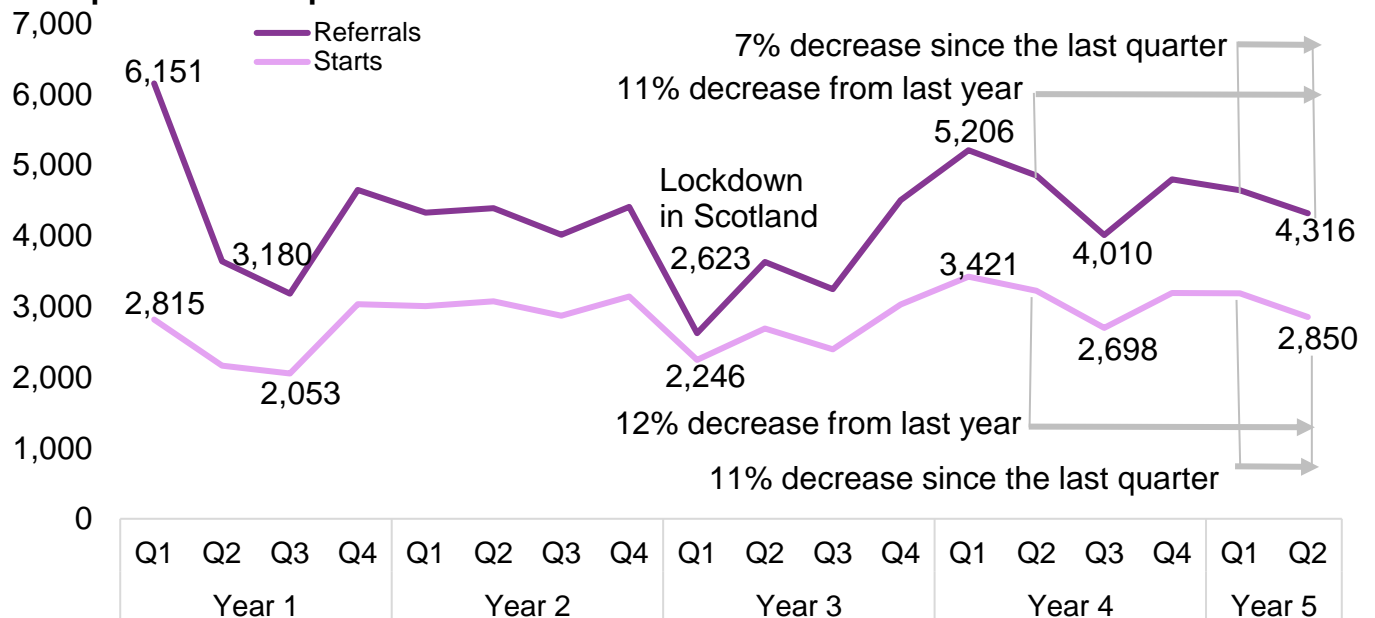


ECONOMY AND LABOUR MARKET

Scotland's Devolved Employment Services: Statistical Summary

Main Points

Main Points Figure: Number of Fair Start Scotland referrals and starts by quarter, from April 2018 to September 2022



- There were 4,316 referrals to Fair Start Scotland (FSS) in the most recent quarter (July – September 2022). This is 7% lower than the previous quarter and 11% lower than the same quarter in 2021. There were 2,850 starts on FSS in the most recent quarter, 11% lower than the previous quarter and 12% lower than the same quarter in 2021.
- Overall, there have been 76,576 referrals and 51,076 starts to FSS since its launch in April 2018. The number of starts includes 3,463 re-joins to the service, re-joining FSS has been possible since April 2021.
- There were 1,134 job starts this quarter, 1% lower than the previous quarter and 12% lower than the same quarter in 2021. Overall, there has been 17,669 job starts since FSS launched.

- For those where enough time has passed in both pre-employment support and to measure job outcomes; 37% started a job, 27% have sustained employment for 3 months, 22% have sustained employment for 6 months and 17% have sustained for 12 months.
- Experimental statistics for No One Left Behind show a total of 24,907 people started receiving support from April 2019 to June 2022. The number of people starting support has increased each year; 2,767 in year 1, 4,849 in year 2 and 14,070 in year 3.

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Introduction

This statistical publication provides summary information on Scotland's devolved employability services. This, the 21st edition, publishes official statistics for the first four and a half years of Fair Start Scotland (FSS), from April 2018 to September 2022, and experimental statistics on employability support delivered under the No One Left Behind strategic approach, reporting on the first three and a quarter years from April 2019 to June 2022.

FSS is an employability support service, launched in April 2018, which aims to help unemployed people into sustainable employment. From April 2021, with the extension of FSS beyond the initial three year period, people who have previously received support can re-join the service. As a result of this change, the total number of FSS starts in years 1 to 3 is the same as the number of people but from the start of year 4 onwards and thus overall, the total number of FSS starts is not the same as the number of people who have received support.

No One Left Behind, introduced from April to June 2019, is a new approach to employability delivery, which moves away from funding and delivering a number of separate and distinct employability programmes to a more flexible approach¹.

This report is split into two main sections, the first covers official statistics related to Fair Start Scotland and the second covers experimental statistics related to the No One Left Behind strategic approach. Further detailed statistics including additional breakdowns not necessarily presented in this report are published in accompanying tables alongside the report.

¹ [Employment support programme: equality impact assessment - gov.scot \(www.gov.scot\)](http://www.gov.scot)

Fair Start Scotland (FSS)

Introduction

FSS is the Scottish Government's devolved employability support service, and aims to help those further from the labour market move into and sustain fair work. FSS launched on 3 April 2018 with funding to support up to 38,000 people into work over an initial three year referral period to end March 2021. In response to the economic impacts of the COVID-19 pandemic, referral into the service has been extended to March 2023.

FSS provides individualised one-to-one support to unemployed people who face the greatest challenges to obtaining work, including people with a disability or health condition, people with convictions, care-experienced young people, single parents, refugees, ethnic minorities, and people who live in some of the most deprived areas in Scotland. More information about the service can be found on [mygov.scot - get help to find a job](https://mygov.scot/get-help-to-find-a-job).

FSS is delivered by a mixed economy of public, private and third sector providers across nine geographical areas throughout Scotland. Potential participants can engage with FSS in a variety of ways. A referral can be made by an individual's Jobcentre Plus (JCP) Work Coach. Alternatively, participants can be signposted to FSS through third party organisations or they can self-refer to their local provider if they meet specific criteria. Third-party referrals relate to referrals from outwith JCP.

After a referral is made, the participant is matched with a provider in their local area. The provider makes contact and offers an introduction in which the service is fully explained. The participant is then given the necessary information to engage with FSS.

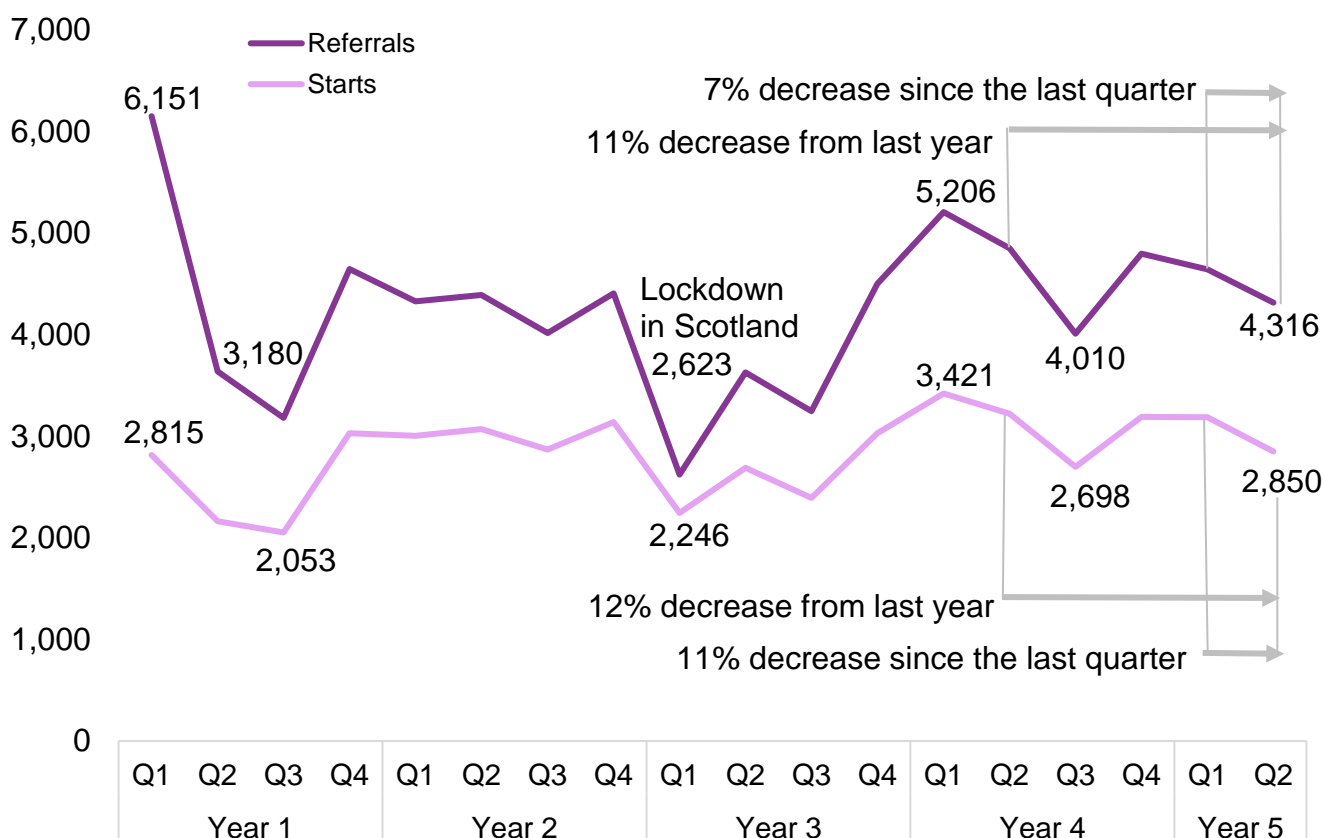
How many FSS referrals and starts have there been?

There were 76,576 referrals to FSS between its launch in April 2018 and the end of September 2022. Of the total referrals to FSS, 51,076 went on to start receiving employability support. This includes 3,463 re-joins to the service from participants that have previously been supported by FSS².

Referrals and starts peaked in April – June 2021 following the lows observed during lockdown. While there has been a decrease from this high point, referrals and starts are at similar levels observed pre-pandemic (See Background Information section on the impact of COVID-19). Referrals have fallen by 7% to 4,316 this quarter and starts by 11% to 2,850. Compared to the equivalent quarter in 2021, referrals have decreased by 11% and starts by 12%.

