

Analysis of individual indicators Result indicators

1) NUMBER OF TRAINING PROVIDERS CERTIFIED ACCORDING TO QUALITY STANDARDS- PRE -UNIVERSITY EDUCATION

Multi-criteria analysis scoring

Relevance	Sensitivity	Availability	Cost
3	3	3	3

Comments:

- Supplementary indicator – KAI 1.1
- The indicator is relevant for measuring the output of the projects supporting certification of training providers under KAI 1.1.
- The indicator is sensitive to the intervention and it directly captures its progress over time, in the sense that any change in the variable it monitors – in this case, certification according to quality standards of training suppliers - is immediately reflected in the value of the indicator (number).
- The indicator is available from beneficiaries, through progress reports and can be updated every time new reports are received from them.
- The cost associated to collecting, monitoring and reporting this indicator is low, since no additional resources are needed for its usage, except for the operational costs resulting from reporting requirements at project level and for OP monitoring, at the level of the MA/ACIS.
- The recommendation made at system level to re-label the indicator as *Training providers certified according to quality standards* (number) increases the manageability but does not affect the quality of the indicator or the information collected (relevance).

2) NUMBER OF CERTIFIED TRAINING PARTICIPANTS - PRE-UNIVERSITY EDUCATION

Multi-criteria analysis scoring

Relevance	Sensitivity	Availability	Cost
3	3	3	3

Comments:

- Supplementary indicator – KAI 1.1
- The indicator is relevant for measuring the output of the projects supporting certification of training participants under KAI 1.1.
- The indicator is sensitive to the intervention and it directly captures its progress over time, in the sense that any change in the variable it monitors – in this case, certification of training participants - is immediately reflected in the value of the indicator (number).
- The indicator is available from beneficiaries, through progress reports and can be updated every time new reports are received from them.
- The cost associated to collecting, monitoring and reporting this indicator is low, since no additional resources are needed for its usage, except for the operational costs resulting from reporting requirements at project level and for OP monitoring, at the level of the MA/ACIS.
- The recommendation made at system level to re-label the indicator as *Certified training participants* (number) increases the manageability but does not affect the quality of the indicator or the



information collected (relevance). When used, it is recommended to be broken down according to EC Annex XXIII.

3) NUMBER OF VALIDATED/ IMPLEMENTED STANDARDS AND PROCEDURES - PRE -UNIVERSITY EDUCATION

Multi-criteria analysis scoring

Relevance	Sensitivity	Availability	Cost
3	2	3	3

Comments:

- Supplementary indicator – KAI 1.1
- The indicator is relevant for measuring the output of the projects supporting validation/implementation of standards and procedures under KAI 1.1.
- The indicator is sensitive to the intervention and can capture, over time, the progress of the intervention. However, by its nature, it is less sensitive than an output indicator which is directly linked to the project.
- The indicator is available from beneficiaries, through progress reports and can be updated every time new reports are received from them.
- The cost associated to collecting, monitoring and reporting this indicator is low, since no additional resources are needed for its usage, except for the operational costs resulting from reporting requirements at project level and for OP monitoring, at the level of the MA/ACIS.
- The recommendation made at system level to re-label the indicator as *Validated and implemented standards and procedures* (number) increases the manageability but does not affect the quality of the indicator or the information collected (relevance).

4) NUMBER OF SCHOOLS CERTIFIED ACCORDING TO QUALITY STANDARDS- PRE -UNIVERSITY EDUCATION

Multi-criteria analysis scoring

Relevance	Sensitivity	Availability	Cost
3	3	3	3

Comments

- Supplementary indicator for KAI 1.1
- The indicator is relevant for measuring the output of the projects supporting certification of schools under KAI 1.1.
- The indicator is sensitive to the intervention and can capture, over time, the progress of the intervention.
- The indicator is available from beneficiaries, through progress reports and can be updated every time new reports are received from them.
- The cost associated to collecting, monitoring and reporting this indicator is low, since no additional resources are needed for its usage, except for the operational costs resulting from reporting requirements at project level and for OP monitoring, at the level of the MA/ACIS.
- The recommendation made at system level to re-label the indicator as *Schools accredited according to quality standards* (number) increases the manageability but does not affect the quality of the indicator or the information collected (relevance).

5) NUMBER OF VALIDATED QUALIFICATIONS

Multi-criteria analysis scoring

Relevance	Sensitivity	Availability	Cost
3	2	2	2

Comments

- Supplementary indicator for KAI 1.2
- The indicator is relevant for measuring the results of the projects supporting validation of universities under KAI 1.2.
- The indicator is sensitive to the intervention and it directly captures its progress over time. Any change in the variable it monitors in this case the validated qualifications, is immediately reflected in the value of the indicator (number). However, by its nature, it is less sensitive than an output indicator which is directly linked to the project.
- The indicator is obtained from the beneficiaries in a period following the finalization of the project, which makes it less available. Also in order to quantify the effects of the project, collection of data from several sources might be necessary, which leads to higher costs.
- The recommendation made at system level to re-label the indicator as *Validated qualifications* (number) increases the manageability but does not affect the quality of the indicator or the information collected (relevance).

**6) NUMBER OF STUDENTS THAT BENEFITED FROM THE OPERATIONS
FINANCED AT THE LEVEL OF THE UNIVERSITY EDUCATION INSTITUTIONS**

Multi-criteria analysis scoring

Relevance	Sensitivity	Availability	Cost
3	3	2	2

Comments

- Supplementary indicator for KAI 1.2
- The indicator is relevant for measuring the results of the projects supporting students that benefited from the operations financed at the level of universities under KAI 1.2.
- The indicator is sensitive to the intervention and it directly captures its progress over time. Any change in the variable it monitors - in this case, the students that benefited from the operations financed at university level, is immediately reflected in the value of the indicator (number).
- The indicator is obtained from the beneficiaries in a period following the finalization of the project, which makes it less available. Also in order to quantify the effects of the project, collection of data from several sources might be necessary, which leads to higher costs.
- The recommendation made at system level to re-label the indicator as *Students that benefited from the operations financed at the level of the university education institutions* (number) increases the manageability but does not affect the quality of the indicator or the information collected (relevance).

**7) NUMBER OF BACHELOR/ MASTER PROGRAMMES IMPLEMENTED
ACCORDING TO CNCIS – UNIVERSITY EDUCATION**

Multi-criteria analysis scoring

Relevance	Sensitivity	Availability	Cost
3	2	3	3

Comments

- Supplementary indicator for KAI 1.2



- The indicator is relevant for measuring the results of the projects supporting bachelor/master programmes implemented at university level under KAI 1.2.
- The indicator is sensitive to the intervention and it directly captures its progress over time. Any change in the variable it monitors in this case the number of bachelor/master programmes, is immediately reflected in the value of the indicator (number of bachelor/master programmes). However, by its nature, it is less sensitive than an output indicator which is directly linked to the project and can be influenced by other factors such as the level of students' interest in participating in the programmes.
- The indicator is available from beneficiaries, through progress reports and can be updated every time new reports are received from them.
- The cost associated to collecting, monitoring and reporting this indicator is low, since no additional resources are needed for its usage, except for the operational costs resulting from reporting requirements at project level and for OP monitoring, at the level of the MA/ACIS.
- The recommendation made at system level to re-label the indicator as *Bachelor/ master programmes implemented according to CNCIS* (number) increases the manageability but does not affect the quality of the indicator or the information collected (relevance).

