

Connecting Communities

Process Evaluation: Final Report – Annex Tables

UNIVERSITY OF
BIRMINGHAM



Supporting inclusive economic growth in the West Midlands and across the UK

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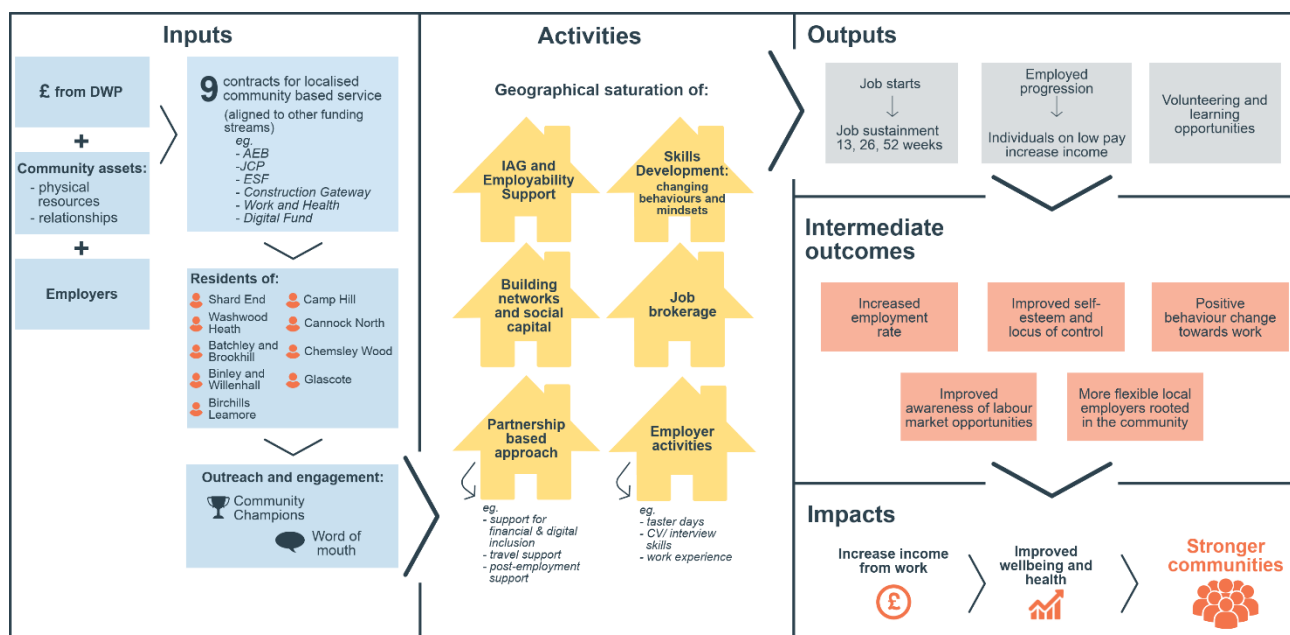
Annexes

Methodology

Theory of change

A theory of change (ToC) was designed based on a review of programme documentation and was refined and tested in consultation with providers and the West Midlands Combined Authority (WMCA). The ToC (illustrated in Figure 6.1) maps out the links across the programme's activities, target outputs, and planned outcomes and impact.

Figure A-1 Connecting Communities ToC



Source: IES, 2022

This study represents a theory-based evaluation (TBE). TBE determines not only the magnitude of change induced by the programme but also how and why the programme as designed results (or does not result) in change (Weiss, 1997a). Since TBE provides information on programme mechanisms, it is especially helpful in drawing out lessons learned from programme implementation (Rogers, 2014). These lessons can inform the planning and implementation of future programmes (Birckmayer & Weiss, 2000), potentially in other sites (Rogers, 2014).

Realist evaluation is an approach to TBE (Punton et al., 2016) that seeks to explain how different contexts trigger specific mechanisms, which in turn produce certain outcomes

(Pawson & Tilley, 1997). A realist evaluation covers context-mechanism-outcome configurations (CMOCs) – ‘proposition[s] stating what it is about a program which works for whom in what circumstances’ (Pawson & Tilley, 1997, p. 217). For instance, a trusting relationship between jobseeker and advisor (context) might result in honest and individualised coaching discussions (mechanism), which can in turn generate more proactive job-seeking behaviour (outcome). This analysis approach allows findings to be transferable to other settings where similar contexts and mechanisms occur (Punton et al., 2016). Such analysis is therefore suitable for the aims of this evaluation – that is, to generate findings that can inform the development and implementation of other place-based employment programmes.

This evaluation uses both qualitative and quantitative data. Analysis of management information (MI) and claims data submitted by programme providers was analysed alongside qualitative data collected through interviews with stakeholders.

Quantitative data

Management information and claims data

The management information (MI) data used for the quantitative analysis covers the period between January 2019 to December 2021. As such, since the programme began in June 2018, the MI data included information from participants who joined before January 2019. The final MI data was submitted by providers in January 2022. These data were then cleaned to remove any duplicate participant records and ensure that date and numeric variables were correctly formatted. Data for the nine lots was aggregated into one dataset comprising all participants in the programme. WMCA provided data for all validated claims submitted through to November 2021, and until October 2021 for Lot 2: Binley & Willenhall, Coventry. This was matched to the MI data to facilitate the completion and accuracy of the employment outcomes data. Postcode data was matched to the lot area specifications to identify individuals or organisations that were located within or outside of the geographical lots as originally designed at the start of the programme.

