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and Investment Funds

2014-2020 European Growth Programme

Output and Result Indicator Definitions Guidance for the
European Social Fund

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INTRODUCTION

1. Purpose

This guidance provides definitions for output and result indicators for the European Social Fund (ESF) for 2014-2020. It is intended to support those involved in any stage of developing or managing an ESF-funded project, and, for example, should be referred to when:

- forecasting the likely levels of outputs and results a project will deliver during project development;
- determining the project management resources required to obtain appropriate verification evidence;
- completing an ESF application;
- developing management information systems to support project management;
- compiling ESF claims
- preparing for an audit or verification visit; and when closing an ESF project.

The ESF output and result indicators referred to in this guidance are important since they are intended to provide information that can be used to assess implementation and performance of the ESI Fund programmes and helps the Managing Authority and partners fulfil the formal reporting requirements set out in EU regulations for the 2014-2020 programme.

Monitoring of outputs and results should be conducted on an on-going basis to support the day-to-day management of the programme and ensure effective use of the funds. For example, monitoring data can act as a vital tool for identifying situations where programmes are not fulfilling expectations and where action may be needed to undertake a corrective measure. Monitoring data will also inform any evaluation of whether the anticipated results of the programmes have been achieved.

EU regulations for the 2014 – 2020 period place high store on the quality of data gathered and reported. Data quality is likely to be audited at the beginning of the programme and in subsequent years.

2. Indicator Characteristics

Annex I and II of the ESF Regulation set out the indicators where data needs to be collected for every participant (for ESF and YEI respectively). These 'common' indicators are covered in this guidance note.

In order to assess progress with implementation and the achievement of objectives, ESF monitoring for the 2014-2020 programme period uses a number of different types of indicator, i.e.:

- financial indicators (not covered by this guidance);
- common 'output' indicators – relating to operations supported and covering characteristics of 'entities' (projects / organisations) and participants (these output indicators are gathered when the participant joins the ESF operation);
- common result indicators (participants only) - to monitor the effectiveness of the programme and covering immediate results (i.e. within 4 weeks of leaving the operation) and longer term results (gathered 6 months after the participant leaves the operation -by a follow up survey to be commissioned by the DWP's ESF Evaluation Team);
- YEI result indicators (for participants only) covering immediate results (i.e. within 4 weeks of leaving) and longer term results (gathered 6 months after leaving the operation by using a follow up survey commissioned by the DWP's ESF Evaluation Team DWP);
- Programme-specific output and result indicators.

The indicators referred to in this guidance are important since they are intended to provide information that can be used to assess implementation and performance of the ESIF programmes and helps the Managing Authority and partners fulfil the formal reporting requirements set out in the ESIF regulations.

However, it is important to recognise that monitoring should be conducted on an ongoing basis to support the day-to-day management of the programme and ensure effective use of the funds. For example, monitoring data can act as a vital tool for identifying situations where programmes are not fulfilling expectations and where action may be needed to undertake a corrective measure.

Regulations for the 2014 – 2020 period place high store on the quality of data gathered and reported. For example, ESF Guidelines for monitoring and evaluation set out in detail the need to provide complete and comparable data.

The definitions guidance includes basic data consistency 'validation checks' at the level of the participant record which are in-line with EC guidelines data gathering.

It should be noted that all indicators relating to participants require a gender breakdown. Also, with the exception of YEI indicators, all indicators will be required by category of region.

The European Commission's Audit Authority will be conducting audits of data collection and gathering systems at both national and local level across Member States in the coming months. The ESF Managing Authority for the England Operational Programme will also assess data quality issues as part of their 'Article 125' verification checks and will issue separate guidance on data evidence' requirements for MI data that relates to eligibility and payments.

3. Evaluation process

Evaluation is an essential part of the life cycle of the ESF programme. It will serve to improve the effectiveness and efficiency of the programme as well as to assess its effects.

The primary purpose of evaluation is to identify what works and what does not in order for timely decisions to be made to support the implementation of programmes and to draw conclusions for policy making. It will do this through the utilisation of both theory-based and, if feasible, counterfactual impact evaluation.

To supplement this knowledge building, the European Commission intends to collect evidence from evaluations covering the same policy fields across Member States: where a sufficient number of good quality evaluations cover the same fields, it will carry out meta-analyses and to the extent possible build a repository of evidence for policy making. The results of these analyses will be disseminated widely. The Commission will also encourage exchange of information between Member States on available evidence and also on fields lacking strong evidence.

The indicators defined within this document will contribute towards the evidence base necessary for a wide range of evaluation work, including future programme impact analyses.

4. Diversity

Effective monitoring is a legal requirement for the civil service under the Equality Act 2010, which sets out public sector equality duty in relation to the following protected characteristics:

- Age
- Disability
- Gender reassignment
- Marriage/civil partnership status
- Pregnancy and maternity
- Race – this includes ethnic or national origins, colour or nationality
- Religion or belief – this includes lack of belief
- Sex
- Sexual orientation

ESF MI indicators will gather participant data on: age; gender; disability; ethnicity.

All MI indicators will need to be broken down by gender. Not all participants will have a 'binary' gender identity (male or female). For participants who have a non-binary identity they should be recorded as 'other' on the ESF participant data schema.

The EC have explained that their SFA database will not record 'other' as a gender identity – so none of the anonymised data from such 'non-binary' participant records will

appear on standard EC MI reports such as the Annual Implementation Report (AIR) and will not be held at EC level.

The Managing Authority and ESF Evaluation Team will consider the best way to assess the impact of the programme on the groups with other protected characteristics and explain this in the equality mainstreaming plan for the programme (to be published in 2016).

5. Data collection

The indicator data will initially be supplied by the individual projects and collated by the opt-in organisations / co-financing organisations (CFOs) as well as organisations bidding directly for ESF funds where applicable. The data will be stored on local / opt-in /CFO databases and key indicators will be transmitted to a national ESF database as required (this is likely to be on a quarterly basis and linked to financial claims).

(NB: Immediate result data relating to Big Lottery Fund CFO provision will not be collected / recorded on the ESF Participant Data Schema since their provision will not be providing support leading to qualifications.

Contact details for individual participant will need to be shared with the ESF Evaluation Team and/or research contractors undertaking long-term monitoring and evaluation of ESF (e.g. the ESF 6 month follow up surveys which follow-up participants 6 months after the date they leave the ESF operation).

Supplying contact details for the purposes of long-term monitoring and evaluation will be essential in order to provide the longer term result indicators as required under the ESF Regulations. This is a programme requirement and will not be 'optional'. Separate guidance on the provision of contact details for the follow up survey is published on the ESIF section of the GOV.UK website

Contact details – **including each participant's full post code** – also needs to be recorded in order to calculate how many participants are living in rural areas. The ESF MI system will compare postcodes against a list of rural postcodes identified in the 'DEGURBA' database in line with EC requirements.

The Managing Authority will advise projects and opt-in organisations on how this data will be used / shared to help ensure that such arrangements comply with the General Data Protection Regulation (GDPR).

6. Cover index: Tables of output and result indicators broken down by Priority Axis and Investment Priority

Table 1: Common Outputs, Immediate Result and Longer Term Result indicators that apply across ALL priority axes / investment priorities

Priority Axis	Investment Priorities	Output Indicators	Result indicators
All priority axes	All investment priorities	<p>Common Outputs</p> <p>Category of region – breakdown required for all indicators except YEI IP</p> <p>Sex / gender identity breakdown (required for ALL participant indicators)</p> <ul style="list-style-type: none"> • Male • Female • Other <p>Age (the indicators below will be derived from participant's D.O.B / date joining operation (i.e. age on joining operation))</p> <p>Below 25 (ESF - CO06)</p> <p>Above 54 (ESF -CO07)</p> <p>Above 54 who are unemployed including LTU, or inactive, or not in education or training (ESF - CO08) (NB Date of birth and date the</p>	<p>Common Immediate results indicators</p> <p>Inactive participants engaged in job searching upon leaving (ESF CR01)</p> <p>Participants in education/training upon leaving (ESF CR02)</p> <p>Participants gaining a qualification upon leaving (ESF CR03)</p> <p>Participants in employment, including self-employment, upon leaving (by unemployed and inactive participant type) (ESF CR04)</p>

Priority Axis	Investment Priorities	Output Indicators	Result indicators
		<p>participant joined the operation must be collected for all participants regardless of whether they fit one of the above categories).</p> <p>Employment status Unemployed, including LTU (ESF - CO01) Long term unemployed (ESF - CO02) Inactive (ESF - CO03) Inactive, not in education or training(ESF - CO04) Employed, including self-employed (ESF - CO05)</p> <p>Educational attainment (ISCED equivalents – check guidance) With primary (ISCED 1) or lower secondary education (ISCED 2) (ESF - CO09) With upper secondary (ISCED 3) or post-secondary (ISCED 4) education; (ESF - CO010) With tertiary education (ISCED 5 to 8) (ESF - CO011) (NB Participants below ISCED level 1 on joining ESF operation (i.e. `ISCED 0`) to be recorded under the relevant `other</p>	<p>Disadvantaged participants engaged in job-searching, education/training, gaining a qualification, or in employment, including self-employment, upon leaving.(ESF CR05)</p> <p>Participants in employment, including self-employment, six months after leaving(ESF CR06)</p> <p>Participants with an improved labour market situation six months after leaving (ESF CR07)</p> <p>Longer term result indicators (collected via survey)</p> <p>Participants above 54 years of age in employment, including self-employment, six months after leaving (ESF CR08)</p>

Priority Axis	Investment Priorities	Output Indicators	Result indicators
		<p>disadvantage' sub category – see guidance on ESF- C017) Disadvantage of participants</p> <p>Participants who live in jobless households (ESF-CO12)** Participants who live in jobless households with dependent children (ESF - CO13)** Participants who live in a single adult household with dependent children (ESF -CO14)**</p> <p>NB From 2 August 2018, indicators ESF-CO 12; ESF-CO13 and ESF CO-14 have been converted into 'programme specific' output indicators – for details see 'relationship to other indicators' section under each definition. They should continue to be collected across the Priority Axes as before but do not count as a requirement for a complete participant record for MI reporting purposes.</p> <p>Ethnic minorities (breakdown by the 18 ONS ethnic sub group categories) (ESF- CO15 / O5)</p>	<p>Disadvantaged participants in employment, including self-employment, six months after leaving. (ESF CR09)</p>

Priority Axis	Investment Priorities	Output Indicators	Result indicators
		<p>Participants with disabilities (ESFCO16)</p> <p>Other disadvantaged (see guidance for list of `other` disadvantages sub categories) (ESF-CO17)</p> <p>Homeless or affected by housing exclusion(ESF -CO18)- NB This Indicator will be recorded as an Identifiable sub category of ‘Other Disadvantaged Indicator’)</p> <p>From rural areas (this will be based on postcode) (CO19)</p> <p>Common Entity Output Indicators (Gender identity breakdown not relevant to these specific indicators since they relate to entities / projects)</p> <p>Number of projects fully or partially implemented by social partners or non-governmental organisations (ESF -CO20)</p>	

Priority Axis	Investment Priorities	Output Indicators	Result indicators
		<p>Number of projects dedicated to sustainable participation and progress of women (ESF -CO21)</p> <p>Number of projects targeting public administrations or public services at national , regional or social level (ESF-CO22)</p> <p>Number of supported micro, small and medium sized enterprises (including co-operative enterprises, enterprises of the social economy).(ESF-CO23)</p>	

Table 2 : Programme-specific Output and Result Indicators (including indicators whose data will be derived from common indicators – see references made next to indicators) – These are to be collected IN ADDITION TO the Common Indicators described in Table 1 where the indicator is not derived from existing common indicators.

Priority Axis	Investment Priorities	Programme-specific output indicators	Programme-Specific Result indicators
<p>Priority Axis 1: Inclusive Labour Markets 1</p>	<p>Investment priority: 1.1 - Access to employment for job seekers and inactive people, including the long term unemployed and people far from the labour market, also through local employment initiatives and support for labour mobility</p>	<p>Participants (O1) (derived from: ESF CO01 + ESF – CO03 + ESF CO-05)</p> <p>Participants over 50 years of age (O4) (derived from: D.O.B /date joining operation)</p> <p>Participants without basic skills (O6)</p>	<p>Unemployed participants into employment (including self-employment) on leaving (R1) Reference population is ESFCFO01 – excludes inactive. (R1)</p> <p>Inactive participants into employment , or job search on leaving reference population is ESF CO03 (R2)</p> <p>Participants gaining basic skills (R3)</p> <p>Participants with childcare needs receiving childcare support (R4)</p>

Priority Axis	Investment Priorities	Programme-specific output indicators	Programme-Specific Result indicators
	<p>Investment priority: 1.2 Sustainable integration into the labour market of young people (ESF) in particular those not in employment, education or training, including young people at risk of social exclusion and you people from marginalised communities, including through the implementation of the Youth Guarantee.</p>	<p>CO03 and ESF-CO06)</p> <p>Participants without basic skills (O6)</p>	<p>Participants gaining basic Skills (R3)</p> <p>Participants (below 25 years of age) in employment, including self-employment, or education/ training upon leaving (derived from ESF CRO2 and ESF CRO4 – but see guidance on R5) (R5)</p>
	<p>Investment priority:-1.3 Sustainable integration into the labour market of young people (YEI) in particular those not in employment, education or training, including young people at risk of social exclusion and young people from marginalised communities, including through the implementation of the Youth Guarantee</p>	<p>Participants (aged 25-29) who are unemployed or inactive (not in education or training) (YEI03)</p> <p>Participants (below 25 years of age) who are unemployed or inactive (not in education or training) (YEI-08)</p> <p>Unemployed (including long term unemployed) participants (YEI) (YEI-09 / ESF-CO01)</p> <p>Long term unemployed participants (YEI) (YEI-O10 / ESF CO02)</p>	

Priority Axis	Investment Priorities	Programme-specific output indicators	Programme-Specific Result indicators
	<p>Investment priority:-1.3 Sustainable integration into the labour market of young people (YEI) in particular those not in employment, education or training, including young people at risk of social exclusion and young people from marginalised communities, including through the implementation of the Youth Guarantee</p>	<p>Participants (aged 25-29) who are unemployed or inactive (not in education or training) (YEI03)</p> <p>Participants (below 25 years of age) who are unemployed or inactive (not in education or training) (YEI-08)</p> <p>Unemployed (including long term unemployed) participants (YEI) (YEI-09 / ESF-CO01)</p> <p>Long term unemployed participants (YEI) (YEI-O10 / ESF CO02)</p> <p>Inactive participants not in education or training (YEI) (YEI-O11 / ESF-CO04)</p> <p>Participants with disabilities (YEI) (YEI-O12 / ESF-CO16)</p> <p>Participants who live in a single adult household with dependent children (YEI) (YEI-O13 / ESF-CO14)</p>	

Priority Axis	Investment Priorities	Programme-specific output indicators	Programme-Specific Result indicators
	<p>Investment priority: 1.4 Active inclusion, including with a view to promoting equal opportunities and active participation, and improving employability</p>	<p>Participants (O1) (derived from ESF-CFO01+ESFCFO03+ESF-CFO05)</p> <p>Participants over 50 years of age (O4) (derived from DOB / date joining operation)</p> <p>Participants who are offenders or ex-offenders (O7) – IP 1.4 only offenders and ex-offenders not supported under IP 1.4 are recorded under an optional indicator (O8)– see guidance)</p>	<p>Unemployed participants into employment, including self-employment on leaving (derived from: CFO01) - Reference population is ESFCFO01 – excludes inactive. (R1)</p> <p>Inactive participants into employment , or job search on leaving – reference population is ESF CO03 (R2)</p> <p>Participants with childcare needs receiving childcare support (R4)</p>

Priority Axis	Investment Priorities	Programme-specific output indicators	Programme-Specific Result indicators
	<p>Investment priority 1.5 - Community-led local development strategies.</p>	<p>Participants (O1) (derived from ESF-CFO01+ESFCFO03+ESF-CFO05)</p> <p>Participants who are over 50 (O4)</p>	<p>Unemployed participants into employment, including self-employment on leaving. (derived from: CFO01) - Reference population is ESFCFO01 – excludes inactive. (R1)</p> <p>Inactive participants into employment, or job search on leaving - reference population is ESF CO03 (R2)</p>
<p>Priority Axis 2: Skills for Growth</p>	<p>Investment priority: 2.1 - Enhancing equal access to lifelong learning for all age groups in formal, non-formal and informal settings, upgrading the knowledge, skills and competences of the workforce, and promoting flexible learning pathways</p>	<p>Participants (O1) (derived from ESF-CFO01+ESFCFO03+ESFCFO05)</p> <p>Participants over 50 years of age (O4)</p>	<p>Participants gaining basic Skills (R3)</p> <p>Participants gaining level 2 or below a unit of a level 2 or below qualification (excluding basic skills) (R6)</p>

	including through career guidance and validation of acquired competences.	Participants without basic skills(O6)	Participants gaining level 3 and above or a unit of a level 3 and above qualification (R7) Employed females gaining improved labour market status.(derived from DWP ESF follow up survey) (R8)
	Investment Priority 2.2: Improving the labour market relevance of education and training systems facilitating the transition from education to work, and strengthening vocational education and training systems and their quality, including through mechanisms for skills anticipation, adaptation of curricula and the establishment and development of work based learning systems, including dual learning systems and apprenticeship schemes.	Participants (O1)	Small and medium enterprises successfully completing projects (which increase employer engagement and / or the number of people progressing into or within skills provision) (R9) .

