

# Talent Match Evaluation and Learning Contract: 2013-19 Common Data Framework: Annual Report

November 2015



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Common Data Framework: Annual Report

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# Executive Summary

## Introduction

The Big Lottery Fund is investing £108million in Talent Match, its innovative programme designed to address the problems of high levels of unemployment amongst 18-24 year olds. It is important to recognise that Talent Match is a novel and innovative programme. Three aspects are worth highlighting at this stage:

- the personalised, individual nature of support: there is no standard approach, partnerships do different things according to need, their skills and what young people request;
- Talent Match is typically working with young people who are a long way from the labour market;
- the programme is voluntary and therefore drop-out rates may be high.

This report looks at self-reported measures collected through a Common Data Framework which all young people engaged on Talent Match are expected to complete. Data are collected at a baseline stage (on entry to the programme) and then at three, six, 12, 18 and 24 months. The aim of this is not only to understand progress into employment, but also to pick up issues of labour market progress, other factors (such as health, family circumstance or housing) and ultimately whether the labour market experience is 'fulfilling'.

## Key Findings

This is a largely descriptive analysis based on self-reported measures. At this stage we have not considered any difference Talent Match has made in great detail. The following stand out as key findings:

1. **Headline outcome:** 643 young people have secured employment and 47 have become self-employed or started a business.
2. **Numbers engaged by the programme:** nearly seven thousand young people (YP) have been engaged by Talent Match; 19 per cent were hidden NEETs. Nearly all those who had secured employment or self-employment (over 95%) report that the assistance received had been important in securing these outcomes. This is at the three, six and 12 month stages.
3. **Furthest from the labour market targeted:** Talent Match is targeting YP furthest from labour market (measured on factors such as qualifications, experience, and disability).
4. **Those furthest from the labour market receive the widest range of support**, including combinations of basic skills training, addressing practical barriers such as transport access, and counselling.
5. **Qualifications:** 70 per cent had not achieved five GCSE's A\*-C including English and Maths; although only eight per cent had no qualifications.
6. **Disability:** 23 per cent supported by the Programme had a disability.

7. **Key barriers to finding employment:** access to and cost of transport; lack of prior work experience; lack of local job opportunities; lack of qualifications and skills; and lack of confidence.
8. **Support received:** on average young people received five forms of support, the most common being one-to-one guidance; information, advice and guidance (IAG); and advice on personal development.
9. **Job satisfaction:** those moving into employment tend to be satisfied with their job, but they also often report that they are underemployed. This may possibly point to an unmet need around in-work support.
10. **Mental health:** a recurrent theme throughout this report is around self-reported mental health and well-being. For instance, 45 per cent report that lack of confidence is a barrier to employment. Around 12 per cent of beneficiaries have received counselling. Those not securing employment outcomes were more likely to report lower levels of well-being.

## Implications

With data over 18 months it should also be noted that there is now a relatively consistent picture of the profile of beneficiaries. Relatively little change has been observed from quarter to quarter. However, it is too early to determine the overall impact of the programme.

At this stage it is possible to draw the following two implications from the analysis in this report:

- **Likely scale of programme outcomes:** to date less than ten per cent of those joining the programme are finding employment. Of course this may change over time. At the current rate of progress the programme may not support the original target of 5,000 young people into sustainable employment.
- **Pathways to Employment versus Work First:** the programme is successfully targeting individuals who are some distance from the labour market and there is evidence that they are moving towards employment. However, the data raises questions around whether this is sufficient progress: movement towards employment is not the same as employment itself. The report raises particular concerns for a group of programme beneficiaries who report low levels of well-being and possibly have underlying mental health problems (around 20 per cent of the total). For this group there is some evidence that a 'work first' approach, for instance through supported work placements, wage subsidy and in-work support may bring better outcomes.

These issues of course vary by partnership and intervention type, and the limitations of the CDF data should always be borne in mind when interpreting the findings set out in the report.

# Introduction

The Big Lottery Fund is investing £108million in Talent Match, its innovative programme designed to address the problems of high levels of unemployment amongst 18-24 year olds. It is being delivered through voluntary and community sector led partnerships in 21 Local Enterprise Partnership areas in England. It seeks to support those furthest from the labour market in their journey towards sustainable employment. 21 local partnerships have had their grant funding approved and a number started working with beneficiaries in early 2014.

## Key Point

It is important to recognise that Talent Match is a novel and innovative programme. Our previous research has shown how the involvement of young people is a genuinely innovative aspect of the programme and distinguishes it both from previous voluntary provision and most clearly from current mandatory programmes such as the Work Programme or Youth Contract. Three aspects are worth highlighting at this stage:

- the personalised, individual nature of support: there is no standard approach, partnerships do different things according to need, their skills and what young people request.
- Talent Match is typically working with young people who are a long way from the labour market.
- the programme is voluntary and therefore drop-out rates may be high.

To support the delivery of this programme, the Big Lottery Fund has commissioned an Evaluation and Learning contract. This contract is being led by the Centre for Regional Economic and Social Research (CRESR) at Sheffield Hallam University with its partners the Institute for Employment Research (IER) at the University of Warwick. This team has delivered similar contracts for central government departments and the Big Lottery Fund and works extensively with the voluntary and community sector

A Common Data Framework (CDF) has been designed to collect standard monitoring data from all partnerships on all beneficiaries. The CDF is of central importance to the success of the contract and aims to collect robust and reliable beneficiary level data across the Programme. This beneficiary data will allow monitoring of: who has participated in Talent Match; what they have done; what difference it has made to them; and what impact it has made on their labour market outcomes.

The CDF has been designed in the form of an online questionnaire. Delivery organisations within partnerships are required to collect baseline data on beneficiaries at an initial meeting with the young person where they complete

a baseline questionnaire. Change and outcome data is then being collected approximately at three, six, 12, 18 and 24 months later through the completion of a follow-up questionnaire.

In November 2014 a number of revisions were made to the questionnaire based on feedback from partnerships. Most of the changes were fairly minor. While there are several new questions, the length of the survey was not altered significantly.

This report presents data on responses received to the baseline, three month, six month and 12 month follow-up surveys which were submitted either online or via encrypted email by 9 July 2015, and had been completed during Quarters 1, 2, 3 or 4 of 2014 or Quarters 1 or 2 of 2015 (January 2014 - June 2015). Where responses to new questions are reported this is highlighted in the text.

The report focuses on the data submitted during the first eighteen months of delivery of the Programme. The first three months of 2015 saw the first submissions of responses to the 12 month questionnaire.

With this additional wave of data the need to continue to present a growing dataset in an accessible format has become even more important. To this end the report presents the baseline data separately along with the three month survey data, with the data from the later rounds now been combined as the basis for our initial analysis of beneficiary outcomes. The three month follow-up survey data has not been combined with the six and 12 month data as it reflects a distinct intermediary stage where young people will have received support but are unlikely to have achieved key outcomes.

The follow-up responses have been investigated for bias by comparing them with the profile of young people at the baseline. There was no evidence of bias so weighting has not been applied to any of the follow-up data.

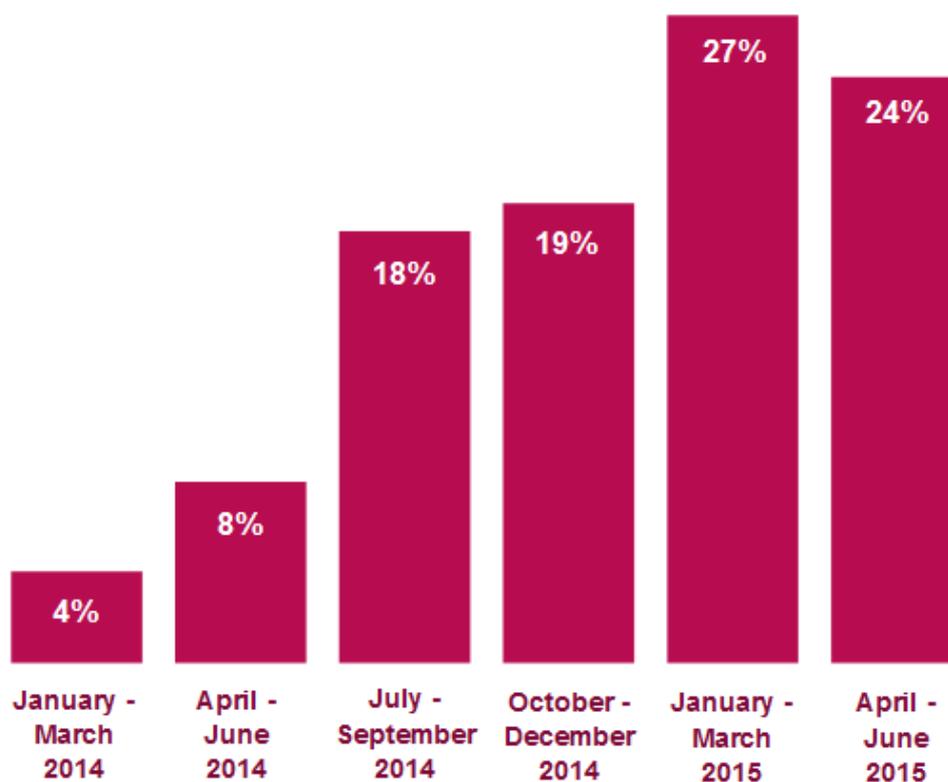
# Talent Match participants

This chapter looks at the numbers of young people engaged on the Programme and their characteristics.

## 2.1. Numbers engaged

All young people participating in the Talent Match Programme are required to fill in a baseline survey at an initial meeting after joining the Programme. 6910 responses to the baseline survey were submitted by 9 July 2015. Figure 2.1 below shows when these responses were collected. Partnerships entered the delivery phase at different stages. Some partnerships also undertook more development work in their first year before becoming fully operational. This is reflected in the gradual growth of starts, with fewer young people engaged in the first two quarters of delivery. Just over half of the total number engaged by the end of June 2015 joined the Programme in the first two quarters of 2015 (n=3554).

Figure 2.1: Proportion of young people starting on the Programme over time



Base: 6910

### Key Point

The uptake of Talent Match is as expected. Partnerships have taken time to establish structures and recruit delivery partners

The variation between partnership is largely explained by: differences in the size of the grants awarded from the Big Lottery Fund; and the time taken for partnerships to be fully up and running. For example, together, Leeds, London, the North East and Sheffield combined account for over two fifths (44 per cent) of all baseline surveys completed.

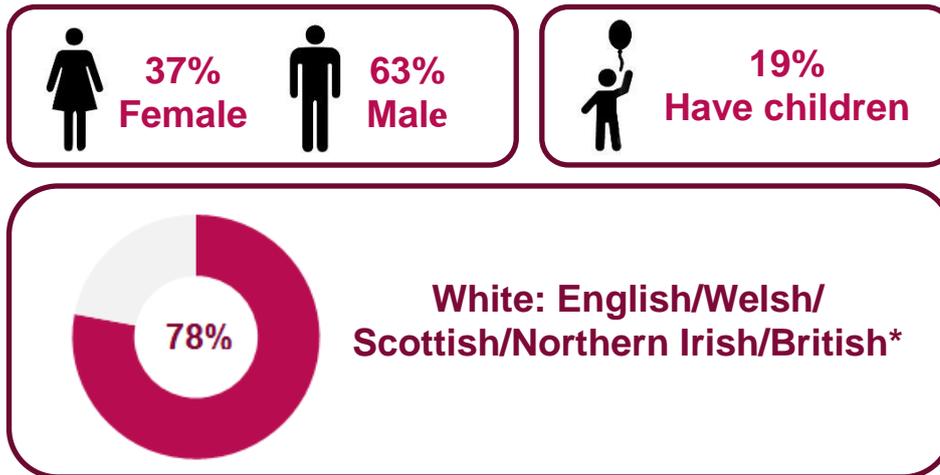
**Table 2.1: Young people on the Talent Match Programme by partnership**

<i>All respondents to the baseline survey</i>		
	<b>Count</b>	<b>Per cent</b>
Talent Match Black Country	232	3
Talent Match Cornwall & Isles of Scilly	212	3
Talent Match Coventry & Warwickshire	98	1
Talent Match Derbyshire & Nottinghamshire	162	2
Talent Match Greater Birmingham & Solihull	143	2
Talent Match Greater Lincolnshire	95	1
Talent Match Greater Manchester	452	7
Talent Match Humber	365	5
Talent Match Leeds City Region	790	11
Talent Match Leicester & Leicestershire	357	5
Talent Match Liverpool City Region	384	6
Talent Match London	700	10
Talent Match New Anglia	359	5
Talent Match North East	924	13
Talent Match Northamptonshire	83	1
Talent Match Sheffield City Region	642	9
Talent Match South East	566	8
Talent Match Stoke on Trent & Staffordshire	86	1
Talent Match Tees Valley	132	2
Talent Match The Marches	38	1
Talent Match Worcestershire	90	1
Total	6910	100

## 2.2. Participant characteristics

Almost two thirds of young people participating in Talent Match are male. This is surprising given that the Programme and the individual partnerships do not state explicitly that they will focus to a greater extent on young men.

