

Evaluation of South Yorkshire  
Transitional Labour Market Programme

A N N E X

## CONTENTS

A.	CONSULTEES.....	1
B.	ABBREVIATIONS.....	3
C.	ADDITIONAL BACKGROUND RESEARCH .....	4
D.	PLANNED EXPENDITURE .....	6
E.	FINDINGS FROM BENEFICIARY CONSULTATION.....	7
F.	PROGRAMME FINANCES BY DELIVERY AGENT.....	15
G.	ANALYSIS OF BENEFICIARY DATABASE .....	19
H.	MAPS SHOWING BENEFICIARY PLACE OF RESIDENCE.....	39

## A. CONSULTEES<sup>1</sup>

Bea Jefferson – Yorkshire Forward  
 David Bryan – Yorkshire Forward  
 Helen Thomson – Yorkshire Forward  
 Alison Weston - Yorkshire Forward  
 Guy Gibson – Yorkshire Forward  
 Sam Allsopp – SYCON  
 Clair Woolley – Objective One  
 Ian Hatley – Barnsley Development Agency  
 Jilly Addy – Barnsley Development Agency  
 Mel Wheeler – Barnsley Development Agency  
 Linda Vellensworth – Barnsley Development Agency  
 Sam Taylor – Phoenix Enterprises  
 Jean Jepson - Phoenix Enterprises  
 Doug Low - CFFE  
 Jennie Cavanagh – Doncaster Chamber  
 Helen Clarke – Doncaster Chamber  
 Simon Freeston – Jobcentre Plus  
 Louise Austin – Playmania  
 Gillian Austin – Playmania  
 Sandra Wood – Bar Code Training  
 Viv Allen – Sheffield Community Transport  
 Alison Evans –SYFIT  
 Darren Green – SYFIT  
 Andy Stores – SYFIT  
 Ellen Taylor – Firth Park Advice Centre  
 Matthew North – Steel Valley Project  
 Ian Cambe – Burton Street Project and Jobnet  
 Jeff Hardcastle – Hoyland Community Centre  
 Steve Palmer – Barnsley Community Build  
 Orlando De Donno – Mapplewell Village Hall  
 Lorna Szkliniarz – SOVA  
 Sue Stokes – Pathways  
 Janet Townsend – Priory Campus  
 Eileen Chatterton – Debt Support Unit  
 Kerry Burton – BTCV  
 Mary Allebone – Castle Advice Service  
 Linda Edwards – Darnall Community Nursery  
 Marriane Thurlman – Ellesmere Children’s Nursery  
 Kate Hamill – Firth Park Sure Start  
 Helen Murphy – Firth Park Jobnet  
 Judith Badger – NUCA Jobnet  
 Lindsey Ogden – NUCA Jobnet  
 Chris Simms – Black and Ethnic Minority Initiative  
 Linda Fisher – Kingfisher Training  
 Marc Hudson – Firelec  
 Mark Taylor – KT Associates  
 Steve Battersby – Universal Components  
 Tony Clabby – Community West Recycling  
 Linda Holmes and Debbie Allot – Bentley Training Centre

<sup>1</sup> Beneficiary names have been omitted for reasons of confidentiality.

Sarah Robson – Orchids  
Lynsay Goodwin – GLAD Ltd  
Richard Burton – TBR Products  
Pam Jenner – Dot Communications  
Lisa Patterson – Thornbirds Girls Night Out  
Brian Kiernan and Peter Hyde – Streetpride  
Kate Denton – Rotherham Social Enterprise  
Bon Jackson and Michael Spencer – Fitlock Systems  
Albert – Top Tread Tyres  
Carol and Ashley Ball – First Choice Windows  
Zeff Siddique – Elite Cleaning  
Marie Harvey – LJ Monks

## B. ABBREVIATIONS

Abbreviations used in this report are as follows:

BDA – Barnsley Development Agency  
CFFE – Centre for Full Employment  
DMBC – Doncaster Metropolitan Borough Council  
DWP – Department for Work and Pensions  
ESF – European Social Fund  
GLLaB – Greenwich Local Labour and Business  
GVA – Gross Value Added  
IAG – Information, Advice and Guidance  
ICT – Information and Communications Technology  
ILM – Intermediate Labour Market  
IMD – Index of Multiple Deprivation  
IOA – Individual Opportunities Adviser  
JC+ - Jobcentre Plus  
JRF – Joseph Rowntree Foundation  
JSA – Job Seekers Allowance  
LAD – Local Authority District  
LSC – Learning and Skills Council  
LSCSY – Learning and Skills Council South Yorkshire  
LSP – Local Strategic Partnership  
MI – Monitoring Information  
mtl – Milburn Trinnaman La Court  
NRF – Neighbourhood Renewal Fund  
NTA – Non-Teaching Assistants  
NVQ – national Vocational Qualification  
OCD – Obsessive Compulsive Disorder  
OI – Objective One  
PSA – Public Service Agreement  
RES – Regional Economic Strategy  
SAV – Strategic Added Value  
SLA – Service Level Agreement  
TLM – Transitional Labour Market  
VAT – Value Added Tax  
VCS – Voluntary and Community Sector  
YF – Yorkshire Forward

### C. ADDITIONAL BACKGROUND RESEARCH

There are many examples of initiatives aimed at helping disadvantaged groups gain access to work in the UK, with many bearing similarities to the Intermediate/ Transitional Labour Market approach.

Research commissioned by One North East<sup>2</sup> in 2005 found that job placements with 'for profit' organisations tended to yield higher success rates and that employer commitment is a fundamental pre-requisite for a successful scheme.

The Marshall and Macfarlane research suggests that participants should undergo progress reviews and counselling at regular intervals which should not only focus on the barriers that the individual is facing to gain employment but should also focus on preparation for job search. The research also recognises that formal training is not a necessity during the placement and employers respond more positively to activities to enhance employability more generally. The research found five success factors for job brokerage schemes which are; they must be embedded in the local area; they must undertake a holistic approach; they must collaborate with other agencies; and they must be employer-focused.

The StepUP pilot provided guaranteed employment and support up to a maximum of 50 weeks. Although there are no plans to roll this programme out, there were many lessons to be learned from the StepUP pilots such as the jobsearch element of the Programme was not expected until the beneficiary was 26 weeks into their StepUP job. An important finding was that there was a generally positive response from employers and a reasonable number of suitable StepUp job offers were sourced. One caution, however, is managing employer expectations correctly especially considering the type of employee / beneficiary they are employing.

In the 2007 Budget the Government confirmed their long term support for employment opportunity for all. Amongst the measures announced to support this were Local Employment Partnerships between large retailers and Jobcentre Plus. The partnerships will agree a series of activities which employers will take to help Jobcentre Plus support benefit claimants into work. These include offering work trials and subsidised employment places and designing pre-employment training programmes. Jobcentre Plus have also taken the lead role in the Pathways to Work programme which is aimed specifically at people claiming Incapacity Benefits and covers around 45% of the UK at the present time. This illustrates Jobcentre Plus' involvement in addressing worklessness and inactivity as well as unemployment. As the activities of mainstream partners such as Jobcentre Plus change and evolve in response to labour market needs, it is important that wider delivery does not duplicate, but enhances this provision through strategic coordination and collaborative work at an operational level.

