CSP Consultative Group Meeting 28.06.22

Summary of Questions & Responses

1.	Q	Will the Monitoring Framework capture 'qualitative' data?
	R	Yes, programme reporting will include a section for qualitative updates on progress against the indicators. Additional reporting methods such as, thematic, or other evaluations and case studies will be used to capture qualitative information to complement the quantitative data gathered.
2.	Q	Will CSP services receive guidance on how to measure indicators?
	R	Yes, CSP services will be provided with guidance and support tools to assist with programme reporting on indicators. Workshops will also be arranged if necessary.
3.	Q	In order to capture the complementarity between CSP and other programmes, will the monitoring framework capture data on non-CSP staff.
	R	The indicator framework does not include indicators on non-CSP staff employed by CSP supported organisations. However, this data will be captured as part of programme reporting.
4.	Q	Will CSP organisations be expected to report on relevant indicators across more than one sub-programme?
	R	There will be some general indicators that will be common across all sub programmes. The majority of organisations will be expected to report on indicators within one sub-programme only. It is expected that a small number of organisations will report against more than one strategic objective and the new ICT system will accommodate this.

5.	**Q**	**Can the 70% rule be reviewed?**
	R	It is considered that the 70% rule should remain given high unemployment rates and the focus on disadvantaged target groups, which now includes Ukrainians entitled to work here. While exemptions to this rule will continue to be considered/applied, it should be noted that the funding model provides an incentive to CSP organisations to maximise the number of employees that come from the CSP target groups. The 70% rule will remain under review Note: 53 CSP services did not comply with this rule 2021
6.	**Q**	**Are Managers included in the metric used to calculate the no. of CSP employees from the programme target group.**
	R	The metric currently excludes Managers; however, this may be reviewed at a later date.
7.	**Q**	**Will the metric used to score 'deprivation' factor in non-spatial information?**
	R	The methodology used to assess deprivation extends beyond the immediate location of the service to take account of its radial impact area. For example, a CSP service located in an affluent area but servicing a very disadvantaged area around its geographic location. It will also adjust for services working with disadvantaged target groups.
8.	**Q**	**Can organisations apply for additional posts in the re-application process**
	R	The re-application process is based on existing CSP supported staff levels. A separate process to manage 'additional' resource requests will continue as part of the wider programme redesign. However, this will be considered on a case-by-case basis.
9.	**Q**	**Will the CSP funding rates be aligned with the National minimum wage?**
	R	It is DRCD's objective to provide a sustainable multi-annual funding model for CSP organisations. The proposed differential funding rate model was developed to take account of the differential funding requirements of CSP organisations. DRCD have taken note of the various submissions and proposals made in respect of the funding rates for the CSP Programme, including the contribution towards Manager's

		salaries. The contribution rates to be applied under the new model in 2023 and thereafter are subject to Ministerial approval and budget availability.
10.	**Q**	**Clarify how surplus is calculated to determine scoring on the metric for 'earning potential'. If 2019 Annual Financial Statement's (AFS) are used, will pluri-active organisations be required to reopen their 2019 Accounts to specify income and expenditure?**
	R	Surplus % is calculated with regards to the CSP service(s) only. Total Income (excl. Amortisation if applicable) minus Expenditure (excl. Depreciation if applicable) = Adjusted Surplus / Total Income (exl. Amortisation if applicable). Organisations will not be required to reopen their AFS, however, for the small no. of organisations considered pluri-active, additional information may be sought.
11.	**Q**	**Will the metric used to determine 'earning potential' take account of level of reserves?**
	R	Reserves will not be assessed as part of this metric as it is not considered a direct indicator of current earning potential. Reserves are reviewed as part of the programme reporting to evaluate an organisation's viability and sustainability.
12.	**Q**	**Will CSP organisations that exceed the 70% threshold on the metric for 'No of individuals employed from CSP target groups' get top marks on this metric, despite the scoring framework setting a benchmark of 86% or above for top marks.**
	R	The scoring framework for this metric rewards organisation that meet the 70% threshold and above. There is an additional incentive for those that can achieve 86% or higher. As a simplification, the level of employment will be counted based on individuals employed rather than % share of total hours worked by staff from the CSP target groups.
13.	**Q**	**Will an organisation's combined score against the three metrics, used to determine their rate of funding, be reviewed during the contract lifecycle?**
	R	Yes, it is intended to review an organisation's scoring on the differential funding model during the contract lifecycle to

