



REVISED DECEMBER 2008

**EAST OF ENGLAND SKILLS AND
COMPETITIVENESS PARTNERSHIP**

**ENGLAND EUROPEAN SOCIAL FUND
2007-2013**

EAST OF ENGLAND FRAMEWORK

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1. Overview

1.1 Purpose of the Framework

1.1.1 The purpose of the East of England ESF Framework is to establish how ESF spending can support regional priorities to tackle worklessness and low skills, within the parameters of the agreed ESF Programme for England for the seven year duration of the programme.

1.1.2 The current European Structural Fund Programme¹ runs for the period of 2007-2013. Whilst the European Regional Development Fund (ERDF) will be managed at a regional level and individual regions have been responsible for developing their ERDF Operational Programmes, the ESF Operational Programme has been developed at a national level and will be a national programme co-ordinated by the Department of Work and Pensions (DWP). DWP has now submitted the National Operational Programme to the European Commission, which is expected to provide its response by September. Operating within the context set out in the England Operational Programme the East of England ESF Framework will set the direction for the use of the ESF in the region.

1.1.3 The new Structural Fund Programme will be less generous than previously with the ESF Programme 2007-2013 in the East of England being allocated approximately £155 Million. The Regional ESF Framework will set the framework for investment in the region's employment and skills priorities over the next seven years.

1.1.4 Due to the value of sterling against the euro falling considerably, DWP re-valued the 2007-2010 regional allocation in August 2008, with the region receiving an additional £12.25m as detailed within Annex D. This additional funding will enable the programme to have a greater focus on supporting people who have been adversely affected by the current economic downturn and who are facing redundancy, as well as those looking for work to retrain and develop their skills.

1.1.5 The East of England Skills and Competitiveness Partnership (EESCP) has a clear remit to lead in the design of the Regional Framework in line with the Regional Economic Strategy (RES) goals and will play a much greater role in the management and implementation of the programme. The Framework will be subject to a mid-term review (after 3 years) in accordance with national guidelines and will be conducted by EESCP.

1.1.6 EESCP was established in September 2005 to lead a step change in the region's skills base by better coordinating resources and activity between a range of delivery partners. As a working partnership, EESCP is bringing together the people, businesses and investment needed to achieve world-class skills, jobs and growth in line with the East of England Regional Economic Strategy.

¹ European Structural Funds programme refers to European Regional Development Fund and the European Social Fund

1.1.7 EESCP has 80 individual members representing around 50 public sector, private sector and voluntary organisations. Their core focus is on meeting the skills needs of young people (14-19); adults; and businesses across the East of England.

1.1.8 Membership of the [EESCP board](#) is at director/ chief executive level and is detailed in Annex A.

1.2 Strategic Context

1.2.1 The Lisbon Agenda sets the overall European policy context under which the ESF Operational Programme for England has been developed. The key Lisbon goals of generating stronger sustainable growth and creating more and better jobs have led the focus of ESF activity to:

- Attracting more people into employment, especially disadvantaged groups and the economically inactive
- Improving the skills of potential and current workers to improve individual progression and business competitiveness.

1.2.2 This focus is reflected in the two ESF Priorities contained in the National Strategic Reference Framework (NSRF) and the England Operational Programme:

- Priority 1: Extending Employment Opportunities; and
- Priority 2: Developing a Skilled and Adaptable workforce

1.2.3 All activities within the Regional ESF Framework must align with the regional priorities contained in the Operational Programme for England but must also be framed under the EESCP 'Framework for Action' priorities and the Regional Economic Strategy.

1.3 Current Status of the Regional Framework

1.3.1 The final version of the ESF Framework for the East of England has been [agreed](#) by the EESCP Delivery and Resources Group (DRG) in the East of England.

1.4 ESF Regional Framework Development Process

1.4.1 Following the EESCP DRG meeting on 27th March 2007, the EESCP Executive Operations Group (EOG) was delegated the task of developing, steering and overseeing the drafting of the ESF Framework. A sub group Executive Operations Task Group (EOTG) was set up to write the Framework under the direction of EESCP EOG. Details of the membership of EOG and EOTG are detailed in Annex B and C.

1.4.2 A series of EOTG meetings were held to develop the draft framework, taking into account key messages from the [RES and how through the review the 2008-2031 RES 'Inventing the Future'](#), EESCP Framework for Action and other relevant regional and sub regional sources to contribute to the drafting of the final document. In

addition the Regional Intelligence Centre was delegated the task of pulling together a summary of the skills needs in the region.

1.4.3 The East of England ESF Framework was subject to a three week web based consultation which ran between 29th May to 5th June 2007. A regional consultation event was also held on the 5th June 2007 at Tattersalls, Newmarket as part of the consultation process in order to engage a wide audience in the process of developing the ESF Framework. This event involved over 250 individuals from public, private and third sectors. The consultation generated 39 written responses which were summarised and presented to EOG on 5th July 2007 for consideration before submission to EESCP DRG for final agreement. The EESCP DRG met on 27th July to consider and approve the ESF Regional Framework.

2. Employment and Skills Context

2.1 Employment and Skills Challenges Facing the East of England

2.1.1 Employment and skills improvements are fundamental to realising the [2008-2031 RES ambition which recognises the importance of skills as a key driver of productivity, economic participation and prosperity and are recognised](#) nationally as central to raising long-term economic performance and living standards. Employment covers the numbers of people in employment and the wages that they earn. Skills are one of five factors that drive productivity².

2.1.2 The East of England demonstrates relatively strong economic performance in comparison to other English regions. The East of England has one of the highest long-term economic growth rates in the UK and, based on the output of those working in the region, the value of the region's economy was £94 billion in 2005. The East of England also has the third highest level of economic output per head of the English regions. However, on a workplace basis it is underperforming the UK average as shown in Annex E, chart 1.

2.1.3 Small and medium sized enterprises (SMEs) make up a large percentage of the region's business community. In 2003, there were over 430,000 businesses in the East of England, just 530 of which were large enterprises (250 plus employees). In 2005, total entrepreneurial activity was higher than the UK average and, between 2004 and 2005, the share of the population considering starting a business increased against a decline for the UK as a whole.

2.1.4 The East of England also has one of the strongest labour markets in the country, with the unemployment and economic inactivity rates being among the lowest of the English regions. However, the region needs to ensure that it maintains its relative position. Since 2004, the region's labour market performance has deteriorated and the gap between the East of England and the UK average has narrowed, as demonstrated in Annex E, charts 2 to 4. There has also been a shift in the nature of employment with a decline in both full-time and part-time employment, whilst the number of temporary employees and self-employed is growing.

