



# **Scotland's Devolved Employment Services**

Work First Scotland and Work Able Scotland, 2017,  
Quarters 1, 2 and 3

## **Experimental Statistics: data being developed**

Experimental Statistics are a type of official statistics that are undergoing development. They are defined in the Code of Practice for Official Statistics as: 'new official statistics undergoing evaluation that are published in order to involve users and stakeholders in their development as a means to build in quality at an early stage'.

## Contents

<b>Scotland's Devolved Employment Services .....</b>	<b>1</b>
Work First Scotland and Work Able Scotland, 2017, Quarters 1, 2 and 3 .....	1
Background.....	3
Main findings.....	4
Work First Scotland .....	4
Work Able Scotland .....	4
Work First Scotland Statistics .....	5
Work First Scotland Referrals and Starts .....	5
Table 1: Work First Scotland referrals and starts during the period 3 April to 29 December 2017, by quarter .....	5
Work First Scotland Participants.....	5
Table 2: Work First Scotland participants by age and gender, 3 April to 29 December 2017 .....	6
Table 3: Work First Scotland participants by type of long-term health condition, 3 April to 29 December 2017 .....	6
Table 4: Work First Scotland participants by number of types of long-term health condition, 3 April to 29 December 2017.....	7
Table 5: Work First Scotland participants by ethnic group, 3 April to 29 December 2017 .....	7
Work Able Scotland Statistics.....	8
Work Able Scotland Referrals and Starts .....	8
Table 6: Work Able Scotland referrals and starts during the period 3 April to 29 December 2017, by quarter .....	8
Work Able Scotland Participants .....	8
Table 7: Work Able Scotland participants by age and gender, 3 April to 29 December 2017 .....	9
Table 8: Work Able Scotland participants by type of impairment / health condition / learning difficulty, 3 April to 29 December 2017.....	9
Table 9: Work Able Scotland participants by number of types of impairment / health condition / learning difficulty, 3 April to 29 December 2017.....	10
Table 10: Work Able Scotland participants by ethnic group, 3 April to 29 December 2017 .....	10
Technical Annex .....	11

## Background

Following the Scottish Independence Referendum in 2014, the Smith Commission set out a range of new powers for Scotland which included devolution of contracted employment support, previously delivered by the Department for Work and Pensions (DWP). Powers in respect of employability have been enacted through [The Scotland Act \(2016\)](#).

In using the newly devolved powers, the Scottish Government (SG) made the decision to implement a year of transitional employment support services, commencing April 2017, before the introduction of the new service, Fair Start Scotland, in 2018. Work First Scotland replaces what was Work Choice, the Department for Work and Pension's disability programme. Work Able Scotland does not replace an existing service, but is a new service supporting eligible individuals with a health condition. Together, Work First Scotland and Work Able Scotland will help up to 4,800 people with disabilities and health conditions towards and into work.

Work First Scotland and Work Able Scotland are voluntary services that aim to provide tailored and coherent employment support to people with disabilities and health conditions, via access to a range of specialist services that respond flexibly to the needs of both individuals and their employers.

Work First Scotland (WFS) is delivering support for up to 3,300 disabled people. Scottish Ministers have contracted providers who previously delivered Work Choice for DWP - Remploy, Momentum Skills and Shaw Trust - to deliver Work First Scotland.

Work Able Scotland (WAS) is delivering support for up to 1,500 people with a health condition. Skills Development Scotland (SDS) has contracted the Wise Group, Remploy and Progress Scotland to deliver Work Able Scotland.

This experimental statistics release provides information on the first nine months of the two services.

## Main findings

Overall, a total of 4,554 people joined Work First Scotland and Work Able Scotland, as a result of 7,448 referrals made to the services during the period 3 April to 29 December 2017.<sup>1 2</sup>

4,472 of these people had a recorded start date on the services which fell within the same period, 3 April to 29 December 2017.

