

2015

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# **WORK WINNER EVALUATION**

Report of quantitative analysis based on programme records maintained by Tipperary Regional Youth Services

## 1. Introduction

This is a report of the evaluation of the Work Winner (WW) employment support programme implemented by Tipperary Regional Youth Service (TRYS) and targeting socially disadvantaged unemployed youth within the catchment area of the services.

## 2. The Employment Support Programme and Target Areas

Work Winner employment support programme was implemented as six programmes over the period from November 2009 to the present and involved 156 young people. The programmes comprised: a local training options programme first run from November 2009 to April 2010 (26 participants) and a Linked Work Experience Programme from 2010 to February 2011 (57 participants). After these initial programmes, Work Winner was run in the following towns in County Tipperary: Tipperary Town (2011); Cashel (2012); Thurles (2013) and Tipperary Town (2014) – See details in Table 1.

**Table 1: Tipperary Regional Youth Services Employment Support Programme: Programmes and participants**

Programme	Participants	
	Number	%
Local Training Options Programme Nov 2009 to Apr 2010	26	16.7
Linked Work Experience 2010 to Feb 2011	57	36.5
Work Winner Tipp Town 2011	23	14.7
Work Winner Cashel 012	17	10.9
Work Winner Thurles 2013	14	9.0
Work Winner Tipp Town 2014	19	12.2
Total	156	100.0

In terms of place of residence of participants, 40% live in areas (Electoral Districts) categorised as “Disadvantaged” based on the Haas Pratschke (HP) Relative Deprivation Index (2011) and a further 44% in areas categorised as marginally below average. This shows effective geographic targeting of the programme on spatial areas with a profile of relative disadvantage.

**Table 2: Place of residence of participation with reference to relative deprivation at local level (2011)**

HP Relative Deprivation Category of local area (ED)	Number	%
Above Average	24	15.4
Marginally below average	69	44.2
Disadvantaged	63	40.4
Total	156	100.0

### 3. Access to the programme

In rural areas where there is a lack of public transport, there are often difficulties of access to services for those living in small settlements and open countryside who do not own a car. The average distance of participants' place of residence to the site of delivery of the training component of the programme was 9.14 km (N=156) and 14.81 km (N=151) to the work placement component. One participant commuted a long distance (75 km). The median distance to the work placement was 10km. In the rural context, access to the work placement generally requires having own transport.

Mode of transport of participants to WW was explored (Table 3), at the start of the programme and by the end of participation in WW. Only a very small number of participants used public transport (2% at the start and 4% by the end of the programme). At the start of WW, the largest proportion across the options examined walked (39%) and a further small number travelled by bike (2%). By the end of the programme, the combined total of those who walked or travelled by bike reduced slightly to 38%. Some 36% used their own car and further 8% organised a lift at the start of the programme. The combined total requiring a car increased to 55% by the end of the programme. For 21 participants (14%), TRYS facilitated access to the programme at the start by organising a lift to the service. By the end of the programme, this had reduced to 6 participants (4%), showing that participants reduced reliance on TRY support for transport over the period of participation in the programme.

**Table 3: Mode of transport for participants at the start and by the end of WW**

Mode of transport	At the start		By end of WW	
	Number	%	Number	%
Walking	61	39.1	55	35.3
Bike	3	1.9	4	2.6
Self-organised lift	12	7.7	23	14.7
Own car	56	35.9	63	40.4
Programme-supported transport	21	13.5	6	3.8
Public transport	3	1.9	5	3.2
Total	156	100.0	156	100.0

### 4. Profile of participants

WW programme participants comprises 98 males (63%) and 58 females (37%).