² This is a result of a change made to the service during April to June 2021. See 'Who are the people that have joined FSS?' section on page 5 and Fair Start Scotland (FSS) Background Information for more details of how this affects the counts in this publication.

Figure 1: Number of referrals and starts to Fair Start Scotland by quarter, from April 2018 to September 2022



Who are the people that have joined FSS?

Of the 51,076 FSS starts, 47,613 people have started on the service, with the difference reflecting people re-joining the service. The following breakdown of equality groups are based on the characteristics of those 47,613 people when they first joined FSS.

Gender

Overall, 38% of people who have joined FSS were female and 62% were male. The proportion of females in FSS increased from years 1 to 4: from 35% in year 1, to 40% in year 4. In the most recent quarter of year 5 (July – September 2022), 39% of participants were female.

Age

Overall, the most common age group of people joining FSS is 35-49 years (29% of people), followed by 50 years old & over and 25-34 years (both at 25%), and 16-24 years (20%).

Over the course of years 1 to 3, there was an increase in the proportion of participants from the youngest age band (16-24), from 16% to 25%. In year 4 however there was a reversal, with the proportion falling to 16% and then increasing to 21% in the most recent quarter.

For participants aged 50 years old & over the proportion of people in this age group decreased across years 1 to 3, from 30% to 20%. In year 4 the proportion increased to 27% and in the most recent quarter the proportion was 23%.

Ethnicity

Overall, 6% of people who have joined FSS were from minority ethnic backgrounds and 73% were white, with ethnicity unknown for the remaining 21% of participants.

In the most recent quarter 11% of participants were from a minority ethnic group and 80% of participants were white. Monitoring changes to the proportion of minority ethnic participants over time is difficult due to the high proportion of unknowns, and there is ongoing work to improve data quality and collection³. The proportion of unknowns has fallen to 9% in the most recent quarter and 13% across year 4, compared to higher proportions in the earlier years of the service (year 1: 17%, year 2: 31%, year 3: 29%).

Disability⁴

Overall, a similar proportion of FSS participants have reported a disability (45%) as reported not having a disability (46%), while this was unknown for the remaining 9%. The proportion of disabled participants has varied across years with the highest proportion (55%) in year 1 and the lowest (32%) in year 3, though see footnote on year 3 data⁵. In year 4, the proportion of disabled participants increased (47%) and remains at the same level for year 5 so far.

Long-Term Health Conditions⁶

Overall, 63% of people joining FSS reported having a long-term health condition (LTHC), 31% reported no LTHC, with 6% being unknown. In the most recent quarter, 56% of people reported a LTHC, 37% did not, and for 7% this was unknown.

There are many LTHC that may impact on a person's ability to gain and maintain employment without additional support. The most commonly reported LTHC by participants joining FSS was a mental health condition (34%). The proportion of people reporting a mental health condition has fluctuated across years from 31% in year 1 to 36% in years 2 and 3 though as remained the most widely reported condition. See figure 2 for a breakdown of the most commonly reported LTHC by FSS participants.

³ Since the first COVID-19 lockdown FSS has mostly been delivered over the phone or online, with face-to-face interaction paused. This has impacted the collection of equalities data. We have been working with FSS service providers to ensure response rates are maximised. For more information, see the Data Quality section in the Background Information. With effect from 01 April 2022, service providers have adopted a hybrid delivery model with a combination of face-to-face and online delivery.

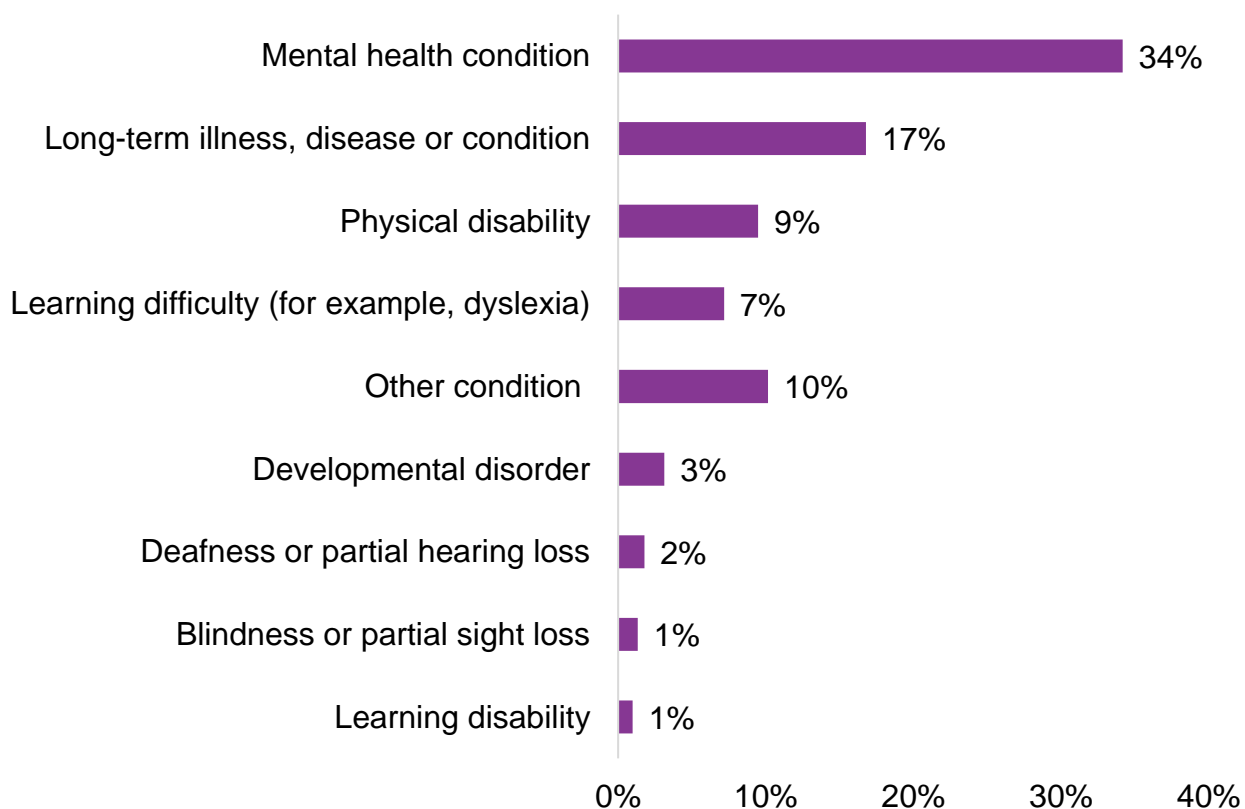
⁴ Disability is defined by two questions: i) Do you have a physical or mental health condition or illness lasting or expected to last 12 months or more? ii) Does your condition or illness reduce your ability to carry-out day-to-day activities?

If the answer to the first question is "yes", and the answer to the second is either "yes, a lot" or "yes, a little" then the participant is disabled as defined by the Equality Act (2010).

⁵ Data for disabled participants in year 3 showed a lot of change throughout the year, as both data completeness and people identified as disabled decreased immediately after the first COVID-19 lockdown in the first half of the year.

⁶ Participants joining FSS can report one or more long-term health conditions.

Figure 2: Percentage of people starting on FSS reporting long-term health conditions, by condition type, from April 2018 to September 2022 ⁷

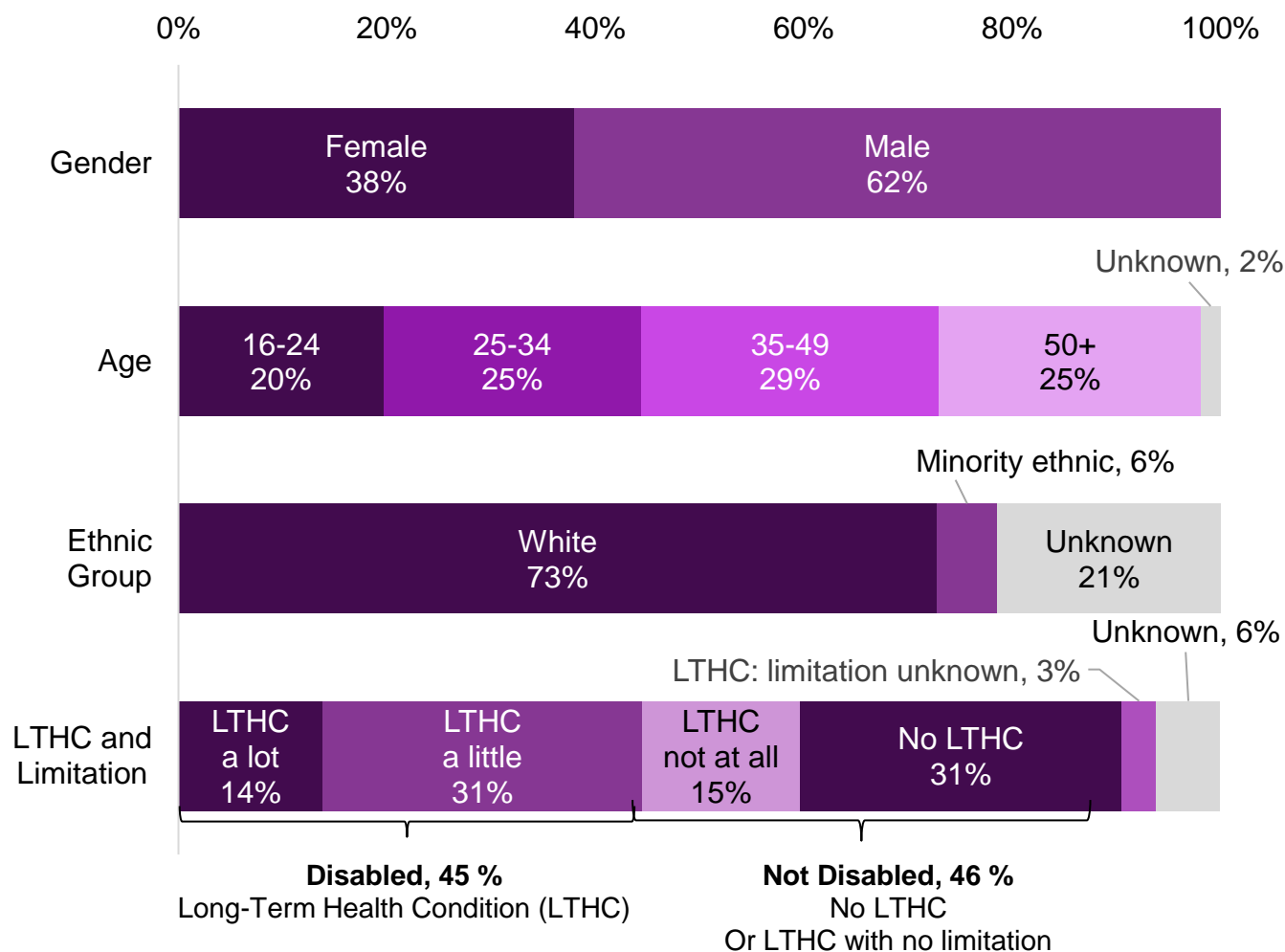


Evaluation Reports

The Scottish Government’s [Evaluation of the third year of the service \(opens in new window\)](#) was published in October 2021 - with the [Accompanying statistical table \(opens in new window\)](#) published at the same time. It showed that compared to the unemployed population of Scotland there were some groups that were under-represented in FSS starts in year 3: women, people from minority ethnic backgrounds, people from the youngest (16-24) and oldest (50-64) age bands, while a higher proportion of disabled people and people aged 25-34 used the service. For gender, ethnic group, and disability, this pattern was also found in the [FSS Year One Evaluation Report \(opens in new window\)](#) and the [FSS Year Two Evaluation Report \(opens in a new window\)](#). For age there was a change – all younger age groups (16-34, rather than just 16-24) were under represented and older groups were over represented prior to year 3. The Scottish Government’s evaluation of the fourth year of FSS will be published in due course.

