



# Evidence from the Social Inclusion Programme – Employment Focus

## 6<sup>th</sup> Annual NERI Labour Market Conference

Tuesday 22<sup>nd</sup> May, 2018, NUI Galway

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# This Presentation

1. The data and SICAP
  2. Socio-economic profile of new entrants
  3. Types of supports received
  4. Employment & training outcomes
- Limited to clients who received employment supports (Goal 3). Excludes G2 – G2 clients tend to be more disadvantaged and less job ready
  - Data is on ‘new entrants’ and not the overall caseload of SICAP each year – individuals rather than count. This excludes the carryover clients
  - Has implications – lower numbers and new entrants less disadvantaged in some areas, e.g. unemployment duration, which may reflect an improved economic context
  - New way of looking at the data by focusing on the clients brought into SICAP annually – the inflow



# The Data

- Data source is Integrated Reporting and Information System (IRIS) – a custom built Microsoft CRM system.
- IRIS is a unique and rich database which presents a ‘whole’ programme
- Clients with a registration meeting and minimum of 2 interventions
- Information given by clients at registration point – complete a form such as address, gender, age band, how did you hear, target group, jobless household etc.
- Data presented over 3 years - 2015 is nine months delivery



# The Data (II)

- Reliant on accuracy of data entered. There are 'No response' fields as per data protection/data consent laws and also blanks
- Disadvantage/membership of target group may be under-reported as a result
- These have been removed in the charts for ease but in some cases are significant
- Produced using Power BI which converts data into information
- Data is subject to change and provisional – Pobal is producing the SICAP End of Programme report which will contain the full, verified data and analysis

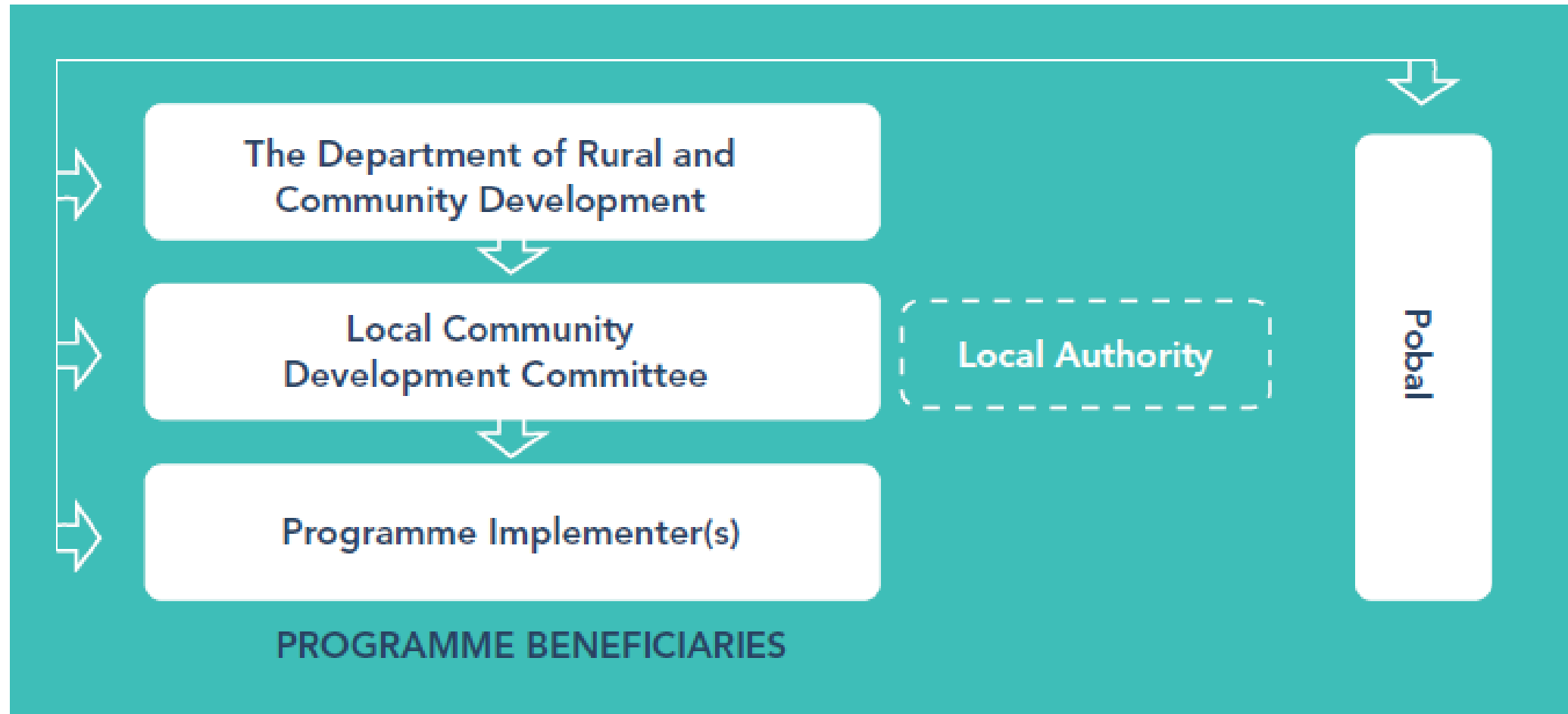
# What is SICAP? The Social Inclusion and Community Activation Programme



# Programme Overview

- National programme (delivered in 51 lots) which aimed to tackle poverty, social exclusion and long-term unemployment
- Achieved through local engagement and partnerships between disadvantaged individuals, community organisations and public sector agencies
- Funded by Department of Rural and Community Development & co-funded by ESF (Youth Employment Initiative)
- Programme operated April 2015 – Dec 2017, total budget of approx. €100m
- Set parameters for eligibility to keep targeted focus – 11 target groups
- Targets set for 2 KPIs and 13 Headline Indicators

# SICAP Operating Structure





# What Makes SICAP Unique?

- Voluntary, community-delivered, bottom-up programme
- Delivered by Local Development Companies which were selected through a tendering process – independent companies with their own boards
- Not a statutory service, no required participation and is not connected to social welfare eligibility
- Is a varied and diverse programme that whilst working within a national framework, has much local variation and delivers a wide number of actions and objectives
- Each LDC sets out its annual plan which contains the actions it's going to deliver and the target groups it will engage with





# Goal 3

*“To engage with marginalised target groups/individuals and residents of disadvantaged communities who are unemployed but who do not fall within mainstream employment service provision, or who are referred to SICAP, to move them closer to the labour market and improve work readiness, and support them in accessing employment and self-employment and creating social enterprise opportunities.”*

# Presenting the Data: SICAP New Entrants

# G3 Caseload & New Entrants

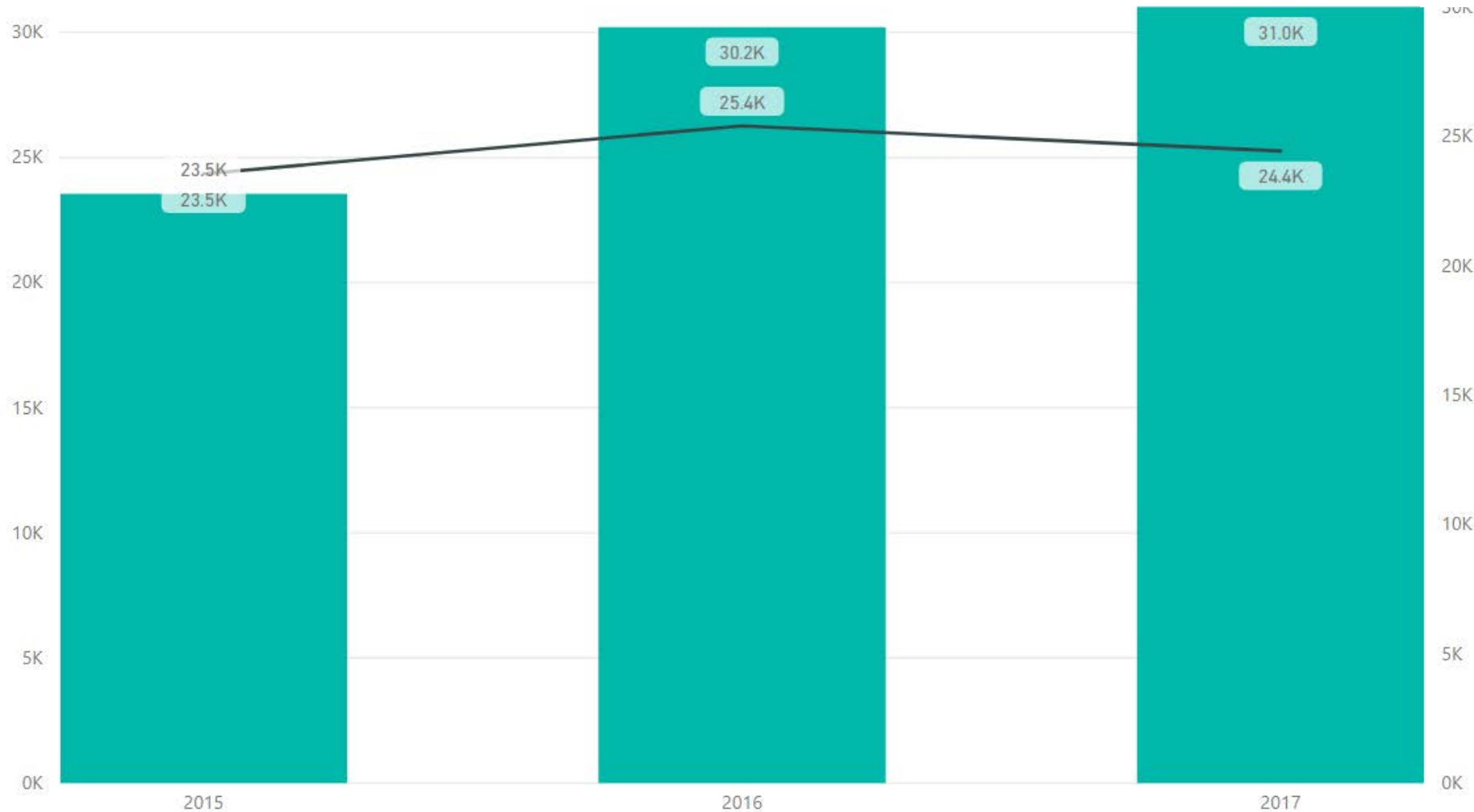
G3 Caseload

**73.37K**

Count of Individual ID

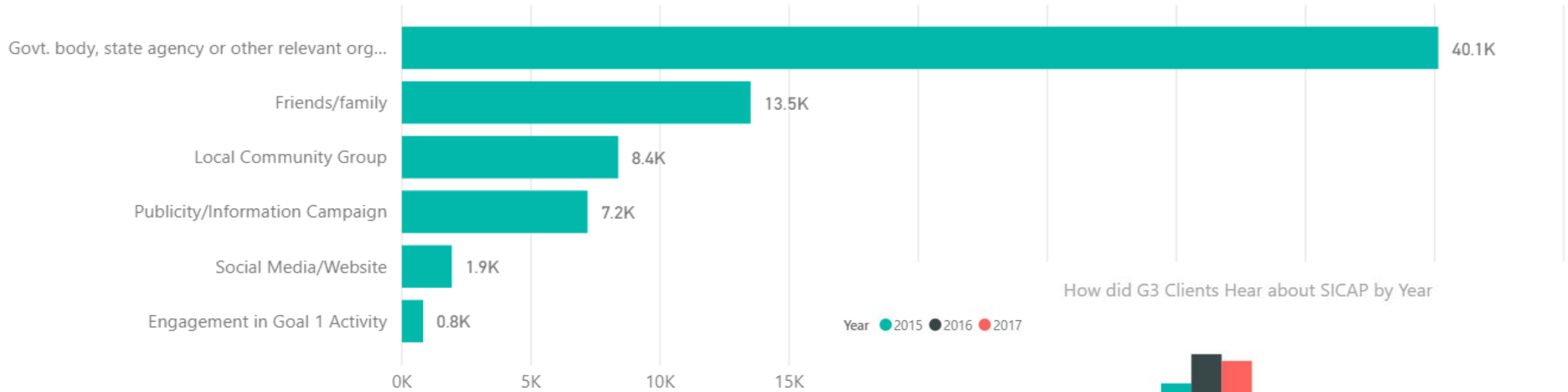
Sum of G3 Caseload and New Entrants by Year

