The 'Working For Families Fund' programme database

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Structure of the presentation

- Background and aims of Working for Families Fund

- The evaluation

- Data collection

- Some examples of the analysis, Regression, Panel data, Propensity Score Matching

- Conclusions

ERI Team

- Many people were involved in the evaluation team over the 4 years (2004-08). These include:

- Ronald McQuaid

- Sue Bond

- Vanesa Fuertes

- Cathy Craig

- Robert Raeside

- Plus Colin Lindsay

- Jesus Canduela etc.

The Scottish Government's Working for Families Fund

Aims of Working for Families Fund (WFF)

- Funding and strategic management/objectives set by Scottish government; delivery by local authorities

- Improve employability of lone parents and parents with barriers to work/labour market participation

- Targeting lone parents, 'households in poverty', 'households with stresses' (drugs, mental health, etc.)

- All participation <u>voluntary</u>

How to achieve aims of WFF

- Improve awareness of and access to childcare

- Improve knowledge of employability/training services

- Offer <u>limited</u> new childcare/employability services

- Engage and support parents through mentoring, advice, counselling, personalised support (Key worker model)

- Help both inactive and those in work (breaking the low pay-no pay cycle)

Funding and geography of WFF

- £50M (€72M) budget 2004-08

- 20 (initially 10) of Scotland's 32 local authorities

- 2004-06: 10 local authorities (2 rural areas with greatest economic inactivity, 8 areas with more than 3,000 children in benefit-dependent households)

- 2006-08: further 10 local authorities

- Local authorities' populations ranging from 82,000 to 578,000; unemployment from 3% to 8%

- Workless family households: 31% Glasgow; 12% Highland

- Lone parent households: 42% Glasgow; 19% Dumfries

NAPIER UNIVERSITY
BUSINESS SCHOOL

WFF Evaluation

Evaluation research challenges

- Detailed baseline of objective and perceived barriers to work – allows us to place outcomes in context and explain differences between individuals' progress

- Identify <u>key issues</u> that can affect employability

- Identify aims and aspirations – compare outcome with what client wanted as well as policy aims

- Changing aspirations may be positive 'soft' outcome

- Consistent measure of changes in confidence

Evaluation research challenges (2)

- Emphasis on FORMATIVE as well as SUMMATIVE evaluation – regular reporting

- Formative evaluation – commitment (and data!) from practitioners in return for timely, useful analysis to inform policy development during the process

- Developed system to provide – client monitoring data for WFF staff; evaluation data for researchers

- Mixed methods – qualitative research on HOW and WHY the programme worked/did not work

Overview of Evaluation

- Communication: Regular meetings and feedback to LAs and Scottish Government, events

- Consistent data collection: Quarterly updates of data on registration, follow-up etc., Quality checking data

- Case Studies

- Triangulation

- Control group

- Analysis and recommendations

Evaluation research methods

- Extensive interviews with clients at start (baseline)

- Focus on employability: individual factors (skills, qualifications, experience); personal circumstances (childcare responsibilities, 'household stresses' such as drugs); external barriers (transport, benefits, jobs)

- Income and employment status of self and spouse

- Perceived barriers to work

- Aim of participation; aspirations for the future

- 10 point scales to measure confidence

Evaluation research methods

- Extensive follow-up interviews with clients…<u>after</u> <u>'major transition'</u> (got a job, got a better job, lost a job, started training); 6 months; on-going

- Details of outcome: occupation, pay, hours, type of training, level of qualification