⁷ Other condition reflects any long-term health condition not specified under the long-term health conditions reported in the supplementary tables and as displayed in figure 2.

Figure 3: Breakdown of people starting FSS by equality characteristic group, from April 2018 to September 2022 ⁸



How many FSS early leavers have there been?

Someone is defined as having left FSS early (an 'early leaver') if they leave FSS before the end of the pre-employment support period and without having sustained employment for at least 3 months. The pre-employment support period usually lasts for up to 1 year but can last up to 18 months in some cases. However this has only applied to a small number of people to date.

There have been 24,283 early leavers from the 51,076 FSS starts (includes 3,463 re-joins). As time goes on we get a more complete picture of the proportion of starts on the service that stay on FSS or leave early.

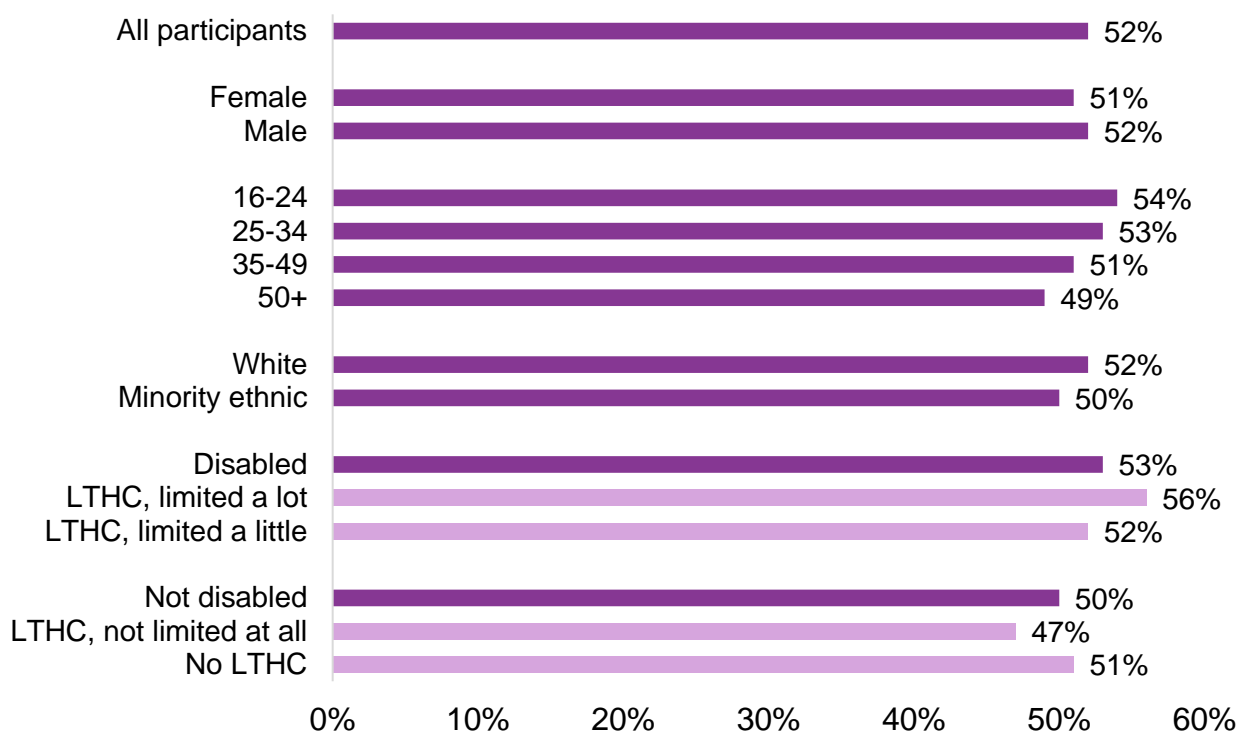
⁸ Gender was unknown for less than 0.5% of participants, these have not been displayed in Figure 3.

⁹ The early leaver rate is calculated for the 39,151 starts on FSS who joined from April 2018 – September 2021, including the 1,339 re-joins to the service during this period, as we have the most complete data.

Where we have a complete picture⁹ 52% of starts left early. There was a reduction in starts leaving early between years 1 and 2, from 53% of starts in year 1 to 47% in year 2. In year 3 there was an increase to 52% and in the first half of year 4, 58% of participants left FSS early.

Figure 4 shows the percentage of starts leaving early across each of the equalities groups. The percentage of early leavers was higher for those reporting a disability, particularly for those who have a long-term health condition that limits daily activities a lot (56%); compared with those with a long-term health condition that did not limit daily activities at all (47%). Younger participants also had higher rates of leaving early: 54% of those 16-24, compared with 49% of those aged 50 & over.

Figure 4: Percentage of FSS starts that leave the service early, broken down by equality characteristic group, from April 2018 to September 2022^{9 10}



How many FSS starts entered and sustained employment?

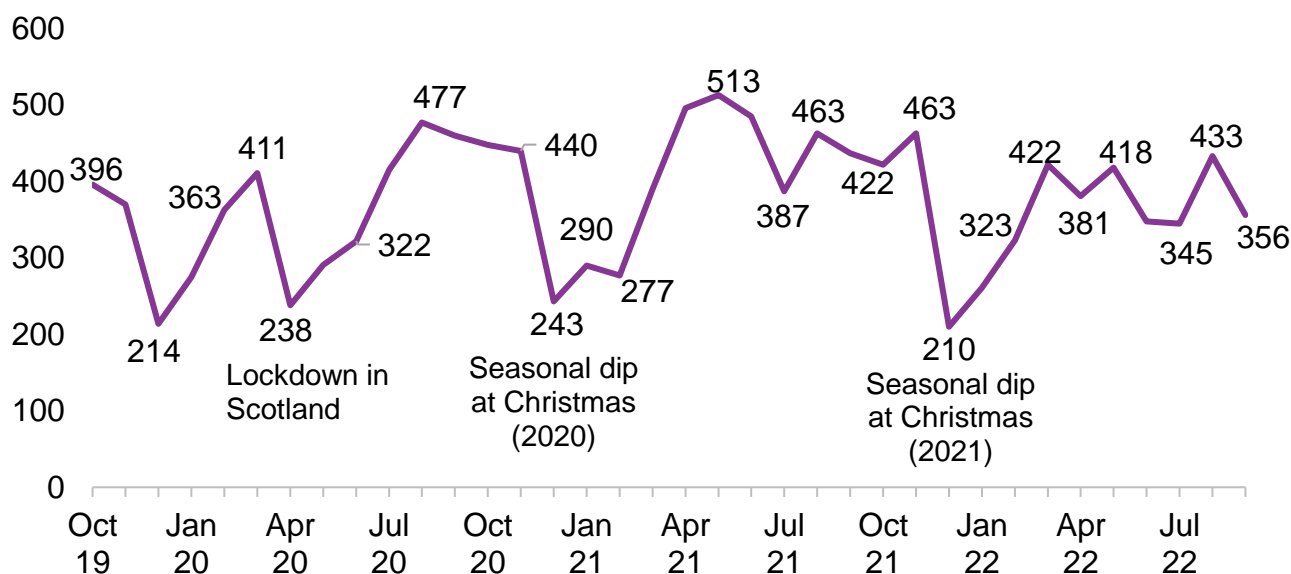
There has been a total of 17,669 job starts from the 51,076 FSS starts, including the 3,463 re-joins to the service, since the launch of FSS.

While there can be significant variation in the number of job starts by month, the number of jobs starts is currently higher than pre-pandemic levels. Figure 5 shows both the impact of Covid-19 restrictions beginning in March 2020 and the regular seasonal decline observed each Christmas with subsequent increases in the new year. The highest number of job starts in any one month was 513 in May 2021, the only time monthly job starts have surpassed 500. There was a dip in jobs starts in June (348) and July (345) this year, followed by a marked increase in August (433). The most recent month shows 356 job starts, however, it is important to be cautious when interpreting data for the most recent

¹⁰ LTHC is an abbreviation of Long-Term Health Condition.

months as there can be delays between a participant starting a job and it being recorded by service providers.

Figure 5: Number of Fair Start Scotland starts that enter employment after joining the service, by the month job was started, from October 2019 to September 2022



Of the 17,669 job starts, so far 11,789 had sustained employment for at least 3 months (13 weeks), 8,884 sustained employment for at least 6 months (26 weeks), and 5,933 sustained employment for at least 12 months (52 weeks), as of September 2022.

Job outcome rates can only be reported for start cohorts where enough time has passed in pre-employment support and for outcomes to be achieved. These show:

- Most FSS starts did not enter work or go on to sustain employment¹¹: 37% started a job, 27% sustained employment for 3 months, 22% sustained employment for 6 months, and 17% sustained employment for 12 months however,
- a high percentage of job starts are sustained: 73% of FSS starts that entered employment went on to sustain employment for 3 months, 81% of those who sustained employment for 3 months went on to reach 6 months, and 77% of those who sustained employment for 6 months went on to reach at least 12 months.

Figures 6, 7, 8 and 9 show how the rates of job starts and outcomes compare between different equality groups.

Whilst the job start rate is slightly higher for males at 38% compared to 37% for females, slightly higher rates of outcomes were achieved by female starts on the service. 29% of female starts and 27% of male starts achieved a 3 month job outcome, 24% of female

¹¹ Reasons for leaving the service early, based on the findings from an online survey of FSS early leavers, are summarised in The Scottish Government's evaluation of the third year of the service [Fair Start Scotland Evaluation Report 4: Overview of Year 3 \(www.gov.scot\)](http://www.gov.scot) (p29).