**Figure 2.2: Participant characteristics**

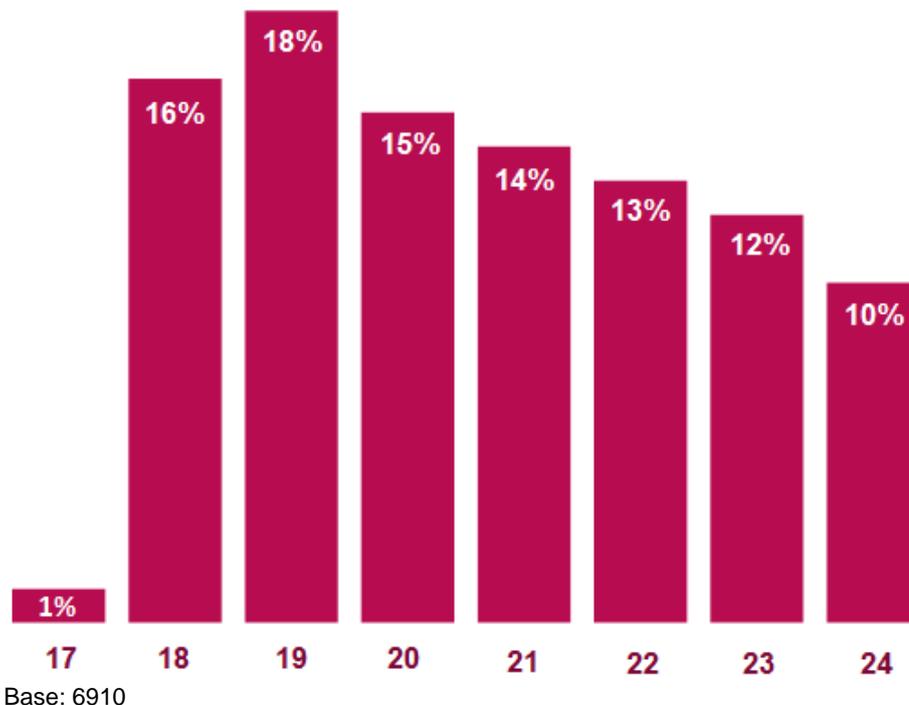


Base: Gender (6899); Have children (4224); Ethnicity (6910). The question asking beneficiaries if they have children was added in November 2014.

\* A full breakdown of respondents by ethnicity is detailed in Table A1 in the Appendix.

Figure 2.3 below illustrates the spread of participants across age groups. Almost one fifth of young people signed up to the Programme by the end of June 2015 were aged 19. One per cent of young people said they were 17 (n=36) and a further three young people indicated they were 16 and twenty-eight said they were 25<sup>1</sup>, which would make them ineligible for the Programme. However, qualitative research with partnerships has revealed that the majority take a pragmatic view on age eligibility - a position not open to them on some previous labour market programmes. Most would not turn away a young person in need of support because they were just outside the eligible age range for instance

**Figure 2.3: Age of participants**



<sup>1</sup> These cases when rounded totalled 0% so are not visible on Figure 2.3.

Almost three-fifths young people completing the baseline survey said they lived with their parents, while over one quarter (28 per cent) said they rented, with a Housing Association the most common type of landlord.

**Figure 2.4: Tenure<sup>2</sup>**



When asked to detail what they were doing in the four weeks prior to starting on the Talent Match Programme, almost three quarters (73 per cent) of young people indicated that they were *'Not working and looking for work'*. A further fifth said they were *'Not working and not looking for work'*. Figure 2.3 below provides further information on what young people were doing before joining Talent Match.

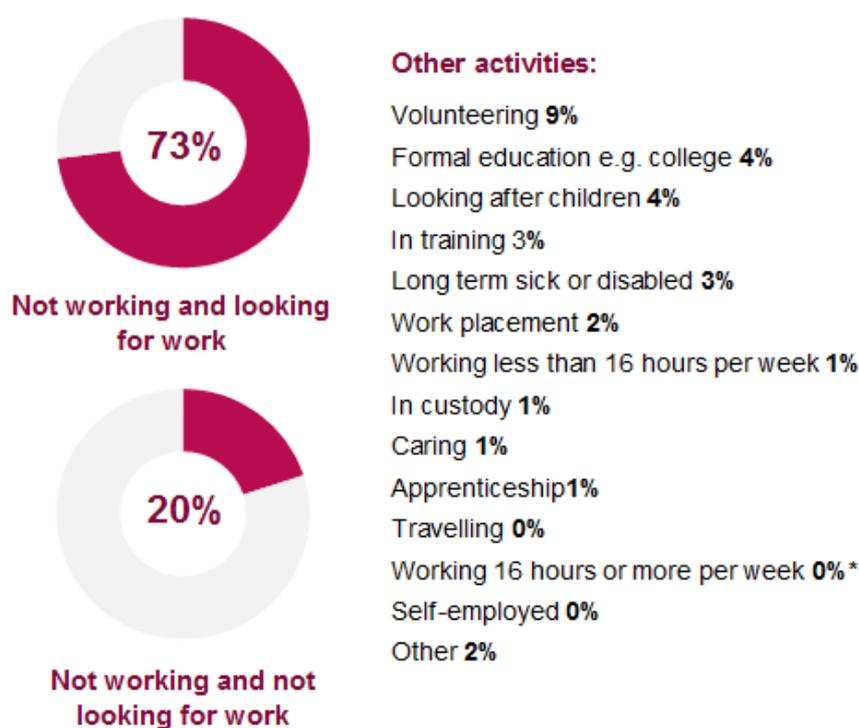
Of those who were not working and were looking for work, the mean time period for this status was one year and 10 months and the median time period was one year and four months. This underscores the difficulties that some beneficiaries have faced so far in accessing the labour market over sustained periods. More information on what young people were doing before joining Talent Match and the length of time for each category is detailed in Table A2 in Appendix 1.

#### Key Points

- Partnerships have different approaches to targeting, often using organisations specialising in outreach.
- The data provide the basis for partnerships to check whether they are reaching key 'hidden' groups.

<sup>2</sup> 28 young people said they were owner occupiers without a mortgage/owned outright and 12 said they were owner occupiers with a mortgage. These cases when rounded totalled 0% so are not visible on Figure 2.4.

**Figure 2.5: What respondents were doing in the 4 weeks prior to starting on the Talent Match Programme**



Base: 6890<sup>3</sup>

\*Two respondents indicated at the baseline they were working 16 hours or more per week which would make them ineligible for the Programme. Upon investigation it was found they gained employment within the first couple of weeks of starting on the programme before filling in a baseline survey.

## ***19% of beneficiaries were previously "hidden"***

Young people previously classed as "hidden" are beneficiaries who at the baseline stage were not receiving benefits and were not working (either less than 16 hours per week or 16 hours or more a week), self-employed, on an apprenticeship, in formal education or in training. Nineteen per cent of the young people engaged in the period up to the end of June 2015 fell into this category. This represents 1,280 beneficiaries.

<sup>3</sup> \*The bases for 'Long term sick or disabled' and 'Looking after children' are lower (n=4220 and n=4231). These options were added to the questionnaire in November 2014. In addition some responses provided before this date and previously coded as 'other' have been recoded into these options.

## Baseline characteristics, skills and attributes

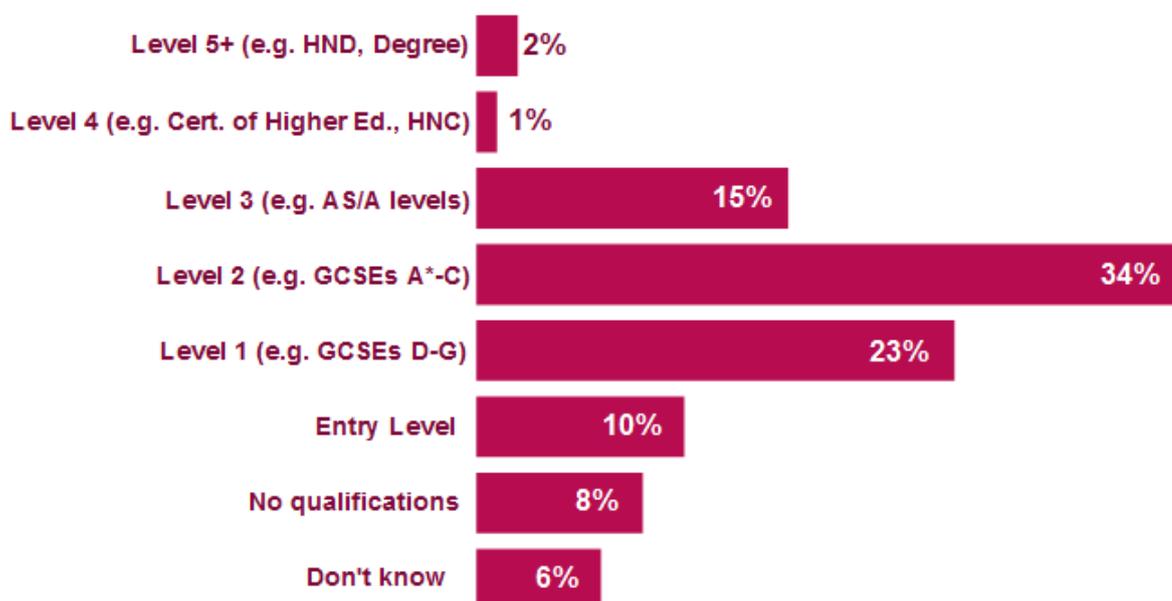
This chapter looks at the responses received by the baseline survey and provides a baseline for the Programme.

### 3.1. Qualifications

Seven out of ten young people (70 per cent) said they have not achieved five GCSEs A\*-C including English and Maths (or equivalent).

When asked about the highest level of qualification they have, almost one in 10 (eight per cent) young people said they have no qualifications. One third (34 per cent) stated that they have Level Two qualifications, the highest proportion among respondents. Only 18 per cent hold any qualifications higher than this. It is perhaps surprising that the figure for those holding 'no qualifications' is not significantly higher given the TM focus on those furthest from the labour market. That said, the national trend is for the current 18-24 age group to be a more qualified cohort than previous ones, with fewer holding no qualifications.

**Figure 3.1: Highest qualification**



Base: 6899

### 3.2. Health and well-being

Of the young people on the Talent Match Programme...

**... 23% have a disability**

**14% have a disability which limits their activities**

**18% have experienced mental ill health<sup>4</sup>**

Qualitative evidence from partnership interviews suggests that mental health is a much more prominent issue than is conveyed by the 18 per cent recorded above. This undercount is most likely to be explained partly by disclosure issues at the baseline, and partly by different understandings of what constitutes mental ill health among different people.

At each wave of the survey young people are being asked four subjective questions regarding their well-being. These questions are taken from the Annual Population Survey and have been designed by the Office for National Statistics (ONS) to provide an alternative indication of how society is faring beyond the usual socio-economic measures.

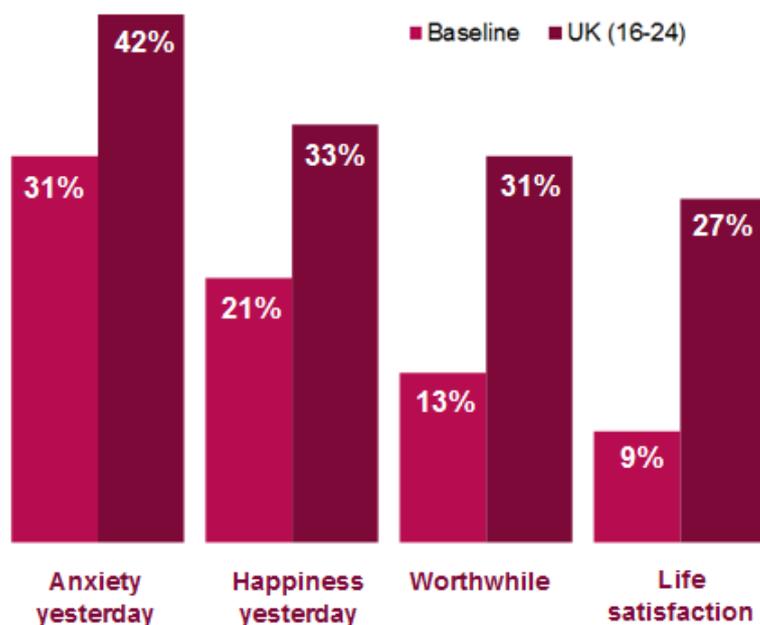
Figure 3.2 shows these four measures and compares the well-being of Talent Match beneficiaries at the baseline with that of all UK adults aged 16-24. Although not a direct comparison it is a close approximation.

Levels of well-being are startlingly lower among those completing the baseline survey compared to UK adults aged 16-24. Most notably the percentage giving a very high rating for "satisfaction with their lives nowadays" and the percentage giving a very high rating of how "worthwhile they think the things they do are" are both 18 percentage points lower than the national score. Chapter five provides detail on how these scores change at the follow-up stages.

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<sup>4</sup> This question was added in November 2014.

Figure 3.2: Well-being - percentage with 'very high' scores<sup>5</sup>



Min. base: 6845

### 3.3. Skills and labour market experience

Young people starting on the Programme were asked to what extent they agreed with a series of statements regarding their skills. Figure 3.3 shows the proportion of young people agreeing with each statement (both 'strongly agree' and 'agree'). Over seven out of ten respondents agreed they have: good basic skills; appropriate clothing they can wear to an interview; and an understanding of a specific job/area of work they are interested in. Fewer agreed they had an understanding of how to set up their own business. This is unsurprising as this is unlikely to be something the majority of beneficiaries are considering. Just over half of young people had identified any additional training they want to take up, and only a slightly higher proportion agreed that they have confidence in themselves.

<sup>5</sup> **Anxiety yesterday** - 0 is 'not at all anxious' and 10 is 'completely anxious'; **Happiness yesterday** - 0 is 'not at all happy' and 10 is 'completely happy'; **Things you do in life are worthwhile** - 0 is 'not at all worthwhile' and 10 is 'completely worthwhile'; **Life satisfaction** - 0 is 'not at all satisfied' and 10 is 'completely satisfied'. Very high' is a score of 9 or 10 except for anxiety yesterday where it is a score of 0 or 1.

