

Research report

# Six Month Offer Evaluation: Findings from the longitudinal claimant survey

by Lorna Adams, Katie Oldfield and Angus Tindle

Department for Work and Pensions

Research Report No 769

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# Contents

Acknowledgements.....	viii
The Authors.....	ix
Abbreviations.....	x
Summary.....	1
1 Introduction.....	5
1.1 Delivery of the Six Month Offer.....	5
1.1.1 <i>Extra advice and guidance</i> .....	5
1.1.2 <i>Volunteering</i> .....	6
1.1.3 <i>Work Focused Training</i> .....	6
1.1.4 <i>Recruitment subsidy</i> .....	6
1.1.5 <i>Self-employment</i> .....	6
1.1.6 <i>Take-up</i> .....	7
1.2 The evaluation plan.....	7
1.4 Methodology.....	8
1.4.1 <i>The initial survey (March 2010)</i> .....	8
1.4.2 <i>The longitudinal survey (March 2011)</i> .....	8
1.5 Statistical significance and confidence intervals.....	9
1.6 Reporting conventions.....	10
1.7 Report structure.....	10
2 Volunteering Strand.....	11
2.1 Chapter summary.....	11
2.2 Introduction.....	11
2.3 Volunteering Strand participants and placements.....	12
2.4 Summary of overall destinations.....	12
2.5 Variations in destinations by sub-groups.....	16
2.6 Work destinations.....	17
2.7 Nature of paid employment.....	19
2.8 Progression.....	23

2.9	Job suitability.....	25
2.10	Overall views of support received .....	26
3	Work Focused Training Strand .....	28
3.1	Chapter summary .....	28
3.2	Introduction .....	28
3.3	Training Strand participants and placements .....	29
3.4	Summary of overall destinations .....	30
3.5	Work destinations.....	33
3.6	Nature of paid employment.....	35
3.7	Progression.....	39
3.8	Job suitability.....	40
3.9	Overall views of support received .....	41
4	Recruitment Subsidy Strand.....	44
4.1	Chapter summary .....	44
4.2	Introduction .....	44
4.3	Recruitment Strand participants .....	44
4.4	Summary of overall destinations .....	45
4.5	Variations in destinations by sub-groups .....	47
4.6	Work destinations.....	49
4.7	Nature of paid employment.....	51
4.8	Progression.....	55
4.9	Job suitability.....	56
4.10	Overall views of support received .....	57
5	Self-Employment Strand .....	59
5.1	Chapter summary .....	59
5.2	Introduction.....	59
5.3	Self-Employment Strand participants and activities .....	60
5.4	Summary of overall destinations .....	61
5.5	Variations in destinations by sub-groups .....	63
5.6	Work destinations.....	65

5.7	Nature of paid employment.....	68
5.8	Progression.....	71
5.9	Job suitability.....	73
5.10	Overall views of support received .....	74
6	Conclusions.....	76
6.1	Conclusions from the Six Month Offer strand surveys.....	76
Appendix A	Survey sampling, fieldwork outcomes and weighting .....	80
Appendix B	Survey profile of claimants .....	83
Appendix C	Statistical significance and confidence intervals.....	86
Appendix D	Event timetable.....	87
Appendix E	Survey questionnaire .....	88
References	.....	148

## List of tables

Table 1.1	Achieved interviews by strand, initial and longitudinal surveys.....	9
Table 2.1	Activities of Volunteering Strand participants neither working nor claiming at the follow-up interview (15 to 24 months after referral to Strand) .....	15
Table 2.2	Summary of longitudinal destinations of Volunteering Strand participants by participant sub-group.....	16
Table 2.3	Average division of 12-month period between work, claiming and neither for Volunteering Strand participants .....	17
Table 3.1	Activities of Training Strand participants neither working nor claiming at the follow-up interview (18 to 24 months after starting Strand) .....	32
Table 3.2	Average division of 12-month period between work, claiming and neither for Training Strand participants .....	33
Table 4.1	Activities of Recruitment Subsidy participants neither working nor claiming at the follow up interview (15 to 24 months after referral to Strand).....	47
Table 4.2	Summary of longitudinal destinations of Recruitment Subsidy Strand participants by participant sub-group.....	48
Table 4.3	Average division of 12-month period between work, claiming and neither for Recruitment Subsidy Strand claimants .....	48
Table 4.4	Training received (by those working in same role for 12-month period between interviews).....	56
Table 5.1	Activities of Self-Employment Strand participants neither working nor claiming at the follow-up interview (15 to 24 months after referral to Strand).....	63

Table 5.2	Summary of longitudinal destinations of Self-Employment Strand participants by participant sub-group.....	63
Table 5.3	Average division of 12-month period between work, claiming and neither for Self-Employment Strand .....	65
Table 6.1	Key findings: Longitudinal destinations .....	77
Table 6.2	Key findings: Job suitability and sustainability .....	79
Table A.1	Sample frame available for longitudinal survey .....	81
Table A.2	Longitudinal fieldwork outcomes, by Strand.....	81
Table A.3	Achieved interviews by Strand.....	82
Table B.1	Longitudinal survey claimant profile by Strand.....	84
Table C.1	Confidence intervals.....	86
Table D.1	Evaluation event timetable .....	87

## List of figures

Figure 2.1	Summary of interim and longer-term outcomes for Volunteering Strand participants.....	14
Figure 2.2	Summary of work destinations .....	18
Figure 2.3	Employment contracts.....	20
Figure 2.4	Sector worked in .....	21
Figure 2.5	Occupation of employment .....	22
Figure 2.6	Earnings .....	23
Figure 2.7	Progression.....	24
Figure 2.8	Whether Volunteering Strand placement helped get current job .....	27
Figure 3.1	Summary of interim and longer-term outcomes for Training Strand participants .....	31
Figure 3.2	Summary of work destinations .....	34
Figure 3.3	Employment contracts.....	36
Figure 3.4	Sector worked in .....	37
Figure 3.5	Occupation of employment .....	38
Figure 3.6	Earnings .....	39
Figure 3.7	Job suitability.....	41
Figure 3.8	Whether opinion better, worse or no different .....	42
Figure 3.9	Whether Training Strand helped get current job .....	43
Figure 4.1	Summary of interim and longer-term outcomes for claimants entering work attracting a recruitment subsidy .....	46

Figure 4.2	Summary of work destinations .....	50
Figure 4.3	Employment contracts.....	51
Figure 4.4	Sector worked in .....	52
Figure 4.5	Occupation of employment .....	53
Figure 4.6	Earnings .....	54
Figure 4.7	Progression.....	55
Figure 4.8	Role of subsidy role in securing current employment .....	58
Figure 5.1	Summary of interim and longer-term outcomes for Self-Employment Strand participants.....	62
Figure 5.2	Summary of work destinations .....	67
Figure 5.3	Employment contracts.....	68
Figure 5.4	Sector worked in .....	69
Figure 5.5	Occupation of employment .....	70
Figure 5.6	Earnings .....	71
Figure 5.7	Progression (those remaining in self-employment).....	72
Figure 5.8	Job suitability.....	73
Figure 5.9	Whether Self-Employment Strand helped get current job.....	75

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# Abbreviations

6MO	Six Month Offer
ADF	Adviser Discretion Fund
BIS	Department for Business, Innovation and Skills
CATI	Computer Assisted Telephone Interviewing
CSCS	Construction Skills Certification Scheme
DIUS	Department for Innovation, Universities and Skills
DWP	Department for Work and Pensions
ECDL	European Computer Driving License
ESA	Employment and Support Allowance
GNVQ	General National Vocational Qualification
ILR	Individual Learner Record
JRFND	Jobseekers Regime and Flexible New Deal
JSA	Jobseeker's Allowance
LSC	Learning and Skills Council <sup>1</sup>
ND	New Deal
NDYP	New Deal for Young People
NEET	Not in Employment Education or Training
PSI	Policy Studies Institute
QCF	Qualifications and Credit Framework
SEC	Self-Employment Credit
SOC	Standard Occupational Classification

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<sup>1</sup> The Learning and Skills Council was succeeded by the Young People's Learning Agency and the Skills Funding Agency in April 2010. The Skills Funding Agency took over responsibility for delivery of the Six Month Offer.

# Summary

This report presents findings from one part of the evaluation of the Six Month Offer (6MO). As part of a package of measures implemented in 2009 in response to the economic recession, the 6MO gave all claimants reaching six-months unemployment extra advisory help from Jobcentre Plus advisers. In addition, claimants were given the opportunity to participate in four voluntary strands of activity:

- 1 volunteering opportunities to improve employability;
- 2 access to work-focused training;
- 3 a recruitment subsidy for employers; and
- 4 help to become self-employed.

A survey of a random sample of Jobseeker's Allowance (JSA) claimants conducted in February 2010<sup>2</sup> found that at a point one year after the start of their claim, five per cent had taken up the Volunteering Strand, 11 per cent had taken up the Training Strand, six per cent had used the self-marketing voucher that attracted the recruitment subsidy and had entered paid work<sup>3</sup> and five per cent had taken up support to become self-employed.

As part of the process evaluation of the 6MO, all claimants who took part in the voluntary strands were interviewed at a point soon after they entered strand activity (between 3 and 12 months later). For recruitment subsidy claimants this represented the point at which they entered the job role that attracted the subsidy. They were then followed up a year after this initial interview (between 15 and 24 months after entering the strand) to provide preliminary information on the longer-term outcomes secured. This report details findings on these longer-term outcomes taken from the follow-up survey. This analysis will be supplemented with statistical impact analyses that will be reported on in 2012<sup>4</sup>.

## Volunteering Strand

At the time of the follow-up interview, just over a third of all participants (34 per cent) were in paid work. This is just over double the proportion in paid work a year previously. Just over half of all participants were claiming JSA and 12 per cent were neither in paid work nor claiming JSA.

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<sup>2</sup> This was the Stage 3/comparison survey conducted as part of the Jobseekers Regime and Flexible New Deal (JRFND) Evaluation. Findings relating to awareness and take-up of the 6MO strands drawn from this survey data are detailed in Adams *et al.*, *Evaluation of the Six Month Offer: A report on quantitative research findings* (DWP Research Report No 699, 2010).

<sup>3</sup> Over a third (34 per cent) had used the self-marketing voucher in interviews or job applications. It was not possible to determine the proportion of claimants that entered a job attracting the recruitment subsidy from the survey data. The six per cent quoted above is a proxy (and is based on those that made use of the voucher and entered paid work). Note that participation in the recruitment subsidy bulk billing route was not assessed in this survey.

<sup>4</sup> The differences in outcomes of strand participants described here do not represent estimates of net impact. The impact study will obtain the net impacts on outcomes for strand participants by using propensity score matching methods.

Over two-fifths of those who'd entered work since the initial interview (43 per cent) believed their volunteering placement helped them get the role. Hence there is a suggestion that participation has led to positive outcomes for some. Eleven per cent of all participants had entered paid work since the initial interview **and** believed the support helped them get there.

Where claimants had been successful in finding work, jobs were typically quite low paid (29 per cent said they were no better off than they had been on JSA). That said, participants tended to be employed on a permanent basis (59 per cent) and three-quarters (73 per cent) believed the job was a good match for their skills, experience and interests.

A minority (13 per cent) had remained in the same unpaid role. Just over a third of these participants reported progression of some sort in the role over the course of a year (either in terms of hours or responsibilities) indicating that these claimants may have seen a positive development in terms of skills gained, but these claimants represented a small proportion of participants at an overall level.

Instances of participants moving into a paid role with their volunteering placement provider were rare (three per cent of all strand participants had done so). It would seem that volunteering placements did not themselves lead to paid work within the same organisation and that in the majority of cases participants did not take on more responsibilities over the course of long-term placements.

The proportion of claimants in paid work at the follow-up stage is slightly lower than previous survey evidence has found to be the case for a cross-section of claimants reaching six continuous months of unemployment<sup>5</sup>. However, there was evidence to suggest that those participating in the Volunteering Strand were more likely to face greater barriers to work than participants of some of the other 6MO strands or claimants at this stage in their claim more generally. They were more likely to be older, repeat claimants and to be longer term claimants (over a quarter had claimed continuously for more than a year before being referred to the Volunteering Strand).

### Work-focused Training Strand

Thirty-eight per cent of Training Strand participants were in paid work when surveyed 15 to 21 months after starting the 6MO training. Just under half of participants (48 per cent) were claiming JSA at the time of the follow-up interview and 14 per cent were neither in paid work nor claiming.

When those who had left any paid employment by the time of the follow-up interview were factored in, just over half reported some experience of paid work over the 12-month period between the initial and follow-up interview.

A fifth of those who had entered paid work since the initial interview said that their 6MO training course or related work placement/experience definitely helped them secure the job and around a further fifth said it probably helped. This equates to 11 per cent who had entered paid work since the initial interview and who believed the support received had played a part in getting that role.

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<sup>5</sup> The evaluation of JRFND involved a survey of claimants who reached the six month point of their claim. They were interviewed initially at a point around 12 months after their claim start date and then again a further 12 months later. This group are an imperfect comparison both because only flow claimants were included in the JRFND survey and because the 'sampling window' was much shorter than for the 6MO survey cohort. However, as an indication, the survey of claimants who reached the six month points of their claim conducted as part of the JRFND evaluation found that 43 per cent of claimants were in paid work at the follow-up interview stage.

Training Strand participants were more likely than those taking part in the Volunteering Strand to say that in work earnings made them no better off financially than they had been claiming JSA. However, reasonably high proportions – and markedly high in the case of younger people – believed that their employer will offer training to help them progress.

As with the Volunteering Strand, those participating in the Training Strand were more likely to face greater barriers to work than participants of some of the other 6MO strands: they were more likely to be repeat claimants and more likely to have no or low qualifications.

## Recruitment Subsidy Strand

At a point 15-24 months following entry into employment attracting the recruitment subsidy, three-quarters of claimants were still in paid work (75 per cent) and only a relatively small proportion had returned to claiming JSA (16 per cent).

Not all of these were working for the employer who received the recruitment subsidy although half (47 per cent) continued to be employed in their subsidy roles. On average, recruitment subsidy claimants had spent just over nine of the 12 months between the initial and follow-up interviews in work.

Claimants who had entered roles attracting the recruitment subsidy via the bulk billing route<sup>6</sup> were less likely still to be working for the same subsidy employer, but they were no more or less likely to be in paid work. Differences in the likelihood to remain with the subsidy employer were already evident at the time of the initial interview and it is largely these differences reflected at the follow-up stage (bulk billing claimants who were in the role attracting the subsidy at the time of the initial interview were no more or less likely to have remained in this role than claimants who had used the self-marketing voucher).

High proportions of claimants remaining within the same role have seen positive developments in terms of responsibilities, salary, hours or contractual arrangements. Similarly, a high proportion of claimants who have moved from their original subsidy role to another employer have seen positive improvements in salary, hours or contract status.

## Self-Employment Strand

Seventy-six per cent of Self-Employment Strand participants were in paid work at the follow-up interview, a slight increase from the 71 per cent who were already in paid work at the time of the initial interview 12 months previously. Seventeen per cent were claiming JSA and seven per cent were neither working nor claiming.

Nearly three-fifths (56 per cent) reported self-employment as their main activity at the time of the follow-up interview, and around half of all Self-Employment Strand participants had remained in self-employment throughout the 12-month period between the two interviews.

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<sup>6</sup> Subsidies to employers with whom Jobcentre Plus had a formal relationship were made via the bulk-billing route. In these cases a single lump sum payment was made for each individual taken on. For other employers, payment was made via the 'voucher route' whereby payment was divided into two parts with the second payment made if the individual had not returned to JSA within 26 weeks.

Prior experience of self-employment appears to have had an influence on achieving self-employment as an outcome. Sixty-five per cent of those with prior experience reported self-employment as their main activity at the follow-up interview, compared with 52 per cent of those with no prior experience.

Those who had received Self-Employment Credit (SEC) as part of the Self-Employment Strand were more likely to have experienced paid work at some point in the 12 months. They also tended to have established themselves in self-employment more quickly than those receiving support only.

Eighty-nine per cent of those in self-employment, and 86 per cent of those in paid work with an employer reported that their current role was a good match for their skills, experience and interests. Self-employed participants were more likely to strongly agree that this was the case.

However, those with an employer were more likely than those in self-employment to report being better off than when claiming JSA.

## Conclusions

The key conclusions that can be drawn from the follow-up interviews are that:

- Looking across findings from all four strands, the work outcomes that were achieved at the initial interview have proved sustainable to the medium-term. Within the Self-Employment and Recruitment Subsidy Strands, the relatively high proportions of participants already in paid work by the initial interview were sustained by the follow-up interview; while, within the Volunteering and Training Strands, the proportions in paid work more than doubled. Majorities of individuals within each strand progressed with their employer in terms of hours, responsibilities, pay and/or contract status over the 12 months between their initial and follow-up interviews;
- Similarly, the indications for ongoing sustainability of work outcomes were broadly positive. Across all four strands a majority of those working for an employer were on a permanent contract, the majority considered their current job to be a good match for their skills, experience and interests and most felt that they were better off financially than they had been while claiming JSA;
- However, within each Strand there was a significant minority who said they were no better off financially and whose employment outcomes might therefore be considered vulnerable. This was particularly likely to be the case for those who participated in the Self-Employment Strand and had entered self-employment;
- Receipt of SEC as part of the Self-Employment Strand appeared to be associated with getting up and running in self-employment more quickly (although longer term employment outcomes were similar irrespective of whether or not SEC had been part of the initial support or not);
- Where employers received a one-off payment (under the bulk-billing route) individuals were less likely to remain in employment than those working for employers who received the Recruitment Subsidy payments in two parts. Where payments were made in two parts, it might be expected that following the second payment there would be an increase in returns to JSA, but there is no evidence from this survey to suggest this happened. This indicates that the staged payment approach was associated with sustained employment.

# 1 Introduction

The Department for Work and Pensions (DWP) commissioned a research consortium, led by the Policy Studies Institute, to conduct a comprehensive evaluation of the Six Month Offer (6MO)<sup>7</sup>. This report presents longitudinal quantitative survey findings on the longer term outcomes and experiences of claimants who participated in the four voluntary strands of activity.

The 6MO was rolled out nationally in April 2009 in response to the recession.

As part of the 6MO everyone reaching six months unemployment received extra advisory help from Jobcentre Plus advisers to provide support, encouragement and advice until they got a job or reached 12-months unemployment<sup>8</sup>. This extra advisory support (in the form of one-to-one advisory interviews) was mandatory for all claimants reaching the six-month point of their claim. Services under the 6MO were voluntary and were available to claimants at the adviser's discretion. These elements consisted of four strands of support:

- 1 a recruitment subsidy for employers;
- 2 help to become self-employed;
- 3 access to work-focused training; and
- 4 volunteering opportunities to improve employability;

Claimants accessed these services via referral from a Jobcentre Plus adviser and the majority of services were delivered by external providers.

The 6MO was developed to last until March 2010, with the original expectation that 500,000 claimants would access this support. In December 2009, this was revised to 230,000 claimants because DWP experienced lower than anticipated numbers claiming benefit at six months.

In this chapter we set out the policies underpinning the reforms, provide an overview of the various initiatives and outline the research methods used.

## 1.1 Delivery of the Six Month Offer

### 1.1.1 Extra advice and guidance

Extra advisory support from a Jobcentre Plus personal adviser was in place for claimants reaching the 26-week point in their claim and was mandatory. This extra advisory support acted as a gateway to the 6MO<sup>9</sup> voluntary strands.

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<sup>7</sup> The evaluation consortium consists of the Policy Studies Institute, IFF Research, PriceWaterhouseCoopers Social, MDRC New York, Professor David Greenberg of University of Maryland, Baltimore County (UMBC) and Professor Jeff Smith of University of Michigan.

<sup>8</sup> This extra advisory support was already in place in Jobseekers REgime and Flexible New Deal (JRFND) Phase 1 areas as part of the support available for those reaching six months consecutive claiming.

<sup>9</sup> In JRFND, extra adviser support was a design feature of JRFND Stage 3 which provided support for those at the 6-12 point of their claim, which was rolled out in Phase 1 areas in April 2009. As JRFND did not roll out in Phase Two areas until April 2010, interim arrangements were in place to deliver similar advisory support (New Deal for Young People (NDYP) still provided some support). These largely mirrored the supported job search requirement of JRFND, with the exception that claimants had to undertake mandatory work-related activity and complete an action plan.

### 1.1.2 Volunteering

Claimants with an interest in volunteering to develop their work skills were directed to a Third Sector broker who would find them a suitable volunteering placement, matched to the individual's job-related interests and skills.

### 1.1.3 Work Focused Training

The Work Focused Training Strand offered training to Jobseeker's Allowance (JSA) claimants who would benefit from up-skilling or re-skilling in order to re-enter the local job market. The training was short term<sup>10</sup>, full or part time, and was focused to meet the individual's work aspirations and employer demand. The Learning and Skills Council (LSC) (DIUS as was<sup>11</sup>) contracted delivery of the Strand to training providers and the Department for Innovation, Universities and Skills (as was<sup>12</sup>) commissioned the LSC to do so (or equivalently the Scottish Government and the Welsh Assembly Government). There were some differences in the support offered in England, Scotland and Wales.

### 1.1.4 Recruitment subsidy

The recruitment subsidy was a payment to employers for recruiting claimants who had been claiming (JSA) for at least six months.<sup>13</sup> The subsidy was delivered in two ways:

- **Via self-marketing** – a 'voucher' (revised to 'claim form' in December 2009) given to individual claimants when they reached six months of unemployment to present to employers at interviews. If the recruitment took place, the employer submitted the voucher/claim form to Jobcentre Plus and received a £500 payment. If the claimant did not return to claim benefit within 26 weeks, the employer received a further £500 payment.
- **Via bulk billing** – the voucher/claim form was given to claimants as above, but employers who were account managed nationally or who expected to recruit 12 or more people over a 12-month period received a £1,000 subsidy for every eligible claimant recruited.

### 1.1.5 Self-employment

Claimants who were interested in self-employment could receive information, advice and practical support on becoming self-employed from specialist providers. These comprised Business Link (in England), Business Gateway/Training for Work (in Scotland) and Flexible Support for Business (in Wales). Claimants moving into self-employment could also receive a Self-Employment Credit worth £50 per week for the first 16 weeks of trading.

In February 2010, the self-employment offer was made available to those who had been claiming JSA for at least three months (this does not affect our survey cohort who all started the strand between April and December 2009).

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<sup>10</sup> See Section 3.3 for details on nature of training undertaken

<sup>11</sup> The LSC was succeeded by the Young People's Learning Agency and the Skills Funding Agency in April 2010. The Skills Funding Agency took over responsibility for delivery of the 6MO.

<sup>12</sup> In June 2009 DIUS was merged into the newly formed Department for Business, Innovation and Skills (BIS).

<sup>13</sup> The job must be for at least 16 hours per week and be expected to last at least 26 weeks.

### 1.1.6 Take-up

A survey of a random sample of JSA claimants conducted in February 2010<sup>14</sup> found that at a point one year after the start of their claim, five per cent had taken up the Volunteering Strand, 11 per cent had taken up the Training Strand, six per cent had used the self-marketing voucher that attracted the recruitment subsidy and had entered paid work<sup>15</sup> and five per cent had taken up support to become self-employed.

## 1.2 The evaluation plan

The overall aim of this evaluation is to test the extent to which the 6MO led to additional employment outcomes for individuals and the cost effectiveness with which this was done.

The evaluation programme consists of:

- 1 A process study, which combines qualitative and quantitative evidence on 6MO to inform the impact analyses. There are:
  - a Early Implementation Site visits;
  - b Depth claimant studies;
  - c A Provider study with operational research with specialist providers delivering 6MO;
  - d Claimant surveys: gathering quantitative process study data alongside impact data on outcomes;
- 2 Quantitative impact analyses.

The evaluation research for the 6MO is being delivered by a consortium of research organisations led by the Policy Studies Institute (PSI), with PSI conducting the majority of the qualitative work<sup>16</sup>, and impact analyses, with IFF Research conducting claimant survey research, and PriceWaterhouseCoopers Social conducting provider qualitative fieldwork.

The evaluation research will be reporting with publications until 2012.

This report deals with the findings from element d – the claimant surveys which both form part of the process study and provide quantitative data for the impact analyses. The impact study will obtain the net impacts on outcomes for strand participants by using propensity score matching methods.

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<sup>14</sup> This was the Stage 3/comparison survey conducted as part of the JRFND Evaluation. Findings relating to awareness and take-up of the 6MO strands drawn from this survey data are detailed in Adams *et al.*, *Evaluation of the Six Month Offer: A report on quantitative research findings* (DWP Research Report No 699, 2010)

<sup>15</sup> Over a third (34 per cent) had used the self-marketing voucher in interviews or job applications. It was not possible to determine the proportion of claimants that entered a job that attracted the recruitment subsidy from the survey data for the six per cent quoted above is a proxy (and is based on those that made use of the voucher and entered paid work). Note that participation in the recruitment subsidy bulk billing route was not assessed in this survey.

<sup>16</sup> The findings from the qualitative work are published in a separate report: Vegeris *et al.*, *Support for Newly Unemployed and 6MO evaluations: A report on qualitative research findings*

The specific focus of this report is a longitudinal survey of 6MO claimants in each of the four voluntary strands, conducted 12 months after an initial survey of these 6MO claimants, in order to obtain descriptive data on the longer term outcomes and experiences of people who participated in the four voluntary strands of activity.

It should be considered together with previously reported findings from the initial quantitative survey and qualitative research<sup>17</sup>.

### 1.4 Methodology

#### 1.4.1 The initial survey (March 2010)

Claimants eligible for the 6MO claimant survey started strand activities between April and December 2009. An initial 6MO strand survey took place between 17 March and 2 April 2010.

For both the recruitment subsidy and the Self-Employment Strands, a sample of known starts was sourced from DWP records. For the Volunteering Strand, a sample of those referred to a volunteering broker was sourced from DWP records and claimants were screened to check that they had actually taken up a volunteering placement. For the Work Focused Training Strand, a sample of those starting courses funded through the 6MO was sourced from the LSC's<sup>18</sup> Individualised Learner Record (ILR) for England and Wales with a supplementary sample obtained for Scotland from DWP records.

For some sample sources it was necessary to draw all available records for the survey. In the remaining cases, a random sample was drawn.

A total of 1,001 interviews were conducted for each strand (4,004 interviews in total). The only other quota that was set was a quota on interviews by country for the Work Focused Training Strand to ensure that the final sample included a proportionate number of interviews in Scotland given that these were sourced slightly differently to the rest of the sample. Within each strand (or country in the case of the Work Focused Training Strand) a random sample of claimants was taken.

The overall response rate for this survey was 51 per cent; this is calculated as a ratio of completed interviews as a percentage of all sample, made available to telephone interviewers (completes as a percentage of completed interview plus instances of refusals plus non-contacts plus appointments and call-backs still outstanding at the end of fieldwork plus unusable sample).

The data from this initial survey was presented unweighted. Claimants were sampled randomly from the sampling databases provided, and given equal opportunities to participate, lending validity to the unweighted data. The response rate among eligible claimants was also high.

#### 1.4.2 The longitudinal survey (March 2011)

Participants in the initial survey were asked whether they would be prepared to be re-contacted to take part in further research in a year's time. The vast majority of all claimants interviewed (96 per cent) agreed to be re-contacted for the longitudinal study.

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<sup>17</sup> Refer to Adams *et al.*, *Evaluation of the Six Month Offer: A report on quantitative research findings* (DWP Research Report No 699, 2010); and for the initial qualitative process study findings refer to Vegeris *et al.*, *Support for Newly Unemployed and Six Month Offer evaluations: A report on qualitative research findings* (DWP Research Report No 691, 2010).

<sup>18</sup> Supplied by the LSC (as was). The LSC was succeeded by the Young People's Learning Agency and the Skills Funding Agency in April 2010.

The sample for the longitudinal surveys was drawn from those who gave their permission for this to happen. The full sampling strategy is detailed in Appendix A.

In the follow-up interview, claimants were asked what they were currently doing and what their employment and claiming history had been in the 12 months since the last interview. They were also asked for their retrospective views on the support received from Jobcentre Plus, and the extent to which they attributed any paid work entered during this 12-month period to the support received as part of the 6MO.

Telephone interviews were conducted from the IFF on-site computer-assisted telephone interviewing (CATI) centre in central London. The fieldwork dates were 18 March – 5 April 2011.

Claimants were eligible for interview irrespective of whether they were still claiming JSA at the time of the interview or had ended their claim.

Interviews were conducted in the evening and on weekends, as well as during normal working hours, to ensure those who may have entered work were able to participate.

A total of 1,611 interviews were achieved across the four strands of 6MO support, as detailed in Table 1.1.

**Table 1.1 Achieved interviews by strand, initial and longitudinal surveys**

	<b>Initial survey (March 2010)</b>	<b>Gave permission to re-contact</b>	<b>Longitudinal survey (March 2011)</b>
Volunteering	1,001	968	399
Work Focused Training	1,001	972	405
Recruitment subsidy	1,001	954	401
Self-employment	1,001	949	406
<i>All</i>	<i>4,004</i>	<i>3,843</i>	<i>1,611</i>

The overall response rate for the follow-up survey was 69 per cent; this is calculated as a ratio of completed interviews as a percentage of all sample made available to telephone interviewers (completes as a percentage of completed interview plus instances of refusals plus non-contacts plus appointments and call-backs still outstanding at the end of fieldwork plus unusable sample).

A breakdown of those interviewed in each of the four strands based on demographics reported during the interview can be found in Appendix B.

Follow-up interviews have been weighted to the demographic profile of the initial interviews (within Strand) to help to ensure that differences observed between the initial and follow-up interviews are genuine and not a function of any difference in demographic composition of the two samples.

## 1.5 Statistical significance and confidence intervals

Unless explicitly stated otherwise, where we refer to: findings being higher or lower than others; or representing an increase or decrease; or particular groups being more or less likely to have reported something, **these differences are statistically significant at the 95% confidence level.**

That is to say, there is a 95 per cent probability that the difference reported is real and not the result of sampling error. The confidence intervals for a range of findings are shown in Table C.1 in the Technical Appendix at the end of the report.

Note that for many of the detailed analyses of sub-group within strand base sizes are relatively low. While this does not affect the statistical significance of the differences reported in the text, it means that the findings presented in some tables and figures should be used with caution. Please refer to notes at the bottom of tables and figures which indicate where low bases are used.

### 1.6 Reporting conventions

The following conventions are observed throughout this report:

- All demographic characteristics are based on information provided by claimants during the survey interview and not on information supplied by the DWP.
- References to the 'level' of training/qualifications refer to levels on the Qualifications and Credit Framework (QCF). 'Level 2' refers to credit learning at Level 2 on the QCF which is equivalent to five GCSEs at grades A\*-C. 'Level 3' is equivalent to three A-Levels.
- Occupational categories used in the report are based on the Standard Occupational Classification (SOC 2000) system. We have used the broadest level, one digit classifications, giving nine categories (1-Managers and Senior Officials, to 9-Elementary occupations).

In this report, comparisons are made with the cohort of claimants interviewed for the Longitudinal JRFND Stage 3/comparison survey<sup>19</sup>, particularly when looking at employment outcomes. This cohort of claimants forms a useful comparison group as they became eligible for 6MO provision around the middle of the sampling period used for the 6MO survey (specifically they are claimants who entered Stage 3 of JRFND from Phase 1 areas (or the equivalent period of their claim in Phase 2 areas) between 24 August 2009 and 28 September 2009. However, this cohort only includes flow claimants whereas stock claimants were included within the sampling frame for the 6MO survey. While this is an imperfect comparison group it is useful to provide an indication of the employment outcomes of a random sample of claimants who claimed for six months (or were fast-tracked to this point of their claim) at a similar time as those who were interviewed for the 6MO survey were offered access to a 6MO option.

### 1.7 Report structure

Following this introduction outlining the survey background, methodology and reporting conventions, Chapters 2 to 5 detail claimant experiences of each of the four strands. Chapter 2 looks at experiences of the Volunteering Strand, Chapter 3 looks at experiences of the Training Strand, Chapter 4 explores experiences of those entering a job using the recruitment subsidy and Chapter 5 covers the Self-Employment Strand.

The conclusions chapter (Chapter 6) reviews key findings from each chapter and compares longitudinal outcomes across the strands.

Technical Appendices A and B detail the sampling and fieldwork outcomes for each of the two studies. Technical Appendix C contains a note on statistical significance and confidence intervals. An event timetable for the evaluation is found in Appendix D and the survey questionnaire in Appendix E.

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<sup>19</sup> The JRFND Stage 3/Longitudinal survey is one of a series of claimant surveys conducted as part of the Evaluation of the JRFND.

## 2 Volunteering Strand

### 2.1 Chapter summary

Around 15 to 24 months after initial referral to the Volunteering Strand, just over a third of all participants (34 per cent) were in paid work. This was just over double the proportion in paid work a year earlier.

Over two-fifths of those who'd entered paid work since the initial interview (43 per cent) believed their volunteering placement helped them get the role. This equates to 11 per cent overall that had entered paid work since the initial interview and believed the support helped them get there<sup>20</sup>.

Typically jobs tended to be low paid (29 per cent said they were no better off than they had been on Jobseeker's Allowance (JSA)) and around half stated that they did not see scope for promotion or progression. That said, participants also tended to be employed on a permanent basis (59 per cent) and almost three-quarters (73 per cent) believed the job was a good match for their skills, experience and interests, suggesting that the paid work secured by most Volunteering Strand participants offered reasonable job sustainability in terms of security, albeit not in terms of progression opportunities.

A significant minority (13 per cent) remained in the same unpaid role. Just over a third of these participants reported progression of some sort in the role over the course of a year (either in terms of hours or responsibilities). Instances of participants moving into a paid role with their volunteering placement provider were rare. It would seem that volunteering placements did not themselves lead to paid work within the same organisation and that in the majority of cases participants did not take on more responsibilities over the course of long-term placements.

By the time of the follow-up interview just over half of all participants (53 per cent) were claiming JSA and 12 per cent were neither in paid work nor claiming JSA.

### 2.2 Introduction

This chapter explores the longer term destinations of claimants who participated in the Volunteering Strand. Claimants who took up Volunteering as part of the Six Month Offer (6MO) programme were initially surveyed in March 2010, between three and 12 months<sup>21</sup> after referral to the Strand. This chapter is largely based on data captured from a follow-up interview conducted around 12 months after the first interview –i.e. between 15 and 24 months after initial referral.

<sup>20</sup> Note that this assessment of additionality comes purely from the claimant's perspective and is not intended to be as estimate of impact. Forthcoming analyses will estimate net impact of the 6MO strands.

<sup>21</sup> The sampling window for the initial survey was necessarily broad in order to pick up sufficient numbers of claimants that had started a placement. Relatively large numbers of referrals to the Volunteering Strand did not start a placement (the screening exercise conducted for the initial survey identified two claimants who had not started a placement following referral to every claimant interviewed).

The chapter starts by briefly recapping on the profile of claimants that took up the Volunteering Strand and the nature of the Volunteering placements undertaken to provide some background and context<sup>22</sup>. It then summarises the longer term destinations of Volunteering Strand participants in terms of whether they were in paid work, claiming JSA or doing something else at the time of the follow-up interview. Later sections of the chapter then look at the nature of any paid work entered as well as considering whether progression has been achieved. Finally, the chapter reports retrospective views on the role of the support received through the Volunteering Strand.

### 2.3 Volunteering Strand participants and placements

At the initial survey interview detailed information was captured about the participant and the nature of the placement they undertook. There was evidence that, on the whole, Volunteering Strand participants tended to be more disadvantaged or face greater barriers to work than participants of other 6MO strands. They were more likely to be:

- older (75 per cent 25-plus compared with 61 per cent of claimants reaching the seventh month of claiming) and/or have a long-term health condition or disability (20 per cent compared to 15 per cent);
- repeat claimants (62 per cent had claimed previously);
- longer term claimants (compared with other Strand participants); over a quarter (27 per cent) had claimed continuously for more than a year before being referred to the Volunteering Strand.

However, almost a quarter (23 per cent) were educated to degree level or above, suggesting that not all Volunteering Strand participants were those who might be considered furthest from the labour market. Claimants with degrees were more likely than average to volunteer in a government funded or voluntary sector role (typically involving fewer than 16 hours per week) and more likely than average to have found paid work by the time of the initial interview. For these participants it may be possible that the volunteering placement was appealing in terms of keeping them occupied and maintaining confidence and motivation levels.

On average, placements lasted just over three months, took up twelve hours a week and were provided by either a charity or government-funded organisation. There was a wide range of placement types on either side of these averages, however, with short, full-time placements with private companies at one end of the spectrum and with placements requiring just a few hours a week and with no fixed end at the other. Younger claimants (under 25) were more likely to participate in fixed term placements.

### 2.4 Summary of overall destinations

Figure 2.1 summarises the destinations of Volunteering Strand participants at the time of the follow-up interview.

When they were initially interviewed (three to 12 months after referral to a Volunteering Strand broker), 15 per cent of claimants were in paid work, around three-quarters (77 per cent) were claiming JSA and seven per cent were neither working nor claiming. These figures are shown in the three boxes across the top of the diagram.

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<sup>22</sup> For a full description of the profile of participants and experiences and views on the Volunteering Strand see Chapter 3 of the Six Month Offer Evaluation survey report: <http://research.dwp.gov.uk/asd/asd5/rports2009-2010/rrep699.pdf>

Twelve months later, the proportion of Volunteering Strand participants in work had doubled; just over a third (34 per cent) were in paid work at this point. Just over half were claiming JSA and 12 per cent were neither working nor claiming. These figures are shown in the boxes at the bottom of the diagram.

Over three-quarters (78 per cent) of those who had found paid work by the time of the initial interview were still in paid work at the follow-up interview (be it the same role or type of employment or a different one). Additionally, some participants who were not in paid work at the time of the initial interview had since moved into paid work: over a quarter (27 per cent) of those who were claiming JSA at the initial interview were in paid work a year on; and around a fifth (19 per cent) of those neither in paid work nor claiming had moved into paid work.

Compared with a general sample of JSA claimants who reached the seventh consecutive month of their claim<sup>23</sup>, these findings show a broadly similar proportion of Volunteering Strand participants staying in paid work over the course of the year between the two interviews. In this general sample, 74 per cent of those reaching seven months of claiming remained in paid work between an 'initial' and 'follow-up' interview 12 months apart compared with 78 per cent of Volunteering Strand participants).

However, among Volunteering Strand participants a smaller proportion of those who were not in paid work at the initial interview had entered paid work by the follow-up interview. Among the general sample of claimants, 36 per cent of those claiming JSA at the 12-month point had moved into paid work by the 24-month point and 31 per cent of those neither claiming nor in paid work had moved into paid work. The comparable figures for Volunteering Strand participants were 27 per cent and 19 per cent respectively. This suggests that where Volunteering Strand claimants had found work they were just as likely as a general sample of claimants to stay in work. However, those who had not found work by the initial interview were less likely to move into work given another year. This is likely to be because Volunteering Strand participants were typically further from the labour market to begin with and hence faced greater challenges in moving towards paid work.

Almost half of all Volunteering Strand participants (53 per cent) were claiming JSA at the follow up interview (15 to 24 months after referral to the Volunteering Strand). This group was made up of:

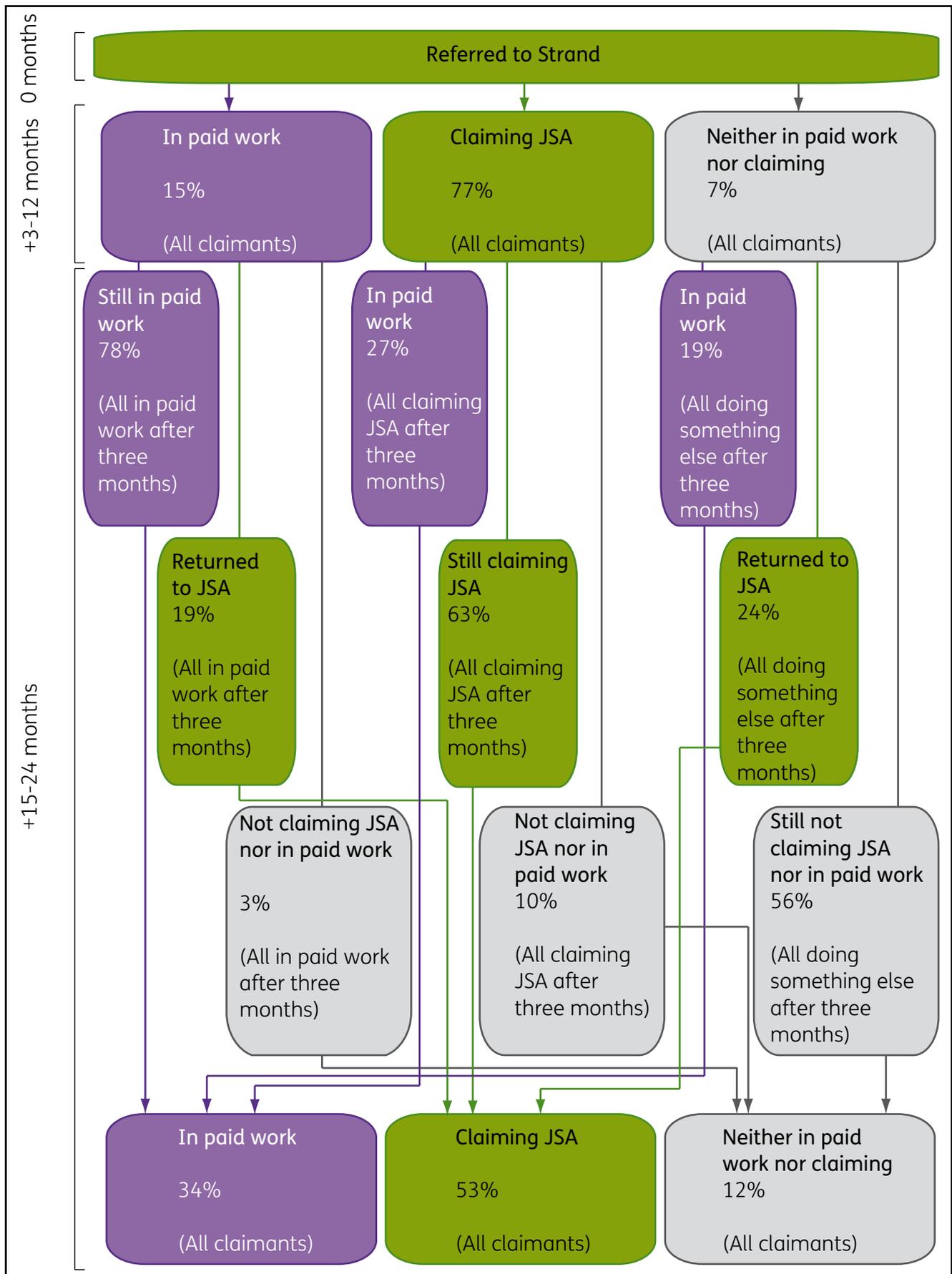
- three-fifths (63 per cent) of those who were claiming at the time of the initial interview;
- a fifth (19 per cent) of those who were in paid work at the time of the initial interview;
- around a quarter (24 per cent) of those who had ended their claim by the three month point but had not found paid work at that stage.

These groups are represented by the green boxes in Figure 2.1.

The majority (70 per cent) of those who were claiming JSA at the time of the follow-up interview had claimed **continuously** since the initial interview. At an overall level this equates to over a third (38 per cent) of all Volunteering Strand participants.

<sup>23</sup> Comparison figures are taken from the Jobseekers Regime and Flexible New Deal (JRFND) Stage 3 survey conducted as part of the JRFND Evaluation which surveyed 6,000 JSA claimants (split evenly between those in JRFND Phase 1 areas and those in Phase 2 areas where the New Deal regime was still in place) who had reached the seventh consecutive months of claiming. This survey was not designed to be a comparison group for the 6MO Strand surveys and comparisons should be seen as indicative only.

**Figure 2.1 Summary of interim and longer-term outcomes for Volunteering Strand participants**



Of those claiming JSA at the time of the follow-up interview, a third (33 per cent) were also working in a voluntary or unpaid role. This group<sup>24</sup> was mainly made up of people who had been undertaking their Volunteering Strand placement at the initial interview and were still doing it by the time of the follow up interview a year later (58 per cent of all those claiming JSA and volunteering at the time of the follow up interview). A further nine per cent had still been undertaking their 6MO placement at the initial interview but were volunteering with a different employer at the follow-up interview. Twenty-nine per cent had already left the Volunteering Strand placement by the time of the initial interview but were working in a voluntary, unpaid or internship role at the follow-up interview. It was very rare for participants to still be working in their placement role despite having entered paid work (two per cent).

