

Annual implementation report for the Investment for growth and jobs goal
PART A

IDENTIFICATION OF THE ANNUAL 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.

Implementation of this Programme continued to make good progress in 2018. By the end of December 2018, approvals issued by the Managing Authority amounted to a total commitment of €380m of eligible costs, supported by just over €139m of EU Grant. This meant that around 85% of the EU funds available under the Programme had been committed. The Managing Authority remained on track to achieve full commitment of the Programme during 2019.

Eligible expenditure declared to the Managing Authority by beneficiaries by December was €181m, some 44% of the programme total, and funds paid out by WEFO to beneficiaries totalled €39m.

The number of approved operations by the end of December 2018 was 35. Priorities were characterised by well-developed portfolios of operations selected to be complementary and reinforcing of each other. The Priority portfolios consisted of a blend of strategic national-level and regional-level interventions, as well as a range of more localised or target group-specific operations meeting particular needs.

The labour market remained relatively strong during the year although economic growth slowed. Many approved ESF operations helped individuals to take advantage of the labour market opportunities available and gain the skills demanded by employers. The Welsh Government's National Strategy *Prosperity for All* and in particular its Employability Plan provided a refreshed policy context for skills and employment delivery in Wales and the Managing Authority supported operations to work in synergy with this new context, particularly in Priorities 1 and 3.

By December 2018, operations had reported engaging with over 53,000 participants and of these over 20,000 had gained a qualification, over 3,600 had been supported into employment or self-employment and over 1,300 young people moved into education or training.

All but one of the Performance Framework milestones for 2018 were achieved with performance in excess of 100% of most targets and in excess of 75% for the eligible expenditure milestone in Priority 1. The exception was the new Priority 5 where the milestone for approving one operation was not achieved due to this new priority experiencing an unexpected slow start.

A Programme Modification submitted during the year was approved by the EC in September 2018. The modification reset some indicators where experience of programme implementation had shown the need. In particular the merger of the Priority 2 indicator for participants holding no qualifications with that for low qualifications, and the increased numerical targets for participants holding intermediate or advanced qualifications responded to increasing demand for higher levels of training. The Modification also added a new Specific Objective for higher level skills to the existing Priority 2 and added the new Priority 5 to the Programme.

The Managing Authority remained compliant with E-cohesion requirements. Electronic transfer of data between beneficiaries and the Managing Authority was supported by the externally facing system known as WEFO Online, used by beneficiaries to enter data, including everything from appraisal documentation to transaction lists and claims. This system links to the IT system used by Managing Authority and Certifying Authority Officials to manage structural funds, which is known as PPIMS.

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>At the end of 2018, 64% of the EU allocation had been committed to 7 operations with a pipeline of new proposals and requests for extension requests to commit over 90% during the first half of 2019.</p> <p>One new operation was approved in 2018 and additional funding approved to expand delivery in another operation.</p> <p>The new operation - Job Sense, led by Action Loss on Hearing– is a specialist employability project that targets support on individuals with hearing difficulties to help them gain employment. The project delivers support using mentors who have personal experience or specialist knowledge of working with hearing loss and support arrangements include the use of Sign Language to communicate with participants.</p> <p>Even though the Priority is not yet fully committed, approved operations plan to support over 20,000 participants by the end of the programme period, 127% of the Operational Programme target. At the end of 2018, over 5,800 people had been supported, being 35% of the Programme final target for 2023.</p> <p>Result indicators are strong in relation to helping economically inactive participants enter employment, exceeding the Programme benchmark target of 20%. Other indicators of enhanced employability (qualifications, job search, work experience or volunteering) are below target but expected to improve as increased numbers of participants exit their support and results are reported.</p> <p>Support to those who are long-term unemployed is making good progress, with 15% of participants supported entering employment or self-employment immediately upon leaving and operations forecasting higher levels in 2019.</p>
2	Skills for Growth	<p>By the end of 2018, 71% of the EU funds available had been committed to 11 operations under the Priority with a pipeline of new proposals and extension requests to progress towards 100% commitment during 2019</p> <p>1 new operation was approved in 2018, being the University of Wales Trinity St David's-led Upskilling for Industry 4.0 East Wales operation (TPC £1.1m, ESF £0.6m) which aims to help prepare workers for the challenges of the fourth industrial revolution. Extensions and additional funds were also awarded to some well performing operations.</p> <p>Good progress was made during 2018 against the indicator targets, with some 34,000 participants already assisted by approved operations under this Priority. Approved operations have plans to assist over 58,000 participants by the end of the Programme. This is already sufficient to meet most of the Operational Programme targets and applications still under appraisal are expected to contribute additional outputs.</p> <p>Qualification results were also encouraging, with the numbers of participants gaining qualifications making good progress towards the proportions required by the Operational Programme in most areas of the Priority. Progress against the</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
		enterprises targets in Specific Objective 3 was also good.
3	Youth Employment	<p>At the end of 2018, 85% of the EU allocation had been committed to 12 operations with a pipeline of new proposals and requests for extension requests to commit over 90% during the first half of 2019.</p> <p>No new operations were approved in 2018 but additional funding was approved to expand delivery in established projects.</p> <p>Approved operations have plans to support over 36,000 participants by the end of the programme period, 105% of the Operational Programme target. At the end of 2018, over 12,700 people had been supported, 25% of the final target. Interventions to address youth unemployment are particularly robust, already achieving 41% of the final output target for number of NEET participants.</p> <p>Immediate result indicators are strong in relation to helping NEET participants. 30% of NEET participants immediately moved into employment or self-employment and a further 11% entered education or training. 32% of NEET participants gained qualifications.</p> <p>Support has been delivered to over 4,000 young people at risk of becoming NEET, with positive result indicators reported for 34% of those assisted (reduced risk of NEET, including committing to new courses of education or training).</p>
4	Technical Assistance	By the end of 2018 84% of the EU Funds available had been committed to 5 operations in the Priority. This includes revenue support for WEFO in implementing the programme, three 'Regional Engagement Teams' based in North Wales, Mid Wales and South East Wales, and Intermediary Body revenue support for the WCVA.
5	Public services reform and regional working	EC Approval for this new priority axis was received in September 2018 as part of the Programme Modification. Whilst the funding allocation is relatively small at €14.3m, the Priority aims to facilitate real improvement in public services through building capacity for regional working. Although no operations reached approval in 2018, discussions were ongoing with a number of partners who were developing proposals. A workshop about the new Priority was held at WEFO's Annual Event in December 2018.

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 - 1 / 9i

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			2018	
					Total	Men	Women	Total	Men	Women	Total	Men	Women	Men	Women
CR01	inactive participants engaged in job searching upon leaving	More developed						254.00	106.00	148.00				52.00	61.00
CR02	participants in education/training upon leaving	More developed						120.00	56.00	64.00				7.00	6.00
CR03	participants gaining a qualification upon leaving	More developed						257.00	135.00	122.00				15.00	19.00
CR04	participants in employment, including self-employment, upon leaving	More developed						1,086.00	437.00	649.00				119.00	154.00
CR05	disadvantaged participants engaged in job searching, education/ training, gaining a qualification, or in employment, including self-employment , upon leaving	More developed						1,434.00	596.00	838.00				157.00	203.00
CR06	participants in employment, including self-employment, six months after leaving	More developed						0.00	0.00	0.00				0.00	0.00
CR07	participants with an improved labour market situation six months after leaving	More 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	More developed						0.00	0.00	0.00				0.00	0.00
CR09	disadvantaged participants in employment, including self-employment, six months after leaving	More developed						0.00	0.00	0.00				0.00	0.00

ID	Indicator	Category of region	2017		2016		2015		2014	
			Men	Women	Men	Women	Men	Women	Men	Women
CR01	inactive participants engaged in job searching upon leaving	More developed	39.00	51.00	12.00	24.00	3.00	12.00	0.00	0.00
CR02	participants in education/training upon leaving	More developed	42.00	47.00	7.00	10.00	0.00	1.00	0.00	0.00
CR03	participants gaining a qualification upon leaving	More developed	108.00	89.00	12.00	10.00	0.00	4.00	0.00	0.00
CR04	participants in employment, including self-employment, upon leaving	More developed	213.00	335.00	93.00	135.00	12.00	25.00	0.00	0.00
CR05	disadvantaged participants engaged in job searching, education/ training, gaining a qualification, or in employment, including self-employment , upon leaving	More developed	320.00	431.00	104.00	166.00	15.00	38.00	0.00	0.00
CR06	participants in employment, including self-employment, six months after leaving	More developed	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CR07	participants with an improved labour market situation six months after leaving	More developed	0.00	0.00	0.00	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	More developed	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CR09	disadvantaged participants in employment, including self-employment, six months after leaving	More developed	0.00	0.00	0.00	0.00	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

1.1. 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			2018						
						Total	Men	Women	Total	Men	Women	Cumulative			Annual total			Qualitative
												Total	Men	Women	Total	Men	Women	
I100A	Economically inactive (aged 25 and over), not in education or training, who have complex barriers to employment gaining a qualification or work relevant certification upon leaving	More developed	Ratio (Ratio)		Ratio	50.00%			24.50			12.25%	15.97%	9.90%	17.00%	19.00%	15.00%	
I100B	Long-term unemployed (aged 25 and over) who have complex barriers to employment gaining a qualification or work relevant certification upon leaving	More developed	Ratio (Ratio)		Ratio	50.00%			28.96			14.48%	14.19%	15.46%	17.00%	17.00%	16.00%	
I102A	Economically inactive (aged 25 and over), not in education or training, who have complex barriers to employment entering employment including self employment upon leaving	More developed	Ratio (Ratio)		Ratio	20.00%			104.55			20.91%	15.61%	24.32%	17.00%	11.00%	22.00%	
I102B	Long-term unemployed (aged 25 and over) who have complex barriers to employment entering employment, including self employment, upon leaving	More developed	Ratio (Ratio)		Ratio	25.00%			58.56			14.64%	14.27%	14.50%	13.00%	13.00%	12.00%	
I103	Economically inactive (aged 25 and over), not in education or training, who have complex barriers to employment engaged in job search upon leaving	More developed	Ratio (Ratio)		Ratio	25.00%			27.24			6.81%	7.27%	6.89%	10.00%	10.00%	11.00%	
I104A	Economically inactive (aged 25 and over), not in education or training, who have complex barriers to employment increasing employability through completing work experience placement or volunteering opportunity	More developed	Ratio (Ratio)		Ratio	54.00%			10.63			5.74%	4.32%	6.32%	7.00%	4.00%	9.00%	
I104B	Long-term unemployed (aged 25 and over) who have complex barriers to employment increasing employability through completing work experience placement or volunteering opportunity	More developed	Ratio (Ratio)		Ratio	53.00%			11.25			5.96%	4.84%	8.38%	6.00%	5.00%	7.00%	
I02A6	Economically inactive (aged 25 and over), not in education or training, who have complex barriers to employment entering employment including self employment 6 months after leaving	More developed	Ratio (Ratio)		Ratio	45.00%			0.00			0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
I02B6	Long-term unemployed (aged 25 and over) who have complex barriers to employment entering employment, including self employment, 6 months after leaving	More developed	Ratio (Ratio)		Ratio	45.00%			0.00			0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	

ID	Indicator	Category of region	2017							2016						
			Cumulative			Annual total			Qualitative	Cumulative			Annual total			Qualitative
			Total	Men	Women	Total	Men	Women		Total	Men	Women	Total	Men	Women	
I100A	Economically inactive (aged 25 and over), not in education or training, who have complex barriers to employment gaining a qualification or work relevant certification upon leaving	More developed	10.31%	14.35%	8.21%	15.00%	18.00%	13.00%		3.15%	5.61%	2.49%	3.00%	6.00%	2.00%	
I100B	Long-term unemployed (aged 25 and over) who have complex barriers to employment gaining a qualification or work relevant certification upon leaving	More developed	13.12%	12.68%	15.16%	18.00%	17.00%	21.00%		5.80%	6.62%	4.99%	7.00%	8.00%	6.00%	
I102A	Economically inactive (aged 25 and over), not in education or training, who have complex barriers to employment entering employment including self employment upon leaving	More developed	22.51%	18.07%	25.08%	25.00%	18.00%	31.00%		18.69%	18.22%	18.00%	19.00%	19.00%	18.00%	
I102B	Long-term unemployed (aged 25 and over) who have complex barriers to employment entering employment, including self employment, upon leaving	More developed	15.53%	14.95%	15.87%	17.00%	16.00%	18.00%		13.32%	13.48%	12.16%	14.00%	14.00%	13.00%	
I103	Economically inactive (aged 25 and over), not in education or training, who have complex barriers to employment engaged in job search upon leaving	More developed	5.51%	5.82%	5.53%	6.00%	6.00%	6.00%		4.77%	5.39%	4.97%	4.00%	5.00%	4.00%	
I104A	Economically inactive (aged 25 and over), not in education or training, who have complex barriers to employment increasing employability through completing work experience placement or volunteering opportunity	More developed	5.23%	4.49%	5.43%	8.00%	6.00%	9.00%		1.00%	0.87%	1.16%	1.00%	1.00%	1.00%	
I104B	Long-term unemployed (aged 25 and over) who have complex barriers to employment increasing employability through completing work experience placement or volunteering opportunity	More developed	5.93%	4.75%	9.14%	8.00%	6.00%	12.00%		2.83%	3.00%	4.16%	3.00%	3.00%	5.00%	
I02A6	Economically inactive (aged 25 and over), not in education or training, who have complex barriers to employment entering employment including self employment 6 months after leaving	More developed	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%		0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
I02B6	Long-term unemployed (aged 25 and over) who have complex barriers to employment entering employment, including self employment, 6 months after leaving	More developed	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%		0.00%	0.00%	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	
I100A	Economically inactive (aged 25 and over), not in education or training, who have complex barriers to employment gaining a qualification or work relevant certification upon leaving	More developed	4.00%	3.00%	5.00%	4.00%	3.00%	5.00%		%	%	%	0.00%	0.00%	0.00%	
I100B	Long-term unemployed (aged 25 and over) who have complex barriers to employment gaining a qualification or work relevant certification upon leaving	More developed	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%		%	%	%	0.00%	0.00%	0.00%	
I102A	Economically inactive (aged 25 and over), not in education or training, who have complex barriers to employment entering employment including self employment upon leaving	More developed	17.00%	13.00%	18.00%	17.00%	13.00%	18.00%		%	%	%	0.00%	0.00%	0.00%	
I102B	Long-term unemployed (aged 25 and over) who have complex barriers to employment entering employment, including self employment, upon leaving	More developed	10.00%	11.00%	8.00%	10.00%	11.00%	8.00%		%	%	%	0.00%	0.00%	0.00%	
I103	Economically inactive (aged 25 and over), not in education or training, who have complex barriers to employment engaged in job search upon leaving	More developed	9.00%	8.00%	10.00%	9.00%	8.00%	10.00%		%	%	%	0.00%	0.00%	0.00%	
I104A	Economically inactive (aged 25 and over), not in education or training, who have complex barriers to employment increasing employability through completing work experience placement or volunteering opportunity	More developed	1.00%	0.00%	2.00%	1.00%	0.00%	2.00%		%	%	%	0.00%	0.00%	0.00%	
I104B	Long-term unemployed (aged 25 and over) who have complex barriers to employment increasing employability through completing work experience placement or volunteering opportunity	More developed	2.00%	3.00%	0.00%	2.00%	3.00%	0.00%		%	%	%	0.00%	0.00%	0.00%	
I02A6	Economically inactive (aged 25 and over), not in education or training, who have complex barriers to employment entering employment including self employment 6 months after leaving	More developed	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%		%	%	%	0.00%	0.00%	0.00%	
I02B6	Long-term unemployed (aged 25 and over) who have complex barriers to employment entering employment, including self employment, 6 months after leaving	More developed	0.00%	0.00%	0.00%	0.00%	0.00%	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 - 1 / 9i