**Table 4: Gender breakdown of participants**

	Number	%
Male	98	62.8
Female	58	37.2
Total	156	100.0

Focusing on the profile of participants in terms of highest level of education achieved, just under one-third (31%) has low education, at lower secondary level (28%) or below (3%). Fifty-nine percent (59%) have Upper Secondary education (Leaving Cert or Leaving Cert Applied) and further 6% a Post Leaving Cert qualification. Of those with a Leaving Cert qualification (92), 26% took the Leaving Cert

Applied option. Only a small proportion has a third level qualification (5%). This shows effective targeting of the programme on those young unemployed with relatively low levels of education and at higher risk of unemployment and social exclusion. The cohort of participants on WW included a significant proportion at highest risk (the one-third with lowest education).

**Table 5: Highest level of educational qualification of participants**

Level of education	Number	%
Pre-primary	1	0.6
Primary Education	4	2.6
Lower secondary (JC)	43	27.6
Upper Secondary (LC/LCA)	92	59.0
Post Secondary (PLC, FETAC)	9	5.8
University Degree or Post-Graduate	7	4.5
Total	156	100.0

All participants (100%) were unemployed at the start of the programme. The average (mean) duration of unemployment at the start of the programme was 23 months, the median (22 months) and most common or modal duration 24 months. The participant with the longest duration of unemployment / inactivity was 72 months. This analysis shows the effectiveness of the programme in reaching young people who are long-term unemployed and thus “distant” from the labour market.

**Table 6: Duration of unemployment / inactivity in months**

Statistical Measure	Months
Mean	23.03
Median	22.00
Mode	24
Minimum	1
Maximum	72

N=156

All participants on WW were registered unemployed with the Department of Social Protection (DSP) – i.e., on the Live Register – and in receipt of a social welfare payment. Details of amount of the Social Welfare payment are shown in Table 7. A significant proportion (39%) were on the minimum payment (up to €100), applicable to youngest unemployed and / or means-tested. Only a small number of participants (3) were in receipt of a payment of €200 or more.

**Table 7: Amount of social welfare payment from Department of Social Protection**

Amount	Number	%
Up to €100	61	39.1
€101 to €150	24	15.4
€151 to €199	68	43.6
€200+	3	1.9
Total	156	100.0

## 5. Training and work placements

All participants took core courses in the following subjects: add

In addition, participants were offered choices of courses in other areas. These are in skills where there is potential for employment in “entry” levels jobs on completion of the programme. Just over three-quarters of all participants (76%) on the programme participated in only one set of courses (course 1), over one-quarter (27%) participated in two courses (course 2), 10 participants took three courses (course 3) and a further two participants took four courses (not shown in Table 8).

Of the subjects taken, the largest proportion (22%) on course one (taking only one course), as shown in Table 8, took driving equipment and safety, generally reflecting the larger number of male participants on the programme. This was followed by personal care (14%), ICT and digital media (10%), trade (7%) and food handling in retail and catering (6%). Focusing on those who took two courses, the subject areas were well spread across the various options with the largest number taking a course in trade (9 participants, 6%).

**Table 8: Course subjects taken by participants**

Course subject	Participants on Course 1		Participants on Course 2		Participants on Course 3	
	No.	%	No.	%	No.	%
ICT and digital media	16	10.3	6	3.8	1	.6
Business services	15	9.6	6	3.8	1	.6
Job preparation and personal development	5	3.2	3	1.9	3	1.9
Personal care	21	13.5	2	1.3	2	1.3
Sports and fitness	3	1.9	3	1.9	1	.6
Driving equipment and safety	35	22.4	6	3.8	1	.6
Trade	11	7.1	9	5.8	1	.6
Food handling in retail and catering	9	5.8	2	1.3	0	0
Social care	3	1.9	3	1.9	2	1.3
Training and coaching	1	.6	3	1.9	0	0
Not applicable	37	23.7	113	72.4	146	93.6
Total	156	100.0	156	100.0	156	100.0

Attendance on the programme was very good with 90% attending for over 75% of the time while four participants attended for less than 25% of the programme time.