The South Yorkshire ILM evaluation highlighted a number of issues. These included:

- A need to develop stronger links with private businesses and real-world activities.
- Need to take a stronger sectoral approach to placements and create a more employer focused Programme.
- Greater flexibility is required, particularly in relation to Jobsearch activities.
- More consistency of funding and information required and more streamlining of paperwork.
- Greater flexibility in the length of placements to recognise different beneficiary needs.
- Need to improve collaboration between delivery agents.

<sup>2</sup> <http://www.onenortheast.co.uk>

Overall, research into this field has highlighted a number of good practice features including:

- A higher number of job outputs are achieved when initiatives are based on a demand led approach. Therefore ensuring initiatives are linked into business support networks and are based on up to date labour market information is vital for effective operation and delivery.
- ILMs work best if targeted on those people who have been looking for work, but, for a variety of reasons have been unsuccessful in gaining paid employment. Programmes tend to be less successful if working with people who do not want to work and those whose domestic or personal situation is such that they have many problems which need to be addressed before they are ready to consider employment.
- The type of jobs on offer are important to the success rate of the scheme. It is important that jobs available not only engage the beneficiary but also keep them interested and allow the development of transferable skills.
- Getting a balance between work experience and training.
- Clarity regarding work terms and conditions; it is important to ensure participants are clear that it is a job and they are bound by the same conditions as other employees including punctuality, dress code, attitude etc.
- The wage is an important element as it prepares the participant for coming off benefits and managing their own money as well as creating more realistic working conditions.
- Jobsearch should be encouraged from an early stage in the project to facilitate progression. It is important to create a culture of moving on and successful job progression.

## D. PLANNED EXPENDITURE

### Planned Programme Expenditure and Funding

	2004/05	2005/06	2006/07	2007/08	Total £	%
<b>Expenditure</b>						
Programme Management/Delivery	991,544	4,674,985	4,786,067	2,970,027	13,422,623	49.7
Beneficiary Costs	1,502,302	4,585,931	5,520,712	1,982,409	13,591,354	50.3
<b>Total</b>	<b>2,493,846</b>	<b>9,260,916</b>	<b>10,306,779</b>	<b>4,952,436</b>	<b>27,013,977</b>	<b>100</b>
<b>Funding</b>						
Yorkshire Forward	-	2,448,395	4,164,995	2,080,237	8,693,627	32.2
European Funds	1,536,330	2,806,869	3,440,970	1,671,003	9,455,172	35
Private Sector	50,250	330,750	399,000	240,000	1,020,000	3.8
Other Partners	882,846	3,577,286	2,204,198	887,984	7,552,330	28
In-Kind	24,404	97,616	97,616	73,212	292,848	1
<b>Total</b>	<b>2,493,830</b>	<b>9,260,916</b>	<b>10,306,779</b>	<b>4,952,436</b>	<b>27,013,977</b>	<b>100</b>

Source: Yorkshire Forward TLM Contract

## E. FINDINGS FROM BENEFICIARY CONSULTATION

### Findings from Beneficiary Consultation with Completers and Early Leavers: Barnsley

#### 1. How did you hear about the TLM Programme?

Beneficiaries became aware of the TLM Programme by various means. The most common method was an advert in the local paper where 7 out of 13 interviewees [53%] first heard about the TLM Programme. Other sources were JC+, friends/ family and 1 interviewee was a volunteer at an organisation advertising TLM positions.

#### 2. How long had you been out of work before you got involved in TLM?

The length of time beneficiaries had been out of work before engaging in the TLM Programme varies depending primarily on the circumstances that led to the beneficiary being out of work. In general, women who were interviewed were out of work longer than their male counterparts mainly due to family care issues. Reasons that led to beneficiaries being out of work are discussed in question 3.

Below is a breakdown for the length of time the beneficiaries had been unemployed;

- Less than 6 months = 0 [0%]
- 6 to 12 months = 3 [23%]
- 12 to 24 months = 4 [31%]
- More than 24 months = 6 [46.1%]

3 beneficiaries had been out of work for 15, 12 and 8 years respectively. Reasons for this were a combination of family circumstances and health problems/ issues.

#### 3. What had led to you being out of work?

The three most frequently cited reasons for TLM Programme clients being out of work were family commitments, being made redundant from their previous job and health issues. A breakdown of the main reason why clients were out of work are outlined below [however some cited a combination of reasons which led to them being out of work].

- Made redundant = 4 [31%]
- Family circumstances = 3 [23%]
- Illness/ incapacity = 2 [15%]
- Other = 3 [23%]

'Other' reasons include leaving their previous job because they did not enjoy it, separation from a spouse resulting in re-location to the area, and not finding anything suitable since leaving full time education.

#### 4. What were you looking for help with when you first contacted the delivery agent?

An overwhelming majority of people regardless of their reasons for being out of work were looking for help to find a job. A significant proportion suggested they were also hoping to find some training as well as employment.

### 5. How did you find the support received by the delivery agent? Could anything have been done differently / better?

Of the 13 beneficiaries interviewed only 3 [23%] interviewees indicated that the support they received was very good/ good. 6 [46%] interviews indicated that the support they received was ok/ satisfactory. 4 [31%] interviewees revealed that they thought the support they received from BDA was poor/ could have been better.

### 6. How long were you on the TLM Programme for? Was this too short / long / about right?

The majority of people were on the Programme for 9 months. One beneficiary claimed to have completed the Programme in 6 months. Only one person felt the placement had been too short. Those who left the TLM Programme early had been on the course;

- 12 weeks
- Approx. 3 months
- 2 months
- 2/3 months
- A week and a half

The following questions were only asked to those beneficiaries who indicated that they had completed the TLM Programme.

### 7. Did you receive any training whilst on the TLM? How did you find this?

Overall, three interviewees gained NVQ level 2 qualifications mainly relating to childcare. One beneficiary started an NVQ level 2 qualification but did not complete it until after finishing the Programme.

Two interviewees started introductory courses but did not gain recognised qualifications. One beneficiary completed Citizen Advice qualifications in relation to claiming benefits whilst one interviewee revealed that they were promised that they would start an NVQ but it never materialised. Those that did receive training found that it was worthwhile and enjoyable.

### 8. What's happened to you since completing the TLM?

Of the eight people who had completed the Programme, seven of them [88%] were in full time employment with one person working in a part time role with their TLM provider. Three interviewees [38%] were employed in full time positions where they did their placement whilst 4 people [50%] were employed full time elsewhere.

This suggests that the beneficiaries on the TLM Programme increased their employability by completing the Programme.

