

Annex 2: Performance: participants from protected groups into jobs

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Priorities 1 and 4: participants in work on leaving

Table A2.1: Priority 1 and Priority 4 participants in work on leaving, showing breakdown by protected characteristic

OP indicator reference number	ESF Operational Programme MI Indicator Reference Number and Indicator	Target 2007-13 (Priority-level target only) *	Cumulative Achievement	Of whom.... >	Female	Disabled	Aged 50+	Ethnicity
9.	Number of Priority 1 and 4 participants in work on leaving	201,000	172,291	>>>>>>> >>>>	35%	22%	12%	16%

Source: DWP (ESF 'INES' database) November 2010

Table notes:

9 = the number of Priority 1 and Priority 4 `participants' who are identified as `Employed' on leaving the ESF project.

Table A2.1, indicator 9 above shows that at the mid-point in the programme, 172,291 participants from Priority 1 and Priority 4 were identified as being employed on leaving ESF, representing 85.5% of the target for the programme period as a whole.

Table A2.1 above shows that of those Priority 1 and Priority 4 participants going into work on leaving, 35% were female; 22% were disabled; 12% were aged 50 and over; and 16% were from non-white ethnic minorities.

This breakdown of characteristics is also reflected in the table A2.2 below – which is unsurprising given that 98% of leavers going into jobs were from Priority 1.

Table A2.2: Priority 1 participants in work on leaving, with breakdown by protected characteristic

ESF Operational Programme Indicator Reference Number	Indicator	Target 2007-13 (Priority-level target only) *	Cumulative Achievement	Of whom.....	% Female	% Disabled	% Aged 50+	% Ethnicity
1.10a	Number of Priority 1 participants in work on leaving	195,000	168,123	>>>>>>>> >>>>	35%	22%	12%	16%
1.10b	Proportion of Priority 1 participants in work on leaving	22%	15%	>>>>>>>> >>>>	35%	22%	12%	16%
Contextual baseline for 1.10a and 1.10b taken from OP : Proportion of (comparable priority) participants in work on leaving in 2000-06 (based on 2000-06 project closure data) = 18%								

Source: DWP (ESF `INES' database) November 2010

Table notes:

1.10a = the number of Priority 1 participants who are identified as `employed' **on leaving** their ESF project.

1.10b = the number of Priority 1 participants who are identified as `employed' **on leaving** ESF divided by the total number of priority 1 leavers

(figures for all P1 leavers not shown)

Table A2.2 above shows that 15% of all Priority 1 leavers were in work on leaving ESF and that this was 7 percent below the target set for Priority 1.

The proportion of leavers from Priority 1 moving into jobs is 3 percentage points below the contextual baseline set before the programme started. The contextual baseline is based on performance achieved in the 2000-2006 programme - which coincided with a period of robust economic growth and lower levels of unemployment.

Table A2.3: Priority 1 - female participants in work on leaving (no targets)

ESF Operational Programme Indicator Reference Number	Indicator	Cumulative Achievement	Of whom.....	% Female	% Disabled	% Aged 50+	% Ethnicity
				1.27	Percentage of female participants in work on leaving	16%	100

Source: DWP (ESF `INES' database) November 2010

Table notes:

1.27 = The number of female Priority 1 Participants who are employed on leaving their participation divided by the total number of priority 1 leavers who are female.

Table A2.2, indicator 1.10b shows that 15% of all Priority 1 leavers went into work on leaving and that 35% of all Priority 1 participants in work on leaving ESF were female.

Table A2.3 above shows that 16% of all the Priority 1 female leavers went into work on leaving, and of these:

- 23% had a disability;
- 12% were aged 50 or over; and
- 18% were from an ethnic minority group.

