

Annual Implementation Report 2013

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: 2013
	Date of approval of the annual report by the monitoring committee: 18 June 2014

Introduction

1. This document reports on the implementation of the European Social Fund (ESF) in England and Gibraltar in 2013.
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 2013, there had been over 5.5 million participant starts on the programme. Over 569,000 unemployed or inactive participants have been helped into jobs. Over 150,000 participants have gained basic skills and over 437,000 participants have gained qualifications at level 2 or above. Over 412,000 disadvantaged young people have been helped to enter employment, education or training.

2 Overview of the implementation of the operational programme

2.1 Achievement and analysis of the progress

2.1.1 Information on the physical progress of the Operational Programme

Programme performance indicators

Programme performance indicators (including Next Step)													
Indicator	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	Total
1. Total number of participants													
Achievement	38,857	372,966	1,334,413	1,744,479	1,058,537	687,665	274,362	0	0	0	0	0	5,511,279
Target													1,790,000
Baseline										0	0	0	
2. Participants who are unemployed													
Achievement	2,296	102,010	587,328	869,819	517,913	443,984	124,267	0	0	0	0	0	2,647,617
Target													381,000
Baseline													
3. Participants who are economically inactive													
	544	72,651	180,239	167,797	62,704	84,153	65,545	0	0	0	0	0	633,633

Achievement														
Target														311,000
Baseline														
4. Participants with basic skills needs														
Achievement	11,035	79,043	235,045	302,779	76,104	82,152	50,926	0	0	0	0	0	0	837,084
Target														355,000
Baseline														
5. Participants with disabilities or health conditions														
Achievement	12%	26%	18%	15%	13%	13%	15%	0%	0%	0%	0%	0%	0%	16%
Target														19%
Baseline														
6. Participants aged 50 or over														
Achievement	11%	18%	18%	16%	18%	17%	15%	0%	0%	0%	0%	0%	0%	17%
Target														19%
Baseline														
7. Participants from ethnic minorities														
Achievement	13%	19%	18%	19%	23%	20%	19%	0%	0%	0%	0%	0%	0%	20%
Target														19%
Baseline														
8. Female Participants														
	42%	41%	37%	38%	38%	30%	32%	0%	0%	0%	0%	0%	0%	37%

Achievement														
Target														51%
Baseline														
9. Participants in work on leaving (priorities 1 and 4)														
Achievement	271	19,754	124,522	192,672	155,099	47,042	29,972	0	0	0	0	0	0	572,362
Target														201,000
Baseline														
10. Participants in work six months after leaving (priorities 1 and 4)*														
Achievement	2,300	64,700	181,400	159,700	370,488	240,683	96,027	0	0	0	0	0	0	1,115,297
Target														238,000
Baseline														
11. Participants gaining basic skills														
Achievement	712	11,376	35,128	51,195	39,847	9,823	1,989	0	0	0	0	0	0	151,931
Target														201,000
Baseline														
12. Participants gaining full qualifications at level 2 or above (priorities 2 and 5)														
Achievement	2,064	35,720	102,258	162,311	89,220	35,447	10,549	0	0	0	0	0	0	437,835
Target														160,000
Baseline														

Data for Indicator 10 have been collected through the second Cohort Survey.

Figure 1: Operational Programme Targets

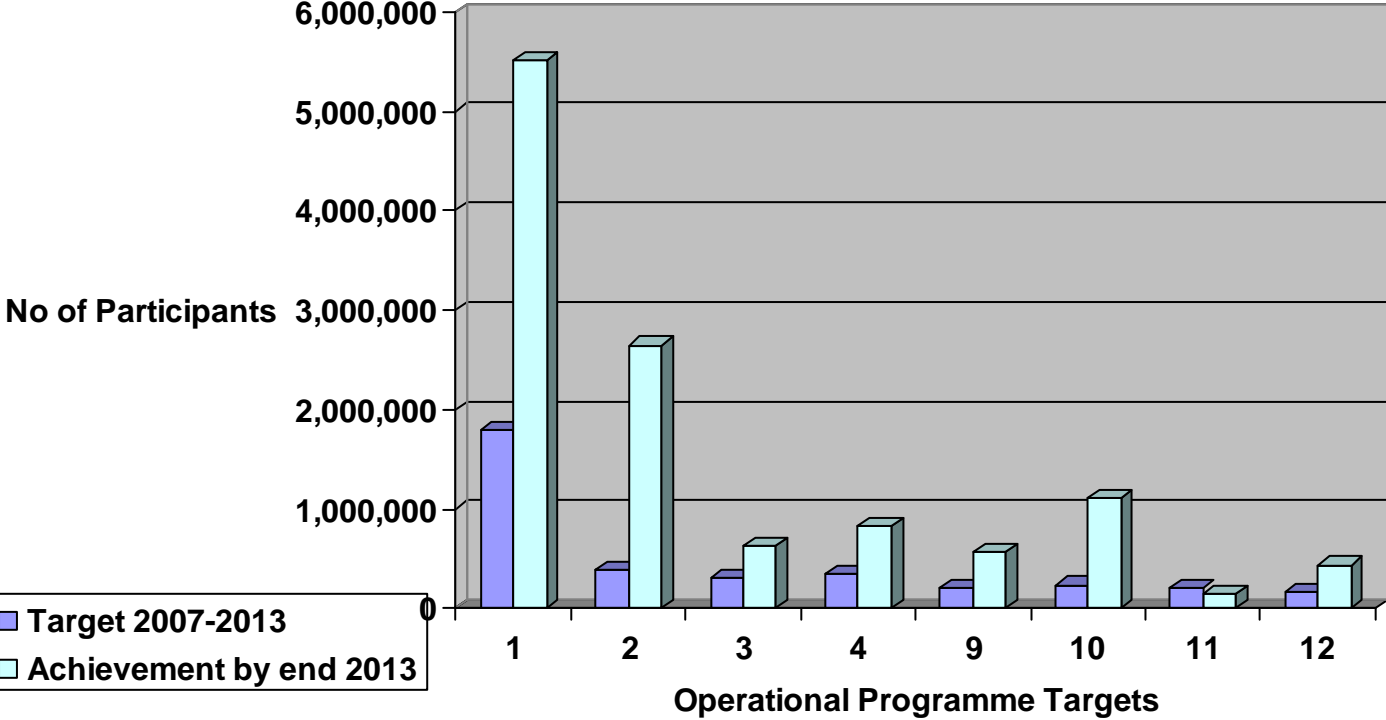
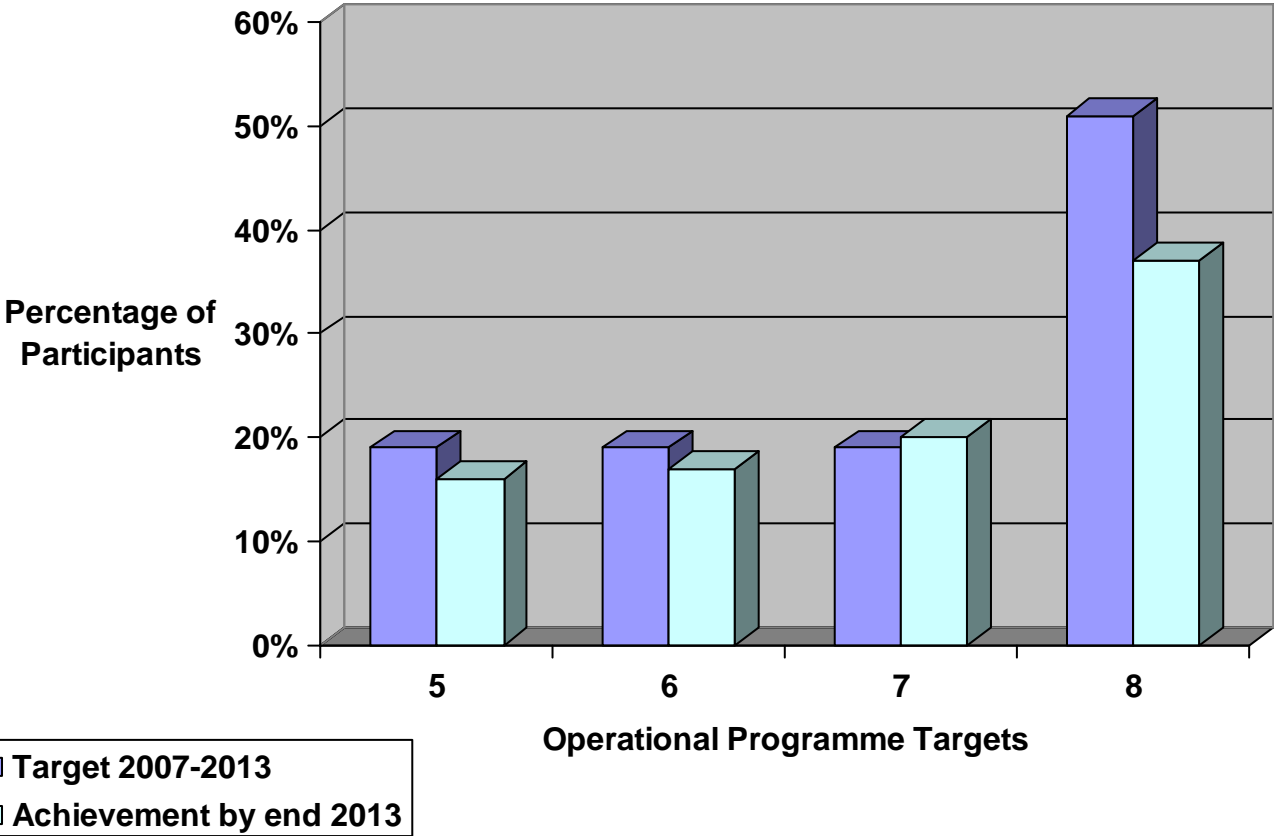


Figure 2: Operational Programme Equality Targets



2.1.2 Financial Information (euro)

Priority	Programme allocation ESF+ Public contribution	Expenditure paid out by the beneficiaries in payment claims sent to the Managing Authority in selected calendar year	Corresponding public contribution in selected calendar year	Expenditure paid by the body responsible for making payments to the beneficiaries in selected calendar year	Cumulative Expenditure paid out by the beneficiaries in payment claims sent to the Managing Authority	Cumulative Corresponding public contribution	Cumulative Expenditure paid by the body responsible for making payments to the beneficiaries	Cumulative Expenditure paid by the body responsible for making payments against the programme allocation
1 Extending employment opportunities	3,651,255,710	130,668,671.02	130,668,671.02	171,880,153.77	2,312,693,281.10	2,312,693,281.10	2,142,535,023.72	58.68%
2 Developing a skilled and adaptable workforce	1,990,917,526	10,443,234.22	10,443,234.22	18,889,260.42	1,215,136,706.05	1,215,136,706.05	1,105,288,897.94	55.52%
3 Technical Assistance	144,731,642	-28,944,060.87	-28,944,060.87	-28,415,892.25	55,985,966.39	55,985,966.39	51,258,277.57	35.42%
4 Tackling barriers to employment	99,526,530	97,808.79	97,808.79	1,763,065.35	50,122,266.56	50,122,266.56	48,929,795.46	49.16%
5 Improving the skills of the local workforce	157,147,152	8,290,352.70	8,290,352.70	9,082,291.26	98,220,566.89	98,220,566.89	93,905,133.72	59.76%
6 Technical Assistance	5,238,239	811,039.37	811,039.37	812,116.15	2,305,973.11	2,305,973.11	2,148,561.25	41.02%

Objective	Funding	Programme allocation ESF+ Public contribution	Expenditure paid out by the beneficiaries in payment claims sent to the Managing Authority in selected calendar year	Corresponding public contribution in selected calendar year	Expenditure paid by the body responsible for making payments to the beneficiaries in selected calendar year	Cumulative Expenditure paid out by the beneficiaries in payment claims sent to the Managing Authority	Cumulative Corresponding public contribution	Cumulative Expenditure paid by the body responsible for making payments to the beneficiaries	Cumulative Expenditure paid by the body responsible for making payments against the programme allocation
Total Regional and Competitiveness Objective		5,786,904,878.00	112,167,844.37	112,167,844.37	162,353,521.94	3,583,815,953.54	3,583,815,953.54	3,299,082,199.23	57.01%
Transitional phasing-in regions			49,449,241.79	49,449,241.79	52,875,424.86	563,614,878.52	563,614,878.52	517,008,193.46	8.93%
Non-Transitional phasing-in regions			62,718,602.58	62,718,602.58	109,478,097.08	3,020,201,075.03	3,020,201,075.03	2,782,074,005.77	48.08%
Total Convergence Objective		261,911,921.00	9,199,200.86	9,199,200.86	11,657,472.76	150,648,806.55	150,648,806.55	144,983,490.43	55.36%
Grand total		6,048,816,799.00	121,367,045.23	121,367,045.23	174,010,994.70	3,734,464,760.09	3,734,464,760.09	3,444,065,689.66	56.94%

	Total payments received from the Commission in 2012	Cumulative payments received from the Commission
1 Extending employment opportunities	348,952,051.52	998,929,219.45
2 Developing a skilled and adaptable workforce	139,715,471.09	529,097,861.22
3 Technical Assistance	13,582,515.44	34,301,072.74
4 Tackling barriers to employment	13,141,018.49	36,102,779.10
5 Improving the skills of the local workforce	26,647,931.45	54,855,557.11
6 Technical Assistance	448,075.34	744,973.91
Total	542,487,063.31	1,654,031,463.52

2.1.3 Information about the breakdown of use of the funds

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

Code	Priority theme	ESF amount (euro)
62	Development of life-long learning systems and strategies in firms; training and services for employees to step up their adaptability to change; promoting entrepreneurship and innovation	€ 1,019,003,066.84
64	Development of specific services for employment, training and support in connection with restructuring of sectors and firms, and development of systems for anticipating economic changes and future requirements in terms of jobs and skills.	€ 53,631,740.36
66	Implementing active and preventive measures on the labour market	€ 792,533,038.23
67	Measures encouraging active ageing and prolonging working lives	€ 99,066,629.78
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	€ 198,133,259.56
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	€ 891,599,668.01
74	Developing human potential in the field of research and innovation, in particular through post-graduate studies and training of researchers, and networking activities between universities, research centres and businesses	€ 32,224,842.87
85	Preparation, implementation, monitoring and inspection	€ 47,697,800.82
86	Evaluation and studies; information and communication	€ 11,924,450.21

2.1.4 Assistance by target groups

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

Assistance by target groups				
	Total Starts in year	Female starts in year	Total completers in year	Female completers in year
Total for all priorities				
Total number of participants	274,362	87,699	275,102	75,034
Employed (including self employed)	33,310	14,655	28,417	12,320
Self employed	1,372	877	5,502	1,500
Unemployed (including long term unemployed)	124,267	41,252	146,585	39,329
of which Long Term Unemployed	36,963	13,157	42,166	12,933
Inactive (including those in education & training)	116,785	31,792	100,099	23,385
of which in education or training	371	173	519	230
Young people (15-24 years)	95,402	29,285	99,381	26,663
Older people (55-64 years)	15,506	5,219	14,519	4,637
Minorities	48,979	16,111	46,340	12,266
Migrants³	2,744	877	2,751	750
Disabled	42,102	15,771	36,601	12,105
Other disadvantaged people	87,417	23,029	75,583	18,001
Primary or lower secondary education (ISCED 1 and 2)	65,161	22,805	61,718	20,726
Upper secondary education (ISCED 3)	99,741	36,224	100,677	34,972
Tertiary education (ISCED 5 and 6)	13,633	6,464	12,882	5,970

2.1.5 Assistance repaid or re-used

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

Analysis

7. By end of 2013, the programme has supported 5.5 million participants and of these 274,000 started provision in 2013. Total participation has exceeded expectations, having long surpassed the 2007-2013 target of 1.79 million. The higher than expected number of participants was the results 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.

8. Participation across each of the groups (unemployed, economically inactive, young people NEET and employed) has also exceeded expectations. By the end of 2013 the programme has helped 1.63 million unemployed and 633,000 young people NEET or at

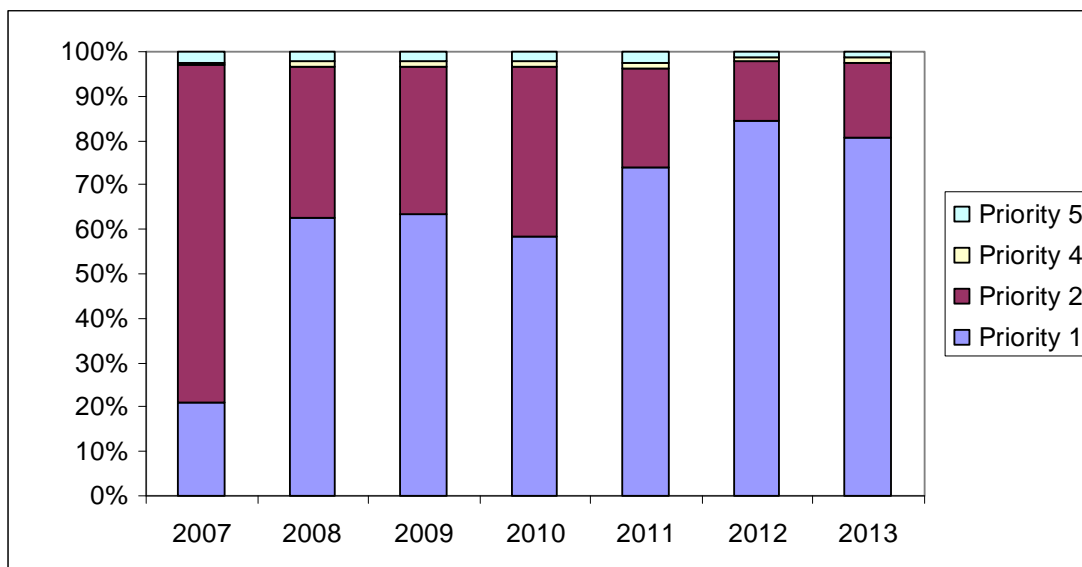
risk of NEET, both more than three times their target levels (381,000 and 182,000 respectively). The participants target for economically inactive (590,000 compared with a target of 311,000) and employed (1.14 million compared with a target of 916,000) have also been exceeded.

9. The participation of 274,000 reported in 2013 is much lower than the previous years, which were over half a million. However some increase may be expected when the figures are revised next year as the 454,000 reported in AIR 2012 has been updated to 514,000.

10. For 2013 the proportion of participants in each of the four economic groups was: 45% unemployed (124,000); 12% (34,000) employed; 18% (51,000) young people NEET and 24% (66,000 economically inactive). All the volumes are less than those reported last year.

11. In 2013, 81% of participants were in Priority 1. The dominance of Priority 1 is not quite as pronounced as in 2012, when it was 85% of participation, but is stronger than in the previous four years, when it was 58%-74%. The proportion of participants in Priorities 2, 4 and 5 is 17%, 1% and 1% respectively. This is summarised in the figure 3.

Figure 3 Proportion of participants in each Priority



12. In the cumulative figures, 67% of participants are Priority 1 and 30% are Priority 2. Priority 4 is 1% and Priority 5 is 2%.

13. In 2013, the proportion of participants recorded with a disability or health condition was 15%. Last year the AIR had 13% for 2012 and this has since revised up to 14%, so this may yet improve. The overall level of 17% is slightly below the target of 19%.

14. Among Priority 1 participants, the proportion of participants recorded with a disability or health condition is 17%. This is an improvement from a continuous decline

between 2008 (35%) and 2012 (14%). The increase for 2013 is linked to rises in the proportion of participants who are economically inactive and/or over 50. Among Priority 2 participants, the proportion of participants in 2013 recorded with a disability or health condition is around half of its target of 15%.

15. The proportion of participants aged 50 and over has increased from 14% in 2012 to 15% in 2013 and is below the target of 19%. The proportion of ethnic minority participants, at 19% for 2013, remains stable and at target level.

16. Female participation has increased from 27% in 2012 to 32% in 2013. However this is far below its 51% target. The decline in female participation in previous years was linked to increasing dominance of Priority 1 (which has the lowest female participation rate of the four priorities) and the rise for the latest year is linked to the relative increase in Priority 2 provision (where the female participation rate is higher). The female participation rate has been heavily influenced in the last couple of years by the high proportion of provision that is for offenders, a client group that is largely male.

17. In 2013, the programme helped:

- 30,000 unemployed and inactive people enter employment;
- 36,000 young people NEET into Employment, Education and Training;
- 2,000 people to gain basic skills; and
- 11,000 people to gain a full qualification.

18. Overall progress toward the 2007 – 2013 programme results targets is good: unemployed and inactive entering employment (384,000) is well above its target and young people NEET entering employment, education or training (419,000) is over four times its target. The rate at which participants are gaining basic skills has slowed and the cumulative total (150,000) is still some way short of the target of 201,000 for 2007-13. The number gaining a full qualification, at 438,000, is over twice its target level.

19. Whilst the number of participants in work on leaving the programme to date is well above target, as a proportion of Priority 1 leavers the rate is 15% against a target of 22%. The in-year figure for 2013 is just 13%, an increase from last year but lower than reported up to 2011. This suggests that performance is affected by both growth in the economy and by the increased focus on hard-to-help customer groups.

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

21. In Priority 2, the ratio over the programme so far of people gaining basic skills to participants assessed as not having them is 33%, well below the target of 45%. Many of the people recorded with basic skills needs have however gained level 2 qualifications.

22. The ratio of participants without level 2 who gained level a 2 qualification on leaving is 45% (against a target of 40%) and for participants without level 3 qualification who gain level 3 is 34% (against a target of 30%).

ESF Regulation Article 10 Information

Gender Mainstreaming

23. Gender mainstreaming is a key element of the gender equality and equal opportunities mainstreaming plan. Gender issues are integrated horizontally into the planning, implementation, monitoring and evaluation of ESF activities. The programme also enables support for 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 focused activities are given in the priority sections of this report.

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

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

25. The following action has been undertaken during 2013 as part of an ongoing commitment to try to increase female participation to 51% for the second half of the programme period:

- A major article on the importance of promoting gender equality was published on ESF News in the New Year of 2013:
<http://www.dwp.gov.uk/esf/news/promoting-gender-equality.shtml>
- An updated Action Note 70 was issued to CFOs on 22 January 2013 requiring them to: (i) identify providers who were failing to achieve a target of 51% and (ii) to identify which of those providers should be subject to review in future where appropriate. CFOs were asked to submit two Action Note 70 'returns' – one at the end of April and one at the end of October 2013. In April, 225 providers / contracts had been identified as being suitable for further review, and action was taken in relation to 223 of these.

By October the number of providers identified for review had reduced to 148. The number of providers to be reviewed had reduced because contracts were either coming to an end or recruitment limits were being reached. The results of the returns were described in the 2013 annual mainstreaming progress report.

- In February the gender equality mainstreaming progress plan and progress report were published on the website and advertised via the ESF Newsletter for February.
- In late May the ESF Leader awards, including the 2013 ESF Gender Equality Leader Award, were launched.
- ESF News featured a number of good practice / female-targeted case studies during the year.
- The ESF Works website published a number of gender-related themed articles in June 2013 including the report on the gender equality workshops held in November 2012.

Migrants

26. 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).

Minorities

27. People from ethnic minorities are a key target group for the programme. In 2013, the participation rate for participants who 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.

28. 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

29. Disabled people and other disadvantaged groups 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 2013, 15% 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.

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

Financial

31. In 2013 cumulative programme expenditure increased with over £168 million being spent by beneficiaries on programme activity during the year. The 2013 'in year' expenditure was less than in 2012 due to a combination of the conclusion of first half of the programme contracts, changes to Government policy leading to delays in procurement and lower than expected activity being reported for other contracts in the second half of the programme. Despite this both 2013 N+2 targets for Competitiveness and Convergence were exceeded at 104.08% and 100.80% over target respectively.

Europe 2020

32. 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. 1 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.

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

Regional Competitiveness and Employment Objective		
Code	Priority theme	ESF expenditure
62	Development of life-long learning systems and strategies in firms; training and services for employees to step up their adaptability to change; promoting entrepreneurship and innovation	€ 934,898,681.15
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	€ 49,205,193.74
66	Implementing active and preventive measures on the labour market	€ 761,917,328.41
67	Measures encouraging active ageing and prolonging working lives	€ 95,239,666.05
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	€ 190,479,332.10
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	€ 857,156,994.46
	Total	€ 2,888,897,195.91

34. As at 31 December 2013, about 98% of ESF funding allocated to operations within the Convergence will contribute to the Lisbon priorities. The breakdown is shown in the table below:

Convergence Objective		
Code	Priority theme	
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	€ 84,104,385.69
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	€ 4,426,546.62
66	Implementing active and preventive measures on the labour market	€ 30,615,709.82
67	Measures encouraging active ageing and prolonging working lives	€ 3,826,963.73
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	€ 7,653,927.46
71	Pathways to integration and re-entry into employment for disadvantaged people; combating discrimination in accessing and progressing in the labour market and promoting acceptance of diversity in the workplace	€ 34,442,673.55
74	Developing human potential in the field of research and innovation, in particular through post-graduate studies and training of researchers, and networking activities between universities, research centres and businesses	€ 32,224,842.87
	Total	€ 197,295,049.73

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

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

- Priorities 1 and 4 are supporting projects to tackle the barriers to work faced by unemployed and economically inactive people, and increase their participation in employment. There is a particular focus on people at a

- disadvantage in the labour market. Target groups include women, disabled people, lone parents, older workers, ethnic minorities, low skilled people, young people not in education, employment or training, and people facing multiple disadvantages. In particular, the new 'Troubled Families provision' is helping address the needs of those families with multiple problems, such as inter-generational worklessness, poor housing, parents with mental health problems or lack of qualifications. Priorities 1 and 4 reflects the approach that work is the best route to independence, health and well-being for most people of working age, and that jobs are the key to social inclusion.
- Priorities 2 and 5 support projects to train people who do not have basic skills and qualifications needed in the workplace. They focus on those who are least likely to receive training. They also support training for managers and employees in small businesses. Priority 2 aims to help people gain relevant skills and qualifications needed for their career progression, and for business growth and innovation in the knowledge economy.

37. 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

38. 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).

39. The other Co-financing Organisations are:

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

40. 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); 5); and technical assistance (Priorities 3 and 6).

Summary of main CFO performance issues

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

Department For Work And Pensions

42. Although DWP is performing above the original aims for delivery numbers for participants (unemployed and inactive), disabled and 50+, performance is below the agreed proportions for most outputs. Spend is currently below profile by 39% overall (match and ESF) and 50% for ESF only.

Table 1

Priority 1								
DWP Total	Participants	Unemployed	%	Inactive	%	Disabled	50+	Female
Target	467,415	290,938	62%	167,781	36%	22%	18%	51%
Achievement	751,108	414,350	55%	260,276	35%	34%	18%	34%

Priority 4								
DWP Total	Participants	Unemployed	%	Inactive	%	Disabled	50+	Female
Target	18,398	10,258	56%	8,140	44%	27%	30%	51%
Achievement	16,457	5,929	36%	9,481	58%	50%	22%	39%

DWP TOTAL (P1 & P4)								
DWP Total	Participants	Unemployed	%	Inactive	%	Disabled	50+	Female
Target	485,813	301,196	62%	175,921	36%	22%	18%	51%
Achievement	767,565	420,279	55%	269,757	35%	34%	18%	34%

43. ESF funded contracted spend between 2008-10 accounts for over 90% of ESF Funding Actual Spend to Date (a total of over £304m – see Table 4). Most of

these contracts ended in the summer of 2011. For contracts awarded since June 2011 provision spend has been significantly lower. Reasons for this include:

- **WP IB/IS Customer Group** This is a voluntary participant group within the Work Programme and inevitably the main emphasis for the WP has been on achieving key mandatory Group targets, with the result that providers have recruited very few people under this strand of the programme. The random allocation approach – where a proportion of participants will be referred to alternative providers – has acted as a further deterrent towards investment in proactive marketing. It was also always identified that these benefit groups would erode over the life of the contract, specifically IB claimants migrating to ESA. The remaining IS customers, predominantly lone parents, also have a range of other provision options.
- **Support for Families with Multiple Problems** – in previous PMC discussions we have already reported slow start-up and difficulties in gaining referrals from LAs, which were originally the only mechanism for recruitment to the provision. After careful assessment of options to help the providers improve delivery, over the past 18 months we have made a series of policy adjustments to the provision, including a secondary referral route that enables providers to identify eligible people and families directly, and some changes to the Progress Measure payment structure to help with cash flow. A total of £182m was originally committed to the Families contracts, though this figure will not now be reached. Our most recent projected spend is £30m but there are some signs of improvement and we are at the moment working with providers to try to establish more robust profiles that we anticipate will enable us to make a slightly higher projection.

44. On the Families provision DWP has made small but steady improvements in performance during the operational year to September 2013 compared to performance during 2012. Since July 2013 DWP has been encouraging ESF providers to work with Work Programme providers to target WP completers who might benefit from the type of intensive help and family support that this programme offers, and several report good success in recruiting participants through this route. We are planning further work with Jobcentre Plus to help providers access support in identifying eligible families from Work Programme completers, as well as identifying pre Work Programme participants who may benefit from this support. We have also launched a new performance management initiative to provide intensive contact and support to the providers to increase performance further.

45. Having established that there would be a significant underspend in 2011-13 activity, DWP has worked with the MA to decide on the amount of funding that needed to be made available for other initiatives. Some of these funds have been allocated to other CFOs, while some have remained with DWP, earmarked for a number of new projects

Table2

DWP Provision	DWP Notional Allocation
Help to Work Scheme including Community Work Placements	£86m (CWP contracts start April 2014)
Other DWP Pilots (eg HCP)	£4m

Non-DWP Provision	Notional Allocation
Skills Funding Agency	£40m
NOMS	£10m
LSSF	£10m

46. While the Work Programme was in development Ministers became concerned about groups of claimants who would not be included and, when the WP procurement was in progress, decided to take the opportunity to add value by attaching a further payment group funded by ESF for the Work Programme in England, enabling IB and IS customers to volunteer to participate where they would previously have been excluded. £66m was originally identified for this purpose, although the bulk of this funding has not been used and has been included in the funds declared back to the MA as underspend. Work Programme contracts began from June 2011 with 36 contracts covering 16 contract package areas in England.

47. The £30m currently projected is the minimum expected, with projections based on performance to July 2013. However, DWP has seen increases in performance outputs in more recent months (see DWP published statistics at Table 3), particularly for job outcomes, and we are hopeful of a higher spend and continued increased outcomes, as it works with providers to focus them on the need to improve performance further, helping more families move towards and into work. We will provide the MA with revised forecasts as soon as we are confident that DWP can make a robust forecast.

Table 3

	Attachments	Participants completing progress measures				Total progress measures	Sustained job outcomes
		any	one	two	three		

To Mar 2013	12,930	1,000	340	170	490	2,140	220
Apr-13	1,340	680	300	200	180	1,250	50
May-13	1,560	620	240	210	170	1,170	70
Jun-13	1,630	820	300	220	290	1,630	80
Jul-13	1,990	800	290	240	270	1,570	70
Aug-13	1,830	870	330	250	300	1,720	120
Sep-13*	1,530	940	300	260	380	1,960	110
Apr to Sep 2013	9,870	4,740	1,770	1,390	1,590	9,310	490
Total	22,800	5,740	2,110	1,550	2,080	11,450	720

48. Day One Support for Young People is a contracted mandatory employment programme for JSA (IB) 18-24 year olds making their first claim to JSA. The trailblazer commenced on 26 November 2012 and the last referral was made on 26 July 2013. The contracts ended on 25th November 2013.

49. Jointly developed with the Greater London Authority (GLA) and funded through DWP Co-financing arrangement through funds re-allocated from the GLA to DWP, Day One Support for Young People operated in the pilot areas of North and South London Jobcentre Plus districts.

No data has been published on Day One Support. Official statistics will be published in accordance with the Office for National Statistics guidance when providers have reported all data to DWP, to ensure robust data is available.

50. Community Work Placement (part of the Help to Work Scheme) will be delivered by contracted providers and will support some Jobseeker's Allowance (JSA) claimants who return from the Work Programme to undertake a full-time work placement for 30 hours (unless a claimant has restrictions previously agreed with Jobcentre Plus) for up to 26 weeks. Participants will also do at least four hours a week of provider-led job search.

51. Community Work Placement will be available nationally (England, Scotland and Wales) from April 2014, across 18 contract package areas with a maximum budget of £253m, with final referrals in March 2016. Up to 126,000 participants will be helped by the provision nationally over the 2 years. In England only, Community Work Placement will be part-funded by DWP ESF CFO arrangements with up to £57m allocated.

52. DWP has contracted with Ingeus UK Ltd to hold a series of interventions with ESA claimants with an 18-24 month prognosis (ie not expected to be able to work within this period). The pilot covers the East and West Midlands regions and there will be around 2,700 claimants taking part. The pilot went live on 25 November 2013 and will continue to August 2016 with participants being on provision for 2 years. A total of £3.8m has been awarded to this contract.

53. The pilot is part of a wider approach with Work Programme providers and Jobcentre Plus taking the lead in other regions on this customer group (these parts of the pilot are not ESF funded).

Central Bedfordshire Borough Council

54. There are ten active ESF co-financed projects from the 2011 tendering round, all of which had started delivery by November 2011. In Priority 1 all ESF Plan targets achieved or exceeded except for pre-NEETs(14-16) and 50+ cohorts. Difficulty with pre-NEETs referrals from schools in Central Bedfordshire caused slow delivery with that part of the NEETs programme, together with a now withdrawn project, so still a cause of concern. In Priority 2, misunderstanding of client eligibility slowed progress, but now on track to fully deliver.

Table 4

Programme indicators	Target 2007 - 13	Cumulative achievement	Change since last PMC
Participants - TOTAL	4,913	4,975	+247
Unemployed	1,454	1,914	+139
Economically Inactive	1,547	1,510	+57
14-19 NEET*	1,326	1,100	-3
	31%	24%	-1%
Basic skill needs**	20	20	
	3%	5%	
Disabled	18%	23%	+1%
Aged 50 plus	18%	11%	
Ethnic minorities	16%	23%	
Female	51%	51%	+1%
Programme results			
Programme indicators	Target 2007 - 13	Cumulative achievement	
In work on leaving (P1 & P4)	764	576	+93
Gained basic skills	14	0	-2

Gained full qual at level 2+***	170	95	
14-19 NEET into EET	596	703	+22

*14-19 NEET percentage of total participants in priority 1 only

**Basic skill needs percentage of total participants in priority 2 only

55. To date, (November 2013) 1,694 participants (52% female) have been supported from a target of 2,087 for the 2011-13 part of the programme. Of the leavers in Priority 1, 253 have obtained employment, against a target of 143. In Priority 2 the single project has delivered 6 x Level 1; 31 x Level 2; 36 x Level 3; 32 x Level 4 outcomes and has enrolled 54% female participants. Leavers into employment amount to 16% of all starters for this part of the Programme, 3% better than the overall Programme achievement.

East Midlands Local Authority Consortium

56. The East Midlands Local Authority Consortium (EMLAC) is on target within its ESF programme, on delivery of actual spend against funding profile. Its targets for programme outputs are also ahead of profile.

Table 5

ESF Funding Profile to date (£)	Public Match Profile to date (£)	ESF Funding Actual Spend to date (£)	Public Match Actual Spend to date (£)	Total Spend % Profile
£6,446,441	£7,008,362	£5,268,744	£5,921,403	82.68%

Programme indicators	Target 2007 - 13	Cumulative achievement	Change since last PMC
Participants - TOTAL	6,501	6082	-57
Unemployed	1,276	1119	-140
Economically Inactive	1,070	441	-16
14-19 NEET*	0	170	6
	0%	9%	1%
Basic skill needs**	1,604	1441	84
	41%	34%	0%
Disabled	18%	22%	-5%
Aged 50 plus	19%	19%	2%
Ethnic minorities	14%	25%	-6%
Female	50%	53%	3%

Programme results			
Programme indicators	Target 2007 - 13	Cumulative achievement	
In work on leaving (P1 & P4)	689	363	-21
Gained basic skills	381	632	27
Gained full qual at level 2+**	497	826	170
14-19 NEET into EET	0	39	-125

*14-19 NEET percentage of total participants in priority 1 only

**Basic skill needs percentage of total participants in priority 2 only

Greater London Authority

57. At the end of January 2014, the programme as a whole (LDA and GLA) has delivered 99.5% of its current expenditure profile. Achievement on participant numbers is ahead of target and delivery against most output and outcome indicators is also ahead of target. The new programme (GLA ESF Youth (Round 4), Priority 1.2, £5m ESF + £5m GLA) is now in delivery.

58. The programme is ahead of target on overall participant numbers. Overall LDA participant numbers exceeded their targets. In particular a significantly higher number of unemployed people were recruited in Round 1 of the LDA programme than anticipated, making up 79% of all participants. An attempt was made in Round 2 to focus the programme more clearly on economically inactive participants and this had some success, with the proportion of economically inactive participants in LDA Round 2 being 48%, compared to an overall target of 38%. However, this was not sufficient to redress the high numbers of unemployed participants in Round 1.

59. The focus of the LDA Round 3 and the GLA Round 4 projects on supporting young people who are not in employment, education or training (NEET) or at risk of being NEET has enabled us to meet, and exceed, the target for 14-19 NEET participants and outcomes from NEET into EET.

60. The proportion of female participants has dropped below the average of 53% achieved on LDA Rounds 1 and 2 because of the focus in Rounds 3 and 4 on young offenders and young people who are NEET. The gender of young people who are in custody is predominantly male, and young males also make up a higher proportion of young people who are excluded from school. Due to this, it is unlikely that the overall programme target of 50% female participants will be met. Further detail on other outputs and outcomes is provided in the main report.

Table 6

Programme indicators	Target 2007 - 13	Cumulative achievement	Change since last PMC
Participants - TOTAL ¹	32,057	42,842	681
Unemployed	8,144	17,337	-681
Economically Inactive	9,940	8,248	-927
14-19 NEET ²	9,094	10,658	1,522
	33%	28%	-6%
Basic skill needs ³	4,736	457	-4,617
	100%	9%	-3%
Disabled	21%	19%	-2.60%
Aged 50 plus	18%	14%	-6%
Ethnic minorities	59%	64%	10.40%
Female	50%	46%	-7%
Programme results			
Programme indicators	Target 2007 - 13	Cumulative achievement	
In work on leaving (P1 & P4)	3,625	9,212	4,074
Gained basic skills	2,010	2,357	-170
Gained full qual at level 2+ ⁴	0	0	0
14-19 NEET into EET	4,718	5,634	1,406

London Councils

61. London Councils' programmes are progressing well. Expenditure has increased by 20% since the last committee report. The number of programme starts has increased by 23% over the same period and the number of job outcomes has increased by 32%. London Councils believes these positive results are being aided by the growing economic recovery.

62. London Councils is progressing well towards programme targets. Within in the next two quarters, London Councils expects to have achieved its target for starts and is likely to be on target (65%) for the percentage of economically inactive participants it has recruited. London Councils also anticipates that it will meet the numeric target for numbers of people into employment, which has increased by 1,256 (+32%) since the last report. Please note that due to an administrative error, P2 participants were reported as part of the P1 management information. This issue has now been solved and the correct figures will be reported for February 2014.

Table 7

Programme indicators	Target 2007 – 13	Cumulative achievement	Change since last PMC
Participants - TOTAL	27,792	25,362	4,683
Unemployed	9,442	7,590	1,454
Economically Inactive	18,145	16,382	2,777
14-19 NEET*	205	1024	259
	1%	4%	0%
Basic skill needs**	335	0	-260
	100%	0%	
Disabled	22%	23%	-1%
Aged 50 plus	18%	15%	-1%
Ethnic minorities	60%	64%	0%
Female	51%	62%	2%
Programme results			
Programme indicators	Target 2007 – 13	Cumulative achievement	
In work on leaving (P1 & P4)	9,173	5,174	1,256
Gained basic skills	260	0	-284
Gained full qual at level 2+	0	0	-40
14-19 NEET into EET	110	419	103

*14-19 NEET percentage of total participants in priorities 1 only

**Basic skill needs percentage of total participants in priority 2 only

Luton Borough Council CFO

63. Projects are progressing steadily and moving participants closer to employment, though achieving job outcome targets remains a challenge. Projects supporting NEETs and pre-NEETs are overachieving on supporting young people back into education, training or employment.

64. Figures for supporting participants with disabilities and the over 50s are regrettably under target. There is one dedicated P1 project for those with physical or mental disabilities, so it is hoped that this will help rectify the percentage of disabled participants. There is also a project specifically supporting the over 50s, and all projects supporting adults are being encouraged to increase recruitment of older workers.