### 9. How has the TLM helped you?

One beneficiary found the Programme helpful as they were new to the area so it helped with finding a job and slowly adapting to a new environment and community. Others suggest that the Programme helped them find suitable employment that otherwise they would have been unaware of. One beneficiary felt that Programme was particularly helpful to people who were “over a certain age” who find it difficult to find suitable employment. Many felt that it increased their confidence and employability.

The remaining three questions were only asked to the people who had not completed the TLM Programme and had left the Programme early for whatever reason.

### 10. Why did you leave the TLM?

The individual reasons why interviewees left the TLM Programme are:

- The interviewee found a better job based in Leeds with better prospects and pay [telesales].
- Offered full time employment elsewhere with improved rates of pay.
- The course and training provided was not very good so decided to leave.
- The placement required heavy lifting which the interviewee could not manage due to a history of back problems.
- Ill-health but was not really enjoying the placement anyway.

### 11. What are you doing now?

Two interviewees were in full time employment whilst three were still unemployed.

### 12. Did you find the TLM worthwhile / beneficial in any way?

The people who left early did not personally find the TLM helpful but understood why it could be helpful to other people depending on their personal circumstances.

## Findings from Beneficiary Consultation with Completers and Early Leavers: Doncaster

### 1. How did you hear about the TLM Programme?

Three [75%] beneficiaries first heard about the TLM Programme through adverts in the local paper whilst one interviewee could not recall where they had heard about the Programme.

### 2. How long had you been out of work before you got involved in TLM?

- Less than 6 months = 1
- 6 to 12 months = 1
- More than 24 months = 2

One beneficiary had been out of work for over 10 years whilst one beneficiary had been unemployed for only 2/3 months due to being made redundant.

### 3. What had led to you being out of work?

- Made redundant = 1
- Illness/ incapacity = 2
- Other = 1

One interviewee had a history of drug related problems and was an ex-offender [listed as other]

#### 4. What were you looking for help with when you first contacted the delivery agent?

The majority of people were looking for help to find a job. A significant proportion suggested they were also hoping to find some training as well as employment.

#### 5. How did you find the support received by the delivery agent? Could anything have been done differently / better?

3 [75%] interviewees felt that the support they received was very good or good whilst one interviewee felt that because they had only been on the Programme for two months they did not have much to do with the Chamber so it was hard to comment.

#### 6. How long were you on the TLM Programme for? Was this too short / long / about right?

The 1 beneficiary who completed the TLM Programme was on placement for 12 months. This was because the beneficiary needed time off for an operation. The other 3 interviewees left the Programme after the following lengths of time:

- 4 months
- 2 months
- 1 interviewee could not remember

#### 7. Did you receive any training whilst on the TLM? How did you find this?

The one beneficiary who completed the TLM Programme did receive training but did not achieve a recognised qualification. They commented that their employer did not provide enough support during this time.

#### 8. What's happened to you since completing the TLM?

The only completer was unemployed at the time of the telephone survey.

#### 9. How has the TLM helped you?

The beneficiary felt that it was a really good Programme and an excellent method in to getting people back in to employment, the beneficiary would not hesitate to go on the Programme again.

The next three questions were only asked to those people who had not completed the TLM Programme and had left early for whatever reason.

#### 10. Why did you leave the TLM?

- Sacked for gross-misconduct.
- Left due to health problems [severe OCD].
- The interviewee was struggling with their disability.

#### 11. What are doing now?

All three early leavers were still unemployed at the time of the survey.

## 12. Did you find the TLM worthwhile / beneficial in any way?

Those interviewed recognised the benefits of completing the Programme but were quite neutral about the Programme.

### Findings from Beneficiary Consultation with Completers and Early Leavers: Rotherham

#### 1. How did you hear about the TLM Programme?

6 respondents [43%] saw an advert in the local paper, 6/14 [43%] were directed to the TLM Programme through Job Centre Plus and 2 [14%] interviewees heard through word of mouth.

#### 2. How long had you been out of work before you got involved in TLM?

- Less than 6 months = 3
- 6 to 12 months = 4
- 12 to 24 months = 5
- More than 24 months = 2

Two beneficiaries had been out of work for 9 and 7 years respectively whilst three beneficiaries had been unemployed for less than 6 months [4 months, 3 months and 2 weeks]

#### 3. What had led to you being out of work?

- Made redundant = 5
- Family circumstances = 4
- Illness/ incapacity = 1
- Other = 4

'Other' reasons include fancying a job in career and unable to find suitable employment after leaving full time education.

#### 4. What were you looking for help with when you first contacted the delivery agent?

All of the respondents were looking for help to find a job. A significant proportion suggested they were also hoping to find some training as well as employment.

#### 5. How did you find the support received by the delivery agent? Could anything have been done differently / better?

Feedback on the support provided by Phoenix Enterprises was on the whole positive. 10 [71%] interviewees felt that the support they received was good with some commenting that the support was very good or brilliant. Of these people, several commented on how useful the support they had received had been.

Three [21%] interviewees felt that the support received was ok with one beneficiary suggesting that Phoenix seemed slightly disorganised mainly due to changes in personnel. The transition between advisors after a change in personnel did not seem to be efficient or smooth.

Only one [7%] beneficiary felt that the support received had been poor and this was mainly due to the placement she had been given. The beneficiary wished to walk to work but was given a placement which required a car journey. This was not acceptable so she left the Programme early.

#### 6. How long were you on the TLM Programme for? Was this too short / long / about right?

Of those people who completed the TLM Programme, eight interviewees were on the Programme for 9 months, two interviewees were on the Programme for 6 months whilst one interviewee was on the Programme for 10 months. They all felt that the length of time they had been on the course was just about right but one interviewee felt that some colleagues seemed to struggle to complete the Programme.

#### 7. Did you receive any training whilst on the TLM? How did you find this?

7 of the 10 interviewees who completed the Programme gained recognised qualifications to NVQ level 2 in either customer services, non-teaching assistant or childcare.

One interviewee completed 2 NVQ's to level 2 standard during the placement whilst one completed an NVQ level 2 qualification and started a level 3 qualification [but did not complete]. Two interviewees said they received training during the Programme but did not gain any qualifications whilst one interviewee did not receive any training at all. Those that did receive training found that it was worthwhile and beneficial.

#### 8. What's happened to you since completing the TLM?

Of the 11 interviewees who completed the TLM Programme, seven [64%] were employed when the telephone survey was undertaken. Four beneficiaries were employed full-time at a different employer. Three people are employed by their TLM provider, one of which was part-time, but hoping to become full-time in the near future. Unfortunately, one beneficiary is being made redundant in April 2007.

Two beneficiaries were unemployed at the time of the telephone survey. One beneficiary had been employed on a full time basis after completing the TLM Programme but had left to pursue a new career and was about to embark on a nursing course.

#### 9. How has the TLM helped you?

Beneficiaries who completed the Programme highlighted benefits such as gaining recognised qualifications, increased employability and greater confidence and motivation to work. When prompted many of the clients would recommend the Programme to friends and family and in some cases already had done so.

The next three questions were only asked to those people who had not completed the TLM Programme and had left the Programme early for whatever reason.

