

22 February 2023

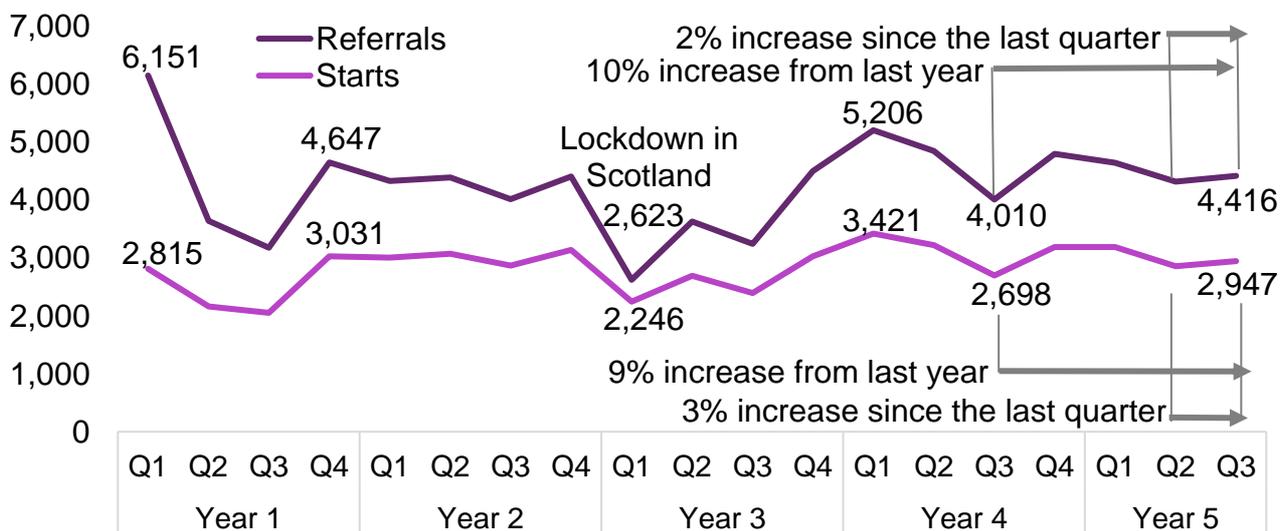
An Official Statistics publication for Scotland

ECONOMY AND LABOUR MARKET

Scotland's Devolved Employment Services: Statistical Summary

Main Points

Main Points Figure: Number of Fair Start Scotland referrals and starts by quarter, from April 2018 to December 2022



- There were 4,416 referrals to Fair Start Scotland (FSS) in the most recent quarter (October – December 2022). This is 2% higher than the previous quarter and 10% higher than the same quarter in 2021. There were 2,947 starts on FSS in the most recent quarter, 3% higher than the previous quarter and 9% higher than the same quarter in 2021.
- Overall, there have been 80,992 referrals and 54,030 starts to FSS since its launch in April 2018. The number of starts includes 3,899 re-joins to the service which has been possible since April 2021.
- There were 1,082 job starts this quarter, 10% lower than the previous quarter and 1% lower than the same quarter in 2021. Overall, there has been 18,819 job starts since FSS launched.

- For those where enough time has passed in both pre-employment support and to measure job outcomes; 37% started a job, 27% have sustained employment for 3 months, 22% have sustained employment for 6 months and 17% have sustained for 12 months.
- Experimental statistics for No One Left Behind show a total of 29,279 people started receiving support from April 2019 to September 2022. The number of people starting support has increased each year; 2,569 in year 1, 5,208 in year 2 and 14,024 in year 3. In the most recent quarter (July – September 2022) 3,754 people started to receive support.

Contents

Main Points	1
About this publication	4
Fair Start Scotland (FSS)	5
Introduction	5
How many FSS referrals and starts have there been?.....	6
Who are the people that have joined FSS?.....	6
Gender	6
Age	7
Ethnicity	7
Disability	8
Long-Term Health Conditions.....	9
Parents	9
How many FSS early leavers have there been?	10
How many FSS starts entered and sustained employment?.....	11
Gender	12
Age	13
Long-Term Health Condition and Disability	14
Ethnicity	15
How many parent starts on FSS entered and sustained employment?	15
No One Left Behind (Experimental Statistics)	18
Introduction	18
Reach of services: How many people accessed employability support delivered under No One Left Behind?	19
Gender	19
Ethnicity	20
Disability	20
Parents	21
Progression of participants: What are the achievements of those supported by No One Left Behind so far?	22
Shared Measurement Framework (SMF)	24
Background Information	25

About this publication

This statistical publication provides summary information on Scotland's devolved employability services. This, the 22nd edition, publishes official statistics for the first four and three quarter years of Fair Start Scotland (FSS), from April 2018 to December 2022, and experimental statistics on employability support delivered under the No One Left Behind strategic approach, reporting on the first three and a half years from April 2019 to September 2022. FSS is an employability support service, launched in April 2018, which aims to help unemployed people into sustainable employment. There are two sources of information for the FSS statistics presented in this publication. The first source is the Scottish Government's Scottish Employability Tracking System (SETS) which tracks referrals, starts and outcomes for those starting employment. This system contains no personal characteristics information and provides management information in relation to performance. The second source is a data return provided quarterly by FSS service providers with key characteristic information for participants such as age, gender, long-term health conditions, disability and ethnic group. It does not contain any service level information. These information sources both contain an anonymous ID number which is used to link them together to create a final dataset for analysis.

No One Left Behind, introduced from April 2019, is a new approach to employability delivery, which moves away from funding and delivering a number of separate and distinct employability programmes to a more flexible approach. No One Left Behind data is collected and recorded on management information systems by Scottish Local Authorities as part of the process for providing support to people. Local Authorities in turn provide some of this data to the Scottish Government on a quarterly basis for monitoring and reporting purposes.

Shared measurement Framework Data reporting Template

From October 2022 onwards, a new data template ([Access the new data template - Publications | Employability in Scotland](#)) co-designed with Local Authorities and aligned to the Shared Measurement Framework will be in place and over time the statistics in this report will reflect this new information. Some Local Authorities opted to transition to the new template for data covering this latest quarter, therefore the statistics covered in this report come from a mixture of the old and new template. Only information available through both templates is presented in this publication. It should be noted that while this transition takes place, numbers may fluctuate more than usual but we will work closely with Local Authorities to ensure returns are accurate and of high quality.

This statistical publication is split into two main sections, the first covers official statistics related to FSS and the second covers experimental statistics related to the No One Left Behind strategic approach. Further detailed statistics including additional breakdowns not necessarily presented in this report are published in accompanying tables alongside the report.

Fair Start Scotland (FSS)

Introduction

FSS is the Scottish Government's devolved employability support service, and aims to help those further from the labour market move into and sustain fair work. FSS launched on 3 April 2018 with funding to support up to 38,000 people into work over an initial three year referral period to end March 2021. In response to the economic impacts of the COVID-19 pandemic, referral into the service has been extended to March 2023.

FSS provides individualised one-to-one support to unemployed people who face the greatest challenges to obtaining work, including people with a disability or health condition, people with convictions, care-experienced young people, single parents, refugees, ethnic minorities, and people who live in some of the most deprived areas in Scotland. More information about the service can be found on [mygov.scot - get help to find a job](https://mygov.scot/get-help-to-find-a-job).

FSS is delivered by a mixed economy of public, private and third sector providers across nine geographical areas throughout Scotland. Potential participants can engage with FSS in a variety of ways. A referral can be made by an individual's Jobcentre Plus (JCP) Work Coach. Alternatively, participants can be signposted to FSS through third party organisations or they can self-refer to their local provider if they meet specific criteria. Third-party referrals relate to referrals from outwith JCP.

After a referral is made, the participant is matched with a provider in their local area. The provider makes contact and offers an introduction in which the service is fully explained. The participant is then given the necessary information to engage with FSS.

Following the extension of FSS beyond the initial three year period, people who have previously received support can re-join the service. As a result, the total number of starts in years 1 to 3 equals the number of people but from year 4 onwards and thus overall, the total number of starts is not the same as the number of people who have received support.

This report refers to the following groups throughout:

- **People** – unique individuals counted only once. Therefore, if a participant has joined the service more than once, they will only be counted once under the people metric.
- **Starts** – number of starts on the service. As people can now re-join, the number of starts may not equal the number of unique people. For example, if a participant has joined the service on two separate occasions, this will be counted twice under starts but only once under people.
- **Re-joins** – refers to starts that are not first time starts. It should also be noted people may re-join more than once. The sum of the people metric and re-joins equals the number of starts on the service.

Most of the statistics in this report cover the period since FSS was launched in April 2018 up until the most recent quarter (October – December 2022). However, for some data items such as job outcomes, it is more appropriate to only consider those participants where enough time has passed that we have complete data. This varies depending on the metric but is noted within the relevant sections of the report.

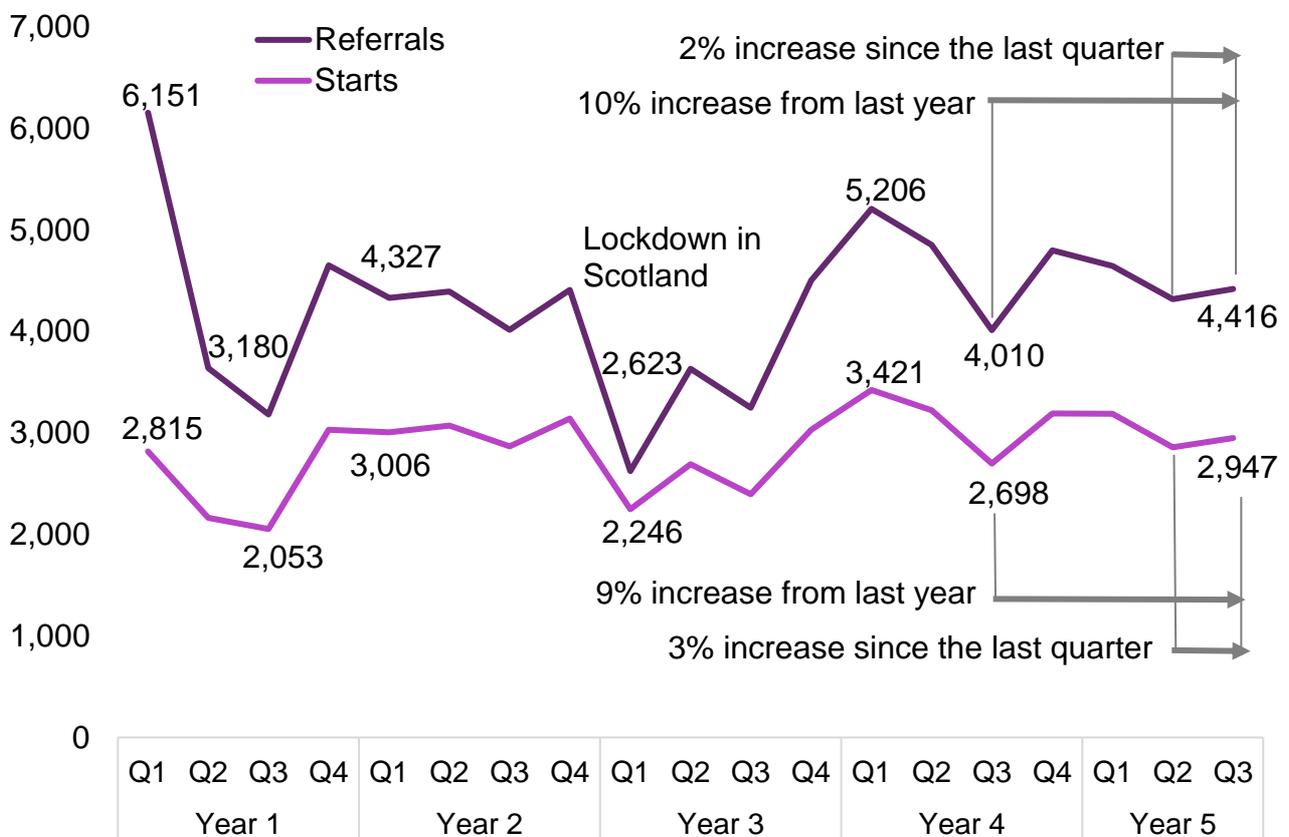
See the [background section](#) for further details.

