %	157	1 %	2,517	11 %	12 %	15 %	17 %	38 %	3,984	74 %	450	100 %

**AIR 2012 FINAL**

			%												%
<b>Non-CFO - Sefton Metropolitan Borough Council</b>															
Target	1,185	592	50 %	593	50 %	0	0 %	15 %	12 %	2 %	40 %	261	22 %	0	0 %
Achievement	6,746	4,222	63 %	1,434	21 %	654	10 %	4 %	18 %	2 %	38 %	732	100 %	78	100 %
<b>Non-CFO - St Helen's MBC</b>															
Target	713	200	28 %	513	72 %	0	0 %	50 %	30 %	1 %	49 %	86	12 %	0	0 %
Achievement	4,388	2,592	59 %	1,176	27 %	408	9 %	7 %	15 %	2 %	34 %	1,161	68 %	106	74 %
<b>Non-CFO - Knowsley Metropolitan Borough Council</b>															
Target	1,623	406	25 %	1,217	75 %	0	0 %	20 %	15 %	1 %	45 %	730	45 %	0	0 %
Achievement	4,638	2,597	56 %	256	6 %	497	11 %	4 %	15 %	2 %	36 %	34	1 %	0	0 %
<b>Non-CFO - Knowsley Metropolitan Borough Council (Pan Merseyside)</b>															
Target	8,985	6,110	68 %	2,875	32 %	0	0 %	21 %	20 %	10 %	45 %	1,659	18 %	0	0 %
Achievement	3,504	2,272	65 %	175	5 %	737	21 %	6 %	13 %	4 %	33 %	730	36 %	138	27 %
<b>Non-CFO - Merseyside Expanding Horizons Ltd</b>															
Target	1,325	475	36 %	725	55 %	79	6 %	71 %	10 %	9 %	44 %	390	29 %	113	143 %
Achievement	1,455	1,167	80 %	128	9 %	32	2 %	40 %	22 %	8 %	61 %	202	16 %	7	30 %
<b>Non-CFO - Social Enterprise North West</b>															
Target	500	400	80 %	95	19 %	5	1 %	20 %	20 %	6 %	50 %	250	50 %	4	80 %
Achievement	636	330	52 %	5	1 %	41	6 %	8 %	21 %	39 %	53 %	353	56 %	6	15 %
<b>CFO - National Offender Management Services</b>															
Target	26,409	16,495	62 %	8,413	32 %	1,501	6 %	22 %	7 %	20 %	9 %	326	1 %	17	1 %
Achievement	28,709	18,037	63 %	8,761	31 %	1,911	7 %	7 %	6 %	7 %	2 %	2,026	8 %	131	7 %

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<b>Non-CFO - Knowsley MBC (PEP Supplementary Programme)</b>															
Target	12,635	7,585	60 %	5,050	40 %	350	3 %	20 %	18 %	10 %	45 %	3,509	28 %	350	100 %
Achievement	26,130	17,445	67 %	2,502	10 %	5,426	21 %	13 %	15 %	4 %	37 %	3,659	49 %	685	71 %
<b>Non-CFO - University of Cumbria</b>															
Target	100	100	100 %	0	0 %	0	0 %	0 %	0 %	7 %	50 %	20	20 %	0	0 %
Achievement	186	169	91 %	17	9 %	0	0 %	0 %	3 %	13 %	50 %	85	46 %	0	0 %
<b>London</b>															
Target	158,600	66,400	42 %	54,200	34 %	31,600	20 %	22 %	18 %	56 %	51 %	34,900	22 %	14,200	45 %
Achievement	334,193	149,665	45 %	104,461	31 %	66,077	20 %	29 %	17 %	56 %	42 %	49,007	16 %	45,686	77 %
<b>CFO - London DWP</b>															
Target	105,758	68,385	65 %	32,009	30 %	0	0 %	22 %	18 %	56 %	51 %	27,807	26 %	0	0 %
Achievement	140,391	64,866	46 %	67,278	48 %	8,247	6 %	44 %	21 %	50 %	40 %	24,058	17 %	1,755	21 %
<b>CFO - Greater London Authority (CFO)</b>															
Target	27,321	8,144	30 %	9,940	36 %	9,094	33 %	22 %	18 %	62 %	50 %	3,625	13 %	4,718	52 %
Achievement	36,650	17,139	47 %	8,162	22 %	9,812	27 %	20 %	14 %	66 %	48 %	6,957	22 %	3,128	53 %
<b>CFO - London Councils</b>															
Target	27,792	9,442	34 %	18,145	65 %	205	1 %	22 %	18 %	60 %	51 %	9,173	33 %	110	54 %
Achievement	18,231	5,332	29 %	12,168	67 %	618	3 %	26 %	16 %	64 %	60 %	3,269	23 %	254	62 %
<b>CFO - London Skills Funding Agency</b>															
Target	125,776	54,565	43 %	28,932	23 %	34,650	28 %	22 %	18 %	56 %	51 %	21,831	17 %	17,088	49 %
Achievement	134,404	59,268	44 %	15,759	12 %	47,087	35 %	16 %	12 %	57 %	40 %	13,427	11 %	40,417	91 %
<b>Non-CFO - London Borough of Ealing</b>															

**AIR 2012 FINAL**

Target	1,406	208	15 %	1,198	85 %	0	0 %	25 %	25 %	56 %	51 %	193	14 %	0	0 %
Achievement	1,230	1,076	87 %	69	6 %	64	5 %	32 %	17 %	61 %	50 %	78	37 %	11	69 %
<b>Non-CFO - Groundwork London</b>															
Target	3,280	1,800	55 %	1,560	48 %	0	0 %	25 %	12 %	60 %	55 %	1,152	35 %	0	0 %
Achievement	3,287	1,984	60 %	1,025	31 %	249	8 %	6 %	13 %	73 %	56 %	1,218	100 %	121	100 %
<b>East Midlands</b>															
Target	76,000	31,800	42 %	26,000	34 %	15,100	20 %	22 %	18 %	21 %	51 %	16,700	22 %	6,800	45 %
Achievement	140,928	66,466	47 %	32,298	23 %	38,999	28 %	31 %	19 %	15 %	37 %	23,894	18 %	26,576	74 %
<b>CFO - East Midlands DWP</b>															
Target	56,000	31,920	57 %	17,840	32 %	0	0 %	22 %	18 %	21 %	51 %	12,320	22 %	0	0 %
Achievement	67,501	34,072	50 %	28,220	42 %	5,209	8 %	37 %	21 %	13 %	36 %	12,728	19 %	952	18 %
<b>CFO - Local Authorities in the East Midlands</b>															
Target	2,575	1,276	50 %	1,070	42 %	0	0 %	22 %	18 %	21 %	51 %	689	27 %	0	0 %
Achievement	2,000	1,209	60 %	454	23 %	137	7 %	46 %	12 %	41 %	44 %	354	32 %	28	41 %
<b>CFO - East Midlands Skills Funding Agency</b>															
Target	58,671	23,790	41 %	9,735	17 %	14,772	25 %	22 %	18 %	21 %	51 %	11,892	20 %	6,670	45 %
Achievement	67,919	29,385	43 %	2,663	4 %	33,390	49 %	26 %	13 %	16 %	38 %	10,503	16 %	25,528	84 %
<b>Non-CFO - Workers Educational Association East Midlands Region</b>															
Target	100	50	50 %	0	0 %	15	15 %	20 %	30 %	30 %	60 %	30	30 %	12	80 %
Achievement	2,448	1,082	44 %	908	37 %	21	1 %	37 %	53 %	20 %	61 %	41	2 %	0	0 %
<b>Non-CFO - Social Enterprise East Midlands Ltd</b>															
Target	1,200	1,152	96 %	48	4 %	396	33 %	20 %	5 %	8 %	52 %	480	40 %	277	70 %