**Figure 3.3: Proportion of young people agreeing with statements regarding skills**



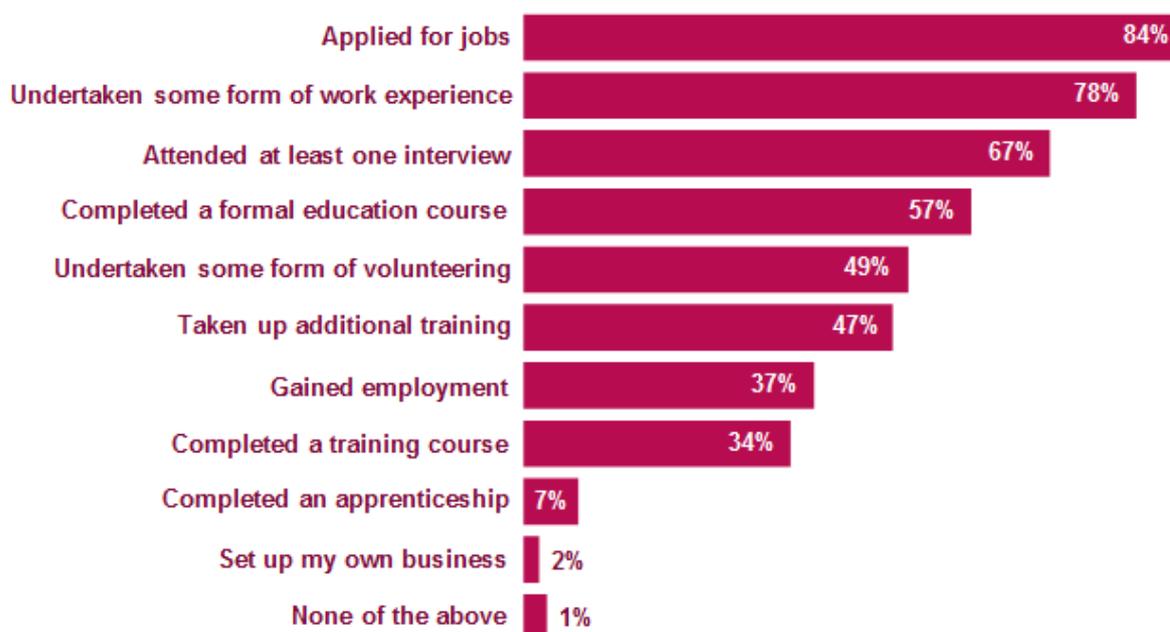
Min. base: 6904

Young people were also asked about their experiences of the labour market. The vast majority of respondents (85 per cent) said they had experience of applying for jobs (see Figure 3.4). Almost four fifths had undertaken some form of work experience, and over two thirds (67 per cent) had attended at least one interview. The proportion stating that they had gained employment at some point was noticeably lower at just below 40 per cent.

#### **Key Point**

Well-being and confidence appear to be significant barriers to young people's participation in the labour market. Some issues around confidence may be resolved by finding employment but other factors may be more deep-seated.

**Figure 3.4: Experience of the labour market**



Base: 6832\*

\*The base for 'None of the above' is lower (n=4219). This option was added to the questionnaire in November 2014.

### ***My Journey***

At all stages of data collection, beneficiaries are asked to indicate how accomplished they feel they are with certain sets of skills using the *My Journey Scale*. This was originally developed by the *Prince's Trust* and is shown in Figure A1 in Appendix 1.

The *My Journey Scale* runs from one to six where: one represents "I find this skill really difficult and I don't care"; six signifies "This skill is a strength of mine and I excel at it." Figure 3.5 shows the proportion of respondents who gave a "high" score of five or six at the baseline. Chapter five provides more detail on how these scores change at the follow-up stages.

Figure 3.5: My Journey - percentage giving a score of 5 or 6

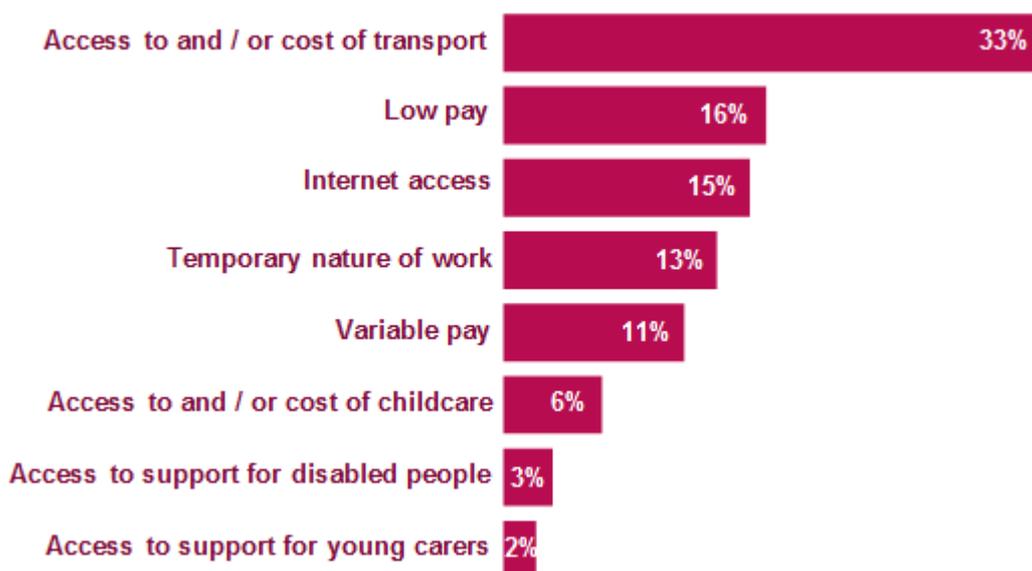


Min. base: 6904

### 3.4. Barriers to employment

Respondents were asked if they had turned down a job, or decided not to apply for a job they were interested in due to problems with any of the barriers listed in Figure 3.6. One third of young people said they had done so due to issues with access to and/or the cost of transport. Almost one fifth (16 per cent) had turned down a job due to low pay, and slightly fewer had turned a job down due to problems with internet access (15 per cent) or the temporary nature of the work on offer (13 per cent).

Figure 3.6: Barriers to employment



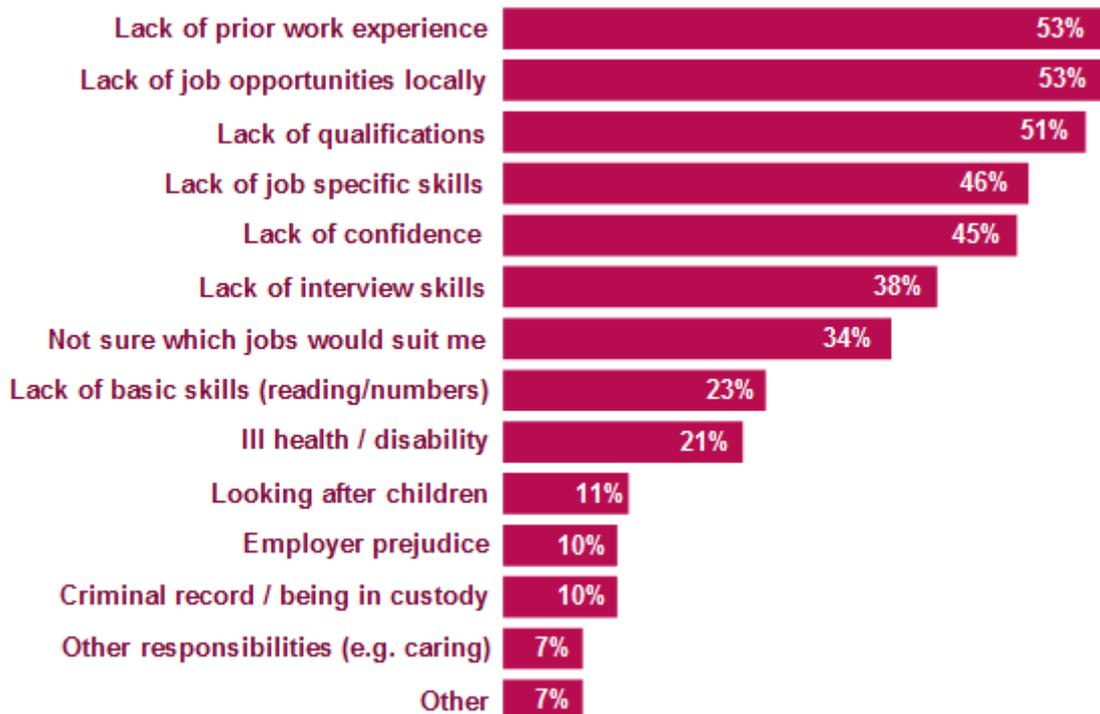
Base: 6897

### Key Point

Transport was seen as a barrier to employment by many, and around half of those furthest from the labour market receive support from Talent Match with travel.

Young people completing the baseline questionnaire were also asked if any other things had stopped them from gaining work in the past 12 months. Lack of job opportunities locally, lack of prior work experience and a lack of qualifications were the three barriers cited most frequently by respondents (53 per cent, 53 per cent and 51 per cent respectively - see Figure 3.7).

**Figure 3.7: Further barriers to employment**



Base: 6830

### Key Point

Many individuals experience multiple barriers to employment; some can be addressed (e.g. through training) or support (e.g. around appropriate childcare), but also the sequencing of support may be important, ranging from initial outreach through to in-work support. Chapter four explores the extent to which these barriers are being addressed.

## 3.5. Services and support

Respondents were asked to identify the services they were involved with both prior to joining the Talent Match Programme and at the time of completing the baseline survey. Seven out of ten young people said they were involved with Job Centre Plus/Jobs and Benefits Office both prior to joining Talent Match and at the baseline stage (see Table 3.1).

**Table 3.1: Services young people are involved with**

*All respondents to the baseline survey*

	Prior to Talent Match		Currently	
	Count	Per cent	Count	Per cent
Job Centre Plus / Jobs and Benefits Office	4731	70	4813	70
Education, training, skills development	1247	18	608	9
Community, youth or voluntary organisations	995	15	877	13
Mental health services, counselling	910	13	634	9
Police, probation or legal services	659	10	431	6
Social services	646	10	477	7
Careers / business advice or support	454	7	299	4
Drug / alcohol support	279	4	157	2
Other	366	5	330	5
None	892	13	1035	15
<i>Base</i>	<i>6767</i>		<i>6895</i>	

A new question asking respondents about their experiences was added in November 2014. The responses to this question are shown in Figure 3.8. This question was added as the majority of partnerships are targeting some combination of: care-leavers; ex-offenders; people with alcohol/drug dependency; people with mental ill health; or young people experiencing homelessness. It follows that partnerships need to be able to identify these individuals early on to ensure they are routed to the appropriate services and to monitor their progress in targeting these sub-groups.

While 55 per cent of respondents answering this question gave 'None of the above' as a response, well almost one in six had experienced either homelessness or had been convicted of a criminal offence. These proportions are unsurprising given the focus of the Programme on those furthest from the labour market, and the fact that many partnerships identify these groups as target beneficiaries.

**Figure 3.8: Experiences**



Base: 4199

**Key Point**

Although a relatively small proportion of young people entering Talent Match have faced these experiences, for them they often form the greatest barriers to finding work.

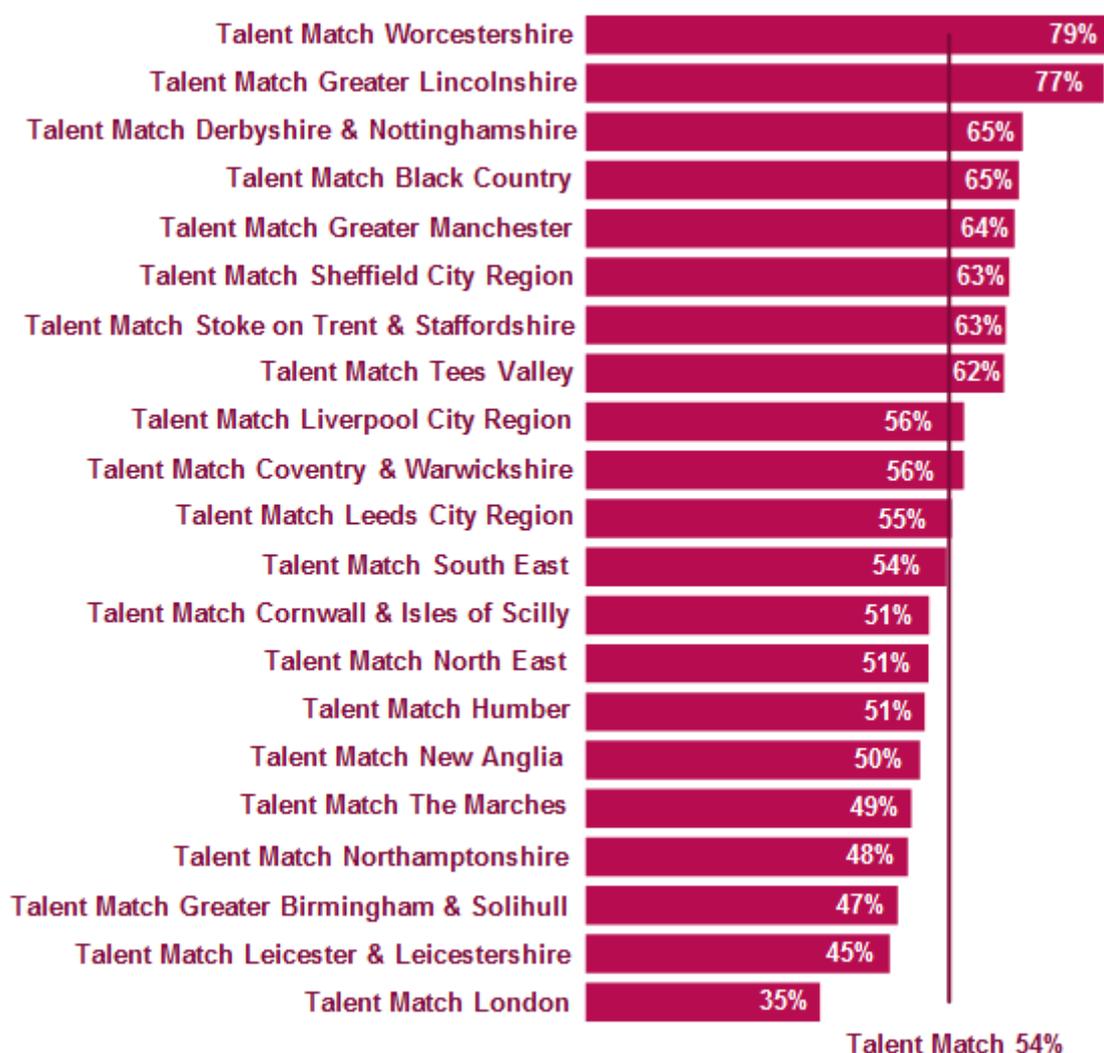
### 3.6. Proximity to the labour market

A measure of proximity, or nearness, to the labour market has been created within the analysis to estimate how likely a young person is to be in work given their characteristics, experiences and competencies. The greater a young person's score on this measure, the closer to the labour market they are judged to be. For the purpose of the analysis the measure has been split into five bands indicating level of distance to the labour market: one: furthest to five: nearest. Further detail on how this measure was created is provided in Appendix 2.

