



**Department
for Work &
Pensions**



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European Social Fund: England Operational Programme (OP) 2014- 2020¹

Programme level evaluation plan

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¹ The England Operational Programme was formally adopted in September 2015

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1. Introduction

1. The ESF Evaluation Team, based at the Department for Work and Pensions, is responsible for monitoring and evaluating the European Social Fund (ESF) in England which is one of the European Structural and Investment Funds (ESIF).
2. Evaluations undertaken during the 2014-2020 programme period will provide evidence to understand and track progress against the delivery of the ESF Operational Programme 2014-20 Strategy (formally adopted in September 2015), specifically for the two priority axes covering *inclusive labour markets and skills for growth*. A table showing the investment priorities which our programme of evaluation will inform is provided in annex 1

ESF Operational Programme 2014-2020 Strategy

3. The ESF Operational Programme is part of the European Structural and Investment Funds (ESIF) Growth Programme for England in 2014-2020. It will deliver the Programme's priorities to increase labour market participation, promote social inclusion and develop the skills of the potential and existing workforce. It will incorporate Youth Employment Initiative (YEI) money for areas with very high rates of youth unemployment.

Programme Objectives

4. The ESF Operational Programme is intended to promote the [Europe 2020](http://ec.europa.eu/europe2020/index_en.htm)² objectives to promote smart, sustainable and inclusive growth, and specifically the achievement targets relating to employment, education and poverty. The relevant objectives from that strategy are:
 - Employment: 75% of the population aged 20-64 should be in employment.
 - Social inclusion: 20 million less people across the EU should be at risk of poverty.
 - Education: The share of early leavers from education and training should be under 10%; and at least 40% of 30-34 year-olds should complete third level education.
5. It will also contribute to the achievement of the relevant parts of the 2014 Country Specific Recommendations (CSRs) which are:
 - Maintain commitment to the Youth Contract, especially by improving skills that meet employer needs. Ensure employer engagement by placing emphasis on addressing skills mismatches through more advanced and higher level skills provision and furthering apprenticeship offers. Reduce the number of young people with low basic skills;
 - Continue efforts to reduce child poverty in low income households, by ensuring that the Universal Credit and other welfare reforms deliver adequate benefits

² http://ec.europa.eu/europe2020/index_en.htm

with clear work incentives and support services. Improve the availability of affordable quality childcare.

6. The programme will contribute to policies to increase the employment rate, by increasing the numbers of unemployed and economically inactive people entering sustainable jobs. The strong focus on those at a disadvantage in the labour market will improve social inclusion. It will support efforts to reduce the gender employment gap by ensuring an appropriate proportion of participants are women. It will also help tackle areas of relatively high youth unemployment, by preparing young people for working life, in particular by reducing the number of young people not in education, employment or training (NEET) or at risk of becoming NEET.
7. The programme will also contribute to policies to develop a skilled and adaptable workforce and to increase productivity, by helping people tackle their basic skills needs and develop the intermediate and higher level skills they and their employers need.

Priorities

8. The programme is structured around 3 priority axes, which are built up from the Thematic Objectives and Investment Priorities chosen from the regulations:
 - Priority axis 1: Inclusive Labour Markets, which combines activities to address employment and social inclusion issues;
 - Priority axis 2: Skills for Growth;
 - Priority axis 3: Technical Assistance.
9. Within these priorities, a range of groups have been identified on whom the Operational Programme will focus on since they face relative disadvantages in the labour market:
 - people who are unemployed or economically inactive, especially disadvantaged groups such as people with disabilities, lone parents, older workers and ethnic minorities;
 - women returners and other groups of women currently outside the labour market;
 - young unemployed people, and especially those who are NEET;
 - people who lack basic skills whether they are unemployed or already in the workforce.
10. Skills investments will aim to tackle the weaknesses in intermediate and higher level skills identified in the country specific recommendations.
11. Provision for the 2014-2020 Operational Programme is commissioned through three routes: direct bids (submitted to the MA and estimated to account for 30 per cent of funding); opt-in/co-financing organisations (comprising the Department for Work

and Pensions, Skills Funding Agency, Big Lottery and National Offender Management Service (NOMs), and estimated to account for 70 per cent of funding), and Community Led Local Development (CLLD, for small community projects commissioned by direct bids).

2. Involvement of relevant partners

12. A Programme Monitoring Committee (PMC) has been set up for the Operational Programmes for the European Rural Development Fund (ERDF) and the European Social Fund (ESF) in England and will be known as the ESIF Growth Programme Board (GPB).
13. The GPB will be supported by a number of ESIF sub-committees advising it on relevant policy and operational matters. These sub-committees, which will provide supporting advice in specific policy areas such as innovation, skills and aspects of implementation, will bring in leading experts from their fields and provide an important resource for the GPB and ESIF Growth Programme.
14. To ensure that the strong territorial basis of EU Cohesion policy is implemented in a way that best capitalises on national arrangements and local strengths, local ESIF Committees have been set up in each Local Enterprise Partnership (LEP) Territory. This partnership model will provide an effective territorial balance within a national OP and will ensure that the programme's intervention logic is optimally delivered at national, pan-local and local level.
15. Partners are close to the practical implementation and understand local economic needs and are therefore very well placed to advise on this complementarity, as well as assisting Managing Authorities to reach the broadest range of stakeholders and informing potential beneficiaries about funding opportunities.

3. Evaluation background

16. The ESF Operational Programme 2014-2020 states that robust governance and accountability requires that programme related analysis, monitoring and evaluation forms an integral part of programme delivery. This evaluation plan reflects the requirements to report progress against the Operational Programme objectives and the requirements of the Common Provisions Regulations (CPRs).
17. The CPRs strengthen the contribution evaluations make to the effectiveness of the programme by making it compulsory for evaluation plans to be designed by Managing Authorities at the beginning of the programming period. CPR Article 114(1) states the plan shall be submitted no later than one year after the adoption

of the programme (September 2015). The CPRs also requires the annual reporting of outputs and results, including evaluation findings where available, from Managing Authorities and the Commission. The CPRs emphasises programme objectives, the logic of intervention to achieve expected results and evaluation of effectiveness, efficiency and impacts of ESF funded provision.

18. The purpose of this evaluation plan is to outline how the ESF Evaluation Team will undertake effective monitoring and programme level evaluation of the ESF England Operational Programme 2014-2020. This includes measuring progress against the programmes priorities to:

- Increase labour market participation
- Promote social inclusion
- Develop the skills of the potential and existing workforce

19. Specifically the evaluation plan will:

- improve the quality of the evaluation through proper planning, including through the identification and collection of necessary data (CPR Article 54(2))
- enable informed programme management and policy decisions on the basis of robust evaluation findings
- ensure that evaluations provide inputs for annual implementation and progress reports from 2016 onwards (where possible)

20. A summary of regular reporting requirements for the 2014-2020 ESF Programme is included in annex 2.

21. As well as providing an understanding of the effectiveness, efficiency and impact of ESF funded provision and progress against the 2014-2020 ESF Operational Programme Strategy objectives, the evaluations to be undertaken will:

- be an integral part of the ESF programme's life cycle
- serve to help improve effectiveness and efficiency of the 2014-2020 ESF Programme;
- assess the effect, efficiency and impact of the programme;
- increase knowledge of what works and what doesn't;
- support the effective use of evaluations by the Managing Authority;
- contribute to the design and delivery of evidence-based programme and policy
- support the European Commission's knowledge building as well as the Department for Work and Pension (DWP)
- aim to meet all EC regulatory requirements
- identify lessons learned from the 2007-2013 programme period to inform the development of the policy for the 2014-2020 ESF programme.

- contribute to our understanding and progress against Europe 2020, the European Union's ten year jobs and growth strategy.

22. Importantly, for the 2014-2020 ESF Programme, the CPRs require Managing Authorities to carry out evaluations which assess the impact of ESIF programmes. Therefore, this evaluation plan has a strong focus on how the programme effectiveness, efficiency and impact will be evaluated.

23. The evaluation plan comprises a number of inter-related components undertaken by DWP approved independent external evaluators. These include ongoing performance monitoring which is an integral part of the ESF 2014-2020 programme lifecycle; early implementation and delivery studies to improve understanding of what ESF funded provision works and what doesn't; analysis of results³ and if feasible the impacts of ESF funded provision.

24. The 2014-2020 ESF Programme of evaluation has multiple audiences and must therefore seek to address a diverse range of evidence needs. It will need to provide performance monitoring and evidence which feeds into the European Commission Annual Implementation Review Report (AIR), provide operational insight for those leading delivery and offer strategic evidence for future ESF and wider DWP policy development.

25. CPR Article 110 (1) (b) requires that the evaluation plan is approved by the Programme Monitoring Committee.

26. A number of documents have been consulted to develop this evaluation plan including:

- EU Common Provisions Regulations (CPR)
- DWP European Social Fund Operational Programme 2014-2020
- Monitoring and Evaluation of European Cohesion Policy: Guidance Document on Evaluation Plans June 2015
- Monitoring and Evaluation of European Cohesion Policy: Guidance Document Annex D: Practical guidance on data collection and validation July 2015
- Guidance on Evaluation of the Youth Employment Initiative: July 2014
- Guidance Document on Evaluation Plans: February 2015

4. Monitoring and evaluation requirements

27. The overall purpose of the programme level monitoring and evaluation of ESF is:

³ Results can refer to sustainable, social, environmental, educational and economic/labour market results following completion of ESF provision.

- Evaluations shall be conducted to improve the quality of the design and implementation of programmes, as well as to assess their effectiveness, efficiency and impact as stated in article 54(1). We will ensure monitoring and evaluation provides timely and in-depth feedback to programme decision makers on a range of operational and strategic features of the programme, especially how the programme is contributing to and meeting the objectives as set out in the Operational Programme 2014-2020.

28. The evaluations undertaken will ensure that ESF regulatory requirements for monitoring and evaluation as laid down by the European Commission and CPRs are met. This includes ensuring that the results of monitoring and evaluations are available in sufficient time to inform the reports that Member State authorities will be delivering from 2016 onwards as stated in CPR article 50.

29. More specifically the CPR article 56 (3) requires at least once during the programme period, an evaluation of each of the programmes priority axes to assess how support from ESF funding has contributed to the objectives for each priority. The evaluation plan ensures this takes place and these evaluations are detailed in section 8.

30. The evaluation plan will ensure that at least twice during the programming period an evaluation will assess the effectiveness, efficiency and impact of the ESF and Youth Employment Initiative (YEI) joint support. Finally, the evaluation plan will ensure that the necessary material is available in time to the Managing Authority for them to submit a report summarising the findings of evaluations carried out during the programming period.

31. The evaluation of the new programme will be based on three methods:

- The ESF Administrative Data. This is information based on administrative monitoring data and will be used to examine programme performance and consider achievements such as participant results.
- The ESF Participant Leavers Survey. A representative sample of participants will be contacted after leaving ESF funded provision. The survey will provide information on participant employment status 6 months post provision.
- ESF research strands. These strands of research will focus on specific emerging themes of importance to the programme such as gender equality, equal opportunities and disadvantaged groups. They will also include an assessment of the effectiveness, efficiency and impact of ESF/ YEI funded provision on participant results.

5. Coverage

32. This evaluation plan covers the national ESF operational programme for England.

6. Co-ordination of ESF Evaluation Programme 2014-2020

33. All partners will be made fully aware of their obligations to support the evaluation process. Important lessons were learned from delivering the 2007-2013 participant leaver survey (cohort survey) to evaluate the operational programme and, as a result, there will be clear guidance which will set out what data is required from all ESF delivery partners to ensure they are able to contribute fully to ESF monitoring and evaluation requirements.
34. Evaluation results will be shared with the national ESIF evaluation sub-committee, local ESIF Committees and with the GPB. Evaluation results will also be made available to colleagues in other UK managing authorities; this will facilitate the sharing of lessons learned and good practice. Further detail on our communications strategy for evaluation is presented in section 11. Finally the DWP ESF Evaluation Team will work closely with evaluation colleagues in the Department for Communities & Local Government (DCLG) given the shared business processes between European Regional Development Fund (ERDF) and ESF programmes managed by DCLG and DWP respectively.

7. Evaluation framework

35. One of the main sources of information for evaluation will be MI participant data including output indicators and immediate results data. The data is collected by ESF providers and then uploaded to the central ESF MI system.
36. Further to this participant data collection, a core component of the ESF programme level evaluation will be regular surveys of individual participants that have received provision funded by the ESF Programme. These participant leaver surveys will provide the long term result indicator data, including for the common indicators and the YEI indicators.
37. Impact evaluations, if feasible including data-linking and qualitative evaluation will also supply key information about the implementation, effectiveness, efficiency and net impacts of the ESF programme.
38. The Managing Authority will ensure that the data collected is of the quality needed to monitor and measure the programme against the common and specific indicators. In particular it will ensure the accuracy, comparability and coherence of

the data collected. Common definitions will be applied⁴ for the common indicators and for both common and programme specific indicators all definitions will be clearly documented and disseminated to all beneficiary organisations (including partners and sub-contractors), with steps taken to ensure they are applied in practice. The Managing Authority will take steps to ensure that all different indicators based on participants will, during the process of collecting and entering, cover the same (total) population and participation records will be complete for all variables of personal data. The DWP ESF Evaluation Team will advise the MA on specific data quality requirements as appropriate.