² The five drivers of productivity are competition, enterprise, innovation, investment, skills (HM Treasury, Productivity in the UK series)

2.1.5 Whilst the East of England has lower than average levels of unemployment, there are also areas within the region with persistently high unemployment rates as shown in Annex E, map 1. Certain groups of people are also more likely to experience barriers to employment, particularly older people, lone parents, the low skilled, disabled people and certain ethnic minority groups. Further detail is provided under Priority 1 and employment rates of target groups are demonstrated in Annex E, chart 5.

2.1.6 As outlined in the RES, the East of England displays characteristics of a low skills equilibrium labour market, where an economy becomes trapped in a spiral of low value added, low skills and low wages. This contrasts with much stronger performance against the other drivers of productivity and employment indicators. The East of England's skills base compares unfavourably to the UK as a whole. The region has a higher percentage of working age adults with low level skills and lower percentages of adults with intermediate and high level skills than the UK average. However, whilst relatively few businesses report skills gaps among their workforce or difficulties in recruitment, trends suggest that, as the knowledge economy becomes increasingly more important in the region, improving our skills base will be necessary to make a significant difference to business performance.

2.1.7 To grow the East of England economy we need people with the right skills and attributes that match the available employment opportunities. The quality and quantity of skills provision is vital and impacts on all the productivity drivers - in determining how businesses innovate and respond to rapidly changing and global markets, boosting business start-up rates and making sure that people are able to access good jobs. The East of England needs people and businesses to understand the value of learning and skills and develop education and training to better meet the needs of the regional economy. The region has a pivotal role in supporting London as a world city, but loses some of its highly qualified residents to out migration.

2.2 Spatial Context

2.2.1 The East of England is the second largest region in England covering 19,120 square kilometres. The region is diverse with a mixed rural and urban landscape stretching from the edge of London in the south to remote coastal and rural areas in the north and east. The population (5,541,600 in 2005) is mostly concentrated around the fringes of London, along the A1/M1 corridor through Bedford, Cambridgeshire and along parts of the Suffolk/Norfolk coastline.

2.2.2 The East of England extends from the edge of London World City to remote rural and coastal areas. It encompasses many successful local economies but also deprived areas in need of economic development and regeneration. The region has no major conurbation acting as a single regional focus. There are 12 medium-sized towns and cities within the region each with a population in excess of 100,000 people, the largest of which are Southend-on-Sea, Luton/Dunstable and Norwich. These functional urban areas have collective strengths which include; capacity for and commitment to growth, proximity to London, the knowledge-based economy, higher education and research institutions, world leading environmental expertise and national

creative and cultural centres of excellence. At the same time, 80% of the land area is classified as rural and some 40% of the region's population lives in rural areas. The region's rural and coastal areas have their own economy overlaid by agriculture and tourism.

2.2.2 In the context of the Sustainable Communities Plan and the emerging Regional Spatial Strategy, many parts of the region are set for substantial population and housing growth. This includes the three Growth Areas – Thames Gateway South Essex³, the London-Stansted-Cambridge-Peterborough corridor, and the Bedford and Luton area which is within the Milton Keynes-South Midlands growth area) – which were formally designated in 2003⁴, together with the recently-designated Growth Points (Haven Gateway, Norwich and Thetford). The proposed changes to the draft Regional Spatial Strategy suggest a total of 21 Key Centres for Development and Change and the proposal is that these should provide the spatial focus for growth in the period to 2021.

3. ESF East of England Regional Priorities

3.1 Introduction

3.1.1 To determine ESF priorities for the East of England, this Framework presents the key issues and opportunities facing the region by drawing on evidence from a range of regional documents⁵.

3.2 Priority 1: Extending Employment Opportunities

3.2.1 The objective of Priority 1 is to increase employment and to reduce unemployment and inactivity. It will help to tackle barriers to work faced by disadvantaged groups such as people with disabilities and health conditions, lone parents and other disadvantaged parents, older workers, ethnic minorities, and people with no or low qualifications. It will also help young people make a successful transition to the world of work, in particular those not in education, employment or training (NEET), or at risk of becoming NEET.

Identification of Target Groups

3.2.2 In order to meet Government's target of an 80 per cent employment rate in the East of England, at least 85,000 more people need to move from welfare to work. To address this, the current Regional Economic Strategy is focused on increasing employment rates in disadvantaged communities that face particular barriers to

³ Part of the wider Thames Gateway which is both a Growth Area and a national priority for regeneration

⁴ Four Growth Areas were identified within the government's Sustainable Communities Plan and the intention was that these should provide 200,000 additional homes – over and above previously planned levels – by 2016. All four Growth Areas are within the East of England, London and the South East

⁵ including the Regional Economic Strategy, Integrated Regional Strategy, the LSC's East of England Regional Strategic Analysis, EESCP's Framework for Action, the European Operational Programme 2007-13 and the Comprehensive Spending Review evidence base

employment. The national study, 'Multiple disadvantage in employment: A quantitative analysis'⁶ identified the types of disadvantage associated with increased risk of non-employment:

- Aged over 50
- Family structure (people without partners, especially lone parents)
- Low qualifications and skills
- Impairment or people with disabilities and health conditions
- Membership of certain minority ethnic groups
- Living in an area of high unemployment

3.2.3 These mirror the target groups identified in the East of England. A sub-regional study⁷ linked to the RES identified older people, women and people with disabilities as offering the greatest potential for increasing the regional workforce. The analysis behind EESCP's Framework for Action 2006-2009 also identified lone parents, people with disabilities, black and minority ethnic groups in disadvantaged areas and older adults as target groups for increasing employment. The report, 'Disadvantage and Multiple Disadvantage in the East of England'⁸ – which built on the national study – identified that being a lone parent has by far the highest impact on the probability of non-employment than other disadvantaged groups (49 per cent chance of non-employment).

3.2.4 Chart 5 in Annex E shows levels of employment among these groups in the East of England. The employment rate for disabled people and those with work limiting illnesses is by far the lowest of all target groups with over half of the group being economically inactive.

3.2.5 In terms of the region's ethnic minority population, the East of England is less ethnically diverse than England and Wales as a whole, with 8.6 per cent of the population belonging to an ethnic minority compared to the national average of 12.5 per cent. However, the ethnic minority population varies significantly within the region, with ethnic minorities making up over 30 per cent of the population in one area, as shown in Annex E, map 2.