Figure 3.9 shows the proportion of young people in the two furthest from the labour market categories when they started on the programme by partnership. Overall 54 per cent were in these two categories when they started on the Programme, including 23 per cent who were in the 'furthest' category. This illustrates the scale of the initial barriers to be overcome, and the distance of travel required to achieve the targeted outcomes of the programme.

The proportion of Talent Match participants in the two categories furthest from the labour market varied by Partnership from over three quarters in Worcestershire (79 per cent) and Greater Lincolnshire (77 per cent) to just over a third in London (35 per cent).

**Figure 3.9: Proportion of young people in either of the two categories furthest from the labour market by partnership**



Base: 6910

### Key Point

The distance from the labour market measure was constructed using 12 separate categories (including qualifications, experience, well-being, and experiences such as alcohol or drug dependency).

There are also notable - statistically significant - differences between sub groups (see Appendix 3):

- **gender:** a higher proportion of females were in the categories furthest from the labour market.
- **ethnicity:** compared to both Asian/British Asian and Black/Black British, a higher proportion of White young people were in the categories furthest from the labour market.
- **hidden NEETs:** as might be expected, a higher proportion of young people who were hidden NEETs were in the categories furthest from the labour market.
- **tenure:** compared to young people who live with parents or guardians, a higher proportion of young people in social housing were in the categories furthest from the labour market.

### Key Point

Many of these findings are consistent with wider evidence about labour market participation. The voluntary and open nature of Talent Match means that a wide cross-section of young people are engaging with the programme. The key challenge would appear to be ensuring support is targeted at those groups furthest from the labour market.

This is considered in the next chapter.

# 4

## Support received

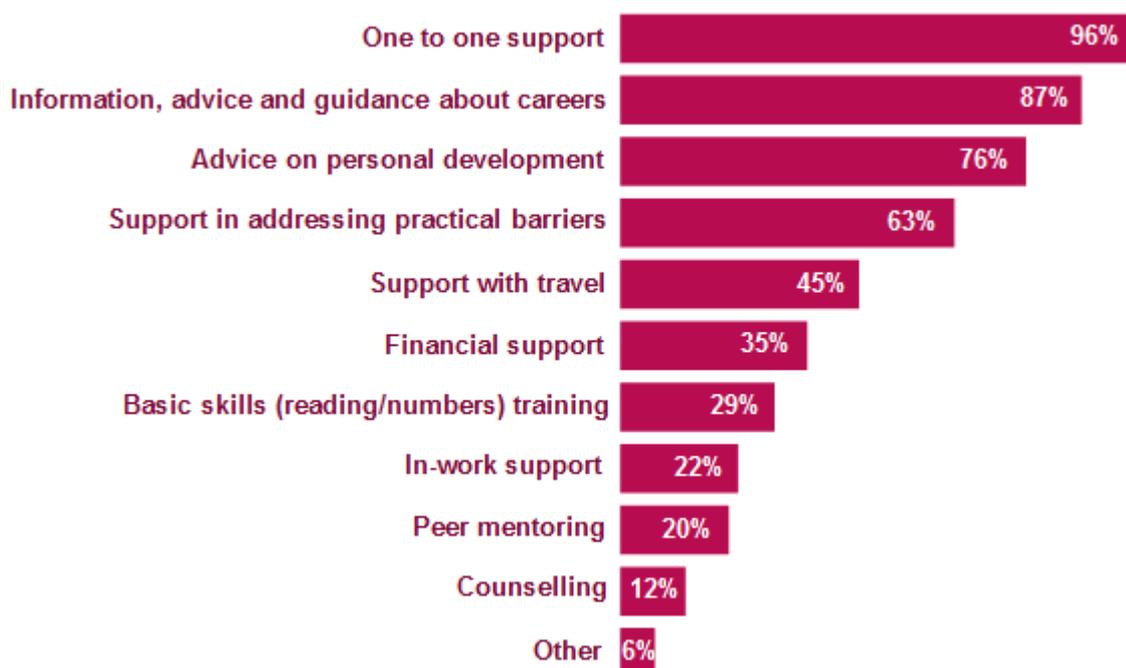
This chapter looks briefly at the support young people have received from Talent Match partnerships.

Within follow-up CDF returns - from three months onwards - participants were asked to identify the forms of support that they had received from the Talent Match programme. This information is used here to describe the activities undertaken by the partnerships; subsequently it will provide the basis to explore questions about which forms of support work best, for whom, and in what circumstances.

Figure 4.1 shows the proportion of young people who reported receiving specific forms of support within any of their follow CDF responses. The most commonly cited were:

- one to one support (96 per cent).
- information, advice and guidance about careers (87 per cent).
- advice on personal development (76 per cent).

**Figure 4.1: Proportion of young people receiving types of support**



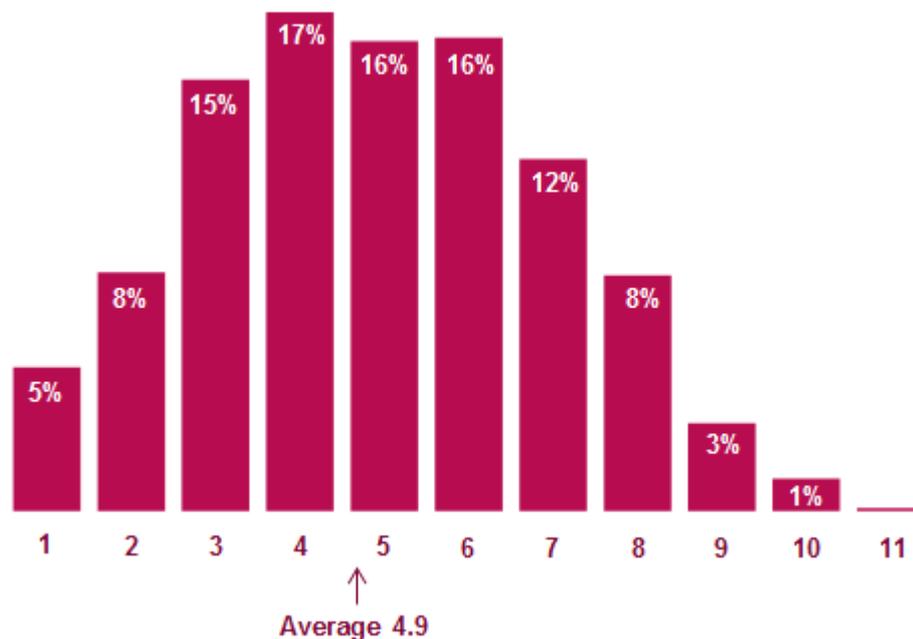
Base: 2909

### Key Point

Nearly all beneficiaries (95 per cent) received more than one form of support; with around a quarter (24 per cent) stating that they had received seven or more forms. On average participants reported receiving 4.9 forms of support. This provides some evidence that Talent Match is providing a holistic service to young people.

Figure 4.2 shows how the average number of forms of support received varied by a young person's proximity to the labour market when they started on the programme. As may be expected there is a strong relationship between the average number of forms of support received and distance from the labour market. Young people in the category furthest from the labour market received on average 5.3 forms of support compared with 4.6 forms of support for those nearest to the labour market.

**Figure 4.2: Number of forms of support received**



Base: 2909

A number of patterns also emerge when comparing the forms of support received by starting distance from the labour market. Those further from the labour market are on average more likely to receive:

- **counselling:** this ranges from 20 per cent of those furthest from the labour market to 8 per cent amongst those who were closest.
- **support with basic skills:** this ranges from 36 per cent of those furthest from the labour market to 20 per cent amongst those who were closest.
- **support in addressing practical barriers:** this ranges from 72 per cent of those furthest from the labour market to 52 per cent amongst those who were closest.
- **financial support:** this ranges from 41 per cent of those furthest from the labour market to 25 per cent amongst those who were closest.
- **support with travel:** this ranges from 50 per cent of those furthest from the labour market to 37 per cent amongst those who were closest.

# Outcomes

This chapter looks at the outcomes from Talent Match reported by young people in the CDF across a range of measures. **A further more detailed economic impact study will be produced in November.**

## 5.1. How outcomes are measured

As discussed in Chapter One, change and outcome data is being collected approximately three, six, 12, 18 and 24 months after the baseline through an additional follow-up online questionnaire.

By 9 July 2015, 3,996 responses to the initial three month follow-up survey had been submitted online, along with 2122 responses to the six month survey and 432 to the twelve month survey. Table A3 in Appendix 1 provides a breakdown of these responses by partnership.

One of the revisions made in November 2014 was to add a section at the start of the follow-up questionnaire to be completed by delivery partners in the event that a young person is unable to complete the questionnaire themselves. Removing these 'uncontactable' responses from the numbers completed gives a total of 2,796 responses to the three month survey, 1,336 responses to the six month survey and 260 responses to the 12 month survey. A further breakdown of the follow-up responses by 'full submissions' and 'uncontactables' is detailed in Table A4 in Appendix 1.

140 full submissions to the three month follow-up survey were completed during Quarter two 2014, 313 completed during Quarter three 2014 and 650 completed during Quarter 4 2014. A further 797 responses were completed during the first quarter of 2015 and 896 were completed during Quarter two 2015.

Three full responses were received to the six month survey during Quarter two 2014, 121 were received during Quarter three 2014 and 187 during Quarter four 2015. The first quarter of 2015 saw an increase in the rate of six month surveys completed with 495 responses completed during this period. A further 530 surveys were completed in Quarter two 2015. Of the 260 12 month responses received so far, 113 were completed during the first quarter of 2015 and 147 were completed during the second.

This chapter considers all early outcomes from the Programme following the first year and six months of delivery. The nature of employment gained is examined along with the steps young people have made towards the labour market in terms of well-being, skills and active steps.

We look at outcomes in a number of ways:

- using the **Big Lottery Fund's investment scorecard**.
- **what beneficiaries are doing now**, and the importance of Talent Match support.
- the **nature of work** secured.
- **progress towards the labour market**.
- the **well-being of young people** supported by the programme.
- **actions taken to secure employment**.

We consider each in turn.

## 5.2. Scorecard

**Responses to the CDF are being used to provide data for the Big Lottery Fund's investment scorecard.**

Table 5.1 shows the scorecard measures covered by the CDF and the counts for young people attaining each outcome. The scorecard measures are calculated on a cumulative basis with beneficiaries only being counted on a measure if they have not previously achieved it. **To recap the original goal of the programme was to support over 25,000 young people with one fifth of those supported moving into sustained employment.**

**By the end of Quarter two 2015, 643 young people had secured employment (these are young people working 16 hours per week or more).**

The revised questionnaire asks respondents to indicate their basic hourly rate of pay. This was added to determine whether respondents securing employment are being paid the National Minimum Wage. The current minimum wage rates are £5.13 for people aged 18 to 20 and £6.50 for those aged 21 and over. **By the end of Quarter two 2015, 497 young people had secured employment and had indicated they were earning at least the minimum wage for their age group.**

Prior to the revisions to the questionnaire made in November 2014, a further proxy measure was being used to count those who are working fewer than 16 hours per week, but who stated at the baseline stage that either ill health/disability or other responsibilities (e.g. caring) had stopped them from previously gaining work. This was in recognition of the fact that these individuals may not currently wish, or be able, to work more than 16 hours a week - and this is something which the Big Lottery Fund has stressed as an important measure of employment.

To address this issue more directly a question was added to the questionnaire in November 2014 asking those who had indicated they were working fewer than 16 hours per week their reasons for doing so. Respondents who stated that they were working fewer than 16 hours per week because the hours they can work are limited by any of the following have been counted on this new measure: caring responsibilities, childcare commitments, disability/ill health, or education commitments. **28 respondents have been counted on this new measure of working fewer than 16 hours a week because they faced various constraints.** A further 47 respondents had moved into self-employment.

Counts for measures across work experience, training, skills and education and volunteering are also shown in Table 5.1. The number of young people engaged represents the number of baseline survey responses received.

**Table 5.1: Talent Match Investment Scorecard**

	<b>Count</b>
<b>Employment/Enterprise</b>	
No of young people securing employment	643
No of young people securing employment and earning at least min. wage	497
No of young people securing employment working less than 16 hours per week	28
No of young people securing sustained employment (at least 6 months)	106
No of young people securing self-employment/enterprise	47
No of young people sustained self-employment/enterprise (at least 12 months)	0
<b>Work Experience</b>	
No of young people undertaking work placement	214
<b>Training, skills and education</b>	
No of young people undertaking basic skills training opportunities	275
No of young people into apprenticeships	117
No of young people completed apprenticeships	7
No of young people into formal education	230
No of young people who receive peer mentoring	593
<b>Volunteering</b>	
No of young people undertaking volunteering	1050
No of young people regularly undertaking volunteering	867
<b>Young people engagement</b>	
No of young people who were previously classed as "hidden"	1280
No of young people engaged	6910

Note: the scorecard presents outcomes up to and including June 2015 only.