Table 3: Investment Priority 1.3: YEI Immediate and Long Term Result Indicators (to be collected IN ADDITION TO the common output and result indicators listed in Table 1 and programme-specific indicators for IP 1.3 in Table 2)

Priority Axis	Investment Priority	YEI Immediate Result Indicator	YEI Long Term Result Indicator
<p>Priority Axis 1: Inclusive Labour Markets 1</p>	<p>Investment priority:-1.3</p> <p>Sustainable integration into the labour market of young people (YEI) in particular those not in employment, education or training, including young people at risk of social exclusion and young people from marginalised communities, including through the implementation of the Youth Guarantee</p>	<p>Unemployed participants who complete the YEI supported intervention (YEI CR01)</p> <p>Unemployed participants who receive an offer of employment ,continued education, apprenticeship or traineeship upon leaving.(YEI CR02)</p> <p>Unemployed participants who are in education/training, gain a qualification or are in employment, including self-employment, upon leaving.(YEI CR03)</p> <p>Long-term unemployed participants who complete the YEI supported intervention (YEI CR04)</p> <p>Long-term unemployed participants who receive an offer of employment ,continued education,</p>	<p>Participants in continued education, training, programmes leading to a qualification, an apprenticeship or a traineeship six months after leaving (YEI CR10)</p> <p>Participants in employment, including self-employment, six months after leaving. (YEI CR11)</p> <p>Participants in self-employment six months after leaving. (YEI CR12)</p>

		<p>apprenticeship or traineeship upon leaving.(YEI CR05)</p> <p>Long-term unemployed participants who are in education/training, gain a qualification or are in employment, including self-employment, upon leaving(YEI CR06)</p> <p>Inactive participants not in education or training who complete the YEI supported intervention (YEI CR07)</p> <p>Inactive participants not in education or training who receive an offer of employment ,continued education, apprenticeship or traineeship upon leaving (YEI CR08)</p> <p>Inactive participants not in education or training who are in education/training, gain a qualification or are in employment, including self-employment, upon leaving.(YEI CR09)</p>	
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Detailed Definitions for ESF

7. Output indicators for participants

ESF - CO01 Unemployed, including long-term unemployed	
Terms	Definitions
Unit of Measurement	Participants (male/female/other)
Count Criteria: Who can be recorded against this indicator?	<p>The following definition (see (i) below) should be used by all ESF opt-in organisations and direct-bid organisations except DWP Opt-In / DWP Opt-in providers. Please note that the Department for Work and Pensions (DWP) opt-in organisation will use a separate definition (see definition (ii) below) which is consistent with the Jobseekers Allowance and Universal Credits regime)</p> <p>(i) Unemployed Definition (to be used by non DWP opt-in funded providers and direct bid providers etc.).</p> <p>The following definition should be used by all ESF opt-in organisations and direct-bid organisations (NB DWP opt-in organisation will use a separate definition which is consistent with the Jobseekers Allowance and Universal Credits benefits regimes)</p> <p>(The employment status is determined on the date of entering the ESF operation.)</p> <p><i>Unemployed are persons without work, available for work and actively seeking work.</i></p> <p>(Long term unemployed is defined in the next indicator section) Source of definition http://ec.europa.eu/eurostat/documents/3859598/5935673/KS-GO13-002-EN.PDF</p> <p>The wording in italics is identical to the LMP definition. This entails both the Labour Force Survey definition of unemployed plus registered unemployed.</p>
	(ii) Unemployed definition (only to be used by DWP Opt-In Organisation and its providers and providers delivering the 'devolved' elements of the Work and Health Programme (WHP) in London and Manchester).

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	<p>Participants who start and leave an ESF operation co-financed by the Department for Work and Pensions opt-in organisation or an operation funded under the devolved element of the WHP should be counted under the Department for Work and Pensions (DWP) definition of 'unemployed' where this is applicable (see below).</p> <p>DWP defines unemployed as: "Persons out of work, available for work and actively seeking work who are registered as a Job Seeker Allowance (JSA) claimant or Universal Credit (UC) claimant whose circumstances place them in the All Work Related Requirements (AWRR) – Intensive Work Search Regime. This includes persons who are registered as unemployed but have a small part-time job.</p> <ul style="list-style-type: none"> • For JSA participants a small part-time job equates to employment under 16 hours per week; and • For UC claimants, a small part-time job equates to employment that does not move the claimant out of the All Work Related Requirements (AWRR) – Intensive Work Search Regime.
<p>Count Threshold: What is the threshold or minimum requirement for recording (one count) of this indicator?</p>	<p>For the purpose of reporting to the European Commission, a participant should be counted only once in any given operation. An individual may be counted as a participant in more than one operation, but never more than once per operation (for output indicators).</p> <p>Current guidelines from the European Commission state that a participant who returns to an operation after leaving cannot be counted as a "new" participant. On a second participation at the same operation, the initial leaving date and data relating to result indicators should be updated to reflect the latest results only.</p>
<p>Count Exclusions: Which people cannot be counted against this indicator?</p>	<p>People who are economically 'inactive' or 'employed'</p>
<p>Additional information required for indicators</p>	<p>The definitions described above (i.e. the non-DWP definition and the DWP definition are mutually exclusive and cannot be 'mixed and matched')</p> <p>Full-time students, even if they fulfil the criteria for unemployed as set out in this definition, are considered as "inactive".</p>

	<p>People with maternity or paternity- related entitlement while unemployed are always considered as "unemployed".</p> <p>The employment status is determined on the date of entering the ESF operation.</p> <p>Data for this indicator has to be broken down by category of region.</p>
<p>Relationship to other Indicators</p>	<p>Indicator CO02 (long term unemployed) will be a subset of this indicator.</p> <p>This indicator contributes towards the ESF programme's performance framework targets and equality target (male / female).</p> <p>Validation tests for data at the level of the participation record:</p> <ul style="list-style-type: none"> (i) An individual can only be counted in one of the situations: "unemployed"; "inactive"; or "employed". (ii) No individual can be both male and female. (iii) An individual recorded under any of the YEI result indicators on "unemployed" should be recorded under the common output indicator "unemployed".

(ESF- CO02) Long-term unemployed	
Terms	Definitions
Unit of Measurement	Participants (male/female/other)
Count Criteria: Who can be recorded against this indicator?	<p>Long-term unemployed participants (see definition below)</p> <p>Definition : The definition of long-term unemployed varies with age:</p> <ul style="list-style-type: none"> • <i>Youth long-term unemployed (<25 years of age) = more than 6 months continuous spell of unemployment</i> • <i>Adult long-term unemployed (25 years of age or more) = more than 12 months continuous spell of unemployment</i> <p>You should also refer to definitions of unemployment in indicator CO01 above. The age / duration split apply to both non-DWP and the DWP definition of `unemployed`.</p> <p>Source of definition: Eurostat, labour market policy database (LMP) http://ec.europa.eu/eurostat/documents/3859598/5935673/KSGQ-13-002-EN.PDF</p> <p>The wording in italics is identical to the LMP definition.</p>
Count Threshold: What is the threshold or minimum requirement for recording (one count) of this indicator?	<p>For the purpose of reporting to the European Commission, a participant should be counted only once in any given operation. An individual may be counted as a participant in more than one operation but never more than once per operation (for output indicators).</p> <p>Current guidelines from the European Commission state that a participant who returns to an operation after leaving cannot be counted as a “new” participant. On a second participation at the same operation, the initial leaving date and data relating to result indicators should be updated to reflect the latest results.</p>
Count Exclusions: Which people cannot be counted against this indicator	Full-time students, even if they fulfil the criteria for unemployed as set out in the definition are not considered as unemployed.

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Additional information required for indicators	<p>The age of the participant is calculated from his/her date of birth and is based on the participant's age on date of entry to the operation. So, for example, if a person is under 25 when joining operation, but over 25 on leaving an operation, they will need to be treated according to the long-term unemployed definition of long-term unemployed for youth.</p> <p>Data for this indicator has to be broken down by category of region.</p>
Relationship to other Indicators	<p>This indicator is a sub group of Indicator 1 above</p> <p>Validation tests for data at the level of the participation record:</p> <ul style="list-style-type: none"> (i) An individual who is "long term unemployed" must also be "unemployed". (ii) An individual can only be in one of the situations: "unemployed"; "inactive" or "employed". (iii) No individual can be both "male" and "female". (iv) An individual recorded under any of the YEI result indicators on "long term unemployed" should also be recorded under the common output indicators "unemployed" and "long term unemployed (ESF CO02)".

(ESF- CO03) Inactive	
Terms	Definitions
Unit of Measurement	Participants (male/female/other)
Count Criteria: Who can be recorded against this indicator?	<p>Inactive participants (see definition below)</p> <p>The following definition – see (i) below - should be used by all ESF opt-in organisations and direct-bid organisations – except DWP opt-in organisations who will use a separate definition- see (ii) below - which is consistent with the Jobseekers Allowance and Universal Credits regime)</p> <p style="padding-left: 40px;">(i) Definition of `inactive' to be used by non-DWP Opt-in organisations and direct bid organisations.</p> <p style="padding-left: 40px;"><i>"Inactive" are persons currently not part of the labour force (in the sense that they are not employed or unemployed according to the definitions provided).</i></p> <p>Source: Eurostat</p> <p>The wording in italics is identical to the LMP definition.</p> <p>Definition of `inactive' to be used by DWP Opt-In organisation and its providers and providers delivering the `devolved' elements of the Work and Health Programme (WHP) in London and Manchester).</p> <p>Participants who start and leave either an ESF operation co-financed by the Department for Work and Pensions opt-in organisation or an operation funded under the devolved element of the WHP should be counted under the national Department for Work and Pensions (DWP) definition of `inactive' where this applies (see below).</p> <p>The Department for Work and Pensions consider persons who fall into the following groups as being `inactive':</p> <ul style="list-style-type: none"> • Full time students (even if registered unemployed) • Employment Support Allowance (ESA), Incapacity Benefit (IB) and Income Support (IS) claimants; • Universal Credit claimants who are placed in: the Work

	<p>Preparation Requirement or Work Focused Interview Requirement conditionality groups;</p> <ul style="list-style-type: none"> • People not in receipt of benefits • People who are distant from the labour market that need additional support, skills and/or confidence to enable them to move towards employment.
<p>Count Threshold: What is the threshold or minimum requirement for recording (one count) of this indicator?</p>	<p>For the purpose of reporting to the European Commission, a participant should be counted only once in any given operation. An individual may be counted as a participant in more than one operation but never more than once per operation (for output indicators).</p> <p>Current guidelines from the European Commission state that a participant who returns to an operation after leaving cannot be counted as a “new” participant. On a second participation at the same operation, the initial leaving date and data relating to result indicators should be updated to reflect the final operation.</p>
<p>Count Exclusions: Which people cannot be counted against this indicator?</p>	<ul style="list-style-type: none"> • People registered as unemployed, including / long-term unemployed. • Self-employed (including helping family members) are not considered as ‘inactive’. • Employed people.
<p>Additional information required for indicators</p>	<p>“Inactive” are people who are not currently part of the labour force (in the sense that they are not employed or unemployed according to the definitions provided above).</p> <p>Full-time students are considered as “inactive”.</p> <p>People on full-time parental leave (understood as absences from work to bring up a child of young age for a period which does not fall under the classification of maternity or paternity leave) should be considered as inactive, unless already registered as unemployed. In this latter case, they should be counted as “unemployed”.</p> <p>"Self-employed" (including helping family members) are not considered as "inactive".</p> <p>The employment status is determined on the date of entering the ESF operation.</p> <p>Data for this indicator has to be broken down by category of region.</p>

<p>Relationship to other Indicators</p>	<p>The total number of participants = sum of indicators 1 + 3 + 5</p> <p>This indicator contributes towards the ESF programme’s performance framework target (s) and also contributes to the programmes equality target for gender (male / female)</p> <p>Validation tests for data at the level of the participation record:</p> <ul style="list-style-type: none"> (i) An individual can only be in one of the following situations: “unemployed”; “inactive” or “employed” (ii) An individual who is “inactive, not in education or training” must also be recorded as inactive (iii) No individual can be both “male” and “female” (iv) An individual recorded under any of the YEI result indicators on “inactive participants not in education or training” should be recorded in the common output indicators “inactive” and “inactive, not in education or training”.
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(ESF- CO04) Inactive, not in education or training

Terms	Definitions
Unit of Measurement	Participants (male/female/other)
Count Criteria: Who can be recorded against this indicator?	<p>Inactive persons who are not in training or education (see definition below).</p> <p>Definition:</p> <p><i>Inactive persons who are not in training or education.</i></p> <p>Source of definition:</p> <p>Monitoring and evaluation of European Cohesion Policy (ESF) Guidance Document June 2015</p> <p>“Inactive” is as defined under indicator ‘CO03’ above, of which this Indicator 4 is a sub group.</p>
Count Threshold: What is the threshold or minimum requirement for recording (one count) of this indicator?	<p>For the purpose of reporting to the European Commission, a participant should be counted only once in any given operation. An individual may be counted as a participant in more than one operation but never more than once per operation (for output indicators).</p> <p>Current guidelines from the European Commission state that a participant who returns to an operation after leaving cannot be counted as a “new” participant. On a second participation at the same operation, the initial leaving date and data relating to result indicators should be updated retrospectively to reflect the final results.</p>
Count Exclusions: Which people cannot be counted against this indicator?	<ul style="list-style-type: none"> • People registered as unemployed, including long-term unemployed. • Self-employed (including helping family members) are not considered as ‘inactive’. • Employed people. • People in education or training.

<p>Additional information required for indicators</p>	<p>"Inactive" is defined as in the indicator "Inactive" above, of which the indicator "Inactive, not in education or training" is a sub-group.</p> <p>The employment status is determined on the date of entering the ESF operation.</p> <p>Data for this indicator has to be broken down by category of region</p>
<p>Relationship to other Indicators</p>	<p>This indicator is a sub group of indicator 3.</p> <p>Validation tests for data at the level of the participation record:</p> <ul style="list-style-type: none"> (i) An individual who is "inactive, not in education" must also be recorded as "inactive". (ii) An individual can only be recorded in one of the situations: "unemployed"; "inactive"; "employed" (iii) No individual can be both "male" and "female". (iv) An individual recorded under any of the YEI result indicators on "inactive participants not in education or training" should be recorded in the common output indicators "inactive" and "inactive, not in education or training".

(ESF- CO05) Employed, including self-employed	
Terms	Definitions
Unit of Measurement	Participants (male/female/other)
Count Criteria: Who can be recorded against this indicator?	<p>The following definition (see definition (i) below) should be used by all ESF opt-in organisations and direct-bid organisations except DWP opt-in providers.</p> <p>(NB DWP opt-in funded organisations will use a separate definition – see definition (ii) below - which is consistent with the Jobseekers Allowance and Universal Credits benefits regimes)</p> <p>(i) Definition of `employed, including self-employed` ' to be used by non-DWP Opt-In Organisations and direct bid organisations:</p> <p><i>Employed persons are persons aged 15 and over who performed work for pay, profit or family gain or were not at work but had a job or business from which they were temporarily absent because of, for instance, illness, holidays ,industrial dispute, and education or training.</i></p> <p><i>Self-employed persons with a business, farm or professional practice are also considered to be working if one of the following applies:</i></p> <p>1) <i>A person works in his/her own business, professional practice or farm for the purpose of earning a profit, even if the enterprise is failing to make a profit.</i></p> <p>2) <i>A person spends time on the operation of a business, professional practice or farm even if no sales were made, no professional services were rendered, or nothing was actually produced (for example, a farmer who engages in farm maintenance activities; an architect who spends time waiting for clients in his/her office; a fisherman who repairs his boat or nets for future operations; a person who attends a convention or seminar).</i></p> <p><i>A person is in the process of setting up a business, farm or professional practice; this includes the buying or installing of equipment, and ordering of supplies in preparation for opening a new business. An unpaid family worker is said to be working if the work contributes directly to a business, farm or professional practice owned or operated by a related member of the same household</i> Source: Eurostat, Labour Force Survey (LFS) http://ec.europa.eu/eurostat/cache/metadata/en/lfsa_esms.htm http://ec.europa.eu/eurostat/documents/3859598/5873749/KSBF-03-002-EN.PDF</p>

People with a zero –hours contract should NOT be counted as ‘employed’ unless they are actually in paid employment when they start ESF. The zero hours contract does not determine labour market status – it is whether the individual is in paid employment or not at the critical times of joining (for outputs) or leaving (for immediate / long term results) that is important.

The wording in italics is identical to the LFS definition

- (ii) **Definition of ‘employed including self-employed’) to be used by DWP opt-In Organisation and its providers and providers delivering the ‘devolved’ elements of the Work and Health Programme (WHP) in London and Manchester).**

Participants who start and leave either an ESF operation co-financed by the Department for Work and Pensions (DWP) opt-in organisation or an operation funded under the devolved element of the WHP should be counted under the national Department for Work and Pensions (DWP) definition of ‘employed including self-employed’ as appropriate (see below).

The DWP considers people to be ‘employed’ if they are aged 15 and over, in employment (i.e. work for pay, profit or family gain or were not at work but had a job or business from which they were temporarily absent because of, for instance, illness, holidays, industrial dispute, and education or training).

The Department for Work and Pensions (DWP) includes the following groups in the ‘employed’ definition:

- Employees (including those in subsidised positions and apprentices);
 - Self-employed;
 - Family workers;
 - Persons on maternity or paternity leave;
 - Non-Universal Credit claimants working over 16 hours per week;
- 3) Universal Credit claimants whose circumstances place them in either: the All Work Related Requirements (AWRR)-Light Touch regime, or the No Work Related Requirements – Working Enough groups.

<p>Count Threshold: What is the threshold or minimum requirement for recording (one count) of this indicator?</p>	<p>For the purpose of reporting to the European Commission, a participant should be counted only once in any given operation. An individual may be counted as a participant in more than one operation but never more than once per operation (for output indicators).</p> <p>Current EC guidelines state that a participant who returns to an operation after leaving cannot be counted as a `new` participant. On any subsequent participation(s) at the same operation, the initial / previous leaving date and data relating to result indicators should be updated to reflect the final results.</p>
<p>Count Exclusions: Which people cannot be counted against this indicator?</p>	<p>People who are economically `inactive`</p> <p>People in full-time parental leave (understood as absence from work to bring up a child of young age for a period which does not fall under the classification of maternity or paternity leave) should be counted as "inactive" unless already registered as "unemployed", in which case this should take priority.</p> <p>According to DWP definitions, people in the following categories should be excluded from the `employed, including self-employed` category:</p> <ul style="list-style-type: none"> • Universal Credit claimants who are placed in the All Work Related Requirements (AWRR)-Light Touch regime because of their partner's circumstances (treat as unemployed); • Persons who are registered as unemployed but have a small part-time job (as allowed under the definition of registered unemployed – treat as unemployed); and • Persons on full-time parental leave – if registered as `unemployed` then treat as `unemployed` – otherwise treat as `inactive`. • Conscripts who performed some work for pay or profit during the reference week (treat as inactive)
<p>Additional information required for indicators</p>	<p>Participants helping family members are considered as "self-employed".</p> <p>Conscripts who performed some work for pay or profit during the reference week are not considered as "employed", and should be treated as inactive.</p> <p>People in maternity or paternity leave (understood as an employee benefit that provides paid or unpaid time off work for giving birth and subsequent short term care of the baby) are always considered as "employed".</p>

	<p>People in full-time parental leave (understood as absence from work to bring up a child of young age for a period which does not fall under the classification of maternity or paternity leave) should be considered as "inactive", unless already registered as "unemployed", in which case this should take priority.</p> <p>People in "subsidised employment" are considered as "employed". It should be understood as employment incentives according to the LMP definitions (§68-§71): Employment incentives (category 4) covers measures that facilitate the recruitment of unemployed persons and other target groups, or help to ensure the continued employment of persons at risk of involuntary job loss. Employment incentives refer to subsidies for open market jobs which might exist or be created without the public subsidy and which will hopefully be sustainable after the end of the subsidy period. The jobs that may be subsidised are usually in the private sector, but public or non-profit sector jobs are eligible too and no distinction is requested. With employment incentives the public money represents a contribution to the labour costs of the person employed and, typically, the majority of the labour costs are still covered by the employer. However, this does not preclude cases where all costs are covered by the public money for a limited period.</p> <p>http://ec.europa.eu/eurostat/documents/3859598/5935673/KS-GQ13-002-EN.PDF</p> <p>The employment status is determined on the date of entering the ESF operation.</p> <p>The 'non DWP definition' and the 'DWP Opt-in' national definitions for labour market status cannot be mixed and matched – either in part or in full. These definitions are mutually exclusive with definition (i) only applying to non-DWP organisations and definition (ii) only applying to DWP Opt-In funded organisation participants.</p> <p>Data for this indicator has to be broken down by category of region.</p>
<p>Relationship to other Indicators</p>	<p>Validation tests for data at the level of the participation record:</p> <ul style="list-style-type: none"> (i) An individual can only be counted in one of the situations: "unemployed"; "inactive"; or "employed" (ii) No individual can be both "male" and "female" (iii) An individual recorded under any of the YEI result indicators cannot be recorded in the common output indicator "employed, including self-employed".