3.2.6 As outlined in the 'IiC Regional Prioritisation'⁹ report, people from ethnic minorities are disadvantaged in the labour market in at least four different respects: employment & unemployment rates, earnings levels, occupational attainment & progression in the workplace, and levels of self-employment. There are also significant differences between different ethnic minority groups in terms of income and employment, for example, people of Indian or Chinese background have employment rates that are not far behind those of white people whereas people of Caribbean, African, Pakistani or Bangladeshi backgrounds tend to have very high rates of unemployment. Gender differences and differences within genders also exist, for example, older women from ethnic minority groups seem to lack the basic

⁶ Richard Berthoud, Institute for Economic and Social Research, University of Essex, 2003

⁷ 'Regional Economic Strategy Sub-regional Study - Stage 1 Final Report,' Bone Wells Associates, Colin Buchanan and Partners and Business Strategies, July 2002

⁸ Annette Jäckle, Institute for Economic and Social Research, University of Essex, 2003

⁹ Roger Tym and Partners, 2006

skills required to engage with the mainstream labour market, such as English language skills, and do not envisage a role for themselves outside the home. Young women were more likely to highlight discrimination, both racial and religious, as a barrier and related experiences that they felt undermined their aspirations.

3.2.7 As mentioned above, women offer significant potential for increasing the region's employment rate and have been identified in the RES as a key group for which to tackle barriers to work and promote access to employment. The June 2006 Annual Population Survey shows that over a quarter (25.1 per cent) of working age women in the East of England are economically inactive. This equates to 408,900 women and compares unfavourably to the male inactivity rate of 13.3 per cent. The key reason for female inactivity is looking after the family or home (over half of working age economically inactive women). Of the 408,900 women that are economically inactive, 114,000 (or 27.9 per cent) want a job.

3.2.8 Creating employment opportunities for those that are economically inactive and want to work would have a greater impact on the female employment rate than the male employment rate and would narrow the gap between employment rates for men and women. If those that are economically inactive and want a job found employment, the female working age employment rate would increase by 7 percentage points to 81.9 per cent (from 74.9 per cent) while the male employment rate would increase by 3.7 percentage points to 90.4 per cent (from 86.7 per cent). This would narrow the gap between male and female employment rates to 8.5 percentage points from 11.8 percentage points.

3.2.9 Self-employment is also far less prevalent among women than men. In the year to June 2006, just 5.0 per cent of working-age women were self-employed, compared to 15.6 per cent of working-age men. However, the unemployment rates for men and women are similar at 4.4 per cent for women (54,100 women) and 4.6 per cent for men.

3.2.10 The differences in employment and inactivity between males and females are not the only indicators of the relative labour market disadvantage faced by women. There is also a prevalence of women in the lowest paid occupation groups and fewer women than men in the highest paid occupation groups. The June 2006 Annual Population survey shows that 38.6 per cent of women worked in the highest paid managerial, professional and associate professional occupations compared to 47.1 per cent of men while 35.6 per cent of women worked in the lowest paid elementary, personal service and sales and customer service occupations compared to just 17.6 per cent of men. As a result, female earnings are far less than male earnings, with the annual full-time earnings for women in the region averaging at £19,600 – 75 per cent that of male full-time average earnings (£26,000). Average part-time earnings for men and women are similar at £7,800 for men and £7,200 for women.

3.2.11 A national study¹⁰ suggests that labour market rigidities are a possible reason for differences between women's and men's pay and productivity and could cause market failures in matching people to the most suitable jobs. Problems that have

¹⁰ 'The impact of women's position in the labour market on pay and implications for UK productivity', Women and Equality Unit, November 2002

been identified include insufficient flexibility to allow a sufficient work/life balance by effectively combining caring responsibilities and employment, occupational segregation by gender, and discrimination.

3.2.12 The East of England's ageing population will have implications for the importance of older people as a target group for employability. Whilst the employment rate for those aged 50 to state pension age is currently only slightly less than the region's working age employment rate and higher than that for other target groups (see Annex E, chart 5), demographic changes will have substantial implications in relation to economic activity and employment structures in the region. Between 2004 and 2009, the number of people aged 50 to 64 is expected to increase by 16 per cent (162,000 people) and the number of people aged 65 and over is expected to increase by 63 per cent (584,000 people), as shown in Annex E, charts 6 and 7. In contrast, the number of people aged under 20 is expected to increase by just 0.2 per cent (2,300 people) and the number of people aged 20 to 49 is expected to increase by just 1.2 per cent (27,000 people).

3.2.13 As outlined in the 'State of the Regional Economy'¹¹ report, caring for older relatives can also be a barrier to employment and, given these population projections, the implications for people of working age with caring responsibilities is going to become more significant in the region.

3.2.14 There are 14 prisons in the East of England (including young offender institutions and all types of adult prison) holding in the region of 8,000 offenders at any one time. Up to 40% of offenders held in the region's prisons will be released out of area and there is a varying but increasing number of foreign nationals (25%) who may be deported on release or resettled. HMP Bullwood Hall holds foreign national prisoners and currently up to 60% are resettled rather than deported. 40% of the region's offenders serve their sentences out of region. Snapshot figures for the region's offenders in September 2006 indicate 2,155 offenders held in East of England prisons and 2,088 held elsewhere. These figures do not indicate the level of throughput and movement.

3.2.15 The following figures indicate the number of commencements of probation service orders in the region between August 2005 and July 06:

- 2,795 pre Criminal Justice Act community sentences
- 9,611 community orders commenced in the region
- 2,190 Suspended Sentence Orders.

(Source: NOMS Regional Commissioning Plan 2007-2008 East of England)

3.2.16 Accurate figures for the number of offenders released into the community after a less than 12 months' sentence able to access employment and training opportunities or claiming benefit are not available to Jobcentre Plus unless the offender chooses to disclose this.

¹¹ East of England Development Agency, 2006

3.2.17 Data provided in the *Reducing Re-offending through Skills and Employment: Next Steps* published in December 2006 indicates that lack of education and skills is higher on all the following indicators:

	General Population	Offenders
Unemployed	5%	67%
No qualifications	15%	52%
Reading below L1	16%	38%

3.2.18 This shows that although offenders have fewer qualifications and lower reading levels than the rest of the population, levels of unemployment among this group are disproportionately high.

3.2.19 Although offenders may rightly be unable to take up certain types of jobs because of the nature of their crime and the risk they present, many are automatically excluded because of their criminal record even when the sentence is spent and they present no risk to the public.

Young People and NEET

3.2.20 Whilst the East of England performs particularly strongly in terms of qualification attainment of school age children, skills development for young people tails off sharply at age 16. As highlighted in the Learning and Skills Council's 'East of England Regional Strategic Analysis', participation of young people in post-compulsory education and training is significant particularly in certain Local Education Authorities, as shown in charts 8 and 9.