Table A2.4: Employment patterns of course leavers by gender (Priority 1)

Employment status	Gender							
	Male				Female			
	12 months before course %	Week before course %	Wave 1 interview %	Wave 2 interview %	12 months before course %	Week before course %	Wave 1 interview %	Wave 2 interview %
In employment	6	6	19	24	6	6	26	32
Unemployed	76	76	58	50	57	57	37	30
Economically inactive	18	18	24	26	37	37	37	38
<i>Unweighted bases</i>	1,855	1,855	1,590	1,855	1,658	1,658	1,421	1,658

Source: ESF Cohort Survey (Wave 2) NatCen

Table A 2.4 above is taken from the Wave 2 Cohort survey report and it shows that, for male Priority 1 participants (respondents), from the week before the course to the time of the Wave 2 interview in Priority 1:

- rates of employment rose by 18 percentage points;
- unemployment rates fell by 26 percentage points; and
- economic inactivity rose 8 percentage points from 18 per cent to 26 per cent.

The table above shows that, for female Priority 1 participants during the same time period:

- the rate of employment rose by 26 percentage points;
- the rate of unemployment fell by 27 percentage points; and
- economic inactivity was similar in the week before the course (37 per cent) to the rate at the time of the Wave 2 interview (38 per cent).

The employment patterns are broadly similar between men and women, with women slightly more likely to be in work by the time of the Wave 2 interview and men more likely to be economically inactive.

Table A2.5: Priority 1 participants from ethnic minority groups in work on leaving (no targets)

ESF Operational Programme Indicator Reference Number	Indicator ** NB Some indicators shown in separate table (see table notes below)	Cumulative Achievement	Of whom....	Female	Disabled	Aged 50+	Ethnicity
1.25	Percentage of ethnic minorities in work on leaving	13%	>>>>>>>	39%	17%	8%	100%

Source: DWP (ESF `INES' database) November 2010

Table notes:

1.25 = The number of Priority 1 participants who are identified as in an ethnic minority on starting and `employed' on leaving their participation divided by the total number of

Priority 1 leavers who were identified as being in an ethnic minority group on starting.

Table A 2.2, indicator 1.10b shows that 15% of all Priority 1 leavers were in work on leaving and that 16% of all of these Priority 1 leavers going into work were from ethnic minorities.

Table A 2.5 above shows that 13% of all the Priority 1 leavers who were from ethnic minorities went into work on leaving and that, of these:

- 39% were female;
- 17% were disabled; and
- 8% were aged 50 or over.

Table A 2.6: employment patterns of course leavers by ethnicity P1

Employment status	Ethnicity							
	White				Ethnic minority			
	12 months before course %	Week before course %	Wave 1 interview %	Wave 2 interview %	12 months before course %	Week before course %	Wave 1 interview %	Wave 2 interview %
In employment	26	6	21	26	17	5	20	26
Unemployed	43	72	52	46	45	68	49	43
Economically inactive	31	23	27	29	38	27	31	31
<i>Unweighted bases</i>	2,548	2,548	2,189	2,548	702	702	593	702

Source: ESF Cohort Survey (Wave 2) NatCen

Table A2.6 above shows that there were no significant differences in the employment patterns between white participants and non-white ethnic minority participants in Priority 1.

The multivariate analysis conducted by the National Centre for Social Research as part of the Wave 2 Cohort Survey analysis found that:

“ethnicity was not a significant predictor of employment status at the wave 2 interview” (NatCen Wave 2 Cohort Survey 2010 p95).

Table A2.7: percentage of Priority 1 participants with disabilities or health conditions in work on leaving (no targets) – with percentage breakdown of personal characteristics

ESF Operational Programme	Indicator	Cumulative Achievement	Of whom...	Female	Disabled	Aged 50+	Ethnicity
	** NB Some indicators shown in separate table (see table notes below)			%	%	%	%
1.19	Percentage of participants with disabilities or health conditions in work on leaving	14%	>>>>>> >>	37%	100%	18%	12%

Source: DWP (ESF `INES' database) November 2010

Table notes:

1.19 = % participants with disabilities or health conditions in work on leaving – i.e. the number of Priority 1 participants who start ESF identified as `disabled' AND `Employed on leaving 'ESF DIVIDED BY the total number of Priority 1 leavers who were disabled on starting

Table A 2.2 shows that 15% of **all Priority 1 leavers** went into work on leaving, and that over a fifth (22 %) of these were disabled.