● Sum of Caseload ● Sum of new entrants

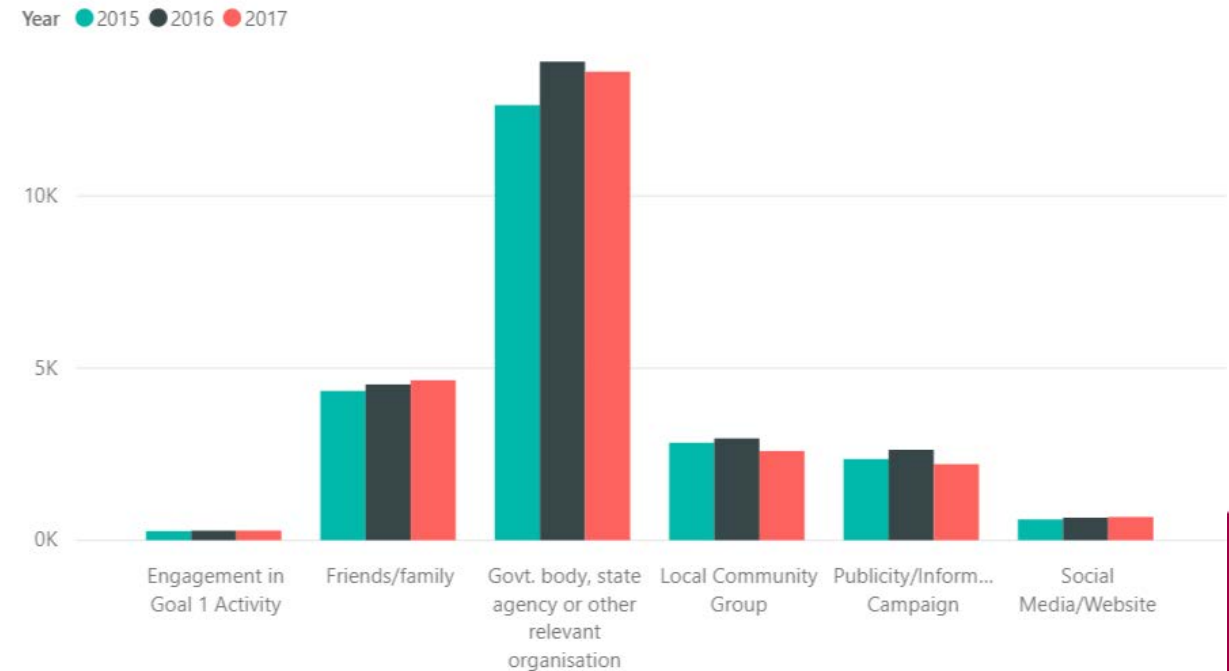


# Finding out about SICAP

How did G3 Clients Hear about SICAP?

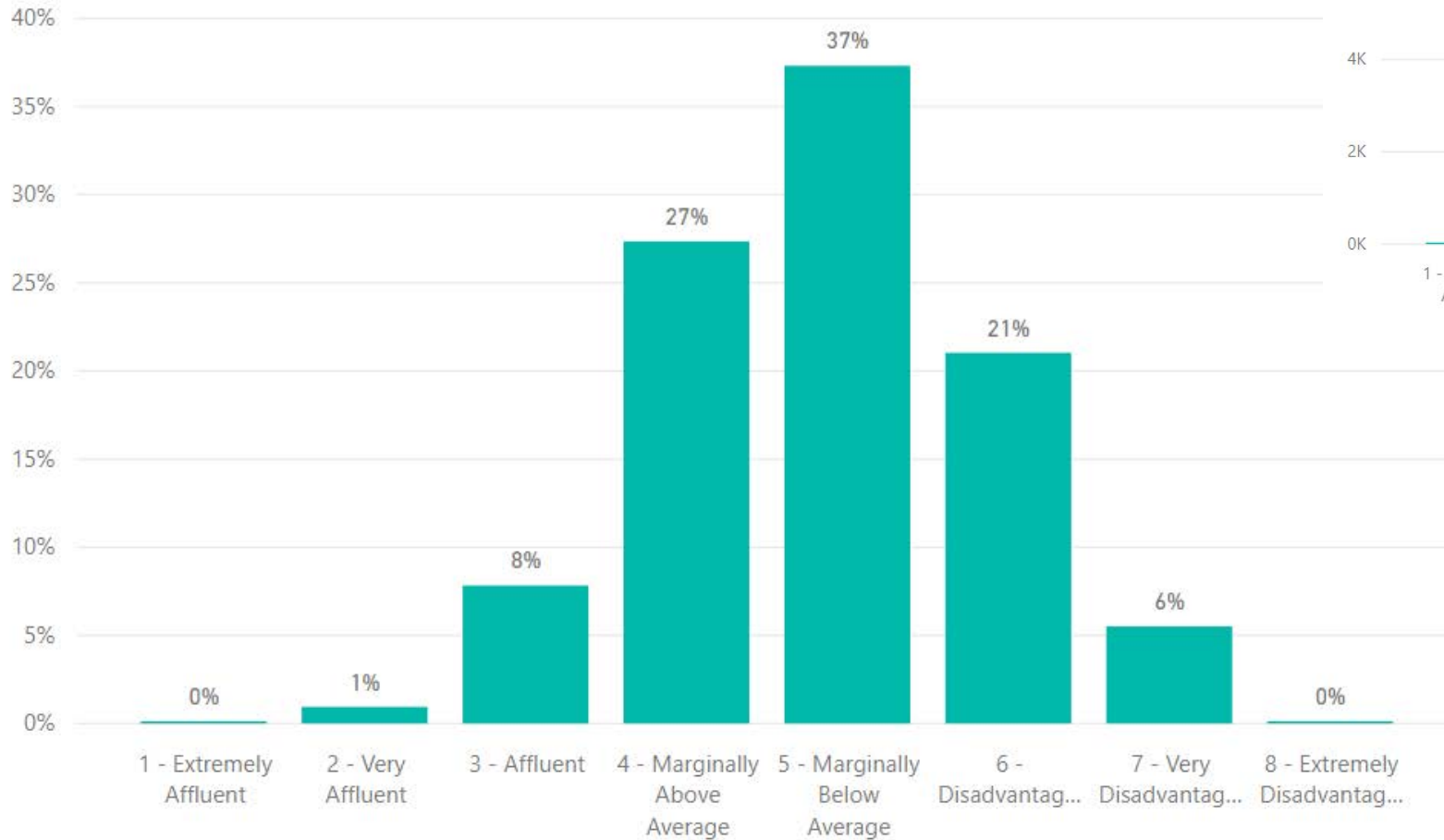


How did G3 Clients Hear about SICAP by Year

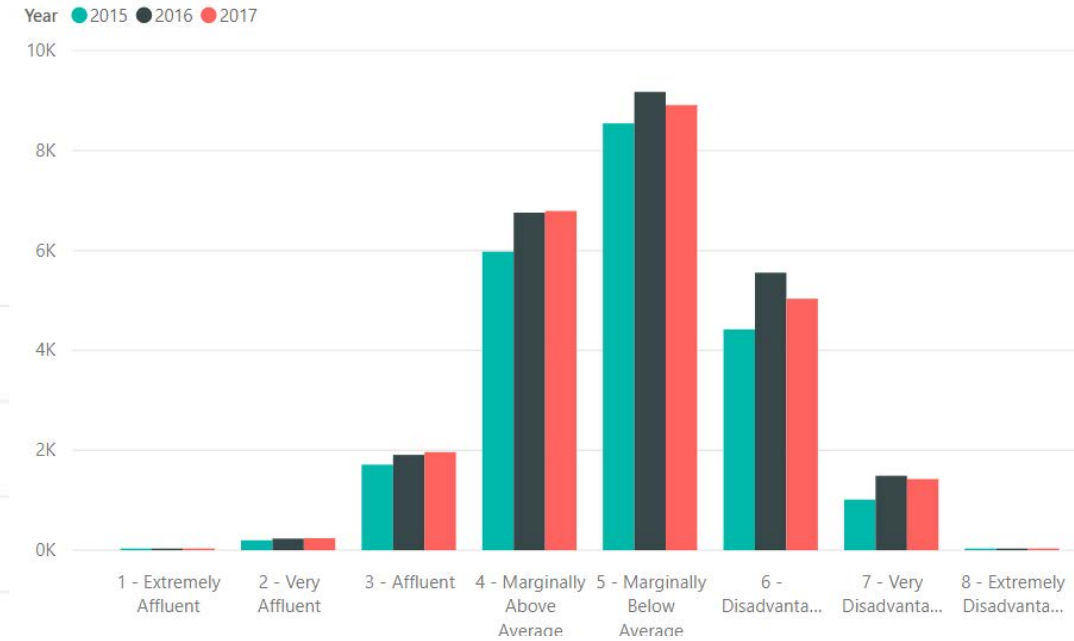


# Profile: Deprivation Index

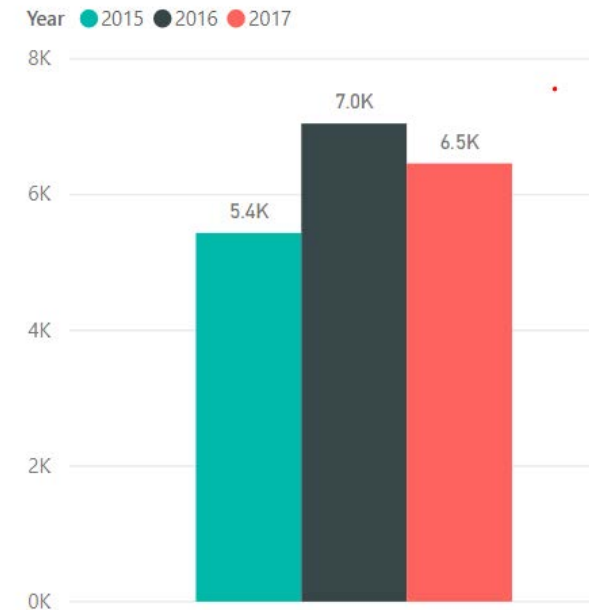
% of G3 Clients by Deprivation Index Category



