

# Employability Fund Statistics

- **Starts up to the end of Quarter 1 2019/20 (April 2019 – June 2019)**
- **Outcomes and Outputs for a cohort of leavers (from October 2017 to September 2018)**

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## Introduction

### About the Report

The aim of this report is to provide quarterly statistics on the Employability Fund (EF), including relevant commentary and analysis. Key statistics in this report cover starts and achievements. These achievements are called outcomes and outputs.

### About the Employability Fund

The Employability Fund aims to support activity that will help people to develop the skills they need to secure a job or progress to more advanced forms of training. Skills Development Scotland (SDS) is responsible for the overall administration and management of the Fund, and we invite bids from providers on *Public Contracts Scotland* to deliver provision each year. The provision offered should be responsive to **local** needs and opportunities. Therefore, EF contract awards are based on co-decision making between SDS and Local Employability Partnerships (LEP).

The Employability Fund supports participants through activities that map to stages 2 to 4 of the Strategic Skills and

Employability Pipeline (SSP) – see table 1 overleaf. The pipeline is a framework used by LEPs to plan the employability and skills provision required in their Local Authority area. The Fund covers a wide range of development needs: from those who are furthest away from entering the labour market (stage 2) to those who require industry specific training to match and enable them to take up job opportunities (stage 4). Appendix A provides a summary of the characteristics of participants at each stage. The EF funding model for contracted Training Providers rewards the achievement of progression milestones and auditable, positive outcomes (e.g. employment, progression to the next stage of the SSP etc.).

The Employability Fund:

- Has a strong focus on work experience;
- Responds to differing participant needs;
- Adapts to local employer demand;
- Complements other funded training at a local level; and
- Enables learners to demonstrate achievements to employers, through certification.

## Allocation of Starts

Employability Fund starts are allocated to each Local Employability Partnership (LEP) based on local unemployment data (averaged over the financial year). The two advisory groups - which cover the Lowlands and Uplands, and Highlands and Islands areas - agree the methodology. SDS chairs both groups, which include representatives from Local Authorities, DWP and Youthlink Scotland. Once allocated their share of starts, each LEP decides how they wish to distribute this by age and stage in response to local needs, as well as taking account of other provision already available in their area.

## Referral Arrangements

SDS and other organisations (see Appendix B) follow assessment and referral processes to identify whether an individual will benefit from the type of activity supported by the Fund and is eligible for support.

**Table 1:** Strategic Skills Pipeline and the Employability Fund

Strategic Skills Pipeline					
Stage and Indicative Nature of Provision	Stage 1	Stage 2 – Removing Barriers	Stage 3 – Vocational Training	Stage 4 – Employer Engagement & Job Matching	Stage 5
Fund Elements		Provision at this stage should provide a foundation upon which individuals can build their employability skills, personal development and core skills, including an appropriate level of work experience	Provision at this stage should support individuals in preparing for and sustaining employment, including entry to Modern Apprenticeships, and include an element of work experience	Provision at this stage should directly enable individuals to access a job, including work experience	
Examples of potential delivery		<ul style="list-style-type: none"> <li>specialist support</li> <li>target group work preparation</li> <li>personal and life skills</li> <li>core skills development</li> <li>work experience</li> </ul>	<ul style="list-style-type: none"> <li>vocational training which develops core skills and links to local labour market opportunities</li> <li>work experience which relates to vocational training and develops employability skills</li> </ul>	<ul style="list-style-type: none"> <li>industry specific courses and qualifications (within SDS approved listing)</li> <li>customised training for employment</li> <li>work experience</li> </ul>	
Outputs		SCQF credit rated pre-employability / personal development/ core skill provision of at least 18 SCQF credit points at level 3 or above.	SCQF credit rated employability / vocational provision of at least 18 credit points at level 4 or above	Employer or industry certification	
Outcomes		<ul style="list-style-type: none"> <li>job, self-employment or MA</li> <li>progression to more advanced forms of learning or stage 3 provision</li> <li>sustained job or sustained self-employment</li> </ul>	<ul style="list-style-type: none"> <li>job, self-employment or MA</li> <li>progression to more advanced forms of learning or stage 4 provision</li> <li>sustained job or sustained self-employment</li> </ul>	<ul style="list-style-type: none"> <li>job, self-employment or MA</li> <li>sustained job or sustained self-employment</li> </ul>	

## Notes to Readers

The statistics in this report are derived from our Financial and Information Processing System (FIPS). This report covers statistics related to the Employability Fund.

Guidance on how Employability Fund data is collected and reported is available on the SDS corporate website entitled [Employability Fund Statistics Guidance](#). SDS recommends that this document is read prior to any further analysis to ensure the figures are interpreted correctly.

Any comments or suggestions regarding the content of this report are welcome and can be emailed to [user\\_feedback@sds.co.uk](mailto:user_feedback@sds.co.uk)

Key definitions in this report:

### Starts

A start is counted in the period in which it is approved in our administrative and payment system and where a start payment has been made. If a participant leaves and re-starts on the same stage, within a four-week period, the provider is

ineligible for a 2<sup>nd</sup> start payment and this second start is therefore not counted.

### Leavers

Leavers are counted in the period when training providers add leaving details to our administrative and payment system.

### Outcomes/Outputs

#### Outcomes

Achievement of an outcome means that an EF participant has progressed to a job, Modern Apprenticeship (MA), self-employment, the next stage of the skills pipeline or a more advanced form of learning.

#### Outputs

An output refers to the achievement of any of the following:

- Certificate of Work Readiness (CWR) or the Falkirk Employability Award
- Other Employability Award (SCQF credit rated)
- Vocational Qualifications at stage 4 from a list of suitable qualifications in three categories (A, B and C). Each category attracts a different funding rate.

As provision is designed to meet individual need and opportunities, not all participants pursue certification and, in those situations, no output payments are made.

In this publication, outcomes and outputs (as defined in table 1 on page 3) are related to the leavers between October 2017 and September 2018 (as illustrated in Figure 1 below).

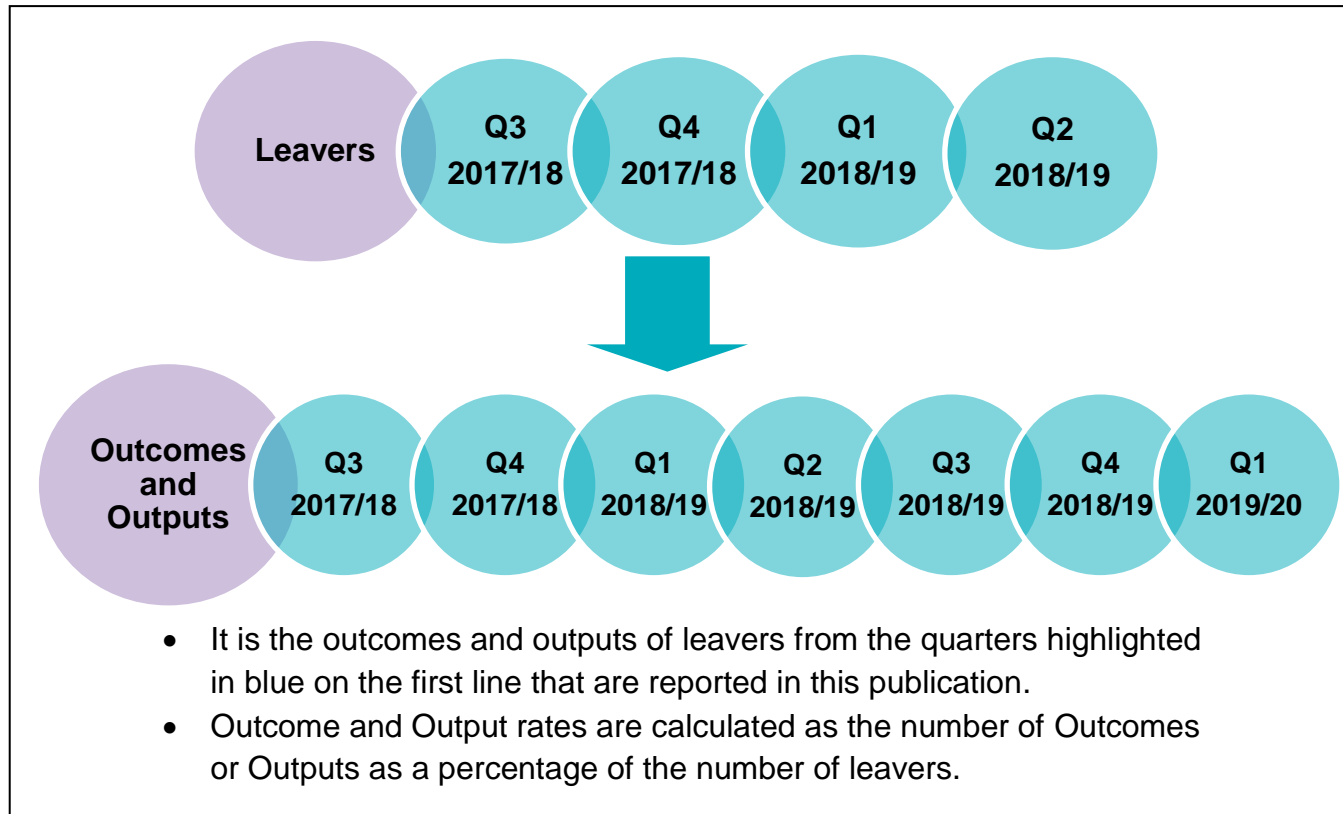
The method of measurement described in Figure 1 ensures that the reporting of outcome and output achievement rates is meaningful. This allows us to measure outcome and output rates consistently and to make comparisons over time.