#### 10. Why did you leave the TLM?

- One interviewee was not enjoying the placement and lost all motivation.
- One did not like the Programme.
- One interviewee wanted to walk to work but placement offered had to be made by car. The interviewee was keen to help the environment so left the Programme.

## 11. What are doing now?

All three were unemployed but 1 interviewee had found temporary employment

## 12. Did you find the TLM worthwhile / beneficial in any way?

As with other area's clients recognised that the Programme could be useful for some people but in their experience there was nothing in particular that they found worthwhile except some mentioned the work experience.

### Findings from Beneficiary Consultation with Completers and Early Leavers: Sheffield

#### 1. How did you hear about the TLM Programme?

Responses were more varied in Sheffield compared to other local authority areas and were as follows:

- Local Paper - 2 [22%]
- Job Centre Plus -1 [11%]
- Jobnet – 2 [22%]
- New Deal advisor – 1 [11%]
- Word of mouth – 2 [22%]
- Volunteer where the TLM position was advertised - 1 [11%]

#### 2. How long had you been out of work before you got involved in TLM?

- Less than 6 months = 2
- 6 to 12 months = 2
- 12 to 24 months = 1
- More than 24 months = 4

One beneficiary included in the less than 6 months bracket was self-employed at the time of starting the TLM Programme so strictly not unemployed.

#### 3. What had led to you being out of work?

- Made redundant = 1
- Family circumstances = 1 [lone parent]
- Illness/ incapacity = 4
- Other = 3

#### 4. What were you looking for help with when you first contacted the delivery agent?

All of the respondents were looking for a job. A significant proportion suggested they were also hoping to find some training as well as employment.

#### 5. How did you find the support received by the delivery agent? Could anything have been done differently / better?

Feedback on support received by beneficiaries from CFFE was positive. No beneficiaries interviewed felt that the support was poor whilst only 1 [11%] beneficiary felt that the support received was regarded as ok. 8 [89%] interviewees felt that the support received was very good or good. Some slight concerns were raised however which were:

- The process for receiving/ claiming funding for training / courses could be improved and is rather complicated. The whole process seemed quite long and drawn out.
- 1 beneficiary felt that their advisor was too busy and had too many caseloads which meant they had to limit the time they could spend with each beneficiary on the TLM Programme.

#### 6. How long were you on the TLM Programme for? Was this too short / long / about right?

The length of time interviewees had been on the TLM Programme in Sheffield was more varied than the other 3 local authority areas. Of those interviewed who completed the TLM Programme, 3 people were on the Programme for 6 months, 1 had been on 8 months, 2 had been on 9 months but expressed that their period had been extended from 6 months due to health problems, 1 beneficiary had been on the Programme 12 months whilst 1 interviewee claimed to have been on the Programme for just over 3 months. No early leavers were interviewed in Sheffield <sup>3</sup>

#### 7. Did you receive any training whilst on the TLM? How did you find this?

All those who completed the Programme received some kind of training. 1 beneficiary explained that they had started an NVQ level 2 but did not manage to complete it during their placement, they subsequently finished the qualification after the Programme had ended. As well as recognised qualifications some interviewees also completed Health and Safety and First Aid courses.

#### 8. What's happened to you since completing the TLM?

All had been in employment of some sort after completing the Programme. 4 were working in a full time capacity where they completed their placement, whilst 1 beneficiary was working in a part time capacity and another on an ad-hoc basis. 1 beneficiary was working in a full time position at another company. 2 interviewees had been working full time where they completed the TLM Programme but had now left [made involuntarily redundant] and were unemployed.

<sup>3</sup> This was due to no telephone numbers provided

## F. PROGRAMME FINANCES BY DELIVERY AGENT

Table 1: BDA - Programme Expenditure and Funding to Date

	Total Programme expenditure [planned]					Total Programme expenditure [actual]			
	2005/06	2006/07	2007/08	Total	% of Total	2005/06	2006/07	Total	% of Total
Expenditure							To date	To date	
Salaries	269,948	264,945	178,211	713,104	21.8	156,317	173,715	330,032	22.6
Other rev costs	126,417	109,124	67,343	302,884	9.0	13,550	22,592	36,142	2.5
Beneficiary costs	818,757	820,712	616,840	2,256,309	70.0	455,682	636,078	1,091,760	74.9
<b>Total Costs</b>	<b>1,215,122</b>	<b>1,194,781</b>	<b>862,394</b>	<b>3,272,297</b>	<b>-</b>	<b>625,549</b>	<b>832,385</b>	<b>1,457,934</b>	<b>-</b>
Funding Source:									
In kind	28,875	38,500	28,875	96,250	2.9	81,822	8,399	90,221	6.2
YF Single Pot	212,000	424,000	424,000	1,060,000	32.4	211,849	362,753	574,602	39.4
European OI	425,292	418,174	301,838	1,145,304	35.0	218,646	291,335	509,981	35.0
Private funding	13,463	54,687	42,893	111,043	3.4	790	9,920	10,710	0.7
Others	535,492	259,420	64,788	859,700	26.3	112,442	159,978	274,420	18.8
<b>Total</b>	<b>1,215,122</b>	<b>1,194,781</b>	<b>862,394</b>	<b>3,272,297</b>	<b>-</b>	<b>625,549</b>	<b>832,385</b>	<b>1,457,934</b>	<b>-</b>

Source: BDA

Table 2: Phoenix Enterprises - Programme Expenditure and Funding to Date

	Total Programme expenditure [planned]					Total Programme expenditure [actual]				
	2004/05	2005/06	2006/07	Total	% of Total	2004/05	2005/06	2006/07	Total	% of Total
Expenditure										
Salaries	240,496	435,187	34,637	710,320	29.0	240,496	435,187	17,926	693,609	31.2
Other revenue costs	8,627	17,163	254,195	279,985	11.4	8,627	17,163	225,605	251,395	11.3
Beneficiary costs	199,029	335,176	923,178	1,457,383	59.6	199,029	335,176	741,208	1,275,413	57.4
<b>Total Costs</b>	<b>448,152</b>	<b>787,526</b>	<b>1,212,010</b>	<b>2,447,688</b>	<b>-</b>	<b>448,152</b>	<b>787,526</b>	<b>984,739</b>	<b>2,220,417</b>	<b>-</b>
Funding Source:										
In kind	20,644	0	0	20,644	8.3	20,644	0	0	20,644	0.9
YF Single Pot	225,000	900,000	303,351	1,428,351	58.4	225,000	900,000	155,782	1,280,782	57.7
European OI	157,163	276,179	425,042	858,384	35.1	157,163	276,179	345,340	778,682	35.1
Private funding	36,950	0	0	36,950	1.5	36,950	0	0	36,950	1.7
Others	103,359	0	0	103,359	4.2	103,359	0	0	103,359	4.7
<b>Total</b>	<b>543,116</b>	<b>1,176,179</b>	<b>728,393</b>	<b>2,447,688</b>	<b>-</b>	<b>543,116</b>	<b>1,176,179</b>	<b>501,122</b>	<b>2,220,417</b>	<b>-</b>

Source: Phoenix Enterprises

## NOTES:

1. Planned expenditure for 2006/07 relates to 01/04/06 to 31/03/07, while actual expenditure relates to the period 01/04/06 to 31/12/06.
2. The project does not stop at the end of the 2006/07 financial year; there is also a profile for part of the 2007/08 financial year not shown on this table.
3. Planned expenditure is so close to actual expenditure because a Significant Change completed December 2006 changed the original profile. This means that the profile for quarters that had ended was altered to reflect actual costs during those quarters.

