



**European Union**  
**European Social Fund**  
Investing in jobs and skills

# Annual Implementation Report 2014

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: 2014
	Date of approval of the annual report by the monitoring committee: 24 June 2015

## Introduction

1. This document reports on the implementation of the European Social Fund (ESF) in England and Gibraltar in 2014.
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 2014 there had been over 7 million participant starts on the programme and over:
  - 688,000 unemployed or inactive participants have been helped into jobs
  - 257,000 participants have gained basic skills
  - 658,000 participants have gained qualifications at level 2 or above
  - 504,000 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 Steps)													
Indicator	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	Total
<b>1. Total number of participants</b>													
Achievement	37,676	370,252	1,327,610	1,753,249	1,177,391	1,141,403	759,881	551,980	36	0	0	0	7,119,478
Target													1,790,000
Baseline										0	0	0	
<b>2. Participants who are unemployed</b>													
Achievement	2,202	101,431	585,485	868,022	520,321	696,394	465,620	219,806	34	0	0	0	3,459,315
Target													381,000
Baseline													
<b>3. Participants who are economically inactive</b>													
Achievement	542	72,646	180,360	168,074	63,317	100,964	82,973	31,346	1	0	0	0	700,223
Target													311,000
Baseline													
<b>4. Participants with basic skills needs</b>													
Achievement	10,640	77,975	231,232	301,777	90,958	142,502	139,458	126,539	11	0	0	0	1,121,092
Target													355,000
Baseline													
<b>5. Participants with disabilities or health conditions</b>													
Achievement	13%	26%	18%	15%	12%	14%	16%	16%	14%	0%	0%	0%	16%
Target													19%
Baseline													
<b>6. Participants aged 50 or over</b>													

<b>Achievement</b>	11%	17%	18%	16%	17%	15%	18%	19%	11%	0%	0%	0%	17%
<b>Target</b>													19%
<b>Baseline</b>													
<b>7. Participants from ethnic minorities</b>													
<b>Achievement</b>	14%	19%	18%	19%	21%	20%	19%	17%	81%	0%	0%	0%	19%
<b>Target</b>													19%
<b>Baseline</b>													
<b>8. Female Participants</b>													
<b>Achievement</b>	42%	41%	37%	38%	40%	38%	38%	41%	28%	0%	0%	0%	38%
<b>Target</b>													51%
<b>Baseline</b>													
<b>9. Participants in work on leaving (priorities 1 and 4)</b>													
<b>Achievement</b>	271	19,698	124,307	192,238	158,415	64,152	75,068	51,437	9	0	0	0	688,625
<b>Target</b>													201,000
<b>Baseline</b>													
<b>10. Participants in work six months after leaving (priorities 1 and 4)*</b>													
<b>Achievement</b>	2,300	64,700	181,400	159,700	370,488	240,683	96,027	0	0	0	0	0	1,115,297
<b>Target</b>													238,000
<b>Baseline</b>													
<b>11. Participants gaining basic skills</b>													
<b>Achievement</b>	688	11,094	33,997	49,022	47,184	52,077	60,099	2,932	0	0	0	0	257,093
<b>Target</b>													201,000
<b>Baseline</b>													
<b>12. Participants gaining full qualifications at level 2 or above (priorities 2 and 5)</b>													
<b>Achievement</b>	1,946	34,681	100,259	155,814	99,424	101,794	120,595	43,486	28	0	0	0	658,293
<b>Target</b>													160,000
<b>Baseline</b>													

Data for Indicator 10 is calculated based on information from the second Cohort Survey. This has been published on GOV.UK.

Figure 1: Operational Programme Targets

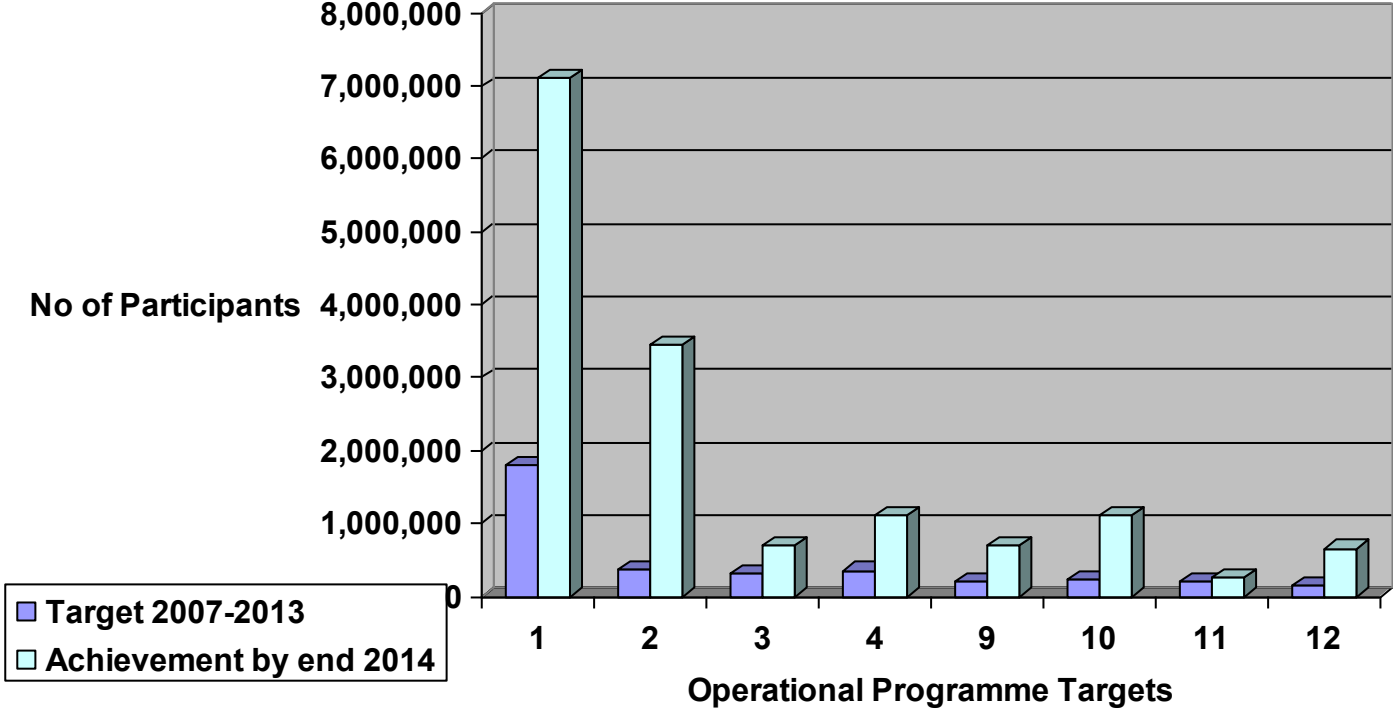
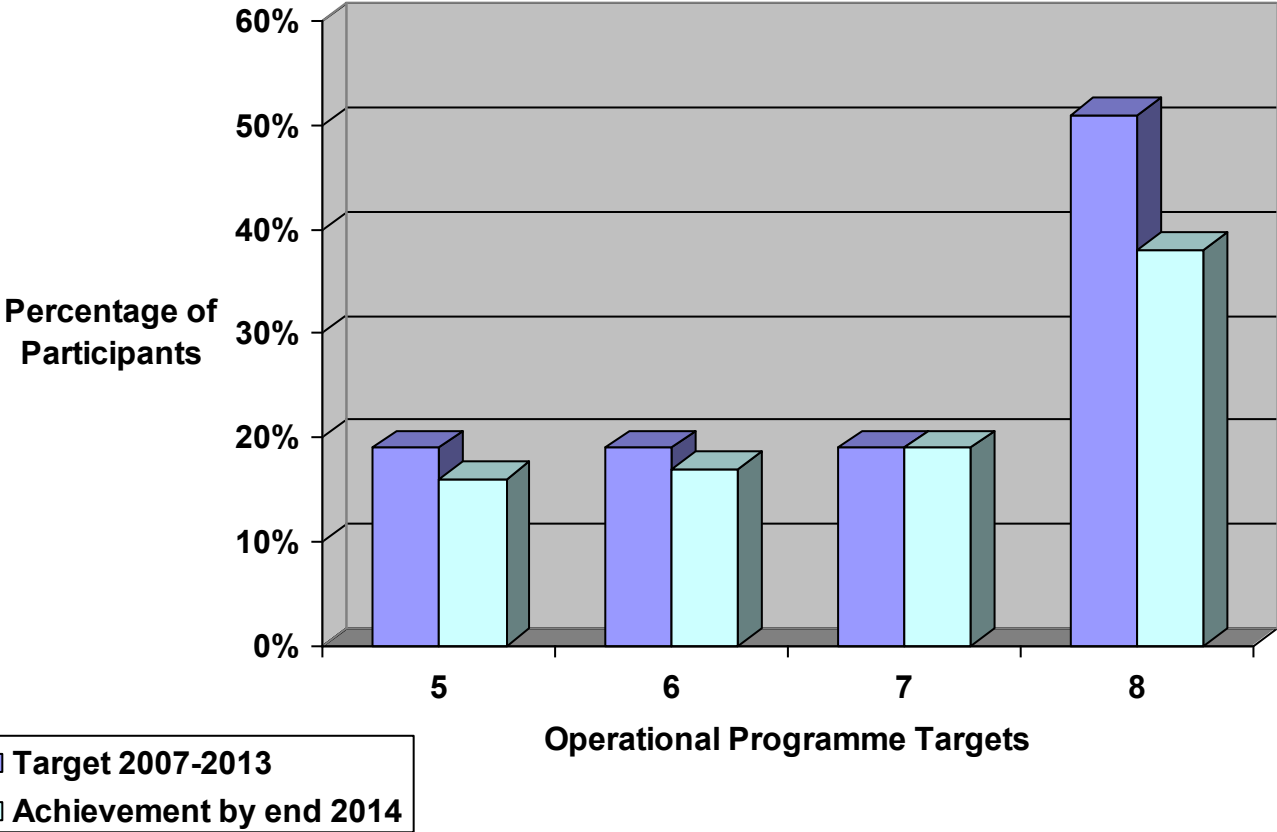


Figure 2: Operational Programme Equality Targets





## 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	Expenditure paid by the body responsible for making payments to the beneficiaries against the programme allocation
1 Extending employment opportunities	3,651,255,710	372,286,542.67	372,286,542.67	384,331,445.09	2,757,130,805.03	2,757,130,805.03	2,511,025,018.34	68.77%
2 Developing a skilled and adaptable workforce	1,990,917,526	239,395,164.87	239,395,164.87	262,348,837.37	1,502,157,426.69	1,502,157,426.69	1,344,708,884.50	67.54%
3 Technical Assistance	144,731,642	-29,294,796.70	-29,294,796.70	-29,053,591.41	-2,284,782.24	-2,284,782.24	-2,786,769.35	-1.93%
4 Tackling barriers to employment	99,526,530	3,553,322.24	3,553,322.24	4,171,739.99	54,616,896.85	54,616,896.85	52,483,117.70	52.73%
5 Improving the skills of the local workforce	157,147,152	19,935,893.90	19,935,893.90	20,326,710.55	120,742,326.74	120,742,326.74	113,625,069.55	72.30%
6 Technical Assistance	5,238,239	1,305,149.85	1,305,149.85	1,376,838.17	3,699,011.69	3,699,011.69	3,512,444.96	67.05%

Objective	Funding	Programme allocation ESF+ Public contribution	Expenditure paid out by the beneficiaries in payment claims	Corresponding public contribution in selected calendar year	Expenditure paid by the body responsible for making payments	Cumulative Expenditure paid out by the beneficiaries in	Cumulative Corresponding public contribution	Cumulative Expenditure paid by the body responsible for	Cumulative Expenditure paid by the body responsible for
Total Regional and Competitiveness Objective		5,786,904,878.00	582,386,910.84	582,386,910.84	617,626,691.05	4,257,003,449.48	4,257,003,449.48	3,852,947,133.49	66.58%
Transitional phasing-in regions			49,594,271.71	49,594,271.71	53,919,286.35	622,403,715.96	622,403,715.96	566,602,465.17	9.79%
Non-Transitional phasing-in regions			532,792,639.13	532,792,639.13	563,707,404.70	3,634,599,733.52	3,634,599,733.52	3,286,344,668.32	56.79%
Total Convergence Objective		261,911,921.00	24,794,365.99	24,794,365.99	25,875,288.71	179,058,235.28	179,058,235.28	169,620,632.21	64.76%
Grand total		6,048,816,799.00	607,181,276.83	607,181,276.83	643,501,979.76	4,436,061,684.76	4,436,061,684.76	4,022,567,765.70	66.50%

	<b>Total payments received from the Commission in 2014</b>	<b>Cumulative payments received from the Commission</b>
<b>1 Extending employment opportunities</b>	234,451,206.48	1,233,380,425.93
<b>2 Developing a skilled and adaptable workforce</b>	49,820,667.10	578,918,528.32
<b>3 Technical Assistance</b>	-10,791,840.86	23,509,231.89
<b>4 Tackling barriers to employment</b>	6,296,133.07	42,398,912.17
<b>5 Improving the skills of the local workforce</b>	16,938,204.05	71,793,761.16
<b>6 Technical Assistance</b>	1,019,180.28	1,764,154.19
<b>Total</b>	<b>297,733,550.11</b>	<b>1,951,765,013.64</b>

### 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	1,068,416,111.86
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.	56,232,426.94
66	Implementing active and preventive measures on the labour market	€ 833,819,927.11*
67	Measures encouraging active ageing and prolonging working lives	€ 104,227,490.88*
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	€ 208,454,981.78*
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	€ 938,047,417.99*
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	33,852,423.51
85	Preparation, implementation, monitoring and inspection	28,331,753.70
86	Evaluation and studies; information and communication	7,082,938.43

\* The figures in categories 66, 67, 69 and 71 include data up to 20 April 2015 and therefore represent approximately a 16 month reporting period. This was caused by a data collection issue which resulted in figures for one P4 contract originally being excluded from 2014 figures. The issue has now been corrected and the table will be amended in the final AIR for the 2007-13 programme.

## 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.

	Total Starts in year	Female starts in year	Total completers in year	Female completers in year
<b>Total for all priorities</b>				
<b>Total number of participants</b>	551,980	225,126	540,910	176,818
<b>Employed (including self employed)</b>	235,024	113,863	185,994	88,109
<b>Self employed</b>	9400	6831	35338	10573
<b>Unemployed (including long term unemployed)</b>	219,806	71,447	214,912	59,702
<b>of which Long Term Unemployed</b>	79,631	27,687	74,649	22,812
<b>Inactive (including those in education &amp; training)</b>	97,150	39,816	140,004	29,007
<b>of which in education or training</b>	1,800	780	1,689	749
<b>Young people (15-24 years)</b>	162,092	63,484	168,686	52,878
<b>Older people (55-64 years)</b>	44,559	18,635	37,621	14,329
<b>Migrants</b>	5520	2251	5409	1768
<b>Minorities</b>	86,536	34,874	87,431	26,041
<b>Disabled</b>	87,000	33,489	67,965	23,045
<b>Other disadvantaged people</b>	107,854	41,003	138,291	33,224
<b>Primary or lower secondary education (ISCED 1 and 2)</b>	145,862	49,931	135,542	43,362
<b>Upper secondary education (ISCED 3)</b>	275,421	117,142	252,843	99,371
<b>Tertiary education (ISCED 5 and 6)</b>	49,685	83,335	41,824	20,449

## 2.1.5 Assistance repaid or re-used

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

## Analysis

7. By end of 2014, the programme has supported 7.1 million participants and of these 552,000 started provision in 2014. 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 2014 the programme has helped 3.46 million unemployed and 829,000 young people NEET or at risk of NEET, both more than three times their target levels (381,000 and 177,000 respectively). The participants target for economically inactive (700,000 compared with a

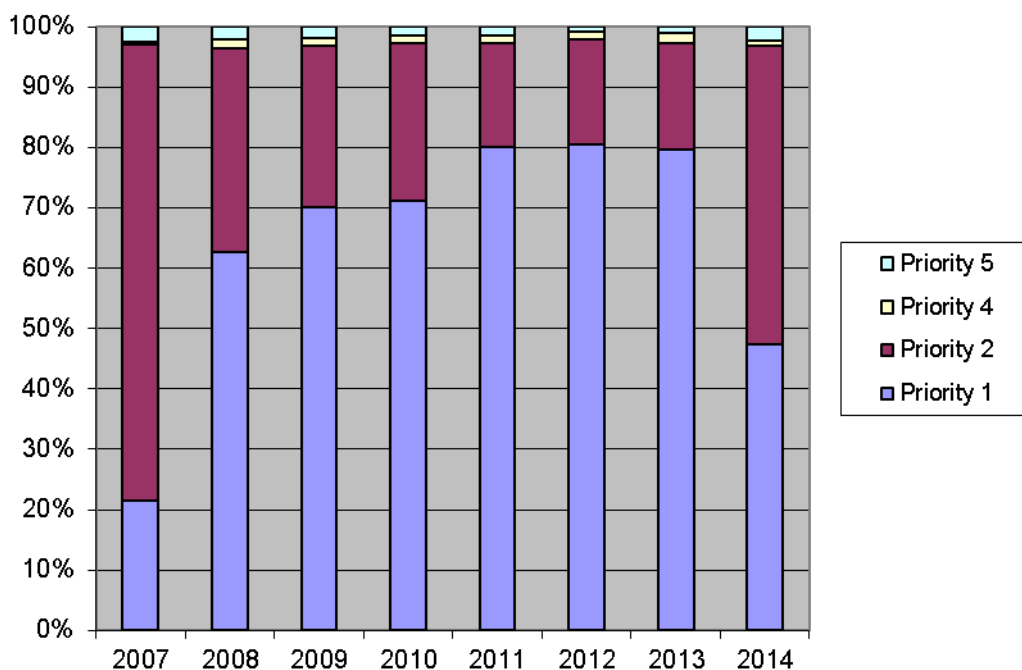
target of 311,000) and employed (1.7 million compared with a target of 916,000) have also been exceeded.

9. The participation of 552,000 reported in 2014 is much lower than the previous years, which far exceed half a million. However some increase may be expected when the figures are revised next year as the 274,000 reported in AIR 2013 has been updated to 760,000.

10. For 2014 the proportion of participants in each of the four economic groups was: 40% unemployed (219,806); 55% (301000) employed; 18% (63,000) young people NEET and 18%% (31,000 economically inactive).

11. In 2014, 47% of participants were in Priority 1. The dominance of priority one has dissipated due to an abnormally large number of priority 2 participants. The proportion of participants in Priorities 2, 4 and 5 is 50%, 1% and 1% respectively. This is summarised in the figure 3.

**Figure 3 Proportion of participants in each Priority**



12. In the cumulative figures, 72% of participants are Priority 1 and 25% are Priority 2. Priority 4 is 1% and Priority 5 is 1%.

13. In 2014, the proportion of participants recorded with a disability or health condition was 16%. Last year the AIR had 15% for 2013 and this has since revised up to 16%, so this may yet improve. The overall level of 16% is below the target of 19%.

14. Among Priority 1 participants, the proportion of participants recorded with a disability or health condition is 18%. This is an improvement from a continuous decline between 2008 (35%) and 2012 (14%). The increase for 2014 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 2014 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 15% in 2013 to 19% in 2014. On target, but 2 percentage points lower overall. The proportion of ethnic minority participants, at 17% for 2014, has decreased below target however overall programme achievement remains at the target level of 19%.

16. Female participation has increased from 32% in 2013 to 41% in 2014. However this is still 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 2014, the programme helped:

- 51,000 unemployed and inactive people enter employment;
- 62,000 young people NEET into Employment, Education and Training;
- 3,000 people to gain basic skills; and
- 43,000 people to gain a full qualification.

18. Overall progress toward the 2007 – 2013 programme results targets is good: unemployed and inactive entering employment (1.57 million) is well above its target and young people NEET entering employment, education or training (504,000) is over four times its target. The rate at which participants are gaining basic skills has increased and the cumulative total (257,000) has now comfortably exceeded the target of 201,000 for 2007-13. The number gaining a full qualification, at 658,000, is over three times 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 14% against a target of 22%. The in-year figure for 2014 is 17%, the highest attainment in any year so far. 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 64%, with 93% being achieved in 2014 which is 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 40%, 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 a level 2 qualification on leaving is 43% (against a target of 40%) and for participants without level 3 qualification who gain level 3 is 29% (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 38%, which is 13 percentage points below the programme level target of 51%. This issue was discussed at the national ESF Programme Monitoring Committee (PMC) meeting in September 2010 and the ESF Evaluation Team set out two main reasons:

- The target of 51% for female participation, which was set in 2007, before the economic crisis, was ambitious given that the programme aimed to help a high proportion of unemployed and economically inactive people, of whom a disproportionately high percentage are male.
- The programme has flexed to accommodate higher than anticipated numbers of unemployed, who are disproportionately male, thereby reducing female participation in percentage terms below the programme's 51% percentage target. This is because, in Priority 1 and Priority 4, high numbers of referrals come from Jobseekers 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 2014 as part of an on-going commitment to try to increase female participation to 51% for the second half of the programme period:

26. An updated Action Note 70 was issued to CFOs in January 2014 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 2014

27. All of the CFOs responded to Action Note 70 (update) with the exception of Luton Council.

28. By October 2014, there were:

- 114 providers / provider contracts that had achieved the 51% female participation rate; and

- 15 providers who were excluded from the review - six of these were from East Midlands Local Authority Consortium (EMLAC) and four were from the Skills Funding Agency.

29. By October 2014, 171 providers had been reviewed.

30. It should be noted that DWP CFO did not conduct any reviews because all of their providers have exceeded the 51% female participation rate target – although take-up has been lower than expected for DWP CFO's families provision.

31. The Skills Funding Agency CFO provided a substantial response to the Action Note 70 (update) in April 2014 and October 2014. The new quarterly performance review arrangements that they introduced for their providers in late 2012 and early 2013 continued into 2014 and helped inform this review process since the reviews included discussions around the participation of women and disadvantaged groups.

32. The Skills Funding Agency CFO has also changed the emphasis of its ESF Management Group meetings. Although the Skills Funding Agency has always monitored performance, the amount of time dedicated to performance review, including the equality targets, has been increased. The Skills Funding Agency's co-financing regions will, in future, also be required to report on issues and actions to the ESF Management Group.

33. NOMS CFO has an agreed female participation rate target of 9% which reflects the female offender population. NOMS CFO explained in their Action Note 7- (update) return that the female participation rate target is reviewed on a monthly basis by the operational performance manager and the provider. All but one of their Trusts is achieving the 9% target.

34. NOMS used ESF to fund the Achieve North West -Lancashire Women's Centre project. This project was the 2014 ESF Gender Equality Leader Award winner. The project undertook a range of activities such as:

- Provision of community based intensive employment support for women in the criminal justice system
- Working across Lancashire, supporting women from HMP Styal
- Targeted support for 60 women a year

35. The project tackled barriers that women who have had contact with the criminal justice system face in relation to moving closer to employment such as :

- low skills;
- a lack of employment history;
- a lack of appropriate references;
- fears regarding the disclosure of their criminal convictions; and



- practical barriers, such as lack of appropriate clothing

36. Women on the project received a comprehensive assessment by LWC Female Caseworkers as well as receiving intensive support covering topics such as :

- CV Building;
- job search
- community courses;
- disclosure advice;
- preparation of ID;
- access to personal development fund;
- in house supported volunteering opportunities);
- mentoring support; and
- access to work placements.

### **Migrants**

37. 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.

### **Minorities**

38. People from ethnic minorities are a key target group for the programme. In 2014, 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.

39. 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**

40. 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 2014, 16% 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.

41. 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**

42. In 2014 cumulative programme expenditure increased with over €607million being spent by beneficiaries on programme activity during the year.

43. In 2014 the N+2 target for Competitiveness exceeded at 100.59% over target. The final N+2 target for Convergence was 95.01%.

### **Europe 2020**

44. 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. 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.

45. 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 2014, 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	€ 980,063,816.41
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	€ 51,582,306.13
66	Implementing active and preventive measures on the labour market	€ 799,070,824.20
67	Measures encouraging active ageing and prolonging working lives	€ 99,883,853.02
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	€ 199,767,706.05
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	€ 898,954,677.22
	Total	€ 3,029,323,183.03

46. As at 31 December 2014, 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	€ 88,352,295.45
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	€ 4,650,120.81
66	Implementing active and preventive measures on the labour market	€ 34,749,102.91*
67	Measures encouraging active ageing and prolonging working lives	€ 4,343,637.86*

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	€ 8,687,275.73*
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	€ 39,092,740.77*
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	€ 33,852,423.51
	Total	€ 213,727,597.04

\* The figures in categories 66, 67, 69 and 71 include data up to 20 April 2015 and therefore represent approximately a 16 month reporting period. This was caused by a data collection issue which resulted in figures for one P4 contract originally being excluded from 2014 figures. The issue has now been corrected and the table will be amended in the final AIR for the 2007-13 programme.

47. 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 688,000 unemployed or inactive participants into jobs, and about 658,000 participants to gain new qualifications. The qualitative and Article 10 analysis within the priority sections of this report gives examples of specific activities.

48. 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.

49. 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**

50. 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).

51. The other Co-financing Organisations are: Central Bedfordshire Council, and Luton Borough Council; East Midlands Local Authority Consortium; London Councils and Greater London Authority.

52. The following activities have been 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); and technical assistance (Priorities 3 and 6).

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

53. This section summarises CFO performance and draws on progress reports presented to the PMC in March 2015. 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**

54. While DWP has exceeded the participants and job outcomes numerical targets for the full programme nationally, it is below proportion based targets in most areas. ESF and match contracts have achieved over 160% of the total 2007-2013 programme starts and over 120% of the total programme job outcomes. It is achieving 35% of inactive participants against a target of 36%, and 55% against a target of 62% for unemployed. This is explained by the fact that 10% of our participants fall within the NEET category rather than unemployed, and this was not envisaged at the beginning of the programme.

**Table 1**

<b>Programme indicators</b>	<b>Target 2007 - 13</b>	<b>Cumulative achievement</b>
Participants - TOTAL	485,813	833,469
Unemployed	301,196	462,682
Economically Inactive	175,921	289,410
14-19 NEET	0	81,377
	0%	10%
Basic skill needs	NA	NA
	%	%
Disabled	22%	35%
Aged 50 plus	18%	18%
Ethnic minorities	23%	20%
Female	51%	35%
<b>Programme results</b>		
<b>Programme indicators</b>	<b>Target 2007 - 13</b>	<b>Cumulative achievement</b>
In work on leaving (P1 & P4)	111,177	140,333
%	23	19
Gained basic skills	NA	NA
Gained full qual at level 2+	NA	NA
14-19 NEET into EET	NA	NA

### **Central Bedfordshire Borough Council**

55. Central Bedfordshire has 12 project activities running in Priority 1, and none in Priority 2. All will finish at the end of August 2015. The only protected characteristic it is unlikely to meet is the 50+.

**Table 2**

<b>Programme indicators</b>	<b>Target 2007 - 13</b>	<b>Cumulative achievement</b>
Participants - TOTAL	6,008	6,178
Unemployed	2,469	2,547
	46%	45%
Economically Inactive	1,547	1,830
	29%	32%
14-19 NEET*	1,406	1,245
	26%	22%
Basic skill needs**	20	24
	3%	5%
Disabled	18%	23%
Aged 50 plus	18%	12%
Ethnic minorities	16%	21%
Female	51%	52%
<b>Programme results</b>		
<b>Programme indicators</b>	<b>Target 2007 - 13</b>	<b>Cumulative achievement</b>
In work on leaving	984	662
	18%	14%
Gained basic skills	14	0
	70%	0%
Gained full qual at level 2+***	170	102
	74%	95%
14-19 NEET into EET	676	754
	48%	68%

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

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

*\*\*\*Total of participants gaining qualifications at level 2 & 3*

### **East Midlands Local Authority Consortium**

56. Most programme targets are ahead of profile, however it is under profile on engaging economically inactive, and getting individuals back into work. This was due to the specialist project support in this area was around supporting people with learning difficulties, in a period of economic downturn.

**Table 3**

<b>Programme indicators</b>	<b>Target 2007 - 13</b>	<b>Cumulative achievement</b>
Participants - TOTAL	6,501	6,864
Unemployed	1,276	1,495
	50%	62%
Economically Inactive	1,070	534
	42%	22%
14-19 NEET*	0	180
	0%	7%
Basic skill needs**	1,604	1,531
	41%	34%
Disabled	18%	20%
Aged 50 plus	19%	18%
Ethnic minorities	14%	30%
Female	50%	52%
<b>Programme results</b>		
<b>Programme indicators</b>	<b>Target 2007 - 13</b>	<b>Cumulative achievement</b>
In work on leaving (P1 & P4)	689	497
	27%	35%
Gained basic skills	381	719
	24%	52%
Gained full qual at level 2+***	497	974
	24%	28%
14-19 NEET into EET	0	61
	0%	48%

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

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

\*\*\*Total of participants gaining qualifications at level 2 & 3

### **Greater London Authority**

57. The programme incorporates the delivery initially commissioned by the LDA, which was transferred to the GLA to finalise when the LDA was abolished by central government on 31st March 2012. In addition, there is a smaller suite of projects commissioned directly by the GLA. The LDA commissioned projects have now all completed delivery, although the GLA has commissioned two more projects from underspend against the LDA Beneficiary Agreement (“Team London Volunteers”), and both are now in grant and delivering. The GLA Round 4 “ESF Youth Programme” (Beneficiary Agreement 11224RLN1) continues to find some targets challenging to deliver, and following a review of outcomes and associated spend against both the GLA



and LDA Beneficiary Agreements, EPMU were formally notified of expected underspend in July 2014. However, conversion rates between starters and those entering EET (and sustaining) are good for the client groups involved in the programme, and are expected to improve as the programme reaches completion and enrolment slows down/ceases whilst progression into EET and sustained EET continue to get reported.

58. All programme indicator target volumes except for economically inactive starters have been exceeded, as have volume targets for equalities groups. As the current GLA projects deal predominantly with young people, the Economically Inactive target will now not be able to be reached. Proportional targets for Disabled, 50 plus and Female are also below the envisaged percentage, and sufficient additional starters to address this will not be forthcoming as the enrolment onto projects begins to slow down. As previously reported, there is under-reporting of the number of participants with basic skills needs on the ESFD MI reports. This is because only the participants' highest level of qualification was recorded by delivery partners. The training delivered was basic skills training. Although some participants held higher-level qualifications as reported in the MI, all 5,074 (100%) lacked basic skills in one or more areas which affected their job security or career options. Examples include participants who held a higher-level qualification achieved in another country, but had poor English language and literacy. Because the MI report indicates 457 participants with Basic Skills Needs, rather than 5,074, it also states that 100% Gained Basic Skills. The actual proportion should be 46% of starters/leavers

**Table 4**

<b>Programme indicators</b>	<b>Target 2007 - 13</b>	<b>Cumulative achievement</b>
Participants - TOTAL <sup>1</sup>	32,057	44,646
Unemployed	8,144	17,443
	30%	44%
Economically Inactive	9,940	8,329
	36%	21%
14-19 NEET <sup>2</sup>	9,094	12,275
	33%	31%
Basic skill needs <sup>3</sup>	4,736	457
	100%	9%
Disabled	21%	19%
Aged 50 plus	17%	13%
Ethnic minorities	59%	64%
Female	50%	46%
<b>Programme results</b>		
<b>Programme indicators</b>	<b>Target 2007 - 13</b>	<b>Cumulative achievement</b>
In work on leaving (P1 & P4)	3,625	9,315
	13%	24%
Gained basic skills	2,010	2,357

	42%	100%
Gained full qual at level 2+ <sup>4</sup>	0	0
	0%	0%
14-19 NEET into EET	4,718	6,599
	52%	59%

1. Total of all participants in priorities 1 & 2
2. 14-19 NEET percentage of total participants in priorities 1 only
3. Basic skill needs percentage of total participants in priority 2 only
4. Total of participants gaining qualifications at level 2, 3, 4 and 5

## London Councils

59. The programme has shown good overall progress and London Councils has continued to increase the progression rate and achieve well against targets. London Councils expect the results for gaining work to increase significantly as programmes begin to close and it is confident of achieving the programme target of 9173.

**Table 5**

Programme indicators	Target 2007 - 13	Cumulative achievement
Participants - TOTAL	28,127	32,883
Unemployed	9,442	10,573
	34%	32%
Economically Inactive	18,145	20,448
	65%	63%
14-19 NEET*	205	1,402
	1%	4%
Basic skill needs**	335	66
	100%	27%
Disabled	22%	22%
Aged 50 plus	18%	15%
Ethnic minorities	60%	64%
Female	51%	63%
<b>Programme results</b>		
Programme indicators	Target 2007 - 13	Cumulative achievement
In work on leaving	9,173	7,211
	33%	30%
Gained basic skills	260	73
	78%	100%
Gained full qual at level 2+	0	6
	0%	3%
14-19 NEET into EET	110	593
	54%	61%

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

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

## Luton Borough Council

60. The ten new Priority 1 projects funded by the Programme underspend are performing well. There are six projects from earlier funding rounds that are in the process of closing down. A call for tender for an additional £50,000 of Priority 2 activity was issued in October 2014 – the contract has now been signed and the project has started delivery. A further £150K of Priority 2 ESF funding has been offered for tender for a project to address the skills gap in the key growth sectors in Luton. This project will be “cash matched” by the Council.

61. Projects are progressing steadily and moving participants closer to employment, though despite improving employment figures, 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.

62. Figures for supporting participants with disabilities are regrettably under target. There are three dedicated P1 projects for those with physical or mental disabilities, so it is hoped that this will help rectify the percentage of disabled participants. All projects are being encouraged to increase recruitment of people with disabilities.

63. The percentage of participants aged over 50 is increasing, helped in part by a dedicated project to provide employment support for older people.

64. The percentage of female participants is 49%, so very slightly under target. There are also 6 trans-gender participants.

65. The figures for ethnic minority participants supported continue 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 6**

<b>Programme indicators</b>	<b>Target 2007 - 13</b>	<b>Cumulative achievement</b>
Participants - TOTAL	4,748	4,826
Unemployed	1,680	1,877
	38%	41%
Economically Inactive	1,593	1,459
	36%	32%
14-19 NEET	1,033	1,065
	24%	23%
Basic skill needs	10	4
	3%	2%
Disabled	18%	13%
Aged 50 plus	18%	20%
Ethnic minorities	18%	58%
Female	51%	49%
<b>Programme results</b>		

<b>Programme indicators</b>	<b>Target 2007 - 13</b>	<b>Cumulative achievement</b>
In work on leaving (P1 & P4)	831	524
	19%	18%
Gained basic skills	4	4
	40%	100%
Gained full qual at level 2+	129	163
	39%	100%
14-19 NEET into EET	464	631
	45%	76%

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

### **Overall progress**

66. NOMS CFO Programme is currently on track to spend to profile and meet or exceed all key targets by project closure. A number of demographic targets remain challenging, although in the majority of cases these would still be met when expressed in purely numeric terms rather than as a percentage of overall throughput. Programme closure activity is moving apace. Transition work has begun to prepare stakeholders, contractors and participants for the change between Programmes.]

67. NOMS CFO has achieved all of the Programme Indicators with the exception of the disabled indicator ahead of the end of the Programme. Although numerically exceeding the target for unemployed starters, when expressed in percentage terms we are 2% short at this stage. We have met all of the demographic targets and significantly exceeded the in work on leaving and NEET into EET targets.

68. In terms of the disabled target the ESF Prime Providers are achieving their individual targets. However when match participants are included the figures are negatively skewed because of gaps in the available dataset. Focus in the remaining months is to ensure all Providers exit the programme timely on or ahead of target. December 2014 saw the successful completion of the Cornwall contract.

**Table 7**

<b>Programme indicators</b>	<b>Target 2007 - 13</b>	<b>Cumulative achievement</b>
Participants - TOTAL	456,801	561,852
Unemployed	239,528	279,151
	52%	50%
Economically Inactive	171,643	222,271
	38%	40%
14-19 NEET	45,724	60,430
	10%	11%

Disabled	22%	8%
Aged 50 plus	7%	9%
Ethnic minorities	20%	20%
Female	5%	8%
<b>Programme results</b>		
<b>Programme indicators</b>	<b>Target 2007 - 13</b>	<b>Cumulative achievement</b>
In work on leaving (P1 & P4)	11,781	69,420
	3%	12%
14-19 NEET into EET	32	4,442
	1%	8%

### Skills Funding Agency

69. SFA has met or exceeded 8 out of the 17 targets. With a further 7 outputs are within three quarters of the target. SFA is currently below three quarters of target with two outputs;

- Participants without Basic Skills (%)
- Participants without Level 2 (%)

**Table 8**

<b>Programme indicators</b>	<b>Target 2007 - 13</b>	<b>Cumulative achievement</b>
Participants - TOTAL <sup>1</sup>	1,580,938	3,612,251
Unemployed	245,864	999,781
	38%	56%
Economically Inactive	160,875	91,902
	25%	5%
14-19 NEET <sup>2</sup>	190,896	575,360
	29%	32%
Basic skill needs <sup>3</sup>	376,980	445,298
	41%	24%
Disabled	18%	14%
Aged 50 plus	19%	16%
Ethnic minorities	17%	17%
Female	50%	43%
<b>Programme results</b>		
<b>Programme indicators</b>	<b>Target 2007 - 13</b>	<b>Cumulative achievement</b>
In work on leaving (P1 & P4)	126,383	252,796
	19%	15%
Gained basic skills	164,984	171,661
	44%	41%

Gained full qual at level 2+ <sup>4</sup>	187,743	466,516
	37%	37%
14-19 NEET into EET	84,483	483,441
	44%	88%

1. Total of all participants in priorities 1, 2,4 & 5
2. 14-19 NEET percentage of total participants in priorities 1 and 4 only
3. Basic skill needs percentage of total participants in priorities 2 and 5 only
4. Total of participants gaining qualifications at level 2, 3, 4 and 5

**Table 9**

<b>Programme indicators</b>	<b>Target 2007 - 13</b>	<b>Cumulative achievement</b>
Participants - TOTAL <sup>1</sup>	1,580,938	5,469,107
Unemployed	245,864	2,330,413
	38%	64%
Economically Inactive	160,875	136,255
	25%	4%
14-19 NEET <sup>2</sup>	190,896	674,756
	29%	19%
Basic skill needs <sup>3</sup>	376,980	445,298
	41%	24%
Disabled	18%	14%
Aged 50 plus	19%	17%
Ethnic minorities	17%	19%
Female	50%	41%
<b>Programme results</b>		
<b>Programme indicators</b>	<b>Target 2007 - 13</b>	<b>Cumulative achievement</b>
In work on leaving (P1 & P4)	126,383	438,200
	19%	12%
Gained basic skills	164,984	171,661
	44%	41%
Gained full qual at level 2+ <sup>4</sup>	187,743	466,516
	37%	37%
14-19 NEET into EET	84,483	487,383
	44%	75%

1. Total of all participants in priorities 1, 2,4 & 5
2. 14-19 NEET percentage of total participants in priorities 1 and 4 only
3. Basic skill needs percentage of total participants in priorities 2 and 5 only
4. Total of participants gaining qualifications at level 2, 3, 4 and 5

## **Main Non- CFO Performance Issues**

### **Gibraltar**

#### **No activity in 2014**

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

70. The primary responsibility for funding employment and skills activity rests at Member State level. However, ESF provides about £365 million per year to support additional provision in England in 2007-2013. All ESF funding is additional to domestic resources for employment and training. Co-financing plans set out the additional employment and skills provision that ESF buys to complement the national resources which form the match funding. This section highlights recent evaluation evidence and summarises how ESF funding is adding value under four headings: volume, scope, innovation and process. <sup>1</sup>

#### **Volume**

71. 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.