39. The ESF Evaluation Team based at the Department for Work and Pensions will be responsible for the management of all programme-level evaluations. The ESF Evaluation Team is functionally independent from the Managing Authority to ensure objectivity. The team is responsible for the analysis of monitoring and survey data, drafting reports, commissioning external evaluators to carry out specific research, and managing these evaluation and research projects from design and delivery to the publication and dissemination of findings. An organisational chart for the team is included in annex 3.
40. Research and evaluation projects are commissioned through the DWP research framework, established by open and competitive tendering, and conducted by independent evaluators.

ESF Evaluation Steering Group (EESG)

41. The development of this ESF Evaluation Plan and all evaluations undertaken will be guided by the ESF Evaluation Steering Group (EESG) made up of a number of ESF partners.
42. EESG has been established to help DWP access expertise, support and constructive challenge in the development and delivery of the ESF Programme Evaluation 2014-2020. This meets the European Commission recommendation to appoint a steering group to coordinate the process of evaluation.⁵ Full terms of reference for the EESG are included in annex 4.
43. The EESG provides members with a formal opportunity to steer and provide direction on the ESF Evaluation Plan for 2014-2020 to ensure that programme evaluation meets the strategic objectives of the European Commission, the Managing Authority and Opt-in organisations. The EESG will be responsible for

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https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/499162/MI_definitions_Final_V1_20160210.pdf

⁵ European Commission, Guidance Document on Evaluation Plans – Annex 2 p. 21
http://ec.europa.eu/regional_policy/sources/docoffic/2014/working/evaluation_plan_guidance_en.pdf

helping to maximise the value and impact of evaluation findings, ensuring that the evidence generated informs wider DWP, European Commission and Co-financing organisations programme / policy development and delivery.

44. Members will be able to shape and influence the development of specific evaluation strands within the Evaluation Plan. This will help ensure that all evaluations are designed and delivered in accordance with ESF requirements as outlined in the Commissions Evaluation Guidelines.
45. Membership consists of a wide range of internal and external stakeholders, to ensure a breadth of knowledge and expertise in shaping 2014-2020 ESF Evaluation activities. We anticipate that the group will work primarily as a single forum, but from time to time and dependent on the evaluation strand, the group membership may change where DWP may invite additional members as appropriate⁶. Current membership of EESG is provided in annex 4.
46. The DWP ESF Evaluation Team will work closely with the ESIF Evaluation Sub-committee and local ESIF Committees ensuring timely engagement and communication of evaluation plans and findings. The National Sub-committees are responsible for providing specialist advice and support to the Programme Monitoring Committee in its role to oversee that the European Growth Programme's policy and operational objectives are delivered successfully. The National Evaluation Sub Committee is required to:
- Advise on ERDF and ESF evaluations undertaken as part of the Evaluation Strategy developed by the Managing Authority.
 - Contribute to evaluation reports developed by the Managing Authority
47. The ESF Evaluation Team will take a pro-active role in co-ordinating the evaluation plan by updating it regularly (at least annually) so that it reflects all existing and planned research commissioned by both the ESF Evaluation Team and Opt-in Organisations/NOMs/Intermediate Bodies (IB) and direct bid providers. Each updated evaluation strategy will include:
- the main objectives of each evaluation strand
 - actions that have taken place to date and what is planned in future?
 - the state of play of each evaluation / research
 - assurances that the research has met ESF Evaluation Teams quality assurance standards
 - recommendations for future research and evaluation activity by ESF Evaluation Team and Opt-in Organisations/NOMs/IBs

⁶ Including representatives from local ESIF Committees

8. Planned evaluations & performance monitoring

48. Monitoring and evaluation are an essential component for effective programme and project management. In the 2014-2020 programme period, these functions are more important than ever given the EC emphasis on results-orientated programming.
49. This section sets out the planned evaluations as required by the EC for the Operational Programme 2014-2020, describing the key methods/approaches that will be used over the course of the programme period and the core aims that will be achieved by each of these methods/approaches. In addition, the strategic and operational evaluation needs are described in this section. It is likely that new evaluation needs will emerge in the course of the 2014-2020 ESF Programme life cycle. Recommendations for future evaluations will be included in updated evaluation plans in consultation with the GPB and as detailed in section 7: evaluation framework.
50. There are a number of evaluation and monitoring priorities which must be undertaken in the first half of the programme to inform priority axis one (inclusive labour markets) and priority axis two (skills for growth). In summary these include:
- ESF and YEI participant leavers' quantitative survey to measure and report on participant results (first reporting period 2017-2018).
 - YEI implementation & feasibility evaluation.
 - YEI effectiveness, efficiency and impact evaluation.
 - ESF feasibility study in the first three years of the programme to inform impact evaluations in the second half of the programme on priority axis one (labour market participation) and priority axis two (skills).
 - Evaluations to report on the horizontal principles including gender equality and equal opportunities and sustainable development.
 - Evaluation of ESIF (ESF) publications and communications strategy
 - Evaluation of England co-financing system
 - Evaluation of unit cost for 2014-2020 ESF Programme
 - Synthesis of evidence (covering first half of programme to 2018)
51. Further evaluations which are important to the understanding of delivery against the Operational Programme Objectives including both priority axis one (inclusive labour markets) and priority axis two (skills for growth), but which are of a less immediate priority in the first half of the programme include:
- Impact evaluations on priority axis one (labour market participation) and priority axis two (skills).

- ESF & YEI participant leavers' quantitative survey to measure and report on participant results (second reporting period 2018-2025).
- Evaluation to assess effectiveness and efficiency of ESF provision.
- Final synthesis of evidence

MI Data Collection

52. The core data source for the quantitative analysis, performance monitoring and evaluation will be participant level data supplied by the providers and partner organisations (opt-ins/NOMs/Intermediate Bodies (IBs) and direct bid providers). The MI data collection will allow for the analysis of participant level data. In particular, by collecting both output indicators and immediate result indicators it will facilitate the evaluation of the participants journeys from the day they join to when they leave ESF provision. Data for monitoring purposes is analysed using standard statistical packages (SAS, SPSS).
53. The participant level data will be used in both ad-hoc evaluation reporting and for annual reporting to examine programme performance and consider achievements such as participant results. The core ESF MI system will be the basis of the sampling frame for the participant leaver surveys from which the longer-term results indicators will be drawn.
54. The complete list of indicators, frequency of reporting and proposed method for data collection is provided in annex 5.

European Commission requirements for evaluation

Participant leaver surveys

55. Participant leaver surveys – including gathering of longer term results data for:
- (a) common longer term result indicators
 - (b) longer term YEI result indicators
56. The **ESF participant leaver survey** is the most effective method to gather data for common longer-term results indicators. Specifically the quantitative survey will capture data on:
- The number of participants in employment 6 months after leaving the programme.
 - The number of participants aged over 54 in employment 6 months after leaving.
 - The number of disadvantaged participants in employment 6 months after leaving and,

- For those in employment when entering provision, the number of participants with improved labour market results 6 months afterwards.

57. The ESF participant leaver survey will be designed to ensure that for the two reporting rounds on longer-term results indicators, 2015-2018 and 2018-2025, there are two distinct representative samples with non-overlapping participants within each investment priority. Efforts will be made to ensure samples are not skewed towards a particular reporting year (via multiple survey waves) and to ensure that data is collected in sufficient frequency to maximise its quality.

The ESF participant leavers survey will report progress against the following Operational Programme specific objectives under investment priority 1.1 (8i):
Access to employment/inclusive labour market

- 1.1.1: to improve the employability of long term unemployed people so that they can compete effectively in the labour market
- 1.1.2: to provide individuals from groups which face labour market disadvantage with additional support so that they can compete effectively in the labour market
- 1.1.3: to encourage inactive people to participate in the labour market and to improve their employability

Under investment priority 1.2 (8ii): sustainable integration of young people (ESF)

- 1.2.1: to support the rise in the participation age by providing additional traineeship / apprenticeship opportunities
- 1.2.2: to engage marginalised 15-18 year olds and support them to re-engage with education or training
- 1.2.4: to provide additional work experience and pre-employment opportunities to unemployed 18-24 year olds

Under investment priority 1.4 (9i): active inclusion including with a view to promoting equal opportunities and active participation, improving employability

- 1.4.3: to engage marginalised individuals and support them to re-engage with education, training or employment

Under investment priority 2.1 (10iii): enhancing equal access to lifelong learning for all age groups in formal, non-formal and informal settings, upgrading the knowledge, skills and competencies of the workforce and promoting flexible learning pathways.

- 2.1.4: to increase the skills levels of employed woman to encourage progression in employment and help address the gender employment wage gap

58. The **Youth Employment Initiative (YEI)** Participant leaver survey will be used to gather data for the common and YEI specific longer term results indicators including:

- The number of participants 6 months after provision in continued education, training or apprenticeship/traineeship,
- The number of participants in employment 6 and 12 months after provision and,
- The number of participants in self-employment 6 and 12 months after provision.
- Disadvantaged participants in employment, including self-employment, six months after leaving

59. The YEI participant leaver survey will also be used to gather data to inform the YEI effectiveness, efficiency and impact evaluation including:

- Quality of job offers received by YEI participants on leaving provision
- Quality of jobs on leaving provision or 6 months after leaving
- Sustainability of jobs 12 months after leaving
- Quality of traineeships for participants in traineeships as a result of the YEI operation on leaving provision or 6 months after leaving

60. We will ensure YEI results data is based on a representative sample of participants. YEI results data will be reported annually until 2018, with final results data reported in the 2025 final AIR report.

The YEI participant leavers survey will report progress against the following Operational Programme specific objectives under investment priority 1.3(8ii): sustainable integration into the labour market of young people (YEI), in particular those not in employment, education or training (NEET), including young people at risk of social exclusion and young people from marginalised communities.

- 1.3.1: To support the rise in the participation age by providing additional traineeship/apprenticeship opportunities for 15-29 year old NEETs in YEI areas with a particular focus on 15-19 year old NEETs.
- 1.3.2: To engage marginalised 15-29 year old NEETs in YEI areas and support them to re-engage with education or training with a particular focus on 15-19 year old NEETs
- 1.3.4: to provide additional work experience and pre-employment training opportunities to 15-29 year old NEETs in YEI areas, with a particular focus on those aged over 18.

Youth Employment Initiative (YEI) evaluation strands

61. Participants in YEI provision must be not in employment, education or training (NEET), aged 15 to 29 and be residing in an area eligible for the initiative. YEI funding will support additional provision that complements existing government programmes to tackle youth unemployment and reduce the number of young people NEET. Actions in this investment priority will help to re-engage marginalised young people NEET, including through innovative approaches, customised training and support and volunteering activities. Activities may be focused on specific target groups such as: young lone parents; looked after children and care leavers; carers; ex-offenders; those involved in gangs; and young people with learning difficulties and disabilities.

62. As part of the ESF 2014-20 Operational Programme, the DWP (as Managing Authority) is required to evaluate the YEI programme at least twice.

YEI strategy, design and implementation evaluation

63. The first evaluation will explore the strategic fit, design and implementation of YEI. Where possible the evaluation will also consider effectiveness and efficiency and data on the quality of employment offers and progress into education, apprenticeships or quality training. The evaluation will also review the theory of change and undertake a feasibility study for an impact evaluation for YEI. Research questions on the strategic fit, design and implementation are likely to include:

- In which socio-economic context is YEI implemented?
- Were the most relevant groups targeted starting from the design stage?
- Did the YEI provide a quick response to address the urgency of the problem?
- In which ways does it complement other instruments supporting youth policies?
- What was the design and functioning of the delivery system? Were they adequate to ensure an effective implementation of the strategy of YEI?
- What types of actions were funded to implement the YEI? Were they individual support actions or were they part of pathways or packages of support?
- Did the implementation of the YEI make use of existing partnerships? Were new partnerships developed to facilitate the implementation of the YEI? Where relevant stakeholders involved effectively?
- Did the implementation fund existing measures or trigger the introduction of new approaches?
- Was the implementation of the YEI according to plans (financially, milestones and targets achieved as planned)? If not, why?
- What were the strengths and weaknesses of the delivery systems?
- What lessons can be learnt for future delivery of YEI?

64. It is envisaged that the research will involve a desk-based review of YEI, ESF and wider policy documents to establish the strategic fit of YEI within youth policy and the wider socio-economic context. Qualitative research, including interviews, is

anticipated to establish if delivery systems resulted in the effective implementation of the strategy for YEI. There will be a focus on lessons learnt to feed into the continuing improvement of YEI delivery.

65. The review of the theory of change will establish the logical framework for the intervention. It will inform and provide justification for the selection of measures which will be used for the effectiveness, efficiency and impact evaluation. It is anticipated the review will be conducted using mixed methods such as literature reviews, interviews and surveys. The feasibility study will build on the theory of change to consider the options for an impact evaluation. Specifically, it will look at whether it is feasible to conduct a counterfactual impact evaluation (CIE) for YEI. It will look at what intervention(s) could be tested and what measures could be included (informed by the theory of change). It will consider methodological challenges such as the identification of a control group and data availability.

YEI effectiveness, efficiency and impact evaluation

66. The second evaluation of YEI will assess the effectiveness, efficiency and impact of the programme. It will be informed by the theory of change review and impact evaluation feasibility study and will bring together evidence on the achievement of YEI objectives. It will consider whether some types of support were more successful than others and will explore efficiency in relation to unit costs and cost-effectiveness. To explore the impact of YEI, an appropriate mix of CIE where feasible and theory-based evaluations will be used. A mixed method approach will be adopted, drawing on quantitative data from output, results and longer-term results indicators (LTRIs) as well as qualitative evidence obtained through interviews, case studies and document reviews. A wide range of sources will be used to obtain a broad understanding of the effectiveness, efficiency and impact of YEI.

