



Scotland's Devolved Employment Services

Work First Scotland & Work Able Scotland, 2018, Quarter 1

Experimental Statistics: data being developed

Experimental Statistics are a type of official statistics that are undergoing development. They are defined in the Code of Practice for Official Statistics as: 'new official statistics undergoing evaluation that are published in order to involve users and stakeholders in their development as a means to build in quality at an early stage'.

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Background

Following the Scottish Independence Referendum in 2014, the Smith Commission set out a range of new powers for Scotland which included devolution of contracted employment support, previously delivered by the Department for Work and Pensions (DWP). Powers in respect of employability have been enacted through [The Scotland Act \(2016\)](#).

In using the newly devolved powers, the Scottish Government (SG) made the decision to implement a year of transitional employment support services, commencing April 2017, before the introduction of the new service, Fair Start Scotland, in 2018. Work First Scotland replaces what was Work Choice, the Department for Work and Pension's disability programme. Work Able Scotland does not replace an existing service, but is a new service supporting eligible individuals with a health condition. Together, Work First Scotland and Work Able Scotland aimed to provide continuity of support and help up to 4,800 people with disabilities and health conditions towards and into work.

Work First Scotland and Work Able Scotland are voluntary services that aim to provide tailored and coherent employment support, via access to a range of specialist services that respond flexibly to the needs of both individuals and their employers.

Work First Scotland (WFS) aimed to deliver support for up to 3,300 disabled people. Scottish Ministers have contracted providers who previously delivered Work Choice for DWP - Remploy, Momentum Skills and Shaw Trust - to deliver Work First Scotland.

Work Able Scotland (WAS) aimed to deliver support for up to 1,500 people with a health condition. Skills Development Scotland (SDS) has contracted the Wise Group, Remploy and Progress Scotland to deliver Work Able Scotland.

This experimental statistics release provides information on the first fifteen months of the two services.

Key findings

Employment outcomes

Work First Scotland

As at 29 June 2018, 15 months after the service was launched:

- 1,615 participants had entered employment (achieved a 'job start')¹
- 907 participants had entered employment which lasted at least 13 weeks (achieved a 'short job outcome')^{2 3}
- 563 participants had entered employment which lasted at least 26 weeks (achieved a 'sustained job outcome')^{2 3}

Work Able Scotland

As at 29 June 2018, 15 months after the service was launched:

- 138 participants had entered employment (achieved a 'job start')⁴
- 96 participants had entered employment which lasted at least 6 weeks (achieved a 'short job outcome')^{3 4}
- 29 participants had entered employment which lasted at least 26 weeks (achieved a 'sustained job outcome')^{3 4}

Referrals and starts

Overall, a total of 5,527 people joined Work First Scotland and Work Able Scotland during the period 3 April 2017 to 30 March 2018, as a result of 8,997 referrals made to the services.^{2 4 5 6}

Work First Scotland

A total of 4,432 people joined Work First Scotland during the period 3 April 2017 to 30 March 2018, as a result of 6,939 referrals made to the service. This means 64% of those referred subsequently chose to participate.^{2 5}

Work Able Scotland

A total of 1,095 people joined Work Able Scotland during the period 3 April 2017 to 30 March 2018, as a result of 2,058 referrals made to the service. This means 53% of those referred subsequently chose to participate.^{4 6}

¹ Number of WFS job starts reported by WFS service providers, as at 29 June 2018

² Numbers of WFS referrals, starts and job outcomes reported through the DWP Provider Referrals and Payments (PRaP) system. See Technical Annex for details.

³ See Technical Annex for job outcome definitions.

⁴ Number of WAS referrals and job starts reported by WAS service providers. Number of WAS starts and job outcomes recorded on, and reported by SDS' Corporate Training System. See Technical Annex for details.

⁵ Total number of starts reflects the outcomes of referrals made during the period 3 April 2017 to 9 March 2018, including a small number of people who started in April 2018. See Technical Annex for details.

⁶ Total number of starts reflects the outcomes of referrals made during the period 3 April 2017 to 9 March 2018. All starts were recorded by 30 March 2018. See Technical Annex for details.

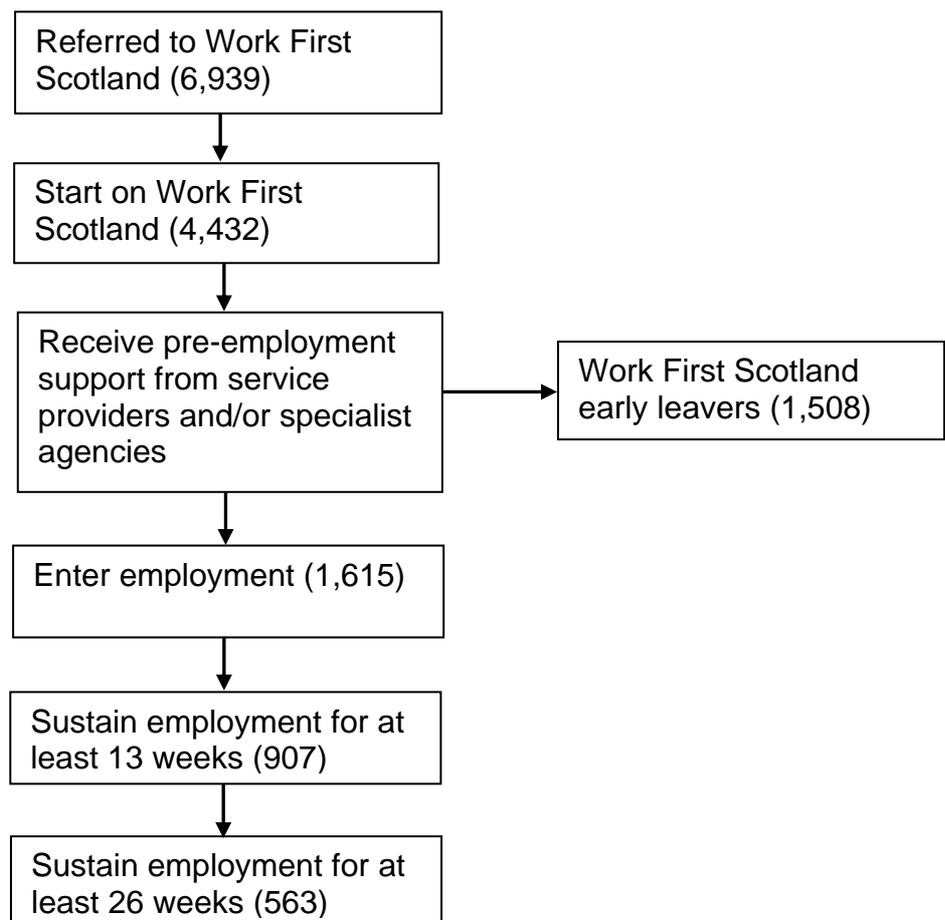
Work First Scotland Statistics

Work First Scotland (WFS) is a devolved disability employment support service. It is one of two transitional services put in place before Fair Start Scotland, which launched on 3 April 2018. Referrals to WFS were made between 3 April 2017 and 9 March 2018.

Work First Scotland is a voluntary service, tailored to meet individual need. It focuses on helping participants achieve their full potential and move towards becoming independent. It also seeks to help support employers who employ disabled people participating in the service.

The measured outputs from the service are called job outcomes, which are either short or sustained. A 'short' job outcome is achieved when a participant stays in work, or is self-employed, working 16 hours per week or more, for at least 13 consecutive weeks; that is, a job which lasts at least 13 weeks. A 'sustained' job outcome is achieved when a participant stays in a job, or is self-employed, working 16 hours per week or more, for at least 26 weeks out of 30; that is, continuous employment, but not necessarily in the same job, lasting 26 out of 30 weeks (breaks in employment must total no more than 4 weeks).

Participant journeys on Work First Scotland ⁷



⁷ Figures in brackets are as at 29 June 2018

Work First Scotland Referrals and Starts

A total of 4,432 people joined Work First Scotland during the period 3 April 2017 to 30 March 2018 as a result of 6,939 referrals made to the service. This means 64% of those referred subsequently chose to participate.^{2 5}

Figure 1: Work First Scotland referrals and starts during the period 3 April 2017 to 30 March 2018, by quarter^{2 5}