72. ESF funding was used by DWP to buy additional employment provision that complemented national programmes and increased the number of participants accessing provision. This gave access to those who would not be eligible for mainstream provision or provided early access entry onto provision. The totals for the 2014 calendar year are 57,459 participants on to ESF provision and 4,031 starts in to jobs for England and Cornwall.

73. The SFA increased its overall participation in the 2007-13 Programme by 1.5 million in 2014. At the November 2014 claim, it had a total of 5.4 million participants in the Programme, of which: 2.3 million were ESF-funded; 2.0 million were both ESF- and match-funded (1.86 million through the National Careers Service (previously Next Step) and 0.15 million through the Response to Redundancy activity); 154,430 ESF-funded participants in Priority 1 and 2,943 participants in Priority 4 have progressed into work since the start of the programme; and 737,727 ESF-funded participants in Priority 1 and 24,622 participants in Priority 4 have progressed into education or training.

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<sup>1</sup> This section uses the four analytical categories of effects in the European Commission paper on 'Possible aspects of Community Added Value' for Employment and Social Policy', 29 November 2008

74. Within Priority 2 (at the November 2014 claim):

- 25,658 ESF-funded participants have gained basic skills qualifications;
- 111,037 ESF-funded participants have gained Level 2 qualifications; and
- 21,880 ESF-funded participants have gained Level 3 qualifications.

75. Within Priority 5 (at the November 2014 claim):

- 5,078 ESF-funded participants have gained basic skills qualifications;
- 5,792 ESF-funded participants have gained Level 2 qualifications; and
- 2,577 ESF-funded participants have gained Level 3 qualifications.

76. 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.

77. For the NOMS CFO, the following achievements have been made as a direct result of interventions paid for by ESF: starts: Apr 14 - Mar 15 = 20,298, Starts: Total Round 2 = 90,614. Job Entries: Apr 14 - Mar 15 = 3,963; Job Entries: Total Round 2 = 13,019; Qualifications: Apr 14 - Mar 15 = 2,445; Qualifications: Total Round 2 = 8,832

### **Scope**

78. 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.

79. Delivery of DWP ESF support for families with multiple problems commenced in December 2011. The aim of this provision is to tackle entrenched worklessness by progressing multi-generational families with multiple problems closer to employment. The Provision provides tailored support based on individual needs assessments and covers a range of activities to support personal, life skills and work skills.



80. 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.

81. SFA has aligned ESF activity to the Government's skills strategy, Rigour and Responsiveness in Skills (April 2013), it has put in place 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.

82. It designs all of its projects to be responsive to local needs, allowing providers to tailor their delivery of provision to the needs of individuals, employers and local priority setting groups. It procures NEET provision and Skills Support for the Unemployed at local authority level, with identified target groups based on this geography. For each Priority 2 and Priority 5 project, the delivery organisations must have links with Local Enterprise Partnerships (LEPs) and respond to their priorities. Providers must also have links with other key local stakeholders such as local authorities, Jobcentre Plus, the National Careers Service and local employers.

83. SFA 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. In 2014, we had live contracts for the following sets of activity, supported by ESF, to be delivered to the end of the current Programme:

- Skills support for the unemployed (SSU);
- Skills support for redundancy (SSR);
- Skills support for the workforce (SSW);
- Workplace learning;
- Community Grants; and
- 14-19 NEET.

84. SFA also issued contracts for four new ESF 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.

85. Flexible fund for unemployed individuals - This activity responds to emerging employment needs, such as new inward investment with employment opportunities. It supports unemployed adults, aged 19 and above, and includes economically inactive individuals and those not on benefits. Working with employers it will deliver a suite of learning and non learning activities to train locally unemployed individuals to meet the specific requirements of these new employment opportunities.

86. English and maths for employed individuals -This activity will deliver accredited English and Maths qualifications to employed adults at Award or Certificate level. Individuals can be supported on two qualifications (either maths and English or x2 maths/English at progressive levels). Funding is available for employers to support their employees undertaking this training. Each employer will be eligible to receive funding for a maximum of 3 eligible individuals.

87. Skills support for Work Programme participants now in employment -This activity will enable newly employed participants of the Work Programme, aged 19 and over, sustain employment through skills training and support. To be eligible they must be employed, for a minimum of 8 hours per week, on day 1 of the activity and remain in employment throughout the programme, and be employed on the completion of activity. The activity delivered will not duplicate any provision undertaken by the participant on the Work Programme, and will add value to or extend the scope or spatial delivery of existing DWP, Adult Skills Budgets and other funded provision. It will also provide bespoke support to SME employers to ensure that eligible participants are fully supported in their job role (this may include delivery of coaching or mentoring units to workplace mentors).

88. Skills fund for Hinkley Point - This activity provides individualised, flexible, responsive skills training to respond to the ongoing and emerging skills issues identified to support the Hinkley Point nuclear development. The activity delivered will:

- respond to the skills priorities articulated by the Local Enterprise Partnership (LEP);
- meet the needs of employed participants in the local area by adding value to existing provision;
- develop capacity in the existing provider network; and
- prepare or encourage employers and / or participants to participate in an Apprenticeship.

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

90. Providers can include a small element of job search skills within the training, including the use of IT, to help individuals to participate in interviews, and work trials with local employers. This includes:

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

91. Policy and strategy for NOMS is set centrally and delivered through a combination of contracts and Service Level Agreements. This mix of national direction and local delivery supported by contract management and monitoring is reflected in the structures of the NOMS Co-Financing Organisation (CFO). NOMS CFO is not a standalone programme. It is designed to complement and support mainstream provision, increasing value for money from other projects and better preparing those socially excluded to make a positive

contribution to society. NOMS CFO aims to complement existing mainstream activity by bridging the service gaps experienced by offenders.

92. NOMS CFO targets those offenders with the most complex needs who are typically least able and/or motivated to access mainstream provision. NOMS CFO performance management framework, the payment mechanism and CATS assessment tool all work to ensure that the programme maximises benefits for those groups most at risk of being excluded from the mainstream offer. The ultimate aim of this approach is to reduce an individual's long-term dependency on cross-Departmental provision.

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

- Extending the amount or range of provision available
- Providing different or more intensive support to specific people
- Helping ex-offenders to engage with the mainstream
- 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

94. ESF funded interventions are integrated with existing services to support the specific skills and employment needs of offenders in prison, on resettlement and for those in the community. A key aim of the CFO is to facilitate ex-offenders access to mainstream services. CFO activity strengthens the delivery of existing services and enables a greater number of offenders to benefit from ESF funding. Match funding services also prepare offenders to access CFO delivery, as they provide essential resettlement functions.

95. The approach to match funding contracts is national, with a sub-regional focus where required. All contracts under resettlement services add value to the activity provided under the main CFO programme and in turn CFO delivery enhances the effectiveness of services delivered under match funded contracts.

96. NOMS CFO has strengthened its partnership working to ensure offenders have access to employment support, notably with Jobcentre Plus, the DWP Work Programme and the National Careers Service. The Offenders' Learning and Skills Service (OLASS) aligns skills, training and learning with preparation for employability as offenders near release. However, OLASS provision is not available in every prison, nor is engagement with learning mandatory for over 18's. Additionally, not all offenders are ready to engage with the mainstream provision available in the community. Working in partnership with a range of different partners and providers is therefore essential.

97. During the second half of the programme, there has been an additional focus on groups deemed extremely hard to reach, detailed in the previous AIR. NOMS recognises that the complex needs of these groups are such that outcomes may be more difficult to achieve. Specialist provision and providers may be required for specific sub-groups and that there is a particular focus on intensive and/or innovative activity which may occur at

an earlier stage of an individual's 'resettlement journey'. In practice, this may mean working for individuals longer and providing a wider range and greater number of outcomes. The intention is to move participants in these groups towards the labour market, via ESF and mainstream provision.

## **Innovation**

98. The DWP delivery model for the Families provision 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, In 2014 a total of 54,802 PM were paid.

99. Eight providers are working with Local Authorities (LA) across England to deliver bespoke provision in each LA area. The support they offer includes:

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

100. The very nature of the Programme allows for flexible and innovative working, with support tailored to each Participant moving them towards being "job ready".

101. In 2014, BIS extended the Apprenticeship Grant for Employers programme again because of its success rate, after already extending it in 2013. This programme originally began as a strand of our ESF activity, and is an example of ESF innovation having a long-lasting impact.

102. The Government launched three funding calls for Employer Ownership Funding in 2014. The funding calls were developed in consultation with professional institutions and leading engineering companies from across the sector, and each call had £10 million of government funding available. The second of the three calls was about developing women engineers, which actively supports the aims of the ESF programme. We ran two webinar sessions to promote this funding call to the sector.

103. SFA supported wider government activity to develop delivery in the community and voluntary sector, by promoting the Cabinet Office's commercial masterclass programme in Update, its provider newsletter.

104. NOMS CFO have continued to work closely with the Social Enterprise sector to strengthen links and contacts within this arena. The procurement opportunity for social enterprise consortia 'More than the Sum' led to the creation/development of 15 consortia. Initial investment monies were used to support social enterprises to develop consortia business models in order for them to compete within the criminal justice marketplace.

105. At the end of the funding period, an event was held for all consortia to support the sharing of learning arising from the NOMS CFO Consortia Building.

106. The following were invited to participate:

- Consortia Name & Lead
- Ambition South West (Construction Youth Trust)
- Green Shoots (Avon & Somerset Probation Trust)
- Hull & Humber Pathways Partnership (North Bank Forum)
- Merseyside Together (NW Housing Services)
- People In Partnership (Wolverhampton VSC)
- Safer Stronger Cornwall (Pentreath Ltd)
- Contracts Matter (SE Acumen)
- Change 2 Progress CIC (Klarrati CIC)
- VOLA Consortium (Sefton Council for Voluntary Orgs)
- National Consortium of Social Enterprise (NCSE) (3SC)
- LEGIT (Bliss Services Ltd)
- Better Options Wirral (Wirral CVS)
- Blue Sky North (Blue Sky)
- Building Bridges (GMCVO)
- Creative Pathways – Road to Change (Super ACT CIC)

107. Employer Engagement - NOMS CFO extended funding for 2 projects which look to enhance engagement within the CJS. The Employer Forum for Reducing Re-offending (EFFRR) is continuing to increase employment opportunities for offenders by looking to engage employers who are willing/interested in supporting offenders into employment either by offering work place opportunities or additional training opportunities.

108. Prison Radio - Support has continued for Media for Development (MfD) to produce content for National Prison Radio (NPR). Key deliverables include:

- To deliver a prisoner led, weekly magazine style radio show - 'PLAN B', to raise awareness of opportunities and advantages of engaging with the services and interventions funded by the European Social Fund in England.
- To facilitate radio-training workshops to 60 offenders per annum to create content for the programme, equipping them with the skills to make radio and to encourage them to become active learners.
- To provide purposeful hours through the workshops in a 'real work' environment.
- To visit different ESF/NOMS CFO funded projects to feature on the programme.
- To provide monthly progress reports on the project's status.
- To provide evaluation and feedback structures.

## **Process**

109. 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.

110. Managing ESF funding has allowed DWP flexibility to maximise ESF spend by developing a secondary referral route, allowing Providers to identify potential families' hence increasing numbers of participants. DWP have also made changes to progress measure payment methods including payment for individual progress measures achieved.

111. Other continued work and improvements include Regular Provider forums and continued work on Progress Measures with Providers at monthly CPRs

112. In order to get more customers to sign up to the families provision and provide additional support, The Wise Group partnered up with some providers (Marriott hotel group for example) to offer unique training opportunities at the start of the 15 month provision which the customer would not necessarily have been able to secure. The training course is a two week course which provides the customer with experience and qualifications which is then followed up with continual support by Wise Group's Family Coaches for the remainder of their time on provision (up to 15 months).

113. In the East Midlands the provider and JCP worked collaboratively to identify claimants completing the work programme who would benefit from ESF Support for Families

## **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 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. We 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.

121. We 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.

122. We 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

## **Partnership**

### **Programme Monitoring Committee**

123. 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.

124. There were two meetings in 2014 (March and September) and these discussed performance of the 2007-2013 ESF programmes. A range of papers were considered and approved including:

Progress reports from CFOs: an update on the suspension of the programme: and updates on the ESF 2014 to 2020 programme: Technical Assistance; and Publicity.

125. 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.

126. 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**

### **London**

127. The Mayor of London has been delegated responsibility for regional management of the ESF programme in London; and to that end 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.

128. 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 usually convened on the same day as the ERDF committee but held separately because the memberships and agendas are significantly different.

129. 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.

130. The Committee meeting on 26 June featured a national programme update, regional programme performance update, a presentation from Skills Funding Agency and Greater



London Authority CFOs and an update on developments relating to the 2014-20 ESIF programme. The December 2014 Committee did not take place, however an update was circulated to committee members by way of written procedures instead. This paper covered updates on target achievement, spend to date and performance of Priorities, information in relation to Apprenticeship Grant for Employers ( a funding pot for SMEs secured by the London Enterprise Panel through its Growth Deal with Government, will allow employers to apply for £3,000 per apprentice they employ) funded by £7m from Greater London Authority share of ESF and £7m match funding from Skills Funding Agency.

131. Work also took place around the 2014-20 programme including development of the draft ESIF strategy which was submitted January 2014 and development of various programme strands in relation to Youth, YEI, Adult Employment and Adult Skills.

### **Convergence**

132. Meetings were held in July and October 2014. At the meeting in May the ESF Managing Authority summarised the targets, outputs and results to date. The rate of participants joining the programme, although slowing, was significantly above target for Priorities 4 and 5 which had the effect of suppressing the overall percentage indicators. The majority of Priority 4 indicators and over half in Priority 5 had been met or exceeded: and although female participation in Priority 4 was below target, it was higher than Priority 1. The MA highlighted that there was an expectation of more outcomes towards the back end of the programme.

133. In October 2014 the Managing Authority highlighted the continued risk of achieving N+2 for 2014. An update would be circulated to LMC members in December 14. It was reported that the majority of equality targets had been achieved or are in a better position than the equivalent in the Competiveness Programme. This was particularly for female participation where it was +10% in Priority 4 and +8% in Priority 5 when viewed against Priority 1 and 2. For P5 it is the only part of the programme to exceed the female participation rate. In terms of actual outputs over 8,000 participants had left the programme into employment, and over 16,000 qualifications had been achieved. There was a presentation from the ESF Convergence Communications Team which highlighted the publicity measures undertaken through use of people centred Media Releases, using the Inspiring Work website ([www.inspiringwork.org](http://www.inspiringwork.org)) and supporting social media as the digital platform for the communication of ESF Convergence.

### **Gibraltar**

134. The monitoring committee for Gibraltar met on 15 May 2014 and matters discussed included: the Commission audit; progress report on the programme; publicity and information. The meeting on 6 November had a similar agenda but also included an item on the closure of the 2007 to 2013 programme.

### **Evaluation sub-committee**

135. 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.

136. The ESF evaluation sub committee normally meets on an annual basis. The 2014 meeting had been put back until January 15 2015. Unfortunately, this meeting had to be postponed due to: (i) the Head of ESF Evaluation requiring time to recover from hospitalisation; and (ii) being pressure of work in terms of preparation for the new programme.

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

137. 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.

138. 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.

139. The sub-committee meeting that was initially planned for December 2014 was cancelled due to pressure of work and the need to concentrate resources on developing the new ESF programme. Although the original intention was to hold a new meeting in the early new year, the Managing Authority had to concentrate efforts and resources on producing an extensive and detailed equality survey for the new ESF programme..

140. A final ESF equality mainstreaming progress report has been produced for 2014. A copy of the report has been circulated to the sub-committee members as well as the Equality and Human Rights Commission for comment and will be published on the national website in the summer of 2015.

141. The Managing Authority aims to set up an equality ‘sounding board’ group for the new programme which will consider how lessons learned from the 2007-2013 programme can inform future equality mainstreaming work during the new 2014-2020 programme period. A lessons learned report will also be produced in the summer of 2015.

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

142. 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.

143. 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.

144. The sub-committee meeting that was initially planned for December 2014 was cancelled due to pressure of work and the need to concentrate resources on developing the new ESF programme.

145. A final ESF equality mainstreaming report has been produced for 2014 and concluded that good progress has been maintained in terms of promoting the use of sustainable development policies and plans across the three main CFOs in the programme that account for the bulk of ESF delivery.

146. The commitment to promoting sustainable development and the visibility of the theme has been maintained in terms of the main CFO projects having sustainable development policies and plans. The ESF 2014 Sustainable Development Leader awards were launched in June 2014 and a successful award ceremony was held at the UK Skills Event in Birmingham on 13 November 2014, with Peter Stub Jorgensen, Director of the European Commission’s DG Employment, handing out the certificates to the winning projects.

147. ESF Division is already beginning to take forward the lesson learned from the current programme as it prepares for the new ESF programme period by communicating to partners who are likely to be involved in the new programme. This includes staff involved in procurement and contract management as well as contract monitoring officers and, not least, providers staff themselves.

148. The new programme, with its range of overlapping environmental thematic objectives potentially offers a lot of scope for environmentally-focused ESF activities which could complement other EU programme activity. It is important that good practice and lessons learned in terms of mainstreaming sustainable development continue to be shared across programmes. It is also important to consider the extent to which local bridge-building and local co-ordination may help promote more ESF projects that can complement ERDF activities that support the environmental thematic objectives.

149. The report has been circulated to sub-committee members and will be published on the ESF website in due course.

150. Key findings from the report will be presented at a joint ESF / ERDF sustainable development event that is being organised in Birmingham in June 2015.

151. ESF Division completed and published the ESF sustainable development ‘lessons learned’ report which had been amended following comments made by the European Commission. The report was published on the web in August 2014:

152. [https://www.gov.uk/government/uploads/system/uploads/attachment\\_data/file/350510/sustainable-development-lessons-learned-report-2007-2013.pdf](https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/350510/sustainable-development-lessons-learned-report-2007-2013.pdf)

153. The intention was to hold a new meeting in the early new year, the Managing Authority had to concentrate efforts and resources on producing an extensive and detailed equality survey for the new ESF programme..

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155. The Managing Authority aims to set up an equality `sounding board' group for the new programme which will consider how lessons learned from the 2007-2013 programme can inform future equality mainstreaming work during the new 2014-2020 programme period. A lessons learned report will also be produced in the summer of 2015.

## 2.2 Information about compliance with Community law

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

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

157. 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

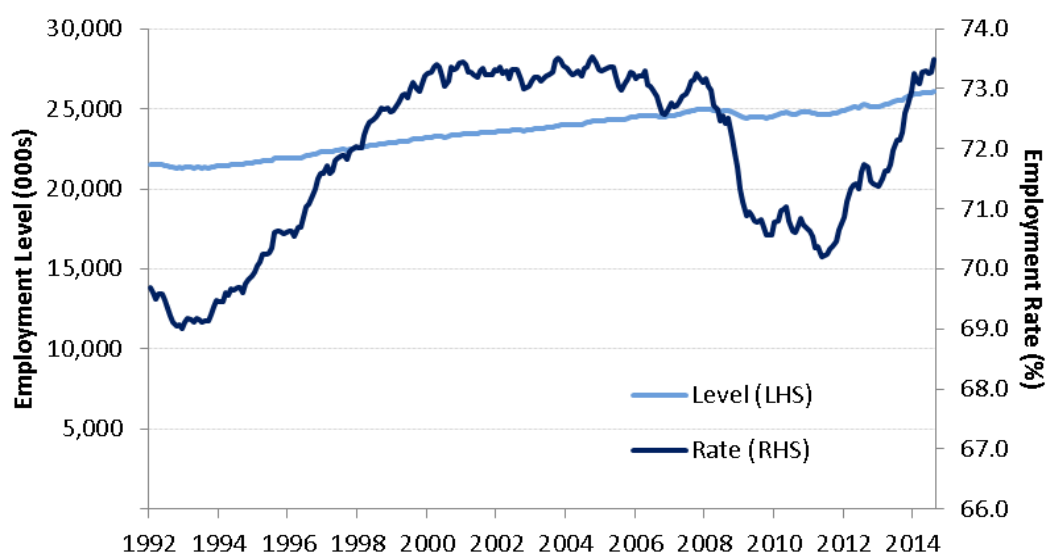
158. The financial crisis and the ensuing global economic downturn began to impact on the English economy and labour market in 2008. The UK economy contracted by 7.2 per cent between the first quarter of 2008 and the second quarter of 2009, before growth resumed in the second half of 2009. However, the global economic position remains difficult. Looking at the latest year, the UK economy grew by 2.8% over the period Q4 2013 – Q4 2014. The ILO unemployment rate for England was 5.7% in Q4 2014, down 1.5 percentage points on Q4 2013.

159. At Q4 2014 (the October 2014 to December 2014 quarter), there were 26.08 million people aged 16 & over in employment in England. The employment rate was 73.5% (based on the population aged 16 to 64). The employment level in England was up 561,000 between Q4 2013 and Q4 2014, and the rate was up 1.3 percentage points. According to the Eurostat definition<sup>2</sup>, the employment rate for the UK was 72.4 % in Q4 2014, an increase since Q4 2013 of 1.3 percentage points. According to ONS, the employment rate for the UK was 73.2% in Q4 2014, an increase since Q4 2013 of 1.2 percentage points.

160. Employment rates in the UK vary considerably by age. Those aged 35-49 are the most likely to be in work, with 83.7% employed in Q4 2014. This compares to an employment rate of 80.5% amongst those aged 25-34, 69.0% amongst those aged 50-64 and 52.7% amongst those aged 16-24 years old.

161. Between Q4 2013 and Q4 2014, employment rates for the 16-64 year old population rose in ten out of the twelve UK regions. The largest increases were seen in the North East (up 2.5 percentage points), the North West (up 2.2 percentage points) and the East Midlands and West Midlands (both up 2.1 percentage points).

**Figure 4: Employment levels and rates in England**



Source: Labour Force Survey, seasonally adjusted.

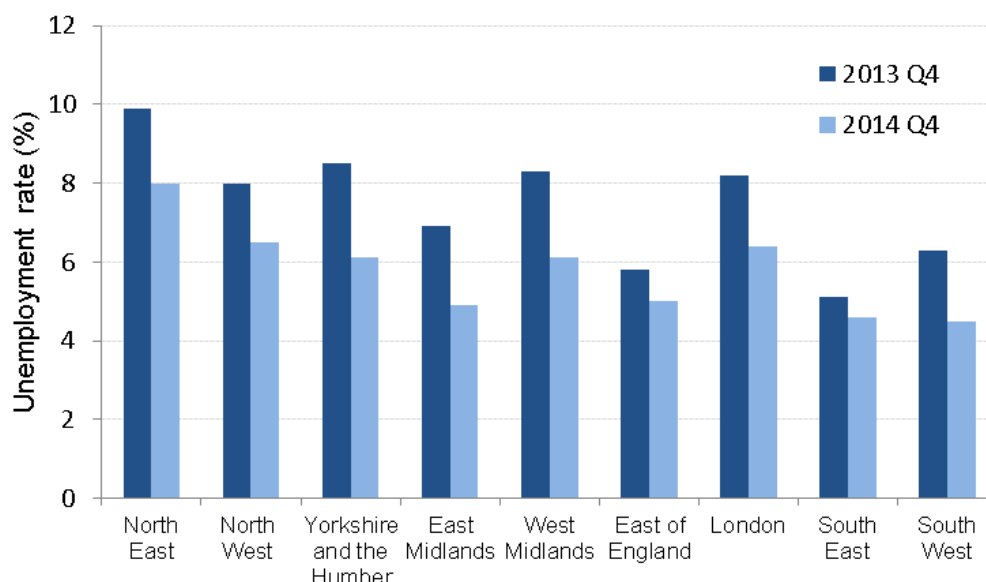
162. Regions differ significantly in their employment rates. In Q4 2014, Northern Ireland had the lowest employment rate at 67.8%, the South East the highest with 76.5%. However, as there tends to be much greater local variation in employment rates, differences are much larger within than between regions.

<sup>2</sup> Eurostat figures differ from national figures, because Eurostat use different age brackets to calculate levels of employment. Eurostat use the age bracket 15-64 years. UK national statistics define working age as 16-64 Eurostat uses the age bracket 15-64 years for men and women

163. The ILO unemployment rate in the UK fell 1.5 percentage points over the year to stand at 5.7% in Q4 2014. Unemployment levels went down by 486,000 to 1.86 million people. The ILO unemployment rate in England also fell 1.5 percentage points in Q4 2014 to 5.7%, whilst the level fell by 417,000 to 1.56 million. The unemployment rate in the UK is below both the G7 average and the OECD average. Unemployment in the UK also varies by age. In October to December 2014, 16.2% of 16-24 year olds were ILO unemployed, compared to 5.3% of 25-34 year olds, 3.7% of 35-49 year olds and 3.6% of those aged 50-64.

164. ILO unemployment rates have fallen in every region on the year to Q4 2014. The largest falls were in Yorkshire & the Humber, down 2.4 percentage points, and the West Midlands, down 2.2 percentage points.

**Figure 5: Regional unemployment rates in England (16+), Q4 2013 and Q4 2014**



Source: Labour Force Survey, seasonally adjusted.

## Policy changes affecting the main CFOs

### Department for Work and Pensions

165. 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.

166. 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.

167. 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).

168. 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.

169. 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.

170. 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

171. Job Outcome Payment - can be claimed for an individual on entering sustainable employment.

172. 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.

173. 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.

174. 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.

175. 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.

176. 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.



177. 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**

178. 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 (SFA) procurement processes take into account local priorities.

179. ESF provision for adults still supports workplace training, particularly for SMEs, in line with government policy.

180. The SFA commissioned and contracted 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.

181. Flexible fund for unemployed individuals – to respond to emerging employment needs, such as new inward investment with employment opportunities.

182. English and maths for employed individuals – to deliver accredited English and Maths qualifications to employed adults at Award or Certificate level.

183. 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.

184. 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.

185. The SFA'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 continued helping the SFA to prepare for the 2014-20 ESF programme, by advising on its role in ESF funding and the way it implements localism.

186. As part of its internal restructuring programme, the SFA created a team to manage and monitor its ESF providers and contracts. This new team represents an increase in resource for ESF provider and contracts, and it has an increased focus on compliance and audit.

187. The SFA'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**

188. During the second half of the programme, NOMS 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.

189. 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 have not traditionally been supported by Probation following release.

190. In addition to general delivery, there has been 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 was lowered to 16 following negotiation with ESFD and development work has taken place since 2012 to extend opportunities for 16-18 year olds participating in the programme.

191. There has been 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

192. 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.

193. 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)

194. 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

195. 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.

196. 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.

197. 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.

198. 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.

199. 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**

200. 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 –

201. 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.

202. 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

203. 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

204. 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.

205. 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**

206. All projects closed in 2013.

## **2.7 Monitoring arrangements**

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

208. A comprehensive programme of Article 13 verification activity covering England and Gibraltar was delivered in 2014. Building on the verification activity undertaken previously, a total of 157 verification visits were completed in 2014 by the Managing Authority. This activity included initial baselines and on the spot financial (OTS) verification activity across all English regions and Gibraltar.

209. On the spot verification work in 2014 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.

210. 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 65 irregularities were identified during inspections within the reporting period, with a total value of £21,011,763. CFO verification activity established that compliance with ESF requirements and regulations was of an acceptable standard.

211. The MA worked closely with the AA and CA to review the fourth year of on the spot Article 13 monitoring and Article 16 inspection activity. Improvements were made to the Article 13 monitoring programme for 2014 that reflect the higher levels of risk present in match expenditures for SFA college based activity and consolidation to real-time verification. These changes contributed to the ESF programme moving out of suspension in March.

**Table 10**

Period	Number of OTS visits	Number of Baseline visits	Irregularities numbers	Irregularities value
Jan-Mar	52	0	11	£27,433
Apr-Jun	34	4	21	£1,136,106
Jul-Sept	22	0	12	£17,780,006
Oct-Dec	49	1	21	£2,068,218
Totals	157	5	65	£21,011,763

212. Key outcomes arising from the 2014 Article 13 monitoring programme were:

- completion of the majority of the fifth 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 2015. Approximately 23 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;
- 10% of overall expenditures were subject to on the spot verification.

213. Issues identified during Skills Funding Agency visits include:

- The first systemic irregularity has been identified within year affecting the Skills For Jobs (S4J) match P1 provision. It concerned the former NFF and old provision for academic year 09/10 only where the data is now formulated. The error was a database issue where the second learning aim ZS4J002 triggered a second engagement fee at £750 per learner whereas only one was permitted overall.
- A second systemic irregularity affected the old 6 Month Offer (6MO) match P1 provision. It concerned the former NFF provision for academic year 09/10 only where the data is now formulated. The error is an issue regarding learners who had re-started their provision after a short break but this also triggered the re-start for GLH as claimed whereas only one set of continuous GLH activity covering both starts was applicable.
- A third systemic irregularity affected ESF NEET P1 provision and the multiple use of A28 deliverables whereas only one is permitted.
- One ESF Provider where insufficient evidence was provided to support job outcomes and progression into learning.

- Timesheets did not support GLH bandwidths as claimed for two ESF NEET providers.
- Missing participant files for three providers.
- Two Community Grants providers visited were unaware of the correct methodology to use for full time staff working part time on ESF duties.
- Three classroom based learning match providers included Additional Learner Support (ALS) expenditures using formula based methodology despite only a minority of participants receiving actual support. Subsequent to these visits, this formed a systemic irregularity across this provision type.
- Two projects were paid on profiled costs despite the Agency previously stating the practice had been stopped, and hourly rate calculations and apportioned costs claimed had both not followed ESF guidelines in terms of calculation methodology.
- One liquidation case since late October 13. The whole of the programme expenditure has been declared ineligible due to a lack of any audit trail.
- One provider where the audit trail to substantiate the expenditure was insufficient, specifically to claim On Programme Payments through evidence of reviews and attendance.

214. 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 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.

215. A small number of baseline visits were made to new pilot 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;
- 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;
- ESF participant files containing inadequate information to evidence activity and support;
- ESF projects not submitting claims to the required timescales.

216. 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.

### **Management and Control Description**

217. 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.

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## **Evaluation**

### **Current Evaluations**

#### **ESF Cohort Survey 2012 - 2014**

219. The ESF Evaluation Team commissioned IFF Research to conduct a Cohort survey of participants in projects funded by ESF. It aimed to provide evidence on the longer term outcomes of the support provided by the 2007-2013 ESF Programme. The total cost of the ESF Cohort Study 2012-2014 is £586,769.

220. The ESF Cohort study is an important element contributing to the overall evaluation of the ESF programme in England. The survey informs our understanding of participation rates by particular subgroups, customer experiences, and longer term outcomes of ESF participants. The results of the Cohort study inform indicators and targets not measured by management information, which are vital for assessing how the ESF programme is performing. The research provides evidence to report against targets set out in the 2007-2013 ESF Operational Programme, largely around results for lone parents and outcomes six months after leaving. The research is also being used to inform target setting for the ESF 2014-2020 Programme.

221. The research involved a two stage longitudinal quantitative survey:

222. The first wave (the first reference point) comprised 8,440 interviews between October 2012 and November 2013 with individuals who had received support or training funded through ESF. These individuals were either at the end of their ESF provision or at least 6 months into it (where programmes offered support that could last up to 2 years). Questions during Wave 1 focused 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.

223. The second wave (the second reference point) comprised a follow-up survey up to six months later with 4,276 of these individuals between February 2013 and March 2014. These individuals were those who had ended ESF provision six months previously or who had reached the 12th month of their support package. Wave 2 tracked activities engaged in over the 6 months after leaving provision.

224. The Cohort study research report is due to be published later in 2015, and DWP intends to further analyse the data acquired from the two waves of interviewing, to help inform future ESF provision and its delivery for the 2014-2020 programme.

#### **Initial findings from the report:**

225. The research found positive impacts of ESF provision in terms of skills and qualifications achieved or gained:

- 75% of those receiving support specifically designed to help them move into employment said it had given them practical help with finding a job.
- 86% of all participants said they had developed skills required in work.
- 69% gained a full or part of a qualification as part of their ESF provision.

226. Over the longer term employment has increased: 42% were employed 6 months after leaving, up from 18% on entering provision. Employment rates increased across all the ESF Programme's target groups, notably among 16-19 year olds not in employment, education or training (NEET).

227. Satisfaction with ESF provision has increased since the first half of the programme (82% were satisfied with the ESF provision, up from 73%).

228. Whilst the report describes many positive outcomes, the research found that more could be done to support certain target groups during provision:

229. Whilst childcare support was provided for many ESF projects as a means of increasing participation, one fifth of those with childcare responsibilities (who make up five per cent of all ESF participants) said they were not offered but would have liked childcare support.

230. Some target groups (those with a disability and BME participants) were less satisfied than average with their provision.

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

231. Reducing the level of youth unemployment is a key priority. The Day One Support for Young People trailblazer was a programme designed to help young people aged 18-24 with less than six months' work history get the skills and experience they need to help them move into employment.

232. The evaluation of the DOSfYP programme involved two parts:

(a) an impact assessment conducted internally within DWP to measure whether the trailblazer has achieved its aim of helping young people off benefits and into work.

(b) externally commissioned social research involving a claimant survey and in-depth interviews with claimants, Jobcentre Plus staff, providers and work placement hosts. The research was carried out between May and September 2013 and cost £98,971.

233. 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. The research aimed to consider the outcomes and experiences of claimants who were eligible but did not start the programme, as well as those who participated (for some or all of the 13 weeks).

The impact assessment and externally commissioned research report were both published in November 2014.

234. Key findings from the impact assessment were:

- DOSfYP resulted in a statistically significant reduction in the 18-24 year old JSA claimant count.
- During the trailblazer, young people in the treatment districts moved into employment faster than we would have expected them to in the absence of DOSfYP. The employment impact is statistically significant until 8 weeks, after which point there is no significant employment impact.

235. Key findings from the social research were:

- Claimants who participated in the programme were positive about their experience. 76% were satisfied with the amount of responsibility they were given and 75% enjoyed the routine of going to work.
- 40% of claimants were dissatisfied with the amount of time for job search. Claimants and staff felt that working a 30 hour week and long commuting distances meant there wasn't enough time for this.
- The range of work placements and the type of work carried out on placement sometimes lacked diversity. There was a feeling that placements were most worthwhile when tailored to claimants' needs and aspirations.
- Of those who started a placement, six in ten of those who did not complete their placement moved into work (60%) and a quarter of those who completed (26%) subsequently moved into work. 44% of those who did not start a DOSfYP placement moved into paid work following their decision not to participate.
- Around six months after their initial claim, 72% of programme participants who had moved into work were still in work.
- Most who completed a 13 week placement felt there had been a wide range of benefits to participating: 89% felt their motivation to find work had increased, 80% felt their chances of finding paid work had improved, 82% felt they had new skills to help find work and 80% reported increased personal confidence.

236. The trailblazer is not being considered for roll out. Providing mandatory support from the start of a JSA claim is expensive given that over half of claimants will leave within three months and there is therefore a high degree of deadweight. Also the placements were not always able to match the needs of the participant and of the host organisation.

### **Evaluation of ESF Support for Families with Multiple Problems**

237. 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 established what would be 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.

238. The DWP research team commissioned a consortium consisting of Ecorys and Ipsos Mori to evaluate the effectiveness of the ESF Support for Families with Multiple Problems programme and to highlight lessons learned for current and future provision. The research cost is £282,925.

239. The fieldwork was undertaken between July 2013 and June 2014 and involved a mixed method approach that included a review of key policy and operational documents to build a theory of change, in-depth qualitative research, a representative survey of participants and a review of Management Information.

240. The ESF Evaluation team are currently working with the Department for Communities and Local Government to agree the final draft of the report. Once agreed, the report will be submitted to Ministers for clearance and published later in 2015.

#### **Ex Ante Evaluation of ESF 2014-2020**

241. A contract has been issued for the Ex Ante Evaluation of the ESF 2014-2020 programme. The cost of the research is £79,450. The evaluation assesses the 2014 – 2020 ESF Operational Programme (OP) for England to ensure that it:

- a. Allocates the resources available to it on an optimal basis;
- b. Supports the quality of plans developed for, and the effectiveness of, subsequent implementation;
- c. Shows clearly how the programme will contribute to the Europe 2020 strategy; and
- d. Helps facilitate the development of robust monitoring systems which meet the requirements of the Commission and the Managing Authority in England.

242. The evaluation will look beyond the review of the Operational Programme and associated documentation to ensure:

- i. That the lessons from previous ESF programme delivery in England (and across the EU) are built upon in the 2014-2020 period;
- ii. That the OP is based on robust evidence of the effectiveness of the activities it funds and the management approach followed; and
- iii. Consistency with the UK Partnership Agreement and the ERDF Operational Programme for England.

243. A report of the ex-ante evaluation will be submitted to the European Commission alongside the Operational Programme proposal for 2014-2020. The ex ante report will be published once the OP is agreed and finalised.

## Unit costs

244. A project titled "Gross unit costs" was included in the evaluation plan for 2013. Unit costs have been looked at by the ESF evaluation team as part of the target setting for ESF 2014-2020. There is also a project being conducted on behalf of GLA which looks at unit costs in London.

## Synthesis of Evidence 2011-15

245. In order to collate and learn lessons from the second half of the ESF Programme, a synthesis of evidence will be undertaken in 2015. This will build upon the synthesis of evidence from the first half of the programme which was published in 2011.

