



# **Scotland's Devolved Employment Services**

Fair Start Scotland, 2018, Quarters 1 and 2

Work First Scotland & Work Able Scotland, 2018, Quarter 2

## **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 replaced what was Work Choice, the Department for Work and Pension's disability programme. Work Able Scotland did not replace an existing service, but was 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 (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.

Fair Start Scotland is the Scottish Government's voluntary employment support service that aims to deliver support to a minimum of 38,000 people over a 3 year referral period. The service is primarily designed to meet the needs of those who may face a range of challenges in obtaining work. Scottish Ministers have contracted Falkirk Council, Momentum Skills, People Plus, Remploy, Start Scotland and the Wise Group to deliver Fair Start Scotland.

This experimental statistics release provides information on the first six months of Fair Start Scotland, and the first eighteen months of Work First Scotland and Work Able Scotland.

## Key findings

### Fair Start Scotland referrals and starts

A total of 4,978 people joined Fair Start Scotland during the period 3 April to 28 September 2018.

Of the 9,789 people who were referred to the service during the same period, 5,140 (53%) subsequently chose to participate.<sup>1</sup>

### Transitional services employment outcomes

#### Work First Scotland

As at 28 September 2018, 18 months after the service was launched:

- 1,692 participants had entered employment (achieved a 'job start')<sup>2</sup>
- 1,133 participants had entered employment which lasted at least 13 weeks (achieved a 'short job outcome')<sup>3</sup>
- 795 participants had entered employment which lasted at least 26 weeks (achieved a 'sustained job outcome')<sup>3</sup>

#### Work Able Scotland

As at 28 September 2018, 18 months after the service was launched:

- 162 participants had entered employment (achieved a 'job start')<sup>4</sup>
- 125 participants had entered employment which lasted at least 6 weeks (achieved a 'short job outcome')<sup>5</sup>
- 47 participants had entered employment which lasted at least 26 weeks (achieved a 'sustained job outcome')<sup>5</sup>

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<sup>1</sup> Number of people referred to and starting on FSS recorded and reported by SETS. SETS is the Scottish Government referrals tracking system for FSS. See Technical Annex for details.

<sup>2</sup> Number of WFS job starts reported by WFS service providers

<sup>3</sup> Numbers of WFS job outcomes reported through the DWP Provider Referrals and Payments (PRaP) system. See Technical Annex for details and definitions.

<sup>4</sup> Number of WAS job starts reported by WAS service providers.

<sup>5</sup> Number of WAS starts and job outcomes recorded on, and reported by SDS' Corporate Training System. See Technical Annex for details and definitions.

## Fair Start Scotland Statistics

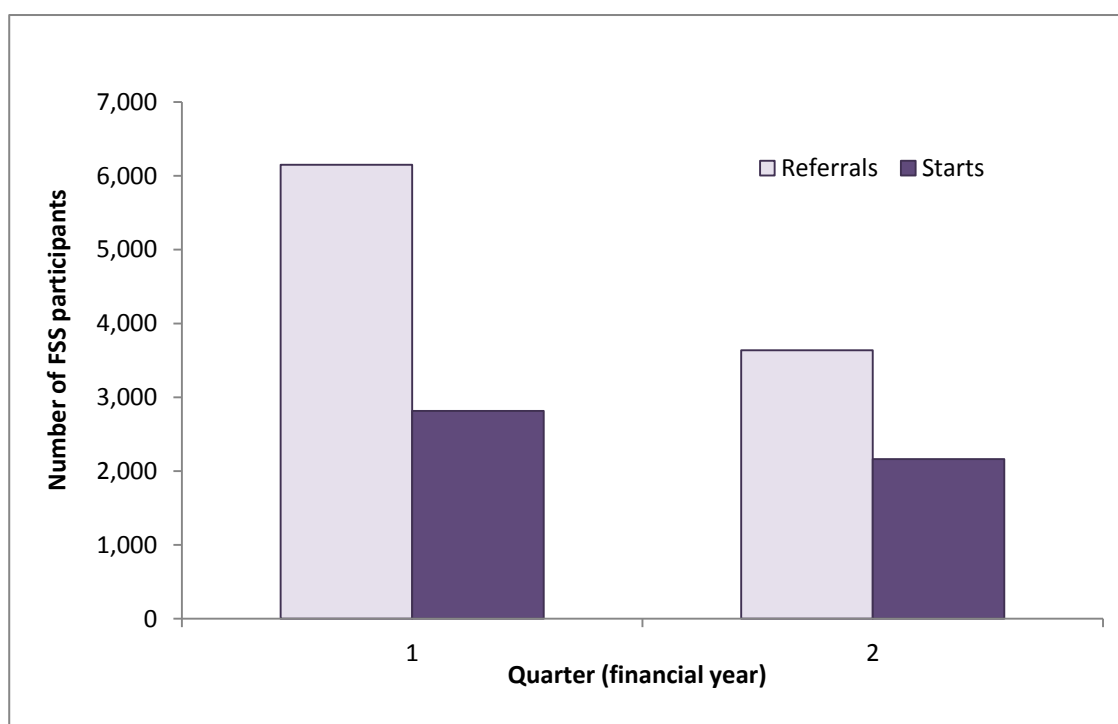
Fair Start Scotland is a devolved employment support service which launched on 3 April 2018. It builds on the transitional services Work First Scotland and Work Able Scotland and is a voluntary service that aims to deliver support to a minimum of 38,000 people over a 3 year referral period. The service is primarily designed to meet the needs of those who may face a range of challenges in obtaining work.

### Fair Start Scotland Referrals and Starts

A total of 4,978 people joined Fair Start Scotland during the period 3 April to 28 September 2018.

Of the 9,789 people who were referred to the service during the same period, 5,140 (53%) subsequently chose to participate.<sup>1</sup>

**Figure 1: Fair Start Scotland referrals and starts during the period 3 April to 28 September 2018, by quarter**



**Table 1: Fair Start Scotland referrals and starts during the period 3 April to 28 September 2018, by quarter**

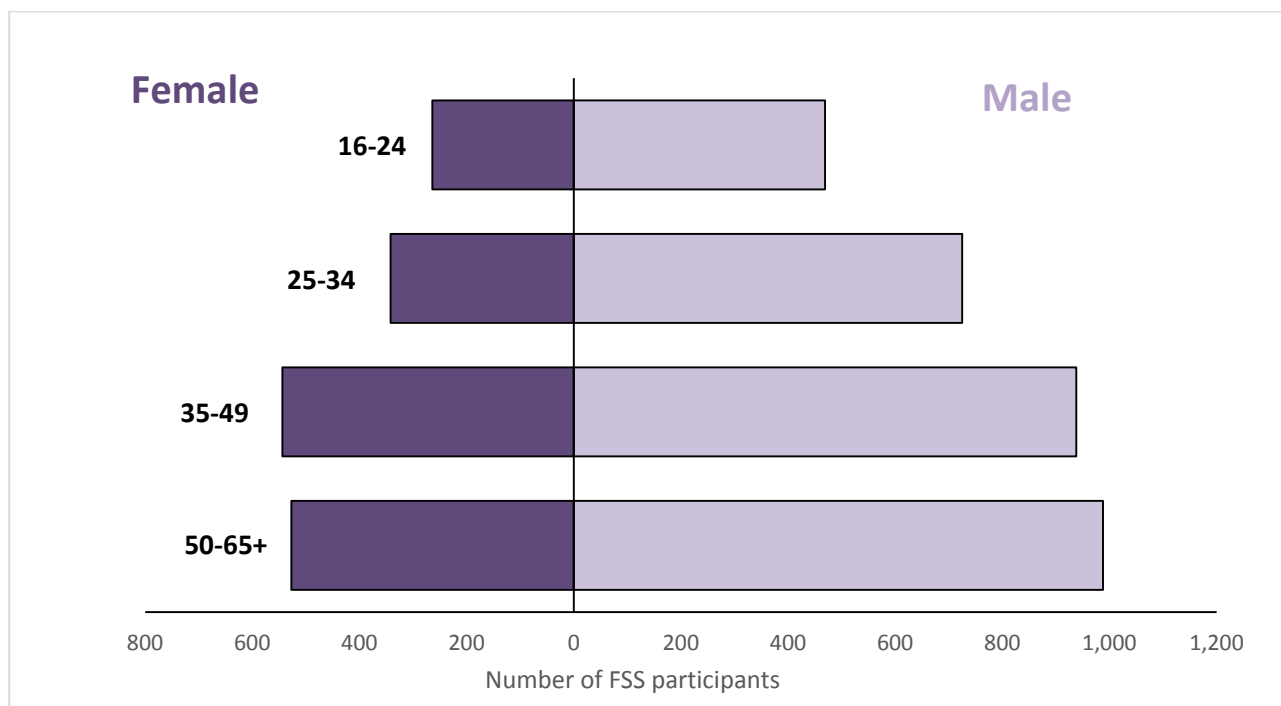
Table 1: FSS referrals and starts during the period 3 April to 28 September 2018, by quarter		
Quarter	Referrals	Starts
1 (3 Apr – 29 Jun 2018)	6,151	2,815
2 (2 Jul – 28 Sept 2018)	3,638	2,163
<b>Total Q1 and Q2</b>	<b>9,789</b>	<b>4,978</b>

## Fair Start Scotland Participants

Information on Fair Start Scotland participants is presented for people who started on the service during the period 3 April to 28 September 2018. This information is derived directly from data collected by FSS service providers. Please see the Technical Annex for details.