	This indicator contributes towards the programme's performance framework targets and equality targets (male / female /gender)
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(ESF- CO08) Above 54 years of age who are unemployed, including long term unemployed, or inactive not in education or training

Terms	Definitions
Unit of Measurement	Participants (male/female/other) required)
Count Criteria: Who can be recorded against this indicator?	<p>Participants aged above 54 on first joining an operation who are unemployed, including long term unemployed or inactive not in education or training.</p> <p>Definitions</p> <p>"Above 54 years of age" is defined as in the indicator "Above 54 years of age" of which the indicator "Above 54 years of age who are unemployed, including long-term unemployed, or inactive not in education or training" is a sub-group.</p> <p>"Unemployed, including long-term unemployed, or inactive not in education or training" are defined as in the indicators "Unemployed, including long-term unemployed" and "Inactive, not in education or training" respectively.</p>
Count Threshold: What is the threshold or minimum requirement for recording (one count) of this indicator?	<p>For the purpose of reporting to the European Commission, a participant should be counted only once in any given operation. An individual may be counted as a participant in more than one operation but never more than once per operation (for output indicators).</p> <p>Current guidelines from the European Commission state that a participant who returns to an operation after leaving cannot be counted as a "new" participant. On a second participation at the same operation, the initial leaving date and data relating to result indicators should be updated to reflect the final operation.</p>

<p>Count Exclusions: Which people cannot be counted against this indicator?</p>	<ul style="list-style-type: none"> • People aged 54 or below • People employed (including self-employed) • People in education and training
<p>Additional information required for indicators</p>	<p>Data for this indicator has to be broken down by category of region.</p>
<p>Relationship to other Indicators</p>	<p>Common output indicator</p> <p>Validation tests for data at the level of the participation record:</p> <p>(i) An individual recorded as “above 54 years of age who is unemployed, including long term unemployed, or inactive not in education or training” should be recorded as :</p> <ul style="list-style-type: none"> • “above 54” and “unemployed” OR • “above 54” and “inactive” and “inactive not in education or training” <p>(ii) The individual cannot be recorded under the indicators “under 25 years of age” and “employed”</p> <p>No individual can be both “below 25 years” and “above 54 years”</p> <p>(iii) No individual can be both “male” and “female”</p>

(ESF-CO09) With primary (ISCED 1) or lower secondary education (ISCED 2)

Terms	Definitions
Unit of Measurement	Participants (male/female/other)by highest ISCED level of education achieved / attained (but see additional information below)
Count Criteria: Who can be recorded against this indicator?	<p>(See guidance on `count exclusion' below for participants who have not achieved ISCED level 1)</p> <p>Definition</p> <p>Please refer to and use the guidance covering ISCED qualification `equivalents' in England – see Annex 1. Use the highest level of qualification attained by the participant on the first date of joining the ESF operation.</p> <p><i>ISCED LEVEL 1 - PRIMARY education Programmes at ISCED level 1, or “primary” education, are typically designed to provide students with fundamental skills in reading, writing and mathematics (i.e. literacy and numeracy), and to establish a sound foundation for learning and understanding of core areas of knowledge, personal and social development, preparing for lower secondary education. It focuses on learning at a basic level of complexity with little if any specialisation. Age is typically the only entry requirement at this level. The customary or legal age of entry is usually either younger than 5 years or older than 7 years. For pupils primary education typically lasts until age 10 to 12.</i></p> <p><i>ISCED LEVEL 2 – LOWER SECONDARY education</i></p> <p><i>Programmes at ISCED level 2, or “lower secondary” education, are typically designed to build upon the learning outcomes from ISCED level 1. Usually, the educational aim is to lay the foundation for lifelong learning and human development on which education systems may systematically expand further educational opportunities. Some education systems may already offer vocational education programmes at ISCED level 2 to provide individuals with skills relevant to employment. Programmes at this level are usually organized around a more subject-oriented curriculum, introducing theoretical concepts across a broad range of subjects. For pupils ISCED level 2 begins after 4 to 7 years of ISCED level 1 education, with 6 years of ISCED level 1 being the most</i></p>

	<p><i>common duration. Students enter ISCED level 2 typically between age 10 and 13 (age 12 being the most common).</i></p> <p><i>If a programme spans ISCED levels 1 and 2, the terms elementary education or basic school (stage two/upper grades) are often used.</i></p> <p><i>Source: ISCED 2011</i></p> <p>Source:</p> <p>http://www.uis.unesco.org/Education/Documents/UNESCO_GC_36_C-19_ISCED_EN.pdf</p> <p>The wording in italics is identical to the definition of UNESCO.</p>
<p>Count Threshold: What is the threshold or minimum requirement for recording (one count) of this indicator?</p>	<p>Participants entering an ESF operation should only be counted once, at the highest ISCED level successfully completed, except for participants who have not yet completed ISCED level 1 and 2, but are still within the national customary or legal age. The educational attainment is determined on the date of entering the operation.</p>
<p>Count Exclusions: Which people cannot be counted against this indicator?</p>	<p>Participants who have not achieved educational level indicated European Commission guidance states that:</p> <p>Participants who have not successfully attained ISCED Level 1 should be treated in different ways depending on their age in relation to the customary exit age for ISCED level 1 (nationally defined – see below)</p> <ul style="list-style-type: none"> • Those who are below the customary exit age should be considered as if ISCED level 1 , and therefore recorded under the indicator for ISCED levels 1 and 2; • Those who are above the customary exit age and who have not achieved ISCED level 1 equivalent should be considered as `ISCED level 0` and recorded as “other disadvantaged” (see MI definition for “Other disadvantaged” and not counted in any of the educational attainment indicators) . <p>National definition – customary leaving age ISCED 1 equates to our primary school education, and so ends at (academic) age 10 in England (& Wales and N) and age 11 in</p>

	<p>Scotland). This is partly because we start Primary education earlier (at age 5 in GB, and age 4 (in NI) than in other countries (typically at age 6).</p>
<p>Additional information required for indicators</p>	<p>ISCED is the International Standard Classification of Education.</p> <p>Participants entering an ESF operation should only be counted once, at the highest ISCED level successfully attained, except for participants who have not yet completed ISCED level 1 and 2, but are still within the national customary or legal age.</p> <p>The educational attainment is determined on the date of entering the operation.</p> <p>Please refer to ISCED level annex and use highest level of qualification attained (on day of joining ESF operation) to determine the ISCED level.</p> <p>Data for this indicator has to be broken down by category of region.</p>
<p>Relationship to other Indicators</p>	<p>This is a common output indicator.</p> <p>Validation tests for data at the level of the participation record:</p> <ul style="list-style-type: none"> (i) An individual can only be in one of the three categories for level of education (ISCED 1-2; ISCED 3-4; or ISCED 5-8). Persons that have not achieved at least ISCED level 1 should be counted as “other disadvantaged” and not counted in any of the three categories for level of educational attainment. (ii) No individual can be both “male” and “female”

(ESF-CO10) With upper secondary (ISCED 3) or post-secondary education (ISCED 4)

Terms	Definitions
Unit of Measurement	Participants (male/female/other)
Count Criteria: Who can be recorded against this indicator?	<p>Definition</p> <p>Please refer to and use the guidance covering ISCED qualification ‘equivalents’ in England to determine the ‘ISCED level’– see Annex 1.</p> <p>The descriptions below give the internationally-defined ISCED levels of education. However, ESF providers should identify the highest ISCED level attained by using the ‘qualification equivalents’ provided in the ISCED Annex – see Annex 1.</p> <p><i>ISCED LEVEL 3 – UPPER SECONDARY education Programmes at ISCED level 3, or “upper secondary” education, are typically designed to complete secondary education in preparation for tertiary education, or to provide skills relevant to employment, or both. Programmes at this level offer students more varied, specialised and in-depth instruction than programmes at ISCED level 2. They are more differentiated, with an increased range of options and streams available. For pupils ISCED level 3 begins after 8 to 11 years of education since the beginning of ISCED level 1. Pupils enter this level typically between age 14 and 16. ISCED level 3 programmes usually end 12 or 13 years after the beginning of ISCED level 1 (or around age 18), with 12 years being the most widespread cumulative duration.</i></p> <p><i>ISCED LEVEL 4 - POST-SECONDARY NON-TERTIARY education post-secondary non-tertiary education provides learning experiences building on secondary education and preparing for labour market entry as well as tertiary education. Individual acquisition of knowledge, skills and qualification does not grant such access. For example, graduates from general ISCED level 3 programmes may choose to complete a non-tertiary vocational qualification; or graduates from vocational ISCED level 3 programmes may choose to increase their level of qualification or specialise further. Given the complexity of their content, ISCED level 4 programmes cannot be regarded as tertiary education programmes, although they are clearly post-secondary education. The completion of an</i></p>

	<p><i>ISCED level 3 programme is required to enter ISCED level 4 programmes. Usually, programmes at this level are designed for direct labour market entry. In some education systems, there are general programmes at this level.</i></p> <p>Source:</p> <p>http://www.uis.unesco.org/Education/Documents/UNESCO_GC_36C-19_ISCED_EN.pdf</p> <p>The wording in italics is identical to the definition of UNESCO.</p>
<p>Count Threshold: What is the threshold or minimum requirement for recording (one count) of this indicator?</p>	<p>Providers should determine the highest ISCED level by identifying the highest qualification level achieved by the participant and use the appropriate 'ISCED equivalent level' provided in Annex 1 to determine highest ISCED level attained.</p> <p>Participants entering an ESF operation should only be counted once, (on the first date of joining the operation) at the highest ISCED level successfully attained.</p> <p>The educational attainment is determined on the first date of entering the operation and should not be updated on any subsequent dates should the participant leave and then re-join the same operation).</p>
<p>Count Exclusions: Which people cannot be counted against this indicator?</p>	<p>Participants who do not meet above criteria</p> <p>Participants counted under ESF-CO09 and ESF -CO11</p>
<p>Additional information required for indicators</p>	<p>ISCED is the International Standard Classification of Education.</p> <p>Participants entering an ESF operation should only be counted once, at the highest ISCED level successfully completed, except for participants who have not yet completed ISCED level 1 and 2, but are still within the national customary or legal age.</p> <p>The educational attainment is determined on the date of entering the operation.</p> <p>Validation tests for data at the level of the participation record:</p>

	<p>□ An individual can only be in one of the three categories for level of education (ISCED 1-2; ISCED 3-4; or ISCED 5-8). Persons that have not achieved at least ISCED level 1 should be counted as “other disadvantaged” and not counted in any of the three categories for level of educational attainment.</p> <ul style="list-style-type: none"> • No individual can be both “male” and “female”. <p>Data for this indicator has to be broken down by category of region.</p>
<p>Relationship to other Indicators</p>	<p>This is a common output indicator.</p>

(ESF-CO11) With tertiary education (ISCED 5 to 8)

Terms	Definitions
Unit of Measurement	Participants (male/female/other)
Count Criteria: Who can be recorded against this indicator?	<p>Definition</p> <p>Please refer to and use the guidance covering ISCED qualification ‘equivalents’ in England – see Annex 1.</p> <p>The descriptions below give the internationally-defined ISCED levels of education. However, ESF providers should identify the highest ISCED level attained by using the ‘qualification equivalents’ provided in the ISCED Annex – see Annex 1.</p> <p><i>ISCED levels 5-8 – SHORT-CYCLE TERTIARY, BACHELOR, MASTER, DOCTORAL OR EQUIVALENT education Programmes at ISCED level 5, or “short-cycle tertiary” education, are often designed to provide participants with professional knowledge, skills and competencies. Typically they are practically based, occupationally specific and prepare students to enter the labour market. However, programmes may also provide a pathway to other tertiary education programmes.</i></p> <p><i>Academic tertiary education programmes below the level of a bachelor programme or equivalent are also classified as ISCED level 5. Entry to ISCED level 5 programmes requires the successful completion of ISCED level 3 or 4 with access to tertiary education. Programmes at ISCED level 5 have more complex content than programmes in ISCED levels 3 and 4, but they are shorter and usually less theoretically oriented than ISCED level 6 programmes which are often designed to provide participants with intermediate academic and/or professional knowledge, skills and competencies, leading to a first degree or equivalent qualification. Programmes at this level are typically theoretically based but may include practical components and are informed by state of the art research and/or best professional practice. They are traditionally offered by universities and equivalent tertiary educational institutions. Entry to these programmes normally requires the successful completion of an ISCED level 3 or 4 programme with access to tertiary education. Entry to educational programmes at this level may depend on subject choice and/or grades achieved at ISCED</i></p>

	<p><i>levels 3 and/or 4.</i></p> <p><i>Programmes at ISCED level 7, or “master or equivalent”, are often designed to provide participants with advanced academic and/or professional knowledge, skills and competencies, leading to a second degree or equivalent qualification. Programmes at this level may have a substantial research component, but do not yet lead to the award of a doctoral qualification.</i></p> <p><i>Programmes at ISCED level 8, or “doctoral or equivalent”, are designed primarily to lead to an advanced research qualification. Programmes at this ISCED level are devoted to advanced study and original research and typically offered only by research oriented tertiary educational institutions such as universities.</i></p> <p>Source:</p> <p>http://www.uis.unesco.org/Education/Documents/UNESCO_GC_36_C-19_ISCED_EN.pdf</p> <p>The wording in italics is identical to the definition of UNESCO.</p>
<p>Count Threshold: What is the threshold or minimum requirement for recording (one count) of this indicator?</p>	<p>Providers should determine the highest ISCED level by identifying the highest qualification level achieved by the participant and use the appropriate `ISCED equivalent level' provided in Annex 1 to determine highest ISCED level attained.</p> <p>Participants entering an ESF operation should only be counted once, (on the first date of joining the operation) at the highest ISCED level successfully attained.</p> <p>The educational attainment is determined on the first date of entering the operation and not updated on any subsequent dates should they leave and then re-join the same operation).</p>

<p>Count Exclusions: Which people cannot be counted against this indicator?</p>	<p>Participants who have not achieved this educational threshold.</p>
<p>Additional information required for indicators</p>	<p>ISCED is the International Standard Classification of Education. Participants entering an ESF operation should only be counted once, at the highest ISCED level successfully completed. Data for this indicator has to be broken down by category of region.</p>
<p>Relationship to other Indicators</p>	<p>This is a common output indicator.</p> <p>Internal data consistency checks (common output indicators)</p> <ul style="list-style-type: none"> • An individual can only be in one of the three categories for level of education (ISCED 1-2; ISCED 3-4; or ISCED 5-8). Persons that have not achieved at least ISCED level 1 should be counted as “other disadvantaged” and not counted in any of the three categories for level of educational attainment. • No individual can be both “male” and “female”.

(ESF-CO12) Participants who live in jobless households

(NB This has now become a programme-specific indicator - see 'relationship to other indicators' entry below)

Terms	Definitions
Unit of Measurement	Participants (male / female)
Count Criteria: Who can be recorded against this indicator?	Participants who live in jobless households (see definition below) Definition: <i>Jobless households are households where no member is in employment, i.e. all members are either unemployed or inactive.</i> <i>"employed" is defined as in the indicator "Employed, including self-employed".</i> <i>"inactive" is defined as in the indicator "Inactive".</i> <i>A household, is defined as a housekeeping unit or, operationally, as a social unit:</i> <ul style="list-style-type: none"> • <i>having common arrangements;</i> • <i>sharing household expenses or daily needs;</i> • <i>in a shared common residence.</i> <i>A household includes either one person living alone or a group of people, not necessarily related, living at the same address with common housekeeping, i.e. sharing at least one meal per day or sharing a living or sitting room.</i> Source: Eurostat, Household – social statistics http://ec.europa.eu/eurostat/statistics-explained/index.php/Glossary:Household -social statistics The wording in italics is identical to the Eurostat social statistics definition.
Count Threshold: What is the threshold or minimum requirement for recording (one count) of this indicator?	The household situation is determined on the date of entering the operation. It might capture the current household situation or – if unavailable - the status in the year before entering. Persons may accumulate several disadvantages.

<p>Count Exclusions: Which people cannot be counted against this indicator?</p>	<p>The following are not interpreted as a household:</p> <p>(i) Collective households or institutional households (as opposed to private households). These are for instance: hospitals, old people’s homes, residential homes, prisons, military barracks, religious institutions, boarding houses and workers’ hostels, etc.</p> <p>(ii) In general, groups of students sharing accommodation are not considered to constitute a household because, even if they contribute towards shared common expenses such as rent or shared utility bills, they usually manage their finances independently. The household situation is determined on the date of entering the operation. It might capture the current household situation or – if unavailable - the status in the year before entering.</p> <p>An individual person may be recorded under a number of ‘disadvantage’ – related indicators.</p>
<p>Additional information required for indicators</p>	<p>Additional Information</p> <p>The following are not interpreted as a household:</p> <p>(i) Collective households or institutional households (as opposed to private households). These are for instance: hospitals, old people’s homes, residential homes, prisons, military barracks, religious institutions, boarding houses and workers’ hostels, etc.</p> <p>(ii) In general, groups of students sharing accommodation are not considered to constitute a household because, even if they contribute towards shared common expenses such as rent or shared utility bills, they usually manage their finances independently.</p> <p>Married students (or those living in a civil partnership) are an exception and should be treated as a household.</p> <p>For unmarried students sharing accommodation, the following guidelines apply:</p> <p>(i) If the accommodation is temporary (e.g. only used during term time) and where the student has another ‘permanent’ address to which s/he returns from time to time (e.g. parent’s address) - students should be considered part of the household residing at the permanent address.</p> <p>(ii) If the accommodation is permanent (i.e. intended for continuous use and not only in term time) - single students of all ages should be considered as belonging to a single person household .</p> <p>The household situation is determined on the date of entering the operation. It might capture the current household situation or – if unavailable - the status in the year before entering.</p> <p>An individual person may be recorded under a number of ‘disadvantage’ – related indicators.</p>

	Data for this indicator has to be broken down by category of region.
Relationship to other Indicators	<p>Following the publication of Regulation 2018/1046 on 2 August 2018 this common output indicator became <u>a programme specific indicator</u>. Please note that data for this indicator will no longer be required for a 'complete participant record' for MI reporting purposes - this applies retrospectively as well (i.e. to participant records held before 2 August 2018). However, wherever possible, <u>every effort should be made to continue gathering data for this indicator</u> since it is of technical importance for the ESF follow up survey sample frame and other aspects of programme evaluation.</p> <p>Validation tests for data at the level of the participation record:</p> <ul style="list-style-type: none"> (i) Individuals “living in jobless households” cannot have the status “employed”. (ii) No individual can be both “male” and “female”.

