

# **Annual and final implementation reports for the Investment for growth and jobs goal**

## **PART A**

### **IDENTIFICATION OF THE ANNUAL/FINAL IMPLEMENTATION REPORT**

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## **2. OVERVIEW OF THE IMPLEMENTATION OF THE OPERATIONAL PROGRAMME (ARTICLE 50(2) AND 111(3)(A) OF REGULATION (EU) NO 1303/2013)**

### **2.1. Key information on the implementation of the operational programme for the year concerned, including on financial instruments, with relation to the financial and indicator data.**

By the end of December 2016 the Programme had made good progress with a total of 45 operations approved. Some €1,004m of total eligible costs has been committed; of which just under €623.8m of EU Grant has been awarded (around 80% of the EU funds available under the Programme). Most of the 'backbone' operations were in place by the end of 2016. Towards the end of 2016 a number of extensions were made to existing operations to award additional funding. This increase in the pace of commitment reflected WEFO's own internal target to meet 60% EU Grant commitment of the four main regional Structural Funds Programmes by the end of November 2016 which WEFO met.

In terms of progress at Priority-level, EU Grant commitment stood at 64% of the funds available under Priority 1 (Tackling Poverty through Sustainable Employment) by the end of December 2016, where 10 operations have been approved, including three additional approved operations and some extensions to existing operations during 2016. The Welsh Government ReACT operation which supports individuals impacted by redundancy, approved in 2015, was extended to include from 2018 support for short term unemployed individuals with no or low skills or a work-limiting health condition or disability. EU Grant commitment stood at 91% of the funds available under Priority 2 (Skills for Growth) by the end of December 2016, where 16 operations have been approved, including 10 operations during 2016. ESF support for Apprenticeships from Priority 2 was increased during 2016. EU Grant commitment stood at 74% of the funds available under Priority 3 (Youth Employment and Attainment) by the end of December 2016, where 13 operations have been approved, including 8 operations during 2016. These include the Welsh Government-led Communities for Work and Healthy Working Wales – Out of Work Services – 16-24 operations, along with a number of Local Government-led operations, including Inspire 2 Work, Inspire 2 Achieve and TRAC 11-24. EU Grant commitment stood at over 100% of the funds available under Priority 5 (Technical Assistance) by the end of December 2016, where all of the Technical Assistance operations have now been approved.

By the end of December 2016 just over €75.7m had been declared by beneficiaries to WEFO. Section 3.2 shows achievements by operations. Delivery has already begun to be reported with over 35,700 participants assisted across the Programme by the end of 2016. This is expected to increase in 2017 and beyond as operations continue to submit claims and incur expenditure.

Progress made against the milestones and targets for the Performance Framework is beginning to be made. It is anticipated that the majority of milestones will be met by the end of 2018. However, there are concerns around the targets for participants with no formal qualifications in Priority 2. This is because it is proving difficult to define what is meant by 'no formal qualifications', with some operations reporting that even very low skilled individuals are often presenting with at least some level of prior qualification. A detailed examination of progress against indicator targets will take place in 2017, including those that contribute to the Performance Framework, and the findings will be presented to the Programme Monitoring Committee.

E-cohesion requires a system to allow the electronic transfer of data between beneficiaries and the Managing Authority. To manage Structural Funds WEFO uses an IT system called PPIMS, used by Managing Authority Officials. The externally facing system, used by beneficiaries to enter data, including everything from appraisal documentation to transaction lists and claims is called WEFO Online. Some minor developments were required during 2016, but by allowing the electronic transfer of data, WEFO Online meets the conditions of an Electronic Data Exchange System under the e-cohesion requirements and therefore WEFO has been compliant with e-cohesion as of November 2015.

### 3. IMPLEMENTATION OF THE PRIORITY AXIS (ARTICLE 50(2) OF REGULATION (EU) NO 1303/2013)

#### 3.1. Overview of the implementation

ID	Priority axis	Key information on the implementation of the priority axis with reference to key developments, significant problems and steps taken to address these problems
1	Tackling Poverty through Sustainable Employment	<p>By the end of 2016 64% of the total allocation available had been committed to 10 operations under this Priority. Progress continued to be made during 2016, with three additional approved operations and some extensions to existing operations to award additional funding. The Welsh Government ReACT operation which supports individuals impacted by redundancy, approved in 2015, was extended to include from 2018 support for short term unemployed individuals with no or low skills or a work-limiting health condition or disability. WEFO is still seeking to engage with interested parties to help deliver against the targets for Underemployed participants and will be undertaking a call for proposals in 2017.</p> <p>With over 4000 participants supported across the priority by the end of 2016 this is slightly lower than anticipated, however this reflects the more challenging nature of engaging the harder to reach target groups which underpin the Programme objectives. Many of the operations approved underestimated the time taken to get systems up and running and delivery underway set within the context of the harder to reach groups and a rapidly improving labour market. This is further reflected in the result indicators in that more intensive and longer term interventions are needed with the harder to reach cohort and so the anticipated results are realised later than planned. Delivery is beginning to be seen in some of the intermediate result indicators achieved.</p>
2	Skills for Growth	<p>By end 2016 over 91% of the total allocation available had been committed to 16 operations under the Priority. Ten operations were approved during 2016, including a number of regionally-based operations led by the Higher Educations and Further Education sectors. Increased ESF support was approved in 2016 for Apprenticeships.</p> <p>Good progress was made during 2016 against the indicator targets, with over 22,700 participants assisted by approved operations under this Priority. The apparent shortfall on participants gaining qualifications at this point in time across the Priority reflects the timing of cycles for assessment and certification and the timing of the academic year with further intermediate result indicators expected to be reported in 2017.</p> <p>The data shows some shortfalls in participants with no formal qualifications. This is because it is proving difficult to define what is meant by 'no formal qualifications', with some operations reporting that even very low skilled individuals are often presenting with at least some level of prior qualification. Also, numbers of participants with</p>

ID	Priority axis	Key information on the implementation of the priority axis with reference to key developments, significant problems and steps taken to address these problems
		graduate degrees enrolling on post-graduate research are lower than expected. This may reflect the more novel nature of this objective and a lack of historical data on which to set targets. This target now appears too high given that activity in this area is limited to the 'grand challenge' areas of 'Science for Wales' and that the intermediate results (for example, doctorates) take a number of years to achieve.
3	Youth Employment and Attainment	<p>By the end of 2016 over 74% of the total allocation had been committed to 13 operations in this Priority. Eight operations were approved during 2016, building on the backbone operations approved in 2015, including a number of Local Government-led operations, such as Inspire 2 Work under Specific Objective 3.1 and Inspire 2 Achieve and TRAC 11-24 under Specific Objective 3.2. During that latter part of 2016 a number of backbone operations including the Welsh Government led Traineeships and Communities for Work operations were extended ensuring continued support beyond 2018 to 16-24 year olds who were NEET.</p> <p>Achievements by end 2016 shows progress has begun to be made against targets for reducing numbers of NEETs with over 10000 young people supported to date. Forecast data is high and should allow for remaining operations to target niche areas and specific issues. Targeting those at risk of NEET is a new area of intervention with more innovative activity with limited historical data to underpin indicator targets. Achievements by end 2016 reflect the timescales in getting delivery systems in place and the more innovative nature of the interventions required. Take-up of STEM subjects show engagement of participants is progressing well however, the intermediate results are lagging behind, reflecting greater focus on recruitment which has led to a lag in delivery. Delivery in respect of the early-years childcare workforce has been slow to start because of the late procurement of training providers to deliver support to participants. This continues to be a challenging area to target with many single operator providers where releasing time for training is problematic.</p>
4	Technical Assistance	By the end of 2016 over 100% of the total allocation available had been committed to 6 operations under the Priority. Progress was made during 2016 to complete approval of all of the Technical Assistance operations. This included the approval of four 'Regional Engagement Teams' based in North Wales, Mid Wales, Swansea Bay and South East Wales to help improve the management and delivery of the Programme, ensuring regional integration of delivery and by contributing to the move towards a more strategic delivery model with a clearer framework for economic prioritisation by ensuring regional alignment and coherence of operations. The teams are also working with the Regional Skills Partnerships in relation to regional proofing and engagement on ESF operations. In addition, towards the end of 2016 the WEFO Technical Assistance operation under the Programme was also approved which will support the Managing Authority to help successfully manage the implementation of the Programme.



### 3.2. Common and programme specific indicators (Article 50(2) of Regulation (EU) No 1303/2013)

#### Priority axes other than technical assistance

Priority axis	1 - Tackling Poverty through Sustainable Employment
Investment Priority	9i - Active inclusion, including with a view to promoting equal opportunities and active participation, and improving employability

Table 2A : Common result indicators for ESF (by priority axis, investment priority, and by category of region). Data on all common ESF result indicators (with and without target) shall be reported broken down by gender. For a Technical Assistance priority axis only those common indicators shall be reported for which a target has been set

ID	Indicator	Category of region	Common output indicator used as basis for target setting	Measurement unit for baseline and target	Target value (2023)			Cumulative value			Achievement ratio			2016	
					Total	Men	Women	Total	Men	Women	Total	Men	Women	Men	Women
CR01	inactive participants engaged in job searching upon leaving	Less developed						79.00	19.00	60.00				10.00	29.00
CR02	participants in education/training upon leaving	Less developed						62.00	27.00	35.00				23.00	26.00
CR03	participants gaining a qualification upon leaving	Less developed						1,137.00	781.00	356.00				603.00	284.00
CR04	participants in employment, including self-employment, upon leaving	Less developed						649.00	274.00	375.00				211.00	302.00
CR05	disadvantaged participants engaged in job searching, education/ training, gaining a qualification, or in employment, including self-employment , upon leaving	Less developed						0.00	0.00	0.00				0.00	0.00
CR06	participants in employment, including self-employment, six months after leaving	Less developed						0.00	0.00	0.00				0.00	0.00
CR07	participants with an improved labour market situation six months after leaving	Less developed						0.00	0.00	0.00				0.00	0.00
CR08	participants above 54 years of age in employment, including self-employment, six months after leaving	Less developed						0.00	0.00	0.00				0.00	0.00
CR09	disadvantaged participants in employment, including self-employment, six months after leaving	Less developed						0.00	0.00	0.00				0.00	0.00

ID	Indicator	Category of region	2015		2014	
			Men	Women	Men	Women
CR01	inactive participants engaged in job searching upon leaving	Less developed	9.00	31.00	0.00	0.00
CR02	participants in education/training upon leaving	Less developed	4.00	9.00	0.00	0.00
CR03	participants gaining a qualification upon leaving	Less developed	178.00	72.00	0.00	0.00
CR04	participants in employment, including self-employment, upon leaving	Less developed	63.00	73.00	0.00	0.00
CR05	disadvantaged participants engaged in job searching, education/ training, gaining a qualification, or in employment, including self-employment , upon leaving	Less developed	0.00	0.00	0.00	0.00
CR06	participants in employment, including self-employment, six months after leaving	Less developed	0.00	0.00	0.00	0.00
CR07	participants with an improved labour market situation six months after leaving	Less developed	0.00	0.00	0.00	0.00
CR08	participants above 54 years of age in employment, including self-employment, six months after leaving	Less developed	0.00	0.00	0.00	0.00
CR09	disadvantaged participants in employment, including self-employment, six months after leaving	Less developed	0.00	0.00	0.00	0.00

Priority axis	1 - Tackling Poverty through Sustainable Employment
Investment Priority	9i - Active inclusion, including with a view to promoting equal opportunities and active participation, and improving employability

Table 4A : Common output indicators for the ESF and YEI

ID	Indicator	Category of region	Target value (2023)			Cumulative value			Achievement ratio			2016		
			Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
CO01	unemployed, including long-term unemployed	Less developed				2,504.00	1,729.00	775.00				1,685.00	1,215.00	470.00
CO02	long-term unemployed	Less developed				1,134.00	765.00	369.00				780.00	540.00	240.00
CO03	inactive	Less developed				2,912.00	786.00	2,126.00				1,894.00	555.00	1,339.00
CO04	inactive, not in education or training	Less developed				2,912.00	786.00	2,126.00				1,894.00	555.00	1,339.00
CO05	employed, including self-employed	Less developed				6.00	2.00	4.00				1.00	0.00	1.00
CO06	below 25 years of age	Less developed				3.00	0.00	3.00				3.00	0.00	3.00
CO07	above 54 years of age	Less developed				842.00	503.00	339.00				599.00	370.00	229.00
CO08	above 54 years of age who are unemployed, including long term unemployed, or inactive not in education or training	Less developed				840.00	503.00	337.00				598.00	370.00	228.00
CO09	with primary (ISCED 1) or lower secondary education (ISCED 2)	Less developed				1,138.00	560.00	578.00				740.00	405.00	335.00
CO10	with upper secondary (ISCED 3) or post-secondary education (ISCED 4)	Less developed				1,951.00	754.00	1,197.00				1,237.00	530.00	707.00
CO11	with tertiary education (ISCED 5 to 8)	Less developed				607.00	271.00	336.00				463.00	212.00	251.00
CO12	participants who live in jobless households	Less developed				2,906.00	1,105.00	1,801.00				1,694.00	692.00	1,002.00
CO13	participants who live in jobless households with dependent children	Less developed				1,679.00	293.00	1,386.00				950.00	190.00	760.00
CO14	participants who live in a single adult household with dependent children	Less developed				1,585.00	207.00	1,378.00				971.00	173.00	798.00
CO15	migrants, participants with a foreign background, minorities (including marginalised communities such as the Roma)	Less developed				233.00	105.00	128.00				187.00	91.00	96.00
CO16	participants with disabilities	Less developed				781.00	388.00	393.00				472.00	246.00	226.00
CO17	other disadvantaged	Less developed				3,494.00	1,224.00	2,270.00				2,165.00	803.00	1,362.00
CO18	homeless or affected by housing exclusion	Less developed				228.00	123.00	105.00				223.00	120.00	103.00
CO19	from rural areas	Less developed				682.00	430.00	252.00				581.00	369.00	212.00
CO20	number of projects fully or partially implemented by social partners or non-governmental organisations	Less developed				86.00						53.00		
CO21	number of projects dedicated at	Less developed				0.00						0.00		

ID	Indicator	Category of region	Target value (2023)			Cumulative value			Achievement ratio			2016		
			Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	sustainable participation and progress of women in employment													
CO22	number of projects targeting public administrations or public services at national, regional or local level	Less developed				0.00						0.00		
CO23	number of supported micro, small and medium-sized enterprises (including cooperative enterprises, enterprises of the social economy)	Less developed				98.00						98.00		
	Grand total of participants					5,422.00						3,580.00		