How many FSS referrals and starts have there been?

There were 80,992 referrals to FSS between its launch in April 2018 and the end of December 2022. Of the total referrals to FSS, 54,030 started receiving employability support. This includes 3,899 re-joins to the service from participants that have previously been supported by FSS.

Referrals and starts peaked in April – June 2021 following the lows observed during lockdown. While there has been a decrease from this high point, referrals and starts are at similar levels observed pre-pandemic (See [Background Information section](#) on the impact of COVID-19). Referrals have risen by 2% to 4,416 this quarter and starts by 3% to 2,947. Compared to the equivalent quarter in 2021, referrals have increased by 10% and starts by 9%.

Figure 1: Number of referrals and starts to FSS by quarter, April 2018 to December 2022



Who are the people that have joined FSS?

Of the 54,030 FSS starts, 50,131 people have started on the service, with the difference reflecting participants re-joining the service. The following breakdown of equality groups are based on the characteristics of those 50,131 people when they first joined FSS.

Gender

Most people joining FSS are male (62%) while 38% are female. However, there is evidence that this gap is narrowing. The proportion of females in FSS has increased from 35% in year 1 to 40% in year 4. In the most recent quarter of year 5 (October – December 2022), 44% of participants were female, the highest proportion in a single quarter to date.

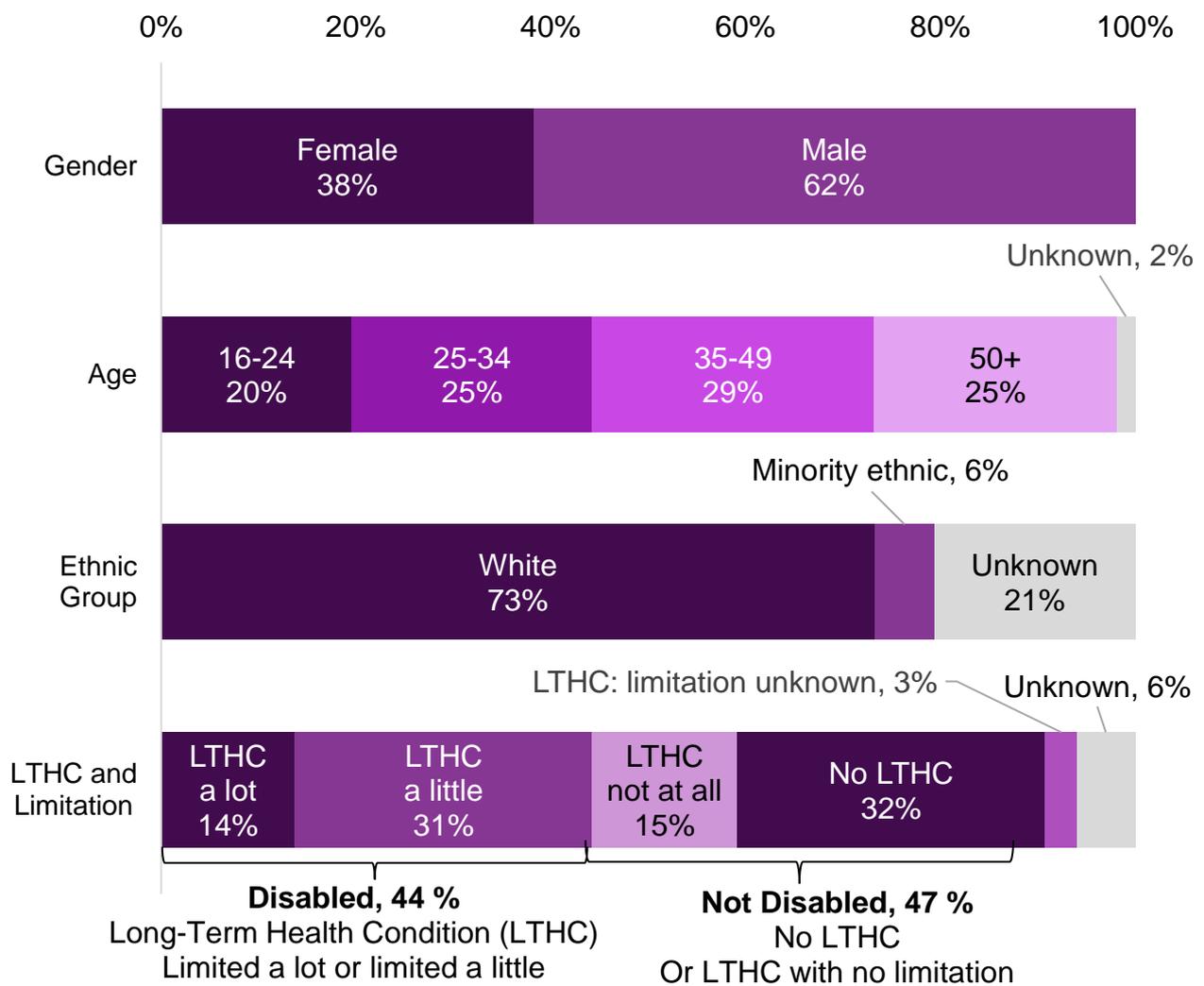
Age

The most common age group of people joining FSS is 35-49 years (29%), followed by 50 years old & over and 25-34 years (both at 25%). The lowest proportion of people are in the 16-24 years old age group (20%).

Over the course of years 1 to 3, there was an increase in the proportion of participants from the youngest age group (16-24), from 16% to 25%. In year 4 however there was a reversal, with the proportion falling to 16%. In the most recent quarter, the proportion was 18%.

For the oldest age group, 50 years old & over, the proportion has followed a reversed trend to that observed in the youngest age group. In years 1 to 3, it decreased from 30% to 20% but in year 4 increased to 27%. In the most recent quarter, the proportion was 22%.

Figure 2: Breakdown of people starting FSS by equality characteristic group, April 2018 to December 2022



Ethnicity

Overall, 6% of people who have joined FSS were from minority ethnic backgrounds and 73% were white, with ethnicity unknown for the remaining 21% of participants.

In the most recent quarter 12% of participants were from a minority ethnic group and 82% of participants were white. Monitoring changes to the proportion of minority ethnic

participants over time is difficult due to the high proportion of unknowns, and there is ongoing work to improve data quality and collection. During the first Covid-19 lockdown, FSS service delivery moved to over the phone or online which impacted on the collection of equalities data. There has been subsequent work with FSS service providers to maximise response rates. Please see the [Data Quality section](#) in the Background Information for more details.

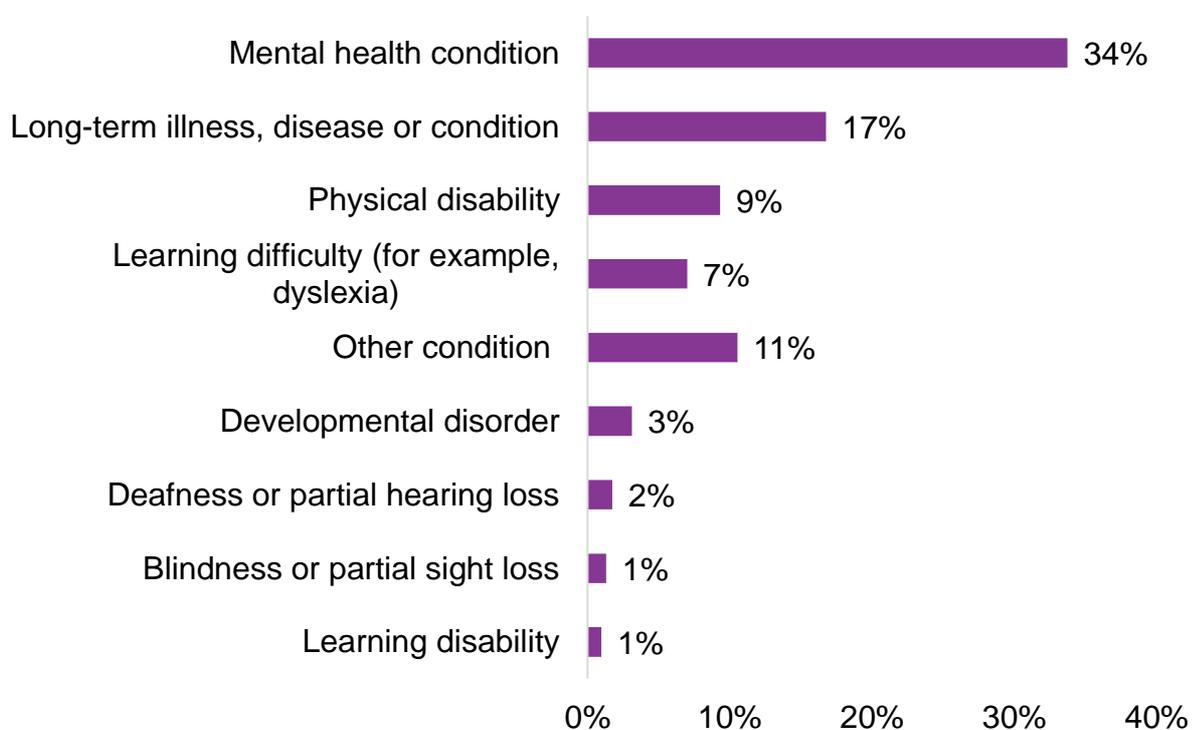
So far in year 5, the proportion of unknowns is 7% and was 5% in the most recent quarter. This has followed improvements observed in year 4 where unknowns were at 13% compared to higher proportions in the earlier years of the service (year 1: 17%, year 2: 31%, year 3: 29%).

Disability

Disability is defined based on answers to two questions related to long-term health condition (LTHC) and ability to carry out activities. Please see [background information](#) for more detail.

Overall, a similar proportion of FSS participants have reported a disability (44%) as reported not having a disability (47%), while this was unknown for the remaining 9%. The proportion of disabled participants has varied across years with the highest proportion (55%) in year 1 and the lowest (32%) in year 3, where an impact on the collection of equalities data in general was observed following the move away from face to face service delivery due to Covid-19. There may also have been a direct impact from Covid-19 policies such as shielding. In year 4, the proportion of disabled participants increased to 47%. In year 5 to date, the proportion of disabled participants is 45% though it was lower in the most recent quarter at 40%.

Figure 3: Percentage of people starting on FSS reporting long-term health conditions, April 2018 to December 2022



Long-Term Health Conditions

Overall, 62% of people joining FSS reported having a LTHC, 32% reported no LTHC, with 6% being unknown. In year 5 to date, 56% of people have reported a LTHC, though this was lower in the most recent quarter at 51%.

