



LIFT

Local Investment in Future Talent

**A rural skills and employability funding programme for
Norfolk and North Suffolk**

LIFT PROGRAMME OUTPUT AND RESULT INDICATOR DEFINITIONS GUIDANCE

This is a simplified version of the [Output and Result Indicator Definitions Guidance for the European Social Fund. February 2016](#)

Contact details: The LIFT Programme Delivery Team

Economic Development & Strategy

County Hall, Floor 4

Martineau Lane

Norwich

Norfolk.

NR1 2DH

Web: www.liftprogramme.co.uk

Email: lift@norfolk.gov.uk

Tel: 01603 222771

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INTRODUCTION

Purpose

This guidance provides definitions for output and result indicators for the LIFT Programme, and should be referred to when:

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

The output and result indicators referred to in this guidance are important since they are intended to provide information that can be used to assess implementation and performance of the LIFT projects and helps the LIFT Programme Team fulfil the formal reporting requirements set out in EU regulations for the 2014-2020 programme.

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

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

Data collection

The output and result data collected by your project will be collated by the LIFT Programme. The data will be stored on local databases and then transmitted to a national ESF/DWP database as required (this is likely to be on a quarterly basis and linked to financial claims).

Contact details for individual participants will need to be shared with LIFT who will also share with the ESF Evaluation Team and the DWP who may undertake monitoring and evaluation of individual projects.

Supplying contact details for the purposes of long-term monitoring and evaluation will be essential in order to provide the longer term result indicators such as CR06 – Participants in employment, including self-employment six months after leaving, as required under the ESF Regulations. This is a programme requirement and will not be `optional`.

The Managing Authority will advise projects and opt-in organisations on how this data will be shared to help ensure that data sharing arrangements comply with Data Protection Act legislation.

DETAILED DEFINITIONS

Output indicators for participants

ESF - CO01 Unemployed, including long-term unemployed	
Terms	Definitions
Unit of Measurement	Participants (male and female)
Count Criteria: Who can be recorded against this indicator?	<p><i>Unemployed are persons usually without work, available for work and actively seeking work. Persons considered as registered unemployed according to national definitions are always included here even if they do not fulfil all three of these criteria.</i></p> <p>Source of definition</p> <p>http://ec.europa.eu/eurostat/documents/3859598/5935673/KS-GO13-002-EN.PDF</p>

Count Threshold: What is the threshold or minimum requirement for recording (one count) of this indicator?	<p>A participant should be counted only once in any given project. An individual may be counted as a participant in more than one project, but never more than once per project (for output indicators).</p> <p>A participant who returns to a project after leaving cannot be counted as a “new” participant. On a second participation at the same project, the initial leaving date and data relating to result indicators should be updated to reflect the latest results only.</p>
Count Exclusions: Which people cannot be counted against this indicator?	<p>People who are economically ‘inactive’ or ‘employed’ should not be counted as unemployed.</p> <p>People with zero hours contracts are treated as employed and should not be recorded as unemployed.</p>

Additional information required for indicators	<p>Full-time students, even if they fulfil the criteria for unemployed as set out in this definition, are considered as "inactive".</p> <p>People with maternity or paternity- related entitlement while unemployed are always considered as "unemployed".</p> <p>The employment status is determined on the date of entering the ESF operation.</p>
Relationship to other Indicators	<p>O1 - Total participants = sum of indicators CO01 + CO03</p> <p>Validation tests for data at the level of the participation record:</p> <p>An individual can only be in one of the following situations: "unemployed"; "inactive" or "employed"</p> <p>An individual who is "inactive, not in education or training" must also be recorded as inactive</p> <p>No individual can be both "male" and "female"</p>

(ESF- CO03) Inactive	
Terms	Definitions
Unit of Measurement	Participants (male and female)
Count Criteria: Who can be recorded against this indicator?	Inactive participants (see definition below) <i>"Inactive" are persons currently not part of the labour force (in the sense that they are not employed or unemployed according to the definitions provided).</i> Source: Eurostat
Count Threshold: What is the threshold or minimum requirement for recording (one count) of this indicator?	A participant should be counted only once in any given project. An individual may be counted as a participant in more than one project but never more than once per project (for output indicators). A participant who returns to an project after leaving cannot be counted as a "new" participant. On a second participation at the same project, the initial leaving date and data relating to result indicators should be updated to reflect the final project.