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

**Figure 2: Fair Start Scotland participants by age and gender, 3 April to 28 September 2018**



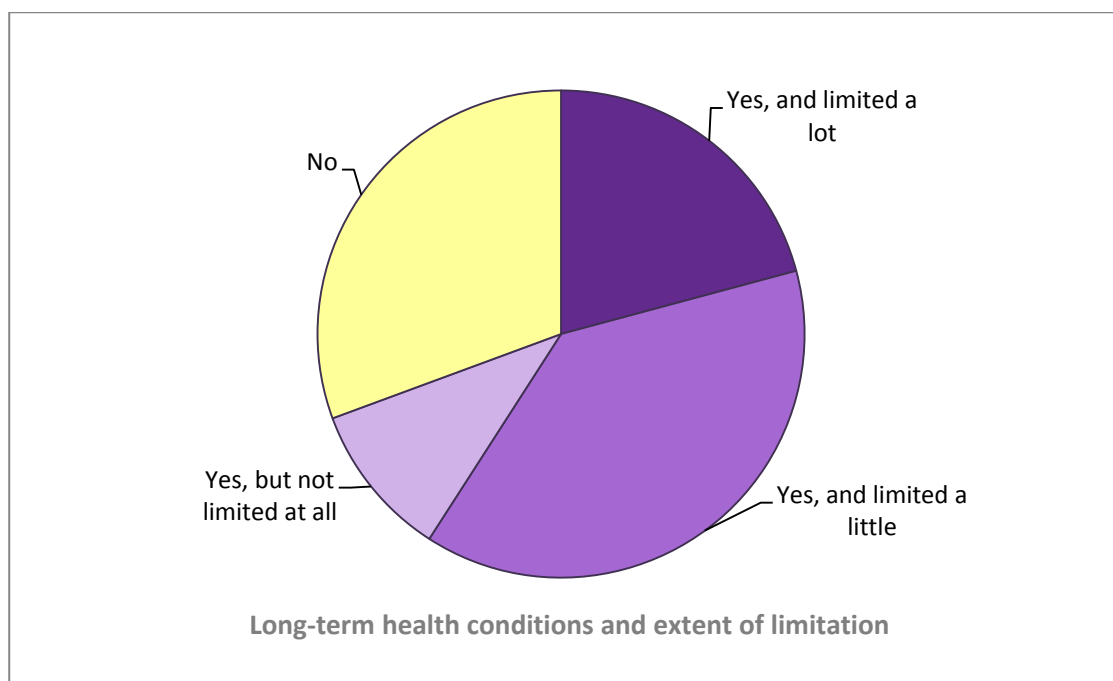
**Table 2: Fair Start Scotland participants by age and gender, 3 April to 28 September 2018**

Age Group	Female	Male	Unknown	% by age group	Total
16-24	264	469	5	14.8	738
25-34	342	725	7	21.6	1,074
35-49	544	938	11	30	1,493
50-65+	527	988	12	30.7	1,527
Unknown	51	87	8	2.9	146
<b>% by gender</b>	<b>34.7</b>	<b>64.4</b>	<b>0.9</b>	<b>100</b>	
<b>Total</b>	<b>1,728</b>	<b>3,207</b>	<b>43</b>		<b>4,978</b>

Figure 2, alongside Table 2, shows that almost two thirds (61%) of those joining the service were aged 35 or over, and the distribution of age groups is very similar for both males and females. 15% of participants overall were aged between 16 and 24. Females accounted for over a third (35%) of all those joining the service.



**Figure 3: Reporting of disability by Fair Start Scotland participants, 3 April to 28 September 2018**



**Table 3A & 3B: Reporting of disability by Fair Start Scotland participants, 3 April to 28 September 2018**

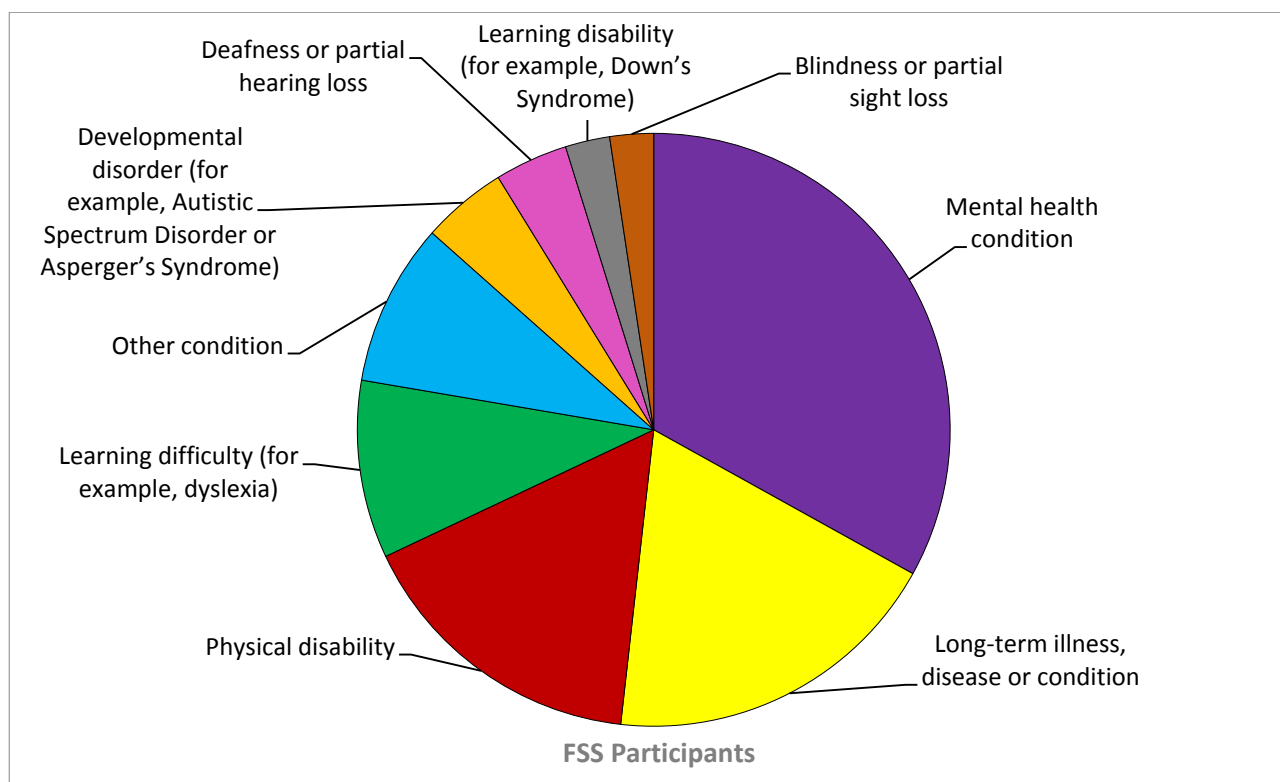
	<b>Number of FSS participants</b>	<b>% of FSS participants</b>
Yes	3,413	<b>68.6</b>
No	1,496	<b>30.1</b>
Unknown	69	<b>1.4</b>
<b>Total</b>	<b>4,978</b>	<b>100<sup>6</sup></b>

	<b>Number of FSS participants</b>	<b>% of FSS participants</b>
Yes, a lot	1,017	<b>29.8</b>
Yes, a little	1,870	<b>54.8</b>
Not at all	502	<b>14.7</b>
Unknown	24	<b>0.7</b>
<b>Total</b>	<b>3,413</b>	<b>100</b>

Figure 3 and Table 3A show that over two thirds (69%) of people joining the service reported having a long term health condition. Of those, 85% reported that their ability to carry out day-to-day activities was either 'limited a lot' or 'limited a little' as a result (Table 3B). This means 58% of all FSS participants (2,887 of 4,978) reported having a disability.

<sup>6</sup> Figures may not sum to 100 due to rounding

**Figure 4: Types of long-term health condition reported by Fair Start Scotland participants, 3 April to 28 September 2018**



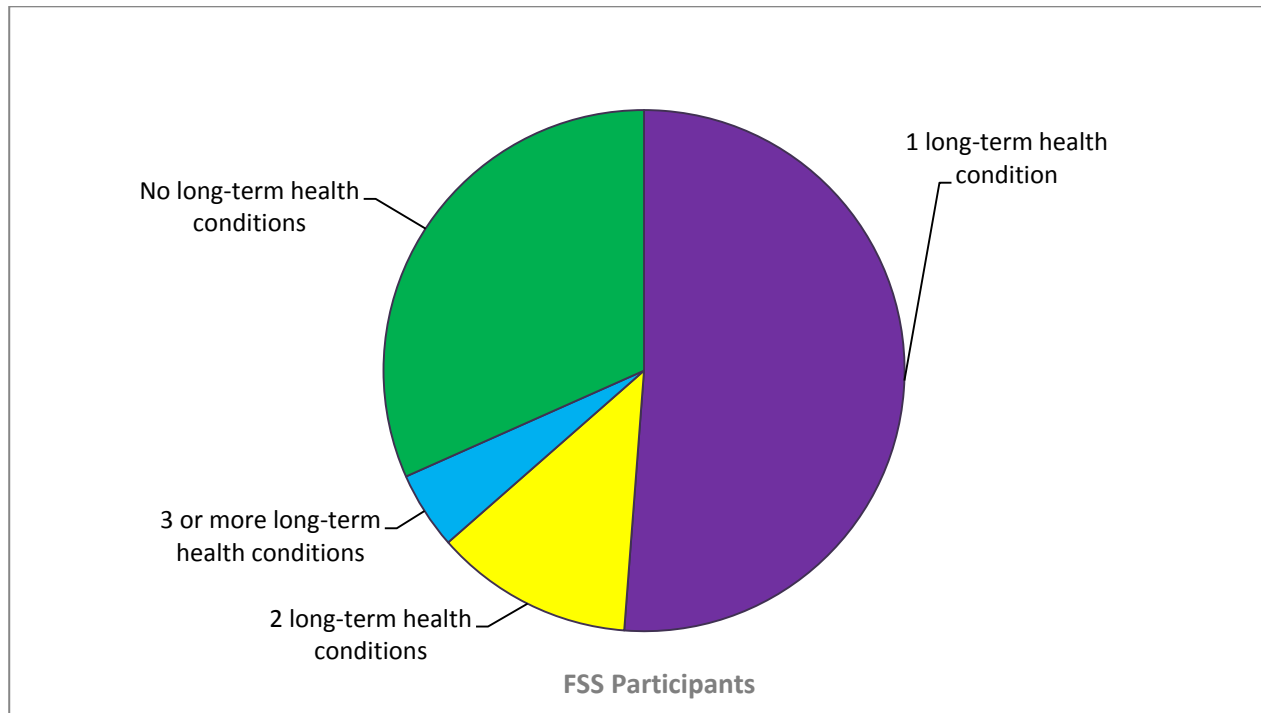
**Table 4: Types of long-term health condition reported by Fair Start Scotland participants, 3 April to 28 September 2018**

<b>Table 4: Types of long-term health condition reported by FSS participants, 3 April to 28 Sept 2018</b>		
<b>Type of long-term health condition</b>	<b>Number of all types of condition reported</b>	<b>% of all types of condition reported</b>
Mental health condition	1,486	<b>33.1</b>
Long-term illness, disease or condition	841	<b>18.7</b>
Physical disability	728	<b>16.2</b>
Learning difficulty (for example, dyslexia)	436	<b>9.7</b>
Other condition	399	<b>8.9</b>
Developmental disorder (for example, Autism Spectrum Disorder or Asperger's Syndrome)	209	<b>4.7</b>
Deafness or partial hearing loss	179	<b>4</b>
Learning disability (for example, Down's Syndrome)	109	<b>2.4</b>
Blindness or partial sight loss	107	<b>2.4</b>
<b>Total</b>	<b>4,494<sup>7</sup></b>	<b>100<sup>6</sup></b>

<sup>7</sup> 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 who have reported having conditions

Figure 4, alongside Table 4, shows that almost a third (33%) of all types of condition reported by those joining FSS were mental health conditions. Long-term illnesses, diseases or conditions accounted for around 19% of all types of condition reported, whilst just over 16% were physical disabilities. A learning difficulty accounted for almost 10% of all types of conditions reported by participants.

**Figure 5: Number of types of long-term health condition reported by Fair Start Scotland participants, 3 April to 28 September 2018**



**Table 5: Number of types of long-term health condition reported by Fair Start Scotland participants, 3 April to 28 September 2018**

<b>Number of types of long-term health condition</b>	<b>Number of FSS participants</b>	<b>% of FSS participants</b>
0	1,551	31.2
1	2,509	50.4
2	604	12.1
3 or more	235	4.7
Unknown	79	1.6
<b>Total</b>	<b>4,978</b>	<b>100</b>

Figure 5, together with Table 5, shows that whilst around half (50%) of participants reported having one long-term health condition, almost 17% of people reported having 2 or more. Nearly a third (31%) of participants did not report any long-term health conditions.