There are many LTHC that may impact upon a person's ability to gain and maintain employment without additional support and participants may have and report more than one LTHC. The most commonly reported LTHC by participants joining FSS was a mental health condition (34%). While the proportion of people reporting a mental health condition has fluctuated, from 31% in year 1 to 36% in years 2 and 3, it has remained the most widely reported condition. See figure 2 for a breakdown of the most commonly reported LTHC by FSS participants.

Parents

Annual data on FSS participants that are parents was first published in May 2021. From the August 2022 statistical publication quarterly parent data for FSS participants has been published, covering year 5 onwards.

Of people joining FSS for the first time 10,393 were parents, while there has been 11,247 total parent starts on the service since its launch in April 2018, including re-joins.

Cumulative totals should be interpreted with caution and comparison of data between years is not possible due to the way the collection has developed over time. See [background information](#) for more details.

In the latest quarter, of the 813 parent starts on FSS there were 722 people who were parents accessing FSS support for the first time. These 722 parents represented 29% of all 2,511 people accessing FSS support for the first time in this quarter. This is the highest quarterly proportion in year 5 to date (April – June 2022: 26%, July – September 2022: 27%).

Of the 722 parents in the most recent quarter, the following groups were observed in terms of parents and those from families at highest risk of being affected by child poverty (see [background information](#) for more detail):

- 34% were disabled,
- 38% were lone parents,
- 2% were mothers aged under 25,
- 20% were parents with three or more children,
- 38% had a child aged under 12 months, and,
- 17% were from a minority ethnic background.

Reach of service

The Year 3 evaluation of the service, covering the period April 2020 to March 2021, showed that; women, people from minority ethnic backgrounds, young people (16-24 years) and 50-64 year age groups were under-represented on the service when comparing participants accessing support during the third year of FSS with the unemployed population of Scotland. Meanwhile, a higher proportion of disabled people and people aged 25-34 accessed support compared to the overall unemployed population of Scotland.

These findings were consistent with both the Year 1 and Year 2 evaluations of the service, covering 2018/19 and 2019/20 respectively, for gender, ethnic group and disability. Prior to

year 3 it was found that all younger age groups (16-34, rather than just 16-24) were under-represented when compared against the overall unemployed population of Scotland.

How many FSS early leavers have there been?

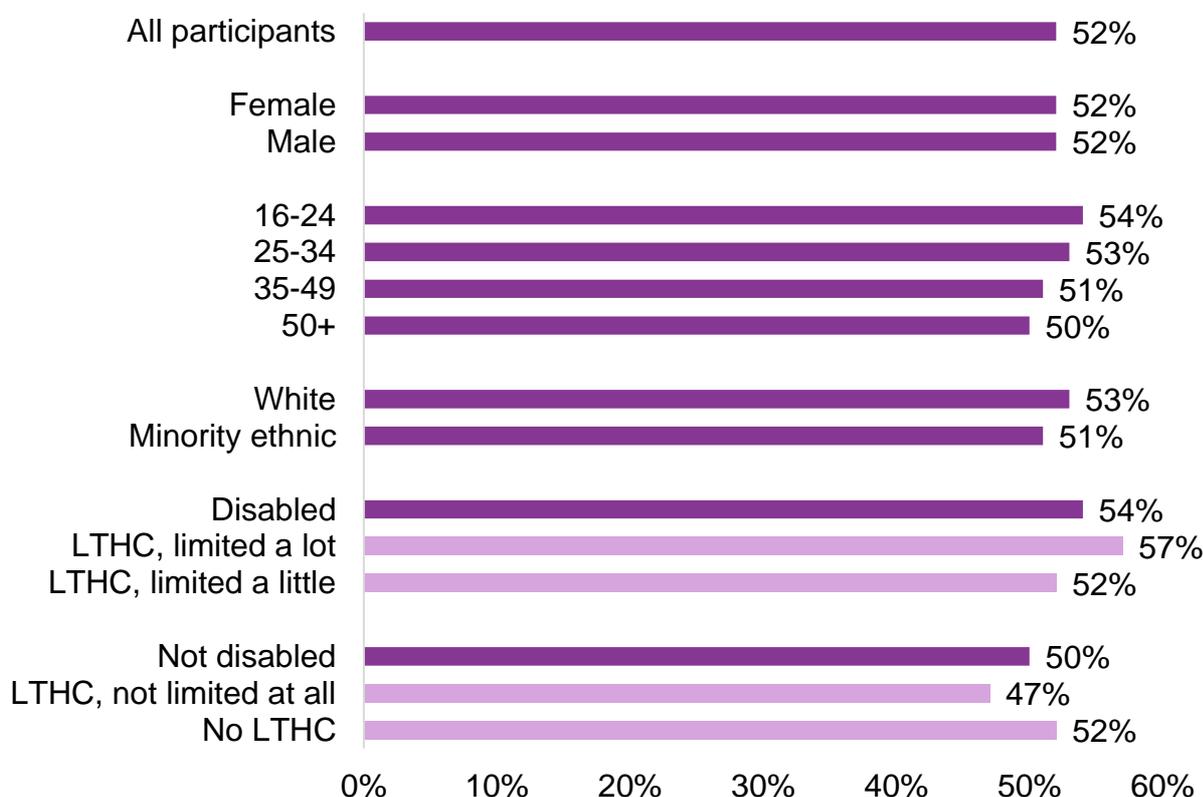
Someone is defined as having left FSS early (an 'early leaver') if they leave FSS before the end of the pre-employment support period and without having sustained employment for at least 3 months. The pre-employment support period usually lasts for up to 1 year but can last up to 18 months in some cases. However this has only applied to a small number of people to date.

There have been 25,590 early leavers from the 54,030 FSS starts (includes 3,899 re-joins). As time goes on we get a more complete picture of the proportion of starts on the service that stay on FSS or leave early.

Where we have a complete picture, based on participants with a start date one year or longer, 52% of starts have left early. This rate is based on 21,764 early leavers from a cohort of 41,849 starting between the period April 2018 and December 2021 (including 1,864 re-joins). There was a reduction in early leavers between years 1 and 2 from 53% to 46%, however in year 3 this increased to 52% and in the first three quarters of year 4, 58% of participants have left FSS early.

Figure 4 shows the percentage of starts leaving early across each of the equalities groups. The percentage of early leavers was higher for those reporting a disability, particularly for those who have a LTHC that limits daily activities a lot (57%); compared with those with a LTHC that did not limit daily activities at all (47%). Younger participants also had higher early leaver rates: 54% of those aged 16-24, compared with 50% of those aged 50 & over.

Figure 4: Percentage of FSS starts that leave the service early, broken down by equality characteristic group, April 2018 to December 2022

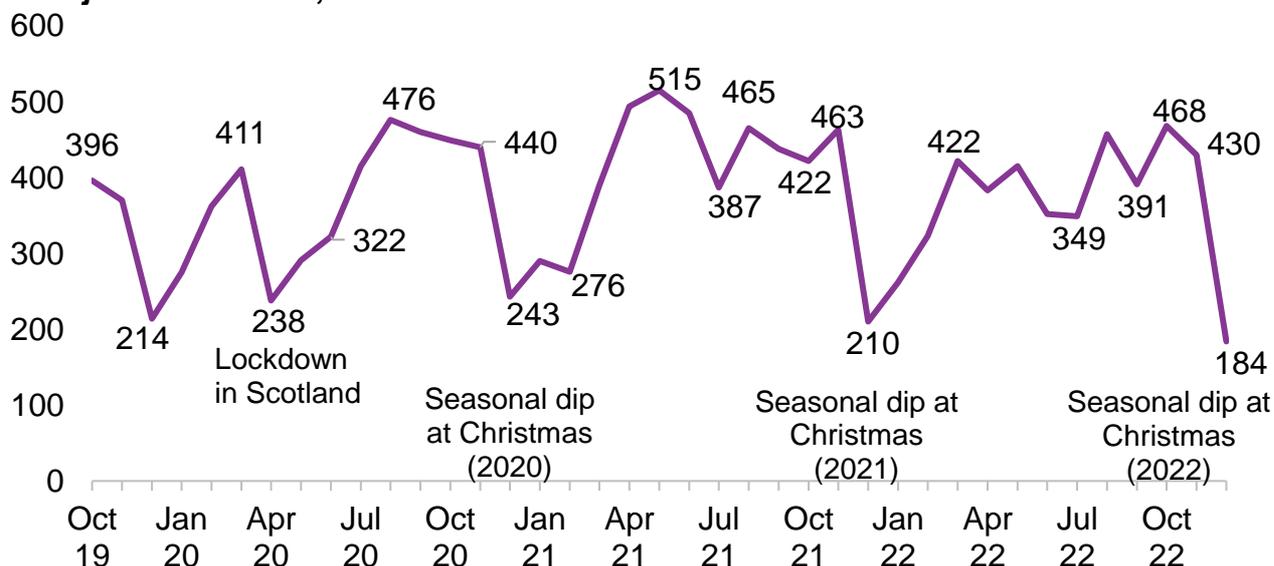


How many FSS starts entered and sustained employment?

There has been a total of 18,819 job starts from the 54,030 FSS starts, including the 3,899 re-joins to the service, since the launch of FSS.

Figure 5 shows both the impact of Covid-19 restrictions beginning in March 2020 and the regular seasonal decline observed each Christmas with subsequent increases in the new year. There can be significant variation in the number of job starts by month with the highest number of job starts in any one month in May 2021 (515), the only time monthly job starts have surpassed 500. In the last quarter job starts rose to 468 in October before sharply falling to 184 in December, however, it is important to be cautious when interpreting data for the most recent months as there can be delays between a participant starting a job and it being recorded by service providers. In addition, job starts tend to be lower in December.

Figure 5: Number of FSS starts entering employment after joining the service, by the month job was started, October 2019 to December 2022



Of the 18,819 job starts, so far 12,687 had sustained employment for at least 3 months (13 weeks), 9,586 sustained employment for at least 6 months (26 weeks), and 6,470 sustained employment for at least 12 months (52 weeks), as of December 2022.

Job outcome rates can only be reported for start cohorts where enough time has passed in pre-employment support and for outcomes to be achieved, therefore the number of participants and time periods included differ by outcome type. The following table summarises this for each outcome type.

