



an roinn fiontar, trádála agus fostaíochta  
department of enterprise, trade and employment

# **Employment & Human Resources Development Operational Programme (2000-2006)**

**IRELAND**

**Annual Implementation Report 2007**



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## 1.1 OP Structure and Linkages

### 1.1 Introduction

This report on the implementation of Ireland's Employment and Human Resources Development Operational Programme in 2007 is presented in two Parts. **Part I** provides a general overview of progress on the OP, covering issues such as:

- Changes in the Programme's environment in 2007,
- Links to the European Employment Strategy and the National Reform Programme,
- Progress in achieving the OP's objectives,
- The contribution of the OP to meeting the objectives of the ESF,
- OP Management
- Financial Progress
- Financial Control
- General overview of progress in implementing the OP at Priority level.

**Part II** of the report includes detailed reports on the implementation of each measure/sub-measure in the OP.

### 1.2 EHRD OP structure

The Employment and Human Resources Development Operational Programme (EHRD OP) is Ireland's largest ESF-supported programme in the 2000-2006 round of Structural Funds, with €892m in ESF aid allocated to the Programme. It is also one of the largest national Operational Programmes under Ireland's National Development Plan 2000-2006, with a total investment of almost €15 billion.

The Programme is the key delivery mechanism for employment, education and vocational training strategies under Ireland's Employment Action Plan. A total of 53 measures or sub-measures are supported under the Programme, with 22 of these being co-financed by the ESF. The measures/sub-measures are divided into the following Priorities:

- Employability
- Entrepreneurship
- Adaptability
- Equal Opportunities
- Training Infrastructure
- Technical Assistance

A list of all measures/sub-measures in the Programme, and the agencies responsible for implementing them, are shown on Table 1. The primary Implementing Bodies are the Department of Education and Science, and An Foras Aiseanna Saothar (FÁS), the National Training and Employment Authority.

The objective of the EHRD OP is to mobilise labour supply, up-skill the labour force and contribute to social inclusion. The Programme is, effectively, the labour market component of the National Development Plan and responds to developments in the labour market. The labour market environment in which the Programme operated in 2007 is outlined in Chapter 2.

The measures co-funded by the ESF are directed towards the achievement of the following objectives:

## OBJECTIVES

- The mobilisation of labour supply in order to minimise the disruptive effects of generalised labour scarcity, while recognising the continuing importance of unemployment prevention;
- The encouragement of enterprises, particularly SMEs, to improve their productivity and added-value in order to underpin future competitiveness;
- The enhancement of the skills and competencies of individuals, through lifelong learning, thereby enabling their participation and progression in the labour market.

**Table 1 – EHRD OP Structure and Implementing Bodies**

<b>Measure No</b>	<b>Priority/Measure name</b>	<b>Implementing Body</b>
	<b>EMPLOYABILITY</b>	
01	Action Programme for the Unemployed	FAS
<b>02 ESF</b>	<b>National Employment Service</b>	FAS
<b>03 ESF</b>	<b>Active Measures for LTU &amp; Socially Excluded</b>	FAS
04	Early Education	D/Education & Science
<b>05 ESF</b>	<b>School Completion Initiative</b>	D/Education & Science
06	Early Literacy	D/Education & Science
07	Traveller Education	D/Education & Science
08	School Guidance Service	D/Education & Science
<b>09 ESF</b>	<b>Third Level Access</b>	D/Education & Science
10	Schools Modern Languages	D/Education & Science
<b>11A ESF</b>	<b>Early School Leaver –Progression</b>	FAS
<b>11A ESF</b>	<b>Early School Leaver – Progression (Community Training Workshop)</b>	D/Education & Science
<b>11B ESF</b>	<b>Early School Leaver – Youthreach &amp; Travellers</b>	D/Education & Science
12A	Sectoral Entry Training –Tourism School Leavers	D/Arts, Sports & Tourism
12B	Sectoral Entry Training –Tourism	D/Arts, Sports & Tourism
12C	Sectoral Entry Training –Tourism (Education)	D/Education & Science
12D	Sectoral Entry Training –Agriculture	D/ Agriculture & Food
<b>13 ESF</b>	<b>Skills Training for Unemployed &amp; Redundant Workers</b>	FAS
<b>14A ESF</b>	<b>Apprenticeship/Traineeship-FAS</b>	FAS
14B	Apprenticeship-Education	D/Education & Science
15	Employment Support Services	D/ Social & Family Affairs
16	Voc. Training & Pathways Employment People with Disabilities	FAS
17	Refugee Language Support Unit	D/Education & Science
	<b>ENTREPRENEURSHIP</b>	
<b>18A ESF</b>	<b>In Company Training –FAS</b>	FAS
<b>18B ESF</b>	<b>In Company Training –Enterprise Ireland</b>	Enterprise Ireland
<b>18C ESF</b>	<b>In Company Training – D/ETE</b>	D/Enterprise Trade and Employment
19A	Community Services Programme	Pobal
19B	Social Economy –Local Social Capital	FAS

	<b>ADAPTABILITY</b>	
20	Lifelong Learning –General Training	FAS
<b>21 ESF</b>	<b>Lifelong Learning –Back to Education Initiative</b>	D/Education & Science
<b>22 ESF</b>	<b>Lifelong Learning- National Adult Literacy Strategy</b>	D/Education & Science
23	Lifelong Learning- Further Education Support Services	D/Education & Science
24A1	Ongoing Sectoral Training –Gaeltacht	Údarás na Gaeltachta
24A2	Ongoing Sectoral Training – Film	D/Arts, Sports & Tourism
24B	Ongoing Sectoral Training –Seafood	D/ Communications, Marine & Nat.
24C	Ongoing Sectoral Training –Forestry	D/ Communications, Marine & Nat.
24D	Ongoing Sectoral Training –Equine Institute	D/ Agriculture & Food
24E	Ongoing Sectoral Training –Agriculture	D/ Agriculture & Food
24F	Ongoing Sectoral Training –Tourism	D/ Arts, Sports & Tourism
24G	Ongoing Sectoral Training –Tourism Education	D/Education & Science
25	Middle-Level Technician/Higher Technical Business Skills	D/Education & Science
<b>26 ESF</b>	<b>Undergraduate Skills</b>	D/Education & Science
27	Postgraduate Conversion Courses	D/Education & Science
28A	Training of Trainers- Primary, Post-Primary & Further Education	D/Education & Science
28B	Training of Trainers- FAS	FAS
29A	Quality Assurance-Training of Trainers	D/Education & Science
<b>29B ESF</b>	<b>Quality Assurance-Certification &amp; National Qualifications Framework</b>	D/Education & Science
	<b>EQUALITY</b>	
<b>30 ESF</b>	<b>Education Equality Initiative</b>	D/Education & Science
<b>31A ESF</b>	<b>Equal Opps Promotion &amp; Monitoring – Education</b>	D/Education & Science
<b>31B ESF</b>	<b>Equal Opps Promotion &amp; Monitoring – NDP</b>	D/ Justice, Equality & Law Reform
<b>31B1 ESF</b>	<b>Equality for Women</b>	D/ Justice, Equality & Law Reform
	<b>TRAINING INFRASTRUCTURE</b>	
32A	Education Infrastructure	D/Education & Science
32B	Training Infrastructure	FAS
	<b>TECHNICAL ASSISTANCE</b>	
<b>33A ESF</b>	<b>Technical Assistance (Equality Studies)</b>	Equality Authority
<b>33B ESF</b>	<b>OP Technical Assistance</b>	D/Enterprise. Trade & Employment

## 1.3 Links with the European Employment Strategy and the National Reform Programme

### The Employment Guidelines (2005-2008)

- **Guideline No.17:** Implement employment policies aiming at achieving full employment, improving quality and productivity at work, and strengthening social and territorial cohesion
- **Guideline No.18:** Promote a lifecycle approach to work
- **Guideline No.19:** Ensure inclusive labour market, enhance work attractiveness, and make work pay for job-seekers, including disadvantaged people, and the inactive
- **Guideline No.20:** Improve matching of labour market needs
- **Guideline No.21:** Promote flexibility combined with employment security and reduce labour market segmentation, having due regard to the role of the social partners
- **Guideline No.22:** Ensure employment-friendly labour cost developments and wage-setting mechanisms
- **Guideline No.23:** Expand and improve investment in human capital
- **Guideline No.24:** Adapt education and training systems in response to new competence requirements



<b>Table No. 2</b>											
Priority and Measure	Measure No.	2007 Total Expend.	2007 ESF Expend. (€m)	Employment Guidelines							
				NO.17	NO.18	No.19	NO.20	NO.21	NO.22	NO.23	NO.24
<b>EMPLOYABILITY</b>											
Action Programme for the Unemployed	1	0	0					N/A	N/A		
<b>National Employment Service</b>	<b>2ESF</b>	<b>0</b>	<b>0</b>	x		x				x	
<b>Active Measures for LTU &amp; Socially Excluded</b>	<b>3ESF</b>	<b>0</b>	<b>0</b>	x		x				x	
Early Education	4	0	0	x		x				x	x
<b>School Completion Initiative</b>	<b>5ESF</b>	<b>29.992</b>	<b>16.731</b>	x						x	x
Early Literacy	6	0	0	x						x	x
Traveller Education	7	0	0	x						x	x
School Guidance Service	8	0	0	x						x	x
<b>Third Level Access</b>	<b>9ESF</b>	<b>0</b>	<b>0</b>	x						x	x
Schools Modern Languages	10	0	0	x						x	x
<b>Early School Leaver – Progression FAS</b>	<b>11AESF</b>	<b>0</b>	<b>0</b>	x						x	x
<b>Early School Leaver – Progression (CTW) DES</b>	<b>11AESF</b>	<b>0</b>	<b>0</b>	x						x	x
<b>Early School Leaver – Youthreach &amp; Travellers</b>	<b>11BESF</b>	<b>6.783</b>	<b>5.087</b>	x						x	x
Sectoral Entry Training –Tourism School Leavers	12A	0	0	x						x	x
Sectoral Entry Training –Tourism	12B	0	0	x						x	x
Sectoral Entry Training –Tourism (Education)	12C	0	0	x						x	x
Sectoral Entry Training –Agriculture	12D	0	0	x						x	x
<b>Skills Training for Unemployed &amp; Redundant Workers</b>	<b>13ESF</b>	<b>0</b>	<b>0</b>	x						x	x
<b>Apprenticeship/Traineeship-FAS</b>	<b>14AESF</b>	<b>0</b>	<b>0</b>	x		x				x	x
Apprenticeship-Education	14B	0	0	x						x	x
Employment Support Services	15	0	0	x						x	x
Voc. Training & Pathways Employment People with Disabilities	16	0	0	x		x				x	
Refugee Language Support Unit	17	0	0	x	x	x				x	x
<b>Priority Total</b>		<b>36.775</b>	<b>21.818</b>	x						x	
<b>ENTREPRENEURSHIP</b>											
<b>In Company Training –FAS</b>	<b>18AESF</b>	<b>77.434</b>	<b>35.263</b>								
<b>In Company Training –Enterprise Ireland</b>	<b>18BESF</b>	<b>0.129</b>	<b>0.07</b>	x			x			x	x
<b>In Company Training –Call for Proposals</b>	<b>18CESF</b>	<b>13.76</b>	<b>7.9</b>	x			x			x	x
<b>Social Economy –Programme</b>	<b>19A</b>	<b>0</b>	<b>0</b>	x			x			x	x
<b>Social Economy –Local Social Capital</b>	<b>19BESF</b>	<b>0</b>	<b>0</b>	x	x	x				x	x
<b>Priority Total</b>		<b>91.323</b>	<b>43.233</b>								

Priority and Measure	Measure No.	2006 Total Expend. (€m)	2006 ESF Expend.	Employment Guidelines							
				NO.17	NO.18	No.19	NO.20	NO.21	NO.22	NO.23	NO.24
<b>ADAPTABILITY</b>											
Lifelong Learning –General Training	20	0	0	x						x	x
<b>Lifelong Learning –Back to Education Initiative</b>	<b>21ESF</b>	<b>0</b>	<b>0</b>	<b>x</b>						<b>x</b>	<b>x</b>
<b>Lifelong Learning- National Adult Literacy Strategy</b>	<b>22ESF</b>	<b>0</b>	<b>0</b>	<b>x</b>						<b>x</b>	<b>x</b>
Lifelong Learning- Further Education Support Services	23	0	0	x						x	x
Ongoing Sectoral Training–Culture, Gaeltacht	24A1	0	0	x			x			x	x
Ongoing Sectoral Training Film 24A2	24A2	0	0	x						x	x
Ongoing Sectoral Training–Seafood24B	24B	0	0	x						x	x
Ongoing Sectoral Training –Forestry 24C	24C	0	0	x						x	x
Ongoing Sectoral Training –Equine Institute	24D	0	0	x						x	x
Ongoing Sectoral Training–Agriculture	24E	0	0	x						x	x
Ongoing Sectoral Training–Tourism	24F	0	0	x						x	x
Ongoing Sectoral Training –Tourism Education	24G	0	0	x						x	x
Middle-Level Technician/Higher Technical Business Skills	25	0	0	x						x	x
<b>Undergraduate Skills</b>	<b>26ESF</b>	<b>0</b>	<b>0</b>	<b>x</b>						<b>x</b>	<b>x</b>
Postgraduate Conversion Courses	27	0	0	x						x	x
Training of Trainers- Primary, Post –Primary &Further	28A	0	0	x						x	x
Training of Trainers- Fás	28B	0	0	x						x	x
Quality Assurance-Training of Trainers	29A	0	0	x						x	x
<b>Quality Assurance-Certification &amp;National Qualifications Framework</b>	<b>29BESF</b>	<b>2.26</b>	<b>1.13</b>	<b>x</b>						<b>x</b>	<b>x</b>
<b>Priority Total</b>		<b>2.26</b>	<b>1.13</b>								
<b>Equality</b>											
<b>Educational Equality</b>	<b>30ESF</b>	<b>0</b>	<b>0</b>	<b>x</b>	<b>x</b>						<b>x</b>
<b>Equal Opps Promotion &amp; Monitoring – Education</b>	<b>31AESF</b>	<b>0.058</b>	<b>0.029</b>	<b>x</b>	<b>x</b>						<b>x</b>
<b>Equal Opps Promotion &amp; Monitoring – NDP</b>	<b>31BESF</b>	<b>0.093</b>	<b>0.046</b>	<b>x</b>	<b>x</b>						<b>x</b>
<b>Equality for Women 31B1ESF</b>	<b>31B1 ESF</b>	<b>3.43</b>	<b>1.995</b>	<b>x</b>	<b>x</b>						<b>x</b>
<b>Priority Total</b>		<b>3.754</b>	<b>2.29</b>								
<b>Infrastructure</b>											
Education Infrastructure 32A	32A	0	0								
Training Infrastructure 32B	32B	0	0								
<b>Priority Total</b>		<b>0</b>	<b>0</b>								
<b>Technical Assistance</b>											
<b>Technical Assistance (Equality Studies)</b>	<b>33AESF</b>	<b>0.157</b>	<b>0.111</b>		<b>x</b>						
<b>OP Technical Assistance</b>	<b>33BESF</b>	<b>0.394</b>	<b>0.197</b>								
<b>Priority Total</b>		<b>0.551</b>	<b>0.308</b>								
<b>OVERALL TOTAL</b>		<b>134.663</b>	<b>68.779</b>								

Ireland's National Reform Programme sets out, *inter alia*, the key labour market policies that will contribute to the achievement of the Lisbon Agenda. It states that Ireland will focus in particular on two major challenges:

- ensuring an adequate supply of labour to meet the needs of the economy and to sustain economic growth. Labour will be supplied through a number of sources: the underlying population increase; increased participation by the unemployed and other groups outside the labour force, and migration.
- maintaining a strong focus on education and training, including lifelong learning and training for those in employment to ensure the development of a high skilled, adaptable workforce.

The Measures contained in the EHRDOP continue to provide various means through which these objectives have been pursued.

Ireland continued to address these recommendations in 2007 not least through many of the activities being supported under the Employment and Human Resources Development Operational Programme (EHRD OP), for example:

- Initiatives to tackle Early School Leaving are addressed in *Measure 5 – School Completion Initiative and 11B Early School Leaver – Youthreach & Travellers*.
- Measures to promote Lifelong Learning and to up-skill those in employment – particularly in SMEs – are found in the Adaptability and Entrepreneurship Priorities of the OP respectively.

Progress achieved through these measures is discussed in Chapter 4 of this report.

#### **1.4. Links with the NAPinclusion process**

Social Inclusion/Poverty is one of the key policy contexts within which the EHRD OP was prepared in terms of the needs to be addressed and the strategies and policies put in place at EU and national level. As can be seen from Table 2 (page 9), many of the measures in the OP address the Employment Guideline of combating discrimination against people at a disadvantage in the labour market. The approach towards achieving the key targets include:

- Eliminating any remaining gaps or disincentives to employment/training in the application of the secondary benefit systems so that, at a minimum, nobody is materially worse off as a result of taking up employment, training, or education opportunities.
- Ensuring that those in low paid and low skilled jobs have access to higher incomes and the opportunity to progress to better paid and more highly skilled employment.

The Office for Social Inclusion published a new National Action Plan for social Inclusion, 2007-2016, (NAPinclusion) in February 2007. The Plan notes that strong and sustained economic and employment growth over the past ten years has improved the living standards of all groups in society, however, the challenges of tackling consistent poverty and social exclusion in society persist. The Plan identifies a number of high-level strategic goals across each stage of the lifecycle approach (relating to children, working age people, people with disabilities, older people and communities), which was designed to mobilise resources to address longstanding and serious social deficits. The overall goal of the Plan is; “*To reduce the number of those experiencing consistent poverty to between 2% and 4%*”

*by 2012, with the aim eliminating consistent poverty by 2016, under the revised definition.”*

One of the high level goals contained in the NAPinclusion is to work to ensure that the proportion of the population aged 20-24 completing upper second-level education or equivalent will exceed 90% by 2013.

According to the most recent CSO data (QNHS 3<sup>rd</sup> May 2006) for the second quarter of 2005, the number of all persons aged between 18-24 who left school early was 54,600 or 11.9%. The comparable figure for Europe (EU 25) was 14.9%. Of the 54,600 who left school early, approx. 57% were in employment, 16% were unemployed and 27% were described as not being economically active.

## 2.2 The Economy and Labour Market in Ireland in 2007

### 2.1 The economic climate in 2007

Ireland's economic progress in the years since 2002 has followed a pattern of steady, moderate growth at low single digit rates (averaging 5.3% per year). While this is significantly lower than the average rates of 10% achieved in the closing years of the last millennium, it represents a strong performance relative to performance of the EU economy as a whole.

In 2007, Ireland's economy demonstrated continued improvement, achieving growth at the rates of 5.3% (GDP) and 4.5% (GNP)<sup>1</sup>. In 2007 there was lower but continued growth in employment, with a rate of 3.9% achieved over the year. The average rate of unemployment was 4.6% for the year 2007, an increase of 0.5% on the previous year.

#### ***Future economic prospects***

According to the Central Bank of Ireland (CBI), growth in 2008 was expected to be much slower and unemployment on the increase, inflation seems set to remain above the euro area average. For 2008, the CBI predicts an economic growth rate of 2.4% (GNP) and 1.9% (GDP)<sup>2</sup>.

The independent research body, the Economic and Social Research Institute (ESRI) were predicting a contraction in the economy for 2008 of -0.4% (GNP) and -0.4% (GDP).<sup>3</sup> The Department of Finance in December '07 predicted a growth rate of 3% GDP and 2.8% GNP for 2008.

The ESRI predict no net employment growth for 2008 and a small growth rate in 2009. The ESRI also predict unemployment to rise to 6% for 2008 and 7.1% in 2009<sup>4</sup>.

## 2.2 The Irish labour market in 2007

### **Labour Force Growth**

The labour force increased by 77,500 (3.6%) to 2,239,900 in the year to the fourth quarter 2007.

Net inward migration accounted for approximately 63,000 (80%) of this demographic increase. Over the period the female participation rate rose from 53.2% to 54.5% while that for males declined slightly from 73.5% to 73.4%.

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<sup>1</sup> Source: *Key Economic Indicators – Ireland*, Central Statistics Office ([www.cso.ie](http://www.cso.ie))

<sup>2</sup> Source: *2nd Quarterly Bulletin, 2007*, Central Bank of Ireland ([www.centralbank.ie](http://www.centralbank.ie))

<sup>3</sup> Source: *Quarterly Economic Commentary, Spring 2006*, ESRI – ([www.esri.ie](http://www.esri.ie))

<sup>4</sup> Source: *Quarterly Economic Commentary, Spring 2007*, ESRI – ([www.esri.ie](http://www.esri.ie))

## Unemployment

There were 101,000 persons unemployed in the fourth quarter of 2007, an increase of 10,700 in the year. Almost all of this growth is accounted for by an increase of 10,000 in the number of persons in short-term unemployment. All of the increase in long-term unemployment (700) is attributable to males. The seasonally adjusted unemployment rate increased over the quarter to 4.6% compared with 4.5% in the third quarter of 2007.

UNEMPLOYMENT RATES (Annual Average) <sup>5</sup>								
<b>Year:</b>	2000	2001	2002	2003	2004	2005	2006	2007
<b>Rate:</b>	4.2%	3.9%	4.4%	4.6%	4.4%	4.4%	4.1%	4.6%

The long-term unemployment rate for the fourth quarter of 2007 was 1.2% (and it remained at 1.2% for the first quarter of 2008).

LONG TERM UNEMPLOYED <sup>6</sup>								
<b>Year:</b>	2000	2001	2002	2003	2004	2005	2006	2007
<b>Rate:</b>	1.5%	1.25%	1.3%	1.4%	1.5%	1.4%	1.3%	1.25%

## Employment

In the year to the fourth quarter of 2007 the number of men in employment increased by 21,000 (1.8%) while the number of females in employment increased by 48,500 (5.2%). Part time employment increased by 36,500 and accounted for over 50% of the overall annual increase in employment. Females account for 27,300 of the increase in part time employment. There were 2,138,900 persons in employment in the fourth quarter of 2007, an increase of 66,800 (3.2%) in the year.

## Sectoral Employment

Sectoral employment in *Construction* (-5,600) fell by 2% in the year to the fourth quarter of 2007, *all of this decrease is attributable to males*. This compares unfavourably with annual increase of 11.9% (30,300) in 2006. *Wholesale and retail trade* and *Financial and other business services* showed strong growth increasing by increasing by 23,800 (+8.3%) and 20,900 (+7.6%) and account for over two-thirds of the overall increase in employment, representing 71.4% (+15,000) of male and 65.3% (+29,900) of female employment growth.

5 Source: *Seasonally Adjusted Standardised Unemployment Rates(SUR)* – CSO ([www.cso.ie](http://www.cso.ie))

6 Source: CSO ([www.cso.ie](http://www.cso.ie))

The numbers employed in all occupation categories with the exception of *Professional* (-3,600) increased over the year. The largest increases were in *Personal and protective services* (+13,100) many of whom are in the health and childcare occupations, *Clerical and secretarial* (+12,800) and *Sales* (+11,700) occupational groups.

### ***Full-Time and Part-Time Employment***

In the year to the fourth quarter of 2007, the numbers engaged in full-time employment increased by 30,300 to 1,754,400. This annual increase comprises 11,800 males and 18,500 females.

The number of persons in part-time employment increased by 36,500 to 384,500 in the year to the fourth quarter of 2007.

### ***Self Employment***

The number of self employed persons increased by 39,100 to 361,600 in the year, accounting for almost 60% of the overall increase in persons in employment. 28,300 of this increase was accounted for by self-employed males while 10,900 were females.

### ***Regional Comparisons***

In the year to the fourth quarter of 2007, employment grew by 26,500 (4.9%) in the BMW region, and by 40,300 (2.6%) in the SAE region. Increases in unemployment occurred both in the SAE Region (8,100) and the BMW (2,600) regions.

### ***Main Conclusions***

Overall indicators such as labour force growth (3.6%) and employment growth (3.2%) show continued strength in 12 months to the end of the reporting period. There was an increase in the number unemployed and the overall rate of unemployment also increased from 4.5% to 4.6% over the year. Also worth noting is the decrease in employment in the Construction sector by 15,200 which was partially offset by an increase in self employed persons (+9,500) resulting in an overall decrease of 5,600 (-2%). Despite these issues Ireland's labour force continues to show favourable growth trends when compared to the EU-27 countries. The latest available figures (which relate to the year to the third quarter 2007) show growth in Ireland's employment level of 3.3% and labour force growth of 3.2%, whereas comparable figures for the EU-27 countries were 2% and 0.9% respectively.

### **3 Management of the Employment and Human Resources Development Operational Programme**

#### **3.1 Managing Authority Developments**

Within the EHRD OP Managing Authority, there was one change in personnel with a new Manager, Mr. John Kelly, being appointed in February 2007. The Managing Authority achieved all its main targets for the year.

#### **3.2 Monitoring Committee Meetings and Decisions**

The OP Monitoring Committee held its regular twice-yearly meetings in May and November 2007 to review the six-month and yearly Progress Reports on the OP compiled by the Managing Authority. The May meeting was held in Carrick-on-Shannon, Co. Leitrim within the BMW region, while the November meeting was held in Gorey, County Wexford within the SAE region. Progress Reports were approved at both meetings and subsequent Summary Reports were submitted to the NDP/CSF Monitoring Committee meetings. A Special Monitoring Committee meeting was held in Dublin in February 2007 to discuss the draft ESF operational programme entitled the Human Capital Investment OP 2007-2013. The Monitoring Committee examined and approved the proposed text of the draft operational programme in advance of the Managing Authority's final amendments and submission of the document to the Commission.

#### **MONITORING COMMITTEE DECISIONS**

There were no Monitoring Committee decisions taken during the year 2007.

#### **3.3 Indicators**

The Measure-level Progress Reports in Part II of this report provide information on the position at the end of 2007 in relation to financial and physical progress.

Priority level indicators are provided over the following pages.



## EHRD OP INDICATORS – EMPLOYABILITY PRIORITY

	Baseline (Q.4 1999 unless otherwise indicated)	Position at Q. 4 2007
<b>Employment</b>		
People benefiting directly – All measures	Not available	Not available*
People benefiting directly – Co-financed measures	Not available	Not available*
<b>Mobilisation</b>		
Potential Labour Supply		
Male	8.7%	Not available
Female	12.3%	Not available
<b>Overall</b>	<b>9.3%</b>	<b>7.3%</b>
BMW Region	11.3%	Not available
SAE Region	9.9%	Not available
<b>Labour Force Participation Rate</b>		
Male	71.1%	77.1%
Female	47.1%	60.8%
<b>Overall</b>	<b>58.9%</b>	<b>63.9%</b>
BMW Region	56.0%	62.7%
SAE Region	60.0%	64.3%
<b>Social inclusion</b>		
<b>Unemployment Rate</b>		
Male	5.1%	5%
Female	5.1%	3.9%
<b>Overall</b>	<b>5.1%</b>	<b>4.5%</b>
BMW Region	6.4%	4.7%
SAE Region	4.7%	4.5%
<b>Long Term Unemployment Rate</b>		
	2.1%	1.2%
<b>LTU numbers</b>		
Male	26,000	20,900
Female	10,000	6,900
<b>Overall</b>	<b>36,000</b>	<b>27,700</b>

*Note: Baseline figures for 1999 have been corrected from the data published in the EHRD OP*  
Source: CSO: QNHS Q.4 1999 and QNHS Q.4 2007

\* See Chapter 4, p. 23 – Table showing the numbers who benefited under the Employability Priority.

## EHRD OP INDICATORS – EMPLOYABILITY PRIORITY contd.

### Early School Leavers \*

	2002		2005	
	'000	%	'000	%
Male Early School Leavers	41.3	17.9	33.7	14.5
Female Early School Leavers	23.8	10.6	21.0	9.3
<b>Total</b>	<b>65.1</b>	<b>14.3</b>	<b>54.6</b>	<b>11.9</b>

5.5 Early school leavers are defined as persons aged 18 to 24 whose highest level of education attained is lower secondary or below and have not received education (either formal or non-formal) immediately prior to the CSO survey.

This data was not available prior to 2002; the question was only included in the surveys from 2002 onwards.

Source: QNHS Educational Attainment 2002 to 2005 (published May 2006).

### *Breakdown of Early School Leavers Table above – by activity*

<i>Early School Leavers</i>	2002		2005	
	'000	%	'000	%
<b>Male</b>				
In employment	29.0	20.08%	22.4	15.37%
Unemployed	6.3	46.67%	6.1	42.36%
Not Economically active	6.0	8.31%	5.1	7.09%
<b>Total:</b>	<b>41.3</b>	<b>17.95%</b>	<b>33.7</b>	<b>14.53%</b>
<b>Female</b>				
In employment	11.3	9.32%	8.5	6.52%
Unemployed	2.0	25%	2.8	28.57%
Not Economically active	10.6	11.15%	9.7	11.38%
<b>Total:</b>	<b>23.8</b>	<b>10.61%</b>	<b>21.0</b>	<b>9.32%</b>
<b>All persons</b>				
In employment	40.3	15.17%	31.0	11.23%
Unemployed	8.2	38.14%	8.9	36.78%
Not Economically active	16.6	9.92%	14.7	9.36%
<b>Total:</b>	<b>65.1</b>	<b>14.32%</b>	<b>54.6</b>	<b>11.94%</b>

Source: QNHS Educational Attainment 2002 to 2005 (published May 2006).

## EHRD OP INDICATORS – ADAPTABILITY PRIORITY

### Educational Attainment Rate \*

	March-May 1999	March-May 2005
<b>% with Upper Second Level education or higher</b>		
Males aged 25 to 64	56.03%	59.90%
Females aged 25 to 64	60.54%	66.30%
Overall	58.28%	63.00%
<b>Overall by age category</b>		
25-34	73.77%	78.86%
35-44	63.38%	67.84%
45-64	43.63%	47.94%

Source: QNHS Educational Attainment 2002 to 2005 (published May 2006).

### Life Long Learners \*

	<b>2002</b>	<b>2005</b>
<b>Males</b>		
Received	64.6	71.7
Did not receive	938.4	1,023.2
Not stated	4.2	0.7
<b>Total:</b>	1,007.3	1,095.6
<b>% male life long learners</b>	6.4%	<b>6.5%</b>
<b>Females</b>		
Received	87.4	101.5
Did not receive	914.4	981.6
Not stated	3.2	0.7
<b>Total:</b>	1,005.0	1,083.7
<b>% female life long learners</b>	8.7%	<b>9.4%</b>
<b>All persons</b>		
Received	152.0	173.2
Did not receive	1,852.8	2,004.8
Not stated	7.4	1.4
<b>Total:</b>	2,012.3	2,179.4
<b>% total life long learners</b>	7.6%	<b>7.9%</b>

5.6 Life Long Learners are defined as persons aged 25 to 64 in receipt of education (either formal or non-formal) during the CSO survey. QNHS Educational Attainment 2002 to 2005. (Published May 2006)

### Life Long Learners – Comparison with EU position 2005 (2<sup>nd</sup> quarter)

	Males	Females	Total
Ireland	6.5%	9.4%	7.9%
EU 25	10.0%	11.7%	10.8%
EU 15	11.0%	12.8%	11.9%

Source: CSO and Eurostat

## EHRD OP Indicators – Entrepreneurship Priority

<b>In-Company Training</b>		
	<b>2000</b>	<b>2000-2007</b>
<b>Companies supported</b>		
FÁS	N/A	769*
Enterprise Ireland (18B)	N/A	1,282
Enterprise Ireland (18C) projects	N/A	19
Skillnets (18c) projects	N/A	-
<b>Employees Trained</b>		
FÁS	N/A	39,586*
Enterprise Ireland	N/A	13,879
Enterprise Ireland (18C)	N/A	2,100
Skillnets (18c) projects	N/A	15,901

Source: Progress reports from FÁS and Enterprise Ireland

\*(FAS 2007 only)

## EHRD OP Indicators – Equality Priority

<b>Gender Employment Gap</b>		<b>1999</b>	<b>2007</b>
Employment Participation Rate	<b>Male</b>	71.1%	77.1%
	<b>Female</b>	47.1%	60.8%
	<b>Gap</b>	24.0%	16.3%
<b>Gender Unemployment Gap</b>			
Unemployment Rate	<b>Male</b>	5.1%	5.0%
	<b>Female</b>	5.1%	3.9%
	<b>Gap</b>	0.0%	1.1%

Source: QNHS 1999 (Q4) and 2007 (Q4)

### **3.4 Compliance with Community policies**

All activities under the OP are required to operate in full compliance with EU and (where appropriate) national policies and rules on State Aid, competition, the award of public contracts, environmental protection and improvement, the elimination of inequalities and the promotion of equal opportunities between men and women. Implementing Bodies have been asked to respect these policies in their operational procedures. Article 4 checks carried out by the Managing Authority pay particular attention to the action taken by the Implementing Bodies to ensure that these policies are respected, where relevant to the measure/sub-measure in question.

The measure-level progress reports in Part II provide assurance of the actions taken to ensure compliance with the relevant policies. Chapter 5 also sets out, in summary form, details of activities undertaken in the Operational Programme in 2007, which address the policies areas of gender equality, environmental protection and rural development.

### **3.5 Information, Communications & Publicity**

The ESF Website ([www.esf.ie](http://www.esf.ie)) continued to be used to inform the Monitoring Committee of various issues relating to the OP and to circulate documents for Monitoring Committee meetings. Both the Paying Authority and the Managing Authorities use the website as an effective means for circulating information on Financial Management and Control issues. The website is also used to provide general information on ESF, as well as more specific information on the EHRD OP.

The acknowledgement of the implementing agencies of the role of the ESF continues to be expressed and is given particular prominence through the display of the EU logo on publicity material related to their measures. This material includes application forms, general reports, leaflets, websites and advertisements.

### **3.6 Use of Technical Assistance**

Expenditure under the EHRD OP Technical Assistance measure in 2007 related to the holding of three monitoring committee meetings- a special MC meeting in February relating to the drafting of the HCI-OP, the Spring MC meeting held in May 07 and the Autumn MC meeting held in November 07. A Seminar on the preparations for Closure of the EHRD-OP was also held in June 07. The main area of expenditure relates to the operating costs of the ESF Financial Control Unit.

### **3.7 Amendments to Programme Complements**

There were no amendments to the Programme Complements during 2007.

### **3.8 Problems and corrective measures**

The more significant problems, which were encountered in the management of the Operational Programme in 2007, were:

- (i) Staff changes and loss of expertise in the Managing Authority (see Section 3.1)

The actions taken to address these problems are outlined, where appropriate, in the relevant Sections of the report.

## 4. Overview of the EHRD OP in 2007

### 4.1 Introduction

The objectives of the EHRD OP are to:

- Promote employment growth and improve access to employment
- Mobilise all potential sources of labour supply
- Promote the development of a strategic Lifelong Learning framework
- Promote equal opportunities between men and women
- Promote social inclusion
- Strive for balanced regional development
- Contribute to the protection and improvement of the environment.

These objectives translate into specific Priority-level objectives. In 2007, the OP continued to make progress towards the objectives of the Programme. The main developments in each Priority are outlined below.

### 4.2 Employability Priority

The following objectives have been set out in the Operational Programme for this Priority-

- *To mobilise all potential sources of labour supply,*
- *To minimise unemployment and prevent the drift into long-term unemployment by strengthening the preventative approach,*
- *To promote social inclusion with particular reference to the re-integration of the socially excluded and the long-term unemployed into the labour force*

Out of the range of activities covered under this priority, as indicated in Table 2 (Chapter 1), only two of them recorded activity and expenditure for 2007, namely the School Completion Initiative and Youthreach and Travellers. More comprehensive information on the remaining measure in the Priority is available in Part 11 of this Report.

Below is a table showing the number of persons who benefited under the Employability Priority.

**Table showing the numbers who benefited under the Employability Priority**

Employability	No.	Jan-Dec 2007 Total:	Remarks
Action Programme for the Unemployed	01		
National Employment	02 ESF		
Active Measures for LTU & Socially Excluded	03 ESF		
Early Education	04		
<b>School Completion</b>	<b>05 ESF</b>	<b>35,729*</b>	
Early Literacy	06		
Traveller Education	07		
School Guidance Service	08		
Third Level Access	09 ESF		
School Modern	10		
Early School Leaver- Progression	1 1AESF		
<b>Early School Leaver- Youthreach &amp;</b>	<b>1 1BESF</b>	<b>4,222*</b>	1,089– Senior Travellers enrolled 3,133 – Youthreach
Sectoral Entry Training – Tourism School	12A		
Sectoral Entry Training – Tourism	12B		
Sectoral Entry Training – Tourism (Education)	12C		
Sectoral Entry Training – Agriculture	12D		
Skills Training for Unemployed & Redundant	13ESF		
Apprenticeship/ Traineeship-	14AESF		
Apprenticeship – Education	14B		
Employment Support Services	15		
Voc. Training & Pathways Employment People	16		
Refugee Language	17		
<b>TOTAL:</b>		<b>39,951</b>	
<b>ESF FUNDED TOTAL:</b>		<b>39,951</b>	

- Note that only two measures No. 5 School Completion and No.11B Youthreach and Travellers recorded expenditure for 2007.

Under **Measure 5, School Completion Initiative**, the following activities took place during the second half of 2007:

**DEIS – Delivering Equality of Opportunity in Schools**, is the Action Plan for Educational Inclusion and aims to ensure that the educational needs of children and young people from disadvantaged communities are prioritised and effectively addressed.

As a result of the identification and review processes of all programmes for tackling educational disadvantage over the past twenty years, 874 schools have been invited to participate in the new Programme. These comprise 671 primary schools:-

- 339 urban/town schools and 332 rural schools) with an enrolment of approx 90,000 children and
- 203 second-level schools with an enrolment of approx 61,000 children.

### **School Completion & DEIS**

The School Completion Programme services have been extended to **all urban/town primary schools and second-level schools** participating in the School Support Programme, and not already benefiting from these services, during the 2006/2007 school year. Following an evaluation, integration of the School Completion Programme into the School Support Programme framework will be effected over the five-year implementation timeframe.

43 additional SCP Projects have been created and additional schools (primary and second level schools) have been included in 38 of the existing 81 projects under the new Action Plan during 2006/2007 school year. This includes 120 second level and 171 primary schools selected to participate in DEIS and not already receiving School Completion Programme services.

The further development of after-school and holiday-time supports assisting children's literacy and numeracy development through their involvement in, and enjoyment of, extra-curricular activities, will be supported. The wide range of such activities already being funded through the School Completion Programme will continue to be extended and developed.

### **Future of the Stay in School Retention strand**

Arising from the identification process, 45 of the 53 second-level schools, previously funded under the Stay in School Retention Strand, have been selected to participate in the new School Support Programme. The remaining schools will continue to be supported on a phasing out basis to 2010.

- 124 projects now in School Completion Programme spanning 26 counties comprising:
  - 81 projects participating in SCP since 2002 (38 have been altered to include new schools selected under SSP.
  - 43 new SCP projects (including both primary and second-level schools) created in 2006/2007 under SSP.
- A total of 228 post-primary schools and 464 primary schools are now participating in the School Completion Programme.
- Of these 692 schools, 120 post-primary and 171 primary schools were selected to participate in DEIS that were **not** in receipt of School Completion Programme services previously. These have now been included in either new clusters or existing SCP clusters.
- 19,059 young people were targeted in-school under the School Completion



Programme in 2006/2007. This figure has increased to approx. 36,000 in 2007/2008 with the inclusion of new schools.

- 45 of the 53 second level schools participating in the SSRI strand of SCP up to August 2006 have now been selected to participate in the School Support Programme and were included in new and existing SCP clusters during the school year 2006/2007.
- 7 of the remaining SSRI schools will continue to receive revised funding under the SSRI strand.  
(Dundrum College has phased out mainstream classes, therefore does not meet requirements for continued funding)
- The level of funding allocated to projects is dependant on the level of disadvantage in the schools involved in each project, the target group selected for intensive supports, the salaries of personnel employed and the overall level of funding available to the programme. Current annual funding to projects range from €90,000 to over €400,000 in respect of a full year's involvement in the Programme.
- **Number of Pupils targeted**  
From September 2006 to August 2007, a total of 19,649 pupils were targeted in 82 projects under SCP. This figure will increase on full implementation of the 43 new projects created throughout the 2006/07 school year.

***Project Strand:***

19,059 pupils who are most-at-risk of early school leaving  
590 young people who have already left school early

***Stay in School Retention Strand:***

360 pupils were targeted under the Stay in School Retention Strand.

**In-Service Training**

Regional in-service directed at project development and available to Local Co-ordinators and Project Workers, was held in January/February, April/May 2007 and October 2007.

Review and Planning meetings were held in each of the regions in June 2007.

Three induction meetings for new Local Co-ordinators held in June 2007.

National In-service for Local Co-ordinators held in November 2007.

Support teacher in-service held in March 2007 and October 2007.  
Evaluations were carried out at each in-service.

SCP In-service reports were disseminated to Local Co-ordinators and Chairpersons.

**Other Developments:**

**Expansion of SCP under DEIS**

The National Co-ordination Team held meetings with new and expanded SCP projects.

**Publications:**

- SCP Newsletters (Spring Edition/Autumn edition) were published
- SCP Annual Composite Progress Report for 2005 / 2006
- Guidelines on Identifying young people at risk of early school leaving

**Development work:**

- Draft report on the nature and scope of interagency collaboration in SCP: to be published

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- Draft guidelines on performance indicators / target-setting for local projects: to be disseminated April/May 2008.
- Establishment of two sub-committees of the national team on Training in SCP and 'Core Elements' in SCP:
  - Led to the establishment of the Training and In-service Consultative Committee comprising seven nominated Local Co-ordinators and the national SCP team - (September 2007 / December 2007).
  - Work continues on the development of Core Elements to the work of SCP: consultation with SCP projects during 2008.

Under **Measure 11B, Early School Leaver – Youthreach & Travellers**, significant changes in the period July- December 2007 are as follows:

### **New initiative to support the special educational needs of learners in Youthreach introduced on a phased basis.**

The Education for Persons with Special Educational Needs Act (2004) provides for the education of all children with educational disabilities, with 'a child' being defined as a person not more than 18 years of age. Under the terms of the Disability Act (2005) adults over 18 years with disabilities may also have an entitlement to particular educational services if these are included in their service statements.

Most of the supports normally found in a mainstream school for disadvantaged learners or those with special educational needs are not available in Youthreach. Practitioners say they are now dealing with a more disadvantaged and disabled group of clients than was envisaged for the programme at its inception. Research by the Senior Psychologist in Further Education Section has found there to be a very significant level of special educational needs within the Youthreach student population, particularly in the categories of borderline or mild general learning disability and emotional disturbance. In addition, the annual surveys conducted by the Further Education Section point up significant proportions of Youthreach trainees with problems such as literacy and numeracy deficits, family difficulties, engagement in risk-taking behaviours and substance misuse.

### **Measure for addressing special needs in Youthreach**

Youthreach centres operate for 45 weeks per annum and for 35 hours per week. A staffing allocation of 4,200 hours per annum is made for each group of 25 trainees. In view of the factors outlined above it is considered that additional resources need to be put in place to provide for the special educational needs of the students attending these centres.

### **Centre Support**

In the first instance, the initiative below was introduced to 25 groups of 25 students, across 20 centres, with the intention of extending it to all Youthreach centres, following evaluation, subject to the availability of financial resources. For each of these centres the initiative consists of three components:

#### **a) Staffing provision for students**

A provision of €52,500 per group (group of 25) was made to each centre to enable them to avail of support services to deal with the special educational needs of the students. This funding is being utilised to avail of additional personnel support which may include teachers, community or youth workers, counsellors and resource personnel. This additional funding takes account of the level of need having regard to the specific characteristics of the Youthreach cohort.

#### **b) Staff training**

Training was provided to staff in the 20 Youthreach centres to enable the introduction, on a centre team basis, of a range of professional practices to support students with special

educational needs. This training followed on from the introductory training programme introduced nationally into all centres in 2006.

**c) Case supervision and professional support for staff**

In addition, staff in the 20 centres are being provided on a regular basis with case supervision and professional support by suitably qualified professional practitioners.

**FETAC Quality Assurance**

FETAC's Quality Assurance policy is being implemented in all centres. Work was ongoing during 2007 to ensure that systems are in place for the smooth operation of this process in the FE sector.

Funding has been provided to the IVEA in 2007 for the employment of a FETAC Co-ordinator to oversee the implementation process in all VEC programmes including Youthreach.

