

Employability Fund Statistics

Outcomes and outputs for a cohort of leavers from July 2021 to June 2022.

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Introduction

This report provides a summary of EF statistics, up to quarter 4 2022/23. As the Employability Fund closed to new entrants on 31 March 2022, we will only report on the achievements of those who started prior to the closure of the programme and continue our work to ensure individuals are equipped with the skills they need to move into sustained employment.

The statistics in this report are based on a cohort of leavers from July 2021 to June 2022 (see Appendix E).

Formatting changes have been introduced to this report to improve accessibility in line with the Code of Practice for Statistics. If you have any questions or feedback, please contact user_feedback@sds.co.uk.

Economic Outlook

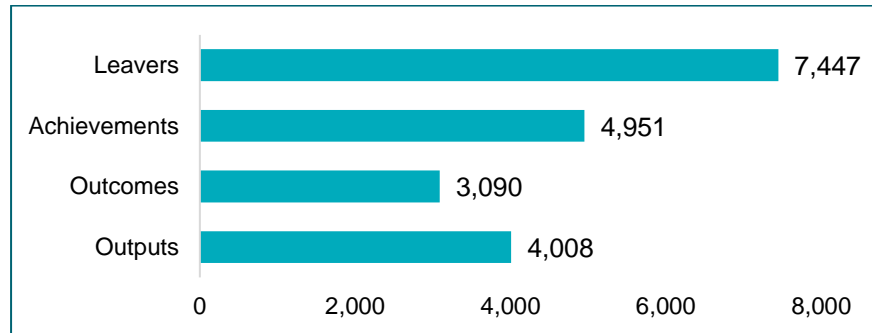
The economic outlook remains challenging and uncertain.¹ Rising costs, supply chain issues, and skills shortages continue to impact the economy, some industries disproportionately. Employability initiatives are paramount to

equipping individuals with the skills they need to move into sustained employment.

¹ Skills Development Scotland: [Economy, People and Skills](#)

Employability Fund Summary

Figure 1: Leavers, achievements, outcomes, and outputs, leavers from July 2021 – June 2022



Employability Fund Leavers

Table 1: Leavers by age and stage, leavers from July 2021 – June 2022

Stage	Stage 2	Stage 3	Stage 4	Total	% of total
16-17	1,841	2,169	23	4,033	54.2%
18-24	342	764	351	1,457	19.6%
25+	76	235	1,646	1,957	26.3%
Total	2,259	3,168	2,020	7,447	100.0%
% of total	30.3%	42.5%	27.1%	100.0%	

Table 1 shows that more than half of all leavers were aged 16-17 (54.2%) and most participants left at stage 3 (42.5%). This is broadly in line with previous cohorts.

Employability Fund Achievements

Achievements are calculated as those individuals who have achieved an outcome, output, or both.

Figure 2: Employability Fund achievements, leavers from July 2021 – June 2022

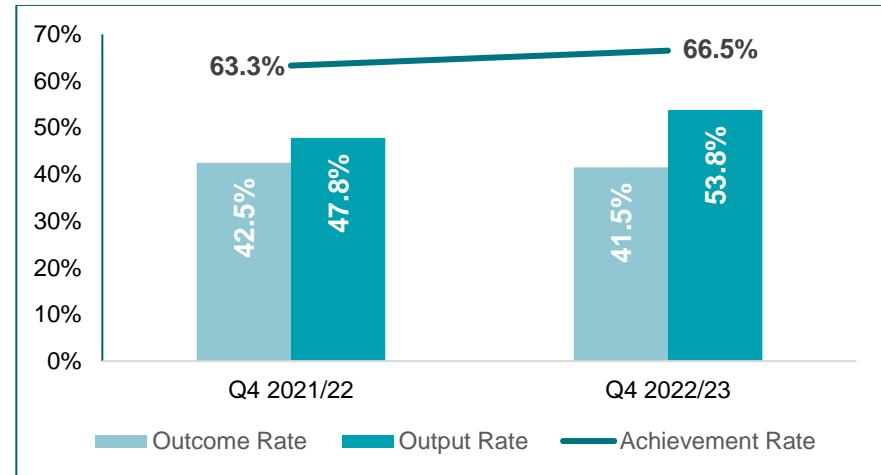


Figure 2 summarises the outcome rate, output rate, and achievement rate from Q4 2021/22 to Q4 2022/23 covering leavers from the period July 2021 – June 2022.

