

Evaluating the Effects of Redundancy Related Training Interventions in Wales

Rhys Davies

Wales Institute for Social and Economic Research, Data
and Methods/ADRC-Wales, Cardiff University

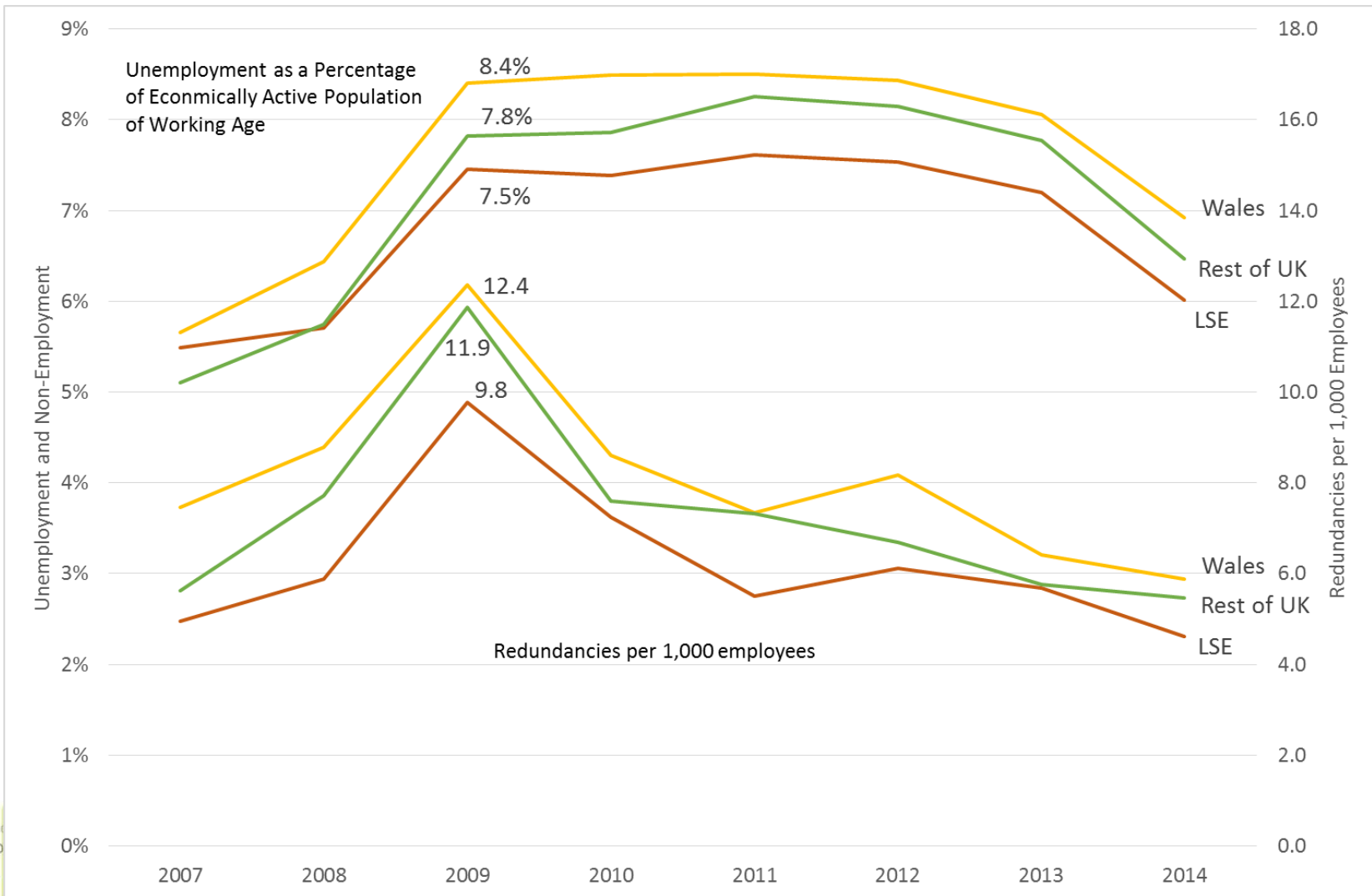


Outline

- A ‘brief’ statistical portrait of redundancy and job related training among the non-employed
- Insights from the ESF Leavers Surveys
- Demonstrating the effect of ESF interventions on employment and the types of jobs people gain
- Where next for this work