Table 3: Doncaster Chamber - Total Programme Expenditure and Funding to Date

	Total Programme expenditure (planned)					Total Programme expenditure (actual)				
	2004/05	2005/06	2006/07	Total	% of Total	2004/05	2005/06	2006/07	Total	% of Total
Expenditure										
Salaries	26786	108770	114505	250061	10.3	28335	107583	111487	247405	23.4
Other revenue costs		21406	24000	45406	1.9		25078	5635	30713	2.9
Beneficiary costs		1027355	1099848	2127203	87.8		214725	551370	766095	73.4
<b>Total Costs</b>	<b>26786</b>	<b>1157531</b>	<b>1238353</b>	<b>2422670</b>	<b>-</b>	<b>28335</b>	<b>347386</b>	<b>668492</b>	<b>1044213</b>	<b>-</b>
Funding Source:										
In kind		17000	34000	51000	2.0		2672	7373	10045	1.0
YF Single Pot		26000	468000	494000	19.2		6000	427147	433147	41.5
European OI	9917	235100	772803	1017820	39.5	9969	114666	233972	358607	34.3
Private funding	18483	954540	40000	1013023	39.3	18365	224049		242414	23.2
Others										
<b>Total</b>	<b>28400</b>	<b>1232640</b>	<b>1314803</b>	<b>2575843</b>	<b>-</b>	<b>28334</b>	<b>347387</b>	<b>668492</b>	<b>1044213</b>	<b>-</b>

Source: Doncaster Chamber of Commerce

Table 4: CFFE - Total Programme Expenditure and Funding to Date

	Total Programme expenditure (planned)					Total Programme expenditure (actual)			
	2004/05	2005/06	2006/07	Total	% of Total	2004/05	2005/06	Total	% of Total
Expenditure									
Salaries	1563334	3176961	2481821	7222116	60.1	1563326	2866590	4429916	58.3
Other costs	533081	909948	718272	2161301	18.0	533081	1086017	1619098	21.3
Beneficiary costs	209301	1778653	646337	2634291	21.9	209301	1343531	1552832	20.4
<b>Total Costs</b>	<b>2305716</b>	<b>5865562</b>	<b>3846430</b>	<b>12017708</b>	-	<b>2305708</b>	<b>5296138</b>	<b>7601846</b>	-
Total Costs TLM*	709133	1782815	612997	3104945	25.8	365863	2358233	2724096	35.8
Total Costs Jobnet	1394018	1569371	1631350	4594738	38.0	1090237	1690727	2780964	36.6
Total Other**	202565	2513376	1602083	4318025	35.9	849608	1247178	2096786	27.6
<b>Total</b>	<b>2305716</b>	<b>5865562</b>	<b>3846430</b>	<b>12017708</b>	-	<b>2305708</b>	<b>5296138</b>	<b>7601846</b>	-
Funding Source:									
In kind	911821	698980	686470	2297270	19.1	463240	686396	1149636	15.1
YF Single Pot	1398857	1994577	1598141	4991574	41.5	751971	2690265	3442236	45.2
European OI	805884	1615485	1770783	4192152	34.9	807001	1849657	2656658	34.9
Private funding	71000	75000	100000	246000	2.0	71000	78000	149000	2.0
Others	157856	92856	40000	290713	2.4	212508	23200	235708	3.1
<b>Total</b>	<b>3345418</b>	<b>4476898</b>	<b>3909992</b>	<b>12017709</b>	-	<b>2305720</b>	<b>5327518</b>	<b>7633238</b>	-

Source: CFFE

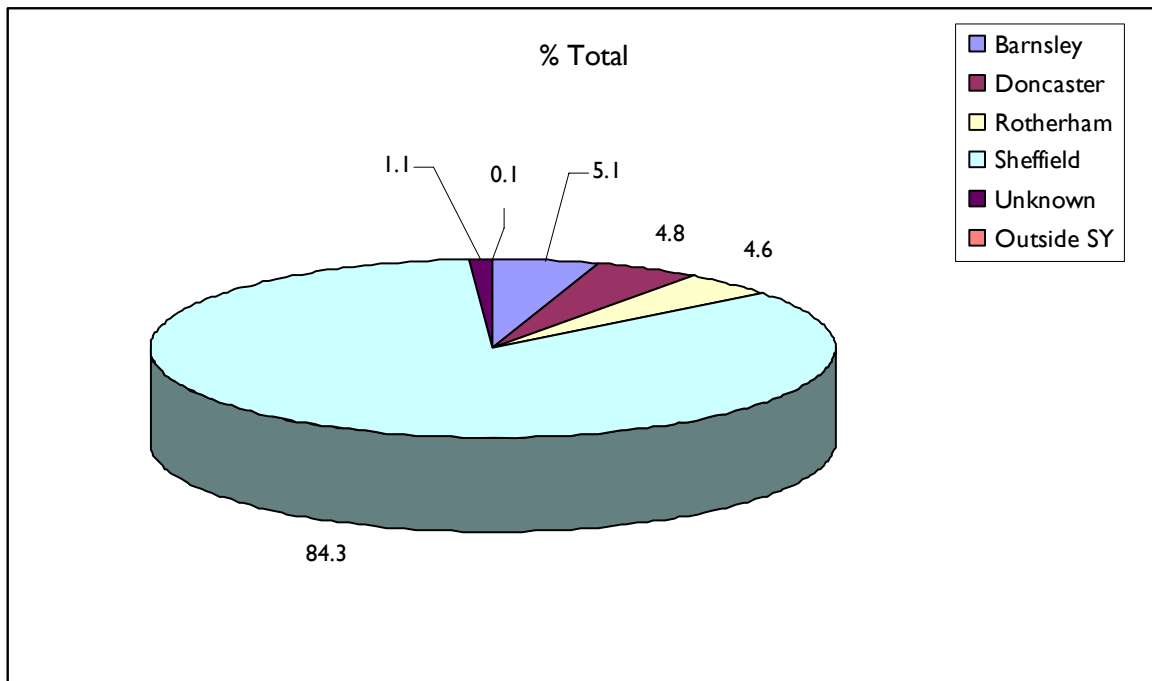
\* It has not been possible to get a breakdown of TLM and Jobnet costs by salaries, other and beneficiaries which reconcile with other performance data.