A slight majority (56 per cent) of claimants who were neither working nor claiming at the initial interview were in the same situation a year on. In addition, ten per cent of those who were claiming JSA at the initial interview had left JSA but not entered paid work by the time of the follow-up interview. A very small proportion of those who were working at the three month point had left employment, but were not claiming JSA at the follow-up stage (three per cent).

Table 2.1 below shows the destinations of those who were neither in paid work nor claiming.

**Table 2.1 Activities of Volunteering Strand participants neither working nor claiming at the follow-up interview (15 to 24 months after referral to Strand)**

	Phase 1 %
<i>All Volunteering Strand participants</i>	
<i>Unweighted (399)</i>	
Working on an unpaid basis	6
Receiving or setting up a claim for another benefit	4
Retired/claiming Pension Credit	2
Part time learning or education	2
Full time learning or education	1
Setting up a new JSA claim	1
Something else	4
<b>Total neither in paid work nor claiming</b>	<b>12</b>

NB Some claimants were engaged in more than one of these activities.

Most commonly, those who were neither working nor claiming were still working on an unpaid basis (this was true for just under half of all those neither claiming nor in paid work, equating to six per cent of all Volunteering Strand participants).

Four per cent of Volunteering Strand participants were receiving or setting up another out of work benefit by the time of the follow-up interview (rising to eight per cent of older claimants aged 50+ and eight per cent of those with a long-term illness or disability).

Although only a small proportion of claimants at the overall level (three per cent), those who had retired/were claiming Pension Credit accounted for a larger proportion of claimants aged 50+ (11 per cent).

<sup>24</sup> Note low base sizes here (69 participants). Findings should be treated as indicative only.

## 2.5 Variations in destinations by sub-groups

Table 2.2 presents a breakdown of Volunteering Strand participants overall and by sub-group by whether they were in paid work, claiming JSA and doing neither of these things at the time of the follow-up survey.

As Table 2.2 shows, there was relatively little variation in activities at the time of the follow-up interview by age group – in particular the outcomes for those aged 18-24 and 25-49 were broadly similar. However, participants aged 50 or over were more likely to be neither working nor claiming and were correspondingly less likely to be claiming JSA.

**Table 2.2 Summary of longitudinal destinations of Volunteering Strand participants by participant sub-group**

Row	Base	In paid work %	Claiming JSA %	Neither %
All Volunteering Strands	(399)	34	53	12
18-24*	(86)	37	53	10
25-49	(223)	35	56	9
50+*	(90)	28	46	26
Long-term illness or disability*	(87)	17	61	22
Qualified Level 2 or above	(236)	43	45	12
Qualified below Level 2	(162)	24	62	14
Minority ethnic*	(59)	35	60	5

Note low base sizes for some groups – findings based on samples of < 100 should be used with caution.

Participants with a disability were half as likely as all Volunteering Strand participants to be in paid work (17 per cent compared to 39 per cent). They were also more likely to be neither in paid work nor claiming (22 per cent compared to 12 per cent).

Minority ethnic participants were less likely to be neither claiming nor in paid work than average (five per cent compared with 12 per cent).

People who were qualified to Level 2<sup>25</sup> or above were more likely to be in paid work (43 per cent) than those without a Level 2 qualification (24 per cent) and were correspondingly less likely to be claiming JSA at the follow-up interview (45 per cent compared with 62 per cent). Employment outcomes were even higher among those with a degree level qualification (Level 4) or above – this was the only group where more Volunteering Strand participants were in paid work (51 per cent) at the follow-up interview than were claiming JSA (40 per cent). However, compared with a general sample of claimants this represented a reasonably high proportion of degree level claimants still claiming JSA at the follow-up interview (the comparison figure from the JRFND Stage 3 survey was 26 per cent of those with a degree level or above qualification claiming JSA when interviewed at the follow-up interview).

Table 2.3 shows how the 12 months between the two interviews breaks down on average between time spent in paid work, time spent claiming JSA and time spent neither in paid work or claiming at an overall level and by key claimant sub-groups.

<sup>25</sup> Equivalent to five GCSEs at grades A\*-C or NVQ Level 2.

On average, Volunteering Strand participants spent 3.4 months in paid work, 6.7 months claiming JSA and 1.9 months neither claiming nor in paid work.

Women spent less time than average claiming JSA and more time neither claiming JSA nor in paid work. The same was true for older claimants aged 50+, although these participants also spent less time on average in paid work.

Participants qualified to at least Level 2 spent 4.1 months out of the 12 months in paid work and less time claiming JSA than those without a Level 2 qualification or above. On average, participants without a Level 2 qualification or above spent 7.9 months out of the 12 months between the two interviews claiming JSA.

**Table 2.3 Average division of 12-month period between work, claiming and neither for Volunteering Strand participants**

	Base	Average months in paid work	Average months claiming JSA	Average months neither working nor claiming
All	(399)	3.4	6.7	1.9
18-24*	(86)	3.2	7.2	1.6
25-49	(223)	3.6	6.7	1.7
50+*	(90)	3.0	5.9	3.1
Long-term illness or disability*	(87)	2.0	7.1	2.9
Men	(274)	3.2	7.2	1.6
Women	(125)	3.8	5.5	2.8
Minority ethnic*	(59)	3.8	6.6	1.6
Qualified Level 2 or above	(236)	4.1	5.7	2.2
Qualified below Level 2	(162)	2.5	7.9	1.6

\* Note low base sizes for some groups – findings based on samples of < 100 should be used with caution.

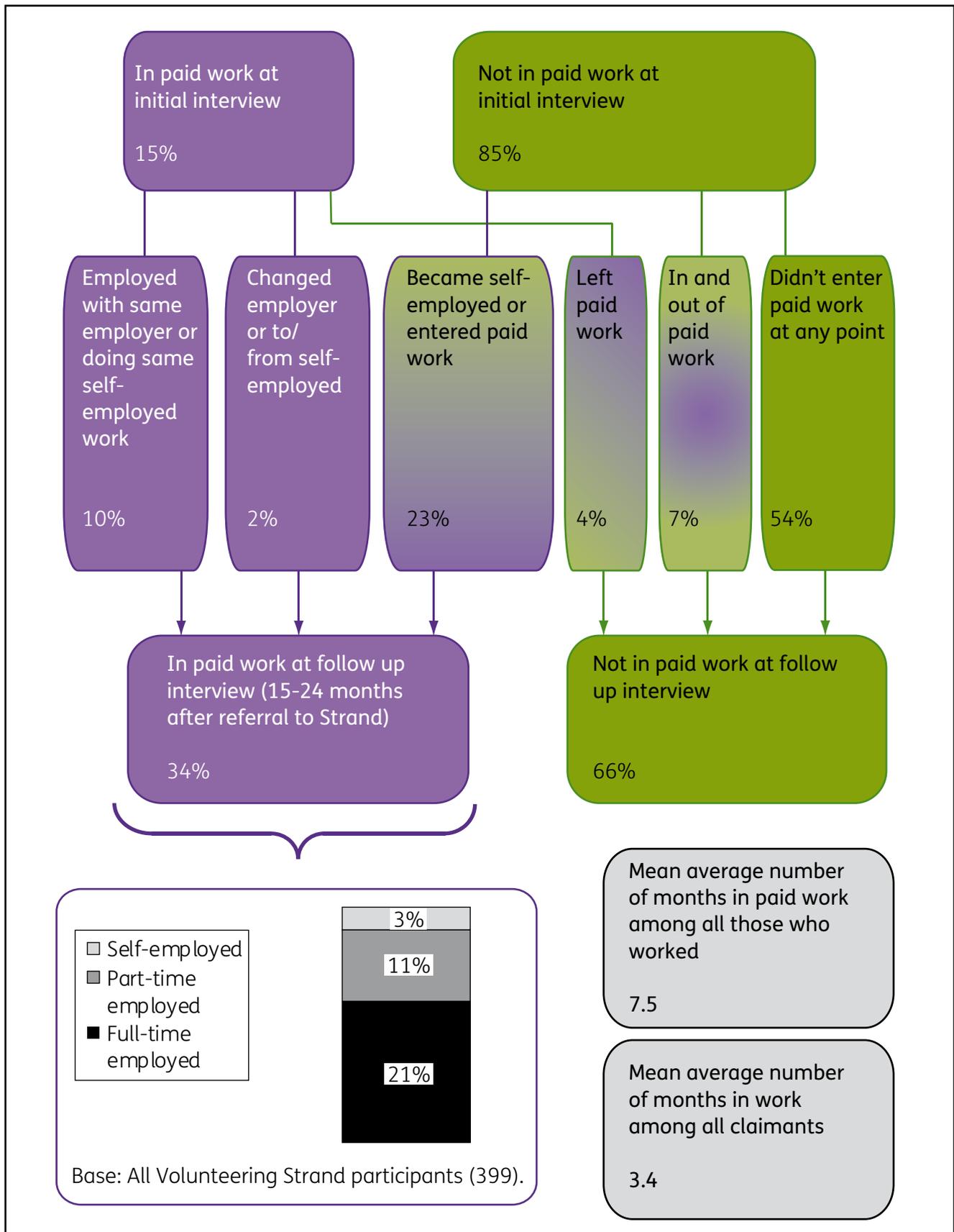
## 2.6 Work destinations

Figure 2.2 summarises claimant movement into and out of paid work in the period between the initial interview (three to 12 months after referral to the Volunteering Strand) and the follow-up interview (one year on – 15 to 24 months after referral). All the percentages in Figure 2.2 are based on all Volunteering Strand participants.

As mentioned in the previous section, 15 per cent of participants were in paid work at the time of the initial interview and this proportion had more than doubled by the time of the follow-up interview (35 per cent).

Of those who were in paid work at the initial interview, around two-thirds remained in the same job (or same self-employment activity) throughout the 12-month period between the two interviews (equating to ten per cent of all Volunteering Strand participants). Around half the remainder had remained in work, but changed job (two per cent of all participants). The rest (equating to four per cent of all participants) had left paid work and were claiming JSA again at the time of the follow-up interview.

Figure 2.2 Summary of work destinations



In addition to those who had remained in paid work, just under a quarter (23 per cent) were not in paid work at the initial interview but had moved into paid work by the time of the follow-up interview. This includes a small proportion (three per cent of all participants) that had moved into a paid role with their 6MO voluntary placement organisation. Seven per cent of participants had moved into paid work at some point during the 12-month period but had left this employment by the time of the follow-up interview.

Therefore, just under half (46 per cent) of all Volunteering Strand participants had some experience of paid work over the 12-month period between survey interview. This left a slim majority (54 per cent) who had not entered paid work at any point.

The majority of Volunteering Strand participants who had been in paid work at any point over the year had experienced one job role (88 per cent). Ten per cent had experienced two separate job roles.

Of the Volunteering Strand participants who were in paid work at the follow-up interview, the majority were in full-time work for an employer (equating to around a fifth – 21 per cent – of all Volunteering participants). Smaller proportions were working part-time (11 per cent) or self-employed (three per cent).

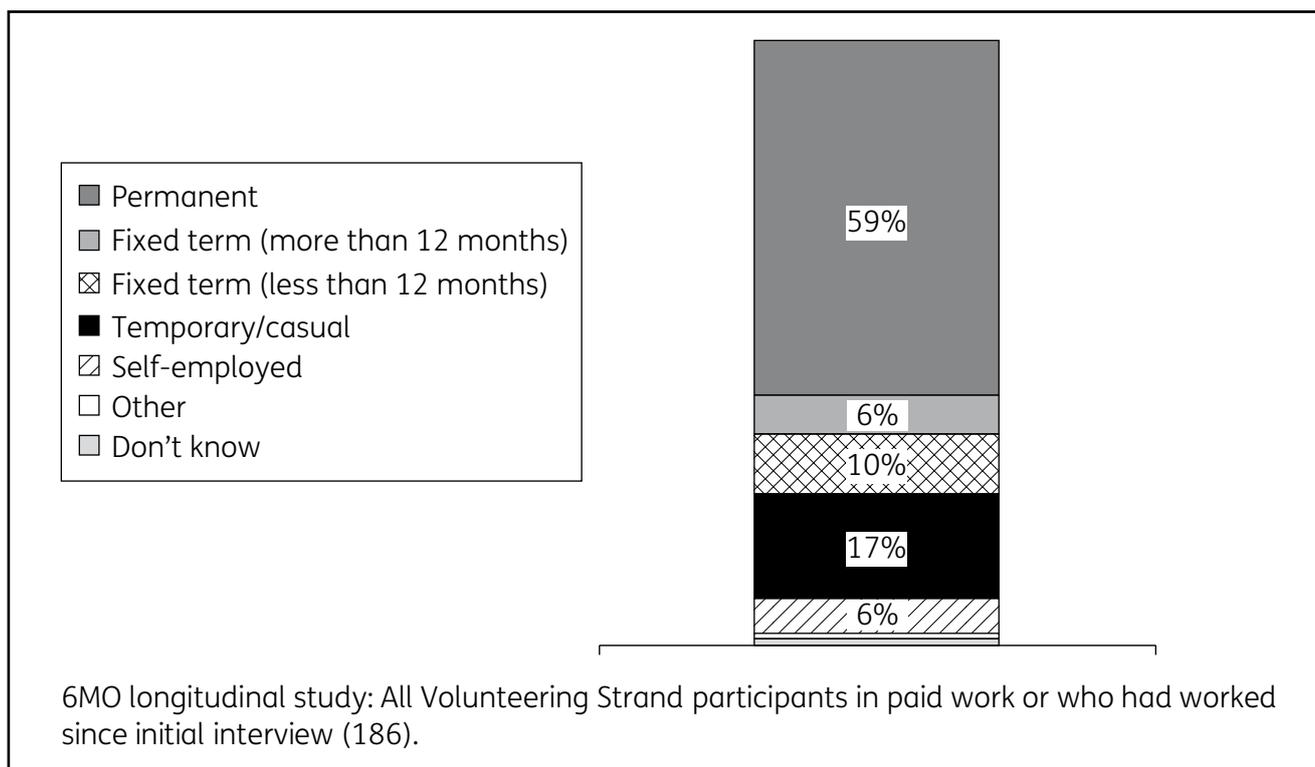
Older claimants (aged 50 or over) who had participated in the Volunteering Strand were less likely to be in full-time work with an employer than average (ten per cent were compared with 21 per cent of all Volunteering participants). The same is true for participants with a disability or long-term health condition (eight per cent in full-time work).

## 2.7 Nature of paid employment

This section looks at the nature of employment secured by Volunteering Strand participants who had entered paid work at some point since the initial interview. It looks at type of contract, sector, occupation and salary.

Figure 2.3 shows the nature of employment contracts held by those who worked for an employer in their current or most recent job role.

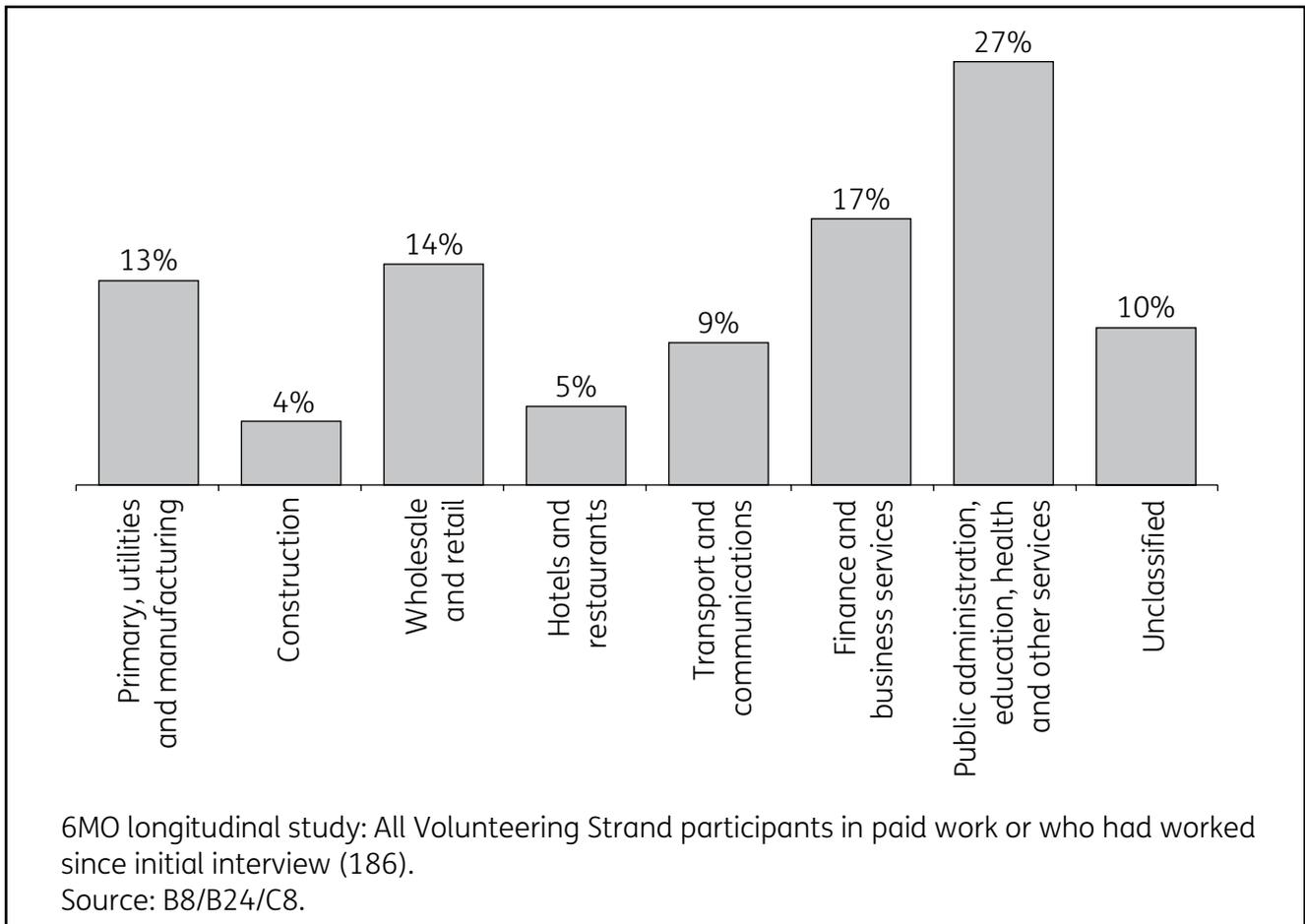
Fifty-nine per cent of participants were employed on a permanent contract in their current or most recent paid role with an employer. This compares favourably with just half (50 per cent) of first jobs, indicating that on the whole where Volunteering Strand participants were in work they had progressed towards more secure employment over time.

**Figure 2.3 Employment contracts**

Figures 2.4 and 2.5 show the sectors that individuals were working in (including both those who were working or had worked in self-employed roles as well as those who worked for an employer) and the occupational profile of jobs held (based just on work for an employer).

Over a quarter (27 per cent) of participants who had moved into paid work were working in public administration, education, health or other services. Seventeen per cent were employed in roles in the finance and business services sector. This profile was broadly in line with that seen at the initial interview. When compared with a comparison sample of claimants reaching the seven month point of their claim, this profile shows a higher proportion of Volunteering Strand claimants entering the public administration, education, health or other services sector (the comparison proportion was 18 per cent).

In terms of occupation, at the initial interview those Volunteering Strand participants that had entered work were more likely than average (comparing against a cohort of claimants reaching their seventh month of claiming) to enter higher skilled associate professional and administrative roles and were less likely to enter elementary roles. At the follow-up interview this pattern still holds, suggesting that where those participating in this Strand had entered paid work the profile of jobs entered was broadly similar irrespective of when the work was secured.

**Figure 2.4 Sector worked in**

**Figure 2.5 Occupation of employment**

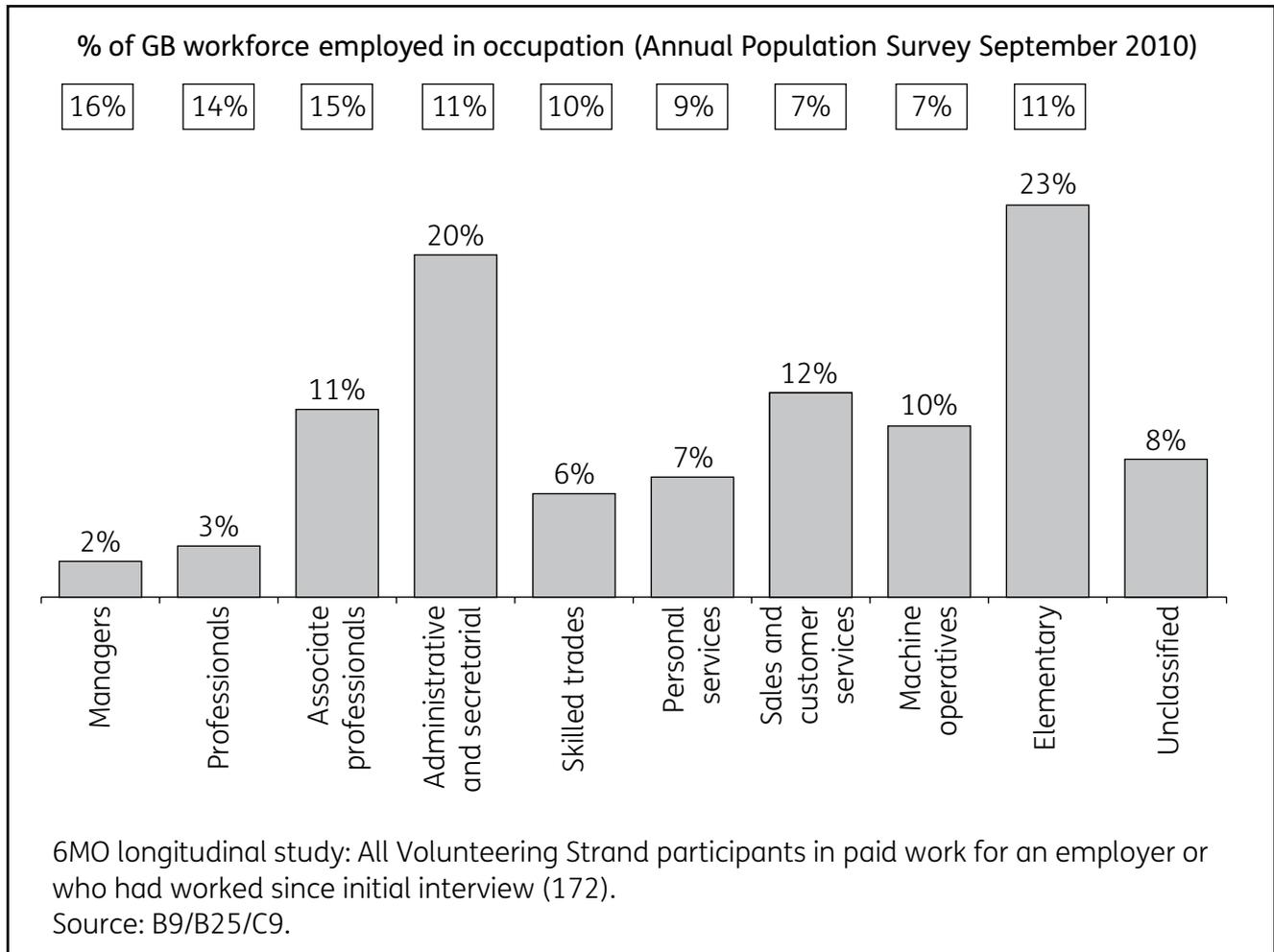
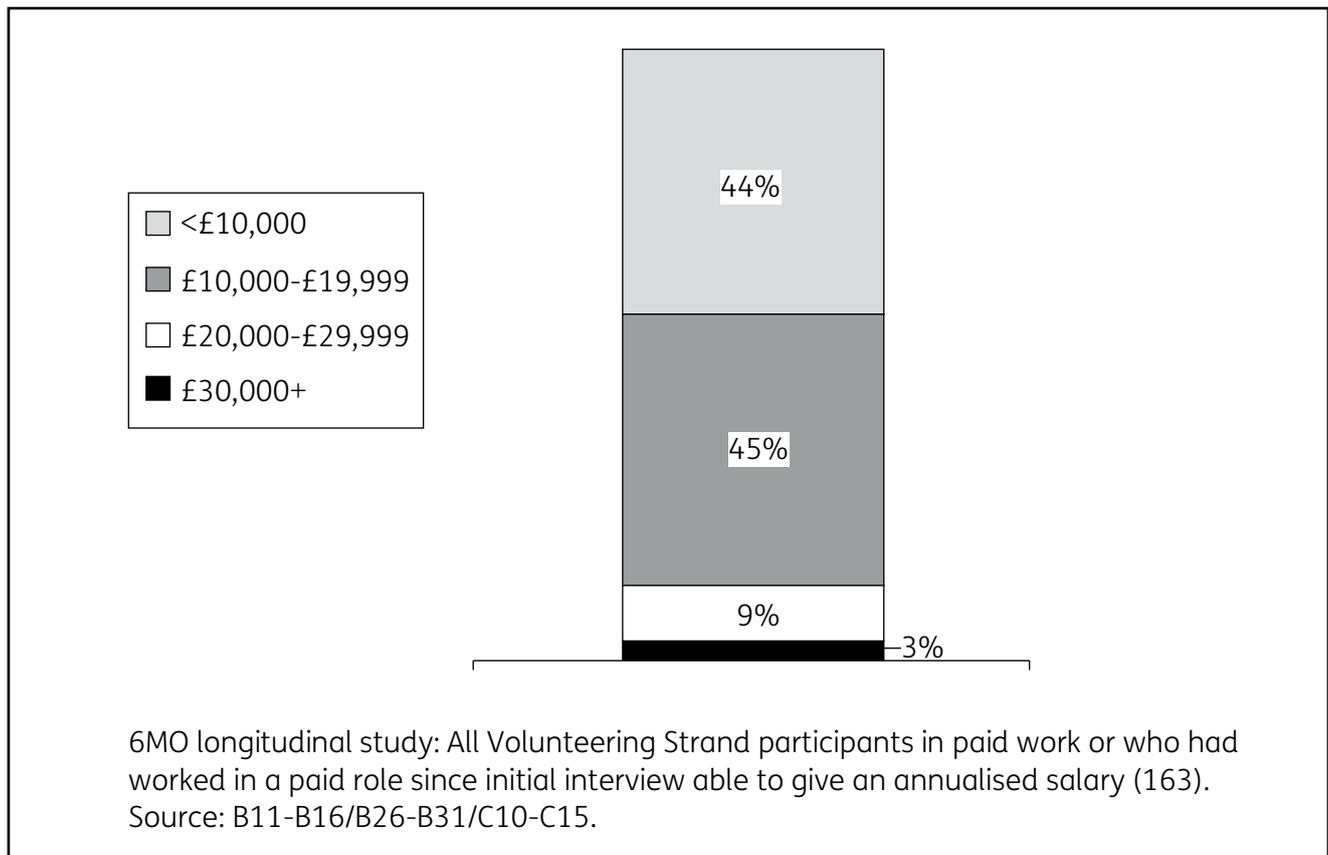


Figure 2.6 shows annualised earnings for claimants who were in work at the time of the follow-up interview or who had some experience of paid work since the initial interview.

Most commonly, participants were being paid an amount equivalent to either under £10,000 a year or between £10,000 and £19,999 a year (44 per cent and 45 per cent respectively). The mean average annualised earnings reported by Volunteering Strand participants was £12,100 <sup>26</sup>.

<sup>26</sup> Average annualised earnings are rounded to nearest £100 and represent gross pay.

**Figure 2.6 Earnings**

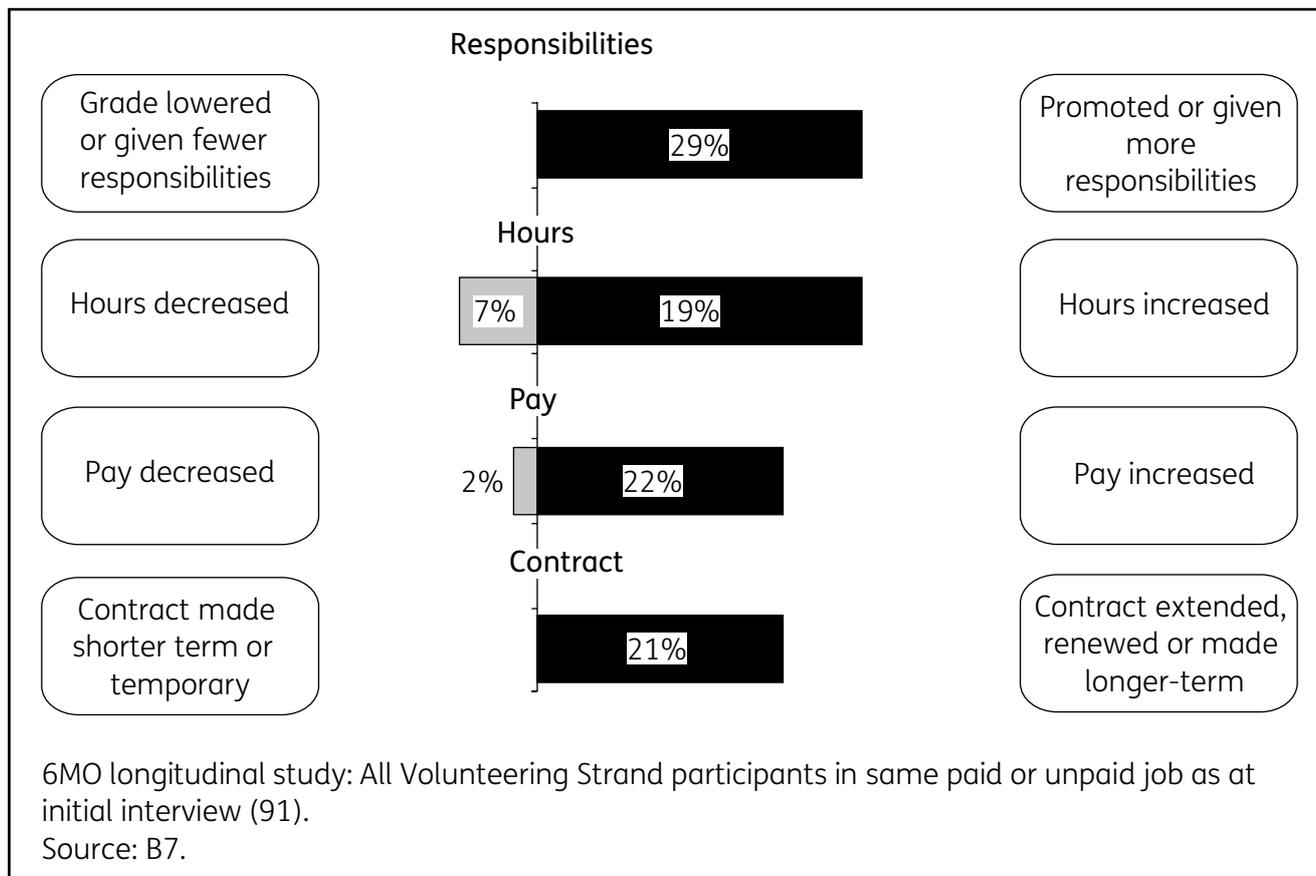
Twenty-nine per cent of all those that had moved into employment at some point in the previous year said that their earnings made them no better off financially than when they were claiming JSA. In fact, eight per cent overall felt they were worse off.

Men were more likely to say that recent earnings had made them better off in work than on JSA than women (76 per cent said they were better off financially in work compared with 57 per cent of women). This is likely to be a reflection of a greater proportion of women working part-time (50 per cent of women in work were working part-time compared with 35 per cent of men).

## 2.8 Progression

Where individuals had worked in the same paid job or same type of self-employment for the entire 12-month period between the initial and follow-up interviews (as was the case for ten per cent of participants), they were asked whether there had been any changes to their employment over this period. This question was also asked to those that were working in the same **unpaid** role during this period (13 per cent of all participants) in order to measure distance travelled towards work over this time if paid work had not yet been secured. Figure 2.7 shows the combined results for both groups of people asked the question.

**Figure 2.7 Progression**



Where individuals had remained in the same paid or unpaid employment just over five in ten (53 per cent) reported some progression in terms of responsibilities, hours, pay or contract. Over the 12-month period, almost three in ten (29 per cent) working in the same job had been promoted or been given more responsibilities and around two in ten in each case had seen their contract extended, renewed or made more permanent (21 per cent) and/or their pay increase (22 per cent). While around two in ten had seen their hours increase a minority (seven per cent) reported a decrease here. Very few claimants had seen negative developments in other areas.

Among just those who had remained in an **unpaid** role over the 12-month survey reference period, around a third (35 per cent) reported progression in terms of either responsibilities or hours. This suggests that where volunteering placements were long term or ongoing, on balance they did not involve the participant taking on different roles or responsibilities over time. Contrastingly, three-quarters (76 per cent) of those in the same paid employment throughout this time reported progression of some sort<sup>27</sup>.

As well as progression with the same employer, some of those individuals who had moved from their 'first job' on leaving JSA to a job with a different employer secured improvements in their working terms or conditions. Almost three-quarters (72 per cent)<sup>28</sup> of this group reported an increase in hours, pay or responsibilities and/or a move to a more secure contract type.

<sup>27</sup> Note low base sizes here (40 participants in same paid employment and 51 in same unpaid role). However the difference in proportions reporting any progression among these two groups is statistically significant at the 95% confidence level.

<sup>28</sup> Note low base sizes here (20 participants who moved to a job with a different employer).

When combined with those who had stayed in the same role, the total figure for **any** of those in work reporting progression of some sort over the previous year was 56 per cent. This means that where Volunteering Strand participants had found work (including those who stayed with the same Volunteering placement) they were, on balance, likely to have progressed in some way in work over the course of the year. This does, however, leave a significant minority (44 per cent) who did not report any progression in terms of pay, contract, responsibilities or hours over the last year.

In addition to progression between the initial and follow-up interviews, all those who were working for an employer at the time of the follow-up interview were asked about the scope for progression in the future offered by their current role. Of these employees:

- Around half (52 per cent) felt that their job offered scope for progression and/or substantially increasing their responsibilities;
- A similar proportion (57 per cent) felt that their employer would offer them training that would help them to secure a promotion or more responsibilities.

These are smaller proportions than observed among a general sample of JSA claimants who had claimed for at least six months before entering work (62 per cent and 63 per cent respectively) suggesting that overall where Volunteering Strand participants had entered work these roles were less likely to offer progression opportunities.

## 2.9 Job suitability

Volunteering Strand participants who were in work (paid or unpaid) at the time of the follow-up interview were asked about the extent to which they felt that their role was a good match for their skills, experience and interests. Just under three-quarters (73 per cent) agreed that their job was a good match for their skills, experience and interests with over half (56 per cent) agreeing strongly that this was the case. Looking just among those who were now in **paid** work, this figure was comparable, with 70 per cent agreeing the paid employment was a good match. However 16 per cent disagreed that their paid employment was a good match for their skills, experience and/or interests.

When participants stated that their job was not a good match, they were asked (on a prompted basis) for their reasons for accepting the role. Only a small number of people (26) were asked this question so findings should be seen as indicative only. The majority of claimants who did not feel that their job was a good match for them typically stated that they took the job simply because they wanted to move into work as quickly as possible and/or because there were few jobs available that did match their experience, skills or interests. Only a few stated that they took the job because they felt under pressure from Jobcentre Plus to do so.

Around three-quarters (74 per cent) felt that the number of hours worked was suitable for them. Five per cent felt they worked too many hours and 21 per cent felt they were working fewer hours than was ideal.

The indication was that for most Volunteering Strand claimants that had entered work the work was considered suitable.

## 2.10 Overall views of support received

Volunteering Strand participants were asked for their views on the support that they received as part of the 6MO (i.e. the volunteering placement). Firstly, they were asked whether their opinion of the support received was better, worse or no different compared with 12 months ago. For seven in ten (69 per cent) participants their view was thought to be no different to what it had been 12 months ago.

However, 17 per cent reported that their views on the support received had improved compared with twelve months ago. For these participants this more positive view of the support was typically attributed to:

- having had the opportunity to put the skills learnt on their placement into practice (over a third – 38 per cent – of those who had a better opinion of the support 12 months on said this);
- since the last interview the support had helped them get into paid employment (22 per cent);
- over the last 12 months they have received more or better support from the same source (19 per cent), therefore changing their opinion of the support as a whole;
- simply having more time to reflect and think about the support received (15 per cent)
- the support playing a part in them getting into further training (ten per cent).

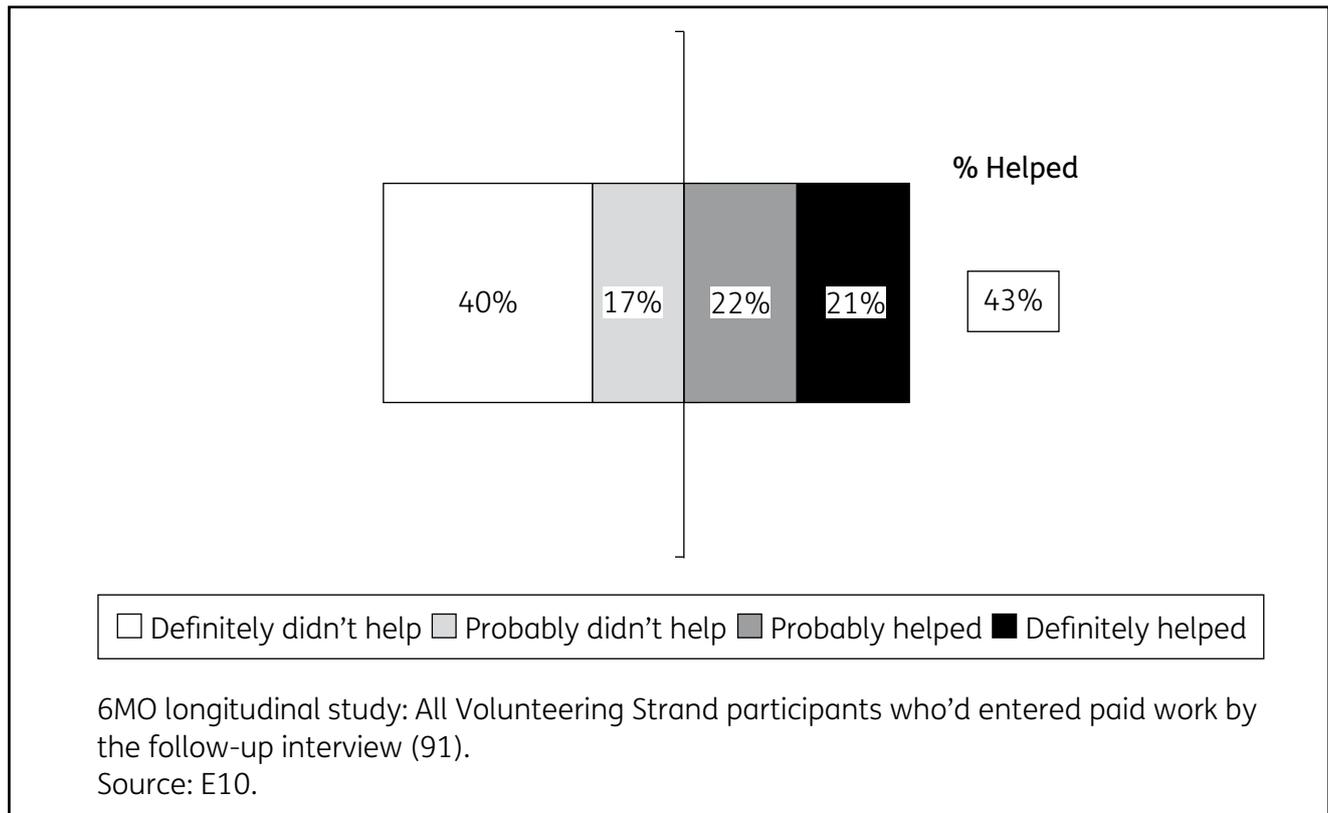
Other reasons for the uplift in views on the placement were mentioned by fewer than one in ten participants who considered their opinion to have improved.

A smaller proportion (eight per cent) of Volunteering Strand participants said that their opinion of the support they received via the volunteering placement undertaken as part of the Six Month Offer had actually got worse over the last 12 months. Numbers of participants stating this were low, but indications were that views had deteriorated because the support had not helped the participant secure paid work or training over the 12 months between interviews.

Participants that had entered paid employment since the initial interview were asked whether the voluntary placement they undertook as part of the 6MO played any role in them getting the current job (Figure 2.8).

Around a fifth (21 per cent) of those who had entered paid work stated that doing the placement had definitely helped them get the role, and a further fifth (22 per cent) thought that it probably helped. Although a minority, it would seem encouraging that overall 43 per cent of Volunteering Strand participants that had found work since the initial interview considered the placement to have helped them get this work.

However, only a fairly small proportion of participants were in paid work. This means that overall 11 per cent of all Volunteering Strand participants had entered paid work **and** attributed getting the job (at least in part) to the support received.

**Figure 2.8 Whether Volunteering Strand placement helped get current job**

Although base sizes are small<sup>29</sup>, there was some indication that those who were still undertaking the Volunteering Strand placement at the initial interview (and therefore had been doing it for at least a couple of months) were more likely to report that the placement had helped them get their current job (58 per cent said it helped).

Participants were asked whether there was any other support that Jobcentre Plus could have offered to help them find work. Approaching half (47 per cent) said that there was nothing more that could have been offered. However one in ten (ten per cent) said that they would have liked to have been offered a training course (either generally or a specific course of interest) or would have liked more information on training opportunities. It is possible that some of these participants may have been more usefully signposted to the 6MO Training Strand (although it is not possible to tell from the survey data whether these participants were also informed about the Training Strand or not).

<sup>29</sup> The base size of those still doing placement at initial interview that were in paid work now is 41, but the difference is statistically significant.

# 3 Work Focused Training Strand

## 3.1 Chapter summary

Thirty-eight per cent of Training Strand participants were in paid work when surveyed 15 to 21 months after starting the Six Month Offer (6MO) training. A fifth of those who had entered paid work since the initial interview said that their 6MO training definitely helped them secure the job and around a further fifth said it probably helped.

This equates to 11 per cent of participants overall who had both entered paid work and who believed the support received had played a part in getting that role<sup>30</sup>.

When those who had left any paid employment by the time of the survey interview were factored in, just over half (54 per cent) reported some experience of paid work over this period.

Early evidence from the initial survey conducted three to nine months after the start of training had suggested that Training Strand participants who found paid work reasonably quickly after participating in training were slightly more likely to enter higher skilled roles, more typically full-time and/or offering better security than those entered by claimants reaching a similar point of their claim generally. Evidence from longer term employment destinations does not suggest a continuation of this pattern. In fact, Training Strand participants were more likely than those taking part in the Volunteering Strand to say that in work earnings made them no better off financially than when they had been claiming Jobseeker's Allowance (JSA) and proportions working full-time and in lower skilled roles were in line with a general sample. However, reasonably high proportions – and markedly high in the case of younger people – believed that their employer will offer training to help them progress.

Just under half were claiming JSA at the time of the follow-up interview (48 per cent) and 14 per cent were neither in paid work nor claiming.

## 3.2 Introduction

This chapter now turns to examine the longer term destinations of people who participated in the Work Focused Training Strand of the 6MO. The chapter draws largely on findings from a follow-up interview with Training Strand participants conducted between 15<sup>31</sup> and 21 months after starting the training provision. Participants were initially surveyed in March 2010<sup>32</sup>.

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<sup>30</sup> Note that this becomes 12 per cent if we also include participants' views on the work experience or work placements they undertook as part of the Training Strand, in addition to the training itself.

<sup>31</sup> Although the sampling window for the initial Training Strand survey was April 2009 to December 2009 (as was the case for all the Strand surveys) in reality there were very few training starts before August 2009.

<sup>32</sup> For a full description of the profile of participants and experiences and views on the Training Strand see Chapter 4 of the Six Month Offer Evaluation survey report: <http://research.dwp.gov.uk/asd/asd5/rports2009-2010/rrep699.pdf>

The next section describes the profile of claimants that took up the Training Strand and the type of training they engaged in. It then sets out the longer term employment and claiming destinations of Training Strand participants and looks at the likelihood of this cohort having entered paid work. Subsequent sections establish the nature of any paid work entered and whether any progression has been achieved. The chapter ends with a discussion of participants' views of the training received and its role in helping them find work.