<p>Count Exclusions: Which people cannot be counted against this indicator?</p>	<p>People registered as unemployed, including / long-term unemployed.</p> <p>Self-employed (including helping family members) are not considered as 'inactive'.</p> <p>Employed people.</p>
<p>Additional information required for indicators</p>	<p>"Inactive" are people who are not currently part of the labour force (in the sense that they are not employed or unemployed according to the definitions provided above).</p> <p>Full-time students are considered as "inactive".</p> <p>People on full-time parental leave (understood as absences from work to bring up a child of young age for a period which does not fall under the classification of maternity or paternity leave) should be considered as inactive, unless already registered as unemployed. In this latter case, they should be counted as "unemployed".</p> <p>"Self-employed" (including helping family members) are not considered as "inactive".</p> <p>The employment status is determined on the date of entering the LIFT Programme.</p>
<p>Relationship to other Indicators</p>	<p>O1 - Total participants = sum of indicators CO01 + CO03</p> <p>Validation tests for data at the level of the participation record:</p> <p>An individual can only be in one of the following situations: "unemployed"; "inactive" or "employed"</p> <p>An individual who is "inactive, not in education or training" must also be recorded as inactive</p> <p>No individual can be both "male" and "female"</p>

(ESF- CO05) Employed, including self-employed	
Terms	Definitions
Unit of Measurement	Participants (male / female)
Count Criteria: Who can be recorded against this indicator?	<p><i>Employed persons are persons aged 15 and over who performed work for pay, profit or family gain or were not at work but had a job or business from which they were temporarily absent because of, for instance, illness, holidays ,industrial dispute, and education or training.</i></p> <p><i>Self-employed persons with a business, farm or professional practice are also considered to be working if one of the following applies:</i></p> <ol style="list-style-type: none"> 1) <i>A person works in his/her own business, professional practice or farm for the purpose of earning a profit, even if the enterprise is failing to make a profit.</i> 2) <i>A person spends time on the operation of a business, professional practice or farm even if no sales were made, no professional services were rendered, or nothing was actually produced (for example, a farmer who engages in farm maintenance activities; an architect who spends time waiting for clients in his/her office; a fisherman who repairs his boat or nets for future operations; a person who attends a convention or seminar).</i> <p><i>A person is in the process of setting up a business, farm or professional practice; this includes the buying or installing of equipment, and ordering of supplies in preparation for opening a new business. An unpaid family worker is said to be working if the work contributes directly to a business, farm or professional practice owned or operated by a related member of the same household</i></p> <p><i>People with a zero –hours contract will be counted as `employed`”</i></p> <p>Source: Eurostat, Labour Force Survey (LFS)</p> <p>http://ec.europa.eu/eurostat/cache/metadata/en/lfsa_esms.htm</p> <p>http://ec.europa.eu/eurostat/documents/3859598/5873749/KSBF-03-002-EN.PDF</p>

