

P&S Community Grant for Employability Support

Appendix A – Outputs & Outcomes Definitions

OUTPUT	DEFINITION
Number of people taking part in work experience programmes	<p>Number of people taking part in work experience programmes.</p> <p>- Work experience programmes offer short work experience placements with local employers for people aged 16-65 years.</p>
Number of economically inactive people supported to engage with the benefits system	<p>Economically inactive individuals are those not in work and not actively seeking work.</p> <p>Economically inactive people not previously on benefits who have received support to be in receipt of Job Seekers Allowance or are in the Intensive Work Search Regime within Universal Credit (UC) or those within specific conditionality regimes in UC following support. There is no length of time on inactivity required. People count if they are 16+.</p>
Number of socially excluded people accessing support	<p>Number of socially excluded people accessing support.</p> <p>- Socially excluded means being excluded from society, or parts of society, as a result of one or more of the following factors:</p> <p>Unemployment, financial hardship, youth or old age, ill health (physical or mental), substance abuse or dependency including alcohol and drugs, discrimination on the grounds of sex, race, disability, ethnic origin, religion, belief, creed, sexual orientation or gender re-assignment, poor educational or skills attainment, relationship and family breakdown, poor housing (that is housing that does not meet basic habitable standards), and crime (either as a victim of crime or as an offender rehabilitating into society).</p> <p>- Support means provision to help reintegrate with society and better their life chances.</p>
Number of people supported to access basic skills courses	<p>Number of people receiving support to attend courses aimed at improving their basic skills.</p> <p>- Basic skills include, but are not limited to: skills in English,</p>

	<p>Maths, Digital and ESOL (English to Speakers of Other Languages).</p>
<p>Number of people supported to engage in job-searching</p>	<p>Number of economically inactive people who have engaged in job searching activities following support.</p> <ul style="list-style-type: none"> - Economically inactive individuals are those not in work and not actively seeking work. Not all economically inactive individuals claim benefits. For those that do, this would include “legacy” benefits (employment support allowance, incapacity benefit and income support) or those within specific conditionality regimes in Universal Credit (claimants within the preparation requirement or work focused interview requirement conditionality regimes. There is no length of time on inactivity required. People count if they are 16+ - People engaged in job searching are those usually without work, available for work and actively seeking work, ie unemployed. <p>Unemployed persons are those without a job, have been actively seeking work in the past four weeks and are available to start in the next two weeks; out of work, have found a job and are waiting to start it in the next two weeks.</p> <p>Not all unemployed persons claim unemployment-related benefits. This is due to either not being entitled to claim or choosing not to do so. Here, unemployment-related benefits is defined as those in receipt of Job Seekers Allowance or are in the intensive work search regime with Universal Credit.</p>
<p>Number of people receiving support to gain employment</p>	<p>Economically inactive people, or people who have been unemployed, who are receiving support to be in employment, including self-employment, for at least a 2 week of a four week period following support.</p> <p>Economically inactive individuals are those not in work and not actively seeking work. Not all economically inactive individuals claim benefits. For those that do this would include those claiming either legacy benefits or those within specific conditionality regimes in Universal Credit. The former includes Employment Support Allowance,</p>

	<p>Incapacity Benefit and Income Support. The latter includes claimants within the Preparation Requirement or Work Focused Interview Requirement conditionality regimes. There is no length of time on inactivity required.</p> <p>People count if they are 16+</p> <p>Unemployed as defined by the International Labour Organisation are those:</p> <ul style="list-style-type: none"> - Without a job, have been actively seeking work in the past four weeks, and are available to start in the next two weeks. - Out of work, have found a job and are waiting to start in the next two weeks. <p>Not all unemployed persons claim unemployment-related benefits. This is due to either not being entitled to claim unemployment-related benefits or choosing not to do so. Here, unemployment-related benefits is defined as those in receipt of Job Seekers Allowance or are in the Intensive Work Search Regime within Universal Credit.</p> <p>Employed individuals are people aged 16 and over who do one hour or more of paid work per week, or are temporarily away from work (eg because they are temporarily sick or on holiday). This includes:</p> <ul style="list-style-type: none"> - Employees (permanent and temporary workers, that latter including those on fixed period contracts, agency temping etc) - Self-employed persons - People on government supported training programmes, engaging in any form of work, work experience or work-related training. - Persons on maternity or paternity leave.
<p>Number of economically inactive people engaging with</p>	<p>Economically inactive individuals are those not in work and not actively seeking work. Not all economically inactive individuals claim benefits. For those that do this would include those claiming either legacy benefits or those</p>

