

# Annual Implementation Report 2011

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: 2011
	Date of approval of the annual report by the monitoring committee: 14 June 2012

## Introduction

1. This document reports on the implementation of the European Social Fund (ESF) in England and Gibraltar in 2011.
  
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 2011, there had been over 3 million participant starts on the programme (over 4 million including Next Step participants). Over 262,000 unemployed or inactive participants have been helped into jobs. Over 128,000 participants have gained basic skills and over 368,000 participants have gained qualifications at level 2 or above. Over 289,000 disadvantaged young people have been helped to enter employment, education or training.
  
4. The report provides information on the programme’s implementation required by Council Regulation 1083/2006 Article 67, according to the structure set

out in Commission Regulation 1828/2006 Annex XVIII. It incorporates contributions from regional reports. It is a technical document, but will be supplemented by a summary brochure for public use, which showcases the stories of people whose lives have already been improved by the programme.

5. The Operational Programme was amended in 2011 to vire €31.7 million from Priority 3 (Technical Assistance) to Priority 1 (Extending Employment Opportunities) and €11.7 million from Priority 3 to Priority 2 (Developing a Skilled and Adaptable Workforce). At the same time, the Operational Programme was also amended to take account of the closure of the regional Government Office network and ESF committees in most regions. The European Commission adopted the amended Operational Programme on 12 December 2011.

## 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	Total
<b>1. Total number of participants</b>	<b>Achievement</b>	38,842	372,609	1,361,280	1,833,230	430,547	0	0	0	0	4,036,508
	<b>Target</b>										1,790,000
	<b>Baseline</b>										
<b>2. Participants who are unemployed</b>	<b>Achievement</b>	2,300	101,874	608,516	955,236	237,045	0	0	0	0	1,904,971
	<b>Target</b>										381,000
	<b>Baseline</b>										
<b>3. Participants who are economically inactive</b>	<b>Achievement</b>	540	72,599	183,646	174,346	50,676	0	0	0	0	481,807
	<b>Target</b>										311,000
	<b>Baseline</b>										
<b>4. Participants with basic skills needs</b>	<b>Achievement</b>	11,164	79,052	238,463	312,399	55,768	0	0	0	0	696,846

Indicator		2007	2008	2009	2010	2011	2012	2013	2014	2015	Total
	Target										355,000
	Baseline										
<b>5. Participants with disabilities or health conditions</b>	Achievement	12 %	26 %	18 %	14 %	14 %	0 %	0 %	0 %	0 %	17 %
	Target										19 %
	Baseline										
<b>6. Participants aged 50 or over</b>	Achievement	11 %	18 %	18 %	16 %	16 %	0 %	0 %	0 %	0 %	17 %
	Target										19 %
	Baseline										
<b>7. Participants from ethnic minorities</b>	Achievement	13 %	19 %	19 %	21 %	17 %	0 %	0 %	0 %	0 %	20 %
	Target										19 %
	Baseline										
<b>8. Female Participants</b>	Achievement	42 %	41 %	37 %	38 %	33 %	0 %	0 %	0 %	0 %	38 %
	Target										51 %
	Baseline										
<b>9. Participants in work on leaving (priorities 1 and 4)</b>	Achievement	271	19,742	80,869	102,265	58,909	0	0	0	0	262,056
	Target										201,000
	Baseline										
<b>11. Participants gaining basic skills</b>	Achievement	712	11,376	35,046	49,985	31,795	0	0	0	0	128,914
	Target										201,000
	Baseline										

Indicator		2007	2008	2009	2010	2011	2012	2013	2014	2015	Total
<b>12. Participants gaining full qualifications at level 2 or above (priorities 2 and 5)</b>	<b>Achievement</b>	2,091	35,887	102,100	159,944	68,947	0	0	0	0	368,980
	<b>Target</b>										160,000
	<b>Baseline</b>										

### Programme performance indicators (excluding Next Step)

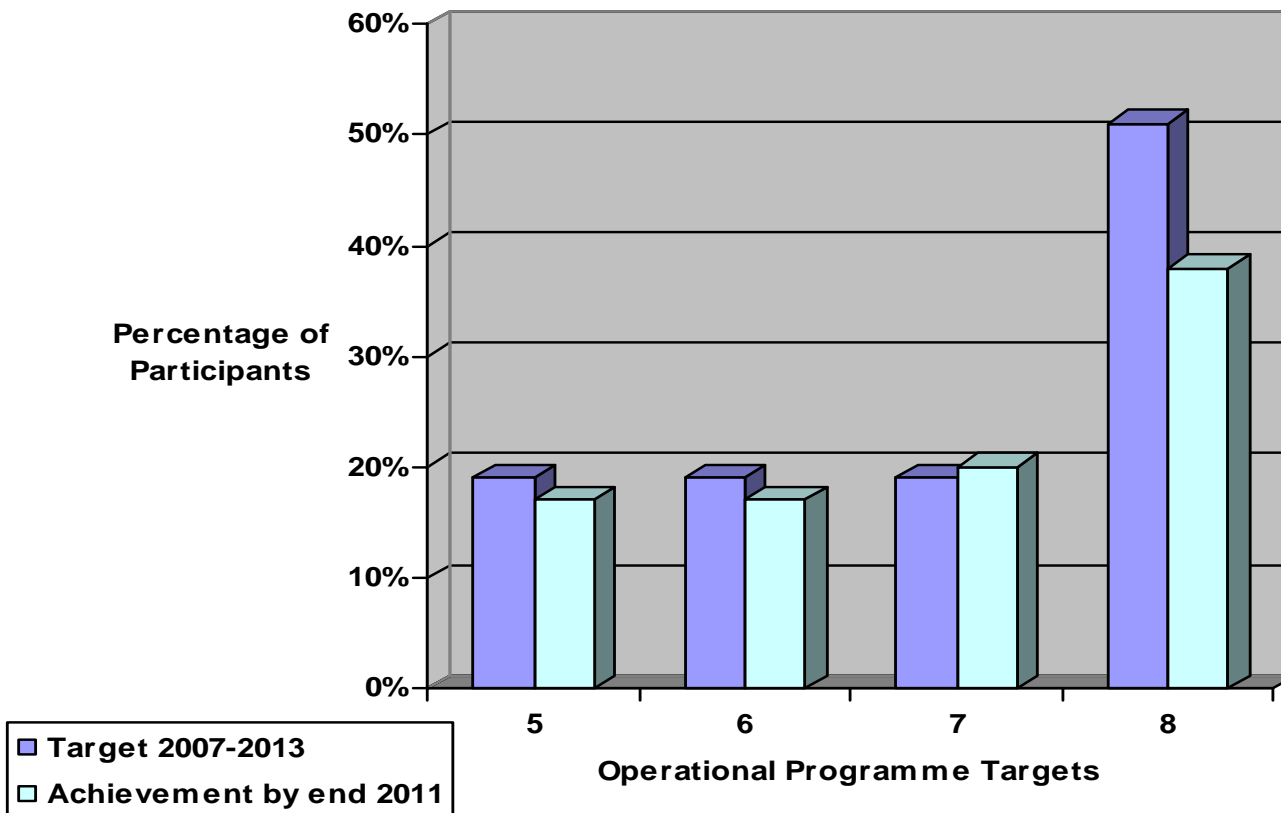
Indicator		2007	2008	2009	2010	2011	2012	2013	2014	2015	Total
<b>1. Total number of participants</b>	<b>Achievement</b>	38,842	372,609	1,066,128	1,171,088	430,546	0	0	0	0	3,079,213
	<b>Target</b>										1,790,000
	<b>Baseline</b>										
<b>2. Participants who are unemployed</b>	<b>Achievement</b>	2,300	101,874	383,757	453,477	237,045	0	0	0	0	1,178,453
	<b>Target</b>										381,000
	<b>Baseline</b>										
<b>3. Participants who are economically inactive</b>	<b>Achievement</b>	540	72,599	167,545	138,920	50,676	0	0	0	0	430,280
	<b>Target</b>										311,000
	<b>Baseline</b>										
<b>4. Participants with basic skills needs</b>	<b>Achievement</b>	11,164	79,052	185,757	195,317	55,768	0	0	0	0	527,058
	<b>Target</b>										355,000
	<b>Baseline</b>										



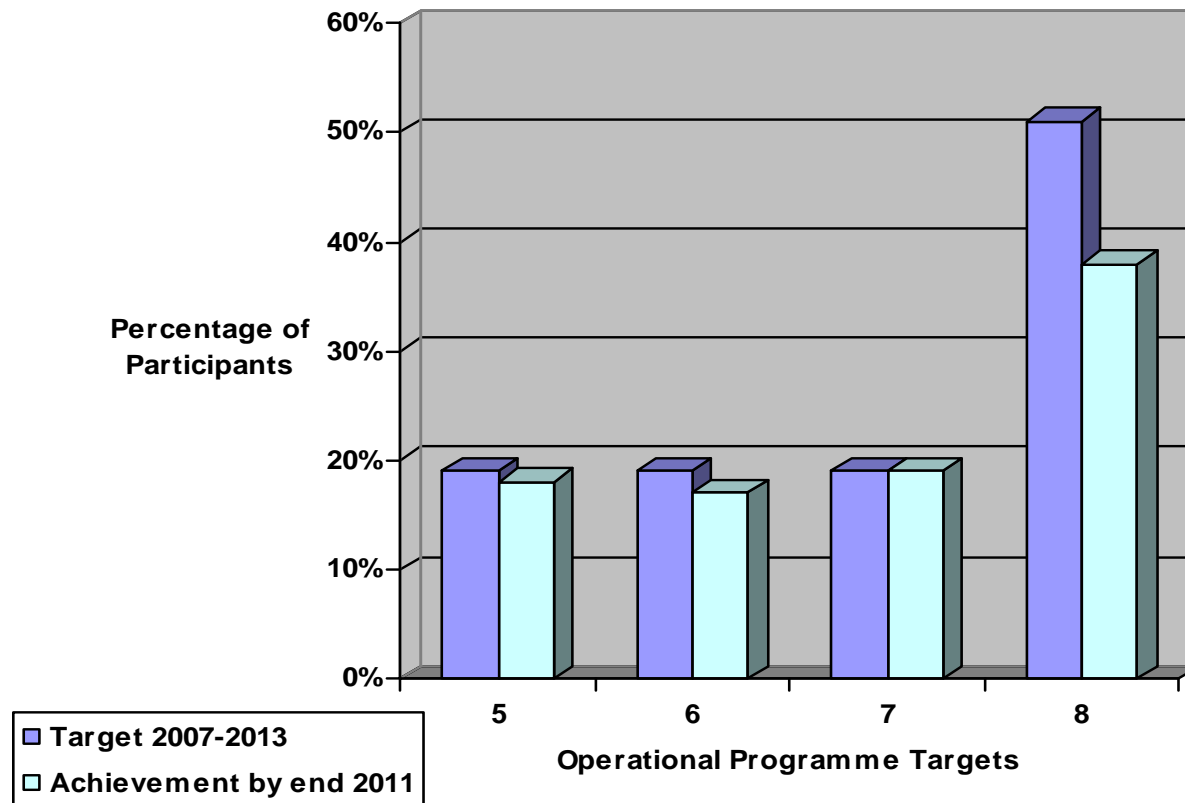
Indicator		2007	2008	2009	2010	2011	2012	2013	2014	2015	Total
<b>5. Participants with disabilities or health conditions</b>	<b>Achievement</b>	12 %	26 %	19 %	16 %	14 %	0 %	0 %	0 %	0 %	18 %
	<b>Target</b>										19 %
	<b>Baseline</b>										
<b>6. Participants aged 50 or over</b>	<b>Achievement</b>	11 %	18 %	18 %	16 %	16 %	0 %	0 %	0 %	0 %	17 %
	<b>Target</b>										19 %
	<b>Baseline</b>										
<b>7. Participants from ethnic minorities</b>	<b>Achievement</b>	13 %	19 %	19 %	19 %	17 %	0 %	0 %	0 %	0 %	19 %
	<b>Target</b>										19 %
	<b>Baseline</b>										
<b>8. Female Participants</b>	<b>Achievement</b>	42 %	41 %	37 %	38 %	33 %	0 %	0 %	0 %	0 %	38 %
	<b>Target</b>										51 %
	<b>Baseline</b>										
<b>9. Participants in work on leaving (priorities 1 and 4)</b>	<b>Achievement</b>	271	19,742	80,869	102,265	58,909	0	0	0	0	262,056
	<b>Target</b>										201,000
	<b>Baseline</b>										
<b>11. Participants gaining basic skills</b>	<b>Achievement</b>	712	11,376	35,046	49,985	31,795	0	0	0	0	128,914
	<b>Target</b>										201,000
	<b>Baseline</b>										
<b>12. Participants gaining full qualifications at level 2 or above</b>	<b>Achievement</b>	2,091	35,887	102,100	159,944	68,947	0	0	0	0	368,969

Indicator		2007	2008	2009	2010	2011	2012	2013	2014	2015	Total
(priorities 2 and 5)											
	Target										160,000
	Baseline										

Figure 1: Operational Programme Targets



**Figure 2: Operational Programme Equality Targets**



## 2.1.2 Financial Information (euro)

Priority	Expenditure paid out by the beneficiaries in payment claims sent to the Managing Authority in 2011	Corresponding public contribution in 2011	Expenditure paid by the body responsible for making payments to the beneficiaries in 2011	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	Total payments received from the Commission in 2011	Cumulative payments received from the Commission
<b>1 Extending employment opportunities</b>	519,247,546.86	519,247,546.86	536,917,398.20	1,893,612,354.13	1,893,612,354.13	1,876,725,029.75	117,454,186.87	649,977,167.94
<b>2 Developing a skilled and adaptable workforce</b>	241,016,238.62	241,016,238.62	265,628,408.45	1,028,796,250.23	1,028,796,250.23	1,024,401,701.94	87,591,831.38	389,382,390.14
<b>3 Technical Assistance</b>	23,237,719.17	23,237,719.17	23,467,268.63	65,771,759.63	65,771,759.63	65,375,841.75	3,013,693.92	20,718,557.30
<b>4 Tackling barriers to employment</b>	14,494,876.20	14,494,876.20	14,474,791.23	45,551,766.72	45,551,766.72	45,507,319.98	3,448,161.45	22,961,760.61
<b>5 Improving the skills of the local workforce</b>	27,542,464.99	27,542,464.99	26,353,395.93	70,241,500.53	70,241,500.53	69,024,251.98	9,448,082.90	28,207,625.66
<b>6 Technical Assistance</b>	386,514.82	386,514.82	319,416.17	922,975.02	922,975.02	855,876.37	2,618.89	296,898.57

Objective	Funding	Expenditure paid out by the beneficiaries in payment claims sent to the Managing Authority in 2011	Corresponding public contribution in 2011	Expenditure paid by the body responsible for making payments to the beneficiaries in 2011	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	Total payments received from the Commission in 2011	Cumulative payments received from the Commission
<b>Total Regional and Competitiveness Objective</b>		783,501,504.65	783,501,504.65	826,013,075.28	2,988,180,363.99	2,988,180,363.99	2,966,502,573.44	208,059,712.17	1,060,078,115.38
	Transitional phasing-in regions within Regional and Competitiveness Objective	95,982,736.68	95,982,736.68	101,847,657.92	416,109,087.19	416,109,087.19	416,334,430.42	94,709,660.61	327,827,185.40
	Non-Transitional phasing-in regions within Regional and Competitiveness Objective	687,518,767.97	687,518,767.97	724,165,417.36	2,572,071,276.80	2,572,071,276.80	2,550,168,143.02	113,350,051.56	732,250,929.98
<b>Total Convergence Objective</b>		42,423,856.01	42,423,856.01	41,147,603.33	116,716,242.27	116,716,242.27	115,387,448.33	12,898,863.24	51,466,284.84
<b>Grand total</b>		825,925,360.66	825,925,360.66	867,160,678.61	3,104,896,606.26	3,104,896,606.26	3,081,890,021.77	220,958,575.41	1,111,544,400.22

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

6. The table below shows the breakdown, at Operational Programme level, of the cumulative allocation of ESF by category to operations.<sup>1</sup>

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	999,337,342.32
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	52,596,702.23
66	Implementing active and preventive measures on the labour market	755,275,451.17
67	Measures encouraging active ageing and prolonging working lives	94,409,431.40
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	188,818,862.80
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	849,684,882.57
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	31,502,394.43
85	Preparation, implementation, monitoring and inspection	47,485,594.34
86	Evaluation and studies; information and communication	11,871,398.58

<sup>1</sup> The more detailed breakdown using all dimensions and combinations of codes will be submitted via SFC as set out in the Commission's Information Note on Reporting of Categorisation Data.

## 2.1.4 Assistance by target groups

7. The table below provides information on target groups in accordance with Annex XXIII of Commission Regulation 1828/2006.<sup>2</sup>

	<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 number of participants</b>	430,538	141,492	601,610	215,622
<b>Employed (including self employed)</b>	76,427	38,646	149,407	83,329
<b>Self employed<sup>3</sup></b>	3,777	1,957	8,106	4,494
<b>Unemployed (including long term unemployed)</b>	237,045	64,825	283,700	74,133
<b>of which Long Term Unemployed</b>	70,304	22,607	93,225	27,720
<b>Inactive (including those in education &amp; training)</b>	117,066	38,021	168,503	58,160
<b>of which in education or training</b>	4,404	1,763	5,897	2,616
<b>Young people (15-24 years)</b>	152,059	47,202	223,182	80,024
<b>Older people (55-64 years)</b>	25,510	9,112	34,096	12,267
<b>Minorities</b>	72,637	25,176	103,602	38,823
<b>Migrants<sup>4</sup></b>	7,350	2,269	10,089	3,345
<b>Disabled</b>	61,563	22,875	97,290	38,033
<b>Other disadvantaged people</b>	85,840	26,600	120,654	39,835
<b>Primary or lower secondary education (ISCED 1 and 2)</b>	70,792	23,411	90,476	32,991
<b>Upper secondary education (ISCED 3)</b>	139,119	53,586	197,685	89,585
<b>Tertiary education (ISCED 5 and 6)</b>	26,958	14,327	28,054	15,195

<sup>2</sup> The definitions are different to the OP (e.g older people) and so figures are different to those at 2.1.1

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

<sup>4</sup> Estimate from Cohort Survey

## 2.1.5 Assistance repaid or re-used

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

## 2.1.6 Analysis

9. By the end of 2011, the programme has supported over 3 million participants (excluding Next Step participants – see below) and of these, 431,000 started provision in 2011. Total participation has exceeded expectation, having 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 additional funding that became available as a result of the revaluation of the programme to take account of exchange rate changes.

10. Participation across each of the groups (unemployed, economically inactive, young people NEET and employed) has also exceeded expectation. By the end of 2011, the programme had surpassed the 2007-2013 participation targets for unemployed (1,178,000 compared with a target of 381,000) and young people NEET (450,000 compared with a target of 182,000) by massive amounts. The participant target for economically inactive (431,000 compared with a target of 311,000) and employed (1,020,000 compared with a target of 916,000) have also been exceeded, though not by as large a margin.

11. The participation of 431,000 in 2011 was much reduced from the 1,171,000 achieved in 2010. Volumes have reduced across each of the economic groups (unemployed, economically inactive, young people NEET and employed) but the biggest reduction was amongst those in employment, and the smallest has been for the unemployed.

12. For 2011 the proportions of participants in each of the four economic groups was: 55% unemployed (237,000); 18% (79,000) employed; 15% (64,000) young people NEET participants and 12% (51,000 economically inactive).

13. In 2011, 75% of participants were in Priority 1 and 21% were in Priority 2. The dominance of Priority 1 is reflected, but to a lesser degree, in the cumulative figures from 2007 onwards where 62% are Priority 1 and 34% are Priority 2. The proportion of participants in Priorities 4 and 5 was similar in 2011 to what it has been in recent years.



14. In 2011, the proportion of participants recorded with a disability or health condition, at 14%, is the lowest since 2007. However the overall level of 18% is still close to the target of 19%. Among Priority 1 participants, the proportion of participants recorded with a disability or health condition fell from 21% in 2010 to 16% in 2011. This reflects a fall of similar magnitude in the proportion of economically inactive participants, who are the economic group most likely to experience a disability or health condition. Among Priority 2 participants, the proportion of participants in 2011 recorded with a disability or health condition remains around half of its target of 15%.

15. The proportion of participants aged 50 and over, at 16%, is the same as in 2010. The proportion of ethnic minority participants, at 17%, is lower than in the previous three years, where it was 19%. Both are close to their overall target of 19%.

16. Female participation has reduced from 38% in 2010 to 33% in 2011. This is far below its 51% target. Two trends affecting this reduction are:

- The increased dominance of Priority 1, where female participation is lower.
- A greater proportion of the participants being unemployed. Approximately three quarters of unemployed Jobseeker's Allowance claimants are male.

17. In 2011, the programme helped:

- 59,000 unemployed and inactive people enter employment;
- 44,000 young people NEET into Employment, Education and Training;
- 32,000 people to gain basic skills; and
- 69,000 people to gain full qualifications.

18. Overall progress toward 2007-2013 programme results targets is good: unemployed and inactive entering employment (262,000) is above its target and young people NEET entering employment, education or training (289,000) is over three times its target. People gaining basic skills, at 129,000, is still some way short of the target of 201,000 for 2007-13 but provision in this area has picked up and the number gaining full qualifications, at 369,000, is over twice its target.

19. The number of participants in work on leaving the programme to date is 262,000, against a target of 201,000. However the proportion of leavers into employment amongst Priority 1 participants decreased to 13% in 2011, and even the cumulative rate of 16% is well below the target of 22%. This suggests performance is affected by the double-dip recession and by the increased proportion of participants on the NOMS offender and SFA Skills Support for Unemployed programmes. On the other hand, the cumulative proportion of Priority 1 young people NEET into employment, education or training is 71%, far above the target of 45%.

There is no information on leavers into employment for Next Step participants (but see paragraph 53).

20. In Priority 2, the ratio over the programme so far of people gaining basic skills to participants assessed as not having them is still low, at 34, but is moving closer to the target of 45%. The ratio gaining qualification levels 2 and 3 remains above the target levels.

21. Next Step participants are not included in the analysis above due to the particular nature of this provision. Next Step is the adult careers service, and as such delivered high volumes of interventions that can be for just a few hours and are quite different from training or work preparation courses. The added value of Next Step provision is that it can give individuals the advice and information they need to address their skills needs and develop their careers, so that more intensive ESF support is not needed.

22. There have been 957,000 participants benefiting from Next Step delivery, which if added to the regular ESF participants increases the total by a third, to over 4 million. Priority 1 comprises 99% (947,000) of Next Step participants and the remainder are Priority 4. Claims have not yet been made for most of the 2011 Next Step delivery, so the data here are practically all from 2009 (295,000) and 2010 (662,000). Of the 957,000 Next Step participants, 727,000 (76%) were unemployed, 52,000 (5%) economically inactive and 170,000 (18%) young people NEET.

23. Next Step participants are less likely to have a disability or long term health problem than other ESF participants. Including them lowers the proportion from 18% to 17%. The opposite is true for ethnic minorities, with inclusion of Next Step participants raising the proportion from 19% to 20%.

24. Differences in the proportion who are over 50, and the proportion that is female, from other ESF provision are not sufficiently large that they affect the overall participation rates when Next Step is included.

25. Results indicators are not recorded for Next Step participants so the comments here relate to output indicators only. There is no information on leavers into employment for Next Step participants (but see paragraph 53)

### **Next Step Output Indicators**

Total Participants	957,294
unemployed	726,518
Unemployed %	76
Economically Inactive	51,527
Economically inactive%	5
14-19 NEET	43,534
14-19 NEET %	5
Disability %	13

Aged 50+ %	17
Ethnic Minority %	24
Female %	38

## Financial

26. In 2011 cumulative programme expenditure increased with over €825m being spent by beneficiaries on programme activity during the year. The 2011 'in year' expenditure is less than in 2010, 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 2011 both N+2 targets for Competitiveness and Convergence were comfortably exceeded at 158.3% (€629.7 million) over target. By December 2011 the programme had already achieved its N+2 targets for 2012 by 107.4% (€118.3 million).

## Lisbon <sup>5</sup> / Europe 2020

27. 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. <sup>6</sup> 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.

28. 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 2011, 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>5</sup> The Lisbon agenda was replaced by the Europe 2020 strategy in 2010

<sup>6</sup> Section 4 analyses how the programme contributes to the Employment Guidelines which are part of the Integrated Guidelines

<b>Regional Competitiveness and Employment Objective</b>		
<b>Code</b>	<b>Priority theme</b>	<b>ESF expenditure (euro)</b>
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	917,184,810.01
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	48,272,884.74
66	Implementing active and preventive measures on the labour market	725,322,026.23
67	Measures encouraging active ageing and prolonging working lives	90,665,253.28
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	181,330,506.56
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	815,987,279.51
	Total	2,778,762,760.31

29. As at 31 December 2011, 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:

<b>Convergence Objective</b>		
<b>Code</b>	<b>Priority theme</b>	<b>ESF amount (euro)</b>
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	82,152,532.31

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	4,323,817.49
66	Implementing active and preventive measures on the labour market	29,953,424.94
67	Measures encouraging active ageing and prolonging working lives	3,744,178.12
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	7,488,356.24
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	33,697,603.06
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	31,502,394.43
	Total	192,862,306.59

30. In both Objectives, the programme is supporting the Lisbon 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 262,000 unemployed or inactive participants into jobs, and about 368,000 participants to gain new qualifications. The qualitative and Article 10 analysis within the priority sections of this report gives examples of specific activities.

31. The programme is contributing to the Lisbon Strategy/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.

32. 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**

33. 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).

34. The other Co-financing Organisations are:

- East of England: Central Bedfordshire Council , East of England Development Agency and Luton Borough Council;
- East Midlands: Local Authority Consortium;
- London: London Councils and London Development Agency; and
- South East: South East England Development Agency.

35. 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**

36. This section summarises CFO performance and draws on progress reports presented to the PMC in March 2012. Where appropriate, it identifies regional differences in the performance of the three CFOs that cover the whole of England (DWP, Skills Funding Agency, NOMS).

**DWP**

37. The DWP ESF contracts for the first half of the 2007-2013 ESF programme delivered a range of provision aimed at disadvantaged people tailored to local needs. DWP mainstream provision such as New Deal, Flexible New Deal and Pathways is y used as match funding. As these match contracts come to an end the DWP Work Programme will be used as match.

38. In the first half of the 2007-2013 ESF programme, DWP had 84 contracts delivering ESF. 73 Phase 1 contracts started in June 2008, and 11 Phase 2 contracts (recession measures) started from December 2009, of those 82 ended in July 2011. Of the two remaining contracts, one ended in December 2011 and the other ends in July 2012. These first half contracts have delivered over 290,445 starts and 75,564 job outcomes to date.

39. Overall, ESF and match contracts have achieved 140% of the total 2007-2013 programme starts and 115% of the total programme job outcomes. Ten regions have already exceeded the total CFO start targets for the whole programme and seven regions have exceeded the CFO job outcomes targets for the whole programme period.

**Table 1**

Region	Starts (ESF & Match)			Job Outcomes (ESF & Match)		
	Total Profiled Starts for the whole programme	ACTUAL TO DATE (INES Data Nov 2011)	Percentage of Actual Starts against Profiled Starts	Profiled job outcomes for the whole programme	ACTUAL TO DATE (INES Nov 2011)	Percentage of Actual Job Outcomes against Profiled Job Outcomes
<b>Cornwall</b>	18398	14,855	81%	5021	4,361	87%
<b>East of England</b>	36704	37,793	103%	8075	8,039	100%
<b>East Midlands</b>	56000	66,982	120%	12320	12,266	100%
<b>London</b>	105758	140,347	133%	18276	18,978	104%
<b>Merseyside</b>	20044	36,619	183%	4410	6,486	147%
<b>North East</b>	34088	63,372	186%	7499	13,404	179%
<b>North West</b>	59763	95,476	160%	13148	13,688	104%
<b>South East</b>	38495	56,684	147%	8547	10,225	120%



<b>South West</b>	28467	71,544	251%	6267	12,582	201%
<b>South Yorkshire</b>	28398	27,323	96%	6260	5,453	87%
<b>West Midlands</b>	60555	61,840	102%	13321	10,729	81%
<b>Yorkshire &amp; Humber</b>	37562	63,574	169%	8258	12,413	150%
<b>Total</b>	<b>524232</b>	<b>736,409</b>	<b>140%</b>	<b>111402</b>	<b>128,624</b>	<b>115%</b>

40. Performance across England varies with some regions doing well against specific targets although this is dependant on the type and level of match being claimed and the variation in regional targets

- Economically inactive – 36% against 41% target - match in some regions helping – four regions are exceeding their individual targets using combined ESF and match
- Disabled - at 34% against 22% target, -all regions except two are meeting or exceeding their individual targets using combined ESF and match - match contributing toward this quite heavily overall.
- 50+ - 16% against 18% target, seven out of the eleven regions are meeting or exceeding their individual targets using combined ESF and match - more so with the match.
- Ethnic minorities – 17% against 24% target only one region is meeting their individual target using ESF and match although two are meeting the national average target. There are a wide range of different regional targets for this group between 5% to 56%
- Female – 33% against 51% target – this target is not being hit in any region either in match, ESF or CFO combined outputs
- Leavers into jobs – 19% against 23% but in most regions the ESF contracts are well 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

41. Cornwall is achieving or exceeding in four of its six regional targets. The exceptions are; 50+ - 23% against 30% target – match is performing better than ESF and female participation –37% against 51% target – this target is not being hit in any region either in match, ESF or CFO combined outputs

42. The majority of the percentage targets for the priority groups within England and Cornwall are being met or are close to being met. It is envisaged that as the percentage of match claimed balances out, most of the targets will be achieved. However, the female percentage targets are not being met and are very unlikely to be met. This is because of the economic downturn there have been a higher than expected number of participants most of whom are male and also the nature of the match provision used which again is dominated by male participants.

43. Performance trend for jobs continues upwards and, is currently at 70% of contract profile, although most contracts ended in June there are a few more job outcomes expected. A major push by DWP Performance Managers to improve performance, including agreeing stretching job targets for providers to aim for by end of contract, resulted in a significant increase in performance on DWP ESF provision in the last 12 months of the contracts.

44. Total spend to date is £750,928,792 with match spending at £456,470,995 which is 78% of the match required for the whole programme. ESF spend is at £294,457,798. Projected underspends and any remaining uncommitted funds totalling approximately £64m have been identified from the first half of the programme and have been carried forward and added to the second half contracting round. DWP employment programmes have been used as match including New Deal and Pathways, and it is planned to use Flexible New Deal and the Work Programme for any remaining match.

45. The ESF allocation for the second half of the programme, including underspends and uncommitted funds carried forward, is approximately £262m for the period 2011-2013 (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. Work Programme contracts began from June 2011 with 36 contracts covering 16 contract package areas in England.

46. 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 eight providers, and all ESF Support for Families with Multiple Problems contracts commenced during December 2011. The 12 contract package areas are set out below:

<b>Framework Lots</b>	<b>Contract Package Areas</b>	<b>Provider</b>
East of England	East of England	Reed in Partnership
East Midlands	East Midlands	Working Links
London	London East	Reed in Partnership
London	London West	Reed in Partnership
North East	North East	The WISE Group
North West	Greater Manchester/Cheshire and Warrington (excluding Halton)	G4S
North West	Cumbria and Lancashire / Merseyside (including Halton)	Reed in Partnership
South East	South East	Skills Training UK

South West	South West (excluding Cornwall and the Isles of Scilly)	Twin Training International
South West	Convergence area of Cornwall and the Isles of Scilly only	Paragon Concord
West Midlands	West Midlands	EOS Works
Yorkshire and The Humber	Yorkshire and The Humber	EOS Works

47. There is one Prime Provider per contract package area. This 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. As local authorities (LA) already work closely with families with multiple problems DWP has made them the sole route for identification of those families who will benefit from this provision and, therefore, require providers to work closely with LAs within CPAs. Providers have been encouraged to engage with a wide range of organisations in their supply chain, including voluntary organisations, to deliver the range of support required to make this provision successful.

### Skills Funding Agency

48. The ESF Programme Expenditure is £721m, out of the 2007-13 allocation of £1,525m which is 47%. The variance from CFO Plan spend targets on provision is - 4.4%. The rate of ESF expenditure is on target and is expected to increase as the ESF contracts for 2012 to 2013 begin delivery. The key points on performance are:

- Overall participation continues to be higher than expected.
- Lower than target proportion (%) of women engaged on Priority 1 and 4 activity but numbers are above the CFO Plan targets. The Agency is working with ESF Division to implement the Gender Mainstreaming action plan.
- Numbers of economically inactive are 61% of target, but the proportionate target is significantly below expectation. The cohort is not a key target group for the Agency.
- There has been a 32,600 year on year increase in Priority 1 and 4 leavers in employment on leaving. The overall figures represents a low proportion (%) of all leavers, however many participants (529,000) are continuing in education or training on leaving the ESF provision.
- Significant progress has been made on the numbers of Basic Skills Needs addressed, a 46,000 increase since November 2010.
- Low proportion and numbers with Basic Skills Gained, however, this is due to participants achieving a higher level qualification than basic skills - 42,895 individuals with no qualifications have gained a Level 1 or higher.
- Those gaining a Level 2 on the Programme is now 58% over the target volume, those gaining a Level 3 is 66% over the target; and

- Low proportion of people with a disability and/or learning difficulty on the work based learning priorities. Although below target this is ahead of Agency engagement through the Adult Skills Budget.

49. In terms of Priority 1 'in work on leaving' the Agency is very close to achieving the overall volume targets. As noted in the PMC report Priority 1 was only 29,002 away from the whole programme target for in working on leaving. With 50% of the programme delivery duration to go the Agency expects to exceed this target. In the preceding 12 months this volume increased 32,668, a similar increase in the next 12 months would see the target exceeded.

50. The proportion of match learners is close to the target proportions however the current proportion of ESF learners is 50% of the target proportion. The Agency notes that these figures include the learner starts from the 2011 contracted Skills Support for Unemployed but that the recording of progressions into employment comes later in the delivery of this project. Furthermore this one year project has been re-procured with revised incentives to providers to secure the progression of individuals into employment and/or further training. The measuring of this target does not recognise the levels of individuals who, though not entering employment, progress into further training.

51. To date the Agency has concentrated its reporting of this target without inclusion of Next Step participants. Inclusion of the Next Step service against this target would increase the achieved volumes well beyond the volume target. Given that c.70% of Next Step participants go on to training or employment, or both, there could be a similar situation as described above whereby high volumes of individuals progressing to training are not recorded.

52. The principal outcome of the Next Step intervention is that the individual receives appropriate advice and guidance that is relevant to their situation and requirements. The reporting of engagement activity from the service delivery organisations to the Skills Funding Agency supports this process, and the relevant elements (eligibility, participant characteristics) are utilised for the ESF Programme reporting.

53. For the reporting of destination information the Skills Funding Agency undertakes quarterly surveys of a representative sample of Next Step participants at 1, 3 and 6 months intervals after the Next Step engagement. As well as surveying for customer service feedback the status of the individual is also checked. This survey data forms the basis of reporting to the Department for Business, Innovation and Skills on the progression performance of the Service. It should be noted that immediate destination information is not captured as, due to the focused duration of the engagement, this will show the same status as prior to the engagement and is therefore not seen to be of practical use. For the same reason this would not fit with the ESF data definition for "in work on leaving". The Agency is investigating access to the outcome of the quarterly surveys so that it can demonstrate the level of downstream progression that the Service does deliver.

54. Priority 1 – ESF activity is currently ahead of target and match provision, not including Next Step, is just 1% behind target. There is currently a lower proportion of LLDD individuals supported through the Next Step service which is deflating the overall engagement targets for priority 1.

55. Priority 2 engagement is currently 50% of target, however this is against a backdrop of low levels of priority 2 activity in the past year. The Agency has previously commented on the low level of engagement as it is aware that across the FE sector as a whole there is a high level of non-disclosure as employed individuals are not willing to self declare a disability leading to under representation in data of the real level of engagement.

56. Across all provision the Agency is reviewing its match selection policy to ensure that the proportions of individuals included in the programme are representative of the Agency's performance. These key proportionate targets will be closely monitored by the Agency's ESF governance group on a quarterly basis and actions communicated to providers as required.

57. In priority 2, a £120m procurement exercise has begun for support for under represented individuals in apprenticeships. This project will positively target individuals who are experiencing barriers to engagement with employment based skills training.

58. Next Step offers an integrated and impartial careers and skills advice service available online, over the telephone and with a local adviser face-to-face. ESF funding and its match is specifically provided to support face to face sessions with individuals and to provide additional capacity for this element of the Service. The Service is free to all adults in England aged 19 and over (and Jobcentre Plus customers aged 18 and over). The service helps customers to:

Develop their career with:

- Up-to-date national, regional and local sector labour market information.
- Detailed careers information on qualifications and skills required for roles.

Improve their skills by providing:

- Personalised Skills Health Check
- Advise on how to find and access learning
- Information on their local job market
- Open a Life Long Learning Account

Getting ready for work:

- Equipping them to successfully apply for a job - CV builder, interview advice.

59. The target customer group for Next Step is very strongly aligned with that of ESF. In this way supporting individuals through the Next Step Service brings them closer to training and employment support from ESF and Match provision. The priority groups are:

- Adults without a level 2 qualification who are in low skilled, low prospects - especially women
- Young adults aged 19-24 without a Level 3 qualification
- Adults facing redundancy, newly unemployed or at a distance from the labour market
- Jobcentre Plus customers in receipt of out of work benefits aged 18 or over
- People from ethnic minority communities
- Adults 50 plus
- Carers
- Offenders in custody and in the community under the supervision of probation services and ex-offenders
- People with learning difficulties or disabilities - including those with mental health conditions.

60. The initial ESF funding used to support Next Step came from the programme revaluation but this has since been supplemented. Currently Next Step has been supported with a total of £33.1m coming from ESF and £130.8m from the core budget from 1 April 2009 to 31 March 2012. In this time the total number of sessions delivered by the service is 1.99 million.

61. The total amount of funding provided to extend the capacity of the service is a small element of the Agency's overall ESF allocation and has not interfered with the achievement of or progress towards key programme targets. In supporting these short, sharp interventions the Agency is using a small amount of funding to garner a significant return on investment in terms of the numbers of individuals that can be supported with a relevant skills/careers intervention and subsequently positively supported into training and/or employment.

62. Currently contracts are committed for the 2012/13 and 2013/14 financial years. No decision has been made yet as to whether ESF will continue to support Next Step beyond this, part of this decision will be based on achievement of targets and the availability of funding within the ESF allocation.

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

63. NOMS Phase 1 came to an end in December 2011. Although there were some teething problems with a number of providers on Phase 1 in the early months, strict performance and contract management processes ensured that all providers met their participant targets by the end of the project.

64. NOMS Phase 2 came fully on line in January 2012. Although it is too early to highlight any significant areas of success or areas of failure, delivery is generally good across all contracts.

65. 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 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.

66. The NOMS match population is very large and drawn from all prisoners with less than three years of their sentence to service. Therefore their outputs and results will be very different to and not comparable with the NOMS ESF participants, and combining the two in a single ESF and match figure would be meaningless. The following tables show that Prime Providers with the exception of those for Cornwall, Merseyside, East of England and South Yorkshire are finding it more difficult to place female offenders into Employment, Training or Education (ETE) than male offenders.

**Table 2 – ESF Cohort**

Dossier	Region	Starters	Female Starts	Female Starts into ETE	All Starts into ETE
<b>Cornwall</b>		85	5 (5.9%)	2 (40.0%)	20 (23.5%)
<b>Merseyside</b>		2788	424 (15.2%)	102 (24.1%)	514 (18.4%)
<b>National</b>	East Midlands	3625	617 (17%)	89 (14.4%)	779 (21.5%)
	East of England	5225	650 (12.4%)	139 (21.4%)	1076 (20.6%)
	London	7114	757 (10.6%)	112 (14.8%)	1462 (20.6%)
	North East	4743	406 (8.6%)	91 (22.4%)	1246 (26.3%)
	North West (exc. Merseyside)	6621	1051 (15.9%)	161 (15.3%)	1534 (23.2%)
	South East	3916	441 (11.3%)	66 (15.0%)	998 (25.5%)
	South West (exc. Cornwall)	3923	412 (10.5%)	80 (19.4%)	1095 (27.9%)
	West Midlands	6107	772 (12.6%)	127 (16.5%)	1328 (21.7%)
	Yorkshire & Humberside (exc. South Yorks.)	4054	681 (16.8%)	110 (16.2%)	777 (19.2%)
	<b>National Total</b>	<b>45328</b>	<b>5787 (12.8%)</b>	<b>975 (16.8%)</b>	<b>10295 (22.7%)</b>
<b>South Yorks</b>		2401	193 (8.0%)	43 (22.3%)	478 (19.9%)
<b>Grand Total</b>		<b>50602</b>	<b>6409 (12.7%)</b>	<b>1122 (17.5%)</b>	<b>11307 (22.3%)</b>

**Table 3 Match cohort**

<b>Dossier</b>	<b>Region</b>	<b>Starters</b>	<b>Female Starts</b>	<b>Female Starts into ETE</b>	<b>All Starts into ETE</b>
<b>Cornwall</b>		151	24 (15.9%)	0 (0%)	0 (0%)
<b>Merseyside</b>		22981	126 (0.5%)	0 (0%)	1595 (6.9%)
<b>National</b>	East Midlands	33470	1498 (4.5%)	67 (4.5%)	1883 (5.6%)
	East of England	33338	2465 (7.4%)	20 (0.8%)	1616 (4.8%)
	London	36056	3248 (9%)	54 (1.7%)	1845 (5.1%)
	North East	18325	1430 (7.8%)	21 (1.5%)	695 (3.8%)
	North West (exc. Merseyside)	39087	2442 (6.2%)	63 (2.6%)	2261 (5.8%)
	South East	48795	5302 (10.9%)	229 (4.3%)	3952 (8.1%)
	South West (exc. Cornwall)	25542	2597 (10.2%)	36 (1.4%)	1643 (6.4%)
	West Midlands	32960	1104 (3.3%)	24 (2.2%)	1262 (3.8%)
	Yorkshire & Humberside (exc. South Yorks.)	25408	1963 (7.7%)	69 (3.5%)	1030 (4.1%)
	<b>National Total</b>	292981	22049 (7.5%)	583 (2.6%)	16187 (5.5%)
<b>South Yorks</b>		18427	126 (0.7%)	0 (0%)	1842 (10%)
<b>Grand Total</b>		334540	22325 (6.7%)	583 (2.6%)	19624 (5.9%)

67. Recording of disability continues to be a problem for NOMS match contracts. There is ongoing work within NOMS to provide an IT solution for this. The following table is for the ESF (non-match) cohort only and shows that all Prime Providers with the exception of the one for Merseyside are finding it more difficult to place disabled offenders into Education, Training and Employment (ETE) provision than non-disabled. However, with the exception of the North East and the South West (excl. Cornwall) the difference in the conversion rate is fairly small.