3.2.21 Approximately 12,000 16 to 18 year olds were not in education, employment or training (NEET) in January 2007, equivalent to just over 7 per cent of the cohort – below the England average of 8 per cent. The problem varies significantly across the East of England's sub-regions with some areas experiencing rates of NEET that are between 9 and 10 per cent (Charts 10 & 11 in Annex E). The LSC East of England's target is to reduce the percentage of young people that are NEET to 6.5 per cent by December 2008.

3.2.22 It is important that the link between being NEET and levels of deprivation is recognised here. The 'liC Regional Prioritisation' report highlights that NEETs are 20 times more likely to commit a crime, 22 times more likely to be a teenage mother and more likely to leave education because of the need to earn money or because parents cannot afford for them to stay on.

ESF Community Grants

3.2.23 It is vital that small grants for voluntary and community organisations builds upon the success of the Objective 3 2000-6 Global Grants programme, which has funded over 1,000 grants across the region, supporting their capacity to assist unemployed and economically inactive people in helping them to move closer to or

back into work. The region has therefore allocated the full 2.5% allowable under the Priority 1 allocation for ESF Community Grants.

Target groups

3.2.24 Unemployed and economically inactive people are eligible for support within Priority 1. In line with regional priorities, there will be a particular focus on the following target groups listed below. It is recognised within the Framework that some of the issues faced by these target groups will be more prevalent in certain areas of the region and it is expected that Co-financing organisations in development of their plans will take this into account.

- Women
- People with disabilities and health conditions
- Older adults (aged over 50)
- Black and minority ethnic groups
- Lone parents
- Ex-offenders and offenders
- Young People Not in Education, Employment or Training (NEET) and those at risk of becoming NEET

Indicative Activities

3.2.25 Activities may include:

Adults

- active and preventative measures which ensure early identification of needs, including individual action plans and personalised support including financial management advice;
- job-search help, advice and guidance;
- work search and work preparation activities, including labour market orientation and work experience placements;
- advice and support for self-employment, entrepreneurship, business creation and social enterprise;
- Skills for Life, including the basic skills of literacy, numeracy and English for Speakers of Other Languages, ICT skills and financial literacy skills;
- activities to provide pathways to employment such as pre-vocational and access training, community-based activities, volunteering, environmental activities, practical soft skills (such as improving aspirations and motivation), work skills, and workplace skills (such as team working);
- vocational training and qualifications for employability;
- improving job brokerage to enable a better match between supply and demand;
- access to childcare and care for dependent persons, where caring responsibilities are a barrier to labour market participation (These activities may take place within projects targeted specifically on people with caring responsibilities or as part of wider projects.)
- early interventions to help people at risk of redundancy to adapt their qualifications and skills for other employment opportunities;

- small grants for voluntary and community organisations to support their capacity to mobilise unemployed and economically inactive people who are disadvantaged or excluded and to facilitate their integration into the labour market ('ESF community grants').
- activities to help disadvantaged people who persistently return to inactivity benefits address barriers to their retention in sustainable employment;
- activities to help unemployed and economically inactive people with disabilities or health conditions to enter and remain in work and appropriate support to retain in employment people who become disabled or develop health conditions;
- continued support for participants entering jobs to sustain employment and make progress in the workplace
- activities to prolong working lives by re-engaging economically inactive older workers or retaining older workers longer in employment including workers who become disabled or develop health conditions;
- activities to help lone parents, inactivity benefit recipients with children and other disadvantaged parents enter and make progress at work and so contribute to alleviating child poverty;
- mainstreaming and specific action to improve access of women to employment and increase sustainable participation and progress of women in employment and to help men and women access occupations or sectors where they are underrepresented;
- activities to increase participation by people from ethnic minorities in employment including where appropriate training to meet basic English language skills needs;
- activities to encourage and support employers to integrate into the workplace people with disabilities and ethnic minorities and
- activities to develop the employability and skills of offenders and ex-offenders to facilitate labour market entry and thus contribute to reduced re-offending.

14 – 19 year olds not in education, employment or training

- initiatives to reform vocational routes for, and develop vocational skills among, 14 to 19 year olds, including developing the vocational curriculum to improve employability;
- initiatives to help raise awareness of the world of work, enterprise and entrepreneurship among young people (from age 14), including work experience placements;
- activities to engage 14 to 19 year olds not in education, employment or training, tackle their barriers to learning, and help them access mainstream provision;
- activities, including vocational training and preventative work, for young people at risk of becoming NEET to provide pathways to employment; and
- activities to reduce youth unemployment by developing the employability and skills of young people.

Innovative Activity

3.2.26 The National ESF Programme contains scope for the inclusion of innovative and trans-national activities to extend employment opportunities. [National themes have been agreed and within Priority 1, the East of England has selected three potential themes and these are detailed below:](#)

- Active Inclusion – Encouraging new methodologies for vocational pathways to ease people’s transition into the labour market
- Engaging with Employers - Encouraging new methodologies for vocational pathways to ease people's transition into the labour market.
- Meeting New Challenges – Demographic Change – Addressing the ageing demographic scenario, helping older workers find employment and stay in the labour market.

Regional Funding Allocation

3.2.27 Annex D shows the **original and revaluation** regional funding allocations under priority 1 for the programming period and includes the programme level requirements as described below:

- At least 70% of ESF funding to improve the employability and skills of unemployed and economically inactive people, particularly disadvantaged groups such as people with disabilities, health conditions, lone parents, older workers, ethnic minorities and people with low or no qualifications. Of this amount, at least half should be aligned with and complement DWP employment programmes that focus on helping the target groups identified in the Operational Programme and described above.
- At least 23% of ESF funding is ring-fenced for work with young people aged 14 to 19 who are not in education, employment or training (NEET) or at risk of becoming NEET.
- Up to 2.5% of ESF funding to be distributed as small grants to community groups. This is broadly similar to the proportion of funding for Global Grants in 2000-06.

Targets and Indicators

3.2.28 The national ESF Programme contains a list of outputs, results and outcome indicators for priority 1 to be achieved by Co-financing organisations (CFOs) for the region for 2007-2013 are shown below. These quantitative targets have been set at national level and cover both ESF and national public match funding. Annex A of the England Operational Programme describes how these indicators have been calculated and points to note for CFOs.