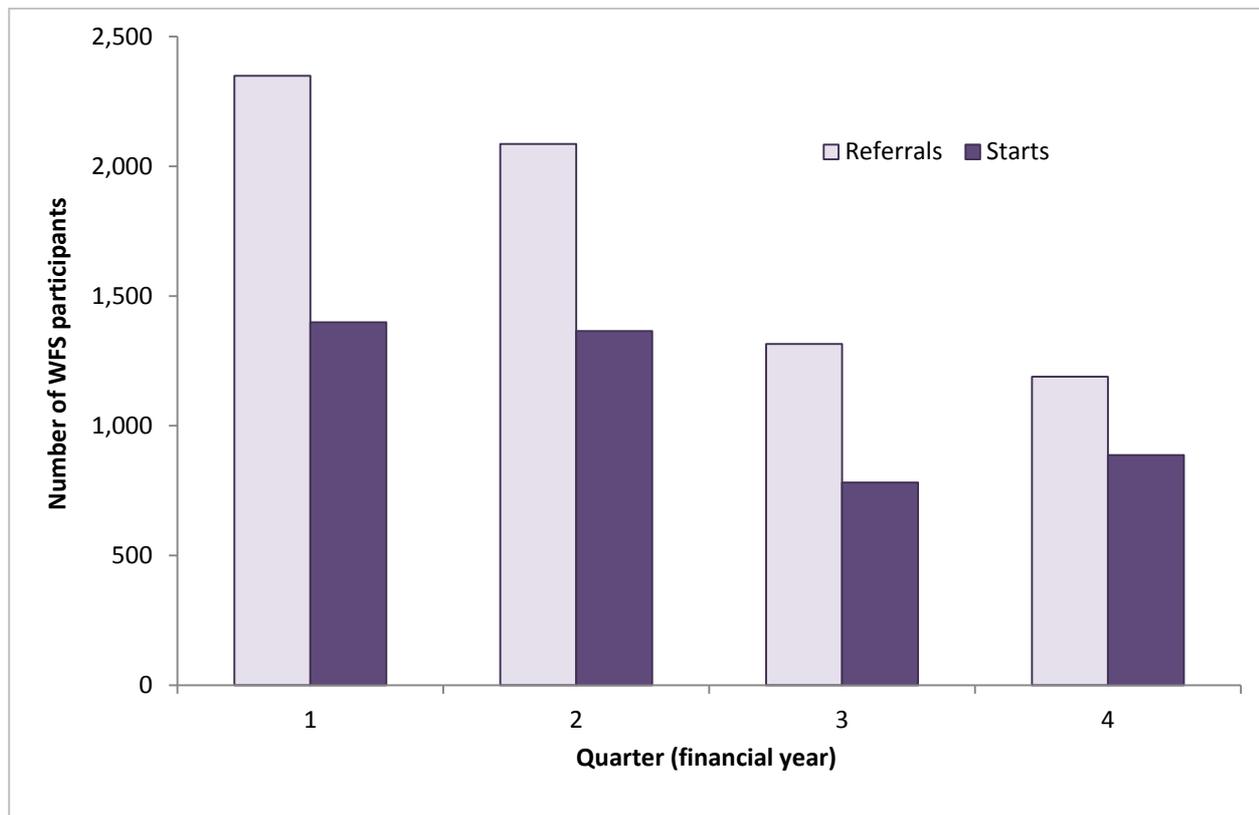


Table 1: Work First Scotland referrals and starts during the period 3 April 2017 to 30 March 2018, by quarter^{2 5}

Table 1: WFS referrals and starts during the period 3 April 2017 to 30 March 2018, by quarter		
Quarter	Referrals	Starts
1 (3 Apr – 29 Jun 2017)	2,349	1,399
2 (3 Jul – 29 Sept 2017)	2,086	1,365
3 (2 Oct – 29 Dec 2017)	1,315	781
4 (3 Jan – 30 March 2018)	1,189	887
Total Q1–Q4	6,939	4,432

WFS Early leavers

Work First Scotland participants can receive up to a maximum of 6 months each for pre-employment support, and in-work support. An early leaver is a participant who disengages from the service between joining and the end of the pre-employment support entitlement period (and has not been recorded as entering employment).

As at 29 June 2018, 1,508 early leavers from WFS had been recorded by service providers. Service providers record the reasons why participants have left the service early, if known. Where participants disengage and cease contact with the provider, attempts are made to re-engage with these individuals; however specific reasons for leaving early are not established in the majority of cases. This means that an overall distribution showing the reasons participants leave early is not available. Data supplied by service providers, however, shows that around 20% of all participants who left the service early did so because of health related issues. Other reasons include change of circumstances, relocation and personal issues prohibiting participation.

WFS Participants entering employment

As at 29 June 2018:

- 1,615 participants had entered employment (achieved a 'job start') ¹
- 907 participants had entered employment which lasted at least 13 weeks (achieved a 'short job outcome') ^{2 3}
- 563 participants had entered employment which lasted at least 26 weeks (achieved a 'sustained job outcome') ^{2 3}

WFS Participants sustaining employment - Start to Job Outcome rates

This publication reports on data from the first fifteen months of Work First Scotland, to end June 2018. Participants who have not yet had 9 or 12 months to achieve a short or sustained job outcome, respectively, must be excluded from the calculation of the start to outcome rates.

As at 29 June 2018, that means only reporting on:

- The proportion of participants who achieved short job outcomes after joining WFS during the first six months of the service (3 April and 29 September 2017) for the start to short job outcome rate;
- The proportion of participants who achieved sustained job outcomes after joining WFS during the first three months of the service (3 April and 29 June 2017) for the start to sustained job outcome rate; and
- The proportion of participants achieving sustained job outcomes, of those who achieved a short job outcome, during the first three months of the service (3 April to 29 June 2017) for the short to sustained job outcome rate

As at June 2018:

Start to short job outcome rate

A total of 665 participants achieved a short job outcome, out of 2,724 participants who started on the service between 3 April and 29 September 2017. This means that the start to short job outcome rate for this group is 24%.

Start to sustained job outcome rate

A total of 276 participants achieved a sustained job outcome, out of 1,396 participants who started on the service between 3 April and 29 June 2017. This means that the start to sustained job outcome rate for this group is 20%.

Short to sustained job outcome rate

A total of 276 participants achieved a sustained job outcome, out of 357 participants who achieved a short job outcome between 3 April and 29 June 2017. This means that the short to sustained job outcome rate for this group is 77%.

These figures will be revised in future publications as more people reach the stage at which short and sustained outcomes could have been achieved.

Work First Scotland Participants

Information on Work First Scotland participants is presented for people who started on the service, and those who had achieved short and sustained job outcomes at 29 June 2018. This information is derived directly from data collected by WFS service providers. The total numbers of WFS participants achieving short (917) and sustained (565) job outcomes in this section differ slightly from those in the flow diagram on page 7 (907 for short, and 563 for sustained job outcomes) because they are derived from separate administrative systems. Please see the Technical Annex for details.

The statistics on type of long-term health condition are derived from information collected by service providers for service delivery purposes, whilst those on age, gender and ethnic group are derived from information collected for equalities monitoring purposes. All information is self-reported.

Figure 2: Work First Scotland participants achieving short (Figure 2A) and sustained (Figure 2B) job outcomes at 29 June 2018, by age and gender