ID	Indicator	Category of region	Target value (2023)			Cumulative value			Achievement ratio			2018		
			Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
CO01	unemployed, including long-term unemployed	More developed				2,054.00	1,396.00	658.00				722.00	489.00	233.00
CO02	long-term unemployed	More developed				2,054.00	1,396.00	658.00				722.00	489.00	233.00
CO03	inactive	More developed				3,786.00	1,531.00	2,255.00				1,094.00	533.00	561.00
CO04	inactive, not in education or training	More developed				0.00	0.00	0.00				0.00	0.00	0.00
CO05	employed, including self-employed	More developed				0.00	0.00	0.00				0.00	0.00	0.00
CO06	below 25 years of age	More developed				0.00	0.00	0.00				0.00	0.00	0.00
CO07	above 54 years of age	More developed				797.00	449.00	348.00				321.00	164.00	157.00
CO08	above 54 years of age who are unemployed, including long term unemployed, or inactive not in education or training	More developed				797.00	449.00	348.00				321.00	164.00	157.00
CO09	with primary (ISCED 1) or lower secondary education (ISCED 2)	More developed				1,598.00	768.00	830.00				417.00	234.00	183.00
CO10	with upper secondary (ISCED 3) or post-secondary education (ISCED 4)	More developed				1,867.00	778.00	1,089.00				596.00	308.00	288.00
CO11	with tertiary education (ISCED 5 to 8)	More developed				555.00	236.00	319.00				217.00	102.00	115.00
CO15	migrants, participants with a foreign background, minorities (including marginalised communities such as the Roma)	More developed				1,053.00	525.00	528.00				316.00	182.00	134.00
CO16	participants with disabilities	More developed				641.00	321.00	320.00				239.00	129.00	110.00
CO17	other disadvantaged	More developed				3,928.00	1,678.00	2,250.00				1,056.00	536.00	520.00
CO18	homeless or affected by housing exclusion	More developed				598.00	407.00	191.00				96.00	57.00	39.00
CO19	from rural areas	More developed				65.00	27.00	38.00				0.00	0.00	0.00
CO20	number of projects fully or partially implemented by social partners or non-governmental organisations	More developed				30.00						9.00		
CO21	number of projects dedicated at sustainable participation and progress of women in employment	More developed				0.00						0.00		
CO22	number of projects targeting public administrations or public services at national, regional or local level	More developed				0.00						0.00		
CO23	number of supported micro, small and medium-sized enterprises (including cooperative enterprises, enterprises of the social economy)	More developed				0.00						0.00		
	Grand total of participants					5,840.00						1,816.00		

ID	Indicator	Category of region	2017			2016			2015		
			Total	Men	Women	Total	Men	Women	Total	Men	Women
CO01	unemployed, including long-term unemployed	More developed	799.00	529.00	270.00	442.00	313.00	129.00	91.00	65.00	26.00
CO02	long-term unemployed	More developed	799.00	529.00	270.00	442.00	313.00	129.00	91.00	65.00	26.00
CO03	inactive	More developed	1,627.00	704.00	923.00	902.00	256.00	646.00	163.00	38.00	125.00
CO04	inactive, not in education or training	More developed	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CO05	employed, including self-employed	More developed	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CO06	below 25 years of age	More developed	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CO07	above 54 years of age	More developed	322.00	191.00	131.00	131.00	77.00	54.00	23.00	17.00	6.00
CO08	above 54 years of age who are unemployed, including long term unemployed, or inactive not in education or training	More developed	322.00	191.00	131.00	131.00	77.00	54.00	23.00	17.00	6.00
CO09	with primary (ISCED 1) or lower secondary education (ISCED 2)	More developed	635.00	297.00	338.00	438.00	193.00	245.00	108.00	44.00	64.00
CO10	with upper secondary (ISCED 3) or post-secondary education (ISCED 4)	More developed	742.00	299.00	443.00	439.00	136.00	303.00	90.00	35.00	55.00
CO11	with tertiary education (ISCED 5 to 8)	More developed	222.00	100.00	122.00	102.00	28.00	74.00	14.00	6.00	8.00
CO15	migrants, participants with a foreign background, minorities (including marginalised communities such as the Roma)	More developed	472.00	236.00	236.00	225.00	93.00	132.00	40.00	14.00	26.00
CO16	participants with disabilities	More developed	235.00	109.00	126.00	115.00	49.00	66.00	52.00	34.00	18.00
CO17	other disadvantaged	More developed	1,693.00	774.00	919.00	999.00	324.00	675.00	180.00	44.00	136.00
CO18	homeless or affected by housing exclusion	More developed	308.00	223.00	85.00	192.00	125.00	67.00	2.00	2.00	0.00
CO19	from rural areas	More developed	0.00	0.00	0.00	64.00	27.00	37.00	1.00	0.00	1.00
CO20	number of projects fully or partially implemented by social partners or non-governmental organisations	More developed	6.00			12.00			3.00		
CO21	number of projects dedicated at sustainable participation and progress of women in employment	More developed	0.00			0.00			0.00		
CO22	number of projects targeting public administrations or public services at national, regional or local level	More developed	0.00			0.00			0.00		
CO23	number of supported micro, small and medium-sized enterprises (including cooperative enterprises, enterprises of the social economy)	More developed	0.00			0.00			0.00		
	Grand total of participants		2,426.00			1,344.00			254.00		

ID	Indicator	Category of region	2014		
			Total	Men	Women
CO01	unemployed, including long-term unemployed	More developed	0.00	0.00	0.00
CO02	long-term unemployed	More developed	0.00	0.00	0.00
CO03	inactive	More developed	0.00	0.00	0.00
CO04	inactive, not in education or training	More developed	0.00	0.00	0.00
CO05	employed, including self-employed	More developed	0.00	0.00	0.00
CO06	below 25 years of age	More developed	0.00	0.00	0.00
CO07	above 54 years of age	More developed	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	More developed	0.00	0.00	0.00
CO09	with primary (ISCED 1) or lower secondary education (ISCED 2)	More developed	0.00	0.00	0.00

CO10	with upper secondary (ISCED 3) or post-secondary education (ISCED 4)	More developed	0.00	0.00	0.00
CO11	with tertiary education (ISCED 5 to 8)	More developed	0.00	0.00	0.00
CO15	migrants, participants with a foreign background, minorities (including marginalised communities such as the Roma)	More developed	0.00	0.00	0.00
CO16	participants with disabilities	More developed	0.00	0.00	0.00
CO17	other disadvantaged	More developed	0.00	0.00	0.00
CO18	homeless or affected by housing exclusion	More developed	0.00	0.00	0.00
CO19	from rural areas	More developed	0.00	0.00	0.00
CO20	number of projects fully or partially implemented by social partners or non-governmental organisations	More developed	0.00		
CO21	number of projects dedicated at sustainable participation and progress of women in employment	More developed	0.00		
CO22	number of projects targeting public administrations or public services at national, regional or local level	More developed	0.00		
CO23	number of supported micro, small and medium-sized enterprises (including cooperative enterprises, enterprises of the social economy)	More developed	0.00		
	Grand total of participants		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 - 1

ID	Indicator	Category of region	Measurement unit	Target value (2023)			Cumulative value			Achievement ratio			2018		
				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)	More developed	Number	12,700.00			3,786.00	1,531.00	2,255.00	0.30			1,094.00	533.00	561.00
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 group; or from a jobless household)	More developed	Number	3,800.00			2,054.00	1,396.00	658.00	0.54			722.00	489.00	233.00

ID	Indicator	Category of region	2017			2016			2015			2014		
			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)	More developed	1,627.00	704.00	923.00	902.00	256.00	646.00	163.00	38.00	125.00	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 group; or from a jobless household)	More developed	799.00	529.00	270.00	442.00	313.00	129.00	91.00	65.00	26.00	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 - 2 / 8iv

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			2018	
					Total	Men	Women	Total	Men	Women	Total	Men	Women	Men	Women
CR01	inactive participants engaged in job searching upon leaving	More developed						0.00	0.00	0.00				0.00	0.00
CR02	participants in education/training upon leaving	More developed						0.00	0.00	0.00				0.00	0.00
CR03	participants gaining a qualification upon leaving	More developed						0.00	0.00	0.00				0.00	0.00
CR03	participants gaining a qualification upon leaving	More developed	CO05 employed, including self-employed	Ratio	73.00%	%	%	0.00	0.00	0.00	0.00			0.00	0.00
CR04	participants in employment, including self-employment, upon leaving	More 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	More developed						0.00	0.00	0.00				0.00	0.00
CR06	participants in employment, including self-employment, six months after leaving	More developed						0.00	0.00	0.00				0.00	0.00
CR07	participants with an improved labour market situation six months after leaving	More 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	More developed						0.00	0.00	0.00				0.00	0.00
CR09	disadvantaged participants in employment, including self-employment, six months after leaving	More developed						0.00	0.00	0.00				0.00	0.00

ID	Indicator	Category of region	2017		2016		2015		2014	
			Men	Women	Men	Women	Men	Women	Men	Women
CR01	inactive participants engaged in job searching upon leaving	More developed	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CR02	participants in education/training upon leaving	More developed	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CR03	participants gaining a qualification upon leaving	More developed	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CR03	participants gaining a qualification upon leaving	More developed	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CR04	participants in employment, including self-employment, upon leaving	More developed	0.00	0.00	0.00	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	More developed	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CR06	participants in employment, including self-employment, six months after leaving	More developed	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CR07	participants with an improved labour market situation six months after leaving	More developed	0.00	0.00	0.00	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	More developed	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CR09	disadvantaged participants in employment, including self-employment, six months after leaving	More developed	0.00	0.00	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

1.2. 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			2018						
						Total	Men	Women	Total	Men	Women	Cumulative			Annual total			Qualitative
1109	Employers adopting or improving equality and diversity strategies and monitoring systems	More developed	Ratio (Ratio)	CO23 number of supported micro, small and medium-sized enterprises (including cooperative enterprises, enterprises of the social economy)	Ratio	50.00%			105.20			52.60%	%	%	207.00%	0.00%	0.00%	
1101	Employed, including self-employed participants with an improved labour market situation upon leaving	More developed	Ratio (Ratio)	CO05 employed, including self-employed	Ratio	40.00%			0.00			0.00%	%	0.00%	0.00%	0.00%	0.00%	

ID	Indicator	Category of region	2017							2016						
			Cumulative			Annual total			Qualitative	Cumulative			Annual total			Qualitative
1109	Employers adopting or improving equality and diversity strategies and monitoring systems	More developed	14.70%	%	%	33.00%	0.00%	0.00%		0.00%	%	%	0.00%	0.00%	0.00%	
1101	Employed, including self-employed participants with an improved labour market situation upon leaving	More developed	0.00%	%	0.00%	0.00%	0.00%	0.00%		0.00%	%	0.00%	0.00%	0.00%	0.00%	

ID	Indicator	Category of region	2015							2014						
			Cumulative			Annual total			Qualitative	Cumulative			Annual total			Qualitative
1109	Employers adopting or improving equality and diversity strategies and monitoring systems	More developed	0.00%	%	%	0.00%	0.00%	0.00%		%	%	%	0.00%	0.00%	0.00%	
1101	Employed, including self-employed participants with an improved labour market situation upon leaving	More developed	0.00%	%	0.00%	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 4A : Common output indicators for the ESF and YEI - 2 / 8iv

ID	Indicator	Category of region	Target value (2023)			Cumulative value			Achievement ratio			2018		
			Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
CO01	unemployed, including long-term unemployed	More developed				0.00	0.00	0.00				0.00	0.00	0.00
CO02	long-term unemployed	More developed				0.00	0.00	0.00				0.00	0.00	0.00
CO03	inactive	More developed				0.00	0.00	0.00				0.00	0.00	0.00
CO04	inactive, not in education or training	More developed				0.00	0.00	0.00				0.00	0.00	0.00
CO05	employed, including self-employed	More developed	1,500.00	0.00	1,500.00	1,071.00	0.00	1,071.00	0.71		0.71	312.00	0.00	312.00
CO06	below 25 years of age	More developed				156.00	0.00	156.00				54.00	0.00	54.00
CO07	above 54 years of age	More developed				28.00	0.00	28.00				10.00	0.00	10.00
CO08	above 54 years of age who are unemployed, including long term unemployed, or inactive not in education or training	More developed				0.00	0.00	0.00				0.00	0.00	0.00
CO09	with primary (ISCED 1) or lower secondary education (ISCED 2)	More developed				14.00	0.00	14.00				1.00	0.00	1.00
CO10	with upper secondary (ISCED 3) or post-secondary education (ISCED 4)	More developed				352.00	0.00	352.00				96.00	0.00	96.00
CO11	with tertiary education (ISCED 5 to 8)	More developed				689.00	0.00	689.00				211.00	0.00	211.00
CO15	migrants, participants with a foreign background, minorities (including marginalised communities such as the Roma)	More developed				103.00	0.00	103.00				39.00	0.00	39.00
CO16	participants with disabilities	More developed				26.00	0.00	26.00				9.00	0.00	9.00
CO17	other disadvantaged	More developed				57.00	0.00	57.00				4.00	0.00	4.00
CO18	homeless or affected by housing exclusion	More developed				0.00	0.00	0.00				0.00	0.00	0.00
CO19	from rural areas	More developed				39.00	0.00	39.00				0.00	0.00	0.00
CO20	number of projects fully or partially implemented by social partners or non-governmental organisations	More developed				0.00						0.00		
CO21	number of projects dedicated at sustainable participation and progress of women in employment	More developed				1.00						0.00		
CO22	number of projects targeting public administrations or public services at national, regional or local level	More developed				0.00						0.00		
CO23	number of supported micro, small and medium-sized enterprises (including cooperative enterprises, enterprises of the social economy)	More developed	300.00	0.00	0.00	137.00			0.46			27.00		
	Grand total of participants					1,071.00						312.00		

ID	Indicator	Category of region	2017			2016			2015		
			Total	Men	Women	Total	Men	Women	Total	Men	Women
CO01	unemployed, including long-term unemployed	More developed	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CO02	long-term unemployed	More developed	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CO03	inactive	More developed	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CO04	inactive, not in education or training	More developed	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CO05	employed, including self-employed	More developed	397.00	0.00	397.00	296.00	0.00	296.00	66.00	0.00	66.00
CO06	below 25 years of age	More developed	55.00	0.00	55.00	38.00	0.00	38.00	9.00	0.00	9.00
CO07	above 54 years of age	More developed	10.00	0.00	10.00	6.00	0.00	6.00	2.00	0.00	2.00
CO08	above 54 years of age who are unemployed, including long term unemployed, or inactive not in education or training	More developed	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CO09	with primary (ISCED 1) or lower secondary education (ISCED 2)	More developed	3.00	0.00	3.00	7.00	0.00	7.00	3.00	0.00	3.00
CO10	with upper secondary (ISCED 3) or post-secondary education (ISCED 4)	More developed	139.00	0.00	139.00	102.00	0.00	102.00	15.00	0.00	15.00
CO11	with tertiary education (ISCED 5 to 8)	More developed	252.00	0.00	252.00	180.00	0.00	180.00	46.00	0.00	46.00
CO15	migrants, participants with a foreign background, minorities (including marginalised communities such as the Roma)	More developed	42.00	0.00	42.00	20.00	0.00	20.00	2.00	0.00	2.00
CO16	participants with disabilities	More developed	12.00	0.00	12.00	4.00	0.00	4.00	1.00	0.00	1.00
CO17	other disadvantaged	More developed	11.00	0.00	11.00	28.00	0.00	28.00	14.00	0.00	14.00
CO18	homeless or affected by housing exclusion	More developed	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CO19	from rural areas	More developed	0.00	0.00	0.00	33.00	0.00	33.00	6.00	0.00	6.00
CO20	number of projects fully or partially implemented by social partners or non-governmental organisations	More developed	0.00			0.00			0.00		
CO21	number of projects dedicated at sustainable participation and progress of women in employment	More developed	0.00			0.00			1.00		
CO22	number of projects targeting public administrations or public services at national, regional or local level	More developed	0.00			0.00			0.00		
CO23	number of supported micro, small and medium-sized enterprises (including cooperative enterprises, enterprises of the social economy)	More developed	49.00			58.00			3.00		
	Grand total of participants		397.00			296.00			66.00		

ID	Indicator	Category of region	2014		
			Total	Men	Women
CO01	unemployed, including long-term unemployed	More developed	0.00	0.00	0.00
CO02	long-term unemployed	More developed	0.00	0.00	0.00
CO03	inactive	More developed	0.00	0.00	0.00
CO04	inactive, not in education or training	More developed	0.00	0.00	0.00
CO05	employed, including self-employed	More developed	0.00	0.00	0.00
CO06	below 25 years of age	More developed	0.00	0.00	0.00
CO07	above 54 years of age	More developed	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	More developed	0.00	0.00	0.00
CO09	with primary (ISCED 1) or lower secondary education (ISCED 2)	More developed	0.00	0.00	0.00
CO10	with upper secondary (ISCED 3) or post-secondary education (ISCED 4)	More developed	0.00	0.00	0.00
CO11	with tertiary education (ISCED 5 to 8)	More developed	0.00	0.00	0.00
CO15	migrants, participants with a foreign background, minorities (including marginalised communities such as the Roma)	More developed	0.00	0.00	0.00
CO16	participants with disabilities	More developed	0.00	0.00	0.00
CO17	other disadvantaged	More developed	0.00	0.00	0.00
CO18	homeless or affected by housing exclusion	More developed	0.00	0.00	0.00
CO19	from rural areas	More developed	0.00	0.00	0.00
CO20	number of projects fully or partially implemented by social partners or non-governmental organisations	More developed	0.00		
CO21	number of projects dedicated at sustainable participation and progress of women in employment	More developed	0.00		
CO22	number of projects targeting public administrations or public services at national, regional or local level	More developed	0.00		
CO23	number of supported micro, small and medium-sized enterprises (including cooperative enterprises, enterprises of the social economy)	More developed	0.00		
	Grand total of participants		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 - 2