Minimum output indicators are:

Output Indicators	2007-2013 Target
Total number of participants	68,200
Number and % of participants who are unemployed	a) 28,500 b) 42%
Number and participants who are economically inactive	a) 23,300 b) 34%
Number and % of participants aged 14 to 19 who are NEET or at risk of becoming NEET	c) 13,600 d) 20%

% of participants with disabilities or health conditions	22%
% of participants who are lone parents	12%
% of participants aged 50 or over	18%
% of participants from ethnic minorities	16%
% of female participants	51%

Minimum result indicators are:

Results Indicators	2007-2013 Target
Number and % of participants in work on leaving	a) 15,000 b) 22%
Number and % of participants in work six months after leaving	a) 17,700 b) 26%
Number and % of economically inactive participants engaged in job search activity or further learning	a) 10,500 b) 45%
Number and % of 14 to 19 year old NEETS or at risk, in education, employment or training on leaving	a) 6,100 b) 45%

3.2.29 The National Operational Programme (page 142) also includes a number of output and result indicators which are not quantified.

3.3 Priority 2: Developing a Skilled and Adaptable Workforce

3.3.1 The objective of priority 2 is to develop a skilled and adaptable workforce by reducing the numbers of workers without basic skills; increasing the number of workers qualified to level 2 and, where justified, to level 3 and Level 4; reducing inequalities in the workforce; and developing managers and workers in small enterprises. There will be a particular focus on the low skilled and on addressing skills shortages.

3.3.2 By developing a skilled and adaptable workforce, this priority will help to improve productivity, innovation, enterprise and competitiveness. The East of England enjoys a particularly strong comparative advantage in the knowledge-based sector but trends suggest that this sector will become increasingly important and the percentage of the population with high level qualifications will need to increase to meet demand. High level skills in particular appear to make a significant difference to business performance. The East of England needs people and businesses to understand the value of learning and skills and develop education and training to better meet the needs of the regional economy. By focussing on those who lack basic skills and level 2 qualifications, this priority will also promote sustainable development and social inclusion. By improving the qualifications of low skilled and part-time women workers, it will help to promote gender equality and reduce gender gaps in the workforce.

Basic Skills

3.3.3 Improving literacy and numeracy skills across the East of England is a significant challenge for the region. Findings from the Skills for Life Survey 2003 showed that an estimated 53 per cent of adults in the region had literacy skills at Level 1 or below. Whilst below the national average, it suggests that around 1.8

million adults in the region have scope to improve their literacy skills. Levels of numeracy skills among adults in the region were found to be lower. An estimated 7 out of 10 adults in the East of England had numeracy skills at Level 1 or below, equivalent to around 2.4 million adults in the region. Women tend to have poorer numeracy skills although there is little difference between the genders in terms of literacy skills. In attempting to improve basic skills in the region, it is important to recognise the strong correlation between poor literacy and numeracy and different dimensions of deprivation, including poor health, crime, employment prospects and teenage pregnancy, as outlined in the 'IiC Regional Prioritisation' report.

Levels 2 and 3

3.3.4 The East of England's skills base compares unfavourably to the UK as a whole as shown in Annex E, chart 12. Whilst the percentage of adults with no qualifications is below the national average (13.2 per cent compared to the UK average of 14.5 per cent), the region has a higher percentage of adults with their highest qualification at Level 2 or below (41.5 per cent compared to the UK average of 38.4 per cent). This equates to almost 440,000 working age adults with no formal qualifications, over 800,000 adults qualified to below Level 2 and 576,000 adults qualified to Level 2. The East of England also slightly underperforms the national average in terms of the percentage of adults qualified to Level 3 (14.8 per cent compared to the UK average of 15.0 per cent), with over half of the working age population qualified to below Level 3, equivalent to around 2 million people of working age.

3.3.5 The Working Futures¹² set of employment projections suggests a dramatic need to increase workforce skills in the East of England. By 2014, there is expected to be a declining share of employment for those with no or low qualifications, little change for those qualified at Level 2 and rising shares for those qualified at Level 3 and Level 4 and above, as shown in Annex E, chart 15.

Higher Level Skills

3.3.6 The percentage of working age adults qualified to at least Level 4 in the East of England is below the national average (26.3 per cent in 2008, compared to the England average of 28.6 per cent). The RES identified that a shortage of higher-level skills in the region's workforce is constraining the development of the knowledge economy. As emphasised in the report, 'Expansion Scenarios: Higher Education in the East of England¹³', projections show that the current supply of higher-level skills will be inadequate to meet the future needs of the economy in the region and unless the supply of higher-level skills is increased, a variety of damaging consequences could affect the region.

3.3.7 Lack of higher-level skills is being compounded by management skill gaps, which account for a greater proportion of all skills gaps in the East of England than across all other regions apart from London, as shown in Annex E, chart 14. Managers in the East of England are also more poorly qualified than across England

¹² 'Working Futures 2004-14 Qualifications Report,' Institute for Employment Research, University of Warwick, September 2006

¹³ KPMG, 2003

(see Annex E, charts 15 and 16). As stressed in the RES, management skills gaps are restricting the pace and scale at which companies can adapt or anticipate global economic and industry trends. The 'State of the Regional Economy' report also states that the share of jobs in sectors that use highly skilled labour intensively is set to rise and, in the future, skills deficiencies could lead to a rise in structural unemployment. If the region is to raise its performance and improve its competitive edge, it is therefore important that issues around higher-level skills can be addressed through the ESF programme.

3.3.8 One factor behind the region's poor performance at Level 4 could be lack of access to higher education institutions. Of those in the East of England that do go on to higher education, the region has by far the lowest percentage of students remaining in their home region to study (Annex E, chart 17). The East of England also has a low percentage of its students remaining in the region to work after graduation (Annex E, chart 18).

Skills Needs of Disadvantaged Groups

3.3.9 As with employment, certain groups of people are more likely to be more poorly qualified than others. Evidence shows that this is the case for certain ethnic minority groups, whilst gender disparities also exist.

3.3.10 Data from the Census 2001 shows that some ethnic minority groups qualification levels are significantly lower than their White British counterparts (see Annex E, chart 19).

- No qualifications- White British, 28.3% : Bangladeshis 49.5%, Pakistanis 40.5% and White Irish 35.6%
- Level 1- White British, 18.9%; Mixed White & Black Caribbean, 21.9% and Black Caribbean 20.5%.
- Qualified to at least level 3- White British 24.4%; Mixed White & Black Caribbean 22.5% and Bangladeshi 19%.