(ESF-CO13) Participants who live in jobless households with dependent children

(NB This has now become a programme-specific output indicator - see 'relationship to other indicators' entry below)

Terms	Definitions
Unit of Measurement	Participants (male and female)
Count Criteria: Who can be recorded against this indicator?	Participants who live in jobless households with dependent children. Definition: <i>"Jobless" and "households" are defined as in the indicator "Participants who live in jobless households" of which the indicator "Participants who live in jobless households with dependent children" is a sub-group. Dependent children refers to individuals aged 0-17 years and 18-24 years if inactive and living with at least one parent-plus unmarried students under 25 years of age living in temporary accommodations.</i> Source: Eurostat, EU-SILC http://ec.europa.eu/eurostat/statistics-explained/index.php/Glossary:Dependent_children The wording in italics is identical to the EU-SILC definition.
Count Threshold: What is the threshold or minimum requirement for recording (one count) of this indicator?	The household situation is determined on the date of entering the operation. It might capture the current household situation or – if unavailable - the status in the year before entering. Persons may accumulate several disadvantages.
Count Exclusions: Which people cannot be counted against this indicator?	Participants who do not meet above criteria (see definitions above)
Additional information required for indicators	Additional Information: The age of dependents is calculated from their date of birth and determined on the date of the participant entering the ESF operation. The household situation is determined on the date of entering the operation. It might capture the current household situation or – if unavailable - the status in the year before entering. An individual participant may be recorded under a number of 'disadvantage' –related indicators.

<p>Relationship to other Indicators</p>	<p>Data for this indicator has to be broken down by category of region.</p> <p>Following the publication of Regulation 2018/1046 on 2 August 2018 this common output indicator became <u>a programme specific indicator</u>. Please note that data for this indicator will no longer be required for a 'complete participant record' for MI reporting purposes - this applies retrospectively as well (i.e. to participant records held before 2 August 2018). However, wherever possible, every effort should be made to <u>continue gathering data for this indicator</u> since it is of technical importance for the ESF follow up survey sample frame.</p> <p>Internal data consistency checks (common output indicators):</p> <ul style="list-style-type: none"> (i) An individual living in “jobless households with dependent children” should also be recorded under “participants who live in jobless households”. (ii) Individuals “living in jobless households” cannot have the status “employed”. (iii) No individual can be both “male” and “female” .
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(ESF-CO14) Participants who live in a single adult household with dependent children

(NB This has now become a programme-specific output indicator - see 'relationship to other indicators' entry below)

Terms	Definitions
Unit of Measurement	Participants (male / female)
Count Criteria: Who can be recorded against this indicator?	<p>Adult participants who live in a single adult household with dependent children.</p> <p>Definition:</p> <p><i>An "adult" is a person above 18 years of age.</i></p> <p><i>"Household" is defined as in the indicator "Participants who live in jobless households".</i></p> <p><i>"Dependent children" is defined as in the indicator "Participants who live in jobless households with dependent children".</i></p> <p>Source: Monitoring and evaluation of European Cohesion Policy ESF Guidance Document June 2015.</p>
Count Threshold: What is the threshold or minimum requirement for recording (one count) of this indicator?	The age of the participant is determined on the date of entering the ESF operation. The household situation is determined on the date of entering the operation. It might capture the current household situation or – if unavailable - the status in the year before entering. Persons may accumulate several disadvantages.
Count Exclusions: Which people cannot be counted against this indicator?	Participants who are not lone parents and do not meet criteria set out for this indicator.
Additional information required for indicators	<p>The age of the participant is calculated from the date of birth and determined on the date of entering the ESF operation. The household situation is determined on the date of entering the operation. It might capture the current household situation or – if unavailable - the status in the year before entering.</p> <p>An individual participant may be recorded under a number of disadvantage' –related indicators.</p> <p>Data for this indicator has to be broken down by category of region.</p>
Relationship to other Indicators	Following the publication of Regulation 2018/1046 on 2 August 2018 this common output indicator became <u>a programme</u>

specific output indicator. Please note that **data for this indicator will no longer be required for a 'complete participant record' for MI reporting purposes** - this applies retrospectively as well (i.e. to participant records held before 2 August 2018). However, **wherever possible, every effort should be made to continue gathering data for this indicator** since it is of technical importance for the ESF follow up survey sample frame.

This indicator contributes to the corresponding output target indicator in investment priorities 1.1 and 1.2.

Validation tests for data at the level of the participation record:

- (i) No individual can be both "male" and "female".

**(ESF-CO15) Migrants, people with a foreign background, minorities
(including marginalised communities such as the Roma)**

Terms	Definitions
Unit of Measurement	Participants (male/female/other)
Count Criteria: Who can be recorded against this indicator?	<p>The ESF Managing Authority has agreed with the European Commission that in line with the guidance the England ESF programme will use the national definition of 'ethnic minority group' in line with guidance from the Office for National Statistics. This indicator will be used as a 'proxy' for the indicator 'migrants, people with a foreign background, minorities (including marginalised communities such as Roma)' as set out in Annex I of the ESF Regulations.</p> <p>What the ONS has to say about defining 'ethnic group'</p> <p>ONS Guidance and Methodology Measuring Equality, Ethnic Group, National Identity and Religion</p> <p>"Collecting data on ethnic group is complex because of the subjective, multi-faceted and changing nature of ethnic identification. There is no consensus on what constitutes an ethnic group and membership is something that is self-defined and subjectively meaningful to the person concerned.</p> <p>Terminology has changed markedly over time and tends to evolve in the context of social and political developments. Ethnic group is also very diverse, encompassing common ancestry and elements of culture, identity, religion, language and physical appearance.</p> <p>ONS guidance on what instruction should be used when asking the ethnic question in a face-to-face interviewer led survey and self completion survey:</p> <p>It is recommended that the ethnic group question will be asked in a way that allows the respondent to see all possible response options before making their decision. Therefore, in face-to-face interviewer-led surveys, a single show card should be used that presents all response options. The interviewer should then ask the respondent to select the option that best describes their ethnic group or background. Similarly, a self-completion survey (e.g. paper based) should use this single question (as above).</p> <p>The instruction 'please describe' should follow 'other' response options.</p>

	<p>ONS Recommends gathering ethnic data according to the categories listed below in England.</p>
	<p>What is your ethnic group?</p> <p>Select one option (from groups 1-18_below) that best describes your ethnic group or background.</p> <p>(Groups 3 and 5-18 will be counted as “ethnic minorities” when the ESF Managing Authority provides aggregated monitoring data to the European Commission. However, individual ESF providers must gather data and record it against each relevant group below so that a full and detailed split of ethnic group data can also be monitored / reported).</p> <p>White</p> <ol style="list-style-type: none"> 1. English/Welsh/Scottish/Northern Irish/British 2. Irish 3. Gypsy or Irish Traveller or ROMA 4. Any other White background, <p>Mixed/Multiple ethnic groups</p> <ol style="list-style-type: none"> 5. White and Black Caribbean 6. White and Black African 7. White and Asian 8. Any other Mixed/Multiple ethnic background, <p>Asian/Asian British</p> <ol style="list-style-type: none"> 9. Indian 10. Pakistani 11. Bangladeshi 12. Chinese 13. Any other Asian background, <p>Black/African/Caribbean/Black British</p> <ol style="list-style-type: none"> 14. African 15. Caribbean 16. Any other Black/African/Caribbean background, <p>Other ethnic group</p> <ol style="list-style-type: none"> 17. Arab

	18. Any other ethnic group
Count Threshold: What is the threshold or minimum requirement for recording (one count) of this indicator?	See guidance above
Count Exclusions: Which people cannot be counted against this indicator?	
Additional information required for indicators	An Individual should be recorded against one ethnic group selected from groups 1-18 above. Data for this indicator has to be broken down by category of region.
Relationship to other Indicators	Common output indicator and contributes to output targets (ethnic minorities) in Priority Axis 1 and IP 2.1 Internal data consistency check (common output indicators): (i) No individual can be both “male” and “female”.

(ESF-CO16) Participants with disabilities	
Terms	Definitions
Unit of Measurement	Participants (male/female/other)
Count Criteria: Who can be recorded against this indicator?	<p>EC Definition:</p> <p>“Participants with disabilities” are persons who are registered disabled according to national definitions Source: LMP</p> <p>http://ec.europa.eu/eurostat/documents/3859598/5935673/KS-GQ13-002-EN.PDF</p> <p>National Definition</p> <p>Disability: The main national definition is as defined in the Equality Act 2010. See link. https://www.gov.uk/definition-of-disability-underequality-act-2010.</p> <p>You're disabled under the Equality Act 2010 if you have a physical or mental impairment that has a 'substantial' and 'long-term' negative effect on your ability to do normal daily activities.</p> <ul style="list-style-type: none"> • 'substantial' is more than minor or trivial - e.g. it takes much longer than it usually would to complete a daily task like getting dressed • 'long-term' means 12 months or more – e.g. a breathing condition that develops as a result of a lung infection <p>However experience has shown that there are some ESF provision types where it has proved difficult to measure. We therefore will allow beneficiaries to alternatively count where the participant discloses a disability that limits the ability to work (as this is often used in questionnaires by the Office for National Statistics).</p> <p>We will also allow use of information on people that are in receipt of the core disability benefits but only those where being in receipt of the benefit is confirmation that that they have met the above definitions: this is not alternative criteria.</p> <p>An individual participant may be recorded under a number of 'disadvantage' –related indicators.</p>
Count Exclusions:	

Additional information required for indicators	Data for this indicator has to be broken down by category of region.
Relationship to other Indicators	<p>Contributes to `participants with disabilities' output targets in Priority Axis 1 and IP 2.1</p> <p>Validation tests for data at the level of the participation record:</p> <p>(i) No individual can be both “male” and “female”</p>

(ESF-CO17) Other disadvantaged	
Terms	Definitions
Unit of Measurement	Participants (male/female/other)
Count Criteria: Who can be recorded against this indicator?	<p>EC Definition:</p> <p><i>“Other Disadvantaged” refers to any disadvantage(s) not covered by the preceding indicators.</i></p> <p>Source:</p> <p>EC Guidance on monitoring and evaluation of cohesion policy (June 2015)</p> <p>National Definition:</p> <p>Participants to be counted under the ‘other disadvantaged’ ESF CO17 indicator belong to one or more of the following ‘core groups listed below as being relevant to the indicator for “other disadvantaged” i.e.:</p> <ul style="list-style-type: none"> • Homeless or affected by housing exclusion (see definition ESF CO18) • Participants lacking basic skills (not achieved entry level or higher) in one or more of the following: Literacy (English); numeracy (maths); and, where relevant, English for Speakers of Other Languages (ESOL) and who are not supported under investment priorities 1.1; 1.2 and 2.1.) • Participants with ‘ISCED level 0’ – i.e. those who have not successfully completed any qualification at ISCED level 1 – see ‘count exclusions section’ of guidance relating to MI indicator (C9) “With primary (ISCED 1) or lower secondary education (ISCED 2). ALL participants with ISCED level 0 should be reported under this category. (See Annex on ISCED education levels). <p>Data for this ‘other disadvantaged’ indicator will need to be broken down by sub-categories as listed above so that the types of ‘other disadvantaged’ who are being reported can be monitored. A participant may have more than one disadvantage and, where appropriate, should be recorded against more than one of the above sub-categories, but counted once in the indicator.</p>

<p>Count Criteria: Who can be recorded against this indicator?</p>	<p>EC Definition:</p> <p><i>“Other Disadvantaged” refers to any disadvantage(s) not covered by the preceding indicators.</i></p> <p>Source:</p> <p>EC Guidance on monitoring and evaluation of cohesion policy (June 2015)</p> <p>National Definition:</p> <p>Participants to be counted under the ‘other disadvantaged’ ESF CO17 indicator belong to one or more of the following ‘core groups listed below as being relevant to the indicator for “other disadvantaged” i.e.:</p> <ul style="list-style-type: none"> • Homeless or affected by housing exclusion (see definition ESF CO18) • Participants lacking basic skills (not achieved entry level or higher) in one or more of the following: Literacy (English); numeracy (maths); and, where relevant, English for Speakers of Other Languages (ESOL) and who are not supported under investment priorities 1.1; 1.2 and 2.1.) • Participants with ‘ISCED level 0’ – i.e. those who have not successfully completed any qualification at ISCED level 1 – see ‘count exclusions section’ of guidance relating to MI indicator (C9) “With primary (ISCED 1) or lower secondary education (ISCED 2). ALL participants with ISCED level 0 should be reported under this category. (See Annex on ISCED education levels). <p>Data for this ‘other disadvantaged’ indicator will need to be broken down by sub-categories as listed above so that the types of ‘other disadvantaged’ who are being reported can be monitored. A participant may have more than one disadvantage and, where appropriate, should be recorded against more than one of the above sub-categories, but counted once in the indicator.</p>
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<p>Count Threshold: What is the threshold or minimum requirement for recording (one count) of this indicator?</p>	<p>See definition above</p>
<p>Count Exclusions: Which people cannot be counted against this indicator?</p>	
<p>Additional information required for indicators</p>	<p>Additional information (from EC guidance June 2015)</p> <p>“Homeless or affected by housing exclusion “is reported under this indicator (since it is being collected for all years – not just 2017).</p> <p>Disadvantages relating to gender, the employment status – such as LTU, age or educational achievement of at least ISCED Level 1 are covered by the common indicators and should not be counted under this indicator.</p> <p>It is likely that projects / providers will depend on participants `self-declaring` disadvantages. For example, providers should ask whether participants have a non-prescribed drug dependency or alcohol dependency which is likely to affect their ability to take part or benefit from the ESF-supported provision.</p> <p>Data for this indicator has to be broken down by category of region.</p>
<p>Relationship to other Indicators</p>	<p>Common output indicator</p> <p>Validation tests for data at the level of the participation record:</p> <p>A participant may have more than one disadvantage, for example, a disabled person with ISCED 0 should be counted under two indicators: CO16 and CO17.</p> <p>Internal data consistency check (common output indicators):</p> <p>(i) An individual cannot be both “male” and “female”</p>

(ESF-CO18) Homeless or affected by housing exclusion	
Terms	Definitions
Unit of Measurement	Participants (male/female/other)
Count Criteria: Who can be recorded against this indicator?	<p>Important:</p> <p>Persons may cumulate several disadvantages. You may need to record more than one disadvantage for each individual where relevant.</p> <p>NB Participants who are considered to be 'homeless or affected by housing exclusion' must be recorded under the 'other disadvantaged' indicator sub category listed in ESF-CO17. Data for the 'other disadvantaged' indicator has to be broken-down and reported by sub category type. An individual may have more than one disadvantage.</p> <p>Definition:</p> <p>National Definition of Homelessness (i.e. Legal definition of homelessness in England and Wales – as used by Jobcentre Plus)</p> <p>A person will be classed as being legally homeless if they:</p> <ul style="list-style-type: none"> • have no home in the UK or anywhere else in the world; • have no home where they can live together with their immediate family; • can only stay where they are on a very temporary basis; • do not have permission to live where they are; • have been locked out of their home and are not allowed back; • cannot live at home because of violence or abuse or threats of violence or abuse which are likely to be carried out against them or someone else in their household; • it is not reasonable for them to stay in their home for any reason, for example, their home is in very poor condition; cannot afford to stay where they are. <p>People who are rough sleepers should also be counted as being homeless. The definition of rough sleepers is:</p>

	<ul style="list-style-type: none"> • people sleeping, about to bed down (sitting on/in or standing next to their bedding) or actually bedded down in the open air (such as on the streets, in tents, doorways, parks, bus shelters or encampments) • people in buildings or other places not designed for habitation (such as stairwells, barns, sheds, car parks, cars, derelict boats, stations, or ‘bashes’). <p>The definition does not include people in hostels or shelters, people in campsites or other sites used for recreational purposes or organised protest, squatters or travellers. Bedded down is taken to mean either lying down or sleeping. About to bed down includes those who are sitting in/on or near a sleeping bag or other bedding.</p> <p>Affected by homelessness – definition:</p> <p>In the absence of a national definition, the term “affected by homelessness” should be understood according to the following definition which is derived from the ETHOS (European Typology of Homelessness and Housing Exclusion) definition and covers extreme forms of housing exclusion:</p> <ul style="list-style-type: none"> • Houselessness (people in accommodation for the homeless, in women’s shelters, in accommodation for immigrants, people due to be released from institutions and people receiving long-term support due to homelessness), • Insecure accommodation (people living in insecure tenancies, under threat of eviction or violence), and • Inadequate housing (living in unfit housing, nonconventional dwellings e.g. in caravans without adequate access to public utilities such as water, electricity or gas or in situations of extreme overcrowding). <p>Ref: (H. Frazer, E. Marlier and I. Nicaise: A Social Inclusion Roadmap for Europe 2020. Garant, 2010, as cited in Commission Staff Working Document "Confronting Homelessness in the European Union" SWD(2013) 42 final)</p> <p>http://ec.europa.eu/social/BlobServlet?docId=9770&langId=en</p> <p>An individual participant may be recorded under a number of ‘disadvantage’ –related indicators.</p> <p>Persons may cumulate several disadvantages.</p> <ul style="list-style-type: none"> • You may need to record more than one disadvantage for each individual where relevant.
Count	See definition above

<p>Threshold: What is the threshold or minimum requirement for recording (one count) of this indicator?</p>	
<p>Count Exclusions: Which people cannot be counted against this indicator?</p>	<p>See definition above</p> <p>Adults living with their parents should not be recorded under this indicator unless THEY ARE ALL HOMELESS or living in insecure or inadequate housing.</p>
<p>Additional information required for indicators</p>	<p>Data for this indicator has to be broken down by category of region.</p>
<p>Relationship to other Indicators</p>	<p>Common output indicator</p> <p>Validation tests for data at the level of the participation record:</p> <p>An individual cannot be both “male” and “female”.</p>