G3 Clients by Deprivation Index Category by Year



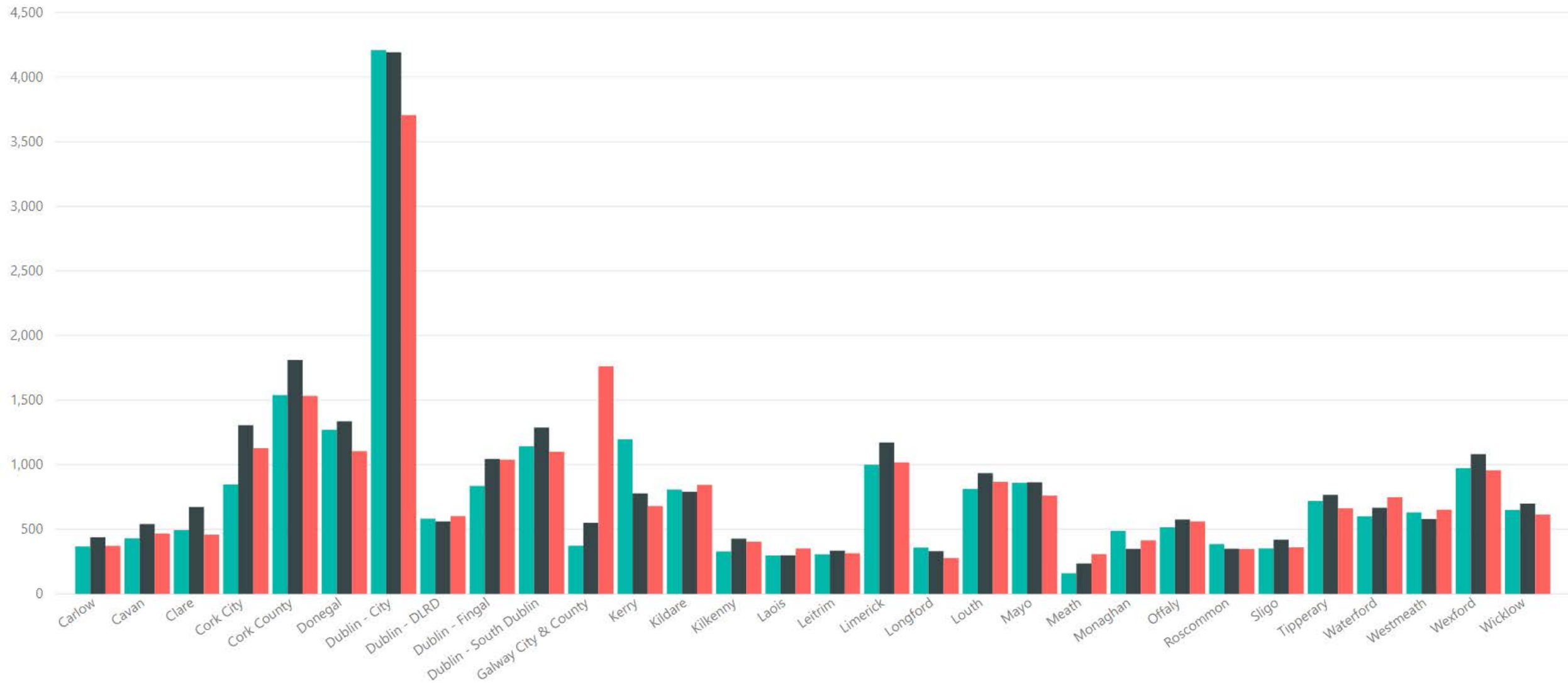
G3 Clients Living in Deprived Area



# New Entrants by County

G3 Clients by County by Year

Year ● 2015 ● 2016 ● 2017

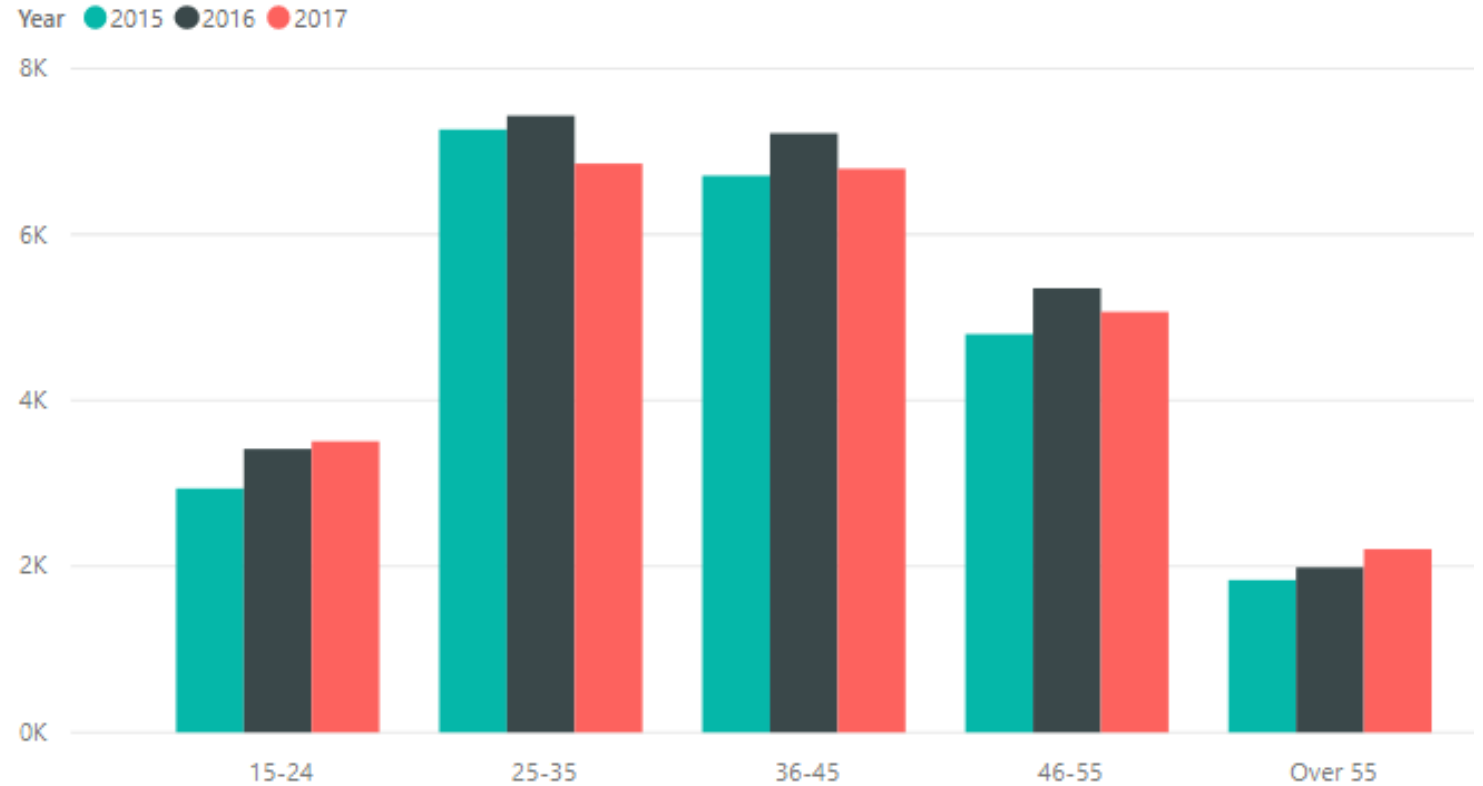


# Gender & Age Profile

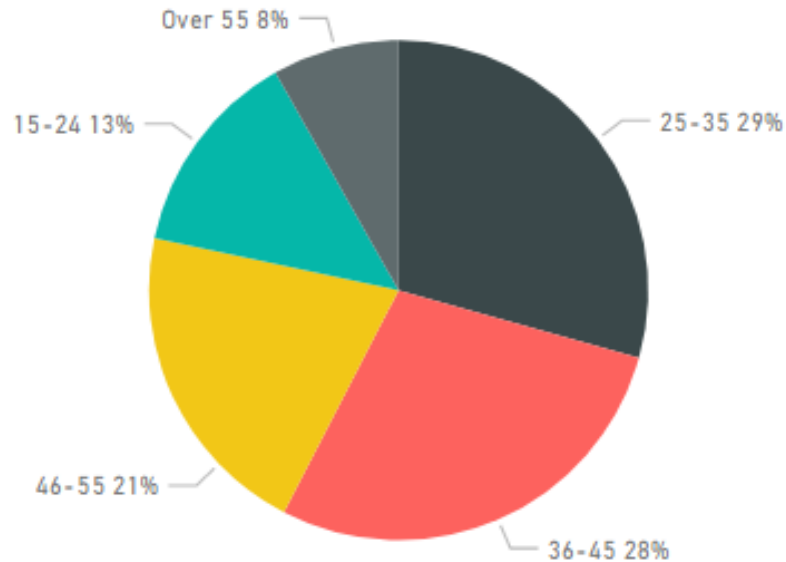
62% Male  
38% Female

Age Band	2015	2016	2017	Total
15-24	2939	3415	3507	9861
25-35	7264	7430	6853	21547
36-45	6708	7218	6791	20717
46-55	4799	5351	5067	15217
Over 55	1836	1988	2208	6032
<b>Total</b>	<b>23546</b>	<b>25402</b>	<b>24426</b>	<b>73374</b>