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

<b>FOLLOW-UP TO EVALUATION RECOMMENDATIONS 2007-2014</b>		
<b>Evaluation Report</b>	<b>Main suggestions or recommendations</b>	<b>Action taken</b>
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> <p>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 <a href="http://dwp.gov.uk/esf">dwp.gov.uk/esf</a> website. This provides clear guidance on what providers and sub-contractors must do, along with access to a range of useful resources. These include templates to assist the preparation of news stories, press releases and case studies; plaques and posters and examples of effective practice. The toolkit is promoted extensively by the MA, CFOs and Intermediate Bodies.</p> <p>August 2014: The actions set out above</p>

		<p>continue to be applied through ESF contracts to funding recipients and the availability of the ESF publicity toolkit on the <a href="#">GOV.UK website</a> which providers and sub-contractors are encouraged to access.</p> <p>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> <p>August 2014: This activity continues.</p> <p>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> <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 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</p>
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		<p>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> <p>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> <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 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> <p>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</p>
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		<p>Equality and Good Practice guide' in early 2012. In addition, ESF-Works features equality and sustainability themes; and The Age and Employment Network (TAEN) '50+ WORKS ESF project continues to publicise resources and support measures for older workers. These include <a href="#">50+ Works</a>, which offers a free, web-based good practice guide and toolkit for providers supporting 50+ jobseekers. Content includes a <a href="#">case study catalogue</a> of ESF projects. TAEN also run events for ESF partners and providers across the country.</p> <p>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>
<p>European Social Fund - Support for In-Work Training, July 2010, DWP Research Report 666</p>	<p>The recommendations covered maintaining innovation and flexibility; promoting progression, aftercare, employer engagement and soft outcomes; ensuring a prompt start to projects; and raising awareness of sustainable development.</p>	<p>The Government is committed to using Co-financing to deliver the vast majority of ESF funding during the remainder of the 2007-2013 programme to ensure strategic alignment with and added value to national programmes. The Government is also committed to giving providers the freedom to address the needs of individuals and local areas, within the framework of the new skills investment strategy. This will enable providers to innovate where appropriate. The 32 on-going dedicated innovative projects will be offered extensions of time and money where this can be justified.</p> <p>The recommendations around progression, aftercare, employer engagement and prompt starts to projects are informing the delivery by the Skills Funding Agency CFO and its providers of Priority 2 and 5 provision in 2011-2013.</p> <p>Raising awareness of the sustainable development cross-cutting theme was considered by a separate evaluation of sustainable development and green jobs in 2011.</p>



<p>Evaluation of Gender Equality and Equal Opportunities within the European 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 of progress in relation the promotion of equal opportunities.</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"> <li>arranging a workshop for CFO contract managers and monitoring officers to agree a position statement on roles and responsibilities and explain what is expected from them and what further training support or information they may need;</li> <li>arranging to deliver some 'in-house' training for CFO staff;</li> <li>agreeing a minimum standard for equality plans with for each CFO, which will be reflected in the guidance manuals;</li> <li>agreeing with each CFO how the active promotion of equal opportunities and commitments made in the providers equality policies are translated into action via the implementation plan.</li> </ul> <p>Action taken with regards to the four bullet points above include:</p> <ul style="list-style-type: none"> <li>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</li> <li>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.</li> </ul> <p>The introduction of new quarterly performance review arrangements for SFA contract</p>
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		<p>monitoring /management staff in 2012/13 – which includes equality and female participation</p> <p>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 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> <p>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> <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><a href="http://www.dwp.gov.uk/docs/esf-sd-main-plan-0312.pdf">http://www.dwp.gov.uk/docs/esf-sd-main-plan-0312.pdf</a></p> <p>The focus of projects after 2013 will be the subject of negotiations on the next ESF programme round.</p> <p>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</p>

		<p>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 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 / usage 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 have 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</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</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>

Report 755	and eligibility criteria among Jobcentre Plus staff, and further research 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.

247. 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. CFO evaluations will be fully reviewed as part of the synthesis of evidence covering 2011-2015.

#### **DWP CFO**

248. The evaluation of Day One Support for Young People (DOSfYP) was published in November 2014 (<https://www.gov.uk/government/publications/day-one-support-for-young-people-trailblazer>). The evaluation of the ESF Support for Families with Multiple Problems is due to be published later in 2015. Both of these are covered in more detail in the section above.

#### **NOMS CFO**

249. NOMS CFO has commissioned CESI (Inclusion) to conduct an evaluation for the NOMS CFO programme. The report is expected to be published in 2015.

250. In addition, NOMS have conducted some internal 'thematic reports' covering the work NOMS CFO Providers are delivering to offenders who are the hardest to help and furthest from the labour market. The reports are published on the NOMS CFO website ([http://co-financing.org/research\\_main.php](http://co-financing.org/research_main.php)).

251. The Ministry of Justice used NOMS CFO data from 2010 to carry out a re-offending analysis. The results have been published at <https://www.gov.uk/government/publications/justice-data-lab-statistics-november-2013>. This study was repeated with data from 2011. The results have been published at <https://www.gov.uk/government/statistics/justice-data-lab-statistics-august-2014>.

## **The Skills Funding Agency (SFA) CFO**

252. The Skills Funding Agency is aiming to extend the evaluation assessment of Community Grants from 2007 to 2014. Pro-formas will be issued by the Skills Funding Agency to the organisations issuing Community Grants setting out what additional evaluation will be required.

253. The Skills Funding Agency have yet to decide whether two additional evaluations (on value for money and match funding methodology) should be conducted for the remainder of the programme. The value for money evaluation, if it goes ahead, will aim to look at common issues that are worth considering such as comparing the value for money of support for young people who are NEET under ESF and mainstream provision. The second future evaluation will potentially look at how different methodologies can best support and supply match funding. If this second evaluation goes ahead, it is likely to include research into how to manage risks more effectively.

254. Details of existing evaluations are available at:

<https://www.gov.uk/government/publications/sfa-esf-research-and-evaluation>

## **Other CFOs**

255. Greater London Association (GLA) have Interim Evaluation Reports for their three programme themes; Excluded from School (EFS), Learners with Learning Difficulties and/or Disabilities (LDD), Young Offenders (YO). GLA are planning to undertake a final evaluation of their ESF programme during 2015. East Midlands Local Authorities Consortium (EMLAC) has received evaluation / exit reports from a number of its regional partners. Central Bedfordshire Council have commissioned the University of Glasgow to continue with the full programme of evaluation (they completed the evaluation for the first half of the programme period). Luton Borough Council are planning on recruiting some experts to help conduct most of the evaluation work.

## **2.8 National performance reserve**

Not applicable

## **2.9 Non-transferability of resources**

256. 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
<b>1.1 Total number of participants</b>													
Achievement	8,104	231,809	931,900	1,246,668	941,921	919,401	605,511	261,444	0	0	0	0	5,146,794
Target													887,000
Baseline													
<b>1.2. Participants who are unemployed achievement</b>													
<b>(a) Number of unemployed participants (aged over 19) in Priority 1.</b>													
Achievement	2,169	98,637	545,278	772,133	474,243	648,516	422,367	168,746	0	0	0	0	3,132,123
Target													371,000
Baseline	1,291,000												
<b>(b) Proportion of unemployed participants (aged over 19) in Priority 1.</b>													
Achievement	27%	43%	59%	62%	50%	71%	70%	65%	0	0%	0%	0%	61%
Target													42%
Baseline	4%												
<b>1.3 Participants who are economically inactive</b>													
<b>(a) Number of inactive participants (aged over 19) in Priority 1.</b>													
Achievement	256	68,325	174,129	163,170	61,205	98,879	80,853	30,128	0	0	0	0	676,946
Target													303,000
Baseline	6,431,000												
<b>(b) Proportion of inactive participants (aged over 19) in Priority 1.</b>													
Achievement	3%	29%	19%	13%	6%	11%	13%	12%	0%	0%	0%	0%	13%
Target													21%
Baseline	0%												

<b>1.4 Participants aged 14 to 19 who are NEET or at risk of becoming NEET</b>													
<b>(a) Number of Priority 1 participants who are 14-19 year old NEETs or at risk of becoming NEET.</b>													
<b>Achievement</b>	5,537	63,763	171,896	179,246	104,810	146,127	95,312	62,316	0	0	0	0	829,008
<b>Target</b>													177,000
<b>Baseline</b>	357,477												
<b>(b) Proportion of Priority 1 participants who are 14-19 year old NEETs or at risk of becoming NEETs.</b>													
<b>Achievement</b>	68%	28%	18%	14%	11%	16%	16%	24%	0%	0%	0%	0%	16%
<b>Target</b>													20%
<b>Baseline</b>	5%												
<b>1.5 Participants with disabilities or health conditions</b>													
<b>Achievement</b>	20%	35%	22%	17%	13%	15%	18%	25%	0%	0%	0%	0%	18%
<b>Target</b>													22%
<b>Baseline</b>	0												
<b>1.6 Participants who are lone parents*</b>													
<b>Achievement</b>	-	-	-	-	-	8%	8%	8%	0%	0%	0%	0%	8%
<b>Target</b>													12%
<b>Baseline</b>													
<b>1.7 Participants aged 50 or over</b>													
<b>Achievement</b>	12%	17%	16%	15%	18%	16%	17%	18%	0%	0%	0%	0%	16%
<b>Target</b>													18%
<b>Baseline</b>	28%												
<b>1.8 Participants from ethnic minorities</b>													
<b>Achievement</b>	12%	20%	20%	20%	24%	22%	21%	20%	0%	0%	0%	0%	21%
<b>Target</b>													25%
<b>Baseline</b>	18%												
<b>1.9 Female participants</b>													
<b>Achievement</b>	38%	36%	33%	35%	37%	34%	37%	36%	0%	0%	0%	0%	35%
<b>Target</b>													51%
<b>Baseline</b>	51%												
<b>1.10 Participants in work on leaving</b>													
<b>(a) Number of Priority 1 participants in work on leaving</b>													
<b>Achievement</b>	254	19,314	121,735	188,934	155,641	63,334	73,601	50,978	0	0	0	0	673,800

<b>Target</b>														195,000
<b>Baseline</b>	0													
<b>(b) Proportion of Priority 1 participants in work on leaving</b>														
<b>Achievement</b>	24%	19%	16%	16%	14%	8%	11%	17%	0%	0%	0%	0%	14%	
<b>Target</b>													22%	
<b>Baseline</b>	18%													
<b>1.11 Participants in work six months after leaving*</b>														
<b>(a) Number of participants in work 6 months after leaving. *</b>														
<b>Achievement</b>	2,200	62,900	177,300	156,200	320,313	212,419	77,565	97,870	0	0	0	0	1,106,800	
<b>Target</b>														
<b>Baseline</b>	0													
<b>(b) Proportion of participants in work six months after leaving*</b>														
<b>Achievement</b>	-	-	-	27%	35%	35%	35%	35%	0%	0%	0%	0%	33%	
<b>Target</b>														
<b>Baseline</b>	0%													
<b>1.12 Economically inactive participants engaged in job search activity or further learning (distance travelled indicator)*</b>														
<b>Achievement</b>	-	-	-	31%	62%	62%	62%	61%					56%	
<b>Target</b>														
<b>Baseline</b>	0%													
<b>1.13 14 to 19 year old NEETs or at risk, in education, employment or training on leaving</b>														
<b>(a) Number of Priority 1 NEETs or at risk, in education, employment or training on leaving.</b>														
<b>Achievement</b>	549	24,802	100,796	115,704	60,679	80,329	73,710	47,568	0%	0	0	0	504,162	
<b>Target</b>													80,000	
<b>Baseline</b>	0													
<b>(b) Proportion of Priority 1 NEETs or at risk, in education, employment or training on leaving</b>														
<b>Achievement</b>	12%	41%	61%	66%	59%	56%	81%	93%	0%	0%	0%	0%	64%	
<b>Target</b>													45%	
<b>Baseline</b>	0													
<b>1.14 % Participants who receive support with caring responsibilities*</b>														
<b>Achievement</b>	-	-	8%	11%	7%	7%	7%	7%	0%	0%	0%	0%	8%	
<b>1.15 % Unemployed participants in work on leaving</b>														
<b>Achievement</b>	11%	19%	12%	10%	9%	5%	10%	22%	0%	0%	0%	0%	10%	



<b>1.16 % Unemployed participants in work on leaving*</b>													
<b>Achievement</b>	-	-	-	25%	36%	36%	36%	36%	0%	0%	0%	0%	34%
<b>1.17 % Economically inactive participants in work on leaving</b>													
<b>Achievement</b>	32%	24%	18%	15%	10%	4%	12%	15%	0%	0%	0%	0%	12%
<b>1.18 % Economically inactive participants in work six months after leaving*</b>													
	-	-	-	24%	19%	19%	19%	19%	0%	0%	0%	0%	20%
<b>1.19 % Participants with disabilities or health conditions in work on leaving</b>													
<b>Achievement</b>	19%	18%	14%	14%	9%	4%	8%	11%	0%	0%	0%	0%	11%
<b>1.20 % Participants with disabilities or health conditions in work on leaving*</b>													
<b>Achievement</b>	-	-	-	18%	21%	21%	21%	21%	0%	0%	0%	0%	20%
<b>1.21 % Lone parents in work on leaving*</b>													
<b>Achievement</b>	-	-	-	25%	17%	17%	17%	17%	0%	0%	0%	0%	17%
<b>1.22 % Lone parents in work six months after leaving*</b>													
<b>Achievement</b>	-	-	-	32%	28%	28%	28%	28%	0%	0%	0%	0%	29%
<b>1.23 % Participants aged 50 or over in work on leaving</b>													
<b>Achievement</b>	12%	21%	18%	16%	12%	3%	7%	14%	0%	0%	0%	0%	12%
<b>1.24 Participants aged 50 or over in work on leaving*</b>													
<b>Achievement</b>	-	-	-	16%	31%	31%	31%	31%	0%	0%	0%	0%	28%
<b>1.25 % Ethnic minority participants in work on leaving</b>													
<b>Achievement</b>	14%	18%	14%	14%	12%	5%	8%	15%	0%	0%	0%	0%	12%
<b>1.26 % Ethnic Minority participants in work six months after leaving*</b>													
<b>Achievement</b>	-	-	-	26%	31%	31%	31%	31%	0%	0%	0%	0%	30%
<b>1.27 % Female participants in work on leaving</b>													
<b>Achievement</b>	29%	20%	19%	19%	16%	7%	10%	15%	0%	0%	0%	0%	15%
<b>1.28 % Female participants in work six months after leaving*</b>													
<b>Achievement</b>	-	-	-	32%	36%	36%	36%	36%	0%	0%	0%	0%	35%
<b>1.29 % Participants who gained basic skill</b>													
<b>Achievement</b>	9%	2%	1%	1%	1%	2%	4%	0%	0%	0%	0%	0%	2%
<b>1.30 % Participants who gained qualifications</b>													
<b>Achievement</b>	19%	2%	2%	3%	4%	10%	22%	10%	0%	0%	0%	0%	7%

Note- Data for indicators 1.6,1.11,1.12,1.14,16,1.18,1.20,1.21,1.22,1.24, 1.26,1.28 have been collected through the Second Cohort survey. This is to be published later in 2015.

Figure 6: Priority 1 Targets

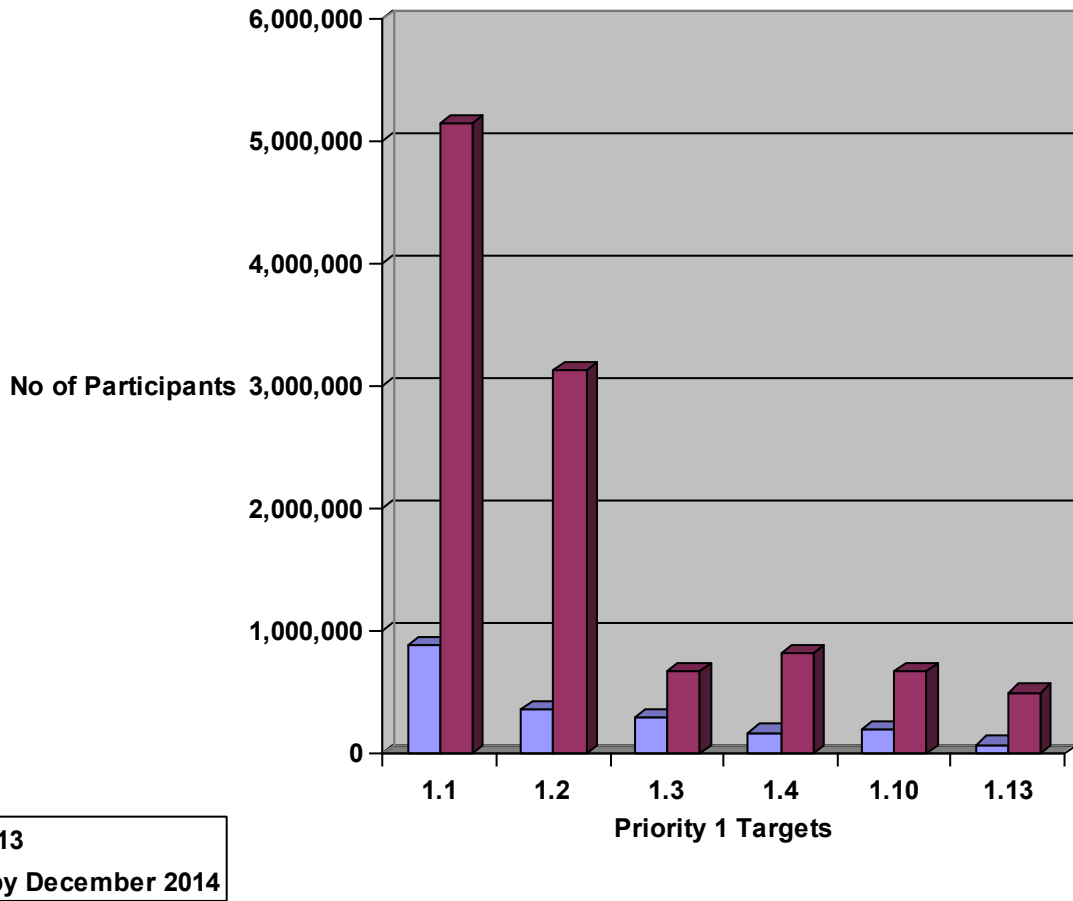
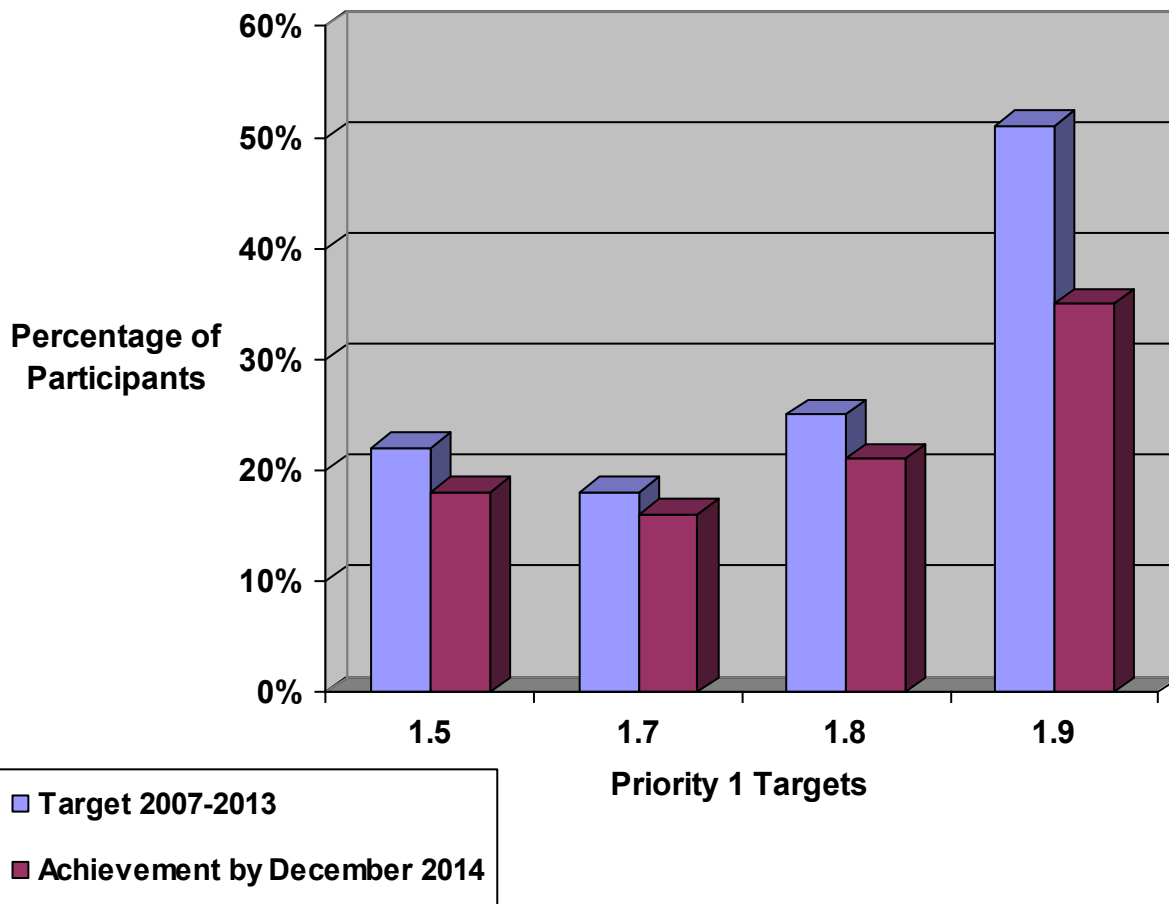


Figure 7: Priority 1 Equality Targets



## Assistance by target group

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

	Total Starts in year	Female starts in year	Total completers in year	Female completers in year
<b>Priority 1 Extending employment opportunities</b>				
<b>Total number of participants</b>	261,444	94,004	299,681	71,814
<b>Employed (including self employed)</b>	254	133	294	105
<b>Self employed</b>	48	14	147	32
<b>Unemployed (including long term unemployed)</b>	168,746	55,925	163,657	44,247
<b>of which Long Term Unemployed</b>	78,250	27,231	72,199	22,078
<b>Inactive (including those in education &amp; training)</b>	92,444	37,946	135,730	27,462
<b>of which in education or training</b>	1,758	759	1,651	729
<b>Young people (15-24 years)</b>	104,323	36,965	119,649	31,527
<b>Older people (55-64 years)</b>	17,155	5,867	14,418	3,799
<b>Minorities</b>	46,936	18,654	55,775	13,732
<b>Migrants</b>	5228	1880	5993	1436
<b>Disabled</b>	66,651	24,488	50,300	15,552
<b>Other disadvantaged people</b>	47,828	19,689	87,501	15,732
<b>Primary or lower secondary education (ISCED 1 and 2)</b>	62,552	20,602	64,881	19,103
<b>Upper secondary education (ISCED 3)</b>	112,800	38,258	118,954	36,897
<b>Tertiary education (ISCED 5 and 6)</b>	14,877	5,919	14,428	5,597

Note- Figures for migrants and self employed have been estimated

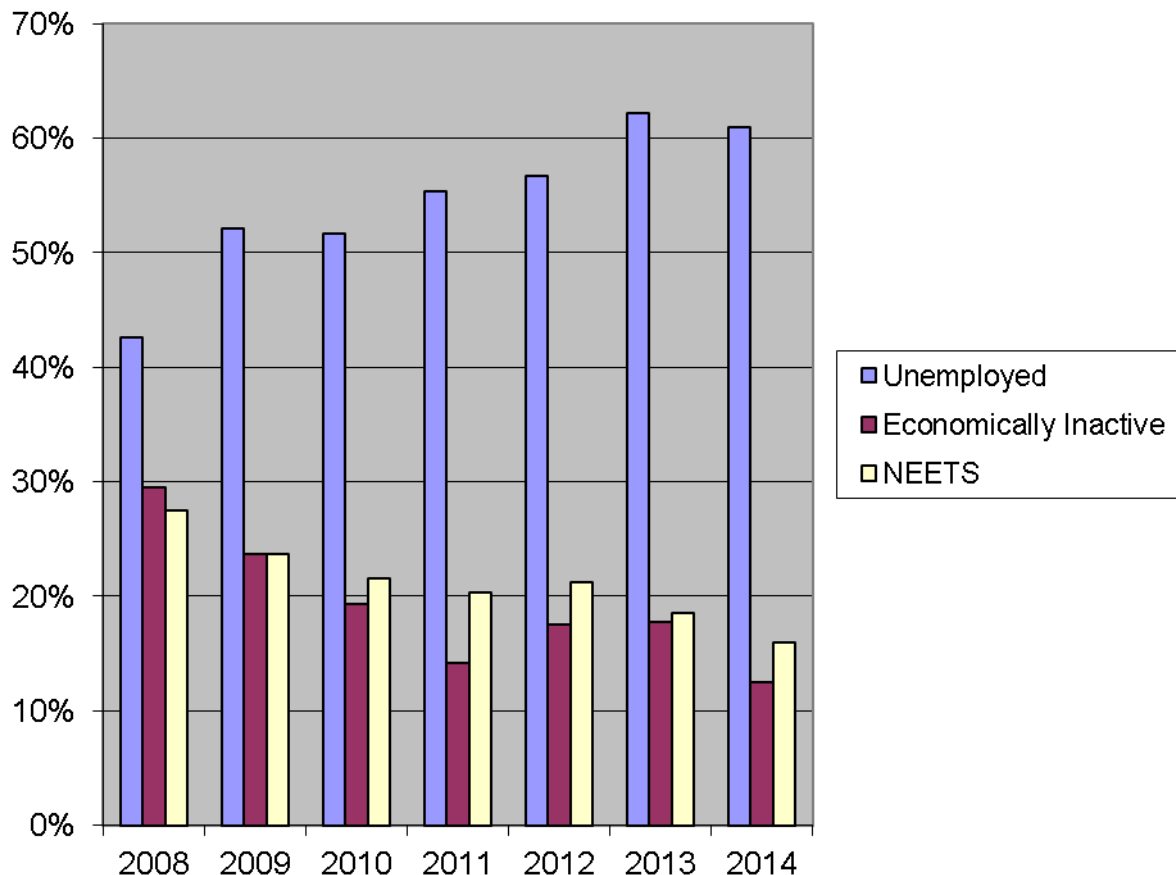
## Analysis

258. In 2014 there were over 261,000 participants in Priority 1, taking the total to 5.15 million. This is more than five times the target for 2007-13, of 887,000. The higher than expected number of participants is the result of shorter and less intensive 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.

259. Among the participants in 2014, there were 169,000 unemployed, 92,000 economically active and 62,000 who were 14-19 year old NEETs. The total participants target for each of these groups has been exceeded: unemployed participants, at 3.13million, and 14-19 year old NEET participation at 829,000, are both more than four times their target. Economically inactive participation, at 677,000, has also exceeded its

target. The steady rise in unemployed participants while the inactive per percentage falls is represented in figure 8.

**Figure 8 Participant status 2008 to 2013**



260. In 2014, the proportion of ESF participants recorded with a disability or health condition was 25%. This is a 8 percentage point increase from 2013, and the cumulative proportion exceeds its target. One in six, or 16%, of total Priority 1 participants are over 50 against a target of 18%. The 2014 in-year figure has achieved the target at 18%.

261. Since 2008 the proportion of ethnic minorities has maintained a fairly steady level within Priority 1 and, at 21% cumulatively, is 4 percentage points below the target of 25%.

262. Female participation has decreased from 36% in 2014 from 37% in 2013. The total female participation rate is 35%, far short of the target of 51%.

263. Looking at outcomes, the proportion of leavers in employment continues to be at a lower rate than targeted. In 2014 there was an increase from 11% to 17%. The overall Priority 1 rate, at 14%, 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 64% against a target of 45%.

## **Financial**

264. Cumulative programme expenditure increased during 2014 with over €372m being spent by beneficiaries on Priority 1 activity. This contributed to the achievement of the Competitiveness 2014 N+2 target. Overall spend against profile was 68.77% for Priority 1 to the end of December 2014.

## **ESF Regulation Article 10 Information**

264. 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**

265. 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 2014, 28% of Priority 1 participants were female. The cumulative figure is 35%

266. In the South East, DWP CFO used ESF Priority 1 funding to support the Families with Multiple Problems programme (known locally as the Progress! programme. Just under 50% of the learners on the programme are female and 21.3% of participants joining the programme are from Single Parent households.. Providers have taken this into account when designing their provision and in particular, target jobs and training courses which are flexible to those with potential childcare issues. The following case studies provide examples of women being helped by the programme:

- Case Study #1: Angela from East Sussex, wanted to gain more skills to find a job in order to support her daughter. She completed 3 Progress Measures with our partner The Bridge Community Centre: Financial Management, Raising Social Inclusion and Voluntary Placement. Angela's commitment to learning and self-improvement earned her a nomination to the Adult Learners Award in 2014. Angela has also achieved a Food Hygiene certificate and attended a self-employment course, as she is in the process of setting up her own home baking business.

- Case Study #2: Christine was referred by Southampton's Troubled Families team. She is a Single Parent and her daughter has severe asthma, which has resulted in a lot of absence from school. Christine also has epilepsy and very low confidence. She has received continued support and she has now completed 3 Progress Measures (Raising Social Inclusion, Sector Route-way Employability and Voluntary Placement), which have significantly helped her to increase her self-confidence. She has now found work as a Customer Service Assistant and her daughter's school attendance has improved. She feels much happier and proud of herself.

267. The very nature of the DWP ESF Families with Multiple Problems provision requires outreach support to be provided in order to meet and engage with potentially disadvantaged participants (most of whom are usually women). Outreach locations have included Children centres, community venues, Cafes, schools, home visits and JCP

268. Mentoring support is part of contractual minimum levels of service and is offered to all claimants.

269. DWP are using ESF Priority 1 funding to help women access employment. The provider, CFFE, along with many other LDP's, offer the option of home visits in order for potential participants to feel comfortable at their initial meetings, many of the women on the project have suffered mental health issues, domestic violence or have debt issues and have low confidence/self-esteem. CFFE provide information, support and in some instances financial assistance to raise the confidence and aspirations of their participants, this alone enables them to progress into further learning in order to gain skills and achieve goals with a view to gaining employment, specifically CFFE work closely with VIDA, VIDA is an independent voluntary sector organisation that delivers specialist domestic and sexual abuse services and training, and engages with partners to work towards an end to domestic abuse, and violence against women.

270. DWP use Priority 1 funding to help Action to increase sustainable participation and progress of women in employment . For example, Interserve are currently receiving most of their leads for Bradford from the TWP, Together Women Project moves women out of crime into positive futures, working with them in safe, women-only spaces, building resilience and developing strengths that enable them to move away from damaging lifestyles and supporting them into sustainable employment. Interserve are looking to make the same engagement across both Doncaster and Kirklees and we have shared this as best practice at our supply chain meeting to encourage other LDP's to take the same approach.

271. Wisability in Barnsley and Rotherham have engaged with a mobile crèche in order to provide free local childcare places to their participants, this gives the parent confidence their child is safe and well looked after and provides them with the ability to undertake a number of progress measures and or skills/qualifications to aid their progression back into the labour market.

272. DWP use Priority 1 to support for women returners/ economically inactive women. Many of the local development partnerships engage with lone parents and have worked with the referral agents to work out plans for those individuals in preparation for those with children approaching the age of 5 going into full time education, this then gives the participant the flexibility to attend group/1:1 sessions in order to up skill with a view to progressing into work. Specifically this is something HOT do lots of, even going the extra mile and providing transport to and from school with their child and to training/placements/interviews etc, with the participants.

273. DWP use Priority 1 funding to support the Rochdale Connections Trust which delivers a Domestic Violence Support Course for vulnerable females. This course runs over 12 weeks and often then leads onto employability courses with the same group of women. They tackle the issues together and often form a support group to help each other once the course has ended and when some have moved back into work.

274. One of DWP's Priority 1 providers, Stockport Homes, have actually employed a number of female clients. They have supported them with flexible working as and when required and also offered condensed weeks to accommodate childcare. They have also support them in gaining housing support qualifications which will hopefully help lead to promotion and pay rises for the women concerned..

275. The Skills' Funding Agency used ESF Priority 1 to support the Capita Pre-Apprenticeship programme which supported a range of learners including women, multiply disadvantaged, people from families with problems. The project recruited 30 learners who undertook bespoke training leading to an apprenticeship which was designed to fast-track the learner through the management structure and produce future business leaders. The project was delivered by Dearne Valley College as well as Capita. Nearly all of the participants gained employment at the end of the training ( 28 out of 30).

276. NOMS CFO works hard to ensure gender equality is high on the agenda of their delivery partners. NOMS has extended its target cohort for women to include those on remand which allows a greater number of female offenders to access the programme. To endeavour to meet its gender target, NOMS CFO delivery takes place across the entire female prison. Several prime providers are also now working with female offenders in specific programmes limited to the female cohort, such as women involved in the sex industry and women with low mental health needs.

277. NOMS fund the Changing Lives project to help women and girls achieve more. They work in communities and from specialist centres to offer tailored programmes which recognise and respond to the unique needs of women offenders. The project has, so far, helped over 140 women.

278. At the centre of their approach is an ethos based on raising self-esteem and aspirations by offering opportunities and supporting informed choices. Their specialist programmes are built around one-to-one support, enhanced by expert therapeutic



interventions, as well as help with the practical issues like dealing with an addiction or managing benefits and finances. These include

- Offending support programmes
- Specialist - women only accommodation projects for women at risk of homelessness

## **Migrants**

279. 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.

280. For example, although London Councils no longer commissions projects with a migrant or refugee focus as a primary target group, they do recognise that refugees with permission to work have the potential to contribute to the London economy but face barriers to work. Priority 1 ESF funding is used to fund elements of pre-mainstream support.

## **Ethnic Minorities**

281. People from ethnic minorities are a target group in priority 1 and in 2014, 18% 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.

282. For example, London Councils has used ESF Priority 1 to fund the Urban Futures project which focuses primarily on people from ethnic minority groups with low labour market participation rates.

283. Urban Futures aims to improve the employability skills and support participants on the journey to employability. They work specifically with economically inactive individuals from ethnic minorities and specialise in supporting individuals with multiple barriers to work and who are furthest away from the labour market and this includes people from ethnic minorities who are NEET.

284. Urban futures support includes: a minimum of 6 hours individual advice and guidance; employability `soft' skills training including communication skills, time management, conflict resolution and problem solving. They also provide the more general employability support of CV writing and interview skills.

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

285. 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 2014, 14% of Priority 1 participants had disabilities.

286. In the East Midlands, EMLAC CFO uses ESF Priority 1 funds to support the Extending Opportunities In Derbyshire project which is delivered by Mencap Pathways. The project provides support to improve employment opportunities for people with learning difficulties through: job clubs; coaching; voluntary work; and accredited training.

287. EMLAC CFO uses Priority 1 funding to support Grantham College's 'Ready 4 Work' project which helps young people aged 19-24 with learning difficulties who are at risk of becoming NEET. The project has a special focus on participants with autism. The support provided aims to develop the basic and soft skills the individuals need in order for them to find employment or a training place. The projects has also given assistance to participants with learning difficulties to help them identify realistic and suitable training and employment places , including suitable voluntary work and work experience placements. One to one tailored support is offered to participants. Three participants from the project were nominated for recognition at the Lincolnshire LLDD awards.

288. In the South East (Kent) NOMS use Priority 1 funding to support Rochester prison's 'Genius within CIC ' social enterprise project which aims to provide employability support for adults with neuro-differences, including dyslexia, dyspraxia AD(H) DASH , mild to moderate mental health needs and those with health conditions which affect thinking and behaviour.

289. The Skills Funding agency has used ESF Priority 1 funding to fund the 'Arty Folks' project which uses art based training to help people with learning difficulties develop skills which they can transfer to the work place and help them find work.

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

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

### **ESF Community Grants**

291. 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.

292. 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)

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

<b>ESF Community Grant - volumes &amp; costs</b>	<b>2007 – 2013</b>
Number of grants awarded	2,738
Total value of grants awarded	£26,885,948
Average value of grant	£9,819

294. 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.

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

London Councils	1,362
Community Foundation for Merseyside	Not recorded
<b>Total qualifications gained</b>	<b>5,777</b>

295. 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.

### London Councils

296. In London, the programme is administered by London Councils, who have drawn match funding from a number of London boroughs. All boroughs were invited to contribute to the programme, with the following boroughs taking up the opportunity:

Borough	ESF	Match	Total
Enfield	<b>£170,000</b>	<b>£170,000</b>	<b>£340,000</b>
Lambeth	<b>£25,000</b>	<b>£25,000</b>	<b>£50,000</b>
Southwark	<b>£50,000</b>	<b>£50,000</b>	<b>£100,000</b>
Tower Hamlets	<b>£1,290,000</b>	<b>£1,290,000</b>	<b>£2,580,000</b>
<b>Total</b>	£1,535,000	£1,535,000	£3,070,000

297. The Community Grants Programme was launched in the autumn of 2011.

### Round 1

298. 102 applicants were awarded funding. The total amount of funding awarded was £870,664, with an average award of £8,536.

Borough	Number of applications received	Number of grants awarded	Total value of applications funded	Average award
Enfield	15	9	£105,117	£11,680
Lambeth	9	4	£44,258	£11,064
Southwark	14	8	£89,422	£11,178
Tower Hamlets	102	81	£631,867	£7,801
<b>Total</b>	<b>140</b>	<b>102</b>	<b>£870,664</b>	<b>£8,536</b>

299. Round 1 of the Community Grants programme progressed fairly well against profiled targets. The table below sets out the results.

	<b>Round 1 Profile</b>	<b>Actual</b>	<b>% of starts</b>
Participant Starts	994	1019	100%
Unemployed	40%	394	38%
Economically inactive	60%	625	61%
Women	51%	610	59%
Ethnic minorities	60%	835	81%
Disabled	22%	58	5%
Lone parents	12%	110	10%
50+	18%	137	13%
Young People 19-24	N/A	162	15%
Number in employment on leaving project	51	110	10%
Number into further job search or training	829	411	40%

### **Tower Hamlets Round 2a**

300. 101 tenders were received for the Tower Hamlet's specification. These were scored between the 26<sup>th</sup> November and 28<sup>th</sup> February 2013. Each tender was scored separately by two scorers using a scoring framework with a maximum possible score of 50 (all organisations were subject to due diligence checks before proceeding to the assessment stage). Once each of the scorers had first scored each tender, they undertook a joint scoring exercise to agree on a joint score. The process made provision for, where initial scores differed by more than 10%, tenders to be moderated by an experienced third party. However, this was not necessary in the case of Tower Hamlet's tenders as first and second scores were all within 10% of each other.

301. Tenders were subject to a minimum quality threshold of 25. Any tender scoring below this threshold should not be considered for funding.

302. 72 tenders scored above the minimum quality threshold of 25 and were eligible for funding. Though there are three bandings of funding available, more organisations applied for the third band, £10,001-£12,500. 53 projects were recommended for funding. Any tender scoring below this threshold was not considered for funding, 17 organisations fell into this category. These organisations were referred to LVSC to aid further capacity building around quality and compliance structures.

## Tower Hamlets Round 2b

303. Organisations based within the London Borough of Tower Hamlets were invited to submit applications bidding for a maximum of £12,500 from a funding pot of £405,000.00. 90 applications were received by the deadline of 12noon on the 12<sup>th</sup> February 2013. These were scored between the 7<sup>th</sup> October and 17<sup>th</sup> October 2014.

304. 61 tenders scored above the minimum quality threshold of 25 and are eligible for funding. If all these organisations were funded, the funding required would be £839,825.70. 36 organisations were recommended for funding (9 fewer than indicated in the prospectus) and to award grants to the value of £434,593.50. This figure represents the £405,000 allocated for round 2b and £29,593.50 of the £29,689.30 unallocated funding from round 2a.

## Enfield Round 2

305. Organisations based within the London Borough of Enfield were invited to submit applications bidding for a maximum fund of £12,500 from a pot of £187,000. It was the intention of Enfield to fund 15 organisations.

306. 23 applications were received by the deadline of 12noon on the 10<sup>th</sup> October 2013. 13 tenders scored above the minimum quality threshold of 25 and were recommended for funding (£153,209.68).

307. Round 2 of the Community Grants programme is progressing fairly well against profiled targets. The table below sets out the results.