ID	Indicator	Category of region	2015			2014		
			Total	Men	Women	Total	Men	Women
CO01	unemployed, including long-term unemployed	Less developed	819.00	514.00	305.00	0.00	0.00	0.00
CO02	long-term unemployed	Less developed	354.00	225.00	129.00	0.00	0.00	0.00
CO03	inactive	Less developed	1,018.00	231.00	787.00	0.00	0.00	0.00
CO04	inactive, not in education or training	Less developed	1,018.00	231.00	787.00	0.00	0.00	0.00
CO05	employed, including self-employed	Less developed	5.00	2.00	3.00	0.00	0.00	0.00
CO06	below 25 years of age	Less developed	0.00	0.00	0.00	0.00	0.00	0.00
CO07	above 54 years of age	Less developed	243.00	133.00	110.00	0.00	0.00	0.00
CO08	above 54 years of age who are unemployed, including long term unemployed, or inactive not in education or training	Less developed	242.00	133.00	109.00	0.00	0.00	0.00
CO09	with primary (ISCED 1) or lower secondary education (ISCED 2)	Less developed	398.00	155.00	243.00	0.00	0.00	0.00
CO10	with upper secondary (ISCED 3) or post-secondary education (ISCED 4)	Less developed	714.00	224.00	490.00	0.00	0.00	0.00
CO11	with tertiary education (ISCED 5 to 8)	Less developed	144.00	59.00	85.00	0.00	0.00	0.00
CO12	participants who live in jobless households	Less developed	1,212.00	413.00	799.00	0.00	0.00	0.00
CO13	participants who live in jobless households with dependent children	Less developed	729.00	103.00	626.00	0.00	0.00	0.00
CO14	participants who live in a single adult household with dependent children	Less developed	614.00	34.00	580.00	0.00	0.00	0.00
CO15	migrants, participants with a foreign background, minorities (including marginalised communities such as the Roma)	Less developed	46.00	14.00	32.00	0.00	0.00	0.00
CO16	participants with disabilities	Less developed	309.00	142.00	167.00	0.00	0.00	0.00
CO17	other disadvantaged	Less developed	1,329.00	421.00	908.00	0.00	0.00	0.00
CO18	homeless or affected by housing exclusion	Less developed	5.00	3.00	2.00	0.00	0.00	0.00
CO19	from rural areas	Less developed	101.00	61.00	40.00	0.00	0.00	0.00
CO20	number of projects fully or partially implemented by social partners or non-governmental organisations	Less developed	33.00			0.00		
CO21	number of projects dedicated at sustainable participation and progress of women in employment	Less developed	0.00			0.00		

CO22	number of projects targeting public administrations or public services at national, regional or local level	Less developed	0.00			0.00		
CO23	number of supported micro, small and medium-sized enterprises (including cooperative enterprises, enterprises of the social economy)	Less developed	0.00			0.00		
	Grand total of participants		1,842.00			0.00		

Priority axis	1 - Tackling Poverty through Sustainable Employment
Investment Priority	9i - Active inclusion, including with a view to promoting equal opportunities and active participation, and improving employability

Table 4B: Programme specific output indicators for the ESF and YEI

ID	Indicator	Category of region	Measurement unit	Target value (2023)			Cumulative value			Achievement ratio			2016		
				Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
1002	Economically inactive (aged 25 and over), not in education or training, who have complex barriers to employment (low or no skills; a work limiting health condition or disability; care or childcare responsibilities; over 54; from a jobless household)	Less developed	Number	36,000.00			2,912.00	786.00	2,126.00	0.08			1,894.00	555.00	1,339.00
1003	Long-term unemployed (aged 25 and over) who have complex barriers to employment (low or no skills; a work limiting health condition or disability ; are from a BME (Black, Minority, Ethnic) group; from a jobless household)	Less developed	Number	10,800.00			1,134.00	765.00	369.00	0.11			780.00	540.00	240.00
1013A	Short term unemployed with no / low skills or a work limiting health condition or disability	Less developed	Number	5,999.00			0.00	0.00	0.00	0.00			0.00	0.00	0.00
1013B	Individuals impacted by redundancy	Less developed	Number	12,001.00			1,370.00	964.00	406.00	0.11			905.00	675.00	230.00
1022	Participants Employed, including self-employed with work-limiting health condition or disability	Less developed	Number	4,000.00			6.00	2.00	4.00	0.00			1.00	0.00	1.00
1023	Underemployed participants with barriers to full employment	Less developed	Number	4,000.00			0.00	0.00	0.00	0.00					
1025	Number of micro, small and medium-sized enterprises supported	Less developed	Number	2,000.00			42.00	21.00	21.00	0.02			42.00	21.00	21.00
1026	Workplace health programmes	Less developed	Number	300.00			0.00	0.00	0.00	0.00			0.00	0.00	0.00

ID	Indicator	Category of region	2015			2014		
			Total	Men	Women	Total	Men	Women
1002	Economically inactive (aged 25 and over), not in education or training, who have complex barriers to employment (low or no skills; a work limiting health condition or disability; care or childcare responsibilities; over 54; from a jobless household)	Less developed	1,018.00	231.00	787.00	0.00	0.00	0.00
1003	Long-term unemployed (aged 25 and over) who have complex barriers to employment (low or no skills; a work limiting health condition or disability ; are from a BME (Black, Minority, Ethnic) group; from a jobless household)	Less developed	354.00	225.00	129.00	0.00	0.00	0.00
1013A	Short term unemployed with no / low skills or a work limiting health condition or disability	Less developed	0.00	0.00	0.00	0.00	0.00	0.00
1013B	Individuals impacted by redundancy	Less developed	465.00	289.00	176.00	0.00	0.00	0.00
1022	Participants Employed, including self-	Less developed	5.00	2.00	3.00	0.00	0.00	0.00

ID	Indicator	Category of region	2015			2014		
			Total	Men	Women	Total	Men	Women
	employed with work-limiting health condition or disability							
1023	Underemployed participants with barriers to full employment	Less developed	0.00	0.00	0.00	0.00	0.00	0.00
1025	Number of micro, small and medium-sized enterprises supported	Less developed	0.00	0.00	0.00	0.00	0.00	0.00
1026	Workplace health programmes	Less developed	0.00	0.00	0.00	0.00	0.00	0.00

Priority axis	2 - Skills for Growth
Investment Priority	8iv - Equality between men and women in all areas, including in access to employment, career progression, reconciliation of work and private life and promotion of equal pay for equal work

Table 2A : Common result indicators for ESF (by priority axis, investment priority, and by category of region). Data on all common ESF result indicators (with and without target) shall be reported broken down by gender. For a Technical Assistance priority axis only those common indicators shall be reported for which a target has been set

ID	Indicator	Category of region	Common output indicator used as basis for target setting	Measurement unit for baseline and target	Target value (2023)			Cumulative value			Achievement ratio			2016	
					Total	Men	Women	Total	Men	Women	Total	Men	Women	Men	Women
CR01	inactive participants engaged in job searching upon leaving	Less developed						0.00	0.00	0.00				0.00	0.00
CR02	participants in education/training upon leaving	Less developed						0.00	0.00	0.00				0.00	0.00
CR03	participants gaining a qualification upon leaving	Less developed						0.00	0.00	0.00				0.00	0.00
CR03	participants gaining a qualification upon leaving	Less developed	CO05 employed, including self-employed	Ratio	75.00%	%	%	0.00	0.00	0.00	0.00			0.00	0.00
CR04	participants in employment, including self-employment, upon leaving	Less developed						0.00	0.00	0.00				0.00	0.00
CR05	disadvantaged participants engaged in job searching, education/ training, gaining a qualification, or in employment, including self-employment, upon leaving	Less developed						0.00	0.00	0.00				0.00	0.00
CR06	participants in employment, including self-employment, six months after leaving	Less developed						0.00	0.00	0.00				0.00	0.00
CR07	participants with an improved labour market situation six months after leaving	Less developed						0.00	0.00	0.00				0.00	0.00
CR08	participants above 54 years of age in employment, including self-employment, six months after leaving	Less developed						0.00	0.00	0.00				0.00	0.00
CR09	disadvantaged participants in employment, including self-employment, six months after leaving	Less developed						0.00	0.00	0.00				0.00	0.00

ID	Indicator	Category of region	2015		2014	
			Men	Women	Men	Women
CR01	inactive participants engaged in job searching upon leaving	Less developed	0.00	0.00	0.00	0.00
CR02	participants in education/training upon leaving	Less developed	0.00	0.00	0.00	0.00
CR03	participants gaining a qualification upon leaving	Less developed	0.00	0.00	0.00	0.00
CR03	participants gaining a qualification upon leaving	Less developed	0.00	0.00	0.00	0.00
CR04	participants in employment, including self-employment, upon leaving	Less developed	0.00	0.00	0.00	0.00
CR05	disadvantaged participants engaged in job searching, education/ training, gaining a qualification, or in employment, including self-employment , upon leaving	Less developed	0.00	0.00	0.00	0.00
CR06	participants in employment, including self-employment, six months after leaving	Less developed	0.00	0.00	0.00	0.00
CR07	participants with an improved labour market situation six months after leaving	Less developed	0.00	0.00	0.00	0.00
CR08	participants above 54 years of age in employment, including self-employment, six months after leaving	Less developed	0.00	0.00	0.00	0.00
CR09	disadvantaged participants in employment, including self-employment, six months after leaving	Less developed	0.00	0.00	0.00	0.00

Priority axis	2 - Skills for Growth
Investment Priority	8iv - Equality between men and women in all areas, including in access to employment, career progression, reconciliation of work and private life and promotion of equal pay for equal work

Table 4A : Common output indicators for the ESF and YEI

ID	Indicator	Category of region	Target value (2023)			Cumulative value			Achievement ratio			2016		
			Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
CO01	unemployed, including long-term unemployed	Less developed				0.00	0.00	0.00				0.00	0.00	0.00
CO02	long-term unemployed	Less developed				0.00	0.00	0.00				0.00	0.00	0.00
CO03	inactive	Less developed				0.00	0.00	0.00				0.00	0.00	0.00
CO04	inactive, not in education or training	Less developed				0.00	0.00	0.00				0.00	0.00	0.00
CO05	employed, including self-employed	Less developed	4,400.00	0.00	4,400.00	340.00	0.00	340.00	0.08		0.08	196.00	0.00	196.00
CO06	below 25 years of age	Less developed				64.00	0.00	64.00				35.00	0.00	35.00
CO07	above 54 years of age	Less developed				7.00	0.00	7.00				5.00	0.00	5.00
CO08	above 54 years of age who are unemployed, including long term unemployed, or inactive not in education or training	Less developed				0.00	0.00	0.00				0.00	0.00	0.00
CO09	with primary (ISCED 1) or lower secondary education (ISCED 2)	Less developed				7.00	0.00	7.00				4.00	0.00	4.00
CO10	with upper secondary (ISCED 3) or post-secondary education (ISCED 4)	Less developed				132.00	0.00	132.00				73.00	0.00	73.00
CO11	with tertiary education (ISCED 5 to 8)	Less developed				197.00	0.00	197.00				119.00	0.00	119.00
CO12	participants who live in jobless households	Less developed				0.00	0.00	0.00				0.00	0.00	0.00
CO13	participants who live in jobless households with dependent children	Less developed				0.00	0.00	0.00				0.00	0.00	0.00
CO14	participants who live in a single adult household with dependent children	Less developed				22.00	0.00	22.00				13.00	0.00	13.00
CO15	migrants, participants with a foreign background, minorities (including marginalised communities such as the Roma)	Less developed				9.00	0.00	9.00				2.00	0.00	2.00
CO16	participants with disabilities	Less developed				10.00	0.00	10.00				4.00	0.00	4.00
CO17	other disadvantaged	Less developed				38.00	0.00	38.00				14.00	0.00	14.00
CO18	homeless or affected by housing exclusion	Less developed				0.00	0.00	0.00				0.00	0.00	0.00
CO19	from rural areas	Less developed				0.00	0.00	0.00				0.00	0.00	0.00
CO20	number of projects fully or partially implemented by social partners or non-governmental organisations	Less developed				0.00						0.00		

ID	Indicator	Category of region	Target value (2023)			Cumulative value			Achievement ratio			2016		
			Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
CO21	number of projects dedicated at sustainable participation and progress of women in employment	Less developed				1.00						0.00		
CO22	number of projects targeting public administrations or public services at national, regional or local level	Less developed				0.00						0.00		
CO23	number of supported micro, small and medium-sized enterprises (including cooperative enterprises, enterprises of the social economy)	Less developed	800.00	0.00	0.00	117.00			0.15			105.00		
	Grand total of participants					340.00						196.00		

ID	Indicator	Category of region	2015			2014		
			Total	Men	Women	Total	Men	Women
CO01	unemployed, including long-term unemployed	Less developed	0.00	0.00	0.00	0.00	0.00	0.00
CO02	long-term unemployed	Less developed	0.00	0.00	0.00	0.00	0.00	0.00
CO03	inactive	Less developed	0.00	0.00	0.00	0.00	0.00	0.00
CO04	inactive, not in education or training	Less developed	0.00	0.00	0.00	0.00	0.00	0.00
CO05	employed, including self-employed	Less developed	144.00	0.00	144.00	0.00	0.00	0.00
CO06	below 25 years of age	Less developed	29.00	0.00	29.00	0.00	0.00	0.00
CO07	above 54 years of age	Less developed	2.00	0.00	2.00	0.00	0.00	0.00
CO08	above 54 years of age who are unemployed, including long term unemployed, or inactive not in education or training	Less developed	0.00	0.00	0.00	0.00	0.00	0.00
CO09	with primary (ISCED 1) or lower secondary education (ISCED 2)	Less developed	3.00	0.00	3.00	0.00	0.00	0.00
CO10	with upper secondary (ISCED 3) or post-secondary education (ISCED 4)	Less developed	59.00	0.00	59.00	0.00	0.00	0.00
CO11	with tertiary education (ISCED 5 to 8)	Less developed	78.00	0.00	78.00	0.00	0.00	0.00
CO12	participants who live in jobless households	Less developed	0.00	0.00	0.00	0.00	0.00	0.00
CO13	participants who live in jobless households with dependent children	Less developed	0.00	0.00	0.00	0.00	0.00	0.00
CO14	participants who live in a single adult household with dependent children	Less developed	9.00	0.00	9.00	0.00	0.00	0.00
CO15	migrants, participants with a foreign background, minorities (including marginalised communities such as the Roma)	Less developed	7.00	0.00	7.00	0.00	0.00	0.00
CO16	participants with disabilities	Less developed	6.00	0.00	6.00	0.00	0.00	0.00
CO17	other disadvantaged	Less developed	24.00	0.00	24.00	0.00	0.00	0.00
CO18	homeless or affected by housing exclusion	Less developed	0.00	0.00	0.00	0.00	0.00	0.00
CO19	from rural areas	Less developed	0.00	0.00	0.00	0.00	0.00	0.00
CO20	number of projects fully or partially implemented by social partners or non-governmental organisations	Less developed	0.00			0.00		
CO21	number of projects dedicated at sustainable participation and progress of women in	Less developed	1.00			0.00		

	employment							
CO22	number of projects targeting public administrations or public services at national, regional or local level	Less developed	0.00			0.00		
CO23	number of supported micro, small and medium-sized enterprises (including cooperative enterprises, enterprises of the social economy)	Less developed	12.00			0.00		
	Grand total of participants		144.00			0.00		