G3 Clients by Age by YR

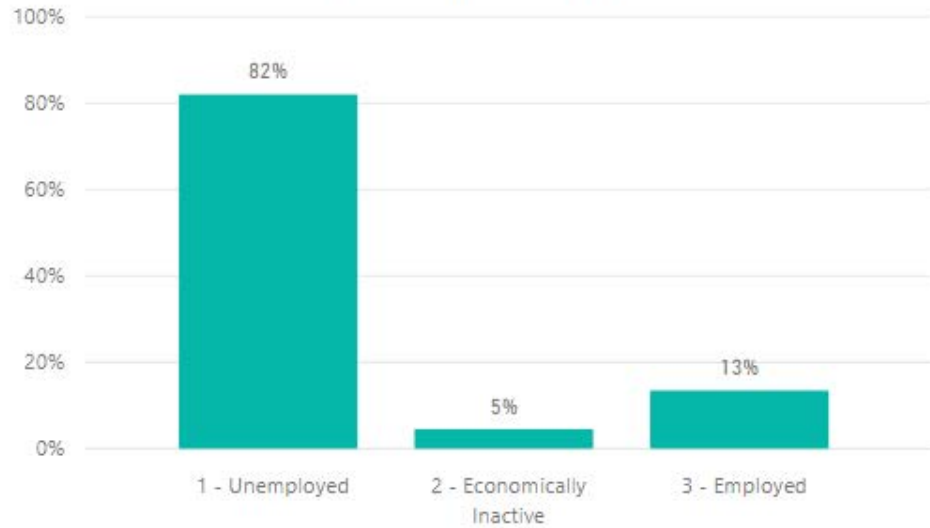


SICAP G3 Clients by Age

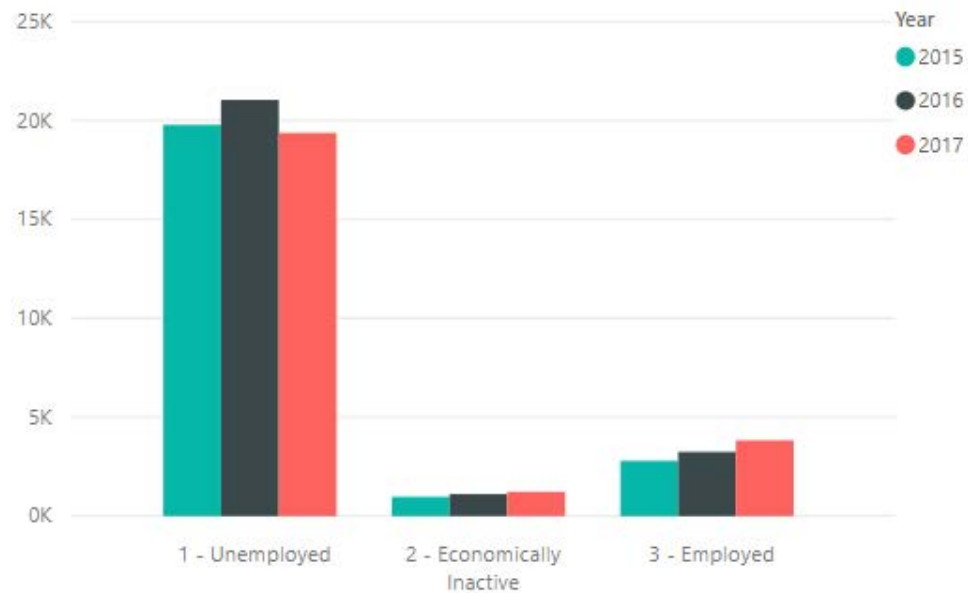


# Principal Economic Status

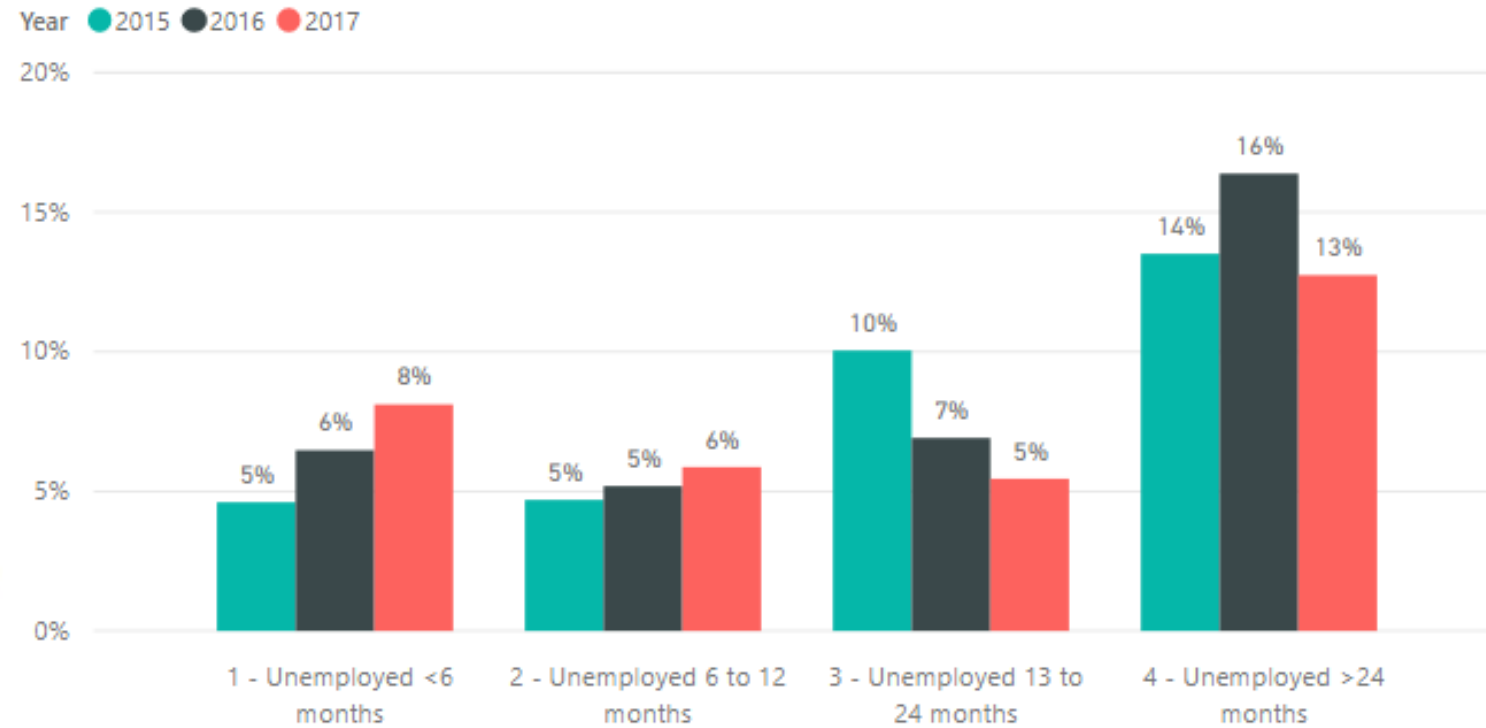
Economic Status of G3 Clients



Economic Status of G3 Clients by Year



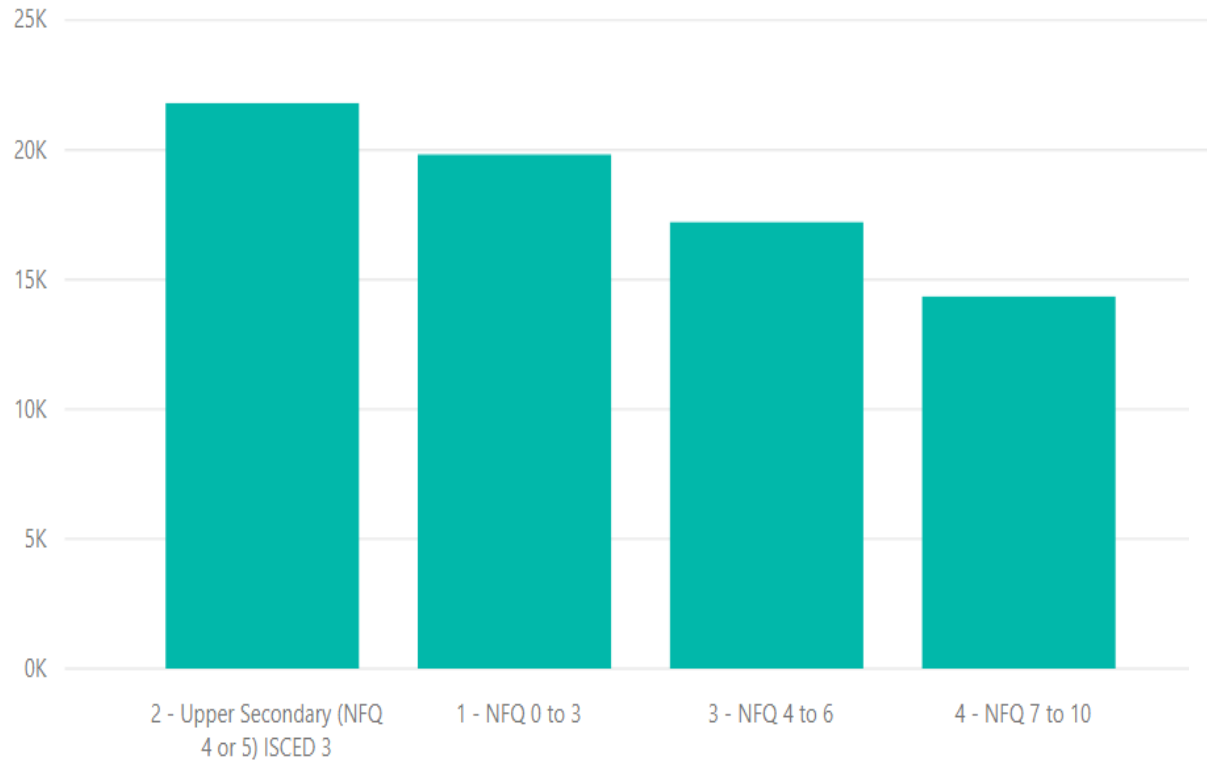
Unemployment Duration by Year



