

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 year there have been:

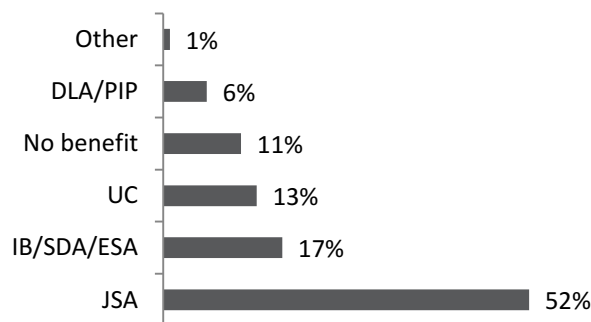
**16,750 referrals**

and

**11,800 starts**

to Work Choice.

### More than half of people starting Work Choice are claiming JSA



**Benefit claimed at point of referral, for those who started in the last year.**

### Sustained job outcome rates have seen steady improvement

**23%**

**of the latest year of starts have achieved an unsupported job outcome (lasting at least 26 weeks) within 24 months.**

## At a glance

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### Referrals, Starts, and Job Outcomes on Work Choice:

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There have been a total of 138,710 referrals and 106,440 starts to the programme.

### Job outcome rates on Work Choice:

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62% of those who started in the latest year available have achieved a short job outcome within 12 months.

### Analysis by benefit type:

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52% / 13% of those who started Work Choice in the latest year were claiming JSA / UC.

### Analysis by disability type:

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Mild to moderate health condition and mild learning disability are the most prevalent disability types for those starting Work Choice.

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Feedback is welcome

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## 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 skill; building your confidence; and interview coaching.

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

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

- 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 25<sup>th</sup> October 2010 up to and including **24<sup>th</sup> December 2016**. Job outcomes include:

- Supported or unsupported jobs which last at least 13 weeks: short job outcomes\*\*.
- Movements from supported to unsupported work: unsupported job progressions.
- Unsupported jobs maintained for at least 26 weeks: sustained unsupported job outcomes.

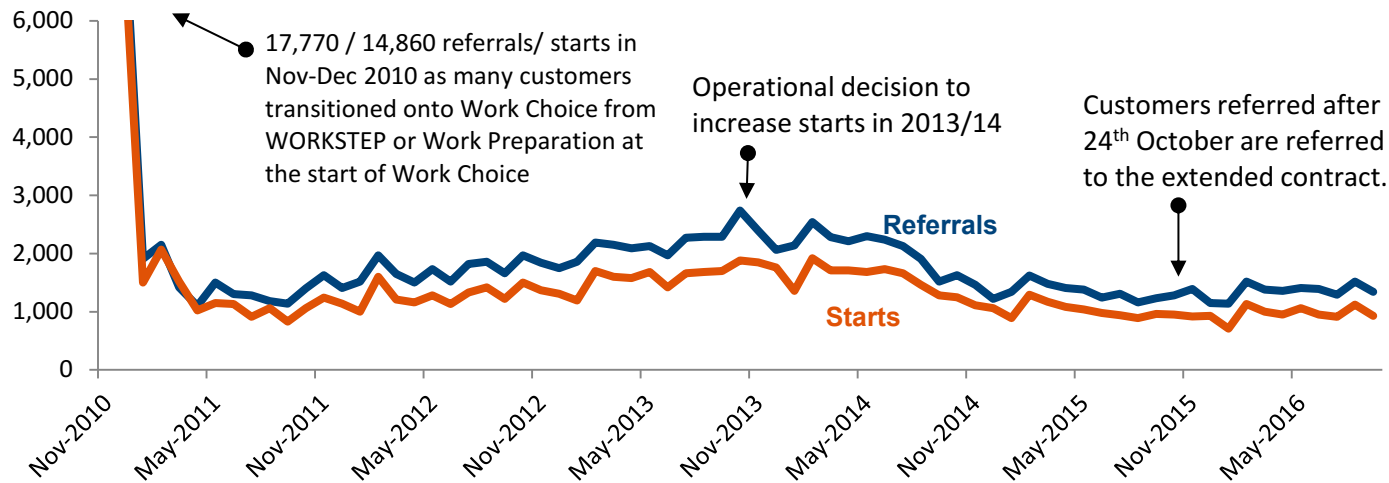
\*\*The definition of short job outcomes changed with the introduction of the extended contract for those people referred on or after 25<sup>th</sup> October 2015, from 'Expected to last 13 weeks' to 'Has lasted 13 weeks'. As outcomes are claimed after the requirement has been met, this is likely to impact both the total numbers achieving a short job outcome, and the numbers that achieve a short job outcomes within 12 months due to additional time required for the job outcome to be achieved and recorded. See the [background information note](#) (section 4.3) for more details.