- Impact of WFF? How could WFF be improved?
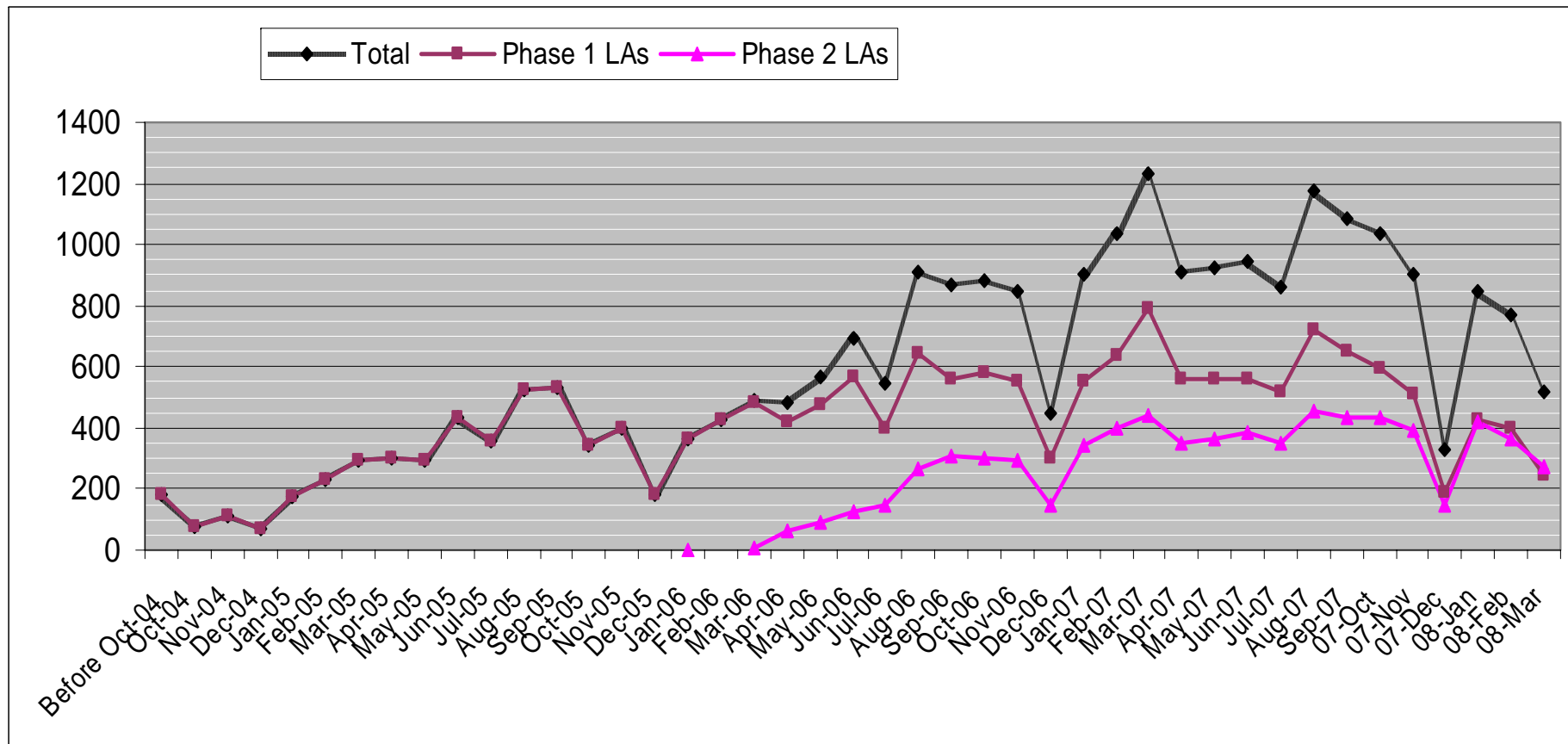
- Follow up interviews to assess sustainability
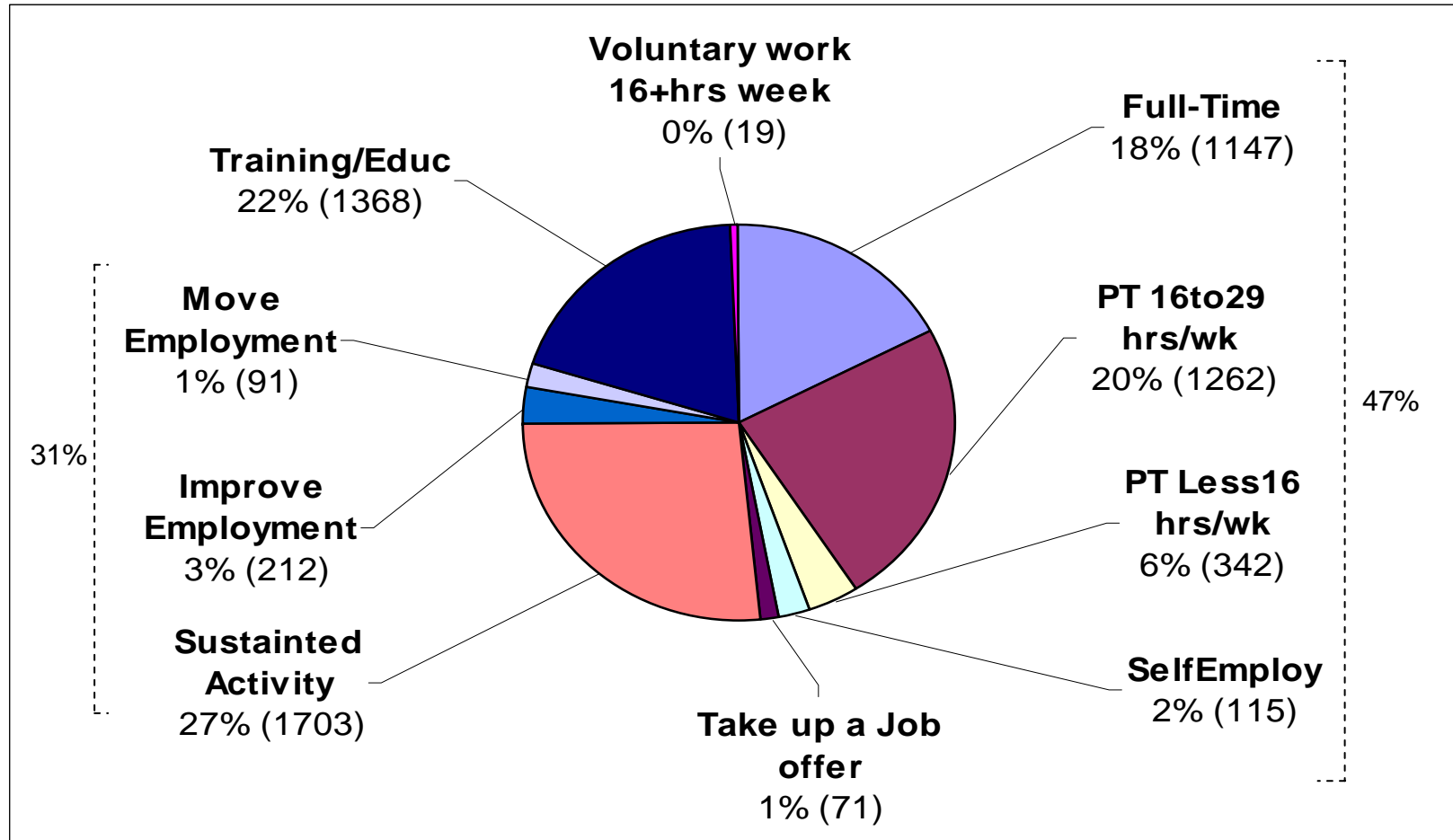
TYPES OF OUTCOMES
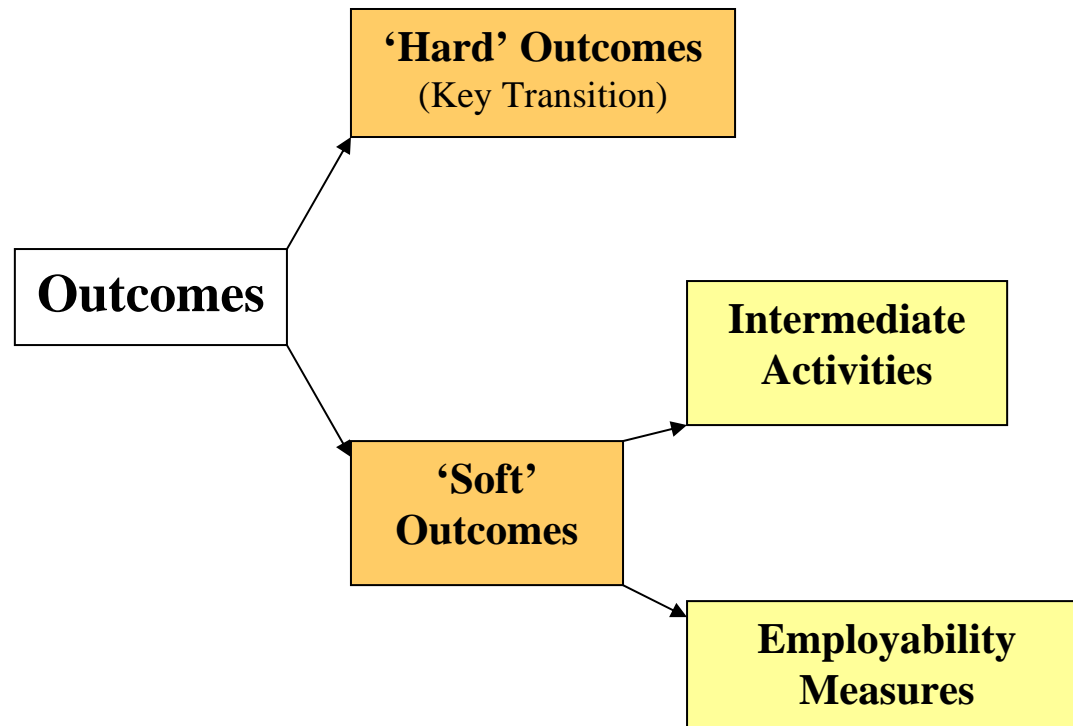
Some findings…