\*\* 'Other' relates to other expenditure under the Full Employment Sheffield Programme e.g. Internships

**G. ANALYSIS OF BENEFICIARY DATABASE**

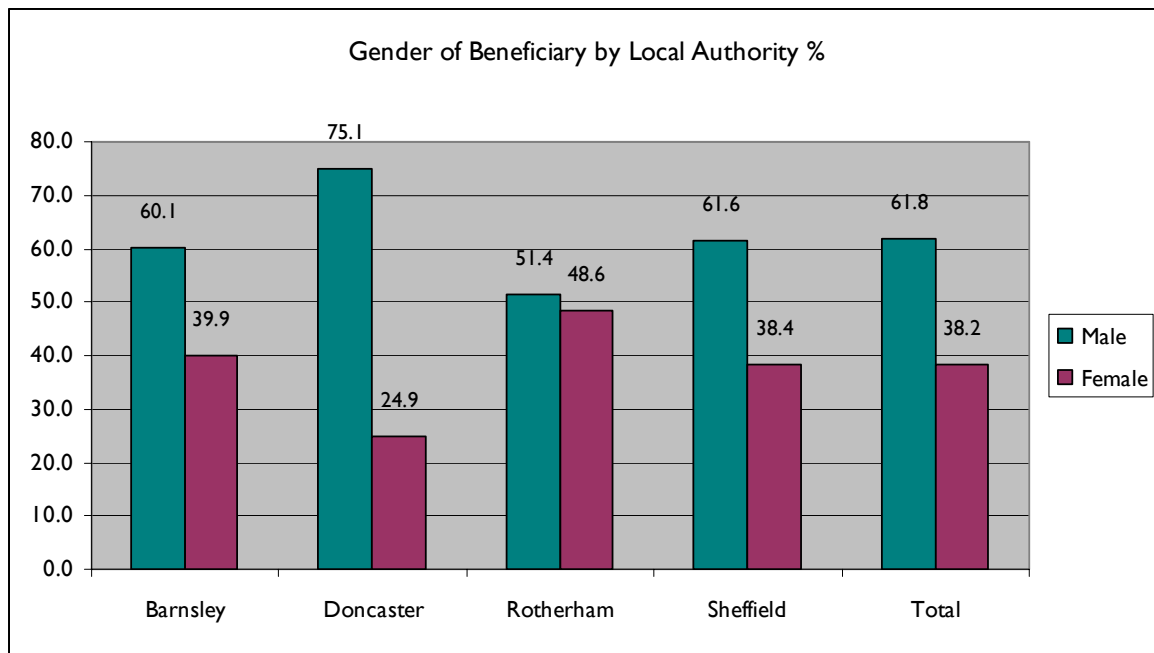
**Total beneficiaries by Local Authority**

	Number	% Total
Barnsley	271	5.1
Doncaster	253	4.8
Rotherham	243	4.6
Sheffield	4443	84.3
SY	5210	98.8
Unknown	56	1.1
Outside SY	7	0.1
Total TLM	5273	100.0



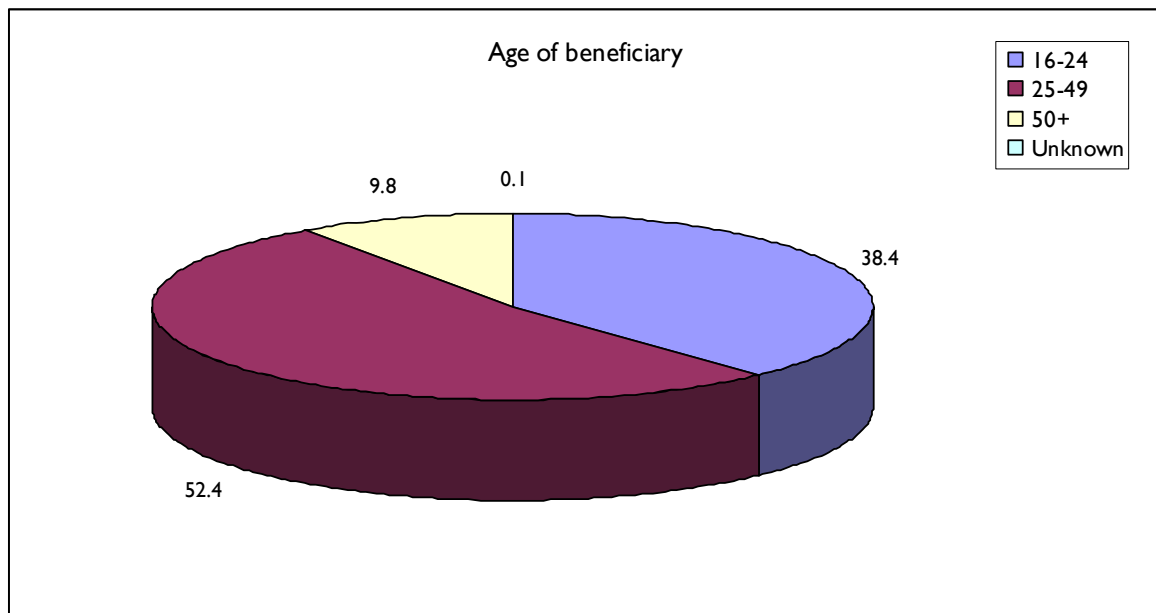
Gender

	Male		Female	
	Number	%	Number	%
Barnsley	163	60.1	108	39.9
Doncaster	190	75.1	63	24.9
Rotherham	125	51.4	118	48.6
Sheffield	2739	61.6	1704	38.4
Total	3260	61.8	2013	38.2