8) NUMBER OF UNIVERSITIES CERTIFIED ACCORDING TO QUALITY STANDARDS – UNIVERSITY EDUCATION

Multi-criteria analysis scoring

Relevance	Sensitivity	Availability	Cost
3	2	3	3

Comments

- Supplementary indicator for KAI 1.2
- The indicator is relevant for measuring the results of the projects supporting universities certified according to quality standards under KAI 1.2.
- The indicator is sensitive to the intervention and it directly captures its progress over time. Any change in the variable it monitors - in this case, universities certified, is immediately reflected in the value of the indicator (number). However, by its nature, it is less sensitive than an output indicator which is directly linked to the project.
- The indicator is available from beneficiaries, through progress reports and can be updated every time new reports are received from them.
- The cost associated to collecting, monitoring and reporting this indicator is low, since no additional resources are needed for its usage, except for the operational costs resulting from reporting requirements at project level and for OP monitoring, at the level of the MA/ACIS.
- The recommendation made at system level to re-label the indicator as *Universities certified according to quality standards* (number) increases the manageability but does not affect the quality of the indicator or the information collected (relevance).

9) NUMBER OF CERTIFIED TRAINING PARTICIPANTS- CONTINUOUS PROFESSIONAL TRAINING, OUT OF WHICH BY GENDER:WOMEN, BY ENVIRONMENT:RURAL

Multi-criteria analysis scoring

Relevance	Sensitivity	Availability	Cost
3	3	3	3

Comments

- Supplementary indicator for KAI 1.3

- The indicator is relevant for measuring the output of the projects supporting certification of training participants under KAI 1.1.
- The indicator is sensitive to the intervention and it directly captures its progress over time, in the sense that any change in the variable it monitors – in this case, certification of training participants - is immediately reflected in the value of the indicator (number).
- The indicator is available from beneficiaries, through progress reports and can be updated every time new reports are received from them.
- The cost associated to collecting, monitoring and reporting this indicator is low, since no additional resources are needed for its usage, except for the operational costs resulting from reporting requirements at project level and for OP monitoring, at the level of the MA/ACIS.
- The recommendation made at system level to re-label the indicator as *Certified training participants* (number) increases the manageability but does not affect the quality of the indicator or the information collected (relevance). When used, it is recommended to be broken down according to EC Annex XXIII.

10) SHARE OF TRAINED AND CERTIFIED PEOPLE, INCLUDING THE SECTORIAL COMMITTEES (%), OUT OF WHICH: WOMEN

Multi-criteria analysis scoring

Relevance	Sensitivity	Availability	Cost
3	2	2	2

Comments

- Supplementary indicator for KAI 1.4
- The indicator is relevant for measuring the results of the projects supporting training and certification of people, including sectorial committees under KAI 1.4.
- The indicator is sensitive to the intervention and it directly captures its progress over time. Any change in the variable it monitors, in this case the trained and certified people, is reasonably reflected in the value of the indicator (share). However, by its nature, it is less sensitive than an output indicator which is directly linked to the project.
- The indicator is obtained from the beneficiaries in a period following the finalization of the project, which makes it less available. Also in order to quantify the effects of the project, collection of data from several sources might be necessary, which leads to higher costs.
- The recommendation made at system level to re-label the indicator as *Trained and certified people, including the sectorial committees* (number) increases the manageability and allows aggregation beyond project level (availability). When used, it is recommended to be broken down according to EC Annex XXIII.

11) NUMBER OF CERTIFIED TRAINING PARTICIPANTS - CONTINUOUS PROFESSIONAL TRAINING

Multi-criteria analysis scoring

Relevance	Sensitivity	Availability	Cost
3	2	3	3

Comments

- Supplementary indicator for KAI 1.4
- The indicator is relevant for measuring the results of the projects supporting certification of training participants in CPT under KAI 1.4.
- The indicator is sensitive to the intervention and it directly captures its progress over time. Any change in the variable it monitors, in this case – certification of training participants, is immediately

reflected in the value of the indicator (number). However, by its nature, it is less sensitive than an output indicator which is directly linked to the project.

- The indicator is available from beneficiaries, through progress reports and can be updated every time new reports are received from them.
- The cost associated to collecting, monitoring and reporting this indicator is low, since no additional resources are needed for its usage, except for the operational costs resulting from reporting requirements at project level and for OP monitoring, at the level of the MA/ACIS
- The recommendation made at system level to re-label the indicator as *Certified training participants* (number) increases the manageability but does not affect the quality of the indicator or the information collected (relevance). When used, it is recommended to be broken down according to EC Annex XXIII.

12) NUMBER OF TRAINING SUPPLIERS CERTIFIED ACCORDING TO QUALITY STANDARDS - CONTINUOUS PROFESSIONAL TRAINING

Multi-criteria analysis scoring

Relevance	Sensitivity	Availability	Cost
3	2	3	3

Comments

- Supplementary indicator for KAI 1.4
- The indicator is relevant for measuring the output of the projects supporting certification of training suppliers under KAI 1.4.
- The indicator is sensitive to the intervention and can capture, over time, the progress of the intervention. However, by its nature, it is less sensitive than an output indicator which is directly linked to the project.
- The indicator is available from beneficiaries, through progress reports and can be updated every time new reports are received from them.
- The cost associated to collecting, monitoring and reporting this indicator is low, since no additional resources are needed for its usage, except for the operational costs resulting from reporting requirements at project level and for OP monitoring, at the level of the MA/ACIS.
- The recommendation made at system level to re-label the indicator as *Training suppliers certified according to quality standards* (number) increases the manageability but does not affect the quality of the indicator or the information collected (relevance).

13) NUMBER OF VALIDATED QUALIFICATIONS - CONTINUOUS PROFESSIONAL TRAINING

Multi-criteria analysis scoring

Relevance	Sensitivity	Availability	Cost
3	2	2	2

Comments

- Supplementary indicator for KAI 1.4
- The indicator is relevant for measuring the results of the projects supporting validation of qualifications for continuous professional training under KAI 1.4.
- The indicator is sensitive to the intervention and it directly captures its progress over time. Any change in the variable it monitors, in this case - the validated qualifications, is immediately reflected in the value of the indicator (number). However, by its nature, it is less sensitive than an output indicator which is directly linked to the project.

- The indicator is obtained from the beneficiaries in a period following the finalization of the project, which makes it less available. Also in order to quantify the effects of the project, collection of data from several sources might be necessary, which leads to higher costs.
- The recommendation made at system level to re-label the indicator as *Validated qualifications* (number) increases the manageability but does not affect the quality of the indicator or the information collected (relevance).

14)NUMBER OF PRESENTED SCIENTIFIC PAPERS – PHD PROGRAMS

15)NUMBER OF PRESENTED SCIENTIFIC PAPERS – POST- DOCTORAL RESEARCH

16)NUMBER OF PUBLISHED SCIENTIFIC PAPERS- PHD PROGRAMS

17)NUMBER OF PUBLISHED SCIENTIFIC PAPERS- POST- DOCTORAL RESEARCH

Multi-criteria analysis scoring

Relevance	Sensitivity	Availability	Cost
3	2	2	2

Comments

- Supplementary indicators for KAI 1.5
- The indicator is relevant for measuring the results of the projects supporting PHD and post-doctoral programs under KAI 1.5.
- The indicator is sensitive to the intervention and can capture, over time, the progress of the intervention. However, by its nature, it is less sensitive than an output indicator which is directly linked to the project.
- The indicator is obtained from the beneficiaries in a period following the finalization of the project, which makes it less available. Also in order to quantify the effects of the project, collection of data from several sources might be necessary, which leads to higher costs.
- The recommendation made at system level was to collapse the four indicators into one indicator *Presented and publicised scientific papers* (number). This increases the manageability but does not affect the quality of the indicator or the information collected (relevance).