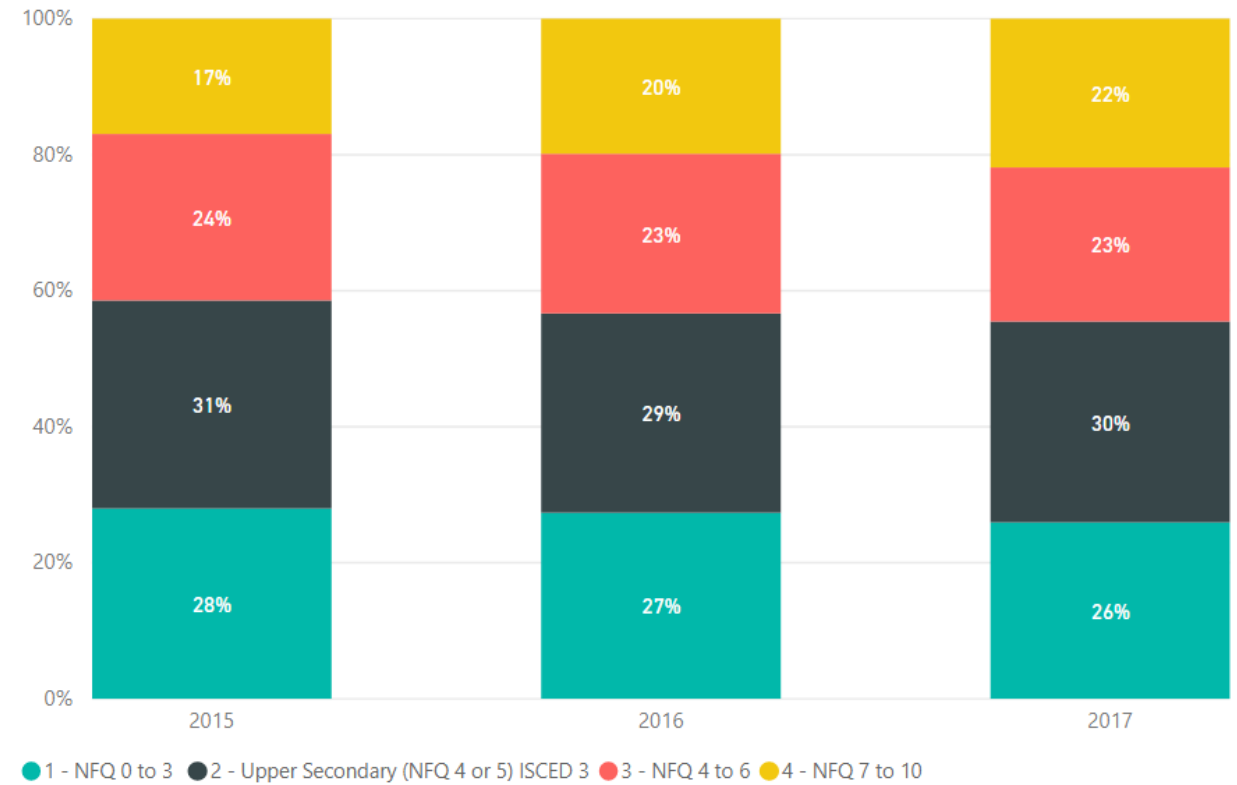


# Highest Level of Education

G3 Clients by Highest Level of Education



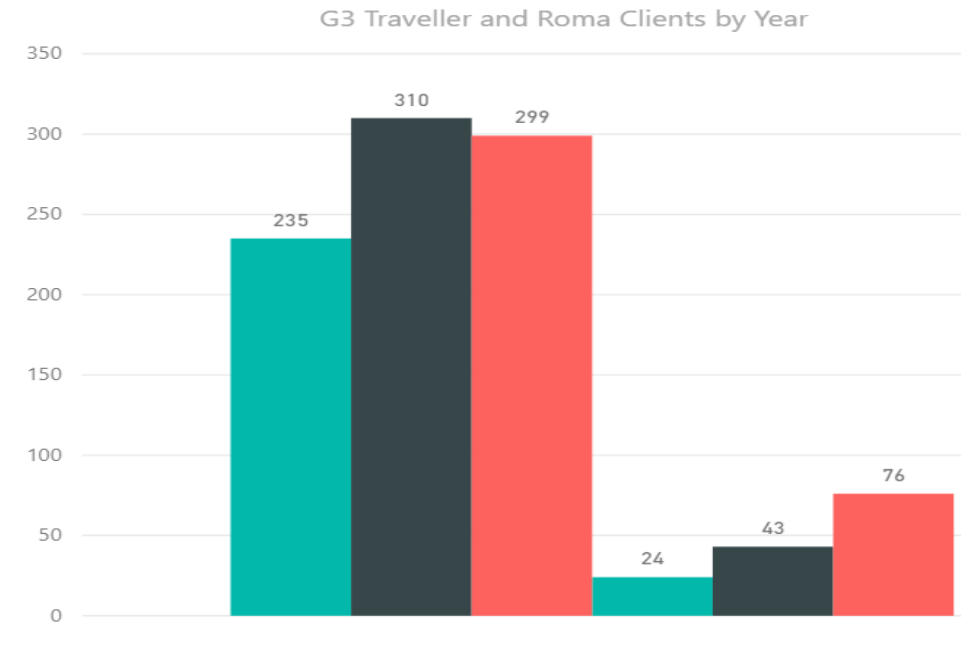
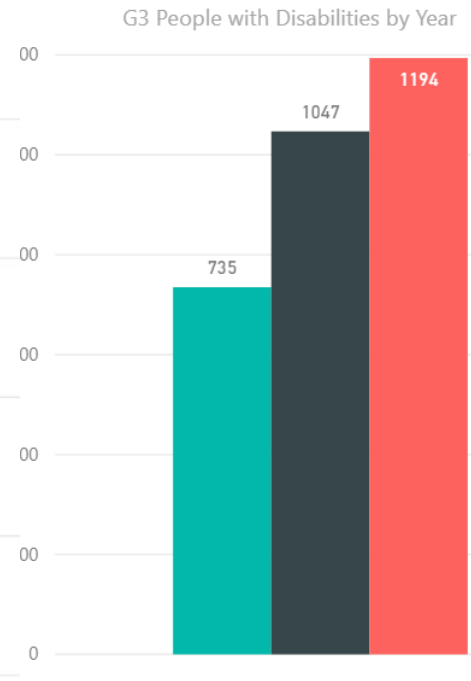
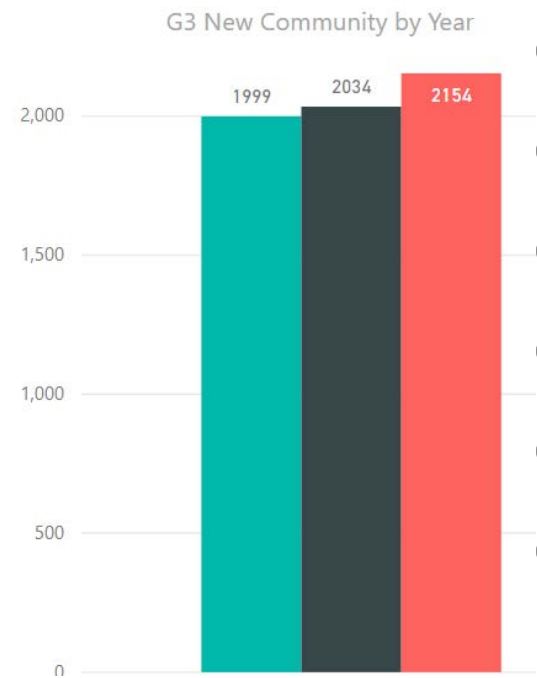
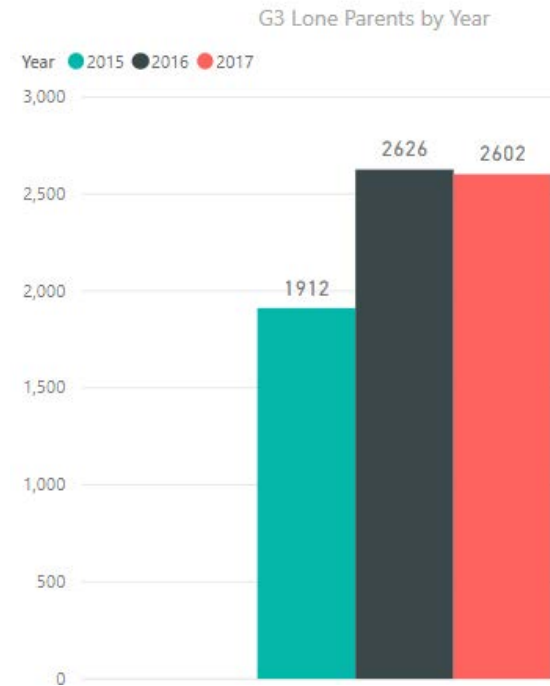
% G3 Clients by Highest Level of Education by Year