### 3.3 Training Strand participants and placements

Compared with the overall population of claimants who had been claiming JSA for six consecutive months<sup>33</sup>, Training Strand claimants were more likely to be:

- Aged 25 or older (only 15 per cent were aged 18-24 compared with 39 per cent of all claimants eligible for the 6MO);
- Repeat claimants (64 per cent had claimed previously compared with 57 per cent of the general claimant sample).

Claimants taking up this Strand<sup>34</sup> were broadly evenly split between those with no or low (below Level 2) qualifications (51 per cent) and those who had a Level 2 qualification or above before starting the course (47 per cent); Training Strand participants were more likely to have no or low qualifications than participants on other 6MO strands. The majority of work-focused training courses delivered were aimed at providing claimants with a Level 2 qualification; meaning that many of the participants may have been re-training in different sectors and/or training at a level equal to or below that they were already qualified to.

A relatively wide variety of courses were undertaken. These included sector-specific training, courses which led to a specific certificate or licence required for entry into a particular sector or role, such as the Construction Skills Certification Scheme (CSCS) card in construction or a forklift driving licence, as well as more general courses focused on numeracy/literacy or computer skills. On average, the courses lasted eight weeks, although just over a quarter (26 per cent) of participants were on courses that lasted a week or less. Longer courses that lasted over 20 weeks were less common (eight per cent).

Around one in twelve (eight per cent) took part in a course with a work experience or work placement element.

The great majority of participants (89 per cent) had been referred to the Training Strand by Jobcentre Plus or Next Step<sup>35</sup> and had discussed the specific course they would like to undertake with their adviser.

Excluding those who were still on the course at the time of the initial survey, the majority (85 per cent) had successfully completed it, with the remainder leaving early. All but one of the Training Strand participants interviewed had completed or left their 6MO training course by the time of the follow-up survey.

<sup>33</sup> See paragraph 1.6.2 in the Chapter 1 for details on the source of the comparative data used here.

<sup>34</sup> The profile of participants and placements summarised in this section is described in full in the earlier Six Month Offer Evaluation survey report (see footnote 20).

<sup>35</sup> Next Step is a publicly funded information, advice and guidance service aimed at helping adults with future skills, careers, work and life choices. At the time of the 6MO, Next Step delivered an in-depth service (alongside a universal service) aimed at jobseekers and/or those facing particular disadvantages or barriers.

### 3.4 Summary of overall destinations

Figure 3.1 presents the main destinations of Training Strand participants at the time of the follow-up interview.

Looking first at the boxes shown across the top of the diagram, at the time of the initial survey 15 per cent of claimants were in paid work, just over three-quarters (77 per cent) were claiming JSA and eight per cent were neither working nor claiming.

The longer term outcomes reported by Training Strand participants are shown in the boxes at the bottom of the diagram. A year after the initial interview, 38 per cent were in paid work, almost half (48 per cent) were claiming JSA and 14 per cent were neither working nor claiming. These initial and longer term outcomes were broadly similar to those reported by Volunteering Strand participants (Chapter 2).

As with Volunteering Strand participants, where Training Strand participants had entered work there was a good chance of them still being in paid work 12 months on. Three-quarters (75 per cent) of those who were employed at the time of the initial survey were also in employment at the follow-up interview. In addition, a third of those who were claiming JSA at the initial interview went on to gain paid work (33 per cent). The final group of people in paid work at the follow-up interview were those who were neither claiming nor in paid work at the time of the initial interview – around a fifth (21 per cent) of this group had moved into work at some point during the 12-month period (the groups of claimants moving into paid work are shown in the purple boxes in Figure 3.1).

Despite this positive picture of a majority of Training Strand participants staying in work where they had found work early on, and significant minorities moving into paid work over the course of 12 months, it was still the case that large proportions of participants remained either claiming JSA or not in paid work nor claiming JSA. Over half (56 per cent) of those claiming JSA at the time of the initial interview were also claiming JSA 12 months later. They were joined by 17 per cent of those who had temporarily entered paid work but were claiming JSA again at the follow-up interview, and over a quarter (28 per cent) of those who had been neither claiming nor in paid work at the initial interview (as illustrated by the green boxes in Figure 3.1).

Overall, over a quarter (29 per cent) of Training Strand participants had claimed continuously since the initial interview.

Participants with a disability or health condition were much less likely to be in paid work at the follow-up interview than average (17 per cent compared with 38 per cent of all Training Strand participants) and were correspondingly more likely to be neither claiming JSA nor in paid work (33 per cent compared to 14 per cent). Older claimants aged 50+ were also more likely than average to be neither claiming nor in paid work at the follow-up interview (27 per cent).

Early evidence from the initial survey suggested that people who had taken part in training aimed at gaining a particular sector specific certificate, card or licence that was a prerequisite for employment in a particular sector (e.g. a Construction Skills Certification Scheme card) were more likely to report positive soft outcomes from the training such as increased motivation, confidence and job-specific skills. There was no evidence (although small sample sizes<sup>36</sup> should be noted) from the follow-up survey that these positive interim outcomes had translated into longer term employment outcomes (36 per cent of those who had trained towards a sector specific certificate, card or licence were in paid work compared with 38 per cent of all participants). However, it should also be noted that those taking up this type of training were more likely to have low or no prior qualifications meaning they may have faced a more difficult starting point.

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<sup>36</sup> Seventy-two participants in the follow-up survey had trained towards a sector specific certificate, card or licence.

**Figure 3.1 Summary of interim and longer-term outcomes for Training Strand participants**

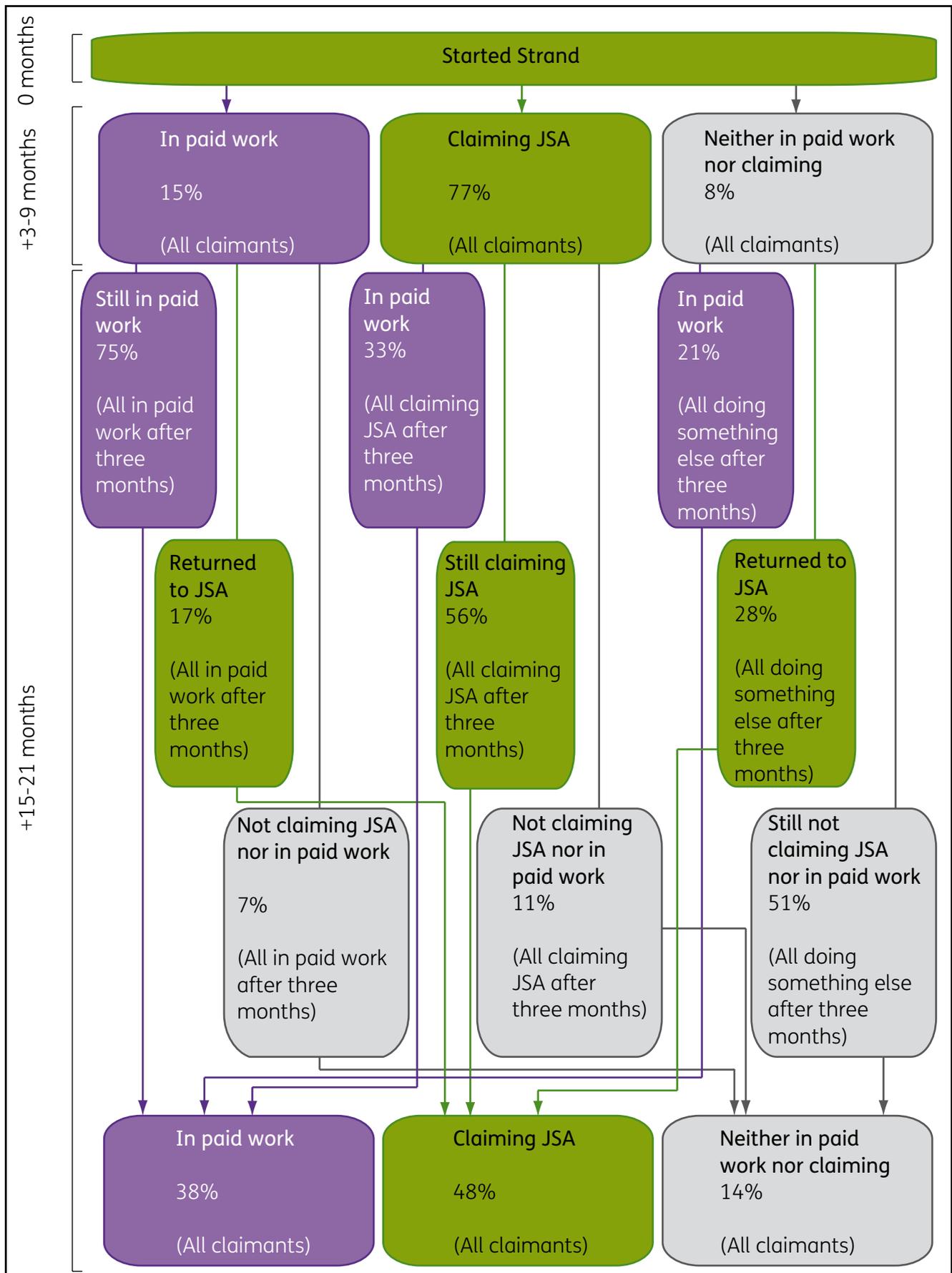


Table 3.1 lists out the activities of those who were neither in paid work nor claiming (i.e. those participants in the grey boxes in Figure 3.1).

**Table 3.1 Activities of Training Strand participants neither working nor claiming at the follow-up interview (18 to 24 months after starting Strand)**

<i>All claimants Unweighted (405)</i>	<b>%</b>
Receiving or setting up a claim for another benefit	7
Working on an unpaid basis	3
Retired/claiming Pension Credit	2
Setting up a new JSA claim	1
Part-time learning or education	1
Full-time learning or education	0.5
Something else	3
Total neither in paid work nor claiming	14

NB Some claimants were engaged in more than one of these activities.

Those who were neither working nor claiming JSA were most likely to be receiving or setting up a claim for another benefit (49 per cent of all those falling into this category, which equates to seven per cent of all Training Strand participants). This figure increased to 14 per cent for those aged 50+ and to 28 per cent for those with a disability. Where claimants were claiming another benefit, this was usually Income Support or Employment and Support Allowance (ESA).

Table 3.2 breaks down the 12 months between the initial and follow-up interviews between average time spent in paid work, time spent claiming JSA and time spent neither in paid work or claiming JSA at an overall level and by key claimant sub-groups. As a whole, Training Strand participants had spent an average of 3.9 months in paid work, 6.7 months claiming JSA and 1.5 months neither claiming JSA nor in paid work.

The groups that spent longer in paid work on average were men (4.1 months), younger claimants aged 18-24 (4.7), older claimants aged 50+ (4.3) and claimants qualified to at least Level 2 (4.1). The finding for older claimants is notable as older claimants typically report a lower likelihood of being in paid work or spending time in paid work than other claimants<sup>37</sup>. This may suggest a particular link between older claimants participating in training and gaining employment outcomes (though it is not possible to infer from survey data whether this may be because the training leads to greater employability or whether the individuals who are more work ready or motivated are also more likely to take up training, or some other reason).

<sup>37</sup> When compared with a sample of JSA claimants claiming for six months consecutively interviewed as part of the JRFND evaluation.

**Table 3.2 Average division of 12-month period between work, claiming and neither for Training Strand participants**

	Base	Average months in paid work	Average months claiming JSA	Average months neither working nor claiming
All	(405)	3.9	6.7	1.5
18-24*	(64)	4.7	6.3	1.1
25-49	(254)	3.7	7.0	1.3
50+*	(86)	4.3	5.2	2.5
Long-term illness or disability*	(90)	1.9	6.8	3.3
Men	(327)	4.1	6.5	1.4
Women	(78)	2.9	7.5	1.6
Minority ethnic*	(41)	2.5	8.7	0.7
Qualified Level 2 or above	(195)	4.1	6.5	1.3
Qualified below Level 2	(202)	3.6	6.9	1.5

### 3.5 Work destinations

Figure 3.2 summarises the journeys of Training Strand claimants in to and out of work in the 12-month period between the initial interview (around three to nine months after starting the Strand) and the follow up interview (around 15-21 months after starting the Strand).

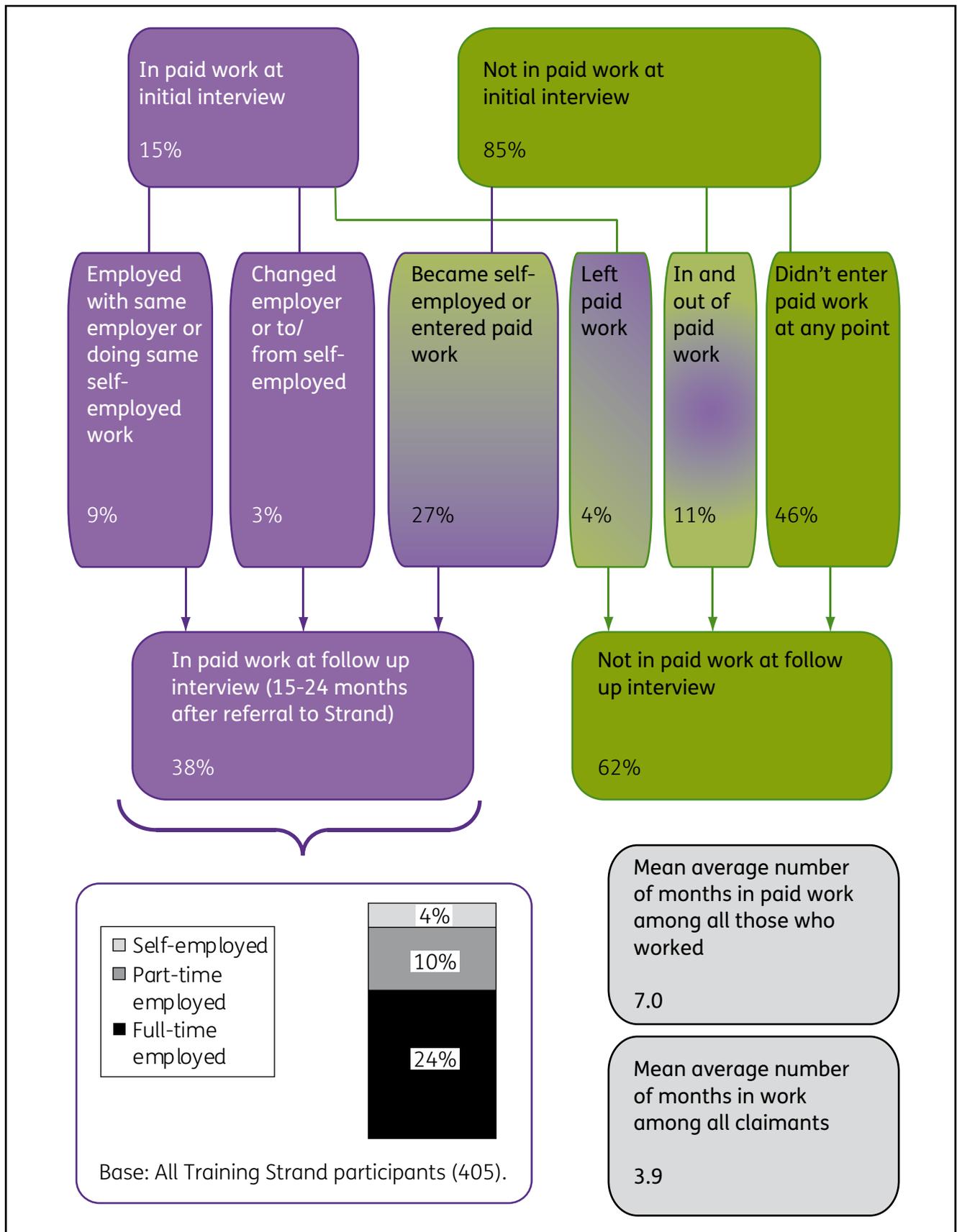
As mentioned in the previous section 3.4, 15 per cent of Training Strand participants were in paid work at the time of the initial interview – a proportion which had more than doubled by the time of the follow-up interview. Over half of those in paid employment at the initial interview had remained in the same job (or same self-employment work) between the two interviews (equating to nine per cent of all Training Strand participants). The remainder were divided between those who stayed in paid work (but changed employer or moved into or out of self-employment work) and those who left paid work (three per cent and four per cent respectively of the Training Strand participants).

A significant minority of those who were not in any paid employment at the time of the initial interview went on to become either employed or self-employed and remained so until the follow-up interview (27 per cent of all Training Strand participants). In fact, the majority of those who were in paid work at the follow-up interview had found this paid work at some point between the two interviews.

Further, there was a group of participants who had moved into work between the two interviews who had already left this employment by the time of the follow-up interview. This group equates to 11 per cent of all Training Strand participants.

This left just under a half (46 per cent) of Training Strand participants who did not enter work at any point in the 12 months between the initial and follow-up interview. This might be interpreted as quite a high proportion in the context of the policy intention being that the Training Strand would deliver training with a strong work focus and that programmes would encompass advice and support aimed at promoting claimants' future employment prospects. It is broadly similar to the proportion of Volunteering Strand claimants reporting the same journey between the two interviews (54 per cent) and also in line with the employment outcomes of a general sample of claimants who reached seven months of consecutive claiming and were interviewed at the 12 month and 24 month points after the start of their claim (42 per cent).

Figure 3.2 Summary of work destinations



As mentioned previously, people with a disability were less likely to be in paid work at the time of the follow-up interview. This group of Training Strand participants were similarly less likely to have had any experience of paid work since March 2010, i.e. since the first interview (33 per cent compared to 54 per cent on average). Those aged 25 or over were also less likely to have had any experience of paid work over the 12-month period than younger participants (53 per cent compared to 67 per cent).

Most Training Strand participants who had some experience of paid work only had one job role over this period (86 per cent). However 11 per cent had experienced two separate job roles and a very small proportion (two per cent) had experienced three or more separate jobs. As well as being more likely to have had some experience of paid work per se, younger claimants (aged 18-24) were also more likely to have had more than one job role (nearly a quarter of those who had worked at all – 24 per cent – had experienced two or more roles over this period).

There were no cases of participants whose training had involved work experience or placements being employed in a paid role with their placement employer at the follow-up interview.

Among those **not** in paid work, a fifth (20 per cent) were undertaking some training or education at the time of the follow-up interview (the majority of these while also claiming JSA). This is broadly in line with the proportion of Volunteering Strand participants in training or education at a similar stage (15 per cent) so is unlikely to be an effect of participation in the Training Strand encouraging further uptake of training.

Of the people who **were** in paid work at the follow-up interview (38 per cent of all Training Strand participants), most were in full-time work for an employer (equating to a quarter – 24 per cent – of all Training Strand claimants). Ten per cent were in part-time paid work (<30 hours per week) with only four per cent self-employed.

Men were more likely than women to be in full-time paid work (29 per cent compared to eight per cent) while women were correspondingly more likely than men to be working part time (19 per cent compared to eight per cent).

When in work, those with a disability were less likely to be in full-time paid work (11 per cent compared with 28 per cent of those without a disability).

### 3.6 Nature of paid employment

This section explores the characteristics of any employment secured by Training Strand participants. This allows an assessment to be made about the type of work that people taking up the Training offer entered and whether it differs at all from the type of work done by those entering paid work from JSA claiming more generally. The section looks at the type of contract, sector, occupation and salary of the most recent or current job that Training Strand participants were working in.

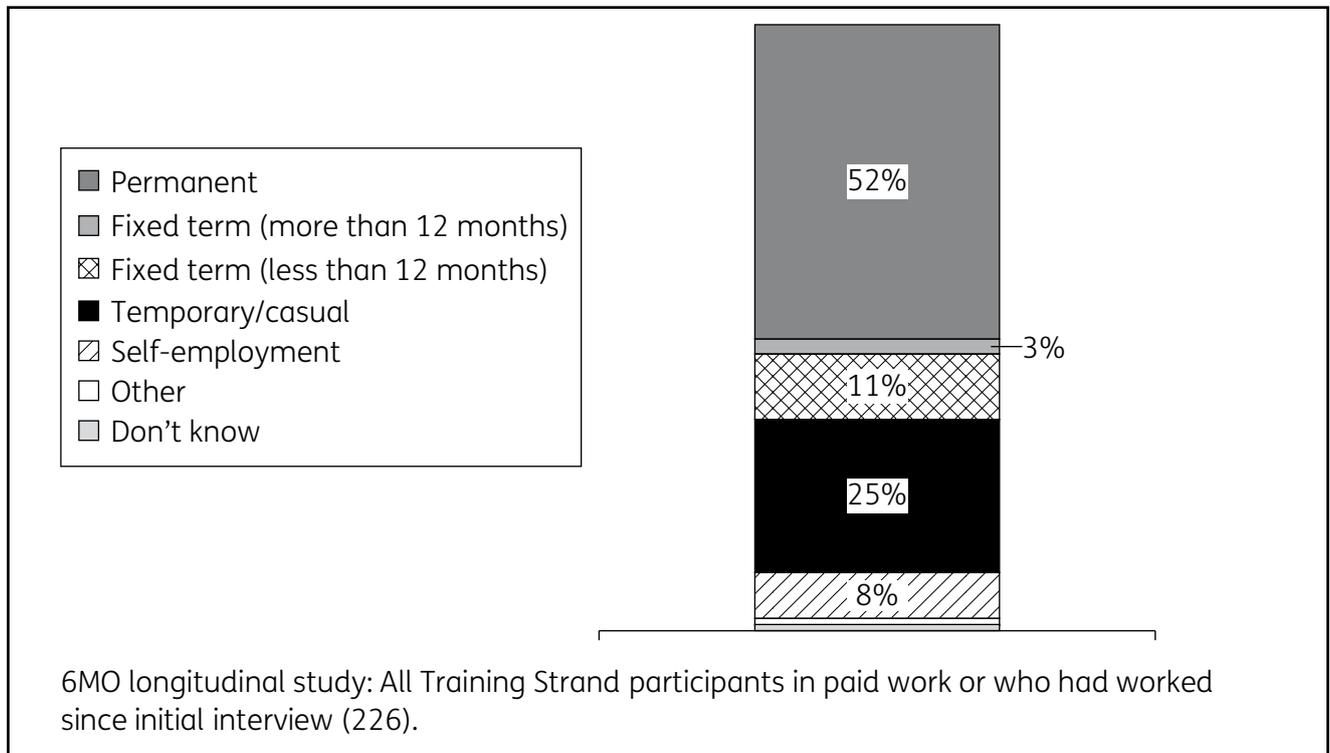
Starting with employment contract, Figure 3.3 shows the nature of employment contracts held by those who worked for an employer in their current or most recent job role.

At this stage, over half of Training Strand participants who were in work were working on a permanent basis (52 per cent). Twenty-five per cent were employed on a temporary or casual contract.

This proportion of Training Strand participants employed on a permanent basis (where they had found work) was broadly in line with the proportion of Volunteering Strand participants in the same situation (59 per cent).

While working on a permanent contract was the most common situation for all age groups in work, the likelihood to be on a permanent contract did decrease by age (from 53 per cent of the under 25s to 36 per cent of the 50+ age group).

**Figure 3.3 Employment contracts**

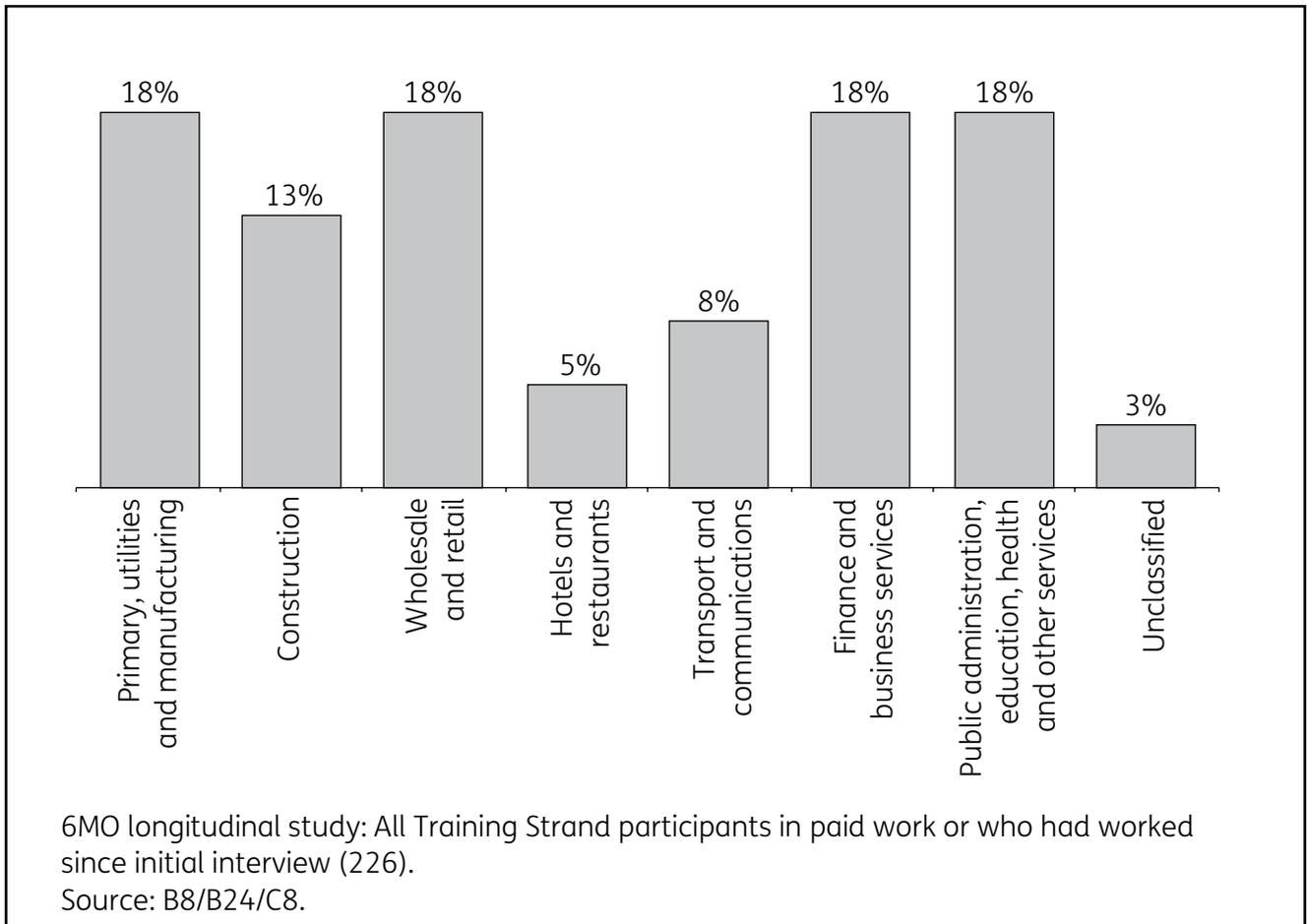


Figures 3.4 and 3.5 show the sectors that individuals were working in (including both those who were working or had worked in self-employed roles as well as those who worked for an employer) and the occupational profile of jobs held (based just on work for an employer).

Training Strand participants were employed across the economy.

A quarter (25 per cent) had entered low skilled, elementary roles where qualifications were less likely to be an entry requirement. This is broadly in line with the proportion seen among a general sample of JSA claimants reaching the seventh month of consecutive claiming (28 per cent).

**Figure 3.4 Sector worked in**



**Figure 3.5 Occupation of employment**

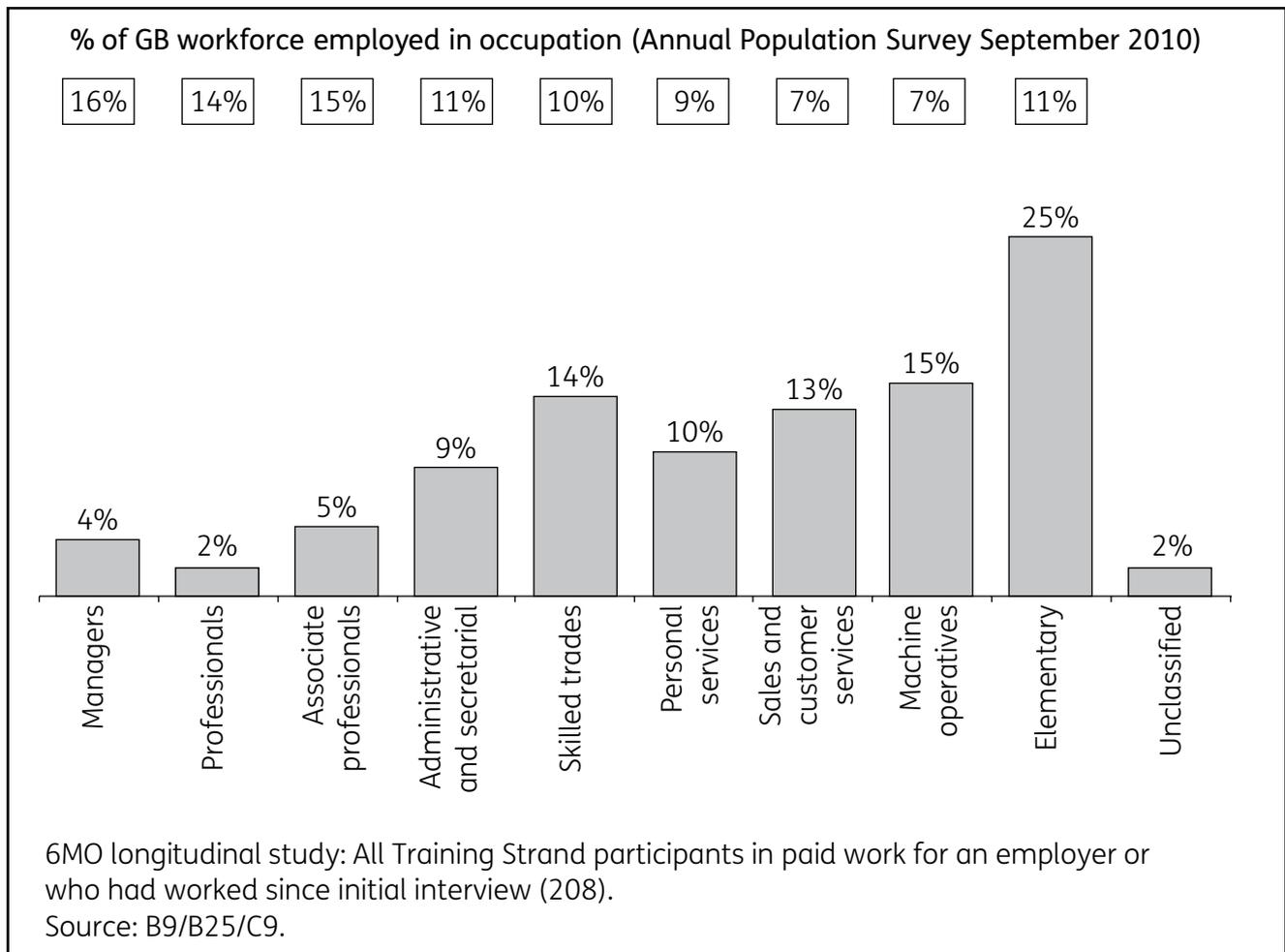
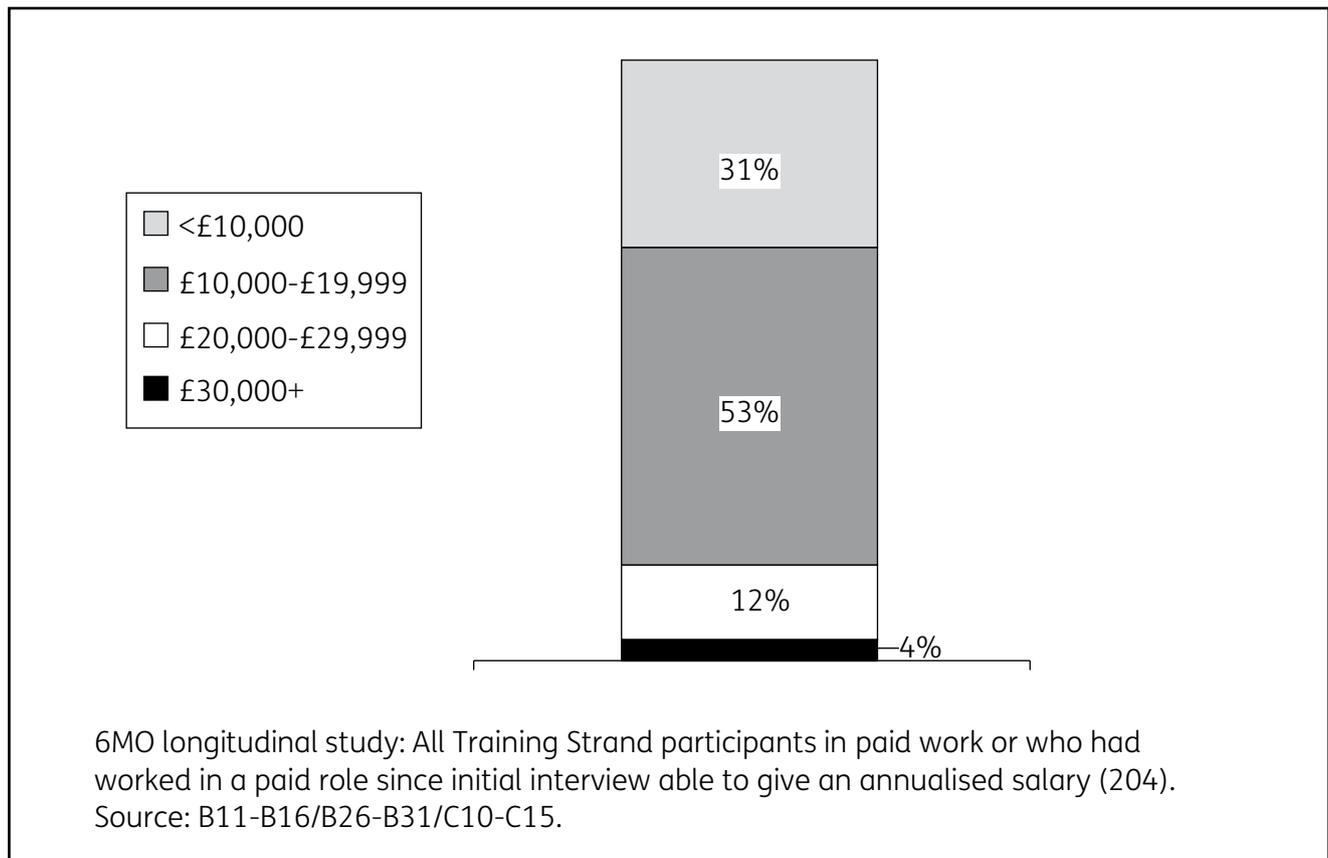


Figure 3.6 shows the annualised earnings from current or most recent jobs where Training Strand participants had found paid work.

The mean average annualised earnings among this claimant group was £13,700<sup>38</sup>, with around half (53 per cent) of Training Strand participants in work earning between £10,000 and £19,000. Thirty-one per cent received an annualised figure of less than £10,000.

<sup>38</sup> Rounded to the nearest £100.

**Figure 3.6 Earnings**

Three-fifths (60 per cent) of those who had had some experience of work in the previous 12 months said that their earnings had made them better off financially than when they were claiming JSA. Over a fifth (22 per cent) said that they there were no better or worse off in work and 17 per cent responded that they were worse off financially. This is a higher proportion stating they were worse off financially than seen among Volunteering Strand participants in work, indicating that while mean average salaries were broadly on a par there was a sub-group of Training Strand participants who entered very low paid work, perhaps with a view to progressing within the role.

### 3.7 Progression

In instances where individuals had moved from a 'first job' upon leaving JSA to a more recent or current job it is interesting to understand whether this movement involved progression or improvement in any areas, specifically in salary, hours, responsibilities or contract type. Among those who had changed employer or type of employment since leaving JSA, 71 per cent reported an increase in at least one of these areas.

Additionally, a small group of people worked in the same job or same type of self-employment for the 12-month period between the initial and follow-up interviews (nine per cent of Training Strand participants overall). These individuals were also asked whether there had been any changes to their employment over this period and when their responses are combined with those participants who changed roles, the proportion reporting progression of some sort is 69 per cent (the suggestion here is that those who stayed with the same employer were just as likely to report progression overall<sup>39</sup>).

<sup>39</sup> Base sizes are too low to report statistics here but there does seem to be an indication that progression within a role was relatively common for Training Strand participants.

Another indication of the likely sustainability and quality of any employment entered is the opportunity for promotion in the future and the extent to which training is offered to help an individual progress towards promotion. All Training Strand participants who were working for an employer at the time of the follow-up interview were asked for their views on whether their current role offered these opportunities.

Participants in work at the follow-up interview were relatively positive about prospects for future training from their employer, with around three-fifths (61 per cent) believing that they will be offered training.

However, views on opportunities for advancement within their current role were slightly less positive; only around half (53 per cent) thought that their role would offer opportunities for promotion or substantially increased responsibility.

Younger participants aged 18-24 were particularly likely to believe their role offered scope for progression; over eight in ten (82 per cent compared with 48 per cent of those aged 25 or over) felt that the role offered opportunities for promotion and over nine in ten (91 per cent) believed they would be offered training to help them get there<sup>40</sup>.

Among those who had been in paid work with the same employer for at least a year<sup>41</sup> (i.e. were in paid work at both survey points), 29 per cent had received some job-related training. For 17 per cent this had been training towards a formal qualification.

There is a suggestion that some Training Strand participants may have moved into training roles or formal work-based learning positions (e.g. Apprenticeships) which may have been low paid to begin with, but offered structured progression routes following completion of a training stage.

### 3.8 Job suitability

Claimants who were in work at the time of the follow-up interview were asked about the extent to which they felt that their job was a good match for their skills, experience and interests. Figure 3.7 shows the responses given.

Those in paid work at the follow-up interview were generally positive about the job that they had secured. Three-quarters agreed that their job was a good match for their skills, experience and interests (76 per cent) with over half agreeing strongly that this was the case (54 per cent).

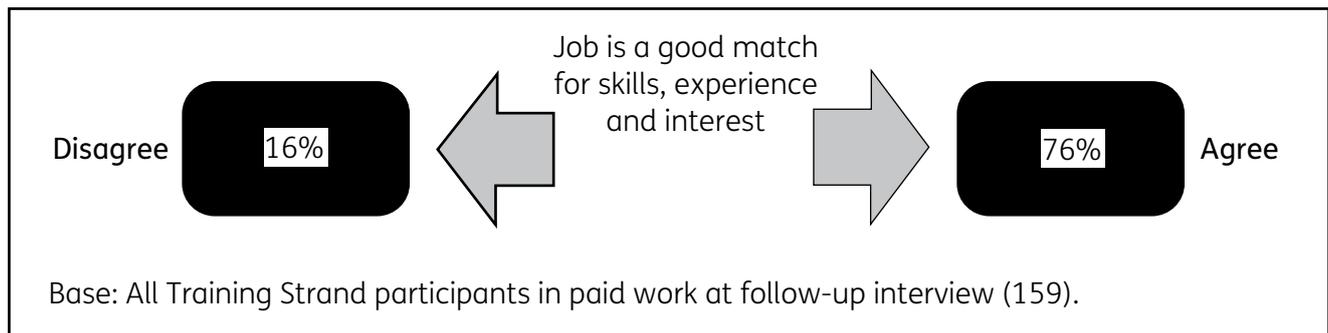
When claimants stated that their job was not a good match, they were asked (on a prompted basis) for their reasons for accepting the role. The number of respondents answering this section (26) was too small to draw statistical conclusions from the responses. However, the results suggest indicatively that most took the job because they wanted to move into work as quickly as possible and/or because there were few jobs available that matched their experience, skills or interests.

The majority (64 per cent) of those in paid work felt that the amount of hours they typically work is about right for them. However, over a quarter (28 per cent) said they would prefer to work more hours. This could include dissatisfaction with part-time work, or a desire for more hours, even in a full-time position, if paid hourly or similar. Only eight per cent felt that they were working too many hours.

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<sup>40</sup> Base sizes are low here (22 participants aged 18-24) but differences are statistically significant at the 95% confidence level.

<sup>41</sup> Again, note low base sizes (35 participants).

**Figure 3.7 Job suitability**

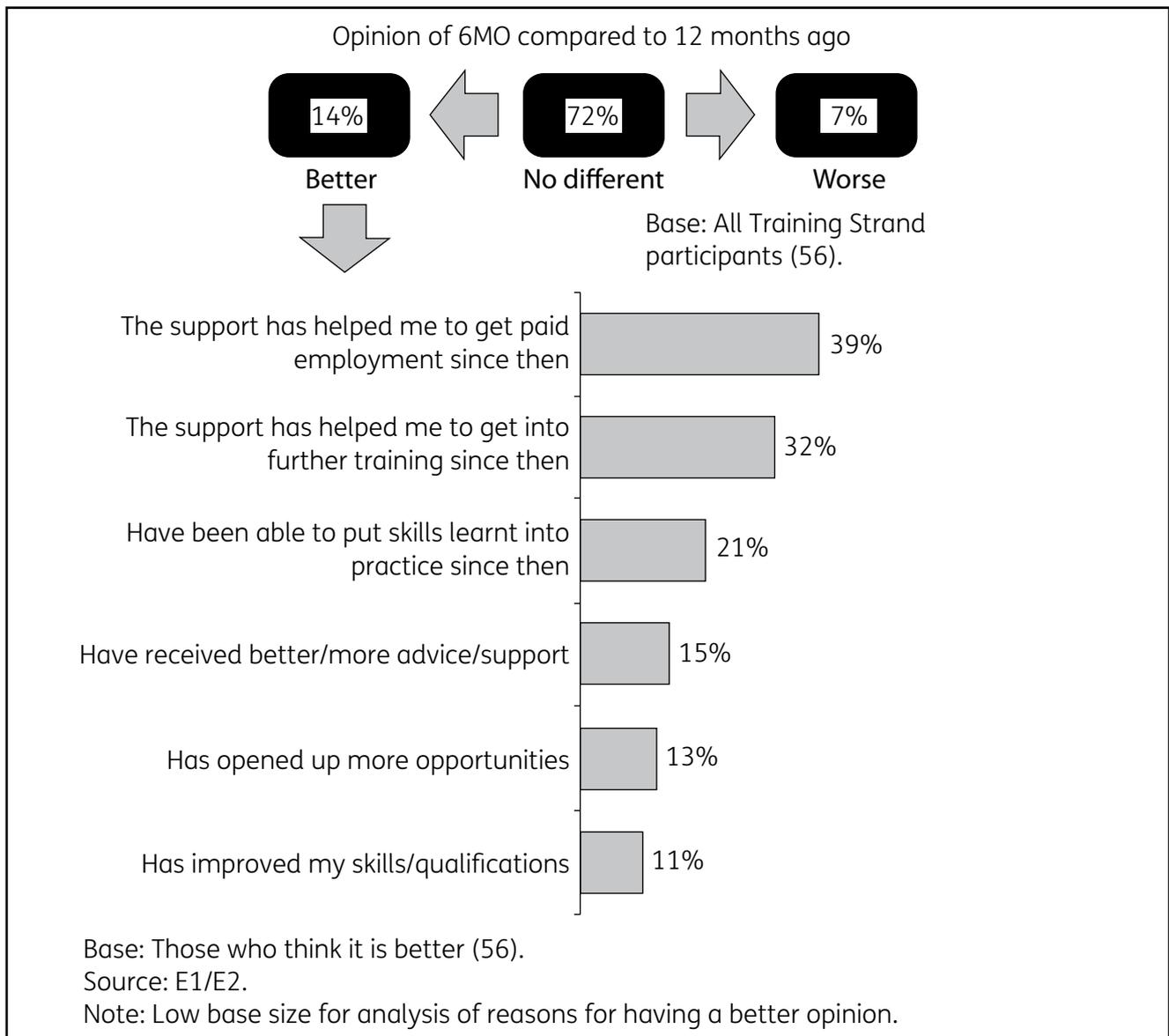
### 3.9 Overall views of support received

A year on from the initial interview, Training Strand participants were asked for their views on the support (specifically participating in a training course) they received as part of the 6MO. They were first asked whether their opinion of the support received was better, worse or no different compared with what it was 12 months ago.

