Work Choice is an employment programme tailored to meet individual need. It focuses on helping individuals to achieve their full potential and move towards being more independent. Work Choice also ensures employers get the support they need to employ more disabled people.

Work Choice helps people with disabilities whose needs cannot be met through other work programmes, Access to Work or workplace adjustments. This might be because they need more specialised support to find employment or keep a job once they have started work.

Main stories

Referrals and starts to Work Choice

In the last 12 months there have been:

**15,710 referrals**

and

**11,220 starts**

to Work Choice.

Volunteers for Work Choice are mainly claiming JSA

<table>
<thead>
<tr>
<th>Benefit Claimed</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>JSA</td>
<td>62%</td>
</tr>
<tr>
<td>IB/SDA/ESA</td>
<td>21%</td>
</tr>
<tr>
<td>DLA/PIP</td>
<td>6%</td>
</tr>
<tr>
<td>No benefit</td>
<td>10%</td>
</tr>
<tr>
<td>Other / UC</td>
<td>1%</td>
</tr>
</tbody>
</table>

Job outcome rates have seen steady improvement

59% of those who started in 2014/15 have achieved a short job outcome.
At a glance

Referrals, Starts, and Job Outcomes on Work Choice:
There have been a total of 125,910 referrals and 97,310 starts to the programme.

Job outcome rates on Work Choice:
59% of those who started in 2014/15 have achieved a short job outcome.

Analysis by benefit type:
62% of all those who started Work Choice in 2014/15 were claiming JSA.

Analysis by disability type:
Mild to moderate health condition and mild learning disability are the most prevalent health conditions on Work Choice.

What you need to know

What is Work Choice?
Work Choice is a voluntary programme that can help you get and keep a job if you’re disabled and find it hard to work. The type of support you get depends on the help you need. This is different for everyone but can include:

- training and developing your skills
- building your confidence
- interview coaching

Work Choice is delivered by different providers across the country. New Work Choice participants receive three levels of help:

<table>
<thead>
<tr>
<th>Level of help</th>
<th>What you get</th>
<th>How long it lasts</th>
</tr>
</thead>
<tbody>
<tr>
<td>Work Entry Support</td>
<td>Advice on work and personal skills to help you find a job</td>
<td>Up to 6 months</td>
</tr>
<tr>
<td>In-Work Support</td>
<td>Help to start work and stay in your job</td>
<td>Up to 2 years</td>
</tr>
<tr>
<td>Longer-term In-Work Support</td>
<td>Help to get on in your job and work without support</td>
<td>Long-term</td>
</tr>
</tbody>
</table>

- Work Entry Support can be extended by 3 or 6 months in exceptional circumstances and when there is a clear prospect of a job.

What do these statistics show?
This is the official statistical publication on Work Choice. It contains figures on referrals, starts, and job outcomes for all Work Choice providers excluding Remploy, from 25th October 2010 up to and including 24th June 2016. Job outcomes include:

- Supported or unsupported jobs which have lasted 13 weeks, known as short job outcomes.
- Movements from supported to unsupported work, referred to as unsupported job progressions.
- Unsupported jobs which have been maintained for at least 26 weeks, which are called sustained unsupported job outcomes.

For more information see the Work Choice background information note.
Referrals, starts, and job outcomes

Main Findings

Of those who were referred to the programme around three quarters (77%) subsequently started Work Choice.

The number of starts to Work Choice has declined since 2013/14 from between 6 to 7 thousand each quarter to a plateau of around 4 thousand over the last seven quarters.

In the last 12 months there have been:
- 15,710 referrals for 14,250 individuals* to the programme;
- 11,220 starts for 10,830 individuals* on the programme.

For full data see Table 1.

Main Findings

The proportion of Work Choice starts achieving a short job outcome has seen steady improvement over the lifetime of the programme, having risen to an average of 59% for those who started in 2014/15.

In the last 12 months there were 5,230 short job outcomes for 5,050 individuals*.

