

Average time to employment for Jobcentre Plus Pathways customers

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Background

Pathways to Work is an initiative aimed at improving opportunities for people on incapacity benefits¹. The process involves a series of mandatory Work Focused Interviews (WFIs) together with the Choices package, which is a range of provision aimed at improving labour market readiness and opportunities. *Pathways to Work* is primarily aimed at new incapacity benefits customers but is also available to existing customers on a voluntary basis.

¹ "Incapacity benefits" includes Incapacity Benefit, Severe Disablement Allowance, Employment Support Allowance and Passported Incapacity Benefit.

Methodology

The source of this data is the Jobcentre Plus (JCP) Pathways database, which is used to produce the quarterly JCP Pathways publication:

http://research.dwp.gov.uk/asd/workingage/index.php?page=p2w_jc

As in the JCP Pathways publication, jobs are only counted where the job start occurs within 91 days of a customer's last contact with JCP. Jobs occurring after this period are not counted. The mandatory activity takes on average around 9 months from Pathways start. This means that the majority of jobs recorded within this data are obtained within one year and therefore the average time it takes a Pathways customer to find work may appear lower than would otherwise be expected.

Main Findings

For customers starting Pathways in 2006/07, the mean time to starting employment for those that do find work is just over 5 months (163 days). The median is less than the mean at just under 3 months (85 days). This indicates that more than half of those finding employment do so before 163 days, and that there is a long tail to the distribution with some customers still starting employment up to 3 years after their Pathways start.

In the most recent financial year for which data is available (2008/09), the average proportion of customers who found employment within one year of starting Pathways was 13%. There is a large variation by impairment type, ranging from a high of 17% for those whose main disabling condition is “factors influencing health status and contact with health services”, down to a low of 4% for those whose main condition is “pregnancy, childbirth and the puerperium”.

The overall proportion who find employment within one year increased each year from 2005/06 (15%) to 2007/08 (18%). In the 2008/09 financial year, the overall proportion who found employment within one year decreased down to 13% for those who started JCP Pathways in that year. This drop has been consistent across all of the disability categories, with almost all conditions seeing a drop of between 5 and 7 percentage points. Further analysis has shown there is no change in the characteristics (age, gender etc) of the customers in the annual cohorts.

Results

Table 1: JCP Pathways starts between 1st April 2006 and 31st March 2007, by main disabling condition and average time between Pathways start and employment start for those who find work.²

Main Disabling Condition	Starts between 1st April 2006 and 31st March 2007	Mean days between Pathways start and employment start	Median days between Pathways start and employment start
Certain Infectious and Parasitic Diseases	1,710	192	97
Neoplasms	5,280	201	123
Diseases of the Blood and Blood forming organs and certain diseases involving the immune mechanism	360	257	135
Endocrine, Nutritional and Metabolic Diseases	2,670	210	116
Mental and Behavioural Disorders	110,150	200	118
Diseases of the Nervous System	7,710	218	126
Diseases of the Eye and Adnexa	930	196	101
Diseases of the Ear and Mastoid Process	630	196	102
Diseases of the Circulatory System	9,480	193	111
Diseases of the Respiratory System	3,960	175	102
Diseases of the Digestive System	5,100	180	105
Diseases of the Skin and Subcutaneous System	1,880	179	102
Diseases of the Musculoskeletal system and Connective Tissue	36,630	193	113
Diseases of the Genitourinary System	2,140	153	104
Pregnancy, Childbirth and the Puerperium	1,870	186	149
Certain Conditions Originating in the Perinatal Period	10	190	190
Congenital Malformations, Deformations and Chromosomal Abnormalities	280	376	349
Symptoms, Signs and Abnormal Clinical and Laboratory findings, not elsewhere classified	30,130	181	105
Injury, Poisoning and certain other consequences of external causes	21,820	156	97
Factors influencing Health Status and Contact with Health Services	11,180	164	104
Total³	307,110	163	85

There is a large difference between the mean and median time difference between Pathways start and employment start. This is due to numbers of individuals with large time differences, which has skewed the value of the mean.

By medical condition, there are also large variations in the average time difference between Pathways start and employment start.

² Primary medical condition information is based on the International Classification of Diseases (ICD), 10th Revision, published by the World Health Organisation. ICD10 code is not available those claiming IS (with a disability premium) only, or if we are unable to match to a benefit claim.

³ Total includes claimants without any diagnosis code on the system.

Table 2: Annual cohorts of JCP Pathways starts between 1st April 2005 and 31st March 2009, by main disabling condition, and number and proportion who find employment within one year of Pathways start

Main Disabling Condition	Starts between 1st April 2005 and 31st March 2006	Number who find employment within 1 year	Proportion who find employment within 1 year
Certain Infectious and Parasitic Diseases	740	100	14%
Neoplasms	2,030	300	15%
Diseases of the Blood and Blood forming organs and certain diseases involving the immune mechanism	140	20	17%
Endocrine, Nutritional and Metabolic Diseases	1,070	130	12%
Mental and Behavioural Disorders	43,170	6,330	15%
Diseases of the Nervous System	3,360	430	13%
Diseases of the Eye and Adnexa	400	60	14%
Diseases of the Ear and Mastoid Process	270	50	17%
Diseases of the Circulatory System	4,000	520	13%
Diseases of the Respiratory System	1,690	190	11%
Diseases of the Digestive System	2,010	290	14%
Diseases of the Skin and Subcutaneous System	740	110	15%
Diseases of the Musculoskeletal system and Connective Tissue	15,100	2,210	15%
Diseases of the Genitourinary System	890	170	19%
Pregnancy, Childbirth and the Puerperium	640	30	5%
Certain Conditions Originating in the Perinatal Period	0	-	-
Congenital Malformations, Deformations and Chromosomal Abnormalities	120	10	9%
Symptoms, Signs and Abnormal Clinical and Laboratory findings, not elsewhere classified	11,530	1,680	15%
Injury, Poisoning and certain other consequences of external causes	8,340	1,390	17%
Factors influencing Health Status and Contact with Health Services	4,450	780	18%
Total	124,260	18,260	15%