The evaluation of YEI will help to inform the Operational Programme investment priority 1.3 (8ii): sustainable integration into the labour market of young people (YEI), in particular those not in employment, education or training (NEET), including young people at risk of social exclusion and young people from marginalised communities.

ESF impact evaluations

67. If feasible, we will conduct at least one impact evaluation of the programme for priority axis 1 (labour market participation) and for priority axis 2 (skills). Fundamentally, this involves:
- determining whether something has happened (result); and
 - determining whether the ESF funded provision was responsible (attribution).

68. The ideal approach to the quantitative impact evaluation is a CIE. This approach for measuring impact compares the performance and results of individuals supported by ESF schemes/projects with individuals of non ESF schemes/projects, ensuring that these are as comparable as possible. We will use the period in the first half of the programme to undertake a feasibility study of delivering a counterfactual impact evaluation and the feasibility of carrying out data-matching to do so. This will include an assessment of possible control groups, interventions and data availability/quality.
69. Impact evaluations aim to understand what difference the programme made and can lead to both positive and negative findings about the efficacy of the programme. Where positive and negative findings are revealed about the efficacy of the programme, this will likely lead to further analysis and qualitative evaluation to further explore why provision is or is not achieving the results as intended. This is also an opportunity to share best practice in relation to provision that has delivered intended results.
70. We will begin with the development and review of the theory of change in the opening three years of the programme followed by the feasibility study to explore the following:
- the extent to whether it would be possible to run a CIE
 - if feasible, what intervention(s) should be tested as part of the CIE?
 - what measures of success should form the framework for the CIE (informed by the theory of change)?
 - identify the control group characteristics and eligibility
 - explore data linking options for the CIE
 - identify which investment priorities (IP) the CIE would report against
71. It is important that this feasibility study is conducted early in the 2014-2020 ESF programme period as the necessary arrangements for data availability will need to be put in place at the beginning of the implementation. The impact evaluation will be conducted in the second phase of the programme from 2018 onward.

Priority Axis 1: Inclusive labour market participation

72. The theory of change review for priority axis 1 (inclusive labour market participation) will take place between 2016 and 2018. This will use qualitative methods to understand the mechanisms through which an intervention can deliver improved labour market results for the different groups participating and its likelihood of doing so. The theory of change will inform and provide justification for the selection of measures which will be used for the effectiveness, efficiency and impact evaluation. It is anticipated the review will be conducted using mixed methods such as literature

reviews, interviews and surveys. The feasibility study will build on the theory of change to consider the options for an impact evaluation. Specifically, it will look at whether it is feasible to conduct a CIE for ESF. It will look at what intervention(s) could be tested and what measures could be included (informed by the theory of change). It will consider methodological challenges such as the identification of the control group and data availability.

73. The quantitative impact evaluation will take place between 2018-2020, this will gather data on employment results of participants, potentially, if feasible, through data linking to DWP/HMRC administrative data and/or through surveys, and answer questions on the employment trajectories of participants following the programme. If a counter-factual impact evaluation is deemed feasible, this will tell us what difference the intervention made to participants employment results compared to if there had been no intervention.

Depending on the scope of the impact evaluation for priority axis one, it is likely it will report progress against the following Operational Programme specific objectives under investment priority 1.1(8i): Access to employment/inclusive labour market

- 1.1.1: to improve the employability of long term unemployed people so that they can compete effectively in the labour market
- 1.1.2: to provide individuals from groups which face labour market disadvantage with additional support so that they can compete effectively in the labour market
- 1.1.3: to encourage inactive people to participate in the labour market and to improve their employability

Under investment priority 1.2 (8ii): sustainable integration of young people (ESF)

- 1.2.1: to support the rise in the participation age by providing additional traineeship / apprenticeship opportunities
- 1.2.2: to engage marginalised 15-18 year olds and support them to re-engage with education or training.

Priority axis 2: Skills for growth

74. The theory of change review for priority axis 2 (skills for growth) will take place between 2016 and 2018. This will use qualitative methods to understand the mechanisms through which an intervention can deliver improved skills and consequent employment. The theory of change will inform and provide justification for the selection of measures which will be used for the effectiveness, efficiency and impact evaluation. It is anticipated the review will be conducted using mixed methods such as literature reviews, interviews and surveys. The feasibility study will build on the theory of change to consider the options for an impact evaluation. Specifically, it will look at whether it is feasible to conduct a CIE for ESF. It will look

at what intervention(s) could be tested and what measures could be included (informed by the theory of change). It will consider methodological challenges such as the identification of the control group and data availability.

75. The quantitative impact evaluation will take place between 2018-2020, this will gather data on employment and education results of participants, potentially, if feasible, through data linking to DWP/HMRC administrative data and/or through surveys, and answer questions on the employment and education trajectories of participants following the programme. If a CIE is deemed feasible, this will tell us what difference the intervention made to participants employment results compared to if there had been no intervention.

Depending on the scope of the impact evaluation for priority axis two, it is likely it will report progress against the following Operational Programme specific objectives under investment priority 2.1 (10iii): enhancing equal access to lifelong learning for all age groups in formal, non-formal and informal settings, upgrading the knowledge, skills and competencies of the workforce and promoting flexible learning pathways.

- 2.1.2: to increase the skills levels of employed people from the existing level to the next level up, to encourage progression in employment.
- 2.1.4: to increase the skills levels of employed woman to encourage progression in employment and help address the gender employment wage gap.

Impact evaluation: indicative research questions

76. Looking ahead to the impact evaluation, the key evaluation questions⁷ are likely to be:

- Is there a difference in results on each of the priority axes pre and post completion of the ESF funded provision?
- Is there a difference in results for the priority axes between the ESF participant group and control group?
- Can the difference in any results be reliably attributed to the ESF funded provision?
- Did the ESF Operational Programme achieve its stated Specific Objectives?
- Which aspects of the ESF funded provision seem to have led to an observed outcome?
- Did any changes in results vary across different individuals and if applicable, stakeholders, sections of society (sub groups), categories of region (including at LEP area level) and if so, how did they compare with what was anticipated?
- Did any results occur which were not originally intended, and if so, what were they?

⁷ Indicative view of likely evaluation questions for the impact evaluation. Complete list of questions will be agreed as key element of the theory of change & feasibility study in collaboration with an external evaluator and ESF steering group members.

Evaluation to assess effectiveness and efficiency of ESF provision

77. We will conduct evaluations to assess the effectiveness and efficiency of ESF funded provision during the life cycle of the 2014-2020 ESF Programme. Research questions related to the effectiveness and efficiency of ESF provision bring together evidence on the achievement of ESF/YEI objectives and whether the needs of the relevant target groups were met. They will consider whether some types of support were more successful than others and will explore efficiency in relation to unit costs and cost-effectiveness. It is anticipated that the work will predominately draw on data from the MI (output and results indicators) and ESF/YEI leaver survey (long-term results indicators) however it will also include qualitative evidence from interviews/focus groups and case studies.

Evaluations to assess the effectiveness and efficiency of ESF funded provision during the life cycle of the 2014-2020 ESF Programme will report progress against the following Operational Programme specific objectives under investment priority 1.1(8i): Access to employment/inclusive labour market

- 1.1.1: to improve the employability of long term unemployed people so that they can compete effectively in the labour market
- 1.1.2: to provide individuals from groups which face labour market disadvantage with additional support so that they can compete effectively in the labour market
- 1.1.3: to encourage inactive people to participate in the labour market and to improve their employability

Operational and strategic evaluation

78. In addition to the evaluation requirements set by the EC as described above, a number of operational and strategic evaluation needs have been identified which are linked to the objectives of the England Operational Programme, which contributes primarily to the inclusive growth dimension of the Europe 2020 Strategy and which covers the thematic objectives for employment, social inclusion and skills.

79. The England Operational Programme 2014-2020 identifies a number of needs to be addressed, that will be examined by the evaluation strategy and plan during the life cycle of the programme. These are:

- Progression of ESF participants including those that are unemployed, inactive and young people aged 16-24 not in employment, education or training (NEET) with a particular focus on the transition from school to the labour market.
- A lack of basic skills, particularly English, maths and ICT, as a key barrier for young people who are NEET.

- A lack of qualifications and skills as a major barrier to work, especially those people who have qualifications at level 2 or below.
- Disadvantaged groups including people with disabilities and health conditions that face discrimination and disadvantage in the labour market.
- Ethnic minorities (especially people from Pakistan, Bangladesh and Black African backgrounds) who face greater difficulties in accessing work.
- Older workers aged over 50, who face lower than average employment rates and re-engagement into the labour market if they have become unemployed or economically inactive.
- The gender equality and equal opportunities, and sustainable development cross cutting themes.

80. We will also consider the factors which are influencing policy developments and how these developments inform our plans for strategic and operational evaluation and research. One important factor is the changing national policies on employment. To help unemployed people take up the employment opportunities resulting from growth, the Government has introduced the National Reform Programme to ensure work pays and every jobseeker gets the support they need to find a job.

81. It will be important for our evaluation to focus on the part ESF plays in strengthening the role of employment policies. Evaluations will inform how far the intended programme needs have been addressed and how the use of ESF funded provision has contributed to achieving the Operational Programme Objectives.

82. Below are a number of **potential** strategic and operational research areas for further evaluation. At this stage of the ESF Operational Programme 2014-2020 implementation, it is important not to be prescriptive as we envisage new research and evaluation requirements arising during the course of the programme period. These areas will be further refined in consultation with key stakeholders. These are not proposals for specific research and evaluation studies but are topics that may be examined either through the participant leaver survey, by a single evaluation or across a number of research and evaluation strands. The ESF Programme 2007-2013 Evidence Synthesis⁸ provides a steer on potential topics where further research might be beneficial. This includes discussion of the most disadvantaged groups, for example those with childcare problems and those who are economically

⁸ Planned publication April 2016

inactive. Further development of key evaluation questions linked to evaluation needs is presented in section 9 of this plan.

Strategic evaluation needs

83. A range of support for some groups is provided through a national programme of labour market interventions including for example, the long-term unemployed (12 months plus) Jobseeker Allowance claimants who receive support through the Work Programme scheme. But those individuals with the most entrenched problems, even with access to these programmes, can find it difficult to get the most from them. For these people ESF will be used to provide additional support which is aligned to and builds on national programmes.
84. Key disadvantaged target groups will be a focus of our evaluations. In order to report progress against the Operational Programme Objectives, specific research studies will be carried out to investigate ESF support for key groups and their progression with the ESF Programme. Studies may include those who are unemployed, those with a disability or health condition, ethnic minorities, young people who are NEET, woman, older workers, ex-offenders and drug users. It will be important to build up our knowledge base on effective policies to help those with multiple disadvantages. Our evaluations will look at the progression of participants including issues such as sustainability and quality of employment.
85. **Engagement: Referral routes:** For some ESF funded provision in the 2007-2013 ESF Programme, referral routes were identified as an issue which impacted on participation rates. In some instances, single referral routes were employed which led to the low take-up of ESF funded provision. Further research in this area could be used to a) explore how effectively participants are informed and become aware of ESF provision, and b) a review of referral routes employed and best practice identified to inform future delivery arrangements.
86. **Delivery: Childcare provision:** Specifically in relation to female participation on ESF funded provision. Evaluation evidence from the 2007-2013 ESF Programme suggests that female participants with childcare needs often found that there was a lack of affordable and accessible childcare. This was a significant deterrent to participation in the programme. Further research in this area could be used to a) explore how current DWP policy can support female participation in ESF funded provision, b) understand levels of awareness of the childcare support on offer and identify ways to increase awareness and c) explore and understand the barriers relating to female participation specifically linked to childcare provision.
87. **Gender equality and equal opportunities** – This work will examine organisational policies within ESF projects as they relate to equal opportunities and the

mainstreaming of equal opportunities. It will examine good practice to encourage equal opportunities on ESF projects and inform the development of provision for the second half of the programme.

88. The England ESF Managing Authority has given a commitment to the Equality & Human Rights Commission (EHRC) that the evaluation strategy & plan will explore a range of issues that the EHRC raised in their official 'opinion' of the ESF Operational Programme's impact assessment. Consideration will be given to the following issues as part of the wider planned evaluations undertaken and managed by the ESF Evaluation Team in DWP:

- The best way to assess the effectiveness of the programme on groups with other protected characteristics as defined in the 2010 Equality Act
- The effectiveness of any additional support for groups experiencing the greatest disadvantage and who are at risk of not benefiting from any economic recovery
- Develop an understanding of how many participants with multiple disadvantages are being supported by ESF provision and how effective this is in achieving results
- Understand how local ethnic communities are being targeted and supported by ESF provision including an assessment of what works well / doesn't work well and examples of good practice

89. **Sustainable development** – This evaluation will look at the extent to which ESF projects are taking sustainable development into account when delivering ESF funded activities. It will also evaluate the extent to which the ESF programme is supporting the environmental thematic objectives delivered under the European Regional Development Fund. This evaluation will likely be primarily qualitative and will support continuous improvement through the lifespan of the programme in relation to this theme.

90. In addition to the above evaluations, we will consider the impact of ESF provision on the horizontal principles (gender equality and sustainable development) as part of our mainstream evaluations including full consideration of these within our surveys and evaluations undertaken to assess the impact, effectiveness and efficiency of ESF provision.