There is a lag between participants leaving EF activity and outcomes/outputs being recorded and therefore claimed. The vast majority of claims for outcomes/outputs are received within nine months of the participant's leaving date. As outcomes and outputs are evidence-based there are certain rules as to when an outcome or output can be claimed:

- Job related outcomes (Job, MA or Self-employment) can be claimed when a participant has been in employment for a minimum of four weeks, within 26

weeks of leaving EF activity, and evidence is provided that this is the case.

- Progression outcomes (Next stage of the SSP or more advanced learning) can be claimed within six months of a participant leaving EF activity and evidence is provided that this is the case.
- Outputs can be claimed when evidence is provided to SDS from an awarding body that certification has been achieved by the participant (e.g. CWR).



**Figure 1:** The cohort of leavers used in quarter 1 2019/20 publication alongside the related outcomes and outputs for these leavers



## Percentages

This report may refer to a **percentage** increase or decrease of certain values and this refers to the **relative** change between two numbers e.g. starts increased by +5% compared to the same quarter last year. However, the report may also refer to a **percentage point (pp)** increase or decrease which refers to the **absolute** change between two percentages e.g. the achievement rate for EF Starts aged 16-17 increased by +8 pp.

Percentages in this report may not sum to 100% due to rounding. Similarly, calculating percentage point differences from the data presented in graphs and tables may differ slightly from figures cited in the text. This is also due to rounding.

## Key Results

**Data on previous year's Employability Fund starts is available on our website. Changes to the Employability Fund (including changes to annual targets) mean that data comparisons over time should be treated with caution.**

### Starts

- There were 2,015 EF starts up to the end of quarter 1. We have committed to providing up to 9,000 EF starts in 2019/20. EF provision is demand-led and based on individual need identified in local areas.
- Over half of starts were aged 16-17 (52%, -2.7 pp compared to the same point last year). A further 25% were aged 18-24 (+3.9 pp) and 23% were aged 25 or over (-1.1 pp).
- Over 40% of starts were at stage 3 (43%, +1.6 pp on the same point last year). A further 35% were at stage 2 (-2.3 pp) and 23% were at stage 4 (+0.7 pp).

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<sup>1</sup> Including 'white other' within this figure for EF starts is 5.0%, compared to 4.7% in Q1 2018/19.

## Equality

- Gender: As is typically the case, there were fewer female than male starts to the Employability Fund up to the end of quarter 1 2019/20, with females accounting for 35% of starts and males accounting for 65% (compared to 37% female and 63% males at the same point last year).
- Disability: 28.2% of EF starts self-identified an impairment, health condition or learning difficulty (I/HC/LD) up to the end of quarter 1 2019/20 compared to 24.7% at the same point last year (+3.5 pp).
- Ethnicity: 3.2%<sup>1</sup> of EF starts self-identified as being from a Mixed or Multiple; Asian; African; Caribbean or Black; and Other ethnic group, -0.5 pp lower than the same point last year.<sup>2</sup>
- Care Experience: 7.5% of EF starts self-identified as care experienced, -0.1 pp lower than the same point last year.

<sup>2</sup> Ethnic groups aligned with Scottish Government guidance on ethnicity reporting <https://www.gov.scot/Resource/0039/00394314.pdf>.

## Achievements of Leavers from October 2017 to September 2018

**The achievement rate is the number of individuals achieving an output, and outcome or both as a proportion of the leavers in the cohort.**

- Across all stages, 73% of leavers achieved a positive result from EF participation in the form of an outcome, an output or both (lower than the previous cohort, -0.5 pp).
- The outcome and output rates have decreased compared to the previous cohort (-0.3 pp and -0.1 pp respectively).

## Section 1: EF Starts

Data on previous year's Employability Fund starts is available on our website.

There were 2,015 starts on Employability Fund (EF) provision up to the end of quarter 1 2019/20. We have committed to providing up to 9,000 EF starts in 2019/20. EF provision is demand-led and based on individual need identified in local areas.

Figure 1.1 shows the number of starts by age and stage. Just over half of starts were aged 16-17 (52%, -2.7 pp compared to the same point last year). A further 25% were aged 18-24 (+3.9 pp) and 23% were aged 25 or over (-1.1 pp).

Just over 40% of EF starts were at stage 3 (43%, +1.6 pp on the same point last year). A further 35% were at stage 2 (-2.3 pp) and 23% were at stage 4 (+0.7 pp).