MI data was analysed to explore patterns across different participant characteristics (eg gender, ethnicity). This analysis included participant characteristics, enrolment and engagement with the programme, actions agreed or completed towards an employment outcome, and employment outcomes achieved. Participants’ MI data was matched against validated employment outcome claims data provided by WMCA to facilitate accuracy and completion.

It was intended that MI data would be used to understand any differences in participants’ quality or type of work prior to or upon starting the programme, as well as any job outcomes or progressions achieved. Unfortunately, the fields containing employment information, such as sector, weekly average hours, salary/ hourly wages, and others, included a relatively high proportion of missing data so it was not possible to explore this aspect of the programme because findings may not be representative of the overall population. Where data for a field is missing for a particular delivery area, this risked

introducing systematic bias into the data based on the characteristics of the population in that lot.

The data available for some variables of the MI is limited, and the number of participants with data varies between data fields. For this reason, findings are reported with the number of participants included in brackets so that readers can take this into account when interpreting findings, for example (N = 100). Where MI fields contained data for fewer than 30 participants, analyses were not conducted as findings would not be meaningful for groups this small.

Logistic regression using management information and claims data

Further analysis of the MI explored possible factors influencing the likelihood of achieving the target employment outcomes. This included exploration of key personal and programme characteristics, as well as actions completed as part of the programme. The personal and programme characteristics included: gender, ethnicity, age, highest qualification held, whether the participant had a health condition, whether they were claiming benefits, and the type of provider they were enrolled with. For health condition, the category 'Prefer not to say/Not known' was excluded from the analysis as the number of participants in this category was too small to include meaningfully in the analysis. Similarly, for highest qualification, the 'Not known' was excluded from the analysis as the number of participants in this category was small.

For the completed actions, those where a large enough proportion of participants had completed this action were selected to be able to meaningfully compare individuals who had or had not completed that action. Similarly, actions where the vast majority of participants in the Connecting Communities programme had completed that action, eg writing a CV, were excluded from the analysis, because there was not a large enough group of individuals who had not completed that action for a meaningful comparison. The completed actions included in the analysis were: accessing support to travel to a work opportunity, accessing support for financial and digital inclusion, accessing support with their current work (where applicable), identifying possible jobs that matched their skills, enrolling on a training/ learning programme, attending pre-employment training, attend coaching session(s), and attending other specialist support.

Logistic regression, also known as a logit model, was used to investigate which factors were associated with certain outcomes in the programme. This statistical technique is used where there is a binary outcome, such as starting employment or not starting employment, and where there are two or more factors of interest, such as highest qualification, age, or gender. Since the outcome is likely to be influenced by several factors at the same time (such as highest qualification, age, or gender), logistic regression enables identification of those factors (independent variables) that reliably predict changes in the target outcome (dependent variable) when controlling for all other factors (independent variables) in the model.

Results from logistic regressions have been presented using odds ratios to describe the likelihood of an outcome occurring. For example, when comparing two groups of participants, one group may be twice as likely to have achieved a job outcome than

another group (odds ratio: 2.00). Where increased likelihood is less than twice as likely, we have described these using percentages. For example, one group may be 50 per cent more likely to have achieved a job outcome (odds ratio: 1.50).

The analysis draws on three regression models for the following employment outcomes: job outcomes, 13 weeks sustainment and in-work progression. These outcomes were selected as there was sufficient data for analysis and they enabled exploration of key employment aspects: gaining employment, staying in employment, and progressing in employment. However, it must be noted that data on actions completed was not available for one of the lots in the programme (Lot 5: Cannock North (Walsall College)) so the findings below do not perfectly reflect the population of participants who participated in the programme. Unfortunately, missing data particularly affected customer data collected by college-based providers. For this reason, we have excluded participants whose support was delivered by colleges as the high proportion of missing data means that the sample would not be representative, and findings may be inaccurate. Nevertheless, the data included in the analysis should provide some useful insights into factors that influenced the employment journey for participants participating in the programme and how these interact.

Qualitative data

Qualitative data used for this evaluation comes from interviews conducted with stakeholders across programme implementation. These interviews were semi-structured and focused on stakeholders' experiences of programme engagement, partnership working, and implementation. Three immersive visits, conducted in Year 1, supplement the data provided by these semi-structured interviews. The interview sample consisted of lead provider representatives, delivery staff and partners, community residents, and employers. In total, 51 participants were interviewed in Year 1, 63 in Year 2, and 40 in Year 3 (see Tables 6.1 and 6.2 for full details).