Operational evaluation needs

91. **Co-financing system**: to review the effectiveness of the DWP MA co-financing model and consider improvements to the existing model for the second half of the ESF 2014-2020 programme. This could include a) an implementation review of ESF under an entirely co-financed system, b) explore whether the programme arrangements are effective in reaching the most disadvantaged participants

including for example NEETs, people with disabilities and health conditions, lone parents, ethnic minorities and older workers and c) review the tendering and contracting arrangements for opt-in organisations and direct bid providers to identify areas for improvement⁹ and d) procurement and delivery practices employed by opt-in organisations in comparison to direct bid providers.

92. **ESF publication and communications strategy:** to review the ESF 2014-2020 programme's information and publicity measures as set out in the communications plan. The scope could cover a range of operational areas including engagement with the ESF Programme and ESF awareness of specific core audiences, including potential applicants accessing details of funding or individual participants being supported by ESF. This might also include further review of the publicity requirements themselves amongst providers and sub-contractors¹⁰, including consistency of communications and messaging. Finally the work could offer a review of the accessibility of ESF website content; the audience reach of ESIF bulletins to stakeholders and finally the added value of social media as a key channel of communication.

93. **Evaluation of unit cost for 2014-2020 ESF Programme:** At the ESF Evaluation Sub-committee meeting held on 1st December 2015, it was recommended by the European Commission that an evaluation of unit costs be undertaken in the first half of the programme. The main aim of the evaluation would be to validate the unit cost assumptions for the 2014-2020 ESF Programme against provider MI and revise assumptions where appropriate.

94. **Synthesis of evidence:** It will be important to bring together the findings of the different strands of evaluation and research and for this purpose, synthesis work is proposed during the life cycle of the Programme. The synthesis of evidence report will seek to draw out from the individual evaluation studies the contribution of the ESF Programme to EU, national and regional strategies as identified in the Operational Programme 2014-2020.

Localism and the delivery of ESF provision

95. Localism takes a central focus of the ESF Operational Programme 2014-2020 and will be a common thread which is explored throughout the planned evaluations. The Government's localism agenda encourages communities to take control of their own issues and shape their own solutions. In relation to the wider economic growth

⁹ There is potential to link up with the planned evaluation to be undertaken by the Big Lottery Fund on how organisations access ESF funding. Further investigation with the Big Lottery Fund would be required to assess the feasibility and coverage

¹⁰ This was found to be a weakness identified in the evaluation of ESF Publicity and Communications undertaken in 2010

agenda the Government is further committed to ensuring that local partners are at the centre of efforts to drive forward economic growth in England.

Evaluation requirements

96. All evaluations undertaken in the 2014-2020 ESF Programme period will be subject to a standard set of requirements to ensure quality, relevance, timeliness and value for money. These include as standard:

- Full specification of requirements for evaluation
- Clear terms of reference
- Timetable of work with key milestones
- Clearly defined critical success factors where appropriate
- Clear account of expected deliverables
- Evaluation findings dissemination strategy (*including implementation of recommendations and follow up review period*)
- Invoice and payment profile

9. Evaluation questions

97. Evaluations will be undertaken to answer key questions about ESF funded provision (including YEI). Below outlines some of the overarching questions we will try to answer through the ESF evaluation plan during the 2014-2020 programming period and the decisions / strategic priorities that will be informed by the evidence. New evaluation questions are likely to arise over time and so the questions below should be treated as a preliminary list. For each evaluation we will work with EESG to define the evaluation questions at the start. We will draw together the evidence from evaluations to feed into regular reporting during the programming period including annual implementation reports and a final synthesis in 2022.

Question Number	Evaluation Question	Evaluation Approach	Timing	Evidence requirement and decisions informed
1	Are the implementation processes put in place for YEI by the Managing Authority effective for managing the programme?	<ul style="list-style-type: none"> Qualitative evaluation of early implementation of YEI 	<ul style="list-style-type: none"> Qualitative evaluation to report in Dec 2016¹¹ 	<p>Article 19(6) of the ESF Regulation commits Member States to conduct at least two evaluations.</p> <p>The research will provide insight into the strategic fit, design and delivery of YEI. It will consider how YEI provision complements other youth policies, the activities involved in its implementation and the pathways by which the policy was delivered. A particular focus will be on what worked well in regards the delivery models and what lessons can be learnt. This will be used to inform the development and delivery of YEI in 2017-18.</p>
2	Who takes up ESF/YEI provision?	<ul style="list-style-type: none"> Leavers survey with participants who have received ESF / YEI provision Analysis of ESF output and result indicators from 	<ul style="list-style-type: none"> ESF –surveys to take place 2016-2018 and 2018 – 2025 YEI – surveys to take place annually from 	<p>MI will enable Managing Authority to meet EC regulation to report annually on programme performance and specifically on common longer term result indicators and longer term YEI result indicators.</p>

¹¹ The reporting deadline for the YEI implementation evaluation is December 2015. As a result of the delay in the adoption of the England Operational Programme (Sept 2015) it is not possible to meet this reporting requirement. YEI provision will not commence until January 2016 at the earliest. The ESF Evaluation Team submitted an update note to the European Commission in December 2015 providing details of revised reporting deadlines for the YEI evaluation strands.

Question Number	Evaluation Question	Evaluation Approach	Timing	Evidence requirement and decisions informed
		participant MI	2016 to 2018 <ul style="list-style-type: none"> Regular (quarterly) analysis of participant level MI 	
3	What are the results 6 and 12 months (for YEI) after participants leave ESF /YEI provision and have employment results been sustained?	<ul style="list-style-type: none"> Leavers survey with participants who have received ESF provision 	<ul style="list-style-type: none"> ESF –surveys to take place 2016-2018 and 2018 – 2025 YEI – surveys to take place annually from 2016 to 2018 	MI will enable Managing Authority to meet EC regulation to report annually on programme performance and specifically on common longer term result indicators and longer term YEI result indicators.
4	What 'soft outcomes' did participants gain, in addition to jobs and qualifications?	<ul style="list-style-type: none"> Leavers survey with participants who have received ESF provision 	<ul style="list-style-type: none"> ESF –surveys to take place 2016-2018 and 2018 – 2025 YEI – surveys to take place annually from 2016 to 2018 	MI will enable Managing Authority to meet EC regulation to report annually on programme performance and specifically on common longer term result indicators and longer term YEI result indicators.
5	What are the most effective and efficient types of ESF/YEI	<ul style="list-style-type: none"> Leavers survey with participants who have received 	<ul style="list-style-type: none"> ESF –surveys to take place 2016-2018 	To inform Managing Authority & wider DWP Labour Market policy of the most effective provision in achieving results

Question Number	Evaluation Question	Evaluation Approach	Timing	Evidence requirement and decisions informed
	provision? For example is there some provision which is better at helping people into work than others?	<p>ESF / YEI provision</p> <ul style="list-style-type: none"> • Comparison of CIE evidence on impact of different provision. • Assessment of output and result indicator MI 	<p>and 2018 – 2025</p> <ul style="list-style-type: none"> • YEI – surveys to take place annually from 2016 to 2018 • (If feasible) CIE – to take place 2018 – 2020 • On-going and timely assessment of participant MI including output/result indicator data 	<p>including (sustained jobs, remaining in education or training, taking up an apprenticeship).</p> <p>Evidence will support DWP strategic priority to understand what works to increase labour market participation.</p>
6	Has ESF/YEI made a difference to the employability, skills and social inclusion ¹² of participants?	<ul style="list-style-type: none"> • Leavers survey with participants who have received ESF provision • Comparison of CIE evidence on impact 	<ul style="list-style-type: none"> • ESF –surveys to take place 2016-2018 and 2018 – 2025 • YEI – surveys 	

¹² There is potential for this to include analysing participant wellbeing as an additional long term measure across local growth programmes including ESF. Using our evaluations as an opportunity to explore additional social impacts above labour market results. We will explore the option of using ONS data on wellbeing by area from the Annual Population Survey to link to ESF participant data from our leavers' survey to provide a holistic picture of the success of the ESF Programme.

Question Number	Evaluation Question	Evaluation Approach	Timing	Evidence requirement and decisions informed
		of different provision.	to take place annually from 2016 to 2018 <ul style="list-style-type: none"> (If feasible) CIE – to take place 2018 – 2020 	
7	Has ESF supported progression at the workplace (e.g. to more skilled and better paid jobs)?	<ul style="list-style-type: none"> Leavers survey with participants who have received ESF provision 	<ul style="list-style-type: none"> ESF –surveys to take place 2016-2018 and 2018 – 2025 YEI – surveys to take place annually from 2016 to 2018 	<p>MI will enable Managing Authority to meet EC regulation to report annually on programme performance and specifically on common longer term result indicators and longer term YEI result indicators.</p> <p>Evidence will help to inform DWP strategic priority to understand what is the most cost effective model for in-work progression?</p>
8	How effective is ESF for particular disadvantaged groups including ethnic minorities, disabled people, NEETs, older workers and ex-offenders?	<ul style="list-style-type: none"> Leavers survey with participants who have received ESF provision 	<ul style="list-style-type: none"> ESF –surveys to take place 2016-2018 and 2018 – 2025 YEI – surveys to take place annually from 2016 to 2018 	<p>The Common Provisions Regulations (CPR) requires Managing Authorities to carry out evaluations which assess the impact of ESF programmes.</p> <p>MI will enable Managing Authority to meet EC regulation to report annually on programme performance and specifically on common longer term</p>

Question Number	Evaluation Question	Evaluation Approach	Timing	Evidence requirement and decisions informed
9	What is the overall impact of ESF funded provision?	<ul style="list-style-type: none"> • CIE at programme level (if feasible) • Analysis of ESF result indicators from participant data 	<ul style="list-style-type: none"> • (If feasible) CIE – to take place 2018 – 2020 	<p>result indicators and longer term YEI result indicators.</p> <p>Evidence will support DWP strategic priorities to understand:</p> <ul style="list-style-type: none"> - What works to increase labour market participation of disabled people and people with health conditions? - What is the impact of ethnicity and religion on employment? What interventions are most effective at improving ethnic minority employment? - What works for recruitment, retention and retraining of older workers?
10	What helped (or might have prevented) women from joining ESF / YEI provision?	<ul style="list-style-type: none"> • Qualitative evaluation on cross cutting themes including gender equality and equal opportunities 	<ul style="list-style-type: none"> • Gender equality – qualitative evaluation to take place between 2016-2018 	<p>Evidence will be used to report against the programme performance target for female participation which is a programme requirement for the Managing Authority.</p>
11	Are there different types of barriers faced by women	<ul style="list-style-type: none"> • Qualitative 	<ul style="list-style-type: none"> • Gender 	<p>More widely, evidence will help DWP to understand the types of provision which</p>

Question Number	Evaluation Question	Evaluation Approach	Timing	Evidence requirement and decisions informed
	whilst on ESF / YEI provision (and after leaving) E.g. ethnic minorities, lone parents, lack of skills, older woman	evaluation on horizontal principles including gender equality and equal opportunities	equality – qualitative evaluation to take place between 2016-2018	lead to sustained job results for women which can contribute to the future design of mainstream labour market support measures. Evidence will help to inform the DWP strategic priority including:
12	To explore participant views on how proactive the provider has been in offering care support if relevant (child and elder care)	<ul style="list-style-type: none"> Qualitative evaluation on cross cutting themes including gender equality and equal opportunities 	<ul style="list-style-type: none"> Gender equality – qualitative evaluation to take place between 2016-2018 	<ul style="list-style-type: none"> How do parents respond to increased support for childcare costs?
13	Horizontal Principles (HP) (Cross cutting themes): Are the HP being integrated effectively across ESF/YEI provision?	<ul style="list-style-type: none"> Qualitative evaluations on horizontal principles including: gender equality, sustainable development. 	<ul style="list-style-type: none"> Qualitative evaluations to take place between 2016-2018 	As required by the Common Provisions Regulation, ESF provision must take into account the general principles of sustainable development and promotion of equality between men and women and non-discrimination. The evidence from these evaluations at the mid-point of the programme will report on best practice and inform the design of provision for the remaining duration of the 2014-2020 programme. Evidence will help to support DWP

Question Number	Evaluation Question	Evaluation Approach	Timing	Evidence requirement and decisions informed
				<p>strategic priorities to understand:</p> <ul style="list-style-type: none"> - What is the impact of ethnicity and religion on employment? What interventions are most effective at improving ethnic minority employment?
14	Is there added value of the localised approach to delivery of ESF funded provision?	<ul style="list-style-type: none"> • Qualitative evaluation on horizontal principles • Comparison of CIE evidence on impact of different provision. 	<ul style="list-style-type: none"> • Qualitative evaluations to take place between 2016-2018 • (If feasible) CIE – to take place 2018 – 2020 	Evidence will help to inform and support Government's localism agenda, e.g. by encouraging local communities to stimulate local economies to deliver jobs and growth and by providing individual pathways for people from disadvantaged groups to integration and re-entry into employment.
15	What can we learn about the integration of services including ESF provision and integration with wider support?	<ul style="list-style-type: none"> • Qualitative evaluation on horizontal principles 	<ul style="list-style-type: none"> • Qualitative evaluations to take place between 2016-2018 	<p>The UK Partnership Agreement and the Government's localism agenda encourages communities to take control of their own issues and shape their own solutions.</p> <p>In relation to the wider economic growth agenda the Government is further committed to ensuring that local partners are at the centre of efforts to</p>

Question Number	Evaluation Question	Evaluation Approach	Timing	Evidence requirement and decisions informed
				<p>drive forward economic growth in England.</p> <p>Evidence will inform this agenda. Specifically evidence to feed into the narrative on what works in terms of delivery of provision and integration of services at the local level.</p>
16	How innovative is ESF funded provision?	<ul style="list-style-type: none"> Qualitative evaluation on horizontal principles Comparison of CIE evidence on impact of different provision. 	<ul style="list-style-type: none"> Qualitative evaluations to take place between 2016-2018 CIE – to take place 2018 – 2020 	<p>When an individual is still unemployed after many efforts to help them, innovative solutions are required, including new approaches to work experience and training, intermediate labour market activity and volunteering opportunities. Evidence will help inform which innovative solutions are effective in achieving sustained job results.</p> <p>Evidence may help to inform how effective locally integrated partnership approaches are in generating innovative solutions, for instance in deprived areas and for marginalised groups but will be dependent on the specific evaluations questions in scope.</p>
17	ESF publications and communications strategy: how engaging is ESF	<ul style="list-style-type: none"> Strategic research 	<ul style="list-style-type: none"> Likely to be commissioned in 2017-2018 	Evaluation will review the current ESF publication and communications strategy and make recommendations for improvements where appropriate.