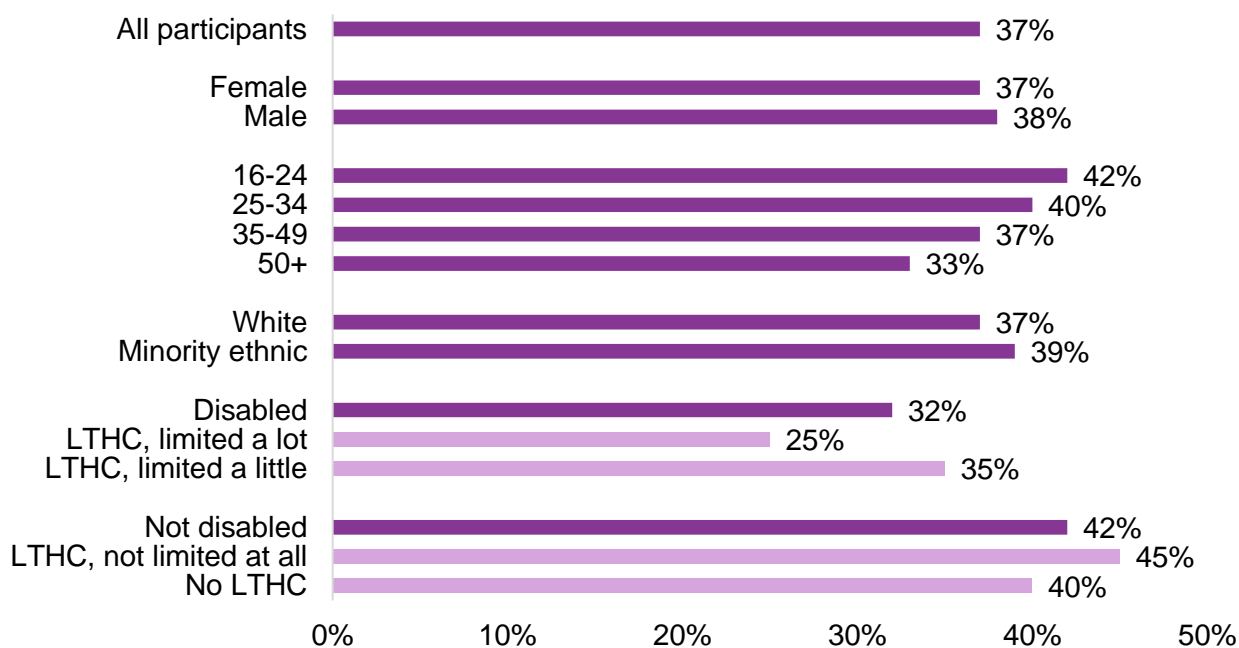
starts and 21% of male starts achieved a 6 month job outcome and 19% of female starts and 15% of male starts achieved a 12 month job outcome.

The biggest differences in job start and outcomes rates were observed in age and long-term health conditions, which can often be related. Of the FSS starts in the youngest age band (16-24), 42% started work after joining FSS compared to FSS starts in the oldest age band (50+), where 33% started work - a difference of 9 percentage points. Differences were also seen in proportions of starts from these age groups that sustained employment at 3 months (29% for 16-24; versus 25% for 50+) and 6 months (22% for 16-24; versus 21% for 50+) however there were no differences in the proportions sustaining employment at 12 months (16% for both age groups).

Of the FSS starts that were from minority ethnic backgrounds, 39% went on to start work, compared to 37% of white participants. Small differences were also seen for 3 month outcomes (29% for minority ethnic participants; 27% for white participants), 6 month outcomes (24% and 22%), and 12 month outcomes (17% and 16%).

Of the FSS starts with a long-term health condition that limited daily activities a lot, 25% went on to start work, compared to 45% starts that had a health condition that did not limit daily activities. The difference between these two groups was also observed in the proportions sustaining employment at 3 months (19% for those limited a lot, and 33% for those not limited at all), 6 months (15% and 26%) and 12 months (12% and 19%).

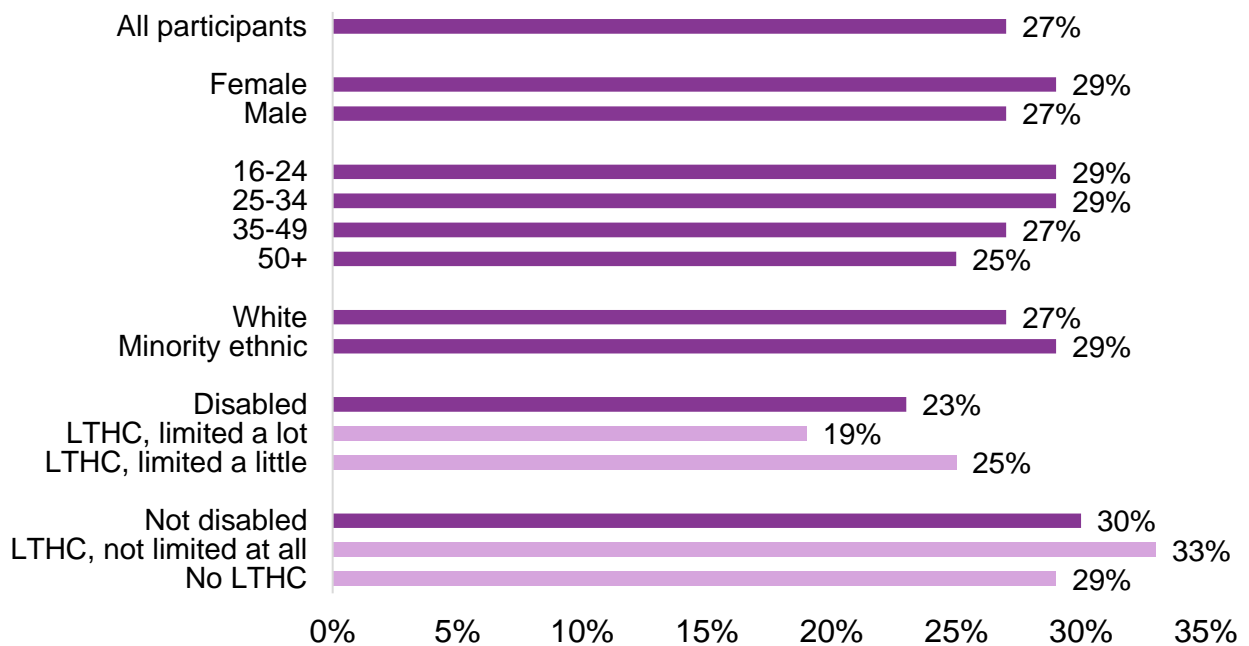
Figure 6: Percentage of Fair Start Scotland starts that started work after joining the service, broken down by equality characteristic group ^{12 13}



¹² LTHC is an abbreviation of Long-Term Health Condition.

¹³ The job start rate is calculated for the 39,151 starts on FSS that joined from April 2018 – September 2021, including the 1,339 re-joins to the service during this period, as we have the most complete data for this group.

Figure 7: Percentage of Fair Start Scotland starts staying in work for 3 months after joining the service, broken down by equality characteristic group ^{12 14}



¹⁴ The 3 month job outcome rate is calculated for the 35,928 starts on FSS that joined from April 2018 – June 2021, including the 689 re-joins to the service during this period, as we have the most complete data for this group.

Figure 8: Percentage of Fair Start Scotland starts staying in work for 6 months after joining the service, broken down by equality characteristic group ^{12 15}

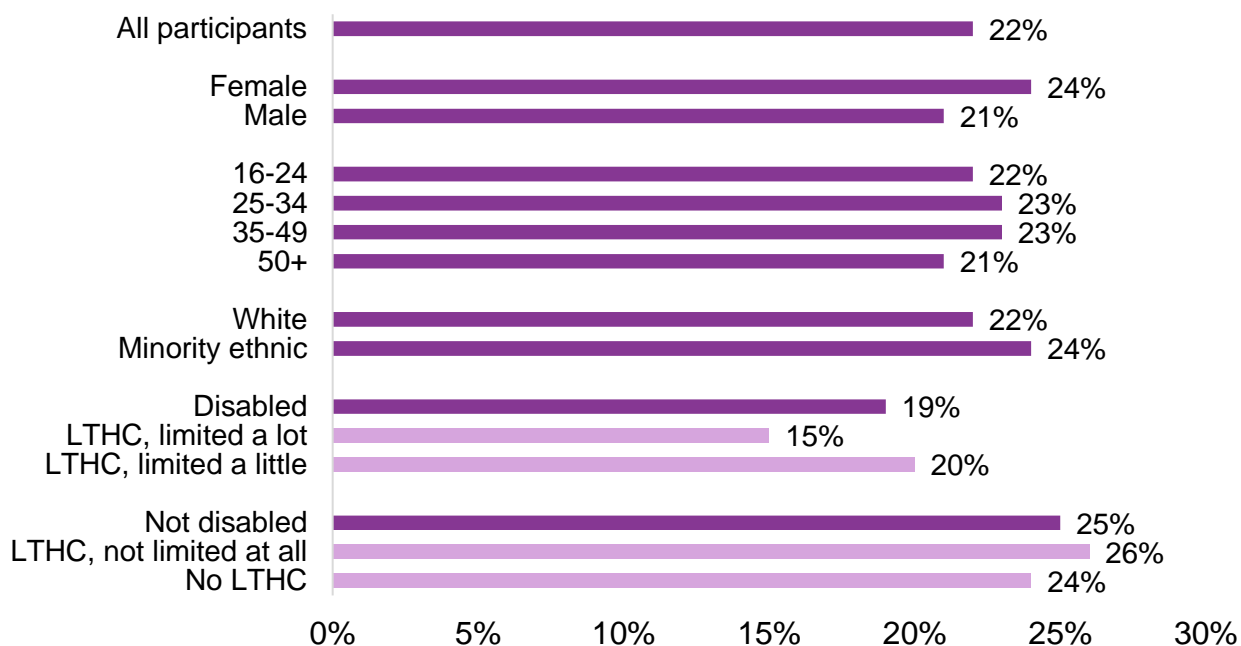
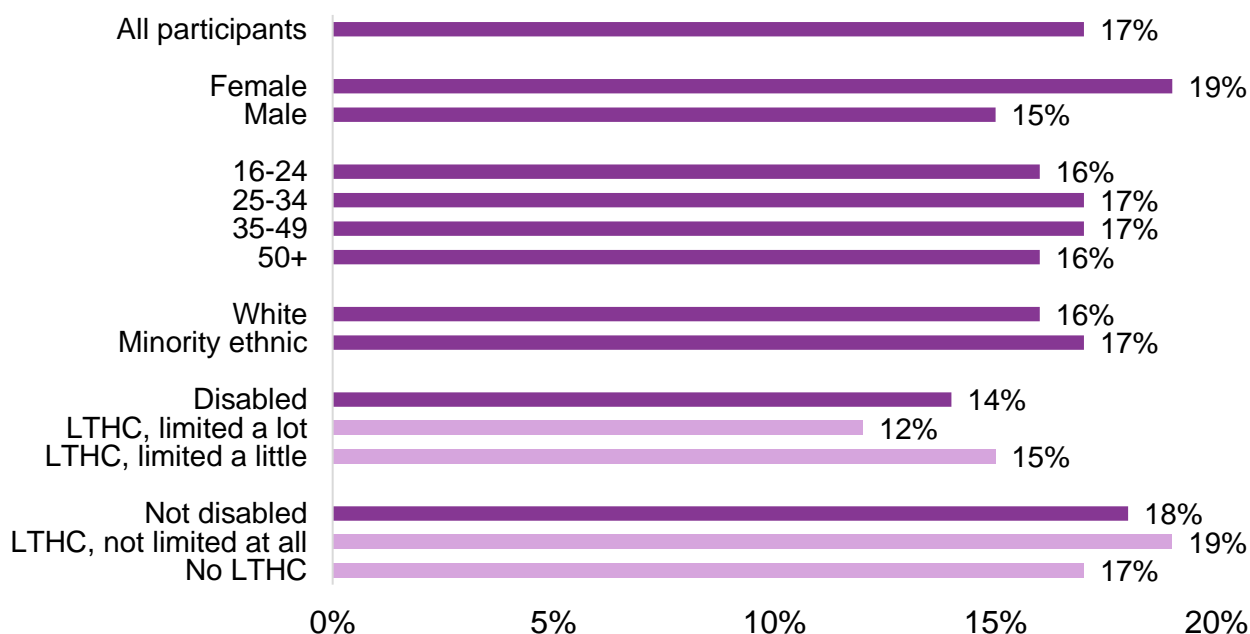