<p>Count Threshold: What is the threshold or minimum requirement for recording (one count) of this indicator?</p>	<p>A participant should be counted only once in any given operation. An individual may be counted as a participant in more than one operation but never more than once per operation (for output indicators).</p> <p>A participant who returns to an operation after leaving cannot be counted as a `new' participant. On any subsequent participation(s) at the same operation, the initial / previous leaving date and data relating to result indicators should be updated to reflect the final results.</p>
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<p>Count Exclusions: Which people cannot be counted against this indicator?</p>	<p>People who are economically `inactive'</p> <p>People in full-time parental leave (understood as absence from work to bring up a child of young age for a period which does not fall under the classification of maternity or paternity leave) should be counted as "inactive" unless already registered as "unemployed", in which case this should take priority.</p> <p>According to DWP definitions, people in the following categories should be excluded from the `employed, including self-employed' category:</p> <p>Universal Credit claimants who are placed in the All Work Related Requirements (AWRR)-Light Touch regime because of their partner's circumstances (treat as unemployed);</p> <p>Persons who are registered as unemployed but have a small part-time job (as allowed under the definition of registered unemployed – treat as unemployed); and</p> <p>Persons on full-time parental leave – if registered as `unemployed' then treat as unemployed – otherwise treat as inactive.</p> <p>Conscripts who performed some work for pay or profit during the reference week (treat as inactive)</p>
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<p>Additional information required for indicators</p>	<p>Participants helping family members are considered as "self-employed".</p> <p>People in maternity or paternity leave (understood as an employee benefit that provides paid or unpaid time off work for giving birth and subsequent short term care of the baby) are always considered as "employed".</p> <p>People in "subsidised employment" are considered as "employed". It should be understood as employment incentives according to the LMP definitions (§68-§71): Employment incentives (category 4) covers measures that facilitate the recruitment of unemployed persons and other target groups, or help to ensure the continued employment of persons at risk of involuntary job loss. Employment incentives refer to subsidies for open market jobs which might exist or be created without the public subsidy and which will hopefully be sustainable after the end of the subsidy period. The jobs that may be subsidised are usually in the private sector, but public or nonprofit sector jobs are eligible too and no distinction is requested. With employment incentives the public money represents a contribution to the labour costs of the person employed and, typically, the majority of the labour costs are still covered by the employer. However, this does not preclude cases where all costs are covered by the public money for a limited period.</p> <p>http://ec.europa.eu/eurostat/documents/3859598/5935673/KS-GQ13-002-EN.PDF</p> <p>The employment status is determined on the date of entering the ESF operation.</p>
<p>Relationship to other Indicators</p>	<p>Validation tests for data at the level of the participation record:</p> <p>An individual can only be counted in one of the situations: "unemployed"; "inactive"; or "employed"</p> <p>No individual can be both "male" and "female"</p> <p>An individual recorded under any of the YEI result indicators cannot be recorded in the common output indicator "employed, including self-employed".</p> <p>This indicator contributes towards the programme's performance framework targets and equality targets (male / female /gender)</p>

(ESF-CO16) Participants with disabilities	
Terms	Definitions
Unit of Measurement	Participants (male and female)
Count Criteria: Who can be recorded against this indicator?	<p>EC Definition:</p> <p>“Participants with disabilities” are persons who are registered disabled according to national definitions Source:</p> <p>LMP</p> <p>http://ec.europa.eu/eurostat/documents/3859598/5935673/KS-GQ13-002-EN.PDF</p> <p>National Definition</p> <p>Disability: The main national definition is as defined in the Equality Act 2010. See link. https://www.gov.uk/definition-of-disability-underquality-act-2010.</p> <p>You’re disabled under the Equality Act 2010 if you have a physical or mental impairment that has a ‘substantial’ and ‘long-term’ negative effect on your ability to do normal daily activities.</p> <p>‘substantial’ is more than minor or trivial - e.g. it takes much longer than it usually would to complete a daily task like getting dressed ‘long-term’ means 12 months or more – e.g. a breathing condition that develops as a result of a lung infection</p> <p>However experience has shown that there are some ESF provision types where it has proved difficult to measure. We therefore will allow beneficiaries to alternatively count where the participant discloses a disability that limits the ability to work (as this is often used in questionnaires by the Office for National Statistics).</p> <p>We will also allow use of information on people that are in receipt of the core disability benefits but only those where being in receipt of the benefit is confirmation that that they have met the above definitions: this is not alternative criteria.</p>