(ESF-CO19) Participants from rural areas	
Terms	Definitions
Unit of Measurement	Participants (male/female/other)
Count Criteria: Who can be recorded against this indicator?	<p>Definition:</p> <p>"From rural areas" is to be understood as persons residing in thinly populated areas according to the Degree of urbanisation (DEGURBA category 3) classification.</p> <p>Thinly-populated areas mean that more than 50% of the population lives in rural grid cells.</p> <p>All operations must supply their participants full contact details which includes, amongst other things, address and postcode. Separate guidance on providing contact details will be published.</p> <p>The postcodes, supplied as part of the participants contact details, will be used by the Managing Authority to identify participants living in rural areas as defined under the DEGURBA database.</p> <p>It should be noted that the contact details, for all participants will also be required for the longer term result ('6 month after leaving' indicators) which will require participant follow-up.</p> <p>Source: Eurostat</p> <p>http://ec.europa.eu/eurostat/ramon/documents/DEGURBA/DEGURBA_Methodology_DG_REGIO.zip (DEGURBA methodology)</p> <p>Data under this indicator will be reported on an annual basis during the programme period.</p>
Count Threshold: What is the threshold or minimum requirement for recording (one count) of this indicator?	See above

Additional information required for indicators	<p>The data shall be collected at the Local Administrative Unit level of LAU 2 (local administration/communes). Data for this indicator has to be broken down by category of region.</p>
Relationship to other Indicators	<p>Common output indicator</p> <p>Validation tests for data at the level of the participation record:</p> <p>An individual cannot be both “male” and “female”</p>

8. Entity Indicators

(ESF-CO20) Number of projects fully or partially implemented by social partners or non-governmental organisations	
Terms	Definitions
Unit of Measurement	Projects
Count Criteria: Who can be recorded against this indicator?	<p>Definition:</p> <p>Social partners' is a term generally used in Europe to refer to representatives of management and labour (employers' organisations and trade unions).</p> <p>A non-governmental organization (NGO) is any non-profit, voluntary citizens' group which is organized on a local, national or international level. Task-oriented and driven by people with a common interest, NGOs perform a variety of service and humanitarian functions, bring citizen concerns to Governments, advocate and monitor policies and encourage political participation through provision of information.</p> <p>A project is "partially implemented" by social partners or nongovernmental organisations when the beneficiary includes, amongst other types of beneficiaries - social partners or nongovernmental organisations.</p> <p>Source: Eurofound</p> <p>http://www.eurofound.europa.eu/areas/industrialrelations/dictionary/definitions/EUROPEANSOCIALPARTNERS.htm NGO</p> <p>Global Network http://www.ngo.org/ngoinfo/define.html</p> <p>The wording is identical to the Eurofound and NGO Global Network definitions</p>
Count Threshold: What is the threshold or minimum requirement for recording	See above definition

(one count) of this indicator?	
Count Exclusions: Which people cannot be counted against this indicator?	N/A
Additional information required for indicators	This indicator covers beneficiaries initiating and implementing operations as defined in Art. 2 (10) CPR Data for this indicator has to be broken down by category of region.
Relationship to other Indicators	Common output indicator

(ESF-CO21) Number of projects dedicated to the sustainable participation and progress of women	
Terms	Definitions
Unit of Measurement	Projects
Count Criteria: Who can be recorded against this indicator?	<p>Definition</p> <p>Projects with the aim of increasing the sustainable participation and progress of women in employment, thus combating the feminisation of poverty, reducing gender-based segregation and combating gender stereotypes in the labour market and in education and training ,promoting reconciliation of work and personal life for all and equal sharing of care responsibilities between men and women.</p> <p>Source of definition:</p> <p>Regulation on the European Social Fund Regulation (EC) No 1304/2013. Art. 7, Promotion of equality between men and women.</p>
Count Threshold: What is the threshold or minimum requirement for recording (one count) of this indicator?	See definition above
Count Exclusions: Which people cannot be counted against this indicator?	
Additional information required for indicators	Data for this indicator has to be broken down by category of region.

Relationship to other Indicators	
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(ESF-CO23) Number of supported micro, small and medium sized enterprises (including co-operative enterprises and enterprises of the social economy)

Terms	Definitions
Unit of Measurement	Enterprises
<p>Count Criteria: Who can be recorded against this indicator?</p>	<p>Only those SMEs who benefit <i>directly</i> from support should be recorded under the indicator, which typically excludes SMEs being beneficiaries in the sense of Article 2 of Common Provisions Regulation.</p> <p>Definition:</p> <p>Number of micro, small and medium sized enterprises supported, including social enterprises.</p> <p><i>An enterprise is considered to be any entity engaged in an economic activity, irrespective of its legal form. Staff headcount and financial ceilings determining enterprise categories:</i></p> <p><i>1. The category of micro, small and medium-sized enterprises (SMEs) is made up of enterprises which employ fewer than 250 persons and which have an annual turnover not exceeding EUR 50 million, and/or an annual balance sheet total not exceeding EUR 43 million.</i></p> <p>Source:</p> <p>Commission Recommendation of 6 May 2003 concerning the definition of micro, small and medium-sized enterprises (2003/361/EC)</p> <p>http://eurlex.europa.eu/LexUriServ/LexUriServ.do?uri=CELEX:32003H0361:EN:HTML</p> <p>The wording in italics is identical to the Commission recommendation.</p>
<p>Count Threshold: What is the threshold or minimum</p>	<p>Number of micro, small and medium sized enterprises directly supported, including social enterprises.</p> <p>An enterprise is considered to be any entity engaged in an economic activity, irrespective of its legal form.</p>

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requirement for recording (one count) of this indicator?	The category of micro, small and medium-sized enterprises (SMEs) is made up of enterprises which employ fewer than 250 persons and which have an annual turnover not exceeding EUR 50 million, and/or an annual balance sheet total not exceeding EUR 43 million.
Count Exclusions: Which people cannot be counted against this indicator?	Enterprises can benefit indirectly from ESF – for example, a SME’s employees may be attending up skilling / training provided by an ESF training provider. In this case it is the employees who benefit directly and the enterprise that benefits indirectly through developing the capacity of its workforce. In this instance the enterprise (entity) is not recorded - but the participants are recorded. Large companies are excluded – i.e. companies that employ more than 250 people, have an annual turnover exceeding EUR 50 million, and/or an annual balance sheet total exceeding EUR 43 million.
Additional information required for indicators	An entity engaged in economic activity should be understood as including cooperative enterprises and enterprises of the social economy. Data for this indicator has to be broken down by category of region.
Relationship to other Indicators	This indicator contributes towards output target (IP 2.1) “number of supported SMEs (including co-operative enterprises and enterprises of the social economy)”.

9. Common immediate result indicators

(ESF-CR01) Inactive participants engaged in job-searching upon leaving	
Terms	Definitions
Unit of Measurement	Participants (male/female/other)
Count Criteria: Who can be recorded against this indicator?	<p>Definition:</p> <p>Inactive persons who have received ESF support and who are newly engaged in job searching activities upon leaving the ESF operation.</p> <p>"Inactive" is defined as in the indicator "Inactive".</p> <p>"Engaged in job searching" is to be understood as persons usually without work, available for work and actively seeking work as defined in the indicator "Unemployed".</p> <p>"Upon leaving" is to be understood as up to 4 weeks after the exit date of the participant.</p>
Count Threshold: What is the threshold or minimum requirement for recording (one count) of this indicator?	See definition above
Count Exclusions: Which people cannot be counted against this indicator?	Employed participants not meeting criteria above

<p>Additional information required for indicators</p>	<p>Additional Information</p> <p>Persons who have newly registered with the public employment services as a jobseeker should always be counted even if they are not immediately available for work.</p> <p>This indicator is to be understood as a change in the employment status upon leaving, compared to the situation when entering the ESF operation (with the participant being inactive, not engaged in job searching for work, when entering the ESF operation).</p>
	<p>“Upon leaving” is to be understood as up to 4 weeks after the exit date of the participant.</p> <p>The reference population is CO03.</p> <p>Data for this indicator has to be broken down by category of region.</p>
<p>Relationship to other Indicators</p>	<p>This indicator contributes towards the result target “inactive participants into employment or job search on leaving (IPs 1.1, 1.4, 1.5)</p> <p>Validation tests for data at the level of the participation record:</p> <p>An individual recorded under “inactive participants engaged in job searching upon leaving” cannot be recorded in “participants in employment, including self-employment, upon leaving” and vice versa.</p> <p>An individual cannot be both “male” and “female”.</p> <p>An individual recorded under “inactive participants engaged in job searching upon leaving” must be recorded under the output indicator “inactive” and cannot be recorded under “employed, including self-employed” or “unemployed”</p>

(ESF-CR02) Participants in education/training upon leaving

Terms	Definitions
Unit of Measurement	Participants (male/female/other)
Count Criteria: Who can be recorded against this indicator?	<p>Definition:</p> <p>Persons who have received ESF support and who are newly engaged in education (lifelong learning, formal education) or training activities (off-the-job/in-the-job training, vocational training, etc.) immediately upon leaving the ESF operation.</p> <p>Education or training is defined as a structured and agreed programme of: lifelong learning; formal education; educational and/or vocational training activities (this may include on the job and/or off the job vocational training or a combination of the approaches listed).</p> <p>‘Mandatory’ training (e.g. job-search related / CV writing) and other non-vocational / non-educational support such as confidence building, life-skills and personal effectiveness support cannot be considered as ‘education’ or ‘vocational training’ (even though such activities may , of course, be useful and important support measures).</p> <p>"upon leaving" is to be understood as up to four weeks after the exit date of the participant.</p> <p>Source: ESF Monitoring and Evaluation Guidance on Cohesion Policy June 2015.</p>
Count Threshold: What is the threshold or minimum requirement for recording (one count) of this indicator?	See definition above

<p>Count Exclusions: Which people cannot be counted against this indicator?</p>	<p>Participants not meeting above criteria</p>
<p>Additional information required for indicators</p>	<p>Additional Information</p> <p>This indicator is to be understood as a change in the situation upon leaving, compared to the situation when entering the ESF operation (with the participant not being in education/training when entering the ESF operation).The reference population is: all participants, except participants who were engaged in education/training upon entering.</p> <p>The source of funding of the ensuing training is not relevant.</p>
<p>Relationship to other Indicators</p>	<p>This immediate result indicator supports the ESF programme’s result target indicator ‘Participants in education or training on leaving’` (IPs 1.1, 1.4 and 1.5)</p>
	<p>Internal consistency check for data :</p> <p>An individual recorded under any of the YEI immediate result indicators on “in education/training , gain a qualification or are in employment, including self-employment, upon leaving”, should be recorded at least in one of the three common immediate result indicators “participants in education/training”, “participants gaining a qualification upon leaving” and “participants in employment, including self-employment, upon leaving”.</p>

(ESF-CR03) Participants gaining a qualification upon leaving

Terms	Definitions
Unit of Measurement	Participants (male/female/other)
Count Criteria: Who can be recorded against this indicator?	<p>Definition</p> <p>Persons who have received ESF support and who gained a qualification upon leaving the ESF operation.</p> <p><i>Qualification means a formal outcome of an assessment and validation process which is obtained when a competent body determines that an individual has achieved learning outcomes to given standards.</i></p> <p><i>For the England ESF Operational Programme, qualifications should be recognised by Ofqual's Regulated Qualification Framework (RQF) – which was introduced on 1 October 2015. The RQF provides a simple single system of cataloguing regulations regulated by Ofqual:</i></p> <p>https://www.gov.uk/find-a-regulated-qualification</p> <p>Upon leaving" is to be understood as up to four weeks after the exit date of the participant.</p> <p>Source: European Commission, European Qualifications Framework http://ec.europa.eu/eqf/terms_en.htm</p> <p>The wording in italics is identical to the EQF definition.</p>
Count Threshold: What is the threshold or minimum requirement for recording (one count) of this indicator?	See definition above
Additional information required for indicators	<p>This indicator can be further split by ISCED and EQF levels, registering the highest level achieved.</p> <p>Data for this indicator has to be broken down by category of region.</p>

Relationship to other Indicators	<p>This is an immediate result indicator.</p> <p>Validation tests for data at the level of the participation record:</p> <ul style="list-style-type: none"> • An individual recorded under any of the YEI immediate result indicators on “in education/training , gain a qualification or are in employment, including self-employment, upon leaving”, should be recorded at least in one of the three common immediate result indicators “participants in education/training”, “participants gaining a qualification upon leaving” and “participants in employment, including self-employment, upon leaving”.
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(ESF-CR04) Participants in employment, including self-employment, upon leaving

Terms	Definitions
Unit of Measurement	Participants (male/female/other)
Count Criteria: Who can be recorded against this indicator?	<p>Definition:</p> <p>Unemployed or inactive persons who have received ESF support, and who are in employment, including self-employment, immediately upon leaving the ESF operation, whereby "Unemployed" is defined as in the indicator "Unemployed, including LTU".</p> <p>"Inactive" is defined as in the indicator "Inactive".</p> <p>"in employment, including self-employment" is defined as in the indicator "Employed, including self-employed".</p> <p>"upon leaving" is to be understood as up to four weeks after leaving.</p> <p>Source:</p> <p>EC Guidance on Monitoring and Evaluation of European Cohesion Policy June 2015.</p>
Count Threshold: What is the threshold or minimum requirement for recording (one count) of this indicator?	See above definition
Count Exclusions: Which people cannot be counted against this indicator?	<p>Participants who do not meet the above criteria:</p> <ul style="list-style-type: none"> • Employed upon entry • Unemployed or inactive upon leaving

<p>Additional information required for indicators</p>	<p>Additional Information</p> <p>This indicator is to be understood as a change in the employment status upon leaving, compared to the situation when entering the ESF operation (with the participant being unemployed or inactive when entering the ESF operation).</p> <p>The reference population is CO01 and CO03.</p> <p>Data for this indicator has to be broken down by category of region.</p>
<p>Relationship to other Indicators</p>	<p>This is an immediate result indicator.</p> <p>Validation tests for data at the level of the participation record:</p> <ul style="list-style-type: none"> • An individual recorded under “participants in employment, including self-employment, upon leaving” cannot be recorded in “inactive participants engaged in job searching upon leaving” and vice versa. • An individual recorded under “participants in employment, including self-employment, upon leaving” cannot be recorded under the output indicator “employed, including self-employed” (ESF CO05). • An individual recorded under any of the YEI immediate result indicators on “in education/training , gain a qualification or are in employment, including self-employment, upon leaving”, should be recorded at least in one of the three common immediate result indicators “participants in education/training”, “participants gaining a qualification upon leaving” and “participants in employment, including self-employment, upon leaving

(ESF-CR05) Disadvantaged participants engaged in job searching, in education / training, gaining a qualification or in employment, including self-employment, upon leaving

Terms	Definitions
Unit of Measurement	Participants (male/female/other)
Count Criteria: Who can be recorded against this indicator?	<p>Definition:</p> <p>"Disadvantaged participants" are defined as in the indicators:</p> <ul style="list-style-type: none"> • "Participants who live in jobless households", • "Participants who live in a single adult household with dependent children", • "Migrants, people with a foreign background, minorities (including marginalised communities such as the Roma)", • "Participants with disabilities", • "Other disadvantaged" <p>"In job searching" is defined as in the indicator "Inactive participants engaged in job searching upon leaving"</p> <p>"Education/training" is defined as in the indicator "Participants in education /training upon leaving".</p> <p>"Gaining a qualification" is defined as in the indicator "Participants gaining a qualification upon leaving".</p> <p>"Employment" is defined as in the indicator "Employed, including self-employed".</p> <p>"Upon leaving" is to be understood as up to four weeks after the exit date of the participant.</p> <p>Source:</p> <p>EC Guidance on Monitoring and Evaluation of European Cohesion Policy June 2015.</p>
Count Threshold: What is the threshold or requirement for recording (one	See above

count) of this indicator?	
Count Exclusions: Which people cannot be counted against this indicator?	Participants not meeting above criteria (see definition above)
Additional information required for indicators	Data for this indicator has to be broken down by category of region.
Relationship to other Indicators	<p>This is an immediate result indicator.</p> <p>Validation tests for data at the level of the participation record:</p> <ul style="list-style-type: none"> • An individual recorded under “disadvantaged participants engaged in job searching, education/training, gaining a qualification, in employment, including self-employment, upon leaving” should also be recorded in at least one of the other immediate result indicators. • Participants should have been recorded in at least one of the following common output indicators (note that people may cumulate several disadvantages): <ul style="list-style-type: none"> • participants who live in jobless households; • participants who live in a single adult household with dependent children; • ethnic minorities (ONS sub groups 3 and 5-18); • participants with disabilities; or • other disadvantaged • An individual recorded under any of the YEI immediate result indicators on “in education/training , gain a qualification or are in employment, including self-employment, upon leaving”, should be recorded at least in one of the three common immediate result indicators “participants in education/training”, “participants gaining a qualification upon leaving” and “participants in employment, including self-employment, upon leaving.

10. Common longer-term result indicators

(ESF-CR06) Participants in employment, including self-employment, six months after leaving	
Terms	Definitions
Unit of Measurement	Participants (male/female/other)
Count Criteria: Who can be recorded against this indicator?	<p>Definition:</p> <p>Unemployed or inactive persons who have received ESF support and who are in employment, including self-employment, six months after leaving the ESF operation.</p> <p>"Unemployed" is defined as in the indicator "Unemployed including LTU".</p> <p>"Inactive" is defined as in the indicator "Inactive".</p> <p>"in employment, including self-employment" is defined as in the indicator "Employed, including self-employed".</p> <p>Source:</p> <p>EC Guidance on Monitoring and evaluation of cohesion policy June 2015.</p>
Count Threshold: What is the threshold or minimum requirement for recording (one count) of this indicator?	See above definition

<p>Count Exclusions: Which people cannot be counted against this indicator?</p>	<p>People employed upon entry to the operation.</p>
<p>Additional information required for indicators</p>	<p>Additional information</p> <p>This data will be collected by the 6 month leavers survey run by ESF Evaluation Team DWP.</p> <p>Data for this indicator has to be broken down by category of region.</p>
<p>Relationship to other Indicators</p>	<p>Long-term result indicator.(Reference population: CO01 + CO03)</p> <p>This indicator is to be understood as change in the employment status 6 months after leaving compared to the situation when entering the ESF operation (with the participant being unemployed or inactive when entering the ESF operation).</p> <p>Validation tests for data at the level of the participation record:</p> <ul style="list-style-type: none"> • An individual recorded under “participants in employment six months after leaving” cannot be reported under “participants with an improved labour market situation” and vice versa. • An individual recorded under “participants in employment, including self-employment six months after leaving, “ cannot be recorded in the output indicator “ employed, including self-employed” . • An individual recorded under the YEI longer-term result indicators on “participants in self-employment six months after leaving”, should be recorded in the common longer-term result indicator “participants in employment, including self-employment, six months faster leaving”.