**Table 6: Fair Start Scotland participants by ethnic group, 3 April to 28 September 2018**

<b>Table 6: FSS participants, by ethnic group, 3 April to 28 September 2018</b>		
<b>Ethnic group</b>	<b>Number of FSS participants</b>	<b>% of FSS participants</b>
White	4,009	<b>80.5</b>
Minority ethnic <sup>8</sup>	114	<b>2.3</b>
Unknown	855	<b>17.2</b>
<b>Total</b>	<b>4,978</b>	<b>100</b>

Table 6 shows that around 2% of participants joining FSS reported being from minority ethnic groups. Information is collected on a voluntary basis for monitoring purposes, and this is reflected in the relatively high level of unknowns for this characteristic.

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<sup>8</sup> Includes Mixed or multiple ethnic groups, Asian, Asian Scottish or Asian British, African, Caribbean or Black and Other ethnic groups.

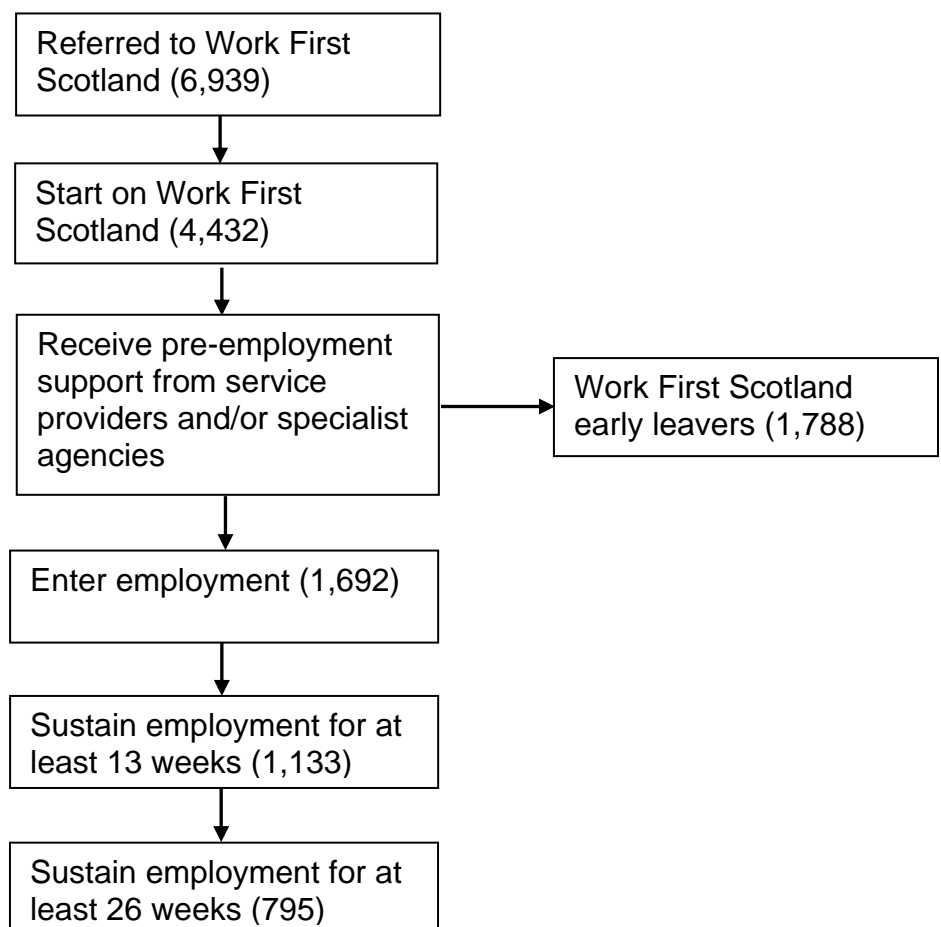
## Work First Scotland Statistics

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 <sup>9</sup>

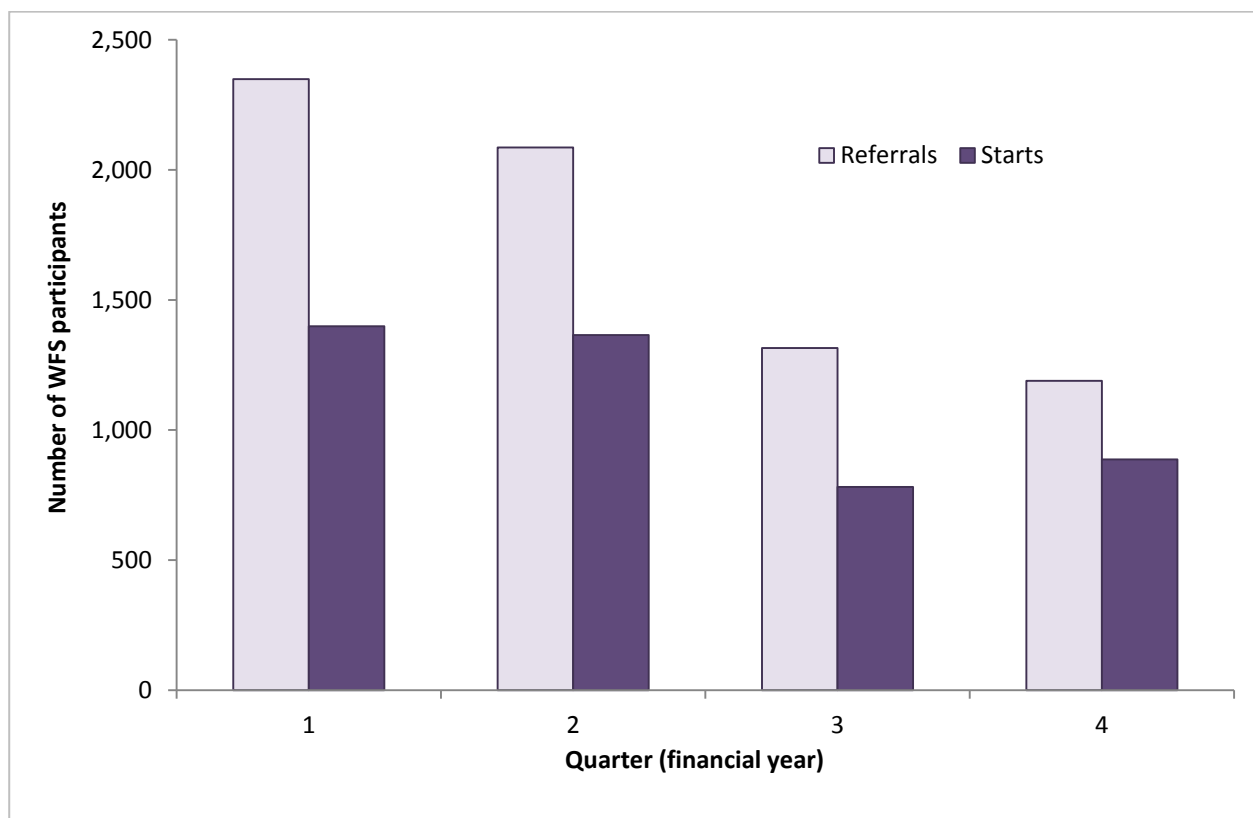


<sup>9</sup> Figures in brackets are as at 28 September 2018

## 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.<sup>10</sup>

**Figure 6: Work First Scotland referrals and starts during the period 3 April 2017 to 30 March 2018, by quarter**



**Table 7: Work First Scotland referrals and starts during the period 3 April 2017 to 30 March 2018, by quarter**

Table 7: 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
<b>Total Q1–Q4</b>	<b>6,939</b>	<b>4,432</b>

<sup>10</sup> Numbers of WFS referrals and starts reported through the DWP Provider Referrals and Payments (PRaP) system.

## **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 28 September 2018, 1,788 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, show that around 18% 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 28 September 2018:

- 1,692 participants had entered employment (achieved a 'job start')<sup>2</sup>
- 1,133 participants had entered employment which lasted at least 13 weeks (achieved a 'short job outcome')<sup>3</sup>
- 795 participants had entered employment which lasted at least 26 weeks (achieved a 'sustained job outcome')<sup>3</sup>

## **WFS Participants sustaining employment - Start to Job Outcome rates**

This publication reports on data from the first eighteen months of Work First Scotland, to 28 September 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 28 September 2018, that means only reporting on:

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

As at 28 September 2018:

### **Start to short job outcome rate**

A total of 897 participants achieved a short job outcome, out of 3,489 participants who started on the service between 3 April and 29 December 2017. This means that the start to short job outcome rate for this group is 26%.

### **Start to sustained job outcome rate**

A total of 553 participants achieved a sustained job outcome, out of 2,764 participants who started on the service between 3 April and 29 September 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 553 participants achieved a sustained job outcome, out of 687 participants who achieved a short job outcome between 3 April and 29 September 2017. This means that the short to sustained job outcome rate for this group is 80%.