**AIR 2012 FINAL**

Achievement	1,060	718	68 %	53	5 %	242	23 %	8 %	12 %	32 %	42 %	268	41 %	68	46 %
<b>South Yorkshire</b>															
Target	55,300	23,200	42 %	18,900	34 %	11,000	20 %	22 %	18 %	21 %	51 %	12,200	22 %	5,000	45 %
Achievement	155,189	95,830	62 %	17,530	11 %	37,892	24 %	19 %	13 %	17 %	27 %	15,439	10 %	27,853	76 %
<b>CFO - Yorkshire &amp; Humber Skills Funding Agency</b>															
Target	56,706	22,935	40 %	18,839	33 %	10,960	19 %	22 %	18 %	12 %	51 %	11,988	21 %	5,050	46 %
Achievement	101,394	64,060	63 %	3,495	3 %	31,042	31 %	21 %	14 %	17 %	31 %	7,990	8 %	26,810	89 %
<b>CFO - Yorkshire &amp; Humber DWP</b>															
Target	28,398	18,557	65 %	9,841	35 %	0	0 %	22 %	18 %	21 %	51 %	6,260	22 %	0	0 %
Achievement	27,187	17,847	66 %	6,044	22 %	3,295	12 %	23 %	12 %	19 %	28 %	5,452	20 %	612	19 %
<b>Non-CFO - Barnsley Metropolitan Borough Council</b>															
Target	1,300	195	15 %	260	20 %	65	5 %	15 %	30 %	15 %	40 %	780	60 %	15	23 %
Achievement	4,000	1,634	41 %	1,092	27 %	135	3 %	24 %	31 %	16 %	56 %	294	11 %	89	82 %
<b>CFO - National Offender Management Services</b>															
Target	22,659	11,451	51 %	7,396	33 %	3,812	17 %	22 %	7 %	20 %	9 %	235	1 %	15	0 %
Achievement	22,608	12,289	54 %	6,899	31 %	3,420	15 %	7 %	5 %	16 %	1 %	1,703	9 %	342	11 %
<b>Gibraltar</b>															
Target	1,000	400	40 %	400	40 %	200	20 %	22 %	20 %	0 %	51 %	300	30 %	100	50 %
Achievement	102	91	89 %	9	9 %	2	2 %	0 %	45 %	0 %	37 %	5	16 %	1	50 %
<b>Non-CFO - Government of Gibraltar - Employment Service</b>															
Target	119	119	100 %	119	100 %	0	0 %	10 %	30 %	15 %	25 %	71	60 %	0	0 %
Achievement	102	91	89 %	9	9 %	2	2 %	0 %	45 %	0 %	37 %	5	16 %	1	50 %

**AIR 2012 FINAL**

			%												
<b>Agreement number - 08076NGI1</b>															
Target	80	80	100 %	80	100 %	0	0 %	10 %	30 %	15 %	25 %	48	60 %	0	0 %
Achievement	73	63	86 %	9	12 %	1	1 %	0 %	49 %	0 %	34 %	5	19 %	1	100 %
<b>Agreement number - 08078NGI1</b>															
Target	39	39	100 %	39	100 %	0	0 %	10 %	30 %	15 %	25 %	23	59 %	0	0 %
Achievement	29	28	97 %	0	0 %	1	3 %	0 %	36 %	0 %	45 %	0	0 %	0	0 %
<b>ESFD</b>															
Target	21,795	12,205	56 %	8,718	40 %	872	4 %	46 %	5 %	20 %	21 %	0	0 %	217	25 %
Achievement	386,688	206,799	53 %	137,200	35 %	42,689	11 %	8 %	8 %	20 %	8 %	24,857	8 %	2,571	7 %
<b>CFO - National Offender Management Services</b>															
Target	401,290	207,752	52 %	153,301	38 %	40,237	10 %	22 %	7 %	20 %	7 %	10,561	3 %	0	0 %
Achievement	386,688	206,799	53 %	137,200	35 %	42,689	11 %	8 %	8 %	20 %	8 %	24,857	8 %	2,571	7 %



## Priority 2

	Outputs											Results					
	2.1	2.2		2.3		2.4		2.5	2.6	2.7	2.8	2.9		2.10		2.11	
	Participant Total	With basic skills needs		Without level 2		Without level 3		Disabled	Aged 50+	Ethnic min.	Female	Participant Total					
No.	No.	%	No.	%	No.	%	%	%	%	%	No.	%	No.	%	No.	%	
<b>England and Gibraltar</b>																	
Target	825,000	337,000	41 %	338,000	41 %	101,000	12 %	15 %	20 %	13 %	50 %	152,000	45 %	135,000	40 %	30,000	30 %
Achievement	1,154,023	286,060	25 %	247,301	21 %	260,525	23 %	7 %	18 %	16 %	45 %	94,854	34 %	237,533	46 %	88,945	36 %
<b>South East</b>																	
Target	65,300	26,600	41 %	26,700	41 %	8,000	12 %	15 %	20 %	9 %	50 %	12,000	45 %	10,700	40 %	2,400	30 %
Achievement	93,134	21,354	23 %	19,911	21 %	15,940	17 %	8 %	18 %	15 %	45 %	5,666	28 %	19,691	49 %	8,075	52 %
<b>CFO - South East Skills Funding Agency</b>																	
Target	64,404	28,086	44 %	27,023	42 %	7,223	11 %	15 %	20 %	9 %	50 %	12,492	44 %	10,850	40 %	2,794	39 %
Achievement	81,345	20,762	26 %	19,495	24 %	14,667	18 %	9 %	19 %	16 %	49 %	5,666	28 %	19,638	51 %	3,880	27 %
<b>CFO - South East England Development Agency (SEEDA)</b>																	
Target	6,722	0	0 %	300	4 %	2,199	33 %	15 %	20 %	9 %	50 %	0	0 %	0	0 %	548	25 %
Achievement	10,785	460	4 %	150	1 %	1,131	10 %	1 %	10 %	5 %	14 %	0	0 %	0	0 %	4,195	100 %
<b>Non-CFO - Medway Council</b>																	
Target	870	610	70 %	452	52 %	609	70 %	50 %	40 %	25 %	45 %	174	29 %	36	8 %	36	6 %
Achievement	1,004	132	13 %	266	26 %	142	14 %	6 %	19 %	19 %	33 %	0	0 %	53	13 %	0	0 %
<b>East of England</b>																	