**Table 9: Programme attendance by participants**

Attendance	No.	%
less than 25%	4	2.6
26% to 50%	5	3.2
51% to 75%	7	4.5
76% to 100%	140	89.7
Total	156	100.0

The vast majority of participants complete the programme (93%), five participants (3%) did not complete and a further six participants (4%) were discharged.

**Table 10: Completion status of programme participants**

Completion status	No.	%
Completed	145	92.9
Uncompleted	5	3.2
Discharged	6	3.8
Total	156	100.0

Participants on the programme were required to complete a work placement. These placements were offered in local businesses / organisations. The placements were sourced by the programme promoter (TRYS). Four participants refused a work placement. The large majority of participants undertook only one work placement as the placement secured proved suitable / satisfactory to both the participant and the employer. Twenty percent (20%) took a second work placement while eight participants (7%) took a third work placement. Up to four work placements were offered to participants. The sectors of placements – for three sets of placements – are shown in Table 11.

**Table 11: Work placements: business area of work placement of participants**

Sectoral area of work placement	Participants on placement 1		Participants on placement 2		Participants on placement 3	
	No.	%	No.	%	No.	%
Labourer /operators / warehousing	40	25.6	12	7.7	4	2.6
Mechanic / welding / woodwork / electrician / IT installation	20	12.8	2	1.3	0	0
Hair and beauty	29	18.6	6	3.8	2	1.3
Sports and fitness	14	9.0	0	0	0	0
Food and catering	7	4.5	1	.6	0	0
Retail / butcher	8	5.1	3	1.9	1	0.6
Secretarial and admin	14	9.0	2	1.3	0	0
Child care and elderly care	13	8.3	2	1.3	1	0.6
Other	7	4.5	0	0	0	0
Refused job with placement	4	2.6	4	2.6	4	2.6
Not applicable	0	0	124	79.5	144	92.3
Total	156	100.0	156	100.0	156	100.0

Focusing on placement one, over one-quarter (26%) of participants took a placement as a labourer / operators or in warehousing while the next largest proportion, under one-fifth (19%), took a placement in hair and beauty. A work placement in trade-related skills as a mechanic, in welding, wood work, electrician or in IT installation was taken by a further 20 participants (13%). Sports and fitness and secretarial and administration were the sectoral areas of work placement of 14 participants each (9%) and childcare and elderly care by 13 participants (8%). For those that took a

second work placement and third placement, the largest proportion also worked as a labourer / operator and in warehousing. The types of work placement – in relatively low / medium skill occupations - reflect typical work opportunities for young people in the local labour market.

## 6. Programme results

Overall programme results are presented followed by analysis of results by gender and by level of education of participants.

### 6.1 Overall programme results

The status of participants at the end of the programme, at a period of six months post completion and 12 months post completion is shown in Table 12. At the end of the programme, data on progression are unavailable for one participant. However, data on the status / destination of participants are unavailable for 22 participants at six months and 12 months post completion. This is due to difficulties of tracking outcomes some time after the programme end.

**Table 12: Status of participants at programme end, after 6 months and after 12 months**

Status	At programme end		After 6 months		After 12 months	
	No.	%	No.	%	No.	%
Job	23	14.7	18	11.5	29	18.6
Supported job (e.g. JobBridge)	15	9.6	15	9.6	0	0
Job with placement	36	23.1	33	21.2	39	25.0
Self-employed	3	1.9	2	1.3	2	1.3
Education	8	5.1	6	3.8	7	4.5
Training	23	14.7	24	15.4	23	14.7
Unemployed	42	26.9	30	19.2	29	18.6
Inactive	5	3.2	6	3.8	5	3.2
Unavailable	1	.6	22	14.1	22	14.1
Total	156	100.0	156	100.0	156	100.0

Based on available data, WW showed good results in terms of progression. At the end of the programme, approximately 70% of participants achieved a positive progression outcome. Some 17% (26 participants) got a job or became self-employed and a further 33% entered a supported job (such as JobBridge, the national internship scheme) or a job placement. As such, half of all participants achieved a positive result in terms of access to employment. A further 20% (31 participants) progressed to further education or training. The remaining 30% re-entered unemployment (27%) or inactivity (3%) at the end of the programme.