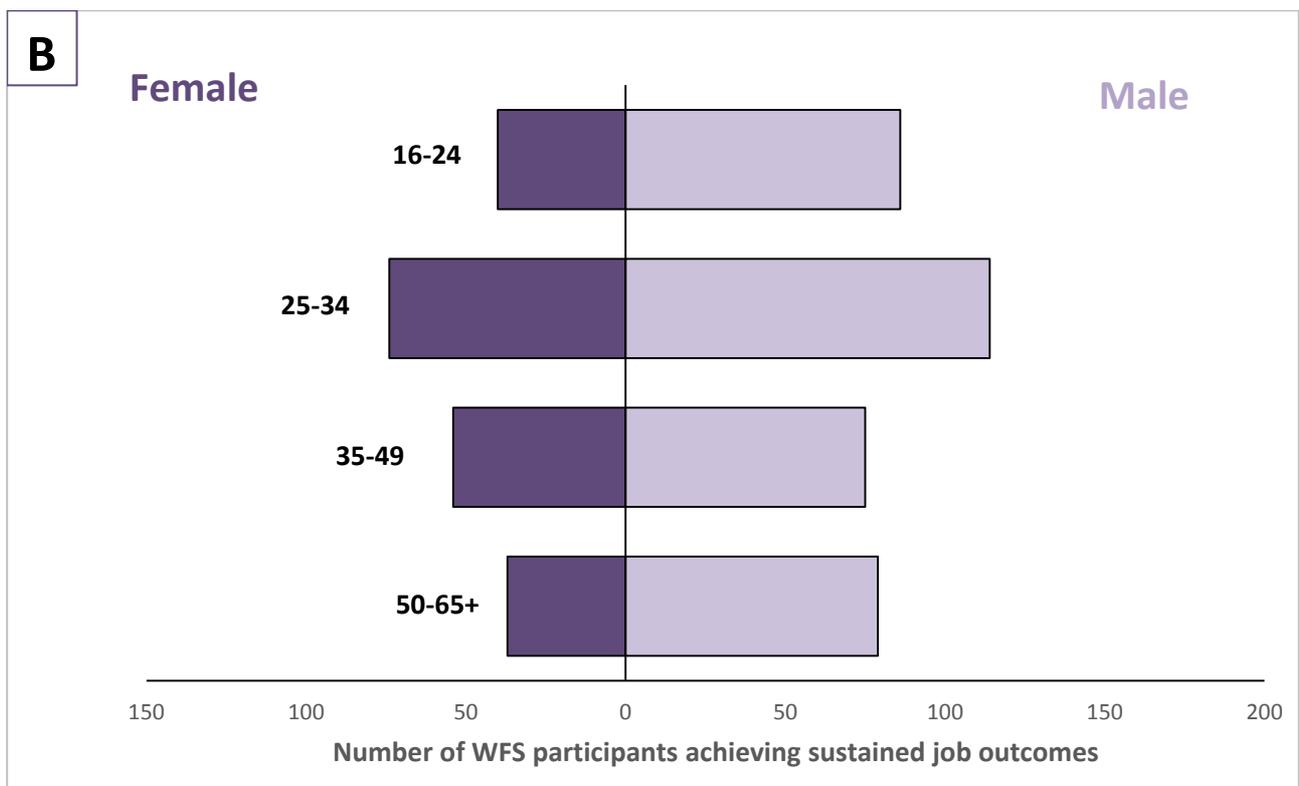
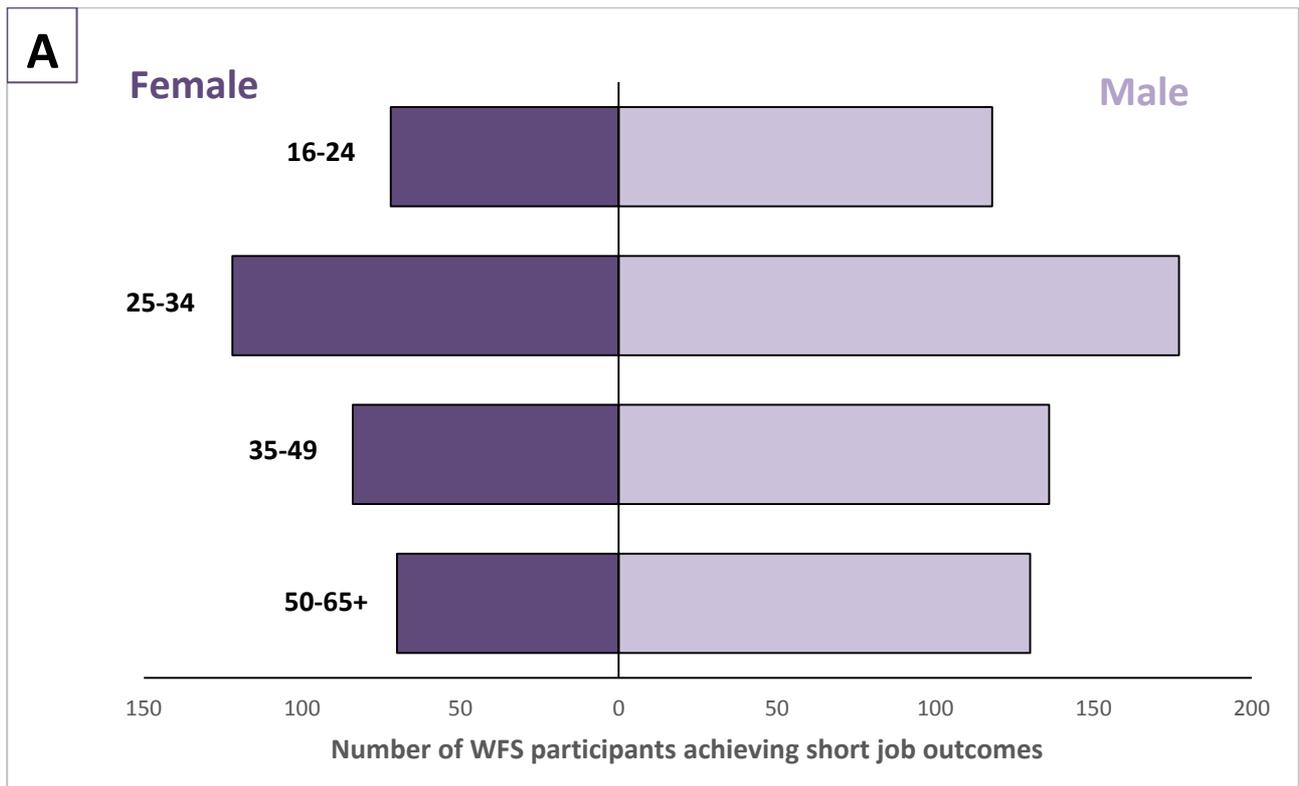


Table 2: Work First Scotland participants achieving short (Table 2A) and sustained (Table 2B) job outcomes at 29 June 2018, by age and gender

Table 2A: WFS participants achieving short job outcomes at 29 June 2018, by age and gender					
Age Group	Female	Male	Unknown	% by age group	Total
16-24	70	130	2	22.0	202
25-34	84	136	0	24.0	220
35-49	122	177	2	32.8	301
50-65+	72	118	2	20.9	192
Unknown	1	1	0	0.2	2
% by gender	38.1	61.3	0.7	100⁸	
Total	349	562	6		917

Table 2B: WFS participants achieving sustained job outcomes at 29 June 2018, by age and gender					
Age Group	Female	Male	Unknown	% by age group	Total
16-24	37	79	1	20.7	117
25-34	54	75	0	22.8	129
35-49	74	114	2	33.6	190
50-65+	40	86	1	22.5	127
Unknown	1	1	0	0.4	2
% by gender	36.5	62.8	0.7	100	
Total	206	355	4		565

Table 3: Work First Scotland participants, by age and gender

Table 3: WFS participants, by age and gender					
Age Group	Female	Male	Unknown	% by age group	Total
16-24	281	521	5	18.2	807
25-34	339	632	0	21.9	971
35-49	513	871	4	31.3	1,388
50-65+	460	788	2	28.2	1,250
Unknown	8	8	0	0.4	16
% by gender	36.1	63.6	0.2	100	
Total	1,601	2,820	11		4,432

Figures 2A and 2B, alongside Tables 2A and 2B, show that whilst the proportion of participants in each age group who achieved both short and sustained job outcomes is broadly similar to those who joined the service, higher proportions of participants aged under 35 achieved short (46%), and sustained (44%) job outcomes, compared to those in the same age group who joined the service (40%, Table 3). Conversely, lower proportions of those in the older age groups (35 or over) achieved short (54%) and sustained (56%) job outcomes compared to those who joined the service (60%). Females accounted for over a third of all those achieving short or sustained job outcomes, and those joining the service.

⁸ Figures may not sum to 100 due to rounding

Figure 3: Work First Scotland participants achieving short (Figure 3A) and sustained (Figure 3B) job outcomes at 29 June 2018, by type of long-term health condition

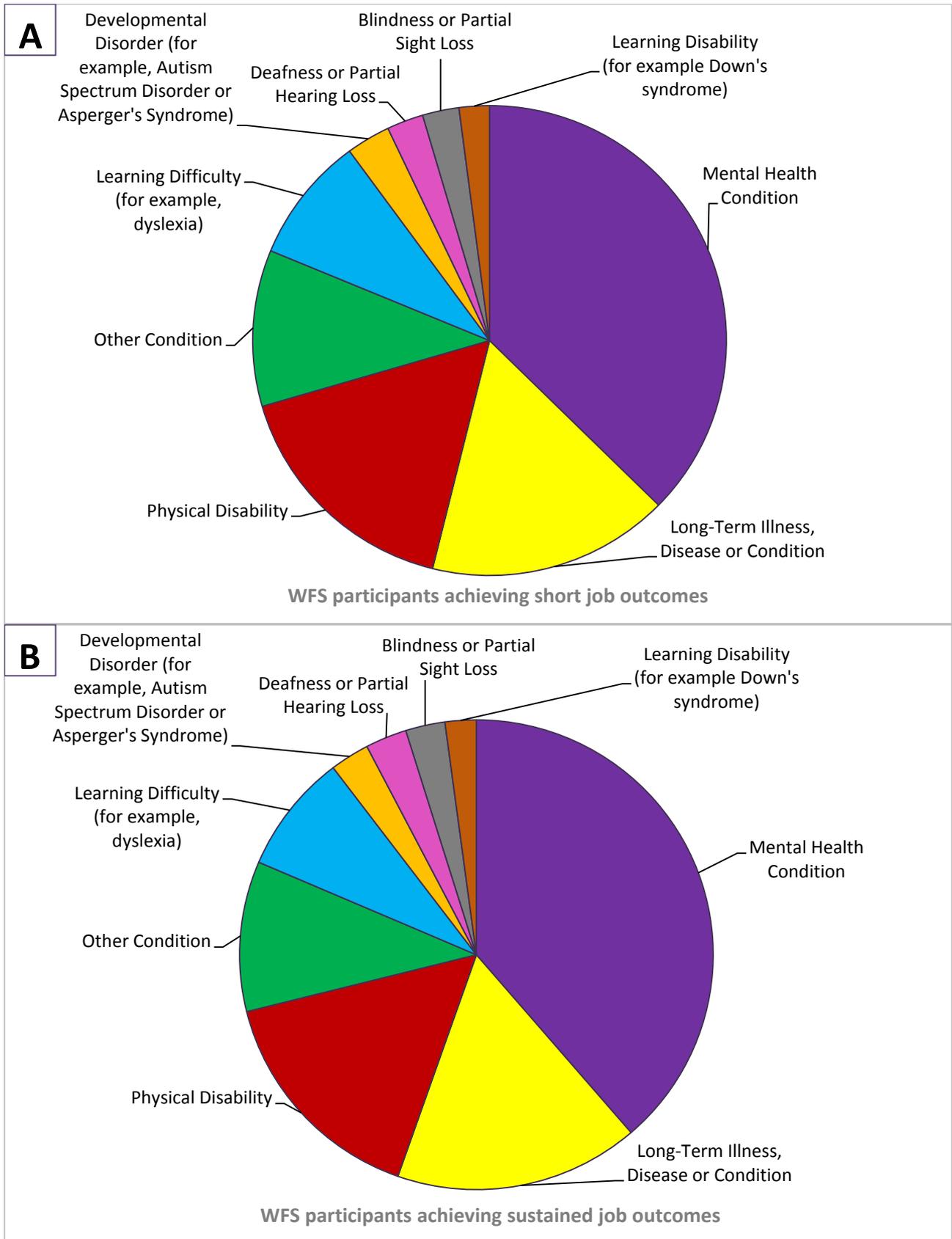


Table 4: Work First Scotland participants achieving short and sustained job outcomes at 29 June 2018, by type of long-term health condition

