

Research Report

No 78



Longer Term Outcomes of the Pre-Vocational Pilots

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Institute for Employment Studies

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1. Introduction and Summary of Main Findings

The continuing reduction of unemployment highlights the difficulties faced by some groups in the population in achieving or regaining quality participation in employment. While in recent years reductions in registered long term unemployment have mirrored the trajectory of the register as a whole, it is not known how far such long term unemployed (LTU) have entered employment (still less, what kind of employment), or whether by contrast some of them have merely left the register.

Certain groups have long been recognised to suffer from multiple disadvantages, which not only constrain their ability to take ready advantage of a rising labour market, but also to participate effectively in programmes designed to help them do so. Such groups include, for example, those whose motivation and self-confidence have been undermined by long term unemployment, those with learning difficulties, those lacking basic and/or key skills, those whose work-related behaviours are dysfunctional, and those whose previous experiences may make them particularly unattractive to possible employers. It is to these groups that Pre-Vocational Pilots (PVP) offers the kind of additional help which they need to overcome, not just the effects of (often very) long term unemployment, but also their additional disadvantage.

1.1 The present research

Pilot programmes for PVP were introduced in April 1996, and have subsequently been incorporated within Training for Work, where it may operate as a gateway to work preparation, after PVP has addressed the shortcomings of participants. In either case, it is hoped that the individual entering PVP will in due course emerge on a more beneficial and advantageous labour market trajectory.

The principal aim of this evaluation is to ascertain exactly how such PVP recipients fare in their subsequent activities; most importantly, in the jobs market itself. In so doing, the research will generate a greater understanding of the means through which PVP achieves positive labour market effects, and thus provide the basis for an assessment of best practice in PVP.

In meeting this main objective, several intermediate questions arise, and the research further aims to assess:

- the nature of clients' barriers to employability
- perceptions of referral to, and participation in, PVP

- activities undertaken during PVP
- previous experience of programmes
- distinctive features of PVP
- perceptions of moving on from PVP
- positive/negative influences on progression
- the extent of progression to Training for Work and other programmes
- activity during such subsequent activities
- labour market experience on leaving, and
- extent and character of labour market outcomes, whether positive or not.

This report aims to address these questions using descriptive as well as multivariate analysis. While descriptive analysis provides reliable answers to many of these questions, it also highlights the inter-relationship of many of the characteristics of the client group, what they did and what happened to them next. The multivariate analysis enables us to disentangle these factors.

1.2 The research

Full details of the research methodology adopted are shown in Appendix 1. However, we can summarise the research here for the general reader, as follows:

- We undertook 500 face-to-face interviews with individual participants in PVP.
- These individuals all left PVP between November 1996 and February 1997. They were interviewed in November 1997, providing a post-PVP period of between nine and 12 months in which to assess outcomes.
- The sample was drawn from 35 of 58 participating TECs, with a probability proportionate to size, *ie* the sample is drawn from TECs most active with PVP.
- Individuals were identified for interview through systematic random sampling.
- In terms of age, sex, and time on PVP, the sample selected matched both the full population of all PVP leavers, and those leaving in our target months, very closely.
- Individuals were contacted by letter to alert them to the study and its aims.
- Interviews were fixed by telephone and/or by house-calling if no telephone contact could be established.
- Both forms of approach were made at different times of the day, and at weekends, in order to avoid systematic bias against those who had got a job.
- The research materials were designed by IES in consultation with DfEE and RSL, who undertook the fieldwork. A pilot of 50

respondents was conducted, and some minor changes incorporated on this basis.

1.3 Summary of main findings

1.3.1 Characteristics of PVP participants

Chapter 2 considers the kind of people who have been taking part in PVP. While there are some differences between the characteristics of our achieved sample and those of PVP leavers as a whole, these are generally quite marginal. Our results show that:

- PVP leavers were mostly prime age, white, males.
- A quarter of them suffered from some kind of disability or long term illness.
- A third had been signing on for three years or more on entry to PVP.
- Over half were deficient in basic skills, and a similar proportion were lacking in life skills.
- Half of them were single, just over a quarter had one or more children, and about seven per cent were single parents. However, a tenth had a working partner.
- Four in five were unemployed, and eight per cent economically inactive on entering PVP.
- Some 15 per cent had never had a job, and among the rest (403 respondents, 79 per cent of the whole sample), the average gap since their last job was 66 months.
- Only just over a third (37 per cent) held a current driving licence, and still fewer (26 per cent) owned or had access to a vehicle.
- Just over half cited lack of work experience, and just under half lack of self-confidence, as significantly holding them back in getting a job, while 41 per cent cited poor interview technique.
- Nearly 40 per cent cited literacy or numeracy problems as having held them back, although lack of formal qualifications was the most widely cited problem of all, with nearly two in three recognising it as holding them back.
- On entry to PVP, low self-confidence was widespread, with half of those who could say, feeling that their chances of getting a job were minimal.
- In the past, this cohort had considerable exposure to (and recall of) Employment Service JobCentre-based interventions, but much less participation in more profound, training and employment-based programmes.

1.3.2 Their experiences on PVP

Chapter 3 examines participants' experiences on PVP, including the influences on their decision to take part, their attitude to the programme on entry, and the activities undertaken by participants. It shows that:

- The Employment Service was the most decisive influence on PVP entry decisions, with almost six out of ten respondents reporting that they had been influenced by JobCentre staff.
- On entry, 47 per cent of participants were very positive about what PVP had to offer, a slightly lower proportion (45 per cent) did not have high expectations of PVP but would 'give it a go,' and just less than one in ten thought that entering the programme would be a 'waste of time.'
- Nearly nine-tenths (88 per cent) of respondents were participating on a full-time basis.
- Participants were on PVP for an average of 14.6 weeks. Average duration was significantly higher for participants aged over forty, participants who were white, participants who were studying for and gained a qualification, and for participants who had the most positive attitude to PVP on entry.
- Average duration was significantly lower for those who prior to PVP had less than six months unemployment, for those who were most confident about getting a job prior to PVP, and for returners to the labour market.
- Seventy-one per cent of respondents completed PVP as planned, and around a quarter left early.
- Seven per cent left early for 'good' reasons (to take up a job, to take up a place on Training for Work, to take up a place on other training programmes/education course, and because they felt they had got what they wanted).
- Twelve per cent left early for negative reasons (dissatisfied with PVP, family/personal reasons and lack of funding). Two per cent left for other reasons, one per cent left for a combination of reasons, and the remaining seven per cent could not say what happened.
- Respondents who were most sceptical about the value of PVP, when they joined it, were more likely to have left early (some 36 per cent left early). However, those who were least confident about getting a job were the most likely to have completed PVP.
- Seven out of ten respondents fulfilled their individual training programme (ITP). It was clear that young people, single people, and white people, were less likely to have completed it compared with other sub-groups. In addition people who were most confident about their job prospects were less likely to have completed their ITP.
- Training providers were seen to have made significant efforts to assess individual needs, with 57 per cent of respondents having reported that they had spent time in one-to-one discussion with their provider about their individual needs.

Further analysis of the data revealed that 80 per cent of respondents had received at least one type of individual attention.

- As a result, about one in ten respondents felt that PVP had been completely designed to meet their needs, and almost a quarter thought it had mainly been designed around their needs. However, almost a third thought that it had been completely standardised.
- Over half of all respondents took part in activities aimed at helping to improve literacy and numeracy skills, almost half of all respondents took part in activities to improve job search, 45 per cent took part in activities which involved working with computers/IT, a third took part in activities to help improve their use of English language, and just over a third took part in work experience or placements.
- Seventy-one per cent of the sample studied for a qualification or units towards one. Twenty-six per cent of all respondents gained a qualification during their time on PVP, and 23 per cent gained part of a qualification.
- Almost four out of ten respondents had undertaken vocational training. More than half of those having done this training found it to be very useful. Single people and people with less than two years unemployment duration were the least likely to have undertaken this training, and the voluntary sector was the most likely to have provided it.
- A fifth of all respondents had achieved an NVQ, and just over one in ten had attained units towards one.
- Forty-five per cent of respondents had been identified as needing basic skill training and had received it. However, 12 per cent had required this training but did not receive it.
- Young people and people from a non-white ethnic origin were most likely to have undertaken basic skill training compared with other sub-groups.
- Forty-six per cent of respondents required life skill training and had received it. Only seven per cent required this training and did not receive it.

1.3.3 Their experiences after PVP

Chapter 4 examines what participants did after leaving PVP, including their immediate destination after PVP, whether participants took part in further ES activities, their labour market experience since PVP, and their current status. The following points outline what participants did immediately after PVP:

- Some seven per cent of these participants got a job straight-away on leaving PVP; with about half of them (four per cent of the sample as a whole) leaving PVP early to take it up.
- The following factors were seen to be associated with this speedy transition into employment: participants who had a short spell of unemployment prior to PVP, participants aged under 20, participants who were the most positive about getting

a job prior to PVP, participants who were most positive about PVP on entry, and those who had taken PVP on a full-time basis.

- A fifth of the sample went straight on to Training for Work, and this reflects the seamless transition sought in the design of PVP.
- On the whole, we found little variation around this figure, save that those who were least positive in their attitude to PVP were least likely to move from it straight into Training for Work. We conclude that the immediacy of this shift probably has more to do with availability of places than it does with characteristics of the individuals.
- A small minority of participants (seven per cent) left PVP for inactivity (looking after family, sickness *etc.*). Inactivity was seen to be strongly associated with female respondents, respondents aged over forty, those who had been unemployed for less than six months prior to PVP, labour market returners, and participants who were classified on entry as having a disability.
- Just over half of the sample were unemployed and looking for work on leaving PVP. We identified the following factors which were seen to be positively associated with entering unemployment: single people, the youngest age group, respondents who did not have dependants, male respondents, respondents participating part-time, and those receiving PVP in the voluntary sector.
- For two in three PVP leavers, immediate entry into a job was what they wanted. However, only seven per cent of them succeeded.
- After leaving PVP, nearly two-thirds of respondents had not taken part in any of the following ES interventions: Jobclub, Restart interviews, one-to-one interviews, and Jobplan Workshops (or Workwise if aged 18 to 24).

The following points outline what the participant was doing at the time of the interview:

- Just over a fifth were in work (or self-employed), just over half were unemployed and seeking work, about a seventh were taking part in another training programme (nine per cent in education or other training programme, and six per cent on/waiting to go on Training for Work), and a tenth were inactive.
- The respondents who were most likely to be in employment at the time of interview were those in the youngest age group, respondents with children, those who were most confident about getting a job prior to PVP, and respondents with the shortest spell of unemployment prior to PVP.
- Male participants, participants who were part-time, and those who were least confident about getting a job prior to PVP, were the most likely to be unemployed at the time of interview. In addition, respondents were most likely to be unemployed where the local unemployment rate was highest.

- Ten per cent of the sample were inactive at the time of the interview. Inactivity appeared to be strongly positively associated with female respondents, the oldest age group (over 40), participants who had dependants, and labour market returners.
- Thirty per cent of respondents had joined Training for Work at some time since leaving PVP.
- There is considerable variation in the length of Training for Work courses, with 43 per cent of respondents on Training for Work for three months and under, 37 per cent on Training for Work for four to six months and 21 per cent for over six months.

Looking now at the whole period after PVP, we found that:

- 29 per cent of respondents had held a job for at least a month, a further three per cent did some paid work, but for less than a month, and 68 per cent had no work.
- PVP leavers were more likely to have found work for at least a month, if they had a short spell of previous unemployment, were more confident about getting a job prior to PVP, and were aged under 20.
- On average, respondents spent five months in a job (the average relates to respondents who had jobs for at least a month).
- Average time spent in a job was seen to be higher for male respondents, respondents who were married, and respondents who had children.
- There is little evidence of volatility in their labour market status after leaving PVP. We found that two-fifths of all respondents remained continuously in the same activity since they left PVP. Thirty-eight per cent had experienced two different spells, and just over one-seventh had experienced three spells.
- Similarly, respondents did not move much from one job to another. Indeed, 84 per cent of leavers who had found employment had only one job.

1.3.4 Perceived helpfulness of PVP

Chapter 5 looks at evidence on the perceived helpfulness of PVP by those taking part in it. Looking first at the two in five of our respondents who went on to undertake further training after they had finished PVP, it shows that:

- Four out of five found PVP to have been helpful in setting them up for further training, and of these, half found it very helpful.
- The most widespread effects were on people's self-confidence and motivation to engage in (further) study, with over two-thirds of those taking this path reporting that PVP had helped in this way.

Turning to the helpfulness of PVP in finding work, whether or not preceded by further training, we find that:

- A quarter found PVP to have been very useful in pursuing a job, while slightly more than a third said that it had helped a little. A third, however, report that PVP had been no help at all.
- The motivational effect of PVP has been the most pronounced, with a third saying that PVP had been very helpful in their motivation to seek work, and a further third saying that it had helped a little.
- Only a fifth had found PVP very helpful in improving their value to an employer through enhanced skills.
- PVP is recognised by participants as being helpful with their most widespread problems, for example: with literacy and numeracy problems, with learning difficulties at work, with lack of self-confidence and with poor interview technique. It is also evident, though less so, with lack of work experience and lack of qualifications.
- However, in aggregate, for no problem is PVP recognised to have helped considerably. For every category of problem, there is a substantial proportion of respondents who claim that it holds them back, but who deny that PVP has helped at all in overcoming it.
- The general self-confidence of most of our cohort has increased since joining PVP. There has been some regression but not much, and there remains a minority whose confidence has not been increased. Nevertheless, for the most part there appears to have been a significant improvement in this respect. Thus, some nine to 12 months after leaving PVP, a majority (60 per cent) of respondents are now (*ie* in late 1997) either very or fairly confident about their job prospects. In particular, of those who were least confident before PVP, fully 45 per cent now felt very or fairly confident about their employment prospects.
- Retrospective assessment of the effects of PVP are polarised. For example, nearly two-thirds agree that PVP had a positive effect on their 'stated' self-confidence. Yet again, there remains the sizeable block who disagree; for them PVP had no or marginal effect on their self-confidence.
- This residual group looms even larger when issues of real substance are concerned. Thus, around half the sample deny that PVP helped them sort out any big problem(s) that had been holding them back in the labour market.
- We observe a fairly high level of cynicism about the real purpose and intent of the programme, set against a group who assert that they have found real merit in it. Over half agree in some measure that PVP: 'is just to keep you off the register for a while', while a fifth strongly disagree with this.

1.3.5 Multivariate models

Chapter 6 developed three multivariate models to explore the independent effects of various factors on (1) participant self-

confidence (2) likelihood of entering Training for Work and (3) getting a job. We discuss them in turn.

Self-confidence

- Having a work taster, or period of work experience, more than doubles the likelihood that PVP will improve self-confidence.
- Having received help with jobsearch, and having worked with computers, both seem to raise self-confidence levels somewhat, as does help with reading and writing, but less strongly and with lower levels of statistical significance.
- If participants found some specific features of PVP helpful to them, then this does seem to produce a large and significant increase in their self-confidence. These include:
 - help with application letters
 - acknowledgement that PVP had improved their motivation
 - recognition that PVP had helped them to sort out some big problems, and
 - recognition that PVP helped to improve the participant's value to employers.

Joining Training for Work

- Whether or not the participant joins Training for Work at some point after PVP appears to be affected by the PVP related variables, rather than the participant's personal characteristics or situational factors.
- Completing the ITP more than doubles the odds of entering Training for Work, and the likelihood of entering Training for Work is greater the longer the individual stays on PVP.
- PVP participants who considered that it had given them a clearer idea about what they wanted to do were more likely to join Training for Work.
- The longer an individual has been unemployed before joining PVP, the less likely are they to move on to Training for Work. Indeed, the under 12 month unemployed are twice as likely as their 24 month plus counterparts to do so.

Getting a job

- The circumstances of individuals are found to have a profound effect on their job-getting chances. In particular, three factors greatly improve chances:
 - the shorter the duration of unemployment prior to PVP
 - having a partner in work, and
 - access to private transport.
- The longer individuals spent on PVP, the lower are the odds of them entering employment, suggesting that those who are least

employable are spending longer on PVP in an effort to address their problems.

- The odds of getting a job are increased by a factor of 2.4 when the provider has taken time to speak to the participant about his/her needs.
- Those with the most buoyant self-confidence were half as likely again to have found work than those with the lowest, and where participants believed that PVP has improved their value to employers, their chances of getting a job were increased.
- Participants' chances of getting a job were also increased where participants believed that PVP had improved their value to employers.

1.3.6 Summary and conclusions

Finally, Chapter 7 briefly summarises the results and draws out what to us seem to be the most significant conclusions. Appendix 1 presents full details of the research methodology adopted, Appendix 2 presents the questionnaire, Appendix 3 sets out the derivation of the main classificatory variables used. and Appendix 4 gives an example of the PVP form.

2. Characteristics of PVP Participants

In this chapter we consider the kind of people who have been taking part in PVP. This is important for two reasons: firstly, PVP is a relatively new programme designed to cater for specific groups on the margins of the labour market. Naturally, we want to know how successful PVP has been in attracting such groups. Secondly, we want to know how successful PVP has been not just in attracting them, but in doing something to help them. An important factor in assessing this is the starting point of the individuals concerned. Since PVP is addressing the needs of some of the most disadvantaged people in the labour market, the distance which it helps them to travel can really only be properly understood by taking their, perhaps quite diverse, starting points into consideration.

The data on which this chapter is based is taken in part from the administrative records of PVP participants, and in part from the survey itself. In some places the cell size underlying the analyses of certain sub-groups is quite small (*eg* for ethnic minorities, for single parents, *etc.*), and due care should be taken in drawing inferences from them. Indeed, the total sample is not a large one, and the reader is advised to keep this in mind throughout.

We begin by reviewing their *objective* personal characteristics, their labour market circumstances, and their experience of unemployment, before going on to assess how all this influences their *subjective* attitudes towards work, self-confidence and assessment of their prospects.

2.1 Personal characteristics

The universe from which our sample was drawn included all those who left PVP between November 1996, and February 1997.¹ This was intended to provide a reasonable time for their subsequent labour market experiences to be assessed. The achieved sample therefore reflects PVP leavers who had joined it variously between June and December 1996.

¹ In practice, a small number said that they had left PVP in March.

Table 2:1 Personal characteristics: all leavers and IES respondents compared (per cent)

Personal characteristics	Data from starts/leavers forms (all leavers)	IES survey respondents
Age (on entry)		
20 and under	10	13
21-40	59	50
Over 40	31	37
Sex		
Male	74	68
Female	26	32
Ethnicity		
White	91	86
Other	9	14
Disability		
Yes	27	28
Signing on duration prior to joining PVP		
Under six months	11	15
6-11 months	18	17
12-23 months	20	21
24-35 months	13	14
36 months+	38	32
Basic skills deficiency		
Yes	56	61
Life skills deficiency		
Yes	54	57

Source: IES survey, and data from starts/leavers forms

Table 2:1 shows that in their basic personal characteristics¹, our respondents match fairly closely the cohort of leavers as a whole. We can see that:

- PVP leavers are mostly men (all leavers, 74 per cent; IES sample, 68 per cent).
- As we would expect from the entry criteria, there are few young people represented, but about a third of leavers are over 40 years old (31 per cent; 37 per cent).
- They are predominantly white (91 per cent; 86 per cent). Although not shown in the table, the composition of the non-white part of the sample was quite diverse, spreading across eight other ethnic groups, each with one to three per cent of the sample.
- One in four has some kind of disability or long term health problem which is assessed by ES as restricting their ability to work (27 per cent; 28 per cent).

Although not strictly personal characteristics, Table 2:1 also shows a number of other parameters of the sample, which we think are important fundamental characteristics, and on which we can compare and contrast our sample with the universe from which it was drawn. We can also see that:

- About a third of PVP leavers had been signing on for three years or more when they joined it (38 per cent; 32 per cent).
- A high proportion were assessed on entry as being deficient in basic skills (56 per cent; 61 per cent).
- A similarly high proportion were assessed on entry as being deficient in life skills (54 per cent; 57 per cent).

We have considered the contrast between these personal (and other) characteristics of our achieved sample and those of PVP leavers as a whole, and while there are some small differences between the proportions, we do not think that these represent a sufficient basis on which to weight the achieved sample. Thus, in what follows, we will draw mainly from the unweighted IES results, calling up comparisons from the leavers forms where they exist and are useful to the analysis.

In addition to these basic personal characteristics, we sought further information on respondents' circumstances, which are convenient to report here. We can see from Table 2:2 below that:

- Just over half (53 per cent) were single, a third (35 per cent) were married or living as such, and 12 per cent were widowed, divorced or separated.

¹ We have included a number of analyses in this report according to the personal characteristics of the respondents, including ethnicity. We would like the reader to be careful when they are drawing inferences about the respondents according to this variable, particularly given the small cell sizes for the non-white group.

- Among those who had a partner, he or she was in work in only 29 per cent of cases. Thus, taking the sample as a whole, one in ten respondents had a working partner, a quarter had one who was not working, and two-thirds didn't have one.
- Just over a quarter of respondents (29 per cent) had one or more dependent children, and just over one in every five of them had no partner (*ie* about six per cent of these PVP leavers were single parents with dependent children).