**AIR 2012 FINAL**

Target	69,800	28,500	41 %	28,600	41 %	8,500	12 %	15 %	20 %	8 %	50 %	12,800	45 %	11,400	40 %	2,600	30 %
Achievement	105,117	24,663	23 %	19,433	18 %	22,729	22 %	6 %	22 %	16 %	47 %	8,073	33 %	22,130	51 %	7,793	35 %
<b>CFO - East of England Development Agency (EEDA)</b>																	
Target	16,645	1,021	6 %	3,167	19 %	1,488	9 %	15 %	20 %	8 %	50 %	459	45 %	1,237	39 %	1,229	83 %
Achievement	29,355	3,481	12 %	3,388	12 %	6,629	23 %	3 %	28 %	7 %	46 %	2,514	73 %	1,578	23 %	1,461	22 %
<b>CFO - East of England Skills Funding Agency</b>																	
Target	84,855	38,210	45 %	26,931	32 %	12,989	15 %	15 %	20 %	8 %	50 %	17,167	45 %	10,507	39 %	3,772	29 %
Achievement	74,978	21,155	28 %	15,900	21 %	15,864	21 %	7 %	20 %	20 %	47 %	5,552	27 %	20,307	56 %	6,261	41 %
<b>CFO - Luton Borough Council</b>																	
Target	345	10	3 %	25	7 %	310	90 %	16 %	18 %	16 %	51 %	4	40 %	5	20 %	124	40 %
Achievement	110	0	0 %	3	3 %	20	18 %	1 %	10 %	25 %	45 %	0	0 %	54	100 %	33	100 %
<b>CFO - Central Bedfordshire Council.</b>																	
Target	586	20	3 %	30	5 %	200	34 %	18 %	18 %	16 %	51 %	14	70 %	25	83 %	145	73 %
Achievement	319	20	6 %	8	3 %	70	22 %	6 %	9 %	10 %	81 %	0	0 %	46	100 %	38	86 %
<b>Non-CFO - Essex County Council</b>																	
Target	128	20	16 %	128	100 %	128	100 %	10 %	0 %	6 %	14 %	20	100 %	45	35 %	0	0 %
Achievement	355	7	2 %	134	38 %	146	41 %	1 %	0 %	8 %	12 %	7	100 %	145	100 %	0	0 %
<b>West Midlands</b>																	
Target	106,200	43,300	41 %	43,500	41 %	13,000	12 %	15 %	20 %	14 %	50 %	19,500	45 %	17,400	40 %	3,900	30 %
Achievement	130,395	41,180	32 %	31,707	24 %	30,685	24 %	8 %	19 %	20 %	46 %	23,179	57 %	20,836	29 %	7,703	26 %
<b>CFO - West Midlands Skills Funding Agency</b>																	
Target	109,913	44,802	41 %	45,007	41 %	13,436	12 %	15 %	20 %	14 %	50 %	20,181	45 %	18,013	40 %	4,021	30 %

**AIR 2012 FINAL**

Achievement	129,389	41,052	32 %	31,679	24 %	30,599	24 %	8 %	19 %	20 %	46 %	23,179	58 %	20,645	29 %	7,454	25 %
<b>Non-CFO - Birmingham Metropolitan College</b>																	
Target	940	97	10 %	110	12 %	305	32 %	3 %	11 %	17 %	28 %	0	0 %	30	27 %	120	39 %
Achievement	1,006	128	13 %	28	3 %	86	9 %	9 %	26 %	21 %	33 %	0	0 %	191	100 %	249	100 %
<b>South West</b>																	
Target	41,100	16,800	41 %	16,800	41 %	5,000	12 %	15 %	20 %	4 %	50 %	7,600	45 %	6,700	40 %	1,500	30 %
Achievement	51,822	8,674	17 %	13,640	26 %	14,083	27 %	14 %	24 %	6 %	52 %	3,625	43 %	10,479	48 %	3,651	27 %
<b>CFO - South West Skills Funding Agency</b>																	
Target	41,018	15,478	38 %	15,478	38 %	10,062	25 %	15 %	20 %	4 %	50 %	6,968	45 %	6,182	40 %	3,024	30 %
Achievement	51,659	8,670	17 %	13,638	26 %	14,077	27 %	14 %	24 %	6 %	52 %	3,625	43 %	10,475	48 %	3,651	27 %
<b>Non-CFO - Skills for Care South West</b>																	
Target	300	40	13 %	50	17 %	150	50 %	5 %	85 %	10 %	65 %	0	0 %	110	220 %	0	0 %
Achievement	138	4	3 %	0	0 %	4	3 %	6 %	52 %	1 %	80 %	0	0 %	4	100 %	0	0 %
<b>Non-CFO - Cosmic</b>																	
Target	24	0	0 %	0	0 %	0	0 %	12 %	17 %	12 %	54 %	0	0 %	0	0 %	0	0 %
Achievement	25	0	0 %	2	8 %	2	8 %	8 %	28 %	20 %	60 %	0	0 %	0	0 %	0	0 %
<b>North East</b>																	
Target	68,000	27,800	41 %	27,800	41 %	8,300	12 %	15 %	20 %	4 %	50 %	12,500	45 %	11,100	40 %	2,500	30 %
Achievement	105,662	26,863	25 %	20,785	20 %	25,445	24 %	5 %	20 %	4 %	37 %	4,851	18 %	31,106	66 %	6,337	25 %
<b>CFO - North East Skills Funding Agency</b>																	
Target	70,939	27,716	39 %	27,716	39 %	8,583	12 %	15 %	20 %	4 %	50 %	12,230	44 %	10,854	39 %	2,486	29 %
Achievement	105,189	26,811	25 %	20,769	20 %	25,377	24 %	5 %	20 %	4 %	37 %	4,851	18 %	31,106	66 %	6,337	25 %
<b>Non-CFO - University of Sunderland</b>																	

**AIR 2012 FINAL**

Target	400	50	13 %	50	13 %	30	8 %	15 %	75 %	10 %	50 %	20	40 %	0	0 %	0	0 %
Achievement	473	52	11 %	16	3 %	68	14 %	18 %	58 %	6 %	49 %	0	0 %	0	0 %	0	0 %
<b>Yorkshire and the Humber</b>																	
Target	61,300	25,000	41 %	25,100	41 %	7,500	12 %	15 %	20 %	14 %	50 %	11,300	45 %	10,000	40 %	2,300	30 %
Achievement	82,309	14,367	17 %	19,647	24 %	20,514	25 %	6 %	18 %	11 %	38 %	366	3 %	17,527	54 %	7,926	40 %
<b>CFO - Yorkshire &amp; Humber Skills Funding Agency</b>																	
Target	65,546	26,761	41 %	26,861	41 %	8,015	12 %	15 %	20 %	8 %	50 %	12,099	45 %	10,694	40 %	2,461	
Achievement	81,965	14,289	17 %	19,527	24 %	20,492	25 %	6 %	18 %	11 %	38 %	315	2 %	17,520	54 %	7,918	40 %
<b>Non-CFO - Kirklees Council (Yorkshire &amp; Humber)</b>																	
Target	500	150	30 %	225	45 %	75	15 %	3 %	20 %	15 %	50 %	115	77 %	58	26 %	75	100 %
Achievement	344	78	23 %	120	35 %	22	6 %	19 %	13 %	40 %	40 %	51	69 %	7	4 %	8	44 %
<b>North West</b>																	
Target	99,700	40,700	41 %	40,800	41 %	12,200	12 %	15 %	20 %	8 %	50 %	18,300	45 %	16,300	40 %	3,700	30 %
Achievement	130,579	29,433	23 %	29,728	23 %	32,294	25 %	8 %	16 %	9 %	44 %	4,397	16 %	18,114	32 %	9,035	30 %
<b>CFO - North West Skills Funding Agency</b>																	
Target	106,950	44,743	42 %	45,143	42 %	13,226	12 %	15 %	20 %	8 %	50 %	18,780	42 %	16,600	37 %	3,715	28 %
Achievement	128,673	29,387	23 %	29,661	23 %	32,180	25 %	8 %	16 %	9 %	44 %	4,397	16 %	17,818	32 %	8,911	30 %
<b>Non-CFO - Impact Housing Association</b>																	
Target	310	30	10 %	50	16 %	30	10 %	15 %	5 %	2 %	30 %	40	133 %	65	130 %	0	0 %
Achievement	1,906	46	2 %	67	4 %	114	6 %	2 %	46 %	1 %	34 %	0	0 %	296	100 %	124	100 %
<b>Merseyside</b>																	
Target	58,500	23,900	41 %	24,000	41 %	7,100	12 %	15 %	20 %	4 %	50 %	10,800	45 %	9,600	40 %	2,100	30 %
Achievement	123,263	23,813	19 %	18,301	15 %	20,168	16 %	7 %	20 %	6 %	44 %	7,854	35 %	13,860	35 %	6,839	36 %
<b>CFO - North West Skills Funding Agency</b>																	