ID	Indicator	Category of region	Measurement unit	Target value (2023)			Cumulative value			Achievement ratio			2018		
				Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women

ID	Indicator	Category of region	2017			2016			2015			2014		
			Total	Men	Women	Total	Men	Women	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 - 2 / 10iii

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			2018	
					Total	Men	Women	Total	Men	Women	Total	Men	Women	Men	Women
CR01	inactive participants engaged in job searching upon leaving	More developed						0.00	0.00	0.00				0.00	0.00
CR02	participants in education/training upon leaving	More developed						793.00	495.00	298.00				2.00	1.00
CR03	participants gaining a qualification upon leaving	More developed						14,934.00	6,211.00	8,723.00				257.00	322.00
CR04	participants in employment, including self-employment, upon leaving	More 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	More developed						4,651.00	1,502.00	3,149.00				91.00	187.00
CR06	participants in employment, including self-employment, six months after leaving	More developed						0.00	0.00	0.00				0.00	0.00
CR07	participants with an improved labour market situation six months after leaving	More developed						7,669.00	3,306.00	4,363.00				3,306.00	4,363.00
CR08	participants above 54 years of age in employment, including self-employment, six months after leaving	More developed						0.00	0.00	0.00				0.00	0.00
CR09	disadvantaged participants in employment, including self-employment, six months after leaving	More developed						0.00	0.00	0.00				0.00	0.00

ID	Indicator	Category of region	2017		2016		2015		2014	
			Men	Women	Men	Women	Men	Women	Men	Women
CR01	inactive participants engaged in job searching upon leaving	More developed	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CR02	participants in education/training upon leaving	More developed	164.00	128.00	182.00	107.00	147.00	62.00	0.00	0.00
CR03	participants gaining a qualification upon leaving	More developed	2,030.00	3,104.00	1,843.00	2,511.00	2,081.00	2,786.00	0.00	0.00
CR04	participants in employment, including self-employment, upon leaving	More developed	0.00	0.00	0.00	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	More developed	544.00	1,289.00	412.00	868.00	455.00	805.00	0.00	0.00
CR06	participants in employment, including self-employment, six months after leaving	More developed	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CR07	participants with an improved labour market situation six months after leaving	More developed	0.00	0.00	0.00	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	More developed	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CR09	disadvantaged participants in employment, including self-employment, six months after leaving	More developed	0.00	0.00	0.00	0.00	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

1.3. 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			2018						
						Total	Men	Women	Total	Men	Women	Cumulative			Annual total			Qualitative
												Total	Men	Women	Total	Men	Women	
1174M	Employed, including self employed participants with no formal qualifications gaining an essential skills or technical or job specific qualification upon leaving - Male	More developed	Ratio (Ratio)		Ratio	72.00%						%	%	%	73.00%	73.00%	0.00%	
1174F	Employed, including self employed participants with no formal qualifications gaining an essential skills or technical or job specific qualification upon leaving - Female	More developed	Ratio (Ratio)		Ratio	72.00%						%	%	%	96.00%	0.00%	96.00%	
1175M	Employed, including self-employed participants with up to and including a lower secondary education (ISCED 2) gaining an essential skills or technical or job specific qualification at lower secondary (ISCED 2) level upon leaving - male	More developed	Ratio (Ratio)		Ratio	72.00%			65.54			47.19%	47.19%	%	31.00%	31.00%	0.00%	
1175F	Employed, including self-employed participants with up to and including a lower secondary education (ISCED 2) gaining an essential skills or technical or job specific qualification at lower secondary (ISCED 2) level upon leaving - female	More developed	Ratio (Ratio)		Ratio	72.00%			56.97			41.02%	%	41.02%	24.00%	0.00%	24.00%	
1180M	Employed, including self-employed participants with lower secondary education (ISCED 2) gaining a technical or job specific vocational qualification upon leaving at upper secondary (ISCED 3) level or above - male	More developed	Ratio (Ratio)		Ratio	60.00%			86.72			52.03%	52.03%	%	45.00%	45.00%	0.00%	
1180F	Employed, including self-employed participants with lower secondary education (ISCED 2) gaining a technical or job specific vocational qualification upon leaving at upper secondary (ISCED 3) level or above - female	More developed	Ratio (Ratio)		Ratio	60.00%			76.27			45.76%	%	45.76%	42.00%	0.00%	42.00%	
1181M	Employed, including self employed participants with upper secondary (ISCED 3) education or above gaining a technical or job specific vocational qualification at or above upper secondary (ISCED3) level upon leaving - male	More developed	Ratio (Ratio)		Ratio	60.00%			60.90			36.54%	36.54%	%	34.00%	34.00%	0.00%	
1181F	Employed, including self-employed participants with upper secondary (ISCED 3) education or above gaining a technical or job specific vocational qualification at or above upper secondary (ISCED3) level upon leaving - female	More developed	Ratio (Ratio)		Ratio	60.00%			66.13			39.68%	%	39.68%	24.00%	0.00%	24.00%	

ID	Indicator	Category of region	2017							2016							
			Cumulative				Annual total			Qualitative	Cumulative			Annual total			Qualitative
			Total	Men	Women	%	Total	Men	Women		%	Total	Men	Women	%	Total	
1174M	Employed, including self-employed participants with no formal qualifications gaining an essential skills or technical or job specific qualification upon leaving - Male	More developed	15.46%	15.46%	%	34.00%	34.00%	0.00%		0.00%	0.00%	%	0.00%	0.00%	0.00%		
1174F	Employed, including self-employed participants with no formal qualifications gaining an essential skills or technical or job specific qualification upon leaving - Female	More developed	3.13%	%	3.13%	36.00%	0.00%	36.00%		0.00%	%	0.00%	0.00%	0.00%	0.00%		
1175M	Employed, including self-employed participants with up to and including a lower secondary education (ISCED 2) gaining an essential skills or technical or job specific qualification at lower secondary (ISCED 2) level upon leaving - male	More developed	47.84%	47.84%	%	44.00%	44.00%	0.00%		49.71%	49.71%	%	57.00%	57.00%	0.00%		
1175F	Employed, including self-employed participants with up to and including a lower secondary education (ISCED 2) gaining an essential skills or technical or job specific qualification at lower secondary (ISCED 2) level upon leaving - female	More developed	41.90%	%	41.90%	36.00%	0.00%	36.00%		45.27%	%	45.27%	47.00%	0.00%	47.00%		
1180M	Employed, including self-employed participants with lower secondary education (ISCED 2) gaining a technical or job specific vocational qualification upon leaving at upper secondary (ISCED 3) level or above - male	More developed	52.32%	52.32%	%	55.00%	55.00%	0.00%		51.12%	51.12%	%	62.00%	62.00%	0.00%		
1180F	Employed, including self-employed participants with lower secondary education (ISCED 2) gaining a technical or job specific vocational qualification upon leaving at upper secondary (ISCED 3) level or above - female	More developed	45.92%	%	45.92%	46.00%	0.00%	46.00%		45.87%	%	45.87%	49.00%	0.00%	49.00%		
1181M	Employed, including self-employed participants with upper secondary (ISCED 3) education or above gaining a technical or job specific vocational qualification at or above upper secondary (ISCED3) level upon leaving - male	More developed	36.74%	36.74%	%	43.00%	43.00%	0.00%		33.57%	33.57%	%	34.00%	34.00%	0.00%		
1181F	Employed, including self-employed participants with upper secondary (ISCED 3) education or above gaining a technical or job specific vocational qualification at or above upper secondary (ISCED3) level upon leaving - female	More developed	40.57%	%	40.57%	53.00%	0.00%	53.00%		34.74%	%	34.74%	41.00%	0.00%	41.00%		

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	
1174M	Employed, including self-employed participants with no formal qualifications gaining an essential skills or technical or job specific qualification upon leaving - Male	More developed	%	%	%	0.00%	0.00%	0.00%		%	%	%	0.00%	0.00%	0.00%	
1174F	Employed, including self-employed participants with no formal qualifications gaining an essential skills or technical or job specific qualification upon leaving - Female	More developed	%	%	%	0.00%	0.00%	0.00%		%	%	%	0.00%	0.00%	0.00%	
1175M	Employed, including self-employed participants with up to and including a lower secondary education (ISCED 2) gaining an essential skills or technical or job specific qualification at lower secondary (ISCED 2) level upon leaving - male	More developed	44.76%	44.76%	%	88.00%	88.00%	0.00%		0.00%	0.00%	%	0.00%	0.00%	0.00%	
1175F	Employed, including self-employed participants with up to and including a lower secondary education (ISCED 2) gaining an essential skills or technical or job specific qualification at lower secondary (ISCED 2) level upon leaving - female	More developed	43.90%	%	43.90%	85.00%	0.00%	85.00%		0.00%	%	0.00%	0.00%	0.00%	0.00%	
1180M	Employed, including self-employed participants with lower secondary education (ISCED 2) gaining a technical or job specific vocational qualification upon leaving at upper secondary (ISCED 3) level or above - male	More developed	44.18%	44.18%	%	89.00%	89.00%	0.00%		0.00%	0.00%	%	0.00%	0.00%	0.00%	
1180F	Employed, including self-employed participants with lower secondary education (ISCED 2) gaining a technical or job specific vocational qualification upon leaving at upper secondary (ISCED 3) level or above - female	More developed	43.41%	%	43.41%	88.00%	0.00%	88.00%		0.00%	%	0.00%	0.00%	0.00%	0.00%	
1181M	Employed, including self-employed participants with upper secondary (ISCED 3) education or above gaining a technical or job specific vocational qualification at or above upper secondary (ISCED3) level upon leaving - male	More developed	33.20%	33.20%	%	58.00%	58.00%	0.00%		0.00%	0.00%	%	0.00%	0.00%	0.00%	
1181F	Employed, including self-employed participants with upper secondary (ISCED 3) education or above gaining a technical or job specific vocational qualification at or above upper secondary (ISCED3) level upon leaving - female	More developed	30.26%	%	30.26%	50.00%	0.00%	50.00%		0.00%	%	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 - 2 / 10iii

ID	Indicator	Category of region	Target value (2023)			Cumulative value			Achievement ratio			2018		
			Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
CO01	unemployed, including long-term unemployed	More developed				0.00	0.00	0.00				0.00	0.00	0.00
CO02	long-term unemployed	More developed				0.00	0.00	0.00				0.00	0.00	0.00
CO03	inactive	More developed				0.00	0.00	0.00				0.00	0.00	0.00
CO04	inactive, not in education or training	More developed				0.00	0.00	0.00				0.00	0.00	0.00
CO05	employed, including self-employed	More developed				30,885.00	12,521.00	18,364.00				1,557.00	641.00	916.00
CO06	below 25 years of age	More developed				14,568.00	7,239.00	7,329.00				408.00	180.00	228.00
CO07	above 54 years of age	More developed				870.00	237.00	633.00				74.00	23.00	51.00
CO08	above 54 years of age who are unemployed, including long term unemployed, or inactive not in education or training	More developed				0.00	0.00	0.00				0.00	0.00	0.00
CO09	with primary (ISCED 1) or lower secondary education (ISCED 2)	More developed				4,990.00	2,167.00	2,823.00				171.00	65.00	106.00
CO10	with upper secondary (ISCED 3) or post-secondary education (ISCED 4)	More developed				19,852.00	8,381.00	11,471.00				841.00	369.00	472.00
CO11	with tertiary education (ISCED 5 to 8)	More developed				5,660.00	1,793.00	3,867.00				415.00	152.00	263.00
CO15	migrants, participants with a foreign background, minorities (including marginalised communities such as the Roma)	More developed				2,009.00	768.00	1,241.00				127.00	54.00	73.00
CO16	participants with disabilities	More developed				1,679.00	723.00	956.00				126.00	63.00	63.00
CO17	other disadvantaged	More developed				7,447.00	2,092.00	5,355.00				504.00	177.00	327.00
CO18	homeless or affected by housing exclusion	More developed				28.00	13.00	15.00				2.00	0.00	2.00
CO19	from rural areas	More developed				2,237.00	991.00	1,246.00				0.00	0.00	0.00
CO20	number of projects fully or partially implemented by social partners or non-governmental organisations	More developed				0.00						0.00		
CO21	number of projects dedicated at sustainable participation and progress of women in employment	More developed				0.00						0.00		
CO22	number of projects targeting public administrations or public services at national, regional or local level	More developed				0.00						0.00		
CO23	number of supported micro, small and medium-sized enterprises (including cooperative enterprises, enterprises of the social economy)	More developed				244.00						86.00		
	Grand total of participants					30,885.00						1,557.00		

ID	Indicator	Category of region	2017			2016			2015		
			Total	Men	Women	Total	Men	Women	Total	Men	Women
CO01	unemployed, including long-term unemployed	More developed	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CO02	long-term unemployed	More developed	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CO03	inactive	More developed	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CO04	inactive, not in education or training	More developed	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CO05	employed, including self-employed	More developed	9,754.00	3,872.00	5,882.00	8,316.00	3,345.00	4,971.00	6,114.00	2,451.00	3,663.00
CO06	below 25 years of age	More developed	3,608.00	1,882.00	1,726.00	3,882.00	1,881.00	2,001.00	3,822.00	1,800.00	2,022.00
CO07	above 54 years of age	More developed	358.00	91.00	267.00	226.00	76.00	150.00	111.00	26.00	85.00
CO08	above 54 years of age who are unemployed, including long term unemployed, or inactive not in education or training	More developed	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CO09	with primary (ISCED 1) or lower secondary education (ISCED 2)	More developed	1,828.00	728.00	1,100.00	1,403.00	584.00	819.00	821.00	394.00	427.00
CO10	with upper secondary (ISCED 3) or post-secondary education (ISCED 4)	More developed	5,903.00	2,474.00	3,429.00	5,414.00	2,244.00	3,170.00	4,096.00	1,707.00	2,389.00
CO11	with tertiary education (ISCED 5 to 8)	More developed	1,855.00	582.00	1,273.00	1,414.00	480.00	934.00	1,197.00	350.00	847.00
CO15	migrants, participants with a foreign background, minorities (including marginalised communities such as the Roma)	More developed	661.00	240.00	421.00	572.00	209.00	363.00	317.00	118.00	199.00
CO16	participants with disabilities	More developed	596.00	245.00	351.00	459.00	193.00	266.00	294.00	120.00	174.00
CO17	other disadvantaged	More developed	2,942.00	826.00	2,116.00	2,135.00	565.00	1,570.00	1,073.00	267.00	806.00
CO18	homeless or affected by housing exclusion	More developed	20.00	9.00	11.00	0.00	0.00	0.00	6.00	4.00	2.00
CO19	from rural areas	More developed	0.00	0.00	0.00	889.00	378.00	511.00	720.00	334.00	386.00
CO20	number of projects fully or partially implemented by social partners or non-governmental organisations	More developed	0.00			0.00			0.00		
CO21	number of projects dedicated at sustainable participation and progress of women in employment	More developed	0.00			0.00			0.00		
CO22	number of projects targeting public administrations or public services at national, regional or local level	More developed	0.00			0.00			0.00		
CO23	number of supported micro, small and medium-sized enterprises (including cooperative enterprises, enterprises of the social economy)	More developed	106.00			52.00			0.00		
	Grand total of participants		9,754.00			8,316.00			6,114.00		

ID	Indicator	Category of region	2014		
			Total	Men	Women
CO01	unemployed, including long-term unemployed	More developed	0.00	0.00	0.00
CO02	long-term unemployed	More developed	0.00	0.00	0.00
CO03	inactive	More developed	0.00	0.00	0.00
CO04	inactive, not in education or training	More developed	0.00	0.00	0.00
CO05	employed, including self-employed	More developed	5,144.00	2,212.00	2,932.00
CO06	below 25 years of age	More developed	2,848.00	1,496.00	1,352.00
CO07	above 54 years of age	More developed	101.00	21.00	80.00