Question Number	Evaluation Question	Evaluation Approach	Timing	Evidence requirement and decisions informed
	communications, what are the levels of awareness of specific core audiences, are messages consistent?			
18	ESF referral routes: explore how effectively participants are informed and become aware of ESF provision and identify best practice	<ul style="list-style-type: none"> • Strategic research 	<ul style="list-style-type: none"> • Likely to be commissioned in 2017 	The research will review current referral practices and make recommendations for improvement.
19	What are the over-arching achievements of the ESF programme?	<ul style="list-style-type: none"> • Ex-post evaluation at the end of the 2014-2020 programme • Synthesis of all project / local level evaluations • Summary of achievements against key indicators 	<ul style="list-style-type: none"> • Evaluation to take place 2020 to report in 2021 • Synthesis carried out in 2022 • Summary of achievements against key indicators to take place 2022 	<p>The Managing Authority is required by the European Commission to carry out a synthesis of evidence for the ESF Operational Programme 2014-2020 at the mid-point and end of the programme. Evidence will inform the following:</p> <ul style="list-style-type: none"> - Evidence will feed into the ex-post evaluation undertaken by the European Commission. - Understand how well was ESF delivered to inform the design of the next programme period (e.g. quantity and type of provision, innovative

Question Number	Evaluation Question	Evaluation Approach	Timing	Evidence requirement and decisions informed
				<p>approaches and lessons learnt, success in targeting equality and disadvantage groups)</p> <ul style="list-style-type: none"> - Understand the results for ESF participants? (e.g. employment status, qualifications, work-related skills and soft outcomes such as communication and problem solving skills) & informing the design of future ESF provision and mainstream labour market support. - Understand the impact of ESF? (e.g. self-reported and measured impacts)

10. Overview of timetable and estimated budget: planned evaluations

98. All ESF Programme level evaluations will be part funded by ESF technical assistance (50%) and match funding through Departmental research budgets (50%).

99. The total budget for the 2014-2020 ESF Programme is **estimated** to be £3.7 million.

Evaluation requirement	Expected timeframe	Estimated cost
Programme period: 2014-2018		
(Strand One) Youth Employment Initiative (YEI) Strategy and Implementation evaluation, theory of change and feasibility study for impact evaluation	2016	£80,000
(Strand Two) Annual Monitoring to 2018: Youth Employment Initiative (YEI) Participant leavers survey and 12 month follow up survey	2016–2020	£950,000
(Strand Three) Youth Employment Initiative (YEI) <ul style="list-style-type: none"> Effectiveness and efficiency review of YEI provision Youth Employment Initiative (YEI) Impact evaluation 	2016-2018	£250,000
ESF Theory of change (Priority Axes 1 and 2) to inform feasibility for impact evaluation	2016-2018	£60,000
ESF Participant leavers survey 1 (reporting 2015-2018): Monitoring of longer term result indicator	2016-2018	£980,000
Evaluation of England Co-financing system	2016-2018	TBC
Evaluation of unit cost for 2014-2020 ESF Programme ¹³	2017	TBC
Horizontal Principles (Cross cutting)	2017-2018	£210,000

¹³ This evaluation strand was recommended by the European Commission at the ESF evaluation sub-committee on 1st December 2015. No cost estimates have been included at this time. Further information on the evaluation strand will be included in the updated evaluation plan submitted in 2016

evaluation on themes including: Gender, equality and equal opportunities; sustainable development ¹⁴		
Evaluation of ESF publication and communications strategy	2017-2018	TBC
Synthesis of evidence (covering the first half of the programme) ¹⁵	2018	TBC
Programme period: 2018 – 2020 (2025)		
ESF Participant leavers survey 2 (reporting 2018-2025): Monitoring of longer term result indicator	2018-2025	£980,000
ESF Impact Evaluation (Priority Axes 1 and 2) – Quantitative impact evaluation	2018-2020	£150,000
Synthesis of evidence	2022	£60,000
Total estimated cost		£3,720,000

11. Communicating evaluation findings

100. The main aim of communicating evaluation findings is to increase the visibility of the ESF Programme evidence base and the impact of its research and publications among policy makers, key stakeholders and the ESF community. The secondary aim is to exploit the full range of data to deliver better evidenced policies and more relevant and robust results for the ESF Programme.

101. We have learnt from the ESF Programme 2007-2013: Evidence Synthesis findings and specifically the assessment of the implementation of the 2007-2013 evaluation plan. We will introduce improved ways of exchanging shared learning from evaluation across the ESF community. This includes:

- Evaluation findings dissemination strategy to be designed as standard for each evaluation¹⁶.
- Timely exchange and sharing of findings with the ESIF evaluation sub-committee to ensure this adds value to the delivery of evaluation outputs.
- Explore how the exchange of learning can be most effectively shared with the ESF community. For example (but not exclusion to) sharing evaluation

¹⁴ The horizontal principle evaluations need to report findings by late 2018 to inform funding application and appraisal for the second half of the ESF Programme.

¹⁵ It was recommended by the European Commission in December 2015, that a synthesis of evidence is undertaken following the first half of the programme. No cost estimates have been included at this time. Further information on the evaluation strand will be included in the updated evaluation plan submitted in 2016

¹⁶ Which will include dissemination of research findings to local ESIF Committees

findings at future ESF Evaluation Partnership meetings and ESF conference events.

- Share learning with other UK Managing Authorities via the Cross UK Managing Authority Working Group.
- Ensure timely publication of evaluation as part of the DWP Research Series.
- Maintain and develop the evaluation section of the 2014-2020 ESF for England website

102. It is vital that findings are disseminated as widely as possible. The research reports will be published by DWP and will be available on Gov.uk and ESF website.

12. Quality management

103. We will prepare appropriate terms of reference for evaluation contractors and we will ensure evaluation contracts are managed in line with DWP departmental standards to ensure the quality and robustness of evaluations.

104. All evaluation reports prior to publication will be reviewed in accordance to DWP quality assurance processes which includes a quality assurance checklist. This includes an assessment of the quality of:

- evidence presented
- analysis which has informed the evidence and findings
- data interpretation in deriving findings
- explanations provided for the findings

105. As presented in section 7, the EESG will play a central role in ensuring the quality of evaluations during the 2014-2020 Programme.

13. Partner organisations 2014-2020 evaluation plans

Our expectations of our partners

106. Opt-in organisations/NOMs/IBs and direct providers are required to inform the ESF Evaluation Team of all planned evaluation at the earliest opportunity. Information on planned evaluations should be sent to Anna Taylor (Head of ESF Evaluation at DWP) at esf.evaluations@dwp.gsi.gov.uk. This will ensure that planned evaluations by our partners complement the national programme level evaluation and avoid duplication. Importantly it will allow for local level evaluation evidence to feed into the national evaluation and build understanding of what works, the impact, effectiveness and efficiency of ESF provision and how ESF objectives are being met during the life cycle of the programme.

107. The ESF Evaluation Team will be a key stakeholder in partner evaluations and we expect as a minimum:

- Be invited to review and comment on evaluation specifications
- Be invited to participate on relevant evaluation steering groups¹⁷
- Be invited to review draft reports prior to publication
- Be invited to attend evaluation presentations and/or publication launch events

108. At the time of developing this evaluation plan, the ESF Evaluation Team were informed of the following partner evaluation plans which are provisional and subject to change.

Big Lottery Fund

109. The Big Lottery Fund is matching funds from the European Social Fund (ESF) 2014-2020 to provide joint investment in local projects tackling the root causes of poverty, promoting social inclusion and driving local jobs and growth. The Big Lottery's Building Better Opportunities (BBO) programme will provide support to communities and people most in need across England.

110. Big Lottery Fund expect to fund around 140 projects around improving employability for the most disadvantaged people, including projects that focus on a particular target group of people or a particular aspect of disadvantage such as lack of financial literacy.

111. Evaluation undertaken by the Big Lottery Fund will focus on:

- **Access:** Qualitative analysis to obtain and share learning from grant holders on the most successful ways to manage ESF requirements as part of project delivery.
- **Impact:** Evaluation will be undertaken with a selection of BBO projects to understand what types of interventions work best with certain target groups and why. This includes an assessment of job results and soft outcomes such as levels of confidence and self-esteem of participants.
- **Programme of learning activities:** the sharing of real-time learning on both impact and access with BBO grant holders throughout the programme, so that grant holders can learn and improve their own project delivery.

¹⁷ Active participation and attendance of ESF Evaluation Team members on evaluation steering groups will be subject to resource and timing constraints

112. The GLA consider there to be two key focuses for evaluation of the 2014-2020 ESF Programme:

- 1) An increased focus on **the impact of the ESF programme and cost benefit analysis**. GLA acknowledge that whilst monitoring participant results is important, understanding the net impact of the ESF programme provision compared to what would be expected to happen without ESF funded provision will help understand which groups are benefiting from support.
- 2) A focus on evaluation **which explores new and innovative approaches to delivering support** to the hardest to help groups. These evaluations could focus on particular programmes, or look thematically across a range of different programmes.

14. Closing remarks on the ESF 2014-2020 evaluation plan

113. The development of the 2014-2020 evaluation plan is an iterative and interactive process. An updated evaluation plan will be submitted annually providing progress against existing evaluation plans, further detail on specific evaluation strands and any new research needs identified both by the Managing Authority and partner organisations.

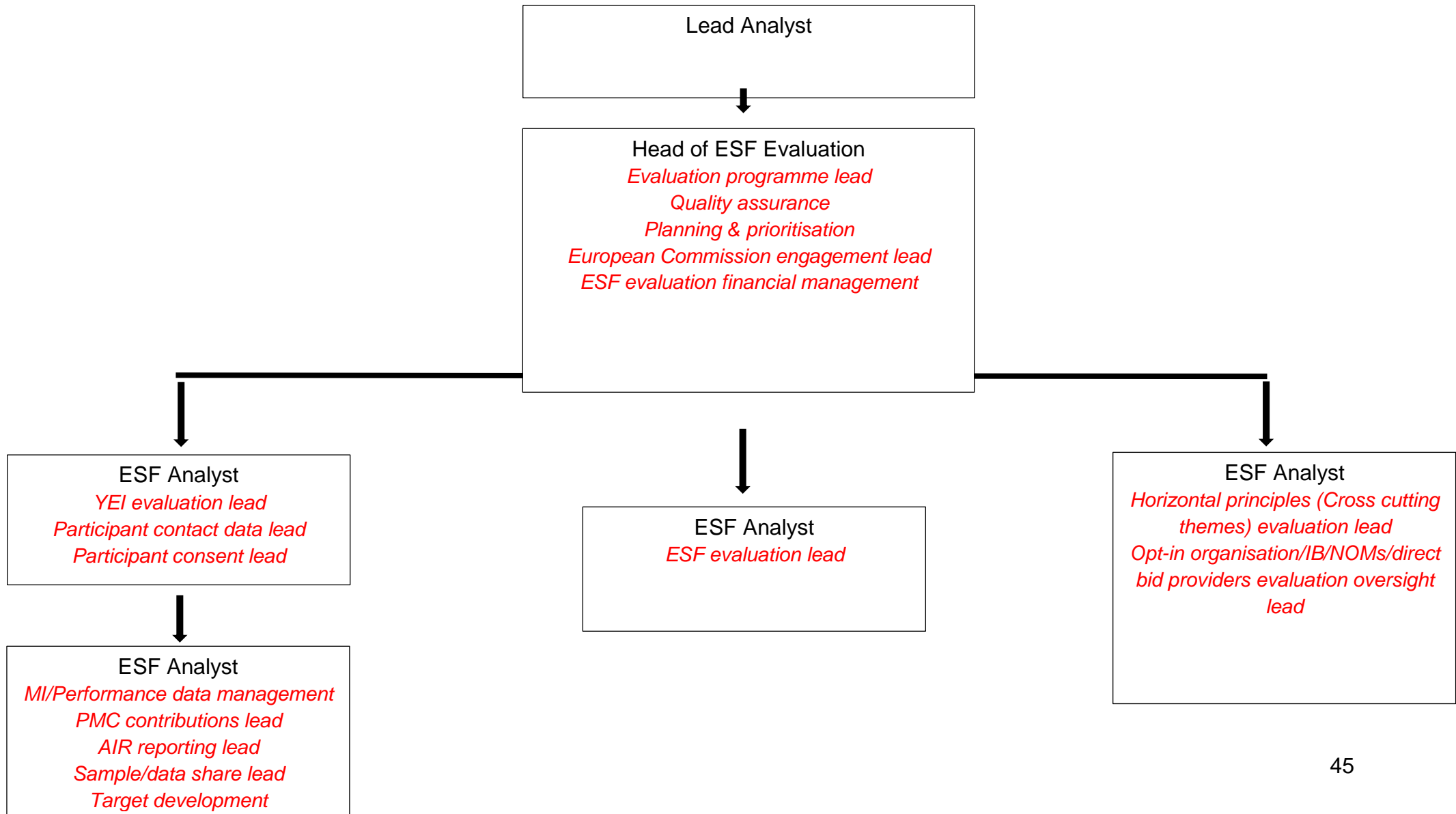
Annex 1: Investment Priorities

Priority Axis	Thematic Objective	Investment Priority
Priority Axis 1: Inclusive Labour Markets, which combines activities to address employment and social inclusion issues	Thematic Objective 8: Promoting sustainable and quality employment and supporting labour mobility	Investment Priority 8.i: Access to employment for jobseekers 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
		Investment Priority 8.ii: 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 young people from marginalised communities, including through the implementation of the Youth Guarantee
		Investment Priority 8.ii (YEI): 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
	Thematic Objective 9: Promoting social inclusion, combating poverty and any discrimination	Investment Priority 9i: Active inclusion, including with a view to promoting equal opportunities and active participation, and improving employability.
		Investment Priority 9vi: Community Led Local Development strategies
Priority Axis 2: Skills for Growth	Thematic Objective 10: Investing in education, training and vocational training for skills and life-long learning	Investment Priority 10iii: 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 including through career guidance and validation of acquired competences
		Investment Priority 10iv: 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.