Fourteen per cent had a better opinion of the training delivered under the 6MO than they had 12 months ago, while only seven per cent thought the support was worse. The majority (72 per cent) thought their view of the quality of the support had not changed. Note that for most the training had been completed by the time of the initial survey so changes in views are down to hindsight rather than related to any additional or ongoing support received.

Where participants' opinions had changed for the better, this tended to be because the support they received had eventually translated into a positive outcome for them over the year, be that paid employment (39 per cent of those who had a better opinion at the follow-up survey said this was because the support had helped them move into paid employment) or further training (32 per cent).

**Figure 3.8 Whether opinion better, worse or no different**

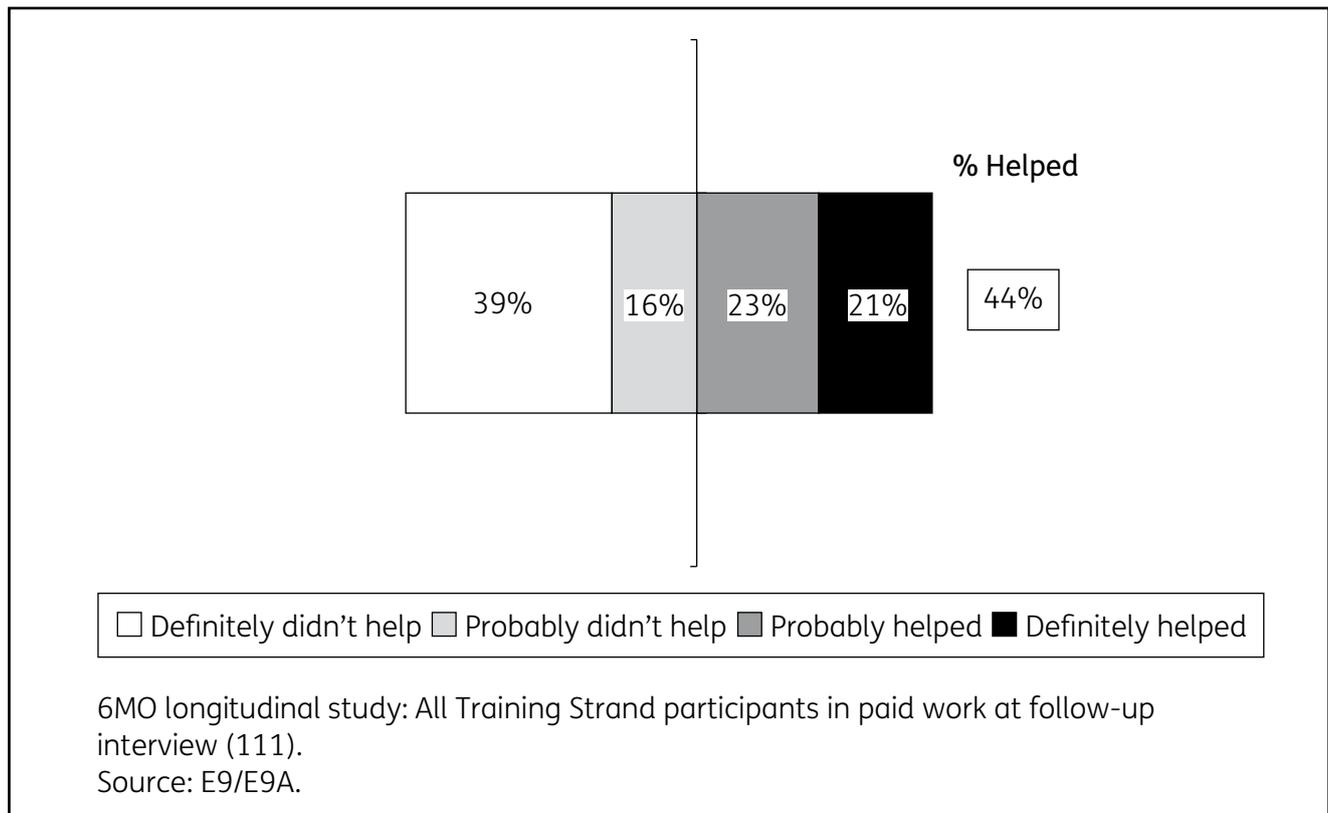


Training Strand participants who had moved into paid employment by the follow-up interview were asked whether the training course and any work experience or work placements<sup>42</sup> they undertook as part of the 6MO had played any role in them getting the current job (Figure 3.9).

Overall, 42 per cent of participants stated that the training they received did help them gain their current role (44 per cent, if we also include participants' views on the work experience or work placements they undertook as part of the Training Strand, in addition to the training itself – figure 3.9). This is divided broadly evenly between those who thought it definitely helped (21 per cent) and those who said it probably helped (23 per cent). However, this is balanced by a similar proportion (39 per cent) who believed that the training received under the 6MO definitely didn't help them get their current role – a significant minority for whom, according to the participant perspective, it did not contribute to their having moved into work.

<sup>42</sup> Note that only very small numbers of claimants (nine in total at the follow-up survey) had experienced a work placement or work experience element.

**Figure 3.9 Whether Training Strand helped get current job**



When asked what else Jobcentre Plus could have offered to help people move into work more quickly, around two-fifths (42 per cent) felt there was nothing else that would have been helpful. Suggestions for additional support were mentioned by small minorities, but the most common among Training Strand participants were more assistance in finding employment (7 per cent); additional financial support e.g. for training or travel (six per cent); having a wider range of training or courses available (six per cent)<sup>43</sup> and/or better advice or support generally from advisers (six per cent). All other additional support needs were mentioned by one in twenty or fewer participants.

<sup>43</sup> It is not clear whether claimants were aware of the full range of training or courses available and whether this comment relates to a perceived narrow range of courses following discussion with a Jobcentre Plus adviser or once at the training provider.

# 4 Recruitment Subsidy Strand

## 4.1 Chapter summary

At a point 15-24 months following entry into the employment that attracted the recruitment subsidy, three-quarters of claimants were still in paid work (75 per cent) and only a relatively small proportion had returned to claiming Jobseeker's Allowance (JSA) (16 per cent).

Not all of these were still working for the employer who received the recruitment subsidy, although half (47 per cent) were employed in their subsidy roles.

Claimants who had entered roles attracting the recruitment subsidy via the bulk billing route were less likely still to be working for the same subsidy employer, but they were no more or less likely to be in paid work.

On average, recruitment subsidy claimants had spent just over nine of the 12 months between the initial and follow-up interviews in work.

High proportions of claimants remaining within the same role had seen positive developments in terms of responsibilities, salary, hours or contractual arrangements. Similarly, a high proportion of claimants who have moved from their original subsidy role to another employer had seen positive improvements in salary, hours or contract status.

## 4.2 Introduction

This chapter explores the longer term destinations of claimants who entered work attracting a Recruitment Subsidy as part of the Six Month Offer (6MO) between April and December 2009. At the time of the initial interview in March 2010 between three and 12 months had elapsed since claimants first entered the role attracting the subsidy. The follow-up interviews on which the data in this chapter is largely based took place 12 months later – i.e. between 15 and 24 months after claimants first entered jobs attracting the recruitment subsidy.

As with previous chapters, the chapter starts by briefly recapping on the profile of claimants that entered jobs attracting the recruitment subsidy to provide some context<sup>44</sup>. It then summarises the longer term work outcomes of these claimants looking at whether they were in paid work, claiming JSA or doing something else at the time of the follow-up interview. Later sections of the chapter look at the nature of paid work entered, whether there is evidence of progression (either within or between jobs) and retrospective views on the contribution of jobs entered with the recruitment subsidy in securing subsequent employment.

## 4.3 Recruitment Strand participants

Subsidies to employers with whom Jobcentre Plus had a formal relationship were made via the bulk-billing route. In these cases a single lump sum payment was made for each individual taken on. For other employers, payment was made via the 'voucher route' whereby payment was divided into two

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<sup>44</sup> For a full description of the profile of participants and experiences and views on the Recruitment Subsidy Strand see Chapter 5 of the Six Month Offer Evaluation survey report: <http://research.dwp.gov.uk/asd/asd5/rports2009-2010/rrep699.pdf>

parts with the second payment made if the individual had not returned to JSA within 26 weeks. Most of those who entered work attracting the recruitment subsidy were people who had used the self-marketing voucher, with those entering work via the bulk billing route accounting for a fifth of strand claimants.

The initial interviews showed that, compared with the typical population of claimants reaching their seventh consecutive month of JSA claiming, those benefiting from the recruitment subsidy were more likely to be older and from a white British background. However, bulk billing route claimants had an age profile that more closely matched that of claimants reaching six months of continuous JSA claiming.

Claimants interviewed at the initial stage had secured jobs via the recruitment subsidy across the economy. Compared to work outcomes typically entered by claimants with JSA claims of at least six months' duration, recruitment subsidy jobs were slightly more likely to be in the primary/ manufacturing and hospitality sectors. Jobs were also spread across the occupational hierarchy although elementary or operative roles accounted for a third of destinations. Roles entered via the bulk billing route were particularly likely to be at this end of the occupational spectrum.

## 4.4 Summary of overall destinations

Figure 4.1 summarises the destinations of Recruitment Subsidy Strand participants at the time of the follow-up interview.

By definition, all claimants interviewed about this strand of the 6MO had ended their claim to enter work. However, by the time of the initial interview, around one in five had already left paid employment; 18 per cent were claiming JSA and five per cent were neither working nor claiming. Most of the 77 per cent of claimants who were still in paid work at the time of the initial interview were working in the role that they had entered via the recruitment subsidy, but some had already moved jobs. A total of 67 per cent of claimants were still in their recruitment subsidy role at this point while ten per cent were in paid work but with another employer.

At the follow-up interview, around 12 months later, the overall proportions in paid work, claiming JSA or neither had remained very similar. Seventy-five per cent of claimants were in paid employment, 16 per cent were claiming JSA and nine per cent were neither working nor claiming.

Of those who were still in paid employment at the initial phase of interviewing, the vast majority had remained in paid work throughout the 12 months between the two phases of research (85 per cent). Only comparatively small numbers had either returned to claiming JSA or had left work, but not started a new JSA claim. In addition, around a half of those who were not working at the time of the initial interview had re-entered paid work 12 months later.

Seven in ten of those who were working in the role that they entered via the recruitment subsidy at the initial interview were still working for this employer 12 months later. At an overall level, this represents just under half (47 per cent) of all recruitment subsidy claimants.

Hence around half of recruitment subsidy roles have proved sustainable for a period of between 15 months and two years. However, where employment with the original employer who received the subsidy has ended, claimants have been successful in finding alternative employment so that the overall employment rate of this cohort was the same at the follow-up interview as it was at the initial interview.

Only seven per cent of recruitment subsidy claimants had claimed **continuously** throughout the 12 month period between the two interviews.

**Figure 4.1 Summary of interim and longer-term outcomes for claimants entering work attracting a recruitment subsidy**

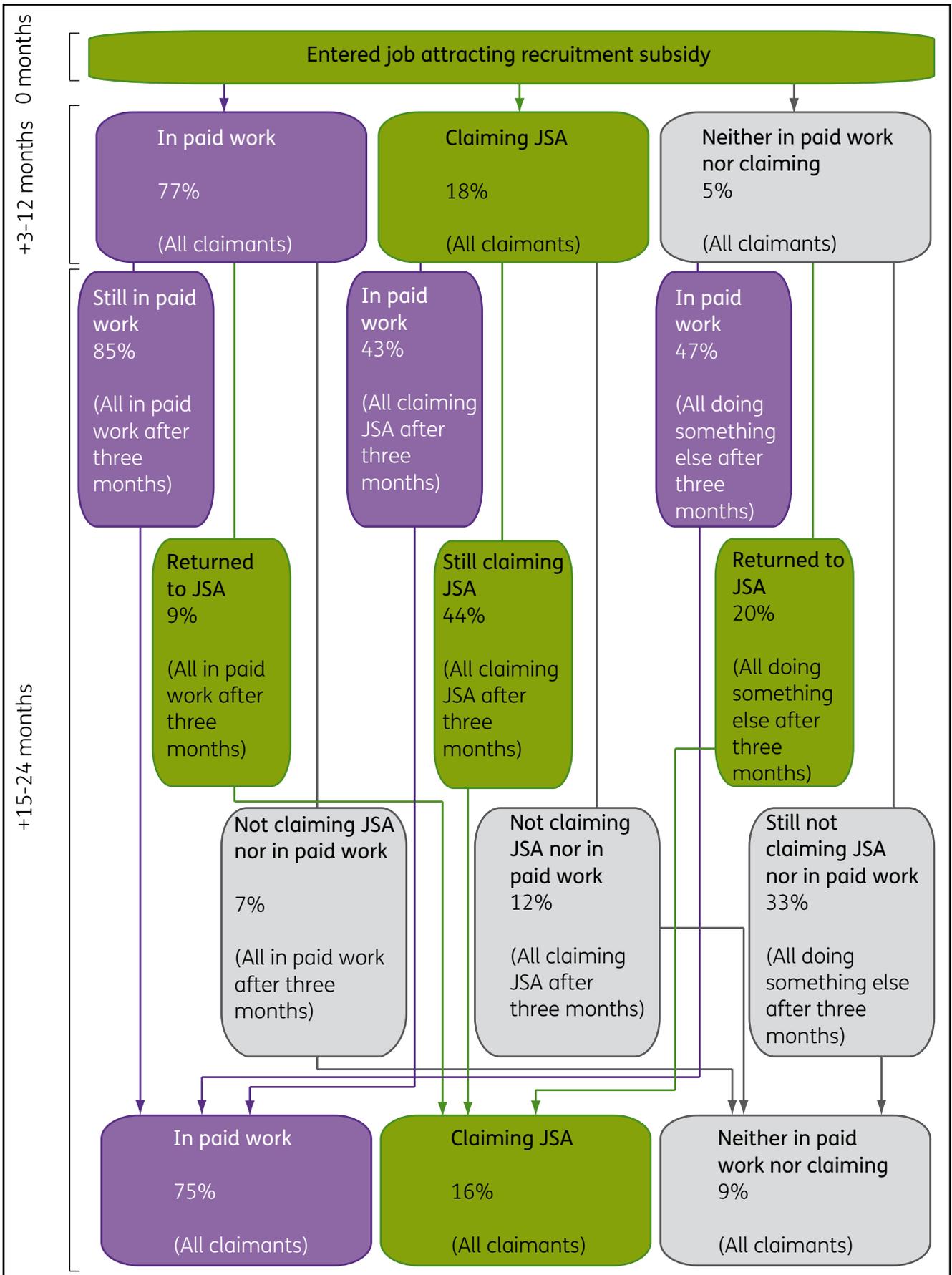


Table 4.1 shows the destinations of those who were neither in paid work nor claiming.

**Table 4.1 Activities of Recruitment Subsidy participants neither working nor claiming at the follow up interview (15 to 24 months after referral to Strand)**

<i>All recruitment subsidy claimants</i>	
<i>Unweighted (401)</i>	<b>%</b>
Receiving or setting up a claim for another benefit	3
Part-time learning or education	3
Retired/claiming Pension Credit	2
Working on an unpaid basis	1
Full-time learning or education	1
Setting up a new JSA claim	1
Something else	3
<b>Total neither in paid work nor claiming</b>	<b>9</b>

NB Some claimants were engaged in more than one of these activities.

## 4.5 Variations in destinations by sub-groups

Table 4.2 shows variations in division of claimants into those in paid work, claiming JSA or neither at the follow-up interview by sub-groups.

At an overall level, there is very little difference in the outcomes for those who entered work via the bulk billing route and those who entered via the voucher route (73 per cent of the former were in paid work compared with 76 per cent of the latter).

At the initial interview, those who had entered work via the bulk billing route were less likely still to be working for the employer who had received the subsidy than those who had entered work via the voucher route (51 per cent of bulk billing claimants were still working for the employer who had received the subsidy compared to 70 per cent of voucher claimants). Jobs with employers receiving the subsidy that had proved sustainable until the point of the initial interview were no more or less likely to have then been sustainable for the subsequent 12 months among those who entered work via the bulk billing route than among those who entered via the voucher route. Among both groups around half were still working for the same employer as at the initial interview – 48 per cent among voucher claimants and 42 per cent among bulk billing claimants.

Hence it appears that the difference in sustainability between jobs accessed via the two routes impacted quite early on and that jobs that lasted beyond the timing of the initial interview (three to 12 months after entering work attracting the subsidy) were equally likely to continue into the medium-term for both groups of claimants. The difference in initial outcomes perhaps indicates that the staging of payments for employers receiving the subsidy via the voucher route was effective in prolonging employment (in comparison to the single lump sum payment that was made for those receiving the subsidy through the bulk billing route). The differences in initial outcomes between the two groups of participants may also simply reflect differences in the types of employers worked for or the different profile of claimants.

**Table 4.2 Summary of longitudinal destinations of Recruitment Subsidy Strand participants by participant sub-group**

Row percentages	Base	In paid work	Claiming JSA	Neither
All Recruitment Subsidy Strand	(401)	75	16	9
Bulk billing route	(68)	73	17	10
Voucher route	(333)	76	15	9
18-24*	(72)	70	19	11
25-49	(240)	77	16	7
50+*	(89)	77	11	12
Long-term illness or disability*	(49)	61	20	20
Qualified Level 2 or above	(231)	76	17	7
Qualified below Level 2	(155)	75	14	11

\* Note low base sizes for some groups – findings based on samples of < 100 should be used with caution.

The second payment for employers receiving the recruitment subsidy via the voucher route was made if the individual employed had not returned to JSA within 26 weeks. There is no evidence from this survey to suggest that this resulted in employment only being sustained to the six month point. If this had been the case, the difference in likelihood to still be with the original subsidy employer between voucher and bulk-billing claimants that was evident at the initial interview should have been erased by the follow-up interview. However, this was not the case.

As Table 4.2 shows, there was relatively little variation in the overall outcomes at the follow-up interview by demographic groups. However, those with a disability or long-term health condition were slightly less likely to be in paid work.

Table 4.3 shows how the 12 months between the two interviews breaks down on average between time spent in paid work, time spent claiming JSA and time spent neither in paid work or claiming at an overall level and by key claimant sub-groups.

**Table 4.3 Average division of 12-month period between work, claiming and neither for Recruitment Subsidy Strand claimants**

	Base	Average months in paid work	Average months claiming JSA	Average months neither working nor claiming
All Recruitment Subsidy Strand	(401)	9.4	1.8	0.8
Bulk billing route*	(68)	8.8	2.7	0.5
Voucher route	(333)	9.6	1.6	0.8
18-24*	(72)	8.7	2.4	0.9
25-49	(240)	9.6	1.8	0.6
50+*	(89)	9.8	1.2	0.9
Long-term illness or disability*	(49)	8.2	2.0	1.9
Qualified Level 2 or above	(231)	9.6	1.7	0.6
Qualified below Level2	(155)	9.3	1.9	0.9

\* Note low base sizes for some groups – findings based on samples of < 100 should be used with caution.

On average, recruitment subsidy claimants spent three-quarters of the year between the two interviews in paid work (on average they spent 9.4 months in paid work). On average only 1.8 months were spent claiming JSA. The average number of months spent in paid work is slightly lower for those entering work attracting the recruitment subsidy via the bulk billing route, for younger claimants and for those with a disability or long-term health condition.

## 4.6 Work destinations

Figure 4.2 summarises claimant movement into and out of paid work in the period between the initial interview and the follow-up interview. All the percentages in this figure are based on all recruitment subsidy claimants.

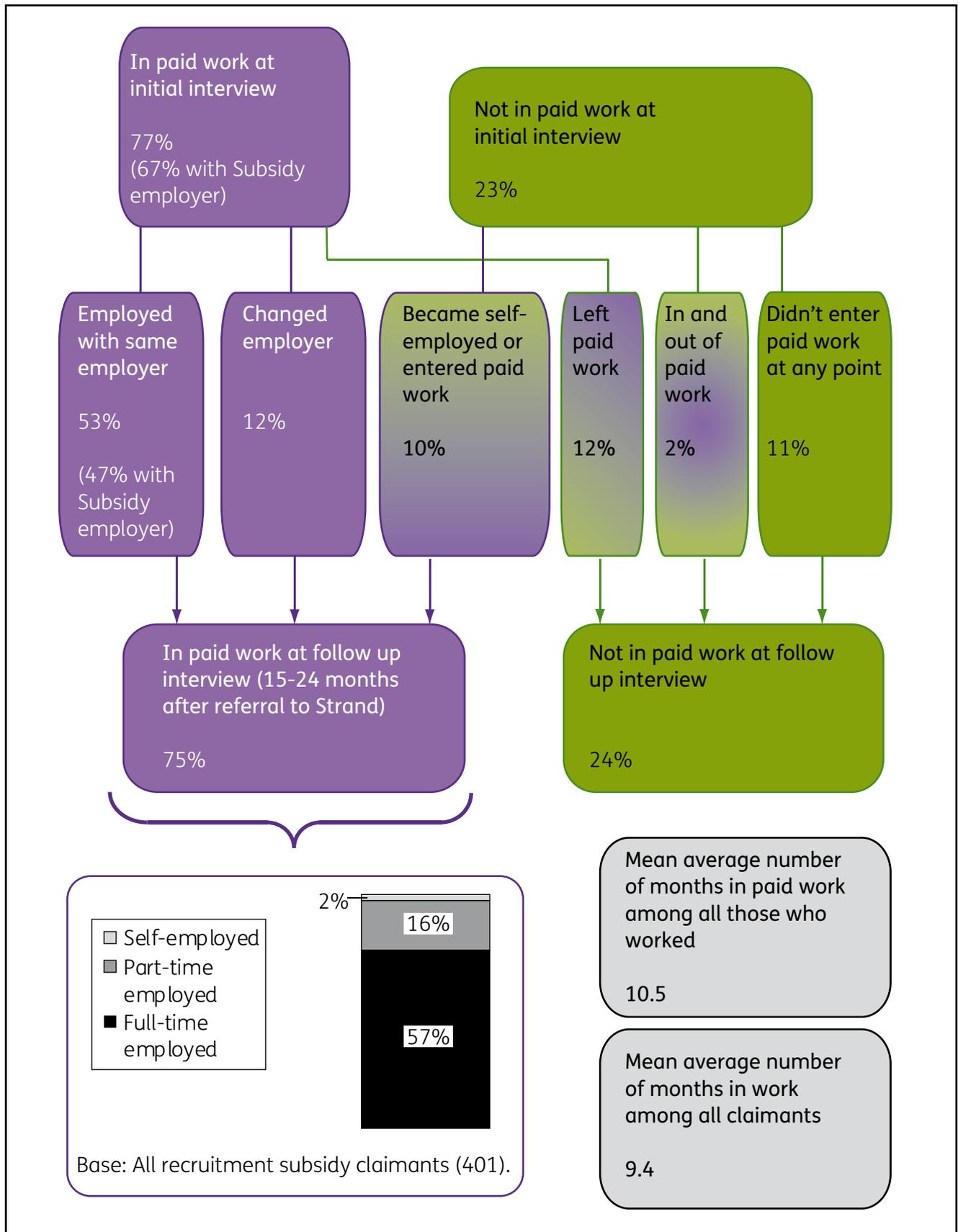
As the boxes across the middle of the diagram demonstrate, it is only 11 per cent of recruitment subsidy claimants who had no paid employment at all in the 12 months between the initial and the follow-up interview. Hence, in the vast majority of cases where subsidy roles had not proved sustainable into the medium term, claimants had been able to use this original subsidised employment as a stepping-stone into another role.

The majority of those who had worked at some point had only held one role (82 per cent) but 15 per cent had had two jobs and a further three per cent had worked in three or more roles.

In most cases where claimants were in employment at the follow-up stage, they were working in full-time roles. Across all recruitment subsidy claimants, 57 per cent were working full-time for an employer, 16 per cent were working part-time for an employer and two per cent were self-employed.

Women were much more likely to be working in part-time roles (36 per cent compared to ten per cent of men), and those with a disability or limiting long-term illness were less likely to be in full-time roles (41 per cent compared with 57 per cent on average). Other than this, there were no notable differences in the type of work entered by demographic characteristics.

Figure 4.2 Summary of work destinations

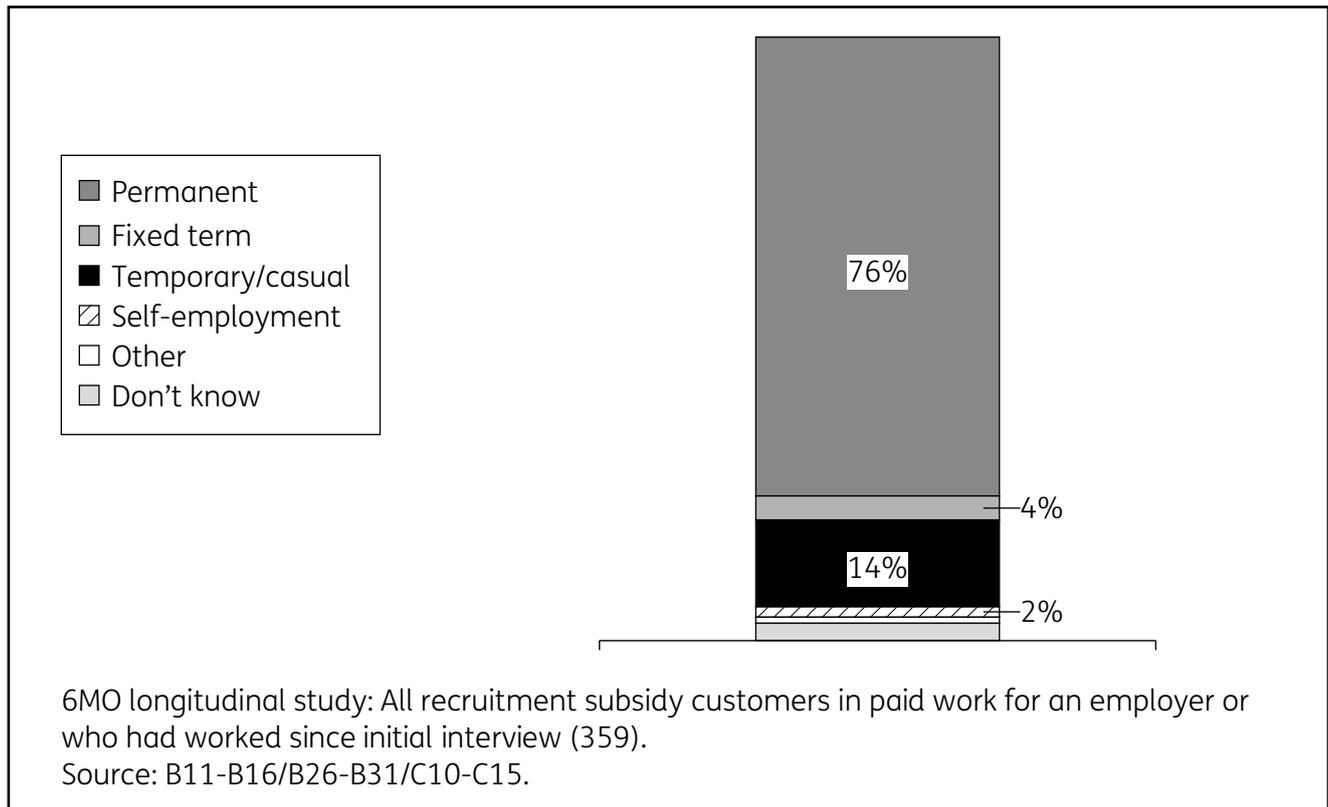


## 4.7 Nature of paid employment

This section looks at the nature of employment secured by recruitment subsidy claimants who had held some work since the initial interview. It looks at type of contract, sector, occupation and salary.

Figure 4.3 shows the nature of employment contracts held by those who worked for an employer in their current or most recent job role.

**Figure 4.3 Employment contracts**



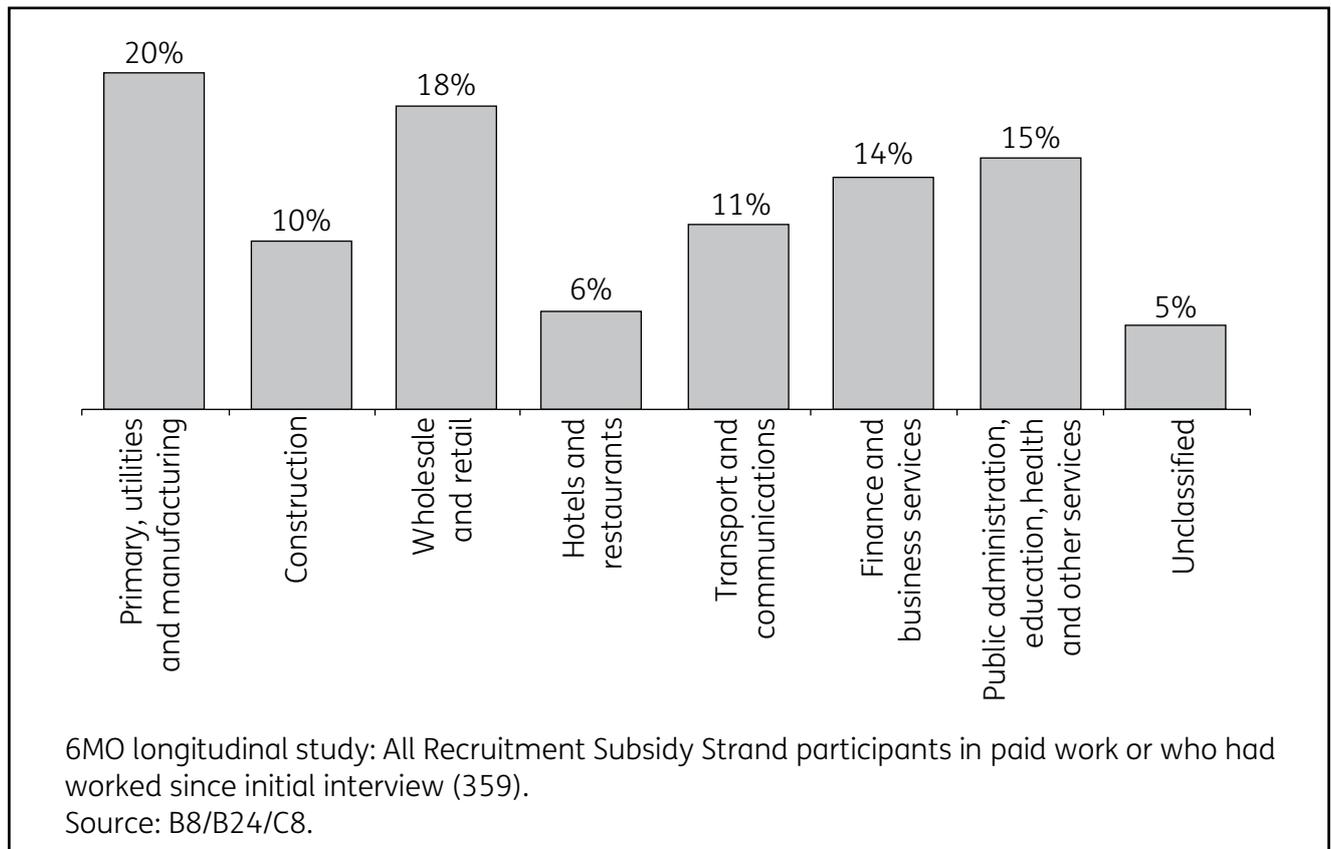
As Figure 4.3 shows, the vast majority of roles that recruitment subsidy claimants had worked in were on a permanent basis.

At the initial interview, self-marketing voucher route claimants were more likely to have secured work on a permanent or open ended contract and bulk billing route claimants were more likely to have been employed on a temporary or casual basis.

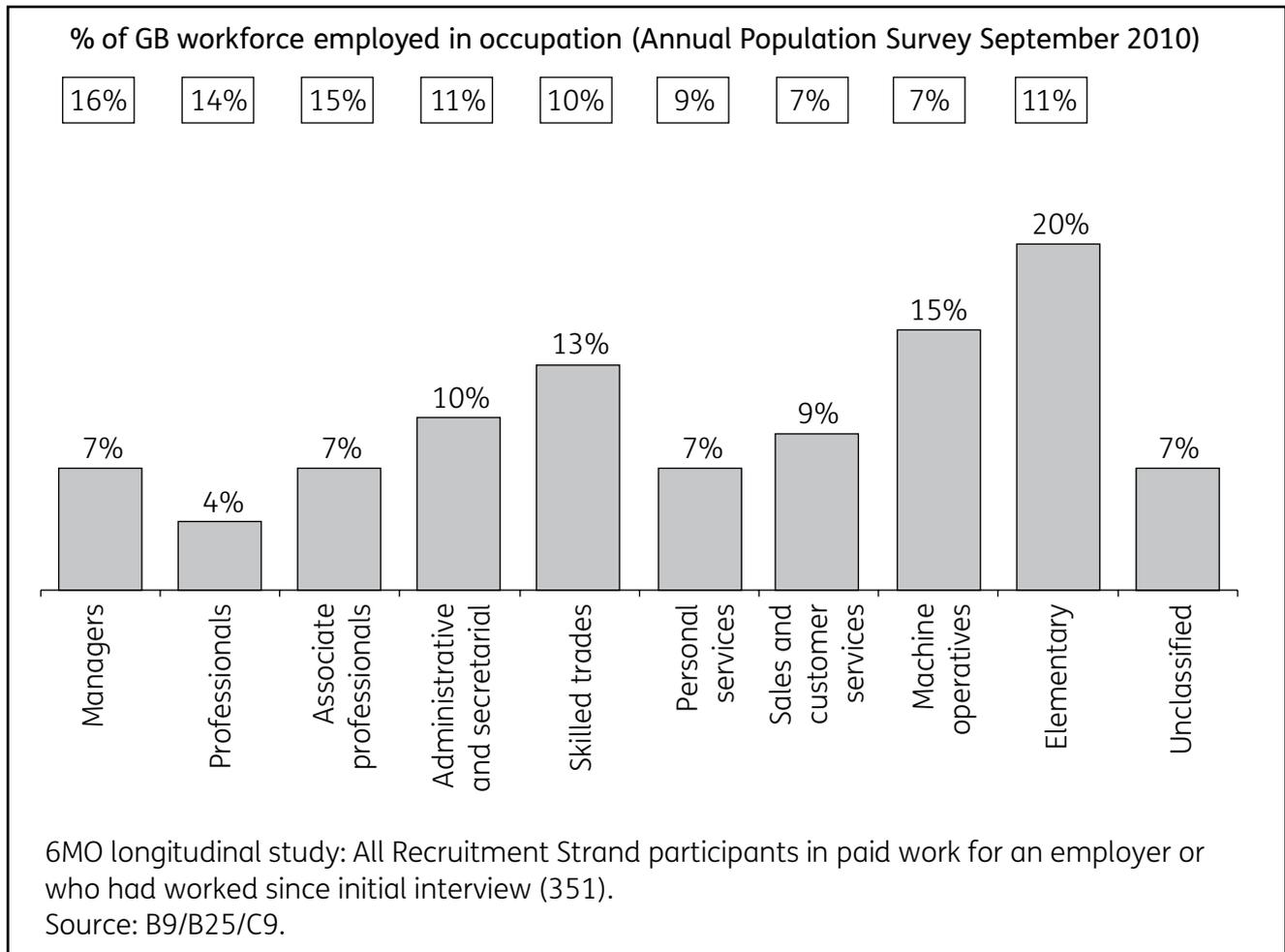
This has carried forward to the follow-up stage, although the difference in the contractual arrangements between the two groups is less marked. Claimants who entered work via the bulk billing route were more likely to be working on a temporary or casual basis at the time of the follow-up interview (24 per cent of those who had worked for an employer compared to 12 per cent of self-marketing voucher route claimants). They were conversely less likely to be employed on a permanent basis (65 per cent of those who had worked for an employer compared with 78 per cent of voucher route claimants).

Figures 4.4 and 4.5 show the sectors that individuals were working in (including both those who were working or had worked in self-employed roles as well as those who worked for an employer) and the occupational profile of jobs held (based just on work for an employer).

**Figure 4.4 Sector worked in**



**Figure 4.5 Occupation of employment**



As was the case at the time of the initial interview, recruitment subsidy claimants were employed across the economy.

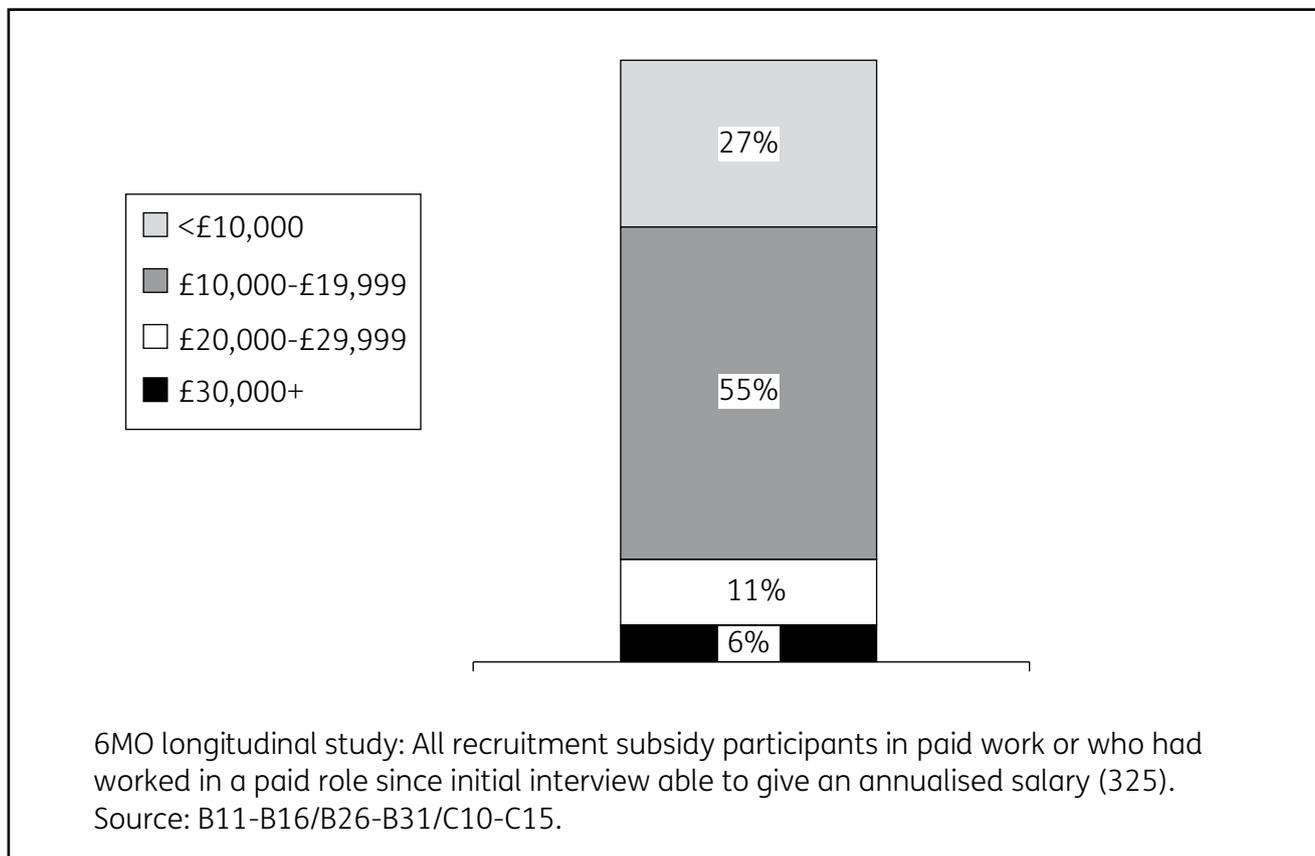
By occupation, jobs held at the time of the follow-up interview were slightly less likely to be in elementary roles than was the case at the initial interview. At the time of the initial interview, the relatively high proportion of individuals employed in elementary roles (24 per cent) was driven to some extent by the fact that roles entered via the bulk billing route were particularly likely to be in these types of roles (44 per cent). The fact that bulk billing claimants were less likely to be in the role that attracted the recruitment subsidy by the time of the follow-up interview explains part of this reduction in the proportion of elementary roles. At the time of the follow-up interview, there were not many differences in the types of roles held by self-marketing route and bulk billing route claimants with the exception that self-marketing route claimants were slightly less likely to be employed sales and customer service roles (seven per cent compared with 18 per cent of bulk billing claimants).

Some differences in occupational profile were evident by claimant age;

- older claimants (those aged 50+) were more likely to be employed in administrative roles (21 per cent compared with three per cent of those aged 18-24 and ten per cent of those aged 25-49);
- older claimants were more likely to be employed in managerial roles (13 per cent of those aged 50+ compared with six per cent of those aged under 50);
- younger claimants (those aged 18-24) were more likely to be employed in sales and customer services roles (16 per cent compared with seven per cent of those aged 25 or over).

Figure 4.6 shows the annualised earnings for claimants who were in work at the time of the follow-up interview or who had some experience of paid work since the initial interview.

**Figure 4.6 Earnings**



Most commonly, claimants were earning between £10,000 and £19,000 per year (55 per cent). Just over a quarter (27 per cent) were earning below this level. At the initial interview just under a third (30 per cent) were earning under £10,000 so there is some evidence of increases in income levels.

On average, claimants in work reported annualised earnings of £14,800 per annum. This compared with annualised earnings of £13,350 reported at the initial interview. The earnings of those who initially entered work via the self-marketing route were slightly higher than those who entered via the bulk billing route (£15,200 on average compared with £13,000)<sup>45</sup>.

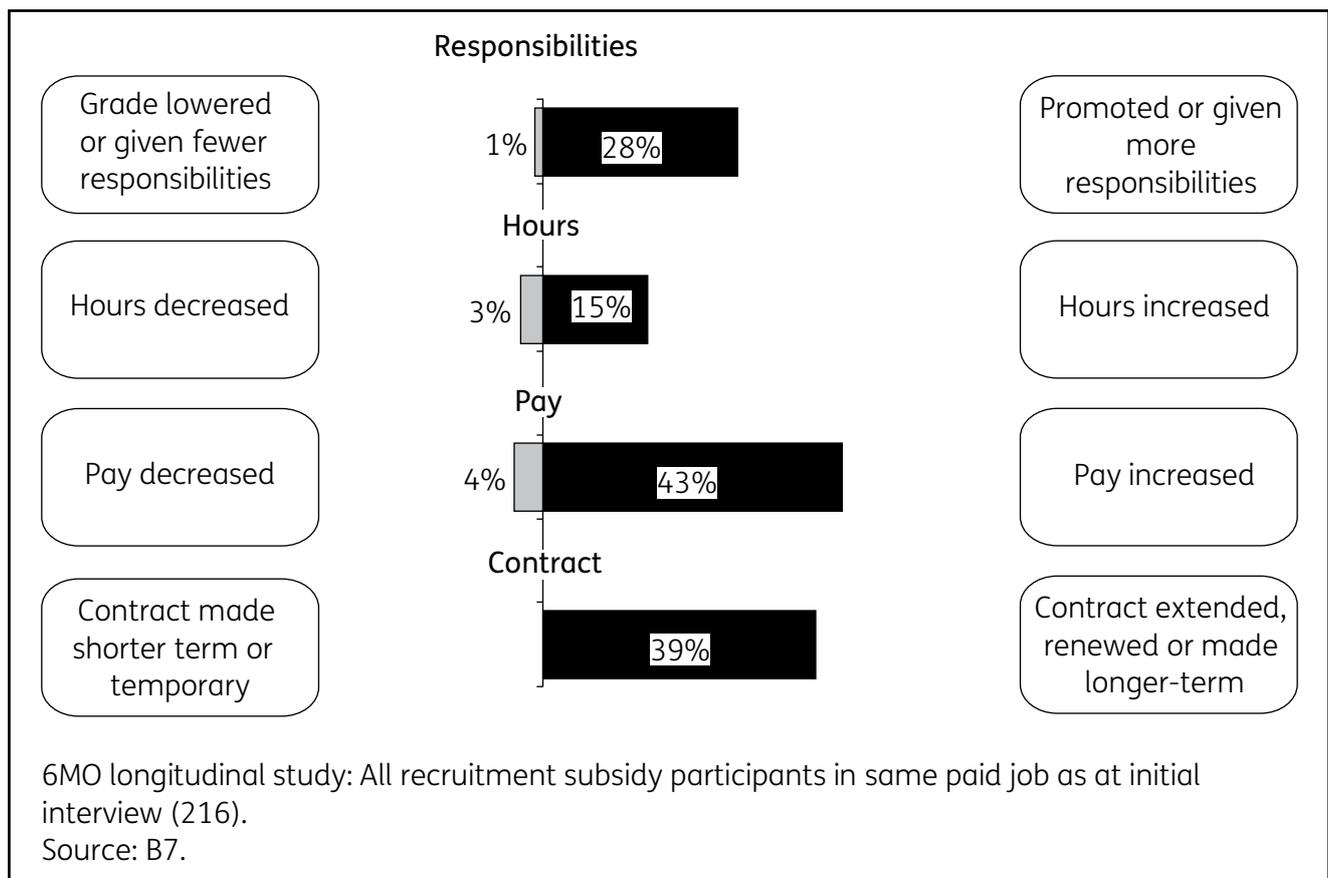
Those who were in work at the time of the follow-up interview were asked whether, compared with claiming JSA, their earnings had made them better off financially, worse off or in the same situation. Seven in ten (70 per cent) stated that they were better off with two in ten (18 per cent) stating that their financial situation was no different and one in ten (ten per cent) that they were worse off. Younger claimants were more likely to say that they were better off (81 per cent of those aged 18-24) as were those with higher levels of qualifications (79 per cent of those with a Level 2 qualification or above compared with 58 per cent qualified below this level). Those who initially entered employment via the bulk billing route were more likely to say that they were worse off (20 per cent compared with eight per cent of those who entered work via the self-marketing voucher route).