(ESF CR07) Participants with an improved labour market situation six months after leaving

Terms	Definitions
Unit of Measurement	Participants (male/female/other)
Count Criteria: Who can be recorded against this indicator?	Definition: <p>Persons who are employed when entering ESF support and who, following the support, transited from precarious to stable employment, and/or from underemployment to full employment, and/or have moved to a job requiring higher competences / skills / qualifications, entailing more responsibilities, and/or received a promotion 6 months after leaving the ESF operation.</p> <p>Precarious employment should be understood as the "temporary employment" and "work contract of limited duration". <i>Given institutional discrepancies, the concepts of 'temporary employment' and 'work contract of limited duration' describe situations which, in different institutional contexts, may be considered similar. Employees with a limited duration job/contract are employees whose main job will terminate either after a period fixed in advance, or after a period not known in advance, but nevertheless defined by objective criteria, such as the completion of an assignment or the period of absence of an employee temporarily replaced. Underemployment should be understood as involuntary part-time employment. This is when respondents declare that they work part-time because they are unable to find full-time work.</i></p> <p>Source: Eurostat, LFS</p>
Count Threshold: What is the threshold or minimum requirement for recording (one count) of this indicator?	See above

<p>Count Exclusions: Which people cannot be counted against this indicator?</p>	<p>Participants not meeting criteria set out in definition above</p>
<p>Additional information required for indicators</p>	<p>Additional information</p> <p>Data for this indicator will be gathered by 6 month leavers follow up survey (run by ESF Evaluation Team DWP).</p> <p>The wording in italics is identical to the LFS definition.</p> <p>Competences should be understood as <i>the proven ability to use knowledge, skills and personal, social and/or methodological abilities, in work or study situations and in professional and personal development. In the context of the European Qualifications Framework, competence is described in terms of responsibility and autonomy.</i></p> <p>http://ec.europa.eu/eqf/terms_en.htm</p> <p>EQF framework: Qualification" is defined as in the indicator "Participants gaining a qualification upon leaving".</p> <p>In accordance with Council Decision of 21 Oct. 2010 on guidelines for the employment policies of the Member States</p> <p><i>(2010/707/EU) Guideline no. 7: Member States should tackle labour market segmentation with measures addressing precarious employment, underemployment and undeclared work.</i></p> <p>http://eurlex.europa.eu/LexUriServ/LexUriServ.do?uri=OJ:L:2010:308:0046:0051:EN:PDF</p> <p>This indicator is to be understood as a change in the status 6 months after leaving compared to the situation when entering the ESF operation.</p> <p>Data for this indicator has to be broken down by category of region.</p>
<p>Relationship to other Indicators</p>	<p>Long-term result indicator.(Reference population CO05)</p> <p>Validation tests for data at the level of the participation record:</p> <p>(i) An individual recorded under “ participants with an improved labour market situation” cannot be reported</p>

	<p>under “participants in employment six months after leaving” and vice versa.</p> <p>(ii) An individual recorded under “above 54 years of age in employment, including self-employment, six months after leaving” should also be recorded under “participants in employment six months after leaving” and cannot be recorded under “participants with an improved labour market situation six months after leaving” and vice versa.</p> <p>(iii) An individual recorded under “participants with an improved labour market situation six months after leaving” must be recorded under the output indicator “employed, including self-employed”.</p>
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(ESF-CR08) Participants above 54 years of age in employment, including self-employment, six months after leaving

Terms	Definitions
Unit of Measurement	Participants (male/female/other)
Count Criteria: Who can be recorded against this indicator?	<p>Definition:</p> <p>"Above 54 years of age" is defined as in the indicator "Above 54 years of age"</p> <p>"in employment, including self-employment" is defined as in the Indicator "Participants in employment, including self-employment, six months after leaving" - of which "Participants above 54 years of age in employment, including self-employment, six months after leaving" is a sub-group of the indicator .</p> <p>Source:</p> <p>EC Guidance on Monitoring and evaluation of cohesion policy June 2015.</p>
Count Threshold: What is the threshold or minimum requirement for recording (one count) of this indicator?	See above definition.
Count Exclusions: Which people cannot be counted against this indicator?	<p>Participants `54 years of age or below`.</p> <p>Participants who were employed including self-employed on starting (CO05).</p>

<p>Additional information required for indicators</p>	<p>Additional Information</p> <p>Data for this indicator will be gathered by the 6 month leavers / follow up survey run by ESF Evaluation Team DWP</p> <p>"Above 54 years of age" is defined as in the indicator "Above 54 years of age" "in employment, including self-employment" is defined as in the indicator "Participants in employment, including self-employment, six months after leaving" of which "Participants above 54 years of age in employment, including self-employment, six months after leaving" is a sub-group.</p> <p>This indicator is to be understood as a change in the employment status 6 months after leaving compared to the situation when entering the ESF operation (with the participant being unemployed or inactive when entering the ESF operation).</p> <p>Data for this indicator has to be broken down by category of region.</p>
<p>Relationship to other Indicators</p>	<p>Long term result indicator</p> <p>The reference population is drawn from individuals recorded under ESF CO01 and / or ESF CO03 as appropriate (there is a change in employment status compared to status on starting) plus ESF CO07</p> <p>Validation tests for data at the level of the participation record:</p> <p>(i) An individual recorded under “above 54 years of age, in employment, including self-employment, six months after leaving” should also be recorded under “participants in employment six months after leaving”, and cannot be recorded under “participants with an improved labour market situation, six months after leaving” and vice versa.</p> <p>(ii) An individual recorded under “participants above 54 years of age in employment including self-employment , six months after leaving” cannot be recorded under either of the following output indicators: “below 25 years of age” and “employed, including self-employed”.</p>

(ESF-CR09) Disadvantaged participants in employment, including self-employment, six months after leaving

Terms	Definitions
Unit of Measurement	Participants (male/female/other)
Count Criteria: Who can be recorded against this indicator?	<p>Definition:</p> <p>Disadvantaged persons who are in employment, including self-employment, six months after leaving the ESF operation.</p> <p>"Disadvantaged participants" are defined as in the indicators:</p> <ul style="list-style-type: none"> • "Participants who live in jobless households", • "Participants who live in a single adult household with dependent children", • Ethnic minorities (ONS sub groups 3 and 5-18) • (including marginalised communities such as the Roma)", • "Participants with disabilities", • "Other disadvantaged". <p>"in employment, including self-employment" is defined as in the indicator "Participants in employment, including self-employment, six months after leaving" of which "Disadvantaged participants in employment, including self-employment, six months after leaving" is a sub-group.</p> <p>Source:</p> <p>EC Guidance on Monitoring and evaluation of cohesion policy June 2015.</p>
Count Threshold: What is the threshold or minimum requirement for recording (one count) of this indicator?	See above definition

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<p>Count Exclusions: Which people cannot be counted against this indicator?</p>	<p>Participants who do not meet above criteria (see definition)</p>
<p>Additional information required for indicators</p>	<p>Additional Information</p> <p>Data for this indicator will be gathered via 6 month follow up / leavers survey run by ESF Evaluation Team DWP</p> <p>This indicator is to be understood as a change in the employment status six months after leaving compared to the situation when entering the ESF operation (with the participant being unemployed or inactive when entering the ESF operation).</p> <p>Data for this indicator has to be broken down by category of region.</p>
<p>Relationship to other Indicators</p>	<p>Long term result indicator.</p> <p>Validation tests for data at the level of the participation record:</p> <p>(i) An individual recorded under “disadvantaged participants in employment , including self-employment, six months after leaving” should also be reported under “participants in employment, including self-employment, six months after leaving” and cannot be reported under “ participants with an improved labour market situation, six months after leaving” and vice versa.</p> <p>(ii) An individual recorded under “disadvantaged participants in employment , including self-employment , six months after leaving” cannot be recorded under the output indicator “employed , including self-employed” and must be reported under at least one of the output indicators on disadvantage (see below)</p> <p>(iii) The participant should have been recorded in at least one of the following common output indicators (note that people may cumulate several disadvantages):</p> <ul style="list-style-type: none"> • participants who live in jobless households; • participants who live in a single adult household with dependent children; • ethnic minorities (ONS sub groups 3 and 5-18)

	<ul style="list-style-type: none">• participants with disabilities; or• other disadvantaged
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11. Immediate Result Indicators for YEI Participants

(YEI-CR01) Unemployed participants who complete the YEI supported intervention	
Terms	Definitions
Unit of Measurement	Unemployed participants (male/female/other)
Count Criteria: Who can be recorded against this indicator?	<p>Definition:</p> <p>Unemployed persons who complete the Youth Employment Initiative (YEI) supported intervention.</p> <p>Unemployed participants" is defined as in the common indicator "Unemployed, including long-term unemployed".</p> <p>Completion of intervention is to be understood that the participant attends the intervention according to schedule until the last day/last session of its scheduled end.</p> <p>Source:</p> <p>EC Guidance on Monitoring and evaluation of cohesion policy June 2015.</p>
Count Threshold: What is the threshold or minimum requirement for recording (one count) of this indicator?	See above
Count Exclusions: Which people cannot be counted against this indicator?	Any participant who does not attend according to schedule and/or drops out before the scheduled end of the intervention, for whatever reason, shall not be recorded – also employed and inactive participants (if applicable).

<p>Additional information required for indicators</p>	<p>Additional information</p> <p>Any participant who does not attend according to schedule and/or drops out before the scheduled end of the intervention, for whatever reason, shall not be recorded hereunder.</p> <p>NB Most young people under the age of 18 are unlikely to be unemployed. This is due to the increase in the school leaving age. If they are not in work they are 'inactive'.</p>
<p>Relationship to other Indicators</p>	<p>This indicator supports the YEI result target (which has the same description/ definition).The reference population is a sub set of CO01</p> <p>Validation tests for data at the level of the participation record:</p> <ul style="list-style-type: none"> (i) An individual recorded under any of the YEI immediate result indicators on “unemployed” cannot be recorded in any YEI immediate result indicators on “inactive” and vice versa. (ii) An individual recorded under any of the YEI result indicators cannot be recorded in the common output indicator “employed, including self-employed” (iii) An individual recorded under any of the YEI result indicators on “unemployed” should be recorded under the common output indicator “unemployed

(YEI-CR02) Unemployed participants who receive an offer of employment, continued education, apprenticeship or traineeship upon leaving

Terms	Definitions
Unit of Measurement	Unemployed participants (male/female/other)
Count Criteria: Who can be recorded against this indicator?	<p>Definition:</p> <p>Unemployed persons who receive an offer of employment, continued education, apprenticeship or traineeship upon leaving the YEI supported operation.</p> <p>"Unemployed participants" is defined as in the common indicator "Unemployed, including long-term unemployed".</p> <p>An offer is defined as a voluntary but conditional promise, submitted for acceptance by an offeror (e.g. employer, training organisation) to the participant, as long as it clearly indicates the offeror's willingness to enter into an agreement under specific terms with the participant and that it is made in a manner that a reasonable person would understand its acceptance will result in a binding agreement. Once the participant accepts it becomes an agreement which legally commits both parties.</p> <p>"employment" is defined as in the common indicator</p> <p>"Employed, including self-employed"</p> <p>"continued education" is to be understood as the enrolment in formal education or training programmes leading to a recognised vocational qualification.</p> <p>Traineeships are generally understood as a limited period of work practice spent at business, public bodies or non-profit institutions, in order to gain practical work experience ahead of taking up regular employment. They generally last a few weeks to a few months, and are usually not considered to constitute employment contracts, as their main aim is to provide a training experience, not a paid work opportunity.</p> <p>One may distinguish five major – partly overlapping – types of traineeships:</p>

	<p>1) Traineeships forming an optional or compulsory part of academic and/or vocational curricula (i.e. traineeships during education);</p> <p>2) Traineeships which form part of mandatory professional training (e.g. law, medicine, teaching, architecture, accounting etc.)</p> <p>3) Traineeships as part of active labour market policies;</p> <p>4) Traineeships agreed between trainee and a host organisation (business, non-profit, or government) without the involvement of a third party, generally conducted after completion of studies and/or as part of a job search, known as 'post-studies' or 'open market' traineeships;</p> <p>5) Transnational traineeships which may include types 1, 2 and 4.</p> <p>"Upon leaving" is to be understood as being within up to 4 weeks after the exit date of the participant.</p> <p>Source:</p> <p>6) EC Guidance on Monitoring and evaluation of cohesion.</p>
<p>Count Threshold: What is the threshold or minimum requirement for recording (one count) of this indicator?</p>	<p>See above definition</p>
<p>Count Exclusions: Which people cannot be counted against this indicator?</p>	<p>Participants who do not meet above criteria</p>
<p>Additional information required for indicators</p>	<p>The characteristics of the apprenticeship (e.g. occupation, duration, skills to be acquired, wage or allowance) are defined in a training contract or formal agreement between the apprentice and the employer directly or via the education institution. Apprenticeships are normally part of formal education and training at upper secondary level (ISCED 3), the duration of the training is on average 3 years, and a successful completion leads to a nationally recognised qualification in a specific occupation.</p>

<p>Relationship to other Indicators</p>	<p>This indicator supports the YEI result target (which has the same description/ definition).</p> <p>The reference population is a sub set of CO01</p> <p>Validation tests for data at the level of the participation record:</p> <ul style="list-style-type: none"> (i) An individual recorded under any of the YEI immediate result indicators on “unemployed” cannot be recorded in any YEI immediate result indicators on “inactive” and vice versa (ii) An individual recorded under any of the YEI result indicators cannot be recorded in the common output indicator “employed, including self-employed” (iii) An individual recorded under any of the YEI result indicators on “unemployed” should be recorded under the common output indicator “unemployed
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(YEI-CR03) Unemployed participants who are in education / training, gain a qualification or are in employment, including self-employment, upon leaving.

Terms	Definitions
Unit of Measurement	Unemployed participants (male/female/other)
Count Criteria: Who can be recorded against this indicator?	Definition: Unemployed persons who are in education/training, gained a qualification, or are in employment upon leaving the YEI supported operation. "Unemployed participants" is defined as in the common indicator "Unemployed, including long-term unemployed". "In education/training, gaining a qualification or in employment, including self-employment upon leaving" are defined as in the common indicators: <ul style="list-style-type: none"> • "Participants in education/training upon leaving", • "Participants gaining a qualification upon leaving", • "Participants in employment, including self-employment, upon leaving" "upon leaving" is to be understood as up to four weeks after the exit date of the participant. Source: EC Guidance on Monitoring and evaluation of cohesion policy June 2015.
Count Threshold: What is the threshold or minimum requirement for recording (one count) of this indicator?	This indicator is to be understood as a change in the situation upon leaving, compared to the situation when entering the ESF operation (with the participant not being in education/training or in employment when entering the ESF operation).
Count Exclusions: Which people cannot be	Participants not meeting criteria described in definition above

counted against this	
Additional information required for indicators	<p>"Unemployed participants" is defined as in the common indicator "Unemployed, including long-term unemployed". "In education/training, gaining a qualification or in employment, including self-employment upon leaving" are defined as in the common indicators:</p> <ul style="list-style-type: none"> • "Participants in education/training upon leaving", • "Participants gaining a qualification upon leaving", • "Participants in employment, including self-employment, upon leaving" <p>"Upon leaving" is to be understood as up to four weeks after the exit date of the participant</p>
Relationship to other Indicators	<p>This indicator supports the YEI result target (which has the same description/ definition. The reference population is a sub set of CO01</p> <p>Validation tests for data at the level of the participation record:</p> <ul style="list-style-type: none"> (i) An individual recorded under any of the YEI immediate result indicators on "unemployed" cannot be recorded in any YEI immediate result indicators on "inactive" and vice versa (ii) An individual recorded under any of the YEI result indicators cannot be recorded in the common output indicator "employed, including self-employed" (iii) An individual recorded under any of the YEI result indicators on "unemployed" should be recorded under the common output indicator "unemployed" (iv) An individual recorded under any of the YEI immediate result indicators on "in education/training , gain a qualification or are in employment, including self-employment, upon leaving", should be recorded at least in one of the three common immediate result indicators "participants in education/training", "participants gaining a qualification upon leaving" and "participants in employment, including self-employment, upon leaving".

(YEI-CR04) Long term unemployed participants who complete the YEI supported intervention

Terms	Definitions
Unit of Measurement	Long term unemployed participants (male/female/other)
Count Criteria: Who can be recorded against this indicator?	<p>Definition:</p> <p>Long-term unemployed persons who complete the YEI supported intervention.</p> <p>"Long-term unemployed participants" is defined as in the common indicator "Long-term unemployed".</p> <p>Completion of intervention is to be understood that the participant attends the intervention according to schedule until the last day/last session of its scheduled end.</p> <p>Source:</p> <p>EC Guidance on Monitoring and evaluation of cohesion policy June 2015.</p>
Count Threshold: What is the threshold or minimum requirement for recording (one count) of this indicator?	See definition above
Count Exclusions: Which people cannot be counted against this indicator?	Any participant who does not attend according to schedule and/or drops out before the scheduled end of the intervention, for whatever reason, shall not be recorded.

<p>Additional information required for indicators</p>	<p>"Long-term unemployed participants" is defined as in the common indicator "Long-term unemployed".</p> <p>Completion of intervention is to be understood that the participant attends the intervention according to schedule until the last day/last session of its scheduled end.</p>
<p>Relationship to other Indicators</p>	<p>This indicator supports the YEI result target (which has the same description/ definition).The reference population is a sub set of CO02.</p> <p>Validation tests for data at the level of the participation record:</p> <ul style="list-style-type: none"> (i) An individual recorded under any of the YEI immediate result indicators on "unemployed" cannot be recorded in any YEI immediate result indicators on "inactive" and vice versa. (ii) An individual recorded under any of the immediate result indicators on "long term unemployed" should also be recorded under the equivalent indicator on "unemployed" (e.g. individuals recorded under "long term unemployed who complete YEI supported intervention" should also be recorded under "unemployed who complete YEI supported intervention"). (iii) An individual recorded under any of the YEI result indicators cannot be recorded in the common output indicator "employed, including self-employed". (iv) An individual recorded under any of the YEI result indicators on "unemployed" should be recorded under the common output indicator "unemployed". (v) An individual recorded under any of the YEI result indicators on "long term unemployed" should also be recorded under the common output indicators "unemployed" and "long term unemployed".

(YEI-CR05) Long term unemployed participants who receive an offer of employment, continued education, apprenticeship or traineeship upon leaving.