Annex 2: Reporting requirements

Lead	Output	Timing	Reference
Member State	In the AIR: Synthesis of the findings of all evaluations of the programme (including YEI where appropriate)	By 31 May each year from 2016 until 2023, by 30 June in 2017 and 2019	CPR Art. 50
Commission	Summary report based on the annual implementation reports of the Member States; as well as a synthesis of the findings of the available evaluations of programmes	Each year from 2016	CPR Art. 53
Member State	In the progress reports: Progress made towards achievement of the Union strategy for smart, sustainable and inclusive growth, as well as of the Fund-specific missions (including YEI where appropriate)	By 31 August 2017 and by 31 August 2019	CPR Art. 52
Commission	Strategic report summarising the progress reports of the Member States	By 31 December 2017 and 31 December 2019	CPR Art. 53
Member State	Report summarising the findings of evaluations carried out during the programming period The main aim of this final report is to : assist member States preparing for the next programming period; - to support the ex-post evaluation that will be managed by the EC	By 31 December 2022	CPR Art. 114

Annex 3 : DWP ESF Evaluation Team: Reporting lines



Evaluation Team: Resource & Skills

- The minimum resource required to deliver against current evaluation plans as at January 2016, is 5 full time equivalent analysts.
- Analysts in the team will be required to hold relevant skills to match the evaluation priorities of the team. This includes:
 - Large scale quantitative survey design
 - Qualitative research design
 - Impact evaluation design and delivery experience (specifically counter-factual impact evaluation - *CIE*)
 - Social research commissioning and management experience
 - Quantitative primary & secondary data analysis experience
 - Desirable: experience of conducting qualitative research
 - Presentation to senior audience experience
 - Report drafting
 - Literature review design and delivery
 - Desirable: experience of European Social Fund and DWP labour market support offer
- Where an individual does not hold the appropriate skills and experience, formal training, on the job coaching and mentoring will be provided.
- The DWP Lead Analyst accountable for the ESF Evaluation Programme will be responsible for ensuring resource to deliver against evaluation objectives is in place. This will include ensuring alternative arrangements are made when resource in the ESF Evaluation Team is at risk due to changes in staff.

Annex 4: ESF Evaluation Steering Group (EESG): Terms of Reference

Terms of Reference: December 2015¹⁸

Purpose of ESF Evaluation Steering Group

The ESF Evaluation Steering Group (EESG) has been established to help DWP access expertise, support and constructive challenge in the development and delivery of the ESF Programme Evaluation 2014-2020. This meets the European Commission recommendation to appoint a steering group to coordinate the process of evaluation.¹⁹

The EESG provides members with a formal opportunity to steer and provide direction on the ESF Evaluation Plan for 2014-2020 to ensure that programme evaluation meets the strategic objectives of the European Commission, the Managing Authority and Opt-in organisations. Members will be able to shape and influence the development of specific evaluation strands within the Evaluation Plan. The steering group will have two functions:

1. an **institutional-representative function**, ensuring the interests of all major stakeholders/partners are taken into consideration and that institutions which might have to act on the recommendations are involved.
2. a **technical-methodological function**, safeguarding the technical quality of the evaluation from a methodological viewpoint and guaranteeing independence of the evaluation by relying on scientific experts.

Responsibilities

The role of the EESG is to:

1. provide **direction and steer** to the 2014-2020 ESF Evaluation Plan and the individual evaluations included within it.
2. ensure evaluations are conducted in a **professional and ethical manner**. This includes ensuring that there is impartiality, a consultation of stakeholders at all stages of the evaluation process and that evaluators are independent.²⁰

Members of the EESG will be expected to:

1. provide advice and direction on:

¹⁸ We expect that these terms of reference will develop and evolve over time to meet the needs of the EESG and reflect any agreed change in focus.

¹⁹ European Commission, Guidance Document on Evaluation Plans – Annex 2 p. 21
http://ec.europa.eu/regional_policy/sources/docoffic/2014/working/evaluation_plan_guidance_en.pdf

²⁰ European Commission, Guidance Document on Evaluation Plans – Annex 2 p. 21
http://ec.europa.eu/regional_policy/sources/docoffic/2014/working/evaluation_plan_guidance_en.pdf

- the scope of individual evaluations (such as which decisions are to be informed by the evaluation and which questions are to be included or excluded)
 - methodology issues (such as how to ensure the sample is robust or how to increase response rates for specific participant types)
 - achieving value for money from evaluations
 - meeting the European Commission evaluation and monitoring requirements²¹ (such as reporting of the longer-term results indicators)
 - ensuring evaluation results are disseminated as widely as possible to maximise the impact and opportunity to learn from the evaluation
2. work with the DWP ESF Evaluation Team at pace and be able to respond rapidly to requests to review and provide comment on key evaluation documents to ensure they are accurate, clear and reflect evaluation requirements. These documents might include:
 - terms of Reference documents (e.g. research specifications)
 - research tools (e.g. questionnaire surveys or interview topic guides)
 - draft inception reports and other draft reports delivered during the course of the evaluation.
 3. represent the views of their business area, participants or organisation, and therefore agree to consult colleagues and bring relevant information to meetings and or requests to review and comment on key documents.
 4. share knowledge and insight on the following:
 - issues affecting ESF/YEI participants
 - existing labour market support and provision and how ESF/YEI provision complements the mainstream offer
 5. communicate with relevant colleagues regarding outputs from the EESG and take forward agreed actions.

Proposed Membership

We propose membership to consist of a wide range of internal and external stakeholders, to ensure a breadth of knowledge and expertise in shaping 2014-2020 ESF Evaluation activities, and to ensure coverage of each of the responsibilities listed above. We anticipate that the group will work primarily as a single forum, but from time to time and dependent on the evaluation strand, the group membership may change where DWP may invite additional members as appropriate²². A full list of proposed members is included at the end of this document.

²¹ As described in EC Guidance document on Monitoring and Evaluation (June 2015) and specifically Annex D – Practical guidance on data collection and validation (September 2015).

²² Including representatives from direct bid providers when appropriate

Meetings and engagement

We anticipate that meetings and other forms of engagement will align to the key milestones of each evaluation strand, including:

- scoping and set up
- research tool design (e.g. questionnaire design)
- headline findings and reporting
- final reporting

The mode of engagement with the EESG will vary depending on the relevant key milestone. For example, views on research tools and research report drafts are likely to be captured via email, whilst discussions on scoping and set up and the reporting of headline findings are likely to take place during formal meetings.

EESG meetings will generally be held at either Caxton House in London or Rockingham House in Sheffield, and where possible we will provide a teleconferencing or video conferencing option for those joining remotely.

An agenda, minutes and associated documents will be issued for your review 10 working days in advance of each meeting in normal circumstances. Where time allows, the DWP ESF Evaluation Team would welcome comments in advance of each meeting as this will help us better prepare and use the time as productively as possible.

The DWP ESF Evaluation Team will chair the steering group meetings.

Each steering group member should:

- be committed to attending (or sending suitably briefed colleagues to) meetings where the subject matter relates to their areas of expertise
- advise us in advance if they will attend.

Outputs

Meeting minutes, a decision log and list of action points will be circulated following every steering group meeting within 20 working days whenever possible.

Links to other ESIF governance groups

- **ESF Working Group**

The **formal** EESG will run alongside and independently of the **informal** ESF Working Group, which has a different remit and will be led by ESFD. The primary role of the Working Group is to provide an informal forum to assist Opt-in organisations, NOMs and intermediate bodies and direct bid providers in understanding their monitoring requirements as set by the EC, as well as to share best practice in evaluation, discuss concerns and learn lessons from one another.

- **National Sub Committees**

The National Sub-committees are responsible for providing specialist advice and support to the Programme Monitoring Committee in its role to oversee that the European Growth Programme's policy and operational objectives are delivered successfully. The **National Evaluation Sub Committee** is required to:

- Advise on ERDF and ESF evaluations undertaken as part of the Evaluation Strategy developed by the Managing Authority
- Contribute to evaluation reports developed by the Managing Authority

We anticipate that the key differences between the EESG and the National Evaluation Sub-Committee are:

- The EESG exists outside of the formal governance arrangements for the ESIF programmes, whilst the National Evaluation Sub-Committee reports to the Programme Monitoring Committee / Growth Programme Board.
- EESG is more responsive to the specific needs of the ESF Evaluation Programme, whilst the National Evaluation Sub-Committee oversees evaluation for all ESIF programmes.
- EESG is run by the DWP ESF Evaluation Team, whilst the National Evaluation Sub-Committee is run by DCLG.
- Engagement of the EESG takes place at key milestones for specific evaluation strands whilst National Evaluation Sub-Committee meetings take place on a routine basis.
- EESG has a greater involvement in the detailed key decisions on how each ESF programme evaluation strand is undertaken.
- EESG provides advice to the ESF Evaluation Team on how evaluations should be undertaken, whilst the National Evaluation Sub-Committee is responsible for advising the GPB on how evaluation is progressing and on whether to approve final evaluation reports.

EESG Core Membership

	Organisation / DWP Function	Name
DWP		
1.	ESF Evaluation Team	Anna Taylor
2.	Children, Families and Disadvantage	Stephen Balchin
3.	ESF Division – MA (Evaluation / Policy)	Anne Donkin
4.	ESF Division – MA (Evaluation / Policy)	Steve Spendlove / Duncan Carnie
5.	ESF Division – MA (Evaluation / Policy)	Jonathan Bailey
6.	DWP ESF Opt-In Organisation	Sue Johnson / Judith Walker
7.	Central Analysis Division	Mike Daly
8.	Labour Market Evidence and Narrative	Sarah Bradley
9.	Labour Market Strategy	Debbie Ralph
External		
1.	European Commission	Marc Vermyle (EMPL F4 geographical unit), England Desk Officer
2.	European Commission	Alan Zoric (ESF Analysis/Evaluation)
3.	Greater London Authority	Lubomira Chirmiciu
4.	Cornwall Council	Jo Banks
5.	National Offender Management Service (NOMS)	Marek Musiol
6.	Big Lottery Fund	Ramona Herdman / Saroj Purba / Graham Bell
7.	Skills Funding Agency	Helen Woollacott (evaluation) & Paul Rushton (MI)
8.	Department for Business, Innovation and Skills	John Madill
9.	Department for Communities and Local Government – to cover links with the ERDF	Simon Jones
10.	Organisation representing equality	<i>To be confirmed once equality sub-committee is established (Dec 15)</i>

11.	Organisation representing voluntary/community sector	<i>To be confirmed</i>
12.	Organisation representing sustainable development	<i>To be confirmed</i>

In addition to the above core membership, we expect to invite relevant subject or methodological experts to specific meetings where their input would be crucial to the agenda of the meeting. For example, inviting DWP policy and analysts working on youth unemployment to meetings that include a discussion of the Youth Employment Initiative evaluation; or inviting methodological experts to meetings on complex evaluation methodologies, such as counterfactual evaluation.

If a Steering Group member believes that there are additional groups or organisations whose expertise should be reflected in this group, please notify Anna Taylor (Head of ESF Evaluation Team) and she will seek to involve them.

Annex 5: Common output and result indicators

Common output and result indicators will be reported by investment priority, category of region and gender. Please note that some common indicators will not be applicable for all investment priorities due to differing target groups. The tables below detail the data source and frequency of reporting for each common indicator.