# Target Groups: Annual Breakdown

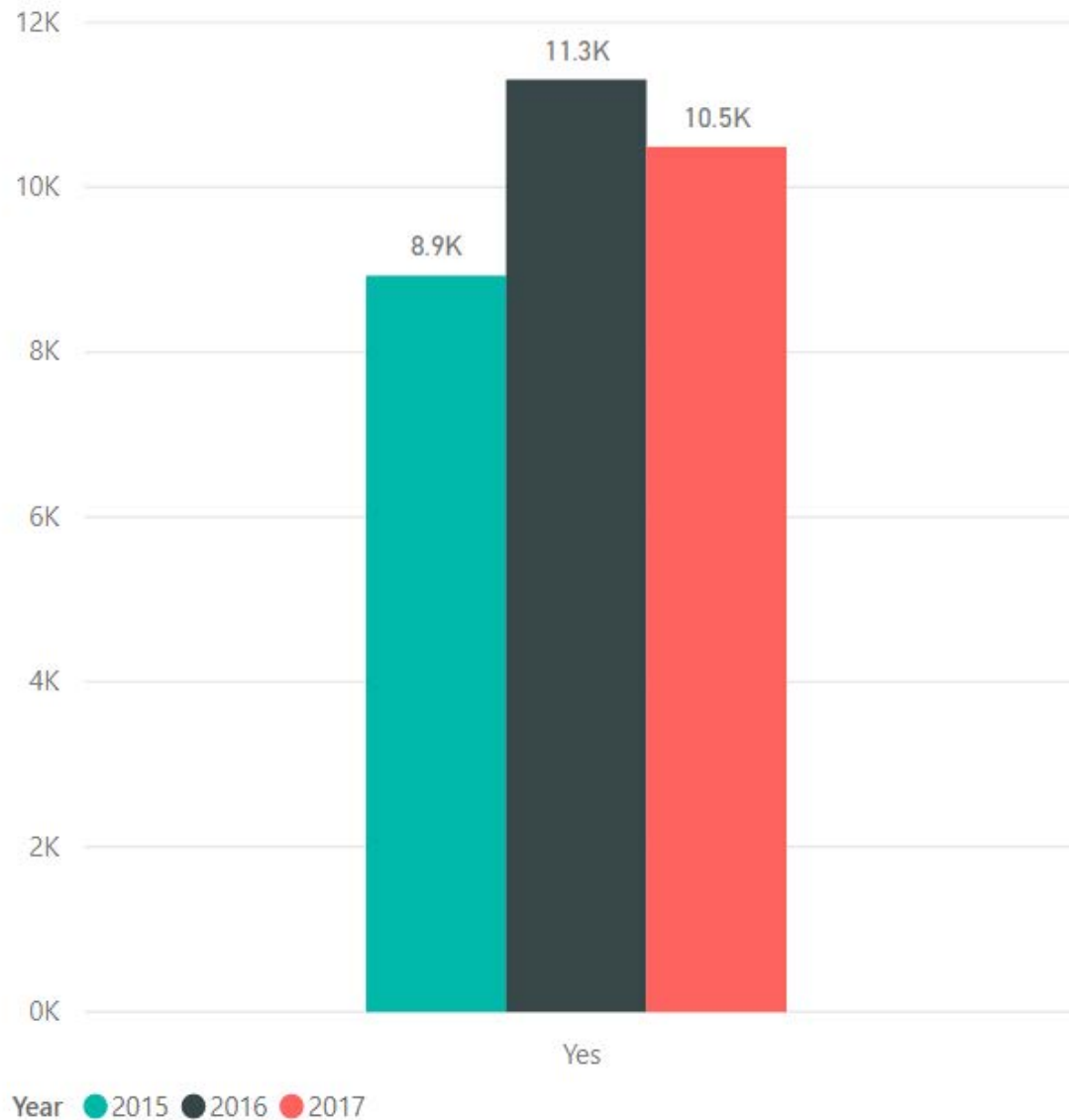


# Target Groups – Annual Breakdown



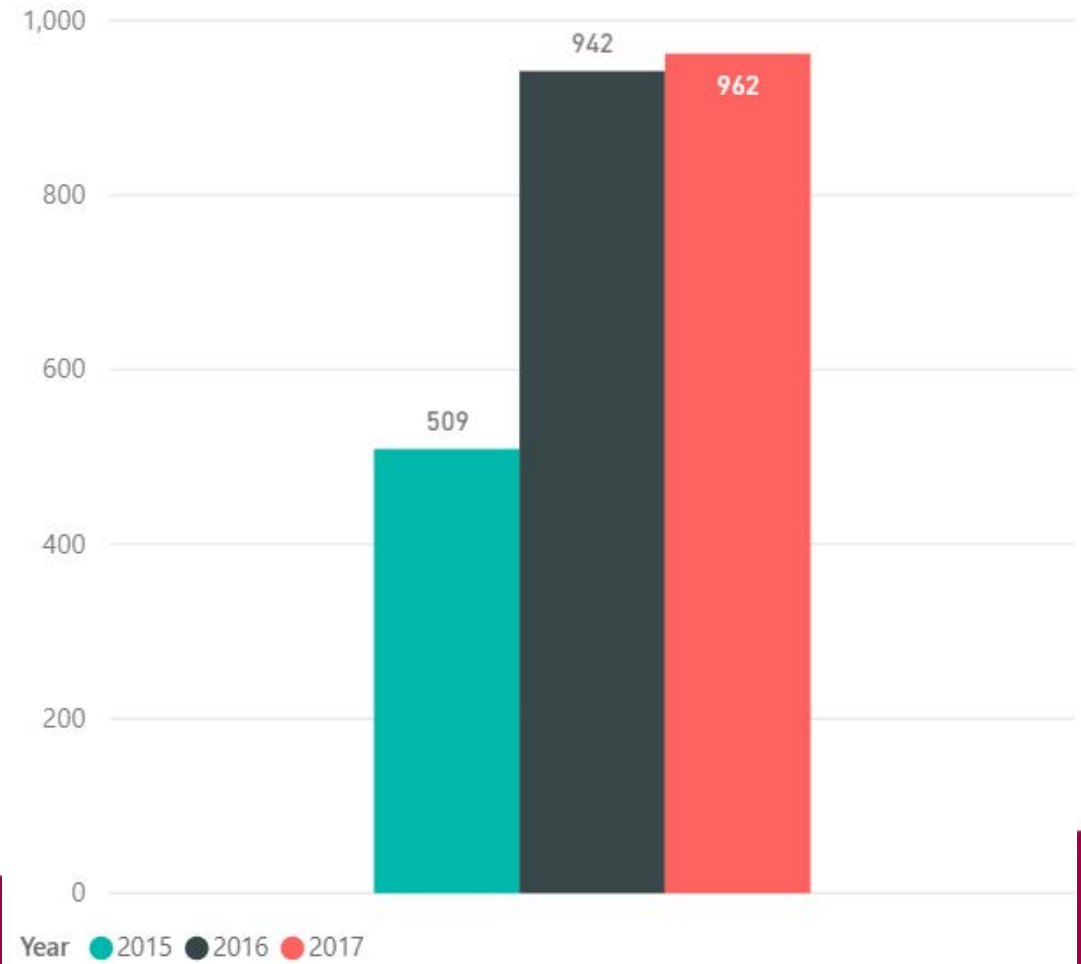
# Additional Indicators of Disadvantage

G3 Clients Living in Jobless Households by Year



42% of G3 new entrants lived in jobless households

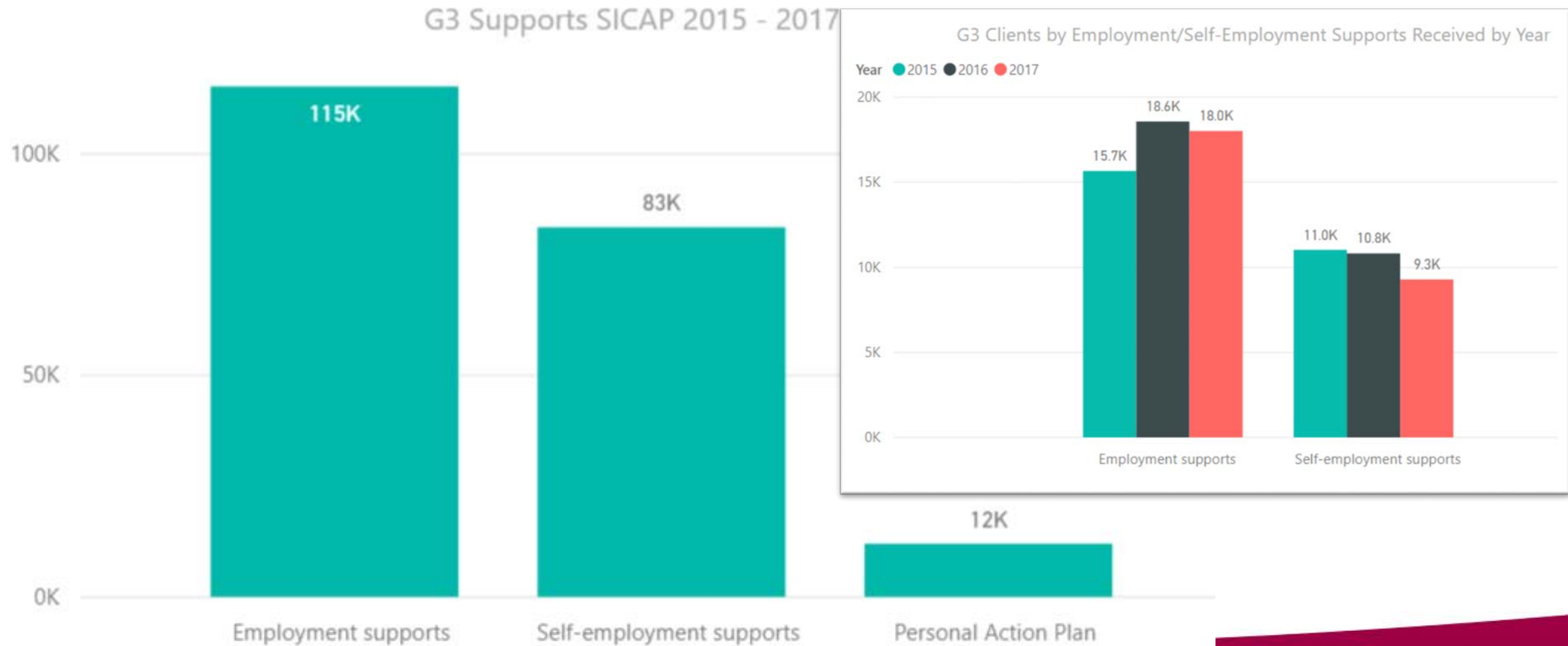
G3 Clients - Homeless or Affected by Housing Exclusion by Year



# G3 Supports for New Entrants

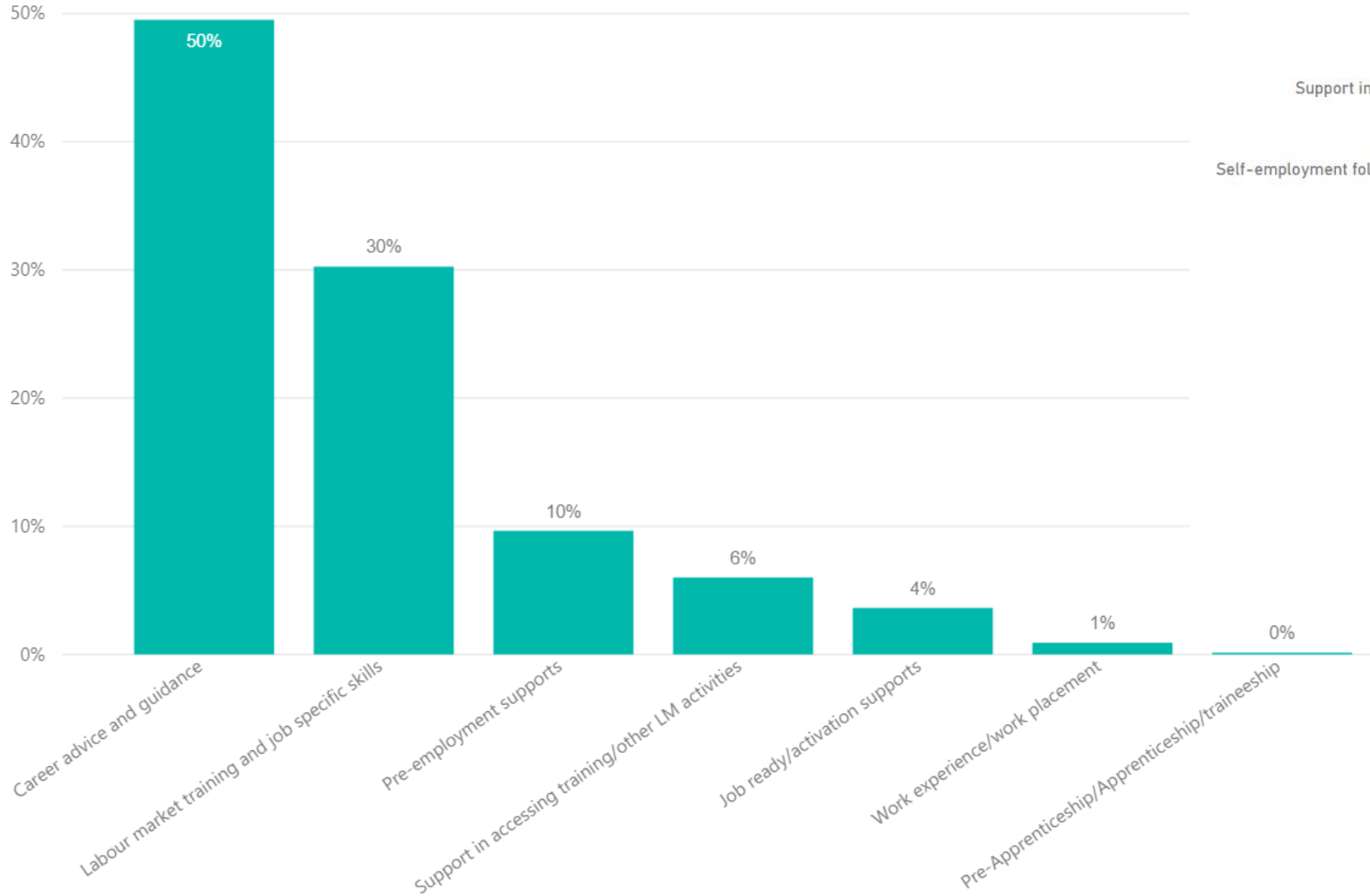
G3 Support Category	Count of Individual ID
Self-employment supports	66646
Career advice and guidance	57076
Labour market training and job specific skills	34877
Personal Action Plan preparation	12011
Self-employment follow-up supports	11423
Pre-employment supports	11118
Support in accessing training/other LM activities	6925
Support in accessing self-employment grants	5406
Job ready/activation supports	4184
Work experience/work placement	1048
Pre-Apprenticeship/Apprenticeship/traineeship	45
<b>Total</b>	<b>210759</b>

