Unpacking Pathways to Work

7th March 2016

Paul Ginnell, EAPN Ireland
Pathways to Work

- First launched in February 2012

- Annual Plans from 2012-2015 - targets for 2015
  - 75,000 currently long-term unemployed into employment
  - Average time on the Live Register from 21 months to under 12 months
  - Engaging employers: Increase the proportion of vacancies filled by the Department’s employment services from the Live Register to 40%
  - Job-seekers fulfil their personal responsibility as a pre-condition for receipt of their welfare payments. Meeting social welfare control savings targets.

- Linked to Action Plan for Jobs
Key Reforms 2012-2015

- Major structural changes to Public Employment Service and linked services
  - Established Intreo,
  - Introduced private contracted model under JobPath
  - Youth Guarantee for those under 25 years.
  - New and expanded activation and training programmes
  - Social Inclusion and Community Activation Programme (SICAP)

- Restructured Further Education and Training sector – SOLAS and Local Education and Training Boards (LETBs)

- Changes to social welfare supports (in work payments, supports for one-parent families, further changes for under 26 years, etc)
Pathways to Work 2016-2020

- Highlights progress and challenges during past programmes since 2012

<table>
<thead>
<tr>
<th></th>
<th>February 2012</th>
<th>December 2015</th>
</tr>
</thead>
<tbody>
<tr>
<td>Live Register</td>
<td>439,000</td>
<td>323,200</td>
</tr>
<tr>
<td>Activation Programmes</td>
<td>Approx 81,000</td>
<td>82,300</td>
</tr>
<tr>
<td>QNHS</td>
<td>322,000</td>
<td>191,000</td>
</tr>
<tr>
<td>Unemployment rate</td>
<td>15%</td>
<td>8.8%</td>
</tr>
<tr>
<td>LTU Rate</td>
<td>8.9%</td>
<td>5%</td>
</tr>
</tbody>
</table>

- Two main objectives.
  1. Continue and consolidate the progress made to date with an initial focus on working with unemployed jobseekers, in particular people who are long-term unemployed.
  2. Extend the approach of activation to other people who, although not classified as unemployed jobseekers, have the potential and the desire to play a more active role in the labour force.
6 Strands

Broadly same 5 strands as in previous programmes
1. Enhanced engagement with unemployed people of working age
2. Increase the employment focus of activation programmes and opportunities
3. Making work pay – Incentivise the take-up of opportunities
4. Incentivise employers to offer jobs and opportunities to unemployed people
5. Build organisation capability to deliver high quality services to unemployed people

Plus an additional Strand
6. Building the workforce
Positives

- Expand the services of the PES to other ‘non-active’ working age groups
- Review and report by mid-2016 on the impact of the reduced jobseeker payment rates for jobseekers aged 18 – 25
- Recognise and address the need for staff to upgrade their skills and knowledge and capacity to provide a quality service
- Develop new apprenticeship programmes across a wider range of sectors
Challenges

- The culture of the service – particular challenge when extending it to other working age groups e.g. what does ‘Improve the application of the principle of rights and responsibilities in all engagements with jobseekers’ mean?

- Considering extending a ‘payment by outcomes’ approach to other programmes e.g. LES/Jobs Clubs. Undertake a review by end 2016 of the operation of LES and JobClubs to assess performance and value for money.

- Level of welfare supports and role in supporting transition to or incentive to seek work.

- Addressing issues related to decent pay, quality jobs and quality and affordable childcare.

- Increasing the labour market focus in higher and further education.
JobPath

- Contracted companies delivering activation services to people who are long-term unemployed (over 12 months)
- Began phased rollout in July 2015 – Contracts for 6 Years (4+2)
  - Seetec - West; Midlands North; North East; North West, Dublin Central; Dublin North; Dublin South.
  - Turas Nua – Cork Central; South East; Mid-Leinster, Mid-West; South West; Midlands South.
- Payments by results
  - “Registration Fee” on satisfactory completion of a valid Personal Progression Plan (PPP) – max 15% of total
  - “Job Sustainment Fees” - secure and remain in full-time employment, including self-employment, for each complete period of thirteen (13), twenty six (26), thirty nine (39) and fifty two (52) weeks.
- Referrals from Intreo
- Those placed in a job may get support during their first year in employment
- DSP to support JobPath orgs in their engagement with employers.