**Table 4**

Dossier	Region	Starters	Disabled Starts	Disabled Starts into ETE	All Starts into ETE
<b>Cornwall</b>		85	38 (44.7%)	8 (21.1%)	20 (23.5%)
<b>Merseyside</b>		2788	707 (25.4%)	136 (19.2%)	514 (18.4%)
<b>National</b>	East Midlands	3625	1526 (42.1%)	318 (20.8%)	779 (21.5%)
	East of England	5225	1675 (32.1%)	273 (16.3%)	1076 (20.6%)
	London	7114	1775 (25%)	317 (17.9%)	1462 (20.6%)
	North East	4743	876 (18.5%)	182 (20.8%)	1246 (26.3%)
	North West (exc. Merseyside)	6621	2101 (31.7%)	404 (19.2%)	1534 (23.2%)
	South East	3916	1072 (27.4%)	230 (21.5%)	998 (25.5%)
	South West (exc. Cornwall)	3923	1212 (30.9%)	276 (22.8%)	1095 (27.9%)
	West Midlands	6107	1583 (25.9%)	303 (19.1%)	1328 (21.7%)
	Yorkshire & Humberside (exc. South Yorks.)	4054	1034 (25.5%)	166 (16.1%)	777 (19.2%)
	<b>National Total</b>	45328	12854 (28.4%)	2469 (19.2%)	10295 (22.7%)
<b>South Yorks</b>		2401	584 (24.3%)	105 (18.0%)	478 (19.9%)
<b>Grand Total</b>		50602	14183 (28%)	2718 (19.2%)	11307 (22.3%)

68. Outside the general cohort, round two prime providers are currently implementing bespoke activity/sub-projects with a range of extremely hard-to-help groups. These include:

- London: Peer led support groups set-up for ex-Service personnel in custody. Pilot launched at Feltham Young Offenders Institute to address attitudinal, motivational and personal barriers for young people involved in gang activity. A similar scheme is planned for female gang members at HMP Holloway.

- East of England: Project started focusing on females involved in the sex industry. Implementation both in community and custody (HMP/YOI Peterborough) going well. Referral routes presenting a challenge as offence type prevalent within cohort (loitering, breach of ASBO, shoplifting) and subsequent disposals tend to fall below that covered by statutory Probation Trust arrangements.
- East Midlands: Women from the sex industry - HMP Foston Hall. Considerable time has been spent integrating the new caseworker and the REACH project within the prison. Work with the first cohort has begun included enrolment onto the Chrysalis course. Dual Diagnosis (mental health and drug dependency) Project – Nottingham Prison. Initially the project is targeting prisoners who will return to City of Nottingham, as this is where there are the best links to secure housing through NACRO. Accommodation is typically an issue for this client group and of course represents a significant barrier to employment.
- Yorkshire and the Humber: Sex offenders are currently being worked with on an individual basis. Work is ongoing to devise a bespoke employability module that can bolt onto existing sex offender treatment programmes. This work is being carried out in conjunction with accredited programmes teams both in custody and the community. The idea is to develop a programme that includes offence disclosure, restrictions on employment and training, and building a broader understanding through accommodation needs and responsibilities placed on individuals in these areas.
- West Midlands: Travellers. Initial links have been made with local authority Gypsy Liaison officers across the West Midlands resulting in visits to various Traveller sites to raise the profile of the ESF provision. Strong links forged with the Gypsy Federation, who are providing ongoing support, culturally-specific reading books, etc and referral routes into local provision.
- South East: Young parents. St Giles Trust deliver the sub-project, acting as an expert delivery partner for Serco. Initially focusing on 50 offenders in HMYOI Rochester and HMYOI Cookham Wood, the sub-project will expand to work with a further 100 eligible offenders across HMYOI Rochester, Cookham Wood, Reading and Aylesbury, post release and in the community. Learning from the project will enable tailored provision to be delivered to young parents in all prisons with a Job Deal (Serco) presence, with particular focus on developing a through the gate service to support young mothers in custody.
- North West & Merseyside: Women with low level mental health needs. Eligibility is through self definition, and encompasses a wide range of needs, including anxiety, depression and low self esteem. Delivery to this particular group focuses on providing an individually bespoke service, and provides a more intensive level of intervention.

### **East of England Development Agency (EEDA)**

The Agency has closed. Performance MI is at Annex A.

## Central Bedfordshire Council

69. The CFO delivers a range of provision with 21 contracts delivering within 2007-2010. Contracts for this period mostly finished in December 2011, some earlier. Thirteen projects were aimed at 14-19 NEET, two of these specifically 14-16 year olds. Seven projects aimed at 'harder to reach' unemployed/inactive who shun mainstream provision provided by other CFOs. One project in Priority 2. For the period 2011-2013 there have been thirteen contracts let so far. The CFO began delivery of the 2007-2013 CFO plan in October 2007.

**Table 5**

Priority	Total Participants	CFO Plan Targets	Percentage Achieved
Priority 1	3,200	4,327	74%
Priority 2	228	586	39%
<b>Total</b>	<b>3,428</b>	<b>4,913</b>	<b>70%</b>

70. From the above figures it can be seen that the CFO has over-achieved on the 2007-2010 Plan. This is partly due to project over delivery. (9 of the 21 projects over delivered), and mostly due to the need to change the source of match funding after the Plan had been approved.

**Table 6**

Priority 1	Achievement	CFO Plan Target	Difference from Target
Unemployed	903	1454	-551
Economically Inactive	1243	1547	-304
Econ. Inactive %	39%	36%	3%
14-19 NEET	945	1326	-381
14-19 NEET %	30%	31%	-1%
Disability %	20%	18%	2%
Aged 50 +	7%	18%	-11%
Ethnic Minority %	27%	16%	11%
Female %	48%	51%	-3%

**Table 7**

<b>Priority 1</b>	<b>Achievement</b>	<b>CFO Plan Target</b>	<b>Difference from Target</b>
In work on Leaving	262	764	-502
% In work on Leaving	12%	18%	-6%
14-19 NEET into EET	633	596	37
14-19 NEET into EET %	73%	45%	28%

**Table 8**

<b>Priority 2</b>	<b>Achievement</b>	<b>CFO Plan Target</b>	<b>Difference from Target</b>
Without Basic Skills	19	20	-1
% Without Basic Skills	8%	3%	5%
Without Level 2	3	30	-27
% Without Level 2	1%	5%	-4%
Without Level 3	41	200	-159
% Without Level 3	18%	34%	-16%
Without Level 4	13	0	13
Without Level 5	84	0	84
Disability %	6%	16%	-10%
Aged 50 +	9%	18%	-9%
Ethnic Minority %	11%	16%	-5%
Female %	80%	51%	29%

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

**Table 9**

<b>Priority 2</b>	<b>Achievement</b>	<b>CFO Plan Target</b>	<b>Difference from Target</b>
Gained Basic Skills	2	14	-12
% gain	11%	70%	-59%
Gained Level 2	19	25	-6
% gain	95%	83%	12%
Gained Level 3/4 & 5	124	145	-21
% gain	54%	73%	-19%

72. For NEETS, there are four distinct activities. The ESF programme operates as a shared service with Bedford Borough Council with two geographical areas. There are separate programmes for 14-16 and 16-19 in each area. For 14-16 the target group were persistent truants /permanently excluded living in deprived areas, and re-engagement in an appropriate educational setting was the target result. For the older group the objective was employment, self-employment, apprenticeship, or other further education at level 2/3 results. At present one of the 14 -16 activities is not let

73. For adults, the activities include:

- volunteering placements;
- Registered Social Landlords offering their tenants who are LTU/economically inactive employability skills;
- work limiting illness support;
- improving employability prospects;
- supporting over 50s back into work;
- supporting gypsy and travellers into employment;
- qualification conversion for migrants support;
- enterprise coaching.

### **East Midlands Local Authority Consortium (EMLAC)**

74. The EM LAC contract delivers a range of provision with 30 contracts delivering within 2007-2010. Contracts for this period finished in December 2010

(with the exception of two due to finish in September 2011). For the period 2011-2013 there have been 15 contracts let so far.

75. Activity under Priority 2, as a total, shows an underspend of £1,856,613. The underspend is partly down to underperformance of projects across the consortium, but mainly due to uncommitted resources not being allocated because of poor tender submissions. The tendering process for subsequent rounds, post July 2011, has been changed to reflect issues encountered in the July round. This has included moving to an electronic vault handling service, tweaking questions and their scoring criteria, and an presentation/interview process following an appraisal panel.

76. An action plan is being formulated by Lincolnshire County Council, to look at how the underspend and unallocated funding can be maximised within the 2011-2013 programme. Table 4 below show the level of participant involvement in the EM LAC programme, by priority.

**Table 10**

<b>Priority</b>	<b>Total Participants</b>	<b>CFO Plan Targets</b>	<b>Percentage Achieved</b>
Priority 1	1,413	2,575	54.87%
Priority 2	2,612	3,926	66.53%
<b>Total</b>	<b>4,025</b>	<b>6,501</b>	<b>61.91%</b>

77. The CFO has achieved over 50% of the plan targets in line with the timeline of project delivery, given that projects for the 2007 – 2010 programme started delivery in July of 2008, and completed in the main by December 2010. The new 2011-2013 programme started in January 2011, has been slow in starting, but is now picking up the pace in terms of management delivery.

**Table 11**

<b>Priority 1</b>	<b>Achievement</b>	<b>CFO Plan Target</b>	<b>Difference from Target</b>
Unemployed	777	1276	-499
Economically Inactive	385	1070	-685
Econ. Inactive %	27%	42%	-15%
14-19 NEET	78	0	78
14-19 NEET %	6%	0%	6%
Disability %	38%	24%	14%
Aged 50 +	11%	18%	-7%
Ethnic Minority %	46%	21%	25%

Female %	46%	51%	-5%
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78. The breakdown of the types of participants shows that most of the targets are in line with the timeline for the programme. However there are lower numbers of Economically Inactive participants in the 2007-2011 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. The CFO is looking at the programme to see how it can redress this issue.

**Table 12**

Priority 1	Achievement	CFO Plan Target	Difference from Target
In work on Leaving	300	689	-389
% In work on Leaving	35%	27%	8%
14-19 NEET into EET	23	0	23
14-19 NEET into EET %	44%	0%	44%

79. In terms of actual outputs the figures show 43.41% achievement rate at present. This is slightly under a 50% target for the timeline of the programme.

**Table 13**

Priority 2	Achievement	CFO Plan Target	Difference from Target
Without Basic Skills	550	1,604	1,054
% Without Basic Skills	21%	41%	-20%
Without Level 2	980	1,604	-624
% Without Level 2	38%	41%	-3%
Without Level 3	604	479	125
% Without Level 3	23%	12%	11%
Disability %	8%	15%	-7%
Aged 50 +	26%	20%	6%
Ethnic Minority %	17%	9%	8%
Female %	61%	50%	11%

80. Most of the engagement of participants is on target. The CFO is looking at the engagement of people with a lack of basic skills, in order to meet the CFO plan targets.

**Table 14**

<b>Priority 2</b>	<b>Achievement</b>	<b>CFO Plan Target</b>	<b>Difference from Target</b>
Gained Basic Skills	447	381	66
% Gained Basic Skills	92%	24%	68%
Gained Level 2	464	381	23
% Gained Level 2	34%	44%	10%
Gained Level 3	47	116	-69
% Gained Level 3	8%	24%	-16%

81. 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 working towards Level 3 within the tendered activity, and expects to close the gap during the next two years. This is based on profiled activity.

### **London Councils**

82. Table 15 below shows the level of participant involvement in the London Councils programme. Figures are based on Management Information provided to the PMC in March 2012.

**Table 15**

<b>Priority</b>	<b>Total Participants</b>	<b>2007-10 CFO Plan Targets<sup>7</sup></b>	<b>Percentage Achieved</b>
Priority 1	13,536	11,973	113%

83. The London Councils programme has been very successful at recruiting participants. This is due to the targeted nature of the provision. London Councils funding is primarily focused on the voluntary and community sector which often has excellent links to the communities with which they work.

<sup>7</sup> This figure does not include the targets for the 2011-13 CFO Plan



**Table 16**

<b>Priority 1</b>	<b>Achievement</b>	<b>CFO Plan Target</b>	<b>Difference for Target</b>
Unemployed	4,270	3,114	+1,156
Economically Inactive	9,220	8,654	+566
Econ. Inactive %	68%	72%	-4%
14-19 NEET	479	205	+274
14-19 NEET %	4%	2%	+2%
Disability %	29%	22%	+7%
Aged 50 +	18%	18%	-
Ethnic Minority %	71%	60%	+11%
Female %	68%	51%	+17%

84. The London Councils programme is performing well against the targets set. Key points are:

- The number of unemployed people is higher than anticipated. This is largely a reflection of the economic downturn, with more unemployed people presenting themselves at providers' premises.
- This is also true of the NEET cohort, who have been disproportionately affected by the economic downturn.
- London Councils has found that by funding projects specifically aimed at disabled people, it is better able to meet the targets in this area. For example, London Councils has funded projects specifically for disabled parents and people with mental health needs. This type of specialist provision appears to be a good way to ensure access to ESF.
- The number of women supported through the programme is also significantly above the target. London Councils believes the reason for this is the over-representation of women in the economically inactive cohort compared to men. As the London Councils programme has a focus on the economically inactive, it attracts more female participants.

**Table 17**

<b>Priority 1</b>	<b>Achievement</b>	<b>CFO Plan Target</b>	<b>Difference from Target</b>
In work on Leaving	2,450	2,769	-319
% In work on Leaving	24%	23%	+1%

14-19 NEET into EET	196	110	+86
14-19 NEET into EET %	57%	54%	+3%

85. The London Councils programme is progressing well towards achieving its plan targets. The number of participants in work on leaving is in-line with expectations at this stage of the programme and London Councils anticipates that the programme will meet the targets set in the plan despite challenging economic conditions for providers and the focus on those further from the labour market. London Councils believes that the success of the programme can be attributed to the provider base and the way the CFO has built on past experience.

### London Development Agency/Greater London Authority

**Table 18**

Priority 1 (all rounds)	CFO Plan target		Cumulative to Dec 2011		Actuals in 2011	
	Volumes	%	Volumes	%	Volumes	%
Starters (number)	22985		36221		5614	
Number and % economically inactive	8788	38.2%	9233	25.5%	239	4.3%
Number and % unemployed	7856	34.2%	18492	51.1%	601	10.7%
Number and % NEET	6200	27.0%	8455	23.3%	3664	65.3%
Number and % of starters Female	11722	51.0%	17332	47.9%	1969	35.1%
Number and % of starters BME	14365	62.5%	18586	51.3%	3163	56.3%
Number and % of starters disabled	4252	18.5%	5334	14.7%	532	9.5%
Number of Economically Inactive Progressing to FE	5053	57.5%	1973	21.4%	268	112.1%
Number of starters achieving Progression to FE	N/A	N/A	6165	17.0%	1314	23.4%
Number of starters achieving Job entry	2977	13.0%	7722	21.3%	2574	45.8%
Number of NEETS achieving either Progression to FE or Job Entry (note, also included above)	3162	13.8%	3461	9.6%	2154	38.4%
Number of starters achieving 6 month sustained employment	3586	15.6%	4124	11.4%	2291	40.8%
Priority 2 (all rounds)	CFO Plan target		Cumulative to Dec 2011		Actuals in 2011	
	Volumes	%	Volumes	%	Volumes	%
Starters (number)	4736		5087		193	
% of starters Female	2368	50.0%	2120	41.7%	92	47.7%
% of starters BME	1894	40.0%	2435	47.9%	33	17.1%
% of starters disabled	710	15.0%	215	4.2%	18	9.3%
Number of Starters with basic skills needs	4736	100.0%	5087	100.0%	193	100.0%
Number of starters achieving Progression to FE	N/A	N/A	2353	46.3%	716	N/A
Number of starters achieving Basic Skills Qualification	2010	42.4%	2565	50.4%	313	N/A

86. 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 17 demonstrates the achievements against the Co-Financing Plan, showing overall targets, the cumulative delivery to December 2011, and the proportion of delivery in 2011. 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 2011 FE and Basic Skills actuals being reported as in excess of the starters for 2011, and the EI progressing to FE in 2011 reporting at higher than 100%.

87. The programmes are output-based funding and so LDA 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 majority of the LDA ESF projects had finished delivery or were closing in 2011-12.

88. 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 the vast majority of LDA ESF delivery in 2011, it is unsurprising that of the total 2,714 Priority 1 participants 2,499 (92%) were NEET or at risk of NEET. As with other disadvantaged groups, support is tailored to individual needs. Of the 7,761 young people who are NEET or At Risk of NEET 3,221 (42%) have so far entered further training or employment. The LDA ESF Youth programme transferred to the GLA on 1 April 2012 and delivery finished in May 2012.

### **Luton Borough Council**

89. LBC 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 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. Some of these contracts finished in December 2010 but others were awarded additional funding and are due to complete by March 2012.

90. For the period 2011-2013 ten ESF contracts have been let – nine in Priority 1 and one in Priority 2. The total ESF commitment is £1.5m. Match Funding projects include three Supporting People projects and seven Economic Participation projects.

**Table 19**

<b>Priority</b>	<b>Total Participants</b>	<b>Revised 2008-2010 CFO Plan Target</b>	<b>Percentage Achieved</b>
Priority 1	2,570	1,471	174.71%
Priority 2	60	145	41.37%
<b>Total</b>	<b>2,630</b>	<b>1,616</b>	<b>162.75%</b>

91. From the above figures it can be seen that LBC is overachieving for Priority 1 – this is mainly because of the match funding projects. The CFO has been “banking” match funding activity against the potential lack of available match in future due to UK government austerity measures.

**Table 20**

<b>Priority 1</b>	<b>Achievement</b>	<b>Revised 2008-2010 CFO Plan Target</b>	<b>Difference for Target</b>
Unemployed	867	588	+279
Economically Inactive	1,139	407	+732
Econ. Inactive %	44%	28%	+16%
14-19 NEET	417	476	-59
14-19 NEET %	16%	32%	-16%
Disability %	11%	19%	-8%
Aged 50 +	16%	18%	-2%
Ethnic Minority %	70%	19%	+51%
Female %	52%	51%	+1%

92. The breakdown of the types of participants shows that the proportion of economically inactive participants is higher than expected at this stage. 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 that some of the match funding projects target participants who are further from the labour market (e.g. because of drug or alcohol problems).

93. The percentage of NEETs supported is under target mainly because of the increased number of adult participants from match funded projects. The ethnic minority figure is much higher than anticipated, but does reflect the need in Luton's diverse population.

**Table 21**

<b>Priority 1</b>	<b>Achievement</b>	<b>Revised 2008-2010 CFO Plan Target</b>	<b>Difference from Target</b>
In work on Leaving	115	223	-108
% In work on Leaving	6%	15%	-9%
14-19 NEET into EET	297	214	+83
14-19 NEET into EET %	71%	44%	+27%

94. The percentage of participants entering work is lower than the target at present, but some projects still have to report on participant destination. Also, the result is affected by the proportion of match funding participants – many match funding projects aim to move participants closer to the labour market though not necessarily into employment.

95. The NEET outcome is better than the target which is in part due to the co-ordination of all NEET support in Luton by the Council's NEET Strategy Team. This enables NEET project activities to be better co-ordinated across the town.

**Table 22**

<b>Priority 2</b>	<b>Achievement</b>	<b>CFO Plan Target</b>	<b>Difference from Target</b>
Without Basic Skills	2	0	+2
% Without Basic Skills	3%	0%	+3%
Without Level 2	5	15	-10
% Without Level 2	8%	10%	-2%

<b>Priority 2</b>	<b>Achievement</b>	<b>CFO Plan Target</b>	<b>Difference from Target</b>
Without Level 3	20	130	-110
% Without Level 3	33%	90%	-66%
Disability %	0%	18%	-18%
Aged 50 + %	28%	27%	+1%
Ethnic Minority %	25%	30%	-5%
Female %	43%	40%	+3%

96. The participant figures are lower for the Priority 2 activity as the match funding participant data still has to be entered onto the system. The percentage with lower than Level 3 is lower than expected, but as the project targets management level employees in SMEs this does reflect the workforce figures. The lack of disabled participants is disappointing, but this reflects to some extent the workforce in the business sectors being targeted – manufacturing and aerospace. The male/female ratio is however very positive for these sectors.

**Table 23**

<b>Priority 2</b>	<b>Achievement</b>	<b>CFO Plan Target</b>	<b>Difference from Target</b>
Gained Basic Skills	1	0	+1
% Gained Basic Skills	3%	0%	+3%
Gained Level 2	4	7	-3
% Gained Level 2	11%	47%	-36%
Gained Level 3	31	70	-39
% Gained Level 3	86%	54%	+32%
Progressed to Level 4	5	5	--

97. 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.

## **South East England Development Agency (SEEDA)**

The Agency has closed. Performance MI is at Annex A.

### **Main non- CFO Performance issues**

#### **Gibraltar**

98. The Gibraltar regional outputs and results targets were revised at the Gibraltar Regional Monitoring Committee Meeting held on 10 November 2011. The main reason behind this was to make these targets reflect the needs and achievements in the context of Gibraltar's requirements. The amended targets were subsequently accepted by the Managing Authority on 12 December 2011. As a result of these changes an almost 100% participation has been achieved in both priorities.

99. Under priority 1, the number of unemployed participants has doubled, as has the numbers of those aged 50+ and females. The numbers of participants who were economically inactive remains low at 10% but this is due to the definition given to this target group in Gibraltar.

100. Under priority 2, the target number of participants was increased by approximately 30%. This better reflected the policy of the Government of Gibraltar to both equip young people with relevant and adaptable skills and providing "mature" people with the skills required in the fast changing work place. Under this priority the numbers of female participants has also almost doubled, as has those gaining basic skills.

#### **Merseyside Complementary Strand**

101. For the Liverpool City Region City Employment Strategy there are currently two ESF funding approvals which engage participants across all five eligible local authority geographies (Liverpool, Knowsley, Sefton, St. Helens and Wirral);

- Pathfinder Enabling Programme (PEP) Start Date 1 April 2008 End Date 31 December 2011
- Supplementary Pathfinder Enabling Programme (PEP) Start Date 9 April 2009 End Date 31 May 2013. The Supplementary PEP received additional supplementary funding of £9.428m in Dec 2010.

102. 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. Jobcentre Plus and the Skills Funding Agency are involved in agreeing priorities, complementing mainstream and co-financed activity and providing a basis for co-commissioning. The total ESF available for the Liverpool City Region Pathfinder Enabling Programme 2008 to 2013 is £13.325m and the target total number of participants is 14,635.

**Table 24**

<b>Output</b>	<b>Contract total</b>	<b>Actual to 28<sup>th</sup> February 2012</b>	<b>Forecast to 31<sup>st</sup> May 2013</b>
<b>Total number of participants</b>	14,635	20,522	21,000
Participants in work (employed) on leaving	4,259	2,356	4,259
Participants in work six months after leaving	2,772	tbc	2,772
<b>ESF £13.325m</b>	<b>Match £14.554m</b>	<b>Total £27.879m</b>	

103. The Liverpool City Region Pathfinder Enabling Programme interventions have surpassed their contracted participant numbers, enrolling 20,522 participants against a forecast of 14,635.

**Table 25**

<b>Output</b>	<b>Contract total</b>	<b>Actual to 28<sup>th</sup> February 2012</b>
<b>Total number of participants</b>	2,000	3,504
Participants in work (employed) on leaving	750	733
Participants in work six months after leaving	500	tbc
<b>ESF £1.406m</b>	<b>Match £2.635m</b>	<b>Total £4.041m</b>

104. Of those leaving the original programme which was completed in December 2011, 733 participants have moved into employment (against a target of 750 i.e. 98%). A total 80% of these participants were unemployed. The other participant profiles have largely been met. Notably 1,163 female participants have been engaged to date, exceeding the original baseline target of 900 i.e. an increase of 29%.

### **Innovation, and Transnationality and Mainstreaming (ITM)**

105. The ITM projects are demonstrating some significant achievements against initial profiled targets. Over 20,000 participants have been supported which has exceeded initial targets. The strand is also exceeding the female participant target. Of further significance is the percentage of participants supported from key disadvantaged groups including, people with disabilities (19%), people aged 50+ (28%) and people from minority ethnic backgrounds (26%). This demonstrates that



ITM has been successful in attracting participants from the most vulnerable and difficult to reach in our communities.

**Table 26**

	<b>Participant Total No.</b>	<b>Disabled</b>	<b>Disabled %</b>	<b>Aged 50+ No.</b>	<b>Aged 50+ %</b>	<b>Ethnic min. No.</b>	<b>Ethnic min. %</b>	<b>Female No.</b>	<b>Female %</b>
<b>Target</b>	18,882	4,167	22%	4,594	24%	4,352	23%	8,819	47%
<b>Achievement</b>	20,061	3,788	19%	5,672	28%	5,137	26%	10,280	51%

106. In Priority 1 participant numbers have exceeded profile (111%) with particular success in targeting those unemployed. Notwithstanding this, achievements are down on profile in terms of supporting those economically inactive and those in work on leaving. With regards to priority 2, achievement against is below target across most indicators, particularly those participants without skills (basic to level 3). Whilst the overall achievement against the target is at 78%, ITM projects can demonstrate some success in targeting 50+ older workers and a % increase on profile against those gaining level 2 qualifications.

**Table 27**

<b>Priority 1</b>	<b>Target No.</b>	<b>Achievement No.</b>	<b>Target %</b>	<b>Achievement %</b>
<b>1.1 Participant Total No.</b>	<b>14,769</b>	<b>16,405</b>	<b>n/a</b>	<b>111%</b>
<b>1.2 Unemployed</b>	6,960	9,508	47%	58%
<b>1.3 Economically inactive</b>	6,305	3,454	43%	21%
<b>1.4 14 - 19 NEET</b>	738	926	5%	6%
<b>1.5 Disabled</b>	3,546	3,568	24%	22%
<b>1.7 Aged 50+</b>	3,334	4,332	23%	26%
<b>1.8 Ethnic min.</b>	3,679	4,865	25%	30%
<b>1.9 Female</b>	7,189	8,828	49%	54%
<b>1.10 In work on leaving</b>	4,534	2,000	31%	12%
<b>1.13 14 - 19 NEET into EET</b>	515	287	3%	2%

**Table 28**

<b>Priority 2</b>	<b>Target No.</b>	<b>Achievement No.</b>	<b>Target %</b>	<b>Achievement %</b>
<b>2.1 Participant Total No.</b>	<b>3,933</b>	<b>3,087</b>	<b>n/a</b>	<b>78%</b>
<b>2.2 With basic skills needs</b>	867	241	22%	8%

2.3 Without level 2	1,157	306	29%	10%
2.4 Without level 3	1,314	348	33%	11%
2.5 Disabled	610	174	16%	6%
2.6 Aged 50+	1,205	1,087	31%	35%
2.7 Ethnic min.	673	269	17%	9%
2.8 Female	1,574	1,170	40%	38%
2.9 Gained basic skills	339	0	9%	0%
2.10 Gained level 2	459	592	12%	19%
2.11 Gained level 3	271	117	7%	4%

107. A total of 23 individual requests for extensions have been received to date of which 13 were for time only and 10 were for time and funding. So far 14 requests have been approved, two were rejected and seven are pending a decision. Of the nine remaining projects, three have ended and six have either chose not to extend or have not yet applied. To date an additional £1,011,249 of ESF funding has been awarded through this process. If those submissions pending were to be approved, the total additional ESF awarded could rise to £2,647,185.

**Table 29**

Project Name	Region	Theme	Time	Money	Length of Time	Amount (ESF only)	Status
Cornwall Works 50+	Cornwall	DC	Y	Y	12 months	£45,810	Denied
Cornwall works 50+ Cares	Cornwall	DC	Y	Y	12 months	£14,190	Denied
CHEOPS	Cornwall	CC	Y	Y	12 months	£184,484	Approved
Essex Apprentice	East England	EE	Y	N	6 months	n/a	Approved
Essex Apprentice	East England	EE	Y	Y	12 months	£280,617	Approved
Social Activation Model	East England	AI	Y	Y	12 months	£111,000	Pending
E3	East Midlands	SE	Y	N	4 months	n/a	Approved
Host Borough Employer Offer	London	EE	Y	N	6 months	n/a	Approved
Skills for Climate Change - London	London	CC	Y	N	4 months	n/a	Approved
New Pathways to Work in West London	London	AI	Y	Y	12 months	£595,102	Pending

Steps to Success	Merseyside	SE	Y	N	6 months	n/a	Approved
Steps to Success	Merseyside	SE	Y	Y	12 months	£221,122	Approved
Working Better	Merseyside	AI	Y	Y	12 months	£336,134	Pending
NEEDS	Merseyside	EE	Y	N	6 months	n/a	Pending
Changing People	North East	DC	Y	N	6 months	n/a	Approved
Age NC	North West	DC	Y	N	6 months	n/a	Approved
Greenways to Work	North West	CC	Y	N	4 months	n/a	Pending
What Works	South East	AI	Y	N	3 months	n/a	Pending
Social Enterprise Leadership Partnership	South West	SE	Y	N	6 months	n/a	Approved
Making IT Personal	South Yorkshire	ICT	Y	Y	12 months	£325,026	Approved
Employers for Employment	West Midlands	EE	Y	N	6 months	n/a	Approved
AIM	West Midlands	AI	Y	Y	12 months	£533,700	Pending
Low Carbon Living and Working	Yorkshire & Humber	CC	Y	N	6 months	n/a	Approved

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

108. 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.<sup>8</sup>

<sup>8</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

109. The evaluation of Priorities 1 and 4, which was published in June 2011, indicates that ESF provision available under Priority 1 and 4 is widely seen as effectively complementing mainstream provision in several ways.<sup>9</sup> These included:

- the additional volume of support that could be commissioned to complement mainstream programmes;
- the ability of ESF to engage certain groups drawn from the unemployed and economically inactive population;
- the range, variety and tailored nature of support able to be commissioned and offered; and,
- the different nature of the support able to be offered through ESF relative to mainstream provision.

110. Overall ESF was seen as offering significant added value across the Priority 1 and Priority 4 provision examined. A key aspect of this related to the way in which ESF is widely seen as unique and effective in its ability to engage disadvantaged groups, and offer tailored provision to meet the varied needs of individuals within those groups.

111. Key elements in the added value of ESF were seen as the voluntary nature of provision, the customer groups it targeted, the intensity and tailoring of the provision and support involved, and the flexibility of the types of activities and support that could be funded under ESF. All of these elements were perceived as setting ESF apart from mainstream provision and contributing to the degree of added value it offered.

## **Volume**

112. 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.

113. DWP used ESF funding 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 in year

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<sup>9</sup> <http://research.dwp.gov.uk/asd/asd5/rports2011-2012/rrep755.pdf>

totals for the calendar year 2011 are as follows: 70,861 participants on employment programmes and 24,868 starts into jobs.

114. The Skills Funding Agency has increased its overall participation in the 2007-13 programme by over one million participants in 2011 (between November 2010 and November 2011 claims). By November 2011 the Agency had a total of 2.8 million participants in the programme, of which 1.2 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).

115. At November 2011, nearly 59,000 ESF-funded participants in Priority 1 had progressed into work since the start of the programme. Within Priority 2:

- over 23,700 ESF-funded participants have gained basic skills qualifications;
- over 73,200 ESF-funded participants have gained Level 2 qualifications; and
- over 23,500 ESF-funded participants have gained Level 3 qualifications.

116. The added value to Next Step provision is considered in the section below on contribution to economic recovery.

117. Around 79 % of all participants with an identified basic skills need (as defined as having no qualifications at engagement) have achieved a qualification at Level 1 or higher. Whilst none of these learners contribute to the target 'gained a basic skill' this demonstrates a value added learning experience for these individuals.

118. The NOMS ESF provision 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

## Scope

119. 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.

120. DWP used ESF to fund flexible routeways and Intermediate Labour Market (ILM) provision, which ran alongside and complemented national programmes. Flexible routeways provided a range of activities and support, tailored to the needs of an individual in order to move customers towards or into work. ILMs were paid work placements, leading to paid employment, that supported customers with severe or multiple barriers to work. For all provision, support continued after a customer started work to help job retention.

121. 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 will contribute and add value to wider family support. The focus is on providing tailored support based on individual needs assessments and covers a range of activities to support personal, life skills and work skills.

122. Aligned to the Governments skills strategy, Skills for Sustainable Growth, the Skills Funding Agency has put in place structured delivery activity that focuses on four key cohorts: the recently unemployed; those at threat of redundancy; 14-19 year old NEETs; and those in employment but with low skills. Each of these programmes has been designed 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.

123. Procurement for NEET provision and Skills Support for the Unemployed is at Local Authority (LA) level with identified target cohorts based on this geography. Furthermore, for each project the delivery organisations must have links with and respond to the priorities set out by the Local Enterprise Partnerships as well as other key local stakeholders (such as LAs, Jobcentre Plus, Next Step service and local employers). Provision has also supported delivery of (or progression onto) Apprenticeships frameworks, which will enable the further development of individuals' skills and long term employment opportunities. In April 2011, the Agency contracted for the following sets of activity supported by ESF:

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

124. The focus of delivery is on regulated units and qualifications that support the development of individuals' work prospects, with each programme tailoring the support to the specific cohort. Whilst 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. Embedded in the training could be a small element of job search skills, including the use of IT, where appropriate to help individuals to participate in interviews, and work trials with local employers. This includes:

- supporting sector-based work academies and the delivery of sector employability provision to satisfy local employer demand;
- skills training appropriate for self-employment; and
- employability skills provision that will enhance an individual's chance of gaining employment such as: team working; job search and job application skills; and developing communication skills.

125. 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.

126. The NOMS 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.

127. ESF provides resources for employer engagement and helps facilitate ex-offenders' access to education and employment services in the community. The NOMS CFO 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.

## Innovation

128. 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.

129. The DWP delivery model is based on an approach to providing personal development and support. DWP ESF provision addresses regional and local employer requirements, including targeting skill shortages and developing areas of the economy and includes specific initiatives to engage with particular groups of people. Some new/innovative provision that DWP ESF has funded are:

- East Midlands - The regional 'Helping Hands project was aimed at 'PSA 16' clients, namely adult offenders under probation supervision, people with moderate to severe learning difficulties and people in contact with secondary mental health care. This initiative used an advocacy approach to signpost and support customers through all barriers to employment and mentor them through existing provision.
- West Midlands - The 'barriers grant' was used by providers to assist customers in getting work by buying a bicycle for a customer, paying for an MOT or car insurance or to help with the transition from unemployment to work. One provider worked with a partner organisation to deliver a package of training to for people with mental health problems as a stepping stone to moving closer to the labour market. Outreach activity on the contract was focused on the hardest to help and most disadvantaged groups in society. For example liaison with the Portuguese Community via local coffee shops and community groups and attendance at Polish Centres to engage with migrant workers and their families. This approach allowed it to reach those who would not normally have accessed the services on offer.
- East of England - The Flexible Routeway provision in South Oxhey, Watford, was based in a church administered community centre. Participants worked in small groups with access to computer facilities. Two tutors conducted training sessions and were always on hand to answer questions and address concerns where necessary.
- Cornwall and Isles of Scilly – Xtravert is a programme that gives young people employability skills and trains them to become carpenters through building top quality skate ramps.



- The Cornwall School for Social Entrepreneurs delivers an innovative programme of personal development and business start-up support through a unique combination of expert witness sessions, action learning sets, project visits and mentors alongside more traditional business start up training.
- South West – Plymouth Works Plus delivered by A4e work with faith groups and ethnic minority groups encouraging an inclusive approach. Through Torbay Plus, Working Links have undertaken engagement activities using food cookery, music, art and craft, environmental and family activities and outings to encourage participation.
- North West – Community Direct (CD), delivered by Working Links, Merseyside, works in partnership with public/private organisations, voluntary groups and charities, enhancing existing services, filling gaps, providing community cohesion and engaging with a wider demographic audience. Projects include; Cookery courses, 12 months paid employment for unemployed ex substance abuse users with bespoke training and support package, scooters on a rent to buy basis to unemployed individuals securing employment opportunities.
- North East – Added value is ensured by liaison with and close co-operation with other Co-Financing Organisations (SFA and NOMS) and other key partners, increasing the numbers being trained, providing more intensive support to people alongside their engagement in mainstream programmes, targeting people who do not otherwise participate in existing provision, supporting people after they enter a job, assisting job retention.
- Yorkshire and the Humber – The think positive programme supported jobseekers with mental health conditions and/or learning difficulties. . Named mentors, with tutors and work coaches ensured customer goals were identified and customers were equipped with the skills and confidence to reach them. Specialist staff worked together, providing education, information and support for specific health conditions, helping customers find resources needed to make positive changes and promote self reliance.
- South East – Fitness module ‘Fit 4 Work’ was followed up with a module on nutrition and use of personal trainers working with customers with substantial weight issues. This greatly improved motivation and intention to improve lifestyles. Modules were devised to tackle the issues faced in the first three months in a new job and the use of competitive job search called ‘Speed Leads’, motivating and incentivising customers in their job search.
- London – ESF funding was used to address ESOL needs. The provision was unique in that it offered a more intensive, work focussed programme. Participants attended every day, rather than the usual half day a week and were able to consolidate their learning and practice their language skills within this intensive training programme. This helped to engage with second and third generation customers who do not communicate well enough for mainstream provision and can be ‘sidelined’ as a result.

130. The Skills Funding Agency has used a new approach to Innovation in procurement, through the Approved College and Training Organisation Register (ACTOR) that streamlines the tendering exercise through an approved supplier register enabling it to undertake procurement within shorter timeframes. 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.

131. Within 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 recently become part of mainstream Government policy for all 16-24 apprenticeships.

132. NOMS started trials of a new holistic programme in two prisons during 2011. The Belief in Change programme is running in HMP Risley and HMP Channings Wood and involves volunteer offenders living together in a close community. 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.

## **Process**

133. 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.

134. Managing ESF funding has allowed DWP flexibility to maximise ESF spend by using under performance on certain provision to buy increased outcomes on the best performing provision and to enhance the role of the Compliance Monitoring Officers to ensure Provider compliance with ESF.

135. The pre-procurement process within ACTOR enabled the Skills Funding Agency to compile information common to all three ESF tender specifications into one document and structure tenders in a single national consistent format. This reduced the amount of documentation required for tendering both in terms of bidder responses and evaluation by the Agency. As part of its internal restructuring, the Agency has fully integrated ESF into its standard organisational structure. As such, the Agency has developed single national frameworks for provider relationship management, contract control and compiling ESF claims, whereas previously these were operated as separate functions.

136. From January 2011, NOMS began an additional focus on groups deemed extremely hard to reach. Each contract region has a specific focus on a sub-group for which bespoke provision will be delivered:

- North East - lifers
- Yorks & Humber – sex offenders and Islamist extremists
- South Yorks – sex offenders
- North West – women with low level mental health needs
- Merseyside – as North West
- East Midlands – dual diagnosis offenders and women involved in the sex industry
- West Midlands - travellers
- East of England - women involved in the sex industry
- South East – offenders with dependant families
- London – offenders involved in gang activity, veterans
- South West - young offenders transitioning to the adult system
- Cornwall – to support the SW sub-group

### **Contribution to Economic Recovery**

137. 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.

138. 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.

139. 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**

140. An additional £79 million of ESF funds was made available by the ESF Managing Authority to the DWP CFO. The £79 million was added to £3.4million uncommitted funds from the original ESF procurement, giving a total of £82.4 million, of which £52.2million was committed to new and existing ESF contracts to support

the Government's response to the economic downturn. This provision was mainly working with JSA customers who were unemployed for more than 6 months but Jobcentre Plus Advisers were able to apply discretion to allow the most disadvantaged customers access from the outset of their claims. It is worth noting that there was a disproportionate effect on men in the labour market as a result of the downturn. As a result the percentage of male participants is significantly higher and has impacted on the female participation rate for the programme as a whole.

141. The following additional starts and job outcomes were contracted:

- Additional Starts - 44,000
- Additional Job outcomes -14,000
- Conversion rate starts to jobs -36%

142. Due to procurement and time constraints the remaining funds could not be committed in the first half of the programme. These funds were initially offered, on a regional basis, to other CFOs, where these funds could be used effectively. Any balance that could not be used has been carried forward for use by DWP in the second half of the programme.

### **The Skills Funding Agency**

143. In October 2008, 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).

144. The Response to Redundancy Funding was a £100m package consisted 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.

145. Provision could be full-time or part-time subject to DWP benefit regulations. Training must focus on skills development and relate to a sector offering current vacancies or in which there will be vacancies in the near future. The training offered need not lead to qualifications, but accreditation of units is made available to provide individuals with evidence of transferable skills and knowledge for future progression. The individually tailored package includes careers advice, job search and job applications where appropriate. This is a short sharp intervention for people relatively close to being job ready. Target customer group: Adults aged 18 and over:-

- who are under notice or consultation of redundancy;
- or have recently been made redundant
- and those who have been unemployed for longer but who could be made job ready through this package of support.

146. Delivery by: A mix of contracted independent, college and voluntary providers across the sector. The Skills Funding Agency has contracted with providers to deliver up to:

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

147. 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

148. 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.

149. 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. The total number of sessions delivered by this service from April 2009 to November 2011 is 1.99 million. (Individuals may have more than one session).

150. As the national careers service for adults in England there is no comparable or similar service being operated on the same scale or scope. The Next Step service is unique in coming before and separate from the learning delivery engagement and therefore assists individuals in directing them towards employment and training engagement. The service is seen as valuable as a gateway for directing unemployed individuals into employment and training that increases overall engagement of this group. Support is embedded into all learning programmes delivered by the Agency, ESF and match. This support is bespoke to the individual and centred on the learning journey of the individual and relevant to their ongoing training and future progress/destination. This is therefore not an alternate to Next Step but a valid and valuable element of support for the learner at a different point in their engagement. It also ensures that individuals (including those on Priority 2 activity) who have not engaged through Next Step receive a minimum level of support at this stage in their learning journey. The two elements together both provide benefit to the individual at the markedly different points in their learning journey and are tailored to respond to the changing circumstances of the individual.

151. The Next Step 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.

152. The Next Step service operates on its own Customer Relation Management system (from which the agency takes an extract for ESF purposes). This is distinct from the Individualised Learner Record which is used to record learner and learning aim details. As such there is no common data link, such as a unique code, between the two. This would make analysis of data on individuals very difficult in the current reporting structures.

153. 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.