18)NUMBER OF PHDS THAT OBTAINED THE PHD TITLE - PHD PROGRAMS

Multi-criteria analysis scoring

Relevance	Sensitivity	Availability	Cost
3	2	2	2

Comments

- Supplementary indicator for KAI 1.5
- The indicator is relevant for measuring the results of the projects supporting PHDs under KAI 1.5.
- The indicator is sensitive to the intervention and it directly captures its progress over time. Any change in the variable it monitors, in this case - the PHDs that obtained the PHD title, is immediately reflected in the value of the indicator (number). However, by its nature, it is less sensitive than an output indicator which is directly linked to the project.
- The indicator is obtained from the beneficiaries in a period following the finalization of the project, which makes it less available. Also in order to quantify the effects of the project, collection of data from several sources might be necessary, which leads to higher costs.

- The recommendation made at system level to re-label the indicator as *PhDs that obtained the PhD title* (number) increases the manageability but does not affect the quality of the indicator or the information collected (relevance).

**19) NUMBER OF PEOPLE THAT BENEFITTED FROM COUNSELLING/
ORIENTATION AND FOUND A WORKPLACE - TRANSITION FROM SCHOOL TO
ACTIVE LIFE**

Multi-criteria analysis scoring

Relevance	Sensitivity	Availability	Cost
3	2	2	2

Comments

- Supplementary indicator for KAI 2.1
- The indicator is relevant for measuring the results of the projects supporting counselling/orientation under KAI 2.1.
- The indicator is sensitive to the intervention and it directly captures its progress over time. Any change in the variable it monitors, in this case - the PHDs that obtained the PHD title, is immediately reflected in the value of the indicator (number). However, by its nature, it is less sensitive than an output indicator which is directly linked to the project. It can also be influenced by other factors such as the job opportunities on the labour market.
- The indicator is obtained from the beneficiaries in a period following the finalization of the project, which makes it less available. Also in order to quantify the effects of the project, collection of data from several sources might be necessary, which leads to higher costs.
- The recommendation made at system level to re-label the indicator as *People that benefitted from counselling/ orientation and found a workplace* (number) increases the manageability but does not affect the quality of the indicator or the information collected (relevance).

**20) SHARE OF GRADUATES OF "SECOND CHANCE" EDUCATIONAL PROGRAMS
(%)**

Multi-criteria analysis scoring

Relevance	Sensitivity	Availability	Cost
3	2	2	2

Comments

- Programme indicator for KAI 2.2
- The indicator is relevant for measuring the results of the projects supporting 'second chance' educational programs under KAI 2.2.
- The indicator is sensitive to the intervention and can capture, over time, the progress of the intervention. However, by its nature, it is less sensitive than an output indicator which is directly linked to the project.
- The indicator is obtained from the beneficiaries in a period following the finalization of the project, which makes it less available. Also in order to quantify the effects of the project, collection of data from several sources might be necessary, which leads to higher costs.
- The recommendation made at system level to re-label the indicator as *Graduates of second chance educational programs* (number) increases the manageability and allows aggregation beyond project level (availability).

**21) NUMBER OF CERTIFIED TRAINING PARTICIPANTS - CORRECTIVE MEASURES
AGAINST EARLY SCHOOL ABANDONMENT**

Multi-criteria analysis scoring

Relevance	Sensitivity	Availability	Cost
3	2	3	3

Comments

- Supplementary indicator for KAI 2.2
- The indicator is relevant for measuring the results of the projects supporting training under KAI 2.2.
- The indicator is sensitive to the intervention and can capture, over time, the progress of the intervention. However, by its nature, it is less sensitive than an output indicator which is directly linked to the project.
- The indicator is available from beneficiaries, through progress reports and can be updated every time new reports are received from them.
- The cost associated to collecting, monitoring and reporting this indicator is low, since no additional resources are needed for its usage, except for the operational costs resulting from reporting requirements at project level and for OP monitoring, at the level of the MA/ACIS.
- The recommendation made at system level to re-label the indicator as *Certified training participants* (number) increases the manageability but does not affect the quality of the indicator or the information collected (relevance). When used, it is recommended to be broken down according to EC Annex XXIII.

22) SHARE OF ENTERPRISES THAT SUPPLY CPT FOR THEIR OWN PERSONNEL (%)

Multi-criteria analysis scoring

Relevance	Sensitivity	Availability	Cost
3	2	2	2

Comments

- Programme indicator for KAI 2.3
- The indicator is relevant for measuring the results of the projects supporting enterprises that supply CPT for their own personnel under KAI 2.3.
- The indicator is sensitive to the intervention and can capture, over time, the progress of the intervention. However, by its nature, it is less sensitive than an output indicator which is directly linked to the project.
- The indicator is partially obtained from the beneficiaries in a period following the finalization of the project, which makes it less available. Also in order to quantify the effects of the project, collection of data from several sources might be necessary, which leads to higher costs.
- The recommendation made at system level to re-label the indicator as *Enterprises that supply CPT for their own personnel* (number) increases the manageability and allows aggregation beyond project level (availability).

23) SHARE OF CERTIFIED CPT PARTICIPANTS (%)

Multi-criteria analysis scoring

Relevance	Sensitivity	Availability	Cost
3	2	3	3

Comments

- Programme indicator for KAI 2.3

- The indicator is relevant for measuring the results of the projects supporting participants in CPT under KAI 2.3.
- The indicator is sensitive to the intervention and can capture, over time, the progress of the intervention. However, by its nature, it is less sensitive than an output indicator which is directly linked to the project.
- The indicator is available from beneficiaries, through progress reports and can be updated every time new reports are received from them.
- The cost associated to collecting, monitoring and reporting this indicator is low, since no additional resources are needed for its usage, except for the operational costs resulting from reporting requirements at project level and for OP monitoring, at the level of the MA/ACIS.
- The recommendation made at system level to re-label the indicator as *Certified CPT participants* (number) increases the manageability and allows aggregation beyond project level (availability). When used, it is recommended to be broken down according to EC Annex XXIII.

24) NUMBER OF AUTHORISED QUALIFICATION/ REQUALIFICATION PROGRAMS- CONTINUOUS PROFESSIONAL TRAINING

Multi-criteria analysis scoring

Relevance	Sensitivity	Availability	Cost
3	2	2	2

Comments

- Supplementary indicator for KAI 2.3
- The indicator is relevant for measuring the results of the projects targeting qualification/requalification programs under KAI 2.3.
- The indicator is sensitive to the intervention and can capture, over time, the progress of the intervention. However, by its nature, it is less sensitive than an output indicator which is directly linked to the project.
- The indicator is obtained from the beneficiaries in a period following the finalization of the project, which makes it less available. Also in order to quantify the effects of the project, collection of data from several sources might be necessary, which leads to higher costs.
- The recommendation made at system level to re-label the indicator as *Authorised qualification/requalification programs* (number) increases the manageability but does not affect the quality of the indicator or the information collected (relevance).

25) SHARE OF TRAINING COURSES BENEFICIARIES THAT START NEW BUSINESSES (%)

Multi-criteria analysis scoring

Relevance	Sensitivity	Availability	Cost
3	2	2	2

Comments

- Programme indicator for KAI 3.1
- The indicator is relevant for measuring the results of the projects supporting beneficiaries of training courses that start new businesses under KAI 3.1.
- The indicator is sensitive to the intervention and can capture, over time, the progress of the intervention. However, by its nature, it is less sensitive than an output indicator which is directly linked to the project.
- The indicator is obtained from the beneficiaries in a period following the finalization of the project, which makes it less available. The change of % with number will improve the availability and allow

the aggregation beyond project level. Also in order to quantify the effects of the project, collection of data from several sources might be necessary, which leads to higher costs.