Redundancy During the Crisis

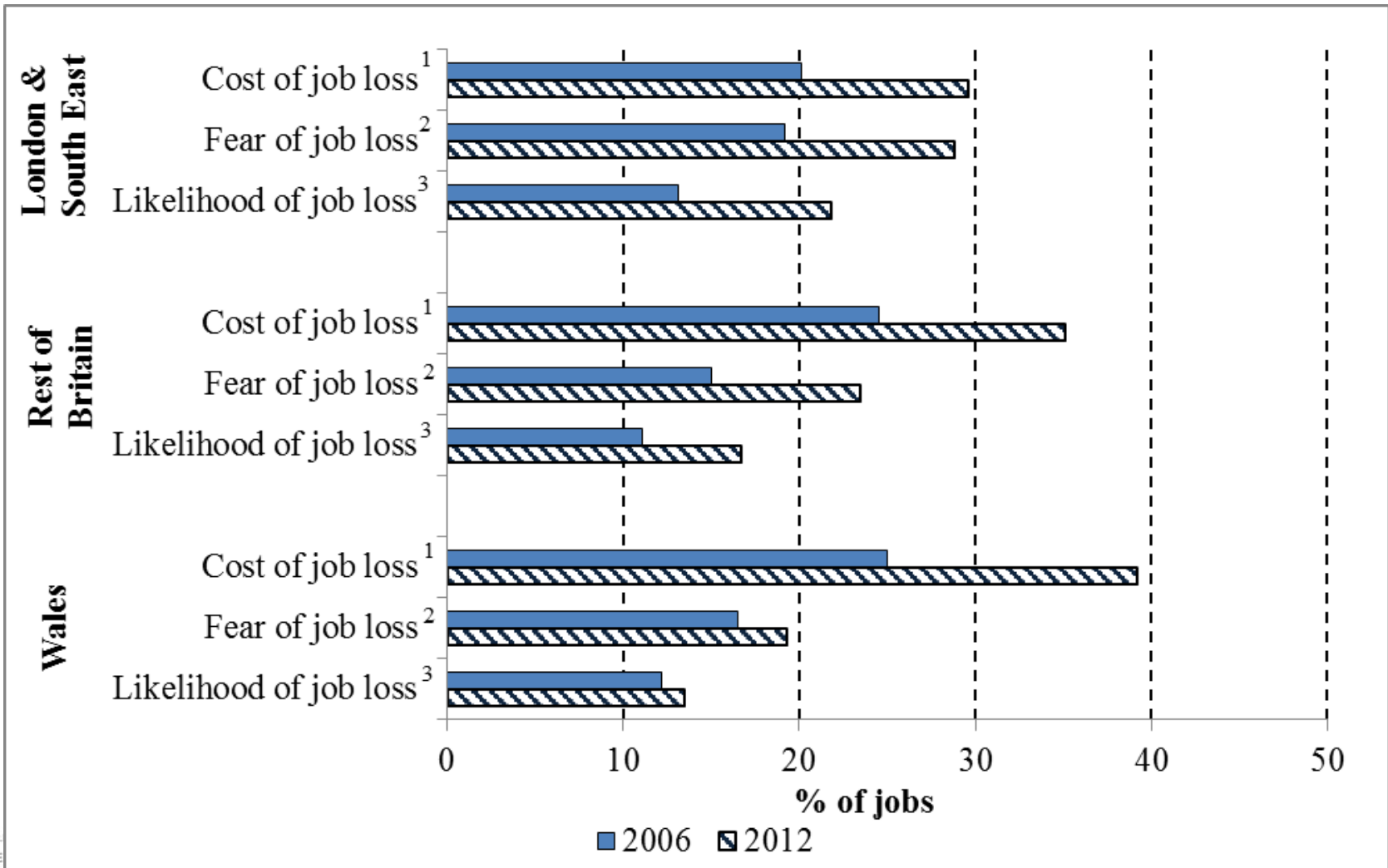


Labour Force Survey, ONS

FYDLIAD YMCHWILL
ALES INSTITUTE O