Table 1: Outcome type and respective service start time period and number of participants covered in reported rates

Outcome	Time period of starting on service	Participants	Re-joins
Job Starts	April 2018 to December 2021	41,849	1,864
3 month job outcome	April 2018 to September 2021	39,151	1,339
6 month job outcome	April 2018 to June 2021	35,928	689
12 month job outcome	April 2018 to December 2020	29,478	0

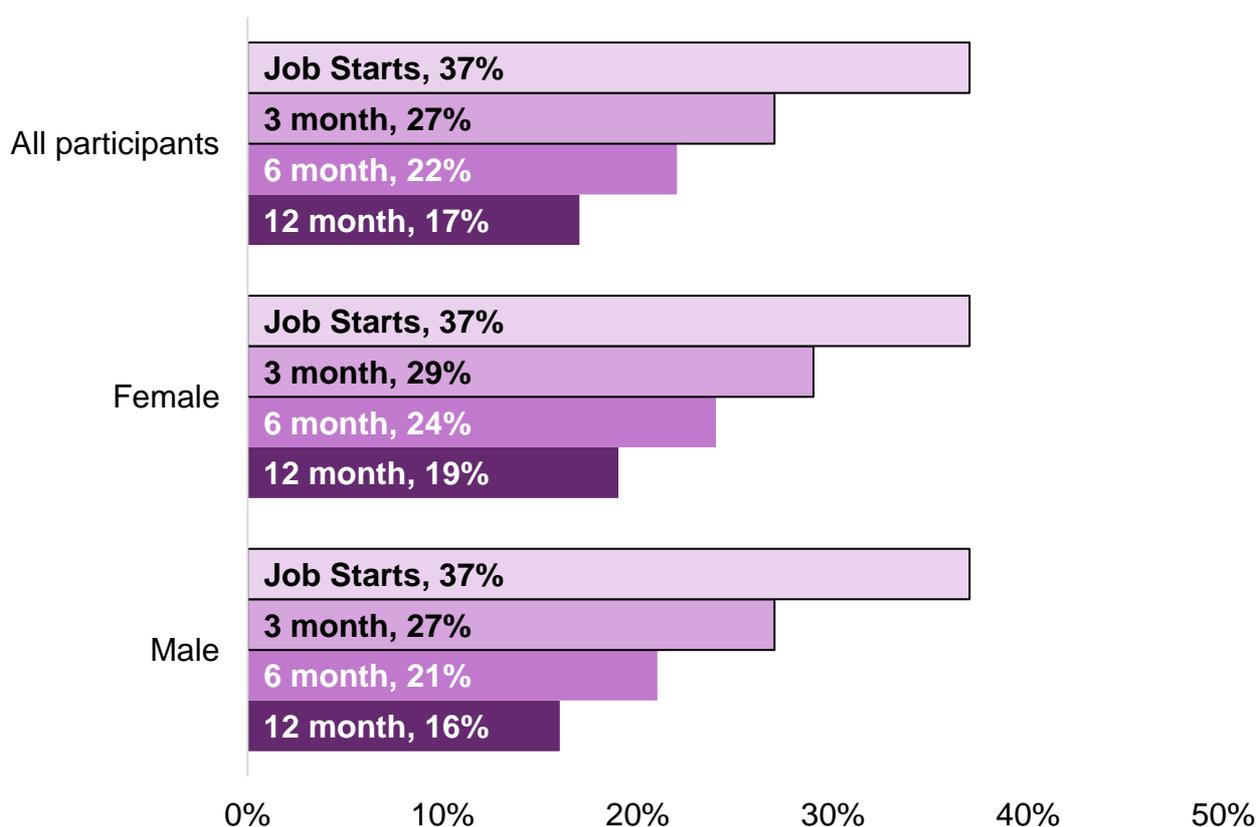
For start cohorts where enough time has passed in pre-employment support and for outcomes to be achieved, job outcome rates show:

- Most FSS starts did not enter work or go on to sustain employment: 37% started a job, 27% sustained employment for 3 months, 22% sustained employment for 6 months, and 17% sustained employment for 12 months however,
- a high percentage of job starts are sustained: 73% of FSS starts that entered employment went on to sustain employment for 3 months, 81% of those who sustained employment for 3 months went on to reach 6 months, and 77% of those who sustained employment for 6 months went on to reach at least 12 months.

Gender

Whilst the job start rate is the same for males and females at 37%, slightly higher rates for each job outcome were achieved by female starts: 29% of female starts and 27% of male starts achieved a 3 month job outcome, 24% of female starts and 21% of male starts achieved a 6 month job outcome and 19% of female starts and 16% of male starts achieved a 12 month job outcome.

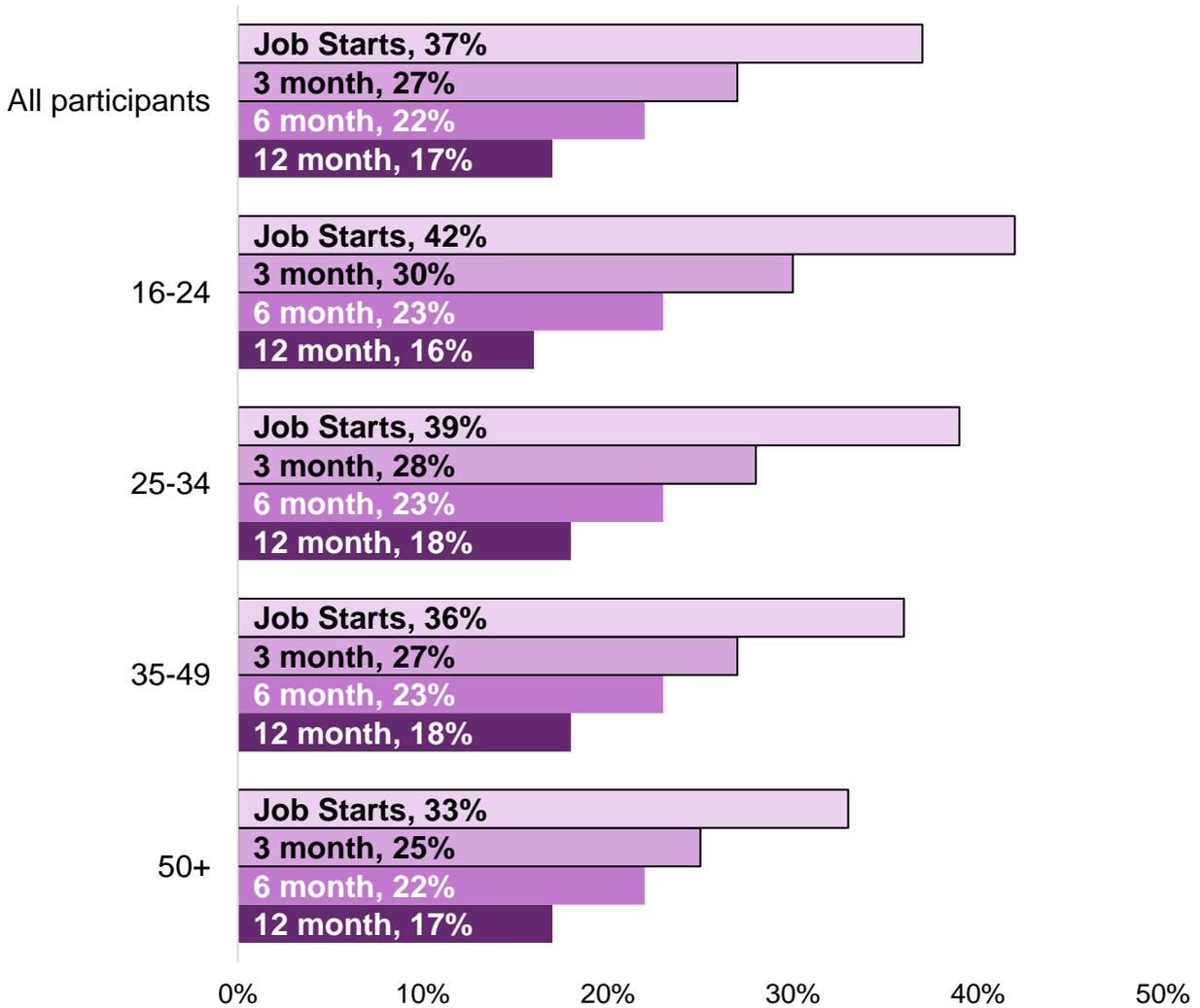
Figure 6: The job start and outcome rates after joining the service, for all FSS participants and split by gender, April 2018 to December 2022



Age

While the youngest age group (16-24) made up the lowest proportion of FSS participants, this group achieved higher rates of job starts and 3 month job outcomes compared to other age groups. However this difference narrows or reverses when looking at 6 and 12 month job outcomes. Those in the oldest age group (50 years and older) had the lowest outcome rates for job starts and 3 month job outcomes, though this difference narrowed at 6 and 12 months.

Figure 7: The job start and outcome rates after joining the service, for all FSS participants and split by age group, April 2018 to December 2022



Long-Term Health Condition and Disability

Of the FSS starts with a long-term health condition that limited daily activities a lot, 25% went on to start work, compared to 45% of starts that had a health condition that did not limit daily activities. The difference between these two groups was also observed in the proportions sustaining employment at 3 months (19% for those limited a lot, and 32% for those not limited at all), 6 months (16% and 26%) and 12 months (12% and 19%).

Figure 8: The job start and outcome rates after joining the service, for all FSS participants and split by long-term health condition, April 2018 to December 2022

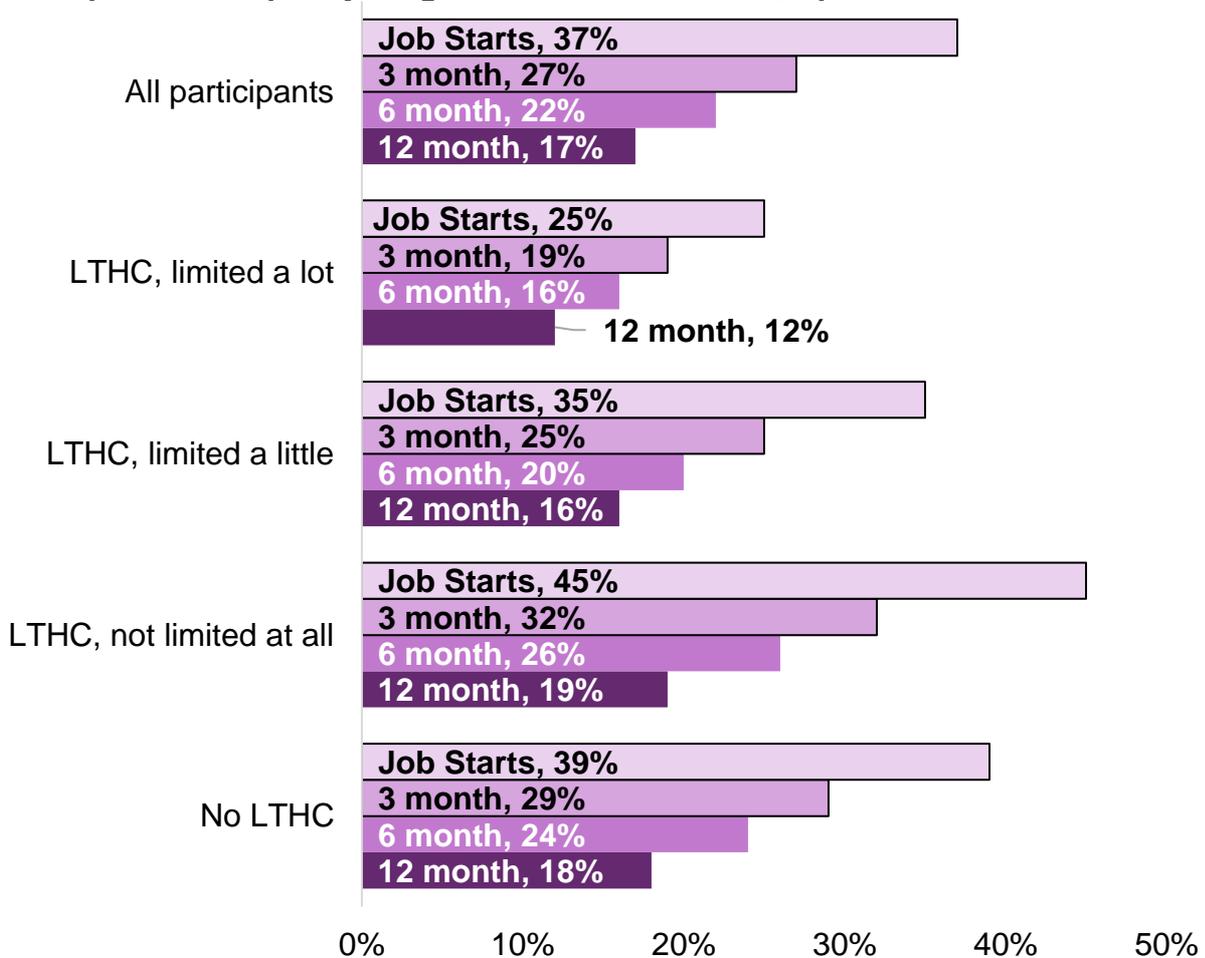
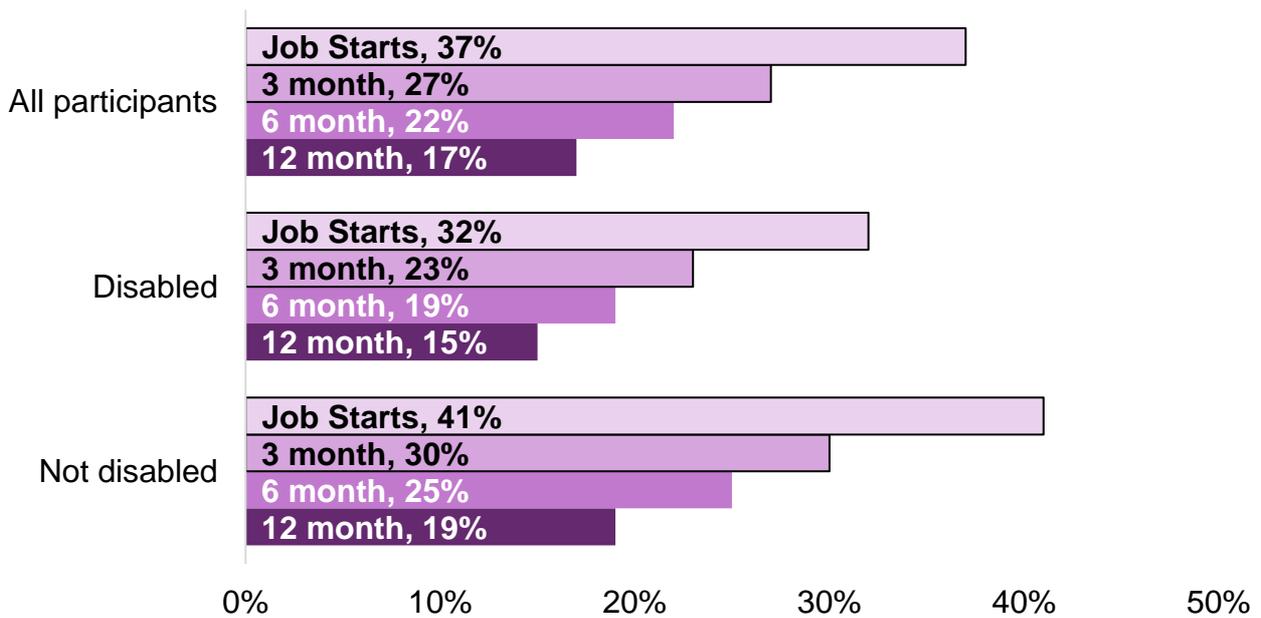