At the period of six months post-programme completion, 63% of all participants achieved a positive outcome and 23% were unemployed (19%) or inactive (4%). Of those who achieved a positive outcome, 13% had a job or were self-employed and a further 31% were in a supported job or a job with a placement. Just under one-fifth (19%) were in further education or training. A smaller proportion was unemployed (19%) or inactive (4%) compared with the proportion reporting this status immediately on exit from the programme. However, it should be noted that data are

unavailable for 14% of participants so it cannot be established definitively whether results improved overall at six months (and also at 12 months) post programme completion for the whole pool of programme participants. If cases where data are missing are excluded from the analysis, the results are better at six months post programme completion compared with the period immediately on exit from the programme with some 73% achieving positive outcomes after six months: 51% into a job or self-employment (15%) or a supported job / work placement (36%) and 22% into further education or training. However, this result of improved performance at six months assumes that there is no bias arising from the lack of data for 22 cases (i.e., that those least likely to achieve positive progression outcomes have not been tracked).

At the period of 12 months post programme completion, based on all 156 participants, 64% achieved a positive outcome and 22% were unemployed (19%) or inactive (3%). Of those who achieved a positive outcome, 20% had a job or were self-employed and 25% had a job placement. The proportion that got a job or were self-employed increased over the period from six months (13%) to 12 months (25%) post programme completion. At 12 months post programme completion, 19% were in further education or training – the same proportion with this status at six months post programme completion. Again, if the missing cases are excluded from the analysis (assuming no bias), there is a further improvement in results achieved after 12 months with 75% achieving positive outcomes: overall 52% achieved access to employment or a work placement – specifically, 23% accessed a job or self-employment and 29% a work placement. A further 23% were in further education or training.

## 6.2 Variations in results by gender

An analysis of differences in progression results by gender shows that female participants achieved better results at all stages – at the end of the programme, after six months and after 12 months.

**Table 13: Status at the end of the programme by gender**

Status	Male		Female		Total	
	No.	%	No.	%	No.	%
Job	14	14.3	9	15.8	23	14.8
Supported job	7	7.1	8	14.0	15	9.7
Job with placement	23	23.5	13	22.8	36	23.2
Self-employed	0	0.0	3	5.3	3	1.9
Education	4	4.1	4	7.0	8	5.2
Training	16	16.3	7	12.3	23	14.8
Unemployed	33	33.7	9	15.8	42	27.1
Inactive	1	1.0	4	7.0	5	3.2
Total	98	100.0	57	100.0	155	100.0
Unavailable	0		1		1	

At the end of the programme, 22% of females got a job or became self-employed compared with 14% of males. A further 37% of females entered a supported job or a work placement compared with 31% of males. However, a larger proportion of males progressed to further education or



training, 20%, compared with females, 12%. While 34% of males were unemployed at the end of the programme, this status applied to 16% of females. However, a larger proportion of females were inactive (7%) compared with males (1%). Overall, on exit from the programme, 76% of female participants achieved a positive progression outcome compared with 65% for males. Variations in outcomes achieved by gender are statistically significant.

The same pattern of differences in outcomes between males and females are in evidence six months after programme completion. It should be noted, however, that a larger number of missing cases apply to males. Excluding missing cases from the analysis (assuming no bias), 78% of females achieved positive progression outcomes compared with 69% of males at six months after completion of the programme. In terms of types of positive outcomes, 22% of females got a job or became self employed compared with 13% of males and 38% of females got a supported job or work placement compared with 35% of males. Again, a higher proportion of males progressed to further education and training, 24%, compared with females, 20%. The proportion of males unemployed or inactive at six months, 29%, remained at a higher level than the proportion of females with unemployed / inactive status, 22%. While the situation improved for males at six months compared with their status on exit from the programme, it disimproved for females. Variations in outcomes by gender at six months post programme completion are statistically significant.