# G3 Supports for New Entrants

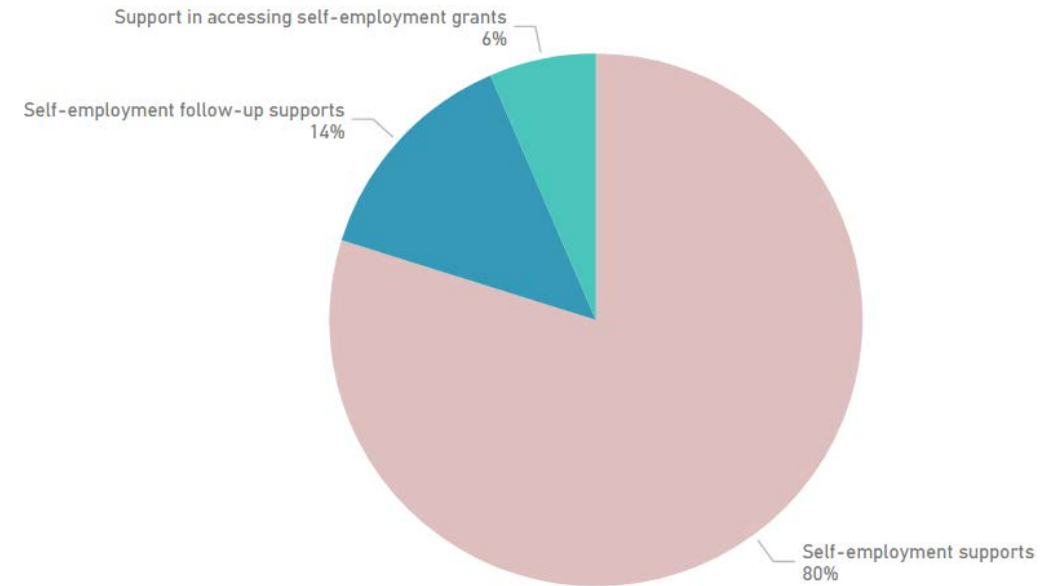


# G3 Supports for New Entrants

Employment Specific Support Types as % of Overall G3 Employment Support



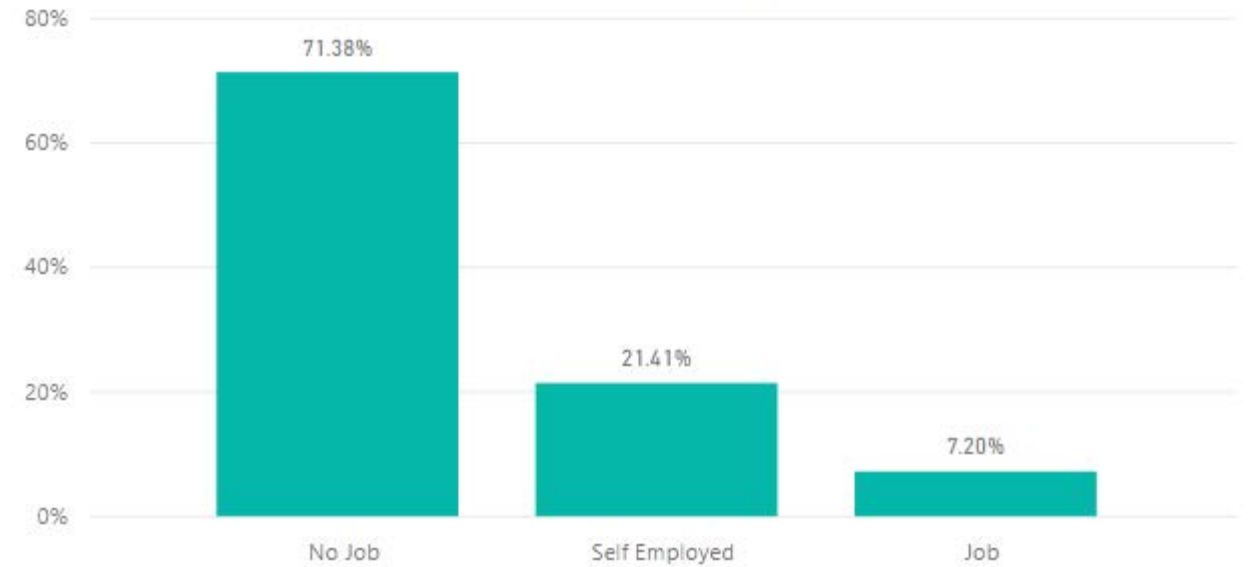
Self-Employment Support Types as % of Self-Employment Support



