

Data analysis from the self-assessment tool

Survey data

Number of surveys distributed: 50

Number of surveys returned: 14 Returned

Survey return rate: 28%

Key findings

Colleges/providers vary on the number of referrals they receive on average each month. There is a strong correlation between the College's self-assessment of their relationship with Jobcentre Plus (JCP) and the number of referrals received.

Where self-assessment is outstanding, there is a higher referral rate.

Results from the self-assessment tool bench mark data: February 2013

1. 56 per cent of Colleges said they would like to be more effective in gathering and using labour market intelligence (LMI) data.
2. 50 per cent of Colleges said they needed to improve their working relationship with Jobcentre plus.
3. 42 per cent of Colleges said they needed better tracking systems.
4. 37 per cent of Colleges had no work experience programme for unemployed clients.
5. 34 per cent were not using the Qualifications and Credit Framework (QCF) effectively for unemployment provision.
6. 33 per cent did not have rapid responses to the needs of the unemployed.
7. 33 per cent did not have adequate initial assessment tools.
8. 25 per cent did not have short provision specifically for the unemployed.
9. 25 per cent did not assess barriers effectively.
10. 25 per cent did not use effective individual action plans.

All providers assessed themselves as working well with employers through the sector-based work academies

Links to workshops, best practice sharing seminar and future planning

- Workshops were designed to share effective practice on points 1, 2, 3 and 5.
- The open mic conference was designed to explore effective practice on points 1, 2, 3, and 4.
- Consultancy days were arranged on points 2, 3 and 5.
- Peer groups agreed for points 1, 3, and 4.

Self-Assessment Survey Tool Results: Comparison with OFSTED's report, Skills for Employment¹

The pilot survey responses showed similar results to those of the Ofsted Survey i.e.

Just under half of the 45 providers visited as part of the Ofsted Survey reported difficulties in recruiting participants to specific employability provision, often resulting in cancelled courses or low numbers (links to point 2.)

The most successful provision in getting people into jobs involved bespoke programmes set up in collaboration with Jobcentre Plus and local authorities, (links to point 2.)

Too many providers did not have effective systems in place to track job outcomes and record if, or how well, jobs had been sustained. Only thirty-one of the 45 providers visited were able to provide data on job outcomes for programmes that had been completed (link to point 3.)

Participants had too few opportunities for purposeful work placements or work trials. Those interviewed typically said that they would like the chance to try out their skills at work and show employers what they could do (links to point 4.)

The provision visited did not focus well enough on developing participants' literacy, numeracy and language skills for work. Just over half the providers referred participants with low level skills to their existing long-term programmes. The English for Speakers of Other Languages (ESOL) provision visited did not adequately identify participants' practical skills and develop the language skills that would increase their employability quickly and effectively (links to point 7.)

While the employability programmes provided good support in job search skills, they generally failed to tackle participants' often deep-seated barriers to employment (link to point 9.)

One third of the sessions observed did not provide participants with sufficient clear direction or training to support progression to work. Providers' recording of participants' personal barriers to employment was generally weak. The recording of participants' long-term career goals and related plans for further training was not sufficiently detailed (links to point 10.)

¹ [Skills for Employment](#): The impact of skills programmes for adults on achieving sustained employment, OFSTED, July 2012