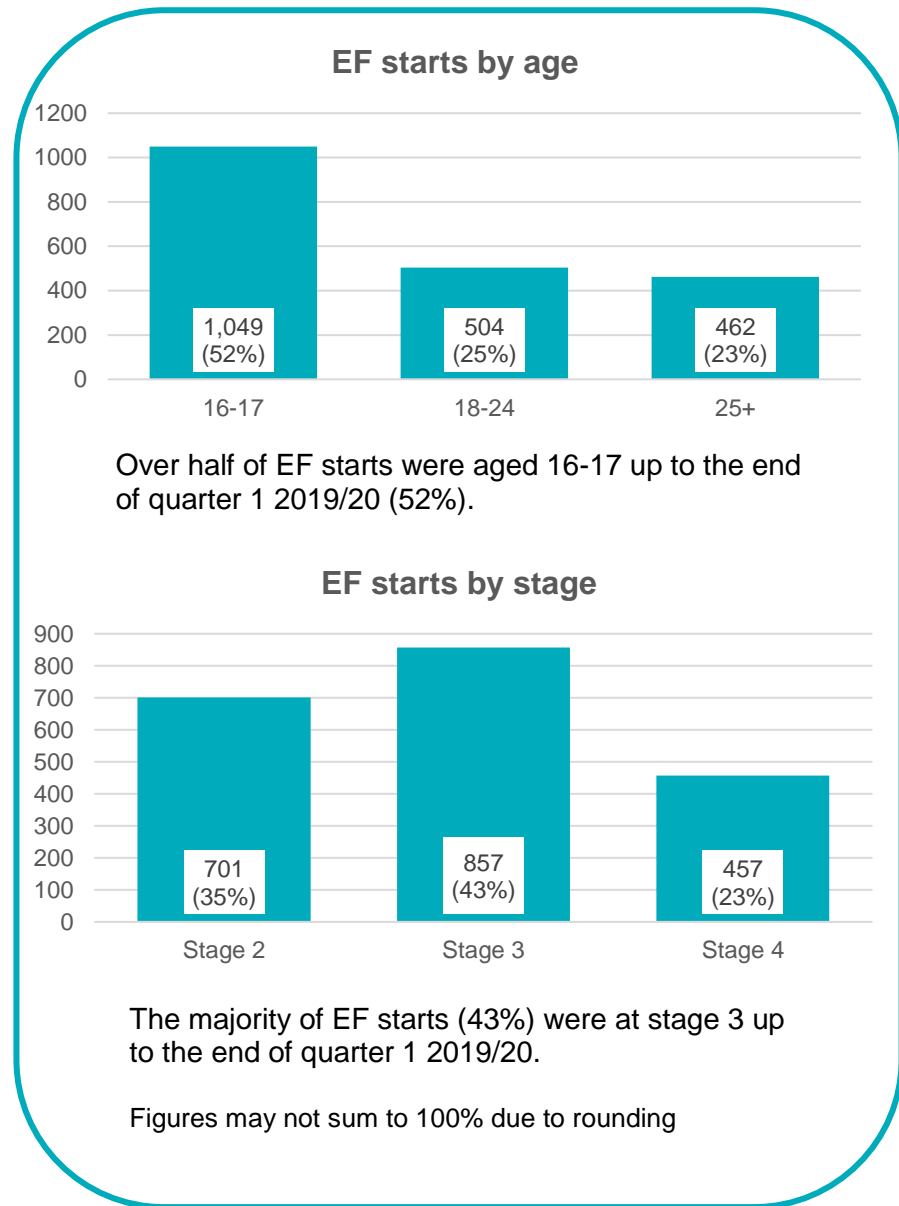


Figure 1.1: EF starts by age and stage

## Starts by Local Authority

Glasgow City had the largest number of EF starts up to the end of quarter 1 2019/20 at 130, 14% of overall starts. In Glasgow City, 46% of starts were at stage 3.

Appendix C tables 1, 2 and 3 show the number of starts by Local Authority, age, stage and gender.

The breakdown of starts by Local Authority and age/stage/gender reflects the need, by stage, for each local area and demonstrates the flexible nature of the Fund, including the response to redundancies managed under PACE partnership arrangements.

## Equality

**EF provision is available to those who are referred in relation to their need and therefore, positive action to recruit to EF provision is inappropriate. Collecting self-declared equality information from participants helps to monitor who is being referred to the Fund.**

All information held on equality characteristics (e.g. gender, disability, ethnicity, care experience) is self-reported and individuals may also choose not to declare. As a result, the statistics may not fully reflect the equality characteristics of participants.

SDS is committed to equality of opportunity within the Employability Fund. Our Equality, Diversity and Inclusion – Mainstreaming Report details the active steps we are taking, in conjunction with partners, to increase participation in National Training Programmes (NTPs). As part of this, we are also working to improve our understanding of barriers to participation amongst these groups, issues around self-declaration, and how we might further improve the monitoring of participation levels in NTPs.

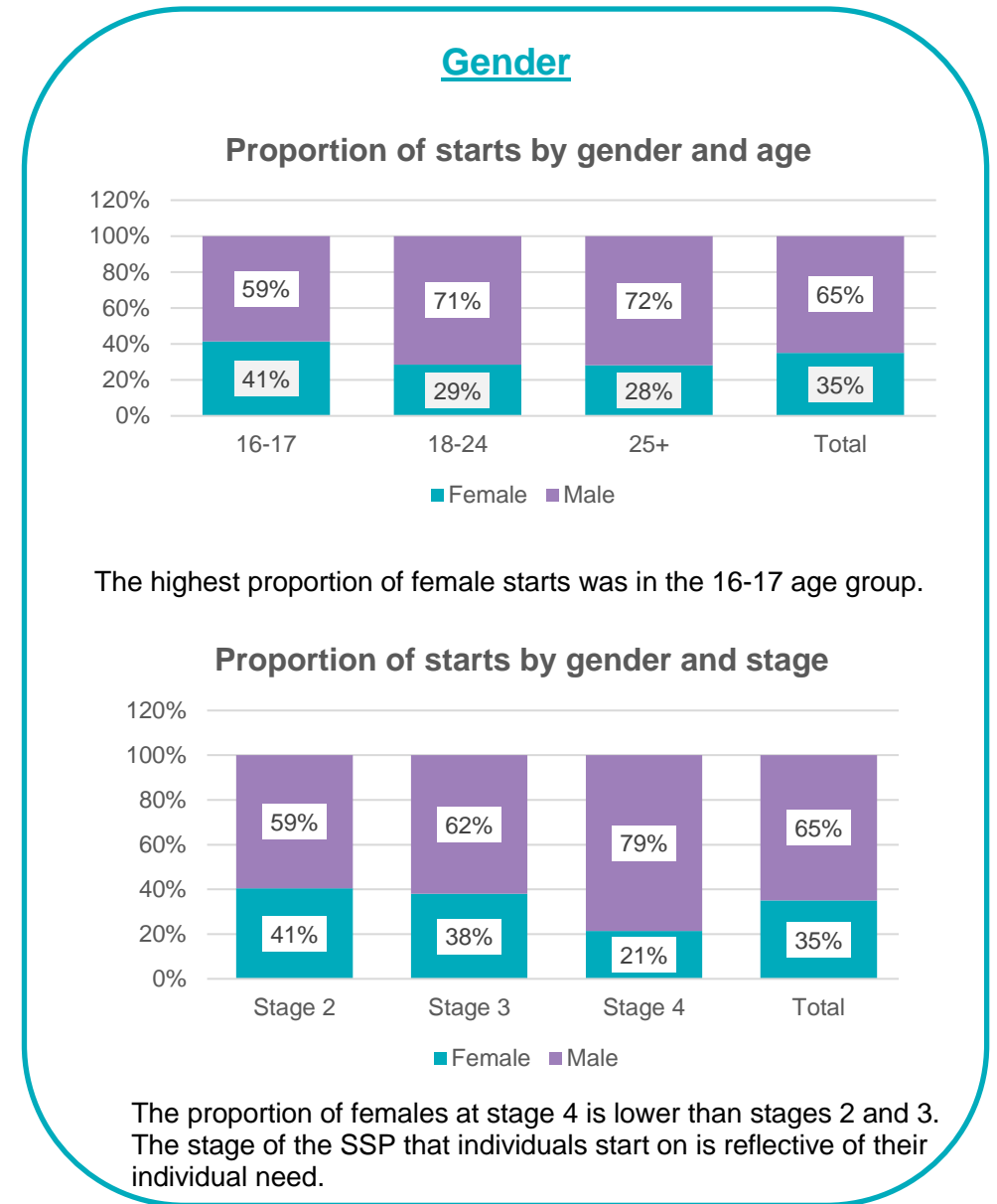
Our commitment to improving equality of access includes open and transparent reporting of equality data. We have continued to put in place a number of measures to promote equality of access to the Employability Fund and the reporting of equality information. This included a new disability disclosure monitoring question from April 2016 based on the recommendations of Advance HE (formerly the Equality Challenge Unit, ECU). This reporting mechanism, alongside equality training given to training providers is likely to have contributed to increased disability declaration since 2016/17 from which point figures are comparable.

## Gender

Figure 1.2 shows the proportion of male and female starts up to the end of quarter 1 2019/20 by age and stage. As is typically the case, there were fewer female than male starts to the Employability Fund at this point in the financial year. Females accounted for 35% of starts and the remaining 65% were male, -1.9 pp lower than the same point last year.