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

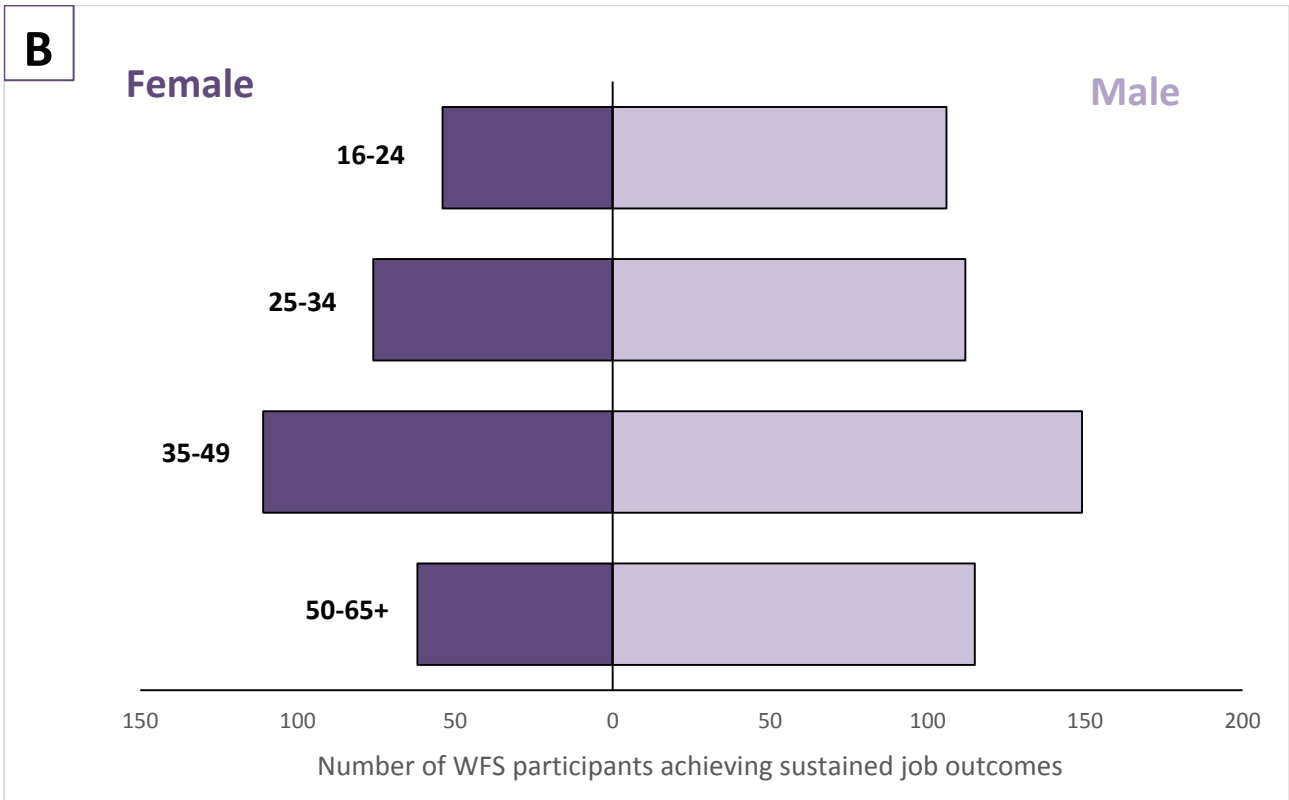
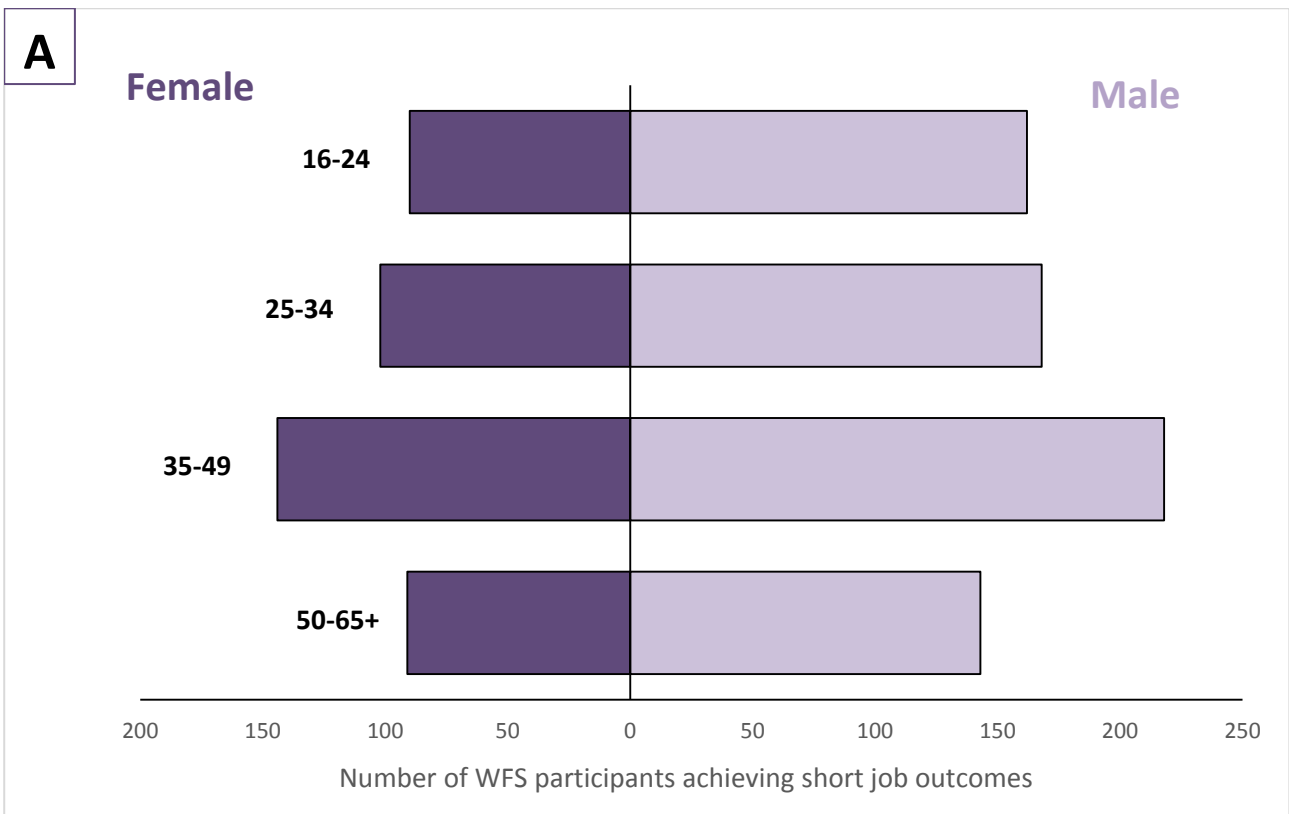
## **Work First Scotland Participants**

Information in the following section is presented for people who started on the service during the period 3 April 2017 and 30 March 2018, and those who had achieved short and sustained job outcomes, as at 28 September 2018. This information is derived directly from data collected by WFS service providers. The total numbers of WFS participants achieving short (1,128) and sustained (792) job outcomes in this section differ slightly from those in the flow diagram on page 7 (1,133 for short, and 795 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 7: Work First Scotland participants achieving short (Figure 7A) and sustained (Figure 7B) job outcomes at 28 September 2018, by age and gender**



**Table 8: Work First Scotland participants achieving short (Table 8A) and sustained (Table 8B) job outcomes at 28 September 2018, by age and gender**

<b>Table 8A: WFS participants achieving short job outcomes at 28 September 2018, by age and gender</b>					
<b>Age Group</b>	<b>Female</b>	<b>Male</b>	<b>Unknown</b>	<b>% by age group</b>	<b>Total</b>
16-24	90	162	4	22.7	256
25-34	102	168	0	23.9	270
35-49	144	218	2	32.3	364
50-65+	91	143	2	20.9	236
Unknown	1	1	0	0.2	2
<b>% by gender</b>	<b>37.9</b>	<b>61.3</b>	<b>0.7</b>	<b>100</b>	
<b>Total</b>	<b>428</b>	<b>692</b>	<b>8</b>		<b>1,128</b>

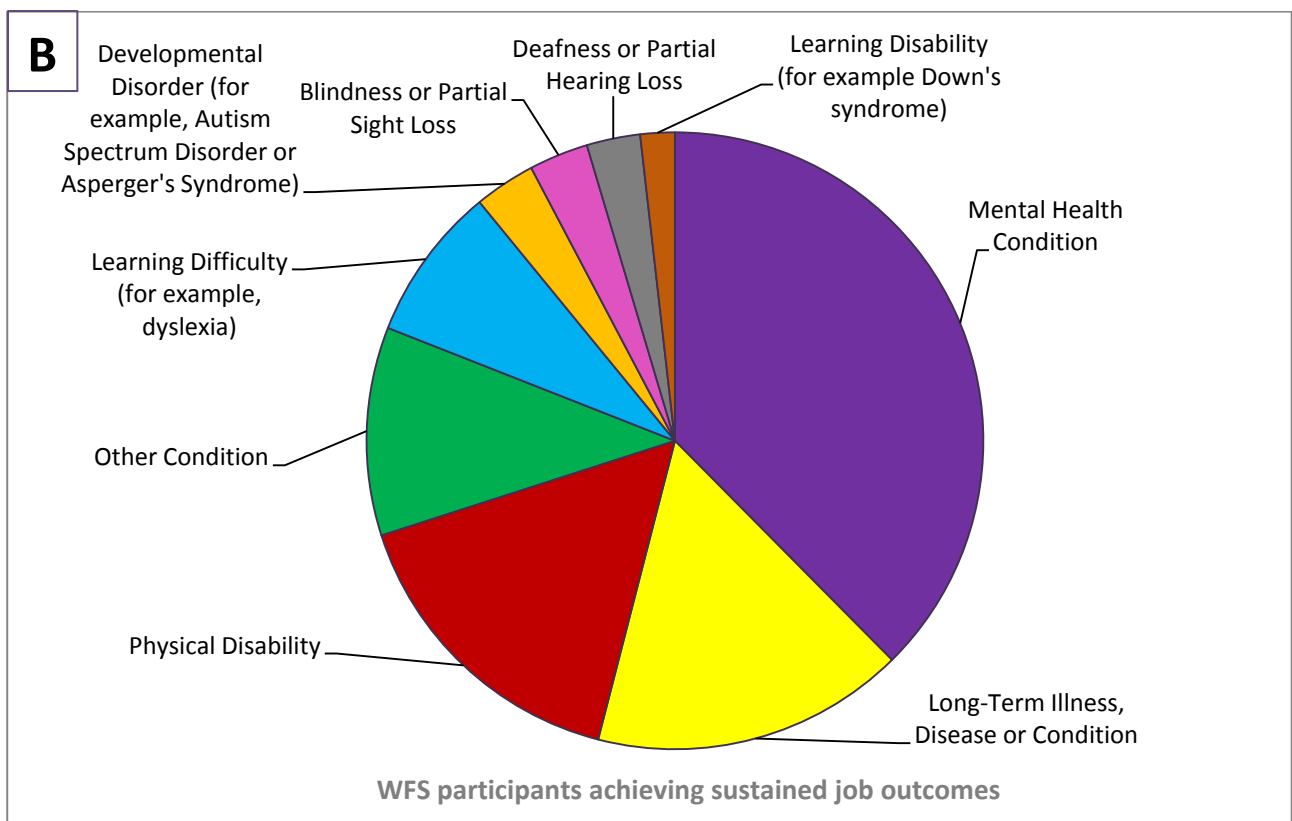
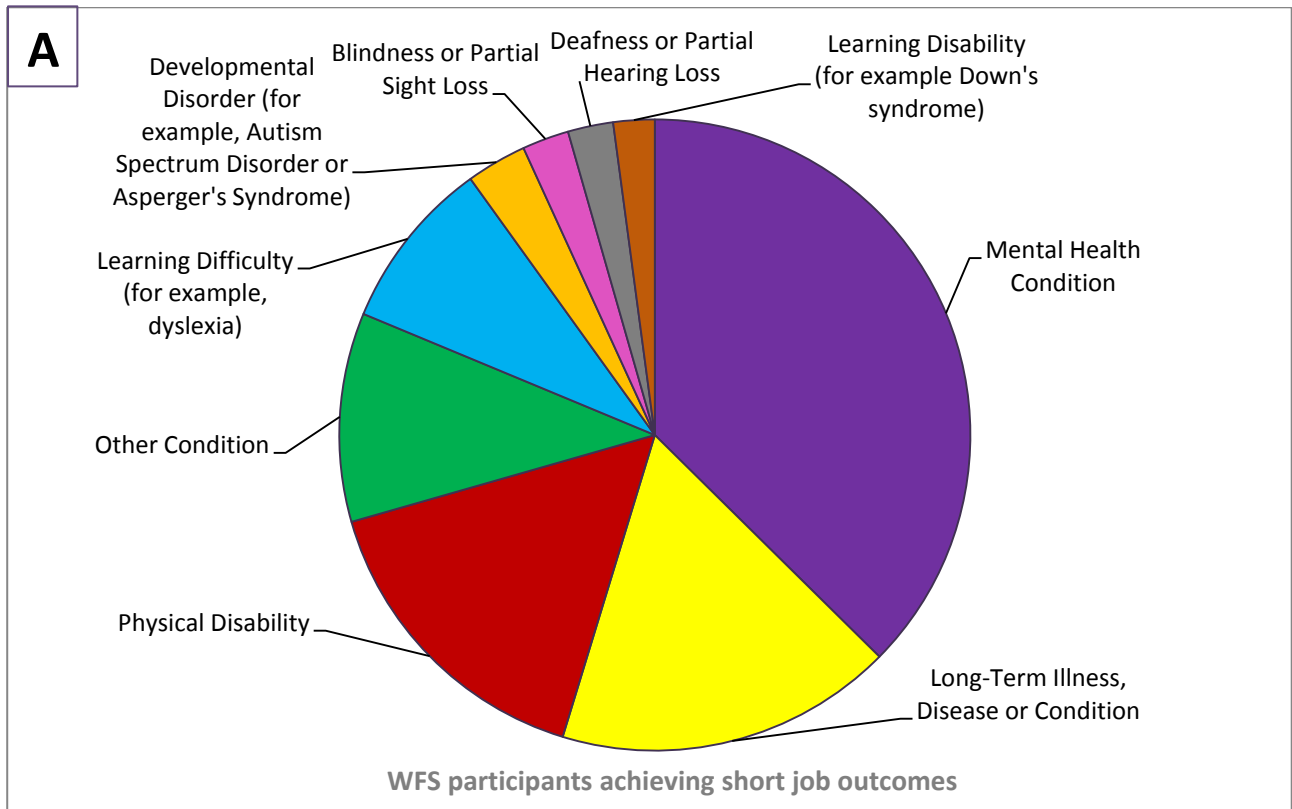
<b>Table 8B: WFS participants achieving sustained job outcomes at 28 September 2018, by age and gender</b>					
<b>Age Group</b>	<b>Female</b>	<b>Male</b>	<b>Unknown</b>	<b>% by age group</b>	<b>Total</b>
16-24	54	106	1	20.3	161
25-34	76	112	0	23.7	188
35-49	111	149	2	33.1	262
50-65+	62	115	2	22.6	179
Unknown	1	1	0	0.3	2
<b>% by gender</b>	<b>38.4</b>	<b>61.0</b>	<b>0.6</b>	<b>100</b>	
<b>Total</b>	<b>304</b>	<b>483</b>	<b>5</b>		<b>792</b>