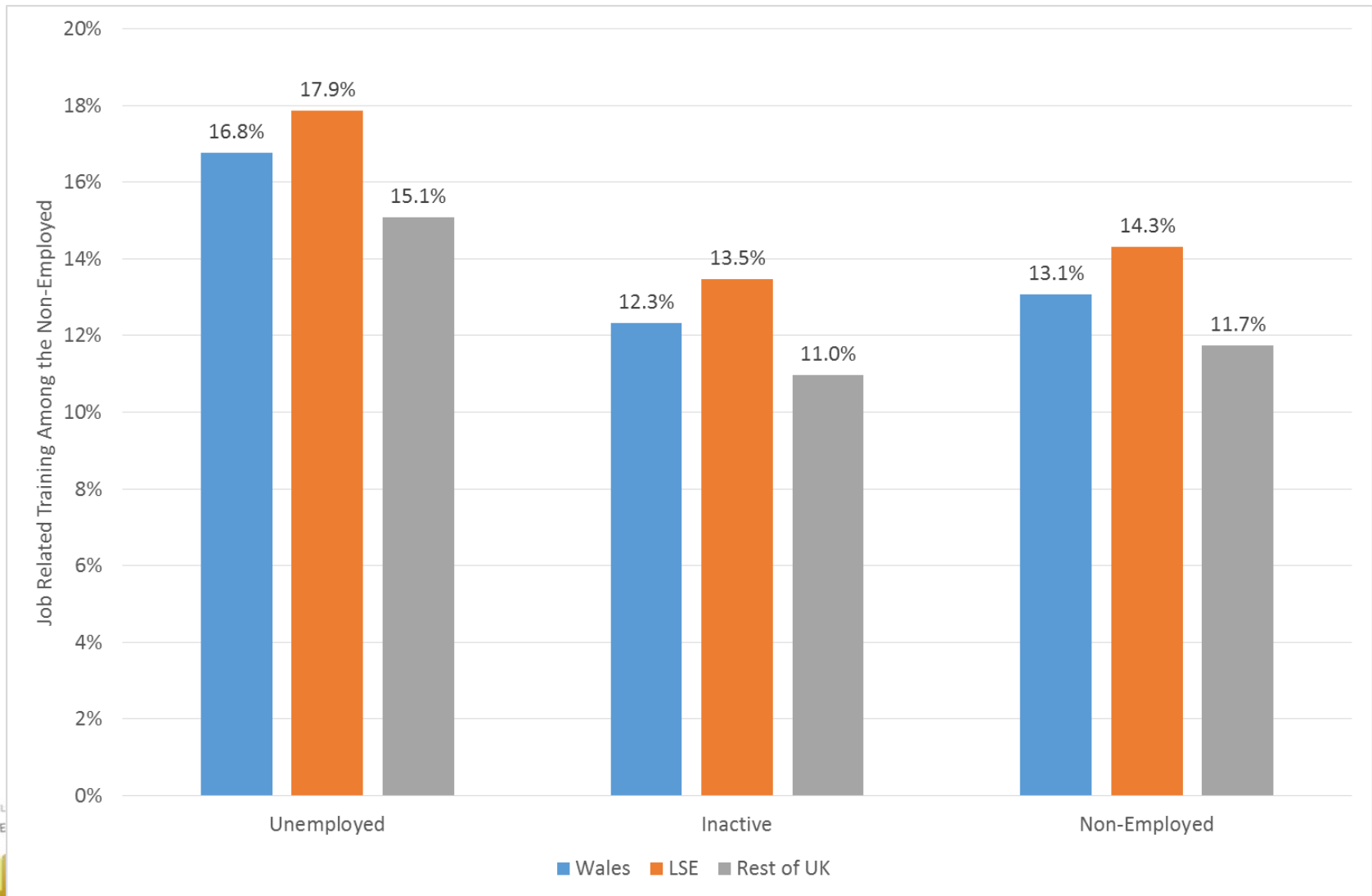
Fear of Job Loss



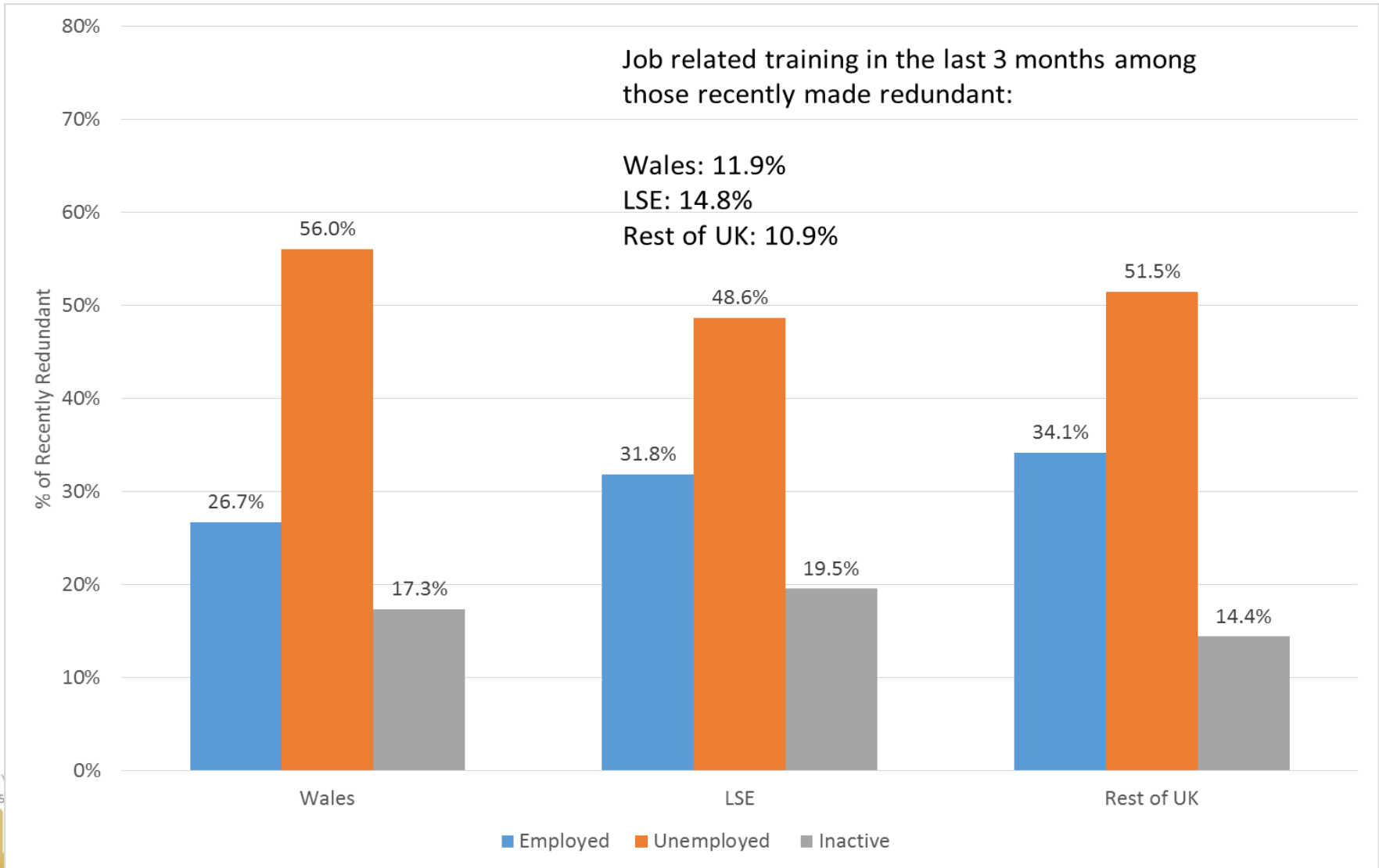
2006 and 2012 Skills and Employment Surveys