Compared to the same point last year, the proportion of female starts increased by +0.2 pp for the 16-17 age group. There was a decrease of -4.6 pp in the 18-24 age group and -2.8 pp in the 25+ age group.

Across all stages there was a decrease in the proportion of female starts (-1.4 pp at stage 2, -0.6 pp at stage 3, -4.2 pp at stage 4) compared to the same point last year.



**Figure 1.2:** Proportion of EF starts by gender, age and stage

## Disability

We continue to put in place several measures to promote equality of access to National Training Programmes and the reporting of equality information. Maximising disability disclosure is important to ensure that appropriate support is in place for participants.

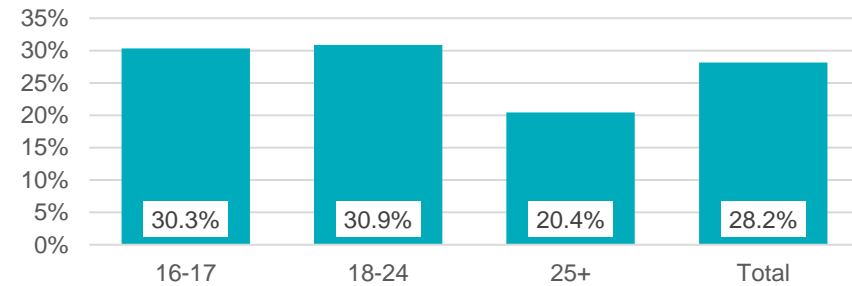
In response to our monitoring question, the proportion of EF starts self-identifying an impairment, health condition or learning difficulty (I/HC/LD) was 28.2% (up to the end of quarter 1 2019/20). This is compared to 24.7% self-identifying an I/HC/LD at the same point last year, an increase of +3.5 pp. Our monitoring question also asked EF participants to provide further details of their disability from a list of options. This information is reported annually in our year end publication.

28.2%

## Disability

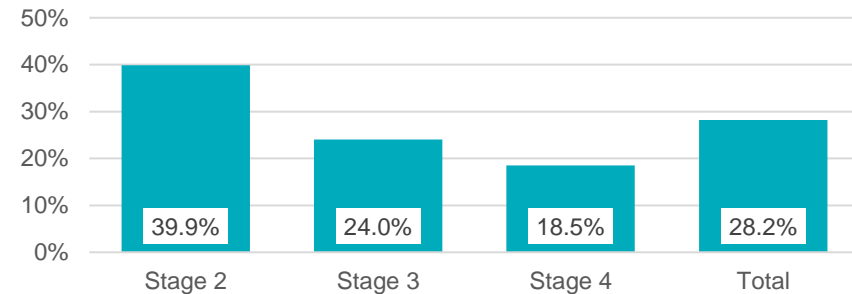
of EF starts self-identified an impairment, health condition or learning difficulty up to the end of quarter 1 2019/20

### Disability - proportion of starts by age



Almost a third of starts aged 16-17 and 18-24 self-identified an impairment, health condition or learning difficulty, an increase of +4.4 pp and decrease of -0.8 pp on the same point last year respectively.

### Disability - proportion of starts by stage



Almost 40% of starts at EF stage 2 self-identified an impairment, health condition or learning difficulty, an increase of +5.6 pp compared to the same point last year. Disabled starts at stage 4 also increased by +5.9 pp.

Figure 1.3: Disability - Proportion of EF starts self-identifying an I/HC/LD



## Ethnicity

All EF starts are also asked to provide information about their ethnicity on a self-declaration basis. In summary, the proportion of EF starts self-identifying as being from a Mixed or Multiple; Asian; African; Caribbean or Black; and Other ethnic group was 3.2% up to the end of quarter 1 2019/20.<sup>3</sup> This is compared to 3.7% at the same point last year, -0.5 pp.

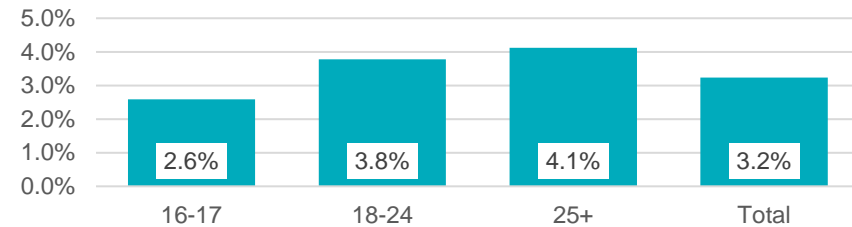
<sup>3</sup> Ethnic groups aligned with Scottish Government guidance on ethnicity reporting <https://www.gov.scot/Resource/0039/00394314.pdf>.

## Ethnicity

3.2%

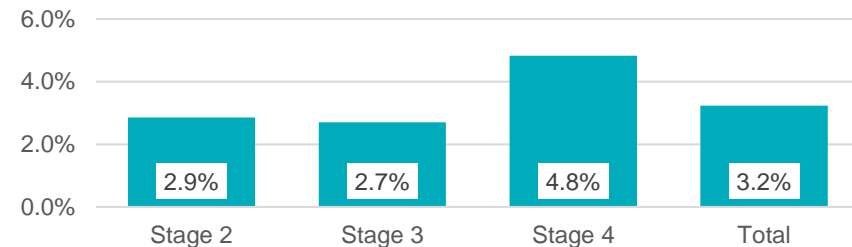
of EF starts self-identified as being from a Mixed or Multiple; Asian; African; Caribbean or Black; and Other ethnic group in 2019/20

### Ethnicity - proportion of starts by age



The 25+ age group had the highest proportion of EF starts from a Mixed or Multiple; Asian; African; Caribbean or Black; and Other ethnic group at 4.1%, a decrease of -3.0 pp on the same point last year.

### Ethnicity - proportion of starts by stage



The proportion of starts from a Mixed or Multiple; Asian; African; Caribbean or Black; and Other ethnic group in 2019/20 is highest for stage 4 at 4.8%, a decrease of -0.7 pp on the same point last year.

### Additional Ethnicity Information

The proportion of starts from a Mixed or Multiple; Asian; African; Caribbean or Black; and Other ethnic group when including "white other" is **5.0%** (4.7% last year).

Figure 1.4: Ethnicity - Proportion of EF starts by ethnic group

## Care Experience

Our Equality, Diversity and Inclusion – Mainstreaming Report also details our commitment to supporting individuals with care experience, as does our Corporate Parenting Plan (published in August 2018). We started collecting self-declared information on care experience in 2015/16.<sup>4</sup> Up to the end of quarter 1 2019/20, 7.5% of EF starts self-identified as having care experience. This is compared to 7.6% at the same point last year, a decrease of -0.1 pp.

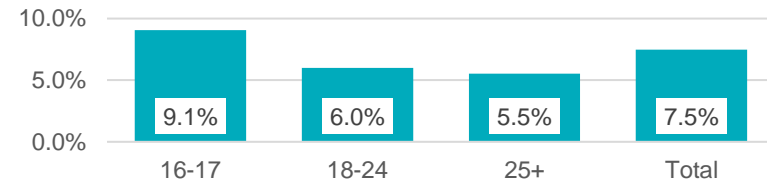
<sup>4</sup> In response to the question, 'Have you ever been in care'? In this instance, care is defined as: foster care, kinship care, residential care

## Care Experience

7.5%

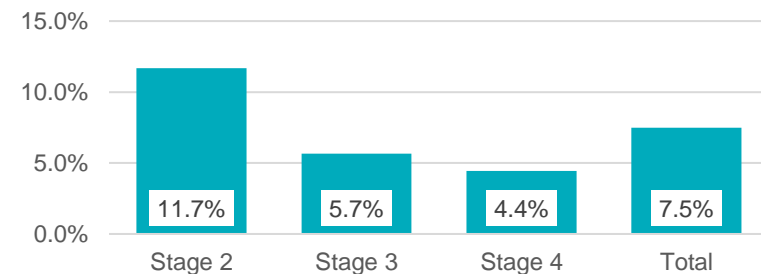
of EF starts in 2019/20 self-identified as care experienced

### Care Experience - proportion of starts by age



The 16-17 age group had the highest proportion of starts who self-identified as care experienced at 9.1% (+0.4 pp on the same point last year (At the same point last year the 18-24 age group had the highest proportion of care experienced starts).