- The recommendation made at system level to re-label the indicator as *Training courses beneficiaries that start new businesses* (number), increases the manageability and allows aggregation beyond project level (availability).

26) SHARE OF CERTIFIED PARTICIPANTS IN MANAGEMENT AND ORGANIZATION OF WORK (%)

Multi-criteria analysis scoring

Relevance	Sensitivity	Availability	Cost
3	2	3	3

Comments

- Programme indicator for KAI 3.2
- The indicator is relevant for measuring the results of the projects supporting certification in management and organization of work under KAI 3.2.
- The indicator is sensitive to the intervention and can capture, over time, the progress of the intervention. However, by its nature, it is less sensitive than an output indicator which is directly linked to the project.
- The indicator is available from beneficiaries, through progress reports and can be updated every time new reports are received from them. The change of % with number will improve the availability and allow the aggregation beyond project level.
- The cost associated to collecting, monitoring and reporting this indicator is low, since no additional resources are needed for its usage, except for the operational costs resulting from reporting requirements at project level and for OP monitoring, at the level of the MA/ACIS.
- The recommendation made at system level to re-label the indicator as *Certified participants in management and organization of work* (number), increases the manageability and allows aggregation beyond project level (availability).

27) SHARE OF CERTIFIED PARTICIPANTS FOR THE MANAGEMENT AND IMPROVEMENT OF SKILLS

Multi-criteria analysis scoring

Relevance	Sensitivity	Availability	Cost
3	2	3	3

Comments

- Programme indicator for KAI 3.2
- The indicator is relevant for measuring the results of the projects supporting certification of participants for the management and improvement of skill under KAI 3.2.
- The indicator is sensitive to the intervention and can capture, over time, the progress of the intervention. However, by its nature, it is less sensitive than an output indicator which is directly linked to the project.
- The indicator is available from beneficiaries, through progress reports and can be updated every time new reports are received from them. The change of % with number will improve the availability and allow the aggregation beyond project level.
- The cost associated to collecting, monitoring and reporting this indicator is low, since no additional resources are needed for its usage, except for the operational costs resulting from reporting requirements at project level and for OP monitoring, at the level of the MA/ACIS.
- The recommendation made at system level to re-label the indicator as *Certified participants for the management and improvement of skills* (number), increases the manageability and allows aggregation beyond project level (availability).

28) NUMBER OF CERTIFIED TRAINING PARTICIPANTS - CONTINUOUS PROFESSIONAL TRAINING

Multi-criteria analysis scoring

Relevance	Sensitivity	Availability	Cost
3	2	3	3

Comments

- Supplementary indicator for KAI 3.2
- The indicator is relevant for measuring the results of the projects supporting training participants under KAI 3.2.
- The indicator is sensitive to the intervention and can capture, over time, the progress of the intervention. However, by its nature, it is less sensitive than an output indicator which is directly linked to the project.
- The indicator is available from beneficiaries, through progress reports and can be updated every time new reports are received from them.
- The cost associated to collecting, monitoring and reporting this indicator is low, since no additional resources are needed for its usage, except for the operational costs resulting from reporting requirements at project level and for OP monitoring, at the level of the MA/ACIS.
- The recommendation made at system level to re-label the indicator as *Certified training participants* (number) increases the manageability but does not affect the quality of the indicator or the information collected (relevance). When used, it is recommended to be broken down according to EC Annex XXIII.

29) SHARE OF SUPPORTED SOCIAL PARTNERS AND NGOS THAT OFFER SERVICES TO THE COMMUNITY (%)

Multi-criteria analysis scoring

Relevance	Sensitivity	Availability	Cost
3	2	2	2

Comments

- Programme indicator for KAI 3.3
- The indicator is relevant for measuring the results of the projects supporting social partners and NGOs under KAI 3.3.
- The indicator is sensitive to the intervention and can capture, over time, the progress of the intervention. However, by its nature, it is less sensitive than an output indicator which is directly linked to the project.
- The indicator is obtained from the beneficiaries in a period following the finalization of the project, which makes it less available. Also in order to quantify the effects of the project, collection of data from several sources might be necessary, which leads to higher costs. The change of % with number will improve the availability and allow the aggregation beyond project level.
- The recommendation made at system level to re-label the indicator as *Supported organisations that offer services to the community* (number) increases the manageability and allows aggregation beyond project level (availability).

30) TRANSNATIONAL PARTNERS INVOLVED IN THE PROJECT - DEVELOPING NETWORKS AND PARTNERSHIPS WITH THE REPRESENTATIVES OF THE

CIVIL SOCIETY/ DEVELOPING THE CAPACITY OF THE REPRESENTATIVES OF THE CIVIL SOCIETY

Multi-criteria analysis scoring

Relevance	Sensitivity	Availability	Cost
3	2	2	2

Comments

- Supplementary indicator for KAI 3.3
- The indicator is relevant for measuring the results of the projects supporting transnational partners under KAI 3.3.
- The indicator is sensitive to the intervention and can capture, over time, the progress of the intervention. However, by its nature, it is less sensitive than an output indicator which is directly linked to the project.
- The indicator is obtained from the beneficiaries in a period following the finalization of the project, which makes it less available. Also in order to quantify the effects of the project, collection of data from several sources might be necessary, which leads to higher costs.
- The recommendation made at system level to re-label the indicator as *Transnational partners involved in the project - developing networks and partnerships with the representatives of the civil society/ developing the capacity of the representatives of the civil society* (number) increases the manageability but does not affect the quality of the indicator or the information collected (relevance).

31)NUMBER OF EMPLOYMENT AGENCIES THAT SUPPLY "SELF-SERVICE" SERVICES

Multi-criteria analysis scoring

Relevance	Sensitivity	Availability	Cost
3	3	3	3

Comments

- Programme indicator for KAI 4.1
- The indicator is relevant for measuring the effects of the interventions in supporting the employment agencies. It quantifies the employment agencies that supply self-service type services, as result of the investment made.
- The indicator is sensitive to the intervention and can capture over time the progress of the intervention (in terms of effects), increase of number of employment agencies that supply the self-service type services.
- The indicator can be available from beneficiaries, through progress reports and can be updated every time new reports are received from them. The effects of the intervention could be also observed following the completion of the projects.
- The cost associated to collecting, monitoring and reporting this indicator is low, since no additional resources are needed for its usage, except for the operational costs resulting from reporting requirements at project level and for OP monitoring at the level of MA/ ACIS.
- The recommendation made at system level to re-label the indicator as *Supported employment agencies that supply self-service services* (number) increases the manageability but does not affect the quality of the indicator or the information collected (relevance).