Job Related Training Among the Non-Employed



Current Activity of the Recently Redundant



Overview of ESF Surveys

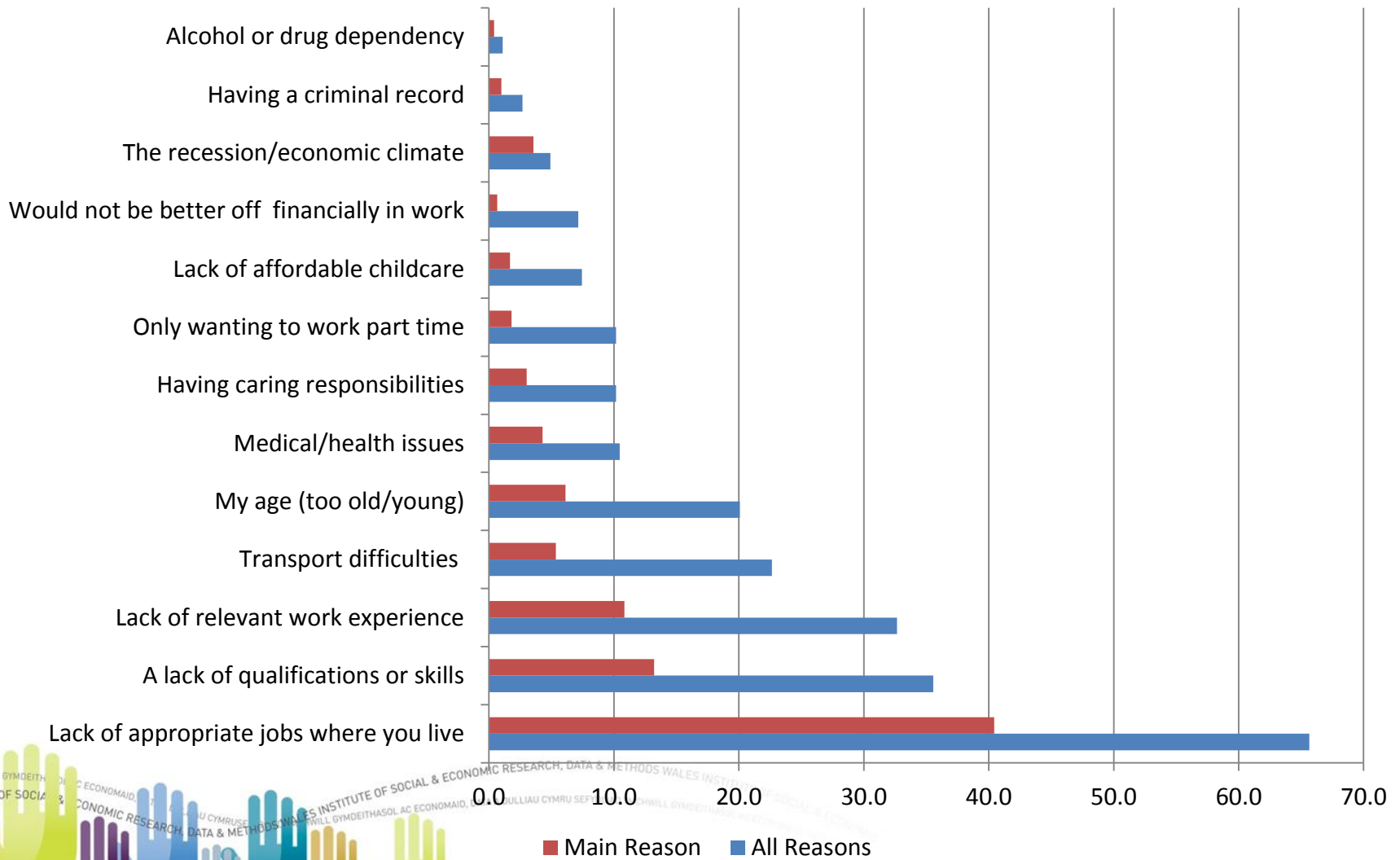


- Aim – understand the characteristics and outcomes of those participating in ESF funded projects
- Methodology - telephone surveys of people who were identified as having left an ESF project *during* previous year
- Previous and current activity, why did ESF, withdrawal from ESF, skills/qualifications gained, perceived additionality

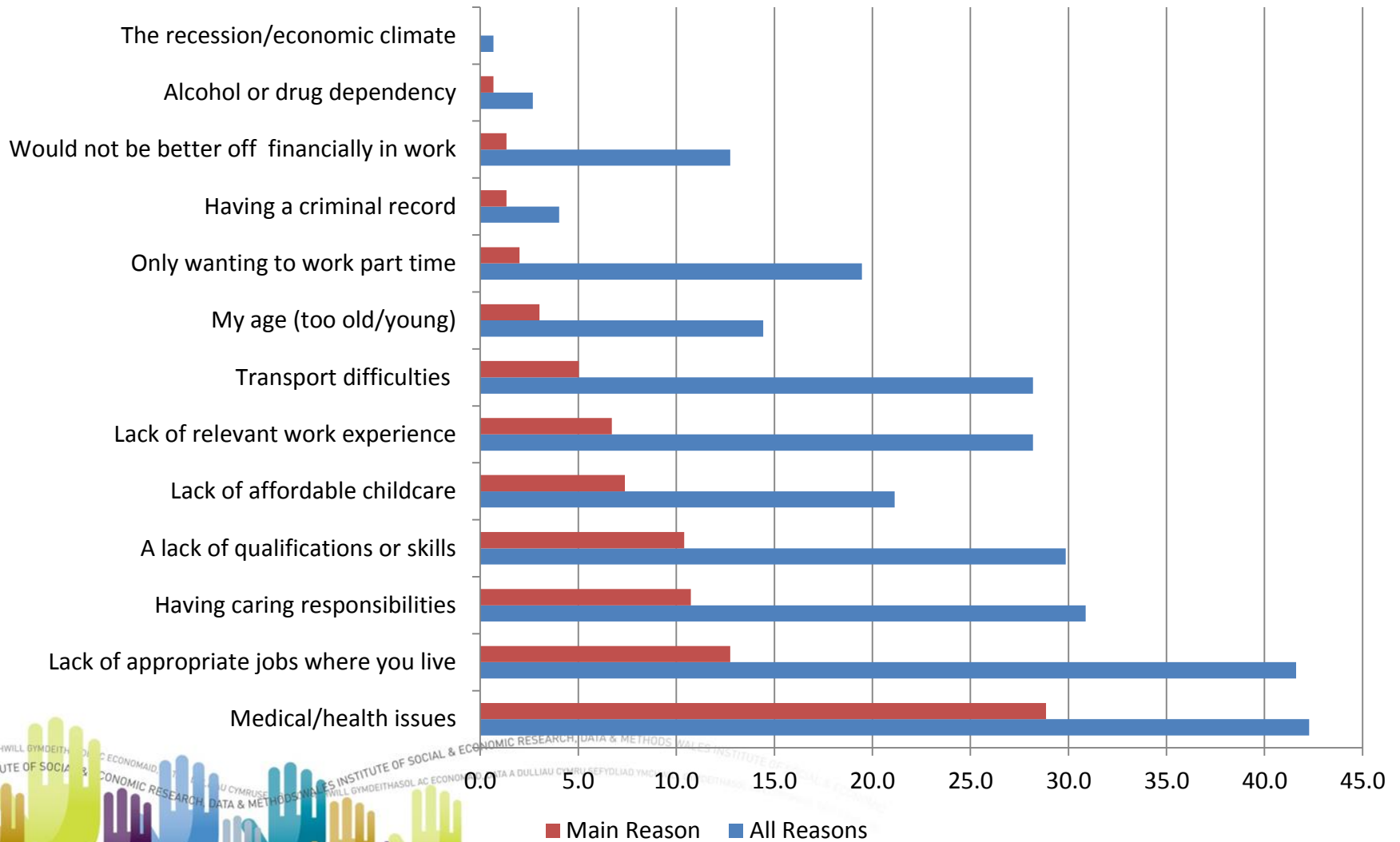
	2009	2010	2011	2012
Fieldwork period	Feb/March 2010	June/July 2011	Sept/Nov 2012	June/July 2013
Population	9,672	22,108	21,587	15,196
Responses (Projects)				
Convergence P2	1,973 (3)	3,182 (7)	2,793 (13)	2,471 (12)
Convergence P3	2,085 (4)	3,502 (7)	2,011 (14)	955 (10)
Competitiveness P1	0	57 (3)	751 (3)	576 (4)
Competitiveness P2	0	766 (2)	461 (4)	243 (4)
Total Survey Samples	4,058 (7)	7,507 (19)	6,016 (34)	4,270 (30)
Response Rates	60%	50%	48%	43%