CO08	above 54 years of age who are unemployed, including long term unemployed, or inactive not in education or training	More developed	0.00	0.00	0.00
CO09	with primary (ISCED 1) or lower secondary education (ISCED 2)	More developed	767.00	396.00	371.00
CO10	with upper secondary (ISCED 3) or post-secondary education (ISCED 4)	More developed	3,598.00	1,587.00	2,011.00
CO11	with tertiary education (ISCED 5 to 8)	More developed	779.00	229.00	550.00
CO15	migrants, participants with a foreign background, minorities (including marginalised communities such as the Roma)	More developed	332.00	147.00	185.00
CO16	participants with disabilities	More developed	204.00	102.00	102.00
CO17	other disadvantaged	More developed	793.00	257.00	536.00
CO18	homeless or affected by housing exclusion	More developed	0.00	0.00	0.00
CO19	from rural areas	More developed	628.00	279.00	349.00
CO20	number of projects fully or partially implemented by social partners or non-governmental organisations	More developed	0.00		
CO21	number of projects dedicated at sustainable participation and progress of women in employment	More developed	0.00		
CO22	number of projects targeting public administrations or public services at national, regional or local level	More developed	0.00		
CO23	number of supported micro, small and medium-sized enterprises (including cooperative enterprises, enterprises of the social economy)	More developed	0.00		
	Grand total of participants		5,144.00		

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 - 2

ID	Indicator	Category of region	Measurement unit	Target value (2023)			Cumulative value			Achievement ratio			2018		
				Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
1173F	Employed, including self-employed participants with qualifications up to and including a lower secondary education (ISCED 2) - Female	More developed	Number	12,650.00			5,937.00	0.00	5,937.00	0.47			293.00	0.00	293.00
1173M	Employed, including self-employed participants with qualifications up to and including a lower secondary education (ISCED 2) - Male	More developed	Number	10,888.00			4,964.00	4,964.00	0.00	0.46			192.00	192.00	0.00
1178F	Employed, including self-employed participants with lower secondary education (ISCED 2) - Female	More developed	Number	11,309.00			3,782.00	0.00	3,782.00	0.33			156.00	0.00	156.00
1178M	Employed, including self-employed participants with lower secondary education (ISCED 2) - Male	More developed	Number	9,372.00			3,127.00	3,127.00	0.00	0.33			125.00	125.00	0.00
1179F	Employed, including self-employed participants with upper secondary (ISCED 3) education or above - Female	More developed	Number	8,785.00			8,645.00	0.00	8,645.00	0.98			467.00	0.00	467.00
1179M	Employed, including self-employed participants with upper secondary (ISCED 3) education or above - Male	More developed	Number	7,796.00			4,430.00	4,430.00	0.00	0.57			324.00	324.00	0.00
1180M	Participants with graduate degree or equivalent - Male	More developed	Number	125.00			0.00	0.00	0.00	0.00			0.00	0.00	0.00
1181F	Participants with graduate degree or equivalent - Female	More developed	Number	125.00			0.00	0.00	0.00	0.00			0.00	0.00	0.00

ID	Indicator	Category of region	2017			2016			2015			2014		
			Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
1173F	Employed, including self-employed participants with qualifications up to and including a lower secondary education (ISCED 2) - Female	More developed	2,052.00	0.00	2,052.00	1,590.00	0.00	1,590.00	1,034.00	0.00	1,034.00	968.00	0.00	968.00
1173M	Employed, including self-employed participants with qualifications up to and including a lower secondary education (ISCED 2) - Male	More developed	1,558.00	1,558.00	0.00	1,299.00	1,299.00	0.00	974.00	974.00	0.00	941.00	941.00	0.00
1178F	Employed, including self-employed participants with lower secondary education (ISCED 2) - Female	More developed	1,216.00	0.00	1,216.00	1,062.00	0.00	1,062.00	665.00	0.00	665.00	683.00	0.00	683.00
1178M	Employed, including self-employed participants with lower secondary education (ISCED 2) - Male	More developed	931.00	931.00	0.00	806.00	806.00	0.00	628.00	628.00	0.00	637.00	637.00	0.00
1179F	Employed, including self-employed participants with upper secondary (ISCED 3) education or above - Female	More developed	2,614.00	0.00	2,614.00	2,319.00	0.00	2,319.00	1,964.00	0.00	1,964.00	1,281.00	0.00	1,281.00
1179M	Employed, including self-employed participants with upper secondary (ISCED 3) education or above - Male	More developed	1,383.00	1,383.00	0.00	1,240.00	1,240.00	0.00	849.00	849.00	0.00	634.00	634.00	0.00
1180M	Participants with graduate degree or equivalent - Male	More developed	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
1181F	Participants with graduate degree or equivalent - Female	More developed	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

Priority axis	3 - Youth Employment
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 - 3 / 8ii

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			2018	
					Total	Men	Women	Total	Men	Women	Total	Men	Women	Men	Women
CR01	inactive participants engaged in job searching upon leaving	More developed						135.00	73.00	62.00				45.00	29.00
CR02	participants in education/training upon leaving	More developed						980.00	546.00	434.00				42.00	25.00
CR03	participants gaining a qualification upon leaving	More developed						2,510.00	1,323.00	1,187.00				212.00	163.00
CR04	participants in employment, including self-employment, upon leaving	More developed						2,547.00	1,339.00	1,208.00				112.00	99.00
CR05	disadvantaged participants engaged in job searching, education/ training, gaining a qualification, or in employment, including self-employment , upon leaving	More developed						2,942.00	1,576.00	1,366.00				213.00	195.00
CR06	participants in employment, including self-employment, six months after leaving	More developed						3,814.00	2,287.00	1,527.00				2,287.00	1,527.00
CR07	participants with an improved labour market situation six months after leaving	More 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	More developed						0.00	0.00	0.00				0.00	0.00
CR09	disadvantaged participants in employment, including self-employment, six months after leaving	More developed						0.00	0.00	0.00				0.00	0.00

ID	Indicator	Category of region	2017		2016		2015		2014	
			Men	Women	Men	Women	Men	Women	Men	Women
CR01	inactive participants engaged in job searching upon leaving	More developed	21.00	22.00	5.00	7.00	2.00	4.00	0.00	0.00
CR02	participants in education/training upon leaving	More developed	142.00	119.00	230.00	199.00	132.00	91.00	0.00	0.00
CR03	participants gaining a qualification upon leaving	More developed	366.00	327.00	357.00	334.00	388.00	363.00	0.00	0.00
CR04	participants in employment, including self-employment, upon leaving	More developed	343.00	292.00	396.00	342.00	488.00	475.00	0.00	0.00
CR05	disadvantaged participants engaged in job searching, education/ training, gaining a qualification, or in employment, including self-employment , upon leaving	More developed	464.00	412.00	493.00	447.00	406.00	312.00	0.00	0.00
CR06	participants in employment, including self-employment, six months after leaving	More developed	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CR07	participants with an improved labour market situation six months after leaving	More developed	0.00	0.00	0.00	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	More developed	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CR09	disadvantaged participants in employment, including self-employment, six months after leaving	More developed	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

Priority axis	3 - Youth Employment
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

1.4. 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			2018						
						Total	Men	Women	Total	Men	Women	Cumulative			Annual total			Qualitative
1123	NEET Participants (16 - 24 years of age) in education/training upon leaving	More developed	Ratio (Ratio)		Ratio	17.00%			66.41			11.29%	11.83%	10.69%	6.00%	7.00%	5.00%	
1183	NEET Participants (16 - 24 years of age) gaining qualifications upon leaving	More developed	Ratio (Ratio)		Ratio	20.00%			145.35			29.07%	28.75%	29.47%	34.00%	34.00%	35.00%	
1124	NEET Participants (16 - 24 years of age) entering employment upon leaving	More developed	Ratio (Ratio)		Ratio	28.00%			106.18			29.73%	29.43%	30.12%	19.00%	18.00%	21.00%	

ID	Indicator	Category of region	2017						2016						
			Cumulative			Annual total			Qualitative	Cumulative			Annual total		
			Total	Men	Women	Total	Men	Women		Total	Men	Women	Total	Men	Women
1123	NEET Participants (16 - 24 years of age) in education/training upon leaving	More developed	12.06%	12.60%	11.44%	11.00%	11.00%	11.00%		12.53%	13.33%	11.62%	17.00%	17.00%	16.00%
1183	NEET Participants (16 - 24 years of age) gaining qualifications upon leaving	More developed	28.35%	27.92%	28.74%	30.00%	29.00%	31.00%		27.62%	27.43%	27.79%	27.00%	27.00%	27.00%
1124	NEET Participants (16 - 24 years of age) entering employment upon leaving	More developed	31.30%	31.24%	31.33%	28.00%	28.00%	28.00%		32.75%	32.72%	32.73%	29.00%	30.00%	28.00%

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	
1123	NEET Participants (16 - 24 years of age) in education/training upon leaving	More developed	8.17%	9.78%	7.33%	11.00%	13.00%	10.00%		0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
1183	NEET Participants (16 - 24 years of age) gaining qualifications upon leaving	More developed	28.23%	27.84%	28.57%	38.00%	37.00%	39.00%		0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
1124	NEET Participants (16 - 24 years of age) entering employment upon leaving	More developed	36.40%	35.36%	37.36%	49.00%	47.00%	51.00%		0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	

Priority axis	3 - Youth Employment
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 - 3 / 8ii

ID	Indicator	Category of region	Target value (2023)			Cumulative value			Achievement ratio			2018		
			Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
CO01	unemployed, including long-term unemployed	More developed				7,270.00	3,916.00	3,354.00				613.00	351.00	262.00
CO02	long-term unemployed	More developed				761.00	452.00	309.00				217.00	122.00	95.00
CO03	inactive	More developed				1,338.00	665.00	673.00				483.00	276.00	207.00
CO04	inactive, not in education or training	More developed				0.00	0.00	0.00				0.00	0.00	0.00
CO05	employed, including self-employed	More developed				0.00	0.00	0.00				0.00	0.00	0.00
CO06	below 25 years of age	More developed				8,608.00	4,581.00	4,027.00				1,096.00	627.00	469.00
CO07	above 54 years of age	More 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	More developed				0.00	0.00	0.00				0.00	0.00	0.00
CO09	with primary (ISCED 1) or lower secondary education (ISCED 2)	More developed				4,261.00	2,332.00	1,929.00				276.00	152.00	124.00
CO10	with upper secondary (ISCED 3) or post-secondary education (ISCED 4)	More developed				3,438.00	1,746.00	1,692.00				506.00	290.00	216.00
CO11	with tertiary education (ISCED 5 to 8)	More developed				326.00	155.00	171.00				30.00	11.00	19.00
CO15	migrants, participants with a foreign background, minorities (including marginalised communities such as the Roma)	More developed				1,031.00	619.00	412.00				134.00	88.00	46.00
CO16	participants with disabilities	More developed				1,220.00	701.00	519.00				118.00	62.00	56.00
CO17	other disadvantaged	More developed				3,523.00	1,844.00	1,679.00				461.00	257.00	204.00
CO18	homeless or affected by housing exclusion	More developed				229.00	139.00	90.00				76.00	41.00	35.00
CO19	from rural areas	More developed				399.00	193.00	206.00				0.00	0.00	0.00
CO20	number of projects fully or partially implemented by social partners or non-governmental organisations	More developed				18.00						8.00		
CO21	number of projects dedicated at sustainable participation and progress of women in employment	More developed				0.00						0.00		
CO22	number of projects targeting public administrations or public services at national, regional or local level	More developed				0.00						0.00		
CO23	number of supported micro, small and medium-sized enterprises (including cooperative enterprises, enterprises of the social economy)	More developed				0.00						0.00		
	Grand total of participants					8,608.00						1,096.00		

ID	Indicator	Category of region	2017			2016			2015		
			Total	Men	Women	Total	Men	Women	Total	Men	Women
CO01	unemployed, including long-term unemployed	More developed	1,750.00	973.00	777.00	2,311.00	1,238.00	1,083.00	1,917.00	1,023.00	894.00
CO02	long-term unemployed	More developed	202.00	131.00	71.00	226.00	132.00	94.00	116.00	67.00	49.00
CO03	inactive	More developed	549.00	272.00	277.00	261.00	104.00	157.00	45.00	13.00	32.00
CO04	inactive, not in education or training	More developed	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CO05	employed, including self-employed	More developed	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CO06	below 25 years of age	More developed	2,299.00	1,245.00	1,054.00	2,572.00	1,332.00	1,240.00	1,962.00	1,036.00	926.00
CO07	above 54 years of age	More developed	0.00	0.00	0.00	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	More developed	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CO09	with primary (ISCED 1) or lower secondary education (ISCED 2)	More developed	1,087.00	605.00	482.00	1,245.00	681.00	564.00	1,223.00	674.00	549.00
CO10	with upper secondary (ISCED 3) or post-secondary education (ISCED 4)	More developed	932.00	482.00	450.00	1,066.00	526.00	540.00	685.00	327.00	358.00
CO11	with tertiary education (ISCED 5 to 8)	More developed	82.00	41.00	41.00	174.00	79.00	95.00	40.00	24.00	16.00
CO15	migrants, participants with a foreign background, minorities (including marginalised communities such as the Roma)	More developed	328.00	219.00	109.00	318.00	171.00	147.00	177.00	106.00	71.00
CO16	participants with disabilities	More developed	323.00	189.00	134.00	340.00	194.00	146.00	337.00	200.00	137.00
CO17	other disadvantaged	More developed	905.00	451.00	454.00	1,005.00	499.00	506.00	891.00	500.00	391.00
CO18	homeless or affected by housing exclusion	More developed	84.00	57.00	27.00	35.00	23.00	12.00	29.00	15.00	14.00
CO19	from rural areas	More developed	0.00	0.00	0.00	177.00	82.00	95.00	167.00	81.00	86.00
CO20	number of projects fully or partially implemented by social partners or non-governmental organisations	More developed	10.00			0.00			0.00		
CO21	number of projects dedicated at sustainable participation and progress of women in employment	More developed	0.00			0.00			0.00		
CO22	number of projects targeting public administrations or public services at national, regional or local level	More developed	0.00			0.00			0.00		
CO23	number of supported micro, small and medium-sized enterprises (including cooperative enterprises, enterprises of the social economy)	More developed	0.00			0.00			0.00		
	Grand total of participants		2,299.00			2,572.00			1,962.00		

ID	Indicator	Category of region	2014		
			Total	Men	Women
CO01	unemployed, including long-term unemployed	More developed	679.00	341.00	338.00
CO02	long-term unemployed	More developed	0.00	0.00	0.00
CO03	inactive	More developed	0.00	0.00	0.00
CO04	inactive, not in education or training	More developed	0.00	0.00	0.00
CO05	employed, including self-employed	More developed	0.00	0.00	0.00
CO06	below 25 years of age	More developed	679.00	341.00	338.00
CO07	above 54 years of age	More developed	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	More developed	0.00	0.00	0.00
CO09	with primary (ISCED 1) or lower secondary education (ISCED 2)	More developed	430.00	220.00	210.00
CO10	with upper secondary (ISCED 3) or post-secondary education (ISCED 4)	More developed	249.00	121.00	128.00
CO11	with tertiary education (ISCED 5 to 8)	More developed	0.00	0.00	0.00
CO15	migrants, participants with a foreign background, minorities (including marginalised communities such as the Roma)	More developed	74.00	35.00	39.00
CO16	participants with disabilities	More developed	102.00	56.00	46.00
CO17	other disadvantaged	More developed	261.00	137.00	124.00
CO18	homeless or affected by housing exclusion	More developed	5.00	3.00	2.00
CO19	from rural areas	More developed	55.00	30.00	25.00
CO20	number of projects fully or partially implemented by social partners or non-governmental organisations	More developed	0.00		
CO21	number of projects dedicated at sustainable participation and progress of women in employment	More developed	0.00		
CO22	number of projects targeting public administrations or public services at national, regional or local level	More developed	0.00		
CO23	number of supported micro, small and medium-sized enterprises (including cooperative enterprises, enterprises of the social economy)	More developed	0.00		
	Grand total of participants		679.00		

Priority axis	3 - Youth Employment
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 - 3

ID	Indicator	Category of region	Measurement unit	Target value (2023)			Cumulative value			Achievement ratio			2018		
				Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
1027	NEET Participants (16 - 24 years of age)	More developed	Number	21,200.00			8,608.00	4,581.00	4,027.00	0.41			1,096.00	627.00	469.00