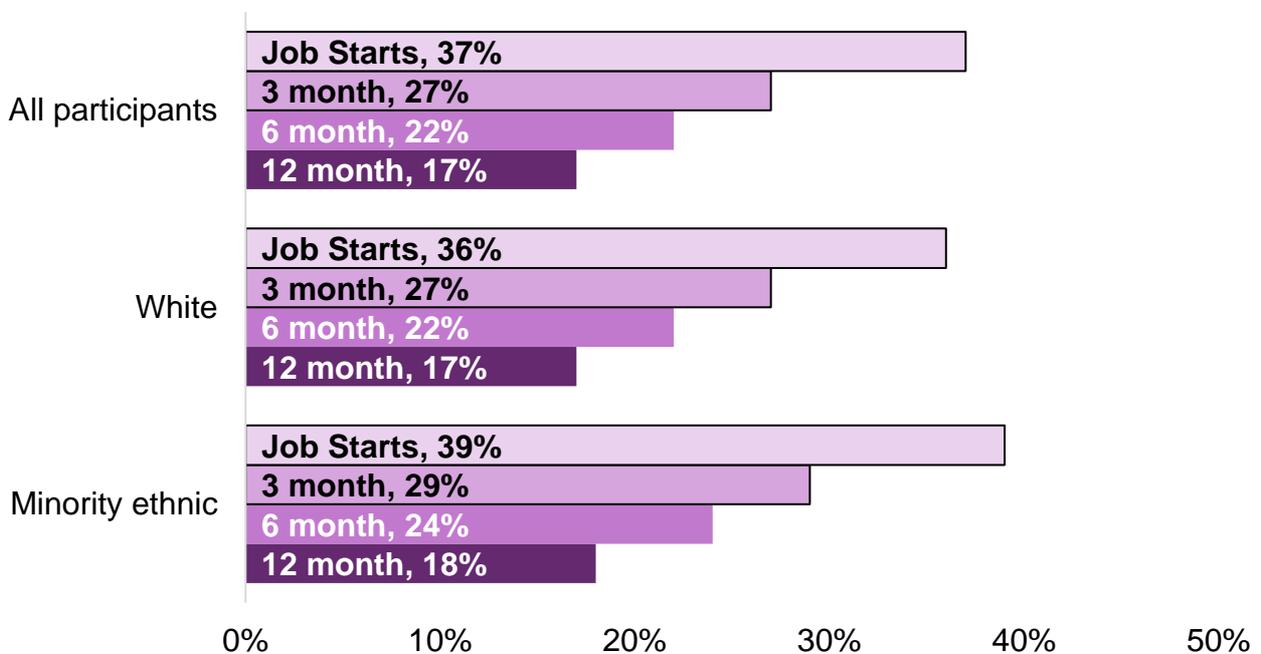
Figure 9: The job start and outcome rates after joining the service, for all FSS participants and split by disability, April 2018 to December 2022



Ethnicity

Of the FSS starts that were from minority ethnic backgrounds, 39% went on to start work, compared to 36% of white participants. Small differences were also seen for 3 month outcomes (29% for minority ethnic participants; 27% for white participants), 6 month outcomes (24% and 22%), and 12 month outcomes (18% and 17%).

Figure 10: The job start and outcome rates after joining the service, for all FSS participants and split by ethnicity, April 2018 to December 2022



How many parent starts on FSS entered and sustained employment?

For the 11,247 FSS starts that were parents, job outcome rates can only be reported for start cohorts where enough time has passed in pre-employment support (12 months) and

for outcomes to be achieved, therefore the number of parents and time periods included differ by outcome type. The following table summarises this for each outcome type.

Table 2: Outcome type and respective service start time period and number of parents covered in reported rates

Outcome	Time period of starting on service	Parents Included	Parent Re-joins
Job Starts	April 2018 – December 2021	8,052	418
3 month job outcome	April 2018 – September 2021	7,305	309
6 month job outcome	April 2018 – June 2021	6,373	169
12 month job outcome	April 2018 – December 2020	4,508	0

For start cohorts where enough time has passed in pre-employment support and for outcomes to be achieved, job outcome rates show:

- Most parent FSS starts did not enter work or go on to sustain employment: 38% started a job, 28% sustained employment for 3 months, 24% sustained employment for 6 months, and 18% sustained employment for 12 months.

Job Starts

The proportion of parents (38%) starting a job after joining the service is similar to the proportion of participants overall at 37%. The proportion of disabled parents (32%) starting a job was the same as disabled participants not reported to be parents and lower than the 41% of FSS starts who were not disabled and not reported to be parents. A job start was achieved by 32% of lone parent starts, 34% of parent starts that were mothers under 25, 38% of parent starts with three or more children, 37% of parent starts that had a child aged under 12 months and 38% of FSS starts that were minority ethnic parents.

3 month job outcome

A similar proportion of parents (28%) achieved a 3 month job outcome compared to FSS participants overall (27%). However, this was again lower for disabled parents (24%) and disabled participants who were not reported to be parents (23%). The highest rates were observed in those participants who were not disabled and not reported to be parents (30%). Three months sustained employment was achieved by 24% of lone parent starts, 24% of parent starts that were mothers under 25, 28% of parent starts with three or more children, 26% of parent starts that had a child aged under 12 months and 30% of FSS starts that were minority ethnic parents.

6 month job outcome

A similar proportion of parents (24%) achieved a 6 month job outcome compared with all FSS participants (22%). This was lower for disabled parents and disabled participants not reported to be parents (both 19%). Six months sustained employment was achieved by 20% of lone parent starts, 17% of parent starts that were mothers under 25, 23% of parent starts with three or more children, 22% of parent starts that had a child aged under 12 months and 24% of FSS starts that were minority ethnic parents.

12 month job outcome

The proportion of parents achieving a 12 month job outcome was 18%, similar to the proportion of FSS participants overall at 17% and for disabled parents (16%) and disabled participants who were not reported to be parents (15%). Twelve months sustained employment was achieved by 15% of lone parent starts, 12% of parent starts that were mothers under 25, 20% of parent starts with three or more children, 18% of parent starts that had a child aged under 12 months and 17% of FSS starts that were minority ethnic parents.

All outcome rates for parents should be used with caution as some percentages are based on very small numbers.

No One Left Behind (Experimental Statistics)

Introduction

No One Left Behind is a strategy for placing people at the centre of the design and delivery of employability services. The transition to this new approach, delivered through a partnership agreement between Scottish and Local Government, commenced on 1 April 2019.

The No One Left Behind approach moves away from funding and delivering a number of separate and distinct employability programmes, to a more flexible approach. Scottish and Local Government are working with third and private sector to deliver support which aims to be more joined-up and responsive to the needs of individuals of all ages and to local labour market conditions.

Since April 2019, a range of Scottish Government funding has been made available to Local Government partners as the scope of delivery under No One Left Behind expands over time. This includes funding for the initial phase of No One Left Behind (April 2019), the Parental Employability Support Fund (February 2020) and the Young Person's Guarantee (November 2020). Since February 2022, the experimental statistics in this publication have included people supported by the totality of these funds. The funding aims to provide support for people of all ages, with a range of differing characteristics and circumstances, including parents, who need help on their journey towards work.

Note that the experimental statistics in this publication relate only to Scottish Government funded activity and do not report on the entirety of employability related activity in each local authority area.

The support provided may vary from short, focused interventions or longer term support, dependent upon individual circumstances. Participants can access the support they require on an ongoing basis and can engage and disengage at times that best suit their needs. Individuals can self-refer to No One Left Behind support, or be referred through a variety of channels, including educational providers, local authorities, third sector organisations, Jobcentre Plus, and other local services.

From October 2022 onwards, a new data template ([Access the new data template - Publications | Employability in Scotland](#)) co-designed with Local Authorities and aligned to the Shared Measurement Framework will be in place and over time the statistics in this report will reflect this new information. Some Local Authorities opted to transition to the new template for data covering this latest quarter, therefore the statistics covered in this report come from a mixture of the old and new template. Only information available through both templates is presented in this publication. It should be noted that while this transition takes place, numbers may fluctuate more than usual but we will work closely with Local Authorities to ensure returns are accurate and of high quality.