### Care Experience - proportion of starts by stage



Stage 2 had the highest proportion of EF starts that self-identified as care experienced at 11.7%, an increase of +0.9 pp on the same point last year.

or looked after at home'.

**Figure 1.5:** Care Experience – Proportion of EF starts self-identifying care experience

## Section 2: Achievements (Outcomes and Outputs)

The outcomes and outputs detailed in this section of the report are based on a cohort of all leavers between **October 2017 and September 2018** (inclusive) (see Figure 1 on page 6).

The Employability Fund rewards Training Providers for outputs (certification) and outcomes (progression to a Job, MA, self-employment, more advanced form of learning or progression to the next stage of the SSP). The fund is designed to allow providers to help individuals with differing needs secure positive outcomes (See Table 1 on page 3). Payments are made when claims are recorded on our system, when sufficient evidence of an output/outcome is gathered according to the EF rules. These rules are as follows:

- **Outputs** - when the provider has evidence from the awarding body that certification (e.g. Certificate of Work Readiness) has been achieved.
- **Job related outcomes** (Job, MA or Self Employment) - can be claimed when a participant has been in employment for a minimum of four weeks, within 26

weeks of leaving EF activity, and evidence is provided that this is the case.

- **Progression outcomes** (Next stage of the SSP or more advanced learning) - can be claimed within six months of a participant leaving EF activity where evidence is provided that this is the case.

Analysis has shown that the vast majority of claims for outputs/outcomes are received within 9 months of the participant leaving date.

Table 2.1 shows a breakdown of the number of leavers between October 2017 and September 2018 by age and stage. Almost half of leavers were aged 16-17 (48%) and most participants left stage 3 (46%). This is broadly similar to the leavers analysed in last quarter's report.

**Table 2.1:** Leavers by age and stage

Stage	Stage 2	Stage 3	Stage 4	Total	% of total
16-17	1,928	2,204	63	4,195	48%
18-24	429	1,240	578	2,247	26%
25+	172	573	1,525	2,270	26%
<b>Total</b>	2,529	4,017	2,166	8,712	100%
<b>% of total</b>	29%	46%	25%	100%	

## Achievement

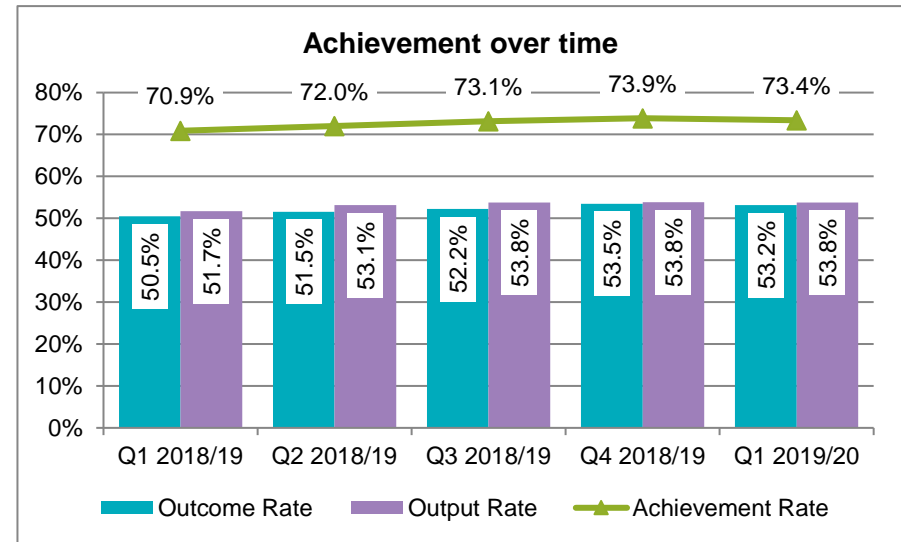
This section provides a summary of the achievements of leavers from October 2017 to September 2018. Definitions of Outcomes, Outputs and Overall Achievement are available in Appendix D. **Achievements are calculated as those individuals who have achieved an outcome, output or both.**<sup>5</sup>

Of all leavers between October 2017 and September 2018, 73% achieved an outcome, an output or both across all stages, -0.5 pp on the previous cohort.

Figure 2.1 summarises the outcome rate, output rate and overall achievement rate over time. The proportion of leavers with an achievement (an outcome, an output or both) has declined slightly this cohort following a gradual increase over time (from 66% when first reported in Q3 2014/15).

Compared to the previous cohort (Q4 2018/19), both the outcome rate and output rates have decreased (-0.3 pp and -0.1 pp respectively).

<sup>5</sup> Note: In Figure 2.1 this means that the outcome and output rates cannot be summed to get the achievement rate as some individuals



**Figure 2.1:** Overall achievement, outcome and output rates over time

At stage 2, the achievement rate has increased by +0.6 pp compared to the previous cohort. Achievement at stage 3 decreased by -1.4 pp compared to the previous cohort and stage 4 achievement increased by +0.6 pp.

may have left EF provision with both an output and an outcome.

## Equality

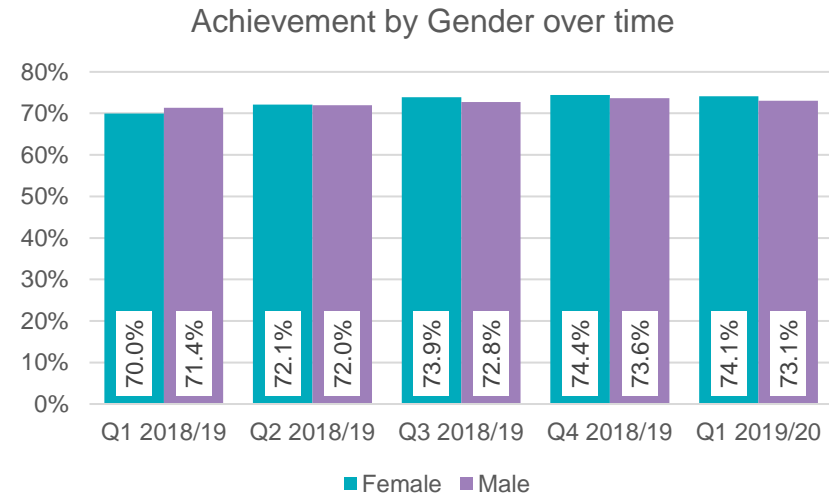
This section of the report details the outcomes and outputs of leavers between **October 2017 to September 2018** by gender, disability, ethnicity and care experience.

## Gender

### Achievement (Outcome, output or both) – Gender

The analysis in this section refers to individuals who have achieved an outcome only, an output only or both.

For leavers in this cohort, there was a higher proportion of females than males leaving EF provision with an achievement (+1.0 pp). The outcome rate for females is higher than the rate for males (54.8% for females, compared to 52.3% for males). The output rate for females is also higher than that for males (54.3% compared to 53.5%). Compared to the previous cohort (reported in Q4 2018/19) the achievement rate for both females and males has decreased (-0.3 pp and -0.5 pp respectively).



**Figure 2.2:** Overall achievement rates by gender over time

## Disability

### Achievement (Outcome, output or both) – Disability

The analysis in this section refers to individuals who have achieved an outcome only, an output only or both (Figure 2.3). The achievement rate for those who self-identified an impairment, health condition or learning difficulty (I/HC/LD) is 71%, a decrease of -0.2 pp on the previous cohort.