**FETAC Levels 1 and 2**

During 2005 FETAC initiated the development of awards at Levels 1 and 2 of the National Qualifications Framework. These offer a mechanism to recognise achievement by learners at very low levels of ability or motivation and in particular will help in recognising '**distance travelled**'. These levels are likely to have an application in Youthreach and STTC settings. The following new Level 1 and Level 2 awards are now available:

- Level 1 Certificate in Communications
- Level 1 Certificate in General Learning
- Level 2 Certificate in General Learning

**Awards at these levels are new in Ireland**, and provide recognition for learning achieved by many traditionally excluded groups of learners, including, for example, those with special needs and those who may have specific basic education/training gaps arising from disadvantage at critical life stages. Awards that have been placed at Level 3 include the Junior Certificate, the former National Foundation Certificate, and the former Introductory Vocational Skills Certificates.

**Value for Money Review of Youthreach and Senior Traveller Training Centres**

The Department of Education and Science is carrying out a number of Value for Money reviews including one on Youthreach and Senior Traveller Training Centres. This report was finalised in late 2007. It is hoped to publish the report in early 2008.

The aims of the value for money reviews are to;

- provide a systematic analysis of what is being achieved by expenditure on each programme;
- provide a basis on which more informed decisions can be made on priorities within and between expenditure programmes.
- Terms of Reference: The terms of reference for the review are based on guidelines from the Department of Finance. A Steering Committee was established to oversee the review. The committee includes representatives from Department of Education and Science and Youthreach and STTC National Co-ordinators. A representative from the Department of Enterprise, Trade and Employment is also on the group.

**Current Position**: The Report is due to be published shortly.

**Evaluation of Youthreach and STTCs by the Departments Inspectorate**

External evaluation is a key element in the Quality Framework. The Inspectorate of the Department of Education and Science is undertaking this role in Youthreach. The Inspectors have set out the following objectives for this process:

1) To introduce the practice of external evaluation to centres for education [Education Act, 1998, Section 7 (2) (b)].

2) (a) To identify, acknowledge and affirm good practice in Youthreach and Senior Traveller Training Centres.

(b) To identify, in a constructive way, areas for improvement in these centres.

3) To promote the goals of the Quality Framework Initiative in terms of quality standards, centre development planning and internal centre evaluation.

4) To provide an assurance of educational quality in this sector of the education system based on the collection of objective, dependable and high quality data.

5) To inform Department policy towards future development of this sector.

Evaluations have continued in 2007. Overall, the Inspectorate evaluations found evidence across all centres of successful delivery of appropriate educational programmes to learners but one of the key recommendations was that literacy and numeracy should be integrated in all aspects of the programmes.

### **Youthreach Guidance, Counselling and Psychological services**

A sum of €1.1million was made available in 2007 for guidance, counselling and psychological services. Centres use this budget to prioritise from a spectrum of needs ranging from initial orientation and guidance and vocational information to psychological services.

This service is led by a National Co-ordinator appointed from NEPS (National Educational Psychological Service) whose function is to:

- Develop guidelines for centres on the guidance, counselling and psychological services
- Provide advice on the delivery of guidance, counselling and psychological services locally
- Co-ordinate a programme of continuing professional development for trainers in front line counselling skills, initial assessment, vocational guidance, feedback, mentoring and progression
- Disseminate models of good practice on an ongoing basis
- Advise, monitor and report on the effectiveness of guidance, counselling and psychological services.

The National Co-ordinator arranged for the delivery of a programme of professional training for trainers in individual assessment, educational planning, guidance, review and mentoring, developing and disseminating materials supporting good practice in these areas for staff in centres and, advised the Department on issues in relation to students with special educational needs attending Youthreach centres.

### **Quality Framework Initiative**

Under the Quality Framework Initiative all centres must engage in Internal Centre Evaluation (ICE) and Centre Development Planning (CDP). By the end of 2007 all centres engaged in one or both parts of the initiative.

## 4.3 ENTREPRENEURSHIP PRIORITY

The objectives of this Priority as set out in the Operational Programme are:

- *To support sustainable productivity and competitiveness improvements in existing businesses, and SMEs in particular, by improving education and training levels and to intensify policy efforts to that end.*
- *To more fully exploit the employment or income-generating potential of the Social Economy initiatives in regard to disadvantaged individuals or groups at local level.*

### **Measure 18A - In Company Training (FAS)**

During 2007, FAS increased its support for the training of people in employment. Total expenditure was €64.1 million compared to €55.2 million in 2006 and €37.5 million in 2005. A total of 37,532 persons were trained under the Competency Development Programme. This programme encourages the training of employed persons by subsidising the cost of approved training programmes covering a wide variety of competencies including: - management, IT, retail, contract cleaning and carers and provides course participants with portable and transferable skills.

In 2007 two programmes were developed to meet the needs of low-skilled employees in the retail sector. These were the Certificate in Retail (FETAC Level 4) and the Advanced Certificate in Retail Management (FETAC Level 6). Both these programmes have been piloted and are now available to employees nationally.

The Strategic Alliance approach, whereby FAS contracts with major national organisations to deliver suites of suitable training courses, continued in 2007. FAS Services to Business (STB) continued to monitor and report on the progress of the existing fifteen Strategic Alliance contracts with different organisations. These courses delivered a wide range of training for employed people at management, technical and operative levels. Approximately 47, 000 training days were delivered to 7,752 employed people, at a cost of €10.8 million.

During 2007, under the Strategic Alliance Programme, the FÁS Board approved twelve new contracts for the delivery of training programmes in conjunction with partners, for two distinct groups of employed people: €10.1 million for SME Management Development programmes and €8.9 million for training low-skilled and vulnerable workers. These initiatives were in response to a number of recent expert reports on the training needs of the Irish workforce. The Small Firms Association (SFA) National Centre of Excellence was also created in 2007 as a strategic alliance between FAS and the SFA. This centre is designed to improve the positioning of SME management development in Ireland.

In alliance with the National College of Ireland, two pilot projects were implemented in 2007; (1) The Knowledge Economy Skills Passport (KESP) - an innovative blended training programme, focused on providing learners with the key skills required to be highly productive in the knowledge economy, and (2) KNOW IT - an IT skills development programme, designed to support learners in the workplace taking their first steps in using IT for basic practical tasks such as writing e-mails, using the internet or word processing. This programme included a

workbook and DVD. A promotional CD on the programme was distributed to trainers and others concerned with developing IT skills for the workforce.

In 2007 in order to raise the skills and competencies within the SME sector, FAS, in conjunction with the Irish Small and Medium-sized Enterprises Association (ISME), introduced a scholarship scheme for people employed in this sector who have little or no formal qualifications. The scholarship will be worth a maximum of €11,000 and will be awarded to individuals wishing to undertake development in areas such as strategic business management, research and technological development, marketing, product development, entrepreneurial development, new systems and processes to NQAI level 6 or higher. The scheme is open to all employees at all levels who have been working in the SME sector for at least three years.

In May 2007, an external evaluation of IMI programmes funded by FÁS, under the In-Company Training Measure, reported that *'engaging in relevant management development activity has had a significant positive effect on the participating businesses and the level of support offered to them had been an important factor in their decision to participate'*. These findings confirm the importance of FÁS subsidies in encouraging higher levels of participation in SME training, as well as demonstrating the benefits of such training.

The Workplace Basic Education Programme, providing literacy and numeracy courses for employed people, was expanded in 2007. Modules including communications, computer and interpersonal skills were made available to participants under this programme. Total expenditure in 2007 was €3.7 million, there were 251 courses delivered and the total number of participants trained was 2,054. External consultants carried out a review of the programme in 2007. The results were positive and a number of recommendations were made to improve the delivery of the programme. FAS, in consultation with the other implementation agencies, will now be addressing the recommendations.

The FAS/Enterprise Ireland Domestic and International Sales programmes were piloted in 2007 and will be rolled out nationally in 2008.

A FAS Sub-Board Committee, set up in 2006 to advise and monitor developments in training for the employed, continued to meet regularly to consider new initiatives developed in response to the priority needs of people in employment. To encourage and assist low-skilled employees, FAS developed two new initiatives in 2007. One of these related to 'Paid Learning Leave' where pilots were run in the Sligo and Wicklow areas in 2007. These pilots involved providing assistance to employers towards the wage cost of releasing low-skilled employees to attend training programmes. The other initiative - Individual Learning Options i.e. individual support to meet an identified training need of a low-skilled employee (up to Level 5), not available under the CDP programme, was researched and approved during the year and will take place during 2008. Other sectoral advisory committees also met regularly. They covered the Engineering, Construction and Film and TV sectors and advised on the particular needs of these sectors.

FAS continued to promote Excellence Through People, Ireland's national standard for human resource management. During 2007, 59 new companies/associations were assessed at Standard, Gold and Platinum levels. In addition, a further eighty companies/associations were re-assessed at all three levels mentioned above. A review of the standard was carried out in 2007 and recommendations will be implemented during 2008.

FÁS Screen Training Ireland (FSTI) continued to run courses during 2007, including training in production, direction, script, production support, animation, postproduction, production design and film and TV scoring. The Catalyst project, a new practical training initiative aimed at scriptwriters, producers and directors, was launched in February 2007. Bord Scannán na hÉireann - the Irish Film Board, FÁS Screen Training Ireland, Filmbase, the Broadcasting Commission of Ireland, TV3 and the Arts Council, have all devised this original mentoring scheme, which will train filmmakers in the art of very low-budget filmmaking and fund

successful participants to produce a feature film.

Regarding the Construction Industry, FAS continued to play a major role in managing the Construction Skills Certification Scheme and the Safe Pass Scheme. During the year 188,000 Safe Pass and 15,500 Construction Skills Certification Scheme (CSCS) cards were issued. A number of new entrant programmes were finalised and implemented under the Construction Skills Certification Scheme. A Mobile Access Tower Programme was also developed and validated.

The FAS Environmental and Construction Training Unit continued to offer a range of programmes to both the public and private sectors and undertook the following training programmes during this period:

<i>Programme</i>	<i>Number Trained</i>	<i>Male</i>	<i>Female</i>
Waste Management	135	90	45
Waste Facility Operative	96	91	5
Water Protection & Nutrient Management	31	15	16
Laboratory Procedures	12	6	6
Litter Warden	116	101	15
Environmental Inspection Skills	88	53	35
Water & Waste Water Plant Operation	32	32	-
Construction & Demolition Waste Mgmt	48	46	2
Supervision of Timber Frame Erection	17	17	-
Road Worker Training Programme	2,178	2,178	-
Waste Enforcement Programme	20	11	9
Water Sampling	12	12	-
Site Suitability Assessment Training Programme	110	88	22
Radon Remediation & Prevention	41	38	3
Site Suitability (Out Wintering Pads)	40	36	4
Site Suitability (Earth Lined Stores)	29	27	2

Other initiatives which took place:

In-house training in Environmental Management Systems.

A number of new programme developments commenced:

Energy Efficiency & Renewable Technologies

CSCS Signing, Lighting & Guarding

Water Sampling

With CRE, a Composting Course for Plant Operation

With HSE, the development of an Awareness Handbook and Training Programme on Waste Management for the Sector

Packaging Prevention.

### **Measure 18B – In Company Training – Enterprise Ireland**

As a result of the adjustment to the Measure Sheet 18B, which was based on reported expenditure trends in the previous reports, and the subsequent adjustment to Enterprise Ireland's financial tables in 2004, it now transpires that EI's expenditure under this measure is ahead of expectations. Following the one-off adjustment to the financial data in June 2004, where expenditure was expected to slow the current situation is that progress in relation to the take up of funding under this measure has continued at a relatively even pace to date. Currently we are showing an ESF spend equal to 134.89% of the revised target. This indicates an increase on the figure of 130.51% reported in the previous period.

## **Measure 18C – In Company Training**

### **EI Managed Element:**

The total budget for all 18 projects proceeding under the EI managed element of the Measure amounts to €9.840m. Training activities on these programmes have now been completed and the promoters are now finalizing their ESF claims.

As of December 2007 total expenditure cleared to date by Enterprise Ireland amounts to €5.63m or 57.21% of the total budget.

### **Skillnets Managed Element:**

A total of 55 projects exist under this initiative. Skillnets Services Ltd. (using the brand Accel) is the technical support unit on behalf of the Department. The projects themselves involve a broad spectrum of training initiatives designed to upskill the workforce and enhance company competitiveness through an improvement in the knowledge and skills of the workforce.

Projects are either sectoral or regionally based, they completed an analysis of the member company specific training needs, and looked at the best possible methods of meeting those needs. Projects include innovative methods such as the development of e-Learning models, and virtual learning centres, while others are developing new courses (up to Masters level) to meet the future needs of the member companies. The projects are in a start up phase and are being actively supported at this stage.

One of the projects closed due to the contracting organisation becoming insolvent and so the contract was terminated. Over the course of the programme (January 2006 – March 2008) the projects will require an ESF contribution of €12 million. Cumulative Claims totalling an ESF amount of €12.18m have been received since the commencement of the programme up to 31<sup>st</sup> Dec 2007 (BMW €5.11; SAE €7.08).

All 55 Accel projects are up and running and training and development has begun in all projects. Some payments have been slowed due to the depth of the checks that the implementing body has undertaken. All moneys (based on revised contracted amounts) will be paid out by the end of the programme.



## 4.4 Adaptability Priority

The objectives of this Priority as set out in the Operational Programme are-

- *To promote a skills trained and adaptable workforce by facilitating people in the wider economy and in specific sectors to adapt their skills to changing labour market requirements through further training, re-skilling and lifelong learning.*
- *To enhance the quality of labour supply through continued investment in education and training and, in particular, through developing a strategic and flexible framework for lifelong learning.*
- *To enhance the quality of labour supply and ease of adaptability by developing and deploying an improved framework of certification and qualifications*

### **Measure 29B - Quality Assurance – Certification and National Qualifications Framework**

The emerging developments in regard to a European Qualifications Framework (EQF) are important, although they will take a considerable time to come to fruition. Ireland is well placed to meet the requirements of the proposed framework in terms of quality assurance principles and approaches, and the capacity to match the levels in the Irish framework against the 8 levels proposed for the EQF. We welcome the inclusion of all awards in the EQF, including those in the school system. However, the Irish response has flagged the issue of quality assurance for schools as one where we do not consider it appropriate that the EQF 3 tier quality assurance requirements (self assessment, external monitoring and that the quality assurance agencies should themselves be subject to external quality assurance) devised in the context of VET and Higher Education, should necessarily apply. Historically the schools systems have developed their own national structures for curriculum, assessment and review, and for benchmarking through international student assessments.

The National Framework of Qualifications was announced in October 2003 providing for all awards in the State within a 10 level framework from literacy and basic education to post doctorate level, based on the achievement of learning outcomes. All awards issued by HETAC since 2005 are issued under the new framework, and the new quality assurance and programme validation procedures. All awards at Bachelor Degree, Master's Degree and Doctorate Level in the university sector are issued under the new framework since 2005.

Q2 2007 saw the Authority agree the draft report on the NQAI Quality Review, which provided a full and open account of the internal and external feedback gathered during the self-evaluation process. The report reflected the strong commitment to quality improvement and organisation development within the NQAI. As part of the self-evaluation process, the executive of the NQAI identified the need for the formal development of policies of the Authority in relation to its internal and external quality assurance processes. Two documents - *Internal Quality Assurance and Accountability Policy* and *External Quality Assurance Procedures* were adopted in response to this need and published on the Authority's website.

Following completion of the review of the effectiveness of HETAC by the NQAI in 2006 the Authority commenced the review of the Further Education and Training Awards Council (FETAC) in March 2007. This review is designed to evaluate the effectiveness of the performance by the Further Education and Training Awards Council, since its establishment,

of its principal statutory functions, taking into account the objectives established by the Council for performing these, and the processes of the executive of the Council for performing such functions.

In March 2007, the National Qualifications Authority of Ireland (NQAI) commissioned a quality review of FETAC, under the terms of the Qualifications (Education and Training Act) 1999. The agreed approach to the review centred on self-evaluation by the Council and external evaluation by an external panel. In July 2007, following extensive internal and external consultation, FETAC published its Self Evaluation Report.

Through a series of interviews conducted during October 2007 with a range of stakeholders the external panel sought to validate the findings of FETAC's own self-evaluation. The panel published its report in November 2007. The document Quality Review of FETAC: Response to the External Panel's Report outlines FETAC's response to the conclusions and recommendations of the Panel Report. It also addresses FETAC's responsibility to develop a plan to implement the recommendations and highlights the relationship between the Self Evaluation Report, the External Panel Report and the FETAC Strategic Plan 2010.

The review comprised of:-

- Self-evaluation by the Council
- Evaluation by a panel of experts
- Consideration of the report of the panel by the Council and the development of a plan by the Council to implement the recommendations in the report
- Consideration of the review report and the Council's plans by the National Qualifications Authority of Ireland

OECD Project on Recognition of Prior Learning: In August 2007, The country background report on the recognition of non-formal and informal learning in Ireland was published as part of an OECD activity on the "Recognition of non-formal and informal learning (2006 – 2008)" in which Ireland participates. The report was drafted in 2006/2007 by the NQAI with the assistance of an Advisory Group and, in particular, the Higher Education and Training Awards Council and the Further Education and Training Awards Council. The aim of the report is to document and review the current scenario in Ireland regarding the recognition of prior non-formal and informal learning.

It describes in detail the existing policy with regard to the recognition of prior informal and non-formal learning and the technical and procedural arrangements that have been put in place by Irish institutions and other actors in the area to facilitate such recognition. This focus is in line with the Irish national policy approach to the Recognition of Prior Learning and the development and implementation of the Irish National Framework of Qualifications

### **Europass**

Europass is an initiative, which aims to help people make their skills and qualifications clearly and easily understood in Europe, thus facilitating the mobility of both learners and workers. Europass consists of a portfolio of five documents as follows:

- *Europass Curriculum Vitae (CV) and European language Passport which individuals may complete independently*
- *Europass Mobility, Europass Certificate Supplement, Europass Diploma Supplement, which are completed by competent organisations. The Europass Diploma Supplement provides additional information for each individual on the content, level, duration and learning outcomes of a higher education award. The Certificate Supplement provides additional information at a generic level in relation to vocational education and training awards.*

**The Irish National Europass Centre** is located within the National Qualifications Authority of Ireland. It is the national agency for Europass in Ireland and represents Ireland in the European network for Europass. As part of ongoing initiatives to promote Europass in Ireland, the National Europass Centre exhibited at Opportunities 2007 – Europe’s largest education, careers and skills showcase that took place in Croke Park, Dublin over the weekend of 3/4 March 2007. This annual event managed and organised by FAS (Irish National Training and Employment Authority), draws together leading employers, education organisations and skills sectors under one roof and provides valuable information for all ages regarding career choices and options.

### **European Qualifications Framework (EQF)**

Draft terms of reference for the study of the implementation and impact of the National Framework of Qualifications and the associated policies for access, transfer and progression were agreed in the first half of 2007.

### **NQAI Functional Initiatives**

The National University of Ireland, Maynooth, (Departments of Education and of Adult Community Education), the Higher Education and Training Awards Council and the National Qualifications Authority of Ireland jointly organised a conference in Maynooth in January 2007 entitled: *Accreditation and Assessment in Irish Higher Education – The Emerging Scenario. Higher Education Institutions Implementing the National Framework of Qualifications in Higher Education and the Bologna Agenda*. The aim of the conference was to provide an opportunity for those in higher education institutions in Ireland to share their experiences of these, and other issues arising, in their implementation of the National Framework of Qualifications and the linked Bologna agenda.

Under Section 39(i) of the Qualifications (Education and Training) Act 1999, the Dublin Institute of Technology has agreed its quality assurance procedures with the National Qualifications Authority of Ireland in January 2007. The Department of Education and Science formally opened discussions with the executive on a proposal for the Authority to take on the role, on behalf of the Department, of funding the going concern known as Qualifax. Qualifax is an information tool and the national database for Higher and Further Education and Training programmes.

### **The Higher Education and Training Awards Council (HETAC)**

#### **Institutional Review of Providers of Higher Education and Training**

The Council adopted a new Policy on institutional review of providers of higher education and training in December 2007. This replaces Criteria and Process for Reviewing the Effectiveness of Quality Assurance Procedures in Higher Education and Training, adopted in June 2005. The Council will implement this policy in 2008, beginning with training reviewers and developing further guidelines to support institutions undergoing review. Review visits will commence in autumn 2008.

#### **Learner Assessment Consultation**

HETAC published a consultation document in May 2007 – *“Consultation – towards a new HETAC policy on learner assessment issues”*.

The integrity of higher education and training awards rests on the integrity of the programmes that lead to those awards and, in this context, providers’ procedures for the assessment of learners play a critical role.

The purposes of this document are:

- to encourage a debate on the multiple purposes of learner assessment in the teaching and learning process;

- to outline the principal issues which need to be taken into account in the formulation of relevant HETAC policy; and
- to identify stakeholder views on those issues and on possible options for the overall approach to the development of HETAC policy in this area.

The document is divided into three parts:

Part A is concerned with broad issues and the overall policy approaches. It includes a list of about 30 questions for stakeholders

Part B is indicative of the kind of criteria that HETAC may publish for the purpose of ensuring that providers establish procedures for the assessment of learners that are fair, consistent and fit-for-purpose

Part C outlines the approach that HETAC would take to the development of the Reference Assessment Protocols and it presents some specific options on a number of key issues including: repeat for honours/distinction/merit classification; pass-by-compensation at an examination board meeting; non-compensatable failed element; progress with missing credit (carrying failed modules); operation of two grading systems in an institution; alphabetic grading system bands; and the award classifications system.

Consultation with stakeholders will be in two phases: the first will focus attention on critical issues that are likely to shape the overall policy and the second will focus on the draft policy.

- May 2007: Publication of consultation document
- May-September 2007: Active consultation: including presentations to stakeholder groups
- 30 September 2007: Close of the first stage of consultation
- October-November 2007: Development work with the support of a reference group of stakeholders
- December 2007: Publication of draft policy and associated documents
- January 2008: Consultation forum
- March 2008: Final drafts for adoption by HETAC

**Consultation on Standards for Complementary Therapies** The Qualifications (Education and Training) Act 1999 requires HETAC to determine standards of knowledge, skills and competence to be acquired by learners (section 23(b)). These standards are based on the level indicators and award-type descriptors of the National Framework of Qualifications.

In November 2003, HETAC adopted the generic award-type descriptors of the national Framework of Qualifications (NFQ) as Interim Standards, for the purpose of developing programmes. Since then, standards for a number of broad fields of learning have been developed for awards at level 6 to level 9 on the NFQ. Draft standards for Complementary Therapies have now been developed. These are an elaboration of the generic descriptors of the NFQ. The Council invited interested persons and bodies to submit comments on these draft standards by 31 July 2007. It is intended that these standards should facilitate experts across the range of complementary therapies to create a link between their programme and the NFQ.

### **HETAC Conference on the Recognition of Work Based Learning**

HETAC hosted a conference on 29 November 2007, at Griffith Conference Centre, Griffith College, Dublin, on the recognition of work based learning for HETAC providers, all other higher education institutions and interested stakeholders. There appears to be significant demand for the provision of tailor-made programmes to meet workplace needs, both from the public and the private sector, which recognise the learning already achieved in the workplace and which leads to nationally recognised qualifications. HETAC wishes to identify the policy and practical issues that emerge for providers in recognising (and assessing) the prior learning already achieved by groups of people in the workplace. This is generally the basis for designing programmes and awards appropriate to workplace needs. There is a range of practice and experience of integrating the recognition of prior learning and workplace learning at many different levels of the National Framework of Qualifications and in many sectors of

business and industry.

### **Academic Committee**

The Council established an Academic Committee in May 2007. Under the terms of reference of the committee the Council delegated a range of functions to the committee, including programme accreditation, approval of reports and award recognition. The committee has ten members and meets approximately four times a year. Minutes of the committee meetings are published on the HETAC website after they have been received by the Council. From 2002 to June 2006 the Council delegated programme accreditation decisions to a Programme Accreditation Committee and from June 2006 to May 2007 programme accreditation decisions were taken by a Committee of Council, established by the outgoing Council and confirmed by the new Council appointed in December 2006.

### **The Further Education and Training Awards Council (FETAC)**

#### **Strategic Review of FETAC – 2007**

FETAC published its first strategic plan in June 2003. Since that time performance has been reviewed against that plan on a regular basis.

In March 2007, the National Qualifications Authority of Ireland (NQAI) commissioned a quality review of FETAC, under the terms of the Qualifications (Education and Training Act) 1999. The agreed approach to the review centred on self-evaluation by the Council and external evaluation by an external panel. In July 2007, following extensive internal and external consultation, FETAC published its Self Evaluation Report.

Through a series of interviews conducted during October 2007 with a range of stakeholders the external panel sought to validate the findings of FETAC's own self-evaluation. The panel published its report in November 2007. The document Quality Review of FETAC: Response to the External Panel's Report outlines FETAC's response to the conclusions and recommendations of the Panel Report. It also addresses FETAC's responsibility to develop a plan to implement the recommendations and highlights the relationship between the Self Evaluation Report, the External Panel Report and the FETAC Strategic Plan 2010.

#### **Customer Satisfaction Survey May 2007**

FETAC commissioned a two phase research project consisting of one qualitative element and one quantitative one. The qualitative element comprised of 21 in-depth interviews designed to gain an insight into providers opinions on their present relationship with FETAC and how certain areas could be improved. The Quantitative phase was split into 2 sections. The first half of the quantitative study concerns Customer Satisfaction and was designed to measure current satisfaction levels and recognise areas in which FETAC can improve its service and dealings with its providers. The second half of the quantitative study fed into the FETAC self evaluation for the NQAI Review. It involved an evaluation of how well FETAC performs its functions and what future roles FETAC might play from the point of view of providers. 400 provider centres took part in the online provider survey between 1st May and 18th May 2007.

#### **Provider Quality Assurance Procedures**

Providers wishing to register with FETAC for the first time must first agree their quality assurance procedures with FETAC before offering FETAC awards. 640 providers of further education and training, incorporating 1,363 separate centres, have agreed their quality assurance systems with FETAC and can offer programmes leading to FETAC awards at Levels 1 to 6 of the National Framework of Qualifications. This process of providers agreeing their quality assurance system with FETAC is ongoing; the list will grow significantly over time. Some providers who had been registered and who have not entered candidates for certification within the agreed time frame have been removed from the register. [The full list of providers is available on the FETAC Website].

### **Standards Development – Common Awards System**

FETAC is implementing a new Common Awards System for the development of awards. All existing systems for developing awards (FÁS, Fáilte Ireland, Teagasc, and NCVA) ceased operation in December 2007. The new Common Award System will ensure awards are relevant to both employers and learners needs, coherent with the national framework of qualifications, responsive to demand and nationally available to registered providers.

FETAC will publish an annual awards plan, identifying all awards that are agreed for development or review. In addition, all existing awards will be converted (where one named award exists) or harmonised (where two or more named awards exist) to the new Common Awards System over the next three years. From January 2008, all new FETAC awards will be developed through a Standards Development Group made up of appropriate representatives in a field. Organisations that agree to participate in Standards Development Groups will need to ensure that they have the appropriate capacity and resources to work within an agreed timescale in order to deliver the agreed awards and supporting material on time.

All new awards and existing awards converted, harmonised or reviewed through the Common Awards System will be published in the form of an Award Specification. New awards will be developed solely through the Common Awards System from January 2008. A formal, transparent system for making proposals for the development of new awards has been put in place. FETAC will accept proposals for the development of new awards from national and regional bodies as well as appropriate consortia of organisations with proven expertise in a field. Standards Development Groups will develop all new awards in the form of Award Specifications. Following a consultation phase, the Award Specifications will be presented to the Standards Advisory Board for recommendation to Council for approval. All new FETAC awards will be nationally available to all FETAC registered providers.

FETAC currently has over 2000 named awards within its existing Directory of Awards. These awards are based on the processes of the former awarding bodies and there are a significant number of duplicate awards across the different systems. Over the next three years FETAC will systematically plan and manage the conversion and harmonisation and review of all existing awards to the Common Awards System. By 2010 all existing awards will be converted, harmonised and reviewed to the Common Awards System in a pragmatic, efficient and quality assured manner. It is anticipated that in certain areas of strategic national interest and/or where consultation is required across the sector, existing awards in need of significant work, will be developed by Standards Development Groups.

### **New National Awards in Driving Instruction for consultation**

The first national standards developed through the Common Awards System are the Level 6 Special Purpose Awards in Driving Instruction. These awards were developed by the Driving Instruction Standards Development Group, which was established in April 2007.

### **The European Credit System for Vocational Education and Training (ECVET)**

In November 2006 the European Commission formally launched a consultation on the European Credit System for Vocational Education and Training (ECVET). Notification was forwarded from the Commission to the relevant Ministries in the 32 countries participating in the Copenhagen process and in the Education and Training 2010 Work Programme. In Ireland, the Department of Education and Science requested FETAC as the single national awarding body for further education and training in Ireland, to carry out the consultation on their behalf. In order to assist the consultation process, FETAC prepared and circulated a background paper setting ECVET and the associated consultation process in both a national and a European context. FETAC hosted a consultation seminar on 15<sup>th</sup> February 2007 and compiled a national response, which was submitted to the European Commission. FETAC is representing Ireland on the EU Commission's ECVET Technical Working Group to prepare an Explanatory Memorandum on ECVET with recommendations for presentation to EU Council.

## **Recognition of Prior Learning**

Recognition of Prior learning refers to the process of recognition of the knowledge, skills and competence an individual learner already has howsoever acquired. It is a relatively new concept in education and training in Ireland and is recognised as essential to the promotion of life long learning.

FETAC committed in its Strategic Plan 2003 – 2006 to publish a policy on recognition of prior learning in 2005 and to facilitate recognition of prior learning from 2006. The Council agreed its Policy on Recognition of Prior Learning in April 2005. Providers who register with FETAC in 2006 are required to facilitate learners through the recognition of prior learning for access to programmes, exemptions/credit from requirements of a programme and access to full awards in so far as they can subject to the availability of guidelines.

The draft Policy and Guidelines on Recognition of Prior Learning are published. The Evaluation Report on Prior Learning was published in 2007. FETAC held a Dissemination Seminar on Recognition of Prior Learning on 11 May 2007 to present the findings of a pilot project in RPL and disseminate recommendations to stakeholders.

Progression from FETAC awards to third level education via CAO Since its inception almost a decade ago, the Higher Education Links Scheme continues to expand and broaden its progression routes for FETAC award holders to third level education courses at a range of higher education institutions. In 2007, 6,999 FETAC applicants applied through the CAO for a variety of third level courses. This number represents an increase of 1,420 on the number of applicants in 2006. In January 2007, the total number of awards issued by FETAC since it was established in 2001 exceeded the 500,000 mark.

### *FETAC IT Project*

FETAC is currently developing a world class IT enabled FETAC Business System capable of delivering its strategic business commitments for the next five years and beyond. Following a comprehensive feasibility study and a rigorous tender evaluation process the contract has been awarded to Satyam Computer Services Ltd., in October 2007. This new system will enable FETAC to provide a reliable and easy to use service across the entire further education and training sector. It also will have the added value of making information and statistics about FETAC awards readily available which will help all stakeholders to better understand and anticipate the changing needs of the further education and training sector.

## 4.5 Equal Opportunities Priority

The objectives of this Priority as set out in the Operational Programme are-

- *To adopt a comprehensive gender mainstreaming approach including measure components to tackle gender employment gaps and monitoring of progress through adequate data collection.*

### **Measure 31A – Equal Opportunities Promotion & Monitoring – Education**

The Dept of Education & Science's Equality Unit reported the following activity for the first half of 2007:

#### **Research**

The Unit funded 1 new research project and had 4 ongoing projects on gender issues in education in the first quarter of 2007. No research projects supported by the Unit were published in 2007:

#### **Resource Materials**

Two project development workers were recruited in June 2006 to work on *eQuality Measures*, a gender equality resource pack for use in post-primary schools. A project coordinator was also recruited. The team began work in September 2006, and work is ongoing.

#### **Training**

All members of the Inspectorate have received training on gender mainstreaming and the indicators developed are being used by inspectors in the course of subject inspections and in whole school evaluations.

#### **Other Actions**

Work was ongoing on the final report of the 'Women in Science, Engineering and Technology' committee in the first quarter of 2007. The report is being finalised and will be published during 2008.

The Unit represented the Department of Education and Science on the following Committees in the first quarter of 2007:

- NDP/CSF Equal Opportunities and Social Inclusion Co-ordinating Committee
- Management Committee of the Department of Justice, Equality and Law Reform Gender Equality Unit
- National Steering Committee on Violence Against Women
- Equality Authority – Equality Studies Unit Management Committee
- Education Equality Committee
- Women into Science, Engineering and Technology Committee



## **Measure 31B1 – Equality for Women**

In December 2006 the Minister for Justice, Equality and Law Reform announced the allocation of almost €2.2 million in grant assistance to sixteen community-based not for profit organisations in CLÁR areas (rural disadvantage) and to two third level colleges to address equality for women. The projects were overseen by POBAL and commenced activities in early 2007 and largely concluded in December 2007. The number of women who have benefited from the CLÁR projects is 2058. The number of women who have benefited from the Access to Further and Higher Education projects is 85, exceeding the target of 35. Further details regarding participants and expenditure by projects are provided in Appendix 1.

The FÁS Expanding the Workforce project, which concluded in December 2006, provided a gateway for women returners into the labour market. FÁS commissioned Franklin Quality Market Research to carry out a follow up survey of the project, which was completed in September 2007.

The EPIC project was completed in December 2007. Its main objective was to assist the parents of Irish born children of refugees, particularly lone parents, to take steps to ensure economic viability to remain in Ireland by assisting them in accessing quality employment, training and education. EPIC was delivered by Business in the Community.

A further labour market initiative for lone parents was delivered through nine County and City Development Boards in the context of the Government's Discussion Paper on Lone Parents. The project promoted co-operation between relevant local agencies, which serve this client group. Almost 600 participants engaged in certified training/education courses at FETAC levels 3,4 and 6, and the Leaving Certificate.

There have been no significant changes to the operating format for the Measure itself. The National Women's Strategy 2007 -2016 was launched on the 18<sup>th</sup> April 2007. It is an "all of Government" approach to foster the advancement of women in Irish society for the period 2007 to 2016, coinciding with the timescale of the new national partnership agreement, Towards 2016. The Strategy is intended to have a resonance with all women in Ireland and to address their concerns across the broad spectrum of human life. Its vision is

*'An Ireland where all women enjoy equality with men and can achieve their full potential, while enjoying a safe and fulfilling life.'*

The Strategy aims to be comprehensive and contains 20 Key Objectives and over 200 planned actions and is structured on a framework of three key themes:

- Equalising socio economic opportunity for women;
- Ensuring the wellbeing of women; and
- Engaging as equal and active citizens.

The Strategy also tries to show clear linkages with international work on the issue of the role of women in society, including obligations and recommendations from the European Union, Council of Europe and United Nations. Plans are in preparation for a successor "Equality for Women" Measure.

## 4.6 Technical Assistance Priority

*Technical Assistance (Equality Studies) (M. 33A)*  
*OP Technical Assistance (M.33B)*

Both technical assistance measures are ESF co-financed.

### **Measure 33A – Technical Assistance Equality Studies**

The ESU supported a rolling programme of measure studies, examining equality policy and practice in individual EHRDOP education and training measures. These studies seek to identify and promote changes required in the planning, design and delivery of the measures comprising the EHRDOP to enhance their capacity to accommodate diversity and to promote equality. In seeking to support a process of change the measure studies are undertaken in a way that achieves ownership of the process by the relevant implementing agency. The final outputs of the study are subject to the decision of the implementing agency and the study is therefore owned by that organisation.

The Equality Authority manages the implementation of the studies and is responsible for dissemination of learning arising, including the electronic publication of the studies. Two final measure studies were completed on: Measure 16 Vocational Training and Pathways to Employment for People with Disabilities and Measure 11B Early School Leavers – Youthreach and Travellers. This brings the total of Wider Equality Measure Studies completed to nine. These are available on the ESF and Equality Authority websites.

The proceedings of the 2006 national conference. '*Mainstreaming Equality: promoting equality and accommodating diversity in further education, training and labour market programmes?*', were published and widely disseminated. This event and publication were jointly sponsored by the Department of Enterprise, Trade and Employment, the Department of Education and Science and the Equality Authority.

A third annual conference on promoting equality and accommodating diversity in further education, training and employment programmes was successfully held on 22<sup>nd</sup> November 2007 at the Royal College of Physicians, Kildare St, Dublin 2. This event was again co-hosted by the Department of Education and Science, the Department of Enterprise, Trade and Employment and the Equality Authority. The reports mentioned above, and all those produced by the ESU are available on the ESF website and the Equality Authority website on [www.equality.ie/research](http://www.equality.ie/research).

A case study report of good practice in employment programmes for Travellers was completed and, will be published in 2008. Development of an 'Equality Resource Toolkit' for use in the vocational education and training sector has progressed. This will be completed in 2008.

The Equality Studies Unit technical assistance measure has now formally ended. Research Officers Ciaran O'hUltachain and Torben Krings completed their contracts under this programme on Tuesday 4 March 2008.

Two projects developed under the ESU will be finalised as part of the work of the Equality Mainstreaming Unit under the new HCI-OP. These are the 'Equality Resource Pack' for people working in vocational education and training organisations and the information publication on 'Travellers Employment and Enterprise Initiatives – Case Studies'.

### **Measure 33B – OP Technical Assistance**

Expenditure under the ***EHRD OP Technical Assistance*** measure in 2007 related to the holding of three monitoring committee meetings- a special MC meeting in February relating to the drafting of the HCI-OP, the Spring MC meeting held in May 07 and the Autumn MC meeting held in November 07. A Seminar on the preparations for Closure of the EHRD-OP was also held in June 07. The main area of expenditure relates to the operating costs of the ESF Financial Control Unit.

### **4.7 Major projects and Global Grants**

There were no major projects or global grant mechanisms under the Operational Programme in 2007.

## 5. Meeting Horizontal Objectives

In addition to addressing the Priority-level objectives in 2007, as outlined in the previous Chapter, activity in the OP addressed:

- 5.11 Operational Programme Horizontal objectives
- 5.12 ESF Horizontal objectives
- 5.13 CSF Horizontal objectives

### 5.1 Meeting the OP Horizontal Objectives

The three OP horizontal objectives set out in the Programme are:

- To strive for balanced regional development by addressing the existing and potential education, training and skills deficits of the BMW and SAE Regions*
- To contribute to the protection and improvement of the environment.*
- To promote equal opportunities between women and men.*

#### 5.1.1 Supporting Balanced Regional Development

There was no activity in 2007 under this horizontal objective.

#### 5.1.2 Contributing to the protection of the environment

There was no activity in 2007 under the protection of the environment horizontal objective.

#### 5.1.3 Promoting equal opportunities between women and men

The OP directly promotes equality of opportunity between men and women through the Equality Priority of the OP. However, gender equality is also promoted through many of the other measures in the OP. Following the review of the Horizontal Principles during 2004, all education and training measures/sub-measures in the Priority continue to focus on gender equality as a central objective and will report on an annual basis (at the Spring Monitoring Committee meetings).

School Completion Initiative (M.05) From information supplied in the annual progress report 2005/2006, the majority of young people targeted for SCP supports are male (57%) compared to 43% female. The Local Management Committees oversee the development and operation of the SCP project. LMCs are composed primarily of the principals of the participating schools, personnel from statutory and voluntary agencies, Juvenile Liaison Officers, Health Board personnel, youth service personnel etc. Representatives of these Committees continue to comprise 61% female compared to 39% male. Some SCP projects have gender specific activities and examples of these are

(1) a 'Womens' Group (Leaving Certificate Applied)' was set up to provide personal development and a mentoring system for young women.

(2) Dads & Lads Computer Club to improve computer literacy and the development of son/father relationships

(3) Young Women's Club, which meets in a community centre in the evening and is focussed on personal development. The target group are girls who are in and out-of-school and are helped in being integrated back to school.

(4) Needlecraft programme is run for girls aged 8-12. This programme was borne from the Girls scouting movement and is based on a finding of a clinical study which revealed that, girls and boys aged 8-12 who sewed a simple project, showed elevated creativity after the activity.

(5) After school supports are frequently delivered in conjunction with other agencies and often focus on the personal and social development of young people. Supports include athletics clubs, football clubs, pool clubs, fishing, rugby, orienteering, carpentry, cricket and hurling.

Whilst most projects would have very few gender specific activities, the projects work towards implementing wide-ranging programmes to integrate young people and help those most at risk of early school leaving. In 2006 nine Teenage Parenting Projects, in Galway, Waterford, Limerick, North Eastern Health Board, Donegal, Cork, Carlow, Coolock and Barnardos in Dublin, are being funded as a specific gender equality strand under the School Completion Programme. The young parents supported by the Teenage Parenting Projects are given the opportunity to reach their full potential through continued participation in education and training. This will improve their life opportunities and reduce the likelihood of the young family experiencing poverty and social exclusion and being long-term dependants on state support.

#### Early School Leaver – Youthreach and Travellers (Measure 11B)

All actions in the two networks of centres are informed by the following key principles:

- ACCESS - through the provision of programmes at a variety of levels to meet the needs of early school leavers presenting on the programme;
- RECOGNITION - through the provision of national certification
- PROGRESSION - to further levels of education and training and
- QUALITY, RELEVANCE AND PARTNERSHIP - underpinned by national standards of achievement set with the involvement of education and training interests with industry and social partners and
- SUPPORTS: (to help sustain participants in the programme in order that they may derive maximum benefit there from.
- FAS has put in place a network of full-time Advocates, whose role is to provide counselling and support trainees' referral, progression and placement options. The Advocates are regionally based, and provide a service for the VEC Youthreach centres, the Community Training Workshops and the Senior Traveller Training Centres in their catchments areas
- All Centres integrate a substance abuse programme as an important part of the personal development element of training programme
- Web sites have been established for Youthreach and Senior Traveller Training Centres. The objective is to continue the strong emphasis on ICT development that has been a characteristic of programmes. Staff are being trained in using the Internet and this will be used as a vehicle for networking and the dissemination of good practice and materials
- Commissioning research into the issue of gender and learning to identify the differing needs of learners

Since its inception the training programmes have promoted a policy of equal opportunity for trainees. It is recognised that educational disadvantage results from a variety of factors and programmes are tailored to accommodate the individual needs of participants. Support services including childcare and counselling are provided. Although, the number of births to teenagers in Ireland has not changed significantly over the past twenty years, the number of births to single teenage mothers has been rising. Almost 17% of the young women

participating in Youthreach in 2007 are single teenage mothers. This has led to the demand for specialised programmes within the Youthreach setting to cater for their needs and those of their children. Parenting programmes for both males and females and programmes addressing gender roles in personal development classes have also been developed in Youthreach. Selected centres (for example, Leixlip, Mountmellick\*, Dominick Place,) are operating specialised approaches specifically to address the needs of lone parents.

\*Laois Youthreach Centre has developed a programme for young teenage mothers, which is supported by a centre based crèche. The provision of childcare facilities in the Centre is an integral part of the programme and has enabled many of the participants to return to education where previously they had been excluded.

The programme was designed in consultation with young mothers to meet their needs. While the modules on offer vary from group to group, the following core modules are offered to each group: - Childcare, Budgeting, Parenting skills and Social Political & Health Education. The programme runs for between six and nine months depending on the needs of the group. On completion, the participants are reintegrated back into the main Youthreach programme where they are supported and encouraged to go on and achieve certification at a variety of different levels including Junior Certificate, Leaving Certificate Applied and FETAC Foundation, Level 1 and Level 2.

### ***In Company Training (M.18A)***

During 2007 FAS continued to operate a regular equality proofing process established in 2006. This involves examining the equality dimension or objectives of policies, programmes or other services, assessing the potential equality impact of actions taken or to be taken, consulting with representatives of the nine grounds covered by equality legislation and establishing monitoring systems.

In 2007, under the Competency Development Programme (CDP), FAS supported several management programmes, which would assist women into management. One such programme was the Women in Leadership (SHOES) programme, which was accredited by the Institute of Leadership. FAS Dublin Region awarded contracts for 6 SHOES courses in 2007 with a total of 29 women participating on this programme. The courses were run over 5 modules and concentrated on small groups of women who were given one to one interactive training and mentoring, to build on their individual strengths and skills to assist them move into leadership positions. The programme was aimed at talented women who were high achievers, to take them to the next level in the business and services sectors, whether it was to start their own businesses or to become senior managers or Directors of companies.

Many women participated in the various other management training programmes organised by FAS under CDP, all of which aimed to have a good gender mix of participants. Women in particular, participated on courses dealing with HR, selling and marketing, customer care, credit management and programmes for newly appointed managers.

FAS also supported a large number of other training courses in sectors where women would often be the majority of participants - for example childcare, contract cleaning and caring. These courses aim to help employed participants take the first steps towards a recognised qualification and, hence, improved performance and career advancement. One such programme was the successful Healthcare Assistant Programme aimed at those working in the private nursing home sector. Participants on this course were awarded a carers qualification at FETAC Level 5. In 2007, the Dublin Region ran nine of these programmes, with a total number of participants of 180 trained. People who completed the programme were offered the possibility of progression to courses in elementary nursing or other higher-level carers programmes.