65. The percentage of female participants is 52%, so slightly over target. There are also four trans-gender participants.

66. The figures for ethnic minority participants supported continues to be high – only about 30% of participants class themselves as being White British or Irish. This is a reflection of the needs of the diverse population in Luton.

Table 8

Programme indicators	Target 2007 – 13	Cumulative achievement	Change since last PMC
Participants – TOTAL	3,548	4,002	+220
Unemployed	1,237	1,486	+70
Economically Inactive	1,033	1,345	+7
14-19 NEET	836	861	+208
	26%	22%	+5%
Priority 2	345	145	
Basic skill needs	10	7	
	3%	5%	+1%
Disabled	18%	13%	+1%
Aged 50 plus	18%	17%	+2%
Ethnic minorities	16%	59%	-10%
Female	51%	52%	+1%
Programme results			
Programme indicators	Target 2007 – 13	Cumulative achievement	
In work on leaving (P1 & P4)	603	390	+17
Gained basic skills	4	0	
Gained full qual at level 2+	129	110	
14-19 NEET into EET	376	466	+60

National Offender Management Service (NOMS)

67. NOMS CFO is on track to meet all targets and spend against profile, with performance remaining strong across each of the dossiers. Some demographic targets remain a challenge, but improvements continue and percentage increases can be seen. The expectation is that all relevant outputs and expenditure will be achieved by project closure. Some adjustments to the financial profile will have to be made as a result of removing Technical Assistance costs and the acceptance of the additional £10m ESF monies.

68. NOMS CFO, with over 12 months of delivery to go, has achieved all of its programme indicators. In terms of demographics all percentage targets are being hit with the exception of disability. In terms of the ESF cohort 27% of participants are categorised as disabled however the match cohort in this respect is more difficult to influence because of its size and the under reporting of disability in the custodial setting.

Table 9

Programme indicators	Target 2007 - 13	Cumulative achievement	Change since last PMC
Participants - TOTAL	452,201	537,129	52,629
Unemployed	236,673	268,505	26,827
Economically Inactive	169,804	210,733	19,437
14-19 NEET	45,724	57,891	6,365
	10%	11%	0.4%
Disabled	22%	7%	-1.2%
Aged 50 plus	7%	9%	1.7%
Ethnic minorities	20%	20%	-0.4%
Female	7%	8%	0%
Programme results			
Programme indicators	Target 2007 - 13	Cumulative achievement	
In work on leaving (P1 & P4)	11,182	52,077	19,263
14-19 NEET into EET	32	3,104	-121

Skills Funding Agency

69. On the basis of data up to August 2013, the SFA has supported an additional 55,000 participants. This includes over 40,000 participants in Priority 1, 13,700 participants in Priority 2, 750 in Priority 4 and over 1,200 in Priority 5.

70. There has been a slow down in spend and additional participants as SFA closed the 14-19 NEET and Community Grants contracts for the 2011-2013. The new 2013-2015 NEET and Community Grants have just started. The Agency has contracted additional 48 provider contracts for £70.5m 14-19 NEET activity which started in September and October 2013.

71. There are 12 new Community Grants contracts worth £21m which began in January 2014. Also there are 12 additional Skills Support for the Workforce contracts in Priority 2 (and 5) just starting worth £18m.

72. The overall participation in the Programme exceeds the targets. The Agency has continued to have difficulty in meeting percentage targets for engagement of the economically inactive in Priorities 1 and 4 and for those in work on leaving in Priority 1. The Agency no longer targets the economically inactive and is currently proposing a reduction in this target to the Managing Authority. The progression into work is below

target because the delivery also has a positive outcome of into education and training. Also the target was set before the economic downturn.

73. Addressing Basic Skills Needs in Priorities 2 and 5 remains below target but is something that quantified by no previous qualification and so it is possible this is undercounted. However, this is something difficult to quantify and is a more qualitative assessment. We would not be looking to change the definition.

74. Basic Skills Gained should improve as the qualifications contracted in the Workplace Learning begin to deliver, there has only been a slight improvement so far.

75. There remains the under achievement of the Female target in priorities 1, 2 and 5. We will continue to work with providers to redress the gender imbalance in the Programme. Looking more closely at female participation; for Priorities 1 and 4, In the second half of the Programme there has been a slight decline in the participation of women from 38% to 36%. Latest statistics on unemployment show that the rate of unemployment is higher for men (7.8%) than women (6.9%).

76. For young people 16-24, unemployed – 40.13% are women so the unemployed cohort of females is less than male. Nationally it has achieved 46% against a target of 51%. In the second half of the Programme there has been a decline in the participation of women from 46% to 40%. Latest statistics on unemployment show that the rate of employment is higher for men (77.1%) than women (67.1%). For adult employed people – 46.68% are women so the employed cohort of females is less than male.

Main Non- CFO Performance Issues

Gibraltar

77. The Gibraltar regional outputs and results targets are on track to be met and in some instances e.g. female participation to be exceeded. In P1 the Programme target was set at 51% and already 37% has been achieved. In P2 the target was for 50% participation and to date 47% has been achieved. (Gibraltar has raised concerns about the accuracy of data produced by INES and the CA and MA have been working with the Gibraltar ESF team to resolve those concerns. The MA in Gibraltar maintains that the output and result targets are realistic and in some cases exceeded (e.g. female participation). In the instances where some target outputs have not been met it contends that these targets were set at the beginning of the Programme and were not specifically tailored to Gibraltar but for the whole of the England and Gibraltar Programme, something which it plans to remedy in the new programming period 2014-2020.

Merseyside Complementary Strand

78. Joint Apprenticeship Project –During the final period of the programme the project continued its rolling programme of recruitment, using the employer contacts and offering them the Business Grant. If any clients were short listed they are given

pre-interview support. In addition to this it organised jobs fairs in Liverpool City Centre (Bluecoat Chambers) and in Toxteth (Crawford House).

79. The last quarter has focused on following up job outcomes and those young people who have completed the 6 month retention period. Limited recruitment has taken place. The overall job outcome figure has been exceeded. There are still young people coming up to their six month retention period 13. There have also been additional job outcomes where we have been unable to obtain the signed paperwork so these have not been claimed.

Final MI Data

Participants engaged 2731 against a target of 2075

In work on leaving 593 against a target of 735

80. St Helens Apprenticeship Project –All 130 apprenticeship opportunities have now been identified and filled. Some participants have not completed the apprenticeship placement, for a variety of reasons, and so these have been replaced with alternative participants. Participant numbers are actually now at 136. The project has delivered well against its targets and has proved successful in engaging with NEET Participants and moving them into sustainable apprenticeship placements. Although financially complete there are still a number of participants who have yet to reach the end of their placement, and information is still being collected for those that have been retained in employment after completing their apprenticeship placement. It may also be that the 'retained in employment after 6 months of ESF Intervention' will have to be updated throughout the rest of 2013 to fully capture the projects true impact, (this has been discussed previously with the CES Implementation Team).

Final MI Data

Participants engaged 136 against a target of 130

In work on leaving 80 against a target of 118

81. Wirral Apprenticeship Project -WQirral have been innovative in securing additional apprenticeship placements from employers on the basis of “buy one get one free” i.e. the employer would be supported in providing the 50% of the wage of one apprentice if they supported another apprentice 100%. This has been successful with 20 such placements supported. The project has been well managed – with 601 participants engaged and 226 apprenticeship placements being filled against a target of 148.

Innovation Transnationality and Mainstreaming(ITM)

82. The ITM programme funded 32 projects across six themes and twelve regions. The total ESF programme value, including extensions, was £27,149,208. The total programme value including match funding was £53,349,644. All ITM projects have now closed.

83. The ITM strand of the ESF programme originally planned to engage with a total of 19,394 participants, of whom a significant proportion would be unemployed or inactive and face disadvantage in the labour market. As of February 2014, the ITM strand had engaged with 29,541 which represent 152% of the original target.

84. All projects received one baseline visit and two or three Article 13 visits irrespective of whether they received an extension or not. All Article 13 action points for all 32 of the ITM projects have been closed. All closure reports have been submitted with the final claims to ensure a clean closure of each project.

85. A celebration event to showcase the achievements of ITM projects took place in London on 27 February 2013. Awards were presented to four ITM projects demonstrating excellence in four categories:

- Innovation: Making IT Personal, Barnsley Metropolitan Borough Council (ICT and the Digital Divide theme);
- Transnationality: The Aim Partnership, West Mercia Probation Trust (Active Inclusion theme);
- Mainstreaming: Clear About Carbon, Cornwall Development Company (Skills for Climate Change theme);
- General award for the good all-rounder across all three elements: Host Borough's Employer Offer, Groundwork London (Engaging with Employers theme);

86. There was a series of short films and powerful testimonials by project participants and speakers from external organisations who have benefited from ITM activity. A broad cross section of organisations was represented at the event in addition to the organisations leading the projects. External organisations included: the London Mayor's Office, London; the Department of Health; the European Commission; the National Offender Management Service; Ministry of Justice; Department for Work and Pensions; Jobcentre Plus; Ministry of Labour and Social Affairs, Czech Republic; Deputy Mayor of Liverpool; Network for Europe; G4S and Age UK 5050 vision.

Summary of ESF Added Value

87. 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. 2

Volume

² 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

88. 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.

89. ESF funding was used by DWP to buy additional employment provision that complemented national programmes and increased the number of participants accessing provision. This gave access to those who would not be eligible for mainstream provision or provided early access entry onto provision. For DWP the totals for the 2013 calendar year are 25,956 participants on to ESF provision and 1489 starts in to jobs for England.

90. The SFA increased its overall participation in the 2007-13 Programme by 760,000 in 2013 (between the November 2012 and August 2013 claims). At the August 2013 claim, it had a total of 4.0 million participants in the Programme, of which:

- 1.7 million were ESF-funded; and
- 1.66 million were both ESF- and match-funded (1.5 million through the National Careers Service (previously Next Step) and 0.15 million through Response to Redundancy activity).

91. Since the start of the programme (at the August 2013 claim):

- over 103,000 ESF-funded participants in Priorities 1 and 4 have progressed into work; and nearly 765,000 ESF-funded participants in Priorities 1 and 4 have progressed into education or training.

92. Within Priorities 2 and 5:

- over 29,300 ESF-funded participants have gained basic skills qualifications;
- over 80,500 ESF-funded participants have gained Level 2 qualifications; and
- over 22,700 ESF-funded participants have gained Level 3 qualifications.

93. NOMS CFO adds value to existing resettlement services by engaging with and motivating prisoners who would not ordinarily access available services, including attending education/training workshops, addressing barriers to work and preparing for release or the end of a sentence.

94. For the NOMS CFO, the following achievements have been made as a direct result of interventions paid for by ESF:

- Starts: Apr 13 - Mar 14 = 27,828 offenders have accessed the NOMS CFO provision
- Starts: Total Round 2 = 68,997

- Job Entries: Apr 13 - Mar 14 = an additional 5,653 offenders gained employment
- Job Entries: Total Round 2 = 11,021
- Qualifications: Apr 13 - Mar 14 = an additional 3,027 offenders gained qualifications
- Qualifications: Total Round 2 = 6,206

Scope

95. 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.

96. DWP Delivery of 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 Provision provides tailored support based on individual needs assessments and covers a range of activities to support personal, life skills and work skills. It is the only employment programme in England specifically designed to support families.

97. ESF has enabled inactive customers on Incapacity Benefit and Income Support to access the Work Programme on a voluntary basis. Although numbers have been small, none of these people would have received this help without ESF.

98. SFA has structured delivery activity that focuses on four key groups of people: the recently unemployed; those at threat of redundancy; 14-19 year old NEETs; and those in employment but with low skills. The Agency has supported the delivery of (or progression onto) Apprenticeships frameworks with its ESF provision. This will help individuals to develop their skills and long term employment opportunities.

99. Projects respond to local needs, allowing providers to tailor their delivery to the needs of individuals, employers and local priority setting groups. In Priorities 2 and 5, providers must have links with Local Enterprise Partnerships (LEPs) and respond to their priorities. Providers must also have links with other key local stakeholders such as local authorities, Jobcentre Plus, the National Careers Service and local employers.

100. Providers deliver regulated units and qualifications that support individuals to develop their work prospects, with each programme tailoring the support to a specific group of people. SFA designed the range of progression outputs to support

individuals onto higher levels of skills training and/or into employment/more secure employment.

101. At the end of the year, SFA began commissioning process four new activities. Each one is designed to meet the needs of a specific client group, whose needs are not being met by current national or ESF funded programmes.

- **Flexible fund for unemployed individuals** - to respond to emerging employment needs, such as new inward investment with employment opportunities.
- **English and maths for employed individuals** - to deliver accredited English and Maths qualifications to employed adults at Award or Certificate level.
- **Skills support for Work Programme participants now in employment** - to enable newly employed participants of the Work Programme, aged 19 and over, sustain employment through skills training and support.
- **Skills fund for Hinkley Point** - to provide individualised, flexible, responsive skills training to respond to the ongoing and emerging skills issues identified to support the Hinkley Point nuclear development.

102. The NOMS provision gives offenders access to additional support to address their barriers to employment, including help and continuing support for issues such as substance abuse, debt counselling, and employer facing skills. This allows ESF provision to complement 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

103. The second half of the NOMS programme has seen the introduction of bespoke delivery to additional groups deemed extremely hard to reach. Each contract region has a specific focus on a sub-group:

- North East – lifers
- Yorks & Humber – sex offenders
- 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

104. This focus has brought additional specialist services into each region. Details of these additional services have been documented in thematic reports by the NOMS CFO evaluation team and are due to be published on the NOMS CFO website.

Innovation

105. 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.

106. Day One Support for Young People (DOSFYP) pilot ran from 26/11/12 to 25/11/13 and supported young people, with little or no work history, who made new claims to Jobseeker's Allowance giving them experience of the workplace and the disciplines associated with work; to help strengthen their CVs and enable them to compete more effectively in a more restricted job market. This was the first time DWP had tried providing intensive support from day one of unemployment, rather than waiting until someone has been out of work longer before providing more help.

107. DWP has commissioned research to report whether the pilot achieved its aim of helping more young claimants off benefits and into work.

108. The DWP delivery model for the Families provision is innovative and is based on an approach to provide personal development and support and is entirely performance based. The providers do not receive payments for attachments, only for achievement of progress measures and job outcomes.

109. The new SFA activities described above in paragraph 101 and the approach to specific target groups by NOMS described in paragraph 103 are new and innovative.

Process

110. 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.

111. The Skills Funding Agency is trialling a new way to engage with the Local Enterprise Partnerships and Core City groups. The process being developed will

allow these economic development bodies to determine and articulate the skills requirements for their local areas that will directly lead to economic growth. The Agency will then reflect this in its ESF procurement activity, with the first tender launched in December 2012.

112. SFA deployed for user testing a new online provider portal called The Hub, which will allow providers to view their contract performance data in real time. This portal means both SFA and its providers can see the same dataset during regular contract management conversations and improve communications and reduce contract administration.

113. In 2013, SFA developed and released mobile software applications (apps) for some of its programmes. Members of the public can now use their smartphones to get careers advice through the National Careers Service and find an Apprenticeship vacancy from the National Apprenticeship Service.

Contribution to Economic Recovery

Department for Work and Pensions

114. DWP Families Provision is aimed at the long term unemployed families where worklessness is entrenched. This is with the aim of aiding economic recovery by reducing the reliance on benefits in helping families overcome barriers to work and becoming more focused on and ready for employment

The Skills Funding Agency

115. SFA uses its ESF funding to support individuals effected by redundancy and unemployment through three specific strands of activity:

- Skills support for redundancy (Priority 2 and 5)
- Skills support for the unemployed (Priority 1 and 4)
- National Careers Service (Priority 1 and 4)

116. These activity strands initially commenced in October 2008, when the Learning and Skills Council (LSC) secured an additional £158 million of ESF and match funding (£79 million 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. We now manage these measures, as the successor organisation to the LSC with responsibility for adult skills and management of ESF.

117. The Response to Redundancy Funding was a £100m package consisting of £50m ESF and £50m Train to Gain funds. The funding was available from April 2009 to March 2011. The SFA issued 116 contracts worth £99.2 million for delivery of the

activity. By the close of the data record in November 2011, expenditure on the Response to Redundancy Programme stood at £97.5 million.

118. It was delivered by a mix of contracted independent, college and voluntary providers from across the FE sector. These contracts delivered the following skills outputs(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

119. 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.

120. In April 2011, skills support for redundancy (SSR) superseded the Response to Redundancy activity. The SSR model built upon the success of its predecessor using a flexible model of general training support underpinned with units of accredited qualifications, leading to progression to employment and/or further training. 82 contracts were procured for delivery to July 2012. These contracts delivered support to 22,074 individuals to a value of £12,392,800. SFA procured a new set of contracts to start delivery from April 2013 until the end of the current ESF Programme, July 2015. In total, we awarded 20 contracts for £80,088,250.

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

122. A new set of contracts were procured to commence delivery from April 2013 until the end of the current ESF Programme, July 2015. In total 33 contracts were awarded for £89,395,750. During 2013 (up to August 2013), the Skills Funding Agency has supported about 18,000 individuals into work through Priority 1 and 4 funding.

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

124. ESF support for Next Step and the National Careers Service was 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.

125. Demand for the service is still high with ESF supporting additional capacity across all co-financing plan regions. The current contracts are committed to the end of the 2013-14 financial year. At a time when the country continues to struggle with economic growth the reasons for the initial support for unemployed and those at threat of redundancy remains valid. The service is a cost effective engagement mechanism for the ESF programme and the use of these funds has not impacted on the Agency's ability to meet its overall participation targets. To date, ESF has supported 1,515,727 sessions delivered by this service (individuals may have more than one session).

126. Initial analysis of the destination outcomes from participants has shown that 63% go on to skills training and there was an 18% increase in the proportion of individuals in employment 6 months after their careers session. The key benefit of the service is that it is nationally available to all adults in England and is principally targeted at those who have just left employment or are at risk of becoming unemployed. Intervening at this early stage is seen to help individuals not become long term unemployed and in doing so also supports their future employment opportunities. In this way the Service supports the wider aims of the Skills Funding Agency ESF programme.

Partnership

Programme Monitoring Committee

127. 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.

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

- Performance update from National CFOs (MC/01/13, MC/02/13, MC/03/13, MC/04/13, MC /18/13, MC/19/13, MC/20/13, MC/21/13 and MC/22/13)
- Progress Report from Central Bedfordshire Council (MC/13/13 and MC/31/13)
- Progress on Innovation, Transnationality and Mainstreaming (MC/06/13)
- Technical Assistance (MC/07/13 and MC/26/13)
- Progress Report from London Councils CFO (MC/14/13 and MC/32/13)

- Progress Report from East Midlands LA Consortium (MC/12/13 and MC/23/13)
- Progress Report from Luton Borough Council CFO (MC/05/13 and MC/30/13)
- Progress Report on Sub Committees (MC/10/13 and MC/28/13)
- Female Participation in the ESF Programme (MC15/13)
- Priority 1 & Priority 4 Evaluation (MC/08/13)
- Terms of Reference (MC/16/13)
- Implementation of the Evaluation Plan (MC/24/13)
- AIR (MC/25/13)
- Local Authority MI Reports (MC/11/13 and MC/29/13)
- Future of ESF 2014-2020 (MC/09/13 and MC/27/13)
- Progress Report from GLA as a CFO (MC/33/13)
- Publicity Update (MC/34/13)
- Update of MC/24/08 paper (MC/35/13)

129. 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.

130. 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

131. 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.

132. 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.

133. A balanced participation between men and women (as far as possible) is a consideration for representation in the RMC. The RMC is chaired by a person appointed by the Intermediate Authority, namely the EU Programmes Manager.

134. During 2013, the RMC met on 2 occasions, on the 6 June and on the 7 November. At the meetings the following ESF issues were discussed and addressed:-

- o The Annual Implementation Report draft for 2012 was discussed.
- o The progress of the Programme was monitored.
- o The future Programme 2014-2020 was also discussed.

London

135. The Mayor of London has been delegated responsibility for regional management of the ESF programme in London; and therefore the Greater London Authority acts as an Intermediate Body on behalf of the Managing Authority, DWP. A separate team within the GLA act as a co-financing organisation. 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.

136. The Committee meets on a six monthly basis, usually jointly with the European Regional Development Fund (ERDF) Local 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.

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

138. The Committee meeting on 19 June featured a national programme update, regional programme performance update, a presentation from London Councils and National Offender Management Service CFOs and an update on developments relating to the 2014-20 ESIF programme. The Committee meeting on 16 December

2013 covered the following items; regional programme performance update, a presentation from DWP CFO, an update on further developments of the 2014-20 ESIF programme and a presentation on the London Employability Performance Rating, a comprehensive tool to benchmark the achievements of employability service providers in London. The rating system awards a star rating based on three key areas: delivery performance, quality, and contract compliance. The system is used by the Greater London Authority, London Councils and the National Offenders Management Service CFOs in London.

Convergence

139. From 2007 – June 2011 the Joint Programme Monitoring Committee undertook to meet the regulations and oversee Convergence Programme delivery. Since DCLG had assumed direct management of the ERDF Programme, Ministers decided that the 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 therefore agreed to establish a Joint Local Management Committee covering both the ERDF and ESF. Membership includes the Managing Authority, Communities and Local Government, Cornwall & Isles of Scilly LEP, Cornwall Council Chief Executive, Cornwall Council Members, Cornwall Business Partnership, Council of the Isles of Scilly, Voluntary Sector, Environment Agency, South West TUC, Jobcentre Plus, Skills Funding Agency, National Offender Management Service, Cornwall Rural Implementation Group.

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

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

142. There were Local Management Committee meetings held in May and October 2013. There was also a specific ESF Regional Committee Meeting held on the 9th May to coincide with Europe Day and the sixth Cornwall WISE Awards ceremony which had been attended by Peter Stub Jorgensen, Director in DG Employment at the EC.

143. At the meeting on the 9th May there were presentations from the Head of ESFD who updated members on the 2014 – 2020 programme and from the Strategic Development Manager for DWP whose presentation focussed on ESF delivery, the labour market in Cornwall & the Isles of Scilly and welfare reform. The members were

informed that the EC had used a local project 'XtraVert' as an example of good practice and it had received wide publicity and that female engagement in Priority 5 was the best performing nationally. At a local level to support the troubled family's agenda JCP was working with the Local Authority in a joined up approach to maximise referrals.

144. The LMC on 22nd May was informed that Priority 4 was exceeding its target for people entering work and Priority 5 had delivered 21,000 workforce skills qualifications to date. Higher Education (HE) was performing well and the Commission had requested a performance paper covering HE for future meetings.

145. At the meeting in October the ESF Secretariat were able to report that the N+2 spend target for 2013 stood at 99% with further claims about to be submitted. The Managing Authority Performance Paper was presented in a revised format after discussions with the Commission. This provided performance detail for the whole of the England programme allowing members the opportunity to compare programme performance against other regions. The ESF Managing Authority spoke about the targets, outputs and results achieved to date. Overall the Convergence Programme was seen as very positive as part of the wider programme for England. The MA advised that the England programme as a whole was in suspension but were hopeful the suspension would be lifted in late 2013 or early 2014.

Evaluation sub-committee

146. 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 2013. The ESF evaluation sub-committee meeting held on 30 May 2013 focused on:

- progress in implementing the evaluation strategy;
- the results of the scoping study for families with multiple problems;
- IFF's update on progress that had been made with the 2nd ESF Cohort Survey;
- an update on the evaluation of Day One provision; and
- an update on the evaluation work undertaken by the Skills Funding Agency.

The next meeting of the ESF evaluation sub committee will be held in the final quarter of 2014.

Gender equality and equal opportunities sub-committee

147. 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.

148. 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.

149. The sub-committee met on 9 December 2013 and discussed the 2013 annual ESF gender equality and equal opportunities mainstreaming report.

150. The report concluded that the female participation rate for the programme was still significantly below the overall target of 51% and that action should continue to try to engage more women on the programme.

151. It noted that the female participation had declined in the second half of the programme period in all priorities and CFOs except for: DWP; other CFOs in Priority 1 and 5; and NOMs CFO in Priority 4. Only Priority 5 was still meeting the female participation rate target.

152. It was clear that the female participation rate varied across the CFO types. DWP CFO had achieved a 63% female participation rate in the second half of the programme period (albeit from a relatively small base). This was probably due to the strong family focus of DWP provision.

153. The Skills Funding Agency had achieved an overall female participation rate of 37%. Performance varied by priority and by region - with London and the South West having the highest overall female participation rate for Priorities 1+4 and Priorities 2+5 respectively.

154. NOMS male-dominated provision clearly had an effect on the overall female participation rate. The conclusions of the report noted that when NOMs provision was excluded from the national programme figures, the female participation rate increased to 39%. The scope for increasing female participation in NOMS provision was obviously limited due to the male dominated prison population.

155. 'Other provision' was performing best at programme level with a female participation rate of 49% (albeit from a small base).

156. The conclusions noted that good overall progress had been made towards the other equality targets and output indicators for the programme.

157. The sub committee noted the progress that had been made towards other objectives, for example: the CFOs progress in setting baselines in response to Action

Note 70; and the SFA progress with its report on engaging disabled participants in Priorities 2 and 5.

Sustainable development sub-committee

158. 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.

159. 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 9 December 2013.

160. ESF Division gave a presentation on the draft annual national mainstreaming progress report, highlighting the main areas of progress that had been made during 2013, including the successful third year of the ESF Sustainable Development Leader Awards scheme and the good progress that had been made in terms of providers using sustainable development policies and plans.

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

162. ESF Division gave a presentation on the draft 'lessons learned' report which aimed to help carry forward best practice from the current programme into the new programme. The European Commission asked for the report to be strengthened in a number of areas, for example, by making better use of GHK evaluation findings and highlighting success in areas such as extending contractual requirements for sustainable development policies and plans into match-funded provision. The report has been revised and will be published in 2014.

2.2 Information about compliance with Community law

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

2.3 Significant problems encountered and measures taken to overcome them

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

2.4 Changes in the context of the operational programme implementation

2.4 Changes in the context of the operational programme implementation

165. 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 7.2 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 2.7% over the period Q4 2012 – Q4 2013. The ILO unemployment rate for England was 7.2% in Q4 2013, down 0.6 percentage points on Q4 2012.

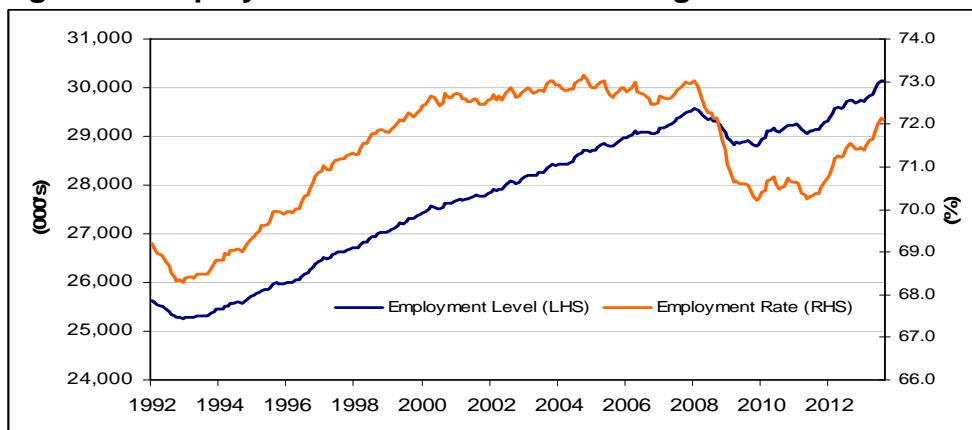
166. At Q4 2013 (the October 2013 to December 2013 quarter), there were 30.15 million people aged 16 & over in employment in England. The employment rate was 72.1% (based on the population aged 16 to 64). The employment level was up 396,000 between Q4 2012 and Q4 2013, and the rate was up 0.6 percentage points. According to the Eurostat definition³, the employment rate for the UK was 71.3 % in Q4 2013, an increase since Q4 2012 of 0.5 percentage points.

167. Employment rates vary considerably by age. Those aged 35-49 are the most likely to be in work, with 82% employed in Q4 2013. This compares to an employment rate of 68.3% amongst those aged 50-64 and 51.1% amongst those aged 16-24 years old.

168. Between Q4 2012 and Q4 2013, employment rates for the 16-64 year old population rose in all eight out of the twelve regions. The largest increases were seen in Wales (up 2.1 percentage points), Scotland (up 2.0 percentage points) and the South East (up 1.6 percentage points).

³ 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



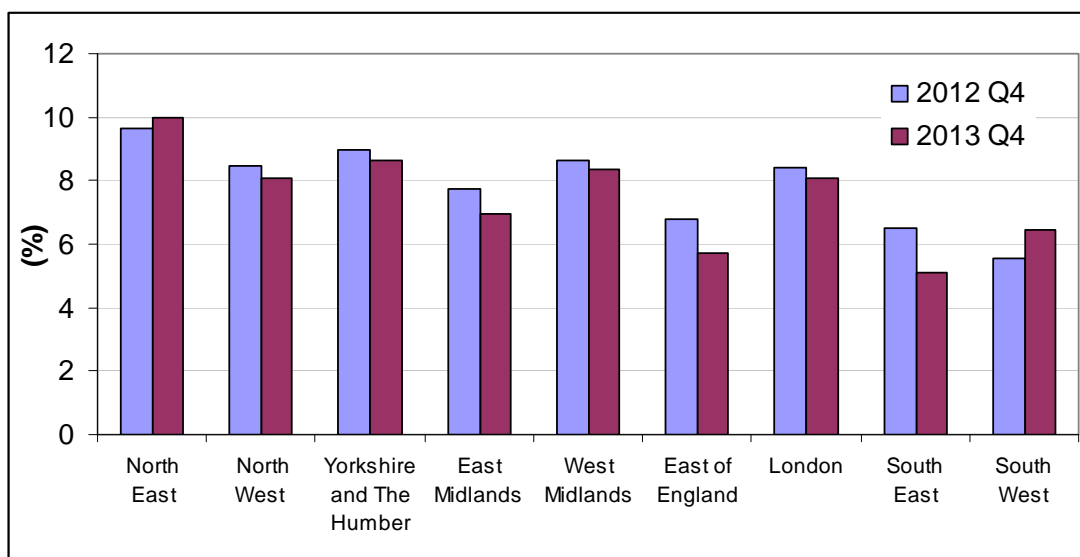
Source: Labour Force Survey, seasonally adjusted.

169. Regions differ significantly in their employment rates. The North East has the lowest employment rate at 67.4%, the South East the highest with 76.6%. However, as there tends to be much greater local variation in employment rates, differences are much larger within than between regions.

170. The ILO unemployment rate fell 0.6 percentage points over the year to stand at 7.2% in Q4 2013. Unemployment levels went down by 161,000 to 2.34 million people. The unemployment rate in the UK is above the G7 average but below the OECD average. Unemployment also varies by age. In October to December 2013, 12.7% of 16-24 year olds were ILO unemployed, compared to 5.6% of 25-49 year olds and 4.4% of those aged 50-64.

171. ILO unemployment rates have fallen in every region on the year except the North East and the South West. The largest falls were in Wales, down 1.6 percentage points, and the South East, down 1.4 percentage points.

Figure 5: Regional unemployment rates working age, Q4 2012 and 2013



Source: Labour Force Survey, seasonally adjusted.

Policy changes affecting the main CFOs

Department for Work and Pensions

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

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

173. 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.

174. It has been estimated that there are 120,000 troubled families in England. This ESF provision is voluntary and will align with Local Authority (LA) -delivery of wider help to move Troubled Families and 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).

175. 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.

176. 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.

177. The funding model contains two elements:

- **Progress Measure Payment** – can be claimed for each individual who has:
 - attached and completed 10 weeks on provision; and achieved up to a to a maximum of 4 Progress Measures; and
- **Job Outcome Payment** - can be claimed for an individual on entering sustainable employment.

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

179. 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.

180. Day One Support for Young People is a contracted mandatory employment programme for JSA (IB) 18-24 year olds making their first claim to JSA. The trailblazer commenced on 26th November 2012 and the last referral was made on 26th July 2013. The contracts ended on 25th November 2013.

Jointly developed with the Greater London Authority (GLA) and funded through DWP Co-financing arrangement through funds re-allocated from the GLA to DWP, Day One Support for Young People operated in the pilot areas of North and South London Jobcentre Plus districts.

181. No data has been published on Day One Support. Official statistics will be published in accordance with the Office for National Statistics guidance when providers have reported all data to DWP, to ensure robust data is available.

182. Health Care Pilots DWP has contracted Ingeus UK Ltd to hold a series of interventions with ESA claimants with an 18-24 month prognosis (ie not expected to be able to work within this period). The pilot covers the East and West Midlands regions and there will be around 2,700 claimants taking part. The pilot went live on 25 November 2013 and will continue to August 2016 with participants being on provision for 2 years. A total of £3.8m has been awarded to this contract.

183. The pilot is part of a wider approach with Work Programme providers and Jobcentre Plus taking the lead in other regions on this customer group (these parts of the pilot are not ESF funded).

Skills Funding Agency

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

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

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

186. The Agency began commissioning four new activities designed to meet the needs of specific client groups, whose needs are not being met by current national or ESF funded programmes.

- **Flexible fund for unemployed individual** – to respond to emerging employment needs, such as new inward investment with employment opportunities.
- **English and maths for employed individuals** – to deliver accredited English and Maths qualifications to employed adults at Award or Certificate level.
- **Skills support for Work Programme participants now in employment** – to help newly employed participants of the Work Programme, aged 19 and over, sustain employment through skills training and support.
- **Skills fund for Hinkley Point** – to provide individualised, flexible, responsive skills training to respond to the ongoing and emerging skills issues identified to support the Hinkley Point nuclear power station development.

187. The Agency's External Advisory Group for ESF involves Local Enterprise Partnerships (LEPs), Core Cities, Local Authorities, and other key stakeholders for ESF in England. This group developed specifications for SSW from the start of the procurement process and started helping to Agency to prepare for the 2014-20 ESF programme.

188. The Agency launched Traineeships – a programme to help young people who want to get an Apprenticeship or job but who do not yet have appropriate skills or experience. Traineeships provide essential work preparation training, maths and English and work experience, to help young people be ready for a job with training or an Apprenticeship. The Agency's ESF Skills Support for the Unemployed (SSU) and ESF NEET provision can help young people progress into a Traineeship. We also use Apprenticeships funding as match funding for ESF.

189. The Agency's ESF provision continues to focus support on:

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

National Offender Management Service

190. 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.

191. 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 are not supported by Probation following release.

192. In addition to general delivery, there is an increased focus on social enterprise activity, (previously funded via Technical Assistance monies) 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 is continuing to extend opportunities for 16-18 year olds participating in the programme.

193. 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

194. NOMS has an agreement in place 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 funding round. NOMS can be seen as a precursor to mainstream activity, preparing offenders for other programmes or re-entry to the labour market.

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

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

196. 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

197. 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.

198. 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.

199. 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 for this as in the South West. No problems were encountered applying these criteria.

200. 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.

201. 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. The monitoring and contract management arrangements with CFOs also ensure that demarcation between the funds is maintained.

Convergence Objective

202. 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 –

- **Fifteen Cornwall** – which in the Objective One programme successfully used both ERDF and ESF to kick-start the Jamie Oliver inspired training restaurant. And in Convergence has used ESF to ensure the programme has taken more young people than the profits from the restaurant alone could support. The apprenticeship programme was nominated for a 2014 RegioStars Award.

- **Social Enterprises triggered by ESF investment now using workspace constructed using ERDF** – examples include
 - Active Plus in the Health and Wellbeing Innovation Centre, Treliske
 - Surf Action in Heartlands
 - Menopause Self Care in the Health and Wellbeing Innovation Centre, Treliske
- **Businesses growing supported by both ERDF and ESF** – examples include
 - Cockwells Boatbuilders which received investment by both the Business Investment for Growth (ERDF) and knowledge and skills boosted through graduate placement through Unlocking Potential (ESF)
 - Cornish Lobster Hatchery which received ERDF investment during Objective One and ESF Convergence for PhD level research
 - Geevor Mine Museum which received ERDF investment from Objective One and ESF Convergence to upskill its workforce
 - Newquay Cornwall Airport which was converted from military to civilian use using ERDF from Objective One and ERDF Convergence used to expand the capacity,; with ESF Convergence used to up-skill the Airport workforce
- **Unlocking Potential** – The ESF investment from Objective One and Convergence in the graduate placement programme has been expanded with the use of ERDF Convergence into Unlocking Potential, a much broader based business support programme; and adapted using ERDF Competitiveness and Employment for a different geography
- **The Combined Universities in Cornwall (CUC)** – ERDF has invested in the Higher Education and Research infrastructure and ESF in the higher skills, research and innovation.
- **The European Centre for Environment and Human Health (ECEHH):** A high quality research hub. ERDF was invested in the building of the premises, and ESF is used to fund the PHD students, which in turn, are developing the research capacity of the centre.

Gibraltar

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

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

2.7 Monitoring arrangements

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

206. A comprehensive programme of Article 13 verification activity covering England and Gibraltar was delivered in 2013. Building on the verification activity undertaken previously, a total of 181 verification visits were completed in 2013 by the Managing Authority. This activity included initial baselines and on the spot financial (OTS) verification activity across all English regions and Gibraltar.

207. On the spot verification work in 2013 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.

208. Overall, Article 13 on the spot activity during the reporting period identified mostly minor shortcomings the exception to this was a case of non-compliance with publicity requirements and duplication of match expenditure in a single CFO agreement. A total of 31 irregularities were identified during inspections within the reporting period, with a total value of £1,169,271. CFO verification activity established that compliance with ESF requirements and regulations was of an acceptable standard.

209. The Innovation Transnational and Mainstreaming Unit (ITMU) was given delegated responsibility to undertake Article 13 work in the latter part of 2009 and in 2013 undertook 12 on the spot visits. ITMU visits identified 5 irregularities with a total value of £6,025. From July 2013, all ITM projects have closed and there will be no further Article 13 verification visits.

210. The MA worked closely with the AA and CA to review the third year of on the spot Article 13 monitoring and Article 16 inspection activity. Changes were made to the Article 13 monitoring programme for 2013 that reflect the higher levels of risk present in college based activity and a move to real-time verification.

Table 10

Period	Number of OTS visits	Number of Baseline visits	Irregularities numbers	Irregularities value
Jan-Mar	62	0	5	£ 6,443
Apr-Jun	27	4	4	£161,676
Jul-Sept	33	2	8	£110,493
Oct-Dec	51	2	14	£890,659
Totals	173	8	31	£1,169,271

Key outcomes arising from the 2013 Article 13 monitoring programme were:

- completion of the majority of the fourth cycle of verification activity for CFO and non CFO projects to ensure the delivery of the overall Article 13 Plan;
- the balance of the work was completed in the first quarter of 2014. Approximately 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;
- changes were made to TA guidance around internal segregation of duties and the closure of the open application process;
- the successful continuation of the ITM Unit Article 13 on the spot verification programme of the 33 ITM projects;
- three specific action notes produced by the MA and the Policy Team in terms of fraud awareness procedures AN85 and AN89) and AN 88 – Revision to CFO administration costs.

211. 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 small number of cases overall and were generally for low amounts, the exception to this was one provider where a 2% flat rate correction was applied due to non-compliance with publicity requirements and a duplication of claimed matched expenditure in one claim agreement affecting numerous providers. The most frequently identified issues during on the spot verification monitoring of CFOs and their providers were:

- missing documentation or insufficient evidence to support the audit trail. In some 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;
- 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;

212. A small number of baseline visits were made to new TA 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;
- expenditure in claim based on budgeted rather than defrayed costs;
- ensuring document retention policies covering live and closed projects were up-to-date with the correct end dates;
- concerns around document retention for ITM projects that have closed or approaching closure;
- the need to ensure that policies relating to cross cutting themes (CCT) are comprehensive and CCT plans up to date;
- incorrect use and display of ESF logos on premises and web sites. Failure to retain publicity evidence;
- inconsistent calculation of tutor time used for match purposes in several colleges;
- misunderstandings in the treatment of revenue generated by a small number of projects;
- ESF participant files containing inadequate information to evidence activity and support;
- ESF projects not submitting claims to the required timescales.

213. 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.

214. Following the outcome of Audit Authority Article 16 and Technical Assistance audits, and follow up work by the European Commission programme payments were interrupted in February 2013, and later in the year the programme was formally moved to suspension. In response to the interruption an Action Plan to improve the management and control environment was implemented.