<sup>45</sup> Mean average annualised earnings all rounded to nearest £100.

## 4.8 Progression

Where individuals had worked in the same paid job or same type of self-employment for the entire 12-month period between the initial and follow-up interviews (as was the case for 53 per cent of participants), they were asked whether there had been any changes to their employment over this period. Figure 4.7 shows the responses given. In most of these cases the employment being discussed is the role that claimants entered via the recruitment subsidy (47 per cent of claimants had remained with this employer throughout the period between the initial and follow-up interviews).

**Figure 4.7 Progression**



A high proportion of those claimants who had remained with the same employer for the whole 12 months between the initial and follow-up interviews had seen positive developments in terms of responsibilities, hours, salary or contract (69 per cent). Just under half had seen a pay increase and a quarter stated that they had been promoted or given more responsibility. Very few claimants had seen any negative developments in any of these areas.

As well as those who had witnessed positive developments in their current role, some of those who had moved from the role that initially attracted the recruitment subsidy to another role had also seen positive developments. Of these claimants:

- 74 per cent had moved to a role with a higher salary;
- 19 per cent had moved from a part-time to a full-time role;
- 11 per cent had moved from a role that was temporary to a more permanent contract.

At an overall level, 78 per cent of those who had moved role had seen positive developments in one of the three areas mentioned above. However a third (34 per cent) had seen a negative development in terms of salary, hours or contract.

There was some evidence of employers who had retained recruitment subsidy claimants making an investment in developing the skills of individuals. Two-fifths of those still working for the same employer (most of whom were still working in the job that had attracted the recruitment subsidy) had received job-related training from their employer (37 per cent). Those with a pre-existing qualification at Level 2 or above were more likely to have received training than those not qualified to this level (45 per cent compared to 29 per cent). The nature of training received is shown in Table 4.4.

**Table 4.4 Training received (by those working in same role for 12-month period between interviews)**

<i>All working in same role for 12 months between interviews Unweighted (216)</i>	<b>%</b>
Training course off-site	17
Training course at place of employment	25
Seminars or conferences aimed at developing knowledge and skills	11
Other type of learning or training funded by employer	9
<b>Total receiving some form of training from employer</b>	<b>37</b>
<b>Total taking part in training or education in own time</b>	<b>9</b>

In addition to progression between the initial and follow-up interviews, all those who were working for an employer at the time of the follow-up interview were asked about the scope for progression in the future offered by their current role. Of these employees:

- just over half (56 per cent) felt that their job offered scope for progression and/or substantially increasing their responsibilities;
- a similar proportion (55 per cent) felt that their employer would offer them training that would help them to secure a promotion or more responsibilities.

Younger claimants were much more likely to feel that their jobs offered scope for progression (72 per cent of those aged 18-24 compared with 55 per cent of those aged 25-49 and 43 per cent of those aged 50+). The pattern of responses was similar for whether or not claimants envisaged that their employer would offer them training.

## 4.9 Job suitability

Recruitment Subsidy Strand participants who were in work (paid or unpaid) at the time of the follow-up interview were asked about the extent to which they felt that their role was a good match for their skills, experience and interests.

In general recruitment subsidy claimants were satisfied with the match of job outcomes secured. Three-quarters (77 per cent) stated that they felt their role was a good match with half of claimants (52 per cent) agreeing strongly that this was the case. Only 13 per cent disagreed that their role was a good match. Employers who remained with the employer who had received the recruitment subsidy were equally as likely to agree that this was the case as those who had moved employers.

Younger claimants were less likely to agree that their role was a good match than older claimants (70 per cent of those aged 18-24 compared with 78 per cent of those aged 25 and over).

At the initial interview, claimants were asked a similar question about the suitability of the role that they entered which attracted the recruitment subsidy. At that point, almost seven in ten (69 per cent) agreed that the job that they had entered was a good match for their skills, experience and interests with four in ten (43 per cent) agreeing strongly. Hence there has been an improvement over the 12 months between interviews in claimant perceptions of the match between job roles at skills (which some have achieved by moving from their original role to new employment).

The small proportion of claimants who stated that their role was not a good match of their skills, experience and interests were asked why they chose to take the role. Most commonly, claimants answered that they simply wanted to move into work as quickly as possible or that there were few jobs available that were a good match for them.

Claimants who were in paid work at the time of the interview were also asked whether the number of hours that they typically work were well-matched to their needs. Three-quarters stated that their hours they worked were about right for them (74 per cent) while 15 per cent stated that they would prefer to work more hours and 11 per cent that they would like to work fewer hours. Again claimants who had remained with the employer who had received the recruitment subsidy were no more or less likely to feel that their hours were about right.

#### 4.10 Overall views of support received

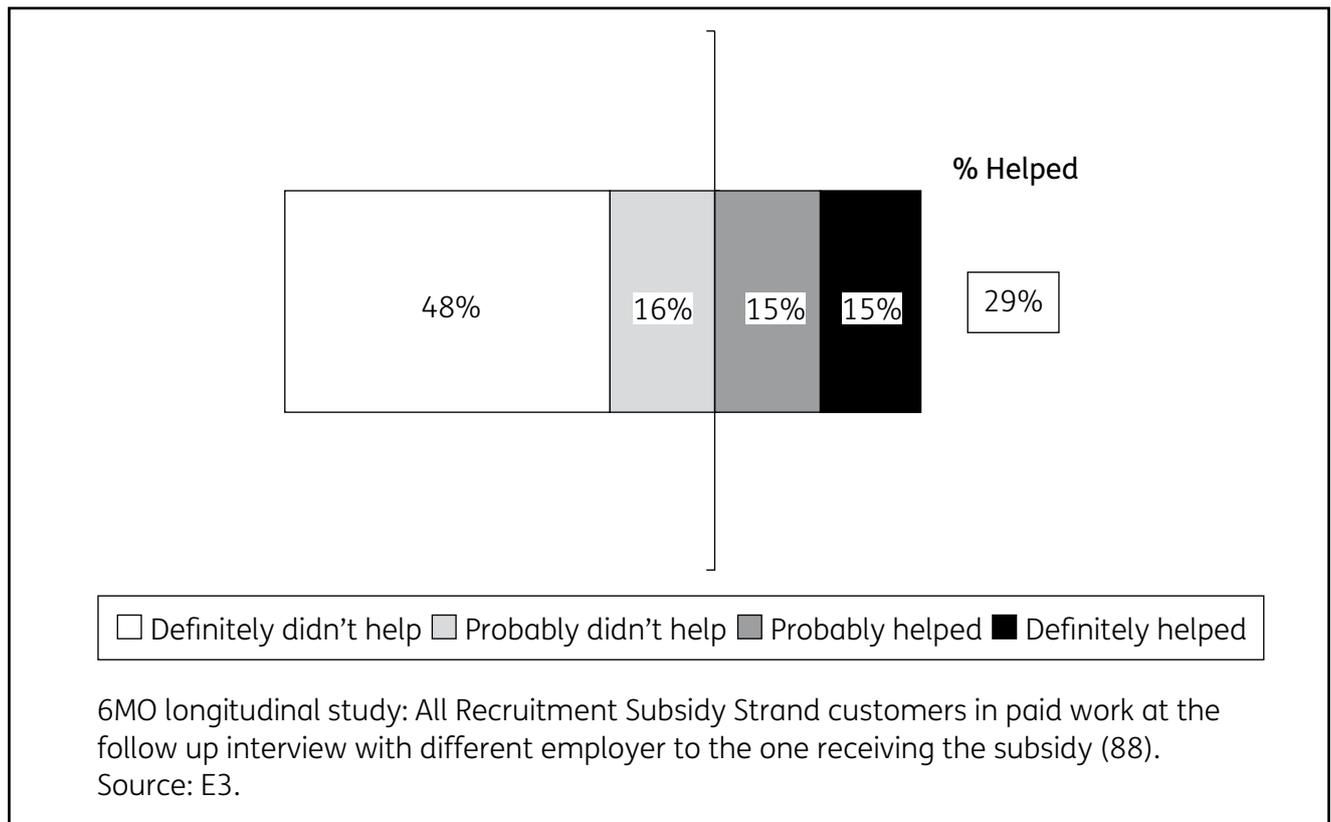
Recruitment Subsidy Strand participants were asked for their views on the support that they received as part of the 6MO. They were asked whether their views of the recruitment subsidy were better, worse or no different compared with 12 months ago. Generally, claimants felt that their views were unchanged (81 per cent) with only small numbers feeling that their views had improved (seven per cent) or deteriorated (five per cent).

The very small numbers whose views had improved were most likely to say that this was because they had been able to move into new/different paid employment since. Similarly, the very small numbers whose views had deteriorated cited problems moving into alternative employment as the reason for the change in views, with some also mentioning that they had not been able to access training that they hoped for.

Claimants who had moved employment, i.e. they were in work but no longer working for the employer who received the recruitment subsidy, were asked whether they felt that their initial subsidy role had helped them to secure their current employment. Responses are shown in Figure 4.8:

As Figure 4.8 shows, it is only a minority who consider that the role that they had with the employer who received the recruitment subsidy played a part in helping them to secure their current employment (29 per cent) and nearly half were convinced that their previous role definitely did not help them to secure their current employment. To some extent it is difficult for individuals to know how their current employer's decision to hire them was influenced by the fact that they had been employed in their previous role. In some cases employers may have been positively influenced simply by the fact that the individual had been employed before even if the role was not directly relevant.

Figure 4.8 Role of subsidy role in securing current employment



# 5 Self-Employment Strand

## 5.1 Chapter summary

Self-Employment Strand participants report positive employment outcomes. Seventy-six per cent of Self-Employment Strand participants were in paid work at the time of the follow-up interview. The majority (89 per cent) had remained in employment between the two interviews, and around half of those claiming Jobseeker's Allowance (JSA) at the time of the initial interview had subsequently moved into paid work.

Nearly three-fifths (56 per cent) reported being in self-employment as their main activity at the time of the follow-up interview, and around half of all Self-Employment Strand participants had remained in self-employment throughout the 12-month period between the two interviews.

Prior experience of self-employment appears to be associated with achieving self-employment as an outcome, whereas having had a business idea or plan at the point of entry to the strand does **not**:

- 65 per cent of those with prior experience reported self-employment as their main activity at the follow-up interview, compared with 52 per cent of those with no prior experience;
- similar proportions reported self-employment as their main activity, regardless of whether or not they had had a business idea or plan at the point of entry to the strand.

The majority (88 per cent) had experienced paid work at some point in the 12 months between the initial and follow-up interview. Those who had received Self-Employment Credit (SEC) as part of the Self-Employment Strand were more likely to have experienced paid work at some point in the 12 months. They also tended to have established themselves in self-employment more quickly than those receiving **support** only.

A great majority (89 per cent of those in self-employment, and 86 per cent of those in paid work with an employer) reported that their current role was a good match for their skills, experience and interests. Self-employed participants were more likely to strongly agree that this was the case.

However, for many of those in self-employment, job sustainability and financial security remain an issue. The majority did not report an increase in earnings over the last year (and a fifth had seen a decrease) and just under half reported being no better off financially than when claiming JSA.

## 5.2 Introduction

This chapter focuses on the longer term destinations of claimants who participated in the Self-Employment Strand. Claimants who took up information, advice and practical support on becoming self-employed as part of the Six Month Offer (6MO) programme were initially surveyed in March 2010, between three and 12 months<sup>46</sup> after referral to the Strand. This chapter is largely based on data captured from a follow-up interview conducted around 12 months after the first interview (and therefore between 15 and 24 months after initial referral).

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<sup>46</sup> The sampling window for the initial survey was necessarily broad in order to pick up sufficient numbers of claimants that had started a placement.

The chapter starts by summarising the profile of claimants that took up the Self-Employment Strand and the nature of the support provided<sup>47</sup>. It then describes the longer term destinations of Self-Employment Strand participants in terms of whether they were in paid work (either self-employment or paid work for an employer), claiming JSA or doing something else at the time of the follow-up interview. Later sections of the chapter look at characteristics of the most recent employment, likelihood of having secured progression over the year and finally retrospective views on the role of the support delivered through the Self-Employment Strand.

### 5.3 Self-Employment Strand participants and activities

Comparing the profile of Self-Employment Strand participants with a general profile of JSA claimants reaching the six month point of their claim shows that those taking up the Self-Employment Strand were more likely to be:

- Men (85 per cent compared with 75 per cent of claimants reaching the seventh month of claiming).
- Older claimants (only six per cent of Self-Employment Strand participants were aged 18-24 while this group typically accounted for 39 per cent of the claimant base).

Just under a third of Self-Employment Strand participants had previous experience of self-employment. At the other end of the scale, a quarter stated that at the point of entry to the Strand, they did not have a firm idea of the type of self-employment they would pursue – they simply had a desire to work for themselves.

Claimants participating in this Strand could receive information, advice and practical support on becoming self-employed from specialist providers<sup>48</sup>. Claimants moving into self-employment could also receive an SEC worth £50 each week for the first 16 weeks of trading and, at the discretion of Jobcentre Plus advisers, funds from the Adviser Discretion Fund (ADF)<sup>49</sup>.

Beyond introductory self-employment guides, only small minorities of Self-Employment Strand claimants received any of the types of externally-delivered support available. Only 13 per cent attended workshops on specific-elements of self-employment and only seven per cent received one-to-one coaching. These support elements received very positive ratings from those who attended.

Around seven in ten claimants (71 per cent) had received SEC and two in ten had received one-off payments from the ADF. Payments from the ADF appeared to have been used appropriately to fund materials or services to support self-employment.

At the time of initial interview, almost three in five claimants were earning an income from self-employment and another one in five stated that they were still working towards self-employment. Claimants were working across a wide range of sectors, but most commonly in either business services or construction.

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<sup>47</sup> For a full description of the profile of participants and experiences and views on the Self-Employment Strand see Chapter 6 of the Six Month Offer Evaluation survey report: <http://research.dwp.gov.uk/asd/asd5/rports2009-2010/rrep699.pdf>

<sup>48</sup> These comprised Business Link (in England), Business Gateway/Training for Work (in Scotland) and Flexible Support for Business (in Wales).

<sup>49</sup> While claiming SEC the claimant had to sign-off at the Jobcentre and could no longer claim JSA. ADF can be a one-off payment or a number of payments and there is no upper limit, but for payments over £300 the award must have additional authorisation.

## 5.4 Summary of overall destinations

Figure 5.1 illustrates the broad work and claiming outcomes of Self-Employment Strand participants by time of the follow-up interview (shown in the bottom row of boxes). It also shows outcomes at the time of the initial interview (shown in the top row of boxes) and maps different claimant journeys between the initial and longer term destinations.

When they were initially interviewed (3 – 12 months after referral to the strand), around seven in ten (71 per cent) claimants were in paid work (this includes paid work of any type – i.e. self-employment as well as paid work for an employer; it also includes those classed as self-employed on the basis that they were receiving SEC during test trading). A quarter (25 per cent) were claiming JSA four per cent were neither working nor claiming.

At a point 12 months later, 76 per cent of claimants were in paid work, 17 per cent were claiming JSA and seven per cent were neither working nor claiming JSA.

The majority of individuals who had found paid work by the time of the initial interview had remained in employment over the 12-month period between interviews (89 per cent). In addition, around half of those who were still claiming at the initial interview had moved into employment 12 months on (48 per cent). The remainder of those in work at the time of the follow-up interview are accounted for by individuals who were neither working nor claiming at the time of the initial interview. Of Self-Employment Strand participants who were neither working nor claiming at the initial interview, 37 per cent had entered work by the follow-up interview.

The 17 per cent of participants claiming JSA at the follow up interview (15 to 24 months after referral to the Self-Employment Strand) is made up of:

- just over four in ten of those who were claiming at the time of the initial interview (43 per cent);
- a small proportion of those who were in paid work at the time of the initial interview (seven per cent);
- a fifth of those who had ended their claim by the three month point but had not found work at that stage.

These groups are represented by the green boxes in Figure 5.1.

Forty-three per cent of those who were claiming JSA at the time of the follow-up interview had claimed **continuously** since the initial interview. At an overall level this equates to seven per cent of all claimants within this Strand. The remainder of those claiming both at the initial and follow-up survey a year on had experienced a break in their claim at some stage.

Of those who, at the time of the original interview, were already self-employed, the great majority (90 per cent) were still in paid work at the follow-up interview in March 2011. Over eight in ten (82 per cent) were still self-employed and 78 per cent classed self-employment as their main activity<sup>50</sup>. Six per cent had returned to claiming JSA, and four per cent were neither in paid work nor claiming JSA.

Just over two-fifths of claimants who were neither working nor claiming at the initial interview (43 per cent) were in the same situation a year on. In addition, nine per cent of those who were claiming JSA at the initial interview had left JSA but not entered paid work by the time of the follow-up interview. A small proportion of those who were working at the three month point had left employment but were not claiming JSA at the follow-up stage (five per cent).

<sup>50</sup> The remainder classed being in paid work for an employer as their main activity (three per cent full-time; one per cent part-time).

**Figure 5.1 Summary of interim and longer-term outcomes for Self-Employment Strand participants**

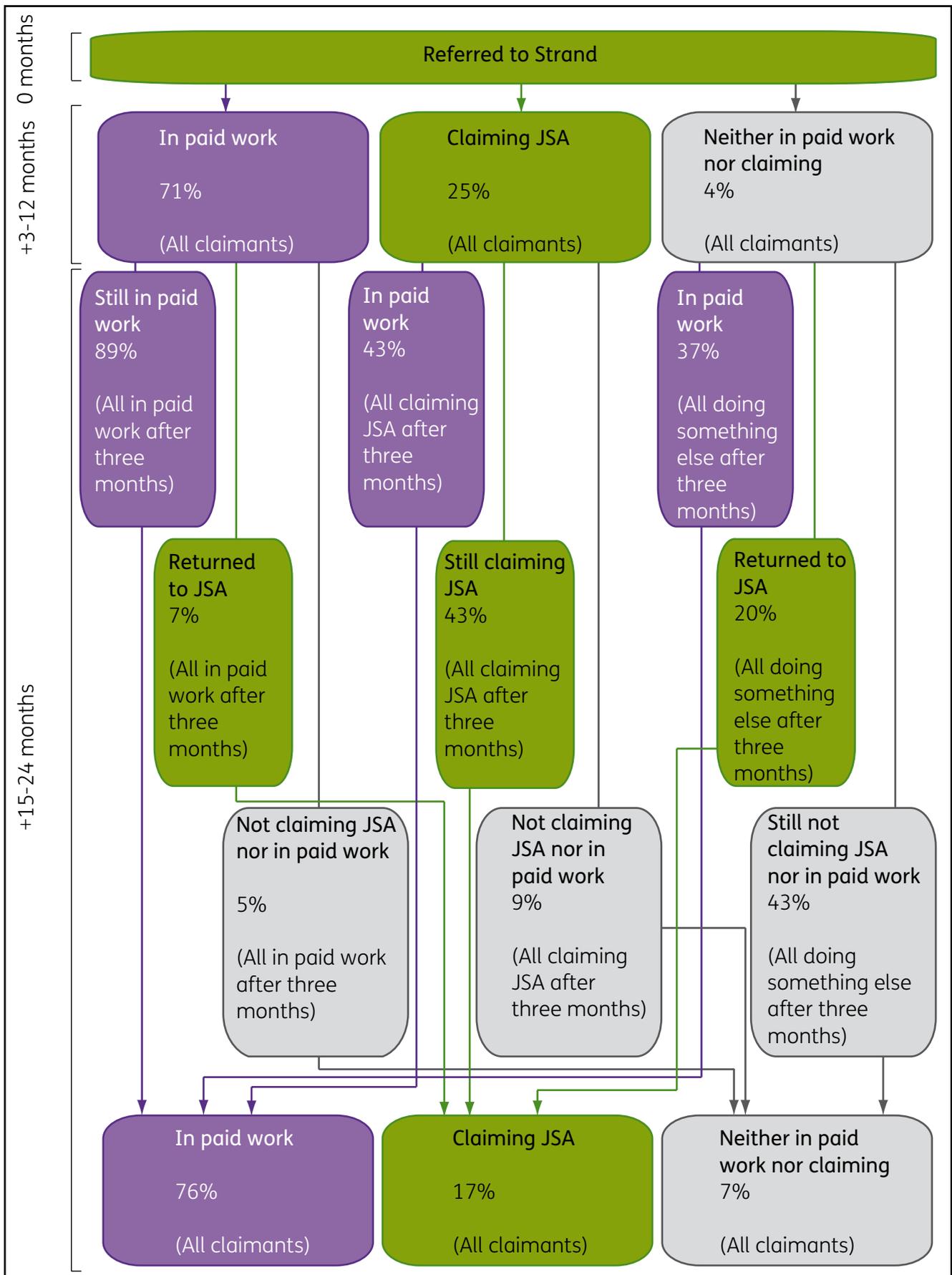


Table 5.1 shows the destinations of those who were neither in paid work nor claiming.

**Table 5.1 Activities of Self-Employment Strand participants neither working nor claiming at the follow-up interview (15 to 24 months after referral to Strand)**

<i>All claimants Unweighted (406)</i>	<b>%</b>
Receiving or setting up a claim for another benefit	4
Part-time learning or education	2
Working on an unpaid basis	2
Retired/claiming Pension Credit	2
Full-time learning or education	*
Setting up a new JSA claim	*
Something else	3
<b>Total neither in paid work nor claiming</b>	<b>7</b>

NB Some claimants were engaged in more than one of these activities. \* indicates less than one per cent.

Most commonly, those who were neither working nor claiming were claiming another out-of-work benefit or in part-time learning or education. Where claimants were claiming another benefit, this was usually Employment and Support Allowance (ESA) or Carer's Allowance.

## 5.5 Variations in destinations by sub-groups

Table 5.2 breaks down the summarised employment and claim outcomes by key demographic and strand sub-groups.

**Table 5.2 Summary of longitudinal destinations of Self-Employment Strand participants by participant sub-group**

<b>Row percentages</b>	<b>Base</b>	<b>In paid work %</b>	<b>Claiming JSA %</b>	<b>Neither %</b>
All Self-Employment Strand	(406)	76	17	7
25-49	(298)	77	16	7
50+*	(95)	73	18	9
Long-term illness or disability*	(67)	57	23	20
Degree level or above	(148)	85	11	4
Qualified below degree level	(258)	72	20	9
Minority ethnic*	(41)	71	22	7

Note: Base sizes are too small to support separate reporting of outcomes for claimants aged 18-24.

There were no statistically significant differences in outcomes by age, gender or ethnicity. However, there was a relationship between both disability and highest qualification held, and outcomes at the time of the follow-up interview:

- those with a disability or limiting long-term illness were less likely to be in paid work (57 per cent, compared with 80 per cent of other claimants); and were more likely to be neither working nor claiming (20 per cent, compared with five per cent of others);
- those qualified to degree level or above were more likely to be in paid work at the time of the follow-up interview (85 per cent, compared with 72 per cent of those educated to below this level); and were less likely to be claiming JSA (11 per cent compared to 20 per cent).

There were also significant differences in outcome according to whether claimants had prior experience of self-employment. Although those with previous experience were no more likely to be in paid work by the time of the follow-up interview (76 per cent of those with previous self-employment experience were, compared to the same proportion – 76 per cent – of those with no previous experience); they **were** more likely report self-employment specifically as their main activity (65 per cent of those with previous experience, compared with 52 per cent with no previous experience).

Claimants who at the initial interview had reported that, **at the point of entry to the strand**, they had neither a business plan nor a firm idea of the type of self-employment they would pursue were just as likely to have entered self-employment as those with a firm idea or business plan (57 per cent of those with a firm idea/plan now classed self-employment as their main activity, compared with 53 per cent of those with no idea or plan). The report on the initial survey questioned the suitability of individuals with no clear idea about the type of self-employment they could pursue for the Self-Employment Strand. However, findings from the follow-up survey indicates that this support can be equally as effective for this group as for those with a developed idea.

Table 5.3 shows how Self-Employment Strand participants spent, on average, the 12 months between the two interviews in terms of time in paid work (including self-employment), time spent claiming JSA and time spent neither in paid work or claiming JSA at an overall level and by key claimant sub-groups.

Self-Employment Strand participants spent an average of 9.2 months in paid work, 2.2 months claiming JSA and 0.7 months neither claiming JSA nor in paid work.

Those with a disability or long-term illness had spent the shortest amount of time, on average, in paid work (7.3 months); those aged 50+ had spent the longest in paid work (10.2 months). Those educated to degree level and above had on average spent longer in paid work than those educated to below this level (10.1 months, compared to 8.7 months).

**Table 5.3 Average division of 12-month period between work, claiming and neither for Self-Employment Strand**

	Base (unwtd)	Average months in paid work	Average months claiming JSA	Average months neither working nor claiming
All	(406)	9.2	2.2	0.7
25-49	(298)	9.0	2.4	0.6
50+	(95)	10.2	1.2	0.5
Long-term illness or disability	(67)	7.3	3.4	1.3
Men	(332)	9.0	2.3	0.7
Women	(74)	9.9	1.5	0.7
White British	(359)	9.2	2.0	0.7
Degree level and above	(148)	10.1	1.4	0.5
Below degree level	(258)	8.7	2.5	0.7
Previous self-employment	(126)	9.7	1.8	0.6
No previous self-employment	(280)	9.0	2.3	0.7

Note: Base sizes are too small to support separate reporting of outcomes for claimants aged 18-24.

## 5.6 Work destinations

Figure 5.2 overleaf summarises claimant movement into and out of paid work in the period between the initial interview and the follow-up interview. All the percentages in this figure are based on all Self-Employment Strand participants.

As mentioned in the previous section, 71 per cent were in paid work at the time of the initial interview. Around six in ten (61 per cent) were in self-employment specifically, and the remaining one in ten (ten per cent) were in other paid work with an employer.

Of those in self-employment at the time of the initial interview, nearly four-fifths (78 per cent) remained in self-employment throughout the 12-month period between the two interviews (equating to 48 per cent of all Self-Employment Strand participants). Seven per cent of all Self-Employment Strand participants moved from self-employment into other paid employment, and six per cent exited self-employment and left paid work altogether over the course of the 12 months.

One per cent moved from other paid work at the time of the initial interview into self-employment during the 12-month period. Seven per cent remained in other paid work throughout and two per cent left paid work altogether.

Twenty-nine per cent of claimants were not in paid work at the initial interview. Twelve months later, seven per cent had moved into self-employment, and six per cent had entered other paid work. A further four per cent had moved in and out of work during the 12-month period.

At a total level, 88 per cent of participants had some experience of work over the 12-month period between interviews. Those with a disability or limiting long-term illness were **less** likely to have experienced paid work (68 per cent, compared with 91 per cent of other claimants). Those who had received SEC as part of the Self-Employment Strand were more likely to have experienced paid work than those who were given advice and guidance **only** (90 per cent of those receiving SEC only or SEC and guidance, compared with 66 per cent of those receiving advice and guidance only).

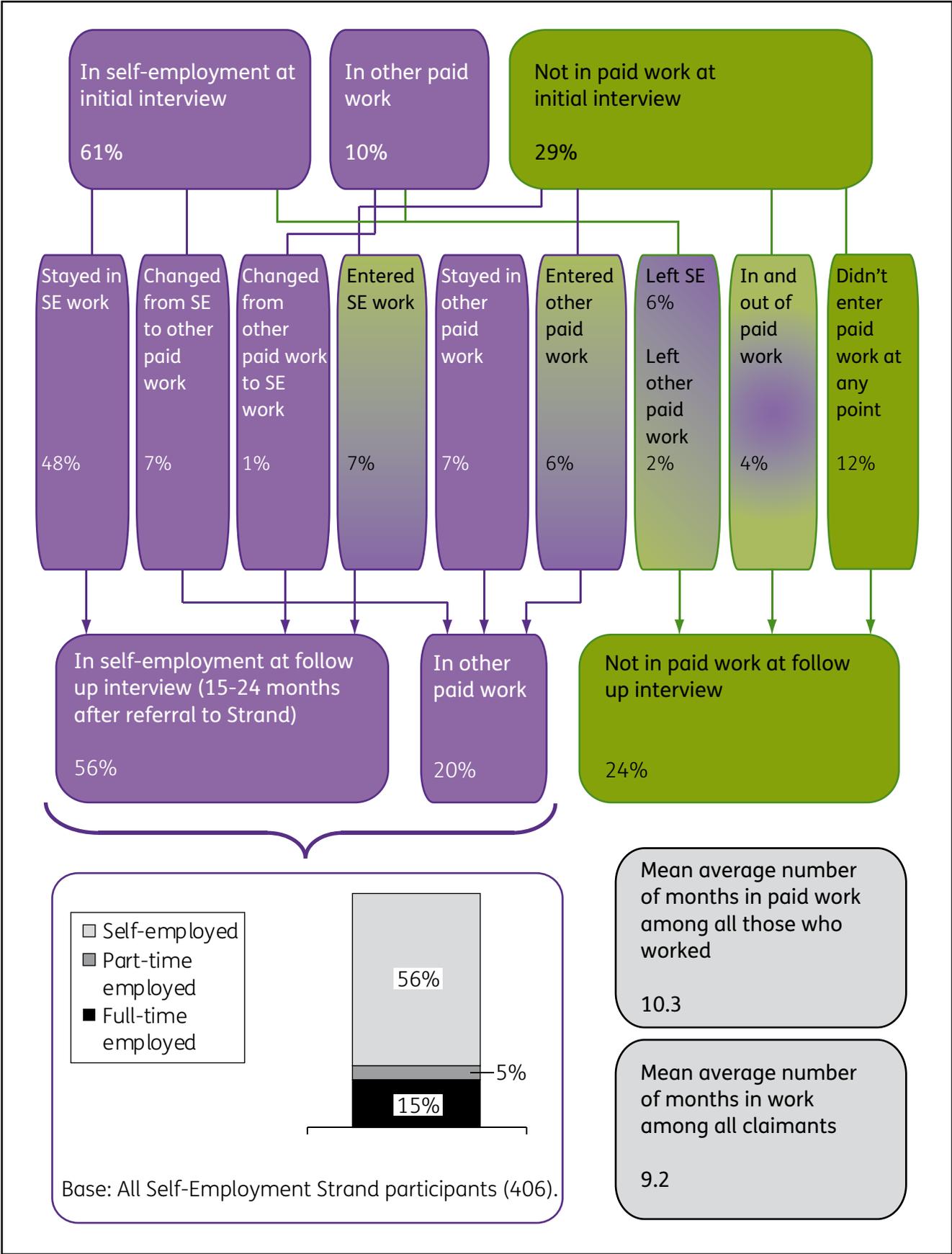
The majority of Self-Employment Strand participants who had been in paid work had only experienced one job role (82 per cent) – including people who were still in this role at the time of interview and those who had returned to claiming/neither working nor claiming. However 16 per cent had experienced two separate job roles and a small number (two per cent) had experienced 3 or more separate jobs.

Of the three-quarters of individuals who were in paid work at the follow up interview (76 per cent), most were self-employed. Of the whole cohort, almost three-fifths were self-employed (56 per cent), 15 per cent were working full time for an employer and five per cent were working part time for an employer.

Those who received SEC or a combination of SEC and guidance were far more likely to have remained in the same self-employment than those who received guidance only (53 per cent of those who received SEC only and 64 per cent of those who received both SEC and guidance have remained in the same self-employment, compared with only nine per cent of those who received guidance only).

Those who received guidance only were more likely to have moved into self-employment between the initial and follow-up interview (19 per cent, compared with two per cent of those receiving SEC only/SEC and guidance combined) or to have moved into paid work with an employer (12 per cent, compared to three per cent of those receiving SEC only/SEC and guidance combined). This is largely a function of this group being less likely to be in paid employment at the time of the initial interview. Overall results suggest that those receiving SEC only/SEC and guidance combined tended to establish themselves more quickly in self-employment than those receiving guidance only.

Figure 5.2 Summary of work destinations

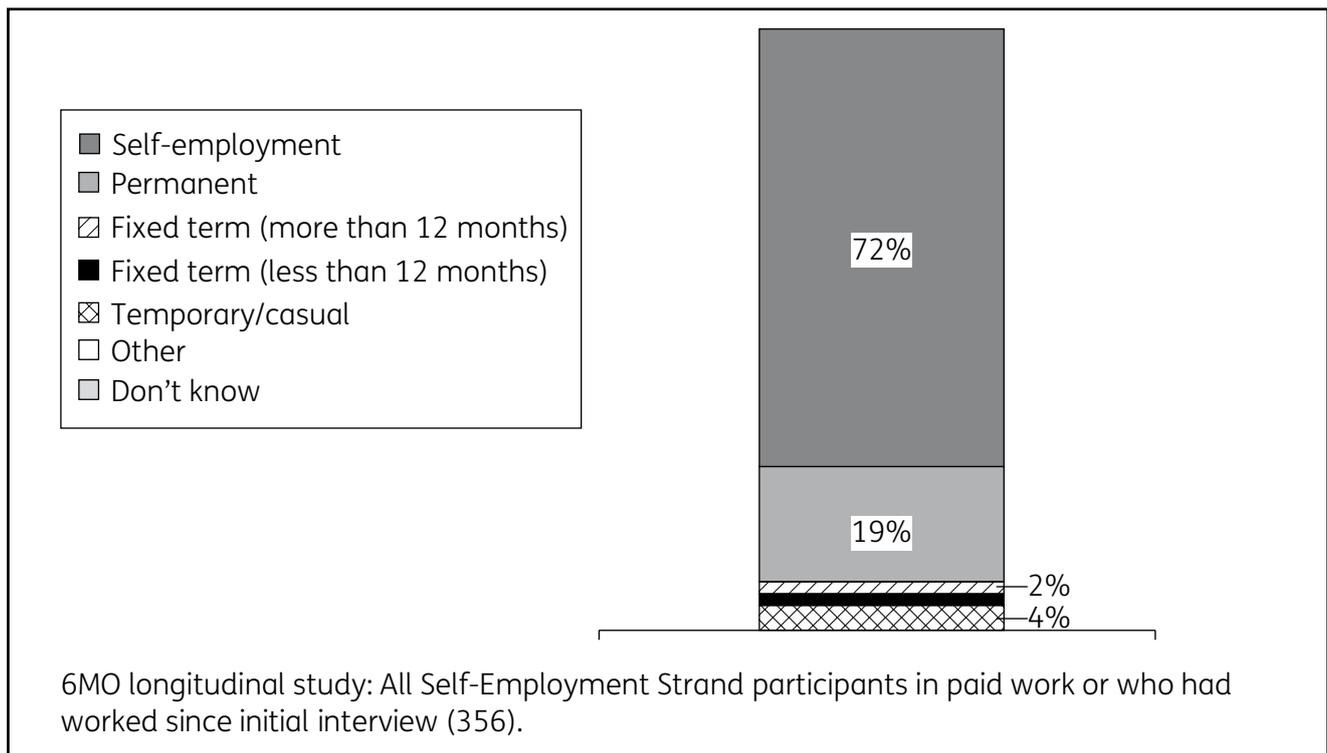


## 5.7 Nature of paid employment

This section looks more closely at the employment secured by Self-Employment Strand participants. It looks at type of contract, sector, occupation and earnings as well as whether or not those who were self-employed had taken on any staff.

Figure 5.3 overleaf shows the nature of employment contracts held by those in work. It includes self-employment as a category in its own right. Nearly all of those working for an employer were working on a permanent or open-ended basis (equating to 19 per cent of all participants).

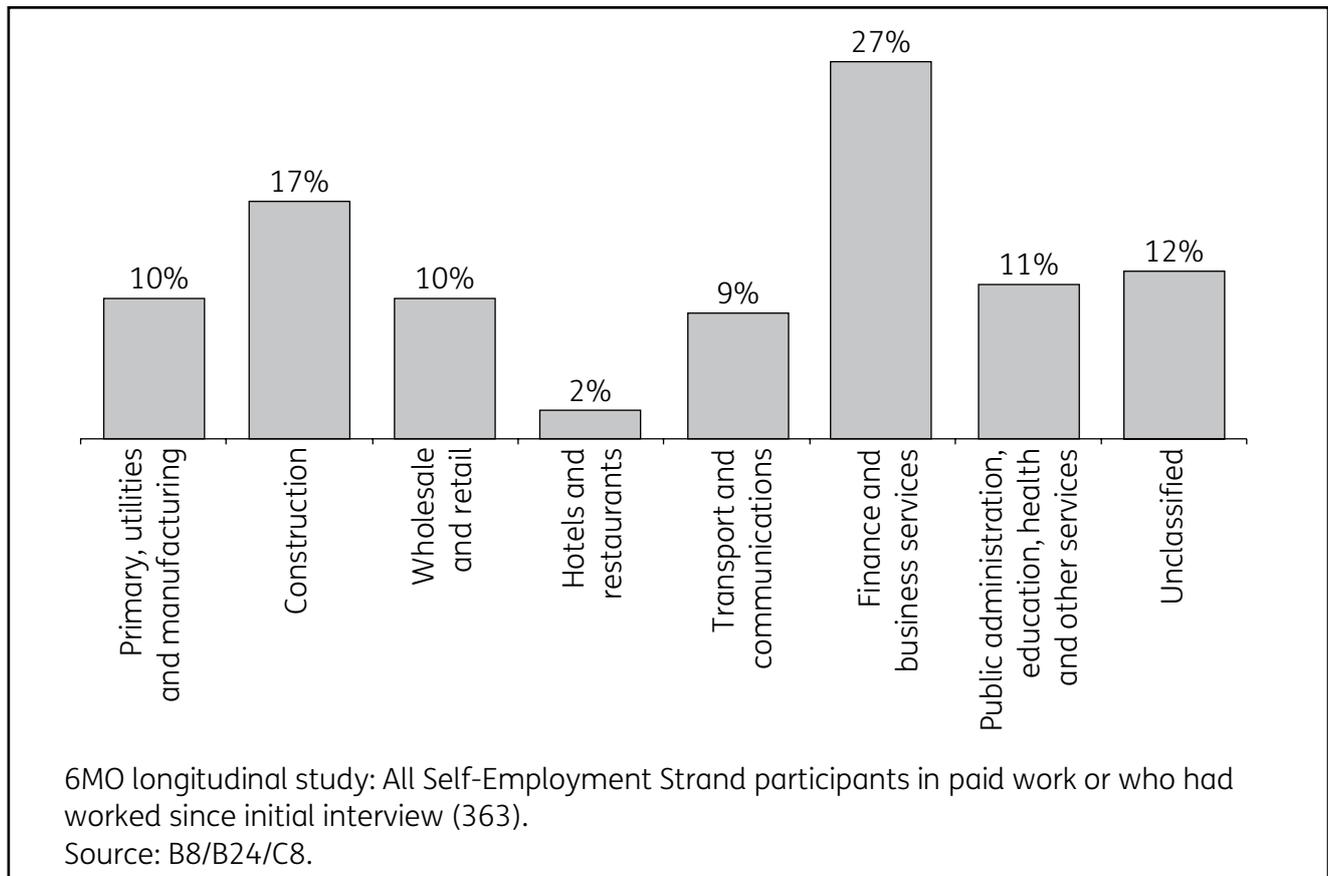
**Figure 5.3 Employment contracts**



Figures 5.4 and 5.5 overleaf show the sectors that individuals were working in (including both those who were working or had worked in self-employed roles as well as those who worked for an employer) and the occupational profile of jobs held (based just on work for an employer).

Self-Employment Strand claimants who had entered paid work at some point since the initial interview were most likely to have worked in the finance and business services sector (27 per cent), followed by the construction sector (17 per cent).

Self-Employment Strand claimants who had entered paid work for an employer were more likely to have entered work higher in the occupational hierarchy than participants in other strands. A fifth (20 per cent) worked in managerial or professional roles (compared to 11 per cent of recruitment subsidy claimants, five per cent of Volunteering Strand participants, five per cent of Training Strand participants).