**Table 14: Status after 6 months post programme completion by gender**

Status	Male		Female		Total	
	No.	%	No.	%	No.	%
Job	11	12.9	9	17.6	18	13.4
Supported job	7	8.2	8	15.7	15	11.2
Job with placement	22	25.9	11	21.6	33	24.6
Self-employed	0	0.0	2	3.9	2	1.5
Education	4	4.7	2	3.9	6	4.5
Training	16	18.8	8	15.7	24	17.9
Unemployed	24	28.2	6	11.8	30	22.4
Inactive	1	1.2	5	9.8	6	4.5
Total	85	100.0	51	100.0	134	100.0
Unavailable	17		5		22	

In terms of the status of participants 12 months after the programme, results are significantly better for females in achieving access to employment and exiting unemployment. The proportion of females who got a job or were self-employed, 36%, was more than twice that of male participants, 15%. However, a higher proportion of males entered work via a job placement (31%) compared with females (26%). This could reflect the types of occupations pursued by males compared with females and also a slower process of progression into the mainstream labour market by males. The proportion in further education and training was at a similar level for males (22%) and females (23%) 12 months after programme completion. The proportion of males who were unemployed or inactive 12 months after completion of the programme (33%) was more than twice the proportion of

females (15%) with unemployed / inactive status. Variations in progression outcomes at 12 months by gender are statistically significant.

**Table 15: Status after 12 months post programme completion by gender**

Status	Male		Female		Total	
	No.	%	No.	%	No.	%
Job	12	14.8	17	32.1	29	21.6
Job with placement	25	30.9	14	26.4	39	29.1
Self-employed	0	0.0	2	3.8	2	1.5
Education	5	6.2	2	3.8	7	5.2
Training	13	16.0	10	18.9	23	17.2
Unemployed	24	29.6	5	9.4	29	21.6
Inactive	2	2.5	3	5.7	5	3.7
Total	81	100.0	53	100.0	134	100.0
Unavailable	17		5		22	

### 6.3 Variations by level of education

Level of education has a significant impact on employability. Young people with low education are at significantly higher risk of unemployment and social exclusion. Level of education of participants is examined as a factor impacting on progression outcomes. As expected, the analysis shows that those with higher levels of education generally achieved better results.

**Table 16: Status at the end of the programme by level of education**

Status	Primary or lower		Lower Secondary		Upper Secondary		Post Secondary - PLC, FETAC		University Degree / Post Grad		Total	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Job	0	0.0	5	11.6	16	17.6	0	0	2	28.6	23	14.8
Supported job (e.g. JobBridge)	0	0.0	2	4.7	11	12.1	2	22.2	0	0.0	15	9.7
Job with placement	0	0.0	11	25.6	20	22.0	3	33.3	2	28.6	36	23.2
Self-employed	0	0.0	0	0.0	0	0.0	2	22.2	1	14.3	3	1.9
Education	0	0.0	2	4.7	6	6.6	0	0.0	0	0.0	8	5.2
Training	3	60.0	3	7.0	16	17.6	0	0.0	1	14.3	23	14.8
Unemployed	2	40.0	18	41.9	20	22.0	1	11.1	1	14.3	42	27.1
Inactive	0	0.0	2	4.7	2	2.2	1	11.1	0	0.0	5	3.2
Total	5	100.0	43	100.0	91	100.0	9	100.0	7	100.0	155	100.0
Unavailable	0		0		1		0		0		1	

Of those with lowest education (primary or lower), at the end of the programme, two of the five participants in this category remained unemployed while the remaining three progressed to further training. For those with lower secondary education (43 participants), 47% of them were unemployed or inactive at the end of the programme. However, 53% of them achieved a positive outcome: 12% a job, 30% a work placement and 12% progressed to further education or training. This is quite good performance considering the value placed on education in the labour market and competition for any available jobs or placements. For those with upper secondary education – the largest grouping with 91 participants in this category – the outcomes were significantly better with 18% accessing a job, 34% a work placement and 24% progressing to further education or training and those re-entering unemployment / inactivity was 24%. The numbers with a Post Leaving Cert or FETAC qualification (9) or a third level qualification (7) were small overall. Of this group, only three re-entered unemployment or inactivity at the end of the programme while the highest proportion (especially with third level education) accessed employment or a work placement. Variations in results achieved by level of education are statistically significant.