Table 4: WFS participants achieving short and sustained job outcomes at 29 June 2018, by type of long-term health condition				
	Short job outcomes		Sustained job outcomes	
Type of long-term health condition	Number of all types of condition reported	% of all types of condition reported	Number of all types of condition reported	% of all types of condition reported
Mental health condition	434	37.3	273	38.7
Physical disability	193	16.6	111	15.7
Long-term illness, disease or condition	192	16.5	118	16.7
Other Condition	125	10.8	73	10.3
Learning difficulty (for example, dyslexia)	101	8.7	58	8.2
Developmental disorder (for example, Autism Spectrum Disorder or Asperger's Syndrome)	35	3.0	19	2.7
Deafness or partial hearing loss	29	2.5	20	2.8
Blindness or partial sight loss	29	2.5	19	2.7
Learning disability (for example, Down's Syndrome)	24	2.1	15	2.1
Total	1,162⁹	100	706	100⁸

⁹ More than one type of long-term health condition can be recorded for an individual, hence the totals sum to more than the total number of participants.

Table 5: Work First Scotland participants, by type of long-term health condition

Table 5: WFS participants, by type of long-term health condition		
Type of long-term health condition	Number of types of long-term health condition	% of types of long-term health condition
Mental health condition	1,948	32.8
Long-term illness, disease or condition	1,036	17.4
Physical disability	1,031	17.3
Other condition	642	10.8
Learning difficulty (for example, dyslexia)	570	9.6
Deafness or partial hearing loss	207	3.5
Developmental disorder (for example, Autism Spectrum Disorder or Asperger's Syndrome)	176	3.0
Blindness or partial sight loss	171	2.9
Learning disability (for example, Down's Syndrome)	164	2.8
Total	5,945⁹	100⁸

Figures 3A and 3B, alongside Tables 4 and 5, show that over a third of all types of condition reported by participants achieving short (37%) and sustained (39%) job outcomes were mental health conditions, and this is higher than the proportion reported by those joining the service (33%). Overall, the distribution of types of long-term health conditions was broadly similar for those achieving short and sustained outcomes, and for those joining the service. Long-term illnesses, diseases or conditions accounted for just under 17% of all types of conditions reported by participants who achieved both short or sustained job outcomes, with physical disabilities accounting for similar proportions. A learning difficulty accounted for 9% and 8% of all types of conditions reported for those achieving short and sustained outcomes, respectively, and 10% for those joining WFS.

Figure 4: Work First Scotland participants achieving short (Figure 4A) and sustained (Figure 4B) job outcomes at 29 June 2018, by number of types of long-term health condition

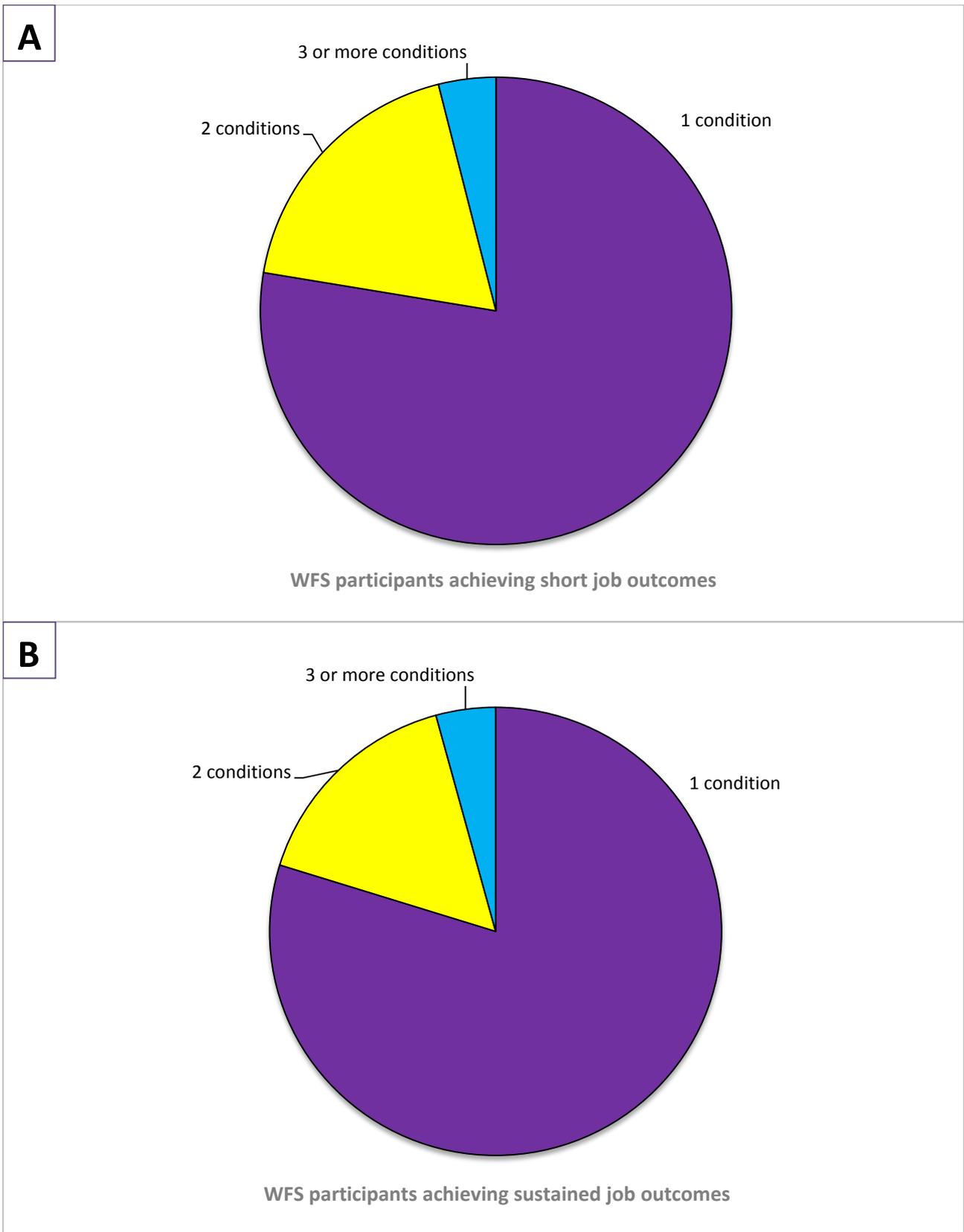


Table 6: Work First Scotland participants achieving short and sustained job outcomes at 29 June 2018, by number of types of long-term health condition

Table 6: WFS participants achieving short and sustained job outcomes at 29 June 2018, by number of types of long-term health condition				
Number of types of long-term health condition	Short job outcomes		Sustained job outcomes	
	Number of WFS participants	% of WFS participants	Number of WFS participants	% of WFS participants
1	711	77.5	450	79.6
2	169	18.4	90	15.9
3 or more	36	3.9	24	4.2
Unknown	1	0.1	1	0.2
Total	917	100⁸	565	100⁸

Table 7: Work First Scotland participants, by number of types of long-term health condition

Table 7: WFS participants, by number of types of long-term health condition		
Number of types of long-term health condition	Number of WFS participants	% of WFS participants
1	3,215	72.5
2	945	21.3
3 or more	266	6.0
Unknown	6	0.1
Total	4,432	100⁸

Figures 4A and 4B, together with Table 6, show that more than three quarters of participants achieving short (78%) and sustained (80%) job outcomes reported having one long-term health condition, and this is higher than the proportion of individuals joining the service with one condition (73%, Table 7). Whilst 27% of those joining the service reported having 2 or more conditions, lower proportions of those with 2 or more conditions achieved short (22%) and sustained (20%) job outcomes.

Table 8: Work First Scotland participants achieving short and sustained job outcomes at 29 June 2018, by ethnic group

Table 8: WFS participants achieving short and sustained job outcomes at 29 June 2018, by ethnic group				
	Short job outcomes		Sustained job outcomes	
Ethnic group	Number of WFS participants	% of WFS participants	Number of WFS participants	% of WFS participants
White	848	92.5	517	91.5
Minority ethnic ¹⁰	34	3.7	23	4.1
Unknown	35	3.8	25	4.4
Total	917	100	565	100

Table 9: Work First Scotland participants, by ethnic group

Table 9: WFS participants, by ethnic group		
Ethnic group	Number of WFS participants	% of WFS participants
White	4,105	92.6
Minority ethnic ¹⁰	166	3.7
Unknown	161	3.6
Total	4,432	100⁸

Tables 8 and 9 show that around 4% of participants achieving short and sustained job outcomes, as well as those joining the service, reported being from minority ethnic groups.