Table A-1. Breakdown of participants by respondent type

Respondent Type	Year 1	Year 2	Year 3
Programme stakeholders (e.g., Local/Combined Authority, DWP)	6	1	2
Programme provider leads	15	9	10
Delivery staff and partners	11	24	9
Participants			
<i>New Starters</i>	19	16	9
<i>Longitudinal</i>		10	10
Employers		3	
Total interviews	51	63	40

Source: IES, 2022

Table A-2. Breakdown of participants by demographic characteristics

Characteristics		Year 1	Year 2	Year 3
Gender	Female	9	14	10
	Male	11	12	9
Age	16-24	3	7	2
	25-34	3	4	5
	35-44	5	4	6
	45-54	4	4	2
	55-64	5	6	4
	65+	0	0	0
Indicated Health Problem		6 ^a	11 ^b	7 ^c
Number of people in household	1	4	8	5
	2	3	6	4
	3	6	6	4
	4	3	1	3
	5	2	4	3
	Currently between places	1	1	0
Partner in paid work	Yes	4	6	2 ^d
	No	8	11	4 ^d
	Retired	0	0	1 ^d
	Not applicable	8	10	11 ^d
Indicated having dependent children		6	10	9
Type of housing	Living with parents	2	2	3
	Rented from council housing / association	12	16	12
	Owned occupied	4	3	2
	Privately rented/shared housing	1	2	1
	Currently between places	1	1	0
	Other	0	0	1
Ethnicity	White British	16	18	12
	White European	1	0	0
	Asian / Asian British	1	5	3
	Black / African / Caribbean / Black British	2	3	3
	Mixed heritage	0	0	1
Highest level of qualification	No qualifications	2	0	0
	Entry level	2	0	1
	Level 1	4	5	2
	Level 2	8	12	7
	Level 3	2	3	5

Characteristics			Year 1	Year 2	Year 3
Work status	Level 4		0	0	1
	Level 5		0	1	1
	Level 6		1	2	2
	Level 7		1	3	0
	In work	<i>Full-time</i>	3	2	1
		<i>Part-time</i>	4	7	3
	Out of work		13	17	15

^a Twelve reported no health issues while two did not respond to the question.

^b Thirteen reported no health issues while two did not respond to the question.

^c Twelve reported no health issues.

^d One person did not respond to the question.

1 Introduction

No annex tables for this chapter.

2 Performance against quantitative targets

2.2 Programme engagement

Table A-3. Breakdown of participants by gender

Gender	No. participants	Per cent
Female	2,099	53
Male	1,858	47
Total	3,957	100

Source: Connecting Communities, Management Information, Jan 2019-December 2021 (Q1 2019-Q4 2021)

Table A-4. Breakdown of participants by age

Age bracket	No. participants	Per cent
16-24 years	1,137	29
25-34 years	964	25
35-44 years	806	21
45-54 years	575	15
55 and older	382	10
Total	3,864	100

Source: Connecting Communities, Management Information, Jan 2019-June 2021 (Q1 2019-Q4 2021)

Table A-5. Breakdown of participants by ethnicity

Ethnicity	No. participants	Per cent
White	2,228	58
Multiple/mixed ethnicities	101	3
Asian	1,122	29
Other ethnicities	40	1
Black	340	9
Total	3,831	100

Source: Connecting Communities, Management Information, Jan 2019-June 2021 (Q1 2019-Q4 2021)

Table A-6. Breakdown of Participants by ethnicity and provider

	Lot 1: Batchley and Brockhill		Lot 2: Binley & Willenhall		Lot 3: Birchills Leamore		Lot 4: Camp Hill		Lot 5: Cannock North		Lot 6: Chelmsley Wood		Lot 7: Glascote		Lot 8: Shard End		Lot 9: Washwood Heath	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
White	38	84	259	65	257	61	200	89	218	98	305	89	211	96	551	68	189	17
Ethnic minority	7	16	141	35	164	39	25	11	5	2	37	11	8	4	264	32	952	83
Total	45	100	400	100	421	100	225	100	223	100	342	100	219	100	815	100	1,141	100

Source: Connecting Communities, Management Information, Jan 2019-December 2021 (Q1 2019-Q4 2021)

N = Number of customers

Table A-7. Breakdown of participants by highest qualifications

Qualification	Frequency	Per cent
No qualifications	527	17
Entry level/ other qualifications below level 1	115	4
Level 1 (ie NVQ / Vocational qualifications Level 1 / GCSEs at grade - D-G or 1-3)	580	18
Full Level 2 (ie NVQ / Vocational qualifications Level 2 / GCSEs at grade A*-C or 4-9)	968	30
Full Level 3 (ie NVQ / Vocational qualifications Level 3 / AS and A Levels / Advanced Diplomas)	721	23
Level 4-6, Level 7 and above	248	8
Not known	28	1
Total	3187	100

Source: Connecting Communities, Management Information, Jan 2019-Sept 2020 (Q1 2019-Q4 2021)

Table A-8. Breakdown of participants by childcare responsibilities

Childcare responsibilities	Participants	Per cent
Childcare responsibilities	896	34
No childcare responsibilities	1780	67
Total	2676	100

Source: Connecting Communities, Management Information, Jan 2019-December 2021 (Q1 2019-Q4 2021)

Table A-9. Breakdown of participants by parental status

Parental status	Participants	Per cent
Sole parent	370	21
Coupled parent	1362	79
Total	1732	100

Source: Connecting Communities, Management Information, Jan 2019-December 2021 (Q1 2019-Q4 2021)

Table A-10. Breakdown of participants by elder care responsibilities

Elder care responsibilities	Participants	Per cent
Elder care responsibilities	140	5
No elder care responsibilities	2,523	95
Total	2,663	100

Source: Connecting Communities, Management Information, Jan 2019-December 2021 (Q1 2019-Q4 2021)

Table A-11. Breakdown of participants by health condition

Health condition	Participants	Per cent
Health condition or disability	966	25
No health condition or disability	2,843	75
Prefer not to say	3	0
Total	2,663	100

Source: Connecting Communities, Management Information, Jan 2019-December 2021 (Q1 2019-Q4 2021)

Table A-12. Top 5 most commonly reported health conditions

Health conditions	Number of participants	Per cent
Nerves/ Anxiety	318	34
Depression	295	32
Dyslexia/ Learning Difficulties	169	18
Breathing/ Asthma	160	17
Muscular/ Skeletal Problems	140	15
Total	930	n/a

Note: Multiple options could be recorded per customer so percentages in the table may add up to more than 100 per cent.