**This change has introduced a discontinuity to the short job outcome time series, with figures from November 2015 not comparable to previous months.**

# Referrals, starts, and job outcomes

## Around three-quarters of those referred to Work Choice subsequently start

Referrals and starts to Work Choice



### Main Findings

Of those who were referred to the programme in the latest year available, around three quarters (72%) subsequently started Work Choice.

**The number of starts to Work Choice has been fairly constant** over the last two years at around three thousand each quarter.

In the last year there have been:

- **16,750** referrals for **15,300** individuals\*; and
- **11,780** starts for **11,440** individuals\*.

For full data see Table 1.

### Main Findings

Up to October 2015, the proportion of Work Choice starts achieving a short job outcome saw a steady improvement.

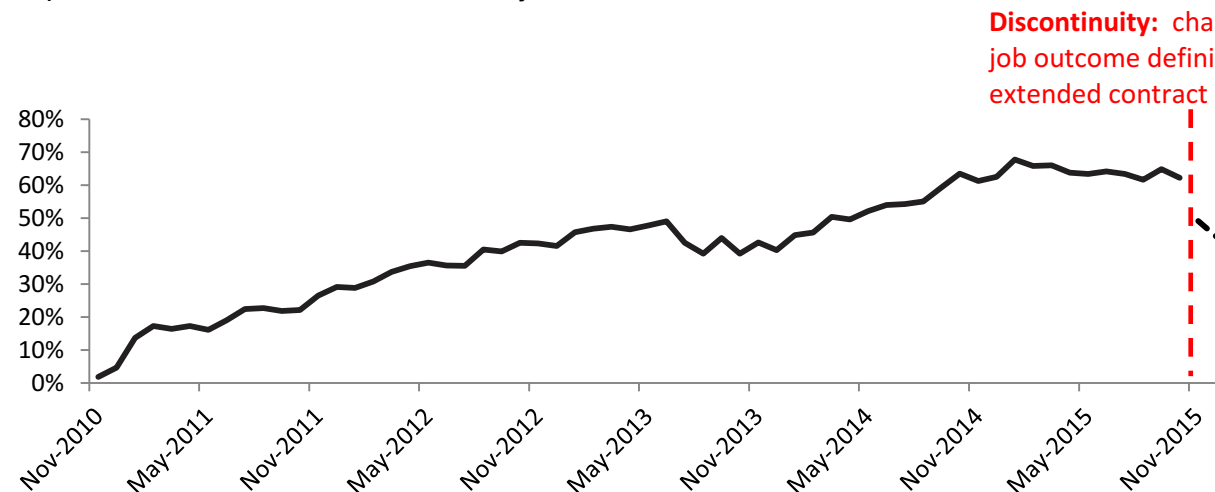
**Short job outcome statistics from November 2015 onwards are not comparable with those for previous periods** since the definition of short job outcomes changed with the introduction of the extended contract.

In the last year there were **4,660** short job outcomes for **4,380** individuals\*.

For full data see Tables 1 and 2.