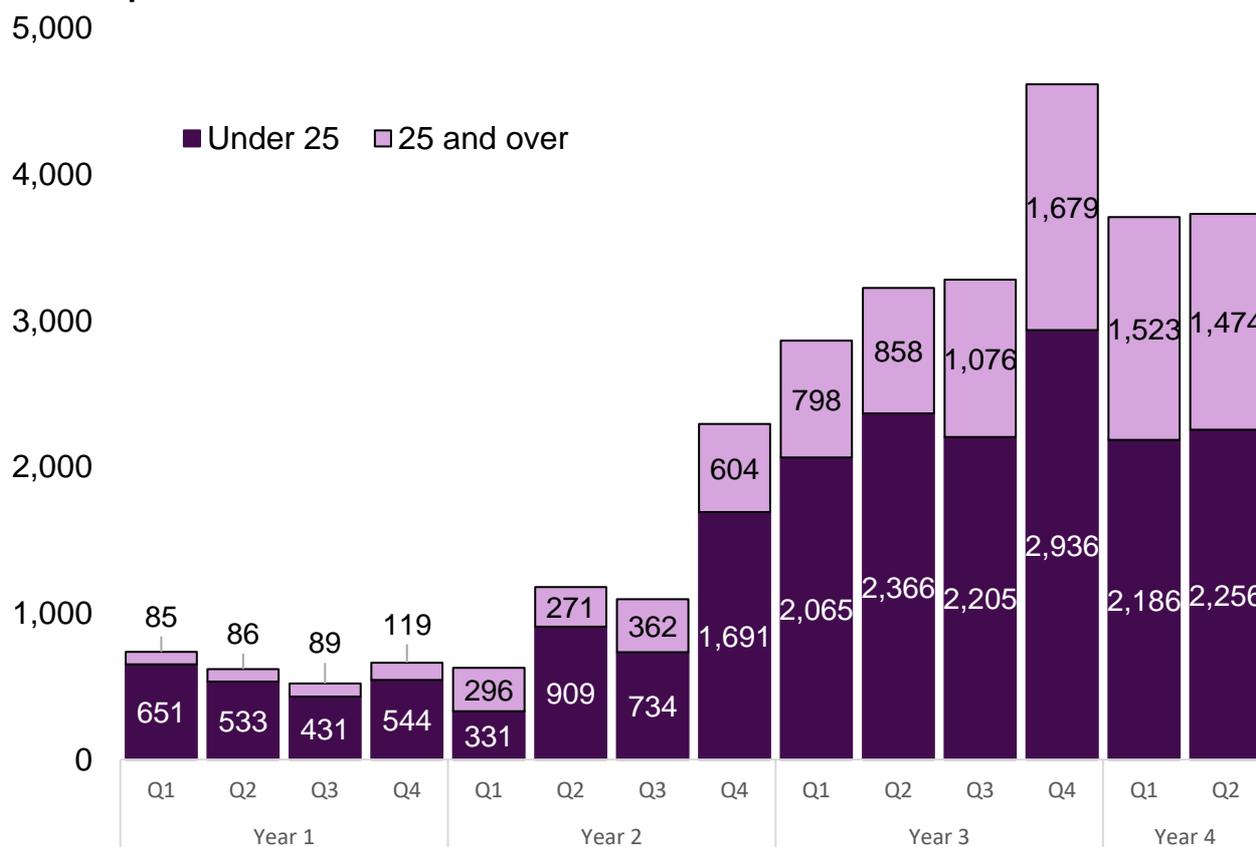
Reach of services: How many people accessed employability support delivered under No One Left Behind?

A total of 29,279 people started receiving support from April 2019 to September 2022. The number of people starting to receive support has increased over time; 2,569 in year 1, 5,208 in year 2, and 14,024 in year 3. In the most recent quarter (July – September 2022) 3,754 people started to receive support. Please note there was a decrease in the year 1 total from previous publications as this was previously derived from year 1 aggregate data that was collected during that period, see [Background Information](#) for more details.

Most people were aged under 25, 19,838 (68%). Of these, 14,047 (71%) were aged 15-19 and 5,791 (29%) were aged 20-24. Of all participants, 9,320 (32%) were aged 25 or over. Of these, a similar proportion were aged 25-34 (37%) and 35-49 (41%), while only 22% were aged 50 or over. Age was unknown for less than 0.5% of participants.

Figure 11 below shows participation has increased for both the under 25 and 25 and over age groups over time with peak participation seen in January – March 2022. The latest quarter shows 2,256 participants under 25 and 1,474 participants aged 25 and over accessed support. It should be noted that the large increase in participation seen between January and March 2021 coincides with the introduction of additional funding to support young people.

Figure 11: Participants starting to receive employability support, by quarter, April 2019 - September 2022



Gender

Of the 29,279 people who started to receive support between April 2019 and September 2022, 43% were female and 55% male. Gender was unknown for 3% of participants. The proportion of females increased from 40% in year 1 to 43% in each of the subsequent years to date. The highest proportion of female participants receiving support in a single

quarter was 48% (October – December 2020). There are marked gender differences by age. The youngest (15-19) and oldest (50+) age groups have the lowest proportion of females at 37% and 36% respectively, however for the 25-34 (57%) and 35-49 (60%) age groups, the gender difference reverses and females account for the highest proportion of participants.

Ethnicity

Overall, ethnic minority groups have accounted for 9% of participants since April 2019. The proportion of minority ethnic participants has varied across years with the highest proportion (13%) in year 2 and the lowest (3%) in year 1. In the most recent quarter (July – September 2022), the proportion was 9%. However, there were age differences; with a higher proportion of minority ethnic participants in the 25 and over group (15%) compared with those under 25 (6%). These figures should be used with caution as some percentages are based on very small numbers.

Disability

Overall, 14% of participants accessing support reported having a disability. See [Background Information](#) for disability definition. Unlike that observed with gender and ethnicity, there is little variation between younger (under 25; 14%) and older (25 and over; 15%) age groups. The proportion of participants reporting a disability has been fairly consistent with the exception of a marked decrease across year 2 to 11% before increasing to 14% in year 3. The proportion increased to 17% in year 4 so far, with the highest proportion of participants to date at 19% in the latest quarter (July – September 2022). Year 2 covered the first pandemic year which may be a factor for the change observed in year 2. These figures should be used with caution as some percentages are based on very small numbers.

Figure 12: Percentage of people supported through No One Left Behind, broken down by equality characteristic group, April 2019 - September 2022

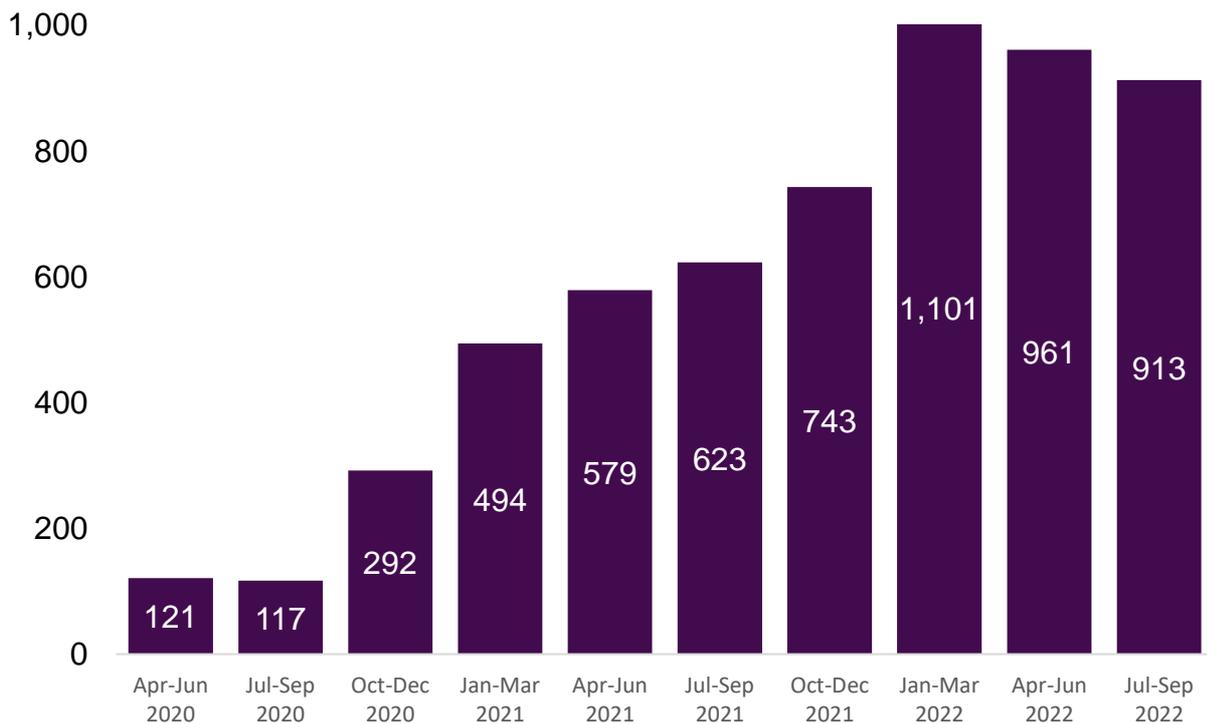


Parents

Please note that parents are a subgroup of participants supported during the period April 2020 to September 2022 (from year two onwards). The number of parents is not additional to the number of under 25s and those aged 25 and over but are distributed across age groups, with 17% being aged under 25 and 83% aged 25 and over.

Of the 26,710 people who started to receive support from year 2, 5,944 (22%) were parents. The number of parents has generally increased reaching a high of 1,101 parents in January - March 2022. There were 913 parents in the most recent quarter.

Figure 13: Parents starting to receive employability support, by quarter, April 2020 - September 2022



Parents as a proportion of all people starting to receive support has fluctuated over the period reaching a peak of 27% in the period October - December 2020. While this has fluctuated and dropped to 19% in July - September 2021, it has gradually increased since, reaching 24% in the most recent quarter.

Age

The majority of parents are aged 35-49 years (43%), and this has been consistent over the reporting period. The proportion of parents is lowest for the youngest (15-19 year olds, 3%) and oldest (50 and over, 7%) age groups.

Gender

The gender difference is reversed and more pronounced in the parent subgroup (74% female) than all participants (43% female). Females have accounted for a significantly higher proportion of parents across the period; however, the proportion of male parents accessing support has generally increased over time, accounting for 19% of parents receiving support in April - June 2020, increasing to 28% in the latest quarter, the highest proportion observed to date.