### Work First Scotland

A total of 3,620 people joined Work First Scotland, as a result of 5,652 referrals made to the service during the period 3 April to 29 December 2017. This means 64% of those referred subsequently chose to participate.<sup>3</sup>

3,545 of these people had a recorded start date on the service which fell within the same period, 3 April to 29 December 2017.

### Work Able Scotland

A total of 934 people joined Work Able Scotland, as a result of 1,796 referrals made to the service during the period 3 April to 29 December 2017. This means 52% of those referred subsequently chose to participate.<sup>4</sup>

927 of these people had a recorded start date on the service which fell within the same period, 3 April to 29 December 2017.

---

<sup>1</sup> There is a necessary time lag between an individual being referred to the services, and subsequent contact being made by the service provider to engage with the individual.

<sup>2</sup> Total number joining ('starts') reflects the outcomes of referrals received during the period 3 April to 29 December 2017, which includes some people who had a recorded start date after 29 December 2017. See Technical Annex for details.

<sup>3</sup> Numbers of referrals and starts to WFS reported through the DWP Provider Referrals and Payments (PRaP) system. PRaP is a system that enables secure, automated exchanges of information about customers referred to providers, and payments from DWP to providers. Minor adjustments also made via clerical work undertaken by SG. See Technical Annex for details. Footnotes 1 and 2 also apply.

<sup>4</sup> Number of referrals to WAS reported by WAS service providers, via clerical referrals made by DWP. Number of starts recorded on SDS' Corporate Training System (CTS). CTS is an IT system which supports the administration of programmes such as WAS. See Technical Annex for details. Footnotes 1 and 2 also apply.

## Work First Scotland Statistics

On 3 April 2017, referrals to Work First Scotland (WFS), a devolved disability employment support service, began. It is one of two transitional services put in place before the introduction of Fair Start Scotland in April 2018.

Work First Scotland is a voluntary service, tailored to meet individual need. It focuses on helping participants achieve their full potential and move towards becoming independent. It also seeks to help support employers who employ disabled people participating in the service.

A total of 3,620 people joined Work First Scotland, as a result of 5,652 referrals made to the service during the period 3 April to 29 December 2017. This means 64% of those referred subsequently chose to participate.

3,545 of these people had a recorded start date on the service which fell within the same period.<sup>3</sup>

### Work First Scotland Referrals and Starts

**Table 1: Work First Scotland referrals and starts during the period 3 April to 29 December 2017, by quarter**

<b>Table 1: WFS referrals and starts during the period 3 April to 29 December 2017, by quarter</b>		
<b>Quarter</b>	<b>Referrals</b>	<b>Starts</b>
1 (3 Apr – 29 Jun 2017)	2,343	1,409
2 (3 Jul – 29 Sept 2017)	2,086	1,367
3 (2 Oct – 29 Dec 2017)	1,223	769
<b>Total Q1–Q3</b>	<b>5,652</b>	<b>3,545<sup>3</sup></b>

### Work First Scotland Participants

Work First Scotland participant information in this section is only about people who had a recorded start date on the service between 3 April and 29 December 2017, and is derived directly from data collected by WFS service providers. Total numbers of WFS participants in Tables 2 to 5 (3,566) differ slightly from those in Table 1 (3,545) because they are derived from separate administrative systems. Please see the Technical Annex for more details.

The statistics on type of long-term health condition are derived from information collected by service providers for service delivery purposes, whilst those on age, gender and ethnic group are derived from information collected for equalities monitoring purposes. All information is self-reported.

**Table 2: Work First Scotland participants by age and gender, 3 April to 29 December 2017**

<b>Table 2: WFS participants by age and gender, 3 April to 29 December 2017</b>					
<b>Age Group</b>	<b>Female</b>	<b>Male</b>	<b>Unknown</b>	<b>% by age group</b>	<b>Total</b>
16-24	204	395	4	16.9	603
25-34	266	522	0	22.1	788
35-49	422	715	4	32.0	1,141
50-65+	371	655	1	28.8	1,027
Unknown	4	3		0.2	7
<b>% by gender</b>	<b>35.5</b>	<b>64.2</b>	<b>0.3</b>	<b>100</b>	
<b>Total</b>	<b>1,267</b>	<b>2,290</b>	<b>9</b>		<b>3,566</b>

Table 2 shows that three in every five individuals (just over 60%) joining the service were aged 35 or over, and the distribution of age groups is very similar for both males and females. 17% of participants overall were aged between 16 and 24. Females accounted for just over a third of all those joining the service.