Priority axis	2 - Skills for Growth
Investment Priority	8iv - Equality between men and women in all areas, including in access to employment, career progression, reconciliation of work and private life and promotion of equal pay for equal work

Table 4B: Programme specific output indicators for the ESF and YEI

ID	Indicator	Category of region	Measurement unit	Target value (2023)			Cumulative value			Achievement ratio			2016		
				Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women

ID	Indicator	Category of region	2015			2014		
			Total	Men	Women	Total	Men	Women

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

Table 2A : Common result indicators for ESF (by priority axis, investment priority, and by category of region). Data on all common ESF result indicators (with and without target) shall be reported broken down by gender. For a Technical Assistance priority axis only those common indicators shall be reported for which a target has been set

ID	Indicator	Category of region	Common output indicator used as basis for target setting	Measurement unit for baseline and target	Target value (2023)			Cumulative value			Achievement ratio			2016	
					Total	Men	Women	Total	Men	Women	Total	Men	Women	Men	Women
CR01	inactive participants engaged in job searching upon leaving	Less developed						0.00	0.00	0.00				0.00	0.00
CR02	participants in education/training upon leaving	Less developed						1,554.00	908.00	646.00				507.00	312.00
CR03	participants gaining a qualification upon leaving	Less developed						16,068.00	7,115.00	8,953.00				3,370.00	4,235.00
CR04	participants in employment, including self-employment, upon leaving	Less developed						0.00	0.00	0.00				0.00	0.00
CR05	disadvantaged participants engaged in job searching, education/ training, gaining a qualification, or in employment, including self-employment , upon leaving	Less developed						0.00	0.00	0.00				0.00	0.00
CR06	participants in employment, including self-employment, six months after leaving	Less developed						0.00	0.00	0.00				0.00	0.00
CR07	participants with an improved labour market situation six months after leaving	Less developed						0.00	0.00	0.00				0.00	0.00
CR08	participants above 54 years of age in employment, including self-employment, six months after leaving	Less developed						0.00	0.00	0.00				0.00	0.00
CR09	disadvantaged participants in employment, including self-employment, six months after leaving	Less developed						0.00	0.00	0.00				0.00	0.00

ID	Indicator	Category of region	2015	2014
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			Men	Women	Men	Women
CR01	inactive participants engaged in job searching upon leaving	Less developed	0.00	0.00	0.00	0.00
CR02	participants in education/training upon leaving	Less developed	401.00	334.00	0.00	0.00
CR03	participants gaining a qualification upon leaving	Less developed	3,745.00	4,718.00	0.00	0.00
CR04	participants in employment, including self-employment, upon leaving	Less developed	0.00	0.00	0.00	0.00
CR05	disadvantaged participants engaged in job searching, education/ training, gaining a qualification, or in employment, including self-employment , upon leaving	Less developed	0.00	0.00	0.00	0.00
CR06	participants in employment, including self-employment, six months after leaving	Less developed	0.00	0.00	0.00	0.00
CR07	participants with an improved labour market situation six months after leaving	Less developed	0.00	0.00	0.00	0.00
CR08	participants above 54 years of age in employment, including self-employment, six months after leaving	Less developed	0.00	0.00	0.00	0.00
CR09	disadvantaged participants in employment, including self-employment, six months after leaving	Less developed	0.00	0.00	0.00	0.00

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

Table 4A : Common output indicators for the ESF and YEI

ID	Indicator	Category of region	Target value (2023)			Cumulative value			Achievement ratio			2016		
			Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
CO01	unemployed, including long-term unemployed	Less developed				4.00	3.00	1.00				0.00	0.00	0.00
CO02	long-term unemployed	Less developed				3.00	2.00	1.00				0.00	0.00	0.00
CO03	inactive	Less developed				89.00	57.00	32.00				17.00	9.00	8.00
CO04	inactive, not in education or training	Less developed				15.00	8.00	7.00				8.00	5.00	3.00
CO05	employed, including self-employed	Less developed				32,903.00	14,026.00	18,877.00				11,723.00	4,823.00	6,900.00
CO06	below 25 years of age	Less developed				16,625.00	8,652.00	7,973.00				4,843.00	2,442.00	2,401.00
CO07	above 54 years of age	Less developed				947.00	261.00	686.00				418.00	126.00	292.00
CO08	above 54 years of age who are unemployed, including long term unemployed, or inactive not in education or training	Less developed				0.00	0.00	0.00				0.00	0.00	0.00
CO09	with primary (ISCED 1) or lower secondary education (ISCED 2)	Less developed				4,960.00	2,486.00	2,474.00				1,619.00	666.00	953.00
CO10	with upper secondary (ISCED 3) or post-secondary education (ISCED 4)	Less developed				22,713.00	9,746.00	12,967.00				7,879.00	3,271.00	4,608.00
CO11	with tertiary education (ISCED 5 to 8)	Less developed				4,822.00	1,569.00	3,253.00				1,781.00	620.00	1,161.00
CO12	participants who live in jobless households	Less developed				0.00	0.00	0.00				0.00	0.00	0.00
CO13	participants who live in jobless households with dependent children	Less developed				0.00	0.00	0.00				0.00	0.00	0.00
CO14	participants who live in a single adult household with dependent children	Less developed				767.00	68.00	699.00				376.00	44.00	332.00
CO15	migrants, participants with a foreign background, minorities (including marginalised communities such as the Roma)	Less developed				830.00	360.00	470.00				353.00	151.00	202.00
CO16	participants with disabilities	Less developed				1,569.00	769.00	800.00				610.00	298.00	312.00
CO17	other disadvantaged	Less developed				6,322.00	1,873.00	4,449.00				2,986.00	868.00	2,118.00
CO18	homeless or affected by housing exclusion	Less developed				40.00	19.00	21.00				14.00	6.00	8.00
CO19	from rural areas	Less developed				7,704.00	3,339.00	4,365.00				2,491.00	1,049.00	1,442.00
CO20	number of projects fully or partially implemented by social partners or	Less developed				0.00						0.00		

ID	Indicator	Category of region	Target value (2023)			Cumulative value			Achievement ratio			2016		
			Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	non-governmental organisations													
CO21	number of projects dedicated at sustainable participation and progress of women in employment	Less developed				0.00						0.00		
CO22	number of projects targeting public administrations or public services at national, regional or local level	Less developed				0.00						0.00		
CO23	number of supported micro, small and medium-sized enterprises (including cooperative enterprises, enterprises of the social economy)	Less developed				201.00						159.00		
	Grand total of participants					32,996.00						11,740.00		

ID	Indicator	Category of region	2015			2014		
			Total	Men	Women	Total	Men	Women
CO01	unemployed, including long-term unemployed	Less developed	4.00	3.00	1.00	0.00	0.00	0.00
CO02	long-term unemployed	Less developed	3.00	2.00	1.00	0.00	0.00	0.00
CO03	inactive	Less developed	50.00	29.00	21.00	22.00	19.00	3.00
CO04	inactive, not in education or training	Less developed	7.00	3.00	4.00	0.00	0.00	0.00
CO05	employed, including self-employed	Less developed	12,282.00	5,188.00	7,094.00	8,898.00	4,015.00	4,883.00
CO06	below 25 years of age	Less developed	6,968.00	3,542.00	3,426.00	4,814.00	2,668.00	2,146.00
CO07	above 54 years of age	Less developed	289.00	65.00	224.00	240.00	70.00	170.00
CO08	above 54 years of age who are unemployed, including long term unemployed, or inactive not in education or training	Less developed	0.00	0.00	0.00	0.00	0.00	0.00
CO09	with primary (ISCED 1) or lower secondary education (ISCED 2)	Less developed	1,872.00	1,004.00	868.00	1,469.00	816.00	653.00
CO10	with upper secondary (ISCED 3) or post-secondary education (ISCED 4)	Less developed	8,533.00	3,638.00	4,895.00	6,301.00	2,837.00	3,464.00
CO11	with tertiary education (ISCED 5 to 8)	Less developed	1,891.00	568.00	1,323.00	1,150.00	381.00	769.00
CO12	participants who live in jobless households	Less developed	0.00	0.00	0.00	0.00	0.00	0.00
CO13	participants who live in jobless households with dependent children	Less developed	0.00	0.00	0.00	0.00	0.00	0.00
CO14	participants who live in a single adult household with dependent children	Less developed	251.00	14.00	237.00	140.00	10.00	130.00
CO15	migrants, participants with a foreign background, minorities (including marginalised communities such as the Roma)	Less developed	262.00	106.00	156.00	215.00	103.00	112.00
CO16	participants with disabilities	Less developed	585.00	284.00	301.00	374.00	187.00	187.00
CO17	other disadvantaged	Less developed	2,068.00	577.00	1,491.00	1,268.00	428.00	840.00
CO18	homeless or affected by housing exclusion	Less developed	9.00	5.00	4.00	17.00	8.00	9.00
CO19	from rural areas	Less developed	2,965.00	1,228.00	1,737.00	2,248.00	1,062.00	1,186.00
CO20	number of projects fully or partially implemented by social partners or non-governmental organisations	Less developed	0.00			0.00		

CO21	number of projects dedicated at sustainable participation and progress of women in employment	Less developed	0.00			0.00		
CO22	number of projects targeting public administrations or public services at national, regional or local level	Less developed	0.00			0.00		
CO23	number of supported micro, small and medium-sized enterprises (including cooperative enterprises, enterprises of the social economy)	Less developed	42.00			0.00		
	Grand total of participants		12,336.00			8,920.00		

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

Table 4B: Programme specific output indicators for the ESF and YEI

ID	Indicator	Category of region	Measurement unit	Target value (2023)			Cumulative value			Achievement ratio			2016		
				Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
1008	Number of enterprises collaborating with learning providers in Research and Innovation activities	Less developed	Number	750.00			7.00	0.00	0.00	0.01			7.00	0.00	0.00
1172F	Employed, including self-employed participants with no formal qualifications - female	Less developed	Number	12,771.00			215.00	0.00	215.00	0.02			185.00	0.00	185.00
1172M	Employed, including self-employed participants with no formal qualifications - male	Less developed	Number	14,029.00			285.00	285.00	0.00	0.02			275.00	275.00	0.00
1173F	Employed, including self-employed participants with qualifications up to and including a lower secondary education (ISCED 2) - female	Less developed	Number	21,730.00			5,966.00	0.00	5,966.00	0.27			2,046.00	0.00	2,046.00
1173M	Employed, including self-employed participants with qualifications up to and including a lower secondary education (ISCED 2) - male	Less developed	Number	23,870.00			5,756.00	5,756.00	0.00	0.24			1,657.00	1,657.00	0.00
1176F	Participants with a graduate degree or equivalent - female	Less developed	Number	720.00			47.00	0.00	47.00	0.07			13.00	0.00	13.00
1176M	Participants with a graduate degree or equivalent - male	Less developed	Number	780.00			80.00	80.00	0.00	0.10			23.00	23.00	0.00
1178F	Employed, including self-employed participants with lower secondary education (ISCED 2) - female	Less developed	Number	14,630.00			4,121.00	0.00	4,121.00	0.28			1,648.00	0.00	1,648.00
1178M	Employed, including self-employed participants with lower secondary education (ISCED 2) - male	Less developed	Number	16,070.00			3,587.00	3,587.00	0.00	0.22			1,210.00	1,210.00	0.00
1179F	Employed, including self employed participants with upper secondary (ISCED 3) education or above - female	Less developed	Number	9,769.00			8,463.00	0.00	8,463.00	0.87			3,010.00	0.00	3,010.00
1179M	Employed, including self employed participants with upper secondary (ISCED 3) education or above - male	Less developed	Number	10,731.00			4,283.00	4,283.00	0.00	0.40			1,666.00	1,666.00	0.00

ID	Indicator	Category of region	2015			2014		
			Total	Men	Women	Total	Men	Women
1008	Number of enterprises collaborating with learning providers in Research and Innovation activities	Less developed	0.00	0.00	0.00	0.00	0.00	0.00
1172F	Employed, including self-employed participants with no formal qualifications - female	Less developed	30.00	0.00	30.00	0.00	0.00	0.00

ID	Indicator	Category of region	2015			2014		
			Total	Men	Women	Total	Men	Women
1172M	Employed, including self-employed participants with no formal qualifications - male	Less developed	10.00	10.00	0.00	0.00	0.00	0.00
1173F	Employed, including self-employed participants with qualifications up to and including a lower secondary education (ISCED 2) - female	Less developed	2,188.00	0.00	2,188.00	1,732.00	0.00	1,732.00
1173M	Employed, including self-employed participants with qualifications up to and including a lower secondary education (ISCED 2) - male	Less developed	2,182.00	2,182.00	0.00	1,917.00	1,917.00	0.00
1176F	Participants with a graduate degree or equivalent – female	Less developed	31.00	0.00	31.00	3.00	0.00	3.00
1176M	Participants with a graduate degree or equivalent – male	Less developed	37.00	37.00	0.00	20.00	20.00	0.00
1178F	Employed, including self-employed participants with lower secondary education (ISCED 2) - female	Less developed	1,332.00	0.00	1,332.00	1,141.00	0.00	1,141.00
1178M	Employed, including self-employed participants with lower secondary education (ISCED 2) - male	Less developed	1,327.00	1,327.00	0.00	1,050.00	1,050.00	0.00
1179F	Employed, including self employed participants with upper secondary (ISCED 3) education or above - female	Less developed	3,503.00	0.00	3,503.00	1,950.00	0.00	1,950.00
1179M	Employed, including self employed participants with upper secondary (ISCED 3) education or above - male	Less developed	1,622.00	1,622.00	0.00	995.00	995.00	0.00

Priority axis	3 - Youth Employment and Attainment
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

Table 2A : Common result indicators for ESF (by priority axis, investment priority, and by category of region). Data on all common ESF result indicators (with and without target) shall be reported broken down by gender. For a Technical Assistance priority axis only those common indicators shall be reported for which a target has been set