Source: Connecting Communities, Management Information, Jan 2019-December 2021 (Q1 2019-Q4 2021)

Table A-13. Average weekly hours worked in job at enrolment, employed progression group

Average weekly hours	Participants	Per cent
Less than 8 hours per week	26	7
8-15 hours per week	136	37
16-23 hours per week	58	16
24-34 hours per week	104	28
35 or more hours per week	47	13
Total	371	100

Source: Connecting Communities, Management Information, Jan 2019-June 2021 (Q1 2019-Q4 2021)

Table A-14. Average gross weekly salary in job at enrolment, employed progression group

Average gross weekly salary	Participants	Per cent
Less than £100 per week	117	36
£100-199 per week	101	31
£200-299 per week	63	19
£300-399 per week	24	7
£400 or more per week	23	7
Total	328	100

Source: Connecting Communities, Management Information, Jan 2019-June 2021 (Q1 2019-Q2 2021)

Table A-15. Contract status in job at enrolment, employed progression group

Contract status in job at enrolment	Participants	Per cent
Permanent contract	196	54
Fixed-term contract	30	8
Zero hours contract	93	25
Other variable (eg seasonal work, agency temping, casual work)	34	9
Contracted - Supported	12	3
Total	365	100

Source: Connecting Communities, Management Information, Jan 2019-June 2021 (Q1 2019-Q2 2021)

2.3 Work outcomes

Table A-16. Job outcomes among embedded OOW participants by provider

Job outcomes by provider	Lot 1: Batchley & Brockhill	Lot 2: Binley & Willenhall	Lot 3: Birchills Leamore	Lot 4: Camp Hill	Lot 5: Cannock North	Lot 6: Chelmsley Wood	Lot 7: Glascote	Lot 8: Shard End	Lot 9: Washwood Heath	Total
Embedded	28	225	280	198	145	166	122	577	762	2503
Job outcomes	6	133	90	50	37	97	56	249	304	1022
% of OOW embedded achieving job outcome	21%	59%	32%	25%	26%	58%	46%	43%	40%	41%

Source: Connecting Communities, Management Information, Jan 2019-June 2021 (Q1 2019-Q4 2021)

Table A-17. Sustained job outcomes (13 weeks) by provider

Sustained job outcomes by provider	Lot 1: Batchley & Brockhill	Lot 2: Binley & Willenhall	Lot 3: Birchills Leamore	Lot 4: Camp Hill	Lot 5: Cannock North	Lot 6: Chelmsley Wood	Lot 7: Glascote	Lot 8: Shard End	Lot 9: Washwood Heath	Total
Job outcome	6	133	90	50	37	97	56	249	304	1022
13 week sustainment	2	80	61	35	20	59	29	169	225	680
% of jobs sustained 13 weeks	33%	60%	68%	70%	54%	61%	52%	68%	74%	67%

Source: Connecting Communities, Management Information, Jan 2019-June 2021 (Q1 2019-Q4 2021)

Table A-18. Job outcomes among OOW embedded participants by health condition

Job outcomes by health condition	Health condition/disability	No health condition/ disability	Prefer not to say	Total
Total participants with job outcome	202	799	2	1003
Total participants embedded	594	1832	2	2428
% of embedded OOW participants with job outcome	34%	44%	100%	41%

Source: Connecting Communities, Management Information, Jan 2019-December 2021 (Q1 2019-Q4 2021)

Table A-19. Job outcomes among OOW embedded participants by caring responsibilities (U16)

Job outcome by caring responsibilities	Has caring responsibilities (U16)	No Caring responsibilities (U16)	Total
Total participants embedded	564	1104	1668
Total participants with job outcome	217	483	700
% of embedded OOW participants with job outcome	38%	44%	42%

Source: Connecting Communities, Management Information, Jan 2019-December 2021 (Q1 2019-Q4 2021)

Table A-20. Job outcomes among OOW embedded participants, by gender

Job outcomes by gender	Male	Female	Total
Total participants embedded	1309	1186	2495
Total participants with job outcome	505	517	1022
% of embedded OOW participants with job outcome	39%	44%	41%

Source: Connecting Communities, Management Information, Jan 2019-December 2021 (Q1 2019-Q4 2021)

Table A-21. Job outcomes among OOW embedded participants by ethnicity

Job outcomes by ethnicity	Minority ethnic background	White	Total
Total participants embedded	1053	1381	2434
Total participants with job outcome	424	567	991
% of embedded OOW participants with job outcome	40%	41%	41%

Source: Connecting Communities, Management Information, Jan 2019-December 2021 (Q1 2019-Q4 2021)