Programmes were also run for those working in the contract cleaning sector, where there are a

large number of older women employed with few educational qualifications. The programmes aimed to give this group of workers structured training in the different areas where cleaners are employed, e.g. hospitals, the food industry, offices, and a qualification accredited by the British Institute of Cleaning Science. People participating on these courses can also avail of progression to training programmes for supervisors.

FAS has also undertaken several initiatives in the area of training for childcare, commencing with the development of three training programmes to up-skill relevant persons in the childcare sector. The *Childcare Owner Manager Development Programme* aims to improve the management competencies of service providers within this sector. This has been piloted in four regions (the Southwest, Mid-West, Dublin and the West). FAS worked with representatives from the childcare sector to increase take-up of the Owner Manager Programme nationally.

The second initiative focused on the *Trainer of Trainers*, by encouraging trainers within the childcare sector to obtain the NUI Certificate in Training and Continuing Education. The focus of these courses is to increase the volume of trainers and their capacity to deliver training within the childcare sector. In addition to these initiatives, the specific needs of the childcare sector in the context of IT skills was examined. The intention was to focus on ECDL training for Owners or Managers and Childcare Workers, and the development of a dedicated module on the ethical concerns that arise when providing children access to the intranet.

### ***In Company Training (M.18C)***

Under this Measure proposals were sought for training measures that promote equality and the management of diversity in the workplace. The training provided under the Enterprise Ireland component was completed in 2006 while the Skillnets Accel programme finished in March of this year. Both programmes delivered training that was available to all genders and responded to the training needs of the participants. Enterprise Ireland have also been reminded of the need to capture and report gender-disaggregated data in their Monitoring Committee reports for this Measure.

In response to the Departments call for ensuring gender equality the Accel programme ran a training day for Network managers in Feb 2007 to encourage them to consider how they might ensure equality (under all headings but especially gender equality) in their training.

#### **(a) Ongoing Actions:**

Encouraging specific projects focused on female trainees

#### **(b) New Actions:**

Encourage new female focused networks under the new 2008/2009 round of Skillnets networks.

Skillnets feel that the intervention was a success. All Accel projects are reminded of the need to engage with all sectors and our emphases on training for female employees. They receive feedback each quarter on their progress to date.

The below table indicates the gender breakdown of participants on the training courses operated under the Skillnets Accel programme.

<b>Measure/Sub-Measure: Measure 18C Skillnets: ACCEL</b>			
<b>Indicator Used:</b>			
<b>Region</b>	<b>Total</b>	<b>Gender break-down (where appropriate)</b>	
		Male	Female
<i>Border Region</i>	1973	1149	824
<i>Midland Region</i>	876	510	366
<i>West Region</i>	2240	1304	936
<b>BMW Total</b>	5088	2963	2126
<i>South East Region</i>	44	26	18
<i>Mid East Region</i>	0	0	0
<i>Dublin Region</i>	7988	4651	3337
<i>South West Region</i>	1434	835	599
<i>Mid West Region</i>	1347	784	563
<b>SAE Total</b>	10813	6296	4517
<b>National (BMW + SAE)</b>	15901	9259	6642

### **Quality Assurance – Certification and National Qualifications Framework (M.29B)**

The framework has been designed to promote flexible access, improved information for learners and clarity and transparency in assessment, based on the achievement of pre-defined learning outcomes. The key gender issues relate to provision and supports rather than certification systems – sex stereotyping of subject/course choice, need for more flexible provision, support services such as childcare etc.

### **Equality for Women (M.31B1)**

Increasing the level of participation of women in both education and employment is a strong focus for projects. For example, the labour market initiative for lone parents, delivered through nine County Development Boards, promoted cooperation between relevant local agencies which, serve this client group. Participants engaged in certified training and education courses at FETAC levels 3,4,and 6 and the Leaving Certificate.

The FÁS 'Expanding the Workforce' project supports women in returning to work and assists them in progressing to higher level positions once they are in employment. Overall 1,218 women completed training during the lifetime of the project and 212 progressed to employment. A call centre was contracted to complete an update survey with 659 past participants to establish their current status and training needs. 458 participants responded of whom 137 were in employment (28 full-time and 110 part-time). All groups/organisations have been encouraged and supported to involve key stakeholders in their local area in the delivery of their project e.g. through steering groups. This has the potential to facilitate the transfer of learning from the project to mainstream statutory service provision.



## **5.2 Meeting the ESF Horizontal Objectives**

The ESF contributes to the actions of the Employment Guidelines and the National Reform Programme. Three horizontal objectives are set out for the ESF in Article 2 of the ESF Regulation:

1. Support for Local Initiatives/Local Development;
2. Employment Potential of the Information Society;
3. 3. Equal Opportunities for Women and Men

### **5.2.1 Support for Local Initiatives/Local Development**

There was no activity under this horizontal objective in 2007.

### **5.2.2 Employment Potential of the Information Society**

There was no activity under this horizontal objective in 2007.

### **5.2.3 Equal Opportunities for Women and Men**

Progress in relation to this objective is outlined under the OP horizontal objectives

## **5.3 Meeting the CSF/NDP Objectives**

The CSF/NDP Horizontal objectives aim to address:

- 5.15 Social Inclusion/Poverty
- 5.16 Environmental Protection
- 5.17 Rural Development
4. Equal Opportunities/Gender Mainstreaming.

In addressing these objectives, the Implementing Agencies are supported by various Horizontal Units who offer advice and guidance as appropriate. Progress with regard to these objectives is reported at each Monitoring Committee and also to the NDP/CSF Monitoring Committee.

### **5.3.1 Social Inclusion/Poverty**

Some examples of specific activity to address social Inclusion/Poverty under the OP are set out below:

Under the *School Completion Initiative (M.05)*, young people at risk of early school leaving

are supported from an early age in recognition that home, school, environmental, social and economic factors influence the patterns of early school leaving. SCP works in partnership with family, community, youth, and sporting organisations and with relevant national statutory and voluntary bodies. Attendance tracking and monitoring is widely offered in SCP and often leads to the identification of other difficulties in the class or at home. Breakfast clubs are a feature of many SCP projects. A direct benefit of the Breakfast Club, whilst meeting nutritional needs, is an improvement in the children's attendance levels, concentration and enthusiasm for school. Homework clubs provided by many SCP projects offer considerable benefits to young people, particularly those living in disadvantaged urban areas. Out-of-school supports for young people who have left the school system before the statutory age, engages home, school, youth and community services in the young person's education and development.

A comprehensive five-year strategy for Traveller Education has been developed with the assistance of the Educational Disadvantage Committee and the Advisory Committee on Traveller Education. One of the core issues it is addressing relates to how existing targeted educational supports for Traveller children and young people might best be integrated, on a phased basis, into an enhanced mainstream provision.

The Schools Business Partnership specifically works with schools involved in the School Completion Programme. The SBP endeavours to match one school with a local company in partnership to engage in programmes interfacing education and business expertise. The programmes address students in key areas of educational disadvantage.

In 2006, 14 students were placed with companies in the IFSC through the Summer Work Placement Programme. The programme was rolled out nationally for the first time, placing a further 19 students. The 2006 programme showed a year on year increase of over 100%. A total of 138 Leaving Cert students from designated schools have now benefited by being placed through the programme over the past 6 years. More than 75% of these students were offered permanent contracts at the end of their placements.

**Measure 11B – Youthreach and Travellers** recognises that education plays a key role in the promotion of equality of opportunity and determines to a large extent the life chances of people. Youthreach and Traveller Training are designed as part of an integrated strategy to address educational disadvantage in the context of a continuum of provision. The measure ensures that young people who have left school with no qualifications, living in poverty have a second chance to gain access, participate in and benefit from education of sufficient quality to allow them to find employment, to either prevent them from becoming poor or move out of poverty, or to progress to further education and training.

### **5.3.2 Environment**

There was no activity in 2007 under the Rural Proofing horizontal principle.

### **5.3.3 Rural Proofing**

There was no activity in 2007 under the Rural Proofing horizontal principle.

### **5.3.4 Equal Opportunities/Gender Mainstreaming**

Progress in relation to this objective is outlined under the OP Horizontal objectives above.

## 6. Financial Overview of Activity

### *Explanatory Note*

This section of the Annual report summarises financial progress for the OP as a whole and for each Priority in turn. Details of financial progress are provided for both the BMW and SAE region at each level of the report. Table 3 at the end of the Chapter provides a summary of expenditure for 2007 and also for the period 2000-2007 for each co-funded measure/sub-measure in the OP.

### 6.1 OP Summary of Expenditure

Total expenditure in the EHRD OP in 2007 amounted to €136.174 billion, and ESF expenditure for the year amounted to €68.779 million. The variation in ESF allocations from year to year under the so-called “Berlin profile” can significantly distort the meaningfulness of the figures presented in these tables. It is more useful, therefore, to look at both the annual and the cumulative financial performance on the OP from 2000.

The following table shows the annual ESF expenditure each year from 2000 to date and it demonstrates that the expenditure in the OP was slow in the first three years, only catching up from 2003 onwards. By the end of 2007, expenditure had reached 107% of the total ESF OP allocation.

#### Summary of ESF Allocations and annual Expenditure since 2000

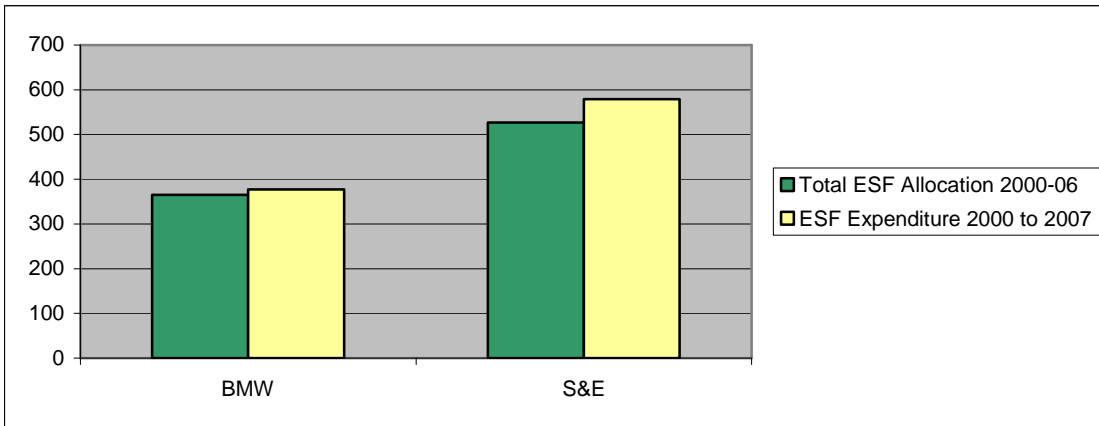
Year:	ESF Allocation (€m.)	As % of Total	ESF Expenditure (€m.)	As % of Allocation
2000	195.1	22%	119.607	61.3%
2001	159.646	18%	126.207	79%
2002	139.817	16%	93.110	66.6%
2003	114.84	13%	140.787	122.6%
2004	78.701	9%	115.249	146.4%
2005	79	9%	150.458	190.45%
2006	124.983	14%	142.077	113.68%
2007			68.779	7.71%
<b>2000-06</b>	<b>892.087</b>	<b>100%</b>	<b>956.275</b>	<b>107.2%</b>

### Commentary on Expenditure

Total expenditure in the EHRD OP for the whole of 2007 amounted to almost €136 million. Cumulative expenditure since the start of the OP in 2000 stood at €15,129 billion, or 102% of forecast. ESF expenditure for the year 2007 was just under €69 million. Cumulative ESF expenditure up to the end of 2007 amounted to €956 million, or 107% of forecast.

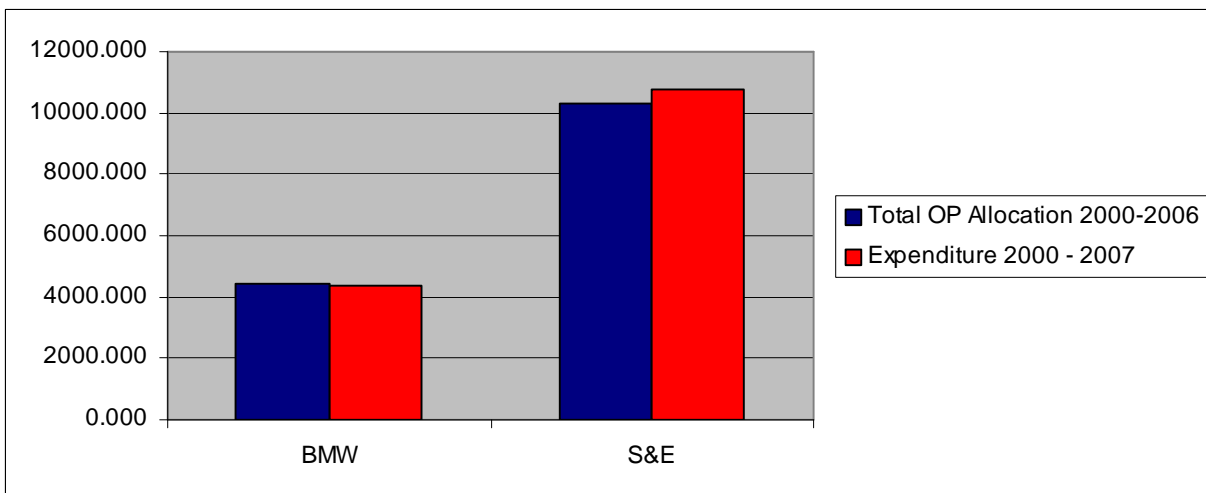
At regional level, NDP expenditure reached just over 98% of cumulative forecast in the BMW region, while it reached 104% of forecast in the S&E region. Cumulative ESF expenditure in the BMW region was €377 million, or 103% of forecast, while in the S&E region it reached €579 million, or 110% of forecast.

**Total ESF Expenditure by Region 2000 – 2007**



The chart below shows the expenditure for the Programme as a whole, including both co-financed (ESF) and non-co-financed (NDP) as at the end of 2007. The expenditure for the non-co-financed measures ceased on the 31<sup>st</sup> December 2006. The expenditure for the co-financed (ESF) measures ceased on the 31<sup>st</sup> December 2007, with one exception. The total OP allocation for the Programme was €14,783 million. The total expenditure for the Programme at the end of 2007 reached €15,129 million.

**EHRD-OP 2000 to 2007 – Total Programme**



## SUMMARY OF EXPENDITURE – OP LEVEL

### BMW

€m	Total NDP	Total CSF	ESF	National Public	Private
2000 Forecast (revised)	621.958	81.665	64.754	557.204	0.000
2000 Expenditure	499.169	53.454	39.763	450.990	8.416
% of OP Forecast	80.26%	65.46%	61.41%	80.94%	
2001 Forecast (revised)	673.348	77.485	59.277	614.071	0.000
2001 Expenditure	597.160	65.160	48.665	543.669	4.826
% of OP Forecast	88.69%	84.09%	82.10%	88.54%	
2002 Forecast (revised)	704.598	69.879	53.145	651.453	0.000
2002 Expenditure	613.501	49.643	36.782	572.200	4.519
% of OP Forecast	87.07%	71.04%	69.21%	87.83%	
2003 Forecast (revised)	632.429	71.583	51.177	581.252	0.000
2003 Expenditure	612.519	72.199	54.147	555.423	2.949
% of OP Forecast	96.85%	100.86%	105.80%	95.56%	
2004 Forecast (revised)	607.018	42.223	32.645	574.373	0.000
2004 Expenditure	593.573	64.890	48.636	542.891	2.046
% of OP Forecast	97.78%	153.68%	148.98%	94.52%	
Forecast 2005 (revised)	535.115	68.555	47.234	482.308	5.573
2005 Expenditure	702.211	82.984	61.492	637.778	2.942
% of OP Forecast 2005	131.23%	121.05%	130.19%	132.23%	52.79%
2006 Forecast (revised)	691.351	81.475	57.110	626.937	7.304
2006 Expenditure	737.242	84.128	62.004	671.636	3.601
% of OP Forecast	106.64%	103.26%	108.57%	107.13%	49.30%
Cum. Forecast 2000 -2006	4465.817	492.864	365.342	4087.598	12.877
<b>Cum. Exp. 2000 – 2007</b>	<b>4392.358</b>	<b>509.004</b>	<b>377.031</b>	<b>3982.376</b>	<b>29.299</b>
<b>% of OP Forecast</b>	<b>98.36%</b>	<b>103.27%</b>	<b>103.20%</b>	<b>97.43%</b>	<b>227.53%</b>
<b>2007 Expenditure</b>	<b>36.983</b>	<b>36.547</b>	<b>25.541</b>	<b>7.401</b>	<b>3.605</b>

**SAE**

<b>€m</b>	<b>Total NDP</b>	<b>Total CSF</b>	<b>ESF</b>	<b>National Public</b>	<b>Private</b>
2000 Forecast (revised)	1496.813	252.530	130.346	1366.467	0.000
2000 Expenditure	1333.550	159.688	79.844	1240.769	12.937
% of OP Forecast	89.09%	63.24%	61.26%	90.80%	
2001 Forecast (revised)	1589.051	195.581	100.369	1488.682	0.000
2001 Expenditure	1523.648	155.083	77.542	1434.834	11.273
% of OP Forecast	95.88%	79.29%	77.26%	96.38%	
2002 Forecast (revised)	1633.240	170.017	86.672	1546.568	0.000
2002 Expenditure	1371.087	112.655	56.327	1306.054	8.706
% of OP Forecast	83.95%	66.26%	64.99%	84.45%	
2003 Forecast (revised)	1416.221	122.414	63.663	1352.558	0.000
2003 Expenditure	1416.353	173.496	86.639	1320.033	9.681
% of OP Forecast	100.01%	141.73%	136.09%	97.60%	
2004 Forecast (revised)	1368.165	89.656	46.056	1322.109	0.000
2004 Expenditure	1452.873	133.850	66.613	1378.233	8.027
% of OP Forecast	106.19%	149.29%	144.64%	104.25%	
Forecast 2005 (revised)	1389.548	78.094	31.766	1343.220	14.562
2005 Expenditure	1694.310	183.604	88.966	1592.937	12.407
% of OP Forecast 2005	121.93%	235.11%	280.07%	118.59%	85.20%
2006 Forecast (revised)	1423.839	145.199	67.873	1341.404	14.562
2006 Expenditure	1845.802	173.312	80.073	1743.317	22.411
% of OP Forecast	129.64%	119.36%	117.98%	129.96%	153.91%
Cum. Forecast 2000 -2006	10316.877	1053.490	526.745	9761.009	29.123
<b>Cum. Exp. 2000 – 2007</b>	<b>10736.815</b>	<b>1190.070</b>	<b>579.243</b>	<b>10055.355</b>	<b>85.442</b>
<b>% of OP Forecast</b>	<b>104.07%</b>	<b>112.96%</b>	<b>109.97%</b>	<b>103.02%</b>	<b>293.38%</b>
<b>2007 Expenditure</b>	<b>99.916</b>	<b>98.382</b>	<b>43.238</b>	<b>38.678</b>	<b>16.466</b>

**NATIONAL**

<b>€m</b>	<b>Total NDP</b>	<b>Total CSF</b>	<b>ESF</b>	<b>National Public</b>	<b>Private</b>
2000 Forecast (revised)	2118.772	334.195	195.100	1923.672	0.000
2000 Expenditure	1832.719	213.142	119.607	1691.759	21.353
% of OP Forecast	86.50%	63.78%	61.31%	87.94%	
2001 Forecast (revised)	2262.399	273.066	159.646	2102.753	0.000
2001 Expenditure	2120.808	220.243	126.207	1978.502	16.099
% of OP Forecast	93.74%	80.66%	79.05%	94.09%	
2002 Forecast (revised)	2337.838	239.896	139.817	2198.021	0.000
2002 Expenditure	1984.589	162.298	93.110	1878.254	13.225
% of OP Forecast	84.89%	67.65%	66.59%	85.45%	
2003 Forecast (revised)	2048.650	193.997	114.840	1933.810	0.000
2003 Expenditure	2028.872	245.695	140.787	1875.456	12.630
% of OP Forecast	99.03%	126.65%	122.59%	96.98%	
2004 Forecast (revised)	1975.183	131.879	78.701	1896.482	0.000
2004 Expenditure	2046.446	198.740	115.249	1921.124	10.073
% of OP Forecast	103.61%	150.70%	146.44%	101.30%	
Forecast 2005 (revised)	1924.663	146.648	79.000	1825.528	20.135
2005 Expenditure	2396.522	266.588	150.458	2230.715	15.349
% of OP Forecast 2005	124.52%	181.79%	190.45%	122.20%	76.23%
2006 Forecast (revised)	2115.189	226.674	124.983	1968.341	21.866
2006 Expenditure	2583.044	257.439	142.077	2414.954	26.012
% of OP Forecast	122.12%	113.57%	113.68%	122.69%	118.96%
Cum. Forecast 2000 -2006	14782.694	1546.354	892.087	13848.607	42.000
<b>Cum. Exp. 2000 – June 2007</b>	<b>15129.174</b>	<b>1699.073</b>	<b>956.275</b>	<b>14037.731</b>	<b>114.741</b>
<b>% of OP Forecast</b>	<b>102.34%</b>	<b>109.88%</b>	<b>107.20%</b>	<b>101.37%</b>	<b>273.19%</b>
<b>2007 Expenditure</b>	<b>136.174</b>	<b>134.928</b>	<b>68.779</b>	<b>46.079</b>	<b>20.071</b>

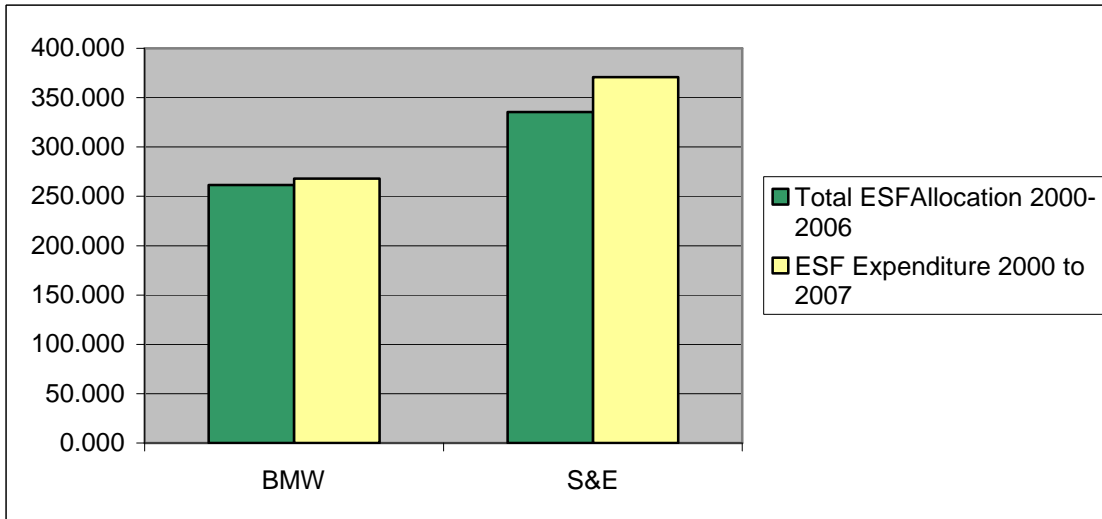
## EMPLOYABILITY PRIORITY

### Commentary on expenditure

Expenditure on the Employability Priority for the whole of 2007 was almost €37 million. On a cumulative basis since the start of the OP, NDP expenditure had reached 93% of forecast or €7,782 million, while the cumulative ESF stood at 107% of forecast or almost €639 million.

At a regional level, cumulative ESF expenditure in the BMW region at the end of 2007 was 102.6% of forecast or €268 million and in the SAE region, it reached almost 111% of forecast or nearly €371 million.

### EMPLOYABILITY PRIORITY 2000 to 2007





**SUMMARY OF EXPENDITURE - EMPLOYABILITY PRIORITY**

**BMW**

€m	Total NDP	Total CSF	ESF	National Public	Private
2000 Forecast (revised)	316.555	51.135	40.387	276.168	0.000
2000 Expenditure	298.864	40.085	30.063	268.801	0.000
% of OP Forecast	94.41%	78.39%	74.44%	97.33%	
2001 Forecast (revised)	363.126	53.588	39.078	324.048	0.000
2001 Expenditure	335.278	49.680	37.260	298.018	0.000
% of OP Forecast	92.33%	92.71%	95.35%	91.97%	
2002 Forecast (revised)	375.587	48.028	35.028	340.559	0.000
2002 Expenditure	299.141	31.423	23.567	275.574	0.000
% of OP Forecast	79.65%	65.43%	67.28%	80.92%	
2003 Forecast (revised)	349.543	40.171	29.287	320.256	0.000
2003 Expenditure	314.839	56.193	42.145	272.694	0.000
% of OP Forecast	90.07%	139.88%	143.90%	85.15%	
2004 Forecast (revised)	347.978	34.634	25.975	322.003	0.000
2004 Expenditure	310.850	49.198	36.899	273.951	0.000
% of OP Forecast	89.33%	142.05%	142.06%	85.08%	
Forecast 2005 (revised)	277.265	59.176	44.381	232.884	0.000
2005 Expenditure	344.838	59.420	44.565	300.273	0.000
% of OP Forecast 2005	124.37%	100.41%	100.41%	128.94%	
2006 Forecast (revised)	418.497	62.944	47.207	371.290	0.000
2006 Expenditure	374.549	57.631	43.223	331.325	0.000
% of OP Forecast	89.50%	91.56%	91.56%	89.24%	
Cum. Forecast 2000 -2006	2448.553	349.676	261.343	2187.210	0.000
<b>Cum. Exp. 2000 – 2007</b>	<b>2292.081</b>	<b>357.353</b>	<b>268.014</b>	<b>2024.067</b>	0.000
<b>% of OP Forecast</b>	<b>93.61%</b>	<b>102.20%</b>	<b>102.55%</b>	<b>92.45%</b>	
<b>2007 Expenditure</b>	<b>13.723</b>	<b>13.723</b>	<b>10.292</b>	<b>3.431</b>	

**SAE**

<b>€m</b>	<b>Total NDP</b>	<b>Total CSF</b>	<b>ESF</b>	<b>National Public</b>	<b>Private</b>
2000 Forecast (revised)	802.294	150.914	75.457	726.837	0.000
2000 Expenditure	739.338	121.998	60.999	678.339	0.000
% of OP Forecast	92.15%	80.84%	80.84%	93.33%	
2001 Forecast (revised)	853.173	111.652	55.826	797.347	0.000
2001 Expenditure	826.463	108.386	54.193	772.270	0.000
% of OP Forecast	96.87%	97.07%	97.08%	96.85%	
2002 Forecast (revised)	874.441	96.562	48.281	826.160	0.000
2002 Expenditure	691.982	70.718	35.359	656.623	0.000
% of OP Forecast	79.13%	73.24%	73.24%	79.48%	
2003 Forecast (revised)	856.469	78.346	39.173	817.296	0.000
2003 Expenditure	765.574	140.466	70.233	695.341	0.000
% of OP Forecast	89.39%	179.29%	179.29%	85.08%	
2004 Forecast (revised)	826.288	67.662	33.831	792.457	0.000
2004 Expenditure	743.952	102.868	51.434	692.518	0.000
% of OP Forecast	90.04%	152.03%	152.03%	87.39%	
Forecast 2005 (revised)	841.950	54.230	27.115	814.835	0.000
2005 Expenditure	821.921	107.702	53.851	768.070	0.000
% of OP Forecast 2005	97.62%	198.60%	198.60%	94.26%	
2006 Forecast (revised)	861.381	111.654	55.827	805.554	0.000
2006 Expenditure	877.990	66.330	33.165	844.825	0.000
% of OP Forecast	101.93%	59.41%	59.41%	104.88%	
Cum. Forecast 2000 -2006	5915.997	671.020	335.510	5580.487	0.000
<b>Cum. Exp. 2000 – 2007</b>	<b>5490.272</b>	<b>741.521</b>	<b>370.760</b>	<b>5119.511</b>	0.000
<b>% of OP Forecast</b>	<b>92.80%</b>	<b>110.51%</b>	<b>110.51%</b>	<b>91.74%</b>	
<b>2007 Expenditure</b>	<b>23.052</b>	<b>23.052</b>	<b>11.526</b>	<b>11.526</b>	

## NATIONAL

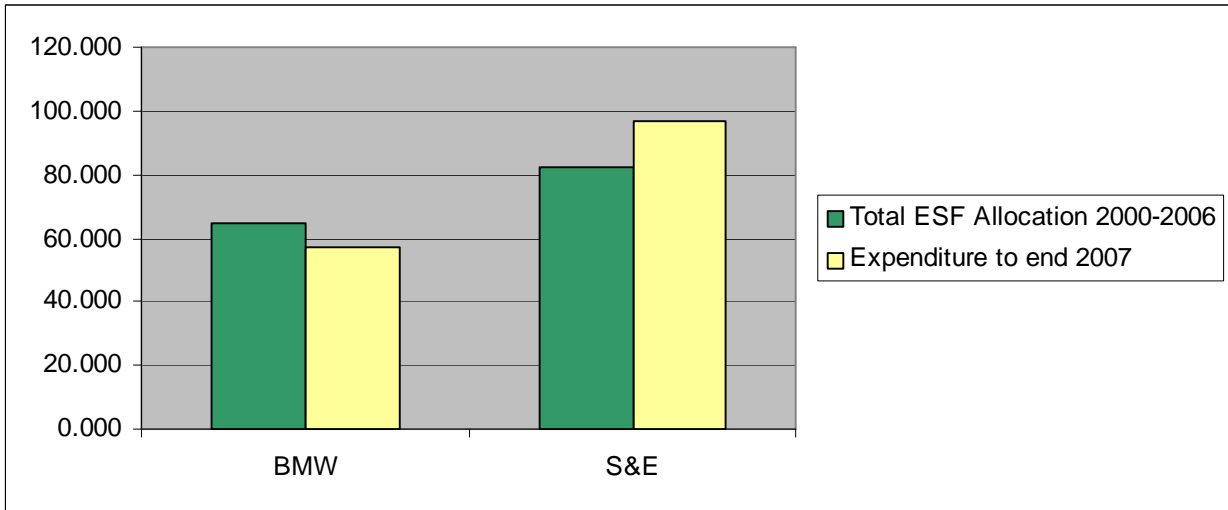
€m	Total NDP	Total CSF	ESF	National Public	Private
2000 Forecast (revised)	1118.849	202.049	115.844	1003.005	0.000
2000 Expenditure	1038.202	162.084	91.062	947.140	0.000
% of OP Forecast	92.79%	80.22%	78.61%	94.43%	
2001 Forecast (revised)	1216.299	165.240	94.904	1121.395	0.000
2001 Expenditure	1161.741	158.066	91.453	1070.288	0.000
% of OP Forecast	95.51%	95.66%	96.36%	95.44%	
2002 Forecast (revised)	1250.028	144.590	83.309	1166.719	0.000
2002 Expenditure	991.123	102.141	58.926	932.197	0.000
% of OP Forecast	79.29%	70.64%	70.73%	79.90%	
2003 Forecast (revised)	1206.012	118.517	68.460	1137.552	0.000
2003 Expenditure	1080.413	196.659	112.378	968.035	0.000
% of OP Forecast	89.59%	165.93%	164.15%	85.10%	
2004 Forecast (revised)	1,174.266	102.296	59.806	1,114.460	0.000
2004 Expenditure	1,054.801	152.066	88.333	966.468	0.000
% of OP Forecast	89.83%	148.65%	147.70%	86.72%	
Forecast 2005 (revised)	1119.216	113.406	71.496	1,047.720	0.000
2005 Expenditure	1166.759	167.122	98.416	1,068.343	0.000
% of OP Forecast 2005	104.25%	147.37%	137.65%	101.97%	
2006 Forecast (revised)	1279.878	174.598	103.034	1,176.844	0.000
2006 Expenditure	1252.538	123.961	76.388	1,176.150	0.000
% of OP Forecast	97.86%	71.00%	74.14%	99.94%	
Cum. Forecast 2000 -2006	8364.549	1020.696	596.853	7767.696	0.000
<b>Cum. Exp. 2000 – 2007</b>	<b>7782.353</b>	<b>1098.874</b>	<b>638.774</b>	<b>7143.579</b>	0.000
<b>% of OP Forecast</b>	<b>93.04%</b>	<b>107.66%</b>	<b>107.02%</b>	<b>91.97%</b>	
<b>2007 Expenditure</b>	<b>36.775</b>	<b>36.775</b>	<b>21.818</b>	<b>14.957</b>	

# ENTREPRENEURSHIP PRIORITY

## Commentary on expenditure

The total NDP expenditure for 2007 for the Entrepreneurship Priority was €92.6 million, while the ESF for the same period was €43 million. The cumulative NDP expenditure from 2000 to the end 2007 stood at almost €539 million or just under 93% of forecast. The ESF expenditure for the same period was almost €154 million or 104% of forecast.

## ENTREPRENEURSHIP PRIORITY 2000 - 2007



## SUMMARY OF EXPENDITURE - ENTREPRENEURSHIP PRIORITY

### BMW

€m	Total NDP	Total CSF	ESF	National Public	Private
2000 Forecast (revised)	15.393	17.208	14.376	1.017	0.000
2000 Expenditure	16.769	7.208	5.079	3.388	8.302
% of OP Forecast	108.94%	41.89%	35.33%	333.12%	
2001 Forecast (revised)	15.117	12.852	11.917	3.200	0.000
2001 Expenditure	13.645	5.699	4.070	4.872	4.703
% of OP Forecast	90.26%	44.34%	34.15%	152.25%	
2002 Forecast (revised)	22.696	11.941	10.686	12.010	0.000
2002 Expenditure	23.710	9.547	6.710	12.649	4.351
% of OP Forecast	104.47%	79.95%	62.79%	105.32%	
2003 Forecast (revised)	36.951	23.129	15.679	21.272	0.000
2003 Expenditure	24.776	4.625	3.467	18.566	2.743
% of OP Forecast	67.05%	20.00%	22.11%	87.28%	
2004 Forecast (revised)	20.560	4.526	4.374	16.186	0.000
2004 Expenditure	23.798	5.989	4.460	17.490	1.848
% of OP Forecast	115.75%	132.32%	101.97%	108.06%	
2005 Forecast (revised)	20.734	6.508	0.701	14.460	5.573
2005 Expenditure	26.579	10.137	6.857	16.965	2.757
% of OP Forecast	128.19%	155.76%	978.17%	117.32%	49.47%
2006 Forecast (revised)	28.419	14.592	6.949	14.166	7.304
2006 Expenditure	19.681	17.580	12.094	4.152	3.435
% of OP Forecast	69.25%	120.48%	174.04%	29.31%	47.03%
Cum. Forecast 2000 -2006	159.870	90.756	64.682	82.311	12.877
<b>Cum. Exp. 2000 – 2007</b>	<b>170.967</b>	<b>82.357</b>	<b>57.048</b>	<b>82.128</b>	<b>28.139</b>
<b>% of OP Forecast</b>	<b>106.94%</b>	<b>90.75%</b>	<b>88.20%</b>	<b>99.78%</b>	<b>218.52%</b>
<b>2007 Expenditure</b>	<b>22.009</b>	<b>21.573</b>	<b>14.311</b>	<b>3.657</b>	<b>3.605</b>

**SAE**

€m	Total NDP	Total CSF	ESF	National Public	Private
2000 Forecast (revised)	25.428	5.000	24.735	0.693	0.000
2000 Expenditure	24.945	10.844	5.422	7.602	11.921
% of OP Forecast	98.10%	216.88%	21.92%	1096.97%	
2001 Forecast (revised)	27.147	35.043	20.100	7.047	0.000
2001 Expenditure	24.274	11.640	5.820	8.138	10.316
% of OP Forecast	89.42%	33.22%	28.96%	115.48%	
2002 Forecast (revised)	42.057	31.431	17.379	24.678	0.000
2002 Expenditure	36.019	17.204	8.602	19.578	7.839
% of OP Forecast	85.64%	54.74%	49.50%	79.34%	
2003 Forecast (revised)	35.826	9.802	7.357	28.469	0.000
2003 Expenditure	42.324	11.623	5.703	28.017	8.604
% of OP Forecast	118.14%	118.58%	77.52%	98.41%	
2004 Forecast (revised)	50.772	10.882	6.669	44.103	0.000
2004 Expenditure	43.149	11.877	5.627	30.791	6.731
% of OP Forecast	84.99%	109.14%	84.38%	69.82%	
2005 Forecast (revised)	47.992	15.132	0.285	33.145	14.562
2005 Expenditure	56.635	29.521	11.925	33.945	10.765
% of OP Forecast	118.01%	195.10%	4184.21%	102.41%	73.93%
2006 Forecast (revised)	54.463	21.363	5.955	33.946	14.562
2006 Expenditure	70.139	62.489	24.662	24.673	20.804
% of OP Forecast	128.78%	292.52%	414.14%	72.68%	142.87%
Cum. Forecast 2000 -2006	283.684	128.652	82.480	172.081	29.123
<b>Cum. Exp. 2000 – 2007</b>	<b>368.027</b>	<b>224.948</b>	<b>96.683</b>	<b>177.589</b>	<b>76.980</b>
<b>% of OP Forecast</b>	<b>129.73%</b>	<b>174.85%</b>	<b>117.22%</b>	<b>103.20%</b>	<b>264.33%</b>
<b>2007 Expenditure</b>	<b>70.542</b>	<b>69.750</b>	<b>28.922</b>	<b>24.362</b>	<b>16.466</b>

## NATIONAL

€m	Total NDP	Total CSF	ESF	National Public	Private
2000 Forecast (revised)	40.821	58.516	39.111	1.710	0.000
2000 Expenditure	41.714	18.052	10.501	10.990	20.223
% of OP Forecast	102.19%	30.85%	26.85%	642.68%	
2001 Forecast (revised)	42.264	47.895	32.017	10.247	0.000
2001 Expenditure	37.920	17.339	9.890	13.011	15.019
% of OP Forecast	89.72%	36.20%	30.89%	126.97%	
2002 Forecast (revised)	64.752	43.372	28.065	36.687	0.000
2002 Expenditure	59.729	26.751	15.312	32.227	12.190
% of OP Forecast	92.24%	61.68%	54.56%	87.84%	
2003 Forecast (revised)	72.778	32.931	23.036	49.742	0.000
2003 Expenditure	67.100	16.248	9.170	46.583	11.347
% of OP Forecast	92.20%	49.34%	39.81%	93.65%	
2004 Forecast (revised)	71.332	15.408	11.043	60.289	0.000
2004 Expenditure	66.947	17.866	10.087	48.281	8.579
% of OP Forecast	93.85%	115.95%	91.34%	80.08%	
2005 Forecast (revised)	68.726	21.640	0.986	47.605	20.135
2005 Expenditure	83.214	39.658	18.782	50.910	13.522
% of OP Forecast	121.08%	183.27%	1904.87%	106.94%	67.16%
2006 Forecast (revised)	82.881	35.955	12.904	48.112	21.866
2006 Expenditure	89.820	80.069	36.756	28.825	24.239
% of OP Forecast	108.37%	222.70%	284.84%	59.91%	110.85%
Cum. Forecast 2000 -2006	443.553	255.716	147.162	254.391	42.000
<b>Cum. Exp. 2000 – 2007</b>	<b>538.994</b>	<b>307.305</b>	<b>153.731</b>	<b>259.717</b>	<b>105.119</b>
<b>% of OP Forecast</b>	<b>121.52%</b>	<b>120.17%</b>	<b>104.46%</b>	<b>102.09%</b>	<b>250.28%</b>
<b>2007 Expenditure</b>	<b>92.551</b>	<b>91.323</b>	<b>43.233</b>	<b>28.019</b>	<b>20.071</b>

## ADAPTABILITY PRIORITY

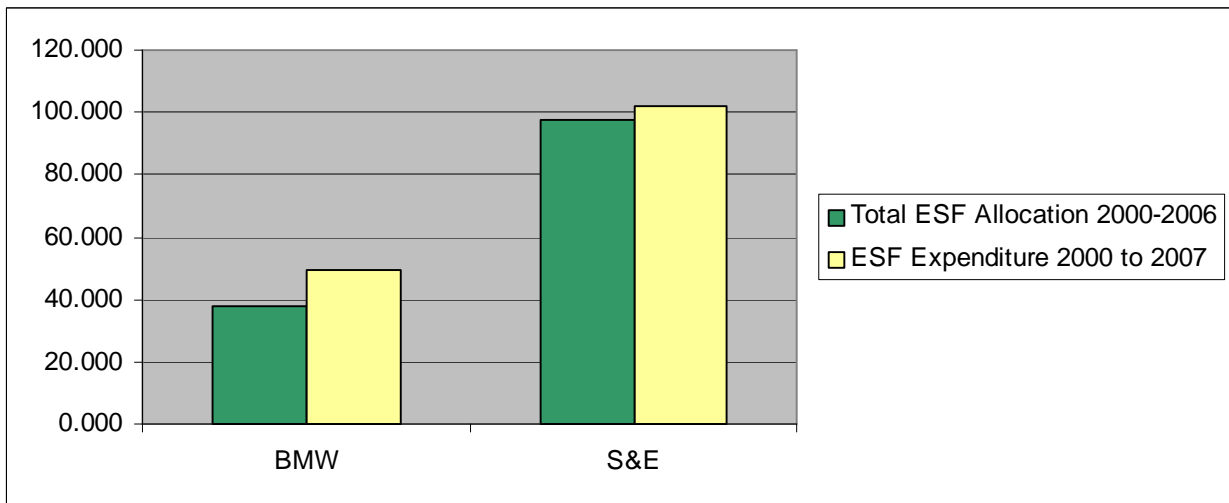
### Commentary on expenditure

Cumulative NDP expenditure at the end of 2007 reached €3,361 million, or 99.9% of forecast while cumulative ESF expenditure stood at €152million, or 112% of forecast, exceeding the overall forecast.

Total ESF expenditure of €1.13 million was recorded for 2007. Only one measure in this Priority declared expenditure for 2007.

At regional level, the cumulative ESF expenditure in the BMW region has exceeded the overall forecast, at 130%, while the S&E region has almost reached 105% of forecast.

