



# **Scotland's Devolved Employment Services**

Work First Scotland and Work Able Scotland, 2017/18

## **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, 2017/2018 .....	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 2017 to 30 March 2018, by quarter .....	5
Work First Scotland Participants .....	5
Table 2: Work First Scotland participants by age and gender, 3 April 2017 to 30 March 2018 .....	6
Table 3: Work First Scotland participants by type of long-term health condition, 3 April 2017 to 30 March 2018.....	6
Table 4: Work First Scotland participants by number of types of long-term health condition, 3 April 2017 to 30 March 2018 .....	7
Table 5: Work First Scotland participants by ethnic group, 3 April 2017 to 30 March 2018 .....	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 2017 to 30 March 2018, by quarter .....	8
Work Able Scotland Participants .....	8
Table 7: Work Able Scotland participants by age and gender, 3 April 2017 to 30 March 2018 .....	9
Table 8: Work Able Scotland participants by type of impairment / health condition / learning difficulty, 3 April 2017 to 30 March 2018 .....	9
Table 9: Work Able Scotland participants by number of types of impairment / health condition / learning difficulty, 3 April 2017 to 30 March 2018.....	10
Table 10: Work Able Scotland participants by ethnic group, 3 April 2017 to 30 March 2018 .....	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 aimed to 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) aimed to deliver 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) aimed to deliver 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 year of the two services.

## Main findings

Overall, a total of 5,526 people joined Work First Scotland and Work Able Scotland during the period 3 April 2017 to 30 March 2018, as a result of 8,985 referrals made to the services. Referrals to the services stopped on 9 March 2018.<sup>1 2</sup>

### Work First Scotland

A total of 4,431 people joined Work First Scotland during the period 3 April 2017 to 30 March 2018, as a result of 6,927 referrals made to the service. This means 64% of those referred subsequently chose to participate.<sup>3</sup>

### Work Able Scotland

A total of 1,095 people joined Work Able Scotland during the period 3 April 2017 to 30 March 2018, as a result of 2,058 referrals made to the service. This means 53% of those referred subsequently chose to participate.<sup>4</sup>

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<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 2017 to 9 March 2018, which includes a small number of people who had a recorded start date after 30 March 2018. 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.

<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

Work First Scotland (WFS) is a devolved disability employment support service. It is one of two transitional services put in place before Fair Start Scotland, which launched on 3 April 2018. Referrals to WFS were made between 3 April 2017 and 9 March 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 4,431 people joined Work First Scotland during the period 3 April 2017 to 30 March 2018, as a result of 6,927 referrals made to the service. This means 64% of those referred subsequently chose to participate.<sup>3</sup>

### Work First Scotland Referrals and Starts

**Table 1: Work First Scotland referrals and starts during the period 3 April 2017 to 30 March 2018<sup>5</sup>, by quarter**

Table 1: WFS referrals and starts during the period 3 April 2017 to 30 March 2018, by quarter		
Quarter	Referrals	Starts
1 (3 Apr – 29 Jun 2017)	2,343	1,394
2 (3 Jul – 29 Sept 2017)	2,086	1,366
3 (2 Oct – 29 Dec 2017)	1,315	785
4 (3 Jan – 30 March 2018)	1,183	886
<b>Total Q1–Q4</b>	<b>6,927</b>	<b>4,431<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 2017 and 30 March 2018, and is derived directly from data collected by WFS service providers. Total numbers of WFS participants in Tables 2, 4 and 5 (4,458) differ slightly from those in Table 1 (4,431) 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.