Table A-22. Job outcomes among OOW embedded participants by benefit status

Job outcomes by benefit status	Not claiming	Claiming benefit	Total
Total participants embedded	845	1635	2480
Total participants with job outcome	434	584	1018
% of embedded OOW participants with job outcome	51%	36%	41%

Source: Connecting Communities, Management Information, Jan 2019-December 2021 (Q1 2019-Q4 2021)

Table A-23. Job outcomes among OOW embedded participants by age

Job outcomes by age	16-24 years	25-34 years	35-44 years	45-54 years	55 and older	Total
Total participants embedded	762	582	497	350	230	2421
Total participants with job outcome	340	210	187	154	90	981
% of embedded OOW participants with job outcome	45%	36%	38%	44%	39%	41%

Source: *Connecting Communities, Management Information, Jan 2019-December 2021 (Q1 2019-Q4 2021)*

Table A-24. Factors influencing job outcomes (Harder to Reach, Hardest to Help and Rapid Progression cohorts)

Factors influencing job outcomes	B	Standard Error	Significance	Odds Ratio
Cohort (Reference category: Hardest to Help)			0	
Harder to Reach	0.142	0.133	0.287	1.153
Rapid progression	0.594	0.105	0	1.811**
Type of provider (Reference category: East Birmingham & Solihull Urban Partnership)				
Small-Medium Provider with local focus	0.713	0.161	0	2.04**
Gender (Reference category: Male)				
Female	0.039	0.093	0.678	1.04
Ethnicity (Reference category: white)				
Black, Asian and minority ethnic	-0.135	0.112	0.231	0.874
Has a health condition (Reference category: Yes)				
No	0.366	0.12	0.002	1.442**
Highest Qualification (Reference category: No qualifications)				
Entry level/ other qualifications below level 1	0.408	0.353	0.248	1.505
Levels 1&2 (ie NVQ / Vocational qualifications Levels 1&2 / GCSEs at grade - D-G or 1-3, A*-C or 4-9)	1.056	0.182	0	2.874**
Full Level 3 (ie NVQ / Vocational qualifications Level 3 / AS and A Levels / Advanced Diplomas)	1.366	0.197	0	3.919**
Level 4-6, Level 7 and above	1.153	0.26	0	3.168**
Age (Reference category: 25-34 years)			0.041	
16-24 years	0.18	0.126	0.154	1.197
35-44 years	0.311	0.141	0.027	1.365*
45-54 years	0.455	0.155	0.003	1.576**
55 and older	0.18	0.18	0.316	1.197
Claiming benefits (Reference category: Yes)				
No	0.296	0.097	0.002	1.345**
Accessed support to travel to a work opportunity (Reference category: Yes)				

Table A-25. Sustained job outcomes (13 weeks) by health condition

Sustained job outcomes by health condition	Health condition/disability	No health condition/ disability	Prefer not to say	Total
Total participants with job outcome	202	799	2	1003
13 week sustainment	121	545	2	668
% of jobs sustained (13 weeks)	60%	68%	100%	67%

Source: Connecting Communities, Management Information, Jan 2019-December 2021 (Q1 2019-Q4 2021)

Table A-26. Sustained job outcomes (13 weeks) by caring responsibilities (U16)

Sustained job outcomes by caring responsibilities	Has caring responsibilities (U16)	No Caring responsibilities (U16)	Total
Total participants with job outcome	217	483	700
13 week sustainment	142	302	444
% of jobs sustained (13 weeks)	65%	63%	63%

Source: Connecting Communities, Management Information, Jan 2019-December 2021 (Q1 2019-Q4 2021)

Table A-27. Sustained job outcomes (13 weeks) by gender

Sustained job outcomes by gender	Male	Female	Total
Total participants with job outcome	505	517	1022
13 week sustainment	345	335	680
% of jobs sustained (13 weeks)	68%	65%	67%

Source: Connecting Communities, Management Information, Jan 2019-December 2021 (Q1 2019-Q4 2021)

Table A-28. Sustained job outcomes (13 weeks) by ethnicity

Sustained job outcomes by ethnicity	Minority ethnic background	White	Total
Total participants with job outcome	424	567	991
13 week sustainment	293	369	662
% of jobs sustained (13 weeks)	69%	65%	67%

Source: Connecting Communities, Management Information, Jan 2019-December 2021 (Q1 2019-Q4 2021)

Table A-29. Sustained job outcomes (13 weeks) by benefit status

Sustained job outcomes by benefit status	Not claiming	Claiming benefit	Total
Total participants with job outcome	434	584	1018
13 week sustainment	298	379	677
% of jobs sustained (13 weeks)	69%	65%	67%

Source: Connecting Communities, Management Information, Jan 2019-December 2021 (Q1 2019-Q4 2021)

Table A-30. Sustained job outcomes (13 weeks) by age

Sustained job outcomes by age	16-24 years	25-34 years	35-44 years	45-54 years	55 and older	Total
Total participants with job outcome	340	210	187	154	90	981
13 week sustainment	215	141	128	107	57	648
% of jobs sustained (13 weeks)	63%	67%	68%	69%	63%	66%

Source: Connecting Communities, Management Information, Jan 2019-December 2021 (Q1 2019-Q4 2021)

Table A-31. Factors influencing 13-week sustainment outcomes (Harder to Reach, Hardest to Help and Rapid Progression cohorts)