ID	Indicator	Category of region	Common output indicator used as basis for target setting	Measurement unit for baseline and target	Target value (2023)			Cumulative value			Achievement ratio			2016	
					Total	Men	Women	Total	Men	Women	Total	Men	Women	Men	Women
CR01	inactive participants engaged in job searching upon leaving	Less developed						52.00	19.00	33.00				10.00	12.00
CR02	participants in education/training upon leaving	Less developed						2,445.00	1,353.00	1,092.00				819.00	674.00
CR03	participants gaining a qualification upon leaving	Less developed						3,276.00	1,765.00	1,511.00				766.00	650.00
CR04	participants in employment, including self-employment, upon leaving	Less developed						1,605.00	890.00	715.00				537.00	442.00
CR05	disadvantaged participants engaged in job searching, education/ training, gaining a qualification, or in employment, including self-employment , upon leaving	Less developed						0.00	0.00	0.00				0.00	0.00
CR06	participants in employment, including self-employment, six months after leaving	Less developed						0.00	0.00	0.00				0.00	0.00
CR07	participants with an improved labour market situation six months after leaving	Less developed						0.00	0.00	0.00				0.00	0.00
CR08	participants above 54 years of age in employment, including self-employment, six months after leaving	Less developed						0.00	0.00	0.00				0.00	0.00
CR09	disadvantaged participants in employment, including self-employment, six months after leaving	Less developed						0.00	0.00	0.00				0.00	0.00

ID	Indicator	Category of region	2015	2014
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			Men	Women	Men	Women
CR01	inactive participants engaged in job searching upon leaving	Less developed	9.00	21.00	0.00	0.00
CR02	participants in education/training upon leaving	Less developed	534.00	418.00	0.00	0.00
CR03	participants gaining a qualification upon leaving	Less developed	999.00	861.00	0.00	0.00
CR04	participants in employment, including self-employment, upon leaving	Less developed	353.00	273.00	0.00	0.00
CR05	disadvantaged participants engaged in job searching, education/ training, gaining a qualification, or in employment, including self-employment , upon leaving	Less developed	0.00	0.00	0.00	0.00
CR06	participants in employment, including self-employment, six months after leaving	Less developed	0.00	0.00	0.00	0.00
CR07	participants with an improved labour market situation six months after leaving	Less developed	0.00	0.00	0.00	0.00
CR08	participants above 54 years of age in employment, including self-employment, six months after leaving	Less developed	0.00	0.00	0.00	0.00
CR09	disadvantaged participants in employment, including self-employment, six months after leaving	Less developed	0.00	0.00	0.00	0.00

Priority axis	3 - Youth Employment and Attainment
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

Table 4A : Common output indicators for the ESF and YEI

ID	Indicator	Category of region	Target value (2023)			Cumulative value			Achievement ratio			2016		
			Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
CO01	unemployed, including long-term unemployed	Less developed				9,667.00	5,392.00	4,275.00				3,760.00	2,077.00	1,683.00
CO02	long-term unemployed	Less developed				351.00	215.00	136.00				226.00	135.00	91.00
CO03	inactive	Less developed				415.00	102.00	313.00				59.00	18.00	41.00
CO04	inactive, not in education or training	Less developed				415.00	102.00	313.00				59.00	18.00	41.00
CO05	employed, including self-employed	Less developed				0.00	0.00	0.00				0.00	0.00	0.00
CO06	below 25 years of age	Less developed				9,960.00	5,440.00	4,520.00				3,749.00	2,060.00	1,689.00
CO07	above 54 years of age	Less developed				0.00	0.00	0.00				0.00	0.00	0.00
CO08	above 54 years of age who are unemployed, including long term unemployed, or inactive not in education or training	Less developed				0.00	0.00	0.00				0.00	0.00	0.00
CO09	with primary (ISCED 1) or lower secondary education (ISCED 2)	Less developed				5,095.00	2,906.00	2,189.00				1,579.00	931.00	648.00
CO10	with upper secondary (ISCED 3) or post-secondary education (ISCED 4)	Less developed				4,464.00	2,310.00	2,154.00				1,898.00	984.00	914.00
CO11	with tertiary education (ISCED 5 to 8)	Less developed				281.00	147.00	134.00				208.00	101.00	107.00
CO12	participants who live in jobless households	Less developed				1,491.00	702.00	789.00				553.00	284.00	269.00
CO13	participants who live in jobless households with dependent children	Less developed				306.00	43.00	263.00				61.00	14.00	47.00
CO14	participants who live in a single adult household with dependent children	Less developed				249.00	11.00	238.00				48.00	3.00	45.00
CO15	migrants, participants with a foreign background, minorities (including marginalised communities such as the Roma)	Less developed				204.00	114.00	90.00				136.00	73.00	63.00
CO16	participants with disabilities	Less developed				1,612.00	1,026.00	586.00				571.00	366.00	205.00
CO17	other disadvantaged	Less developed				3,584.00	1,949.00	1,635.00				1,157.00	670.00	487.00
CO18	homeless or affected by housing exclusion	Less developed				50.00	23.00	27.00				21.00	11.00	10.00
CO19	from rural areas	Less developed				1,553.00	871.00	682.00				683.00	381.00	302.00
CO20	number of projects fully or partially implemented by social partners or	Less developed				38.00						38.00		

ID	Indicator	Category of region	Target value (2023)			Cumulative value			Achievement ratio			2016		
			Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	non-governmental organisations													
CO21	number of projects dedicated at sustainable participation and progress of women in employment	Less developed				0.00						0.00		
CO22	number of projects targeting public administrations or public services at national, regional or local level	Less developed				0.00						0.00		
CO23	number of supported micro, small and medium-sized enterprises (including cooperative enterprises, enterprises of the social economy)	Less developed				0.00						0.00		
	Grand total of participants					10,082.00						3,819.00		

ID	Indicator	Category of region	2015			2014		
			Total	Men	Women	Total	Men	Women
CO01	unemployed, including long-term unemployed	Less developed	4,078.00	2,297.00	1,781.00	1,829.00	1,018.00	811.00
CO02	long-term unemployed	Less developed	125.00	80.00	45.00	0.00	0.00	0.00
CO03	inactive	Less developed	356.00	84.00	272.00	0.00	0.00	0.00
CO04	inactive, not in education or training	Less developed	356.00	84.00	272.00	0.00	0.00	0.00
CO05	employed, including self-employed	Less developed	0.00	0.00	0.00	0.00	0.00	0.00
CO06	below 25 years of age	Less developed	4,382.00	2,362.00	2,020.00	1,829.00	1,018.00	811.00
CO07	above 54 years of age	Less developed	0.00	0.00	0.00	0.00	0.00	0.00
CO08	above 54 years of age who are unemployed, including long term unemployed, or inactive not in education or training	Less developed	0.00	0.00	0.00	0.00	0.00	0.00
CO09	with primary (ISCED 1) or lower secondary education (ISCED 2)	Less developed	2,387.00	1,340.00	1,047.00	1,129.00	635.00	494.00
CO10	with upper secondary (ISCED 3) or post-secondary education (ISCED 4)	Less developed	1,867.00	944.00	923.00	699.00	382.00	317.00
CO11	with tertiary education (ISCED 5 to 8)	Less developed	72.00	45.00	27.00	1.00	1.00	0.00
CO12	participants who live in jobless households	Less developed	869.00	382.00	487.00	69.00	36.00	33.00
CO13	participants who live in jobless households with dependent children	Less developed	242.00	29.00	213.00	3.00	0.00	3.00
CO14	participants who live in a single adult household with dependent children	Less developed	199.00	7.00	192.00	2.00	1.00	1.00
CO15	migrants, participants with a foreign background, minorities (including marginalised communities such as the Roma)	Less developed	53.00	32.00	21.00	15.00	9.00	6.00
CO16	participants with disabilities	Less developed	739.00	469.00	270.00	302.00	191.00	111.00
CO17	other disadvantaged	Less developed	1,824.00	920.00	904.00	603.00	359.00	244.00
CO18	homeless or affected by housing exclusion	Less developed	25.00	9.00	16.00	4.00	3.00	1.00
CO19	from rural areas	Less developed	617.00	366.00	251.00	253.00	124.00	129.00
CO20	number of projects fully or partially implemented by social partners or non-governmental organisations	Less developed	0.00			0.00		

CO21	number of projects dedicated at sustainable participation and progress of women in employment	Less developed	0.00			0.00		
CO22	number of projects targeting public administrations or public services at national, regional or local level	Less developed	0.00			0.00		
CO23	number of supported micro, small and medium-sized enterprises (including cooperative enterprises, enterprises of the social economy)	Less developed	0.00			0.00		
	Grand total of participants		4,434.00			1,829.00		

Priority axis	3 - Youth Employment and Attainment
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

Table 4B: Programme specific output indicators for the ESF and YEI

ID	Indicator	Category of region	Measurement unit	Target value (2023)			Cumulative value			Achievement ratio			2016		
				Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
1027	NEET Participants (16 - 24 years of age)	Less developed	Number	42,700.00			9,960.00	5,440.00	4,520.00	0.23			3,749.00	2,060.00	1,689.00

ID	Indicator	Category of region	2015			2014		
			Total	Men	Women	Total	Men	Women
1027	NEET Participants (16 - 24 years of age)	Less developed	4,382.00	2,362.00	2,020.00	1,829.00	1,018.00	811.00

Priority axis	3 - Youth Employment and Attainment
Investment Priority	10i - Reducing and preventing early school leaving and promoting equal access to good quality early childhood, primary and secondary education including formal, non formal and informal learning pathways for reintegrating into education and training

Table 2A : Common result indicators for ESF (by priority axis, investment priority, and by category of region). Data on all common ESF result indicators (with and without target) shall be reported broken down by gender. For a Technical Assistance priority axis only those common indicators shall be reported for which a target has been set

ID	Indicator	Category of region	Common output indicator used as basis for target setting	Measurement unit for baseline and target	Target value (2023)			Cumulative value			Achievement ratio			2016	
					Total	Men	Women	Total	Men	Women	Total	Men	Women	Men	Women
CR01	inactive participants engaged in job searching upon leaving	Less developed						0.00	0.00	0.00				0.00	0.00
CR02	participants in education/training upon leaving	Less developed						95.00	61.00	34.00				61.00	33.00
CR03	participants gaining a qualification upon leaving	Less developed						1.00	1.00	0.00				1.00	0.00
CR04	participants in employment, including self-employment, upon leaving	Less developed						0.00	0.00	0.00				0.00	0.00
CR05	disadvantaged participants engaged in job searching, education/ training, gaining a qualification, or in employment, including self-employment , upon leaving	Less developed						0.00	0.00	0.00				0.00	0.00
CR06	participants in employment, including self-employment, six months after leaving	Less developed						0.00	0.00	0.00				0.00	0.00
CR07	participants with an improved labour market situation six months after leaving	Less developed						0.00	0.00	0.00				0.00	0.00
CR08	participants above 54 years of age in employment, including self-employment, six months after leaving	Less developed						0.00	0.00	0.00				0.00	0.00
CR09	disadvantaged participants in employment, including self-employment, six months after leaving	Less developed						0.00	0.00	0.00				0.00	0.00

ID	Indicator	Category of region	2015		2014	
			Men	Women	Men	Women

ID	Indicator	Category of region	2015		2014	
			Men	Women	Men	Women
CR01	inactive participants engaged in job searching upon leaving	Less developed	0.00	0.00	0.00	0.00
CR02	participants in education/training upon leaving	Less developed	0.00	1.00	0.00	0.00
CR03	participants gaining a qualification upon leaving	Less developed	0.00	0.00	0.00	0.00
CR04	participants in employment, including self-employment, upon leaving	Less developed	0.00	0.00	0.00	0.00
CR05	disadvantaged participants engaged in job searching, education/ training, gaining a qualification, or in employment, including self-employment , upon leaving	Less developed	0.00	0.00	0.00	0.00
CR06	participants in employment, including self-employment, six months after leaving	Less developed	0.00	0.00	0.00	0.00
CR07	participants with an improved labour market situation six months after leaving	Less developed	0.00	0.00	0.00	0.00
CR08	participants above 54 years of age in employment, including self-employment, six months after leaving	Less developed	0.00	0.00	0.00	0.00
CR09	disadvantaged participants in employment, including self-employment, six months after leaving	Less developed	0.00	0.00	0.00	0.00

Priority axis	3 - Youth Employment and Attainment
Investment Priority	10i - Reducing and preventing early school leaving and promoting equal access to good quality early childhood, primary and secondary education including formal, non formal and informal learning pathways for reintegrating into education and training

Table 4A : Common output indicators for the ESF and YEI

ID	Indicator	Category of region	Target value (2023)			Cumulative value			Achievement ratio			2016		
			Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
CO01	unemployed, including long-term unemployed	Less developed				0.00	0.00	0.00				0.00	0.00	0.00
CO02	long-term unemployed	Less developed				0.00	0.00	0.00				0.00	0.00	0.00
CO03	inactive	Less developed				4,798.00	2,371.00	2,427.00				4,245.00	2,024.00	2,221.00
CO04	inactive, not in education or training	Less developed				0.00	0.00	0.00				0.00	0.00	0.00
CO05	employed, including self-employed	Less developed				0.00	0.00	0.00				0.00	0.00	0.00
CO06	below 25 years of age	Less developed				4,795.00	2,368.00	2,427.00				4,242.00	2,021.00	2,221.00
CO07	above 54 years of age	Less developed				0.00	0.00	0.00				0.00	0.00	0.00
CO08	above 54 years of age who are unemployed, including long term unemployed, or inactive not in education or training	Less developed				0.00	0.00	0.00				0.00	0.00	0.00
CO09	with primary (ISCED 1) or lower secondary education (ISCED 2)	Less developed				344.00	177.00	167.00				336.00	172.00	164.00
CO10	with upper secondary (ISCED 3) or post-secondary education (ISCED 4)	Less developed				744.00	431.00	313.00				521.00	260.00	261.00
CO11	with tertiary education (ISCED 5 to 8)	Less developed				13.00	8.00	5.00				13.00	8.00	5.00
CO12	participants who live in jobless households	Less developed				824.00	411.00	413.00				757.00	369.00	388.00
CO13	participants who live in jobless households with dependent children	Less developed				420.00	194.00	226.00				378.00	167.00	211.00
CO14	participants who live in a single adult household with dependent children	Less developed				686.00	327.00	359.00				605.00	277.00	328.00
CO15	migrants, participants with a foreign background, minorities (including marginalised communities such as the Roma)	Less developed				256.00	128.00	128.00				203.00	96.00	107.00
CO16	participants with disabilities	Less developed				250.00	145.00	105.00				236.00	135.00	101.00
CO17	other disadvantaged	Less developed				3,837.00	1,821.00	2,016.00				3,510.00	1,648.00	1,862.00
CO18	homeless or affected by housing exclusion	Less developed				42.00	18.00	24.00				42.00	18.00	24.00
CO19	from rural areas	Less developed				595.00	330.00	265.00				548.00	297.00	251.00
CO20	number of projects fully or partially implemented by social partners or non-governmental organisations	Less developed				0.00						0.00		