**Table 9: Work First Scotland participants, by age and gender**

<b>Table 9: WFS participants, by age and gender</b>					
<b>Age Group</b>	<b>Female</b>	<b>Male</b>	<b>Unknown</b>	<b>% by age group</b>	<b>Total</b>
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
<b>% by gender</b>	<b>36.1</b>	<b>63.6</b>	<b>0.2</b>	<b>100</b>	
<b>Total</b>	<b>1,601</b>	<b>2,820</b>	<b>11</b>		<b>4,432</b>

Figures 7A and 7B, alongside Tables 8A and 8B, 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 (47%), and sustained (44%) job outcomes, compared to those in the same age group who joined the service (40%, Table 9). Conversely, lower proportions of those in the older age groups (35 or over) achieved short (53%) 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.

**Figure 8: Work First Scotland participants achieving short (Figure 8A) and sustained (Figure 8B) job outcomes at 28 September 2018, by type of long-term health condition**



**Table 10: Type of long-term health conditions reported by Work First Scotland participants achieving short and sustained job outcomes, at 28 September 2018**

<b>Table 10: Type of long-term health condition reported by WFS participants achieving short and sustained job outcomes, at 28 September 2018</b>				
	<b>Short job outcomes</b>		<b>Sustained job outcomes</b>	
<b>Type of long-term health condition</b>	<b>Number of all types of condition reported</b>	<b>% of all types of condition reported</b>	<b>Number of all types of condition reported</b>	<b>% of all types of condition reported</b>
Mental health condition	531	<b>37.4</b>	375	<b>37.6</b>
Long-term illness, disease or condition	246	<b>17.3</b>	164	<b>16.4</b>
Physical disability	225	<b>15.8</b>	160	<b>16</b>
Other Condition	152	<b>10.7</b>	109	<b>10.9</b>
Learning difficulty (for example, dyslexia)	125	<b>8.8</b>	81	<b>8.1</b>
Developmental disorder (for example, Autism Spectrum Disorder or Asperger's Syndrome)	44	<b>3.1</b>	32	<b>3.2</b>
Blindness or partial sight loss	34	<b>2.4</b>	31	<b>3.1</b>
Deafness or partial hearing loss	33	<b>2.3</b>	28	<b>2.8</b>
Learning disability (for example, Down's Syndrome)	30	<b>2.1</b>	18	<b>1.8</b>
<b>Total</b>	<b>1,420<sup>11</sup></b>	<b>100<sup>6</sup></b>	<b>998<sup>11</sup></b>	<b>100<sup>6</sup></b>

<sup>11</sup> 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 achieving job outcomes.

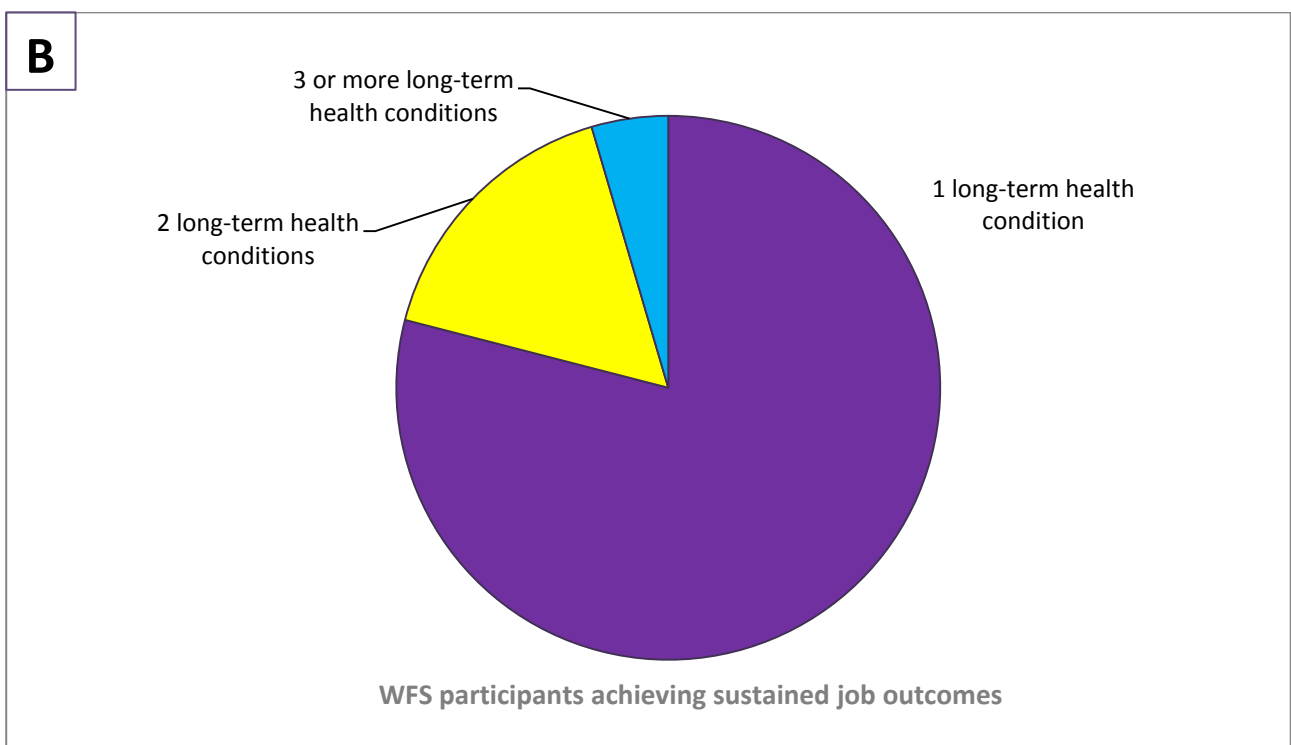
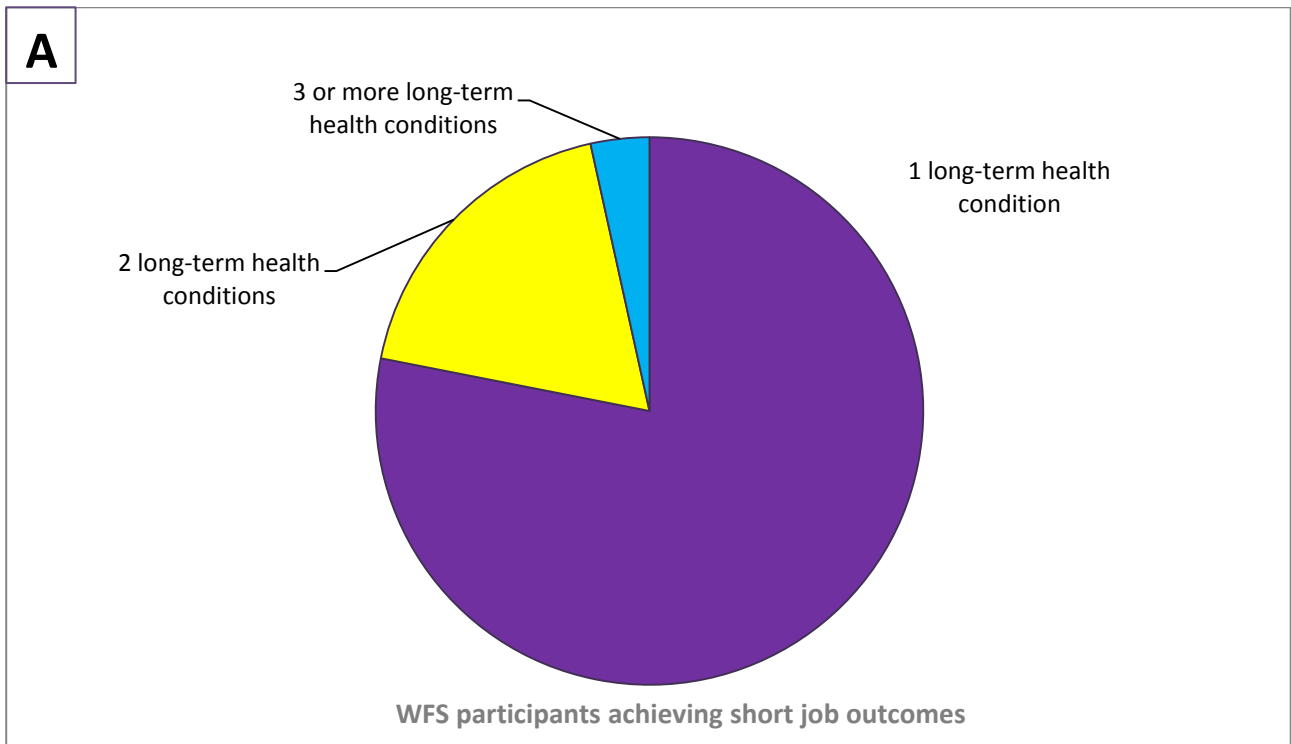
**Table 11: Type of long-term health condition reported by Work First Scotland participants**

<b>Table 11: Type of long-term health conditions reported by WFS participants</b>		
<b>Type of long-term health condition</b>	<b>Number of all types of condition reported</b>	<b>% of all types of condition reported</b>
Mental health condition	1,948	<b>32.8</b>
Long-term illness, disease or condition	1,036	<b>17.4</b>
Physical disability	1,031	<b>17.3</b>
Other condition	642	<b>10.8</b>
Learning difficulty (for example, dyslexia)	570	<b>9.6</b>
Deafness or partial hearing loss	207	<b>3.5</b>
Developmental disorder (for example, Autism Spectrum Disorder or Asperger's Syndrome)	176	<b>3.0</b>
Blindness or partial sight loss	171	<b>2.9</b>
Learning disability (for example, Down's Syndrome)	164	<b>2.8</b>
<b>Total</b>	<b>5,945<sup>12</sup></b>	<b>100<sup>6</sup></b>

Figures 8A and 8B, alongside Tables 10 and 11, show that over a third of all types of condition reported by participants achieving short (37%) and sustained (38%) 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 around 17% and 16% of all types of conditions reported by participants who achieved short and sustained job outcomes, respectively, 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.