**Table 3: Work First Scotland participants by type of long-term health condition, 3 April to 29 December 2017**

<b>Table 3: WFS participants by type of long-term health condition, 3 April to 29 December 2017</b>		
<b>Type of long-term health condition</b>	<b>Number of all types of condition reported</b>	<b>% of all types of condition reported</b>
Mental health condition	1,570	32.3
Long-term illness, disease or condition	864	17.8
Physical disability	847	17.4
Other condition	522	10.7
Learning difficulty (for example, dyslexia)	462	9.5
Deafness or partial hearing loss	171	3.5
Blindness or partial sight loss	147	3.0
Developmental disorder (for example, Autism Spectrum Disorder or Asperger's Syndrome)	142	2.9
Learning disability (for example, Down's Syndrome)	137	2.8
<b>Total</b>	<b>4,862<sup>5</sup></b>	<b>100<sup>6</sup></b>

<sup>5</sup> More than one type of long-term health condition can be recorded for an individual, hence the totals sum to more than the total number of participants.

<sup>6</sup> Percentages do not sum to 100 due to rounding.

Table 3 shows that almost a third (32%) of all types of condition reported by those joining WFS were mental health conditions. Long-term illnesses, diseases or conditions accounted for almost 18% of all types of condition reported, and 17% were physical disabilities. A learning difficulty accounted for nearly 10% of all types of conditions reported.

**Table 4: Work First Scotland participants by number of types of long-term health condition, 3 April to 29 December 2017**

<b>Table 4: WFS participants by number of types of long-term health condition, 3 April to 29 December 2017</b>		
<b>Number of types of long-term health condition</b>	<b>Number of WFS participants</b>	<b>% of WFS participants</b>
1	2,535	<b>71.1</b>
2	771	<b>21.6</b>
3 or more	243	<b>6.8</b>
Unknown	17	<b>0.5</b>
<b>Total</b>	<b>3,566</b>	<b>100</b>

Table 4 shows that whilst over two thirds (71%) of participants reported having one long-term health condition, around 28% of participants were recorded as having 2 or more conditions.

**Table 5: Work First Scotland participants by ethnic group, 3 April to 29 December 2017**

<b>Table 5: WFS participants by ethnic group, 3 April to 29 December 2017</b>		
<b>Ethnic group</b>	<b>Number of WFS participants</b>	<b>% of WFS participants</b>
White	3,294	<b>92.4</b>
Non-White	126	<b>3.5</b>
Unknown	146	<b>4.1</b>
<b>Total</b>	<b>3,566</b>	<b>100</b>

Table 5 shows that over 3% of participants reported being from a non-white ethnic group.

## Work Able Scotland Statistics

On 3 April 2017, referrals to Work Able Scotland (WAS), a devolved employment service for those with a health condition, began. It is one of two transitional services put in place before the introduction of Fair Start Scotland in April 2018. The service is managed by Skills Development Scotland.

Work Able Scotland is a voluntary service, tailored to meet individual need. It focuses on helping participants achieve their full potential and move towards becoming independent. It also seeks to help support employers who employ people participating in the service with a health condition.

A total of 934 people joined Work Able Scotland, as a result of 1,796 referrals made to the service during the period 3 April to 29 December 2017. This means 52% of those referred subsequently chose to participate.<sup>4</sup>

927 of these people had a recorded start date which fell within the same period.