<p>keyworker support services</p>	<p>within specific conditionality regimes in Universal Credit. The former includes Employment Support Allowance, Incapacity Benefit and Income Support. The latter includes claimants within the Preparation Requirement or Work Focused Interview Requirement conditionality regimes. There is no length of time on inactivity required.</p> <p>Keyworkers are frontline staff supporting residents as part of the UKSPF intervention.</p> <p>Additional services include but are not limited to: local training in life, maths and digital skills, employment support, health support groups, counselling, mental health and advice services, financial support, specialised support, enrichment activities and housing support.</p>
<p>Number of effective engagements between keyworkers and additional services</p>	<p>Keyworkers are frontline staff supporting residents as part of the UKSPF intervention.</p> <p>Additional services include but are not limited to: local training in life, maths and digital skills, employment support, health support groups, counselling, mental health and advice services, financial support, specialised support, enrichment activities and housing support.</p> <p>Engagement means referrals.</p>
<p>Number of people supported to engage in life skills</p>	<p>Number of people supported to engage in life skills.</p> <p>- Life skills support is additional support which improves confidence, resilience or motivation around the process of job searching and may include basic skills (English, Maths), digital skills, communication skills, presentation skills, activities which reduce social isolation or encourage appropriate employment related behaviours.</p>

OUTCOME	DEFINITION
<p>Number of economically inactive individuals engaging with benefits system following support</p>	<p>The number of economically inactive people not previously on benefits who have received support and are now in receipt of Job Seekers Allowance (JSA) or are in the Intensive Work Search Regime within Universal Credit (UC) or those within specific conditionality regimes in UC including "Planning for</p>

	work” or “Preparing for work” following that support. There is no length of time on inactivity required. People count if they are 16+.
Number of people reporting increased employability through development of interpersonal skills funded by UKSPF	The number of people who have been supported by UKSPF funded activity who have reported increased employability through the acquisition or improvement of interpersonal skills relevant to employment and skills settings, including but not limited to confidence, communication skills, working with others, time management, motivation to work or do training.
Number of people engaged in job-searching following support	Economically inactive people who have received support and who are newly engaged in job searching activities following that support. <ul style="list-style-type: none"> - Economically inactive individuals are those not in work and not actively seeking work (unlike unemployed individuals who are actively seeking work). Not all economically inactive individuals claim benefits. For those that do, this would include those claiming either “legacy” benefits or those within specific conditionality regimes in Universal Credit. The former includes Employment Support Allowance (ESA), Incapacity Benefit (IB) and Income Support (IS). The latter includes claimants within the Preparation Requirement or Work Focused Interview Requirement conditionality regimes. There is no length of time on inactivity required. People count if they are 16+.
Number of people in employment, including self-employment, following support	The number of people who were previously unemployed or economically inactive, who have received support, and who have been in employment, including self-employment, for at least a 2 week of a four week period following that support. This includes those moving into the “Working with requirements” or the “Working enough i.e. no working requirements” regimes on Universal Credit system. <ul style="list-style-type: none"> - Unemployed individuals, as defined by the International Labour Organisation (ILO) are those: <ul style="list-style-type: none"> - Without a job, have been actively seeking work in the past four weeks, and are available to start in the next two weeks. - Out of work, have found a job and are waiting to start it in the next two weeks.

	<p>- Economically inactive people are those not in work and not actively seeking work.</p>
Number of people in education / training following support	<p>People who have received support and who are newly engaged in education (lifelong learning, formal education) or training activities (off-the-job/in-the-job training, vocational training, etc.) immediately upon leaving the project.</p>
Number of people with basic skills following support	<p>Number of people with basic skills as a result of support.</p> <p>- Basic skills means skills in English, Maths, Digital and ESOL (English to Speakers of Other Languages).</p>
Number of people experiencing reduced structural barriers into employment and into skills provision	<p>The number of people who have been supported by UKSPF funded activity to reduce barriers to employment and skills. These barriers can take a variety of forms and will interact with other characteristics of labour market disadvantage such as gender, age, health, disability and ethnicity to reduce their likelihood of labour market and skills engagement. While not exhaustive, types of commonly experienced barriers might include homelessness, being an ex-offender, being a care leaver or having substance dependency issues. Other types of barriers might relate to access to services such as care services including childcare, transport, digital and financial. Barriers may also relate to lack of interpersonal and employability skills such as confidence, motivation and behavioural issues.</p>
Number of people familiarised with employers' expectations, including standards of behaviour in the workplace	<p>The number of people who have been supported by UKSPF funded activity to be familiarised with or acquire improved awareness and understanding of behaviours and attitudes appropriate to employment and skills settings, including but not limited to, standards of workplace behaviour and conduct, working with others, health and safety, diversity and inclusion, etc. This can include pre-employment or skills activity as well as activity undertaken on joining such as formal inductions and training.</p>
People engaged in life skills support following interventions	<p>Number of people engaged in life skills support following interventions.</p> <p>- Life skills support is defined as additional support which improves confidence, resilience or motivation around the process of job searching and may include basic skills (English, maths), digital skills, communication skills,</p>

	presentation skills, activities which reduce social isolation or encourage appropriate employment related behaviours.
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