ID	Indicator	Category of region	Target value (2023)			Cumulative value			Achievement ratio			2016		
			Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
CO21	number of projects dedicated at sustainable participation and progress of women in employment	Less developed				0.00						0.00		
CO22	number of projects targeting public administrations or public services at national, regional or local level	Less developed				0.00						0.00		
CO23	number of supported micro, small and medium-sized enterprises (including cooperative enterprises, enterprises of the social economy)	Less developed				0.00						0.00		
	Grand total of participants					4,798.00						4,245.00		

ID	Indicator	Category of region	2015			2014		
			Total	Men	Women	Total	Men	Women
CO01	unemployed, including long-term unemployed	Less developed	0.00	0.00	0.00	0.00	0.00	0.00
CO02	long-term unemployed	Less developed	0.00	0.00	0.00	0.00	0.00	0.00
CO03	inactive	Less developed	553.00	347.00	206.00	0.00	0.00	0.00
CO04	inactive, not in education or training	Less developed	0.00	0.00	0.00	0.00	0.00	0.00
CO05	employed, including self-employed	Less developed	0.00	0.00	0.00	0.00	0.00	0.00
CO06	below 25 years of age	Less developed	553.00	347.00	206.00	0.00	0.00	0.00
CO07	above 54 years of age	Less developed	0.00	0.00	0.00	0.00	0.00	0.00
CO08	above 54 years of age who are unemployed, including long term unemployed, or inactive not in education or training	Less developed	0.00	0.00	0.00	0.00	0.00	0.00
CO09	with primary (ISCED 1) or lower secondary education (ISCED 2)	Less developed	8.00	5.00	3.00	0.00	0.00	0.00
CO10	with upper secondary (ISCED 3) or post-secondary education (ISCED 4)	Less developed	223.00	171.00	52.00	0.00	0.00	0.00
CO11	with tertiary education (ISCED 5 to 8)	Less developed	0.00	0.00	0.00	0.00	0.00	0.00
CO12	participants who live in jobless households	Less developed	67.00	42.00	25.00	0.00	0.00	0.00
CO13	participants who live in jobless households with dependent children	Less developed	42.00	27.00	15.00	0.00	0.00	0.00
CO14	participants who live in a single adult household with dependent children	Less developed	81.00	50.00	31.00	0.00	0.00	0.00
CO15	migrants, participants with a foreign background, minorities (including marginalised communities such as the Roma)	Less developed	53.00	32.00	21.00	0.00	0.00	0.00
CO16	participants with disabilities	Less developed	14.00	10.00	4.00	0.00	0.00	0.00
CO17	other disadvantaged	Less developed	327.00	173.00	154.00	0.00	0.00	0.00
CO18	homeless or affected by housing exclusion	Less developed	0.00	0.00	0.00	0.00	0.00	0.00
CO19	from rural areas	Less developed	47.00	33.00	14.00	0.00	0.00	0.00
CO20	number of projects fully or partially implemented by social partners or non-governmental organisations	Less developed	0.00			0.00		
CO21	number of projects dedicated at sustainable participation and progress of women in	Less developed	0.00			0.00		

	employment							
CO22	number of projects targeting public administrations or public services at national, regional or local level	Less developed	0.00			0.00		
CO23	number of supported micro, small and medium-sized enterprises (including cooperative enterprises, enterprises of the social economy)	Less developed	0.00			0.00		
	Grand total of participants		553.00			0.00		

Priority axis	3 - Youth Employment and Attainment
Investment Priority	10i - Reducing and preventing early school leaving and promoting equal access to good quality early childhood, primary and secondary education including formal, non formal and informal learning pathways for reintegrating into education and training

Table 4B: Programme specific output indicators for the ESF and YEI

ID	Indicator	Category of region	Measurement unit	Target value (2023)			Cumulative value			Achievement ratio			2016		
				Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
1028	Participants at Risk of becoming NEET (11-24 years of age)	Less developed	Number	49,700.00			1,654.00	939.00	715.00	0.03			1,522.00	850.00	672.00
1030M	Young people 11-19 years of age - Male	Less developed	Number	8,400.00			1,263.00	1,263.00	0.00	0.15			1,211.00	1,211.00	0.00
1031	Young People 11-19 years of age – Female	Less developed	Number	15,000.00			1,544.00	0.00	1,544.00	0.10			1,481.00	0.00	1,481.00
1032F	Employed, including self employed participants from the early years and childcare sector - Female	Less developed	Number	2,700.00			0.00	0.00	0.00	0.00			0.00	0.00	0.00
1032M	Employed, including self employed participants from the early years and childcare sector - Male	Less developed	Number	300.00			0.00	0.00	0.00	0.00			0.00	0.00	0.00

ID	Indicator	Category of region	2015			2014		
			Total	Men	Women	Total	Men	Women
1028	Participants at Risk of becoming NEET (11-24 years of age)	Less developed	132.00	89.00	43.00	0.00	0.00	0.00
1030M	Young people 11-19 years of age - Male	Less developed	52.00	52.00	0.00	0.00	0.00	0.00
1031	Young People 11-19 years of age – Female	Less developed	63.00	0.00	63.00	0.00	0.00	0.00
1032F	Employed, including self employed participants from the early years and childcare sector - Female	Less developed	0.00	0.00	0.00	0.00	0.00	0.00
1032M	Employed, including self employed participants from the early years and childcare sector - Male	Less developed	0.00	0.00	0.00	0.00	0.00	0.00

Priority axes for technical assistance

Priority axis	4 - Technical Assistance
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Table 4A : Common output indicators for the ESF and YEI

ID	Indicator	Category of region	Target value (2023)			Cumulative value			Achievement ratio			2016		
			Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women

ID	Indicator	Category of region	2015			2014		
			Total	Men	Women	Total	Men	Women

Priority axis	4 - Technical Assistance
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**Table 4B: Programme specific output indicators for the ESF and YEI**

ID	Indicator	Category of region	Measurement unit	Target value (2023)			Cumulative value			Achievement ratio			2016		
				Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
TAO1	Number of training events held		Number	10.00			0.00	0.00	0.00	0.00			0.00	0.00	0.00
TAO10	Number of e-newsletters issued		Number	72.00			0.00	0.00	0.00	0.00			0.00	0.00	0.00
TAO11	Percentage of enquiries resolved within 5 working days		Ratio	75.00			0.00	0.00	0.00	0.00			0.00	0.00	0.00
TAO12	Number of audit visits		Ratio	50.00			0.00	0.00	0.00	0.00			0.00	0.00	0.00
TAO2	Framework Contract for Specialist Expertise in place for project delivery		Number	1.00			0.00	0.00	0.00	0.00			0.00	0.00	0.00
TAO3	Number of projects undergoing a formal assessment for their cross cutting themes integration		Ratio	90.00			0.00	0.00	0.00	0.00			0.00	0.00	0.00
TAO4	Number of research reports published		Number	20.00			0.00	0.00	0.00	0.00			0.00	0.00	0.00
TAO5	Number of projects given Monitoring and Evaluation advice		Ratio	100.00			0.00	0.00	0.00	0.00			0.00	0.00	0.00
TAO6	Number of dissemination events		Number	6.00			0.00	0.00	0.00	0.00			0.00	0.00	0.00
TAO7	Number of events organised by WEFO		Number	10.00			0.00	0.00	0.00	0.00			0.00	0.00	0.00
TAO8	Number of press releases issued		Number	150.00			1.00	0.00	0.00	0.01			1.00	0.00	0.00
TAO9	Number of high profile project launches		Ratio	50.00			0.00	0.00	0.00	0.00			0.00	0.00	0.00

ID	Indicator	Category of region	2015			2014		
			Total	Men	Women	Total	Men	Women
TAO1	Number of training events held		0.00	0.00	0.00	0.00	0.00	0.00
TAO10	Number of e-newsletters issued		0.00	0.00	0.00	0.00	0.00	0.00
TAO11	Percentage of enquiries resolved within 5 working days		0.00	0.00	0.00	0.00	0.00	0.00
TAO12	Number of audit visits		0.00	0.00	0.00	0.00	0.00	0.00
TAO2	Framework Contract for Specialist Expertise in place for project delivery		0.00	0.00	0.00	0.00	0.00	0.00
TAO3	Number of projects undergoing a formal assessment for their cross cutting themes integration		0.00	0.00	0.00	0.00	0.00	0.00
TAO4	Number of research reports published		0.00	0.00	0.00	0.00	0.00	0.00
TAO5	Number of projects given Monitoring and Evaluation advice		0.00	0.00	0.00	0.00	0.00	0.00
TAO6	Number of dissemination events		0.00	0.00	0.00	0.00	0.00	0.00
TAO7	Number of events organised by WEFO		0.00	0.00	0.00	0.00	0.00	0.00
TAO8	Number of press releases issued		0.00	0.00	0.00	0.00	0.00	0.00

ID	Indicator	Category of region	2015			2014		
			Total	Men	Women	Total	Men	Women
TAO9	Number of high profile project launches		0.00	0.00	0.00	0.00	0.00	0.00

Priority axis	4 - Technical Assistance
Specific objective	4.1 - To ensure the efficient and effective management of the 2014-2020 programmes.

Table 2C : Programme specific result indicators for ESF and YEI

ID	Indicator	Category of region	Measurement unit for indicator	Output indicator used as basis for target setting	Measurement unit for baseline and target	Target value (2023)			Achievement ratio			2016						
						Total	Men	Women	Total	Men	Women	Cumulative			Annual total			Qualitative
						Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	
TAR1	Management Authority Irregularity Rate					Below 2%												0.15%
TAR2	WEFO Error Rate					Below 2%												

ID	Indicator	Category of region	2015							2014						
			Cumulative			Annual total			Qualitative	Cumulative			Annual total			Qualitative
			Total	Men	Women	Total	Men	Women		Total	Men	Women	Total	Men	Women	
TAR1	Management Authority Irregularity Rate															
TAR2	WEFO Error Rate															

Priority axis	4 - Technical Assistance
Specific objective	4.2 - To provide high quality advice to key partners involved in the design and delivery of operations.

Table 2C : Programme specific result indicators for ESF and YEI

ID	Indicator	Category of region	Measurement unit for indicator	Output indicator used as basis for target setting	Measurement unit for baseline and target	Target value (2023)			Achievement ratio			2016						
												Cumulative			Annual total			Qualitative
						Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	
TAR3	Customer Satisfaction		Ratio		Ratio	50.00%			0.00%			0.00%	0.00%	0.00%	%	%	%	

ID	Indicator	Category of region	2015							2014						
			Cumulative			Annual total			Qualitative	Cumulative			Annual total			Qualitative
			Total	Men	Women	Total	Men	Women		Total	Men	Women	Total	Men	Women	
TAR3	Customer Satisfaction		%	%	%	0.00%	0.00%	0.00%		%	%	%	0.00%	0.00%	0.00%	

Table 3B: Number of enterprises supported by the operational programme net of multiple support to the same enterprises

Indicator	Number of enterprises supported by OP net of multiple support
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**Table 5: Information on the milestones and targets defined in the performance framework**

Priority axis	Ind type	ID	Indicator	Measurement unit	Fund	Category of region	2016 Cum total	2016 Cum men	2016 Cum women	2016 Annual total	2016 Annual total men	2016 Annual total women
1	F	P1F	Eligible Expenditure	Euros	ESF	Less developed	4,351,627.37					
1	O	1002	Economically inactive (aged 25 and over), not in education or training, who have complex barriers to employment (low or no skills; a work limiting health condition or disability; care or childcare responsibilities; over 54; from a jobless household)	Number	ESF	Less developed	2,912.00	786.00	2,126.00	1,894.00	555.00	1,339.00
1	O	1003	Long-term unemployed (aged 25 and over) who have complex barriers to employment (low or no skills; a work limiting health condition or disability ; are from a BME (Black, Minority, Ethnic) group; from a jobless household)	Number	ESF	Less developed	1,134.00	765.00	369.00	780.00	540.00	240.00
2	F	P2F	Eligible Expenditure	Euros	ESF	Less developed	9,190,476.10					
2	O	1172M	Employed, including self-employed participants with no formal qualifications - male	Number	ESF	Less developed	285.00	285.00	0.00	275.00	275.00	0.00
2	O	1172F	Employed, including self-employed participants with no formal qualifications - female	Number	ESF	Less developed	215.00	0.00	215.00	185.00	0.00	185.00
2	O	1173M	Employed, including self-employed participants with qualifications up to and including a lower secondary education (ISCED 2) - male	Number	ESF	Less developed	5,756.00	5,756.00	0.00	1,657.00	1,657.00	0.00
2	O	1173F	Employed, including self-employed participants with qualifications up to and including a lower secondary education (ISCED 2) - female	Number	ESF	Less developed	5,966.00	0.00	5,966.00	2,046.00	0.00	2,046.00
2	O	1178M	Employed, including self-employed participants with lower secondary education (ISCED 2)	Number	ESF	Less developed	3,587.00	3,587.00	0.00	1,210.00	1,210.00	0.00

Priority axis	Ind type	ID	Indicator	Measurement unit	Fund	Category of region	2016 Cum total	2016 Cum men	2016 Cum women	2016 Annual total	2016 Annual total men	2016 Annual total women
			- male									
2	O	1178F	Employed, including self-employed participants with lower secondary education (ISCED 2) - female	Number	ESF	Less developed	4,121.00	0.00	4,121.00	1,648.00	0.00	1,648.00
3	F	P3F	Eligible Expenditure	Euros	ESF	Less developed	4,802,480.48					
3	O	1027	NEET Participants (16 - 24 years of age)	Number	ESF	Less developed	9,960.00	5,440.00	4,520.00	3,749.00	2,060.00	1,689.00

Priority axis	Ind type	ID	Indicator	Measurement unit	Fund	Category of region	2015 Cum total	2014 Cum total	Observations
1	F	PIF	Eligible Expenditure	Euros	ESF	Less developed	0.00	0.00	
1	O	1002	Economically inactive (aged 25 and over), not in education or training, who have complex barriers to employment (low or no skills; a work limiting health condition or disability; care or childcare responsibilities; over 54; from a jobless household)	Number	ESF	Less developed	1,018.00	0.00	
1	O	1003	Long-term unemployed (aged 25 and over) who have complex barriers to employment (low or no skills; a work limiting health condition or disability ; are from a BME (Black, Minority, Ethnic) group; from a jobless household)	Number	ESF	Less developed	354.00	0.00	
2	F	P2F	Eligible Expenditure	Euros	ESF	Less developed	524,620.80	0.00	
2	O	1172 M	Employed, including self-employed participants with no formal qualifications - male	Number	ESF	Less developed	10.00	0.00	
2	O	1172 F	Employed, including self-employed participants with no formal qualifications - female	Number	ESF	Less developed	30.00	0.00	
2	O	1173 M	Employed, including self-employed participants with	Number	ESF	Less developed	4,099.00	1,917.00	