In this cohort, the achievement rate for those who self-identified an I/HC/LD was -3.5 pp lower than those who did not. This is explained by the lower outcome rate for those who self-identified an I/HC/LD (50.3% compared to 54.5% for those who did not), as the output rate for both groups was the same (53.9%).

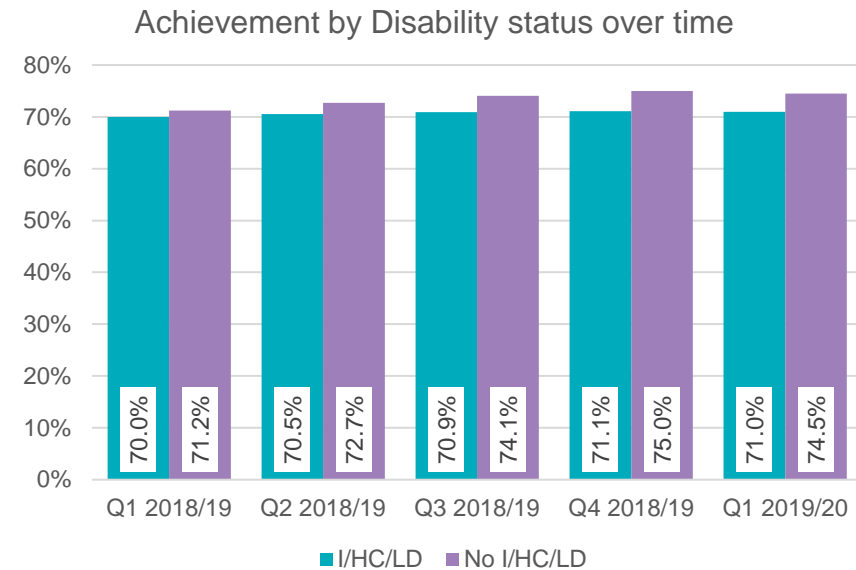


Figure 2.3: Overall achievement rates by disability status over time

## Ethnicity

### Achievement (Outcome, output or both) - Ethnicity

The analysis in this section refers to individuals who have achieved an outcome only, an output only or both.

Figure 2.4 shows that for this cohort, leavers who self-identify being from a Mixed or Multiple; Asian; African; Caribbean or Black; and Other ethnic group have a higher achievement rate than those who self-identify as White (+3.3 pp).

The outcome rate for those who self-identify being from a Mixed or Multiple; Asian; African; Caribbean or Black; and Other ethnic group increased compared to the previous cohort (+1.4 pp) and the output rate decreased by -1.8 pp.

Both the outcome and output rate for those who self-identify as White decreased compared to the previous cohort (-0.5 pp for outcomes and -0.1 pp for outputs).

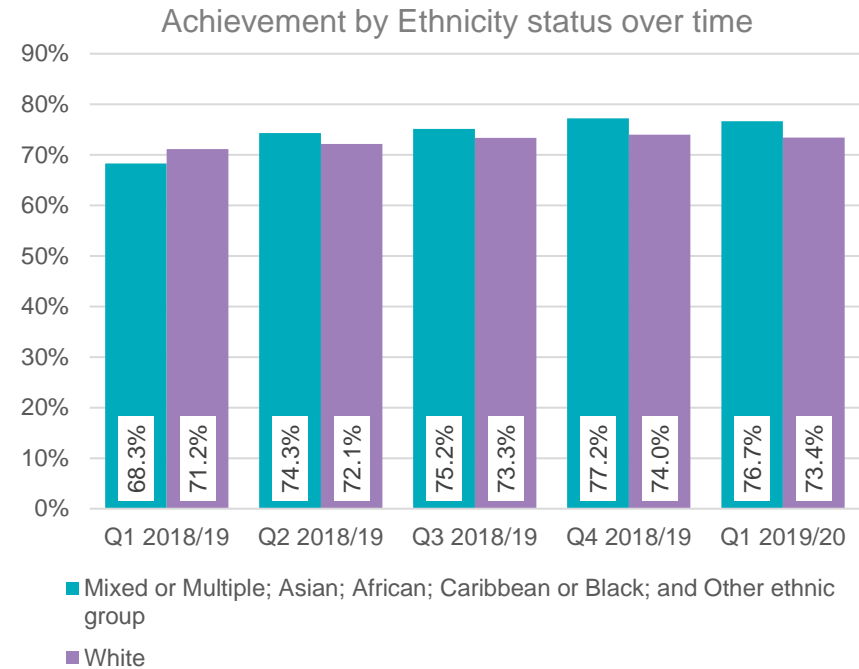


Figure 2.4: Overall achievement rate by ethnic group over time

## Care Experience

### Achievement (Output, Outcome or Both) – Care Experience

Of those who self-identified as care experienced, 63.5% achieved an outcome only, and output only or both, -11.0 pp lower than for those who did not self-identify as care experienced (74.5%). The difference between achievement rates for those who self-identified as care experienced and those who did not has decreased compared to the previous cohort (from -11.5 pp in Q4 2018/19).

The overall achievement rate for those who self-identified as care experienced has remained the same compared to the previous cohort. The achievement rate for those who did not self-identify as care experienced decreased compared to the previous cohort by -0.5 pp.

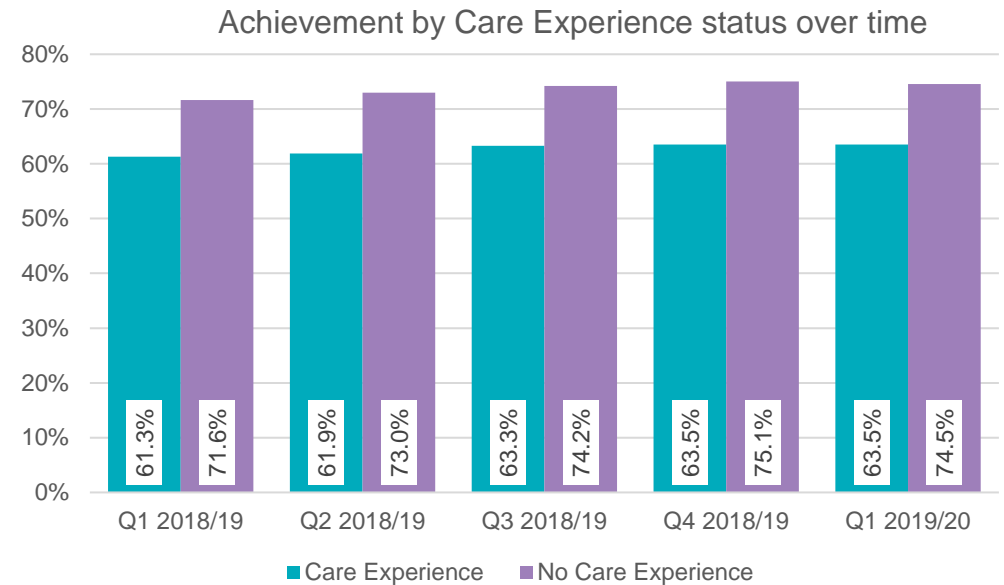


Figure 2.5: Overall achievement rate by care experience status over time



## Appendix A: Expected participant characteristics

Stage 2
<p>Individuals who enter this stage of their employability journey are not job ready.</p> <p><b>They should be ready to undertake activity at SCQF level 3</b> in terms of work-related tasks that means that, for example, they can work alone or with others on simple routine, familiar tasks under frequent supervision. They should also be able to participate in the setting of goals, timelines, etc.</p> <p>They may have core skill development needs and/or personal barriers such as motivation, self-confidence or self-discipline challenges which activity should help to address.</p> <p>When they leave this stage of the SSP, they should have demonstrably improved their employability skills but are not necessarily expected to be fully job ready unless they have progressed very quickly.</p>
Stage 3
<p>Individuals who enter this stage of their employability journey are likely to be closer to being job ready than those at stage 2 of the SSP.</p> <p><b>They should be ready to undertake tasks at SCQF level 4</b> in terms of work-related tasks which means that, for example, they can work alone or with others on straightforward tasks, contribute to the setting of goals, timelines, etc. When they leave this stage of the SSP, they should have evidence to demonstrate their job readiness to an employer.</p>
Stage 4
<p>Individuals who enter this stage of their employability journey are likely to be job ready when they start in terms of their generic employability skills.</p> <p>They should undertake activity that allows them to develop specific skills that greatly improve their chances of gaining employment when the activity is completed.</p> <p>When they leave this stage of the SSP, they should have certification that relates to specific job roles improving their access to job opportunities.</p>