Factors influencing 13-week sustainment outcomes	B	Standard Error	Significance	Odds Ratio
Cohort (Reference category: Rapid progression)				
Harder to Reach	-0.158	0.225	0.483	0.854
Hardest to Help	-0.022	0.184	0.907	0.979
Type of provider (Reference category: East Birmingham & Solihull Urban Partnership)				
Small-Medium Provider with local focus	0.187	0.281	0.505	1.206
Gender (Reference category: Male)				
Female	0.185	0.162	0.252	1.204
Ethnicity (Reference category: white)				
Black, Asian and minority ethnic	-0.094	0.193	0.626	0.91
Has a health condition (Reference category: No)				
Yes	-0.317	0.203	0.12	0.729
Highest Qualification (Reference category: Level 4-6, Level 7 and above)				
No qualifications	0.103	0.449	0.819	1.108
Entry level/ other qualifications below level 1	-0.328	0.625	0.6	0.72
Levels 1&2 (ie NVQ / Vocational qualifications Levels 1&2 / GCSEs at grade - D-G or 1-3, A*-C or 4-9)	0.321	0.331	0.332	1.379

Full Level 3 (ie NVQ / Vocational qualifications Level 3 / AS and A Levels / Advanced Diplomas)	0.258	0.352	0.464	1.294
Age (Reference category: 16-24 years)				
25-34 years	0.337	0.215	0.118	1.401
35-44 years	0.576	0.234	0.014	1.779*
45-54 years 55 and older	0.702	0.254	0.006	2.018**
55 and older	0.356	0.29	0.22	1.428
Claiming benefits (Reference category: Yes)				
No	0.09	0.163	0.582	1.094
Accessed support to travel to a work opportunity (Reference category: Yes)				
No	0.044	0.357	0.902	1.045
Accessed support for financial and digital inclusion (Reference category: Yes)				
No	0.456	0.273	0.095	1.577
Accessed support with their current work (Reference category: Yes)				
No	0.142	0.585	0.809	1.152
Identified possible jobs that match their skills (Reference category: No)				
Yes	0.707	0.26	0.006	2.029**
Attended pre-employment training (Reference category: Yes)				
No	-0.249	0.385	0.517	0.779
Enrolled on a training/ learning programme (Reference category: Yes)				
No	0.079	0.314	0.8	1.083
Attended coaching session(s) (Reference category: Yes)				
No	0.052	0.261	0.842	1.053
Attended other specialist support (Reference category: Yes)				
No	-0.49	0.408	0.23	0.613
Constant	-0.568	0.694	0.413	0.567

* $p < 0.05$, ** $p < 0.01$

The colleges category for Type of Provider is not listed in the table as there was a large proportion of missing data in this group and they have been excluded from the analysis.

Base: N = 823

Source: Connecting Communities, Management Information, Jan 2019-December 2021 (Q1 2019-Q4 2021); excluding data from Lot 5: Cannock North.

Table A-32. In-work progression outcomes by provider

In-work progression outcomes by provider	Lot1: Batchley & Brockhill	Lot2: Binley & Willenhall	Lot 3: Birchills Leamore	Lot 4: Camp Hill	Lot 5: Cannock North	Lot 6: Chelmsley Wood	Lot 7: Glascote	Lot 8: Shard End	Lot 9: Washwood Heath	Total
Embedded	2	32	31	17	23	23	25	151	158	462
Employed progression	0	13	14	8	5	15	7	71	88	221
% of embedded achieving employed progression	0%	41%	45%	47%	22%	65%	28%	47%	56%	48%

Source: Connecting Communities, Management Information, Jan 2019-June 2021 (Q1 2019-Q4 2021)

Table A-33. In-work progression outcomes by health condition

In-work progression outcomes by health condition	Health condition/disability	No health condition/ disability	Total
Total participants with job outcome	83	371	454
Employed progression	34	186	220
% of embedded achieving employed progression	41%	50%	48%

Source: Connecting Communities, Management Information, Jan 2019-December 2021 (Q1 2019-Q4 2021)

Table A-34. In-work progression outcomes by caring responsibilities (U16)

In-work progression outcomes by caring responsibilities	Has caring responsibilities (U16)	No Caring responsibilities (U16)	Total
Total participants embedded	116	179	295
Employed progression	44	87	131
% of embedded achieving employed progression	38%	49%	44%

Source: Connecting Communities, Management Information, Jan 2019-December 2021 (Q1 2019-Q4 2021)

Table A-35. In-work progression outcomes by gender

In-work progression outcomes by gender	Male	Female	Total
Total participants embedded	293	169	462
Employed progression	146	75	221
% of embedded achieving employed progression	50%	44%	48%

Source: Connecting Communities, Management Information, Jan 2019-December 2021 (Q1 2019-Q4 2021)

Table A-36. In-work progression outcomes by ethnicity

In-work progression outcomes by ethnicity	Minority ethnic background	White	Total
Total participants embedded	218	231	449
Employed progression	106	110	216
% of embedded achieving employed progression	49%	48%	48%

Source: Connecting Communities, Management Information, Jan 2019-December 2021 (Q1 2019-Q4 2021)

Table A-37. In-work progression outcomes by benefit status

In-work progression outcomes by benefit status	Not claiming	Claiming benefit	Total
Total participants embedded	308	149	457
Employed progression	165	53	218
% of embedded achieving employed progression	54%	36%	48%