Priority axis	Ind type	ID	Indicator	Measurement unit	Fund	Category of region	2015 Cum total	2014 Cum total	Observations
			qualifications up to and including a lower secondary education (ISCED 2) - male						
2	O	1173 F	Employed, including self-employed participants with qualifications up to and including a lower secondary education (ISCED 2) - female	Number	ESF	Less developed	3,920.00	1,732.00	
2	O	1178 M	Employed, including self-employed participants with lower secondary education (ISCED 2) - male	Number	ESF	Less developed	2,377.00	1,050.00	
2	O	1178 F	Employed, including self-employed participants with lower secondary education (ISCED 2) - female	Number	ESF	Less developed	2,473.00	1,141.00	
3	F	P3F	Eligible Expenditure	Euros	ESF	Less developed	0.00	0.00	
3	O	1027	NEET Participants (16 - 24 years of age)	Number	ESF	Less developed	6,211.00	1,829.00	

Priority axis	Ind type	ID	Indicator	Measurement unit	Fund	Category of region	Milestone for 2018 total	Milestone for 2018 men	Milestone for 2018 women	Final target (2023) total	Final target (2023) men	Final target (2023) women
1	F	P1F	Eligible Expenditure	Euros	ESF	Less developed	63,300,209			248,169,000.00		
1	O	1002	Economically inactive (aged 25 and over), not in education or training, who have complex barriers to employment (low or no skills; a work limiting health condition or disability; care or childcare responsibilities; over 54; from a jobless household)	Number	ESF	Less developed	9,182			36,000.00		
1	O	1003	Long-term unemployed (aged 25 and over) who have complex barriers to employment (low or no skills; a work limiting health condition or disability ; are from a BME (Black, Minority, Ethnic) group; from a	Number	ESF	Less developed	2,755			10,800.00		

Priority axis	Ind type	ID	Indicator	Measurement unit	Fund	Category of region	Milestone for 2018 total	Milestone for 2018 men	Milestone for 2018 women	Final target (2023) total	Final target (2023) men	Final target (2023) women
			jobless household)									
2	F	P2F	Eligible Expenditure	Euros	ESF	Less developed	122,472,128			480,153,001.00		
2	O	1172M	Employed, including self-employed participants with no formal qualifications - male	Number	ESF	Less developed	3,578			14,029.00		
2	O	1172F	Employed, including self-employed participants with no formal qualifications - female	Number	ESF	Less developed	3,258			12,771.00		
2	O	1173M	Employed, including self-employed participants with qualifications up to and including a lower secondary education (ISCED 2) - male	Number	ESF	Less developed	6,088			23,870.00		
2	O	1173F	Employed, including self-employed participants with qualifications up to and including a lower secondary education (ISCED 2) - female	Number	ESF	Less developed	5,543			21,730.00		
2	O	1178M	Employed, including self-employed participants with lower secondary education (ISCED 2) - male	Number	ESF	Less developed	4,099			16,070.00		
2	O	1178F	Employed, including self-employed participants with lower secondary education (ISCED 2) - female	Number	ESF	Less developed	3,732			14,630.00		
3	F	P3F	Eligible Expenditure	Euros	ESF	Less developed	83,941,491			329,098,318.00		
3	O	1027	NEET Participants (16 - 24 years of age)	Number	ESF	Less developed	10,891			42,700.00		

### 3.4 Financial data (Article 50(2) of Regulation (EU) No 1303/2013)

Table 6: Financial information at priority axis and programme level

(as set out in Table 1 of Annex II to Commission Implementing Regulation (EU) No 1011/2014 (Model for the transmission of financial data))

Priority axis	Fund	Category of region	Calculation basis	Total fund	Co-financing rate	Total eligible cost of operations selected for support	Proportion of the total allocation covered with selected operations	Public eligible cost of operations selected for support	Total eligible expenditure declared by beneficiaries to the managing authority	Proportion of the total allocation covered by eligible expenditure declared by beneficiaries	Number of operations selected
1	ESF	Less developed	Total	248,169,000.00	78.96	175,309,864.00	70.64%	164,534,450.00	5,245,439.00	2.11%	10
2	ESF	Less developed	Total	480,153,001.00	71.98	517,634,255.00	107.81%	495,406,163.00	64,601,707.00	13.45%	16
3	ESF	Less developed	Total	329,093,318.00	74.36	277,731,353.00	84.39%	265,230,780.00	4,802,480.00	1.46%	13
4	ESF	Less developed	Total	21,579,890.00	74.36	31,338,041.00	145.22%	31,241,493.00	959,946.00	4.45%	6
<b>Total</b>	<b>ESF</b>	<b>Less developed</b>		<b>1,078,995,209.00</b>	<b>74.36</b>	<b>1,002,013,513.00</b>	<b>92.87%</b>	<b>956,412,886.00</b>	<b>75,609,572.00</b>	<b>7.01%</b>	<b>45</b>
<b>Grand total</b>				<b>1,078,995,209.00</b>	<b>74.36</b>	<b>1,002,013,513.00</b>	<b>92.87%</b>	<b>956,412,886.00</b>	<b>75,609,572.00</b>	<b>7.01%</b>	<b>45</b>

Table 7: Breakdown of the cumulative financial data by category of intervention for the ERDF, the ESF and the Cohesion Fund (Article 112(1) and (2) of Regulation (EU) No 1303/2013 and Article 5 of Regulation (EU) No 1304/2013)

Priority axis	Characteristics of expenditure		Categorisation dimensions								Financial data			
	Fund	Category of region	Intervention field	Form of finance	Territorial dimension	Territorial delivery mechanism	Thematic objective dimension	ESF secondary theme	Economic dimension	Location dimension	Total eligible cost of operations selected for support	Public eligible cost of operations selected for support	Total eligible expenditure declared by beneficiaries to the managing authority	Number of operations selected
1	ESF	Less developed												
1	ESF	Less developed	102	01	07	07	09	08, 08, 08, 08, 08, 08, 08	24	UKL1	11,385,650.00	11,385,650.00	0.00	1
1	ESF	Less developed	109	01	01	07	09	08, 08, 08, 08, 08, 08, 08	24	UKL1	57,124,512.00	52,684,376.00	0.00	1
1	ESF	Less developed	109	01	07	07	09	02, 08, 08, 08, 08, 08, 08	20	UKL1	5,967,837.00	5,775,201.00	893,811.00	1
1	ESF	Less developed	109	01	07	07	09	08, 08, 08, 08, 08, 08, 08	20	UKL1	6,120,000.00	6,120,000.00	0.00	1
1	ESF	Less developed	109	01	07	07	09	02, 08, 08, 08, 08, 08, 08	21	UKL1	78,628,461.00	72,727,875.00	2,239,044.00	4
1	ESF	Less developed	109	01	07	07	09	08, 08, 08, 08, 08, 08, 08	24	UKL1	16,083,404.00	15,841,348.00	2,112,584.00	2
2	ESF	Less developed												
2	ESF	Less developed	105	01	07	07	08	07, 08, 08, 08, 08, 08, 08	24	UKL1	10,387,928.00	9,595,512.00	2,579,831.00	1
2	ESF	Less developed	116	01	07	07	10	05, 08, 08, 08, 08, 08, 08	19	UKL1	6,442,431.00	5,621,864.00	982,684.00	2
2	ESF	Less developed	117	01	07	07	10	04, 08, 08, 08, 08, 08, 08	19	UKL1	63,470,377.00	52,372,053.00	2,014,043.00	2
2	ESF	Less developed	117	01	07	07	10	08, 08, 08, 08, 08, 08, 08	19	UKL1	437,333,519.00	427,816,734.00	59,025,149.00	11
3	ESF	Less developed												
3	ESF	Less developed	103	01	07	07	08	08, 08, 08, 08, 08, 08, 08	24	UKL1	164,065,947.00	161,264,627.00	1,395,945.00	3
3	ESF	Less developed	103	01	07	07	10	08, 08, 08, 08, 08, 08, 08	24	UKL1	3,333,333.00	3,333,333.00	0.00	1
3	ESF	Less developed	109	01	07	07	08	02, 08, 08, 08, 08, 08, 08	21	UKL1	18,312,045.00	11,725,785.00	429,316.00	1
3	ESF	Less developed	109	01	07	07	08	08, 08, 08, 08, 08, 08, 08	21	UKL1	11,270,897.00	8,903,520.00	190,417.00	2
3	ESF	Less developed	109	01	07	07	10	02, 08, 08, 08, 08, 08, 08	21	UKL1	7,947,151.00	7,947,151.00	0.00	1
3	ESF	Less developed	109	01	07	07	10	08, 08, 08, 08, 08, 08, 08	21	UKL1	23,522,273.00	23,517,507.00	1,713,140.00	1
3	ESF	Less developed	115	01	07	07	10	08, 08, 08, 08, 08, 08, 08	19	UKL1	49,279,707.00	48,538,857.00	1,073,662.00	4

Priority axis	Characteristics of expenditure		Categorisation dimensions								Financial data			
			Intervention field	Form of finance	Territorial dimension	Territorial delivery mechanism	Thematic objective dimension	ESF secondary theme	Economic dimension	Location dimension	Total eligible cost of operations selected for support	Public eligible cost of operations selected for support	Total eligible expenditure declared by beneficiaries to the managing authority	Number of operations selected
4	ESF	Less developed												
4	ESF	Less developed	121	01	07	07		08, 08, 08, 08, 08, 08, 08	18	UKL1	29,708,122.00	29,611,574.00	875,681.00	2
4	ESF	Less developed	123	01	07	07		08, 08, 08, 08, 08, 08, 08	24	UKL1	1,629,919.00	1,629,919.00	84,265.00	4

Table 8: The use made of cross-financing

1	2	3	4	5	6
<b>Use of cross-financing</b>	<b>Priority axis</b>	<b>The amount of EU support envisaged to be used for cross financing based on selected operations (EUR)</b>	<b>Share of the total financial allocation to the priority axis (%) (3/total financial allocation to priority axis*100)</b>	<b>Eligible expenditure used under cross financing declared by the beneficiary to the managing authority (EUR)</b>	<b>Share of the total financial allocation to the priority axis (%) (5/total financial allocation to priority axis*100)</b>

Table 9: Cost of operations implemented outside the programme area (the ERDF and the Cohesion Fund under the Investment for growth and jobs goal)

1	2	3	4	5
<b>Priority axis</b>	<b>The amount of support envisaged to be used for operations implemented outside the programme area based on selected operations (EUR)</b>	<b>Share of the total financial allocation to the priority axis (%) (3/total financial allocation to priority axis*100)</b>	<b>Eligible expenditure incurred in operations implemented outside the programme area declared by the beneficiary to the managing authority (EUR)</b>	<b>Share of the total financial allocation to the priority axis (%) (5/total financial allocation to priority axis*100)</b>

Table 10: Expenditure incurred outside the Union (ESF)

The amount of expenditure envisaged to be incurred outside the Union under thematic objectives 8 and 10 based on selected operations (EUR)	Share of the total financial allocation (Union and national contribution) to the ESF programme or the ESF part of a multi-fund programme (%) (1/total financial allocation (Union and national contribution) to the ESF programme or the ESF part of a multi-fund programme*100)	Eligible expenditure incurred outside the Union declared by the beneficiary to the managing authority (EUR)	Share of the total financial allocation (Union and national contribution) to the ESF programme or the ESF part of a multi-fund programme (%) (3/total financial allocation (Union and national contribution) to the ESF programme or the ESF part of a multi-fund programme*100)

## 4. SYNTHESIS OF THE EVALUATIONS

Synthesis of the findings of all evaluations of the programme that have become available during the previous financial year, with reference of name and reference period of the evaluation reports used

No evaluations of the 2014-2020 Programmes have become available during the year. However, during 2016 WEFO finalised the report of the Combined Analysis of the 2009-2013 ESF Leavers Surveys (surveys undertaken on the 2007-2013 programmes). The purpose of the Combined Analysis was to combine data from all five surveys so that the overall sample size would be big enough to provide findings by 'project type', rather than just at programme level. The survey analysis also incorporated a Counterfactual Impact Evaluation (CIE) analysis which compared employment outcomes of ESF leavers with employment outcomes of a control group identified from the Annual Population Survey using Propensity Score Matching. The key findings are outlined below:

Participating in most types of ESF project will give participants a better chance of getting a job within 12 months, but some types of project appear to improve the likelihood more than others. Within 12 months of a participant starting a project, the most effective types of projects for supporting employment are 'Employability Support' (i.e. pre-employment job search activities and soft skills development) and 'Engagement Signposting' (i.e. Careers advice, support and training to successfully apply for jobs). Wider evidence on both types of support suggests that they can be very cost-effective, can achieve large positive results, particularly in the short-term, but over the longer-term, other types of support (e.g. training, see below) can catch up in terms of effectiveness.

A smaller impact was found for 'Redundancy Training'. Redundancy Training projects are projects with a specific focus on training people who have recently been made redundant or are under notice of redundancy. Participants from these projects tend to have higher levels of education and are closer to the labour market, having only recently left their previous job. This may lead to a potential for deadweight, i.e. many Redundancy Training participants may have found work anyway, even if they had not participated in the Redundancy Training. However, other analysis undertaken for the report showed that, for those who find work, Redundancy Training appears to reduce the likelihood of participants entering low-paid occupations. This is also true of Employability Support and Engagement Signposting (though the effect is highest amongst Redundancy Training participants).

No statistically significant difference was found in employment rates between the ESF group and the control group for 'Basic Skills' training for the point in time the analysis was undertaken, i.e. 12 months after the participant started engaging with their ESF project. The people on these projects tended to have achieved fairly low levels of education before they began their project compared with those on other projects and tended to spend a relatively long time on their course. Although these projects ultimately aim to get people into jobs, for many it is about moving them closer to this goal through gaining qualifications that will make them more employable. It is possible

that the Basic Skills projects are working on this longer term strategy, rather than focusing on gaining a job in the short to medium term.

In the short-term these projects are focussed on helping their participants gain qualifications. This is important because almost across the board, people who gained some form of qualification were more likely than those who didn't to believe that their ESF support was helpful to them. The perceived value of ESF support is greatest when the level of the qualification achieved is higher than their previous level of education, slightly less if the qualification is at the same level and less again if the qualification is at a lower level.

A weakness of these particular findings is that they are based on participants' perceptions of the benefits of participating in their ESF project and not on actual employment outcomes. However, the importance of qualifications to people's labour market outcomes is supported by national statistics showing that people with no qualifications are more than twice as likely to be unemployed than those with at least one qualification. People in Basic Skills projects showed a marked improvement in education level by the time of the survey from when they joined an ESF project. They were around 40% less likely to have no qualifications (reduction from 17% to just 10% by the time of the survey) and the proportion with a level 2 qualification increased from a quarter (25%) to just under one third (30%).