Numbers of <u>New</u> Clients Registered by Month to 31 December 2008
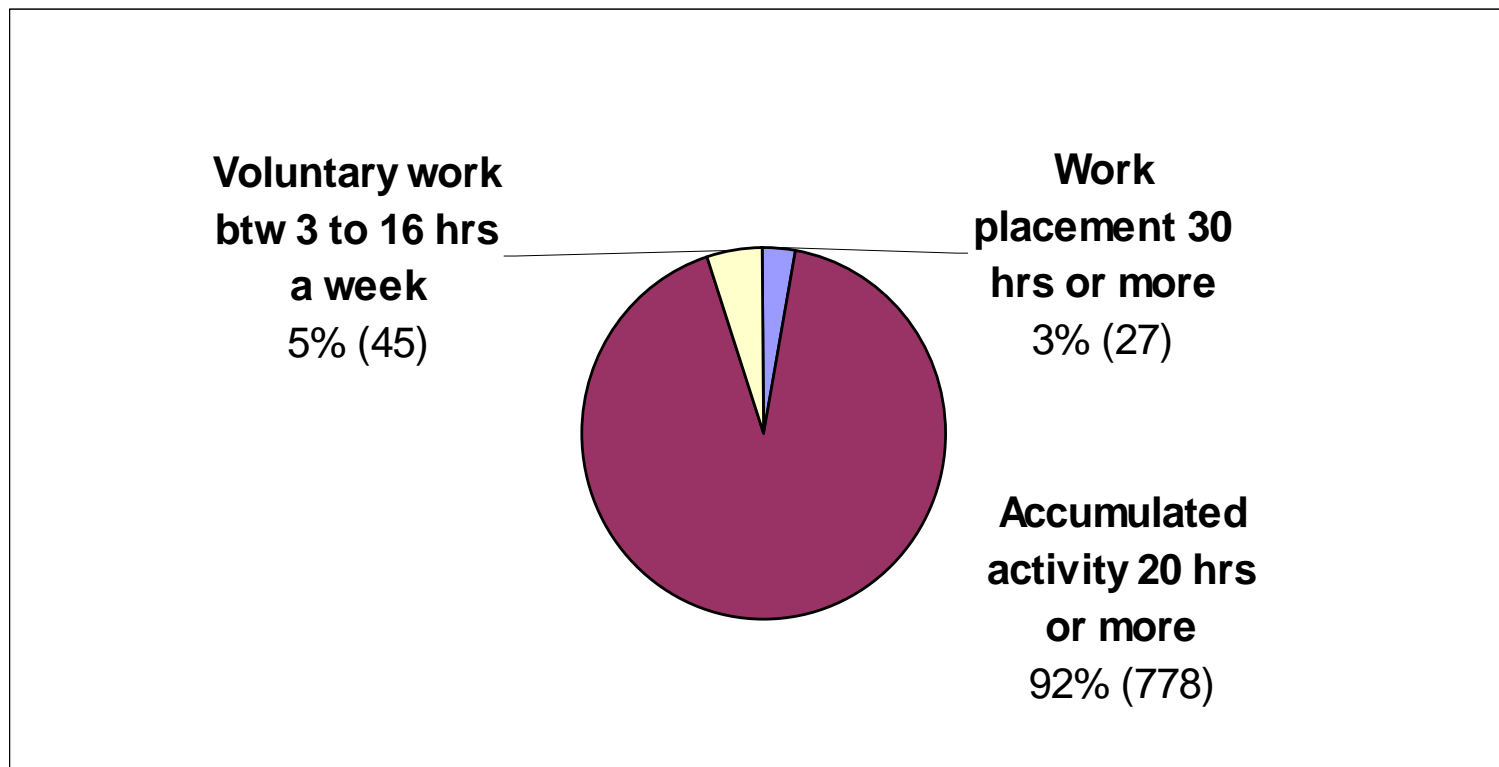## Total: 25,508 clients

Type of Latest KEY Transitions to 31 December 07

Voluntary work 16+hrs week 0% (19)

Full-Time 18% (1147)

Training/Educ 22% (1368)

PT 16to29 hrs/wk 20% (1262)

Move Employment 1% (91)

47%

31%

PT Less16 hrs/wk 6% (342)

Improve Employment 3% (212)

Sustainted Activity 27% (1703)
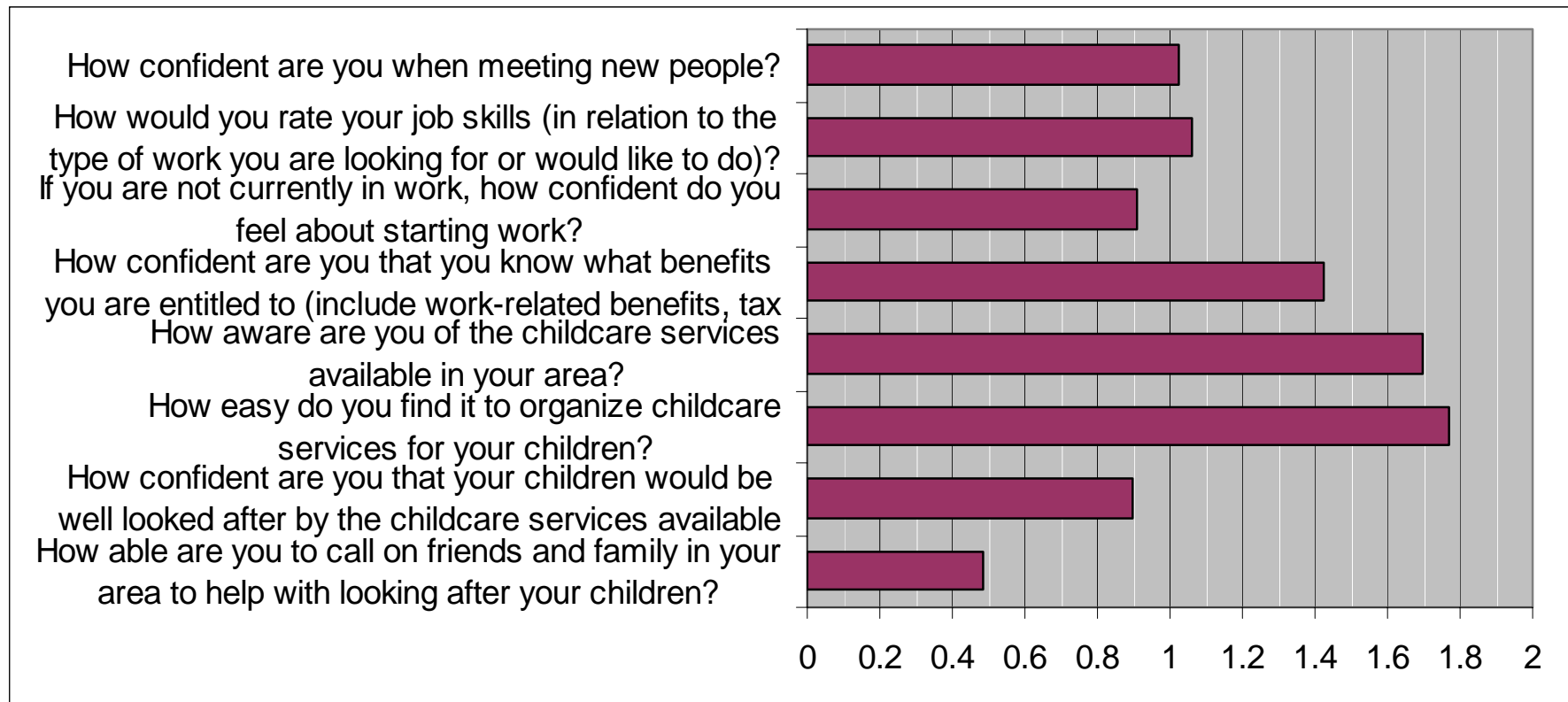
SelfEmploy 2% (115)