ID	Indicator	Category of region	2017			2016			2015			2014		
			Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
1027	NEET Participants (16 - 24 years of age)	More developed	2,299.00	1,245.00	1,054.00	2,572.00	1,332.00	1,240.00	1,962.00	1,036.00	926.00	679.00	341.00	338.00

Priority axis	3 - Youth Employment
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 - 3 / 10i

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			2018	
					Total	Men	Women	Total	Men	Women	Total	Men	Women	Men	Women
CR01	inactive participants engaged in job searching upon leaving	More developed						17.00	11.00	6.00				6.00	2.00
CR02	participants in education/training upon leaving	More developed						326.00	175.00	151.00				74.00	62.00
CR03	participants gaining a qualification upon leaving	More developed						179.00	101.00	78.00				58.00	48.00
CR04	participants in employment, including self-employment, upon leaving	More developed						31.00	14.00	17.00				6.00	8.00
CR05	disadvantaged participants engaged in job searching, education/ training, gaining a qualification, or in employment, including self-employment , upon leaving	More developed						429.00	235.00	194.00				121.00	95.00
CR06	participants in employment, including self-employment, six months after leaving	More developed						0.00	0.00	0.00				0.00	0.00
CR07	participants with an improved labour market situation six months after leaving	More 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	More developed						0.00	0.00	0.00				0.00	0.00
CR09	disadvantaged participants in employment, including self-employment, six months after leaving	More developed						0.00	0.00	0.00				0.00	0.00

ID	Indicator	Category of region	2017		2016		2015		2014	
			Men	Women	Men	Women	Men	Women	Men	Women
CR01	inactive participants engaged in job searching upon leaving	More developed	2.00	3.00	3.00	1.00	0.00	0.00	0.00	0.00
CR02	participants in education/training upon leaving	More developed	88.00	81.00	13.00	8.00	0.00	0.00	0.00	0.00
CR03	participants gaining a qualification upon leaving	More developed	36.00	24.00	7.00	6.00	0.00	0.00	0.00	0.00
CR04	participants in employment, including self-employment, upon leaving	More developed	5.00	6.00	3.00	3.00	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	More developed	102.00	87.00	12.00	12.00	0.00	0.00	0.00	0.00
CR06	participants in employment, including self-employment, six months after leaving	More developed	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CR07	participants with an improved labour market situation six months after leaving	More developed	0.00	0.00	0.00	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	More developed	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CR09	disadvantaged participants in employment, including self-employment, six months after leaving	More developed	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

Priority axis	3 - Youth Employment
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

1.5. 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			2018						
						Total	Men	Women	Total	Men	Women	Cumulative			Annual total			Qualitative
1125	Participants at risk of becoming NEET (11-24) gaining qualifications upon leaving	More developed	Ratio (Ratio)		Ratio	27.00%			16.33			4.41%	4.36%	3.71%	7.00%	7.00%	6.00%	
1127	Participants at risk of becoming NEET(11-24) into education or training upon leaving	More developed	Ratio (Ratio)		Ratio	18.00%			44.67			8.04%	8.01%	7.69%	9.00%	9.00%	8.00%	
1128	Participants at risk of becoming NEET (11-24) at reduced risk of becoming NEET upon leaving	More developed	Ratio (Ratio)		Ratio	0.00%						30.67%	30.51%	31.11%	36.00%	36.00%	37.00%	

ID	Indicator	Category of region	2017							2016						
			Cumulative			Annual total			Qualitative	Cumulative			Annual total			Qualitative
			Total	Men	Women	Total	Men	Women		Total	Men	Women	Total	Men	Women	
1125	Participants at risk of becoming NEET (11-24) gaining qualifications upon leaving	More developed	2.82%	2.81%	2.22%	4.00%	4.00%	3.00%		1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	
1127	Participants at risk of becoming NEET(11-24) into education or training upon leaving	More developed	7.45%	7.43%	7.49%	11.00%	11.00%	11.00%		2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	
1128	Participants at risk of becoming NEET (11-24) at reduced risk of becoming NEET upon leaving	More developed	27.40%	27.29%	27.29%	40.00%	40.00%	39.00%		8.00%	8.00%	9.00%	8.00%	8.00%	9.00%	

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	
1125	Participants at risk of becoming NEET (11-24) gaining qualifications upon leaving	More developed	%	%	%	0.00%	0.00%	0.00%		%	%	%	0.00%	0.00%	0.00%	
1127	Participants at risk of becoming NEET(11-24) into education or training upon leaving	More developed	%	%	%	0.00%	0.00%	0.00%		%	%	%	0.00%	0.00%	0.00%	
1128	Participants at risk of becoming NEET (11-24) at reduced risk of becoming NEET upon leaving	More developed	%	%	%	0.00%	0.00%	0.00%		%	%	%	0.00%	0.00%	0.00%	

Priority axis	3 - Youth Employment
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 - 3 / 10i

ID	Indicator	Category of region	Target value (2023)			Cumulative value			Achievement ratio			2018		
			Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
CO01	unemployed, including long-term unemployed	More developed				0.00	0.00	0.00				0.00	0.00	0.00
CO02	long-term unemployed	More developed				0.00	0.00	0.00				0.00	0.00	0.00
CO03	inactive	More developed				4,080.00	2,141.00	1,939.00				1,554.00	791.00	763.00
CO04	inactive, not in education or training	More developed				4,080.00	2,141.00	1,939.00				1,554.00	791.00	763.00
CO05	employed, including self-employed	More developed				0.00	0.00	0.00				0.00	0.00	0.00
CO06	below 25 years of age	More developed				4,080.00	2,141.00	1,939.00				1,554.00	791.00	763.00
CO07	above 54 years of age	More 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	More developed				0.00	0.00	0.00				0.00	0.00	0.00
CO09	with primary (ISCED 1) or lower secondary education (ISCED 2)	More developed				483.00	219.00	264.00				141.00	65.00	76.00
CO10	with upper secondary (ISCED 3) or post-secondary education (ISCED 4)	More developed				619.00	254.00	365.00				246.00	87.00	159.00
CO11	with tertiary education (ISCED 5 to 8)	More developed				111.00	39.00	72.00				59.00	18.00	41.00
CO15	migrants, participants with a foreign background, minorities (including marginalised communities such as the Roma)	More developed				462.00	240.00	222.00				175.00	88.00	87.00
CO16	participants with disabilities	More developed				432.00	220.00	212.00				181.00	87.00	94.00
CO17	other disadvantaged	More developed				3,071.00	1,719.00	1,352.00				1,184.00	655.00	529.00
CO18	homeless or affected by housing exclusion	More developed				53.00	22.00	31.00				20.00	9.00	11.00
CO19	from rural areas	More developed				42.00	26.00	16.00				0.00	0.00	0.00
CO20	number of projects fully or partially implemented by social partners or non-governmental organisations	More developed				0.00						0.00		
CO21	number of projects dedicated at sustainable participation and progress of women in employment	More developed				0.00						0.00		
CO22	number of projects targeting public administrations or public services at national, regional or local level	More developed				0.00						0.00		
CO23	number of supported micro, small and medium-sized enterprises (including cooperative enterprises, enterprises of the social economy)	More developed				0.00						0.00		
	Grand total of participants					4,080.00						1,554.00		

ID	Indicator	Category of region	2017			2016			2015		
			Total	Men	Women	Total	Men	Women	Total	Men	Women
CO01	unemployed, including long-term unemployed	More developed	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CO02	long-term unemployed	More developed	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CO03	inactive	More developed	1,531.00	814.00	717.00	995.00	536.00	459.00	0.00	0.00	0.00
CO04	inactive, not in education or training	More developed	1,531.00	814.00	717.00	995.00	536.00	459.00	0.00	0.00	0.00
CO05	employed, including self-employed	More developed	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CO06	below 25 years of age	More developed	1,531.00	814.00	717.00	995.00	536.00	459.00	0.00	0.00	0.00
CO07	above 54 years of age	More developed	0.00	0.00	0.00	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	More developed	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CO09	with primary (ISCED 1) or lower secondary education (ISCED 2)	More developed	207.00	95.00	112.00	135.00	59.00	76.00	0.00	0.00	0.00
CO10	with upper secondary (ISCED 3) or post-secondary education (ISCED 4)	More developed	231.00	99.00	132.00	142.00	68.00	74.00	0.00	0.00	0.00
CO11	with tertiary education (ISCED 5 to 8)	More developed	44.00	18.00	26.00	8.00	3.00	5.00	0.00	0.00	0.00
CO15	migrants, participants with a foreign background, minorities (including marginalised communities such as the Roma)	More developed	196.00	105.00	91.00	91.00	47.00	44.00	0.00	0.00	0.00
CO16	participants with disabilities	More developed	183.00	100.00	83.00	68.00	33.00	35.00	0.00	0.00	0.00
CO17	other disadvantaged	More developed	1,129.00	637.00	492.00	758.00	427.00	331.00	0.00	0.00	0.00
CO18	homeless or affected by housing exclusion	More developed	16.00	7.00	9.00	17.00	6.00	11.00	0.00	0.00	0.00
CO19	from rural areas	More developed	0.00	0.00	0.00	42.00	26.00	16.00	0.00	0.00	0.00
CO20	number of projects fully or partially implemented by social partners or non-governmental organisations	More developed	0.00			0.00			0.00		
CO21	number of projects dedicated at sustainable participation and progress of women in employment	More developed	0.00			0.00			0.00		
CO22	number of projects targeting public administrations or public services at national, regional or local level	More developed	0.00			0.00			0.00		
CO23	number of supported micro, small and medium-sized enterprises (including cooperative enterprises, enterprises of the social economy)	More developed	0.00			0.00			0.00		
	Grand total of participants		1,531.00			995.00			0.00		

ID	Indicator	Category of region	2014		
			Total	Men	Women
CO01	unemployed, including long-term unemployed	More developed	0.00	0.00	0.00
CO02	long-term unemployed	More developed	0.00	0.00	0.00
CO03	inactive	More developed	0.00	0.00	0.00
CO04	inactive, not in education or training	More developed	0.00	0.00	0.00
CO05	employed, including self-employed	More developed	0.00	0.00	0.00
CO06	below 25 years of age	More developed	0.00	0.00	0.00
CO07	above 54 years of age	More developed	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	More developed	0.00	0.00	0.00
CO09	with primary (ISCED 1) or lower secondary education (ISCED 2)	More developed	0.00	0.00	0.00
CO10	with upper secondary (ISCED 3) or post-secondary education (ISCED 4)	More developed	0.00	0.00	0.00
CO11	with tertiary education (ISCED 5 to 8)	More developed	0.00	0.00	0.00
CO15	migrants, participants with a foreign background, minorities (including marginalised communities such as the Roma)	More developed	0.00	0.00	0.00
CO16	participants with disabilities	More developed	0.00	0.00	0.00
CO17	other disadvantaged	More developed	0.00	0.00	0.00
CO18	homeless or affected by housing exclusion	More developed	0.00	0.00	0.00
CO19	from rural areas	More developed	0.00	0.00	0.00
CO20	number of projects fully or partially implemented by social partners or non-governmental organisations	More developed	0.00		
CO21	number of projects dedicated at sustainable participation and progress of women in employment	More developed	0.00		
CO22	number of projects targeting public administrations or public services at national, regional or local level	More developed	0.00		
CO23	number of supported micro, small and medium-sized enterprises (including cooperative enterprises, enterprises of the social economy)	More developed	0.00		
	Grand total of participants		0.00		

Priority axis	3 - Youth Employment
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 - 3

ID	Indicator	Category of region	Measurement unit	Target value (2023)			Cumulative value			Achievement ratio			2018		
				Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
1028	Participants at risk of becoming NEET (11-24)	More developed	Number	18,072.00			4,080.00	2,141.00	1,939.00	0.23			1,554.00	791.00	763.00

ID	Indicator	Category of region	2017			2016			2015			2014		
			Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
1028	Participants at risk of becoming NEET (11-24)	More developed	1,531.00	814.00	717.00	995.00	536.00	459.00	0.00	0.00	0.00	0.00	0.00	0.00

Priority axis	5 - Public services reform and regional working
Investment Priority	11i - Investment in institutional capacity and in the efficiency of public administrations and public services at the national, regional and local levels with a view to reforms, better regulation and good governance

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 - 5 / 11i

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			2018	
					Total	Men	Women	Total	Men	Women	Total	Men	Women	Men	Women
CR01	inactive participants engaged in job searching upon leaving	More developed						0.00	0.00	0.00				0.00	0.00
CR02	participants in education/training upon leaving	More developed						0.00	0.00	0.00				0.00	0.00
CR03	participants gaining a qualification upon leaving	More developed						0.00	0.00	0.00				0.00	0.00
CR04	participants in employment, including self-employment, upon leaving	More 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	More developed						0.00	0.00	0.00				0.00	0.00
CR06	participants in employment, including self-employment, six months after leaving	More developed						0.00	0.00	0.00				0.00	0.00
CR07	participants with an improved labour market situation six months after leaving	More 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	More developed						0.00	0.00	0.00				0.00	0.00
CR09	disadvantaged participants in employment, including self-employment, six months after leaving	More developed						0.00	0.00	0.00				0.00	0.00

ID	Indicator	Category of region	2017		2016		2015		2014	
			Men	Women	Men	Women	Men	Women	Men	Women
CR01	inactive participants engaged in job searching upon leaving	More developed	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CR02	participants in education/training upon leaving	More developed	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CR03	participants gaining a qualification upon leaving	More developed	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CR04	participants in employment, including self-employment, upon leaving	More developed	0.00	0.00	0.00	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	More developed	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CR06	participants in employment, including self-employment, six months after leaving	More developed	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CR07	participants with an improved labour market situation six months after leaving	More developed	0.00	0.00	0.00	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	More developed	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CR09	disadvantaged participants in employment, including self-employment, six months after leaving	More developed	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

Priority axis	5 - Public services reform and regional working
Investment Priority	11i - Investment in institutional capacity and in the efficiency of public administrations and public services at the national, regional and local levels with a view to reforms, better regulation and good governance

1.6. 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			2018						
												Cumulative			Annual total			Qualitative
						Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	
1184	Number of new methods, procedures, and tools developed and disseminated	More developed	Number (Number)		Number	8.00			0.00			0.00	0.00	0.00	0.00	0.00	0.00	

ID	Indicator	Category of region	2017							2016						
			Cumulative			Annual total			Qualitative	Cumulative			Annual total			Qualitative
			Total	Men	Women	Total	Men	Women		Total	Men	Women	Total	Men	Women	
1184	Number of new methods, procedures, and tools developed and disseminated	More developed	0.00	0.00	0.00	0.00	0.00	0.00		0.00	0.00	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	
1184	Number of new methods, procedures, and tools developed and disseminated	More developed	0.00	0.00	0.00	0.00	0.00	0.00		0.00	0.00	0.00	0.00	0.00	0.00	

Priority axis	5 - Public services reform and regional working
Investment Priority	11i - Investment in institutional capacity and in the efficiency of public administrations and public services at the national, regional and local levels with a view to reforms, better regulation and good governance

Table 4A : Common output indicators for the ESF and YEI - 5 / 11i

ID	Indicator	Category of region	Target value (2023)			Cumulative value			Achievement ratio			2018		
			Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
CO01	unemployed, including long-term unemployed	More developed				0.00	0.00	0.00				0.00	0.00	0.00
CO02	long-term unemployed	More developed				0.00	0.00	0.00				0.00	0.00	0.00
CO03	inactive	More developed				0.00	0.00	0.00				0.00	0.00	0.00
CO04	inactive, not in education or training	More developed				0.00	0.00	0.00				0.00	0.00	0.00
CO05	employed, including self-employed	More developed				0.00	0.00	0.00				0.00	0.00	0.00
CO06	below 25 years of age	More developed				0.00	0.00	0.00				0.00	0.00	0.00
CO07	above 54 years of age	More 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	More developed				0.00	0.00	0.00				0.00	0.00	0.00
CO09	with primary (ISCED 1) or lower secondary education (ISCED 2)	More developed				0.00	0.00	0.00				0.00	0.00	0.00
CO10	with upper secondary (ISCED 3) or post-secondary education (ISCED 4)	More developed				0.00	0.00	0.00				0.00	0.00	0.00
CO11	with tertiary education (ISCED 5 to 8)	More developed				0.00	0.00	0.00				0.00	0.00	0.00
CO15	migrants, participants with a foreign background, minorities (including marginalised communities such as the Roma)	More developed				0.00	0.00	0.00				0.00	0.00	0.00
CO16	participants with disabilities	More developed				0.00	0.00	0.00				0.00	0.00	0.00
CO17	other disadvantaged	More developed				0.00	0.00	0.00				0.00	0.00	0.00
CO18	homeless or affected by housing exclusion	More developed				0.00	0.00	0.00				0.00	0.00	0.00
CO19	from rural areas	More 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	More developed				0.00						0.00		
CO21	number of projects dedicated at sustainable participation and progress of women in employment	More developed				0.00						0.00		
CO22	number of projects targeting public administrations or public services at national, regional or local level	More developed	4.00			0.00			0.00			0.00		
CO23	number of supported micro, small and medium-sized enterprises (including cooperative enterprises, enterprises of the social economy)	More developed				0.00						0.00		
	Grand total of participants					0.00						0.00		