The importance of qualifications to people's labour market outcomes could suggest that we need a longer-term measure of employment transitions to capture the outcomes of Basic Skills Training. Although we cannot be certain that these types of projects will deliver these outcomes, wider evidence supports the case for improving the skills of those with low or no skills. Other research has also shown that the effects of some training programmes may not become apparent until a longer time has elapsed. These findings suggest that continuing support for Basic Skills Training is justified despite their limited short-term effect.

The report of the Combined Analysis can be found at: <http://gov.wales/funding/eu-funds/previous/programme-evaluation/58899873/?lang=en>.

## **6. ISSUES AFFECTING THE PERFORMANCE OF THE PROGRAMME AND MEASURES TAKEN (ARTICLE 50(2) OF REGULATION (EU) No 1303/2013)**

### **(a) Issues which affect the performance of the programme and the measures taken**

In 2016 the primary focus has been on further developing the remaining backbone operations and the regional and local gap fillers within all programme areas. The backbone operation approach within the delivery of the programmes has allowed WEFO to focus on smaller more focused activity over the past year to ensure the more marginalised and harder to reach groups are able to access ESF support. Alongside continuing to approve new operations, WEFO have been managing and supporting the mobilisation phases of approved operations this has included; supporting efforts on procurement and ensuring access by the third and private sector to delivery opportunities; helping operations to develop compliant data capture and reporting systems; and, monitoring staff recruitment and implementation of operations.

As at the 31st of December 2016 WEFO had achieved committing 60% of the estimated fund value. Commitment levels against the performance framework targets are also encouraging. WEFO have continued to increase claims processing, payments to beneficiaries and to embed Monitoring and Verification procedures. WEFO continue to hold regular stakeholder / beneficiary events to promote issues of best practice and communicate issues of eligibility and compliance, helping to reduce potential errors and encourage collaborative working.

During 2016 WEFO have continued to monitor the impact of the UK referendum on membership of the European Union. Interest in the European Social Fund does not seem to have been impacted by the decision to leave the EU. During this time WEFO have continued to undertake regular communications with stakeholders to promote the benefits of the European funding and to address any potential concerns raised by beneficiaries.

**(b) An assessment of whether progress made towards targets is sufficient to ensure their fulfilment, indicating any remedial actions taken or planned, where appropriate.**

In accordance with the AIR reporting model, this information can be found under Section 11.1.

## **7. CITIZEN'S SUMMARY**

A citizen's summary of the contents of the annual implementation report can be found at Annex 1.

**8. REPORT ON THE IMPLEMENTATION OF FINANCIAL INSTRUMENTS**

Not applicable to the Programme.

## 9. OPTIONAL FOR THE REPORT TO BE SUBMITTED IN 2016, NOT APPLICABLE TO OTHER LIGHT REPORTS: ACTIONS TAKEN TO FULFILL EX-ANTE CONDITIONALITIES

Table 14: Actions taken to fulfil applicable general ex-ante conditionalities

General ex-ante conditionality	Criteria not fulfilled	Actions taken	Deadline	Bodies responsible	Action completed by the deadline	Criteria fulfilled	Expected date for full implementation of remaining actions	Commentary
G7 - The existence of a statistical basis necessary to undertake evaluations to assess the effectiveness and impact of the programmes. The existence of a system of result indicators necessary to select actions, which most effectively contribute to desired results, to monitor progress towards results and to undertake impact evaluation.	4 - An effective system of result indicators including: the establishment of targets for these indicators.	The issue of non-compliance relates to no target being set for indicator ID 1128 in Priority Axis 3 Specific Objective 2. Risk of NEET will be identified utilising the standard principles within the Welsh Government Youth Engagement and Progression Framework. This standard approach to identifying and	31-Dec-2016	Welsh Government	No	No		An extension on this action was given to February 2017. This has now been completed and accepted. The indicator 1128 was retained. Our proposal therefore is to retain indicator without a baseline or target and will be use for monitoring purposes only. It was agreed that progress would be adequately measured by the two existing result indicators.

General ex-ante conditionality	Criteria not fulfilled	Actions taken	Deadline	Bodies responsible	Action completed by the deadline	Criteria fulfilled	Expected date for full implementation of remaining actions	Commentary
		tracking risk of NEET is new and actions will be subject to an impact evaluation in 2016. The outcomes of this evaluation will establish a target for this indicator and fulfil the ex-ante conditionality.						

Table 15: Actions taken to fulfil applicable thematic ex-ante conditionalities

General ex-ante conditionality	Criteria not fulfilled	Actions taken	Deadline	Bodies responsible	Action completed by the deadline	Criteria fulfilled	Expected date for full implementation of remaining actions	Commentary
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Not applicable to the Programme.

10.       **PROGRESS IN PREPARATION AND IMPLEMENTATION OF MAJOR PROJECTS AND JOINT ACTION PLANS (ARTICLE 101(H) AND 111(3) OF REGULATION (EU) NO 1303/2013)**

10.1. Major projects

Table 12: Major projects

Project	CCI	Status of MP	Total investments	Total eligible costs	Planned notification / submission date	Date of tacit agreement / approval by Commission	Planned start of implementation (year, quarter)	Planned completion date	Priority Axis / Investment priorities	Current state of realisation — financial progress (% of expenditure certified to Commission compared to total eligible cost)	Current state of realisation — physical progress Main implementation stage of the project	Main outputs	Date of signature of first works contract	Observations

Not applicable to the Programme.

**Significant problems encountered in implementing major projects and measures taken to overcome them**

Not applicable to the Programme.

**Any change planned in the list of major projects in the operational programme**

Not applicable to the Programme.
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## **10.2. Joint action plans**

### **Progress in the implementation of different stages of joint action plans**

No Joint action plans are being supported under the Programme.

Table 13: Joint action plans (JAP)

Title of the JAP	CCI	Stage of implementation of JAP	Total eligible costs	Total public support	OP contribution to JAP	Priority axis	Type of JAP	[Planned] submission to the Commission	[Planned] start of implementation	[Planned] completion	Main outputs and results	Total eligible expenditure certified to the Commission	Observations
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No Joint action plans are being supported under the Programme.

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

No Joint action plans are being supported under the Programme.

**PART B**  
**REPORTING SUBMITTED IN YEARS 2017, 2019 AND FINAL IMPLEMENTATION REPORT**  
**(Article 50(4), 111(3) and (4) of regulation (EU) No 1303/2013)**

**11. ASSESSMENT OF THE IMPLEMENTATION OF THE OPERATIONAL PROGRAMME**  
**(ARTICLES 50(4) AND 111(4) OF REGULATION (EU) NO 1303/2013)**

**11.1. Information in Part A and achieving objectives of the programme (Article 50(4) of Regulation (EU) No 1303/2013)**

Priority axis	1 - Tackling Poverty through Sustainable Employment
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No evidence is yet available from evaluations, but, as outlined in Section 12.1 evaluation activities are well underway. A number of evaluators have been appointed to undertake operation level evaluations, and, in those cases where evaluators have not yet been appointed, monitoring and evaluation plans have been developed. The contract for the ESF Participants Survey was awarded in 2016 and fieldwork is due to begin in mid 2017. This will provide the main source of participant outcome data for the programme, including the data needed to report against the longer-term result indicators. Analysis of the survey data will be undertaken at programme, priority axis and operation level. A Counterfactual Impact Evaluation (CIE) analysis will also be undertaken using survey data and other datasets.

Priority axis	2 - Skills for Growth
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No evidence is yet available from evaluations, but, as outlined in Section 12.1 evaluation activities are well underway. A number of evaluators have been appointed to undertake operation level evaluations, and, in those cases where evaluators have not yet been appointed, monitoring and evaluation plans have been developed. The contract for the ESF Participants Survey was awarded in 2016 and fieldwork is due to begin in mid 2017. This will provide the main source of participant outcome data for the programme, including the data needed to report against the longer-term result indicators. Analysis of the survey data will be undertaken at programme, priority axis and operation level.

Priority axis	3 - Youth Employment and Attainment
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No evidence is yet available from evaluations, but, as outlined in Section 12.1 evaluation activities are well underway. A number of evaluators have been appointed to undertake operation level evaluations, and, in those cases where evaluators have not yet been appointed, monitoring and evaluation plans have been developed. The contract for the ESF Participants Survey was awarded in 2016 and fieldwork is due to begin in mid 2017. This will provide the main source of participant outcome data for the programme,

including the data needed to report against the longer-term result indicators. Analysis of the survey data will be undertaken at programme, priority axis and operation level.

Priority axis

4 - Technical Assistance

The only data available for the Technical Assistance result indicators are for the irregularity rate. As at end of 2016, the irregularity rate was 0.15%, within the target of less than 2%.

**11.2. Specific actions taken to promote equality between men and women and to prevent discrimination, in particular accessibility for persons with disabilities, and the arrangements implemented to ensure the integration of the gender perspective in the operational programme and operations (Articles 50(4) and 111(4), second subparagraph, (e) of Regulation (EU) No 1303/2013)**

The model used to build this Cross Cutting Theme (CCT) into the Programme embraces both vertical and horizontal measures. Vertical measures provide an opportunity to tackle particular issues e.g. positive action to remove barriers for disabled people to participate, while horizontal measures raise the profile and encourage a learning process in relation to this cross cutting theme across a diverse range of organisations and activities e.g. improving workplace equality strategies.

WEFO's Cross Cutting Themes Team give on-going specialist advice to WEFO staff and beneficiaries from an early stage in a project design to maximise the opportunities to integrate this CCT. A formal CCT assessment is carried out at Business Plan stage and recommendations made and commitments agreed; A continual programme of awareness raising and training is provided to stakeholders on how to integrate the CCTs; Guidance has been developed, together with best practice case study examples which provide specific information on how beneficiaries can address equal opportunities and gender mainstreaming within their operational plans; Regular monitoring of progress takes place at project review meetings and update reports are provided to the Programme Monitoring Committee (PMC) and other stakeholders.

Support for people with protected characteristics

The programme provides for the continued funding of proposals which support key groups with protected characteristics in Wales and in particular aim to build on the success of the previous funding round. Examples include:

Gender: Chwarae Teg's Agile Nation 2 project will deliver skills support and mentoring for women in employment, as well as working with employers to promote diversity and tackle gender disadvantage in the workforce.

Disabled People: Inspire 2 Achieve is a project led by Blaenau Gwent County Borough Council. It aims to support 10,952 young people aged 11-24, with Additional Learning Needs, reintegrate into mainstream education provision or alternative curriculum models.

#### Cross Cutting Theme Indicators and Targets

The inclusion of formal targets is an important driver to encourage projects to address issues and to monitor progress systematically over the life of the programme. However, as evidence gathered through the most recent Cross Cutting Theme Evaluation (2015) demonstrated, a formal target has limitations when it comes to validating the wide range of related activity which is being undertaken. In response to the evaluation findings, additional project level CCT indicators have therefore been identified, (agreed at the June 2015 PMC) which enable WEFO to capture this broader range of activity and enable good practice to be identified and reported.

### **11.3. Sustainable development (Articles 50(4) and 111(4), second subparagraph, (f) of Regulation (EU) No 1303/2013)**

The model used to build this Cross Cutting Theme (CCT) into the Programme is through horizontal measures which raise the profile and encourage a learning process in relation to sustainable development across a diverse range of organisations and activities e.g. resource efficiency measures.

WEFO's Cross Cutting Themes Team give on-going specialist advice to WEFO staff and beneficiaries from an early stage in a project design to maximise the opportunities to integrate sustainable development. A formal CCT assessment is carried out at Business Plan stage and recommendations made and commitments agreed; A continual programme of awareness raising and training is provided to stakeholders on how to integrate the CCTs; Guidance has been developed, together with best practice case study examples which provide specific information on how beneficiaries can address sustainable development within their operational plans; Regular monitoring of progress takes place at project review meetings and update reports are provided to the Programme Monitoring Committee (PMC) and other stakeholders.

#### Cross Cutting Theme Indicators and Targets

The inclusion of formal targets is an important driver to encourage projects to address issues and monitor progress systematically over the life of the programme. However, as evidence gathered through the most recent Cross Cutting Theme Evaluation (2015) demonstrated, a formal target has limitations when it comes to validating the wide range of related activity which is being undertaken. In response to the evaluation findings, additional project level CCT indicators have therefore been identified, (agreed at the June 2015 PMC) which enable WEFO to capture this broader range of activity and enable good practice to be identified and reported.

#### 11.4. Reporting on support used for climate change objectives (Article 50(4) of Regulation (EU) No 1303/2013)

Priority axis	Amount of support to be used for climate change objectives (EUR)	Proportion of total allocation to the operational programme (%)
<b>Total</b>	<b>0.00</b>	<b>0.00%</b>

The above table shows the calculated amount of support to be used for climate change objectives based on approved Operations. The calculation is made based on a methodology, developed by the European Commission, which applies a specific weighting to the expenditure recorded against the codes of categorisation that have been assigned to operations in Table 7 of Section 3.4. The relevant weighting of 0%, 40% or 100% that apply to each code of intervention can be found at Annex 1 of the implementing regulation 215/2014. For ESF this is based solely on the 'ESF Secondary Theme' categorisation Code 01 ('Supporting the shift to a low-carbon, resource efficient economy'). As at end December 2016 the amount of EU Grant of operations that is to be used in support of climate change objectives was zero. There were no Operations approved against 'ESF Secondary Theme' categorisation Code 01 .

Operations funded through the ESF programmes are encouraged to actively promote the mitigation of wider climate change objectives. Through the delivery of the Sustainable Development Cross Cutting Theme, operations are encouraged to consider a variety of activities such as implementing travel plans and sustainable transport initiatives which contribute to tackling the wider climate change agenda.

Sustainable development initiatives and environmental awareness is encouraged as part of the content of education and training programmes and support for participating employers to adopt or improve Environmental Sustainability Strategies is an indicator for some of the activity supported.

#### 11.5. Role of partners in the implementation of the programme

##### Programme Monitoring Committee

A single Programme Monitoring Committee (PMC) has been established to cover all three ESI funds managed by the Welsh Government (ERDF, ESF, EAFRD) and provide strategic direction and oversight of the investments being made across Wales. Partners from private, public and third sectors (including economic and social partners, national, regional and local authorities; and representatives of civil society including environmental and equality bodies) form membership of the PMC.

In 2016 the PMC met four times. Decisions taken during 2016 by the PMC in relation to the Programme included:

- Approval of the 2015 Annual Implementation Reports for all ES&I Programmes
- Approval of a Programme modification to allocate additional resources to ESF Priority 2 Skills following the European Commissions mid-term adjustment of national

allocations for Cohesion policy.