Take up a Job offer 1% (71)

Total Number of Transitions = 13,095 by March 2008

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Intermediate Activity Outcomes (w/o Key Transition) to 31 March 07

Voluntary work btw 3 to 16 hrs a week
5% (45)

Work placement 30 hrs or more
3% (27)

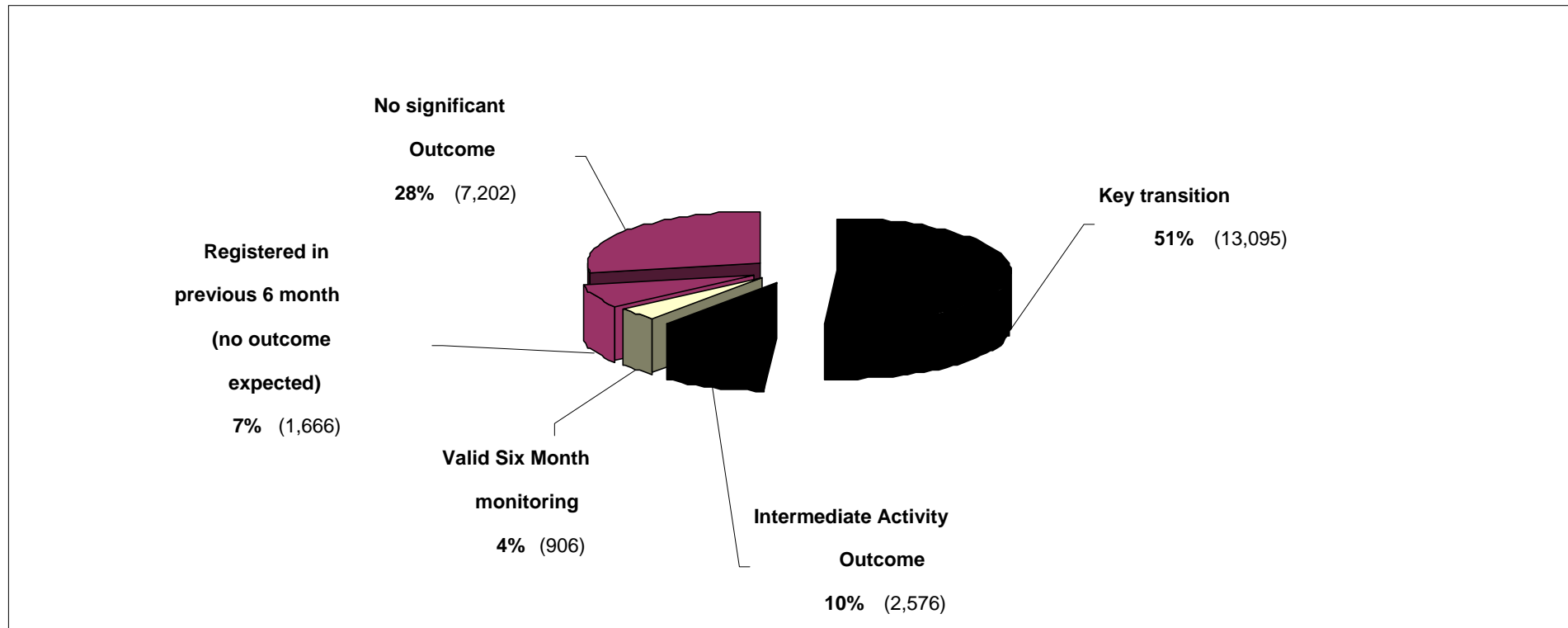**Accumulated activity 20 hrs or more**
92% (778)

Total IA outcomes without Key Transition = **850**

Distance travelled: Change on Employability Measures – Change in Average Score between Registration and at Six-Month Review

How confident are you when meeting new people?

How would you rate your job skills (in relation to the type of work you are looking for or would like to do)?

If you are not currently in work, how confident do you feel about starting work?

How confident are you that you know what benefits you are entitled to (include work-related benefits, tax

How aware are you of the childcare services available in your area?

How easy do you find it to organize childcare services for your children?

How confident are you that your children would be well looked after by the childcare services available

How able are you to call on friends and family in your area to help with looking after your children?

0   0.2   0.4   0.6   0.8   1   1.2   1.4   1.6   1.8   2

All Client Outcomes to 31 March 2007 to 31 March 2008

No significant

Outcome

28% (7,202)

Key transition

51% (13,095)

Registered in

previous 6 month

(no outcome

expected)

7% (1,666)

Valid Six Month

monitoring

4% (906)

Intermediate Activity

Outcome

10% (2,576)

Measuring 'distance travelled'

Among those still <u>not working</u> after six months:

- Childcare now less of a barrier

- Low self-esteem now less of a barrier, but….