ID	Indicator	Category of region	2017			2016			2015		
			Total	Men	Women	Total	Men	Women	Total	Men	Women
CO01	unemployed, including long-term unemployed	More developed	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CO02	long-term unemployed	More developed	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CO03	inactive	More developed	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CO04	inactive, not in education or training	More developed	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CO05	employed, including self-employed	More developed	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CO06	below 25 years of age	More developed	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CO07	above 54 years of age	More developed	0.00	0.00	0.00	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	More developed	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CO09	with primary (ISCED 1) or lower secondary education (ISCED 2)	More developed	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CO10	with upper secondary (ISCED 3) or post-secondary education (ISCED 4)	More developed	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CO11	with tertiary education (ISCED 5 to 8)	More developed	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CO15	migrants, participants with a foreign background, minorities (including marginalised communities such as the Roma)	More developed	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CO16	participants with disabilities	More developed	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CO17	other disadvantaged	More developed	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CO18	homeless or affected by housing exclusion	More developed	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CO19	from rural areas	More developed	0.00	0.00	0.00	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	More developed	0.00			0.00			0.00		
CO21	number of projects dedicated at sustainable participation and progress of women in employment	More developed	0.00			0.00			0.00		
CO22	number of projects targeting public administrations or public services at national, regional or local level	More developed	0.00			0.00			0.00		
CO23	number of supported micro, small and medium-sized enterprises (including cooperative enterprises, enterprises of the social economy)	More developed	0.00			0.00			0.00		
	Grand total of participants		0.00			0.00			0.00		

ID	Indicator	Category of region	2014		
			Total	Men	Women
CO01	unemployed, including long-term unemployed	More developed	0.00	0.00	0.00
CO02	long-term unemployed	More developed	0.00	0.00	0.00
CO03	inactive	More developed	0.00	0.00	0.00
CO04	inactive, not in education or training	More developed	0.00	0.00	0.00
CO05	employed, including self-employed	More developed	0.00	0.00	0.00
CO06	below 25 years of age	More developed	0.00	0.00	0.00
CO07	above 54 years of age	More developed	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	More developed	0.00	0.00	0.00
CO09	with primary (ISCED 1) or lower secondary education (ISCED 2)	More developed	0.00	0.00	0.00
CO10	with upper secondary (ISCED 3) or post-secondary education (ISCED 4)	More developed	0.00	0.00	0.00
CO11	with tertiary education (ISCED 5 to 8)	More developed	0.00	0.00	0.00
CO15	migrants, participants with a foreign background, minorities (including marginalised communities such as the Roma)	More developed	0.00	0.00	0.00
CO16	participants with disabilities	More developed	0.00	0.00	0.00
CO17	other disadvantaged	More developed	0.00	0.00	0.00
CO18	homeless or affected by housing exclusion	More developed	0.00	0.00	0.00
CO19	from rural areas	More developed	0.00	0.00	0.00
CO20	number of projects fully or partially implemented by social partners or non-governmental organisations	More developed	0.00		
CO21	number of projects dedicated at sustainable participation and progress of women in employment	More developed	0.00		
CO22	number of projects targeting public administrations or public services at national, regional or local level	More developed	0.00		
CO23	number of supported micro, small and medium-sized enterprises (including cooperative enterprises, enterprises of the social economy)	More developed	0.00		
	Grand total of participants		0.00		

Priority axis	5 - Public services reform and regional working
Investment Priority	11i - Investment in institutional capacity and in the efficiency of public administrations and public services at the national, regional and local levels with a view to reforms, better regulation and good governance

Table 4B: Programme specific output indicators for the ESF and YEI - 5

ID	Indicator	Category of region	Measurement unit	Target value (2023)			Cumulative value			Achievement ratio			2018		
				Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
1182	Number of methods, processes and tools being developed with support	More developed	Number	10.00			0.00	0.00	0.00	0.00			0.00	0.00	0.00
1183	Number of entities* participating in projects target public administrations or public services at national, regional or local level	More developed	Number	15.00			0.00	0.00	0.00	0.00			0.00	0.00	0.00

ID	Indicator	Category of region	2017			2016			2015			2014		
			Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
1182	Number of methods, processes and tools being developed with support	More developed	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
1183	Number of entities* participating in projects target public administrations or public services at national, regional or local level	More developed	0.00	0.00	0.00	0.00	0.00	0.00	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 - 4

ID	Indicator	Category of region	Target value (2023)			Cumulative value			Achievement ratio			2018		
			Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women

ID	Indicator	Category of region	2017			2016			2015					
			Total	Men	Women	Total	Men	Women	Total	Men	Women			

ID	Indicator	Category of region	2014		
			Total	Men	Women

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

ID	Indicator	Category of region	Measurement unit	Target value (2023)			Cumulative value			Achievement ratio			2018		
				Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
TAO1	Number of training events held		Number	10.00			95.00	0.00	0.00	9.50			71.00	0.00	0.00
TAO10	Number of e-newsletters issued		Number	72.00			18.00	0.00	0.00	0.25			11.00	0.00	0.00
TAO11	Percentage of enquiries resolved within 5 working days		Ratio	75.00			75.00	0.00	0.00	1.00			75.00	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			66.00	0.00	0.00	0.73			57.00	0.00	0.00
TAO4	Number of research reports published		Number	17.00			5.00	0.00	0.00	0.29			5.00	0.00	0.00
TAO5	Number of projects given Monitoring and Evaluation advice		Ratio	100.00			66.00	0.00	0.00	0.66			57.00	0.00	0.00
TAO6	Number of dissemination events		Number	6.00			3.00	0.00	0.00	0.50			2.00	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	50.00			125.00	0.00	0.00	2.50			118.00	0.00	0.00
TAO9	Number of high profile project launches		Ratio	50.00			43.00	0.00	0.00	0.86			41.00	0.00	0.00

ID	Indicator	Category of region	2017			2016			2015			2014		
			Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
TAO1	Number of training events held		23.00	0.00	0.00	1.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
TAO10	Number of e-newsletters issued		7.00	0.00	0.00	0.00	0.00	0.00	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	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	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	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		9.00	0.00	0.00	0.00	0.00	0.00	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	0.00	0.00	0.00	0.00	0.00	0.00
TAO5	Number of projects given Monitoring and Evaluation advice		9.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
TAO6	Number of dissemination events		1.00	0.00	0.00	0.00	0.00	0.00	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	0.00	0.00	0.00	0.00	0.00	0.00
TAO8	Number of press releases issued		7.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
TAO9	Number of high profile project launches		2.00	0.00	0.00	0.00	0.00	0.00	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 - 4 / 4.1

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			2018					
						Total	Men	Women	Total	Men	Women	Cumulative		Annual total		Qualitative	
TAR1	Managing Authority Irregularity Rate		(Ratio)			Below 2						Total	Men	Women	Total	Men	Women
TAR2	WEFO Error Rate		(Ratio)			Below 2											1.66
																	0.1

ID	Indicator	Category of region	2017							2016						
			Cumulative			Annual total			Qualitative	Cumulative			Annual total			Qualitative
			Total	Men	Women	Total	Men	Women		Total	Men	Women	Total	Men	Women	
TAR1	Managing Authority Irregularity Rate								0.08%							0.11%
TAR2	WEFO Error Rate								0.05%							

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	Managing 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 - 4 / 4.2

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			2018						
						Total	Men	Women	Total	Men	Women	Cumulative			Annual total			Qualitative
TAR3	Customer Satisfaction		(Ratio)			50												0

ID	Indicator	Category of region	2017						2016							
			Cumulative			Annual total			Qualitative	Cumulative			Annual total			Qualitative
			Total	Men	Women	Total	Men	Women		Total	Men	Women	Total	Men	Women	
TAR3	Customer Satisfaction								0							0

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								0

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	2018 Cum total	2018 Cum men	2018 Cum women	2018 Annual total	2018 Annual total men	2018 Annual total women
1	F	P1F	Expenditure	€	ESF	More developed	11,390,819.86					
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	More developed	3,786.00	1,531.00	2,255.00	1,094.00	533.00	561.00
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 group; or from a jobless household)	Number	ESF	More developed	2,054.00	1,396.00	658.00	722.00	489.00	233.00
2	F	P2F	Expenditure	€	ESF	More developed	123,611,378.52					
2	O	1173F	Employed, including self-employed participants with qualifications up to and including a lower secondary education (ISCED 2) - Female	Number	ESF	More developed	5,937.00	0.00	5,937.00	293.00	0.00	293.00
2	O	1173M	Employed, including self-employed participants with qualifications up to and including a lower secondary education (ISCED 2) - Male	Number	ESF	More developed	4,964.00	4,964.00	0.00	192.00	192.00	0.00
2	O	1178F	Employed, including self-employed participants with lower secondary education (ISCED 2) - Female	Number	ESF	More developed	3,782.00	0.00	3,782.00	156.00	0.00	156.00
2	O	1178M	Employed, including self-employed participants with lower secondary education (ISCED 2) - Male	Number	ESF	More developed	3,127.00	3,127.00	0.00	125.00	125.00	0.00
3	F	P3F	Expenditure	€	ESF	More developed	47,261,471.01					
3	O	1027	NEET Participants (16 - 24 years of age)	Number	ESF	More developed	8,608.00	4,581.00	4,027.00	1,096.00	627.00	469.00
5	O	CO22	number of projects targeting public administrations or public services at national, regional or local level	Number	ESF	More developed	0.00			0.00		
5	F	P1F	Expenditure	€	ESF	More developed	0.00					

Priority axis	Ind type	ID	Indicator	Measurement unit	Fund	Category of region	2017 Cum total	2016 Cum total	2015 Cum total	Observations
1	F	P1F	Expenditure	€	ESF	More developed	3,016,121.58	815,807.88	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	More developed	2,692.00	1,065.00	163.00	
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 group; or from a jobless household)	Number	ESF	More developed	1,332.00	533.00	91.00	
2	F	P2F	Expenditure	€	ESF	More developed	91,867,990.41	2,383,376.63	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	More developed	5,644.00	3,592.00	2,002.00	
2	O	1173M	Employed, including self-employed participants with qualifications up to and including a lower secondary education (ISCED 2) - Male	Number	ESF	More developed	4,772.00	3,214.00	1,915.00	
2	O	1178F	Employed, including self-employed participants with lower secondary education (ISCED 2) - Female	Number	ESF	More developed	3,626.00	2,410.00	1,348.00	
2	O	1178M	Employed, including self-employed participants with lower secondary education (ISCED 2) - Male	Number	ESF	More developed	3,002.00	2,071.00	1,265.00	
3	F	P3F	Expenditure	€	ESF	More developed	15,642,824.83	1,491,181.19	0.00	
3	O	1027	NEET Participants (16 - 24 years of age)	Number	ESF	More developed	7,512.00	5,213.00	2,641.00	
5	O	CO22	number of projects targeting public administrations or public services at national, regional or local level	Number	ESF	More developed	0.00	0.00	0.00	
5	F	P1F	Expenditure	€	ESF	More developed	0.00	0.00	0.00	

Priority axis	Ind type	ID	Indicator	Measurement unit	Fund	Category of region	2014 Cum total
1	F	P1F	Expenditure	€	ESF	More developed	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	More developed	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 group; or from a jobless household)	Number	ESF	More developed	0.00
2	F	P2F	Expenditure	€	ESF	More developed	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	More developed	968.00
2	O	1173M	Employed, including self-employed participants with qualifications up to and including a lower secondary education (ISCED 2) - Male	Number	ESF	More developed	941.00
2	O	1178F	Employed, including self-employed participants with lower secondary education (ISCED 2) - Female	Number	ESF	More developed	683.00
2	O	1178M	Employed, including self-employed participants with lower secondary education (ISCED 2) - Male	Number	ESF	More developed	637.00
3	F	P3F	Expenditure	€	ESF	More developed	0.00
3	O	1027	NEET Participants (16 - 24 years of age)	Number	ESF	More developed	679.00
5	O	CO22	number of projects targeting public administrations or public services at national, regional or local level	Number	ESF	More developed	0.00
5	F	P1F	Expenditure	€	ESF	More developed	0.00

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	Expenditure	€	ESF	More developed	13,000,000			64,000,000.00		
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	More developed	3239			12,700.00		
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 group; or from a jobless household)	Number	ESF	More developed	969			3,800.00		
2	F	P2F	Expenditure	€	ESF	More developed	60,000,000			178,000,000.00		
2	O	1173F	Employed, including self-employed participants with qualifications up to and including a lower secondary education (ISCED 2) - Female	Number	ESF	More developed	4898			12,000.00		
2	O	1173M	Employed, including self-employed participants with qualifications up to and including a lower secondary education (ISCED 2) - Male	Number	ESF	More developed	5380			10,000.00		
2	O	1178F	Employed, including self-employed participants with lower secondary education (ISCED 2) - Female	Number	ESF	More developed	1,495			11,309.00		
2	O	1178M	Employed, including self-employed participants with lower secondary education (ISCED 2) - Male	Number	ESF	More developed	1,642			9,372.00		
3	F	P3F	Expenditure	€	ESF	More developed	30,596,600			132,000,000.00		
3	O	1027	NEET Participants (16 - 24 years of age)	Number	ESF	More developed	5,407			21,200.00		
5	O	CO22	number of projects targeting public administrations or public services at national, regional or local level	Number	ESF	More developed	1			4.00		
5	F	P1F	Expenditure	€	ESF	More developed	0			26.00		

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	Total eligible expenditure incurred by beneficiaries and paid by 31/12/2018 and certified to the Commission
1	ESF	More developed	Total	64,169,978.00	50.00%	36,704,053.66	57.20%	33,516,696.75	11,390,819.86	17.75%	7	11,390,819.86
2	ESF	More developed	Total	177,847,369.00	48.43%	232,972,440.86	131.00%	219,482,592.50	123,611,378.52	69.50%	11	123,611,378.52
3	ESF	More developed	Total	131,654,230.00	50.00%	157,840,547.84	119.89%	155,996,445.74	47,261,471.01	35.90%	12	47,261,471.01
5	ESF	More developed	Total	31,065,517.00	48.96%	0.00	0.00%	0.00	0.00	0.00%	0	0.00
4	ESF	More developed	Total	8,132,490.00	50.00%	6,789,330.42	83.48%	6,469,438.10	2,741,484.54	33.71%	5	
Total	ESF	More developed		412,869,584.00	49.24%	434,306,372.78	105.19%	415,465,173.09	185,005,153.93	44.81%	35	182,263,669.39
Grand total				412,869,584.00	49.24%	434,306,372.78	105.19%	415,465,173.09	185,005,153.93	44.81%	35	182,263,669.39

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	More developed	109	01	07	07		08	20	UKL2	4,992,660.67	4,992,310.25	2,331,682.00	1
1	ESF	More developed	109	01	07	07		02	21	UKL2	31,711,392.99	28,524,386.50	9,059,137.86	6
2	ESF	More developed	105	01	07	07		07	24	UKL2	6,529,892.86	6,038,569.42	3,741,810.16	1
2	ESF	More developed	117	01	07	07		08	16	UKL2	11,972,645.29	5,753,722.43	5,220,700.34	1
2	ESF	More developed	117	01	07	07		08	19	UKL2	214,469,902.71	207,690,300.65	114,648,868.02	9
3	ESF	More developed	103	01	07	07		02	21	UKL2	7,915,057.97	7,742,587.81	2,151,790.25	2
3	ESF	More developed	103	01	07	07		08	21	UKL2	4,240,016.04	4,240,016.04	632,439.84	1
3	ESF	More developed	103	01	07	07		08	24	UKL2	112,830,009.42	111,220,752.79	31,291,036.12	5
3	ESF	More developed	115	01	07	07		08	19	UKL2	32,855,464.41	32,793,089.10	13,186,204.80	4
5	ESF	More developed	119	01	07	07		08	24	UKL2	0.00	0.00	0.00	0
4	ESF	More developed	121	01	07	07		08	18	UKL2	6,554,224.91	6,234,332.59	2,666,502.41	2
4	ESF	More developed	123	01	07	07		08	24	UKL2	235,105.51	235,105.51	74,982.13	3

Table 8: The use made of cross-financing

1	2	3	4	5	6
Use of cross-financing	Priority axis	The amount of EU support envisaged to be used for cross financing based on selected operations (EUR)	As a share of the EU support to the priority axis (%) (3/EU support to priority axis*100)	The amount of EU support used under cross financing based on eligible expenditure declared by the beneficiary to the managing authority (EUR)	As a share of the EU support to the priority axis (%) (5/EU support to priority axis*100)
Costs eligible for support under the ERDF, but supported from the ESF	1	0.00		0.00	
Costs eligible for support under the ERDF, but supported from the ESF	2	0.00		0.00	
Costs eligible for support under the ERDF, but supported from the ESF	3	0.00		0.00	
Costs eligible for support under the ERDF, but supported from the ESF	4	0.00		0.00	
Costs eligible for support under the ERDF, but supported from the ESF	5	0.00		0.00	

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)
0.00		0.00	

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

The process and outputs evaluation of the Parents, Childcare and Employment (PaCE) operations was published in December 2018. Key findings included :

- 100% of PaCE participants had childcare responsibilities and 96% are female.
- Over a third of all participants progressed into work, substantially more than the 20% target.
- Parents had a lack of awareness and understanding of what childcare is available.
- There appears to be a prevalence of low-level mental health issues amongst participants.
- Participants' motivation for engaging with PaCE vary, but many have a genuine desire to find work.
- Generally the participants had good relationships with their advisers.
- Participants who had undertaken work related volunteering placements were overwhelmingly positive about the experience.
- Management and administrative systems generally seem to work well.
- The promotion of PaCE has been fairly low key.
- PaCE advisers work from a range of community settings.
- It seems that PaCE has wider effects upon participants and their families beyond enabling them to progress into work, education or training or to gain qualifications.