Source: Connecting Communities, Management Information, Jan 2019-December 2021 (Q1 2019-Q4 2021)

Table A-38. In-work progression outcomes by age

In-work progression outcomes by age	16-24 years	25-34 years	35-44 years	45-54 years	55 and older	Total
Total participants embedded	114	133	101	75	34	457
Employed progression	66	69	37	38	10	220
% of embedded achieving employed progression	58%	52%	37%	51%	29%	48%

Source: Connecting Communities, Management Information, Jan 2019-Dec 2021

Table A-39 Factors influencing in-work progression outcomes (Rapid Support Employed cohort)

Factors influencing in-work progression outcomes	B	Standard Error	Significance	Odds Ratio
Gender (Reference category: Male)				
Female	0.335	0.207	0.106	1.398
Ethnicity (Reference category: white)				
Black, Asian and minority ethnic	-0.253	0.236	0.283	0.776
Has a health condition (Reference category: No)				
Yes	-0.195	0.325	0.548	0.823
Highest Qualification (Reference category: Level 4-6, Level 7 and above)				
No qualifications	-0.017	0.478	0.972	0.983
Entry level/ other qualifications below level 1	-0.883	1.283	0.492	0.414
Levels 1&2 (ie NVQ / Vocational qualifications Levels 1&2 / GCSEs at grade - D-G or 1-3, A*-C or 4-9)	-0.536	0.389	0.168	0.585
Full Level 3 (ie NVQ / Vocational qualifications Level 3 / AS and A Levels / Advanced Diplomas)	-0.321	0.414	0.438	0.725
Age (Reference category: 55 and older)				
16-24 years	0.317	0.499	0.525	1.374
25-34 years	0.049	0.489	0.921	1.05
35-44 years	-0.63	0.49	0.198	0.533
45-54 years	-0.184	0.496	0.711	0.832
Claiming benefits (Reference category: Yes)				
No	0.601	0.241	0.013	1.824*
Type of provider (Reference category: East Birmingham & Solihull Urban Partnership)				
Small-Medium Provider with local focus	-0.437	0.515	0.397	0.646
Accessed support to travel to a work opportunity (Reference category: Yes)				
No	-0.043	0.387	0.912	0.958
Accessed support for financial and digital inclusion (Reference category: Yes)				
No	0.523	0.54	0.332	1.688
Accessed support with their current work (Reference category: Yes)				
No	0.249	0.609	0.682	1.283
Identified possible jobs that match their skills (Reference category: Yes)				
No	-0.318	0.485	0.512	0.728
Attended pre-employment training (Yes)				
No	-0.137	0.63	0.828	0.872
Enrolled on a training/ learning programme (Reference category: Yes)				
No	-0.421	0.566	0.457	0.656
Attended coaching session(s) (Reference category: Yes)				
No	0.021	0.443	0.962	1.022

Attended other specialist support (Reference category: Yes)				
No	0.032	0.481	0.947	1.032
Constant	-0.415	0.891	0.641	0.66

The colleges category for Type of Provider is not listed in the table as there was a large proportion of missing data in this group and they have been excluded from the analysis.

Base: N = 491

Source: Connecting Communities, Management Information, Jan 2019-December 2021 (Q1 2019-Q4 2021); excluding data from Lot 5: Cannock North.

3 Partnership and governance

No annex tables for this chapter

4 Implementation

4.2 Promotion and marketing

Table A-40. Breakdown of participants by provider

Participants by provider	Lot 1: Batchley and Brockhill	Lot 2: Binley & Willenhall	Lot 3: Birchills Leamore	Lot 4: Camp Hill	Lot 5: Cannock North	Lot 6: Chelmsley Wood	Lot 7: Glascote	Lot 8: Shard End	Lot 9: Washwood Heath	Total
Total participants	46	408	444	228	234	421	219	822	1144	3966
% of participants (%)	1%	10%	11%	6%	6%	11%	6%	21%	29%	100%

Source: Connecting Communities, Management Information, Jan 2019-December 2021 (Q1 2019-Q4 2021)

Table A-41. Breakdown of participants by cohort and provider

By cohort and provider	Lot 1: Batchley and Brockhill		Lot 2: Binley & Willenhall		Lot 3: Birchills Leamore		Lot 4: Camp Hill		Lot 5: Cannock North		Lot 6: Chelmsley Wood		Lot 7: Glascote		Lot 8: Shard End		Lot 9: Washwood Heath	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Harder to reach	5	11	33	8	69	16	37	16	29	12	25	6	14	6	148	18	197	17
Hardest to help	16	35	96	24	179	40	90	39	85	36	164	39	71	32	274	33	443	39
Rapid progression	21	46	228	56	145	33	82	36	80	34	186	44	97	44	240	29	293	26
Rapid Support Employed	4	9	51	13	51	11	19	8	40	17	46	11	37	17	160	19	211	18
Total	46		408		444		228		234		421		219		822		1144	

Source: Connecting Communities, Management Information, Jan 2019-December 2021 (Q1 2019-Q4 2021)

Table A-42. Breakdown of how participants heard about Connecting Communities by cohort