	<b>Round 2 (Tower Hamlets and Enfield) Profile</b>	<b>Actual To date</b>	<b>% of starts</b>
Participant Starts	1200	913	76%
Unemployed	40%	419	45%
Economically inactive	60%	493	53%
Women	51%	507	55%
Ethnic minorities	60%	857	93%
Disabled	22%	63	6%
Lone parents	12%	141	15%
50+	18%	120	13%
Young People 19-24	N/A	136	14%
Number in employment on leaving project	150	127	13%
Number into further job search or training	400	354	38%

308. London Councils is still in the process of finalising data for round 2b of the Tower Hamlets programme; so expect the participant starts to be over those profiled. The programme is below its target for disabled participants. We have encouraged

applications from organisations working specifically with this target group and lowered the outputs and results required, but the percentage applying is still low.

309. By the end of the Community Grants Programme, London Councils expects to achieve all the profiled targets (excluding the disabled target).

310. Round 3 delivery of the Tower Hamlets and Enfield Programme commenced on 16<sup>th</sup> April and is due to end on the 16<sup>th</sup> August 2015. The Enfield round is using underspend from the previous two rounds. The maximum funding available per project was £5,000. The following table sets out the number of applications received and the number of eligible providers now delivering training.

<b>Borough</b>	<b>Number of applications received</b>	<b>Number of grants awarded</b>	<b>Total value of applications funded</b>	<b>Average award</b>
Enfield	11	7	£34,952	£708.86
Tower Hamlets	65	51	£618,403	£12,125.57
<b>Total</b>	<b>76</b>	<b>102</b>	<b>£870,664</b>	<b>£12,834.43</b>

### **Effectiveness of Community Grants**

311. The view of Grant Co-ordinating Bodies is that the Community Grants Programme has added value to mainstream provision as it has successfully targeted hard to reach groups and individuals. The programme has made a real difference to the lives of individuals and it has facilitated changes for individuals that would have not happened or been very difficult with the funding. The Grants have progressed some of the most deprived communities' closer to the labour market and for individuals has increased confidence and self esteem. The Community Grants programme is highly valued by community and voluntary organisations. The grants have allowed recipient organisations to develop programmes that foster a closer relationship between their teams and the individual which has been of particular benefit to those vulnerable people who need to be supported individually.

### **Cross-financing mechanism**

312. 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**

313. 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 process

Information on the physical and financial progress of the priority

Indicator	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	Total
<b>2.1 Total number of participants</b>													
Achievement	28,438	125,155	354,147	460,162	202,417	199,104	133,318	273,801	0	0	0	0	1,776,542
Target													825,000
Baseline	0												
<b>2.2 Participants with basic skills needs</b>													
<b>a) Number of Priority 2 participants with basic skills needs.</b>													
Achievement	9,418	50,549	89,959	101,043	32,291	41,853	42,775	74,699	0	0	0	0	442,587
Target													337,000
Baseline	0												
<b>(b) Proportion of Priority 2 participants without basic skills.</b>													
Achievement	33%	40%	25%	22%	16%	21%	32%	27%	0%	0%	0%	0%	25%
Target													41%
Baseline	0%												
<b>2.3 Participants without level 2 qualifications</b>													
<b>a) Number of Priority 2 participants without full level 2 qualifications.</b>													
Achievement	8,297	28,820	72,237	98,986	46,327	46,668	35,574	45,751	0	0	0	0	382,660
Target													338,000
Baseline	7,494,000												
<b>(b) Proportion of Priority 2 participants without full level 2.</b>													
Achievement	29%	23%	20%	22%	23%	23%	27%	17%	0%	0%	0%	0%	22%
Target													41%
Baseline	33%												
<b>2.4 Participants without level 3 qualifications</b>													
<b>(a) Number of Priority 2 participants with level 2 but without full level 3 qualifications.</b>													
Achievement	5,457	21,232	75,087	114,595	63,973	64,174	28,067	75,847	0	0	0	0	448,432
Target													101,000



<b>Baseline</b>	12,785,000												
<b>(b) Proportion of Priority 2 participants with level 2 but without full level 3</b>													
<b>Achievement</b>	19%	17%	21%	25%	32%	32%	21%	28%	0%	0%	0%	0%	25%
<b>Target</b>													12%
<b>Baseline</b>	56%												
<b>2.5 Participants with disabilities or health conditions</b>													
<b>Achievement</b>	11%	8%	6%	7%	7%	7%	7%	6%	0%	0%	0%	0%	7%
<b>Target</b>													15%
<b>Baseline</b>	13%												
<b>2.6 Participants aged 50 and over</b>													
<b>Achievement</b>	11%	18%	20%	17%	15%	15%	21%	20%	0%	0%	0%	0%	18%
<b>Target</b>													20%
<b>Baseline</b>	24%												
<b>2.7 Participants from ethnic minorities</b>													
<b>Achievement</b>	15%	19%	17%	16%	13%	12%	14%	15%	0%	0%	0%	0%	15%
<b>Target</b>													13%
<b>Baseline</b>	10%												
<b>2.8 Female participants</b>													
<b>Achievement</b>	44%	48%	45%	46%	51%	52%	42%	45%	0%	0%	0%	0%	47%
<b>Target</b>													50%
<b>Baseline</b>	46%												
<b>2.9 Participants who gained basic skills</b>													
<b>(a) Number of Priority 2 participants who gained basic skills.</b>													
<b>Achievement</b>	591	8,506	21,662	32,895	30,246	36,313	34,906	1,993	0	0	0	0	167,112
<b>Target</b>													152,000
<b>Baseline</b>	0												
<b>(b) Proportion of Priority 2 participants without basic skills who gained basic skills.</b>													
<b>Achievement</b>	51%	30%	26%	29%	88%	100%	63%	3%	0%	0%	0%	0%	40%
<b>Target</b>													45%
<b>Baseline</b>	0%												
<b>2.10 Participants who gained full level 2 qualifications</b>													
<b>(a) Number of Priority 2 participants who gained full level 2 qualifications.</b>													

<b>Achievement</b>	1,311	25,054	65,030	98,941	35,506	36,009	43,444	28,656	0	0	0	0	333,952
<b>Target</b>													135,000
<b>Baseline</b>	0												
<b>(b) Proportion of Priority 2 participants without level 2 who gained full level 2.</b>													
<b>Achievement</b>	60%	57%	44%	47%	44%	43%	40%	28%	0%	0%	0%	0%	43%
<b>Target</b>													40%
<b>Baseline</b>	0%												
<b>2.11 Participants who gained full level 3 qualifications</b>													
<b>(a) Number of Priority 2 participants who gained full level 3 qualifications.</b>													
<b>Achievement</b>	352	7,806	22,772	33,068	21,204	20,552	14,682	1,086	0	0	0	0	121,644
<b>Target</b>													30,000
<b>Baseline</b>	0												
<b>(b) Proportion of Priority 2 participants (with level 2 but without level 3) who gained full level 3.</b>													
<b>Achievement</b>	52%	82%	37%	33%	35%	29%	24%	2%	0%	0%	0%	0%	29%
<b>Target</b>													30%
<b>Baseline</b>	0%												
<b>2.12 % Participants in a managerial position*</b>													
<b>Achievement</b>	-	-	22%	23%	13%	13%	13%	13%					19.4%
<b>2.13 % Female participants in part-time work*</b>													
<b>Achievement</b>	-	-	32%	33%	13%	13%	13%	13%					20%
<b>2.14 % Participants (without level 2 qualifications) who gained units or modules of level 2 qualifications *</b>													
<b>Achievement</b>	1%	0%	0%	0%	2%	22%	22%	22%	0%	0%	0%	0%	9%
<b>2.15 % Participants (without level 3 qualifications) who gained units or modules of level 3 qualifications*</b>													
<b>Achievement</b>	0%	1%	2%	3%	10%	10%	10%	9%	0%	0%	0%	0%	6%
<b>2.16 % Participants who gained full level 4 or above qualifications</b>													
<b>Achievement</b>	0%	2%	5%	6%	6%	1%	1%	0%	0%	0%	0%	0%	4%
<b>2.17 % Participants who gained units or modules of level 4 or above qualifications*</b>													
<b>Achievement</b>	0%	0%	0%	1%	2%	2%	2%	2%	0%	0%	0%	0%	2%
<b>2.18 % Female participants who gained basic skills</b>													
<b>Achievement</b>	58%	32%	36%	43%	100%	100%	91%	5%	0%	0%	0%	0%	59%
<b>2.19 % Female participants who gained level 2 qualifications</b>													
<b>Achievement</b>	62%	56%	42%	52%	53%	43%	41%	32%	0%	0%	0%	0%	45%

<b>2.20 % Female participants who gained level 3 qualifications</b>													
Achievement	44%	59%	44%	42%	38%	31%	29%	2%	0%	0%	0%	0%	33%
<b>2.21 % Female participants who gained level 4 qualifications</b>													
Achievement	0%	3%	7%	8%	7%	1%	2%	0%	0%	0%	0%	0%	4%
<b>2.22 % Female participants who gained units or modules of qualifications*</b>													
Achievement	1%	0%	0%	1%	77%	77%	76%	76%	0%	0%	0%	0%	39%
<b>2.23 % Participants with disabilities or health conditions who gained basic skills</b>													
Achievement	9%	11%	9%	8%	14%	18%	17%	0%	0%	0%	0%	0%	11%
<b>2.24 % Participants with disabilities or health conditions who gained qualifications</b>													
Achievement	54%	47%	35%	34%	36%	30%	29%	18%	0%	0%	0%	0%	32%
<b>2.25 % Participants with disabilities or health conditions who gained units or modules of qualifications*</b>													
Achievement	0%	0%	1%	1%	68%	68%	68%	67%	0%	0%	0%	0%	46%
<b>2.26 % Participants aged 50 or over who gained basic skills</b>													
Achievement	20%	7%	5%	5%	11%	13%	11%	1%	0%	0%	0%	0%	7%
<b>2.27 % Participants aged 50 or over who gained qualifications</b>													
Achievement	65%	51%	32%	32%	23%	24%	28%	19%	0%	0%	0%	0%	29%
<b>2.28 % Participants aged 50 or over who gained units or modules of qualifications*</b>													
Achievement	0%	0%	0%	1%	68%	68%	68%	67%	0%	0%	0%	0%	54%
<b>2.29 % Ethnic minority participants who gained basic skills</b>													
Achievement	51%	33%	16%	11%	22%	17%	14%	1%	0%	0%	0%	0%	14%
<b>2.30 % Ethnic minority participants who gained qualifications</b>													
Achievement	24%	42%	35%	34%	27%	29%	34%	18%	0%	0%	0%	0%	31%
<b>2.31 % Ethnic minority participants who gained units or modules of qualifications*</b>													
Achievement	-	-	6%	69%	66%	66%	66%	79%	0%	0%	0%	0%	79%
<b>2.32 % Part-time female workers who gained basic skills*</b>													
Achievement	-	-	6%	69%	66%	66%	66%	65%					56%
<b>2.33 % Part-time female workers who gained qualifications*</b>													
Achievement	-	-	78%	78%	82%	82%	82%	81%					81%
<b>2.34 % Part-time female workers who gained units or modules of qualifications*</b>													
Achievement	-	-	0%	22%	84%	84%	84%	83%					60%

\* 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

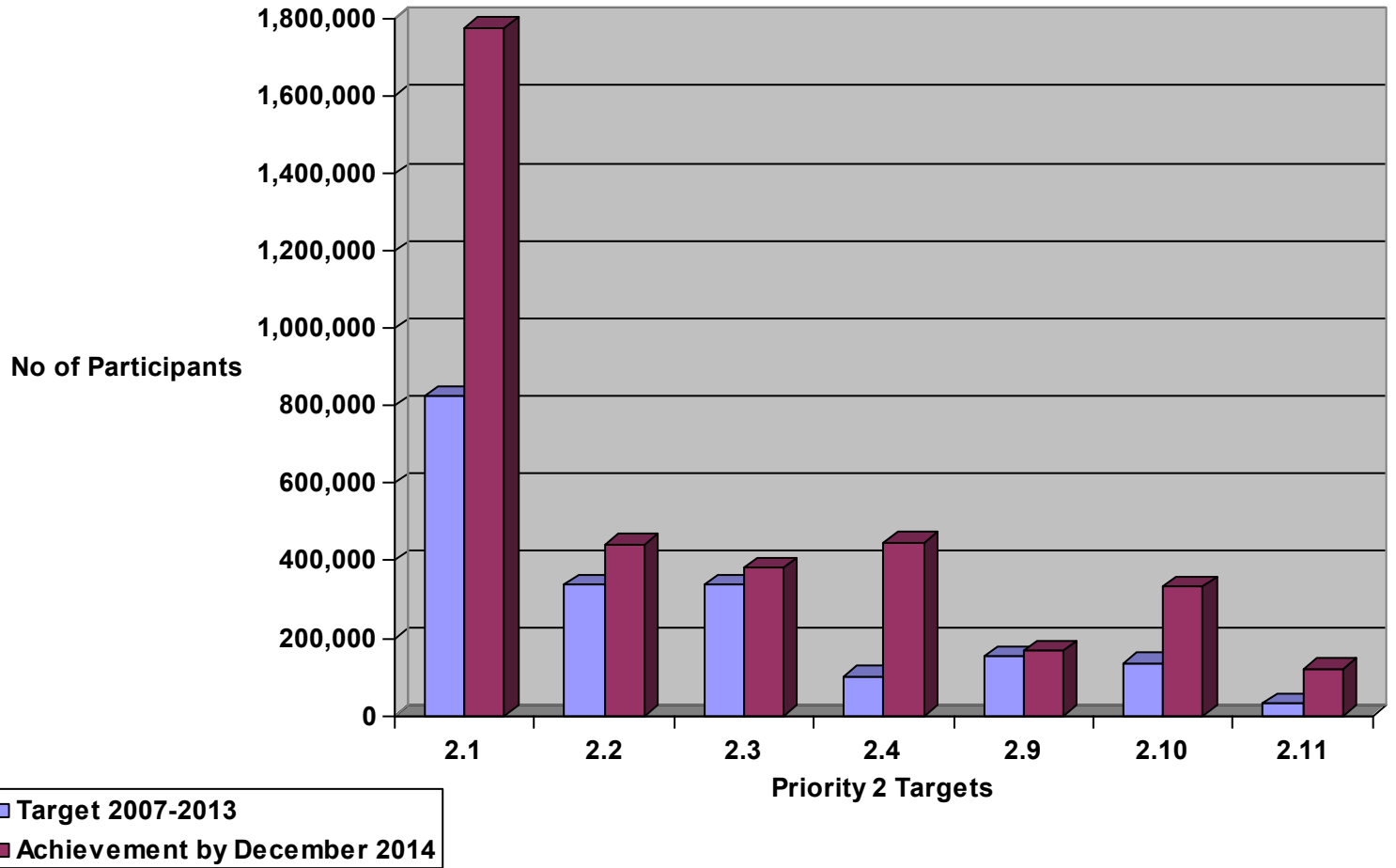
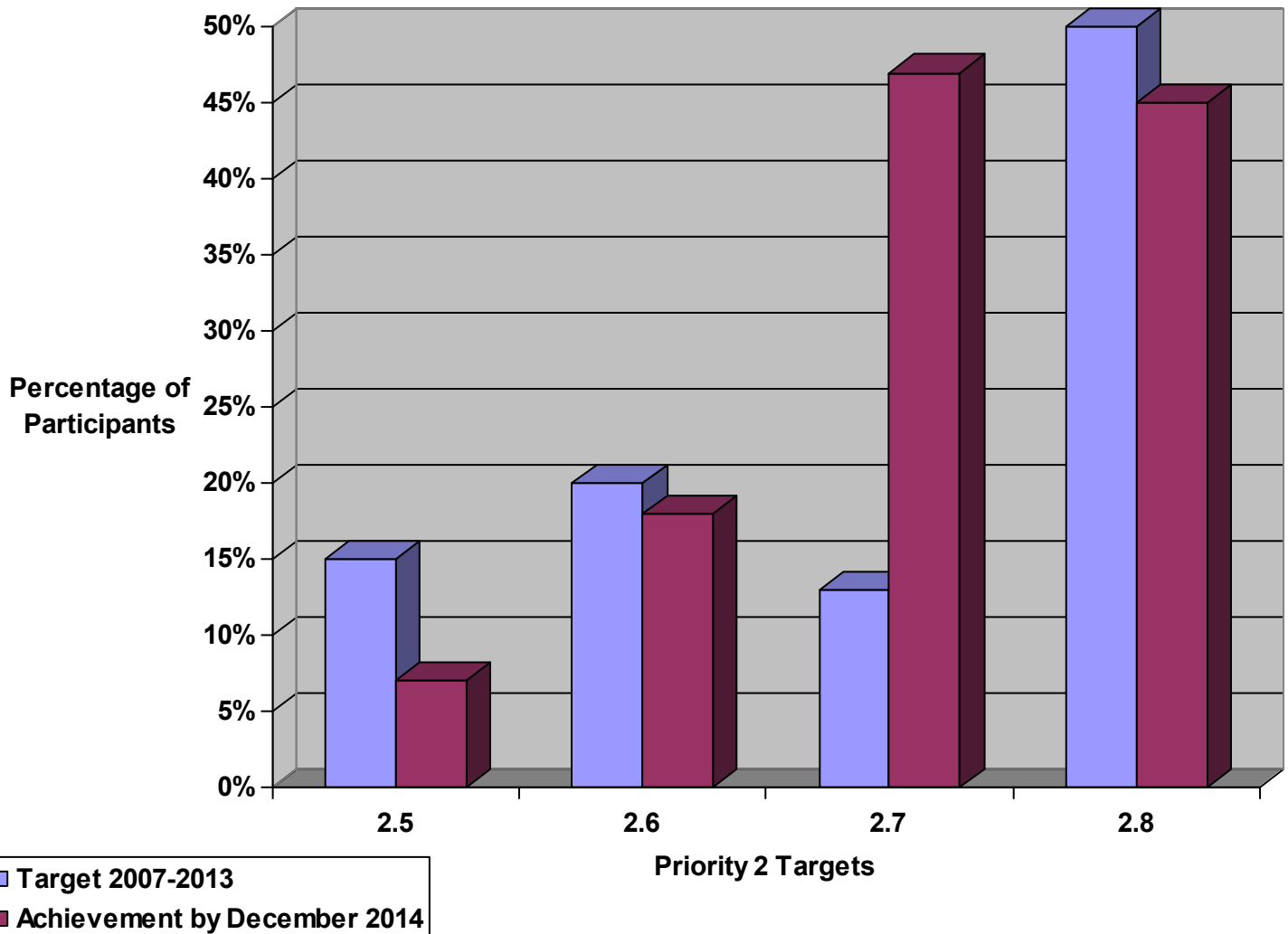


Figure 10: Priority 2 Equality Targets



## Assistance by target group

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

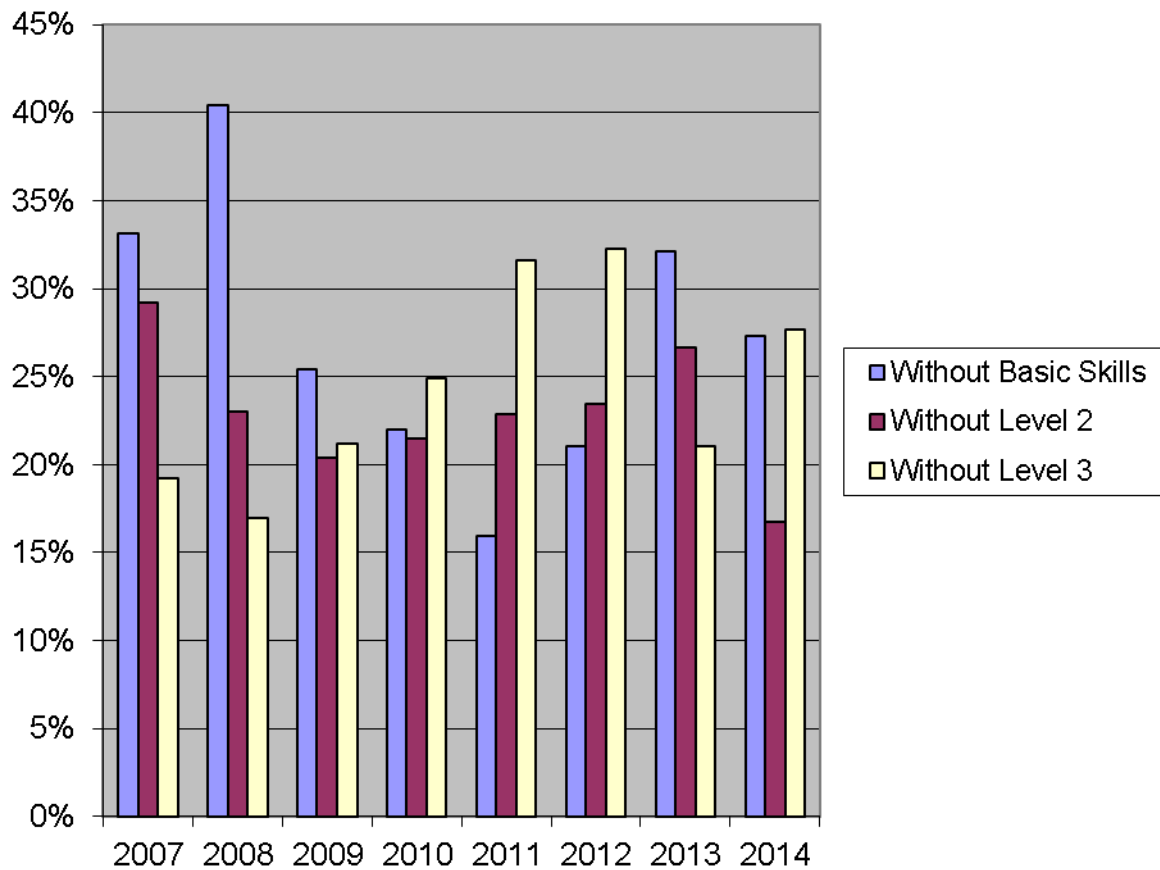
	Total Starts in year	Female starts in year	Total completers in year	Female completers in year
<b>Priority 2 - Developing a skilled and adaptable workforce</b>				
<b>Total number of participants</b>	273,801	122,725	225,515	97,607
<b>Employed (including self employed)</b>	222,799	107,268	175,287	82,428
<b>Self employed</b>	13367	6436	14022	976
<b>Unemployed (including long term unemployed)</b>	48,287	14,583	47,584	14,333
<b>of which Long Term Unemployed</b>	187	75	164	60
<b>Inactive (including those in education &amp; training)</b>	2,715	874	2,644	846
<b>of which in education or training</b>	7	5	7	5
<b>Young people (15-24 years)</b>	53,643	24,664	44,978	19,728
<b>Older people (55-64 years)</b>	25,808	11,962	21,735	9,809
<b>Migrants</b>	2738	1227	2255	976
<b>Minorities</b>	39,136	15,957	31,262	12,094
<b>Disabled</b>	17,035	7,511	14,398	6,113
<b>Other disadvantaged people</b>	58,638	20,631	49,635	17,019
<b>Primary or lower secondary education (ISCED 1 and 2)</b>	81,854	28,813	69,317	23,793
<b>Upper secondary education (ISCED 3)</b>	154,032	74,749	126,207	58,890
<b>Tertiary education (ISCED 5 and 6)</b>	30,543	16,245	23,663	12,525

## Analysis

315. In 2014 there were over 274,000 participants in Priority 2, taking the total to 1.78 million. Participation has more than doubled the target for 2007-13 of 825,000.

316. The proportion of all participants in Priority 2 without basic skills has decreased to 27% in 2014. This 5 percentage point decrease since 2013 is still above overall programme performance in priority 2. The overall figure is 25%, well below the target of 41%. For those with some qualifications but below level 2 the proportion in 2014 was 27% 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 21%, 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**



317. In terms of target groups:

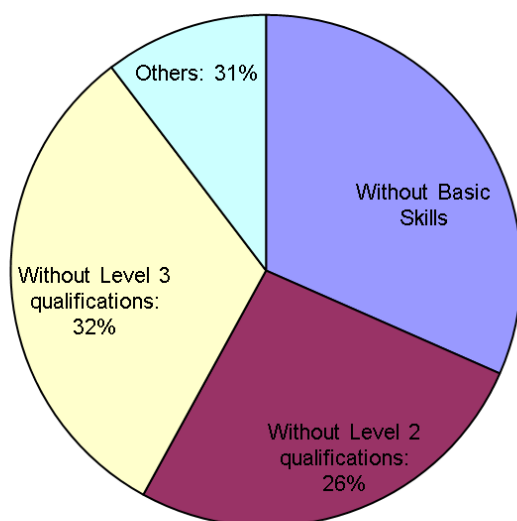
- The proportion of Priority 2 participants recorded with a disability or health condition is at 11%, four percentage points above last year. The overall proportion has increased to 11% with a target of 15%.
- The proportion of those aged 50 and over has decreased slightly in 2014 to 21%, bringing the 2007-13 total to 18% compared with a target of 20%.
- The proportion of participants from an ethnic minority remained at 15% in 2014, with a cumulative figure of 15%, they are both above the target level.
- The proportion of female participants is at 45% in 2014 and this is lower than in previous years except 2013. The total proportion is 47%, compared with a target of 50%.

318. In terms of outcomes:

- In 2014 the number of Priority 2 participants who gained basic skills was 2,000, bringing the total to 167,000. Above its 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 40% against a target of 45%.

- The number of participants who gained level 2 was 29,000, bringing the total to 334,000. The ratio over the course of the programme is 43% against a target of 40%.
- The number of participants who gained level 3 was 1,100 in 2014, leaving the total at 122,000. The ratio of level 3 qualification gained to those recorded as having a level 2 but not a level 3 is 2%, in 2014. The ratio over the course of the programme is 29% against a target of 30%.

**Figure 12: Priority 2 Participants**



## Financial

319. Cumulative expenditure in Priority 2 increased in 2014 with over €239m being spent by beneficiaries on Priority 2 activity. This made a contribution to the achievement of the Competitiveness 2014 N+2 target.

320. The spend against profile figure for Priority 2 remains high at 67.54% at the end of December 2014, lower than that for Priority 1.

## ESF Regulation Article 10 Information

321. 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**

322. 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.

323. 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.

324. The Skills Funding Agency used Priority 2 funding to support 'The Edge Project' which was delivered by five colleges in the North West and Lake District including Carlisle College and Kendal College. Women were one of the groups targeted by the project – which aimed to increase engagement and support for employed adults to help them continue with some education to help develop their skills and become more successful in the labour market. The aim is to increase career prospects and reduce the risk of redundancy. The project has not yet finished but currently has over 1,300 learners on its programme and nearly 500 have completed their courses.

325. Feedback from learners has demonstrated that they have felt they have become much more competent in the workplace as a result of The Edge Project's support.

### **Migrants**

326. 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.

327. The East Midlands Local Authority Consortium (EMLAC) CFO has used Priority 2 funding to support the Lincolnshire Key Workers (Skills Count) project delivered by Apricot Training, which delivered NCFE Functional Skills English Entry Level 3 Award training to local migrant workers who have come from Eastern Europe. This training has helped increase the confidence of local migrant workers, and has helped them take on additional responsibilities as well as improve trade and help local businesses.

### **Ethnic Minorities**

328. People from ethnic minorities are a target group in priority 2 and in 2014, 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.

329. 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**

330. 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, 6% of Priority 2 participants had disabilities.

331. 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.

332. The Skills Funding Agency used Priority 2 support to help older workers. The Skills Support for the Workforce (SSW) Merseyside has helped develop new skills for older workers aged 50+ currently involved in payroll and administration. The project undertook an initial consultation with staff at a company called Scantec. The project helped staff gain qualifications relevant to the work they were doing (on payroll and administration) and feedback from the participants has been very positive - with most wishing to go on and take more qualifications.

### **Cross-financing mechanism**

333. 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**

334. 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**

335. Priority 3 does not have indicators.

### **Financial**

336. 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 of €29.3m. This takes account of new declared expenditure in 2014 and additionally the removal of ineligible expenditure following an EC Audit of Technical Assistance. Cumulative expenditure in 2014 for Priority 6 has increased by €1.3m to €3.7m. The spend against profile for Priority 6 was 67.05% to the end of December 2014.

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

337. 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
<b>4.1 Total number of participants</b>													
Achievement	221	5,939	17,991	19,454	14,892	13,788	13,158	4,614	0	0	0	0	90,057
Target													24,500
Baseline													
<b>4.2 Participants who are unemployed</b>													
<b>(a) Number of unemployed participants (aged over 19) in Priority 4.</b>													
Achievement	3	1,547	8,493	9,933	8,078	8,938	8,443	2,661	0	0	0	0	48,096
Target													10,200
Baseline	10,000												
<b>(b) Proportion of unemployed participants (aged over 19) in Priority 4.</b>													
Achievement	1%	26%	47%	51%	54%	65%	64%	58%	0%	0%	0%	0%	53%
Target													42%
Baseline	3%												
<b>4.3 Participants who are inactive</b>													
<b>(a) Number of inactive participants (aged over 19) in Priority 4.</b>													
Achievement	1	3,425	5,064	3,620	1,415	1,705	1,750	1,082	0	0	0	0	18,062
Target													8,400
Baseline	65,000												
<b>(b) Proportion of inactive participants (aged over 19) in Priority 4.</b>													
Achievement	0%	58%	28%	19%	10%	12%	13%	23%	0%	0%	0%	0%	20%
Target													34%
Baseline	22%												
<b>4.4 Participants aged 14 to 19 who are NEET or at risk of becoming NEET.</b>													
<b>(a) Number of Priority 4 participants who are 14-19 year old NEETs or at risk of becoming NEET.</b>													

<b>Achievement</b>	217	938	3,529	4,210	2,016	2,477	2,912	871	0	0	0	0	17,170
<b>Target</b>													4,900
<b>Baseline</b>	3,775												
<b>(b) Proportion of Priority 4 participants who are 14-19 year old NEETs or at risk of becoming NEETs.</b>													
<b>Achievement</b>	98%	16%	20%	22%	14%	18%	22%	19%	0%	0%	0%	0%	19%
<b>Target</b>													20%
<b>Baseline</b>	5%												
<b>4.5 Participants with disabilities or health conditions</b>													
<b>Achievement</b>	11%	46%	55%	52%	26%	29%	32%	45%	0%	0%	0%	0%	41%
<b>Target</b>													27%
<b>Baseline</b>	23%												
<b>4.6 Participants who are lone parents*</b>													
<b>Achievement</b>	-	-	10%	9%	27%	27%	27%	27%	0%	0%	0%	0%	27%
<b>Target</b>													8%
<b>Baseline</b>													
<b>4.7 Participants aged 50 or over</b>													
<b>Achievement</b>	0%	18%	18%	17%	20%	19%	20%	19%	0%	0%	0%	0%	19%
<b>Target</b>													30%
<b>Baseline</b>	42%												
<b>4.8 Participants from ethnic minorities</b>													
<b>Achievement</b>	0%	2%	2%	2%	2%	2%	2%	2%	0%	0%	0%	0%	2%
<b>Target</b>													1%
<b>Baseline</b>	0%												
<b>4.9 Female participants</b>													
<b>Achievement</b>	31%	44%	41%	44%	38%	36%	34%	40%	0%	0%	0%	0%	39%
<b>Target</b>													51%
<b>Baseline</b>	51%												
<b>4.10 Participants in work on leaving</b>													
<b>(a) Number of Priority 4 participants in work on leaving</b>													
<b>Achievement</b>	17	384	2,572	3,304	2,774	818	1,467	459	0	0	0	0	11,795
<b>Target</b>													5,900
<b>Baseline</b>	0												

<b>(b) Proportion of Priority 4 participants in work on leaving</b>													
<b>Achievement</b>	41%	17%	16%	17%	18%	6%	12%	9%	0%	0%	0%	0%	14%
<b>Target</b>													24%
<b>Baseline</b>	18%												
<b>4.11 Participants in work six months after leaving**</b>													
<b>(a) Number of participants in work six months after leaving.</b>													
<b>Achievement</b>	100	1,800	4,100	3,500	4,162	2,005	1,263	1,568	0	0	0	0	18,498
<b>Target</b>													
<b>Baseline</b>													
<b>(b) Proportion of participants in work six months after leaving.**</b>													
<b>Achievement</b>	-	-	-	30%	33%	33%	34%	34%	0%	0%	0%	0%	33%
<b>Target</b>													
<b>Baseline</b>													
<b>4.12 Economically inactive participants engaged in job search activity or further learning (distance travelled indicator)**</b>													
<b>Proportion of Priority 4 economically inactive participants who on leaving are engaged in jobsearch activity or enter further learning to prepare them for work.</b>													
<b>Achievement</b>	-	-	-	25%	7%	7%	7%	8%	0%	0%	0%	0%	11%
<b>Target</b>													
<b>Baseline</b>													
<b>4.13 14 to 19 year old NEETs or at risk, in education, employment or training on leaving</b>													
<b>(a) Number of Priority 4 NEETs or at risk, in education, employment or training on leaving.</b>													
<b>Achievement</b>	41	659	2,703	3,277	1,546	1,575	2,455	577	0	0	0	0	12,833
<b>Target</b>													2,200
<b>Baseline</b>	0												
<b>(b) Proportion of Priority 4 NEETs or at risk, in education, employment or training on leaving</b>													
<b>Achievement</b>	27%	76%	78%	79%	77%	65%	94%	99%	0%	0%	0%	0%	79%
<b>Target</b>													45%
<b>Baseline</b>	0%												
<b>4.14 % Participants who receive support with caring responsibilities**</b>													
<b>Achievement</b>	-	-	9%	15%	4%	4%	4%	5%	0%	0%	0%	0%	7%
<b>4.15 % Unemployed participants in work on leaving</b>													
<b>Achievement</b>	0%	14%	13%	12%	13%	5%	11%	11%	0%	0%	0%	0%	11%

<b>4.16 % Unemployed in work six months after leaving**</b>													
<b>Achievement</b>	-	-	-	38%	15%	15%	15%	15%	0%	0%	0%	0%	15%
<b>4.17 % Economically inactive participants in work on leaving</b>													
<b>Achievement</b>	0%	27%	18%	22%	13%	1%	5%	1%	0%	0%	0%	0%	14%
<b>4.18 % Economically inactive participants in work six months after leaving**</b>													
<b>Achievement</b>	-	-	-	22%	26%	26%	26%	26%	0%	0%	0%	0%	25%
<b>4.19 % Participants with disabilities or health conditions in work on leaving**</b>													
<b>Achievement</b>	20%	15%	16%	14%	11%	3%	6%	6%	0%	0%	0%	0%	11%
<b>4.20 % Participants with disabilities or health conditions in work on leaving**</b>													
<b>Achievement</b>	-	-	-	19%	36%	36%	36%	36%	0%	0%	0%	0%	32%
<b>4.21 % Lone parents in work on leaving**</b>													
<b>Achievement</b>	-	-	-	29%	2%	2%	2%	3%	0%	0%	0%	0%	3%
<b>4.22 % Lone parents in work six months after leaving**</b>													
<b>Achievement</b>	-	-	-	23%	28%	28%	28%	28%	0%	0%	0%	0%	27%
<b>4.23 % Participants aged 50 or over in work on leaving</b>													
<b>Achievement</b>	0%	21%	21%	21%	18%	4%	7%	5%	0%	0%	0%	0%	14%
<b>4.24 % Participants aged 50 or over in work six months after leaving**</b>													
<b>Achievement</b>	-	-	-	27%	67%	67%	67%	87%	0%	0%	0%	0%	63%
<b>4.25 % Ethnic minority participants in work on leaving</b>													
<b>Achievement</b>	0%	10%	11%	10%	14%	12%	16%	19%	0%	0%	0%	0%	12%
<b>4.26 % Ethnic minority participants in work six months after leaving**</b>													
<b>Achievement</b>	-	-	-	-	70%	70%	70%	70%	0%	0%	0%	0%	70%
<b>4.27 % Female participants in work on leaving</b>													
<b>Achievement</b>	20%	17%	18%	17%	22%	8%	10%	8%	0%	0%	0%	0%	16%
<b>4.28 % Female participants in work six months after leaving**</b>													
<b>Achievement</b>	-	-	-	29%	6%	6%	6%	6%	0%	0%	0%	0%	11%
<b>4.29 % Participants who gained basic skills</b>													
<b>Achievement</b>	0%	4%	1%	1%	1%	1%	2%	0%	0%	0%	0%	0%	1%
<b>4.30 % Participants who gained qualifications</b>													
<b>Achievement</b>	2%	2%	5%	4%	7%	11%	29%	9%	0%	0%	0%	0%	10%

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. This is to be published later in 2015.