## Appendix B: Referral arrangements

In developing the EF referral process, SDS consulted with stakeholders, partners and staff. The process aims to offer a flexible, simplified system for referral organisations, participants and providers to ensure that each individual supported by the EF enters at the appropriate stage of the SSP, according to their assessed needs. The following organisations have designated staff that can refer individuals into the EF:

- Department of Work and Pensions (DWP)
- Local Authorities
- Colleges
- SDS Contracted Providers

It is important to note that entry to the Employability Fund is an early intervention programme and it is not compulsory for individuals to enter or complete provision. Entry to each stage of the EF requires the appropriate referral organisation to confirm eligibility (at every stage) and complete an assessment of suitability at all stages (using the SDS standard referral process at stage 2).

## Appendix C: EF Starts

**Table 1:** EF starts up to the end of Q1 2019/20 by Local Authority (based on trainee home address) and stage

Local Authority	Stage 2	Stage 3	Stage 4	Total
Aberdeen City	21	5	18	44
Aberdeenshire	12	12	8	32
Angus	25	20	16	61
Argyll & Bute	*	12	*	20
Clackmannanshire	*	*	0	10
Dumfries & Galloway	*	19	*	37
Dundee City	60	66	0	126
East Ayrshire	14	40	14	68
East Dunbartonshire	*	21	*	26
East Lothian	8	21	7	36
East Renfrewshire	6	*	*	10
Edinburgh, City of	34	45	39	118
Falkirk	*	24	*	30
Fife	48	85	65	198
Glasgow City	111	130	44	285
Highland	24	17	9	50
Inverclyde	14	20	13	47
Midlothian	19	*	*	37
Moray	*	*	10	22
Na h-Eileanan Siar	*	*	0	8
North Ayrshire	*	44	*	72
North Lanarkshire	76	67	33	176
Orkney Islands	0	*	*	10
Perth & Kinross	27	17	20	64
Renfrewshire	27	34	20	81
Scottish Borders	15	6	11	32
Shetland Islands	0	*	*	11
South Ayrshire	*	16	*	27
South Lanarkshire	69	40	46	155
Stirling	15	*	*	21
West Dunbartonshire	9	24	24	57
West Lothian	12	24	8	44
<b>Total</b>	<b>701</b>	<b>857</b>	<b>457</b>	<b>2,015</b>

**Note:**

Disclosure control has been applied where figures are less than 5 or where such small numbers can be identified through differencing

**Table 2:** EF starts up to the end of Q1 2019/20 by Local Authority (based on trainee home address) and age

<b>Local Authority</b>	<b>16-17</b>	<b>18-24</b>	<b>25+</b>	<b>Total</b>
Aberdeen City	22	8	14	44
Aberdeenshire	8	14	10	32
Angus	32	16	13	61
Argyll & Bute	15	*	*	20
Clackmannanshire	6	*	*	10
Dumfries & Galloway	18	*	*	37
Dundee City	83	*	*	126
East Ayrshire	30	29	9	68
East Dunbartonshire	9	10	7	26
East Lothian	17	*	*	36
East Renfrewshire	*	*	*	10
Edinburgh, City of	64	24	30	118
Falkirk	18	7	5	30
Fife	89	49	60	198
Glasgow City	173	57	55	285
Highland	32	13	5	50
Inverclyde	18	14	15	47
Midlothian	32	5	0	37
Moray	*	*	9	22
Na h-Eileanan Siar	*	*	0	8
North Ayrshire	34	23	15	72
North Lanarkshire	115	23	38	176
Orkney Islands	*	5	*	10
Perth & Kinross	24	23	17	64
Renfrewshire	28	22	31	81
Scottish Borders	15	7	10	32
Shetland Islands	*	*	8	11
South Ayrshire	*	15	*	27
South Lanarkshire	74	36	45	155
Stirling	15	*	*	21
West Dunbartonshire	20	14	23	57
West Lothian	29	7	8	44
<b>Total</b>	<b>1,049</b>	<b>504</b>	<b>462</b>	<b>2,015</b>

**Table 3:** EF starts up to the end of Q1 2019/20 by Local Authority (based on trainee home address) and gender

<b>Local Authority</b>	<b>Female</b>	<b>Male</b>	<b>Total</b>
Aberdeen City	12	32	44
Aberdeenshire	14	18	32
Angus	30	31	61
Argyll & Bute	7	13	20
Clackmannanshire	*	*	10
Dumfries & Galloway	9	28	37
Dundee City	54	72	126
East Ayrshire	19	49	68
East Dunbartonshire	5	21	26
East Lothian	12	24	36
East Renfrewshire	0	10	10
Edinburgh, City of	41	77	118
Falkirk	10	20	30
Fife	66	132	198
Glasgow City	113	172	285
Highland	14	36	50
Inverclyde	9	38	47
Midlothian	15	22	37
Moray	0	22	22
Na h-Eileanan Siar	*	*	8
North Ayrshire	33	39	72
North Lanarkshire	86	90	176
Orkney Islands	*	*	10
Perth & Kinross	23	41	64
Renfrewshire	15	66	81
Scottish Borders	7	25	32
Shetland Islands	*	*	11
South Ayrshire	8	19	27
South Lanarkshire	56	99	155
Stirling	10	11	21
West Dunbartonshire	16	41	57
West Lothian	15	29	44
<b>Total</b>	<b>708</b>	<b>1,307</b>	<b>2,015</b>

**Table 4:** EF starts up to the end of Q1 2019/20 by age and gender

<b>Age</b>	<b>Female</b>	<b>Male</b>	<b>Total</b>
16-17	434	615	1049
18-24	144	360	504
25+	130	332	462
<b>Total</b>	<b>708</b>	<b>1,307</b>	<b>2,015</b>

**Table 5:** EF starts up to the end of Q1 2019/20 by stage and gender

<b>Stage</b>	<b>Female</b>	<b>Male</b>	<b>Total</b>
Stage 2	284	417	701
Stage 3	326	531	857
Stage 4	98	359	457
<b>Total</b>	<b>708</b>	<b>1,307</b>	<b>2,015</b>

**Table 6:** EF starts up to the end of Q1 2019/20 by age and self-identified disability status

<b>Age Band</b>	<b>Self-identified impairment, health condition or learning difficulty</b>	<b>No impairment, health condition or learning difficulty</b>	<b>Prefer not to say</b>	<b>Total</b>	<b>Known</b>	<b>Self-identified impairment, health condition or learning difficulty as % of total known</b>
16-17	309	710	30	1,049	1,019	30.3%
18-24	151	338	15	504	489	30.9%
25+	93	362	7	462	455	20.4%
<b>Total</b>	<b>553</b>	<b>1,410</b>	<b>52</b>	<b>2,015</b>	<b>1,963</b>	<b>28.2%</b>

**Table 7:** EF starts up to the end of Q1 2019/20 by stage and self-identified disability status

Stage	Self-identified impairment, health condition or learning difficulty	No impairment, health condition or learning difficulty	Prefer not to say	Total	Known	Self-identified impairment, health condition or learning difficulty as % of total known
Stage 2	268	404	29	701	672	39.9%
Stage 3	201	636	20	857	837	24.0%
Stage 4	84	370	3	457	454	18.5%
<b>Total</b>	<b>553</b>	<b>1,410</b>	<b>52</b>	<b>2,015</b>	<b>1,963</b>	<b>28.2%</b>