**AIR 2012 FINAL**

Target	65,052	26,846	41 %	26,886	41 %	7,936	12 %	15 %	20 %	5 %	50 %	10,800	40 %	9,600	36 %	2,115	27 %
Achievement	123,187	23,813	19 %	18,300	15 %	20,162	16 %	7 %	20 %	6 %	44 %	7,854	35 %	13,860	35 %	6,839	36 %
<b>Non-CFO - Liverpool Chamber of Commerce and Industry</b>																	
Target	119	0	0 %	0	0 %	0	0 %	10 %	50 %	10 %	50 %	0	0 %	0	0 %	0	0 %
Achievement	76	0	0 %	1	1 %	6	8 %	3 %	41 %	9 %	58 %	0	0 %	0	0 %	0	0 %
<b>London</b>																	
Target	126,700	51,700	41 %	51,800	41 %	15,500	12 %	15 %	20 %	37 %	50 %	23,300	45 %	20,700	40 %	4,700	30 %
Achievement	163,675	57,111	35 %	34,935	21 %	30,324	19 %	6 %	15 %	50 %	52 %	26,403	49 %	39,144	44 %	15,097	51 %
<b>CFO - Greater London Authority (CFO)</b>																	
Target	4,736	4,736	100 %	0	0 %	0	0 %	15 %	20 %	40 %	50 %	2,010	42 %	0	0 %		
Achievement	5,074	457	9 %	277	5 %	144	3 %	8 %	16 %	49 %	42 %	1,871	100 %	0	0 %		
<b>CFO - London Skills Funding Agency</b>																	
Target	144,543	54,626	38 %	60,826	42 %	29,092	20 %	15 %	19 %	36 %	48 %	25,353	46 %	12,775	44 %		
Achievement	158,270	56,647	36 %	34,563	22 %	30,041	19 %	6 %	15 %	50 %	52 %	24,532	45 %	15,097	51 %		
<b>CFO - London Councils</b>																	
Target	335	335	100 %	0	0 %	0	0 %	22 %	18 %	60 %	51 %	260	78 %	0	0 %		
Achievement	0	0	0 %	0	0 %	0	0 %	0 %	0 %	0 %	0 %	0	0 %	0	0 %		
<b>Non-CFO - Newham College of Further Education</b>																	
Target	300	0	0 %	120	40 %	180	60 %	15 %	20 %	40 %	20 %	0	0 %	0	0 %		
Achievement	331	7	2 %	95	29 %	139	42 %	7 %	4 %	33 %	8 %	0	0 %	0	0 %		
<b>East Midlands</b>																	
Target	70,700	28,900	41 %	28,900	41 %	8,600	12 %	15 %	20 %	9 %	50 %	13,000	45 %	2,600	30 %		

**AIR 2012 FINAL**

Achievement	92,901	18,554	20 %	22,799	25 %	29,332	32 %	8 %	16 %	12 %	48 %	7,660	43 %	10,919	39 %		
<b>CFO - Local Authorities in the East Midlands</b>																	
Target	3,926	1,604	41 %	1,604	41 %	479	12 %	15 %	20 %	9 %	50 %	381	24 %	116	24 %		
Achievement	3,515	1,030	29 %	1,173	33 %	739	21 %	7 %	23 %	23 %	58 %	548	77 %	74	12 %		
<b>CFO - East Midlands Skills Funding Agency</b>																	
Target	71,451	27,296	38 %	27,296	38 %	8,121	11 %	15 %	20 %	9 %	50 %	9,742	36 %	2,804	35 %		
Achievement	89,264	17,512	20 %	21,622	24 %	28,580	32 %	8 %	15 %	11 %	48 %	7,112	42 %	10,845	40 %		
<b>Non-CFO - Castle College Nottingham</b>																	
Target	200	0	0 %	0	0 %	100	50 %	10 %	10 %	20 %	50 %	0	0 %	0	0 %		
Achievement	122	12	10 %	4	3 %	13	11 %	9 %	26 %	10 %	39 %	0	0 %	0	0 %		
<b>South Yorkshire</b>																	
Target	51,500	21,000	41 %	21,100	41 %	6,300	12 %	15 %	20 %	8 %	50 %	9,500	45 %	1,900	31 %		
Achievement	73,934	19,718	27 %	16,272	22 %	18,437	25 %	5 %	19 %	5 %	42 %	2,718	15 %	5,569	32 %		

## Territorial and regional comparison report on 2007-2013 targets - Priority 4 cumulative achievement

	Outputs											Results				
	4.1		4.2		4.3		4.4		4.5	4.7	4.8	4.9	4.10		4.13	
	Participant Total	Unemployed		Economically inactive		14 - 19 NEET		Disabled	Aged 50+	Ethnic min.	Female	In work on leaving		14 - 19 NEET into EET		
No.	No.	%	No.	%	No.	%	%	%	%	%	No.	%	No.	%		
<b>Cornwall</b>																
Target	24,500	10,200	42 %	8,400	34 %	4,900	20 %	27 %	30 %	1 %	51 %	5,900	24 %	2,200	45 %	
Achievement	43,030	18,105	42 %	12,682	29 %	11,042	26 %	38 %	19 %	2 %	41 %	7,101	17 %	9,484	89 %	
<b>CFO - South West Skills Funding Agency</b>																
Target	10,502	3,006	29 %	2,476	24 %	5,019	48 %	27 %	30 %	1 %	51 %	762	7 %	2,234	45 %	
Achievement	27,121	12,135	45 %	4,036	15 %	10,068	37 %	32 %	13 %	2 %	43 %	2,294	9 %	9,146	94 %	
<b>CFO - South West DWP</b>																
Target	18,398	10,258	56 %	8,140	44 %	0	0 %	27 %	30 %	1 %	51 %	5,021	27 %	0	0 %	
Achievement	14,870	5,405	36 %	8,519	57 %	946	6 %	50 %	23 %	1 %	37 %	4,486	30 %	337	36 %	
<b>Non-CFO - Cornwall Council (Cornwall Works 50 +)</b>																
Target	225	0	0 %	0	0 %	0	0 %	0 %	0 %	0 %	0 %	0	0 %	0	0 %	
Achievement	668	257	38 %	92	14 %	0	0 %	16 %	68 %	0 %	52 %	305	47 %	0	0 %	
<b>CFO - National Offender Management Services</b>																
Target	1,843	975	53 %	694	38 %	174	9 %	22 %	7 %	1 %	10 %	60	3 %	0	0 %	
Achievement	371	308	83 %	35	9 %	28	8 %	24 %	8 %	3 %	12 %	16	6 %	1	5 %	

## Territorial and regional comparison report on 2007-2013 targets - Priority 5 cumulative achievement

	Outputs															Results												
	5.1		5.2		5.3		5.4		5.5		5.6	5.7	5.8	5.9	5.10	5.11	5.12		5.13		5.14		5.15		5.16		5.17	
	Participant Total	With basic skill needs	Without level 2		Without level 3		Without level 4		Post grad	Grads into SMEs	Disabled	Age d 50+	Ethnic min.	Female	Gained basic skills	Gained level 2	Gained level 3		Gained level 4		Gained level 5		Placed with SME into employment					
No.	No.	%	No.	%	No.	%	No.	%			%	%	%	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
<b>Cornwall</b>															<b>Cornwall</b>													
Target	50,200	18,200	36%	18,200	36%	5,400	11%	3,800	8%	800	1,100	17%	22%	1%	51%	8,200	45%	7,300	40%	1,600	30%	760	20%	120	15%	830	75%	
Achievement	76,349	6,318	8%	17,347	23%	15,839	21%	12,093	16%	710	1,098	10%	19%	2%	53%	6,846	100%	9,383	41%	4,156	27%	896	8%	457	96%	621	64%	
<b>CFO - South West Skills Funding Agency</b>															<b>CFO - South West Skills Funding Agency</b>													
Target	48,810	19,121	39%	19,121	39%	6,447	13%	3,620	7%	0	0	17%	22%	1%	51%	8,622	45%	8,222	43%	1,662	26%	788	22%	0	0%	0	0%	
Achievement	71,512	6,242	9%	17,259	24%	15,368	21%	11,222	16%	0	0	10%	19%	2%	53%	6,845	100%	9,383	41%	4,156	28%	397	4%	0	0%	0	0%	