<sup>12</sup> 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.

**Figure 9: Number of types of long-term health condition reported by Work First Scotland participants achieving short (Figure 9A) and sustained (Figure 9B) job outcomes, at 28 September 2018**



**Table 12: Number of types of long-term health condition reported by Work First Scotland participants achieving short and sustained job outcomes, at 28 September 2018**

<b>Table 12: Number of types of long-term health condition reported by WFS participants achieving short and sustained job outcomes, at 28 September 2018</b>				
	<b>Short job outcomes</b>		<b>Sustained job outcomes</b>	
<b>Number of types of long-term health condition</b>	<b>Number of WFS participants</b>	<b>% of WFS participants</b>	<b>Number of WFS participants</b>	<b>% of WFS participants</b>
1	880	<b>78</b>	625	<b>78.9</b>
2	208	<b>18.4</b>	130	<b>16.4</b>
3 or more	39	<b>3.5</b>	36	<b>4.5</b>
Unknown	1	<b>0.1</b>	1	<b>0.1</b>
<b>Total</b>	<b>1,128</b>	<b>100</b>	<b>792</b>	<b>100<sup>6</sup></b>

**Table 13: Number of types of long-term health condition reported by Work First Scotland participants**

<b>Table 13: Number of types of long-term health condition reported by WFS participants</b>		
<b>Number of types of long-term health condition</b>	<b>Number of WFS participants</b>	<b>% of WFS participants</b>
1	3,215	<b>72.5</b>
2	945	<b>21.3</b>
3 or more	266	<b>6.0</b>
Unknown	6	<b>0.1</b>
<b>Total</b>	<b>4,432</b>	<b>100<sup>6</sup></b>

Figures 9A and 9B, together with Table 12, show that more than three quarters of participants achieving short (78%) and sustained (79%) 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 13). 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 (21%) job outcomes.

**Table 14: Work First Scotland participants achieving short and sustained job outcomes at 28 September 2018, by ethnic group**

<b>Table 14: WFS participants achieving short and sustained job outcomes at 28 September 2018, by ethnic group</b>				
	<b>Short job outcomes</b>		<b>Sustained job outcomes</b>	
<b>Ethnic group</b>	<b>Number of WFS participants</b>	<b>% of WFS participants</b>	<b>Number of WFS participants</b>	<b>% of WFS participants</b>
White	1,041	92.3	727	91.8
Minority ethnic <sup>8</sup>	50	4.4	34	4.3
Unknown	37	3.3	31	3.9
<b>Total</b>	<b>1,128</b>	<b>100</b>	<b>792</b>	<b>100</b>

**Table 15: Work First Scotland participants, by ethnic group**

<b>Table 15: WFS participants, by ethnic group</b>		
<b>Ethnic group</b>	<b>Number of WFS participants</b>	<b>% of WFS participants</b>
White	4,105	92.6
Minority ethnic <sup>8</sup>	166	3.7
Unknown	161	3.6
<b>Total</b>	<b>4,432</b>	<b>100<sup>6</sup></b>

Tables 14 and 15 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.

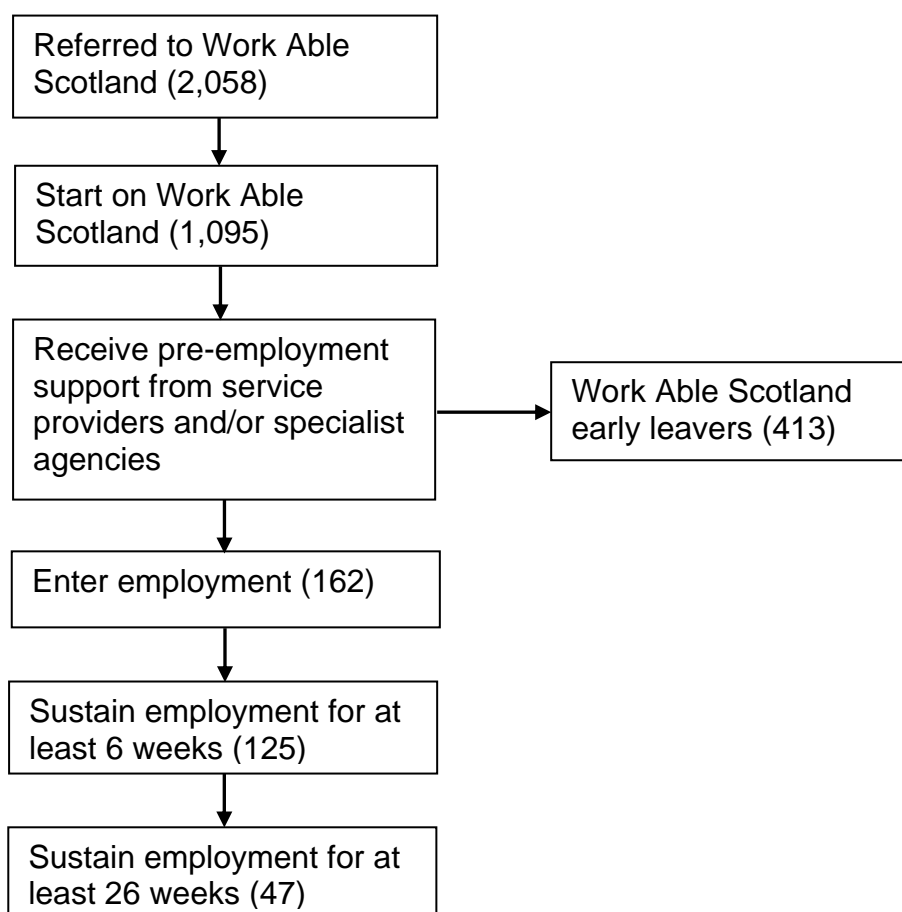


## Work Able Scotland Statistics

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.<sup>13</sup> 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<sup>9</sup>

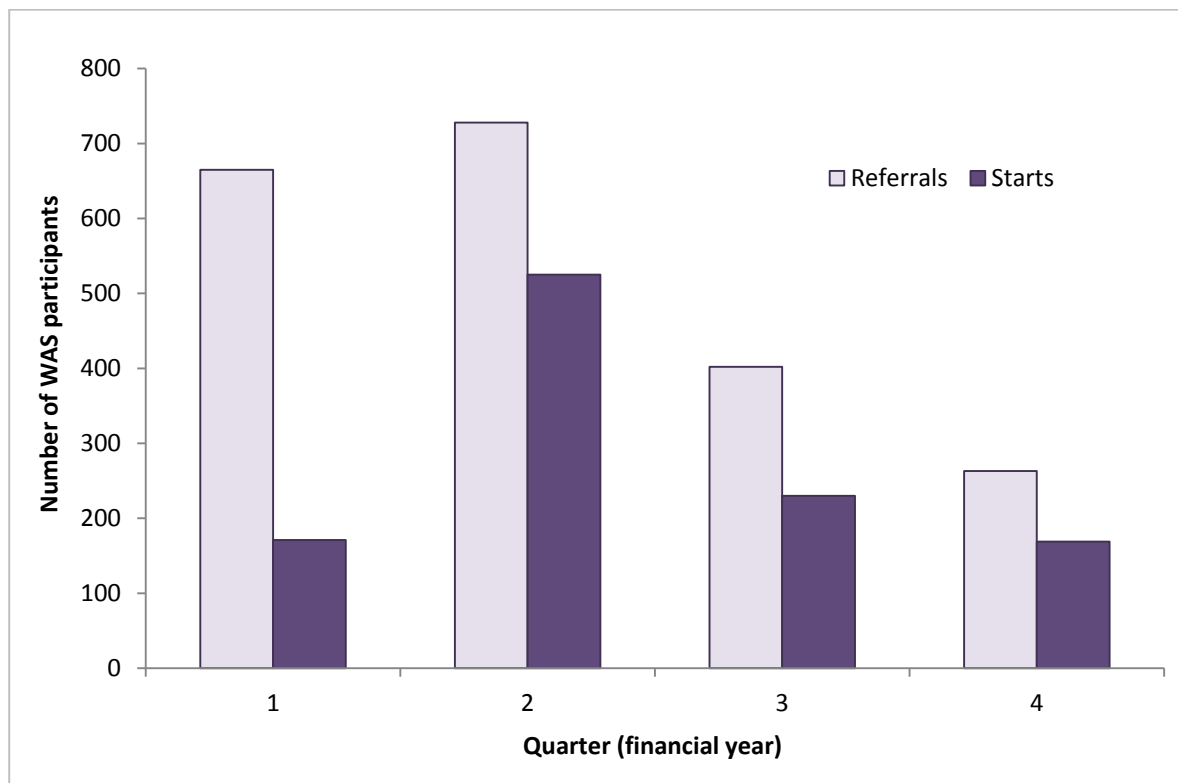


<sup>13</sup> The length of WAS short job outcomes reflects the complex barriers of the WAS participant group

## 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.<sup>14</sup>

**Figure 10: Work Able Scotland referrals and starts during the period 3 April 2017 to 30 March 2018, by quarter**



**Table 16: Work Able Scotland referrals and starts during the period 3 April 2017 to 30 March 2018, by quarter**

Quarter	Referrals	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
<b>Total Q1 – Q4</b>	<b>2,058</b>	<b>1,095</b>

<sup>14</sup> Number of WAS referrals reported by WAS service providers. Number of WAS starts recorded on, and reported by SDS' Corporate Training System. See Technical Annex for details.

## **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 28 September 2018, 413 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 13% of all participants left the service early because of health related issues.