**Adaptability Priority 2000 to 2007**





## SUMMARY OF EXPENDITURE - ADAPTABILITY PRIORITY

### BMW

€m	Total NDP	Total CSF	ESF	National Public	Private
2000 Forecast (revised)	173.704	12.897	9.672	164.032	0.000
2000 Expenditure	124.181	6.161	4.621	119.446	0.114
% of OP Forecast	71.49%	47.77%	47.78%	72.82%	
2001 Forecast (revised)	172.097	10.690	8.017	164.080	0.000
2001 Expenditure	123.299	9.716	7.287	115.889	0.123
% of OP Forecast	71.64%	90.89%	90.89%	70.63%	
2002 Forecast (revised)	173.619	9.593	7.194	166.425	0.000
2002 Expenditure	129.781	8.547	6.410	123.203	0.168
% of OP Forecast	74.75%	89.09%	89.10%	74.03%	
2003 Forecast (revised)	173.397	8.020	6.014	167.383	0.000
2003 Expenditure	174.609	11.058	8.293	166.110	0.206
% of OP Forecast	100.70%	137.88%	137.89%	99.24%	
2004 Forecast (revised)	168.818	2.987	2.240	166.578	0.000
2004 Expenditure	157.741	9.358	7.019	150.524	0.198
% of OP Forecast	93.44%	313.30%	313.35%	90.36%	
Forecast 2005 (revised)	166.995	2.765	2.073	164.922	0.000
2005 Expenditure	172.503	13.051	9.788	162.530	0.185
% of Forecast	103.30%	472.01%	472.17%	98.55%	
2006 Forecast (revised)	172.770	3.811	2.858	169.912	0.000
2006 Expenditure	178.783	8.304	6.228	172.389	0.166
% of OP Forecast	103.48%	217.90%	217.92%	101.46%	
Cum. Forecast 2000 -2006	1201.399	50.763	38.068	1163.331	0.000
<b>Cum. Exp. 2000 – June 2007</b>	<b>1060.897</b>	<b>66.195</b>	<b>49.646</b>	<b>1010.091</b>	<b>1.160</b>
% of OP Forecast	<b>88.31%</b>	<b>130.40%</b>	<b>130.41%</b>	<b>86.83%</b>	
<b>2007 Expenditure</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	

**SAE**

€m	Total NDP	Total CSF	ESF	National Public	Private
2000 Forecast (revised)	318.279	54.620	27.310	290.969	0.000
2000 Expenditure	286.216	26.804	13.402	271.798	1.016
% of OP Forecast	89.93%	49.07%	49.07%	93.41%	
2001 Forecast (revised)	339.335	44.376	22.188	317.147	0.000
2001 Expenditure	287.315	34.086	17.043	269.315	0.957
% of OP Forecast	84.67%	76.81%	76.81%	84.92%	
2002 Forecast (revised)	321.135	38.386	19.193	301.942	0.000
2002 Expenditure	297.849	22.356	11.178	285.804	0.867
% of OP Forecast	92.75%	58.24%	58.24%	94.66%	
2003 Forecast (revised)	308.700	31.144	15.572	293.128	0.000
2003 Expenditure	296.307	17.376	8.688	286.542	1.077
% of OP Forecast	95.99%	55.79%	55.79%	97.75%	
2004 Forecast (revised)	286.114	9.826	4.913	281.201	0.000
2004 Expenditure	342.782	15.206	7.603	333.883	1.296
% of OP Forecast	119.81%	154.75%	154.75%	118.73%	
Forecast 2005 (revised)	293.481	8.086	4.043	289.438	0.000
2005 Expenditure	381.835	43.674	21.837	358.356	1.642
% of Forecast	130.11%	540.12%	540.12%	123.81%	
2006 Forecast (revised)	295.139	8.530	4.265	290.874	0.000
2006 Expenditure	405.735	42.626	21.313	382.815	1.607
% of OP Forecast	137.47%	499.72%	499.72%	131.61%	
Cum. Forecast 2000 -2006	2162.182	194.968	97.484	2064.698	0.000
<b>Cum. Exp. 2000 – June 2007</b>	<b>2300.299</b>	<b>204.388</b>	<b>102.194</b>	<b>2198.105</b>	<b>8.462</b>
<b>% of OP Forecast</b>	<b>106.39%</b>	<b>104.83%</b>	<b>104.83%</b>	<b>106.46%</b>	
<b>2007 Expenditure</b>	<b>2.260</b>	<b>2.260</b>	<b>1.130</b>	<b>1.130</b>	

## NATIONAL

€m	Total NDP	Total CSF	ESF	National Public	Private
2000 Forecast (revised)	491.983	67.517	36.982	455.001	0.000
2000 Expenditure	410.397	32.965	18.023	391.244	1.130
% of OP Forecast	83.42%	48.82%	48.73%	85.99%	
2001 Forecast (revised)	511.432	55.066	30.205	481.227	0.000
2001 Expenditure	410.613	43.802	24.330	385.203	1.080
% of OP Forecast	80.29%	79.54%	80.55%	80.05%	
2002 Forecast (revised)	494.754	47.979	26.387	468.367	0.000
2002 Expenditure	427.630	30.903	17.588	409.007	1.035
% of OP Forecast	86.43%	64.41%	66.65%	87.33%	
2003 Forecast (revised)	482.097	39.164	21.586	460.511	0.000
2003 Expenditure	470.916	28.434	16.981	452.652	1.283
% of OP Forecast	97.68%	72.60%	78.67%	98.29%	
2004 Forecast (revised)	454.932	12.813	7.153	447.779	0.000
2004 Expenditure	500.523	24.564	14.622	484.407	1.494
% of OP Forecast	110.02%	191.71%	204.42%	108.18%	
Forecast 2005 (revised)	460.476	10.851	6.116	454.360	0.000
2005 Expenditure	554.338	56.725	31.625	520.886	1.827
% of Forecast	120.38%	522.76%	517.09%	114.64%	
2006 Forecast (revised)	467.908	12.341	7.123	460.785	0.000
2006 Expenditure	584.519	50.931	27.541	555.204	1.773
% of OP Forecast	124.92%	412.69%	386.65%	120.49%	#
Cum. Forecast 2000 -2006	3363.582	245.731	135.552	3228.030	0.000
<b>Cum. Exp. 2000 – June 2007</b>	<b>3361.196</b>	<b>270.583</b>	<b>151.840</b>	<b>3199.733</b>	<b>9.622</b>
<b>% of OP Forecast</b>	<b>99.93%</b>	<b>110.11%</b>	<b>112.02%</b>	<b>99.12%</b>	
<b>2007 Expenditure</b>	<b>2.260</b>	<b>2.260</b>	<b>1.130</b>	<b>1.130</b>	

# EQUALITY PRIORITY

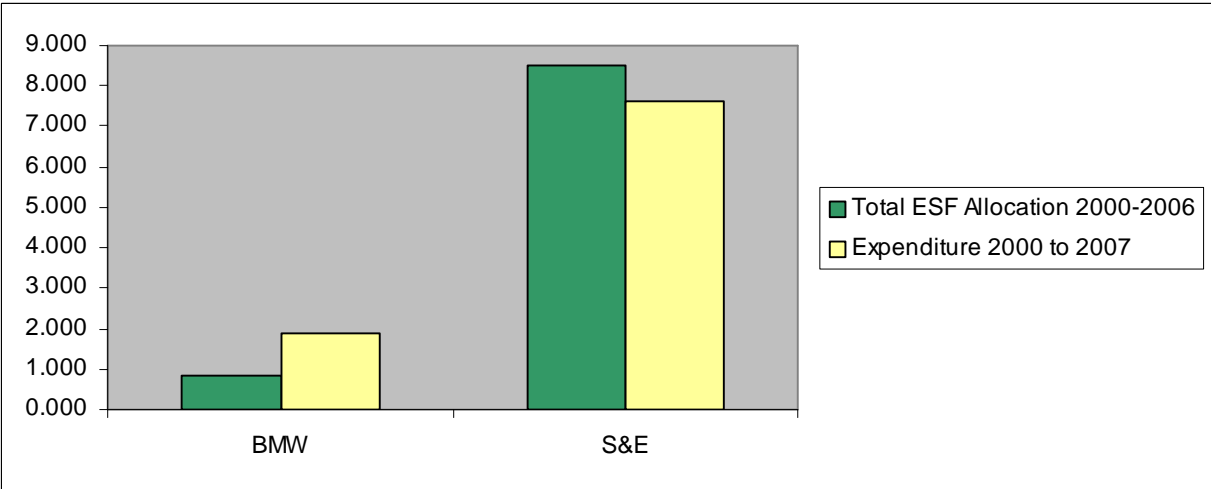
## Commentary on Expenditure

On a cumulative basis since the start of the OP, total expenditure on the Equality Priority reached 105% of forecast by the end of 2007 or €21.6m, while ESF expenditure represented nearly 102% of forecast.

The ESF expenditure for the whole of 2007 was €2.29m.

At a regional level, in the BMW region, the cumulative ESF spend stood at 230% of forecast, while the S&E region reached almost 90%. However, the level of expenditure in, and the ESF allocation to, the BMW region is, in real terms, very low being less than €1m.

### EQUALITY PRIORITY 2000 to 2007



## SUMMARY OF EXPENDITURE - EQUALITY PRIORITY

### BMW

€m	Total NDP	Total CSF	ESF	National Public	Private
2000 Forecast (revised)	0.289	0.269	0.202	0.087	0.000
2000 Expenditure	0.045	0.000	0.000	0.045	0.000
% of OP Forecast	15.55%	0.00%	0.00%	51.53%	
2001 Forecast (revised)	0.254	0.224	0.167	0.087	0.000
2001 Expenditure	0.150	0.065	0.049	0.101	0.000
% of OP Forecast	59.05%	29.01%	29.18%	116.37%	
2002 Forecast (revised)	0.401	0.201	0.150	0.251	0.000
2002 Expenditure	0.252	0.127	0.095	0.157	0.000
% of OP Forecast	62.79%	63.07%	63.33%	62.46%	
2003 Forecast (revised)	0.187	0.167	0.125	0.062	0.000
2003 Expenditure	0.357	0.323	0.243	0.115	0.000
% of OP Forecast	191.12%	193.65%	194.08%	185.16%	
2004 Forecast (revised)	0.058	0.038	0.028	0.030	0.000
2004 Expenditure	0.399	0.344	0.258	0.141	0.000
% of OP Forecast	687.93%	905.26%	921.43%	470.00%	
2005 Forecast (revised)	0.090	0.090	0.067	0.023	0.000
2005 Expenditure	0.223	0.173	0.130	0.093	0.000
% of OP Forecast	247.56%	192.22%	194.03%	403.48%	
2006 Forecast (revised)	0.112	0.112	0.084	0.028	0.000
2006 Expenditure	0.406	0.372	0.279	0.128	0.000
% of OP Forecast	362.89%	331.93%	331.93%	455.74%	
Cum. Forecast 2000 -2006	1.391	1.101	0.823	0.568	0.000
<b>Cum. Exp. 2000 – 2007</b>	<b>2.952</b>	<b>2.524</b>	<b>1.893</b>	<b>1.059</b>	0.000
<b>% of OP Forecast</b>	<b>212.23%</b>	<b>229.22%</b>	<b>230.03%</b>	<b>186.45%</b>	
<b>2007 Expenditure</b>	<b>0.120</b>	<b>1.120</b>	<b>0.840</b>	<b>0.280</b>	

## SAE

€m	Total NDP	Total CSF	ESF	National Public	Private
2000 Forecast (revised)	4.082	3.788	1.894	2.188	0.000
2000 Expenditure	0.083	0.010	0.005	0.078	0.000
% of OP Forecast	2.03%	0.26%	0.26%	3.56%	
2001 Forecast (revised)	3.335	3.076	1.538	1.797	0.000
2001 Expenditure	1.099	0.487	0.243	0.855	0.000
% of OP Forecast	32.94%	15.82%	15.82%	47.60%	
2002 Forecast (revised)	2.971	2.660	1.330	1.641	0.000
2002 Expenditure	1.912	1.545	0.773	1.140	0.000
% of OP Forecast	64.37%	58.10%	58.10%	69.46%	
2003 Forecast (revised)	2.422	2.182	1.091	1.331	0.000
2003 Expenditure	3.455	3.177	1.589	1.867	0.000
% of OP Forecast	142.66%	145.61%	145.61%	140.24%	
2004 Forecast (revised)	1.354	1.204	0.602	0.752	0.000
2004 Expenditure	4.318	3.421	1.710	2.608	0.000
% of OP Forecast	319%	284%	284%	347%	
2005 Forecast (revised)	1.210	0.560	0.280	0.930	0.000
2005 Expenditure	2.819	2.208	1.104	1.715	0.000
% of OP Forecast	232.98%	394.29%	394.29%	184.41%	
2006 Forecast (revised)	3.804	3.524	1.762	2.042	0.000
2006 Expenditure	2.080	1.503	0.751	1.328	0.000
% of OP Forecast	54.67%	42.64%	42.64%	65.05%	
Cum. Forecast 2000 -2006	19.178	16.994	8.497	10.681	0.000
<b>Cum. Exp. 2000 – 2007</b>	<b>18.665</b>	<b>15.250</b>	<b>7.625</b>	<b>11.041</b>	<b>0.000</b>
<b>% of OP Forecast</b>	<b>97.33%</b>	<b>89.74%</b>	<b>89.73%</b>	<b>103.37%</b>	
<b>2007 Expenditure</b>	<b>2.900</b>	<b>2.900</b>	<b>1.450</b>	<b>1.450</b>	

## NATIONAL

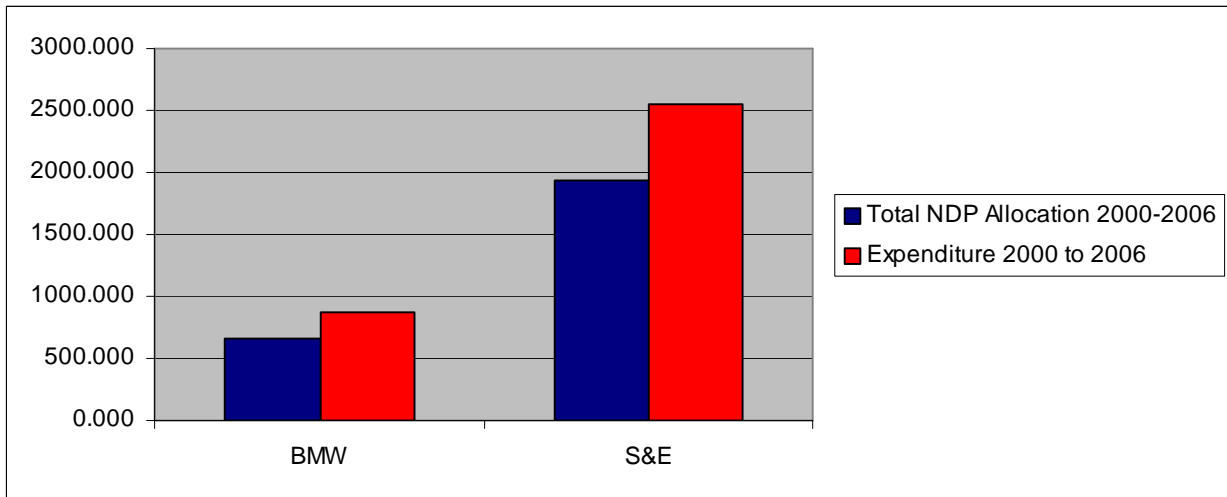
€m	Total NDP	Total CSF	ESF	National Public	Private
2000 Forecast (revised)	4.371	4.057	2.096	2.275	0.000
2000 Expenditure	0.128	0.010	0.005	0.123	0.000
% of OP Forecast	2.92%	0.24%	0.23%	5.40%	
2001 Forecast (revised)	3.589	3.300	1.705	1.884	0.000
2001 Expenditure	1.249	0.552	0.292	0.957	0.000
% of OP Forecast	34.79%	16.71%	17.13%	50.77%	
2002 Forecast (revised)	3.372	2.861	1.480	1.892	0.000
2002 Expenditure	2.164	1.672	0.868	1.296	0.000
% of OP Forecast	64.18%	58.45%	58.63%	68.53%	
2003 Forecast (revised)	2.609	2.349	1.216	1.393	0.000
2003 Expenditure	3.813	3.501	1.831	1.981	0.000
% of OP Forecast	146.15%	149.05%	150.59%	142.27%	
2004 Forecast (revised)	1.412	1.242	0.630	0.782	0.000
2004 Expenditure	4.717	3.765	1.968	2.749	0.000
% of OP Forecast	334.04%	303.11%	312.35%	351.51%	
2005 Forecast (revised)	1.300	0.650	0.347	0.953	0.000
2005 Expenditure	3.042	2.381	1.234	1.808	0.000
% of OP Forecast	233.98%	366.31%	355.62%	189.70%	
2006 Forecast (revised)	3.916	3.636	1.846	2.070	0.000
2006 Expenditure	2.486	1.874	1.030	1.456	0.000
% of OP Forecast	63.49%	51.55%	55.81%	70.34%	
Cum. Forecast 2000 -2006	20.569	18.095	9.320	11.249	0.000
<b>Cum. Exp. 2000 – June 2007</b>	<b>21.617</b>	<b>17.774</b>	<b>9.518</b>	<b>12.100</b>	0.000
<b>% of OP Forecast</b>	<b>105.10%</b>	<b>98.23%</b>	<b>102.12%</b>	<b>107.57%</b>	
<b>2007 Expenditure</b>	<b>4.020</b>	<b>4.020</b>	<b>2.290</b>	<b>1.730</b>	

## INFRASTRUCTURE PRIORITY

### ***Commentary on expenditure***

There was no ESF allocation for this Priority. Therefore, the above tables reflect only Non Co-Financed expenditure. The measures in the Priority ceased expenditure at the end of 2006. Expenditure on this Priority continued to perform strongly to the end of the programme, with NDP expenditure for the whole of 2006 at €653 million or 233% of forecast for the year. Cumulative NDP expenditure since the beginning of 2000 reached €3420 million or 132% of forecast.

### **INFRASTRUCTURE PRIORITY 2000-2006 NON-CO-FINANCED**





## SUMMARY OF EXPENDITURE - INFRASTRUCTURE PRIORITY

### BMW

€m	Total NDP	Total CSF	ESF	National Public	Private
2000 Forecast (revised)	115.860	0.000	0.000	115.860	0.000
2000 Expenditure	59.310	0.000	0.000	59.310	0.000
% of OP Forecast	51.19%			51.19%	
2001 Forecast (revised)	122.617	0.000	0.000	122.617	0.000
2001 Expenditure	124.788	0.000	0.000	124.788	0.000
% of OP Forecast	101.77%			101.77%	
2002 Forecast (revised)	132.174	0.000	0.000	132.174	0.000
2002 Expenditure	160.618	0.000	0.000	160.618	0.000
% of OP Forecast	121.52%			121.52%	
2003 Forecast (revised)	72.245	0.000	0.000	72.245	0.000
2003 Expenditure	97.938	0.000	0.000	97.938	0.000
% of OP Forecast	135.56%			135.56%	
2004 Forecast (revised)	69.562	0.000	0.000	69.562	0.000
2004 Expenditure	100.785	0.000	0.000	100.785	0.000
% of OP Forecast	144.89%			144.89%	
2005 Forecast (revised)	70.015	0.000	0.000	70.015	0.000
2005 Expenditure	157.866	0.000	0.000	157.866	0.000
% of OP Forecast	225.47%			225.47%	
2006 Forecast (revised)	71.537	0.000	0.000	71.537	0.000
2006 Expenditure	163.582	0.000	0.000	163.582	0.000
% of OP Forecast	228.67%			228.67%	
Cum. Forecast 2000 -2006	654.010	0.000	0.000	654.010	0.000
<b>Cum. Exp. 2000 – 2006</b>	<b>864.888</b>	<b>0.000</b>	<b>0.000</b>	<b>864.888</b>	<b>0.000</b>
<b>% of OP Forecast</b>	<b>132.24%</b>			<b>132.24%</b>	

**SAE**

€m	Total NDP	Total CSF	ESF	National Public	Private
2000 Forecast (revised)	344.830	0.000	0.000	344.830	0.00
2000 Expenditure	282.936	0.000	0.000	282.936	0.00
% of OP Forecast	82.05%			82.05%	
2001 Forecast (revised)	364.587	0.000	0.000	364.587	0.000
2001 Expenditure	383.918	0.000	0.000	383.918	0.000
% of OP Forecast	156.30%			156.30%	
2002 Forecast (revised)	391.589	0.000	0.000	391.589	0.000
2002 Expenditure	342.465	0.000	0.000	342.465	0.000
% of OP Forecast	87.46%			87.46%	
2003 Forecast (revised)	211.763	0.000	0.000	211.763	0.000
2003 Expenditure	307.797	0.000	0.000	307.797	0.000
% of OP Forecast	145.35%			145.35%	
2004 Forecast (revised)	203.465	0.000	0.000	203.465	0.000
2004 Expenditure	318.163	0.000	0.000	318.163	0.000
% of OP Forecast	156.37%			156.37%	
2005 Forecast (revised)	204.559	0.000	0.000	204.559	0.000
2005 Expenditure	430.577	0.000	0.000	430.577	0.000
% of OP Forecast	210.49%			210.49%	
2006 Forecast (revised)	208.745	0.000	0.000	208.745	0.000
2006 Expenditure	489.493	0.000	0.000	489.493	0.000
% of OP Forecast	234.49%			234.49%	
Cum. Forecast 2000 -2006	1929.538	0.000	0.000	1929.538	0.000
<b>Cum. Exp. 2000 – 2006</b>	<b>2555.348</b>	<b>0.000</b>	<b>0.000</b>	<b>2555.348</b>	0.000
<b>% of OP Forecast</b>	<b>132.43%</b>			<b>132.43%</b>	

## NATIONAL

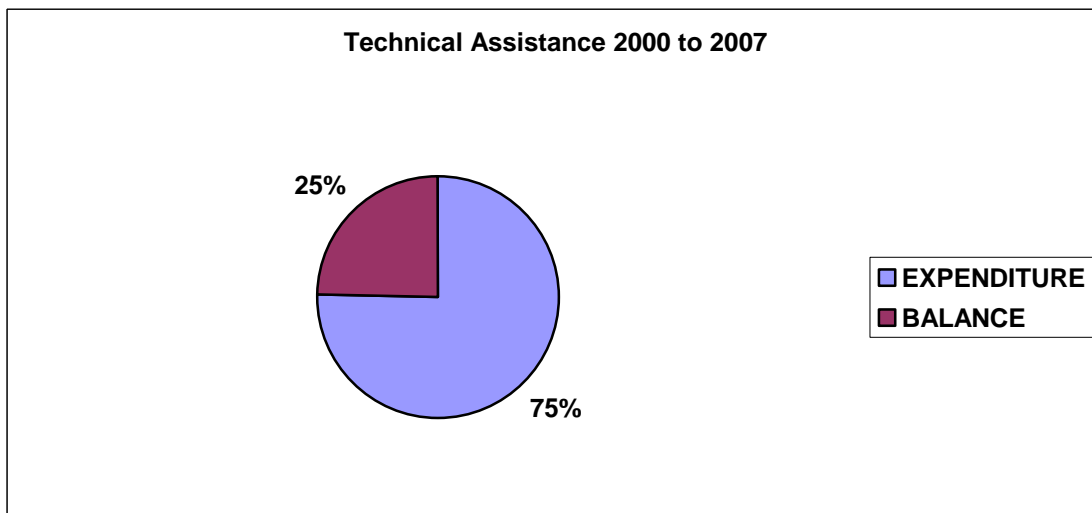
€m	Total NDP	Total CSF	ESF	National Public	Private
2000 Forecast (revised)	460.690	0.000	0.000	460.690	0.000
2000 Expenditure	342.246	0.000	0.000	342.246	0.000
% of OP Forecast	74.29%			74.29%	
2001 Forecast (revised)	487.204	0.000	0.000	487.204	0.000
2001 Expenditure	508.706	0.000	0.000	508.706	0.000
% of OP Forecast	104.41%			104.41%	
2002 Forecast (revised)	523.763	0.000	0.000	523.763	0.000
2002 Expenditure	503.083	0.000	0.000	503.083	0.000
% of OP Forecast	96.05%			96.05%	
2003 Forecast (revised)	284.008	0.000	0.000	284.008	0.000
2003 Expenditure	405.735	0.000	0.000	405.735	0.000
% of OP Forecast	142.86%			142.86%	
2004 Forecast (revised)	273.027	0.000	0.000	273.027	0.000
2004 Expenditure	418.948	0.000	0.000	418.948	0.000
% of OP Forecast	153.45%			153.45%	
2005 Forecast (revised)	274.574	0.000	0.000	274.574	0.000
2005 Expenditure	588.443	0.000	0.000	588.443	0.000
% of OP Forecast	214.31%			214.31%	
2006 Forecast (revised)	280.282	0.000	0.000	280.282	0.000
2006 Expenditure	653.075	0.000	0.000	653.075	0.000
% of OP Forecast	233.01%			233.01%	
Cum. Forecast 2000 -2006	<b>2583.548</b>	<b>0.000</b>	<b>0.000</b>	<b>2583.548</b>	0.000
<b>Cum. Exp. 2000 – 2006</b>	<b>3420.236</b>	<b>0.000</b>	<b>0.000</b>	<b>3420.236</b>	0.000
<b>% of OP Forecast</b>	<b>132.39%</b>			<b>132.39%</b>	

## TECHNICAL ASSISTANCE PRIORITY

### *Commentary on expenditure*

Cumulative NDP expenditure since the start of the OP was over 69%, while the cumulative ESF was just over 75% of forecast. The ESF expenditure for 2007 was €0.308m.

### TECHNICAL ASSISTANCE PRIORITY 2000 – 2007



## SUMMARY OF EXPENDITURE - TECHNICAL ASSISTANCE PRIORITY

### BMW

€m	Total NDP	Total CSF	ESF	National Public	Private
2000 Forecast (revised)	0.157	0.156	0.117	0.040	0.000
2000 Expenditure	0.000	0.000	0.000	0.000	0.000
% of OP Forecast	0.00%	0.00%	0.00%	0.00%	
2001 Forecast (revised)	0.136	0.131	0.098	0.038	0.000
2001 Expenditure	0.000	0.000	0.000	0.000	0.000
% of OP Forecast	0.00%	0.00%	0.00%	0.00%	
2002 Forecast (revised)	0.121	0.116	0.087	0.034	0.000
2002 Expenditure	0.000	0.000	0.000	0.000	0.000
% of OP Forecast	0.00%	0.00%	0.00%	0.00%	
2003 Forecast (revised)	0.106	0.096	0.072	0.034	0.000
2003 Expenditure	0.000	0.000	0.000	0.000	0.000
% of OP Forecast	0.00%	0.00%	0.00%	0.00%	
2004 Forecast (revised)	0.042	0.037	0.028	0.014	0.000
2004 Expenditure	0.000	0.000	0.000	0.000	0.000
% of OP Forecast	0.00%	0.00%	0.00%	0.00%	
2005 Forecast (revised)	0.016	0.016	0.012	0.004	0.000
2005 Expenditure	0.203	0.203	0.152	0.051	0.000
% of OP Forecast	1268%	1268%	1266%	1275%	
2006 Forecast (revised)	0.016	0.016	0.012	0.004	0.000
2006 Expenditure	0.240	0.240	0.180	0.060	0.000
% of OP Forecast	1500%	1500%	1500%	1500%	
Cum. Forecast 2000 – 2006	0.594	0.568	0.426	0.168	0.000
<b>Cum. Exp. 2000 – 2007</b>	<b>0.574</b>	<b>0.574</b>	<b>0.430</b>	<b>0.144</b>	0.000
<b>% of OP Forecast</b>	<b>96.55%</b>	<b>100.97%</b>	<b>100.94%</b>	<b>85.47%</b>	
<b>2007 Expenditure</b>	<b>0.131</b>	<b>0.131</b>	<b>0.098</b>	<b>0.033</b>	

**SAE**

€m	Total NDP	Total CSF	ESF	National Public	Private
2000 Forecast (revised)	1.900	1.900	0.950	0.950	0.000
2000 Expenditure	0.032	0.032	0.016	0.016	0.000
% of OP Forecast	1.68%	1.68%	1.68%	1.68%	
2001 Forecast (revised)	1.474	1.434	0.717	0.757	0.000
2001 Expenditure	0.580	0.485	0.242	0.338	0.000
% of OP Forecast	39.35%	33.80%	33.80%	44.61%	
2002 Forecast (revised)	1.048	0.978	0.489	0.559	0.000
2002 Expenditure	0.860	0.832	0.416	0.444	0.000
% of OP Forecast	82.06%	85.03%	85.03%	79.46%	
2003 Forecast (revised)	1.040	0.940	0.470	0.570	0.000
2003 Expenditure	0.896	0.854	0.427	0.469	0.000
% of OP Forecast	86.16%	90.82%	90.82%	82.31%	
2004 Forecast (revised)	0.172	0.082	0.041	0.131	0.000
2004 Expenditure	0.510	0.479	0.239	0.271	0.000
% of OP Forecast	296.53%	583.86%	583.86%	206.61%	
2005 Forecast (revised)	0.356	0.086	0.043	0.313	0.000
2005 Expenditure	0.523	0.499	0.249	0.274	0.000
% of OP Forecast	146.97%	579.94%	579.94%	87.49%	
2006 Forecast (revised)	0.308	0.128	0.064	0.244	0.000
2006 Expenditure	0.365	0.364	0.182	0.184	0.000
% of OP Forecast	118.67%	284.06%	284.06%	75.29%	
Cum. Forecast 2000 – 2006	6.298	5.548	2.774	3.524	0.000
<b>Cum. Exp. 2000 – 2007</b>	<b>4.204</b>	<b>3.963</b>	<b>1.981</b>	<b>2.222</b>	<b>0.000</b>
<b>% of OP Forecast</b>	<b>66.75%</b>	<b>71.43%</b>	<b>71.43%</b>	<b>63.06%</b>	
<b>2007 Expenditure</b>	<b>0.437</b>	<b>0.420</b>	<b>0.210</b>	<b>0.210</b>	

**NATIONAL**

€m	Total NDP	Total CSF	ESF	National Public	Private
2000 Forecast (revised)	2.057	2.056	1.067	0.990	0.000
2000 Expenditure	0.032	0.032	0.016	0.016	0.000
% of OP Forecast	1.56%	1.56%	1.50%	1.62%	
2001 Forecast (revised)	1.610	1.565	0.815	0.795	0.000
2001 Expenditure	0.580	0.485	0.242	0.338	0.000
% of OP Forecast	36.02%	30.97%	29.73%	42.48%	
2002 Forecast (revised)	1.169	1.094	0.576	0.593	0.000
2002 Expenditure	0.860	0.832	0.416	0.444	0.000
% of OP Forecast	73.57%	76.01%	72.19%	74.91%	
2003 Forecast (revised)	1.146	1.036	0.542	0.604	0.000
2003 Expenditure	0.896	0.854	0.427	0.469	0.000
% of OP Forecast	78.19%	82.41%	78.76%	77.68%	
2004 Forecast (revised)	0.214	0.119	0.069	0.145	0.000
2004 Expenditure	0.510	0.479	0.239	0.271	0.000
% of OP Forecast	237.79%	400.68%	346.93%	186.03%	
2005 Forecast	0.372	0.102	0.055	0.317	0.000
2005 Expenditure	0.726	0.702	0.401	0.325	0.000
% of OP Forecast	195.22%	687.99%	729.77%	102.47%	
2006 Forecast (revised)	0.324	0.144	0.076	0.248	0.000
2006 Expenditure	0.605	0.604	0.362	0.244	0.000
% of OP Forecast	186.88%	419.17%	476.05%	98.27%	
Cum. Forecast 2000 – 2006	6.892	6.116	3.200	3.692	0.000
<b>Cum. Exp. 2000 – 2007</b>	<b>4.778</b>	<b>4.537</b>	<b>2.441</b>	<b>2.366</b>	0.000
<b>% of OP Forecast</b>	<b>69.32%</b>	<b>74.17%</b>	<b>75.36%</b>	<b>64.08%</b>	
<b>2007 Expenditure</b>	<b>0.568</b>	<b>0.551</b>	<b>0.308</b>	<b>0.243</b>	

**Table 3 - ESF MEASURE EXPENDITURE AS AT THE END OF 2007**

All figures in €m

a)	b)	c)	d)	e)	f)	g)	h)	i)		
Priority	Measure Title	Meas. No.	Implementing Body	ESF Allocation 2000-2006	Total Eligible Expenditure 2007*	Total ESF Expenditure 2007	Cumulative Total Expenditure 2000-2007*	Cumulative ESF Expenditure 2000-2007	Cumulative ESF exp. as a % of total ESF allocation (i/e)	Field of Intervention
<b>Employability</b>	National Employment Service	2	FAS	11.500	0	0	21.635	12.727		323
	Active Measures for LTU & Socially Excluded	3	FAS	36.600	0	0	65.679	37.089		21
	School Completion Initiative	5	D/ES	49.606	29.992	16.731	85.957	47.486		23
	Third Level Access	9	D/ES	35.560	0	0	69.442	38.326		23
	Early School Leaver - Progression FAS	11A	FAS	8 1.000	0	0	163.483	891.295		23
	Early School Leaver - Progression (CTW)	11A	D/ES	4.356	0	0	12.151	6.662		23
	Early School Leaver - Youthreach & Travellers	11B	D/ES	174.000	6.783	5.087	299.714	182.449		23
	Skills Training for Unemployed & Redundant Workers	13	FAS	139.581	0	0	238.973	140.791		23
	Apprenticeship/Traineeship	14A	FAS	64.650	0	0	111.847	66.538		167
<b>Priority Total</b>				<b>596.853</b>	<b>36.775</b>	<b>21.818</b>	<b>982.924</b>	<b>1423.363</b>		
<b>Entrepreneurship</b>	In Company Training -FAS	18A	FAS	73.712	77.434	35.263	251.490	121.162		24
	In Company Training -Enterprise Ireland	18B	Ent. IRL	12.220	0.129	0.07	28.215	16.662		24
	In Company Training	18C	D/ETE	61.230	13.76	7.9	27.600	15.907		24
<b>Priority Total</b>				<b>147.162</b>	<b>91.323</b>	<b>43.233</b>	<b>307.305</b>	<b>153.731</b>		

\* Includes national co-financed and non co-financed expenditure



(a)	(b)	(c)	(d)	(e)	(f)	(g)	(i)	(j)	(k)	
Priority	Measure Title	Meas. No.	Implementing Body	ESF Allocation 2000-2006	Total Eligible Expenditure 2007*	Total ESF Expenditure 2007	Cumulative Total Expenditure 2000-2007*	Cumulative ESF Expenditure 2000-2007	Cumulative ESF exp. as a % of total ESF allocation (i/e)	Field of Intervention
<b>Adaptability</b>	Lifelong Learning -Back to Education Initiative	21	D/ES	13.978	0	0	37.179	21.303		24
	Lifelong Learning- National Adult Literacy Strategy	22	D/ES	35.400	0	0	78.960	44.954		24
	Undergraduate Skills	26	D/ES	78.415	0	0	138.922	77.822		24
	Quality Assurance-Certification &National Qualifications Framework	29B	D/ES	7.759	2.26	1.13	15.522	7.761		23
<b>Priority Total</b>				<b>135.552</b>	<b>2.26</b>	<b>1.13</b>	<b>270.583</b>	<b>151.84</b>		
<b>Equality</b>	Educational Equality	30	D/ES	0.228	0	0	0.486	0.298		25
	Equal Opps Promotion & Monitoring - Education	31A	D/ES	1.587	0.058	0.029	3.276	1.638		25
	Equal Opps Promotion & Monitoring - NDP	31B	D/JELR	1.748	0.532	0.266	3.531	1.765		25
	Equality for Women 31B1ESF	31B1	D/JELR	5.757	3.43	1.995	10.482	5.817		25
<b>Priority Total</b>				<b>9.32</b>	<b>4.02</b>	<b>2.29</b>	<b>17.775</b>	<b>9.518</b>		
<b>Technical Assistance</b>	Technical Assistance (Equality Studies)	33A	Eq. Auth	1.100	0.157	0.111	1.672	0.979		413
	OP Technical Assistance	33B	D/E/TE	2.100	0.394	0.197	2.865	1.432		411
<b>Priority Total</b>				<b>3.2</b>	<b>0.551</b>	<b>0.308</b>	<b>4.537</b>	<b>2.411</b>		
<b>OVERALL TOTAL</b>				<b>892.087</b>	<b>134.929</b>	<b>68.779</b>	<b>1583.124</b>	<b>1740.863</b>		

\* Includes national co-financed and non co-financed expenditure

## 7. Financial Control

### 7.1 Article 4 Checks

#### *ESF Paying Authority*

The ESF Paying Authority continued to deliver on their responsibilities in the Structural Funds/ESF financial management and control regime in 2007. In that regard, the Paying Authority undertook claim-related Article 9 checks on the EHRD-OP Managing Authority and a number of minor issues which had arisen as a result of the checks, as well as the desk-based checking, were satisfactorily resolved such that the Paying Authority was able to certify to the Commission all claims submitted by the OP Managing Authority.

One claim totalling €257 million in eligible expenditure was certified to the Commission in 2007. The ESF element of that total was over €151 million and payment of €91 million was effected before the end of the year in respect of the claim. This claim allowed the Managing Authority to meet its N+2 requirement for 2007, even though the payment was capped by the Commission, at 95% of the overall programme complement.

#### **EHRD OP Managing Authority**

Measure Name:	No.	Implementing Body /Agency visited:	Capacity:	Comments:
School Completion	5	Dept of Education & Science	DMA	Visited once
Third Level Access	9	Dept of Education & Science	DMA	Visited once
Early School Leavers (CTW)	11A	Dept of Education & Science	DMA	Visited once
Early School Leaver-Youthreach & Travellers	11B	Dept of Education & Science	DMA	Visited once
Early School Leaver-Progression	13	Labour Market Policy Unit (Dept of Enterprise, Trade & Employment)	DMA	Visited once
In-Company Training	18A	Labour Market Policy Unit (Dept of Enterprise, Trade & Employment)	DMA	Visited once
In-Company Training	18B	Enterprise Support Unit (Dept of Enterprise, Trade & Employment)	DMA	Visited once
In-Company Training (E.I. projects)	18C	ETSU (Dept of Enterprise, Trade & Employment)	DMA	Visited once
In-Company Training (Skillnets projects)	18C	ETSU (Dept of Enterprise, Trade & Employment)	DMA	Visited once
Back to Education Initiative	21	Dept of Education & Science	DMA	Visited once
National Adult Literacy Strategy	22	Dept of Education & Science	DMA	Visited once
Undergraduate Skills	26	Dept of Education & Science	DMA	Visited once
Quality Assurance – Certification	29B	Dept of Education & Science	DMA	Visited once
Equal Opps Promotion & Monitoring	31A	Dept of Education & Science	DMA	Visited once
Equality for Women	31B1	Gender Equality Division (Dept of Justice, Equality & Law Reform)	DMA	Visited once

The Managing Authority found, for the most part, a very high level of compliance with the regulatory requirements associated with the ESF. Issues that could be strengthened related to the proper use of ESF logo, ensuring that procedures manuals were being kept up to date and reminding the beneficiaries of the necessity of maintaining all records for the correct period of time. While all such

issues were subsequently clarified/resolved to the Managing Authority's satisfaction, they will continue to be assessed in the context of future Article 4 checks. Most importantly, no particular financial control weaknesses or irregularities were uncovered during the course of the series of Article 4 visits.

### **Article 4 Activities by the DMA's and IBs**

Details of the Article 4 Activities carried out by the Delegated Managing Authorities (DMA's) and the Implementing Bodies (IB's) are contained in Annex 1 – see below.

## **7.2 Procedures Manual**

The EHRD OP Managing Authority's Procedures Manual, which outlines the responsibilities, tasks and procedures in place for the implementation of EU co-financed activity, was updated, as necessary, throughout 2007. When completing Article 4 Checks, the EHRD OP Managing Authority continuously examines the implementing agencies' procedures manual to ensure they are kept up to date and to ensure full compliance with the Structural Funds Regulations.

## **7.3 Changes in Ireland's Financial Management and Control Structures**

There were some staff changes in the ESF Units in 2007. Mr. John Kelly was appointed Manager of the EHRD OP Managing Authority in February 2007.

## **7.4 Audits by the European Commission**

The ESF Financial Control Unit continued its work throughout 2007 in conducting checks in accordance with Article 10 (1) (b) of Commission Regulation 438/2001. The Unit undertook Audit verification work in respect of the minimum 5% in relation to the EHRD-OP as follows:

### **(1) Audit on EI (2006)**

The Managing Authority received the Commission's Audit Unit report in August 2007 in relation to the joint Audit carried out on Enterprise Ireland's In-Company Training Measure (18B) in December 2006 setting out its findings and recommendations.

The main finding by the Audit team was that: "The management and control systems in "Enterprise Ireland" for the implementation of a part of the Employment and human Resources Development – Operational Programme 2000-2006 ...a reasonable assurance for the correct implementation of the ESF."

Their recommendations included the following:

- a recommendation that the Delegated Managing Authority should promote the use of a uniform contract/ letter of offer; and
- that a `provisional` end date is specified in the contract/letter of offer with regard to the retention of documents.

The ESF FCU made the following recommendation:

- that a named private company, which was a beneficiary of aid should submit a revised claim to Enterprise Ireland to correct for the errors identified.

The Managing Authority responded to the report in October 2007 and the Commission issued a closing letter in April 2008.

## (2) Audits by DG Employment 2007

The Audit Unit of DG Employment, assisted by Ernst & Young, carried out a number of audits under the EHRDOP, on approx. 39 companies/projects managed by FAS, Dept of Education and Science and Enterprise Ireland, during September, October, November and December 2007. The Audit Unit final report has not been issued as yet.

### 7.5 Audits by the Court of Auditors

There were no audits on the EHRD OP by the Court of Auditors during 2007.

### 7.6 Systems Audits - Article 10 controls at end of 2007

#### Article 10.1 (a)

- A comprehensive risk based analysis was carried out in 2002 and National Audit Plans (NAPs) take account of this and discussions with relevant cascade internal audit units.
- Cascade Agreements on audit cooperation are in place with the internal audit units of the principal organisations involved in ESF funded programmes.
- As at the end of 2007, 16 Article 10.1 (a) audits have been completed in respect of EHRD OP. These are listed in the following table:

#### Article 10.1(a) reports completed

<b>Operational Programme</b>	<b>Measure / Sub-measure</b>	<b>Main Implementing Body</b>
EHRD OP	Employability / School Completion Initiative	Dept Education & Science
EHRD OP	Adaptability / Life long Learning Adult Literacy	Dept Education & Science
EHRD OP	Skills Training for the Unemployed	FAS
EHRD OP	In Company Training	Shannon Development
EHRD OP	Third Level Access (x 2)	Dept Education & Science
EHRD OP	Quality Assurance / Adaptability / Certification and National Qualification Framework	Dept Education & Science
EHRD OP	ESL: Youthreach & Travellers	Dept Education & Science
EHRD OP	Paying and Managing Authorities	Dept Enterprise Trade & Employment
EHRD OP	ESL Progression	Dept Education & Science
EHRD OP	Adaptability / Lifelong Learning Back to Education Initiative	Dept Education & Science
EHRD OP	Early School Leavers	FAS
EHRD OP	In Company Training	Enterprise Ireland
EHRD OP	Undergraduate Skills	Dept Education & Science
EHRD OP	Gender Mainstreaming	Dept. Justice Equality & Law Reform
EHRD OP	Equality for Woman Phase 1	Dept. Justice Equality & Law Reform
EHRD OP	Woman's Studies Technical Assistance	Dept. Justice Equality & Law Reform

#### ESF Financial Control Unit

The ESF Financial Control Unit continued its work throughout 2007 in conducting checks in accordance with Article 10 (1) (b) of Commission Regulation 438/2001. The Unit undertook Audit verification work in respect of the minimum 5% in relation to the EHRD-OP as follows:

<b>Measure Name:</b>	<b>Implementing Body:</b>	<b>Current Status:</b>
In-company Training (submeasure 18b)	Enterprise Ireland	Audit Fieldwork completed. Meeting to be held with Enterprise Ireland. Report to follow.
Early School Leavers Youthreach and Travellers (submeasure 11b)	Department of Education & Science	Audit Fieldwork completed. Meeting to be held with DES. Report to follow

## Sample Checks On Expenditure

### Body responsible for carrying out the sample checks

ESF Financial Control Unit (FCU) is responsible for the Minimum 5% verification of total eligible expenditure checks under Article 10 of Commission Regulation (EC) No 438/2001.

### **Basis for Selection**

Measures were selected for Minimum 5% verification by ESF FCU using the following criteria:

- ❑ Submission of certified claims to the Commission by the Managing Authority during the period under review.
- ❑ Materiality of expenditure.
- ❑ Previous audit history.
- ❑ The type and number of Final Beneficiaries /Recipients
- ❑ The number of levels in the cascade.
- ❑ General Control Environmental.

The main focus of the ESF FCU audit plan for 2007 was on Certified Claims submitted to the Commission in 2005 and 2006 in respect of 2004, 2005 and 2006 expenditure.

### **Expenditure Verified**

#### **Checks Carried Out – 2007**

Minimum 5% verifications were undertaken by ESF FCU in respect of the following Measures in 2007

- ❑ Employment & Human Resources Development Operational Programme (EHRDOP)
  - Enterprise Ireland – In-company Training (Submeasure 18b)
  - Department of Education and Science – Early School Leavers Youthreach and Travellers (Submeasure 11b)

#### **Amount of expenditure checked**

As at 31 December 2007, per the claims certified by the DETE Paying Authority, the total eligible expenditure in respect of 2000 to 2007 inclusive amounted to €1,869,230,749. As at 31 December 2007 the cumulative value of expenditure examined during audit by the Financial Control Unit was € 147,272,487 (7.9%). **(Tables 1 & 2)**. The value of expenditure examined by the Financial Control Unit in 2007 was €23,746,960 **(Table 3)**.