The interim evaluation of the Traineeships operations was published in July 2018. Key findings included:

- Providers, officials, and partners were generally positive about the Traineeships model, considering it effective for the cohort of young people and a useful stepping stone in progression

towards employment, providing learners with a taster of a particular sector or occupation and enabling them to develop a broad platform of skills, particularly in relation to employability.

- Providers praised the high degree of flexibility of the Traineeships programme, enabling them to utilise provision (either directly delivered or delivered by third party providers) that best meets the needs of young people.
- Most providers interviewed described a steady fall in the number of young people being recruited on to the Traineeships programme. Typically, providers perceived that the fall in numbers reflected a lack of promotion of the programme. Some also referred to changes in the eligibility criteria.
- Social media is increasingly seen as a key route to promotion of the programme and is actively used by all providers but particularly so by those in the private sector; ‘word of mouth’ was also cited by many providers.
- The majority of providers raised concerns about the referral process. Some questioned the impartiality of Careers Wales based on the perception that there was an imbalance in the volume of referrals to each provider.
- Most officials and partners voiced concerns about the appropriateness of referrals to different strands, with a widespread view that those most in need of the Engagement strand were not necessarily getting on to the programme due to some providers’ reluctance to take on "more challenging individuals".
- There was a general agreement amongst providers and partners that young people engaging with Traineeships display an increasingly complex set of needs and barriers, with mental health issues deemed particularly prevalent.
- Providers vary in the extent to which they utilise the Additional Learning Support budget, with some providers not accessing it at all and others actively targeting these resources. Providers not accessing these budgets cited complexity, availability of resources and lack of intelligence regarding Trainees’ backgrounds as reasons for this.
- With regard to cross-cutting themes, providers agreed that Traineeships help to tackle poverty by providing young people with work opportunities and by tackling barriers to employment, and that equal opportunities are an embedded element across training provision. Sustainable development was the least evidenced cross-cutting theme in interviews with providers. Most providers identified their commitment to supporting the Welsh language by aiming to have at least one Welsh speaking member of staff.
- Officials and partners were confident that the programme would achieve its overall targets. However, there were concerns that participation was mostly at Engagement and Level 1 and that subsequent progression was often in-programme or into FE courses. Most officials and partners

raised concerns about the Bridge-to-Employment strand, with an awareness that take-up of this strand was low which may limit progression opportunities into employment.

The emerging outcomes and impact evaluation of the Communities for Work (CfW) operations was published in June 2018. Key findings included:

- The barriers to work faced by CfW participants vary considerably and are often multiple and interrelated. The barriers faced included very practical ('situational' or 'indirect') barriers such as having care responsibilities (overwhelmingly, childcare), lacking transport to get to work, lacking qualifications or work related skills and having work limiting health conditions. Direct barriers faced included low levels of self-confidence and mental health issues, most commonly feelings of anxiety and/or depression.
- The level of motivation to find work varied from one participant to another, with motivation often linked to the barriers faced and the ease with which they could be overcome. CfW is more easily able to help participants overcome some barriers, for example by meeting the costs of training or providing equipment needed for particular jobs. Other, typically direct barriers, require participants to understand the nature of the issues they face and to demonstrate considerable commitment to overcoming them, sometimes over a protracted period.
- Whilst there are examples of participants overcoming complex barriers as a result of their involvement with CfW, the support most commonly received by participants revolves around helping them develop CVs and undertake job-search activities, suggesting that the programme has been most successful in reaching participants who are comparatively work ready, but has yet to address more complex or entrenched barriers to employment.
- A key feature of CfW is the time available to advisers/mentors to work with individual participants to understand the barriers they face, their aspirations and motivations and to tailor the support provided, as necessary. The time available and flexibility of the support provided by CfW was seen as a distinct advantage over mainstream employability provision and it was clear that advisers/mentors are trusted and respected by participants.
- Training is also an important feature of CfW, with participants mainly undertaking short courses that provide basic accreditation relevant to a range of workplaces. Training that led to participants securing licences necessary to work in certain industries was also a crucial step on the road to employment for some.
- Some participants undertook volunteering or work experience placements, generally in fields directly related to the kinds of jobs to which they aspired. Work/volunteering placements were seen as a means of developing certain skills, of building individuals' confidence and of demonstrating capability and reliability. However, some participants were reluctant to undertake

unpaid work experience/volunteering.

- Performance to date suggests that CfW will exceed its Priority 3 job outcomes targets by some margin, but fall some way short of its Priority 1 job outcomes targets. There is, nevertheless, some room for optimism that job outcomes for Priority 1 participants will continue to improve and go some way to closing the gap with the programme end targets.
- Like engagements, job outcomes performance varies considerably from one CfW area to another. Again, it was not possible to identify definitively why performance in some areas should be stronger than in others. Factors associated with strong performance seemed to include: strong performance in relation to engagements; buoyant local labour market conditions; skilled and experienced staff who had been in post long enough to allow time for engagements to be translated into outcomes; effective team working at the front line; strong partnerships with the wider support system; and relevant and accessible training provision.
- Overall, participants who engaged with CfW for three months or less were more likely to have progressed into work than individuals who stayed on the programme for longer. This is attributable in part to the fact that advisers (who it was intended would work with individuals deemed to be less than 12 months from employment) were appointed some time before mentors (who it was intended would work with individuals 12 months or more from employment). However, it might also indicate that CfW is engaging at least some individuals who would be able to progress into work with less support and who could be served by mainstream sources.
- Whilst it was accepted that there will inevitably be an element of deadweight to any programme of this nature, any deadweight attached to CfW is likely to be minimal, given the nature of the client group targeted.

The Interim Evaluation of the Apprenticeships operations was published in April 2018. Key findings included:

- Employers and wider stakeholders were fairly satisfied with the delivery of the Apprenticeship Programme and how it is working in practice, although provider quality (particularly in terms of teaching quality and engagement with employer needs) was seen as variable. Employers were generally content with the quantity and quality of information they had received about the Programme from providers and Welsh Government. However, providers reported that some employers and prospective learners continue to hold inaccurate beliefs about apprenticeships, for example assuming that they are only available for traditional trades, or that they are aimed at young school leavers as an inferior alternative to university.
- Identified delivery challenges included:

- Improving the promotion of apprenticeships to potential learners, parents and employers, and correcting any misperceptions;
- Ensuring more consistent quality across training providers (particularly in terms of teaching quality and engagement with employer needs);
- Unlocking practical barriers to increasing provision of Welsh Language apprenticeships, including staffing and raising employer awareness;
- Improving provider-employer relationships, especially with smaller employers.

Name	Fund	From month	From year	To month	To year	Type of evaluation	Thematic objective	Topic	Findings
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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

With an increasing level of commitment the focus is moving to delivery to a large extent.

Some beneficiaries' plans for how quickly their operations can put resources in place to begin delivering the approved activities turn out to be overly ambitious. The Managing Authority has addressed this by utilising the practice of a formal Mobilisation Phase for operations post approval, during which the operation is required to meet agreed milestones for mobilising the resources and arrangements the operation will need, for example appointing project staff or procuring suppliers. This has helped to bring a greater focus on what operations need to put in place in order to start delivery and has given the Managing Authority greater visibility of action by beneficiaries to mobilise their operations.

Some beneficiaries still require guidance on what is needed to satisfy management verification checks. The Managing Authority continued to hold regular stakeholder / beneficiary events in 2018 to promote issues of best practice and communicate issues of eligibility and compliance, helping to reduce potential errors and encourage collaborative working.

The progress of the Article 50 negotiations and preparations for the UK to leave the European Union were of key interest to many beneficiaries during 2018. The Managing Authority continued to undertake regular communications with stakeholders to offer reassurances that delivery of operations could and should continue as normal and to address any potential concerns raised by beneficiaries. Generally interest in ESF did not seem to be impacted by the decision to leave the EU.

During the past year, the programmes have operated in the context of record high employment levels. This has had an effect on the way in which operations have needed to adapt to the nature of demand for services and changing market failure characteristics. The positive performance levels achieved reflect the agility at both Programme and operation level to be able to respond. However, there are likely to be very different challenges in the short term which mean that the socio-economic environment in which the Programmes operate could change rapidly and require continued flexibility to enable operations to be responsive.

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

All but one of the Performance Framework milestones for 2018 were achieved with performance in excess of 100% of most targets and in excess of 75% for the eligible expenditure milestone in Priority 1. The exception was the new Priority 5 where the milestone for approving one operation was not achieved due to this new priority experiencing an unexpected slow start.

Following the Programme Modification, the Managing Authority is confident of achieving all agreed programme targets by the end of the Programme.

The Managing Authority will continue to monitor delivery closely and take action where required.

7. CITIZEN'S SUMMARY

A citizen's summary of the contents of the annual and the final implementation reports shall be made public and uploaded as a separate file in the form of annex to the annual and the final implementation report

You can upload/find the Citizen's summary under General > Documents in the SFC2014 application

8. REPORT ON THE IMPLEMENTATION OF FINANCIAL INSTRUMENTS

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

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

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10.2. Joint action plans

Progress in the implementation of different stages of joint action plans

Not applicable to 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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Significant problems encountered and measures taken to overcome them

Not applicable to 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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Data from the ESF Participants Survey show that 29% of East Wales Priority 1 leavers (who were unemployed / inactive on joining their ESF operation) were in employment six months after leaving their ESF operation.

Furthermore, across both West Wales and the Valleys and East Wales Priority 1 (data currently not available at programme level), almost 70% of participants stated that they had been able to use the skills they learned on their ESF operation.

WEFO is currently analysing data from the ESF Participants Survey and more outputs will be available soon.

The operation-level evaluation evidence presented in Section 4 (for PaCE and Communities for Work) suggests that, although operations have encountered challenges, they are making good progress in helping participants overcome their barriers to employment.

Priority axis	2 - Skills for Growth
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Data from the ESF Participants Survey show that 41% of East Wales Priority 2 leavers (who were employed on joining their ESF operation) had an improved labour market situation six months after leaving their ESF operation.

Furthermore, across both West Wales and the Valleys and East Wales Priority 2 (data currently not available at programme level), over 80% of participants stated that they had been able to use the skills they learned on their ESF operation.

WEFO is currently analysing data from the ESF Participants Survey and more outputs will be available soon.

The Apprenticeships operations make a big contribution to the participant numbers for Priority 2. The evaluation of the Apprenticeships discussed in Section 4 concluded that the core activities that make up the Apprenticeship Programme design are being delivered as intended and are well perceived. Employers from a variety of sectors reported finding the structure of apprenticeships helpful, and that they suited the needs of their business. Most were happy with the range of subjects and curriculum offered. Those

interviewed for the evaluation believed that Apprenticeships have a positive impact on both apprentices and employers although Interviewees often expressed impacts in terms of the benefits to the Apprentice (development and opportunities), rather than specific business impacts. The impact of Apprenticeships will be explored in the final stage of the evaluation.

Priority axis	3 - Youth Employment
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Data from the ESF Participants Survey show that 57% of East Wales Priority 3 leavers (who were unemployed / inactive on joining their ESF operation) were in employment six months after leaving their ESF operation.

Furthermore, across both West Wales and the Valleys and East Wales Priority 3 (data currently not available at programme level), over 80% of participants stated that they had been able to use the skills they learned on their ESF operation.

WEFO is currently analysing data from the ESF Participants Survey and more outputs will be available soon.

The operation-level evaluation evidence presented in Section 4 (for PaCE, Communities for Work and Traineeships) suggests that, although operations have encountered challenges, they are making good progress in helping participants overcome their barriers to employment.

Priority axis	4 - Technical Assistance
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The only data available for Technical Assistance are the error rate and irregularity rate result indicators. These can be found in Section 3.2.

Priority axis	5 - Public services reform and regional working
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No evidence is available yet from evaluations, as the Priority was only added, as part of the most recent modification to the Programme, towards the end of 2018.

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)

Equal Opportunities (EO) and Gender Mainstreaming (in Wales this includes the Welsh Language) is one of three Cross Cutting Themes (CCTs) integrated in to this Programme.

CCTs require action in multiple fields and as such need to be integrated into all areas of the programmes. The model used to build the CCTs into the programmes embraces both vertical and horizontal measures, providing an opportunity to tackle particular issues and raise the profile and encourage a learning process across a diverse range of organisations and activities.

Delivering the CCTs

WEFO's CCT team give ongoing specialist advice to WEFO staff and beneficiaries with a formal CCT assessment carried out at Business Planning; A continual programme of awareness raising and training is provided to stakeholders, along with guidance which has been developed alongside case study examples; Regular monitoring of progress takes place at project review meetings and update reports are provided to the PMC and other stakeholders.

EO and Gender Mainstreaming

The specific aim of the EO and Gender Mainstreaming CCT is to overcome the inequalities between men and women in the labour market, develop strategies to tackle the gender pay gap and occupational segregation alongside actions which increase the numbers of female entrepreneurs. In addition to the need to promote gender equality in employment, there is also the need to tackle the barriers, often multiple, which many individuals experience in accessing and retaining employment.

There are a number of intervention areas which aim to reduce unemployment and increase educational attainment among disabled people, specifically Priority 1. Priority 3 has specific actions to address low educational attainment amongst those most at risk of becoming NEET, which includes young people with Special Educational Needs and disabled undergraduates. All projects are expected to clearly articulate specific actions to address the needs of the target groups and there is a further requirement to set specific targets relating to individuals with disabilities and report progress.

An example is **Welsh Financial Services Graduate Programme**, which receives funding through Priority 2. Involving up to 10 financial services companies, the project provides 100 graduates with career progression from entry level roles to higher paid, professional industry roles, through structured internal training and development programmes, combined with post graduate study.

Paying particular attention to how equality and diversity can be embedded into its activity, the programme is working with a range of specialist organisations supporting women, disabled students and students from ethnic minority backgrounds. At least 45% of participants will be female and a specific emphasis has been placed on supporting participants from areas of deprivation and a challenging target of 40% has been set. Initiatives are in place to support the delivery of the target including a graduate mentoring programme and ensuring the programme salary is above the National Minimum Wage.

CCT Indicators/Targets

Information on progress of the formal EO and Gender Mainstreaming indicator is included in Section 3.

Additional project level CCT indicators are also identified, which enable WEFO to capture a 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)

Substantial emphasis has been placed on future sustainability in the Structural Funds Regulations. Europe 2020: Sustainable Growth is the European Commission's strategy for a resource efficient, greener and more competitive economy and aims to: build a more competitive low-carbon economy, protect the environment, develop new green technologies, introduce smart electricity grids, harness EU-scale networks, improve the business environment and help consumers.

The programmes' overarching focus on sustainable economic development and the specific cross-cutting themes on equalities and tackling poverty, mean that in line with EU requirements and the Welsh Government's sustainable development approach, there is a need to ensure that environmental and long term aspects are fully considered. For this reason, the sustainable development CCT highlights the need for project sponsors to also demonstrate how their projects promote environmental sustainability.