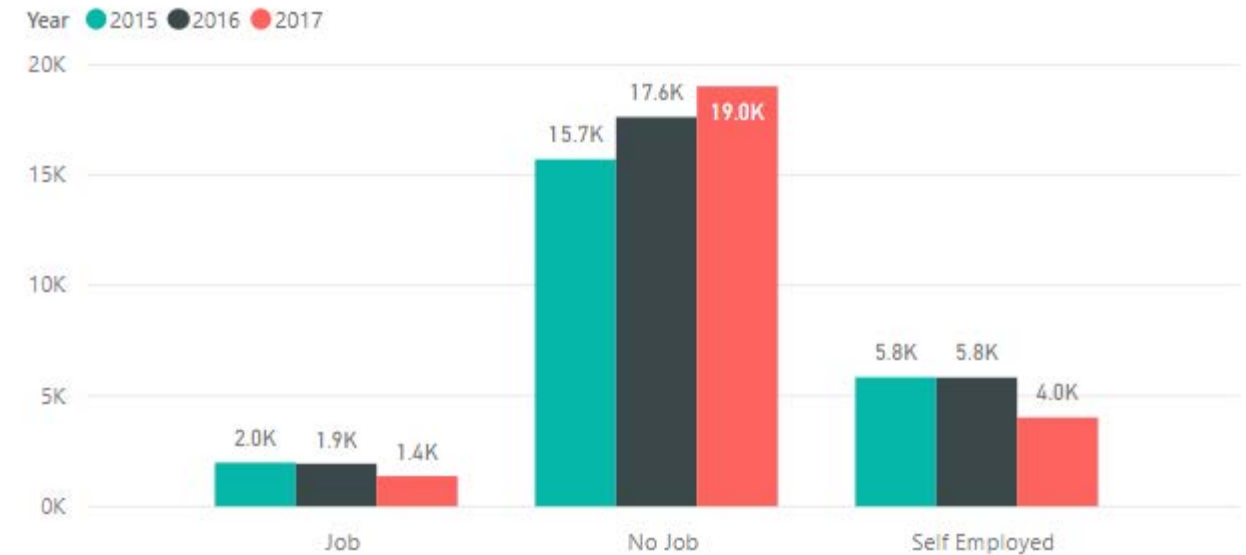


# Job & Training Outcomes

G3 Clients by Job Outcome

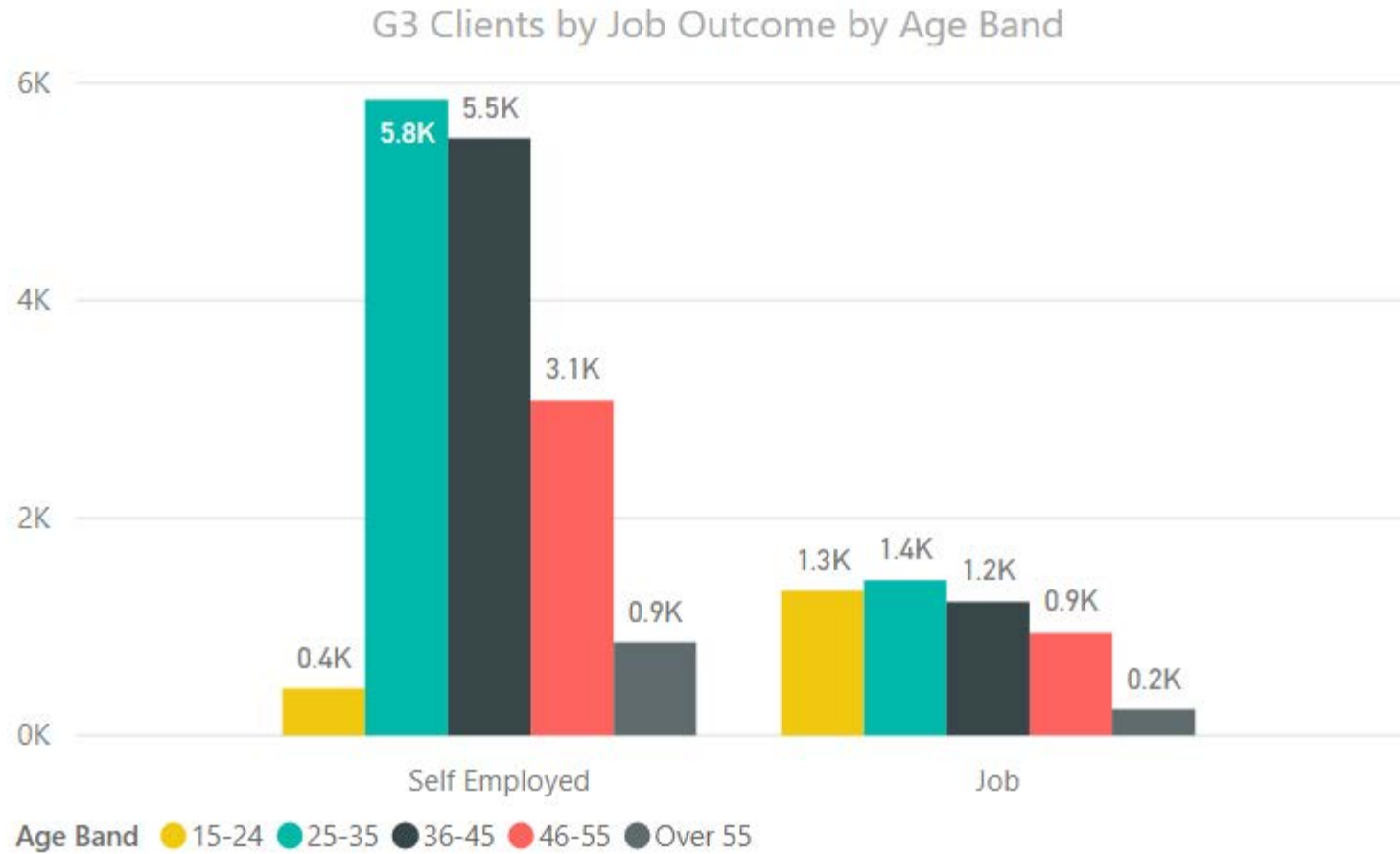


G3 Clients by Job Outcome by Year





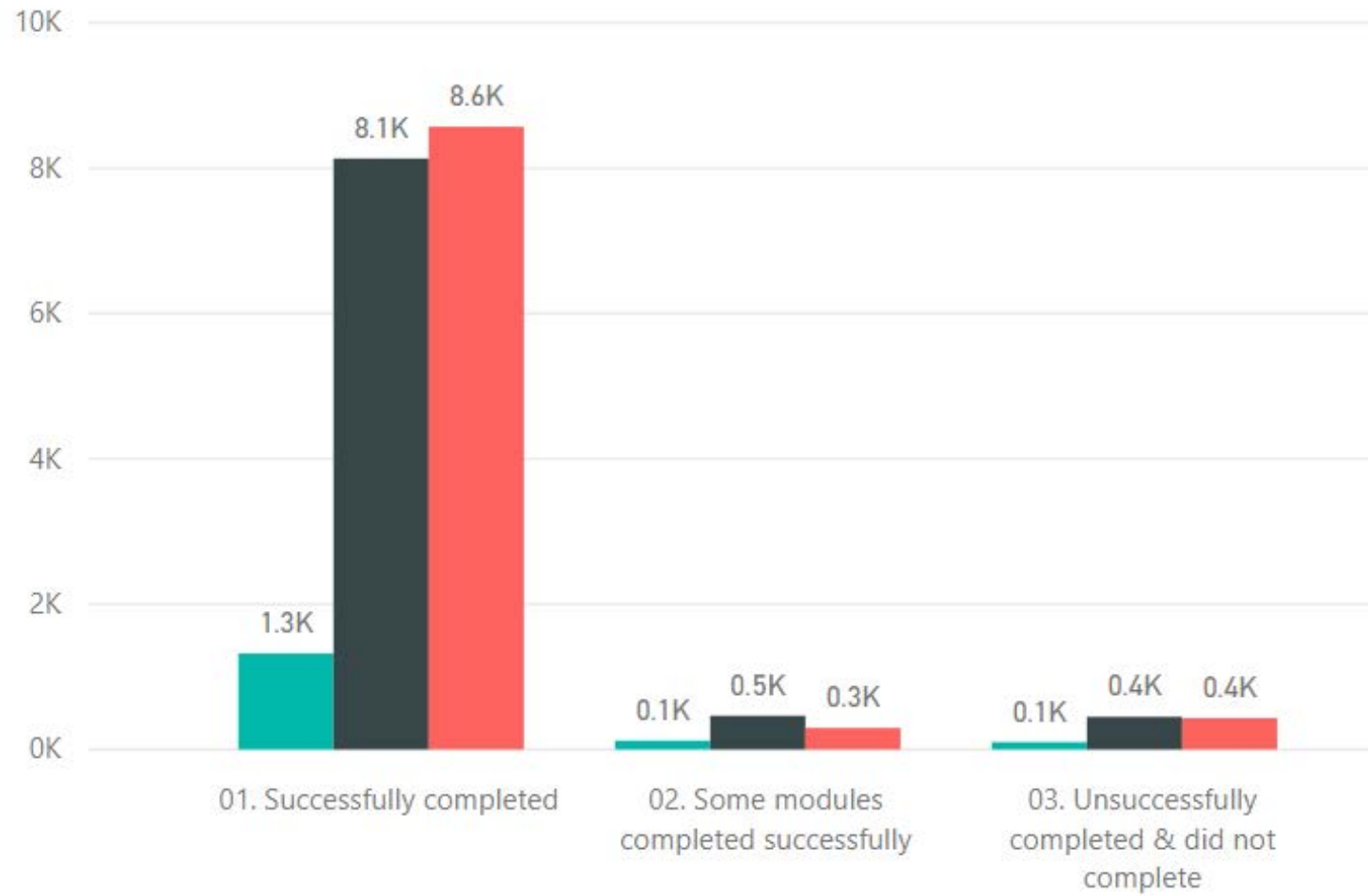
# Job Outcomes by Age Band



# Training Outcomes

26% of G3 new entrants did a training course

G3 Clients by Training Outcomes

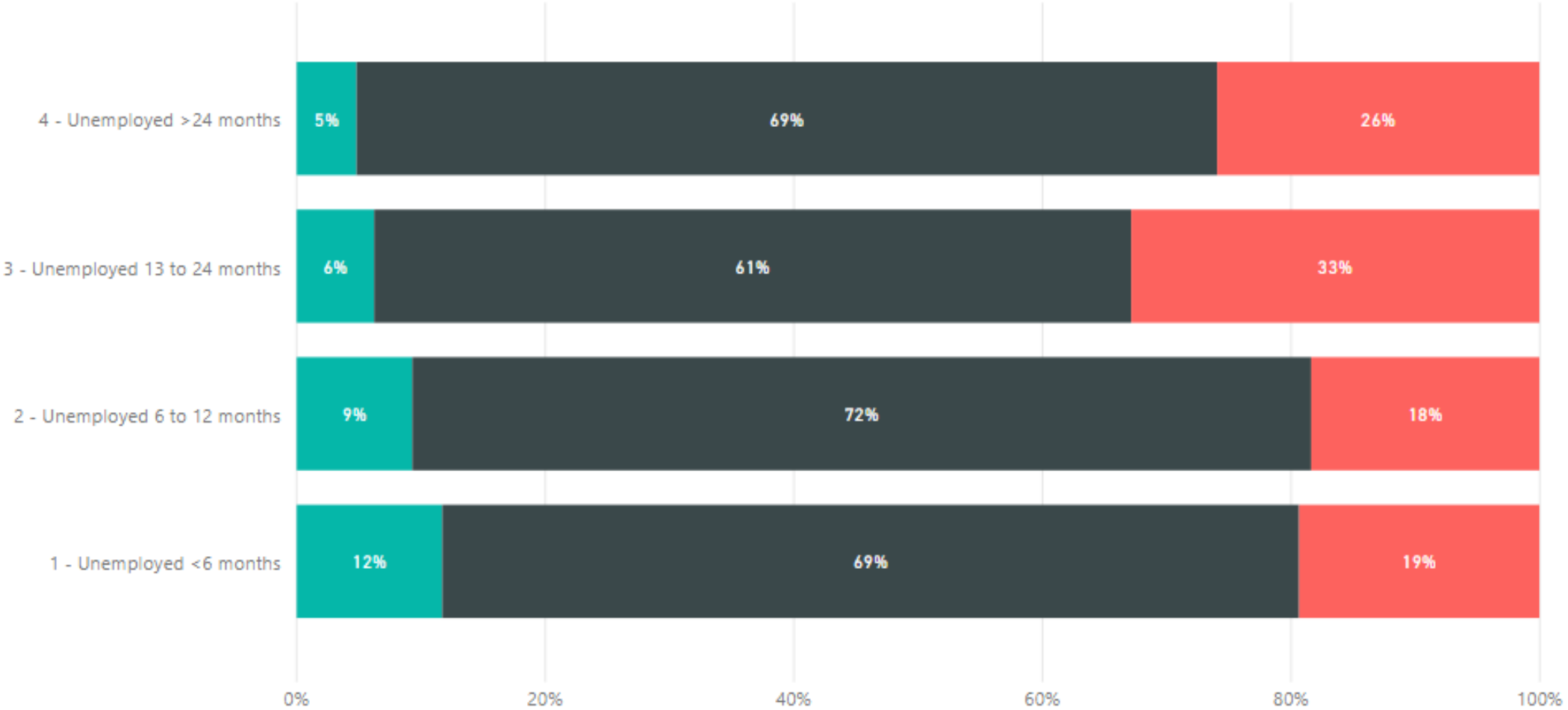


Year ● 2015 ● 2016 ● 2017

# Unemployed Clients & Employment Outcomes

G3 Unemployed Clients by Job Outcome

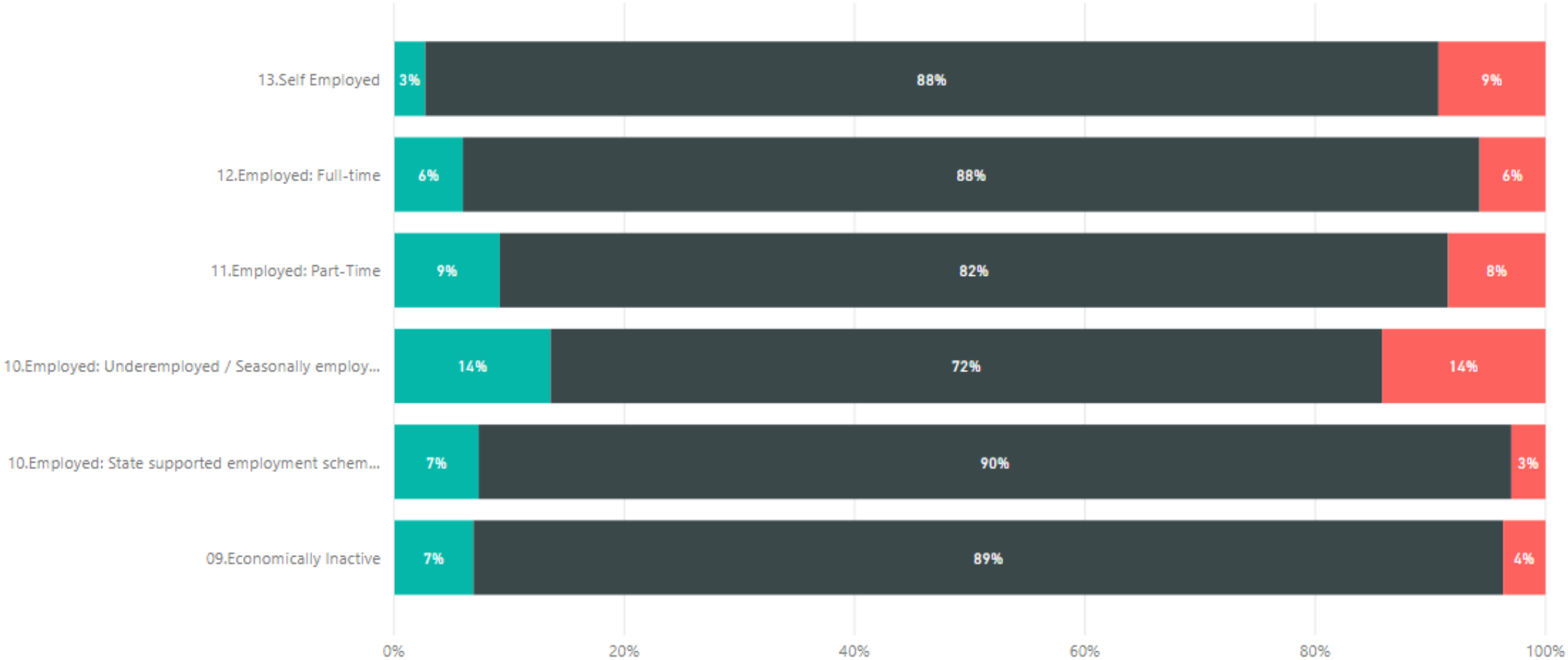
● Job ● No Job ● Self Employed



# Employed Clients & Employment Outcomes

G3 Employed Clients by Job Outcome

● Job ● No Job ● Self Employed



# Lessons from the Data?

- Usefulness of databases like IRIS – show activity and performance of govt. programme and learning for public policy
- Importance of a good data collection system – it ‘becomes’ the programme. Need to improve data quality and accurate entry – this takes time and effort on part of delivery bodies
- This is new entrants only – not the full picture
- The data raises questions...e.g.
- Why are the numbers living in jobless households so high?
- 2016 seemed to be the ‘peak’ year with a slight drop off in 2017, why?
- Few progressed into employment. The training provision, nature of SICAP clients, few links with employers?
- This is the starting point & needs to be supplemented by qualitative data

# Any Questions?



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