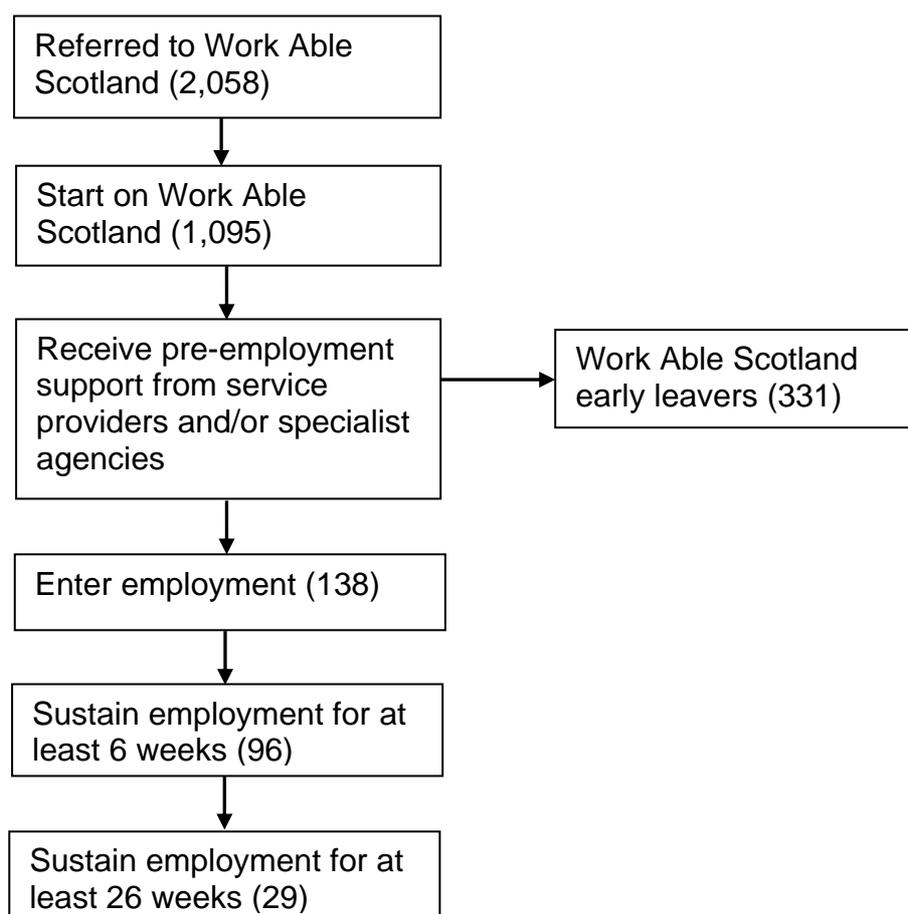
¹⁰ Includes Mixed or multiple ethnic groups, Asian, Asian Scottish or Asian British, African, Caribbean or Black and Other ethnic groups

Work Able Scotland Statistics

Work Able Scotland (WAS) is a devolved employment support service for those with a health condition, managed by Skills Development Scotland. It is one of two transitional services put in place before Fair Start Scotland, which launched on 3 April 2018. Work Able Scotland is a voluntary service, tailored to meet individual need. It focuses on helping participants achieve their full potential and move towards becoming independent. It also seeks to help support employers who employ people participating in the service with a health condition.

The measured outputs from the service are called job outcomes, which are either short or sustained. A 'short' job outcome is achieved when a participant stays in work, or is self-employed, working 16 hours per week or more, for at least 6 consecutive weeks; that is, a job which lasts at least 6 weeks.¹¹ A 'sustained' job outcome is achieved when a participant stays in a job, or is self-employed, working 16 hours per week or more, for at least 26 weeks out of 30; that is, continuous employment, but not necessarily in the same job, lasting 26 out of 30 weeks (breaks in employment must total no more than 4 weeks).

Participant journeys on Work Able Scotland ⁷



¹¹ The length of WAS short job outcomes reflects the complex barriers of the WAS participant group

Work Able Scotland Referrals and Starts

A total of 1,095 people joined Work Able Scotland during the period 3 April 2017 to 30 March 2018, as a result of 2,058 referrals made to the service. This means 53% of those referred subsequently chose to participate.^{4 5}

Figure 5: Work Able Scotland referrals and starts during the period 3 April 2017 to 30 March 2018, by quarter^{4 5}

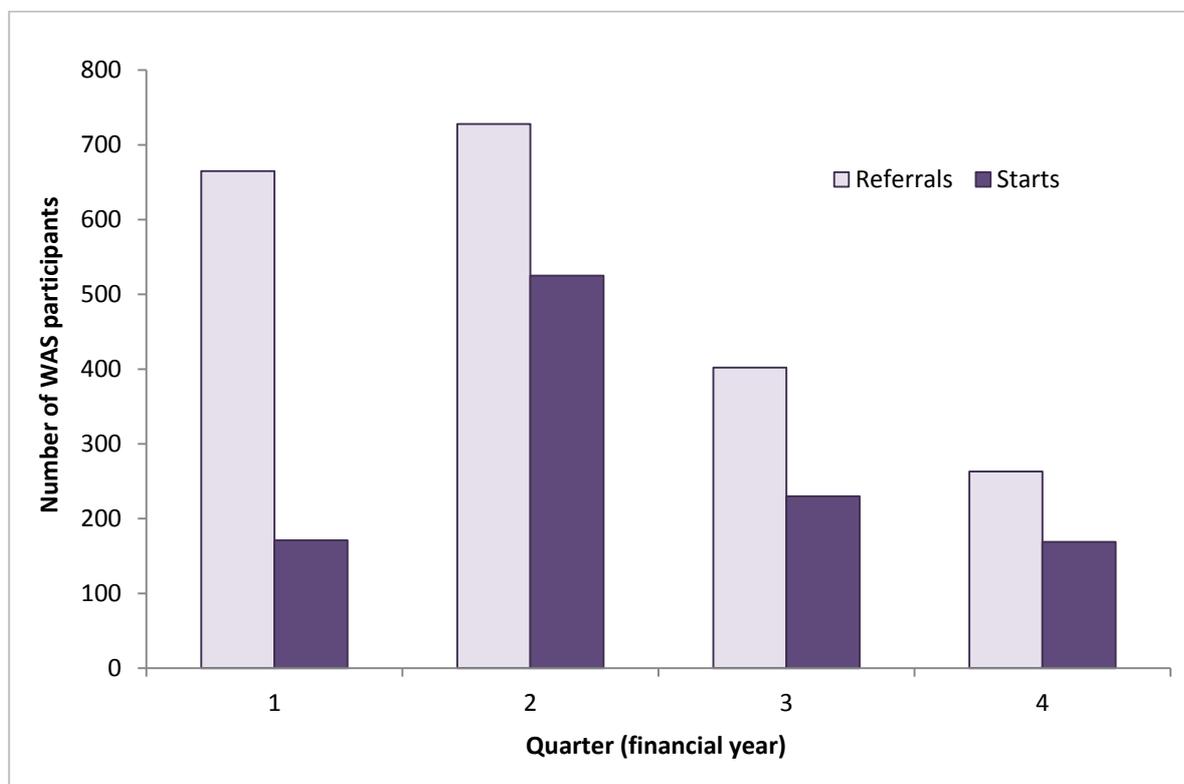


Table 10: Work Able Scotland referrals and starts during the period 3 April 2017 to 30 March 2018, by quarter^{4 5}

Table 10: WAS referrals and starts during the period 3 April 2017 to 30 March 2018, by quarter ^{4 5}		
Quarter	Referrals ⁹	Starts
1 (3 Apr – 29 Jun 2017)	665	171
2 (3 Jul – 29 Sept 2017)	728	525
3 (2 Oct – 29 Dec 2017)	402	230
4 (3 Jan – 30 March 2018)	263	169
Total Q1 – Q4	2,058	1,095

WAS Early leavers

WAS participants can receive up to a maximum of 12 months support in total, whether for pre-employment support and/or in-work support or any combination of both. An early leaver is a participant who disengages from the service between joining and the end of the 12 month support entitlement period (and has not been recorded as entering employment).

As at 29 June 2018, 331 early leavers from WAS were reported by service providers. Service providers record the reasons why these participants have left the service early, if known. Where participants disengage and cease contact with the provider, attempts are made to re-engage with these individuals; however specific reasons for leaving early are not established in the majority of cases. This means that an overall distribution showing the reasons participants leave early is not available. Data supplied by service providers, however, shows that around 14% of all participants left the service early because of health related issues.

WAS Participants entering employment

As at 29 June 2018:

- 138 participants had entered employment (achieved a 'job start')⁴
- 96 participants had entered employment which lasted at least 6 weeks (achieved a 'short job outcome')^{3 4}
- 29 participants had entered employment which lasted at least 26 weeks (achieved a 'sustained job outcome')^{3 4}

WAS Participants sustaining employment - Start to Job Outcome rates

This publication reports on data from the first fifteen months of Work Able Scotland, to 29 June 2018. Since WAS has a longer period of time in which pre-employment support can be delivered (up to 12 months), participants have a longer time in which to achieve job outcomes (58 weeks i.e. 12 months plus 6 weeks, and 18 months, for short and sustained outcomes, respectively).