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

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

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

(one count) of this indicator?	which have an annual turnover not exceeding EUR 50 million, and/or an annual balance sheet total not exceeding EUR 43 million.
Count Exclusions: Which people cannot be counted against this indicator?	<p>Enterprises can benefit indirectly from ESF – for example, an SME’s employees may be attending up skilling / training provided by an ESF training provider. In this case it is the employees who benefit directly and the enterprise that benefits indirectly through developing the capacity of its workforce. In this instance the enterprise (entity) is not recorded - but the participants are recorded.</p> <p>Large companies are excluded – i.e. companies that employ more than 250 people, have an annual turnover exceeding EUR 50 million, and/or an annual balance sheet total exceeding EUR 43 million.</p>
Additional information required for indicators	An entity engaged in economic activity should be understood as including cooperative enterprises and enterprises of the social economy.

(ESF CR06) Participants in employment, including self-employment, six months after leaving

Terms	Definitions
Unit of Measurement	Participants (male and female)
Count Criteria: Who can be recorded against this indicator?	<p>Definition:</p> <p>Unemployed or inactive persons who have received ESF support and who are in employment, including self-employment, six months after leaving the ESF operation.</p> <p>"Unemployed" is defined as in the indicator "Unemployed including LTU".</p> <p>"Inactive" is defined as in the indicator "Inactive".</p> <p>"in employment, including self-employment" is defined as in the indicator "Employed, including self-employed".</p> <p>Source:</p> <p>EC Guidance on Monitoring and evaluation of cohesion policy June 2015.</p>
Count Threshold: What is the threshold or minimum requirement for recording (one count) of this indicator?	See above definition
Count Exclusions: Which people cannot be counted against this indicator?	People employed upon entry to the operation.

Additional information required for indicators	Additional information This data will be collected by the 6 month leavers survey run by ESF Evaluation Team DWP.
Relationship to other Indicators	Long-term result indicator.(Reference population: CO01 + CO03) This indicator is to be understood as change in the employment status 6 months after leaving compared to the situation when entering the ESF operation (with the participant being unemployed or inactive when entering the ESF operation). Validation tests for data at the level of the participation record: An individual recorded under “participants in employment six months after leaving” cannot be reported under “participants with an improved labour market situation” and vice versa. An individual recorded under “participants in employment, including self-employment six months after leaving, “ cannot be recorded in the output indicator “ employed, including self-employed”.

(O1) Total number of Participants	
Terms	Definitions
Unit of Measurement	Participants
Count Criteria:	Total of CO01 + CO03 + CO05
Count Threshold:	See above

Count Exclusions:	
Additional information required for indicators	
Relationship to other Indicators	This important immediate 'output' indicator has a range of performance framework targets

(O4) Participants over 50 years of age	
Terms	Definitions
Unit of Measurement	Participants (male / female)
Count Criteria:	Definition: The age of the participant is calculated from the date of birth and determined on the date of entering the ESF operation.
Count Threshold:	See above definition
Count Exclusions:	Participants aged 50 or younger (on the date they joined the operation) should not be counted for this indicator.
Additional information required for indicators	
Relationship to other Indicators	This is a programme-specific output indicator and supports the 'over 50' output targets in Priority Axis 1 and IP 2.1

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

(ESF-CO15) Migrants, people with a foreign background, minorities (including marginalised communities such as the Roma)	
Terms	Definitions
Unit of Measurement	Participants (male / female)

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

Select one option (from groups 1-18_below) that best describes your ethnic group or background.

(Groups 3 and 5-18 will be counted as “ethnic minorities” when the ESF Managing Authority provides aggregated monitoring data to the European Commission. However, individual ESF providers must gather data and record it against each relevant group below so that a full and detailed split of ethnic group data can also be monitored / reported).