**Table 1 – Percentage Verified by ESF FCU analysed by Year of Expenditure**

(as at 31 Dec. 2007 inclusive of claims to 31 Dec. 2007)

Year of Expenditure	Cumulative Total Eligible Expenditure As at 31 Dec. 2007 €	Cumulative Amount Verified As at 31 Dec. 2007 €	Percentage Verified %
2000	193,793,710	20,531,502	10.6
2001	207,445,420	21,875,168	10.5
2002	325,346,789	37,370,317	11.5
2003	292,619,123	30,760,068	10.5
2004	309,693,024	16,423,846	5.3
2005	291,874,251	20,164,508	6.9
2006	225,407,419	147,078	0.1
2007	23,051,013	0	--
<b>TOTAL</b>	<b>1,869,230,749</b>	<b>147,272,487</b>	<b>7.9</b>

**Table 2 – Percentage Verified by ESF FCU analysed by Operational Programme**

(as at 31 Dec. 2007 inclusive of claims to 31 Dec. 2007)

Operational Programme	Cumulative Total Eligible Expenditure As at 31 Dec. 2007 €	Cumulative Amount Verified As at 31 Dec. 2007 €	Percentage Verified %
Employment and Human Resources Development	1,582,120,924	130,628,879	8.3

**Table 3 – Amount Verified by ESF FCU, analysed by Audit and by Year of audit activity.**

Year of Audit Activity	Audited in 2002 €	Audited in 2003 €	Audited in 2004 €	Audited in 2005 €	Audited in 2006 €	Audited in 2007 €	Total €
<b>Audit</b>							
<b>EHRD OP – FÁS – Report No 12</b> Long Term Unemployed (3), Early School Leavers (11a), Skills Training for Redundancy (13), Traineeship (14a).	7,760,302						7,760,302
<b>EHRD OP – Enterprise Ireland – Report No 14</b> In company Training (18b)	3,786,239						3,786,239
<b>EHRD OP – DES – Report No 16</b> Early School Leavers, Youthreach and Travellers (11b)		5,559,330	20,467,097				26,026,427
<b>EHRD OP – DES – Report No 17</b> Third Level Access (9)			7,514,398	7,337,437			14,851,835

<b>EHRD OP – FÁS – Report No 18</b> National Employment Service (2)				3,126,161			3,126,161
<b>EHRD OP – DES – Report 20</b> Undergraduate Skills (26)				24,315,744	1,192,518		25,508,262
<b>DES – Jan06</b> Joint Audit with DG Empl					2,567,986		2,567,986
<b>EHRD OP – FÁS – Audit No 21</b> In company Training (18a)					21,996,791		21,996,791
<b>DES – Dec06</b> Joint Audit with DG Empl					804,511		804,511
<b>EHRD OP – FÁS Audit No 22</b> ESL (11a)/Traineeship (14a)					3,807,208		3,807,208
<b>EHRD OP – Enterprise Ireland – Audit No 24</b> In company Training (18b)						2,621,699	2,621,699
<b>EHRD OP – DES – Audit No 25</b> Early School Leavers, Youthreach and Travellers (11b)						17,771,458	17,771,458

### Number of Checks carried out

During 2007 the Financial Control Unit carried out audit verification visits to 22 projects/organisations in respect of the measures/sub-measures as detailed in section 1.3.1. In addition to the above visits a number of pre audit visits and post audit meetings took place with the relevant implementing bodies.

As at 31 December 2007, the cumulative number of organisation where the Financial Control Unit carried out verification of expenditure amounted to 132 (Table 4).

**Table 4 – Number of Organisations where Financial Control Unit carried out verification of expenditure, analysed by Audit, by Year of visit.**

	2002	2003	2004	2005	2006	2007
<b>EHRD OP - FÁS – Report No 12</b> Long Term Unemployed (3), Early School Leavers (11a), Skills Training for Redundancy (13), Traineeship (14a).	9					
<b>EHRD OP - Enterprise Ireland – Report No 14</b> In company Training (18b)	22					
<b>EHRD OP – DES – Report No 16</b> Early School Leavers, Youthreach and Travellers (11b)		2	7			
<b>EHRD OP – DES – Report No 17</b> Third Level Access (9)			7	4		
<b>EHRD OP – FÁS – Report No 18</b> National Employment Service (2)				5		
<b>EHRD OP – DES – Report 20</b> Undergraduate Skills (26)				5	1	
<b>DES – Jan06</b> Joint Audit with DG Empl					2	
<b>EHRD OP – FÁS – Audit No 21</b> In company Training (18a)					6	

DES – Dec06 Joint Audit with DG Empl					3	
EHRD OP – FÁS - Audit No 22 ESL (11a)/Traineeship (14a)					4	
EHRD OP - Enterprise Ireland – Audit No 24 In company Training (18b)						12
EHRD OP – DES – Audit No 25 Early School Leavers, Youthreach and Travellers (11b)						4

## Principal results of the checks

### EHRD OP – Enterprise Ireland – In-company Training (submeasure 18b)

The audit of In-company Training 18b took place in 2007. Audit activity took place in Enterprise Ireland Grant Payments Unit and in 12 organisations in receipt of grant funding. Audit fieldwork on this measure was completed in 2007.

A follow up visit has been arranged with Enterprise Ireland in July 2008 to discuss the audit. A management letter will be issued to Enterprise Ireland subsequently with a final Report to follow.

### EHRD OP - DES – Early School Leavers Youthreach and Travellers (submeasure 11b)

The audit of the Early School Leavers Youthreach and Travellers submeasure was undertaken in 2007. Audit activity was taken place in the Department of Education & Science (DES) and four Vocational Educational Institutes.

A meeting will be held with DES to discuss the audit. A management letter will be issued to DES subsequently with a final Report to follow.

## REPORTS ISSUED

The following audit reports were issued by the FCU in 2007. The reports were in respect of the audit activity carried out at project level by the Financial Control Unit.

**Report No 18** EHRD OP - FÁS –  
National Employment Service (Measure 2)

**Report No 20** EHRD OP - Dept. of Education and Science Undergraduate Skills (Measure 26)

## Conclusions drawn from the checks with regard to the effectiveness of the management and control system

A number of audits are ongoing and findings and recommendations have not yet been finalised in these cases. In respect of the audits where a final report has been completed by the FCU, subject to the findings and recommendations that have been made being implemented it is our conclusion that in all material aspects the management and control system is satisfactory.

## Systemic Errors

None of the errors identified by the FCU were considered to be of systemic character.



## GENERAL

### Audit Resources

Since July 2006 the FCU has had a vacancy in respect of an Auditor post. This vacancy was filled in June 2008.

### Liaison Audit Co-ordination

The annual co-ordination meeting with the Commission took place in Brussels in January 2008. Following this meeting the FCU had a bilateral meeting with DG Empl F/3 to discuss audit issues.

## 7.7 Drawdown of ESF

OP/CI	Eligible Expenditure Declared in 2007 €	ESF Claimed in 2007 €	ESF Received in 2007 €
EHRD-OP	€256,768,000	€151,408,000	€91,637,000

## 7.8 Preparations for closure 2000-2006

The Closure Monitoring Committee (CMC), formed in January 2006 to prepare for closure of the Structural Funds 2000-2006 programming period, continued to meet at regular (monthly or bi-monthly) intervals to monitor the closure process during 2007. The membership of the CMC comprises Audit Authorities, Paying Authorities and Managing Authorities from all the Structural Funds. The National summary timeframe for the closure (setting out the deadlines for submission of closure documents for each level in the certifying cascade from final beneficiary to the Article 15 winding up body) to ensure each certifying level has sufficient time to carry out their designated responsibilities within the European Commission deadlines, was issued on a number of occasions as a reminder.

In addition to the above, the ESF Paying Authority and the EHRD OP Managing Authority reminded and updated the members of the EHRD OP Monitoring Committees at meetings held on 3 May 2007 and the 7<sup>th</sup> November 2007 on the closure process. A joint seminar of the ESF Paying Authority, the EHRDOP Managing Authority and the Audit Authority was held on 14 June 2007 for all implementing bodies. Both the ESF Paying Authority and the EHRD OP Managing Authority continued with its recheck of all audit reports and recommendations to ensure they were all complied with as required.

## ANNEX1

### *Article 4 Activities by the DMA's and IBs*

<b>Measure Name:</b>	<b>No.</b>	<b>Implementing Body /Agency /Project visited:</b>	<b>Capacity:</b>	<b>No of times visited:</b>
School Completion Initiative	5	Co Laois VEC Rosmini Community School	DMA (DES)	1 visit
School Completion Initiative	5	Ardee SCP	DMA (DES)	1 visit
School Completion Initiative	5	Blakestown/	DMA (DES)	1 visit
School Completion Initiative	5	Mountainview SCP	DMA (DES)	1 visit
School Completion Initiative	5	Mahon/Blackrock SCP	DMA (DES)	1 visit
School Completion Initiative	5	Tullamore Town SCP	DMA (DES)	1 visit
School Completion Initiative	5	Tullow SCP	DMA (DES)	1 visit
School Completion Initiative	5	Wexford SCP	DMA (DES)	1 visit
Third Level Access	9	Sligo Institute of Technology	DMA (DES)	1 visit
Third Level Access	9	City of Cork VEC	DMA (DES)	1 visit
Third Level Access	9	Cork Institute of Technology	DMA (DES)	1 visit
Third Level Access	9	National Access Office	DMA (DES)	1 visit
Skills Training	13	FAS	DMA (LMPU-D/ETE)	1 visit
In-Company Training	18A	FAS	DMA (LMPU-D/ETE)	1 visit
Early School Leavers	11A	FAS South West Region Cork TC	IA (FAS)	1 visit
Youthreach and STTC	11B	Co Wexford VEC	DMA (DES)	1 visit
Youthreach and STTC	11B	City of Limerick VEC.	DMA (DES)	1 visit

Youthreach and STTC	11B	Co Roscommon	DMA (DES)	1 visit
STTC Community Training Workshops	11B 11A	Co Westmeath VEC	DMA (DES)	1 visit
Back to Education	21	Co Tipperary NR VEC	DMA (DES)	1 visit
Youthreach Adult Literacy	11B 22	Co Monaghan VEC	DMA (DES)	1 visit
Adult Literacy	22	Co Clare VEC	DMA (DES)	1 visit
Adult Literacy	22	Co Tipperary SR VEC	DMA (DES)	1 visit
Back to Education	21			
In-Company Training	18A	FAS Dublin Region Ballyfermot TC	IA (FAS)	1 visit
In-Company Training	18A	FAS South West Region Cork TC	IA (FAS)	1 visit
In-Company Training	18A	FAS West Region Galway TC	IA (FAS)	1 visit
In-Company Training	18B	Enterprise Ireland	DMA (EDU – D/ETE)	2 visits
In-Company Training	18C	Enterprise Ireland	DMA – (ETSU)	3 visits
In-Company Training	18C	Laois County Enterprise Board	DMA – (ETSU)	1 visit
In-Company Training	18B	A B CONVERTERS LTD	I.B. (E.I.)	1 visit
In-Company Training	18B	A B CONVERTERS LTD	I.B. (E.I.)	1 visit
In-Company Training	18B	ALLIED TURNED PARTS LTD	I.B. (E.I.)	1 visit
In-Company Training	18B	ALLIED TURNED PARTS LTD	I.B. (E.I.)	1 visit
In-Company Training	18B	ALPHA SIGN NAMEPLATE & DECAL CO LTD	I.B. (E.I.)	1 visit
In-Company Training	18B	ANORD CONTROL SYSTEMS LTD	I.B. (E.I.)	1 visit
In-Company Training	18B	ANORD CONTROL SYSTEMS LTD	I.B. (E.I.)	1 visit
In-Company Training	18B	ANORD CONTROL SYSTEMS LTD	I.B. (E.I.)	1 visit
In-Company Training	18B	ANORD CONTROL SYSTEMS LTD	I.B. (E.I.)	1 visit
In-Company Training	18B	ANSAMED LTD	I.B. (E.I.)	1 visit
In-Company Training	18B	ANSAMED LTD	I.B. (E.I.)	1 visit
In-Company Training	18B	ARIGNA FUELS LTD	I.B. (E.I.)	1 visit
In-Company Training	18B	ARIGNA FUELS LTD	I.B. (E.I.)	1 visit
In-Company Training	18B	ATLANTIS SEAFOOD WEXFORD LTD	I.B. (E.I.)	1 visit
In-Company Training	18B	AUTOMATIC PLASTICS LTD	I.B. (E.I.)	1 visit
In-Company Training	18B	BALLYGOWAN LTD	I.B. (E.I.)	1 visit
In-Company Training	18B	BELLURGAN PRECISION ENGINEERING LTD	I.B. (E.I.)	1 visit
In-Company Training	18B	BENSON ENGINEERING LTD	I.B. (E.I.)	1 visit
In-Company Training	18B	BENSON ENGINEERING LTD	I.B. (E.I.)	1 visit
In-Company Training	18B	BIOCLIN RESEARCH LABORATORIES LTD	I.B. (E.I.)	1 visit
In-Company Training	18B	BOYNE VALLEY WEAVERS LTD	I.B. (E.I.)	1 visit
In-Company Training	18B	BRENNAN FENCING LTD	I.B. (E.I.)	1 visit
In-Company Training	18B	BRIODY BEDDING LTD	I.B. (E.I.)	1 visit
In-Company Training	18B	BRIODY BEDDING LTD	I.B. (E.I.)	1 visit
In-Company Training	18B	BURNSIDE AUTOCYL (TULLOW) LTD	I.B. (E.I.)	1 visit
In-Company Training	18B	BYRNE WOODCRAFT LTD	I.B. (E.I.)	1 visit
In-Company Training	18B	C J SHEERAN LTD	I.B. (E.I.)	1 visit
In-Company Training	18B	C J SHEERAN LTD	I.B. (E.I.)	1 visit
In-Company Training	18B	CAFFREY NATURAL STONE LTD	I.B. (E.I.)	1 visit
In-Company Training	18B	CAFFREY NATURAL STONE LTD	I.B. (E.I.)	1 visit
In-Company Training	18B	CALLAN BACON CO LTD	I.B. (E.I.)	1 visit
In-Company Training	18B	CARAGH TOOL & DIE LTD	I.B. (E.I.)	1 visit
In-Company Training	18B	CARAGH TOOL & DIE LTD	I.B. (E.I.)	1 visit
In-Company Training	18B	CARE WORKS LTD	I.B. (E.I.)	1 visit
In-Company Training	18B	CARE WORKS LTD	I.B. (E.I.)	1 visit
In-Company Training	18B	CARRYMACARRY NET WORKS LTD	I.B. (E.I.)	1 visit
In-Company Training	18B	CARRYMACARRY NET WORKS LTD	I.B. (E.I.)	1 visit
In-Company Training	18B	CARRYMACARRY NET WORKS LTD	I.B. (E.I.)	1 visit
In-Company Training	18B	CASHELS ENGINEERING LTD	I.B. (E.I.)	1 visit
In-Company Training	18B	CASHELS ENGINEERING LTD	I.B. (E.I.)	1 visit
In-Company Training	18B	CELTIC CHOCOLATES LTD	I.B. (E.I.)	1 visit
In-Company Training	18B	CELTIC CHOCOLATES LTD	I.B. (E.I.)	1 visit
In-Company Training	18B	CELTIC WEAVE CHINA LTD	I.B. (E.I.)	1 visit

In-Company Training	18B	CERAMICX IRELAND LTD	I.B. (E.I.)	1 visit
In-Company Training	18B	CLARE-PAK LTD	I.B. (E.I.)	1 visit
In-Company Training	18B	CONCRETE & QUARRY ENGINEERING MANUFACTURING SERVICES LTD	I.B. (E.I.)	1 visit
In-Company Training	18B	CONCRETE & QUARRY ENGINEERING MANUFACTURING SERVICES LTD	I.B. (E.I.)	1 visit
In-Company Training	18B	CONNAUGHT ELECTRONICS LTD	I.B. (E.I.)	1 visit
In-Company Training	18B	CONNEMARA SEAFOODS FROZEN LTD	I.B. (E.I.)	1 visit
In-Company Training	18B	CONNEMARA SEAFOODS FROZEN LTD	I.B. (E.I.)	1 visit
In-Company Training	18B	COOLMORE FRESH FOODS LTD	I.B. (E.I.)	1 visit
In-Company Training	18B	CORAL BERRY LTD	I.B. (E.I.)	1 visit
In-Company Training	18B	COUNTRY KITCHENS CUISINE LTD	I.B. (E.I.)	1 visit
In-Company Training	18B	COUVERTURE LTD	I.B. (E.I.)	1 visit
In-Company Training	18B	COUVERTURE LTD	I.B. (E.I.)	1 visit
In-Company Training	18B	COUVERTURE LTD	I.B. (E.I.)	1 visit
In-Company Training	18B	COUVERTURE LTD	I.B. (E.I.)	1 visit
In-Company Training	18B	DATA DISPLAY CO LTD	I.B. (E.I.)	1 visit
In-Company Training	18B	DAWNLOUGH LTD	I.B. (E.I.)	1 visit
In-Company Training	18B	DAWNLOUGH LTD	I.B. (E.I.)	1 visit
In-Company Training	18B	DELTA FILTRATION LTD	I.B. (E.I.)	1 visit
In-Company Training	18B	DELTA FILTRATION LTD	I.B. (E.I.)	1 visit
In-Company Training	18B	DIRECT MARKETING TECHNOLOGIES LTD	I.B. (E.I.)	1 visit
In-Company Training	18B	DIRECT MARKETING TECHNOLOGIES LTD	I.B. (E.I.)	1 visit
In-Company Training	18B	DIRECT MARKETING TECHNOLOGIES LTD	I.B. (E.I.)	1 visit
In-Company Training	18B	DIRECT MARKETING TECHNOLOGIES LTD	I.B. (E.I.)	1 visit
In-Company Training	18B	DOUBLEODESIGN LTD	I.B. (E.I.)	1 visit
In-Company Training	18B	DOUGLAS ELECTRONICS SYSTEMS LTD	I.B. (E.I.)	1 visit
In-Company Training	18B	DOUGLAS ELECTRONICS SYSTEMS LTD	I.B. (E.I.)	1 visit
In-Company Training	18B	DUBLIN INSTITUTE OF TECHNOLOGY	I.B. (E.I.)	1 visit
In-Company Training	18B	DUNVIEW LTD	I.B. (E.I.)	1 visit
In-Company Training	18B	EUROTEXT TRANSLATIONS LTD	I.B. (E.I.)	1 visit
In-Company Training	18B	FASTNET MUSSELS LTD	I.B. (E.I.)	1 visit
In-Company Training	18B	FASTNET MUSSELS LTD	I.B. (E.I.)	1 visit
In-Company Training	18B	FAULKNER EXPORT PACKAGING LTD	I.B. (E.I.)	1 visit
In-Company Training	18B	FEELY & SONS LTD	I.B. (E.I.)	1 visit
In-Company Training	18B	FINE IRISH PINE LTD	I.B. (E.I.)	1 visit
In-Company Training	18B	FINTAN O'KELLY & SON LTD	I.B. (E.I.)	1 visit
In-Company Training	18B	FIRST GENESIS (IRELAND) LTD	I.B. (E.I.)	1 visit
In-Company Training	18B	FIRST GENESIS (IRELAND) LTD	I.B. (E.I.)	1 visit
In-Company Training	18B	FIRST GENESIS (IRELAND) LTD	I.B. (E.I.)	1 visit
In-Company Training	18B	FLEMING MEDICAL LTD	I.B. (E.I.)	1 visit
In-Company Training	18B	FLEXTIME LTD	I.B. (E.I.)	1 visit
In-Company Training	18B	FLOW TECHNOLOGY LTD	I.B. (E.I.)	1 visit
In-Company Training	18B	FLOW TECHNOLOGY LTD	I.B. (E.I.)	1 visit
In-Company Training	18B	FOAMALITE LTD	I.B. (E.I.)	1 visit
In-Company Training	18B	GALMERE FRESH FOODS LTD	I.B. (E.I.)	1 visit
In-Company Training	18B	GALWAY-MAYO INSTITUTE OF TECHNOLOGY	I.B. (E.I.)	1 visit
In-Company Training	18B	GARMOORE LTD	I.B. (E.I.)	1 visit
In-Company Training	18B	GARMOORE LTD	I.B. (E.I.)	1 visit
In-Company Training	18B	GERKROS BOILERS (TIPPERARY) LTD	I.B. (E.I.)	1 visit
In-Company Training	18B	GLANBIA PLC	I.B. (E.I.)	1 visit
In-Company Training	18B	HARVEST SPECTRUM PROPERTY CO	I.B. (E.I.)	1 visit
In-Company Training	18B	HARVEST SPECTRUM PROPERTY CO	I.B. (E.I.)	1 visit
In-Company Training	18B	HEATHERFIELD LTD	I.B. (E.I.)	1 visit
In-Company Training	18B	HEATHERFIELD LTD	I.B. (E.I.)	1 visit
In-Company Training	18B	I D TECHNOLOGY LTD	I.B. (E.I.)	1 visit
In-Company Training	18B	IBEC LTD	I.B. (E.I.)	1 visit
In-Company Training	18B	IBEC LTD	I.B. (E.I.)	1 visit
In-Company Training	18B	IBEC LTD	I.B. (E.I.)	1 visit
In-Company Training	18B	IBEC LTD	I.B. (E.I.)	1 visit

In-Company Training	18B	INMO-TECH LTD	I.B. (E.I.)	1 visit
In-Company Training	18B	INMO-TECH LTD	I.B. (E.I.)	1 visit
In-Company Training	18B	INMO-TECH LTD	I.B. (E.I.)	1 visit
In-Company Training	18B	INMO-TECH LTD	I.B. (E.I.)	1 visit
In-Company Training	18B	INTEGRAL COMPUTERS LTD	I.B. (E.I.)	1 visit
In-Company Training	18B	INTEGRAL COMPUTERS LTD	I.B. (E.I.)	1 visit
In-Company Training	18B	INTEGRAL COMPUTERS LTD	I.B. (E.I.)	1 visit
In-Company Training	18B	IRISH CO-OP ORGANISATION SOCIETY LTD	I.B. (E.I.)	1 visit
In-Company Training	18B	IRISH CUSTOM EXTRUDERS LTD	I.B. (E.I.)	1 visit
In-Company Training	18B	IRISH CUSTOM EXTRUDERS LTD	I.B. (E.I.)	1 visit
In-Company Training	18B	KEELING F JUICES LTD	I.B. (E.I.)	1 visit
In-Company Training	18B	KELLS STAINLESS LTD	I.B. (E.I.)	1 visit
In-Company Training	18B	KELLS STAINLESS LTD	I.B. (E.I.)	1 visit
In-Company Training	18B	KELLY TIMBER FRAME LTD	I.B. (E.I.)	1 visit
In-Company Training	18B	KEPAK CORK	I.B. (E.I.)	1 visit
In-Company Training	18B	KIERNAN MILLING	I.B. (E.I.)	1 visit
In-Company Training	18B	KILKENNY LIMESTONE LTD	I.B. (E.I.)	1 visit
In-Company Training	18B	KILLALA PRECISION COMPONENTS LTD	I.B. (E.I.)	1 visit
In-Company Training	18B	KILLALA PRECISION COMPONENTS LTD	I.B. (E.I.)	1 visit
In-Company Training	18B	KILLALA PRECISION COMPONENTS LTD	I.B. (E.I.)	1 visit
In-Company Training	18B	KILLALA PRECISION COMPONENTS LTD	I.B. (E.I.)	1 visit
In-Company Training	18B	LARKIN ENGINEERING ENTERPRISES LTD	I.B. (E.I.)	1 visit
In-Company Training	18B	LEE VALLEY CLOTHING LTD	I.B. (E.I.)	1 visit
In-Company Training	18B	LEE VALLEY CLOTHING LTD	I.B. (E.I.)	1 visit
In-Company Training	18B	LIFE SCIENTIFIC LTD	I.B. (E.I.)	1 visit
In-Company Training	18B	LIFE SCIENTIFIC LTD	I.B. (E.I.)	1 visit
In-Company Training	18B	LOTUS AUTOMATION (IRELAND) LTD	I.B. (E.I.)	1 visit
In-Company Training	18B	LOTUS AUTOMATION (IRELAND) LTD	I.B. (E.I.)	1 visit
In-Company Training	18B	M & J MCGOWANS LTD	I.B. (E.I.)	1 visit
In-Company Training	18B	M & J MCGOWANS LTD	I.B. (E.I.)	1 visit
In-Company Training	18B	M & J MCGOWANS LTD	I.B. (E.I.)	1 visit
In-Company Training	18B	M & J MCGOWANS LTD	I.B. (E.I.)	1 visit
In-Company Training	18B	MAC-FAB SYSTEMS LTD	I.B. (E.I.)	1 visit
In-Company Training	18B	MAC-FAB SYSTEMS LTD	I.B. (E.I.)	1 visit
In-Company Training	18B	MANN ENGINEERING LTD	I.B. (E.I.)	1 visit
In-Company Training	18B	MEDENTECH LTD	I.B. (E.I.)	1 visit
In-Company Training	18B	MEDENTECH LTD	I.B. (E.I.)	1 visit
In-Company Training	18B	MERENDA LTD	I.B. (E.I.)	1 visit
In-Company Training	18B	MERENDA LTD	I.B. (E.I.)	1 visit
In-Company Training	18B	MERENDA LTD	I.B. (E.I.)	1 visit
In-Company Training	18B	MERENDA LTD	I.B. (E.I.)	1 visit
In-Company Training	18B	MERENDA LTD	I.B. (E.I.)	1 visit
In-Company Training	18B	MODULAR COLD STORE MANUFACTURERS LTD	I.B. (E.I.)	1 visit
In-Company Training	18B	MOLLOY FURNITURE LTD	I.B. (E.I.)	1 visit
In-Company Training	18B	MOLLOY FURNITURE LTD	I.B. (E.I.)	1 visit
In-Company Training	18B	MONICON TECHNOLOGY LTD	I.B. (E.I.)	1 visit
In-Company Training	18B	MOVILLE CLOTHING CO LTD	I.B. (E.I.)	1 visit
In-Company Training	18B	MOVILLE CLOTHING CO LTD	I.B. (E.I.)	1 visit
In-Company Training	18B	MULLINGAR METAL FABRICATIONS LTD	I.B. (E.I.)	1 visit
In-Company Training	18B	NEW CRAFT FURNITURE LTD	I.B. (E.I.)	1 visit
In-Company Training	18B	NEW CRAFT FURNITURE LTD	I.B. (E.I.)	1 visit
In-Company Training	18B	NGS PRODUCTS (SHANNON) LTD	I.B. (E.I.)	1 visit
In-Company Training	18B	NGS PRODUCTS (SHANNON) LTD	I.B. (E.I.)	1 visit
In-Company Training	18B	NORKOM TECHNOLOGIES (IRELAND) LTD	I.B. (E.I.)	1 visit
In-Company Training	18B	O'DONNELL DESIGN LTD	I.B. (E.I.)	1 visit
In-Company Training	18B	O'DONNELL DESIGN LTD	I.B. (E.I.)	1 visit
In-Company Training	18B	O'DONOVAN ENGINEERING CO LTD	I.B. (E.I.)	1 visit
In-Company Training	18B	ODS STEEL MANUFACTURING LTD	I.B. (E.I.)	1 visit
In-Company Training	18B	ODS STEEL MANUFACTURING LTD	I.B. (E.I.)	1 visit
In-Company Training	18B	OMAC LABORATORIES LTD	I.B. (E.I.)	1 visit
In-Company Training	18B	OPTIMUM RESULTS LTD	I.B. (E.I.)	1 visit
In-Company Training	18B	OPTIMUM RESULTS LTD	I.B. (E.I.)	1 visit
In-Company Training	18B	ORBIS INFORMATION SYSTEMS LTD	I.B. (E.I.)	1 visit

In-Company Training	18B	OVELLE LTD	I.B. (E.I.)	1 visit
In-Company Training	18B	OVELLE LTD	I.B. (E.I.)	1 visit
In-Company Training	18B	OVELLE LTD	I.B. (E.I.)	1 visit
In-Company Training	18B	OVELLE LTD	I.B. (E.I.)	1 visit
In-Company Training	18B	OVELLE LTD	I.B. (E.I.)	1 visit
In-Company Training	18B	OVELLE LTD	I.B. (E.I.)	1 visit
In-Company Training	18B	OVELLE LTD	I.B. (E.I.)	1 visit
In-Company Training	18B	PASTA CONCEPTS LTD	I.B. (E.I.)	1 visit
In-Company Training	18B	PERCANA GROUP LTD	I.B. (E.I.)	1 visit
In-Company Training	18B	PERCANA GROUP LTD	I.B. (E.I.)	1 visit
In-Company Training	18B	PINEWOOD LABORATORIES LTD	I.B. (E.I.)	1 visit
In-Company Training	18B	PINEWOOD LABORATORIES LTD	I.B. (E.I.)	1 visit
In-Company Training	18B	PODIATRY PRODUCTS LTD	I.B. (E.I.)	1 visit
In-Company Training	18B	PODIATRY PRODUCTS LTD	I.B. (E.I.)	1 visit
In-Company Training	18B	PODIATRY PRODUCTS LTD	I.B. (E.I.)	1 visit
In-Company Training	18B	PODIATRY PRODUCTS LTD	I.B. (E.I.)	1 visit
In-Company Training	18B	POWERBAR LTD	I.B. (E.I.)	1 visit
In-Company Training	18B	POWERBOARD LTD	I.B. (E.I.)	1 visit
In-Company Training	18B	PRENCO MANUFACTURING LTD	I.B. (E.I.)	1 visit
In-Company Training	18B	PROSCON LTD	I.B. (E.I.)	1 visit
In-Company Training	18B	QUANTUM COMPUTING LTD	I.B. (E.I.)	1 visit
In-Company Training	18B	QUANTUM COMPUTING LTD	I.B. (E.I.)	1 visit
In-Company Training	18B	REALTIME TECHNOLOGIES LTD	I.B. (E.I.)	1 visit
In-Company Training	18B	REALTIME TECHNOLOGIES LTD	I.B. (E.I.)	1 visit
In-Company Training	18B	SCHMITTER (IRL) LTD	I.B. (E.I.)	1 visit
In-Company Training	18B	SCHMITTER (IRL) LTD	I.B. (E.I.)	1 visit
In-Company Training	18B	SEABROOK RESEARCH LTD	I.B. (E.I.)	1 visit
In-Company Training	18B	SEABROOK RESEARCH LTD	I.B. (E.I.)	1 visit
In-Company Training	18B	SEAMLESS ALUMINIUM LTD	I.B. (E.I.)	1 visit
In-Company Training	18B	SEAN LOUGHNANE (GALWAY) LTD	I.B. (E.I.)	1 visit
In-Company Training	18B	SECURI-CABIN LTD	I.B. (E.I.)	1 visit
In-Company Training	18B	SHABRA PLASTICS & PACKAGING LTD	I.B. (E.I.)	1 visit
In-Company Training	18B	SHABRA PLASTICS & PACKAGING LTD	I.B. (E.I.)	1 visit
In-Company Training	18B	SHABRA PLASTICS & PACKAGING LTD	I.B. (E.I.)	1 visit
In-Company Training	18B	SHABRA PLASTICS & PACKAGING LTD	I.B. (E.I.)	1 visit
In-Company Training	18B	SHABRA PLASTICS & PACKAGING LTD	I.B. (E.I.)	1 visit
In-Company Training	18B	SHABRA PLASTICS & PACKAGING LTD	I.B. (E.I.)	1 visit
In-Company Training	18B	SHALVEYS POULTRY LTD	I.B. (E.I.)	1 visit
In-Company Training	18B	SHALVEYS POULTRY LTD	I.B. (E.I.)	1 visit
In-Company Training	18B	SHALVEYS POULTRY LTD	I.B. (E.I.)	1 visit
In-Company Training	18B	SMITHSTOWN PROPERTY CO LTD	I.B. (E.I.)	1 visit
In-Company Training	18B	SOFTWORKS LTD	I.B. (E.I.)	1 visit
In-Company Training	18B	SPARKTECH ENGINEERING LTD	I.B. (E.I.)	1 visit
In-Company Training	18B	SPARKTECH ENGINEERING LTD	I.B. (E.I.)	1 visit
In-Company Training	18B	STANFORD GRADUATE SCHOOL OF BUSINESS	I.B. (E.I.)	1 visit
In-Company Training	18B	STANTA LTD	I.B. (E.I.)	1 visit
In-Company Training	18B	STANTA LTD	I.B. (E.I.)	1 visit
In-Company Training	18B	STERIPACK LTD	I.B. (E.I.)	1 visit
In-Company Training	18B	SWIFT FINE FOODS LTD	I.B. (E.I.)	1 visit
In-Company Training	18B	SYSTEM DYNAMICS LTD	I.B. (E.I.)	1 visit
In-Company Training	18B	T J GRADY LTD	I.B. (E.I.)	1 visit
In-Company Training	18B	TAKUMI PRECISION ENGINEERING LTD	I.B. (E.I.)	1 visit
In-Company Training	18B	TERRA LTD	I.B. (E.I.)	1 visit
In-Company Training	18B	THE GRIMSBY INSTITUTE OF FURTHER & HIGHER EDUCATION	I.B. (E.I.)	1 visit
In-Company Training	18B	THE GRIMSBY INSTITUTE OF FURTHER & HIGHER EDUCATION	I.B. (E.I.)	1 visit
In-Company Training	18B	THE GRIMSBY INSTITUTE OF FURTHER & HIGHER EDUCATION	I.B. (E.I.)	1 visit
In-Company Training	18B	THE UNIVERSITY OF DUBLIN	I.B. (E.I.)	1 visit
In-Company Training	18B	THIRDFORCE EP IRL LTD	I.B. (E.I.)	1 visit
In-Company Training	18B	TIM CROWLEY LTD	I.B. (E.I.)	1 visit
In-Company Training	18B	TIM CROWLEY LTD	I.B. (E.I.)	1 visit
In-Company Training	18B	TINYWEAR LTD	I.B. (E.I.)	1 visit
In-Company Training	18B	TINYWEAR LTD	I.B. (E.I.)	1 visit
In-Company Training	18B	TRAVENTEC LTD	I.B. (E.I.)	1 visit

In-Company Training	18B	TRU WOOD LTD	I.B. (E.I.)	1 visit
In-Company Training	18B	TRU WOOD LTD	I.B. (E.I.)	1 visit
In-Company Training	18B	TRU WOOD LTD	I.B. (E.I.)	1 visit
In-Company Training	18B	VICTOR CO LTD	I.B. (E.I.)	1 visit
In-Company Training	18B	VISTAMED LTD	I.B. (E.I.)	1 visit
In-Company Training	18B	VISTAMED LTD	I.B. (E.I.)	1 visit
In-Company Training	18B	VISTAMED LTD	I.B. (E.I.)	1 visit
In-Company Training	18B	VISTATEC LTD	I.B. (E.I.)	1 visit
In-Company Training	18B	WALSH PRINTING SERVICES LTD	I.B. (E.I.)	1 visit
In-Company Training	18B	WALSH PRINTING SERVICES LTD	I.B. (E.I.)	1 visit
In-Company Training	18B	WALSH PRINTING SERVICES LTD	I.B. (E.I.)	1 visit
In-Company Training	18B	WOODFORD TIMBER PRODUCTS LTD	I.B. (E.I.)	1 visit
In-Company Training	18B	WOOD-SYSTEMS LTD	I.B. (E.I.)	1 visit
In-Company Training	18B	WOOD-SYSTEMS LTD	I.B. (E.I.)	1 visit
In-Company Training	18B	XTRATHERM LTD	I.B. (E.I.)	1 visit
In-Company Training	18B	YOUGETITBACK LTD	I.B. (E.I.)	1 visit
In-Company Training	18C	Construction Industry federation	I.B. (E.I.)	1 visit
In-Company Training	18C	SIPTU – Equal Ireland	I.B. (E.I.)	1 visit
Undergraduate Skills	26	Higher Education Authority	DMA (DES)	1 visit
Certification & National Qualifications Framework	29B	National Qualifications Authority of Ireland (NQAI)	DMA (DES)	1 visit
Equal Opportunities Promotion & Monitoring	31A	Gender Equality Unit	DMA (DES)	1 visit
Equality for Women	31B1	Longford Women's Link	DMA (DJELR)	1 visit
Equality for Women	31B1	Meath Partnership	DMA (DJELR)	1 visit
Equality for Women	31B1	Gort Family Resource Centre	DMA (DJELR)	1 visit
Equality for Women	31B1	Carlow VEC	DMA (DJELR)	1 visit
Equality for Women	31B1	Waterford Institute of Technology	DMA (DJELR)	1 visit
Equality for Women	31B1	Kilkenny Rural Women's Link	DMA (DJELR)	1 visit
Equality for Women	31B1	Cork Women's Poetry Circle	Internal Audit (DJELR)	1 visit
Equality for Women	31B1	Southwest Kerry Women's Association	Internal Audit (DJELR)	1 visit
Equality for Women	31B1	Women's Aid	Internal Audit (DJELR)	1 visit
Equality for Women	31B1	National Women's Council of Ireland	DMA (POBAL for DJELR)	1 visit
Equality for Women	31B1	Gort Family Resource Centre	DMA (POBAL for DJELR)	1 visit
Equality for Women	31B1	Second Chance Education, Donegal	DMA (POBAL for DJELR)	1 visit
Equality Studies Unit	33A	Equality Studies Unit, Equality Authority	DMA (DJELR)	1 visit

# **Employment & Human Resources Development Operational Programme (2000-2006)**

**Ireland**

**Annual Implementation Report 2007**

***PART II - MEASURE LEVEL PROGRESS REPORTS***



EUROPEAN SOCIAL FUND:  
helping develop employment by  
promoting employability, the business  
spirit and equal opportunities and  
investing in human resources





# Employability Pillar School Completion Initiative

## Progress Report January to December 2007

### **1. MEASURE DESCRIPTION**

The School Completion Programme is a key component of the Department of Education and Science's strategy to discriminate positively in favour of children and young people who are at risk of early school leaving. The Programme supports post-primary and feeder primary schools with low retention rates and provides whole school support based on an integrated approach involving the schools, parents, and relevant statutory, voluntary and community agencies.

The focus of the School Completion Programme is on young people between the ages of 4 and 18 years and aims to develop local strategies to ensure maximum participation levels in the education process.

### **2. SIGNIFICANT CHANGES IN THE OPERATING ENVIRONMENT**

**DEIS – Delivering Equality of Opportunity in Schools**, is the Action Plan for Educational Inclusion and aims to ensure that the educational needs of children and young people from disadvantaged communities are prioritised and effectively addressed.

The plan, which is the outcome of the first full review of all programmes for tackling educational disadvantage that have been put in place over the past twenty years, brings together and builds upon, some ten existing policy interventions and initiatives for schools and school communities with a concentrated level of disadvantage, including the School Completion Programme

As a result of the identification and review processes, 874 schools have been invited to participate in the new Programme.

These comprise 671 primary schools:-

- 339 urban/town schools and 332 rural schools) with an enrolment of approx 90,000 children and
- 203 second-level schools with an enrolment of approx 61,000 children.

### **School Completion & DEIS**

The School Completion Programme services have been extended to **all urban/town primary schools and second-level schools** participating in the School Support Programme, and not already benefiting from these services, during the 2006/2007 school year. Following an evaluation, integration of the School Completion Programme into the School Support Programme framework will be effected over the five-year implementation timeframe.

43 additional SCP Projects have been created and additional schools (primary and second level schools) have been included in 38 of the existing 81 projects under the new Action Plan during 2006/2007 school year. This includes 120 second level and 171 primary schools selected to participate in DEIS and not already receiving School Completion Programme

services.

Resources will also be made available to qualifying school clusters through the School Completion Programme during the period prior to its integration into the SSP, with a cluster-level resourcing dimension continuing thereafter to ensure that the integrated cross-sectoral and cross-community delivery model, which underpins the School Completion Programme, can be further strengthened under the SSP.

The further development of after-school and holiday-time supports assisting children's literacy and numeracy development through their involvement in, and enjoyment of, extra-curricular activities, will be supported. The wide range of such activities already being funded through the School Completion Programme will continue to be extended and developed.

A continuing emphasis will be placed on the development of effective transfer programmes by building on the existing work of the School Completion Programme in this area.

### **Future of the Stay in School Retention strand**

Arising from the identification process, 45 of the 53 second-level schools, previously funded under the Stay in School Retention Strand, have been selected to participate in the new School Support Programme. The remaining schools will continue to be supported on a phasing out basis to 2010.

## **3. COMMENTARY ON MEASURE-RELATED PROGRESS**

- 124 projects now in School Completion Programme spanning 26 counties comprising:
  - 81 projects participating in SCP since 2002 (38 have been altered to include new schools selected under SSP).
  - 43 new SCP projects (including both primary and second-level schools) created in 2006/2007 under SSP.
- A total of 228 post-primary schools and 464 primary schools are now participating in the School Completion Programme.
- Of these 692 schools, 120 post-primary and 171 primary schools were selected to participate in DEIS that were **not** in receipt of School Completion Programme services previously. These have now been included in either new clusters or existing SCP clusters.
- 19,059 young people were targeted in-school under the School Completion Programme in 2006/2007. This figure has increased to approx. 36,000 in 2007/2008 with the inclusion of new schools.
- 45 of the 53 second level schools participating in the SSRI strand of SCP up to August 2006 have now been selected to participate in the School Support Programme and were included in new and existing SCP clusters during the school year 2006/2007.
- 7 of the remaining SSRI schools will continue to receive revised funding under the

SSRI strand.

(Dundrum College has phased out mainstream classes, therefore does not meet requirements for continued funding)

- The level of funding allocated to projects is dependant on the level of disadvantage in the schools involved in each project, the target group selected for intensive supports, the salaries of personnel employed and the overall level of funding available to the programme. Current annual funding to projects range from €90,000 to over €400,000 in respect of a full year's involvement in the Programme.

#### **Number of Pupils targeted**

From September 2006 to August 2007, a total of 19,649 pupils were targeted in 82 projects under SCP. This figure will increase on full implementation of the 43 new projects created throughout the 2006/07 school year.

#### ***Project Strand:***

19,059 pupils who are most-at-risk of early school leaving  
590 young people who have already left school early

#### ***Stay in School Retention Strand:***

360 pupils were targeted under the Stay in School Retention Strand.

#### **In-Service Training**

Regional in-service directed at project development and available to Local Co-ordinators and Project Workers, was held in January/February, April/May 2007 and October 2007.

Review and Planning meetings were held in each of the regions in June 2007.

Three induction meetings for new Local Co-ordinators held in June 2007.

National In-service for Local Co-ordinators held in November 2007.

Support teacher in-service held in March 2007 and October 2007.  
Evaluations were carried out at each in-service.

SCP In-service reports were disseminated to Local Co-ordinators and Chairpersons.

#### ***Other Developments:***

#### **Expansion of SCP under DEIS**

The National Co-ordination Team held meetings with new and expanded SCP projects.

#### ***Protocol***

Meeting between the national teams of SCP, HSCL and the NEWB (February 2007)

Meetings between national teams of SCP and HSCL (June 2007 / September 2007)

#### **Publications:**

- SCP Newsletters (Spring Edition/Autumn edition) were published
- SCP Annual Composite Progress Report for 2005 / 2006
- Guidelines on Identifying young people at risk of early school leaving

**Development work:**

- Draft report on the nature and scope of interagency collaboration in SCP: to be published 2008
- Draft guidelines on performance indicators / target-setting for local projects: to be disseminated April/May 2008.
- Establishment of two sub-committees of the national team on Training in SCP and 'Core Elements' in SCP:
  - Led to the establishment of the Training and In-service Consultative Committee comprising seven nominated Local Co-ordinators and the national SCP team - (September 2007 / December 2007).
  - Work continues on the development of Core Elements to the work of SCP: consultation with SCP projects during 2008.

## 4. PROGRESS WITH REGARD TO PHYSICAL INDICATORS AND TARGETS

## Measure Indicator Report

Measure <i>School Completion Initiative</i>	Baseline 2004	Indicator target 2006	2006/07 academic year		
Indicator					
<i>No of clusters/projects participating in the School Completion Programme</i> <b>Project Strand</b>					
BMW	16	28	29		
SAE	<u>66</u>	<u>91</u>	<u>95</u>		
National	82	119	124		
<i>No of schools participating in the School Completion Programme</i>					
BMW	92	179	182 ( 64 Post primary 118 Primary)		
SAE	<u>312</u>	<u>506</u>	510 (164 Post Primary 346 Primary)		
National	404	685	692 (228 Post Primary 464 Primary) <sup>1</sup>		
<i>No of pupils enrolled in School Completion Programme schools–</i> <b>Project Strand</b>					
BMW	21,203	Approx. 140,000	Total	Male	Female
SAE	96,672		43,081	22,845	20,236
National	117,875		139,372	74,417	64,955
			182,453	97,262	85,191

<sup>1</sup> Figures relating to number of schools participating may vary as some primary and post-primary schools have amalgamated since first selected to participate. Includes new schools under DEIS.

Indicator	Baseline 2004	Indicator target 2006	2006/07 academic year		
<i>No of pupils Targeted for specific supports in the School Completion Programme-Project Strand</i>		SCP was expanded during 2006/2007.	Total	Male	Female
BMW	3,713		8,964	5,103	3,861
SAE	11,348		26,405	14,842	11,128
National	15,061		35,369 <sup>2</sup>	19,945 <sup>3</sup>	14,989
<i>% of RAPID schools participating in the School Completion Programme - Project Strand/SSR Strand</i>					
BMW	19.44		24.17		
SAE	46.08		46.67		
National	40.50	45.00	40.75		
<i>Number of RAPID schools participating in the School Completion Programme - Project Strand/SSR Strand</i>					
BMW	21		44		
SAE	188		238		
National	209	233	282		
<i>Number of DEIS schools participating in the School Completion Programme - Project Strand</i>		Post-primary schools selected under DEIS and Urban/town primary schools selected under DEIS and not previously in receipt of SCP services are now included in either new projects or existing projects.			
BMW			146		
SAE			421		
National			567 <sup>4</sup>		
<i>No of schools participating in the SSR Strand</i>		45 of the 53 second level schools participating in the SSRI strand of SCP up to August 2006 have now been selected to participate in the School Support Programme and were included in new and existing SCP clusters during the school year 2006/2007			
BMW	12		0		
SAE	46		8		
National	58		8		

<sup>2</sup> SCP was expanded from October 2006. 43 New clusters created and some 38 existing clusters expanded. Target nos. for these additional clusters were provided in 2007/08 plans.