**Table 8:** EF starts up to the end of Q1 2019/20 by gender and self-identified disability status

Gender	Self-identified impairment, health condition or learning difficulty	No impairment, health condition or learning difficulty	Prefer not to say	Total	Known	Self-identified impairment, health condition or learning difficulty as % of total known
Female	244	450	14	708	694	35.2%
Male	309	960	38	1307	1269	24.3%
<b>Total</b>	<b>553</b>	<b>1,410</b>	<b>52</b>	<b>2,015</b>	<b>1,963</b>	<b>28.2%</b>

**Table 9:** EF starts up to the end of Q1 2019/20 by age and ethnicity

Age band	Mixed or Multiple; Asian; African; Caribbean or Black; and Other ethnic group	White	Prefer not to say	Total	Known	Mixed or Multiple; Asian; African; Caribbean or Black; and Other ethnic group as % of known
16-17	27	1,017	5	1,049	1,044	2.6%
18-24	19	484	1	504	503	3.8%
25+	19	442	1	462	461	4.1%
<b>Total</b>	<b>65</b>	<b>1,943</b>	<b>7</b>	<b>2,015</b>	<b>2,008</b>	<b>3.2%</b>

**Table 10:** EF starts up to the end of Q1 2019/20 by stage and ethnicity

Stage	Mixed or Multiple; Asian; African; Caribbean or Black; and Other ethnic group	White	Prefer not to say	Total	Known	Mixed or Multiple; Asian; African; Caribbean or Black; and Other ethnic group as % of known
Stage 2	20	680	1	701	700	2.9%
Stage 3	23	829	5	857	852	2.7%
Stage 4	22	434	1	457	456	4.8%
<b>Total</b>	<b>65</b>	<b>1,943</b>	<b>7</b>	<b>2,015</b>	<b>2,008</b>	<b>3.2%</b>



**Table 11:** EF starts up to the end of Q1 2019/20 by gender and ethnicity

Gender	Mixed or Multiple; Asian; African; Caribbean or Black; and Other ethnic group	White	Prefer not to say	Total	Known	Mixed or Multiple; Asian; African; Caribbean or Black; and Other ethnic group as % of known
Female	21	684	3	708	705	3.0%
Male	44	1,259	4	1,307	1,303	3.4%
<b>Total</b>	<b>65</b>	<b>1,943</b>	<b>7</b>	<b>2,015</b>	<b>2,008</b>	<b>3.2%</b>

**Table 12:** EF starts up to the end of Q1 2019/20 who self-identified as care experienced by age

Age band	Care experience	No care experience	Prefer not to say	Total	Known	Care experience as a % of known
16-17	94	944	11	1,049	1,038	9.1%
18-24	30	470	4	504	500	6.0%
25+	25	427	10	462	452	5.5%
<b>Total</b>	<b>149</b>	<b>1,841</b>	<b>25</b>	<b>2,015</b>	<b>1,990</b>	<b>7.5%</b>

**Table 13:** EF starts up to the end of Q1 2019/20 who self-identified as care experienced by stage

Stage	Care experience	No care experience	Prefer not to say	Total	Known	Care experience as a % of known
Stage 2	81	612	8	701	693	11.7%
Stage 3	48	799	10	857	847	5.7%
Stage 4	20	430	7	457	450	4.4%
<b>Total</b>	<b>149</b>	<b>1,841</b>	<b>25</b>	<b>2,015</b>	<b>1,990</b>	<b>7.5%</b>

**Table 14:** EF starts up to the end of Q1 2019/20 who self-identified as care experienced by gender

Gender	Care experience	No care experience	Prefer not to say	Total	Known	Care experience as a % of known
Female	66	633	9	708	699	9.4%
Male	83	1,208	16	1,307	1,291	6.4%
<b>Total</b>	<b>149</b>	<b>1,841</b>	<b>25</b>	<b>2,015</b>	<b>1,990</b>	<b>7.5%</b>

**Appendix D:** EF Outcomes/Outputs related to leavers between October 2017 and September 2018.

## Outcomes

An **outcome** can be claimed if, within 26 weeks of leaving EF provision, a participant enters a job, MA, self-employment, advanced learning or the next stage of the skills pipeline. The **Outcome Rate** is the number of outcomes claimed as proportion of the number of leavers in the cohort.

## Outputs

**Outputs** are defined as SCQF credit rated certification including a full employability award or vocational qualification. An output is counted when certification is achieved and a claim is made. An output can be any of the following:

- Certificate of Work Readiness and Falkirk Employability Award;
- Other employability award;

- Qualification A, B or C (From a defined list of approved qualifications at stage 4 only).

Qualifications at stage 4 directly relate to specific skills that employers demand. Some individuals at stage 4 may already have the required skills in their field and may choose not to work towards an output. The **Output Rate** is the number of outputs claimed as proportion of the number of leavers in the cohort.

## Achievements

**Achievement Rate** is calculated as the number of EF leavers who achieved an outcome only, an output only or both as a proportion of the leavers in the cohort.

**Note:** the outcome and output rates cannot be summed to the achievement rate, this is because the achievement rate is calculated as those who achieved an outcome, output or both.

**Table 1:** Outcomes by stage

Stage	Job related			Progression related			Totals		
	Job	MA	Self Employment	Stage 2 to 3	Stage 3 to 4	More Advanced Learning	Total Outcomes	Total Leavers	Outcome Rate
Stage 2	279	*	*	844	0	261	1,430	2,529	56.5%
Stage 3	1,276	*	*	0	103	305	2,011	4,017	50.1%
Stage 4	1,091	59	21	0	0	20	1,191	2,166	55.0%
<b>Total</b>	<b>2,646</b>	<b>429</b>	<b>24</b>	<b>844</b>	<b>103</b>	<b>586</b>	<b>4,632</b>	<b>8,712</b>	<b>53.2%</b>

**Table 2:** Outputs by stage

Stage	Stage 2 and 3		Stage 4 only			Totals		
	Certificate of Work Readiness	Other Employability Award (SCQF)	Qual A	Qual B	Qual C	Total Outputs	Total Leavers	Output Rate
Stage 2	0	1,705	0	0	0	1,705	2,529	67.4%
Stage 3	683	1,698	0	0	0	2,381	4,017	59.3%
Stage 4	0	0	57	235	305	597	2,166	27.6%
<b>Total</b>	<b>683</b>	<b>3,403</b>	<b>57</b>	<b>235</b>	<b>305</b>	<b>4,683</b>	<b>8,712</b>	<b>53.8%</b>

**Note:**

Disclosure control has been applied where figures are less than 5 or where such small numbers can be identified through differencing

**Table 3:** Achievement by stage

Stage	Outcome, Output or Both	Leavers	Achievement Rate
Stage 2	1,969	2,529	78%
Stage 3	3,027	4,017	75%
Stage 4	1,400	2,166	65%
<b>Total</b>	<b>6,396</b>	<b>8,712</b>	<b>73%</b>

**Table 4:** Achievement summary by equality characteristics

Equality Summary (excluding prefer not to say)		Outcome, Output or Both	Leavers	Achievement Rate
<b>Gender</b>	Female	2,156	2,910	74%
	Male	4,240	5,802	73%
<b>Disability</b>	I/HC/LD	1,395	1,966	71%
	No I/HC/LD	4,853	6,514	75%
<b>Ethnicity</b>	Mixed or Multiple; Asian; African; Caribbean or Black; and Other ethnic group	240	313	77%
	White	6,125	8,344	73%
<b>Care Experience</b>	Care Experience	418	658	64%
	No Care Experience	5,865	7,868	75%
<b>Total</b>	<b>All Leavers</b>	<b>6,396</b>	<b>8,712</b>	<b>73%</b>