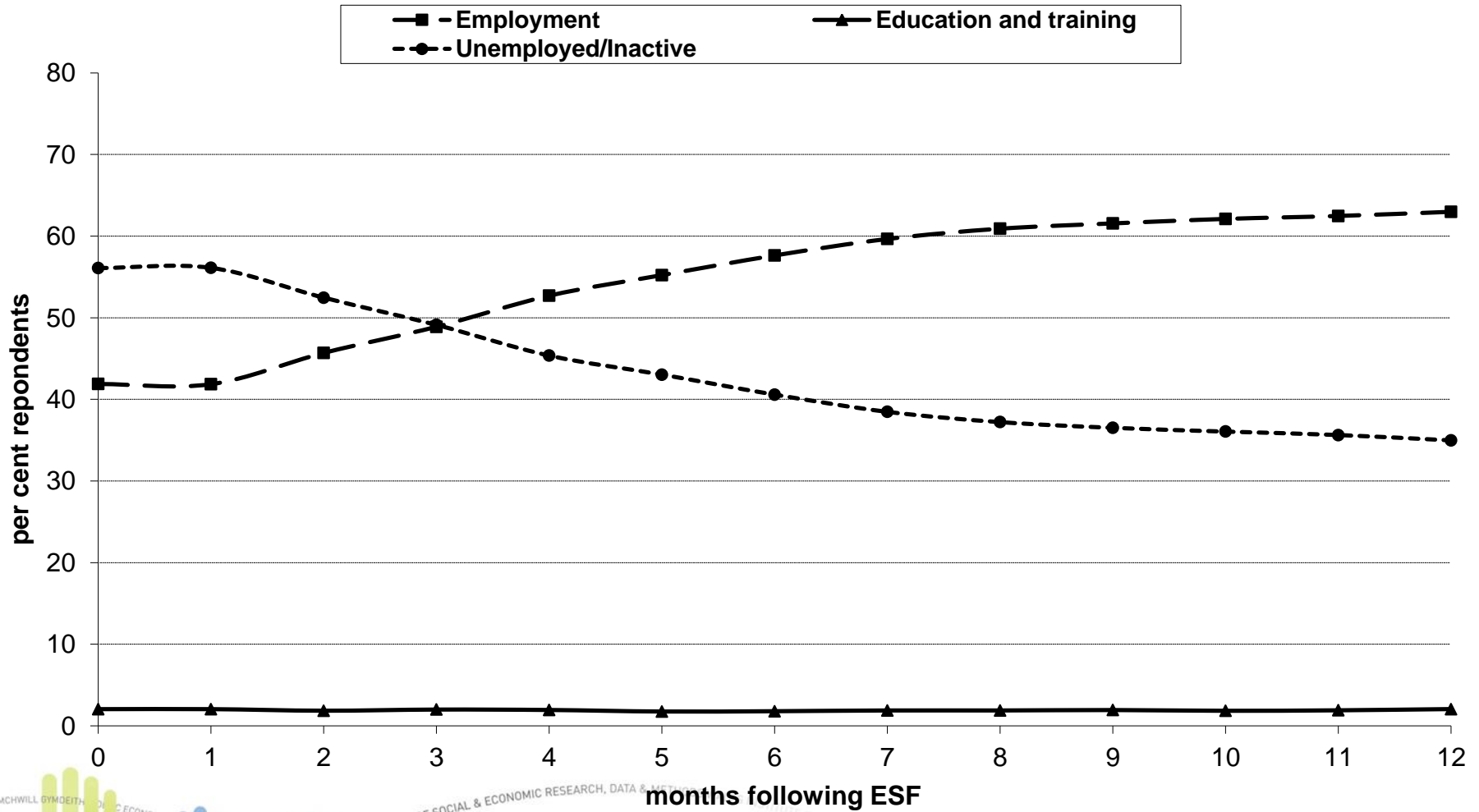
Reasons for Non-Employment Prior to ESF: Unemployed