Common output indicators			
ID	Indicator	Data source	Frequency
CO01	Unemployed, including long-term unemployed	Monitoring Data	AIR and PMCs
CO02	Long-term unemployed	Monitoring Data	AIR and PMCs
CO03	Inactive	Monitoring Data	AIR and PMCs
CO04	Inactive, not in education or training	Monitoring Data	AIR and PMCs
CO05	Employed, including self-employed	Monitoring Data	AIR and PMCs
CO06	Below 25 years of age	Monitoring Data	AIR and PMCs
CO07	Above 54 years of age	Monitoring Data	AIR and PMCs
CO08	Above 54 years of age who are unemployed, including long-term unemployed, or inactive not in education or training	Monitoring Data	AIR and PMCs
CO09	With primary (ISCED 1) or lower secondary education (ISCED 2)	Monitoring Data	AIR and PMCs
CO10	With upper secondary (ISCED 3) or post-secondary education (ISCED 4)	Monitoring Data	AIR and PMCs
CO11	With tertiary education (ISCED 5 to 8)	Monitoring Data	AIR and PMCs
CO12	Participants who live in jobless households	Monitoring Data	AIR and PMCs
CO13	Participants who live in jobless households with dependent children	Monitoring Data	AIR and PMCs
CO14	Participants who live in single adult household with dependent children	Monitoring Data	AIR and PMCs
CO15	Migrants, people with a foreign background, minorities (including marginalised communities such as the Roma)	Monitoring Data	AIR and PMCs
CO16	Participants with disabilities	Monitoring Data	AIR and PMCs
CO17	Other disadvantaged	Monitoring Data	AIR and PMCs
CO18	Homeless or affected by exclusion	Monitoring Data	AIR and PMCs
CO19	From rural areas	Monitoring Data	AIR and PMCs
CO20	Number of projects fully or partially implemented by social partners or non-Governmental organisation's	Monitoring Data	AIR and PMCs
CO21	Number of projects dedicated to the sustainable participation and progress of women in employment	Monitoring Data	AIR and PMCs

CO22	Number of projects targeting public administrations or public services dedicated at national, regional or local level	Monitoring Data	AIR and PMCs
CO23	Number of supported micro, small and medium sized enterprises (including co-operative enterprises and enterprises of the social economy)	Monitoring Data	AIR and PMCs

Common output indicators			
ESF CR01	Inactive participants engaged in job-searching upon leaving	Monitoring Data	AIR and PMCs
ESF CR02	Participants in education/training upon leaving	Monitoring Data	AIR and PMCs
ESF CR03	Participants gaining a qualification upon leaving	Monitoring Data	AIR and PMCs
ESF CR04	Participants in employment, including self-employment, upon leaving	Monitoring Data	AIR and PMCs
ESF CR05	Disadvantaged participants engaged in job searching, education/training, gaining a qualification, or in employment, including self-employment, upon leaving	Monitoring Data	AIR and PMCs
ESF CR06	Participants in employment, including self-employment, six months after leaving	Survey	Twice
ESF CR07	Participants with an improved labour market situation, six months after leaving	Survey	Twice
ESF CR08	Participants above 54 years of age in employment, including self-employment, six months after leaving	Survey	Twice
ESF CR09	Disadvantaged participants in employment, including self-employment, six months after leaving	Survey	Twice

Common and programme specific indicators with targets by investment priority

Priority Axis 1: Inclusive labour markets

Investment priority 8i - 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.

Output indicators for which a target value has been set							
ID	Indicator	Category of region	Total Target Value (2023)	Men target value (2023)	Women target value (2023)	Source of data	Frequency of reporting
O1	Participants	Less developed	21,600	11,000	10,600	Monitoring Data	AIR and PMCs
ESF - CO01	Unemployed, including long-term unemployed	Less developed	11,900			Monitoring Data	AIR and PMCs
ESF - CO03	Inactive	Less developed	8,600			Monitoring Data	AIR and PMCs
O4	Participants over 50 years of age	Less developed	5,500			Monitoring Data	AIR and PMCs
O5	Participants from ethnic minorities	Less developed	240			Monitoring Data	AIR and PMCs
ESF - CO16	Participants with disabilities	Less developed	6,500			Monitoring Data	AIR and PMCs
O6	Participants without basic skills	Less developed	4,500			Monitoring Data	AIR and PMCs
ESF - CO14	Participants who live in a single adult household with dependent children	Less developed	2,400			Monitoring Data	AIR and PMCs
O1	Participants	Transition	149,000	80,000	69,000	Monitoring Data	AIR and PMCs
ESF - CO01	Unemployed, including long-term unemployed	Transition	104,300			Monitoring Data	AIR and PMCs
ESF - CO03	Inactive	Transition	37,200			Monitoring Data	AIR and PMCs
O4	Participants over 50 years of age	Transition	29,300			Monitoring Data	AIR and PMCs
O5	Participants from ethnic minorities	Transition	11,500			Monitoring Data	AIR and PMCs
ESF - CO16	Participants with disabilities	Transition	38,400			Monitoring Data	AIR and PMCs
O6	Participants without basic skills	Transition	26,200			Monitoring Data	AIR and PMCs
ESF - CO14	Participants who live in a single adult household with dependent children	Transition	21,700			Monitoring Data	AIR and PMCs
O1	Participants	More Developed	594,300	325,800	268,500	Monitoring Data	AIR and PMCs
ESF - CO01	Unemployed, including long-term unemployed	More Developed	416,000			Monitoring Data	AIR and PMCs
ESF - CO03	Inactive	More Developed	148,600			Monitoring Data	AIR and PMCs
O4	Participants over 50 years of age	More Developed	116,900			Monitoring Data	AIR and PMCs
O5	Participants from ethnic minorities	More Developed	130,800			Monitoring Data	AIR and PMCs

ESF - CO16	Participants with disabilities	More Developed	153,300			Monitoring Data	AIR and PMCs
O6	Participants without basic skills	More Developed	104,600			Monitoring Data	AIR and PMCs
ESF - CO14	Participants who live in a single adult household with dependent children	More Developed	76,500			Monitoring Data	AIR and PMCs

Results indicators for which a target value has been set						
ID	Indicator	Category of region	Total baseline value	Target value (2023)	Source of data	Frequency of reporting
R1	Unemployed participants into employment (including self-employment) on leaving	Less developed	15%	22%	Monitoring Data	AIR and PMCs
R1	Unemployed participants into employment (including self-employment) on leaving	Transition	16%	22%	Monitoring Data	AIR and PMCs
R1	Unemployed participants into employment (including self-employment) on leaving	More developed	16%	22%	Monitoring Data	AIR and PMCs
R2	Inactive participants into employment, or job search on leaving	Less developed	29%	33%	Monitoring Data	AIR and PMCs
R2	Inactive participants into employment, or job search on leaving	Transition	29%	33%	Monitoring Data	AIR and PMCs
R2	Inactive participants into employment, or job search on leaving	More developed	29%	33%	Monitoring Data	AIR and PMCs
R3	Participants gaining basic skills	Less developed	3%	4%	Monitoring Data	AIR and PMCs
R3	Participants gaining basic skills	Transition	4%	4%	Monitoring Data	AIR and PMCs
R3	Participants gaining basic skills	More developed	4%	4%	Monitoring Data	AIR and PMCs
R4	Participants with childcare needs receiving childcare support	Less developed	18%	36%	Survey	Twice
R4	Participants with childcare needs receiving childcare support	Transition	18%	36%	Survey	Twice
R4	Participants with childcare needs receiving childcare support	More developed	18%	36%	Survey	Twice
ESF-CR06	Participants in employment, including self-employment, 6 months after leaving	Less developed	31%	31%	Survey	Twice
ESF-CR06	Participants in employment, including self-employment, 6 months after leaving	Transition	34%	34%	Survey	Twice
ESF-CR06	Participants in employment, including self-employment, 6 months after leaving	More developed	34%	34%	Survey	Twice

Investment priority 8ii - 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 young people from marginalised communities, including through the implementation of the Youth Guarantee.

Output indicators for which a target value has been set							
ID	Indicator	Category of region	Total Target Value (2023)	Men target value (2023)	Women target value (2023)	Source of data	Frequency of reporting
O2	Participants (below 25 years of age) who are unemployed or inactive	Less developed	5,400	2,700	2,700	Monitoring Data	AIR and PMCs
ESF - CO01	Unemployed, including long-term unemployed	Less developed	3,300			Monitoring Data	AIR and PMCs
ESF - CO03	Inactive	Less developed	1,900			Monitoring Data	AIR and PMCs
O5	Participants from ethnic minorities	Less developed	60			Monitoring Data	AIR and PMCs
ESF - CO16	Participants with disabilities	Less developed	850			Monitoring Data	AIR and PMCs
O6	Participants without Basic Skills	Less developed	1,130			Monitoring Data	AIR and PMCs
ESF - CO14	Participants who live in a single adult household with dependent children	Less developed	360			Monitoring Data	AIR and PMCs
O2	Participants (below 25 years of age) who are unemployed or inactive	Transition	21,200	11,400	9,800	Monitoring Data	AIR and PMCs
ESF - CO01	Unemployed, including long-term unemployed	Transition	14,800			Monitoring Data	AIR and PMCs
ESF - CO03	Inactive	Transition	5,300			Monitoring Data	AIR and PMCs
O5	Participants from ethnic minorities	Transition	1,600			Monitoring Data	AIR and PMCs
ESF - CO16	Participants with disabilities	Transition	2,100			Monitoring Data	AIR and PMCs
O6	Participants without Basic Skills	Transition	3,730			Monitoring Data	AIR and PMCs
ESF - CO14	Participants who live in a single adult household with dependent children	Transition	1,300			Monitoring Data	AIR and PMCs
O2	Participants (below 25 years of age) who are unemployed or inactive	More developed	153,400	84,100	69,300	Monitoring Data	AIR and PMCs
ESF - CO01	Unemployed, including long-term unemployed	More developed	107,400			Monitoring Data	AIR and PMCs
ESF - CO03	Inactive	More developed	38,400			Monitoring Data	AIR and PMCs
O5	Participants from ethnic minorities	More developed	30,700			Monitoring Data	AIR and PMCs
ESF - CO16	Participants with disabilities	More developed	15,300			Monitoring Data	AIR and PMCs

O6	Participants without Basic Skills	More developed	27,000			Monitoring Data	AIR and PMCs
ESF - CO14	Participants who live in a single adult household with dependent children	More developed	6,900			Monitoring Data	AIR and PMCs

Result indicators and programme-specific result indicators for which a target value has been set						
ID	Indicator	Category of region	Total baseline value	Target value (2023)	Source of data	Frequency of reporting
R3	Participants gaining basic skills	Less developed	3%	4%	Monitoring Data	AIR and PMCs
R3	Participants gaining basic skills	Transition	4%	4%	Monitoring Data	AIR and PMCs
R3	Participants gaining basic skills	More developed	4%	4%	Monitoring Data	AIR and PMCs
R5	Participants (below 25 years of age) in employment, including self-employment, or education/ training upon leaving	Less developed	87%	55%	Monitoring Data	AIR and PMCs
R5	Participants (below 25 years of age) in employment, including self-employment, or education/ training upon leaving	Transition	72%	43%	Monitoring Data	AIR and PMCs
R5	Participants (below 25 years of age) in employment, including self-employment, or education/ training upon leaving	More developed	72%	43%	Monitoring Data	AIR and PMCs
ESF-CR06	Participants in employment, including self-employment, 6 months after leaving	Less developed	31%	31%	Survey	Twice
ESF-CR06	Participants in employment, including self-employment, 6 months after leaving	Transition	34%	34%	Survey	Twice
ESF-CR06	Participants in employment, including self-employment, 6 months after leaving	More developed	34%	34%	Survey	Twice

Investment priority 8ii - 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.

YEI output indicators for which a target value has been set						
ID	Indicator	Total Target Value (2023)	Men target value (2023)	Women target value (2023)	Source of data	Frequency of reporting
YEI - O8	Participants (below 25 years of age) who are unemployed OR inactive (not in education or training)	84,000	44,500	39,500	Monitoring Data	AIR and PMCs
YEI - O3	Participants (aged 25-29) who are unemployed OR inactive (not in education or training)	28,000	14,900	13,100	Monitoring data	AIR and PMCs
YEI - O9	Unemployed (including long term unemployed) participants (YEI)	84,000			Monitoring data	AIR and PMCs
YEI – O10	Long-term unemployed participants (YEI)	28,000			Monitoring data	AIR and PMCs
YEI – O11	Inactive participants not in education or training (YEI)	28,000			Monitoring Data	AIR and PMCs
O5	Participants from ethnic minorities	33,600			Monitoring Data	AIR and PMCs
YEI – O12	Participants with disabilities (YEI)	11,200			Monitoring Data	AIR and PMCs
YEI – O13	Participants who live in a single adult household with dependent children (YEI)	5,000			Monitoring Data	AIR and PMCs

YEI result indicators and programme-specific result indicators which a target value has been set					
ID	Indicator	Total baseline value	Target value (2023)	Source of data	Frequency of reporting
YEI - CR01	Unemployed participants who complete the YEI supported intervention	70%	70%	Monitoring Data	AIR and PMCs
YEI - CR02	Unemployed participants who receive an offer of employment, continued education, apprenticeship or traineeship upon leaving	48%	48%	Monitoring Data	AIR and PMCs
YEI - CR03	Unemployed participants who are in education/training, gaining a qualification, or in employment, including self-employment, upon leaving	48%	48%	Monitoring Data	AIR and PMCs
YEI - CR04	Long-term unemployed participants who complete the YEI supported intervention	60%	60%	Monitoring Data	AIR and PMCs
YEI - CR05	Long-term unemployed participants who receive an offer of employment, continued education,	38%	38%	Monitoring Data	AIR and PMCs

	apprenticeship or traineeship upon leaving				
YEI - CR06	Long-term unemployed participants who are in education/training, gaining a qualification, or are in employment, including self-employment, upon leaving	38%	38%	Monitoring Data	AIR and PMCs
YEI - CR07	Inactive participants not in education or training who complete the YEI supported intervention	60%	60%	Monitoring Data	AIR and PMCs
YEI - CR08	Inactive participants not in education or training who receive an offer of employment, continued education, apprenticeship or traineeship upon leaving	33%	32%	Monitoring Data	AIR and PMCs
YEI - CR09	Inactive participants not in education or training who are in education/training, gaining a qualification, or are in employment, including self-employment, upon leaving	33%	32%	Monitoring Data	AIR and PMCs
YEI - CR10	Participants in continued education, training programmes leading to a qualification, an apprenticeship or a traineeship six months after leaving	15%	15%	Survey	Once
YEI - CR11	Participants in employment six months after leaving	34%	30%	Survey	Once
YEI - CR12	Participants in self-employment six months after leaving	3%	3%	Survey	Once

Investment priority 9i - Active inclusion, including with a view to promoting equal opportunities and active participation, and improving employability.

