

Interim findings from the evaluation of the JobsPlus pilot

JobsPlus is a voluntary community-led employment scheme that aims to help people into work through on-site employment services (community hubs), community support, and financial incentives. JobsPlus is being piloted by housing associations in 10 sites with high levels of worklessness.

Evaluation methodology

Data collected: July 2024 – March 2025

Approach: Mixed-methods: quantitative and qualitative data

Quantitative sources: Management Information from pilot sites and baseline participant surveys

Qualitative insights:

- 72 interviews with Housing Association staff and delivery partners JobsPlus 5–6 months post set-up (Feb–Mar 2025)
- 47 interviews with JobsPlus participants (Dec–Jan 2025)
- On-site visits at each pilot site (Jan 2025) for programme delivery observations

Reaching groups who are less likely to engage in employment support



Caring responsibilities

36% had parental or caring duties



Long-term health conditions

28% had a condition lasting 12+ months that reduced daily activity



Young people

25% were aged 16–24, compared to **12%** of pilot site residents

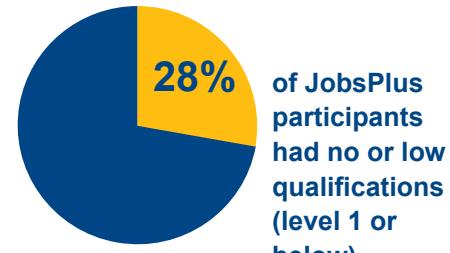


Black ethnic minority background

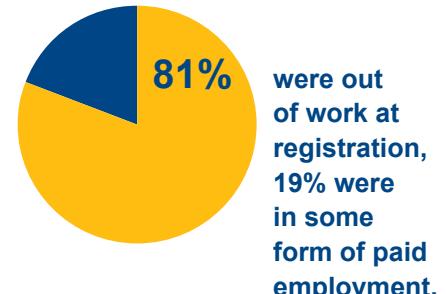
27% of participants, compared to **12%** of pilot site residents

Targeting support where it's needed most

Low qualifications

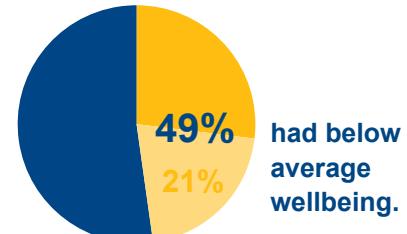


Employment history



37% had mostly been in paid employment prior to joining JobsPlus. 28% had been in and out of paid employment. 13% had never been in paid employment, 15% mostly out of paid employment, 8% don't know/prefer not to say.

Wellbeing



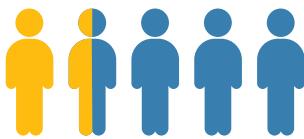
21% of these experienced very low wellbeing.

Outcomes

Eight months after the start of the programme, there is positive emerging evidence of employment outcomes:



18% (83 people) of JobsPlus participants had secured employment. 15% (69 people) were out of work at registration.



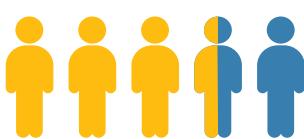
Of those who joined in the first four months of JobsPlus, 27% (47 people) had moved into employment by March 2025



Around 50% of employment outcomes were achieved within two months of registration



More than half (47) of all employment outcomes resulted in permanent contracts



Over three-fifths (43) of those who found work, 26 out of 44 eligible participants qualified for the Into Work Bonus (£400 for sustained employment). An additional 18 participants sustained employment for two months but did not meet the earnings threshold. A further 25 participants had started work less than eight weeks ago and may still become eligible.

Wider outcomes – insights from participants

“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.“

Improvements in mental health & wellbeing

“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.’“

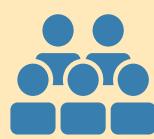
Increased confidence & motivation

“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.’“

Job readiness

“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.“

Employability skills



Strong pre-existing local partnerships with public, voluntary, and community sector organisations has meant the right support could be put in place quickly – this also enabled effective signposting.

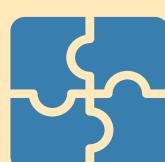
Partnership working has been enhanced by clear communication, having shared goals, and co-locating services.



Key success factors



Flexible and tailored support that is based on a sound understanding of participant needs. Caseworkers build trust through fostering a safe, supportive environment and ensuring participants can be open and honest.



Caseworkers' abilities in improving employability skills, increasing confidence, motivating participants, and supporting the holistic development of the whole person.



Community hubs are seen as accessible, welcoming, and key to resident engagement.