- Scales demonstrated *moderate* progress in confidence-building, especially on childcare

- Little progress on 'external' barriers such as access to transport, lack of social capital

- Intractable problems around health/disability

Insights from policy case studies

- 10 Phase One local authorities; 15 case studies

- Overview of management, programme content

- We were able to focus on individual local projects, e.g.:

  - access to transport in rural areas

  - money/debt advice

  - Work experience placements with employers

  - Financial support for childcare and training clients in childcare

- We were able to regularly report on <u>HOW</u> projects operated, <u>WHY</u> they worked well – formative evaluation to share good practice and inform the continuing development of policy
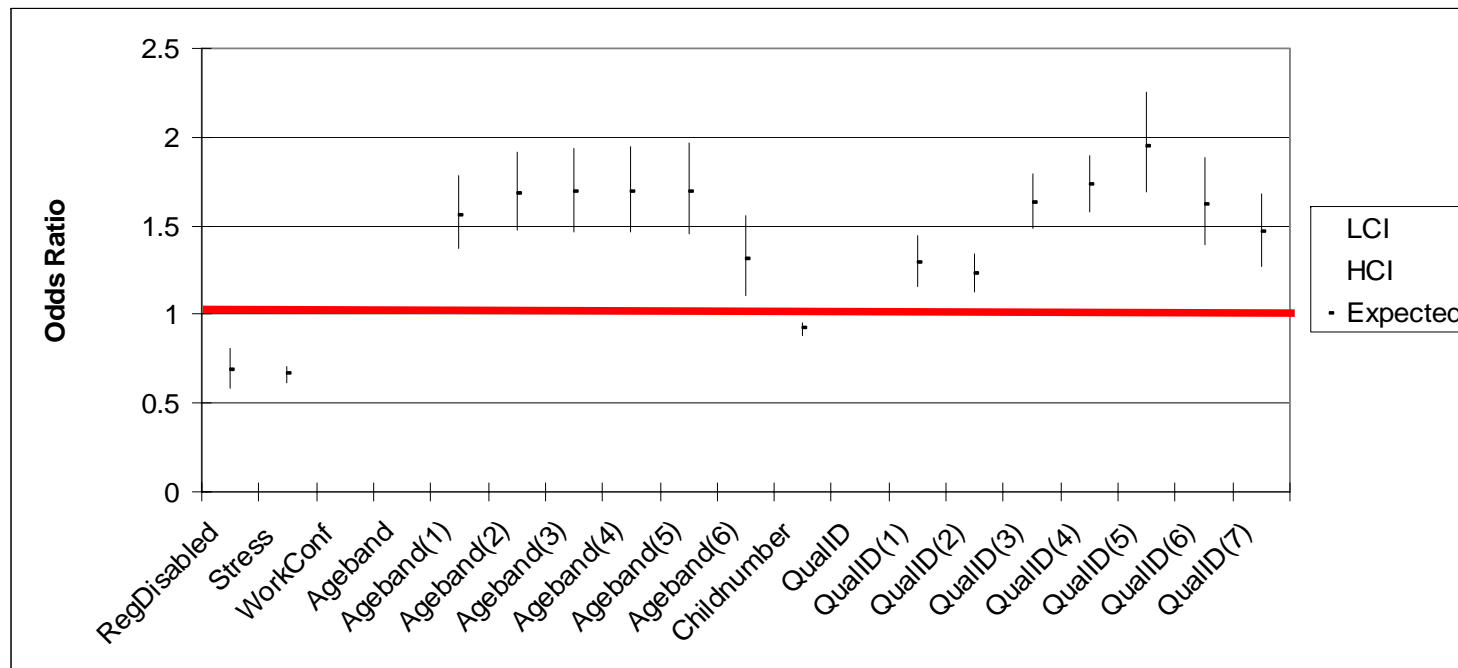
Variation by Area (illustrative – not final results)
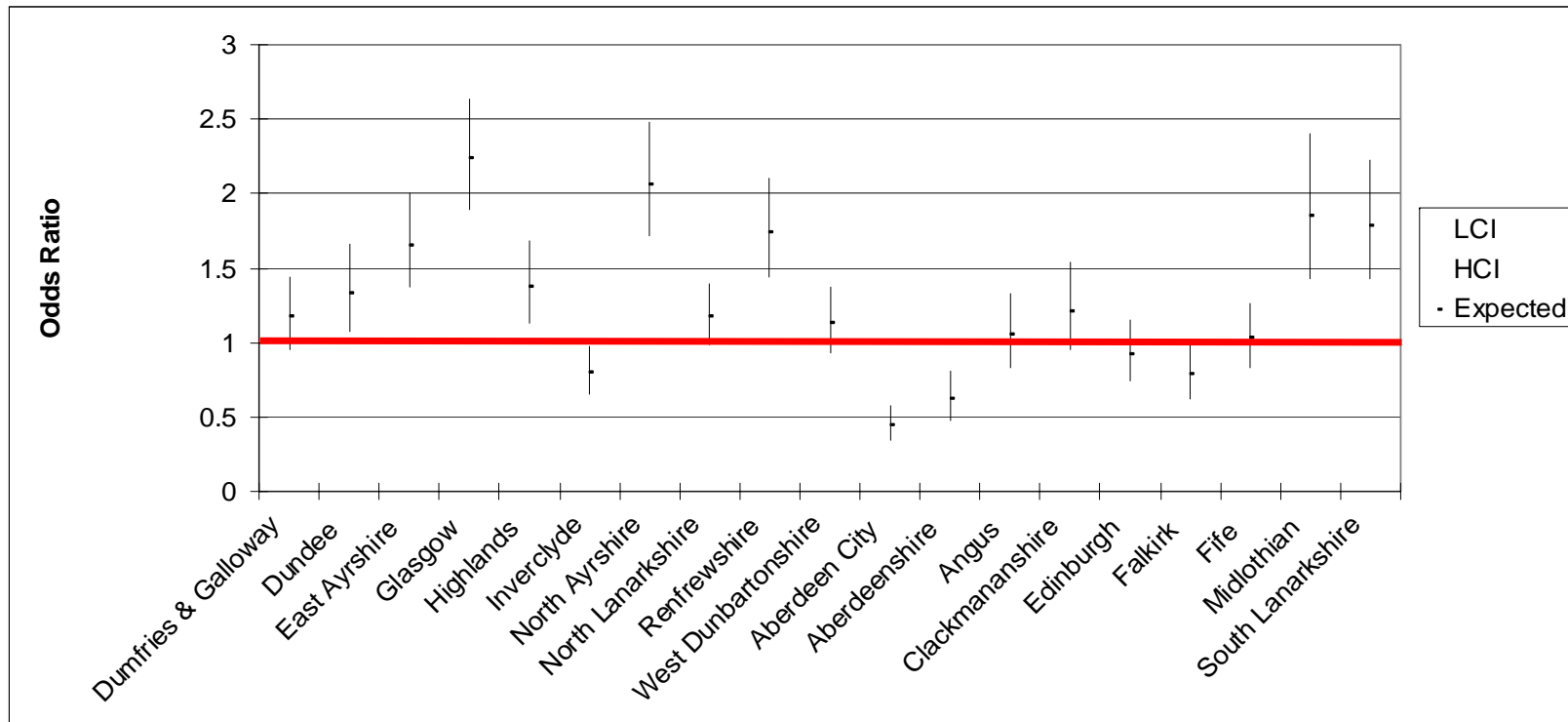
Reference: West Lothian

Variables (illustrative – not final results)

Percentage Correct = 85.5%

Pseudo R Square = 24.7%

Draft Findings

Promoters

- Qualifications
- Age
- Lone parent
- Area – Glasgow or North Ayrshire

Inhibitors

- Identifiable barriers
- Under 20
- Having been out of work for any period
- Being pregnant
- Phase 2 Local Authority

Propensity Model

Match to cases in "Control Group" – 198 from
control and 668 from WFF
Transition rate of 18% in control group and 52% n
WFF and improvement of
188% - but!