<sup>3</sup> Breakdown of Gender not complete for three projects

<sup>4</sup> 203 post-primary schools, 339 Urban Band 1 & Band 2 primary schools are all participating in SCP. 25 Rural schools selected under DEIS have been participating in DEIS since 2002.

% of pupils in SCP who sit Junior Certificate in any of its two forms			2005/2006 figures <sup>5</sup>
BMW SAE National			98.10%
% of pupils in SCP who transfer from Primary to Post-Primary			2005/2006 figures
BMW SAE National			99.95%

### NUTS III – School Completion Programme 2007

<b>Measure/Sub-Measure:</b> School Completion Programme Project Strand			
<b>Indicator Used:</b> No. of Targeted Young People			
Region	Total	Gender break-down (where appropriate)	
		Male	Female
<i>Border Region</i>	5190	2949	2241
<i>Midland Region</i>	1747	966	781
<i>West Region</i>	2027	1188	839
<b>BMW Total</b>	8964	5103	3861
<i>South East Region</i>	5582	3088	2218
<i>Mid East Region</i>	2459	1463	996
<i>Dublin Region</i>	12521	6994	5388
<i>South West Region</i>	2719	1671	1048
<i>Mid West Region</i>	3124	1626	1478
<b>SAE Total</b>	26405	14842	11128
<b>National (BMW + SAE)</b>	35369	19945*	14989*

\* Gender breakdown not complete for some projects

<sup>5</sup> % figures for transfer and Junior Certificate are taken from the Annual Progress Reports September 2005 to August 2006, as forwarded to the National Co-ordination Team by the projects.

### NUTS III - Stay in School Retention Initiative

<b>Measure/Sub-Measure: School Completion Programme SSRI Strand</b>			
<b>Indicator Used: No. of Targeted Young People</b>			
<b>Region</b>	<b>Total</b>	<b>Gender break-down (where appropriate)</b>	
		Male	Female
<i>Border Region</i>	0	0	0
<i>Midland Region</i>	0	0	0
<i>West Region</i>	0	0	0
<b>BMW Total</b>	0	0	0
<i>South East Region*</i>	125	28	19
<i>Mid East Region</i>	0	0	0
<i>Dublin Region*</i>	163	60	32
<i>South West Region</i>	72	44	28
<i>Mid West Region</i>	0	0	0
<b>SAE Total</b>	360	132	79
<b>National (BMW + SAE)</b>	360	132	79

#### Measure Indicator Report for 2006-2007

\*Figures do not tally as no gender breakdown given for certain schools in these regions

## 5. PROGRESS WITH REGARD TO EXPENDITURE

Table 1 –

### Expenditure for January – December, 2007

<b>EHRD-OP €m</b>	<b>% of Measure Forecast</b>	<b>Total Prog spend</b>	<b>Total co- financed (CSF expend)</b>	<b>EU Structur al Funds</b>	<b>National Public Cofinanc ed</b>	<b>Private Co- financed</b>	<b>Public Non- Cofinanc ed</b>
		<i>C1</i>	<i>C3</i>	<i>c5</i>	<i>C10</i>	<i>c14</i>	<i>c25</i>
<b>BMW Expend</b>	N/A	6.940	6.940	5.205	1.735	0.000	0.000
<b>SAE Expend</b>	N/A	23.052	23.052	11.526	11.526	0.000	0.000
<b>Nat Expend</b>	N/A	29.992	29.992	16.731	13.261	0.000	0.000



**Table 2 – Cumulative expenditure from January 2000 to December, 2007**

<b>EHRD-OP €m</b>	% of Measur e Forecas t	Total Prog spend	Total co- financed (CSF expend)	EU Structu ral Funds	National Public Cofinanc ed	Private Co- finance d	Public Non- Cofinanced
		<i>C1</i>	<i>C3</i>	<i>c5</i>	<i>C10</i>	<i>c14</i>	<i>c25</i>
<b>BMW</b> Expenditure Jan 2000– Dec 2007	127%	28.033	24.971	19.270	6.425	0.000	3.062
<b>SAE</b> Expenditure Jan 2000– Dec 2007	150%	116.186	90.978	45.489	45.489	0.000	25.208
<b>Nat</b> Expenditure Jan 2000 – Dec 2007	145%	144.219	115.949	64.217	51.732	0.000	28.270

## 6. Compliance with EU & National Policy

It is the policy of the Department of Education & Science to comply with all EU Regulations in relation to procurement, State Aids etc.

## 7. Publicity

Guidelines in relation to NDP/CSF publicity have issued to all schools involved in the measure and projects are using the NDP and ESF logos in publicising the initiatives. NDP/CSF logos are used in advertising and on all correspondence with outside agencies and projects.

## 8. North/South Co-operation

A joint working group was established in 2002 under the auspices of the North/South Implementation process to examine, inter alia, the issue of retention. An objective of that group was to identify areas for close co-operation and collaboration in promoting attendance and retention and to develop proposals for further action.

The group last met in 2006 and the further direction of this group is currently being considered by the Department of Education, Northern Ireland and Department of Education & Science in the Republic.

Informal links have been established with similar initiatives in the North. In particular, the School Completion Programme in Dundalk has strong North/South links and links are now being established with the School Completion Programme projects in the Border areas, such as Monaghan, Cavan and Donegal.

**9. Proposals for re-profiling expenditure**

None.

**10. Proposals to amend Programme Complement**

None

**Employment and Human Resources Development  
Operational Programme (2000 – 2006)**

**Employability Priority  
Early School Leavers – YOUTHREACH & Travellers  
Progress Report January – December 2007**

**1. Measure description**

YOUTHREACH is the national response to the needs of unqualified early school leavers in Ireland. The programme is designed to offer two years integrated education, training and work experience for young people age 15-20 that have left school early without qualifications or incomplete qualifications or vocational training. The overall YOUTHREACH programme is administered jointly by the Department of Education and Science (DES) and the Department of Enterprise, Trade and Employment (D/ETE) and FÁS.

The Department of Education and Science element in this measure includes:

- delivery of YOUTHREACH in VEC out-of-school centres;
- delivery in a network of VEC Senior Traveller Training Centres.

VEC Senior Traveller Training Centres operate on the same basis as YOUTHREACH centres, but there is no upper age limit. Particular efforts are made to encourage Traveller parents into the centres because of the impact this can have on their children's schooling.

**2. Significant Changes in the Operating Environment**

Significant changes in the period January-December 2007 are as follows:

## **2.1 New initiative to support the special educational needs of learners in Youthreach introduced on a phased basis.**

The Education for Persons with Special Educational Needs Act (2004) provides for the education of all children with educational disabilities, with 'a child' being defined as a person not more than 18 years of age. Under the terms of the Disability Act (2005) adults over 18 years with disabilities may also have an entitlement to particular educational services if these are included in their service statements.

Most of the supports normally found in a mainstream school for disadvantaged learners or those with special educational needs are not available in Youthreach. Practitioners say they are now dealing with a more disadvantaged and disabled group of clients than was envisaged for the programme at its inception. Research by the Senior Psychologist in Further Education Section has found there to be a very significant level of special educational needs within the Youthreach student population, particularly in the categories of borderline or mild general learning disability and emotional disturbance. In addition, the annual surveys conducted by the Further Education Section point up significant proportions of Youthreach trainees with problems such as literacy and numeracy deficits, family difficulties, engagement in risk-taking behaviours and substance misuse.

### **Measure for addressing special needs in Youthreach**

Youthreach centres operate for 45 weeks per annum and for 35 hours per week. A staffing allocation of 4,200 hours per annum is made for each group of 25 trainees. In view of the factors outlined above it is considered that additional resources need to be put in place to provide for the special educational needs of the students attending these centres.

### **Centre Support**

In the first instance, the initiative below was introduced to 25 groups of 25 students, across 20 centres, with the intention of extending it to all Youthreach centres, following evaluation, subject to the availability of financial resources. For each of these centres the initiative consists of three components:

#### ***d) Staffing provision for students***

A provision of €52,500 per group (group of 25) was made to each centre to enable them to avail of support services to deal with the special educational needs of the students. This funding is being utilised to avail of additional personnel support which may include teachers, community or youth workers, counsellors and resource personnel. This additional funding takes account of the level of need having regard to the specific characteristics of the Youthreach cohort.

#### ***e) Staff training***

Training was provided to staff in the 20 Youthreach centres to enable the introduction, on a centre team basis, of a range of professional practices to support students with special educational needs. This training followed on from the introductory training programme introduced nationally into all centres in 2006.

#### ***f) Case supervision and professional support for staff***

In addition, staff in the 20 centres are being provided on a regular basis with case supervision and professional support by suitably qualified professional practitioners.

## 2.2 FETAC Quality Assurance

FETAC's Quality Assurance policy is being implemented in all centres. Work was ongoing during 2007 to ensure that systems are in place for the smooth operation of this process in the FE sector.

Funding has been provided to the IVEA in 2007 for the employment of a FETAC Co-ordinator to oversee the implementation process in all VEC programmes including Youthreach.

## 2.3 FETAC Levels 1 and 2

During 2005 FETAC initiated the development of awards at Levels 1 and 2 of the National Qualifications Framework. These offer a mechanism to recognise achievement by learners at very low levels of ability or motivation and in particular will help in recognising '**distance travelled**'. These levels are likely to have an application in Youthreach and STTC settings. The following new Level 1 and Level 2 awards are now available:

- Level 1 Certificate in Communications
- Level 1 Certificate in General Learning
- Level 2 Certificate in General Learning

**Awards at these levels are new in Ireland**, and provide recognition for learning achieved by many traditionally excluded groups of learners, including, for example, those with special needs and those who may have specific basic education/training gaps arising from disadvantage at critical life stages. Awards that have been placed at Level 3 include the Junior Certificate, the former National Foundation Certificate, and the former Introductory Vocational Skills Certificates.

## 2.4 Value for Money Review of Youthreach and Senior Traveller Training Centres

The Department of Education and Science is carrying out a number of Value for Money reviews including one on Youthreach and Senior Traveller Training Centres. This report was finalised in late 2007. It is hoped to publish the report in early 2008.

The aims of the value for money reviews are to;

- provide a systematic analysis of what is being achieved by expenditure on each programme;
- provide a basis on which more informed decisions can be made on priorities

within and between expenditure programmes.

- **Terms of Reference:** The terms of reference for the review are based on guidelines from the Department of Finance. A Steering Committee was established to oversee the review. The committee includes representatives from Department of Education and Science and Youthreach and STTC National Co-ordinators. A representative from the Department of Enterprise, Trade and Employment is also on the group.

**Current Position:** The Report is due to be published shortly.

## **2.5 Evaluation of Youthreach and STTCs by the Departments Inspectorate**

External evaluation is a key element in the Quality Framework. The Inspectorate of the Department of Education and Science is undertaking this role in Youthreach. The Inspectors have set out the following objectives for this process:

- 1) To introduce the practice of external evaluation to centres for education [Education Act, 1998, Section 7 (2) (b)].
- 2) (a) To identify, acknowledge and affirm good practice in Youthreach and Senior Traveller Training Centres.  
(b) To identify, in a constructive way, areas for improvement in these centres.
- 3) To promote the goals of the Quality Framework Initiative in terms of quality standards, centre development planning and internal centre evaluation.
- 4) To provide an assurance of educational quality in this sector of the education system based on the collection of objective, dependable and high quality data.
- 5) To inform Department policy towards future development of this sector.

Evaluations have continued in 2007. Overall, the Inspectorate evaluations found evidence across all centres of successful delivery of appropriate educational programmes to learners but one of the key recommendations was that literacy and numeracy should be integrated in all aspects of the programmes.

### ***Commentary on Measure-related progress***

#### **3.1 Youthreach Guidance, Counselling and Psychological services**

A sum of €1.1million was made available in 2007 for guidance, counselling and psychological services. Centres use this budget to prioritise from a spectrum of needs ranging from initial orientation and guidance and vocational information to psychological services.

This service is led by a National Co-ordinator appointed from NEPS (National Educational Psychological Service) whose function is to:

- Develop guidelines for centres on the guidance, counselling and psychological services
- Provide advice on the delivery of guidance, counselling and psychological services locally
- Co-ordinate a programme of continuing professional development for trainers in front line counselling skills, initial assessment, vocational guidance, feedback, mentoring and progression
- Disseminate models of good practice on an ongoing basis
- Advise, monitor and report on the effectiveness of guidance, counselling and psychological services.

The National Co-ordinator arranged for the delivery of a programme of professional training for trainers in individual assessment, educational planning, guidance, review and mentoring, developing and disseminating materials supporting good practice in these areas for staff in centres and, advised the Department on issues in relation to students with special educational needs attending Youthreach centres.

### 3.2 Quality Framework Initiative

Under the Quality Framework Initiative all centres must engage in Internal Centre Evaluation (ICE) and Centre Development Planning (CDP). By the end of 2007 all centres engaged in one or both parts of the initiative.

#### 4. Progress in relation to physical indicators and targets

<b>Measure/Sub-Measure: Early School Leavers - Senior Traveller Training Centres</b>			
<b>Indicator Used: Enrolment - 31 October 2007, classified by gender</b>			
<b>Region</b>	<b>Total</b>	<b>Gender break-down (where appropriate)</b>	
		<b>Male</b>	<b>Female</b>
<i>Border Region</i>	70	3	67
<i>Midland Region</i>	155	32	123
<i>West Region</i>	320	65	255
<b>BMW Total</b>	545	100	445
<i>South East Region</i>	59	9	50
<i>Mid East Region</i>	82	9	73
<i>Dublin Region</i>	138	9	129
<i>South West Region</i>	164	11	153
<i>Mid West Region</i>	101	23	78
<b>SAE Total</b>	544	61	483
<b>National (BMW + SAE)</b>	1,089	161	928

<b>Measure/Sub-Measure: Early School Leavers - Senior Traveller Training Centres</b>	
<b>Indicator Used:</b> <i>% of trainees on STTC courses progressing to full-time employment/education/training on completion of the programme</i>	37%

<b>Measure/Sub-Measure: Early School Leavers – Youthreach Centres</b>			
<b>Indicator Used: Enrolment - 31 October 2007 classified by gender</b>			
<b>Region</b>	<b>Total</b>	<b>Gender break-down (where appropriate)</b>	
		<b>Male</b>	<b>Female</b>
<i>Border Region</i>	391	191	200
<i>Midland Region</i>	157	71	86
<i>West Region</i>	289	150	139
<b>BMW Total</b>	837	412	425
<i>South East Region</i>	254	127	127
<i>Mid East Region</i>	397	199	198
<i>Dublin Region</i>	905	447	458
<i>South West Region</i>	470	256	214
<i>Mid West Region</i>	270	115	155
<b>SAE Total</b>	2,296	1,144	1,152
<b>National (BMW + SAE)</b>	3,133	1,556	1,577

<b>Measure/Sub-Measure: Early School Leavers – Youthreach Centres</b>	
<b>Indicator Used:</b> <b>% of trainees on Youthreach progressing to full-time employment/education/training on completion of the programme</b>	72%



## 5. Progress with regard to expenditure

**Table 1 – Expenditure for January – December, 2007**

EHRD-OP €m	% of Measure Forecast	Total Progs pend	Total co-financed (CSF expend)	EU Structural Funds	National Public Cofinanced	Private Co-financed	Public Non-Cofinanced
		C1	C3	c5	C10	c14	c25
<b>BMW</b> Expend	N/A	30.561	30.561	22.921	7.640	0.000	0.000
<b>SAE</b> Expend	N/A	55.096	55.096	27.548	27.548	0.000	0.000
<b>Nat</b> Expend	N/A	85.657	85.657	50.469	35.188	0.000	0.000

**Table 2 – Cumulative expenditure from January 2000 to December, 2007**

EHRD-OP €m	% of Measure Forecast	Total Progs pend	Total co-financed (CSF expend)	EU Structural Funds	National Public Cofinance d	Private Co-finance d	Public Non-Cofinance d
		C1	C3	c5	C10	c14	c25
<b>BMW</b> Expenditure Jan 2000– Dec 2007	94%	171.047	154.35	115.763	40.284	0.000	16.697
<b>SAE</b> Expenditure Jan 2000– Dec 2007	125%	314.059	224.238	112.119	112.119	0.000	89.821
<b>Nat</b> Expenditure Jan 2000 – Dec 2007	112%	485.106	378.588	227.889	150.707	0.000	106.518

Note: This measure is also included in the HCI OP 2007-2013. Consequently, some of the expenditure declared in the tables above will be included in the aid claims process for 2007-2013.

## 6. Horizontal Issues

Report on the relevant Horizontal Principle(s) provided for the Spring 2007 Monitoring Committee meeting in accordance with Monitoring Committee reporting requirements.

## 7. Compliance with EU and National policy

It is the policy of the Department of Education and Science to comply with all EU regulations in relation to procurement, state aids, etc.

## 8. Publicity

Information leaflets and posters are widely circulated on the YOUTHREACH and

Senior Traveller Training Centre programmes, which include acknowledgement of ESF funding and the EU and NDP logos. Local centres have established referral networks which link the services extensively with other agencies. The national co-ordinator's office has worked in partnership with the NDP Information Unit's Local Media Campaign highlighting and explaining the implementation of the NDP at a county/local level.

## **9. North/South Cooperation**

The National Coordinators of Youthreach and the Senior Traveller Training Centres are part of an 'implementation sub-committee' established by the cross-border body the North-South Education Forum. A number of reports have been published by the NSEF including a survey of the training needs of staff in Youthreach and Senior Traveller Training Centres.

## **10. Proposals for re-profiling of expenditure (where applicable)**

None

## **11. Proposals to amend Programme Complement (where applicable)**

None

**January-December 2007**

**Progress Report on FÁS  
Activities to the**

**Monitoring Committee of the Employment and Human Resources Development  
Operational Programme (2000-2006)**

### **1. Measure description: In-Company Training-FÁS PC 18**

FÁS actions under this Measure aim to enhance the productivity and competitiveness of Irish companies in selected sectors through the provision of advice and assistance to companies in identifying and meeting their HRD needs. It also up-skills the workforce in companies, therefore increasing national competitiveness and individual career success. Activities include the analysis of sectoral training needs and the implementation of programmes to meet these needs, as well as the promotion of the 'Excellence through People' scheme to improve the ability of companies to identify and plan their training needs. Another key activity has been the implementation of a wide range of environment-related courses to respond to new and emerging legislative requirements.

### **2. Significant Changes in the Operating Environment January-December 2007**

There were no significant changes in the operating environment in the reporting period.

### **3. Commentary on progress of Measure:**

During 2007, FAS increased its support for the training of people in employment. Total expenditure was €64.1 million compared to €55.2 million in 2006 and €37.5 million in 2005. A total of 37,532 persons were trained under the Competency

Development Programme. This programme encourages the training of employed persons by subsidising the cost of approved training programmes covering a wide variety of competencies including: - management, IT, retail, contract cleaning and carers and provides course participants with portable and transferable skills.

In 2007 two programmes were developed to meet the needs of low-skilled employees in the retail sector. These were the Certificate in Retail (FETAC Level 4) and the Advanced Certificate in Retail Management (FETAC Level 6). Both these programmes have been piloted and are now available to employees nationally.

The Strategic Alliance approach, whereby FAS contracts with major national organisations to deliver suites of suitable training courses, continued in 2007. FAS Services to Business (STB) continued to monitor and report on the progress of the existing fifteen Strategic Alliance contracts with different organisations. These courses delivered a wide range of training for employed people at management, technical and operative levels. Approximately 47, 000 training days were delivered to 7,752 employed people, at a cost of €10.8 million.

During 2007, under the Strategic Alliance Programme, the FÁS Board approved twelve new contracts for the delivery of training programmes in conjunction with partners, for two distinct groups of employed people: €10.1 million for SME Management Development programmes and €8.9 million for training low-skilled and vulnerable workers. These initiatives were in response to a number of recent expert reports on the training needs of the Irish workforce. The Small Firms Association (SFA) National Centre of Excellence was also created in 2007 as a strategic alliance between FAS and the SFA. This centre is designed to improve the positioning of SME management development in Ireland.

In alliance with the National College of Ireland, two pilot projects were implemented in 2007; (1) The Knowledge Economy Skills Passport (KESP) - an innovative blended training programme, focused on providing learners with the key skills required to be highly productive in the knowledge economy, and (2) KNOW IT - an IT skills development programme, designed to support learners in the workplace taking their first steps in using IT for basic practical tasks such as writing e-mails, using the internet or word processing. This programme included a workbook and DVD. A promotional CD on the programme was distributed to trainers and others concerned with developing IT skills for the workforce.

In 2007 in order to raise the skills and competencies within the SME sector, FAS, in conjunction with the Irish Small and Medium-sized Enterprises Association (ISME), introduced a scholarship scheme for people employed in this sector who have little or no formal qualifications. The scholarship will be worth a maximum of €11,000 and will be awarded to individuals wishing to undertake development in areas such as strategic business management, research and technological development, marketing, product development, entrepreneurial development, new systems and processes to NQAI level 6 or higher. The scheme is open to all employees at all levels who have been working in the SME sector for at least three years.

In May 2007, an external evaluation of IMI programmes funded by FÁS, under the In-Company Training Measure, reported that *'engaging in relevant management development activity has had a significant positive effect on the participating businesses and the level of support offered to them had been an important factor in their decision to participate'*. These findings confirm the importance of FÁS subsidies in encouraging higher levels of participation in SME training, as well as demonstrating the benefits of such training.

The Workplace Basic Education Programme, providing literacy and numeracy courses for employed people, was expanded in 2007. Modules including communications, computer and interpersonal skills were made available to participants under this programme. Total expenditure in 2007 was €3.7 million, there were 251 courses delivered and the total number of participants trained was 2,054. External consultants carried out a review of the programme in 2007. The results were positive and a number of recommendations were made to improve the delivery of the programme. FAS, in consultation with the other implementation agencies, will now be addressing the recommendations.

The FAS/Enterprise Ireland Domestic and International Sales programmes were piloted in 2007 and will be rolled out nationally in 2008.

A FAS Sub-Board Committee, set up in 2006 to advise and monitor developments in training for the employed, continued to meet regularly to consider new initiatives developed in response to the priority needs of people in employment. To encourage and assist low-skilled employees, FAS developed two new initiatives in 2007. One of these related to 'Paid Learning Leave' where pilots were run in the Sligo and Wicklow areas in 2007. These pilots involved providing assistance to employers towards the wage cost of releasing low-skilled employees to attend training programmes. The other initiative - Individual Learning Options i.e. individual support to meet an identified training need of a low-skilled employee (up to Level 5), not available under the CDP programme, was researched and approved during the year and will take place during 2008. Other sectoral advisory committees also met regularly. They covered the Engineering, Construction and Film and TV sectors and advised on the particular needs of these sectors.

FAS continued to promote Excellence Through People, Ireland's national standard for human resource management. During 2007, 59 new companies/associations were assessed at Standard, Gold and Platinum levels. In addition, a further eighty companies/associations were re-assessed at all three levels mentioned above. A review of the standard was carried out in 2007 and recommendations will be implemented during 2008.

FÁS Screen Training Ireland (FSTI) continued to run courses during 2007, including training in production, direction, script, production support, animation, post production, production design and film and TV scoring. The Catalyst project, a new practical training initiative aimed at scriptwriters, producers and directors, was launched in February 2007. Bord Scannán na hÉireann-the Irish Film Board, FÁS Screen Training Ireland, Filmbase, the Broadcasting Commission of Ireland, TV3 and the Arts Council, have all devised this original mentoring scheme, which will train filmmakers in the art of very low-budget filmmaking and fund successful participants to produce a feature film.

Regarding the Construction Industry, FAS continued to play a major role in managing the Construction Skills Certification Scheme and the Safe Pass Scheme. During the year 188,000 Safe Pass and 15,500 Construction Skills Certification Scheme (CSCS) cards were issued. A number of new entrant programmes were finalised and implemented under the Construction Skills Certification Scheme. A Mobile Access Tower Programme was also developed and validated.

The FAS Environmental and Construction Training Unit continued to offer a range of programmes to both the public and private sectors and undertook the following training programmes during this period:

<b>Programme</b>	<b>Number Trained</b>	<b>Male</b>	<b>Female</b>
Waste Management	135	90	45
Waste Facility Operative	96	91	5
Water Protection & Nutrient Management	31	15	16
Laboratory Procedures	12	6	6
Litter Warden	116	101	15
Environmental Inspection Skills	88	53	35
Water & Waste Water Plant Operation	32	32	-
Construction & Demolition Waste Mgmt	48	46	2
Supervision of Timber Frame Erection	17	17	-
Road Worker Training Programme	2,178	2,178	-
Waste Enforcement Programme	20	11	9
Water Sampling	12	12	-
Site Suitability Assessment Training Programme	110	88	22
Radon Remediation & Prevention	41	38	3
Site Suitability (Out Wintering Pads)	40	36	4
Site Suitability (Earth Lined Stores)	29	27	2

Other initiatives which took place:

- In-house training in Environmental Management Systems.
- A number of new programme developments commenced.
  - Energy Efficiency & Renewable Technologies
  - CSCS Signing, Lighting & Guarding
  - Water Sampling
  - With CRE, a Composting Course for Plant Operation
  - With HSE, the development of an Awareness Handbook and Training Programme on Waste Management for the Sector
  - Packaging Prevention.

#### **4. Progress in relation to physical indicators and targets**

In 2007 a total of 37,532 employed people (including participants receiving training under the Strategic Alliance Programme) were trained with FAS support under the Competency Development Programme, a significant increase from the estimated 22,000 persons trained under the programme in 2006. In addition, 2,054 employed persons participated in training courses funded under the Workplace Basic Education Fund in 2007, in comparison to the 1,500 trained under this programme in 2006.

On a cumulative basis, a total of 769 Irish companies had been awarded Excellence Through People accreditation by the end of 2007 – for some of these, however, the accreditation had expired. 59 new companies were assessed between January-December 2007.

There were 327 registrations of approved training companies for the period.

Provisional data on the numbers of persons trained on the 'normal' CDP (i.e. excluding Strategic Alliances) is presented below.

<b>Region</b>	<b>Male</b>	<b>Female</b>	<b>Not-Recorded</b>	<b>Total</b>
<b>S&amp;E</b>	15,556	7,487	551	23,594
<b>BMW</b>	3,417	2,531	238	6,186
<b>Total</b>	18,973	10,018	789	29,780

The results of the latest EU-wide survey of Continuing Vocational Training (CVTS3) were published by the Central Statistics Office in December 2007. The results related to 2005 and showed that, on average, Irish companies spent 2.5% of their labour costs on training courses (including wage costs). This compared with the figure of 2.4% in the previous survey in 1999. The Irish percentage was the highest in the EU countries for which information was available.

## **5 Progress with regard to expenditure**

Expenditure on this measure amounted to €64.095 million in 2007. This represented a considerable increase compared to the figure of €55.169 million in 2006. Expenditure in the S&E Region was €49.1 million and €15.0 million in the BMW region. Cumulative expenditure for 2000-2007 was €232.027 million.

## **6 Horizontal issues**

Report on Gender provided separately.

## **7 Compliance with EU and National policy**

FÁS complies with all requirements in terms of tendering and public procurement. FÁS programmes contribute to the objectives of the National Development Plan, the Operational Programme for Employment and Human Resources Development and the European Employment Strategy.

## **8 Publicity**

All FÁS training centres, employment services offices and FÁS-funded community projects exhibit signage that acknowledges NDP and/or NDP/ESF funding, as appropriate. Promotional materials for services under this Measure also acknowledge funding sources.

## **9 North/South Cooperation**

No specific projects undertaken in the period.

## **10 Proposals for re-profiling of expenditure (where applicable)**

No proposals.

## **11 Proposals to amend Programme Complements (where applicable)**

No proposals.

## **Employment and Human Resources Development Operational Programme (2000-06)**

### **Progress Report: Jan 2000 – Dec 2007 In-Company Training - 18B**

#### **1. Measure description**

Global prospects have taken a downturn in recent time with unemployment on the rise, the competitiveness gap widening and a tightening of the global credit squeeze. The economies of central and Eastern Europe that powered ahead in benign global conditions of recent years are now being put to the test in far more difficult economic circumstances. In the face of these challenges Ireland must continue its quest to fully embrace and develop the 'knowledge economy' if it is to retain and grow its competitive advantage. The main priority of this measure is to provide financial support, and advice, to firms to enable them to improve the education and training of their management and staff at all levels and thus enable them to move up the knowledge based value-chain. In particular to support sustainable productivity, competitiveness and management capabilities in both emerging and existing SME's across all sectors including food and fish processing.

#### **2. Significant Changes in the Operating Environment**

There have been no significant changes since the last report (Jan 2007 – Jun 2007) submitted to the Monitoring Committee in Nov 2007. All the financial data is up-to-date and accurately reflects the position as of the end of Dec 2007.

With regards to Shannon Development, on completion of an in depth Article 4 check carried out in Feb 2008 it was recognised that while all the previously reported expenditure is eligible expenditure it did not fully meet with all of the reporting requirements. On that basis it has been decided not to submit a claim for ESF support on this expenditure. Data appended here reflects the position up to the end of Dec 06. Looking forward, in line with the ESG Report, the current restructuring of Enterprise Ireland continues to see a focus on an optimum combination of one-to-one company work, sectoral and group initiatives. Enterprise Ireland has set itself challenging targets in terms of delivering growth in new high potential business start ups, productivity and exports. The new structure has demonstrated it is delivering on these targets. Our activities are aimed at facilitating key client groups to compete and grow by working in partnership to develop key strategic capabilities. In addition, a specific recommendation in the ESG report that Enterprise Ireland should introduce an 'International Selling' programme has been addressed. This programme was developed and launched in late 2005. This initial programme attracted 30 participants and finished in Nov 2006. An evaluation of the programme has taken place which has endorsed the programme. In 2007 Enterprise Ireland ran two further programmes (1xDublin & 1xCork) with 50 participants attending. There are three further programmes scheduled in for 2008.

Enterprise Ireland continues to partner with FAS to deliver additional services to a broader range of clients. These include high technology start-ups via an Enterprise Start Programme (ESP), for people mainly in employment who have an idea which they believe has commercial potential. To date over 350 participants have attended

this programme. In addition Enterprise Ireland also participates with FAS in the delivery of the Company Development Programme (Cluster Programme).

### 3. Commentary on Measure-related progress

As a result of the adjustment to the Measure Sheet 18B, which was based on reported expenditure trends in the previous reports, and the subsequent adjustment to Enterprise Ireland's financial tables in 2004, it now transpires that EI's expenditure under this measure is ahead of expectations. Following the one-off adjustment to the financial data in June 2004, where expenditure was expected to slow the current situation is that progress in relation to the take up of funding under this measure has continued at a relatively even pace to date. Currently we are showing an ESF spend equal to 134.89% of the revised target. This indicates an increase on the figure of 130.51% reported in the previous period.

### 4. Progress in relation to physical indicators and targets

#### (a) Numbers of companies receiving direct financial support for HRD

Indicator	Baseline 1 <sup>st</sup> Jan 2000	Indicator target to Dec 2007	No. companies supported	% of Target
National	0	2000	1,513*	75.65% (74.30%)

\*Note: One-off correction in June 2004

#### (b) Numbers of people trained previous % in ( )

Indicator	Baseline 1 <sup>st</sup> Jan 2000	Indicator Target to Dec 2007	No. Trained	% of Target
National	0	32,000	17,511	54.72% (53.28%)

Indicators (a) and (b) represent the situation in relation to claims submitted to EI to date. As stated previously, there is a considerable time lag between activity and the subsequent submission of a valid claim. This can be due to a variety of causes including: changing economic conditions affecting priorities and changes in industry technology/structure resulting in the need to change training schedules/programmes.

#### (c) Number of HRD High Performers

Data is not available on this indicator.

#### (d) The Number of (EI) companies with a recognised high quality training system (e.g. 'Excellence Through People'). Previous % in ( )

Indicator	Baseline 1 <sup>st</sup> Jan 2000	Indicator target to end Dec 2007	No. with ETP	% of Target
National	5	105	106*	101.0% (118.0%)

\*not including - a further 14 in the Shannon Development region

EI is continuing to work on joint initiatives with FAS to promote the standard including giving it a presence on our website. However individual companies decide on an



investment in this standard on the basis of whether it will help them to achieve specific business outcomes / benefits and whether this represents an adequate return on their investment. The standard has been restructured and revised recently and this upgrade of the standard has contributed to the high take-up by companies. However at the time of writing the cause/s of the reduced number since the last report is being examined. This could be for a variety of reasons including: companies leaving the standard for other options. There are also likely to be further companies still in the 'pipeline' in terms of progressing their applications who are not included in the above data.

**(e) % of Trainees receiving 'Certification'**

All trainees receive either a certificate of attendance or a certificate of achievement for all training programmes attended. Enterprise Ireland's HRD department currently monitor the implementation of all training plans with approved investment.

**(f) Approx Company (Total) Spend on Training €M. Previous % in ( )**

Indicator	Baseline 1 <sup>st</sup> Jan 2000	Indicator target to end Dec 2007	Approx spend	% of Target
BMW	N/A	€73.27M	€22.715M	31.00% (30.74%)
SAE	N/A	€160.79M	€51.407M	31.97% (31.49%)
National	N/A	€234.06M	€74.122M	31.66% (31.25%)

**(g) Average company expenditure on training (%) Previous % in ( )**

Indicator	Baseline 1 <sup>st</sup> Jan 2000	Indicator Target to end Dec 2007	Indicated % as of 2007 *	% of Target
National	N/A	2.5%	1.18% (1.18%)	47.20%(47.20%)

\* Based on 2006 results (No change - later results not available at the time of writing)

The latest Annual Business Survey data available (2006) indicates no change since the last report and that we continue to be under target in this area. This may be partly as a result of changes to the way the ABS is being produced and the time lag in producing the data. It may also be due to the fact that those responding to this survey do not accurately reflecting the position of our more active clients. This situation is currently under review.

**5. Progress with regard to expenditure:**

**Cumulative Expenditure Jan 2000 – Dec 2007**

**(a) Total programme**

Region	Total Programme Forecast €M	Total Programme Spend €M	Expenditure as a % of Forecast
BMW	€11.355M *	€32.980M	290.44%

SAE	€13.922M*	€69.401M	498.49%
Nat	€25.277M*	€102.381M	405.03%

\*Based on revised forecast – does not include matching private.

**(b) Total EU Structural Funds**

Region	EU Structural Funds Forecast €M	EU Structural Funds Spend €M	Expenditure as a % of Forecast
BMW	€6.654M*	€7.666M	116.20%
SAE	€5.566M*	€8.997M	161.64%
Nat	€12.220M*	€16.663M	136.35%

\*Based on revised forecast.

Tables indicating expenditure at NUT 111 (Regional Authority) are shown in Annex 1. Forecasts at regional level are not available.

A table with cumulative expenditure data by county is shown in Annex 2

Tables with cumulative expenditure data by county for Shannon Development is shown in Annex 3

The above outturn is a result of the adjustment to the 18B Measure Sheet financial forecasts carried out in 2004 and a subsequent one-off adjustment to previously submitted financial data.

**6. Horizontal issues (Applies to all Enterprise Ireland activities across the Productive Sector and Human Resources Operational programme.**

Enterprise Ireland's support to its clients is provided as an integrated package of funding based on their development needs. Human Resources Development is one of the activities where funding may be provided based on the needs of the client. These responses cover Enterprise Ireland's overall actions in relation to these Horizontal issues:

**(a) Gender Proofing**

The gender balance in the training provided was as follows:

Year	Total Trained	Male	%	Female	%
2000	3,159	2,101	67	1,058	33
2001	3,292	2,264	69	1,028	31
2002	3,865	2,792	72	1,073	28
2003	3,427	2,325	68	1,102	32
2004	1,753	1,106	63	647	37
2005	1,501	956	64	545	36
2006	477	348	73	129	27
Jan-Dec 2007	37	27	73	10	27
<b>Total/Average</b>	<b>17,511</b>	<b>11,919</b>	<b>68</b>	<b>5,592</b>	<b>32</b>

In spite of some changes to previous years the overall gender balance has remained persistently unchanged as indicated in the previous report (68% Male & 32% Female). Data on at NUT III level is not currently available. A reprogramming of our existing reporting system will be required. A reporting system is being developed and the data will be made available as soon as possible.

The organisation continues to represent Ireland in the EU sponsored Network to Promote Women's Entrepreneurship (WES), a network of European public sector bodies. Enterprise Ireland is also represented on the NDP/CSF Equal Opportunities and Social Inclusion Coordinating Committee.

## 7. Compliance with EU and National policy

Enterprise Ireland fully complies with EU and national policy in relation to procurement, competition and state aid rules.

## 8. Publicity

Enterprise Ireland undertakes extensive publicity of the NDP logo by including it in all its brochures and corporate information documents. Full acknowledgement of EU and NDP support is also predominately displayed at Enterprise Ireland events, trade fairs and Open Week etc and is available on our website. The NDP logos are displayed on Enterprise Ireland application forms and letter of offer. They are also included in our Press briefings. In addition a stainless steel plaque with the appropriate logos and script has been sent to all Enterprise Ireland Clients in receipt of EU funding.

## 9. North/South Cooperation

Enterprise Ireland, as an organisation, does carry out a number of North / South cooperative activities under other Measures. However no North / South cooperatives have been undertaken to date under this measure.

## ANNEX 1

**Table 1 - Expenditure for the Reporting Period (€m) Jan 2007 – Dec 2007**

(These figures include adjustments for all previous years)

<b>EHRDOP €m</b>	<i>Total Program me Forecast*</i>	<i>Total Prog spend</i>	<i>Expenditur e as % of forecast</i>	<i>Total co- financed (CSF expend)</i>	<i>EU Structural Funds</i>	<i>National Public Co- financed</i>	<i>Private Co- financed</i>	<i>Public Non Co- finance d</i>
<i>Source of information within 31 column tables</i>		<i>Column 1</i>		<i>Column 3</i>	<i>Column 5</i>	<i>Column 10</i>	<i>Colum n 14</i>	<i>Colum n 25</i>
<b>6Region</b>								
<i>Dublin</i>	N/A	0.000	0.000	0.076	0.038	0.038	0.216	0.00
<i>South East</i>	N/A	0.000	0.000	0.006	0.003	0.003	0.016	0.00
<i>Mid East</i>	N/A	0.000	0.000	0.015	0.008	0.008	0.043	0.00
<i>Mid West</i>	N/A	0.000	0.000	0.000	0.000	0.000	0.000	0.00
<i>South West</i>	N/A	0.000	0.000	0.012	0.006	0.006	0.035	0.00
<b>SAE Total</b>	<b>0.795*</b>	<b>0.417</b>	<b>52.45%</b>	<b>0.108</b>	<b>0.054</b>	<b>0.054</b>	<b>0.310</b>	<b>0.00</b>
<i>Border</i>	N/A	0.00	0.00	0.013	0.009	0.003	0.028	0.00
<i>Midland</i>	N/A	0.00	0.00	0.000	0.000	0.000	0.000	0.00

West	N/A	0.00	0.00	0.009	0.006	0.002	0.019	0.00
<b>BMW Total</b>	<b>0.950*</b>	<b>0.068</b>	<b>7.15%</b>	<b>0.021</b>	<b>0.016</b>	<b>0.005</b>	<b>0.047</b>	<b>0.00</b>
<b>National (BMW + SAE)</b>	<b>1.745*</b>	<b>0.485</b>	<b>27.79%</b>	<b>0.130</b>	<b>0.070</b>	<b>0.060</b>	<b>0.357</b>	<b>0.00</b>

\*Taken as 1/7th of the Dec06 totals of: BMW = €6.654M & SaE = €5.566 & Nat =€12.220

**Table 2 – Cumulative Expenditure since Jan 2000 (€m)\* – Dec 2007**

<b>EHRDOP €m</b>	<i>Total Program me Forecast*</i>	<i>Total Prog spend</i>	<i>Expenditur e as % of forecast</i>	<i>Total co- financed (CSF expend)</i>	<i>EU Structural Funds</i>	<i>National Public Co- financed</i>	<i>Private Co- financed</i>	<i>Public Non Co- finance d</i>
<i>Source of information within 31 column tables</i>		<i>Column 1</i>		<i>Column 3</i>	<i>Column 5</i>	<i>Column 10</i>	<i>Colum n 14</i>	<i>Colum n 25</i>
<b>Region</b>								
<i>Dublin</i>	N/A	0.00	0.00	8.629	4.314	4.314	24.65 3	0.00
<i>South East</i>	N/A	0.00	0.00	2.844	1.422	1.422	8.126	0.00
<i>Mid East</i>	N/A	0.00	0.00	3.065	1.532	1.532	8.757	0.00
<i>Mid West</i>	N/A	0.00	0.00	0.799	0.399	0.399	2.282	0.00
<i>South West</i>	N/A	0.00	0.00	2.657	1.329	1.329	7.592	0.00
<b>SAE Total</b>	<b>13.922</b>	<b>68.984</b>	<b>495.50%</b>	<b>17.993</b>	<b>8.997</b>	<b>8.997</b>	<b>51.40 9</b>	<b>0.00</b>
<i>Border</i>	N/A	0.00	0.00	5.728	4.296	1.432	12.72 9	0.00
<i>Midland</i>	N/A	0.00	0.00	1.333	1.000	0.333	2.963	0.00
<i>West</i>	N/A	0.00	0.00	3.160	2.370	0.790	7.023	0.00
<b>BMW Total</b>	<b>11.355</b>	<b>32.912</b>	<b>289.85%</b>	<b>10.222</b>	<b>7.666</b>	<b>2.555</b>	<b>22.71 5</b>	<b>0.00</b>
<b>National (BMW + SAE)</b>	<b>25.277</b>	<b>101.896</b>	<b>403.12%</b>	<b>28.215</b>	<b>16.663</b>	<b>11.552</b>	<b>74.12 4</b>	<b>0.00</b>

## ANNEX 2

## Enterprise Ireland

Total Cumulative Eligible Expenditure by County  
Jan 2000 – Dec 2007

County	Eligible Expenditure
Carlow	€864,504.87
Cavan	€463,299.39
Cork	€2,577,322.86
Donegal	€787,137.54
Dublin	€8,628,512.12
Galway	€1,841,812.32
Kerry	€79,800.10
Kildare	€941,811.98
Kilkenny	€457,390.29
Laois	€253,103.84
Leitrim	€286,118.32
Limerick	€784,540.00
Longford	€416,425.13
Louth	€1,570,647.49
Mayo	€1,000,910.29
Meath	€1,164,775.72
Monaghan	€2,442,417.89
Offaly	€388,357.88
Roscommon	€317,628.57
Sligo	€178,524.98
Tipperary North	€14,056.99
Tipperary South	€ 216,445.10
Waterford	€675,327.95
Westmeath	€275,439.33
Wexford	€630,276.07
Wicklow	€958,334.08
<b>TOTAL</b>	<b>€28,214,921.10</b>

**ANNEX 3****Shannon Development****Total Cumulative Eligible Expenditure by County  
Jan 2000 – Dec 2006**

<b>County</b>	<b>Eligible Expenditure</b>
<b>Clare</b>	<b>€283,217.95</b>
<b>Kerry</b>	<b>€27,519.00</b>
<b>N Kerry</b>	<b>€54,218.94</b>
<b>Limerick</b>	<b>€601,214.70</b>
<b>South Offaly</b>	<b>€9,994.30</b>
<b>Tipperary</b>	<b>€18,302.05</b>
<b>N Tipperary</b>	<b>€16,889.30</b>
<b>TOTAL</b>	<b>€ 1,011,356.24</b>

**Total Cumulative No. Companies Supported  
Jan 2000 – Dec 2006**

<b>County</b>	<b>No. Companies Supported*</b>
<b>Clare</b>	<b>28</b>
<b>Kerry</b>	<b>9</b>
<b>Limerick</b>	<b>57</b>
<b>South Offaly</b>	<b>1</b>
<b>Tipperary</b>	<b>4</b>
<b>TOTAL</b>	<b>99</b>

\*Latest data not available at the time of writing.

## **Employment and Human Resources Development Operational Programme (2000-06)**

### **Progress Report Template January 2007 – December 2007**

#### **1. Measure description**

The main priority of this measure is to provide financial support to enable firms to improve the education and training of their management and staff at all levels and thus enable them to move up the knowledge-based value-chain. In particular to support sustainable productivity, competitiveness and management capabilities in both emerging and existing SME's across all sectors.