## The proportion of Work Choice starts achieving a short job outcome (lasting at least 13 weeks) over time

Proportion of starts that achieve a short job outcome within 12 months



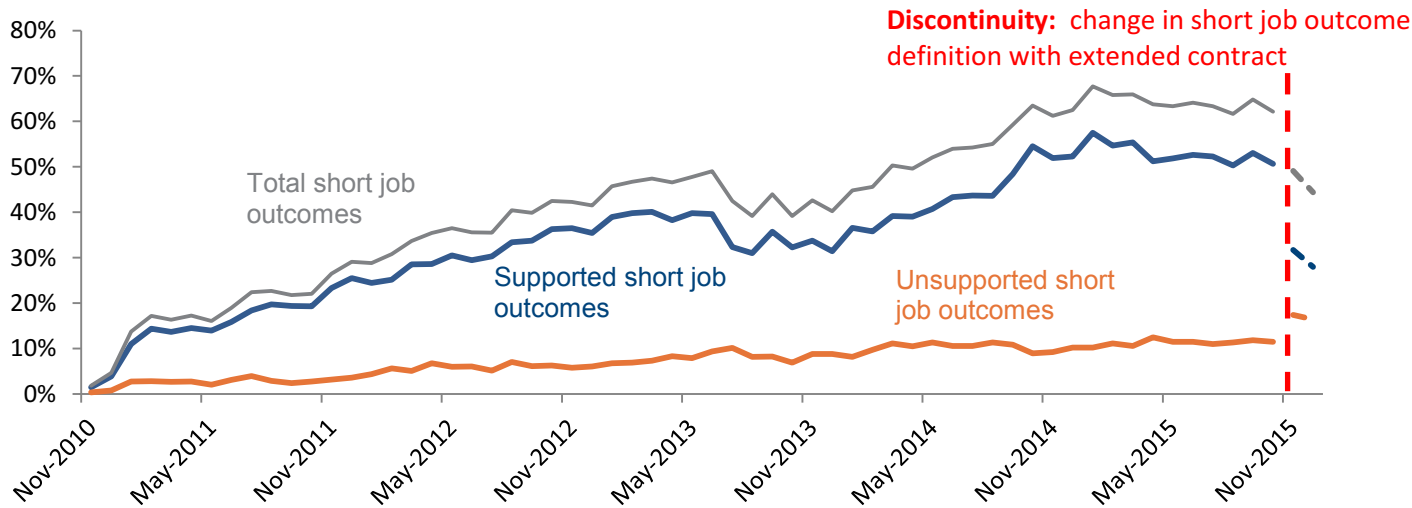
Customers who started from 25<sup>th</sup> December 2015 have not yet had 12 months to achieve a short job outcome and so are excluded.

\*individuals 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.

# Short and sustained job outcomes

## 80% of short job outcomes achieved were supported (for the latest year of starts available)

Proportion of starts that achieve a supported or unsupported short job outcome within 12 months



## 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 80% being supported for the latest year of starts available.**

For the latest year of starts available, **62%** have achieved a short job outcome within 12 months with:

- **49%** of starts having achieved a supported job outcome and;
- **12%** of starts having achieved an unsupported short job outcome.

For full data see Table 2.

## Main Findings

**The proportion of Work Choice starts achieving a sustained job outcome within 24 months has seen a steady rise over the lifetime of the programme.**