### Work Able Scotland Referrals and Starts

**Table 6: Work Able Scotland referrals and starts during the period 3 April to 29 December 2017, by quarter**

<b>Table 6: WAS referrals and starts during the period 3 April to 29 December 2017, by quarter</b>		
<b>Quarter</b>	<b>Referrals</b>	<b>Starts</b>
1 (3 Apr – 29 Jun 2017)	666	171
2 (3 Jul – 29 Sept 2017)	728	525
3 (2 Oct – 29 Dec 2017)	402	231
<b>Total Q1 - Q3</b>	<b>1,796</b>	<b>927</b>

### Work Able Scotland Participants

WAS participant information in this section is only about people who had a recorded start date on the service between 3 April and 29 December 2017, and is derived directly from data collected by WAS service providers.

The statistics are derived from information collected for equalities monitoring purposes. All information is self-reported.



**Table 7: Work Able Scotland participants by age and gender, 3 April to 29 December 2017**

<b>Table 7: WAS participants by age and gender, 3 April to 29 December 2017</b>				
<b>Age Group<sup>7</sup></b>	<b>Female</b>	<b>Male</b>	<b>% by age group</b>	<b>Total</b>
18-24	40	60	<b>10.8</b>	<b>100</b>
25-34	85	137	<b>23.9</b>	<b>222</b>
35-49	132	181	<b>33.8</b>	<b>313</b>
50-64	144	148	<b>31.5</b>	<b>292</b>
<b>% by gender</b>	<b>43.3</b>	<b>56.7</b>	<b>100</b>	
<b>Total</b>	<b>401</b>	<b>526</b>		<b>927</b>

Table 7 shows that two thirds (65%) of those joining the service were aged 35 or over, with 11% of participants in the 18 to 24 age group. Females accounted for more than 40% of all those joining the service. Whilst the distribution of age groups is generally similar by gender, the proportion of females in the 50-64 age group (36%) is higher than the proportion of males in the same age group (28%).

**Table 8: Work Able Scotland participants by type of impairment / health condition / learning difficulty, 3 April to 29 December 2017**

<b>Table 8: WAS participants by type of impairment / health condition / learning difficulty, 3 April to 29 December 2017</b>		
<b>Type of long-term health condition</b>	<b>Number of all types of condition reported</b>	<b>% of all types of condition reported</b>
Mental health	554	<b>45.3</b>
Other disability, impairment or medical condition	167	<b>13.6</b>
Long standing illness	143	<b>11.7</b>
Physical impairment/mobility	137	<b>11.2</b>
Learning difficulty	95	<b>7.8</b>
Social/communication	68	<b>5.6</b>
Deaf/hearing impairment	34	<b>2.8</b>
Visual impairment	26	<b>2.1</b>
<b>Total</b>	<b>1,224</b>	<b>100<sup>6</sup></b>

Table 8 shows that around 45% of all types of impairment / health condition / learning difficulty reported by those joining WAS were mental health conditions. Other disabilities, impairments or medical conditions accounted for 14% of all types that were reported, whilst 12% were long standing illnesses. Physical impairments accounted for 11%.

<sup>7</sup> 16 and 17 year olds are not eligible for WAS

**Table 9: Work Able Scotland participants by number of types of impairment / health condition / learning difficulty, 3 April to 29 December 2017**

<b>Table 9: WAS participants by number of types of impairment / health condition / learning difficulty, 3 April to 29 December 2017</b>		
<b>Number of types of long-term health condition</b>	<b>Number of WAS participants</b>	<b>% of WAS participants</b>
1	528	57.0
2	222	23.9
3 or more	77	8.3
Unknown	100	10.8
<b>Total</b>	<b>927</b>	<b>100</b>

Table 9 shows that whilst the majority (57%) of WAS participants reported having one type of long-term health impairment / health condition / learning difficulty, a third (32%) reported having 2 or more.

**Table 10: Work Able Scotland participants by ethnic group, 3 April to 29 December 2017**

<b>Table 10: WAS participants by ethnic group, 3 April to 29 December 2017</b>		
<b>Ethnic group</b>	<b>Number of WAS participants</b>	<b>% of WAS participants</b>
White	906	97.7
Non-White	20	2.2
Unknown	1	0.1
<b>Total</b>	<b>927</b>	<b>100</b>

Table 10 shows that just over 2% of participants reported being from a non-white ethnic group.