Enterprise Ireland and Skillnets Services Ltd manage this Measure on behalf of the Department of Enterprise, Trade and Employment.

#### **2. Significant Changes in the Operating Environment**

With regard to the Enterprise Ireland managed element of this Measure, there has been no significant changes since the last report (January 2007 – June 2007) to the Monitoring Committee in autumn 2007. All the financial data is up-to-date and accurately reflects the position as of the end of December 2007.

Enterprise Ireland continues to monitor the progress of all approved projects. Their Inspectors rigorously check all claims submitted to Enterprise Ireland before being submitted to the Department for processing. The Department carries out it's own Article 4 checks on each claim submitted by Enterprise Ireland.

With regard to Skillnets Services Ltd, there have been no significant changes that have impacted either positively or negatively on Accel in the first year of the programme. Some small adjustments have been made to projects recorded expenditure as a result of Article 4 checks and on the spot visits.

#### **3. Commentary on Measure-related progress**

##### **EI Managed Element:**

The total budget for all 18 projects proceeding under the EI managed element of the Measure amounts to €9.840m. Training activities on these programmes have now been completed and the promoters are now finalizing their ESF claims.

As of December 2007 total expenditure cleared to date by Enterprise Ireland amounts to €5.63m or 57.21% of the total budget.

##### **Skillnets Managed Element:**

A total of 55 projects exist under this initiative. Skillnets Services Ltd. (using the brand Accel) is the technical support unit on behalf of the Department. The projects themselves involve a broad spectrum of training initiatives designed to upskill the workforce and enhance company competitiveness through an improvement in the knowledge and skills of the workforce.

**Projects are either sectoral or regionally based, they completed an analysis of the member company specific training needs, and looked at the best possible methods of meeting those needs. Projects include innovative methods such as the development of e-Learning models, and virtual learning centres, while others are developing new courses (up to Masters level) to meet the future needs of the member companies. The projects are in a start up phase and are being actively supported at this stage.**

One of the projects closed due to the contracting organisation becoming insolvent and so the contract was terminated. Over the course of the programme (January 2006 – March 2008) the projects will require an ESF contribution of €12 million. Cumulative Claims totalling an ESF amount of €12.18m have been received since the commencement of the programme up to 31<sup>st</sup> Dec 2007 (BMW €5.11; SAE €7.08).

All 55 Accel projects are up and running and training and development has begun in all projects. Some payments have been slowed due to the depth of the checks that the implementing body has undertaken. All moneys (based on revised contracted amounts) will be paid out by the end of the programme.

#### **4. Progress in relation to physical indicators and targets**

##### ***EI Managed Element:***

539 companies and 2,226 participants have benefited from the 18 operational projects managed by Enterprise Ireland.

##### ***Skillnets Managed Element:***

Trainee figures are very positive to date and the amount of development work that has been conducted as part of approved project activity is significant. The training days targets are slightly ahead of the estimated targets for this part of the programme. In addition several projects have revised their budgets and training plans, in line with changes in the current market conditions and what their member companies are requesting.

The breakdown of trainees between male and female is as expected from the applications.



### NUTS III Measure Indicator Report for reporting period

<i>Measure/Sub-Measure: Measure 18C Skillnets: ACCEL</i>			
<i>Indicator Used:</i>			
<b>Region</b>	<b>Total</b>	<b>Gender break-down (where appropriate)</b>	
		Male	Female
<i>Border Region</i>	1973	1149	824
<i>Midland Region</i>	876	510	366
<i>West Region</i>	2240	1304	936
<b><i>BMW Total</i></b>	<b>5088</b>	<b>2963</b>	<b>2126</b>
<i>South East Region</i>	44	26	18
<i>Mid East Region</i>	0	0	0
<i>Dublin Region</i>	7988	4651	3337
<i>South West Region</i>	1434	835	599
<i>Mid West Region</i>	1347	784	563
<b><i>SAE Total</i></b>	<b>10813</b>	<b>6296</b>	<b>4517</b>
<b><i>National (BMW + SAE)</i></b>	<b>15901</b>	<b>9259</b>	<b>6642</b>

#### 5. Progress with regard to expenditure

##### Cumulative Expenditure Jan 2000 – Dec 2007

###### (a) Total programme (EI and Accel elements)

Region	Total Programme Forecast €M	Total Programme Spend €M	Expenditure as a % of Forecast
BMW			
SAE			
Nat	29.26	26.82	91.7

###### (b) Total EU Structural Funds

Region	EU Structural Funds Forecast €M	EU Structural Funds Spend €M	Expenditure as a % of Forecast
BMW		7.34	
SAE		8.36	
Nat		15.7	

### *Skillnets*

Expenditure remains slightly slower than expected. Projects have currently spent 87% of their revised expenditure to date. We anticipate that we will exceed our forecast target of €12m ESF spend by the end of the programme.

## **6. Horizontal issues**

### **(a) Gender Proofing**

Under this Measure proposals were sought for training measures that promote equality and the management of diversity in the workplace. Enterprise Ireland have also been reminded of the need to capture and report gender disaggregated data in their Monitoring Committee reports for this Measure.

## **7. Compliance with EU and National policy**

Both Enterprise Ireland and Skillnets Services Ltd have been asked to ensure that they fully comply with EU and national policy in relation to procurement, competition and state aid rules. Skillnets Services Ltd. projects are following guidelines and complying with the relevant regulations. A comprehensive set of guidelines has been developed by Skillnets Services Ltd. and distributed to all of the projects (copies with the DETE).

## **8. Publicity**

Both Enterprise Ireland and Skillnets Services Ltd have been advised that they must monitor the use of the relevant ESF/EU logos with all project operators. Enterprise Ireland have provided the Department with samples of material from several projects demonstrating the use of ESF/EU logos publicising funding.

All Skillnets projects are complying with the branding requirements. Projects ensure they follow the ESF guidelines with regard to branding and forward a copy of branded material to the Accel team for their records. All projects ensure the logos and legend are present at all events and training sessions. Skillnets Services Ltd. has provided the Department with samples of material from several projects demonstrating the use of ESF/EU logos publicising funding.

## **9. North/South Cooperation**

N/A

## **10. Proposals for re-profiling of expenditure (where applicable)**

There is no such proposal at present

## **11. Proposals to amend Programme Complements (where applicable)**

There are no such proposals at present

## **ANNEX 1**

**Table 1 – ACCEL Expenditure for the Reporting Period (€m)**

<b>EHRDOP €m</b>	<i>Total Programme Forecast</i> *	<i>Total Prog spend</i>	<i>Expenditure as % of forecast</i>	<i>Total co- financed (CSF expend)</i>	<i>EU Structural Funds</i>	<i>National Public Co- financed</i>	<i>Private Co- financed</i>	<i>Public Non Co- financed</i>
<i>Source of information within 31 column tables</i>		<i>Column 1</i>		<i>Column 3</i>	<i>Column 5</i>	<i>Column 10</i>	<i>Column 14</i>	<i>Column 25</i>
<b>Region</b>								
<i>Dublin</i>	5.4	6.6	123%	4.65	3.31	1.34	1.96	0.00
<i>South East</i>	.31	.37	121%	0.28	0.19	0.09	0.09	0.00
<i>Mid East</i>	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<i>Mid West</i>	0.94	1.02	108%	0.64	0.51	0.13	0.38	0.00
<i>South West</i>	1.04	1.19	114%	0.83	0.59	0.24	0.36	0.00
<b><i>SAE Total</i></b>	<b>7.65</b>	<b>9.19</b>	<b>120%</b>	<b>6.4</b>	<b>4.56</b>	<b>1.80</b>	<b>2.79</b>	<b>0.00</b>
<i>Border</i>	1.21	1.41	117%	1.06	1.06	0.00	0.36	0.00
<i>Midland</i>	0.43	0.59	138%	0.44	0.44	0.00	0.15	0.00
<i>West</i>	0.76	2.60	170%	1.84	1.84	0.00	0.76	0.00
<b><i>BMW Total</i></b>	<b>1.58</b>	<b>4.61</b>	<b>146%</b>	<b>3.34</b>	<b>3.34</b>	<b>0.00</b>	<b>1.27</b>	<b>0.00</b>
<b>National (BMW + SAE)</b>	<b>10.81</b>	<b>13.8</b>	<b>128%</b>	<b>9.74</b>	<b>7.94</b>	<b>0.59</b>	<b>4.06</b>	<b>0.00</b>

**Table 2 – ACCEL Cumulative Expenditure since January 2000 (€m)**

<b>EHRDOP €m</b>	<i>Total Programme Forecast</i> *	<i>Total Prog spend</i>	<i>Expenditure as % of forecast</i>	<i>Total co- financed (CSF expend)</i>	<i>EU Structural Funds</i>	<i>National Public Co- financed</i>	<i>Private Co- financed</i>	<i>Public Non Co- financed</i>
<i>Source of information within 31 column tables</i>		<i>Column 1</i>		<i>Column 3</i>	<i>Column 5</i>	<i>Column 10</i>	<i>Column 14</i>	<i>Column 25</i>
<b>Region</b>								
<i>Dublin</i>	9.5	10.17	107%	7.18	5.09	2.09	3.00	0.00
<i>South East</i>	0.61	0.68	113%	0.51	0.34	0.17	0.17	0.00
<i>Mid East</i>	0.0	0.0	0%	0.0	0.00	0.0	0.00	0.00
<i>Mid West</i>	1.59	1.6	101%	1.02	0.80	0.22	0.58	0.00
<i>South West</i>	1.76	1.69	96%	1.18	0.85	0.33	0.51	0.00
<b><i>SAE Total</i></b>	<b>13.46</b>	<b>14.15</b>	<b>105%</b>	<b>9.89</b>	<b>7.08</b>	<b>2.81</b>	<b>4.27</b>	<b>0.00</b>
<i>Border</i>	2.12	2.25	106%	1.68	1.68	0.0	0.57	0.00
<i>Midland</i>	0.71	0.89	125%	0.66	0.66	0.0	0.23	0.00
<i>West</i>	3.13	3.9	125%	2.76	2.76	0.0	1.13	0.00
<b><i>BMW Total</i></b>	<b>5.96</b>	<b>7.04</b>	<b>118%</b>	<b>5.11</b>	<b>5.11</b>	<b>0.00</b>	<b>1.93</b>	<b>0.00</b>

\* Use Revised Forecast as shown in Column 1 of the 31 Column tables.

\* Use Revised Forecast as shown in Column 1 of the 31 Column tables.

<b>National (BMW + SAE)</b>	<b>19.42</b>	<b>21.19</b>	<b>109%</b>	<b>14.99</b>	<b>12.18</b>	<b>2.81</b>	<b>6.20</b>	<b>0.00</b>

### Annex 3 Summary of EI Element

Summary of DET&E Active Projects							%
Project No.	Lead Organisation	Orig Budget	(a)Claims with EI	(b)Cleared to date	Total (a)+(b)	Spent To date	
1	9	Waterford Crystal	€610,000.00	€0.00	€608,141.00	€608,141.00	99.70% Finished
2	22	Ctr for Software Engineering DCU	€24,000.00	€0.00	€0.00	€0.00	0.00% Finished
3	20	NALA	€428,000.00	€0.00	€142,001.59	€142,001.59	33.18% Finished
4	19	CIF	€373,000.00	€0.00	€230,176.50	€230,176.50	61.71% Finished
5	32	SIPTU	€344,000.00	€0.00	€189,270.00	€189,270.00	55.02% Finished
6	18	CCI	€1,719,000.00	€0.00	€1,166,658.63	€1,166,658.63	67.87% Finished
7	24	CCI	€1,956,000.00	€0.00	€1,134,049.42	€1,134,049.42	57.98% Finished
8	16	IBEC	€17,000.00	€0.00	€14,005.09	€14,005.09	82.38% Finished
9	8	The Callan Institute	€165,000.00	€0.00	€25,984.00	€25,984.00	15.75% Finished
10	39	WIT/WCEB	€414,000.00	€0.00	€367,937.80	€367,937.80	88.87% Finished
11	3	SFA	€223,000.00	€0.00	€153,102.16	€153,102.16	68.66% Finished
12	31	Laois CEB	€322,000.00	€0.00	€162,353.00	€162,353.00	50.42% Finished
13	34	Dundalk CC	€253,000.00	€0.00	€247,170.18	€247,170.18	97.70% Finished
14	12	Food & Drink Federation	€392,000.00	€0.00	€0.00	€0.00	0.00% Finished
15	30	ICTU	€381,000.00	€0.00	€350,320.27	€350,320.27	91.95% Finished
16	2	SFA	€453,000.00	€0.00	€111,027.95	€111,027.95	24.51% Finished
17	1	Lucan 2000	€822,000.00	€0.00	€122,806.74	€122,806.74	14.94% Finished
18	41	CCI	€944,000.00	€0.00	€604,401.84	€604,401.84	64.03% Finished
		<b>82.30%</b>	<b>€9,840,000.00</b>	<b>€0.00</b>	<b>€5,629,406.17</b>	<b>€5,629,406.17</b>	<b>57.21%</b>

22 Project Completed - Claim NOT Expected (€24,000) Finished  
 12 Project Completed - Claim Not Expected (€392,000) Finished

To date the following have benefited from this in-company training scheme: 539 Companies and 2226 participants

**DET&E Projects NOT Proceeding**

19	33	IBEC/ICTU	€655,000.00
20	14	IBEC Irish Pharma Mfg Soc	€184,000.00
21	17	IBEC	€449,000.00
22	28	Teagasc	€55,000.00
23	27	Teagasc	€160,000.00
24	36	ICTU	€376,000.00
25	45	TE&EU	€237,000.00
			<hr/>
		17.70%	<b>€2,116,000.00</b>

## Adaptability Pillar

### Quality Assurance (Certification & National Qualifications Framework) M. 29B

#### Progress Report January-December 2007

##### 1. MEASURE DESCRIPTION

The Qualifications (Education and Training) Act, 1999 was enacted in July 1999 with the purpose of providing a single unified framework for the accreditation of all non university education and training at Further and Higher levels in Ireland, in both the education and training sectors. The National Qualifications Authority of Ireland (NQAI) was set up in February 2001 and the Further and Higher Education and Training Awards Councils (FETAC / HETAC) were set up in June 2001. The Authority has an over arching role in regard to the development and implementation of the National Framework of Qualifications covering all awards in the State, ranging from initial schooling and basic education to higher doctorate level.

##### 2. SIGNIFICANT CHANGES IN THE OPERATING ENVIRONMENT

The emerging developments in regard to a European Qualifications Framework (EQF) are important, although they will take a considerable time to come to fruition. Ireland is well placed to meet the requirements of the proposed framework in terms of quality assurance principles and approaches, and the capacity to match the levels in the Irish framework against the 8 levels proposed for the EQF. We welcome the inclusion of all awards in the EQF, including those in the school system. However, the Irish response has flagged the issue of quality assurance for schools as one where we do not consider it appropriate that the EQF 3 tier quality assurance requirements (self assessment, external monitoring and that the quality assurance agencies should themselves be subject to external quality assurance) devised in the context of VET and Higher Education, should necessarily apply. Historically the schools systems have developed their own national structures for curriculum, assessment and review, and for benchmarking through international student assessments.

##### 3. COMMENTS ON MEASURE RELATED PROGRESS

###### 3.1 National Qualifications Authority of Ireland

The **National Framework of Qualifications** was announced in October 2003 providing for all awards in the State within a 10 level framework from literacy and basic education to post doctorate level, based on the achievement of learning outcomes.

All awards issued by HETAC since 2005 are issued under the new framework, and the new quality assurance and programme validation procedures.

All awards at Bachelor Degree, Master's Degree and Doctorate Level in the university sector are issued under the new framework since 2005.

Q2 2007 saw the Authority agree the draft report on the **NQAI Quality Review** which provided a full and open account of the internal and external feedback gathered during the self-evaluation process. The report reflected the strong commitment to quality improvement and organisation development within the NQAI.

As part of the self-evaluation process, the executive of the NQAI identified the need for the formal development of policies of the Authority in relation to its internal and external

quality assurance processes. Two documents - *Internal Quality Assurance and Accountability Policy* and *External Quality Assurance Procedures* were adopted in response to this need and published on the Authority's website.

Following completion of the **review of the effectiveness of HETAC** by the NQAI in 2006 the Authority **commenced the review of the Further Education and Training Awards Council (FETAC) in March 2007**. This review is designed to evaluate the effectiveness of the performance by the Further Education and Training Awards Council, since its establishment, of its principal statutory functions, taking into account the objectives established by the Council for performing these, and the processes of the executive of the Council for performing such functions.

In March 2007, **the National Qualifications Authority of Ireland (NQAI) commissioned a quality review of FETAC**, under the terms of the Qualifications (Education and Training Act) 1999. The agreed approach to the review centred on self-evaluation by the Council and external evaluation by an external panel. In July 2007, following extensive internal and external consultation, FETAC published its Self Evaluation Report.

Through a series of interviews conducted during October 2007 with a range of stakeholders the external panel sought to validate the findings of FETAC's own self-evaluation. The panel published its report in November 2007. The document *Quality Review of FETAC: Response to the External Panel's Report* outlines FETAC's response to the conclusions and recommendations of the Panel Report. It also addresses FETAC's responsibility to develop a plan to implement the recommendations and highlights the relationship between the Self Evaluation Report, the External Panel Report and the FETAC Strategic Plan 2010.

The review comprised of:-

- Self-evaluation by the Council
- Evaluation by a panel of experts
- Consideration of the report of the panel by the Council and the development of a plan by the Council to implement the recommendations in the report
- Consideration of the review report and the Council's plans by the National Qualifications Authority of Ireland

OECD Project on Recognition of Prior Learning: In August 2007, The country background report on the recognition of non-formal and informal learning in Ireland was published as part of an OECD activity on the "Recognition of non-formal and informal learning (2006 – 2008)" in which Ireland participates. The report was drafted in 2006/2007 by the NQAI with the assistance of an Advisory Group and, in particular, the Higher Education and Training Awards Council and the Further Education and Training Awards Council. The aim of the report is to document and review the current scenario in Ireland regarding the recognition of prior non-formal and informal learning.

It describes in detail the existing policy with regard to the recognition of prior informal and non-formal learning and the technical and procedural arrangements that have been put in place by Irish institutions and other actors in the area to facilitate such recognition. This focus is in line with the Irish national policy approach to the Recognition of Prior



Learning and the development and implementation of the Irish National Framework of Qualifications

### 3.2 Europass

Europass is an initiative which aims to help people make their skills and qualifications clearly and easily understood in Europe, thus facilitating the mobility of both learners and workers. Europass consists of a portfolio of five documents as follows:

- *Europass Curriculum Vitae (CV) and European language Passport which individuals may complete independently*
- *Europass Mobility, Europass Certificate Supplement, Europass Diploma Supplement which are completed by competent organisations. The Europass Diploma Supplement provides additional information for each individual on the content, level, duration and learning outcomes of a higher education award. The Certificate Supplement provides additional information at a generic level in relation to vocational education and training awards.*

**The Irish National Europass Centre** is located within the National Qualifications Authority of Ireland. It is the national agency for Europass in Ireland and represents Ireland in the European network for Europass. As part of ongoing initiatives to promote **Europass in Ireland**, the National Europass Centre exhibited at **Opportunities 2007** – Europe’s largest education, careers and skills showcase that took place in Croke Park, Dublin over the weekend of 3/4 March 2007. This annual event managed and organised by FAS (Irish National Training and Employment Authority), draws together leading employers, education organisations and skills sectors under one roof and provides valuable information for all ages regarding career choices and options.

### 3.3 European Qualifications Framework (EQF)

Draft terms of reference for the **study of the implementation and impact** of the National Framework of Qualifications and the associated policies for access, transfer and progression were agreed in the first half of 2007.

### 3.4 NQAI Functional Initiatives

The National University of Ireland, Maynooth, (Departments of Education and of Adult Community Education), the Higher Education and Training Awards Council and the National Qualifications Authority of Ireland jointly organised a conference in Maynooth in January 2007 entitled:

*Accreditation and Assessment in Irish Higher Education – The Emerging Scenario. Higher Education Institutions Implementing the National Framework of Qualifications in Higher Education and the Bologna Agenda.*

The aim of the conference was to provide an opportunity for those in higher education institutions in Ireland to share their experiences of these, and other issues arising, in their implementation of the National Framework of Qualifications and the linked Bologna agenda.

Under Section 39(i) of the Qualifications (Education and Training) Act 1999, the **Dublin Institute of Technology** has agreed its quality assurance procedures with the National Qualifications Authority of Ireland in January 2007.

The Department of Education and Science formally opened discussions with the executive on a proposal for the Authority to take on the role, on behalf of the Department, of funding the going concern known as Qualifax. Qualifax is an information tool and the national database for Higher and Further Education and Training programmes.

### **3.5 The Higher Education and Training Awards Council (HETAC)**

#### **Institutional Review of Providers of Higher Education and Training**

The Council adopted a new Policy on institutional review of providers of higher education and training in December 2007. This replaces Criteria and Process for Reviewing the Effectiveness of Quality Assurance Procedures in Higher Education and Training, adopted in June 2005. The Council will implement this policy in 2008, beginning with training reviewers and developing further guidelines to support institutions undergoing review. Review visits will commence in autumn 2008.

#### **Learner Assessment Consultation**

HETAC published a consultation document in May 2007 – “**Consultation – towards a new HETAC policy on learner assessment issues**”.

The integrity of higher education and training awards rests on the integrity of the programmes that lead to those awards and, in this context, providers’ procedures for the assessment of learners play a critical role.

The purposes of this document are:

- to encourage a debate on the multiple purposes of learner assessment in the teaching and learning process;
- to outline the principal issues which need to be taken into account in the formulation of relevant HETAC policy; and
- to identify stakeholder views on those issues and on possible options for the overall approach to the development of HETAC policy in this area.

The document is divided into three parts.

**Part A** is concerned with broad issues and the overall policy approaches. It includes a list of about 30 questions for stakeholders

**Part B** is indicative of the kind of criteria that HETAC may publish for the purpose of ensuring that providers establish procedures for the assessment of learners that are fair, consistent and fit-for-purpose

**Part C** outlines the approach that HETAC would take to the development of the Reference Assessment Protocols and it presents some specific options on a number of key issues including: repeat for honours/distinction/merit classification; pass-by-compensation at an examination board meeting; non-compensatable failed element; progress with missing credit (carrying failed modules); operation of two grading systems in an institution; alphabetic grading system bands; and the award classifications system.

Consultation with stakeholders will be in two phases: the first will focus attention on critical issues that are likely to shape the overall policy and the second will focus on the draft policy.

- May 2007: Publication of consultation document

- May-September 2007: Active consultation: including presentations to stakeholder groups
- 30 September 2007: Close of the first stage of consultation
- October-November 2007: Development work with the support of a reference group of stakeholders
- December 2007: Publication of draft policy and associated documents
- January 2008: Consultation forum
- March 2008: Final drafts for adoption by HETAC

### **Consultation on Standards for Complementary Therapies**

The Qualifications (Education and Training) Act 1999 requires HETAC to determine standards of knowledge, skills and competence to be acquired by learners (section 23(b)). These standards are based on the level indicators and award-type descriptors of the National Framework of Qualifications.

In November 2003, HETAC adopted the generic award-type descriptors of the national Framework of Qualifications (NFQ) as Interim Standards, for the purpose of developing programmes. Since then, standards for a number of broad fields of learning have been developed for awards at level 6 to level 9 on the NFQ. Draft standards for Complementary Therapies have now been developed. These are an elaboration of the generic descriptors of the NFQ. The Council invited interested persons and bodies to submit comments on these draft standards by 31 July 2007. It is intended that these standards should facilitate experts across the range of complementary therapies to create a link between their programme and the NFQ.

### **HETAC Conference on the Recognition of Work Based Learning**

HETAC hosted a conference on 29 November 2007, at Griffith Conference Centre, Griffith College, Dublin, on the recognition of work based learning for HETAC providers, all other higher education institutions and interested stakeholders

There appears to be significant demand for the provision of tailor-made programmes to meet workplace needs, both from the public and the private sector, which recognise the learning already achieved in the workplace and which leads to nationally recognised qualifications. HETAC wishes to identify the policy and practical issues that emerge for providers in recognising (and assessing) the prior learning already achieved by groups of people in the workplace. This is generally the basis for designing programmes and awards appropriate to workplace needs. There is a range of practice and experience of integrating the recognition of prior learning and workplace learning at many different levels of the National Framework of Qualifications and in many sectors of business and industry.

### **Academic Committee**

The Council established an Academic Committee in May 2007. Under the terms of reference of the committee the Council delegated a range of functions to the committee, including programme accreditation, approval of reports and award recognition. The committee has ten members and meets approximately four times a year. Minutes of the committee meetings are published on the HETAC website after they have been received by the Council. From 2002 to June 2006 the Council delegated programme accreditation decisions to a Programme Accreditation Committee and from June 2006 to May 2007

programme accreditation decisions were taken by a Committee of Council, established by the outgoing Council and confirmed by the new Council appointed in December 2006.

### **3.6 The Further Education and Training Awards Council (FETAC)**

#### **Strategic Review of FETAC – 2007**

FETAC published its first strategic plan in June 2003. Since that time performance has been reviewed against that plan on a regular basis.

In March 2007, the National Qualifications Authority of Ireland (NQAI) commissioned a quality review of FETAC, under the terms of the Qualifications (Education and Training Act) 1999. The agreed approach to the review centred on self-evaluation by the Council and external evaluation by an external panel. In July 2007, following extensive internal and external consultation, FETAC published its Self Evaluation Report.

Through a series of interviews conducted during October 2007 with a range of stakeholders the external panel sought to validate the findings of FETAC's own self-evaluation. The panel published its report in November 2007. The document Quality Review of FETAC: Response to the External Panel's Report outlines FETAC's response to the conclusions and recommendations of the Panel Report. It also addresses FETAC's responsibility to develop a plan to implement the recommendations and highlights the relationship between the Self Evaluation Report, the External Panel Report and the FETAC Strategic Plan 2010.

#### **Customer Satisfaction Survey May 2007**

FETAC commissioned a two phase research project consisting of one qualitative element and one quantitative one. The qualitative element comprised of 21 in-depth interviews designed to gain an insight into providers opinions on their present relationship with FETAC and how certain areas could be improved. The Quantitative phase was split into 2 sections.

The first half of the quantitative study concerns Customer Satisfaction and was designed to measure current satisfaction levels and recognise areas in which FETAC can improve its service and dealings with its providers.

The second half of the quantitative study fed into the FETAC self evaluation for the NQAI Review. It involved an evaluation of how well FETAC performs its functions and what future roles FETAC might play from the point of view of providers.

400 provider centres took part in the online provider survey between 1st May and 18th May 2007.

A summary of the results of the survey can be found on the FETAC website – [www.fetac.ie](http://www.fetac.ie)

#### **Provider Quality Assurance Procedures**

Providers wishing to register with FETAC for the first time must first agree their quality assurance procedures with FETAC before offering FETAC awards.

640 providers of further education and training, incorporating 1,363 separate centres, have agreed their quality assurance systems with FETAC and can offer programmes leading to FETAC awards at Levels 1 to 6 of the National Framework of Qualifications. This process of providers agreeing their quality assurance system with FETAC is

ongoing; the list will grow significantly over time. Some providers who had been registered and who have not entered candidates for certification within the agreed time frame have been removed from the register. [The full list of providers is available on the FETAC Website].

### **Standards Development – Common Awards System**

FETAC is implementing a new Common Awards System for the development of awards. All existing systems for developing awards (FÁS, Fáilte Ireland, Teagasc, and NCVA) ceased operation in December 2007. The new Common Award System will ensure awards are relevant to both employers and learners needs, coherent with the national framework of qualifications, responsive to demand and nationally available to registered providers.

FETAC will publish an annual awards plan, identifying all awards that are agreed for development or review. In addition, all existing awards will be converted (where one named award exists) or harmonised (where two or more named awards exist) to the new Common Awards System over the next three years.

From January 2008, all new FETAC awards will be developed through a Standards Development Group made up of appropriate representatives in a field. Organisations that agree to participate in Standards Development Groups will need to ensure that they have the appropriate capacity and resources to work within an agreed timescale in order to deliver the agreed awards and supporting material on time.

All new awards and existing awards converted, harmonised or reviewed through the Common Awards System will be published in the form of an Award Specification. New awards will be developed solely through the Common Awards System from January 2008.

A formal, transparent system for making proposals for the development of new awards has been put in place. FETAC will accept proposals for the development of new awards from national and regional bodies as well as appropriate consortia of organisations with proven expertise in a field. Standards Development Groups will develop all new awards in the form of Award Specifications. Following a consultation phase, the Award Specifications will be presented to the Standards Advisory Board for recommendation to Council for approval. All new FETAC awards will be nationally available to all FETAC registered providers.

FETAC currently has over 2000 named awards within its existing Directory of Awards. These awards are based on the processes of the former awarding bodies and there are a significant number of duplicate awards across the different systems. Over the next three years FETAC will systematically plan and manage the conversion and harmonisation and review of all existing awards to the Common Awards System.

By 2010 all existing awards will be converted, harmonised and reviewed to the Common Awards System in a pragmatic, efficient and quality assured manner. It is anticipated that in certain areas of strategic national interest and/or where consultation is required across the sector, existing awards in need of significant work will be developed by Standards Development Groups.

#### ***New National Awards in Driving Instruction for consultation***

The first national standards developed through the Common Awards System are the Level 6 Special Purpose Awards in Driving Instruction. These awards were developed by the Driving Instruction Standards Development Group which was established in April 2007.

## **The European Credit System for Vocational Education and Training (ECVET)**

In November 2006 the European Commission formally launched a consultation on **the European Credit System for Vocational Education and Training (ECVET)**. Notification was forwarded from the Commission to the relevant Ministries in the 32 countries participating in the Copenhagen process and in the Education and Training 2010 Work Programme. In Ireland, the Department of Education and Science requested FETAC as the single national awarding body for further education and training in Ireland, to carry out the consultation on their behalf. In order to assist the consultation process, FETAC prepared and circulated a background paper setting ECVET and the associated consultation process in both a national and a European context. FETAC hosted a consultation seminar on 15<sup>th</sup> February 2007 and compiled a national response which was submitted to the European Commission. FETAC is representing Ireland on the EU Commission's ECVET Technical Working Group to prepare an Explanatory Memorandum on ECVET with recommendations for presentation to EU Council.

## **Recognition of Prior Learning**

Recognition of Prior learning refers to the process of recognition of the knowledge, skills and competence an individual learner already has howsoever acquired. It is a relatively new concept in education and training in Ireland and is recognised as essential to the promotion of life long learning.

FETAC committed in its Strategic Plan 2003 – 2006 to publish a policy on recognition of prior learning in 2005 and to facilitate recognition of prior learning from 2006. The Council agreed its Policy on Recognition of Prior Learning in April 2005. Providers who register with FETAC in 2006 are required to facilitate learners through the recognition of prior learning for access to programmes, exemptions/credit from requirements of a programme and access to full awards in so far as they can subject to the availability of guidelines.

The draft Policy and Guidelines on Recognition of Prior Learning are published..

The Evaluation Report on Prior Learning was published in 2007. FETAC held a Dissemination Seminar on Recognition of Prior Learning on 11 May 2007 to present the findings of a pilot project in RPL and disseminate recommendations to stakeholders.

## ***Progression from FETAC awards to third level education via CAO***

Since its inception almost a decade ago, the **Higher Education Links Scheme** continues to expand and broaden its progression routes for FETAC award holders to third level education courses at a range of higher education institutions.

In 2007, 6,999 FETAC applicants applied through the **CAO** for a variety of third level courses. This number represents an increase of 1,420 on the number of applicants in 2006.

## **Awards Issued**

In January 2007, the total number of awards issued by FETAC since it was established in 2001 exceeded the **500,000** mark.

## **FETAC IT Project**

FETAC is currently developing **a world class IT enabled FETAC Business System** capable of delivering its strategic business commitments for the next five years and beyond. Following a comprehensive feasibility study and a rigorous tender evaluation process the contract has been awarded to Satyam Computer Services Ltd., in October 2007. This new system will enable FETAC to provide a reliable and easy to use service across the entire further education and training sector. It also will have the added value of making information and statistics about FETAC awards readily available which will help all stakeholders to better understand and anticipate the changing needs of the further education and training sector.

#### 4. PROGRESS WITH REGARD TO PHYSICAL INDICATORS AND TARGETS

2007 data is attached in respect of FETAC Awards issued during 2007. **See Appendix A.** It is anticipated that similar figures for HETAC will be available by the end of April 2008.

#### 5. PROGRESS WITH REGARD TO EXPENDITURE

**Table 1 – Expenditure for January – December, 2007**

EHRD- OP €m	% of Measure Forecast	Total Prog spend	Total co- financed (CSF expend)	EU Structur al Funds	National Public Cofinanced	Private Co- financed	Public Non- Cofinanced
		<i>C1</i>	<i>C3</i>	<i>c5</i>	<i>C10</i>	<i>c14</i>	<i>c25</i>
<b>BMW</b> Expend	N/A	0.000	0.000	0.000	0.000	0.000	0.000
<b>SAE</b> Expend	N/A	12.500	2.261	1.13	1.13	0.000	10.239
<b>Nat</b> Expend	N/A	12.500	2.261	1.13	1.13	0.000	10.239

**Table 2 – Cumulative expenditure from January 2000 to December, 2007**

EHRD- OP €m	% of Measure Forecast	Total Prog spend	Total co- financed (CSF expend)	EU Structur al Funds	National Public Cofinanced	Private Co- financed	Public Non- Cofinanced
		<i>C1</i>	<i>C3</i>	<i>c5</i>	<i>C10</i>	<i>c14</i>	<i>c25</i>
<b>BMW</b> Expendit ure Jan 2000– Dec 2007	N/A	0.000	0.000	0.000	0.000	0.000	0.000
<b>SAE</b> Expendit ure Jan 2000– Dec 2007	410%	69.579	15.523	7.762	7.762	0.000	54.056
<b>Nat</b> Expendit ure Jan 2000 – Dec 2007	410%	69.579	15.523	7.762	7.762	0.000	54.056

#### 6. HORIZONTAL PRINCIPLE

N/A

#### 7. COMPLIANCE WITH EU POLICY

It is the policy of the Department of Education and Science to comply with all EU Regulations in relation to procurement, competition etc.

## **8. PUBLICITY**

Full recognition was given to the NDP and ESF funding at the launch of the designate and subsequently the statutory National Qualifications Authority by means of the prominent use of the NDP and EU logos on launch notification and press releases. A similar reference was made in respect to the NDP at the launch of the two awarding Councils. Reference is made to the NDP and ESF funding in speeches, press releases, publications, etc., as appropriate.

## **9. NORTH/SOUTH CO-OPERATION**

The National Qualifications Authority of Ireland has hosted a network of qualifications and regulatory authorities in Ireland and the United Kingdom to promote co-operation and share practices, and consider the potential for aligning frameworks of qualifications and levels, or agreeing linkages. On 12 July 2005, the Minister for Education and Science in Ireland and the British Secretary of State for Education and Skills jointly launched a new guide for comparing qualifications in Ireland, England, Scotland, Wales, and Northern Ireland. The guide is a “ready reckoner” which shows key points of convergence of qualifications levels within the frameworks across the UK and Ireland.

This is also a useful example of how awards across different member states might be aligned in the context of the meta framework proposed under the European Qualifications Framework.

On 6 February 2004 it was announced that Irish Leaving Certificate awards at Ordinary and Higher Level would be included, with effect from September 2006, in the UCAS Tariff, the points system for admission to higher education colleges in Northern Ireland and Great Britain.

### **Other moves towards mutual recognition.**

The NQAI has established “**Qualifications Recognition – Ireland**”; a one stop shop for enquiries regarding the recognition of awards from other countries, whether for purposes of the regulated professions, for employment or for access and progression to further or higher education and training. Applicants can complete the application on-line, but this needs to be accompanied by a certified copy of the award, a certified copy of the transcript and certified translations of these documents into Irish or English. The NQAI then, building on its extensive networks with national awarding bodies and European ENIC, NARIC and NRP centres, provides advice on the comparability of foreign qualifications to qualifications in the Irish National Framework of Qualifications. Competent bodies responsible for the regulated professions under the EU Directives remain unchanged, but all queries are co-ordinated through NQAI for ease of public access.

A major recruitment drive is underway at present to expand the Garda Síochána and to encourage employment from different ethnic and cultural groups to increase the diversity of the force. The Public Appointment Service and Garda Recruitment Authorities are being assisted by NQAI in this process in terms of comparability of qualifications from other countries.

## **10. PROPOSALS FOR RE-PROFILING EXPENDITURE**

None

## **11. PROPOSALS TO AMEND PROGRAMME COMPLEMENT**

None



Appendix A

FETAC 2007	
	<b>Awards</b>
<b>Certificates (Major)</b>	<b>22,759</b>
<b>Component (Minor)</b>	<b>95,276</b>
<b>Specific Purpose (Special Purpose)</b>	<b>24,157</b>
<b>Supplemental</b>	<b>456</b>
<b>Total number of (Paper) Certificates</b>	<b>142,648</b>
	<b>Award holders</b>
<b>Certificates (Major)</b>	<b>22,689</b>
<b>Component (Minor)</b>	<b>87,662</b>
<b>Specific Purpose (Special Purpose)</b>	<b>20,290</b>
<b>Supplemental</b>	<b>456</b>
<b>Total number of Award holders</b>	<b>128,624</b>

Type	Level	Analysis of Awards
<b>Major</b>		<b>22,759</b>
	Major	6552
	Major	13481
	Major	1675
	Major	1051
<b>Minor</b>	see notes	<b>176,321</b>
	Minor	7750
	Minor	78301
	Minor	45876
	Minor	44394
<b>Special Purpose</b>		<b>24,157</b>
	Special Purpose	1963
	Special Purpose	21763
	Special Purpose	431
	Special Purpose	
<b>Supplemental</b>		<b>456</b>
	Supplemental	456
<b>Total number of awards (minor awards disaggregated)</b>		<b>223,693</b>

**Employment and Human Resources Development  
Operational Programme (2000 – 06)**

**Equality Priority**

**Equal Opportunities Promotion & Monitoring - Education**

**Progress Report January – March 2007**

1. *Measure description*

***In the education sector, the Equal Opportunities Promotion and Monitoring measure provides for:***

- ***Establishment of an ESF-aided dedicated Gender Equality Unit within the Department of Education & Science, to co-ordinate and monitor the process of mainstreaming a gender perspective into all areas of the educational system,***
- ***The development of an ESF-aided computerised Management Information System (MIS) for the Further Education sector, which is not embraced at present by the post-primary pupil data base***

***The Gender Equality Unit has been integrated in the Central Policy Unit with effect from***

***1<sup>st</sup> April 2007, and no further claims for ESF funding are being made after that date.***

2. **Significant Changes in the Operating Environment**

There were no significant changes in the operating environment in first quarter of 2007.

3. **Commentary on measure-related progress**

**Equality Unit**

**Research**

The Unit funded 1 new research project and had 4 ongoing projects on gender

issues in education in the first quarter of 2007.

No research projects supported by the Unit were published in 2007:

***Resource Materials.***

- Two project development workers were recruited in June 2006 to work on *eQuality Measures*, a gender equality resource pack for use in post-primary schools. A project coordinator was also recruited. The team began work in September 2006, and work is ongoing.

## ***Training***

All members of the Inspectorate have received training on gender mainstreaming and the indicators developed are being used by inspectors in the course of subject inspections and in whole school evaluations.

## **Other Actions**

Work was ongoing on the final report of the 'Women in Science, Engineering and Technology' committee in the first quarter of 2007. The report is being finalised and will be published during 2008.

The Unit represented the Department of Education and Science on the following Committees in the first quarter of 2007:

- NDP/CSF Equal Opportunities and Social Inclusion Co-ordinating Committee
- Management Committee of the Department of Justice, Equality and Law Reform Gender Equality Unit
- National Steering Committee on Violence Against Women
- Equality Authority – Equality Studies Unit Management Committee
- Education Equality Committee
- Women into Science, Engineering and Technology Committee

## **4 Management Information System (MIS) for the Further Education sector**

At present, data on post-primary pupils and PLC students are gathered and stored on the Post-Primary Pupils Database system. This allows for detailed analysis of activity within the second-level and PLC sectors, as well as comprehensive examination of participation and retention rates.

No similar facility exists for those programmes in the further education sector, such as Youthreach, VTOS etc., which are normally provided in centres other than schools.

At present the Department has prioritised the development of a Learners database. This system will meet the information needs across all education sectors from primary to higher and further education. The Feasibility Study for the Learners database has been prioritised for 2007/08. The requirements in relation to Further Education as part of the proposed Learners database will be based on the original FEMIS feasibility study completed in 2001/2002.

## 5 Progress in relation to Expenditure

**Table 1 – Expenditure for January – March, 2007**

EHRD-OP €m	% of Measure Forecast	Total Prog spend	Total co- financed (CSF expend)	EU Structu ral Funds	National Public Cofinan ced	Private Co- finance d	Public Non- Cofinan ced
		C1	C3	c5	C10	c14	c25
<b>BMW</b> Expend	N/A	0.000	0.000	0.000	0.000	0.000	0.000
<b>SAE</b> Expend	N/A	0.058	0.058	0.029	0.029	0.000	0.000
<b>Nat</b> Expend	N/A	0.058	0.058	0.029	0.029	0.000	0.000

**Table 2 – Cumulative expenditure from January 2000 to March, 2007**

EHRD-OP €m	% of Measure Forecast	Total Prog spend	Total co- finance d (CSF expend )	EU Structu ral Funds	National Public Cofinan ced	Private Co- finance d	Public Non- Cofinan ced
		C1	C3	c5	C10	c14	c25
<b>BMW</b> Expenditur e Jan 2000– Mar 2007	N/A	0.000	0.000	0.000	0.000	0.000	0.000
<b>SAE</b> Expenditur e Jan 2000– Mar 2007	104%	3.737	3.276	1.638	1.638	0.000	0.461
<b>Nat</b> Expenditur e Jan 2000 – Mar 2007	104%	3.737	3.276	1.638	1.638	0.000	0.461

## 6 Progress in relation to physical indicators and targets

The following table provides updates for the period January – March 2007 in relation to the key progress indicators identified in the Programme Complement. Details in relation to research projects, training provided and publications are outlined in Section 3 above. In relation to the research projects funded by the Gender Equality Unit, a regional breakdown is not appropriate as the projects deal with education issues nationwide

**Gender Equality Unit Indicators and Progress Jan-March 2007**

<b>Indicator</b>	<b>Progress Report</b>												
Research projects supported on males in education	0												
Research projects supported on females in education	0												
Research projects supported on both women and men in the education system	5												
Number of researchers conducting research	7 (2 male, 5 female)												
Number of training participants	<table style="margin-left: auto; margin-right: auto;"> <thead> <tr> <th></th> <th>M</th> <th>F</th> </tr> </thead> <tbody> <tr> <td>BMW</td> <td>0</td> <td></td> </tr> <tr> <td>SAE</td> <td>0</td> <td></td> </tr> <tr> <td>NAT</td> <td>0</td> <td></td> </tr> </tbody> </table>		M	F	BMW	0		SAE	0		NAT	0	
	M	F											
BMW	0												
SAE	0												
NAT	0												
Number of publications	0												
Research projects completed	0												

**7. Horizontal Issues**

All the work of the Gender Equality Unit relates to promoting and assisting the development of gender equality and gender mainstreaming for men and women.

**8. Compliance with EU and national policy**

It is the policy of the Department of Education & Science to comply with all EU and national regulations in relation to procurement, competition etc.

**9. Publicity**

- ♦ **Equality Unit** - guidelines in relation to the NDP/CSF publicity requirements were adhered to in documentation produced during this period. The Gender Equality Unit advertises widely; seminars, publications, applications for grants etc. Press releases for launches have been circulated. A logo has been adopted to provide an identity and corporate image for the Unit. It is used in conjunction with the NDP and EU logos and relevant acknowledgements.

**10. North/south co-operation**

All programmes in the education sector are open to pupils/students/trainees from Northern Ireland (providing they satisfy the conditions of the relevant programme). Any benefits arising from the mainstreaming of a gender perspective into all areas of the educational system will benefit all participants. Copies of all publications are issued to our colleagues in Northern Ireland, in the universities, the training colleges, the Education Library Boards and the Department of Education, Northern Ireland.