215. The Managing Authority successfully introduced further adjustments to its Article 13 monitoring regime for 2013 as part of the response. The rationale for the change is early identification and intervention by the Managing Authority will improve the effectiveness of the A13 programme which should result in fewer errors being identified in subsequent Article 16 audits. Specific actions included:

- move to a 'real time' A13 programme that will involve verification and monitoring visits immediately after receipt and scrutiny of each claim;
- prior to commencing the 'real time' A13 cycle MA intend to implement transitional arrangements that will include a 20 per cent check of expenditure for the period February to November 2013. Participant checks for this period will be confined to

those in the November 2012 claim thereby avoiding any overlap with the Article 16 programme;

- greater focus of the work on the areas of higher risk - in practice this means the SFA which accounts for 70% of expenditure;
- monitoring visits doubled and the number of participants selected increased to 20 per visit;
- the 20% financial verification undertaken in house as part of the claim desk checks;
- a new systems check at the CFO Head Office included sampling of national contracts, publicity and document retention policies. There will also be checks on action undertaken to implement findings of previous audits;
- streamlined paperwork reduced the need to involve narratives from the provider and targeted concise report writing by the A13 team.

216. Managing Authority successfully introduced real time verification for the Skills Funding Agency from May 2013 and has completed three full claim cycles within this partial year. The main details to note are:

- 63 providers were subject to on the spot verifications using real time verification in this period covering the Nov 2012, May 2013 and August 2013 claims;
- the number of participants selected for on the spot verification visits doubled and resulted in a higher irregularity detection rate;
- streamlined A13 reporting forms has help increase efficiency and effectiveness in delivering the verification process due a tight and quarterly rolling timetable;
- a new quarterly SFA reporting format has been introduced which clearly identifies current and on going issues for resolution and is copied to both the Certifying Authority and Audit Authority for information and further discussion where necessary;

217. The Audit Authority selected five on the spot verification reviews, covering the May 2013 claim, and re-performed them with the original participant sample and EC rules compliance along with A13 verification manager. Feedback was positive with minor suggestions for refinement. This was followed by an independent EC Audit which reported similar findings. Article 16 audits concluded that the overall error rate for 2012 expenditure was just above the Commission's 2% tolerable error rate. A self correction to the programme was applied to being it into line with the 2% level. All of the actions were reported to the European Commission in December in response to the Action Plan following programme suspension.

Management and Control Description

218. 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 in December 2013 to cater for changes to the Article 13 and 16 procedures and also address changes with the move to Rockingham House. The revised document was sent to the Commission.

Evaluation

Current Evaluations

ESF Cohort Survey 2012

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

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

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

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

- Batch 3: DWP and GLA provision (fieldwork August to September 2013).

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

223. IFF has adopted a slightly different approach for the NOMS ESF sample. Due to difficulties in obtaining telephone numbers for participants, records of all leavers are sent to IFF for telephone matching. Only those records for which a telephone number is available are sent an opt-out letter and included in the survey. Reflecting the nature of the sample, the proportion of records that a telephone number can be obtained for is quite low and the proportion of these numbers that turn out to be incorrect is quite high, resulting in IFF obtaining a relatively small number of interviews from each batch of sample. IFF has received very few contacts from Local Authority CFOs and hence the number of interviews achieved is low. This reflects a number of issues around the timing of provision, the approach taken to getting consent to be approached for the survey and records not being easy to collate.

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

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

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

227. The Batch 3 survey includes;

- GLA ESF participants
- DWP ESF participants of the Families Provision who started on the programme between December 2012 and March 2013

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

228. **GLA ESF provision** was a bespoke support package delivered to vulnerable young groups in London. The programme is devised of three main projects: The “Young People with Learning Difficulties and/or Disabilities” project, The “Re-settlement of Young Offenders” project and The “Re-engagement for Young People Excluded from School” project. As part of each project, delivery partners devise a bespoke Individual Training Plan for participants designed to enable them to progress to sustained employment, education or training (EET). The delivery of these plans varies according to the participant’s particular needs. Upon completing all / sufficient activities identified in their plan a participant will enter EET which should be sustained for 52 weeks.

229. DWP ESF: Families Provision - Provision is targeted at families facing multiple disadvantages. The duration of support is open ended, may continue into supporting an individual in maintaining employment and no notification of “leaving” is including in the management information. : For the purposes of the survey the end of provision is defined as those reaching a six month period of engagement with the programme.

230. DWP ESF: Voluntary IB/IS Work Programme Referrals - Individuals claiming IB or IS who opt to participate in the Work Programme even though it is not mandatory for them to do so. The Work Programme lasts for up to 2 years and we do not get notification within the management information of “leaving”. For the purposes of the survey a similar approach to that they are using for the DWP Families Provision and draw individuals after a six month attachment to the programme.

231. DWP ESF: London Day One Support for Young People - This is a Trailblazer programme which ran in North and South London. It gave young people with little or no work experience support from Day 1 of their JSA claim. From the start of their claim participants are required to undertake a 13 week work placement which has to be of benefit to the community with a private or community-sector organisation - alongside provider-led jobsearch.

232. The table below summarises the amount of sample IFF received for each of the strands above as well as the number of interviews achieved. Interviewing ended March 2014 and a first draft report has been received.

Table 11

CFO	Funding	Target interviews	Total sample records received (within sampling window)	Total drawn and usable sample (with matched telephone number)	Total productive sample (i.e. excluding unob. / incorrect numbers)	Achieved Wave 1 interviews	Achieved Wave 2 interviews	
SFA ESF	ESF	3,000	25,134	10,560	6,157	3,408	1,973	
SFA Match	Match	3,000	18,476	9,524	5,779	2,805	1,235	
NOMS ESF	ESF	1,000	24,749	6,133	2,612	720	317	
DWP	ESF	1,250	9,315	6,132	3,179	1,230	622	
DWP	ESF / Match	<i>Census</i>	569	538	387	147	75	
Central Beds Council	ESF	500	26	26	9	5	2	
Luton Council	ESF		41	39	26	15	7	
East Midlands Consortium	ESF		9	9	8	5	2	
Central Beds Council	Match		130	0	0	0	0	
East Midlands Consortium	ESF / Match		20	18	13	6	4	
London Councils	ESF / Match		11	11	9	3	2	
GLA	ESF / Match		641	528	280	96	43	
Grand total							8,440	4,282

The final report will be published in October 2014.

Day One Support for Young People (DOSYP) Evaluation

233. Reducing the level of youth unemployment is a key priority. The Day One Support for Young People trailblazer tested the effect of providing support much earlier in a young person’s claim, for those with limited work history. The evaluation is considering the impact of the trailblazer on outcomes for young people and providing valuable insights and lessons for future provision of employment support for young people and what works best in supporting them off benefits and into employment.

234. Commissioned research for the evaluation is supplementing an internal impact assessment that is being conducted within DWP. The research included both qualitative interviews and a quantitative survey, and involved a range of stakeholders, including Jobcentre Plus staff, contracted provider staff, placement hosts and young people. The research cost £98,971 – half paid from the DWP research budget and half from ESF Technical Assistance. Policy Overview:

- Ran from November 2012 until October 2013 (with referrals until July 2013). Piloted in North and South London.
- 13 week mandatory work placement of community benefit at the start of their claim, for 18-24 year olds making a new JSA claim, with little or no work history since leaving full time education.
- Work placements were expected to be for 30 hours a week, with 10 hours a week of provider led job-search support.
- Very quick timetable for placements – within a matter of days.
- Providers source the placements, and funding is intended to encourage focus on job outcomes.

235. The aim of the commissioned research was to explore:

- i) How DOSfYP was being experienced by Jobcentre Plus staff; providers; placement hosts; and claimants.
- ii) what effect DOSfYP had on moving young people off benefits and into work
- iii) hard and soft outcomes for claimants on DOSfYP

236. The research was carried out between May and September 2013. It included the following qualitative interviews with Jobcentre Plus staff; provider staff; placement hosts and claimants:

Providers	4 telephone interviews 12 staff involved in face-to-face group discussions
Placement hosts	10 telephone interviews
Jobcentre Plus staff	22 telephone interviews 8 face-to-face interviews
Claimants	30 telephone interviews, with claimants who did not start DOSfYP and those who did complete their placement

237. In addition, a telephone survey of 800 claimants was carried out, in order to capture a range of views and experiences of DOSfYP. The survey included interviews with claimants who did not continue their JSA claim once they found out about DOSfYP (and so were not formally referred to a provider) (64 claimants), claimants who were referred to DOSfYP but did not go on to start a placement (174 claimants) as well as those who did start a placement (562 claimants). Amongst those who started a placement, 305 survey respondents did not complete their placement and 257 completed their placement. Findings from the research and impact assessment are due to be published in autumn 2014.

Evaluation of Troubled Families provision

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

239. The DWP research team have commissioned a consortium consisting of Ecorys and Ipsos Mori to evaluate the effectiveness of the ESF provision for Families with Multi Problems programme and to highlight lessons learned for current and future provisions. The project commenced on 20 June 2013 and the final report will be available in August 2014. The research will cost in the region of £237,565 – half paid for from the DWP research budget and half from ESF TA.

240. Ecorys and Ipsos Mori conducted a further feasibility and piloting study aimed at further developing and testing the research approach and tools. An internal report was produced at the end of this study in January 2014 and it formed the outline of the final research design.

241. Broadly the changes to the initial research design were to change the survey design from a clustered sample of face to face interviews to a stratified sample of participants through mainly telephone interviews with face to face interviews for those preferring this option. This revised approach meant that the target sample size was doubled from six hundred to twelve hundred allowing for more confidence in the results.

242. There was also a revision in the evaluation approach to interviewing participants who were referred on to the provision and subsequently opted out. Given

the difficulties of contacting and engaging with this group via quantitative interviews this was redesigned to be collected through twenty face-to-face qualitative interviews across CPAs.

243. Headline findings from the survey fieldwork were received halfway through the survey in mid-February 2014. These findings were reviewed and high level feedback was supplied to operational colleagues to inform how small changes to delivery could impact on outcomes.

244. Fieldwork for the telephone survey ended on 02 March 2014 and 1240 interviews were achieved with less than 1% of the sample requesting face-to-face interviews. Case study fieldwork; interviews with opt-out participants and analysis of both survey and management data are on-going. A first draft of the final report has been received with publication intended for October 2014.

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

FOLLOW-UP TO EVALUATION RECOMMENDATIONS 2007-2014		
Evaluation Report	Main suggestions or recommendations	Action taken
An evaluation of European Social Fund information and publicity, 2010, DWP Research Report No. 646	The evaluation made a number of suggestions for strengthening publicity during the remainder of the 2007-2013 programme.	<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"> • A main priority has been the strengthening of links with providers and sub-contractors to consolidate the ESF brand and its promotion - including EU investment. The EU regulatory and England MA requirements have been more clearly cascaded to funding recipients through CFO contracts. This has been supported by the launch in summer 2011 of a comprehensive 'ESF Publicity Works' toolkit accessible via the dwp.gov.uk/esf 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

		<p>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> <p>August 2014: The actions set out above continue to be applied through ESF contracts to funding recipients and the availability of the ESF publicity toolkit on the <u>GOV.UK website</u> which providers and sub-contractors are encouraged to access.</p> <ul style="list-style-type: none"> • 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. <p>August 2014: This activity continues.</p> <ul style="list-style-type: none"> • 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. <p>August 2014: These measures continue to evolve and are reported on in the Information and Publicity section of the 2007-2013 England and Gibraltar ESF Programme annual reports. The 2012-2014 Skills Show TA project (incorporating a significant ESF presence at an annual national skills event and involvement in many local level skills events) and the steadily growing number</p>
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		<p>of followers of the @DWPESEngland Twitter feed launched in autumn 2013 are two examples of reaching new audiences featured in the 2013 report.</p> <p>There has been a limited increase in the evaluation of publicity measures across all levels of the programme, particularly in terms of qualitative assessment. The core publicity indicators remain in the MA's updated Communication Plan approved by the Commission in November 2011. An evaluation of the 2011 Worldskills London TA project incorporates some qualitative aspects and the initiative's outcomes have been shared across the publicity network.</p> <p>August 2014: The Managing Authority continues to record and monitor core (essentially quantitative) publicity indicators. This now extends to monitoring the use of our ESF twitter feed. A number of ESF TA projects have been able to undertake some more qualitative analysis including the Convergence – Cornwall Works TA project.</p> <ul style="list-style-type: none"> • 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. <p>August 2014: The Managing Authority remains in regular contact with Co-financing Organisations and other main ESF delivery partner Communications contacts, including the Greater London Authority and in Cornwall. As part of this joint ESF communication specific meetings are held twice a year, there are regular publicity e-bulletins updating these and wider partners of publicity</p>
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		<p>matters, and a number of joint ventures are undertaken such as the annual ESF TA project ‘Adult Learners’ Week’ and ‘Skills Show’ initiatives – to engage external audiences. Outcomes from single partner or collaborative publicity activities are shared - and lessons learned contribute to the on-going review and development of the communications strand.</p> <ul style="list-style-type: none"> • Measures have been taken to improve cross-cutting theme awareness and understanding across all levels of the programme. The equality and sustainable development Mainstreaming Leader Awards in 2010 and 2011 have showcased effective practice - and winners have been widely publicised including at a seminar at Worldskills London 2011 held at the ExCeL Centre. Other MA led measures include the publishing of a 24 page ‘Gender Equality and Good Practice guide’ in early 2012. In addition, ESF-Works features equality 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 50+ Works, which offers a free, web-based good practice guide and toolkit for providers supporting 50+ jobseekers. Content includes a case study catalogue of ESF projects. TAEN also run events for ESF partners and providers across the country. <p>August 2014: Most of these measures remain in place with the exception of the ESF-Works TA project, which closed in December 2013. The equality and sustainable development ‘Mainstreaming Leader Awards’ are now in their fifth year and continue to provide a high standard of winners which showcase ESF activities and effective practice across the cross-cutting themes.</p>
European	The	The Government is committed to using Co-

<p>Social Fund - Support for In-Work Training, July 2010, DWP Research Report 666</p>	<p>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>financing to deliver the vast majority of ESF funding during the remainder of the 2007-2013 programme to ensure strategic alignment with and added value to national programmes. The Government is also committed to giving providers the freedom to address the needs of individuals and local areas, within the framework of the new skills investment strategy. This will enable providers to innovate where appropriate. The 32 on-going dedicated innovative projects will be offered extensions of time and money where this can be justified.</p> <p>The recommendations around progression, aftercare, employer engagement and prompt starts to projects are informing the delivery by the Skills Funding Agency CFO and its providers of Priority 2 and 5 provision in 2011-2013.</p> <p>Raising awareness of the sustainable development cross-cutting theme was considered by a separate evaluation of sustainable development and green jobs in 2011.</p>
<p>Evaluation of Gender Equality and Equal Opportunities within the European Social Fund, July 2010, DWP Research Report 667</p>	<p>The evaluation identified good 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</p>	<p>The good practice and ways of working are being disseminated to inform delivery during the 2011-2013 phase of the programme.</p> <p>The findings were considered by the equal opportunities sub-committee in May 2010, and the 2010 annual mainstreaming report sets out the action that is being taken to follow-up the evaluation report. These include the Managing Authority:</p> <ul style="list-style-type: none"> • 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; • arranging to deliver some 'in-house' training for CFO staff; • agreeing a minimum standard for

	<p>of progress in relation the promotion of equal opportunities.</p>	<p>equality plans with for each CFO, which will be reflected in the guidance manuals;</p> <ul style="list-style-type: none"> • 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. <p>Action taken with regards to the four bullet points above include:</p> <ul style="list-style-type: none"> (i) the development of a new ESF 13 provider checklist during the summer of 2011 for DWP contract compliance monitoring officers to help assist them in checking that minimum requirements are being met and to assess progress in the equality and diversity plans; and (ii) some initial training workshops delivered by DWP Commercial Policy on the use of the ESF 13 checklist to be supplemented by further training delivered as part of the proposed ESF Technical Assistance project. (iii) The introduction of new quarterly performance review arrangements for SFA contract monitoring /management staff in 2012/13 – which includes equality and female participation (iv) In the autumn of 2011 a specification for a TA equality and sustainable development training project for CFO and MA staff was prepared and an initial tender exercise was undertaken by DWP. The Minister for Employment at the time decided, after the tender
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		<p>exercise was run, not to use DWP funds to match fund the proposed project – so the tender for this work had to be withdrawn.</p> <ul style="list-style-type: none"> • 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. <p>The England ESF mainstreaming plan was updated during 2011 to take account of the findings.</p>
<p>ESF evaluation of sustainable development and green jobs, June 2011, DWP Research Report 756</p>	<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>http://www.dwp.gov.uk/docs/esf-sd-main-plan-0312.pdf</p> <p>The focus of projects after 2013 will be the subject of negotiations on the next ESF programme round.</p> <p>In the summer of 2011, DWP Commercial Directorate developed a new ESF14 checklist for sustainable development policies and plans which simplified / clarified monitoring and reporting arrangements for CFO contract staff and providers alike. This new checklist was developed in response to the issues raised the ESF evaluation report on sustainable development.</p> <p>In the autumn of 2011 an extensive specification for an ESF TA equality and sustainable development training project (for CFO and MA staff) was prepared by the MA and an initial tender exercise was undertaken by DWP Commercial Directorate on behalf of the MA. After the tender exercise the Minister for Employment decided not to use DWP funds to match fund the proposed project – so the tender for</p>

		<p>this work had to be withdrawn.</p> <p>The Managing Authority has continued to monitor the use of sustainable development policies and plans and this information on the extent of their development / useage is covered in the reporting requirements set out in the annual AIR Action Note issued by the MA. The results are presented each year in the annual ESF sustainable Development mainstreaming progress report.</p> <p>The annual ESF Sustainable Development Leader awards continue to recognise and promote the good practice undertaken by ESF projects which have an environmental focus. So far, SD awards gave been made each year and project presentations have been made at the high profile award ceremonies and presentation events. The awards are covered by ESF publicity.</p> <p>The ESF Sustainable Development `lessons learned' report (to be published on the ESF .GOV website in September 2014) includes a guidance section which attempts to define `green jobs' and `green skills' while also highlighting , through the use of project examples, ways in which ESF can support environmentally-focused projects .</p>
<p>Evaluation of ESF Priority 1 and Priority 4: Extending Employment Opportunities to Adults and Young People, June 2011, DWP Research Report 755</p>	<p>Recommendations concerned: training and guidance for Jobcentre Plus advisers, the relationship between prime/lead contractors and their delivery partners, performance management, consistency of referral and eligibility criteria among Jobcentre Plus staff, and further research</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>

	on delivery and performance.	
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.

246. 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.

247. In April 2013, the SFA published a paper 'Evaluation of 2007-10 Co Financing Plans'. This paper is the consolidated evaluation of the LSC and subsequently Skills Funding Agency's (Agency's) Co-financing Plans for the European Social Fund Convergence, Competitiveness and Employment Programme 2007-2010, England and Gibraltar. The purpose of this report is to cover all the Agency's regional co-financing plans in one single concise document. Priorities 1 and 4 and Priorities 2 and 5 are grouped together for national performance. However, Priorities 4 and 5 and the phasing-in areas keep their identity in the regional reporting of each output and result.

248. SFA commissioned IES to evaluate the engagement of learners with learning difficulty/disabilities in Priority 2 and 5 funded activity. The evaluation is looked at patterns of engagement, best practice and issues of non-disclosure. The report was published on August 2013. The research aimed to gather evidence to explain the under-representation of learners declaring a learning difficulty and/or disability (LDD) in ESF Priority 2 and 5 provision that was identified during the Equality Impact Assessment (EIA) of the programme. And interpret the evidence into relevant actions and guidance to support the learning sector to address the under-representation of learners with an LDD on ESF Priority 2 and 5 provision.

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

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

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

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

2.8 National performance reserve

Not applicable

2.9 Non-transferability of resources

252. 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

Indicator	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	Total
1.1 Total number of participants													
Achievement	8,210	232,880	934,071	1,241,313	915,181	606,910	221,612	0	0	0	0	0	4,160,177
Target													887,000
Baseline													
1.2. Participants who are unemployed achievement													
(a) Number of unemployed participants (aged over 19) in Priority 1.													
Achievement	2,263	99,220	547,008	773,280	473,729	402,721	106,838	0	0	0	0	0	2,405,059
Target													371,000
Baseline	1,291,000												
(b) Proportion of unemployed participants (aged over 19) in Priority 1.													
Achievement	28%	43%	59%	62%	52%	66%	48%	0%	0%	0%	0%	0%	58%
Target													42%
Baseline	4%												
1.3 Participants who are economically inactive													

(a) Number of inactive participants (aged over 19) in Priority 1.													
Achievement	258	68,330	174,000	162,902	61,072	83,063	64,887	0	0	0	0	0	614,512
Target													303,000
Baseline	6,431,000												
(b) Proportion of inactive participants (aged over 19) in Priority 1.													
Achievement	3%	29%	19%	13%	7%	14%	29%	0%	0%	0%	0%	0%	15%
Target													21%
Baseline	0%												
1.4 Participants aged 14 to 19 who are NEET or at risk of becoming NEET													
(a) Number of Priority 1 participants who are 14-19 year old NEETs or at risk of becoming NEET.													
Achievement	5,547	64,244	172,474	179,324	102,240	118,596	49,460	0	0	0	0	0	691,885
Target													177,000
Baseline	357,477												
(b) Proportion of Priority 1 participants who are 14-19 year old NEETs or at risk of becoming NEETs.													
Achievement	68%	28%	18%	14%	11%	20%	22%	0%	0%	0%	0%	0%	17%
Target													20%
Baseline	5%												
1.5 Participants with disabilities or health conditions													
Achievement	20%	35%	22%	17%	13%	14%	17%	0%	0%	0%	0%	0%	18%
Target													22%
Baseline	0												
1.6 Participants who are lone parents *													
Achievement	-	-	8%	9%	8%	8%	8%	0%	0%	0%	0%	0%	8%

Target														12%
Baseline	0													
1.7 Participants aged 50 or over														
Achievement	15%	18%	17%	16%	18%	16%	13%	0%	0%	0%	0%	0%	0%	16%
Target														18%
Baseline	28%													
1.8 Participants from ethnic minorities														
Achievement	12%	20%	20%	21%	24%	21%	21%	0%	0%	0%	0%	0%	0%	21%
Target														25%
Baseline	18%													
1.9 Female participants														
Achievement	38%	36%	33%	35%	37%	28%	30%	0%	0%	0%	0%	0%	0%	34%
Target														51%
Baseline	51%													
1.10 Participants in work on leaving														
(a) Number of Priority 1 participants in work on leaving														
Achievement	254	19,370	121,950	189,354	152,326	46,499	29,641	0	0	0	0	0	0	559,394
Target														195,000
Baseline	0													
(b) Proportion of Priority 1 participants in work on leaving														
Achievement	23%	19%	16%	16%	14%	8%	13%	0%	0%	0%	0%	0%	0%	14%
Target														22%
Baseline	18%													

1.11 Participants in work six months after leaving *													
(a) Number of participants in work six months after leaving.													
Achievement	2,200	62,900	177,300	156,200	320,313	212,419	77,564	0	0	0	0	0	1,008,896
Target													231,000
Baseline	0												
(b) Proportion of participants in work six months after leaving													
Achievement	-	-	-	27%	35%	35%	35%	0%	0%	0%	0%	0%	33%
Target													26%
Baseline	0%												
1.12 Economically inactive participants engaged in jobsearch activity or further learning (distance travelled indicator) *													
Achievement	-	-	-	31%	62%	62%	62%	0%	0%	0%	0%	0%	54%
Target													45%
Baseline	0%												
1.13 14 to 19 year old NEETs or at risk, in education, employment or training on leaving													
(a) Number of Priority 1 NEETs or at risk, in education, employment or training on leaving.													
Achievement	549	24,972	101,584	116,184	59,827	74,297	34,690	0	0	0	0	0	412,103
Target													80,000
Baseline	0												
(b) Proportion of Priority 1 NEETs or at risk, in education, employment or training on leaving													
Achievement	12%	41%	62%	66%	60%	69%	100%	0%	0%	0%	0%	0%	64%
Target													45%
Baseline	0												
1.14 % Participants who receive support with caring responsibilities *													

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Achievement	-	-	8%	11%	7%	7%	7%	0%	0%	0%	0%	0%	8%
1.15 % Unemployed participants in work on leaving													
Achievement	9%	19%	12%	10%	9%	8%	14%	0%	0%	0%	0%	0%	10%
1.16 % Unemployed in work six months after leaving *													
Achievement	-	-	-	25%	36%	36%	36%	0%	0%	0%	0%	0%	33%
1.17 % Economically inactive participants in work on leaving													
Achievement	31%	24%	18%	15%	10%	4%	14%	0%	0%	0%	0%	0%	12%
1.18 % Economically inactive participants in work six months after leaving *													
Achievement	-	-	-	24%	19%	19%	19%	0%	0%	0%	0%	0%	20%
1.19 % Participants with disabilities or health conditions in work on leaving													
Achievement	18%	17%	14%	14%	9%	4%	9%	0%	0%	0%	0%	0%	11%
1.20 % Participants with disabilities or health conditions in work six months after leaving *													
Achievement	-	-	-	18%	21%	21%	21%	0%	0%	0%	0%	0%	20%
1.21 % Lone parents in work on leaving *													
Achievement	-	-	-	25%	17%	17%	17%	0%	0%	0%	0%	0%	19%
1.22 % Lone parents in work six months after leaving *													
Achievement	-	-	-	32%	28%	28%	28%	0%	0%	0%	0%	0%	29%
1.23 % Participants aged 50 or over in work on leaving													
Achievement	6%	20%	18%	16%	12%	4%	11%	0%	0%	0%	0%	0%	13%
1.24 % Participants aged 50 or over in work six months after leaving *													
Achievement	-	-	-	16%	31%	31%	31%	0%	0%	0%	0%	0%	27%
1.25 % Ethnic minority participants in work on leaving													
Achievement	12%	17%	14%	14%	12%	6%	14%	0%	0%	0%	0%	0%	13%

1.26 % Ethnic minority participants in work six months after leaving *													
Achievement	-	-	-	26%	31%	31%	31%	0%	0%	0%	0%	0%	30%
1.27 % Female participants in work on leaving													
Achievement	28%	20%	19%	19%	16%	8%	11%	0%	0%	0%	0%	0%	16%
1.28 % Female participants in work six months after leaving *													
Achievement	-	-	-	32%	36%	36%	36%	0%	0%	0%	0%	0%	35%
1.29 % Participants who gained basic skill													
Achievement	9%	2%	2%	1%	1%	1%	1%	0%	0%	0%	0%	0%	1%
1.30 % Participants who gained qualifications													
Achievement	18%	2%	2%	3%	4%	7%	7%	0%	0%	0%	0%	0%	4%

Note- Data for indicators 1.6,1.11,1.12,1.14,1.16,1.18,1.20,1.21,1.22,1.24, 1.26,1.28 have been collected through the Second Cohort survey.

Figure 6: Priority 1 Targets

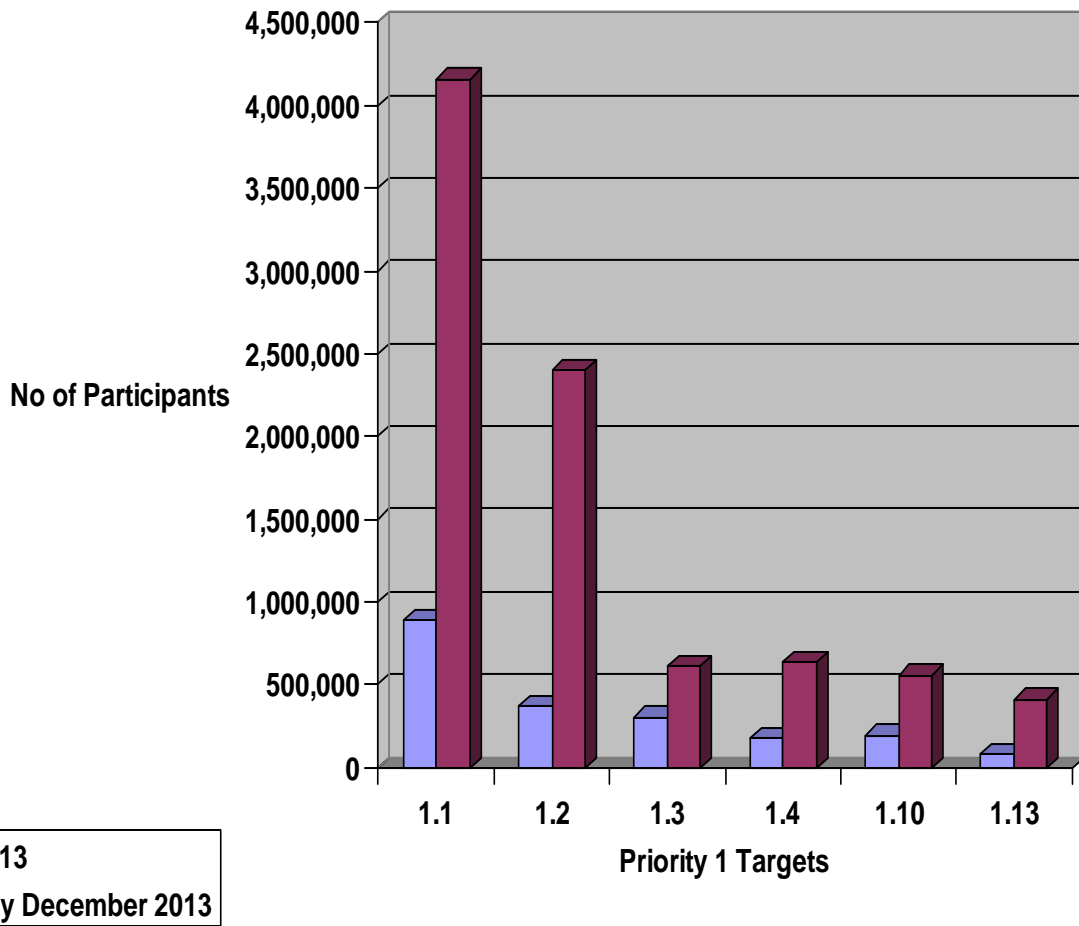
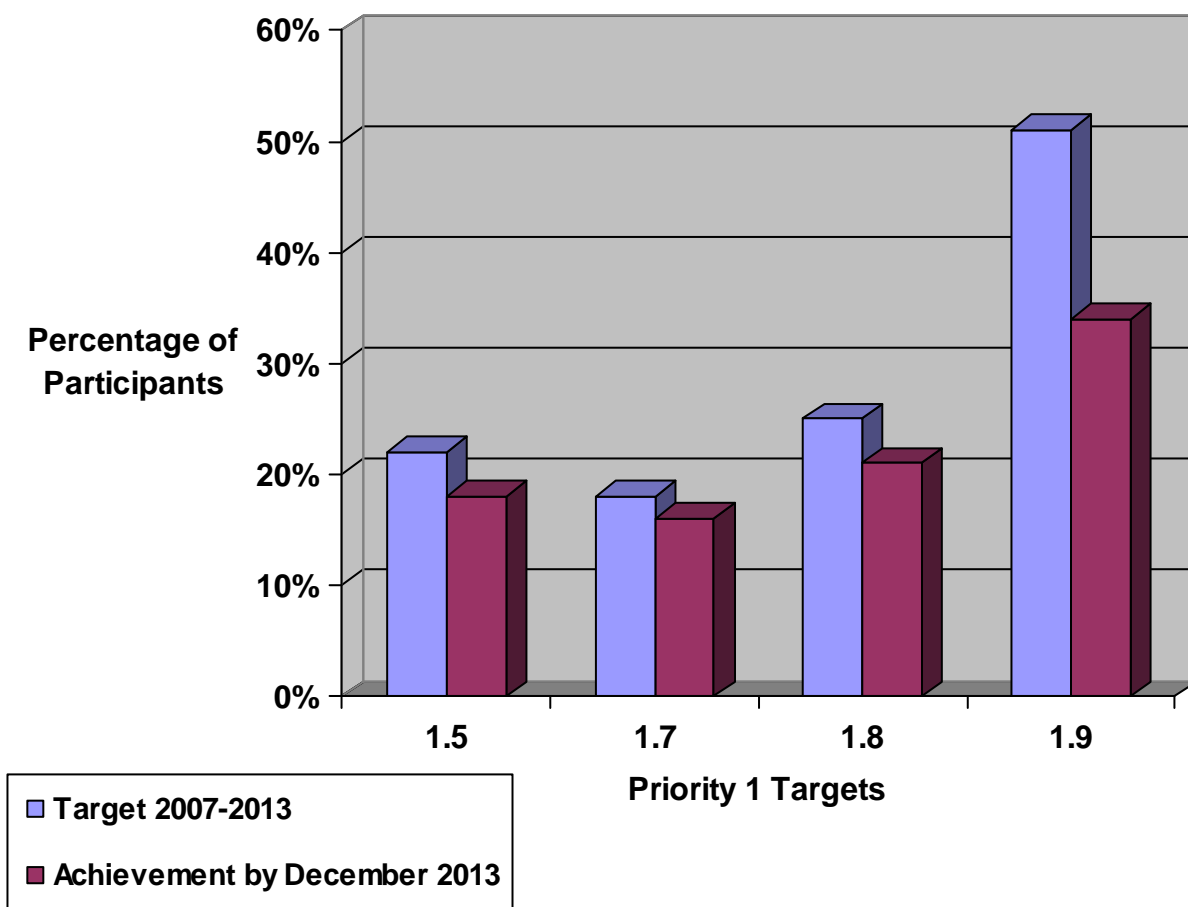


Figure 7: Priority 1 Equality Targets



Assistance by target group

253. 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
Priority 1 Extending employment opportunities				
Total number of participants	221,612	66,359	229,621	56,976
Employed (including self employed)	427	240	926	376
Self employed	67	27	459	113
Unemployed (including long term unemployed)	106,838	35,369	130,336	33,856
of which Long Term Unemployed	36,340	12,947	41,648	12,755
Inactive (including those in education & training)	114,347	30,750	98,358	22,744
of which in education or training	351	161	453	203
Young people (15-24 years)	84,918	25,251	90,185	23,188
Older people (55-64 years)	10,121	3,096	9,848	2,819
Minorities	42,639	13,859	40,773	10,319
Migrants	4432	1327	4592	1140
Disabled	37,340	14,026	32,734	10,748
Other disadvantaged people	74,889	17,786	66,002	14,014
Primary or lower secondary education (ISCED 1 and 2)	46,010	15,461	46,682	14,977
Upper secondary education (ISCED 3)	73,666	25,719	77,306	25,722
Tertiary education (ISCED 5 and 6)	9,043	4,170	8,653	3,863

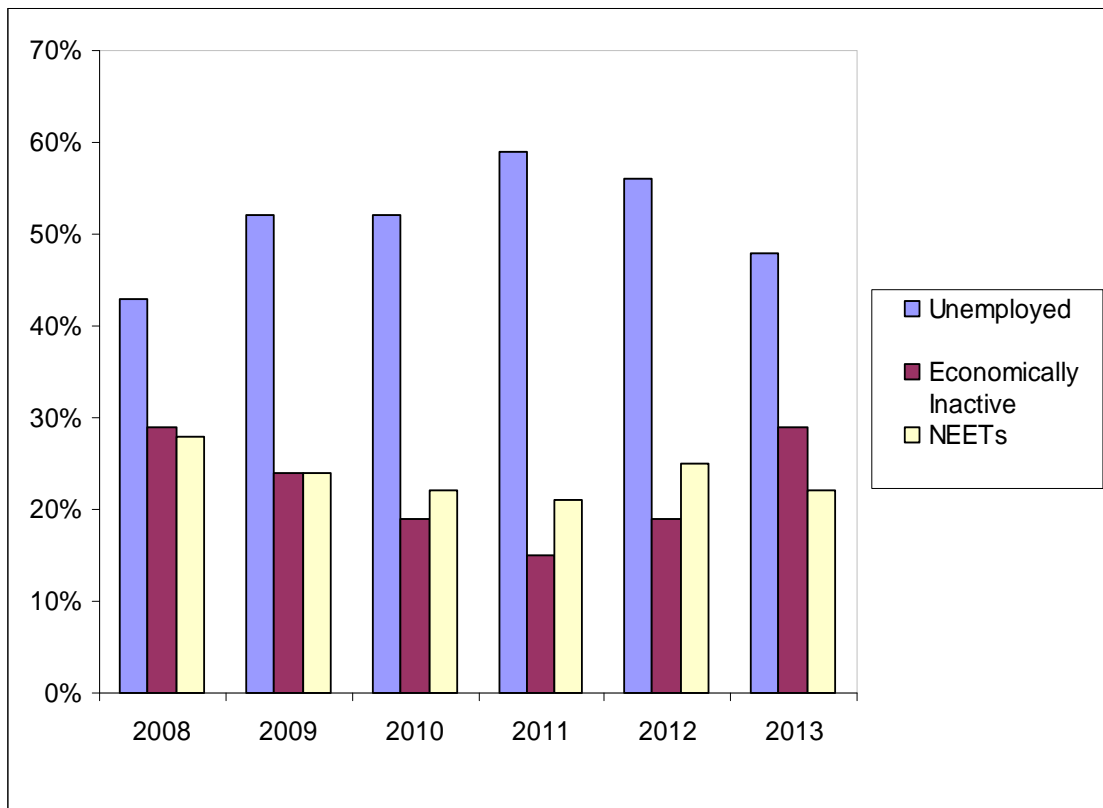
Note- Figures for migrants and self employed have been estimated

Analysis

254. In 2013 there were over 222,000 participants in Priority 1, taking the total to 4.16 million. This is three times the target for 2007-13, of 887,000. The higher than expected number of participants is the result of shorter interventions in response to the recession as well as additional funding that became available as a result of the revaluation of the programme to take account of exchange rate changes.

255. Among the participants in 2013, there were 107,000 unemployed, 65,000 economically active and 49,000 who were 14-19 year old NEETs. The total participants target for each of these groups has been exceeded: unemployed participants, at 1.40 million, and 14-16 year old NEET participation at 621,000, are both more than three times their target. Economically inactive participation, at 571,000, has also exceeded its target. The rise in prominence of the unemployed on provision to 2011 and decline in the last two years is shown in Figure 8.

Figure 8 Participant status 2008 to 2013



256. In 2013, the proportion of ESF participants recorded with a disability or health condition was 17%. This is a 3 percentage point increase from 2012, and the cumulative proportion still continues to meet its target. One in seven, or 14%, of total Priority 1 participants are over 50 against a target of 18%. The 2013 in-year figure is 13%.

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

258. Female participation has increased to 30% in 2013 from 24% in 2012. This is the same level as 2011 but not as high as in earlier years. The total female participation rate is 31%, far short of the target of 51%

259. Looking at outcomes, the proportion of leavers in employment continues to be at a lower rate than expected. In 2013 there was a slight increase from 12% to 13%. The overall Priority 1 rate, at 15%, is well below the target of 22%. The proportion of 14-19 year old NEETs moving into Employment, Education and Training since the start of the programme has averaged 71% against a target of 45%.

Financial

260. During 2013 cumulative programme expenditure in Priority 1 increased by nearly £146m, aiding the achievement of the Competitiveness N+2 target. In year expenditure was less than in the previous year as contracts in the first half of the programme concluded coupled with slower than expected take up of some elements of the second half of the programme, particularly the DWP Families Provision. Overall though spend against profile stood at 65.22% at the end of the year, in line with expectations for a maturing programme and 8 percentage points higher than the position in 2012.

ESF Regulation Article 10 Information

261. Priority 1 continues to address the target groups and activities identified in 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 eldercare support were important for all 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 and whose participation exceeds the target. There is also a focus on other disadvantaged groups, including older workers and disabled people. Transnationality and innovation were taken forward earlier in the programme, through dedicated projects, in addition to the innovation being undertaken by Co-financing providers.

Gender Mainstreaming

262. Equality for men and women has been promoted and integrated into the delivery of Priority 1 activities as part of the programme's overall gender equality and equal opportunities mainstreaming strategy. In 2013, 30% of Priority 1 participants were female. The cumulative figure is 34%.

263. DWP CFO used ESF Priority 1 funding to support the Wise Group's 'FamilyWise' provision which targeted families with multiple problems in the North East. The Wise Group and their delivery partners have a clear strategy to engage women onto the project to help reduce gender based segregation in the labour market. A high percentage of FamilyWise project's customers are women – who are offered a full support service including mentoring, progress in self confidence and motivation training.

264. Part of the Wise Group's offer of support is to help people access childcare which is provided to customers who attended activities where childcare was a barrier to access and progression. The project's support activity is tailored around the availability of registered childcare local to the training course where appropriate.