If status after six months post programme completion by level of education is considered, the situation for those with higher levels of education has improved.

**Table 17: Status after six months post programme completion by level of education**

Status	Primary or lower		Lower Secondary		Upper Secondary		Post Secondary - PLC, FETAC		University Degree / Post Grad		Total	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Job	0	0.0	3	8.3	11	14.3	0	0	4	57.1	18	13.4
Supported job (e.g. JobBridge)	0	0.0	3	8.3	10	13.0	2	22.2	0	0.0	15	11.2
Job with placement	0	0.0	9	25.0	19	24.7	3	33.3	2	28.6	33	24.6
Self-employed	0	0.0	0	0.0	0	0.0	2	22.2	0	0.0	2	1.5
Education	0	0.0	2	5.6	4	5.2	0	0.0	0	0.0	6	4.5
Training	3	60.0	3	8.3	17	22.1	0	0.0	1	14.3	24	17.9
Unemployed	2	40.0	13	36.1	14	18.2	1	11.1	0	0.0	30	22.4
Inactive	0	0.0	3	8.3	2	2.6	1	11.1	0	0.0	6	4.5
Total	5	100.0	36	100.0	77	100.0	9	100	7	100.0	134	100.0
Unavailable	0		7		15		0		0		22	

For those with lowest education (primary or below and lower secondary education), the same proportions remain unemployed (40% with primary or below and 44% with lower secondary education) as on exit from the programme. None of those with third level education were unemployed while the proportion with upper secondary education who were unemployed or inactive decreased slightly (to 21% from 22%) at six months after programme completion. The proportion with lower secondary still having a job after six months (8%) decreased compared with

the situation immediately on exit from the programme but the proportion with a work placement increased (to 33% compared with 30% immediately on exit from the programme).

The situation for those with upper secondary education also disimproved in terms of the proportion still having a job (14%) but improved significantly for those with third level education (57% with a job) and for those with a PLC or FETAC qualification. Two of the five participants in the last category had entered self-employment six months after programme completion. For those with upper secondary education, a higher proportion was in further education or training (27%) compared with the situation immediately on exit from the programme (24%).

If status after 12 months post programme completion by level of education is considered, the situation has improved for all groups with the exception of those with lowest education (primary or lower).

**Table 18: Status after 12 months post programme completion by level of education**

Status	Primary or lower		Lower Secondary		Upper Secondary		Post Secondary - PLC, FETAC		University Degree / Post Grad		Total	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Job	0	0.0	5	13.9	19	24.7	0	0.0	5	71.4	29	21.6
Job with placement	0	0.0	11	30.6	21	27.3	5	55.6	2	28.6	39	29.1
Self-employed	0	0.0	0	0.0	0	0.0	2	22.2	0	0.0	2	1.5
Education	0	0.0	2	5.6	5	6.5	0	0.0	0	0.0	7	5.2
Training	2	40.0	4	11.1	17	22.1	0	0.0	0	0.0	23	17.2
Unemployed	3	60.0	12	33.3	13	16.9	1	11.1	0	0.0	29	21.6
Inactive	0	0.0	2	5.6	2	2.6	1	11.1	0	0.0	5	3.7
Total	5	100.0	36	100.0	77	100.0	9	100.0	7	100.0	134	100.0
Unavailable	0		7		15		0		0		22	

The situation has improved most for those with highest levels of education – 71% with third level education have a job and the remaining 29% are in a work placement 12 months after programme completion. For those with upper secondary education, 25% have a job and 27% a work placement while the proportion unemployed or inactive decreased slightly to 20% (21% at six months and 22% on exit from the programme).