Participants who have not yet had 58 weeks, or 18 months, to achieve a short or sustained job outcome, respectively, must be excluded from the calculation of the start to outcome rates.

As at 29 June 2018, that would mean reporting on the short job outcomes of participants who joined WAS during the first 7 weeks of the service (between 3 April and 22 May 2017); however this number is too low for meaningful analysis. A start to short job outcome rate therefore cannot be calculated.

As at 29 June 2018, participants have not yet had 18 months to achieve a sustained job outcome, as the service launched 15 months ago. A short to sustained job outcome rate therefore cannot be calculated.

Start to job outcomes rates for WAS will be available in future publications as more people reach the stage at which short and sustained outcomes could have been achieved.

Work Able Scotland Participants

Information about Work Able Scotland participants is presented in this section for people who started on the service, and those who had achieved short job outcomes at 29 June 2018. The information is derived directly from data collected by WAS service providers. Information on those achieving sustained job outcomes (n=29) is not included as breakdowns would be disclosive. Some caution is advised in interpreting findings on short job outcomes (n=96) relative to starts (n=1,095), due to the disparity in size of groups. The statistics are derived from information collected for equalities monitoring purposes. All information is self-reported.

Figure 6: Work Able Scotland participants achieving short job outcomes at 29 June 2018, by age (Figure 6A) and gender (Figure 6B)

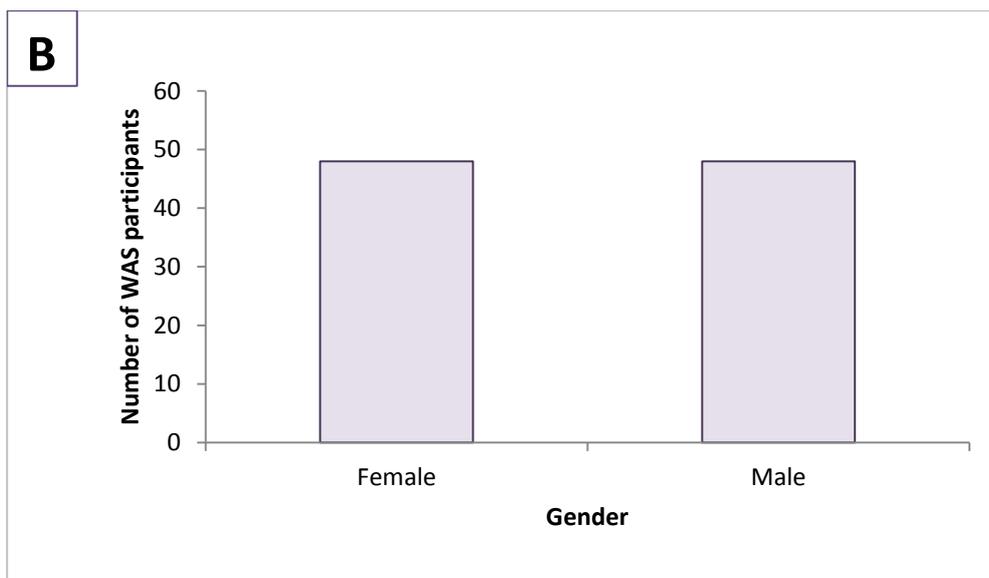
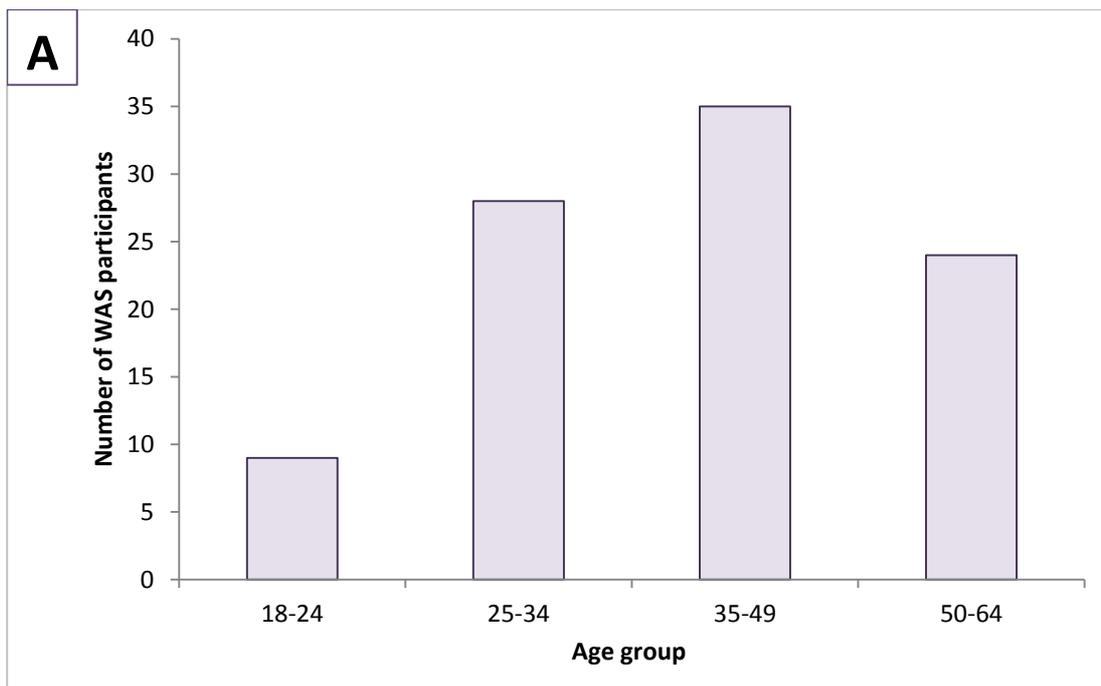


Table 11: Work Able Scotland participants achieving short job outcomes at 29 June 2018, by age (Table 11A) and gender (Table 11B)

Table 11A: WAS participants achieving short job outcomes at 29 June 2018, by age		
Age Group¹²	Total	% by age group
18-24	9	9.4
25-34	28	29.2
35-49	35	36.5
50-64	24	25.0
Total	96	100⁸

Table 11B: WAS participants achieving short job outcomes at 29 June 2018, by gender		
Gender	Total	% by gender
Female	48	50
Male	48	50
Total	96	100

Table 12: Work Able Scotland participants, by age and gender

Table 12: WAS participants, by age and gender				
Age Group¹²	Female	Male	% by age group	Total
18-24	48	76	11.3	124
25-34	99	157	23.4	256
35-49	168	211	34.6	379
50-64	161	175	30.7	336
% by gender	43.5	56.5	100	
Total	476	619		1,095

Figure 6A and Table 11A show that whilst the proportion of participants in each age group who achieved both short and sustained job outcomes is broadly similar to those who joined the service, 62% of participants achieving short job outcomes were aged 35 or over, which is slightly lower than those joining the service in the same age group (65%, Table 12). A higher proportion of participants in the 25-34 age group (29%) achieved job outcomes, than those that started on the service (23%); whilst the proportion of 50-64 year olds achieving short job outcomes (25%) was less than those who joined WAS (31%). Females accounted for 50% of those achieving short job outcomes (Figure 6B, Table 11B), and 44% of all those joining the service.

¹² 16 and 17 year olds are not eligible for WAS

Figure 7: Work Able Scotland participants achieving short job outcomes at 29 June 2018, by type of impairment / health condition / learning difficulty