An example of the opportunities which exist within the ESF East Wales programme to target specific features of sustainable development is through the **North Wales Business Academy**.

This project, led by Grwp Llandrillo-Menai, is delivering HE accredited management qualifications and theoretical knowledge up to Level 6 with practical application in the workplace. In focusing on those companies within North West Wales with growth ambition and potential, actions focus on driving forward sustainable and measurable economic growth through strategic leadership and management interventions. The project is working with the Sustainability Lab at Bangor University, to ensure alignment with the sustainable development ambitions of the European Programmes and of the Well Being of Future Generations (Wales) Act. The project is delivering on the Sustainable Development indicator: Operations integrating sustainable development into awareness raising, education and training programmes.

CCT Indicators/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. Information on progress of the Sustainable Development indicator is included in Section 3.

Additional project level CCT indicators are also identified, which enable WEFO to capture a 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 (%)
Total	0.00	0.00%

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

The third sector has a strong role in the implementation of the programme. The Managing Authority has authorised Wales Council for Voluntary Action, the umbrella body for the third sector in Wales, to act as an Intermediary Body to select for support and oversee projects carried out by community organisations needing smaller amounts of ESF funding. In addition a number of third sector organisations act as lead beneficiaries for larger operations approved by the Managing Authority.

Private sector organisations are most frequently involved in helping deliver approved ESF operations as procured providers under contract to lead beneficiaries. It is also possible for the private sector to lead operations, as in the case of the Welsh Financial Services Graduate Programme operation (Total Project Cost £10.2m, ESF £4.8m) which is being implemented by a consortium of financial services employers in South East Wales.

Regional Engagement Teams (RETs) funded from the Technical Assistance priority axis have been established for each of four regions across Wales to harness and input the perspective of partners in the regions. Among other roles, the RETs carry out regional proofing of applications for funding whilst these are under appraisal by the Managing Authority and carry out publicity for the Programme in their regions to spread understanding of the programme benefits.

RETs also facilitate regular networking events for beneficiaries and delivery partners in Priority 1, 2 and 3. These events allow beneficiaries in each Priority to share best practice, report on progress, and facilitate closer working arrangements and collaboration.

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

After a delayed start, the ESF Participants Survey finally got into the field in February 2018, and, by the end of 2018, following completion of waves 1 and 2 of the survey, our contractors, IFF Research, have completed 7,980 interviews with participants who left their ESF operation at least 12 months prior to the survey.

The aim of the survey is to collect data to help us evaluate the effectiveness of support funded by ESF. The survey is also being used to collect data for the longer-term result indicators. Where sufficient data are available, we have reported these in Section 3.

WEFO has shared the operation-level datasets from the ESF Participants Survey with the contractors undertaking the evaluations of Apprenticeships, ReAct, Traineeships and Jobs Growth Wales.

Throughout 2018 WEFO continued to provide advice and guidance to beneficiaries to support operation-level evaluation. Progress was made with a number of operation level evaluations, with the Interim Evaluations for PaCE, Communities for Work, Apprenticeships, and Traineeships published and discussed in Section 4.

Also in 2018, preparations began for an evaluation of Regional Engagement Teams, for which the contract has since been awarded.

The Monitoring and Evaluation Advisory Group met in February and November 2018. The MEAG discussed: progress with various evaluation studies; draft specifications for the Evaluation of RETs, the Evaluation of the Sustainable Management Scheme, and the Evaluation of RDP Leader; approaches to dealing with the General Data Protection Regulation (GDPR); and open data.

Status	Name	Fund	Year of finalizing evaluation	Type of evaluation	Thematic objective	Topic	Findings (in case of executed)	Follow up (in case of executed)
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12.2. The results of the information and publicity measures of the Funds carried out under the communication strategy

Good progress was made in implementing the Communications Strategy for Structural Funds programmes during 2018 through a range of information and publicity activities that promote:

1. the EU funding investments made by WEFO;
2. the overall performance of the Structural Funds programmes; and
3. the impact of the funds on people, businesses and communities across Wales.

Website

The EU Funds section of the Welsh Government website, www.gov.wales/eu-funding, continues to be an important platform for providing information, advice and resources for project sponsors, partners, stakeholders and the media, including searchable data on the performance of the programmes.

The EU Funds section of the website received 61,182 visits during 2018.

The Welsh Government's homepage and main news section was also utilised to promote each investment made through the Structural Funds programmes.

Twitter

Through Twitter, followers received breaking news stories, including project announcements, events and progress of the programmes during 2018. Monthly infographics on programme performance were issued and key milestones and achievements of ESF East Wales projects were promoted through stories, graphics and imagery.

WEFO's 3,700 followers were also alerted to new content on the EU Funds section of the Welsh Government website such as progress information, guidance for sponsors, and All-Wales Programme Monitoring Committee papers. Twitter was also used to promote Europe Day in collaboration with project sponsors across Wales.

During 2018, 672 tweets were posted between our @wefowales and @wefocymru Twitter channels, while the Welsh Government corporate account and a range of Ministerial accounts have also promoted key information and messages.

Newsletter

WEFO's EU funds newsletter is issued on a fortnightly basis and includes a round-up of the latest news on the Structural Funds programmes and external items promoting key milestones and achievements of individual projects. The newsletter can be subscribed to through the Welsh Government website and at the end of 2018 had over 7,000 subscribers.

Events

WEFO held its annual information event on 5 December 2018 to mark the progress and achievements of the EU Structural Funds programmes in Wales.

The event was attended by around 200 delegates and included the EU Funds Awards 2018 which celebrated the success of ESF project mentors.

The then Cabinet Secretary for Finance, Mark Drakeford AM, announced the winners of the awards and took part in a photo opportunity with people and organisations that were shortlisted.

Twitter content relating to the event generated almost 25,000 views and more than 600 engagements.

Press and Publicity

Media and press activity focused on funding announcements, project launches, milestones and success stories which generated national and local media coverage. Some 42 Welsh Government press notices were issued during 2018 promoting the overall programmes. In total there were 575 instances of media coverage referencing EU funds with over 98% positive in nature.

Press notices issued for the ESF East Wales programme included:

- £1.3m for Newport Council's Journey to Work which is supporting to long-term unemployed people over 25 in Newport, Monmouthshire and Cardiff.
- £1.8m for the JobSense project to provide specialist employment and training services for people with sensory loss through the JobSense project.

Plaques

Interior and exterior EU commemorative plaques have been an excellent way of promoting the EU funds contribution to schemes across Wales. During 2018, almost 200 plaques were issued to project sponsors and beneficiaries to display in areas visible to the general public.

Promotional Items

During 2018, WEFO continued to utilise a range of branded promotional tools and activities to raise awareness of the programmes and EU funding in Wales. 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 has worked closely with project sponsors on information and publicity requirements to ensure Structural Funds have been promoted positively and consistently through press notices, events, websites, social media and promotional materials.

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

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, integrated territorial investments, sustainable urban development, and community led local development under the operational programme

Not applicable to the Programme.

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

Not applicable to the Programme.

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

The programme does not include any specific interregional or transnational operations. However a small number of approved operations include some elements of transnational activity. Examples include:

- The Knowledge Economy Skills Scholarships 2 East Wales operation (TPC £16.1m, ESF £9.3m) which was invited into business planning in 2018, includes a transnational strand under which participants and academics attend a transnational summer school (European Industrial Doctorates School) which brings together the Welsh universities participating in KESS with students and academics from the Universities of Umea, Pardubice, Ghent and Aveiro.
- The Agile Nation 2 East Wales operation (TPC £5.6m, ESF £4.2m) includes a transnational strand that enables the beneficiary, Chwarae Teg, to develop links and share experience with gender equality organisations in other EU Member States.

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 111(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:

Not applicable to the Programme.

☐ 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)

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

All operations are encouraged to consider the opportunities Social Innovation provides to pilot or develop innovative approaches. The Managing Authority has also authorised Wales Council for Voluntary Action to act as an Intermediary Body to select for support and oversee projects carried out by community-based organisations needing smaller amounts of ESF funding. This provides a route for innovative and grass-roots interventions to be selected for ESF support.

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

Many individual operations are designed to address the specific needs of disadvantaged groups and disadvantaged geographical areas,

For example, the operation ACE: Achieving Change through Employment is delivering interventions to tackle poverty or the risk of poverty facing members of the BAME community and migrant populations. The project, led by a third sector organisation - SOVA - provides one to one mentoring support and training to help participants gain employment or become self-employed, improve employability skills and support social inclusion such as improving language and communication skills for those coming to the UK. Recent examples include support for Syrian refugees re-settling in Wales.

Another operation – Job Sense – is a specialist employability project that targets support on individuals with hearing difficulties to help them gain employment. This includes those experiencing various degrees of hearing loss as well as other hearing-related conditions such as tinnitus. The project delivers support using mentors who have personal experience or specialist knowledge of working with hearing loss and support arrangements include the use of Sign Language to communicate with participants.

**PART C REPORTING SUBMITTED IN YEAR 2019 AND FINAL IMPLEMENTATION
REPORT (Article 50(5) of Regulation (EU) No 1303/2013)**

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

16. 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.

Article 9 of Regulation 1303/2013 identifies the ‘Thematic Objectives’ that all ES&I-funded programmes will support, in order to contribute to the union strategy for smart, sustainable and inclusive growth. The rationale for the selection of Thematic Objectives is included in the UK Partnership Agreement; in particular, the Wales-specific analysis and rationale is set out in the Welsh Chapter.

Each Priority and Specific Objective within the Programme contributes in some way to smart, sustainable and inclusive growth.

The following outlines the progress made against each of the Programme’s Thematic Objectives:

Thematic Objective 08: Promoting sustainable and quality employment and supporting labour

Specific Objective 3.1 of Priority 3 (Youth Employment and Attainment) and Specific Objective 2.3 of Priority 2 (Skills for Growth) contribute to this Thematic Objective.

By the end of 2018 €40.7m of EU funds had been committed to eight operations under this Thematic Objective.

Operations approved under this Thematic Objective aim to reduce the number of 16-24 year olds who are Not in Employment Education or Training (NEET) (SO3.1); and improve the position of women in the workforce (SO2.4).

Examples of investments include the Welsh Government-led operations **Jobs Growth Wales, Traineeships, Healthy Working Wales – Out of Work Services, Communities for Work and Parents, Childcare and Employment (PaCE)**. All of these operations are targeting those young people not in employment, education or training. Chwarae Teg’s **Agile Nation 2** operation, which is aiming to improve the position of women in the workforce.

Key indicators contributing to Thematic Objective

Outputs

NEET Participants (16-24 years of age) - Achieved 8,640

Employed including self-employed (SO2.3) – Achieved 1,071

Intermediate Results

NEET Participants (16 - 24 years of age) gaining qualifications upon leaving - with primary or lower

secondary education - Achieved 2,774

NEET Participants (16 - 24 years of age) entering employment upon leaving - Achieved 2,555

Participants gaining a qualification upon leaving (SO2.3) – Achieved 678

Further information on indicators can be found in Section 3.

Thematic Objective 09: Promoting social inclusion, combating poverty and any discrimination

All of Priority 1 (Tackling Poverty through Sustainable Employment) contributes to this Thematic Objective.

By the end of 2018 €18.3m of EU funds had been committed to seven operations under this Thematic Objective. Investments supported under this Thematic Objective aim to increase the employability of Economically Inactive and Long Term Unemployed people aged 25 and over, who have complex barriers to employment.

Examples of operations approved under this Thematic Objective include the Welsh Government-led **Parents, Childcare and Employment (PaCE)**, **Communities4Work** and **Healthy Working Wales - Out of Work Service**, along with the **Local Authority-led Journey 2 Work** and **Workways Plus** are targeting those who are economically inactive or long term unemployed, aged 25 and over, who have complex barriers to employment.

Key indicators contributing to Thematic Objective

Outputs

Economically inactive (aged 25 and over) – Achieved 3,786

Long-term unemployed (aged 25 and over) – Achieved 2,054

Intermediate Results

Economically inactive (aged 25 and over) employment entering employment - Achieved 798

Long-term unemployed (aged 25 and over) entering employment – Achieved 306

Economically inactive (aged 25 and over) gaining a qualification or work relevant certification – Achieved 558

Long-term unemployed (aged 25 and over) gaining a qualification or work relevant certification –

Thematic Objective 10: Investing in education, training and vocational training for skills and lifelong learning

Specific Objective 3.2 of Priority 3 (Youth Employment and Attainment) and all of Priority 2 (Skills for Growth), except for Specific Objective 2.3, contribute to this Thematic Objective.

By the end of 2018 €71.6m of EU funds had been committed to 14 operations under this Thematic Objective. Investments supported under this Thematic Objective aim to reduce the number of those at risk of becoming NEET, amongst 11-24 year olds; increase the skills levels, including work relevant skills, of those in the workforce with no or low skills; increase the number of people in the workforce with technical and job specific skills at an intermediate and higher level; and increase the number of people with graduate degrees or equivalent undertaking research and innovation activities with enterprise.

Examples of operations approved under this Thematic Objective include the Local Authority-led operations: **TRAC 11-24**, **Cynnydd** and **Inspire 2 Achieve**, all of which aim to reduce the number of those at risk of becoming NEET, amongst 11-24 year olds.

The Welsh Government's two **Apprenticeships** operations are examples of operations aiming to increase the skills levels of those in the workforce with no or low skills, under Specific Objective 2.1, and aiming to increase the number of people in the workforce with technical and job specific skills at an intermediate and higher level, under Specific Objective 2.2.

Key indicators contributing to Thematic Objective

Outputs

Employed including self-employed participants with qualifications up to and including a lower secondary education (Male and Female) – Achieved 11,758

Employed including self-employed participants with lower secondary education (CQFW 2) (Male and Female) – Achieved 7,672

Employed including self employed participants with upper secondary (CQFW 3) education or above (Male and Female) – Achieved 14,043

SO3.2 - Participants at Risk of becoming NEET (11-24 years of age) (Male and Female) - Achieved 4,080

Intermediate Results

Employed including self-employed participants with up to and including a lower secondary education gaining an essential skills or technical or job specific qualification at lower secondary level or above upon

leaving (Male and Female) – 6,323

Employed including self-employed participants with lower secondary education (CQFW 2) gaining a technical or job specific vocational qualification upon leaving at upper secondary (CQFW 3) level or above (Male and Female) – Achieved 3,841

Employed including self employed participants with upper secondary (CQFW 3) education or above gaining a technical or job specific vocational qualification at or above upper secondary (CQFW 3) level upon leaving (Male and Female) – Achieved 5,716

Thematic Objective 11: Enhancing institutional capacity of public authorities and stakeholders and an efficient public administration

Priority 5 (Public services reform and regional working) of the Programme will contribute to this Thematic Objective. This is a new Priority, which received EC approval in September 2018, as part of the Programme Modification. Whilst the funding allocation is relatively small at €14.3m, the Priority aims to facilitate real improvement in public services through building capacity for regional working. Although no operations reached approval in 2018, discussions were ongoing with a number of partners who were developing proposals.

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).

The Programme has a Performance Reserve of 6% of the financial allocation access to which is contingent on meeting the 2018 milestones, or being within allowable tolerances, set out in the Performance Framework.

The Performance Framework consists of financial and output indicators for each Priority, with milestones and targets set for the end of 2018 and for the end of 2023. Achievement against the 2018 milestones determines the allocation of the Performance Reserve.

Table 5 of Section 3.3, which compares the achievements for the end of 2018 with the 2018 milestones, shows that:

Priority 1 – all 2018 milestones met or within allowable tolerances

Priority 2 – all 2018 milestones met or within allowable tolerances

Priority 3 – all 2018 milestones met or within allowable tolerances

Priority 5 – 2018 milestone not met

The output indicator under Priority 5 has not met the 2018 milestone. No formal operation applications were submitted during 2018 for Priority 5, which was a new Priority added as part of the recent Programme modification agreed by the European Commission in September 2018. This will mean a small adjustment of 6% to the funding allocation for this Priority in 2019 (around €931k), which will be reallocated to another Priority in the Programme.

DOCUMENTS

Document title	Document type	Document date	Local reference	Commission reference	Files	Sent date	Sent By
East Wales ESF AIR 2018 Summary	Citizens' summary	27-Jun-2019		Ares(2019)4092833	East Wales ESF AIR 2018 Summary	27-Jun-2019	nlawtoca

LATEST VALIDATION RESULTS

Severity	Code	Message
Info		Implementation report version has been validated