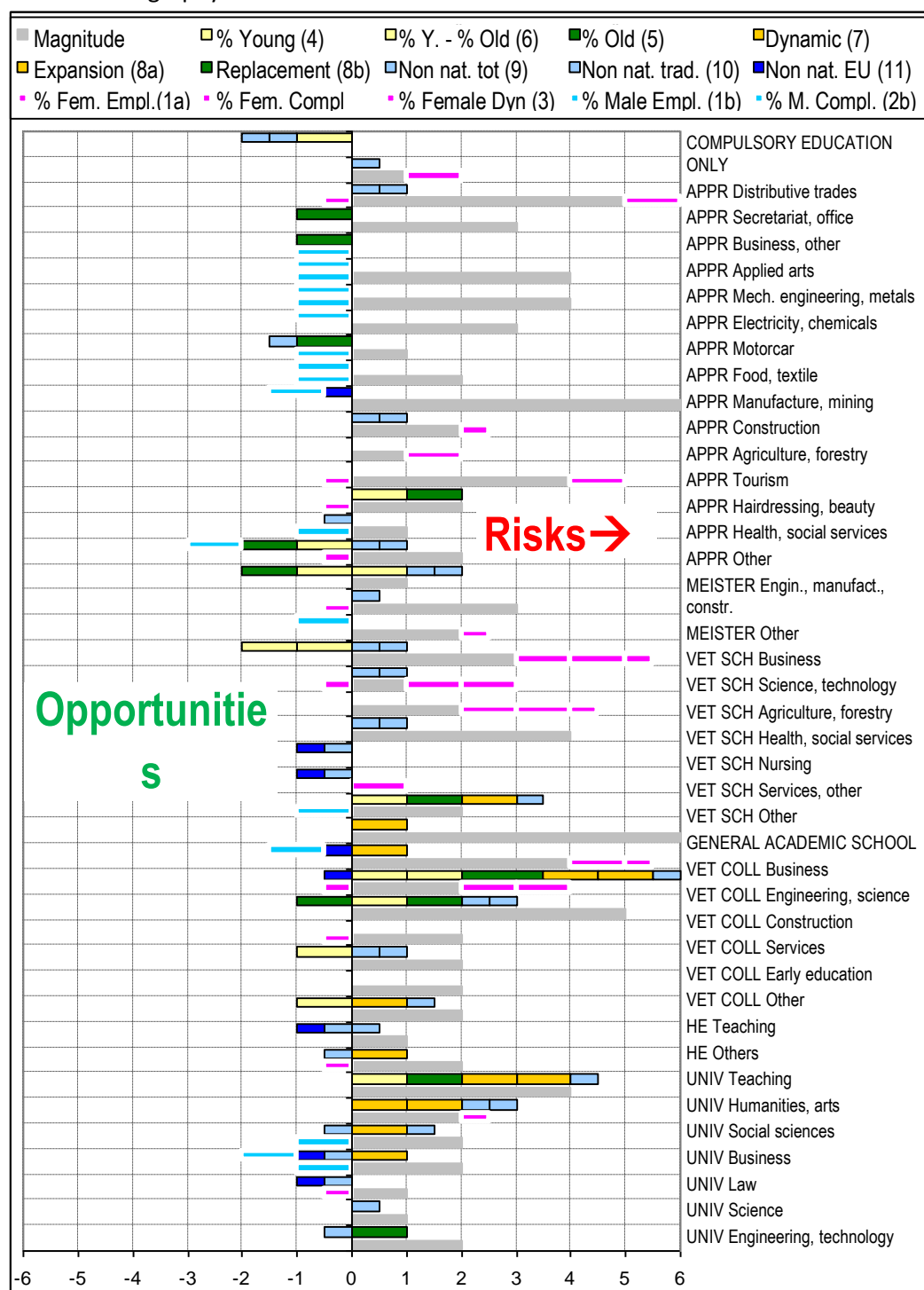


Marker Demography



1a) % Fem. Empl.: % female among the employed	4) % Young: % young employed among total employed	8b) Replacement: average cohort of older employees / completers large
1b) % Male Empl.: % male among the employed	5) % Old: % old employed among total employed	9) Non nat. tot: % non-nationals among employed
2a) % Fem. Compl.: % female among those who completed programme (completers)	6) Y. - % Old: % young - % old employed	10) Non nat. trad.: % traditional migration countries
2b) % M. Compl.: % male among those who completed programme (completers)	7) Dynamic: completers / employed	11) Non nat. EU: % traditional migration countries; % EU new member states
3) % Female Dyn: % female among completers minus % female among 'young'** employed	8a) Expansion: average cohort of older employees / completers small	Magnitude: % of category among total completers