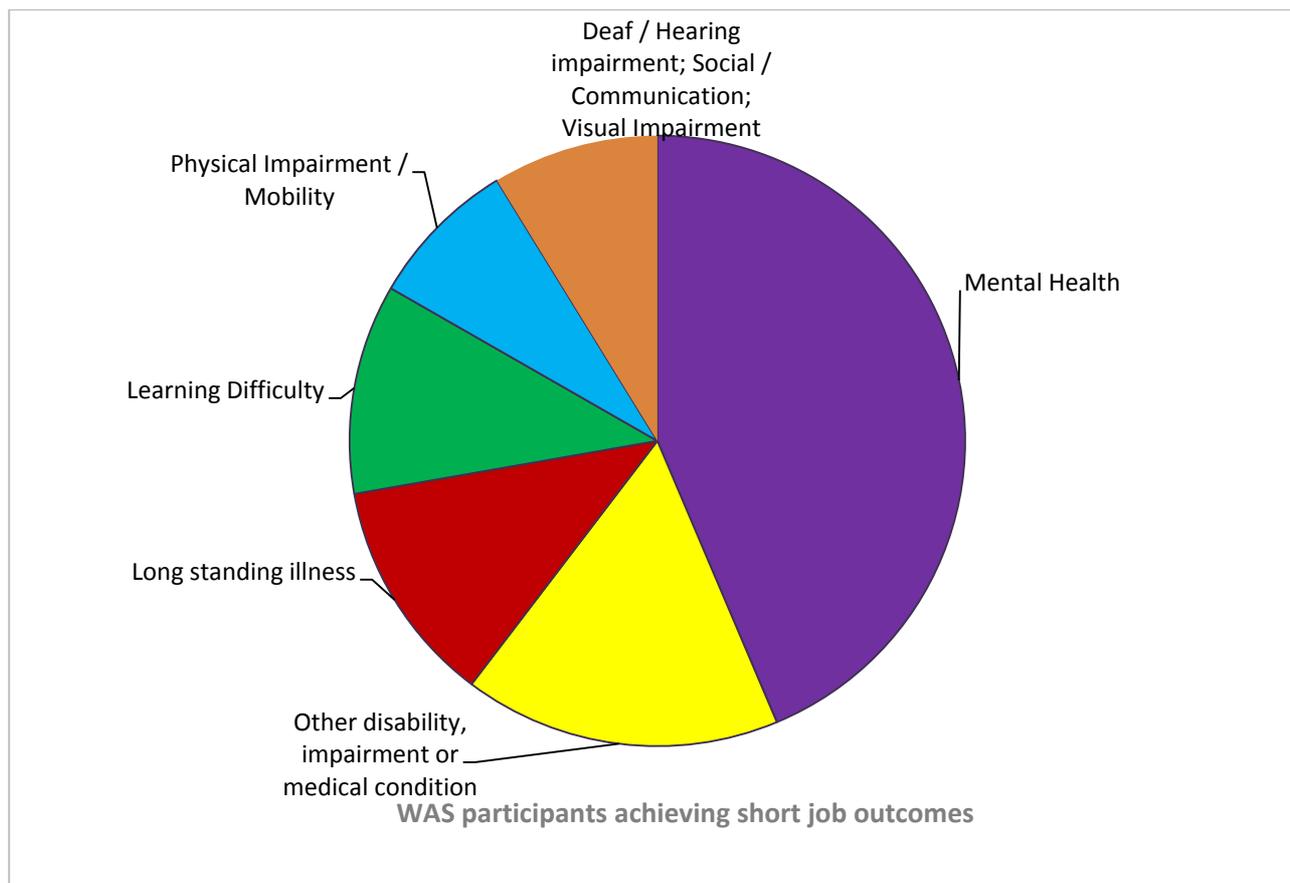


Table 13: Work Able Scotland participants achieving short job outcomes at 29 June 2018, by type of impairment / health condition / learning difficulty

Type of impairment / health condition / learning difficulty	Number of types of impairment / health condition / learning difficulty	% of types of impairment / health condition / learning difficulty
Mental health	55	43.7
Other disability, impairment or medical condition	21	16.7
Long standing illness	15	11.9
Learning difficulty	14	11.1
Deaf/hearing impairment; Social/communication; Visual impairment ¹³	11	8.7
Physical impairment/mobility	10	7.9
Total	126⁹	100

¹³ 'Social communication', 'Deaf / hearing impairment' and 'Visual impairment' categories have been combined in this table, as the numbers of each individual category in these data are small. This combination does not imply any similarity in the nature of categories and no inferences should be made on the basis of this combination.

Table 14: Work Able Scotland participants, by type of impairment / health condition / learning difficulty

Table 14: WAS participants, by type of impairment / health condition / learning difficulty		
Type of impairment / health condition / learning difficulty	Number of types of impairment / health condition / learning difficulty	% of types of impairment / health condition / learning difficulty
Mental health	698	46.2
Other disability, impairment or medical condition	209	13.8
Long standing illness	167	11.1
Physical impairment/mobility	163	10.8
Learning difficulty	122	8.1
Social/communication	79	5.2
Deaf/hearing impairment	42	2.8
Visual impairment	30	2.0
Total	1,510⁹	100

Figure 7 and Table 13 show that around 44% of all types of impairment / health condition / learning difficulty reported by those achieving short job outcomes were mental health conditions. This is broadly similar to the proportion of mental health conditions reported by those that joined the service (46%; Table 14). Other disabilities, impairments or medical conditions accounted for about 17% of all types that were reported by individuals achieving short job outcomes, compared with 14% reported by those that started on WAS.

Around 12% of all types of condition reported by those achieving short job outcomes were long standing illnesses; similar to those reported by starts (11%). A learning difficulty accounted for 11% of all types of condition reported by those achieving short job outcomes; this was higher than the proportion of those who started on the service reporting a learning difficulty (8%). Conversely, physical impairments accounted for 8% of all types of condition reported by those achieving short job outcomes but 11% of all types of condition reported by those joining WAS.

Figure 8: Work Able Scotland participants achieving short job outcomes at 29 June 2018, by number of types of impairment / health condition / learning difficulty

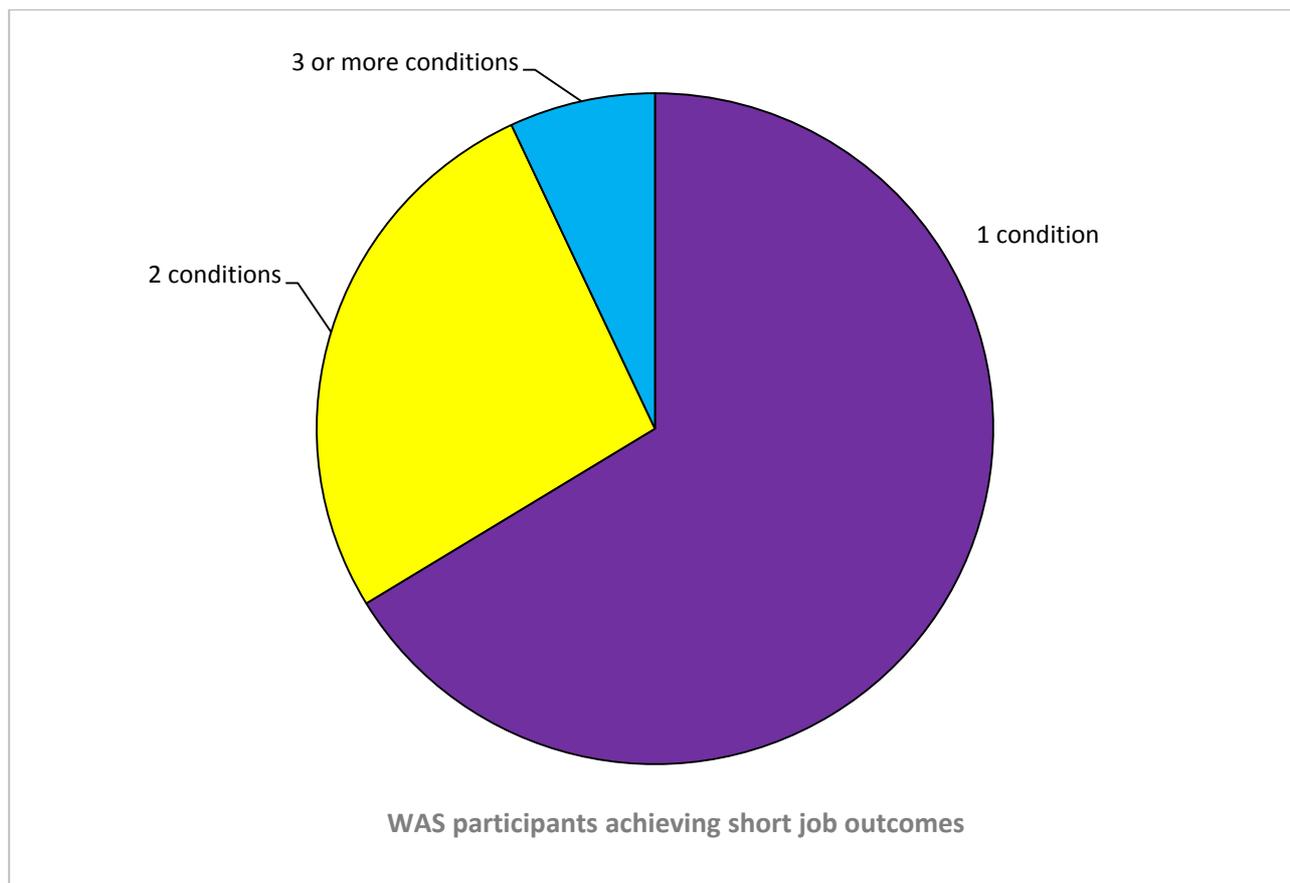


Table 15: Work Able Scotland participants achieving short job outcomes at 29 June 2018, by number of types of impairment / health condition / learning difficulty

Table 15: WAS participants achieving short job outcomes at 29 June 2018, by number of types of impairment / health condition / learning difficulty		
Number of types of impairment / health condition / learning difficulty	Number of WAS participants	% of WAS participants
1	57	59.4
2	23	24.0
3 or more	6	6.3
Unknown	10	10.4
Total	96	100⁸

Table 16: Work Able Scotland participants by number of types of impairment / health condition / learning difficulty

Table 16: WAS participants by number of types of impairment / health condition / learning difficulty, 3 April 2017 to 29 June 2018		
Number of types of impairment / health condition / learning difficulty	Number of WAS participants	% of WAS participants
1	653	59.6
2	274	25.0
3 or more	95	8.7
Unknown	73	6.7
Total	1,095	100

Figure 8 and Table 15 shows that whilst the majority (59%) of WAS participants that achieved short job outcomes reported having one type of long-term health impairment / health condition / learning difficulty, just under a third (30%) reported having 2 or more. This is broadly in line with the number of conditions reported by individuals joining the service (Table 16).