Terms	Definitions
Unit of Measurement	Long term unemployed YEI participants (male/female/other)
Count Criteria: Who can be recorded against this indicator?	Definition: Long-term unemployed persons who receive an offer of employment, continued education, apprenticeship or traineeship upon leaving the YEI supported operation. "Long-term unemployed participants" is defined as in the common indicator "Long-term unemployed". "offer", "continued education", "apprenticeship" and "traineeship" are defined as in the indicator " Unemployed participants who receive an offer of employment, continued education, apprenticeship or traineeship upon leaving." "employment" is defined as in the common indicator "Employed, including self-employed" "upon leaving" is to be understood as up to four weeks after the exit date of the participant. Source: EC Guidance on Monitoring and evaluation of cohesion policy June 2015.
Count Threshold: What is the threshold or minimum requirement for recording (one count) of this indicator?	See definition above

<p>Count Exclusions: Which people cannot be counted against this indicator?</p>	<p>Guidance on verification will be issued by the Managing Authority for ESF.</p>
<p>Additional information required for indicators</p>	
<p>Relationship to other Indicators</p>	<p>This indicator supports the YEI result target (which has the same description/ definition.</p> <p>The reference population is a sub set of CO02.</p> <p>Validation tests for data at the level of the participation record:</p> <ul style="list-style-type: none"> (i) An individual recorded under any of the YEI immediate result indicators on “unemployed” cannot be recorded in any YEI immediate result indicators on “inactive” and vice versa. (ii) An individual recorded under any of the immediate result indicators on “long term unemployed” should also be recorded under the equivalent indicator on ”unemployed” (e.g. individuals recorded under “long term unemployed who complete YEI supported intervention” should also be recorded under “unemployed who complete YEI supported intervention”). (iii) An individual recorded under any of the YEI result indicators cannot be recorded in the common output indicator “employed, including self-employed”. (iv) An individual recorded under any of the YEI result indicators on “unemployed” should be recorded under the common output indicator “unemployed.

(YEI-CR06) Long term unemployed participants who are in education / training, gain a qualification or are in employment, including self-employment , upon leaving

Terms	Definitions
Unit of Measurement	Long term unemployed participants (male/female/other)
Count Criteria: Who can be recorded against this indicator?	<p>Definition:</p> <p>Long-term unemployed persons who are in education/training, gained a qualification, or are in employment upon leaving the YEI supported operation.</p> <p>"Long-term unemployed participants" is defined as in the common indicator "Long-term unemployed".</p> <p>"in education/training, gaining a qualification or in employment upon leaving" are defined as in the common indicators:</p> <ul style="list-style-type: none"> • "Participants in education/training upon leaving", • "Participants gaining a qualification upon leaving", • "Participants in employment, including self-employment, upon leaving". <p>"upon leaving" is to be understood as up to four weeks after the exit date of the participant.</p> <p>Source:</p> <p>EC Guidance on Monitoring and evaluation of cohesion policy June 2015.</p>
Count Threshold: What is the threshold or minimum requirement for recording (one count) of this indicator?	See above definition

<p>Count Exclusions: Which people cannot be counted against this indicator?</p>	<p>Participants not meeting the criteria described in definition above.</p>
<p>Additional information required for indicators</p>	<p>This indicator is to be understood as a change in the situation upon leaving, compared to the situation when entering the ESF operation (with the participant not being in education / training or in employment when entering the ESF operation).</p>
<p>Relationship to other Indicators</p>	<p>This indicator supports the YEI result target (which has the same description/ definition).</p> <p>The reference population is a sub-set of CO02.</p> <p>Validation tests for data at the level of the participation record:</p> <ul style="list-style-type: none"> (i) An individual recorded under any of the YEI immediate result indicators on “unemployed” cannot be recorded in any YEI immediate result indicators on “inactive” and vice versa. (ii) An individual recorded under any of the immediate result indicators on “long term unemployed” should also be recorded under the equivalent indicator on “unemployed” – for example, individuals recorded under “long term unemployed who complete YEI supported intervention” should also be recorded under “unemployed who complete YEI supported intervention”. (iii) An individual recorded under any of the YEI result indicators cannot be recorded in the common output indicator “employed, including self-employed. (iv) An individual recorded under any of the YEI result indicators on “unemployed” should be recorded under the common output indicator “unemployed. (v) An individual recorded under any of the YEI immediate result indicators on “in education/training , gain a qualification or are in employment, including self-employment, upon leaving”, should be recorded at least in one of the three common immediate result indicators “participants in education/training”, “participants gaining a qualification upon leaving” and

	<p>“participants in employment, including self-employment, upon leaving”.</p>
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(YEI-CR07) Inactive participants not in education or training who complete the YEI supported intervention	
Terms	Definitions
Unit of Measurement	Participants (male/female/other)
Count Criteria: Who can be recorded against this indicator?	<p>Inactive persons not in education or training who complete the YEI supported intervention.</p> <p>Definition:</p> <p>Inactive persons not in education or training who complete the YEI supported intervention.</p> <p>"Inactive participants not in education or training" is defined as in the common indicator "Inactive, not in education or training".</p> <p>Any participant who does not attend according to schedule and/or drops out before the scheduled end of the intervention, for whatever reason, shall not be recorded hereunder.</p> <p>Completion of intervention is to be understood to mean that the participant attends the intervention according to schedule until the last day/last session of its scheduled end.</p> <p>Source:</p> <p>EC Guidance on Monitoring and evaluation of cohesion policy June 2015.</p>
Count Threshold: What is the threshold or minimum requirement for recording (one count) of this indicator?	Completion of intervention is to be understood that the participant attends the intervention according to schedule until the last day/last session of its scheduled end.

<p>Count Exclusions: Which people cannot be counted against this indicator?</p>	<p>This has yet to be confirmed.</p> <p>Guidance on verification will be issued by the Managing Authority for ESF.</p>
<p>Additional information required for indicators</p>	<p>Additional Information</p> <p>Any participant who does not attend according to schedule and/or drops out before the scheduled end of the intervention, for whatever reason, shall not be recorded hereunder.</p>
<p>Relationship to other Indicators</p>	<p>This indicator supports the YEI result target (which has the same description/ definition.</p> <p>The reference population is a sub set of CO04.</p> <p>Validation tests for data at the level of the participation record:</p> <ul style="list-style-type: none"> (i) An individual recorded under any of the immediate result indicators on “inactive” cannot be recorded in any YEI immediate result indicators on “unemployed”. (ii) An individual recorded under any of the YEI result indicators cannot be recorded in the common output indicator “employed, including self-employed. (iii) An individual recorded under any of the YEI result indicators on “inactive participants not in education or training” should be recorded in the common output indicators “inactive” and “inactive, not in education or training”.

(YEI-CR08) Inactive participants not in education or training who receive an offer of employment, continued education, apprenticeship or traineeship upon leaving

Terms	Definitions
Unit of Measurement	Participants (male/female/other)
Count Criteria: Who can be recorded against this indicator?	Definition: Inactive persons not in education or training who receive an offer of employment, continued education, apprenticeship or traineeship upon leaving the YEI supported operation. "Inactive participants not in education or training" is defined as in the common indicator "Inactive, not in education or training " "Offer", "continued education", "apprenticeship" and "traineeship" are defined as in the indicator "Unemployed participants who receive an offer of employment, continued education, apprenticeship or traineeship upon leaving." "Employment" is defined as in the common indicator "Employed, including self-employed" "Upon leaving" is to be understood as up to four weeks after the exit date of the participant. Source EC Guidance on Monitoring and evaluation of cohesion policy June 2015.
Count Threshold: What is the threshold or minimum requirement for recording (one count) of this indicator?	See definition above

<p>Count Exclusions: Which people cannot be counted against this indicator?</p>	<p>Participants not meeting criteria set out in definition above.</p>
<p>Additional information required for indicators</p>	
<p>Relationship to other Indicators</p>	<p>This indicator supports the YEI result target (which has the same description/ definition. The reference population is a sub set of CO04.</p> <p>Validation tests for data at the level of the participation record:</p> <ul style="list-style-type: none"> (i) An individual recorded under any of the immediate result indicators on “inactive” cannot be recorded in any YEI immediate result indicators on “unemployed”. (ii) An individual recorded under any of the YEI result indicators cannot be recorded in the common output indicator “employed, including self-employed (iii) An individual recorded under any of the YEI result indicators on “inactive participants not in education or training” should be recorded in the common output indicators “inactive” and “inactive, not in education or training”.

(YEI-CR09) Inactive participants not in education or training who are in education / training, gain a qualification or are in employment, including self-employment, upon leaving

Terms	Definitions
Unit of Measurement	Participants (male/female/other)
Count Criteria: Who can be recorded against this indicator?	Definition: Inactive persons not in education or training who are in education/training, gained a qualification, or are in employment upon leaving the YEI supported operation. "Inactive participants not in education or training" are defined as in the common indicator "Inactive, not in education or training". "in education/training, gaining a qualification or in employment upon leaving" are defined as in the common indicators: <ul style="list-style-type: none"> • "Participants in education/training upon leaving", • "Participants gaining a qualification upon leaving", • "Participants in employment, including self-employment, upon leaving" "upon leaving" is to be understood as up to four weeks after the exit date of the participant. Source: EC Guidance on Monitoring and evaluation of cohesion policy June 2015.
Count Threshold: What is the threshold or minimum requirement for recording (one count) of this indicator?	See above definition
Count Exclusions:	Participants who do not meet criteria set out in definition.

Which people cannot be counted against this indicator?	
Additional information required for indicators	<p>"Inactive participants not in education or training" are defined as in the common indicator "Inactive, not in education or training".</p> <p>"In education/training, gaining a qualification or in employment upon leaving" are defined as in the common indicators:</p> <ul style="list-style-type: none"> • "Participants in education/training upon leaving", • "Participants gaining a qualification upon leaving", • "Participants in employment, including self-employment, upon leaving" <p>"Upon leaving" is to be understood as up to four weeks after the exit date of the participant.</p>
Relationship to other Indicators	<p>Data gathered for this immediate result (upon leaving) indicator supports the programme's YEI result target of the same description/definition).</p> <p>The reference population is a sub set of CO04.</p> <p>Validation tests for data at the level of the participation record:</p> <ul style="list-style-type: none"> (i) An individual recorded under any of the immediate result indicators on "inactive" cannot be recorded in any YEI immediate result indicators on "unemployed". (ii) An individual recorded under any of the YEI result indicators cannot be recorded in the common output indicator "employed, including self-employed" (iii) An individual recorded under any of the YEI result indicators on "inactive participants not in education or training" should be recorded in the common output indicators "inactive" and "inactive, not in education or training". (iv) An individual recorded under any of the YEI immediate result indicators on "in education/training , gain a qualification or are in employment, including self-employment, upon leaving", should be recorded at least in one of the three common immediate result indicators "participants in education/training", "participants gaining a qualification upon leaving" and "participants in employment, including self-employment, upon leaving".

12. YEI Longer-Term Result indicators

(YEI-CR10) Participants in continued education, training programmes leading to a qualification, an apprenticeship or a traineeship six months after leaving	
Terms	Definitions
Unit of Measurement	Participants (male/female/other)
Count Criteria:	<p>Definition:</p> <p>Persons who have received YEI support and who are in continued education, training programmes leading to a qualification, an apprenticeship or a traineeship six months after leaving the YEI operation.</p> <p>“Continued education”, “apprenticeship” and “traineeship” are defined as in the YEI indicator “Unemployed participants who receive an offer of employment, continued education, apprenticeship or traineeship upon leaving”</p> <p>“Training programmes leading to a qualification” are to be understood as training aiming at a qualification as defined in the common indicator “Participants gaining a qualification upon leaving”</p>
Count Threshold:	See above
Count Exclusions:	Participants who do not meet above criteria.
Additional information required for indicators	Data for this indicator will be gathered via the ESF Leavers Survey (6 month follow up survey) run by the ESF Evaluation Team (DWP).
Relationship to other Indicators	Long term result indicator.

(YEI-CR11) Participants in employment six months after leaving	
Terms	Definitions
Unit of Measurement	Participants (male/female/other)
Count Criteria: Who can be recorded against this indicator?	Persons who have received YEI support and who are in employment, including self-employment, six months after leaving the YEI operation. "in employment, including self-employment" is defined as in the common indicator "Employed, including self-employed"
Count Threshold:	See definition above
Count Exclusions:	Participants who do not meet criteria set out in above definition
Additional information required for indicators	Data for this indicator will be gathered via the ESF Leavers Survey (6 month follow up survey) run by the ESF Evaluation Team (DWP).
Relationship to other Indicators	Long term result indicator.

(YEI-CR12) Participants in self-employment six months after leaving	
terms	Definitions
Unit of Measurement	Participants (male/female/other)
Count Criteria:	“Participants in self-employment six months after leaving” is a subcategory of the YEI indicator “Participants in employment, six months after leaving”
Count Threshold:	See above definition
Count Exclusions:	Participants not meeting criteria set out in the above definition
Additional information required for indicators	Data for this indicator will be gathered via the ESF Leavers Survey (6 month follow up survey) run by the ESF Evaluation Team (DWP).
Relationship to other Indicators	<p>This indicator is a sub-category of the YEI indicator “Participants in employment, six months after leaving.</p> <p>Validation tests for data at the level of the participation record:</p> <p>(i) An individual recorded under the YEI longer-term result indicators on “participants in self-employment six months after leaving”, should be recorded in the common longer-term result indicator “participants in employment, including self-employment, six months faster leaving”.</p>

13. ESF programme-specific output indicators (NB some of these indicators combine `common indicators' referred to above)

(O1) Total number of Participants	
Terms	Definitions
Unit of Measurement	Participants (male/female/other)
Count Criteria:	Total of ESF-CO01 + ESF-CO03 + ESF-CO05
Count Threshold:	See above
Count Exclusions:	
Additional information required for indicators	Data for this indicator has to be broken down by category of region.
Relationship to other Indicators	This important immediate `output' indicator has a range of performance framework targets

(O2) Participants (below 25 years of age) who are unemployed or inactive	
Terms	Definitions
Unit of Measurement	Participants (male/female/other)
Count Criteria:	<p>This programme-specific output indicator combines a subset of participants (i.e. total number of participants aged under 25 on date of starting ESF operation) from three common output indicators :</p> <ul style="list-style-type: none"> • (CO01) “Unemployed including long term unemployed”; • (CO03) Inactive; and • (CO06)” Below 25 years of age” <p>See definitions provided in CO01 and CO03 and CO06</p>
Count Threshold:	See above
Count Exclusions:	<p>Participants aged over 25</p> <p>Participants who were employed on date of starting operation</p> <p>Inactive participants counted under CO04</p>
Additional information required for indicators	Data for this indicator has to be broken down by category of region.
Relationship to other Indicators	Sub-set (total number of participants aged under 25 on date of starting ESF operation) taken from indicators CO01 + CO03 + CO05

(O4) Participants over 50 years of age	
Terms	Definitions
Unit of Measurement	Participants (male/female/other)
Count Criteria:	Definition: The age of the participant is calculated from the date of birth and determined on the date of entering the ESF operation.
Count Threshold:	See above definition
Count Exclusions:	Participants aged 50 or younger (on the date they joined the operation) should not be counted for this indicator.
Additional information required for indicators	The Managing Authority anticipates that the ESF / ERDF MI database will calculate this indicator based on date of birth and start dates supplied by the project. The database has yet to be developed at time of writing. The approach described above may change – if this happens, this guidance will be amended accordingly. Data for this indicator has to be broken down by category of region.
Relationship to other Indicators	This is a programme-specific output indicator and supports the 'over 50' output targets in Priority Axis 1 and IP 2.1

(O5) Participants from ethnic minorities	
Terms	Definitions
Unit of Measurement	Participants (male/female/other)
Count Criteria:	<p>Definition:</p> <p>See Definition for 'ethnic minorities' for indicator ESF-C015</p> <p>This '05' indicator, which appears in the England ESF Operational Programme, will use the data gathered under common indicator ESF-CO15 – so please only supply data for ESF-CO15.</p> <p>The indicator '05' in the ESF operational programme should have referred to ESF-CO15 and, if there are any future amendments to the ESF operational programme document, it will be amended to reflect this.</p>
Count Threshold:	See above definition
Count Exclusions:	
Additional information required for indicators	<p>The indicator ESF-CO15 is the nationally defined common indicator which is being used as the proxy for the indicator 'migrants, participants with a foreign background, minorities (including marginalised communities such as the Roma)' which is set out in Annex I of the ESF regulation.</p> <p>Data for this indicator has to be broken down by category of region.</p>
Relationship to other Indicators	See comments above and see Indicator CO15

(O6) Participants without basic skills	
Terms	Definitions
Unit of Measurement	Participants (male/female/other)
Count Criteria:	<p>Definition:</p> <p>This programme-specific output indicator relates to participants who do not have entry level, level 1 or level 2 in English, maths or ESOL (where appropriate) at the time they join the ESF operation.</p>
Count Threshold:	See above definition
Count Exclusions:	
Additional information required for indicators	<p>Skill level `basic` refers to UK skills level</p> <p>The following link explains UK skills levels:</p> <p>https://www.gov.uk/what-different-qualification-levelsmean/compare-different-qualification-levels</p> <p>Data for this indicator has to be broken down by category of region.</p>
Relationship to other Indicators	This indicator relates to specific operational programme targets for investment priorities 1.1, 1.2 and 2.1.

(O7) Participants who are offenders or ex-offenders	
Terms	Definitions
Unit of Measurement	Participants (male/female/other)
Count Criteria:	<p>Definitions:</p> <p>The National Offenders Management Service have provided the following national definitions for ESF purposes:</p> <ul style="list-style-type: none"> • Offender: a person who has committed a criminal act and has been convicted. Offenders may be held in custody, completing a post-custody licence supervision period or serving a community order; • Ex-offender: a person who has one or more previous criminal convictions. Ex-offenders will have completed all supervision and licence requirements.
Count Threshold:	<p>This indicator covers participants who are offenders or ex-offenders supported under investment priority 1.4</p> <p>Participants who are offenders or ex-offenders supported under other investment priorities should be counted under the 'other disadvantaged' sub category 'offenders or ex-offenders'.</p>
Count Exclusions:	The Rehabilitation of Offenders Act determines when specific offences become 'spent'.
Additional information required for indicators	Data for this indicator has to be broken down by category of region.
Relationship to other Indicators	This is a programme-specific output indicator and covers investment priority 1.4 only.