	Harder to Reach		Hardest to Help		Rapid Progression		Rapid Support Employed	
	N	%	N	%	N	%	N	%
Leaflets/ Event	259	49	588	43	473	36	309	52
Job Centre	65	12	245	18	218	16	37	6
Friends/Family	143	27	218	16	205	15	133	22
Other Organisation	45	9	139	10	149	11	37	6
Other	140	27	567	41	359	27	136	23
Total	526	100	1,370	100	1,331	100	594	100

Source: Connecting Communities, Management Information, Jan 2019-December 2021 (Q1 2019-Q4 2021)

Table A-43. Breakdown of how participants heard about Connecting Communities from Jobcentre Plus by provider

	Lot 1: Batchley and Brockhill	Lot 2: Binley & Willenhall	Lot 3: Birchills Leamore	Lot 4: Camp Hill	Lot 5: Cannock North	Lot 6: Chelmsley Wood	Lot 7: Glascote	Lot 8: Shard End	Lot 9: Washwood Heath	Total
Total participants from Jobcentre	6	20	68	128	112	138	44	49	0	565
Total participants	40	401	382	223	190	415	218	809	1144	3822
% of participants from Jobcentre	15	5	18	57	59	33	20	6	0	15

Source: Connecting Communities, Management Information, Jan 2019-December 2021 (Q1 2019-Q4 2021)

4.2.4 Barriers identified at enrolment

Table A-44. Perceived barriers by cohort

Perceived barriers	Harder to Reach		Hardest to Help		Rapid Progression		Rapid Support Employed	
	N	%	N	%	N	%	N	%
Employability support	487	90	1258	91	1235	92	567	94
Lack of qualifications / skills	236	44	807	58	363	27	188	31
Confidence and motivation for work	289	53	815	59	648	48	317	52
Lack of work experience	80	15	1009	73	191	14	115	19
Health condition / disability	101	19	314	23	254	19	80	13
Lack of suitable local jobs	79	15	242	17	195	15	52	9
Availability / cost of transport	57	11	127	9	119	9	66	11
Debt	142	26	452	33	356	27	225	37
Lack of English language skills / ESOL need	20	4	441	32	49	4	45	7
Total	542	-	1390	-	1341	-	606	-

Note: Multiple options could be recorded per customer so percentages in the table may add up to more than 100 per cent.

Source: Connecting Communities, Management Information, Jan 2019-Sept 2020 (Q1 2019-Q4 2021)

4.3 Forms of support provided to participants

Table A-45. Agreed actions, by cohort

Agreed actions	Harder to Reach		Hardest to Help		Rapid Progression		Rapid Support Employed	
	N	%	N	%	N	%	N	%
Create a CV	441	88	1134	89	1111	90	515	89
Apply to a job	412	82	981	77	894	72	463	80
Identify possible jobs that match their skills	392	78	971	76	834	67	455	79
Attend coaching session(s)	153	31	651	51	277	22	88	15
Research possible careers/ jobs	403	80	929	73	769	62	447	78
Access support for financial and digital inclusion	120	24	620	49	257	21	65	11
Enrol on a training/ learning programme	216	43	700	55	214	17	92	16
Access support to travel to a work opportunity	174	35	489	38	337	27	253	44
Take part in volunteering	115	23	492	39	47	4	18	3
Arrange/attend a work experience placement	110	22	456	36	20	2	8	1
Total	501	-	1273	-	1242	-	576	-

Note: Multiple options could be recorded per customer so percentages in the table may add up to more than 100 per cent.

Source: Connecting Communities, Management Information, Jan 2019-December 2021 (Q1 2019-Q4 2021)

Table A-46. Completed actions

Completed actions	Participants	Per cent
Created a CV	2778	90
Applied to a job	2715	87
Identified possible jobs that match their skills	2521	81
Attended a job interview/ practiced interview skills	2472	80
Researched possible careers/jobs	2415	78
Attended coaching session(s)	1828	59
Attended mentoring session(s)	1386	45
Accessed support with their current work	1315	42
Accessed support to travel to a work opportunity	1287	41
Attended other specialist support	1244	40
Enrolled on a training/ learning programme	542	18
Accessed support for financial and digital inclusion	394	13
Attended pre-employment training	354	11
Participated in volunteering	92	3
Arranged/attended a work experience placement	61	2
Other involvement with an employer	22	1
Attended employer taster (multiple dichotomous)	2	0
Total participants with completed actions	3105	-

Note: Multiple options could be recorded per customer so percentages in the table may add up to more than 100 per cent.

Source: Connecting Communities, Management Information, Jan 2019-December 2021 (Q1 2019-Q4 2021)

Table A-47. In-work progression at same or different employer, by provider (Rapid Support Employed cohort)

	Lot 2: Binley & Willenhall		Lot 3: Birchills Leamore		Lot 4: Camp Hill		Lot 6: Chelmsley Wood		Lot 8: Shard End		Lot 9: Washwood Heath		Total	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Same employer	3	30	0	0	0	0	2	100	8	100	55	74.3	68	67.3
Different employer	7	70	2	100	5	100	0	0	0	0	19	25.7	33	32.7
Total	10	100	2	100	5	100	2	100	8	100	74	100	101	100

Note: Only providers who reported an in-work progression outcome are shown in the table.

Source: Connecting Communities, Management Information, Jan 2019-December 2021 (Q1 2019-Q4 2021)

5 Conclusions and recommendations

No annex tables for this chapter