154. ESF support for the Next Step 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.

155. 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 year with no decision made regarding the remaining two delivery years of the programme. At a time when the country has returned to recession 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

## Partnership

### Programme Monitoring Committee

156. 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.

157. There were two meetings in 2011 (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/02/11, MC/03/11, MC/04/11, MC/10/11, MC /11/11, MC/12/11 and MC/13/11)
- Amend Terms of Reference for National Monitoring Committee – (MC/05/11)
- Amendments to the Operational Programme - (MC/06/11)
- Revised Technical Assistance Strategy (MC/07/11)
- Progress Report from East Midlands Local Authority Consortium CFO – (MC/14/11)
- Evaluation Synthesis Report and Revised Evaluation Strategy – (MC/16/11)
- Update on Publicity – (MC/18/11)
- Local Authority Performance (MC/19/11)

158. 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.

159. 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**

160. 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.

161. 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.

162. The RMC is chaired by a person appointed by the Intermediate Authority, namely the EU Programmes Manager. During 2011, the RMC met twice, on the 26 May and on the 10 November. At the meetings the following ESF issues were discussed and addressed:

- The Annual Implementation Report draft for 2010 was discussed.
- Virement and additional funding requirements were agreed.
- The progress of the Programme.

### **London**

163. 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.

164. The Committee currently 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.



165. 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 submit 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.

166. The Committee meeting on 11 May covered the following items: closure of the LDA and re-allocation of its 2011-13 funding to other London CFOs, EPMU transition to GLA, national programme update, regional programme and performance update and a CFO presentation from the Skills Funding Agency. The committee meeting on 16 November covered the same topics, although the EPMU transition to the GLA was not discussed and the Skills Funding Agency presentation was replaced by a presentation from GLA CFO.

167. EPMU and GLA policy leads have been in discussion with the London CFOs to reallocate the £39m ESF (£36m P1 and £3m P2) originally allocated to the London Development Agency for 2011-13. With the exception of £1.8m under P1 and £456,000 under P2, the remaining ESF money has been reallocated.

168. Total programme level spend against Priority 1 to October 2011 is at 54% of the total Priority allocation. For Priority 2 total programme spend is equivalent to 62%. The target for participant starts for 2007-13 of 158,600 has been exceeded by nearly three times and the achievement for unemployed participants of 58% has also exceeded the programme level target of 42%. The total Priority 2 participant target for 2007-13 of 126,700 has been achieved. Of the qualification based results targets, against the lifetime target of 45% for basic skills, 41% has been achieved and the targets for participants gaining level 2 and level 3 qualifications have been met and exceeded. London has surpassed its share of the national N+2 expenditure targets for both 2011 and 2012, achieving 176% and 116% respectively.

## **Convergence**

169. In the Convergence Objective, the England Programme Monitoring Committee is supported and advised on the performance and management of Convergence ESF by a joint committee which is also the PMC for the Convergence ERDF programme and a regional ESF committee. Membership includes the Managing Authority, Communities and Local Government, Cornwall Business Partnership, Cornwall Council Chief Executive, Cornwall Council Members, Cornwall and Isles of Scilly Economic Forum, Cornwall Strategic Partnership, Council of the Isles of Scilly, District Councils, Environmental Statutory Agencies, Co-financing Organisations, Regional Skills Partnership, rural economy interests, South West Regional Development Agency, Trade Unions Congress and Voluntary Sector Forum.

170. There were three PMC meetings in 2011 plus a joint PMC/LMC (Local Management Committee) held in October. The PMC in February included a workshop at which the Head of the Managing Authority gave an overview of the forthcoming changes to the ESF Programme. Discussion groups at the workshop considered three topics:

- delivery of the ESF Framework and Co Financing Plans
- ESF/ERDF linkages and wider policy integration
- Programme Capacity.

169. The 2011 N+2 Spend target had been achieved by the date of the February meeting. Priority 4 delivery was at, or above profile confirming that the most disadvantaged were being offered opportunities through the ESF programme. Progress with the provision in Priority 5 was more challenging but continued to show improvement. Outputs and results for Level 3 were strong, reflecting the demand for higher level technical skills and other skills. Level 2 performance was also good. Basic skills continued to improve and the Skills Funding Agency was working closely with delivery partners to ensure provision was targeted at those most disadvantaged in the workforce. Priority 4 targets were being exceeded for disability and ethnicity but still under target for female participation and 50+. This was reflected nationally. The Priority 5 position for female participation was far stronger and exceeded the National Programme.

170. The PMC/LMC in October incorporated formal closure of the Convergence Joint Programme Monitoring Committee and formal opening of the Local Management Committee which included proposals for the joint LMC sub group structure. It was reported at the meeting that engagement of participants was in excess of the whole programme target with nearly 100,000 individuals taking part in a range of activities to assist them on their journey. The majority of engagement targets for individual groups to be assisted had been achieved, the exception being participants without a level 2 and participants with basic skills needs. There continued to be strong performance in terms of outturns of participants leaving the programme into employment and also the achievement of qualifications to date.

171. 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.

## **Evaluation sub-committee**

172. 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 2011. The ESF evaluation sub-committee meeting held on 9 June 2011 focused on: updates and findings from three evaluation studies; the ESF evaluation synthesis report; and the ESF evaluation strategy and plan for the second half of the programme period.

173. The National Centre for Social Research presented the findings from Wave 3 of the ESF Cohort Survey. ECORYS presented their qualitative study of Priority 1 and Priority 4 provision in ESF. This was followed by GHK's presentation on their national evaluation report on sustainable development mainstreaming and green jobs in ESF.

174. The ESF Evaluation Sub Committee discussed the draft ESF Evaluation synthesis report which had been produced by the ESF Evaluation Team. A final version of the report was prepared on 5 October 2011.

175. The ESF Evaluation Team presented the draft ESF evaluation strategy and plan for the second half of the ESF programme, and it was amended in the light of comments from sub-committee members. The final version of the evaluation strategy and plan was endorsed by the PMC on 14 March 2012.

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

176. 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.

177. 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.

178. The sub-committee met on 7 December 2011. The main focus of the meeting was the gender equality and equal opportunities mainstreaming progress report for 2011 and the mainstreaming plan for the second half of the programme.

179. The sub-committee discussed the draft ESF gender equality and equal opportunities mainstreaming progress report which included a section highlighting the need for action to be taken to improve gender participation for the period covering the second half of the programme. The report explained the good progress that had been made in mainstreaming equality for other groups in the programme. The report was extensively revised following requests from the European Commission. The revised progress report was published on the ESF website in February 2012.

180. The sub-committee discussed the draft ESF gender equality and equal opportunities mainstreaming plan for the second half of the programme. A key aim of the plan is to improve the programme's female participation rate to 51% for the second half of the programme period as well as maintain the overall good progress that has been made in promoting equality in the programme. The plan was extensively revised following a request made by the European Commission for alternative strategies for increasing female participation as well as the need to develop a monitoring tool to assess progress made in increasing female participation in the second half of the programme (compared to the first half of the programme period). The revised plan was published on the ESF website in March 2012.

181. DWP Commercial Directorate gave a presentation on the new ESF 13 checklist for equality and diversity which had been developed for contract managers and monitoring staff. The checklist has been designed to clarify minimum standards for equality policies and plans and responds to a key recommendation made in the national evaluation of gender equality and equal opportunities mainstreaming undertaken in the first half of the programme by National Centre for Social Research.

182. The Skills Funding Agency gave a presentation on how equal opportunities are integrated into their Approved College and Training Organisation Register (ACTOR) registration and procurement portal. The presentation focused on the ACTOR pre-qualification questionnaire and invitation to tender.

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

183. 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.

184. 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 7 December 2011.

185. ESF Division gave a presentation on the draft annual national mainstreaming progress report, highlighting the main areas of progress that had been made during 2011, including the successful second year of the ESF Sustainable Development Leader Awards scheme, the on-going progress with sustainable development policies and plans and the completion of the national evaluation of sustainable development. The report was subsequently amended following a request from the European Commission for the report's recommendations to be expanded and developed so that they were more consistent with recommendations made in GHK's national evaluation report on mainstreaming sustainable development and green jobs. The final version of the progress report was published on the ESF website on 3 March 2012

186. ESF Division gave a presentation on the draft ESF sustainable development mainstreaming plan for the second half of the programme period – which included key aims to continue training key CFO staff to help them assess providers sustainable development policies and plans as well as encouraging more specialist provision within the context of large prime contractor contracts. The plan was amended following requests from the European Commission for the plan to have more measurable indicators and closer linkages to the recommendations made in the evaluation and progress reports. The final ESF sustainable development plan was published on the ESF website on 3 March 2012.

187. DWP Commercial Directorate gave a presentation on DWP CFO's new arrangements for monitoring sustainable development policies and plans using the new ESF 8 checklist.

188. NOMS CFO gave a presentation on the good progress that they have been making in promoting specialist sustainable development projects, including those which were run as social enterprises.

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

189. There was one meeting of the sub committee on 29 June: to receive an update and progress report on the ITM projects; to agree on the format and dates for the third round of Thematic Network meetings; and to commission an evaluation of the ITM strand to start in spring 2012.

190. The third round of Thematic Network meetings took place in November and December 2011. Building on policy contributions from rounds 1 and 2, this round of meetings included policy representatives from Cabinet Office, BIS, DCLG, MOJ and DWP. The focus of the ITM project presentations and subsequent discussions allowed the progress and outcomes to date to be focussed on demonstrating an impact and relevance to key government policy priorities rather than the six original thematic areas alone. This dialogue enhanced the mainstreaming potential of the innovation and learning. Copies of the thematic reports from 2009 and 2010 as well as the Executive Summaries of the 2011 meetings can be found at [www.esf-works.com](http://www.esf-works.com)

191. At an ESF Managing Authority level the England ESF programme is represented on five ESF funded EU learning networks. The European Commission are funding 13 networks in total. Alongside central government experts, the ITM Unit represents the English Managing Authority on these networks. The principal aim of these is to facilitate the sharing of knowledge and good practice across ESF authorities in Europe and central government ministries. The five networks and a summary of this engagement is set out below.

192. The **ESF AGE** network is led by the Dutch Ministry of Labour and Social Affairs and its aim is to make more effective use of ESF opportunities supporting age management programmes and projects through networking and mutual learning. It is organised into two working groups;

- WG1, Employability and Workability
- WG2, Transitions into employment

193. The network has representation from 14 member states and England is leading working group one, through the ITM Unit. Central Government policy engagement is provided by officials from DWP. Some of the network activities include the development of criteria and subsequent selection of best practice on effective age management practice across Europe and the presentation of these at stakeholder EU events and workshops. The network has produced a dedicated website and e-learning tools to share the outcomes of this work. The results and key messages from the working groups will also be delivered to a variety of key

stakeholders at a series of high level events during 2012, including events to be arranged under the auspices of EU Year of Active Ageing 2012 and a key stakeholder policy forum organised by the network in March 2012. For further information go to [www.esfage.eu](http://www.esfage.eu).

**The IMPART – ‘increasing the participation of ethnic minorities and migrants in employment’** network is led by the Berlin Senate and includes participation of seven member states. The network is organised into three working groups:

1. Assessment and validation of skills and competences
2. Fostering anti-discrimination skills
3. Integrated territorial approaches.

194. The network activities are primarily focussed on two key activities. Firstly the development of a benchmarking tool which identifies sub topics and critical success factors for each of the three themes above. Secondly a comprehensive peer review process which analyses projects, selected by each of the participating member states, against the benchmarking tool.

195. **The Better Future for the Social Economy** network is led by the Polish Ministry for Regional Development and has the engagement of seven member states. The network comprises of five strands of activity including SROI/Social Added Value, Social Franchising, Socially Responsible Public Procurement, Financial Instruments and Social Services of General Interest. The English input to this is led by the Office of the Civil Society, Cabinet Office but also includes other stakeholder organisations including Economic Partnerships and the SROI Network. Each strand has developed its own work programme which has included the organisation of conferences and events and the development of tools and materials supporting the more effective engagement with the social economy. The overall results and outcomes of the network activities are planned to be presented at a final event in June 2012. For further information go to [www.socialeconomy.eu](http://www.socialeconomy.eu)

196. **The Ex Offenders (ExOCOP)** network involves ESF Authorities and Ministries of Justice from 13 member states. The network has delivered 18 specialist workshops and five seminars on issues including ‘entrance’, ‘aftercare’, ‘training’, ‘networks’ and ‘key target groups’. English input is provided by the Ministry of Justice and NOMS which has already hosted one workshop and one of the seminars. In June 2012 the Network will hold a final Policy Forum in Berlin with an expected audience of ESF Managing Authorities and the European Commission Directorates for Employment, Education and Justice. For further information go to [www.exocop.eu](http://www.exocop.eu).

197. The **Transnationality Learning Network** aims to support the European Commission, ESF Authorities and EU ESF Contact Points with the successful implementation of transnationality. The network has representation from nine member states and is supporting a wide range of activities aimed at helping member states and regions with implementation. This has included three learning seminars,

the development of training tools, a website and a series of working papers addressing key barriers experienced by ESF Authorities implementing transnationality. The ITM Unit has provided the lead on some of these. The network is also providing specialist support for the consideration of transnational cooperation in the new ESF regulation and its implementation arrangements. These discussions take place at a Technical Working Group set up in conjunction with the European Commission. For further information, please go to [www.transnationality.eu](http://www.transnationality.eu)

## **ESF Regulation Article 10 Information**

### **Gender Mainstreaming**

198. 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.

199. Overall female participation is 38%, which is 13 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.

200. The following action has been undertaken during 2011 to begin to try to increase female participation:



- The ESF equality impact assessment was updated and published in August 2011. It included extensive MI analysis as well as recommendation to tackle the issue of female representation ( see below)
- During 2012, the Managing Authority will arrange two national gender equality workshops for key CFO partners as well as workshops specifically targeting contract monitoring staff across CFOs to help them discuss ways of promoting gender equality with their providers who are under-performing in this area.
- The ESF gender equality and equal opportunities mainstreaming plan was updated and presented to the gender equality and equal opportunities sub committee in December 2011. It includes a specific aim and set of objectives to try to increase female representation to 51% during the second half of the programme period. Much of this action will begin during 2012. Action already taken during early 2012 includes the issuing of an Action Note to all CFOs requiring them to prepare priority lists of any providers who are underperforming and to prepare a review schedule with those providers to discuss ways of improving female participation and review performance.
- The Skills Funding Agency commissioned NIACE to undertake action research on engaging with unemployed women. The report has been published on the NIACE website. This report has been used to inform the new ESF gender equality good practice guidance booklet which was prepared and published in March 2012 and which will help inform future training and CFO provider checklists for the review referred to above.
- The annual mainstreaming `Leader Awards` for 2011 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 Women’s Wisdom / ARC project at the high-profile World Skills event in London Docklands in October 2011 with full publicity (insert web-link);
- DWP CFO contracts for delivering support for families with multiple problems in Priority 1 were signed in December 2011 and provision was launched in January 2012. It is hoped that this provision may help to increase female participation – although MI data is unlikely to become available until late 2012.

## Migrants

201. 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. The number of migrants in the programme has been estimated from the Wave 1 Cohort Survey (see tables under each Priority). These tables will be updated for next years' Annual Implementation Report using 2012 Cohort Survey data (migrants are not identified using annual MI monitoring data).

## **Minorities**

202. People from ethnic minorities are a key target group for the programme. In 2011, the participation rate for participants were from ethnic minorities was 19%. As part of the equal opportunities mainstreaming plan, all projects must take account of the needs of people from ethnic minorities in their delivery.

203. 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**

204. Other disadvantaged groups, including disabled peoples 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 2011, 18% 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.

205. 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.

## 2.2 Information about compliance with Community law

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

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

207. 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

208. 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 7.0 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 0.7% over the period Q4 2010 – Q4 2011. The ILO unemployment rate for England was 8.4% in Q4 2011, up 0.6 percentage points on Q4 2010.

209. At Q4 2011 (the October 2011 to December 2011 quarter), there were 24.5 million people aged 16-64 in employment in England. This represents 70.5% of the 16-64 population. The employment level was unchanged between Q4 2010 and Q4 2011, though the rate was down 0.2 percentage points. According to the Eurostat definition<sup>10</sup>, the employment rate for the UK was 69.5 % in 2010 (latest data available), a decrease since 2000 of 1.7 percentage points.

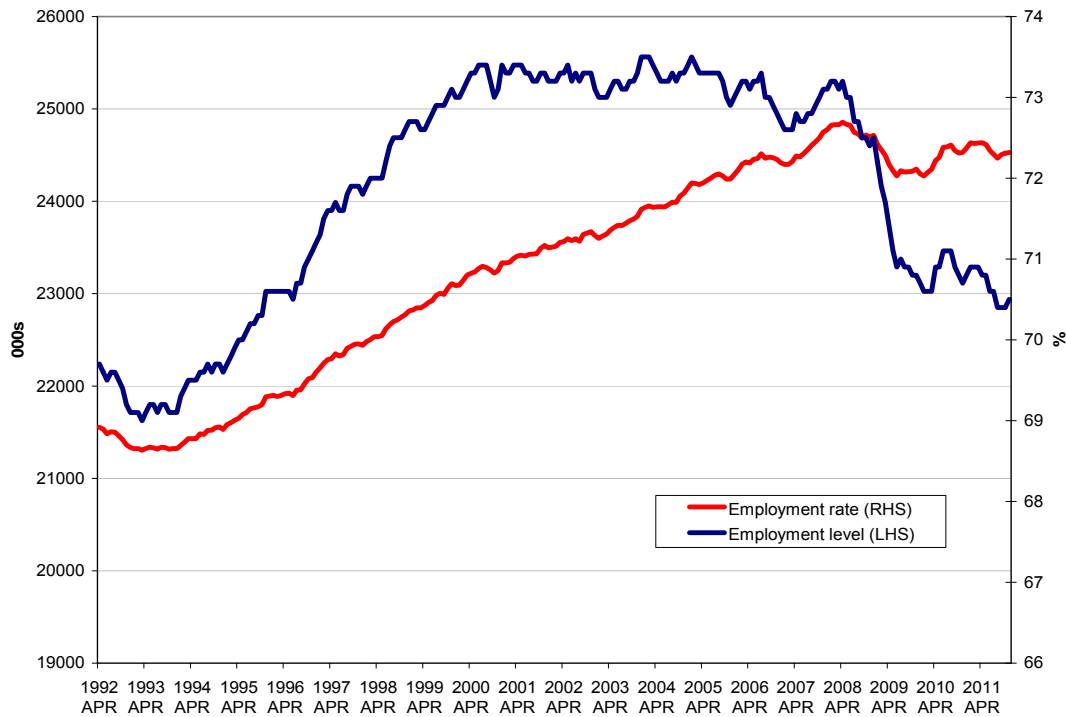
210. Employment rates vary considerably by age. Those aged 25-49 are the most likely to be in work, with 80.1% employed in October-December 2011 (not seasonally adjusted). This compares to an employment rate of 65.6% amongst those aged 50-64 and 57.0% amongst those aged 18-24 years old.

211. Between Q4 2010 and Q4 2011, employment rates for the 16-64 year old population increased in the North East, East Midlands, West Midlands, and East of England, was unchanged in the South West, and decreased elsewhere.

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<sup>10</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**



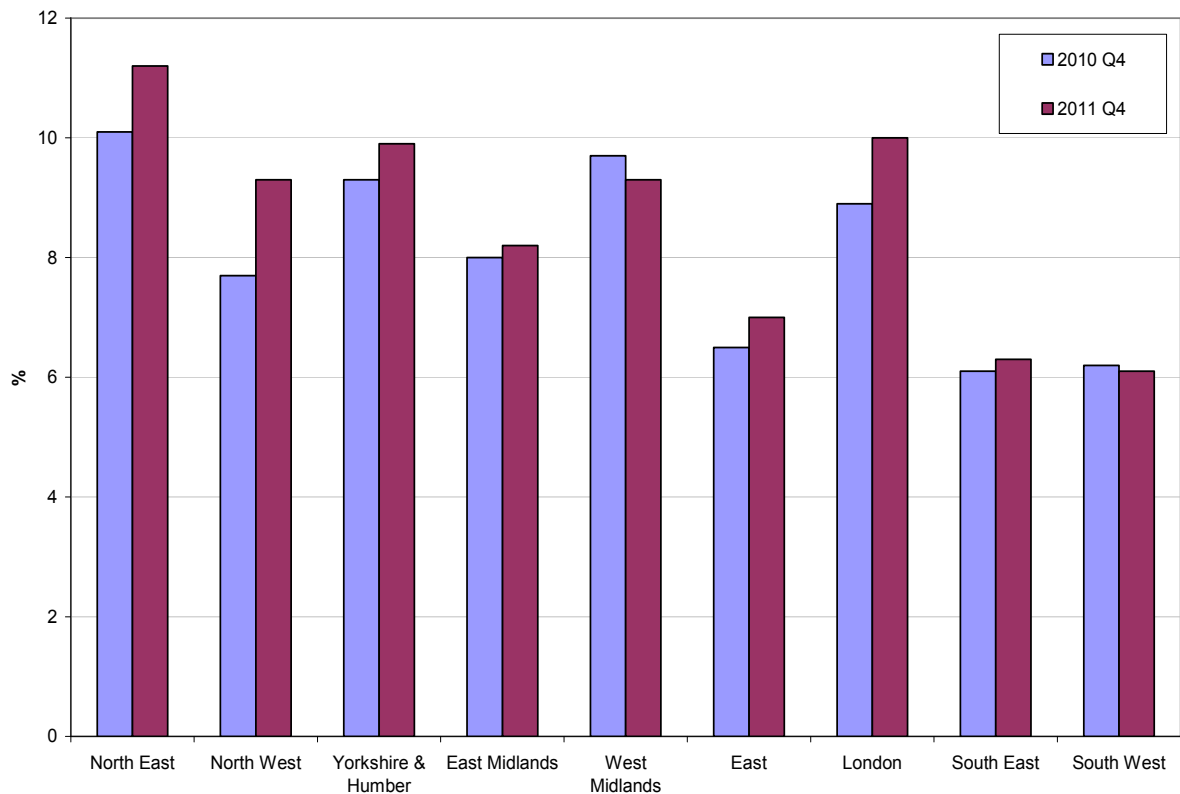
Source: Labour Force Survey, seasonally adjusted.

212. Regions differ significantly in their employment rates. The North East has the lowest employment rate at 65.9%, the South East the highest with 75.2%. However, as there tends to be much greater local variation in employment rates, differences are much larger within than between regions.

213. The ILO unemployment rate rose 0.6 percentage points over the year to stand at 8.4% in Q4 2011. Unemployment levels went up by 158,000 to 2.2 million people. The unemployment rate in England is above both the OECD and G7 averages. Unemployment also varies by age. In October to December 2010 (not seasonally adjusted), 19.1% of economically active 18-24 year olds were ILO unemployed, compared to 6.4% of 25-49 year olds and 5.2% of those aged 50-64.

214. ILO unemployment rates have fallen in the West Midlands and South West, but risen in all other regions. The largest rise was 1.6 percentage points in the North West.

**Figure 5: Regional unemployment rates working age, Q4 2009 and 2010**



Source: Labour Force Survey, seasonally adjusted.

## Policy changes affecting the main CFOs

### Department for Work and Pensions

215. 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 two strands:

- a. The majority of ESF money is available to fund provision to support families with multiple problems.
- b. The rest of the available money will be 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.

216. 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.

217. 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).

218. 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.

219. 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.

220. 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.

221. Providers are required to allow 30% of total funds for job outcomes

222. 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.

223. 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.

### **Skills Funding Agency**

224. A number of policy and structural changes have taken place since the submission of Skills Funding Agency 2011-2013 ESF Co-Financing Plans in June 2010, as well as changes to the economic environment in which ESF operates. These have led to revised approaches within Skills Funding Agency and YPLA mainstream policies and working arrangements, including in relation to the contribution that the Skills Funding Agency and YPLA make towards ESF Operational Programme, in order that ESF funding is used to fund provision that aligns with Coalition Government policy. ESF cannot be used to fund activity that is not part of government skills policy, even if ESF eligibility rules cover a greater breadth of provision or target groups.

225. For 14-19 provision will no longer focus on young people in jobs without training (JWT). Provision will focus on the hardest to reach instead. These will be young people aged 14-19 who are not in employment education or training (NEET)

and those who are at risk of being NEET. Provision will focus on local needs, and Local Authorities, as well as other 14-19 stakeholders, will ensure that providers selected through Skills Funding Agency procurement processes take into account local priorities.

226. For adult provision, ESF will no longer support, enhance or replace the Train to Gain programme which is being wound down. It will however support other workplace training, particularly for SMEs, in line with government policy as it is finalised.

227. ESF will no longer support the economically inactive as government focus is now about providing skills support for those who are work ready. ESF will no longer fund Level 3 or Level 4 qualifications and units within Priority 2. (As an exception, it will continue to fund Level 3 qualifications solely in Priority 5 in the Convergence area, on the basis that they form part of the Government's wider skills strategy for that area, even though they will soon cease to be funded by the public purse. This arrangement will cease by the time loans for higher-level qualifications are introduced.) ESF will continue to fund Level 2 and lower level qualifications as they are a key element of the Skills Strategy, even though mainstream funding arrangements will change over time. The Adult Advancement and Career Service is now called Next Step and will become the National Careers Service in the future.

228. 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 service that Next Step (National Careers Service) carries out
- Supporting adults with learning difficulties and disabilities

229. Government policy requires the Agency to operate on a consistent, national basis to fund and regulate provision as efficiently and effectively as possible, and providers to respond to local need; streamlining and simplifying where possible. The abolition of regional structures such as the regional development agencies (RDAs), Leaders' Boards, Regional Planning Groups and Government Offices that used to oversee the use of ESF impact on Skills Funding Agency delivery arrangements, as does the removal of the tier of regional committee arrangements (except in Cornwall and London). Skills Funding Agency Co-financing Plan Boards are therefore no longer required. The working relationship between the YPLA and Skills Funding Agency continues instead to operate on a bilateral basis supported by the Skills Funding Agency/YPLA Shared Service Agreement (SSA). Communication with local authorities and the form that these exchanges take will be a matter for YPLA to agree. The SSA will be formally revised once both organisations have completed their restructuring and reorganisations.

230. The Agency plans to procure the provision for 2011-2013 ESF through a national commissioning approach. This will entail 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.

### **National Offender Management Service**

231. 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.

232. 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.

233. 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.

234. 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)

235. 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.

236. 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.

### **Amendment of Operational Programme**

237. The Operational Programme was amended in 2011 to vire €31.7 million from Priority 3 (Technical Assistance) to Priority 1 (Extending Employment Opportunities) and €11.7 million from Priority 3 to Priority 2 (Developing a Skilled and Adaptable Workforce). At the same time, the Operational Programme was also amended to take account of the closure of the regional Government Office network and ESF committees in most regions. The Programme Monitoring Committee was consulted on and agreed the amendments. The European Commission adopted the amended Operational Programme on 12 December 2011.

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

238. 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

239. 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.

240. 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.

241. 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.

242. 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.

243. 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**

244. 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 ReZolve Skills employment programme is investing in work placements, volunteering, personal development and skills activity at Re:Source, a furniture and white goods re-use, recycle and re-sale outlet funded by ERDF investment in the Objective One programme
- The "Taste of Eden" work experience programme where ESF invested in the people who undertake the 13 weeks programme at the Eden Project which received ERDF investment through the Objective 5b and Objective One programmes
- 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
- In addition projects are focused on delivering the five integrated investment themes within the ESF Convergence Framework. There are designed to pull ESF investments into ERDF activity e.g. the employment and skills for a digital economy theme is linked to ERDF investment in Super-fast Broadband

## **Gibraltar**

245. The European Union Programmes Secretariat (EUPS) 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.

246. 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.

## 2.7 Monitoring arrangements

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

248. A comprehensive programme of Article 13 verification activity covering England and Gibraltar was delivered in 2011. Building on the verification activity undertaken previously, a total of 166 verification visits were completed in 2011 by the Managing Authority. This activity included initial baselines and on the spot financial (OTS) verification activity across all English regions and Gibraltar.

249. On the spot verification work in 2011 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.

250. 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 (11) were found during the course of verification visits to the value of £21,386. CFO verification activity established that compliance with ESF requirements and regulations was of an acceptable standard.

251. The Innovation Transnational and Mainstreaming Unit (ITMU) was given delegated responsibility to undertake Article 13 work in the latter part of 2009 and in 2011 undertook 26 on the spot visits. ITMU visits identified 4 irregularities with a total value of £10,080.76.

252. 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 2012 that reflect the higher levels of risk present in match funding activity.

**Table 29**

Period	Number of OTS visits	Number of Baseline visits	Irregularities numbers	Irregularities value
Jan-Mar	27	3	2	£5,600
Apr-Jun	36	0	3	£505
Jul-Sept	26	4	2	£5,600
Oct-Dec	68	2	4	£9,681



Totals	157	9	11	£21,386
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253. Key outcomes arising from the 2011 Article 13 monitoring programme were:

- completion of the majority of the second 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 will be completed in the first quarter of 2012. 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;
- completion of the INES (ESF computer system) stage 3 programme, including the introduction of the Article 13 database.
- further development and testing of Article 13 procedures relating to on the spot check activity for CFOs;
- 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 2010 Annual Report, other audit recommendations and Article 13 findings: AN52 – MA response to A16 Report; AN53 – Compliance with ESF Publicity requirements; AN55 – Provider Contracts and Document Retention; AN57 – Performance Monitoring.

254. 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 about the value for money of some provision, particularly where contracts provided insufficient clarity about payment of outcomes;
- issues with client retention in a minority of cases. Clients may have only attended provision for a single day or a few hours. Action was subsequently taken to redress this issue and the number of cases has reduced;
- 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.

255. 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;
- 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.

256. 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.

257. Article 16 audits concluded that the overall error rate for 2010 expenditure was above the Commission's 2% tolerable error rate. They concluded that the Skills

Funding Agency had effective controls for ESF but not for match funding. As a result the European Commission imposed a temporary interruption on claims for the England ESF programme in December 2011. The issue was quickly resolved and the interruption was lifted in February 2012. There was no impact on providers or those disadvantaged people who are assisted by the programme – the Government continued to make payments as normal. As a consequence, the Managing Authority has made further adjustments to its Article 13 monitoring regime for 2012. . Specific actions include:

- completing 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. As was the case with the initial baseline reviews at the start of the programme, these checks are seen as preventative activity that will minimise future errors once claims are made;
- introducing 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 will be introduced to target contracts, including match, which are judged to be high risk;
- agreeing formally with each CFO the list of match provision to be used for the rest of the ESF programme. This list should include all provision that may be used as match in the future. Any subsequent change to the provision on this list must be agreed by the MA. If match provision is included in claims that has 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.

## Management and Control Description

258. 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.

### **Management information and data collection**

259. The data to measure the programme targets and indicators as well as financial information is collected either through the ESF IT system (known as INES, the Integrated National ESF System) or cohort surveys of participants.

260. Core information on all ESF and match funded participants is collected when they start and leave ESF (including collection of outcomes such as achievements and destinations). To ensure timely input of data there is electronic transfer of participant level data between CFOs and the Managing Authority. Data aggregations are produced at national and regional level and are available to the managing authority, certifying authority, audit authority, programme monitoring committee, and regional ESF committees.

261. Initial problems were experienced by some CFOs and non-CFOs when submitting their core management information. The main reason for this was the lack of beneficiary IT expertise which led to the submission of incomplete and/or inaccurate data to the Managing Authority. This was mitigated by the introduction of training sessions and the provision of a dedicated consultant to provide beneficiaries with one to one support. An informal management information group was also convened to ensure consistency across beneficiary data and a shared understanding of data definitions.

262. Core management information shows progress towards output and results targets and indicators agreed in the OP and contributes to wider evaluation. This is supplemented by participant follow-up surveys and other evaluation activity to ensure a full picture of programme performance and activity is available at all levels of programme management.

### **Evaluation**

263. Evaluation reports for 2011 include the first attempt at assessing the impact of ESF, three commissioned reports and a synthesis of evidence:

- The evaluation of early impacts of ESF (May 2011) estimates the effectiveness of DWP employment support in the first part of the 2007-2013 Programme. It 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 programme. The evaluation findings therefore informed the development of DWP ESF Co-financing provision in 2011-2013. See link here

<http://research.dwp.gov.uk/asd/asd5/ih2011-2012/ih3.pdf>

- The evaluation of Priority 1 and Priority 4 (June 2011) used case studies to provide an understanding of how effective ESF Priority 1 and 4 provision has been in engaging with, and tailoring provision to, disadvantaged groups. It provided useful evidence on the added value of ESF which is set out earlier in this report. The findings are informing the delivery of Priority 1 and 4 provision in 2011-2013. <http://research.dwp.gov.uk/asd/asd5/rports2011-2012/rrep755.pdf>
- The evaluation of sustainable development and green jobs (June 2011) considers the mainstreaming of sustainable development in the ESF programme and how ESF supports green skills and green jobs. The evaluation informed the updating of the sustainable development mainstreaming plan for 2011-2013 as set out in the section on the sustainable development sub-committee. <http://research.dwp.gov.uk/asd/asd5/rports2011-2012/rrep756.pdf>
- The ESF Cohort Survey Wave 3 (September 2011) has a specific focus on the longer term impact of ESF provision on participants eighteen months after they have left the programme, and considers the longevity of soft and hard outcomes that have been achieved. This also has data relating to sustainable development to explore the integration of this cross-cutting theme into ESF provision. <http://www.dwp.gov.uk/docs/esf-cohort-study-wave-3.pdf>
- The Synthesis of evidence from the first half of the programme (September 2011) draws together evidence to date from the 2007-2013 evaluation studies to assess the impact of the ESF programme and its effectiveness in meeting its objectives for the first half of the programme. <http://www.research.dwp.gov.uk/asd/asd5/ih2011-2012/ih5.pdf>

264. 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	The evaluation report suggested a number	The suggested good practice was referred to in guidance to regions on revising

<p>Social Fund Frameworks: a case study evaluation, August 2009, DWP Research Report No. 596</p>	<p>of areas of good practice for developing regional ESF frameworks.</p>	<p>frameworks issued by the Managing Authority in August 2009. Regional frameworks were revised in September to December 2010.</p> <p>The guidance emphasised the importance of 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</li> </ul>

		<p>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 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</li> </ul>
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		<p>shared across the publicity network.</p> <ul style="list-style-type: none"> <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 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.</li> <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</li> </ul>
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		<p>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 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</p>	<p>The evaluation identified good</p>	<p>The good practice and ways of working are being disseminated to inform delivery during</p>

<p>Equality and Equal Opportunities within the European Social Fund, July 2010, DWP Research Report 667</p>	<p>practice and ways of working. In terms of mainstreaming, it found that substantial progress had been 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>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 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</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>

	Support Allowance customers.	
ESF evaluation of sustainable development and green jobs, June 2011, DWP Research Report 756	<p>On mainstreaming, the evaluation recommended 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>The evaluation informed the revision of the England ESF sustainable development plan, including further training for the MA, CFOs 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>
Evaluation of ESF Priority 1 and Priority 4: Extending Employment Opportunities to Adults and Young People, June 2011, DWP Research Report 755	<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>
ESF Cohort Survey, Waves 1, 2 and 3, DWP	<p>These reports contain information on the characteristics and experiences of ESF</p>	<p>The reports do not contain recommendations but help to inform future targeting and delivery of the England ESF</p>

Research Reports 647, 709 and 771	participants, and longer-term outcomes and impact.	programme.
ESF Operational Programme 2007-2013: synthesis of evidence from the first half of the programme, September 2011, DWP In-house Research No. 5	This was a synthesis of other evaluation reports and management information, and highlighted issues on added value, disadvantaged groups and regional differences.	The synthesis has informed the targeting of ESF in 2011-2013, particularly the development of the new provision for families with multiple problems. It will also help to inform the next round of ESF from 2014-2020.

265. Future annual reports will continue to provide updates on the Managing Authority's response to agreed recommendations. The Managing Authority informs the evaluation sub-committee of how it is following up evaluations. The results of evaluations are shared with the Managing Authorities of other ESF operational programmes in the UK, and common issues are discussed with them as the need arises. The Managing Authority also considers the findings of relevant evaluations undertaken at regional level and by CFOs, and takes account of these in the development of the programme. Regional and CFO level evaluations are made available to the ESF Evaluation Team to inform its national evaluation work. The UK Managing Authority Evaluation Group met on 23 October 2011.

266. In addition to the evaluations commissioned by the ESF Evaluation Team at the national programme level, some regions and Co-financing Organisations have commissioned their own research. Completed evaluations include the following:

- DWP published an evaluation report in May 2012 giving an overview of the ESF Co-financing plans for the first half of the 2007-2013 Operational Programme, from strategy to delivery.  
<http://research.dwp.gov.uk/asd/asd5/ih2011-2012/ihr9.pdf>
- In the East Midlands, the Young People's Learning Agency researched the impact of increased unemployment on ESF skills provision. The project investigated the shifts in unemployment trends and cohort as a result of the recession in order to recommend how these will need to influence the delivery of ESF and LSC/Skills Funding Agency provision. East Midlands Skills Intelligence Partnership acted as an advisory body for the project, which conducted research through provider interviews, Jobcentre Plus staff

interviews, data analysis and a literature review. A report was produced to bring all these strands together and to make recommendations for future skills provision. Recommendations included:

- key groups benefiting from policy measures continue to be those ESF has traditionally targeted.
- there is a need to improve links between providers and employers, with support for smaller providers so more opportunities for work experience and work placements.
- there is still demand for basic skills and a broad range of soft skills – employability skills still vital to provide foundation for obtaining further skills and moving closer to employment
- softer measures need to be recognised as positive outcomes – job outcomes are often unrealistic in the short-term given the kinds of difficulties that learners experience.
- ESF is one of few streams dealing with those furthest away from employment: needs to continue to focus on tailored provision.

267. The London Skills and Employment Observatory (<http://lseo.org.uk/>) has published a range of research and up to date labour market data, including reports on young people's employment and skills and the Work Programme. Both reports are informing delivery in London. 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.

268. The North East Regional Information Partnership examined the way in which labour market disadvantage affects different minority groups in the North East, the barriers faced by specific groups of people and the effectiveness of interventions in overcoming disadvantage.. The final report was produced in September 2010 and is at: <http://www.nerip.com/library/view.aspx?id=1077>

269. In the South East an interim evaluation of ESF was conducted by 'Consulting Inplace' on behalf of the South East England Development Agency. The report can be found at: <http://www.esf2008-2011-se.org.uk/documents/Interim%20Evaluation%20of%20ESF%20in%20the%20SE%20Final%20Report.pdf>

270. In the South West, the Skills and Learning Module ([www.swslim.org.uk](http://www.swslim.org.uk)) at the University of Exeter has undertaken research and evaluation to support the ESF programme. This included:

- providing the labour market data, intelligence and analysis to support the development of regional enterprise, employment and skills policy;
- working to promote a better understanding of the regional labour market and consequent priorities;
- developing proposals for priorities and actions for the Regional Employment and Skills Partnership and ESF;
- undertaking research and working with partners on the effective delivery of skills, enterprise and employment priorities.

271. The Skills Funding Agency in the South West commissioned an evaluation of its ESF provision which identified good practice in delivery so that lessons could be learned for the future.

272. The West Midlands Regional Observatory has undertaken a series of studies. The research themes of the projects resulted in the production of a series of documents which were used to inform and support the forward strategy of the programme. These were:

- The Regional Skills Assessment
- The Rural Skills Assessment
- Evaluation of the Brokerage Service
- Regional Skills Framework Performance Indicators
- A Study of Older Workers in the Workplace.

273. All studies were completed by March 2010. Following that a final Impact Assessment called the 'Interim Evaluation of the ESF Programme' was completed. ([www.marketingbirmingham.com/resources/research/west\\_midlands\\_regional\\_observatory/](http://www.marketingbirmingham.com/resources/research/west_midlands_regional_observatory/))

274. The Learning and Skills Council/Skills Funding Agency in Yorkshire and the Humber has used an innovative 'real time' approach to evaluation which has produced a number of reports which are available at: <http://old.pyetait.com/esf-evaluation/>

275. In addition some regions undertook evaluations and research to inform the revision of regional ESF frameworks in 2009-2010 which are available at: <http://www.dwp.gov.uk/esf/resources/esf-frameworks/>

276. The ESF Evaluation Team commissioned three new evaluation studies in 2011:

## **Second Cohort Survey**

277. This is a new cohort survey of participants who have joined the programme from 2011/2012. This is a longitudinal cohort survey of participants with two waves. It will include participants on the new DWP CFO provision for Troubled Families and IB/IS claimants who take up additional voluntary places on the Work Programme funded by ESF. 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 study will also cover new Skills Funding Agency employment and skills provision for workless adults and young people not in education, employment or training (NEET), and in-work training for existing employees, as well as NOMS participants. The survey will help understand whether participation and outcomes are meeting the policy intent and how ESF fits and adds value to national provision.

278. Key questions to be 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 and Young People's Learning 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 also inform indicators and targets not measured by management information, which are vital for assessing how the ESF programme is performing.

## **Evaluation of Innovative, Transnational and Mainstreaming (ITM) projects**

279. The evaluation of the ITM project strand began in November 2011. The aim of the study is 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. This is a small qualitative project which brings together individual project evaluations and interviews with key stakeholders from the projects, evaluators and the external organisations (such as policy makers) that the projects are seeking to influence. The ESF Evaluation Team expects to complete the work by September 2012 and to produce the report by October 2012.

## **Evaluation of Priority 1 and 4 in 2011-2013**

280. This study's overall objective is 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. This study will take 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 handovers 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 DWP provider framework.

281. The main aim of the study is to provide 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 NEET) provision and will build on the approach taken in the first evaluation.