Cases in British Household Panel
1st September 2004 to 1st September 2005 BHPS =
40.6% WFF = 58.3% an improvement of 43.5%
(Matched on housing tenure own or rent -1202
matches from BHPS and 2115 from WFF)

Multi Level Model (illustrative – not final results)
Individuals live in local authorities
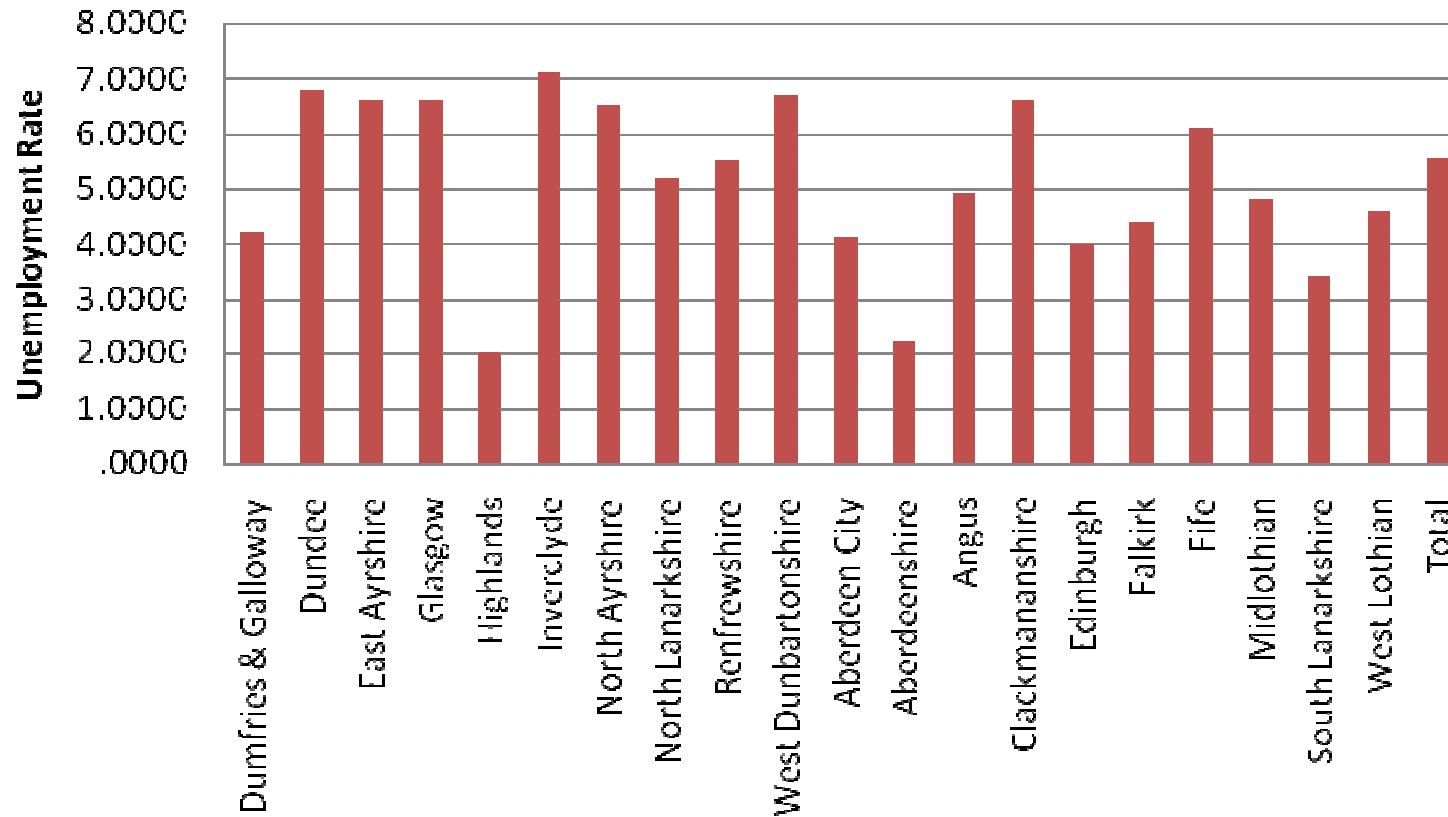
Equations (illustrative – not final results)

Equations

$$\mathrm{tran}_{ij} \sim \mathrm{Binomial}(\mathrm{demon}_{ij}, \pi_{ij})$$

$$\mathrm{logit}(\pi_{ij}) = \beta_{0j}\mathrm{cons}$$

$$\beta_{0j} = \text{-}0.043(0.063) + u_{0j}$$

$$\begin{bmatrix} u_{0j} \end{bmatrix} \sim \mathrm{N}(0, \ \Omega_u) \ : \ \Omega_u = \begin{bmatrix} 0.074(0.025) \end{bmatrix}$$

$$\mathrm{var}(\mathrm{tran}_{ij} | \pi_{ij}) = \pi_{ij}(1 - \pi_{ij})/\mathrm{demon}_{ij}$$

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Variation with Local Authority (illustrative – not final results)