Table A 2.7, indicator 1.19 above shows that 14% of **all the disabled Priority 1 leavers** went into work on leaving and that of these:

- 37% were female;
- 18% were aged 50+; and
- 12% were from ethnic minorities

Table A2.8: Employment patterns of course leavers by disability P1

Employment status	Disability							
	Does not have a disability				Has a disability			
	12 months before course %	Week before course %	Wave 1 interview %	Wave 2 interview %	12 months before course %	Week before course %	Wave 1 interview %	Wave 2 interview %
In employment	27	6	26	32	24	5	13	18
Unemployed	45	80	58	50	38	50	36	30
Economically inactive	29	14	17	18	38	45	51	52
<i>Unweighted bases</i>	2,483	2,483	2,148	2,483	1,026	1,026	859	1,026

Source: ESF Cohort Survey (Wave 2) NatCen

Table A 2.8 above shows that participants with a disability or long term limiting illness (LTLI) were less likely than those without to find work between the time they started the course and the Wave 2 interview. (NatCen explained in their Wave 2 report that this was also a finding from their multivariate analysis.)

In Priority 1, for those people with a disability or LTLI:

- the employment rate rose by 13 percentage points (compared to a rise of 26 percentage points for those without a disability / LTLI);
- the unemployment rate fell by 19 percentage points (compared to a 30 percentage point fall for non-disabled people);

The Wave 2 cohort survey was unable to explain the increase in economic inactivity across the four points in time covered by the survey – but indicates that it could be due to the fact that Priority 1 targets particularly disadvantaged groups.

Table A2.9: Percentage of Priority 1 participants aged 50 or over in work on leaving showing percentage breakdown of personal characteristics (no targets)

ESF Operational Programme Indicator Reference Number	Indicator ** NB Some indicators shown in separate table (see table notes below)	Cumulative Achievement	Of whom....			
			% Female	% Disabled	% Age 50+	% Ethnicity
1.23	Percentage of participants aged 50 or over in work on leaving	16%	35%	33%	100%	10%

>>>>>>>>

Source: DWP (ESF `INES' database) November 2010

Table notes:

1.23 = The number of Priority 1 participants aged equal to or greater than 50 on starting and `employed' on leaving ESF project DIVIDED BY the total number of priority 1 leavers aged equal to or greater than 50 on starting. Age based on age at start of participation and derived from DOB.

Table A2.2, indicator 1.10b shows that 15% of all Priority 1 leavers went into work on leaving and that of these, 12% were aged 50 and over.

Table A 2.9, indicator 1.23 above shows that 16% of all the Priority 1 leavers who were aged 50 or over went into work on leaving and that of these:

- 35% were female;
- 33% were disabled; and
- 10% were from ethnic minorities

Table A2.10 Employment patterns of course leavers by age (Priority 1)

Emp Status	AGE											
	16-19				20-49				50+			
	12 months before course %	Week before course %	Wave 1 interview %	Wave 2 Interview %	12 months before course %	Week before course %	Wave 1 interview %	Wave 2 interview %	12 months before course %	Week before course %	Wave 1 interview %	Wave 2 interview %
In Employment	13	8	18	29	27	5	23	29	30	6	15	16
Unemployed	27	68	52	44	45	73	53	45	42	55	39	34
Economically Inactive	60	24	30	27	28	22	24	26	27	38	46	50
<i>Unweighted bases</i>	758	758	623	758	2,077	2,077	1,797	2,077	669	669	582	669

Table A 2.10 above shows that the employment rate for Priority 1 participants for the 4 periods covered by the Cohort surveys was lowest for those aged 50 or over. Participants aged 16-19 and 20-49 experienced an increase in employment rate of 21 and 24 percentage points respectively, compared to a 10 percentage point increase of those aged 50 and over. The inactivity rate has also increased by 12 percentage points for those aged 50 and over from the period 1 week before the course to the Wave 2 interview.

The multivariate analysis conducted by the National Centre for Social Research, as part of the Wave 2 Cohort survey research, also found that participants aged 16-19 and those aged 20-49 were more likely to have entered employment at the time of the Wave 2 interview than those aged over 50.