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<sup>5</sup> Referrals to WFS stopped on 9 March 2018

**Table 2: Work First Scotland participants by age and gender, 3 April 2017 to 30 March 2018**

<b>Table 2: WFS participants by age and gender, 3 April 2017 to 30 March 2018</b>					
<b>Age Group</b>	<b>Female</b>	<b>Male</b>	<b>Unknown</b>	<b>% by age group</b>	<b>Total</b>
16-24	281	521	5	<b>18.1</b>	<b>807</b>
25-34	341	639	0	<b>22.0</b>	<b>980</b>
35-49	519	875	4	<b>31.4</b>	<b>1,398</b>
50-65+	464	791	2	<b>28.2</b>	<b>1,257</b>
Unknown	8	8	0	<b>0.4</b>	<b>16</b>
<b>% by gender</b>	<b>36.2</b>	<b>63.6</b>	<b>0.2</b>	<b>100<sup>6</sup></b>	
<b>Total</b>	<b>1,613</b>	<b>2,834</b>	<b>11</b>		<b>4,458</b>

Table 2 shows that three in every five individuals (almost 60%) joining the service were aged 35 or over, and the distribution of age groups is very similar for both males and females. 18% 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 2017 to 30 March 2018**

<b>Table 3: WFS participants by type of long-term health condition, 3 April 2017 to 30 March 2018</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	1,964	<b>32.8</b>
Long-term illness, disease or condition	1,044	<b>17.5</b>
Physical disability	1,037	<b>17.3</b>
Other condition	645	<b>10.8</b>
Learning difficulty (for example, dyslexia)	572	<b>9.6</b>
Deafness or partial hearing loss	207	<b>3.5</b>
Developmental disorder (for example, Autism Spectrum Disorder or Asperger's Syndrome)	175	<b>2.9</b>
Blindness or partial sight loss	172	<b>2.9</b>
Learning disability (for example, Down's Syndrome)	164	<b>2.7</b>
<b>Total</b>	<b>5,980<sup>7</sup></b>	<b>100</b>

Table 3 shows that almost a third (33%) of all types of condition reported by those joining WFS were mental health conditions. Long-term illnesses, diseases or conditions, and physical disabilities both accounted for around 17% of all types of condition reported. A learning difficulty accounted for nearly 10% of all types of conditions reported.

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

<sup>7</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.

**Table 4: Work First Scotland participants by number of types of long-term health condition, 3 April 2017 to 30 March 2018**

<b>Table 4: WFS participants by number of types of long-term health condition, 3 April 2017 to 30 March 2018</b>		
<b>Number of types of long-term health condition</b>	<b>Number of WFS participants</b>	<b>% of WFS participants</b>
1	3,235	<b>72.6</b>
2	949	<b>21.3</b>
3 or more	268	<b>6.0</b>
Unknown	6	<b>0.1</b>
<b>Total</b>	<b>4,458</b>	<b>100</b>

Table 4 shows that whilst over two thirds (73%) of participants reported having one long-term health condition, around 27% of participants were recorded as having 2 or more conditions.

**Table 5: Work First Scotland participants by ethnic group, 3 April 2017 to 30 March 2018**

<b>Table 5: WFS participants by ethnic group, 3 April 2017 to 30 March 2018</b>		
<b>Ethnic group</b>	<b>Number of WFS participants</b>	<b>% of WFS participants</b>
White	4,128	<b>92.6</b>
Minority ethnic <sup>8</sup>	167	<b>3.7</b>
Unknown	163	<b>3.7</b>
<b>Total</b>	<b>4,458</b>	<b>100</b>

Table 5 shows that almost 4% of participants reported being from minority ethnic groups.

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<sup>8</sup> Includes Mixed or multiple ethnic groups, Asian, Asian Scottish or Asian British, African, Caribbean or Black and Other ethnic groups

## Work Able Scotland Statistics

Work Able Scotland (WAS) is a devolved disability employment support service, managed by Skills Development Scotland. It is one of two transitional services put in place before Fair Start Scotland, which launched on 3 April 2018. Referrals to WAS were made between 3 April 2017 and 9 March 2018.

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 1,095 people joined Work Able Scotland during the period 3 April 2017 to 30 March 2018, as a result of 2,058 referrals made to the service. This means 53% of those referred subsequently chose to participate <sup>4</sup>

### Work Able Scotland Referrals and Starts

**Table 6: Work Able Scotland referrals and starts during the period 3 April 2017 to 30 March 2018<sup>9</sup>, by quarter**

<b>Table 6: WAS referrals and starts during the period 3 April 2017 to 30 March 2018, by quarter</b>		
<b>Quarter</b>	<b>Referrals<sup>9</sup></b>	<b>Starts</b>
1 (3 Apr – 29 Jun 2017)	665	171
2 (3 Jul – 29 Sept 2017)	728	525
3 (2 Oct – 29 Dec 2017)	402	230
4 (3 Jan – 30 March 2018)	263	169
<b>Total Q1 – Q4</b>	<b>2,058</b>	<b>1,095</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 2017 and 30 March 2018, 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.