### Age

	Number	%
16-24	2023	38.4
25-49	2726	52.4
50+	519	9.8
Unknown	5	0.1

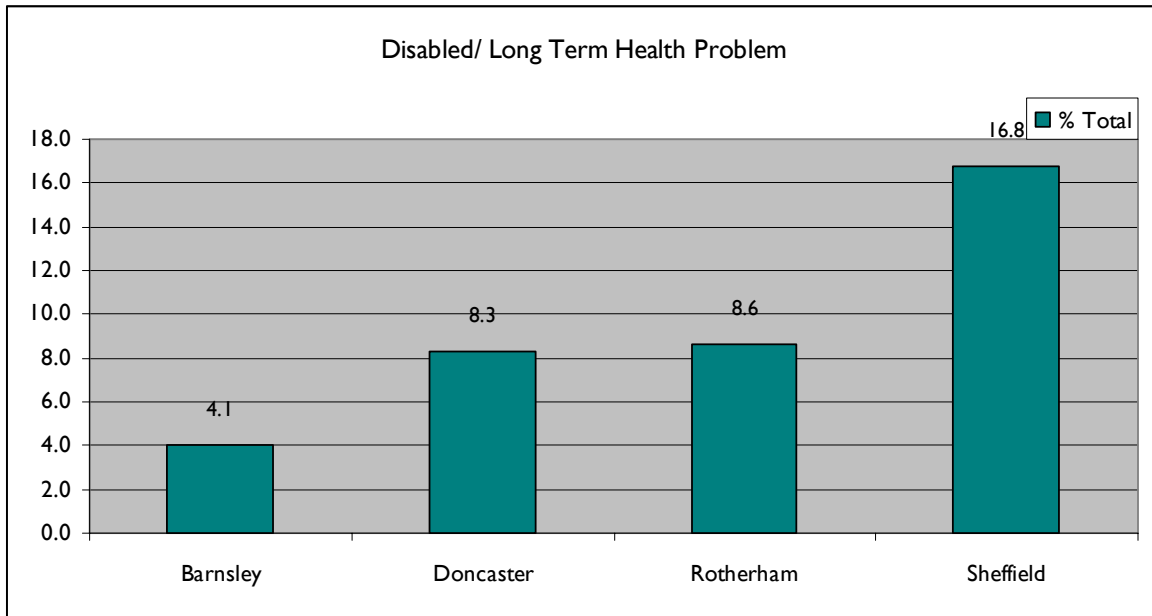


### Ethnicity

	Barnsley		Doncaster		Rotherham		Sheffield	
	Number	%	Number	%	Number	%	Number	%
Asian	3	1.1	3	1.2	19	7.8	498	11.2
Black	0	0.0	3	1.2	0	0.0	505	7.8
Chinese	0	0.0	0	0.0	0	0.0	34	0.8
White	259	95.6	233	92.1	219	90.1	2666	60.0
Irish	1	0.3	1	0.4	0	0.0	32	0.7
Mixed/ Other	8	3.0	11	4.3	5	2.1	632	14.2
Not known/not provided	0	0.0	2	0.0	0	0.0	76	1.7

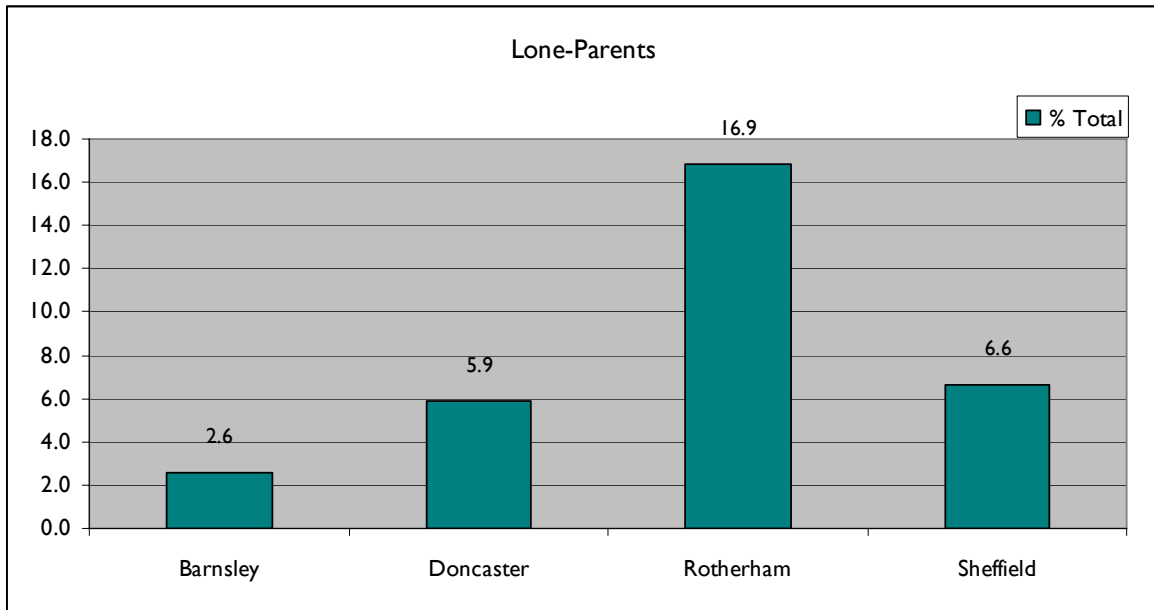
Disability

	Number	%
Barnsley	11	4.1
Doncaster	21	8.3
Rotherham	21	8.6
Sheffield	746	16.8
Total	799	15.2



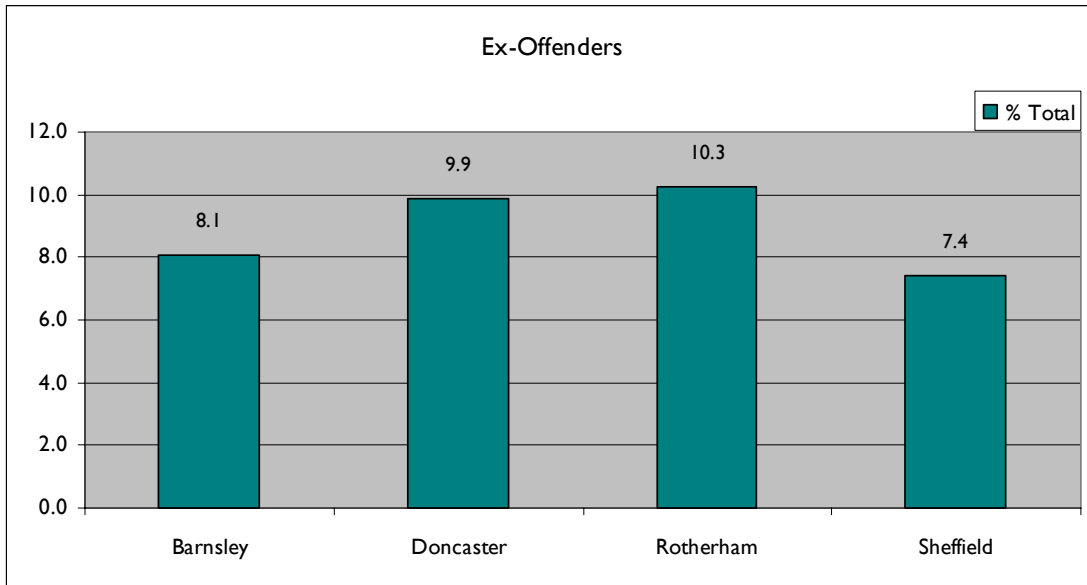
Lone-Parents

	Number	%
Barnsley	7	2.6
Doncaster	15	5.9
Rotherham	41	16.9
Sheffield	295	6.6
Total	358	6.8