## Annex B - Table of Technical Assistance Projects (£)

## National

Organisation/Project	Start date of project	End date of project	ESF Allocated/Proposed	Match Allocated/Proposed	Project Total	Total Spend to date	Total Profile to date
ESFD National Publicity	10/08/2007	31/12/2013	270,791	695,269	966,060	731,182	731,164
ESFD IT Systems Dev	01/01/2008	31/12/2012	3,732,150	3,217,850	6,950,000	5,635,146	5,763,100
ESFD Article 13	01/09/2008	28/02/2011	5,000	79,401	84,401	84,401	84,401
ESFD Cross Cutting Themes	01/09/2008	31/08/2010	10,750	203,908	214,658	214,658	214,658
ESFD Equal Ecotec	01/01/2009	30/06/2009	32,387	32,387	64,774	64,744	64,744
HE	01/01/2008	31/12/2009	191,423	191,425	382,848	382,848	382,848
TAEN	01/04/2008	30/12/2013	521,718	321,482	843,200	689,998	777,623
TSEN	01/04/2008	31/08/2011	478,023	272,194	750,217	750,217	741,823
Tribal ESF Works!	01/11/2008	31/12/2013	3,925,199	3,925,199	7,850,398	7,182,594	7,225,100
IMT Co-ordination Innovation	01/07/2008	30/06/2013	1,006,946	300,152	1,307,098	1,140,450	1,137,799
ESF Evaluation	01/10/2008	31/12/2013	2,100,000	2,100,000	4,200,000	2,012,125	2,726,988
NIACE TA	01/07/2008	31/08/2015	4,456,506	4,456,506	8,913,012	5,085,853	5,209,664
NOMS TA	19/01/2009	31/12/2014	8,463,512	9,363,512	17,827,024	10,900,843	11,030,790
OSW – Willow	01/09/2009	31/12/2013	209,435	209,435	418,870	272,311	280,023
Skills Funding Agency National Office	01/07/2008	31/12/2015	11,731,231	11,731,231	23,462,463	13,309,627	13,309,627
Skills Funding Agency –	01/07/2011	30/06/2012	1,471,246	1,471,246	2,942,492	2,941,452	2,942,492

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<b>Organisation/Project</b>	<b>Start date of project</b>	<b>End date of project</b>	<b>ESF Allocated/Proposed</b>	<b>Match Allocated/Proposed</b>	<b>Project Total</b>	<b>Total Spend to date</b>	<b>Total Profile to date</b>
World Skills							
NCVO	01/09/2011	31/08/2014	526,824	526,824	1,053,648	456,080	478,352
DWP CEP MI	26/10/2010	28/02/2012	898,276	898,276	1,796,552	1,796,551	1,796,552
Skills Funding Agency – The Skills Show	01/07/2011	30/06/2012	3,000,000	3,000,000	6,000,000	0	0
<b>Total</b>			<b>43,031,417</b>	<b>42,996,297</b>	<b>86,027,715</b>	<b>53,651,080</b>	<b>54,897,748</b>

**Cornwall**

<b>Organisation/Project</b>	<b>Start date of project</b>	<b>End date of project</b>	<b>ESF Allocated/Proposed</b>	<b>Match Allocated/Proposed</b>	<b>Project Total</b>	<b>Spend to date</b>	<b>Profile to date</b>
Cornwall County Council	01/04/2008	31/03/2012	319,955	106,624	426,579	426,579	426,579
Cornwall Voluntary Sector Forum	01/10/2008	29/02/2012	340,610	90,205	430,815	430,815	430,815
University College Falmouth for Combined Univ in Cornwall	01/03/2009	31/12/2013	150,000	50,000	200,000	110,736	114,903
Cornwall Council	01/01/2011	31/03/2015	974,250	324,750	1,299,000	127,352	125,489
Cornwall County Council	01/10/2010	31/06/2015	778,248	277,652	1,055,900	151,476	381,840
Cornwall Vol Sector Forum	01/04/2012	31/01/2015	197,990	71,354	269,344	0	0
University College Falmouth for Combined Univ in	01/01/2012	31/12/2013	226,709		302,279	0	0

**AIR 2012 FINAL**

Organisation/Project	Start date of project	End date of project	ESF Allocated/Proposed	Match Allocated/Proposed	Project Total	Spend to date	Profile to date
Cornwall				75,570			
Total			2,987,762	996,155	3,983,917	1,246,958	1,479,626

**East of England**

Organisation/Project	Start date of project	End date of project	ESF allocated / proposed	Match Allocated / proposed	Project total	Spend to date	Profile to date
East of England Skills Funding Agency	01/01/2008	31/10/2009	150,000	150,000	300,000	0	0
Government Office, East of England	01/03/2009	31/08/2009	4,948	5,000	9,948	9,948	9,948
East of England Development Agency	11/05/2009	31/08/2009	11,978	11,978	23,956	23,956	23,956
Central Bedfordshire Council	01/04/2009	31/06/2010	9,463	9,462	18,925	18,925	18,925
Greater Cambridgeshire Partnership	01/06/2009	31/12/2011	92,618	92,643	185,237	185,261	185,261
Business in the Community	01/11/2009	31/05/2012	575,942	576,163	1,152,105	1,152,105	1,152,105
East of England Development Agency	01/10/2009	31/03/2011	25,000	25,000	50,000	50,000	50,000
EEDA on behalf of East of England Skills & Competitiveness Partnership	01/09/2009	28/02/2011	82,097	105,160	187,257	187,257	187,257
East of England LSC & COVER	01/11/2009	31/10/2011	298,243	315,132	613,375		

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Organisation/Project	Start date of project	End date of project	ESF allocated / proposed	Match Allocated / proposed	Project total	Spend to date	Profile to date
						613,375	613,375
RLN East	01/11/2009	30/11/2012	140,900	140,900	281,800	227,938	237,306
GO East - Publicity TA	01/05/2010	28/02/2011	11,444	14,156	25,600	25,600	25,600
Shaping Norfolk's Future	01/03/2010	31/03/2012	102,000	102,000	204,000	103,536	126,813
Total			1,504,633	1,547,594	3,052,203	2,597,901	2,630,546

**East Midlands**

Organisation/Project	Start date of project	End date of project	ESF Allocated/Proposed	Match Allocated/Proposed	Project Total	Spend to date	Profile to date
EMFEC	01/04/2008	28/02/2011	23,484	23,489	46,973	46,973	46,973
CFET	01/04/2008	28/02/2010	89,388	89,391	178,779	178,779	178,779
SFA East Midlands TA	01/09/2009	31/03/2011	41,231	41,231	82,462	82,462	82,462
Total			154,103	154,111	308,214	308,214	308,214

## Gibraltar

Organisation/Project	Start date of project	End date of project	ESF Allocated/Proposed	Match Allocated/Proposed	Project Total	Spend to date	Profile to date
Deliverex EU Programmes Secretariat	01/07/2008	31/12/2013	63,616	63,616	127,232	109,227	111,238
Emp Assist 08 - Employment Service	22/09/2008	30/05/20013	10,400	10,400	20,800	12,066	13,958
Total			74,106	74,106	148,032	121,293	125,196