Table 2:2 Further personal characteristics of PVP leavers (per cent)

Further personal characteristics	%
Marital/family status	
Single	53
Married/living with partner	35
Divorced/separated/widowed	12
Family income	
Partner in paid work	10
Partner not in paid work	24
No partner	66
Dependent children	
Yes	29
Housing status	
Homeowner	15
Council/Housing Association	43
Private rented	10
Living with parents	30
Other	2

Source: IES survey

- Half the sample were living in rented accommodation; with 43 per cent renting from the Council or a Housing Association, and a further tenth renting privately. Just under a third lived with their parents, and 15 per cent were homeowners.

2.2 Labour market and employment circumstances and experience

In addition to collecting data on leavers' personal characteristics, we also sought information about their labour market experiences and circumstances before they joined PVP.

2.2.1 Status on entry to PVP

Respondents were asked what they had been doing immediately before they joined PVP. We can see from Table 2:3 that:

- Nearly four in five respondents had been unemployed and in receipt of benefit on entering PVP; a handful more regarded themselves as unemployed, but were not in receipt of benefit.
- A further eight per cent were not economically active on entry, being engaged with domestic/caring responsibilities (four per cent), sick/disabled (three per cent) or in full-time education (one per cent).

Table 2:3 Labour market and employment circumstances on entry to PVP (per cent)

Labour market and employment circumstances	%
LM status on entry	
Unemployed, on benefit	79
Unemployed, no benefit	4
Looking after home/family	4
Sick/ill/disabled	3
Full-time education	1
On public programme	4
In work/self-employed	3
Other	2
Labour market returner	
Yes	7

Source: IES survey

- About the same proportion were either working or self-employed (three per cent) or on another public programme of some kind (four per cent).
- Only seven per cent of PVP participants had been classified by ES as labour market returners.¹

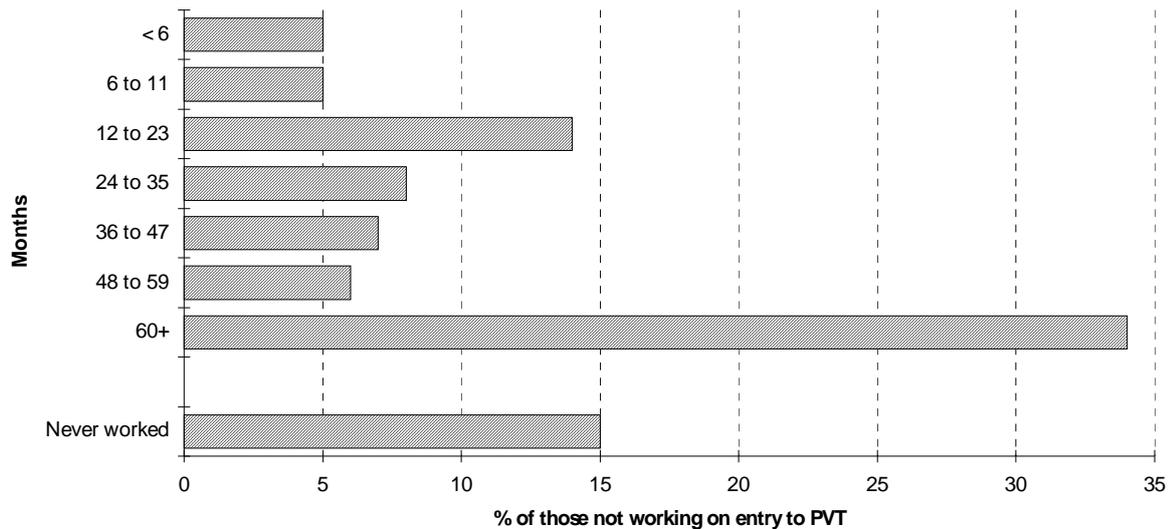
2.2.2 Time since last worked

Those who were not in work, or working on their own account when they entered PVP, were asked in more detail about any job they had had before entry. In order to filter out very distant work experiences, we asked first how long it had been since they had been in work when they joined PVP. Some 15 per cent had never had a job, and a further three per cent could not say how long ago they had held one. Among the rest (403 respondents, 79 per cent of the whole sample), the average gap since their last job was 66 months.

¹ Where appropriate we have included in the report a number of analyses by whether or not the respondents was a labour market returner. Some caution must be given when drawing conclusions about returners, given the small numbers involved.

This suggests an incidence of long term absence from work far higher than the signing on data provided from starts/leavers forms, and cited above. While it is of course possible that respondents exaggerated the gap since they last worked, it is also possible that there had been some gap in their signing record, and/or that some of those not signing on had experienced extremely long absences from the workplace. In addition, the PVP data are banded, with 'over 36 months' as the top band. It is quite likely that many of those in this band had experienced vastly longer gaps in their work record than this.

Figure 2:1 How long was it since you had last worked when you entered PVP?



N = 496, those not working on entry

Source: IES survey

Having compared the signing on data from the data on the starts/leavers forms, and the time since participants had last worked, from our survey of PVP participants we found that considerable asymmetry existed between these two measures. In most cases, participants were recording the length of time since they had last worked higher than that which had been recorded on the starts/leavers forms. For instance, only 23 per cent of participants where the starts/leavers forms had recorded that they had been unemployed for under six months, had also recorded that they had been without a job for the same time. A further 18 per cent had recorded that it was between 24 and 59 months, and 23 per cent had reported that it had been 60 months and over.

Figure 2:1 shows the self-reported incidence of 'time since last worked'. Taking into account the significant proportion who had never worked, it is quite clear that PVP is reaching into a cohort in the labour market for whom work is very distant indeed.

Of those who had worked in the past five years, three-quarters had been in full-time work, and two-thirds in a permanent job. The average duration of this last job was 54 months, although for nearly a third, it had been less than six months.

Nevertheless, for the most part, this cohort do not appear to be direct casualties of the flexible labour market. Rather than being pushed to a tenuous peripheral job, their exit seems to have been more precipitous. Furthermore, it was not mainly of their choosing. Exactly a third had been laid off or made redundant, Eight per cent had been dismissed, and only a fifth had come to the end of a fixed term contract of some kind. A further 15 per cent had left for some medical or health reason, including maternity. Thus, only 11 per cent had decided to leave in order to find another job, and a further seven per cent had quit for family or personal reasons.

While of course there may be an element of distortion creeping into people's perceptions of events which were to trigger off a fairly unhappy time in their lives, it should be recalled that we are dealing here only with those who had worked at some time in the past five years (*ie* had a below average duration of non-employment for the cohort), and thus the event ought to be within reasonable memory.

2.2.3 Local unemployment rates

In addition to participants' individual characteristics and experiences, we must also take into account differences in their external circumstances. Among these, the most obviously relevant is the local level of unemployment. We have been able to calculate this from the postcode of their home address on entry to PVP. However, this is not an exact proxy since it does not take account of mobility, different travel to work patterns, and very local labour market specifics. Furthermore, since we are primarily concerned here with their post-PVP experiences, the unemployment rate which we calculated was set at the time of the interview, *ie* for most of them a good year after they entered PVP. Thus, there may also be some inter-labour market variation over that year which we cannot track. Nevertheless, these data provide a reasonable picture of the labour market background in which they found themselves.

Just over a third of our respondents (35 per cent) were in labour markets of relatively low unemployment, *ie* under five per cent. Nearly half fell into the mid-range of five to twelve per cent, but close to a fifth (18 per cent) were in high unemployment areas, with rates of over 12 per cent. There is some evidence that this variety in labour market conditions has affected their past experiences of work, but it is hardly conclusive. Thus, for example, in the low unemployment areas, the mean duration of time since last worked was 63 months, compared with 67 months in the highest. Similarly, respondents in the former areas were generally rather more confident about their labour market chances, than they were in the latter, but only slightly so.

In seeking to explain the modesty of this effect, two hypotheses suggest themselves. On the one hand, it is of course possible that the average level of exclusion (whether objective or perceived) experienced by this group was so profound as to overshadow variation in local labour market circumstances. On the other hand, it could be that the programme attracts a different (higher) calibre

of participant in areas of very high unemployment, and conversely lower in the more buoyant areas.

2.2.4 Mobility

We sought information from respondents' on their present mobility, as this would clearly influence both the radius within which they could conduct some kinds of jobsearch, as well as the likely travel-to-work distance within which any initial job would have to be found. Additionally of course, possession of a driving licence opens up the prospect of a range of driving-related jobs.

Surprisingly, only just over a third (37 per cent) held a current driving licence, and while the proportion was much lower among those under 20, as we might expect, this cannot account for the low average figure because such young people account for so few of our respondents. Fewer (26 per cent) owned or had access to a vehicle, and again the paucity of young people in the sample excludes youth as an explanatory factor. It is perhaps surprising that many enjoy such access after such extended periods out of employment, but more importantly, it means that for three in four of them, their jobsearch and job aspirations were limited by walking distances and the availability of public transport.

2.3 Self-assessment

In order to evaluate how PVP participants themselves felt about their labour market chances, and about how PVP had addressed them, we asked our respondents how far they felt they had been held back in the labour market by a range of factors, most of which PVP is intended to identify and address. We discuss how far they felt PVP had done so in a subsequent chapter, but for the moment we can call on these data to review exactly how our respondents themselves viewed their difficulties in getting suitable work.

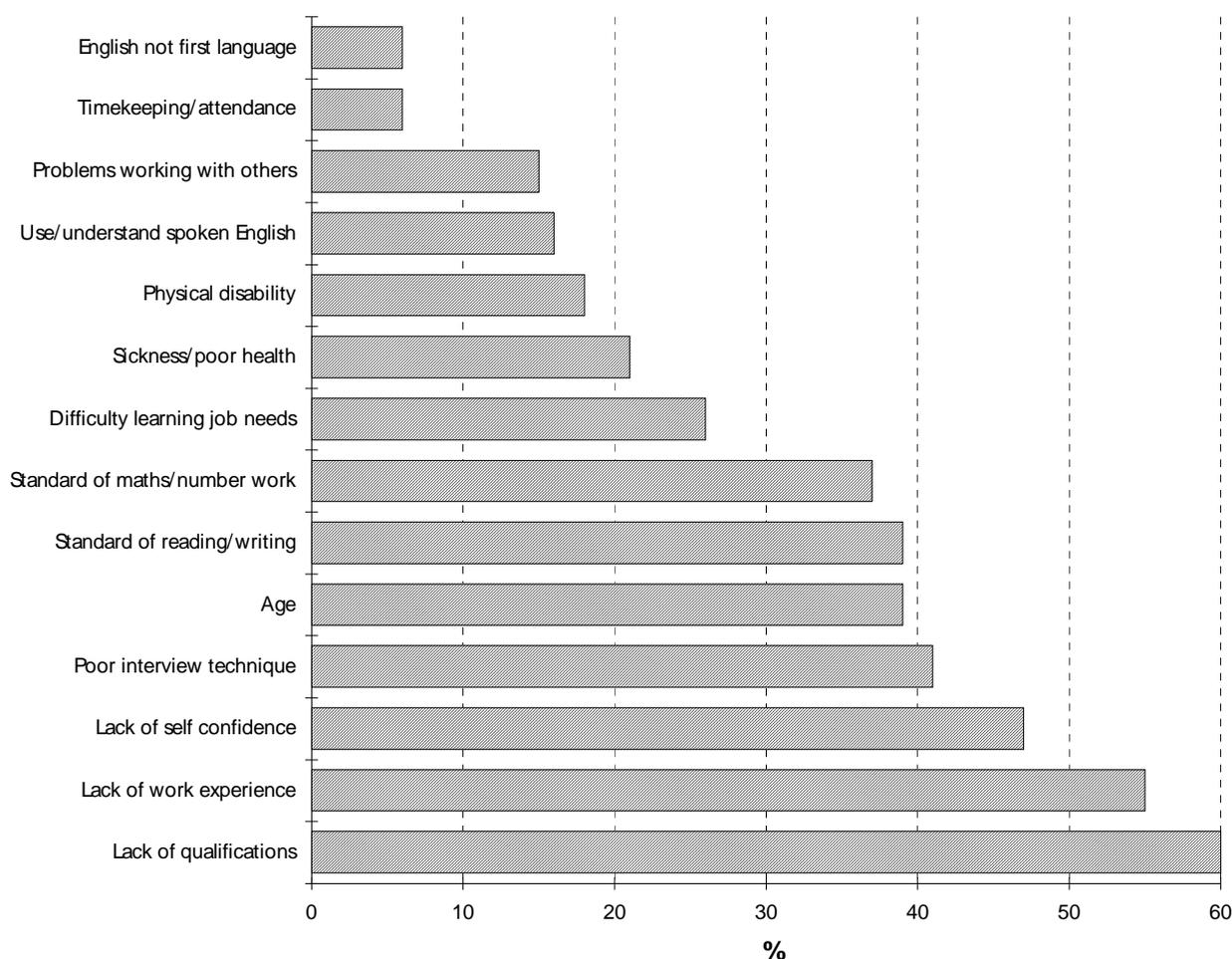
We established and piloted 13 categories of problem, and asked respondents how far each one had held them back. Figure 2:2 shows the incidence of positive response for each category. It should be noted that these are self-perceived constraints and may not correspond with employer views.

There is a clear and quite widespread set of problems arising simply out of the extent to which these people had been out of the everyday experience of work. Thus, just over half cited lack of work experience, and just under half, lack of self-confidence, as significantly holding them back. Allied to this is the 41 per cent citing poor interview technique. Clearly, these individuals felt that their unfamiliarity with the world of work was itself undermining both their own commitment to getting back, as well as employers' estimation of their value.

A second group of problems turn on basic skills. Nearly 40 per cent cited literacy or numeracy as having held them back,

although difficulty with spoken English was less widely recognised, and ESOL problems still less so.

Figure 2:2 Incidence of self-perceived constraints on getting a suitable job pre-PVP



Source: IES survey

The lack of formal qualifications was the most widely cited problem of all, with nearly two in three recognising it as holding them back. Associated with this, but less widely identified, was difficulty/slowness in learning to perform the job. In either case, their ability to demonstrate that they could do jobs on offer (by certificate, or by demonstration) was constrained.

Sickness, illness, and disability were less widely cited at around one in five respondents, while behavioural difficulties, time-keeping, attendance, and working with others, were least often identified.

Respondents were asked to assess how seriously each factor had affected them. Broadly speaking, the intensity of the effect reflects the incidence. Thus, the more likely were individuals to cite a factor as holding them back, the more likely were they to say it had held them back a lot. We do not present these data separately

here, as they simply replicate the broad distribution shown in Figure 2:2.

Table 2:4 'Which statement best describes your chances of getting a job before you went on PVP?'

Confidence about getting a job on entering PVP	%
I could get a job fairly easily, but not the kind of job I wanted	18
I'd had a bit of bad luck in finding a job, but I knew I'd be able to get one in time	31
I felt that I wasn't even in the running; I was coming nowhere near getting a job	48

Source: IES survey

2.4 Self-confidence

In addition to their response to these general questions about perceived constraints, our respondents were also asked specifically about their self-confidence on entering PVP. Essentially, we asked them to choose one statement which best described their self-confidence about getting a job at the time they entered PVP. The three statements they could choose from are shown below:

'I could get a job fairly easily, but not the kind of job I wanted.'

'I'd had a bit of bad luck in finding a job, but I knew I'd be able to get one in time.'

'I felt that I wasn't even in the running; I was coming nowhere near getting a job.'

Table 2:4 shows their responses; some three per cent could not say.

Quite clearly, half of those who could say, felt that their chances of getting a job were minimal; just under a third felt that they were having a bit of bad luck, while less than one in five felt that it was a just question of the right job coming along. As we might expect, the degree of pessimism/realism rose markedly with advancing age and with the prior duration of unemployment.

2.5 Previous experience of public programmes

As noted above, for the most part this is a group which has been unable for a considerable time to find employment. We might expect therefore that it would have considerable experience of previous public programmes. In fact, it shows considerable exposure to (and recall of) ES JobCentre-based interventions, but a rather more mixed participation in more intensive training and employment-based programmes, as Table 2:5 shows. For each programme/intervention, respondents were asked whether they

had taken part in it, and if so, how useful they had found it. Their perceived utility was recorded on a four point scale (very, quite, not very, and not at all, useful), which were ranked 3,2,1,0, and an average satisfaction index calculated. This is shown in the third column of the table (although it should be noted that in some cases it is based on very few respondents).

Table 2:5 Experience of programmes/interventions before PVP

Programme/intervention	%	Utility
Work Trial	6	1.72
YT	4	2.00
Training for Work	18	1.92
Restart interview	41	1.52
Jobclub	27	1.75
One-to-one interview	22	1.61
Jobplan workshop/Workwise	13	1.80
Jobsearch plus	16	2.04

Base: N = 512

Source: IES survey

We can see that broadly speaking, the most useful interventions are the ones providing practical help with finding vacancies and getting selected for them. In one sense, this ties in well with the respondents' views of their own situation and difficulties (poor interview technique being cited by 41 per cent, for example); but in another it does not. What these people felt they really lacked were qualifications and work experience, and it would have been more consistent with this self-assessment if more of them had therefore been on Training for Work or a Work Trial. Those individuals who had already been on Training for Work, and presumably been submitted to PVP because they needed additional help, nevertheless seem to have found it quite useful. The numbers taking part in Work Trials and YT are too small to be able to draw any reliable conclusion.

3. Their Experiences on PVP

In this chapter we look at the experiences of participants on PVP. We begin by considering the influences on their decision to take part in PVP, as well as their attitude to the programme on entry. In addition, we examine who is providing PVP. We also look at the participants who completed the programme, and reasons why some participants left PVP early. Finally, we provide a clear picture of the sort of activities undertaken by participants during PVP and distinctive features of PVP.

Following the previous chapter, data on which this chapter is based are taken from the administrative records of PVP participants, as well as from the survey itself.

3.1 Joining PVP

3.1.1 Influences on entry decision

We sought information on why participants decided to go on PVP. Respondents were asked to say whether the following factors influenced their decision to enter the programme: advice from JobCentre staff, advice from family/friends, advice from the local Council or similar organisations (Social Services or the Probation Service), advice from their training provider, and whether marketing leaflets influenced them. Table 3:1 lists the results and here we see that the Employment Service provides the broadest and the most decisive influence on PVP entry decisions, with almost six out of ten respondents reporting that they had been influenced by JobCentre staff.

Table 3:2 Most important factor influencing entry decision

Factors influencing decision to enter % PVP	
JobCentre staff	49
Family and friends	10
Local Council	3
Training provider	14
Leaflets	16
None of these	7

Base: N = 512

Source: IES survey

We find that a quarter of respondents¹ had been influenced by their training provider and a similar proportion had been influenced by marketing leaflets. Seventeen per cent of respondents had been influenced by their family and friends. The least important influence is seen to be the local Council.

Table 3:2 lists the most important factor for influencing their entry decision. The distribution of responses follows the previous question. Again, the Employment Service clearly also ranks as the most decisive influence on PVP entry.

We did not find any significant variation in responses to these questions according to the personal characteristics of the respondent, or other variables of interest.

3.1.2 Attitude to PVP on entry

We also sought information from respondents on how they felt about PVP when they had decided to enter it. We asked them to choose one of three statements which best described how they felt about PVP. The three statements they could choose from were:

'PVP looked like just the kind of thing I needed.'

'Thought I'd give it a go but I didn't expect much.'

'I thought it would be a waste of time.'

Table 3:1 Factors influencing entry decision (per cent)

Factors influencing decision to enter PVP	Answering 'yes' to each factor
JobCentre staff	58
Family and friends	17
Local Council	5
Training provider	25
Leaflets	26

Base: N = 512

Source: IES survey

Table 3:3 overleaf shows their responses.

Forty-seven per cent were very positive about what PVP had to offer. A slightly lower proportion (45 per cent) did not have high expectations of PVP but would 'give it a go', and just less than one in ten thought that entering the programme would be a 'waste of time'.

¹ Almost a quarter (23 per cent) of these respondents had previously been on TfW.

Table 3:3 Which of the following statements best describes how you felt about PVP?

Attitude to PVP on entry	%
PVP looked like just the kind of thing I needed	47
Thought I'd give it a go, but I didn't expect much	45
I thought it would be a waste of time	8

Base: N = 512

Source: IES survey

On the whole, we find that there were only small variations around the average. For no sub-group of respondents does the respondents who thought PVP would be 'a waste of time' rise much beyond a tenth. In addition, the remainder were seen to enter PVP with varying degrees of positive feelings towards it.

However, in Table 3:4 below we report on the marked variations in ethnicity and previous unemployment duration for respondents who, on entry, were very positive about PVP and indeed thought it to be 'just the thing.'

Here we see the proportion of white respondents being less positive about PVP (46 per cent) compared with people from other ethnic origins (54 per cent).

Table 3:4 Attitude to PVP by ethnic origin and pre-PVP unemployment duration (per cent)

Classificatory variables	PVP looked like just the kind of thing I needed (yes)
Ethnic origin	
White (N = 442)	46
Other (N = 68)	54
Duration of unemployment (months)	
< 6 (N = 75)	61
6-11 (N = 88)	35
12-23 (N = 108)	46
24-35 (N = 73)	48
36+ (N = 161)	47

Source: IES survey, and data from starts/leavers forms

Variation according to the unemployment duration groups, as we can see is erratic. Respondents who have been short-term unemployed are the most positive group, where 61 per cent reported PVP was 'just the thing they needed', compared with only 35 per cent of those who had been unemployed for six to 11 months. Curiously, respondents with previously over 12 months of unemployment do not differ much in their attitude to PVP from the sample as a whole.