White

English/Welsh/Scottish/Northern Irish/British
Irish
Gypsy or Irish Traveller or ROMA
Any other White background,

Mixed/Multiple ethnic groups

White and Black Caribbean
White and Black African
White and Asian
Any other Mixed/Multiple ethnic background,

Asian/Asian British

Indian
Pakistani
Bangladeshi
Chinese
Any other Asian background,

Black/African/Caribbean/Black British

African
Caribbean
Any other Black/African/Caribbean background,

Other ethnic group

Arab
Any other ethnic group

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

(O6) Participants without basic skills	
Terms	Definitions
Unit of Measurement	Participants (male/female)
Count Criteria:	Definition: This programme-specific output indicator relates to participants who do not have entry level, level 1 or level 2 in English, maths or ESOL (where appropriate) at the time they join the ESF operation.

Count Threshold:	See above definition
Count Exclusions:	
Additional information required for indicators	<p>Skill level `basic` refers to UK skills level</p> <p>The following link explains UK skills levels:</p> <p>https://www.gov.uk/what-different-qualification-levelsmean/compare-different-qualification-levels</p> <p>Data for this indicator has to be broken down by category of region.</p>
Relationship to other Indicators	This indicator relates to specific operational programme targets for investment priorities 1.1, 1.2 and 2.1.

Results Indicators

(R1) Unemployed participants into employment (including selfemployment) on leaving	
Terms	Definitions
Unit of Measurement	Participants (unemployed) male/female
Count Criteria:	<p>This programme-specific immediate result indicator is a sub-set of the `common immediate result` indicator “Participants in employment, including self-employment, upon leaving”. It is a subset because it only counts the participants who were `unemployed` when they started at the operation.</p> <p>Unemployed is defined in indicator C1 “ Unemployed, including long term unemployed”</p> <p>“In employment, including self-employment” is defined as in the indicator `Employed including self-employed` (C5)</p> <p>“On leaving / upon leaving” is understood to mean the situation on the leaving date or within 4 weeks of the leaving date.</p>

Relationship to other Indicators	<p>This indicator is a sub-set of the common immediate result indicator “Participants in employment, including self-employment, upon leaving”</p> <p>It excludes those participants who were inactive upon entry to the operation.</p> <p>The reference population is ESF -CO01</p>
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(R2) Inactive participants into employment or job search upon leaving	
Terms	Definitions
Unit of Measurement	Participants (inactive)
Count Criteria:	<p>“Inactive participants engaged in job search upon leaving” or any inactive “Participants in employment, including self-employment upon leaving”.</p> <p>Inactive is defined as in the indicator “Inactive” (The reference population is ESF CO03).</p> <p>“On leaving / upon leaving” is understood to mean the situation on the leaving date or within 4 weeks of the leaving date.</p>
Additional information required for indicators	This indicator is to be understood as a change in the employment status upon leaving the operation, compared to the status when entering the ESF operation (with the participant being inactive, not engaged in job searching for work, when entering the ESF operation).

(R3) Participants Gaining Basic Skills (result target)	
Terms	Definitions
Unit of Measurement	Participants male/female split required
Count Criteria:	<p>Definition:</p> <p>Basic skills gained upon leaving the operation and as a result of a participant taking part in ESF supported activity. The term `basic skills` refers to one or more of the following: literacy (English); numeracy (maths) or ESOL (where English is not the participant's `mother tongue`) (at entry level or above).</p>
Count Threshold:	<p>Skill level `basic` refers to UK skills level and not ISCED.</p> <p>The following link explains UK skills levels:</p> <p>https://www.gov.uk/what-different-qualification-levelsmean/compare-different-qualification-levels</p>

(R4) Participants with childcare needs receiving childcare support (result target)	
Terms	Definitions
Unit of Measurement	Participants (male / female)
Count Criteria:	This indicator relates to a participant accessing childcare support from the LIFT project – where the non-provision of such childcare support would acts as a barrier to access support for the individual participant.
Count Exclusions:	See above definition.
Additional information required for indicators	<p>Data for this indicator will be collected via the DWP's ESF Cohort Follow Up Surveys</p> <p>Guidance on providing participant contact details for the cohort surveys will be issued separately.</p>