## 2.8 National performance reserve

Not applicable

## 2.9 Non-transferability of resources

282. 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	Definition	2007	2008	2009	2010	2011	2012	2013	2014	2015	Total
<b>1.1 Total number of participants</b>											
	<b>Achievement</b>	8,207	232,690	962,640	1,338,986	321,742	0	0	0	0	2,864,265
	<b>Target</b>										887,000
	<b>Baseline</b>	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>	2,267	99,065	568,706	861,552	203,621	0	0	0	0	1,735,211
	<b>Target</b>										371,000
	<b>Baseline</b>	1,291,000	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 %	59 %	64 %	63 %	0 %	0 %	0 %	0 %	61 %

		<b>Target</b>										42 %
		<b>Baseline</b>	4 %	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>	256	68,392	177,576	169,760	49,400	0	0	0	0	465,384
		<b>Target</b>										303,000
		<b>Baseline</b>	6,431,000	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 %	18 %	13 %	15 %	0 %	0 %	0 %	0 %	16 %
		<b>Target</b>										21 %
		<b>Baseline</b>	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>	5,544	64,151	171,672	179,692	62,503	0	0	0	0	483,562
		<b>Target</b>										177,000
		<b>Baseline</b>	357,477	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 %	18 %	13 %	19 %	0 %	0 %	0 %	0 %	17 %
		<b>Target</b>										20 %
		<b>Baseline</b>	5 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	
<b>1.5 Participants with disabilities or health conditions</b>												
		<b>Achievement</b>	20 %	35 %	22 %	16 %	16 %	0 %	0 %	0 %	0 %	20 %

		<b>Target</b>											22 %
		<b>Baseline</b>	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 %	16 %	14 %	0 %	0 %	0 %	0 %	0 %	16 %
		<b>Target</b>											18 %
		<b>Baseline</b>	28 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	
<b>1.8 Participants from ethnic minorities</b>													
<b>Achievement</b>													
		<b>Achievement</b>	12 %	20 %	21 %	24 %	20 %	0 %	0 %	0 %	0 %	0 %	22 %
		<b>Target</b>											25 %
		<b>Baseline</b>	18 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	
<b>1.9 Female participants</b>													
<b>Achievement</b>													
		<b>Achievement</b>	38 %	36 %	34 %	36 %	29 %	0 %	0 %	0 %	0 %	0 %	34 %
		<b>Target</b>											51 %
		<b>Baseline</b>	51 %	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	19,360	78,979	99,665	57,820	0	0	0	0	0	256,078
		<b>Target</b>											195,000
		<b>Baseline</b>	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 %	0 %	0 %	0 %	0 %	16 %
		<b>Target</b>										22 %
		<b>Baseline</b>	18 %	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	24,906	100,398	112,348	43,258	0	0	0	0	281,460
		<b>Target</b>										80,000
		<b>Baseline</b>	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 %	68 %	82 %	94 %	0 %	0 %	0 %	0 %	71 %
		<b>Target</b>										45 %
		<b>Baseline</b>	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	
<b>1.15 % Unemployed participants in work on leaving</b>												
		<b>Achievement</b>	9 %	19 %	17 %	16 %	12 %	0 %	0 %	0 %	0 %	16 %
<b>1.17 % Economically inactive participants in work on leaving</b>												
		<b>Achievement</b>	31 %	24 %	21 %	19 %	10 %	0 %	0 %	0 %	0 %	17 %
<b>1.19 % Participants with disabilities or health conditions in work on leaving</b>												
		<b>Achievement</b>	18 %	17 %	15 %	14 %	9 %	0 %	0 %	0 %	0 %	14 %
<b>1.23 % Participants aged 50 or over in work on leaving</b>												

		<b>Achievement</b>	6 %	20 %	19 %	16 %	10 %	0 %	0 %	0 %	0 %	16 %
<b>1.25 % Ethnic minority participants in work on leaving</b>												
		<b>Achievement</b>	12 %	17 %	13 %	14 %	11 %	0 %	0 %	0 %	0 %	13 %
<b>1.27 % Female participants in work on leaving</b>												
		<b>Achievement</b>	28 %	20 %	17 %	18 %	15 %	0 %	0 %	0 %	0 %	17 %
<b>1.29 % Participants who gained basic skill</b>												
		<b>Achievement</b>	9 %	2 %	2 %	2 %	2 %	0 %	0 %	0 %	0 %	2 %
<b>1.30 % Participants who gained qualifications</b>												
		<b>Achievement</b>	18 %	2 %	3 %	5 %	7 %	0 %	0 %	0 %	0 %	5 %

Note: The above table does not include data on the status of Next Steps participants on leaving ESF. Results indicators (numbers and percentages) will be updated when this information becomes available from the Skills Funding Agency.

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

Indicator	Definition	2007	2008	2009	2010	2011	2012	2013	2014	2015	Total
<b>1.1 Total number of participants</b>											
	<b>Achievement</b>	8,207	232,690	671,902	682,602	321,741	0	0	0	0	1,917,142
	<b>Target</b>										887,000

		<b>Baseline</b>	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>	2,267	99,065	346,904	363,953	203,621	0	0	0	0	1,015,810
		<b>Target</b>										371,000
		<b>Baseline</b>	1,291,000	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 %	52 %	53 %	63 %	0 %	0 %	0 %	0 %	53 %
		<b>Target</b>										42 %
		<b>Baseline</b>	4 %	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>	256	68,392	161,808	134,701	49,400	0	0	0	0	414,557
		<b>Target</b>										303,000
		<b>Baseline</b>	6,431,000	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 %	24 %	20 %	15 %	0 %	0 %	0 %	0 %	22 %
		<b>Target</b>										21 %
		<b>Baseline</b>	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>	5,544	64,151	159,782	148,758	62,502	0	0	0	0	440,737
		<b>Target</b>										177,000

		<b>Baseline</b>	357,477	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 %	19 %	0 %	0 %	0 %	0 %	23 %
		<b>Target</b>										20 %
		<b>Baseline</b>	5 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	
<b>1.5 Participants with disabilities or health conditions</b>												
		<b>Achievement</b>	20 %	35 %	25 %	21 %	16 %	0 %	0 %	0 %	0 %	23 %
		<b>Target</b>										22 %
		<b>Baseline</b>	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 %	14 %	0 %	0 %	0 %	0 %	15 %
		<b>Target</b>										18 %
		<b>Baseline</b>	28 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	
<b>1.8 Participants from ethnic minorities</b>												
		<b>Achievement</b>	12 %	20 %	21 %	21 %	20 %	0 %	0 %	0 %	0 %	21 %
		<b>Target</b>										25 %
		<b>Baseline</b>	18 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	
<b>1.9 Female participants</b>												
		<b>Achievement</b>	38 %	36 %	32 %	33 %	29 %	0 %	0 %	0 %	0 %	33 %

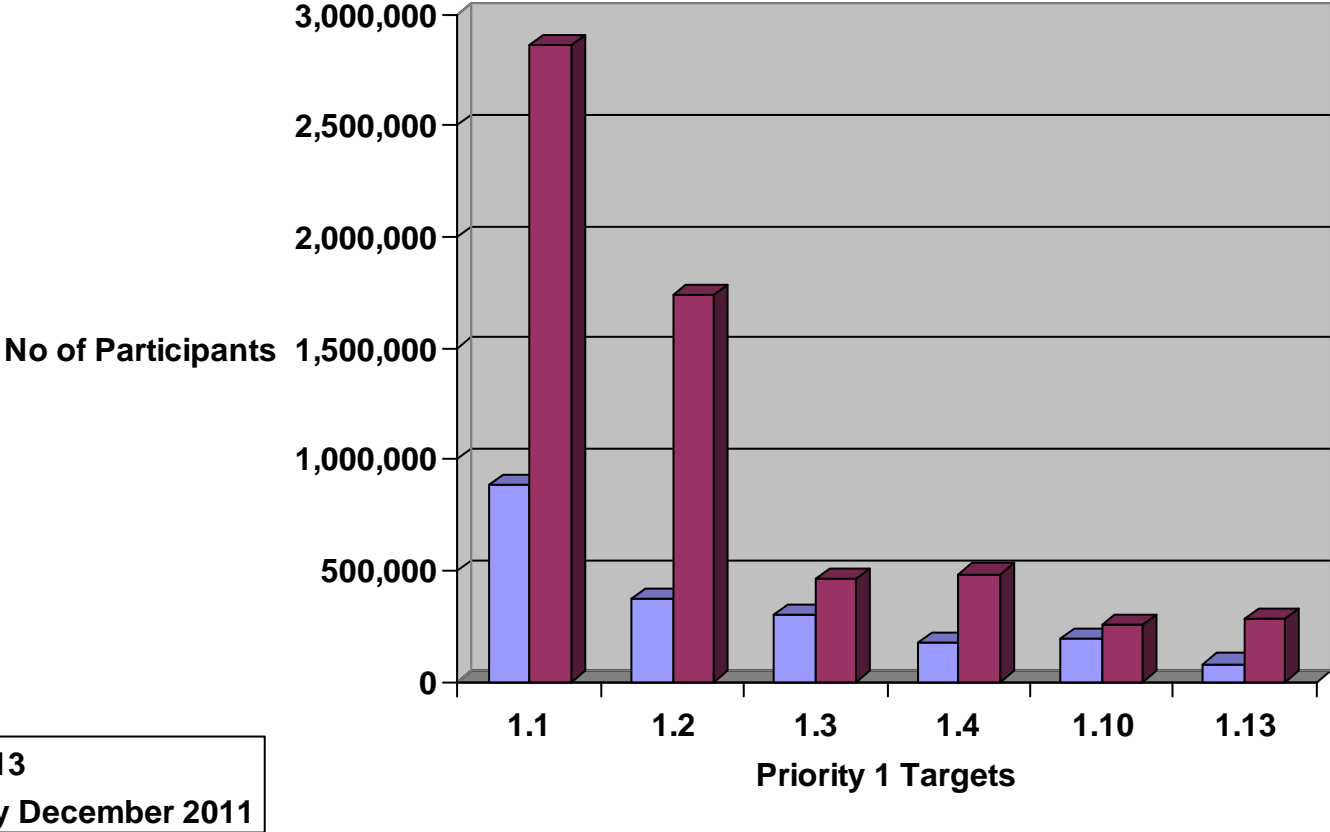


		<b>Target</b>										51 %
		<b>Baseline</b>	51 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	
<b>1.10 Participants in work on leaving</b>												
<b>(a) Number of Priority 1 participants in work on leaving</b>												
		<b>Achievement</b>	254	19,360	78,979	99,665	57,820	0	0	0	0	256,078
		<b>Target</b>										195,000
		<b>Baseline</b>	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 %	0 %	0 %	0 %	0 %	16 %
		<b>Target</b>										22 %
		<b>Baseline</b>	18 %	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	24,906	100,398	112,348	43,258	0	0	0	0	281,459
		<b>Target</b>										80,000
		<b>Baseline</b>	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 %	68 %	82 %	94 %	0 %	0 %	0 %	0 %	71 %
		<b>Target</b>										45 %
		<b>Baseline</b>	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	
<b>1.15 % Unemployed participants in work on leaving</b>												
		<b>Achievement</b>	9 %	19 %	17 %	16 %	12 %	0 %	0 %	0 %	0 %	16 %

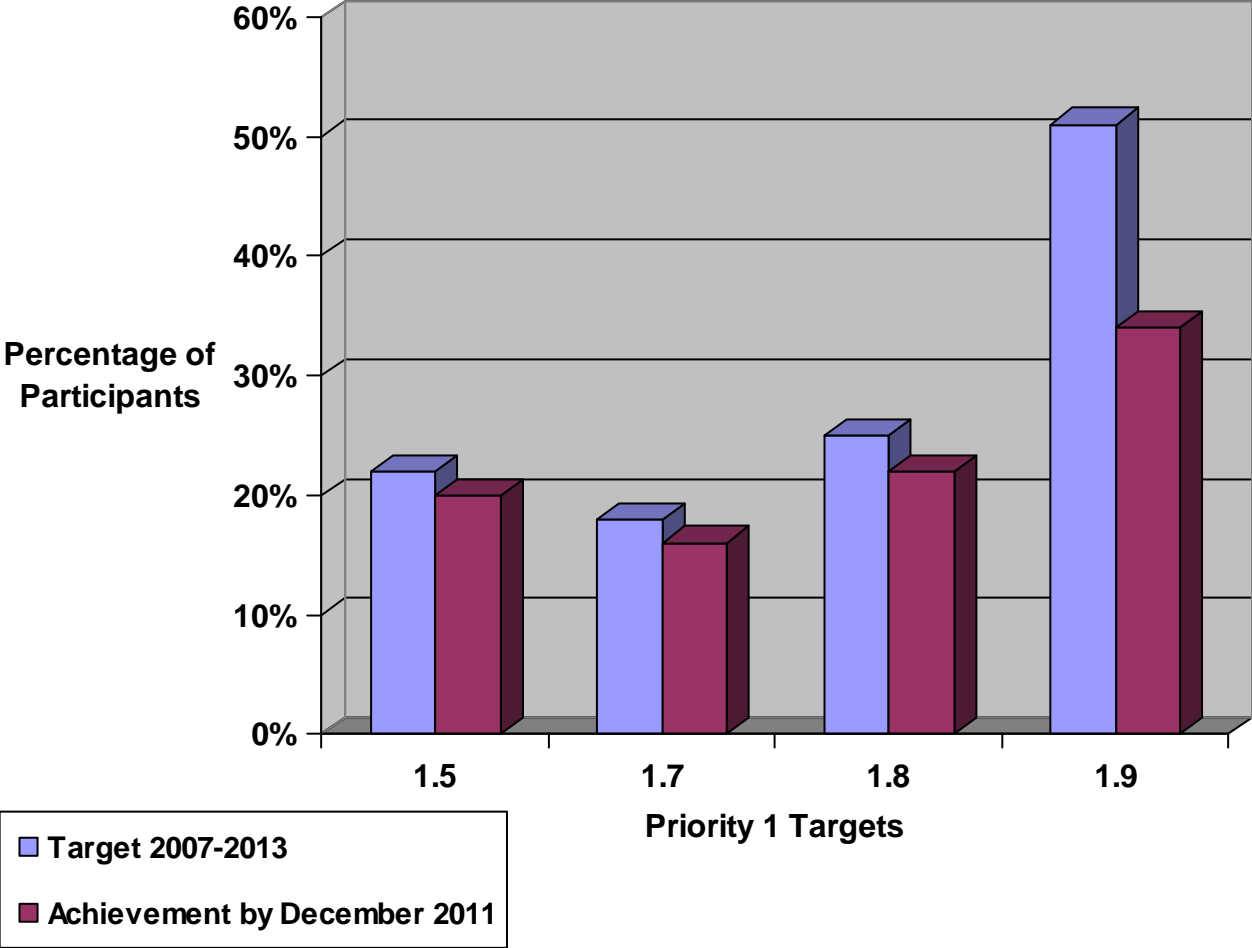
<b>1.17 % Economically inactive participants in work on leaving</b>												
		<b>Achievement</b>	31 %	24 %	21 %	19 %	10 %	0 %	0 %	0 %	0 %	17 %
<b>1.19 % Participants with disabilities or health conditions in work on leaving</b>												
		<b>Achievement</b>	18 %	17 %	15 %	14 %	9 %	0 %	0 %	0 %	0 %	14 %
<b>1.23 % Participants aged 50 or over in work on leaving</b>												
		<b>Achievement</b>	6 %	20 %	19 %	16 %	10 %	0 %	0 %	0 %	0 %	16 %
<b>1.25 % Ethnic minority participants in work on leaving</b>												
		<b>Achievement</b>	12 %	17 %	13 %	14 %	11 %	0 %	0 %	0 %	0 %	13 %
<b>1.27 % Female participants in work on leaving</b>												
		<b>Achievement</b>	28 %	20 %	17 %	18 %	15 %	0 %	0 %	0 %	0 %	17 %
<b>1.29 % Participants who gained basic skill</b>												
		<b>Achievement</b>	9 %	2 %	2 %	2 %	2 %	0 %	0 %	0 %	0 %	2 %
<b>1.30 % Participants who gained qualifications</b>												
		<b>Achievement</b>	18 %	2 %	3 %	5 %	7 %	0 %	0 %	0 %	0 %	5 %

Notes – Indicators 1.11, 1.12, 1.14, 1.18,1.20,1.21,1.22,1.24, 1.26,1.28 are being collected through the Second Cohort survey in 2012-2013

Figure 6: Priority 1 Targets



**Figure 7: Priority 1 Equality Targets**



## Assistance by target group

283. 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>Total number of participants</b>	321,736	93,864	429,004	129,742
<b>Employed (including self employed)</b>	6,212	3,118	18,101	10,715
<b>Self employed <sup>11</sup></b>	22	11	362	214
<b>Unemployed (including long term unemployed)</b>	203,621	54,734	249,505	63,793
<b>of which Long Term Unemployed</b>	64,880	20,743	86,901	25,415
<b>Inactive (including those in education &amp; training)</b>	111,903	36,012	161,398	55,234
<b>of which in education or training</b>	4,102	1,644	5,402	2,409
<b>Young people (15-24 years)</b>	127,922	37,179	172,211	54,150
<b>Older people (55-64 years)</b>	15,389	4,690	20,481	6,077
<b>Minorities</b>	61,094	20,102	85,434	29,809
<b>Migrants <sup>12</sup></b>	6,435	1,887	8,581	2,595
<b>Disabled</b>	51,754	18,682	80,839	29,944
<b>Other disadvantaged people</b>	72,437	21,771	97,596	30,052
<b>Primary or lower secondary education (ISCED 1 and 2)</b>	50,410	16,154	55,604	18,168
<b>Upper secondary education (ISCED 3)</b>	84,924	29,123	100,504	37,685
<b>Tertiary education (ISCED 5 and 6)</b>	9,463	4,453	7,929	3,667

## Analysis

284. In 2011 there were 322,000 participants in Priority 1, taking the total to 1.9 million. This is over twice the target for 2007-13, of 887,000. The higher than expected number of participants is the result of shorter interventions in response to

<sup>11</sup> Estimate from Cohort Survey

<sup>12</sup> Estimate from Cohort Survey

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

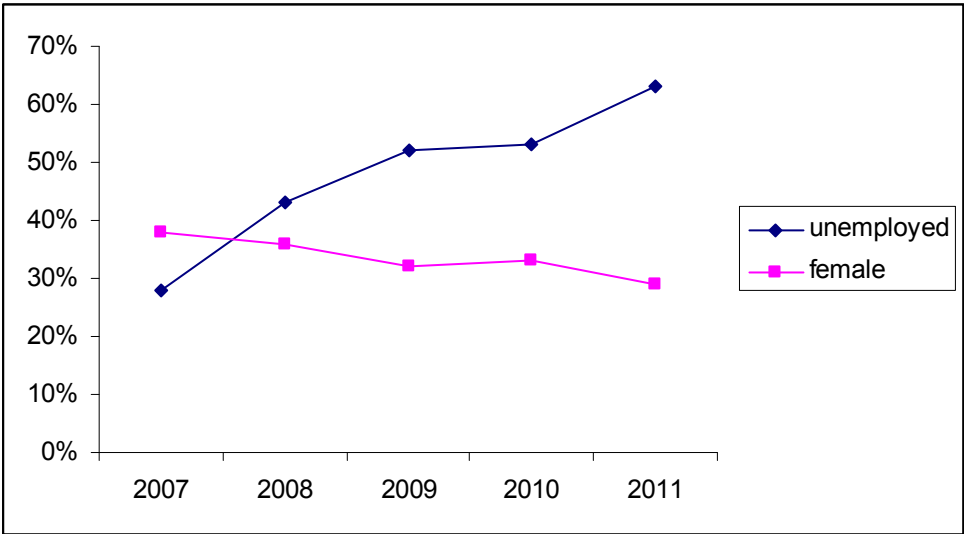
285. Among the participants in 2011, there were 204,000 unemployed, 49,000 economically inactive and 63,000 who were 14-19 year old NEETs. The total participation target for each of these groups has been exceeded: unemployed participation at over 1 million and 14-19 year old NEET participation at 441,000 are two and a half times their target. Economically inactive participation, at 415,000 has exceeded the target by a third.

286. In 2011, the proportion of ESF participants recorded with a disability or health condition was 16%, compared with 21% in 2010. The overall participation to date is 23%, so is still exceeding its target of 22%.

287. Since 2008 the proportions of ethnic minorities and aged 50 and over have maintained fairly steady levels within priority 1. They are both slightly below their target levels, at 21% total against 25% target for ethnic minorities and 15% total against 18% target for older workers.

288. Female participation has fallen to 29% in-year and 33% in total, far short of its target of 51%. This is to be expected because the majority of Priority 1 participants are unemployed and approximately three quarters of unemployed Jobseeker's Allowance customers are male. The way the rising unemployed participation mirrors the falling female participation is shown in figure 8 below.

**Figure 8: Priority 1 participation for females and the unemployed**



289. Looking at outcomes, the proportion of leavers in employment continues to be at a lower rate than expected. In 2011 the proportion fell to 13%, and the overall priority 1 rate since the start of the programme is 16% against a target of 22%. The proportion of 14-19 year old NEETs moving into Employment, Education or Training is high at 94%, and since the start of the programme has averaged 71% against a target of 45%.

### **Priority 1 and Next Step**

290. Inclusion of Next Step participants increases Priority 1 volumes by over 50%, from 1,917,000 to 2,864,000). There is no information on leavers into employment for Next Step participants (but see paragraph 53).

291. There have been 719,000 who were unemployed, 51,000 who were economically inactive and 43,000 who were 14-19 NEETs.

292. Priority 1 Next Step participants are less likely to have a disability or long term health problem than other Priority 1 participants. Including them lowers the proportion from 23% to 20%.

293. The opposite is true for over 50s (15% to 16%), ethnic minorities (21% to 22%) and females (33% to 34%), all being marginally increased by inclusion of Next Step participants.

### **Financial**

294. Cumulative programme expenditure increased during 2011 with over €519m being spent by beneficiaries on Priority 1 activity. This contributed significantly to the achievement of the Competitiveness 2011 N+2 target. However 'in year' expenditure for 2011 was less than in 2010, 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 49.7% for Priority 1 to the end of December 2011.

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

295. 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**

296. 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 2011, 29% of priority 1 participants were female. The cumulative figure is 33%.

297. In the East of England a DWP CFO provider, Trobius, was responsible for delivering the Flexible Routeway provision in Norfolk, which offered tailored provision to meet the needs of specific groups, including lone parents – many of whom were women. Support was provided locally and within school hours and this support included the provision of crèche facilities. Trobius's job brokers were able to help participants identify suitable vacancies in the local area that met their needs. Access to the project was ensured by using local delivery centres and the use of outreach support across the Norfolk area.

298. In the North West of England, a DWP CFO provider, The Everton Foundation, runs the 'outside the box' course which is designed to give women the opportunity to get back to work and progress their career using the power of sport to motivate, educate and inspire. The course aims to promote self-esteem and positive attitudes and ensure that any barriers that have stopped them progressing in the past have been addressed.

299. All DWP providers in the North West offer support for childcare and eldercare. For example, the Kashmir Youth Project (KYP), a sub-contractor of the Shaw Trust, had a day centre for the elderly in their centre that provided eldercare. They also provided an on-site crèche for participants with children. The Working Links project works closely with local family information services, local nurseries and sure start centres and social services and provide support to participants to help them identify a suitable registered childcare provider who can help.

300. In London, an element of the DWP ESF Phase 2 programme was aimed at improving the skills of London women. The 'Women into Work' project engaged with women through outreach work often targeting school gates where female parents congregate. The project helped women enhance their skills to help them compete for jobs in the capital.



301. In the West Midlands, all DWP providers helped women return to work and providers encouraged lone parents to participate. This included outreach visits to sure start centres, schools and playgroups. Providers were required to include child or other care costs in their specification. The provision also offered mentoring support.

302. In the East Midlands, DWP providers collected equality and diversity data to establish benchmarks – against which they evaluated their performance in helping women. DWP providers used this information to inform their marketing strategies and recruitment plans to encourage female participation. All providers in the East Midlands worked closely with partner organisations in appropriate locations across the East Midlands region, for example they worked with: The Women's Centre; the Asian Women's project; Women's Aid and the Derbyshire parent project. All providers established valued partnerships with Jobcentre Plus Lone Parent Advisers and had outreach facilities in many Sure Start centres.

303. The London Councils CFO used ESF to help fund the Barnabas Workshop's First Steps project which worked with women with low labour market participation to give them the skills and knowledge to gain employment. It provided a comprehensive package of training, IAG, childcare and 1-2-1 support to marginalised unemployed women from Bangladeshi, Pakistani and Somali communities not currently engaged by other training providers. Barnabas Workshop tracked participants for a minimum of six months after they entered employment and built up very good working relationships with employers. This meant that participants were more likely to enter sustainable employment and to progress. This project worked with the elders within local communities and helped participants to arrange alternative care options where this was a barrier to the women taking part in the project or progressing. Help with sourcing and paying for childcare was available to all participants whilst they were receiving support on the project.

304. The Skills Funding Agency funded the Kirklees Skills for Jobs Programme (which was managed by Kirklees Council) in Yorkshire and Humber. The programme funded the Disabled People's Electronic Village Hall (DPEHV) project. Most of the participants on the project were disabled and disadvantaged women. The project recognised that disabled women were often affected by care responsibilities and frequent hospital appointments or illness which prevented them from regularly attending the project. To help overcome this, the project maintained regular contact with participants and kept training places open for them until they were ready to return. This flexible approach reduced learner anxiety and helped retain female participation in the project. A large proportion of DPEHV participants made progress towards finding a job.

305. The Skills Funding Agency used Priority 1 funding to help co-finance Durham County Council's Adult Learning Service ESOL programme which helped 50 women aged between 25 and 49. Many of the learners came from deprived areas and were socially isolated. Successful recruitment activities included coffee-mornings and drop-in engagement events at local libraries and other community venues. Development workers were employed to engage individual learners and link up with voluntary and community agencies, school and faith groups. Thirteen 6-week programmes were set up across County Durham and these were delivered between July 2010 and March 2011. The project ran women-only groups to help address any cultural barriers and class sizes were kept small to make them effective. Each learner undertook an initial assessment, using pictorial questionnaires to help gauge their English language skills. A tutorial system was established to help support the learner throughout the programme and IAG was embedded throughout and this including the end of year review. Support services included language support, transport and crèche facilities using a mobile crèche with qualified child minders. Following successful engagement, 38 of the 50 women progressed into mainstream ESOL provision or other learning.

306. NOMS CFO has had success across the country with initiatives and training opportunities for female offenders. In the East Midlands, Leicestershire & Rutland Probation Trust (LTPT) are supporting women on the REACH project. LRPT have a contract with Platform 51 to provide an eight week programme to run alongside the individual package of support provided by the REACH caseworker. Eight sessions are selected by the participants from a selection of 31. The sessions address common barriers faced by women who want to enter employment. The sessions are delivered in the community in a custodial setting. Further information can be found here: <http://www.esf-works.com/projects/short-reviews/projects/401123>

## **Migrants**

307. 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. For example, a DWP CFO contract in West Yorkshire supported economically inactive people and refugees who had arrived in this country within the last 18 months and have the right to work in the UK.

308. London Councils CFO used Priority 1 ESF funding to fund the innovative 'Settling In' project which was delivered by a partnership of ComputSolutions and Amani Training. The project targeted refugees and former refugees with permission to work in the UK, delivering ESOL training at entry levels 1,2 and 3, and employability skills with the aim of transitioning participants into employment or

further mainstream learning. The project targeted refugees resident in the London Boroughs of: Bromley; Croydon; Greenwich; Lewisham; Merton; and Sutton. They delivered a bespoke package of support comprising:

- initial assessment, including skills and interest analysis;
- action planning, with regular reviews;
- ESOL training;
- employability training;
- computer training, including the use of IT in job search; and
- research on career development.

309. The programme, which was funded by London Councils and ESF co-financing, was delivered from two training centres in Lewisham and Croydon (Amani) and various community outreach centres in the boroughs. By the end of December 2011: 114 participants had received 6+ hours of one to one support; 22 had gained employment within six weeks of leaving the project; 12 had been in employment for at least for six months; and 81 had progressed onto job search or further learning.

310. Liverpool Council used ESF to fund Sefton's Complementary Employment Programme. Eastern European migrant workers are a significant target group in the borough. This project employed a bi-lingual support worker who provided IAG for this particular group and helped clients overcome numerous barriers to employment such as language or housing issues. The co-ordinator was co-located with a third sector delivery partner in the heart of the migrant community.

## **Ethnic Minorities**

311. People from ethnic minorities are a key group in Priority 1, and in 2011, 21% 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.

312. People from ethnic minorities make up a large proportion of the disadvantaged client groups that DWP CFO supports in the East Midlands. All providers explained in their tenders how they would recruit and support clients in this

target group. Where appropriate, the local knowledge of providers was used to identify key areas that had large ethnic minority populations. Outreach services targeted community and learning centres within these areas.

313. DWP CFO in the North West fund Pathways CIC who employed community development workers to engage with local BME groups and encouraged participants to volunteer to become community activists. The community workers are from diverse backgrounds including Bengali women, Polish, Afro Caribbean and Indian people as well as settled travellers. They also acted as interpreters where appropriate.

314. In London, DWP CFO providers promoted ESF Priority 1 provision in health centres, doctors' surgeries and other public premises. Volunteers from local communities were used to assist providers outreach staff and liaise with participants in their community centres, allowing the active targeting of the hardest to help groups. It also helped to put participants at their ease – especially those who had specific cultural requirements or language difficulties. Support included the use of multi-faith prayer rooms as well as information being translated into a variety of languages.

315. One of London Councils providers, Central YMCA, used Priority 1 funding to deliver the 'Engaging BAME Women in Employment in the Health and Fitness Sector in London' project, which aimed to help Bangladeshi and Pakistani women into employment within the fitness sector. It delivered especially adapted fitness qualifications supported by peer-to-peer mentoring and provided a job brokerage service including CV writing and interview skills. The project provided a bespoke programme of courses allowing it to take into account religious holidays, childcare provision and an appropriate pace of learning for the individuals involved. It used a Diversity Works toolkit, and developed guidance notes for employers outlining the benefits of employing BAME women and identifying and working through issues and concerns specific to the fitness and leisure industry (e.g. dress, music).

316. NOMS CFO have used ESF to support 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.

317. NOMS CFO in the West Midlands has used ESF Priority 1 to target Gypsy, Roma, Traveller & Travelling Show People community offenders. This community proved extremely hard to engage with and necessitated a completely different approach to engagement and outreach. The NOMS team took advice from

community peer groups such as the Gypsy Federation, Irish Chaplaincy and the Irish Traveller Movement. Links outside of prisons have involved working with Gypsy churches, community police, Travelling Teachers, Showman's Guild etc. and visiting Stow Horse Fair. This initiative has helped one person find a job. Hard employment, training and education outcomes are less likely for this sub-group, as delivery aims to engage those further away from the mainstream and defined as difficult to engage. A range of soft outcomes will be delivered to prepare participants for mainstream provision.

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

318. 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.

319. The ESF routeway funded by the West Midlands DWP CFO included support specifically designed for those with mental health and learning disabilities. Providers have usually sub-contracted this activity to specialist organisations which have the necessary expertise. The provision included mentors to work directly with participants, and accompanying them to interviews where necessary. All DWP CFO providers have equality policies and plans which require them to take account of the needs of people with disabilities, including access to premises and specialist equipment to assist with training.

320. People with disabilities made up a large proportion of the disadvantaged client groups that DWP CFO supported under Priority 1 in the East Midlands. Examples of support delivered by providers included:

- access to sign language support;
- using audio equipment to assist those with literacy issues;
- a specialist job club for those clients with hearing difficulties;
- diagnostic assessments;
- enlarged text on digital and paper documents;
- hearing loops;
- DDA compliant premises;
- dyslexia awareness training for tutors; and
- the adaptation of training materials for people who are dyslexic.

321. In the North West, a DWP CFO provider, The Shaw Trust, sub-contracts provision to a specialist sign language company called “Dearings”. All centres run by the company are accessible to those who have mobility needs and in-work support is also provided.

322. The London LDA CFO has used Priority 1 ESF funding to fund the Stellar Project which is delivered by Weekend Arts College and targets young people who are NEET. The overall aim of the project is to provide young people who are NEET with support which enables them to get into sustainable apprenticeships with employers in the creative and media sector. The project also aims to help those young people who are NEET and are of statutory school age back into sustainable education or training. So far, out of 1102 starts, 519 participants have received skills training, 334 have entered employment or an apprenticeship and 227 have entered sustained employment or sustained apprenticeships. The project started in April 2010 and finished in March 2012.

323. DWP CFO providers in the South East use ESF Priority 1 to support participants who have drug and alcohol addictions, including those who are recovering from such addictions. In some instances they will refer participants to specialist provision, especially if they still have an addiction, but they will also provide continuing support and mentoring for those people likely to relapse.

324. In the South West, DWP CFO providers have helped participants aged 50+ in a number of ways by helping them overcome problems relating to self-confidence and self-worth as well as helping them identify transferable skills and learn about new technology. Providers have used one-to-one individualised support to help build trust, respect and a strong working relationship. One provider in the South West set up a forum to give clients aged 50+ opportunities to share their experiences and tactics for overcoming barriers to gaining employment. The forums have helped raise participant’s confidence and have allowed participants to test out new ideas that they have shared. Speculative letter writing and telephoning employers directly has led to successful job outcomes. Practising writing letters, telephone scripts, and role play have also helped boost the confidence of participants aged 50+.

325. NOMS have used Priority 1 funding to support the Veterans Partnership project. The project focuses on the specialised needs of ex-service personnel who are offenders by raising awareness, coordinating services delivery and welfare support, and creating community access through a veteran’s information point in Nuneaton. The project model adds value by bringing together relevant agencies and organisations to provide veterans with better access to the services and support to which they are entitled.

326. NOMS CFO delivers support to all offenders who are eligible for support and older offenders are represented within the target cohort. For certain categories of offender, such as lifers, and sex-offenders, participants are often aged 50+ and support for this group is tailored accordingly. In the North West, the NOMs case managers' work closely with the 'Men in Sheds' project, which is specifically targets men aged 50+. The project gives the participants the opportunity to socialise, improve their self-esteem and learn practical skills, such as joinery, that can help them get a job.

327. The Skills Funding Agency have used Priority 1 funding to support the Gainsborough Traveller Initiative which has provided lifelong learning to the Traveller communities in Lincolnshire by facilitating access to a range of courses from different providers. Co-financed by the Skills Funding Agency and European Social Fund (ESF), the Supplementary School and Lifelong Learning programme has helped participants between the ages of 16 and 40 to re-engage in learning and improve essential literacy and numeracy skills. The project has enabled participants to progress onto further education and training and has increased confidence and motivation. This has enabled participants to consider mainstream employment opportunities and to enjoy improved social inclusion within the local community.

328. The Adults with Mental Health Issues project is co-financed by Luton Borough Council and the European Social Fund (ESF) to deliver an individualised service for residents of Luton with diagnosed mental health conditions – such as schizophrenia, anxiety, depression, bi-polar, and post-traumatic stress disorder – to help them manage or overcome barriers that affect their prospects of employment. Participants are resident in Luton and many have been unemployed or economically inactive for a long time due to their mental health issues. A key feature of the programme delivery model is the personal, one-to-one support provided by advisers during which participants receive mentoring and employability training. The project has already achieved more than 68% of its expected targets:

- 38 achieved objectives set on their records of achievement;
- 12 participants have moved into paid employment; and
- a further 40 clients are still engaged on the project and are continuing to achieve excellent results.

### **Innovative Activities**

329. Within Priority 1, the following dedicated innovative projects were delivered or completed during 2011:

## Active Inclusion

330. 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
  - innovate employment options including the trialling of self employment for these groups.

331. The project is due to finish in March 2012, but to date the project and its partners have supported some 1126 individuals to access a range of support. Key outputs and outcomes include:

- 41 individuals set up their own business
- 82 individuals obtained full time employment
- 9 individuals obtained part time employment
- 249 individuals undertook volunteering activity

332. 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)).

333. In London the New Pathways to Work project, which is lead by Ealing Borough Council, targets people who are economically inactive and aims 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.

334. The project has 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.

335. 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.

336. So far, two evaluations have been conducted which show that the NewCEP model has been effective. There has also been an increase in the number of job vacancies submitted to the project following close employer engagement undertaken by the project.

337. 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.

338. The project has been evaluated and the following progress and achievements in terms of innovations have been identified:

- 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

339. The WorkAge project (led by York College), 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 by:

340. 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.

341. The Changing People project, led by the University of Sunderland, brings 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.

342. Key achievements include:

- 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)

343. The AgeNC project, led by Lancashire College Consortium aims 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.

344. The project represents a large regional partnership and has a number of sub-projects. Some examples of progress are listed below:

- 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.

345. The Flexible Lives for Older Workers (FLOW) project, led by Age Concern (Milton Keynes) 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. Key achievements of the FLOW project include:

- 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**

346. In the North East, The Virtual Jobs Hub project aimed to test new, innovative approaches to engaging and working with employers and to develop a new, simplified and highly innovative ICT hub (Virtual Jobs Hub) that would enable better co-ordination of job vacancies within the Tees Valley.

347. The main legacy of the project is the Hub and, from April 1st 2011, elements of the partnership model and the Hub have been mainstreamed by Hackney Local Authority.

348. 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. Key achievements include:

- the web-based employer gateway toolkit to help employers access public sector support for recruiting and training workers;
- the Employer Leadership Programme which provides leadership development for the emerging Local Enterprise Partnership (LEP); and
- the targeted recruitment and training (TRT) designed to help private contractors fulfil social clauses set in local authority contracts and which lead to jobs and training opportunities for targeted groups on new development projects.

349. 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. Key achievements include:

- the JET programme which - worked with selected employers to link their vacancies to the workless community;
- Sandwell's 'Routeways to NHS Careers' which trained people from target groups to become carers. Once trained, the NHS provided guaranteed job interviews of the participants; and
- the 'Building Futures' training hub which helps train ex-offenders in the construction sector.

350. 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's key achievements include three sustainable development project pilots:

- HBEO delivered a community recycling project in Newham, East London where organic waste from the low carbon market is diverted to Newham City Farm.
- A 'green team' run by HBEO/ Groundwork London and partner Serco which provides work experience and training opportunities for the long-term unemployed people in Newham.
- HBEO delivered a photovoltaic installation project that has trained local people in photovoltaic installation.

Results are currently being collated from all three pilots.

351. The Graduate Employability Support Project run by the University of Cumbria aims to help unemployed graduates find work. Activities include: advice and guidance; re-training, including entrepreneurship, leadership and management skills; and the provision of graduate internships/placements. The project's key achievements include:

- joint working between non-traditional university partners, such as, Jobcentre Plus, Next Step providers as well as the voluntary sector;
  - an extension in project activity so that it works in parallel with employers engaged in the ERDF 'unite with a business programme' that is designed to enable small businesses to employ graduates; and
  - experimental design for new activities such as a two day intensive intervention providing sessions on: self-awareness, negative thinking and other aspects of self-development.

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

352. The Digital Activist Inclusion Network (DAIN) aims to develop, test and deliver approaches to challenge the digital divide and help widen participation in employment and learning. The project targets: 14-19 year old NEETS; older people, BME and women. The project has achieved the following:

- 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.

353. The Making IT Personal - Joining the DOTs project run by Barnsley MBC aims to improve access to ICT skills through volunteer Digital Outreach Trainers\* (DOTS). The project has delivered ICT training to 3892 participants (the original target was 1,300).

354. In May 2011 the project won the national ESF innovation award, the 'Inspiring Project Award', sponsored by the 20th Adult Learners week. The project has successfully developed and piloted the DOT model and the project's DOT website now supports a flourishing on-line community providing peer support, learning resources and the approval and accreditation support.

### **Social Enterprise**

355. The E3 project, run by Social Enterprise East Midlands, aimed to establish, through partnership working, a new social enterprise employment agency which could help unemployed people, including young people who were NEET. The project has helped 1060 participants (compared to a target of 1200). Other key achievements include:

- support for unemployed executives, recently made redundant;
- access to a fully funded fast-track Post Graduate Certificate in Management which is completed in 6 weeks as opposed to the more usual programme of a year;
- 'Graduate Boost' - a four-week structured, paid work placement in a local company allowing the graduate an opportunity to gain valuable work experience and CV development; and
- an enterprise model providing young people with real-life activities to demonstrate their enterprise such as running a café for a month.

356. 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. The project assisted 502 participants (target 500). It helped disadvantaged groups who have traditionally not been seen as suitable for social enterprise support.

357. Social Enterprise North West, working closely with the NWDA, have secured funding to roll out and develop a £6.3m programme of investment across the wider NW that will stimulate the growth and development of new and existing social enterprises. Lessons learned from the Steps to Success Programme will shape the development and delivery of this new programme.

358. 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 those with health conditions to gain access to paid employment, work experience and training in social enterprises. Catalyst Pluss has helped 184 participants (target 854). The project has 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.

359. 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 is now being formalised into a traineeship programme that will see employees issued with a 6 month contract for 21 hours per week for 6 months which will include an element of in work training and assistance to find external employment. This is a model that can then be expanded nationally through the medium of a Social Franchise.

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

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

### **ESF Community Grants**

361. 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.

362. 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:

### Summary

<b>ESF Community Grants expenditure</b>			
	2007-2010	Post 2010 (to June 2012)	Totals
Number of Grants made	1,636	949	2585
Total Value of Grants inc match	14,549,476	7,856,486	22,445,962
Average value of Grant:			
Skills Funding Agency	8,056	8,885	8,470
London Councils	11,243	8,541	9892
Community Foundation for Merseyside	6,551	6,733	6,642
Totals (averages)	8,616	8,053	8,334



<b>ESF Community Grants Performance</b>			
<u>Number of participants</u>	2007- 2010	2011- June 2012	Totals
Skills Funding Agency	16,736	13,147	29,883
London Councils			16,365
Community Foundation for Merseyside	21,033	4,081	25,114
<b>Totals</b>	<b>54,006</b>	<b>17,356</b>	<b>71,362</b>
<u>Job outcomes</u>			
Skills Funding Agency	961	268	1229
London Councils	2,907		2,907
Community Foundation for Merseyside	Not recorded	Not recorded	Not recorded
<b>Totals</b>	<b>3,868</b>	<b>268</b>	<b>4,136</b>
<u>Qualifications</u>			
Skills Funding Agency	248	577	825
London Councils	1,114	Not recorded	1,114
Community Foundation for Merseyside			25,114
<b>Totals</b>			<b>27,053</b>

363. The total number of participants supported to date is 71,362. Although it was not a requirement to record detailed information on participant characteristics, some information is available from the Skills Funding Agency. The Agency Community Grant provision has so far supported 29,883 participants, 38% of whom were over the age of 50 and 25% were disabled.

## **East of England**

364. Achievement of soft outcomes, jobs and qualifications – All participants complete a soft outcomes monitoring form and ILP. This is completed at the beginning, reviewed during and completed at the end of the participant's time on the project. It is likely that the majority of participants will have progressed on at least one aspect of the soft outcome areas when their distance travelled is reviewed at the end of their engagement on a Community Grant Project. Some individuals may achieve a qualification but this will be very minimal due to the nature of Community Grants funding. Seventeen people gained an accredited qualification. If individuals require additional support with Skills for Life or Soft Skills that the organisation is unable to support, the individual will be signposted accordingly. A total of 13 learners have already moved into employment and 12 learners have moved onto Further Education

## **East Midlands**

365. The Community Grants programme was launched on 15 June 2011. As at 31 December 2011, no projects from the first application round had fully completed and submitted their End of Grant Reports. Second round projects had not yet taken part in Grant Agreement Development meetings so no projects were up and running. Capacity building started in 2011; with £14,400 being committed to CG Partnership's proposal to provide one to one support to groups in receipt of grants in the Lincolnshire area. £250k expenditure was declared in 2011.