For full data see Tables 1 and 2.
Main Findings

The proportion of Work Choice starts achieving a sustained job outcome within 24 months rate has seen a steady rise over the lifetime of the programme from 15% in 2011/12 to 23% in 2014/15.

In the last 12 months there have been 4,510 sustained job outcomes for 3,960 individuals*.

For full data see Tables 1 and 2.

Main Findings

Short job outcomes can be supported or unsupported. Participants on Work Choice are much more likely to obtain a supported short job outcome than an unsupported one, with 82% of short job outcomes achieved being supported.

In the last 12 months there have been:

- 4,030 supported short job outcomes for 3,900 individuals*; and
- 1,190 unsupported short job outcomes for 1,190 individuals*.

For full data see Tables 1 and 2.
**Benefit claimed at point of referral**

**Main Findings**

The majority of people who started Work Choice in 2014/15 were claiming JSA (with or without DLA/PIP), accounting for 62% of all starts on the programme.

For the different benefit types, the proportion of Work Choice starts that achieve a job outcome varies between

- **51%** and **66%** for short job outcomes;
- **17%** and **28%** for sustained job outcomes.

The job outcome rates for those claiming UC or other combination of benefit/employment programme have been omitted – these groups were not large enough to provide a reliable job outcome rate. For more information see the Work Choice background information note, section 3.4.

For full data see Table 4.

**Variation in job outcome rate by benefit claimed**

Proportion of starts that achieve a job outcome by benefit claimed at referral for latest year available
Primary disability type

Main Findings
The most prevalent primary disabilities of those who started Work Choice in 2014/15 were mild to moderate mental health condition and mild learning disability, with both disability types accounting for 19% of total starts each.

For the different primary disability types, the proportion of Work Choice starts that achieve a job outcome varies between:
- 52% and 63% for short job outcomes;
- 15% and 23% for sustained job outcomes.

For full data see Table 3.

Variation in job outcome rate by primary disability type
Proportion of starts that achieve a job outcome by primary disability type for latest year available

† Exercise caution interpreting job outcome rates with this category – data is based off a total of less than 500 starts. For more information see the Work Choice background information note, section 3.4.
Typical participant journey on Work Choice

Participants are referred to Work Choice if they are eligible and wish to take part.

Participants then start on Work Choice.

All participants who start Work Choice then go on to receive work entry support, which involves help with personal skills and work-related advice.

After completing work-entry support, participants may then move in to either supported or unsupported employment.

Some participants move into supported employment for up to two years.

If this employment lasts 13 weeks it is counted as a short job outcome.

Participant can progress from supported to unsupported employment.

After two years in supported employment participants can stay in this job and receive lighter-touch in work support.

Participants can move into unsupported employment.

If this employment lasts 13 weeks it is counted as a short job outcome.

Participants that maintain an unsupported job for a period of at least 26 weeks achieve a sustained unsupported job outcome.

Points along the journey where providers are awarded a payment for each participant who reaches this stage are indicated with a ⭐️

1Participants referred under the original contract (referred prior to 25th October 2015) follow the same journey, however providers receive a payment if a participant obtains a job which is expected to last at least 13 weeks, rather than after the participant has spent 13 weeks in employment.
About these statistics

This is the official government statistical release on the Work Choice programme for August 2016. It contains data on referrals, starts, and job outcomes to Work Choice up to 24th June 2016.

Data for these statistics is derived from the Labour Market System (LMS) Opportunity Type database, the Provider Referrals and Payments System (PRaP), and the DWP National Benefit Database (NBD).

Some data within this publication may be subject to revisions. For more information on revisions see the Work Choice background information note.

*Throughout this publication references are made to the fact that the total number of referrals/starts/job outcomes is greater to the total number of individuals who have obtained it. This is because a person can be referred to / start Work Choice more than once in the period and as a result can obtain more than one job outcome in the period.

Where to find out more

More information about Work Choice and these statistics can be found in Work Choice Official Statistics background information note or at https://www.gov.uk/work-choice.

For information on the different benefits participants on Work Choice may be claiming see https://www.gov.uk/browse/benefits.