265. The FamilyWise project has been positioned within local authorities and support has been provided in locations where there is a higher rate of disadvantaged women (for example, in children centres, parenting groups and other areas).

Barnardo's and Children North East are two of the specialist providers who offer support through the FamilyWise project.

266. A number of customers attached to FamilyWise have been supported to attend an 'employment and enterprise' course and a group of female customers are now working to help empower other disadvantaged women in the community to become involved in enterprise.

267. DWP CFO used ESF Priority 1 funding to support the Reed troubled families provision in the East of England and East and West London. The support provided by Reed offered various types of childcare support, including: paying for childcare; helping to source suitable childcare provision; and acting as an advocate for parents with various childcare organisations - such as local authorities and schools.

268. Reed has used outreach methods to help recruit women onto their project and have attended various children's centres, as well as local authority buildings.

269. DWP CFO used ESF Priority 1 funding to support G4S's support for families in the North West. All of the project's sub-contractors work with families and relevant organisations to provide childcare support to run alongside any courses / programmes delivered. Childcare support is provided on an ad-hoc basis and provision is dependant on need.

270. DWP CFO used ESF Priority 1 funding to support G4S in the North West. G4S use outreach methods to help recruit disadvantaged female participants. These methods include co-location at children's centres, attending work clubs and developing and maintaining links - and a delivery presence - at other support organisations within the North West area including housing associations and mental health centres.

271. All of G4S's female participants receive mentoring support as part of the provision. Initiatives include: the Freedom course for victims of domestic violence; counselling services; and on-going mentoring by key workers. Community champions and former participants also provide mentoring services through some of the sub-contractor organisations. A number of G4S's sub-contractors have worked with probation services to provide specialist support for women in safe housing.

272. The Skills Funding Agency used ESF Priority 1 funding to support the Motivational Women project which was delivered by the Liverpool Arabic Centre. The project helps Arabic women overcome personal and cultural barriers to employment. Women are encouraged to learn new skills and transfer existing skills and develop the confidence to help them fulfil their career ambitions. This 17 week programme is delivered via weekly training sessions. ESOL support is offered to speakers of other languages.

273. NOMS CFO works hard to ensure gender equality is high on the agenda of their delivery partners. Cross cutting themes ensure that all providers are targeting the needs for gender equality within the programmes.

274. Through the terms and conditions of contracts, providers are required to ensure that they and subcontractors assist and co-operate with NOMS to actively promote equality of opportunity for all persons irrespective of their, race, gender, age, disability sexual orientation or religion. As part of the tendering process prospective providers were asked how they have ensured that any previous or existing provision meets the requirements of the relevant Acts, including whether they have a written equal opportunities policy.

275. Several prime providers are also now working with female offenders in specific programmes limited to this cohort, such as women involved in the sex industry and women with low level mental health needs.

276. NOMS uses ESF Priority 1 funding to support the X-it project which is delivered by Women In Prison and Changing Lives (on behalf of Leicestershire and Rutland Probation Trust). The project aims to support women who are, or who have previously worked, in the sex industry to develop their self esteem and aspirations moving towards making positive life choices and sustainable employment. The project provides a safe supportive environment where women can take stock of their lives, consider current self-management skills, and reflect on alternative coping mechanisms as a means of bringing about change in: attitude; lifestyle; habits; and relationships. The programme is based on the 'asset' model of identifying and building on strengths and promoting self-worth.

Migrants

277. Migrants are not a key target group in Priority 1, however there are some projects that help migrants adapt to the English labour market particularly in those regions which attract significant numbers of migrant workers. For example, London Councils uses ESF to help fund a project named 'Jobs Plus' along with a number of partner organisations which supports ethnic groups primarily with parentage of black Caribbean Sub-Saharan African and the Middle East with additional participants from South Asia - many of whom are recent eligible refugees and migrants to progress into sustainable employment.

278. Activities include: Individual Advice and Guidance; minimum of 6 hours IAG'; employability 'soft' skills; workplace behaviour; communication time management; resolving conflict problem solving; career planning; team working; CV writing; interview skills and accredited vocational skills training. Participants will benefit from the opportunity to gain or improve their vocational skills. The ESOL for Work project provides courses in Basic skills and Skills for Life to achieve an EL1/2/3 or L1 or L2 qualifications. It includes work placements of 4-8 weeks duration with an employer for a minimum of 10 hours per week. The support includes: face-to-face mentoring; e-

mentoring and group mentoring. The project also covers self-employment, including developing enterprising ideas and 'myth busting' – i.e. taking away the mysteries of business start-up.

Ethnic Minorities

279. People from ethnic minorities are a target group in priority 1 and in 2013, 21% 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.

280. For example, the Skills Funding Agency has used ESF Priority 1 to fund the Gap Unit's 'Step Up!' project which helps build confidence and develop job search skills for people from ethnic minorities including refugees. The project has provided targeted advice, guidance and support, focusing on:

- confidence building;
- CV writing;
- job search;
- interview skills;
- team work; and
- presentational skills.

281. Other activities delivered by the project include: signposting courses; volunteering opportunities; one to one support and a visit to Manchester Metropolitan University. Many of the women who have been on the project now report that their confidence has increased and many are now actively seeking work.

Other Disadvantaged Groups and Disabled People

282. Priority 1 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 2013, 17% of Priority 1 participants had disabilities.

283. In London, the GLA uses Priority 1 funding to support Working Link's Switch Direction project. The SWITCH Direction project works with 14 – 17 year olds who are NEET (Not in Education, Employment or Training) and are serving a custodial sentence of up to 3 years (or are held in custody on remand) and will be resident in one of 11 qualifying boroughs post-release (Barnet, Barking & Dagenham, Havering, Enfield, Hackney, Haringey, Islington, Newham, Redbridge, Tower Hamlets and Waltham Forest). Participants are recruited through outreach in one of the following secure estate establishments: Feltham Youth Offending Institution (YOI); Cookham Wood YOI; Medway Secure Training Centre (STC); and Oakhill STC.

284. SWITCH Direction supports their resettlement needs and EET preparation whilst in custody. This is conducted through modular support that aims to address attitudes, thinking and behaviours that may present a barrier to entering EET.

285. The young people are then supported when they are released from custody into the community. The interventions that the project provides are tailor made and dovetail into services provided by statutory agencies. This support is delivered through regular one to one support providing young people with mentoring, personal development and motivation assistance. This targeted support lasts for up to 52 weeks in EET, with a focus on progressing post education/training into sustainable EET. The project aims to achieve the following results: 186 participants to enter education; 47 to enter employment; 72 to achieve a sustained 26 week education or employment outcomes and 19 to achieve a sustained 52 week education or employment outcomes

286. The Skills Funding Agency uses Priority 1 ESF funding to support the REAL+ project which targets disabled young people and other hard to help groups. The project offers intensive one-to-one support by using support workers who offer a high level of care and engagement to help encourage the participants to engage with training and progress positively towards other vocational goals.

287. The Skills Funding Agency uses ESF Priority 1 to support the Citizen's Trust (formerly known as the Disability Times Trust),. The project is a specialist organisation working with disabled clients. The project works with the client to develop an agreed work plan and the provider works with the client and employer placement to ensure that the learner's needs are met.

288. The Skills Funding Agency uses ESF Priority 1 funding to support the West End community centre project in West Yorkshire. The project offers support in job search and employability skills as well as basic skills and functional skills - such as literacy, numeracy and digital skills. The project has helped people with mental health issues, learning difficulties and other disabilities.

289. The Skills Funding Agency uses Priority 1 funding to support the "Impact for All" project in the North West of England. The project supports a wide arrange people from the local community who are multiply disadvantaged by helping to integrate them into employment whilst also promoting lifelong learning. The project helps participants understand employer expectations whilst also raising their confidence and skills levels. Support offered by the project includes: employability skills; communication skills; motivational interviewing; child protection and protection of vulnerable adults; equality and diversity and health and safety awareness.

290. In Lincolnshire, the East Midlands Local Authority Consortium uses Priority 1 funding to support the 'Ready4Work' project delivered by Grantham College which started in April 2012 is aiming to develop niche provision which will develop & deliver support packages that are customised to meet the needs of 19-24 year olds with LDD, with an emphasis on those with autism who are - or who are at risk of - becoming NEET. They provide support to develop the basic & soft skills the individuals need for employment & training. They are also providing support to identify realistic and

suitable training & employment opportunities, voluntary work & work experience. One-to-one support has been provided in helping participant's secure voluntary work in organisations which will help them develop sound job related skills. To date, 8 individuals have been found part time volunteer work placements.

Transnational or inter-regional activities

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

ESF Community Grants

292. 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.

293. 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. Community Grants are delivered by three organisations with the Skills Funding Agency covering all regions apart from Merseyside and London. Non-CFO delivery through the Merseyside Community Foundation was agreed in the Merseyside phasing-in area to enable activities supported under the Objective 1 programme to be completed. Activity ended in June 2012. In London the Community Grant programme is administered by London Councils, an organisation that represents and promotes the interests of the 33 London boroughs. (The Managing Authority will be presenting a paper on Community Grants to the PMC in October 2014)

294. Regional Committees were able to designate up to 2.5% of the Priority 1 ESF allocation to fund Community Grant activity.

ESF Community Grant - volumes & costs	2007 – 2013
Number of grants awarded	2,738

Total value of grants awarded	£26,885,948
Average value of grant	£9,819

295. A total of £26,885,948 (ESF and match) has been spent by organisations in receipt of Community Grants. The average value of grants awarded is £9819, within the ceiling of £12000.

ESF Community Grants	2007 - 2013
Participants, jobs & qualifications	
<i>Participants</i>	
The Agency	44,569
London Councils	3735
Community Foundation for Merseyside* (Activity ended June 2012)	25,114
Total number of participants	73,418
<i>Job outcomes</i>	
The Agency	4,183
London Councils	330
Community Foundation for Merseyside	Not recorded
Total job outcomes	4,513
<i>Qualifications gained</i>	
The Agency	4,415
London Councils	1,362
Community Foundation for Merseyside	Not recorded
Total qualifications gained	5,777

296. The total number of participants supported to date is 73,418. Although it was not a requirement to record detailed information on beneficiary characteristics, some information is available from the Agency and London Councils. The Agency Community Grant provision has so far supported 44,569 participants, 22% of whom were over the age of 50, 20% were female and 30% were disabled.

297. London Councils Community Grant provision supported 3,735 participants, 51% of whom were women; 60% ethnic minorities; 22% disabled; 12% lone parents and 18% 50 plus. Particular efforts were made at the application stage for round two to encourage projects working with disabled participants to apply. This led to an increase from 8% to 22%. Migrant communities were also well represented including Bangladeshi, Somali and francophone African communities, each of which typically suffer from high levels of labour market exclusion.

Activities supported

298. A wide range of activities have been supported through Community Grants. These include, as examples only:

- Initial help with basic skills;
- Taster work experience;
- Job search;
- Confidence building;
- ESOL;
- Information, advice and guidance;
- Introduction to childcare;
- Food preparation skills
- Website design;
- Health and lifestyle promotion; and,
- General Employability soft skills.

299. The following are examples of projects being aided through Community Grants:

- **Stitches in Time**, a project match funded by the London borough of Tower Hamlets (the traditional home of the rag trade in London) delivered a structured programme of English language training, confidence building and employment skills for eleven women all with limited English language skills. It used sewing and quilt making combined with local volunteering opportunities to get participants re-engaged with the labour market.
- **Homeless Resource Centre** is based in the London Borough of Enfield. The funding paid for the organisation to work with 28 homeless, economically inactive & disadvantaged individuals aged 18 – 60, living in Enfield who face barriers to employment to receive counselling, advocacy and training in ICT, literacy and numeracy. Participants included: black, Asian and minority ethnic, refugees, ex-offenders, disabled people, older people and lone parents;
- **Walk East CIC** is a social enterprise based within the London Borough of Tower Hamlets. The project worked with Bangladeshi women living in Tower Hamlets who were unemployed or economically inactive. It provided a ten week first steps to photography course to 15 Bangladeshi women. Through a series of photo-walks, workshops and visits, the project helped participants build their confidence,

develop their photography skills, work collaboratively to create a photo-book and produce their own printed and online photo portfolio;

- **STAC@Islandarts** is a charitable organisation based within the London Borough of Lambeth. It supported 18 participants from the borough to gain entry level 1-3 City & Guilds Certificates in Employability & Personal Development. Participants were also offered voluntary work placements opportunities

300. Additional case studies are available on the WEA website

http://www.networkforeurope.eu/files/files/ESF_Community_Grants_evaluation_October13.pdf

Cross-financing mechanism

301. The cross-financing mechanism with ERDF was not used in Priority 1 in 2013.

3.1.2. Significant problems encountered and measures taken to overcome them

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

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

3.2.1 Achievement of targets and analysis of the progress

Information on the physical and financial progress of the priority

Indicator	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	Total
2.1 Total number of participants													
Achievement	29,513	126,801	358,800	457,762	117,133	69,210	45,363	0	0	0	0	0	1,204,582
Target													825,000
Baseline	0												
2.2 Participants with basic skills needs													
a) Number of Priority 2 participants with basic skills needs.													
Achievement	9,765	51,378	92,838	102,234	21,039	11,361	14,729	0	0	0	0	0	303,344
Target													337,000
Baseline	0												
(b) Proportion of Priority 2 participants without basic skills.													
Achievement	33%	41%	26%	22%	18%	16%	32%	0%	0%	0%	0%	0%	25%
Target													41%
Baseline	0%												
2.3 Participants without level 2 qualifications													
a) Number of Priority 2 participants without full level 2 qualifications.													

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Achievement	8,834	29,476	72,581	97,632	23,595	16,727	14,450	0	0	0	0	0	263,295
Target													338,000
Baseline	7,494,000												
(b) Proportion of Priority 2 participants without full level 2.													
Achievement	30%	23%	20%	21%	20%	24%	32%	0%	0%	0%	0%	0%	22%
Target													41%
Baseline	33%												
2.4 Participants without level 3 qualifications													
(a) Number of Priority 2 participants with level 2 but without full level 3 qualifications.													
Achievement	5,644	21,391	75,704	112,322	27,321	17,509	7,473	0	0	0	0	0	267,364
Target													101,000
Baseline	12,785,000												
(b) Proportion of Priority 2 participants with level 2 but without full level 3													
Achievement	19%	17%	21%	25%	23%	25%	16%	0%	0%	0%	0%	0%	22%
Target													12%
Baseline	56%												
2.5 Participants with disabilities or health conditions													
Achievement	10%	8%	6%	7%	8%	8%	7%	0%	0%	0%	0%	0%	7%
Target													15%
Baseline	13%												
2.6 Participants aged 50 and over													
Achievement	11%	18%	20%	17%	19%	21%	23%	0%	0%	0%	0%	0%	19%
Target													20%

	24%													
Baseline														
2.7 Participants from ethnic minorities														
Achievement	14%	19%	17%	16%	15%	15%	15%	0%	0%	0%	0%	0%	0%	16%
Target														13%
Baseline	10%													
2.8 Female participants														
Achievement	44%	48%	45%	45%	44%	39%	40%	0%	0%	0%	0%	0%	0%	45%
Target														50%
Baseline	46%													
2.9 Participants who gained basic skills														
(a) Number of Priority 2 participants who gained basic skills.														
Achievement	605	8,689	22,471	34,669	25,148	3,742	740	0	0	0	0	0	0	96,064
Target														152,000
Baseline	0													
(b) Proportion of Priority 2 participants without basic skills who gained basic skills.														
Achievement	49%	30%	26%	30%	79%	29%	7%	0%	0%	0%	0%	0%	0%	33%
Target														45%
Baseline	0%													
2.10 Participants who gained full level 2 qualifications														
(a) Number of Priority 2 participants who gained full level 2 qualifications.														
Achievement	1,335	25,809	66,385	104,405	31,660	7,970	3,703	0	0	0	0	0	0	241,267
Target														135,000
Baseline	0													

(b) Proportion of Priority 2 participants without level 2 who gained full level 2.													
Achievement	58%	57%	44%	48%	44%	25%	16%	0%	0%	0%	0%	0%	45%
Target													40%
Baseline	0%												
2.11 Participants who gained full level 3 qualifications													
(a) Number of Priority 2 participants who gained full level 3 qualifications.													
Achievement	446	8,089	23,280	33,696	18,023	5,584	311	0	0	0	0	0	89,551
Target													30,000
Baseline	0												
(b) Proportion of Priority 2 participants (with level 2 but without level 3) who gained full level 3.													
Achievement	63%	83%	37%	32%	36%	24%	4%	0%	0%	0%	0%	0%	34%
Target													30%
Baseline	0%												
2.12 % Participants in a managerial position*													
Achievement	-	-	22%	23%	13%	13%	13%	0%	0%	0%	0%	0%	17%
2.13 % Female participants in part-time work*													
Achievement	-	-	32%	33%	13%	13%	13%	0%	0%	0%	0%	0%	21%
2.14 % Participants (without level 2 qualifications) who gained units or modules of level 2 qualifications													
Achievement	1%	0%	0%	0%	22%	22%	22%	0%	0%	0%	0%	0%	10%
2.15 % Participants (without level 3 qualifications) who gained units or modules of level 3 qualifications													
Achievement	0%	1%	2%	3%	10%	10%	10%	0%	0%	0%	0%	0%	5%
2.16 % Participants who gained full level 4 or above qualifications													
Achievement	0%	2%	5%	6%	7%	2%	1%	0%	0%	0%	0%	0%	6%

2.17 % Participants who gained units or modules of level 4 or above qualifications													
Achievement	0%	0%	0%	1%	2%	2%	2%	0%	0%	0%	0%	0%	1%
2.18 % Female participants who gained basic skills													
Achievement	60%	32%	36%	44%	100%	39%	4%	0%	0%	0%	0%	0%	46%
2.19 % Female participants who gained level 2 qualifications													
Achievement	62%	56%	42%	53%	55%	26%	17%	0%	0%	0%	0%	0%	48%
2.20 % Female participants who gained level 3 qualifications													
Achievement	44%	60%	44%	41%	39%	29%	5%	0%	0%	0%	0%	0%	40%
2.21 % Female participants who gained level 4 qualifications													
Achievement	0%	3%	7%	8%	8%	3%	2%	0%	0%	0%	0%	0%	7%
2.22 % Female participants who gained units or modules of qualifications													
Achievement	1%	0%	0%	1%	77%	77%	77%	0%	0%	0%	0%	0%	33%
2.23 % Participants with disabilities or health conditions who gained basic skills													
Achievement	9%	11%	9%	8%	12%	6%	2%	0%	0%	0%	0%	0%	9%
2.24 % Participants with disabilities or health conditions who gained qualifications													
Achievement	53%	48%	35%	34%	36%	24%	14%	0%	0%	0%	0%	0%	34%
2.25 % Participants with disabilities or health conditions who gained units or modules of qualifications													
Achievement	0%	0%	1%	1%	68%	68%	68%	0%	0%	0%	0%	0%	29%
2.26 % Participants aged 50 or over who gained basic skills													
Achievement	18%	7%	5%	6%	10%	2%	2%	0%	0%	0%	0%	0%	6%
2.27 % Participants aged 50 or over who gained qualifications													
Achievement	68%	52%	33%	32%	23%	14%	16%	0%	0%	0%	0%	0%	30%
2.28 % Participants aged 50 or over who gained units or modules of qualifications													

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Achievement	0%	0%	0%	1%	68%	68%	68%	0%	0%	0%	0%	0%	29%
2.29 % Ethnic minority participants who gained basic skills													
Achievement	50%	33%	16%	11%	22%	10%	5%	0%	0%	0%	0%	0%	15%
2.30 % Ethnic minority participants who gained qualifications													
Achievement	24%	43%	35%	34%	27%	22%	20%	0%	0%	0%	0%	0%	32%
2.31 % Ethnic minority participants who gained units or modules of qualifications													
Achievement	0%	0%	0%	0%	80%	80%	80%	0%	0%	0%	0%	0%	34%
2.32 % Part-time female workers who gained basic skills*													
Achievement	-	-	6%	69%	66%	66%	66%	0%	0%	0%	0%	0%	55%
2.33 % Part-time female workers who gained qualifications*													
Achievement	-	-	78%	78%	82%	82%	82%	0%	0%	0%	0%	0%	80%
2.34 % Part-time female workers who gained units or modules of qualifications													
Achievement	-	-	0%	22%	84%	84%	84%	0%	0%	0%	0%	0%	55%

* Data for indicators 2.12, 2.13, 2.32, 2.33, 2.34 have been collected through the Second Cohort survey.

Figure 9: Priority 2 Targets

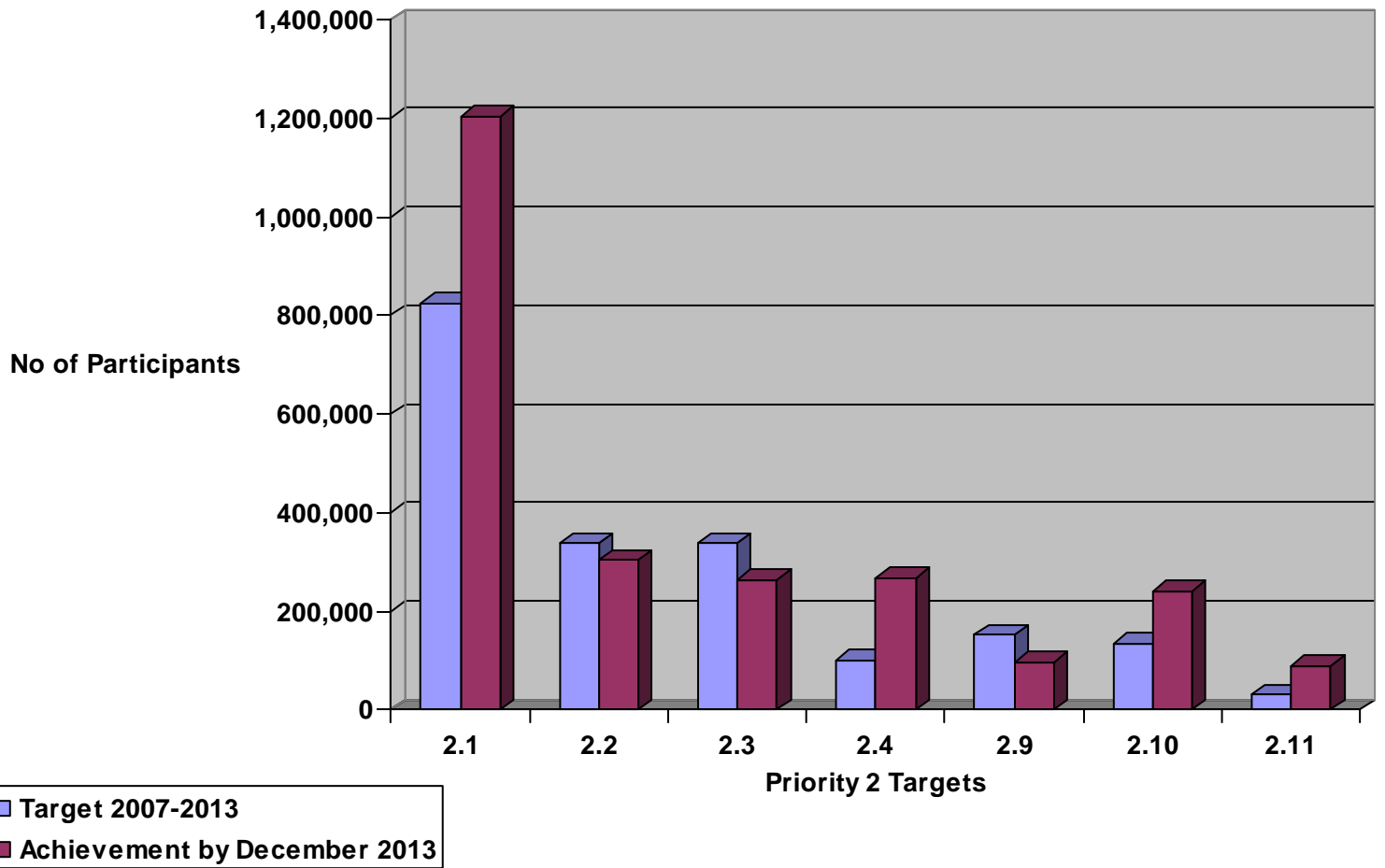
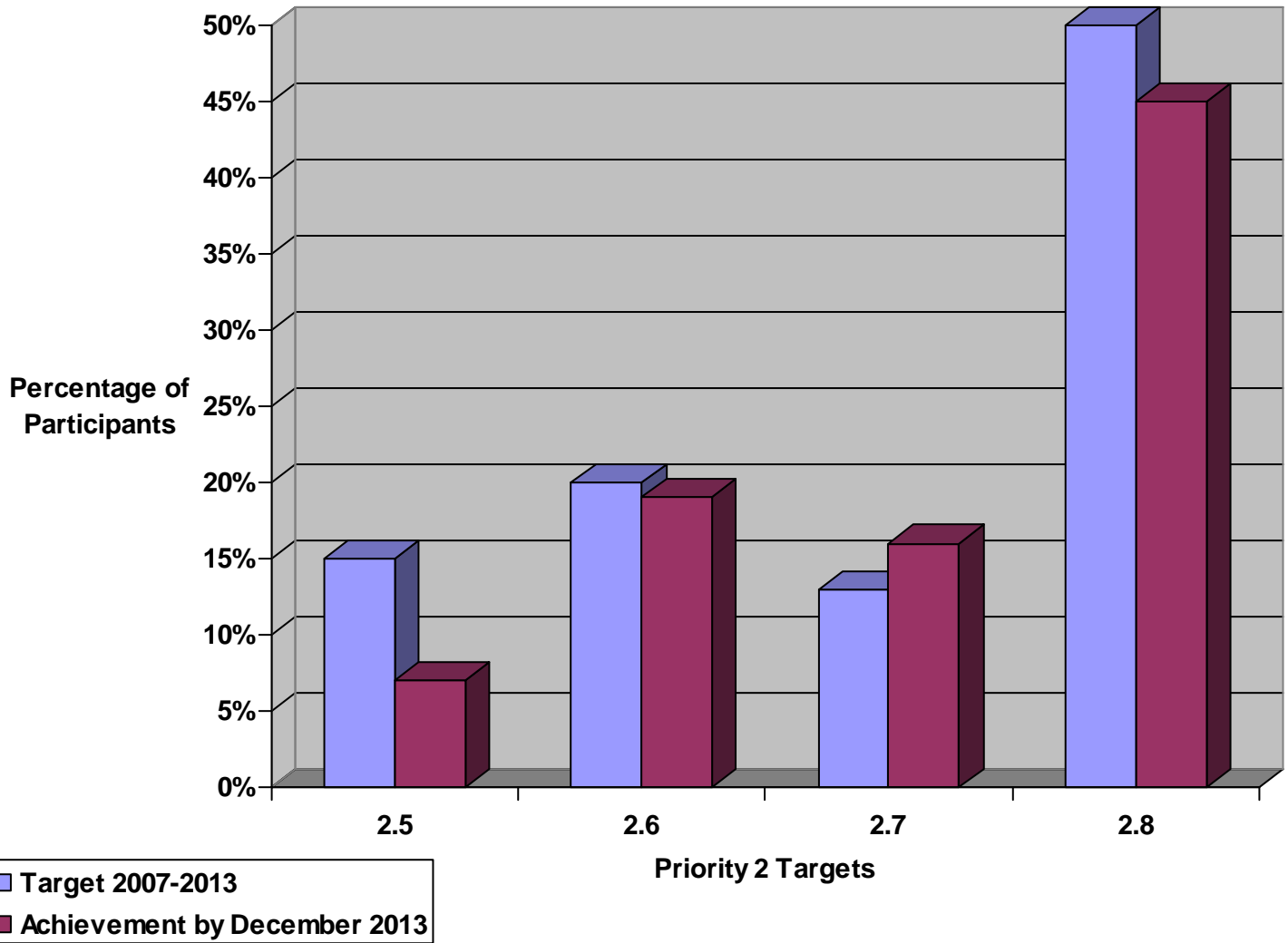


Figure 10: Priority 2 Equality Targets



Assistance by target group

303. 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
Priority 2 - Developing a skilled and adaptable workforce				
Total number of participants	45,363	18,109	39,560	15,619
Employed (including self employed)	29,508	12,677	24,470	10,416
Self employed	1815	724	1,978	156
Unemployed (including long term unemployed)	15,110	5,156	14,379	4,942
of which Long Term Unemployed	78	40	75	40
Inactive (including those in education & training)	745	276	711	261
Young people (15-24 years)	7,904	3,053	7,078	2,672
Older people (55-64 years)	4,863	1,879	4,255	1,640
Minorities	6,227	2,194	5,476	1,900
Migrants	454	181	396	156
Disabled	3,229	1,142	2,872	997
Other disadvantaged people	11,289	4,713	8,749	3,707
Primary or lower secondary education (ISCED 1 and 2)	18,025	7,024	13,979	5,464
Upper secondary education (ISCED 3)	22,045	8,895	19,710	7,810
Tertiary education (ISCED 5 and 6)	3,435	1,538	3,197	1,449

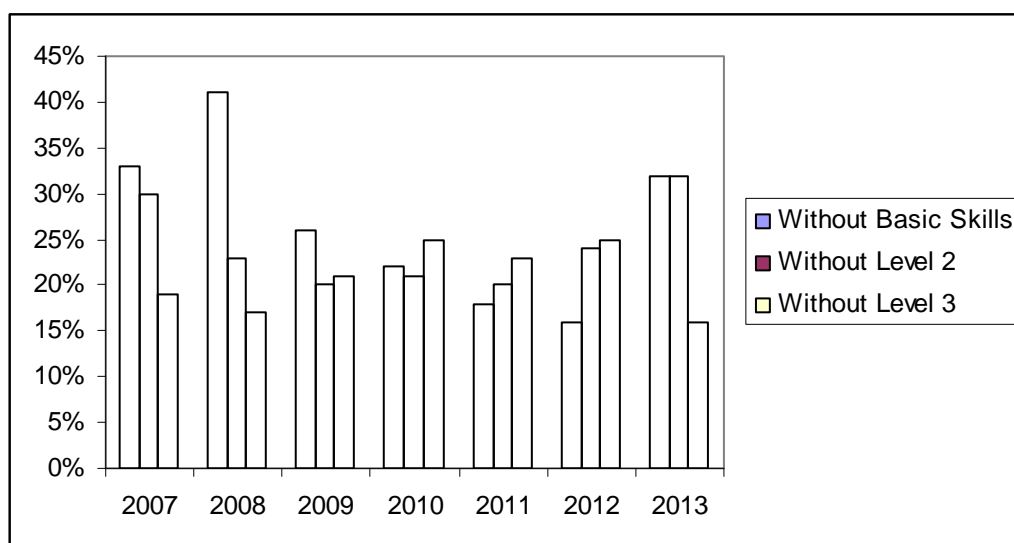
Note- Figures for migrants and self employed have been estimated

Analysis

304. In 2013 there were 45,000 participants in Priority 2, taking the total to 1.20 million. Participation has exceeded the target for 2007-13 of 825,000.

305. The proportion of all participants in Priority 2 without basic skills has increased to 32% in 2013. This reverses a long term decline and is higher than at any point since 2008. The overall figure is 25%, well below the target of 41%. For those with some qualifications but below level 2 the proportion in 2013 was 32% and the total to date is 22%. This is again well below the target of 41%. For those who have level 2 but not a level 3 qualification the in-year figure is 16%, lower than in previous years but still well above the target of 12%. Figure 10 summarises the changes overtime among different groups, particularly the reversal of what was a declining trend on those with basic skill needs.

Figure 11 Participant skill levels 2007 -2013



306. In terms of target groups:

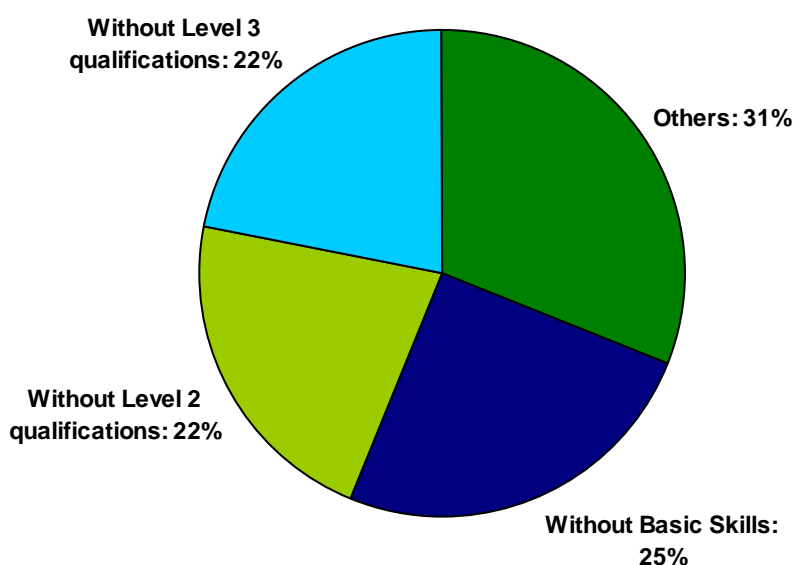
- The proportion of Priority 2 participants recorded with a disability or health condition is at 7%, a percentage point below last year. The overall proportion remains at 7% or around half of the 15% target.
- The proportion of those aged 50 and over has increased slightly in 2013 to 23%, bringing the 2007-13 total to 19% compared with a target of 20%.
- The proportion of participants from an ethnic minority remained at 15% in 2013, and both this and the cumulative figure of 16% are above the target level.
- The proportion of female participants is at 40% in 2013 and this is significantly lower than in previous years except 2012. The total proportion is 45%, compared with a target of 50%.

307. In terms of outcomes:

- In 2013 the number of Priority 2 participants who gained basic skills was 700, bringing the total to 96,000. This compares to a target of 152,000. The overall ratio of participants gaining basic skills to those who did not have them at the start of the provision is 33% against a target of 45%.
- The number of participants who gained level 2 was 3,700, bringing the total to 241,000. The ratio over the course of the programme is 45% against a target of 40%.

- The number of participants who gained level 3 was 300 in 2013, leaving the total at 89,000. The ratio of level 3 qualification gained to those recorded as having a level 2 but not a level 3 is 34%, against a target of 30%.

Figure 12: Priority 2 Participants



Financial

308. For Priority 2 over £13m of expenditure was claimed in 2013 by CFOs and projects relating to beneficiaries, this helping the achievement of the Competitiveness 2013 N+2 target. Similar to Priority 1 but more distinct, expenditure was significantly less than in the previous year as a number of first half projects completed and changes to Government Policy delayed significant amounts of Skills Funding Agency public procurement resulting in slower than expected contracting. The spend against profile at the end of 2013 although lower than for Priority 1 at 60.79% was still fairly high and within the limits expected at this stage of the programme.

ESF Regulation Article 10 Information

309. Priority 2 continues to address the target groups and activities identified in 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 were taken forward earlier in the programme through dedicated projects, in addition to the innovation being undertaken by co-financing providers.

Gender Mainstreaming

310. 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.

311. 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.

312. The Skills Funding Agency used Priority 2 funding to support Calderdale College's Workplace Learning project which promotes in-work learning and progression for employed individuals including women. The support helps to raise their level of attainment to improve their employment prospects and become more secure in employment.

Migrants

313. 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.

314. South Lincolnshire has seen a large inward relocation of Eastern European migrant workers, many of whom have obtained jobs with both food processing/packaging SME employers. A number of them have found difficulties with the language barrier & have greatly benefited from the Priority 2 Basic Skills ESOL support provided by New College Stamford & its partners. The customised learning to meet employer needs project (Plus Skills) has reported that 69% of the participants (workers) recruited onto the project were EU migrants (including some from Ireland). A number of SMEs supported were in fact set up by EU migrants; they in turn now employ EU migrants in those businesses.

Ethnic Minorities

315. People from ethnic minorities are a target group in priority 2 and in 2013, 15% of participants were from a non-white ethnic minority group. All ESF projects are required to take the needs of people from ethnic minorities into account when designing and delivering their activities.

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

Other Disadvantaged Groups and Disabled People

317. 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 2013, 7% of Priority 2 participants had disabilities.

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

319. Susan; a 56 year-old working as an event steward in the safety sector, suffers from sciatica which often impacts on her ability to work. As part of her enrolment onto the SFA Skills Support for the Workforce project, through which she will be taking an NVQ Level 2 Certificate in spectator safety, her personal advisor talked with her about her disability and what impact this could have on her work and studies. Susan has started her training course and is making good progress.

320. Pan London discussions are underway, led by The College of Haringey, Enfield and North East London, with MIND to create a bespoke programme for their workforce, many of whom are volunteers and have or are suffering from mental health issues. Once a programme is agreed it will be rolled out to individual MIND Charities across London via SFA delivery partners

Cross-financing mechanism

321. 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

322. 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

323. Priority 3 does not have indicators.

Financial

324. A total of £107 million of ESF Technical Assistance (TA) in the competitiveness and employment objective has been committed to date. This represents around 97% of the 2007-2013 allocation. The Managing Authority and Programme Monitoring Committee's proposal to the Commission to amend the Operational Programme financial table to vire the remaining Priority 3 funding to Priority 1 and 2 has had a positive impact on the overall programme in maximising the availability of funding to engage with participants. In overall terms Priority 3 has seen a decrease in expenditure from 2012 of £28.3 million to £39.5 million. This takes account of new declared expenditure in 2013 and additionally the removal of ineligible expenditure following an EC Audit of Technical Assistance.