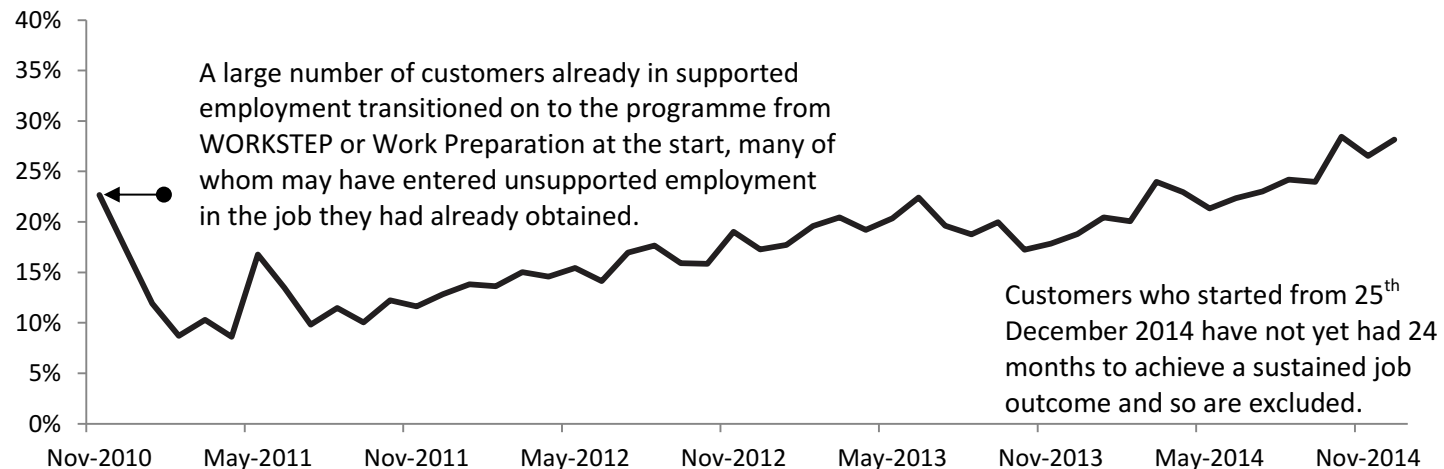
The level has increased from **13% in 2011/12 to 23% for the latest year of starts available.**

In the last 12 months there have been **4,320** sustained job outcomes for **3,860** individuals\*.

For full data see Tables 1 and 2.

## The proportion of Work Choice starts achieving a sustained job outcome has been improving

Proportion of starts that achieve a sustained job outcome within 24 months



# Benefit claimed at point of referral

## Main Findings

Over half of people who started Work Choice in the latest year were claiming JSA (with/ without DLA/ PIP), accounting for 52% of starts, a further 13% were claiming UC.

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

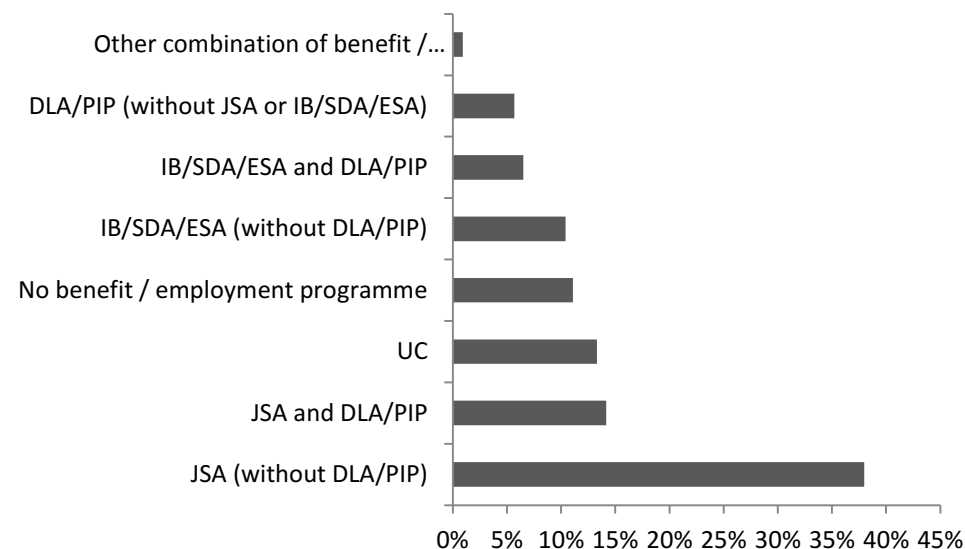
- 56% and 71% for short job outcomes (within 12 months);
- 20% and 34% for sustained job outcomes (within 24 months).

