

# Average time to employment for Provider-Led Pathways customers

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# Background

*Pathways to Work* is an initiative aimed at improving opportunities for people on incapacity benefits<sup>1</sup>. The process involves a series of mandatory Work Focused Interviews (WFIs) together with the Choices package, which is a range of provision aimed at improving labour market readiness and opportunities. *Pathways to Work* is primarily aimed at new incapacity benefits customers but is also available to existing customers on a voluntary basis.

Following the initial Work Focussed Interview (WFI) with Jobcentre Plus (JCP), customers are referred on to the local Provider, on a mandatory basis, to attend the further five WFIs at four week intervals (as long as they remain on IB or ESA).

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<sup>1</sup> “Incapacity benefits” includes Incapacity Benefit, Severe Disablement Allowance, Employment and Support Allowance and Passported Incapacity Benefit.

# Methodology

The source of this data is the Provider-Led (PL) Pathways database, which is used to produce the quarterly PL Pathways publication:

[http://research.dwp.gov.uk/asd/workingage/index.php?page=p2w\\_pl](http://research.dwp.gov.uk/asd/workingage/index.php?page=p2w_pl)

As in the PL Pathways official statistics publication, jobs are only counted where the job start occurs within 91 days of a customer's last contact with a provider, or with JCP if they find a job before being referred to a provider. Jobs occurring after this period are not counted. The mandatory activity takes on average around 10 months from Pathways start. This means that the majority of jobs recorded within this data are obtained within one year and therefore the average time it takes a Pathways customer to find work may appear lower than would otherwise be expected.

## Main Findings

For customers starting Pathways between 1<sup>st</sup> April 2008 and 30<sup>th</sup> September 2008, the mean time to starting employment for those that do find work is just over 7 months (220 days). The median is less than the mean at just under 6 months (174 days). This indicates that over two-thirds of those finding employment do so before 220 days, and that there is a long tail to the distribution with some customers still starting employment over 2 years after their Pathways start.

The average time from Pathways start to employment is longer for PL Pathways customers than it is for JCP Pathways customers (see JCP report at [http://statistics.dwp.gov.uk/asd/asd1/adhoc\\_analysis/2011/Pathways\\_Average\\_Time\\_To\\_Employment\\_Condition.pdf](http://statistics.dwp.gov.uk/asd/asd1/adhoc_analysis/2011/Pathways_Average_Time_To_Employment_Condition.pdf)). This is due to the additional process within PL Pathways of referring a customer to a provider after the initial WFI with JCP. In total this process can take on average 13 weeks from Pathways start to a customer registering with a provider.

In the most recent financial year for which data is available (2008/09), the average proportion of customers who found employment within one year of starting Pathways was 14%. There is a large variation by impairment type, ranging from highs of 18% for those whose main disabling condition is “neoplasms” or “injury, poisoning and certain other consequences of external causes”, down to a low of 5% for those whose main condition is “pregnancy, childbirth and the puerperium”.

PL Pathways rolled out in two phases, with the first phase starting in 15 JCP districts on 3<sup>rd</sup> December 2007 and the second phase starting on 28<sup>th</sup> April 2008 in the remaining 16 districts not already covered by JCP or PL Phase 1 Pathways. It is therefore not yet possible to look at the proportion of customers finding work within three years of Pathways start, as was done with the corresponding JCP report.

## Results

Table 1: PL Pathways starts between 1st April 2008 and 30th September 2008, by main disabling condition and average time between Pathways start and employment start for those who find work.<sup>2</sup>

Main Disabling Condition	Starts between 1st April 2008 and 30th September 2008	Mean days between Pathways start and employment start	Median days between Pathways start and employment start
Certain Infectious and Parasitic Diseases	1,040	241	190
Neoplasms	2,250	200	154
Diseases of the Blood and Blood forming organs and certain diseases involving the immune mechanism	290	259	201
Endocrine, Nutritional and Metabolic Diseases	1,790	233	189
Mental and Behavioural Disorders	58,550	236	188
Diseases of the Nervous System	5,380	234	193
Diseases of the Eye and Adnexa	860	264	205
Diseases of the Ear and Mastoid Process	450	238	198
Diseases of the Circulatory System	4,950	223	187
Diseases of the Respiratory System	1,950	204	154
Diseases of the Digestive System	2,520	212	172
Diseases of the Skin and Subcutaneous System	1,000	240	204
Diseases of the Musculoskeletal system and Connective Tissue	20,920	232	188
Diseases of the Genitourinary System	1,180	194	150
Pregnancy, Childbirth and the Puerperium	670	190	155
Certain Conditions Originating in the Perinatal Period	10	207	207
Congenital Malformations, Deformations and Chromosomal Abnormalities	190	249	220
Symptoms, Signs and Abnormal Clinical and Laboratory findings, not elsewhere classified	16,460	228	185
Injury, Poisoning and certain other consequences of external causes	14,240	199	154
Factors influencing Health Status and Contact with Health Services	1,520	230	200
<b>Total<sup>3</sup></b>	<b>142,330</b>	<b>220</b>	<b>174</b>

There is a large difference between the mean and median time difference between Pathways start and employment start. This is due to numbers of individuals with large time differences, which has skewed the value of the mean.

By medical condition, there are also large variations in the average time difference between Pathways start and employment start.

<sup>2</sup> Primary medical condition information is based on the International Classification of Diseases (ICD), 10th Revision, published by the World Health Organisation. ICD10 code is not available those claiming IS (with a disability premium) only, or if we are unable to match to a benefit claim.

<sup>3</sup> Total includes claimants without any diagnosis code on the system.

Table 2: Annual cohort of PL Pathways starts between 1st April 2008 and 31st March 2009, by main disabling condition, and number and proportion who find employment within one year of Pathways start

Main Disabling Condition	Starts between 1st April 2008 and 31st March 2009	Number who find employment within 1 year	Proportion who find employment within 1 year
Certain Infectious and Parasitic Diseases	1,790	240	13%
Neoplasms	3,860	690	18%
Diseases of the Blood and Blood forming organs and certain diseases involving the immune mechanism	480	50	11%
Endocrine, Nutritional and Metabolic Diseases	2,990	290	10%
Mental and Behavioural Disorders	96,870	12,050	12%
Diseases of the Nervous System	9,240	1,040	11%
Diseases of the Eye and Adnexa	1,430	160	11%
Diseases of the Ear and Mastoid Process	770	100	13%
Diseases of the Circulatory System	8,270	960	12%
Diseases of the Respiratory System	3,460	310	9%
Diseases of the Digestive System	4,160	580	14%
Diseases of the Skin and Subcutaneous System	1,590	180	12%
Diseases of the Musculoskeletal system and Connective Tissue	34,960	4,150	12%
Diseases of the Genitourinary System	1,990	300	15%
Pregnancy, Childbirth and the Puerperium	930	40	5%
Certain Conditions Originating in the Perinatal Period	10	-	-
Congenital Malformations, Deformations and Chromosomal Abnormalities	340	20	7%
Symptoms, Signs and Abnormal Clinical and Laboratory findings, not elsewhere classified	26,290	3,320	13%
Injury, Poisoning and certain other consequences of external causes	21,590	3,780	18%
Factors influencing Health Status and Contact with Health Services	2,450	370	15%
<b>Total</b>	<b>272,870</b>	<b>38,260</b>	<b>14%</b>

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