Significant problems encountered and measures taken to overcome them

325. 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

Indicator	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	Total
4.1 Total number of participants													
Achievement	221	5,939	17,990	19,467	12,612	6,077	3,827	0	0	0	0	0	66,133
Target													24,500
Baseline													
4.2 Participants who are unemployed													
(a) Number of unemployed participants (aged over 19) in Priority 4.													
Achievement	3	1,547	8,492	9,932	6,385	3,445	2,163	0	0	0	0	0	31,967
Target													10,200
Baseline	10,000												
(b) Proportion of unemployed participants (aged over 19) in Priority 4.													
Achievement	1%	26%	47%	51%	51%	57%	57%	0%	0%	0%	0%	0%	48%
Target													42%
Baseline	3%												
4.3 Participants who are inactive													
(a) Number of inactive participants (aged over 19) in Priority 4.													
Achievement	1	3,425	5,064	3,620	1,051	767	517	0	0	0	0	0	14,445
Target													8,400

Indicator	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	Total
Baseline	65,000												
(b) Proportion of inactive participants (aged over 19) in Priority 4.													
Achievement	0%	58%	28%	19%	8%	13%	14%	0%	0%	0%	0%	0%	22%
Target													34%
Baseline	22%												
4.4 Participants aged 14 to 19 who are NEET or at risk of becoming NEET.													
(a) Number of Priority 4 participants who are 14-19 year old NEETs or at risk of becoming NEET.													
Achievement	217	938	3,529	4,209	1,851	1,760	1,147	0	0	0	0	0	13,651
Target													4,900
Baseline	3,775												
(b) Proportion of Priority 4 participants who are 14-19 year old NEETs or at risk of becoming NEETs.													
Achievement	98%	16%	20%	22%	15%	29%	30%	0%	0%	0%	0%	0%	21%
Target													20%
Baseline	5%												
4.5 Participants with disabilities or health conditions													
Achievement	11%	46%	55%	52%	22%	29%	33%	0%	0%	0%	0%	0%	43%
Target													27%
Baseline	23%												
4.6 Participants who are lone parents *													
Achievement	-	-	10%	9%	27%	27%	27%	0%	0%	0%	0%	0%	20%
Target													8%
Baseline	0%												

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Indicator	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	Total
4.7 Participants aged 50 or over													
Achievement	0%	18%	18%	17%	20%	23%	16%	0%	0%	0%	0%	0%	19%
Target													30%
Baseline	42%												
4.8 Participants from ethnic minorities													
Achievement	0%	2%	2%	2%	2%	2%	1%	0%	0%	0%	0%	0%	2%
Target													1%
Baseline	0%												
4.9 Female participants													
Achievement	31%	44%	41%	44%	39%	37%	37%	0%	0%	0%	0%	0%	41%
Target													51%
Baseline	51%												
4.10 Participants in work on leaving													
(a) Number of Priority 4 participants in work on leaving													
Achievement	17	384	2,572	3,318	2,773	543	331	0	0	0	0	0	9,938
Target													5,900
Baseline	0												
(b) Proportion of Priority 4 participants in work on leaving													
Achievement	41%	17%	16%	17%	18%	6%	12%	0%	0%	0%	0%	0%	16%
Target													24%
Baseline	18%												
4.11 Participants in work six months after leaving *													

Indicator	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	Total
a) Number of participants in work six months after leaving.													
Achievement	100	1,800	4,100	3,500	4,162	2,005	1,263	0	0	0	0	0	16,930
Target													7,300
Baseline													
(b) Proportion of participants in work six months after leaving.													
Achievement	-	-	-	30%	33%	33%	33%	0%	0%	0%	0%	0%	32%
Target													30%
Baseline													
4.12 Economically inactive participants engaged in jobsearch activity or further learning (distance travelled indicator) *													
Proportion of Priority 4 economically inactive participants who on leaving are engaged in jobsearch activity or enter further learning to prepare them for work.													
Achievement	-	-	-	25%	7%	7%	7%	0%	0%	0%	0%	0%	12%
Target													45%
Baseline													
4.13 14 to 19 year old NEETs or at risk, in education, employment or training on leaving													
(a) Number of Priority 4 NEETs or at risk, in education, employment or training on leaving.													
Achievement	41	659	2,703	3,277	1,546	1,458	813	0	0	0	0	0	10,497
Target													2,200
Baseline	0												
(b) Proportion of Priority 4 NEETs or at risk, in education, employment or training on leaving													
Achievement	27%	76%	78%	79%	84%	88%	100%	0%	0%	0%	0%	0%	81%
Target													45%
Baseline	0%												

Indicator	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	Total
4.14 % Participants who receive support with caring responsibilities *													
Achievement	-	-	9%	15%	4%	4%	4%	0%	0%	0%	0%	0%	7%
4.15 % Unemployed participants in work on leaving													
Achievement	0%	14%	13%	12%	13%	7%	16%	0%	0%	0%	0%	0%	12%
4.16 % Unemployed in work six months after leaving *													
Achievement	-	-	-	38%	15%	15%	15%	0%	0%	0%	0%	0%	21%
4.17 % Economically inactive participants in work on leaving													
Achievement	0%	27%	18%	22%	13%	1%	4%	0%	0%	0%	0%	0%	15%
4.18 % Economically inactive participants in work six months after leaving *													
Achievement	-	-	-	22%	26%	26%	26%	0%	0%	0%	0%	0%	25%
4.19 % Participants with disabilities or health conditions in work on leaving*													
Achievement	20%	15%	16%	14%	11%	3%	9%	0%	0%	0%	0%	0%	13%
4.20 % Participants with disabilities or health conditions in work six months after leaving *													
Achievement	-	-	-	19%	36%	36%	36%	0%	0%	0%	0%	0%	19%
4.21 % Lone parents in work on leaving *													
Achievement	-	-	-	29%	2%	2%	2%	0%	0%	0%	0%	0%	9%
4.22 % Lone parents in work six months after leaving *													
Achievement	-	-	-	23%	28%	28%	28%	0%	0%	0%	0%	0%	23%
4.23 % Participants aged 50 or over in work on leaving													
Achievement	0%	21%	21%	21%	18%	4%	13%	0%	0%	0%	0%	0%	17%
4.24 % Participants aged 50 or over in work six months after leaving *													
Achievement	-	-	-	27%	67%	67%	67%	0%	0%	0%	0%	0%	27%

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Indicator	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	Total
4.25 % Ethnic minority participants in work on leaving													
Achievement	0%	10%	11%	11%	14%	9%	24%	0%	0%	0%	0%	0%	12%
4.26 % Ethnic minority participants in work six months after leaving *													
Achievement	-	-	-	-	70%	70%	70%	0%	0%	0%	0%	0%	0%
4.27 % Female participants in work on leaving													
Achievement	20%	17%	18%	17%	22%	8%	12%	0%	0%	0%	0%	0%	17%
4.28 % Female participants in work six months after leaving *													
Achievement	-	-	-	29%	6%	6%	6%	0%	0%	0%	0%	0%	29%
4.29 % Participants who gained basic skills													
Achievement	0%	4%	1%	2%	1%	1%	0%	0%	0%	0%	0%	0%	1%
4.30 % Participants who gained qualifications													
Achievement	2%	2%	5%	4%	7%	6%	26%	0%	0%	0%	0%	0%	6%

Note – Data for indicators 4.6, 4.11, 4.12, 4.14, 4.16, 4.18, 4.20, 4.21, 4.22, 4.24, 4.26, 4.28 have been collected through the Second Cohort survey.

Figure 13: Priority 4 Targets

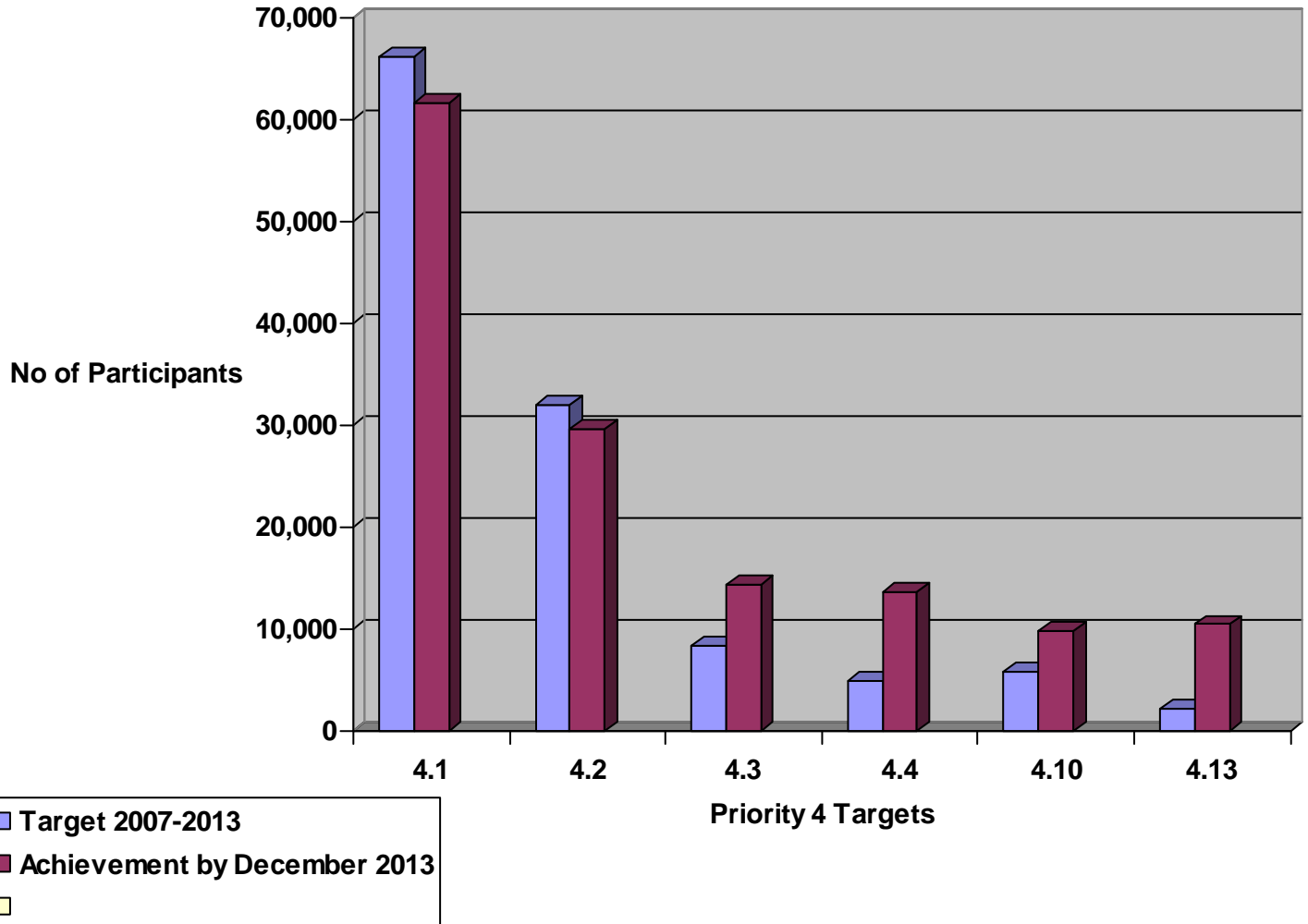
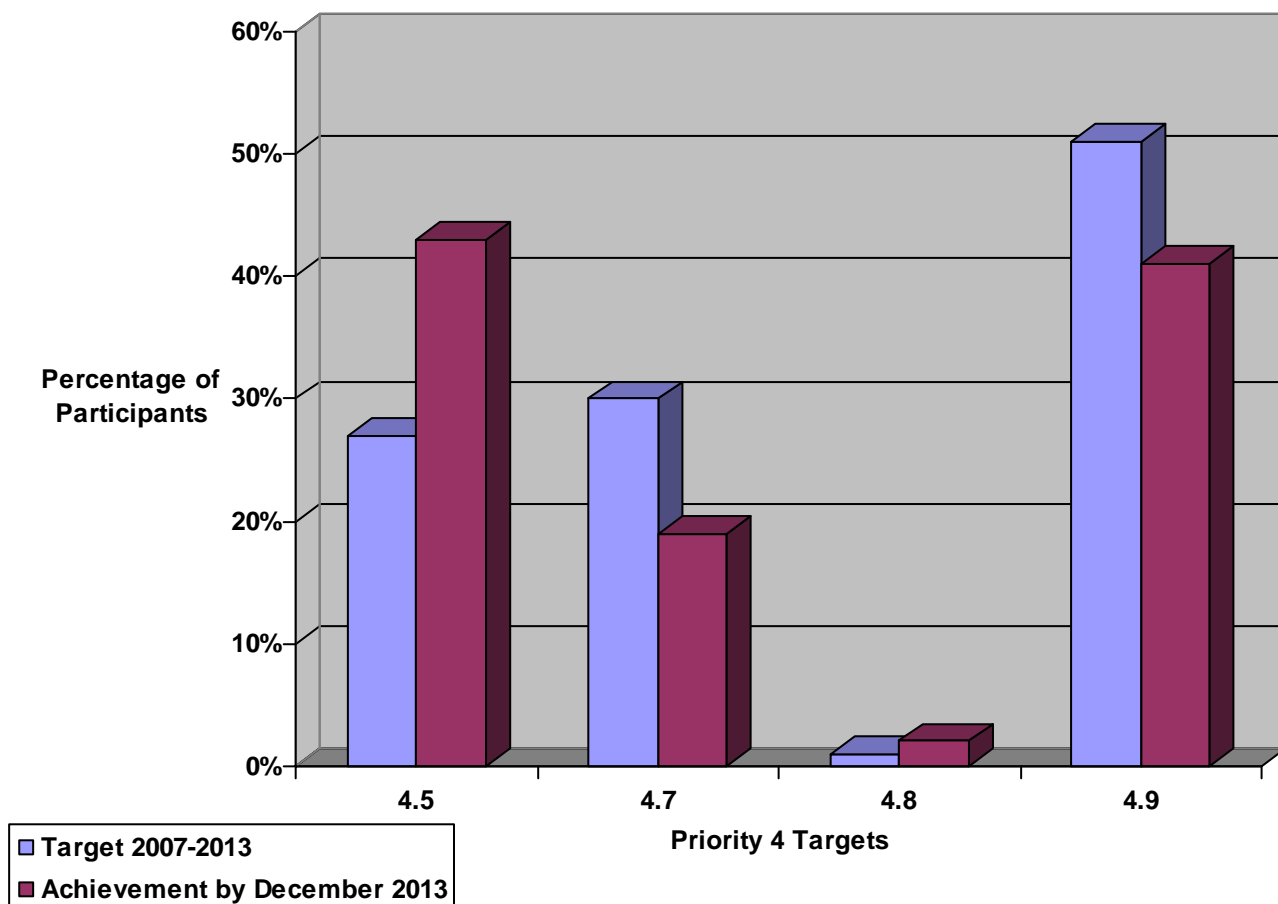


Figure 14: Priority 4 Equality Targets



Assistance by target group

326. 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
Priority 4 - Tackling Barriers to Employment				
Total number of participants	3,827	1,415	2,721	838
Employed (including self employed)	0	0	4	4
Self employed	0	0	2	2
Unemployed (including long term unemployed)	2,163	668	1,716	472
of which Long Term Unemployed	528	153	430	125
Inactive (including those in education & training)	1,664	747	1,001	362
of which in education or training	3	0	43	14
Young people (15-24 years)	1,819	638	1,409	456
Older people (55-64 years)	198	86	135	52
Minorities	47	20	42	20
Migrants	0	0	0	0
Disabled	1,268	475	773	256
Other disadvantaged people	945	447	579	215
Primary or lower secondary education (ISCED 1 and 2)	647	178	616	164
Upper secondary education (ISCED 3)	2,053	637	1,910	578
Tertiary education (ISCED 5 and 6)	133	78	124	75

Note- Figures for migrants and self employed have been estimated

Analysis

327. In 2013 there were 3,800 participants in Priority 4. This takes the total to 66,133, substantially exceeding the target of 24,500. There were 2,200 unemployed, 500 economically inactive and 1,100 who were 14-19 year old NEETs. The total participation targets for each of these groups have been exceeded.

328. The proportion of Priority 4 participants with disability or health conditions was 33% in 2013, similar to that reported last year. The overall proportion of 38% is still well above the target level of 27%.

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

330. 30. The total proportion of leavers in employment continues to be at a lower rate than expected (17% overall and just 12% in-year against a target of 24%). However the volumes have reached 7,600, comfortably exceeding the target of 5,900.

The number of 14-19 year old NEETs who have moved into Employment, Education or Training is 10,500, well above the target of 2,200, and as a proportion of eligible participants is 89%.

Financial

331. Cumulative Priority 4 expenditure in 2013 increased with over £4.9m being spent by beneficiaries on activity contributing to the achievement of the Convergence 2013 N+2 target. A similar position to Priority 1 with in year expenditure less than in 2012 due to first half of the programme contracts concluding together with slower than expected take up of some activity in the second half of the programme, particularly the DWP Families Provision. At the end of 2013 spend against profile for Priority 4 stood at 57.28% lower than the equivalent Priority 1, however 5 percentage points better than the previous year.

ESF Regulation Article 10 Information

332. Priority 4 continues to address the target groups and activities identified in 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

333. Gender equality is embedded within all Priority 4 projects. In 2013, 37 % 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.

334. DWP CFO used ESF Priority 4 funding to support the 'Twin' programme project in the South West. The project was set up to ensure that everyone is assisted to work on an individual basis, of which gender is one important factor. The project has helped women secure employment, and has provided childcare related support. The project has helped a number of pregnant women find work.

335. The DWP CFO supports the Schemes of Work for Workskills project that offers flexible working and part-time working. In 2013, 32 women have received IAG regarding self-employment via the enterprise skills project.

336. The Skills Funding Agency CFO has used ESF Priority 4 funding to support Energy for Employment's 'Menopause Self Care' project. The project aims to support menopausal women in Cornwall find work and to learn to value themselves during and beyond the menopause. The project includes a self-help learning group. The project offers advice and guidance and aims to help participants build confidence and the capability to find work.

Migrants

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

Ethnic Minorities

338. In Priority 4, equal opportunities for people from ethnic minorities are actively promoted through individual provider activity, publicity case studies and appropriate marketing activity. In 2013 1% of participants were from ethnic minorities.

Other disadvantaged and disabled people

339. Other disadvantaged groups, including disabled people, are also targeted by Priority 4. ESF providers offer a wide range of support for disabled participants. In 2013, 33% of participants were disabled, which includes people with learning difficulties and disabilities.

340. The Skills Funding Agency uses Priority 4 funding to support the Wild Woman's Hour 'Scary Little Girls' project which uses radio to give a voice to lone parents, disadvantage parents, and isolated women in Cornwall, and offers them the chance to develop associated high level technical skills and transferable employment skills.

341. The Skills Funding Agency uses ESF Priority 4 funding to support the Secret Fridays project that gives young people with difficult backgrounds new found confidence and skills by involving them in organising major monthly events in Liskeard, Cornwall. The project is run by RIO (Real Ideas Organisation) and receives ESF Convergence support through Freestyle – managed by the Learning Partnership and co-financed by the Skills Funding Agency. It works alongside town traders, the Portas Pilot scheme and in partnership with the Liskeard Town Team and Rogue Theatre (which receives Arts Council funding for its involvement).

342. The pilot has been running since May 2013. Already, many of the young people involved are getting jobs or going into further or higher education. The six-week Secret Fridays programmes offer a variety of training with level one or two qualifications and RIO runs employability skills – such as CV writing and interview techniques – alongside this. The first events have included a puppet show event, a masquerade ball, film events and a Pirate trail and Pirate party.

343. So far, 14 young people have joined the programme. Four of them have gone into work, and three were planning to go to college in September 2013

344. NOMS CFO uses ESF Priority 4 funding to support Tribal's New Futures project which offers intensive support to individuals. An example of the support offered by the project includes support for participants who were serving a custodial sentence. The project helped nurture the individual's love of poetry and performance art and supported him on release by helping him find part-time employment so that he could support himself whilst establishing his career. The participant is now a highly successful performance poet, performing regularly at festivals and he has also performed at the House of Lords. The participant also runs desistance workshops for criminal sector staff and offenders.

Community Grants

345. For the Community Grants contracts between 2011-13

- Number of grants awarded: 51
- Total value of grants awarded: £557,832
- Average value of grants awarded: £10,937
- Number of participants supported through grants: 634 of which
 - 345 were female;
 - 146 were aged over 50;
 - 255 were disabled; and
 - 23 were from ethnic minorities;
- Participants achieving employment: 13
- Participants achieving other outcomes (volunteering, work experience, soft skills, and so on): 308

Cross-financing mechanism

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

3.4.2. Significant problems encountered and measures taken to overcome them

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

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

3.5.1 Achievement of targets and analysis of the progress

Information on the physical and financial progress of the priority

Indicator	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	Total
5.1 Total number of participants													
Achievement	913	7,346	23,552	25,937	13,611	5,468	3,560	0	0	0	0	0	80,387
Target													50,200
Baseline	0												
5.2 Participants with basic skills needs													
a) Number of Priority 5 participants with basic skills needs.													
Achievement	185	844	2,137	2,108	723	395	317	0	0	0	0	0	6,709
Target													18,200
Baseline	0												
(b) Proportion of Priority 5 participants without basic skills.													
Achievement	20%	11%	9%	8%	5%	7%	9%	0%	0%	0%	0%	0%	8%
Target													36%
Baseline	0%												
5.3 Participants without level 2 qualifications													
a) Number of Priority 5 participants without full level 2 qualifications.													

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Achievement	414	2,335	6,010	5,195	2,376	1,028	553	0	0	0	0	0	17,911
Target													18,200
Baseline	63,000												
(b) Proportion of Priority 5 participants without full level 2.													
Achievement	45%	32%	26%	20%	17%	19%	16%	0%	0%	0%	0%	0%	22%
Target													36%
Baseline	28%												
5.4 Participants without level 3 qualifications													
(a) Number of Priority 5 participants with level 2 but without full level 3 qualifications.													
Achievement	280	1,830	5,286	5,231	2,236	957	825	0	0	0	0	0	16,645
Target													5,400
Baseline	116,000												
(b) Proportion of Priority 5 participants with level 2 but without full level 3													
Achievement	31%	25%	22%	20%	16%	18%	23%	0%	0%	0%	0%	0%	21%
Target													11%
Baseline	51%												
5.5 Participants without level 4 qualifications													
(a) Number of Priority 5 participants with level 3 but without full level 4 qualifications.													
Achievement	26	818	3,837	4,220	2,440	858	761	0	0	0	0	0	12,960
Target													3,800
Baseline	184,000												
(b) Proportion of Priority 5 participants with level 3 but without full level 4													
Achievement	3%	11%	16%	16%	18%	16%	21%	0%	0%	0%	0%	0%	16%

Target														8%
Baseline	81%													
5.6 Participants under taking post-graduate research training														
Achievement	4	69	224	168	179	234	21	0	0	0	0	0	0	899
Target														800
Baseline	0													
5.7 Graduates placed within SMEs														
Achievement	0	67	289	349	204	188	132	0	0	0	0	0	0	1,229
Target														1,100
Baseline	0													
5.8 Participants with disabilities or health conditions														
Achievement	8%	9%	9%	10%	10%	9%	7%	0%	0%	0%	0%	0%	0%	10%
Target														17%
Baseline	15%													
5.9 Participants aged 50 and over														
Achievement	7%	14%	17%	21%	19%	23%	19%	0%	0%	0%	0%	0%	0%	19%
Target														22%
Baseline	25%													
5.10 Participants from ethnic minorities														
Achievement	2%	2%	2%	3%	2%	2%	2%	0%	0%	0%	0%	0%	0%	2%
Target														1%
Baseline	0%													
5.11 Female participants														

Achievement	32%	48%	54%	53%	54%	52%	51%	0%	0%	0%	0%	0%	53%
Target													51%
Baseline	47%												
5.12 Participants who gained basic skills													
(a) Number of Priority 5 participants who gained basic skills.													
Achievement	4	207	1,243	2,511	2,124	776	18	0	0	0	0	0	6,883
Target													8,200
Baseline	0												
(b) Proportion of Priority 5 participants without basic skills who gained basic skills.													
Achievement	9%	49%	71%	100%	100%	100%	7%	0%	0%	0%	0%	0%	100%
Target													45%
Baseline	0%												
5.13 Participants who gained full level 2 qualifications													
(a) Number of Priority 5 participants who gained full level 2 qualifications.													
Achievement	71	464	2,679	4,222	1,756	237	412	0	0	0	0	0	9,841
Target													7,300
Baseline	0												
(b) Proportion of Priority 5 participants without level 2 who gained full level 2.													
Achievement	93%	34%	41%	45%	40%	17%	53%	0%	0%	0%	0%	0%	41%
Target													40%
Baseline	0%												
5.14 Participants who gained full level 3 qualifications													
(a) Number of Priority 5 participants who gained full level 3 qualifications.													

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Achievement	13	110	933	1,654	1,150	320	72	0	0	0	0	0	4,252
Target													1,600
Baseline	0												
(b) Proportion of Priority 5 participants (with level 2 but without level 3) who gained full level 3.													
Achievement	48%	19%	22%	25%	36%	30%	10%	0%	0%	0%	0%	0%	26%
Target													30%
Baseline													
5.15 Participants who gained full level 4 qualifications													
(a) Number of Priority 5 participants who gained full level 4 qualifications.													
Achievement	0	0	139	356	222	178	69	0	0	0	0	0	964
Target													760
Baseline	0												
(b) Proportion of Priority 5 participants (with level 3 but without level 4) who gained full level 4.													
Achievement	0%	0%	5%	8%	7%	19%	10%	0%	0%	0%	0%	0%	8%
Target													20%
Baseline	0%												
5.16 Participants who gained full level 5 or above qualifications													
(a) Number of Priority 5 participants who gained full level 5 qualifications.													
Achievement	0	0	132	119	160	128	6	0	0	0	0	0	545
Target													120
Baseline													
(b) Proportion of Priority 5 participants undertaking post-graduate research training who gained level 5 or above.													
Achievement	0%	0%	97%	92%	96%	49%	100%	0%	0%	0%	0%	0%	78%

Target														15%
Baseline	0													
5.17 Graduates placed within SMEs who gain employment														
(a) Number of graduates placed within SMEs who gain employment.														
Achievement	0	19	86	183	212	141	80	0	0	0	0	0	0	721
Target														830
Baseline	0													
(b) Proportion of graduates placed within SMEs who gain employment.														
Achievement	0%	76%	61%	67%	66%	68%	52%	0%	0%	0%	0%	0%	0%	64%
Target														75%
Baseline	0%													
5.18 % Participants in a managerial position upon entering ESF provision *														
Achievement	-	-	29%	39%	42%	42%	42%	0%	0%	0%	0%	0%	0%	39%
5.19 % Female participants in part-time work *														
Achievement	-	-	40%	40%	21%	21%	21%	0%	0%	0%	0%	0%	0%	29%
5.20 % Participants (without level 2 qualifications) who gained units or modules of level 2 qualifications														
Achievement	0%	0%	0%	0%	1%	14%	0%	0%	0%	0%	0%	0%	0%	1%
5.21 % Participants (without level 3 qualifications) who gained units or modules of level 3 qualifications														
Achievement	0%	1%	0%	0%	19%	19%	19%	0%	0%	0%	0%	0%	0%	8%
5.22% Participants (without level 4 qualifications) who gained units or modules of level 4 or above qualifications														
Achievement	0%	0%	1%	2%	2%	2%	2%	0%	0%	0%	0%	0%	0%	1%
5.23% Participants (without level 5 qualifications) who gained units or modules of level 5 or above qualifications														
Achievement	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%

5.24 % Female participants who gained basic skills													
Achievement	0%	100%	100%	100%	100%	100%	10%	0%	0%	0%	0%	0%	100%
5.25 % Female participants who gained level 2 qualifications													
Achievement	100%	30%	39%	53%	41%	18%	80%	0%	0%	0%	0%	0%	44%
5.26 % Female participants who gained level 3 qualifications													
Achievement	56%	18%	23%	27%	38%	26%	7%	0%	0%	0%	0%	0%	27%
5.27 % Female participants who gained level 4 and above qualifications													
Achievement	0%	0%	8%	10%	18%	44%	13%	0%	0%	0%	0%	0%	14%
5.28 % Female participants who gained units or modules of qualifications													
Achievement	0%	0%	0%	0%	86%	86%	86%	0%	0%	0%	0%	0%	86%
5.29 % Participants with disabilities or health conditions who gained basic skills													
Achievement	0%	12%	7%	10%	14%	12%	0%	0%	0%	0%	0%	0%	10%
5.30 % Participants with disabilities or health condition who gained qualifications													
Achievement	89%	14%	19%	20%	19%	18%	21%	0%	0%	0%	0%	0%	19%
5.31 % Participants with disabilities or health conditions who gained units or modules of qualifications													
Achievement	0%	0%	0%	0%	1%	8%	0%	0%	0%	0%	0%	0%	1%
5.32 % Participants aged 50 or over who gained basic skills													
Achievement	0%	5%	6%	7%	12%	13%	1%	0%	0%	0%	0%	0%	8%
5.33 % Participants aged 50 or over who gained qualifications													
Achievement	100%	14%	16%	24%	21%	13%	21%	0%	0%	0%	0%	0%	20%
5.34 % Participants aged 50 or over who gained units or modules of qualifications													
Achievement	0%	0%	0%	0%	1%	7%	2%	0%	0%	0%	0%	0%	1%
5.35 % Ethnic minority participants who gained basic skills													

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Achievement	0%	12%	4%	6%	13%	4%	4%	0%	0%	0%	0%	0%	7%
5.36 % Ethnic minority participants who gained qualifications													
Achievement	100%	14%	18%	24%	29%	24%	16%	0%	0%	0%	0%	0%	23%
5.37 % Ethnic minority participants who gained units or modules of qualifications													
Achievement	0%	0%	0%	0%	1%	10%	2%	0%	0%	0%	0%	0%	1%
5.38 % Part-time female workers who gained basic skills*													
Achievement	-	-	13%	39%	49%	49%	49%	0%	0%	0%	0%	0%	40%
5.39 % Part-time female workers who gained qualifications*													
Achievement	-	-	55%	55%	90%	90%	90%	0%	0%	0%	0%	0%	76%
5.40 % Part-time female workers who gained units or modules of qualifications*													
Achievement	-	-	0%	25%	90%	90%	90%	0%	0%	0%	0%	0%	74%

* Data for indicators 5.18, 5.19, 5.38, 5.39, 5.40 has been collected through the Second Cohort survey in 2012 -2013.

Figure 15: Priority 5 Targets

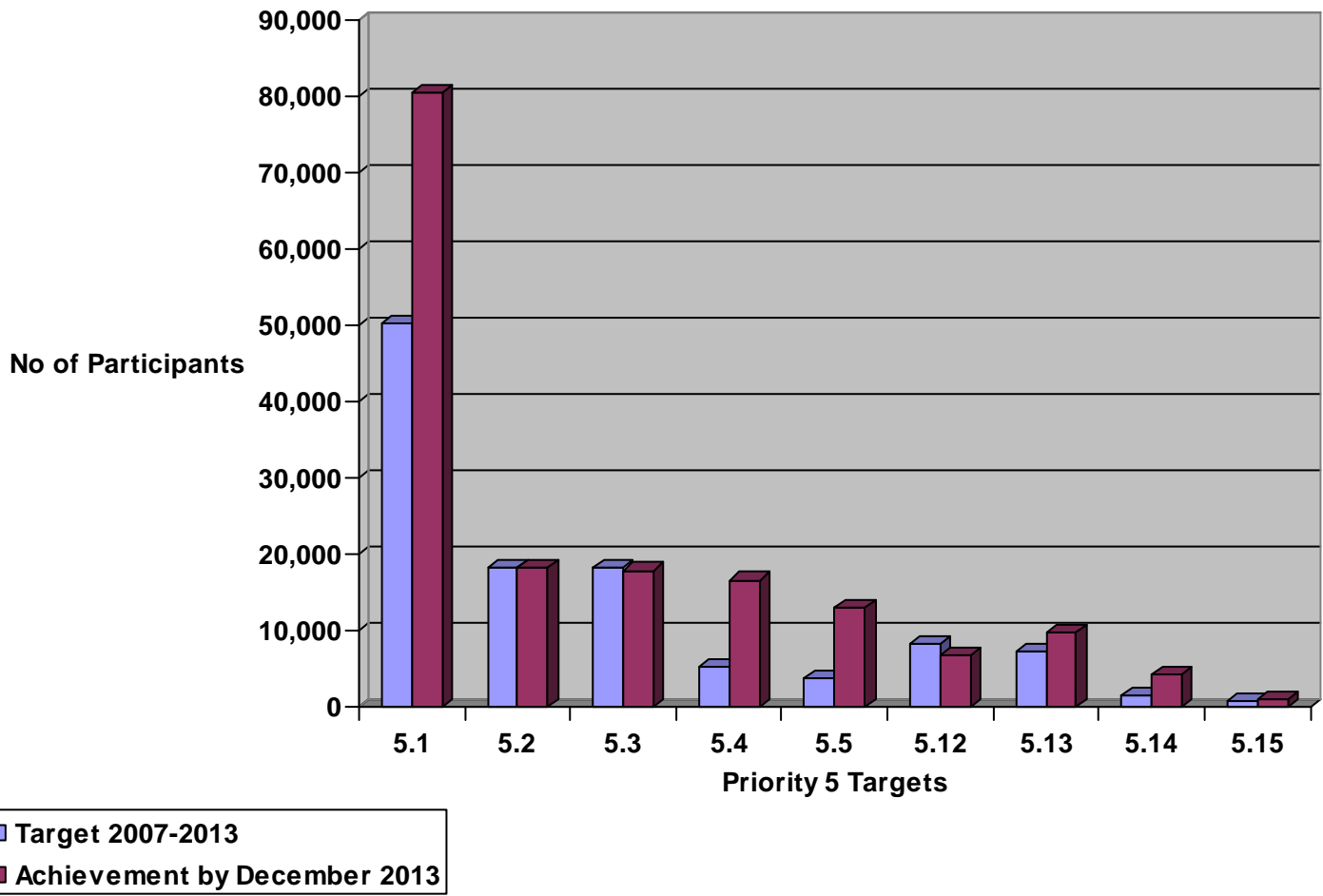
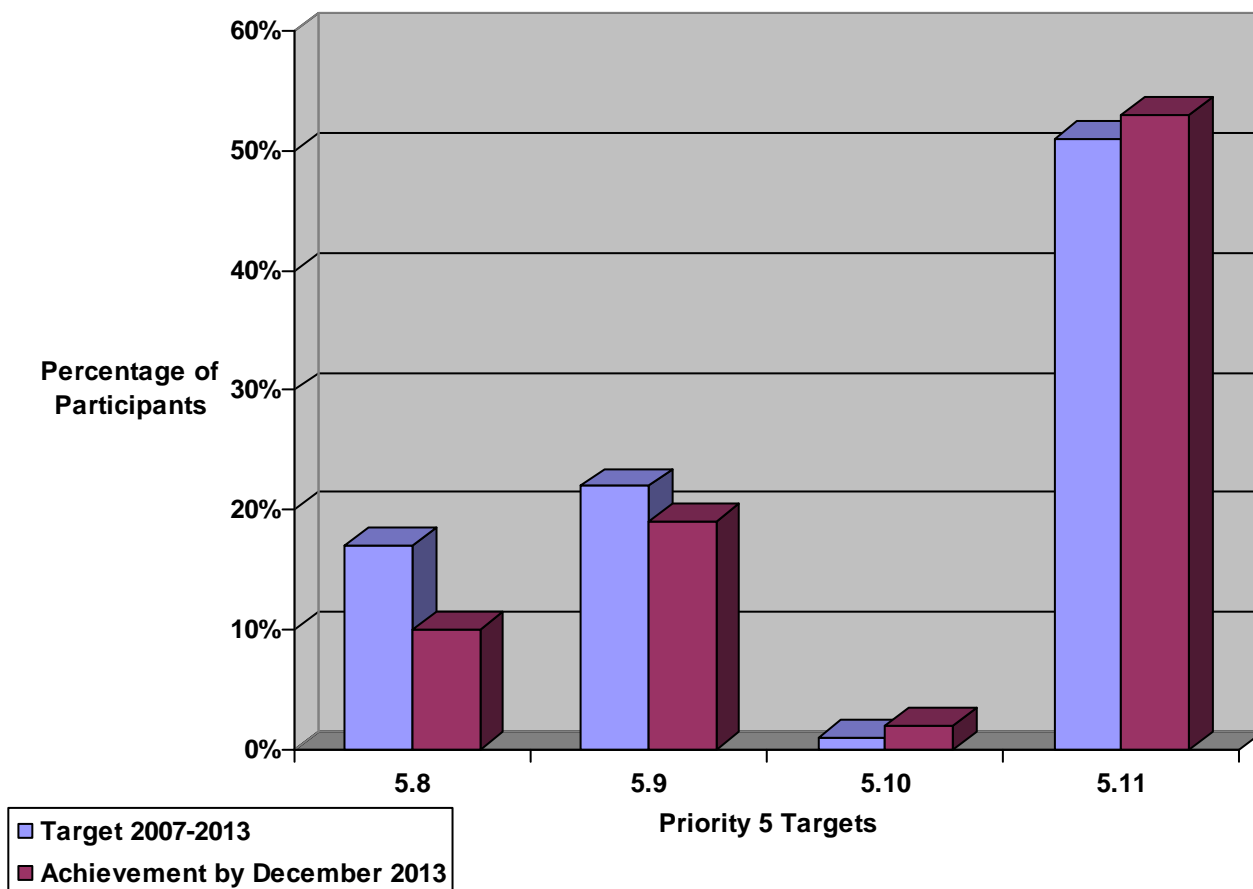


Figure 16: Priority 5 Equality Targets



Assistance by target group

348. 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
Priority 5 - Improving the skills of the local workforce				
Total number of participants	3,560	1,816	3,200	1,601
Employed (including self employed)	3,375	1,738	3,017	1,524
Self employed	463	463	448	448
Unemployed (including long term unemployed)	156	59	154	59
of which Long Term Unemployed	17	17	13	13
Inactive (including those in education & training)	29	19	29	18
of which in education or training	17	12	23	13
Young people (15-24 years)	761	343	709	347
Older people (55-64 years)	324	158	281	126
Minorities	66	38	49	27
Migrants³	0	0	0	0
Disabled	265	128	222	104
Other disadvantaged people	294	83	253	65
Primary or lower secondary education (ISCED 1 and 2)	479	142	441	121
Upper secondary education (ISCED 3)	1,977	973	1,751	862
Tertiary education (ISCED 5 and 6)	1,022	678	908	583

Note- Figures for migrants and self employed have been estimated

Analysis

349. In 2013 there were 3,600 participants in Priority 5, taking the total to 80,400, well above the 50,200 target for 2007-13. The proportion of all Priority 5 participants without basic skills is at 9% in 2013 with an overall proportion of 8%. 'Participants without a level 2 qualification' was 16% in 2013 with an overall proportion of 22%. Both are well below the target of 36%.

350. In 2013 the proportion of participants without level 3 qualifications is 23% and without level 4 qualification was 21%. Both have increased since last reported and are well above their targets levels. There have now been 1,200 graduates placed with SMEs, meeting the target level. The proportion of these who have moved into employment is 64% against a target of 75%.

351. In terms of total figures for target groups:

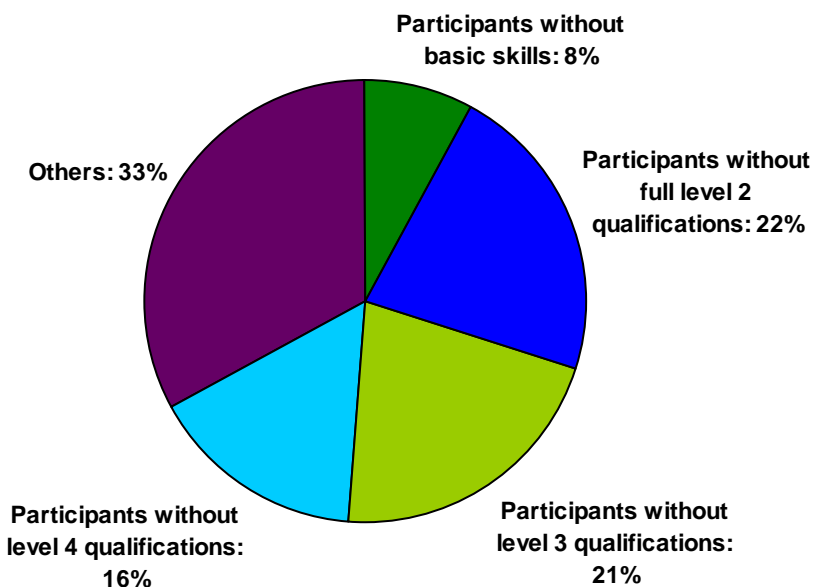
- The proportion of participants recorded with a disability or health condition is 10%, well below the target of 17% but above the equivalent for Priority 2.

- The other equality groups have participation levels relatively close to their target: 53% for females, compared to a target of 51%; 19% for those aged 50 and over, close to the target of 22%, and from an ethnic minority is 2%, compared with a target of 1%.

352. In terms of outcomes:

- In 2013 the number of Priority 5 participants who gained basic skills was only 20, not significantly altering the total of 6,900 against a target of 8,200. This is higher than the number of participants (6,700) recorded as having basic skills needs.
- The number of participants who gained level 2 was 400 in 2013 and the total is well above the 2007-13 target of 7,300. The level 2 ratio now stands at 41%, similar to the 40% target.
- The number of participants who gained level 3 was 70 in 2013, bringing the total for 2007-13 to 4,250, more than twice the target. The level 3 ratio is 26%, slightly below the target of 30%.
- Participants gaining a level 4 qualification (960) and level 5 qualification (550) have both exceeded their target levels.

Figure 17: Priority 5 Participants



Higher Education and Higher Level Skills

353. Convergence supports the Combined Universities in Cornwall (CUC), a unique partnership of five universities and colleges working together to give more people the chance to study in Cornwall, and to use university level education to help our businesses and communities to thrive.

354. During 2013 the CUC partnership support team co-ordinated the strategic management of all CUC ESF projects, however the capacity to provide this function during the first three months of 2013 was impacted by the national suspension of ESF TA. Once approval for the CUC TA application was restored in April 2013 immediate steps were taken to restore the co-ordination role, with the responsibilities of the Widening Participation Co-ordinator and Marketing and Communications Manager both expanding to accommodate the strategic management requirements.

355. During the first half of the Convergence programme CUC managed five directly-funded ESF projects, with project targets met or exceeded across the board. Four of these projects were completed in 2012 and the interest in and demand for this provision has shaped and inspired continued activity. Due to the duration of study entailed formal approval has been obtained for Phase One and Phase Two activity to be combined for the fifth project, the CUC Research Programme led by the University of Exeter. The Research Programme, alongside three follow-on Phase Two programmes have been delivered throughout 2013 and have been developed to support higher education to make a sustained and targeted impact to the county in line with its social and economic challenges; tackling the need to equip individuals to participate in Cornwall's growing knowledge economy and to drive business performance, to embed enterprise and entrepreneurial skills within the workforce and education sector, to facilitate knowledge transfer and to raise aspirations amongst non-traditional learners.

356. The past 12 months of ESF-funded delivery have seen some key areas of progress alongside a number of significant achievements; an enhanced graduate placement programme has yielded substantial results for both young people and businesses, continued innovation in access routes and delivery models have enabled growing numbers of local individuals to participate in university level training, relationships between institutions and businesses improved, aiding both understanding and articulation of need, and the positive impacts of aligning the research interests of CUC partners with the needs of the county's economy are becoming increasingly apparent.