The sustained job outcome rates for those claiming UC has been omitted as the group was 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. Note the short job outcome figures do include outcomes under the new definition.

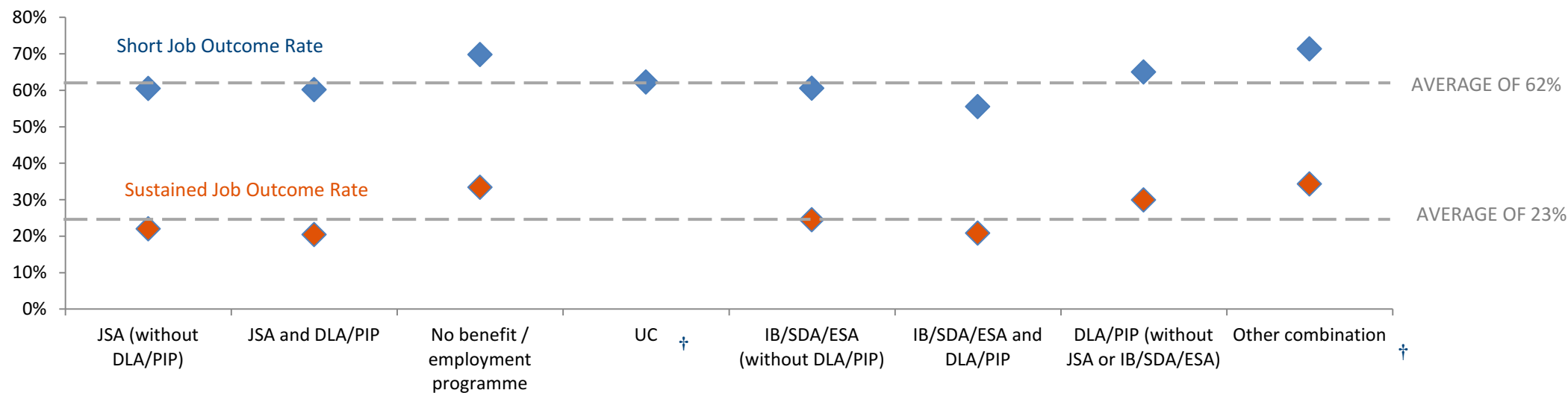
## More than half of people who volunteer for Work Choice are claiming JSA

Proportion of starts by benefit claimed at referral, for the latest year of starts available



## Variation in job outcome rate by benefit claimed

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



# Primary disability type

## Main Findings

The most prevalent primary disabilities of those who started Work Choice in the latest year were mild to moderate mental health conditions and mild learning disabilities, with these disability types accounting for 20% and 16% of total starts respectively.

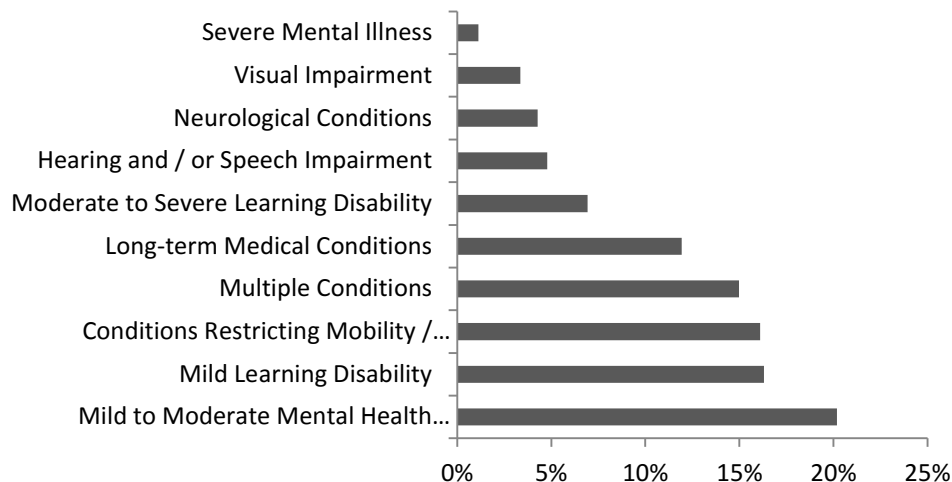
For the different primary disability types, the proportion of Work Choice starts that achieve a job outcome varies between:

- 58% and 64% for short job outcomes (within 12 months);
- 19% and 27% for sustained job outcomes (within 24 months).

For full data see Table 3. Note the short job outcome figures do include outcomes under the new definition.

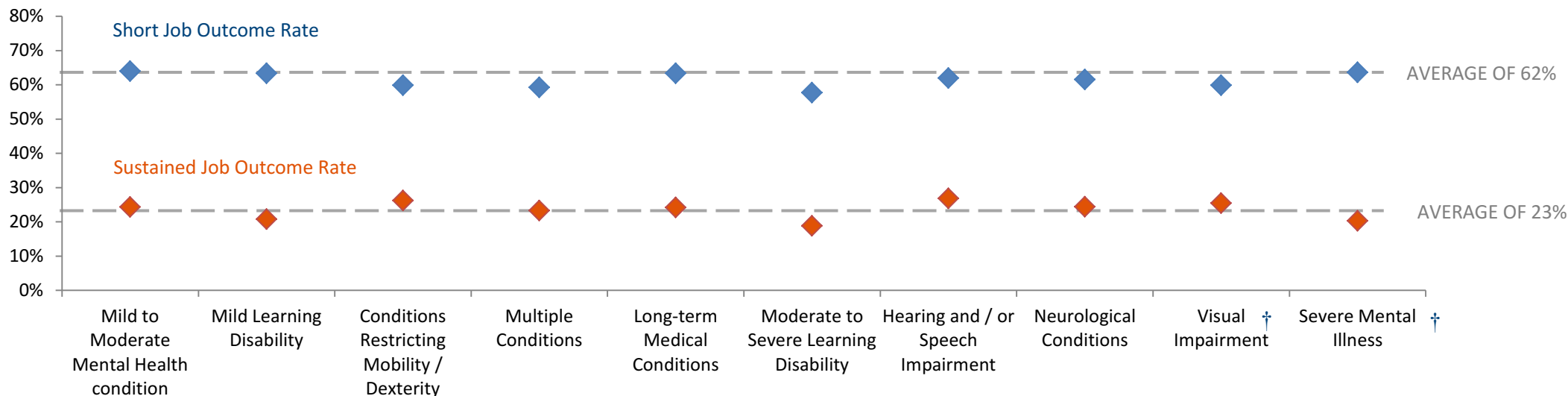
## Mild to moderate mental health condition is the most prevalent primary disability of those starting on Work Choice