It may be that this broad attitude owes as much to the personal psyche and experiences of each individual, as it does to the collective characteristics.

3.2 On PVP

3.2.1 Full-time/part-time

Data from administrative records on PVP participants showed that nearly nine-tenths (88 per cent) were participating on a full-time basis, leaving one-tenth participating part-time, and two per cent of providers who did not answer.

We found marked variations in the age of the respondent and source of referral, and in Table 3:5 we report these findings. Analysis of the other classificatory variables against the participation rate proved of little value.

A stylised view of the youth labour market is that younger people are more likely to engage in further training and education compared with older people. Indeed, we find that young people are more likely to participate on a full-time basis compared with older workers, possibly because they have less personal commitments. Nearly all respondents aged under 20 were full-time, compared with 86 per cent of the prime age group (21 to 40), and 88 per cent of those aged 41 and over.

We also find that every respondent whose referral was made by an 'assessor' were participating on a full-time basis, compared with about nine-tenths of those referred by the Employment Service as well as those who were referred by a training provider, and about eight-tenths were referred by some 'other' organisation.

3.2.2 Provider types

Table 3:6 shows the types of provider of Pre-Vocational Pilots. We can see that the majority of providers were voluntary organisations, just over one in ten were private sector employers, eight per cent were 'other' private sector, and seven per cent were from the local authority.

Table 3:5 Participation rate by age and source of referral (per cent)

Classificatory variables	Participation rate (full-time)
All respondents (N = 512)	88
Age	
< 20 (N = 59)	97
21-40 (N = 258)	86
41+ (N = 189)	88

Referral

ES (N = 331)	88
Provider (N = 30)	88
Assessor (N = 85)	100
Other (N = 58)	81

Source: Data from starts/leavers forms

Table 3:6 Provider types

Provider types	%
Private sector employer	11
Chamber of Commerce/trade	*
Other private sector	8
Local Authority	7
National Training Partnership	1
Other public sector	1
Voluntary organisation	52
FE college	1
Not answered	18

Base: N = 512

Source: Data from starts/leavers forms

On the whole, analysis of the provider type by the classificatory variables showed little variation from the average proportion for the whole sample. However, we did note that a markedly lower proportion (39 per cent) of respondents who had been identified as being deficient in basic skills were trained by the voluntary sector, compared with the average.

3.2.3 Duration on PVP

We asked participants how many weeks they were on PVP. We found that just over half (52 per cent) of all respondents were on PVP for 11 to 20 weeks, almost three-tenths (28 per cent) were on PVP for one to ten weeks, and about one-sixth (16 per cent) were on PVP for more than 20 weeks. Four per cent of respondents did not answer/could not say. The average duration on PVP for the whole sample was found to be 14.6 weeks.

We found some variation according to a number of personal characteristics of the respondent and a number of other variables of interest. Table 3:7 overleaf reports the mean number of weeks on PVP for each of these variables.

Table 3:7 Mean number of weeks on PVP by personal characteristics of the respondent and other variables of interest

Characteristics of respondents/ other variables	Mean number of weeks on PVP (Mean for all respondents =14.6)
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Age	
< 20 (N = 59)	13.6
21-40 (N = 258)	14.6
41+ (N = 189)	15.0
Marital status	
Single (N = 271)	14.3
Married (N = 178)	14.6
Separated (N = 63)	15.9
Returner	
Yes (N = 34)	13.6
No (N = 470)	14.8
Ethnicity	
White (N = 442)	15.0
Other (N = 68)	12.1
Basic skills	
Needed and did (N = 231)	14.3
Needed and did not do (N = 63)	15.5
Not required (N = 191)	15.0
Life skills	
Needed and did (N = 235)	15.4
Needed and did not do (N = 38)	13.7
Not required (N = 204)	14.4
Provider	
Voluntary sector (N = 260)	16.1
Other (N = 250)	13.0
Studied for qualification	
Yes (N = 361)	15.5
No (N = 136)	12.2
Gained qualification	
Yes (N = 135)	17.1
No (N = 120)	15.8
Completed ITP	
Yes (N = 360)	16.0
No (N = 149)	11.2
Attitude To PVP on entry	
Just the thing (N = 239)	14.9
Give it a go (N = 232)	14.6
Waste of time (N = 39)	12.7
Unemployment duration (in months)	12.0
< 6 (N = 75)	14.7
6-11 (N = 88)	15.4
12-23 (N = 108)	14.9
24-35 (N = 73)	15.2
36+ (N = 161)	
Pre-PVP confidence about getting a job	12.8
Fairly easily (N = 92)	14.5
Get one in time (N = 159)	15.5
Coming nowhere near (N = 246)	

Source: IES survey, and data from starts/leavers forms

We can see that the mean duration of weeks on PVP of participants is significantly higher for participants aged over forty,

participants who were white, participants who were studying for and gained a qualification, and for participants who had the most positive attitude to PVP on entry. We also note that the average duration is markedly lower for the youngest age group compared with the other age groups.

Looking at pre-PVP confidence about getting a job¹, we found that those who were most confident about getting a job participated on PVP for a shorter mean duration than those who were less/least positive.

As we would expect, respondents who completed their ITP have a significantly higher mean duration than those who did not complete it. In the next section, we throw light on those who left PVP early and the reasons for leaving early.

We also found differences in the mean duration according to a number of other classificatory variables, which cannot readily be explained, including participants who required basic skills training and those who did/did not receive it, similarly for those who required life skills training, and participants' marital status.

3.3 Leaving PVP

3.3.1 Whether completed PVP as planned

We asked respondents whether they completed their training as planned, or whether they had left early. About seven out of ten respondents had completed PVP, around a quarter of them had left early, and two per cent were not sure. Table 3:8 overleaf reports these findings.

Table 3:8 Did you complete your PVP training as planned or did you leave early?

Whether completed PVP	%
Completed	71
Left early	26
Not sure	2
Not answered	*

Base: N = 512

¹ See Chapter 2. Our pre-PVP confidence variable is taken from the IES survey of PVP participants. We asked respondents to think back to the time before PVP and what they felt their chances were of getting a job. Respondents were asked to choose one of the following statements which best described how they felt about their chances:

'I could get a job fairly easily, but not the kind of job I wanted.'

'I'd had a bit of bad luck in finding a job, but I knew I would get one in time.'

'I felt that I wasn't even in the running; I was coming nowhere near getting a job.'

Table 3:9 (also overleaf) breaks down responses to this question by pre-PVP unemployment duration, attitude to PVP on entry, and pre-PVP confidence about getting a job.

Table 3:9 shows that those who were most sceptical about the value of PVP when they joined it, were the most likely to have left PVP early (some 36 per cent leaving early). However, those who were least confident about getting a job were the most likely to have completed PVP. Over three-quarters of respondents who felt that they would come 'nowhere near' getting a job completed PVP compared with seven-tenths who thought that they would get a job 'in time,' and only six-tenths who thought that they would find work 'fairly easily'.

Table 3:9 Completed PVP training by classificatory variables (per cent)

Classificatory variables	Completed PVP
Pre-PVP confidence about getting a job	
Fairly easily (N = 92)	60
Get one in time (N = 159)	69
Coming nowhere near (N = 246)	77
Attitude to PVP on entry	
Just the thing (N = 239)	71
Give it a go (N = 232)	72
Waste of time (N = 39)	64
Unemployment duration (months)	
< 6 (N = 75)	64
6-11 (N = 88)	67
12-23 (N = 108)	78
24-35 (N = 73)	71
36+ (N = 161)	72
Returner	
Yes (N = 34)	62
No (N = 470)	72
Eligibility	
Long term unemployed (N = 193)	76
People with disabilities (N = 103)	65
Basic skills (N = 146)	70

Source: IES survey, and data from starts/leavers forms

Participants with the shortest spell of unemployment were least likely to have completed PVP (64 per cent) compared with those with longer spells. We would suspect that possibly a higher proportion of those with a previous short spell of unemployment were leaving early to take up employment compared with the

others. However, a closer look at the data reveals that around four per cent of these participants left early to take up employment which is very similar to the proportion for those with previously higher unemployment duration.

We see that people who were eligible for the programme because of a disability were the least likely to have completed the training (65 per cent), compared with just over three-quarters of participants who were long term unemployed, and seven-tenths who lacked basic skills.

We can see that labour market returners were the least likely to have completed PVP (62 per cent) compared with non-returners (72 per cent).

3.3.2 Reasons for leaving PVP

We then sought the reason/s for leaving early from those who had not completed PVP from a number of choices. Table 3:10 lists responses to this question.¹ Over a quarter had been dissatisfied/unhappy with PVP, about one-sixth had left because of family reasons, and a similar proportion had left to take up a job. About one in ten had left to take up another training programme including Training for Work, nearly one in ten left for some other reason, and in almost one-fifth of cases there was no response given.

Table 3:10 Stated reasons for leaving PVP early

Stated reasons for leaving PVP early	%
To take up place on Training for Work	6
To take up place on other training programme/education course	4
To take up a job	15
Felt that I had got what I wanted out of it	4
Dissatisfied/unhappy with PVP	27
Family/personal reasons	16
Lack of funding/cutbacks	7
Other reason	9
Not answered	19

Base: N = 135

Source: IES survey

Table 3:11 Summary table showing the proportion completing PVP as planned, and reasons for leaving early

Whether completed PVP, and	%
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¹ Proportions sum to more than 100 as this is a multiple response question.

reasons for leaving if left early	
Completed PVP	71
Left early — good reasons	7
Left early — bad reasons	12
Left early — other reasons	2
Not sure if completed	2
Not answered	5

Base: N = 512

Source: IES survey

Taking these two questions together we summarise these findings in Table 3:11.

We can see that 71 per cent completed the programme as planned, seven per cent left early for positive reasons¹, 12 per cent left for negative reasons², two per cent left for some other reason, about one per cent left for a combination of reasons, and the remaining seven per cent could not say.

We found little variation around the mean for the whole sample, having looked at the classificatory variables.

3.3.3 Completed individual training plan (ITP)

Data from starts/leavers forms based on administrative records found that seven out of ten respondents fulfilled their individual training plan.

It is clear that the younger you were, the less likely you were to complete the ITP. Roughly half of respondents aged under 20 years of age completed the ITP, compared with almost three-quarters of those aged over 40. A slightly lower proportion (73 per cent) of participants aged 21 to 40 had completed the ITP.

A similar breakdown emerges according to marital status. Single people were the least likely to have completed the ITP compared with those who were separated or married. This result was not surprising as there appeared to be a strong correlation between marital status and age.

Table 3:12 Fulfilled individual training plan by personal characteristics of the respondent

	Age	Marital status
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¹ We define positive reasons as one or more of the following: to take up a place on Training for Work, to take up a place on other training programmes/ education course, to take up a job and felt that they had got what they wanted out of PVP.

² We define negative reasons as one or more of the following: dissatisfied/unhappy with PVP, family/personal reasons and lack of funding/cutbacks.

	All respondents (N = 512)	< 20 (N = 59)	21-40 (N = 258)	41+ (N = 189)	Single (N = 271)	Married (N = 178)	Separated (N = 63)
Fulfilled ITP	%	%	%	%	%	%	%
Yes	70	51	73	74	66	75	74
No	29	47	27	26	33	24	26
Not answered	1	2				1	1

Source: IES survey, and data from starts/leavers forms

Table 3:13 Fulfilled individual training plan by ethnicity and pre-PVP confidence

	All respondents (N = 512)	Ethnicity		Pre-PVP confidence		
		White (N = 442)	Other (N = 68)	Fairly easily (N = 92)	Get one in time (N = 159)	Coming nowhere near (N = 246)
Fulfilled ITP	%	%	%	%	%	%
Yes	70	69	78	59	71	74
No	29	30	22	41	29	24
Not answered	1	*	*			1

Source: IES survey, and data from starts/leavers forms

We can see that people from a non-white ethnic origin (78 per cent) are more likely to complete the ITP compared to whites (69 per cent).

Looking at whether completing the ITP varied according to pre-PVP confidence, ie the prospects of getting a job, it is apparent that the greater their confidence, the less likely they were to complete the ITP. Table 3:12 and 3:13 reports these findings.

3.4 Customising PVP for individuals

3.4.1 Assessment of individual needs

We sought to gain information about the specific features of PVP and whether the training was designed to specifically meet the needs of participants. Firstly, we asked participants whether a number of actions took place, relating to individual assessment, as Table 3:14 overleaf shows. For each of these actions, we asked respondents how useful they had found it. Their perceived usefulness was recorded, in the same way as previous questions on usefulness, on a four point scale (very, quite, not very, and not at all useful), which were ranked 3, 2, 1, 0 and a mean satisfaction index was computed. The average satisfaction index is shown in column three of Table 3:14.

Table 3:14 When you were on PVP did any of the following take place?

Action	% (Yes)	Satisfaction Index

Did anybody talk to you to find out what you wanted to get out of it?	67	2.26
Did they put together (or help you to put together) a plan setting out the sort of training or help you needed.	54	2.29
Did anybody spend time talking to you by yourself about your needs and how these might be met?	57	2.32
Did you take part in group discussions with other people on PVP?	63	2.10
Were you encouraged to rely on your own efforts to tackle any difficulties that came up?	64	2.26

Base: N = 512

Source: IES survey

In nearly seven out of ten cases, respondents had been asked by the training provider what they wanted to get out of PVP. In a slightly lower proportion of cases, respondents had taken part in efforts to tackle difficulties that had come up. Just over half of all respondents had a plan setting out the sort of training or help they needed. Fifty seven per cent of respondents had spent time in one-to-one discussions about their individual needs. Further analysis of the data revealed that 80 per cent of participants had received at least one individual attention.¹

It would seem that each of these 'actions' were found to be of some use. The most relatively useful action was one-to-one discussions with an adviser about the participants' needs and how they might be met. Conversely, the least relatively useful action was taking part in group discussions.

It seems fair to conclude that providers had made significant efforts to assess needs, with well over half of our respondents recalling (a year later) one or more aspect of the programme intended to secure this.

We found no significant variation in responses to this question according to the personal characteristics of the participants, and other variables of interest.

Table 3:15 Whether PVP provided individualised training

Extent to which PVP provided training designed around personal needs	%
Completely designed to meet your needs	11
Mainly designed around your needs	24

¹ Individual attention is defined as being where either officers talked to the participants about what they wanted to get out of PVP, and/or officers put a plan together (or helped to put a plan together) setting out the sort of training or other help s/he needed, and/or where officers spent time talking to the participant about their needs and how they might be met.

Only adapted a bit to meet your needs	28
Everybody did the same, not adapted at all to meet your needs	32
Don't know	5
Not answered	1

Base: N = 512

Source: IES survey

3.4.2 Perception of individualisation

We then went on to ask to what extent PVP had provided respondents with training designed to meet their individual needs. Table 3:15 shows the responses to the question. About one in ten respondents felt that it had been completely designed to meet their needs, almost a quarter thought it had mainly been designed around their needs, nearly three in ten thought that it had been mainly standardised, while almost a third thought that it had been completely standardised.

Again, we were unable to find any significant variation in responses to this question according to the personal characteristics of the respondent, or any other variables of interest.

3.5 PVP activities

3.5.1 General training activity

We then went on to find out whether a number of general training activities took place and as before respondents' perceived usefulness (very useful, of some use, not much use, or no use at all). Firstly we asked whether participants took part in any of the following activities:

- help to improve reading, writing, number work
- help to improve use of English language
- working with computers/IT
- help in the best ways of finding work
- work experience or placements, work 'tasters'.

Table 3:16 Activities undertaken during PVP

Activities	Took part (%)	Satisfaction index
Help to improve reading, writing number work (N = 512)	53	2.28
Help to improve use of English language (N = 512)	33	2.32
Working with computers/IT (N = 512)	45	2.24
Help in the best ways of finding work (N = 512)	49	2.22
Work experience or placements, work 'tasters' (N = 512)	36	2.31

Source: IES survey

Table 3:16 shows how they responded, together with the mean satisfaction index. As we can see, over half of all respondents took part in activities aimed at helping to improve literacy and/or numeracy skills, almost half of all respondents took part in activities to improve job search, 45 per cent took part in activities which involved working with computers/IT, a third took part in activities to help improve their use of English language, and just over a third took part in work experience or placements.

Most of the activities were deemed useful. As we can see from Table 3:16, the satisfaction derived is very similar for all activities; relatively, the most useful being 'help to improve use of the English language'.

3.5.2 Studied for qualification

Data from starts/leavers forms shows that 71 per cent of the sample studied for a qualification or units towards one.

Table 3:17 shows the proportion who studied for a qualification by characteristics of the respondent, and other variables of interest.

We can see that the proportion studying for a qualification varies according to participants' attitude to PVP on entry. Participants who were most sceptical about PVP were the least likely to be studying for a qualification (59 per cent), compared with around seven out of ten who were more positive about what PVP had to offer.

We can also see that the proportion of respondents who studied for a qualification varies greatly according to the source of the referral. Eighty-six per cent of respondents had studied for a qualification where the referral had been classified as 'other'.

There is also some variation according to the length of unemployment duration, although it seems to be erratic and difficult to interpret intuitively.

Table 3:17 Studied for qualification by category of respondent (per cent)

Category of respondent	Studied for qualification (yes)
All respondents (N = 512)	71
Referral	
ES (N = 331)	68
Assessor (N = 30)	73
Provider (N = 85)	73
Other (N = 58)	86

Attitude to PVP

Just the thing (N = 239)	70
Give it a go (N = 232)	73
Waste of time (N = 39)	59

Unemployment duration (months)

< 6 (N = 75)	67
6-11 (N = 88)	67
12-23 (N = 108)	76
24-35 (N = 73)	66
36+ (N = 161)	74

Source: IES survey, and data from starts/leavers forms

3.5.3 Gained qualification

Data from starts/leavers forms shows that 26 per cent of all respondents gained a qualification during their time on PVP and 23 per cent gained part of a qualification. In Table 3:18 we report the proportion of respondents who gained either a whole qualification or units towards one.

To summarise, we can see that ethnicity, whether participants have dependants, and which sector the provider belonged to, are important factors affecting the proportion gaining a whole qualification.

Participants who were white are least likely to have gained a whole qualification (and most likely to have gained units towards one).

Table 3:18 overleaf shows that participants with children (some 32 per cent) were more likely to have gained a qualification than those without (23 per cent). Participants with dependants are possibly more committed to achieving a qualification because of their personal responsibilities.

Table 3:18 Gained a qualification by respondent characteristics and other variables (per cent)

Characteristics of respondent/other variables	Gained a qualification (yes, whole)	Gained a qualification (yes, part)
All respondents (N =512)	26	23
Ethnicity		
White (N = 442)	24	25
Other (N = 68)	43	12
Children		
Yes (N = 149)	32	24
No (N = 345)	23	23

Basic skills deficiency		
Yes (N = 310)	31	22
Life skills deficiency		
Yes (N = 290)	23	24
Learning difficulties		
Yes (N = 89)	20	27
Disability		
Yes (N = 143)	23	22
Provider		
Voluntary sector (N = 260)	21	26
Other (N = 250)	32	21

Source: IES survey, and data from starts/leavers forms

Just over a fifth of respondents whose provider had been the voluntary sector had gained a qualification, compared with just under a third of respondents whose provider was from another sector.

We can also see that almost a third of respondents with basic skill deficiencies gained a qualification, compared with just less than a quarter with life skill deficiencies, 23 per cent of respondents with a disability and a fifth of respondents with a learning difficulty.

Apart from ethnicity, we do not see marked variations in the proportions gaining only part of a qualification.

3.5.4 Skill training

In the survey we asked whether participants had undertaken any vocational training. Almost four out of ten respondents had undertaken this training.

In Table 3:19 we can see that marital status is an important factor associated with whether participants did vocational training; single people being the least likely to have done it. A third of respondents who were single had done vocational training compared with 44 per cent (each) of those respondents who were married or separated.

Table 3:19 Undertaken vocational training by characteristics of respondent (per cent)

Characteristics of respondent	Undertaken vocational training (yes)
All respondents (N = 512)	38
Marital status	
Single (N = 271)	33
Married (N = 178)	44
Separated (N = 63)	44

Provider	
Voluntary sector (N = 260)	45
Other (N = 250)	31
Unemployment duration (months)	
< 24 (N = 271)	32
24+ (N = 234)	44

Source: IES survey, and data from starts/leavers forms

We can see from the table that respondents whose provider was the voluntary sector were more likely to have done vocational training (45 per cent), compared with a provider from another sector (31 per cent). However, caution should be given when interpreting these results, as comparisons with the full database have shown that our sample may not be entirely representative of the full population. This is because 'provider type' had not been chosen as a criterion in the sampling method.

Previous unemployment duration is also an important factor, as we see that respondents who had been unemployed for more than two years (44 per cent) were more likely to have undertaken vocational training compared with those respondents who had been unemployed for less than two years (32 per cent).

Table 3:20 How useful was vocational training?

How useful was vocational training	%
Very useful	55
Of some use	35
Not very useful	7
Not at all useful	2
<i>Mean</i>	<i>2.45</i>

Base: N = 96

Source: IES survey

Out of those who had undertaken vocational training we then asked how useful this training had been (very useful, of some use, not very useful, not at all useful) and asked respondents to rank their score from zero to three. Table 3:20 presents the results. The bottom row of the table shows the mean score.