357. During 2013 formal extensions were granted to all four of the directly-funded Phase Two projects, which will now all terminate in June 2015.

CUC ESF Enterprise Project:

358. By the end of November 2013, 851 starts had been achieved against the overall project target of 1200 and high course retention and completion rates indicate that the project is likely to achieve, or even exceed, outcome targets by the contract end date of June 2015.

359. Good progress has been made in engaging with small and micro-businesses during 2013, as evidenced by the successful Employer Forums that Truro and Penwith College are facilitating on a quarterly basis. These events have enabled the institution to gain valuable insights into the needs of local businesses, which have resulted in new and expanded course offerings aligned to this articulated demand.

360. The SMART Enterprise programme delivered by Cornwall College has met with unprecedented demand, which has led to the geographical provision of the course being expanded to new sites across the county and to revised delivery models, which include a course run during the evening.

361. By the end of 2013 the Graduate Start Up strand had supported the development of 78 new businesses and over thirty individuals had completed paid and enhanced work experience placements through the Graduate Gateway initiative, with employer interest remaining consistently strong and several businesses engaging with the scheme on a repeat basis.

362. The target of nineteen completions for the University of Exeter's Social Enterprise module was achieved by December 2013, with the programme becoming established as an important component of the institution's Cornwall-based Masters in Sustainable Development. Participating students have acted as consultants for social enterprises, charities and not-for-profit organisations as part of their studies and have received very positive feedback from the companies involved.

363. Falmouth University's participation in the Enterprise Programme has enabled them to move into the challenging and fast-moving marketplace of on-line learning and to develop platforms for Journalism, Digital Communications and an MBA in Creative Leadership to meet the needs of local businesses and organisations.

364. Following the structural changes to the Peninsula College of Medicine and Dentistry, the Plymouth University Peninsula Dental School have delivered free advanced clinical skills sessions to Cornwall-based practitioners at the Truro Dental Educational Facility in specialised areas including Aesthetic Dentistry and Endodontics.

CUC ESF Graduate Placements Programme:

365. As of the end of November 2013, 309 graduate placements had been supported against the initial programme target of 400 and interest and engagement remains strong from both individuals and local businesses. Over the past twelve months the project has yielded substantial results in a diverse range of sectors,

including marketing, programming and product development, and remains a critically important service to the business environment of Cornwall.

366. The geographical coverage of the programme has improved during 2013, with a notable highlight being the successful completion of the first placement on the Isles of Scilly, and plans have been developed to further strengthen provision in the east and west of the county during 2014.

367. Figures from the end of November demonstrate that 195 of the 257 graduates who had completed their placement had progressed into full-time employment with an SME, equating to a remarkable conversion rate of 76%. A complementary schedule of networking 'Connect' and celebration events has been delivered to support future placement activity and to showcase the achievements of the participating graduates in catalysing business growth and innovation.

368. Post-graduate students are now being recruited from both the University of Exeter and Falmouth University to access placements through this strand of the programme, which has resulted in a broadened base of participating organisations. During 2013 the Post-graduate Placements programme has generated strong conversion rates to high-level employment opportunities and has gained consistently positive feedback from the business community.

369. The 'Stand Out from the Crowd' employability course for graduates has run regularly and continues to attract firm support from employers, with an ever-expanding number of businesses offering their facilities and expertise to enhance the basic course content.

CUC ESF Raising Aspirations Programme:

370. Cornwall College, Falmouth University, Plymouth University and Truro and Penwith College are all involved in developing taster provision, to enable participants to access a range of subjects and learning environments alongside more generic awareness and aspiration raising activities. The RAP delivery partnership also includes an increasing number of organisations to support the engagement of disadvantaged and hard-to-reach individuals. Through this collaborative approach bespoke activities have been developed for the business community, including employees of BT, HMRC and the Royal Cornwall Hospitals Trust, as well as parent groups, resident associations and community-based learning organisations.

371. By the end of November 2013, 389 outputs had been achieved against the overall project target of 400, with each of the four participating CUC partners nearing or exceeding their contractual requirements. The target for eighty per cent of the adults engaged to be in employment is also being consistently exceeded, supporting the project's focus on progression routes from vocational programmes and helping to shape provision in line with local priority sectors. Engagement is also strong with older learners, with around a quarter of participants aged fifty or over.

372. Cornwall College and Unionlearn forged a successful partnership with the Royal Cornwall Hospitals Trust (RCHT) to deliver a programme involving individual

Information, Advice and Guidance sessions, higher education tasters and supported progression onto degree-level short courses. Twenty-two members of hospital staff from lower-graded bands were assisted to access these modules and attained an overall success rate of 85%; a remarkable achievement that was honoured with a Celebration Event at the Knowledge Spa in October. In addition to the positive feedback from the project participants, the Trust's Head of Learning and Development has also remarked on the impact that this training has had on staff morale and productivity and has pledged to mainstream this model as part of their working practices.

373. During August CN4C delivered a higher education Summer Scheme to over forty adults from disadvantaged neighbourhoods using funds allocated from the Raising Aspirations Programme Flexible Pot. This initiative, which entailed campus visits, practical workshops and inspirational talks, proved highly successful at encouraging progression and has resulted in a number of engagements for further study. The scheme was divided into four programme areas – Art, Community Development, Science and the Environment and Social Enterprise – and also offered childcare provision with activities that reflected the subject-specific experiences of the parents, fostering a sense of inter-generational family learning.

374. November saw the launch of a three-stage family learning model delivered by the Children's University, with a 'Learning Zone' event staged to coincide with the scheme's quarterly Graduation Ceremony at the Penryn Campus. This event, which was attended by over 250 parents and children and featured interactive stands from all five of the CUC institutional partners, provided opportunities to try various 'hands on' learning activities and has resulted in over fifty adults signing up to participate in further RAP events with their families during 2014.

CUC ESF Research Project:

375. The Research Programme exceeded its targets for Phase One and all of the contracted PhD starts for PhD are operational and on track for completion by the end of the programme in June 2015. Phase Two has seen especially strong engagement with female participants and those from an ethnic minority, with the base targets being comfortably exceeded for both of these priority groups.

376. The annual PhD Showcase was held at Trelissick Gardens in November with presentations made to businesses, project partners and supervisors on subjects including 'Advances in Accident Scene Investigation' and 'The Resilience of Cornish Fishing Communities'.

377. In December the Research Programme was further promoted when PhD students were invited to participate in a round-table discussion about their studentships with Danuta Hubner MEP, Chair of the European Parliament's Regional Development Committee and former European Commissioner for Regional Development.

378. Excellent progress has been made on the Legacy Programme strand, with a schedule of events developed for 2014 that will enable the partner institutions to share best practice, obtain pertinent new knowledge and increase their research capacity. Responsibility for facilitation and input has been shared equitably across the partnership and event themes will include 'IP and Commercialisation', 'Ethics' and the 'Post-2013 Economic Landscape of Cornwall'.

379. During 2013 high-quality case study resources have been compiled for each of the PhD projects and the project team are making real headway in publicising the benefits and impact of the students' research through press releases, events and social media channels.

Financial

380. In the year to December 2013 a little over £7m of cumulative expenditure was declared against activity within Priority 5. This made a significant contribution to the Convergence Programme achieving the 2013 N+2 target. However, like Priority 2 delays in Skills Funding Agency public procurement for the second half of the programme led to a longer lead in time for some activity resulting in contract delivery being implemented in 2011 through to 2013. The spend against profile figure at the end of 2013 was 60.75%, in line with Priority 2 and higher than Priority 4, and a further 5 percentage points higher than at the end of 2012.

ESF Regulation Article 10 Information

381. Priority 5 continues to address the target groups and activities identified in 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 for this Priority. 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.

Gender Mainstreaming

382. 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 2013, 51% of Priority 5 participants were female.

383. 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.

Migrants

384. 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.

385. In Cornwall, the Skills Funding Agency has used Priority 5 funding to support Cornwall College's Focus Training project. The project has worked with East Cornwall employer, Kernock Plants, who are a wholesale horticultural specialist supplying plants to other nurseries and shops throughout the whole of the UK. They employ a large proportion of ethnic workers, mostly from Eastern Europe, who were confident in communicating with fellow workers but lacked the skill levels to communicate confidently with other members of staff at all levels. So far, 4 Polish and one English worker have been supported with self esteem issues.

Ethnic minorities

386. In 2013, 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

387. 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.

388. The Skills Funding Agency uses Priority 5 funding to support Inspire Cornwall's 'Being Dad' project. The project helps fathers and 'fathers-to-be' who are disadvantaged in the labour market by:

- providing information, advice and guidance, signposting and supporting participants to take up further learning, work and voluntary experiences;
- increasing self-esteem and self-confidence;
- improve positive and nurturing parenting skills; and
- improve problem solving skills, anger management and communication.

389. The target groups for the project include: young people; young offenders; ex-offenders; young people who are NEET; lone parents and other disadvantaged people.

Cross-financing mechanism

390. The cross-financing mechanism with ERDF was not used in the Priority 5 in 2013.

Joint social partner activities

391. 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. To date, the SFA has exceeded its target of £2,000,000, 2% of Priority 5 available ESF funds, targeted at social partner support as a requirement of the Convergence Framework. The table below shows how much we have contracted with and how much they have spent on social partners.

Table 11

Unionlearn	£700,000
The Learning Partnership	£475,000
Cornwall Development Company	£1,400,000
Cornwall College	£225,000
Total	£2,800,000

392. SFA awarded further contracts in 2013, which will enable more funds to support Joint Social partner activities in 2014, including a new Community Grants contract and the Learner Response Fund under Skills Support for the Workforce (SSW).

3.5.2. Significant problems encountered and measures taken to overcome them

393. 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

394. Priority 6 does not have any indicators.

Analysis

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

Financial

396. So far £3.9 million (90%) of the £4.3 million available for Technical Assistance in 2007-2013 has been committed, and expenditure stood at £2.0 million by the end of 2013. As the technical assistance projects started from 2008, expenditure is expected to increase significantly through the remainder of the programme.

3.6.2 Significant problems encountered and measures taken to overcome them

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

4 ESF Programmes: Coherence and Concentration

European Employment Strategy

398. The actions supported by the England and Gibraltar ESF programme are consistent with and contribute to the European Employment Strategy. The programme will contribute to the new Europe 2020 target that 75% of the 20-64 year-olds should be employed. The table below indicates how the programme supports the Employment Guidelines which were adopted by the EU in 2010 as part of the Europe 2020 Integrated Guidelines.

Employment Guidelines 2010	England ESF Programme
7. Increasing labour market participation of women and men, reducing structural unemployment and promoting job quality	Priorities 1 and 4 are contributing to policies to: help those furthest from the labour market back to work; improve the employability of young people and reduce youth unemployment; increase the participation of women in the labour market; improve the employment rate of older people; tackle barriers to work faced by disabled people and other vulnerable groups; and promote self-employment. [Codes 66, 67 and 69]
8. Developing a skilled workforce responding to labour market needs and promoting lifelong learning	Priorities 2 and 5 add value to activities to: promote apprenticeships and entrepreneurship; improve basic skills and qualifications; promote lifelong learning, especially among low skilled and older workers.

	[Code 62]
9.Improving the quality and performance of education and training systems at all levels and increasing participation in tertiary or equivalent education	<p>Priorities 2 and 5 add value to activities to:</p> <p>ease and diversify access for all to training;</p> <p>respond to new occupational needs, key competencies and future skill requirements.</p> <p>[Codes 64 and 74]</p> <p>Priorities 1 and 4 support activities to reduce the number of young people not in education, employment or training.</p> <p>[Code 71]</p>
10. Promoting social inclusion and combating poverty	<p>Priorities 1 and 4 support active labour market measures to help disadvantaged people tackle their barriers to work and enter sustainable employment, including early identification of needs, job search assistance, guidance and training as part of personalised action plans and flexible pathways.</p> <p>[Codes 66 and 71]</p>

Employment Recommendations to the UK

399. The programme’s actions also contribute to the implementation of the EU Employment Recommendations to the UK. The 2013 recommendations relevant to ESF were:

- Building on the Youth Contract, step up measures to address youth unemployment, for example through a Youth Guarantee. Increase the quality and duration of apprenticeships, simplify the system of qualifications and strengthen the engagement of employers, particularly in the provision of advanced and intermediate technical skills. Reduce the number of young people aged 18-24 who have very poor basic skills, including through effectively implementing the Traineeships programme.
- Enhance efforts to support low-income households and reduce child poverty by ensuring that the Universal Credit and other welfare reforms deliver a fair tax-benefit system with clearer work incentives and support services. Accelerate the implementation of planned measures to reduce the costs of childcare and improve its quality and availability.

400. The programme is helping to address the first recommendation by using Priority 1 and 4 actions to improve employment and learning opportunities for young people, especially those who are NEET and lack basic skills, and Priority 2 and 5 actions to develop workforce skills, especially activities at Level 3.

401. The Skills Funding Agency currently has in place three activity strands which support the engagement of young people (16-24) focusing on employment skills and also progression onto apprenticeship provision (both higher and lower levels):

- Skills Support for the Unemployed provides skills support to unemployed individuals on benefits who are looking for work but face a skills barrier to entering the labour market. The provision will ensure adults (aged 19 and over) are given the right level of skills and employability support that they need to improve their chances of gaining employment (including starting an Apprenticeship). This activity is delivered in partnership with the Apprenticeship Grant to Employers, which provides financing support to small employers taking on an apprentice as a progression from Skills Support for the Unemployed.
- 14-19 NEET provision will support young people aged 14-19 who are not in education, employment or training (NEET) and those at risk of becoming so. They usually face multiple barriers to their participation and need a different type of offer of post 16 provision to engage them in learning and keep them engaged. The main focus of using ESF monies for the period 2011-13 is in conjunction with the Education Funding Agency, securing the continued provision of individually tailored packages of education and support, which will enable the engagement of such young people.
- The Workplace Learning strand targets employed individuals with low skills to promote in-work progression through the delivery of work related skills training. There is a particular focus on those more vulnerable to future unemployment, with barriers to achieving sustainable employment, such as individuals aged 19-24 who have recently been not in education, employment or training (NEET).

402. In 2013, the Agency procured further support activity within Priority 2 and 5 through the Skills Support for the Workforce. This provision will deliver, until July 2015, skills support through workplace learning that supports preparation for and progression to apprenticeships from April 2013.

403. 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.

404. ESF is not being used to directly finance welfare reforms or the benefit system, but it is being used to pilot complementary support services. For example:

- *Local Support Services Framework (LSSF) Pilots* are ESF funded projects that will support proposed LSS activity that is in addition to existing planned approaches. Five Local Authority led LSSF projects have been selected. The pilots will

contribute to the development of the LSS and act as exemplars for other LAs wishing to access ESF to expand their LSS support in the future. Up to £10 million Priority 1 ESF funding has been allocated to these pilot projects.

- *Health Pilots* will test additional support to inform future considerations on what types of support best assist claimants with longer term health conditions (18-24 month prognosis), to move closer to or into work. They will also help to test whether there are wider benefits to the economy if we can identify how best to support and move this claimant group closer to the labour market, with possibly a wider consideration of social return on investment other than just benefit savings. £4 million ESF Priority 1 has been allocated to these pilots.

Social inclusion objectives

405. 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.

Common objectives on social protection and social inclusion	England ESF Programme
(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.
<p>A decisive impact on the eradication of poverty and social exclusion by ensuring:</p> <p>(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.</p>	<p>Equal opportunities is a cross-cutting theme within the programme and activities comply with EU and UK legislation on non-discrimination and equal opportunities.</p>
<p>(e) the active social inclusion of all, both by promoting participation in the labour market and by fighting poverty and exclusion.</p>	<p>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.</p> <p>Priorities 2 and 5 target people who lack basic skills and who have no or low qualifications.</p> <p>[Codes 62, 66 and 71]</p>
<p>(f) that social inclusion policies are well-coordinated and involve all levels of government and relevant actors, including people experiencing poverty, that they are efficient and effective and mainstreamed into all relevant public policies, including economic, budgetary, education and training policies and structural fund (notably ESF) programmes.</p>	<p>The programme contributes to the relevant employment aspects of the UK National Social Report . The Managing Authority works closely with DWP policy officials responsible for the plan.</p>
<p>Adequate and sustainable pensions</p>	<p>This objective is not directly relevant to the ESF programme. However, Priorities 1 and 4 support activities to extending working lives and improve the employment rate of older workers, and Priorities 2 and 5 supports training activities to update the skills of older workers.</p> <p>[Code 67]</p>
<p>Accessible, high-quality and sustainable healthcare and long-term care</p>	<p>This objective is not relevant to the ESF programme. However, Priorities 1 and 4 support activities to help economically inactive people with</p>

	<p>disabilities or health conditions to enter work. Priorities 2 and 5 may provide training to improve the qualifications and skills of low skilled workers within the care sector.</p> <p>[Codes 62 and 71]</p>
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National Social Report

406. 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.

407. 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.

408. Over €890 million of ESF has already been committed to promoting pathways to integration and re-entry into employment for disadvantaged people.

Education and training objectives

409. 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.

410. Through its Priority 1 and 4 activities to reduce the number of young people NEET, the programme will also contribute to the Europe 2020 education target on reducing early school leaving. In addition, in the Convergence area, Priority 5 Higher Education activity will contribute to increasing the proportion of people completing third level education.

5 Repayable Assistance and Financial Engineering Instruments

411. No financial engineering instruments have been used in the programme.

6 Technical Assistance

412. 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.

413. 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 the virement of 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.

414. 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.

415. The original TA strategy agreed in 2007 divided the competitiveness and employment objective TA budget evenly between national and regional activities. Half of the TA funds available for regions was allocated and half was retained centrally for regions to bid against according to need. Regional TA projects were managed by the Managing Authority's regional teams in Government Offices.

416. The removal of the regional tier of administration (including regional ESF committees) and the closure of the Government Offices meant that the original national TA strategy had to be revised and regional TA strategies were discontinued from April 2011.(except in London). Regional TA budgets were subsequently merged centrally and the funds managed by the Managing Authority. The PMC endorsed this approach (MC/07/11). The revised national TA strategy stated that eligible applications must:

- be for activity that supports the delivery of the mainstream ESF programme;
- have the support of those bodies delivering the ESF programme, normally the main co-financing organisations; and
- have match funds committed to cover the full duration of the project.

417. In November 2012 Action Note 081 was issued confirming that the TA part of the ESF Programme was suspended at MA level following an audit of the delivery of TA in England and Gibraltar. The TA strategy was amended in line with recommendations from the audit including the appraisal criteria. This suspension was lifted in December through Action Note 082, to allow TA providers to submit claims and the Managing Authority to pay TA providers in line with terms of the existing agreements.

418. Additionally in 2012 the Audit Authority found issues with the way two of the TA projects (ESF-Works and ITMU) had been procured.

419. The European Commission subsequently conducted their own audit in 2012, and raised concerns about the use of TA by co-financing organisations. The majority of TA funds had been taken up by the national Co-Financing Organisations, in particular NOMS and the Skills Funding Agency.

420. Subsequent to these and wider findings in the England ESF Programme, the EC imposed a suspension on further payments. ESF Division agreed a remedial action plan with the EC which included changes to TA guidance, internal processes and corrections to expenditure (£17.7m). Following further audit work by the Audit Authority to confirm compliance with the action plan the suspension was lifted in early 2014.

National TA Projects

ESF Evaluation

421. All evaluation activity is agreed with the Evaluation Sub committee. Evaluation reports produced so far during this period are:

- Evaluation of ESF P1 and 4: Extending employment to adults and young people in the second half of the programme, published January 2013 (Evaluation of ESF Priority 1 and Priority 4: Extending Employment Opportunities to Adults and Young People in the second half of the programme) - £124,725
- Troubled Families scoping report, (Evaluation of ESF DWP Families with Multiple Problems/Troubled Families initiative) published November 2012 - £20,000

- Evaluation of Innovation, Transnationality and Mainstreaming Projects – (Evaluation of Innovation, Transnationality and Mainstreaming Projects) Published November 2012 - £50,000
- Priority 1 and 4 Employment and Young People NEET provision, published June 2011 Evaluation of European Social Fund Priority 1 and Priority 4: Extending Employment Opportunities to Adults and Young People £150,000
- ESF Sustainable Development and Green Jobs, published June 2011 – (European Social Fund Evaluation of Sustainable Development and Green Jobs) –
- £50,000 Cohort Study, Wave 2, published November 2010 (ESF Cohort Survey Wave 2) - £984,211
- Cohort Study, Wave1, published July 2010 (ESF Cohort Survey Wave 1
- Cohort Survey Wave 3, published September 2010 (ESF Cohort Survey Wave 3) - £150,000
- Gender Equality and Equal Opportunities (Gender Equality and Equal Opportunities – published July 2010 - £138,817
- ESF Support for In Work Training, published July 2010 (ESF Support for In Work Training - £189,464
- Evaluation of ESF Information and Publicity, published March 2010 (An Evaluation of European Social Fund Information and Publicity - £30,041
- Regional ESF Frameworks, published August 2009 (Regional ESF Frameworks - £74,015

422. Current evaluations include:

- 2012 ESF Cohort Survey - £586,769
- Evaluation of ESF families provision - £282,925
- Day One Support for Young People Trailblazer - £98,971
- Ex Ante Evaluation of England ESF Operational Programme 2014-2020 - £79,450

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

National Council for Voluntary Organisations

423. This project continues to ensure the provision of useful advice to 8,300 civil society organisations and an opportunity to share key needs of the sector with government representatives. The project team continues to work constructively with Co-Financing Organisations to identify the needs of civil society in delivering the programme. The project continues to provide: Representation of civil society on

national programme monitoring; a point of reference for civil society organisations to access ESF; constructive engagement with CFOs around implementation and delivery; and visibility, through promotion, publicity and events, of the current ESF programme.

424. The project continues to host European Funding Advisory Group meetings and attend various events/seminars. The focus of activity in 2013 is mainly on the next ESF Programme. Work in the year included getting recognition of the voluntary sector in initial guidance to LEPs, contributions to the BIS Roadshows, engagement with the Big Lottery Fund, development of a LEP Contacts database and attending various advisory and consultation meetings with a number of LEPS.

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

425. The WILLOW project continued to deliver a programme of activity to influence the government's welfare reform agenda. The project gave a voice to those small or specialist organisations working hard to support people managing poverty, disadvantage and homelessness by de-mystifying the welfare reform agenda, and supporting organisations to understand their role in Work Programme delivery. The project also enhanced 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. 2013 activity included:-

- o 18 Network events on welfare reform held
- o External events attended - ERSA Annual Conference, Universal Credit Claimant Champion workshop; House of Lords roundtable on Central and Eastern Europeans; and How Do We Increase Ethnic Minority Employment conference.
- o Delivered welfare reform and benefits training to Methodist Action London; Crisis Skylight members Oxford; and Crisis Skylight members Merseyside.
- o Ongoing involvement with the cross sector 'Keeping Work' longitudinal study
- o Development of a skills paper for the new Minister for Skills with St Mungo's;
- o Development of a Quality Employability Standard for homeless people;
- o Development of WCA training for Atos Healthcare professionals.
- o Delivered welfare reform and benefits training to Crisis Skylight members Oxford; Crisis Skylight staff London and Crisis Skylight members Merseyside.
- o Development of a skills paper for the new Minister for Skills with St Mungo's;
- o Development and implementation of WCA training for Atos Healthcare professionals; and

- o Working with DWP to develop a new pilot for the Work Programme in London and a pilot for a pre-employment programme nationally.
- o Delivered 22 welfare reform training events to individual organisations, these were - Look Ahead London, the foyer in Leeds, London and Hereford, the Helen Bamber Foundation in London, Home Group London, Equinox London, YMCA London and Coventry Crisis Skylight, Guildford Council, two London YMCAs, Tower Hamlets Homes, Irish Housing, Private Rented Sector Crisis events in Birmingham and York, East of England region, Step by Step Aldershot, the Marylebone Project, the Refugee Council and the LIFT AGM.
- o There was also a large regional event held in Sheffield jointly with the Local Authority attended by 100 people.
- o Attended the two day CESI Welfare to Work conference in Manchester, to lobby on homelessness, and the Future of the ESF in London forum.
- o Met with the UKBA and attended the Lords roundtable on Central and Eastern Europeans to influence the agenda for homeless UK migrants.
- o We also held a series of meetings with Jobcentre Plus to develop new protocols for identifying homeless people claiming benefits, and to refer them to supporting organisations at the behest of the DWP Social Justice Division.
- o Led on developing better working practices with all six Work Programme Prime Contractors in London for homeless people.
- o Attended the ERSA Spotlight on homelessness event as a keynote speaker;
- o Development of guidance for key workers on migrant entitlement to benefits;
- o Closer working relationships with Jobcentre Plus for east London homelessness organisations;
- o Participation in the London Social Fund Replacement Group.
- o Also obtained £500,000 in funding from BIS, DCLG and DWP to run a three year pre-employment project for homeless people.

In December 2013, the final month of the programme

- o three external welfare reform training days with Whitefriars Housing in Coventry, the House of St. Barnabus employment project, and the Refugee Centre in London;
- o two workshops to develop the Jobcentre Plus District Provision Tool for homelessness - one for east London homelessness agencies, and one with Homeless Link for London and the Home Counties;
- o internal welfare reform training for Sheffield Crisis Skylight staff; and
- o meeting with the pan London Work Programme providers group to put forward a proposal for a contract to support homeless people in London

This project ended 31/12/13

NIACE Adult Learners' Week

426. Each year the National Institute of Adult Continuing Education (NIACE) delivers Adult Learners' Week (ALW), the UK's largest celebration of learning, and one of the country's largest "not for profit" campaigns. The national ESF Adult Learners' Week project helps secure publicity for ESF funded skills and employment provision across the country within that initiative; particularly the achievements of the ESF programme in helping people who need support the most to overcome disadvantage and move towards or into employment.

427. 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 promoting the two main priorities in England: (1) extending employment opportunities, and (2) developing a skilled and adaptable workforce. ALW provides over 20 years of evidence of successful and measurable ESF coverage and awareness. The campaign has also provided real articulation of the links between ESF priorities and those of the UK Government.

428. In 2013 the 22nd Adult Learners' Week celebration took place on 20-26 May. There were three national ESF award winners (two individuals and one project) who received wide publicity. Journalist and presenter Samira Ahmed hosted the national ceremony in London on 20 May with the Minister for Skills, Matthew Hancock MP making a keynote speech and Angus Gray the Head of ESF Division presenting the ESF awards.

429. MA and CFO colleagues across the country selected and helped publicise sub-national ALW 2013 award winners (eight individuals and six projects), whose achievements were celebrated at local ceremonies. Details of all the ESF winners can be found on the Adult Learners' Week website. A wide range of supporting publicity measures included:

- the issue of press releases and some useful media engagement through radio, TV and press coverage of the initiative and award winners.
- ESF content including some brief case studies featuring in ALW publications targeted at lifelong learning stakeholders and the general public
- thousands of local level learning events across the country. Relatively few of these were run directly by ESF funded projects but all were asked to incorporate acknowledgement of ESF support for ALW on supporting materials.
- references to ESF at national level events run by NIACE throughout the Week.

430. The ALW TA project continues until August 2015 to enable continued publicity for ESF activities and achievements to a wide audience as part of this national skills showcase initiative.

The Skills Show

431. From 2012-2014, through 'The Skills Show' project there is a unique opportunity to publicise ESF in England through active participation in a major new national skills initiative and national event managed by the Skills Funding Agency. The second annual national event, attracting over 80,000 visitors, most of them young people, took place from 14 to 16 November 2013 at the Birmingham National Exhibition Centre (NEC) and formed the core of the 2013 ESF annual major information activity. In brief, some of the main information and publicity activities included:

- An ESF exhibition area, attended by thousands of visitors; predominantly young people – including young people not in education, employment or training (NEETs). There were 27 ESF funded training provider stands and an ESF Managing Authority stand, each offering interactive activities, ESF literature and promotional materials, plus expert guidance and advice about the wide range of vocational skills and job support that they offer.
- prominent promotion of the ESF logo and messages at the main ceremonies at the NEC, which attracted a large predominantly UK audience.
- displaying the ESF logo on signage and banners around the NEC and on some event related communications. A brief supporting ESF message was also included where possible.
- two ESF conference seminars on Thursday 14 November showcasing effective practice from the programme to an ESF and wider audience. These focused on: support for young people NEET and effective practice in the ESF cross-cutting themes of equal opportunities and sustainable development.
- a new ESF Mentored Visitor Programme, which provided tailored visits to the show for groups of particularly disadvantaged young people not in employment, education or training.
- in addition to the main event, The Skills Show is delivering a series of high profile local skills events in late 2013 and early 2014 for 14-25 year olds. These involve schools, colleges, employers and local partners including ESF providers working collaboratively. There is also input from The National Careers Service, which offers free and independent careers advice to young people attending these events.

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

Tribal ESF Works

432. In 2013 the Tribal ESF Works Technical Assistance project, which managed the ESF-Works website, continued to focus on the policy and practice lessons from the 2007-2013 England ESF programme. Since 2009 the site provided an online 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, added value to and complemented the national ESF website and communications plan (see Information and publicity section).

433. The project closed on 31st December 2013 and the website's content was removed from the internet in January 2014. The social media pages managed by Tribal for ESF Works i.e. Facebook, LinkedIn, @ESFWorks on Twitter and YouTube, also closed on 31 December 2013.

ESFD Publicity TA

434. Publicity related TA activity is described in Section 7

TA at regional and local level

435. 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.

436. A small number of new TA projects were approved by the PMC in October 2012. The London Regional Committee also approved a further five TA projects, and a Convergence TA project was approved in the South West.

East of England

There were no TA projects running in the East of England during 2013.

East Midlands

There were no TA projects running in the East Midlands during 2013.

North West and Merseyside

437. One project was in place with third sector organisations covering both the phasing in area of Merseyside and the rest of the North West region. This project was mainly designed to develop the capacity of organisations operating within the third sector to enable them to access ESF funding.

438. Network for Europe provided Sector Co-ordination services for the third sector throughout 2013. It's run in conjunction with a similar ERDF Technical Assistance Project for the voluntary sector. The project delivered information, representation and strategy for the voluntary sector, providing an accurate and timely flow of information, including newsletters, seminars, emails and a website, as well as one-to-one discussions, meetings and phone calls. They have been active in supporting the sector in quality and procurement issues, for example through

providing support and training around the Skills Funding Agency ACTOR procurement system, Community Grants opportunities, and information around the Quality Provider Frameworks and Invitations to Tender. Additionally they have been developing stronger links with the LEPs

Yorkshire and the Humber

There were no TA projects running in Yorkshire and the Humber during 2013.

West Midlands

There were no TA projects operating in the West Midlands during 2013.

London

439. The Green Mark project delivered by GLE commenced in July 2011, with the main objective of delivering the Green Mark certification free of charge, to ESF projects to fulfil the National Programme 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 helps the CFOs address the cross cutting theme of sustainable development across the programme as a whole.

<http://www.greenmark.co.uk/esf-greenmark.php>

440. The GLE Support to London Boroughs Project offers advice and support on all aspects of ESF in London and related research and policy. The project has a contact database of more than 570 borough contacts and regularly distributes ESF news through an improved and dedicated website and blog, along with regular email briefings. In addition the project engages directly with the boroughs, offering one to one meetings with borough officers, borough briefings and workshops. Advisors participate in discussions relating to the 2014-20 programme development ensuring the contributions of the boroughs are relayed. The project provides added value to ESF programmes in London by ensuring that local authorities are fully able to fulfil their roles as strategic partners, delivery agents or as knowledgeable and experienced bodies able to form the shape and outcomes of ESF programmes in their area.

<http://esflondon.com/>

441. The London Voluntary Service Council VCS Assist project is a programme of free organisational support for London's VCS employment and skills providers. The project aims to promote ESF programmes to VCS groups in London, to support the VCS to access ESF contracting opportunities and to improve the delivery of VCS employment projects and subcontracts within the London ESF programme, in particular through building capacity around employer engagement and achieving sustained outcomes. Since its launch the project has run a number of sessions promoting the Health and Sustainable development CCTs and commenced a number of surgeries, supporting VCS organisations delivering employment and skills provision in London. <http://vcsassist.org.uk/>

442. The Tower Hamlets Council for Voluntary Service project assists in the delivery of the Tower Hamlets ESF Community Grants Funds Programme 2011-13 which aims to help residents in the borough to improve their skills, access training and move closer to the job market. The programme acknowledges that smaller voluntary and community sector organisations are well placed to provide the right services to help meet these aims as they work with priority groups in their local communities.

443. The City Skills Fund for London is an overarching programme aimed at ensuring that all London ESF (and by extension mainstream) partners (including government, providers, the third sector, individuals, businesses and representative bodies) are fully informed about London's labour market, the key economic and social trends, key policy developments and new policy thinking/ programmes. This will bolster the fulfilment of ESF priorities to extend employment opportunities and develop a skilled workforce by offering clarity for stakeholders (including co-financing organisations and ESF commissioners) and providers about London's needs and priorities.

444. The EPMU TA project helps contribute towards the costs of managing the London ESF Programme as an Intermediate Body on behalf DWP. Specific activity has included ensuring alignment with the Mayor's London Local Enterprise Partnership (LEP) strategies and ensuring the objectives of the London Regional ESF Framework are implemented and embedded in all Co-financing Organisation (CFO) Invitations to Tender (ITT).

445. The London Directory of ESF Skills and Employment Services was an online database that provided a single point of access to information on ESF funded skills and employment services for unemployed and economically inactive individuals across London. The directory was designed to help frontline advisors to find services to support individuals back to work. It also had a Partnership Portal, enabling organisations to share their details and search for potential partners in the delivery of skills and employment services. The project ended in December 2013.

446. The London Skills and Employment Observatory was a website that provided central access to information, research and data on all skills and employment issues for London from a single point. The project published a range of research and up to date labour market data. The project ended in December 2013.

.South East

There were no TA projects operating in the South East during 2013.

Convergence

447. CUC Central Team – supports the Combined Universities in Cornwall (CUC), a unique partnership of five universities and colleges working together to give more people the chance to study in Cornwall, and to use university level education to help businesses and communities to thrive. During 2013 the CUC partnership team co-ordinated the strategic management of all CUC ESF projects, however the capacity to provide this function during the first three months of 2013 was impacted by the national suspension of ESF TA. Once approval for the CUC TA application was

restored in April 2013 immediate steps were taken to restore the co-ordination role, with the responsibilities of the Widening Participation Co-ordinator and Marketing and Communications Manager both expanding to accommodate the strategic management requirements.

448. Cornwall Works Hub (CWH) – The role of this project is to enhance the effective management and delivery of the ESF Convergence programme. Activity includes

- * Sign posting access to provision – for participants and professionals/stakeholders
- * Raising the understanding of delivery
- *Co-ordinating delivery
- *Evaluation of aspects of the Cross Cutting Themes
- *ESF Programme Communication

449. Activity in 2013 included expert sign posting to welfare to work support. There has been further work with JCP and Work Clubs across Cornwall and an information sharing network has been set up and the networking event will be repeated on a twice yearly basis, with the agenda being set by thematic need. CHW also worked closely with both JCP and the local authorities on Welfare Reform, including work with registered social landlords that are supporting their tenants affected by welfare reform. CHW worked with Inclusion Cornwall on the Winter Wellness emergency fund to contact customers on a case by case basis to discuss employment support needs.

450. ESF Programme communication included ensuring that ESF Convergence investments and news were highlighted on the Cornwall Works website. This included working with partners and providers on content for media releases, various digital channels including the ESF Convergence twitter stream, Flickr account and the ESF Convergence newsletters.

451. In the autumn of 2013 the new Inspiring Work website (www.inspiringwork.org) was launched for use as a platform for the communication of ESF Convergence in place of the Cornwall Works website (which is archived on the British Library Digital Archive). The first quarter saw 4,201 visits to the website.

452. November saw the launch of Sidekick – the online personal development tool which is accessible through both Inspiring Work and its own url www.yoursidekick.org.

453. The ESF Convergence Twitter (@esfconvergence) stream has continued to be developed and is embedded, alongside Cornwall Works and JCP DCS, into the Inspiring Work website.

454. Civil Society Programme Support and Participation – Project activities include

- Strategic engagement
- Collaboration and adding value to existing TA projects
- Development of the VCS Skills and Employment strategy
- Support for Social Entrepreneurs
- Strategic Engagement on Equalities

455. During June – August 2013 project partner Cornwall Rural Community Council engaged with over 180 organisations which included Social Enterprises and organisations supporting the inclusion of disadvantaged groups and individuals. Project Partner CN4C continued to engage in relation to the equalities agenda and the participation of hard to reach groups. Draft versions of a Social Enterprise Strategy and a VCSE Employment and Skills Strategy have been developed which are intended to act as development frameworks for the sector and will feed into broader planning processes including the LEP Strategic Investment planning process.

456. Employment and Skills Development Team – The Project aim is to respond to 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. Also supporting capacity within Cornwall Development Company to help fulfil its role in effective delivery of skills and employment opportunities in Cornwall. Outcomes in 2013 included

- A fully functioning Employment and Skills Board within the LEP, which has ESF at its heart.
- An Employment and Skills Strategy signed off with an activity plan under development.
- Cornwall Works continuing and included in the Employment and Skills Strategy as the response to worklessness.
- Programme evaluation in discussion and continuing to be developed.

Gibraltar

457. In Gibraltar, the Intermediate Authority manages its own TA projects. There are two, one run by the Employment Service and the other by the EUPS. These projects are designed to assist with the effective delivery and implementation of the ESF Programme in Gibraltar. Both projects amount to £74,016 of ESF funding and to date 88% of spend has been achieved.

7 Information and Publicity

Managing Authority led publicity measures

458. 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 main information and publicity measures that are being taken to promote and raise the visibility of the programme, its activities and achievements.

459. 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. The [communication plan](#) provides strategic information, details of measures, main target groups etc; and contains a number of publicity indicators. Progress against these indicators is detailed in paragraph 483.

460. To support the implementation of the plan at a local level, each Co-financing Organisation (CFO) produced its own 2007-2013 ESF communication plan. These set out the strategy and measures through which the CFO and its providers (and their sub-contractors) will meet information and publicity requirements, including raising awareness of EU/ ESF support amongst ESF and match funded participants and the general public. These plans were approved by the Managing Authority in 2008 and were reviewed and updated in early 2012 in line with the activity undertaken for the national plan. In addition some ESF partners have agreed broader geographical communication plans, for example in London.

461. National ESF stakeholders and local delivery partners often co-operate on communications activity. This includes contributing to and sharing national and local news items and case studies, collaboration on joint initiatives and through ongoing use of social media, particularly twitter.

462. 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

463. The ESF publicity network was formed in March 2008. It comprises publicity contacts from across Intermediate Bodies, CFOs, the Convergence area, the Managing Authority and some Technical Assistance projects. Links extend to representatives from European Structural Fund teams in other government departments; and from the European Commission Representation to the UK.

464. 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.

465. Ongoing communications across the network include detailed e-bulletins (four in 2013) 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.

2013 Information and publicity priorities

466. There were three main information and publicity priorities to promote ESF in 2013:

- Showcasing the impact of ESF skills and jobs investment at local and national level to the public and ESF stakeholders including Local Enterprise Partnerships (LEP) and their local partners.
- Publicising activities and achievements related to young people/ NEETs; and women - particularly through ESF equal opportunities and gender equalities provision and the 2013 Skills Show in November.
- Development of the 2014-2020 round of the ESF programme (within the "Common Strategic Framework" for EU funds in 2014-2020) and engagement with stakeholders, particularly LEPs and their partners.

Major information activity

467. The main publicity activity this year was built around publicising ESF achievements at The Skills Show national event, which took place at the National Exhibition Centre (NEC) in Birmingham from 14 to 16 November.

468. Launched in 2012, 'The WorldSkills UK - Skills Show' is a major annual national event to showcase the best of the further education sector and Apprenticeships. It is the UK's biggest national skills and careers event; supported by The Skills Show Experience - 220 smaller local skills and careers events across the country, taking place in late 2013 and early 2014.

469. Over 82,000 visitors attended the 2013 national event. The show involved 69 skills competitions with 716 competitors, 45 Have a Go opportunities, over 73 Showcase skill performances, more than 102 Spotlight talks, and 11 career advice hubs – all under one roof.

470. ESF involvement in the national event and The Skills Show Experience local events were through a Skills Funding Agency led Technical Assistance project, offering unique opportunities to market and promote the activities and achievements of the 2007-2013 England ESF programme to a wide audience. The event reached many ESF target groups, with a particular focus on young people including those not currently in education, employment or training.