The table above shows that the rate of unemployment fell more amongst those aged 20-49 compared with those aged 16-19 and 50 or over.

Table A2.11: Priority 4 participants in work on leaving with breakdown by protected characteristic

ESF Operational Programme Indicator Reference Number	Indicator	Target 2007-13 (Priority-level target only) *	Cumulative Achievement	Of whom.....	% Female	% Disabled	% Aged 50+	% Ethnicity
4.10a	Number of Priority 4 participants in work on leaving	5,900	4,168		38%	32%	18%	1%
4.10b	Proportion of Priority 4 participants in work on leaving	24%	17%		38%	32%	18%	1%
<p>Contextual baseline for 4.10 : Proportion of (comparable priority) participants in work on leaving in 2000-06 (200-06 project closure data) : 18% (LFS)</p> <p>Baseline for 4.13 not available</p>								

Source: DWP (ESF `INES' database) November 2010

Table notes:

4.10a = The number of Priority 4 `participants' who are identified as `employed' on leaving their participation.

4.10b = The number of Priority 4 `participants' who are identified as `employed' on leaving their participation divided by the number of Priority 4 leavers.

Table A 2.11, row 4.10b above shows that 17% of all Priority 4 leavers went into work on leaving. Although 4,168 Priority 4 leavers went into work on leaving (representing nearly 71% of the original target), the cumulative achievement in proportionate terms represents 17%.

Table A2.12: Percentage of female participants in work after leaving with breakdown of protected characteristics

ESF Operational Programme	Indicator	Cumulative Achievement	Of whom.....	% Female	% Disabled	% Aged 50+	% Ethnicity
4.27	Percentage of female participants in work after leaving	16%		100%	32%	17%	1%

Source: DWP (ESF `INES' database) November 2010

Table notes:

4.27 = The number of female Priority 4 `participants' who are `employed' on leaving their participation divided by the total number of Priority 4 leavers who are female.

Table A 2.11 indicator 4.10b shows that 17% of **all** Priority 4 leavers went into work on leaving and that 38% of those Priority 4 leavers going into work were female.

Table A 2.12 indicator row 4.27 shows that 16% of **all the female** Priority 4 leavers went into work on leaving and that, of these:

- 32% had a disability;
- 17% were aged 50 or over; and
- 1% were from an ethnic minority (Priority 4 has a low ethnic minority population)

Table A 2.13: employment patterns of course leavers by gender (Priority 4)

Employment status	Gender							
	Male				Female			
	12 months before course %	Week before course %	Wave 1 interview %	Wave 2 interview %	12 months before course %	Week before course %	Wave 1 interview %	Wave 2 interview %
In employment	5	5	27	31	6	6	25	29
Unemployed	48	48	31	29	27	27	16	19
Economically inactive	47	47	42	40	67	67	59	52
<i>Unweighted bases</i>	393	393	313	393	312	312	239	312

Source: ESF Cohort Survey (Wave 2) NatCen

Table A 2.13 above shows that, for male Priority 4 participants, for the period covering the week before the course to the time of the Wave 2 interview:

- the employment rate rose by 26 percentage points;
- the unemployment rates fell by 19 percentage points;
- the rate of inactivity fell by 7percentage points

Table A 2.13 above also shows that for female participants:

- the employment rate rose by 23 percentage points;
- the unemployment rate fell by 9 percentage points;
- the rate of inactivity fell by 15 percentage points.

The increase in the employment rates are therefore similar for men and women over the 4 periods covered by the cohort surveys.

Although the proportion of women who remain economically inactive is higher than for men, the rate of decrease in inactivity is slightly higher for women following ESF intervention.

