

## **Which immediate result indicators can apply to participants that were neither unemployed nor inactive when joining an ESF operation?**

For participants that at the start date (when joining an ESF operation) are neither unemployed nor inactive (i.e. they are in employment) the immediate result indicators “participants in education and training” and “participants gaining a qualification” can apply. Any person counted in one or both of these indicators and who was also disadvantaged (living in a jobless household, single parent, migrant/minority, disabled or other disadvantaged) would also be counted under the immediate result indicator “disadvantaged participants engaged in job searching, education/training, gaining a qualification, in employment, including self-employment”.

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