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<sup>9</sup> Referrals to WAS stopped on 9 March 2018.



**Table 7: Work Able Scotland participants by age and gender, 3 April 2017 to 30 March 2018**

<b>Table 7: WAS participants by age and gender, 3 April 2017 to 30 March 2018</b>				
<b>Age Group<sup>10</sup></b>	<b>Female</b>	<b>Male</b>	<b>% by age group</b>	<b>Total</b>
18-24	48	76	11.3	124
25-34	99	157	23.4	256
35-49	168	211	34.6	379
50-64	161	175	30.7	336
<b>% by gender</b>	<b>43.5</b>	<b>56.5</b>	<b>100</b>	
<b>Total</b>	<b>476</b>	<b>619</b>		<b>1,095</b>

Table 7 shows that almost 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 (34%) 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 2017 to 30 March 2018**

<b>Table 8: WAS participants by type of impairment / health condition / learning difficulty, 3 April 2017 to 30 March 2018</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	698	46.2
Other disability, impairment or medical condition	209	13.8
Long standing illness	167	11.1
Physical impairment/mobility	163	10.8
Learning difficulty	122	8.1
Social/communication	79	5.2
Deaf/hearing impairment	42	2.8
Visual impairment	30	2.0
<b>Total</b>	<b>1,510<sup>7</sup></b>	<b>100</b>

Table 8 shows that around 46% 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 about 14% of all types that were reported, whilst around 11% were long standing illnesses or physical impairments.

<sup>10</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 2017 to 30 March 2018**

<b>Table 9: WAS participants by number of types of impairment / health condition / learning difficulty, 3 April 2017 to 30 March 2018</b>		
<b>Number of types of long-term health condition</b>	<b>Number of WAS participants</b>	<b>% of WAS participants</b>
1	653	59.6
2	274	25.0
3 or more	95	8.7
Unknown	73	6.7
<b>Total</b>	<b>1,095</b>	<b>100</b>

Table 9 shows that whilst the majority (60%) of WAS participants reported having one type of long-term health impairment / health condition / learning difficulty, over a third (34%) reported having 2 or more.

**Table 10: Work Able Scotland participants by ethnic group, 3 April 2017 to 30 March 2018**

<b>Table 10: WAS participants by ethnic group, 3 April 2017 to 30 March 2018</b>		
<b>Ethnic group</b>	<b>Number of WAS participants</b>	<b>% of WAS participants</b>
White	1,070	97.7
Minority ethnic <sup>8</sup>	23	2.1
Unknown	2	0.2
<b>Total</b>	<b>1,095</b>	<b>100</b>

Table 10 shows that just over 2% of participants reported being from minority ethnic groups.

## Technical Annex

### Reporting period

2017/2018, Quarters 1, 2, 3 and 4: 3 April 2017 to 30 March 2018.

Referrals to WFS and WAS stopped on 9 March 2018. All starts on WAS were recorded by 30 March 2018. Starts on WFS (those with a recorded start date) after 30 March 2018 are included in the numbers joining the services where they resulted from referrals which fell *within* the period 3 April 2017 to 9 March 2018, 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 30 March 2018 was 4 for Work First 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 30 April 2018.

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 2017 to 30 March 2018.

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 2017 and 30 March 2018 (as described below) reflects the outcomes of referrals during the period 3 April 2017 to 9 March 2018, which includes 4 people who had a recorded start date after 30 March 2018, 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 2017 to 30 March 2018, 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 2017 to 30 March 2018.

### 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 2017 and 30 March 2018 (as described below) reflects the outcomes of referrals made between 3 April 2017 and 9 March 2018.

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 2017 to 30 March 2018.

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 2017 to 9 March 2018. 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.

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