32)SHARE OF SUPPORTED EMPLOYMENT AGENCIES CERTIFIED FOR THEIR QUALITY MANAGEMENT SYSTEM (%)

Multi-criteria analysis scoring

Relevance	Sensitivity	Availability	Cost
3	3	2	3

Comments

- Programme indicator for KAI 4.1
- The indicator is relevant for measuring the effects of the interventions in supporting the employment agencies to get certification for the quality management system. It quantifies the employment agencies supported that got certified for their quality management system, as result of the investment made. The indicator will measure the level of broadening the quality management system at the level of Public Employment Service.
- The indicator is sensitive to the intervention and can capture over time the progress of the intervention (in terms of effects), number of supported employment agencies that received certification for their quality management system.
- The indicator can be available from beneficiaries, through progress reports and can be updated every time new reports are received from them. The change of % with number will improve the availability and allow the aggregation beyond project level.
- The cost associated to collecting, monitoring and reporting this indicator is low, since no additional resources are needed for its usage, except for the operational costs resulting from reporting requirements at project level and for OP monitoring at the level of MA/ ACIS.
- The recommendation made at system level to re-label the indicator as *Supported employment agencies certified for their quality management system* (number) increases the manageability and allows the aggregation beyond project level (availability)

33)SHARE OF LONG TERM UNEMPLOYED FROM RURAL AREAS OUT OF THE TOTAL UNEMPLOYED THAT BENEFITTED FROM AT LEAST ONE ACTIVE EMPLOYMENT MEASURE (%)

Multi-criteria analysis scoring

Relevance	Sensitivity	Availability	Cost
3	2	2	3

Comments

- Supplementary indicator for KAI 4.1
- The indicator is relevant for measuring the effects of the interventions in supporting the development of employment agencies as part of the modernization of the Public Employment Service. It quantifies the usefulness of the investment in PES by measuring the share of the long-term unemployed from rural areas that benefit by at least one active employment measure targeting the decrease of unemployment at the level of rural areas.
- The indicator is partial sensitive since it there might not be an immediate change in the variable to be measured (in terms of effects), participation of long-term unemployed from rural areas in active employment measures.
- The indicator can be available from beneficiaries, through progress reports and can be updated every time new reports are received from them providing that the participation of long-term unemployed from rural areas in active employment measures is constantly/ periodically monitored by the project. The change of % with number will improve the availability and allow the aggregation beyond project level.
- The cost associated to collecting, monitoring and reporting this indicator is low, since no additional resources are needed for its usage, except for the operational costs resulting from reporting requirements at project level and for OP monitoring at the level of MA/ ACIS.
- The recommendation made at system level to re-label the indicator as *Long term unemployed from rural areas out of the total unemployed that benefitted from at least one active employment measure* (number) increases the manageability and allows the aggregation beyond project level (availability). When used, it is recommended to be broken down according to EC Annex XXIII.

34) SHARE OF UNEMPLOYED THAT BENEFIT FROM “SELF-SERVICE “SERVICES OUT OF THE TOTAL UNEMPLOYED REGISTERED WITH AN AGENCY (%)

Multi-criteria analysis scoring

Relevance	Sensitivity	Availability	Cost
3	2	2	2

Comments

- Supplementary indicator for KAI 4.1
- The indicator is relevant for measuring the effects of the interventions in supporting the employment agencies as part of the modernization of the Public Employment Service also by including the self-service type services. It quantifies the usefulness of the investment PES by measuring the share of the unemployed that benefit from self-service type services.
- The indicator is partial sensitive since it there might not be an immediate change in the variable to be measured (in terms of effects), unemployed beneficiaries of self-service type services.
- The indicator is partial available depending greatly if there is any clear modality of reporting the beneficiaries set. The real beneficiaries of this type of service (self-service) can be calculated rather as average but not in absolute values. Also the reporting of the % of beneficiaries might be difficult to be calculated as the baseline used might suffer periodical changes (total number of unemployed registered with PES). The change of % with number will improve the availability and allow the aggregation beyond project level.
- The cost associated to collecting, monitoring and reporting this indicator might vary from low to high depending on the collecting methods used.
- The recommendation made at system level to re-label the indicator as *Unemployed that benefit from "self-service "services* (number) increases the manageability and allows the aggregation beyond project level (availability). When used, it is recommended to be broken down according to EC Annex XXIII.

35) NUMBER OF CERTIFIED TRAINING PARTICIPANTS – PUBLIC EMPLOYMENT SERVICE

Multi-criteria analysis scoring

Relevance	Sensitivity	Availability	Cost
3	3	3	3

Comments

- Supplementary indicator for KAI 4.2
- The indicator is relevant for measuring the effects of the interventions in supporting the general modernization of Public Employment Service. It quantifies the number of persons certified , as result of participation to training programs.
- The indicator is sensitive to the intervention and can capture over time the progress of the intervention (in terms of effects).
- The indicator can be available from beneficiaries, through progress reports and can be updated every time new reports are received from them.
- The cost associated to collecting, monitoring and reporting this indicator is low, since no additional resources are needed for its usage, except for the operational costs resulting from reporting requirements at project level and for OP monitoring at the level of MA/ ACIS.
- The recommendation made at system level to re-label the indicator as *Certified training participants* (number) increases the manageability but does not affect the quality of the indicator or the information collected(relevance). When used, it is recommended to be broken down according to EC Annex XXIII.

36) SHARE OF PEOPLE THAT FOUND A WORKPLACE WITHIN 6 MONTHS AFTER TAKING PART IN INTEGRATED PROGRAMS (%) – LABOUR MARKET ACCESS

Multi-criteria analysis scoring

Relevance	Sensitivity	Availability	Cost
3	2	2	2

Comments

- Supplementary indicator for KAI 5.1
- The indicator is relevant for measuring the effects of the interventions under KAI 5.1. It quantifies the usefulness of the investment aiming developing and implementing active employment measures
- The indicator is partial sensitive since it there might not be an immediate change in the variable to be measured (in terms of effects), people that found jobs within 6 months after taking part in integrated programs. Also it can be influenced by external factors as general economic conditions, offers available on the labour market etc.
- The indicator can be available from beneficiaries, through progress reports and can be updated every time new reports are received from them providing that the proportion of people that found jobs after the participation in integrated programs (within 6 months) is closely monitored. The change of % with number will improve the availability and allow the aggregation beyond project level.
- The cost associated to collecting, monitoring and reporting this indicator might vary from low to high depending on the collecting methods used.
- The recommendation made at system level to re-label the indicator as *People that found a workplace within 6 months after taking part in integrated programs* (number) increases the manageability and allows the aggregation beyond project level (availability). When used, it is recommended to be broken down according to EC Annex XXIII.

37) NUMBER OF PEOPLE THAT STARTED AN INDEPENDENT ACTIVITY – LABOUR MARKET ACCESS

Multi-criteria analysis scoring

Relevance	Sensitivity	Availability	Cost
3	2	2	2

Comments

- Supplementary indicator for KAI 5.1
- The indicator is relevant for measuring the effects of the interventions under KAI 5.1. It quantifies the usefulness of the investment aiming developing and implementing active employment measures also through providing assistance for starting independent activities.
- The indicator is partial sensitive since it there might not be an immediate change in the variable to be measured (in terms of effects), people that started independent activities. Also it can be influenced by external factors as general economic conditions, availability of the resources needed to start an independent activity etc.
- The indicator can be available from beneficiaries, through progress reports and can be updated every time new reports are received from them providing that the number of people that started independent activities is closely monitored.
- The cost associated to collecting, monitoring and reporting this indicator might vary from low to high depending on the collecting methods used.
- The recommendation made at system level to re-label the indicator *People that started an independent activity* (number), increases the manageability but does not affect the quality of the

indicator or the information collected (relevance). When used, it is recommended to be broken down according to EC Annex XXIII.

38) NUMBER OF CERTIFIED TRAINING PARTICIPANTS, LONG TERM UNEMPLOYED – LABOUR MARKET ACCESS

Multi-criteria analysis scoring

Relevance	Sensitivity	Availability	Cost
3	3	3	3

Comments

- Supplementary indicator for KAI 5.1
- The indicator is relevant for measuring the effects of the interventions under KAI 5.1. It quantifies the number of persons certified, as result of participation to training programs (long-term unemployed).
- The indicator is sensitive to the intervention and can capture over time the progress of the intervention (in terms of effects).
- The indicator can be available from beneficiaries, through progress reports and can be updated every time new reports are received from them.
- The cost associated to collecting, monitoring and reporting this indicator is low, since no additional resources are needed for its usage, except for the operational costs resulting from reporting requirements at project level and for OP monitoring at the level of MA/ ACIS.
- The recommendation made at system level to re-label the indicator as *Certified training participants, long term unemployed* (number) increases the manageability but does not affect the quality of the indicator or the information collected (relevance). When used, it is recommended to be broken down according to EC Annex XXIII.