## **WAS Participants entering employment**

As at 28 September 2018:

- 162 participants had entered employment (achieved a 'job start')<sup>4</sup>
- 125 participants had entered employment which lasted at least 6 weeks (achieved a 'short job outcome')<sup>5</sup>
- 47 participants had entered employment which lasted at least 26 weeks (achieved a 'sustained job outcome')<sup>5</sup>

## **WAS Participants sustaining employment - Start to Job Outcome rates**

This publication reports on data from the first 18 months of Work Able Scotland, to 28 September 2018. Since WAS has a longer period of time in which employment support can be delivered (up to 12 months), participants who have not yet had 15 or 18 months to achieve a short or sustained job outcome, respectively, must be excluded from the calculation of the start to outcome rates.<sup>15</sup>

As at 28 September 2018, that would mean reporting on the short job outcomes of participants who joined WAS during the first 3 months of the service (between 3 April and 29 June 2017). A start to short job outcome rate will be available in the next publication, using data for participants who joined WAS during the first 6 months of the service.

As at 28 September 2018, no participants had passed the 18-month point at which sustained job outcomes could be achieved, as the service only launched 18 months ago. A short to sustained job outcome rate therefore cannot yet 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.

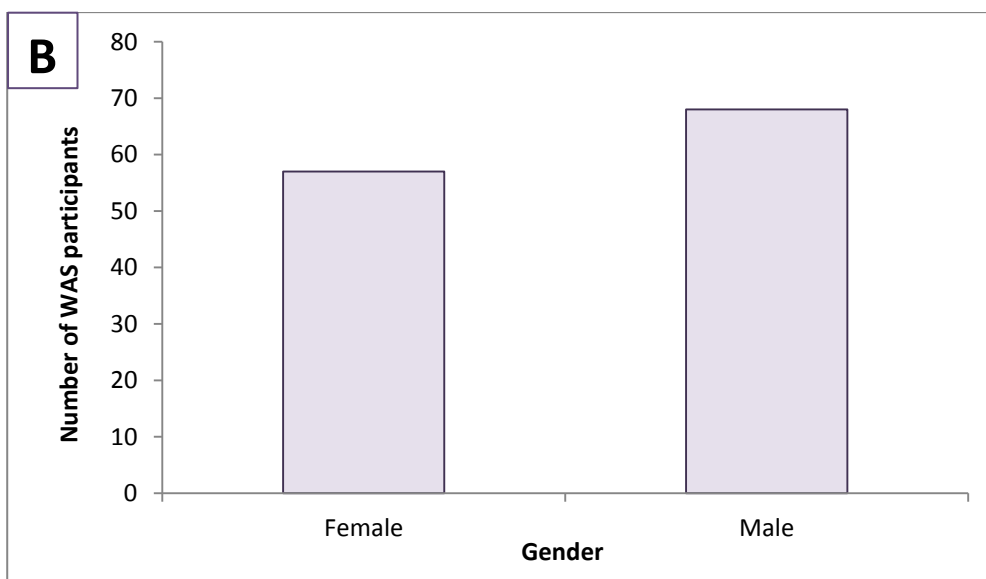
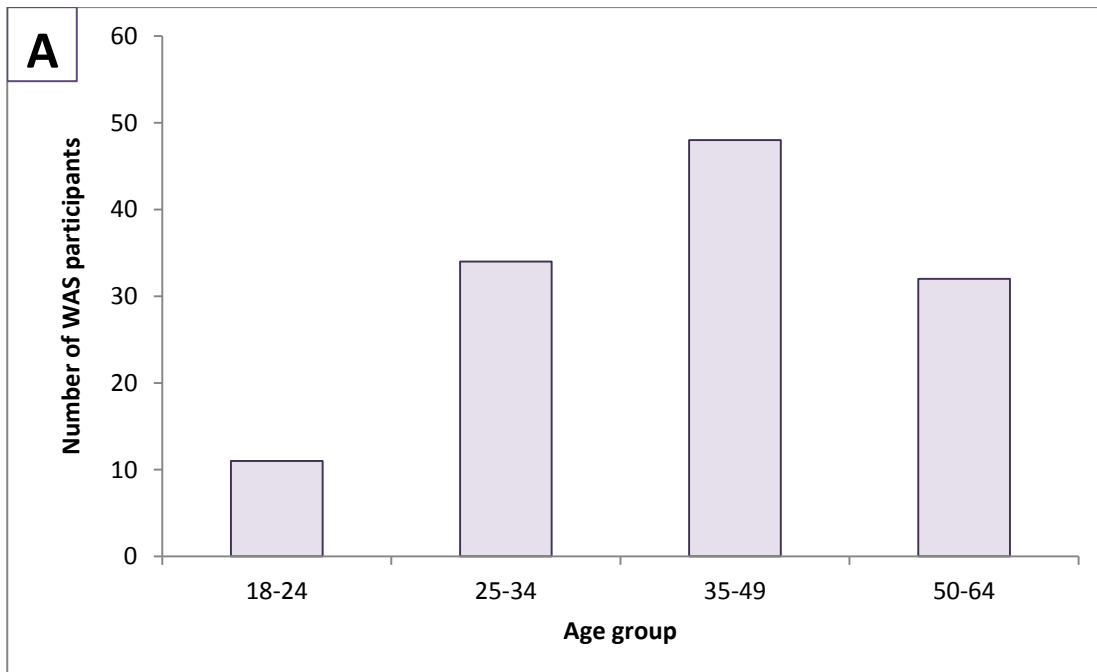
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<sup>15</sup> See Technical Annex for details.

## 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 28 September 2018. The information is derived directly from data collected by WAS service providers. Information on those achieving sustained job outcomes (n=47) is not included as breakdowns would be disclosive. Some caution is advised in interpreting findings on short job outcomes (n=125) 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 11: Work Able Scotland participants achieving short job outcomes at 28 September 2018, by age (Figure 11A) and gender (Figure 11B)**



**Table 17: Work Able Scotland participants achieving short job outcomes at 28 September 2018, by age (Table 17A) and gender (Table 17B)**

<b>Table 17A: WAS participants achieving short job outcomes at 28 September 2018, by age</b>		
<b>Age Group<sup>16</sup></b>	<b>Total</b>	<b>% by age group</b>
18-24	11	8.8
25-34	34	27.2
35-49	48	38.4
50-64	32	25.6
<b>Total</b>	<b>125</b>	<b>100</b>

<b>Table 17B: WAS participants achieving short job outcomes at 28 September 2018, by gender</b>		
<b>Gender</b>	<b>Total</b>	<b>% by gender</b>
Female	57	45.6
Male	68	54.4
<b>Total</b>	<b>125</b>	<b>100</b>

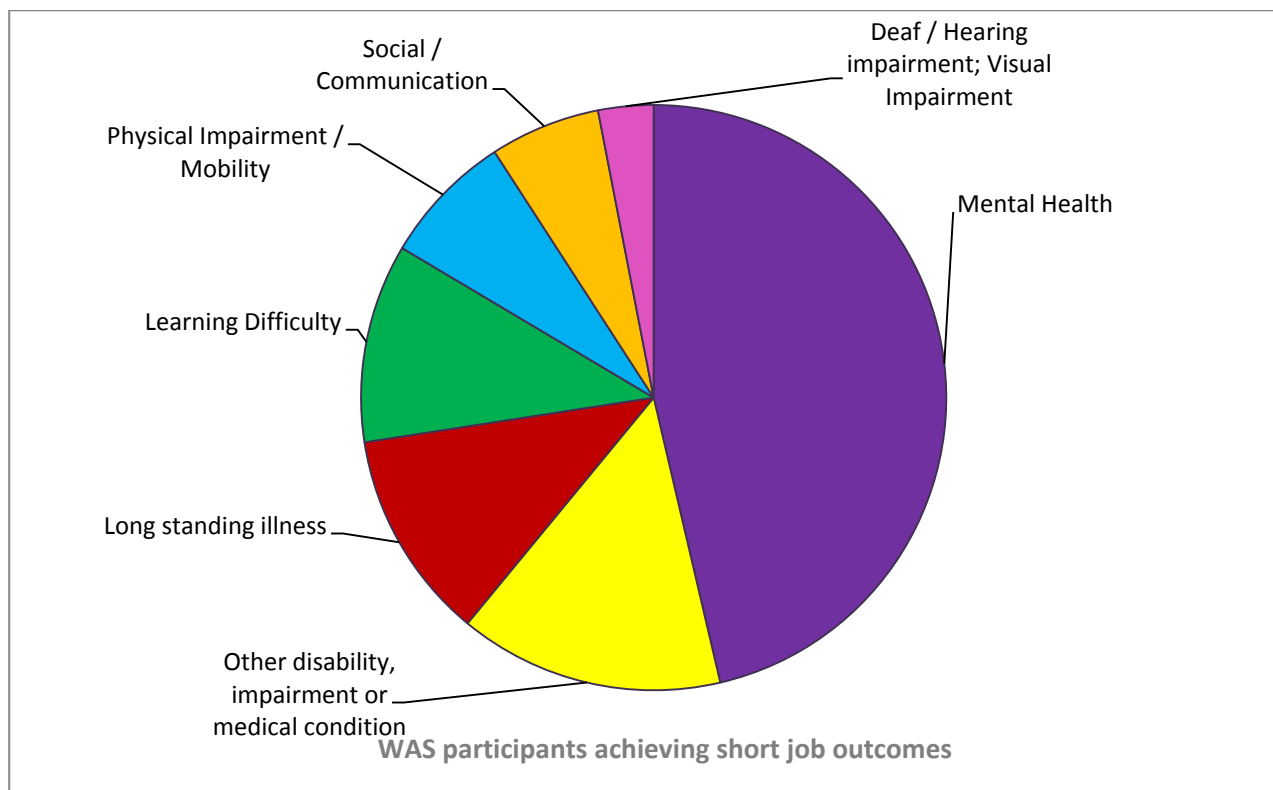
**Table 18: Work Able Scotland participants, by age and gender**

<b>Table 18: WAS participants, by age and gender</b>				
<b>Age Group<sup>17</sup></b>	<b>Female</b>	<b>Male</b>	<b>% by age group</b>	<b>Total</b>
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
<b>% by gender</b>	<b>43.5</b>	<b>56.5</b>	<b>100</b>	
<b>Total</b>	<b>476</b>	<b>619</b>		<b>1,095</b>

Figure 11A and Table 17A show that the proportion of participants in each age group who achieved short job outcomes is broadly similar to those who joined the service. 64% of participants achieving short job outcomes were aged 35 or over, which is similar to those joining the service in the same age group (65%, Table 18). However, a higher proportion of participants in the 25-34 age group (27%) achieved job outcomes, than those that started on the service (23%); whilst the proportion of 50-64 year olds achieving short job outcomes (26%) was less than those who joined WAS (31%). Females accounted for 46% of those achieving short job outcomes (Figure 11B, Table 17B), and 44% of all those joining the service.