### **Key Point**

The programme has engaged nearly seven thousand young people. This is an impressive achievement only just over a year into the programme (at the point of our measurement). Around ten per cent of those engaged have found employment. However, we would expect lag effects – it will take time for full outcomes of sustained employment to be picked up on the scorecard.

### **5.3. Beneficiaries' current situation**

A number of the scorecard measures above were derived from the question "Which of the following currently apply to you?" which was asked to all respondents to the follow-up surveys.

Figure 5.1 shows the most common responses received to this question. Over half (55 per cent) of respondents to the initial follow-up survey said they were 'not working and looking for work', after three months of being on the Programme. This figure drops to 45 per cent for those who had completed either a six or 12 month survey. At the same time the proportion of respondents working 16 hours or more per week increases from 17 per cent among those completing the three month

survey to 25 per cent of those completing a subsequent follow-up. For a full breakdown of responses to this question see Table A5 in Appendix 1.

**Figure 5.1: Current situation**



Base: 2791 (3 month); 1366 (6/12 month)

### **Importance of support received**

Respondents who indicated they were working at either of the follow-up stages or were self-employed were asked how important the support they had received through the Programme had been in helping them gain employment.

Looking at young people who have either secured employment (working 16 hours per week or more) or secured self-employment (two key measures on the scorecard):

- **almost all at the three month follow-up stage (96 per cent) stated that the support received through the Talent Match Programme had been important in helping them to gain work (73 per cent very important and 22 per cent quite important)**
- **the vast majority of young people securing an employment outcome and surveyed at the follow-up stages also stated that the support they had received had been important in helping them to gain work (78 per cent very important and 19 per cent quite important).**

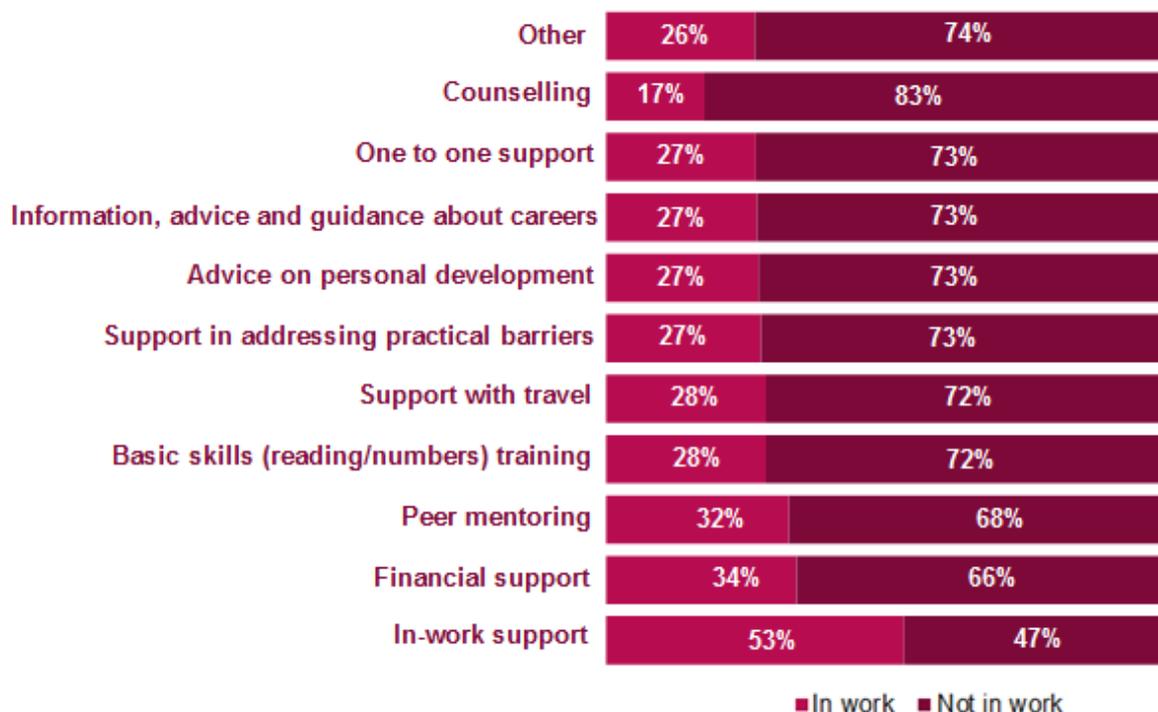
### **Forms of support received**

A difference emerges when comparing the number of forms of support received by young people who had found a job against those who were not in work at 6/12 months. **On average young people who were in work received 6.2 different forms of support which was statistically significantly greater than the average number received by young people who were not in work (5.5 forms of support).** This may suggest a wider package of support increases the likelihood of being in work at 6/12 months.

The effectiveness of different forms of support can be assessed by comparing the percentage of young people who were in work at 6/12 months for different forms of support. **Unsurprisingly Figure 5.2 shows that the percentage in work is highest amongst forms of support linked to being in work, such as in-work support (53**

**per cent) and financial support (34 per cent).** Amongst other forms of support peer mentoring (32 per cent) and basic skills training (28 per cent) had the highest proportions that were in work. **Only 17 per cent of young people who received counselling were in work by 6/12 months, which perhaps reflects the issues that needed to be overcome amongst this group of young people.**

**Figure 5.2: Type of support received by whether in work or not**



Base: 1363

**Key Point**

This section includes a measure of the difference Talent Match makes (its additionality). Those in work were incredibly positive about the support received. What is also striking is the range of support young people are receiving. What requires further investigation are the young people who are receiving counselling but are yet to progress towards a labour market outcome.

**5.4. Nature of employment gained**

Respondents who indicated that they were working at either of the follow-up stages or were self-employed were also asked a series of questions about the nature of their employment. Of those who had achieved either of the two key employment outcomes highlighted above:

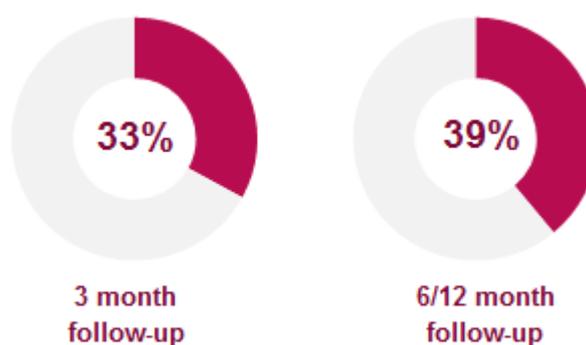
- just over half (51 per cent) surveyed after three months were in a permanent job, while 26 per cent had a temporary job with no fixed end date and 18 per cent had a job for a fixed period with an agreed end date. A further five per cent stated they were self-employed.
- **of those surveyed at the six or 12 month stages, 58 per cent were in a permanent job, 20 per cent had a temporary job with no fixed end date and 19 per cent had a job for a fixed period with an agreed end date.** Three per cent of respondents stated that they were self-employed.

- there were 45 young people who had achieved an employment outcome on zero hours contracts at the 3 month follow-up stage, and of these 43 (96 per cent) said they would prefer a contract with guaranteed hours. **Thirty-four respondents indicated at subsequent follow-up stages that they were on a zero-hours contract.** Of these, 30 (88 per cent) would prefer a contract with guaranteed hours.
- **over three fifths of those in employment at the three month stage were satisfied with their present job overall.** On a scale of one to seven where one is 'completely dissatisfied' and seven is 'completely satisfied', 63 per cent of respondents gave a score of five or above. At the subsequent follow-up stages this percentage rises to 85 per cent.

Three new questions were asked from November 2014 onwards, based on questions designed by the ONS, to assess whether young people who have secured work after engaging with the Programme can be considered to be underemployed. Respondents either in employment or self-employment, were asked if in the past four weeks they had: looked for an additional job; looked for a new job with longer hours; or wanted to work longer hours in their current job.

Responses to these questions have been combined. If a respondent indicated they had done any of the three things above they have been identified as underemployed. Figure 5.3 shows the proportion of young people at the follow-up stages who had achieved either of the two employment outcome measures detailed previously and have been identified as underemployed. A third of this group were considered to be underemployed at the three month stage. Rather disappointingly this figure then rises to just under two fifths at the subsequent follow-up stages.

**Figure 5.3: Proportion identified as underemployed among those working 16 hours per week or more/self-employment**

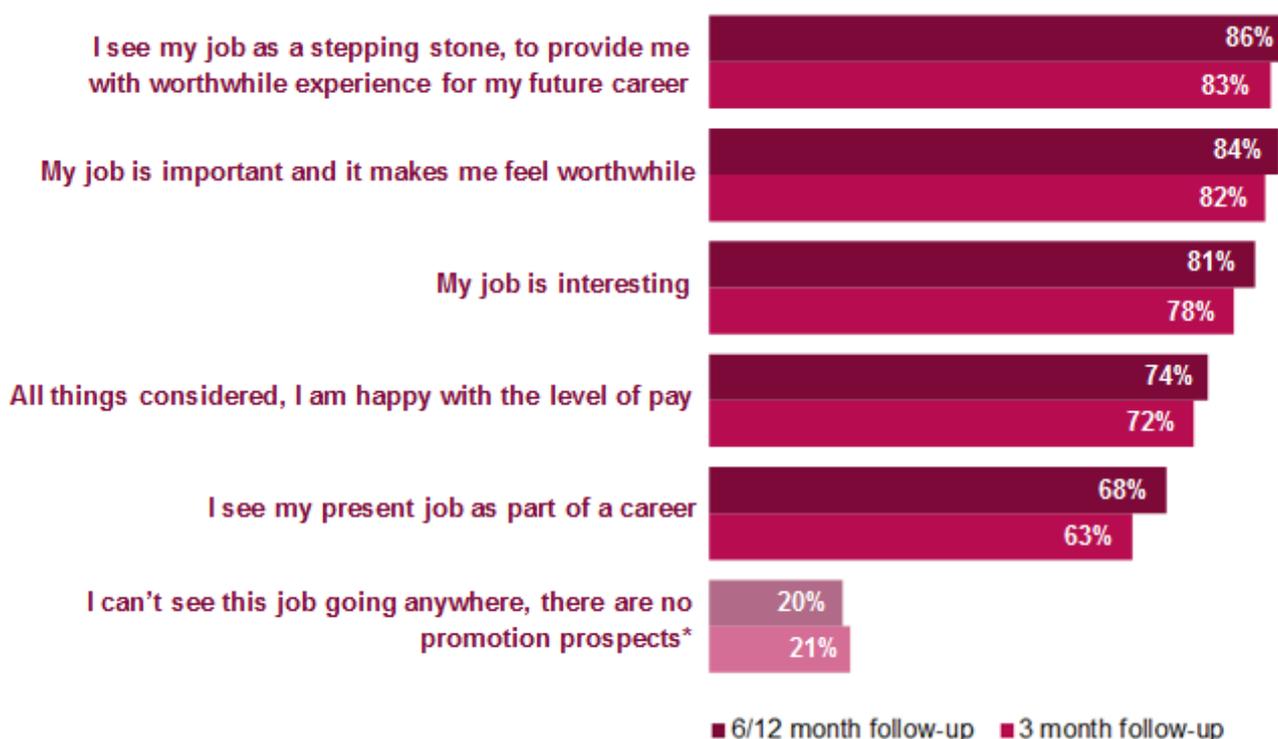


Base: 497 (3 month); 364 (6/12 month)

Young people in employment or self-employment were also asked to what extent they agreed with a series of statements about their current job and future career. Figure 5.4 shows the proportions of young people achieving an employment outcome agreeing with each statement.

There were high levels of agreement across the statements although fewer young people agreed they saw their present jobs as part of a career. On each measure there was a slightly larger proportion providing a positive response at the subsequent follow-up stages.

**Figure 5.4: Proportion of young people agreeing with statements about their current job/future career (who had achieved an employment outcome)**



Base: 474 (3 month); 359 (6/12 month)

\*This statement is negative while the others are positive.

### Key Point

Of those moving into employment around three fifths were satisfied with their work and for at least 80 per cent it was seen as a stepping stone in their career.

## 5.5. Moving closer to the labour market

**Although employment is the main Talent Match outcome it is also important to consider the extent to which young people are supported to move closer to employment.**

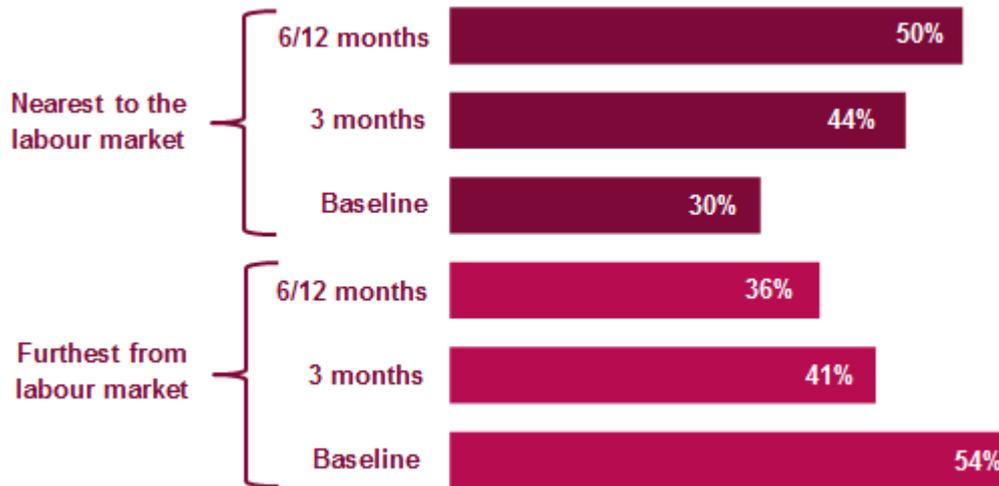
The 'proximity to the labour market' measure described in 3.6 allows this to be assessed. Figure 5.5 compares the proportion of participants in the two categories closest and furthest to the labour market at entry to the Programme, at three months and at six or 12 months depending on which is the latest data available.