Table 17: Work Able Scotland participants achieving short job outcomes at 29 June 2018, by ethnic group

Table 17: WAS participants achieving short job outcomes at 29 June 2018, by ethnic group		
Ethnic group	Number of WAS participants	% of WAS participants
White	92	95.8
Minority ethnic ¹⁰	4	4.2
Total	96	100

Table 18: Work Able Scotland participants, by ethnic group

Table 18: WAS participants, by ethnic group		
Ethnic group	Number of WAS participants	% of WAS participants
White	1,070	97.7
Minority ethnic ¹⁰	23	2.1
Unknown	2	0.2
Total	1,095	100

Table 17 shows that 4% of participants who achieved short job outcomes reported being from minority ethnic groups. This is higher than that reported by individuals joining the service (2%; Table 18).

Technical Annex

Reporting period

2017, Quarters 1-4, and 2018, Quarter 1: 3 April 2017 to 29 June 2018.

Referrals to WFS and WAS stopped on 9 March 2018. All starts on WAS were recorded by 30 March 2018.

4 starts on WFS were recorded after 30 March 2018, in April 2018. The last start was recorded on 9 April 2018.

Minor revisions to previously published numbers of WFS and WAS referrals and starts are included in these statistics, because the numbers of WFS and WAS referrals and starts are derived from live databases, which are subject to amendment on an on-going basis, and are not final until all participants have exited the services and outcomes have been verified.

Work First Scotland (WFS)

Data sources

1. The Department for Work and Pensions (DWP) Provider Referrals and Payments (PRaP) system

Information on those referred ('referrals') to WFS and outcomes relating to those referrals, including those who join WFS ('starts') and subsequently achieve employment outcomes ('job outcomes'), is recorded by the DWP PRaP system. Service providers send monthly returns to DWP, containing information on outcomes for participants, including starts, as well as information relating to employment outcomes.

The Scottish Government receive monthly reports from PRaP, via DWP. The statistics in this release are based on the report generated on 29 June 2018. PRaP is a well-established system used by DWP. For additional quality assurance purposes, equivalent data as recorded by service providers on their caseload management systems is also reported to SG at regular intervals.

2. Information collected by service providers

The statistics on long-term health conditions, age, gender and ethnic group are derived from information collected by service providers. Information is collected by service providers when an individual joins WFS, including that on long-term health conditions which is required for service delivery purposes, and that on age, gender and ethnic group, which is required for equalities monitoring. Information is collected via a combination of face-to-face interview, and SG equalities monitoring forms.

To produce the statistics in this release, service providers submitted returns to SG for all people recorded on their caseload management systems as having joined WFS ('starts'), and having achieved short and sustained job outcomes, in the period 3 April 2017 to 29 June 2018.

When an individual progresses into work, service providers record a 'job start' for the individual. The number of 'job starts' is recorded on their caseload management systems, and the figures in this publication were reported as at 29 June 2018. An individual can enter employment more than once; however the figures in this publication are for the first job recorded for an individual only. Hence the number of job starts is equal to the number of individuals who had entered employment, as at 29 June 2018.

WFS participant information is collected and presented using SG recommended questions and related output classifications.

Methodology

Referrals

The referral numbers published in this release are net figures, which exclude a small number of inappropriate referrals. Inappropriate referrals are those made for people who do not meet [eligibility criteria](#) or are not suitable for the service.

Starts

The total number of WFS starts used in the calculation of the percentage of people who joined the service reflects the outcomes of referrals during the period 3 April 2017 to 9 March 2018, which includes 4 people who had a recorded start date after 30 March 2018, as recorded by the DWP PRaP system.

The number of starts recorded by service providers on their caseload management systems differs slightly from the number of starts recorded by the DWP PRaP system. There are minor differences in these totals because they are derived from separate administrative systems.

The percentage of people who join WFS is calculated by dividing the total number of starts which have resulted from the total number of referrals made during the period 3 April 2017 to 9 March 2018, as recorded by the DWP PRaP system. Referrals which are recorded as being inappropriate are excluded from the calculation.

Employment outcomes

A 'short' job outcome is achieved when a participant stays in work, or is self-employed, working 16 hours per week or more, for at least 13 consecutive weeks; that is, a job which lasts at least 13 weeks.

A 'sustained' job outcome is achieved when a participant stays in a job, or is self-employed, working 16 hours per week or more, for at least 26 weeks out of 30; that is, continuous employment, but not necessarily in the same job, lasting 26 out of 30 weeks (breaks in employment must total no more than 4 weeks).

The start to short job outcome rate at 29 June 2018 is calculated by dividing the total number of short job outcomes achieved by the total number of starts recorded during the first 6 months of WFS (3 April to 29 September 2017). Participants who have not yet had 9 months to achieve a short job outcome (people who started on the service after 29 September 2017) are excluded from the calculation.

The start to sustained job outcome rate at 29 June 2018 is calculated by dividing the total number of sustained job outcomes achieved by the total number of starts recorded during the first 3 months of WFS (3 April to 29 June 2017). Participants who have not yet had 12 months to achieve a sustained job outcome (people who started on the service after 29 June 2017) are excluded from the calculation.

The short to sustained job outcome rate at 29 June 2018 is calculated by dividing the total number of sustained job outcomes achieved by the total number of short outcomes recorded during the first 3 months of WFS (3 April to 29 June 2017). Participants who have

not yet had 12 months to achieve a sustained job outcome (people who started on the service after 29 June 2017) are excluded from the calculation.

The number of job outcomes recorded by service providers on their caseload management systems differs slightly from the number of starts recorded by the DWP PRaP system. There are minor differences in these totals because they are derived from separate administrative systems.

Work Able Scotland (WAS)

Data sources

1. Skills Development Scotland (SDS) Corporate Training System (CTS)

The figures on those who join WAS ('starts') and achieve employment outcomes ('job outcomes') are derived from information recorded and maintained on CTS by service providers. CTS is an IT system which supports the administration of programmes such as WAS. The system facilitates the processing of payments to training providers and the effective recording and monitoring of individuals' information. Data from CTS was used to provide the number of starts to WAS for this report.

2. Information collected by service providers

Referrals are reported to SDS directly by service providers. The agreed referral arrangements for WAS between DWP and SDS are based on a clerical process put in place between DWP and service providers. DWP makes referrals directly to service providers by post, using the [WAS Referral form](#). Providers maintain records of referrals received and the outcome of those. Data integrity checks are carried out by SDS as part of monitoring activities on an on-going basis. This includes liaison with service providers in relation to any discrepancies. Final checks of totals were made prior to production of the referral figures used in this release.

Equalities monitoring information for WAS participants is collected using SDS' equalities monitoring form, which is consistent with the form used for capturing data for the published statistics on National Training Programmes (Modern Apprenticeships and Employability Fund).

When an individual progresses into work, WAS service providers record a 'job start' for the individual. The number of 'job starts' is recorded on provider caseload management systems, and the figures in this publication were reported as at 29 June 2018. An individual can enter employment more than once; however the figures in this publication are for the first job recorded for an individual only. Hence the number of job starts is equal to the number of individuals who had entered employment, as at 29 June 2018.

Methodology

Referrals

The referral numbers published in this release are net figures, which exclude a small number of inappropriate referrals. Inappropriate referrals are those made for people who do not meet the [eligibility criteria](#) or are not suitable for the service.

Starts

The total number of WAS starts used in the calculation of the percentage of people who joined the service reflects the outcomes of referrals made between 3 April 2017 and 9 March 2018.

WAS participant information is based on the total number of people who had a recorded start date on CTS which fell within the period 3 April 2017 to 30 March 2018.

The percentage of people who join WAS is calculated by dividing the total number of starts which have resulted from the total number of referrals made during the period 3 April 2017 to 9 March 2018. This calculation uses number of referrals submitted by service providers, and number of starts recorded on CTS. Referrals which are recorded as being inappropriate are excluded from the calculation.

Employment outcomes

A 'short' job outcome is achieved when a participant stays in a job, or is self-employed, working 16 hours per week or more, for at least 6 consecutive weeks; that is, a job which lasts at least 6 weeks.

A 'sustained' job outcome is achieved when a participant stays in work, or is self-employed, working 16 hours per week or more, for at least 26 weeks out of 30; that is, the same job with continuous employment lasting 26 out of 30 weeks (breaks in employment should last longer than 4 weeks).

Information on WAS participants who achieved short job outcomes is based on the total number of people who were recorded on CTS as having achieved a short job outcome at 29 June 2018.

Experimental statistics: data being developed

Experimental Statistics are a type of official statistics that are undergoing development. They are defined in the Code of Practice for Official Statistics as: 'new official statistics undergoing evaluation that are published in order to involve users and stakeholders in their development as a means to build in quality at an early stage'.

These statistics are being released as such primarily to allow time for the devolved employment services to embed, with on-going quality assurance work being undertaken on the data concurrently. This will allow additional and more in-depth analysis to be published in due course.

User feedback will help shape the development of this statistical series and so comments on content and presentation are welcomed.

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