Figure 13: Priority 4 Targets

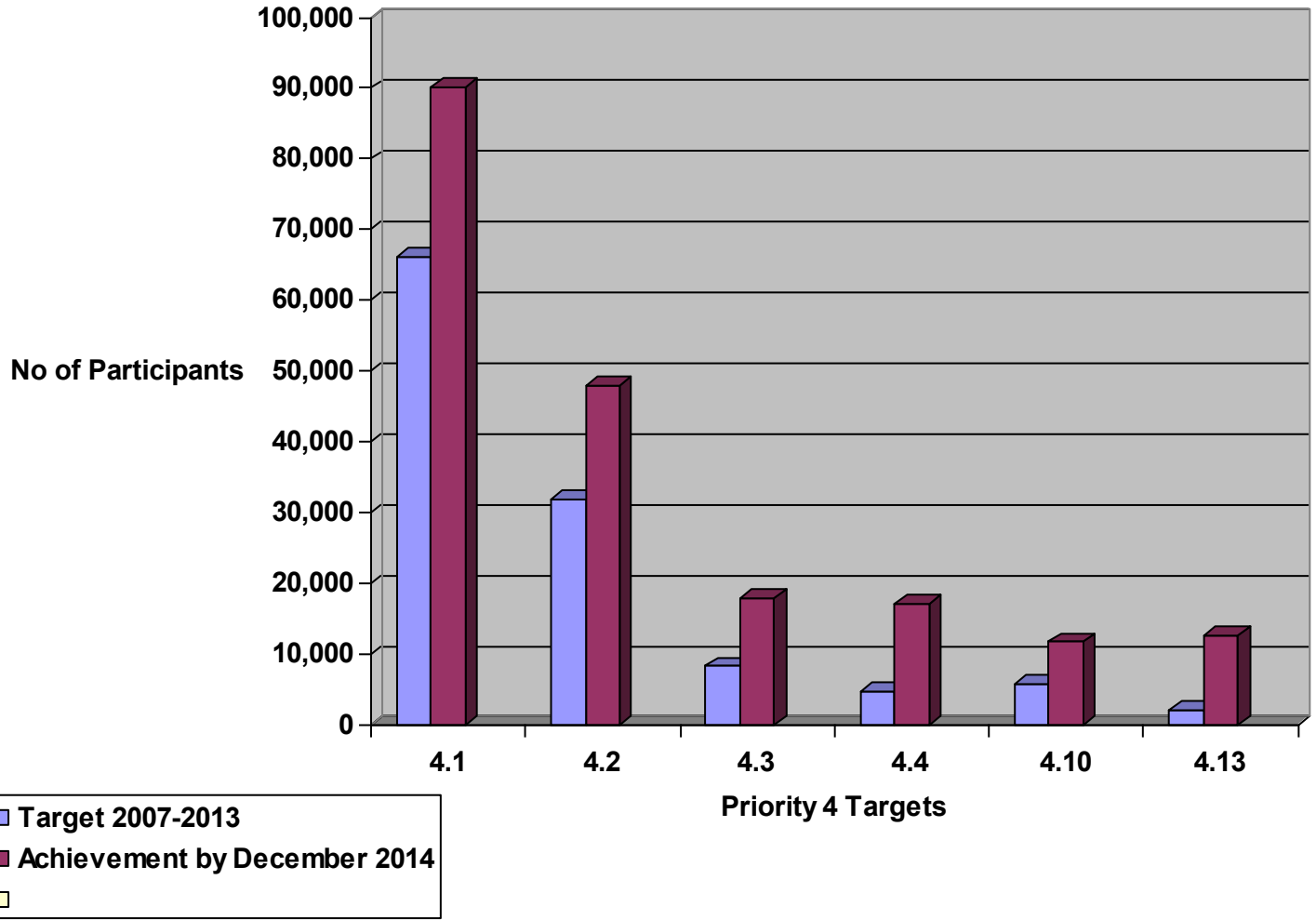
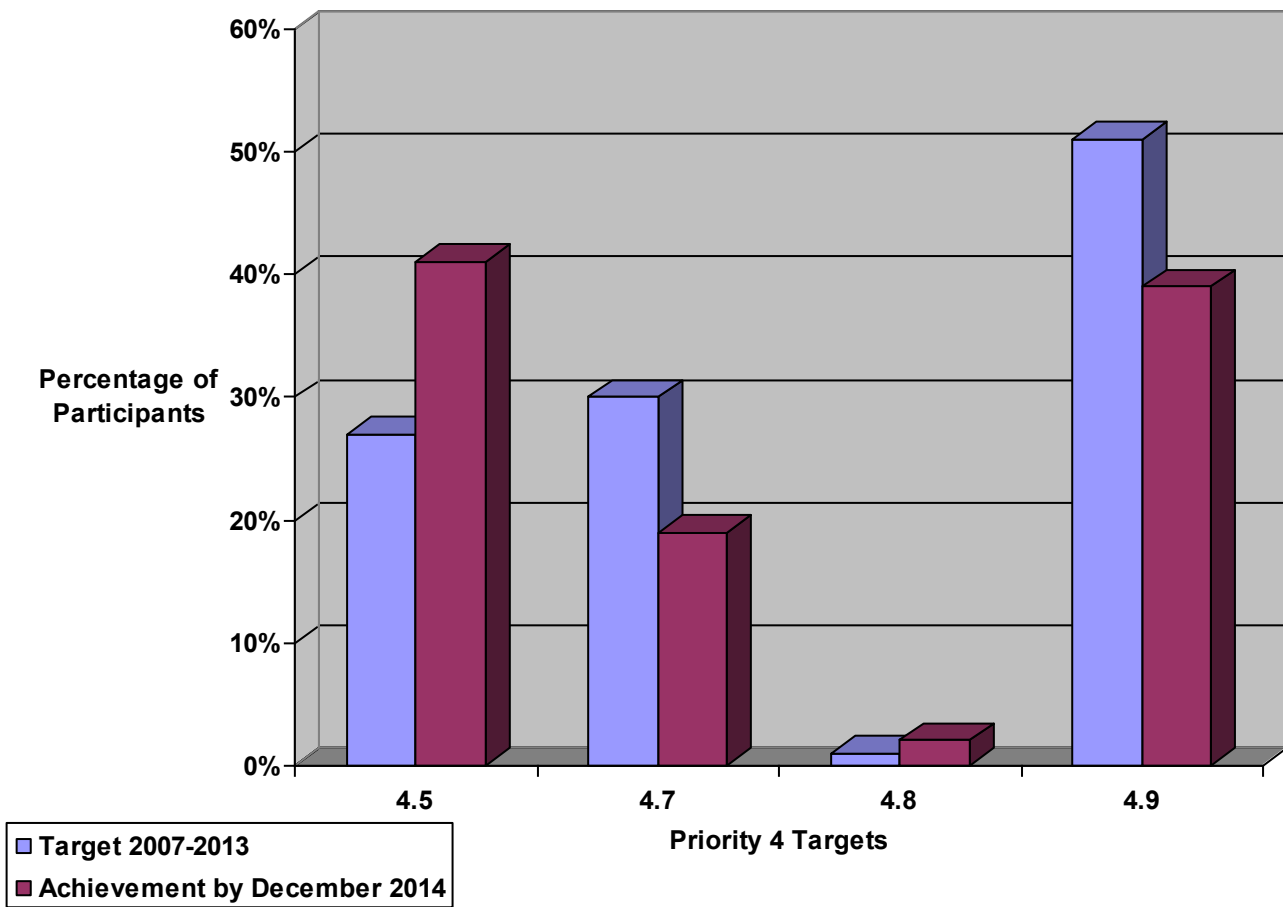




Figure 14: Priority 4 Equality Targets



## Assistance by target group

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

	Total Starts in year	Female starts in year	Total completers in year	Female completers in year
<b>Priority 4 - Tackling Barriers to Employment</b>				
<b>Total number of participants</b>	4,614	1,847	5,151	1,745
<b>Employed (including self employed)</b>	0	0	1	1
<b>Self employed</b>	0	0	0	0
<b>Unemployed (including long term unemployed)</b>	2,661	869	3,556	1,062
<b>of which Long Term Unemployed</b>	1,187	376	2,271	666
<b>Inactive (including those in education &amp; training)</b>	1,953	978	1,594	682
<b>Young people (15-24 years)</b>	1,803	736	2,103	701
<b>Older people (55-64 years)</b>	367	149	342	122
<b>Minorities</b>	83	32	70	21
<b>Migrants</b>	0	0	0	0
<b>Disabled</b>	2,060	816	2,189	788
<b>Other disadvantaged people</b>	801	462	608	262
<b>Primary or lower secondary education (ISCED 1 and 2)</b>	487	155	490	138
<b>Upper secondary education (ISCED 3)</b>	1,574	570	1,574	542
<b>Tertiary education (ISCED 5 and 6)</b>	191	67	185	65

## Analysis

339. In 2014 there were 4,600 participants in Priority 4. This takes the total to 90,000, substantially exceeding the target of 24,500. There were 2,700 unemployed, 1,100 economically inactive and 900 who were 14-19 year old NEETs. The total participation targets for each of these groups have been exceeded.

340. The proportion of Priority 4 participants with disability or health conditions was 45% in 2014, a large increase compared to what was reported last year. The overall proportion of 41% is well above the target level of 27%.

341. Participants from ethnic minorities continue to exceed their target (2% vs. 1%). Whilst over 50s (19% vs. 30%) and females (40% vs. 51%) are well below their targets both of these have higher levels than Priority 1 equivalents.

342. 30. The total proportion of leavers in employment continues to be at a lower rate than expected (14% overall and just 9% in-year against a target of 24%). However the volumes have reached 11,800, far exceeding the target of 5,900. The number of 14-19

year old NEETs who have moved into Employment, Education or Training is 12,800, well above the target of 2,200, and as a proportion of eligible participant's is 79%.

## **Financial**

343. Cumulative expenditure in 2014 decreased in Priority 4 with over €3.5m being spent by beneficiaries on Priority 4 activity. The spend against profile figure for Priority 4 was 52.73% to the end of December 2014.

## **ESF Regulation Article 10**

344. 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**

345. Gender equality is embedded within all Priority 4 projects. In 2014, 40 % 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.

346. The Cornwall Works with Families programme is delivered throughout Cornwall and the Isles of Scilly.

347. All providers delivering the programme on behalf of the Prime Provider Paragon Concord actively engage and support female participants through a range of community engagement delivery and close working with the Local Authority Cornwall Council Jobcentre plus .

348. Activities include targeted marketing through children's centres, women's networks.

349. There is specific support built in to the programme to support females with progress measures that actively supports the participation and progression of women and they are:

- Tackling domestic abuse, This is delivered by the Suzy Project enabling female participants to make positive life choices that enhance their work prospects and reduce the likelihood of them suffering domestic abuse again.
- Parenting for Life enabling parents to understand and develop their skills in parenting, develop themselves as role models and covers resolving childcare provision, managing family life.
- Access to expertise on childcare, including childcare chats and tasters.

- Post employment support to aid retention in employment.
- Access to additional funds for workless parents to overcome barriers to employment.
- Mentoring and advocacy to support participants who are in crisis and supports them by accompanying them to meetings with other Agencies e.g Local Authority Housing, Police, schools etc.

350. Cornwall Works with Families works closely with the Family Information Service in Cornwall Council, who identifies and supports child care provision within Cornwall.

351. FIS is promoting Cornwall Works with Families marketing material to their clients totalling over 900 many of which are female lone parents accessing the “two year olds funding for childcare”.

352. Cornwall Works with Families delivery is tailored to support both the family and individual need within the family and therefore can help overcome specific barriers to progression or provide specific 121 support and personal development activity as well as covering the costs of caring responsibilities and travel costs.

353. Jobcentre plus is working closely with the Local Authority to support delivery of the Troubled Families agenda, targeting referrals to Cornwall Works with Families, linking with the Troubled Families Advocates and sharing information to support their progression onto the Cornwall Works with Families Programme. Troubled Families referrals are monitored as are post Work Programme Support participants. Since July 2013, 99 referrals have been Troubled Families referrals and 266 Work Programme Support participants.

354. Providers delivery and engagement is delivered through working closely with Jobcentre plus, and are able to work with participants in the 11 Jobcentres throughout Cornwall as well as on their own premises and a wide range of community based premises.

355. Cornwall Works with Families sub-contractor Families Work are co-located in the Jobcentres in Cornwall which provides a more integrated service.

356. Local information on the priority target groups including females, 50+ and people with health/disabilities is gathered and shared with members of the Priority 4 Steering (co-chaired by JCP and SFA brings together all of the Prime mainstream and ESF Prime Providers delivering in Cornwall) and actively promoted on how we engage and market to increase female participation and the other target groups.

357. Priority target groups participation is being monitored by the ESF Steering Group.

358. This is also regularly discussed at Provider Performance Reviews.

359. Across ESF Convergence programme delivery as a whole, female participation performance is 37 %, where as on the Cornwall Works with Families programme local information points to a 60% participation rate.

360. The Skills Funding Agency CFO used ESF Convergence (Priority 4) funding to support the Cornwall Marine Network project (CMN). The project offers marine –related training activities to support local people. The CMN project has long established links with many other training agencies across Cornwall and further afield which makes it easy for the project to source training solutions for those most in need of specialist support.

### **Migrants**

361. 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**

362. In Priority 4, equal opportunities for people from ethnic minorities are actively promoted through individual provider activity, publicity case studies and appropriate marketing activity. DN: In 2014, 2% of participants were from ethnic minorities.

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

363. Other disadvantaged groups, including disabled people, are also targeted by Priority 4. ESF providers offer a wide range of support for disabled participants. In 2014, 45% of participants were disabled, which includes people with learning difficulties and disabilities.

364. DWP CFO has used Priority 4 funding Provider to learn lessons from the Cornwall Works 50+ ITM project which was successfully delivered by Active Plus.

365. There is specific support built in to the programme to support females with progress measures that actively supports the participation and progression of people with a disability or health condition and they are:

- Mentoring and advocacy
- Support of a Family Coach
- Activity to support accessing travel and improving social isolation
- for those who are recognised as having a learning, mental health or physical disability
- Drug and Alcohol Addiction support
- Anger Management
- Condition Management Programme
- Tackling Family Impact Of Addiction
- Fifteen Welfare Support Programme
- Active Life

366. There is also support from Pentreath who specialise in supporting people with mental health in to work. There is activity and support for other disadvantaged groups:

- Mentoring and Advocacy
- Communicating with confidence
- Managing Your Money
- Active Life
- Work Experience

- Building Aspiration and confidence
- Introduction to self-employment
- Volunteering
- Anger Management
- Your Life ,Your Home

367. Terri Whitten, Jobcentre Plus Senior European Social Fund Manager for Cornwall and Isles of Scilly said, “Our aim is to quickly identify individuals and families who will benefit from European Social Fund Convergence funding. By working in partnership with the Local Authority, our Providers and Jobcentres, we can mobilise that provision, hide the wiring, and provide a platform for people to use to transform their lives and create a legacy of sustained employment, independence and growth.”

368. NOMS CFO has used Priority 4 funding to fund activities that prolong working lives by helping to re-engage older workers. The New Futures project uses funding to deliver activities alongside intensive support case management, to enable participants to address needs which are barriers to their progression into learning and work. As part of this, the new futures Mid Life Review (MLR) programme is focused on the needs of participants who are 50+ and serving custodial sentences and therefore doubly-disadvantaged in the workplace on release. It is designed to engage and motivate older participants into employment and offers them exercises and resources along with dedicated support to help them recognise and review their skill sets and consider career options on release. New Futures recruitment advisers are able to help individuals to progress further with a tailored review of employment opportunities informed by local LMI and followed up with in-work support where required. As of January 2015, 105 participants aged 50+ had been helped.

### **Community Grants**

369. 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**

370. 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**

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

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

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

Information on the physical and financial progress of the priority

Indicator	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	Total
<b>5.1 Total number of participants</b>													
Achievement	913	7,349	23,572	26,965	18,161	9,110	7,894	12,121	0	0	0	0	106,085
Target													50,200
Baseline	0												
<b>5.2 Participants with basic skills needs</b>													
<b>a) Number of Priority 5 participants with basic skills needs.</b>													
Achievement	185	844	2,137	2,232	1,533	1,083	641	721	0	0	0	0	9,376
Target													18,200
Baseline	0												
<b>(b) Proportion of Priority 5 participants without basic skills.</b>													
Achievement	20%	11%	9%	8%	8%	12%	8%	6%	0%	0%	0%	0%	9%
Target													36%
Baseline	0%												
<b>5.3 Participants without level 2 qualifications</b>													
<b>a) Number of Priority 5 participants without full level 2 qualifications.</b>													
Achievement	414	2,329	6,016	5,625	3,913	2,194	1,147	1,517	0	0	0	0	23,155
Target													18,200
Baseline	63,000												
<b>(b) Proportion of Priority 5 participants without full level 2.</b>													
Achievement	45%	32%	26%	21%	22%	24%	15%	13%	0%	0%	0%	0%	22%
Target													36%
Baseline	28%												
<b>5.4 Participants without level 3 qualifications</b>													
<b>(a) Number of Priority 5 participants with level 2 but without full level 3 qualifications.</b>													
Achievement	280	1,836	5,300	5,601	3,733	2,266	1,781	2,930	0	0	0	0	23,727
Target													5,400

<b>Baseline</b>	116,000												
<b>(b) Proportion of Priority 5 participants with level 2 but without full level 3</b>													
<b>Achievement</b>	31%	25%	22%	21%	21%	25%	23%	24%	0%	0%	0%	0%	22%
<b>Target</b>													11%
<b>Baseline</b>	51%												
<b>5.5 Participants without level 4 qualifications</b>													
<b>(a) Number of Priority 5 participants with level 3 but without full level 4 qualifications.</b>													
<b>Achievement</b>	26	821	3,837	4,321	3,128	1,316	1,737	2,816	0	0	0	0	18,002
<b>Target</b>													3,800
<b>Baseline</b>	184,000												
<b>(b) Proportion of Priority 5 participants with level 3 but without full level 4</b>													
<b>Achievement</b>	3%	11%	16%	16%	17%	14%	22%	23%	0%	0%	0%	0%	17%
<b>Target</b>													8%
<b>Baseline</b>	81%												
<b>5.6 Participants under taking post-graduate research training</b>													
<b>Achievement</b>	4	69	224	169	181	242	104	5	0	0	0	0	998
<b>Target</b>													800
<b>Baseline</b>	0												
<b>5.7 Graduates placed within SMEs</b>													
<b>Achievement</b>	0	67	289	349	203	189	155	162	0	0	0	0	1,414
<b>Target</b>													1,100
<b>Baseline</b>	0												
<b>5.8 Participants with disabilities or health conditions</b>													
<b>Achievement</b>	8%	9%	9%	10%	9%	10%	9%	10%	0%	0%	0%	0%	10%
<b>Target</b>													17%
<b>Baseline</b>	15%												
<b>5.9 Participants aged 50 and over</b>													
<b>Achievement</b>	7%	14%	17%	20%	16%	18%	21%	21%	0%	0%	0%	0%	18%
<b>Target</b>													22%
<b>Baseline</b>	25%												
<b>5.10 Participants from ethnic minorities</b>													
<b>Achievement</b>	2%	2%	2%	3%	2%	1%	2%	3%	0%	0%	0%	0%	2%



Target														1%
Baseline	0%													
<b>5.11 Female participants</b>														
Achievement	32%	48%	54%	52%	53%	52%	54%	54%	0%	0%	0%	0%	0%	53%
Target														51%
Baseline	47%													
<b>5.12 Participants who gained basic skills</b>														
<b>(a) Number of Priority 5 participants who gained basic skills.</b>														
Achievement	4	207	1,243	2,511	2,758	2,407	1,120	76	0	0	0	0	0	10,326
Target														8,200
Baseline	0													
<b>(b) Proportion of Priority 5 participants without basic skills who gained basic skills.</b>														
Achievement	9%	49%	71%	100%	100%	100%	100%	11%	0%	0%	0%	0%	0%	100%
Target														45%
Baseline	0%													
<b>5.13 Participants who gained full level 2 qualifications</b>														
<b>(a) Number of Priority 5 participants who gained full level 2 qualifications.</b>														
Achievement	71	464	2,672	4,221	2,094	1,443	1,663	1,140	0	0	0	0	0	13,768
Target														7,300
Baseline	0													
<b>(b) Proportion of Priority 5 participants without level 2 who gained full level 2.</b>														
Achievement	93%	34%	41%	45%	40%	37%	53%	58%	0%	0%	0%	0%	0%	44%
Target														40%
Baseline	0%													
<b>5.14 Participants who gained full level 3 qualifications</b>														
<b>(a) Number of Priority 5 participants who gained full level 3 qualifications.</b>														
Achievement	13	110	931	1,653	1,374	1,026	777	520	0	0	0	0	0	6,404
Target														1,600
Baseline	0													
<b>(b) Proportion of Priority 5 participants (with level 2 but without level 3) who gained full level 3.</b>														
Achievement	48%	19%	22%	25%	36%	38%	30%	20%	0%	0%	0%	0%	0%	28%
Target														30%

<b>Baseline</b>													
<b>5.15 Participants who gained full level 4 qualifications</b>													
<b>(a) Number of Priority 5 participants who gained full level 4 qualifications.</b>													
<b>Achievement</b>	0	0	139	356	254	209	191	102	0	0	0	0	1,251
<b>Target</b>													760
<b>Baseline</b>	0												
<b>(b) Proportion of Priority 5 participants (with level 3 but without level 4) who gained full level 4.</b>													
<b>Achievement</b>	0%	0%	5%	8%	8%	13%	10%	4%	0%	0%	0%	0%	7%
<b>Target</b>													20%
<b>Baseline</b>	0%												
<b>5.16 Participants who gained full level 5 or above qualifications</b>													
<b>(a) Number of Priority 5 participants who gained full level 5 qualifications.</b>													
<b>Achievement</b>	0	0	132	119	161	128	63	2	0	0	0	0	605
<b>Target</b>													120
<b>Baseline</b>													
<b>(b) Proportion of Priority 5 participants undertaking post-graduate research training who gained level 5 or above.</b>													
<b>Achievement</b>	0%	0%	97%	92%	96%	49%	98%	100%	0%	0%	0%	0%	80%
<b>Target</b>													15%
<b>Baseline</b>	0												
<b>5.17 Graduates placed within SMEs who gain employment</b>													
<b>(a) Number of graduates placed within SMEs who gain employment.</b>													
<b>Achievement</b>	0	19	86	183	211	152	149	75	0	0	0	0	875
<b>Target</b>													830
<b>Baseline</b>	0												
<b>(b) Proportion of graduates placed within SMEs who gain employment.</b>													
<b>Achievement</b>	0%	76%	61%	67%	66%	75%	76%	46%	0%	0%	0%	0%	66%
<b>Target</b>													75%
<b>Baseline</b>	0%												
<b>5.18 % Participants in a managerial position upon entering ESF provision*</b>													
<b>Achievement</b>	-	-	29%	39%	42%	42%	42%	42%	0%	0%	0%	0%	40%
<b>5.19 % Female participants in part-time work**</b>													
<b>Achievement</b>	-	-	40%	40%	21%	21%	21%	21%	0%	0%	0%	0%	27%

<b>5.20 % Participants (without level 2 qualifications) who gained units or modules of level 2 qualifications **</b>													
Achievement	0%	0%	0%	0%	1%	14%	0%	55%	0%	0%	0%	0%	18%
<b>5.21 % Participants (without level 3 qualifications) who gained units or modules of level 3 qualifications**</b>													
Achievement	0%	1%	0%	0%	19%	19%	19%	19%	0%	0%	0%	0%	11%
<b>5.22% Participants (without level 4 qualifications) who gained units or modules of level 4 or above qualifications*</b>													
Achievement	0%	0%	1%	2%	2%	2%	2%	2%	0%	0%	0%	0%	2%
<b>5.23% Participants (without level 5 qualifications) who gained units or modules of level 5 or above qualifications*</b>													
Achievement	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
<b>5.24 % Female participants who gained basic skills</b>													
Achievement	0%	100%	100%	100%	100%	100%	100%	11%	0%	0%	0%	0%	100%
<b>5.25 % Female participants who gained level 2 qualifications</b>													
Achievement	100%	30%	39%	53%	41%	41%	64%	72%	0%	0%	0%	0%	47%
<b>5.26 % Female participants who gained level 3 qualifications</b>													
Achievement	56%	18%	23%	27%	36%	35%	32%	25%	0%	0%	0%	0%	29%
<b>5.27 % Female participants who gained level 4 and above qualifications</b>													
Achievement	0%	0%	8%	10%	18%	26%	13%	5%	0%	0%	0%	0%	12%
<b>5.28 % Female participants who gained units or modules of qualifications**</b>													
Achievement	0%	0%	0%	0%	86%	86%	86%	86%	0%	0%	0%	0%	86%
<b>5.29 % Participants with disabilities or health conditions who gained basic skills</b>													
Achievement	0%	12%	7%	10%	15%	21%	13%	1%	0%	0%	0%	0%	11%
<b>5.30 % Participants with disabilities or health condition who gained qualifications</b>													
Achievement	89%	14%	19%	20%	20%	23%	31%	25%	0%	0%	0%	0%	21%
<b>5.31 % Participants with disabilities or health conditions who gained units or modules of qualifications**</b>													
Achievement	0%	0%	0%	0%	1%	8%	0%	100%	0%	0%	0%	0%	27%
<b>5.32 % Participants aged 50 or over who gained basic skills</b>													
Achievement	0%	5%	6%	7%	13%	19%	9%	1%	0%	0%	0%	0%	8%
<b>5.33 % Participants aged 50 or over who gained qualifications</b>													
Achievement	100%	14%	16%	24%	21%	18%	27%	22%	0%	0%	0%	0%	21%
<b>5.34 % Participants aged 50 or over who gained units or modules of qualifications**</b>													
Achievement	0%	0%	0%	0%	1%	5%	1%	76%	0%	0%	0%	0%	21%
<b>5.35 % Ethnic minority participants who gained basic skills</b>													
Achievement	0%	12%	4%	6%	13%	15%	9%	0%	0%	0%	0%	0%	7%

<b>5.36 % Ethnic minority participants who gained qualifications</b>													
<b>Achievement</b>	100%	14%	18%	24%	30%	33%	27%	25%	0%	0%	0%	0%	25%
<b>5.37 % Ethnic minority participants who gained units or modules of qualifications**</b>													
<b>Achievement</b>	0%	0%	0%	0%	1%	10%	2%	100%	0%	0%	0%	0%	28%
<b>5.38 % Part time female workers who gained basic skills**</b>													
<b>Achievement</b>	-	-	13%	39%	49%	49%	49%	49%	0%	0%	0%	0%	41%
<b>5.39 % Part time female workers who gained qualifications**</b>													
<b>Achievement</b>	-	-	55%	55%	90%	90%	90%	90%	0%	0%	0%	0%	78%
<b>5.40 % Part-time female workers who gained units or modules of qualifications</b>													
<b>Achievement</b>	-	-	0%	25%	90%	90%	90%	90%	0%	0%	0%	0%	90%

\* Data for indicators 5.18, 5.19, 5.38, 5.39, 5.40 has been collected through the Second Cohort survey. This is to be published later in 2015.

Figure 15: Priority 5 Targets

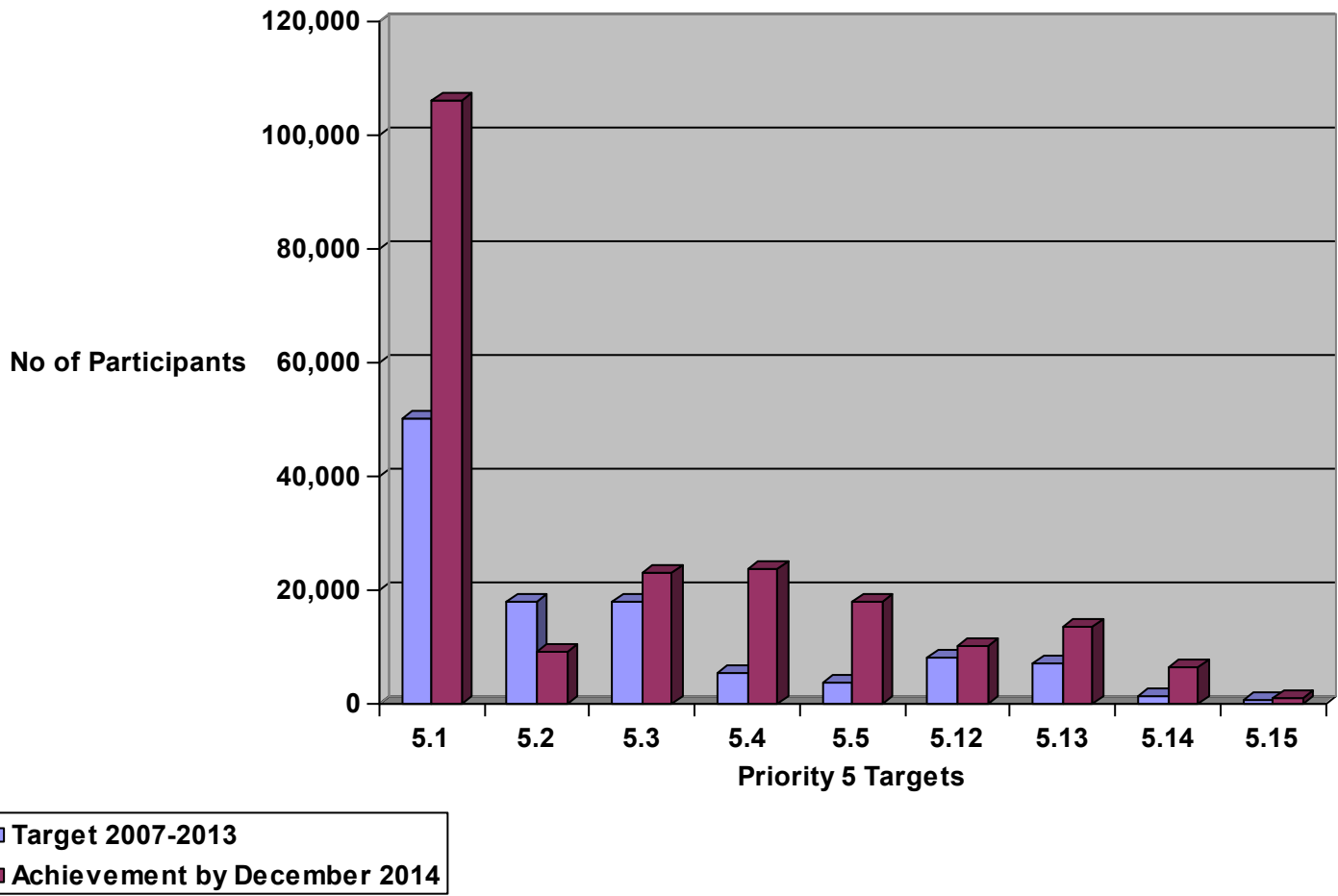
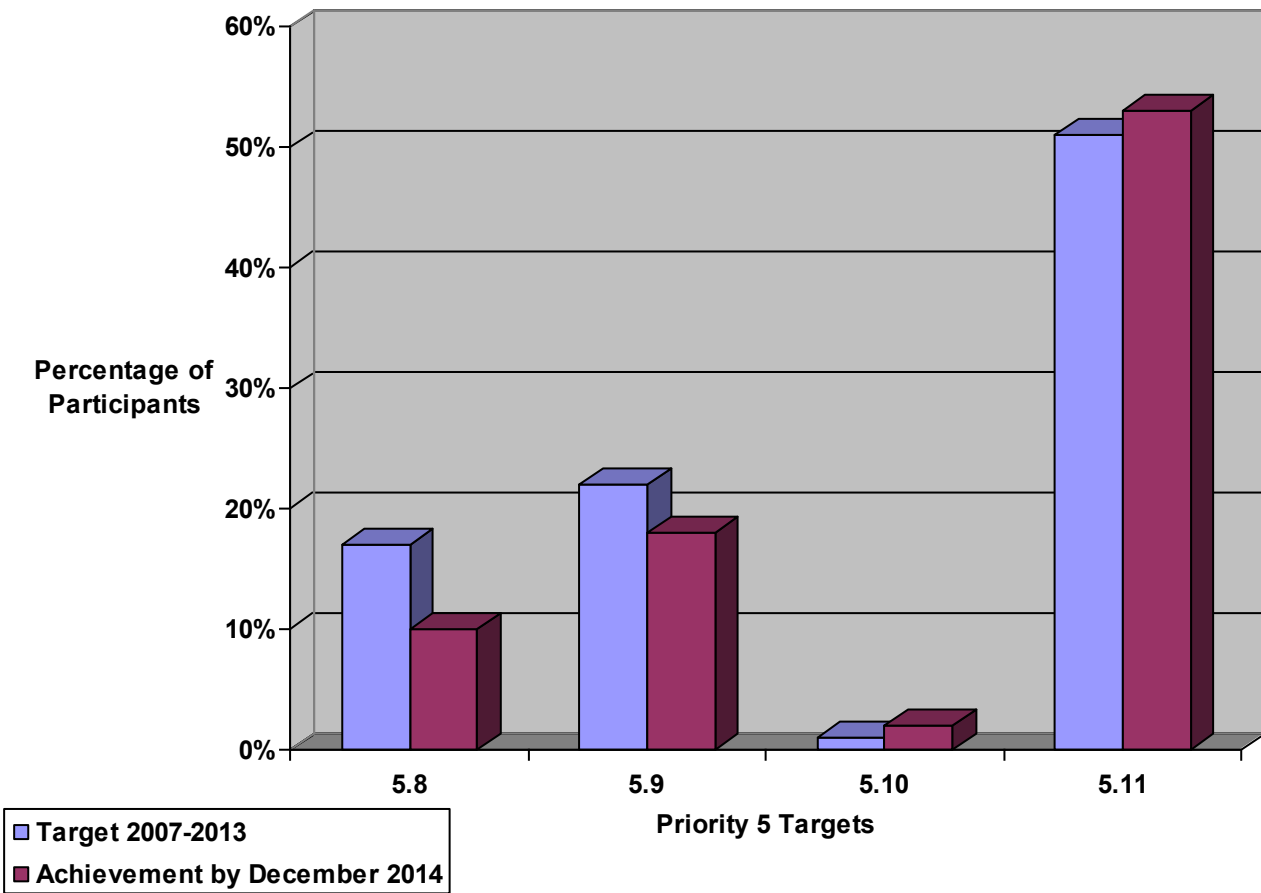


Figure 16: Priority 5 Equality Targets



## Assistance by target group

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

	Total Starts in year	Female starts in year	Total completers in year	Female completers in year
<b>Priority 5 - Improving the skills of the local workforce</b>				
<b>Total number of participants</b>	12,121	6,550	10,563	5,652
<b>Employed (including self employed)</b>	11,971	6,462	10,412	5,575
<b>Self employed</b>	0	0	2	2
<b>Unemployed (including long term unemployed)</b>	112	70	115	60
<b>of which Long Term Unemployed</b>	7	5	15	8
<b>Inactive (including those in education &amp; training)</b>	38	18	36	17
<b>of which in education or training</b>	35	16	31	15
<b>Young people (15-24 years)</b>	2,323	1,119	1,956	922
<b>Older people (55-64 years)</b>	1,229	657	1,126	599
<b>Minorities</b>	381	231	324	194
<b>Migrants</b>	0	0	0	0
<b>Disabled</b>	1,254	674	1,078	592
<b>Other disadvantaged people</b>	587	221	547	211
<b>Primary or lower secondary education (ISCED 1 and 2)</b>	969	361	854	328
<b>Upper secondary education (ISCED 3)</b>	7,015	3,565	6,108	3,042
<b>Tertiary education (ISCED 5 and 6)</b>	4,074	2,600	3,548	2,262

## Analysis

373. In 2014 there were 12,100 participants in Priority 5, taking the total to 106,100, well above the 50,200 target for 2007-13. The proportion of all Priority 5 participants without basic skills is at 6% in 2014 with an overall proportion of 9%. 'Participants without a level 2 qualification' was 13% in 2014 with an overall proportion of 22%. Both are well below the target of 36%.

374. In 2014 the proportion of participants without level 3 qualifications is 24% and without level 4 qualifications was 23%. Both are well above their targets in year and over the programme. There have now been 1,400 graduates placed with SMEs, exceeding the target level. The proportion of these who have moved into employment is 66% against a target of 75%.

375. In terms of total figures for target groups:

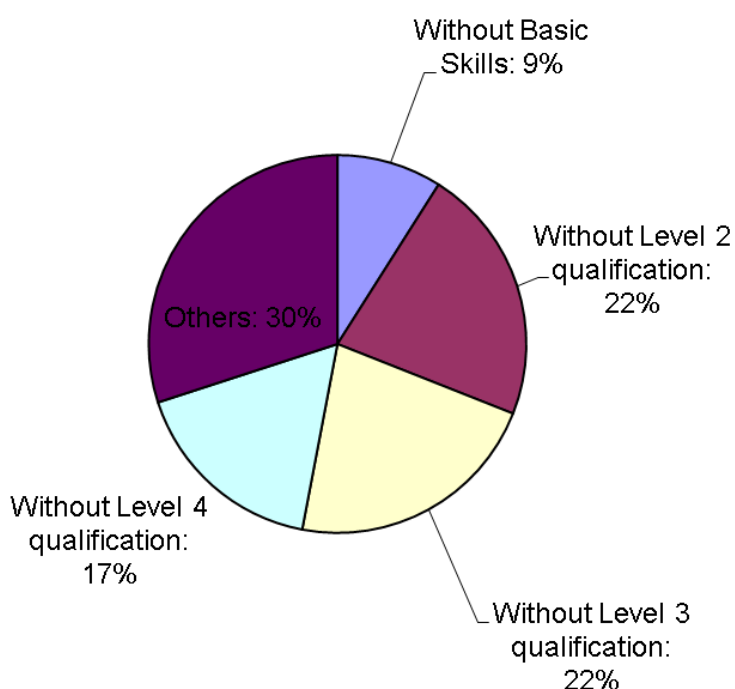
- The proportion of participants recorded with a disability or health condition is 10%, well below the target of 17% but above the equivalent for Priority 2.

- The other equality groups have participation levels relatively close to their target: 53% for females, compared to a target of 51%; 18% for those aged 50 and over, with a target of 22%, and for ethnic minorities it is 2%, compared with a target of 1%.

376. In terms of outcomes:

- In 2014 the number of Priority 5 participants who gained basic skills was only 80, with a total of 10,300 against a target of 8,200. This is higher than the number of participants (9,400) recorded as having basic skills needs.
- The number of participants who gained level 2 was 1,100 in 2014 and the total is well above the 2007-13 target of 13,800. The overall level 2 ratio now stands at 44%, comfortably above the 40% target.
- The number of participants who gained level 3 was 500 in 2014, bringing the total for 2007-13 to 6,400, more than four times the target. The overall level 3 ratio is 28%, slightly below the target of 30%.
- Participants gaining a level 4 qualification (1,300) and level 5 qualification (600) have both exceeded their target levels.

**Figure 17: Priority 5 Participants**





## **Higher Education and Higher Level Skills**

377. 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.

378. The ESF Technical Assistance contract for the CUC Central Office concluded in December 2013; however the CUC partners elected to provide sufficient income to support a CUC Co-ordination function to monitor and collate performance data for the four directly-funded ESF Higher Skills projects until August 2015.

379. 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 shaped and inspired continued activity.

380. Due to the duration of study entailed formal approval was obtained for Phases One and Two to be combined for the fifth project, the CUC Research Programme led by the University of Exeter. The Research Programme and three follow-on Phase Two programmes have been delivered throughout 2013 and 2014 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.

381. During 2014 ESF-funded delivery has facilitated a number of significant achievements; including an refined graduate placement programme that yields substantial results for both young people and businesses, continued innovation in access routes and delivery models enabling increasing numbers of local individuals to participate in university level training, improved relationships, understanding and articulation of need between institutions and businesses and the alignment of the research interests of CUC partners with the economic priority sectors for Cornwall and the Isles of Scilly.

382. During 2014 formal extensions were granted to all four of the directly-funded Phase Two projects, which will now all terminate their delivery activities on 31/08/2015.

### **CUC ESF Enterprise Project**

383. This wide-ranging project aims to develop enterprising behaviours and individual skills at Level Four and above in line with key sector needs and employer demand and to increase access through innovative routes that address barriers to participation, with a project portfolio that encompasses degree level short courses, graduate start-up support and enterprise and entrepreneurship programmes for individuals, businesses and the lifelong learning workforce.

384. By the end of November 2014, 1160 participant 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 August 2015. 361 Level Four Module completions have been achieved against the nominal target of 300 and over-achievement is also anticipated for non-accredited qualifications.

385. Cornwall College deliver seven strands of activity under the Enterprise Programme and performance remained consistently good during 2014. The college has collaborated closely with businesses to deliver bespoke training opportunities and the success rate for Degree Level Short Course options stood in excess of 80% at the end of 2014.

386. By the end of 2014 the Graduate Start Up strand had supported the development of 127 businesses against their contractual target of 70 and the final 'Boot Camp' was held in December 2014, to enable the participating businesses to receive the full six-month support package during 2015.

387. The Graduate Gateway initiative, which brokers paid and enhanced work experience placements with local businesses, had achieved 115% of its target by the conclusion of 2014 and, with employer interest levels remaining strong, there is cause for optimism about the sustainability of this strand.

388. Truro and Penwith College launched the Spark pilot project during 2014 through the ESF Enterprise Programme, which addressed a gap in the market by providing a tailored package of training and support to enable current higher education students to explore their own business potential by developing an idea into commercial application. Following a shortlisting process, twenty businesses were supported through the programme and feedback from participants, CUC partners and the business community has been extremely positive.

389. The University of Exeter have established and delivered Social Enterprise modules for Masters students, which have focused on sustainability and the environment. These programmes have entailed close collaboration with external organisations, such as Cornwall Community Flood Foundation and the Environment Agency, which has yielded real benefits for student internship and placement opportunities. Additional funds were allocated to the University during 2014 to ensure the modules can be reviewed and refined to provide a real legacy for the project.