## **London**

366. In line with the London Regional Framework and the LDA CFO Plan, all projects funded through the Community Grants programme have a focus on employability. Specifically, every project must support unemployed or economically inactive individuals who are at particular disadvantage in the labour market to move towards employment. Projects must combine two or more from a wide range of activities as follows:

- Support to raise levels of basic skills
- Taster work experience, including voluntary work
- Training, advice and counselling
- Job search assistance and other assistance necessary to secure employment
- Confidence building
- First contact engagement activities, for example to provide support to engage individuals with barriers to accessing mainstream services in a non-threatening environment

367. Following training, projects are expected to assist participants to move into employment or further training that will support them further on their journey towards employment.

### **Merseyside**

368. .Community Foundation for Merseyside is the Intermediary Body and secured the entire match for the fund, this has included match secured from various junior partners including Dyslexia Foundation, Merseystride and Squash Nutrition. We have also continued to secure match from our portfolio of other funds that fit the priority 1 criteria.

369. All of the current grants that have been awarded were made to voluntary and community groups that are delivering activities to assist participants on to the path to employments and or training opportunities. These activities will not only give the community member/volunteer the skills to build the capacity of the group and will also require the beneficiary to enhance their communication skills, team building experience and confidence building.

### **North East**

370. Co Durham Community Foundation are the Grant Co-ordinating Body for the region, operating between April 2011 and December 2013. The provider experienced early teething problems but has now run two award panels. The first round of grant awards was made in February 2012. The current commitment to grants and capacity building stands at £221,622 from this round. The second round awards took place during March 2012. As these rounds have only recently taken place, there is currently no delivery to report on.

### **North West**

371. The total funding available for the North West for 2011-13 has now been contracted to a single provider – the Workers Educational Association covering both Co-finance areas – Northwest and Merseyside. The first phase of applications resulted in over 250 applications with 40 successful applications with a total value of £427,905. Thirty two projects were funded in the NW and a further eight on Merseyside. There is a good spread of projects spatially. Planned participants are 1591. Examples of projects are given below:

- **Neuromuscular Centre – Cheshire** -Aimed at individuals with muscular dystrophy and carers. Information on employment, training, and volunteering opportunities, 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 Cumbria** -Development of creative/digital media skills together with addressing self-esteem and employability via 1:1 mentoring and inspirational master classes.
- **GAP Unit – Manchester** -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** -Recovery Toolkit' to help people who have experienced domestic violence to recover confidence and develop life skills, also option for FOCN Level 1 qualification. 2. 'Jobs Club' for employment prep.

### **South East**

372. The Community Grants Programme for 2011 was late in commencing, with contracts and supporting documentation issued in December 2011.

### **South West**

373. The awarding process for the distribution of the grant funding took place at the beginning of February 2012. More than 300 applications were received amounting to £1.2m.

374. Projects have not yet started to deliver, so there is no performance data available at present. Learning Curve also has a list of organisations in reserve, should organisations awarded a grant not be in a position to take up the offer. The programme target is to work with a total of 910 clients. The programme supports a range of activities that may include:

- Initial help with basic skills
- Taster work experience including voluntary work
- Training advice and guidance
- Job search assistance
- Confidence building and personal development

### **West Midlands**

375. The impact on participants has been related to achievement of both soft outcomes and qualifications. The provision of support such as mentoring support, counselling and training advice has resulted in the achievement of a range of soft outcomes such as increased confidence, improved presentation and communication

skills. As a result of community grant support, 55 qualifications have also been achieved.

### **Yorkshire and the Humber**

376. The standard of applications submitted has improved greatly compared to the standard submitted in the first Community Grant programme (2009 – 2011); this has been achieved through additional support given by Humber Learning Consortium (HLC) and Your Learning Consortium (YLC) to potential grant recipients in terms of giving feedback and aiding development of the grant recipients capacity building.

377. The programme to date has successfully engaged with grant recipients, who are working with specific contract target groups. Many of the grant recipients work with learners from multiple target groups, including hard to reach, lone parents, those aged 50+ and BME groups. In addition to these, there are also disadvantaged groups such as careers, recovering addicts and the homeless.

378. 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.

### **Cross-financing mechanism**

379. 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**

380. 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	Definition		2007	2008	2009	2010	2011	2012	2013	2014	2015	Total
<b>2.1 Total number of participants</b>												
		<b>Achievement</b>	29,501	126,758	357,442	449,192	91,559	0	0	0	0	1,054,457
		<b>Target</b>										825,000
		<b>Baseline</b>	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>											
		<b>Achievement</b>	9,892	51,442	92,495	100,937	15,278	0	0	0	0	270,044
		<b>Target</b>										337,000
		<b>Baseline</b>	0	0	0	0	0	0	0	0	0	
	<b>(b) Proportion of Priority 2 participants without basic skills.</b>											
		<b>Achievement</b>	34 %	41 %	26 %	22 %	17 %	0 %	0 %	0 %	0 %	26 %
		<b>Target</b>										41 %

		<b>Baseline</b>	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>												
		<b>Achievement</b>	8,734	29,433	71,958	95,527	18,720	2	0	0	0	224,374
		<b>Target</b>										338,000
		<b>Baseline</b>	7,494,000	0	0	0	0	0	0	0	0	
<b>(b) Proportion of Priority 2 participants without full level 2.</b>												
		<b>Achievement</b>	30 %	23 %	20 %	21 %	20 %	0 %	0 %	0 %	0 %	21 %
		<b>Target</b>										41 %
		<b>Baseline</b>	33 %	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>												
		<b>Achievement</b>	5,612	21,335	75,356	109,222	19,580	0	0	0	0	231,107
		<b>Target</b>										101,000
		<b>Baseline</b>	12,785,000	0	0	0	0	0	0	0	0	
<b>(b) Proportion of Priority 2 participants with level 2 but without full level 3</b>												
		<b>Achievement</b>	19 %	17 %	21 %	24 %	21 %	0 %	0 %	0 %	0 %	22 %
		<b>Target</b>										12 %
		<b>Baseline</b>	56 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	
<b>2.5 Participants with disabilities or health conditions</b>												
		<b>Achievement</b>	10 %	8 %	6 %	7 %	8 %	0 %	0 %	0 %	0 %	7 %
		<b>Target</b>										15 %

		<b>Baseline</b>	13 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	
<b>2.6 Participants aged 50 and over</b>												
		<b>Achievement</b>	11 %	18 %	20 %	17 %	21 %	0 %	0 %	0 %	0 %	19 %
		<b>Target</b>										20 %
		<b>Baseline</b>	24 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	
<b>2.7 Participants from ethnic minorities</b>												
		<b>Achievement</b>	14 %	19 %	17 %	16 %	13 %	0 %	0 %	0 %	0 %	16 %
		<b>Target</b>										13 %
		<b>Baseline</b>	10 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	
<b>2.8 Female participants</b>												
		<b>Achievement</b>	43 %	48 %	45 %	46 %	43 %	0 %	0 %	0 %	0 %	45 %
		<b>Target</b>										50 %
		<b>Baseline</b>	46 %	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>											
		<b>Achievement</b>	605	8,689	22,401	34,178	21,944	0	0	0	0	87,817
		<b>Target</b>										152,000
		<b>Baseline</b>	0	0	0	0	0	0	0	0	0	
	<b>(b) Proportion of Priority 2 participants without basic skills who gained basic skills.</b>											



		<b>Achievement</b>	48 %	30 %	26 %	30 %	81 %	0 %	0 %	0 %	0 %	34 %
		<b>Target</b>										45 %
		<b>Baseline</b>	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>												
		<b>Achievement</b>	1,362	25,979	66,350	103,388	27,117	0	0	0	0	224,196
		<b>Target</b>										135,000
		<b>Baseline</b>	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>												
		<b>Achievement</b>	58 %	57 %	44 %	48 %	45 %	0 %	0 %	0 %	0 %	48 %
		<b>Target</b>										40 %
		<b>Baseline</b>	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>												
		<b>Achievement</b>	446	8,090	23,199	33,441	15,062	0	0	0	0	80,238
		<b>Target</b>										30,000
		<b>Baseline</b>	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</b>	63 %	83 %	37 %	32 %	37 %	0 %	0 %	0 %	0 %	37 %
		<b>Target</b>										30 %
		<b>Baseline</b>	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	
<b>2.14 % Participants (without level 2 qualifications) who gained units or modules of level 2 qualifications</b>												

	<b>Achievement</b>	1 %	0 %	0 %	0 %	1 %	0 %	0 %	0 %	0 %	0 %	0 %
<b>2.15 % Participants (without level 3 qualifications) who gained units or modules of level 3 qualifications</b>												
	<b>Achievement</b>	0 %	1 %	2 %	4 %	1 %	0 %	0 %	0 %	0 %	0 %	2 %
<b>2.16 % Participants who gained full level 4 or above qualifications</b>												
	<b>Achievement</b>	0 %	2 %	5 %	6 %	7 %	0 %	0 %	0 %	0 %	0 %	6 %
<b>2.17 % Participants who gained units or modules of level 4 or above qualifications</b>												
	<b>Achievement</b>	0 %	0 %	0 %	1 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %
<b>2.18 % Female participants who gained basic skills</b>												
	<b>Achievement</b>	60 %	32 %	36 %	44 %	100 %	0 %	0 %	0 %	0 %	0 %	48 %
<b>2.19 % Female participants who gained level 2 qualifications</b>												
	<b>Achievement</b>	62 %	56 %	42 %	53 %	57 %	0 %	0 %	0 %	0 %	0 %	50 %
<b>2.20 % Female participants who gained level 3 qualifications</b>												
	<b>Achievement</b>	44 %	60 %	44 %	41 %	40 %	0 %	0 %	0 %	0 %	0 %	42 %
<b>2.21 % Female participants who gained level 4 qualifications</b>												

		<b>Achievement</b>	0 %	2 %	7 %	8 %	8 %	0 %	0 %	0 %	0 %	8 %
<b>2.22 % Female participants who gained units or modules of qualifications</b>												
		<b>Achievement</b>	1 %	0 %	0 %	1 %	1 %	0 %	0 %	0 %	0 %	1 %
<b>2.23 % Participants with disabilities or health conditions who gained basic skills</b>												
		<b>Achievement</b>	9 %	11 %	9 %	8 %	13 %	0 %	0 %	0 %	0 %	10 %
<b>2.24 % Participants with disabilities or health conditions who gained qualifications</b>												
		<b>Achievement</b>	53 %	48 %	35 %	35 %	36 %	0 %	0 %	0 %	0 %	36 %
<b>2.25 % Participants with disabilities or health conditions who gained units or modules of qualifications</b>												
		<b>Achievement</b>	0 %	0 %	1 %	1 %	1 %	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 %	11 %	0 %	0 %	0 %	0 %	6 %
<b>2.27 % Participants aged 50 or over who gained qualifications</b>												
		<b>Achievement</b>	68 %	52 %	33 %	32 %	24 %	0 %	0 %	0 %	0 %	33 %
<b>2.28 % Participants aged 50 or over who gained units or modules of qualifications</b>												
		<b>Achievement</b>	0 %	0 %	0 %	1 %	1 %	0 %	0 %	0 %	0 %	1 %

<b>2.29 % Ethnic minority participants who gained basic skills</b>												
		<b>Achievement</b>	50 %	33 %	16 %	11 %	23 %	0 %	0 %	0 %	0 %	16 %
<b>2.30 % Ethnic minority participants who gained qualifications</b>												
		<b>Achievement</b>	24 %	43 %	35 %	34 %	26 %	0 %	0 %	0 %	0 %	34 %
<b>2.31 % Ethnic minority participants who gained units or modules of qualifications</b>												
		<b>Achievement</b>	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %

**Note: Indicators 2.12 and 2.13, are being collected through the Second Cohort survey in 2012 -2013**

Figure 8: Priority 2 Targets

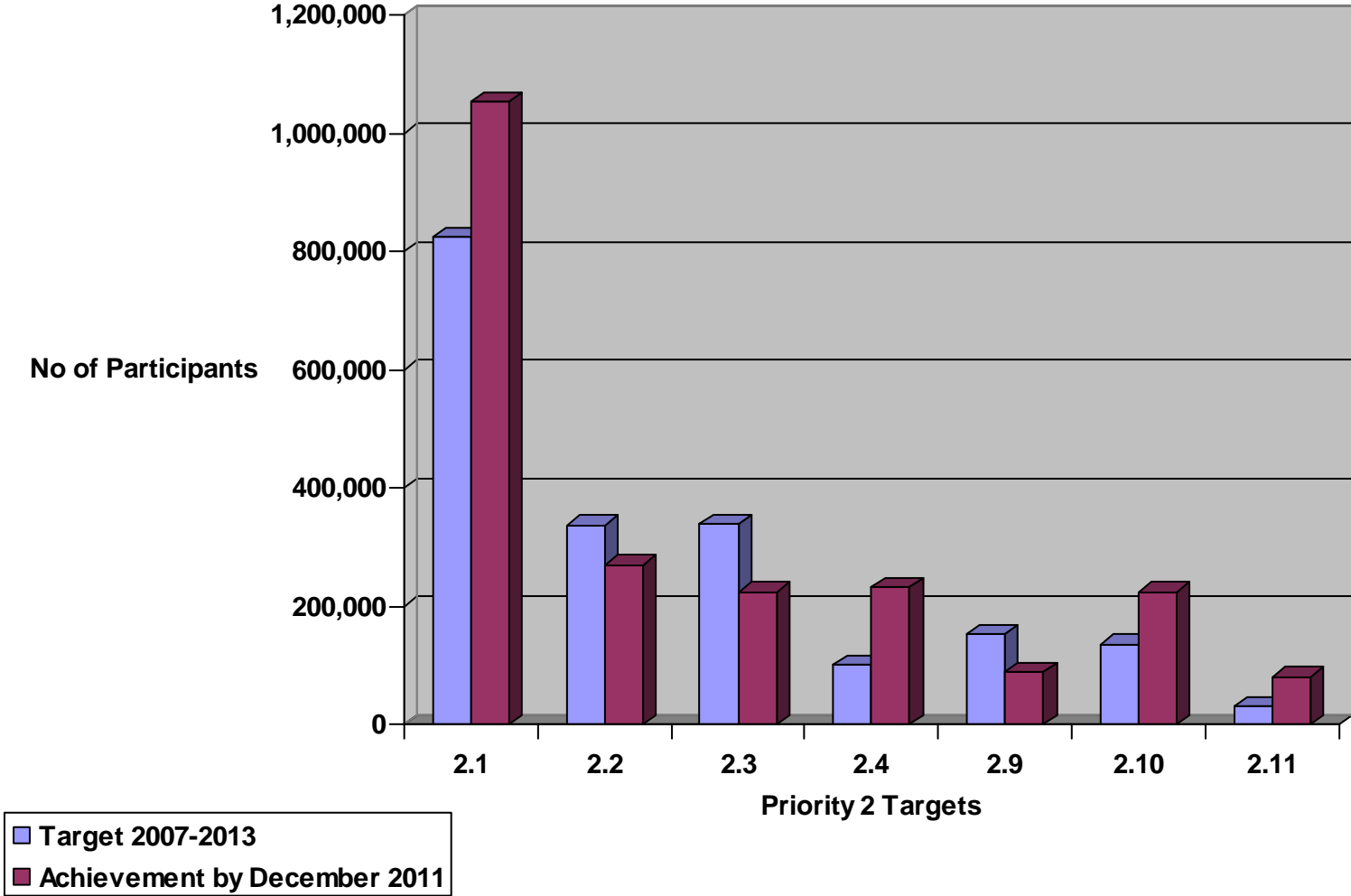
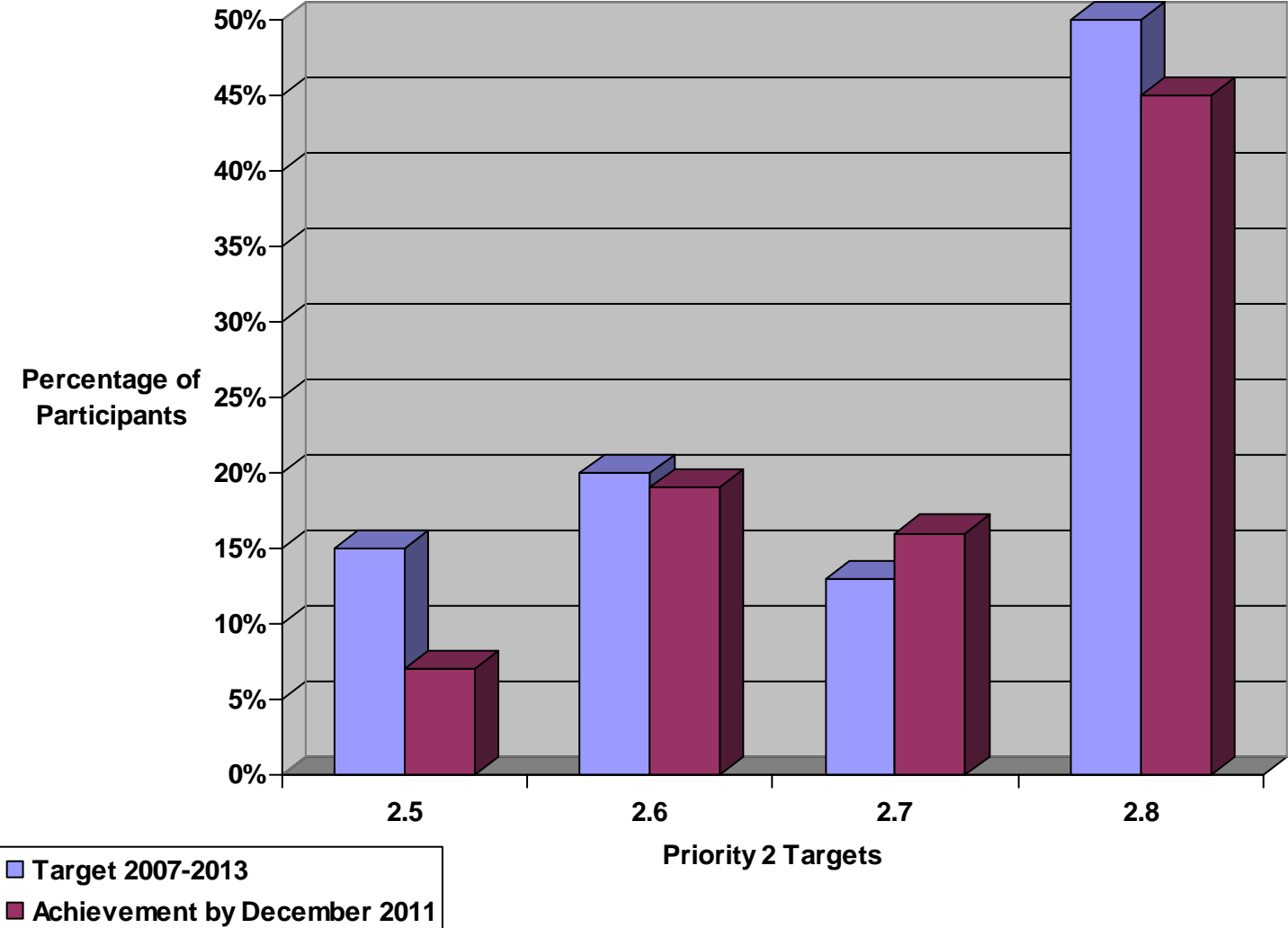


Figure 9: Priority 2 Equality Targets



## Assistance by target group

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

### Priority 2 Developing a skilled and adaptable workforce

	Total starts in year	Female starts in year	Total completers in year	Female completers in year
<b>Total number of participants</b>	91,556	39,148	150,819	74,976
<b>Employed (including self employed)</b>	59,569	29,596	117,879	65,173
<b>Self employed <sup>13</sup></b>	2,383	1,184	5,894	3,259
<b>Unemployed (including long term unemployed)</b>	28,945	8,512	29,243	8,503
<b>of which Long Term Unemployed</b>	4,319	1,407	5,029	1,703
<b>Inactive (including those in education &amp; training)</b>	3,042	1,040	3,697	1,300
<b>of which in education or training</b>	164	70	364	152
<b>Young people (15-24 years)</b>	19,850	8,179	45,178	23,275
<b>Older people (55-64 years)</b>	8,622	3,702	11,707	5,277
<b>Minorities</b>	11,211	4,890	17,719	8,771
<b>Migrants <sup>14</sup></b>	916	391	1,508	750
<b>Disabled</b>	7,201	3,018	12,654	6,333
<b>Other disadvantaged people</b>	11,577	3,987	20,465	8,587
<b>Primary or lower secondary education (ISCED 1 and 2)</b>	18,797	6,645	32,686	13,980
<b>Upper secondary education (ISCED 3)</b>	46,151	20,501	86,899	46,640
<b>Tertiary education (ISCED 5 and 6)</b>	13,569	7,438	15,703	8,696

## Analysis

382. In 2010 there were 353,000 participants in Priority 2, taking the total to almost 850,000. Participation has therefore exceeded the 825,000 target for 2007-13.

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

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

383. The proportions of all participants with different qualification levels, as at the end of 2010, are: those without basic skills (27%) and level 2 qualifications (21%) continue to be below target (41%), while the proportion of participants without level 3 qualifications (22%) is above the 12% target.

384. In terms of target groups:

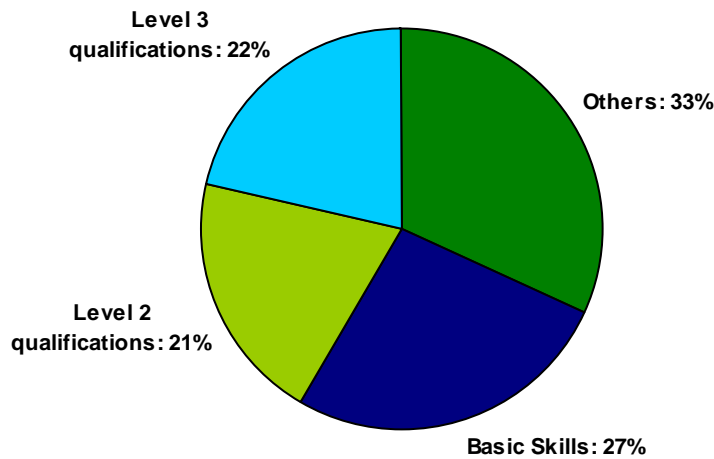
- The proportion of participants recorded with a disability or health condition increased slightly from 6% in 2009 to 7% in 2010, with the overall proportion remaining at less than half of the 15% target. One reason for the low proportion in Priority 2 compared with Priority 1 could be because employed participants are not declaring disabilities, which would suggest this is a disclosure rather than an underperformance issue. The Skills Funding Agency is continuing to address this issue through its procurement and provider support processes.
- The proportion of those aged 50 and over has decreased slightly from 2009, bringing the total to 18% compared with a target of 20%. The proportion of participants from an ethnic minority remained at the 2009 level, with the total proportion now at 17% compared with a target of 13%.
- The proportion of female participants remained at the 2009 level, with the total proportion now at 46% compared with the target of 50%.

385. In terms of outcomes:

- In 2010 the number of participants who gained basic skills remained low at 22,000, bringing the total to 53,000. This is about a third of the overall target. The overall proportion of Priority 2 participants without basic skills who gained basic skills also remains low, at 25% against a target of 45%.
- The number of participants who gained level 2 increased from 64,000 in 2009 to 77,000 in 2010 bringing the total above the 135,000 target for 2007-2013. The proportion also increased from 44% to 47%, with the total now standing at 47%, higher than the 40% target.
- The number of participants who gained level 3 increased from 21,000 in 2009 to 24,000 in 2010 bringing the total to more than one and a half times the 30,000 target for 2007-2013. However, the proportion decreased from 34% to 31% over this period but the total of 34% remains above the 30% target.

## Figure 10: Priority 2 Participants





## Financial

386. Cumulative expenditure in Priority 2 increased in 2011 with over €241m being spent by beneficiaries on Priority 2 activity. This made a considerable contribution to the achievement of the Competitiveness 2011 N+2 target. However 'in year' expenditure in 2011 is less than in 2010, 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. However, the spend against profile figure for Priority 2 remains high at 52.2% at the end of December 2011, slightly higher than that for Priority 1.

## ESF Regulation Article 10 Information

387. 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**

388. 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.

389. 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.

390. The Skill Funding Agency CFO in the South East used ESF Priority 2 funding for the JGA Group's 'Care to Qualify' project which helped people achieve level 2 and 3 qualifications. The project demonstrated success in engaging and retaining women from minority ethnic backgrounds in the care sector, through its flexible and customer focused approach. The provider delivered the project on an outreach basis, in the participant's workplace, ensuring that delivery met employer needs by fitting in with shift patterns, including nights and weekends. The provider "went the extra mile" with participants who experienced difficulties for any reason, with determined and experienced assessors who helped them to stay on track. The project exceeded its numerical targets overall, and for people from ethnic minority backgrounds in particular. The project was highly successful: 187 participants were assessed and agreed action plans; 142 achieved level 2 qualifications; 40 achieved level 3 achievements.

## **Migrants**

391. 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.

392. The EEDA 'English Language Training for Migrant Workers' course specifically targeted migrant workers in the Eats of England. It provides ESOL training for over 900 individuals and was run in close partnership with the Skill Funding Agency's 'Qualification Conversion' programmer.

393. 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.

394. The Skills Funding Agency CFO used Priority 2 funding to support the TransQual project which was delivered by The Learning Partnership in Bedfordshire and Luton. The TransQual Migrant Worker Qualification Conversion project used the National Recognition Information Centre for the United Kingdom (UK NARIC), to compare and convert foreign qualifications to their UK equivalent. The NARIC suite of databases provides the only official source of comparison information and advice on international education and training systems and overseas skills and qualifications, with data from over 180 countries. The project was delivered across the East of England by experienced delivery partners in local areas, maximising accessibility for participants.

## **Ethnic Minorities**

395. People from ethnic minorities are a target group in priority 2 and in 2011, 16% 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.

396. The Inclusive Community Project, supported under the Skills Funding Agency ESF Community Grants programme (Priority 2), was designed by Voluntary Action Broxtowe to provide additional support for unemployed or economically inactive people whose first language was not English through job skills training and English improvement programmes. The project was delivered in an informal learning environment to encourage the less confident, and an important element was providing an essential understanding of differences in work culture from participants' home cultures. Participants undertook voluntary work during the course of the programme, which offered additional language practice, community involvement and work experience benefits. The project helped people integrate with the community by changing misconceptions on both sides, effectively providing a 'bridge to make a home in the community'. Despite their considerable barriers when entering the programme, over half of the participants progressed to paid or voluntary employment or education.

## Other Disadvantaged Groups and Disabled People

397. 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 2011, 7% of Priority 2 participants had disabilities.

398. In the West Midlands, the Skills Funding Agency CFO used ESF to support the R-Place project which delivered a media-based programme to help young disadvantaged people in Coventry and Nuneaton improve their personal, basic and employability skills and lead them into education or employment. The programme was designed for 16 to 18 year old NEETs, with a special focus on young people with additional barriers such as:

- teenage parents;
- young carers;
- drug and alcohol users;
- young people with health issues or disabilities;
- young offenders; and
- people aged up to 24 with learning difficulties and disabilities.

399. The ultimate aim of the programme was to help motivate the participants and get them into employment or further training courses. They surpassed their targets in all areas:

- 145 young people received Participant Assessment Planning & Support (against a target of 124);
- 141 young people started on non-accredited programmes, greatly surpassing their target of 93; and
- 98 achieved non-accredited qualifications, more than double the target of 39.

Following the programme, 38 participants progressed onto further learning courses (against a target of 30) and 23 into employment (well beyond their target of 18).

400. Progression into Work was a joint ESF and Derbyshire County Council funded programme of employability and skills development for economically inactive people in Derbyshire, with a primary focus on those with learning disabilities. The 26-week programme was designed around the Essential Skills for

Work framework. It combined in-house accredited training with jobs clubs and workshops delivered across the region, and supported work experience placements in real work environments, to enable progression into paid employment. Throughout the programme, participants received one-to-one support and regular assessments from personal job trainers and assessment/placement coordinators to help them become ready for work in their chosen field.

401. The programme was promoted to day centres, local colleges and schools, employers and Jobcentre Plus disability employment advisers. It included:

- on-the-job coaching to help participants gain confidence and learn the job;
- work placements and work taster sessions to help participants decide what type of job would suit them;
- travel training, including learning new bus routes for travel-to-work placements, jobs or courses;
- City & Guilds Personal Progression into Work Entry 3 qualification;
- weekly jobs clubs and one-to-one activities delivering employability and job search skills; and
- workshops on topics such as interview techniques, confidence-building, and appropriate behaviours.

### **Innovative Activities**

402. Within Priority 2, the following dedicated innovative projects were delivered or completed during 2011.

### **Demographic Change**

403. 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**

404. The New Employer Engagement / DUAL System project that was led by the Liverpool Chamber of Commerce aimed to ensure that Merseyside employers took full advantage of training/vocational opportunities available in the region and helped make the training that was available more relevant to the needs of employers.

405. The project also led on some apprenticeships that were being delivered in Merseyside. One of the project partners, Liverpool Compact, an umbrella organisation for the City Council, contacted employers and arranged placements for young people in Merseyside SMEs. As a result of the very successful work with apprenticeships, Liverpool Chamber of Commerce has been selected as a provider for the National Apprentice Services. It is currently involved in setting up the criteria for the Standard Apprenticeship Accreditation for Employers.

406. The project has already influenced such decisions as Liverpool Chamber's bid to host Liverpool City Council's Apprenticeship Community Interest Company.

407. The aim of the Essex Apprentice project (run by Essex Council) was 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's key achievements included:

- support for 165 participants (exceeding the original target of 120);
- a new method of employer engagement through the development of an Apprenticeship Training Agency model with Essex County Council, acting as the "employer" and apprentices rotated around a number of engineering companies so that they could learn a broad range of engineering skills; and
- engagement with engineering employers who had not taken on apprentices, or at least not in the last two years.

408. The successful elements of the Essex Apprentice project have now been mainstreamed into a new Essex Apprenticeships Programme which has 1,600 apprenticeship opportunities.

## **ICT and the Digital Divide**

409. The Creating E Business Champions project that was led by Castle College Nottingham, aimed to help participating SMEs to survive, compete and grow during the current downturn in the economy. It was meant to provide an innovative package of measures to support on-line based businesses. Other achievements included:

- The provision of an on-line and offline community for local SMEs to share experiences, solutions and best practice.
- SMEs were provided with bespoke eBusiness plans. These plans discussed the strength of the company's online presence as well as target areas where the company can improve.

410. All activities in the project were suspended due to the difficulties relating to the level of match funding and the Castle College's lack of capacity. The final claim for project activity was submitted in November 2011. Any activity will be minimal staff costs for completion of A13 action points and preparation of the Project Closure Report. The project end date is March 2012. The project had a participant target of 200. By the time the project closed, 122 participants had been helped.

### **Skills for Climate Change**

411. 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 local employers needs. 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 72 participants ( the original target was 300).

412. The Skills for Climate Change project, run by Newham College in East London aimed 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 were 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.

413. The learning tools that have been developed consist of toolbox talks that raise awareness and up skill both the existing workforce and those new to the industry. These toolboxes have been developed as short courses which can be

delivered in 'on-the-job' work environment in bite sized chunks. They have also been developed as e-learning, offering a flexible and interactive approach to learning. The 'Waste Management' toolbox learning tools are currently being piloted by the employer and by a training provider operating at the Olympic Athlete's Village in Stratford.

414. The project is piloting its learning tools with the Federation of Master Builders which is running a Green Builder Scheme for sustainable homes in the capital. The intention is to roll this pilot out nationally if it successful once the project has come to an end in July 2012.

415. 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.

416. Activity encompasses three principal areas

- environmental skills
- renewable energies
- energy efficiency and recycling

417. Impact Housing has partnered with Cumbria Action for Sustainability to carry out another broad set of activities ranging from awareness raising in energy efficiency among planners and architects, through to provision of training for local people in energy efficiency technologies.

418. Lakes College, West Cumbria, delivers training to construction and plumbing companies in the installation of renewable energies such as solar voltaic cells, domestic heat pumps and solar thermal hot water systems. The project has also hosted events to increase awareness on the benefits of biomass in the hope to stimulate greater demand for this renewable.

419. Impact Housing managed four recycling centres across Cumbria, as part of the GreenWays to Work project, ESF has been used to:

- provide training for volunteers and those on work placements. A bespoke Level 1 qualification has been developed, accrediting the learning achieved while working at the recycling centres;



- develop a Level 2 qualification which extends and accredits the knowledge of those working at the recycling centres;
- deliver Train the Trainer courses to staff at each recycling site in order that the training can continue after the life of the ESF contract.

420. The project has helped train 1261 participants (the project's original target was 300).

421. 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.

422. One of the key achievements of the project has 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 is due to finish on 31 December 2012 and has so far trained 283 participants (the final target is 940).

423. The Eco Advantage project run by Medway Council 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.

424. The project helped 474 participants (the original target was 740).

## **Social Enterprise**

425. The Social Enterprise Leadership Partnership led by Cosmic aimed to provide leadership training opportunities for managers and owners working in social enterprises in the South West. Project objectives included: developing 24 'advanced leaders' for South West social enterprises; linking leadership skills to a new quality standard for Social Enterprises; and disseminating good practice, including meeting the needs of women and ethnic minority communities. The project helped 25 participants from under-represented groups learn social enterprise leadership skills through its Pioneer Programme (the original target was 24). Other achievements included the following:

- the development of the first Level 5 qualification specifically in Social Enterprise Leadership, designed and delivered by practitioners in partnership with Plymouth University; and
- the development of innovative learning / e-learning materials geared to meeting the needs of social enterprise managers.

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

426. All innovative projects which started in summer 2009 include an element of transnational or inter-regional co-operation with at least one other Member State. This may involve joint development of new approaches, as well as sharing or transferring good practice between Member States.

## **Cross-financing mechanism**

427. 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**

428. 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**

429. Priority 3 does not have indicators.

### **Analysis**

430. 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**

431. A total of £90.1 million of ESF Technical Assistance (TA) in the competitiveness and employment objective has been committed to date. This represents around 80% of the 2007-2013 allocation. By the end of 2011 expenditure had increased to £55.8 million. This represents significant progress during 2011. 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**

432. 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	Definition		2007	2008	2009	2010	2011	2012	2013	2014	2015	Total
<b>4.1 Total number of participants</b>												
		<b>Achievement</b>	221	5,869	17,885	19,432	5,216	0	0	0	0	48,623
		<b>Target</b>										24,500
		<b>Baseline</b>	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>											0
		<b>Achievement</b>	3	1,542	8,476	9,937	3,111	0	0	0	0	23,069
		<b>Target</b>										10,200
		<b>Baseline</b>	10,000	0	0	0	0	0	0	0	0	
	<b>(b) Proportion of unemployed participants (aged over 19) in Priority 4.</b>											
		<b>Achievement</b>	1 %	26 %	47 %	51 %	60 %	0 %	0 %	0 %	0 %	47 %
		<b>Target</b>										42 %
		<b>Baseline</b>	3 %	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>											
		<b>Achievement</b>	1	3,361	4,979	3,562	919	0	0	0	0	12,822

		<b>Target</b>										8,400
		<b>Baseline</b>	65,000	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 %	18 %	0 %	0 %	0 %	0 %	26 %
		<b>Target</b>										34 %
		<b>Baseline</b>	22 %	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	3,525	4,217	1,083	0	0	0	0	9,979
		<b>Target</b>										4,900
		<b>Baseline</b>	3,775	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 %	21 %	0 %	0 %	0 %	0 %	21 %
		<b>Target</b>										20 %
		<b>Baseline</b>	5 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	
<b>4.5 Participants with disabilities or health conditions</b>												
		<b>Achievement</b>	11 %	45 %	55 %	52 %	27 %	0 %	0 %	0 %	0 %	50 %
		<b>Target</b>										27 %
		<b>Baseline</b>	23 %	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 %	0 %	0 %	0 %	0 %	18 %
		<b>Target</b>										30 %
		<b>Baseline</b>	42 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	
<b>4.8 Participants from ethnic minorities</b>												
		<b>Achievement</b>	0 %	2 %	2 %	2 %	2 %	0 %	0 %	0 %	0 %	2 %
		<b>Target</b>										1 %
		<b>Baseline</b>	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	
<b>4.9 Female participants</b>												
		<b>Achievement</b>	31 %	44 %	41 %	44 %	40 %	0 %	0 %	0 %	0 %	42 %
		<b>Target</b>										51 %
		<b>Baseline</b>	51 %	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	382	1,890	2,600	1,089	0	0	0	0	5,978
		<b>Target</b>										5,900
		<b>Baseline</b>	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 %	16 %	0 %	0 %	0 %	0 %	18 %
		<b>Target</b>										24 %
		<b>Baseline</b>	18 %	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	3,275	1,113	0	0	0	0	7,789
	<b>Target</b>										2,200
	<b>Baseline</b>	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 %	77 %	86 %	89 %	100 %	0 %	0 %	0 %	0 %	89 %
	<b>Target</b>										45 %
	<b>Baseline</b>	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 %	16 %	0 %	0 %	0 %	0 %	19 %
<b>4.17 % Economically inactive participants in work on leaving</b>											
	<b>Achievement</b>	0 %	27 %	20 %	25 %	14 %	0 %	0 %	0 %	0 %	21 %
<b>4.19 % Participants with disabilities or health conditions in work on leaving</b>											
	<b>Achievement</b>	20 %	15 %	15 %	17 %	12 %	0 %	0 %	0 %	0 %	15 %
<b>4.23 % Participants aged 50 or over in work on leaving</b>											
	<b>Achievement</b>	0 %	21 %	25 %	27 %	15 %	0 %	0 %	0 %	0 %	23 %
<b>4.25 % Ethnic minority participants in work on leaving</b>											

		<b>Achievement</b>	0 %	10 %	6 %	10 %	14 %	0 %	0 %	0 %	0 %	10 %
<b>4.27 % Female participants in work on leaving</b>												
		<b>Achievement</b>	20 %	17 %	16 %	18 %	17 %	0 %	0 %	0 %	0 %	17 %
<b>4.29 % Participants who gained basic skills</b>												
		<b>Achievement</b>	0 %	4 %	1 %	2 %	3 %	0 %	0 %	0 %	0 %	2 %
<b>4.30 % Participants who gained qualifications</b>												
		<b>Achievement</b>	2 %	2 %	7 %	5 %	11 %	0 %	0 %	0 %	0 %	7 %

Note: The above table does not include data on the status of Next Steps participants on leaving ESF. Results data (numbers and percentages) will be updated when this information becomes available from the Skills Funding Agency.