Table A 2.15: Percentage of Priority 4 participants with disabilities or health conditions in work on leaving (no targets) – with percentage breakdown of personal characteristics

ESF Operational Programme MI Indicator Reference Number and Indicator ** NB Some indicators shown in separate table (see table notes)	Cumulative Achievement	>>>>>> >>>>>> Of whom... .	% Female	% Disabled	% Aged 50+	% Ethnicity
4.19 % Participants with disabilities or health conditions in work on leaving	15%	Of whom... .	38%	100%	21%	1%

Source: DWP (ESF `INES' database) November 2010

Table notes:

4.19 = % participants with disabilities or health conditions in work on leaving – i.e. the number of Priority 4 participants who start ESF identified as `disabled' AND `Employed' on leaving 'ESF DIVIDED BY the total number of Priority 4 leavers who were disabled on starting

Table A 2.11 row 4.10b, show that 17% of all Priority 4 leavers went into work on leaving and that of these, 32 % had a disability.

Table A 2.15, row 4.19 above shows that 15% of all the disabled Priority 4 leavers went into work on leaving and that, of these:

- 38% were female;
- 21% were aged 50 or over; and
- 1% were from non-white ethnic minority groups

Table: A2.16 Employment patterns of course leavers by disability P4

Employment status	Disability							
	Does not have a disability				Has a disability			
	12 months before course %	Week before course %	Wave 1 interview %	Wave 2 interview %	12 months before course %	Week before course %	Wave 1 interview %	Wave 2 interview %
In employment	39	7	43	48	33	5	16	19
Unemployed	27	58	33	29	17	28	20	22
Economically inactive	34	35	25	23	50	67	65	59
<i>Unweighted bases</i>	222	222	181	222	483	483	371	483

Source: ESF Cohort Survey (Wave 2) NatCen

Table A 2.16 above shows that disabled participants in Priority 4 were, like those disabled participants in Priority 1, less likely to find work than those without a disability or LTLI. For example:

- the employment rate for disabled participants rose by 15 percentage points - compared to a rise of 41 percentage points among disabled people;
- the rate of unemployment fell by only 6 percentage points for disabled people
- compared with a 29 percentage point fall for non-disabled participants during the 4 points in time covered by the cohort surveys.

Table A2.17: percentage of Priority 4 participants aged 50 or over in work on leaving showing percentage breakdown of personal characteristics (no targets)

ESF Operational Programme MI Indicator Reference Number and Indicator ** NB Some indicators shown in separate table (see table notes)	Cumulative Achievement	>>>>>> >>>>> Of whom....	% Female	% Disabled	% Aged 50+	% Ethnicity
4.23 Aged 50+ in work	24%	Of whom....	38%	39%	100%	1%

Source: DWP (ESF `INES' database) November 2010

Table notes:

4.23 = The number of Priority 4 `participants' aged equal to or greater than 50 on starting and `employed' on leaving their participation divided by the total number of Priority 4 leavers aged equal to or greater than 50 on starting.

Table A 2.11 row 4.10b shows that 17% of all Priority 4 leavers went into work on leaving, and that nearly a fifth of these leavers going into work were aged 50 or over.

Table A 2.17, indicator row 4.23, above shows that 24% of all the Priority 4 leavers aged 50 or over went into work on leaving ESF and that, of these:

- 38% were female;
- 39% were disabled; and
- 1% were from ethnic minorities

Table A2.18: Employment patterns of course leavers by age (Priority 4)

Emp Status	AGE											
	16-19				20-49				50+			
	12 months before course %	Week before course %	Wave 1 interview %	Wave 2 Interview %	12 months before course %	Week before course %	Wave 1 interview %	Wave 2 interview %	12 months before course %	Week before course %	Wave 1 interview %	Wave 2 interview %
In Employment	26	9	31	41	34	4	26	30	44	8	25	27
Unemployed	14	37	19	24	23	44	27	25	14	25	20	22
Economically Inactive	60	53	50	35	43	52	47	45	42	67	54	50
<i>Unweighted bases</i>	36	36	26	36	472	472	358	472	196	196	167	196

Table A 2.18 above shows that the rate of unemployment fell most for those participants in the 16-19 and 20-49 age range compared with those aged 50 or over.

Unemployment fell by only 3 percentage points for those Priority 4 participants aged 50 and over (i.e. the difference between the rate one week before course compared to rate at Wave 2 interview). This compares to a 13 percentage points drop in the unemployment rate for those in the 16-19 age range and 18 percentage points for those in the 20-49 age range.