Figure 9: Percentage of Fair Start Scotland starts staying in work for 12 months after joining the service, broken down by equality characteristic group ^{12 16}



¹⁵ The 6 month job outcome rate is calculated for the 32,507 starts on FSS that joined from April 2018 – March 2021 as we have the most complete data for this group.

¹⁶ The 12 month job outcome rate is calculated for the 27,084 starts on FSS that joined from April 2018 – September 2020 as we have the most complete data for this group.

How many parents have joined FSS?

Annual data on FSS participants that are parents was first published in May 2021. From the August 2022 statistical publication quarterly parent data for FSS participants is published, covering year 5 onwards.

As with overall participants, the numbers of parent starts on the service in years 1 to 3 is the same as the number of people who received support. With the extension of FSS beyond the initial three year period, people who have previously received support may re-join the service. Therefore the total number of parent starts on FSS from the start of year 4 onwards and thus parent starts overall is not the same as the number of people that were parents receiving support.

Of people joining FSS for the first time 9,669 are parents, while there has been 10,432 total parent starts on the service since its launch in April 2018, including re-joins.

Cumulative totals should be interpreted with caution and comparison of data between years is not possible due to the way the collection has developed over time¹⁷. In the latest quarter, of the 740 parent starts on FSS there were 639 people who were parents accessing FSS support for the first time. These 639 parents represented 27% of all 2,404 people accessing FSS support for the first time. Of these 639 parents, the following breakdowns were observed in terms of parents and those from families at highest risk of being affected by child poverty¹⁸: 37% were disabled, 40% were lone parents, 3% were mothers aged under 25, 22% were parents with three or more children, 33% had a child aged under 12 months and 18% were from a minority ethnic background.

How many parent starts on FSS entered and sustained employment?

For the 10,432 FSS starts that were parents, job outcome rates can only be reported for start cohorts where enough time has passed in pre-employment support and for outcomes to be achieved. These show:

- Most parent FSS starts did not enter work or go on to sustain employment: 38% started a job, 28% sustained employment for 3 months, 24% sustained employment for 6 months, and 18% sustained employment for 12 months.

38% of parents started a job after joining the service, similar to the proportion of FSS participants overall at 37%. 32% of both disabled parents and disabled participants who

¹⁷ Data on lone parents was collected from the launch of FSS in April 2018. Data on age of youngest child and number of dependent children was additionally collected from late 2019 and we worked with providers to implement and improve the collection of this data for the remainder of year 2, resulting in better quality data for year 3 onwards. As a result, the percentage of parents increases over time, but this is likely to be a result of data collection changes rather than changes to the number of parents supported.

¹⁸ The Scottish Government has identified a number of 'priority family groups' at risk of child poverty, further information can be found here: [Tackling child poverty priority families overview - gov.scot \(www.gov.scot\)](http://www.gov.scot)

Please note that the data presented in this publication and the supplementary statistical tables differs in some aspects from the priority family group definitions due mainly to its focus on participants rather than family units. For example, the data covers participants accessing FSS support that are disabled parents but does not include families with a disabled child, therefore differing from the 'families with a disabled adult or child' priority family type.

were not reported to be parents started work, compared to 42% of FSS starts who were not disabled and not reported to be parents. A job start was achieved by 32% of lone parent starts, 36% of FSS starts that were mothers under 25, 38% of parent starts with three or more children, 38% of parent starts that had a child aged under 12 months and 38% of FSS starts that were minority ethnic parents. These figures should be used with caution as some percentages are based on very small numbers.¹⁹

28% of parents achieved a 3 month job outcome, similar to the proportion of FSS participants overall at 27%. 24% of disabled parents sustained employment for 3 months, compared to 23% of disabled participants who were not reported to be parents, whilst 30% of FSS starts who were not disabled and not reported to be parents sustained employment for 3 months. Three months sustained employment was achieved by 24% of lone parent starts, 23% of FSS starts that were mothers under 25, 28% of parent starts with three or more children, 29% of parent starts that had a child aged under 12 months and 29% of FSS starts that were minority ethnic parents. These figures should be used with caution as some percentages are based on very small numbers.²⁰

24% of parents achieved a 6 month job outcome which was also similar to the proportion of FSS participants overall at 22%. 19% of both disabled parents and disabled participants who were not reported to be parents sustained employment for 6 months, compared to 24% of participants that were not disabled and not reported to be parents. Six months sustained employment was achieved by 19% of lone parent starts, 16% of FSS starts that were mothers under 25, 25% of parent starts with three or more children, 25% of parent starts that had a child aged under 12 months and 22% of FSS starts that were minority ethnic parents. These figures should be used with caution as some percentages are based on very small numbers.²¹

18% of parents achieved a 12 month job outcome after starting on the service, similar to the proportion of FSS participants overall at 17%. 15% of disabled parents sustained employment for 12 months, compared to 14% of disabled participants who were not reported to be parents and for participants that were not disabled and not reported to be parents the proportion was higher at 18%. Twelve months sustained employment was achieved by 15% of lone parent starts, 12% of FSS starts that were mothers under 25, 19% of parent starts with three or more children, 19% of parent starts that had a child aged under 12 months and 15% of FSS starts that were minority ethnic parents. These figures should be used with caution as some percentages are based on very small numbers.²²

¹⁹ The job start rate is calculated for the 7,305 parent starts on FSS that joined from April 2018 – September 2021 as we have the most complete data for this group.

²⁰ The 3 month job outcome rate is calculated for the 6,373 parent starts on FSS that joined from April 2018 – June 2021 as we have the most complete data for this group.

²¹ The 6 month job outcome rate is calculated for the 5,401 parent starts on FSS that joined from April 2018 – March 2021 as we have the most complete data for this group.

²² The 12 month job outcome rate is calculated for the 3,815 parent starts on FSS that joined from April 2018 – September 2020 as we have the most complete data for this group.

No One Left Behind (Experimental Statistics)

Introduction

No One Left Behind is a strategy for placing people at the centre of the design and delivery of employability services. The transition to this new approach, delivered through a partnership agreement between Scottish and Local Government, commenced on 1 April 2019.

The No One Left Behind approach moves away from funding and delivering a number of separate and distinct employability programmes, to a more flexible approach. Scottish and Local Government are working with third and private sector to deliver support which aims to be more joined-up and responsive to the needs of individuals of all ages and to local labour market conditions.

Since April 2019, a range of Scottish Government funding has been made available to Local Government partners as the scope of delivery under No One Left Behind expands over time. This includes funding for the initial phase of No One Left Behind, from April 2019, the Parental Employability Support Fund, from February 2020, and the Young Person's Guarantee, from November 2020. Since February 2022, the experimental statistics in this publication have included people supported by the totality of these funds. The funding aims to provide support for people of all ages, with a range of differing characteristics and circumstances, including parents, who need help on their journey towards work.

Note that the experimental statistics in this publication relate only to Scottish Government funded activity and do not report on the entirety of employability related activity in each local authority area.

The support provided may vary from short, focused interventions or longer term support, dependent upon individual circumstances. Participants can access the support they require on an ongoing basis and can engage and disengage at times that best suit their needs. Individuals can self-refer to No One Left Behind support, or be referred through a variety of channels, including educational providers, local authorities, third sector organisations, Jobcentre Plus, and other local services.

Reach of services: How many people accessed employability support delivered under No One Left Behind?

A total of 24,907 people started receiving support from April 2019 to June 2022. The number of people starting to receive support has increased over time; 2,767²³ in year 1, 4,849 in year 2, and 14,070 in year 3. In the most recent quarter (April – June 2022) 3,221 people started to receive support.

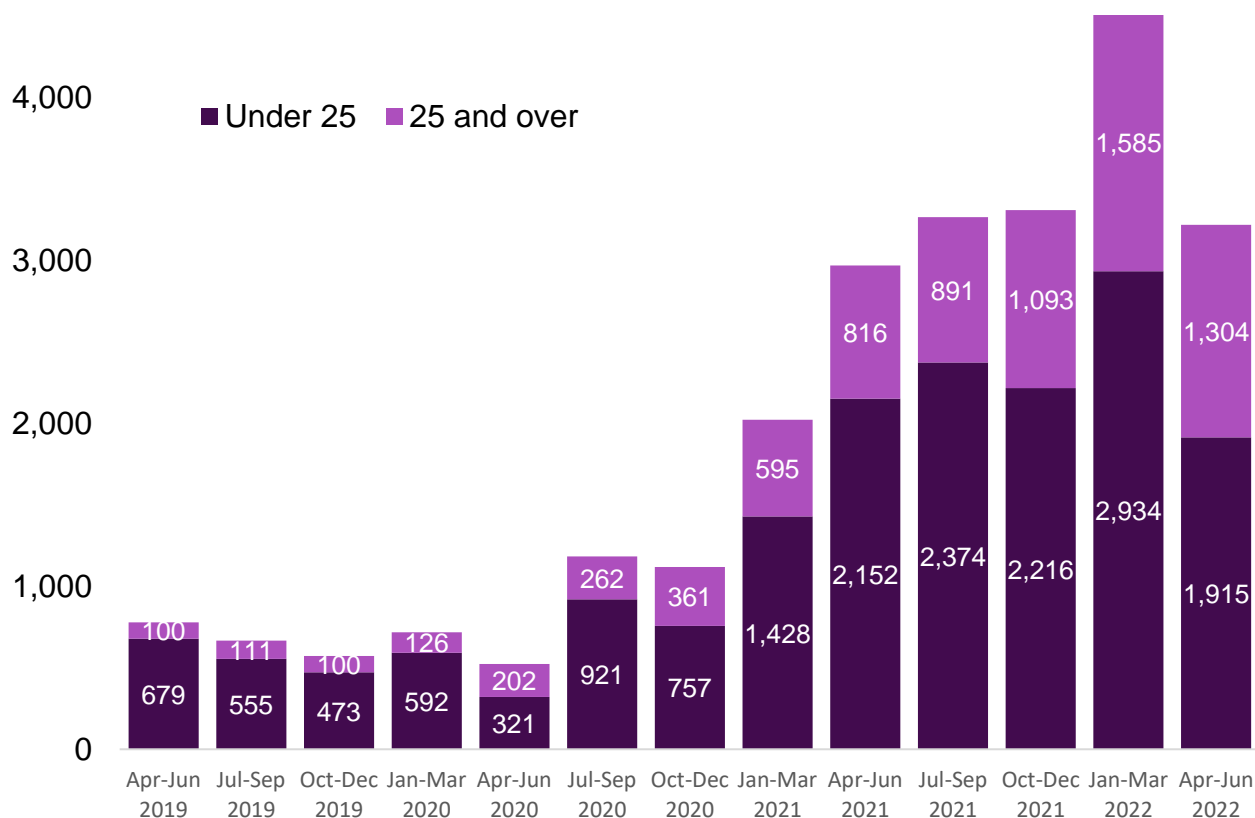
Most people were aged under 25, 17,317 (70%). Of these, 71% were aged 15-19 and 29% were aged 20-24. 7,546 (30%) of all participants were aged 25 or over. Of these, a similar