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

Indicator	Definition		2007	2008	2009	2010	2011	2012	2013	2014	2015	Total	
<b>4.1 Total number of participants</b>													
		<b>Achievement</b>	221	5,869	13,471	13,674	5,216	0	0	0	0	38,451	
		<b>Target</b>										24,500	
		<b>Baseline</b>	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>		0										



	<b>Achievement</b>	3	1,542	5,519	5,777	3,111	0	0	0	0	15,952
	<b>Target</b>										10,200
	<b>Baseline</b>	10,000	0	0	0	0	0	0	0	0	
<b>(b) Proportion of unemployed participants (aged over 19) in Priority 4.</b>											
	<b>Achievement</b>	1 %	26 %	41 %	42 %	60 %	0 %	0 %	0 %	0 %	41 %
	<b>Target</b>										42 %
	<b>Baseline</b>	3 %	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>											
	<b>Achievement</b>	1	3,361	4,646	3,195	919	0	0	0	0	12,122
	<b>Target</b>										8,400
	<b>Baseline</b>	65,000	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 %	34 %	23 %	18 %	0 %	0 %	0 %	0 %	32 %
	<b>Target</b>										34 %
	<b>Baseline</b>	22 %	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	3,212	3,820	1,083	0	0	0	0	9,269
	<b>Target</b>										4,900
	<b>Baseline</b>	3,775	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 %	21 %	0 %	0 %	0 %	0 %	24 %
		<b>Target</b>										20 %
		<b>Baseline</b>	5 %	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 %	0 %	0 %	0 %	0 %	39 %
		<b>Target</b>										27 %
		<b>Baseline</b>	23 %	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 %	0 %	0 %	0 %	0 %	19 %
		<b>Target</b>										30 %
		<b>Baseline</b>	42 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	
<b>4.8 Participants from ethnic minorities</b>												
		<b>Achievement</b>	0 %	2 %	2 %	2 %	2 %	0 %	0 %	0 %	0 %	2 %
		<b>Target</b>										1 %
		<b>Baseline</b>	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	
<b>4.9 Female participants</b>												
		<b>Achievement</b>	31 %	44 %	41 %	44 %	40 %	0 %	0 %	0 %	0 %	42 %
		<b>Target</b>										51 %
		<b>Baseline</b>	51 %	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	382	1,890	2,600	1,089	0	0	0	0	5,978
	<b>Target</b>										5,900
	<b>Baseline</b>	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 %	16 %	0 %	0 %	0 %	0 %	18 %
	<b>Target</b>										24 %
	<b>Baseline</b>	18 %	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	3,275	1,113	0	0	0	0	7,789
	<b>Target</b>										2,200
	<b>Baseline</b>	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 %	77 %	86 %	89 %	100 %	0 %	0 %	0 %	0 %	89 %
	<b>Target</b>										45 %
	<b>Baseline</b>	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 %	16 %	0 %	0 %	0 %	0 %	19 %
<b>4.17 % Economically inactive participants in work on leaving</b>											

		<b>Achievement</b>	0 %	27 %	20 %	25 %	14 %	0 %	0 %	0 %	0 %	21 %
<b>4.19 % Participants with disabilities or health conditions in work on leaving</b>												
		<b>Achievement</b>	20 %	15 %	15 %	17 %	12 %	0 %	0 %	0 %	0 %	15 %
<b>4.23 % Participants aged 50 or over in work on leaving</b>												
		<b>Achievement</b>	0 %	21 %	25 %	27 %	15 %	0 %	0 %	0 %	0 %	23 %
<b>4.25 % Ethnic minority participants in work on leaving</b>												
		<b>Achievement</b>	0 %	10 %	6 %	10 %	14 %	0 %	0 %	0 %	0 %	10 %
<b>4.27 % Female participants in work on leaving</b>												
		<b>Achievement</b>	20 %	17 %	16 %	18 %	17 %	0 %	0 %	0 %	0 %	17 %
<b>4.29 % Participants who gained basic skills</b>												
		<b>Achievement</b>	0 %	4 %	1 %	2 %	3 %	0 %	0 %	0 %	0 %	2 %
<b>4.30 % Participants who gained qualifications</b>												
		<b>Achievement</b>	2 %	2 %	7 %	5 %	11 %	0 %	0 %	0 %	0 %	7 %

Note – Indicators 4.6, 4.11, 4.12, 4.14, 4.18, 4.20, 4.21, 4.22, 4.24, 4.26, 4.28 are being collected through the Second Cohort survey in 2012-2013

Figure 11:  
Priority 4 Targets

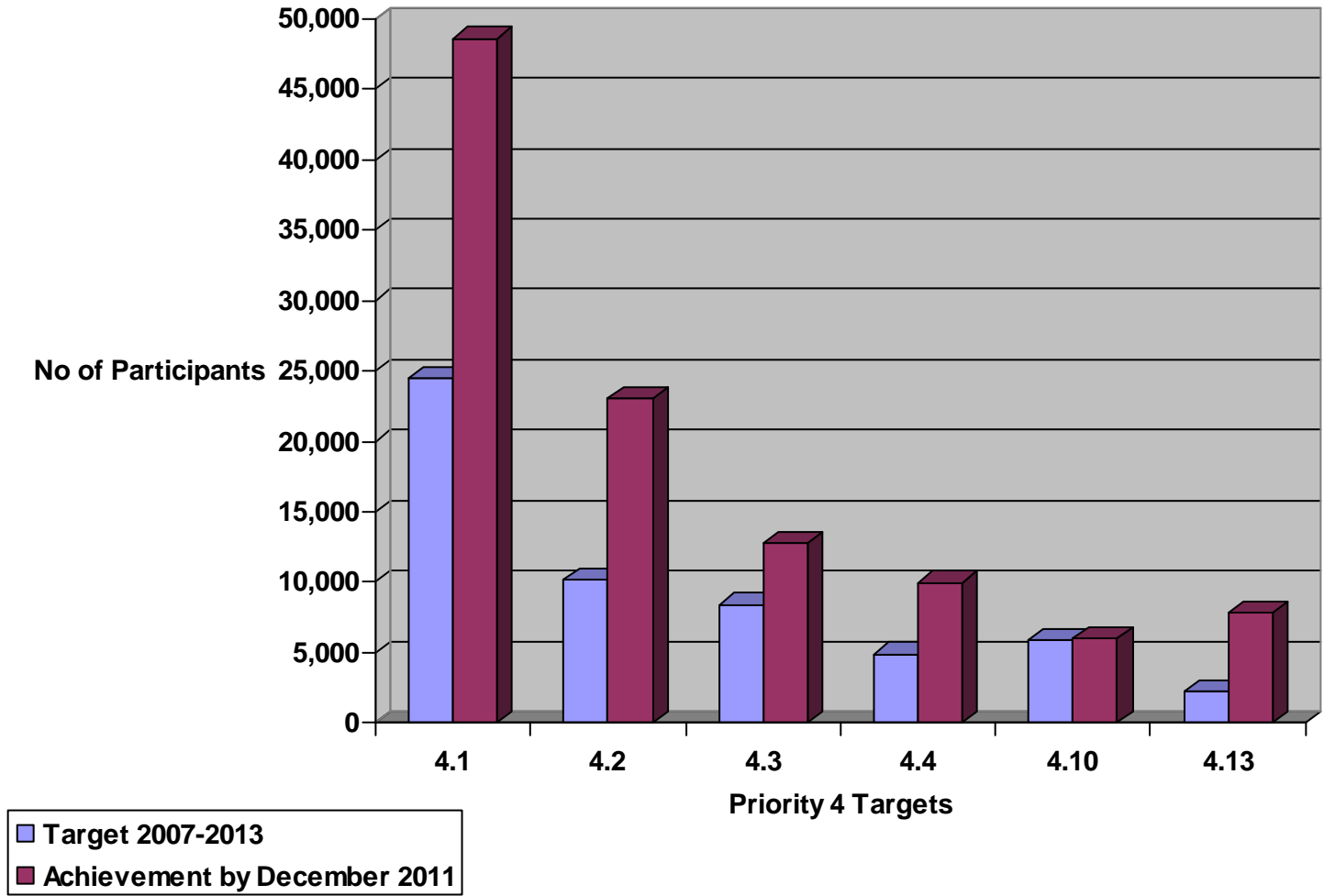
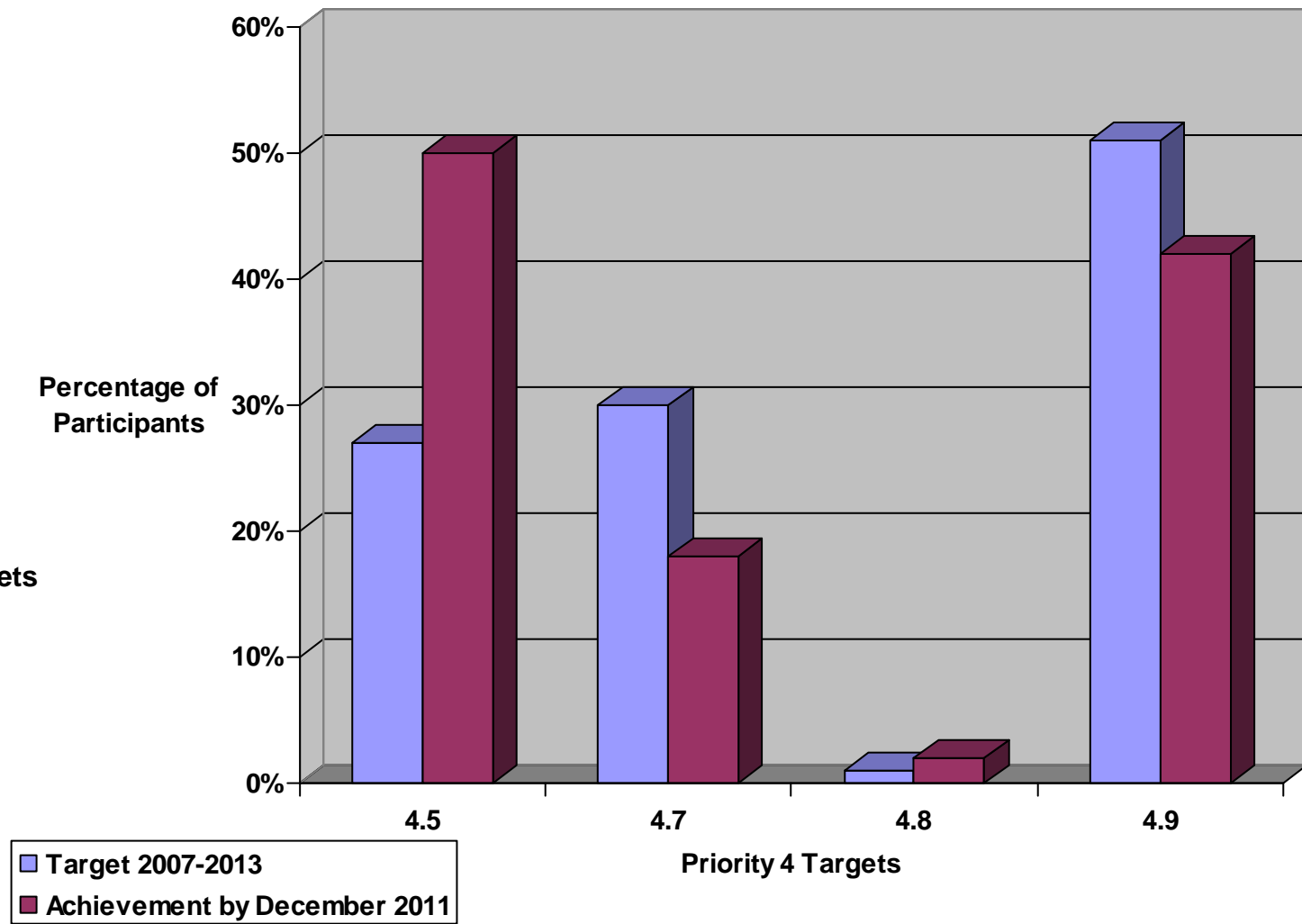


Figure 12:  
Priority 4 Equality Targets





## Assistance by target group

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

### Priority 4 Tackling barriers to employment

	Total starts in year	Female starts in year	Total completers in year	Female completers in year
<b>Total number of participants</b>	5,216	2,096	6,882	3,051
<b>Employed (including self employed)</b>	103	76	329	234
Self employed <sup>15</sup>	1	1	16	12
<b>Unemployed (including long term unemployed)</b>	3,111	1,087	3,341	1,255
of which Long Term Unemployed	852	356	984	469
<b>Inactive (including those in education &amp; training)</b>	2,002	933	3,212	1,562
of which in education or training	104	35	93	38
<b>Young people (15-24 years)</b>	2,156	822	2,728	1,214
<b>Older people (55-64 years)</b>	416	176	547	238
<b>Minorities</b>	98	55	110	55
<b>Migrants <sup>16</sup></b>	0	00	0	
<b>Disabled</b>	1,399	566	2,338	1,004
<b>Other disadvantaged people</b>	1,275	603	1,713	874
<b>Primary or lower secondary education (ISCED 1 and 2)</b>	744	250	847	333
<b>Upper secondary education (ISCED 3)</b>	1,981	865	2,343	1,209
<b>Tertiary education (ISCED 5 and 6)</b>	200	121	271	176

<sup>15</sup> Estimate from Cohort Survey

<sup>16</sup> Estimate from Cohort Survey



## **Analysis**

434. In 2011 there were 5,200 participants in Priority 4. This takes the total to 38,500, substantially exceeded the target of 24,500. There were 3,100 unemployed, 900 economically inactive and 1,100 who were 14-19 year old NEETs. The total participation targets for each of these groups have been exceeded.

435. The proportion of Priority 4 participants with a disability or health condition has fallen from 36% in 2010 to 27% in 2011, mirroring the fall in the proportion of economically inactive. However the overall proportion of 39% is still well above the target level.

436. The proportions of other target groups have remained at similar levels: participants from ethnic minorities continue to exceed their targets, while over 50s and females are well below their targets.

437. The total proportion of leavers in employment continues to be at a lower rate than expected (16% in 2011 against a target of 24%) but has now exceeded the target for volumes of 5,900. The proportion of 14-19 year old NEETs moving into Employment, Education or Training in 2011 is 100%.

### **Priority 4 and Next Step**

438. Inclusion of Next Step increases Priority 4 volumes by over 25%, from 38,500 to 48,600. As with Priority 1, the majority (7,100) are unemployed. There are also 700 economically inactive and 700 14-19 NEETs. There is no information on leavers into employment for Next Step participants (but see paragraph 53).

439. 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 39% to 50%. For the other equality groups, including Next Step participants in Priority 4 has little or no impact. The proportion of over 50s decreases from 19% to 18% whilst ethnic minorities remain at 2% and females at 42%.

## **Financial**

440. Cumulative expenditure in 2011 increased in Priority 4 with over €14m being spent by beneficiaries on Priority 4 activity. This increase in spend contributed significantly to the achievement of the Convergence 2011 N+2 target. However 'in year' expenditure for 2011 was less than in 2010, 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 45.7% to the end of December 2011.

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

441. 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**

442. Gender equality is embedded within all Priority 4 projects. In 2011, 42 % 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.

443. DWP ESF provision in Priority 4 has aimed to attract more women in order to meet the female participation rate target that has been set for the Priority. Women's participation has been actively promoted through local women's networks and children centres. Examples of activity that support the participation and progress of women in Priority 4 include:

- access to expertise on childcare, including childcare 'tasters';
- bespoke support for victims of domestic violence;
- access to additional funds for workless parents to help them overcome barriers to employment;
- access to family support, e.g. family-centred planning; and
- post-employment support to aid the retention of women in employment.

444. The Skills Funding Agency has used ESF priority 4 funding to support and extend the duration of the Young Mums Will Achieve project. A third cohort of participants was recruited in 2011. The project aims to engage with young mothers who are NEET and help them return to education and training. The project has a

strong multi-agency approach. (It won the ESF Equal Opportunities Mainstreaming Leader Award in 2010.)

## **Migrants**

445. 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. All DWP provision is tailored to meet individual needs and this approach enables individual migrants to be helped in the most appropriate way.

## **Ethnic Minorities**

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

447. 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**

448. Other disadvantaged groups, including disabled people are also targeted by Priority 4. ESF providers offer a wide range of support for disabled participants. In 2011, 39% of participants were disabled, which includes people with learning difficulties and disabilities.

449. The Cornwall Life Recycle project supported disadvantaged unemployed people to achieve their goals; in most cases this was to build a bike for them to take away and use to keep fit and get about more. The key success factor was the one-to-one support provided to the participants, so that they could learn quickly and benefit from the project. Cornwall Life Recycle's aim was to improve the lives of everyone who attended. By having transport of their own, it allowed them to get out more and meet new people. The project has had 19 starts. 14 participants have entered voluntary work and one has gone into employment.

450. Cornwall Works for Learning Disabilities (CWLD) was a three year project led by Cornwall Council. It was co-financed by DWP and had a Priority 4 budget of £1,499,441. CWLD provided a support programme that placed people with conditions such as Asperger's syndrome, autism and cerebral palsy into work placements and paid employment following a period of job matching and work-based training. The project worked with over 30 employers across Cornwall.

451. 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**

452. 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**

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

### **Community Grants**

454. The Cornwall Development Company is administering the Community Grants programme on behalf of the Skills Funding Agency. 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. This is the second phase of the ESF Community Grants project, which the Cornwall Development Company is administering on behalf of the Skills Funding Agency. The first half was very successful, with the contract being fulfilled. The second phase started on the 1 October 2011 and is due to end in December 2012. Uptake of Community Grants is much higher than anticipated, and means that the programme is currently running ahead of profile.

- Applications for grants received = 37
- Number of grants awarded = 37
- Average value of grants awarded = £10,892

### **Cross-financing mechanism**

453. The cross-financing mechanism with ERDF was not used in Priority 4 in 2010.

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

454. 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	Definition	2007	2008	2009	2010	2011	2012	2013	2014	2015	Total
<b>5.1 Total number of participants</b>											
	<b>Achievement</b>	913	7,292	23,313	25,620	12,030	0	0	0	0	69,168
	<b>Target</b>										50,200
	<b>Baseline</b>	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>										
		0									
	<b>Achievement</b>	185	846	2,121	2,096	672	0	0	0	0	5,920
	<b>Target</b>										18,200
	<b>Baseline</b>	0	0	0	0		0	0	0	0	
	<b>(b) Proportion of Priority 5 participants without basic skills.</b>										
	<b>Achievement</b>	20 %	12 %	9 %	8 %	6 %	0 %	0 %	0 %	0 %	9 %
	<b>Target</b>										36 %
	<b>Baseline</b>	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	2,338	5,887	5,155	2,171	0	0	0	0	15,965
	<b>Target</b>										18,200
	<b>Baseline</b>	63,000	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 %	25 %	20 %	18 %	0 %	0 %	0 %	0 %	23 %
	<b>Target</b>										36 %
	<b>Baseline</b>	28 %	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	1,825	5,244	5,099	1,956	0	0	0	0	14,404
	<b>Target</b>										5,400
	<b>Baseline</b>	116,000	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 %	0 %	0 %	0 %	0 %	21 %
	<b>Target</b>										11 %
	<b>Baseline</b>	51 %	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	800	3,824	4,148	2,105	0	0	0	0	10,903
	<b>Target</b>										3,800
	<b>Baseline</b>	184,000	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 %	17 %	0 %	0 %	0 %	0 %	16 %
	<b>Target</b>										8 %
	<b>Baseline</b>	81 %	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>	3	64	184	35	11	0	0	0	0	297
	<b>Target</b>										800
	<b>Baseline</b>	0	0	0	0		0	0	0	0	
<b>5.7 Graduates placed within SMEs</b>											
	<b>Number of graduate placements.</b>										
		0									
	<b>Achievement</b>	0	75	428	348	180	0	0	0	0	1,031
	<b>Target</b>										1,100
	<b>Baseline</b>	0	0	0	0		0	0	0	0	
<b>5.8 Participants with disabilities or health conditions</b>											
		0									
	<b>Achievement</b>	8 %	9 %	9 %	10 %	10 %	0 %	0 %	0 %	0 %	10 %
	<b>Target</b>										17 %
	<b>Baseline</b>	15 %	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 %	0 %	0 %	0 %	0 %	19 %
	<b>Target</b>										22 %



		<b>Baseline</b>	25 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	
<b>5.10 Participants from ethnic minorities</b>												
		<b>Achievement</b>	2 %	2 %	2 %	3 %	2 %	0 %	0 %	0 %	0 %	2 %
		<b>Target</b>										1 %
		<b>Baseline</b>	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	
<b>5.11 Female participants</b>												
		<b>Achievement</b>	32 %	48 %	55 %	53 %	53 %	0 %	0 %	0 %	0 %	53 %
		<b>Target</b>										51 %
		<b>Baseline</b>	47 %	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	1,240	2,434	1,941	0	0	0	0	5,826
		<b>Target</b>										8,200
		<b>Baseline</b>	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 %	0 %	0 %	0 %	0 %	100 %
		<b>Target</b>										45 %
		<b>Baseline</b>	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	2,653	4,176	1,567	0	0	0	0	8,931
		<b>Target</b>										7,300

		<b>Baseline</b>	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 %	46 %	40 %	0 %	0 %	0 %	0 %	42 %
		<b>Target</b>										40 %
		<b>Baseline</b>	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	932	1,647	1,029	0	0	0	0	3,731
		<b>Target</b>										1,600
		<b>Baseline</b>	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 %	26 %	37 %	0 %	0 %	0 %	0 %	27 %
		<b>Target</b>										30 %
		<b>Baseline</b>	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	321	173	0	0	0	0	633
		<b>Target</b>										760
		<b>Baseline</b>	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 %	7 %	7 %	0 %	0 %	0 %	0 %	6 %
		<b>Target</b>										20 %
		<b>Baseline</b>	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	120	99	0	0	0	0	0	219
	<b>Target</b>										120
	<b>Baseline</b>	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 %	94 %	85 %	0 %	0 %	0 %	0 %	0 %	85 %
	<b>Target</b>										15 %
	<b>Baseline</b>	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	14	61	122	169	0	0	0	0	369
	<b>Target</b>										830
	<b>Baseline</b>	0	0	0	0		0	0	0	0	
<b>(b) Proportion of graduates placed within SMEs who gain employment.</b>											
	<b>Achievement</b>	0 %	56 %	29 %	35 %	55 %	0 %	0 %	0 %	0 %	41 %
	<b>Target</b>										75 %
	<b>Baseline</b>	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	
<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 %	0 %	0 %	0 %	0 %	0 %
<b>5.21 % Participants (without level 3 qualifications) who gained units or modules of level 3</b>											

<b>qualifications</b>												
		<b>Achievement</b>	0 %	1 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %
<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 %	3 %	0 %	0 %	0 %	0 %	2 %
<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 %
<b>5.24 % Female participants who gained basic skills</b>												
		<b>Achievement</b>	0 %	100 %	100 %	100 %	100 %	0 %	0 %	0 %	0 %	100 %
<b>5.25 % Female participants who gained level 2 qualifications</b>												
		<b>Achievement</b>	100 %	30 %	39 %	53 %	42 %	0 %	0 %	0 %	0 %	45 %
<b>5.26 % Female participants who gained level 3 qualifications</b>												
		<b>Achievement</b>	56 %	18 %	23 %	27 %	39 %	0 %	0 %	0 %	0 %	28 %
<b>5.27 % Female participants who gained level 4 and above qualifications</b>												
		<b>Achievement</b>	0 %	0 %	8 %	10 %	11 %	0 %	0 %	0 %	0 %	9 %
<b>5.28 % Female participants who gained units or modules of qualifications</b>												

		<b>Achievement</b>	0 %	0 %	0 %	0 %	1 %	0 %	0 %	0 %	0 %	0 %
<b>5.29 % Participants with disabilities or health conditions who gained basic skills</b>												
		<b>Achievement</b>	0 %	12 %	7 %	10 %	15 %	0 %	0 %	0 %	0 %	10 %
<b>5.30 % Participants with disabilities or health condition who gained qualifications</b>												
		<b>Achievement</b>	89 %	14 %	19 %	19 %	17 %	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 %	0 %	0 %	0 %	0 %	0 %	0 %
<b>5.32 % Participants aged 50 or over who gained basic skills</b>												
		<b>Achievement</b>	0 %	5 %	6 %	7 %	13 %	0 %	0 %	0 %	0 %	8 %
<b>5.33 % Participants aged 50 or over who gained qualifications</b>												
		<b>Achievement</b>	100 %	14 %	16 %	24 %	21 %	0 %	0 %	0 %	0 %	21 %
<b>5.34 % Participants aged 50 or over who gained units or modules of qualifications</b>												
		<b>Achievement</b>	0 %	0 %	0 %	0 %	1 %	0 %	0 %	0 %	0 %	0 %
<b>5.35 % Ethnic minority participants who gained basic skills</b>												
		<b>Achievement</b>	0 %	12 %	4 %	6 %	13 %	0 %	0 %	0 %	0 %	7 %

<b>5.36 % Ethnic minority participants who gained qualifications</b>														
		<b>Achievement</b>	100 %	14 %	17 %	24 %	27 %	0 %	0 %	0 %	0 %	22 %		
<b>5.37 % Ethnic minority participants who gained units or modules of qualifications</b>														
		<b>Achievement</b>	0 %	0 %	0 %	0 %	1 %	0 %	0 %	0 %	0 %	0 %		

**Note: Indicators 5.18 and 5.19, are being collected through the Second Cohort survey in 2012 -2013**

Figure 13: Priority 5 Targets

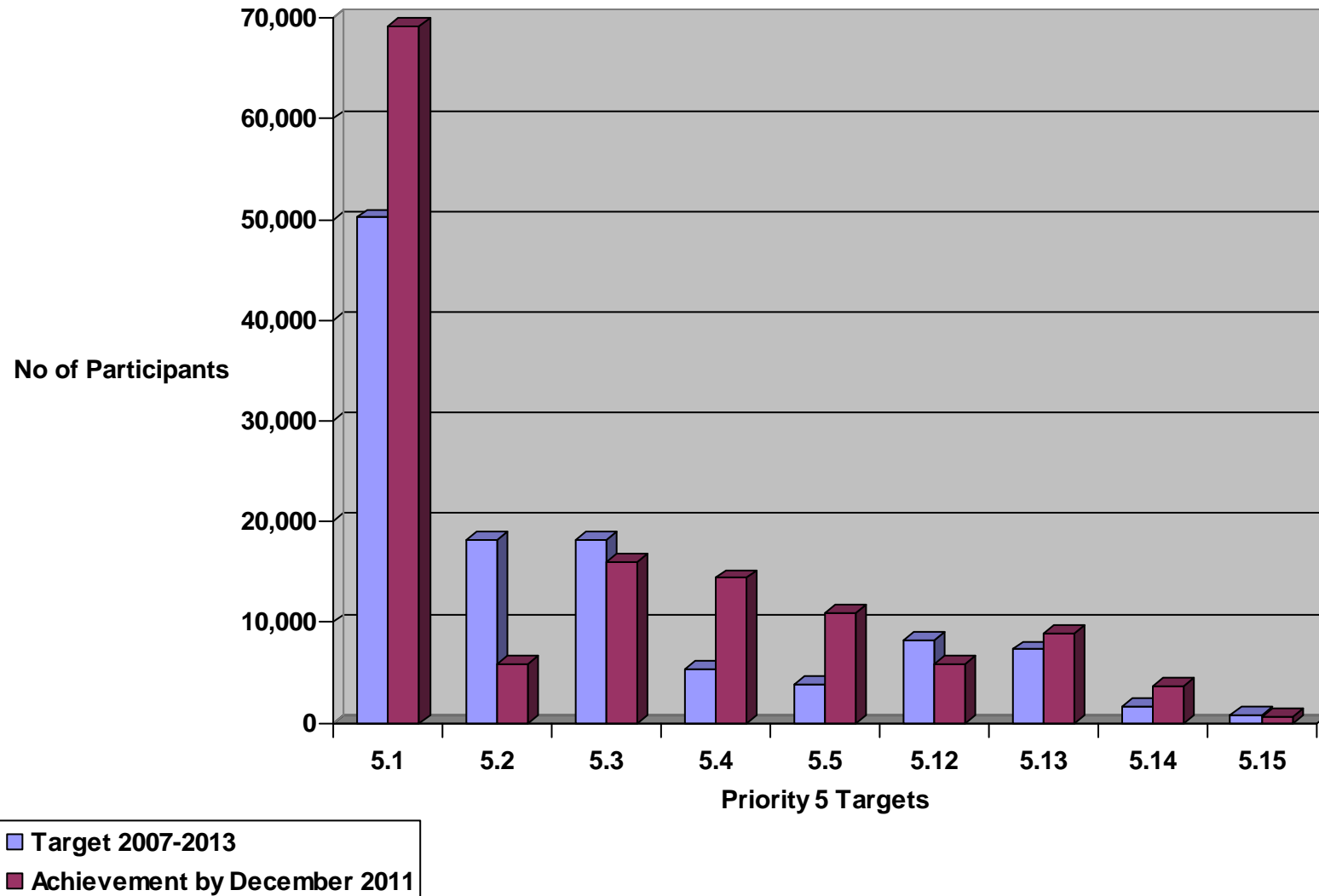
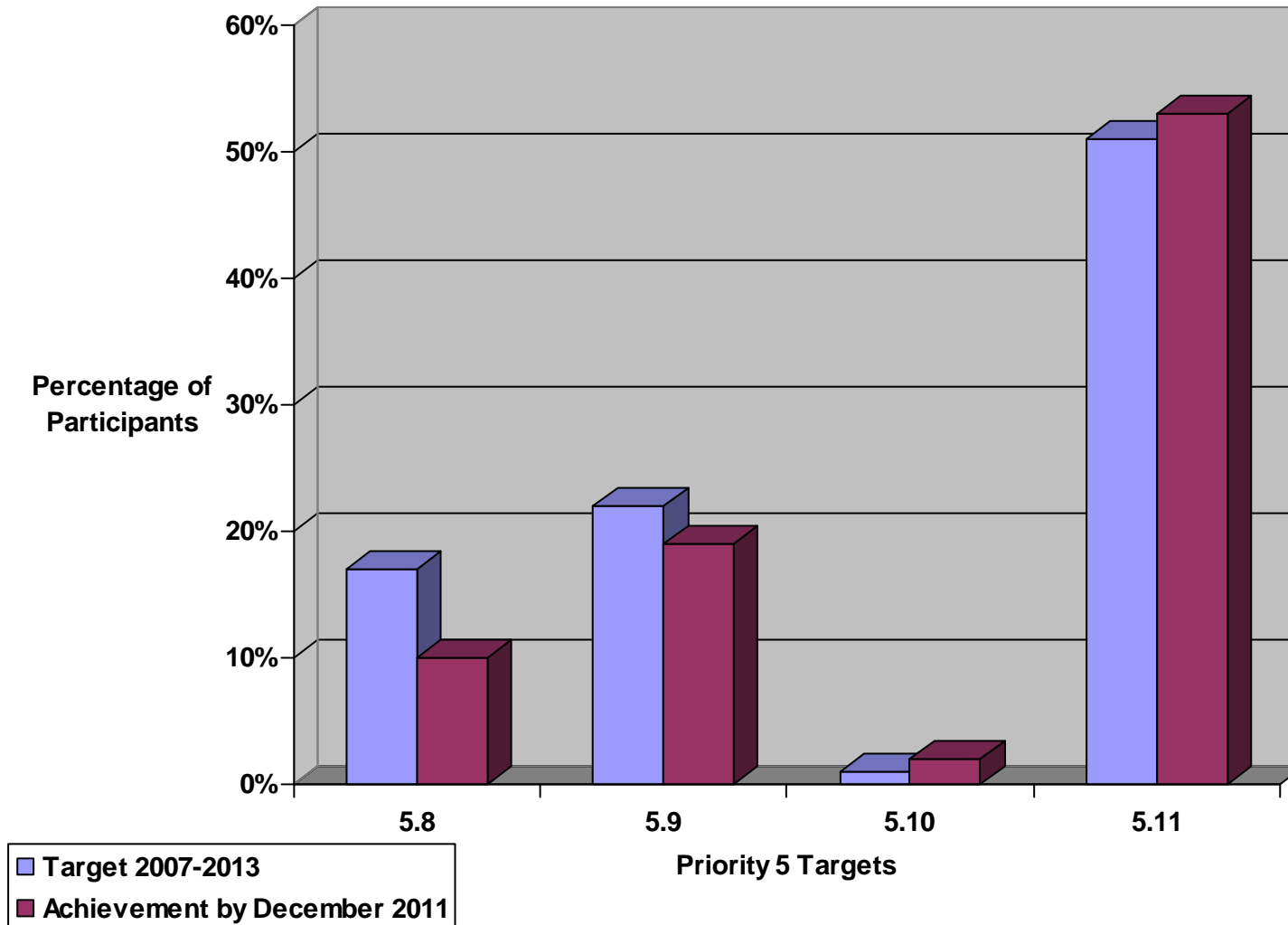


Figure 14: Priority 5 Equality Targets





## Assistance by target group

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

### Priority 5 Improving the skills of the local workforce

	Total starts in year	Female starts in year	Total completers in year	Female completers in year
<b>Total number of participants</b>	12,030	6,384	14,905	8,280
<b>Employed (including self employed)</b>	10,543	5,856	13,098	7,207
<b>Self employed <sup>17</sup></b>	1,371	761	1,834	1,009
<b>Unemployed (including long term unemployed)</b>	1,368	492	1,611	582
<b>of which Long Term Unemployed</b>	253	101	311	133
<b>Inactive (including those in education &amp; training)</b>	119	36	196	64
<b>of which in education or training</b>	34	14	38	17
<b>Young people (15-24 years)</b>	2,131	1,022	3,065	1,385
<b>Older people (55-64 years)</b>	1,083	544	1,361	675
<b>Minorities</b>	234	129	339	188
<b>Migrants <sup>18</sup></b>	0	00	0	
<b>Disabled</b>	1,209	609	1,459	752
<b>Other disadvantaged people</b>	551	239	880	322
<b>Primary or lower secondary education (ISCED 1 and 2)</b>	841	362	1,339	510
<b>Upper secondary education (ISCED 3)</b>	6,063	3,097	7,939	4,051
<b>Tertiary education (ISCED 5 and 6)</b>	3,726	2,315	4,151	2,656

<sup>17</sup> Estimate from Cohort Survey

<sup>18</sup> Estimate from Cohort Survey

## Analysis

456. In 2011 there were 12,000 participants in Priority 5, taking the total to 69,000, well above the 50,200 target for 2007-13.

457. The proportions of all priority 5 participants without basic skills and without level 2 qualifications have continued to decline, and in 2011 stood at 6% and 18% respectively. Both have a target of 36%.

458. In 2011 the proportion of participants without level 3 qualifications was 16% and without level 4 qualifications was 17%, both well above their target levels.

459. In terms of target groups:

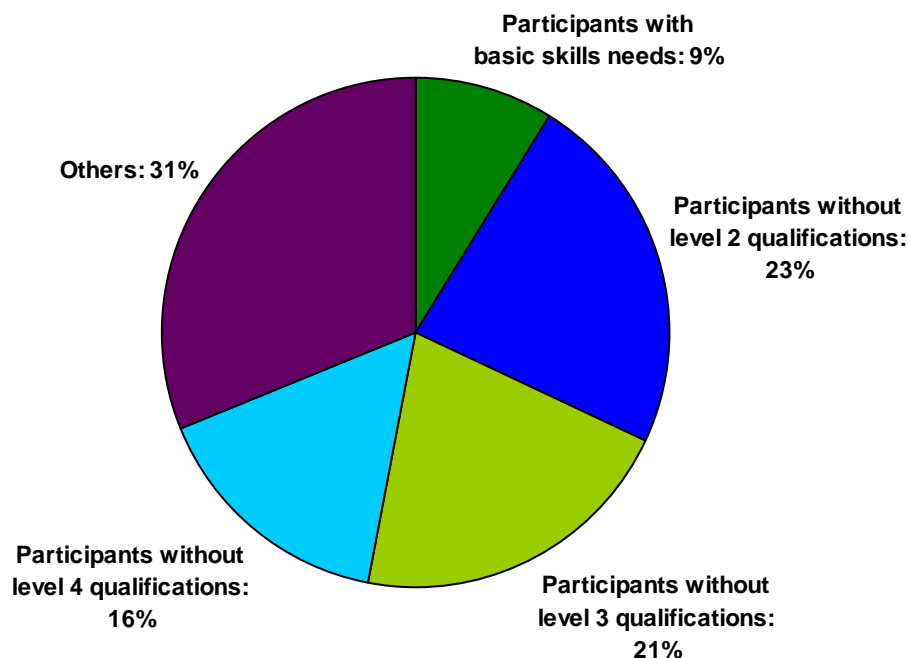
- The proportion of participants recorded with a disability or health condition remains at 10%, well below the target level of 17%. One reason for the low proportion in Priority 5 compared with Priority 4 could be because employed participants are not declaring disabilities, which would suggest this is a disclosure rather than an underperformance issue. The Skills Funding Agency is continuing to address this issue through its procurement and provider support processes. For females the proportion remains at 53%, compared with a target of 51%.
- The proportion of those aged 50 and over is 19%, close to the target of 22%, and from an ethnic minority is 2%, compared with a target of 1%.

460. In terms of outcomes:

- In 2011 the number of Priority 5 participants who gained basic skills was 1,900, increasing the total to 5,800 against a target of 8,200. The overall ratio of participants who gained basic skills to those without basic skills to is 100%.
- The number of participants who gained level 2 was 1,600 in 2011, leaving the total well above the 2007-2013 target of 7,300. The level 2 ratio now stands at 42%, slightly higher than the 40% target.
- The number of participants who gained level 3 was 1,000 in 2011, bringing the total for 2007-2013 to 3,700, more than twice the target. The level 3 ratio increased to 37% in 2011, bringing the total, at 27%, closer to the target of 30%.

461. The chart below shows the breakdown of participants:

### Figure 15: Priority 5 Participants



### Higher Education and Higher Level Skills

462. Convergence operates an HE programme which involves a number of Universities and Colleges in collaboration. To ensure that this collaboration is effective in moving HE provision in Cornwall forward the CUC was set up as a partnership of the HE delivery partners. The Partnership support team and its activity are supported through technical assistance and they work to ensure the cohesiveness of the unique contributions each HEI in the partnership brings to the overall Higher Education offer in Cornwall.

463. The team supports the strategic management of all CUC ESF projects through single representation at the ESF Co Funders Steering Group and membership of all the projects' Management Groups. It informs the CUC Executive Group, facilitating that Group's responsibilities as the strategic management group for all the CUC ESF projects and it also facilitates the role of Executive to ensure integration of ESF and ERDF projects by reporting project opportunities/issues across both funding strands in a single report to CUC Executive each six weekly meeting. The partnership support team drive publicity on work being achieved in all ESF projects in newsletters, by inclusion of case studies in the its CUC annual reports (2009/2010/20111) and on its web site at [www.CUC.ac.uk](http://www.CUC.ac.uk).

464. During the first half of the programme CUC managed five ESF directly funded projects. These projects are all drawing their activities to a close now, with results that are proving them to have been worthwhile. Details are set out below:

- Research Project - This project has overall aims of supporting the expansion of opportunities for individuals to access and undertake Level 5 training and research in Cornwall, linked to the Cornish Economy and to

maximise the benefit of the research programme to the Cornish Economy by developing research that supports the development of a Knowledge Economy and facilitates the transfer of knowledge, skills and expertise between the CUC and businesses. This first phase of the project has performed excellently against profile with expenditure, outputs and results progressing ahead of profile. The second phase of the programme commenced in late 2011 and has already almost completed recruitment to the 40 planned PHD collaborative projects with businesses. (37 recruited). Along with some early starting post graduate masters courses there have already been a total of at least 53 post graduate starters in this current phase.

- Placements Project -This project seeks to find employment, through placement schemes, for graduates at all levels throughout the CUC partner institutions. Since its commencement in September 2007, over 850 graduates have been helped through Unlocking Cornish Potential which is the brand for CUC's graduate placement scheme and which is tailored to the needs of local SMEs. The first phase of this project demonstrated great success with the output target of 768 business placements being comfortably exceeded. The 850 achieved placements include 330 Post Graduate Placements, 477 UCP Graduate Placement and 43 Graduate Startup Businesses supported. The second phase of the project commenced in mid 2011 and has made a strong start against a target of 550 placements by September 2014, with 9 Post Graduate placements undertaken, 164 offers of funding for graduate placement activity made, 89 placements underway and 38 currently in recruitment..
- Enterprise Project -This project employs a dedicated Enterprise Project Manager (EPM) with substantial academic experience, credibility and a strong interest in Enterprise & Entrepreneurship education to oversee programme activities. The project aims are to work closely with employers to ensure that Entrepreneurship and Enterprise programmes meet existing and emergent industry requirements, to develop the enterprise knowledge and skills of new teachers and the serving teaching workforce and to develop new Entrepreneurship and Enterprise activities suitable for HE students/ programmes of study. The enterprise project manager works across all the CUC partner institutions to promote good Entrepreneurship and Enterprise practice. Project management information for the first phase of this project at October 2011 showed significant progress and great success in this project with 94% of outputs but 256% of results achieved. The second phase of the project was finalised contractually in July 2011 and progress is being made on project delivery.
- HE for Business Project - Through this project CUC partners explored innovative ways to embed enterprise and entrepreneurship in the curriculum. Initiatives included the introduction of business skills in teacher training, increased involvement from business in course delivery, and the development of an Enterprise & Entrepreneurship module for inclusion in foundation Degrees and as a standalone short course. The initial phase of the project is substantially complete except for financial claims with

partners having delivered 566 out of the required 525 participants without a Level 4 qualification engagements (108% of target) with 176 participants gaining a full Level 4 qualification against the 150 results required of the project (117% of target). Additionally the project has delivered 332 level 4 module starts and 192 people achieving a level 4 module creditation. The latter are not output or result requirements of the project but represent substantial additional achievement. The project is therefore demonstrating considerable success. Further activity phases in the nature of this project are being taken forward within the second phase of the Enterprise Programme.

- Widening Participation Project -This project adds value to the existing Widening Participation activities that seek to engage with people who would otherwise find the prospect of undertaking Higher Education to be too daunting for any of a number of reasons. The project provides information, advice and guidance as a first step, a facilitator of progression into higher education. The project provides the additional resource of an officer to coordinate the WP efforts to motivate individuals to participate in higher level skills. It works through coordination of activities and supplementing high quality information, advice and guidance (IAG) to raise awareness of the opportunities and benefits of participation in HE. It also co-ordinates relationships with external agencies such as Union Learn to help raise awareness of the benefits of HE amongst employers and the workforce and Cornwall Neighbourhoods for Change (CN4C) to help raise awareness of the benefits of HE amongst hard-to-access communities across Cornwall. The project is a catalyst in a very important piece of preparation for some people for HE. The first phase of the project sought to initially engage with 279 people and it has achieved 85% of this target and has delivered the activity to secure the remaining 80 starts. A refreshed, new phase of this activity under the project title of “raising aspirations” was finalised in August 2011 and the first project management meeting, exploring the responsibilities of delivery partners took place on 02 November 2011.

## **Financial**

465. Cumulative expenditure in Priority 5 increased in 2011 with over €27m 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 2011 N+2 target. However ‘in year’ expenditure in 2011 is less than in 2010, 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. The spend against profile figure for Priority 5 was 39.4% as at the end of December 2011 lower than that for Priority 4.

## **ESF Regulation Article 10 Information**

466. 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**

467. 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 2011, 53% of Priority 5 participants were female.

468. 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.

469. 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. By August 2011, over 300 participants had achieved a skills for life accredited qualification

470. The Skills Funding Agency has used Priority 5 funds to support the Empowering Smart Women project which is delivered by Truro and Penwith College. The project has helped over 200 women enhance their management careers and entrepreneurial skills by offering a tailor-made programme of high level qualifications, personal skills development, peer networking and a professional mentoring programme which is designed to empower motivated women to reach their potential.

## **Migrants**

471. 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**

472. In 2011, 2% 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**

473. 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.

474. The Skills Funding Agency have used Priority 5 funding to help support the ACE2 project which helps to support young people who are NEET, or at risk of becoming NEET, back into school and college by developing a suite of on line learning resources designed to attract, motivate and re-engage. The ACE2 Moodle site has been developed by the Learning Partnership for Cornwall and the Isles of Scilly. The aim is to develop online learning materials to re-engage young people who are not in education, employment or training (NEET) and at risk, and to make them available through Moodle and Virtual Learning Environment (VLE) to all schools and colleges in the area. Two-day training workshops are held for tutors across a range of curriculum areas, led by one of the two experienced IT consultants employed by the project, who also have a background of working with the target group. Feedback from Workshop attendees and schools has been very positive.

## **Innovative Activities**

### **Demographic Change**

475. 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.

476. The project 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 62 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.

### **Skills for Climate Change**

477. The Clear About Carbon project, which is due to finish in March 2013, aims 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.

478. The project achieved a number of key milestones during 2011 including:

- delivering a workshop at the Cabinet Office workshop with 11 departments and executive agencies present, e.g. Ministry of Defence; Home Office; DWP; Cabinet Office; Government Communications Headquarters;
- delivering 'train the trainer' workshops in March 2011;
- beta testing of e-learning resources undertaken in June 2011;
- second stage testing of e-learning materials in July/August 2011;
- running a training workshop for private sector representatives in July 2011;
- launching e-learning in September 2011;
- running the 'carbon matters' dissemination event in October 2011; and
- delivering the future farming event in November 2011.



479. The 'Clear About Carbon' project won the 2011 ESF Mainstreaming Leaders Award (specialist project) for sustainable development – which was presented to the project at the World Skills Event in London's Docklands on 7 October 2011.

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

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

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

481. The cross-financing mechanism with ERDF was not used in the Priority 5 in 2011.

#### **Joint social partner activities**

482. 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.

483. Ring-fenced funding for social partners, social enterprises, Community Interest Companies (CICs) – has enabled them to contribute to delivering the priorities and outcomes of the broader ESF programme. Support was given in the form of capacity building, which included training, networking measures, strengthening the dialogue and activities jointly undertaken.

484. To date, the Skills Funding Agency has targeted £2.4 million for one specific capacity building project and paid £2.3 million. The Co-financing Plan gives a commitment of £2 million for social partner support in each of the two phases of delivery. Funds for social partner delivery will feature in future Co-financing projects for 2011-13.

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

485. 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

486. Priority 6 does not have any indicators.

#### **Analysis**

487. The qualitative analysis of Priority 6 is provided in section 6 on technical assistance.

#### **Financial**

488. So far £3.0 million (68%) of the £4.4 million available for Technical Assistance in 2007-2013 has been committed and expenditure stood at £0.8 million by the end of 2011. As the technical assistance projects started from 2008, expenditure is expected to increase significantly in future years.