## London

Organisation/Project	Start date of project	End date of project	ESF Allocated/Proposed	Match Allocated/Proposed	Project Total	Spend to date	Profile to date
LVSTC	27/05/2008	30/04/2009	209,108	265,118	474,226	474,226	474,226
Greater London Enterprise	01/07/2008	28/02/2009	30,020	30,017	60,037	60,037	60,037
London Councils	01/07/2008	30/09/2011	450,390	450,393	900,783	894,914	897,548
London Development Agency	24/07/2009	31/05/2012	300,000	300,000	600,000	600,000	600,000

**AIR 2012 FINAL**

<b>Organisation/Project</b>	<b>Start date of project</b>	<b>End date of project</b>	<b>ESF Allocated/Proposed</b>	<b>Match Allocated/Proposed</b>	<b>Project Total</b>	<b>Spend to date</b>	<b>Profile to date</b>
Greater London Enterprise TA	01/09/2009	31/12/2011	69,553	69,554	139,107	139,107	139,107
The London Health Commission	01/06/2009	31/05/2011	43,167	55,000	98,167	98,167	98,167
LVSTC TA	01/07/2009	30/11/2011	294,679	238,673	533,352	533,352	533,352
Greater London Authority – EPMU	01/04/2009	31/03/2015	78,533	78,533	157,066	113,560	133,416
Greater London Enterprise – Green Mark TA	01/07/2011	31/12/2013	113,866	113,867	227,733	83,689	122,433
Greater London Authority – City Skills Fund for London	01/04/2012	31/05/2015	518,782	518,784	1,037,566	0	0
Greater London Authority – EPMU	01/07/2011	31/12/2015	361,813	405,000	766,813	0	0
Greater London Enterprise TA	11/01/2012	31/12/2013	91,243	91,244	182,487	0	0
LVSC	01/06/2012	31/12/2013	231,000	231,000	462,000	0	0
Tower Hamlets – CVS	01/09/2012	28/02/2014	171,397	171,398	342,795	0	0
<b>Total</b>			<b>2,963,551</b>	<b>3,018,581</b>	<b>5,982,132</b>	<b>2,997,052</b>	<b>3,058,286</b>

**Merseyside**

Organisation/Project	Start date of project	End date of project	ESF Allocated/Proposed	Match Allocated/Proposed	Project Total	Spend to date	Profile to date
Merseyside Network for Europe	01/01/2008	31/09/2008	16,963	16,965	33,928	33,928	33,928
Learning and Skills Council	01/07/2008	31/03/2010	71,646	205,088	276,734	276,734	276,734
Merseyside Network for Europe	01/08/2008	31/05/2010	147,689	7,773	155,462	155,462	155,462
Merseyside Network for Europe Ltd (VCS Sector Co-od) TA	01/04/2010	31/10/2011	107,500	24,308	131,808	131,808	131,808
Total			343,798	254,134	597,932	597,932	597,932

**North East**

Organisation/Project	Start date of project	End date of project	Agreement Number	ESF Allocated/Proposed	Match Allocated/Proposed	Project Total	Spend to date	Profile to date
ESFVON	29/07/2008	31/05/2009	08058NNE3	20,940	22,642	43,582	43,582	43,582
Northern Colleges European Consortium (NCEC)	08/12/2008	30/06/2009	08088NNE3.	15,963	15,963	31,926	31,926	31,926
Northern Colleges European Consortium (NCEC)	01/08/2009	31/01/2010	09148NNE3	12,078	12,076	24,154	24,154	24,154
NERIP	01/02/2010	21/09/2010	10183NNE3	9,212	9,214	18,426	18,426	18,426
Voluntary Organisations Network	01/07/2010	31/03/2011	10192NNE3	63,112	65,034	128,146	128,146	128,146

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Organisation/Project	Start date of project	End date of project	Agreement Number	ESF Allocated/Proposed	Match Allocated/Proposed	Project Total	Spend to date	Profile to date
Riverside Consulting CíC	01/04/2010	30/09/2010	10193NNE3	9,707	9,708	19,415	19,415	19,415
Voluntary Organisations Network	01/04/2011	31/06/2012	11201NNE3	43,960	45,961	87,921	89,212	89,212
VONNE – Phase 3	01/07/2012	31/12/2013	12227NNE3	50,839	50,839	101,678	0	0
<b>Total</b>				<b>225,811</b>	<b>231,437</b>	<b>455,248</b>	<b>354,861</b>	<b>354,861</b>

**North West**

Organisation/Project	Start date of project	End date of project	ESF Allocated/Proposed	Match Allocated/Proposed	Project Total	Spend to date	Profile to date
North West Network	01/04/2008	31/03/2009	145,659	7,681	153,327	107,303	107,303
North West Network	01/11/2008	31/05/2010	161,865	8,521	170,386	170,386	170,386
Learning and Skills Council	01/07/2008	31/03/2010	126,465	444,594	571,059	571,059	571,059
Liverpool Charity and Voluntary Services	01/01/2010	31/03/2011	82,103	126,247	208,350	208,350	208,350
North West Network	01/04/2010	31/03/2011	170,296	7,958	178,254	178,254	178,254
Network for Europe Ltd	01/11/2011	31/12/2013	131,769	131,769	263,538	162,616	162,055
<b>Total</b>			<b>818,157</b>	<b>726,770</b>	<b>1,544,914</b>	<b>1,397,968</b>	<b>1,397,407</b>



## South East

Organisation/Project	Start date of project	End date of project	ESF Allocated/Proposed	Match Allocated/Proposed	Project Total	Spend to date	Profile to date
South East Regional Communications Project	01/01/2008	30/08/2011	38,175	64,116	102,291	102,291	102,291
The Learning Curve - Engage South East	01/01/2009	31/12/2011	182,799	182,801	365,600	338,254	365,544
SEEDA TA	01/08/2008	28/02/2011	38,362	38,363	76,725	76,725	76,725
Total			259,336	285,280	544,616	517,270	544,560

## South West

Organisation/Project	Start date of project	End date of project	ESF Allocated/Proposed	Match Allocated/Proposed	Project Total	Spend to date	Profile to date
SWRP	01/11/2007	29/02/2012	600,828	608,296	1,209,116	1,209,116	1,209,116
South West Forum	01/07/2008	30/09/2011	210,719	210,800	421,599	421,599	421,599
University of Exeter	01/04/2008	30/08/2009	134,494	161,460	295,954	295,954	295,954
University of Exeter	01/05/2009	31/12/2012	541,310	541,313	1,082,623	1,060,297	1,064,231
GWE Business West Ltd	01/03/2012	30/09/2013	126,171	126,171	252,342	0	0
University of Exeter	01/01/2013	31/12/2013	128,217	128,218	256,435	0	0
Total			1,741,739	1,776,258	3,518,069	2,986,966	2,990,900

**South Yorkshire**

Organisation/Project	Start date of project	End date of project	ESF Allocated/Proposed	Match Allocated/Proposed	Project Total	Spend to date	Profile to date
Sheffield City Council	01/04/2008	28/02/2010	279,668	279,668	559,336	559,336	559,336
Sheffield City Council	01/01/2010	31/12/2011	357,990	357,990	715,980	715,957	715,957
Total			637,658	637,658	1,275,316	1,275,316	1,275,316

**West Midlands**

Organisation/Project	Start date of project	End date of project	ESF Allocated/Proposed	Match Allocated/Proposed	Project Total	Spend to date	Profile to date
West Midlands LSC	25/04/2008	31/12/2011	1,515,783	1,515,783	3,031,566	2,807,115	2,807,115
Total			1,515,783	1,515,783	3,031,566	2,807,115	2,807,115