Of all leavers in this cohort, 66.5% achieved an outcome, an output, or both across all stages, +3.2 pp compared to the same point last year.

Further Information

This report provides analysis of Employability Fund outcomes and outputs for a cohort of leavers from July 2021 – June 2022.

Statistics associated with the Employability Fund are provided in summary form. Further information including more detailed breakdowns of these statistics are available in the tables which accompany these reports. Previously published reports can also be accessed [here](#).

Please contact user_feedback@sds.co.uk if you have any questions.

Note to Readers

SDS recommends this section is read prior to further analysis.

Gender

To ensure that we enable participants to record their gender in the most appropriate way for them, we have amalgamated responses against 'prefer not to say' and 'in another way' and have included them within figures and tables under the heading "Multiple". These individuals have not been included

in other categories to ensure confidentiality.

Percentages

This report may refer to a percentage increase or decrease of certain values. This refers to the relative change between two numbers e.g., outputs increased by +5% compared to last year. However, the report may also refer to a percentage point (pp) increase or decrease which refers to the absolute change between two percentages e.g., the achievement rate increased by +8 pp. Percentages in this report may not sum to 100% due to rounding. Similarly, calculating percentage point differences from the data presented in graphs and tables may differ slightly from figures cited in the text. This is also due to rounding.

Recording of Employability Fund Statistics & Definitions

The statistics in this report are derived from our Financial and Information Processing System (FIPS). This report covers statistics related to the Employability Fund. Guidance on how Employability Fund data is collected and reported is available on the SDS corporate website entitled [Employability Fund Statistics Guidance](#).

Achievements

The achievement rate is calculated as the number of EF leavers who achieved an outcome only, an output only, or both as a proportion of the leavers in the cohort.

Leavers

Leavers are counted in the period when training providers add leaving details to FIPS.

Outcomes and Outputs

An outcome can be claimed if, within 26 weeks of leaving EF provision, a participant enters a job, Modern Apprenticeship, self-employment, the next stage of the skills pipeline, or a more advanced form of learning. The outcome rate is the number of outcomes claimed as a proportion of the number of leavers in the cohort.

Outputs are defined as SCQF credit rated certification including a full employability award or vocational qualification.

output is counted when certification is achieved, and a claim is made.

An output refers to the achievement of:

- Certificate of Work Readiness (CWR) or the Falkirk Employability Award
- Other Employability Award (SCQF credit rated)
- Vocational Qualifications at stage 4 from a list of suitable qualifications in three categories (A, B and C). Each category attracts a different funding rate.

As provision is designed to meet individual need and opportunities, not all participants pursue certification and, in those situations, no output payments are made. For example, Qualifications at stage 4 directly relate to specific skills that employers demand. Some individuals at stage 4 may already have the required skills in their field and choose not to work towards an output. The output rate is the number of outputs claimed as a proportion of the number of leavers in the cohort.

Rules

There is a time lag between participants leaving EF activity and outcomes/outputs being recorded and, therefore, claimed.

Most claims for outcomes/outputs are received within nine months of the participant's leaving date. As outcomes and outputs are evidence based there are certain rules that need to be followed before any financial claim can be made:

- Job related outcomes (job, MA, or self-employment) can be claimed when a participant has been in employment for a minimum of four weeks, within 26 weeks of leaving EF activity, where evidence is provided to confirm this.
- Progression outcomes (next stage of the Strategic Skills Pipeline or more advanced learning) can be claimed within six months of a participant leaving EF activity, where evidence is provided to confirm this.
- Outputs can be claimed when evidence is provided, to SDS from an awarding body, that certification has been achieved by the participant (e.g., Certificate of Work Readiness).