39) NUMBER OF ESF PARTICIPANTS – WOMEN

40) NUMBER OF ESF PARTICIPANTS - THE 15 – 24 YEARS AGE GROUP

Multi-criteria analysis scoring

Relevance	Sensitivity	Availability	Cost
3	3	3	3

Comments

- Supplementary indicator for KAI 5.1
- The indicator is relevant for measuring the effects of the interventions under KAI 5.1.
- The indicator is sensitive to the intervention and can capture over time the progress of the intervention (in terms of effects).
- The indicator can be available from beneficiaries, through progress reports and can be updated every time new reports are received from them.
- The cost associated to collecting, monitoring and reporting this indicator is low, since no additional resources are needed for its usage, except for the operational costs resulting from reporting requirements at project level and for OP monitoring at the level of MA/ ACIS.
- The recommendation made at system level was to collapse both indicators into one indicator *ESF participants* (number). This increases the manageability but does not affect the quality of the indicator or the information collected (relevance). When used, it is recommended to be broken down according to EC Annex XXIII.

41) NUMBER OF PARTICIPANTS THAT FOUND A WORKPLACE WITHIN 6 MONTHS - SUSTAINABILITY OF RURAL AREAS

Multi-criteria analysis scoring

Relevance	Sensitivity	Availability	Cost
3	2	2	2

Comments

- Supplementary indicator for KAI 5.2
- The indicator is relevant for measuring the effects of the interventions under KAI 5.2. It quantifies the usefulness of the investment aiming promoting long-term sustainability of rural areas in terms of human resources development and employment, by different operations.
- The indicator is partial sensitive since it there might not be an immediate change in the variable to be measured (in terms of effects), people that found jobs within 6 months following the interventions at the level of the project. Also it can be influenced by external factors as general economic conditions, offers available on the labour market etc.
- The indicator can be available from beneficiaries, through progress reports and can be updated every time new reports are received from them providing that the number of people that found jobs (within 6 months) is closely monitored. The data might be often available after finalization of the project.
- The cost associated to collecting, monitoring and reporting this indicator might vary from low to high depending on the collecting methods used.
- The recommendation made at system level to replace the indicator with *Participants from rural areas integrated on the labour market* (number) increases the manageability and availability but does not affect the relevance of the indicator. When used, it is recommended to be broken down according to EC Annex XXIII.

42) NUMBER OF CERTIFIED TRAINING PARTICIPANTS - SUSTAINABILITY OF RURAL AREAS

Multi-criteria analysis scoring

Relevance	Sensitivity	Availability	Cost
3	3	3	3

Comments

- Supplementary indicator for KAI 5.2
- The indicator is relevant for measuring the effects of the interventions under KAI 5.2. It quantifies the number of persons certified, as result of participation to training programs.
- The indicator is sensitive to the intervention and can capture over time the progress of the intervention (in terms of effects).
- The indicator can be available from beneficiaries, through progress reports and can be updated every time new reports are received from them.
- The cost associated to collecting, monitoring and reporting this indicator is low, since no additional resources are needed for its usage, except for the operational costs resulting from reporting requirements at project level and for OP monitoring at the level of MA/ ACIS.
- The recommendation made at system level to re-label the indicator as *Certified training participants*, (number) increases the manageability but does not affect the quality of the indicator or the information collected (relevance). When used, it is recommended to be broken down according to EC Annex XXIII.

43) NUMBER OF NEW JOBS CREATED BY THE STRUCTURES OF SOCIAL ECONOMY

Multi-criteria analysis scoring

Relevance	Sensitivity	Availability	Cost
3	2	2	2

Comments

- Programme indicator for KAI 6.1
- The indicator is relevant for measuring the effects of the interventions aiming creation of social economy structures, under 6.1 It quantifies the number of new jobs created as result of the setting up the social economy structures.
- The indicator is partial sensitive to the intervention and can capture over time the progress of the intervention (in terms of effects), creation of jobs at the level of the social economy structures. However by its nature it is less sensitive than an output indicator and the progress in time in terms of changes registered at the level of the variable might be influenced by external factors as general economic conditions, status of the labour market.
- The changes of the variable are visible in time (during the project implementation but also after the finalization of the project) which make it less available and consequently leads to higher costs.
- The recommendation made at system level to re-label the indicator as *Jobs created by the structures of social economy* (number) increases the manageability but does not affect the quality of the indicator or the information collected (relevance).

44) SHARE OF CERTIFIED PARTICIPANTS IN TRAINING PROGRAMS FOR SOCIAL INCLUSION SPECIALISTS (%)

Multi-criteria analysis scoring

Relevance	Sensitivity	Availability	Cost
3	3	2	3

Comments

- Programme indicator for KAI 6.1
- The indicator is relevant for measuring the effects of the interventions under KAI 6.1. It quantifies the proportion of persons certified, as result of participation to training programs
- The indicator is sensitive to the intervention and can capture over time the progress of the intervention (in terms of effects).
- The indicator can be available from beneficiaries, through progress reports and can be updated every time new reports are received from them. The change of % with number will improve the availability and allow the aggregation beyond project level
- The cost associated to collecting, monitoring and reporting this indicator is low, since no additional resources are needed for its usage, except for the operational costs resulting from reporting requirements at project level and for OP monitoring at the level of MA/ ACIS.
- The recommendation made at system level to re-label the indicator as *Certified participants in training programs for social inclusion specialists* (number) increases the manageability and allows the aggregation beyond project level (availability). When used, it is recommended to be broken down according to EC Annex XXIII.

45) SHARE OF PEOPLE THAT FOUND A WORKPLACE WITHIN 6 MONTHS FROM PARTICIPATION IN INTEGRATED PROGRAMS (%)

Multi-criteria analysis scoring

Relevance	Sensitivity	Availability	Cost
3	2	2	2

Comments

- Supplementary indicator for KAI 6.2
- The indicator is relevant for measuring the effects of the interventions under KAI 6.2. It quantifies the usefulness of the investment aiming improving the access and participation for vulnerable groups on the labour market.
- The indicator is partial sensitive since it there might not be an immediate change in the variable to be measured (in terms of effects), people that found jobs within 6 months after taking part in integrated programs. Also it can be influenced by external factors as general economic conditions, offers available on the labour market etc.
- The indicator can be available from beneficiaries, through progress reports and can be updated every time new reports are received from them providing that the proportion of people that found jobs after the participation in integrated programs (within 6 months) is closely monitored. The change of % with number will improve the availability and allow the aggregation beyond project level.
- The cost associated to collecting, monitoring and reporting this indicator might vary from low to high depending on the collecting methods used.
- The recommendation made at system level to re-label the indicator as *Beneficiaries of integrated programmes that found a workplace within 6 months* (number) increases the manageability and allows the aggregation beyond project level (availability). When used, it is recommended to be broken down according to EC Annex XXIII.

46)NUMBER OF CERTIFIED TRAINING PARTICIPANTS -LABOUR MARKET ACCESS

Multi-criteria analysis scoring

Relevance	Sensitivity	Availability	Cost
3	3	3	3

Comments

- Supplementary indicator for KAI 6.2
- The indicator is relevant for measuring the effects of the interventions under KAI 6.2.It quantifies the number of persons certified , as result of participation to training programs.
- The indicator is sensitive to the intervention and can capture over time the progress of the intervention (in terms of effects).
- The indicator can be available from beneficiaries, through progress reports and can be updated every time new reports are received from them.
- The cost associated to collecting, monitoring and reporting this indicator is low, since no additional resources are needed for its usage, except for the operational costs resulting from reporting requirements at project level and for OP monitoring at the level of MA/ ACIS.
- The recommendation made at system level to re-label the indicator as *Certified training participants* (number) increases the manageability but does not affect the quality of the indicator or the information collected (relevance). When used, it is recommended to be broken down according to EC Annex XXIII.