390. 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. By the end of 2014 the University had achieved 61 of their contractual target of 62 starts and are confident that all outputs will be delivered by August 2015.

### **CUC ESF Graduate Placements Programme**

391. As in previous funding phases, the Graduate Placements project is working to enhance graduate employability and to promote the benefits of employing graduates whilst providing SMEs across Cornwall with the relevant skills required to catalyse and exploit their growth potential. Unlocking Potential are working well to provide a cohesive business support service offering services through both ESF & ERDF funding streams.

392. As of the end of November 2014, 416 graduate placements had been supported against the initial programme target of 400 (subsequently increased to 463 after an additional allocation of funding in 2014) 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.

393. The geographical coverage of the programme has improved during 2014; as well as supporting businesses in the far West of Cornwall and the Isles of Scilly the programme has aimed to increase penetration into the East of Cornwall (an area that has been traditionally harder to engage with business support). This has been very successful and has resulted in engagement of businesses that are entirely new to business support. Unlocking Potential has supported them with its own services and introduced them to the wider business support community.

394. Figures from the end of November demonstrate that 284 of the 347 graduates who had completed their placement had progressed into full-time employment with an SME, equating to a remarkable conversion rate of 81% (a further step up from 2013). 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.

395. Postgraduate 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 2014 the Postgraduate Placements programme has generated strong conversion rates to high-level employment opportunities and has gained consistently positive feedback from the business community.

396. 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.

397. The [www.GradCornwall.co.uk](http://www.GradCornwall.co.uk) online recruitment platform has been a significant success winning a national recruitment industry award. Currently there have been 815 jobs advertised to date and we have over 3,600 graduates registered on the site. This adds considerably to the legacy benefits of the graduate programme and provides a platform that can be continued beyond the current round of funding.

### **CUC ESF Raising Aspirations Programme:**

398. The 'Raising Aspirations Programme' (RAP) has been developed to widen adult participation in HE by raising awareness and aspiration levels, improving pathways from vocational programmes, in line with business need, and by removing barriers for disadvantaged groups through innovative access routes. Over the lifetime of the programme, adults who live or work in Cornwall will be provided with an individually tailored package of information, advice, guidance and practical support, culminating in a

taster session of Higher Level Skills that will enable the participants to develop a better understanding of both their own skills and potential as well as the study opportunities available through the enhanced local HE provision.

399. 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 which included the Children's University, Cornwall Film Festival, Cornwall Neighbourhoods for Change, and Unionlearn.

400. Through this collaborative approach bespoke activities have been developed for the business community, including employees of Cornwall Council and the Royal Cornwall Hospitals Trust, as well as community activists, parents, volunteers, resident associations and community-based learning organisations.

401. By the end of November 2014, 565 outputs had been achieved against the overall project target of 404 taster sessions of higher education. The project continues to exceed its Priority Five target of 80% of the participants engaged being in employment, with 86% of learners falling into this category by November 2014. This reinforces the project's focus on progression routes aligned to career development and employability and from an institutional perspective also helps to shape provision in line with local economic priorities. Engagement is also strong with older learners, with over a fifth of participants aged fifty or over.

402. During 2014 Cornwall Neighbourhoods for Change delivered a second higher education taster programme to support thirty adults from disadvantaged neighbourhoods using funds allocated from the Raising Aspirations Programme Flexible Pot. In a revision to the activities delivered during 2014, the learners undertook a formal twenty-two week programme of tutorials, practical workshops and inspirational talks, which resulted in a full Level Two qualification in Community Development, Creative Arts, Mental Health and Social Care or Science and the Environment. The subject-specific course activities were supplemented by a variety of good practice visits and family learning days during the summer months, encouraging and promoting inter-generational family learning. A press release on one of these family learning days was featured in the national ESF newsletter and also attracted local media coverage.

403. Flexible Pot funds were also secured by the Cornwall Film Festival and Children's University, who both engaged in planning and recruitment activities during 2014 ahead of the delivery of their individual projects in early 2015.

404. Cornwall Film Festival have created a programme of 'Lights, Camera, Action' tasters to provide adults with an insight into the film-making industry in Cornwall and are working closely with Cornwall College, Falmouth University and Truro and Penwith College to deliver a blend of practical lessons and industry visits to participants. This scheme was advertised through a social media campaign during the last quarter of 2014 and attracted a high volume of applications, especially from male learners who are traditionally under-represented in higher education.

405. The Children's University have developed a three-stage family learning model, which will commence in early 2015 with a 'Learning Zone' event staged to coincide with the scheme's quarterly Graduation Ceremony at the Penryn Campus. This event, which is usually attended by around 150 parents and children, will feature interactive stands from all five of the CUC institutional partners to enable attendees to try various 'hands on' learning activities. Interested adults will then be supported to attend a series of inspirational lectures with their children and to visit local projects, businesses and educational facilities that will showcase how their interests can relate to study and employment opportunities.

#### **CUC ESF Research Project:**

406. This programme aims to develop high-level research skills and institutional capacity whilst meeting the needs of businesses in Cornwall and the Isles of Scilly and supporting areas of special interest to Cornwall's economic growth through individually tailored and collaborative research projects.

407. 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 August 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.

408. During 2014 the Research Programme received promotion via local press coverage, newspapers and on BBC Radio Cornwall to publicise the benefit and impact of students' research. The research areas publicised included; pioneering forensic applications of mine survey technology, thermal imaging to help to fight fuel poverty, coastal erosion, shellfish perceptions and a study of seabirds.

409. In June 2014 Jim Grant (University of Exeter) was invited to a Yorkshire Universities Good Practice event to provide a presentation about the CUC Research Programme.

410. In July 2014 Jim Grant (University of Exeter) and Angela Coleman (DCLG) met with Dr Thomas Jorgensen, the Head of the Council for Doctorial Education at the European Universities Association to present an overview of the project, which was received with considerable interest and enthusiasm.

411. In January 2015 Mick Fuller (Plymouth University ) was invited to present at the 8th Thematic European Universities Association – Council for Doctorial Education Workshop on 'Regional Engagement and Doctorial Education' at Aix-Marseille University in France. Professor Fuller's presentation was entitled 'Supporting Researcher Development in Cornwall - A case study of the collaboration of Universities, Colleges and Industry to promote researcher skills development in a deprived area of Europe through Masters and PhD's provision'.

412. The PhD Research Business Breakfast took place on 01/10/2014 at The Alverton Hotel in Truro. The event saw presentations from both PhD students from each of the partner institutions and from collaborative business partners along with a research poster exhibition.

413. The Legacy Programme strand of the project, which enables the partner institutions to share best practice, obtain pertinent new knowledge and to increase their research capacity, progressed well against targets during 2014 with a range of events being held across the partnership including; 'Teacher Researchers: engaging in evidence based practice', 'Agri-Science into Practice - the Centre for Agricultural and Rural Sustainability Postgraduate Symposium' and 'Presenting research to non-specialists: PechaKucha workshop.

414. During 2014 the CUC Research Programme website went live, which provides a great central resource for visitors to find out about the project and details research titles, case studies, publications and events.

### **Financial**

415. Cumulative expenditure in Priority 5 increased in 2014 with over €19.9m being spent by beneficiaries on programme activity during the year. Priority 5 expenditure has made a significant contribution to the Convergence 2014 N+2 target. The spend against profile figure for Priority 5 was 72.30% as at the end of December 2014 higher than that for Priority 4.

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

416. 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**

417. 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 2014, 54% of Priority 5 participants were female.

418. 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**

419. 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.

420. 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.

421. So far, 4 Polish and one English worker have been supported with self esteem issues.

### **Ethnic minorities**

422. In 2014, 3% 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**

423. 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.

424. The Skills Funding Agency has used Priority 5 funding to support the ESF (European Social Fund) Convergence project Skills Support for Redundancy (SSR). This project supports a range of low skilled disadvantaged people by helping them learn new skills, gain qualifications and move into better, more secure employment. The project involves both Unionlearn and employers.

### **Cross-financing mechanism**

425. The cross-financing mechanism with ERDF was not used in the Priority 5 in 2014.

### **Joint social partner activities**

426. 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.

427. To date, 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.

428. SFA awarded further contracts in 2013, which enabled 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). Details of the contract holders are on GOV.UK

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

429. 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**

430. Priority 6 does not have any indicators.

#### **Analysis**

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

#### **Financial**

432. 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

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



# 4 ESF Programmes: Coherence and Concentration

## European Employment Strategy

434. 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	<p>Priorities 1 and 4 are contributing to policies to:</p> <ul style="list-style-type: none"> <li>help those furthest from the labour market back to work;</li> <li>improve the employability of young people and reduce youth unemployment;</li> <li>increase the participation of women in the labour market;</li> <li>improve the employment rate of older people;</li> <li>tackle barriers to work faced by disabled people and other vulnerable groups; and</li> <li>promote self-employment.</li> </ul> <p>[Codes 66, 67 and 69]</p>
8. Developing a skilled workforce responding to labour market needs and promoting lifelong learning	<p>Priorities 2 and 5 add value to activities to:</p> <ul style="list-style-type: none"> <li>promote apprenticeships and entrepreneurship;</li> <li>improve basic skills and qualifications;</li> <li>promote lifelong learning, especially among low skilled and older workers.</li> </ul> <p>[Code 62]</p>
9. Improving the quality and	Priorities 2 and 5 add value to activities

<p>performance of education and training systems at all levels and increasing participation in tertiary or equivalent education</p>	<p>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>
<p>10. Promoting social inclusion and combating poverty</p>	<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

435. The programme's actions also contribute to the implementation of the EU Employment Recommendations to the UK. The 2014 recommendations relevant to ESF were:

- Maintain commitment to the Youth Contract, especially by improving skills that meet employer needs. Ensure employer engagement by placing emphasis on addressing skills mismatches through more advanced and higher level skills provision and furthering apprenticeship offers. Reduce the number of young people with low basic skills.
- Continue efforts to reduce child poverty in low income households, by ensuring that the Universal Credit and other welfare reforms deliver adequate benefits with clear work incentives and support services. Improve the availability of affordable quality childcare.

436. 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.

437. 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).

438. In 2014, 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.

439. 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.

440. 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

441. 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.
A decisive impact on the eradication of poverty and social exclusion by	Equal opportunities is a cross-cutting theme within the programme and

<p>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>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 disabilities or health conditions to enter work. Priorities 2 and 5 may provide training to improve the qualifications</p>

	<p>and skills of low skilled workers within the care sector.</p> <p>[Codes 62 and 71]</p>
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## National Social Report

442. 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.

443. 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.

444. 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

445. 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.

446. 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

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

## 6 Technical Assistance

448. 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.

449. 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.

450. 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.

451. 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.

452. 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.

453. 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.

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

455. 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.

456. 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**

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

- Day One Support for Young People Trailblazer - £98,971
- 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
- Evaluation of ESF DWP Families with Multiple Problems/Troubled Families initiative – A feasibility study published November 2012 - £20,069
- 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

458. Current evaluations include:

- 2012 ESF Cohort Survey - £586,769
- Evaluation of ESF families provision - £282,925
- Ex Ante Evaluation of England ESF Operational Programme 2014-2020 - £79,450

459. European Social Fund Operational Programme 2007-13: Final synthesis report – cost to be determined

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

## 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	764,170	778,701
ESFD IT Systems Dev	01/01/2008	31/12/2012	3,732,150	3,217,850	6,950,000	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	64,774	64,744
HE	01/01/2008	31/12/2009	191,423	191,425	382,848	382,848	382,848
TAEN	01/04/2008	30/04/2015	521,718	321,482	843,200	753,369	750,444
TSEN	01/04/2008	31/08/2011	478,023	272,194	750,217	750,217	750,217
IMT Co-ordination Innovation	01/07/2008	31/05/2015	872,963	132,482	1,005,445	968,994	955,405
ESF Evaluation	01/10/2008	31/03/2015	2,100,000	2,100,000	4,200,000	2,129,479	2,070,802
NIACE TA	01/07/2008	31/08/2015	4,456,438	4,456,438	8,912,876	6,811,467	6,978,022
OSW – Willow	01/09/2009	31/12/2013	193,475	193,500	386,975	386,975	386,975
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	31/05/2013	402,854	408,045	810,899	810,899	810,899
Skills Funding Agency – The Skills Show	01/04/2012	31/12/2014	3,000,000	3,000,000	6,000,000	326,048	326,048
NCVO	01/06/2013	31/08/2014	384,489	387,035	771,524	679,284	682,705
Total			18,122,667	17,162,662	35,285,329	23,704,181	23,813,467

## Cornwall

Organisation/ Project	Start date of project	End date of project	ESF Allocated	Match Allocated/	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	31/12/2013	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	402,892	561,043
Cornwall County Council	01/10/2010	31/06/2015	778,248	277,652	1,055,900	558,715	575,505
Cornwall Vol Sector Forum	01/04/2012	31/01/2015	197,990	71,354	269,344	119,794	119,792
University College Falmouth for Combined Univ in Cornwall	01/01/2012	31/12/2013	226,709	75,570	302,279	195,779	287,600
<b>Total</b>			<b>2,923,361</b>	<b>974,688</b>	<b>3,898,049</b>	<b>1,969,770</b>	<b>2,515,466</b>

## East of England

Organisation/ Project	Start date of project	End date of project	ESF allocated / proposed	Match Allocated / proposed	Project total	Spend to date	Profile to date
East of England Skills Funding Agency	01/01/2008	31/10/2009	150,000	150,000	300,000	0	0
Government Office, East of England	01/03/2009	31/08/2009	4,948	5,000	9,948	9,948	9,948
East of England Development Agency	11/05/2009	31/08/2009	5,989	5,990	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	125,171	126,037
Total			1,446,657	1,489,623	2,936,280	2,557,451	2,558,317

### East Midlands

Organisation /Project	Start date of project	End date of project	ESF Allocated/ Proposed	Match Allocated/ Proposed	Project Total	Spend to date	Profile to date
EMFEC	01/04/2008	28/02/2011	23,484	23,489	46,973	46,973	46,973
CFET	01/04/2008	28/02/2010	89,388	89,391	178,779	178,779	178,779
SFA East Midlands TA	01/09/2009	31/03/2011	41,231	41,231	82,462	82,462	82,462
Total			154,103	154,111	308,214	308,214	308,214

## Gibraltar

Organisation/ Project	Start date of project	End date of project	ESF Allocated/ Proposed	Match Allocated/ Proposed	Project Total	Spend to date	Profile to date
Deliverex EU Programmes Secretariat	01/07/2008	31/12/2013	62,323	62,336	124,659	124,659	124,659
Emp Assist 08 - Employment Service	22/09/2008	30/05/2001 3	6,032	6,034	12,066	12,066	12,066
Total			68,355	68,370	136,725	136,725	136,725

## 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	01/04/2009	31/03/2013	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	176,360	182,166
Greater London Authority –	01/04/2012	31/05/2015	498,246	498,247	996,493	307,229	306,905

City Skills Fund for London							
Greater London Authority – EPMU	01/07/2011	31/12/2015	361,230	404,418	765,648	448,579	434,575
Greater London Enterprise TA	11/01/2012	31/12/2013	91,183	91,185	182,368	167,648	173,243
LVSC	01/06/2012	31/05/2014	229,875	229,879	459,754	374,612	390,912
Tower Hamlets – CVS	01/09/2012	31/03/2014	156,983	157,016	313,999	313,999	313,999
<b>Total</b>			<b>2,861,237</b>	<b>2,929,801</b>	<b>5,791,038</b>	<b>4,656,609</b>	<b>4,669,982</b>

## Merseyside

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

## North 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
ESFVON	29/07/2008	31/05/2009	20,940	22,642	43,582	43,582	43,582
Northern Colleges European Consortium	08/12/2008	30/06/2009	15,963	16,271	32,234	32,234	32,234

(NCEC)							
Northern Colleges European Consortium (NCEC)	01/08/2009	31/01/2010	12,078	12,076	24,154	24,154	24,154
NERIP	01/02/2010	21/09/2010	9,212	9,214	18,426	18,426	18,426
Voluntary Organisations Network	01/07/2010	31/03/2011	63,112	65,034	128,146	128,146	128,146
Riverside Consulting CÍC	01/04/2010	30/09/2010	9,707	9,708	19,415	19,415	19,415
Voluntary Organisations Network	01/04/2011	31/06/2012	43,960	45,252	89,212	89,212	89,212
VONNE – Phase 3	01/07/2012	31/12/2013	38,182	38,184	76,366	76,366	76,366
Total			213,154	218,073	431,227	431,227	431,227

## 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	170,296	4,335	174,631	174,631	174,631
Network for Europe Ltd	01/11/2011	31/12/2013	130,167	130,168	260,335	260,335	260,335
Total			793,542	698,522	1,492,064	1,492,064	1,492,064



## 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	30/08/2009	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	126,169	126,172	252,341	252,341	252,341
University of Exeter	01/01/2013	31/12/2013	128,217	128,218	256,435	221,637	219,501
Total			1,741,001	1775454	3,516,455	3,481,657	3,479,521

## 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

## Innovation, Transnationality and Mainstreaming Unit

460. Birmingham City Council (BCC) continues to host an Innovation, Transnationality and Mainstreaming (ITM) Unit to support the Managing Authority (MA) with any remaining issues relating to the successful management and co-ordination of ITM in the ESF programme 2007-13. The ITM project activity concluded with the final project, Host Borough's Employers Offer, run by Groundwork London closing on 31.10.2013. The final event was held in London on 27.2.2013. The Unit continues to provide support to the MA on the following activities: co-ordination of three European level learning networks: Active Inclusion; Social Entrepreneurship and Transnationality, plus overseeing the concluding aspects of ITM such as responding to ad hoc audit enquiries. An ITM contract variation was agreed on 15.05.2014 extending the contract till 31.05.2015.

## EU Networks

461. The European Commission opened a new call for Network proposals in October 2012 and the new networks were selected in April 2013. Eight new networks were selected and the English ESF programme is represented on three of them:

- Transnationality (II phase),
- Social Entrepreneurship Network (phase II of the previous Network for the Better Future of Social Economy)
- a newly established Active Inclusion Network led by the English Ministry of Justice.

462. The ITM Unit represents the English ESF Managing Authority on all three networks alongside central government experts. The principal aim of these networks hasn't changed since the first round and it is to facilitate the sharing of knowledge and good practice across ESF authorities in Europe and central government departments. Since March 2014 the following activity has taken place:

### **Transnationality network:**

463. The Transnationality network is led by the: The Czech Ministry of Labour and Social Affairs. There are 11 partners including: England; Germany; Spain; Finland; Flanders; Italy; Lithuania; Northern Ireland; Czech Republic; Poland and Sweden. The purpose of the network is to develop proposals for the effective implementation of the Common Framework for transnational working in the 2014-2020 programme. The proposal was presented to the European Commission in 2013; however, due to the changes at the management level at DG Employment no further decisions on the Common Framework were taken in 2014. Due to the same reason, the Transnationality Network did not hold any meetings in 2014. The discussions with the European Commission were resumed in early 2015 and the Network's Managing Committee met on 22 January 2015 to finalise its work on the Common Framework proposal.

### Outcome

464. A final manual developed by the Transnational network will provide a detailed guide for Managing Authorities is how to engage in a new common framework for TNC. This will be finished by the end of March 2015.

### **Active Inclusion network:**

465. The Active Inclusion network is led by the Ministry of Justice and partners comprise: Italy (ISFOL; Piedmont Region; OPEN Consortium); Flanders; Sweden; Lithuania; Greece; Germany and Northern Ireland. The network will run for 24 months and is due to finish 31st May 2015.

466. The network has planned two peer reviews per theme and the themes comprise:

- Disaffected youth – NEET, inclusion and empowerment

- Marginalised in communities - homelessness, offenders and ex- offenders, mental health and physical and learning disabilities
- Troubled families – multi generational unemployment, offenders families, anti – social behaviour and educational problems.

467. There have been 2 types of meetings planned for each theme. The purpose of Platform 1 meetings are to identify which good practice examples to select for peer review. Platform 2 meetings invite the project/programme representatives, experts and Managing Authorities to conduct a peer review of the selected practices.

468. Meetings to date have comprised:

- 5.03.2014 – Research meeting
- 8-10.4.2014 – Troubled Families Platform 1 meeting, London
- 19-21.05.2014 – Disaffected Youth Platform 1, Stockholm
- 10-12.06.2014- Marginalised in Communities Platform 1 meeting, Greece
- 18.07.2014 – Research meeting, London
- 10-12.09.2014 Management Committee, Vilnius
- 12-14.11.2014 Troubled Families, Platform 2 meetings, Brussels
- 3-5.12.2014 Disaffected Youth, Platform 2 meetings, Rome
- 3-5.02.2015 Marginalised in Communities, Platform 2, meetings Bremen

#### Outcome

469. The learning from the platform meetings is incorporated in a ‘Systematic Review’ undertaken by the University of Bucharest which has identified state of the art research in the various fields and will link this to the ESF investment priorities. This will present best practice within each of the thematic areas above and align them to the new 2014-2020 ESF Investment Priorities in order to inform MA’s in future ESF programming. The final conference was held in Rome on 19-20<sup>th</sup> May 2015

#### **Social Entrepreneurship network:**

470. The network is managed by the Department for ESF Management at the Ministry of Infrastructure and Development in Poland. At its start the Network comprised of ESF MAs from 11 member states (Poland; Belgium; Sweden; Czech Republic; Italy; Greece; Cyprus; England; Scotland; Finland). In 2014, new members joined in and the Network included representatives of France, Slovakia and Slovenia. This Network covers the period: 1.01.2013 – 1.02.2015 and builds on the work developed under the first round of networks by the ‘Better Future for the Social Economy’ network, also managed by Poland. English expert involvement in the meetings has been a feature throughout, with participation from the Cabinet Office; Social Enterprise UK; Social Enterprise NW, the Big Lottery Fund and the Institute for Social Entrepreneurship.

471. The following themes were explored in 2014:

- Financial instruments for social enterprise (Peer review 3: Warsaw, 10-11th April, including a presentation of the Social Impact Bonds by the Big Lottery Fund)
- Support infrastructures for the social enterprise sector (Peer review 4: Scotland, 15-16 June 2014)
- Cyprus – identity of the social economy (Peer review 5: Cyprus, Nicosia, 7-8 October 2014)

472. The final event of the Network took place in Brussels on 28 January 2015. The event was attended by DG EMPL, DG GROW, OECD, European Economic Social Committee responsible for the Social Business Initiative, several MEPs and experts from various organisations including Social Economy Europe and British Council.

### Outcome

473. The Network produced its final publication entitled: Policy meets practice – enabling the growth of social enterprises with an annex that identifies several lessons for the current ESIF programmes. The final publication is available on-line on: <http://socialeconomy.pl/node/169>

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

474. This project provides advice, information and raises awareness about the ESF Programme to 11,000 civil society organisations which are members of NCVO through a dedicated website [www.europeanfundingnetwork.eu](http://www.europeanfundingnetwork.eu), a newsletter and events. The project provides the opportunity to share key needs of the sector with government representatives and 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.

475. The project hosts the European Funding Advisory Group which brings together agencies active in supporting the Voluntary, Community and Social Enterprise Sector access European Funding at the sub-regional level. . The focus of activity in 2014 is mainly on the new ESF Programme. Work in the year included raising awareness amongst LEPs of the social and economic value of the voluntary sector with regard to the ESF Programme, active engagement in the CLLD, governance and performance cross-departmental working groups, engagement with the Big Lottery Fund, targeted support in LEP areas, sharing of good practice and representation on the Growth Programme Board and LEP Sounding Board.

## **NIACE Adult Learners' Week**

476. 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.

477. 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.

478. In 2014 the 23rd Adult Learners' Week celebrations took place between 14-20 June with the Adult Learners' Week National Awards Ceremony held on the 16 June. There were 15 national award winners in total including three national ESF award winners who were presented with their awards by Angus Gray the Head of ESF Division.

479. MA and CFO colleagues across the country selected and helped publicise sub-national ALW 2014 award winners (seven individuals and two 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:

- over 100 press releases issued in the run-up to Adult Learners' Week including a quote from Angus Gray and a reference to ESF support.
- 802 pieces of national, regional and local media coverage were secured for Adult Learners' Week. This included a 16 page supplement in FE Week which featured ESF National Award Winner Bad Boys Bakery.
- over 295,000 page views of the Adult Learners' Week website and #ALW14 reached over 105,000 twitter accounts.
- all publicity material, including posters, logos and web banners included the ESF logo.

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

## **The Skills Show**

481. From 2012-2014, through 'The Skills Show' project there is a unique opportunity to publicise ESF in England through active participation in a major national skills initiative and event managed by the Skills Funding Agency. Now in its third year the show has been made more accessible, easier to navigate and full of exciting and new content. Attracting almost 74,000 visitors, most of them young people, the event took place from 13 to 15 November 2014 at the Birmingham National Exhibition Centre (NEC) and formed the core of the 2014 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 23 ESF funded training provider stands including 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.
- displaying the ESF logo on signage and banners around the NEC and on some event related communications including a selection of ESF young people case studies reproduced on banners and displayed throughout the exhibition halls.
- the ESF Equal Opportunities and Sustainable Development Mainstreaming Leader Awards 2014 ceremony on Thursday 13 November. The awards were presented by Peter Stub Jorgensen and aim to give recognition to those projects that have excelled in promoting the themes of equality and sustainable development.
- an ESF Mentored Visitor Programme, which provided tailored visits to the show for groups of particularly disadvantaged young people not in employment, education or training.

482. In addition to the main event, The Skills Show delivered a series of high profile local skills events during 2014 for 14-25 year olds. These involved schools, colleges, employers and local partners including ESF providers working collaboratively.

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

## **The Age Employment Network**

484. The national ESF TA funded TAEN (The Age and Employment Network) project continued 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 spring 2014 TAEN obtained agreement to extend its project to January 2015. TAEN initiatives throughout 2014 included:

- Delivery of seminars including a seminar on Fuller Working Lives.
- Commissioning '50+Lives' a series of video case studies and short films which present the individual experiences of older workers. These were placed on the TAEN ESF Media Centre.

- Continued production of monthly 50+ Matters e-newsletters.

## **ESFD Publicity TA**

485. Publicity related TA activity is described in Section 7

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

486. 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.

487. No new TA projects were approved by the National PMC, London Regional Committee or the Convergence Committee in 2014.

### **East of England**

488. There were no TA projects running in the East of England during 2014.

### **East Midlands**

489. There were no TA projects running in the East Midlands during 2014.

### **North West and Merseyside**

490. Network for Europe provided Sector Co-ordination services for the third sector until March 2014. 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**

491. There were no TA projects running in Yorkshire and the Humber during 2014.



## **West Midlands**

492. There were no TA projects operating in the West Midlands during 2014.

## **London**

493. 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. The project ended on 31 August 2014. During the period of the project 88 organisations gained Green Mark Level 1, 23 achieved Green Mark Level 2 and of these 15 achieved Green Mark Level 3.

494. 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 twitter, 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. During July 2014 GLE outsourced delivery of the project to Access Europe Network, a Community Interest Company which helps organisations in London access European Funding. <http://www.accesseurope.org.uk/>.

495. 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 10 sessions promoting the Health and Sustainable development, 7 sessions on CCTs and completed 73 surgeries, supporting VCS organisations delivering employment and skills provision in London. Throughout 2014 VCS has held some large events which have been well attended to ensure that information relating to 2014-20 programme period is disseminated to the third sector in London, an example of events was held on 4th December 2014 providing the third sector with an overview of the 2014-2020 programme to provide information for early planning

and preparation for providers who may wish to get involved with the programme. Presentations were given by GLA European Programmes Management Unit, Big Lottery, NCVO, Skills Funding Agency, London Councils and LVSC. 98 representatives of organisations attended this event. <http://vcsassist.org.uk/> .

496. 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. This project ended on 31st April 2014.

497. 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.

498. 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 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).

## **South East**

There were no TA projects operating in the South East during 2014.

## **Convergence**

499. Cornwall Voluntary Sector Forum has been working together with Cornwall Council's Technical Assistance team to commission research into the workforce skills needs of the local social enterprises and also the skills needs of voluntary organisations providing services for children and young people. This builds on earlier joint research commissioned in 2013.

500. The evidence from the social enterprise skills research was used to produce a new plan for **Social Enterprise development in Cornwall**. Cornwall VSF hopes that the new plan, which has been a year in the making and has involved a consultation with over 100 Social Enterprise organisations, will provide the framework for support for social entrepreneurship in the current Convergence programme and beyond.

501. **Cornwall VSF held a VCSE Employment and Skills Conference in May where over 80 delegates attended.** The conference offered the opportunity for staff and

managers from across the VCSE to come together to look at the skills and knowledge needed to improve services. Delegates enjoyed a stimulating and refreshing presentation from **Matthew Thomson, Fifteen Foundation** as he touched on themes such as transforming services and owning growth and highlighted the importance of valued service delivery, using Elizabeth Fry as a thought-provoking example of 'see-listen-understand-act-empower-lead', also on offer were a selection of **taster workshops**.

502. Held in November 2014, the aim of this year's Cornwall VSF awards was to give an opportunity to recognise and celebrate the outstanding skills and learning work done by volunteers, community and social enterprise organisations in Cornwall, whether they work with young people, disadvantaged adults, improving the local environment or in communities. We had 26 nominations across three categories – the Most Innovative VCSE Apprenticeship Programme, the VCSE Organisation Delivering Outstanding Learning in the Community and the VCSE Organisation Delivering Innovative Learning Programmes to Volunteers.

503. Throughout the year, the CVSF technical assistance team continued to work on its social value pilot to understand the new skills required by the VCSE to better measure their added value and impact.

#### **ESFD Publicity TA**

504. Publicity related TA activity is described in Section 7

# 7 Information and Publicity

## **Managing Authority led publicity measures**

505. 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.

506. 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 543.

507. 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.

508. 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 on-going use of social media, particularly twitter.

509. 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**

510. 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.

511. 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.

512. Ongoing communications across the network include detailed e-bulletins (two in 2014) and emails on specific issues.

### **2014 Information and publicity priorities**

513. There were three main information and publicity priorities to promote ESF in 2014:

- Showcasing through collaborations with delivery partners the impact of ESF skills/jobs investment in Growth at local level.
- Publicising activities/achievements related to young people/NEETs and women and the upskilling of workers.
- Roll out of 2014-2020 ESF and broader England ESI Fund Growth programme - including priorities and funding opportunities.

### **Major information activity**

514. 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 13 to 15 November.

515. 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, local skills and careers events across the country during 2014.

516. Almost 74,000 visitors attended the 2014 national event. The show involved 62 WorldSkills UK National Competitions finals with 600 competitors, 49 Have a Go opportunities, 98 Spotlight talks, 52 Feature Exhibitors, 31 Showcase talks, 24 ESF Exhibitors and 5 Feature Hubs– all under one roof.

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

518. The main ESF Skills Show activities in 2014 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 24 ESF funded training provider stands including 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.

- displaying the ESF logo on signage and banners around the NEC and on some event related communications including a selection of ESF young people case studies reproduced on banners and displayed throughout the exhibition halls.
- the ESF Equal Opportunities and Sustainable Development Mainstreaming Leader Awards 2014 ceremony on Thursday 13 November. The awards were presented by Peter Stub Jorgensen and give recognition to those projects that have excelled in promoting the themes of equality and sustainable development.
- an ESF Mentored Visitor Programme, which provided tailored visits to the show for groups of particularly disadvantaged young people not in employment, education or training.
- ESF funding to attract young disadvantaged people who would not normally attend the Show.
- volunteer activity including providing uniforms and equipment with a prominent ESF logo, induction training including the role and importance of ESF to the event and more widely and for those from ESF eligible target groups the opportunity to complete a full qualification to support future employment. In 2014 there were 806 volunteers with a large number completing onsite training.
- distributing approximately 1,000 copies of the 2013/2014 ESF 'Improving people's lives' booklet and producing a selection of ESF banners featuring case studies and photos of young people who had taken part in ESF projects.
- an ESF film, available on YouTube, which included an interview with Peter Stub Jorgensen from the European Commission and the ESF exhibition area with ESF projects talking about their involvement with ESF and The Skills Show.

519. In addition an award ceremony on Thursday 13 November showcased effective practice from the ESF programme to an ESF and wider audience. The ESF Equal Opportunities and Sustainable Development Mainstreaming Leader Awards 2014 were presented at the award ceremony by Peter Stub Jorgensen from the European Commission. The awards aim to give recognition to those projects that have excelled in promoting the themes of equality and sustainable development. Angus Gray, Head of DWP's ESF Division hosted the ceremony. Following the award ceremony the winning projects gave short presentations sharing how they effectively promote equality and sustainable development within their projects, lessons learned and outcomes they have achieved.

520. In addition to the national Skills Show event, the project supports The Skills Show Experience - a series of high profile local skills events in 2014 for 14-25 year olds. These events involve schools, colleges, employers, and other local partners including ESF providers.

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

### **On-going communications and publicity measures**

522. 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 platform**

523. In June 2014 migration of ESF content from the DWP website domain to the national government website platform [www.GOV.UK](http://www.GOV.UK) was completed. The ESF pages continue to provide news through the ESF Newsletter, provider lists, funding opportunities and guidance pages.

524. Towards the end of 2014 work has focused on working with the Department for Communities and Local Government developing ESF and European Regional Development fund web pages for the new 2014-2020 England European Structural Investment Funds Growth programme.

### **ESF Newsletter**

525. 24 issues of the fortnightly ESF Newsletter have been published on the national ESF website throughout 2014. 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**

526. The Managing Authority (2013-2014) 'Improving people's lives' booklet was revised and published in October 2014. 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 to ESF stakeholders to promote ESF to a wide range of audiences. Almost 2000 copies of the edition were distributed at events and via mail requests between September and December 2014.

### **Case studies**

527. 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 are available on the national ESF website and many have been featured in the ESF newsletter 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 local level media coverage.

528. Eight ESF banners were produced for the Skills Show featuring photos and short case studies of young people. The banners were widely used throughout the Skills Show exhibition halls.

529. 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.

### **Twitter**

530. 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.

@DWPESFEngland tweeted 232 times in 2014 and had 339 followers with numbers continuing to grow steadily.

### **Supporting Older Workers**

531. The national ESF TA funded TAEN (The Age and Employment Network) project continued 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 spring 2014 TAEN obtained agreement to extend its project to January 2015. TAEN initiatives throughout 2014 included:

- Delivery of seminars including a seminar on Fuller Working Lives.
- Commissioning '50+Lives' a series of video case studies and short films which present the individual experiences of older workers. These were placed on the TAEN ESF Media Centre.
- Continued production of monthly 50+ Matters e-newsletters.

### **Adult Learners' Week**

532. 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**

533. The fifth annual ESF Mainstreaming Leader Awards for Equal Opportunities and Sustainable Development were launched in summer 2014. 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 and wider audiences.

534. 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 13 November (see Major Information Activity above).

535. The 2014 award winners were:

- ESF Gender Equality Leader Award: Achieve North West – Lancashire Women’s Centre project
- ESF Equal Opportunities Specialist Project Leader Award (joint winners): Achieve North West – Back on Track project; and Catalyst Housing Ltd – Women in Social Housing (WISH) project
- The Equal Opportunities Mainstreaming Leader (Policy and Plan) Award: Michaeljohn Training School
- ESF Sustainable Development Specialist Project Leader Award (joint winners): Green Shoots Associates – HMP Dartmoor Enterprise Project; and SERCO – John Laing Training (One Service)

536. The awards initiative and winners were promoted extensively at a national level on the ESF website, and through tweets, the ESF newsletter and 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.

### **RegioStars awards**

537. Fifteen Cornwall, the restaurant and social enterprise which offers disadvantaged young people the chance to transform their lives by becoming chefs, won a top award at the Europe wide RegioStars 2014. The critically acclaimed restaurant at Watergate Bay, beat off four other short-listed finalists in the ‘Inclusive growth: Creating jobs for the young generation’ category. The winner was announced on Monday 31 March 2014 at a ceremony in Brussels. News of the award was widely publicised in Cornwall’s Western Morning News, Cornish Guardian and Newquay Voice, the Business Cornwall website, and broadcasts on Heart FM Cornwall and BBC Radio Cornwall.

538. In a video message played to those present at the awards event, Jamie Oliver said:

“It’s brilliant news that we’ve won a RegioStars award for creating jobs for young people. One big massive ‘thank you’ goes to the European Regional Development Fund and the European Social Fund. Without you guys Fifteen Cornwall would never have happened, so a deep heart-felt ‘thank you’.”

539. The annual RegioStars awards, run by the European Commission, aim to identify good practices in regional development and to highlight original and innovative projects which could be attractive and inspiring to other regions.

### **Events**

540. The ESF Managing Authority exhibited at Adult Learners’ Week and The Skills Show during the year.

## Working with providers and sub-contractors

541. During the year the ESF Managing Authority and ESF partners including CFOs 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. Details of CFO and other ESF partner information and publicity activities are provided in a section below.

## Publicity indicators

542. The communication plan for the 2007-2013 England and Gibraltar ESF programme contains the following indicators. Where data is available these are quantified for 2014.

Objective	Indicator	Frequency	2014 Output
To provide a range of high quality products to publicise the programme by the end of 2007, and to develop the range during the life of the programme.	1. Number and type of products and publications produced.	Annual Implementation Report	See section on publications and promotional materials
	2. Number of newsletter subscribers and newsletter downloads.  Figures for newsletter downloads are not comparable with those provided in previous years due to technical changes to web content.	Annual Implementation Report	940 subscribers (December 2014)  Newsletter downloads 3,079 page views on the old site (1 January to 11 June 2014); and 4,190 page views May to 31 December 2014)
	3. Number of plaques distributed by the Managing Authority.	Annual Implementation Report	1,066 plaques distributed in year (9,246 cumulative during programme)
To ensure project providers make their participants aware of ESF throughout their projects	4. Proportion of participants aware of ESF support.	Cohort survey 2012-14	Two-fifths (41 per cent) of all participants were aware of ESF involvement in funding the provision.
To ensure the Managing Authority,	5. Number of page views <a href="http://www.dwp.gov.uk/esf">www.dwp.gov.uk/esf</a> and GOV.UK collection page –	Annual Implementation Report	1 January 2014 to 11 June 2014  359,353 page

partners, beneficiaries and project providers publicise activities to the general public.	/government/collections/European-social-fund-2007-to-2013  Figures for page views are not comparable with those provided in previous years due to technical changes to web content.		views of all pages in the ESF subsite; and 49,795 page views of the ESF homepage  7 May 2014 to 31 December 2014  36,022 page views of the GOV.UK collection page
	6. Awareness of ESF among the general public.	As and when surveys (e.g. Eurobarometer) undertaken	31% - 2013 [ <a href="#">Eurobarometer 2013</a> - 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 transparency 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 levels.	8. Number of press notices issued by MA referring to ESF.	Annual Implementation Report	0
	9. Number of articles referring to ESF in national and regional media	Annual Implementation Report	Jan-March – 101 April-June – 96 July-Sep – 103 Oct-Dec – 90 Total - 390
To comply with EU regulatory	10. Verification activity finds compliance with EU regulatory	Annual Implementation	Baseline reviews, Article 13

requirements on publicity at all stages and all levels of the programme.	requirements.	Report	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 above). See also TAEN 'support for older workers' text above. Also integration of themes within newsletter articles, pages on ESF web pages and promotion of 2012 'Gender Equality Good Practice Guide booklet'.

