

JobsPlus Pilot: Interim evaluation findings



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5th November 2025



Webinar agenda

- 14:05 JobsPlus pilot interim evaluation findings
- 14:20 Panel discussion
- 14:45 Audience Q&A
- 14:55 Closing remarks



JobsPlus



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The national policy context

- Get Britain Working White Paper
 - Reduce economic inactivity and take the first steps to achieving the ambitious 80% employment rate
 - Creation of the Jobs and Career service, merging the National Careers Service with Jobcentre Plus and delivering from community hubs
 - Connect to Work: voluntary, localised employment support integrating work,, health and skills and led by Local Authorities
- Pride in Place Programme (Previously Plan for Neighbourhoods): 75 'left-behind areas' receive investment in improved community services including education, health and employment
- Forthcoming Child Poverty Strategy

JobsPlus as part of the solution

A hyperlocal support model with a strong evidence base in the USA



On-site employment

services: JobsPlus is delivered in community hub settings alongside other services



Community support for work: It takes a community-led approach, where residents help shape provision and volunteer to champion engagement and provide peer support.



Financial incentives: The UK pilot includes a one-off Into Work Bonus of £400, once JobsPlus participants have sustained new employment or self-employment for at least two months.



Saturation: JobsPlus is open to all residents within a defined geographic area and designed to be implemented so that all residents in a JobsPlus site benefit from the pilot

The JobsPlus pilot evaluation

Our evaluation aims to understand whether the model can be adapted to the UK context and implemented to improve employment outcomes

- Impact evaluation: results due in Spring 2026
- Implementation and process evaluation: Interim report (September 2025) and Final report (Spring 2026)
 - Was it possible to implement JobsPlus effectively?
 - How did it work overall, in different contexts and for different groups?
 - What outcomes were achieved and for whom?
 - What factors have contributed to the success of implementing JobsPlus and achieving outcomes?
 - Would this or similar models be scalable in future?

Participant profile

JobsPlus is reaching HA residents who face complex barriers to employment and targeting support where it is needed.

- 81% of participants were out of work at registration; 19% were in some form of paid employment
- 13% of participants had never worked
- 37% of participants had been mostly employed, and 28% had experienced alternating periods of employment and unemployment, 15% mostly out of paid employment
- 28% of participants had no or low qualifications
- 48% of participants had below average wellbeing (baseline survey data)



Participant profile

JobsPlus is reaching people who would not typically be well-engaged with employment services. This includes:

- 36% of participants had parental and caring responsibilities
- 28% of participants had a long-term health condition

JobsPlus has been particularly effective at reaching young people and people from a black minority ethnic background

- 25% of participants were aged 16–24
- 27% of participants were from a black minority ethnic background
- Compared to 12% of residents in the pilot sites overall within these groups.



Key findings: effectively engaging residents

Outreach

- Taking services to people (door knocking)
- Informal community engagement events
- Working with an extensive range of community referral partners

Community champions

- Lived experience
- Relatable
- Helps overcome mistrust of public services

Messaging

- Emphasise wider support (housing, childcare, finances)
- Downplay employment
- Voluntary

Community Hubs

- Friendly and welcoming
- Accessible
- Drop-ins
- In contrast to Jobcentre Plus
- Co-location of services



Key findings: challenges in engaging residents



Time required to build trust among residents and community partners



Building understanding among referral partners about the pilot and its eligibility, including Jobcentre Plus



Overcoming practical issues with community hubs: space, security, opening hours

Key findings: what works in providing effective support

- One-to-support based on a trusted relationship
- Tailored, flexible and holistic support
- Partnership working to link to wide-ranging support – health and wellbeing services, debt advice, food banks, money management, benefits advice, social prescribing, childcare, domestic abuse services, drug and alcohol support, registering with GP/dentist
- Co-location of services

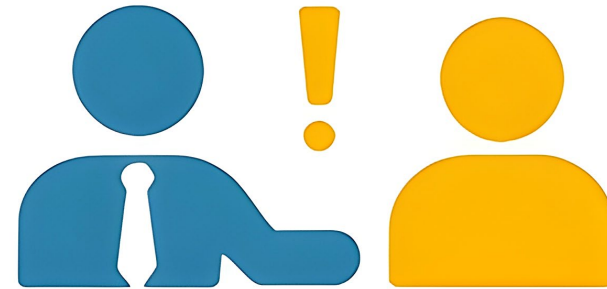
- **Only 9% of participants disengaged within the first four weeks**, demonstrating strong initial engagement

Source: IES analysis of JobsPlus MI data (July 2024 to March 2025)

Key findings: challenges in providing effective support



Employer engagement was limited due to the predominance of small/micro businesses, making outreach resource-intensive



Perceived competition between providers limited collaboration, especially for those with payment-by-results contracts

Key Findings: Early employment outcomes

July 2024 to March 2025 analysis of JobsPlus MI data:

18% (83 people) of JobsPlus participants had secured employment, of which 15% (69 people) were out of work at registration and 3% (14 people) were in work

- Of those who joined in the first four months of JobsPlus, 27% (47 people) had moved into employment by March 2025
- More than half (54%, n=71) of all employment outcomes resulted in permanent contracts
- Around 50% of employment outcomes were achieved within two months of registration
- Over three-fifths (43) of those who found work qualified for the Into Work Bonus (£400 for sustained employment). Early perceptions are, although important, this level of incentive was not a key driver of engagement and outcomes.

Key Findings: Intermediate outcomes

Improvements in mental health and wellbeing

The emotional support has been life changing - it really has. Being able to have somewhere to come, have someone friendly to talk to, who's supportive, who can say, 'let's help out, you can do this' has just made me feel valued.

Increased confidence and motivation

My confidence was at rock bottom when I came here, and they've managed to build it up. So, I think from that respect alone, that's helped a lot. Just having someone believe in you and say 'you can get a job'.

Job readiness

I've received multiple interviews - I've definitely seen a difference in how many people are responding to me, especially after I had my CV looked at and tweaked. I definitely have seen an increase in the amount of jobs that I actually bring that good news rather than, 'you've been unsuccessful this time'.

Employability skills

She helped me with my CV, I haven't written one since age 16 at school. She took a look at it, tidied up and made it look more professional. I read it and I said 'I can't believe that's me!' I was so happy! I instantly applied to every job application.

IPE Methodology

Mixed-methods approach combining quantitative and qualitative data

- Quantitative data sources:
 - **Management Information (MI)** from pilot sites (July 2024 – March 2025)
 - **Baseline participant surveys** at registration
 - **Secondary data** on local economic and labour market trends.
- Qualitative data sources
 - **72 interviews** with Housing Association staff and delivery partners (across two waves in Sept – Oct 2024 and Feb – March 2025)
 - **47 interviews** with programme participants (January 2025)
 - On-site **observations at all 10 pilot sites** (Dec 2024 – January 2025)

Next steps

- Pilot continuing 2025-2026.
- Final evaluation report due in Spring 2026 will focus on:
 - Impact evaluation
 - Cross-site comparison and will examine commonalities and difference in strategies and outcomes, and consider how the local context influenced these
 - Build on research into short-term and intermediate outcomes by examining outcomes for those who joined JobsPlus between October 2024 and March 2025, continuing to measure these outcomes for new cohorts who engage from April 2025 onwards.
 - Examine in more detail variations in participant journeys for different groups.
 - Consider the scalability of the JobsPlus pilots.

Panel discussion