Output indicators for which a target value has been set							
ID	Indicator	Category of region	Total Target Value (2023)	Men target value (2023)	Women target value (2023)	Source of data	Frequency of reporting
O1	Participants	Less developed	11,900	6,000	5,900	Monitoring Data	AIR and PMCs
ESF - CO01	Unemployed, including long-term unemployed	Less developed	3,600			Monitoring Data	AIR and PMCs
ESF - CO03	Inactive	Less developed	7,800			Monitoring Data	AIR and PMCs
O4	Participants over 50 years of age	Less developed	2,400			Monitoring Data	AIR and PMCs
O5	Participants from ethnic minorities	Transition	130			Monitoring Data	AIR and PMCs
ESF - CO16	Participants with disabilities	Less developed	4,200			Monitoring Data	AIR and PMCs
O1	Participants	Transition	62,200	40,500	21,700	Monitoring Data	AIR and PMCs
ESF - CO01	Unemployed, including long-term unemployed	Transition	28,600			Monitoring Data	AIR and PMCs
ESF - CO03	Inactive	Transition	30,500			Monitoring Data	AIR and PMCs
O4	Participants over 50 years of age	Transition	8,700			Monitoring Data	AIR and PMCs
O5	Participants from ethnic minorities	Transition	6,800			Monitoring Data	AIR and PMCs
ESF - CO16	Participants with disabilities	Transition	13,700			Monitoring Data	AIR and PMCs
O7	Participants who are offenders or ex-offenders	Transition	20,700			Monitoring Data	AIR and PMCs
O1	Participants	More developed	228,500	150,700	77,800	Monitoring Data	AIR and PMCs
ESF - CO01	Unemployed, including long-term unemployed	More developed	105,000			Monitoring Data	AIR and PMCs
ESF - CO03	Inactive	More developed	112,100			Monitoring Data	AIR and PMCs
O4	Participants over 50 years of age	More developed	32,000			Monitoring Data	AIR and PMCs
O5	Participants from ethnic minorities	More developed	52,800			Monitoring Data	AIR and PMCs
ESF - CO16	Participants with disabilities	More developed	50,300			Monitoring Data	AIR and PMCs
O7	Participants who are offenders or ex-offenders	More developed	75,800			Monitoring Data	AIR and PMCs

Result indicators and programme-specific result indicators for which a target value has been set						
ID	Indicator	Category of region	Total baseline value	Target value (2023)	Source of data	Frequency of reporting
ESF - CR02	Participants in education or training on leaving	Less developed	17%	17%	Monitoring Data	AIR and PMCs
ESF - CR02	Participants in education or training on leaving	Transition	16%	17%	Monitoring Data	AIR and PMCs
ESF - CR02	Participants in education or training on leaving	More developed	16%	17%	Monitoring Data	AIR and PMCs

ESF - CR06	Participants in employment, including self-employment, 6 months after leaving	Less developed	27%	20%	Survey	Twice
ESF - CR06	Participants in employment, including self-employment, 6 months after leaving	Transition	30%	22%	Survey	Twice
ESF - CR06	Participants in employment, including self-employment, 6 months after leaving	More developed	30%	22%	Survey	Twice
R1	Unemployed participants into employment, including self-employment on leaving	Less developed	17%	14%	Monitoring Data	AIR and PMCs
R1	Unemployed participants into employment, including self-employment on leaving	Transition	16%	14%	Monitoring Data	AIR and PMCs
R1	Unemployed participants into employment, including self-employment on leaving	More developed	16%	14%	Monitoring Data	AIR and PMCs
R2	Inactive participants into employment, or jobsearch on leaving	Less developed	29%	27%	Monitoring Data	AIR and PMCs
R2	Inactive participants into employment, or jobsearch on leaving	Transition	29%	27%	Monitoring Data	AIR and PMCs
R2	Inactive participants into employment, or jobsearch on leaving	More developed	29%	27%	Monitoring Data	AIR and PMCs
R4	Participants with childcare needs receiving childcare support	Less developed	18%	36%	Survey	Twice
R4	Participants with childcare needs receiving childcare support	Transition	18%	36%	Survey	Twice
R4	Participants with childcare needs receiving childcare support	More developed	18%	36%	Survey	Twice

Investment priority 9vi - Community-led local development strategies.

Output indicators for which a target value has been set							
ID	Indicator	Category of region	Total Target Value (2023)	Men target value (2023)	Women target value (2023)	Source of data	Frequency of reporting
O1	Participants	Less developed	3,100	1,600	1,500	Monitoring Data	AIR and PMCs
ESF - CO01	Unemployed, including long-term unemployed	Less developed	1,700			Monitoring Data	AIR and PMCs
ESF - CO03	Inactive	Less developed	1,300			Monitoring Data	AIR and PMCs
O4	Participants over 50 years of age	Less developed	740			Monitoring Data	AIR and PMCs
O5	Participants from ethnic minorities	Less developed	30			Monitoring Data	AIR and PMCs
ESF - CO16	Participants with disabilities	Less developed	900			Monitoring Data	AIR and PMCs
O1	Participants	Transition	7,000	3,800	3,200	Monitoring Data	AIR and PMCs
ESF - CO01	Unemployed, including long-term unemployed	Transition	4,900			Monitoring Data	AIR and PMCs
ESF - CO03	Inactive	Transition	1,800			Monitoring Data	AIR and PMCs
O4	Participants over 50 years of age	Transition	1,200			Monitoring Data	AIR and PMCs
O5	Participants from ethnic minorities	Transition	770			Monitoring Data	AIR and PMCs
ESF - CO16	Participants with disabilities	Transition	1,600			Monitoring Data	AIR and PMCs
O1	Participants	More Developed	32,000	17,500	14,500	Monitoring Data	AIR and PMCs
ESF - CO01	Unemployed, including long-term unemployed	More Developed	22,400			Monitoring Data	AIR and PMCs
ESF - CO03	Inactive	More Developed	8,000			Monitoring Data	AIR and PMCs
O4	Participants over 50 years of age	More Developed	5,800			Monitoring Data	AIR and PMCs
O5	Participants from ethnic minorities	More Developed	7,400			Monitoring Data	AIR and PMCs
ESF - CO16	Participants with disabilities	More Developed	7,400			Monitoring Data	AIR and PMCs

Result indicators and programme-specific result indicators for which a target value has been set						
ID	Indicator	Category of region	Total baseline value	Target value (2023)	Source of data	Frequency of reporting
ESF - CR02	Participants in education or training on leaving	Less developed	-	20%	Monitoring Data	AIR and PMCs
ESF - CR02	Participants in education or training on leaving	Transition	-	19%	Monitoring Data	AIR and PMCs
ESF - CR02	Participants in education or training on leaving	More developed	-	19%	Monitoring Data	AIR and PMCs

R1	Unemployed participants in employment, including self-employment on leaving	Less developed	17%	17%	Monitoring Data	AIR and PMCs
R1	Unemployed participants in employment, including self-employment on leaving	Transition	16%	16%	Monitoring Data	AIR and PMCs
R1	Unemployed participants in employment, including self-employment on leaving	More developed	16%	16%	Monitoring Data	AIR and PMCs
R2	Inactive participants into employment, or jobsearch on leaving	Less developed	29%	29%	Monitoring Data	AIR and PMCs
R2	Inactive participants into employment, or jobsearch on leaving	Transition	29%	29%	Monitoring Data	AIR and PMCs
R2	Inactive participants into employment, or jobsearch on leaving	More developed	29%	29%	Monitoring Data	AIR and PMCs

Priority axis 2: Skills for growth

Investment priority 10iii - 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 including through career guidance and validation of acquired competences.

Output indicators for which a target value has been set							
ID	Indicator	Category of region	Total Target Value (2023)	Men target value (2023)	Women target value (2023)	Source of data	Frequency of reporting
O1	Participants	Less developed	13,500	6,300	7,200	Monitoring Data	AIR and PMCs
O4	Participants over 50 years of age	Less developed	3,000			Monitoring Data	AIR and PMCs
O5	Participants from ethnic minorities	Less developed	300			Monitoring Data	AIR and PMCs
ESF - CO16	Participants with disabilities	Less developed	1,400			Monitoring Data	AIR and PMCs
ESF - CO14	Participants who live in a single adult household with dependent children	Less developed	540			Monitoring Data	AIR and PMCs
O6	Participants without Basic Skills	Less developed	2,830			Monitoring Data	AIR and PMCs
O1	Participants	Transition	204,700	100,300	104,400	Monitoring Data	AIR and PMCs
O4	Participants over 50 years of age	Transition	40,900			Monitoring Data	AIR and PMCs
O5	Participants from ethnic minorities	Transition	13,500			Monitoring Data	AIR and PMCs
ESF - CO16	Participants with disabilities	Transition	15,500			Monitoring Data	AIR and PMCs
ESF - CO14	Participants who live in a single adult household with dependent children	Transition	10,200			Monitoring Data	AIR and PMCs
O6	Participants without basic skills	Transition	36,000			Monitoring Data	AIR and PMCs
O1	Participants	More developed	709,100	347,400	361,700	Monitoring Data	AIR and PMCs
O4	Participants over 50 years of age	More developed	141,800			Monitoring Data	AIR and PMCs
O5	Participants from ethnic minorities	More developed	124,800			Monitoring Data	AIR and PMCs
ESF - CO16	Participants with disabilities	More developed	55,900			Monitoring Data	AIR and PMCs
ESF - CO14	Participants who live in a single adult household with dependent children	More developed	35,500			Monitoring Data	AIR and PMCs
O6	Participants without basic skills	More developed	124,800			Monitoring Data	AIR and PMCs

Result indicators and programme-specific result indicators for which a target value has been set						
ID	Indicator	Category of region	Total baseline value	Target value (2023)	Source of data	Frequency of reporting
R3	Participants gaining basic skills	Less developed	11%	11%	Monitoring Data	AIR and PMCs
R3	Participants gaining basic skills	Transition	11%	11%	Monitoring Data	AIR and PMCs
R3	Participants gaining basic skills	More developed	11%	11%	Monitoring Data	AIR and PMCs
R6	Participants gaining level 2 or below or a unit of a level 2 or below qualification (excluding basic skills)	Less developed	21%	25%	Monitoring Data	AIR and PMCs
R6	Participants gaining level 2 or below or a unit of a level 2 or below qualification (excluding basic skills)	Transition	21%	25%	Monitoring Data	AIR and PMCs
R6	Participants gaining level 2 or below or a unit of a level 2 or below qualification (excluding basic skills)	More developed	21%	25%	Monitoring Data	AIR and PMCs
R7	Participants gaining level 3 or above or a unit of a level 3 or above qualification	Less developed	8%	8%	Monitoring Data	AIR and PMCs
R7	Participants gaining level 3 or above or a unit of a level 3 or above qualification	Transition	8%	8%	Monitoring Data	AIR and PMCs
R7	Participants gaining level 3 or above or a unit of a level 3 or above qualification	More developed	8%	8%	Monitoring Data	AIR and PMCs
R8	Employed females gaining improved labour market status	Less developed	35%	35%	Survey	Twice
R8	Employed females gaining improved labour market status	Transition	35%	35%	Survey	Twice
R8	Employed females gaining improved labour market status	More developed	35%	35%	Survey	Twice

Investment priority 10iv - 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.

Output indicators for which a target value has been set							
ID	Indicator	Category of region	Total Target Value (2023)	Men target value (2023)	Women target value (2023)	Source of data	Frequency of reporting
CO23	number of supported micro, small and medium-sized enterprises (including cooperative enterprises, enterprises of the social economy)	Less developed	1,800			Monitoring Data	AIR and PMCs
CO23	number of supported micro, small and medium-sized enterprises (including cooperative enterprises, enterprises of the social economy)	Transition	3,500			Monitoring Data	AIR and PMCs
CO23	number of supported micro, small and medium-sized enterprises (including cooperative enterprises, enterprises of the social economy)	More developed	12,600			Monitoring Data	AIR and PMCs

Result indicators and programme-specific result indicators for which a target value has been set						
ID	Indicator	Category of region	Total baseline value	Target value (2023)	Source of data	Frequency of reporting
R9	Small and Medium Enterprises successfully completing projects (which increase employer engagement; and/or the number of people progressing into or within skills provision)	Less developed		75%	Monitoring Data	AIR and PMCs
R9	Small and Medium Enterprises successfully completing projects (which increase employer engagement; and/or the number of people progressing into or within skills provision)	Transition		75%	Monitoring Data	AIR and PMCs
R9	Small and Medium Enterprises successfully completing projects (which increase employer engagement; and/or the number of people progressing into or within skills provision)	More developed		75%	Monitoring Data	AIR and PMCs