More than half found the training to be very useful, and just over a third found it to be of some use. Just less than one in ten found the training to be not very useful/not at all useful.

We then sought information about whether participants achieved an NVQ or whether they attained units towards one. A fifth of all respondents had achieved an NVQ, and just over one in ten (11 per cent) had attained units towards one.

In addition, we asked whether any other qualification had been attained from this training. Just over three-tenths (31 per cent) of all respondents had attained another qualification.

We then went on to seek information about what this other qualification was. Three-tenths of respondents who had attained another qualification had attained Wordpower, a quarter had attained Numberpower, and almost six-tenths had attained some 'other' qualification. Table 3:21 reports the results about other qualifications attained.

For the most part, these other certificates simply recorded that the individual had successfully taken part in PVP. They did not constitute a recognised qualification *per se*.

3.5.5 Basic skill training

Data from starts/leavers forms shows that just over half (53 per cent) of all respondents had undertaken basic skills training. In Table 3:22 we note variations in responses to this question by ethnic origin of the participant, the provider type, and previous unemployment duration.

Table 3:21 Other qualification attained

Other qualification attained	%
-------------------------------------	----------

Wordpower	30
Numberpower	25
RSA National Skills Profile	4
City and Guilds Skillpower Certificate	13
LCCI Vocational Access Certificate	3
GNVQ Units	6
Other	59
Can't say	2
Not answered	1

Clearly, ethnicity is an important factor: respondents who were white were less likely to have undertaken basic skills training (48 per cent) compared with those from a non-white ethnic origin (81

Table 3:22 Participants having undertaken basic skill training by ethnic origin, provider, age, and unemployment

Classificatory Variables	%
Ethnic origin	
White (N = 442)	48
Other (N = 68)	81
Provider	
Voluntary sector (N = 260)	42
Other (N = 250)	64
Age	
< 20 (N = 59)	56
21-40 (N = 258)	55
41+ (N = 189)	48
Pre-PVP unemployment duration (months)	
< 6 (N = 75)	51
6-11 (N = 88)	43
12-23 (N = 108)	51
24-35 (N = 73)	55
36+ (N = 161)	

Source: Data from starts/leavers forms

per cent).

We can also see that the voluntary sector was less likely to be providing this training (only 42 per cent) compared with providers who were from another sector (64 per cent). However, it is difficult to draw firm conclusions about this variation because of the problem of representativeness of the sample with regards to 'provider type'.

In addition, there was some variation according to the age of the respondent, with a higher proportion (56 per cent) of those aged under 20 having undertaken basic skills training, compared with those aged over 40 (48 per cent).

Again, we see that there is some variation in the proportion undertaking basic skill training according to unemployment duration, albeit erratic and not clearly intuitive. The greatest proportion (64 per cent) having done this training were those who had been unemployed for less than six months, and the lowest proportion were those respondents who had been unemployed for between 12 and 35 months (46 per cent).

3.5.6 Basic skill training — needs identified and provision

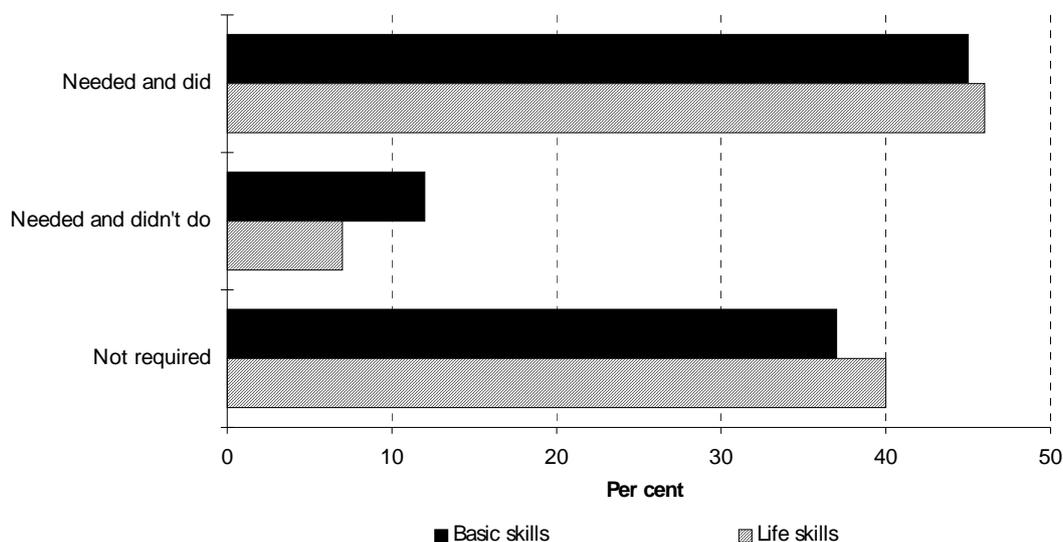
Using data from starts/leavers forms which is charted in Figure 3:1 we see that:

- 45 per cent of respondents had been identified as needing basic skill training and had received it
- 12 per cent had required this training but did not receive it
- for 37 per cent of respondents, this training was not required.

Looking at variations in the proportion of respondents who needed and did basic skills training against a number of variables of interest, we find that the main differences are found to be the ethnic origin of the applicant and which sector the provider belonged to.

We noted earlier that a smaller proportion of respondents who were white had undertaken this training. However, we also find a far greater proportion of whites (41 per cent) did not require this training compared with respondents from some other ethnic origin (12 per cent).

Figure 3:1 Basic skills and life skills training — needs identified and provision



About half (52 per cent) of our respondents whose provider was in the voluntary sector did not require basic skills training, compared with almost a quarter (23 per cent) of respondents whose provider was from another sector.¹

3.5.7 Life skills training

Half of all respondents had undertaken life skills training.

About half of all those who had been identified as eligible for PVP because they were long term unemployed did life skills training, compared with four-tenths of people who lacked basic skills, and six-tenths of people with disabilities.

Almost eight-tenths of those with a learning difficulty had taken life skills training.

3.5.8 Life skills training — needs identified and provision

Using data from starts/leavers forms and in Figure 3:1, we see that:

- 46 per cent of respondents required life skill training and had received it
- only seven per cent required this training and did not receive it
- this training was not required for 40 per cent of respondents.

Again, we found variation in the proportion of respondents doing this training according to the eligibility status to the programme; with the highest proportion (57 per cent) of respondents doing this training being people with disabilities compared with the other sub-groups; 45 per cent of the long term unemployed, and 37 per cent of those deficient in basic skills.

¹ Again, we should bear in mind earlier comments about the representativeness of the sample, with regards to 'provider type'.

4. Their Experiences After PVP

This chapter examines participants' experiences after leaving PVP, including their actual immediate destination after PVP, what they would have preferred to have done immediately after leaving PVP, information on whether they took part in further JobCentre activities, and their current situation at the time of interview.

Data from the diary section of the survey allows us to examine respondents' status when they left PVP, and then for each subsequent month, what their principal status was during that month. We look in some detail at those respondents who enter Training for Work and time spent on this activity. In addition, we consider data from the job spells record, where a respondent enters employment. We also analyse whether respondents have been remaining in particular states, or moving in and out of them. Hence, we also examine job stability after PVP.

The results outlined in this chapter provide a basis for the multivariate analysis which aims to examine the factors influencing the outcome of PVP, for example factors affecting the probability of getting a job after PVP.

4.1 Participants' destinations on exit

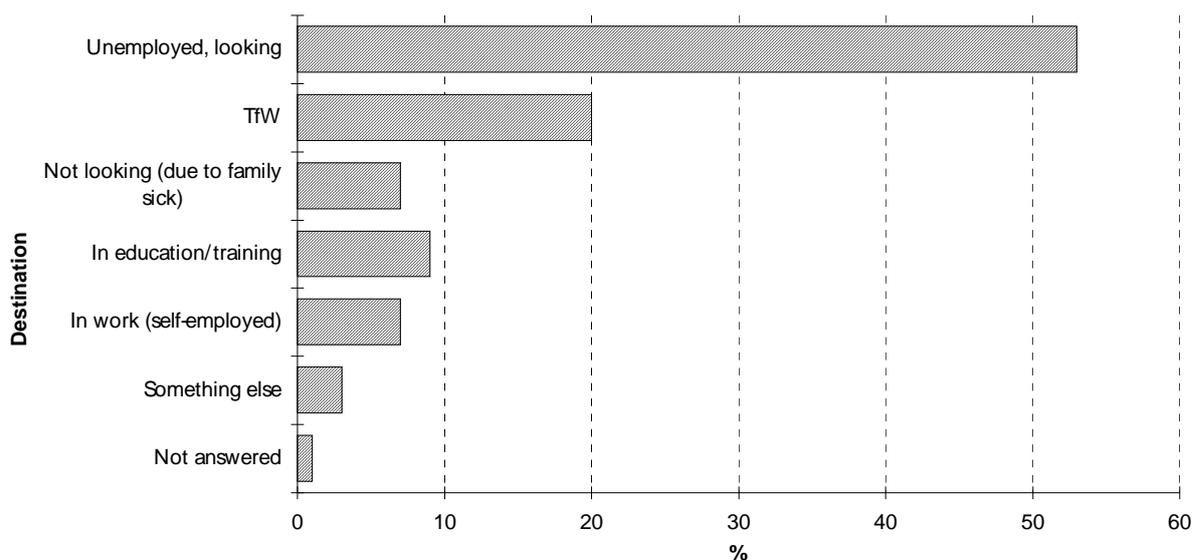
4.1.1 Immediate destination after leaving PVP

Figure 4:1 overleaf shows the initial destinations for all respondents after leaving PVP. Here we see that over half were unemployed and looking for work (53 per cent), a fifth of participants joined Training for Work straight after PVP, a further nine per cent had joined some other training programme, seven per cent were inactive, and seven per cent moved from PVP straight into a job. One per cent of respondents did not answer.

4.1.2 Getting a job

Some seven per cent of these participants got a job straightaway on leaving PVP. Indeed, as we have seen, about half of them (four per cent of the sample as a whole) left PVP early to take it up. Obviously, with such a small sample, it would be unwise to apply too deep an analysis of their characteristics, but it is nevertheless interesting to review those features that seem to be most commonly associated with this speedy transition to work:

Figure 4:1 Destination after leaving PVP



Source: IES survey

- **Previous duration of unemployment:** the immediate job entry rate is highest among those with the shortest spell of unemployment prior to joining PVP, although it does not decline systematically with the length of this spell.
- **Age:** the youngest age group (under 20) were twice as likely to go into work as the average.
- **Pre-PVP confidence:** the more bullish participants were about their job getting chances on entry, the more likely were they to go straight into one on exit.
- **Attitude towards PVP:** the more positive their view of PVP on entry, the more likely were they to go into one on exit.
- **Qualification:** having studied for, or gained, a qualification on PVP does not make it more likely that they will get a job immediately on leaving, though this might reflect an intention to bolster qualifications further through going on Training for Work or through some other training.
- **Full-timers:** people taking PVP full-time were more likely to leave it straight into a job.

4.1.3 Joining Training for Work

A fifth of the sample went straight on to Training for Work, and this reflects the seamless transition sought in the design of PVP. Again, this is a relatively small sub-sample to bear too much disaggregation, and indeed our results show that there is very little variation around this figure, save that those who were least positive in their attitude to PVP were least likely to move from it straight into Training for Work. We conclude that the immediacy of this shift probably has more to do with availability of places (an absolute shortage of places or a timing mismatch) than it does with characteristics of the individuals.

4.1.4 Inactivity

A small minority of participants (seven per cent) left PVP for inactivity (looking after family, sickness *etc.*) While the caveats above apply just as strongly to the analysis of this small group, we note that inactivity is associated with:

- **sex:** women were three times as likely to be inactive on leaving PVP than were men.
- **age:** the oldest group were most likely to be inactive, and no one from the youngest group was.
- **duration of prior unemployment:** those who had been unemployed for the shortest period, were most likely to leave PVP for inactivity.
- **returners:** fully a quarter of those classified on entry as 'returners' became/stayed inactive immediately they left PVP.
- **disability:** people classified on entry as having a disability or long term illness were three times more likely than the rest to leave PVP for inactivity.

4.1.5 Unemployment

Just over half of the sample were unemployed and looking for work after leaving PVP. We identified the following factors which were seen to be strongly associated with entering unemployment:

- **Marital status:** respondents were far more likely to be unemployed on exit if they were single (60 per cent) compared with those who were married (47 per cent) or separated (41 per cent). In addition, where the participant had a partner in work, they were far less likely to be unemployed (37 per cent) compared with participants who had a partner who was not in work (50 per cent).
- **Age:** the youngest age group (under 20) were most likely to be unemployed compared with the older age groups.
- **Dependants:** adults with dependants were less likely to be unemployed compared with those without dependants.
- **Sex:** a lower proportion of women became unemployed on leaving PVP compared with men.
- **Previous unemployment duration:** unemployment is lowest among those with the shortest spell of unemployment prior to entering PVP. However, this does not systematically increase with the spell length.
- **Part-timers:** three-quarters of people who were taking PVP part-time entered unemployment straight after leaving PVP, compared with about half of all full-timers.
- **Providers:** about six-tenths of respondents whose provider had been the voluntary sector went into unemployment compared with 45 per cent of respondents whose provider was from another sector.

Table 4:1 sets out the main findings related to variation in the proportion of participants entering unemployment immediately after leaving PVP.

Table 4:1 Destination after leaving PVP by classificatory variables

Classificatory variables	Destination after leaving PVP % unemployed
Sex	
Men (N = 346)	57
Women (N = 163)	45
Age	
< 20 (N = 59)	66
21-40 (N = 258)	52
41+ (N = 189)	51
Marital status	
Single (N = 271)	60
Married (N = 178)	47
Separated (N = 63)	41
Children	
Yes (N = 149)	46
No (N = 345)	56
Participation rate	
Full-time (N = 449)	51
Part-time (N = 52)	75
Provider	
Voluntary sector (N = 260)	61
Other (N = 250)	45
Unemployment duration prior to PVP (in months)	
< 6 (N = 75)	36
6-11 (N = 88)	43
12-23 (N = 108)	68
24-35 (N = 73)	56
36+ (N = 161)	55

Source: IES survey, and data from starts/leavers forms

4.1.6 First preference

We then sought information on whether the destination achieved was the respondent's first preference. Thirty five per cent responded that this was their first choice, 64 per cent responded that it was not their first choice, and one per cent did not answer.

Respondents who were most bullish about getting a job prior to PVP were the most likely to have found what they wanted to do when they left PVP (some 40 per cent).

We then asked those respondents who had not achieved their first choice what they would rather have done. The vast majority (86 per cent) wanted to start work and one-tenth wanted to continue some form of training (three per cent wanted to join Training for Work, seven per cent wanted to do some other education/training) and three per cent wanted to do something else.

It is evident that for two in three PVP leavers, immediate entry to a job was what they wanted. However, as we have seen, only seven per cent achieved this.

Table 4:2 looks at the proportion who wanted work, by a number of classificatory variables. We identified the following differences:

- Respondents without children were more likely to have wanted to start work compared with those with children.
- We also found that the proportion of respondents wanting to start work increased systematically with the length of past unemployment duration, until the 36 months category.
- We find that respondents who were the least confident about their job prospects prior to PVP were the mostly likely to have wanted to start work after leaving PVP. Indeed about nine-tenths would have liked to have started work.

We also asked why respondents were unable to get their first choice. Table 4:3 reports these results.¹ The table shows that about half of them stated that they were unable to get a job and for almost a third of them, their option was not available.

Table 4:2 Proportion wanting to start work by characteristics of respondents (per cent)

Characteristics	Wanting to start work
Children	
Yes (N = 91)	78
No (N = 223)	89
Unemployment duration	
< 6 (N = 45)	76
6-11 (N = 52)	85
12-23 (N = 74)	89
24-35 (N = 43)	91
36+ (N = 106)	89

¹ These results are based on a multiple response question.

Pre-PVP confidence about getting a job	75
Fairly easily (N = 52)	86
Get a job in time (N = 98)	89
Coming nowhere near (N = 169)	

Source: IES survey, and data from starts/leavers forms

Table 4:3 Reason for not getting their first choice

Reason	%
Couldn't get job	50
Didn't want to wait	3
Option not available	31
Too far away	1
Personal reasons	6
Advice from JobCentre/Training Provider	1
Health reasons/disability	4
Other reasons	8
Not answered	1

Base: N = 325

Source: IES survey

Further analysis of the results (not shown in table) revealed that the majority of respondents (55 per cent) who wanted to do Training for Work were unable to do so because the option was not available, and about a third were unable to do this for some other reason .

Similarly, for almost six-tenths of those who wanted to do some other form of training, the option was not available, and for about three-tenths they were unable to do this for some other reason.

4.2 Further ES interventions

We also sought information about whether participants had taken part in a number of JobCentre activities. These included: Jobclub, Restart interviews, one-to-one interviews and Jobplan Workshops (or Workwise if aged 18 to 24). Table 4:4 reports the results.

Table 4:4 JobCentre activities after PVP (per cent)

JobCentre activities	Respondents having done each activity
Jobclub	15
Restart	23
One-to-one	13
Jobplan Workshops	3

We can see that very few had taken part in Jobplan Workshops (three per cent), about one-eighth had taken part in one-to-one interviews, about one-seventh had taken part in Jobclub and just under a quarter had taken part in Restart.

Evidently, nearly two-thirds of the leavers had not taken part in any of these subsequent ES interventions. A fifth had taken part in one activity, nine per cent had taken part in two activities, four per cent had taken part in three activities, and only one per cent had taken part in four activities.

Further analysis of the data revealed that:

- Women (74 per cent) were more likely not to have taken part in any of these JobCentre activities after PVP than men (57 per cent).
- Respondents who thought that PVP looked like a 'waste of time' on entry (some 72 per cent¹), were the most likely not to have undertaken any of these subsequent ES interventions.
- Participants with the shortest spell of unemployment were the least likely to have taken part in any of these JobCentre activities (22 per cent), although it did not rise systematically with the length of the spell.
- We also found that the breakdown between the labour market status on exit from PVP was broadly similar for those who had not taken part in any further ES interventions and those who had taken part in these interventions. However, we did note that a higher proportion of those who had not taken part in further ES interventions were inactive on exit (nine per cent) compared with those who had taken part in these interventions (three per cent).

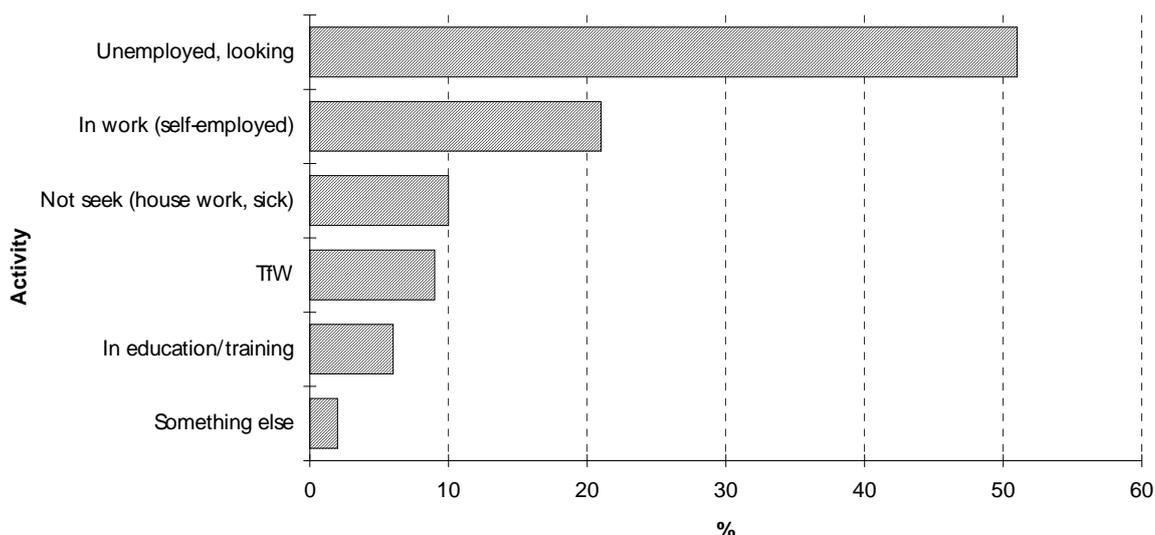
4.3 Present status

As we have shown, some seven per cent of PVP leavers went straight into a job, and in total two-thirds wanted to. High proportions of leavers were either looking for work or undergoing training to equip them for it. Hence, we might expect to see a gradual net increase in this rate of employment over time, and indeed our results show exactly this.

At the time of interview, just over a fifth were in work (or self-employed), just over half were unemployed and seeking work, about a seventh were taking part in another training programme (nine per cent in education or other training programme, and six per cent were on/waiting to go on Training for Work). A tenth were inactive. Figure 4:2 charts these results.

¹ Note that cell size is 28.

Figure 4:2 Proportion in current situation



Source: IES survey

4.3.1 In work at the time of the survey

Table 4:5 reports the proportion of respondents who were in employment at the time of interview by a number of classificatory variables. We identified the following variables as being important factors affecting participants' current status.