**Figure 5.4 Sector worked in**

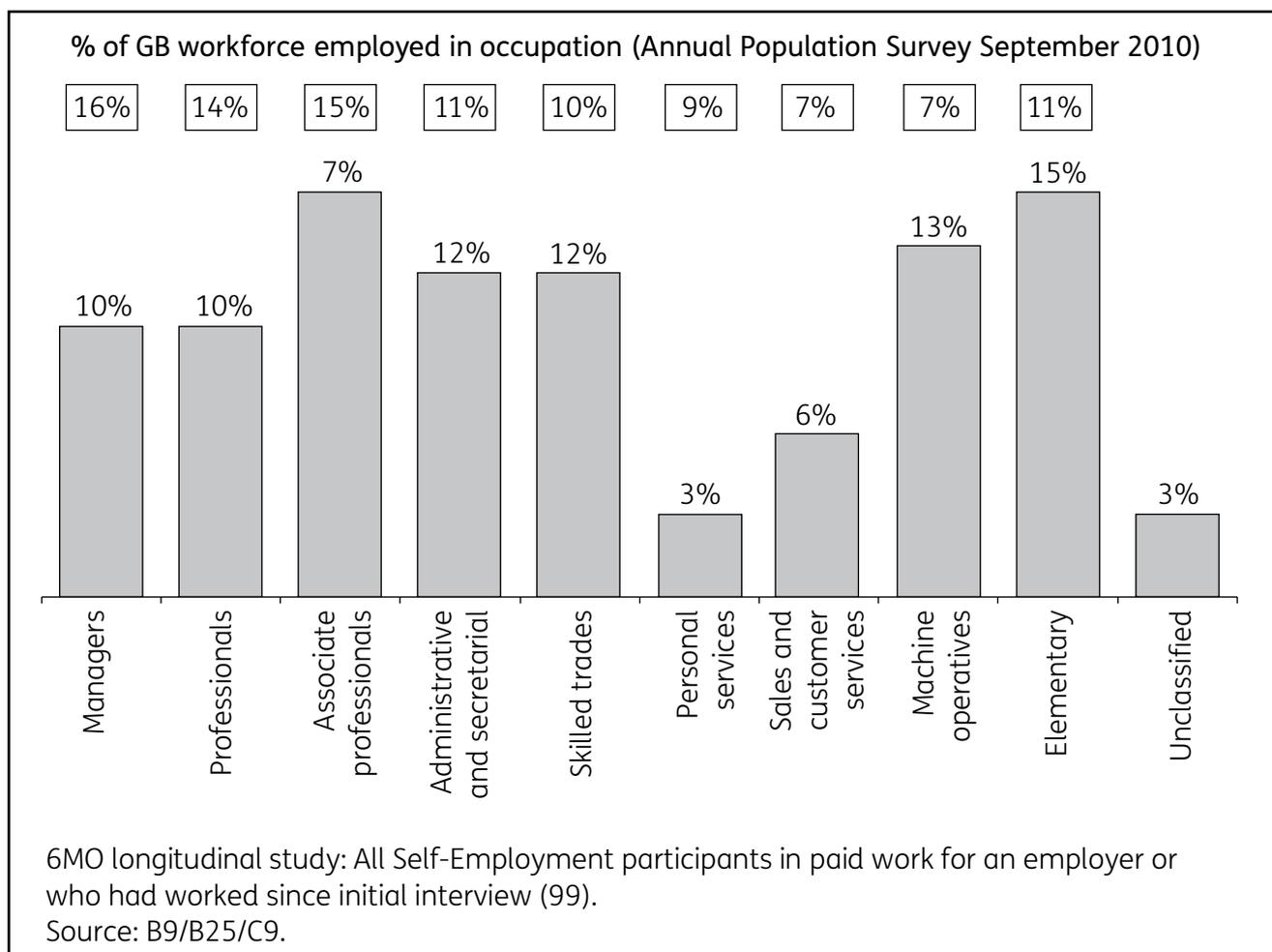
**Figure 5.5 Occupation of employment**

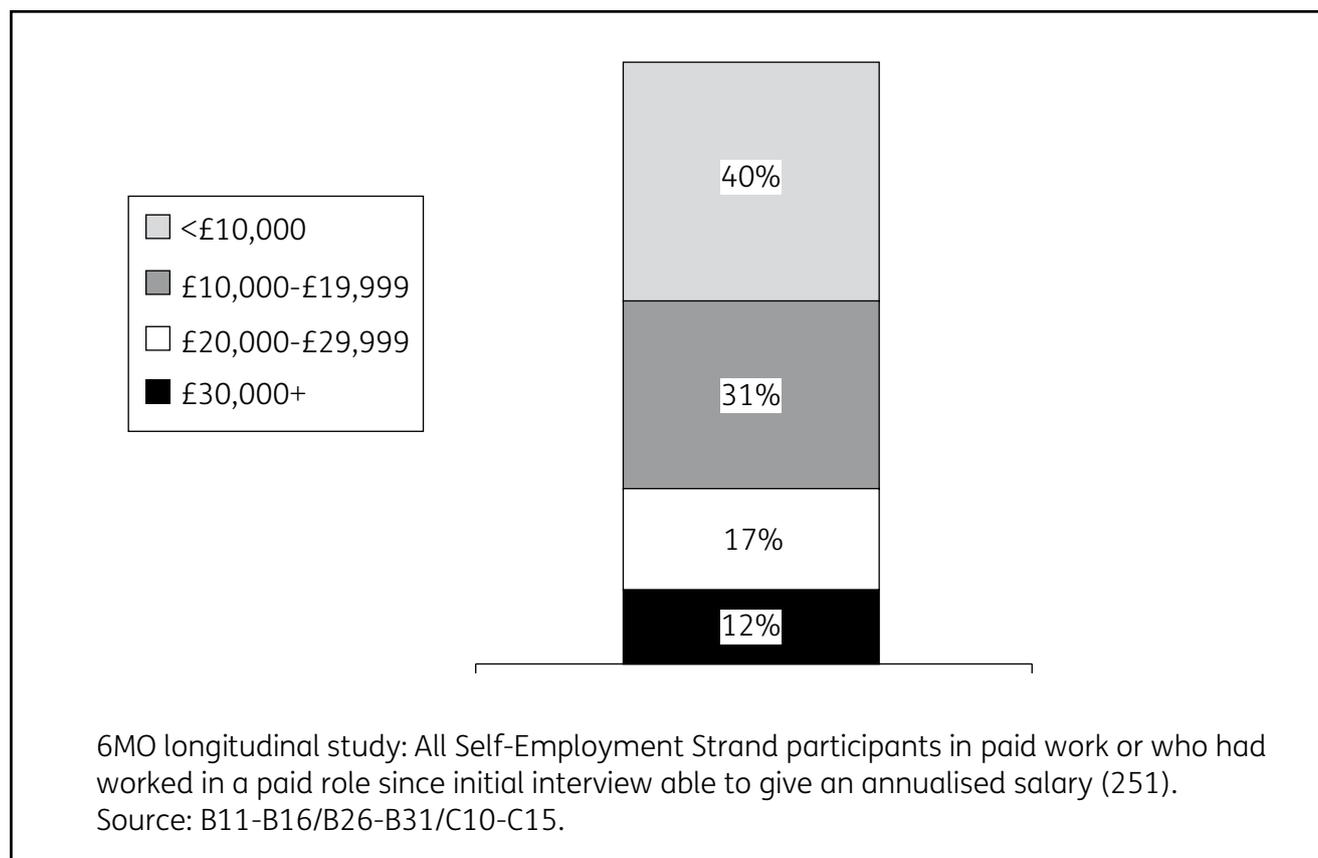
Figure 5.6 shows the annualised earnings for claimants who were in work at the time of the follow-up interview or who had some experience of paid work since the initial interview. The mean average annualised salary reported by Self-Employment Strand participants was £15,800<sup>51</sup>.

Among those in paid work at the time of the follow-up interview, over three-fifths (61 per cent) reported that their earnings from the most recent months of their current paid employment have made them better off than when they were claiming JSA. Fourteen per cent reported being worse off than when they were claiming JSA.

Those who were in paid work with an employer were more likely to report being better off than those who were self-employed (88 per cent of the former stated they were better off compared with 52 per cent of the latter). This suggests that those in self-employment were still at a relatively early and potentially vulnerable stage of working for themselves with just under half not earning any more than they were when claiming JSA.

Those qualified to Level 2 or above were also more likely to report being better off financially in work (67 per cent, compared to 52 per cent of those below level 2).

<sup>51</sup> Rounded to the nearest £100.

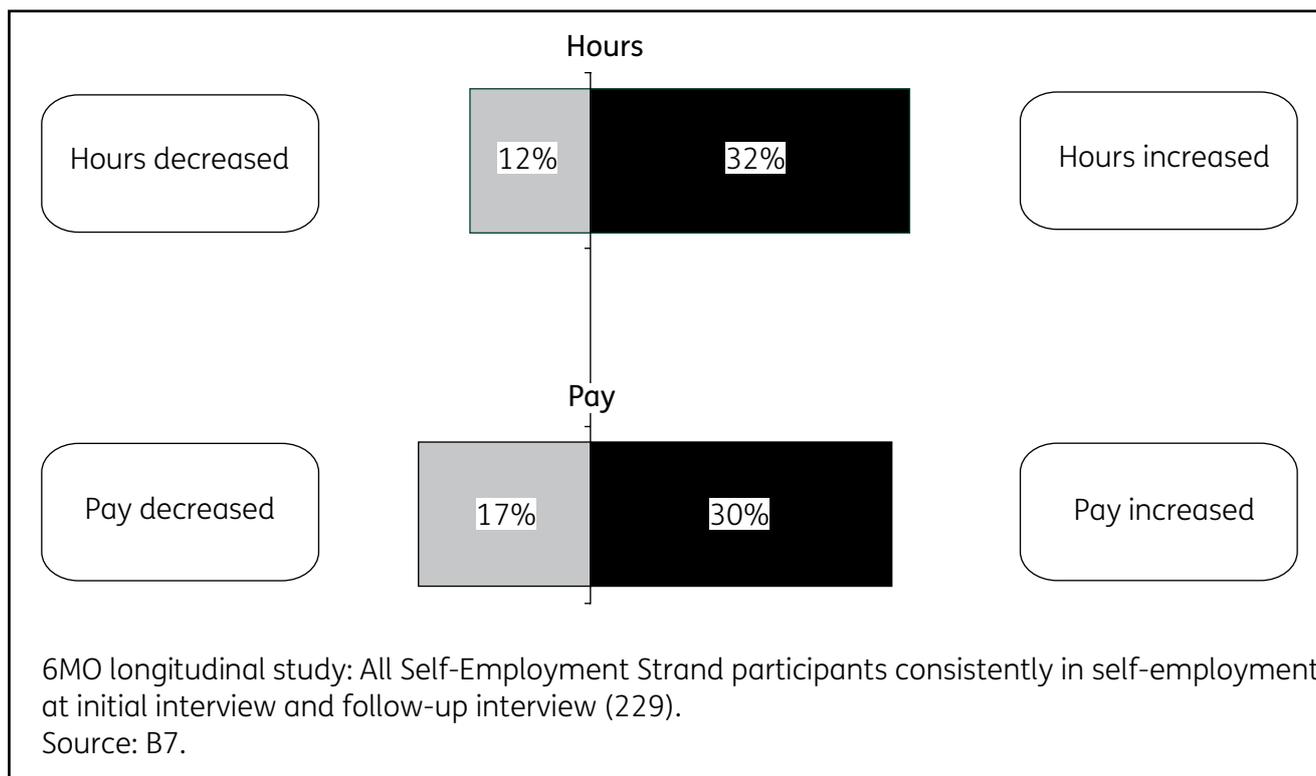
**Figure 5.6 Earnings**

Those in self-employment were asked whether they had taken on any full or part-time staff and, if so, how many. Just a small minority (five per cent) of those in self-employment report had taken on staff by the time of the follow-up interview. On average, those who had taken on staff were employing 2.8 staff each, and their predictions for the future of their business were either of stability or growth (around half expected to employ the same number of staff in 12 months' time; around half expected to employ more staff by then)<sup>52</sup>. However, the great majority had not yet got to this point.

## 5.8 Progression

Where individuals had worked in the same job or same type of self-employment for the entire 12-month period between the initial and follow-up interviews (as was the case for 56 per cent of participants), they were asked whether there had been any changes to their employment over this period. Within the Self-Employment Strand, the vast majority of those who had remained in the same employment were self-employed. Figure 5.7 shows the changes that these claimants had experienced.

<sup>52</sup> Although note the small base size, of 13 respondents.

**Figure 5.7 Progression (those remaining in self-employment)**

Where individuals had remained in self-employment, there was some evidence of progression. Over the 12-month period, a third (32 per cent) of those working in the same job had increased their hours worked, outweighing the 12 per cent who reported a decrease in hours. Three in ten (30 per cent) had seen an increase in earnings over the course of 12 months. This slightly – but only just – outweighed the 17 per cent who experienced a decrease. Given the nature of self-employment there is a considerable overlap between those who had seen an increase in earnings and those who had seen an increase in hours worked. At an overall level 43 per cent of those who had remained in self-employment had seen increases either in hours or earnings.

In addition to progression for those in the same self-employment throughout the 12 months between survey interviews, some of those individuals who had moved from their ‘first job’ to another job (either from one employer to another, or moving from work with an employer to self-employment or vice versa) reported improvements. Of this group;

- half (54 per cent) had moved to employment with higher earnings than their first job;
- 29 per cent had moved from part-time to full-time employment;
- 12 per cent had moved from a job held on a temporary basis to a more permanent role.

Overall seven in ten (72 per cent) of those who had changed employment had seen improvements in one of these areas.

Looking to the future, all those who were **working for an employer** at the time of the follow-up interview were asked about the scope for progression offered by their current role. Of these employees:

- half (52 per cent) felt that their job offered scope for progression and/or substantially increasing their responsibilities;
- approaching two-thirds (65 per cent) felt that their employer would offer them training that would help them to secure a promotion or more responsibilities.

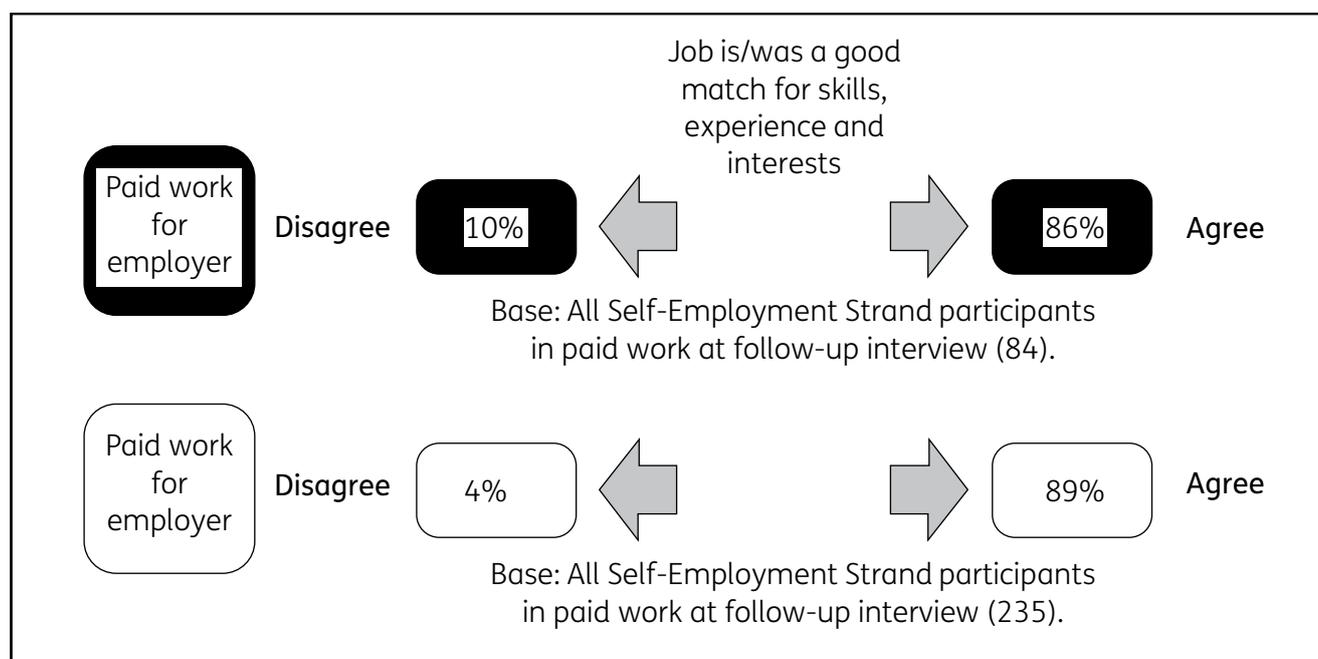
## 5.9 Job suitability

Claimants who were in work at the time of the follow-up interview were asked about the extent to which they felt that their job was a good match for their skills, experience and interests. Figure 5.8 shows the responses given.

Those in paid work at the follow-up interview were generally positive about the work that they had secured:

- 86 per cent of those in paid work with an employer agreed that their job was a good match for their skills, experience and interests with almost two-thirds agreeing strongly that this was the case (64 per cent)<sup>53</sup>;
- 89 per cent of those in self-employment agreed their job was a good match. They were more likely than other respondents to 'strongly agree' that this was the case (75 per cent strongly agreed).

**Figure 5.8 Job suitability**



When claimants stated that their job was not a good match, they were asked (on a prompted basis) for their reasons for accepting the role. This applied only to a small minority. Almost all of those who did not feel that their job was a good match tended to report that they had taken the job simply because they wanted to move into work as quickly as possible, and most also stated that there were few jobs that matched their experience, skills and interests.

Those in paid work at the follow-up interview were also asked about the suitability of the number of hours they were typically working per week. Almost three-fifths (58 per cent) felt the number of hours worked was 'about right'. Those dissatisfied with their hours in some way were more likely to report not working enough hours (27 per cent of those in paid work) than working too many hours (14 per cent of those in paid work).

<sup>53</sup> Note relatively low base size (84 respondents).

Those in self-employment were less likely than other respondents to feel they were working too many hours (12 per cent of those in self-employment felt they were working too many hours; 22 per cent of those in paid work for an employer said this).

### 5.10 Overall views of support received

Self-Employment Strand participants were asked for their views on the support that they received as part of the 6MO. Firstly, they were asked whether their opinion of the support received was better, worse or not different compared with 12 months ago.

Twelve months on, participants tended to have an unchanged opinion of the 6MO support (70 per cent reported that their opinion was no different than 12 months ago). Those reporting that their opinion of the support had improved outweighed those saying that it had worsened (12 per cent compared to seven per cent).

Those whose opinion of the support had changed for the better or the worse were asked why this was the case (unprompted). Those reporting that their opinion had improved, tended to say that this was because the support had helped them to get paid employment (41 per cent). The other most mentioned reasons were that, since the original interview, they had been able to put skills learnt into practice; and that they had had more time to reflect on the support received (18 per cent the former, 19 per cent the latter)<sup>54</sup>.

Among the relatively small numbers saying that their opinion had worsened over the 12 months, the most-mentioned reasons were that training had not been good enough or had been cancelled; and that the support had not helped them enter paid employment.

Participants that had entered paid work with an employer since the original interview were asked whether the support they received as part of the 6MO played any role in them getting their current employment (Figure 5.9).

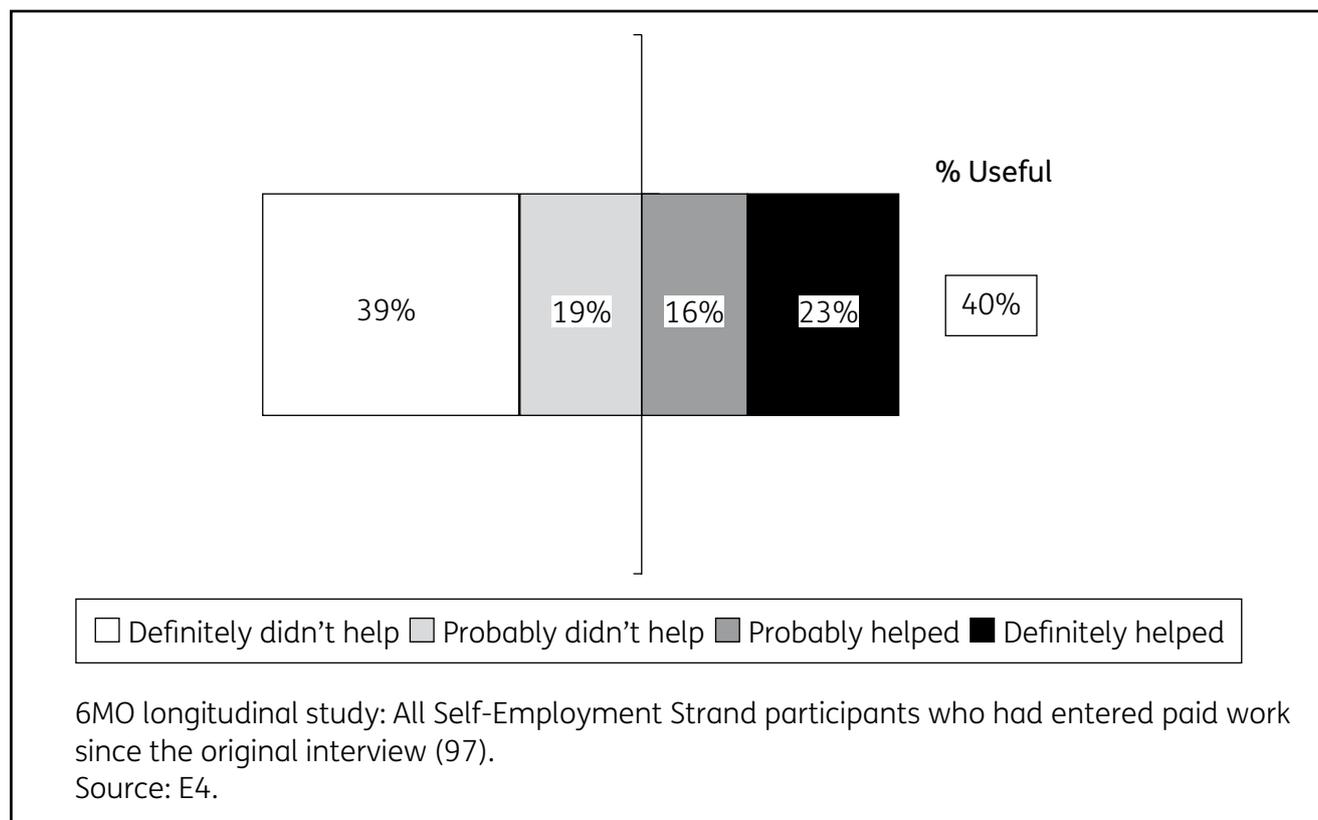
Two-fifths (40 per cent) of participants felt that the support received as part of the Self-Employment Strand had helped them get their current paid work. Almost a quarter (23 per cent) said that it had 'definitely helped'. Sixty per cent, however, felt that the support had not contributed to them obtaining their current paid work.

Those currently in self-employment were more likely to say that the support probably helped than those in paid work for an employer (28 per cent, compared with 8 per cent). A further third of those in self-employment felt the support had 'definitely helped' (so in total 60 per cent felt it had been of some help).

While it makes sense that those in self-employment are more likely to attribute their outcome to the support received, it is notable that a quarter (25 per cent) of those who had entered paid work **with an employer** also attributed this to the support. This suggests that elements of the support received may have wider value than just preparing an individual for self-employment

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<sup>54</sup> Note the low base size for this question (48 respondents). Findings for this question are therefore to be treated with caution.

**Figure 5.9 Whether Self-Employment Strand helped get current job**

Self-Employment Strand claimants were also asked what other support from Jobcentre Plus would have been useful (unprompted). Responses were very diverse, with relatively small proportions making each specific suggestion. However, the most-mentioned suggested additions (mentioned by five per cent or more) were as follows:

- matching jobs to the claimant's skills (eight per cent);
- better advice/support in general from Jobcentre Plus advisors (eight per cent);
- financial support for training, travel, etc. (six per cent);
- acting sooner, i.e. offering support prior to the six-month point (five per cent).

Those currently in paid work for an employer were more likely than other claimants to mention 'matching jobs to the claimant's skills' (21 per cent); and 'better advice/support in general from Jobcentre Plus advisors' (13 per cent).

# 6 Conclusions

## 6.1 Conclusions from the Six Month Offer strand surveys

This study looked at the longitudinal outcomes of Jobseeker's Allowance (JSA) claimants participating in each of the four Six Month Offer (6MO) strands – the Volunteering Strand, the Work Focused Training Strand, the Self-Employment Support Strand and the Recruitment Subsidy Strand.

Initial interviews were conducted several months (between three and nine months in most cases) after referral to a Strand. As well as interim outcomes, this interview also captured claimant experiences of each Strand which have been reported separately<sup>55</sup>. The follow-up interview took place 12 months on and focused on longer term employment and claim destinations.

Table 6.1 highlights the key findings relating to the situation of Strand participants at the time of the follow-up interview (i.e. at a point around 15-24 months after starting the 6MO activity). It is worth noting that these are descriptive figures and cannot be used to derive conclusions about the **impact** of participating in individual Strands. This report will be supplemented by impact analyses using propensity score matching techniques that will be reported on in 2012.

By the follow-up interview, around a third of participants in the Training and Volunteering Strands were in paid work compared to around three-quarters of those experiencing the Recruitment Subsidy and Self-Employment Strands. Among Training and Volunteering Strand participants, the proportion in paid work had approximately doubled in the period between the initial and follow-up interviews while among recruitment subsidy and Self-Employment Strand participants the proportion in paid employment had remained at a similar level. Around half of Training and Volunteering Strand participants were claiming JSA compared with around 15 per cent of participants in each of the other two Strands.

Despite generally positive experiences of participation reported at the initial interview, only minorities of those participating in the **Volunteering** and **Training Strands** were in paid work at the time of the follow-up interview. On balance, participants did not attribute gaining paid work to the support received under the 6MO. However, it would seem that there was a small sub-group of participants in both **Volunteering** and **Training Strands** for whom the support **did** play a part in them securing a paid role.

The different profiles of claimants taking up each strand should be borne in mind here: claimants with characteristics linked to disadvantage in the labour market were over-represented among both **Volunteering** and **Training Strand** participants. The 'hard' employment outcomes presented in Table 6.1 may mask the distance travelled towards work by many of these participants. Indeed, the evidence from the initial survey pointed towards increases in 'softer' outcomes such as increased skills (both job-specific and generic) and motivation.

It was rare for **Volunteering Strand** participants to have moved into paid work with their placement organisation and there were no cases of **Training Strand** participants having moved into work with an employer they did a work placement or work experience with. While participation in these Strands may have been beneficial in terms of soft outcomes there is very little evidence to suggest that these Strands provided claimants with a direct 'stepping stone' into paid employment or links to real labour market opportunities.

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<sup>55</sup> See <http://research.dwp.gov.uk/asd/asd5/rports2009-2010/rrep699.pdf>

**Table 6.1 Key findings: Longitudinal destinations**

	Volunteering	Training	Self-employment	Recruitment subsidy
<i>All participants Unweighted</i>	(399)	(405)	(406)	(401)
Proportion in paid work at follow-up interview	34%	38%	76%	75%
Proportion in paid work at initial interview	15%	15%	71%	77%
Proportion of those in work at the initial interview who had remained in paid employment by follow-up interview	78%	75%	89%	85%
Proportion entered paid work since the initial interview and stating that support received had helped them get current job	43%	44%	40%	32%*
Average number of months spent in paid employment in year between initial and follow-up interview	3.4 months	3.9 months	9.2 months	9.4 months
Proportion claiming JSA at follow-up interview	53%	48%	17%	16%
Proportion claiming continuously for 15 months	38%	29%	7%	7%
Proportion neither claiming JSA nor in paid work at follow-up interview	12%	14%	7%	9%

\* For the Recruitment Subsidy Strand this refers to the proportion of all those in paid work with a different employer to the one that received the subsidy. Where claimants had moved employer they were asked whether the subsidy role had helped them secure their current employment.

By comparison, participants on the **Self-Employment Strand** reported much more positive employment outcomes. On the whole those who were referred to the Self-Employment Strand went on to become self-employed or entered paid work with an employer. A slight majority (56 per cent) were earning a living from self-employment at the follow-up. This suggests that those who were referred to this Strand were generally suitable and/or that the support received was influential in moving people into self-employment.

Those who received Self-Employment Credit (SEC) as part of the **Self-Employment Strand** tended to get up and running more quickly than those who did not, and they were more likely to have remained in self-employment between the initial and follow-up interviews. However, longer term self-employment outcomes were similar, irrespective of whether or not SEC had been part of the initial support. While previous experience of self-employment did appear to be linked to still being in self-employment at the follow up interview, having a business idea or plan at the outset of the support did not. This is interesting and suggests that concerns that those referred to the Strand without a business idea may not have been the most suitable participants have not been borne out by the longitudinal findings.

When comparing the outcomes of those who benefited from a **Recruitment Subsidy** with the outcomes of participants on other Strands it needs to be borne in mind that only those who had started paid work with an employer who received the subsidy were eligible for survey. This means that by design the employment outcomes – at least at the initial interview – for this group are high.

Nonetheless, a high proportion of these individuals were still in paid work at the follow-up interview. The survey evidence suggests that either the subsidy jobs themselves were sustainable (around half were still employed in this role) or that where they were not they provide a useful stepping stone to another paid role.

There is evidence to suggest that the staged payment approach for employers receiving the **recruitment subsidy** via the voucher route was successful in ensuring jobs were sustainable in the medium term<sup>56</sup>. The initial survey found that those who had entered work via the bulk billing route were less likely still to be working for the employer who had received the subsidy than those who had entered work via the voucher routes. This perhaps indicates that the staged payments attached to the self-marketing voucher route were effective in prolonging employment during the relatively early stages. There is no evidence from the follow-up survey to suggest that this resulted in employment only being sustained to the six-month point (when employers would have received the second payment).

Looking across findings from all four Strands, the work outcomes that were achieved at the initial interview were largely sustainable and majorities of individuals within each Strand had progressed within their employment over the 12 months between their initial and follow-up interviews:

- The vast majority of those who were in paid work at the initial interview had remained in work 12 months later;
- Most of those who had remained with the same employer had seen some positive improvements in terms of salary, hours, contract or responsibilities (the exception being those working in an unpaid role in the Volunteering Strand where only around a third reported some progression);
- Most of those who had moved job had seen an improvement in salary, hours or contract status.

Similarly, the indications for ongoing sustainability of work outcomes were broadly positive (see Table 6.2 for some key findings relating to the suitability and sustainability of most recent employment). Across all four strands:

- Over half were employed on a permanent contract (with the exception of the Self-Employment Strand where the majority were self-employed);
- Most were better off financially in work than they had been on JSA although within each Strand there was a significant minority who were no better off and whose employment outcomes might therefore be considered vulnerable. In particular just under half of Self-Employment Strand participants were no better off financially and most had not seen an increase in earnings over the last 12 months;
- Three quarters or more considered that their current or most recent job was a good match for their skills, experience or interests (this was particularly high among Self-Employment Strand participants).
- Slight majorities anticipated that their employer would provide them with training to help them progress in their role.

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<sup>56</sup> Payment was divided into two parts for employers receiving the recruitment subsidy via the voucher route with the second payment made if the individual had not returned to JSA within 26 weeks. In comparison, a single lump sum payment was made for those receiving the subsidy through the bulk billing route.

**Table 6.2 Key findings: Job suitability and sustainability**

	<b>Volunteering</b>	<b>Training</b>	<b>Self-employment</b>	<b>Recruitment subsidy</b>
Proportion employed on a permanent contract	59%	52%	19%*	76%
Mean average annualised earnings	£12,100	£13,700	£15,800	£14,800
Proportion that are financially better off in work	69%	60%	61%**	70%
Proportion anticipating that their employer will provide training to help them progress	57%	61%	65%	55%
Proportion stating the job was a good match for their skills, experience and interests	73%	76%	88%	77%

\*The majority of Self-Employment Strand participants in paid work were self-employed (72 per cent) hence low numbers here.

\*\*Note substantial underlying variation between those better off financially in self-employment (52 per cent) and those in paid work with an employer (88 per cent).

# Appendix A

## Survey sampling, fieldwork outcomes and weighting

### A.1 Sampling for the original survey

The Department for Work and Pensions (DWP) drew records for claimants starting Strand activity between April and December 2009. For the Recruitment Subsidy Strand and Self-Employment Strand, a sample of known starts were sourced from DWP records. For the Volunteering Strand, records were drawn by the DWP for those referred to a volunteering broker and were screened to check that they had actually taken up a volunteering placement. For the Training Strand, a sample of those starting courses funded through the Six Month Offer (6MO) was sourced from the Learning and Skills Council's (LSC's) Individualised Learner Record (ILR) for England and Wales with a supplementary sample obtained for Scotland from DWP records.

29,912 records were received from the DWP; 8,359 for the Recruitment Subsidy Strand, 12,202 for the Volunteering Strand, 8,721 for the Self-Employment strand, and 630 Scottish records for the Training Strand. For the English and Welsh Training Strand, 21,354 records were sampled from the ILR. Records were then excluded from the sampling frame that would not have been possible to contact (no valid postal address or telephone number).

### A.2 Opt-outs, screen-outs and response rates for the original survey

Prior to the initial survey, all claimants were given the opportunity to opt-out of the study prior to being contacted by telephone. Letters were sent out to all those selected to take part (36,082 in total) which gave a dedicated phone number at IFF that they could call if they did not wish to be contacted further.

The opt-out rate was two per cent for the Recruitment Subsidy Strand, Self-Employment Strand and Training Strand and three per cent for the Volunteering Strand. At the overall level, three per cent of those drawn across all four Strands informed us they did not want to participate following their receipt of the opt-out letter.

Before commencing an interview, claimants were asked to confirm that they had started, a claim for JSA or had their New Jobseekers Interview in the month started claim date provided by the DWP. In total only one per cent (calculated as a percentage of completes plus refused plus quit plus screen out) of claimants who began an interview screened out at this stage as they disagreed with the details held by the Jobcentre Plus (they either reported never receiving JSA at all, started claiming JSA but not in the specific month, or started a claim for a different benefit, not JSA in the specific month).

The overall response rate for the 6MO Strand original survey was 83 per cent (completes as a percentage of completes plus refusals).

### A.3 Sample available for longitudinal follow-up survey

The sample for the longitudinal survey was drawn from those claimants who, at the end of the original survey, gave their permission to be re-contacted for a follow-up survey in a year's time. 96 per cent of all claimants interviewed agreed to be re-contacted. The proportion of claimants willing to be contacted for each longitudinal survey can be found in Table A.1.

**Table A.1 Sample frame available for longitudinal survey**

Strand	Proportion willing to be re-contacted for longitudinal study (%)
Volunteering (1,001 completed interviews)	97 (968 records)
Work Focused Training (1,002 completed interviews)	97 (972 records)
Recruitment Subsidy (1,001 completed interviews)	95 (954 records)
Self-Employment (1,001 completed interviews)	95 (949 records)

### A.4 Fieldwork outcomes

Table A.2 shows the final fieldwork outcomes for those with definite outcomes for the longitudinal survey. It excludes those left with no specific outcome (e.g. those called but not answered, those who asked to be called another time or who were not contacted because Strand quotas were filled).

Unreachable sample includes those with invalid or out-of-date telephone numbers, those who would not be available before the end of the fieldwork, had moved abroad, were in prison, or were deceased. The 'unable to participate' category includes claimants who were unable to take part in the survey due to health or language reasons. The refused category shows claimants who did not want to participate or quit during the interview. The overall response rate is calculated using the total number of completed interviews as a percentage of completes plus refusals.

**Table A.2 Longitudinal fieldwork outcomes, by Strand**

	All those called with a definite outcome			
	Volunteering %	Work Focused Training %	Recruitment Subsidy %	Self-Employment %
Unreachable	12	8	19	17
Unable to participate	<1	<1	<1	0
Refused	9	6	9	8
Screened out	0	0	0	0
Completes	79	85	72	75
Response rate	90	94	89	91
<i>Base: All records with definite outcome</i>	507	474	555	539

## A.5 Completed interviews

A total of 1,611 interviews were conducted for the longitudinal survey, split by Strand as detailed in Table A.3.

**Table A.3 Achieved interviews by Strand**

<b>Strand</b>	<b>Completes achieved</b>
Volunteering	399
Work Focused Training	405
Recruitment Subsidy	401
Self-Employment	406
All	1,611

# Appendix B

## Survey profile of claimants

The four columns of Table B.1 show the profile of claimants interviewed within each Strand in the longitudinal survey, based on demographics reported by claimants rather than on information supplied by the Department for Work and Pensions (DWP) on the sample frame (as the data available from DWP administrative records was not always complete).

Profiles are broadly similar between Strands. The only notable differences are as follows:

Volunteering Strand:

- More likely to be female (31 per cent);
- Less likely to be buying a property on a mortgage (eight per cent) and more likely to be living rent free (30 per cent) or having rent covered by housing benefit (21 per cent);
- Less likely to be married (15 per cent);
- More likely to be without children under 16 (85 per cent).

Work Focused Training Strand:

- More likely to be male (79 per cent);
- Less likely to be buying a property on a mortgage (15 per cent) and more likely to be having rent covered by Housing Benefit (20 per cent);
- Less likely to be qualified to Level 4 or 5 (12 per cent).

Recruitment Subsidy Strand:

- Less likely to be suffering from a long-term illness/disability (12 per cent).

Self-Employment Strand:

- More likely to be male (82 per cent);
- More likely to be aged 25-49 (71 per cent) and less likely to be aged 18-24 (six per cent);
- More likely to be buying a property on a mortgage (41 per cent) and less likely to be living rent free (11 per cent) or having rent covered by Housing Benefit (two per cent);
- More likely to be married (43 per cent);
- More likely to have children under 16 (60 per cent);
- More likely to be qualified to Level 4 or 5 (33 per cent) and less likely to have no qualifications (16 per cent).

Throughout the report findings have been analysed by these subgroups within each Strand, and significant differences reported where relevant.

As claimant profile is based on that reported by claimants during the questionnaire, there will be some small differences when compared to the demographics supplied by the DWP on the sample.

**Table B.1 Longitudinal survey claimant profile by Strand**

	Volunteering %	Work Focused Training %	Recruitment Subsidy %	Self- Employment %
<b>Gender</b>				
Male	69	79	75	82
Female	31	21	25	18
<b>Age</b>				
18-24	24	15	23	6
25-49	57	65	59	71
50+	19	18	18	23
<b>Ethnicity</b>				
White British	85	87	93	88
White Irish	1	<1	<1	1
White other	2	2	1	1
Mixed white and black Caribbean	<1	<1	<1	<1
Mixed white and black African	<1	<1	<1	<1
Mixed white and Asian	<1	<1	<1	<1
Other mixed background	0	<1	0	<1
Black or black British Caribbean	1	1	<1	2
Black or black British African	4	1	<1	1
Black or black British Other	1	0	<1	0
Asian or Asian British Indian	2	4	1	2
Asian or Asian British Pakistani	1	1	1	1
Asian or Asian British Bangladeshi	<1	<1	1	0
Asian or Asian British other	1	<1	0	<1
Chinese	0	0	0	<1
Other ethnic background	<1	<1	1	1
<b>Whether living with partner who claims JSA or other out of work benefit</b>				
Partner claims out of work benefit	7	10	4	4
Partner does not claim out of work benefit/no partner	93	89	96	96
<b>Whether currently suffering from long-term illness/disability</b>				
Suffering from long-term illness or disability	22	21	12	16
Not suffering from long-term illness or disability	78	78	88	84
<b>Whether face barriers</b>				
Recently left prison, on probation, or community service	1	1	2	2
Former member of the UK armed services	2	5	4	5

Continued

**Table B.1 Continued**

	Volunteering %	Work Focused Training %	Recruitment Subsidy %	Self- Employment %
<b>Housing situation</b>				
Own property outright	7	5	9	8
Live rent free	30	22	21	11
Rent	29	33	33	29
Rent covered by Housing Benefit	21	20	6	5
<b>Qualifications</b>				
No qualifications	24	27	29	16
Highest qualification – Below Level 2	21	23	14	17
Highest qualification – Level 2 or 3	32	36	37	32
Highest qualification – Level 4 or 5	23	12	17	33
<b>Parental status</b>				
No children under 16	85	71	74	60
Parent or guardian of child under 16	14	29	25	40
Parent or guardian of child under 5	6	15	11	14
Lone Parent of child under 16	1	2	7	1
<b>Sexual orientation</b>				
Heterosexual/straight	94	96	96	95
Gay man	1	1	2	<1
Gay woman/lesbian	<1	1	<1	<1
Bi-sexual	1	1	1	1
<b>Legal marital or civil partnership status</b>				
Never married and never registered in a same sex civil partnership	69	59	55	37
Married	15	24	28	43
Separated but still legally married	2	3	3	4
Divorced	12	12	11	15
Widowed	1	1	1	1
In a registered same sex civil partnership	<1	<1	<1	<1
Surviving partner from a same sex civil partnership	0	0	0	0
<b>Religion</b>				
Christian	46	48	50	52
Buddhist	<1	0	<1	<1
Hindu	1	0	<1	<1
Jewish	0	0	<1	0
Muslim	6	2	3	3
Sikh	<1	3	<1	<1
Other	1	1	0	1
No religion	43	45	45	41
Not stated	1	1	1	1
<i>Base: longitudinal survey respondents</i>	399	405	401	406

# Appendix C

## Statistical significance and confidence intervals

Unless explicitly stated otherwise, all differences that have been reported are statistically significant at the 95% confidence level. That is to say, there is a 95 per cent probability that the difference reported is real and not the result of sampling error. Table C.1 illustrates the confidence intervals for a range of findings (percentages) at overall Strand level based on a sample size of 400. So, if the report states that 30 per cent of claimants in a particular strand had entered paid work, there is a 95 per cent probability that the ‘real’ proportion lies between 25.5 per cent and 34.5 per cent.

Findings based on claimant sub-groups will be based on smaller sample sizes and will therefore have larger confidence intervals. In the table below, confidence intervals based on a sample size of 100 interviews are also shown as an example.

**Table C.1 Confidence intervals**

Finding	Confidence interval at 95% level, sample of 400	Confidence interval at 95% level, sample of 100
(%)	(+/-)	(+/-)
5	2.1	4.3
10	2.9	5.9
15	3.5	7.0
20	3.9	7.8
25	4.2	8.5
30	4.5	9.0
35	4.7	9.3
40	4.8	9.6
45	4.9	9.8
50	4.9	9.8
55	4.9	9.8
60	4.8	9.6
65	4.7	9.3
70	4.5	9.0
75	4.2	8.5
80	3.9	7.8
85	3.5	7.0
90	2.9	5.9
95	2.1	4.3

# Appendix D

## Event timetable

The following table shows the timing of sampling, fieldwork and reporting events for the Six Month Offer (6MO) evaluation. The sampling period stretched from the time of roll out of the Six Month Offer in April 2009 to December 2009.

**Table D.1 Evaluation event timetable**

Month	Event
April 2009	
May 2009	
June 2009	
July 2009	
August 2009	
September 2009	
October 2009	
November 2009	
December 2009	
January 2010	
February 2010	Initial fieldwork
March 2010	
April 2010	Reporting
May 2010	
June 2010	
July 2010	Longitudinal fieldwork
August 2010	
September 2010	
October 2010	
November 2010	
December 2010	
January 2011	
February 2011	Reporting
March 2011	
April 2011	
May 2011	

# Appendix E

## Survey questionnaire

Private & Confidential

Evaluation of the Six Month Offer – Customer Survey (STAGE 2)

Telephone

Quota category	Number of interviews to achieve
Strand:	
Recruitment Subsidy Strand (voucher or bulk)	400
Self-Employment Strand (advice or SEC or both)	400
Training Strand (Jobcentre Plus or self-referral) – England	395
Training Strand – Scotland	5
Volunteering Strand	400

Sample variables	Source
6MO ST 1 STRAND	6MO STAGE 1 sample information
6MO ST 1 COUNTRY	6MO STAGE 1 sample information
6MO ST 1 CLAIM START DATE	6MO STAGE 1 sample information
6MO ST 1 EMPLOYER NAME	6MO STAGE 1 survey data
6MO ST 1 STATUS	6MO STAGE 1 survey data
6MO ST 1 SELF-EMPLOYMENT SUPPORT TYPE	6MO STAGE 1 survey data
6MO ST 1 TRAINING TYPE	6MO STAGE 1 survey data

SAMPLE DEFINITIONS FROM SIX MONTH OFFER CUSTOMER SURVEY PHASE 1:

6MO ST 1 STRAND – DEFINITIONS Label	Definition within 6MO STAGE 1
1. Recruitment Subsidy Strand (voucher or bulk)	From sample
2. Self-Employment Strand (advice or SEC or both)	From sample
3. Training Strand (Jobcentre Plus or self-referral) – England	From sample
4. Training Strand – Scotland	From sample
5. Volunteering Strand	From sample

6MO ST 1 COUNTRY – DEFINITIONS Label	Definition within 6MO STAGE 1
1. England	From sample
2. Scotland	From sample
3. Wales	From sample

6MO ST 1 CLAIM START DATE – DEFINITIONS Label	Definition within 6MO STAGE 1
DISPLAY MONTH AND YEAR AS TEXT	IF (NOT TRAINING STRAND – ENGLAND) AND A1=1:
	MONTH AND YEAR OF START DATE FROM SAMPLE
	IF (TRAINING STRAND – ENGLAND) OR A1=2: MONTH AND YEAR OF START DATE FROM A1B

6MO ST 1 EMPLOYER NAME – DEFINITIONS Label	Definition within 6MO STAGE 1
ORIGINAL EMPLOYER FOR <u>VOUCHER PAID</u> ROLE AS AT MARCH 2010: DISPLAY EMPLOYER NAME AS TEXT	IF DIFFERENT EMPLOYER OR NOT CURRENTLY WORKING/PREVIOUSLY WORKED (E12=3 OR NONE OF B5B-C AND C1B-C=1): USE EMPLOYER NAME FROM E12ANEW; OTHERWISE: USE EMPLOYER NAME FROM D2
CURRENT EMPLOYER FOR PAID ROLE AS AT MARCH 2010: DISPLAY EMPLOYER NAME AS TEXT	USE EMPLOYER NAME FROM D2
ORIGINAL EMPLOYER FOR <u>VOLUNTARY</u> ROLE AS AT MARCH 2010: DISPLAY EMPLOYER NAME AS TEXT	USE EMPLOYER NAME FROM H13ANEW
CURRENT EMPLOYER FOR <u>VOLUNTARY</u> ROLE AS AT MARCH 2010: DISPLAY EMPLOYER NAME AS TEXT	IF NO LONGER IN ORIGINAL VOLUNTARY PLACEMENT AND NOW IN ANOTHER VOLUNTARY ROLE (S11=1-2 AND B5I=1): USE EMPLOYER NAME FROM D2

6MO ST 1 STATUS – DEFINITIONS Label	Definition within 6MO STAGE 1
1. Claiming JSA at 6MO Stage 1	B1=1
2. Self-employed at 6MO Stage 1	B5a=1 (or if more than one of B5a-c=1, picked this as main job at B5X)
3. In paid work for an employer at 6MO Stage 1	B5b=1 or B5c=1 (or if more than one of B5a-c=1, picked one of these as main job at B5X)
4. Neither claiming nor in paid work at 6MO Stage 1	B5a=2 and B5b=2 and B5c=2
5. In a voluntary or unpaid role at 6MO Stage 1	B5i=1 or S11=3
6. In <u>original</u> 6MO voluntary or unpaid role at 6MO Stage 1	S11=3
7. In training or education at 6MO Stage 1	B5e=1 or B5f=1 or S9=3
8. In original 6MO training at 6MO Stage 1	S9=3
9. In original 6MO training at 6MO Stage 1 that involved work experience/a work placement	S9=3 and G15=3
10. In role with original 6MO voucher employer at 6MO Stage 1	S5a=1-2 or E12=1-2

6MO ST 1 SELF-EMPLOYMENT SUPPORT TYPE – DEFINITIONS Label	Definition within 6MO STAGE 1
1. Payments	S5=1 and S6=2
2. Support	S5=2 and S6=1
3. Payments and support	S5=1 and S6=1

6MO ST 1 TRAINING TYPE – DEFINITIONS Label	Definition within 6MO STAGE 1
1. Work experience/work placements involved	S9=(1-3) and G15=3

S Screener

ASK PERSON WHO ANSWERS PHONE

S1 Good morning/afternoon/evening. My name is NAME and I'm calling from IFF Research.  
Please can I speak to NAME

Respondent answers phone	1	CONTINUE
Transferred to respondent	2	
Hard appointment	3	MAKE APPOINTMENT
Soft appointment	4	
Refusal	5	CLOSE
Not available in deadline	6	
Engaged	7	
Fax line	8	
No reply/answerphone	9	
Business number	10	
Dead line	11	

ASK ALL

S2 Good morning/afternoon, my name is NAME, calling from IFF Research, an independent market research company. You may remember speaking to us in March last year about services you received from Jobcentre Plus, called the ‘Six Month Offer’. This involved you [TEXT SUB:

- IF RECRUITMENT SUBSIDY STRAND FROM SAMPLE (STRAND=1): **getting a self-marketing voucher or leaflet for you to give to** [IF NAME OF ORIGINAL EMPLOYER FOR VOUCHER PAID ROLE GIVEN AT 6MO STAGE 1: **INSERT NAME OF ORIGINAL EMPLOYER FOR VOUCHER PAID ROLE FROM 6MO STAGE 1**] [IF EMPLOYER NAME=DK/REF: **your employer**], or signing a form for them, that allowed them to claim a one-off £500 or £1,000 payment if they gave you a job.
- IF SELF-EMPLOYMENT STRAND FROM SAMPLE (STRAND=2): [TEXT SUB IF 6MO ST 1 SELF-EMPLOYMENT SUPPORT TYPE=1 OR 3: **receiving Self-Employment Credit, which was a payment of £50 a week for up to 16 weeks for people who have moved into self-employment;**] [TEXT SUB IF 6MO ST 1 SELF-EMPLOYMENT SUPPORT TYPE= 3: **and**] [TEXT SUB IF 6MO ST 1 SELF-EMPLOYMENT SUPPORT TYPE= 2 OR 3: **receiving self-employment or business ‘start up’ support or advice from Jobcentre Plus or** [ENGLAND: **Business Link**; WALES: **Flexible Support for Business**; SCOTLAND: **Business Gateway**, or participating in **Training for Work** which may have been delivered by a college or other training provider].
- IF TRAINING STRAND FROM SAMPLE (STRAND=3-4): **participating in a training course in around** [SCOTLAND: **MONTH ENTERED STAGE 3**/ENGLAND: **COURSE START DATE FROM ILR**] **and which would have been arranged or taught by** [SCOTLAND: **an FE college**] [ENGLAND: **PROVIDER NAME FROM ILR**].
- IF VOLUNTEERING STRAND FROM SAMPLE (STRAND=5): **doing a voluntary placement** [IF NAME OF ORIGINAL EMPLOYER FOR VOLUNTARY ROLE GIVEN AT 6MO STAGE 1: **with** [INSERT NAME OF ORIGINAL EMPLOYER FOR VOLUNTARY ROLE FROM 6MO STAGE 1].