### Media analysis

543. Of the 390 articles in national and regional newspapers that referred to the European Social Fund, almost all of these were in local papers focusing on new local funding and training opportunities, individual participant successes and wider project activities and events. Only 5 of these news stories included any negative messages about ESF.

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

544. 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 early 2014-2020 European Structural and Investment Fund Growth Programme communications.

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

546. DWP ESF CFO contributed to the national Adult Learner's Week (ALW) awards by widely publicising the initiative and encouraging providers to submit nominations. DWP participated in the selection process by sifting and scoring nominations, participating on the ESF ALW award selection panel and agreeing award winners. Two DWP CFO ESF providers were selected as Regional Award Winners: Beverley McRonald from East Midlands and Paul Whitlock from the North East.

547. Her Royal Highness the Princess Royal hosted the NIACE Adult Learners Ambassadors reception which saw two former ESF Outstanding Learners winners, including the 2013 National Adult Learner award winner – Penny Keeling, commended for their on-going commitment to learning.

548. DWP ESF CFO publishes ESF Families content on the new GOV.UK portal.

549. ESF Families providers produce website articles to publicise provision, examples of this are as follows:

- Family Wise in the North East
- G4S in Greater Manchester, Cheshire & Warrington (excluding Halton)
- Paragon in Cornwall and the Isles of Scilly

550. To assist all those working within DWP, an ESF intranet page, dedicated to ESF Families Provision, has been set up. The site also provides a link to a further page established for the new ESF 2014-2020 programme, sharing all the latest information on the programme.

551. Providers have produced their own regular newsletters, distributing these widely to various agencies such as Jobcentre Plus, Local Authorities and other Government Agencies.

552. DWP ESF CFO attended the Skills Show event in November assisting members of the public with enquires about ESF provision.

553. 18 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 to include articles on the MA website as well as the internal and external DWP websites, in provider publicity materials and on key delivery partner websites. A number of DWP case studies have been used by the ESF Managing Authority in DWP in their promotional materials including the updated 2013-2014 Improving People's Lives booklet.

554. All ESF marketing and publicity materials produced by providers and their supply chain are reviewed by ESF Managers and/or Performance Managers to ensure that the material is fully compliant with ESF regulatory requirements and DWP standards.

**The Skills Funding Agency (SFA)** has:

- managed the ESF Technical Assistance project to publicise ESF at The Skills Show in Birmingham. (A summary of The Skills Show project is provided in the Technical Assistance section).
- played an active role in the 2014 ESF Mainstreaming awards and Adult Learners' Week awards for ESF by promoting the nomination processes to its provider base and participating in the national judging panel.
- run procurement rounds for five new strands of ESF activity and published details of the new contract holders on GOV.UK.
- contributed to the Managing Authority's national ESF webpages and publications, maintained ESF website content on GOV.UK and promoted national ESF initiatives through its weekly newsletter, 'Update'
- worked closely with the Convergence Partnership Office, to make sure that the Convergence framework met its targets and publicised programme activities.

555. In addition, an SFA provider in London, Collage Arts, hosted a visit from Ministers from the UK and French governments. The visit was reported on TF1, one of France's leading television stations and Harlem Désir (French Minister for Europe) tweeted about the visit on his Twitter account.

556. The National Offender Management Service (NOMS) ESF 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 2014 and in particular the ESF Leader Mainstreaming Awards. This resulted in 14 nominations and NOMS CFO winning 3 national awards and being joint winners in another 2 categories. Details of the NOMS CFO winning projects were distributed to all Prime Providers and wider audiences
- also had success at the 2014 Adult Learners' Week Awards, with providers securing 2 out of the 3 national awards and 2 local awards.
- also contributed to the publishing of the Employer forum for Reducing Re-Offending's bi-weekly newsletter.
- worked closely with Prison Printing. Run by 1-3-1 Solutions, the prison industry commercial organisation has printed and distributed ESF leaflets and posters within the estate. This has provided additional training to offenders within the printing and distribution establishments.

557. The East Midlands Local Authority Consortium CFO has been pro-active in helping providers to publicise their projects. As part of this links for all 2011-14 Regional Partners' projects have been posted on the Lincolnshire County Councils website.

558. Bedfordshire County Council CFO has actively promoted the Adult Learners' Week ESF awards initiative, encouraging projects to nominate participants. At the local Adult Learners' Week ceremony event in Central Bedfordshire there were market stalls with 15 providers promoting their learner courses. The Council's ESF webpages continue to link to other ESF websites including the national ESF website.

## **London**

559. In May 2014 EU Commissioner for Employment, Social Affairs and Inclusion (DG Employ), Laszlo Andor along with Deputy Mayor for Business and Enterprise, Kit Malthouse, visited the Integr8 ESF funded project at the Streetvibes centre in London. The project which is funded by the Greater London Authority (GLA) CFO is targeted at young people at risk of becoming NEET who are seen to be most at risk of being permanently excluded from school.

560. On his trip to the UK in September, the French Minister for Europe visited a Skills Funding Agency co-financed ESF project run by College Arts and Rinova. During the visit, the delegation was able to discuss a number of issues with representatives of Collage Arts and Rinova relevant to young people, training and EU programmes.

561. In December 2014 Jack Morris OBE, Chair of the Skills and Employment Working Group, hosted an evening reception to celebrate ESF and ERDF in London. The event took place at City Hall and was attended by over 120 key stakeholders. The evening celebrated achievements of the 2007-2013 Programme and looked forward to the new 2014-2020 European Structural and Investment Funds Growth Programme. This event included a presentation from a representative of SWITCH Direction funded through the GLA ESF Resettlement of Offenders Project. In addition the event showcased products from Bad Boys Bakery an ESF funded project at HM Prison Brixton that provides training and skills to help rehabilitate and reintegrate offenders back into society and employment. Bad Boys Bakery won a national Adult Learners' Week ESF award in 2014.

562. The ERDF-ESF blog highlights interesting developments and features case studies of ESF funded projects in London. During 2014, the GLA's European Programmes Management Unity posted a further 9 blog entries about key milestones and events. In 2014 there were 453 unique views on the blog's main landing page. A series of posts profiled ESF funded projects such as Green Mark and Bad Boys Bakery, with the majority of posts including updates on the 2014-20 ERDF and ESF Programme.

563. Twitter has also been used to publicise ESF during the past year through @LondonEUFunds having in excess of 1200 followers. During this time London Voluntary Services Consortium (LVSC) produced an infogram showing its achievements to date in relation to the ESF VCS Assist project.

564. London Councils' website remains the primary publicity source for its ESF programme. As projects are in their closure phase, the website is promoting end of project celebrations and events, as well as project evaluations with case studies as a form of information sharing and analysis of best practice for the benefit of boroughs, voluntary groups and other interested parties. The expectation is for evaluations to be online by September 2015.

565. Social media continues to be used by some projects as a means of engaging and maintaining contact with their participants, particularly to ensure participants sustainment in work.

566. In September 2014 the London Councils' project Women Into Work run by Catalyst Housing received an ESF equalities award for their innovative project engaging women in social housing into work. Catalyst Housing also received a two star accreditation as one of Sunday Times' 2014 UK Best companies to work for, in the not-for-profit category.

### **Cornwall (Convergence)**

567. The ESF Convergence Communication Team ensured that ESF Convergence investments and news were highlighted through the use of people centred Media Releases across the whole of the provision to illustrate its impact in improving people's lives. Content in 2014 included the local and national Skills Show events, and an increased coverage of the impact of the ESF Convergence PhDs as the research is completed. The result was an average of 5.3 articles a week in local media (local newspapers and local news websites). The activity of the team included working with and support for partners and providers on content and style and tone for media releases and the use of various digital communication channels.

568. Key communication themes and activities included:

- Using the [Inspiring Work](#) website and its supporting digital channels including the [ESF Convergence twitter](#) stream, [Flickr account](#) and the [ESF Convergence newsletters](#) to highlight the impact of ESF Convergence on jobs and skills.
- Celebrating successful employment and skills practice through Awards eg Fifteen Cornwall Apprenticeship programme winning a [RegioStars 2014 Award](#), the [2014 Cornwall Works WISE Awards](#) held on Europe Day May 9<sup>th</sup> recognising the important role the European Social Fund has played in employment and skills provision over recent years; and [Adult Learners Week](#).
- The mainstreaming of employment and skills practice developed and championed using ESF, in particular ESF Convergence, is continuing as a theme for communication. This is used to illustrate both the impact on the individual participants, and the longevity of the impact of the investment in shaping new ways of working.
- Developing new digital approaches: The Directory of Services within the Inspiring Work website has been enhanced with: a new map and list based presentation; refined search facilities with its own url [www.inspiringservices.org](http://www.inspiringservices.org); and a built in 'sunset' feature for all entries. Providers are now able to update the information held about their services directly, and every 6 months they are automatically reminded to refresh the details held. Without the refresh the detail is lost from the system. This ensures that the information available to customers is as up to date as possible.



## 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 2014(end of August for SFA) and are based on reports produced for the March 2015 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.	%	
<b>England and Gibraltar</b>																
Target	887,000	371,000	42%	303,000	34%	177,000	20%	22%	18%	25%	51%	195,000	22%	80,000	45%	
Achievement	3,311,824	1,815,686	55%	633,405	19%	731,593	22%	22%	14%	21%	33%	490,764	16%	500,228	72%	
<b>South East</b>																
Target	70,200	29,400	42%	24,000	34%	14,000	20%	22%	18%	11%	51%	15,400	22%	6,300	45%	
Achievement	198,502	111,732	56%	26,426	13%	51,037	26%	32%	19%	12%	38%	26,894	15%	37,939	80%	
<b>CFO - South East DWP</b>																
Target	38,495	21,184	55%	17,311	45%	0	0%	22%	18%	11%	51%	8,547	22%	0	0%	
Achievement	66,453	36,986	56%	23,453	35%	6,014	9%	41%	21%	9%	36%	10,751	19%	1,087	19%	
<b>CFO - South East Skills Funding Agency</b>																
Target	57,266	27,354	48%	12,624	22%	14,885	26%	22%	18%	11%	51%	10,029	18%	6,561	44%	
Achievement	128,228	72,020	56%	2,278	2%	44,812	35%	28%	18%	13%	38%	15,405	13%	36,834	89%	
<b>CFO - South East England Development Agency (SEEDA)</b>																
Target	2,930	710	24%	585	20%	26	1%	22%	18%	11%	51%	1,071	37%	12	46%	
Achievement	2,810	2,021	72%	609	22%	180	6%	14%	22%	12%	36%	397	14%	13	7%	
<b>Non-CFO - Newhaven Community Development Association</b>																
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%	
<b>Non-CFO - Age UK Milton Keynes</b>																
Target	170	20	12%	10	6%	0	0%	5%	100%	15%	90%	160	94%	0	0%	
Achievement	188	20	11%	13	7%	0	0%	11%	93%	9%	79%	162	86%	0	0%	
<b>Non-CFO - Oxford City Council</b>																
Target	600	121	20%	178	30%	1	0%	12%	14%	22%	52%	120	20%	1	100%	
Achievement	129	87	67%	9	7%	0	0%	11%	18%	49%	62%	29	58%	0	0%	
<b>East of England</b>																
Target	68,200	28,500	42%	23,300	34%	13,600	20%	22%	18%	16%	51%	15,000	22%	6,100	45%	
Achievement	198,558	102,974	52%	23,815	12%	62,160	31%	24%	17%	12%	34%	28,405	15%	52,590	87%	

<b>CFO - East of England DWP</b>															
Target	36,704	22,049	60%	14,655	40%	0	0%	22%	18%	16%	51%	8,076	22%	0	0%
Achievement	41,405	26,712	65%	10,668	26%	4,025	10%	30%	19%	11%	31%	8,516	22%	860	22%
<b>CFO - East of England Development Agency (EEDA)</b>															
Target	2,762	1,426	52%	1,336	48%	0	0%	22%	18%	16%	62%	644	23%	0	0%
Achievement	8,966	5,539	62%	2,249	25%	1,178	13%	13%	22%	14%	53%	1,008	12%	246	23%
<b>CFO - Central Bedfordshire Council.</b>															
Target	5,422	2,469	46%	1,547	29%	1,406	26%	18%	18%	16%	51%	984	18%	676	48%
Achievement	5,649	2,547	45%	1,830	32%	1,245	22%	24%	12%	22%	49%	662	14%	754	68%
<b>CFO - East of England Skills Funding Agency</b>															
Target	42,779	14,092	33%	9,202	22%	18,547	43%	22%	18%	16%	51%	9,412	22%	8,346	45%
Achievement	137,226	65,929	48%	7,343	5%	54,608	40%	22%	15%	10%	33%	17,607	13%	50,093	94%
<b>CFO - Luton Borough Council</b>															
Target	4,403	1,680	38%	1,593	36%	1,033	24%	18%	18%	18%	51%	831	19%	464	45%
Achievement	4,570	1,877	41%	1,459	32%	1,065	23%	14%	20%	59%	50%	524	18%	631	76%
<b>Non-CFO - CSV Ipswich Media Clubhouse</b>															
Target	356	248	70%	108	30%	0	0%	67%	10%	15%	55%	89	25%	0	0%
Achievement	409	164	40%	185	45%	15	4%	59%	22%	10%	44%	68	17%	4	27%
<b>Non-CFO - West Lindsey District Council</b>															
Target	800	600	75%	160	20%	32	4%	7%	23%	2%	35%	48	6%	12	38%
Achievement	333	206	62%	81	24%	24	7%	24%	42%	11%	42%	20	87%	2	100%
<b>West Midlands</b>															
Target	114,100	47,800	42%	39,000	34%	22,700	20%	22%	18%	31%	51%	25,100	22%	10,200	45%
Achievement	331,560	203,473	61%	38,226	12%	73,284	22%	23%	16%	30%	37%	49,682	16%	55,815	81%
<b>CFO - West Midlands DWP</b>															
Target	60,555	40,330	67%	20,225	33%	0	0%	22%	18%	31%	51%	13,321	22%	0	0%
Achievement	72,093	37,513	52%	29,667	41%	4,913	7%	35%	20%	29%	34%	10,886	18%	714	16%
<b>CFO - West Midlands Skills Funding Agency</b>															
Target	74,442	27,261	37%	22,191	30%	24,950	34%	22%	18%	31%	51%	14,307	19%	11,182	45%
Achievement	256,399	163,710	64%	8,374	3%	68,073	27%	19%	15%	30%	38%	38,421	16%	55,059	86%
<b>Non-CFO - Coventry City Council</b>															
Target	1,441	1,128	78%	88	6%	225	16%	13%	16%	15%	33%	353	25%	52	23%
Achievement	2,326	1,600	69%	132	6%	271	12%	11%	16%	31%	42%	316	50%	36	43%
<b>Non-CFO - West Mercia Probation Trust</b>															
Target	250	250	100%	250	100%	25	10%	25%	10%	25%	20%	50	20%	12	48%
Achievement	341	257	75%	53	16%	19	6%	5%	7%	24%	14%	57	18%	5	28%
<b>Non-CFO - Digital Birmingham, Birmingham City Council</b>															
Target	5,000	5,000	100%	500	10%	250	5%	20%	15%	30%	50%	500	10%	50	20%
Achievement	401	393	98%	0	0%	8	2%	22%	26%	58%	29%	2	7%	1	100%
<b>South West</b>															
Target	44,200	18,500	42%	15,100	34%	8,800	20%	22%	18%	7%	51%	9,700	22%	4,000	45%
Achievement	153,506	77,277	50%	33,404	22%	35,963	23%	36%	18%	8%	37%	25,913	18%	24,575	71%

<b>CFO - South West DWP</b>															
Target	28,467	19,787	70%	8,680	30%	0	0%	22%	18%	7%	51%	6,267	22%	0	0%
Achievement	76,120	36,635	48%	31,951	42%	7,534	10%	42%	20%	7%	36%	14,176	20%	1,352	18%
<b>CFO - South West Skills Funding Agency</b>															
Target	22,291	7,922	36%	6,505	29%	9,278	42%	22%	18%	7%	51%	3,233	15%	4,176	45%
Achievement	77,277	40,570	52%	1,435	2%	28,424	37%	29%	15%	8%	39%	11,702	16%	23,223	85%
<b>Non-CFO - Pluss (The Pluss organisation)</b>															
Target	129	45	35%	84	65%	13	10%	75%	20%	5%	45%	39	30%	11	85%
Achievement	109	72	66%	18	17%	5	5%	96%	11%	0%	17%	35	32%	0	0%
<b>North East</b>															
Target	73,200	30,600	42%	25,000	34%	14,600	20%	22%	18%	8%	51%	16,100	22%	6,600	45%
Achievement	313,869	196,781	63%	19,771	6%	77,848	25%	19%	13%	6%	35%	52,958	17%	57,624	77%
<b>CFO - North East Skills Funding Agency</b>															
Target	52,011	15,958	31%	10,568	20%	14,786	28%	22%	18%	8%	51%	11,439	22%	6,691	45%
Achievement	245,433	148,207	60%	10,338	4%	67,491	27%	18%	13%	6%	37%	39,142	16%	55,992	86%
<b>CFO - North East DWP</b>															
Target	34,088	19,044	56%	15,044	44%	0	0%	22%	18%	8%	51%	7,499	22%	0	0%
Achievement	67,720	48,057	71%	9,389	14%	10,274	15%	20%	15%	3%	27%	13,442	21%	1,594	16%
<b>Non-CFO - Tyne &amp; Wear City Strategy Partnership</b>															
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%
<b>Yorkshire and the Humber</b>															
Target	65,900	27,600	42%	22,500	34%	13,100	20%	22%	18%	21%	51%	14,500	22%	5,900	45%
Achievement	210,937	130,146	62%	16,983	8%	57,614	27%	23%	15%	17%	37%	28,646	15%	39,469	71%
<b>CFO - Yorkshire &amp; Humber Skills Funding Agency</b>															
Target	52,699	19,102	36%	15,722	30%	15,349	29%	22%	18%	21%	51%	10,088	19%	3,995	26%
Achievement	136,411	79,098	58%	4,286	3%	46,908	34%	23%	15%	16%	39%	15,339	12%	37,476	83%
<b>CFO - Yorkshire &amp; Humber DWP</b>															
Target	21,920	12,056	55%	9,864	45%	0	0%	22%	18%	21%	51%	4,822	22%	0	0%
Achievement	73,865	50,489	68%	12,670	17%	10,706	14%	24%	13%	18%	33%	13,113	21%	1,993	19%
<b>Non-CFO - York College</b>															
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%
<b>North West</b>															
Target	100,800	42,200	42%	34,400	34%	20,100	20%	22%	18%	17%	51%	22,200	22%	9,000	45%
Achievement	288,712	147,288	51%	52,930	18%	74,095	26%	27%	15%	13%	37%	44,245	17%	55,283	78%
<b>CFO - North West Skills Funding Agency</b>															
Target	56,231	15,418	27%	12,418	22%	20,100	36%	22%	18%	17%	51%	12,385	22%	9,070	45%
Achievement	176,463	89,147	51%	10,367	6%	63,241	36%	22%	13%	12%	37%	28,003	17%	54,099	90%
<b>CFO - North West DWP</b>															
Target	59,763	33,920	57%	25,843	43%	0	0%	22%	18%	17%	51%	13,148	22%	0	0%
Achievement	109,749	57,215	52%	41,711	38%	10,823	10%	36%	18%	14%	35%	15,662	16%	1,172	11%

<b>Non-CFO - The Lancashire Colleges</b>															
Target	854	157	18%	308	36%	0	0%	9%	100%	8%	51%	44	5%	0	0%
Achievement	894	544	61%	14	2%	0	0%	7%	97%	5%	42%	31	100%	0	0%
<b>Non-CFO - University of Cumbria</b>															
Target	1,597	145	9%	1,452	91%	0	0%	3%	2%	15%	50%	464	29%	0	0%
Achievement	1,606	382	24%	838	52%	31	2%	7%	3%	24%	61%	549	40%	12	100%
<b>Merseyside</b>															
Target	57,900	26,300	46%	21,500	37%	7,600	13%	22%	18%	5%	51%	12,700	22%	3,400	45%
Achievement	247,696	149,497	60%	35,050	14%	49,336	20%	15%	12%	7%	32%	45,636	22%	28,841	68%
<b>CFO - North West Skills Funding Agency</b>															
Target	41,017	14,461	35%	11,663	28%	7,600	19%	22%	18%	9%	51%	9,017	22%	3,420	45%
Achievement	93,834	48,081	51%	7,295	8%	29,101	31%	20%	11%	8%	39%	20,542	23%	25,380	91%
<b>CFO - North West DWP</b>															
Target	20,044	11,250	56%	8,795	44%	0	0%	22%	18%	5%	51%	4,410	22%	0	0%
Achievement	39,955	27,606	69%	6,124	15%	6,225	16%	19%	12%	4%	31%	6,499	18%	981	16%
<b>Non-CFO - Wirral Borough Council</b>															
Target	1,445	607	42%	838	58%	0	0%	22%	18%	5%	51%	275	19%	0	0%
Achievement	1,679	855	51%	617	37%	207	12%	20%	21%	7%	51%	590	35%	76	37%
<b>Non-CFO - Liverpool City Council</b>															
Target	6,050	3,630	60%	2,420	40%	0	0%	22%	18%	10%	51%	1,392	23%	0	0%
Achievement	22,494	18,874	84%	157	1%	2,517	11%	12%	15%	17%	38%	3,984	74%	450	100%
<b>Non-CFO - Sefton Metropolitan Borough Council</b>															
Target	1,185	592	50%	593	50%	0	0%	15%	12%	2%	40%	261	22%	0	0%
Achievement	6,746	4,222	63%	1,434	21%	654	10%	4%	18%	2%	38%	732	100%	78	100%
<b>Non-CFO - St Helen's MBC</b>															
Target	713	200	28%	513	72%	0	0%	50%	30%	1%	49%	86	12%	0	0%
Achievement	4,387	2,592	59%	1,176	27%	408	9%	7%	15%	2%	34%	1,161	68%	106	74%
<b>Non-CFO - Knowsley Metropolitan Borough Council</b>															
Target	1,623	406	25%	1,217	75%	0	0%	20%	15%	1%	45%	730	45%	0	0%
Achievement	4,638	2,597	56%	256	6%	497	11%	4%	15%	2%	36%	34	1%	0	0%
<b>Non-CFO - Knowsley Metropolitan Borough Council (Pan Merseyside)</b>															
Target	8,985	6,110	68%	2,875	32%	0	0%	21%	20%	10%	45%	1,659	18%	0	0%
Achievement	3,504	2,272	65%	175	5%	737	21%	6%	13%	4%	33%	730	36%	138	27%
<b>Non-CFO - Merseyside Expanding Horizons Ltd</b>															
Target	1,325	475	36%	725	55%	79	6%	71%	10%	9%	44%	390	29%	113	143%
Achievement	1,547	1,208	78%	156	10%	33	2%	39%	19%	8%	63%	197	17%	7	30%
<b>Non-CFO - Social Enterprise North West</b>															
Target	500	400	80%	95	19%	5	1%	20%	20%	6%	50%	250	50%	4	80%
Achievement	623	320	51%	5	1%	41	7%	8%	19%	39%	54%	342	55%	6	15%
<b>CFO - National Offender Management Services</b>															
Target	26,409	16,495	62%	8,413	32%	1,501	6%	22%	7%	20%	9%	326	1%	17	1%
Achievement	37,687	20,338	54%	14,696	39%	2,653	7%	4%	7%	8%	2%	5,576	15%	151	6%

<b>Non-CFO - Knowsley MBC (PEP Supplementary Programme)</b>															
Target	12,635	7,585	60%	5,050	40%	350	3%	20%	18%	10%	45%	3,509	28%	350	100%
Achievement	30,416	20,363	67%	2,942	10%	6,263	21%	13%	15%	5%	39%	5,164	24%	1,468	37%
<b>Non-CFO - University of Cumbria</b>															
Target	100	100	100%	0	0%	0	0%	0%	0%	7%	50%	20	20%	0	0%
Achievement	186	169	91%	17	9%	0	0%	0%	3%	13%	50%	85	46%	0	0%
<b>London</b>															
Target	158,600	66,400	42%	54,200	34%	31,600	20%	22%	18%	56%	51%	34,900	22%	14,200	45%
Achievement	465,054	221,552	48%	127,713	27%	99,483	21%	25%	16%	58%	46%	65,683	15%	74,154	78%
<b>CFO - London DWP</b>															
Target	82,981	60,841	73%	19,683	24%	0	0%	22%	18%	56%	51%	21,486	26%	0	0%
Achievement	154,134	72,119	47%	72,009	47%	10,006	6%	42%	20%	51%	42%	24,520	17%	1,834	19%
<b>CFO - Greater London Authority (CFO)</b>															
Target	27,321	8,144	30%	9,940	36%	9,094	33%	22%	18%	62%	50%	3,625	13%	4,718	52%
Achievement	39,572	17,443	44%	8,329	21%	12,275	31%	21%	14%	66%	46%	9,315	24%	6,599	59%
<b>CFO - London Councils</b>															
Target	27,792	9,442	34%	18,145	65%	205	1%	22%	18%	60%	51%	9,173	33%	110	54%
Achievement	32,638	10,573	32%	20,448	63%	1,402	4%	22%	15%	64%	63%	7,211	30%	593	61%
<b>CFO - London Skills Funding Agency</b>															
Target	125,776	54,565	43%	28,932	23%	34,650	28%	22%	18%	56%	51%	21,831	17%	17,088	49%
Achievement	233,821	118,020	50%	25,824	11%	75,471	32%	16%	13%	60%	46%	23,141	10%	64,939	89%
<b>Non-CFO - London Borough of Ealing</b>															
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%
<b>Non-CFO - Groundwork London</b>															
Target	3,280	1,800	55%	1,560	48%	0	0%	25%	12%	60%	55%	1,152	35%	0	0%
Achievement	3,513	2,215	63%	1,002	29%	261	7%	6%	13%	72%	56%	1,355	53%	130	69%
<b>Non-CFO - London Borough of Lewisham</b>															
Target	48	48	100%	39	81%	0	0%	9%	11%	95%	70%	29	60%	0	0%
Achievement	46	46	100%	0	0%	0	0%	13%	22%	69%	65%	16	52%	0	0%
<b>East Midlands</b>															
Target	76,000	31,800	42%	26,000	34%	15,100	20%	22%	18%	21%	51%	16,700	22%	6,800	45%
Achievement	198,397	100,365	51%	38,436	19%	51,771	26%	30%	19%	15%	40%	33,411	18%	36,399	74%
<b>CFO - East Midlands DWP</b>															
Target	56,000	31,920	57%	17,840	32%	0	0%	22%	18%	21%	51%	12,320	22%	0	0%
Achievement	77,767	39,025	50%	33,131	43%	5,611	7%	38%	21%	13%	38%	12,777	19%	953	18%
<b>CFO - Local Authorities in the East Midlands</b>															
Target	2,575	1,276	50%	1,070	42%	0	0%	22%	18%	21%	51%	689	27%	0	0%
Achievement	2,412	1,495	62%	534	22%	180	7%	47%	12%	42%	46%	497	35%	61	48%
<b>CFO - East Midlands Skills Funding Agency</b>															
Target	58,671	23,790	41%	9,735	17%	14,772	25%	22%	18%	21%	51%	11,892	20%	6,670	45%
Achievement	114,369	57,731	50%	3,810	3%	45,690	40%	24%	15%	15%	40%	19,823	18%	35,315	80%

<b>Non-CFO - Workers Educational Association East Midlands Region</b>															
Target	100	50	50%	0	0%	15	15%	20%	30%	30%	60%	30	30%	12	80%
Achievement	2,448	1,082	44%	908	37%	21	1%	37%	53%	20%	61%	41	2%	0	0%
<b>Non-CFO - Social Enterprise East Midlands Ltd</b>															
Target	1,200	1,152	96%	48	4%	396	33%	20%	5%	8%	52%	480	40%	277	70%
Achievement	1,060	718	68%	53	5%	242	23%	8%	12%	32%	42%	268	41%	68	46%
<b>Non-CFO - Melton Borough Council</b>															
Target	500	250	50%	225	45%	25	5%	30%	10%	5%	25%	50	10%	15	60%
Achievement	341	314	92%	0	0%	27	8%	12%	16%	1%	48%	5	5%	2	17%
<b>South Yorkshire</b>															
Target	55,300	23,200	42%	18,900	34%	11,000	20%	22%	18%	21%	51%	12,200	22%	5,000	45%
Achievement	210,120	129,729	62%	24,770	12%	45,444	22%	18%	13%	16%	29%	28,878	14%	33,510	75%
<b>CFO - Yorkshire &amp; Humber Skills Funding Agency</b>															
Target	56,706	22,935	40%	18,839	33%	10,960	19%	22%	18%	12%	51%	11,988	21%	5,050	46%
Achievement	149,437	96,492	65%	6,050	4%	37,857	25%	20%	14%	16%	34%	19,184	13%	32,556	88%
<b>CFO - Yorkshire &amp; Humber DWP</b>															
Target	28,398	18,557	65%	9,841	35%	0	0%	22%	18%	21%	51%	6,260	22%	0	0%
Achievement	27,508	18,148	66%	6,065	22%	3,295	12%	23%	13%	19%	28%	5,454	20%	612	19%
<b>Non-CFO - Barnsley Metropolitan Borough Council</b>															
Target	1,300	195	15%	260	20%	65	5%	15%	30%	15%	40%	780	60%	15	23%
Achievement	3,999	1,634	41%	1,091	27%	135	3%	24%	31%	16%	56%	294	11%	89	82%
<b>CFO - National Offender Management Services</b>															
Target	22,659	11,451	51%	7,396	33%	3,812	17%	22%	7%	20%	9%	235	1%	15	0%
Achievement	29,176	13,455	46%	11,564	40%	4,157	14%	5%	7%	16%	1%	3,946	14%	253	6%
<b>Gibraltar</b>															
Target	700	400	57%	400	57%	200	29%	22%	20%	0%	51%	300	30%	100	50%
Achievement	706	103	15%	0	0%	1	0%	0%	10%	4%	38%	605	87%	0	0%
<b>Non-CFO - Government of Gibraltar - Employment Service</b>															
Target	119	119	100%	119	100%	0	0%	10%	30%	15%	25%	71	60%	0	0%
Achievement	104	103	99%	0	0%	1	1%	0%	45%	0%	39%	39	40%	0	0%
<b>Agreement number - 08076NGI1</b>															
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%
<b>Agreement number - 08078NGI1</b>															
Target	39	39	100%	39	100%	0	0%	10%	30%	15%	25%	23	59%	0	0%
Achievement	29	28	97%	0	0%	1	3%	0%	39%	0%	45%	15	52%	0	0%
<b>Non-CFO - Government of Gibraltar - Ministry of Enterprise, Training &amp; Employment</b>															
Target	673	525	78%	0	0%	148	22%	0%	3%	5%	28%	270	40%	68	46%
Achievement	602	0	0%	0	0%	0	0%	0%	4%	5%	37%	566	94%	0	0%

<b>ESFD</b>															
Target	21,795	12,205	56%	8,718	40%	872	4%	46%	5%	20%	21%	0	0%	217	25%
Achievement	494,207	244,769	50%	195,881	40%	53,557	11%	8%	9%	21%	9%	59,808	12%	4,029	8%
<b>CFO - National Offender Management Services</b>															
Target	405,890	210,607	52%	155,140	38%	40,237	10%	22%	7%	20%	5%	11,160	3%	0	0%
Achievement	494,207	244,769	50%	195,881	40%	53,557	11%	8%	9%	21%	9%	59,808	12%	4,029	8%

## Priority 2

Outputs									Results									
	2.1		2.2		2.3		2.4		2.5	2.6	2.7	2.8	2.9		2.10		2.11	
	Participant Total		With basic skills needs		Without level 2		Without level 3		Disabled	Aged 50+	Ethnic min.	Female	Gained basic skills		Gained level 2		Gained level 3	
	No.		No.	%	No.	%	No.	%	%	%	%	%	No.	%	No.	%	No.	%
<b>England and Gibraltar</b>																		
Target	825,000		337,000	41%	338,000	41%	101,000	12%	15%	20%	13%	50%	152,000	45%	135,000	40%	30,000	30%
Achievement	1,780,830		442,822	25%	384,015	22%	450,734	25%	7%	18%	15%	47%	167,112	40%	333,952	43%	121,522	29%
<b>South East</b>																		
Target	65,300		26,600	41%	26,700	41%	8,000	12%	15%	20%	9%	50%	12,000	45%	10,700	40%	2,400	30%
Achievement	142,688		34,649	24%	31,476	22%	29,867	21%	8%	19%	14%	47%	8,829	27%	25,162	40%	9,593	35%
<b>CFO - South East Skills Funding Agency</b>																		
Target	64,404		28,086	44%	27,023	42%	7,223	11%	15%	20%	9%	50%	12,492	45%	10,850	40%	2,794	39%
Achievement	130,813		34,042	26%	31,045	24%	28,584	22%	9%	19%	14%	49%	8,829	28%	25,109	41%	5,398	20%
<b>CFO - South East England Development Agency (SEEDA)</b>																		
Target	6,722		0	0%	300	4%	2,199	33%	15%	20%	9%	50%	0	0%	0	0%	548	25%
Achievement	10,785		460	4%	150	1%	1,131	10%	1%	10%	5%	14%	0	0%	0	0%	4,195	100%
<b>Non-CFO - Medway Council</b>																		
Target	870		610	70%	452	52%	609	70%	50%	40%	25%	45%	174	29%	36	8%	36	6%
Achievement	1,090		147	13%	281	26%	152	14%	8%	21%	18%	35%	0	0%	53	12%	0	0%
<b>East of England</b>																		
Target	69,800		28,500	41%	28,600	41%	8,500	12%	15%	20%	8%	50%	12,800	45%	11,400	40%	2,600	30%
Achievement	160,326		33,905	21%	31,546	20%	41,334	26%	6%	21%	14%	48%	16,980	52%	31,101	49%	12,006	30%
<b>CFO - East of England Development Agency (EEDA)</b>																		
Target	16,645		1,021	6%	3,167	19%	1,488	9%	15%	20%	8%	50%	459	45%	1,237	39%	1,229	83%
Achievement	29,306		3,469	12%	3,378	12%	6,620	23%	3%	28%	7%	46%	2,502	73%	1,575	23%	1,455	22%
<b>CFO - East of England Skills Funding Agency</b>																		
Target	84,855		38,210	45%	26,931	32%	12,989	15%	15%	20%	8%	50%	17,167	45%	10,507	39%	3,772	29%
Achievement	129,879		30,401	23%	28,001	22%	34,365	26%	6%	19%	15%	49%	14,466	50%	29,256	52%	10,393	31%
<b>CFO - Luton Borough Council</b>																		
Target	345		10	3%	25	7%	310	90%	16%	18%	16%	51%	4	40%	5	20%	124	40%
Achievement	256		4	2%	15	6%	104	41%	0%	13%	41%	36%	4	100%	57	100%	106	100%
<b>CFO - Central Bedfordshire Council.</b>																		
Target	586		20	3%	30	5%	200	34%	18%	18%	16%	51%	14	70%	25	83%	145	73%
Achievement	529		24	5%	17	3%	99	19%	7%	14%	13%	80%	0	0%	50	100%	52	90%



<b>Non-CFO - Essex County Council</b>																	
Target	128	20	16%	128	100%	128	100%	10%	0%	6%	14%	20	100%	45	35%	0	0%
Achievement	356	7	2%	135	38%	146	41%	1%	0%	8%	12%	8	100%	163	100%	0	0%
<b>West Midlands</b>																	
Target	106,200	43,300	41%	43,500	41%	13,000	12%	15%	20%	14%	50%	19,500	45%	17,400	40%	3,900	30%
Achievement	221,086	66,630	30%	49,363	22%	54,020	24%	7%	18%	21%	47%	29,925	48%	32,358	30%	11,323	23%
<b>CFO - West Midlands Skills Funding Agency</b>																	
Target	109,913	44,802	41%	45,007	41%	13,436	12%	15%	20%	14%	50%	20,181	45%	18,013	40%	4,021	30%
Achievement	220,040	66,502	30%	49,335	22%	53,935	25%	7%	18%	21%	47%	29,925	48%	32,167	30%	11,064	22%
<b>Non-CFO - Birmingham Metropolitan College</b>																	
Target	940	97	10%	110	12%	305	32%	3%	11%	17%	28%	0	0%	30	27%	120	39%
Achievement	1,046	128	12%	28	3%	85	8%	8%	26%	21%	33%	0	0%	191	100%	259	100%
<b>South West</b>																	
Target	41,100	16,800	41%	16,800	41%	5,000	12%	15%	20%	4%	50%	7,600	45%	6,700	40%	1,500	30%
Achievement	108,286	19,994	18%	31,047	29%	31,607	29%	11%	19%	5%	51%	14,525	76%	21,665	44%	8,098	27%
<b>CFO - South West Skills Funding Agency</b>																	
Target	41,018	15,478	38%	15,478	38%	10,062	25%	15%	20%	4%	50%	6,968	45%	6,182	40%	3,024	30%
Achievement	108,128	19,990	18%	31,045	29%	31,601	29%	11%	19%	5%	51%	14,525	76%	21,661	44%	8,098	27%
<b>Non-CFO - Skills for Care South West</b>																	
Target	300	40	13%	50	17%	150	50%	5%	85%	10%	65%	0	0%	110	220%	0	0%
Achievement	133	4	3%	0	0%	4	3%	6%	50%	1%	80%	0	0%	4	100%	0	0%
<b>Non-CFO - Cosmic</b>																	
Target	24	0	0%	0	0%	0	0%	12%	17%	12%	54%	0	0%	0	0%	0	0%
Achievement	25	0	0%	2	8%	2	8%	8%	28%	20%	60%	0	0%	0	0%	0	0%
<b>North East</b>																	
Target	68,000	27,800	41%	27,800	41%	8,300	12%	15%	20%	4%	50%	12,500	45%	11,100	40%	2,500	30%
Achievement	175,365	41,879	24%	33,575	19%	51,462	29%	6%	18%	4%	40%	13,659	34%	43,570	60%	9,043	18%
<b>CFO - North East Skills Funding Agency</b>																	
Target	70,939	27,716	39%	27,716	39%	8,583	12%	15%	20%	4%	50%	12,230	44%	10,854	39%	2,486	29%
Achievement	174,895	41,828	24%	33,559	19%	51,394	29%	6%	18%	4%	40%	13,659	34%	43,570	60%	9,043	18%
<b>Non-CFO - University of Sunderland</b>																	
Target	400	50	13%	50	13%	30	8%	15%	75%	10%	50%	20	40%	0	0%	0	0%
Achievement	470	51	11%	16	3%	68	14%	18%	58%	6%	49%	0	0%	0	0%	0	0%
<b>Yorkshire and Humberside</b>																	
Target	61,300	25,000	41%	25,100	41%	7,500	12%	15%	20%	14%	50%	11,300	45%	10,000	40%	2,300	30%
Achievement	137,172	31,204	23%	30,851	22%	36,747	27%	7%	18%	11%	39%	6,037	21%	27,411	48%	10,728	31%