3.3.11 Data from the Annual Population Survey (APS) 2005 shows that women in the East of England are more poorly qualified than men in the region and more poorly qualified than women across England (see Annex E, charts 20 and 21) whilst female full time employees earn 74 per cent that of male full time employees. As highlighted in the 'State of the Regional Economy' report, the under utilisation of women's skills resulting from factors such as having to reduce working hours, employer or profession to care for children and obtain part-time work also represents lost productivity for the region's economy.

3.3.12 Demographic changes in the region will also increase the need for drawing on the skills of older people. Data from the APS 2005 shows that the percentage of people aged 50 to state retirement age with no qualifications (21.8 per cent) is significantly higher than the average for working age adults (13.2 per cent). The type of qualifications held also differs with older people more likely to hold trade apprenticeships (10.1 per cent) and other qualifications (11.3 per cent) than the working age averages (5.7 per cent and 7.8 per cent respectively) and less likely to

hold Level 1, Level 2 or Level 3 qualifications as shown in Annex E, chart 22. Maintaining a strong labour market will therefore need to involve opportunities for retraining and re-skilling older people in light of demographic changes. Use of ICT is a particular example with 69 per cent of those aged 60/65 years and over and 21 per cent of those aged 40-60/65 years claiming to have never used ICT compared to 13 per cent of 35-44 year olds and 8 per cent of 16-34 year olds (Adult Learning Survey 2001 and 2002).

3.3.13 Evidence from the Adult Learning Survey 2001 and 2002¹⁴ shows that the percentage of people that had taken up taught learning in the last three years was significantly lower among those with disabilities, health problems or long term illnesses (26 per cent) than the non-disabled (60 per cent). Percentages were similar for those undertaking self-directed learning.

3.3.14 The role of migrant workers and the skills problems they face are also important issues to address. When published in 2004, the RES specified that the use of migrant labour to address skills shortages and other recruitment difficulties was likely increase as a result of EU enlargement. In June 2005, a study produced for EEDA estimated that there are 50,000 to 80,000 migrant workers in the East of England contributing £360 million to the region's economy each year. However, the report identified that most migrant workers are working in the region below their skill level even though the skills they possess can be in areas where there are major skill shortages. It also highlighted the obstacle of non-recognition of foreign qualifications by employers. The region therefore needs to better coordinate support services for migrant workers to ensure their skills are fully utilised to the benefit of the regional economy.

Employer Skills Needs

3.3.15 Whilst the region's skills base compares unfavourably to the national average, relatively few businesses report skills gaps among their workforce or difficulty in recruitment. According to the National Employers Skills Survey 2005, around 15 per cent of businesses report gaps in skills among their workforce with five per cent of all workers estimated to be not fully proficient at their job – among the lowest of the regions. The percentages of employers reporting hard to fill vacancies (HtFVs) and HtFVs that are the result of skills shortages are also equal to and below the national averages respectively, as shown in Annex E, charts 23 and 24.

3.3.16 However, of those staff that do have skills gaps, staff are more likely to be lacking in all types of skills (apart from literacy and numeracy skills) than the national average and most likely to be lacking foreign language and office administration skills than any other region. One in four businesses acknowledge their failure in training and developing staff as a reason for skills gaps and one in three businesses do not undertake any training and development for their staff, with the figure rising to 50 per cent for businesses with 2-4 employees. The business sector has also expressed

¹⁴ 'Secondary Analysis of Regional Data in National Surveys. Evidence from the National Adult Learning Surveys 2001 and 2002. Region: East of England,' National Centre for Social Research, July 2005

concerns about whether there is enough focus on matching the NVQ subject to the local needs (for example science-based subjects).

3.3.17 Where HtFVs are reported, the majority of employers cite difficulties in recruiting the right skills, particularly for associate professionals and skilled trade jobs. Where skills shortage vacancies are reported, the main skills cited as lacking by employers are communication, technical and practical skills.

Sector Skills Needs

3.3.18 EESCP partners, including the Skills for Business Network, have identified and agreed seven Level 2 and Level 3 priority sectors in the region. These are:

- construction/built environment
- retail
- logistics
- health & social care
- hospitality
- manufacturing & engineering
- land based industries.

3.3.19 Although land based industries are included in the EESCP sectors, the Rural Development Programme for England (RDPE) will support training for the land based sector and therefore to ensure demarcation ESF will only fund activity where RDPE does not intervene.

3.3.20 A summary of skills needs for the region's priority sectors can be found in the LSC's 'East of England Regional Strategic Analysis' (February 2007). Whilst the Framework prioritises these sectors, it does not however exclude other sectors from being eligible for ESF funds.

Leitch Review of Skills

3.3.21 The importance of rapidly enhancing the skills base of those in employment has been emphasised in the Leitch Review of Skills. The Review recommended that for the UK to become a world leader in skills by 2020, a number of targets would need to be achieved including: 95 per cent of adults with functional literacy and numeracy skills, 90 per cent of adults with at least a Level 2 qualification, 1.9 million more Level 3 attainments & 500,000 more Apprentices in the UK, and 40 per cent of adults with at least a Level 4 qualification.

3.3.22 An initial analysis by EESCP shows that, for the East of England to meet these targets, the percentage of adults with functional literacy and numeracy skills needs to rise by 8 and 11 percentage points respectively, the percentage of adults with at least a Level 2 qualification needs to rise by 27 percentage points and the percentage of adults with at least a Level 4 qualification needs to rise by 14 percentage points. Current performance in the East of England against the targets is displayed graphically in Annex E, chart 25. There is also substantial variation in the sub-regional performance against these targets. Percentages of adults with

functional literacy and numeracy skills, and qualified to at least Level 2 and at least Level 4 in local authority areas are demonstrated in Annex E, maps 3 to 6.

Skills Requirements of the Olympics and Paralympics 2012

3.3.23 A key opportunity for the East of England to build upon the successful tri-regional 'On Your Marks' Objective 3 programme supporting the future skills and employment needs of the 2012 Olympic and Paralympic Games. As outlined in the East of England Economic Impact Study, a number of significant skills benefits will be created, most notably in construction, logistics, culture, media, creative industries, hospitality and sport & leisure. Research commissioned by the Sector Skills Development Agency has identified the skills that will be required by sectors to ensure that they can benefit from the opportunities provided. The research shows a commonality across all sectors of the need to improve the following generic and transferable skills including: Management and Leadership; customer service skills; Communication; Project management; Financial; Team working and Skills for Life. Smaller businesses that have fewer resources and less capacity to devote to reducing skills gaps may have difficulties. It is therefore important to promote the importance of work based learning and continuous professional development opportunities in SME's. A key challenge will be to encourage the take up of skills training by under-skilled groups in hard to reach communities, the volunteering sector, those on incapacity benefits, those with low aspirations and the underemployed (including those over 50). However, there will also be some risks for the region to manage including a drain of skills from the region. Securing the legacy and retaining skills which will require the existence of business opportunities as well as the development of strong and vibrant communities that provide a high quality of life to their residents.