471. The main ESF Skills Show activities in 2013 included:

- 27 ESF providers showcasing their activities and achievements in a large ESF branded exhibition area, alongside an ESF Managing Authority exhibition stand. The exhibitors organised interactive skills activities along with providing advice and guidance to visitors on the skills, job opportunities and support that their and similar projects can provide. ESF promotional flyers and materials were widely distributed. Two plasma screens at the ESF Managing Authority stand provided key messages about ESF. Many thousands of young people and other visitors from across employment, education and skills sectors visited the ESF stands over the three days, which helped raise the profile of the programme.
 - promoting ESF support prominently at the main ceremonies through use of the ESF logo and references.
 - displaying the ESF logo and some ESF messages around the NEC event as a whole.
 - providing uniforms and equipment with a prominent ESF logo for volunteers from ESF eligible target groups.
 - a Mentored Visitor Programme, which provided tailored visits to the show for groups of particularly disadvantaged young people not in employment, education or training.
 - distributing approximately 1,000 copies of the 2013/2014 ESF 'Improving people's lives' booklet.

472. In addition, two conference seminars on Thursday 14 November showcased effective practice from the ESF programme to an ESF and wider audience.

- Seminar 1. Employment and skills provision for young people in the present and future 2014 to 2020 programmes. The seminar comprised two presentations:
 - ESF support for young people, delivered by the London based Inspire! Education Business Partnership - ESF 16-19 NEET Project 2011-2015. The presentation described the delivery of an inner-city young people's ESF employment project and the challenges, achievements and lessons to be learned.
 - European Structural Investment Funds, Supporting young people in London, delivered by London Councils CFO. This presentation addressed how ESF programmes can identify and deliver the key priorities for young people in the 2014-2020 programme.
- Seminar 2. Effective practice in the ESF cross-cutting themes of equal opportunities and sustainable development. This comprised:
 - the national ESF Mainstreaming Leader 2013 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 eight winners by Angus Gray, Head of ESF Division, from the Department for Work and Pensions and Dimtcho Tourdanov from the European Commission.

473. In addition to the national Skills Show event, the project supports The Skills Show Experience - a series of high profile local skills events in 2013 and 2014 for 14-25 year olds. These events involve schools, colleges, employers, and other local partners including ESF providers. There is also participation from The National Careers Service, which offers free and independent careers advice to young people attending the events.

474. A summary of The ESF Skills Show project is provided in the Technical Assistance section.

Ongoing communications and publicity measures

475. To ensure the transparency of ESF funding, beneficiaries, activities and achievements to external audiences, the Managing Authority continues to use a range of communication measures to publicise ESF activities and achievements; and support the information and publicity activities of ESF stakeholders and delivery partners. These publicity measures are summarised below.

ESF Website

476. There are regular updates to the national website, including news, about us, case study, provider lists, funding opportunities and guidance pages. The 2014-2020 programme section continues to publicise the latest England, UK and EU level information related to the negotiation and development of the 2014-2020 programme, along with details of consultation activity including events to engage with stakeholders and wider audiences.

477. In early 2014 there will be a transition of ESF content from the DWP website domain to the national government website platform www.GOV.UK.

ESF Newsletter

478. 24 issues of the fortnightly ESF Newsletter have been published on the national ESF website throughout 2013. It has also been circulated to a mailing list of around 1,000 people. The Newsletter contains national and local news articles, plus information, images and links related to: updates on evaluations, examples of successes and good practice from the programme, new publications, funding opportunities, events and awards, and news relating to the new 2014-2020 programme.

Publications and promotional materials

479. The Managing Authority (2013-2014) update of the 'Improving people's lives' booklet was published in September 2013. The booklet reports on the progress of the 2007-2013 programme and features examples of the local impact of the programme from across the country, including information about the ESF Mainstreaming Leader Awards and the Adult Learners' Week Award winners. The booklet is accessible on

the ESF website and was distributed extensively to ESF stakeholders to promote ESF to a wide range of audiences. 2000 copies of the 2013-2014 edition were distributed at events and via mail order between September and December 2013.

Case studies

480. In co-operation with CFOs and projects 11 engaging ESF participant and project case studies from across the country have been produced during the year. These case studies are available on the national ESF website and many have been featured in the ESF newsletter, the 2013 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.

481. One case study has featured in the European Commission booklet 'Seven Lives' which showcases how ESF helps people across Europe to gain new skills and move towards and into employment.

482. In addition, other nationally produced publicity and promotional materials have been distributed to ESF Co-financing Organisations and other stakeholders. These included: ESF project plaques, ESF posters of an 'ESF plaque' design for use in training locations - and good practice guides on helping disadvantaged groups back into the labour market. The 'Gender Equality Good Practice guide', published in 2012, was produced to promote the gender dimension to supporting disadvantaged people with the programme. The guide has been widely distributed and continues to be available via mail, at ESF publicity events, and is also accessible on the national ESF website.

ESF-Works

483. The ESF TA funded www.esf-works.com website continued to promote policy and practice lessons from the 2007-2013 ESF programme in England until 31 December 2013 when the project closed. The website's content was removed from the internet at the start of January 2014. (see Technical Assistance section).

Twitter

484. In September 2013 a new @DWPESFEngland profile was set up to tweet ESF news and key messages from the ESF Managing Authority in DWP. This profile followed on from the ESF-Works Twitter profile which closed with the ESF-Works project. From September 2013 to the end of the year @DWPESFEngland tweeted 110 times and had 145 followers with numbers continuing to grow steadily.

Supporting Older Workers

485. 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. In 2013 TAEN initiatives included:

- Delivery of two '50+ Matters' good practice workshops for ESF providers.
- Presentations at job fairs and provider forums.
- Publication of latest edition of its 50+ Job Seekers' Survey which analysed responses from 900 older job seekers over a range of issues.
- Collaborating with DWP National Employer Service to raise employer awareness of the value of older workers.
- Continued production of monthly 50+ Matters e-newsletters.

Adult Learners' Week

486. 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). The stories of the national and local ESF award winning individuals and projects attract particular interest.

ESF National Mainstreaming Leader Awards

487. The fourth annual ESF Mainstreaming Leader Awards for Equal Opportunities and Sustainable Development were launched in summer 2013. 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.

488. 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. The award winners were presented with their certificates at an Equal Opportunities and Sustainable Development mainstreaming seminar at The Skills Show at the Birmingham NEC on Thursday 14 November. (see Major Information Activity above).

489. The 2013 award winners were:

- ESF Gender Equality Leader Award: Sheffield City Council and the Youth Association for South Yorkshire (YASY) Make a Move (MAMS) and MAMS Too project
- ESF Equal Opportunities Specialist Project Leader Award (joint winners): Coventry City Council and Warwickshire County Council's Employers for

Employment (E4E) project, and Telford and Wrekin Council's Turnaround project

- The Equal opportunities Mainstreaming Leader (Policy and Plan) Award (joint winners): Skills Training UK's Progress! project, and Michaeljohn Training School
- ESF Sustainable Development Specialist Project Leader Award (joint winners): Sheffield City Council and Heeley City Farm's Young Rangers project, and West Yorkshire Probation Trust Green Futures building project
- ESF Sustainable Development Mainstreaming Leader (Policy and Plan) award: Reed in Partnership's Right Futures project

490. The awards initiative and winners were promoted extensively at a national level on the ESF website, tweets, the ESF newsletter and through other communications to ESF delivery partners. Many of these partners and the winning projects themselves publicised the winners' achievements including the presentation of the awards certificates to them. This awards initiative is running again in 2014.

Events

491. The ESF Managing Authority exhibited at a number of employment, skills and inclusion focused conferences during the year. These included ESF stands at Adult Learners' Week and The Skills Show.

Working with providers and sub-contractors

492. During the year the ESF Managing Authority and ESF partners worked hard to ensure that providers and sub-contractors were equipped and enabled to publicise ESF in line with their contracts, EU regulations and guidance/resources available. The primary measure to support this work continues to be the ESF Publicity Works toolkit on the national ESF website. In addition, Co-financing Organisations continued to work closely with providers to promote effective publicity practice and ensure compliance with contractual and ESF regulatory requirements. Details of CFO and other ESF partner information and publicity activities are provided in a section below.

Publicity indicators

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

Objective	Indicator	Frequency	2013 Output
To provide a range of high quality products to publicise the	1. Number and type of products and publications produced.	Annual Implementation Report	See section on publications and promotional materials

programme by the end of 2007, and to develop the range during the life of the programme.	2. Number of newsletter subscribers and website viewers.	Annual Implementation Report	926 subscribers (average/month) Newsletter downloads 30,693
	3. Number of plaques distributed by the Managing Authority.	Annual Implementation Report	1,500 plaques distributed in year (8180 cumulative during programme)
To ensure project providers make their participants aware of ESF throughout their projects	4. Proportion of participants aware of ESF support.	Follow-up surveys of participants, 2010 and 2013	2010 Cohort Survey Wave 2 – 47% awareness (latest information available)
To ensure the Managing Authority, partners, beneficiaries and project providers publicise activities to the general public.	5. Number of www.dwp.gov.uk/esf page views.	Annual Implementation Report	758,600 (783,441 in 2012)
	6. Awareness of ESF among the general public.	As and when surveys (e.g. Eurobarometer) undertaken	31% - 2013 [Eurobarometer 2013 - page 160] 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. This continues - and to assist booklets are accessible on-line.
To optimise opportunities to communicate the activities and achievements of the programme in the media at national, regional and local	8. Number of press notices issued by MA referring to ESF.	Annual Implementation Report	1
	9. Number of articles referring to ESF in national and regional media	Annual Implementation Report	Jan-March – 94 April-June – 59 July-Sep – 104 Oct-Dec – 94

levels.			Total - 351
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 integrate the cross-cutting themes (gender equality and equal opportunities, and sustainable development) into publicity and information measures.	11. Number of publications produced about, or containing information on, the cross-cutting themes.	Annual Implementation Report	Mainstreaming Leader awards initiative ran again this year (see description and link above). See also TAEN 'support for older workers' text above. Also integration of themes within newsletter articles, pages on ESF website and promotion of 2012 'Gender Equality Good Practice Guide booklet'.

Media analysis

494. Of the 351 articles in national and regional newspapers that referred to the European Social Fund, about 97% of these were in local papers focusing on new local funding and training opportunities, individual participant successes, and wider project activities and events. Only 6 of these news stories carried negative messages about ESF. This reinforces the importance of presenting stories to the media that show the benefits of ESF funding to individuals and communities.

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

495. At a local and national level CFOs continue to implement their CFO communication plans (updated in early 2012). Project and participant case studies and other achievements are being featured on websites, in newsletters and other publications. Some of these have also been added to the national ESF website. Core activity includes:

- publicising funding rounds.
- ensuring (ESF and match) providers and sub-contractors comply with contractual publicity requirements including use of the ESF logo/supporting messages, display of plaques and ensuring participants are informed of EU/ESF support.

- supporting many of the activities outlined above and linking with other ESF partners by attending events, distributing booklets and publicising opportunities to nominate people or projects for awards. These include Adult Learners' Week individual and project awards, the Mainstreaming Leader Awards and local awards in London and Cornwall. CFOs are also supporting 2014-2020 European Structural and Investment Fund Growth Programme communications.

496. A summary of some of the main publicity measures implemented by CFOs and other ESF partners is provided below.

497. The Skills Funding Agency CFO continued to manage the national ESF Technical Assistance project to publicise ESF as part of The Skills Show event in November 2013, including the wider 'Have a Go' event activities (see Major information activity

498. The Agency also played an active role in the 2013 ESF Mainstreaming Awards and Adult Learners' Week awards for ESF, by promoting the nomination processes to our provider base and participating in the national judging panels.

Further examples of Skills Funding Agency related publicity measures are:

- hosting a successful visit by members of the European Commission to the Inspire project in East London. The visit by the Commission was publicised in the Hackney Gazette and Hackney Today.
- using their Twitter account (@skillsfunding) to promote The Skills Show 2013, before and after the event. They also have a Twitter account for the National Careers Service (@NationalCareers), which used videos and images to promote how members of the public can get free careers and education advice (the service is part-funded by ESF).

499. The Skills Funding Agency continues to:

- actively contribute to national level ESF web-content (including for the MA national website and also ESF-Works until its closure on 31 December 2013); and publications by providing details of funding opportunities, case studies and quotes from Agency staff and projects for booklets.
- focus on ensuring publicity compliance. They have introduced a publicity self assessment process for providers, which highlights any non-compliance issues against requirements. The SFA respond with additional support where providers are found to have any compliance issues, or their policies are out of date.

500. The Department for Work and Pensions (DWP) CFO has actively supported the national Adult Learners' Week award initiative, participating in the national selection process and working with the MA to publicise award winners including National Adult Learner award winner - Penny Keeling, the Young Adult Learner of the Year award winner - Rebecca Hunter and three local award winners - Glenn Fullerton, Rachel White and Emma Gale.

- They also produced an article publicising the National Adult Learners' Week Awards winner, Penny Keeling, for the DWP intranet Headline

News. The article was used to promote awareness of the Families provision across wider DWP staff, including personal advisers.

- DWP successfully negotiated the transition of the ESF Families provision website to the new national www.GOV.UK website. ESF Families providers produce website articles to publicise provision, examples of this are: <http://www.g4swelfaretowork.com/about-us/esf-support-for-families>; and <http://eosworks.co.uk/support-services/>. In addition, The Mirror newspaper outlined a Good News Story of an individual who had participated on the Families Provision (28 March 2013).
- 52 participant case studies were collected and permission obtained from participants to use these to promote ESF. The case studies have been used to promote ESF in a variety of ways throughout the year.

501. The National Offender Management Service (NOMS) CFO has:

- continued to promote the ESF information and publicity requirements and communication requirements to all its Prime Providers and their sub-contractors.
- used a variety of communications to inform Prime and Sub-contractors about the planned activity surrounding the Skills Show 2013 and in particular the ESF Leader Mainstreaming Awards. This resulted in 10 nominations and two award winners. Details of NOMS CFO successes and of the winning projects were distributed to all Prime Providers via a communication bulletin. The information was communicated to a wider NOMS audience via an article on the NOMS website.
- made extensive use of the ESF Works (www.esf-works.com) project to highlight participant and project stories and has actively encouraged all providers to submit case studies to a variety of ESF publications.
- issued a quarterly newsletter which specifically publicises Social Enterprise initiatives and projects. NOMS use this to highlight funding opportunities and successful projects it has funded.

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

- publicising the Adult Learners' Week award winning Derbyshire County Council ESF project 'Employ Me' in the Mencap connect magazine which is circulated throughout the UK to staff and volunteers.
- generating in excess of 80 ESF case studies during the year. A selection of these have been submitted to the Programme Monitoring Committee via quarterly reports that showcase activities and achievements.

503. Bedfordshire County Council CFO:

- actively promoted the Adult Learners' Week ESF awards initiative, encouraging projects to nominate participants. At the local Adult Learners' Week event in Central Bedfordshire there were market stalls with 16 providers promoting their learner courses.

- continued to use their webpage www.centralbedfordshire.gov.uk/esf to link to other ESF websites including the national ESF site.
- used the local residents' magazine which is issued twice a year to publicise future ESF activity.

London

504. The Greater London Authority (GLA) completed a full system restructure of its website. GLA programmes and procurement information can be accessed at www.london.gov.uk/glacofinancing. Information on applicants who were successful in all initial rounds is to be uploaded during April 2014.

505. The Employability Performance Rating (EPR) was developed as a comprehensive tool to benchmark the achievements of employability service providers in London. The rating system awards a star rating based on three key areas: delivery performance, quality and contract compliance. It has been used by the GLA, London Councils, and NOMS CFOs.

506. The results of the EPR for 2012-13, covering 37 lead grant holders and 17 sub-grantees, were published on the London Datastore website in July 2013 (<http://data.london.gov.uk/london-employability-performance-rating>).

507. On 31 May 2013 the European Programmes Management Unit (EPMU) held a stall at the 'EU Information in the UK – Networking Event' at Europe House in London. This was attended by a wide range of EU information networks in the UK, the ESF Managing Authority, plus relevant people from government, business and the third sector, and enabled the EPMU to promote ESF and ERDF investments in London and their role.

508. On 14 October the EPMU also organised a stakeholder consultation event in cooperation with the Trade Union Congress. This focused on how ESF and ERDF should be invested in London through the 2014-2020 programming period.

509. Blogs are regularly posted on the ERDF-ESF blog highlighting interesting developments and featuring case studies of ESF funded projects in London. During 2013, EPMU posted a further 14 blog entries covering various news topics relating to key milestones and events.

510. London Councils priorities for 2011-2013 continue to be publicised on their website <http://www.londoncouncils.gov.uk/services/grants/esf/fundingpriorities.htm>, along with frequent updates, supplementary publications and information relating to funding opportunities.

511. London Councils undertakes both soft and hard launches for tendering rounds. Soft launches take place on the London Councils website, with tender prospectus, tender form and supporting documentation being made available to all potential applicants. This process is enhanced with a 'focus on' section on the homepage of the London Councils website that draws the attention of anyone accessing ESF funding.

512. Hard launches take place either at London Councils or at a central London location. Organisations are invited to attend, and a presentation on the tendering process is provided. London Councils trialled recording these launch presentations and uploading the video so that those who could not attend in person could view the material.

513. Social media is used by some projects to engage and maintain contact with their participants. Kaleidoscope (a project working with younger people) reported that younger participants reacted positively to the use of Social media (Facebook, snapchat, twitter) for maintaining contact and providing peer support. London Councils has a twitter feed which it uses to publicise funding launches.

Convergence

514. The ESF Convergence Communication Team ensured that ESF Convergence investments and news were highlighted on the Cornwall Works website. This included working with partners and providers on content for media releases, various digital channels including the ESF Convergence twitter stream, Flickr account and the ESF Convergence newsletters.

515. The Annual Cornwall Works WISE Awards took place on 9th May recognising the important role the European Social Fund has played in employment and skills provision over recent years. Key note speakers included Peter Stub Jorgensen of DG Employment.

516. In the autumn of 2013 the new Inspiring Work website (www.inspiringwork.org) was launched for use as a platform for the communication of ESF Convergence in place of the Cornwall Works website (which is archived on the British Library Digital Archive). The first quarter saw 4,201 visits to the website.

517. November saw the launch of *Sidekick* – the online personal development tool which is accessible through both Inspiring Work and its own url www.yoursidekick.org.

518. The ESF Convergence Twitter (@esfconvergence) stream has continued to be developed and is embedded, alongside Cornwall Works and Jobcentre Plus Devon, Cornwall and Somerset, into the Inspiring Work website.

Gibraltar

519. The Gibraltar ESF Framework can be found on both the Government of Gibraltar website (www.gibraltar.gov.gi) and on the EU Programmes Secretariat dedicated website (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.

520. In March a Stakeholders Steering meeting was held where the EU Programmes Manager gave a power point presentation on the new 2014-2020 Programme to members of the Chamber of Commerce, Gibraltar Federation of Small Businesses, several Government departments and Non Government Organisations. This was followed by a discussion and question and answer session which enabled Social Partners to offer views on the new Programme.

521. The EU flag continues to fly on all Government buildings throughout the year and a series of generic promotional items promoting EU co-funded Programmes in Gibraltar continue to be available.

Annex A - Regional and CFO Performance Tables

The tables in this Annex show achievement against target at CFO level by region for Priorities 1, 2, 4 and 5. The data shown is up to the end of November 2013(end of August for SFA) and are based on reports produced for the March 2014 Programme Monitoring Committee.

Territorial and regional comparison report on 2007-2013 targets - Priority 1 cumulative achievement – Excluding next Steps

	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.	%	
England and Gibraltar																
Target	887,000	371,000	42%	303,000	34%	177,000	20%	22%	18%	25%	51%	195,000	22%	80,000	45%	
Achievement	2,662,918	1,398,826	53%	571,229	21%	621,367	23%	22%	14%	20%	31%	379,374	15%	408,169	71%	
South East																
Target	70,200	29,400	42%	24,000	34%	14,000	20%	22%	18%	11%	51%	15,400	22%	6,300	45%	
Achievement	155,142	85,601	55%	24,322	16%	43,170	28%	35%	19%	12%	37%	22,149	15%	31,290	78%	
CFO - South East DWP																
Target	38,495	21,184	55%	17,311	45%	0	0%	22%	18%	11%	51%	8,547	22%	0	0%	
Achievement	59,767	32,119	54%	21,842	37%	5,805	10%	41%	20%	9%	35%	10,686	19%	1,087	19%	
CFO - South East Skills Funding Agency																
Target	57,266	27,354	48%	12,624	22%	14,885	26%	22%	18%	11%	51%	10,029	18%	6,561	44%	
Achievement	91,683	50,843	55%	1,794	2%	37,154	41%	31%	18%	13%	39%	10,754	12%	30,185	88%	
CFO - South East England Development Agency (SEEDA)																
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%	
Non-CFO - Newhaven Community Development Association																
Target	700	560	80%	140	20%	0	0%	20%	23%	10%	53%	175	25%	0	0%	
Achievement	694	598	86%	64	9%	31	4%	19%	27%	7%	48%	150	22%	5	16%	
Non-CFO - Age UK Milton Keynes																
Target	170	20	12%	10	6%	0	0%	5%	100%	15%	90%	160	94%	0	0%	
Achievement	188	20	11%	13	7%	0	0%	11%	93%	9%	79%	162	86%	0	0%	
East of England																
Target	68,200	28,500	42%	23,300	34%	13,600	20%	22%	18%	16%	51%	15,000	22%	6,100	45%	
Achievement	154,590	78,812	51%	20,815	13%	52,704	34%	24%	17%	13%	34%	21,165	14%	43,237	85%	
CFO - East of England DWP																
Target	36,704	22,049	60%	14,655	40%	0	0%	22%	18%	16%	51%	8,076	22%	0	0%	
Achievement	38,967	24,873	64%	10,113	26%	3,981	10%	30%	19%	11%	30%	8,490	22%	860	22%	

CFO - East of England Development Agency (EEDA)															
Target	2,762	1,426	52%	1,336	48%	0	0%	22%	18%	16%	62%	644	23%	0	0%
Achievement	8,967	5,540	62%	2,249	25%	1,178	13%	13%	22%	14%	53%	1,009	12%	246	23%
CFO - Central Bedfordshire Council.															
Target	4,327	1,454	34%	1,547	36%	1,326	31%	18%	18%	16%	51%	764	18%	596	45%
Achievement	4,591	1,914	42%	1,510	33%	1,100	24%	24%	11%	24%	49%	576	14%	703	69%
CFO - East of England Skills Funding Agency															
Target	42,779	14,092	33%	9,202	22%	18,547	43%	22%	18%	16%	51%	9,412	22%	8,346	45%
Achievement	97,799	44,835	46%	5,413	6%	45,569	47%	23%	16%	11%	32%	10,632	11%	40,958	93%
CFO - Luton Borough Council															
Target	4,403	1,680	38%	1,593	36%	1,033	24%	18%	18%	18%	51%	831	19%	464	45%
Achievement	3,857	1,486	39%	1,345	35%	861	22%	13%	17%	60%	52%	390	16%	466	73%
Non-CFO - CSV Ipswich Media Clubhouse															
Target	356	248	70%	108	30%	0	0%	67%	10%	15%	55%	89	25%	0	0%
Achievement	409	164	40%	185	45%	15	4%	59%	22%	10%	44%	68	17%	4	27%
West Midlands															
Target	114,100	47,800	42%	39,000	34%	22,700	20%	22%	18%	31%	51%	25,100	22%	10,200	45%
Achievement	241,822	133,920	55%	32,847	14%	60,099	25%	24%	17%	27%	36%	35,199	16%	45,408	82%
CFO - West Midlands DWP															
Target	60,555	40,330	67%	20,225	33%	0	0%	22%	18%	31%	51%	13,321	22%	0	0%
Achievement	65,622	33,579	51%	27,341	42%	4,702	7%	35%	20%	30%	32%	10,873	18%	714	16%
CFO - West Midlands Skills Funding Agency															
Target	74,442	27,261	37%	22,191	30%	24,950	34%	22%	18%	31%	51%	14,307	19%	11,182	45%
Achievement	173,530	98,481	57%	5,321	3%	55,107	32%	19%	16%	26%	37%	23,953	15%	44,653	88%
Non-CFO - Coventry City Council															
Target	1,441	1,128	78%	88	6%	225	16%	13%	16%	15%	33%	353	25%	52	23%
Achievement	2,329	1,603	69%	132	6%	271	12%	12%	16%	31%	42%	316	50%	36	43%
Non-CFO - West Mercia Probation Trust															
Target	250	250	100%	250	100%	25	10%	25%	10%	25%	20%	50	20%	12	48%
Achievement	341	257	75%	53	16%	19	6%	5%	7%	24%	14%	57	18%	5	28%
South West															
Target	44,200	18,500	42%	15,100	34%	8,800	20%	22%	18%	7%	51%	9,700	22%	4,000	45%
Achievement	128,802	63,055	49%	32,052	25%	31,041	24%	37%	18%	8%	37%	21,308	17%	19,909	68%
CFO - South West DWP															
Target	28,467	19,787	70%	8,680	30%	0	0%	22%	18%	7%	51%	6,267	22%	0	0%
Achievement	73,081	34,701	47%	30,996	42%	7,383	10%	42%	20%	7%	35%	14,186	20%	1,351	18%
CFO - South West Skills Funding Agency															
Target	22,291	7,922	36%	6,505	29%	9,278	42%	22%	18%	7%	51%	3,233	15%	4,176	45%
Achievement	55,612	28,282	51%	1,038	2%	23,653	43%	30%	16%	9%	39%	7,087	13%	18,558	84%

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Non-CFO - Pluss (The Pluss organisation)															
Target	129	45	35%	84	65%	13	10%	75%	20%	5%	45%	39	30%	11	85%
Achievement	109	72	66%	18	17%	5	5%	96%	11%	0%	17%	35	32%	0	0%
North East															
Target	73,200	30,600	42%	25,000	34%	14,600	20%	22%	18%	8%	51%	16,100	22%	6,600	45%
Achievement	203,497	110,687	54%	14,461	7%	62,815	31%	18%	12%	4%	33%	37,610	19%	44,542	74%
CFO - North East Skills Funding Agency															
Target	52,011	15,958	31%	10,568	20%	14,786	28%	22%	18%	8%	51%	11,439	22%	6,691	45%
Achievement	137,629	63,762	46%	5,867	4%	52,538	38%	18%	10%	4%	36%	23,802	18%	42,910	86%
CFO - North East DWP															
Target	34,088	19,044	56%	15,044	44%	0	0%	22%	18%	8%	51%	7,499	22%	0	0%
Achievement	65,152	46,408	71%	8,550	13%	10,194	16%	20%	14%	3%	26%	13,434	21%	1,594	16%
Non-CFO - Tyne & Wear City Strategy Partnership															
Target	200	200	100%	50	25%	50	25%	25%	10%	25%	15%	160	80%	40	80%
Achievement	716	517	72%	44	6%	83	12%	6%	16%	3%	35%	374	77%	38	67%
Yorkshire and the Humber															
Target	65,900	27,600	42%	22,500	34%	13,100	20%	22%	18%	21%	51%	14,500	22%	5,900	45%
Achievement	157,287	97,827	62%	13,193	8%	45,960	29%	22%	15%	18%	35%	20,935	14%	30,260	70%
CFO - Yorkshire & Humber Skills Funding Agency															
Target	52,699	19,102	36%	15,722	30%	15,349	29%	22%	18%	21%	51%	10,088	19%	3,995	26%
Achievement	89,730	51,922	58%	2,111	2%	35,466	40%	21%	16%	17%	37%	7,650	9%	28,268	86%
CFO - Yorkshire & Humber DWP															
Target	21,920	12,056	55%	9,864	45%	0	0%	22%	18%	21%	51%	4,822	22%	0	0%
Achievement	66,896	45,346	68%	11,055	17%	10,494	16%	22%	12%	19%	32%	13,091	21%	1,992	19%
Non-CFO - York College															
Target	315	135	43%	105	33%	0	0%	20%	100%	25%	50%	48	15%	0	0%
Achievement	661	559	85%	27	4%	0	0%	7%	100%	12%	42%	194	31%	0	0%
North West															
Target	100,800	42,200	42%	34,400	34%	20,100	20%	22%	18%	17%	51%	22,200	22%	9,000	45%
Achievement	228,575	115,020	50%	47,060	21%	65,067	28%	28%	16%	13%	35%	33,491	16%	46,526	76%
CFO - North West Skills Funding Agency															
Target	56,231	15,418	27%	12,418	22%	20,100	36%	22%	18%	17%	51%	12,385	22%	9,070	45%
Achievement	124,885	62,132	50%	7,597	6%	54,421	44%	22%	14%	12%	36%	17,267	15%	45,342	89%
CFO - North West DWP															
Target	59,763	33,920	57%	25,843	43%	0	0%	22%	18%	17%	51%	13,148	22%	0	0%
Achievement	101,190	51,962	51%	38,611	38%	10,615	10%	36%	17%	14%	34%	15,644	16%	1,172	11%
Non-CFO - The Lancashire Colleges															
Target	854	157	18%	308	36%	0	0%	9%	100%	8%	51%	44	5%	0	0%
Achievement	894	544	61%	14	2%	0	0%	7%	97%	5%	42%	31	100%	0	0%
Non-CFO - University of Cumbria															
Target	1,597	145	9%	1,452	91%	0	0%	3%	2%	15%	50%	464	29%	0	0%
Achievement	1,606	382	24%	838	52%	31	2%	7%	3%	24%	61%	549	40%	12	100%

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Merseyside															
Target	57,900	26,300	46%	21,500	37%	7,600	13%	22%	18%	5%	51%	12,700	22%	3,400	45%
Achievement	226,653	136,026	60%	32,668	14%	46,944	21%	14%	12%	8%	32%	41,035	22%	26,495	66%
CFO - North West Skills Funding Agency															
Target	41,017	14,461	35%	11,663	28%	7,600	19%	22%	18%	9%	51%	9,017	22%	3,420	45%
Achievement	76,573	36,709	48%	6,475	8%	26,830	35%	21%	10%	8%	38%	16,964	23%	23,066	90%
CFO - North West DWP															
Target	20,044	11,250	56%	8,795	44%	0	0%	22%	18%	5%	51%	4,410	22%	0	0%
Achievement	37,916	25,839	68%	5,864	15%	6,213	16%	18%	12%	4%	31%	6,499	18%	981	16%
Non-CFO - Wirral Borough Council															
Target	1,445	607	42%	838	58%	0	0%	22%	18%	5%	51%	275	19%	0	0%
Achievement	1,679	855	51%	617	37%	207	12%	20%	21%	7%	51%	590	35%	76	37%
Non-CFO - Liverpool City Council															
Target	6,050	3,630	60%	2,420	40%	0	0%	22%	18%	10%	51%	1,392	23%	0	0%
Achievement	22,494	18,874	84%	157	1%	2,517	11%	12%	15%	17%	38%	3,984	74%	450	100%
Non-CFO - Sefton Metropolitan Borough Council															
Target	1,185	592	50%	593	50%	0	0%	15%	12%	2%	40%	261	22%	0	0%
Achievement	6,746	4,222	63%	1,434	21%	654	10%	4%	18%	2%	38%	732	100%	78	100%
Non-CFO - St Helen's MBC															
Target	713	200	28%	513	72%	0	0%	50%	30%	1%	49%	86	12%	0	0%
Achievement	4,387	2,592	59%	1,176	27%	408	9%	7%	15%	2%	34%	1,161	68%	106	74%
Non-CFO - Knowsley Metropolitan Borough Council															
Target	1,623	406	25%	1,217	75%	0	0%	20%	15%	1%	45%	730	45%	0	0%
Achievement	4,638	2,597	56%	256	6%	497	11%	4%	15%	2%	36%	34	1%	0	0%
Non-CFO - Knowsley Metropolitan Borough Council (Pan Merseyside)															
Target	8,985	6,110	68%	2,875	32%	0	0%	21%	20%	10%	45%	1,659	18%	0	0%
Achievement	3,504	2,272	65%	175	5%	737	21%	6%	13%	4%	33%	730	36%	138	27%
Non-CFO - Merseyside Expanding Horizons Ltd															
Target	1,325	475	36%	725	55%	79	6%	71%	10%	9%	44%	390	29%	113	143%
Achievement	1,548	1,209	78%	156	10%	33	2%	39%	19%	8%	63%	197	17%	7	30%
Non-CFO - Social Enterprise North West															
Target	500	400	80%	95	19%	5	1%	20%	20%	6%	50%	250	50%	4	80%
Achievement	623	320	51%	5	1%	41	7%	8%	19%	39%	54%	342	55%	6	15%
CFO - National Offender Management Services															
Target	26,409	16,495	62%	8,413	32%	1,501	6%	22%	7%	20%	9%	326	1%	17	1%
Achievement	35,943	20,005	56%	13,394	37%	2,544	7%	4%	7%	7%	2%	4,553	14%	119	5%
Non-CFO - Knowsley MBC (PEP Supplementary Programme)															
Target	12,635	7,585	60%	5,050	40%	350	3%	20%	18%	10%	45%	3,509	28%	350	100%
Achievement	30,416	20,363	67%	2,942	10%	6,263	21%	13%	15%	5%	39%	5,164	24%	1,468	37%
Non-CFO - University of Cumbria															
Target	100	100	100%	0	0%	0	0%	0%	0%	7%	50%	20	20%	0	0%
Achievement	186	169	91%	17	9%	0	0%	0%	3%	13%	50%	85	46%	0	0%

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London															
Target	158,600	66,400	42%	54,200	34%	31,600	20%	22%	18%	56%	51%	34,900	22%	14,200	45%
Achievement	365,723	162,109	44%	111,358	30%	78,024	21%	28%	17%	57%	43%	55,124	16%	58,027	78%
CFO - London DWP															
Target	82,981	60,841	73%	19,683	24%	0	0%	22%	18%	56%	51%	21,486	26%	0	0%
Achievement	144,745	66,573	46%	69,800	48%	8,372	6%	43%	20%	51%	41%	24,173	17%	1,755	21%
CFO - Greater London Authority (CFO)1															
Target	27,321	8,144	30%	9,940	36%	9,094	33%	22%	18%	62%	50%	3,625	13%	4,718	52%
Achievement	37,768	17,337	46%	8,248	22%	10,658	28%	21%	14%	66%	47%	9,212	25%	5,634	55%
CFO - London Councils															
Target	27,792	9,442	34%	18,145	65%	205	1%	22%	18%	60%	51%	9,173	33%	110	54%
Achievement	25,362	7,590	30%	16,382	65%	1,024	4%	23%	15%	64%	62%	5,174	26%	419	58%
CFO - London Skills Funding Agency															
Target	125,776	54,565	43%	28,932	23%	34,650	28%	22%	18%	56%	51%	21,831	17%	17,088	49%
Achievement	153,003	67,258	44%	15,825	10%	57,641	38%	16%	12%	57%	41%	15,084	10%	50,030	91%
Non-CFO - London Borough of Ealing															
Target	1,406	208	15%	1,198	85%	0	0%	25%	25%	56%	51%	193	14%	0	0%
Achievement	1,330	1,136	85%	101	8%	68	5%	33%	17%	61%	49%	125	10%	59	88%
Non-CFO - Groundwork London															
Target	3,280	1,800	55%	1,560	48%	0	0%	25%	12%	60%	55%	1,152	35%	0	0%
Achievement	3,515	2,215	63%	1,002	29%	261	7%	6%	13%	72%	56%	1,356	53%	130	69%
East Midlands															
Target	76,000	31,800	42%	26,000	34%	15100	20%	22%	18%	21%	51%	16,700	22%	6,800	45%
Achievement	154,451	73,214	47%	34,134	22%	43950	28%	31%	19%	15%	38%	25,118	17%	30,180	75%
CFO - East Midlands DWP															
Target	56,000	31,920	57%	17,840	32%	0	0%	22%	18%	21%	51%	12,320	22%	0	0%
Achievement	70,574	35,101	50%	30,051	43%	5,420	8%	37%	20%	13%	37%	12,756	19%	953	18%
CFO - Local Authorities in the East Midlands															
Target	2,575	1,276	50%	1,070	42%	0	0%	22%	18%	21%	51%	689	27%	0	0%
Achievement	1,901	1,119	59%	441	23%	170	9%	58%	13%	28%	45%	363	33%	39	43%
CFO - East Midlands Skills Funding Agency															
Target	58,671	23,790	41%	9,735	17%	14,772	25%	22%	18%	21%	51%	11,892	20%	6,670	45%
Achievement	78,468	35,194	45%	2,681	3%	38,097	49%	25%	14%	16%	38%	11,690	16%	29,120	84%
Non-CFO - Workers Educational Association East Midlands Region															
Target	100	50	50%	0	0%	15	15%	20%	30%	30%	60%	30	30%	12	80%
Achievement	2,448	1,082	44%	908	37%	21	1%	37%	53%	20%	61%	41	2%	0	0%
Non-CFO - Social Enterprise East Midlands Ltd															
Target	1,200	1,152	96%	48	4%	396	33%	20%	5%	8%	52%	480	40%	277	70%
Achievement	1,060	718	68%	53	5%	242	23%	8%	12%	32%	42%	268	41%	68	46%
South Yorkshire															
Target	55,300	23,200	42%	18,900	34%	11000	20%	22%	18%	21%	51%	12,200	22%	5,000	45%
Achievement	173,252	107,623	62%	21,356	12%	40364	23%	18%	13%	17%	27%	18,834	11%	29,514	75%

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CFO - Yorkshire & Humber Skills Funding Agency															
Target	56,706	22,935	40%	18,839	33%	10,960	19%	22%	18%	12%	51%	11,988	21%	5,050	46%
Achievement	114,485	74,948	65%	3,913	3%	32,855	29%	20%	14%	17%	31%	9,953	9%	28,613	90%
CFO - Yorkshire & Humber DWP															
Target	28,398	18,557	65%	9,841	35%	0	0%	22%	18%	21%	51%	6,260	22%	0	0%
Achievement	27,198	17,849	66%	6,053	22%	3,295	12%	23%	12%	19%	28%	5,453	20%	612	19%
Non-CFO - Barnsley Metropolitan Borough Council															
Target	1,300	195	15%	260	20%	65	5%	15%	30%	15%	40%	780	60%	15	23%
Achievement	3,999	1,634	41%	1,091	27%	135	3%	24%	31%	16%	56%	294	11%	89	82%
CFO - National Offender Management Services															
Target	22,659	11,451	51%	7,396	33%	3,812	17%	22%	7%	20%	9%	235	1%	15	0%
Achievement	27,570	13,192	48%	10,299	37%	4,079	15%	4%	6%	16%	1%	3,134	13%	200	5%
Gibraltar															
Target	1,000	400	40%	400	40%	200	20%	22%	20%	0%	51%	300	30%	100	50%
Achievement	112	111	99%	0	0%	1	1%	0%	47%	0%	37%	42	40%	0	0%
Non-CFO - Government of Gibraltar - Employment Service															
Target	119	119	100%	119	100%	0	0%	10%	30%	15%	25%	71	60%	0	0%
Achievement	112	111	99%	0	0%	1	1%	0%	47%	0%	37%	42	40%	0	0%
Agreement number - 08076NGI1															
Target	80	80	100%	80	100%	0	0%	10%	30%	15%	25%	48	60%	0	0%
Achievement	83	83	100%	0	0%	0	0%	0%	49%	0%	34%	27	35%	0	0%
Agreement number - 08078NGI1															
Target	39	39	100%	39	100%	0	0%	10%	30%	15%	25%	23	59%	0	0%
Achievement	29	28	97%	0	0%	1	3%	0%	39%	0%	45%	15	52%	0	0%
ESFD															
Target	21,795	12205	56%	8718	40%	872	4%	46%	5%	20%	21%	0	0%	217	25%
Achievement	473,012	234821	50%	186963	40%	51228	11%	7%	9%	21%	9%	44348	11%	2781	6%
CFO - National Offender Management Services															
Target	405,890	210,607	52%	155,140	38%	40,237	10%	22%	7%	20%	5%	11,160	3%	0	0%
Achievement	473,012	234,821	50%	186,963	40%	51,228	11%	7%	9%	21%	9%	44,348	11%	2,781	6%

