

## Is it possible to record several result indicators for the same participant?

Yes, a participant may be counted for more than one result indicator. In particular, one or both of the immediate result indicators related to “gaining a qualification on leaving” and “in education/training on leaving” may be combined with an immediate result indicator measuring a change in the labour market situation - either “inactive participants engaged in job searching upon leaving” or “participants in employment, including self-employment, upon leaving”, but not both.

Indicators related to a change in labour market situation are mutually exclusive at each observation point (on leaving or six months later), but not between points, and cannot be combined. For example, the immediate result indicator “inactive, engaged in job searching upon leaving” is intended to measure the transition from inactivity to unemployment, with the definition of “engaged in job-searching” referring to the definition of “unemployed” used for output indicators, which qualifies that persons concerned should be out of work (on leaving). This indicator therefore cannot be combined with the indicator for “in employment, including self-employment, upon leaving”. If a participant who was inactive on joining subsequently takes up a part-time job and at the same time is seeking a full-time job they would be counted only as being in employment and not as newly engaged in job-searching (because they are not out of work).

For the longer-term results the indicator on “participants in employment, including self-employment, six months after leaving” cannot be combined with “participants with an improved labour market situation six months after leaving” because they cover different reference populations – respectively those who were unemployed or inactive on joining and those who were employed on joining (see Annex B in the EC guidance document).

Indicators that deal with a subset of the full population of participants will always be combined with the relevant full indicator. For example a disadvantaged participant finding work after an ESF supported operation will be counted as “participants in employment, including self-employment, upon leaving” and as “disadvantaged participants engaged in job searching, education/ training, gaining a qualification, or in employment, including self-employment, upon leaving”.

[View PDF](#)