Appendix A – Strategic Skills Pipeline and the Employability Fund

Strategic Skills Pipeline					
Stage and Indicative Nature of Provision	Stage 1	Stage 2 – Removing Barriers	Stage 3 – Vocational Training	Stage 4 – Employer Engagement & Job Matching	Stage 5
Fund Elements		Provision at this stage should provide a foundation upon which individuals can build their employability skills, personal development and core skills, including an appropriate level of work experience	Provision at this stage should support individuals in preparing for and sustaining employment, including entry to Modern Apprenticeships, and include an element of work experience	Provision at this stage should directly enable individuals to access a job, including work experience	
Examples of potential delivery		<ul style="list-style-type: none"> • Specialist support • Target group work preparation • Personal and life skills • Core skills development • Work experience 	<ul style="list-style-type: none"> • Vocational training which develops core skills and links to local labour market opportunities • Work experience which relates to vocational training and develops employability skills 	<ul style="list-style-type: none"> • Industry specific courses and qualifications (within SDS approved listing) • Customised training for employment • Work experience 	
Outputs		SCQF credit rated pre-employability/ personal development/core skill provision of at least 18 SCQF credit points at level 3 or above	SCQF credit rated employability / vocational provision of at least 18 credit points at level 4 or above	Employer or industry certification	
Outcomes		<ul style="list-style-type: none"> • Job, self-employment or MA • Progression to more advanced forms of learning or stage 3 provision • Sustained job or sustained self-employment 	<ul style="list-style-type: none"> • Job, self-employment or MA • Progression to more advanced forms of learning or stage 4 provision • Sustained job or sustained self-employment 	<ul style="list-style-type: none"> • Job, self-employment or MA • Sustained job or sustained self-employment 	

Appendix B – Expected participant characteristics

Stage 2
<p>Individuals who enter this stage of their employability journey are not job ready.</p> <p>They should be ready to undertake activity at SCQF level 3 in terms of work-related tasks that means that, for example, they can work alone or with others on simple routine, familiar tasks under frequent supervision. They should also be able to participate in the setting of goals, timelines, etc.</p> <p>They may have core skill development needs and/or personal barriers such as motivation, self-confidence or self-discipline challenges which activity should help to address.</p> <p>When they leave this stage of the SSP, they should have demonstrably improved their employability skills but are not necessarily expected to be fully job ready unless they have progressed very quickly.</p>
Stage 3
<p>Individuals who enter this stage of their employability journey are likely to be closer to being job ready than those at stage 2 of the SSP.</p> <p>They should be ready to undertake tasks at SCQF level 4 in terms of work-related tasks which means that, for example, they can work alone or with others on straightforward tasks, contribute to the setting of goals, timelines, etc.</p> <p>When they leave this stage of the SSP, they should have evidence to demonstrate their job readiness to an employer.</p>
Stage 4
<p>Individuals who enter this stage of their employability journey are likely to be job ready when they start in terms of their generic employability skills.</p> <p>They should undertake activity that allows them to develop specific skills that greatly improve their chances of gaining employment when the activity is completed.</p> <p>When they leave this stage of the SSP, they should have certification that relates to specific job roles improving their access to job opportunities.</p>

Appendix C – Allocation of Starts

Employability Fund starts are allocated to each Local Employability Partnership (LEP) based on local unemployment data (averaged over the financial year). The two advisory groups - which cover the Lowlands and Uplands, and Highlands and Islands areas - agree the methodology. SDS chairs both groups, which include representatives from Local Authorities, DWP and Youthlink Scotland. Once allocated their share of starts, each LEP decides how they wish to distribute this by age and stage in response to local needs, as well as taking account of other provision already available in their area.

Appendix D – Referral arrangements

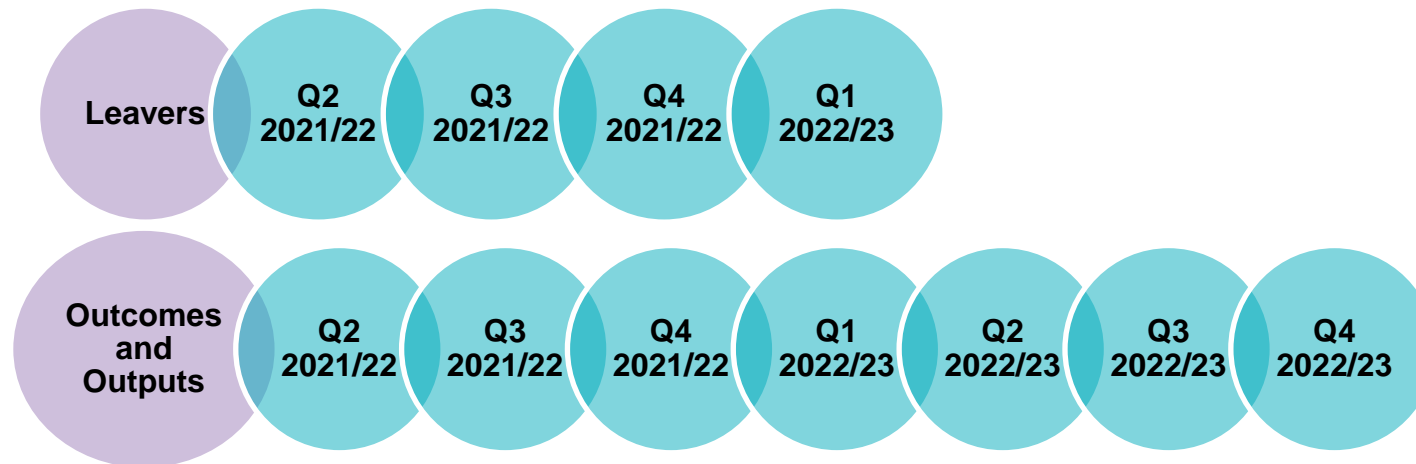
In developing the EF referral process, SDS consulted with stakeholders, partners, and staff. The process aims to offer a flexible, simplified system for referral organisations,