Reasons for Non-Employment Prior to ESF: Inactive



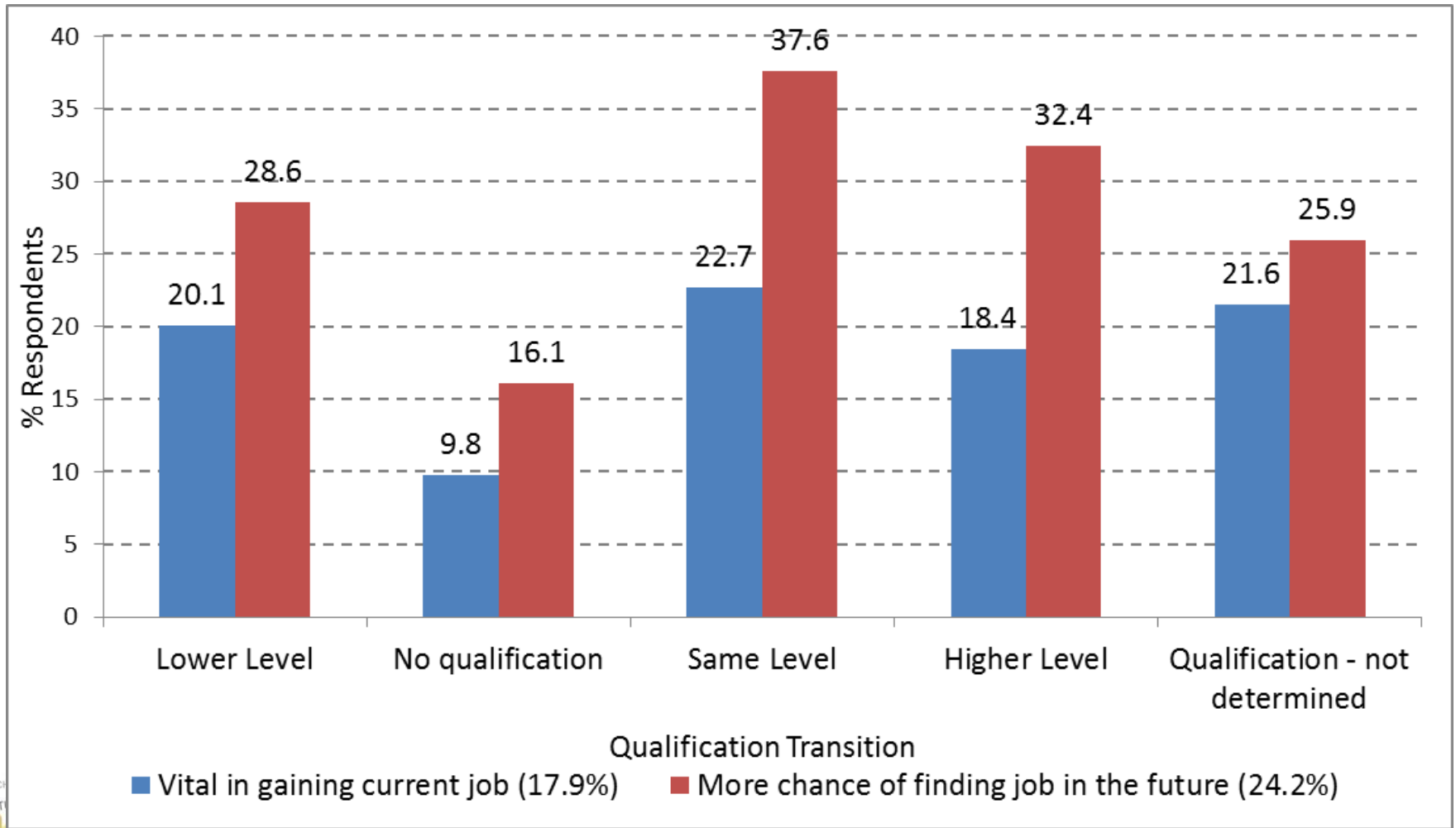
Employment Following ESF



Convergence P2/Competitiveness P1, Previously unemployed



Perceptions of Additionality



YMC YDIAD