**11. Proposals for re-profiling of expenditure (where applicable)**

None

**12. Proposals to amend Programme Complement (where applicable)**  
None

Gender	
Female	47%
Male	53%

NDP Region	
BMW	26%
S&E	74%

Age	
<15	0%
15-19	14%
20-24	17%
25-29	13%
30-34	11%
35-39	10%
40-44	9%
45-49	7%
50-54	5%
55-59	4%
60-65	2%
>65	1%
n/a	6%

**Copyright FETAC March 2008**

**Notes:** There are three ways to represent FETAC awards as indicated above.

1. Total number of (Paper) Certificates issued
  2. Total number of Award holders and
  3. Total number of awards (minor awards disaggregated)
1. and 2. are self explanatory and 3. provides a breakdown of the component certificates (for minor awards) issued. The number of minor awards when disaggregated is approx. double the number of paper certificates issued for minor awards, which means that a component certificate lists an average of two minors attained.

The breakdown by gender, age, region (and centre type, fields of learning further on) are based on the total number of awards (minor awards disaggregated).

The nomenclature for award types refers to major awards as 'certificates', minors are classified as 'component', special purpose as 'specific purpose' and supplemental as 'supplemental'. The term for major awards (certificates) is not to be confused with paper certificates. All awards are also referred to as certificates in terms of the paper(certificates) issued to the award holder.

The levels refer to National Framework of Qualifications levels (refer to

[www.ngai.ie](http://www.ngai.ie))

The year 2007 is not directly comparable with earlier years, due to a comprehensive re-classification of awards, thus a trend analysis is not provided. 2007 provides a baseline for comparison going forward.

**Employment and Human Resources Development  
Operational Programme (2000 – 06)**

**Equality Priority**

**Equal Opportunities Promotion & Monitoring - Education**

**Progress Report January – March 2007**

2. *Measure description*

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***1<sup>st</sup> April 2007, and no further claims for ESF funding are being made after that date.***

2. **Significant Changes in the Operating Environment**

There were no significant changes in the operating environment in first quarter of 2007.



### **3. Commentary on measure-related progress**

#### **Equality Unit**

##### **Research**

The Unit funded 1 new research project and had 4 ongoing projects on gender issues in education in the first quarter of 2007.

No research projects supported by the Unit were published in 2007:

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**Table 2 – Cumulative expenditure from January 2000 to March, 2007**

EHRD-OP €m	% of Measure Forecast	Total Prog spend	Total co- financed (CSF expend)	EU Structural Funds	National Public Cofinance d	Private Co- financed	Public Non- Cofinanced
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Gender Equality Unit Indicators and Progress Jan-March 2007

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**7. Horizontal Issues**

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11. **Proposals for re-profiling of expenditure (where applicable)**  
None
12. **Proposals to amend Programme Complement (where applicable)**  
None

**Measure-level Progress Report:  
31B ESF– Equal Opportunities Promotion and Monitoring**

**(NDP Gender Equality Unit, Dept of Justice, Equality & Law Reform)  
January – end June 2007**

1. **Measure description**  
The NDP Gender Equality Unit assists implementing Departments and agencies to meet gender mainstreaming requirements across the NDP. Since the Mid-Term Review this has involved a particular focus on those measures prioritised for action on gender equality, including most of the measures of this Operational Programme.
2. **Significant changes in the operating environment**  
The Unit will complete its work programme in 2007 following which the work of the Unit will be mainstreamed into the Department of Justice, Equality and Law Reform.
3. **Commentary on measure-related progress**  
The Unit's priorities in the period under review were as follows:
- Monitoring the implementation of NDP gender equality commitments as part of this work based on material provided in the end 2006 reports/templates. The Unit engaged in bi-lateral discussions with Measure Mangers and is presenting a synthesis document to the Autumn 2007 Monitoring Committees. The Unit is also presenting an Issues Paper to the Monitoring Committees for consultation prior to submission to the NDP/CSF Monitoring Committee.
  - The Unit also had some involvement in supporting the inclusion of gender equality commitments in co-financed Programmes in the next round
  - Other ongoing activity by the Unit includes management of a number of innovative projects:
    - (i) A Labour Market Initiative to support lone parents to access employment, education and training; this Initiative is being delivered through the County Development Boards.
    - (ii) A project to assist at lone parents of Irish Born Children, particularly lone parents, who have been granted leave to remain in Ireland to secure employment. Business In the Community is delivering this project.
    - (iii) In-Company Training initiative for the community and voluntary sector which is being developed with Women's Aid.
    - (iv) Two research projects on gender equality and enterprise which are being carried out by Dundalk Institute of Technology. Final drafts have been provided to the Unit.

- (v) A project to provide services to promote women in business consisting of (a) A conference on women in enterprise which is being hosted by the County Enterprise Boards in Tullamore on November 21<sup>st</sup> 2007 and  
b) An initiative to promote women to grow their businesses which is being supported by Enterprise Ireland.

The activities under (i) and (ii) above sit under the Equality for Women Measure (31B1)

The Unit also tendered for the preparation of a Guide on Best Practice on promoting gender equality under the NDP 2000-2006 which will be published before end year.

#### 4. Progress in relation to physical indicators and targets

Since the Mid-Term Review the Unit has engaged bi-laterally with Measure Managers on the promotion of gender equality within their measures. This activity has substituted for training courses previous organised by the Unit. It is, however, difficult to capture this activity in the Unit's indicators. Most of the 48 Measures which were prioritised for gender equality at the Mid-Term Review replied to the Unit on our assessment of the end 2006 material. Such liaison functions are carried out by co-ordination Units for the larger organisations.

#### Measure Indicator Report

Measure (Title)	Baseline	Indicator target 2006	Outturn to end June 2006
<b>Indicator (No. trained)*</b> Border Region Midland Region West Region <b>BMW</b>		364(146M/218F)	157(50M / 107F) 54(20M / 34F) 118(32M / 86F) 329(102M / 227F) (Total)
South East Region Mid East Region Dublin Region South West Region Mid West Region <b>SAE</b>		1457(582M/875F)	83(40M / 43F) 17(4M / 13F) 471(218M / 291F) 69(30M / 39F) 64(18M / 46F) 741(310M / 431F) (Total)
<b>National (BMW + SAE)</b>		1820(728M/1092F)	1070(412M /658F) (Total)
Indicator Reports Published BMW SAE National		7	33
Indicator (Statistical Datasets Produced) BMW SAE National		7	13
Indicator (No. of Gen.			The Unit's review found that

Disaggregated indicators reported BMW SAE National		280	half (50%) of all NDP Measures are providing gender disaggregated data including 24 measures of the EHRDOP.
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This report includes three new reports prepared by the Unit: (i) an assessment by organisation of the implementation of NDP Gender Equality commitments. (ii) an Issues Paper identifying policy concerns and learning for period 2007-2013

#### 5. Progress with regard to expenditure

From January to end June 2007, the Unit spent € 93,078 half of which is ESF funds and half of which is Exchequer funds. All of the Unit's expenditure is based in the SAE region. The Unit's programme of activities will exhaust most of its remaining budget by end 2007. Spending in the period June to end September has totaled €84,617.

The Unit's spend since 2000 has been **56%** of the forecast target June 2007 or **78%** following the re-allocation to the Equality for Women Measure.

**Table 1 – Expenditure from January – June 2007**

EHRD-OP €m	% of Measure Forecast	Total Progs pend	Total co-financed (CSF expend)	EU Structural Funds	National Public Cofinanced	Private Co-financed	Public Non-Cofinanced
		C1	C3	C5	C10	C14	C25
<b>Dublin Region</b> Expend in 2007						0	0.00
<b>South East Region.</b> Expend in 2007						0	0.00
<b>Mid East Region</b> Expend in 2007						0	0.00
<b>Mid West Region</b> Expend in 2007						0	0.00
<b>South West Region</b> Expend in 2007						0	0.00
<b>SAE</b> <b>Expend in 2007</b>	<b>21%</b>	<b>93,078</b>	<b>93,078</b>	<b>46,539</b>	<b>46,539</b>	<b>0</b>	<b>0.00</b>
<b>West Region</b> Expend in 2007						0	0.00
						0	0.00

<b>Border Region</b> Expend in 2007							
<b>Midland Region</b> Expend in 2007						0	0.00
<b>BMW</b> <i>Expend in 2007</i>						0	0.00
<b>National (BMW + SAE)</b> <i>Expend in Jan - June 2007</i>	<b>21%</b>	<b>93,078</b>	<b>93,078</b>	<b>46,539</b>	<b>46,539</b>	<b>0</b>	<b>0.00</b>

**Table 2 – Cumulative expenditure from January 2000 to June 2006**

<b>EHRD-OP</b> <b>€m</b>	% of Measure Forecast	Total Prog spend	Total co- financed (CSF expend)	EU Structur al Funds	National Public Cofinanc ed	Private Co- financed	Public Non- Cofinanc ed
		<i>C1</i>	<i>C3</i>	<i>c5</i>	<i>c10</i>	<i>c14</i>	<i>c25</i>
<b>Dublin Region</b>		0.00	0	0	0	0	0.00
<b>South East Region.</b>		0.00	0	0	0	0	0.00
<b>Mid East Region</b>		0.00	0	0	0	0	0.00
<b>Mid West Region</b>		0.00	0	0	0	0	0.00
<b>South West Region</b>		0.00	0	0	0	0	0.00
<b>SAE</b> <i>Expenditure January 2000 - June 2007</i>	<b>80%</b>	<b>3,092,000</b>	<b>3,092,000</b>	<b>1,546,000</b>	<b>1,546,000</b>	<b>0</b>	<b>0.00</b>
<b>West Region</b>		0.00	0	0	0	0	0.00
<b>Border Region</b>		0.00	0	0	0	0	0.00
<b>Midland Region</b>		0.00	0	0	0	0	0.00
<b>BMW</b>						<b>0</b>	<b>0.00</b>
<b>National Expenditure</b>	<b>80%</b>	<b>3,092,000</b>	<b>3,092,000</b>	<b>1,546,000</b>	<b>1,546,000</b>		<b>0.00</b>

e Jan 2000 - June 2007		00	00	00	0		
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**4. Horizontal issues.**

The Unit supports the effective implementation of gender mainstreaming under the NDP 2000-2006. Thus all of its activities are concerned with promoting gender equality. The Lone Parent's Initiative is an important contribution to addressing poverty for lone Parents. The Unit's work on promoting gender equality within certain rural development measures and its work on enterprise will also have rural benefits.

**5. Compliance with E.U. and national policy**

The Unit's role is to advise on and monitor gender equality issues in the NDP 2000-2006. As part of this role, it also provides advice on gender mainstreaming the co-financed programmes in the planning period 2000-2006. The Unit also follows all EU regulations with regard to fair competition when issuing tenders for various projects.

**6. Publicity**

The Unit's logo, the NDP logo and the EU logo feature on all Unit publications and publicity material (e.g. research reports, training materials, fact sheets, letterheads, job advertisements, website etc). Calls for tender state that the Unit is funded by the NDP and refers to the Unit website, which indicates all funding sources for the Unit.

**7. North South Cooperation**

The Unit will include examples of best practice on promoting gender equality from the Peace II Programme and participated on the Advisory Group of a Peace II-funded project on gender mainstreaming and peace-building.

**8. Proposals for re-profiling of expenditure**

Re-profiling of €1.48m to the Equality for Women measure (31B1 ESF) took place in 2006 These projects have been developed to progress gender mainstreaming among the relevant service providers at local level. The 'positive action' nature of the projects means that they sit more comfortably under the Equality for Women Measure.

**9. Amendments to Programme Complements**

None



## Report to the EHRD OP Monitoring Committee

**Operational Programme:** Employment and Human Resources Development (2000-2006)

**Sub-Programme:** Equal Opportunities Promotion and Monitoring

**Measure:** Equality for Women

**Reporting Period:** January – December, 2007

### 1. Introduction/ Measure Description

The Department of Justice, Equality and Law Reform was responsible for the Equality for Women Measure. The Measure funded activities under five different strands. They were:

- (A) Access to employment, education, training and up-skilling of women;
- (B) Encourage career development among women;
- (C) Encourage entrepreneurship among women
- (D) Innovative projects for disadvantaged women and women over 50 years of age;
- (E) Promote gender balance in decision making;

### 2. Commentary on Measure - related progress

In December 2006 the Minister for Justice, Equality and Law Reform announced the allocation of almost €2.2 million in grant assistance to sixteen community based not for profit organisations in CLÁR areas (rural disadvantage) and to two third level colleges to address equality for women. The projects were overseen by POBAL and commenced activities in early 2007 and largely concluded in December 2007. The number of women who have benefited from the CLÁR projects is 2058. The number of women who have benefited from the Access to Further and Higher Education projects is 85, exceeding the target of 35. Further details regarding participants and expenditure by projects are provided in Appendix 1.

The FÁS Expanding the Workforce project which concluded in December 2006 provided a gateway for women returners into the labour market. FÁS commissioned Franklin Quality Market Research to carry out a follow up survey of the project which was completed in September 2007.

The EPIC project was completed in December 2007. Its main objective was to assist the parents of Irish born children of refugees, particularly lone parents, to take steps to ensure economic viability to remain in Ireland by assisting them in accessing quality employment, training and education. EPIC was delivered by Business in the Community.

A further labour market initiative for lone parents was delivered through nine County and City Development Boards in the context of the Government's Discussion Paper on Lone Parents. The project promoted co-operation between relevant local agencies which serve this client group. Almost 600 participants engaged in certified training/education courses at FETAC levels 3,4 and 6, and the Leaving Certificate.

### 3. Significant Changes in the Operating Format

There have been no significant changes to the operating format for the Measure itself.

The National Women's Strategy 2007 -2016, was launched on the 18<sup>th</sup> April 2007. It is an "all of Government" approach to foster the advancement of women in Irish society for the period 2007 to 2016, coinciding with the timescale of the new national partnership agreement, Towards 2016.

The Strategy is intended to have a resonance with all women in Ireland and to address their concerns across the broad spectrum of human life. Its vision is

*'An Ireland where all women enjoy equality with men and can achieve their full potential, while enjoying a safe and fulfilling life.'*

The Strategy aims to be comprehensive and contains 20 Key Objectives and over 200 planned actions and is structured on a framework of three key themes:

- Equalising socio economic opportunity for women;
- Ensuring the wellbeing of women; and
- Engaging as equal and active citizens.

The Strategy also tries to show clear linkages with international work on the issue of the role of women in society, including obligations and recommendations from the European Union, Council of Europe and United Nations. Plans are in preparation for a successor "Equality for Women" Measure.

#### 4. Progress with regard to physical indicators and targets

As the tables below show, the outputs for the Measure have exceeded expectations.

The number of people who participated in the Measure exceeded targets. At the end of December, 2007, almost 7,500 people have participated in structured training and other interventions provided by projects funded under the Measure. In addition, an estimated 6,000 people used the services of project promoters.

#### Measure Indicator Report

Indicator	Region	Baseline	Mid-term target	Final Target 31/12/07	Out-turn 31 Dec 07
Output Indicator 1. No. of projects assisted to advance gender equality	Border Region	0	1	1	3
	Midland Region	0	0	0	2
	West Region	0	2	2	6
	<b>BMW</b>	<b>0</b>	<b>3</b>	<b>3</b>	<b>11</b>
	South East Region	0	3	3	6
	Mid East Region	0	2	2	4
	Dublin Region	0	9	9	12
	South West Region	0	3	3	7
	Mid West Region		3	3	5
	<b>S&amp;E</b>	<b>0</b>	<b>20</b>	<b>20</b>	<b>34</b>
	<b>National</b>	<b>0</b>	<b>23</b>	<b>23</b>	<b>45</b>

Indicator	Region	Baseline	Mid-term target	Final Target 31/12/07	Out-turn 31 Dec 07
Output Indicator 2. No. of publications	Border Region Midland Region West Region <b>BMW</b>	0	1	1	2 <sup>6</sup>
	South East Region Mid East Region Dublin Region South West Region Mid West Region <b>S&amp;E</b>	0	4	4	4 <sup>7</sup>
	<b>National</b>	0	5	5	6
Output Indicator 3. No. of people who participated in the Measure	Border Region - <i>Participants</i>				768
	- <i>Service Users</i>				286*
	Midland Region - <i>Participants</i>				211
	- <i>Service Users</i>				-
	West Region - <i>Participants</i>				766
	- <i>Service Users</i>				129
	<b>BMW TOTAL</b> - <b><i>Participants</i></b>	0	25	80	<b>1745</b>
	- <b><i>Service Users</i></b>				<b>803*</b>
	South East Region - <i>Participants</i>				1027
	- <i>Service Users</i>				253*
	Mid East Region - <i>Participants</i>				774
	- <i>Service Users</i>				126*
Dublin Region - <i>Participants</i>				1,128	
				2,046*	

<sup>6</sup> Inishowen Project *Participants Survey* (BMW)  
National Traveller Women's Forum – *Resource Pack for Trainers who work with Traveller Women* (BMW)

<sup>7</sup> SIPTU - *Equality for You - Filling the Knowledge Gap* (S&E)  
Bray Partnership - *Competence and Confidence- Examining the needs of women aged over 45 in the Bray area* (S&E)  
Women in Technology and Science(WITS) - *WITS Talent Bank* (S&E)  
Newbury House Family Centre Ltd - *Mayfield Community Arts Centre - Community Arts Training Equality for Women Measure* (S&E)

Indicator	Region	Baseline	Mid-term target	Final Target 31/12/07	Out-turn 31 Dec 07
	- <i>Service Users</i> South West Region				1,655
	- <i>Participants</i> Mid West Region				1202*
	- <i>Service Users</i> Mid West Region				1166
	- <i>Participants</i> Mid West Region				558*
	- <i>Service Users</i> Mid West Region				
	<b>S&amp;E</b>				
	- <i>Participants</i>	0	225	420	<b>5750</b>
	- <i>Service Users</i>				<b>5043*</b>
	<b>National</b>				
	- <i>Participants</i>	0	250	500	<b>7495</b>
	- <i>Service Users</i>				<b>5465*</b>
Result Indicator	Border Region				<b>1</b>
	Midland Region				<b>1</b>
	West Region				<b>1</b>
1. No. of GM strategies developed in Labour Market; Decision making	<b>Total BMW</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>3</b>
	South East Region				<b>3</b>
	Mid East Region				<b>2</b>
	Dublin Region				<b>8</b>
	South West Region				<b>4</b>
	Mid West Region				<b>3</b>
	<b>Total S&amp;E</b>	<b>0</b>	<b>0</b>	<b>4</b>	<b>20</b>
	<b>National</b>	<b>0</b>	<b>0</b>	<b>5</b>	<b>23</b>
Result Indicator	Border Region				<b>121</b>
	Midland Region				<b>63</b>
	West Region				<b>240</b>
2. No. of participants receiving certification	<b>BMW</b>	<b>0</b>	<b>10</b>	<b>25</b>	<b>765*</b>
	South East Region				<b>374</b>
	Mid East Region				<b>44</b>
	Dublin Region				<b>108</b>
	South West Region				<b>205</b>

\* **Please note: figures for service users are for 2007. Service user figures are estimated and cannot be accumulated. Participants figures include CLÁR, EPIC and CDB Lone Parents Initiative projects.**

\* FÁS certification figures not available in regional format

Indicator	Region	Baseline	Mid-term target	Final Target 31/12/07	Out-turn 31 Dec 07
	Mid West Region				<b>135</b>
	<b>S&amp;E</b>	<b>0</b>	<b>40</b>	<b>125</b>	<b>866*</b>
	<b>National</b>	<b>0</b>	<b>50</b>	<b>150</b>	<b>1521*</b>
Impact Indicator 3. No. of organisations which implement best practice developed under the Measure	Border Region				
	Midland Region				
	West Region				
	<b>BMW</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>
	South East Region				
	Mid East Region				
	Dublin Region				
	South West Region				
	Mid West Region				
	<b>S&amp;E</b>	<b>0</b>	<b>2</b>	<b>4</b>	<b>0</b>
	<b>National</b>	<b>0</b>	<b>2</b>	<b>5</b>	<b>0</b>

### Participants by NUTS III Region

The next table shows the numbers of participants from each geographical region. A good spread across all regions is shown.

	January-December 2007				Cumulative to end December 2007			
	Labour Market	<i>estimated no. poverty / social exclusion*</i>	Decision Making	<i>estimated no. poverty / social exclusion</i>	Labour Market	<i>estimated no. poverty / social exclusion*</i>	Decision Making	<i>estimated no. poverty / social exclusion</i>
Dublin	322	127	0	0	1523	551	266	98
South East	651	45	0	0	1118	373	0	0
South West	646	0	0	0	2174	387	0	0
Mid West	288	49	0	0	1396	204	0	0

Mid East	71	0	0	0	1082	128	0	0
<b>Total SAE</b>	<b>1978</b>	<b>221</b>	<b>0</b>	<b>0</b>	<b>7293</b>	<b>1643</b>	<b>266</b>	<b>98</b>
West	458	92	0	0	635	355	175	103
Border	343	180	0	0	912	418	0	0
Midlands	152	20	0	0	227	70	0	0
<b>Total BMW</b>	<b>953</b>	<b>292</b>	<b>0</b>	<b>0</b>	<b>1774</b>	<b>843</b>	<b>175</b>	<b>103</b>

## 5. Progress with regard to expenditure

A budget of € 11.031m for the period 2000-2006 has been allocated for the Equality for Women Measure, of which approximately

- € 10.06m relates to the S&E Region and
- € 0.97m relates to the BMW Region.

Expenditure for 2007 amounted to € 3.430m (€2.31m S&E and €1.119m BMW). This is 107% of the allocation for the year.

Cumulative expenditure to end 2007 is € 10.47 million, representing 95% of targeted cumulative expenditure. This includes €244,549 for administration costs incurred by POBAL in implementing the CLÁR and Further / Higher education initiatives.

For further details of project expenditure, see Tables 1 and 2 in Appendix 2

### EXPENDITURE to END 2007 (€ millions)

	2000	2001	2002	2003	2004	2005	2006	2007	Cumulative
<b>OP Forecast</b>	0.000	0.000	0.530	1.866	2.120	1.266	0.950	3.220	9.952
<b>Revised Forecast</b>	3.616	2.040	0.383	0.397	0.814	0.626	3.156	3.220	11.032
<b>Actual Expenditure</b>	0.000	0.000	0.340	1.881	2.128	1.653	1.050	3.430	10.237
<b>Expenditure as a % of OP Forecast</b>	-	-	64.2	10.8	100.4	130.6	110.5	107	95

*OP Forecast 2007 is the amount provided for FAS, CLÁR/FHE, CDB and EPIC in 2007*

## 6. Horizontal Issues: (Gender Equality)

See Appendix 3.

## **7. Compliance with E.U. Policy and National Policy**

The Department of Justice, Equality and Law Reform has been advised that none of the current activities impacts on State Aid rules. The Department has supported the development of procedures to assist the participating projects to comply to EU policy requirements where applicable.

The Measure closely links with EU policy in relation to the achievement of de facto gender equality to support growth, employment, competitiveness and social inclusion in Ireland and across the European Union.

## **8. Information and publicity requirements**

All projects have been made aware of the protocol regarding the use of the NDP & ESF logos and of the services available to them through the NDP local media project. The NDP and ESF logos have been used extensively by projects in recruiting staff, advertising the project and in launches etc.

## **9. North South Co-Operation**

Not applicable

## **10. Proposals for re-profiling of expenditure**

Not applicable

## **11. Amendment to Programme Complements**

An amended Programme Complement was approved by the EHRD Monitoring Committee in 2006 .

**APPENDIX 1**

	<b>CLÁR</b>	<b>Access to FHE</b>	<b>TOTAL</b>
<b>No. Projects</b>	<b>16</b>	<b>2</b>	<b>18</b>
<b>Funding</b>			
Total Funding	<b>€1,948,452</b>	<b>€250,192</b>	<b>€2,198,644</b>
Value of Payments to 31/12/2007	<b>€1,665,586</b>	<b>€183,207</b>	<b>€1,848,793</b>
Balance not drawdown by 31/12/2007.	<b>€282,866</b>	<b>€66,985</b>	<b>€349,851</b>
<b>Participants</b>			
Outturn to 31/12/07	<b>2058</b>	<b>85</b>	<b>2143</b>
Final target by 31/12/07	<b>1285</b>	<b>35</b>	<b>1320</b>
<b>Of which</b>			
Under 50 years of age	<b>1307</b>	<b>81</b>	<b>1388</b>
Over 50 years of age.	<b>751</b>	<b>4</b>	<b>755</b>
<b>Accreditation</b>			
Non Accredited	<b>795</b>	<b>72</b>	<b>867</b>
Accredited	<b>748</b>	<b>9</b>	<b>757</b>
Other Participants	<b>515</b>	<b>4</b>	<b>519</b>
<b>Progression</b>			
From Training to FHE	<b>204</b>	<b>20</b>	<b>224</b>
From training to Employment / Self-employment.	<b>122</b>	<b>2</b>	<b>124</b>



## APPENDIX 2

### Expenditure Tables

Please see attached Table 1 which records the expenditure for 2007 analysed between the eight Regional Authorities (NUTS Level III) and Table 2 which sets out similar information on a cumulative basis for the period 2000 to 2007. Expenditure between the Objective 1 (BMW) Region and the Region in Transition (S&E) is also highlighted in these tables. The Measure forecast for 2007 (€3.22m) is apportioned S&E 75% and BMW (25%).

A completed copy of the 31 column table along with a breakdown of expenditure by county and region is also attached.

**Table 1 - Expenditure from January to December 2007**

EHRD OP €m	% of Measure Forecast	Total spend	Prog	Total co- financed (CSF expend)	EU Structural Funds	National Public Co-financed	Private Co- financed	Public non Co- financed
		C1	C3	C5	C10	C14	C25	
Dublin Region		863,965	863,965	431,983	431,983	0	0	
South East Region.		377,217	377,217	188,608	188,608	0	0	
Mid East Region		310,651	310,651	155,326	155,326	0	0	
Mid West Region		383,214	383,214	191,607	191,607	0	0	
South West Region		375,262	375,262	187,631	187,631	0	0	
<b>SAE</b>		<b>2,310,309</b>	<b>2,310,309</b>	<b>1,155,154</b>	<b>1,155,154</b>	<b>0</b>	<b>0</b>	
West Region		527,412	527,412	395,559	131,853	-	-	
Border Region		399,545	399,545	299,659	99,886	-	-	
Midland Region		192,988	192,988	144,741	48,247	-	-	
<b>BMW</b>		<b>1,119,946</b>	<b>1,119,945</b>	<b>839,959</b>	<b>279,986</b>	<b>0</b>	<b>0</b>	
<b>National (BMW + SAE)</b>		<b>3,430,254</b>	<b>3,430,254</b>	<b>1,995,113</b>	<b>1,435,141</b>	<b>0</b>	<b>0</b>	

Table 2 - Cumulative expenditure from January 2000 to 31 December 2007

EHRD OP	% of Measure Forecast	Total Programme spend	Total financed co- (CSF expenditure)	EU Structural Funds	National Public Co-financed	Private Co-financed	Public non Co-financed
€m		C1	C3	C5	C10	C14	C25
Dublin Region		3,786,220	3,786,220	1,893,110	1,893,110	0	0
South East Region.		930,533	930,533	465,266	465,266	0	0
Mid East Region		932,278	932,278	466,139	466,139	0	0
Mid West Region		996,888	996,888	498,444	498,444	0	0
South West Region		1,314,784	1,314,784	657,392	657,392	0	0
<b>SAE</b>		<b>7,960,702</b>	<b>7,960,702</b>	<b>3,980,351</b>	<b>3,980,351</b>	<b>0.00</b>	<b>0.00</b>
West Region		1,320,292	1,320,292	990,219	330,073	0	0
Border Region		956,142	956,142	717,107	239,036	0	0
Midland Region		232,988	232,988	174,741	58,247	0	0
<b>BMW</b>		<b>2,509,422</b>	<b>2,509,422</b>	<b>1,882,066</b>	<b>627,355</b>	<b>0</b>	<b>0</b>
<b>National (BMW + SAE)</b>		<b>10,470,124</b>	<b>10,470,124</b>	<b>5,862,418</b>	<b>4,607,707</b>	<b>0</b>	<b>0</b>

**Eligible Expenditure to 31st December, 2007  
By County and Region**

COUNTY	REGION	PROJECT	FUNDING APPROVED	Expenditure –12 months ending December 2007
Limerick	Mid-West	Ballyhoura Development Ltd	190,000.00	189,987.95
	Mid-West	West Limerick Resources Ltd.	65,109.00	58,226.51
Tipperary (North)	Mid-West	CDB Lone Parent Initiative	135,000.00	135,000.00
Longford	Midlands	CDB Lone Parent Initiative	100,000.00	78,207.00
	Midlands	Longford Women's Link	132,275.00	114,781.12
Cork	South-West	Avondhu Development Group Ltd	27,024.00	21,290.29
	South-West	West Cork Community Partnership	169,840.00	169,765.92
	South-West	IRD Duhallow Ltd.	109,000.00	106,027.62
Kerry	South-West	Southwest Kerry Women's Association	78,273.00	78,177.68
Cavan	Border	CDB Lone Parent Initiative	63,380.00	63,380.00
Donegal	Border	Second Chance Education Project for Women	82,658.00	82,073.30
Leitrim	Border	CDB Lone Parent Initiative	85,000.00	71,209.00
Sligo	Border	CDB Lone Parent Initiative	125,000.00	120,138.00
		(FÁS) BMW *		62,745.00
Dublin	Dublin	Migrants Rights Centre Ireland	69,627.00	61,389.15
	Dublin	National Women's Council of Ireland	199,170.00	196,285.65
	Dublin	POWER Partnership		10,823.00
	Dublin	CDB Lone Parent Initiative ( 3 projects)	125,000.00	125,000.00
		(FÁS) S&E*		61,769.00
		EPIC		164,150.00
		Pobal CLÁR/FHE Technical fees		244,549.00
Galway	West	CDB Lone Parent Initiative		-
Co. Council	West	CDB Lone Parent Initiative	62,500.00	50,000.00
Corporation	West	CDB Lone Parent Initiative	62,500.00	8,000.00
	West	Gort Family Resource Centre	33,800.00	16,326.93
	West	Cómhdháil Oileáin na hÉireann	195,000.00	194,636.00
Mayo	West	Co Mayo VEC	190,000.00	158,449.26
	West	CDB Lone Parent Initiative	100,000.00	100,000.00
Carlow	South-East	Co. Carlow VEC	175,980.00	172,095.47
Kilkenny	South-East	Co. Kilkenny VEC	100,260.00	100,260.00
Waterford	South-East	Waterford Institute of Technology	69,941.00	50,388.31
	South-East	CDB Lone Parent Initiative	60,000.00	54,473.00
Meath	Mid-East	Meath Partnership	130,436.00	130,400.00
	Mid-East	Co. Meath VEC	180,251.00	180,251.00
<b>TOTAL</b>				<b>3,430,255.16</b>

\* Border and Dublin Regions include FÁS apportioned cost for BMW and SAE

**Employment and Human Resources Development  
Operational Programme (2000-06)**

**Progress Report for Monitoring Committee Meeting  
Period Jan. to Dec 2007.**

**Measure 33A**

**1. Measure description**

The Equality Studies Unit, with a focus on exclusion and discrimination in the labour market as covered by equality legislation and in particular by those groups named in the Human Resources Operational Programme will identify and advise on data deficits, improve understanding of the labour market needs of these groups and the capacity to address them, research the labour market participation of these groups and enhance the monitoring of these groups.

**2. Significant Changes in the Operating Environment**

There has been no significant change.

**3. Commentary on Measure-related progress**

The ESU supported a rolling programme of measure studies, examining equality policy and practice in individual EHRDOP education and training measures. These studies seek to identify and promote changes required in the planning, design and delivery of the measures comprising the EHRDOP to enhance their capacity to accommodate diversity and to promote equality. In seeking to support a process of change the measure studies are undertaken in a way that achieves ownership of the process by the relevant implementing agency. The final outputs of the study are subject to the decision of the implementing agency and the study is therefore owned by that organisation.

The Equality Authority manages the implementation of the studies and is responsible for dissemination of learning arising, including the electronic publication of the studies. Two final measure studies were completed on: Measure 16 Vocational Training and Pathways to Employment for People with Disabilities and Measure 11B Early School Leavers – Youthreach and Travellers. This brings the total of Wider Equality Measure Studies completed to nine. These are available on the ESF and Equality Authority websites.

The proceedings of the 2006 national conference. *'Mainstreaming Equality: promoting equality and accommodating diversity in further education, training and labour market programmes ?'*, were published and widely disseminated. This event and publication were jointly sponsored by the Department of Enterprise, Trade and Employment, the Department of Education and Science and the Equality Authority.

A third annual conference on promoting equality and accommodating diversity in further education, training and employment programmes was successfully held on 22<sup>nd</sup> November 2007 at the Royal College of Physicians, Kildare St, Dublin 2. This event was again co-hosted by the Department of Education and Science, the Department of Enterprise, Trade and Employment and the Equality Authority.

The reports mentioned above, and all those produced by the ESU are available on the ESF website and the Equality Authority website on **[www.equality.ie/research](http://www.equality.ie/research)**.

A case study report of good practice in employment programmes for Travellers was completed and, will be published in 2008

Development of an 'Equality Resource Toolkit' for use in the vocational education and training sector has progressed. This will be completed in 2008.

The Equality Studies Unit technical assistance measure has now formally ended. Research Officers Ciaran O'hUltachain and Torben Krings completed their contracts under this programme on Tuesday 4 March 2008.

Two projects developed under the ESU will be finalised as part of the work of the Equality Mainstreaming Unit under the new HCI-OP. These are the 'Equality Resource Pack' for people working in vocational education and training organisations and the information publication on 'Travellers Employment and Enterprise Initiatives – Case Studies'.

#### 4. Progress in relation to physical indicators and targets

##### NUTS III Measure Indicator Report for reporting period

<b>Measure/Sub-Measure:</b>			
<b>Indicator Used:</b> No. of research reports published (in the current reporting Period)			
Region	Total	Gender break-down (where appropriate)	
		Male	Female
<i>Border Region</i>			
<i>Midland Region</i>			
<i>West Region</i>			
<b>BMW Total</b>			
<i>South East Region</i>			
<i>Mid East Region</i>			
<i>Dublin Region</i>			
<i>South West Region</i>			
<i>Mid West Region</i>			
<b>SAE Total</b>			
<b>National (BMW + SAE)</b>	<b>3</b>		

#### 5. Progress with regard to expenditure

Expenditure in this measure was lower than originally planned, the final expenditure for the duration of the programme was 86% of the total programme forecast. The reasons for lower expenditure included the fact that Research Officer post which became vacant

in August 2004 was not filled until March, 2007. This resulted in lower expenditure on staffing as well as a lower overall level of programme activity than anticipated.

**6. Horizontal issues**

Not applicable

**7. Compliance with EU and National policy**

A cross-section of interests is represented on the Management Committee which should ensure consistency with relevant national policies.

**8. Publicity**

Publicity related requirements regarding publications and other matters are being addressed.

**9. North/South Cooperation**

The Equality Commission for Northern Ireland is represented on the Management Committee of this Unit.

**10. Proposals for re-profiling of expenditure (where applicable)**

None

**11. Proposals to amend Programme Complements (where applicable)**

None.

## ANNEX 1

**Table 1 – Expenditure for the Reporting Period (€m) Jan. – Dec. 2007**

<b>EHRDOP €m</b>	<i>Total Program me Forecast*</i>	<i>Total Prog spend</i>	<i>Expenditur e as % of forecast</i>	<i>Total co- financed (CSF expend)</i>	<i>EU Structural Funds</i>	<i>National Public Co- financed</i>	<i>Private Co- financed</i>	<i>Public Non Co- financed</i>
<i>Source of information within 31 column tables</i>		<i>Column 1</i>		<i>Column 3</i>	<i>Column 5</i>	<i>Column 10</i>	<i>Colum n 14</i>	<i>Column 25</i>
<b>Region</b>								
<i>Dublin</i>		0.00	0.00	0.00	0.00	0.00	0.00	0.00
<i>South East</i>		0.00	0.00	0.00	0.00	0.00	0.00	0.00
<i>Mid East</i>		0.00	0.00	0.00	0.00	0.00	0.00	0.00
<i>Mid West</i>		0.00	0.00	0.00	0.00	0.00	0.00	0.00
<i>South West</i>		0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>SAE Total</b>	<b>0.079</b>	<b>0.0266</b>	<b>34%</b>	<b>0.0266</b>	<b>0.0133</b>	<b>0.0133</b>	<b>0.00</b>	<b>0.00</b>
<i>Border</i>		0.00	0.00	0.00	0.00	0.00	0.00	0.00
<i>Midland</i>		0.00	0.00	0.00	0.00	0.00	0.00	0.00
<i>West</i>		0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>BMW Total</b>	<b>0.151</b>	<b>0.131.</b>	<b>86.7%</b>	<b>0.131</b>	<b>0.098</b>	<b>0.033</b>	<b>0.00</b>	<b>0.00</b>
<b>National (BMW + SAE)</b>	<b>0.230</b>	<b>0.158</b>	<b>69%</b>	<b>0.158</b>	<b>0.112</b>	<b>0.046</b>	<b>0.00</b>	<b>0.00</b>

**Table 2 – Cumulative Expenditure since January 2000 to 31 Dec 2007 (€m)**

<b>EHRDOP €m</b>	<i>Total Program me Forecast*</i>	<i>Total Prog spend</i>	<i>Expenditur e as % of forecast</i>	<i>Total co- financed (CSF expend)</i>	<i>EU Structural Funds</i>	<i>National Public Co- financed</i>	<i>Private Co- financed</i>	<i>Public Non Co- financed</i>
<i>Source of information within 31 column tables</i>		<i>Column 1</i>		<i>Column 3</i>	<i>Column 5</i>	<i>Column 10</i>	<i>Colum n 14</i>	<i>Column 25</i>
<b>Region</b>								
<i>Dublin</i>		0.00	0.00	0.00	0.00	0.00	0.00	0.00
<i>South East</i>		0.00	0.00	0.00	0.00	0.00	0.00	0.00
<i>Mid East</i>		0.00	0.00	0.00	0.00	0.00	0.00	0.00
<i>Mid West</i>		0.00	0.00	0.00	0.00	0.00	0.00	0.00
<i>South West</i>		0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>SAE Total</b>	<b>1.348</b>	<b>1.098</b>	<b>81%</b>	<b>1.098</b>	<b>0.549</b>	<b>0.549</b>	<b>0.00</b>	<b>0.00</b>
<i>Border</i>		0.00	0.00	0.00	0.00	0.00	0.00	0.00

\* Use Revised Forecast as shown in Column 1 of the 31 Column tables.

<i>Midland</i>		0.00	0.00	0.00	0.00	0.00	0.00	0.00
<i>West</i>		0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>BMW Total</b>	<b>0.594</b>	<b>0.574</b>	<b>97%</b>	<b>0.574</b>	<b>0.430</b>	<b>0.144</b>	<b>0.00</b>	<b>0.00</b>
<b>National</b>	<b>1.942</b>	<b>1.672</b>	<b>86%</b>	<b>1.672</b>	<b>0.979</b>	<b>0.693</b>		

### Employment and Human Resources Development

#### Operational Programme (2000-06)

January – December 2007

#### Revised Progress Report Template

#### 1 Measure description

This measure is used to fund certain eligible costs of the ESF Policy and Operations Unit such as the holding of meetings and the purchase of certain equipment. Costs relating to the ESF Financial Control Unit are met under this measure.

#### 2. Significant Changes in the Operating Environment

There were no significant changes in context during 2007.

#### 3. Commentary on Measure-related progress

Expenditure under the **EHRD OP Technical Assistance** measure in 2007 related to the holding of three monitoring committee meetings- a special MC meeting in February relating to the drafting of the HCI-OP, the Spring MC meeting held in May 07 and the Autumn MC meeting held in November 07. A Seminar on the preparations for Closure of the EHRD-OP was also held in June 07. The main area of expenditure relates to the operating costs of the ESF Financial Control Unit.

#### 4 Progress in relation to physical indicators and targets

#### NUTS III Measure Indicator Report

<b>Measure/Sub-Measure (Title)</b>	N/a		
<b>Indicator Used</b>			
	<b>Outturn for Reporting Period</b>		
	Male	Female	Total
<i>Border Region</i>			
<i>Midland Region</i>			
<i>West Region</i>			
<b>BMW Total</b>			
<i>South East Region</i>			
<i>Mid East Region</i>			
<i>Dublin Region</i>			
<i>South West Region</i>			
<i>Mid West Region</i>			
<b>S&amp;E Total</b>			



National ( <i>BMW + S&amp;E</i> )			
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**5. Progress with regard to expenditure**

The main items of expenditure relate to the holding of three Monitoring Committee meetings in February (Special MC relating to the draft HCI-OP), the Spring MC held in May 07 and the Autumn MC meeting held in November 07. A Seminar on the preparations for Closure of the EHRD-OP was held in June 07. The main expenditure areas related to the running costs of the Financial Control Unit. Expenditure for the whole of 2007 totalled €0.411m.

**6. Horizontal issues**

Not relevant to this measure

**7. Compliance with EU and National policy**

These requirements are met, insofar as they are relevant to the measure.

**8. Publicity**

The support of the ESF and NDP is acknowledged on all relevant publications and materials used by the OP Managing Authority

**9. North/South Cooperation**

Not relevant to this measure

**10. Proposals for re-profiling of expenditure (where applicable)**

No proposals for reallocations at this stage

**11. Proposals to amend Programme Complements (where applicable)**

No proposals for reallocations at this stage

## ANNEX 1

### Table 1 – Expenditure for the Reporting Period (Jan-Dec 2007)

<b>EHRDOP €m</b>	Total Programme Forecast <sup>8</sup>	<i>Total Prog spend</i>	Expenditure as percentage of forecast	<i>Total co- financed (CSF expend)</i>	<i>EU Structural Funds</i>	<i>National Public Co- financed</i>	<i>Private Co- financed</i>	<i>Public Non Co- financed</i>
<i>Source of information within 31 column tables</i>		<i>Column 1</i>		<i>Column 3</i>	<i>Column 5</i>	<i>Column 10</i>	<i>Column 14</i>	<i>Column 25</i>
<b>Region</b>								
<i>Dublin</i>		0.00	0.00	0.00	0.00	0.00	0.00	0.00
<i>South East</i>		0.00	0.00	0.00	0.00	0.00	0.00	0.00
<i>Mid East</i>		0.00	0.00	0.00	0.00	0.00	0.00	0.00
<i>Mid West</i>		0.00	0.00	0.00	0.00	0.00	0.00	0.00
<i>South West</i>		0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>SAE Total</b>		<i>0.411</i>	0.00	<i>0.394</i>	<i>0.197</i>	<i>0.197</i>	0.00	<b>0.017</b>
<i>Border</i>		0.00	0.00	0.00	0.00	0.00	0.00	0.00
<i>Midland</i>		0.00	0.00	0.00	0.00	0.00	0.00	0.00
<i>West</i>		0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>BMW Total</b>		<i>0.00</i>	<i>0.00</i>	<i>0.00</i>	<i>0.00</i>	<i>0.00</i>	<i>0.00</i>	<i>0.00</i>
<b>National (BMW + SAE)</b>		<i>0.411</i>	0.00	<i>0.394</i>	<i>0.197</i>	<i>0.197</i>	0.00	<b>0.017</b>

### Table 2 – Cumulative Expenditure since January 2000

<b>EHRDOP €m</b>	Total Programme Forecast <sup>9</sup>	<i>Total Prog spend</i>	Expenditure as percentage of forecast	<i>Total co- financed (CSF expend)</i>	<i>EU Structural Funds</i>	<i>National Public Co- financed</i>	<i>Private Co- financed</i>	<i>Public Non Co- financed</i>
<i>Source of information within 31 column tables</i>		<i>Column 1</i>		<i>Column 3</i>	<i>Column 5</i>	<i>Column 10</i>	<i>Column 14</i>	<i>Column 25</i>
<b>Region</b>								
<i>Dublin</i>		0.00	0.00	0.00	0.00	0.00	0.00	0.00
<i>South East</i>		0.00	0.00	0.00	0.00	0.00	0.00	0.00
<i>Mid East</i>		0.00	0.00	0.00	0.00	0.00	0.00	0.00
<i>Mid West</i>		0.00	0.00	0.00	0.00	0.00	0.00	0.00
<i>South West</i>		0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>SAE Total</b>		3.106	0.00	2.865	1.432	1.432	0.00	0.241
<i>Border</i>		0.00	0.00	0.00	0.00	0.00	0.00	0.00
<i>Midland</i>		0.00	0.00	0.00	0.00	0.00	0.00	0.00
<i>West</i>		0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>BMW</b>		0.00	0.00	0.00	0.00	0.00	0.00	0.00

<sup>8</sup> Revised forecast as shown in the 31 column tables

<sup>9</sup> Revised forecast as shown in the 31 column tables

<i>Total</i>								
<i>National (BMW + SAE)</i>		3.106	0.00	2.865	1.432	1.432	0.00	0.241