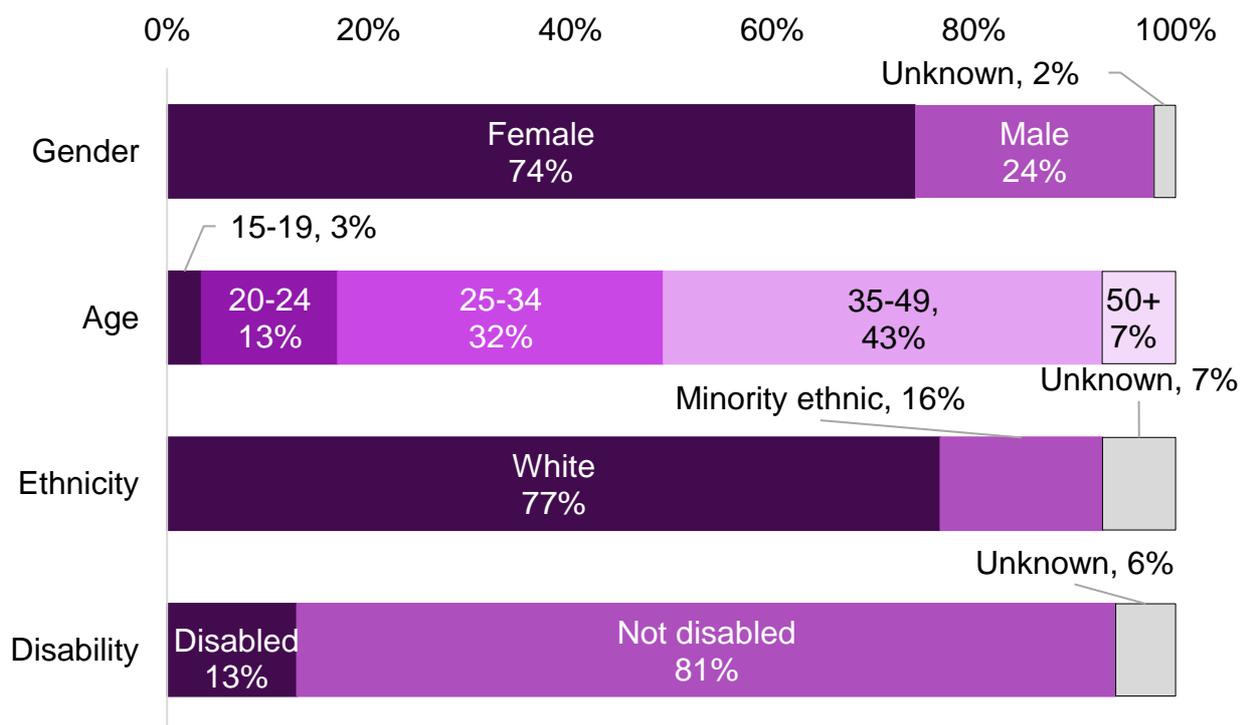
Ethnicity

16% of parents accessing support were from minority ethnic groups. The proportion fell to a low of 10% in October - December 2020 but steadily increased to a high of 19% in January - March 2022 and remains similar at 18% in the latest quarter.

Disability

Overall, 13% of parents reported having a disability. The proportion of parents reporting a disability has remained fairly stable over years 2 and 3 with increases during year 4 so far, peaking at 18% in the most recent quarter.

Figure 14: Percentage of parents supported through No One Left Behind, broken down by equality characteristic group, April 2020 - September 2022



Overall, 62% of parents supported were lone parents and 12% of parents were mothers under 25, while 39% had one child, 31% had two children and 24% had three or more children, with number of children unknown in 6% of cases. Whilst there has been some variation across the period the pattern is broadly similar; parents with one child represent the greatest proportion of all parents in each period.

12% of all parents had a youngest child aged under 12 months. This proportion increased from 9% in year 2 to 13% in year 3 before falling to 11% in year 4 so far.

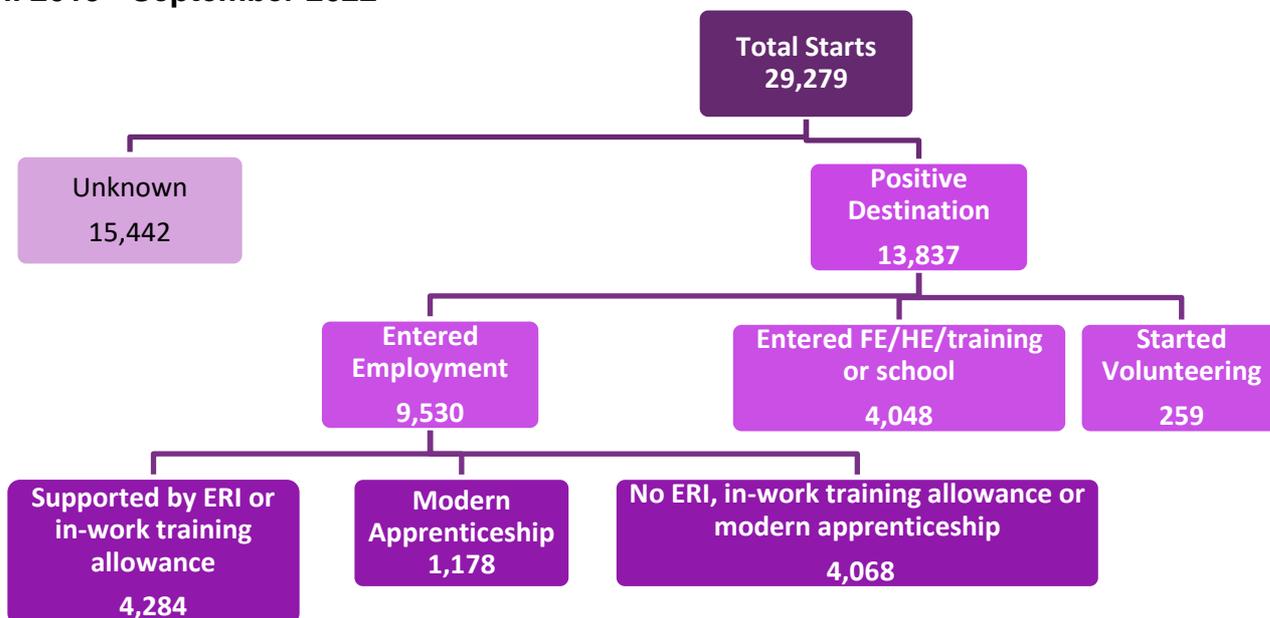
11% of all parents had a disabled child within their family, with status unknown in 13% of cases. The proportion of parents with a disabled child within the family has steadily increased between years; year 2 (8%), year 3 (11%) and year 4 so far (13%) whilst the unknowns have remained at 13%.

Progression of participants: What are the achievements of those supported by No One Left Behind so far?

Of the 29,279 people supported under the No One Left Behind approach between April 2019 and September 2022, 9,530 people (33%) entered employment. Of those that

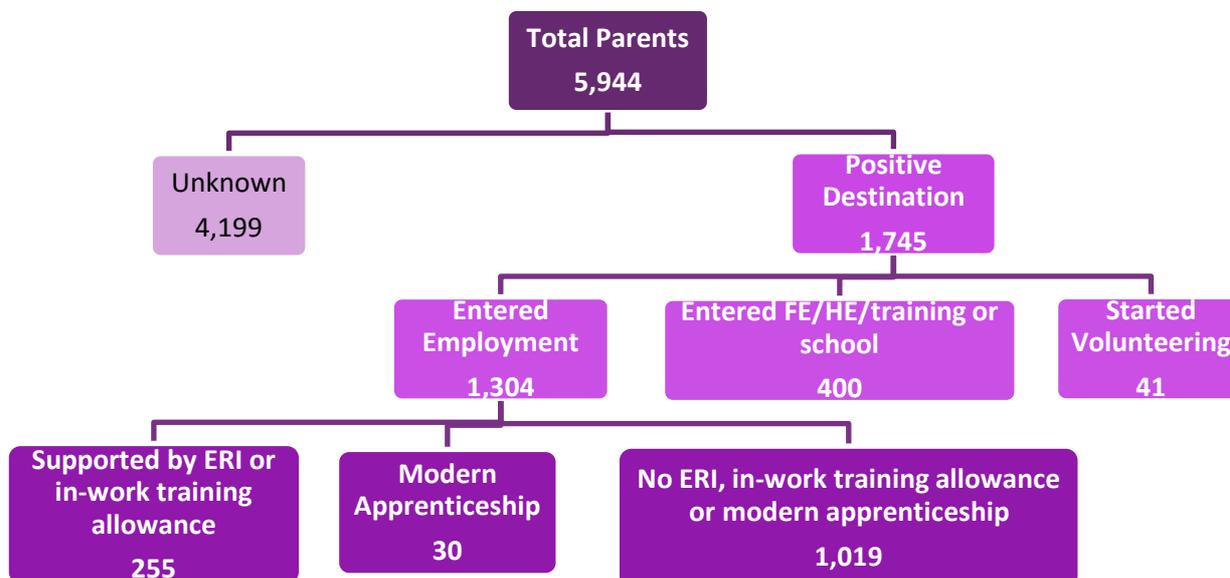
entered employment; 4,284 people (45%) were supported by a subsidy to do so and 1,178 people (12%) started modern apprenticeships. Additionally, 4,048 people supported (14%) entered further or higher education or training (includes some people that were in school), 2,982 people (10%) gained a qualification and 1,286 people (4%) started work experience opportunities.

Figure 15: Initial positive destination achieved by No One Left Behind participants, April 2019 - September 2022



Please note, the following statistics on parents are from year 2 (April 2020) onwards. Of the 5,944 parents supported under the No One Left Behind approach, 1,304 people (22%) started employment. Of those that started employment; 255 people (20%) were supported by a subsidy to do so and 30 people (2%) started modern apprenticeships. Additionally, 400 people supported (7%) entered further or higher education or training (includes some people that were in school), 749 people (13%) gained a qualification and 102 people (2%) started work experience opportunities.

Figure 16: Initial positive destination achieved by No One Left Behind participants identified as parents, April 2020 - September 2022



Shared Measurement Framework (SMF)

The first SMF publication was released in April 2022 and an update was released in December 2022 to reflect work undertaken with Local Authorities during the summer of 2022 to agree and finalise a new data template further aligned to the SMF ([Employability Shared Measurement Framework – opens in a new window](#)).

The initial data recommendations built on existing data collection practice and activity that was in place between Local and Scottish government, formalising key data items collected around the 'progression' theme and the experimental statistics in this report reflect this. From October 2022 data onwards, all Local Authorities will return data using the new Shared Measurement Framework Data reporting template which is further aligned with the 'reach' and 'progression' themes of the SMF. The data published in this report will evolve to reflect this in the future.

The flexible, person-centred support No One Left Behind seeks to put in place acknowledges that participants may experience support differently, based on their individual circumstances and needs – for example, being able to disengage and re-engage in support as required. As a result, participant journeys will differ in nature and pace, and progression and achievements will vary based on what a positive outcome means to that individual. This means broadening our understanding of success from a focus on job outcomes to focus on the actual steps taken and progress made towards work.

The SMF publication is not a final product and more work is required to develop certain areas and themes. They will be particularly important to help us understand the journeys and achievements of those who are furthest away from the labour market and to develop the range of data that we publish.

We first published statistics on the achievements of those supported by No One Left Behind in February 2021 for year 1 participants, derived from the aggregate data that was collected during that period. Since then we have developed year 1 data and combined it with data collected quarterly for subsequent periods, which has allowed us to provide more detailed information for year 1 participants, including their achievements. It should be noted that the flexibility of the No One Left Behind approach allows people to come in and out of support as often as is needed, so the time between the initial start date and that to achieve certain progression outcomes can vary considerably.

Background Information

1. Official and Experimental Statistics

Statistics for No One Left Behind are Experimental Statistics. Experimental statistics are defined by the Code of Practice for Statistics as ‘a subset of newly developed or innovative official statistics undergoing evaluation, that are published in order to involve users and stakeholders in the assessment of their suitability and quality at an early stage’.

Statistics for Fair Start Scotland are official statistics – they are no longer classified as experimental statistics. This early stage has now passed, with user feedback used to improve the publication, though any comments or feedback are still welcome.

More detail on designation of statistics can be found at:

[UK Statistics Authority - Types of official statistics \(www.gov.uk\)](http://www.gov.uk)

2. Reporting periods

Fair Start Scotland. This publication reports on all referrals and starts from 13 March 2018 to the end of the most recent quarter (31 December 2022). The service was launched on 3 April 2018 (Q1). There was an opportunity for referrals to be made and starts to be recorded for a short period prior to the launch of the service, commencing 13 March 2018. Referrals and starts which occurred before the official launch of the service are reported along with the April 2018 data.