		reflect any changes. The process and frequency for this has yet to be scoped.
14.	Q	**How will CSP income and expenditure be disaggregated for larger pluri-active organisations that employ staff under multiple programmes**
	R	Pluri-active organisations should be able to report on income and expenditure related to each distinct CSP activity. Where CSP staff are employed to work across all activities, Pobal will review its overall Income & Expenditure Statement. For example, if the organisation has three activities of which the CSP funding contributes to two of these, the financial position of these two activities must be identifiable. This element already forms part of the existing programme as detailed in the (CSP Programme Operating Manual under Section 3.2.5) and is also included as a contract condition.
15.	Q	**Will organisations be able to set their own hours/type of employment (FT/PT) for CSP supported posts?**
	R	Yes, as a simplification of the current programme rules, organisations are free to determine conditions of employment of individuals in respect of hours worked and/or /type of employment e.g., FT/PT.
16.	Q	**Does the proposed differential funding rate model disincentivise organisations to increase earning potential**
	R	The differential funding model is designed to provide additional support to organisations working in disadvantaged areas or with disadvantaged communities and considered most in need. Under the proposed model, no organisation will receive less than their current allocation, at current staffing levels.
17.	Q	**Will organisations be expected to score themselves under the various metrics.**
	R	Pobal will oversee the application of the differential funding rate model in assessing organisations against the three weighted metrics. The data used is based solely on factual sources, most of which is supplied by the organisation e.g., AFS, application form, etc.
18.	Q	**The CSP programme sits across four domains i.e., Social Economy, Social Inclusion, Community Development and**

		Labour Activation. Do each of these carry an equal weighting?
	R	There is no notional weighting attached to these, it is just used to describe how the programme is designed to support elements of each.
19.	Q	**Can DRCD provide clarity relating to progression of CSP staff to other employment.**
	R	One of the programme objectives is to support the employment of individuals, particularly, those most distant from the labour market. Data captured will enable staff progression to be tracked. Staff who enhance their employability and progress to other employment is a benefit of the programme that we wish to capture. There is no expectation on organisations to promote progression, or to set limits on the duration of employment for CSP supported staff apart from the rule relating to retirement age.
20.	Q	**Will there be any impact on the proposed reduction of hours from 39/week to 37.5/week for a CSP supported full-time post?**
	R	The proposed change to the number of hours worked for a full-time post is purely for reference purposes in terms of what the CSP contribution goes towards. Organisations are not obliged to change employment contracts on foot of this, Alternatively, organisations may choose, in consultation with their CSP supported staff to amend employment contracts so that full-time staff are only required to work 37.5 hours/w or they may choose to employ staff at the same hourly rate, up to 37.5 hours/w.
21.	Q	**Can DRCD consider the administrative burden of moving to quarterly reporting.**
	R	The indicator framework of the programme has been designed to minimise the admin burden of reporting, in the following ways: • Organisations report on relevant indicators only • Reporting will be simplified and done through an online reporting system. • Organisations will be required to put in place their own arrangements regarding data capture and reporting.

		• It is expected that some data will not change from quarter to quarter
22.	**Q**	**Will there be a separate additional training budget for the programme?**
	R	It is not proposed to provide additional funding towards specific costs such as training, or compliance costs and the funding model proposed will calculate the full contribution to each organisation. It should be noted that there are a number of Government schemes that provide funding for the training and upskilling of individuals such as our Departments' SICAP programme and other DSP supported programmes.
23.	**Q**	**Is there likely to be a call for new applicants?**
	R	This will be subject to Ministerial decision and budget availability.
24.	**Q**	**How many CSP services exited the programme in 2021?**
	R	The exit rate from the programme has been quite low. A total of five organisations exited the programme in 2021 and a further seven organisations have joined the programme during 2022.
25.	**Q**	**Are the proposed differential funding rates based on the existing budget only?**
	R	No, the proposed funding model and differential funding rates will require an increased allocation in the 2023 budget.
26.	**Q**	**Will funding level be linked with outputs reported**
	R	The funding model proposed is not linked with achievement of targets or reported outputs. Data on outputs reported will be collated to assist with overall programme reporting, and assessing performance against objectives, etc. Outputs reported will be reviewed in order to provide support and guidance to organisations in setting their own targets and achieving them.
27.	**Q**	**Will income forecasts be used as part of the metric to determine earning potential**
	R	This will only be considered for new applicants, (post 2019). For all existing CSP organisations, data will be taken from the Annual Financial Statements.

28.	Q	When will the new differential funding rates take effect
	R	It is intended to introduce new rates of funding following conclusion of a re-application process, which will determine an organisation's funding rate due to take effect from 1st January 2023, pending Ministerial approval and budget availability
29.	Q	If the Support Fund is being phased out from 2023, how will this funding be spent in future years
	R	Funding for the Support Fund in recent years was sourced from within the CSP vote as a result of underspends, unfilled vacancies, and voluntary exits, with some additional funding added on a once off basis to respond to the impact of Covid. Vacancies will be managed on an ongoing basis going forward resulting in minimal underspends. The proposed funding model takes account of the differential funding requirements of organisations.
30.	Q	What data will be used in the metric to assess the No. of individuals employed from the CSP target groups?
	R	This data will be submitted by each CSP organisation as part of the re-application process. Any change to this data will be captured through programme reporting.
31.	Q	Why are organisations asked to submit their Annual Financial Statements earlier this year?
	R	As per the CSP Operational Manual "Each CSP service provider must ensure that audited financial statements are prepared, finalised, and approved, so the company's full annual audited financial statements (AFS) are submitted to Pobal 6 months after their respective financial year end." It should be noted that the CRO deadline is 9 months.