For those with lower secondary education, the proportion unemployed or inactive, 39%, decreased compared with the proportion with this status at six months (44%) while the proportion with a job (14%) or a work placement (31%) increased compared with the proportion in a job or work placement at six months (42%). The proportion in further education or training (17%), however, is relatively low especially in view of the need for this group with low education to improve their employability in terms of education level and skills for a sustained entry to the labour market. This will require improved progression rates from the group remaining unemployed / inactive after participation in the programme. Indeed for those with lowest education (primary or below and

lower secondary education), having 60% of those in further training 12 months after the programme completion is a good result in view of the need to significantly enhance their education and skills level in order to improve employability.

## **7. Conclusions**

The Work Winner employment support programme implemented by Tipperary Regional Youth Services (TRYs) targeted young unemployed people and was delivered in key towns in County Tipperary. Six programmes involving 156 participants were delivered from November 2009 to the present.

Work Winner was effective in targeting young unemployed people living in relatively more disadvantaged areas in Tipperary in that 40% were living in local areas (Electoral Districts) marginally below average and a further 44% in disadvantaged areas.

WW was effective in targeting young people at high risk of social and economic exclusion in terms of level of education and experience of unemployment. Some 31% had lower secondary education or below as their highest level of qualification; 59% had upper secondary education while 10% had a Post Leaving Cert / FETAC or third level education. All participants were registered unemployed and in receipt of a social welfare payment from the Department of Social Protection (DSP). Mostly participants were long-term unemployed with the most common duration of unemployment being 24 months.

Participants engaged in a programme of training, in low the medium skills area where there were identified job and work placement opportunities in the local labour market, and a work placement. Additional supports were provided to participants in terms of personal and social skills development, job search and transport / organisation of transport to the training and job placement if necessary. Lack of transport can be a significant barrier to participation in employment support programmes in rural areas. TRYs, the project promoter, also engaged with employers to secure and embed / support young people in their job placements as well as with the key statutory bodies (DSP) and training providers.

Programme attendance and retention to programme completion was at a high level - with 90% in attending for over 75% of the time and 93% completing the programme.

WW achieved good results: on exit from the programme, approximately 70% of participants achieved a positive progression outcome. Some 17% got a job or became self-employed; 33% entered a supported job / job placement and 20% progressed to further education or training. Some 33% re-entered unemployment or inactivity.

Results improved at six months and at 12 months post programme completion. At six months, some 73% achieved positive outcomes: 15% into a job or self-employment; 36% a supported job / work placement; 22% into further education or training and 27% re-entered unemployment / inactivity. At 12 months, 75% achieved positive outcomes: 23% accessed a job or self-employment; 29% a work placement; 23% were in further education or training and 25% re-entered unemployment / inactivity.

Females achieved better progression outcomes at all stages – on exit, at six months and at 12 months post programme completion – compared with males, particularly in relation to access to employment. At 12 months after completion of the programme, the proportion of females who got a job or were self-employed (36%) was more than twice that of male participants (15%) while the proportion of males who were unemployed or inactive (33%) was more than twice the proportion of females (15%).

In addition, the higher the level of education of participants, the better the progression results achieved. All participants with third level education had accessed a job at 12 months; there were also, however, significant positive results for those with upper secondary education with 80% achieving a positive progression outcome (29% into further education and training) and only 20% remaining unemployed or inactive 12 months after programme completion. The group for whom progression outcomes into further education and training could be improved are those with lower secondary education. Thirty-nine percent of this group were unemployed or inactive 12 months after completion of the programme. The proportion in further education or training (17%) 12 months after completion of the programme is relatively low compared with progression results achieved for other groups.