**Yorkshire and the Humber**

Organisation/Project	Start date of project	End date of project	ESF Allocated/Proposed	Match Allocated/Proposed	Project Total	Spend to date	Profile to date
North Yorks County Council	01/04/2008	30/04/2010	54,238	54,242	108,480	108,480	108,480
Yorkshire Forward	01/10/2009	30/11/2011	49,423	49,424	98,847	97,332	97,332
Yorkshire Forward (Rest of Yorkshire Region TA)	01/10/2009	30/11/2011	90,309	90,310	180,619	180,619	180,619
North Yorks County Council	01/05/2010	31/05/2012	26,100	26,103	52,203	52,199	52,203
Total			220,070	220,079	440,149	438,630	438,634

## Annex C - Breakdown of Indicators by Gender

Programme Indicators							
Outputs							
Ref	Programme indicators	Target 2007 - 13	Cumulative achievement	% Female	% Disabled	% Aged 50+	% Ethnic Minorities
1	Participants - TOTAL	1,790,000	3,690,970	36 %	17 %	14 %	18 %
2	Unemployed	381,000	1,504,416	27 %	16 %	15 %	20 %
3	Economically Inactive	311,000	512,984	36 %	37 %	16 %	21 %
4	Basic skill needs	355,000	622,906	36 %	16 %	16 %	21 %
5	Disabled	19 %	17 %	38 %	100 %	17 %	14 %
6	Aged 50 plus	19 %	16 %	38 %	22 %	100 %	13 %
7	Ethnic minorities	19 %	18 %	38 %	14 %	10 %	100 %
8	Female	51 %	36 %	100 %	18 %	14 %	19 %
Results							
Ref	Programme indicators	Target 2007 - 13	Cumulative achievement	Gender	Disability	Age	Ethnicity
				% Female	% Disabled	% Aged 50+	% Ethnic Minorities
9	In work on leaving (P1 & P4)	201,000	329,829	35 %	19 %	11 %	17 %
11	Gained basic skills	160,000	144,106	52 %	11 %	12 %	28 %
12	Gained full qual at level 2+	174,000	418,570	47 %	9 %	16 %	16 %

Priority 1							
Outputs							
Ref	Programme indicators	Target 2007 - 13	Cumulative achievement	Gender	Disability	Age	Ethnicity
				% Female	% Disabled	% Aged 50+	% Ethnic Minorities
1.1	Participants - TOTAL	887,000	2,421,957	31 %	22 %	11 %	19 %
1.2a	Unemployed	371,000	1,298,573	26 %	17 %	14 %	20 %
1.2b	Unemployed	42 %	54 %	26 %	17 %	14 %	20 %
1.3a	Economically Inactive	303,000	495,405	35 %	36 %	16 %	21 %
1.3b	Economically Inactive	34 %	20 %	35 %	36 %	16 %	21 %
1.4a	14-19 NEET	177,000	551,089	36 %	23 %	0 %	16 %
1.4b	14-19 NEET	20 %	23 %	36 %	23 %	0 %	16 %
1.5	Disabled	22 %	22 %	36 %	100 %	17 %	15 %
1.7	Aged 50 plus	18 %	15 %	33 %	33 %	100 %	15 %
1.8	Ethnic minorities	25 %	20 %	34 %	17 %	9 %	100 %
1.9	Female	51 %	31 %	100 %	25 %	12 %	21 %
Results							
Ref	Programme indicators	Target 2007 - 13	Cumulative achievement	Gender	Disability	Age	Ethnicity
				% Female	% Disabled	% Aged 50+	% Ethnic Minorities
1.10a	In work on leaving	195,000	322,728	35 %	18 %	11 %	17 %
1.10b	In work on leaving	22 %	15 %	35 %	18 %	11 %	17 %

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1.13a	14-19 NEET into EET	80,000	353,493	39 %	26 %	0 %	15 %
1.13b	14-19 NEET into EET	45 %	70 %	39 %	26 %	0 %	15 %
<b>Indicators without targets</b>							
Ref	Programme indicators	Target 2007 - 13	Cumulative achievement	Gender	Disability	Age	Ethnicity
				% Female	% Disabled	% Aged 50+	% Ethnic Minorities
1.15	Unemployed in work	NA	16 %	28 %	15 %	13 %	18 %
1.17	Inactive in work	NA	12 %	46 %	38 %	16 %	19 %
1.19	Disabled in work	NA	12 %	37 %	100 %	17 %	13 %
1.23	Aged 50+ in work	NA	14 %	35 %	29 %	100 %	11 %
1.25	Ethnic minorities in work	NA	13 %	39 %	14 %	7 %	100 %
1.27	Females in work	NA	17 %	100 %	20 %	11 %	19 %
1.29	Gained basic skills	NA	2 %	45 %	19 %	9 %	31 %
1.30	Gained qualifications	NA	6 %	38 %	16 %	7 %	18 %

Priority 2							
Outputs							
Ref	Programme indicators	Target 2007 - 13	Cumulative achievement	Gender	Disability	Age	Ethnicity
				% Female	% Disabled	% Aged 50+	% Ethnic Minorities
2.1	Participant - TOTAL	825,000	1,149,634	45 %	7 %	18 %	16 %
2.2a	Basic skill needs	337,000	285,493	39 %	7 %	23 %	23 %
2.2b	Basic skill needs	41 %	25 %	39 %	7 %	23 %	23 %
2.3a	Without Level 2	338,000	245,949	46 %	9 %	15 %	16 %
2.3b	Without Level 2	41 %	21 %	46 %	9 %	15 %	16 %
2.4a	Without Level 3	101,000	259,109	50 %	8 %	14 %	12 %
2.4b	Without Level 3	12 %	23 %	50 %	8 %	14 %	12 %
2.5	Disabled	15 %	7 %	48 %	100 %	20 %	11 %
2.6	Aged 50 plus	20 %	18 %	43 %	8 %	100 %	11 %
2.7	Ethnic minorities	13 %	16 %	47 %	5 %	13 %	100 %
2.8	Female	50 %	45 %	100 %	8 %	17 %	17 %
Results							
Ref	Programme indicators	Target 2007 - 13	Cumulative achievement	Gender	Disability	Age	Ethnicity
				% Female	% Disabled	% Aged 50+	% Ethnic Minorities
2.9a	Gained basic skills	152,000	94,701	55 %	8 %	13 %	28 %
2.9b	Gained	45 %	34 %	55 %	8 %	13 %	28 %

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	basic skills						
2.10a	Gained Level 2	135,000	236,975	45 %	8 %	20 %	18 %
2.10b	Gained Level 2	40 %	46 %	45 %	8 %	20 %	18 %
2.11a	Gained Level 3	30,000	88,489	57 %	7 %	12 %	13 %
2.11b	Gained Level 3	30 %	36 %	57 %	7 %	12 %	13 %
<b>Indicators without targets</b>							
Ref	Programme indicators	Target 2007 - 13	Cumulative achievement	Gender	Disability	Age	Ethnicity
				% Female	% Disabled	% Aged 50+	% Ethnic Minorities
2.16	Gained L4+	NA	0 %	46 %	50 %	35 %	38 %
2.18	Females gaining basic skills	NA	49 %	100 %	8 %	14 %	24 %
2.19	Females gaining L2	NA	49 %	100 %	9 %	17 %	19 %
2.20	Females gaining L3	NA	41 %	100 %	8 %	13 %	16 %
2.21	Females gaining L4+	NA	7 %	100 %	6 %	17 %	15 %
2.23	Disabled gaining basic skills	NA	9 %	59 %	100 %	14 %	16 %
2.24	Disabled gaining quals	NA	35 %	52 %	100 %	19 %	11 %
2.26	Aged 50+ gaining basic skills	NA	6 %	59 %	8 %	100 %	25 %
2.27	Aged 50+ gaining quals	NA	31 %	43 %	8 %	100 %	13 %