- Once again, we see a negative correlation between employment and age, as the youngest age group were more likely to be currently employed compared with the older age groups.
- As for whether the respondent had dependants, we see that respondents with children were more likely to be in work compared with those without.
- Again, it appears that those who were most confident about their job chances pre-PVP were the most likely to be in work.
- As we would expect, the proportion currently employed is lowest where the local unemployment rate is banded as high. However, we found no distinction between the proportion employed where unemployment was banded as low/medium.
- As we may expect, the highest proportion in employment at the time of the survey were those PVP leavers with the shortest spell of unemployment prior to PVP. The proportion in employment tends to fall systematically as the length of the spell rises except for the sub-group with over 36 months of unemployment.

Table 4:5 Proportion currently employed by a number of classificatory variables (per cent)

Characteristics	Currently employed
-----------------	--------------------

Age	
<20 (N = 59)	29
21-40 (N = 57)	22
41-60 (N = 31)	16
Children	
Yes (N = 149)	27
No (N = 345)	18
Pre-PVP confidence about getting a job	
Easy (N = 92)	33
In time (N = 159)	24
No chance (N = 246)	15
Unemployment level	
Low (N = 178)	23
Medium (N = 244)	23
High (N = 90)	12
Unemployment duration (in months)	
< 6 (N = 75)	35
6-11 (N = 88)	28
12-23 (N = 108)	14
24-35 (N = 73)	11
36+ (N = 161)	20

Survey: IES survey, and data from starts/leavers forms

4.3.2 Unemployed at the time of the survey

Table 4:6 overleaf reports the proportion of respondents who were unemployed and looking for work, by sex of the respondent at the time of the interview, whether the participant was full-time or part-time, the unemployment level, and confidence about getting work pre-PVP.

The following factors appear to be associated with unemployment:

- **Part-timers:** a significantly higher proportion of respondents (65 per cent) who were on PVP on a part-time basis were unemployed at the time of interview compared with those who were full-time (50 per cent).

Table 4:6 Proportion currently unemployed and looking for work, by a number of characteristics of the respondent (per cent)

Characteristics	Currently unemployed
-----------------	----------------------

Sex	
Male (N = 346)	55
Female (N = 163)	44
PVP Participation rate	
Full-time (N = 449)	50
Part-time (N = 52)	65
Unemployment level	
Low (N = 178)	52
Medium (N = 244)	48
High (N = 90)	59
Pre-PVP confidence about getting a job	
Easy (N = 92)	47
In time (N = 159)	60
No chance (N = 246)	

Source: IES survey, and data from starts/leavers forms

- **Sex:** men were more likely to be unemployed (some 55 per cent) at the time of interview than women (44 per cent), although a further 18 per cent of women are inactive compared with only six per cent of males.
- **Pre-PVP confidence:** respondents who were most confident, prior to joining PVP, about getting a job were the least likely to be unemployed at the time of interview.
- **Local unemployment rate:** as we would expect, the proportion unemployed was highest where unemployment was banded as 'high' compared with where the unemployment was banded as 'medium/low.'

4.3.3 On Training for Work at the time of the survey

Six per cent of the sample were on Training for Work at the time of the interview. Although the sub-sample is unable to bear much disaggregation, it is worth noting the following factors which appear to be associated with the proportion on Training for Work at the time of interview:

- **Marital status:** respondents who were married were least likely to be on Training for Work.
- **Local unemployment rate:** respondents were three times as likely to be on Training for Work where the unemployment rate was banded as medium/high, compared with where it was low.
- **Pre-PVP confidence:** respondents were twice as likely to be on Training for Work if they were least confident about job getting prior to joining PVP.

4.3.4 Inactive at the time of the survey

Ten per cent of the sample were inactive at the time of the interview. While in some cases analysis of sub-groups ran into low cell sizes, it is worth considering the following variables which seem to be associated with inactivity at the time of the survey:

- **Sex:** women were three times as likely to be inactive at the time of the survey than men.
- **Age:** the oldest age group (over 40) were three times more likely to be inactive than the youngest age group (under 20).
- **Dependants:** respondents with children were twice as likely to be inactive than those without.
- **Returners:** returners were more than twice as likely (some 21 per cent) to be inactive than non-returners (nine per cent).

4.4 Pre-Vocational Pilots and Training for Work

Data from the diary sheet allowed us to look at the kinds of activities respondents had been involved in since they left PVP until the interview. We asked respondents to say which of the following activities they had been engaged in, which had lasted for the best part of a month or more:

- in work or self-employed
- unemployed and looking for work
- not seeking work (looking after house/family; sickness, disability)
- joined Training for Work
- in education/another training programme
- something else
- varies too much to say.

For each subsequent month we asked respondents what was their status during that month.

According to the data from the diary sheet, we found that 30 per cent (152) of respondents had joined Training for Work at some time since leaving PVP¹. We did not find a great deal of variation according to the classificatory variables. However, we do report some differences in Table 4:7, although we should be cautious about interpreting these findings because of the low cell sizes.

Table 4:7 Proportion on training for work (per cent)

Classificatory variables	Joined Training for Work (Yes)

¹ Excluding job entries, the proportion of respondents who had joined Training for Work was 32 per cent.

Unemployment level	
Low (N = 178)	23
Medium (N = 244)	34
High (N = 90)	32
Basic skills	
Needed and did (N = 231)	24
Needed and didn't do (N = 63)	35
Not required (N = 191)	35

Source: IES survey, and data from starts/leavers forms

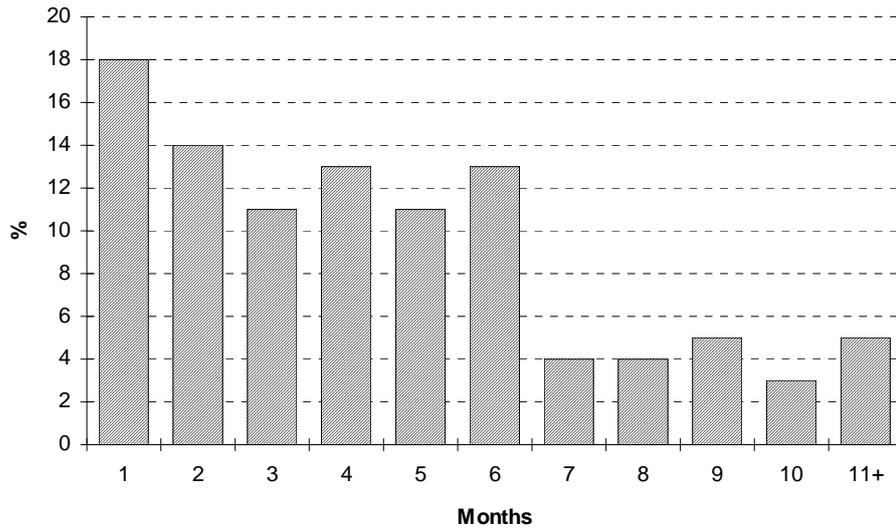
We can see that respondents were most likely to have done Training for Work at some time after leaving PVP, where the local unemployment rate was classed as medium or high, compared with where unemployment was classed as low.

We can also see that respondents who had been identified as requiring basic skill training and who had not received it, were more likely to have joined Training for Work at some time after PVP, compared with those who had received basic skill training during PVP. Possibly those who did not receive the required training were not ready to enter employment without further training.

We also identified a negative correlation between joining Training for Work and participants who were negative in general. We consider this further in Section 5.6.

Figure 4:3 shows the time spent on Training for Work in months. Evidently there was considerable variation in the length of Training for Work courses; with 43 per cent of respondents on Training for Work for three months and under, 37 per cent on it for four to six months, and 21 per cent on Training for Work for over six months.

Figure 4:3 Time spent on training for work (in months)



Source: IES survey

We report the average length of time spent (4.46 months) on Training for Work according to a number of variables of interest in Table 4:8. We identified factors which appear to be associated with the average length of time spent on Training for Work.

Table 4:8 Mean duration on Training for Work by characteristics of the respondent, and other variables

Characteristics/other variables	Mean duration on Training for Work (in months) (mean for all respondents = 4.46)
Sex	
Male (N = 102)	4.58
Female (N = 50)	4.22
Marital status	
Singled (N = 75)	4.59
Married (N = 52)	3.87
Separated (N = 25)	5.32
Children	
Yes (N = 39)	5.32
No (N = 107)	4.15
Completed ITP	
Yes (N = 125)	4.53
No (N = 25)	4.16
Attitude to PVP	
Just the thing (N = 71)	4.25
Give it a go (N = 71)	4.62
Waste of time (N = 9)	4.78

Unemployment duration (months)

< 6 (N = 19)	4.05
6-11 (N = 32)	3.78
12-23 (N = 24)	5.13
24-35 (N = 23)	4.30
36+ (N = 51)	4.76

Pre-PVP confidence about getting a job (about getting a job)

Easy (N = 25)	3.88
In time (N = 52)	4.6
No chance (N = 73)	4.45

Source: IES survey, and data from starts/leavers forms

- There appears to be a strong negative relationship between pre-PVP attitude and the average time spent on Training for Work: respondents who were less/least positive about PVP stayed on Training for Work for longer than those who are most positive. However, we should be careful when interpreting these results as the cell size is very small in the most positive category.
- We also see some variation in the mean duration on Training for Work according to the time spent unemployed prior to entering PVP. Mean duration was lowest for those who had been signing on for six to 11 months, and highest for those who have been signing on for 12 to 23 months.
- Respondents who were most confident about job getting prior to PVP had the lowest mean duration. As we have seen earlier, those who were most confident about getting a job were also more likely to have got a job than the others. Hence, this would explain why these respondents spent less time on Training for Work than the others.
- In addition, there appears to be some marked differences according to the marital status of the respondent, albeit not entirely intuitive — respondents who were married had the shortest mean duration length (3.87) compared with those who were single (4.59) and those who were separated (5.32).
- We also find that there is a significant difference between respondents with children who stayed on Training for Work for longer (5.32) compared with those without children (4.15).
- Sex of the respondent, and whether respondents had completed their ITP, also showed some variation, with men staying about a week longer than women, and participants who had completed their ITP staying about a week longer than those who did not complete it.

4.5 Pre-Vocational Pilots and employment

We observed that about a fifth of our participants had a job at the time of the survey. However, this underestimates their success, as

some may have moved into and then out of work. Indeed, looking at the data from the diary sheet we found:

- 29 per cent of respondents had a job for at least a month
- a further three per cent did some paid work, but for less than a month
- 68 per cent had no work.

We found variation in the proportion of respondents who had found a job, according to the following variables: the respondent's previous unemployment duration, pre-PVP confidence about getting a job, and age (although we must be careful when we interpret these results because of the low cell sizes in some categories). Table 4:9 reports our findings.

Table 4:9 Proportion in employment over spell period, by a number of classificatory variables (per cent)

Classificatory variables	In employment during spell period
Unemployment duration (in months)	
< 6 (N = 75)	40
6-11 (N = 88)	33
12-23 (N = 108)	24
24-35 (73)	23
36+ (N = 161)	27
Pre-PVP confidence about getting a job	
Easy (N = 92)	42
In time (N = 159)	32
No chance (N = 246)	27
Age	
< 20 (N = 59)	39
21-40 (N = 258)	31
41+ (N = 189)	23

Source: IES survey, and data from starts/leavers forms

As expected, the highest proportion in employment were those respondents who had the shortest spell of unemployment prior to PVP. However, the proportion decreases with the length of the spell until curiously the spell is more than 35 months.

Again, respondents who were most positive about getting a job prior to joining PVP were the most likely to be in employment.

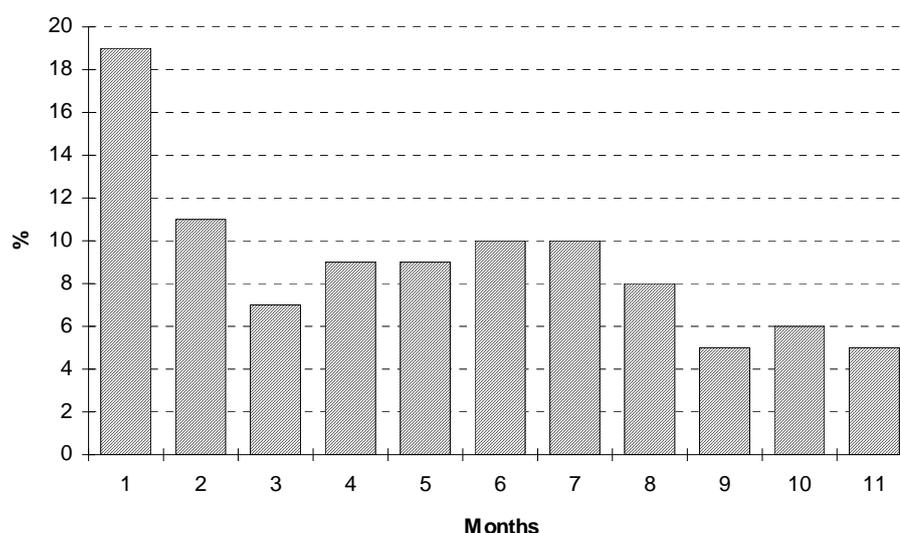
As before, we found that the highest proportion of respondents in employment were those aged under 20, almost two-fifths; compared with about three-tenths aged 21 to 40; and 23 per cent aged over 40.

4.5.1 Duration of employment

We also looked at the time spent in a job after PVP, as a proportion of those who had held a job for at least a month, *ie* 29 per cent of the sample. Figure 4:4 overleaf reports our findings. On average, respondents spent 5.07 months in a job.

We identified variation in the average time spent in a job according to a number of personal characteristics of the respondent. Table 4:10 (also overleaf) notes the average duration spent in jobs according to sex, marital status, and whether the respondent had children or not.

Figure 4:4 Time spent in job (months)



Source: IES survey

Table 4:10 Average time spent in a job (in months), by characteristics of respondent

Characteristics	Mean duration of employment (in months)
Sex	
Male (N = 104)	5.3
Female (N = 44)	4.55
Marital status	
Single (N = 75)	4.73
Married (N = 58)	5.57
Separated (N = 15)	4.87
Children	
Yes (N = 47)	5.91
No (N = 95)	4.66

Source: IES survey, and data from starts/leavers forms

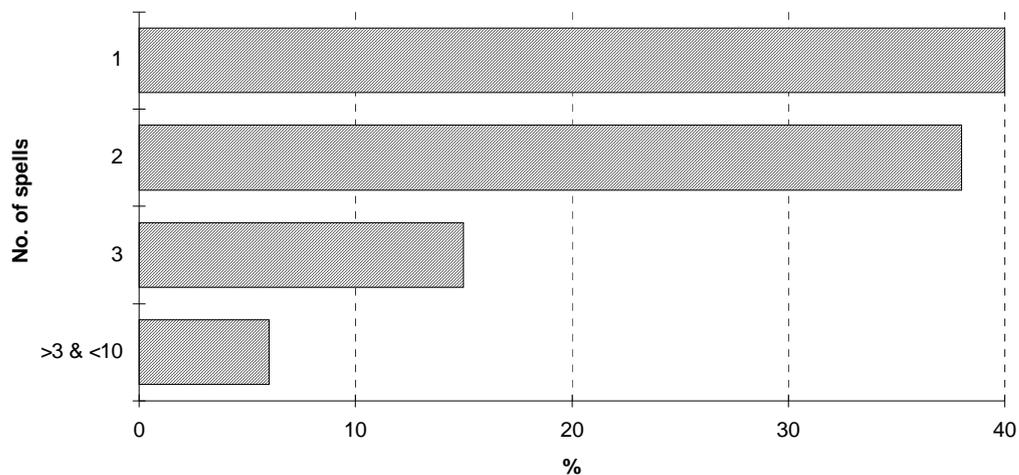
We can see that time spent in a job is markedly higher for respondents who were male, respondents who were married, and respondents who had children, relative to the overall mean.

4.5.2 Stability

In addition to exploring the activities that participants have been involved in since PVP, we are also interested in finding out whether participants have been moving in and out of labour market activities in quick succession, or whether they have mostly remained in their original activity since leaving PVP.

Hence, we have also examined the number of spells covered in the diary sheet.

Figure 4:5 Number of spells covered by diary sheet



Source: IES survey

Figure 4:5 reports our findings. We found that two-fifths of all respondents remained in their first activity (had one spell) since they left PVP, 38 per cent had experienced two spells, and just over one seventh had experienced three spells. This leaves six per cent experiencing more than three spells, but less than ten. The average number of spells was 1.88.

Age of the respondent appeared to be the most significant factor affecting the average number of spells which they had; where those aged under 20 had a mean number of spells of 2.22 compared with those aged over 40 (1.75) and those of prime age (1.9). This finding supports other work carried out on youth labour markets which suggests that young people are more likely to change jobs more frequently than older age groups (*ie* a higher number of spells) and are more likely to devote more time to finding the right job.

4.5.3 Job stability

As an indication of job stability, we looked at the number of jobs which respondents had since they left PVP. On the whole, it would seem that respondents did not move from one job to another. Indeed, 84 per cent of respondents who had found work, had one job only. Ten per cent had two jobs since they left PVP, and five per cent had three jobs. Only one respondent was reported as having more than three jobs.

Although we see that most people who had found employment had experienced one job spell, after examining the mean number of job spells by characteristics of the respondent we identified some variation relative to the overall mean. Table 4:11 reports the mean number of spells for each of these variables.

Table 4:11 Mean number of work spells by characteristics of respondent

Characteristics of respondents	Mean number of work spells (overall mean = 1.23)
Age	
< 20 (N = 23)	1.61
21-40 (N = 79)	1.18
41+ (N = 44)	1.14
Marital status	
Single (N = 75)	1.21
Married (N = 58)	1.31
Separated (N = 15)	1.00
Children	
Yes (N = 47)	1.32
No (N = 95)	1.16
Completed ITP	
Yes (N = 103)	1.17
No (N = 44)	1.39
Unemployment duration (months)	
< 6 (N = 30)	1.27
6-11 (N = 29)	1.17
12-23 (N = 26)	1.46
23-35 (N = 17)	1.24
36+ (N = 44)	1.11
Pre-PVP confidence about getting a job	
Fairly easily (N = 39)	1.31
Get a job in time (N = 51)	1.24
Coming nowhere near (N = 57)	1.18

Source: IES survey, and data from starts/leavers forms

Previous studies of youth labour markets have found that young people are relatively unattached to the labour market; have lower financial, family, and social commitments; and consequently tend to display higher job turnover compared to older people. Our results also found that respondents aged under 20 had a higher mean number of spells compared with the other two older age groups.

We also found variation according to marital status. Respondents who were married had a relatively higher mean number of work spells compared with those who were single and those who were separated.

Surprisingly, we found that job stability appeared to be slightly higher for those respondents who did not have dependants.

Respondents who had completed their ITP experienced slightly greater job stability (mean of 1.17) than those who had not completed their ITP (mean of 1.39).

We found some variation according to the pre-PVP unemployment duration of the respondent. However, this data is again difficult to interpret. Job stability was highest for respondents with over 35 months previous unemployment duration and lowest for those with 12 to 23 months unemployment prior to PVP.

We can see that respondents who were least confident about getting a job have the lowest mean number of work spells, *ie* greater job stability, while those who were the most confident about getting a job before entry to PVP, had the highest mean number of job spells.

5. Perceptions of PVP Helpfulness

In this chapter, we present evidence on the perceived helpfulness of PVP by those taking part in it. In our view, this is a useful supplement to the objective evidence of labour market and other outcomes presented in the previous chapter because the esteem of these individuals when they went in to PVP was very low. In a competitive labour market, this lack of self-confidence matters a lot, and an important role of PVP is to address such underlying difficulties. If it is successful in so doing, then its effects can transcend the outcomes observed in the short term, and might last (literally) a lifetime.

5.1 PVP and further training

An important rationale for developing PVP has been to help people who were not yet ready to take full advantage of programmes like Training for Work, and for this reason we first sought information from these respondents about how useful PVP had been in preparing them for that subsequent training. In addition, as we saw in Chapter 2, a very high proportion of respondents identified ‘lack of qualifications’ as an important constraint on their labour market success, and so we might expect that making a success of further training would be an important intermediate goal for many of them.

In fact, two in five of our respondents went on to undertake further training after they had finished PVP, and most of these (67 per cent; 30 per cent of the sample as a whole) took part in Training for Work. Table 5:1 shows how helpful they had found PVP, and by attributing a score (2,1 or 0) to their response, we calculate a mean score for each category of respondent. Some nine per cent could not say whether or not it had helped them.

We can see that of those who went on to some kind of further training or education, four out of five found PVP to have been helpful in setting them up for it, and of these, half of them found it very helpful. Although numbers are small in some cases, this positive response was most marked among the oldest age group, among the non-white ethnic groups, among those with basic skill difficulties, and among those receiving a qualification during their time of PVP itself. Perceived helpfulness does not vary greatly with duration of signing on time prior to PVP, nor with whether the person was a ‘returner’ or not.

Table 5:1 Perceived helpfulness of PVP among those going on to Training for Work, or

further training or education (per cent)

Category of respondent	Very helpful	Helped a little	No help at all	Mean score
All those going on to Training for Work or other training or education (N = 227)	44	29	18	1.29
Age 20 and under (N = 22)	41	41	14	1.29
21 to 40 (N = 125)	42	26	22	1.22
Over 40 (N = 75)	48	29	12	1.40
Ethnicity, non-white (N = 27)	67	22	7	1.62
Basic skills deficiency (N =132)	45	32	13	1.36
Received qualification on PVP (N = 63)	56	25	13	1.46
Signing on for < 6 months (N =30)	47	30	17	1.32
6 to 11 months (N = 45)	38	33	20	1.20
12-23 months (N = 42)	48	29	24	1.24
24-35 months (N = 30)	57	27	7	1.56
36 months plus (N = 75)	39	28	19	1.23

Source: IES survey

We then went on to ask whether or not PVP had helped in a variety of ways with this further training. Respondents were asked to say whether they had been helped in any of the following ways by PVP:

- Gave you better study skills through improved reading and writing.
- Pointed you towards the right kind of skill training you needed.
- Improved your motivation to do the course.
- Let you see how training was helping other people.
- Improved your self-confidence.
- Helped you in making a better choice of course.