At the end of the interview, you helpfully agreed to us calling back in a year’s time to see how you have been getting on. Would you have 10 minutes to spare to tell us what you have been doing since we last spoke to you?

Continue		CONTINUE
Referred to someone else in household NAME _____	1	TRANSFER AND RE-INTRODUCE
Hard appointment	2	MAKE APPOINTMENT
Soft appointment	3	
Refusal	4	THANK AND CLOSE
Refusal – company policy	5	
Refusal – taken part in recent survey	6	
Not available in deadline	7	
Respondent cannot complete interview in English (please specify preferred language if possible)	8	GO TO LANGUAGE TEXT

LANGUAGE TEXT IF RESPONDENT ABLE TO SPECIFY LANGUAGE

We will try our best to call back soon with an interviewer who can speak this language and help you to complete the survey.

THANK AND CLOSE

REASSURANCES TO USE IF NECESSARY

The interview will take around 10 minutes to complete.

Please note that all data will be reported in aggregate form and your answers will not be reported to our client in any way that would allow you to be identified.

Completing the survey will not affect your benefits or other dealings with DWP or Jobcentre Plus, either now or in the future

The survey is intended to find out people’s views about the support they receive from Jobcentre Plus and about what people do after they stop claiming benefits or change the benefit they are claiming

If respondent wishes to confirm validity of survey or get more information about aims and objectives, they can call:

- MRS: Market Research Society on 0500396999
- IFF: Becky Duncan or Angus Tindle on 0207 250 3035

## A Establishing claim status

ASK ALL

A1 Are you currently claiming or continuing to sign on for Jobseeker’s Allowance?

IF 60 OR OVER (DMAGE2/10): Or are you claiming Pension Credit while looking for work?

INTERVIEWER NOTE: IF NO LONGER ELIGIBLE TO CLAIM JSA PAYMENTS BUT ARE CONTINUING TO SIGN ON AND MEET THE CONDITIONS OF JSA SELECT “YES”

CODE ONE ONLY

Yes – claiming/signing on for JSA	1	GO TO ROUTING ABOVE A1A
(SHOW IF DMAGE/10) Yes – claiming Pension Credit	2	GO TO ROUTING ABOVE A1A
No	3	GO TO B1

ASK IF CURRENTLY CLAIMING (A1/1 OR 2)

A1A And, whilst you are claiming, are you also currently working for an employer in a voluntary, unpaid role or internship?

Yes	1	
No	2	

ASK IF CURRENTLY CLAIMING (A1/1 OR 2)

A1B And, whilst you are claiming, are you also currently receiving training or education?

Yes	1	
No	2	

ASK IF CURRENTLY CLAIMING AND CLAIMING AT 6MO STAGE 1 SURVEY (A1/1 OR 2) & (6MO ST1 STATUS/1)

A2 Can I just check, has there been any period between when we last spoke to you in March 2010 and now when you haven’t claimed Jobseeker’s Allowance? [TEXT SUB IF 60+: or Pension Credit]?

READ OUT, CODE ONE ONLY

Yes – had a break in claiming JSA – READ OUT: a break would include any period when you claimed self-employment credit instead	1	GO TO ROUTING ABOVE SECTION C
No – claimed continually	2	GO TO SECTION E

**B Current situation if not claiming**

ASK IF NOT CURRENTLY CLAIMING (A1/3)

**B1 Could you tell me whether you are currently...?**

READ OUT

DP – INTERVIEWER NOTE TO APPEAR AT CODE H ONLY

INTERVIEWER NOTE: CODE YES FOR INCOME SUPPORT, EMPLOYMENT AND SUPPORT ALLOWANCE, INCAPACITY BENEFIT OR CARER’S ALLOWANCE. CODE NO FOR TAX CREDITS/PENSION CREDITS ONLY

	YES	NO
a.) Self-employed	1	2
b.) Working full time for an employer in a paid role 30 hours or more per week	1	2
c.) Working part time for an employer in a paid role less than 30 hours per week	1	2
d.) Retired and/or claiming a pension/pension credit	1	2
e.) in full-time training or education – 16 hours or more per week	1	2
f.) in part-time training or education – less than 16 hours per week	1	2
g.) in the process of making a new claim for JSA	1	2
h.) Receiving, or in the process of claiming another benefit for people who are not working	1	2
i.) Working for an employer in a voluntary, unpaid role or internship	1	2

ASK IF SELECTED MORE THAN ONE TYPE OF PAID WORK (MORE THAN ONE OF B1A-B1C=1)

**B2 Which of these would you consider your main job?**

PROMPT IF NECESSARY, CODE ONE ONLY

DP INSTRUCTION – IF ONLY CODED ONE TYPE OF PAID WORK AT B1A-B1C, AUTOMATICALLY FORCE ANSWER AT B2

DP INSTRUCTION – SHOW ALL SELECTED AT B1	1	CONTINUE
ETC	2	CONTINUE

IF SELECTED MORE THAN ONE TYPE OF PAID WORK (MORE THAN ONE OF B1A-B5C=1)  
Throughout the rest of the survey please think just about this main job or role when answering questions.

**B2DUM Current paid work status DUMMY VARIABLE, DO NOT ASK**

Currently self-employed (B2/1)	1	
Currently in paid work for an employer (B2/2-3)	2	
Not currently in any paid work (B1A-C ALL 2)	3	
Currently working in voluntary or unpaid capacity (B2/9 or A1a=1)	4	
Currently in education or training (B1E=1 or B1F=1 or A1b=1)	5	

ASK IF NOT DOING ANY OF THE ABOVE (B1A-B1I = ALL NO)

**B3 Why are you not claiming?**

*DO NOT READ OUT BUT PROBE FULLY, CODE ALL THAT APPLY*

*INTERVIEWER NOTE: IF RESPONDENT GIVES ANSWER AVAILABLE AT B1, RETURN AND CODE IT THERE*

Partner's status changed	1	
Became ill/went to hospital	2	
Decided not to claim	3	
Did not like Jobcentre Plus service	4	
Began living with partner	5	
Told no longer eligible/benefit stopped	6	
Went to prison	7	
Partner started claiming on respondent's behalf	8	
Moved house	9	
Went overseas	10	
Full-time carer	11	
Other (write in)	12	
Don't know	13	

ASK IF RECEIVING OR SETTING UP FOR ANOTHER BENEFIT FOR PEOPLE WHO ARE OUT OF WORK (B1H=1)

B4 Which benefit are you receiving or in the process of claiming for now?

DO NOT READ OUT, CODE ALL THAT APPLY

Income Support	1	
Employment and Support Allowance/Incapacity Benefit	2	
Carer's Allowance	3	
Training Allowance	4	
Self-Employment Credit	5	
Other (write in)	6	
Don't know (DO NOT READ OUT)	7	

IF SELF-EMPLOYED AT 6MO STAGE 1 AND SELF-EMPLOYED NOW (6MO ST1 STATUS/2 & B2DUM/1)

B5 [TEXT SUB: When we spoke to you last March, you told us you were self-employed. Are you still doing the same kind of work now, as you were then?

Yes	1	GO TO B7
No	2	GO TO B7

IF MAIN JOB CURRENTLY IN PAID WORK FOR AN EMPLOYER & IN PAID WORK FOR AN EMPLOYER AT TIME OF 6MO STAGE 1 INTERVIEW (6MO ST1 STATUS/3 & B2DUM/2)

B6 [TEXT SUB IF IN PAID WORK FOR CURRENT EMPLOYER AT 6MO STAGE 1 & NAME OF CURRENT EMPLOYER FOR PAID ROLE GIVEN AT 6MO STAGE 1: **When we spoke to you last March, you told us you were working for [TEXT SUB: INSERT NAME OF CURRENT EMPLOYER FOR PAID ROLE FROM 6MO STAGE 1]. Are you still working for this employer?**]

[TEXT SUB IF IN PAID WORK FOR EMPLOYER AT 6MO STAGE 1 & NAME OF CURRENT EMPLOYER FOR PAID ROLE GIVEN AT 6MO STAGE 1 = DK/REF: **Are you still working for the same employer you were working for when we spoke to you last March?**]

[ADD FURTHER TEXT SUB IF IN PAID WORK FOR EMPLOYER AT 6MO STAGE 1 & NAME OF CURRENT EMPLOYER FOR PAID ROLE GIVEN AT 6MO STAGE 1 = DK/REF AND IF IN ROLE WITH ORIGINAL 6MO VOUCHER EMPLOYER AT TIME OF 6MO STAGE 1 INTERVIEW (6MO ST1 STATUS/10 & B2DUM/2): **This would be the employer that you gave a voucher to, or signed a form for, that allowed them to claim a one-off £500 or £1,000 payment if they gave you a job.**]

Yes	1	GO TO B7
No	2	GO TO B19

IF VOLUNTEERING AT 6MO STAGE 1 AND VOLUNTEERING NOW (6MO ST1 STATUS/5 & B2DUM/4)

B6A [TEXT SUB IF IN VOLUNTARY WORK FOR EMPLOYER AT 6MO STAGE 1 & EMPLOYER NAME GIVEN AT 6MO STAGE 1: *When we spoke to you last March, you told us you were working for [TEXT SUB: INSERT NAME OF CURRENT EMPLOYER FOR VOLUNTARY ROLE FROM 6MO STAGE 1] in a voluntary, unpaid role or internship. Are you still working for this employer?*]

[TEXT SUB IF IN VOLUNTARY WORK FOR EMPLOYER AT 6MO STAGE 1 NAME OF CURRENT EMPLOYER FOR VOLUNTARY ROLE GIVEN AT 6MO STAGE 1 = DK/REF: *Are you still working for the same employer in a voluntary, unpaid role or internship as you were working for when we spoke to you last March?*]

Yes	1	GO TO B7
No	2	GO TO B19

IF VOLUNTEERING AT 6MO STAGE 1 AND IF MAIN JOB CURRENTLY IN PAID WORK FOR AN EMPLOYER, AND RESPONDENT HAS NOT CONFIRMED THAT THEY HAVE BEEN CONSISTENTLY IN PAID WORK WITH SAME EMPLOYER (6MO ST1 STATUS/5 & B2DUM/2 & B6≠1)

B6B [TEXT SUB IF IN VOLUNTARY WORK FOR EMPLOYER AT 6MO STAGE 1 & EMPLOYER NAME GIVEN AT 6MO STAGE 1: *When we spoke to you last March, you told us you were working for [TEXT SUB: INSERT NAME OF CURRENT EMPLOYER FOR VOLUNTARY ROLE FROM 6MO STAGE 1] in a voluntary, unpaid role or internship. Are you still working for this same employer, but now in a paid role?*]

[TEXT SUB IF IN VOLUNTARY WORK FOR EMPLOYER AT 6MO STAGE 1 & NAME OF CURRENT EMPLOYER FOR VOLUNTARY ROLE GIVEN AT 6MO STAGE 1 = DK/REF: *Are you still working for the same employer as you were when we spoke to you last March – that is, you’ve moved from a voluntary, unpaid role or internship to a paid role with them?*]

Yes	1	CONTINUE
No	2	GO TO B19

IF IN TRAINING AT 6MO STAGE 1 AND IN TRAINING NOW (6MO ST1 STATUS/7 & B2DUM/5)

B6C When we spoke to you last March, you told us you were in training or education [TEXT SUB IF IN ORIGINAL 6MO TRAINING AS AT MARCH 2010 (6MO ST1 STATUS/8): as part of the ‘Six Month Offer, which started in around [SCOTLAND: MONTH ENTERED STAGE 3/ENGLAND: COURSE START DATE FROM ILR] and which would have been arranged or taught by [SCOTLAND: an FE college] [ENGLAND: PROVIDER NAME FROM ILR]]. Are you still participating in that same education or training?

Yes	1	CONTINUE
No	2	CONTINUE

IF IN ORIGINAL 6MO TRAINING AT 6MO STAGE 1 INVOLVING WORK EXPERIENCE/A WORK PLACEMENT AND IN PAID EMPLOYMENT NOW AND RESPONDENT HAS NOT CONFIRMED THAT THEY HAVE BEEN CONSISTENTLY IN PAID WORK WITH SAME EMPLOYER (6MO ST1 STATUS/9 & B2DUM/2 & B6≠1)

B6D When we spoke to you last March, you told us you were in training or education as part of the ‘Six Month Offer, which started in around [SCOTLAND: MONTH ENTERED STAGE 3/ENGLAND: COURSE START DATE FROM ILR] and which would have been arranged or taught by [SCOTLAND: an FE college] [ENGLAND: PROVIDER NAME FROM ILR]].

You told us that this training involved work experience or work placements. Is the employer that you’re working for now, one of the same ones that you did a work experience or work placement with – that is, you’ve moved from work experience or a work placement to a paid role with them?

Yes	1	CONTINUE
No	2	CONTINUE

IF MOVED INTO PAID WORK WITH SAME EMPLOYER FORMERLY VOLUNTEERED FOR OR UNDERTOOK WORK PLACEMENT WITH (B6B=1 OR B6D=1)

B6E Roughly when did you move into a paid role with this employer?

PROMPT IF NECESSARY CODE ONE ONLY

March 2010	1	
April 2010	2	
May 2010	3	
June 2010	4	
July 2010	5	
August 2010	6	
September 2010	7	
October 2010	8	
November 2010	9	
December 2010	10	
January 2011	11	
February 2011	12	
March 2011	13	
DO NOT READ OUT: Can't remember	14	

## 102 Appendices – Survey questionnaire

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ASK IF ABLE TO GIVE A MONTH (B6E=1-13)

B6F And what was the date in [TEXT SUB: MONTH AND YEAR FROM B6E] when you moved into a paid role with this employer?

RECORD NUMBER (ALLOW 1-31)

ALLOW DK AND REFUSED

ASK IF B6F=DK OR REF

B6G Could you tell me which week in [TEXT SUB: MONTH AND YEAR FROM B6E] you moved into a paid role with this employer?

*PROMPT IF NECESSARY, CODE ONE ONLY*

First week	1	CONTINUE
Second week	2	CONTINUE
Third week	3	CONTINUE
Fourth week	4	CONTINUE
Fifth week	5	CONTINUE
Don't know/Can't remember (DO NOT READ OUT)	6	CONTINUE
Refused (DO NOT READ OUT)	7	CONTINUE

B6DUM EMPLOYER STATUS CHANGE DUMMY VARIABLE, DO NOT ASK

SELF-EMPLOYED AT 6MO STAGE 1 AND DOING SAME SELF-EMPLOYED WORK NOW (B5/1)	1	
SELF-EMPLOYED AT 6MO STAGE 1 AND DOING DIFFERENT SELF-EMPLOYED WORK NOW (B5/2)	2	
SELF-EMPLOYED AT 6MO STAGE 1 AND IN PAID WORK WITH EMPLOYER NOW (6MO ST1 STATUS/2 & B2DUM/2)	3	
IN PAID WORK FOR AN EMPLOYER AT 6MO STAGE 1 AND IN PAID WORK WITH SAME EMPLOYER NOW (B6/1)	4	
IN PAID WORK FOR AN EMPLOYER AT 6MO STAGE 1 AND IN PAID WORK WITH DIFFERENT EMPLOYER NOW (B6/2)	5	
IN PAID WORK FOR AN EMPLOYER AT 6MO STAGE 1 AND SELF-EMPLOYED NOW (6MO ST1 STATUS/3 & B2DUM/1)	6	
SELF-EMPLOYED AT 6MO STAGE 1 AND NOT IN PAID WORK NOW (6MO ST1 STATUS/2 & (A1/1 OR 2 OR B2DUM/3))	7	
IN PAID WORK FOR AN EMPLOYER AT 6MO STAGE 1 AND NOT IN PAID WORK NOW (6MO ST1 STATUS/3 & (A1/1 OR 2 OR B2DUM/3))	8	
NOT IN PAID WORK AT 6MO STAGE 1 AND SELF-EMPLOYED NOW (6MO ST1 STATUS/1 OR 4 & B2DUM/1)	9	
NOT IN PAID WORK AT 6MO STAGE 1 AND IN PAID WORK WITH EMPLOYER NOW (6MO ST1 STATUS/1 OR 4 & B2DUM/2)	10	
VOLUNTARY WORK AT 6MO STAGE 1 AND DOING VOLUNTARY WORK WITH SAME EMPLOYER NOW (B6A/1)	11	
VOLUNTARY WORK AT 6MO STAGE 1 AND DOING VOLUNTARY WORK WITH DIFFERENT EMPLOYER NOW (B6A/2)	12	
VOLUNTARY WORK AT 6MO STAGE 1 AND DOING SELF-EMPLOYED WORK NOW (6MO ST1 STATUS/5 & B2DUM/1)	13	
VOLUNTARY WORK AT 6MO STAGE 1 AND IN PAID WORK NOW WITH SAME EMPLOYER (B6B/1)	14	
VOLUNTARY WORK AT 6MO STAGE 1 AND IN PAID WORK NOW WITH DIFFERENT EMPLOYER (B6B/2)	15	
VOLUNTARY WORK AT 6MO STAGE 1 AND NOT IN PAID OR UNPAID WORK NOW (6MO ST1 STATUS/5 & (A1/1 OR 2 OR [B2DUM/3 AND B2DUM/NOT 4]))	16	
TRAINING AT 6MO STAGE 1 AND DOING SAME TRAINING NOW (B6C/1)	17	
TRAINING AT 6MO STAGE 1 AND DOING DIFFERENT TRAINING NOW (B6C/2)	18	
TRAINING AT 6MO STAGE 1 AND DOING SELF-EMPLOYED WORK NOW (6MO ST1 STATUS/7 & B2DUM/1)	19	
TRAINING AT 6MO STAGE 1 AND IN PAID WORK NOW WITH SAME EMPLOYER DID WORK EXPERIENCE/PLACEMENT WITH (B6D/1)	20	
TRAINING AT 6MO STAGE 1 AND IN PAID WORK NOW WITH DIFFERENT EMPLOYER DID WORK EXPERIENCE PLACEMENT WITH (6MO ST1 STATUS/7 AND 6MO ST1 STATUS≠9 AND B6D/2)	21	
TRAINING AT 6MO STAGE 1 AND NOT IN PAID WORK NOW (6MO ST1 STATUS/7 & (A1/1 OR 2 OR B2DUM/3))	22	

## 104 Appendices – Survey questionnaire

ASK IF WITH SAME EMPLOYER, OR SELF-EMPLOYED WORK, OR VOLUNTARY WORK WITH SAME EMPLOYER, OR MOVED FROM VOLUNTARY TO PAID WORK WITH SAME EMPLOYER AT 6MO STAGE 1 AND NOW (B6DUM/1-2 OR 4 OR 11)

B7 Have any of the following things happened at work since we last spoke to you?

READ OUT MULTICODE

DO NOT SHOW IF SELF-EMPLOYED AT 6MO STAGE 1 AND NOW (B6DUM/1-2): <b>You were promoted or were given more responsibilities or duties</b>	1	
DO NOT SHOW IF SELF-EMPLOYED AT 6MO STAGE 1 AND NOW (B6DUM/1-2) OR IF B7/1: <b>The title, job description or work changed to a lower grade, with less responsibilities or fewer duties</b>	2	
<b>Your hours increased</b>	3	
DO NOT SHOW IF B7/3: <b>Your hours decreased</b>	4	
DO NOT SHOW IF VOLUNTEERING WITH SAME EMPLOYER OR MOVED FROM VOLUNTARY TO PAID WORK WITH SAME EMPLOYER (B6DUM/11 OR 14): <b>Your pay increased</b>	5	
DO NOT SHOW IF VOLUNTEERING WITH SAME EMPLOYER OR MOVED FROM VOLUNTARY TO PAID WORK WITH SAME EMPLOYER (B6DUM/11 OR 14) OR IF B7/5: <b>Your pay decreased</b>	6	
DO NOT SHOW IF VOLUNTEERING WITH SAME EMPLOYER OR MOVED FROM VOLUNTARY TO PAID WORK WITH SAME EMPLOYER (B6DUM/11 OR 14) OR IF SELF-EMPLOYED AT 6MO STAGE 1 AND NOW (B6DUM/1-2): <b>Your contract was extended, renewed or made longer term or permanent</b>	7	
DO NOT SHOW IF VOLUNTEERING WITH SAME EMPLOYER OR MOVED FROM VOLUNTARY TO PAID WORK WITH SAME EMPLOYER (B6DUM/11 OR 14) OR IF SELF-EMPLOYED AT 6MO STAGE 1 AND NOW (B6DUM/1-2) OR IF B7/7: <b>Your contract was made shorter term or temporary</b>	8	
Don't know	9	
None of the above	10	

ASK IF CONTRACT CHANGED OR MOVED FROM VOLUNTARY TO PAID WORK WITH SAME EMPLOYER (B7/7-8 OR B6DUM=14)

B8 Is this job now...?

READ OUT SINGLE CODE

On a permanent or open-ended contract	1	
On a fixed-term contract lasting 12 months or longer	2	
On a fixed-term contract lasting less than 12 months	3	
On a temporary or casual basis	4	
On some other basis (write in)	5	
(DO NOT READ OUT) Don't know	6	
(DO NOT READ OUT) Refused	7	

ASK IF PROMOTED OR JOB DESCRIPTION CHANGED (B7/1-2)

B9 What is your new job title, and your main duties and responsibilities?

PROBE FOR FULL DETAILS

E.G. IF RESPONDENT IS 'SUPERVISOR' ASK WHAT KIND OF SUPERVISOR, WHERE? IF 'ASSISTANT' WHAT SORT OF ASSISTANT?

WRITE IN TO BE CODED TO 4 DIGIT SOC ALLOW REF

ASK IF SELF-EMPLOYED AT 6MO STAGE 1 AND NOW BUT TYPE OF WORK HAS CHANGED (B6DUM/2)

B10 What is the main activity of your business now?

PROBE AS NECESSARY

What is the main product or service?

What exactly do you make or do?

What material or machinery does that involve using?

WRITE IN TO BE CODED TO 4 DIGIT SIC 2007. ALLOW REF

## 106 Appendices – Survey questionnaire

ASK IF PAY INCREASED/DECREASED OR MOVED FROM VOLUNTARY TO PAID WORK WITH SAME EMPLOYER (B7/5-6 OR B6DUM=14)

B11 We would like to ask you how much you are now paid. Would it be easiest to tell us how much you were paid before tax...?

*ADD IF NECESSARY:* All your answers will be held in the strictest confidence, and will be used for statistical purposes only

Per year (annual salary)	1	GO TO B12
Per month	2	GO TO B13
Per week	3	GO TO B14
Per hour	4	GO TO B15
Other (write in) (DO NOT READ OUT)	5	GO TO B16
Unwilling to answer (DO NOT READ OUT)	6	GO TO ROUTING ABOVE B18

ASK IF WANT TO ANSWER PER YEAR (B11/1)

B12 What is your salary per year before tax?

DO NOT INCLUDE ANY BONUSES, TAX CREDITS OR BENEFITS

WRITE IN FIGURE E.G. 15000

CATI CHECK – IF LESS THAN £5,000 OR MORE THAN £50,000

Can I just confirm that your salary per YEAR, before tax is £[TEXT SUB: AMOUNT AT B12]?

Yes	1	GO TO ROUTING ABOVE B18
No	2	GO BACK AND AMEND £

ASK IF WANT TO ANSWER PER MONTH (B11/2)

B13 What are you paid per month before tax and any other deductions ?

*DO NOT INCLUDE ANY BONUSES, TAX CREDITS OR BENEFITS*

WRITE IN FIGURE E.G. 800

CATI CHECK – IF LESS THAN £400 OR MORE THAN £4,000

Can I just confirm that you are paid £ [TEXT SUB: AMOUNT AT B13] PER MONTH before tax and any other deductions?

Yes	1	GO TO ROUTING ABOVE B18
No	2	GO BACK AND AMEND £

ASK IF WANT TO ANSWER PER WEEK (B11/3)

B14 What are you paid per week, before tax and any other deductions?

*DO NOT INCLUDE ANY BONUSES, TAX CREDITS OR BENEFITS*

*INTERVIEWER INSTRUCTION: IF RATE OF PAY VARIES THEN ASK FOR RATE OF PAY THIS WEEK. DO NOT INCLUDE OVERTIME RATE IF DIFFERENT TO NORMAL RATE.*

WRITE IN FIGURE E.G. 200

CATI CHECK – IF LESS THAN £100 OR MORE THAN £1,000

Can I just confirm that you are paid £ [TEXT SUB: AMOUNT AT B14] PER WEEK before tax and any other deductions?

Yes	1	GO TO ROUTING ABOVE B18
No	2	GO BACK AND AMEND £

## 108 Appendices – Survey questionnaire

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ASK IF WANT TO ANSWER PER HOUR (B11/4)

B15 What are you paid per hour before tax and any other deductions?

*DO NOT INCLUDE ANY BONUSES, TAX CREDITS OR BENEFITS*

*INTERVIEWER INSTRUCTION: IF RATE OF PAY VARIES THEN ASK FOR RATE OF PAY TODAY. DO NOT INCLUDE OVERTIME RATE IF DIFFERENT TO NORMAL RATE.*

WRITE IN FIGURE E.G. 7.50

CATI CHECK – IF LESS THAN £5 OR MORE THAN £25

Can I just confirm that you are paid £ [TEXT SUB: AMOUNT AT B15] PER HOUR before tax and any other deductions?

Yes	1	GO TO ROUTING ABOVE B18
No	2	GO BACK AND AMEND £

ASK IF WANT TO ANSWER OTHER (B11/5)

B16 What are you paid per [TEXT SUB: ANSWER AT B11/5] before tax and any other deductions?

*DO NOT INCLUDE ANY BONUSES, TAX CREDITS OR BENEFITS*

*INTERVIEWER INSTRUCTION: IF RATE OF PAY VARIES THEN ASK FOR RATE OF PAY TODAY. DO NOT INCLUDE OVERTIME RATE IF DIFFERENT TO NORMAL RATE.*

WRITE IN FIGURE E.G. 7.50

ASK IF PAY INCREASED/DECREASED & ANSWERED PER HOUR (B11/4)

B17 How many hours on average, do you work per week?

WRITE IN NUMBER OF HOURS

ALLOW DK/REF

CATI CHECK – IF OVER 50 HOURS PER WEEK

Can I just check that you work [TEXT SUB: INSERT NUMBER OF HOURS FROM B16] hours per week?

Yes	1	CONTINUE
No	2	GO BACK AND AMEND HOURS

ASK IF DK/REF NUMBER OF HOURS (B17/DK OR REF) OR IF NUMBER OF HOURS WORKED INCREASED/DECREASED (B7/3-4)

B18 **Would you say that you typically work...?**

READ OUT, CODE ONE ONLY

Less than 16 hours per week	1	
At least 16 hours but fewer than 30 hours per week	2	
30 hours or more per week	3	
Don't know (DO NOT READ OUT)	4	
Refused (DO NOT READ OUT)	5	

ASK IF B6DUM/4 OR 11 OR 14 (STILL WORKING SAME EMPLOYER FROM 6MO STAGE 1 IN PAID OR VOLUNTARY CAPACITY)

B18A Since you started work with [TEXT SUB: INSERT NAME OF CURRENT EMPLOYER/CURRENT EMPLOYER IN VOLUNTARY ROLE FROM 6MO STAGE 1] [TEXT SUB: IF EMPLOYER NAME DK/BLANK: your employer], have you .....

READ OUT

	Yes	No
Received any job-related training or education arranged by your employer	1	2
Undertaken any education or training <u>in your own time</u> related to your current job or a job you might like to do in the future	1	2

ASK IF B18A\_1=1

B18B Whilst with [TEXT SUB: INSERT NAME OF CURRENT EMPLOYER/CURRENT EMPLOYER IN VOLUNTARY ROLE FROM 6MO STAGE 1] [TEXT SUB: IF EMPLOYER NAME DK/BLANK: your employer], have you done any of the following . . .?

READ OUT. CODE ALL THAT APPLY.

Attended a training course off-site	1	CONTINUE
Attended training courses at the place where you work	2	
Attended seminars or conferences aimed at developing knowledge and skills	3	
Undertaken any other learning or training funded or supported by your employer	4	
(DO NOT READ OUT) None of the above	5	CHECK SECTION C
Don't know	6	

## 110 Appendices – Survey questionnaire

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ASK IF TRAINED (B18B/1-4)

B18C And has any of this training been designed to lead to a formal, recognised qualification, or part or a unit of a recognised qualification...?

Yes – a formal, recognised qualification, e.g. a GNVQ	1	CONTINUE
Yes – part or a unit of a recognised qualification, e.g. a GNVQ	2	
DO NOT READ OUT: Other (specify)	3	
No – neither	4	CHECK SECTION C
DO NOT READ OUT: Don't know	5	

ASK IF CHANGED/STOPPED WORKING FOR EMPLOYER (B6DUM/5-6 OR 8 OR 12-13 OR 15)

B19 When we last spoke to you, you told us you were working for [TEXT SUB: NAME OF CURRENT EMPLOYER/CURRENT EMPLOYER IN VOLUNTARY ROLE FROM 6MO STAGE 1 SURVEY] [TEXT SUB: IF NO EMPLOYER NAME FROM 6MO STAGE 1: an employer] [TEXT SUB IF VOLUNTARY WORK AT 6MO STAGE 1 SURVEY (B6DUM=12-13 OR 15): in a voluntary, unpaid role or internship].

How many full months and weeks did you work for [TEXT SUB: NAME OF CURRENT EMPLOYER/CURRENT EMPLOYER IN VOLUNTARY ROLE FROM 6MO STAGE 1 SURVEY] [TEXT SUB: IF NO EMPLOYER NAME FROM 6MO STAGE 1: that employer?]

ASK IF STOPPED WORKING AS SELF-EMPLOYED (B6DUM/3 OR 7)

B19 When we last spoke to you, you told us you were self-employed.  
How many full months and weeks were you self-employed?

*INTERVIEWER NOTE: E.G. IF WORKED THERE FOR SIX WEEKS SHOULD BE CODED AS ONE MONTH IN FIRST BOX AND TWO WEEKS IN SECOND BOX.*

ENTER FULL MONTHS, ALLOW NUMBER 0-15 ALLOW DK AND REF AND SKIP WEEKS IF DK OR REF
--

ENTER FULL WEEKS, ALLOW NUMBER 0-4 ALLOW DK AND REF
--

ASK IF CHANGED/STOPPED WORKING FOR EMPLOYER, EITHER PAID OR IN VOLUNTARY CAPACITY (B6DUM/5-6 OR 8 OR 12-13 OR 15-16)

B20 Why did you leave this job?

ASK IF STOPPED WORKING AS SELF-EMPLOYED (B6DUM/3 OR 7)

Why did you end this period of self-employment?

READ OUT CODE ALL THAT APPLY

Contract ended/temporary work	1	
Sacked/dismissed	2	
Made redundant	3	
Went into training/education	4	
Wasn't earning enough	5	
No promotion prospects	6	
Child care commitments	7	
Health reasons	8	
The company closed	9	
Job was not suitable in some other way (PLEASE SPECIFY)	10	
Transport issues/difficulty getting to work	11	
Other (PLEASE SPECIFY)	12	
Refused (DO NOT READ OUT)	13	

ASK IF MOVED INTO WORK/CHANGED EMPLOYER (B6DUM/3, 5, 9, 10, 12, 15, 19, 20 OR 21)

I'd now like to ask some questions about your current work

ASK IF STARTED TO WORK FOR AN/CHANGED EMPLOYER (B6DUM/3 OR 5 OR 10 OR 12 OR 15 OR 20 OR 21)

B21 What is the name of your current employer?

INTERVIEWER NOTE: IF GIVE NAME OF EMPLOYMENT AGENCY ASK FOR PLACE OF WORK INSTEAD. IF WORKING FOR A COMPANY TAKE THAT NAME, NOT OF INDIVIDUAL MANAGER ETC

WRITE IN ALLOW DK/REF

## 112 Appendices – Survey questionnaire

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ASK IF STARTED TO WORK FOR AN/CHANGED EMPLOYER (B6DUM/3 OR 5 OR 10 OR 12 OR 15 OR 20 OR 21)

B22 And is this job...?

*READ OUT, SINGLE CODE*

On a permanent or open-ended contract	1	
On a fixed-term contract lasting 12 months or longer	2	
On a fixed-term contract lasting less than 12 months	3	
On a temporary or casual basis	4	
On some other basis (PLEASE SPECIFY)	5	
DO NOT READ OUT Don't know	6	
(DO NOT READ OUT) Refused	7	

B23 Is [TEXT SUB: EMPLOYER NAME FROM B21] [TEXT SUB IF B21=DK/REF: your employer] a...?

*CODE ONE ONLY*

*IF INTERVIEWER NOTE: IF PAID VIA AGENCY ASK ABOUT THE ORGANISATION PLACED WITH, NOT THE AGENCY*

Charity/voluntary organisation	1	
Government funded organisation (including schools, hospitals, armed forces, local authorities or councils etc.)	2	
Neither (i.e. private sector)	3	
(DO NOT READ OUT) Don't know	4	

ASK IF STARTED TO WORK FOR AN/CHANGED EMPLOYER (B6DUM/3 OR 5 OR 6 OR 9 OR 10 OR 12 OR 15 OR 19 OR 20 OR 21)

B24 [TEXT SUB: ASK IF B24=3, 5, 10, 12, 15, 20, 21: What does [TEXT SUB: EMPLOYER NAME FROM B21] [TEXT SUB IF B21=DK/REF: your employer] mainly do?

*PROBE AS NECESSARY*

What is the main product or service of your current employer?

What exactly does your current employer make or do at this establishment?

What material or machinery does that involve using?

[TEXT SUB: ASK IF MOVED INTO SELF-EMPLOYMENT (B6DUM/6 OR 9 OR 19): What is the main product or service of the work you do now?

What exactly do you make or do?

What material or machinery does that involve using?]

WRITE IN TO BE CODED TO 4 DIGIT SIC 2007. ALLOW REF

ASK IF MOVED INTO PAID WORK WITH EMPLOYER OR CHANGED EMPLOYER (B6DUM/3 OR 5 OR 10 OR 12 OR 15 OR 20 OR 21)

B25 And what is your job title and your main duties or responsibilities?

*PROBE FOR FULL DETAILS*

*E.G. IF RESPONDENT IS 'SUPERVISOR' ASK WHAT KIND OF SUPERVISOR, WHERE? IF 'ASSISTANT' WHAT SORT OF ASSISTANT?*

WRITE IN TO BE CODED TO 4 DIGIT SOC ALLOW REF

## 114 Appendices – Survey questionnaire

ASK IF CHANGED TYPE OF WORK/MOVED INTO PAID WORK (B6DUM/3 OR 5-6 OR 9-10 OR 15 OR 19 OR 20 OR 21)

B26 We would like to ask you how much you are now paid. Would it be easiest to tell us how much you were paid before tax...?

*ADD IF NECESSARY:* All your answers will be held in the strictest confidence, and will be used for statistical purposes only

Per year (annual salary)	1	GO TO B27
Per month	2	GO TO B28
Per week	3	GO TO B29
Per hour	4	GO TO B30
Other (write in) (DO NOT READ OUT)	5	GO TO B31
Unwilling to answer (DO NOT READ OUT)	6	GO TO ROUTING ABOVE B33

ASK IF WANT TO ANSWER PER YEAR (B26/1)

B27 What is your salary per year before tax ?

*DO NOT INCLUDE ANY BONUSES, TAX CREDITS OR BENEFITS*

WRITE IN FIGURE E.G. 15000

CATI CHECK – IF LESS THAN £5,000 OR MORE THAN £50,000

Can I just confirm that your salary per YEAR, before tax is £[TEXT SUB: AMOUNT AT B27]?

Yes	1	GO TO ROUTING ABOVE B33
No	2	GO BACK AND AMEND £

ASK IF WANT TO ANSWER PER MONTH (B26/2)

B28 What are you paid per month before tax and any other deductions ?

*DO NOT INCLUDE ANY BONUSES, TAX CREDITS OR BENEFITS*

WRITE IN FIGURE E.G. 800

CATI CHECK – IF LESS THAN £400 OR MORE THAN £4,000

Can I just confirm that you are paid £[TEXT SUB: AMOUNT AT B28] PER MONTH before tax and any other deductions?

Yes	1	GO TO ROUTING ABOVE B33
No	2	GO BACK AND AMEND £

ASK IF WANT TO ANSWER PER WEEK (B26/3)

B29 **What are you paid per week, before tax and any other deductions ?**

*DO NOT INCLUDE ANY BONUSES, TAX CREDITS OR BENEFITS*

*INTERVIEWER INSTRUCTION: IF RATE OF PAY VARIES THEN ASK FOR RATE OF PAY THIS WEEK. DO NOT INCLUDE OVERTIME RATE IF DIFFERENT TO NORMAL RATE.*

WRITE IN FIGURE E.G. 200

CATI CHECK – IF LESS THAN £100 OR MORE THAN £1,000

**Can I just confirm that you are paid £ [TEXT SUB: AMOUNT AT B29] PER WEEK before tax and any other deductions?**

Yes	1	GO TO ROUTING ABOVE B33
No	2	GO BACK AND AMEND £

ASK IF WANT TO ANSWER PER HOUR (B26/4)

B30 **What are you paid per hour before tax and any other deductions?**

*DO NOT INCLUDE ANY BONUSES, TAX CREDITS OR BENEFITS*

*INTERVIEWER INSTRUCTION: IF RATE OF PAY VARIES THEN ASK FOR RATE OF PAY TODAY. DO NOT INCLUDE OVERTIME RATE IF DIFFERENT TO NORMAL RATE.*

WRITE IN FIGURE E.G. 7.50

CATI CHECK – IF LESS THAN £5 OR MORE THAN £25

**Can I just confirm that you are paid £ [TEXT SUB: AMOUNT AT B30] PER HOUR before tax and any other deductions?**

Yes	1	GO TO ROUTING ABOVE B33
No	2	GO BACK AND AMEND £

ASK IF WANT TO ANSWER IN OTHER WAY (B26/5)

B31 **What are you paid per [TEXT SUB: ANSWER AT B31/5] before tax and any other deductions?**

*DO NOT INCLUDE ANY BONUSES, TAX CREDITS OR BENEFITS*

*INTERVIEWER INSTRUCTION: IF RATE OF PAY VARIES THEN ASK FOR RATE OF PAY TODAY. DO NOT INCLUDE OVERTIME RATE IF DIFFERENT TO NORMAL RATE.*

WRITE IN FIGURE E.G. 7.50

## 116 Appendices – Survey questionnaire

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ASK IF HOURLY SALARY GIVEN (B26/4)

B32 How many hours on average, do you work per week?

WRITE IN NUMBER OF HOURS

ALLOW DK/REF

CATI CHECK – IF OVER 50 HOURS PER WEEK

Can I just check that you work [TEXT SUB: INSERT NUMBER OF HOURS FROM B27] hours per week?

Yes	1	CONTINUE
No	2	GO BACK AND AMEND HOURS

ASK IF (B32/DK OR REF) OR IF CHANGED TYPE OF WORK/MOVED INTO WORK ((B6DUM/3 OR 5-6 OR 9-10 OR 12, 15, OR 19-21) AND B26/NOT4))

B33 Would you say that you typically work...?

READ OUT, CODE ONE ONLY

Less than 16 hours per week	1	
At least 16 hours but fewer than 30 hours per week	2	
30 hours or more per week	3	
Don't know (DO NOT READ OUT)	4	
Refused (DO NOT READ OUT)	5	

C Detailed work and claim history since last interview

ASK ALL EXCEPT THOSE WHO HAVE CLAIMED CONTINUOUSLY SINCE FEB 2010 OR WHO HAVE BEEN SAME (SELF) EMPLOYED WORK (A2/2 OR B6DUM/1 OR 4 OR 11 OR 14 OR 20)

I'd now like to ask a few questions to find out a bit more about what [TEXT SUB: IF CURRENTLY IN PAID WORK: B2DUM/1-2: else] you have been doing since we last spoke to you.

ASK IF NEITHER CLAIMING NOR IN PAID WORK AT 6MO STAGE 1 AND NEITHER CLAIMING NOR IN PAID WORK NOW (6MO ST1 STATUS/4) & (B2DUM/3)

- C1 Firstly I'd just like to confirm, have you had any periods of employment, claiming JSA or other out of work benefits, undertaken any training or voluntary/unpaid work or retired between now and when we spoke to you last March?