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

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

# 4 ESF Programmes: Coherence and Concentration

## European Employment Strategy

490. 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	Priorities 2 and 5 add value to activities to: ease and diversify access for all to training; respond to new occupational needs, key competencies and future skill requirements. [Codes 64 and 74] Priorities 1 and 4 support activities to reduce the number of young people not in education, employment or training. [Code 71]
10. Promoting social inclusion and combating poverty	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. [Codes 66 and 71]

## Employment Recommendations to the UK

491. The programme's actions also contribute to the implementation of the EU Employment Recommendations to the UK. The 2011 recommendations relevant to ESF were:

- a. Take steps by 2012 to ensure that a higher share of young people enter the labour market with adequate skills and to improve the employability of 18 to 24-year-olds who left education or training without qualifications. Address skill shortages by increasing the numbers attaining intermediate skills, in line with labour market needs.
- b. Take measures, within current budgetary plans, to reduce the number of workless households by targeting those who are inactive because of caring responsibilities, including lone parents.

492. The programme is helping to address the first recommendation by Priority 1 and 4 action to tackle barriers to work and improve employment opportunities for young people, especially those who are NEET, and by Priority 2 and 5 action to develop workforce skills, especially activities at Level 3.

493. 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”

494. 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 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.

495. 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

496. 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.

497. 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

498. 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 and exclusion.	Priorities 1 and 4 improve the employability and skills of people who are unemployed or inactive, including people at a disadvantage in the labour market.  Priorities 2 and 5 target people who lack basic skills and who have no or low qualifications.  [Codes 62, 66 and 71]
(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.	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.
Adequate and sustainable pensions	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.  [Code 67]
Accessible, high-quality and sustainable healthcare and long-term	This objective is not relevant to the ESF programme. However, Priorities 1 and 4 support activities to help

care	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.  [Codes 62 and 71]
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## National Social Report

499. 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.

500. 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.

501. 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

502. 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.

503. 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 ERDF/CF Programmes: Major Projects (If Applicable)

Not applicable.

## 6 Technical Assistance

504. 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.

505. 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.

506. 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.

507. 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 whilst the rest 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.

508. 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. 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.

## Overview and assessment

509. 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:

### **ESFD IT Systems Development**

510. 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:

- 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;
- 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.

511. The INES system went live in April 2010 and was rolled out to applicants. There was just one INES release in 2011; INES Stage 3 implemented on 2 September 2011. Functionality 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
- Fixing of a number Stage 2 bugs.

## **ESFD Article 13**

512. The TA was used to provide extra support to the Managing Authority by providing an extra A13 Contract Delivery Manager and an Article 13 Co-ordinator. These posts supported the following elements:

- monitoring visits to CFOs and their subcontracted providers to perform verification activities in line with the Article 13 Strategy and Delivery Plans. This involved the documentation of monitoring visits and the follow up of any actions arising from the visits.
- administrative functions associated with article 13 verification activities.
- providing Article 13 management information to the Managing Authority, Certifying Authority, Audit Authority, national and regional ESF monitoring committees and European Commission.

The project finished in February 2011.

## **The Age and Employment Network**

513. Age and Employment Network (TAEN) has provided support to ESF providers and stakeholders by sharing good practice and ideas on how best to re-engage older people back into employment and help older workers enhance their skills and qualifications. It has also provided a series of seminars, workshops and a stand-alone good practice guide aimed at ESF providers and stakeholders. In 2010 the 50+ Works' website has been developed as a best practice tool for DWP Prime Contractors and their sub-contract organisations. The aim of the product remains to raise awareness of the older jobseeker client group, providing useful information, signposting and links plus print-outs and support modules aimed specifically at those people working on the front-line of provider organisations.

## **Third Sector Employment Network**

514. This project, funded TSEN represents to represent the third sector. A new project was approved (see below) when TSEN merged with NCVO. Activities included (still carried out in NCVO project):

- attendance at sub committees ITM, Gender Equal and Equal Opps and Evaluation and National PMCs;
- exchange of info with third sector partners;
- monthly board meetings;
- continuing to update national database
- publicising widely ESF funded provision available across England using TSEN and partner websites and newsletters;
- compiling an ESF directory of provision;
- working in partnership with new partners, in addition to existing TSEN members.

The project ended in August 2011.

## **National Council for Voluntary Organisations TA**

515. This project aims to ensure the provision of useful advice to civil society organisations and an opportunity to share key needs of the sector with government representatives. The project team will work constructively with Co-Financing Organisations to identify the needs of civil society in delivering the programme. The project will aim 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.

## **Tribal ESF Works**

516. 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.

517. 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. It's 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.

518. During 2011 a series of updates and additional content was added to the website, including:

- 39 in depth ESF project case studies and 110 short reviews (many focusing on specific themes);
- 12 new thematic pages covering topics such as Big Society, Families and Households and Engaging Employers;
- twelve workshops were held with practitioners and policy makers (six jointly with the Innovation Transnationality and Mainstreaming unit) each generating new content;
- policy interviews with European Commissioner László Andor and new Head of ESF Division Angus Gray on ESF 2014-2020 were filmed and published on the site - along with other interviews with policy makers and practitioners;
- a new about ESF works section.

519. Tribal (which runs the project) actively promoted the website through a range of on and offline publicity measures, including attendance at conferences such as Welfare to Work at the end of June and World Skills London 2011 and weekly email circulations. 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 May 2012 @ESFWorks has 724 followers and has tweeted 1320 times (5 tweets per day on average). 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 in May 2012 has 54 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 enhances the feeling of 'community' around ESF-Works. It currently has 53 "Likes" (May 2012).

## **Innovation, Transnationality and Mainstreaming Unit**

520. Birmingham City Council (BCC) hosts 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 provides 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.

The ITMU also disseminate information from the EU to relevant projects and networks, and participate in relevant EU meetings.

## **ESF Evaluation**

521. All evaluation activity is agreed with the Evaluation Sub committee. Evaluation reports produced so far are:

- Cohort Study, Waves 1 and 2 - £984,211
- Cohort Survey Wave 3 - £150,000
- Regional ESF Frameworks - £74,015
- Gender Equality and Equal Opportunities - £138,817
- ESF Support for In Work Training - £189,464
- Evaluation of ESF Information and Publicity - £30,041
- Priority 1 and 4 Employment and Young People NEET provision - £150,000
- ESF Sustainable Development and Green Jobs - £50,000

522. Current evaluations include:

- 2012 ESF Cohort Survey - £800,000
- Evaluation of ESF P1 and 4: Extending employment to adults and young people in the second half of the programme - £124,725
- Evaluation of Innovation, Transnationality and Mainstreaming Projects - £50,000
- Troubled Families scoping report - £20,000

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

## **NIACE Adult Learners Week**

523. Each May, the National Institute of Adult Continuing Education (NIACE) delivers Adult Learners' Week, 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. 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. Adult Learners' Week provides 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.

524. In 2011 (ALW's 20th anniversary) the celebration took place on 14-20 May. There were three national and nine regional ESF award winners who received wide publicity. The national ceremony on Monday 16 May was hosted by the TV presenter, Philippa Forrester and there were key note speeches by John Hayes, MP and Vince Cable, MP. The three national ESF award winners were presented with their certificates by Peter Stub Jorgensen, European Social Fund Director, European Commission.

525. MA and CFO colleagues across the country selected and helped publicise regional Adult Learners' Week 2011 ESF individual winners, whose achievements were celebrated at regional ceremonies. Details of all the ESF winners can be found on the [Adult Learners' Week website](#). A wide range of supporting publicity measures included:

- a. the issue of press releases and some useful media engagement through radio, TV and press coverage of the initiative and award winners.
- b. ESF content including some brief case studies featuring in ALW publications targeted at lifelong learning stakeholders and the general public
- c. 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.
- d. References to ESF at national level events run by NIACE throughout the Week.

526. The ALW TA project has been extended to August 2015 to enable continued publicity for ESF activities and achievements to a wide audience as part of this national skills showcase initiative.



## **National Offender Management**

527. The NOMS TA programme is split into several 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 and Sustainable Development. Achievements have been made against all these elements including transition meetings across the country, accreditation of Belief in Change Programme and social enterprise contract awards for the unpaid work and sustainable development sub-strands.

## **Welfare Influencing and Lobbying Learning Opportunities and Work (WILLOW) – Crisis**

528. The WILLOW project delivers a programme of activity to influence the government's welfare reform agenda. The project will give 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 will also enhance 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.

## **Skills Funding Agency TA**

529. The project funds 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. It also convenes executive groups, focussing on management, implementation and risk within the ESF programme. 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.

## **World Skills TA**

530. This project, which finished in February 2012, provided an added dimension to the WorldSkills London 2011 events and formed the core of the 2011 ESF annual major information activity. In brief, some of the main project information and publicity activities included:

- 55 ESF exhibitors showcasing their activities and achievements to thousands of visitors (predominantly young people – including NEETs) within an ESF pavilion located in the “Make it Happen” exhibition zone. This included the use of an engaging ESF MA/ESF-Works exhibition stand and the distribution of ESF promotional flyers and some other materials. [The event as a whole attracted around 200,000 visitors].

- prominent promotion of the ESF logo and messages at the opening and closing ceremonies at the O2 arena, which each attracted a large UK and international audience.
- displaying the ESF logo on signage around the ExCeL centre and on some event related communications. A brief supporting ESF message was also included where possible.
- two ESF conference seminars on Friday 7 October 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 London and local/regional events including skills festivals which offered 'have a go' activities. A number of ESF partners took part in these activities targeted at a wide range of public audiences.

More detailed information on this TA project is in the Information and Publicity Section under 'Major information activity'.

## **ESFD Publicity TA**

531. Publicity related TA activity is described in Section 7

## **TA at regional and local level**

532. 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.

## **East of England**

533. A total of six TA funded projects were running in the East during 2011. A few projects were extended but no new projects were approved in 2011.

534. **Engage and Enable** - Third Sector Capacity Building project for the delivery of learning and skills, which continues the work of an earlier application providing support for the Voluntary and Community Sector in supporting work to develop the capacity of the third sector to respond effectively to public sector commissioning for the provision of learning and skills in the East of England. This project has supported the development of county focussed consortia consisting of 568 members and has issued 17 training bursaries to employees of member organisations. The project ended in October 2011.

535. **GO-East/EEDA Joint publicity contract** -Its aim was to raise awareness of EU structural funds programmes in the East of England, create a positive perception of the benefits of European funding to the region, keep partners, stakeholders UK government and the European Commission informed of the progress of funding delivery, ensure that information reaches the target audiences at the right time and via the most appropriate means and position the programmes as proactive and effective in ensuring that the benefits of European funding within the region are maximised. The project funded the Creating Futures cross-programme celebration event which took place on Wednesday 20 October 2010 at the Maltings, Ely, Cambridgeshire. The event included six award categories:

- Low Carbon Innovation
- Environmental Excellence
- Skills for Life
- Community Impact
- Personal Transformation
- Sharing Best Practice

The project finished in February 2011 due to GO-Network and RDA closure.

536. **The LACE Language & Culture for Employment project** -This project is responding to the increasing number of enquires from employers, business support organisations and the public sector with support for language & culture, in particular where these needs can be met by the ESF programme. The project seeks to address the confusion that employers and employees have expressed when confronted with a variety of language and culture funds and programmes.

537. **The Cambridgeshire Employer Forum project** - This project has set up an employer's forum to prepare for the upturn in the economy. The forum will both influence the skills agenda and contribute to skills gaps and shortages analysis, making employers aware of ESF programmes available and encouraging take up of workforce development opportunities in the sub-region. The project finished in December 2011.

538. **The Shaping Norfolk's Future ESF** - This project is collating evidence regarding the supply and demand of industry skills, from existing local, regional and national research and is establishing a series of sector based business focus groups for the purposes of identifying and solving skills gaps in Norfolk's workforce.

539. **Business in the Community – The Right Step** -The largest live project in value is the Right Step project which has created an integrated employers network across the East of England to enable more offenders and ex-offenders to get jobs. It is building capacity amongst private and public sector to enable effective working between employers and prison/ probation areas beyond the life of the project and aims to contact 1,000 employers, actively engaging with at least 25% of these.

## East Midlands

540. There was one TA project running in the East Midlands during 2011, providing advice and support on ESF to the Further Education sector-EMFEC- The EMFEC Technical Assistance project supported the delivery of ESF funds in the region through its Further Education Sector network. This was by providing information, advice and guidance and by encouraging partnership working both between colleges and with private training providers and the VCS sector. EMFEC delivered activity in 2011 in line with the project bid. The project delivered network events with external speakers, college partnership meetings, conducted consultation exercises and issued regular ESF updates to members.

541. The ESF mid-programme conference was held at the EMFEC conference centre on 18 February 2011. This was delivered in conjunction with all of the region's CFOs, the ITMU and was opened by the head of Managing Authority. It celebrated the achievements of the first half of the programme and raised awareness of the priorities for the second half. 83 delegates attended workshops showcasing multiple regional projects. A summary of evaluation feedback document was produced. The project ended in February 2011.

## Gibraltar

542. **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.

543. **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 Review, ESF Annual Events have been attended.

# London

544. Six TA projects were running in London during 2011 covering a range of activities :

- **London Directory of ESF Skills and Employment Services** -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. The project is due to end in December 2014. [www.esfdirectory.co.uk](http://www.esfdirectory.co.uk)
  
- **London Skills and Employment Observatory** -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 is due to end in March 2012. [www.lseo.org.uk](http://www.lseo.org.uk)
  
- **London Health Commission** -The health cross-cutting theme Technical Assistance project ended in March 2011 and achieved all of its agreed milestones. A performance management framework and guidance document was produced to support ESF providers to incorporate the health theme within the delivery of their projects. The documents are available to view on EPMU WebPages: <http://www.london.gov.uk/esf/cross-cutting-themes/health>.
  
- **Voluntary & Community Sector Development Scheme** -The Voluntary & Community Sector Development Scheme delivered by London Voluntary Sector Training Consortium (LVSTC) under Technical Assistance ceased delivery in November 2011. Following the London ESF Committee's agreement to extend the scheme by 5 months to 30th November 2011, the extended delivery plan was implemented with particular regard for various CFO tendering rounds, including the delayed launch of the ESF London Community Grants Programme in 5 Boroughs: Tower Hamlets, Enfield, Southwark, Lambeth & Croydon.

- **Support for London Boroughs** -The Support for London Boroughs project aims to ensure that all London boroughs are fully engaged in the ESF programme through various activities including targeted publicity, specialist advice during workshops and one to one meetings. Following the regional committee's agreement the decision was made to consolidate support for the ESF 2011-2013 programme for a further 3 months until 31<sup>st</sup> December 2011. This was mainly due to delays in the first year of project delivery caused by CFO procurement activity commencing later than expected. Project activity during 2011 has included an evaluation of all of the support, organising and facilitating a meeting for the South West cluster 14-19 teams to enable ongoing work in the borough, building partnerships and reducing duplication. The project closure phase has entailed ensuring all records are up to date, arrangements for archiving of old material and internal review of project and how future support can be delivered.
  
- **Green Mark** - The Green Mark project 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. Activity in 2011 has concentrated on directly marketing the support to ESF projects. This has worked well and GLE are now working with a number of organisations. Staff have attended a number of specialist events to increase knowledge of lighting and power requirements so that an increased number of practical suggestions can be offered to organisations. GLE have developed a suite of help-sheets to support organisations in a number of topics.

## North East

545. There was one TA project running in the North East during 2011, providing advice and support on ESF to the third sector, in order to tailor TA provision to activities where the CFOs were unable to support their providers or where non CFO organisations could demonstrate clear added value and complement support from CFOs.

546. **VONNE** -VONNE was the TA provider with activity in 2011, split across two separate contracts. Their earlier contract ended 31 March 2011 and involved hosting provider events to raise awareness of funding opportunities and to enable VCS organisations the opportunity to meet prime contractors to discuss potential sub-contracting opportunities. The current contract from 1 April 2011 has built upon this and has undertaken numerous one-to-one support seminars for VCS organisations with some now being registered with the Skills Funding Agency as approved providers and able to directly bid for new ESF procurement rounds. The regional Community Foundation organisation successfully gained the Community Grants SFA contract in May 2011 mainly due to these one-to-one activities and other support provided from these TA activities.

## North West and Merseyside

547. Three projects were in place with third sector organisations, one Merseyside based and two covered the rest of the North West region. These TA projects were mainly designed to develop the capacity of organisations operating within the third sector to enable them to access ESF funding:

- **Merseyside Network for Europe** - Merseyside Network for Europe project provided Sector Co-ordination services for the Third Sector on Merseyside from June 2010 to contract end in October 2011. It was 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 and information around the Quality Provider Frameworks and Invitations to Tender.
- **Liverpool Charity and Voluntary Services-** Liverpool Charity and Voluntary Services project covered the North West region. This was a capacity building project provided training advice and guidance for Third Sector organisations to bring them to the standards as required for tendering and delivery of ESF projects. The majority of the activity was delivered in 2010 and involved the following: management and delivery, quality, monitoring and evaluation, finance and governance modules that had 97 organisations attending. A further 20 organisations also received intensive one-to-one business assists that were designed to increase their readiness to undertake ESF funded work in the future. The project ended in March 2011.
- **North West Network** -The North West Network covered the North West region. The majority of the activity was delivered in 2010 and involved two main areas: DWP and SFA co-financing processes including tendering round support and activities under the Prime contracting; and the ESF Community Grants scheme

support with marketing and promotion where Grant Co-ordinating bodies meet to share best practice and discuss its progress. The project ended in March 2011.

## South East

548. The region had two TA projects running in 2011.

- **Regional Communications project** - The Skills Funding Agency project maintained support for communication and marketing activity aimed at maximising the visibility of ESF across the South East region. This was the last year of delivery on the project, following the government decision to close the Government Office Network. This project continued to :
  - raise public awareness of the role of ESF in supporting domestic employment and skills policies and programmes;
  - create consistency of messages and branding and increase access to information and advice and support;
  - provide external support as required to activities, in order to ensure a “professional” level of communications.
- This was achieved through the following activity:
  - Website - Maintenance of the regional website [www.esf2008-2011-se.org.uk](http://www.esf2008-2011-se.org.uk) which was updated monthly and gave details of each CFO tendering round, events and awards and linked to a synopsis of all ESF provision in the South East.
  - One of the events highlighted on the website was Worldskills 2011 held in London which was attended by South East region representatives.
  - Events – On 29 June 2011 ESF Co-Financing Organisations hosted a Celebration and Planning event at Gatwick. The aim of the day was two-fold: celebrating the achievements of South East ESF projects in 2008-2010; and looking ahead to adult and employer provision in 2011-2013. About 100 people attended, representing a wide range of ESF project providers in the South East, as well as Co-Financing Organisations. The keynote speaker was Peter Stub Jorgensen the Director of ESF in the European Commission.
  - Feedback indicated that the case studies portrayed in the event were very uplifting and inspiring, and the afternoon session explored how providers can work in partnership to deliver a coherent package of support for unemployed adults and employers.
  - The project ended in August 2011.



- **Involve South East** -The Involve South East TA project continued to provide support to the Third Sector. It had been a challenging year for its partner organisations, with many facing restructuring and redundancies in the adverse economic climate. Their ongoing work involved:
  - advice and guidance to the voluntary sector – including distance and face to face contact;
  - information – via regular e-news bulletins produced during the year keeping the sector up to date on developments; and
  - events – to promote new funding opportunities, policy developments and to help broker new delivery partnerships. A good example of their work with the sector related to activity around the changes in funding of learning and skills with the introduction of ACTOR by the Skills Funding Agency., including seminars and information on their website.
  - The project closed in December 2011.

## South West (excluding Cornwall)

549. In the South West, TA activity has been supported under five themes:

- Policy Development and Co-ordination
- Research, evaluation and promoting evidence based delivery
- Voluntary Sector Engagement
- Cross Cutting Themes
- Publicity and Communications

550. **The South West Employment and Skills Board ( SWESB)** -This is a Strategic Support Project which provides core support for employment and skills activities, including partnership working, information sharing and the development of initiatives to underpin ESF and cross Local Enterprise Partnership employment and skills priorities. The main outputs are a private, public and third sector partner Board; all partner Alliance meetings, ESF CFO collaboration, sector skills activity and various sub groups.

551. **The Marchmont Observatory's Skills ad Learning Module ( SLIM)** -This project is based at the University of Exeter is responsible for the Research, evaluation and promoting evidence based delivery theme of the strategy and deliver on the following tasks:

- working to promote a better understanding of local and regional labour markets;

- providing labour market data, intelligence and analysis to support the development of employment and skills priorities;
- helping South West stakeholders to keep up to date with changes in employment and skills policies and programmes;
- tracking and reporting on the performance of these employment and skills policies and programmes;
- driving awareness of what works, where and why; and
- identifying and encouraging the uptake of effective practice.

552. SLIM's work has paralleled the changes taking place in the sub regional governance and structures. Notably SLIM are increasingly supporting LEPs and Local Authorities with their labour market intelligence functions. However the focus of the work remains helping organisations involved in ESF strategy and delivery to gain an understanding of work and skills issues required for effective delivery of the Competitiveness programme in the South West. The SLIM website provides access to a very wide range of data and intelligence.

553. **The South West Forum (Voluntary Value Project)** -The Voluntary Value project works to provide the link between voluntary and community organisations (VCOs) working at the frontline on skills, employment and workless ness, and the regional policy-makers. Through the project, advice and information flow both ways, helping to update and guide VCOs on developments and decisions made by statutory bodies, but also ensuring that those bodies are kept aware of the latest developments on the ground within the voluntary and community sector. South West Forum is working with a VCO in each of the 11 sub regions to act as a focal point, who in turn works with VCOs in their area to send out information on ESF opportunities and Developments. The sub regional intelligence reports indicate that monthly bulletins are sent out to 1500 voluntary and community organisations.

554. The number of those VCOs engaged on skills, employment and workless ness that have a good awareness of ESF has increased to 2.7 (on a sliding scale of 1-5). VCOs' ability to access opportunities for ESF funding has also markedly increased to 2.7 on the sliding scale (1-5). The Community Learning, Employment and Skills Partnership (CLESP), launched in 2010, is focusing on increasing the effectiveness of VCOs to become delivery partners, as sub-contractors, in skills and learning. A Conference was held in partnership with the Employment and Skills Partnership on the 29<sup>th</sup> September 2011 to mark the end of the Voluntary Value project and to look at the changing landscape of skills and employment at national, regional and local levels, attracting key note speakers from the Skills Funding Agency, SW UK Brussels office, local authority and local organisations. Over 80 people attended the event.

# West Midlands

555. Technical Assistance in the West Midlands Region supported activity across five work streams or sub projects, managed as one contract which was held by the Skills Funding Agency. The themes were:

- a. Research
- b. Third Sector Support
- c. Partnership Working
- d. Publicity and PR
- e. Higher Education Institute Partnership Working

556. **Research** - The Research theme of the project was carried out by the West Midlands Regional Observatory which were part of Advantage West Midlands. TA funded Research and Development Staff costs at the WMRO. The research themes of the projects resulted in the production of a series of documents which were used to inform and support the forward strategy of the programme. These were:

- The Regional Skills Assessment
- The Rural Skills Assessment
- Evaluation of the Brokerage Service
- Regional Skills Framework Performance Indicators
- A Study of Older Workers in the Workplace.

557. All studies were completed by March 2010. Following that a final Impact Assessment called the 'Interim Evaluation of the ESF Programme' was completed through an external subcontract to EKOSGEN.

558. **Third sector support** --The Third Sector support theme was fully contracted through the West Midlands European Network. The budget allocation for this theme was £220,000 (including match). The core of the contract offered a diagnostic and developmental service to strengthen Third Sector expertise and facilitate delivery of ESF funded programmes. The activity was supported by £170,000 of LSC staff match costs by those staff working with the Third Sector. Activity focussed on events, organisational development plans and assessments. The last piece of work was dissemination information regarding funding expertise and consortium building by sub-regional providers, encouraging timely tendering for any Skills Funding Agency/ DWP bidding rounds. The contract ended in March 2011.

559. **Partnership Working** -A lead local authority from each sub-region took responsibility for this area of the project with funds being used to underpin staff costs for a post facilitating sub-regional partnership working. Due to delays in the procurement timeline, the Skills Funding Agency agreed to extend contracts to end of July 2011 in order that the local authorities could marry up their proposed activities with the revised procurement time frame. Regional Action West Midlands (Advantage

West Midlands) were funded for a post for capacity building and promotion of the ESF programme. All planned activity to facilitate and raise the profile of the programme took place.

560. **Publicity and Communication** -The budget allocation for the communication and publicity theme was £325,000 and activity was extended to the end of March 2010 to coincide with the end of the first half of the programme. This supported a dedicated PR team (Smarts RP Agency) who offered support and advice to projects to maximise the publicity for the West Midlands programme.

561. **Completion of the programme** -All project activities completed by March 2011 except one aspect of the work by the Local Authorities. The Local Authority partners were responsible for running workshops to publicise procurement rounds for the active ESF programme in 2011 and some of these workshops were delayed; this activity was completed by July 2011. The Skills Funding Agency commissioned a final evaluation of the programme from external consultants ECORYS. This was considered necessary as the structure of the partnership had changed significantly since inception and an external view on the effectiveness of the TA Programme was considered appropriate. The ECORYS consultants were briefed about the programme by SFA staff and they conducted telephone and/or face to face interviews with key strategic partners. The outcome of the evaluation has been captured in a comprehensive report 'Use and effectiveness of West Midlands Technical ESF'. The project finished in December 2011.

## Yorkshire and South Yorkshire

562. A total of four projects were awarded funding in 2011 - 2 projects operated in the Yorkshire and Humber Region and a further 2 in South Yorkshire:

- **Yorkshire Forward** -Yorkshire Forward had two projects covering Yorkshire and South Yorkshire and were designed to contribute to Programme Management strategy theme, undertaking activities such as:
  - develop capacity to gather robust and relevant intelligence to enable effective impact evaluation of the programme;
  - undertake programme level evaluation to strengthen capacity to identify the impact of the programme;
  - immediately undertake an evaluation of the existing ESF Strategic Framework as agreed by the regional committee and redraft it as required; and
  - develop practical approaches to the delivery of cross-cutting themes.

563. The projects succeeded in preparing an evaluation of the ESF regional framework, and a refreshed framework for the second part of the current programme.

They worked with strategic partnerships to ensure that the region could advance the strategic priorities for skills and employment development in the region. The projects published new and useful research on the state of the labour market, and supported all emerging LEPs to ensure they have access to resources, intelligence and were engaged with the Co-financing organisations. The projects finished early in November 2011.

- **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 CFO's 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.
  
- **South Yorkshire ESF Partnership Support Programme** -The South Yorkshire ESF Partnership Support Programme delivered significant benefits at district/ sub-regional levels. These included improved co-operation and enhanced capacity in relation to employment, skills and employer support at various levels across the sub-region. This helped to sustain and continue work initiated under the Progress Together model developed under the round of ESF contracts, and ensured valuable partnerships and relationships weren't lost. Contributions to district level strategies for employment and skills and their implementation were substantial. They delivered extensive capacity building and support to local providers, including the above and contributed greatly to networks, partnerships and consortia across the sub-region. Achievements included:
  - refreshed project structures in response to a changing macro-environment;
  - supported local strategic bodies through research, analysis, preparation of reports and provided data and labour market information; and
  - supported the development and implementation of major employment and skills initiatives including the Work Programme, and the ESF Support for Families Programme.

The project ended activity in December 2011.

# Convergence TA in Cornwall and the Isles of Scilly

564. The Convergence Objective has its own TA budget. The Convergence TA strategy takes account of the needs of Cornwall and the Isles of Scilly and the priorities in the Convergence ESF framework. The Convergence TA Strategy sets out five areas of activity:

- Monitoring and Evaluation
- Labour market information and analysis
- Cross Cutting Themes
- Voluntary sector and partner engagement
- Publicity and Communication

565. **Cornwall Voluntary Sector Forum** -The forum was supported through technical assistance to support the strategy set out in the Convergence framework to promote the inclusion of the third sector in ESF activity. CVSF is the strategic representative body for all Voluntary and Community Sector (VCS) organisations working in Cornwall and the Isles of Scilly. Working with sub-partner organisations on the project, CVSF has been engaging with the wider sector to ensure that VCS organisations are aware of the opportunities within the ESF Convergence programme. Furthermore, CVSF has been in discussion with key stakeholders within the third sector to develop an exit strategy so that the sector is prepared for the foreseeable end of the programme. Membership of the LMC, Convergence Management Group and ESF Steering Group has led to enhanced engagement at the local strategic level. Research, conducted under the project, has pointed the way forward to the work that needs to go on in the area of voluntary sector's skills needs.

566. **Convergence Partnership Office** - The remit of the Convergence Partnership Office is to provide publicity and communication activity for the work and activity carried out by partners engaged in ESF and ERDF activity. It provides a hub for communicating: information to encourage the provision of a broad spectrum of access to European programmes; highlighting their complementary and synergistic nature; and telling the story of the impact of this investment in the local community, for both people and businesses. Activity during 2011 included work with the media, the development of case studies and optimising content across a number of channels, including social and digital media – all brought together in the website [www.convergencecornwall.com](http://www.convergencecornwall.com). A full record of this is available from the Convergence Partnership Office.

567. **Combined Universities in Cornwall (CUC) Partnership** -Convergence operates an HE programme which involves a number of Universities and Colleges in collaboration. To ensure this collaboration is effective in moving HE provision in Cornwall forward the CUC was set up as a partnership of the HE delivery partners.

The Partnership support team and its activity are supported through TA and they work to ensure the cohesiveness of the unique contributions each HEI in the partnership brings to the overall Higher Education offer in Cornwall. The team supports the strategic management of all CUC ESF projects through single representation at the ESF Co Funders Steering Group and membership of all the projects' Management Groups. It informs the CUC Executive Group, facilitating that Group's responsibilities as the strategic management group for all the CUC ESF projects and it also facilitates the role of Executive to ensure integration of ESF and ERDF projects by reporting project opportunities/issues across both funding strands in a single report to CUC Executive each six weekly meeting. The partnership support team drive publicity on work being achieved in all ESF projects in newsletters, by inclusion of case studies in its CUC annual reports and on its web site at [www.CUC.ac.uk](http://www.CUC.ac.uk)

**568. The Cornwall Council 'Employment and Skills Development Team' -** This project supports the implementation and delivery of an Employment and Skills Development Team within Cornwall Council and Cornwall Development Company, in order to further the effectiveness of the Convergence Programme. The aim of the project is to meet an identified need concerning a lack of capacity, relevant knowledge and skills within the Council to drive the strategic direction of employment and skills delivery to meet the needs of Cornwall and the Isles of Scilly. It will also support capacity within Cornwall Development Company to help fulfil its role in effective delivery of skills and employment opportunities in Cornwall.

**569. Cornwall Works Employment and Skills –** Key outcomes of the Cornwall Works project will be: enabling more people to access ESF provision; increasing participation of key target groups; more people moving into work and gaining skills; clear progression strategies for Cornwall Works and for ESF delivery for workless individuals post Convergence; increased understanding of the pathways of support and interventions required to best support specific groups; increased range of examples at individual and project level for communications through the Convergence Partnership Office. A key activity to achieve these outcomes will be The Cornwall Works Hub providing a central resource for individuals, delivery partners, stakeholders and policy makers through a new website, helpline, access to experts (welfare to work, skills, 50+, families/child poverty, migrant workers) and pooled resources to develop new ways of working ([www.cornwallworks.org.uk](http://www.cornwallworks.org.uk))

# 7 Information and Publicity

## Managing Authority led publicity measures

570. 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.

571. 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.

572. 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 are being 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.

573. 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

574. 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.

575. 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.



576. Ongoing communications across the network include detailed e-bulletins (four in 2011) 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.

## 2011 Information and publicity priorities

577. There were three main information and publicity priorities to promote ESF in 2011:

- publicising the launch of CFO tendering rounds/approved projects investing in jobs and skills.
- improving the transparency of ESF funding, beneficiaries, activities and achievements.
- equipping, enabling and ensuring that providers and sub-contractors publicise ESF in line with their contracts, EU regulations and guidance/ resources available.

### Major information activity

"It was an amazing experience to support and represent the ESF at this world class and prestigious event. Seeing in action the skills of our international future work force was an honour and it was fantastic to see young people from schools take in what was I should imagine a life changing experience." **Anit Chatrath** - Communications Manager  
Sussex Downs College

578. The main publicity priority this year was publicising ESF at WorldSkills London 2011 (WSL) - the world's largest international skills competition. The event took place at ExCeL London between 5-8 October and:

- saw 1,000 competitors under 25 years old from over 50 countries/ regions compete in 46 separate skills competitions.
- attracted over 200,000 visitors who as well as watching the competitions were able to 'Have a Go' at dozens of new skills, meet employers, get independent advice and learn about career opportunities.
- was supported by local level 'Have a Go' events across the country that enabled young people from disadvantaged areas to try out skills and receive advice on learning and employment opportunities.

579. WSL 2011 provided a unique opportunity to promote the 2007-2013 England ESF programme to a wide audience - as part of a high profile, international and world class demonstration of excellence in skills and learning. This was secured

through a Skills Funding Agency led ESF TA project that also involved the national MA, ESF projects and other stakeholders undertaking a range of publicity measures across the London event - and in some cases at local events around the country. Without TA these unique publicity and promotion opportunities for ESF providers and ESF as a whole would not otherwise have existed. The main target groups were young people aged 14-25, the general public, and education and skills practitioners. In addition, the local level events offered some ESF beneficiaries and those eligible for ESF opportunities to access 'have a go' learning opportunities and advice on career/learning opportunities.

580. At the London event the main publicity measures included:

- 55 ESF exhibitors showcasing their activities and achievements to thousands of visitors within an ESF pavilion located in the "Make it Happen" exhibition zone, including around 50 ESF projects focusing on provision for disadvantaged young people. A number of national/ London ESF partners including Co-financing Organisations, the Greater London Authority European Programmes Management Unit and the MA/ESF-Works also exhibited. The ESF area attracted great interest from all visitors, including Ministers for Education and Employment and Boris Johnson and ESF promotional flyers materials were widely distributed. Many exhibitors received direct interest in their provision from the event visitors.
- ensuring the ESF logo and messages were promoted prominently at the opening and closing ceremonies at the O2 arena, which each attracted a large UK and international audience of up to 7,000 people. Keynote speakers included Nick Clegg, Deputy Prime Minister. The ESF logo and strapline was included in the publicity and programmes for both ceremonies, and both logo and strapline were displayed prominently on the backdrop of the main stage during both events. The contribution of ESF to the event was also mentioned by the chair of WorldSkills UK at the opening ceremony.
- displaying the ESF logo and some ESF messages on signage around the ExCeL centre.
- training some of the WSL volunteers and publicising ESF on their uniforms. The TA project was able to add value to the volunteering programme by funding specific training for 250 volunteers, 106 of whom successfully achieved a City and Guilds qualification in Event Volunteering. This included specific modules and support to enhance employability. All volunteer training materials included the ESF logo and information about the role of ESF programmes. Additionally, all volunteer uniforms displayed the ESF logo, helping to provide high visibility PR for ESF throughout the event.

- distributing over 600 copies of the 2011 version of the ESF 'Improving people's lives' booklet.

581. In addition, two conference seminars on Friday 7 October 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.
  - Asphaleia, a current ESF project based in West Sussex reporting on their activity, successes and lessons learned.
  - a broader perspective of young people and employment across Europe from Dimtcho Tourdanov from the European Commission.
- effective practice in the ESF cross-cutting themes of equal opportunities and sustainable development and comprised:
  - three of 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 Wendy Violentano from DWP and Dimtcho Tourdanov from the European Commission.

582. The project also supported measures to increase participation by ESF projects, participants and target groups (particularly young people NEET) at the London event and local level 'Have a Go' events across the country. A number of ESF partners took part in these activities targeted at a wide range of public audiences. Sessions were held at events including: Apprenticeships Week showcases; provider open/ induction days/evenings; 'freshers' festivals; and skills festivals. Activities covered a broad range of sectors, such as: technical theatre; music technology; sports coaching; motor vehicles; and construction skills.

583. More details and photos of ESF involvement in WSL 2011 can be found on the [national ESF website](#) and [ESF-Works website](#). A follow-on 'WorldSkills UK – the Skills Show' event is planned for autumn 2012, with the aim of this becoming an annual event in the skills calendar. The Skills Funding Agency are planning to include the promotion of ESF within this initiative through a further ESF TA project commencing in 2012 that will run through to late 2014.

"It was great to be involved in this vibrant and inspirational event which celebrated the skills and talents of young people from around the world. It also provided us with a fantastic opportunity to network with other organisations." **Lauren Anning** - Head of Delivery Support  
Connexions Kent & Medway

A summary of the WSL TA project is provided in the Technical Assistance section.

## **Ongoing communications and publicity measures**

584. 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.

585. These publicity measures are summarised below:

### **ESF Website**

586. In March 2011 the stand alone ESF website converged into the corporate Department for Work and Pensions website. This enabled content to be streamlined within a more accessible structure. Regular updates to the news, about us, case study, provider lists and home 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 ESF Publicity Works toolkit (see below).

### **‘ESF at Work’ e-zine**

587. 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.

588. The e-zine reported on the latest local and national news about ESF, showcased the activities and achievements of successful projects and contained information on and links to a range of ESF and related initiatives. Other regular

features included updates on evaluations, lessons and effective practice from the programme, articles on people delivering the programme and a forward look to events/awards initiatives, new publications and funding opportunities. Six issues of the e-zine were distributed in 2011. [From April 2012 the e-zine has been replaced by a shorter fortnightly newsletter enabling the ESF audience to be kept more regularly informed of developments].

## **Publications and promotional materials**

589. 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 activities on a case-by case basis. These included a further update of the 24 page '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 was produced for the WorldSkills London 2011 ESF publicity activity and was distributed extensively to ESF stakeholders to promote ESF to a wide range of audiences.

590. The 'Improving people's lives - ESF and you' film produced in 2009 continued to be used by some providers to help raise awareness of ESF and EU support, particularly amongst ESF participants. Other films and interviews produced by the European Commission and the ESF-Works TA project (see below) were also promoted.

## **Case studies**

591. In co-operation with CFOs and projects over 40 engaging ESF participant case studies from across the country have been produced during the year. These and some project case studies are available on the national ESF website and have also been featured in the 'ESF at work' e-zine, the 2011 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.

592. 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, new 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. Supplies of small promotional items were also available. [In early 2012 a 'Gender Equality Good Practice guide' was produced to promote the gender dimension to supporting disadvantaged people with the programme.

## **ESF-Works**

593. 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. During 2011 a series of updates and additional content was added to the site (see Technical Assistance section).

## **Supporting Older Workers**

594. 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.

## **Adult Learners' Week**

595. 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**

596. The second annual ESF Mainstreaming Leader Awards for Equal Opportunities and Sustainable Development were launched in summer 2011. 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.

597. 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.

598. The award winners were presented with their certificates at an Equal Opportunities and Sustainable Development mainstreaming seminar at the WorldSkills London 2011 event at ExCeL London on Friday 7 October (see above).

599. The 2011 award winners were:

- ESF Equal Opportunities Mainstreaming Leader 2011 (Equal Opportunities Policy and Plan): [Avanta Enterprises Ltd](#)
- ESF Equal Opportunities Mainstreaming Leader 2011 (Equal Opportunities Specialist Project): [Cornwall Works for Learning Disabilities](#)
- ESF Gender Equality Leader 2011: [Women's Wisdom](#)
- ESF Sustainable Development Mainstreaming Leader 2011 (Sustainable Development Policy and Plan): [Groundwork London](#)
- ESF Sustainable Development Mainstreaming Leader 2011 (Sustainable development Specialist Project): [Recycling Lives](#) and [Clear about Carbon](#) (joint winners)

600. The awards initiative and winners were promoted extensively at a national level on the ESF website, [www.esf-works.com](http://www.esf-works.com), tweets, the 'ESF at work' e-zine 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 2012.

## Events

601. The ESF Managing Authority exhibited at a number of national welfare, employment and skills focused conferences during the year. These included ESF stands at Welfare to Work – 30 June/1 July Manchester and the National Employment Offender Network (NEON) Conference - 13 October Nottingham.

## Working with providers and sub-contractors

602. 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.

603. The primary new measure to support this work was the launch in August of the ESF Publicity Works toolkit on the national ESF website. DWP Research report 646 evaluation of ESF information and publicity published in 2010 found that local level publicity toolkits for providers were effective and suggested that a national level toolkit be produced. The ESF Managing Authority has worked closely with ESF partners on the structure and content of the toolkit and on its extensive ongoing promotion to all organisations in receipt of ESF.

604. The toolkit helps all organisations in receipt of ESF (or match) funds to meet contractual obligations for receiving ESF funding, publicise ESF activity and achievements and promote their organisation. It is essential reading for any organisation in receipt of ESF funds -providing clear guidance, practical examples

and supporting resources to enhance a wide range of ESF and wider publicity measures. The toolkit received over 4,000 website hits between August and December.

605. 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. For example:

- the Skills Funding Agency publicised the new ESF Publicity Works toolkit extensively and included a review of sub-contractor marketing materials at visits.
- the Department for Work and Pensions quality assured marketing and publicity materials at provider visits (undertaken two to four times a year) to ensure compliance with ESF and DWP requirements; and held regular provider engagement and/or publicity meetings to review provider communications activity.
- The National Offender Management Service worked hard to ensure contractual compliance and support for other publicity measures and resources (such as the new Publicity Works toolkit) through issuing regular bulletins and emails and discussions at monthly meetings with Prime contractors.

## Publicity indicators

606. The communication plan for the 2007-2013 England and Gibraltar ESF programme contains the following indicators. Where data is available these are quantified for 2011.