47)SHARE OF CERTIFIED PARTICIPANTS IN QUALIFICATION/ REQUALIFICATION PROGRAMS

Multi-criteria analysis scoring

Relevance	Sensitivity	Availability	Cost
3	3	2	3

Comments

- Programme indicator for KAI 6.3

- The indicator is relevant for measuring the effects of the interventions under KAI 6.3. It quantifies the number of persons certified, as result of participation in qualification/ requalification programs.
- The indicator is sensitive to the intervention and can capture over time the progress of the intervention (in terms of effects).
- The indicator can be available from beneficiaries, through progress reports and can be updated every time new reports are received from them. The change of % with number will allow aggregation and improve availability.
- The cost associated to collecting, monitoring and reporting this indicator is low, since no additional resources are needed for its usage, except for the operational costs resulting from reporting requirements at project level and for OP monitoring at the level of MA/ ACIS.
- The recommendation made at system level to re-label the indicator as *Female certified participants in training/retraining programmes* (number) increases the manageability and allows aggregation beyond project level. When used, it is recommended to be broken down according to EC Annex XXIII.

Impact Indicators

48) LEVEL OF POPULATION AWARENESS (%)

Multi-criteria analysis scoring

Relevance	Sensitivity	Availability	Cost
3	2	2	2

Comments:

- Impact indicator – KAI 7.2
- The indicator is relevant for the purpose for which is collected, that of measuring the impact of the projects financed under SOP HRD.
- The indicator is partial sensitive to the intervention as not directly captures its progress over time, in the sense that any change in the activity it monitors – in this case, the level of population awareness- is not immediately reflected in the value of the indicator; also the value of the indicator can be influenced by external factors as context/ time when the measurement is done, the quality of information collected from respondents, number of respondents etc
- The indicator is not directly available from beneficiaries, through progress reports and usually impact studies/surveys are required to be undertaken in order to assess the level of population awareness.
- The cost associated to collecting, monitoring and reporting this indicator may vary from low to high, since usually additional resources are needed; the cost depend directly on the type of measurement tools used.

NEW PROPOSED OUTPUT INDICATORS RESULTING FROM SYSTEM ANALYSIS

49) STUDIES, ANALYSES, REPORTS, STRATEGIES IN SOCIAL ECONOMY (NUMBER)

Multi-criteria analysis scoring

Relevance	Sensitivity	Availability	Cost
3	3	3	3

Comments:

- Programme indicator for KAI 6.1
- The indicator is relevant for measuring the output of the projects financing elaboration of studies, analyses, reports, strategies in social economy under KAI 6.1.
- The indicator is sensitive to the intervention and it directly captures its progress over time, in the sense that any change in the variable it monitors – in this case elaboration of studies, analyses, reports, strategies in social economy - is immediately reflected in the value of the indicator
- The indicator is available from beneficiaries, through progress reports and can be updated every time new reports are received from them.
- The cost associated to collecting, monitoring and reporting this indicator is low, since no additional resources are needed for its usage, except for the operational costs resulting from reporting requirements at project level and for OP monitoring, at the level of the MA/ACIS.

**50) PARTNERSHIPS CONCLUDED PER PROJECT IN SOCIAL ECONOMY FIELD
(NUMBER)**

Multi-criteria analysis scoring

Relevance	Sensitivity	Availability	Cost
3	3	3	3

Comments:

- Programme indicator for KAI 6.1
- The indicator is relevant for measuring the output of the projects financing the interventions under 6.1 including support for partnerships aiming the creation and development of social economy structures.
- The indicator is sensitive to the intervention and it can capture its progress over time, in the sense that any change in the variable it monitors – in this case partnerships concluded per project in social economy - is immediately reflected in the value of the indicator (number of partnerships concluded in social economy). However external factors as general socio-economic conditions might influence the process of creation new partnerships in social economy domain.
- The indicator is available from beneficiaries, through progress reports and can be updated every time new reports are received from them.
- The cost associated to collecting, monitoring and reporting this indicator is low, since no additional resources are needed for its usage, except for the operational costs resulting from reporting requirements at project level and for OP monitoring, at the level of the MA/ACIS.

**51) ASSISTED BENEFICIARIES OF ACCOMPANYING MEASURES FOR ENABLING
EMPLOYMENT (NUMBER)**

Multi-criteria analysis scoring

Relevance	Sensitivity	Availability	Cost
3	3	3	3

Comments:

- Programme indicator for KAI 6.2
- The indicator is relevant for measuring the output of the projects financing intervention aiming improving the access and participation of the vulnerable groups on the labour market under KAI 6.1. The indicator proposes to measure the level of the assistance in terms of accompanying type service, reflected in number of beneficiaries assisted.

- The indicator is sensitive to the intervention and it directly captures its progress over time, in the sense that any change in the activity it monitors – providing accompanying type services for enabling employment - is immediately reflected in the value of the indicator.
- The indicator is available from beneficiaries, through progress reports and can be updated every time new reports are received from them.
- The cost associated to collecting, monitoring and reporting this indicator is low, since no additional resources are needed for its usage, except for the operational costs resulting from reporting requirements at project level and for OP monitoring, at the level of the MA/ACIS.

52) REQUESTS FOR INFORMATION ANSWERED BY THE HELP DESK TYPE SERVICES (NUMBER)

Multi-criteria analysis scoring

Relevance	Sensitivity	Availability	Cost
3	3	2	3

Comments:

- Programme indicator for KAI 7.2
- The indicator is relevant for measuring the output of the projects financing the support for communication and promotion SOP HRD under 7.2 and specifically to measure the results of the interventions of help-desk type services in terms of number of questions resolved by the staff involved.
- The indicator is sensitive to the intervention and it directly captures its progress over time, in the sense that any change in the variable it monitors – in this case the number of questions/ requests for information resolved - is immediately reflected in the value of the indicator.
- The indicator is available from beneficiaries, through progress reports and can be updated every time new reports are received from them providing that an accurate registration procedure is in place (this applies both for the questions received and responses).
- The cost associated to collecting, monitoring and reporting this indicator is estimated as low, since no additional resources are needed for its usage, except for the operational costs resulting from reporting requirements at project level and for OP monitoring, at the level of the MA/ACIS.

NEW PROPOSED RESULT INDICATORS RESULTING FROM SYSTEM ANALYSIS

53) TRANSNATIONAL ACTIVITIES IMPLEMENTED IN INCREASING ADAPTABILITY (NUMBER)

Multi-criteria analysis scoring

Relevance	Sensitivity	Availability	Cost
3	2	3	3

Comments

- Supplementary indicator for KAI 3.2
- The indicator is relevant for measuring the effects of the interventions under 3.2 specifically in terms of transnational activities implemented aiming the exchange of experience in increasing adaptability.

- The indicator is sensitive to the intervention and can capture over time the progress of the intervention (in terms of effects). However, by its nature it is less sensitive than an output indicator;
- The indicator can be available from beneficiaries, through progress reports and can be updated every time new reports are received from them providing that the variable of transnational activities implemented is constantly/ periodically monitored by the project.
- The cost associated to collecting, monitoring and reporting this indicator may vary from low to medium depending greatly on the reporting requirements set at the level of the project.