A positive progression has been made on both indicators. **The percentage of young people in the two furthest categories decreased from 54 per cent to 41 per cent by three months after starting the programme and then to 36 per cent by 6/12 months.** Conversely the percentage in the two categories nearest to the labour market increased from 30 per cent of participants at the beginning to 44 per cent at three months and to 50 per cent at 6/12 months.

Focusing on young people who were not in work at 6/12 months reveals a similar trend. Despite having not achieved this key outcome of the Programme many had been supported in progressing towards employment. On entry to the Programme 62 per cent of young people who were not in work at 6/12 months were in either of the

two categories furthest from the labour market. This percentage had reduced to 50 per cent three month after starting the programme and to 46 per cent by 6/12 months. **The percentage of participants who had not found work at 6/12 months but were in either of the two categories nearest to the labour market increased from 23 per cent at baseline to 38 per cent some 6/12 month later.**

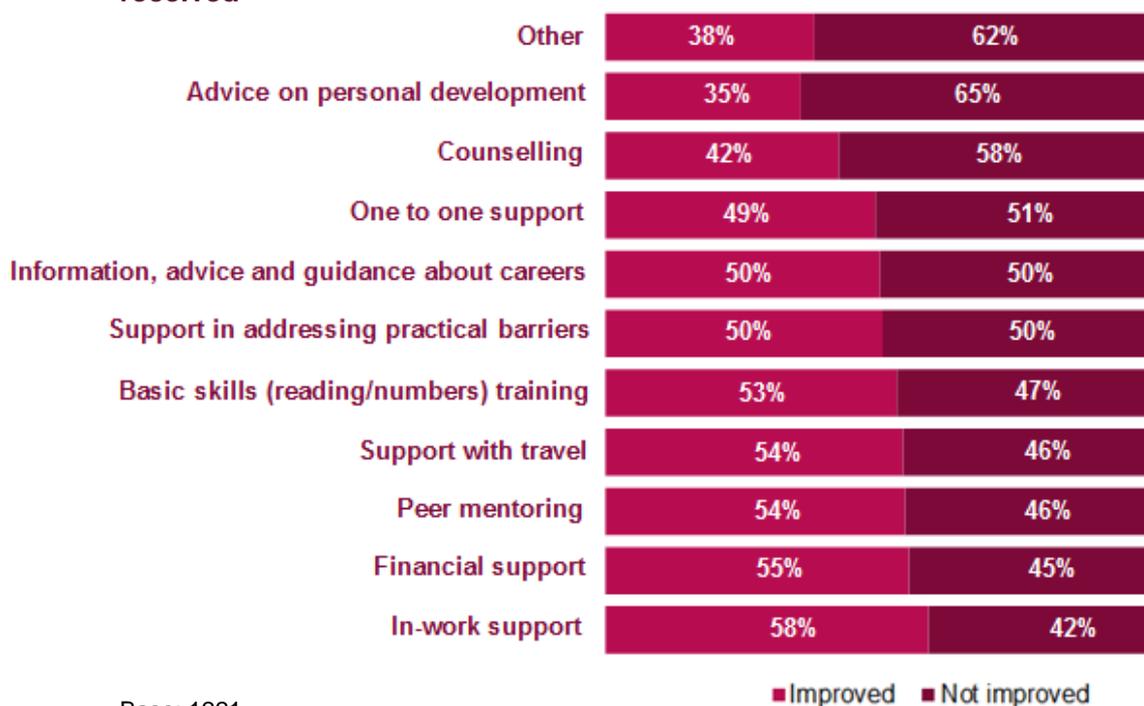
**Figure 5.5: Proportion of young people in the two categories closest and furthest to the labour market at different stages of the Programme**



Base; 6359 (Baseline); 2608 (3 month); 1261 (6/12 month)

Figure 5.6 compares progression towards the labour market by forms of support received. It shows the percentage of young people who moved at least one category nearer to the labour market by 6/12 months for each form of support. The percentage is highest amongst forms of support linked to being in work or close to the labour market, such as in-work support (58 per cent), financial support (55 per cent) and support with travel (54 per cent). Amongst other forms of support peer mentoring (54 per cent) and basic skills training (53 per cent) had the highest percentage that reported an improvement in their proximity to the labour market.

**Figure 5.6: Progression towards the labour market by forms of support received**



Base: 1221

### ***My Journey***

As discussed in Chapter Three at all stages of data collection, beneficiaries are asked to indicate how accomplished they feel they are with certain sets of skills using the *My Journey Scale*.

The *My Journey* scale runs from one to six where: one represents "I find this skill really difficult and I don't care"; six signifies "This skill is a strength of mine and I excel at it." Table 5.2 shows the proportion of respondents who gave a "high" score of 5 or 6 at both the baseline and follow-up stages. A breakdown is also given for those achieving an employment outcome (e.g. working 16 hours or more per week or in self-employment) and those not achieving this.

The results make for encouraging reading. On all measures the proportion of young people in total giving a high score increases consecutively over the waves of the survey.

Looking at responses by whether young people had achieved an employment outcome or not, on every measure at each follow-up stage a higher proportion of those achieving an employment outcome gave a score of five or six.

**Table 5.2: My Journey - percentage giving a score of 5 or 6**

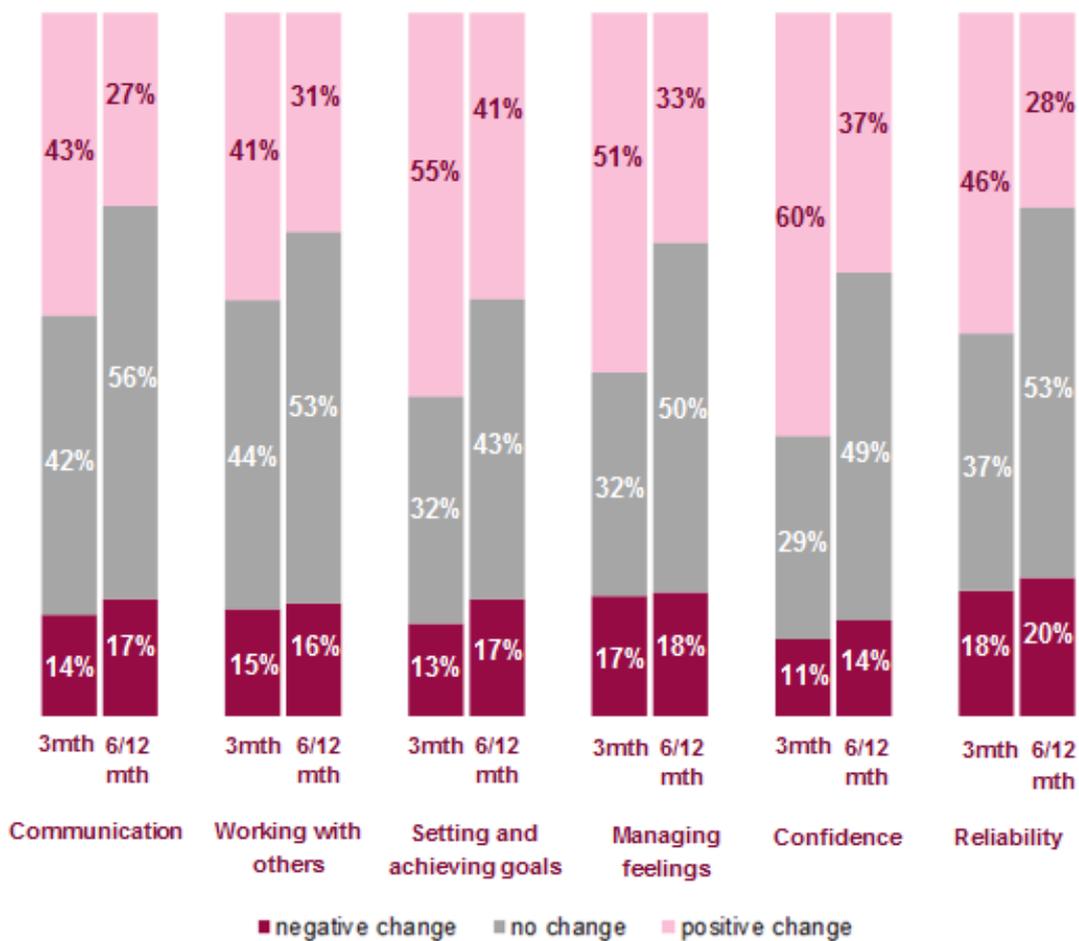
<i>All respondents</i>														
	3 month						6/12 month							
	Baseline		Achieved employment outcome		Not achieved employment outcome		Total		Achieved employment outcome		Not achieved employment outcome		Total	
	Count	Per cent	Count	Per cent	Count	Per cent	Count	Per cent	Count	Per cent	Count	Per cent	Count	Per cent
Communication	3036	44	364	74	1200	53	1564	56	296	83	562	56	858	63
Working with others	3882	57	414	84	1400	61	1814	65	313	88	629	63	942	70
Setting and achieving goals	2344	34	339	69	925	41	1264	46	281	79	454	46	735	54
Managing feelings	2387	35	315	64	891	39	1206	44	261	74	403	41	664	49
Confidence self-esteem	2064	30	339	69	879	39	1218	44	276	78	423	43	699	52
Reliability	4003	58	409	83	1382	61	1791	65	308	86	636	64	944	70
<i>Min. Base</i>	6845		494		2269		2763		992		354		1347	

Figures 5.7 and 5.8 show how individuals' scores changed between both the baseline and the initial three month follow-up stage, and then how these scores changed again between the first and subsequent follow-ups.

Figure 5.7 looks at young people who have achieved an employment outcome while Figure 5.8 looks at those who have not. For those who had achieved employment, between two-fifths and three-fifths gave a higher score at the initial follow-up stage when compared to the baseline across the six measures. The proportions were lower on all measures for those not achieving an employment outcome.

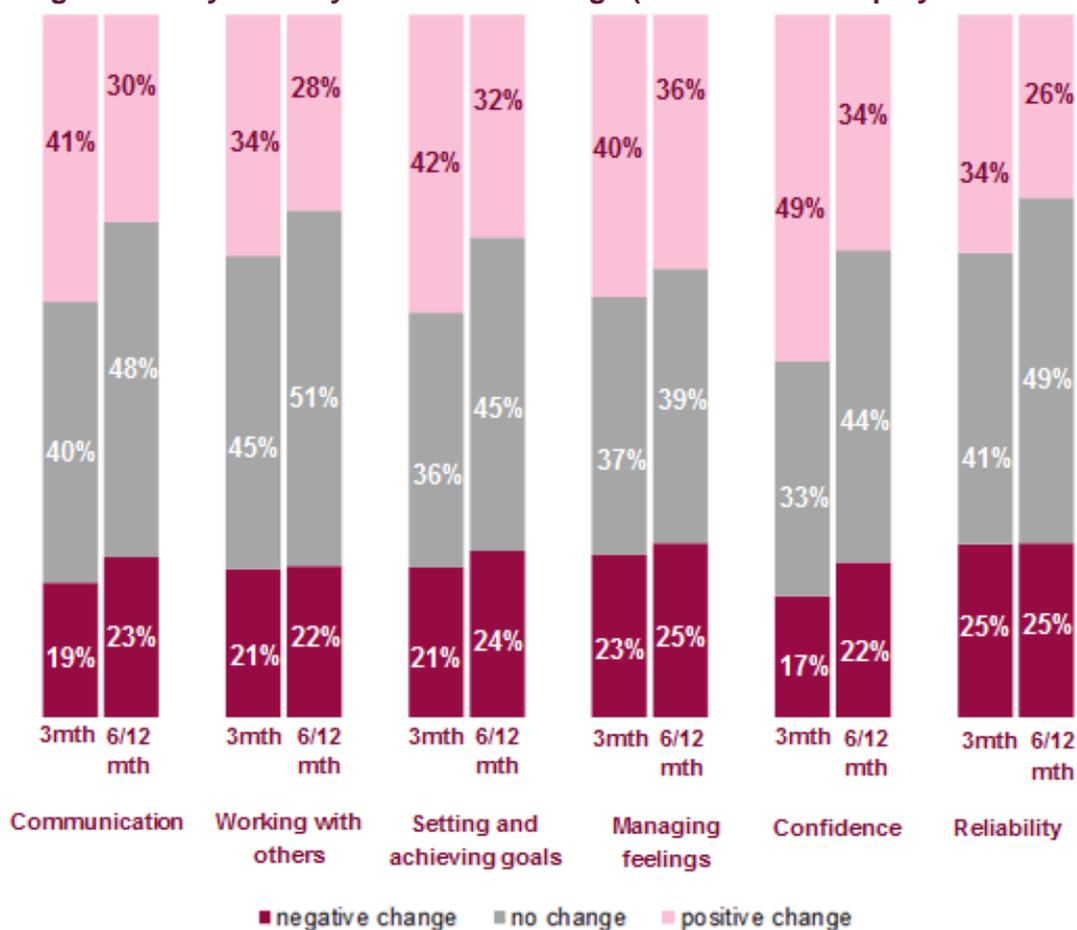
For both groups the proportions giving a higher score at the 6/12 month stage than the three month were lower; however for both groups across all measures this figure was over a quarter. Conversely, the proportion recording a *negative* change in their score was higher on every measure for both groups except for 'reliability' where the proportion was the same for those achieving an employment outcome.

**Figure 5.7: My Journey - Individual change (achieved employment outcome)**



Min. Base: 491 (3 month); 322 (6/12 month)

**Figure 5.8: My Journey - Individual change (not achieved employment outcome)**



Min. Base: 2259 (3 month); 892 (6/12 month)

### Key Point

Overall the programme appears to play a key role for many, but not all, in supporting progress towards the labour market. However, outcomes vary to some extent by the type of support received, although this in part reflects different needs. Those receiving counselling support appear to face some of the most significant barriers in progressing towards work.