Objective	Indicator	Frequency	2010 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 subscribers and website viewers.	Annual Implementation Report	1,007 subscribers (average/month) and 6,189 website views [10,929 downloads]
	3. Number of plaques distributed by the Managing Authority.	Annual Implementation Report	5,080 plaques distributed
To ensure project providers make their participants aware of ESF throughout their	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)



projects			
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	1,290,165 website hits in 2011
	6. Awareness of ESF among the general public.	As and when surveys (e.g. Eurobarometer) undertaken	27% - 2009 [Eurobarometer] 34% - 2010 [Eurobarometer]
To use a consistent set of messages on ESF investment in employment and skills in all publicity and information measures.	7. Relevant key messages and key facts used in publications.	Assessment by evaluator by 2010	In 2010 the evaluator reported that printed materials and website content use a consistent set of messages.
To optimise opportunities to communicate the activities and achievements of the programme in the media at national, regional and local levels.	8. Number of press notices issued (by Managing Authority).	Annual Implementation Report	1
	9. Number of articles referring to ESF in national and regional media	Annual Implementation Report	Jan-March – 143 April-June – 116 July-Sep – 134 Oct-Dec – 126 Total - 519
To comply with EU regulatory requirements on publicity at all stages and all levels of the programme.	10. Verification activity finds compliance with EU regulatory requirements.	Annual Implementation Report	Baseline reviews, Article 13 monitoring and Article 16 audits have found no significant problems with compliance to date (except in the case of one small CFO and some CFO and non-CFO projects where remedial action has been taken, as set out in section 2.7).
To integrate the cross-cutting themes (gender equality and equal opportunities, and sustainable	11. Number of publications produced about, or containing information on, the	Annual Implementation Report	Mainstreaming Leader awards initiative ran again this year (see description and link above). See also TAEN

development) into publicity and information measures.	cross-cutting themes.		'support for older workers' text above. Also integration of themes within e-zine articles, pages on ESF website and early 2012 'Gender Equality Good Practice Guide booklet'.
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## Media analysis

607. As in 2010, about 98% of press articles recorded were in local papers and were generally positive about ESF. Press articles tended to focus on a range of human interest, funding and wider project activities. This reinforces the importance of presenting stories to the media that show the benefits of ESF funding to individuals and communities. Only one local news item was directly negative. It remains difficult to attract national level media interest – which in 2011 mainly focused on plans for the use of ESF for interventions for troubled families and on the Work Programme.

## Co-financing Organisation (CFO) and other ESF partner publicity measures

608. ESF delivery partners continue to publicise ESF activities and achievements at national and local level. A summary of some of the main publicity measures implemented by CFOs and other ESF partners is provided below.

609. The Skills Funding Agency managed the ESF Technical Assistance project to publicise ESF as part of the WorldSkills London 2011 event (see 'Major information activity' above). The Agency also actively contributed to and publicised ESF events around the country including the Convergence and London ESF awards initiatives and a Personal Best programme celebration in the South West in April 2011.

610. Further examples are that in the West Midlands the Skills Funding Agency:

- held a joint dissemination event with Jobcentre Plus and providers in the summer of 2011 to promote skills support for the unemployed and those facing redundancy to local Jobcentre Plus staff.
- participated in skills events targeting Local Authorities and Civil Society providers, where information was provided on ESF provision for adults (Skills Support for the Unemployed and Skills Support for Redundancy).
- helped publish 20 press releases publicising ESF activity to support young people NEET that gained radio coverage.

611. The Skills Funding Agency continues to:

- actively contribute to national level ESF web-pages (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, films and case studies.
- maintain a webpage on its public website for ESF and promote national ESF focused initiatives (such as Adult Learners' Week) to its provider base via its weekly newsletter, *Update*.
- work closely with providers to ensure publicity compliance.

612. 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 20<sup>th</sup> Adult Learners' Week award ceremony by participating in the national selection process and publicising award winners including Anna Davies - national Learning Works Award (who had been on DWP co-financed provision).
- exhibiting at the four day Worldskills London 2011 event - giving advice, guidance and answering visitor queries. A new promotional leaflet was used that included inspiring case studies.
- the annual 'Cornwall Works WISE awards' in May that was jointly organised by Jobcentre Plus, Skills Funding Agency and the Convergence Partnership Office. The awards celebrate excellence in ESF employment and skills activity across Cornwall and the Isles of Scilly. DWP ESF funded programmes were successful in winning awards for projects with the Cornwall Fire and Rescue Team and work placements with The Seafood Restaurant, Padstow.
- delivering presentations at other events including the National Welfare to Work Convention in Manchester on 30 June/1 July.

613. In addition, 22 DWP CFO participant case studies were used to promote ESF in a variety of publicity measures, including on the Managing Authority ESF website, internal intranet sites, in provider publicity materials, local newsletters and publications – and on delivery partner websites including: [www.cornwallworks.org.uk](http://www.cornwallworks.org.uk). DWP also:

- worked closely in partnership with Tribal (who run ESF-Works) across the country on individual project case studies and reports.
- issued ESF promotional materials including 600 ESF posters, 800 plaques, ESF DVDs and the 2011 'Improving Peoples Lives' booklet produced by the MA to key delivery partners including providers and Jobcentre Plus staff.

- worked closely with providers, holding regular provider engagement meetings and quality assuring publicity materials that providers developed.

614. The National Offender Management Service (NOMS) CFO:

- organised a celebration event in September to mark the hard work of Prime and sub-contracting providers during 2009-2011. The event was attended by over 150 people and awards were presented in five categories. The ESF MA helped publicise the event.
- supported major ESF initiatives such as WorldSkills London 2011 and the 2011 ESF Leader Mainstreaming Awards. Eight nominations were submitted for the awards, two of which were national winners. See: <http://www.esf-works.com/resources/interviews/esf-leader-awards-2011>.
- issued a joint press release with Manchester Probation Trust for the Manchester Evening News to coincide with the visit to the NOMS CFO (Greater Manchester) project 'Back on Track' by László Andor, Commissioner for Employment, Social Affairs and Inclusion in October. The visit and a filmed interview with the Commissioner was publicised prominently on the national MA ESF and ESF-Works websites.
- developed an ESF web page on the Ministry of Justice website. This provides a general overview of the NOMS CFO and the ESF project – see: <http://www.justice.gov.uk/about/noms/euro-social-fund.htm>. A NOMS CFO webpage focused towards current activity, case studies and future tendering opportunities has also been created – see: [www.cfo-publicity.org](http://www.cfo-publicity.org).
- made extensive use of ESF Works ([www.esf-works.com](http://www.esf-works.com)) to highlight participant and project stories and has actively encouraged all providers to submit case studies to a variety of ESF publications.
- through its ESF TA project took part in a Social Enterprise Day in November 2011 attended by 10 organisations that have received grants from NOMS CFO. The event was publicised on the NOMS intranet site and was also covered by ESF-Works as part of their social enterprise thematic content.

615. In London there has been effective collaborative working between the Greater London Authority European Programmes Management Unit (GLA EPMU - responsible for managing the programme in London), the London Development Agency (LDA) CFO, London Councils CFO and the three national CFOs operating in London. Some examples of London level ESF publicity initiatives are below:

616. On Monday 14 November, the third annual London ESF Awards and first European Regional Development Fund (ERDF) Awards were held at City Hall. The event celebrated the successes of exceptional achievers and businesses supported by the 2007-2013 ESF and ERDF Programmes in London. Seven awards were

presented to 22 finalists. Angus Gray, Head of the ESF Managing Authority and Peter Stub Jorgensen, DG Employment Director at the European Commission presented awards.

617. During a visit to London in May the European Commissioner for Employment, Social Affairs and Inclusion, László Andor, visited a DWP co-financed project, run by Ingeus UK in Stratford to see how Londoners are benefiting from ESF. Whilst at the project the Commissioner gave an interview to ESF-Works on the current ESF programme and on priorities for the 2014-2020 Structural Fund programmes. This was publicised prominently on the national MA ESF and ESF-Works websites.

618. The GLA EPMU and over 40 London based ESF projects exhibited at the WorldSkills London 2011 competition at the ExCeL Centre in London on 5-8 October (see major information activity above) and contributed to wider publicity for the event. The event helped raised the profile of ESF in London, particularly amongst the young people, who formed the majority of the over 200,000 people who attended the event.

619. Projects in London have been made aware of publicity initiatives as they have arisen during the year, including:

- the annual NIACE Adult Learners' Week ESF Awards.
- the 2011 ESF Equal Opportunities and Sustainable Development 'Leader' awards.

620. The London Skills and Employment Observatory (LSEO), funded through ESF TA and managed by the LDA working closely with other stakeholders, continued to provide an excellent forum for publicising new research on labour market issues. The LSEO is also featured on ESF-Works along with a wide range of other London based project case studies and reports.

621. The LDA CFO's ESF City Gateway project gave a presentation at the European Open Day event at City Hall on 23 September 2011. Titled "Europe 2020: Delivering Smart Urban Growth", the open day was one of an annual series organised by the European Committee of Regions (CoR). The European Open Day event provided an opportunity for politicians, officials, academics, private sector representatives, and experts from around Europe to meet to discuss and debate about the future of the European Union cohesion policy.

622. The LDA CFO also spoke at a visit from a delegation of Swedish funders facilitated by the EPMU in October 2011, providing information on the LDA's ESF youth activities which was well-received. The delegation comprised of Directors and senior researchers representing seven organisations including the National Board for Youth Affairs, Swedish Public Employment Service and the Swedish Association for Local Authorities and Regions.

623. London Councils CFO publicity measures included:

- the design and use of a case study template for providers to submit

participant studies for publicity and evaluation. This was well received and has proved a valuable means to capture and promote project successes.

- the use of the Councils twitter feed to help publicise funding launches and use of Social media (including Facebook) by some projects.
- early planning for some evaluation of ESF publicity measures in 2012.

624. The East Midlands Local Authority Consortium CFO has been pro-active in helping providers to publicise their projects. Some examples of measures include:

- issuing regular communications about publicity measures to providers and ensuring there is discussion of activity and outcomes at CFO-provider monitoring/review meetings.
- the DWP recommended case study form has been used by partners and project managers, which emphasises the importance of prominently recording successes and ESF involvement.
- over 20 case studies have been produced, supported by some radio publicity, press releases and resulting press coverage.

625. In addition the Consortium has:

- worked closely with ESF-Works, leading to a number of CFO funded projects being featured across the site.
- used each Council's website to publicise their Round 2 tender(s) for the second half of the programme, which have been supported by briefing events across the region.
- supported national publicity measures and provided all partners with copies of the 2011 'Improving People's Lives' booklet.

626. Bedfordshire County Council CFO ESF projects (Activ8 Luton and Bedford, Race-2-Discover and On-A-Mission) were promoted on an ESF exhibition stand at the WorldSkills London 2011 event in October. There was significant interest in the project activities and promotional materials, particularly amongst young people of school leaving age. The wider audience visiting the stand included younger school children, mature adults and people with health conditions including special needs. In addition the CFO:

- actively promoted the Adult Learners' Week ESF awards initiative, including encouraging projects to nominate participants.
- supported the Managing Authority by promoting the national ESF website and e-zine, submitting press items and case studies when available, and issuing the 'Improving People's Lives' booklet, plaques and posters to ESF projects.

- continues to support ESF-Works and also work closely with providers by promoting effective practice and taking measures to ensure compliance with contractual requirements.
- is planning to publicise finalised contracts/activities for 2011-2013 ESF provision in 2012, including in the twice yearly magazine for County residents.

627. The East of England Development Agency (EEDA) CFO continued to ensure provider compliance with publicity requirements; mainly through quarterly monitoring visits and contractual agreements that stipulate the production of case studies by projects on a regular basis and which are directly linked to provider payments. No further publicity is planned for 2012 due to the closure of EEDA CFO operations.

628. In Merseyside, which receives transition funding in 2007-2013, publicity measures have included:

- a wide range of marketing activities by the Liverpool City Council – ESF funded Liverpool in Work (LIW) initiative to promote its (and partners) work – including: its own website (average of 26,500 hits per week), extranet, community radio, magazine business sections and area based partnership meetings. These activities are part of the City Employment Strategy and are overseen by a Marketing Group.
- St Helens Council publicising its ESF activity through local newspaper articles, the Chamber of Commerce's 'Comment' magazine, websites and e-shots to local businesses about ESF related events.
- Knowsley Borough Council publicising the support of ESF for its activities through websites, press articles, local and national radio interviews and the Liverpool City Region Apprenticeship promotional bus which toured extensively around the Liverpool area.

## Cornwall and the Isles of Scilly

629. The Convergence Partnership Office (CPO) is jointly funded through ESF and ERDF Technical Assistance and has the remit of communicating the work of the ESF Convergence programme to the wider public. More details are at [www.convergencecornwall.com](http://www.convergencecornwall.com). A major publicity initiative was the annual Cornwall Works WISE Awards held on 9 May (Europe Day).

630. The Combined Universities of Cornwall (CUC) Partnership support team (ESF TA Funded) has maintained a publicity profile on work being achieved in all Higher Education (HE) ESF projects in newsletters, by inclusion of case studies in the CUC Annual report, publications and on HE websites. A promotional DVD has also been produced.

631. DWP has worked closely with the CPO to deliver effective communications about ESF Convergence. Events and presentations include graduation ceremonies for Fifteen Cornwall and the Cornwall School for Social Entrepreneurs, Convergence Annual Conference, Voluntary Sector Forum conference, Cornwall Learning Partnership and the DWP ESF Families Provision Framework Providers Consultation events.

632. DWP ESF provision has featured in monthly CPO newsletters and in case studies/video snapshot on the CPO website and [www.cornwallworks.org.uk](http://www.cornwallworks.org.uk). Project case studies have also been placed on ESF-Works. Media releases and e-zine content/case studies are submitted via the CPO which also monitors ESF articles in the local media.

633. The Skills Funding Agency has also worked closely with the CPO, other ESF CFOs and delivery partners on communications activity including the WISE Awards and press releases.

634. The CPO is to close on 31 May 2012. Its work to promote ESF Convergence investment will be taken on by the Cornwall Works Hub – [www.cornwallworks.org.uk](http://www.cornwallworks.org.uk).

## Gibraltar

635. 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.

636. ESF plaques can be found on all project locations. During 2011 tent calendars were produced by the intermediate body to raise awareness of ESF. All publicity material contained both the ESF logo and the Gibraltar EU Funds logo.

637. Applications inviting participants to enrol in ESF co-funded projects appeared on various occasions in the local press throughout 2011.

638. The RMC meeting held on 10th November 2011 welcomed to Gibraltar for the first time Filip Busz, DG Emploi Head of Unit, EU Commission and Angus Gray, Head of the Managing Authority, ESFD UK. Both made project visits as well as attending meetings with the respective project sponsors as part of their programme.

639. The September Issue 9 of the Europe in Gibraltar Newsletter included an article by Mrs. Jenny Garcia, Government Training Officer, featuring the 18th Intake under the Vocational Training Scheme.

640. A series of generic promotional items continue to be available, promoting EU co-funded Programmes in Gibraltar.

641. The EU flag continues to fly on all Government buildings throughout the year.



## 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	1,917,777	1,015,873	53	414,616	22	441,208	23	23	15	21	33	256,078	16	281,459	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	115,963	61,155	53	22,675	20	30,060	26	37	20	12	38	17,737	17	21,017	75
<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	56,684	30,747	54	20,294	36	5,642	10	41	20	9	33	10,225	21	1,062	20
<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	55,770	27,942	50	1,693	3	24,221	43	34	19	14	42	6,915	14	19,940	89

	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>CFO - South East England Development Agency (SEEDA)</b>															
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>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	118,441	57,221	48	19,478	16	39,733	34	26	17	13	33	16,798	15	31,116	82
<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	37,793	24,298	64	9,573	25	3,922	10	29	19	11	29	8,039	23	845	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	2,250	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	286	7	738	56
Achievement	3,200	903	28	1,243	39	945	30	20	7	27	48	262	12	633	73
<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	65,584	25,573	39	5,186	8	33,133	51	26	14	11	32	7,271	12	29,067	92

	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>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	2,570	809	31	1,069	42	544	21	11	15	64	51	188	14	323	75
<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	190,954	107,267	56	30,450	16	44,683	23	24	19	28	36	23,328	14	33,579	81
<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	61,840	31,542	51	25,824	42	4,474	7	36	21	30	31	10,729	20	712	17
<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	128,032	74,966	59	4,575	4	40,042	31	19	17	27	39	12,451	10	32,846	89
<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	109,929	53,739	49	30,993	28	23,447	21	37	19	8	36	17,629	18	13,829	62
<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	71,544	33,998	48	30,227	42	7,318	10	42	20	7	34	12,582	21	1,305	19

	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>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	38,319	19,706	51	752	2	16,127	42	27	16	10	39	5,036	14	12,524	81
<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	157,060	78,038	50	13,508	9	50,363	32	18	12	4	32	27,846	19	35,043	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	93,453	32,218	34	5,825	6	40,268	43	17	9	4	38	14,415	17	33,447	90
<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	63,372	45,621	72	7,682	12	10,069	16	19	14	3	25	13,404	21	1,592	16
<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	117,699	79,223	67	10,287	9	28,142	24	21	14	19	34	16,256	14	17,171	64
<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	53,747	35,432	66	479	1	17,834	33	20	16	20	38	3,798	7	15,222	92

	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>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	63,574	43,490	68	9,775	15	10,308	16	22	12	19	30	12,413	20	1,949	19
<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	186,672	94,344	51	43,755	23	47,433	25	28	16	13	34	27,219	16	32,178	72
<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	89,347	44,349	50	7,181	8	37,162	42	22	14	12	35	13,375	16	31,152	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
Achievement	95,476	49,452	52	35,771	37	10,252	11	35	18	14	33	13,688	16	1,026	10
<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	169,414	106,896	63	21,747	13	36,099	21	15	12	8	33	28,213	24	19,288	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	54,485	28,259	52	5,555	10	20,147	37	22	11	9	39	11,745	23	17,243	90

	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>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	36,619	24,978	68	5,462	15	6,179	17	18	11	4	30	6,486	18	979	16
<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	283,811	127,525	45	95,084	34	52,806	19	31	18	56	44	36,620	16	33,882	75
<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	140,347	64,858	46	67,243	48	8,246	6	44	21	50	40	18,978	17	1,604	21
<b>CFO - London Development Agency</b>															
Target	22,985	7,856	34	8,788	38	6,200	27	19	20	63	51	2,977	13	3,162	51
Achievement	34,828	16,921	49	8,156	23	8,488	24	21	14	66	49	5,504	20	1,590	47
<b>CFO - London Councils</b>															
Target	11,973	3,114	26	8,654	72	205	2	22	18	60	51	2,769	23	110	54
Achievement	15,351	4,300	28	10,524	69	481	3	26	16	64	60	2,634	24	197	57
<b>CFO - London Skills Funding Agency</b>															
Target	121,776	54,565	45	28,932	24	30,650	25	17	19	56	51	20,631	17	15,048	49
Achievement	89,878	38,833	43	8,667	10	35,351	39	17	14	57	43	8,737	11	30,395	90

	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>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
<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	66,982	33,738	50	28,078	42	5,166	8	37	21	13	36	12,266	21	920	19
<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	1,696	954	56	449	26	97	6	40	11	46	44	324	34	24	43
<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	48,377	22,123	46	2,684	6	23,500	49	28	14	17	37	7,157	16	17,540	81
<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	123,549	75,019	61	14,427	12	32,430	26	20	13	19	28	10,676	9	24,095	79
<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	77,595	47,456	61	2,976	4	26,466	34	21	15	20	32	3,876	5	23,108	92

	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>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	27,232	17,870	66	6,060	22	3,301	12	23	12	19	28	5,453	20	612	19
<b>ESFD</b>															
Target	21,795	12,205	56	8,718	40	872	4	46	5	20	21	0	0	217	25
Achievement	224,223	116,953	52	80,281	36	26,987	12	1	8	20	9	13,736	9	1,708	10
<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	224,223	116,953	52	80,281	36	26,987	12	1	8	20	9	13,736	9	1,708	10



### Territorial and regional comparison report on 2007-2013 targets - Priority 2 cumulative achievement

	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	Gained basic skills		Gained level 2		Gained level 3	
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	1,059,050	270,284	26	225,938	21	233,500	22	7	18	16	45	87,817	34	224,196	48	80,238	37
<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	81,960	19,752	24	17,170	21	13,746	17	8	17	16	45	5,642	30	18,311	51	8,005	60
<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	70,701	19,246	27	16,924	24	12,569	18	9	18	17	50	5,642	30	18,294	52	3,810	31
<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>East of England</b>																	
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	99,284	24,201	24	18,505	19	20,800	21	6	22	16	47	7,972	34	21,667	52	7,562	37
<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

	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	Gained basic skills		Gained level 2		Gained level 3	
No.	No.	%	No.	%	No.	%	%	%	%	%	No.	%	No.	%	No.	%	
<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	69,476	20,698	30	15,037	22	14,040	20	7	20	21	47	5,458	27	19,930	57	6,063	44
<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	60	2	3	5	8	20	33	0	18	21	43	0	0	4	57	31	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	228	19	8	3	1	41	18	6	9	11	80	0	0	19	95	7	44
<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	126,705	40,537	32	31,018	24	29,882	24	8	19	20	46	22,490	57	20,026	29	7,213	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
Achievement	126,422	40,459	32	31,013	25	29,854	24	8	19	20	46	22,490	57	19,867	29	7,150	25
<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	47,501	7,919	17	12,578	26	12,792	27	14	24	6	54	3,565	47	9,947	51	3,369	28
<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	47,338	7,915	17	12,576	27	12,786	27	14	24	6	54	3,565	47	9,943	51	3,369	28

	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	Gained basic skills		Gained level 2		Gained level 3	
No.	No.	%	No.	%	No.	%	%	%	%	%	No.	%	No.	%	No.	%	
<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	96,068	26,068	27	19,055	20	21,669	23	5	21	4	37	4,844	19	30,693	69	5,617	26
<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	95,595	26,016	27	19,039	20	21,601	23	4	21	4	37	4,844	19	30,693	69	5,617	26
<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	74,520	13,553	18	17,453	23	18,257	24	6	18	11	37	298	2	16,391	56	6,548	39
<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	31
Achievement	74,478	13,540	18	17,424	23	18,257	25	6	18	11	37	298	2	16,391	56	6,548	39
<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	114,672	26,809	23	25,739	22	27,680	24	8	16	9	45	4,051	16	16,950	35	8,522	34
<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	113,411	26,778	24	25,688	23	27,602	24	8	16	9	45	4,051	16	16,674	34	8,468	34
<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	120,365	23,539	20	17,604	15	19,298	16	7	20	6	44	6,903	31	13,187	35	6,574	38

	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	Gained basic skills		Gained level 2		Gained level 3	
No.	No.	%	No.	%	No.	%	%	%	%	%	No.	%	No.	%	No.	%	
<b>CFO - North West Skills Funding Agency</b>																	
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	120,333	23,539	20	17,603	15	19,297	16	7	20	6	44	6,903	31	13,187	35	6,574	38
<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	142,240	50,853	36	30,745	22	25,703	18	6	16	50	53	22,081	46	36,038	46	13,331	54
<b>CFO - London Development Agency</b>																	
Target	4,736	4,736	100	0	0	0	0	15	20	40	50	2,010	42	0	0	0	0
Achievement	5,073	457	9	277	5	144	3	8	16	49	42	1,859	100	0	0	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	22,630	37	12,775	44
Achievement	137,095	50,392	37	30,438	22	25,521	19	6	16	50	53	20,222	42	36,038	47	13,331	54
<b>East Midlands</b>																	
Target	70,700	28,900	41	28,900	41	8,600	12	15	20	9	50	13,000	45	11,600	40	2,600	30
Achievement	84,960	17,239	20	20,874	25	26,545	31	8	15	11	48	7,244	45	20,538	59	8,557	37
<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	381	24	116	24
Achievement	2,783	626	22	1,064	38	609	22	7	25	18	60	472	96	470	34	47	8
<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	9,742	36	2,804	35
Achievement	82,055	16,601	20	19,806	24	25,923	32	8	15	11	48	6,772	43	20,068	60	8,510	37

	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	Gained basic skills		Gained level 2		Gained level 3	
	No.	No.	%	No.	%	No.	%	%	%	%	%	No.	%	No.	%	No.	%
<b>South Yorkshire</b>																	
Target	51,500	21,000	41	21,100	41	6,300	12	15	20	8	50	9,500	45	8,400	40	1,900	31
Achievement	69,575	19,493	28	15,056	22	16,571	24	5	19	5	41	2,708	15	20,363	63	4,939	32
<b>CFO - Yorkshire &amp; Humber Skills Funding Agency</b>																	
Target	57,066	23,295	41	23,395	41	6,983	12	15	20	6	50	10,550	45	9,328	40	2,104	30
Achievement	69,575	19,493	28	15,056	22	16,571	24	5	19	5	41	2,708	15	20,363	63	4,939	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	38,497	15,952	41	12,122	31	9,315	24	39	19	2	42	5,978	18	7,789	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	23,078	10,308	45	3,531	15	8,350	36	32	14	2	45	1,405	7	7,478	95
<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	14,855	5,382	36	8,525	57	948	6	50	23	1	37	4,361	37	311	38
<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	182	151	83	14	8	17	9	8	8	3	9	0	0	0	0

### Territorial and regional comparison report on 2007-2013 targets - Priority 5 cumulative achievement

	Outputs															
	5.1		5.2		5.3		5.4		5.5		5.6	5.7	5.8	5.9	5.10	5.11
	Participant Total		With basic skill needs		Without level 2		Without level 3		Without level 4		Post grad	Grads into SMEs	Disabled	Aged 50+	Ethnic min.	Female
	No.		No.	%	No.	%	No.	%	No.	%			%	%	%	%
<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
Achievement	69,458		5,936	9	16,074	23	14,544	21	10,910	16	297	1,031	10	18	2	53
<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
Achievement	66,205		5,862	9	16,011	24	14,293	22	10,339	16	0	0	10	19	2	53

Results											
5.12		5.13		5.14		5.15		5.16		5.17	
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.	%
<b>Cornwall</b>											
8,200	45	7,300	40 %	1,600	30	760	20	120	15	830	75
5,826	100 %	8,931	42 %	3,731	27 %	633	6 %	219	85 %	369	41 %

<b>Results</b>											
<b>5.12</b>		<b>5.13</b>		<b>5.14</b>		<b>5.15</b>		<b>5.16</b>		<b>5.17</b>	
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.	%
<b>CFO - South West Skills Funding Agency</b>											
8,622	45 %	8,222	43 %	1,662	26 %	788	22 %	0	0 %	0	0 %
5,825	100 %	8,931	43 %	3,731	27 %	279	3 %	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	Spend to date	Profile to date
ESFD National Publicity	10/08/2007	31/12/2013	270,791	695,269	966,060	692,404	709,092
ESFD IT Systems Dev	01/01/2008	31/12/2012	3,732,150	3,217,850	6,950,000	5,346,223	5,459,100
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	527,311	587,623
TSEN	01/04/2008	31/08/2011	478,023	272,194	750,217	750,217	750,217
Tribal ESF Works!	01/11/2008	31/12/2013	3,925,199	3,925,199	7,850,398	6,287,659	6,291,663
IMT Co-ordination Innovation	01/07/2008	30/06/2013	1,006,946	300,152	1,307,098	788,048	788,048
ESF Evaluation	01/10/2008	31/12/2013	2,100,000	2,100,000	4,200,000	1,574,552	1,883,423
NIACE TA	01/07/2008	31/12/2011	2,005,514	2,005,514	4,011,028	3,980,848	3,950,500
NOMS TA	19/01/2009	31/12/2014	8,463,512	9,363,512	17,827,024	9,936,156	11,772,856
OSW - Willow	01/09/2009	31/12/2013	209,435	209,435	418,870	141,173	130,094

Organisation/Project	Start date of project	End date of project	ESF Allocated/Proposed	Match Allocated/Proposed	Project Total	Spend to date	Profile to date
Skills Funding Agency National Office	01/07/2008	31/12/2015	11,887,636	11,887,636	23,775,272	11,395,903	11,395,903
Skills Funding Agency – World Skills	01/07/2011	28/02/2012	1,471,246	1,471,246	2,942,492	0	0
NCVO	01/09/2011	31/08/2014	267,268	267,375	534,643	28,420	44,852
Total			36,579,004	36,543,985	73,122,983	42,195,565	44,510,022

## Cornwall

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 County Council	01/04/2008	31/03/2012	470,297	156,765	627,062	366,073	518,905
Cornwall Voluntary Sector Forum	01/10/2008	29/02/2012	340,614	88,467	429,081	346,705	343,194
University College Falmouth for Combined Univ in Cornwall	01/03/2009	31/12/2013	150,000	50,000	200,000	110,042	114,903
Cornwall Council	01/01/2011	31/03/2015	974,250	324,750	1,299,000	0	0
Cornwall County Council	01/10/2010	31/12/2014	328,248	127,652	455,900	28,676	129,519
Total			2,263,409	747,634	3,011,043	851,496	1,106,521

## 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	92,730	92,730	185,460	159,233	159,418
Business in the Community	01/11/2009	29/02/2012	576,163	576,163	1,152,326	1,011,225	1,032,537
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	613,375	613,375
RLN East	01/11/2009	30/11/2012	140,900	140,900	281,800	174,540	179,708
GO East - Publicity TA	01/05/2010	28/02/2011	11,444	14,156	25,600		

Organisation/Project	Start date of project	End date of project	ESF allocated / proposed	Match Allocated / proposed	Project total	Spend to date	Profile to date
						25,600	25,600
Shaping Norfolk's Future	01/03/2010	31/03/2012	102,000	102,000	204,000	116,640	163,235
Total			1,504,966	1,547,681	3,052,647	2,390,699	2,463,959

## 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	85,965	87,738
Emp Assist 08 - Employment Service	22/09/2008	30/05/20013	10,400	10,400	20,800	12,021	12,958
Total			74,016	74,016	148,032	97,986	100,696

## 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	450,697	450,697	901,394	634,065	884,542
London Development Agency	24/07/2009	31/05/2012	300,000	300,000	600,000		

Organisation/Project	Start date of project	End date of project	ESF Allocated/Proposed	Match Allocated/Proposed	Project Total	Spend to date	Profile to date
						546,475	543,124
Greater London Enterprise TA	01/09/2009	31/12/11	72,347	72,347	144,694	115,778	129,521
The London Health Commission	01/06/2009	31/12/2012	43,167	55,000	98,167	98,167	98,167
LVSTC TA	01/07/2009	30/11/2011	299,626	243,615	543,241	533,352	533,352
Greater London Authority – EPMU	01/08/2009	31/03/2015	78,533	78,533	157,066	£0	£0
Greater London Enterprise – Green Mark TA	01/07/2011	31/12/2013	113,866	113,867	227,733	4,860	16,635
<b>Total</b>			<b>1,597,364</b>	<b>1,609,194</b>	<b>3,206,558</b>	<b>2,466,960</b>	<b>2,739,604</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

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 Ltd (VCS Sector Co-od) TA	01/04/2010	31/10/2011	107,672	24,348	132,020	106,400	106,700
Total			343,970	254,174	598,144	572,524	572,824

### 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
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	31/03/2012	11201NNE3	43,960	43,961	87,921	55,198	68,080
Total				174,972	178,598	353,570	320,847	333,729

## 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	30/12/2008	138,976	986	139,962	139,962	139,962
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	7,095	177,391	177,391	177,391
Total			679,705	587,443	1,267,148	1,267,148	1,267,148

## 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	315,020	318,736
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	494,036	497,752



## 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	31/03/2012	724,464	734,467	1,458,931	1,178,758	1,218,793
South West Forum	01/07/2008	30/09/2011	217,500	217,500	435,000	381,372	401,551
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	31/03/2012	541,310	541,313	1,082,623	819,741	833,989
Total			1,617,768	1,654,740	3,272,508	2,675,825	2,750,287

## 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	445,377	445,377	890,754	573,793	721,086
Total			725,045	725,045	1,450,090	1,133,129	1,280,422

## 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	31/12/2010	1,515,783	1,515,783	3,031,566	2,314,131	2,322,965
Total			1,515,783	1,515,783	3,031,566	2,314,131	2,322,965

## 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	31/11/2011	48,665	48,667	97,332	97,332	97,332
Yorkshire Forward (Rest of Yorkshire Region TA)	01/10/2009	31/11/2011	90,309	90,310	180,619	180,619	180,619
North Yorks County Council	01/05/2010	31/12/2012	88,734	88,734	177,468	46,314	64,052
Total			281,946	281,953	563,899	432,745	450,483

## Annex C - Breakdown of Indicators by Gender

Programme Indicators				
Outputs				
Ref	Programme indicators	Target 2007 - 13	Cumulative achievement	Gender % Female
1	Participants - TOTAL	1,790,000	3,165,722	38 %
2	Unemployed	381,000	1,227,550	28 %
3	Economically Inactive	311,000	433,894	40 %
4	Basic skill needs	355,000	549,301	37 %
5	Disabled	19 %	18 %	39 %
6	Aged 50 plus	19 %	17 %	38 %
7	Ethnic minorities	19 %	19 %	40 %
8	Female	51 %	38 %	100 %
Results				
Ref	Programme indicators	Target 2007 - 13	Cumulative achievement	Gender % Female
9	In work on leaving (P1 & P4)	201,000	282,920	36 %
11	Gained basic skills	160,000	131,405	53 %
12	Gained full qual at level 2+	174,000	380,435	48 %

<b>Priority 1</b>				
<b>Outputs</b>				
<b>Ref</b>	<b>Programme indicators</b>	<b>Target 2007 - 13</b>	<b>Cumulative achievement</b>	<b>Gender % Female</b>
1.1	Participants - TOTAL	887,000	1,979,094	33 %
1.2a	Unemployed	371,000	1,051,379	27 %
1.2b	Unemployed	42 %	53 %	27 %
1.3a	Economically Inactive	303,000	417,490	39 %
1.3b	Economically Inactive	34 %	21 %	39 %
1.4a	14-19 NEET	177,000	461,785	37 %
1.4b	14-19 NEET	20 %	23 %	37 %
1.5	Disabled	22 %	23 %	37 %
1.7	Aged 50 plus	18 %	15 %	34 %
1.8	Ethnic minorities	25 %	21 %	37 %
1.9	Female	51 %	33 %	100 %
<b>Results</b>				
<b>Ref</b>	<b>Programme indicators</b>	<b>Target 2007 - 13</b>	<b>Cumulative achievement</b>	<b>Gender % Female</b>
1.10a	In work on leaving	195,000	276,386	36 %
1.10b	In work on leaving	22 %	16 %	36 %
1.13a	14-19 NEET into EET	80,000	298,322	39 %
1.13b	14-19 NEET into EET	45 %	72 %	39 %

<b>Priority 1</b>				
<b>Outputs</b>				
<b>Ref</b>	<b>Programme indicators</b>	<b>Target 2007 - 13</b>	<b>Cumulative achievement</b>	<b>Gender % Female</b>
<b>Indicators without targets</b>				
<b>Ref</b>	<b>Programme indicators</b>	<b>Target 2007 - 13</b>	<b>Cumulative achievement</b>	<b>Gender % Female</b>
1.15	Unemployed in work	NA	17 %	29 %
1.17	Inactive in work	NA	17 %	46 %
1.19	Disabled in work	NA	14 %	38 %
1.23	Aged 50+ in work	NA	16 %	35 %
1.25	Ethnic minorities in work	NA	14 %	40 %
1.27	Females in work	NA	17 %	100 %
1.29	Gained basic skills	NA	2 %	46 %
1.30	Gained qualifications	NA	5 %	39 %

<b>Priority 2</b>				
<b>Outputs</b>				
<b>Ref</b>	<b>Programme indicators</b>	<b>Target 2007 - 13</b>	<b>Cumulative achievement</b>	<b>Gender % Female</b>
2.1	Participant - TOTAL	825,000	1,074,799	45 %
2.2a	Basic skill needs	337,000	272,520	39 %
2.2b	Basic skill needs	41 %	25 %	39 %

<b>Priority 2</b>				
<b>Outputs</b>				
<b>Ref</b>	<b>Programme indicators</b>	<b>Target 2007 - 13</b>	<b>Cumulative achievement</b>	<b>Gender % Female</b>
2.3a	Without Level 2	338,000	229,324	46 %
2.3b	Without Level 2	41 %	21 %	46 %
2.4a	Without Level 3	101,000	237,657	50 %
2.4b	Without Level 3	12 %	22 %	50 %
2.5	Disabled	15 %	7 %	49 %
2.6	Aged 50 plus	20 %	18 %	43 %
2.7	Ethnic minorities	13 %	16 %	47 %
2.8	Female	50 %	45 %	100 %
<b>Results</b>				
<b>Ref</b>	<b>Programme indicators</b>	<b>Target 2007 - 13</b>	<b>Cumulative achievement</b>	<b>Gender % Female</b>
2.9a	Gained basic skills	152,000	89,123	55 %
2.9b	Gained basic skills	45 %	34 %	55 %
2.10a	Gained Level 2	135,000	226,416	45 %
2.10b	Gained Level 2	40 %	47 %	45 %
2.11a	Gained Level 3	30,000	82,163	58 %
2.11b	Gained Level 3	30 %	37 %	58 %
<b>Indicators without targets</b>				

<b>Priority 2</b>				
<b>Outputs</b>				
<b>Ref</b>	<b>Programme indicators</b>	<b>Target 2007 - 13</b>	<b>Cumulative achievement</b>	<b>Gender % Female</b>
<b>Ref</b>	<b>Programme indicators</b>	<b>Target 2007 - 13</b>	<b>Cumulative achievement</b>	<b>Gender % Female</b>
				<b>% Female</b>
2.16	Gained L4+	NA	6 %	62 %
2.18	Females gaining basic skills	NA	48 %	100 %
2.19	Females gaining L2	NA	50 %	100 %
2.20	Females gaining L3	NA	42 %	100 %
2.21	Females gaining L4+	NA	7 %	100 %
2.23	Disabled gaining basic skills	NA	10 %	60 %
2.24	Disabled gaining quals	NA	36 %	52 %
2.26	Aged 50+ gaining basic skills	NA	6 %	59 %
2.27	Aged 50+ gaining quals	NA	32 %	43 %
2.29	EMs gaining basic skills	NA	15 %	46 %
2.30	EMs gaining quals	NA	34 %	52 %

<b>Priority 4</b>				
<b>Outputs</b>				
<b>Ref</b>	<b>Programme indicators</b>	<b>Target 2007 - 13</b>	<b>Cumulative achievement</b>	<b>Gender % Female</b>
4.1	Participants - TOTAL	24,500	39,970	42 %
4.2a	Unemployed	10,200	16,794	39 %
4.2b	Unemployed	42 %	42 %	39 %
4.3a	Economically Inactive	8,400	12,172	46 %
4.3b	Economically Inactive	34 %	30 %	46 %
4.4a	14-19 NEET	4,900	9,845	39 %
4.4b	14-19 NEET	20 %	25 %	39 %
4.5	Disabled	27 %	38 %	41 %
4.7	Aged 50 plus	30 %	19 %	42 %
4.8	Ethnic minorities	1 %	2 %	48 %
4.9	Female	51 %	42 %	100 %
<b>Results</b>				
<b>Ref</b>	<b>Programme indicators</b>	<b>Target 2007 - 13</b>	<b>Cumulative achievement</b>	<b>Gender % Female</b>
4.10a	In work on leaving	5,900	6,534	41 %
4.10b	In work on leaving	24 %	18 %	41 %
4.13a	14-19 NEET into EET	2,200	8,252	40 %



<b>Priority 4</b>				
<b>Outputs</b>				
<b>Ref</b>	<b>Programme indicators</b>	<b>Target 2007 - 13</b>	<b>Cumulative achievement</b>	<b>Gender % Female</b>
4.13b	14-19 NEET into EET	45 %	89 %	40 %
<b>Indicators without targets</b>				
<b>Ref</b>	<b>Programme indicators</b>	<b>Target 2007 - 13</b>	<b>Cumulative achievement</b>	<b>Gender % Female</b>
4.15	Unemployed in work	NA	20 %	32 %
4.17	Inactive in work	NA	20 %	49 %
4.19	Disabled in work	NA	15 %	39 %
4.23	Aged 50+ in work	NA	23 %	40 %
4.25	Ethnic minorities in work	NA	10 %	38 %
4.27	Females in work	NA	18 %	100 %
4.29	Gained basic skills	NA	2 %	57 %
4.30	Gained qualifications	NA	7 %	48 %

<b>Priority 5</b>				
<b>Outputs</b>				
<b>Ref</b>	<b>Programme indicators</b>	<b>Target 2007 - 13</b>	<b>Cumulative achievement</b>	<b>Gender % Female</b>
5.1	Participant - TOTAL	50,200	71,859	53 %
5.2a	Basic skill needs	18,200	6,029	38 %
5.2b	Basic skill needs	36 %	8 %	38 %
5.3a	Without Level 2	18,200	16,476	43 %
5.3b	Without Level 2	36 %	23 %	43 %
5.4a	Without Level 3	5,400	14,933	54 %
5.4b	Without Level 3	11 %	21 %	54 %
5.5a	Without Level 4	3,800	11,382	62 %
5.5b	Without Level 4	8 %	16 %	62 %
5.6	Post Grad research	800	409	56 %
5.7	Grads placed within SMEs	1,100	1,071	54 %
5.8	Disabled	17 %	10 %	51 %
5.9	Aged 50 plus	22 %	18 %	52 %
5.10	Ethnic minorities	1 %	2 %	58 %
5.11	Female	51 %	53 %	100 %
<b>Results</b>				
<b>Ref</b>	<b>Programme indicators</b>	<b>Target 2007 - 13</b>	<b>Cumulative</b>	<b>Gender</b>

<b>Priority 5</b>				
<b>Outputs</b>				
<b>Ref</b>	<b>Programme indicators</b>	<b>Target 2007 - 13</b>	<b>Cumulative achievement</b>	<b>Gender % Female</b>
			<b>achievement</b>	
				<b>% Female</b>
5.12a	Gained basic skills	8,200	6,106	57 %
5.12b	Gained basic skills	45 %	100 %	57 %
5.13a	Gained Level 2	7,300	9,178	44 %
5.13b	Gained Level 2	40 %	42 %	44 %
5.14a	Gained Level 3	1,600	3,915	56 %
5.14b	Gained Level 3	30 %	27 %	56 %
5.15a	Gained Level 4	760	711	63 %
5.15b	Gained Level 4	20 %	6 %	63 %
5.16a	Gained Level 5	120	310	57 %
5.16b	Gained Level 5	15 %	87 %	57 %
5.17a	Placed with SME into employ	830	385	51 %
5.17b	Placed with SME into employ	75 %	39 %	51 %
<b>Indicators without targets</b>				
<b>Ref</b>	<b>Programme indicators</b>	<b>Target 2007 - 13</b>	<b>Cumulative achievement</b>	<b>Gender % Female</b>
5.24	Females gaining basic skills	NA	100 %	100 %
5.25	Females gaining L2	NA	44 %	100 %

<b>Priority 5</b>				
<b>Outputs</b>				
<b>Ref</b>	<b>Programme indicators</b>	<b>Target 2007 - 13</b>	<b>Cumulative achievement</b>	<b>Gender % Female</b>
5.26	Females gaining L3	NA	28 %	100 %
5.27	Females gaining L4+	NA	11 %	100 %
5.29	Disabled gaining basic skills	NA	10 %	51 %
5.30	Disabled gaining quals	NA	19 %	45 %
5.32	Aged 50+ gaining basic skills	NA	8 %	58 %
5.33	Aged 50+ gaining quals	NA	20 %	51 %
5.35	EMs gaining basic skills	NA	7 %	61 %
5.36	EMs gaining quals	NA	23 %	55 %