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2.29	EMs gaining basic skills	NA	15 %	47 %	4 %	11 %	100 %
2.30	EMs gaining quals	NA	33 %	52 %	5 %	14 %	100 %

Priority 4							
Outputs							
Ref	Programme indicators	Target 2007 - 13	Cumulative achievement	Gender	Disability	Age	Ethnicity
				% Female	% Disabled	% Aged 50+	% Ethnic Minorities
4.1	Participants - TOTAL	24,500	43,030	41 %	38 %	14 %	2 %
4.2a	Unemployed	10,200	18,105	38 %	30 %	19 %	2 %
4.2b	Unemployed	42 %	42 %	38 %	30 %	19 %	2 %
4.3a	Economically Inactive	8,400	12,682	45 %	59 %	19 %	1 %
4.3b	Economically Inactive	34 %	29 %	45 %	59 %	19 %	1 %
4.4a	14-19 NEET	4,900	11,042	39 %	30 %	0 %	2 %
4.4b	14-19 NEET	20 %	26 %	39 %	30 %	0 %	2 %
4.5	Disabled	27 %	38 %	40 %	100 %	17 %	1 %
4.7	Aged 50 plus	30 %	19 %	42 %	47 %	100 %	1 %
4.8	Ethnic minorities	1 %	2 %	47 %	31 %	9 %	100 %
4.9	Female	51 %	41 %	100 %	37 %	14 %	2 %
Results							
Ref	Programme indicators	Target 2007 - 13	Cumulative achievement	Gender	Disability	Age	Ethnicity
				% Female	% Disabled	% Aged 50+	% Ethnic



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							<b>Minorities</b>
4.10a	In work on leaving	5,900	7,101	41 %	28 %	17 %	1 %
4.10b	In work on leaving	24 %	17 %	41 %	28 %	17 %	1 %
4.13a	14-19 NEET into EET	2,200	9,484	39 %	29 %	0 %	2 %
4.13b	14-19 NEET into EET	45 %	89 %	39 %	29 %	0 %	2 %
<b>Indicators without targets</b>							
<b>Ref</b>	<b>Programme indicators</b>	<b>Target 2007 - 13</b>	<b>Cumulative achievement</b>	<b>Gender</b>	<b>Disability</b>	<b>Age</b>	<b>Ethnicity</b>
				<b>% Female</b>	<b>% Disabled</b>	<b>% Aged 50+</b>	<b>% Ethnic Minorities</b>
4.15	Unemployed in work	NA	20 %	31 %	21 %	18 %	1 %
4.17	Inactive in work	NA	16 %	49 %	53 %	22 %	0 %
4.19	Disabled in work	NA	13 %	39 %	100 %	21 %	1 %
4.23	Aged 50+ in work	NA	20 %	41 %	36 %	100 %	1 %
4.25	Ethnic minorities in work	NA	10 %	39 %	21 %	10 %	100 %
4.27	Females in work	NA	17 %	100 %	27 %	17 %	1 %
4.29	Gained basic skills	NA	2 %	56 %	32 %	12 %	2 %
4.30	Gained qualifications	NA	7 %	46 %	22 %	10 %	1 %

Priority 5							
Outputs							
Ref	Programme indicators	Target 2007 - 13	Cumulative achievement	Gender	Disability	Age	Ethnicity
				% Female	% Disabled	% Aged 50+	% Ethnic Minorities
5.1	Participant - TOTAL	50,200	76,349	53 %	10 %	18 %	2 %
5.2a	Basic skill needs	18,200	6,318	38 %	11 %	28 %	3 %
5.2b	Basic skill needs	36 %	8 %	38 %	11 %	28 %	3 %
5.3a	Without Level 2	18,200	17,347	43 %	10 %	16 %	2 %
5.3b	Without Level 2	36 %	23 %	43 %	10 %	16 %	2 %
5.4a	Without Level 3	5,400	15,839	54 %	9 %	15 %	2 %
5.4b	Without Level 3	11 %	21 %	54 %	9 %	15 %	2 %
5.5a	Without Level 4	3,800	12,093	61 %	9 %	15 %	2 %
5.5b	Without Level 4	8 %	16 %	61 %	9 %	15 %	2 %
5.6	Post Grad research	800	710	57 %	11 %	4 %	3 %
5.7	Grads placed within SMEs	1,100	1,098	55 %	6 %	3 %	2 %
5.8	Disabled	17 %	10 %	50 %	100 %	21 %	3 %
5.9	Aged 50 plus	22 %	19 %	51 %	11 %	100 %	2 %
5.10	Ethnic minorities	1 %	2 %	59 %	12 %	13 %	100 %
5.11	Female	51 %	53 %	100 %	9 %	18 %	2 %

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<b>Results</b>							
<b>Ref</b>	<b>Programme indicators</b>	<b>Target 2007 - 13</b>	<b>Cumulative achievement</b>	<b>Gender</b>	<b>Disability</b>	<b>Age</b>	<b>Ethnicity</b>
				<b>% Female</b>	<b>% Disabled</b>	<b>% Aged 50+</b>	<b>% Ethnic Minorities</b>
5.12a	Gained basic skills	8,200	6,846	57 %	11 %	17 %	2 %
5.12b	Gained basic skills	45 %	100 %	57 %	11 %	17 %	2 %
5.13a	Gained Level 2	7,300	9,383	44 %	8 %	18 %	2 %
5.13b	Gained Level 2	40 %	41 %	44 %	8 %	18 %	2 %
5.14a	Gained Level 3	1,600	4,156	55 %	7 %	15 %	2 %
5.14b	Gained Level 3	30 %	27 %	55 %	7 %	15 %	2 %
5.15a	Gained Level 4	760	896	62 %	10 %	11 %	3 %
5.15b	Gained Level 4	20 %	8 %	62 %	10 %	11 %	3 %
5.16a	Gained Level 5	120	457	57 %	14 %	4 %	4 %
5.16b	Gained Level 5	15 %	96 %	57 %	14 %	4 %	4 %
5.17a	Placed with SME into employ	830	621	53 %	4 %	2 %	2 %
5.17b	Placed with SME into employ	75 %	64 %	53 %	4 %	2 %	2 %
<b>Indicators without targets</b>							
<b>Ref</b>	<b>Programme indicators</b>	<b>Target 2007 - 13</b>	<b>Cumulative achievement</b>	<b>Gender</b>	<b>Disability</b>	<b>Age</b>	<b>Ethnicity</b>
				<b>% Female</b>	<b>% Disabled</b>	<b>% Aged 50+</b>	<b>% Ethnic</b>

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							<b>Minorities</b>
5.24	Females gaining basic skills	NA	100 %	100 %	9 %	17 %	2 %
5.25	Females gaining L2	NA	43 %	100 %	8 %	19 %	3 %
5.26	Females gaining L3	NA	27 %	100 %	7 %	19 %	2 %
5.27	Females gaining L4+	NA	13 %	100 %	11 %	11 %	3 %
5.29	Disabled gaining basic skills	NA	11 %	49 %	100 %	19 %	2 %
5.30	Disabled gaining quals	NA	19 %	46 %	100 %	16 %	2 %
5.32	Aged 50+ gaining basic skills	NA	9 %	56 %	12 %	100 %	1 %
5.33	Aged 50+ gaining quals	NA	20 %	51 %	8 %	100 %	2 %
5.35	EMs gaining basic skills	NA	7 %	61 %	13 %	9 %	100 %
5.36	EMs gaining quals	NA	23 %	56 %	9 %	13 %	100 %