#### Delivery and Compliance Group

WEFO has established a Delivery and Compliance Group which meets on a quarterly basis to consider and review delivery and compliance issues affecting programme implementation for the European Structural Funds Programmes. The progress and membership of the Group is reviewed at regular intervals to ensure that membership continues to be representative of key partners and that the Group remains fit for purpose. Currently the group includes Sector representatives from Local Authorities, Higher Education and Further Education, Third Sector and Welsh Government.

The Compliance report is reviewed at each meeting and covers all themes raised through the various audit and compliance checks undertaken by the European Commission, ECA, Audit Authority and Management Verification Teams. The Group met four times during 2016. At those meetings particular emphasis was given to Procurement and Participant Eligibility requirements as these seemed to be giving Operations concern.

#### Monitoring and Evaluation Advisory Group

During 2016 WEFO set up the Monitoring and Evaluation Advisory Group (MEAG). The role of the MEAG is to help support WEFO produce robust monitoring and evaluation evidence on the ESI funds in Wales. The MEAG consists of partners from the private sector (London Economics), local government (Welsh Local Government Association and the Regional Engagement Teams), the voluntary sector (Wales Council for Voluntary Action) and higher education (Higher Education Funding Council for Wales). The MEAG met once during 2016. At the first meeting in September 2016 the MEAG discussed progress with the Ex Post Evaluations of the 2007-2013 Structural Funds, the 2014-2020 ESF Participants Survey and the ERDF Infrastructure Evaluation covering the 2000-2006 and 2007-2013 periods.

#### Regional Engagement Teams

Partners are also involved through Regional Engagement Teams based in North Wales, Mid Wales, Swansea Bay and South East Wales. Supported through Technical Assistance the teams help to improve the management and delivery of the Programme, ensuring regional integration of delivery and by contributing to the move towards a more strategic delivery model with a clearer framework for economic prioritisation by ensuring regional alignment and coherence of operations.

## **12. OBLIGATORY INFORMATION AND ASSESSMENT ACCORDING TO ARTICLE 111(4), FIRST SUBPARAGRAPH, (A) AND (B), OF REGULATION (EU) No 1303/2013**

### **12.1. Progress in implementation of the evaluation plan and the follow-up given to the findings of evaluations**

During 2016 WEFO set up the Monitoring and Evaluation Advisory Group (MEAG). The role of the MEAG is to help support the Strategy Team (formerly known as the Research, Monitoring and Evaluation (RME) Team) produce robust monitoring and evaluation evidence on the ESI funds in Wales. The MEAG met once during 2016 (with a further meeting held in February 2017). At the first meeting in September 2016 the MEAG discussed progress with the Ex Post Evaluations of the 2007-2013 Structural Funds and RDP Programmes, the 2014-2020 ESF Participants Survey and the ERDF Infrastructure Evaluation covering the 2000-2006 and 2007-2013 periods. The MEAG also received a presentation on the RDP Glastir Woodland Element Up-take Survey, discussed the format of the Programme Monitoring Reports for the PMC and the plans for the forthcoming Evaluation Event and provided comments on the draft evaluation guidance for RDP Local Action Groups.

On 20 October 2016 WEFO held its annual information event. The afternoon of this event was exclusively focussed on evaluation. The event involved presentations on the initial findings from the Ex Post Evaluations of the 2007-2013 Structural Funds and RDP Programmes and Evaluation Workshops on Business Support (ERDF and RDP), Support for Individuals (ESF and RDP) and RDP Axes 3 and 4 type activity. Each workshop involved a presentation based on evaluation experience in the 2007-2013 period and a question and answer session with a discussion panel of people who have worked on evaluations of that subject.

During 2016 the WEFO Strategy Team regularly attended ESF project inception and review meetings to advise projects on various monitoring and evaluation issues. The Strategy Team also provided comments on project monitoring and evaluation plans and draft project evaluation specifications.

In June 2016 WEFO awarded the contract for the 2014-2020 ESF Participants Survey to IFF Research. The survey will collect data to report against the longer-term result indicators. It will also provide data to be used in project level evaluations. Since the contract was awarded the Strategy Team has worked closely with IFF Research to ensure the sampling process meets EC requirements for representative sampling. The Strategy Team has also consulted extensively with WEFO colleagues, project sponsors and other stakeholders to ensure the survey delivers data that is helpful for ongoing programme management, project level evaluation and wider policy learning.

During 2016, the WEFO Strategy Team continued to work with the Administrative Data Research Centre Wales (ADRC) to investigate the feasibility of linking ESF participant data with DWP and HMRC data to observe employment outcomes of ESF participants and compare them with a matched control group. This work is being tested on 2007-2013 data but, if this proves to be successful, this approach will be used as part of the evaluation of the 2014-2020 programmes too.

The Strategy Team updated the PMC on progress against the Monitoring and Evaluation Strategy at a meeting in December 2016.

## 12.2. The results of the information and publicity measures of the Funds carried out under the communication strategy

WEFO has made significant progress in implementing the communications strategy for the Structural Funds programmes during 2016, having undertaken a range of information and publicity activities in order to promote the successes of the programmes overall, including ESFF West Wales and the Valleys.

### Website

During 2016 the EU Funds section of the Welsh Government website was an important communications tool for ESF West Wales and the Valleys, sourcing a range of information for project sponsors, partners, stakeholders and the media including news and a streamlined guidance library. The website also provided the latest achievements of ERDF programmes with a suite of case studies published showcasing the benefits and impact resulting from the funding. Fact sheets and infographics were also published for each region in West Wales and the Valleys with images of ESF and ERDF funded projects to emphasise the contribution the fund has made to each county. The EU Funds section of the website received over 98,559 visits during 2016.

### Twitter

Through Twitter, followers receive breaking news stories, including project announcements, events and progress of the programmes during 2016. Over 2,500 followers are also alerted to new content on the EU Funds section of the website such as progress information, guidance for sponsors, and All-Wales Programme Monitoring Committee papers. The Twitter channel was also used for the promotion of key campaigns, in particular Europe Day, in which sponsors were encouraged to tweet about their EU-funded projects using #EUFundsCymru. During 2016, 317 tweets were posted on our Twitter channel @wefowales and 298 via @wefocymru. In many cases our tweets were also posted on @welshgovernment with over 67,000 followers.

### Events

WEFO held an annual information event in October 2016 attended by over 160 delegates. The event provided information to sponsors and stakeholders on best practice in delivering projects and workshops on monitoring and evaluation across the Structural Funds programmes, including ESF. During the event, the EU Funds Publicity Awards 2016 were held, celebrating the achievements of EU project sponsors in communicating their activities.

The aim of the awards was to recognise sponsors who had gone one step further in publicising and communicating the impact of their EU projects. Also, to reinforce that publicity is an important aspect of delivering EU-funded projects and that raising the visibility of EU funds is essential to demonstrate the real benefits to people, businesses and communities. The winners were announced by the Finance Secretary and took part in a photo opportunity along with their trophies and certificates. Live tweets were posted during the event, generating:

- 185 retweets;
- 170 likes;
- Over 300 engagements.

### Press and Publicity

Media / Press activity during 2016 focused on project approvals, launches, project/programme milestones and good news stories which gained widespread media coverage. Some 40 press notices were issued during 2016 promoting the overall programmes. Over 570 press cuttings referencing EU funds were noted and achieved, on average, over 96% positive coverage during the programming period. In particular, for ESF, 21 press notices were issued, including:

- £8.6m ESF for the Materials & Manufacturing Company – led by Swansea University – to increase skills to support the advanced manufacturing sector in Wales.
- £4.8m ESF to support Conwy Council's OPUS project to improve the personal skills and employability of long-term unemployed and economically inactive people aged 25 and over across North Wales.

Both announcements were accompanied by Ministerial visits generating media coverage in the Daily Post and the South Wales Evening Post.

### Plaques

Interior and exterior EU commemorative plaques have been an excellent way of promoting the EU funds contribution to schemes across Wales. During 2016, over 600 plaques were issued to project sponsors and beneficiaries to display in areas visible to the general public.

### Promotional Items

During 2016, WEFO continued to utilise a range of promotional tools and activities to communicate the success of the programmes. These included canvas bags, mugs, highlighters and pens. WEFO attended a number of conferences and events, displaying stands, information and literature to promote and raise awareness of the programmes, including displays at various project milestone events.

Throughout the programming period WEFO worked closely with project sponsors on their information and publicity requirements to ensure effective promotion of ESF and ERDF funds via press notices, events, website etc.

**13. ACTIONS TAKEN TO FULFILL EX-ANTE CONDITIONALITIES (ARTICLE 50(4) OF REGULATION (EU) NO 1303/2013) (MAY BE INCLUDED IN REPORT TO BE SUBMITTED IN 2016 (SEE POINT 9 ABOVE). REQUIRED IN REPORT SUBMITTED IN 2017) OPTION: PROGRESS REPORT**

See Section 9.

**14. ADDITIONAL INFORMATION WHICH MAY BE ADDED DEPENDING ON THE CONTENT AND OBJECTIVES OF THE OPERATIONAL PROGRAMME (ARTICLE 111(4), SECOND SUBPARAGRAPH, (A), (B), (C), (D), (G) AND (H), OF REGULATION (EU) No 1303/2013)**

**14.1. Progress in the implementation of the integrated approach to territorial development, including development of regions facing demographic challenges and permanent or natural handicaps, sustainable urban development, and community led local development under the operational programme**

No actions applicable to the Programme have been implemented during the reporting period.

**14.2. Progress in the implementation of actions to reinforce the capacity of Member State authorities and beneficiaries to administer and use the Funds**

No actions applicable to the Programme have been implemented during the reporting period.

**14.3. Progress in the implementation of any interregional and transnational actions**

No actions applicable to the Programme have been implemented during the reporting period.

**14.4. Where appropriate, the contribution to macro-regional and sea basin strategies**

As stipulated by the Regulation (EU) No 1303/2013, article 27(3) on the "content of programmes", article 96(3)(e) on the "content, adoption and amendment of operational programmes under the Investment for growth and jobs goal", article 111(3), article (4)(d) on "implementation reports for the Investment for growth and jobs goal", and Annex 1, section 7.3 on "contribution of mainstream programmes to macro-regional and sea-basin strategies, this programme contributes to MRS(s) and/or SBS:

No actions applicable to the Programme have been implemented during the reporting period.

- ☐ EU Strategy for the Baltic Sea Region (EUSBSR)
- ☐ EU Strategy for the Danube Region (EUSDR)

- ☐ EU Strategy for the Adriatic and Ionian Region (EUSAIR)
- ☐ EU Strategy for the Alpine Region (EUSALP)
- ☒ Atlantic Sea Basin Strategy (ATLSBS)

**Priority(s) and objective(s) that the programme is relevant to:**

	<b>Priority</b>	<b>Objective</b>
<input type="checkbox"/>	1 - Promote entrepreneurship and innovation	1.1 - Sharing knowledge between higher education organisations, companies and research centers
<input type="checkbox"/>	1 - Promote entrepreneurship and innovation	1.2 - Enhancement of competitiveness and innovation capacities in the maritime economy of the Atlantic area
<input type="checkbox"/>	1 - Promote entrepreneurship and innovation	1.3 - Fostering adaptation and diversification of economic activities by promoting the potential of the Atlantic area
<input type="checkbox"/>	2 - Protect, secure and develop the potential of the Atlantic marine and coastal environment	2.1 - Improving maritime safety and security
<input type="checkbox"/>	2 - Protect, secure and develop the potential of the Atlantic marine and coastal environment	2.2 - Exploring and protecting marine waters and coastal zones
<input type="checkbox"/>	2 - Protect, secure and develop the potential of the Atlantic marine and coastal environment	2.3 - Sustainable management of marine resources
<input type="checkbox"/>	2 - Protect, secure and develop the potential of the Atlantic marine and coastal environment	2.4 - Exploitation of the renewable energy potential of the Atlantic area's marine and coastal environment
<input type="checkbox"/>	3 - Improve accessibility and connectivity	3.1 - Promoting cooperation between ports
<input type="checkbox"/>	4 - Create a socially inclusive and sustainable model of regional development	4.1 - Fostering better knowledge of social challenges in the Atlantic area
<input type="checkbox"/>	4 - Create a socially inclusive and sustainable model of regional development	4.2 - Preserving and promoting the Atlantic's cultural heritage

**Actions or mechanisms used to better link the programme with the Atlantic SBS**

**A. Are the Sea Basin Strategic coordinators (mainly National Coordinators, Priority Area Coordinators or members, and/or Objective coordinators or members) participating in the Monitoring Committee of the programme?**

Yes ☐ No ☐

**B. In selection criteria, have extra points been attributed to specific measures supporting the ATLSBS?**

Yes ☐ No ☐

**C. Has the programme invested EU funds in the ATLSBS?**

Yes ☐ No ☐

**D. Obtained results in relation to the ATLSBS (n.a. for 2016)**

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**14.5. Progress in the implementation of actions in the field of social innovation, where appropriate**

No actions applicable to the Programme have been implemented during the reporting period.

**14.6. Progress in the implementation of measures to address the specific needs of geographical areas most affected by poverty or of target groups at highest risk of poverty discrimination or social exclusion, with special regard to marginalised communities and persons with disabilities, long term unemployment and young people not in employment including, where appropriate, the financial resources used**

No actions applicable to the Programme have been implemented during the reporting period.

**15. FINANCIAL INFORMATION AT PRIORITY AXIS AND PROGRAMME  
LEVEL (ARTICLES 21(2) AND 22(7) OF REGULATION (EU) No 1303/2013)**

This section is not applicable to the 2016 AIR.

**16. SMART, SUSTAINABLE AND INCLUSIVE GROWTH (OPTION PROGRESS REPORT)SMART, SUSTAINABLE AND INCLUSIVE GROWTH (OPTION PROGRESS REPORT)**

Information on and assessment of the programme contribution to achieving the Union strategy for smart, sustainable and inclusive growth. Information on and assessment of the programme contribution to achieving the Union strategy for smart, sustainable and inclusive growth.

This section is not applicable to the 2016 AIR.
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## **17. ISSUES AFFECTING THE PERFORMANCE OF THE PROGRAMME AND MEASURES TAKEN — PERFORMANCE FRAMEWORK (ARTICLE 50(2) OF REGULATION (EU) No 1303/2013)**

Where the assessment of progress made with regard to the milestones and targets set out in the performance framework demonstrates that certain milestones and targets have not been achieved, Member States should outline the underlying reasons for failure to achieve these milestones in the report of 2019 (for milestones) and in the final implementation report (for targets).

This section is not applicable to the 2016 AIR.
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