<b>CFO - Yorkshire &amp; Humber Skills Funding Agency</b>																	
Target	65,546	26,761	41%	26,861	41%	8,015	12%	15%	20%	8%	50%	12,099	45%	10,694	40%	2,461	31%
Achievement	136,828	31,126	23%	30,731	22%	36,725	27%	7%	18%	11%	39%	5,986	21%	27,404	48%	10,720	31%
<b>Non-CFO - Kirklees Council (Yorkshire &amp; Humber)</b>																	
Target	500	150	30%	225	45%	75	15%	3%	20%	15%	50%	115	77%	58	26%	75	100%
Achievement	344	78	23%	120	35%	22	6%	19%	13%	40%	40%	51	69%	7	4%	8	44%
<b>North West</b>																	
Target	99,700	40,700	41%	40,800	41%	12,200	12%	15%	20%	8%	50%	18,300	45%	16,300	40%	3,700	30%
Achievement	247,842	56,799	23%	55,534	22%	72,585	29%	7%	15%	9%	48%	23,566	45%	39,312	37%	17,980	27%
<b>CFO - North West Skills Funding Agency</b>																	
Target	106,950	44,743	42%	45,143	42%	13,226	12%	15%	20%	8%	50%	18,780	42%	16,600	37%	3,715	28%
Achievement	245,942	56,753	23%	55,467	23%	72,471	29%	7%	15%	9%	48%	23,566	45%	39,016	37%	17,857	26%
<b>Non-CFO - Impact Housing Association</b>																	
Target	310	30	10%	50	16%	30	10%	15%	5%	2%	30%	40	133%	65	130%	0	0%
Achievement	1,900	46	2%	67	4%	114	6%	2%	47%	1%	34%	0	0%	296	100%	123	100%
<b>Merseyside</b>																	
Target	58,500	23,900	41%	24,000	41%	7,100	12%	15%	20%	4%	50%	10,800	45%	9,600	40%	2,100	30%
Achievement	139,910	28,602	20%	20,452	15%	24,686	18%	7%	20%	5%	45%	8,765	32%	15,794	34%	6,997	30%
<b>CFO - North West Skills Funding Agency</b>																	
Target	65,052	26,846	41%	26,886	41%	7,936	12%	15%	20%	5%	50%	10,800	40%	9,600	36%	2,115	27%
Achievement	139,834	28,602	20%	20,451	15%	24,680	18%	7%	20%	5%	45%	8,765	32%	15,794	34%	6,997	30%
<b>Non-CFO - Liverpool Chamber of Commerce and Industry</b>																	
Target	119	0	0%	0	0%	0	0%	10%	50%	10%	50%	0	0%	0	0%	0	0%
Achievement	76	0	0%	1	1%	6	8%	3%	41%	9%	58%	0	0%	0	0%	0	0%
<b>London</b>																	
Target	126,700	51,700	41%	51,800	41%	15,500	12%	15%	20%	37%	50%	23,300	45%	20,700	40%	4,700	30%
Achievement	214,321	75,785	35%	48,119	22%	39,828	19%	5%	15%	49%	51%	31,494	44%	47,559	40%	17,489	46%
<b>CFO - Greater London Authority (CFO)</b>																	
Target	4,736	4,736	100%	0	0%	0	0%	15%	20%	40%	50%	2,010	42%	0	0%	0	0%
Achievement	5,074	457	9%	277	5%	144	3%	8%	16%	49%	42%	2,357	100%	0	0%	0	0%
<b>CFO - London Skills Funding Agency</b>																	
Target	144,543	54,626	38%	60,826	42%	29,092	20%	15%	19%	36%	48%	25,353	46%	22,630	37%	12,775	44%
Achievement	208,640	75,254	36%	47,626	23%	39,518	19%	5%	15%	49%	51%	29,064	41%	47,553	41%	17,489	46%
<b>CFO - London Councils</b>																	
Target	335	335	100%	0	0%	0	0%	22%	18%	60%	51%	260	78%	0	0%	0	0%
Achievement	245	66	27%	118	48%	26	11%	2%	14%	46%	66%	73	100%	6	3%	0	0%

<b>Non-CFO - Newham College of Further Education</b>																	
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%
<b>East Midlands</b>																	
Target	70,700	28,900	41%	28,900	41%	8,600	12%	15%	20%	9%	50%	13,000	45%	11,600	40%	2,600	30%
Achievement	135,387	28,545	21%	32,250	24%	41,489	31%	8%	17%	12%	49%	9,278	36%	25,572	46%	12,079	31%
<b>CFO - Local Authorities in the East Midlands</b>																	
Target	3,926	1,604	41%	1,604	41%	479	12%	15%	20%	9%	50%	381	24%	381	24%	116	24%
Achievement	4,452	1,531	34%	1,371	31%	899	20%	6%	22%	24%	56%	719	52%	775	29%	199	25%
<b>CFO - East Midlands Skills Funding Agency</b>																	
Target	71,451	27,296	38%	27,296	38%	8,121	11%	15%	20%	9%	50%	9,742	36%	9,742	36%	2,804	35%
Achievement	130,813	27,002	21%	30,875	24%	40,577	31%	8%	17%	12%	49%	8,559	36%	24,797	47%	11,880	31%
<b>Non-CFO - Castle College Nottingham</b>																	
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%
<b>South Yorkshire</b>																	
Target	51,500	21,000	41%	21,100	41%	6,300	12%	15%	20%	8%	50%	9,500	45%	8,400	40%	1,900	31%
Achievement	97,207	24,493	25%	19,658	20%	26,535	27%	6%	19%	7%	44%	3,992	18%	24,349	59%	6,185	25%
<b>CFO - Yorkshire &amp; Humber Skills Funding Agency</b>																	
Target	57,066	23,295	41%	23,395	41%	6,983	12%	15%	20%	6%	50%	10,550	45%	9,328	40%	2,104	30%
Achievement	97,207	24,493	25%	19,658	20%	26,535	27%	6%	19%	7%	44%	3,992	18%	24,349	59%	6,185	25%
<b>Gibraltar</b>																	
Target	1,300	400	40%	400	40%	100	10%	15%	20%	0%	50%	200	50%	200	50%	0	0%
Achievement	1,240	337	27%	144	12%	574	46%	3%	0%	3%	46%	62	18%	99	21%	1	0%
<b>Non-CFO - Government of Gibraltar - Department of Education &amp; Training</b>																	
Target	1,300	671	52%	626	48%	1,029	79%	4%	0%	5%	46%	671	100%	313	50%	0	0%
Achievement	1,240	337	27%	144	12%	574	46%	3%	0%	3%	46%	62	18%	99	21%	1	0%
<b>Agreement number - 08057NGI2</b>																	
Target	1,192	596	50%	596	50%	989	83%	4%	0%	5%	50%	596	100%	298	50%	0	0%
Achievement	1,134	302	27%	122	11%	532	47%	3%	0%	3%	51%	40	13%	81	19%	1	0%
<b>Agreement number - 08080NGI2</b>																	
Target	8	4	50%	4	50%	8	100%	12%	0%	12%	0%	4	100%	4	100%	0	0%
Achievement	8	7	88%	1	13%	0	0%	0%	0%	0%	0%	0	0%	6	75%	0	0%
<b>Agreement number - 08081NGI2</b>																	
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.	%	
<b>Cornwall</b>																
Target	24,500	10,200	42%	8,400	34%	4,900	20%	27%	30%	1%	51%	5,900	24%	2,200	45%	
Achievement	68,780	33,916	49%	17,308	25%	15,698	23%	37%	19%	2%	39%	9,427	15%	12,825	87%	
<b>CFO - South West Skills Funding Agency</b>																
Target	10,502	3,006	29%	2,476	24%	5,019	48%	27%	30%	1%	51%	762	7%	2,234	45%	
Achievement	40,492	20,776	51%	4,502	11%	13,684	34%	30%	14%	2%	40%	4,487	11%	12,475	94%	
<b>CFO - South West DWP</b>																
Target	18,398	10,258	56%	8,140	44%	0	0%	27%	30%	1%	51%	5,021	27%	0	0%	
Achievement	26,700	12,177	46%	12,572	47%	1,951	7%	49%	22%	1%	38%	4,537	22%	341	24%	
<b>Non-CFO - Cornwall Council (Cornwall Works 50 +)</b>																
Target	225	0	0%	0	0%	0	0%	0%	0%	0%	0%	0	0%	0	0%	
Achievement	806	374	46%	104	13%	0	0%	15%	74%	0%	50%	313	40%	0	0%	
<b>CFO - National Offender Management Services</b>																
Target	1,843	975	53%	694	38%	174	9%	22%	7%	1%	10%	60	3%	0	0%	
Achievement	782	589	75%	130	17%	63	8%	36%	9%	2%	11%	90	12%	9	16%	

## Territorial and regional comparison report on 2007-2013 targets - Priority 5 cumulative achievement

Outputs																
	5.1		5.2		5.3		5.4		5.5		5.6	5.7	5.8	5.9	5.10	5.11
	Participant Total	With basic skill needs		Without level 2		Without level 3		Without level 4		Post grad	Grads into SMEs	Disabled	Aged 50+	Ethnic min.	Female	
	No.	No.	%	No.	%	No.	%	No.	%			%	%	%	%	
<b>Cornwall</b>																
Target	50,200	18,200	36%	18,200	36%	5,400	11%	3,800	8%	800	1,100	17%	22%	1%	51%	
Achievement	106,376	9,392	9%	23,264	22%	23,867	22%	18,009	17%	998	1,415	10%	18%	2%	53%	
<b>CFO- South West Skills Funding Agency</b>																
Target	48,810	19,121	39%	19,121	39%	6,447	13%	3,620	7%	0	0	17%	22%	1%	51%	
Achievement	99,842	9,305	9%	23,146	23%	23,216	23%	16,755	17%	0	0	10%	18%	2%	52%	
<b>Non-CFO - Cornwall College</b>																
Target	2,581	0	0%	0	0%	0	0%	1,377	53%	0	1,063	11%	12%	1%	51%	
Achievement	2,928	11	0%	24	1%	288	10%	478	16%	0	1,413	7%	5%	2%	56%	
<b>Agreement number - 08051NCO5</b>																
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%	
<b>Agreement number - 11198NCO5</b>																
Target	613	0	0%	0	0%	0	0%	216	35%	0	613	5%	2%	1%	51%	
Achievement	514	0	0%	0	0%	0	0%	0	0%	0	514	2%	2%	1%	57%	
<b>Agreement number - 11202NCO5</b>																
Target	1,200	0	0%	0	0%	0	0%	837	70%	0	0	17%	22%	1%	51%	
Achievement	1,158	10	1%	22	2%	102	9%	361	31%	0	90	6%	9%	2%	61%	
<b>Non-CFO - Cornwall College (DEEP)</b>																
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%	
<b>Non-CFO - University of Exeter</b>																
Target	937	0	0%	0	0%	0	0%	0	0%	937	30	9%	10%	2%	24%	
Achievement	995	1	0%	1	0%	0	0%	1	0%	995	0	10%	5%	4%	58%	
<b>Agreement number - 09099NCO5</b>																
Target	533	0	0%	0	0%	0	0%	0	0%	533	30	5%	10%	0%	1%	
Achievement	558	0	0%	0	0%	0	0%	1	0%	558	0	12%	4%	3%	58%	

<b>Agreement number - 11200NCO5</b>															
Target	404	0	0%	0	0%	0	0%	0	0%	404	0	15%	10%	5%	55%
Achievement	437	1	0%	1	0%	0	0%	0	0%	437	0	7%	5%	4%	58%
<b>Non-CFO - Cornwall County Council (Works 50 + Cares)</b>															
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%
<b>Non-CFO - Cornwall Council (Skills for Climate Change)</b>															
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%
<b>Non-CFO - Cornwall College (WPHE)</b>															
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%
<b>Non-CFO - Truro &amp; Penwith College</b>															
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%
<b>Non-CFO - University of Plymouth</b>															
Target	0	0	0%	0	0%	0	0%	0	0%	0	0	0%	0%	0%	0%
Achievement	565	5	1%	33	6%	140	25%	202	36%	0	0	6%	23%	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.	%	
<b>Cornwall</b>													
Target	8,200	45%	7,300	40%	1,600	30%	760	20%	120	15%	830	75%	
Achievement	10,326	100%	13,768	44%	6,404	28%	1,251	7%	605	80%	875	66%	
<b>CFO- South West Skills Funding Agency</b>													
Target	8,622	45%	8,222	43%	1,662	26%	788	22%	0	0%	0	0%	
Achievement	10,325	100%	13,768	44%	6,404	29%	544	3%	0	0%	0	0%	
<b>Non-CFO - Cornwall College</b>													
Target	0	0%	0	0%	0	0%	516	38%	0	0%	794	75%	
Achievement	0	0%	0	0%	0	0%	480	100%	0	0%	875	66%	

<b>Agreement number - 08051NCO5</b>													
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%	
<b>Agreement number - 11198NCO5</b>													
Target	0	0%	0	0%	0	0%	151	70%	0	0%	379	62%	
Achievement	0	0%	0	0%	0	0%	0	0%	0	0%	328	74%	
<b>Agreement number - 11202NCO5</b>													
Target	0	0%	0	0%	0	0%	300	36%	0	0%	0	0%	
Achievement	0	0%	0	0%	0	0%	281	90%	0	0%	0	0%	
<b>Non-CFO - Cornwall College (DEEP)</b>													
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%	
<b>Non-CFO - University of Exeter</b>													
Target	51	0%	0	0%	0	0%	0	0%	369	39%	0	0%	
Achievement	1	100%	0	0%	0	0%	0	0%	605	80%	0	0%	
<b>Agreement number - 09099NCO5</b>													
Target	51	100%	0	100%	0	100%	0	100%	284	53%	0	0%	
Achievement	1	100%	0	0%	0	0%	0	0%	412	74%	0	0%	
<b>Agreement number - 11200NCO5</b>													
Target	0	0%	0	0%	0	0%	0	0%	85	21%	0	0%	
Achievement	0	0%	0	0%	0	0%	0	0%	193	97%	0	0%	
<b>Non-CFO - Cornwall County Council (Works 50 + Cares)</b>													
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%	
<b>Non-CFO - Cornwall Council (Skills for Climate Change)</b>													
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%	
<b>Non-CFO - Cornwall College (WPHE)</b>													
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%	

<b>Non-CFO - Truro &amp; Penwith College</b>												
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%
<b>Non-CFO - University of Plymouth</b>												
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	777,146	901,060
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	31/04/2015	521,718	321,482	843,200	806,994	800,812
TSEN	01/04/2008	31/08/2011	478,023	272,194	750,217	750,217	750,217
IMT Co-ordination Innovation	01/07/2008	31/05/2015	872,963	132,482	1,005,445	985,011	980,727
ESF Evaluation	01/10/2008	31/03/2015	2,100,000	2,100,000	4,200,000	3,312,718	3,200,198
NIACE TA	01/07/2008	31/08/2015	4,456,438	4,456,438	8,912,876	7,468,871	8,032,144
OSW – Willow	01/09/2009	31/12/2013	193,475	193,500	386,975	386,975	386,975
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	31/05/2015	521,474	524,026	1,045,500	788,009	825,281
Skills Funding Agency – The Skills Show	01/04/2012	31/12/2014	3,000,000	3,000,000	6,000,000	1,522,175	1,522,175
<b>Total</b>			<b>17,670,091</b>	<b>16,574,160</b>	<b>34,244,451</b>	<b>26,932,264</b>	<b>27,533,737</b>

## 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	816,395	971,450
Cornwall County Council	01/10/2010	31/06/2015	778,248	277,652	1,055,900	669,264	713,065
Cornwall Vol Sector Forum	01/04/2012	31/01/2015	197,990	71,354	269,344	230,413	234,026
University College Falmouth for Combined Univ in Cornwall	01/01/2012	31/12/2013	208,967	69,657	278,624	278,624	278,624
Total			2,950,619	968,775	3,874,394	2,966,222	3,168,691

## 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	101,566	101,568	203,134	125,171	125,171
Total			1,296,223	1,339,190	2,635,414	2,557,451	2,557,451

## 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	62,323	62,336	124,659	124,659	124,659
Emp Assist 08 - Employment Service	22/09/2008	30/05/20013	6,032	6,034	12,066	12,066	12,066
Total			68,355	68,370	136,725	136,725	136,725

## 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	97,847	97,855	195,702	195,702	195,702
Greater London Authority – City Skills Fund for London	01/04/2012	31/05/2015	498,246	498,247	996,493	429,412	671,206
Greater London Authority – EPMU	01/07/2011	31/12/2015	361,230	404,418	765,648	570,096	549,827
Greater London Enterprise TA	11/01/2012	30/03/2015	136,083	136,085	272,168	201,167	219,099
LVSC	01/06/2012	28/02/2015	269,875	269,879	539,754	499,885	511,313
Tower Hamlets – CVS	01/09/2012	31/03/2014	156,983	157,016	313,999	313,999	313,999
Total			2,941,687	3,010,259	5,951,946	5,078,443	5,329,328

## 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	38,182	38,184	76,366	76,366	76,366
Total				213,154	218,381	431,535	431,535	431,535

### 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	130,167	130,168	260,335	260,335	260,335
Total			791,730	700,334	1,492,064	1,492,064	1,492,064

## 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	30/06/2014	126,169	126,172	252,341	252,341	252,341
University of Exeter	01/01/2013	31/12/2013	192,237	192,237	384,474	304,415	310,983
Total			1,805,021	1,839,473	3,644,494	3,564,435	3,571,003



## 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

Please note that the breakdown per gender is shown in Annex D with the breakdown of the Cohort Survey indicators

Programme Indicators							
Outputs							
Ref	Programme indicators	Target 2007 - 13	Cumulative achievement	% Female	% Disabled	% Aged 50+	% Ethnic Minorities
1	Participants - TOTAL	1,790,000	5,267,810	38%	17%	14%	17%
2	Unemployed	381,000	2,128,706	30%	17%	15%	19%
3	Economically Inactive	311,000	656,417	36%	33%	16%	22%
4	Basic skill needs	355,000	967,373	37%	16%	16%	20%
5	Disabled	19%	17%	39%	100%	17%	13%
6	Aged 50 plus	19%	16%	39%	22%	100%	13%
7	Ethnic minorities	19%	18%	40%	13%	10%	100%
8	Female	51%	38%	100%	18%	14%	18%

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	500,191	33%	16%	10%	16%
11	Gained basic skills	160,000	257,093	55%	11%	10%	22%
12	Gained full qual at level 2+	174,000	658,027	47%	9%	14%	14%

<b>Priority 1</b>							
<b>Outputs</b>							
<b>Ref</b>	<b>Programme indicators</b>	<b>Target 2007 - 13</b>	<b>Cumulative achievement</b>	<b>Gender</b>	<b>Disability</b>	<b>Age</b>	<b>Ethnicity</b>
				<b>% Female</b>	<b>% Disabled</b>	<b>% Aged 50+</b>	<b>% Ethnic Minorities</b>
1.1	Participants - TOTAL	887,000	3,311,824	33%	22%	11%	20%
1.2a	Unemployed	371,000	1,815,686	29%	18%	15%	20%
1.2b	Unemployed	42%	55%	29%	18%	15%	20%
1.3a	Economically Inactive	303,000	633,405	36%	33%	16%	23%
1.3b	Economically Inactive	34%	19%	36%	33%	16%	23%
1.4a	14-19 NEET	177,000	731,593	36%	23%	0%	17%
1.4b	14-19 NEET	20%	22%	36%	23%	0%	17%
1.5	Disabled	22%	22%	37%	100%	16%	15%
1.7	Aged 50 plus	18%	14%	34%	32%	100%	15%
1.8	Ethnic minorities	25%	21%	38%	16%	9%	100%
1.9	Female	51%	33%	100%	24%	11%	22%

<b>Ref</b>	<b>Programme indicators</b>	<b>Target 2007 - 13</b>	<b>Cumulative achievement</b>	<b>Gender</b>	<b>Disability</b>	<b>Age</b>	<b>Ethnicity</b>
				<b>% Female</b>	<b>% Disabled</b>	<b>% Aged 50+</b>	<b>% Ethnic Minorities</b>
1.10a	In work on leaving	195,000	490,764	33%	16%	10%	16%
1.10b	In work on leaving	22%	16%	33%	16%	10%	16%
1.13a	14-19 NEET into EET	80,000	500,228	39%	26%	0%	17%
1.13b	14-19 NEET into EET	45%	72%	39%	26%	0%	17%

<b>Indicators without targets</b>							
<b>Ref</b>	<b>Programme indicators</b>	<b>Target 2007 - 13</b>	<b>Cumulative achievement</b>	<b>Gender</b>	<b>Disability</b>	<b>Age</b>	<b>Ethnicity</b>
				<b>% Female</b>	<b>% Disabled</b>	<b>% Aged 50+</b>	<b>% Ethnic Minorities</b>
1.15	Unemployed in work	NA	17%	28%	14%	12%	17%
1.17	Inactive in work	NA	13%	36%	28%	13%	20%
1.19	Disabled in work	NA	12%	37%	100%	15%	13%
1.23	Aged 50+ in work	NA	14%	35%	25%	100%	11%
1.25	Ethnic minorities in work	NA	13%	36%	12%	7%	100%
1.27	Females in work	NA	16%	100%	18%	10%	18%
1.29	Gained basic skills	NA	3%	50%	19%	6%	28%
1.3	Gained qualifications	NA	12%	40%	17%	10%	16%

<b>Priority 2</b>							
<b>Outputs</b>							
<b>Ref</b>	<b>Programme indicators</b>	<b>Target 2007 - 13</b>	<b>Cumulative achievement</b>	<b>Gender</b>	<b>Disability</b>	<b>Age</b>	<b>Ethnicity</b>
				<b>% Female</b>	<b>% Disabled</b>	<b>% Aged 50+</b>	<b>% Ethnic Minorities</b>
2.1	Participant - TOTAL	825,000	1,780,830	47%	7%	17%	15%
2.2a	Basic skill needs	337,000	442,822	39%	6%	22%	21%
2.2b	Basic skill needs	41%	25%	39%	6%	22%	21%
2.3a	Without Level 2	338,000	384,015	46%	9%	15%	15%
2.3b	Without Level 2	41%	22%	46%	9%	15%	15%
2.4a	Without Level 3	101,000	450,734	51%	8%	14%	11%
2.4b	Without Level 3	12%	25%	51%	8%	14%	11%
2.5	Disabled	15%	7%	48%	100%	20%	10%
2.6	Aged 50 plus	20%	18%	45%	8%	100%	11%
2.7	Ethnic minorities	13%	15%	47%	5%	13%	100%
2.8	Female	50%	47%	100%	7%	17%	15%

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	167,112	57%	8%	12%	20%
2.9b	Gained basic skills	45%	40%	57%	8%	12%	20%
2.10a	Gained Level 2	135,000	333,952	44%	8%	18%	16%
2.10b	Gained Level 2	40%	43%	44%	8%	18%	16%
2.11a	Gained Level 3	30,000	121,522	59%	7%	11%	12%
2.11b	Gained Level 3	30%	29%	59%	7%	11%	12%

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%	55%	53%	37%	41%
2.18	Females gaining basic skills	NA	59%	100%	8%	13%	17%
2.19	Females gaining L2	NA	45%	100%	8%	16%	16%
2.2	Females gaining L3	NA	33%	100%	7%	12%	14%
2.21	Females gaining L4+	NA	4%	100%	6%	16%	14%
2.23	Disabled gaining basic skills	NA	11%	59%	100%	13%	12%
2.24	Disabled gaining quals	NA	32%	51%	100%	18%	10%
2.26	Aged 50+ gaining basic skills	NA	7%	61%	8%	100%	19%
2.27	Aged 50+ gaining quals	NA	29%	44%	8%	100%	12%
2.29	EMs gaining basic skills	NA	14%	49%	4%	11%	100%
2.3	EMs gaining quals	NA	31%	50%	5%	13%	100%

<b>Priority 4</b>							
<b>Outputs</b>							
<b>Ref</b>	<b>Programme indicators</b>	<b>Target 2007 - 13</b>	<b>Cumulative achievement</b>	<b>Gender</b>	<b>Disability</b>	<b>Age</b>	<b>Ethnicity</b>
				<b>% Female</b>	<b>% Disabled</b>	<b>% Aged 50+</b>	<b>% Ethnic Minorities</b>
4.1	Participants - TOTAL	24,500	68,780	39%	37%	15%	2%
4.2a	Unemployed	10,200	33,916	34%	29%	19%	2%
4.2b	Unemployed	42%	49%	34%	29%	19%	2%
4.3a	Economically Inactive	8,400	17,308	48%	61%	20%	1%
4.3b	Economically Inactive	34%	25%	48%	61%	20%	1%
4.4a	14-19 NEET	4,900	15,698	39%	33%	0%	1%
4.4b	14-19 NEET	20%	23%	39%	33%	0%	1%
4.5	Disabled	27%	37%	39%	100%	18%	1%
4.7	Aged 50 plus	30%	19%	40%	46%	100%	1%
4.8	Ethnic minorities	1%	2%	44%	30%	11%	100%
4.9	Female	51%	39%	100%	38%	15%	2%

<b>Ref</b>	<b>Programme indicators</b>	<b>Target 2007 - 13</b>	<b>Cumulative achievement</b>	<b>Gender</b>	<b>Disability</b>	<b>Age</b>	<b>Ethnicity</b>
				<b>% Female</b>	<b>% Disabled</b>	<b>% Aged 50+</b>	<b>% Ethnic Minorities</b>
4.10a	In work on leaving	5,900	9,427	39%	26%	15%	1%
4.10b	In work on leaving	24%	15%	39%	26%	15%	1%
4.13a	14-19 NEET into EET	2,200	12,825	39%	34%	0%	1%
4.13b	14-19 NEET into EET	45%	87%	39%	34%	0%	1%

<b>Indicators without targets</b>							
<b>Ref</b>	<b>Programme indicators</b>	<b>Target 2007 - 13</b>	<b>Cumulative achievement</b>	<b>Gender</b>	<b>Disability</b>	<b>Age</b>	<b>Ethnicity</b>
				<b>% Female</b>	<b>% Disabled</b>	<b>% Aged 50+</b>	<b>% Ethnic Minorities</b>
4.15	Unemployed in work	NA	17%	31%	21%	16%	2%
4.17	Inactive in work	NA	14%	50%	52%	22%	0%
4.19	Disabled in work	NA	11%	37%	100%	19%	1%
4.23	Aged 50+ in work	NA	16%	42%	34%	100%	1%
4.25	Ethnic minorities in work	NA	13%	43%	27%	10%	100%
4.27	Females in work	NA	15%	100%	25%	16%	2%
4.29	Gained basic skills	NA	2%	50%	26%	9%	2%
4.3	Gained qualifications	NA	14%	35%	18%	11%	1%

<b>Priority 5</b>							
<b>Outputs</b>							
<b>Ref</b>	<b>Programme indicators</b>	<b>Target 2007 - 13</b>	<b>Cumulative achievement</b>	<b>Gender</b>	<b>Disability</b>	<b>Age</b>	<b>Ethnicity</b>
				<b>% Female</b>	<b>% Disabled</b>	<b>% Aged 50+</b>	<b>% Ethnic Minorities</b>
5.1	Participant - TOTAL	50,200	106,376	53%	10%	18%	2%
5.2a	Basic skill needs	18,200	9,392	38%	11%	28%	3%
5.2b	Basic skill needs	36%	9%	38%	11%	28%	3%
5.3a	Without Level 2	18,200	23,264	42%	11%	15%	2%
5.3b	Without Level 2	36%	22%	42%	11%	15%	2%
5.4a	Without Level 3	5,400	23,867	53%	9%	15%	2%
5.4b	Without Level 3	11%	22%	53%	9%	15%	2%
5.5a	Without Level 4	3,800	18,009	60%	9%	15%	2%
5.5b	Without Level 4	8%	17%	60%	9%	15%	2%
5.6	Post Grad research	800	998	58%	10%	5%	3%

5.7	Grads placed within SMEs	1,100	1,415	54%	5%	3%	2%
5.8	Disabled	17%	10%	51%	100%	20%	3%
5.9	Aged 50 plus	22%	18%	53%	11%	100%	2%
5.10	Ethnic minorities	1%	2%	59%	12%	13%	100%
5.11	Female	51%	53%	100%	9%	18%	2%

<b>Results</b>							
<b>Ref</b>	<b>Programme indicators</b>	<b>Target 2007 - 13</b>	<b>Cumulative achievement</b>	<b>Gender</b>	<b>Disability</b>	<b>Age</b>	<b>Ethnicity</b>
				<b>% Female</b>	<b>% Disabled</b>	<b>% Aged 50+</b>	<b>% Ethnic Minorities</b>
5.12a	Gained basic skills	8,200	10,326	55%	10%	15%	2%
5.12b	Gained basic skills	45%	100%	55%	10%	15%	2%
5.13a	Gained Level 2	7,300	13,768	44%	9%	17%	2%
5.13b	Gained Level 2	40%	44%	44%	9%	17%	2%
5.14a	Gained Level 3	1,600	6,404	55%	7%	14%	2%
5.14b	Gained Level 3	30%	28%	55%	7%	14%	2%
5.15a	Gained Level 4	760	1251	63%	9%	9%	3%
5.15b	Gained Level 4	20%	7%	63%	9%	9%	3%
5.16a	Gained Level 5	120	605	56%	11%	3%	3%
5.16b	Gained Level 5	15%	80%	56%	11%	3%	3%
5.17a	Placed with SME into employ	830	875	54%	3%	2%	1%
5.17b	Placed with SME into employ	75%	66%	54%	3%	2%	1%



<b>Indicators without targets</b>							
<b>Ref</b>	<b>Programme indicators</b>	<b>Target 2007 - 13</b>	<b>Cumulative achievement</b>	<b>Gender</b>	<b>Disability</b>	<b>Age</b>	<b>Ethnicity</b>
				<b>% Female</b>	<b>% Disabled</b>	<b>% Aged 50+</b>	<b>% Ethnic Minorities</b>
5.24	Females gaining basic skills	NA	100%	100%	9%	15%	2%
5.25	Females gaining L2	NA	47%	100%	9%	18%	3%
5.26	Females gaining L3	NA	29%	100%	7%	18%	2%
5.27	Females gaining L4+	NA	12%	100%	9%	9%	3%
5.29	Disabled gaining basic skills	NA	11%	50%	100%	17%	2%
5.3	Disabled gaining quals	NA	21%	48%	100%	16%	2%
5.32	Aged 50+ gaining basic skills	NA	8%	56%	11%	100%	1%
5.33	Aged 50+ gaining quals	NA	21%	52%	9%	100%	2%
5.35	EMs gaining basic skills	NA	7%	59%	11%	9%	100%
5.36	EMs gaining quals	NA	25%	56%	9%	14%	100%

## Annex D Cohort Survey Data by Gender

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Priority	Indicator	Description	Percentage	of...	Target	Base size
1 and 4	PPI	Priority 1 and 4: Participants in work six months after leaving	35%	of all Priority 1 and 4 participants		3,081

Priority	Indicator	Description	Percentage	of...	Target	Base size
1	1.06	Priority 1: Participants who are lone parents	8%	of all participants	12%	5,698
	1.11	Priority 1: Participants in work six months after leaving	35%	of all participants	26%	3,040
	1.12	Priority 1: Economically inactive participants engaged in jobsearch activity or further learning (distance travelled indicator)	61%	of economically inactive participants	45%	1,820
	1.14	Priority 1: Participants who receive support with caring responsibilities	7%	of participants with caring responsibilities		1,888
	1.16	Priority 1: Unemployed in work six months after leaving	36%	of all unemployed participants		1,680
	1.18	Priority 1: Economically inactive participants in work six months after leaving	19%	of all economically inactive participants		901
	1.20	Priority 1: Participants with disabilities or health conditions in work six months after leaving	21%	of all participants with disabilities or health conditions		596
	1.21	Priority 1: Lone parents in work on leaving	17%	of participants who are lone parents		880
	1.22	Priority 1: Lone parents in work six months after leaving	28%	of all participants who are lone		453

Gender			
Male		Female	
Percentage	Base size	Percentage	Base size
35%	1,746	36%	1,335
2%	3,209	18%	2,489
35%	1,725	36%	1,315
67%	961	52%	859
2%	779	12%	1,109
36%	1,049	35%	631
19%	454	20%	447
20%	299	23%	297
22%	101	16%	779
33%	49	27%	404

				<i>parents</i>					
1.24	Priority 1: Participants aged 50 or over in work six months after leaving	31%		<i>of all participants who are aged 50 or over</i>	355	31%	208	30%	147
1.26	Priority 1: Ethnic minority participants in work six months after leaving	31%		<i>of all ethnic minority participants</i>	615	28%	317	36%	298
1.28	Priority 1: Female participants in work six months after leaving	36%		<i>of all female participants</i>	1,315	n/a	n/a	36%	1,315

Priority	Indicator	Description	Percentage	of...	Target	Base size			
	2.12	Priority 2: Participants in a managerial position upon entering provision	13%	<i>of all participants</i>	2,210	12%	1,186	14%	1,024
	2.13	Priority 2: Female participants in part time work	13%	<i>of female participants</i>	1,024	n/a	n/a	13%	1,024
	2.14	Priority 2: Participants (without level 2 qualifications) gaining units or modules of, or full, Level 2 qualifications	22%	<i>of participants not already with qualifications at Level 2 or higher</i>	423	19%	257	28%	166
	2.15	Priority 2: Participants (without level 3 qualifications) gaining units or modules of, or full, Level 3 qualifications	9%	<i>of participants not already with qualifications at Level 3 or higher</i>	1,220	6%	693	16%	527
	2.17	Priority 2: Participants gaining units or modules of, or full, Level 4+ qualifications	2%	<i>of all participants</i>	2,210	2%	1,186	2%	1,024
	2.22	Priority 2: Female participants gaining units or modules of any qualifications, or full qualifications	76%	<i>of female participants</i>	1,024	n/a	n/a	76%	1,024
	2.25	Priority 2: Participants with disabilities or health conditions gaining units or modules of any qualifications, or full qualifications	67%	<i>of participants with disabilities or health conditions</i>	120	71%	68	62%	52
	2.28	Priority 2: Participants aged 50 or over gaining units or modules of any qualifications, or full qualifications	67%	<i>of participants aged 50 or over</i>	299	66%	141	69%	158

2.31	Priority 2: Ethnic minority participants gaining units or modules of any qualifications, or full qualifications	79%	<i>of ethnic minority participants</i>	352	77%	172	84%	180
2.32	Priority 2: Part time female workers gaining basic skills	65%	<i>of participants who are part time female workers</i>	200	n/a	n/a	65%	200
2.33	Priority 2: Part time female workers gaining full qualifications	81%	<i>of participants who are part time female workers</i>	200	n/a	n/a	81%	200
2.34	Priority 2: Part time female workers gaining units or modules of qualifications, or full qualifications	83%	<i>of participants who are part time female workers</i>	200	n/a	n/a	83%	200

Priority	Indicator	Description	Percentage	of...	Target	Base size				
4	4.06	Priority 4: Participants who are lone parents	27%	<i>of all participants</i>	8%	80	21%	40	41%	40
	4.11	Priority 4: Participants in work six months after leaving	34%	<i>of all participants</i>	30%	41	49%	21	6%	20
	4.12	Priority 4: Economically inactive participants engaged in jobsearch activity or further learning (distance travelled indicator)	8%	<i>of economically inactive participants</i>	45%	49	8%	24	7%	25
	4.14	Priority 4: Participants who receive support with caring responsibilities	5%	<i>of participants with caring responsibilities</i>		44	1%	15	12%	29
	4.16	Priority 4: Unemployed in work six months after leaving	15%	<i>of all unemployed participants</i>		13	25%	8	1%	5
	4.18	Priority 4: Economically inactive participants in work six months after leaving	26%	<i>of all economically inactive participants</i>		22	40%	10	16%	12
	4.20	Priority 4: Participants with disabilities or health conditions in work six months after leaving	36%	<i>of all participants with disabilities or health conditions</i>		20	37%	11	27%	9
	4.21	Priority 4: Lone parents in work on leaving	3%	<i>of participants who are lone parents</i>		26	0%	3	6%	23

4.22	Priority 4: Lone parents in work six months after leaving	28%	<i>of all participants who are lone parents</i>	12	40%	2	10%	10
4.24	Priority 4: Participants aged 50 or over in work six months after leaving	87%	<i>of all participants who are aged 50 or over</i>	6	87%	6	-	0
4.26	Priority 4: Ethnic minority participants in work six months after leaving	70%	<i>of all ethnic minority participants</i>	2	100%	1	0%	1
4.28	Priority 4: Female participants in work six months after leaving	6%	<i>of all female participants</i>	20	n/a	n/a	6%	20

Priority	Indicator	Description	Percentage	of...	Target	Base size			
5	5.18	Priority 5: Participants in a managerial position upon entering ESF provision	42%	<i>of all participants</i>	94	34%	45	51%	49
	5.19	Priority 5: Female participants in part time work	21%	<i>of female participants</i>	49	n/a	n/a	21%	49
	5.20	Priority 5: Participants (without level 2 qualifications) gaining units or modules of, or full, Level 2 qualifications	55%	<i>of participants not already with qualifications at Level 2 or higher</i>	10	44%	5	75%	5
	5.21	Priority 5: Participants (without level 3 qualifications) gaining units or modules of, or full, Level 3 qualifications	19%	<i>of participants not already with qualifications at Level 3 or higher</i>	28	21%	15	17%	13
	5.22	Priority 5: Participants (without level 4 qualifications) gaining units or modules of, or full, qualifications at Level 4 or above	2%	<i>of participants not already with qualifications at Level 4 or higher</i>	54	*	30	5%	24
	5.23	Priority 5: Participants (without level 5 qualifications) gaining units or modules of, or full, qualifications at Level 5 or above	0%	<i>of participants not already with qualifications at Level 5 or higher</i>	60	0%	31	0%	29
	5.28	Priority 5: Female participants gaining units or modules of any qualifications, or full qualifications	86%	<i>of female participants</i>	49	n/a	n/a	86%	49
	5.31	Priority 5: Participants with disabilities or health conditions gaining units or modules of any	100%	<i>of participants with disabilities or health</i>	1	-	0	100%	1

	qualifications, or full qualifications		conditions					
5.34	Priority 5: Participants aged 50 or over gaining units or modules of any qualifications, or full qualifications	76%	<i>of participants aged 50 or over</i>	12	84%	6	67%	6
5.37	Priority 5: Ethnic minority participants gaining units or modules of any qualifications, or full qualifications	100%	<i>of ethnic minority participants</i>	1	100%	1	-	0
5.38	Priority 5: Part time female workers gaining basic skills	49%	<i>of participants who are part time female workers</i>	11	n/a	n/a	49%	11
5.39	Priority 5: Part time female workers gaining full qualifications	90%	<i>of participants who are part time female workers</i>	11	n/a	n/a	90%	11
5.40	Priority 5: Part time female workers gaining units or modules of qualifications, or full qualifications	90%	<i>of participants who are part time female workers</i>	11	n/a	n/a	90%	11

Where (un-weighted) base size is less than 50, these are presented in red text.  
Priorities within CFO or Gender where there is no ESF provision have been marked 'n/a'  
Figures greater than 0 but less than 0.5% have been marked with an asterisk