## 5.6. Well-being

As detailed in Chapter Three, young people are also being asked at each wave of the survey four subjective questions regarding their well-being.

Table 5.3 shows these four measures and compares the well-being of Talent Match beneficiaries at both the baseline and follow-up stages. A breakdown is also given for those achieving an employment outcome (e.g. working 16 hours or more per week or in self-employment) and those not achieving this.

Encouragingly, on all four measures the proportion of young people in total giving a high score increases consecutively over the waves of the survey.

Looking at responses by whether young people had achieved an employment outcome or not, on every measure at each follow-up stage a noticeably higher proportion of those achieving an employment outcome gave a 'very high' score'.

**Table 5.2: Well-being - percentage giving a 'very high' score**

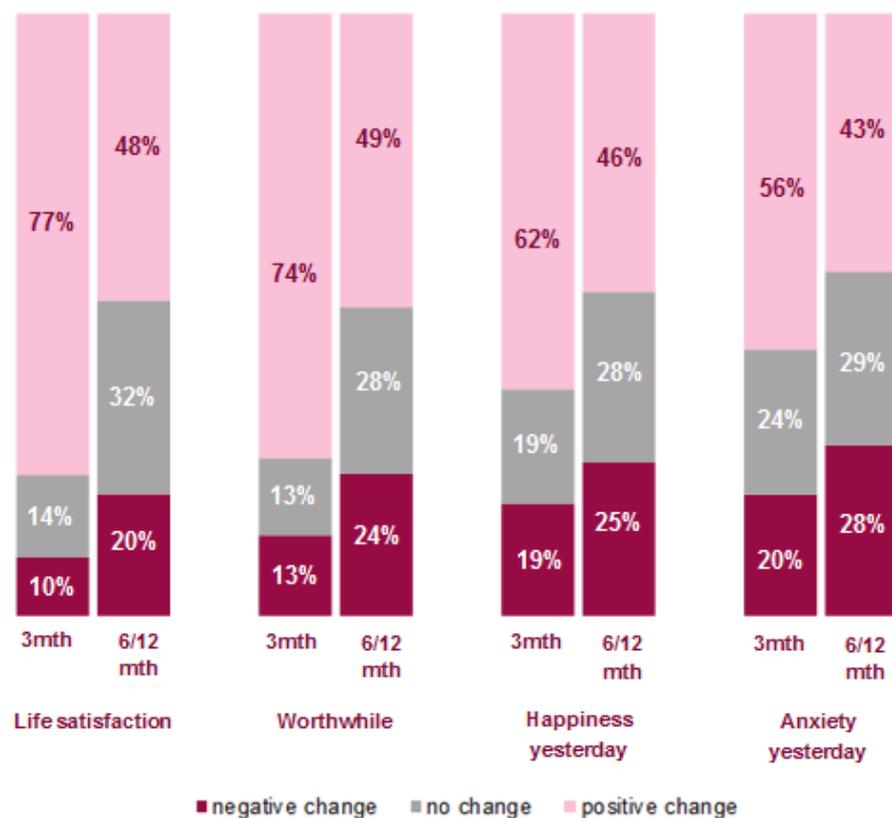
<i>All respondents</i>														
	3 month								6/12 month					
	Baseline		Achieved employment outcome		Not achieved employment outcome		Total		Achieved employment outcome		Not achieved employment outcome		Total	
	Count	Per cent	Count	Per cent	Count	Per cent	Count	Per cent	Count	Per cent	Count	Per cent	Count	Per cent
Life satisfaction	596	9	149	31	329	15	478	18	127	36	151	16	278	21
Worthwhile rating	902	13	167	34	408	18	575	21	131	38	196	20	327	25
Happiness yesterday	1414	21	187	38	535	24	722	27	157	45	211	22	368	28
Anxiety yesterday	2054	31	248	51	759	34	1007	37	207	59	340	35	547	42
<i>Min. Base</i>	<i>6748</i>		<i>483</i>		<i>2226</i>		<i>2709</i>		<i>349</i>		<i>958</i>		<i>1308</i>	

Figures 5.9 and 5.10 show how individual's scores changed between both the baseline and the initial three month follow-up stage, and then how these scores changed again between the first and subsequent follow-ups.

Figure 5.9 looks at young people who have achieved an employment outcome while Figure 5.10 looks at those who have not. For those who had achieved employment, between fifty-six per cent and just over three-quarters gave a higher score at the initial follow-up stage when compared to the baseline across the four measures. The proportions were lower on all measures for those not achieving an employment outcome.

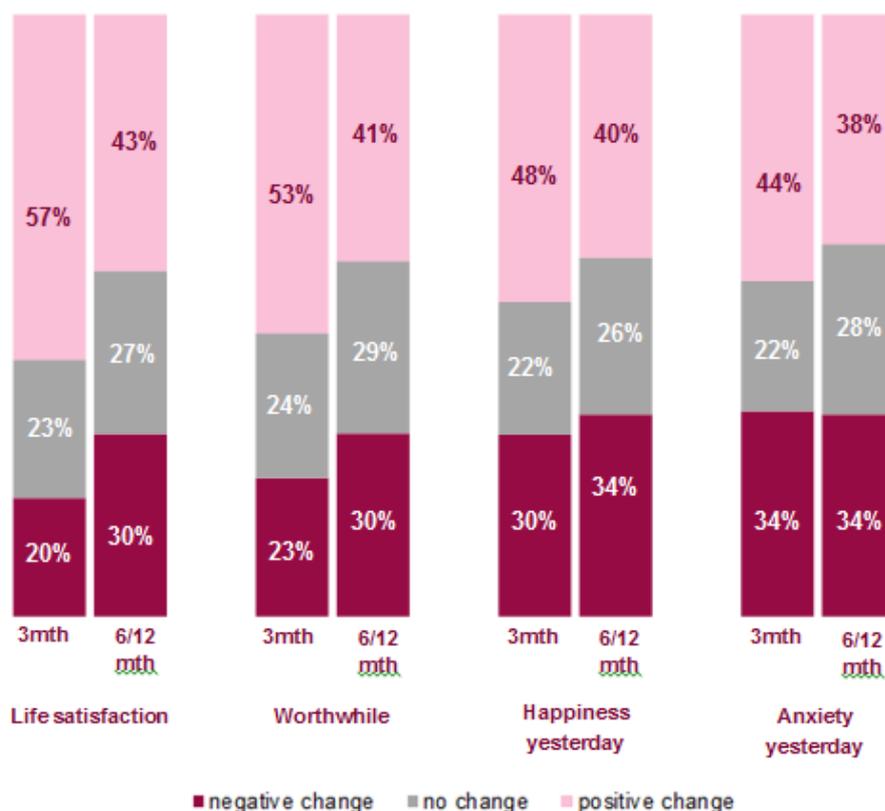
For both groups the proportions giving a higher score at the 6/12 month stage than the three month were lower; however for both groups across all measures this figure was almost two-fifths or more. Conversely, on a more concerning note, the proportion recording a *negative* change in their score was higher on every measure for both groups except for 'how anxious they felt yesterday' where the proportion was the same for those not achieving an employment outcome.

**Figure 5.9: Well-being- Individual change (achieved employment outcome)**



Min. Base: 475 (3 month); 317 (6/12 month)

Figure 5.10: Well-being- Individual change (not achieved employment outcome)



Min. Base: 2182 (3 month); 858 (6/12 month)

### Key Point

A recurrent theme in this report is that factors around mental health and confidence are reported as barriers to labour market participation. The findings suggest progress in reported well-being for many. However, for around a third of young people we also see well-being scores falling. This may be for many reasons, from the programme actually revealing the true extent of issues around anxiety for example, through to continued unemployment leading to worsening scores. This is an issue of some concern.

## 5.7. Actions

Respondents to the follow-up surveys were also asked about any actions undertaken since starting on the Programme. Table 5.3 shows the proportion of young people who stated they had undertaken specific actions at the follow-up stages. A breakdown is also given for those achieving an employment outcome (e.g. working 16 hours or more per week or in self-employment) and those not achieving this.

**The table shows that overall three quarters of young people completing the 3 month follow-up survey had applied for jobs since starting on the Programme; and over half had attended at least one interview. These figures rise to 79 per cent and 61 per cent respectively for those completing at least one subsequent follow-up survey. These figures were higher at both follow-up stages for those who had achieved either of the two key employment outcomes.**

**Table 5.3: Actions undertaken since starting on the Talent Match Programme**

*All respondents to the follow-up surveys*

	3 month				6/12 month							
	Achieved employment outcome		Not achieved employment outcome		Total		Achieved employment outcome		Not achieved employment outcome		Total	
	Count	Per cent	Count	Per cent	Count	Per cent	Count	Per cent	Count	Per cent	Count	Per cent
Undertaken work experience	194	39	721	32	915	33	173	48	426	43	599	44
Undertaken volunteering	133	27	698	31	831	30	127	35	397	40	524	39
Taken up additional training	185	37	883	39	1068	39	172	48	495	50	667	49
Applied for jobs	422	85	1651	73	2073	75	308	85	763	77	1071	79
Attended at least one interview	394	79	1053	47	1447	53	286	79	548	55	834	61
Completed an apprenticeship	7	1	24	1	31	1	9	2	12	1	21	2
Completed a formal education course	40	8	198	9	238	9	32	9	109	11	141	10
Completed a training course	90	18	439	19	529	19	86	24	279	28	365	27
Gained employment	445	90	308	14*	753	27	338	93	214	21*	552	41
Set up own business	26	5	17	1	43	2	23	6	10	1	33	2
<i>Base</i>	496		2254		2750		362		997		1359	

\*These figures are likely to reflect those moving in and out of employment or those working less than 16 hours per week.

**Three fifths (63 per cent) of respondents to the three month survey said they had looked for any kind of paid work in the four weeks prior to being surveyed.** This figure falls to 56 per cent for those surveyed at a subsequent follow-up stage. Of those who had achieved an employment outcome, these figures fall to 39 per cent and 30 per cent respectively, while the proportions among those who had not achieved an outcome were 68 per cent and 65 per cent

Table 5.4 details the active steps young people yet to achieve an employment outcome had taken to find work in the four weeks before they were surveyed at the follow-up stages.

**Seven out of ten young people in this group surveyed at the three month stage said they had searched for jobs/information about jobs on the internet.** Over half said they had applied directly to an employer. Both these figures were lower for those surveyed at subsequent follow-up stages (66 per cent and 49 per cent respectively). This could be due to a variety of reasons such as young people receiving less intense support from partnerships or figures including responses from young people working less than 16 hours per week or in training who were not looking for work at the time of the surveys.

**Key Point**

Those supported by the programme are being supported to take a range of action to secure employment. As might be expected those who secured employment were much more likely to have undertaken actions leading to work. Although the figures for those not entering employment seem to suggest that job search actions are lower, this may reflect their distance from the labour market and other barriers which partnerships believe need to be addressed first.

**Table 5.4: Active steps taken by respondents to find work in the past four weeks**

	<i>All respondents to the follow-up surveys who had not achieved an employment outcome</i>			
	3 month		6/12 month	
	Count	Per cent	Count	Per cent
Searched for jobs/information about jobs on the internet	1558	70	626	66
Applied directly to an employer	1198	54	465	49
Studied or replied to advertisements	955	43	421	44
Asked friends or contacts	977	44	412	44
Contacted a private employment agency or job centre	626	28	261	28
Taken steps to start your own business	110	5	42	4
<i>Base</i>	2228		947	

## 5.8. Conclusion

The Talent Match Programme is still at a relatively early stage, especially in terms of understanding the full outcomes of the Programme and its impact. This report draws solely on data from the Common Data Framework. It is not possible therefore to make a full assessment of the different Talent Match made, or its additionality. These insights will be informed by data gathered over a longer term and from comparator

data: that is what young people facing similar labour market barriers achieved in terms of labour market outcomes without support from Talent Match support.

However, this chapter of the report has identified the following:

- **the Programme has engaged nearly seven thousand young people.** This is an impressive achievement only just over one year into the Programme (at the point of our measurement). Around ten per cent of those engaged have secured employment. However, we would expect lag effects – it will take time for full outcomes of sustained employment to be picked up on the scorecard.
- **those who have secured employment were incredibly positive about the different Talent Match makes.** What is also striking is the range of support young people are receiving. Throughout this report we have raised issues around the relatively poor self-reported mental health of some Talent Match beneficiaries. It is striking that young people who are receiving counselling have made least progress towards a labour market outcome.
- **of those moving into employment around three fifths were satisfied with their work and for at least 80 per cent it was seen as a stepping stone in their career.** However, it is noted elsewhere in the report that there may be demand for continued in-work support to ensure outcomes are sustained.
- **the programme appears to play key role for many, but not all, in supporting progress towards the labour market.** However, outcomes vary to some extent by the type of support received, although this in part reflects different needs. Those receiving counselling support appear to face some of the most significant barriers in progressing towards work.
- **a recurrent theme in this report is that factors around mental health and confidence are reported as barriers to labour market participation.** The findings suggest progress in reported well-being for many. However, for around a third of young people we also see well-being scores falling. This may be for many reasons, from the programme actually revealing the true extent of issues around anxiety for example, through to continued unemployment leading to worsening scores. This is an issue of some concern.
- **those supported by the programme are being supported to take a range of actions to secure employment.** As might be expected those who secured employment were much more likely to have undertaken actions leading to work. Although the figures for those not entering employment seem to suggest that job search actions are lower, this may reflect their distance from the labour market and other barriers which partnerships believe need to be addressed first.

The report raises questions around the sequencing of support and the role of holistic support to young people. This chimes with wider arguments around labour market activation and the relative merits of programmes which see progress towards labour market outcomes as steps on a sequential pathway, and those who may advocate a work-first and more demand-side approach.