<sup>16</sup> 16 and 17 year olds are not eligible for WAS

**Figure 12: Type of impairment / health condition / learning difficulty reported by Work Able Scotland participants achieving short job outcomes, at 28 September 2018**



**Table 19: Type of impairment / health condition / learning difficulty reported by Work Able Scotland participants achieving short job outcomes, at 28 September 2018**

<b>Table 19: Type of impairment / health condition / learning difficulty reported by WAS participants achieving short job outcomes, at 28 September 2018</b>		
<b>Type of impairment / health condition / learning difficulty</b>	<b>Number of all types of impairment / health condition / learning difficulty reported</b>	<b>% all types of impairment / health condition / learning difficulty reported</b>
Mental health	76	46.3
Other disability, impairment or medical condition	24	14.6
Long standing illness	19	11.6
Learning difficulty	18	11
Physical impairment/mobility	12	7.3
Social/communication	10	6.1
Deaf/hearing impairment; Visual impairment <sup>17</sup>	5	3
<b>Total</b>	<b>164<sup>11</sup></b>	<b>100<sup>6</sup></b>

<sup>17</sup> '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.

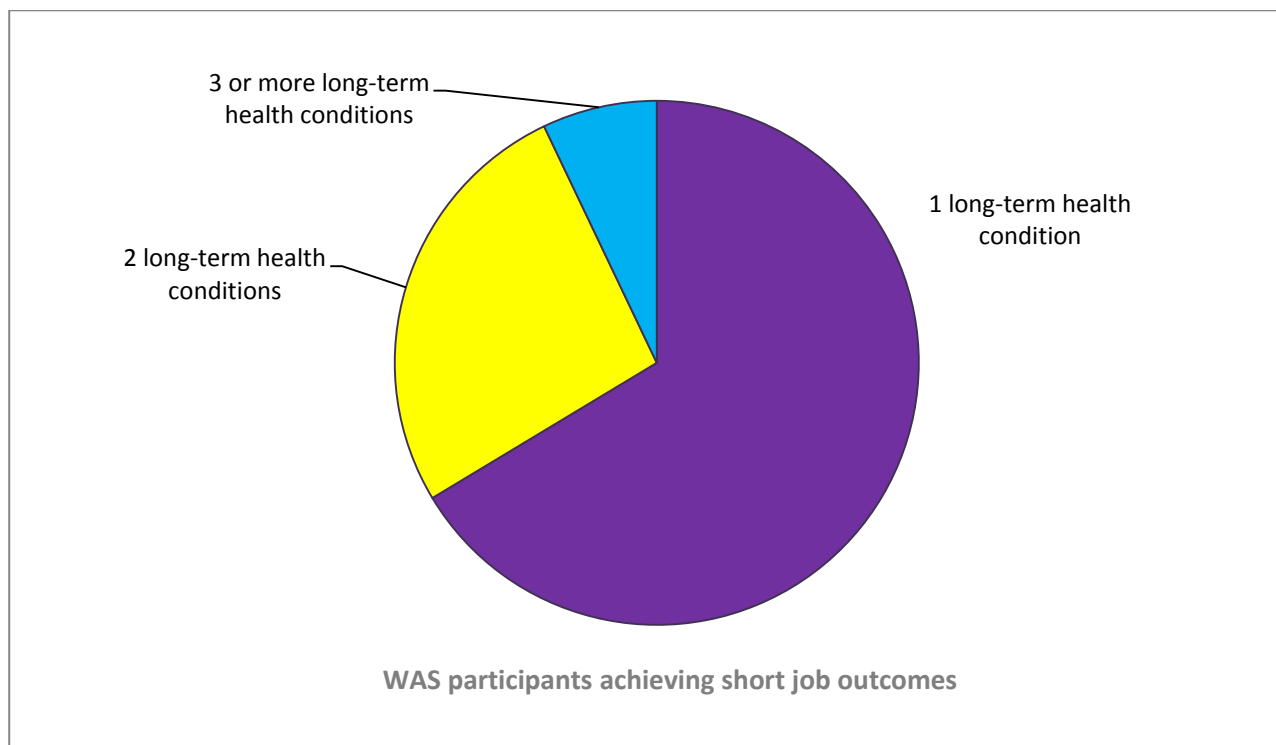
**Table 20: Type of impairment / health condition / learning difficulty reported by Work Able Scotland participants**

<b>Table 20: Type of impairment / health condition / learning difficulty reported by WAS participants</b>		
<b>Type of impairment / health condition / learning difficulty</b>	<b>Number of all types of impairment / health condition / learning difficulty reported</b>	<b>% of all types of impairment / health condition / learning difficulty reported</b>
Mental health	698	<b>46.2</b>
Other disability, impairment or medical condition	209	<b>13.8</b>
Long standing illness	167	<b>11.1</b>
Physical impairment/mobility	163	<b>10.8</b>
Learning difficulty	122	<b>8.1</b>
Social/communication	79	<b>5.2</b>
Deaf/hearing impairment	42	<b>2.8</b>
Visual impairment	30	<b>2.0</b>
<b>Total</b>	<b>1,510<sup>12</sup></b>	<b>100</b>

Figure 12 and Table 19 show that around 46% of all types of impairment / health condition / learning difficulty reported by those achieving short job outcomes were mental health conditions. This is the same as the proportion of mental health conditions reported by those that joined the service (46%; Table 20). Other disabilities, impairments or medical conditions accounted for about 15% 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 7% 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 13: Number of types of impairment / health condition / learning difficulty reported by Work Able Scotland participants achieving short job outcomes, at 28 September 2018**



**Table 21: Number of types of impairment / health condition / learning difficulty reported by Work Able Scotland participants achieving short job outcomes, at 28 September 2018**

<b>Table 21: Number of types of impairment / health condition / learning difficulty reported by WAS participants achieving short job outcomes, at 28 September 2018</b>		
<b>Number of types of impairment / health condition / learning difficulty</b>	<b>Number of WAS participants</b>	<b>% of WAS participants</b>
1	75	60
2	30	24
3 or more	8	6.4
Unknown	12	9.6
<b>Total</b>	<b>125</b>	<b>100</b>



**Table 22: Number of types of impairment / health condition / learning difficulty reported by Work Able Scotland participants**

<b>Table 22: Number of types of impairment / health condition / learning difficulty reported by WAS participants</b>		
<b>Number of types of impairment / health condition / learning difficulty</b>	<b>Number of WAS participants</b>	<b>% of WAS participants</b>
1	653	59.6
2	274	25
3 or more	95	8.7
Unknown	73	6.7
<b>Total</b>	<b>1,095</b>	<b>100</b>

Figure 13 and Table 21 show that whilst the majority (60%) 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 22).

**Table 23: Work Able Scotland participants achieving short job outcomes at 28 September 2018, by ethnic group**

<b>Table 23: WAS participants achieving short job outcomes at 28 September 2018, by ethnic group</b>		
<b>Ethnic group</b>	<b>Number of WAS participants</b>	<b>% of WAS participants</b>
White	120	96
Minority ethnic <sup>8</sup>	5	4
<b>Total</b>	<b>125</b>	<b>100</b>

**Table 24: Work Able Scotland participants, by ethnic group**

<b>Table 24: WAS participants, by ethnic group</b>		
<b>Ethnic group</b>	<b>Number of WAS participants</b>	<b>% of WAS participants</b>
White	1,070	97.7
Minority ethnic <sup>8</sup>	23	2.1
Unknown	2	0.2
<b>Total</b>	<b>1,095</b>	<b>100</b>

Table 23 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 24).

## Technical Annex

### Reporting period

FSS – 2018, Quarter 1-2: 3 April 2018 to 28 September 2018

FSS launched on 3 April 2018; however there was an opportunity to make referrals for a short period prior to that, commencing 13 March 2018.

WFS and WAS – 2017, Quarters 1-4, and 2018, Quarter 1-2: 3 April 2017 to 28 September 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.

### Fair Start Scotland (FSS)

#### Data sources

1. The Scottish Employability Tracking System (SETS)

SETS is the Scottish Government referrals tracking system for Fair Start Scotland. Information on those referred ('referrals') and outcomes relating to those individuals, including those who join FSS ('starts') and subsequently achieve employment outcomes ('job outcomes'), is recorded on SETS. It tracks the progress of referrals made to the service and provides management information in relation to performance.

The statistics in this release are based on figures extracted from SETS as at 16 November 2018.

2. Information provided by service providers

The statistics on age, gender, long-term health conditions, disability and ethnic group are derived from information collected by service providers. Information is collected by service providers when an individual joins FSS, including that on age, gender, long-term health conditions and disability which is required for service delivery purposes, and that on ethnic group, which is required for equalities monitoring purposes, but provided on a voluntary basis. 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 who joined FSS ('starts') in the period 3 April 2018 to 28 September 2018.

FSS 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 excludes 157 rejected referrals. The vast majority of these were duplicates.

## Starts

The total number of FSS starts used in the calculation of the percentage of people who joined the service reflects the outcomes of referrals during the period 3 April to 28 September 2018, which includes 162 people who had a recorded start date after 28 September 2018, as recorded by SETS.

## Data amendments

Some inconsistencies in responses to the questions on disability, as reported by service providers were identified, as follows:

Of those participants who responded 'No' to the question asking whether respondents had a physical or mental health condition lasting, or expected to last 12 months or more:

- 840 participants answered the second question on extent of limitation (18 yes, a lot; 127 yes, a little; 695 not at all). These responses were excluded from the totals.
- 225 participants reported one or more long-term health condition (246 conditions in total were recorded). These conditions have been excluded from the count of long-term health conditions.

## 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 28 September 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 28 September 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 28 September 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 28 September 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 28 September 2018 is calculated by dividing the total number of short job outcomes achieved by the total number of starts recorded during the first 9 months of WFS (3 April to 29 December 2017). Participants who have not yet had 9 months to achieve a short job outcome (people who started on the service after 29 December 2017) are excluded from the calculation.

The start to sustained job outcome rate at 28 September 2018 is calculated by dividing the total number of sustained 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 12 months to achieve a sustained job outcome (people who started on the service after 29 September 2017) are excluded from the calculation.

The short to sustained job outcome rate at 28 September 2018 is calculated by dividing the total number of sustained job outcomes achieved by the total number of short outcomes recorded during the first 6 months of WFS (3 April to 29 September 2017). Participants who have not yet had 12 months to achieve a sustained job outcome (people who started on the service after 29 September 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 28 September 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 28 September 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 no longer than 4 weeks).

The description quoted previously in the August 2018 edition of this experimental statistics release, in respect of the periods of time in which a participant can achieve a short job outcomes on WAS has been corrected as follows: The commencement date for a job outcome must occur either (i) during the period the customer is participating in the programme, or (ii) no later than the date occurring 13 weeks after the date the customer leaves the programme.

## **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.

Information on the employment outcomes of Fair Start Scotland participants will be published in future releases, at an appropriate point in the timeline of the services.

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

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## **Complaints and suggestions**

If you are not satisfied with our service, or have any comments or suggestions, please write to the Chief Statistician, 2W, St. Andrew's House, EH1 3DG; telephone 0131 244 0302; e-mail [statistics.enquiries@gov.scot](mailto:statistics.enquiries@gov.scot)

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