The proportions saying 'yes' to each of them are shown in Table 5:2 overleaf.

We observe that the most widespread effects were on people's self-confidence and motivation to engage in (further) study, with over two-thirds of those taking this path reporting that PVP had helped in this way. Rather fewer indicated that PVP had helped them in their choice of study (whether course or discipline), but still more than half had been helped in this way. The objective effect on study skills was least widely observed, but even here, two in five report that PVP had given them better study skills.

Broadly speaking this distribution of effects is repeated for each of the separate groups observed.

Table 5:2 How did PVP help with further training or education? (per cent saying 'yes')

Category of respondent	Better study skills	Right kind of skill training	Improved motivation	Training helping other people	Improved self-confidence	Better choice of course
All those going on to Training for Work or other training or education (N = 227)	40	54	67	59	71	59
Age 20 and under (N = 22)	41	55	77	77	73	73
21 to 40 (N = 125)	43	55	65	55	68	56
Over 40 (N = 75)	33	51	65	57	73	60
Ethnicity, non-white (N = 27)	41	67	67	56	74	56
Basic skills deficiency (N = 132)	50	59	72	67	73	64
Received qualification on PVP (N = 63)	51	71	71	65	84	73

Source: IES survey

5.2 PVP and employment

Although such intermediate effects are undoubtedly helpful to PVP participants, the programme should also help directly in finding and getting work. After all, most of our respondents did not go on to any kind of further training, and close on two-thirds went straight into the jobs market immediately on leaving PVP. Thus, we might expect that both groups would realise benefit from PVP in the jobs market, but with those taking the route through further training or education simply taking longer to do so.

As with Table 5:1, Table 5:3 shows how helpful all our respondents had found PVP in terms of finding and getting a job, and again, by attributing a score (2.1 or 0) to their response, we calculate a mean score for each category of respondent.

We might expect the general appreciation of PVP in this respect to be lower than for that shown by those going on to further training. After all, they did take part in that activity, while most of the overall sample had not succeeded in finding work at all. Indeed, the table clearly shows this. A quarter found PVP to have been very useful in pursuing a job, while slightly more than one-third said that it had helped a bit. A third however, report that PVP had been no help at all and the rest (eight per cent) could not say.

Table 5:3 Perceived helpfulness of PVP in getting or trying to get a job (per cent)

Category of respondent	Very helpful	Helped a bit	No help at all	Mean score
All respondents	24	36	32	0.92

Base: N = 512

Source: IES survey

We observe very little difference in this estimation between any of the sub-groups whom we have identified. Thus for example, men and women, 'returners' and the rest, white and non-white ethnic groups, all give a broadly similar pattern of response. However, the oldest age group had found PVP least helpful in getting or trying to get a job, and those signing on for less than six months had found it most helpful. The only two categories of respondent who stand out even slightly in finding PVP more helpful in the jobs market than average are those who initially felt that PVP was 'just the right thing for them' and those whose pre-entry confidence about job-getting was in the middle band (*ie* neither too confident or too desolate).

We then went on to ask how much PVP had helped in a variety of ways with their efforts to find a job. Respondents were asked to say whether PVP had been very helpful, helped them a bit, or been of no help, in each of the following ways:

- Better presentation to employers through improved reading and writing.
- Skill training improved your value to employers.
- Improved motivation to look for work.
- Saw how other people had found jobs.
- Gave you a clearer idea of the kind of work you wanted.

Table 5:4 shows how the sample as a whole responded, firstly in terms of the proportion opting for each helpfulness category, and then as a mean score, calculated as above.

We observe once again that the motivational effect of PVP has been the most pronounced, with a third saying that PVP had been very helpful in their motivation to seek work, and a further third saying that it had helped a bit. Beyond that, improved job focus and more informed/appropriate choice of job had been particularly helpful to almost a third. About one-quarter had been helped a lot through the jobsearch aspects of PVP, either in seeing how others found work successfully or in preparing an attractive pitch to possible employers. Only one-fifth had found PVP very helpful in improving their value to an employer through enhanced skills.

Table 5:4 How did PVP help with getting, or trying to get, a job (per cent)

	Better pres. to employers	Skill training inc. value	Improved motivation	Saw how others got jobs	Better choice of job
Very helpful	26	22	33	25	31
Helped a bit	27	28	31	28	26
No help at all	41	43	33	39	39
Mean score	0.84	0.77	1.00	0.85	0.92

Base: All respondents, N = 512

Source: IES survey

Once again there is a very consistent pattern to these results with very small variations from the average for any of the sub-groups identified. Even for those assessed as having basic skills problems on entry, and who received training in this area during PVP, we see that the proportion saying that their improved reading/writing helped them a lot increases from 26 per cent (for the sample as a whole) to 36 per cent. In this group, still almost one-third say that PVP did not help them at all.

5.3 PVP and perceived shortcomings

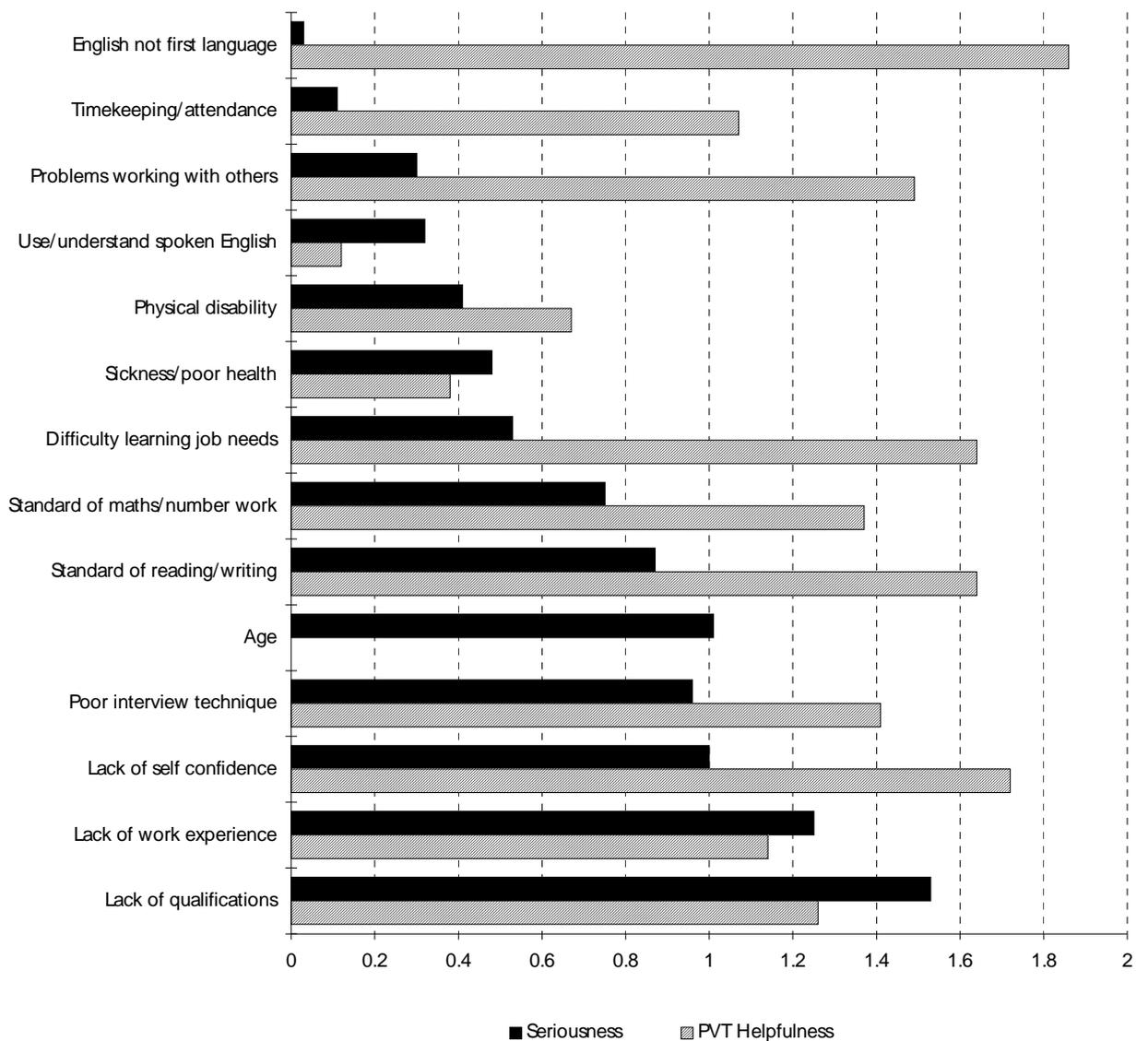
In Chapter 2 we discussed how these PVP participants perceived their own problems in the labour market (see Figure 2:2). In addition to this, we asked them how far PVP had helped them to overcome these problems.

Figure 5:1 overleaf reproduces the incidence of these perceived problems, and sets them each against the individuals' assessment of how far PVP helped them with it. Both bars represent mean scores calculated as follows:

Top Bar	Lower Bar	Score
<i>Incidence/seriousness of problem</i>	<i>Did PVP help?</i>	
Held back a lot	A great deal	3
Held back quite a bit	To some extent	2
Held back a little	A little	1
No	Not at all	0
<i>Note that those who did not attribute the problem to themselves are excluded from the second calculation. Nor were respondents asked whether PVP had helped them with their age!</i>		

At the most general level, we may observe from Figure 5:1 that PVP is recognised by participants as being helpful (albeit not greatly) with the half dozen or so problems which are most widely and sharply experienced by them. Thus, excluding the effects of age, PVP is seen as helping with the seven worst problems for these participants, shown in the bottom half of the figure. This recognition is most marked for literacy and numeracy problems, for learning difficulties at work, for lack of self-confidence and for poor interview technique. It is also evident, though less so, for lack of work experience and of qualifications.

Figure 5:1 Comparison of perceived problems and PVP helpfulness with them



Source: IES survey

In contrast, there are a number of other problems which are not so widely observed, which PVP is recognised to have helped. Most obviously, at the top of the figure, very few participants had ESOL problems, but where they did, PVP helped greatly. A similar pattern is seen for timekeeping and for problems with working with others.

For the third group, PVP has made relatively little contribution to such problems as sickness/poor health, disability and understanding English, which are somewhat more widely observed than those in the second grouping.

The second general conclusion that we can draw from the figure, is that for no problem is PVP recognised to have helped considerably, (*ie* the average score for the most helpful aspects of PVP is only around 1.5) and the explanation for this lies in the distribution of responses. For every category of problem, there is a substantial proportion of respondents who claim that it holds them back, but who deny that PVP has helped them at all. This dead-weight significantly obscures the substantial minorities who agree that PVP has helped them, sometimes greatly. Thus for example, nearly half our respondents say that lack of self-confidence has held them back in the labour market, and of these, 29 per cent say that PVP helped them a great deal, and a further 22 per cent that it helped them to some extent. But nearly one-fifth say that it had no helpful effect at all. This residual proportion is evident for all the categories, and greatly reduces their average 'score'.

5.4 Current confidence

This diverse response to PVP is reflected in our assessment of the present level of self-confidence among respondents *ie* some nine to 12 months after leaving PVP. We asked them how confident they now feel about their job prospects. Their responses are shown in Table 5:5.

The table clearly shows that a majority (60 per cent) of respondents are now (*ie* in late 1997) either very or fairly confident about their job prospects, and this contrasts with the view taken by fully 48 per cent of respondents that they were coming nowhere near getting a job, that they weren't even in the running.

It is instructive to compare their individual responses to these before and after questions, and this is shown in Table 5:6 overleaf. Of the whole sample, some 482 people answered both questions. In the table we take each pre-PVP group in turn, and show how they are now distributed across the post-PVP confidence groupings.

Of those who were least confident before PVP, fully 45 per cent felt very or fairly confident about their employment prospects some nine months after completing it. While there remains just under one-third of them who were not very confident, the proportion with the lowest confidence has shrunk to less than a quarter.

This same pattern asserts itself among those who were moderately worried on entry. Now only six per cent of them are not at all confident, and three-quarters are either very or fairly confident.

Table 5:5 Present confidence about employment prospects (per cent)

Category of respondent	Very confident	Fairly confident	Not very confident	Not at all confident
All respondents	24	36	23	15

Base: N = 512

Source: IES survey

Table 5:6 Previous and present confidence about employment prospects (per cent)

Category of respondent	Now very confident	Now fairly confident	Now not very confident	Now not at all confident
Confidence about getting a job on entering PVP				
I could get a job fairly easily, but not the kind of job I wanted	36	45	11	2
I'd had a bit of bad luck in finding a job, but I knew I'd be able to get one in time	31	43	19	6
I felt that I wasn't even in the running; I was coming nowhere near getting a job	17	28	31	23

Source: IES survey

Nearly nine out of ten of those who were most confident before PVP remain either very or fairly confident about their employment prospects. There has been some deterioration for a small minority, reflecting perhaps their experience since leaving PVP.

We can see from these data that the general self-confidence of most of these individuals has increased during this period. There has been some regression, but not much, and there remains a significant minority whose confidence has not been increased. However, for the most part there appears to have been a significant improvement in this respect. What remains unproven is the link between this rising self-confidence and PVP itself, for many other factors could have intervened in the meanwhile. In order to clarify this, we move on to a more focused question.

5.5 General perceptions of PVP

This general picture of PVP emerges again from the last question we asked about this. Respondents were asked how far they agreed or disagreed with three statements about PVP, as follows:

- PVP made me more self-confident about getting and keeping a job.
- PVP helped me to sort out some big problems that had been holding me back in the job market.
- PVP is no different to all the other schemes, it is just to keep you off the register for a while.

Between five and ten per cent could not answer, but the responses of those who did are shown in Table 5:7 overleaf.

We again observe the generally positive effect on self-confidence registered by PVP participants. Nearly two-thirds agree that PVP had a positive effect on their self-confidence. Yet again, there remains the sizeable block who disagree; for them PVP had no or only a marginal effect on their self-confidence.

Table 5:7 Present confidence about employment prospects (per cent)

	Strongly agree	Agree a little	Disagree a little	Strongly disagree	Non-response
PVP made me more self-confident about getting and keeping a job	28	34	12	21	5
PVP helped me to sort out some big problems that had been holding me back in the job market	18	26	14	38	4
PVP is no different to all the other schemes, it is just to keep you off the register for a while	35	21	14	21	9

Source: IES survey

This residual group looms even larger when issues of real substance are concerned. Thus, around half the sample deny that PVP helped them sort out any big problem(s) that had been holding them back in the labour market; many of them quite strongly. Yet still there is a significant element for whom PVP provided such substantial help.

This polarity repeats once more in the third statement. Here we observe a fairly high level of cynicism about the real purpose and intent of the programme, allied with a group who assert that they have found real merit in it.

5.6 Characteristics of the discontented group

Previous analysis of the survey of PVP participants noted that there appeared to be a group of respondents who were generally despondent about their employment prospects and fairly cynical about the scheme. The following analysis compares the personal characteristics and the labour market experience after PVP of the *contented* group with the *discontented* group of respondents.

We define the discontented group as those respondents who were least confident about their job prospects before and after PVP, and had also reported that PVP was no different to all the other programmes. We found that 18 per cent of the total sample fell into this category.

5.6.1 Personal characteristics

Table 5:8 reports the personal characteristics of the two groups. We can see that:

- The discontented group are far more likely to be aged over 40 than the other group.
- Whilst the two groups are mostly male, a higher proportion of males make up the discontented group.
- Both groups are predominantly white, although other ethnic groups are more likely to be contented than others.

- The remaining characteristics of the discontented group match fairly closely the characteristics of the contented group.

Table 5:8 Personal characteristics: contented respondent group and discontented group¹

Personal Characteristics	Contented (N = 352) %	Discontented (N = 92) %
Age		
20 and under	14	9
21-40	55	37
Over 40	31	54
Sex		
Male	67	74
Female	33	26
Ethnicity		
White	86	93
Other	14	7
Disability		
Yes	23	26
Signing on duration prior to joining PVP		
Under six months	15	10
6-11 months	17	17
12-23 months	20	23
24-35 months	15	14
36+ months	33	36
Basic skills needed		
Yes	61	59
Life skills needed		
Yes	58	54
Marital status		
Single	54	50
Married/living with partner	33	37
Divorced/separated/ widowed	13	13
Dependent children		
Yes	30	26

Source: IES survey, and data from starts/leavers forms

¹ Note that the base is less than the total sample, as in some cases the response was missing in the 'confidence' questions and in the question about how PVP rated in comparison with other programmes.

5.6.2 Labour market experience after PVP

Table 5:9 reports participants' main labour market status immediately after leaving PVP (*ie* first destination) and at the time of the survey (*ie* final destination). We observe that:

- While the proportion who end up in employment at the time of the survey increases to almost a quarter for the contented group, almost none of the discontented group are in employment at these two points in time.
- The less positive group are far more likely to be unemployed than the others. Indeed, about two-thirds are unemployed immediately after PVP, and a similar proportion are unemployed at the time of the survey. Just under a half of the contented group are unemployed at these two points in time.
- The discontented group are less likely to be on Training for Work or some other education/training programme after leaving PVP than the contented group.
- A slightly higher proportion of the discontented group (eight per cent) are inactive immediately after leaving PVP, compared with the contented (six per cent). However, at the time of the survey the proportion of the discontented group who are inactive doubles, whereas there is only a marginal change for the other group.

Table 5:9 Destination after PVP: Contented respondent group and discontented group

Destination after PVP	Contented	Discontented
	(N = 352)	(N = 92)
	%	%
First		
In work	8	1
Unemployed, looking	49	67
Not seeking work	6	8
On Training for Work	26	19
In education/training	9	4
Something else	2	1
Final		
In work	26	1
Unemployed, looking	48	65
Not seeking work	7	16
On Training for Work	9	7
In education/training	8	9
Something else	2	2

Source: IES survey

Ending on a slightly more positive note, analysis of the diary data (not reported in the table) revealed that the previous observations

underestimates the employment successes of the discontented group, as some had moved in and then out of work. Indeed, 11 per cent had found employment at some point after leaving PVP. However, looking at the diary data, we found that one-third of the contented group had also found employment at some point after PVP.

6. Multivariate Analysis

In the previous chapters we used bivariate cross-tabular analysis to review how participation in PVP, and participants' subsequent employment records, related to various factors about themselves and their circumstances. Such an analysis is appealing in its simplicity, and it sets out some of the key determinants of PVP success. However, in reality, these factors are inter-related in quite complex ways, and in order to understand their combined effects, we need to use a multivariate approach which allows us to identify the influence of each variable, holding all other variables constant.

In this chapter we apply a multivariate analysis to three PVP outcomes:

- The first investigates the effect of PVP on participants' self-confidence. If one effect of prolonged unemployment is to undermine this buoyancy, then even if PVP achieves nothing else, it will be making a useful contribution if it restores self-esteem and confidence. The first model therefore addresses the factors affecting whether or not PVP makes participants more confident about job getting and keeping.
- The second investigates an important intermediate outcome of PVP: to what extent does PVP develop abilities and overcome problems sufficient for participants to benefit from further training before entering the jobs market? The second model therefore considers the factors influencing whether or not participants join Training for Work at some point after PVP.
- The third analysis looks at the final outcome, and examines the factors affecting whether participants find employment at some point after leaving PVP.

In subsequent sections, we discuss each model in turn, looking at the variables included in the analysis. We then move on to describe the procedure used, and how to interpret the results. Finally, we present and discuss the results of each model.

However, before proceeding to this discussion, we briefly outline the estimation technique adopted.

6.1 Logistical regression models

Each of our three dependent variables is categorical (was their confidence improved? did they join Training for Work? did they get a job?), and for this reason, multiple linear regression is not

appropriate as this requires the dependent variable to be continuous. Thus we have adopted logistical regression (LOGIT) throughout.

As this is a somewhat complex procedure, it will be useful to describe it in lay terms for the general reader. LOGIT allows us to establish a reference individual with certain characteristics (or independent variables), and then observe the separate effect on the dependent variable (becoming more confident, joining Training for Work and getting a job) of changing each of his/her characteristics in turn (for example, having them older, having them unemployed for longer prior to PVP, having them stay on PVP for longer, *etc.*). The advantage that this technique offers is that when we make such a change in one of the independent variables, all the others are kept the same, and we can see the separate effect of the variable we are interested in.

In order to construct the models, we experimented with numerous independent variables, continually refining them by excluding those independent variables which did not seem to be influencing the dependent variable. Thus, although we began with common independent variables for each model, we ended up with differences between them, as different factors were more or less strongly associated with the different outcomes which each model focused on. This 'stepwise' procedure has the effect of bringing into greater clarity those variables which we can confidently assert are positively and significantly influential on the dependent variable.