# Appendix 1



**Table A1: Ethnicity**

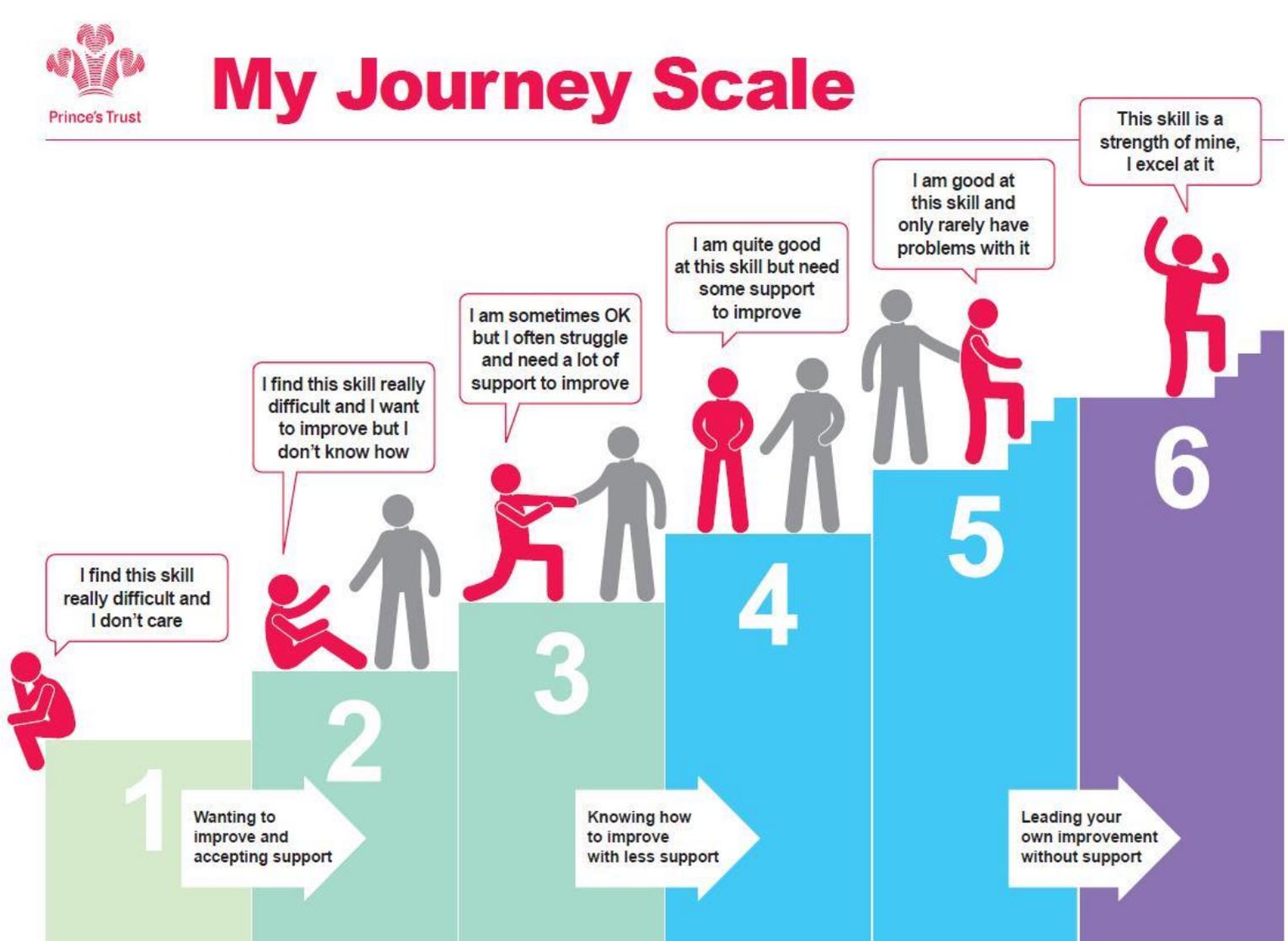
<i>All respondents to the baseline survey</i>		
	<b>Count</b>	<b>Per cent</b>
White: English/Welsh/Scottish/Northern Irish/British	5391	78
White: Irish	12	0
White: Gypsy or Irish Traveller	26	0
Other White	105	2
Mixed/Multiple Ethnic Groups: White and Black Caribbean	167	2
Mixed/Multiple Ethnic Groups: White and Black African	40	1
Mixed/Multiple Ethnic Groups: White and Asian	38	1
Mixed/Multiple Ethnic Groups: Other Mixed	54	1
Asian/Asian British: Indian	90	1
Asian/Asian British: Pakistani	231	3
Asian/Asian British: Bangladeshi	110	2
Asian/Asian British: Chinese	9	0
Asian/Asian British: Other Asian	32	0
Black/African/Caribbean/Black British: African	213	3
Black/African/Caribbean/Black British: Caribbean	200	3
Black/African/Caribbean/Black British: Other Black	55	1
Other Ethnic Group: Arab	18	0
Any Other Ethnic Group	73	1
Prefer not to say	46	1
<b>Total</b>	<b>6910</b>	<b>100</b>

**Table A2: Length of time respondents were doing the following prior to Talent Match**

<i>Respondents providing length of time for each activity at the baseline stage</i>									
	Minimum		Maximum		Mean*		Median		Base
	Yrs.	Mths.	Yrs.	Mths.	Yrs.	Mths.	Yrs.	Mths.	
Not working and looking for work	0	1	9	0	1	10	1	4	4944
Not working and not looking for work	0	1	8	1	2	3	2	0	1326
Volunteering	0	1	9	0	1	1	0	6	599
Formal education e.g. college	0	1	18	0	1	10	1	2	256
In training	0	1	5	0	0	7	0	3	178
Work placement	0	1	0	11	0	2	0	1	133
Working less than 16 hours per week	0	1	6	9	0	9	0	4	95
Apprenticeship	0	1	0	8	0	4	0	3	15
Working 16 hours or more per week**	0	1	0	3	0	2	0	2	2
Self-employed	-	-	-	-	-	-	-	-	-

\*Rounded to the nearest month

Figure A1: My Journey Scale



**Table A3: Responses to the baseline, 3 month, 6 month and 12 month follow-up survey by partnership**

	<i>All respondents</i>							
	Baseline		3 month follow-up		6 month follow-up		12 month follow-up	
	Count	Per cent	Count	Per cent	Count	Per cent	Count	Per cent
Talent Match Black Country	232	3	68	2	7	0	0	0
Talent Match Cornwall & Isles of Scilly	212	3	151	4	72	3	15	3
Talent Match Coventry & Warwickshire	98	1	63	2	43	2	0	0
Talent Match Derbyshire & Nottinghamshire	162	2	107	3	65	3	5	1
Talent Match Greater Birmingham & Solihull	143	2	106	3	44	2	0	0
Talent Match Greater Lincolnshire	95	1	61	2	56	3	33	8
Talent Match Greater Manchester	452	7	283	7	130	6	12	3
Talent Match Humber	365	5	179	4	95	4	4	1
Talent Match Leeds City Region	790	11	426	11	220	10	27	6
Talent Match Leicester & Leicestershire	357	5	206	5	145	7	42	10
Talent Match Liverpool City Region	384	6	238	6	128	6	48	11
Talent Match London	700	10	398	10	182	9	28	6
Talent Match New Anglia	359	5	242	6	163	8	96	22
Talent Match North East	924	13	535	13	243	11	0	0
Talent Match Northamptonshire	83	1	63	2	27	1	0	0
Talent Match Sheffield City Region	642	9	404	10	206	10	6	1
Talent Match South East	566	8	233	6	132	6	27	6
Talent Match Stoke on Trent & Staffordshire	86	1	44	1	26	1	9	2
Talent Match Tees Valley	132	2	97	2	68	3	35	8
Talent Match The Marches	38	1	20	1	6	0	1	0
Talent Match Worcestershire	90	1	72	2	64	3	44	10
<b>Total</b>	<b>6910</b>	<b>100</b>	<b>3996</b>	<b>100</b>	<b>2122</b>	<b>100</b>	<b>432</b>	<b>100</b>

**Table A4: Responses to the 3, 6 and 12 month follow-up surveys by Partnership - full submissions and 'uncontactables'**

	<i>All respondents to the follow-up surveys</i>								
	3 month			6 month			12 month		
	Overall	Full submission	Uncontactable	Overall	Full submission	Uncontactable	Overall	Full submission	Uncontactable
Talent Match Black Country	68	63	5	7	7	0	0	0	0
Talent Match Cornwall & Isles of Scilly	151	50	101	72	31	41	15	13	2
Talent Match Coventry & Warwickshire	63	45	18	43	20	23	0	0	0
Talent Match Derbyshire & Nottinghamshire	107	55	52	65	28	37	5	0	5
Talent Match Greater Birmingham & Solihull	106	55	51	44	20	24	0	0	0
Talent Match Greater Lincolnshire	61	60	1	56	49	7	33	27	6
Talent Match Greater Manchester	283	211	72	130	87	43	12	9	3
Talent Match Humber	179	130	49	95	51	44	4	1	3
Talent Match Leeds City Region	426	365	61	220	197	23	27	27	0
Talent Match Leicester & Leicestershire	206	172	34	145	106	39	42	19	23
Talent Match Liverpool City Region	238	160	78	128	64	64	48	13	35
Talent Match London	398	284	114	182	120	62	28	18	10
Talent Match New Anglia	242	205	37	163	141	22	96	73	23
Talent Match North East	535	272	263	243	110	133	0	0	0
Talent Match Northamptonshire	63	30	33	27	12	15	0	0	0
Talent Match Sheffield City Region	404	282	122	206	124	82	6	2	4
Talent Match South East	233	182	51	132	79	53	27	16	11
Talent Match Stoke on Trent & Staffordshire	44	24	20	26	15	11	9	7	2
Talent Match Tees Valley	97	80	17	68	39	29	35	19	16
Talent Match The Marches	20	19	1	6	6	0	1	1	0
Talent Match Worcestershire	72	52	20	64	30	34	44	15	29
<b>Total</b>	<b>3996</b>	<b>2796</b>	<b>1200</b>	<b>2122</b>	<b>1336</b>	<b>786</b>	<b>432</b>	<b>260</b>	<b>172</b>

**Table A5: Current situation**

	<i>All respondents to the follow-up surveys</i>			
	<b>3 month follow-up</b>		<b>6/12 month follow-up</b>	
	<b>Count</b>	<b>Per cent</b>	<b>Count</b>	<b>Per cent</b>
Not working and looking for work	1529	55	610	45
Working 16 hours or more per week**	464	17	347	25
Volunteering	394	14	198	14
Not working and not looking for work	282	10	132	10
In training	204	7	96	7
Formal education e.g. college	195	7	111	8
Work placement	167	6	67	5
Working less than 16 hours per week	133	5	76	6
Apprenticeship	89	3	51	4
Looking after children	77	4	38	3
Long term sick or disabled	69	3	40	3
Self-employed	35	1	19	1
Caring	28	1	16	1
Travelling	6	0	5	0
In custody	3	0	2	0
Other	67	2	36	3
<i>Base</i>	<i>2791*</i>		<i>1366*</i>	

\*The bases for 'Long term sick or disabled' and 'Looking after children' are lower (3 month: n=2136 and n=2137, 6/12 month: n=1304 and n=1304). These options were added to the questionnaire in November 2014. In addition some responses provided before this date and previously coded as 'other' have been recoded into these options.

## Appendix 2



### Proximity to the labour market

A measure of proximity, or nearness, to the labour market has been created within the analysis to estimate how likely a given young person is to be in work. This measure combines information about a young person's characteristics, experiences and competencies to provide a single indicator of how close a given young person is to the labour market. Twelve indicators combine to create the measure. These were identified in a statistical modelling exercise on CDF responses at 6/12 months, depending on which was the latest, to identify factors statistically associated with being in work.

Logistic regression was used to identify factors associated with a young person being in work or not. Over 28 variables were considered for inclusion covering things such as: tenure, having children, having a limiting disability, educational attainment, self-reported competencies, (including communication, teamwork, basic skills, ability to compose a CV and appropriate clothing for an interview) and services the young person is involved with.

Backwards variable selection using a likelihood-ratio test (LR) was used to identify variables for inclusion within the final proximity to the labour market measure. This identified 12 factors:

- have a limiting disability, negative factor
- have children, negative factor
- attained five or more GCSEs at grade A\* to C (including English and Maths)
- understand the skills that employers want
- have good specific skills for desired job
- setting and achieving goals
- managing feelings
- confidence/self-esteem
- have appropriate clothes for an interview
- involved with drugs/alcohol support, negative factor
- involved with mental health services, negative factor
- ever had worked before.

To simplify interpretation of the measure and so that it made sense for it to remain consistent over time the factors were each given an equal weight. This is opposed to using the coefficients from the statistical model to weight factors according to their relative importance in predicting the likelihood that a given young person was in work. Both these approaches were tested against each other by applying baseline CDF responses however relatively few differences were noted in the positions of young people on either scale.

The final measure is on a scale running from zero to 12, with a higher score indicating a greater proximity to the labour market. For the purpose of our analysis scores were grouped into five bands indicating level of distance to the labour market. These were:

- group one: furthest from the labour market: scores of zero to five
- group two: scores of six and seven
- group three: scores of eight
- group four: scores of nine and 10
- group five: nearest to the labour market: scores of 11 or 12.

# Appendix 3

LINK TO FOLLOW WHEN GOING LIVE ONLINE



# Sheffield Hallam University

*Talent Match Evaluation and Learning Contract: 2013-19 - Common Data Framework:  
Annual Report*

SANDERSON, Elizabeth <<http://orcid.org/0000-0003-1423-1670>> and WILSON, Ian  
<<http://orcid.org/0000-0001-8813-3382>>

Available from the Sheffield Hallam University Research Archive (SHURA) at:

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