participants, and providers to ensure that everyone supported by EF enters at the appropriate stage of the SSP, according to their assessed needs. The following organisations have designated staff that can refer individuals into the EF:

- Department of Work and Pensions (DWP)
- Local Authorities
- Colleges
- SDS Contracted Providers

It is important to note that entry to the Employability Fund is an early intervention programme and it is not compulsory for individuals to enter or complete provision. Entry to each stage of the EF requires the appropriate referral organisation to confirm eligibility (at every stage) and complete an assessment of suitability at all stages (using the SDS standard referral process at stage 2).

Appendix E – Q4 2022/23 cohort



The cohort of leavers used in Q4 2022/23 refers to those who left the Employability Fund from Q2 2021/22 to Q1 2022/23. There is a time lag between participants leaving EF activity and outcomes/outputs being recorded and, therefore, claimed. Most claims for outcomes/outputs are received within nine months of the participant's leaving date. As such, in this publication we use outcome and output data from Q2 2021/22 to Q4 2022/23.

Appendix F – Supplementary Tables

To reduce the risk of individual participants being identified, disclosure controls have been applied where figures are less than 5 or where such small numbers can be identified through differencing.

Table 1: Employability Fund outcomes by stage, up to Q4 2022/23

Stage	Job related			Progression related			Totals		
	Job	MA	Self-Employment	Stage 2 to 3	Stage 3 to 4	More advanced learning	Total outcomes	Total leavers	Outcome rate
Stage 2	209	28	0	864	-	140	1,241	2,259	54.9%
Stage 3	741	145	0	-	49	231	1,166	3,168	36.8%
Stage 4	645	8	20	-	-	10	683	2,020	33.8%
Total	1,595	181	20	864	49	381	3,090	7,447	41.5%

Table 2: Employability Fund outputs by stage, up to Q4 2022/23

Stage	Stage 2 and 3		Stage 4 only			Totals		
	Certificate of Work Readiness	Other Employability Award (SCQF)	Qual A	Qual B	Qual C	Total outputs	Total leavers	Output rate
Stage 2	-	1,474	-	-	-	1,529	2,259	67.7%
Stage 3	184	1,723	-	-	-	1,922	3,168	60.7%
Stage 4	-	0	57	191	309	557	2,020	27.6%
Total	184	3,197	57	191	309	4,008	7,447	53.8%

Table 3: Employability Fund achievements and leavers by stage, up to Q4 2022/23

Stage	Outcome, output, or both	Leavers	Achievement rate
Stage 2	1,717	2,259	76.0%
Stage 3	2,245	3,168	70.9%
Stage 4	989	2,020	49.0%
Total	4,951	7,447	66.5%

Table 4: Employability Fund achievements and leavers by equality characteristic, up to Q4 2022/23²

Equality characteristic		Outcome, output, or both	Leavers	Achievement rate
Gender	Female	1,661	2,442	68.0%
	Male	3,208	4,885	65.7%
Disability	I/HC/LD	1,442	2,134	67.6%
	No I/HC/LD	3,359	5,100	65.9%
Ethnicity	Mixed or Multiple; Asian; African; Caribbean or Black; and Other ethnic group	196	347	56.5%
	White	4,708	7,021	67.1%
Care experience	Care Experience	299	505	59.2%
	No Care Experience	4,553	6,794	67.0%
Total (known)	All leavers (known)	4,689	7,057	66.4%
Total	All leavers	4,951	7,447	66.5%

² Excluding prefer not to say (known)