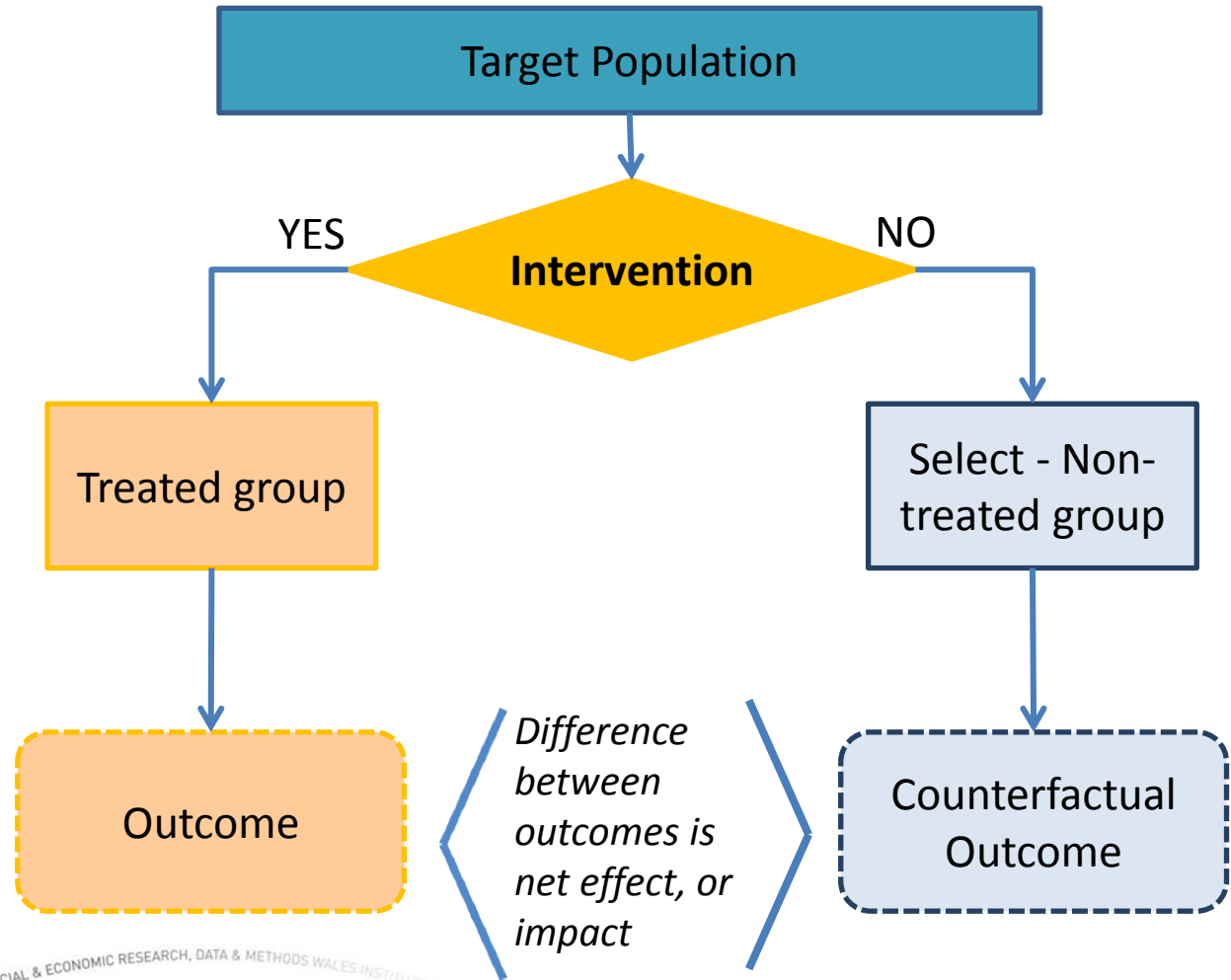
SEARCH DATA & METHODS

Assessing the Effectiveness of ESF

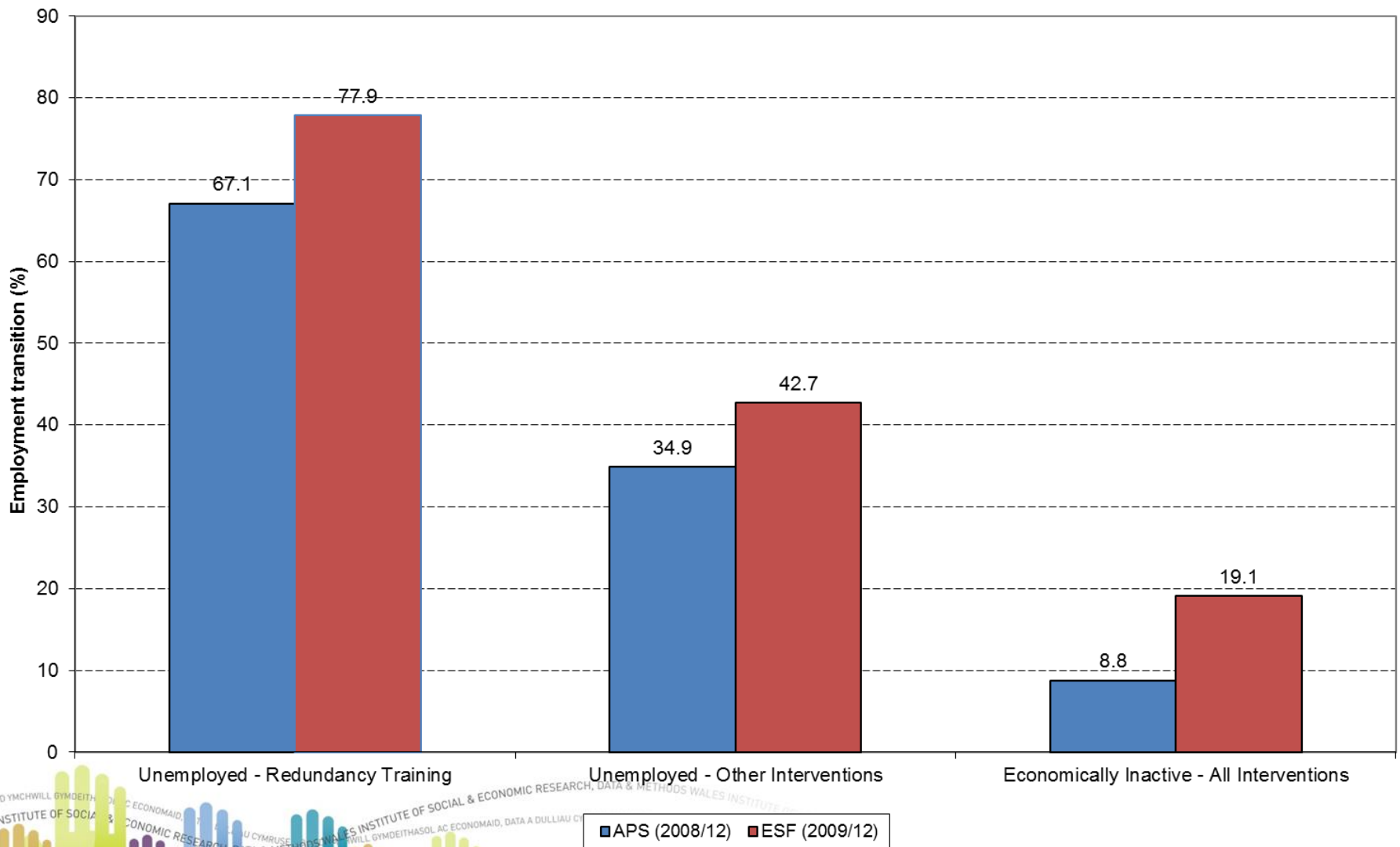
ESF Survey provides
no control group

What would ESF
participants have done
in the absence of ESF?