Model 1: PVP increases confidence about job getting and keeping

Our first LOGIT model assesses the influence of a number of variables on whether PVP increases confidence about job getting and keeping.

The preceding chapter looked at perceived helpfulness of PVP by those taking part in it. Furthermore, we looked in some detail at how helpful PVP had been in job getting as this is undoubtedly one of the principal aims of the programme. We found that their general self-confidence had increased since joining PVP. Indeed, the majority of respondents (some 60 per cent) at the time of the survey were either very or fairly confident about their job prospects. Nearly two-thirds of respondents agreed that PVP had a positive effect on their self-confidence about getting and keeping a job.

The independent variables used in the model can be grouped under the following four headings: 'personal characteristics', such as sex and age; 'situational factors', such as unemployment duration prior to PVP; 'PVP related variables', such as activities undertaken; and 'perception variables', such as perceptions of PVP helpfulness.

Model 2: Training for Work entrants

One of the main objectives of this evaluation has been to establish the extent of progression of PVP to Training for Work and other training/ education programmes. Our second model looks at the factors enhancing this transition.

In Chapter 4 we established that some 30 per cent of respondents joined Training for Work at some time since leaving PVP. The bivariate analysis suggested that there was little variation in the classificatory variables according to whether participants did Training for Work or not. However, it did highlight that respondents were more likely to go on to Training for Work where the unemployment rate was medium/high, and least likely to join Training for Work when respondents had undertaken basic skills training, having been identified prior to PVP as needing it.

For comparability purposes, where possible we try to include either the same regressors, or at least measures which fall under the same four headings, as we do in Model 1. Where variables are omitted, this is because some of the variables were seen to reduce the overall significance of the other regressors which we had identified as being important in affecting whether PVP leavers joined Training for Work or not.

Model 3: Gaining employment after PVP

The third model considers how PVP participants fare in subsequent activities, most importantly in the jobs market itself. In Chapter 4 we noted that almost three-tenths of respondents had found employment for at least a month after PVP. We also identified a number of factors which influenced whether PVP leavers had found employment, including respondents aged under 20, respondents with the shortest spell of previous unemployment, and respondents who were most confident about job getting prior to PVP.

In this chapter we examine how much PVP is influencing job getting, compared with the personal characteristics of the respondents, situational factors, plus PVP related variables and a number of other variables which fall under the heading of perceptions. Hence, in Model 3 we use some of the same variables as we use in the preceding models. As before, where variables are omitted this is because some of the variables were seen to reduce the overall significance of the other regressors which had been identified as being important in affecting whether PVP leavers had found work or not.

6.2 Logistic regression and interpreting results

Interpreting the coefficient from a linear regression is relatively simple — it tells you the marginal effect on the dependent variable of a unit change in the independent variable. With the logistic regression, interpreting the results is less straightforward. As the regression is non-linear, the regression coefficient no longer tells

us the marginal effect. Indeed, in order to compute the marginal effect we would need to evaluate the probability at a point.

Our LOGIT models produce five results, each of which has a role to play in understanding them. They are explained below for the benefit of non-specialists, and summarised *in italics* for those who wish to go straight to the results themselves.

B: The regression coefficient

In the logistic regression, we can think of the dependent variable as the log of the odds of an event occurring, where the odds are simply the ratio of the probability that the event will occur, to the probability that the event will not occur. The regression coefficient (labelled B in Tables 5:1, 5:2 and 5:3) is then the change in the log odds which arises from a unit change in the independent variable.

In short, if B is greater than zero, then the higher the value of B, the better are the odds that a change in the independent variable will produce a change in the dependent variable.

Exp (B): The exponential of the regression coefficient

Alternatively, we can consider the dependent variable in terms of the odds of an event occurring, rather than the log odds. We now focus on the exponential of the regression coefficient, labelled Exp (B) in the same tables. Exp (B) is the factor by which the odds of an event changes when the independent variable increases by one unit. Note that if the regression coefficient is positive, then this factor will be greater than one and the odds are increased. If the coefficient is negative, then the factor will be less than one and the odds decreased. If the coefficient is zero, the factor equals one and the odds are unchanged.

So, again, the bigger Exp(B) is, the better are the odds that the change in the independent variable will give a change in the dependent variable.

The Wald Statistic and the standard error

The Wald Statistic, which is also reported in each of the results tables, is used to test whether the coefficient is zero. The Wald statistic is simply the square of the ratio of the coefficient to its standard error (labelled S.E. in the tables).

A high value for the Wald Statistic (ie higher than four) indicates a non-zero coefficient, ie the change in the independent variable has an impact on the dependent variable.

Sig: statistical significance

The significance level (labelled sig.) for the Wald Statistic is also reported. Using a significance value of 0.05 (ie 95 per cent confidence level) we are able to establish whether the coefficient is significantly different from zero.

Thus, if Sig. is lower than .05 the results are deemed statistically significant, and we can be 95 per cent sure that the independent variable is having the observed effect.

Table 6:1 presents the results of Model 1 which tests the hypothesis that PVP increases confidence about job getting and keeping. Given the previous discussion on how to interpret the results, let us look at the results relating to one of the independent variables, in some detail.

Looking at the results relating to the variable 'improving application letters' we can see that the coefficient B is greater than zero, indicating that where PVP had helped with application letters, this increases the odds that PVP makes the participant more confident about job getting. The size of the Wald statistic (greater than four) indicates that the coefficient is non-zero and that a change in the independent variable has an impact on the dependent variable. We can see that the exponential of the regression coefficient (Exp [B]) is positive and greater than one, which also indicates that the odds are increased. Moreover, we are 95 per cent sure that this variable is having the observed effect (Sig <.05).

It should be noted that the independent variables which were categorical variables have been transformed into 0/1 dummies. For example, sex, which is a two category variable, is one if the respondent is male, and zero otherwise. Hence, female respondents are the reference category.

For variables with more than two categories, separate dummy variables are constructed and one category is omitted from the regression. The omitted category is the reference category. Hence, in the case of the age variable, we have omitted the oldest age group from the regression.

It is important to note that when we are interpreting the coefficients, we are only able to say something about a specific category compared to the reference category. The coefficient for the reference category is zero and the resulting exponential of the coefficient is one. Hence, as it is easier to interpret the final column (Exp [B]), we should analyse each factor relative to one.

6.3 Results

Results of Model 1: testing the hypothesis that PVP increases confidence about job getting and keeping

In Table 6:1 we group our independent variables under a number of headings: personal characteristics, situational factors, PVP related variables, and perception variables. It should be noted that we ran the LOGIT analysis many times in order to satisfy ourselves that these variables were the ones that influenced the dependent variable, *ie* whether or not PVP increases confidence about job getting.

In the table, the independent variables and the reference individual associated with them are as follows:

<i>Sex</i>	A woman
<i>Age</i>	Aged over 40
<i>Duration of unemployment</i>	Unemployed for more than two years before going on PVP
<i>Duration on PVP</i>	1-10 weeks
<i>Individualisation</i>	Provider did not spend time talking to participant about their individual needs
<i>PVP activity</i> (see Table 6:1 for	Did not take part in activity different activities)
<i>Pre-PVP confidence about job getting</i>	Not confident
<i>PVP helped</i>	PVP did not help (see Table 6:1 for list of issues)

Table 6:1 PVP made participants more confident

Variable	B	S.E.	Wald Statistic	Sig.	Exp (B)
Personal characteristics					
Sex (reference category is female)	-.0462	.3767	.0151	.9023	.9548
Age (reference category is age >40)			7.1725	.0277 *	
<=20 years	.8152	.8205	.9871	.3204	2.2595
21-40	-.8349	.3799	4.8308	.0280 **	.4339
Situational factors					
Previous unemployment duration (reference category is 24+ months)			.2526	.8813	
<12 months	-.1510	.5196	.0845	.7713	.8598
12-23 months	.1701	.4955	.1178	.7314	1.1854
PVP related variables					
Duration on PVP (reference category is 1-10 weeks)			.7951	.6720	
11-20 weeks	.0335	.3949	.0072	.9325	1.0340
21+ weeks	.4457	.5324	.7006	.4026	1.5615
<i>Individualisation</i> (reference category is provider did not take time to talk about participant's need)					
Provider spent time talking to participant about needs	.2487	.3584	.4815	.4877	1.2824
<i>Activity</i> (reference category is did not take part in)					
Reading and writing	.1284	.4472	.0825	.7740	1.1370
Working with computers	.2447	.3641	.4518	.5015	1.2773
Help find work	.4951	.4005	1.5278	.2164	1.6406
Tasters	.8182	.3975	4.2365	.0396 **	2.2665
English language	-.4815	.4844	.9879	.3203	.6179
Perception variables					
<i>Pre-PVP confidence about job getting</i> (reference category = no chance)					
Easy	.3934	.4568	.7416	.3891	1.4819
In time	.4745	.4277	1.2309	.2672	1.6072
<i>PVP helped</i> (reference category is PVP did not help)					
Improve application letters etc.	.8232	.4040	4.1509	.0416 **	2.2778
Improve value to employer	.6795	.3909	3.0212	.0822 (**)	1.9729
Improve motivation	1.4873	.3789	15.4088	.0001 **	4.4249
Give clearer idea what wanted	.1969	.3823	.2652	.6066	1.2176
Sort out big problems	1.7067	.4389	15.1194	.0001 **	5.5109

Note: * indicates joint significance at 95 per cent confidence interval, ** indicates significance at 95 per cent confidence interval and (**) indicates just falls short of significance at 95 per cent confidence level.

Source: IES survey

Personal characteristics

PVP is very slightly more likely to make women more self-confident than men about their labour market chances, but the effect is very small and is not statistically significant. It seems safe to conclude that PVP is equally likely to help the self-confidence of both men and women.

So far as age is concerned, PVP seems to be most supportive of the self-confidence of the youngest age group, and least so among the middle age band (21-40). We note that the result for the 21-40 age group is clearly significant, although for the youngest age group it is not.

Situational factors

Duration of unemployment prior to PVP does not seem to have much effect on the confidence-raising role of PVP. We note that the results are not statistically significant anyway, but in so far as there is any effect, they suggest that PVP is least likely to help the self-confidence of the shortest and longest duration unemployed.

PVP related variables

The longer the individual spends on PVP, the more likely is it that their self-confidence about getting a job will be increased, albeit that this effect seems to apply most strongly only over 21 weeks, and in no case is the result statistically significant.

Similarly with the individualisation of PVP: the more the individual recognised that PVP had been adapted to meet their individual needs, the more likely it was to raise their confidence. Again, however, the effect (while positive) is small and is not statistically significant.

The activity which appears most strongly and reliably to influence the odds of PVP making the participant more confident about gaining and keeping employment, is tasters/work experience. Having a work taster, or period of work experience, more than doubles the likelihood that PVP will improve self-confidence.

Other activities show positive effects on self-confidence, but with lower levels of statistical significance. Thus, having received help with jobsearch, and having worked with computers, both seem to raise self-confidence levels somewhat. So does help with reading and writing, but less strongly.

Perception variables

If participants found some specific features of PVP helpful to them, then this does seem to produce a large and significant increase in their self-confidence.

Among these, help with application letters, acknowledgement that PVP had improved their motivation, and recognition that PVP had helped them to sort out some big problems, clearly increase the odds that PVP makes the participant more confident about job getting. Recognition that PVP helped to improve the participant's value to employers was also seen to be positively related with confidence, although it was just short of significance, at the 95 per cent level.

The result for the pre-PVP confidence variable is interesting. It suggests that PVP has been least effective in increasing the self-confidence of those who were most lacking it when they entered PVP, and most helpful where participants recognised that they had a problem, but were reasonably optimistic that in time they could get a job. We note that although the coefficient was positive, the result is not statistically significant.

Results of Model 2: testing the hypothesis that PVP is helpful in promoting entry to Training for Work

Table 6:2 reports the results of the logistic regression for Model 2. Again we ran the LOGIT analysis many times in order to satisfy ourselves that these variables were the ones that influenced the dependent variable, *ie* whether or not the participant enters Training for Work some time after PVP. We can see that some of the independent variables are different to the ones used in Model 1, but for comparability purposes we group our independent variables under the same headings.

In Model 2 the independent variables and the reference individual associated with them are as follows:

<i>Sex</i>	A woman
<i>Age</i>	Aged over 40
<i>Duration of unemployment</i>	Unemployed for more than two years before going on PVP
<i>Duration on PVP</i>	1-10 weeks
<i>Completed individual training plan</i>	Participant did not complete individual training plan
<i>Activity</i>	Did not take part in activity (see Table 6:2 for different activities)

PVP helped

PVP did not help to give a clearer idea of what participant wanted

PVP is no different to all the other programmes

Participant disagrees or disagrees strongly

Table 6:2 PVP participants entered Training for Work at some point after PVP

Variable	B	S.E.	Wald Statistic	Sig.	Exp (B)
Personal characteristics					
Sex (reference category is female)	.0388	.2917	.0177	.8941	1.0396
Age (reference category is age >40)			.3986	.8193	
<=20 years	.3182	.5343	.3547	.5515	1.3746
21-40	.1045	.2736	.1458	.7026	1.1101
Situational factors					
Previous unemployment duration (reference category is 24+ months)			3.7267	.1552	
<12 months	.6816	.3771	3.2681	.0706 (**)	1.9771
12-23 months	.3495	.3399	1.0573	.3038	1.4184
PVP related variables					
Duration on PVP (reference category is 1-10 weeks)			1.0615	.5882	
11-20 weeks	.2128	.3311	.4131	.5204	1.2372
21+ weeks	.4141	.4024	1.0593	.3034	1.5131
Completed individual training plan (reference category is did not complete)	.8726	.3505	6.1970	.0128**	2.3931
Activity					
(reference category is did not take part in)					
Basic skill training	-.4792	.2843	2.8420	.0918(**)	.6193
Life skills training	-.2157	.2673	.6509	.4198	.8060
Reading and writing	.7411	.3283	5.0956	.0240**	2.0983
English language	-.7101	.3395	4.3749	.0365**	.4916
Perception variables					
PVP helped give clearer idea what wanted (reference category is did not help)	.4959	.2755	3.2406	.0567 (**)	1.6420
PVP is no different to other programmes (reference category is disagree/disagree strongly)	-.4369	.2752	2.5214	.1123	.6460

Note: * indicates joint significance at 95 per cent confidence interval, ** indicates significance at 95 per cent confidence interval and (**) indicates almost significant at 95 per cent confidence level.

Source: IES survey

Personal characteristics

Men are slightly more likely to go on to Training for Work than are women, and younger participants more likely to do so than older ones. However, the strength of these effects is relatively small, and their statistical significance is low. It seems safe to conclude that such personal factors are unlikely to be significant influences on the transition.

Situational factors

However, the longer an individual has been unemployed before joining PVP, the less likely are they to move on to Training for Work. Indeed, the under 12 month unemployed are twice as likely as their 24 month plus counterparts to do so, and this result is close to being significant at the 95 per cent confidence level.

PVP related variables¹

Whether or not the participant joins Training for Work at some point after PVP appears to be affected by the PVP related variables, rather than the participant's personal characteristics or situational factors.

We observe first that completing the ITP more than doubles the odds of entering Training for Work. In some small measure, this result will be influenced by people leaving PVP prematurely to take a job, but nevertheless it seems a significant factor, particularly when seen in conjunction with the earlier result that duration on PVP (providing the time to complete the ITP) is positively associated with better self-confidence.

These results confirm that the likelihood of entering Training for Work is greater the longer the individual stays on PVP (although we should note that the statistical significance here is low).

Undertaking the reading and writing activity doubles the likelihood of joining Training for Work, although paradoxically, undertaking basic skills training and an activity to improve use of English is seen to decrease the odds of joining Training for Work. It is difficult to know how to interpret this result. One possibility, however, lies in the fact that the basic skills indicator comes from the data from starts/leavers forms, while the reading/writing data comes from our own survey, and it may be that the latter indicates those for whom this provision was most significant.

¹ We may note the possibility here of an endogenous relationship (*ie* outside the model) between participation on PVP and entry to Training for Work. Clearly, the availability of places on Training for Work might feed back into the duration (and consequently the activities undertaken) on PVP. We simply cannot say how strong such an effect might be, but it seems only sensible to raise the concern rather than just ignore it.

Undertaking life skills training is also not found to be significant, although it is clear that undertaking this activity is negatively related with the odds of joining Training for Work at some point after leaving PVP. It is difficult to make a firm conclusion about this, but one possibility is that those assessed as needing life skills training were those least able to focus systematically and long term on their own development, and that the provision of this kind of training while on PVP has not been able to overcome this disinclination.

Perception variables

PVP participants who considered that it had given them a clearer idea about what they wanted to do appeared to have a positive effect on the odds of joining Training for Work. We observe that this factor is just short of significance at the 95 per cent confidence level. Furthermore, thinking that PVP is just another scheme to keep them off the dole queue for a while makes people less inclined to go on to Training for Work, although the significance of this result is not so strong.

Results of Model 3: testing the hypothesis that PVP participants were helped to enter employment

Following the previous approach to setting up the model, we ran the LOGIT analysis many times to ensure that we had included the independent variables which appeared to have an influence on the odds of entering employment at some point after PVP. Again, in order to provide some comparability between the models, we group the independent variables in Table 6:3 under the four main headings: personal characteristics, situational factors, PVP related variables, and perception variables.

Personal characteristics

Results for personal characteristics have low statistical significance, but they show that the younger PVP participants were, the more likely were they to find work at some point after completing it. Men are slightly less likely to find work than women, but this may have more to do with the availability of vacancies between occupations and working time preferences, than any PVP influence.

Table 6:3 PVP participants entered employment

Variable	B	S.E.	Wald Statistic	Sig.	Exp (B)
Personal characteristics					
Sex (reference category is female)	-.0505	.3421	.0218	.8827	.9508
Age (reference category is age >40)			3.5500	.1695	
<=20 years	.9259	.6066	2.3295	.1269	2.5241
21-40	.5702	.3560	2.5661	.1092	1.7687
Situational factors					
Previous unemployment duration (reference category is 24+ months)			6.2965	.0429 *	
<12 months	1.0982	.4417	6.1813	.0129 **	2.9989
12-23 months	.3949	.4020	.9648	.3260	1.4842
Participant has access to car (reference category is no access)	.6616	.3435	3.7099	.0541(**)	1.9379
Partner in a job (reference category is not in job)	1.1293	.4775	5.5929	.0180 **	3.0935
PVP related variables					
Duration on PVP (reference category is 1-10 weeks)			8.1661	.0169 *	
11-20 weeks	-.7508	.3827	3.8493	.0498**	.4720
21+ weeks	-1.4180	.5133	7.6331	.0057**	.2422
<i>Individualisation</i> (reference category is did not spend time)					
Provider spent time talking to participant needs	.8941	.3830	5.4504	.0196**	2.4452
Provider spent time talking about what participant wanted to get out of PVP	-.4727	.3974	1.4146	.2343	.6233
<i>Activity</i> (reference category is did not take part in)					
Working with computers	.0804	.3374	.0567	.8118	1.0837
Studied for qualification	-.2612	.3374	.0567	.5529	.7701
Gained qualification	.1987	.4095	.2355	.6275	1.2198
Basic skills training	-.1071	.3204	.1118	.7381	.8984
Life skills training	.4878	.3298	2.1881	.1391	1.6287
Perception variables					
<i>Pre PVP confidence about job getting</i> (reference category is no chance)					
Easy	.4659	.4041	1.3292	.2489	1.5934
In time	-.2525	.3798	.4420	.5062	.7769
<i>PVP helped</i> (reference category is did not help)					
Improve value to employer	.6559	.3429	3.6577	.0558 (**)	1.9268

Note: * indicates joint significance at 95 per cent confidence interval, ** indicates significance at 95 per cent confidence interval and (***) indicates just short of significance at 95 per cent confidence level.

Situational factors

Three factors stand out here. Firstly, and consistent with the other models, the shorter the duration of unemployment prior to PVP, the more likely are the individuals to have found work — three times more likely among those unemployed for less than a year, compared to those with spells over two years.

Secondly, having a partner in work also triples the chances of finding work, and this clearly points to the importance of informal networks and inside information in finding vacancies. It may also indicate the enhanced ability to sustain a certain level of jobsearch costs, which we would expect to lead to better job-getting chances.

This is borne out by our third finding, that access to private transport doubles the chances of finding a job after PVP. Clearly, such access both increases the radius of the travel to work area, and allows a wider range of working hours to be considered.

PVP related variables

It is immediately clear that the longer individuals spent on PVP, the lower are the odds of them entering employment. This result does not suggest to us that PVP worsens participants' employability, but rather that those who are least employable are spending longer on PVP in an effort to address their problems (and we note above that they are also more likely to be going on to Training for Work). Interpreted in this way the result is not so worrying as it might be, but it does suggest that the additional help provided by PVP for the most disadvantaged participants is insufficient to offset that disadvantage in the jobs stakes.

While we might conclude that *more* PVP is not contributing sufficiently to help the least employable participants, it would seem from these results that *better focused* PVP does. Thus, the more individualised the content of PVP, the more likely is it that the participant will find work. We observe that the odds of getting a job are increased by a factor of 2.4 when the provider has taken time to speak to the participant about his/her needs. Note that our other measure of individualisation (what the participant wants, as opposed to what he/she needs) is not seen to be significant.

Working with computers, getting a qualification, and receiving life skills training, are all seen to improve the chances of getting a job. However, we should note that the significance of these data is not strong.