54) UNEMPLOYED REINTEGRATED ON THE LABOUR MARKET (NUMBER)

Multi-criteria analysis scoring

Relevance	Sensitivity	Availability	Cost
3	2	2	2

Comments

- Programme indicator for KAI 4.1
- The indicator is relevant for measuring the effects of the interventions in terms of unemployed reintegrated on the labour market as direct effect of the investment aiming the improvement of the public employment services and the delivery of its services.
- The indicator is sensitive to the intervention and can capture over time the progress of the intervention (in terms of effects). However, by its nature it is less sensitive than an output indicator which is directly linked to the project; it must be acknowledged also the risk of influence by external factors as general economic conditions and situation of the labour market
- The indicator can be available from beneficiaries, through progress reports and can be updated every time new reports are received from them providing that the variable of unemployed reintegrated on the labour market is constantly/ periodically monitored by the project.
- The cost associated to collecting, monitoring and reporting this indicator may vary from low to medium depending greatly on the reporting requirements set at the level of the project and the type of tools used for collecting the information.

55) TRANSNATIONAL PARTNERSHIPS (NUMBER)

Multi-criteria analysis scoring

Relevance	Sensitivity	Availability	Cost
3	2	3	2

Comments

- Supplementary indicator for KAI 4.1
- The indicator is relevant for measuring the effects of the interventions under 4.1 and specifically concerning the development of transnational partnerships in support for the PES modernization.
- The indicator is sensitive to the intervention and can capture over time the progress of the intervention (in terms of effects). However, by its nature it is less sensitive than an output indicator;
- The indicator can be available from beneficiaries, through progress reports and can be updated every time new reports are received from them providing that the variable of transnational partnerships concluded is constantly/ periodically monitored by the project.
- The cost associated to collecting, monitoring and reporting this indicator is low, since no additional resources are needed for its usage, except for the operational costs resulting from reporting requirements at project level and for OP monitoring at the level of MA/ ACIS.

56) BENEFICIARIES INTEGRATED/REINTEGRATED ON THE LABOUR MARKET (NUMBER)

Multi-criteria analysis scoring

Relevance	Sensitivity	Availability	Cost
3	2	2	2

Comments

- Program indicator for KAI 5.1
- The indicator is relevant for measuring the effects of the intervention. It quantifies the usefulness of the interventions under KAI 5.1 in terms of number of beneficiaries of active employment measures that get integrated on the labour market;
- The indicator is sensitive to the intervention and can capture over time the progress of the intervention (in terms of effects). However it must be acknowledged also the risk of influence by external factors as instability of economic conditions and labour market specifically.
- The indicator can be available from beneficiaries, through progress reports and can be updated every time new reports are received from them providing that the variable of beneficiaries integrated on the labour market is constantly/ periodically monitored by the project.
- The cost associated to collecting, monitoring and reporting this indicator may vary from low to medium depending greatly on the reporting requirements set at the level of the project and the type of tools used for collecting the information.

57) BUSINESS START-UPS SET UP IN NON AGRICULTURAL ACTIVITIES (NUMBER)

Multi-criteria analysis scoring

Relevance	Sensitivity	Availability	Cost
3	2	3	3

Comments

- Programme indicator for KAI 5.2
- The indicator is relevant for measuring the effects of the intervention. It quantifies the number of business start-ups set up in non-agricultural activities and support specifically the measurement of the operations concerning *promoting programmes that support and encourage business start-up in non-agricultural activities*
- The indicator is sensitive to the intervention and can capture over time the progress of the intervention (in terms of effects) - in this case, measuring the number of business start-ups in non-agricultural activities; However it must be acknowledged also the risk of influence by external factors as instability of economic conditions and labour market specifically.
- The indicator can be available from beneficiaries, through progress reports and can be updated every time new reports are received from them.
- The cost associated to collecting, monitoring and reporting this indicator may vary from low to medium depending greatly on the reporting requirements set at the level of the project and the type of tools used for collecting the information.

58) TRANSNATIONAL PARTNERSHIPS (NUMBER)

Multi-criteria analysis scoring

Relevance	Sensitivity	Availability	Cost
3	2	3	2

Comments

- Added as new program indicator for KAI 6.1
- The indicator is relevant for measuring the effects of the interventions under 6.1 and specifically concerning the development of transnational partnerships in support of the social economy type structures and activities.
- The indicator is sensitive to the intervention and can capture over time the progress of the intervention (in terms of effects). However, by its nature it is less sensitive than an output indicator;
- The indicator can be available from beneficiaries, through progress reports and can be updated every time new reports are received from them providing that the variable of transnational partnerships concluded targeting cooperation in the social economy field is constantly/ periodically monitored by the project.
- The cost associated to collecting, monitoring and reporting this indicator is low, since no additional resources are needed for its usage, except for the operational costs resulting from reporting requirements at project level and for OP monitoring at the level of MA/ ACIS.

59) BENEFICIARIES (VULNERBLE GROUPS) OF SPECIFIC PROGRAMMES INTEGRATED ON THE LABOUR MARKET

Multi-criteria analysis scoring

Relevance	Sensitivity	Availability	Cost
3	2	2	2

Comments

- Added as new program indicator for KAI 6.2
- The indicator is relevant for measuring the effects of the intervention. It quantifies the usefulness of the interventions under KAI 6.2 in terms of number of beneficiaries of specific programs that get integrated on the labour market;
- The indicator is sensitive to the intervention and can capture over time the progress of the intervention (in terms of effects). However it must be acknowledged also the risk of influence by external factors as instability of economic conditions and labour market specifically that could affect the rate of reintegration on the labour market.
- The indicator can be available from beneficiaries, through progress reports and can be updated every time new reports are received from them providing that the variable of number of beneficiaries integrated on the labour market is constantly/ periodically monitored by the project.
- The cost associated to collecting, monitoring and reporting this indicator may vary from low to medium depending greatly on the reporting requirements set at the level of the project and the type of tools used for collecting the information.

60) PARTICIPANTS AT ORGANIZED EVENTS (NUMBER)

Multi-criteria analysis scoring

Relevance	Sensitivity	Availability	Cost
3	3	2	2

Comments

- Program indicator for KAI 6.4
- The indicator is relevant for measuring the effects of the interventions funded under 6.4 specifically the effects of the interventions aiming trans-national initiatives for an inclusive labour market by measurement the level of participation to events organized.
- The indicator is sensitive to the intervention and can capture over time the progress of the intervention (in terms of effects).



- The indicator can be available from beneficiaries, through progress reports and can be updated every time new reports are received from them providing that the participation in different events organized under 6.4 is constantly/ periodically monitored by the project.
- The cost associated to collecting, monitoring and reporting this indicator may vary from low to medium depending greatly on the reporting requirements set at the level of the project and the type of tools used for collecting the information.

61) PARTICIPANTS AT ORGANIZED EVENTS (NUMBER)

Multi-criteria analysis scoring

Relevance	Sensitivity	Availability	Cost
3	3	2	2

Comments

- Supplementary indicator for KAI 7.2
- The indicator is relevant for measuring the effects of the interventions funded under 7.2 specifically the effects of the interventions aiming the communication and promotion SOP HRD by assessing the level of participation to events organized.
- The indicator is sensitive to the intervention and can capture over time the progress of the intervention (in terms of effects).
- The indicator can be available from beneficiaries, through progress reports and can be updated every time new reports are received from them providing that the participation in different events organized under 7.2 is constantly/ periodically monitored by the project.
- The cost associated to collecting, monitoring and reporting this indicator may vary from low to medium depending greatly on the reporting requirements set at the level of the project and the type of tools used for collecting the information.