(O8) Participants who are offenders or ex-offenders (OPTIONAL – for participants not supported under IP 1.4)	
Terms	Definitions
Unit of Measurement	Participants (male/female/other)
Count Criteria:	<p>Definitions:</p> <p>The National Offenders Management Service have provided the following national definitions for ESF purposes:</p> <ul style="list-style-type: none"> • Offender: a person who has committed a criminal act and has been convicted. Offenders may be held in custody, completing a post-custody licence supervision period or serving a community order; • Ex-offender: a person who has one or more previous criminal convictions. Ex-offenders will have completed all supervision and licence requirements.
Count Threshold:	<p>This optional indicator covers participants who are offenders or ex-offenders NOT supported under investment priority 1.4.</p> <p>Participants who are offenders or ex-offenders supported under 1.4 must be recorded under O7</p>
Count Exclusions:	<p>The Rehabilitation of Offenders Act determines when specific offences become 'spent'.</p> <p>Participants who are offenders or ex-offenders supported under 1.4</p>
Additional information required for indicators	<p>This indicator is OPTIONAL. ESF beneficiary organisations can choose whether or not to record participants who are offenders or ex-offenders under this indicator.</p> <p>Data for this indicator has to be broken down by category of region.</p>
Relationship to other Indicators	

14. Programme specific result indicators

(R1) Unemployed participants into employment (including self-employment) on leaving	
Terms	Definitions
Unit of Measurement	Unemployed participants (male/female/other)
Count Criteria:	<p>This programme-specific immediate result indicator is a sub-set of the `common immediate result` indicator “”Participants in employment, including self-employment, upon leaving”. It is a subset because it only counts the participants who were `unemployed` when they started at the operation.</p> <p>Unemployed is defined in indicator C1 “ Unemployed, including long term unemployed””</p> <p>“In employment, including self-employment” is defined as in the indicator `Employed including self-employed` (C5)</p> <p>“On leaving / upon leaving” is understood to mean the situation on the leaving date or within 4 weeks of the leaving date.</p>
Count Threshold:	See definition above
Count Exclusions:	
Additional information required for indicators	<p>This is a programme-specific immediate result indicator</p> <p>The England ESF Operational Programme has targets relating to this indicator in Investment Priorities 1.1, 1.4 and 1.5.</p> <p>Data for this indicator has to be broken down by category of region.</p>
Relationship to other Indicators	<p>This indicator is a sub-set of the common immediate result indicator “Participants in employment, including self-employment, upon leaving”</p> <p>It excludes those participants who were inactive upon entry to the operation.</p> <p>The reference population is ESF -CO01</p>

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(R2) Inactive participants into employment or job search upon leaving	
Terms	Definitions
Unit of Measurement	Inactive Participants (male/female/other)
Count Criteria:	<p>This programme-specific indicator combines the `common` immediate result indicator “Inactive participants engaged in job search upon leaving” (ESF CR01) with any inactive participants counted under “the common immediate result indicator “Participants in employment, including self-employment upon leaving” (ESF CR04). In this latter case, inactive participants will be a sub-set of participants counted in CR04).</p> <p>Inactive is defined as in the indicator “Inactive” (The reference population is ESF CO03).</p> <p>“On leaving / upon leaving” is understood to mean the situation on the leaving date or within 4 weeks of the leaving date.</p>
Count Threshold:	
Count Exclusions:	
Additional information required for indicators	<p>This indicator is to be understood as a change in the employment status upon leaving the operation, compared to the status when entering the ESF operation (with the participant being inactive, not engaged in job searching for work, when entering the ESF operation).</p> <p>Data for this indicator has to be broken down by category of region.</p>

Relationship to other Indicators	<p>This programme-specific indicator combines the `common' immediate result indicator "Inactive participants engaged in job search upon leaving" with any inactive participants counted under the common immediate result indicator "Participants in employment, including self-employment upon leaving". In this latter case, (Inactive participants will therefore be a sub-set of participants). However, differently to that indicator, participants who were unemployed at entry are not counted.</p> <p>The reference population is ESF CO03</p>
Notes	<p>This programme specific indicator contributes to targets set in IPs 1.1; 1.4; and 1.5</p>

(R3) Participants Gaining Basic Skills (result target)	
Terms	Definitions
Unit of Measurement	Participants (male/female/other)
Count Criteria:	<p>Definition:</p> <p>Basic skills gained upon leaving the operation and as a result of a participant taking part in ESF supported activity. The term `basic skills` refers to one or more of the following: literacy (English); numeracy (maths) or ESOL (where English is not the participant's `mother tongue`) (at entry level or above).</p> <p>The qualifications must be Ofqual-registered – see definition of qualification provided under the entry for indicator CRO3</p>
Count Threshold:	<p>Skill level `basic` refers to UK skills level and not ISCED.</p> <p>The following link explains UK skills levels:</p> <p>https://www.gov.uk/what-different-qualification-levelsmean/compare-different-qualification-levels</p>
Count Exclusions:	This programme-specific immediate results indicator only applies to participants gaining basic skills under activities supported by Investment Priorities 1.1, 1.2 and 2.1
Additional information required for indicators	Data for this indicator has to be broken down by category of region.
Relationship to other Indicators	<p>Supports result target ` Participant gaining basic skills` IPs 1.1, 1.2, and 2.1</p> <p>Programme-specific indicator.</p>

(R4) Participants with childcare needs receiving childcare support (result target)	
Terms	Definitions
Unit of Measurement	Participants (male/female/other)
Count Criteria:	This indicator relates to a participant accessing childcare support from the ESF-funded project / provider – where the non-provision of such childcare support would acts as a barrier to access of ESF support for the individual participant.
Count Threshold:	This indicator only applies to participants receiving childcare support in Investment Priorities 1.1 and 1.4
Count Exclusions:	See above definition.
Additional information required for indicators	Data for this indicator will be collected via the DWP's ESF Cohort Follow Up Surveys Guidance on providing participant contact details for the cohort surveys will be issued separately. Data for this indicator has to be broken down by category of region.
Relationship to other Indicators	Programme specific indicator

(R5) Participants (below 25 years of age) in employment, including self-employment or education/training upon leaving	
Terms	Definitions
Unit of Measurement	Participants (male/female/other)
Count Criteria:	<p>This programme-specific immediate result indicator combines a subset of participants (i.e. those aged below 25 years of age on the date they started the ESF operation) from two common immediate result indicators: Participants in employment, including self-employment, upon leaving (ESF CR04) and Participants in education / training upon leaving (ESF CR02).</p> <p>NB Note that for the 1st result (employment, including self-employment) only inactive or unemployed participants upon entry are relevant, whilst for the second (education/training) only inactive or unemployed are relevant.</p> <p>Age relates to the date of birth and age of participant the first time he/she joined the operation.</p> <p>'Upon leaving' is taken to mean the situation on the leaving date or within 4 weeks of the leaving date.</p> <p>See definitions / information provided for indicators above</p>
Count Threshold:	See definition above
Count Exclusions:	
Additional information required for indicators	Data for this indicator has to be broken down by category of region.
Relationship to other Indicators	Total number of participants who were aged under 25 on joining their ESF operation and who are counted under ESF CR02 and ESF CR04.
Notes	This programme-specific immediate result indicator supports targets set in IP 1.2

(R6) Participants gaining level 2 or below or a unit of a level 2 or below qualification (excluding basic skills)	
Terms	Definitions
Unit of Measurement	Participants (male/female/other)
Count Criteria:	Participants gaining level 2 or below or a unit of a level 2 or below qualification upon leaving (this outcome is the result of the ESF support)
Count Threshold:	Participants meeting criteria described above
Count Exclusions:	This indicator excludes the achievement of basic skills
Additional information required for indicators	<p>This indicator is referring to UK skills levels and not ISCED levels.</p> <p>The following link explains UK skills levels:</p> <p>https://www.gov.uk/what-different-qualification-levelsmean/compare-different-qualification-levels</p> <p>Data for this indicator has to be broken down by category of region.</p>
Relationship to other Indicators	<p>This indicator does not relate to indicators covering ISCED / ISCED equivalent levels.</p> <p>Data gathered under this indicator supports the IP 2.1 results target of the same name.</p>

(R7) Participants gaining level 3 and above or a unit of a level 3 and above qualification	
Terms	Definitions
Unit of Measurement	Participants (male/female/other)
Count Criteria:	Definition: Participants gaining level 3 and above or a unit of a level 3 and above qualification (UK skills level not ISCED equivalent) upon leaving. (NB this outcome is a result of the ESF support)..
Count Threshold:	See definition above
Count Exclusions:	Participants not meeting above criteria
Additional information required for indicators	Skills level refers to UK skills level and not ISCED skills level The following link explains UK skills levels: https://www.gov.uk/what-different-qualification-levelsmean/compare-different-qualification-levels Data for this indicator has to be broken down by category of region.
Relationship to other Indicators	Data gathered under this indicator supports the IP 2.1 results target of the same name.

(R8) Employed females gaining an improved labour market status	
Terms	Definitions
Unit of Measurement	Female Employed Participants
Count Criteria:	<p>Definition:</p> <p>Female gaining an improved labour market status</p> <p>EC guidelines state that : `it is considered that participants have an improved labour market situation when they have either:</p> <ul style="list-style-type: none"> • Taken up new employment; or • Moved to a position within a company. <p>In both the above cases the change must fulfil one or more of the characteristics below:</p> <ul style="list-style-type: none"> • Requires higher competences, skills or qualifications; • Entails more responsibilities; • Promotion; • Move from precarious to stable employment (e.g. fixed term to permanent contract); • Move from underemployment (i.e. involuntary part-time work) to full employment
Count Threshold:	This indicator only applies to employed female participants supported under Investment Priority 2.1
Count Exclusions:	Participants not meeting criteria set out in definition
Additional information required for indicators	<p>Data for this indicator will be gathered via the 6 month follow up / leaver's survey that will be organised by the ESF Evaluation Team in DWP.</p> <p>Data for this indicator has to be broken down by category of region.</p>

Relationship to other Indicators	<p>This is a programme specific long term result indicator and is a subset of the `common' long term result indicator "Participants with an improved labour market situation 6 months after leaving'. It counts only the female participants relating to this common long term indicator. Data will be collected via the programme's 6 month follow-up leaver's surveys in 2019 and 2025 (covering male and female).</p> <p>The reference population is CO05</p>
Notes	<p>This indicator contributes to a target set under IP 2.1.</p>

(R9) Small and medium sized enterprises successfully completing projects (which increase employer engagement; and/or the number of people progressing into or within skills provision).

Terms	Definitions
Unit of Measurement	Entities (SMEs)
Count Criteria:	<p>This programme-specific results indicator shows how many SMEs successfully completed projects which increased employer engagement and/or the number of people going into (or progressing within) skills provision.</p> <p>An enterprise is considered to be an entity engaged in an economic activity, irrespective of its legal form. Staff headcount and financial ceilings determine enterprise categories.</p> <p>The category of micro, small and medium sized enterprises (SMEs) is made up of enterprises which employ fewer than 250 persons and which have an annual turnover not exceeding EUR 50 million, and/or an annual balance sheet total not exceeding EUR 43 million (as defined in indicator CO23).</p> <p>Projects must have been completed in-line with contractual requirements and must have delivered what was proposed in the original application for ESF funding.</p> <p>Projects must have demonstrated that: (i) more employers became engaged in skills provision as a result of the ESF-funded activity and/ or (ii) the project resulted in an increase in the number of people progressing into or within skills provision as a result of the ESF-funded activity.</p>
Count Threshold:	See definition above
Count Exclusions:	
Additional information required for indicators	Data for this indicator has to be broken down by category of region.
Relationship to other Indicators	Data gathered under this indicator supports a results target under IP 2.2

15. Programme specific YEI output indicators

(YEI-03) Participants (aged 25-29) who are unemployed OR inactive (not in education or training)	
Terms	Definitions
Unit of Measurement	Participants (male/female/other)
Count Criteria:	<p>This programme-specific output indicator combines a subset of participants (i.e. total number of participants who were aged 25 -29 on the date of starting ESF operation) from two common output indicators: (C1) “Unemployed including long term unemployed” and (C4) Inactive.</p> <p>(not in education or training)</p> <p>See definitions provided in C1 and C4</p>
Count Threshold:	See above
Count Exclusions:	
Additional information required for indicators	
Relationship to other Indicators	Total number of participants aged 25-29 on the date they started their ESF operation – a combined total taken from indicators C1 and C4
Notes	This indicator supports a target set in the OP (IP 1.3)

(YEI-08)Participants (below 25 years of age) who are unemployed OR inactive (not in education or training)	
Terms	Definitions
Unit of Measurement	Participants (male/female/other)
Count Criteria:	This programme-specific output indicator combines a subset of participants (i.e. total number of participants aged under 25 on date of starting ESF operation) from two common output indicators: "Unemployed including long term unemployed" (CO01) and Inactive. (not in education or training) CO04 See definitions provided in CO01 and CO04
Count Threshold:	See above
Count Exclusions:	
Additional information required for indicators	
Relationship to other Indicators	Sub-set (total number of participants aged under 25 on date of starting ESF operation) taken from indicators CO01 + CO04
Notes	Supports an OP target set in IP 1.3

(YEI-09 / CO01) Unemployed (including long term unemployed) participants (YEI)	
Terms	Definitions
Unit of Measurement	Participants (male/female/other)
Count Criteria:	<p>Definition:</p> <p>This programme-specific output indicator collects data relating to unemployed and long term unemployed YEI participants counted under “Unemployed including long term unemployed”(CO01).</p> <p>This indicator is a subset of CO01 and only relates to investment priority (IP) 1.3.</p> <p>See definitions provided in CO01 (and CO02 which provides a definition of long term unemployed).</p>
Count Threshold:	See above
Count Exclusions:	
Additional information required for indicators	
Relationship to other Indicators	This indicator is a subset of CO01 and only relates to investment priority (IP) 1.3.
Notes	Supports an OP target set in IP 1.3.

(YEI-O10 / CO02) Long term unemployed participants (YEI)	
Terms	Definitions
Unit of Measurement	Participants (male/female/other)
Count Criteria:	<p>Definition:</p> <p>This programme-specific output indicator collects data relating to long term unemployed YEI participants counted under (CO02) “Long term unemployed”.</p> <p>This indicator is a subset of CO02 and is only counted under IP 1.3.</p> <p>See definitions provided in CO02 (definition of long term unemployed).</p>
Count Threshold:	See definition above
Count Exclusions:	
Additional information required for indicators	
Relationship to other Indicators	This indicator is a subset of CO02 and relates only to IP 1.3.
Notes	Supports an OP target set in IP 1.3

(YEI-O11 / CO04) Inactive participants not in education or training (YEI)	
Terms	Definitions
Unit of Measurement	Participants (male/female/other)
Count Criteria:	<p>Definition:</p> <p>This programme-specific output indicator collects data relating to YEI participants counted under (CO04) “Inactive, not in education or training”.</p> <p>This indicator is a subset of CO04 and is only counted under IP 1.3.</p> <p>See definitions provided in CO04.</p>
Count Threshold:	See above
Count Exclusions:	
Additional information required for indicators	
Relationship to other Indicators	This indicator is a subset of CO04 and is only counted under IP 1.3.
Notes	Supports an OP target set in IP 1.3

(YEI-O12 / CO16) Participants with disabilities (YEI)	
Terms	Definitions
Unit of Measurement	Participants (male/female/other)
Count Criteria:	<p>Definition:</p> <p>This programme-specific output indicator collects data relating to YEI participants counted under (CO16) "Participants with disabilities".</p> <p>This indicator is a subset of CO16 and is only counted under IP 1.3.</p> <p>See definitions provided in CO16.</p>
Count Threshold:	See above
Count Exclusions:	
Additional information required for indicators	
Relationship to other Indicators	This indicator is a subset of CO16 and is only counted under IP 1.3.
Notes	Supports an OP target set in IP 1.3

(YEI-O13 / CO14) Participant who lives in a single adult household with dependent children (YEI)	
Terms	Definitions
Unit of Measurement	Participants (male/female/other)
Count Criteria:	<p>Definition:</p> <p>This programme-specific output indicator collects data relating to YEI participants counted under (CO14) "Participants who live in a single adult household with dependent children".</p> <p>This indicator is a subset of CO14 and is only counted under IP 1.3.</p> <p>See definitions provided in CO14.</p>
Count Threshold:	See above definition.
Count Exclusions:	
Additional information required for indicators	
Relationship to other Indicators	This indicator is a subset of CO14 and is only counted under IP 1.3.
Notes	Supports an OP target set in IP 1.3

16. Annex 1: ISCED levels / UK equivalents

Table showing ISCED levels and UK qualification levels required for attainment of these levels based on UK RQF/FHEQ examples

ISCED Level	UK Qualification level	RQF Examples	FHEQ examples	Academic Year group / Key Stage	Academic Year group / Key Stage	Academic Year group / Key Stage	Academic Year group / Key Stage
				England	Scotland	Wales	NI
0	None Participant aged over 10 and has not attained ISCED 1 / Entry level						
1 Primary Education	Entry Level	Entry level certificate Entry level skills for life Entry level award, certificate and diploma Entry level functional skills		Y1-Y6 Key stage 1 and 2	P1-P7	Y1-Y6 Key stage 1 and 2	P1-P7 Key stage 1 and 2

ISCED Level	UK Qualification level	RQF Examples	FHEQ examples	Academic Year group / Key Stage	Academic Year group / Key Stage	Academic Year group / Key Stage	Academic Year group / Key Stage
				England	Scotland	Wales	NI
		Entry level foundation learning					
2 Lower secondary	Level 1	GCSE (grades DG) Key skills level 1 NVQ level 1 Skills for life level 1 Foundation diploma BTEC award, certificate and diploma Level 1 Foundation learning level 1		Y7 - Y9	S1 - S3	Y7-Y9	Y8-Y10

ISCED Level	UK Qualification level	RQF Examples	FHEQ examples	Academic Year group / Key Stage	Academic Year group / Key Stage	Academic Year group / Key Stage	Academic Year group / Key Stage
				England	Scotland	Wales	NI
		Functional skills level 1 Cambridge National level 1					
3 Upper secondary	Level 2 and level 3	GCSE (Grades A*C) Key skills level 2 NVQ level 2 Skills for life level 2 Higher diploma BTEC award , certificate and diploma level 2 Functional skills level 2 Cambridge National level 2		Y10 – Y13	S4-S6	Y10-Y13	Y11 – Y14

ISCED Level	UK Qualification level	RQF Examples	FHEQ examples	Academic Year group / Key Stage	Academic Year group / Key Stage	Academic Year group / Key Stage	Academic Year group / Key Stage
				England	Scotland	Wales	NI
		Cambridge Technical level 2 AS and A level Advanced Extension Award Cambridge international award International Baccalaureate Key skills level 3 NVQ level 3 Advanced diploma Progression diploma					

ISCED Level	UK Qualification level	RQF Examples	FHEQ examples	Academic Year group / Key Stage			Academic Year group / Key Stage NI
				England	Scotland	Wales	
		BTEC award, certificate and diploma level 3 BTEC National Cambridge Technical level 3					
4 Post-secondary non-tertiary education				N/A	N/A	N/A	N/A
5	Level 4	Certificate of higher education Key skills level 4 NVQ level 4 BTEC professional award, certificate and diploma level 4	Certificate of higher education HNC	N/A	N/A	N/A	N/A

ISCED Level	UK Qualification level	RQF Examples	FHEQ examples	Academic Year group / Key Stage	Academic Year group / Key Stage	Academic Year group / Key Stage	Academic Year group / Key Stage
				England	Scotland	Wales	NI
	Level 5	HND NVQ level 4 Higher diploma BTEC professional award, certificate and diploma level 5 HNC HND	Diploma of higher education Diploma of further education Foundation degree HND				

ISCED Level	UK Qualification level	RQF Examples	FHEQ examples	Academic Year group / Key Stage		Academic Year group / Key Stage	
				England	Scotland	Wales	NI
6	Level 6 (full degree programmes)		Bachelor's degree				
7	Level 7 (full degree programmes)		Master's degree				
8 Second stage of tertiary education	Level 8	NVQs level 5 Vocational qualifications level 8	Doctorate	N/A	N/A	N/A	N/A