## Technical Annex

### Reporting period

2017, Quarters 1, 2 and 3: 3 April to 29 December.

Starts on WFS and WAS (those with a recorded start date) after 29 December 2017 are included in the numbers joining the services where they result from referrals which fall *within* the period 3 April to 29 December 2017, except in relation to the numbers of, and information supplied by service providers for WFS and WAS participants.

The number of participants with a recorded start date after 29 December 2017 was 75 for Work First Scotland, and 7 for Work Able Scotland.

Minor revisions to previously published numbers of WFS and WAS referrals and starts are included in these statistics, because the numbers of WFS and WAS referrals and starts are derived from live databases, which are subject to amendment on an on-going basis, and are not final until all participants have exited the services and outcomes have been verified.

### Work First Scotland (WFS)

#### Data sources

1. The Department for Work and Pensions (DWP) Provider Referrals and Payments (PRaP) system

Information on those referred ('referrals') to WFS and outcomes relating to those referrals, including those who join WFS ('starts'), is recorded by the DWP PRaP system. Service providers send monthly returns to DWP, containing information on outcomes for participants, including starts, as well as information relating to employment outcomes.

The Scottish Government receive monthly reports from PRaP, via DWP. The statistics in this release are based on the report generated on 31 January 2018. Clerical work was undertaken to obtain updated information from service providers for WFS referrals made during the period 3 April to 29 December 2017, that did not have a recorded outcome on PRaP in that report. This resulted in minor adjustments being made to the number of referrals and starts derived from the PRaP figures.

PRaP is a well-established system used by DWP. For additional quality assurance purposes, equivalent data as recorded by service providers on their caseload management systems is also reported to SG.

2. Information collected by service providers

The statistics on long-term health conditions, age, gender and ethnic group are derived from information collected by service providers. Information is collected by service providers when an individual joins WFS, including that on long-term health conditions which is required for service delivery purposes, and that on age, gender and ethnic group, which is required for equalities monitoring. Information is collected via a combination of face-to-face interviews, and SG equalities monitoring forms.

To produce the statistics in this release, service providers submitted returns to SG for all people recorded on their caseload management systems as having joined WFS (starts) in the period 3 April to 29 December 2017.

Providers also submit monthly reports to SG to allow quality assurance to be undertaken on the data as the number of participants on WFS accumulates over time.

WFS participant information is collected and presented using SG recommended questions and related output classifications.

## **Methodology**

### **Referrals**

The referral numbers published in this release are net figures, which exclude a small number of inappropriate referrals. Inappropriate referrals are those made for people who do not meet [eligibility criteria](#) or are not suitable for the service.

### **Starts**

The total number of WFS starts used in the calculation of the percentage of people who joined the service between 3 April and 29 December 2017 (as described below) reflects the outcomes of referrals made during that time period, which includes some people who had a recorded start date after 29 December 2017, as recorded by the DWP PRaP system.

The number of starts recorded by service providers on their caseload management systems differs slightly from the number of starts recorded by the DWP PRaP system. There are minor differences in these totals because they are derived from separate administrative systems.

The percentage of people who join WFS is calculated by dividing the total number of starts which have resulted from the total number of referrals made during the period 3 April to 29 December 2017, as recorded by the DWP PRaP system. Referrals which are recorded as being inappropriate are excluded from the calculation.

WFS participant information is based on the total number of people who had a recorded start date on service provider caseload management systems which fell within the period 3 April to 29 December 2017.

### **Suppression and rounding**

In line with disclosure control practices, to reduce the possibility of identifying an individual, where information on equalities characteristics is reported, categories are grouped so that numbers in each category are above 5, except when reporting on unknown characteristics.