Target Groups

- Employed people/ workers
- People with disabilities and health conditions
- Black and minority ethnic groups
- Older workers
- Women
- Migrant workers
- People facing redundancy
- Managers and employees
- The unemployed and economically inactive- (to address individual skills needs and specific skills shortages only)

Eligible Qualification Target Levels

3.3.24 **Basic Skills:** support will be available to employees irrespective of the size of employer or sector. The focus of attention is likely to be within key vulnerable groups, such as ethnic minority groups, disabled people, and men and women who want to enter non-traditional occupations.

3.3.25 **Level 2:** this support will be available to employees irrespective of the size of employer and targeted primarily at EESCP priority sectors. Activity will focus on adding value to the Train to Gain service.

3.3.26 **Level 3:** this support will be available for employees of SMEs (up to 250 employees) and primarily targeted at the EESCP priority sectors, where skills shortages have been clearly identified. Support will need to add value to the work undertaken by the relevant Sector Skills Councils in these sectors.

3.3.27 **Level 4:** higher level skills have been identified as being of paramount importance to the success of the East of England's economy due to the region's lack of supply of higher level skills.

Indicative Activities

3.3.28 Activities may include:

- activities to support access to and provision of apprenticeships
- training in basic literacy and numeracy skills ESOL and ICT
- activities to support access and progression from foundation level up to level 3
- training for workers leading to level 2 qualifications
- training for workers leading to level 3 qualifications in sectors where there are skills shortages at level 3, in SMEs and for women and ethnic minorities in sectors and occupational areas where they are under-represented at level 3.
- lifelong learning and vocational training for low skills and low paid women workers to improve progression
- training, mentoring and supporting men and women to want to enter occupations or sectors where their gender is under-presented
- training for older workers in order to update their qualifications and skills and prolong their working life
- training for workers who face redundancy or have been made redundant
- training in ICT, e-learning skills and eco-friendly technologies
- initiatives by social partners to promote lifelong learning skills in the workplace
- initiatives to ensure the supply of skills relevant to employers' need
- training of childcare and other care workers
- skills for entrepreneurship, self-employment and social enterprise
- training in environmental management and protections skills and in eco-friendly technologies, including training which supports renewable energy sectors, energy efficiency and recycling

Limited scope to higher level activity including:

- activities to support access of disadvantaged groups to Higher Education, but not including Higher Education itself.
- lifelong learning and training for managers and workers (at any level, including level 4 and above) in small business (up to 50 employees) including training and development in leadership, management, and technical skills

- needed for business development, business growth, innovation and productivity
- training for trainers (at any level including level 4 and above) to deliver basic skills and other provision which benefits ESF target groups.

Innovative Activity

3.3.29 The National ESF Programme contains scope for the inclusion of innovative and trans-national activities to develop a skilled and adaptable workforce. National themes have been agreed and within Priority 2, the East of England has selected three potential themes and these are detailed below:

- Engaging with Employers – Innovative approaches to re-engage adults into lifelong learning.
- Meeting New Challenges – Impacts of migration and the needs of migrant workers around parity of qualifications, language training, enterprise and skills.
- Climate Change and the Environment, new skills will need to be developed to support these areas.

Regional Funding Allocation

3.3.30 Annex D shows the original and revaluation regional funding allocations under priority 2 for the programming period and includes the programme level requirements as described below:

- At least 35% of ESF funding to support basic skills training
- At least 35% of ESF to support training at level 2
- Up to 28% of ESF to support training at level 3 and above (no more than 5% of Priority)

Targets and Indicators

3.3.31 The national ESF Programme contains a list of outputs, results and outcome indicators for priority 2 to be achieved by Co-financing organisations in the region these are shown below. These quantitative targets for the region have been set at National Level. They cover both ESF and national public match funding. Annex 3 of the England Operational Programme describes how these indicators have been calculated and points to note for CFOs. Minimum output and results indicators are:

Indicator Outputs	2007-2013 Target
Total number of participants	69,800
Number and % of participants with basic skills needs	a) 28,500 b) 41%
Number and % of participants without level 2 qualifications	a) 26,800 b) 41%
Number and % of participants without level 3 qualifications	a) 8,500 b) 12%

Number and % of participants without level 4 qualifications ¹⁵	a) 1,900 b) 3%
% of participants with disabilities or health conditions	15%
Participants aged over 50	20%
Participants from ethnic minorities	8%
Female participants	50%

Results Indicators	2007-2013 Target
Number and % of participants gaining basic skills	a) 12,800 b) 45%
Number and % of participants gaining level 2 qualifications	a) 11,400 b) 40%
Number and % of participants gaining level 3 qualifications	a) 2,600 b) 30%
Number and % of participants gaining modules or units of level 4 and above qualifications ¹⁶	a) 600 b) 30%

3.3.32 There are a number of output and result indicators included in the National Operational Programme (page 149). The Management Information System will also collect information on level 4 and above, although there will not be quantifiable targets for participation and qualifications gained at level 4 and above in Priority 2 set at national level, EESCP have included an output and result indicator target only as a guide for regional CFOs. Annex A of the England Operational Programme describes how the indicators above have been calculated and points to note for CFOs.

4 Cross Cutting Themes

4.1 Introduction

4.1.1 Cross Cutting themes (CCT) will be an integral part of the Regional Framework in terms of promoting best practice and mainstreaming activities. They also have a role to promote economic competitiveness.

4.1.2 In line with the national ESF Programme the East of England Framework contains two cross cutting themes. These are:

- Equal opportunity and diversity
- Sustainable development

4.1.3 These CCTs will be implemented through a 'dual approach' and the relevant process of integrating these themes into all ESF activity at project-provider/CFO level is set out in the operational guidance ([Operational Guidance](#)). This framework provides a strategic steer for CFO plans on cross cutting theme issues which are specific to the East of England.

¹⁵ Calculated on an average cost of £1500 per module or unit at level 4 or above.

¹⁶ Number of participants successfully completing a 6 hour training module or unit at level 4 or above.

4.1.4 In line with EC regulation 1083/2006 and the NSRF the ESF Framework and activities within it will comply with all relevant EC and UK legislation on non-discrimination and equal opportunities.