Priority 2

Outputs									Results									
	2.1		2.2		2.3		2.4		2.5	2.6	2.7	2.8	2.9		2.10		2.11	
	Participant Total		With basic skills needs		Without level 2		Without level 3		Disable d	Aged 50+	Ethnic min.	Female	Gained basic skills		Gained level 2		Gained level 3	
	No.		No.	%	No.	%	No.	%	%	%	%	%	No.	%	No.	%	No.	%
England and Gibraltar																		
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	1,209,205	303,581	25%	264,878	22%	269,765	22%	7%	19%	16%	45%	97,883	34%	241,360	45%	89,551	34%	
South East																		
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	99,181	23,419	24%	21,927	22%	16,618	17%	8%	18%	15%	45%	5,797	26%	19,982	46%	8,093	50%	
CFO - South East Skills Funding Agency																		
Target	64,404	28,086	44%	27,023	42%	7,223	11%	15%	20%	9%	50%	12,492	45%	10,850	40%	2,794	39%	
Achievement	87,306	22,812	26%	21,496	25%	15,335	18%	9%	19%	16%	49%	5,797	27%	19,929	47%	3,898	26%	
CFO - South East England Development Agency (SEEDA)																		
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%	
Non-CFO - Medway Council																		
Target	870	610	70%	452	52%	609	70%	50%	40%	25%	45%	174	29%	36	8%	36	6%	
Achievement	1,090	147	13%	281	26%	152	14%	8%	21%	18%	35%	0	0%	53	12%	0	0%	
East of England																		
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	110,813	25,751	23%	20,732	19%	23,816	21%	6%	23%	16%	47%	8,072	32%	22,648	50%	7,845	34%	
CFO - East of England Development Agency (EEDA)																		
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	29,317	3,471	12%	3,380	12%	6,625	23%	3%	28%	7%	46%	2,504	73%	1,575	23%	1,455	22%	
CFO - East of England Skills Funding Agency																		
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	80,611	22,246	28%	17,199	21%	16,894	21%	7%	21%	19%	47%	5,560	26%	20,805	54%	6,290	38%	
CFO - Luton Borough Council																		
Target	345	10	3%	25	7%	310	90%	16%	18%	16%	51%	4	40%	5	20%	124	40%	
Achievement	145	7	5%	3	2%	75	52%	0%	12%	26%	41%	0	0%	56	100%	54	74%	
CFO - Central Bedfordshire Council.																		
Target	586	20	3%	30	5%	200	34%	18%	18%	16%	51%	14	70%	25	83%	145	73%	
Achievement	384	20	5%	15	4%	76	20%	6%	10%	12%	78%	0	0%	49	100%	46	94%	

Non-CFO - Essex County Council																	
Target	128	20	16%	128	100%	128	100%	10%	0%	6%	14%	20	100%	45	35%	0	0%
Achievement	356	7	2%	135	38%	146	41%	1%	0%	8%	12%	8	100%	163	100%	0	0%
West Midlands																	
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	135,865	42,692	31%	34,096	25%	31,624	23%	8%	19%	20%	45%	23,191	56%	21,231	29%	7,729	25%
CFO - West Midlands Skills Funding Agency																	
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	134,819	42,564	32%	34,068	25%	31,539	23%	8%	19%	20%	45%	23,191	56%	21,040	29%	7,470	24%
Non-CFO - Birmingham Metropolitan College																	
Target	940	97	10%	110	12%	305	32%	3%	11%	17%	28%	0	0%	30	27%	120	39%
Achievement	1,046	128	12%	28	3%	85	8%	8%	26%	21%	33%	0	0%	191	100%	259	100%
South West																	
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	53,824	9,076	17%	14,225	26%	14,594	27%	14%	24%	6%	52%	3,634	41%	10,580	47%	3,668	26%
CFO - South West Skills Funding Agency																	
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	53,666	9,072	17%	14,223	27%	14,588	27%	14%	24%	6%	52%	3,634	41%	10,576	47%	3,668	26%
Non-CFO - Skills for Care South West																	
Target	300	40	13%	50	17%	150	50%	5%	85%	10%	65%	0	0%	110	220%	0	0%
Achievement	133	4	3%	0	0%	4	3%	6%	50%	1%	80%	0	0%	4	100%	0	0%
Non-CFO - Cosmic																	
Target	24	0	0%	0	0%	0	0%	12%	17%	12%	54%	0	0%	0	0%	0	0%
Achievement	25	0	0%	2	8%	2	8%	8%	28%	20%	60%	0	0%	0	0%	0	0%
North East																	
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	111,884	28,741	26%	22,282	20%	26,971	24%	5%	20%	4%	37%	5,211	19%	30,948	62%	6,325	24%
CFO - North East Skills Funding Agency																	
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	111,413	28,689	26%	22,266	20%	26,903	24%	5%	20%	4%	37%	5,211	19%	30,948	62%	6,325	24%
Non-CFO - University of Sunderland																	
Target	400	50	13%	50	13%	30	8%	15%	75%	10%	50%	20	40%	0	0%	0	0%
Achievement	471	52	11%	16	3%	68	14%	18%	58%	6%	49%	0	0%	0	0%	0	0%

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Yorkshire and Humberside																	
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	87,517	16,405	19%	21,377	24%	21,094	24%	6%	18%	11%	38%	374	2%	17,997	51%	7,984	39%
CFO - Yorkshire & Humber Skills Funding Agency																	
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	87,173	16,327	19%	21,257	24%	21,072	24%	6%	18%	11%	38%	323	2%	17,990	51%	7,976	39%
Non-CFO - Kirklees Council (Yorkshire & Humber)																	
Target	500	150	30%	225	45%	75	15%	3%	20%	15%	50%	115	77%	58	26%	75	100%
Achievement	344	78	23%	120	35%	22	6%	19%	13%	40%	40%	51	69%	7	4%	8	44%
North West																	
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	136,076	31,087	23%	31,673	23%	33,386	25%	8%	16%	9%	43%	4,411	15%	18,662	32%	9,060	29%
CFO - North West Skills Funding Agency																	
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	134,176	31,041	23%	31,606	24%	33,272	25%	8%	16%	9%	43%	4,411	15%	18,366	31%	8,937	29%
Non-CFO - Impact Housing Association																	
Target	310	30	10%	50	16%	30	10%	15%	5%	2%	30%	40	133%	65	130%	0	0%
Achievement	1,900	46	2%	67	4%	114	6%	2%	47%	1%	34%	0	0%	296	100%	123	100%
Merseyside																	
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	125,652	24,917	20%	18,876	15%	20,521	16%	7%	20%	6%	44%	7,931	33%	14,119	34%	6,910	36%
CFO - North West Skills Funding Agency																	
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	125,576	24,917	20%	18,875	15%	20,515	16%	7%	20%	6%	44%	7,931	33%	14,119	34%	6,910	36%
Non-CFO - Liverpool Chamber of Commerce and Industry																	
Target	119	0	0%	0	0%	0	0%	10%	50%	10%	50%	0	0%	0	0%	0	0%
Achievement	76	0	0%	1	1%	6	8%	3%	41%	9%	58%	0	0%	0	0%	0	0%
London																	
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	172,042	60,344	35%	37,987	22%	31,081	18%	6%	15%	50%	52%	26,898	47%	39,705	43%	15,127	50%
CFO - Greater London Authority (CFO)																	
Target	4,736	4,736	100%	0	0%	0	0%	15%	20%	40%	50%	2,010	42%	0	0%	0	0%
Achievement	5,074	457	9%	277	5%	144	3%	8%	16%	49%	42%	2,357	100%	0	0%	0	0%
CFO - London Skills Funding Agency																	
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	166,606	59,879	36%	37,612	23%	30,797	18%	6%	15%	50%	52%	24,541	43%	39,705	43%	15,127	50%
CFO - London Councils																	
Target	335	335	100%	0	0%	0	0%	22%	18%	60%	51%	260	78%	0	0%	0	0%
Achievement	0	0	0%	0	0%	0	0%	0%	0%	0%	0%	0	0%	0	0%	0	0%

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Non-CFO - Newham College of Further Education																	
Target	400	0	0%	170	43%	230	58%	15%	20%	40%	20%	0	0%	0	0%	0	0%
Achievement	362	8	2%	98	27%	140	39%	7%	6%	33%	10%	0	0%	0	0%	0	0%
East Midlands																	
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	99,436	20,179	20%	24,794	25%	30,939	31%	8%	16%	12%	48%	7,765	41%	24,107	57%	11,118	38%
CFO - Local Authorities in the East Midlands																	
Target	3,926	1,604	41%	1,604	41%	479	12%	15%	20%	9%	50%	381	24%	381	24%	116	24%
Achievement	4,181	1,441	34%	1,293	31%	836	20%	6%	22%	24%	56%	632	55%	700	30%	126	18%
CFO - East Midlands Skills Funding Agency																	
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	95,133	18,726	20%	23,497	25%	30,090	32%	8%	16%	11%	48%	7,133	40%	23,407	58%	10,992	38%
Non-CFO - Castle College Nottingham																	
Target	200	0	0%	0	0%	100	50%	10%	10%	20%	50%	0	0%	0	0%	0	0%
Achievement	122	12	10%	4	3%	13	11%	9%	26%	10%	39%	0	0%	0	0%	0	0%
South Yorkshire																	
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	75,685	20,640	27%	16,766	22%	18,549	25%	5%	19%	5%	42%	2,718	14%	21,195	61%	5,569	31%
CFO - Yorkshire & Humber Skills Funding Agency																	
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	75,685	20,640	27%	16,766	22%	18,549	25%	5%	19%	5%	42%	2,718	14%	21,195	61%	5,569	31%
Gibraltar																	
Target	1,000	400	40%	400	40%	100	10%	15%	20%	0%	50%	200	50%	200	50%	0	0%
Achievement	1,230	330	27%	143	12%	572	47%	3%	0%	3%	47%	62	19%	93	20%	1	0%
Non-CFO - Government of Gibraltar - Department of Education & Training																	
Target	1,300	671	52%	626	48%	1,029	79%	4%	0%	5%	46%	671	100%	313	50%	0	0%
Achievement	1,230	330	27%	143	12%	572	47%	3%	0%	3%	47%	62	19%	93	20%	1	0%
Agreement number - 08057NGI2																	
Target	1,192	596	50%	596	50%	989	83%	4%	0%	5%	50%	596	100%	298	50%	0	0%
Achievement	1,132	302	27%	122	11%	530	47%	3%	0%	3%	51%	40	13%	81	19%	1	0%
Agreement number - 08080NGI2																	
Target	8	4	50%	4	50%	8	100%	12%	0%	12%	0%	4	100%	4	100%	0	0%
Achievement	0	0	0%	0	0%	0	0%	0%	0%	0%	0%	0	0%	0	0%	0	0%
Agreement number - 08081NGI2																	
Target	100	71	71%	26	26%	32	32%	0%	0%	2%	0%	71	100%	11	42%	0	0%
Achievement	98	28	29%	21	21%	42	43%	0%	0%	2%	0%	22	79%	12	24%	0	0%

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.	%
Cornwall																
Target	24,500	10,200	42%	8,400	34%	4,900	20%	27%	30%	1%	51%	5,900	24%	2,200	45%	
Achievement	48,286	20,813	43%	13,705	28%	12,558	26%	38%	19%	2%	41%	7,584	17%	10,489	89%	
CFO - South West Skills Funding Agency																
Target	10,502	3,006	29%	2,476	24%	5,019	48%	27%	30%	1%	51%	762	7%	2,234	45%	
Achievement	30,419	14,023	46%	4,043	13%	11,471	38%	32%	14%	2%	42%	2,700	9%	10,148	94%	
CFO - South West DWP																
Target	18,398	10,258	56%	8,140	44%	0	0%	27%	30%	1%	51%	5,021	27%	0	0%	
Achievement	16,457	5,929	36%	9,481	58%	1,047	6%	50%	22%	1%	39%	4,515	30%	337	35%	
Non-CFO - Cornwall Council (Cornwall Works 50 +)																
Target	225	0	0%	0	0%	0	0%	0%	0%	0%	0%	0	0%	0	0%	
Achievement	806	374	46%	104	13%	0	0%	15%	74%	0%	50%	313	40%	0	0%	
CFO - National Offender Management Services																
Target	1,843	975	53%	694	38%	174	9%	22%	7%	1%	10%	60	3%	0	0%	
Achievement	604	487	81%	77	13%	40	7%	32%	9%	2%	10%	42	9%	4	11%	

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.	%			%	%	%	%	
Cornwall																
Target	50,200	18,200	36%	18,200	36%	5,400	11%	3,800	8%	800	1,100	17%	22%	1%	51%	
Achievement	80,677	6,725	8%	18,020	22%	16,785	21%	12,967	16%	899	1,229	10%	19%	2%	53%	
CFO- South West Skills Funding Agency																
Target	48,810	19,121	39%	19,121	39%	6,447	13%	3,620	7%	0	0	17%	22%	1%	51%	
Achievement	75,053	6,641	9%	17,925	24%	16,222	22%	11,949	16%	0	0	10%	19%	2%	52%	
Non-CFO - Cornwall College																
Target	2,581	0	0%	0	0%	0	0%	1,377	53%	0	1,063	11%	12%	1%	51%	
Achievement	2,293	9	0%	16	1%	243	11%	305	13%	0	1,227	7%	5%	2%	56%	
Agreement number - 08051NCO5																
Target	768	0	0%	0	0%	0	0%	324	42%	0	450	5%	3%	1%	51%	
Achievement	1,256	1	0%	2	0%	186	15%	117	9%	0	809	10%	4%	2%	51%	
Agreement number - 11198NCO5																
Target	613	0	0%	0	0%	0	0%	216	35%	0	613	5%	2%	1%	51%	
Achievement	338	0	0%	0	0%	0	0%	0	0%	0	338	1%	2%	1%	60%	
Agreement number - 11202NCO5																
Target	1,200	0	0%	0	0%	0	0%	837	70%	0	0	17%	22%	1%	51%	
Achievement	699	8	1%	14	2%	57	8%	188	27%	0	80	4%	9%	2%	61%	
Non-CFO - Cornwall College (DEEP)																
Target	258	0	0%	0	0%	0	0%	258	100%	0	0	10%	15%	2%	56%	
Achievement	327	1	0%	4	1%	40	12%	137	42%	0	0	7%	8%	2%	56%	

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Non-CFO - University of Exeter															
Target	937	0	0%	0	0%	0	0%	0	0%	937	30	9%	10%	2%	24%
Achievement	896	1	0%	0	0%	0	0%	1	0%	896	0	10%	5%	3%	57%
Agreement number - 09099NCO5															
Target	533	0	0%	0	0%	0	0%	0	0%	533	30	5%	10%	0%	1%
Achievement	557	0	0%	0	0%	0	0%	1	0%	557	0	12%	4%	3%	58%
Agreement number - 11200NCO5															
Target	404	0	0%	0	0%	0	0%	0	0%	404	0	15%	10%	5%	55%
Achievement	339	1	0%	0	0%	0	0%	0	0%	339	0	6%	6%	3%	57%
Non-CFO - Cornwall County Council (Works 50 + Cares)															
Target	70	0	0%	0	0%	0	0%	0	0%	0	0	0%	0%	0%	0%
Achievement	681	63	9%	31	5%	52	8%	68	10%	2	2	12%	58%	0%	56%
Non-CFO - Cornwall Council (Skills for Climate Change)															
Target	110	0	0%	10	9%	15	14%	25	23%	0	0	10%	50%	0%	50%
Achievement	159	2	1%	0	0%	1	1%	1	1%	1	0	0%	38%	2%	38%
Non-CFO - Cornwall College (WPHE)															
Target	279	0	0%	0	0%	56	20%	223	80%	0	0	12%	15%	1%	51%
Achievement	280	4	1%	12	4%	43	15%	111	40%	0	0	4%	19%	3%	57%
Non-CFO - Truro & Penwith College															
Target	525	0	0%	0	0%	0	0%	525	100%	0	0	10%	15%	1%	50%
Achievement	599	0	0%	13	2%	87	15%	256	43%	0	0	9%	9%	3%	63%
Non-CFO - University of Plymouth															
Target	0	0	0%	0	0%	0	0%	0	0%	0	0	0%	0%	0%	0%
Achievement	389	4	1%	19	5%	97	25%	139	36%	0	0	7%	24%	2%	73%

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.	%
Cornwall												
Target	8,200	45%	7,300	40%	1,600	30%	760	20%	120	15%	830	75%
Achievement	6,925	100%	9,841	41%	4,257	26%	965	8%	545	78%	721	64%
CFO- South West Skills Funding Agency												
Target	8,622	45%	8,222	43%	1,662	26%	788	22%	0	0%	0	0%
Achievement	6,882	100%	9,841	42%	4,252	27%	397	3%	0	0%	0	0%
Non-CFO - Cornwall College												
Target	0	0%	0	0%	0	0%	516	38%	0	0%	794	75%
Achievement	0	0%	0	0%	0	0%	340	100%	0	0%	721	64%
Agreement number - 08051NCO5												
Target	0	0%	0	0%	0	0%	65	20%	0	0%	415	92%
Achievement	0	0%	0	0%	0	0%	199	100%	0	0%	547	68%
Agreement number - 11198NCO5												
Target	0	0%	0	0%	0	0%	151	70%	0	0%	379	62%
Achievement	0	0%	0	0%	0	0%	0	0%	0	0%	174	67%
Agreement number - 11202NCO5												
Target	0	0%	0	0%	0	0%	300	36%	0	0%	0	0%
Achievement	0	0%	0	0%	0	0%	141	100%	0	0%	0	0%
Non-CFO - Cornwall College (DEEP)												
Target	0	0%	0	0%	0	0%	66	26%	0	0%	0	0%
Achievement	0	0%	0	0%	0	0%	43	31%	0	0%	0	0%

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Non-CFO - University of Exeter												
Target	51	0%	0	0%	0	0%	0	0%	369	39%	0	0%
Achievement	1	100%	0	0%	0	0%	0	0%	545	78%	0	0%
Agreement number - 09099NCO5												
Target	51	100%	0	100%	0	100%	0	100%	284	53%	0	0%
Achievement	1	100%	0	0%	0	0%	0	0%	411	74%	0	0%
Agreement number - 11200NCO5												
Target	0	0%	0	0%	0	0%	0	0%	85	21%	0	0%
Achievement	0	0%	0	0%	0	0%	0	0%	134	96%	0	0%
Non-CFO - Cornwall County Council (Works 50 + Cares)												
Target	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Achievement	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Non-CFO - Cornwall Council (Skills for Climate Change)												
Target	0	0%	0	0%	0	0%	25	100%	0	0%	0	0%
Achievement	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Non-CFO - Cornwall College (WPHE)												
Target	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Achievement	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Non-CFO - Truro & Penwith College												
Target	0	0%	0	0%	0	0%	150	29%	0	0%	0	0%
Achievement	0	0%	0	0%	0	0%	184	72%	0	0%	0	0%
Non-CFO - University of Plymouth												
Target	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Achievement	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%

Annex B – Table of Technical Assistance Projects (£)

National

Organisation/Project	Start date of project	End date of project	ESF Allocated/Proposed	Match Allocated/Proposed	Project Total	Total Spend to date	Total Profile to date
ESFD National Publicity	10/08/2007	31/12/2014	270,791	695,269	966,060	738,222	744,664
ESFD IT Systems Dev	01/01/2008	31/12/2012	3,142,789	2,492,357	5,635,146	5,635,146	5,635,146
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	31/01/2015	521,718	321,482	843,200	733,781	809,617
TSEN	01/04/2008	31/08/2011	478,023	272,194	750,217	750,217	750,217
IMT Co-ordination Innovation	01/07/2008	30/06/2014	873,037	132,555	1,005,592	949,013	949,013
ESF Evaluation	01/10/2008	31/05/2015	2,100,000	2,100,000	4,200,000	2,129,479	2,070,802
NIACE TA	01/07/2008	31/08/2015	4,456,506	4,456,506	8,913,012	6,217,480	6,533,124
OSW – Willow	01/09/2009	31/12/2013	209,435	209,435	418,870	378,384	391,103
Skills Funding Agency – World Skills	01/07/2011	30/06/2012	1,470,206	1,471,246	2,941,452	2,941,452	2,941,452
NCVO	01/09/2011	31/05/13	402,854	408,045	810,899	810,899	810,899
NCVO ESF 2	01/06/2013	31/08/2014	384,489	387,035	771,524	371,440	420,929
Skills Funding Agency – The Skills Show	01/07/2011	30/06/2012	3,000,000	3,000,000	6,000,000	0	3,194,775
Total			17,549,408	1,645,3245	34,002,653	22,402,164	25,998,392

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	319,955	106,624	426,579	426,579	426,579
Cornwall Voluntary Sector Forum	01/10/2008	29/02/2012	340,610	90,205	430,815	430,815	430,815
University College Falmouth for Combined Univ in Cornwall	01/03/2009	29/02/2012	85,599	28,533	114,132	114,132	114,132
Cornwall Council	01/01/2011	31/03/2015	974,250	324,750	1,299,000	361,420	465,609
Cornwall County Council	01/10/2010	31/06/2015	778,248	277,652	1,055,900	400,065	663,565
Cornwall Vol Sector Forum	01/04/2012	31/01/2015	197,990	71,354	269,344	62,941	88,619
University College Falmouth for Combined Univ in Cornwall	01/01/2012	31/12/2013	226,709	75,570	302,279	195,779	287,600
Total			2,923,361	974,688	3,898,049	1,991,731	2,476,919

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
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	5,989	5,989	11,979	11,979	11,979
Greater Cambridgeshire Partnership	01/06/2009	31/12/2011	92,618	92,643	185,261	185,261	185,261
Business in the Community	01/11/2009	31/05/2012	575,942	576,163	1,152,105	1,152,105	1,152,105
East of England Development Agency	01/10/2009	31/03/2011	25,000	25,000	50,000	50,000	50,000
EEDA on behalf of East of England Skills & Competitiveness Partnership	01/09/2009	28/02/2011	60,876	83,943	144,819	144,819	144,819
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	119,597	119,596	239,193	239,193	239,193
GO East - Publicity TA	01/05/2010	28/02/2011	11,444	14,156	25,600	25,600	25,600
Shaping Norfolk's Future	01/03/2010	31/03/2012	102,000	102,000	204,000	103,536	126,813
Total			1,296,657	1,339,623	2,636,280	2,535,816	2,559,093

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	31/03/2010	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	123,345	125,338
Emp Assist 08 - Employment Service	22/09/2008	30/05/20013	10,400	10,400	20,800	12,066	13,958
Total			74,106	74,106	148,032	135,411	139,296

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	431,363	431,371	862,734	862,734	862,734
London Development Agency	24/07/2009	31/05/2012	300,000	300,000	600,000	600,000	600,000
Greater London Enterprise TA	01/09/2009	31/12/2011	69,471	69,472	138,943	138,943	138,943
The London Health Commission	01/06/2009	31/05/2011	33,006	44,840	77,846	77,846	77,846
LVSTC TA	01/07/2009	30/11/2011	294,679	238,673	533,352	533,352	533,352
Greater London Authority – EPMU	01/08/2009	30/11/2013	53,776	67,268	121,044	121,044	121,044
Greater London Enterprise – Green Mark TA	01/07/2011	30/08/2014	102,297	102,297	204,594	135,078	139,302
Greater London Authority – City Skills Fund for London	01/04/2012	31/05/2015	500,000	500,000	1,000,000	271,861	271,861
Greater London Authority – EPMU	01/07/2011	31/12/2015	361,230	404,418	765,648	361,121	359,888
Greater London Enterprise TA	11/01/2012	30/04/2014	91,183	91,185	182,368	156,020	156,146
LVSC	01/06/2012	31/05/2014	231,000	231,000	462,000	302,782	316,771

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Tower Hamlets – CVS	01/09/2012	31/03/2014	169,964	169,967	339,931	240,585	278,276
Total			2,877,097	2,945,626	5,822,723	4,335,629	4,390,426

Merseyside

Organisation/Project	Start date of project	End date of project	ESF Allocated/Proposed	Match Allocated/Proposed	Project Total	Spend to date	Profile to date
Merseyside Network for Europe	01/01/2008	31/09/2008	16,963	16,965	33,928	33,928	33,928
Learning and Skills Council	01/07/2008	31/03/2010	71,646	205,088	276,734	276,734	276,734
Merseyside Network for Europe	01/08/2008	31/05/2010	147,689	7,773	155,462	155,462	155,462
Merseyside Network for Europe Ltd (VCS Sector Co-od) TA	01/04/2010	31/10/2011	107,500	24,308	131,808	131,808	131,808
Total			343,798	254,134	597,932	597,932	597,932

North East

Organisation/Project	Start date of project	End date of project	Agreement Number	ESF Allocated/Proposed	Match Allocated/Proposed	Project Total	Spend to date	Profile to date
ESFVON	29/07/2008	31/05/2009	08058NNE3	20,940	22,642	43,582	43,582	43,582
Northern Colleges European Consortium (NCEC)	08/12/2008	30/06/2009	08088NNE3.	15,963	16,271	32,234	32,234	32,234
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	31/06/2012	11201NNE3	43,960	45,252	89,212	89,212	89,212
VONNE – Phase 3	01/07/2012	31/12/2013	12227NNE3	50,839	50,839	101,678	64,780	94,095
Total				225,811	231,036	456,847	419,949	449,264

North West

Organisation/Project	Start date of project	End date of project	ESF Allocated/Proposed	Match Allocated/Proposed	Project Total	Spend to date	Profile to date
North West Network	01/04/2008	31/03/2009	122,646	-15,343	107,303	107,303	107,303
North West Network	01/11/2008	31/05/2010	161,865	8,521	170,386	170,386	170,386
Learning and Skills Council	01/07/2008	31/03/2010	126,465	444,594	571,059	571,059	571,059
Liverpool Charity and Voluntary Services	01/01/2010	31/03/2011	82,103	126,247	208,350	208,350	208,350
North West Network	01/04/2010	31/03/2011	168,484	6,147	174,631	174,631	174,631
Network for Europe Ltd	01/11/2011	31/12/2013	131,769	131,769	263,538	227,960	246,616
Total			793,332	701,935	1,495,267	1,459,689	1,478,345

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	37,396	63,337	100,733	100,733	100,733
The Learning Curve - Engage South East	01/01/2009	31/12/2011	169,127	169,127	338,254	338,254	338,254
SEEDA TA	01/08/2008	28/02/2011	38,362	38,363	76,725	76,725	76,725
Total			244,885	270,827	515,712	515,712	515,712

South West

Organisation/Project	Start date of project	End date of project	ESF Allocated/Proposed	Match Allocated/Proposed	Project Total	Spend to date	Profile to date
SWRP	01/11/2007	29/02/2012	600,820	608,296	1,209,116	1,209,116	1,209,116
South West Forum	01/07/2008	30/09/2011	210,799	210,800	421,599	421,599	421,599
University of Exeter	01/04/2008	31/08/2009	134,494	161,460	295,954	295,954	295,954
University of Exeter	01/05/2009	31/12/2012	540,502	540,508	1,081,010	1,081,010	1,081,010
GWE Business West Ltd	01/03/2012	30/09/2013	126,171	126,171	252,342	199,831	202,036
University of Exeter	01/01/2013	31/12/2013	128,217	128,218	256,435	197,341	234,476
Total			1,741,003	1,775,453	3,516,456	3,404,851	3,444,191

South Yorkshire

Organisation/Project	Start date of project	End date of project	ESF Allocated/Proposed	Match Allocated/Proposed	Project Total	Spend to date	Profile to date
Sheffield City Council	01/04/2008	28/02/2010	279,668	279,668	559,336	559,336	559,336
Sheffield City Council	01/01/2010	31/12/2011	357,977	357,980	715,957	715,957	715,957
Total			637,645	637,648	1,275,293	1,275,293	1,275,293

West Midlands

Organisation/Project	Start date of project	End date of project	ESF Allocated/Proposed	Match Allocated/Proposed	Project Total	Spend to date	Profile to date
West Midlands LSC	25/04/2008	31/12/2011	813,543	813,547	1,627,090	1,627,090	1,627,090
Total			813,543	813,547	1,627,090	1,627,090	1,627,090

Yorkshire and the Humber

Organisation/Project	Start date of project	End date of project	ESF Allocated/Proposed	Match Allocated/Proposed	Project Total	Spend to date	Profile to date
North Yorks County Council	01/04/2008	30/04/2010	54,238	54,242	108,480	108,480	108,480
Yorkshire Forward	01/10/2009	30/11/2011	48,665	48,667	97,332	97,332	97,332
Yorkshire Forward (Rest of Yorkshire Region TA)	01/10/2009	30/11/2011	90,309	90,310	180,619	180,619	180,619
North Yorks County Council	01/05/2010	31/05/2012	26,098	26,101	52,199	52,199	52,199
Total			219,310	219,320	438,630	438,630	438,630

Annex C - Breakdown of MI generated indicators by gender

Programme Indicators							
Outputs							
Ref	Programme indicators	Target 2007 - 13	Cumulative achievement	% Female	% Disabled	% Aged 50+	% Ethnic Minorities
1	Participants - TOTAL	1,790,000	4,001,086	36%	17%	13%	18%
2	Unemployed	381,000	1,630,239	27%	16%	15%	19%
3	Economically Inactive	311,000	590,099	34%	33%	16%	21%
4	Basic skill needs	355,000	683,367	36%	17%	16%	21%
5	Disabled	19%	17%	38%	100%	17%	14%
6	Aged 50 plus	19%	16%	37%	22%	100%	13%
7	Ethnic minorities	19%	19%	38%	13%	10%	100%
8	Female	51%	36%	100%	18%	14%	19%

Ref	Programme indicators	Target 2007 - 13	Cumulative achievement	Gender	Disability	Age	Ethnicity
				% Female	% Disabled	% Aged 50+	% Ethnic Minorities
9	In work on leaving (P1 & P4)	201,000	386,958	33%	17%	10%	17%
11	Gained basic skills	160,000	151,931	51%	11%	12%	27%
12	Gained full qual at level 2+	174,000	437,835	47%	9%	16%	16%

Priority 1							
Outputs							
Ref	Programme indicators	Target 2007 - 13	Cumulative achievement	Gender	Disability	Age	Ethnicity
				% Female	% Disabled	% Aged 50+	% Ethnic Minorities
1.1	Participants - TOTAL	887,000	2,662,918	31%	22%	11%	19%
1.2a	Unemployed	371,000	1,398,826	27%	17%	14%	20%
1.2b	Unemployed	42%	53%	27%	17%	14%	20%
1.3a	Economically Inactive	303,000	571,229	34%	33%	16%	22%
1.3b	Economically Inactive	34%	21%	34%	33%	16%	22%
1.4a	14-19 NEET	177,000	621,367	36%	22%	0%	16%
1.4b	14-19 NEET	20%	23%	36%	22%	0%	16%
1.5	Disabled	22%	22%	36%	100%	16%	15%
1.7	Aged 50 plus	18%	14%	32%	32%	100%	15%
1.8	Ethnic minorities	25%	20%	34%	17%	9%	100%
1.9	Female	51%	31%	100%	25%	11%	22%

Ref	Programme indicators	Target 2007 - 13	Cumulative achievement	Gender	Disability	Age	Ethnicity
				% Female	% Disabled	% Aged 50+	% Ethnic Minorities
1.10a	In work on leaving	195,000	379,374	33%	17%	10%	17%
1.10b	In work on leaving	22%	15%	33%	17%	10%	17%
1.13a	14-19 NEET into EET	80,000	408,169	39%	26%	0%	16%
1.13b	14-19 NEET into EET	45%	71%	39%	26%	0%	16%

Indicators without targets							
Ref	Programme indicators	Target 2007 - 13	Cumulative achievement	Gender	Disability	Age	Ethnicity
				% Female	% Disabled	% Aged 50+	% Ethnic Minorities
1.15	Unemployed in work	NA	16%	27%	14%	13%	18%
1.17	Inactive in work	NA	13%	39%	32%	15%	19%
1.19	Disabled in work	NA	12%	37%	100%	16%	13%
1.23	Aged 50+ in work	NA	14%	34%	27%	100%	11%
1.25	Ethnic minorities in work	NA	14%	37%	13%	7%	100%
1.27	Females in work	NA	16%	100%	19%	11%	19%
1.29	Gained basic skills	NA	2%	44%	19%	8%	30%
1.3	Gained qualifications	NA	6%	38%	16%	7%	17%

Priority 2							
Outputs							
Ref	Programme indicators	Target 2007 - 13	Cumulative achievement	Gender	Disability	Age	Ethnicity
				% Female	% Disabled	% Aged 50+	% Ethnic Minorities
2.1	Participant - TOTAL	825,000	1,209,205	45%	7%	18%	16%
2.2a	Basic skill needs	337,000	303,581	39%	7%	23%	22%
2.2b	Basic skill needs	41%	25%	39%	7%	23%	22%
2.3a	Without Level 2	338,000	264,878	45%	9%	16%	16%
2.3b	Without Level 2	41%	22%	45%	9%	16%	16%
2.4a	Without Level 3	101,000	269,765	49%	8%	15%	12%
2.4b	Without Level 3	12%	22%	49%	8%	15%	12%
2.5	Disabled	15%	7%	48%	100%	21%	11%
2.6	Aged 50 plus	20%	19%	43%	8%	100%	11%
2.7	Ethnic minorities	13%	16%	47%	5%	13%	100%
2.8	Female	50%	45%	100%	8%	18%	16%

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Ref	Programme indicators	Target 2007 - 13	Cumulative achievement	Gender	Disability	Age	Ethnicity
				% Female	% Disabled	% Aged 50+	% Ethnic Minorities
2.9a	Gained basic skills	152,000	97,883	54%	8%	13%	28%
2.9b	Gained basic skills	45%	34%	54%	8%	13%	28%
2.10a	Gained Level 2	135,000	241,360	45%	8%	20%	18%
2.10b	Gained Level 2	40%	45%	45%	8%	20%	18%
2.11a	Gained Level 3	30,000	89,551	57%	7%	12%	13%
2.11b	Gained Level 3	30%	34%	57%	7%	12%	13%

Indicators without targets							
Ref	Programme indicators	Target 2007 - 13	Cumulative achievement	Gender	Disability	Age	Ethnicity
				% Female	% Disabled	% Aged 50+	% Ethnic Minorities
2.16	Gained L4+	NA	0%	54%	54%	40%	36%
2.18	Females gaining basic skills	NA	46%	100%	8%	14%	24%
2.19	Females gaining L2	NA	48%	100%	9%	17%	19%
2.2	Females gaining L3	NA	40%	100%	8%	13%	16%
2.21	Females gaining L4+	NA	7%	100%	6%	16%	15%
2.23	Disabled gaining basic skills	NA	9%	59%	100%	14%	16%
2.24	Disabled gaining quals	NA	34%	51%	100%	19%	11%
2.26	Aged 50+ gaining basic skills	NA	6%	59%	8%	100%	25%
2.27	Aged 50+ gaining quals	NA	30%	43%	8%	100%	13%
2.29	EMs gaining basic skills	NA	15%	46%	4%	12%	100%
2.3	EMs gaining quals	NA	32%	52%	5%	14%	100%

Priority 4							
Outputs							
Ref	Programme indicators	Target 2007 - 13	Cumulative achievement	Gender	Disability	Age	Ethnicity
				% Female	% Disabled	% Aged 50+	% Ethnic Minorities
4.1	Participants - TOTAL	24,500	48,286	41%	38%	14%	2%
4.2a	Unemployed	10,200	20,813	37%	30%	19%	2%
4.2b	Unemployed	42%	43%	37%	30%	19%	2%
4.3a	Economically Inactive	8,400	13,705	47%	58%	19%	1%
4.3b	Economically Inactive	34%	28%	47%	58%	19%	1%
4.4a	14-19 NEET	4,900	12,558	39%	31%	0%	1%
4.4b	14-19 NEET	20%	26%	39%	31%	0%	1%
4.5	Disabled	27%	38%	40%	100%	17%	1%
4.7	Aged 50 plus	30%	19%	42%	46%	100%	1%
4.8	Ethnic minorities	1%	2%	47%	32%	9%	100%
4.9	Female	51%	41%	100%	37%	14%	2%

Ref	Programme indicators	Target 2007 - 13	Cumulative achievement	Gender	Disability	Age	Ethnicity
				% Female	% Disabled	% Aged 50+	% Ethnic Minorities
4.10a	In work on leaving	5,900	7,584	41%	28%	16%	1%
4.10b	In work on leaving	24%	17%	41%	28%	16%	1%
4.13a	14-19 NEET into EET	2,200	10,489	39%	31%	0%	1%
4.13b	14-19 NEET into EET	45%	89%	39%	31%	0%	1%

Indicators without targets							
Ref	Programme indicators	Target 2007 - 13	Cumulative achievement	Gender	Disability	Age	Ethnicity
				% Female	% Disabled	% Aged 50+	% Ethnic Minorities
4.15	Unemployed in work	NA	19%	32%	21%	17%	2%
4.17	Inactive in work	NA	16%	49%	53%	22%	0%
4.19	Disabled in work	NA	12%	38%	100%	21%	1%
4.23	Aged 50+ in work	NA	19%	42%	36%	100%	1%
4.25	Ethnic minorities in work	NA	11%	42%	24%	8%	100%
4.27	Females in work	NA	17%	100%	26%	17%	1%
4.29	Gained basic skills	NA	2%	56%	32%	12%	2%
4.3	Gained qualifications	NA	8%	43%	23%	10%	1%

Priority 5							
Outputs							
Ref	Programme indicators	Target 2007 - 13	Cumulative achievement	Gender	Disability	Age	Ethnicity
				% Female	% Disabled	% Aged 50+	% Ethnic Minorities
5.1	Participant - TOTAL	50,200	80,677	53%	10%	19%	2%
5.2a	Basic skill needs	18,200	6,725	37%	11%	29%	3%
5.2b	Basic skill needs	36%	8%	37%	11%	29%	3%
5.3a	Without Level 2	18,200	18,020	43%	10%	16%	2%
5.3b	Without Level 2	36%	22%	43%	10%	16%	2%
5.4a	Without Level 3	5,400	16,785	54%	9%	15%	2%
5.4b	Without Level 3	11%	21%	54%	9%	15%	2%
5.5a	Without Level 4	3,800	12,967	61%	9%	15%	2%
5.5b	Without Level 4	8%	16%	61%	9%	15%	2%
5.6	Post Grad research	800	899	57%	10%	5%	3%
5.7	Grads placed within SMEs	1,100	1,229	55%	6%	3%	2%
5.8	Disabled	17%	10%	50%	100%	21%	3%
5.9	Aged 50 plus	22%	19%	51%	11%	100%	1%
5.10	Ethnic minorities	1%	2%	59%	11%	13%	100%
5.11	Female	51%	53%	100%	9%	18%	2%

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Ref	Programme indicators	Target 2007 - 13	Cumulative achievement	Gender	Disability	Age	Ethnicity
				% Female	% Disabled	% Aged 50+	% Ethnic Minorities
5.12a	Gained basic skills	8,200	6,925	57%	11%	17%	2%
5.12b	Gained basic skills	45%	100%	57%	11%	17%	2%
5.13a	Gained Level 2	7,300	9,841	44%	8%	18%	2%
5.13b	Gained Level 2	40%	41%	44%	8%	18%	2%
5.14a	Gained Level 3	1,600	4,257	54%	7%	15%	2%
5.14b	Gained Level 3	30%	26%	54%	7%	15%	2%
5.15a	Gained Level 4	760	965	63%	10%	11%	3%
5.15b	Gained Level 4	20%	8%	63%	10%	11%	3%
5.16a	Gained Level 5	120	545	57%	12%	3%	3%
5.16b	Gained Level 5	15%	78%	57%	12%	3%	3%
5.17a	Placed with SME into employ	830	721	54%	3%	2%	2%
5.17b	Placed with SME into employ	75%	64%	54%	3%	2%	2%

Indicators without targets							
Ref	Programme indicators	Target 2007 - 13	Cumulative achievement	Gender	Disability	Age	Ethnicity
				% Female	% Disabled	% Aged 50+	% Ethnic Minorities
5.24	Females gaining basic skills	NA	100%	100%	10%	17%	2%
5.25	Females gaining L2	NA	44%	100%	8%	19%	3%
5.26	Females gaining L3	NA	27%	100%	7%	19%	2%
5.27	Females gaining L4+	NA	14%	100%	10%	10%	2%
5.29	Disabled gaining basic skills	NA	10%	49%	100%	19%	2%
5.3	Disabled gaining quals	NA	19%	46%	100%	16%	2%
5.32	Aged 50+ gaining basic skills	NA	8%	56%	12%	100%	1%
5.33	Aged 50+ gaining quals	NA	20%	50%	8%	100%	2%
5.35	EMs gaining basic skills	NA	7%	61%	13%	9%	100%
5.36	EMs gaining quals	NA	23%	55%	9%	13%	100%