Yes	1	CONTINUE TO ROUTING ABOVE C2
No	2	GO TO ROUTING ABOVE D1

C1DUM STATUS CHANGE DUMMY VARIABLE, DO NOT ASK

CLAIM STATUS CHANGED SINCE 6MO STAGE 1 INTERVIEW (6MO ST1 STATUS/1 & A1/3 OR A2/1)	1	GO TO C2
SELF-EMPLOYED STATUS CHANGED SINCE 6MO STAGE 1 INTERVIEW (6MO ST1 STATUS/2 & ((A1/1 OR 2) OR (B2DUM/2) OR (A1=3 & B2DUM/3) OR (B6DUM/2 OR 3 OR 7))	2	GO TO C2
PAID WORK FOR EMPLOYER STATUS CHANGED SINCE 6MO STAGE 1 INTERVIEW (6MO ST1 STATUS/3 & ((A1/1 OR 2) OR (B2DUM/1) OR (A1=3 & B2DUM/3) OR (B6DUM/5 OR 6 OR 8))	3	GO TO C2
NEITHER CLAIMING/WORKING STATUS CHANGED SINCE 6MO STAGE 1 INTERVIEW (6MO ST1 STATUS/4 & ((A1/1 OR 2) OR (B2DUM/1-2) OR (C1/1))	4	GO TO C2
CLAIM STATUS THE SAME (CLAIMED CONTINUOUSLY (A2/2)	5	GO TO ROUTING ABOVE SECTION D
WORK STATUS STAYED THE SAME SINCE 6MO STAGE 1 INTERVIEW (B6DUM/1 OR 4)	6	GO TO ROUTING ABOVE SECTION D
NEITHER CLAIMING/WORKING STATUS THE SAME SINCE 6MO STAGE 1 INTERVIEW (6MO ST1 STATUS/4 & C1/2)	7	GO TO ROUTING ABOVE SECTION D
VOLUNTEERING STATUS CHANGED SINCE 6MO STAGE 1 INTERVIEW (6MO ST1 STATUS/5 & ((B2DUM/1-2) OR (B6DUM/12 OR 13 OR 15 OR 16)) AND NOT (B6DUM/11 or 14)	8	GO TO C2
VOLUNTEERING STATUS THE SAME SINCE 6MO STAGE 1 INTERVIEW (B6DUM/11 OR 14)	9	GO TO ROUTING ABOVE SECTION D
TRAINING STATUS CHANGED SINCE 6MO STAGE 1 INTERVIEW (6MO ST1 STATUS/7 & ((B2DUM/1-2) OR (B6DUM/18 OR 19 OR 20 OR 21 OR 22)) AND NOT (B6DUM/17)	10	GO TO C2
TRAINING STATUS THE SAME SINCE 6MO STAGE 1 INTERVIEW (B6DUM/17)	11	GO TO ROUTING ABOVE SECTION D

ASK IF 1ST ITERATION AND C1DUM/1-4 OR 8 OR 10

ASK IF C1DUM/1

C2 When we spoke to you in March last year, you told us you were claiming JSA? Roughly when did you end this claim [TEXT SUB IF ST 2 CLAIM STATUS/1: that you started in 6MO STAGE 1 CLAIM START DATE]?

ASK IF C1DUM/2-3

When we spoke to you in March last year, you told us you were [TEXT SUB IF WORKING FOR AN EMPLOYER AND EMPLOYER NAME FROM 6MO STAGE 1: working for INSERT EMPLOYER NAME FROM 6MO STAGE 1] [IF WORKING FOR AN EMPLOYER AND NO EMPLOYER NAME USE working for an employer] [TEXT SUB IF SELF-EMPLOYED AT 6MO STAGE 1: self-employed]. Roughly when did this period of [TEXT SUB IF 6MO ST1 STATUS/2: self-] employment end?

ASK IF C1DUM/4

When we spoke to you in March last year, you told us you were neither claiming Jobseeker's Allowance nor in paid work. Around when did you move onto doing something else?

ASK IF C1DUM/8

When we spoke to you in March last year, you told us you were working for [TEXT SUB IF IN VOLUNTARY WORK FOR EMPLOYER AT 6MO STAGE 1 AND EMPLOYER NAME GIVEN AT 6MO STAGE 1: INSERT NAME OF CURRENT EMPLOYER IN VOLUNTARY ROLE FROM 6MO STAGE 1] [TEXT SUB IF IN VOLUNTARY WORK FOR EMPLOYER AT 6MO STAGE 1 AND EMPLOYER NAME GIVEN AT 6MO STAGE 1 = DK/REF: an employer] in a voluntary, unpaid role or internship. Roughly when did this period of voluntary or unpaid work, or internship end?

ASK IF C1DUM/10

When we spoke to you last March, you told us you were in training or education [TEXT SUB IF IN ORIGINAL 6MO TRAINING AS AT MARCH 2010 (6MO ST1 STATUS/8): as part of the 'Six Month Offer, which started in around [SCOTLAND: MONTH ENTERED STAGE 3/ENGLAND: COURSE START DATE FROM ILR] and which would have been arranged or taught by [SCOTLAND: an FE college] [ENGLAND: PROVIDER NAME FROM ILR]]. Roughly when did this training end?

PROMPT IF NECESSARY CODE ONE ONLY

March 2010	1	
April 2010	2	
May 2010	3	
June 2010	4	
July 2010	5	
August 2010	6	
September 2010	7	
October 2010	8	
November 2010	9	
December 2010	10	
January 2011	11	
February 2011	12	
March 2011	13	
DO NOT READ OUT: Can't remember	14	

## 120 Appendices – Survey questionnaire

ASK IF 1ST ITERATION AND C1DUM/1 AND (6MO ST1 CLAIM STATUS/1) & ABLE TO GIVE A MONTH (C2=1-13)

C3 And what date was this in [TEXT SUB: MONTH AND YEAR FROM C2]]?

RECORD NUMBER (ALLOW 1-31)

ALLOW DK AND REFUSED

ASK IF C3=DK OR REF

C4 Could you tell me which week in [TEXT SUB: MONTH AND YEAR FROM C2] you ended the claim for Jobseeker's Allowance you started on [TEXT SUB: MONTH AND YEAR OF CLAIM START DATE]?

PROMPT IF NECESSARY, CODE ONE ONLY

First week	1	CONTINUE
Second week	2	CONTINUE
Third week	3	CONTINUE
Fourth week	4	CONTINUE
Fifth week	5	CONTINUE
Don't know/Can't remember (DO NOT READ OUT)	6	CONTINUE
Refused (DO NOT READ OUT)	7	CONTINUE

C4DUM DUMMY VARIABLE, DO NOT ASK

DP: Please apply a date difference logic subtracting claim start date from dd/mm/yyyy provided at C2-C4

IF ENDED ORIGINAL CLAIM AFTER 6MO STAGE 1 INTERVIEW (ST 2 CLAIM STATUS/1 & C1DUM/1)

Approximate claim length <26 weeks	1	
Approximate claim length 26 – 51 weeks	2	
Approximate claim length 52 weeks or more	3	
Unable to calculate approximate claim length	4	

IF FIRST ITERATION: ASK IF C1DUM/1-4 OR 8

IF SECOND/SUBSEQUENT ITERATION: ASK ALL WHEN PREVIOUS ITERATION OF C19/2

C5 What did you do then, did you...?

READ OUT SINGLE CODE

*INTERVIEW NOTE: Please code MAIN activity if doing multiple activities. If respondent was working or training AS WELL AS claiming JSA, please select 'claim JSA again' code 2*

Become self-employed whilst receiving Self-Employment Credit (payments of £50 a week)	1	
Become self-employed WITHOUT receiving Self-Employment Credit	2	
Do PAID work for an employer (in a full time or part time role)	3	
Claim JSA again [TEXT SUB IF AGED 60+: or Pension Credit]	4	
Do some training whilst receiving Training Allowance	5	
Do some training WITHOUT receiving Training Allowance	6	
Claim another benefit for people who are not working	7	
Do UNPAID/VOLUNTARY work	8	
Doing something else	9	

ASK IF (C5/1 AND B2DUM/1-2) OR ASK IF (C5/2 AND A1/1 OR 2) OR ASK IF (C5/3-6 AND A1/3 AND B2DUM/3)

ASK IF (C5/3 AND B2DUM/2)

C5A And is this the job you are currently doing now?

ASK IF (C5/1-2 AND B2DUM/1)

And is this the self-employment you are currently doing now?

ASK IF (C5/4 AND A1/1 OR 2)

A2 And is this the same claim for JSA [TEXT SUB IF AGED 60+: or Pension Credit] you are currently claiming now?

ASK IF (C5/5-6 AND (B2DUM/5)

And is this the training you are currently doing now?

ASK IF (C5/7 OR 9 AND (B2DUM/NOT1 AND NOT 2 AND NOT 4 AND NOT 5))

And is this what you are currently doing now?

## 122 Appendices – Survey questionnaire

ASK IF (C5/8 AND (B2DUM/4))

**And is this the same voluntary work that you are doing now?**

Yes	1	GO TO ROUTING ABOVE SECTION D
No	2	CONTINUE

ASK IF ENTERED PAID WORK FOR AN EMPLOYER (C5/3)

C5B And were you...?

*READ OUT, SINGLE CODE*

Working full time for an employer in a paid role 30 hours or more per week	1	
Working part time for an employer in a paid role less than 30 hours per week	2	

IF WORKED FOR AN EMPLOYER (C5/3)

C6 And was this job...?

*READ OUT, SINGLE CODE*

On a permanent or open-ended contract	1	
On a fixed-term contract lasting 12 months or longer	2	
On a fixed-term contract lasting less than 12 months	3	
On a temporary or casual basis	4	
On some other basis (PLEASE SPECIFY)	5	
DO NOT READ OUT Don't know	6	
(DO NOT READ OUT) Refused	7	

C7 What was the name of your employer?

*INTERVIEWER NOTE: IF GIVE NAME OF EMPLOYMENT AGENCY ASK FOR PLACE OF WORK INSTEAD. IF WORKING FOR A COMPANY TAKE THAT NAME, NOT OF INDIVIDUAL MANAGER ETC*

*IF SELF-EMPLOYED – SELECT SELF-EMPLOYED OPTION*

WRITE IN ALLOW DK/REF

ASK IF ENTERED PAID WORK (C5/1-3)  
 C8 [TEXT SUB IF EMPLOYER NAME GIVEN OR DK/REF: What did this employer mainly do?]

PROBE AS NECESSARY

[TEXT SUB: ASK IF C5/3: What was the main product or service of your employer?

What exactly does your employer make or do at this establishment?

What material or machinery does that involve using?

WRITE IN TO BE CODED TO 4 DIGIT SIC 2007. ALLOW REF

[TEXT SUB: ASK IF C5/1-2: What was the main product or service?]

What exactly did you make or do?

What material or machinery did that involve using?]

WRITE IN TO BE CODED TO 4 DIGIT SIC 2007. ALLOW REF

ASK IF C5/3  
 C9 And what was your job title and your main duties or responsibilities?

PROBE FOR FULL DETAILS

E.G. IF RESPONDENT IS 'SUPERVISOR' ASK WHAT KIND OF SUPERVISOR, WHERE? IF 'ASSISTANT' WHAT SORT OF ASSISTANT?

WRITE IN TO BE CODED TO 4 DIGIT SOC ALLOW REF

ASK IF ENTERED PAID WORK C5/1-3  
 C10 We would like to ask you how much you were paid. Would it be easiest to tell us how much you were paid before tax...?

ADD IF NECESSARY: All your answers will be held in the strictest confidence, and will be used for statistical purposes only

Per year (annual salary)	1	GO TO C11
Per month	2	GO TO C12
Per week	3	GO TO C13
Per hour	4	GO TO C14
Other (write in) (DO NOT READ OUT)	5	GO TO C15
Unwilling to answer (DO NOT READ OUT)	6	GO TO ROUTING ABOVE C16

## 124 Appendices – Survey questionnaire

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ASK IF WANT TO ANSWER PER YEAR (C10/1)

C11 What was your salary per year before tax ?

*DO NOT INCLUDE ANY BONUSES, TAX CREDITS OR BENEFITS*

WRITE IN FIGURE E.G. 15000

CATI CHECK – IF LESS THAN £5,000 OR MORE THAN £50,000

Can I just confirm that your salary per YEAR, before tax was £ [TEXT SUB: AMOUNT AT C11]?

Yes	1	
No	2	

ASK IF WANT TO ANSWER PER MONTH (C10/2)

C12 What were you paid per month before tax and any other deductions ?

*DO NOT INCLUDE ANY BONUSES, TAX CREDITS OR BENEFITS*

WRITE IN FIGURE E.G. 800

CATI CHECK – IF LESS THAN £400 OR MORE THAN £4,000

Can I just confirm that you were paid £ [TEXT SUB: AMOUNT AT C12] PER MONTH before tax and any other deductions?

Yes	1	
No	2	

ASK IF WANT TO ANSWER PER WEEK (C10/3)

C13 What were you paid per week, before tax and any other deductions ?

*DO NOT INCLUDE ANY BONUSES, TAX CREDITS OR BENEFITS*

*INTERVIEWER INSTRUCTION: IF RATE OF PAY VARIES THEN ASK FOR RATE OF PAY THIS WEEK. DO NOT INCLUDE OVERTIME RATE IF DIFFERENT TO NORMAL RATE.*

WRITE IN FIGURE E.G. 200

CATI CHECK – IF LESS THAN £100 OR MORE THAN £1,000

Can I just confirm that you were paid £ [TEXT SUB: AMOUNT AT C13] PER WEEK before tax and any other deductions?

Yes	1	
No	2	

ASK IF WANT TO ANSWER PER HOUR (C10/4)

C14 What were you paid per hour before tax and any other deductions ?

DO NOT INCLUDE ANY BONUSES, TAX CREDITS OR BENEFITS

INTERVIEWER INSTRUCTION: IF RATE OF PAY VARIES THEN ASK FOR AVERAGE RATE OF PAY. DO NOT INCLUDE OVERTIME RATE IF DIFFERENT TO NORMAL RATE.

WRITE IN FIGURE E.G. 7.50
---------------------------

CATI CHECK – IF LESS THAN £5 OR MORE THAN £25

Can I just confirm that you were paid £ [TEXT SUB: AMOUNT AT C15] PER HOUR before tax and any other deductions?

Yes	1	
No	2	

ASK IF WANT TO ANSWER PER MONTH (C10/5)

C15 What were you paid per [TEXT SUB: ANSWER AT C10/5] before tax and any other deductions ?

DO NOT INCLUDE ANY BONUSES, TAX CREDITS OR BENEFITS

INTERVIEWER INSTRUCTION: IF RATE OF PAY VARIES THEN ASK FOR RATE OF PAY TODAY. DO NOT INCLUDE OVERTIME RATE IF DIFFERENT TO NORMAL RATE.

WRITE IN FIGURE E.G. 7.50
---------------------------

ASK IF C10/4

C16 How many hours on average, did you work per week in this job?

WRITE IN NUMBER OF HOURS ALLOW DK/REF
--

CATI CHECK – IF OVER 50 HOURS PER WEEK

Can I just check that you worked [TEXT SUB: INSERT NUMBER OF HOURS FROM C16] hours per week?

Yes	1	CONTINUE TO ROUTING ABOVE C18
No	2	GO BACK AND AMEND HOURS

## 126 Appendices – Survey questionnaire

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ASK IF C10/NOT4 OR (C16/DK OR REF)

C17 Would you say that you typically worked...?

READ OUT, CODE ONE ONLY

Less than 16 hours per week	1	
At least 16 hours but fewer than 30 hours per week	2	
30 hours or more per week	3	
Don't know (DO NOT READ OUT)	4	
Refused (DO NOT READ OUT)	5	

ASK IF ENTERED PAID WORK (C5/1-3)

C18 Why did you leave this job?

READ OUT CODE ALL THAT APPLY

Contract ended/temporary work	1	
Sacked/dismissed	2	
Made redundant	3	
Went into training/education	4	
Wasn't earning enough	5	
No promotion prospects	6	
Child care commitments	7	
Health reasons	8	
The company closed	9	
Job was not suitable in some other way (PLEASE SPECIFY)	10	
Transport issues/difficulty getting to work	11	
Other (PLEASE SPECIFY)	12	
Refused (DO NOT READ OUT)	13	

C19 There is no C19

DP: ALLOW A MAXIMUM OF 12 ITERATIONS

ASK IF DONE SOMETHING ELSE IN BETWEEN (C5A/2)

C20 When did you [TEXT SUB IF C5/1-3: end this period of employment] [TEXT SUB IF C5/4: stop claiming JSA [TEXT SUB IF AGED 60+: or Pension Credit]] [TEXT SUB IF C5/5-6: finish this training/education course] [TEXT SUB IF C5/7: end this claim] [TEXT SUB IF C5/8: end this period of unpaid/voluntary work] [TEXT SUB IF C5/9: stop doing this] ?

PROMPT IF NECESSARY CODE ONE ONLY

March 2010	1	
April 2010	2	
May 2010	3	
June 2010	4	
July 2010	5	
August 2010	6	
September 2010	7	
October 2010	8	
November 2010	9	
December 2010	10	
January 2011	11	
February 2011	12	
March 2011	13	

DP: REPEAT QUESTIONS C5-C20 UNTIL C5A/1.

DP: PLEASE BUILD IN LOGIC CHECK SO THAT ANSWER TO 1ST ITERATION OF C20 CANNOT BE BEFORE MONTH SELECTED AT C2.

DP: ON SUBSEQUENT ITERATIONS ON C20 PLEASE JUST SHOW THE MONTH CODED AT PREVIOUS ITERATION OF C20 ONWARDS SO EVENTS ARE RECORDED SEQUENTIALLY

D Job suitability and sustainability

ASK IF CURRENTLY IN PAID WORK OR VOLUNTARY WORK (B2DUM/1-2 OR B6DUM=11-12)

D1 Thinking about the job you are currently doing, to what extent do you agree that this work is a good match for your experience, skills and interests?

READ OUT, CODE ONE ONLY

Agree strongly	1	
Agree slightly	2	
Neither agree nor disagree	3	
Disagree slightly	4	
Disagree strongly	5	
Don't know (DO NOT READ OUT)	6	

ASK IF DISAGREE WORK IS A GOOD MATCH (D1/4-5)

D2 Are any of the following reasons why you decided to take this work?

READ OUT AND CODE ALL THAT APPLY

There were few jobs available that matched your experience, skills or interest	1	
You wanted to move into work as soon as possible	2	
You felt under strong pressure from Jobcentre Plus to take THIS job	3	
You hope it will lead to a job that better matches your experience, skills and interest	4	
DO NOT SHOW IF IN VOLUNTARY WORK (B6DUM=11-12): You needed the money	5	
It suited your childcare responsibilities	6	
DO NOT READ OUT: None of the above (please specify)	7	
DO NOT READ OUT: Don't know	8	

IF CURRENTLY WORKING FOR AN EMPLOYER IN PAID WORK OR VOLUNTARY WORK (B2DUM/2 OR B6DUM=11-12)

D3 Do you think that...?

*READ OUT IN FULL*

	YES	NO	DK
the role that you are currently doing offers opportunities for promotion or for substantially increasing your responsibilities	1	2	3
your employer will offer you training that would help you get a promotion or more responsibilities	1	2	3

ASK IF CURRENTLY IN PAID WORK OR VOLUNTARY WORK (B2DUM/1-2 OR B6DUM=11-12)

D4 Thinking about the number of hours a week you typically work, would you say the hours you do are...

*READ OUT, CODE ONE ONLY*

Too many – you’d prefer to work fewer hours	1
About right for you	2
Not enough – you’d prefer to do more hours	3
DO NOT READ OUT: Don’t know	4

E Overall view on all support received

ASK ALL

E1 Thinking about the support you received from Jobcentre Plus, specifically... [TEXT SUB:

- RECRUITMENT SUBSIDY STRAND FROM SAMPLE (STRAND=1): **getting a self-marketing voucher or leaflet to give to** [IF NAME OF ORIGINAL EMPLOYER FOR VOUCHER PAID ROLE GIVEN AT 6MO STAGE 1: **INSERT NAME OF ORIGINAL EMPLOYER FOR VOUCHER PAID ROLE FROM 6MO STAGE 1**] [IF EMPLOYER NAME=DK/ REF: your employer], or signing a form for them, that allowed them to claim a one-off £500 or £1,000 payment if they gave you a job.
- IF SELF-EMPLOYMENT STRAND FROM SAMPLE (STRAND=2): [TEXT SUB IF 6MO ST 1 SELF-EMPLOYMENT SUPPORT TYPE=1 OR 3: **receiving Self-Employment Credit, which was a payment of £50 a week for up to 16 weeks for people who have moved into self-employment;**] [TEXT SUB IF 6MO ST 1 SELF-EMPLOYMENT SUPPORT TYPE= 3: **and**] [TEXT SUB IF 6MO ST 1 SELF-EMPLOYMENT SUPPORT TYPE= 2 OR 3: **receiving self-employment or business ‘start up’ support or advice from Jobcentre Plus or** [ENGLAND: Business Link; WALES: Flexible Support for Business; SCOTLAND: Business Gateway, or participating in Training for Work which may have been delivered by a college or other training provider].
- IF TRAINING STRAND FROM SAMPLE (STRAND=3-4): **participating in a training course in around** [SCOTLAND: MONTH ENTERED STAGE 3/ENGLAND: COURSE START DATE FROM ILR] **and which would have been arranged or taught by** [SCOTLAND: **an FE college**] [ENGLAND: PROVIDER NAME FROM ILR].
- IF VOLUNTEERING STRAND FROM SAMPLE (STRAND=5): **doing a voluntary placement** [IF NAME OF ORIGINAL EMPLOYER FOR VOLUNTARY ROLE GIVEN AT 6MO STAGE 1: **with** [INSERT NAME OF ORIGINAL EMPLOYER FOR VOLUNTARY ROLE FROM 6MO STAGE 1].

It’s now 12 months since we last interviewed you. Compared with 12 months ago, is your opinion of this support you received as part of the ‘Six Month Offer’...

READ OUT, CODE ONE ONLY

Better than it was 12 months ago,	1
Worse than it was 12 months ago, or	2
No different to what it was 12 months ago?	3
DO NOT READ OUT: Don’t know	4

ASK IF OPINION IS NOW BETTER OR WORSE THAN 12 MONTHS AGO (E1=1-2). OTHERS GO TO FILTER BEFORE E3

E2 **Why do you say that?**

*PROBE FULLY. DO NOT READ OUT, CODE ALL THAT APPLY*

SHOW IF BETTER (E1=1):		
The support has helped me to get paid employment since then	1	
Have been able to put skills learnt into practice since then	2	
The support has helped me to get into further training since then	3	
SHOW IF WORSE (E1=2):		
Support has not helped me to get paid employment	4	
Skills learnt have not been useful/relevant	5	
Support has not helped me get into further training	6	
SHOW TO ALL ANSWERING E2:		
Have had more time to think about/reflect on the support received	7	
Other reason (PLEASE SPECIFY)	8	
Don't know (DO NOT READ OUT)	9	
Refused (DO NOT READ OUT)	10	

## 132 Appendices – Survey questionnaire

ASK IF 6MO ST 1 STRAND=1 (RECRUITMENT SUBSIDY) AND IN NEW/DIFFERENT PAID EMPLOYMENT CURRENTLY (B6DUM=2, 3, 5, 6, 9, 10, 13, 14, 15, 19, , 21):

E3

IF B6DUM=3, 5, 10, 14, 15, 21:

To what extent did your experience of working for [IF NAME OF ORIGINAL EMPLOYER FOR VOUCHER PAID ROLE GIVEN AT 6MO STAGE 1: INSERT NAME OF ORIGINAL EMPLOYER FOR VOUCHER PAID ROLE FROM 6MO STAGE 1] [IF EMPLOYER NAME=DK/REF: the employer you gave a voucher to, or signed a form for], help you to get your current job? Would you say that...?

IF B6DUM=2, 6, 9, 13, 19:

To what extent did your experience of working for [IF NAME OF ORIGINAL EMPLOYER FOR VOUCHER PAID ROLE GIVEN AT 6MO STAGE 1: INSERT NAME OF ORIGINAL EMPLOYER FOR VOUCHER PAID ROLE FROM 6MO STAGE 1] [IF EMPLOYER NAME=DK/REF: the employer you gave a voucher to, or signed a form for], help you to get into your CURRENT self-employment? Would you say that...?

READ OUT. SINGLE CODE

Working for them definitely helped	1	
Working for them probably helped	2	
Working for them probably didn't help	3	
Or working for them definitely didn't help at all	4	
DO NOT READ OUT: Don't know	5	

ASK IF 6MO ST 1 STRAND=1 (RECRUITMENT SUBSIDY) AND IN PAID EMPLOYMENT CURRENTLY (B6DUM=1, 2, 3, 4, 5, 6, 9, 10, 13, 14, 15, 19, 21):

E3A Compared with when you were claiming Jobseeker's Allowance, have your typical earnings in the most recent few months of this [IF SELF-EMPLOYED (B6DUM=1, 2, 6, 9, 13, 19): self-] employment made you...

READ OUT. SINGLE CODE

Better off, financially,	1	
Worse off, financially, or	2	
No different?	3	
DO NOT READ OUT: Don't know	x	

ASK IF 6MO ST 1 STRAND=2 (SELF-EMPLOYMENT) AND IN NEW/DIFFERENT PAID EMPLOYMENT CURRENTLY (B6DUM=2, 3, 5, 6, 9, 10, 13, 14, 15, 19, 20, 21):

E4 **You said that since receiving the [IF 6MO ST 1 SELF-EMPLOYMENT SUPPORT TYPE=1: payments/IF 6MO ST 1 SELF-EMPLOYMENT SUPPORT TYPE=2: support/IF 6MO ST 1 SELF-EMPLOYMENT SUPPORT TYPE=3: payments and support] to enter self-employment, you’ve [TEXT SUB: IF B6DUM=2, 6, 9, 13, 19: become self-employed/IF B6DUM=3, 5, 10, 14, 15, 20, 21: moved into paid work with an employer].**

IF B6DUM=3, 5, 10, 14, 15, 20, 21:

To what extent did the [IF 6MO ST 1 SELF-EMPLOYMENT SUPPORT TYPE=1: payments/IF 6MO ST 1 SELF-EMPLOYMENT SUPPORT TYPE=2: support IF 6MO ST 1 SELF-EMPLOYMENT SUPPORT TYPE=3: payments and support] to enter self-employment help you to get your current job? Would you say that...?

IF B6DUM=2, 6, 9, 13, 19:

To what extent did the [IF A3Dum=(1-2): payments/IF A3Dum=(3-4): support/IF A3Dum=5: payments and support] to enter self-employment help you to get into your CURRENT self-employment? Would you say that...?

*READ OUT. SINGLE CODE*

The support definitely helped	1	
The support probably helped	2	
The support probably didn't help	3	
The support definitely didn't help at all	4	
DO NOT READ OUT: Don't know	5	

## 134 Appendices – Survey questionnaire

IF RECEIVED PAYMENTS AS PART OF SELF-EMPLOYMENT SUPPORT (6MO ST 1 SELF-EMPLOYMENT SUPPORT TYPE=1 OR 3)

- E4A We understand that the support you received included Self-Employment Credit, that is payments of £50 a week for up to 16 weeks, for people who have moved into self-employment. For how long did you receive these Self-Employment Credit payments?

WRITE IN NUMBER OF WEEKS  
(DP – ALLOW RANGE 0-16)  
  
ALLOW DK/REF

IF DK OR REF AT E4A

- E4B Was it for...?

READ OUT, CODE ONE ONLY

1 to 4 weeks	1	
5 to 8 weeks	2	
9-12 weeks	3	
13-16 weeks	4	
Did not receive it at all (DO NOT READ OUT)	5	
Don't know/Can't remember (DO NOT READ OUT)	6	
Refused (DO NOT READ OUT)	7	

ASK IF 6MO ST 1 STRAND=2 (SELF-EMPLOYMENT) AND IN PAID EMPLOYMENT CURRENTLY (B6DUM=1, 2, 4, 3, 5, 6, 9, 10, 13, 14, 15, 19, 20, 21):

- E5 Compared with when you were claiming Jobseeker's Allowance, have your typical earnings in the most recent few months of this [IF SELF-EMPLOYED (B6DUM=1, 2, 6, 9, 13, 19): self-] employment made you...

READ OUT. SINGLE CODE

Better off, financially,	1	
Worse off, financially, or	2	
No different?	3	
DO NOT READ OUT: Don't know	x	

ASK IF 6MO ST 1 STRAND=2 (SELF-EMPLOYMENT) AND IN SELF-EMPLOYMENT CURRENTLY (B6DUM=1, 2, 6, 9, 13, 19):

E6 Do you currently employ any paid staff, on either a full or part-time basis?

READ OUT: This includes any temporary staff.

Yes	1	
No	2	
DO NOT READ OUT: Don't know	3	

IF CURRENTLY EMPLOY PAID STAFF (E6=1)

E7 How many people does your business currently employ in total, including yourself?

- INCLUDE FULL AND PART TIME
- INCLUDE TEMPORARIES/CASUALS, BUT NOT AGENCY STAFF
- EXCLUDE SELF-EMPLOYED
- EXCLUDE OWNERS/PARTNERS, BUT OTHER DIRECTORS COUNT AS EMPLOYEES

Enter Number (RANGE 1-999)

Don't know/Uncertain

X

Refused

Y

IF CURRENTLY EMPLOY PAID STAFF (E6=1)

E8 How many people do you expect to employ in total in twelve months time? Do you expect it to be...

READ OUT. SINGLE CODE

More than currently,	1	
The same, or	2	
Fewer?	3	
DO NOT READ OUT: Refused	4	
DO NOT READ OUT: Don't know	5	

ASK IF 6MO ST 1 STRAND=3-4 (TRAINING) AND IN NEW/DIFFERENT PAID EMPLOYMENT CURRENTLY (B6DUM=2, 3, 5, 6, 9, 10, 13, 14, 15, 19, 20, 21):

E9 You told us that you participated in a training course in around [SCOTLAND: MONTH ENTERED STAGE 3/ENGLAND: COURSE START DATE FROM ILR] and which would have been arranged or taught by [SCOTLAND: an FE college] [ENGLAND: PROVIDER NAME FROM ILR]. Since then, you've moved into [TEXT SUB: IF B6DUM=2, 6, 9, 13, 19: being self-employed/IF B6DUM=3, 5, 10, 14, 15, 20, 21: paid work with an employer].

SHOW TEXT IF TRAINING INVOLVED WORK PLACEMENT (6MO ST 1 TRAINING TYPE=1): Thinking ONLY about the actual training course, and ignoring any work experience or work placements that were part of it...

IF B6DUM=3, 5, 10, 14, 15, 20, 21:

To what extent did this training course help you to get your current job? Would you say that...?

IF B6DUM=2, 6, 9, 13, 19:

To what extent did this training course help you to get into your CURRENT self-employment? Would you say that...?

READ OUT. SINGLE CODE

The training course definitely helped	1	
The training course probably helped	2	
The training course probably didn't help	3	
Or the training course definitely didn't help	4	
DO NOT READ OUT: Don't know	5	

ASK IF 6MO ST 1 STRAND=3-4 (TRAINING) AND IN NEW/DIFFERENT PAID EMPLOYMENT CURRENTLY (B6DUM=2, 3, 5, 6, 9, 10, 13, 14, 15, 19, 20, 21) AND TRAINING INVOLVED WORK PLACEMENT (6MO ST 1 TRAINING TYPE=1):

E9A You told us that this training course involved work experience or work placements.

IF B6DUM=3, 5, 10, 14, 15, 20, 21:

To what extent did the WORK EXPERIENCE OR WORK PLACEMENTS help you to get your current job? Would you say that...?

IF B6DUM=2, 6, 9, 13, 19:

To what extent did the WORK EXPERIENCE OR WORK PLACEMENTS help you to get into your CURRENT self-employment? Would you say that...?

READ OUT. SINGLE CODE

The work experience or placements definitely helped	6	
The work experience or placements probably helped	7	
The work experience or placements probably didn't help	8	
The work experience or placements definitely didn't help	9	
DO NOT READ OUT: Don't know	10	

ASK IF 6MO ST 1 STRAND=3-4 (TRAINING) AND IN PAID EMPLOYMENT CURRENTLY (B6DUM=1, 2, 3, 4, 5, 6, 9, 10, 13, 14, 15, 19, 20, 21):

E9B Compared with when you were claiming Jobseeker's Allowance, have your typical earnings in the most recent few months of this [IF SELF-EMPLOYED (B6DUM=1, 2, 6, 9, 13, 19): self-] employment made you...

READ OUT. SINGLE CODE

Better off, financially,	1	
Worse off, financially, or	2	
No different?	3	
DO NOT READ OUT: Don't know	x	

## 138 Appendices – Survey questionnaire

ASK IF 6MO ST 1 STRAND=5 (VOLUNTEERING) AND IN NEW/DIFFERENT PAID EMPLOYMENT CURRENTLY (B6DUM=2, 3, 5, 6, 9, 10, 13, 14, 15, 19, 20, 21):

E10 You told us that you participated in a voluntary placement [IF NAME OF ORIGINAL EMPLOYER FOR VOLUNTARY ROLE GIVEN AT 6MO STAGE 1: with [INSERT NAME OF ORIGINAL EMPLOYER FOR VOLUNTARY ROLE FROM 6MO STAGE 1] as part of the 'Six Month Offer'. Since then, you've moved into [TEXT SUB: IF B6DUM=2, 6, 9, 13, 19: being self-employed/IF B6DUM=3, 5, 10, 14, 15, 20, 21: paid work with an employer].

IF B6DUM=3, 5, 10, 14, 15, 20, 21:

To what extent did this voluntary placement help you to get your current job? Would you say that...?

IF B6DUM=2, 6, 9, 13, 19:

To what extent did this voluntary placement help you to get into your CURRENT self-employment? Would you say that...?

READ OUT. SINGLE CODE

The voluntary placement definitely helped	11	
The voluntary placement probably helped	12	
The voluntary placement probably didn't help	13	
The voluntary placement definitely didn't help	14	
DO NOT READ OUT: Don't know	15	

ASK IF 6MO ST 1 STRAND=5 (VOLUNTEERING) AND IN NEW/DIFFERENT PAID EMPLOYMENT CURRENTLY (B6DUM=2, 3, 5, 6, 9, 10, 13, 14, 15, 19, 20, 21):

E10A Compared with when you were claiming Jobseeker's Allowance, have your typical earnings in the most recent few months of this [IF SELF-EMPLOYED (B6DUM=2, 6, 9, 13, 19): self-] employment made you...

READ OUT. SINGLE CODE

Better off, financially,	1	
Worse off, financially, or	2	
No different?	3	
DO NOT READ OUT: Don't know	x	

ASK ALL:

E11 What else (if anything) could Jobcentre Plus have offered you to help you find work [TEXT SUB IF CURENTLY IN PAID WORK (B2DUM/1-2): more quickly]?

PROBE FULLY

What additional information, advice or support would you have liked?  
WHAT COULD HAVE BEEN BETTER?

WRITE IN	1	
Nothing	2	
DO NOT READ OUT: Don't know	3	

E11A DELETED

## F Demographics

ASK ALL

- F1 That's all I need to know about your experiences of receiving support from Jobcentre Plus as part of the 'Six Month Offer'. The next few questions are about yourself and are for classification purposes only.

In terms of housing do you ....?

*READ OUT, SINGLE CODE*

Own your property, and are in the process of paying back a mortgage or loan	1	
Own your property outright, no mortgage owed	2	
Live rent free in a relative's/friend's property	3	
Rent	4	
Have your rent fully covered by Housing Benefit	5	
Pay part rent and part mortgage/shared ownership	6	
Squat	7	
Other (please specify)	8	
DO NOT READ OUT: Refused	9	

IF RENT (F1/4-5)

F2 **And who is your landlord?**

PROMPT AS NECESSARY

ADD AS NECESSARY: If property is let through an agent, please answer about the owner not the agent.

CODE ONE ONLY

INTERVIEWER NOTE: IF THE RESPONDENT DOES NOT KNOW WHO THE LANDLORD IS, USE CODE 6 (OTHER PRIVATE INDIVIDUAL), NOT DK.

The local authority/council	1	
A housing association, charitable trust or Local Housing Company	2	
The employer (organisation/company) of a household member	3	
The employer (individual person) of a household member	4	
Relative/friend of a household member	5	
Another individual/private landlord	6	
Another organisation	7	
Other (please specify)	8	
DO NOT READ OUT: Don't know	9	
DO NOT READ OUT: Refused	10	

ASK ALL

F3 **Are you currently suffering from any long term illness, health problem or disability which limits your daily activities or the work you can do?**

Yes	1	
No	2	
Refused (DO NOT READ OUT)	3	

## 142 Appendices – Survey questionnaire

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ASK IF HEALTH PROBLEM (F3/1)

F4 Could you tell me what your MAIN illness, health condition or disability is?

PROMPT AS NECESSARY CODE ONE ONLY

<b>MENTAL HEALTH</b>		
Depression	1	
Stress or anxiety	2	
Problems due to alcohol or drug addiction	3	
Fatigue or problems with concentration or memory	4	
Any other mental health condition (please specify)	5	
<b>LEARNING DIFFICULTIES</b>		
Learning difficulties including dyslexia	6	
<b>MUSCULO-SKELETAL/PHYSICAL INJURY</b>		
Problems with your arms or hands	7	
Problems with your legs or feet	8	
Problems with your neck or back	9	
Pain or discomfort	10	
Any other musculo-skeletal problem or physical injuries (please specify)	11	
<b>SENSORY IMPAIRMENT</b>		
Difficulty with seeing	12	
Difficulty with hearing	13	
Dizziness or balance problems	14	
Any other sensory impairment problem (please specify)	15	
<b>CHRONIC/SYSTEMIC/PROGRESSIVE</b>		
Problems with your bowels, stomach, liver, kidneys or digestion including Crohn's disease	16	
Chest or breathing problems including asthma	17	
Heart or blood pressure problems including angina	18	
Skin conditions or allergies	19	

Cancer or other progressive illness not covered above	20	
Any other chronic/systemic illness (please specify)	21	
<b>OTHER CONDITION OR DISABILITY</b>		
Speech problems	22	
Obesity	23	
Aspergers syndrome	24	
Any other health condition or disability issue (please specify)	25	
Prefer not to say	26	

ASK ALL

- F5 Are you currently living with a spouse or a partner who receives Jobseeker's Allowance or another benefit for people who are not working...?

*INTERVIEWER NOTE: CODE AS YES IF PARTNER RECEIVES INCOME SUPPORT, INCAPACITY BENEFIT OR EMPLOYMENT AND SUPPORT ALLOWANCE. CODE NO IF PARTNER RECEIVES TAX CREDITS OR PENSION/PENSION CREDITS ONLY.*

*PROMPT IF NECESSARY*

Yes – partner claims out-of-work benefit	1	
No – has no partner, or they do not claim an out of work benefit	2	
Unsure (please specify benefit claimed)	3	
DO NOT READ OUT: Refused	4	

ASK ALL

- F6 Are you the parent or guardian of any children under the age of 16?

Yes	1	
No	2	
Refused (DO NOT READ OUT)	3	

## 144 Appendices – Survey questionnaire

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IF A PARENT (F6/1)

F7 Are you the parent or guardian of any children under the age of 5?

Yes	1	
No	2	
Refused (DO NOT READ OUT)	3	

ASK IF F6/1

F8 And are you currently a single parent living with children aged under 16?

Yes	1	
No	2	
Refused (DO NOT READ OUT)	3	

IF A SINGLE PARENT (F8/1)

F9 And how old was your youngest child on their last birthday?

ENTER ONE AGE ONLY

DP INSTRUCTION: ALLOW 0-15 YEARS

IF A PARENT (F6/1)

F10 Are any of your children currently suffering from any long term illness, health problem or disability which limits YOUR daily activities or the work YOU can do?

Yes	1	
No	2	
Refused (DO NOT READ OUT)	3	

ASK ALL

The DWP are keen to ensure that their services for the unemployed are available to, and appropriate for, people from all parts of the community. To help us understand if this is the case, we would like to ask you a few personal questions. These will include questions about any barriers you might face to entering work, your sexual orientation, marital status and religious beliefs. We appreciate that these questions are sensitive and would like to assure you once again that your answers will be treated in the strictest confidence in accordance with the requirements of the Data Protection Act. We would not pass on any personal information to anyone else.

F11 When you started your JSA claim in in [TEXT SUB: INSERT JSA START DATE FROM SAMPLE] 2009...?

READ OUT. CODE ALL THAT APPLY

Had you recently left prison or been on probation or on a community sentence?	1	
<u>And are you a former member of the UK armed services?</u>	2	
(SINGLE CODE) Or do none of the above apply	3	
DO NOT READ OUT: Refused	4	

ASK IF EX-ARMED SERVICES (F11=2)

F11A And when did you leave the armed services?

WRITE IN YEAR (YYYY)
----------------------

ASK ALL

F12 Which of the following best describes how you think of yourself...?

PROMPT AS NECESSARY. SINGLE CODE

Heterosexual/straight	1	
Gay man	2	
Gay woman/lesbian	3	
Bi-sexual	4	
Other (WRITE IN)		
Prefer not to say (DO NOT READ OUT)		

## 146 Appendices – Survey questionnaire

F13 And which of the following best describes your legal marital or same-sex civil partnership status...?

PROMPT AS NECESSARY. SINGLE CODE

Single, that is never married and never registered in a same-sex civil partnership	1	
Married and living with husband/wife	2	
Separated, but still legally married	3	
Divorced	4	
Widowed	5	
In a registered same-sex civil partnership and living with your partner	6	
DO NOT READ OUT: Separated, but still legally in a same-sex civil partnership	7	
DO NOT READ OUT: Formerly a same-sex civil partner, the civil partnership now legally dissolved	8	
DO NOT READ OUT: A surviving civil partner: his/her partner having since died	9	
Refused (DO NOT READ OUT)	10	

ASK ALL

F14 What is your religion?

PROMPT AS NECESSARY.

INTERVIEWER NOTE: CHRISTIAN INCLUDES CHURCH OF ENGLAND, CATHOLIC, PROTESTANT AND ALL OTHER CHRISTIAN DENOMINATIONS.

Christian (including Church of England/Scotland, Catholic, Protestant, and all other Christian denominations)	1	
Buddhist	2	
Hindu	3	
Jewish	4	
Muslim	5	
Sikh	6	
OTHER (WRITE IN)	7	
No religion	8	
(DO NOT READ OUT) Prefer not to say	9	

F15 Thank you very much for taking the time to speak to us today. Occasionally it is necessary to call people back to clarify information; may we please call you back if required, or if IFF or the DWP would like to carry out some further research on people’s experiences of receiving support from Jobcentre Plus as part of the ‘Six Month Offer’?

Yes	1	
No	2	

F16 Would it be OK if the answers you have given to this survey were combined with administrative records held by the Department for Work and Pensions? Your answers will of course be treated in the strictest confidence by the research team and will not affect your dealings, either now or in the future, with the DWP. Your answers would be used for statistical purposes only and nothing that would identify you as an individual will be used?

Yes	1	
No	2	

Finally I would just like to confirm that this survey has been carried out under IFF instructions and within the rules of the MRS Code of Conduct. Thank you very much for your help today.

THANK RESPONDENT AND CLOSE INTERVIEW

RECORD DETAILS OF RESPONDENT WHO COMPLETED INTERVIEW

Name:

# References

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Knight, G., Vegeris, S., Ray, K., Bertram, C., Davidson, R., Dunn, A., Durante, L., Smeaton, D., Vowden, K., Winterbotham, M., Oldfield, K., Fish, S., Riley, C. and Taylor, C. (2010). *Jobseekers Regime and Flexible New Deal, the Six Month Offer and Support for the Newly Unemployed evaluations: An early process study*. DWP Research Report No. 624. Leeds: CDS.

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This research explored the implementation and delivery of the four strands of the Six Month Offer (6MO). An initial survey was undertaken across Great Britain, in March/April 2010, nearly a year after implementation in April 2009, to help understand the impact of these measures on Jobcentre Plus claimants. A further longitudinal survey was carried out in March/April 2011 to help understand the status, by strand, of a subset of claimants from the initial survey in addition to medium term job sustainability.

This is the third in a series of reports from the Support for Newly Unemployed (SNU) and 6MO research project which aims to establish the extent to which SNU and 6MO lead to additional claimant employment outcomes.

If you would like to know more about DWP research, please contact:  
Kate Callow, Commercial Support and Knowledge Management Team,  
Upper Ground Floor, Steel City House, West Street, Sheffield, S1 2GQ.  
<http://research.dwp.gov.uk/asd/asd5/rrs-index.asp>

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Work and Pensions

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