²³ There was a decrease in the year 1 total from previous publications as this was previously derived from year 1 aggregate data that was collected during that period. Since then we have developed year 1 data and combined it with data currently collected, which has allowed us to provide more detailed information for year 1 participants, including their achievements. As a result of combining year 1 data and Management Information changes the start dates for some participants changed.

proportion were aged 25-34 (38%) and 35-49 (40%), while only 22% were aged 50 or over. Age was unknown for 0.2% of participants.

Figure 10 below shows participation has increased for both the under 25 and 25 and over age groups over time with peak participation seen in January – March 2022. The latest quarter shows 1,915 participants under 25 and 1,304 participants 25 and over accessed support. It should be noted that the large increase in participation seen between January – March 2021 coincides with the introduction of additional funding to support young people.

Figure 10: Participants starting to receive employability support, by quarter, April 2019 - June 2022²⁴



Gender

Of the 24,907 people who started to receive support between April 2019 and June 2022, 44% were female and 55% male. Gender was unknown for 0.5% of participants. The proportion of females has increased over time. In year 1, 40% of participants were female. This peaked in year 2 at 47% before decreasing to 44% in year 3 and in the most recent quarter (April – June 2022). There are marked gender differences by age. The youngest (15-19) and oldest (50+) age groups have the lowest proportion of females at 38%, however for the 25-34 (60%) and 35-49 (62%) age groups, the gender difference reverses and females account for the highest proportion of participants.

²⁴ Age was unknown for 44 participants receiving support, these individuals are not displayed in Figure 10.

Ethnicity

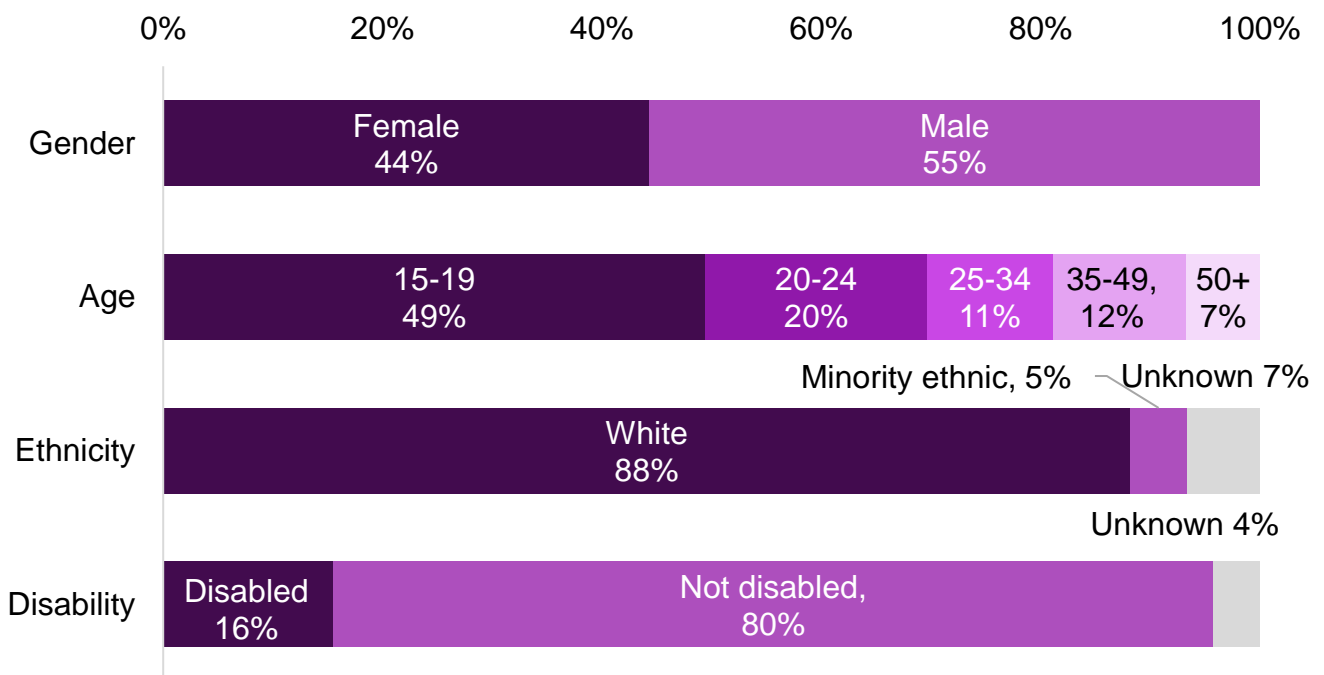
Overall, ethnic minority groups have accounted for 5% of participants since April 2019. This has gradually increased from 3% in Year 1 to 6% in Year 3. In the most recent quarter (April – June 2022), the proportion has remained at 6%.

However, there were age differences; with a higher proportion of minority ethnic participants in the 25 and over group (10%) compared with those under 25 (3%). These figures should be used with caution as some percentages are based on very small numbers.

Disability²⁵

Overall, 16% of participants accessing support reported having a disability. Unlike observed with gender and ethnicity, there is little variation between younger (under 25) and older (25 and over) age groups. The proportion of participants reporting a disability has been fairly consistent with the exception of a marked decrease to 12% in Year 2 before increasing back to previous levels in Year 3 (16%). The same proportion was observed in the most recent quarter. Year 2 covered the first pandemic year which may be a factor for the change observed in Year 2. These figures should be used with caution as some percentages are based on very small numbers.

Figure 11: Percentage of people supported through No One Left Behind, broken down by equality characteristic group, April 2019 - June 2022 ²⁶



²⁵ The guidance for collecting data issued to Scottish local authorities specifies that disability status should be recorded as defined by the Equality Act (2010). Further information can be found here: [Definition of disability under the Equality Act 2010 - GOV.UK \(www.gov.uk\)](https://www.gov.uk/government/guidance/definition-of-disability-under-the-equality-act-2010)

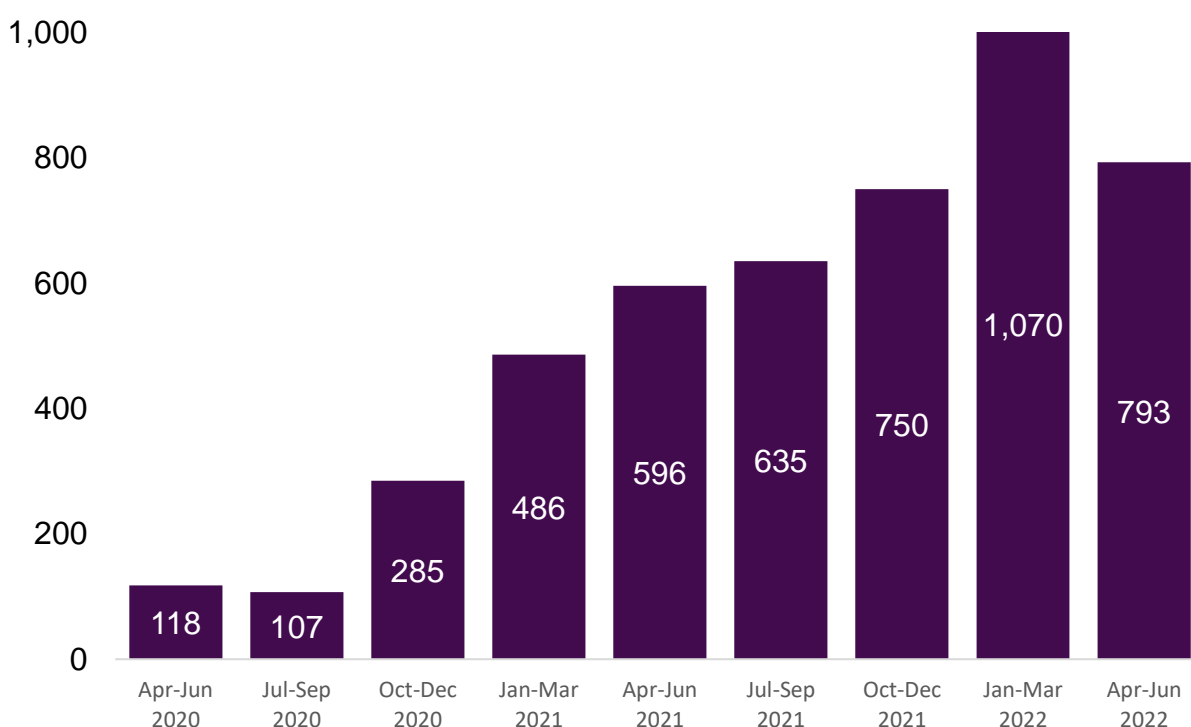
²⁶ Gender and age were unknown for less than 0.5% of participants, these have not been displayed in Figure 11.

Parents

Please note that parents are a subgroup of participants supported during the period April 2020 to June 2022 (from year two onwards²⁷). Therefore, the number of parents is not additional to the number of under 25s and those aged 25 and over. Rather they are distributed across age groups, with 17% being aged under 25 and 83% aged 25 and above.

Of the 22,140 people who started to receive support during this period (April 2020 – June 2022), 4,840 (22%) were parents. The number of parents have generally increased reaching a high of 1,070 parents in January to March 2022. There were 793 parents in the most recent quarter.