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Main Disabling Condition	Starts between 1st April 2006 and 31st March 2007	Number who find employment within 1 year	Proportion who find employment within 1 year
Certain Infectious and Parasitic Diseases	1,710	290	17%
Neoplasms	5,280	800	15%
Diseases of the Blood and Blood forming organs and certain diseases involving the immune mechanism	360	50	14%
Endocrine, Nutritional and Metabolic Diseases	2,670	370	14%
Mental and Behavioural Disorders	110,150	17,860	16%
Diseases of the Nervous System	7,710	1,020	13%
Diseases of the Eye and Adnexa	930	130	14%
Diseases of the Ear and Mastoid Process	630	140	22%
Diseases of the Circulatory System	9,480	1,340	14%
Diseases of the Respiratory System	3,960	450	11%
Diseases of the Digestive System	5,100	840	17%
Diseases of the Skin and Subcutaneous System	1,880	330	17%
Diseases of the Musculoskeletal system and Connective Tissue	36,630	5,890	16%
Diseases of the Genitourinary System	2,140	440	21%
Pregnancy, Childbirth and the Puerperium	1,870	110	6%
Certain Conditions Originating in the Perinatal Period	10	-	-
Congenital Malformations, Deformations and Chromosomal Abnormalities	280	10	5%
Symptoms, Signs and Abnormal Clinical and Laboratory findings, not elsewhere classified	30,130	4,770	16%
Injury, Poisoning and certain other consequences of external causes	21,820	3,980	18%
Factors influencing Health Status and Contact with Health Services	11,180	2,200	20%
Total	307,110	50,260	16%

Average time to employment for Jobcentre Plus Pathways customers – January 2011

Main Disabling Condition	Starts between 1st April 2007 and 31st March 2008	Number who find employment within 1 year	Proportion who find employment within 1 year
Certain Infectious and Parasitic Diseases	2,170	380	18%
Neoplasms	6,380	1,080	17%
Diseases of the Blood and Blood forming organs and certain diseases involving the immune mechanism	410	80	18%
Endocrine, Nutritional and Metabolic Diseases	2,910	450	15%
Mental and Behavioural Disorders	127,720	22,500	18%
Diseases of the Nervous System	9,290	1,390	15%
Diseases of the Eye and Adnexa	1,220	180	15%
Diseases of the Ear and Mastoid Process	720	130	18%
Diseases of the Circulatory System	10,480	1,660	16%
Diseases of the Respiratory System	4,330	500	12%
Diseases of the Digestive System	5,640	1,020	18%
Diseases of the Skin and Subcutaneous System	2,310	420	18%
Diseases of the Musculoskeletal system and Connective Tissue	40,120	7,140	18%
Diseases of the Genitourinary System	2,550	550	21%
Pregnancy, Childbirth and the Puerperium	2,330	140	6%
Certain Conditions Originating in the Perinatal Period	20	-	-
Congenital Malformations, Deformations and Chromosomal Abnormalities	310	30	9%
Symptoms, Signs and Abnormal Clinical and Laboratory findings, not elsewhere classified	33,420	5,890	18%
Injury, Poisoning and certain other consequences of external causes	24,220	4,930	20%
Factors influencing Health Status and Contact with Health Services	13,900	2,910	21%
Total	337,120	60,170	18%

Main Disabling Condition	Starts between 1st April 2008 and 31st March 2009	Number who find employment within 1 year	Proportion who find employment within 1 year
Certain Infectious and Parasitic Diseases	1,630	220	13%
Neoplasms	5,180	620	12%
Diseases of the Blood and Blood forming organs and certain diseases involving the immune mechanism	360	40	11%
Endocrine, Nutritional and Metabolic Diseases	2,350	260	11%
Mental and Behavioural Disorders	102,790	12,110	12%
Diseases of the Nervous System	7,860	740	9%
Diseases of the Eye and Adnexa	900	110	12%
Diseases of the Ear and Mastoid Process	550	60	11%
Diseases of the Circulatory System	8,030	880	11%
Diseases of the Respiratory System	3,650	330	9%
Diseases of the Digestive System	4,500	590	13%
Diseases of the Skin and Subcutaneous System	1,890	230	12%
Diseases of the Musculoskeletal system and Connective Tissue	31,950	3,850	12%
Diseases of the Genitourinary System	1,820	280	16%
Pregnancy, Childbirth and the Puerperium	1,680	70	4%
Certain Conditions Originating in the Perinatal Period	20	-	-
Congenital Malformations, Deformations and Chromosomal Abnormalities	330	20	5%
Symptoms, Signs and Abnormal Clinical and Laboratory findings, not elsewhere classified	28,210	3,600	13%
Injury, Poisoning and certain other consequences of external causes	18,650	2,860	15%
Factors influencing Health Status and Contact with Health Services	10,600	1,770	17%
Total	303,010	39,980	13%

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