Perception variables

Our previous cross-tabular analysis concluded that respondents who had found employment were most likely to have been most confident about gaining employment before entering PVP. The

multivariate model adds somewhat to this conclusion. Firstly, we can see that those with the most buoyant self-confidence were half as likely again to have found work than those with the lowest. However, we should also note that this result lacks statistical significance. This suggests a rather more modest *independent* influence of self-confidence than the previous analysis indicated.

Secondly, however, we observe a positive correlation between the participant acknowledging that PVP has improved their value to employers, and the likelihood of being in employment. This variable only just falls short of significance at the conventional statistical confidence level.

Taking these two findings together, we might conclude that these more confident individuals had something to be confident about. It would seem that such objective factors were rather more important in job-getting than their state of mind, but that their self-confidence improved their chances noticeably.

7. Conclusions

In this chapter we briefly summarise the results and draw out what to us seem to be the most significant conclusions.

7.1 A doubly disadvantaged client group

The research confirms that PVP has been successfully targeted on individuals who demonstrate quite profound labour market problems, and who are unlikely to experience much success in even a rising labour market without a well-focused and sensitively delivered hand-up. Chapter 2 considers the characteristics of the PVP participants, and we can see that they constitute a doubly disadvantaged group. On the one hand they clearly suffer from objective disadvantage, with a quarter of them suffering from some kind of disability or long term illness, half having basic skills deficiencies, and a similar proportion lacking in life skills. On the other hand, they also seem likely to suffer from the more subjective effects of labour market exclusion; fully a third had been signing on for three years or more on entry to PVP, and among those who had previously worked, the average gap since their last job was 66 months. Consequently, we might expect them to suffer from both negative impact on their motivation, self-esteem and self-confidence, as well as any prejudice on the part of employers about taking on somebody with such an extended spell of unemployment.

For this group then, the arguments about the relative importance of heterogeneity and state dependence in constraining labour market re-entry is somewhat academic. They suffer from both.

Quite clearly, this presents PVP with a difficult design problem at the outset. It can hardly be expected to resolve both, and indeed as a relatively short and 'preparatory' programme, we might expect it to address state dependence issues (of self-confidence, motivation, presentation, *etc.*) more successfully than it tackles real and entrenched educational shortcomings (such as literacy and numeracy problems).

However, as we have seen, this group has already had significant experience of ES interventions, intended to address precisely such motivational and presentational shortcomings. Furthermore, it is a group which places quite high stress on 'getting qualified'; *ie* overcoming objective rather than subjective disadvantage in labour market competition. If this is so at the level of the group as a whole, it is even more so at the level of individuals within it. For

apart from being doubly disadvantaged, the group is quite mixed — in previous experience, in attitude, in need and in receptiveness.

7.2 Customisation and PVP

We have mixed evidence on the extent to which, and the success with which, PVP has addressed the diverse needs and expectations of the client group. On the one hand, it is quite clear that efforts at individualisation are being made, and are in part successful; training providers had made significant efforts to assess individual needs, with 57 per cent of respondents recalling one-to-one discussions with their provider, and 80 per cent of respondents had received at least one type of individual attention. Furthermore, most respondents fulfilled their individual training programmes.

As a result, most PVP participants concede a reasonable degree of customisation around their individual needs and circumstances, but many did not. Almost a third thought that it had been completely standardised. This may of course simply turn on the high level of common shortcomings, like basic skill and life skill concerns.

However, the results of this study suggest that efforts to improve the individualisation of PVP would be rewarding, both in terms of addressing quite diverse perceived needs, and of winning client attachment to the programme.

7.3 Client attachment to PVP

Although PVP is a relatively short and preparatory programme, it nevertheless provides an important opportunity to motivate and re-energise participants who are likely to have had a fairly unsuccessful and debilitating experience in the labour market, perhaps extending to previous public programmes, before they joined.

The general level of attachment to PVP is clearly quite high, with 47 per cent of participants very positive about what PVP had to offer, and only one in ten thinking that entering the programme would be a 'waste of time.' This is carried through the programme, with fully 71 per cent of respondents completing PVP as planned, and only 12 per cent leaving early for negative reasons (dissatisfied with PVP, family/personal reasons and lack of funding). Generally, respondents who were most sceptical about the value of PVP, when they joined it, were more likely to have left early.

This relatively high level of attachment to PVP deteriorates somewhat over time. Thus, with the benefit of hindsight, a quarter of participants (who were looking for work) said that they found PVP to have been very useful in pursuing a job, while slightly more than a third said that it had helped a little. A third, however, report that PVP had been no help at all. Among participants who were

going on to further training, the level of perceived helpfulness is higher, with four out of five finding PVP to have been helpful in setting them up for further training, and of these, half found it very helpful.

It would seem that the *general* level of attachment to PVP is quite high, and stays reasonably high even when labour market outcomes are not immediately positive. Nevertheless, this is undermined by the strongly negative attitudes and perceptions of a minority of participants.

We have begun to assess these minority perspectives, and can show that the personal characteristics of this group do not vary greatly from the norm. Their sense of dissatisfaction appear to be associated with a somewhat poorer post-PVP employment record than the norm, but cannot be readily explained by this, as they also entered PVP feeling quite negative about it.

We conclude that, beyond the general success with participants, there is a group whom PVP is not coming to grips with, and who consequently are not getting the most out of the programme. We recommend that more detailed research is conducted on this group, so that appropriate actions can be identified.

7.4 PVP outcomes

As we have seen, PVP participants began to get jobs during their time on PVP, and immediately on completing it. Some seven per cent in all got a job straightaway on leaving PVP; with about half of them (four per cent of the sample as a whole) leaving PVP early to take it up. A similar sized group (seven per cent) left PVP for inactivity (looking after family, sickness *etc.*). A fifth of the sample went straight on to Training for Work, and this reflects the seamless transition sought in the design of PVP.

Most PVP leavers, however, remained unemployed and kept looking for work, and they were moderately successful. Altogether, a third of leavers found work during the nine to 12 months between leaving and being interviewed, and a fifth of them were still in it at the time of the interview.

Some of the factors which offer the most telling explanation of who did, and who did not, find work tend not to be PVP-related at all, but derive from the individual's personal circumstances; and in particular from the duration of unemployment prior to PVP, their partner's employment status, and their mobility.

However, beyond this, PVP does appear independently to improve job-getting chances where the participant is happiest that PVP has been oriented to his/her particular needs, is confident that it has improved their value to employers, and has most evidently boosted their self-confidence.

7.5 PVP and self-confidence

It is through the subjective assessment of their individual circumstances and capacity to cope that PVP seems to have the most positive impact on participants. Nearly two-thirds agree that PVP had a positive effect on their self-confidence, and this may be in terms of coping with further training, with direct job entry, or with actually doing the job they sought.

We can confidently indicate certain features of PVP which seem most positively correlated with this increased self-confidence. They are work tasters, or periods of work experience, receipt of help with jobsearch, having worked with computers, and help with reading and writing.

Furthermore, these changes in perception seem to be reasonably long term. Whatever their specific job outcome, the general self-confidence of most of our cohort had increased since joining PVP. There had been some regression but not much, and as we have shown some nine to 12 months after leaving PVP, a majority (60 per cent) of respondents are now (*ie* in late 1997) either very or fairly confident about their job prospects. In particular, of those who were least confident before PVP, fully 45 per cent now felt very or fairly confident about their employment prospects.

Finally, the crystallisation in the individual's own mind about both the sort of problems they have got to sort out, and the direction they want to go in, seem to be important consequences of PVP, which themselves are associated with positive outcomes. Joining Training for Work in particular was strongly associated with having and completing an individual training plan during PVP, and those who considered that PVP had given them a clearer idea about what they wanted to do were more likely to join Training for Work than to drop out into inactivity.

Thus, in short, we should look at PVP outcomes as intermediate ones. It is indeed a bonus that some participants go immediately into work, but a more profound, beneficial and long-lasting effect seems to be to re-motivate and to re-direct individuals' assessment of themselves, their circumstances and their aspirations, in ways that positively and significantly improve their labour market potential.

Appendix 1: Research Methodology

A1.1 Introduction

The survey involved interviewing people who left PVP between November 1996 and February 1997. It aimed to find out their views on the training that they had received and what they had done (in terms of employment) since leaving the scheme.

The sample for the survey was provided by the DfEE from records held by TECs. All potential respondents were sent an advance letter on DfEE headed paper before being contacted by an interviewer for the purpose of a face-to-face CAPI interview. The fieldwork and DP was conducted on our behalf by RSL Social Research.

This appendix contains the technical details of the methodology used to conduct the interviews and compile the data collected. Section A1.2 describes the design of the sample for the project. Section A1.3 contains details of the piloting and questionnaire development that was undertaken. The final section provides information on the fieldwork and response rates achieved.

A1.2 The Sample

A1.2.1 Sample design

The sample was designed to produce 500 interviews with a representative group of ex-PVP participants. In order to meet this objective, the following criteria were adopted:

Sample population — PVP leavers

To meet the aims of the research, it had originally been proposed that the sample would be drawn from among individuals joining PVP. However, as people stayed on the scheme for varying lengths of time it was decided that it would be better to take a sample of leavers. This would allow better control over the length of time since an individual had left PVP, which was of crucial importance to the research.

Thus the sample consisted of those people who left PVP between November and February 1997. In total, 3,821 people left PVP during this time.

Sample population — deadwood and response

PVP schemes were offered in 58 TEC areas. The TECs were the source of the sample contact information (participant name, address, *etc.*)

The address details held by the TECs about PVP participants were those given to the TEC when the participant started on PVP. Therefore, at the time of the interview, the addresses were between 11 and 17 months old. Consequently, it was recognised when selecting the sample that allowance would have to be made for a relatively high level of deadwood (addresses which were no longer valid, because for example the participant had since moved).

It was anticipated that it would be possible to achieve a response rate of between 50 per cent and 60 per cent among participants who were in scope (*ie* excluding the deadwood). This indicated that it would be necessary to select a starting sample of around 1,250 in order to achieve the 500 interviews required.

Clustering the sample and assignment size

As the interviews were to be conducted face to face, it was necessary to cluster the sample somewhat to ensure that the interviewing could be as cost effective as possible. Addresses within a TEC were grouped into clusters on the basis of postcode.

Some TECs cover very large geographic areas, with very dispersed populations. Thus, in order to minimise travel time and expenses, it was agreed that interviewers would work within a seven mile radius of the selected TECs. In fact, in three 'rural' TECs this seven mile radius criteria was extended to ten, to ensure sufficient coverage.

For fieldwork purposes, it was decided that 50 interviewers would be used, thereby allowing 50 assignments of sample to be issued (making each assignment consist of 25 pieces of sample would result in a starting sample of 1,250). Consequently, 50 'clusters' of sample needed to be selected.

Drawing the sample

The primary sampling units available for drawing the sample were the TECs. On this basis, the number of TECs selected from the 58 was dependent upon the distribution of participants within each TEC. For instance, if the participants had been evenly distributed across all 58 TECs, then 50 would have been selected.

However, as mentioned, some TECs had much higher numbers of PVP participants than others. It was therefore more sensible to select (and issue) a larger number of addresses from those TECs with greater numbers of participants.

To ensure that each TEC was represented proportionately, 50 sample point assignments of 25 were selected from among the TECs with probability proportionate to size. This meant that some TECs were not selected for an assignment at all, while others were selected for more than one. The maximum number from a single TEC was four.

Within each selected TEC, each assignment of 25 participants was drawn by systematic random selection from among those leavers who fell within useable clusters (*ie* the seven or ten mile cluster criteria).

A1.2.2 Sample selection

Sample selection — TECs

As mentioned, 58 TECs offered PVP. The disk provided containing the details of the sample included 3,821 records from 54 TECs. Thus four TECs failed to provide sample records.

Of the 54 TECs who provided details, eight had fewer than 25 leavers. They were therefore excluded from the selection process

as they could not make up a full interviewer assignment. A further two TECs were included as they did not have sufficient addresses with a seven mile radius.

This left 44 TECs available for selection. Each of the 44 had a different number of eligible leavers. Consequently, some were selected more than once for an assignment and some not at all. In total, 35 TECs were selected, with the number of assignments per TEC varying from one (in the majority of cases) to four. In each of the 50 points in the 35 TECs, 25 leavers were randomly selected, producing a total of 1,250 leavers.

Sample selection — PVP leavers

The sample of 1,250 PVP leavers that was drawn was compared with the population of all leavers on the basis of three key variables: age, gender, and length of time on PVP. Table 2:1 below contains details of the comparison.

The table shows that the sample matched the population very closely. In terms of age and time on PVP there was no difference. In terms of gender, the sample had slightly more women than the population.

Table A1.2:1 Comparison of sample selected with population

	Full population 4,452	Leavers (Nov-Feb) 3,821	Sample selected 1,250
Average age (years)	33.4	33.3	33.3
Gender			
Male	3,255 (73%)	2,775 (73%)	898 (72%)
Female	1,148 (26%)	1,008 (26%)	344 (28%)
Not known	49 (1%)	38 (1%)	8 (*%)
Time on PVP			
Months	12.6	12.7	12.6

A1.3 Piloting and Questionnaire Development

Before the commencement of the main stage fieldwork, the contacting and approach procedures, plus the questionnaire, were fully piloted.

Piloting

Piloting took place between the 26th September, when the interviewers were briefed, and 10th October when they were debriefed. Five interviewers conducted the pilot interviews. Five areas were selected from those available for the main stage:

- Milton Keynes
- Lincoln
- Swindon
- Preston
- Teesside.

In each area, interviewers were issued with 25 addresses. For the pilot, each interviewer was asked to achieve ten interviews (more if possible within the limited time available).

The quality of the addresses provided, and the ease of obtaining interviews, varied by area. The number of interviews obtained per area is given below.

Milton Keynes	8
Lincoln	14
Swindon	10
Preston	11
Teesside	13
<i>Total</i>	<i>56 interviews</i>

Reasons for non-response:

Address untraceable	4
Respondent not at address	15
Personal refusal	7
Address vacant	3
No contact made	30
Away during survey period	4
Ill, incapacitated	2
Refusals by proxy	1

Questionnaire development

Pilot interviews ranged in length from 15 minutes to over an hour. The length depended largely on the respondent. Many of the respondents had literacy problems, or had trouble understanding some of the questions. Thus, the interviewer had to spend time trying to explain things and be very patient.

On average, the interviews were about 35-40 minutes — slightly longer than anticipated.

All respondents could identify the PVP training they had had. The three checks at the beginning of the questionnaire worked well in clarifying what was meant by PVP, and in nearly all cases the start and finish dates taken from the sample data proved accurate.

Most of the comments that the interviewers made about the questionnaire related to the problems that respondents had understanding the questions. It was felt that more explanation could be provided for certain questions (for example, better explanations of what the various JobCentre activities actually are). Some questions just required simplification.

The pilot identified several specific points that needed amending in the questionnaire before the main stage. These were discussed and agreed with the client. Generally, however, it was felt the pilot questionnaire worked quite well, requiring only tweaking rather than a fundamental rewrite.

Conclusions

Overall, the pilot went well. The number of interviews expected was achieved — and although response was not high (due mainly to a large number of movers and the difficulty getting hold of people) it was not markedly worse than anticipated.

The questionnaire itself worked reasonably well. Respondents could identify PVP and could talk about this specific training (although interviewers had to keep reminding them of which period of training we were interested in).

A1.4 Fieldwork and Response Rates

A1.4.1 Fieldwork briefings

The main fieldwork was preceded by the mailing of explanatory letters in the week of 27th October and the personal briefing of interviewers on 2nd November.

In total, 44 interviewers were briefed for work on the survey by the research staff allocated to the project. Each interviewer was also supplied with a full written set of instructions and the necessary materials (showcards, copies of letters, sample issue sheets, *etc.*).

A1.4.2 Contact procedures

Both telephone contacts and house calls were used to establish direct links with survey participants. In order to avoid systematic bias, approaches via both methods were used, and allocated to mornings, afternoons and evenings, six days a week. In this way we hoped to minimise the chances of missing PVP participants who had found work and were consequently difficult to contact during working hours. We also wished to minimise systematic undercounting among those who were not on the telephone.

A1.4.3 Response rate — out of scope addresses

As mentioned, the pilot had indicated that there were concerns about the high level of out-of-scope sample that would be encountered by the interviewers. This was because of the relative out-of-dateness of the address details for the respondents. Consequently, a greater amount of sample was drawn than would usually have been the case to achieve 500 interviews.

Table A1.4:1 provides the details of the total number of addresses that were found to be out-of-date or incorrect, and shows that the concerns over the level of out-of-scopes were justified.

Over one-fifth of the issued sample (22 per cent) of 1,250 was found to be out-of-scope. The most common reason for this was that the named individual no longer lived at the given address and no follow-up address was known or available. A further one in twenty addresses (five per cent) were either vacant or derelict.

Table A1.4:1 Out-of-scope sample

Sample issued %

Reason out-of-scope	1,250	100
Address untraceable/does not exist	27	2
Address vacant or derelict	60	5
Address not residential	4	*
Other problem with address	14	1
Named individual does not live at address/ not known at address/no follow-up address available	176	14
<i>In-scope addresses available for interview</i>	<i>969</i>	<i>79</i>

A1.4.4 Response rate in-scope addresses

The removal of the 281 identified out-of-scope addresses left 969 available for the survey. Table A1.4:2 provides details of the number of interviews achieved at these 969 addresses and the outcomes that resulted at the others.

Over one-fifth of the available sample (21 per cent) were not contacted, either because they were never in or there was never any reply at the address. This suggests that some of these cases were in fact also out-of-scope addresses. However, it was not possible for the interviewers to verify this, as no-one responded at the address.

Overall, very few people actually refused to participate in the survey, either directly (six per cent) or indirectly through someone else (two per cent). There were also some 'disguised' refusals in the form of broken appointments (two per cent) and 'no recollection of PVP' (one per cent). Small proportions were away (two per cent) or ill (one per cent).

Table A1.4:2 In-scope sample

Reason for non interview	Sample available 969	% 100
Individual had no recollection of PVP	6	1
Named individual never contacted (never in, no reply)	206	21
Named individual personally refused	57	6
Named individual ill/incapacitated during survey	8	1
Named individual broke appointment, could not be recontacted	15	2
Other reason for non-interview (no English, etc.)	29	3
Unresolved in survey timetable	95	10
Refusal on behalf of named individual by someone else	20	2
Named individual away during survey period	21	2
<i>Interviews achieved</i>	<i>512</i>	<i>53</i>

In total, 512 interviews were achieved, giving an in-scope response rate of 53 per cent. However, as mentioned, the actual

productive response rate was clearly higher than this, because of the level of unidentified out-of-scopes. Unfortunately, the difficulty of obtaining full information about these cases meant that providing a more accurate response rate was not possible.

Appendix 2: Questionnaire

Appendix 3: Listing of Main Classificatory Variables and Derivation

Name	Source		Categories
All			
PERSONAL CHAR.	Questionnaire Q47	1	M
Sex		2	F
Age when entered PVP	DfEE Mgt Info Database AGEYR		under 20 21-40 41-60 over 60
Marital Status	Questionnaire Q40	1 2 3	Single Married Separated
Kids	Questionnaire Q42	1 2	Yes No
Returner	DfEE Mgt Info Database LMRETS	1 2	Yes No
Ethnicity	DfEE Mgt Info Database ETHNICB	1 2-9 inclusive	White Other
Basic Skills Deficient	DfEE Mgt Info Database LITNUMCO	1 2	Yes No
Life Skills Deficient	DfEE Mgt Info Database LIFESKIL	1 2	Yes No
Other Learning Difficulty	DfEE Mgt Info Database OLRNDF	1 2	Yes No
Disability	DfEE Mgt Info Database DISAB	1 2	Yes No

Name	Source		Categories
LABOUR MARKET Eligibility	DfEE Mgt Info Database ELIGIB	4,5	LTU
		3	PWD
		11	Basic Skill
		1,2	ES Direct
		6-10 & 12-15	Other
Signing on Spell	DfEE Mgt Info Database uempdur1	11	< 6 months
		12,13,14,15,16,17	6-11 months
		18	12-23 months
		19	24-35 months
		20	36 months and over
Pre PVP Confidence	Questionnaire	Q13	1 Easy
			2 In time
			3 No chance
			9 NA
Attitude to PVP	Questionnaire	Q16	1 Just the thing
			2 Give it a go
			3 Waste time
			9
			NA

Name	Source		Categories
PVP EXPERIENCE Referral	DfEE Mgt Info Database REFBY	1	ES
		2	Assessor
		3	Provider
		4	Other
FT/PT	DfEE Mgt Info Database FULPART	1	FT
		2	PT
Provider Type	DfEE Mgt Info Database STPRTYP	7	Voluntary sector
		All others	Others
Provider Status	DfEE Mgt Info Database STPRSTA		Need to sort these out
Studies for Qualification	DfEE Mgt Info Database VQDID	1	Yes
		2	No
Got Qualification	DfEE Mgt Info Database VQGOT	1	Yes
		2	No
Completed ITP	DfEE Mgt Info Database DIDIIP	1	Yes
		2	No
Basic Skill Training	DfEE Mgt Info Database LITNUMCO & DIDBST		See note
Life Skill Training	DfEE Mgt Info Database LIFESKIL and DIDLST		See note

Appendix 4: An Example of the PVP Starts/Leaves Form