Figure 12: Parents starting to receive employability support, by quarter, April 2020 - June 2022



Parents as a proportion of all people starting to receive support has fluctuated somewhat over the period reaching a peak of 25% in the period October to December 2020. While this has fluctuated and dropped to 19% in July to September 2021, it has gradually increased since, reaching the previous high point of 25% in the most recent quarter.

The breakdown of equalities groups for parents is shown in Figure 13. The majority of parents are aged 35-49 years (42%) and this has been consistent over the reporting period. The proportion of parents is lowest for the youngest (15-19 year olds, 3%) and oldest (50 and over, 7%) age groups.

²⁷ Parental status was not collected from participants in year 1. Parental Employability Support funding was made available from February 2020 onwards.

The gender difference is reversed and more pronounced in the parent subgroup (77% female) than all participants (44% female). Females have outweighed males considerably in the parent subgroup across the period; however the proportion of male parents accessing support has generally increased over time, from 17% in April to June 2020 to 27% in the latest quarter, the highest proportion observed to date.

12% of parents accessing support were from minority ethnic groups. The proportion fell to a low of 7% between October 2020 – March 2021, but steadily increased to a high of 16% in January to March 2022. It has since dropped back to 13% in the latest quarter.

Overall, 14% of parents reported having a disability. The proportion of parents reporting a disability has remained fairly stable over time, though there was a peak of 18% in July to September 2021. This has since decreased to 15% in the two most recent quarters.

Figure 13: Percentage of parents supported through No One Left Behind, broken down by equality characteristic group, April 2020 - June 2022 ²⁸



Overall, 63% of parents supported were lone parents and 12% of parents were mothers under 25. 39% had one child, 32% had two children, 25% had three or more children, with number of children unknown in 4% of cases. Whilst there has been some variation across the period the pattern is broadly similar; parents with one child represent the greatest proportion of all parents in each period.

13% of all parents had a youngest child aged under 12 months. This proportion has increased from 10% in year 2 to 14% in year 3.

²⁸ Gender and age were unknown for less than 0.5% of participants that were parents, these have not been displayed in Figure 13.

11% of all parents had a disabled child within their family, with status unknown in 9% of cases. Similarly, the proportion of parents with a disabled child within the family has increased between year 2 (8%; 12% unknown) and year 3 (12%; 10% unknown).

Shared Measurement Framework (SMF)

The first SMF publication was released in April 2022²⁹. The initial data recommendations built on existing data collection practice and activity currently in place between Local and Scottish government, and formalised a number of key data items which we currently collect³⁰ on the theme of 'progression'. Therefore, it is an appropriate time to start publishing experimental statistics based on that data, aligned with the progression theme.

The flexible, person-centred support No One Left Behind seeks to put in place acknowledges that participants may experience support differently, based on their individual circumstances and needs – for example, being able to disengage and re-engage in support as required. As a result, participant journeys will differ in nature and pace, and progression and achievements will vary based on what a positive outcome means to that individual. This means broadening our understanding of success from a focus on job outcomes to focus on the actual steps taken and progress made towards work.

The SMF publication is not a final product and more work is required to develop certain areas and themes. We will gradually develop and align our statistics reporting to the recommendations made by the Framework over time. They will be particularly important to help us understand the journeys and achievements of those who are furthest away from the labour market and to develop the range of data that we publish. The experimental statistics presented here on the progression of participants supported by No One Left Behind represent the first step in that process.

We first published statistics on the achievements of those supported by No One Left Behind in February 2021 for year 1 participants, derived from the aggregate data that was collected during that period. Since then we have developed year 1 data and combined it with data currently collected for subsequent periods, which has allowed us to provide more detailed information for year 1 participants, including their achievements³¹.

Progression of participants: What are the achievements of those supported by No One Left Behind so far?

Of the 24,907 people supported under the No One Left Behind approach between April 2019 and March 2022, 8,289 people (33%) entered employment. Of those that entered employment; 4,042 people (49%) were supported by a subsidy to do so and 1,018 people (12%) started modern apprenticeships. Additionally, 3,178 people supported (13%)

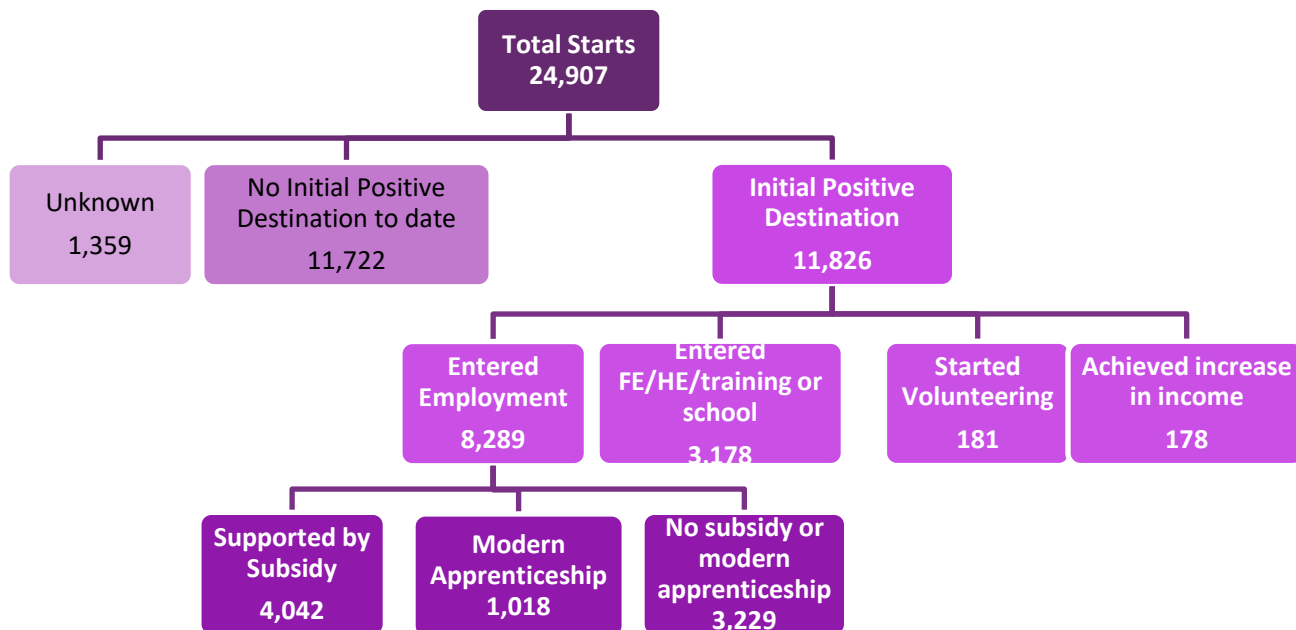
²⁹ Shared Measurement Framework: [Employability Shared Measurement Framework published | Employability in Scotland](#)

³⁰ Currently not all data items presented here are fully aligned to the SMF recommendations. Data collection activity will align to the recommendations from 1 October 2022 and our statistics will reflect those in due course.

³¹ The flexibility of the No One Left Behind approach allows people to come in and out of support as often as is needed, so the time between the initial start date and that to achieve certain progression outcomes can vary considerably.

entered further or higher education or training³², 2,497 people (10%) gained a qualification and 1,394 people (6%) started work experience opportunities.

Figure 14: Initial positive destination achieved by No One Left Behind participants, April 2019 - June 2022

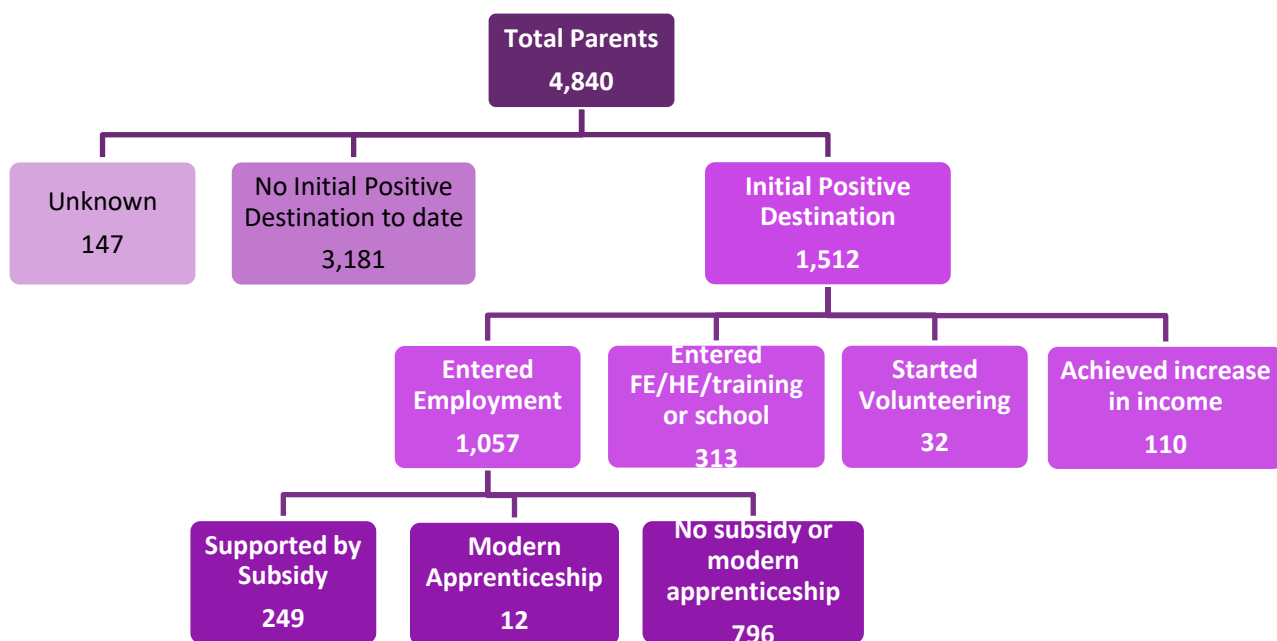


Please note, the following statistics on parents are from Year 2 (April 2020) onwards. Of the 4,840 parents supported under the No One Left Behind approach, 1,057 people (22%) started employment. Of those that started employment; 249 people (24%) were supported by a subsidy to do so and 12 people (1%) started modern apprenticeships. Additionally, 313 people supported (6%) entered further or higher education or training³³, 601 people (12%) gained a qualification and 92 people (2%) started work experience opportunities.

³² The 3,178 people that entered further or higher education or training also includes some people that were in school.

³³ The 313 parents that entered further or higher education or training also includes some people that were in school.

Figure 15: Initial positive destination achieved by No One Left Behind participants identified as parents, April 2020 - June 2022



Developing these statistics

We continue to publish data on people receiving employability support delivered under the No One Left Behind strategic approach. Publishing these statistics will contribute to understanding the impact of the approach, by providing information over time about participant journeys and achievements.

As part of our plans to develop these statistics, in this publication we have expanded the scope of our data to include the achievements of parents that are receiving employability support delivered under the No One Left Behind approach. In addition, within the progression tables in the accompanying tables of this publication, we have added information on other positive outcomes such as starting volunteering and achieving an increase in income.