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

(R7) Participants gaining level 3 and above or a unit of a level 3 and above qualification	
Terms	Definitions
Unit of Measurement	Participants (male / female)
Count Criteria:	<p>Definition:</p> <p>Participants gaining level 3 and above or a unit of a level 3 and above qualification (UK skills level not ISCED equivalent) upon leaving. (NB this outcome is a result of the ESF support)..</p>

Count Threshold:	See definition above
Count Exclusions:	Participants not meeting above criteria
Additional information required for indicators	<p>Skills level refers to UK skills level and not ISCED skills level</p> <p>The following link explains UK skills levels:</p> <p>https://www.gov.uk/what-different-qualification-levelsmean/compare-different-qualification-levels</p> <p>Data for this indicator has to be broken down by category of region.</p>
Relationship to other Indicators	Data gathered under this indicator supports the IP 2.1 results target of the same name.

(R8) Employed females gaining an improved labour market status	
Terms	Definitions
Unit of Measurement	Female Employed Participants
Count Criteria:	<p>Definition:</p> <p>Female gaining an improved labour market status</p> <p>EC guidelines state that : `it is considered that participants have an improved labour market situation when they have either:</p> <p>Taken up new employment; or Moved to a position within a company.</p> <p>In both the above cases the change must fulfil one or more of the characteristics below:</p> <p>Requires higher competences, skills or qualifications; Entails more responsibilities; Promotion; Move from precarious to stable employment (e.g. fixed term to permanent contract);</p>

	Move from underemployment (i.e. involuntary part-time work) to full employment
Count Threshold:	This indicator only applies to employed female participants supported under Investment Priority 2.1
Count Exclusions:	Participants not meeting criteria set out in definition
Additional information required for indicators	Data for this indicator will be gathered via the 6 month follow up / leavers survey that will be organised by the ESF Evaluation Team in DWP. Data for this indicator has to be broken down by category of region.
Relationship to other Indicators	This is a programme specific long term result indicator and is a subset of the `common` long term result indicator "Participants with an improved labour market situation 6 months after leaving". It counts only the female participants relating to this common long term indicator. Data will be collected via the programme's 6 month followup leaver's surveys in 2019 and 2025 (covering male and female). The reference population is CO05
Notes	This indicator contributes to a target set under IP 2.1.

R9) Small and medium sized enterprises successfully completing projects (which increase employer engagement; and/or the number of people progressing into or within skills provision).	
Terms	Definitions
Unit of Measurement	Entities (SMEs)
Count Criteria:	<p>This programme-specific results indicator shows how many SMEs successfully completed projects which increased employer engagement and/or the number of people going into (or progressing within) skills provision.</p> <p>An enterprise is considered to be an entity engaged in an economic activity, irrespective of its legal form. Staff headcount and financial ceilings determine enterprise categories.</p> <p>The category of micro, small and medium sized enterprises (SMEs) is made up of enterprises which employ fewer than 250 persons and which have an annual turnover not exceeding EUR 50 million, and/or an annual balance sheet total not exceeding EUR 43 million (as defined in indicator CO23).</p> <p>Projects must have been completed in-line with contractual requirements and must have delivered what was proposed in the original application for ESF funding.</p> <p>Projects must have demonstrated that: (i) more employers became engaged in skills provision as a result of the ESF-funded activity and/or (ii) the project resulted in an increase in the number of people progressing into or within skills provision as a result of the ESF-funded activity.</p>
Count Threshold:	See definition above
Count Exclusions:	
Additional information required for indicators	Data for this indicator has to be broken down by category of region.
Relationship to other Indicators	Data gathered under this indicator supports a results target under IP 2.2