Equations

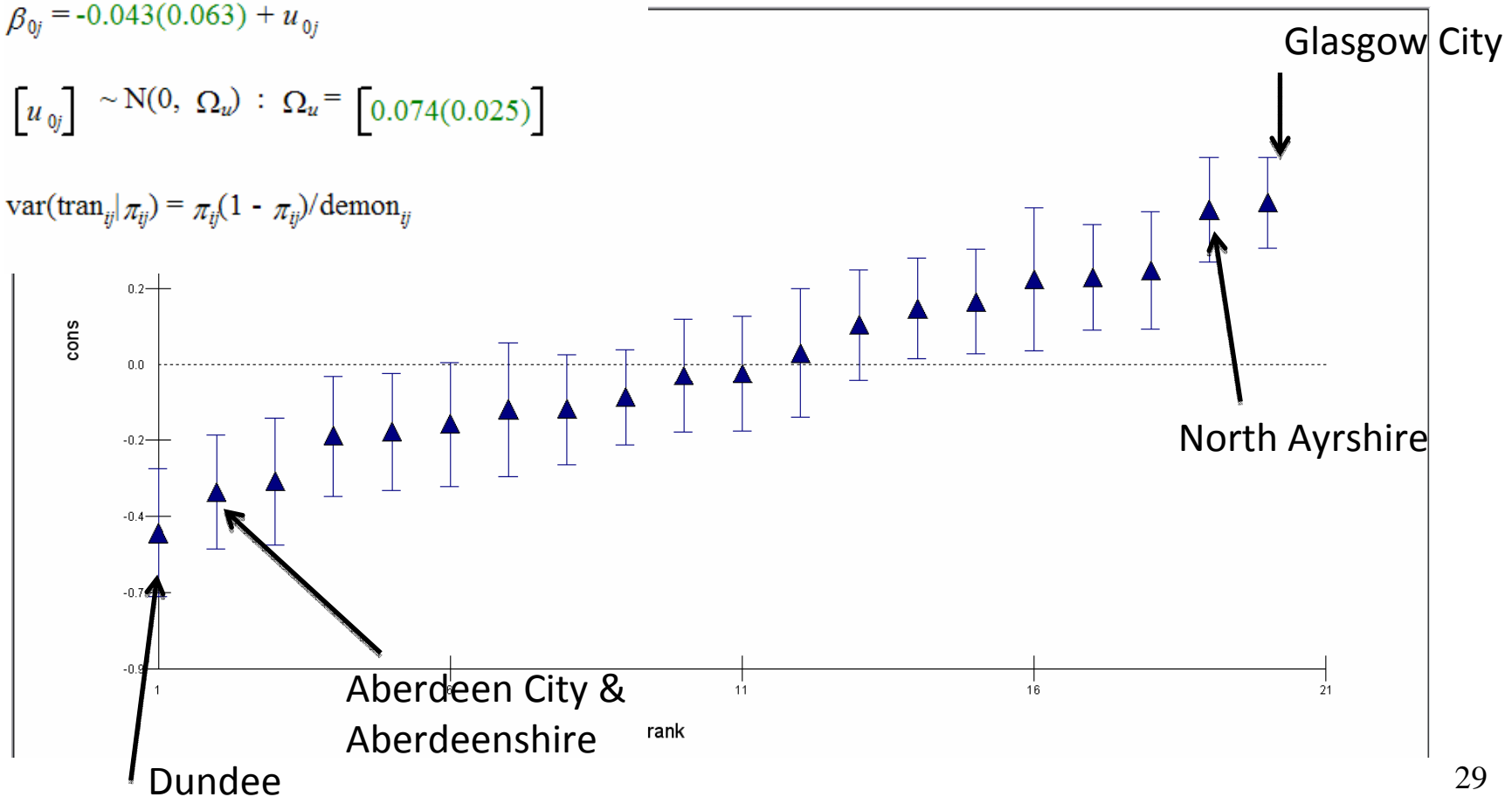$tran_{ij} \sim \text{Binomial}(demon_{ij}, \pi_{ij})$

$\text{logit}(\pi_{ij}) = \beta_{0j}\text{cons}$

$\beta_{0j} = -0.043(0.063) + u_{0j}$

$[u_{0j}] \sim N(0, \Omega_u) : \Omega_u = [0.074(0.025)]$

$\text{var}(tran_{ij} | \pi_{ij}) = \pi_{ij}(1 - \pi_{ij})/demon_{ij}$

Glasgow City

North Ayrshire

Aberdeen City &
Aberdeenshire

Dundee

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Fixed Effects Model (illustrative – not final results)

Equations

$$\text{tran}_{ij} \sim \text{Binomial}(\text{demon}_{ij},\ \pi_{ij})$$

$$\text{logit}(\pi_{ij}) = \beta_{0j}\text{cons} + 0.392(0.071)\text{English}_{ij} + 0.198(0.048)\text{GenderID}_{ij} + -0.374(0.084)\text{RegDisabled}_{ij} + -0.186(0.069)\text{RecNeeds}_{ij} +$$

$$0.231(0.059)\text{QualID\_2}_{ij} + 0.145(0.048)\text{QualID\_3}_{ij} + 0.417(0.052)\text{QualID\_4}_{ij} + 0.456(0.052)\text{QualID\_5}_{ij} + 0.572(0.079)\text{QualID\_6}_{ij} +$$

$$0.433(0.086)\text{QualID\_7}_{ij} + 0.314(0.077)\text{QualID\_8}_{ij} + -0.075(0.018)\text{Childnumber}_{ij} + 0.068(0.005)\text{WorkConf}_{ij} + 0.384(0.074)\text{Ageband\_2}_{ij} +$$

$$0.456(0.072)\text{Ageband\_3}_{ij} + 0.428(0.075)\text{Ageband\_4}_{ij} + 0.435(0.074)\text{Ageband\_5}_{ij} + 0.428(0.085)\text{Ageband\_6}_{ij} + 0.149(0.094)\text{Ageband\_7}_{ij} +$$

$$-0.183(0.017)\text{NumberBariers}_{ij} + -0.034(0.012)\text{NumberBenef}_{ij} + 0.069(0.035)\text{UNEMPLOYMENT}_{j}$$

$$\beta_{0j} = -1.668(0.175) + u_{0j}$$

$$\begin{bmatrix} u_{0j} \end{bmatrix} \sim N(0,\ \Omega_u)\ :\ \Omega_u = \begin{bmatrix} 0.150(0.059) \end{bmatrix}$$

$$\text{var}(\text{tran}_{ij}\,|\,\pi_{ij}) = \pi_{ij}(1 - \pi_{ij})/\text{demon}_{ij}$$

$$\text{Deviance(MCMC)} = 23790.480(18120 \text{ of } 25508 \text{ cases in use})$$

Random Effects Model (illustrative – not final results)