As delivery under No One Left Behind is expanded over time (see the [Delivery Plan](#)) and we learn more about which data are important to report on to describe the journeys of the people who receive support, we will develop a range of statistics that are appropriate. Whilst we expect to produce some statistics that are similar to those for FSS, the range of data that we use and how we present them is likely to change and evolve over time, building a picture of the whole user journey. As already described, a key product to help us realise that ambition is the Shared Measurement Framework.

Feedback

To ensure the statistics are developed in a way which is useful to users, we will be asking for views on a range of topics as the development work described above is taken forward. If you have comments or questions in the meantime please contact: employabilitydata@gov.scot.

Background Information

1. Official and Experimental Statistics

Statistics for No One Left Behind are Experimental Statistics. Experimental statistics are defined by the Code of Practice for Statistics as ‘a subset of newly developed or innovative official statistics undergoing evaluation, that are published in order to involve users and stakeholders in the assessment of their suitability and quality at an early stage’.

Statistics for Fair Start Scotland are official statistics – they are no longer classified as experimental statistics. This early stage has now passed, with user feedback used to improve the publication, though any comments or feedback are still welcome.

More detail on designation of statistics can be found at:

[UK Statistics Authority - Types of official statistics \(www.gov.uk\)](http://www.gov.uk)

2. Reporting periods

Fair Start Scotland. This publication reports on all referrals and starts from 13 March 2018 to the end of the most recent quarter (30 September 2022). The service was launched on 3 April 2018 (Q1). There was an opportunity for referrals to be made and starts to be recorded for a short period prior to the launch of the service, commencing 13 March 2018. Referrals and starts which occurred before the official launch of the service are reported along with the April 2018 data.

No One Left Behind. This publication reports on all participants who received support from 1 April 2019 to 30 June 2022.

3. Fair Start Scotland (FSS) background information

Tables

Detailed statistics on the number of referrals to FSS, number of starts and job outcomes are presented in the accompanying tables, numbered 1 to 10. The caveats that apply to national data also apply to local authority data (see the end of Background Information section 3).

Data sources

The Scottish Employability Tracking System (SETS)

SETS is the Scottish Government referrals tracking system for Fair Start Scotland. Information on those referred to FSS (‘referrals’) and outcomes relating to those individuals, including those who join FSS (‘starts’), enter employment (‘job starts’), and subsequently achieve employment outcomes (‘job outcomes’), is recorded on SETS. It tracks the progress of referrals made to the service and provides management information in relation to performance.

The statistics in this release are based on figures extracted from SETS on 17 October 2022.

Information provided by service providers

The statistics on age, gender, long-term health conditions, disability and ethnic group are derived from information collected by service providers when an individual joins FSS.

Information is usually collected via a combination of face-to-face interviews, SG equalities monitoring forms, phone conversations and electronic questionnaires (see section *Impact of COVID-19 (Coronavirus) on data quality*); using SG recommended questions and published using related output classifications. The statistics in this release are based on returns for the period 13 March 2018 to 30 September 2022.

Methodology

Referral

The referral numbers published in this release are net figures, which excludes 2,799 rejected referrals. The vast majority of these were duplicates.

Starts

The 'start rate' i.e. the percentage of people who joined FSS is calculated by dividing the number of starts by the number of referrals within a given period. People who were referred in the most recent quarter, particularly at the end, may not have had time to join the service by the end of the month. Because of this, the start rate for the most recent quarter should not be used for considering the overall performance of the service.

Before April 2021, participants were only able to receive support from FSS once, therefore the number of starts on the service is the same as the number of unique people who have received support in years 1 to 3. With the extension of FSS beyond the initial three year period, from April 2021 people who have previously received support may re-join the service. There must be a break of at least 13 weeks since the person left FSS to become eligible. As a result of this change, the total number of starts in FSS, from the beginning of year 4 onwards and thus overall, is not the same as the number of people who have received support.

Early leavers

An early leaver is someone who exits the service before the end of the pre-employment support period without achieving an employment outcome.

Job starts

When an individual progresses into work, service providers record a 'job start' for the individual on SETS. An individual can enter employment more than once; however the figures in this publication are for the first recorded job. For individuals that re-join FSS, where applicable, their first recorded job during their initial period on the service will be counted as will their first recorded job during their second period on the service. All figures are up to the end of September 2022.

Employment outcomes

A 3 month (13 week) job outcome is achieved when a participant stays in a job, or is self-employed, working 16 hours per week or more, for at least 13 weeks out of 16; that is, continuous employment, but not necessarily in the same job, lasting 13 out of 16 weeks.

A 6 month (26 week) job outcome is achieved when a participant stays in a job, or is self-employed, working 16 hours per week or more, for at least 26 weeks out of 30; that is, continuous employment, but not necessarily in the same job, lasting 26 out of 30 weeks (breaks in employment must total no more than 4 weeks).

A 1 year (12 month, 52 week) job outcome is achieved when a participant stays in a job, or is self-employed, working 16 hours per week or more, for at least 52 weeks out of 60; that is, continuous employment, but not necessarily in the same job, lasting 52 out of 60 weeks (breaks in employment must total no more than 8 weeks).

Data quality

Some inconsistencies in responses to the questions on long-term health conditions and disability, as reported by service providers, were identified and amended as follows:

Of those people who responded 'No' to the question asking whether respondents had a physical or mental health condition lasting, or expected to last 12 months or more:

- 4,927 participants answered the second question on extent of limitation (118 yes, a lot; 531 yes, a little; 4,278 not at all). These responses were excluded from the totals.
- 2,441 people reported one or more long-term health condition (2,752 conditions in total were recorded). These conditions have been excluded from the count of long-term health conditions.

Comparisons with other employment services' data

Please use caution when comparing FSS data with data from other employment services across the UK, as features of service design (e.g. whether voluntary or mandatory, eligibility criteria) and definitions (e.g. how job outcomes are measured) may differ.

Local authority data

Please use caution in interpreting data at lower levels of geography, as numbers are small in some instances and there are many factors contributing to variations in totals across local authorities. The Scottish Government's evaluation of year 1 of FSS suggests factors include the local reputation of FSS staff, the prior roles of staff and the reputation of previous services, the range of other existing services available in the area, the relationship between FSS provider staff and JCP work coaches, and the range and scale of local job opportunities³⁴.

Impact of COVID-19 (Coronavirus) on Fair Start Scotland

This publication includes data for FSS over a period from March 2020 onwards when the COVID-19 pandemic, associated public health measures and economic and labour market impacts have caused several changes which impact the statistics published here.

Key changes to FSS include the following:

- 1) Early in the pandemic, The Department for Work and Pensions (DWP) refocused their work to deal with the increased demand for benefit claims, so FSS referrals from DWP were paused between April and June 2020.
- 2) As a result of this, there was an increase in the proportion of referrals to FSS through other avenues, particularly from FSS providers' own marketing efforts.
- 3) FSS switched from face-to-face interaction to delivery via phone calls and online interaction. This affected the equalities data collected, with a decrease in people disclosing information on protected characteristics like ethnicity on joining FSS. Data collection methods were adapted to the new circumstances in consideration of data protection guidance. It also caused disruption to some providers where data was held in the workplace and was not available to staff working from home. There were particularly high levels of missing data for ethnicity in July to September 2020. Data collection has since

³⁴ The Scottish Government's local area case studies from the evaluation of the first year of Fair Start Scotland can be accessed here: [Fair Start Scotland: evaluation report 2 - year 1 overview - local area case studies \(www.gov.scot\)](https://www.gov.scot/publications/evaluation-report-2-year-1-overview-local-area-case-studies/pages/10.aspx)

improved. During the quarter April-June 2021 some providers had a limited return to meeting participants in person, depending on the local situation and participant's preference.

4) There was a relaxation of rules specifying how often participants must be in contact with providers, from March to September 2020. This meant that some people who would otherwise be considered to have left the service during this period stayed on FSS.

5) There were fewer job vacancies in Scotland for approximately one year. ONS data³⁵ showed a sharp reduction in job vacancies in Scotland during April 2020 to approximately 40% of the level seen in February 2020, finally returning to February 2020 levels by April 2021. Lower levels of job vacancies would be expected to affect rates of job starts and outcomes in FSS, but numbers of job starts in FSS didn't necessarily follow trends in job vacancies.

4. No One Left Behind Background Information

Data collection

All participant data is collected and recorded on management information systems by Scottish local authorities. Data returns are submitted to the Scottish Government on a quarterly basis. No centralised recording system is in place.

Self-assessed disability is reported only if and when it is perceived by the participant as being a barrier for them to finding employment. This means that recording and reporting of disability is not comprehensive and is not currently collected using the SG recommended questions.

We first published statistics on No One Left Behind outcomes in February 2021 for year 1 participants, derived from the aggregate data that was collected during that period. Since then we have developed year 1 data and combined it with data currently collected for subsequent periods, which has allowed us to provide more detailed information for year 1 participants, including their achievements.

Starts

People are registered to start receiving support by a local authority Key Worker.

Employment outcomes

Employment outcomes are defined as follows:

Where the participant has sustained employment (employment, self-employment, Modern Apprenticeship) for 13 weeks a self-declaration signed by the participant and countersigned the Employability Key Worker will confirm the 13 week milestone has been achieved.

Where the participant has sustained employment (employment, self-employment, Modern Apprenticeship) for 26 weeks a self-declaration signed by the participant and countersigned the Employability Key Worker will confirm the 26 week milestone has been achieved.

³⁵ [Economic activity and social change in the UK, real-time indicators - Office for National Statistics \(ons.gov.uk\)](https://ons.gov.uk)

Comparisons with other employment services' data

When comparing with Fair Start Scotland:

No One Left Behind and Fair Start Scotland are different approaches to employability support and can vary in what support is offered and what groups are targeted. This is likely to impact on both the demographics and outcomes of participants across both approaches. It is therefore not recommended to make direct comparisons.

For other services across the UK, features of service design (e.g. whether voluntary or mandatory, eligibility criteria) and definitions (e.g. how job outcomes are measured) may differ to a greater extent.

5. Previous editions of this publications

This publication has previously reported on Work First Scotland (WFS), Work Able Scotland (WAS), and the Health & Work Support pilot in Dundee and Fife. These services have now closed. The final statistics for WFS and WAS were published 26 February 2020 ([Scotland's Devolved Employment Services: statistical summary - February 2020](#)), and the final statistics for the Health & Work Support pilot were published 27 May 2020 ([Scotland's Devolved Employment Services: statistical summary - May 2020](#)). Other services operate within Scotland, including those run by local authorities and third sector providers, and these are not included in this publication.

6. Tell us what you think

We are always interested to hear from our users about how our statistics are used, and how they can be improved.

Please consider answering our [short survey](#) on how you found this publication.

7. Correspondence and enquiries

For enquiries about this publication, please contact:

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8. Complaints and suggestions

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