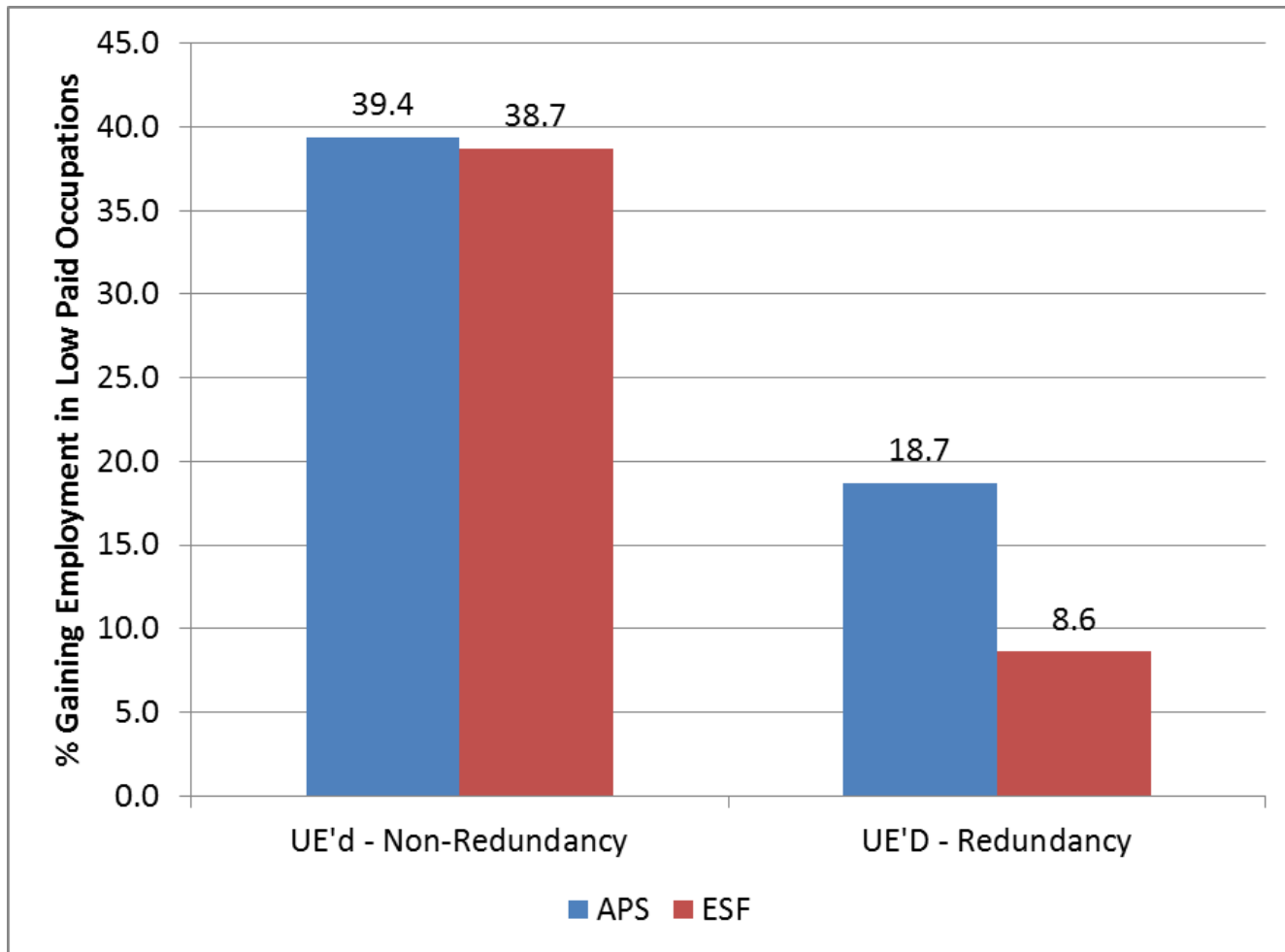
How do transitions into
employment compare
to those observed
among similar people
in the wider
population?



Transitions into Employment



Entry into Low Paid Occupations



Conclusions and Future Directions

- Job related training high in Wales, although behind LSE
- Participation in ESF associated with small increase in employment transition rate and better occupational outcomes
- Limitations of ESF Survey based analysis
 - Expensive
 - Response bias
 - Other interventions received by respondents
 - Difficult to look at detailed projects or population sub-groups
- Currently conducting analysis of combined 2009/13 survey
 - Project type (basic skills, redundancy, employability support, work placements, engagement signposting)
 - Cost benefit analysis – both gross and net (accounting for deadweight)
- Seeking to link WEFO participant data to linked HMRC/DWP data via the Administrative Data Research Network



Some links

- ESF Leavers Survey Reports (2009-12):
 - <http://wefo.gov.wales/publications/guidance-and-publications/Publications14-20/monitoringevaluation/programmeevaluations/?lang=en>
- Skills and Employment Survey (GB and Wales Reports):
 - <http://www.cardiff.ac.uk/research/projects/view/117804-skills-and-employment-survey-2012>
- Interim Evaluation of ReAct:
 - <http://wefo.gov.wales/publications/guidance-and-publications/Publications14-20/monitoringevaluation/projects/reactinterim/?lang=en>
- Early Impacts of the European Social Fund 2007-13 - DWP
 - https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/214357/ihr3.pdf