Equations

$$\text{tran}_{ij} \sim \text{Binomial}(\text{demon}_{ij},\ \pi_{ij})$$

$$\text{logit}(\pi_{ij}) = \beta_{0j}\text{cons} + 0.875(0.000)\text{English}_{ij} + 0.049(0.038)\text{GenderID}_{ij} + -0.404(0.078)\text{RegDisabled}_{ij} + 0.064(0.040)\text{RecNeeds}_{ij} + 0.290(0.055)\text{QualID\_2}_{ij} +$$
$$0.195(0.045)\text{QualID\_3}_{ij} + 0.350(0.051)\text{QualID\_4}_{ij} + 0.433(0.050)\text{QualID\_5}_{ij} + 0.402(0.069)\text{QualID\_6}_{ij} + 0.349(0.082)\text{QualID\_7}_{ij} +$$
$$0.214(0.075)\text{QualID\_8}_{ij} + \beta_{12j}\text{Childnumber}_{ij} + 0.079(0.004)\text{WorkConf}_{ij} + -0.362(0.000)\text{Ageband\_2}_{ij} + -0.260(0.000)\text{Ageband\_3}_{ij} +$$
$$-0.314(0.000)\text{Ageband\_4}_{ij} + -0.228(0.000)\text{Ageband\_5}_{ij} + -0.330(0.000)\text{Ageband\_6}_{ij} + -0.655(0.000)\text{Ageband\_7}_{ij} + \beta_{20j}\text{NumberBariers}_{ij} +$$
$$\beta_{21j}\text{NumberBenef}_{ij} + 0.963(0.000)\text{UNEMPLOYMENT}_{j}$$

$$\beta_{0j} = -4.675(0.000) + u_{0j}$$
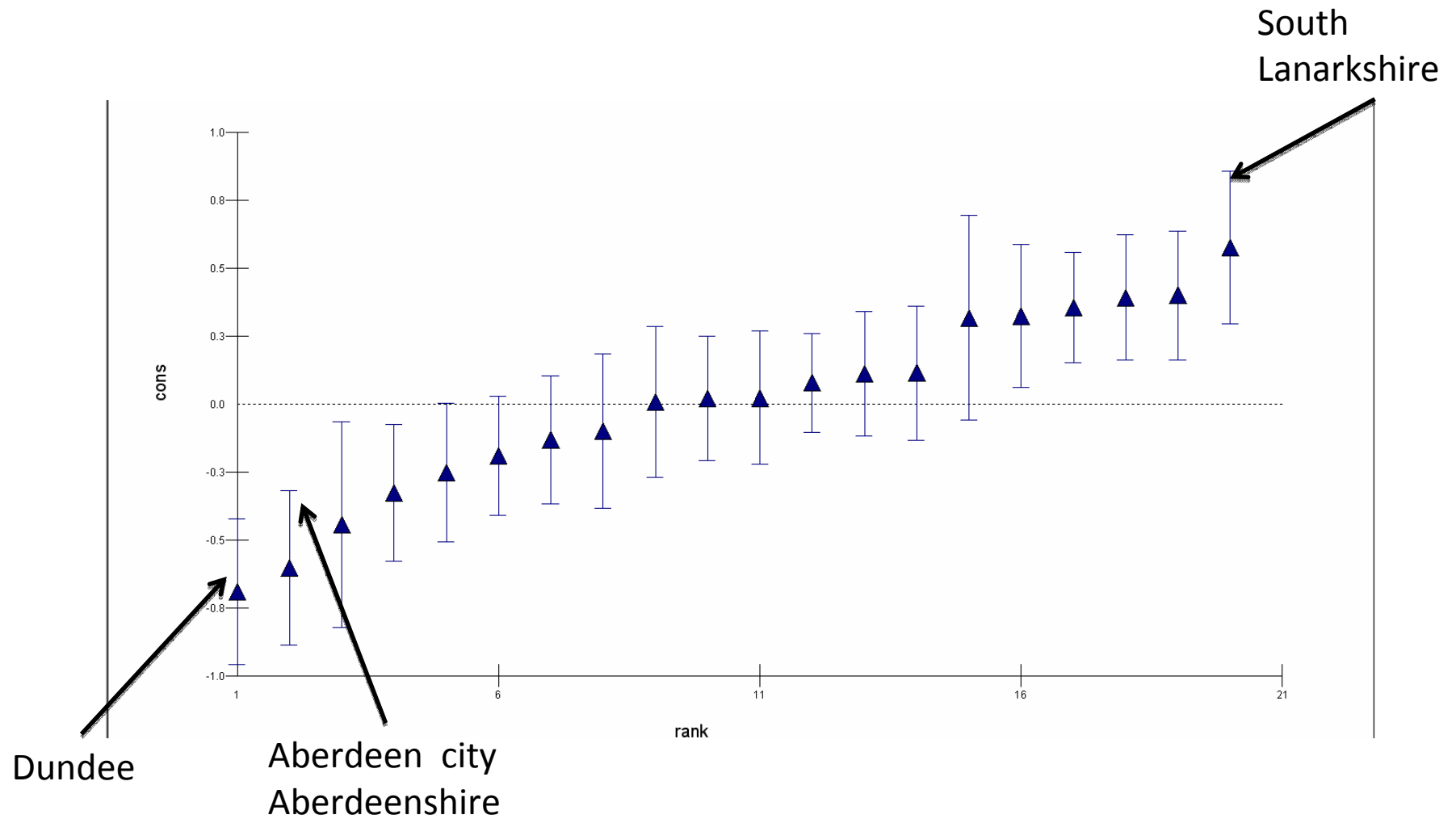$$\beta_{12j} = -0.785(0.000) + u_{12j}$$
$$\beta_{20j} = 0.005(0.033) + u_{20j}$$
$$\beta_{21j} = -0.109(0.013) + u_{21j}$$

$$\begin{bmatrix} u_{0j} \\ u_{12j} \\ u_{20j} \\ u_{21j} \end{bmatrix} \sim N(0,\ \Omega_u)\ :\ \Omega_u = \begin{bmatrix} 0.283(1.414) \\ -0.004(1.414)\ \ 0.004(1.414) \\ -0.037(1.414)\ \ 0.017(1.414)\ \ \ 0.045(1.414) \\ -0.000(1.414)\ \ -0.001(1.414)\ \ -0.001(1.414)\ \ 0.005(1.414) \end{bmatrix}$$

$$\text{var}(\text{tran}_{ij}|\pi_{ij}) = \pi_{ij}(1 - \pi_{ij})/\text{demon}_{ij}$$

Residuals by Area (illustrative – not final results)

South
Lanarkshire

Dundee

Aberdeen city
Aberdeenshire

Conclusions

Evaluating Working for Families Fund

- Effectively targeted low-skilled lone parents with multiple barriers to work, limiting deadweight

- Improved chances of finding work

- Improved access to and knowledge of childcare

- Sustained people in work through crisis

- Confidence gains may lead to progress later

- More help needed for those with fewer skills, those with severe household/skills problems

Reflecting on the evaluation

- Avoiding simplistic 'league table' comparisons – in-depth, qualitative policy research and baseline data about clients allowed us to place results in context and explain differences across local authorities

- In-depth, qualitative work = depth of understanding of HOW and WHY outcomes were achieved by different approaches

- Case studies on policy help practitioners and policy makers to understand 'what works' and take action.

- Formative evaluation of value to policy makers and service providers – sharing of good practice and informing policy development in process

The end

For more information see the Scottish Government Website:

www.scotland.gov.uk/

and the ERI website:

www.napier.ac.uk/eri

www.napier.ac.uk/randkt/rktcentres/eri/proje cts/Pages/WorkingforFamilies.aspx