4.1.5 Equal opportunity and diversity will be integrated into the planning, implementation and evaluation of the Framework as a whole. Following the Gender Equality Duty (GED), which came into force in April 2007, all public authorities are compelled to promote gender equality and eliminate gender discrimination. This requirement will also apply to all organisations that provide a public service under contract. Consequently, all public (and private) bodies involved in the ESF Framework, from governance to delivery, must demonstrate that their employment practices are in line with the GED.

4.1.6 The integration of CCT into the project design, planning, implementation and evaluation process is supported through this framework and real targets will be set, which are monitored and evaluated in order to meet output and result indicators. However, cross cutting themes support the programme, but will not be a key factor in determining its success.

4.2 Equal Opportunity and Diversity

4.2.1 The Operational Programme has identified a number of groups that face particular disadvantage in the labour market (e.g. people with disabilities, lone parents, ethnic minorities), which are all relevant to the East of England. The Regional Economic Strategy sets out particular actions to promote equality, diversity and inclusion issues in the regional economy. In terms of skills, the RES identifies the under-represented in the labour market – including older people, people with disabilities, single parents, and BME communities, as well as women – which correspond with those in the national ESF OP.

4.2.2 Evidence shows that many people from the most disadvantaged communities in the region who are already in employment, work in low pay, low skills and low opportunity jobs. The ESF CCTs will support the RES goal to enhance the region's ability to create employment opportunities and enhance the quality of existing jobs, and provide well defined routes for all people to access the skills training they need to fulfil their potential.

Equal Opportunity and Diversity issues in the East of England

	Issue in the East of England	Framework Support
Gender	Women could offer the greatest potential for increasing the skills of the regional workforce	Gender equality will be an integral part of all activity, with particular focus on supporting participation in the labour market.
Ethnicity	Disadvantage includes employment, earnings levels and progression. Differences in disadvantage across different	The Framework supports provision of activities to address the various challenges faced by specific

	minority groups, age and gender are also apparent.	ethnic groups, particularly where issues are addressed in conjunction with other influencing factors.
Disability	Lower levels of employment and participation in training	The Framework actively supports the provision of programmes that enable a much higher level of engagement in training, as well as the labour market
Age	There is a high proportion of people over 50 with little or no qualifications. The demographic changes will increase the need to draw on the skills of older people and will have implications for the economy.	The Framework promotes activity to support projects that tackle this issue.
Migrant workers	A large proportion of migrant workers are working below their skill level, this is of particular significance in areas of major skills shortages.	The ESF programme will support activities that enable this group to maximise their potential (e.g. language training) and promote activity to enhance the co-ordination of support services for migrant workers to fully utilise their skills for the benefit of the region.
Employment Barriers	Practical barriers to access employment opportunities include; access to and the take up of learning opportunities, language difficulties, access to childcare/other care provision and access to services in more remote areas, negative attitudes of employers and training providers and lack of confidence.	The Framework aims to ensure that all ESF funding is targeted towards individuals needs to provide support in overcoming their specific barriers to employment and skills development.

4.3 Sustainable Development

4.3.1 Sustainable development in line with EC Regulation 1083/2006 and the UK NSRF, the Regional ESF Framework will build on the work undertaken in the 2000-06 programme. In this, it recognises that sustainability of all projects or programmes should be judged on the three core aspects of sustainable development - social, economic and environmental sustainability. These elements are inter-related and will promote the following three sustainable development objectives:

- Providing opportunities to allow everyone to fulfil their potential
- Environmental protection and enhancement through delivery of projects

- Providing skills that businesses both demand and require- now and in the future.

4.3.2 The Framework also considers how ESF would best complement the ERDF programme by promoting training and employment that supports and enhances environmental sustainability.

4.3.3 In addition, the Framework considers identifying skills needs in those sectors, which are driving the East of England's economic growth and are likely to have a high impact on the environment. It will support Co-financing plans in identifying vocational courses that would benefit mostly from integrated sustainable development training. It could particularly apply to sectors such as conservation, renewable energy and biotechnology, which would benefit from specific entrepreneurial and skills support.

5. Regional Implementation of the Framework

5.1.1 Chapter 4 of the England ESF 2007-13 Operational Programme sets out how the programme will be implemented.

5.1.2 EESCP has developed this framework with regional partners. EESCP will continue to have a strategic role during implementation and will review and update this framework on an annual basis to ensure the framework remains relevant.

5.1.3 The ESF framework together with the England Operational programme provides the context for Co-financing Organisations (CFOs) to develop detailed delivery plans.

5.1.4 In the East of England a joint ERDF/ ESF Regional Programme Monitoring Committee [has been](#) established to maximise synergy and ensure added value. The Regional Committee is responsible for endorsing CFO plans, considering CFO and regional performance reports, monitoring regional performance and agreeing remedial action in case of under performance.

5.1.5 The Regional Committee will also over see the cross cutting themes, innovation technical assistance and publicity and sub committees [have been](#) established for some or all of this activity. EESCP will receive regular implementation reports from the Regional Committee to be assured that ESF is addressing the identified priorities.

5.1.6 Initial indications from the Managing Authority regarding the Co-financing process timeframe are:

- Application for CFO status – [August/September 2007](#)
- Managing Authority Approval of CFO status applications - [September/October 2007](#)
- CFO plan development- October 2007-February 2008
- Programme Monitoring Committee sign off of CFO Plans- [November 2007-February 2008](#)
- Launch of CFO prospectus'- [Winter 2007](#)



- Project delivery begins- [June 2008](#)

6. Synergy with other programmes

6.1.1 The ESF programme will complement a number of other regional and European funding programmes in particular, the European Regional Development Fund (ERDF) and other regional funding programmes delivered by LSC, Jobcentre Plus, EEDA and HEFCE such as:

- Investing in Communities
- Rural Development Programme for England
- Aimhigher

European Regional Development Fund

6.1.2 It is desirable that linkages between ESF and ERDF are developed to ensure the benefits which arise from the complementary nature of interventions are realised. This includes the approach to strategic design, implementation and management.

6.1.3 Key areas for focus include:

- Integration between ERDF and ESF funded workforce development activity
- Linkages between types of training and the employment growth particularly in the renewable energy and environmental technologies sectors being fostered through the ERDF programme.
- Linking access to employment actions to the jobs being created in terms of renewable energy, conservation and environmental sectors / occupations
- Support for enterprise among disadvantaged groups including social enterprise.
- The joint ESF and ERDF regional programme committee will help to ensure these linkages are developed and exploited.

Planned Control

Produced by	East of England Skills and Competitiveness Partnership
Date produced	27 July 2007
Date of review	December 2008