No One Left Behind. This publication reports on all participants who received support from 1 April 2019 to 30 September 2022.

3. Fair Start Scotland (FSS) background information

Tables

Detailed statistics on the number of referrals to FSS, number of starts and job outcomes are presented in the accompanying tables, numbered 1 to 10. The caveats that apply to national data also apply to local authority data (see the end of Background Information section 3).

Data sources

The Scottish Employability Tracking System (SETS)

SETS is the Scottish Government referrals tracking system for Fair Start Scotland. Information on those referred to FSS (‘referrals’) and outcomes relating to those individuals, including those who join FSS (‘starts’), enter employment (‘job 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 on 9 January 2023.

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 when an individual joins FSS. Information is usually collected via a combination of face-to-face interviews, SG equalities monitoring forms, phone conversations and electronic questionnaires (see section *Impact*

of COVID-19 (Coronavirus) on data quality); using SG recommended questions and published using related output classifications. The statistics in this release are based on returns for the period 13 March 2018 to 30 December 2022.

Methodology

Referral

The referral numbers published in this release are net figures, which excludes 2,890 rejected referrals. The vast majority of these were duplicates.

Starts

The 'start rate' i.e. the percentage of people who joined FSS is calculated by dividing the number of starts by the number of referrals within a given period. People who were referred in the most recent quarter, particularly at the end, may not have had time to join the service by the end of the month. Because of this, the start rate for the most recent quarter should not be used for considering the overall performance of the service.

Before April 2021, participants were only able to receive support from FSS once, therefore the number of starts on the service is the same as the number of unique people who have received support in years 1 to 3. With the extension of FSS beyond the initial three year period, from April 2021 people who have previously received support may re-join the service. There must be a break of at least 13 weeks since the person left FSS to become eligible. As a result of this change, the total number of starts in FSS, from the beginning of year 4 onwards and thus overall, is not the same as the number of people who have received support.

Early leavers

An early leaver is someone who exits the service before the end of the pre-employment support period without achieving an employment outcome.

Job starts

When an individual progresses into work, service providers record a 'job start' for the individual on SETS. An individual can enter employment more than once; however the figures in this publication are for the first recorded job. For individuals that re-join FSS, where applicable, their first recorded job during their initial period on the service will be counted as will their first recorded job during any subsequent periods on the service. All figures are up to the end of December 2022.

Employment outcomes

A 3 month (13 week) 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 13 weeks out of 16; that is, continuous employment, but not necessarily in the same job, lasting 13 out of 16 weeks.

A 6 month (26 week) 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).

A 1 year (12 month, 52 week) 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 52 weeks out of 60; that is, continuous employment, but not necessarily in the same job, lasting 52 out of 60 weeks (breaks in employment must total no more than 8 weeks).

Disability

Disability is defined by two questions: i) Do you have a physical or mental health condition or illness lasting or expected to last 12 months or more? ii) Does your condition or illness reduce your ability to carry-out day-to-day activities?

If the answer to the first question is "yes", and the answer to the second is either "yes, a lot" or "yes, a little" then the participant is disabled as defined by the Equality Act (2010).

Parents

Data on lone parents was collected from the launch of FSS in April 2018. Data on age of youngest child and number of dependent children was additionally collected from late 2019 and we worked with providers to implement and improve the collection of this data for the remainder of year 2, resulting in better quality data for year 3 onwards. As a result, the percentage of parents increases over time, but this is likely to be a result of data collection changes rather than changes to the number of parents supported.

The Scottish Government has identified a number of 'priority family groups' at risk of child poverty, further information can be found here: [Tackling child poverty priority families overview - gov.scot \(www.gov.scot\)](https://www.gov.scot/Topics/childpoverty/priorityfamilies/overview)

Please note that the data presented in this publication and the supplementary statistical tables differs in some aspects from the priority family group definitions due mainly to its focus on participants rather than family units. For example, the data covers participants accessing FSS support that are disabled parents but does not include families with a disabled child, therefore differing from the 'families with a disabled adult or child' priority family type.

Data quality

Some inconsistencies in responses to the questions on long-term health conditions and disability, as reported by service providers, were identified and amended as follows:

Of those people 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:

- 5,479 starts answered the second question on extent of limitation (119 yes, a lot; 554 yes, a little; 4,806 not at all). These responses were excluded from the totals.
- 2,796 starts reported one or more long-term health condition (3,134 conditions in total were recorded). These conditions have been excluded from the count of long-term health conditions.

Comparisons with other employment services' data

Please use caution when comparing FSS data with data from other employment services across the UK, as features of service design (e.g. whether voluntary or mandatory, eligibility criteria) and definitions (e.g. how job outcomes are measured) may differ.

Local authority data

Please use caution in interpreting data at lower levels of geography, as numbers are small in some instances and there are many factors contributing to variations in totals across local authorities. The Scottish Government's evaluation of year 1 of FSS suggests factors include the local reputation of FSS staff, the prior roles of staff and the reputation of previous services, the range of other existing services available in the area, the

relationship between FSS provider staff and JCP work coaches, and the range and scale of local job opportunities¹.

Impact of COVID-19 (Coronavirus) on Fair Start Scotland

This publication includes data for FSS over a period from March 2020 onwards when the COVID-19 pandemic, associated public health measures and economic and labour market impacts have caused several changes which impact the statistics published here.

Key changes to FSS include the following:

- 1) Early in the pandemic, The Department for Work and Pensions (DWP) refocused their work to deal with the increased demand for benefit claims, so FSS referrals from DWP were paused between April and June 2020.
- 2) As a result of this, there was an increase in the proportion of referrals to FSS through other avenues, particularly from FSS providers' own marketing efforts.
- 3) FSS switched from face-to-face interaction to delivery via phone calls and online interaction. This affected the equalities data collected, with a decrease in people disclosing information on protected characteristics like ethnicity on joining FSS. Data collection methods were adapted to the new circumstances in consideration of data protection guidance. It also caused disruption to some providers where data was held in the workplace and was not available to staff working from home. There were particularly high levels of missing data for ethnicity in July to September 2020. Data collection has since improved. During the quarter April-June 2021 some providers had a limited return to meeting participants in person, depending on the local situation and participant's preference.
- 4) There was a relaxation of rules specifying how often participants must be in contact with providers, from March to September 2020. This meant that some people who would otherwise be considered to have left the service during this period stayed on FSS.
- 5) There were fewer job vacancies in Scotland for approximately one year. ONS data² showed a sharp reduction in job vacancies in Scotland during April 2020 to approximately 40% of the level seen in February 2020, finally returning to February 2020 levels by April 2021. Lower levels of job vacancies would be expected to affect rates of job starts and outcomes in FSS, but numbers of job starts in FSS didn't necessarily follow trends in job vacancies.

4. No One Left Behind Background Information

Data collection

All participant data is collected and recorded on management information systems by Scottish local authorities. Data returns are submitted to the Scottish Government on a quarterly basis. No centralised recording system is in place.

We first published statistics on No One Left Behind outcomes in February 2021 for year 1 participants, derived from the aggregate data that was collected during that period. Since then we have developed year 1 data and combined it with data currently collected for subsequent periods, which has allowed us to provide more detailed information for year 1

¹ The Scottish Government's local area case studies from the evaluation of the first year of Fair Start Scotland can be accessed here: [Fair Start Scotland: evaluation report 2 - year 1 overview - local area case studies \(www.gov.scot\)](https://www.gov.scot/publications/fair-start-scotland-evaluation-report-2-year-1-overview-local-area-case-studies/pages/1-overview.aspx)

² [Economic activity and social change in the UK, real-time indicators - Office for National Statistics \(ons.gov.uk\)](https://www.ons.gov.uk/economy/gross-value-added/gva-by-industry)

participants, including their achievements. As a result of combining year 1 data and Management Information changes, the start dates for some participants have changed.

Starts

People are registered to start receiving support by a local authority Key Worker.

Disability

The guidance for collecting data issued to Scottish local authorities specifies that disability status should be recorded as defined by the Equality Act (2010). Further information can be found here: [Definition of disability under the Equality Act 2010 - GOV.UK \(www.gov.uk\)](https://www.gov.uk/guidance/definition-of-disability-under-the-equality-act-2010)

Employment outcomes

Employment outcomes are defined as follows:

- Where the participant has sustained employment (employment, self-employment, Modern Apprenticeship) for 13 weeks a self-declaration signed by the participant and countersigned the Employability Key Worker will confirm the 13 week milestone has been achieved.
- Where the participant has sustained employment (employment, self-employment, Modern Apprenticeship) for 26 weeks a self-declaration signed by the participant and countersigned the Employability Key Worker will confirm the 26 week milestone has been achieved.

Comparisons with other employment services' data

No One Left Behind and Fair Start Scotland are different approaches to employability support and can vary in what support is offered and what groups are targeted. This is likely to impact on both the demographics and outcomes of participants across both approaches. It is therefore not recommended to make direct comparisons.

For other services across the UK, features of service design (e.g. whether voluntary or mandatory, eligibility criteria) and definitions (e.g. how job outcomes are measured) may differ to a greater extent.

5. Previous editions of this publications

This publication has previously reported on Work First Scotland (WFS), Work Able Scotland (WAS), and the Health & Work Support pilot in Dundee and Fife. These services have now closed. The final statistics for WFS and WAS were published 26 February 2020 ([Scotland's Devolved Employment Services: statistical summary - February 2020](#)), and the final statistics for the Health & Work Support pilot were published 27 May 2020 ([Scotland's Devolved Employment Services: statistical summary - May 2020](#)). Other services operate within Scotland, including those run by local authorities and third sector providers, and these are not included in this publication.

6. Coherence

Links to other relevant documents and published collections:

- [Fair Start Scotland Year Three Evaluation Report \(opens in new window\)](#)
- [Fair Start Scotland Year Two Evaluation Report \(opens in a new window\)](#)
- [Fair Start Scotland Year One Evaluation Report \(opens in new window\)](#)
- [Fair Start Scotland: Year 4 Annual Report \(www.gov.scot\)](http://www.gov.scot)

- Fair Start Scotland: Year 4 Annual Report accompanying statistics (www.gov.scot)
- A range of Labour Market Statistics for Scotland are published by the Scottish Government: Labour market statistics - gov.scot (www.gov.scot)

7. Tell us what you think

We are always interested to hear from our users about how our statistics are used, and how they can be improved.

Please consider answering our short survey on how you found this publication.

8. Correspondence and enquiries

For enquiries about this publication, please contact:

Employability Statistics Team

E-mail: EmployabilityData@gov.scot

For general enquiries about Scottish Government statistics, please contact:

Office of the Chief Statistician

Telephone: 0131 244 0442

E-mail: statistics.enquiries@gov.scot

9. Complaints and suggestions

If you are not satisfied with our service or have any comments or suggestions, please write to:

Chief Statistician

St Andrews House

Edinburgh

EH1 3DG

Telephone: (0131) 244 0302

e-mail: statistics.enquiries@gov.scot

If you would like to be consulted about statistical collections or receive notification of publications, please register your interest at www.gov.scot/scotstat

Details of forthcoming publications can be found at www.gov.scot/statistics

ISBN 978-1-80525-555-0

Crown Copyright

You may use or re-use this information (not including logos) free of charge in any format or medium, under the terms of the Open Government Licence. See:

www.nationalarchives.gov.uk/doc/open-government-licence/