## **Work Able Scotland (WAS)**

### **Data sources**

1. Skills Development Scotland (SDS) Corporate Training System (CTS)

The figures on those who join WAS ('starts') are derived from information recorded and maintained on CTS by service providers. CTS is an IT system which supports the administration of programmes such as WAS. The system facilitates the processing of payments to training providers and the effective recording and monitoring of individuals' information. Data from CTS was used to provide the number of starts to WAS for this report.

## 2. Information collected by service providers

Referrals are reported to SDS directly by service providers. The agreed referral arrangements for WAS between DWP and SDS are based on a clerical process put in place between DWP and service providers. DWP makes referrals directly to service providers by post, using the [WAS Referral form](#). Providers maintain records of referrals received and the outcome of those. Data integrity checks are carried out by SDS as part of monitoring activities on an on-going basis. This includes liaison with service providers in relation to any discrepancies. Final checks of totals were made prior to production of the referral figures used in this release.

Equalities monitoring information for WAS participants is collected using a SDS equalities monitoring form, which is consistent with the form used for capturing data for the 2016/17 published statistics on National Training Programmes (Modern Apprenticeships and Employability Fund).

### **Methodology**

#### **Referrals**

The referral numbers published in this release are net figures, which exclude a small number of inappropriate referrals. Inappropriate referrals are those made for people who do not meet the [eligibility criteria](#) or are not suitable for the service.

#### **Starts**

The total number of WAS starts used in the calculation of the percentage of people who joined the service between 3 April and 29 December 2017 (as described below) reflects the outcomes of referrals made during that time period, which includes some people who had a recorded start date after 29 December 2017.

WAS participant information is based on the total number of people who had a recorded start date on CTS which fell within the period 3 April to 29 December 2017.

The percentage of people who join WAS is calculated by dividing the total number of starts which have resulted from the total number of referrals made during the period 3 April to 29 December 2017. This calculation uses number of referrals submitted by service providers, and number of starts recorded on CTS. Referrals which are recorded as being inappropriate are excluded from the calculation.

#### **Suppression and rounding**

In line with disclosure control practices, to reduce the possibility of identifying an individual, where information on equalities characteristics is reported, categories are grouped so that numbers in each category are above 5, except when reporting on unknown characteristics.

## **Experimental statistics: data being developed**

Experimental Statistics are a type of official statistics that are undergoing development. They are defined in the Code of Practice for Official Statistics as: 'new official statistics undergoing evaluation that are published in order to involve users and stakeholders in their development as a means to build in quality at an early stage'.

These statistics are being released as such primarily to allow time for the devolved employment services to embed and hence sufficient volumes of data to accumulate, with on-going quality assurance work being undertaken concurrently. This will allow additional and more in-depth analysis to be published in due course.

Information on employment outcomes will be published in future releases, at an appropriate point in the timeline of the services.

User feedback will help shape the development of this statistical series and so comments on content and presentation are welcomed.

## **Correspondence and enquiries**

For enquiries about this publication, please contact:

Kirsty MacLean

Office of the Chief Economic Adviser - Economic Strategy, Employability Statistics

e-mail: [kirsty.maclean@gov.scot](mailto:kirsty.maclean@gov.scot)

For general enquiries about Scottish Government statistics, please contact:

Office of the Chief Statistician; telephone 0131 244 0442; e-mail:

[statistics.enquiries@gov.scot](mailto:statistics.enquiries@gov.scot)

## **Complaints and suggestions**

If you are not satisfied with our service, or have any comments or suggestions, please write to the Chief Statistician, 2W, St. Andrew's House, EH1 3DG; telephone 0131 244 0302; e-mail [statistics.enquiries@gov.scot](mailto:statistics.enquiries@gov.scot)

If you would like to be consulted about statistical collections or receive notification of publications, please register your interest at [www.gov.scot/statistics](http://www.gov.scot/statistics)

ISBN 978-1-78851-679-2 (web only)

## **Crown Copyright**

You may use or re-use this information (not including logos) free of charge in any format or medium, under the terms of the Open Government Licence. See:

[www.nationalarchives.gov.uk/doc/open-government-licence/](http://www.nationalarchives.gov.uk/doc/open-government-licence/)