Proportion of starts by primary disability type, for the latest year of starts



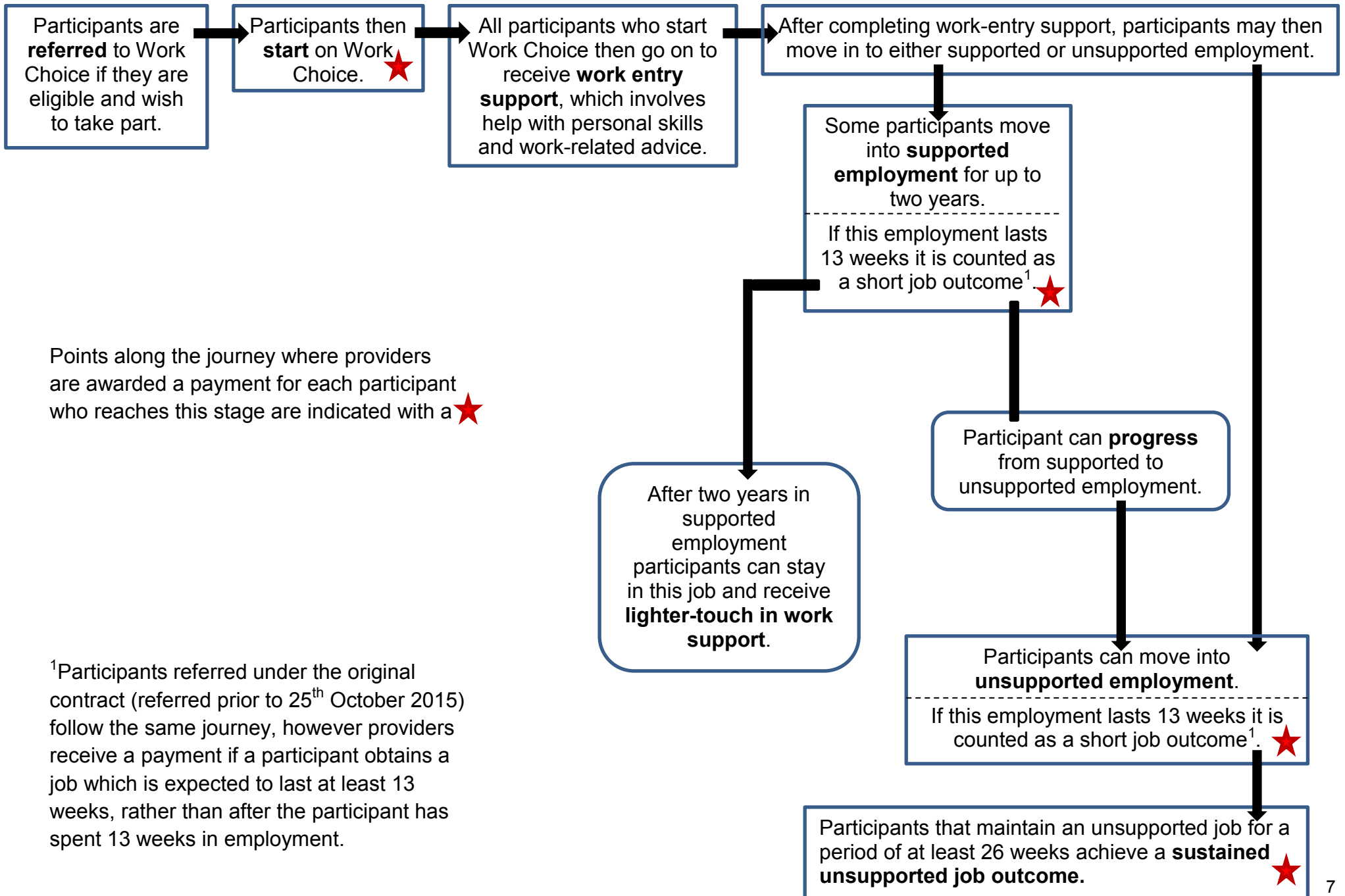
## Variation in job outcome rate by primary disability type

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



† Exercise caution interpreting job outcome rates with these categories – 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



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

<sup>1</sup>Participants referred under the original contract (referred prior to 25<sup>th</sup> 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 February 2017. It contains data on referrals, starts, and job outcomes to Work Choice up to 24<sup>th</sup> December 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](#).

**The latest year of starts available** is used for many figures throughout the publication and relates to the latest year of starts for which data is complete, as follows.

- Jan-16 to Dec-16 for all in-month figures.
- Jan-15 to Dec-15 for the proportion of starts that achieve a short job outcome in 12 months.
- Jan-14 to Dec-14 for the proportion of starts achieving a sustained job outcome in 24 months.

## Where to find out more

More information about Work Choice and these statistics can be found in [Work Choice: 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>. 5