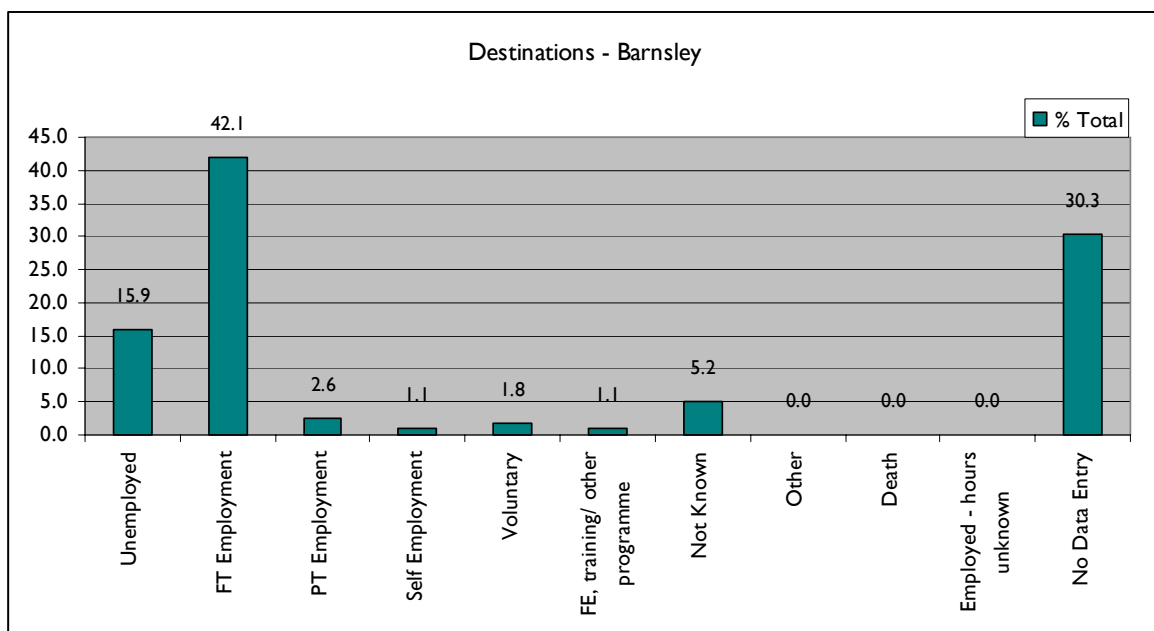
Ex-offenders

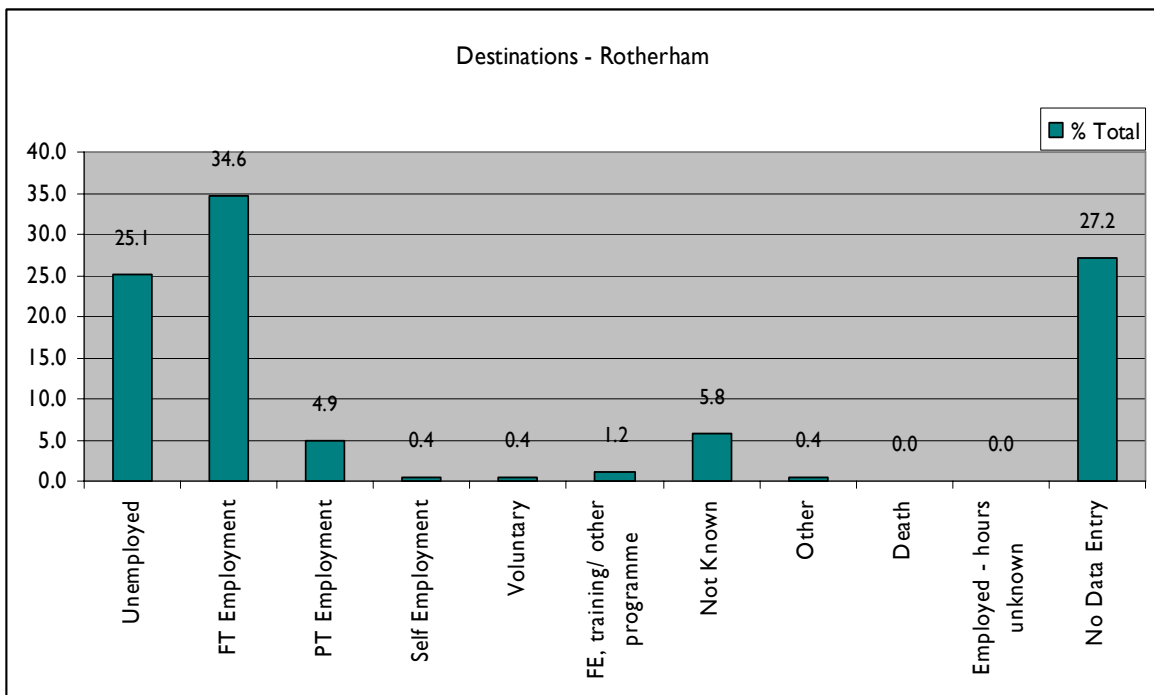
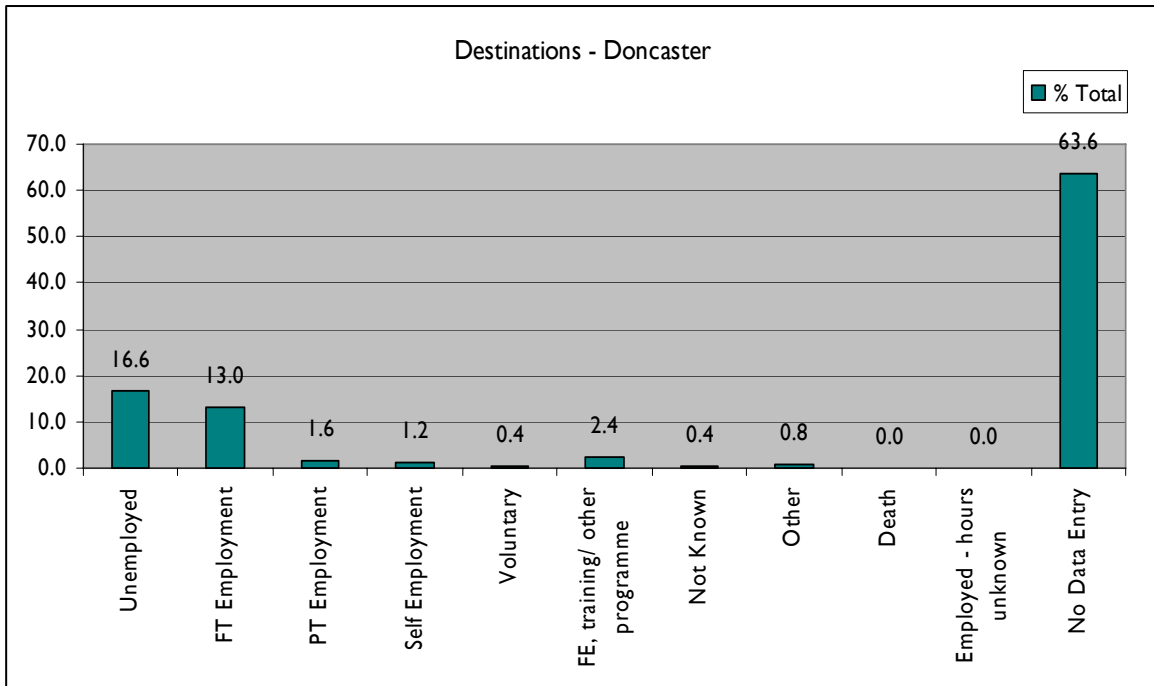
	Number	%
Barnsley	22	8.1
Doncaster	25	9.9
Rotherham	25	10.3
Sheffield	327	7.4
Total	399	7.6

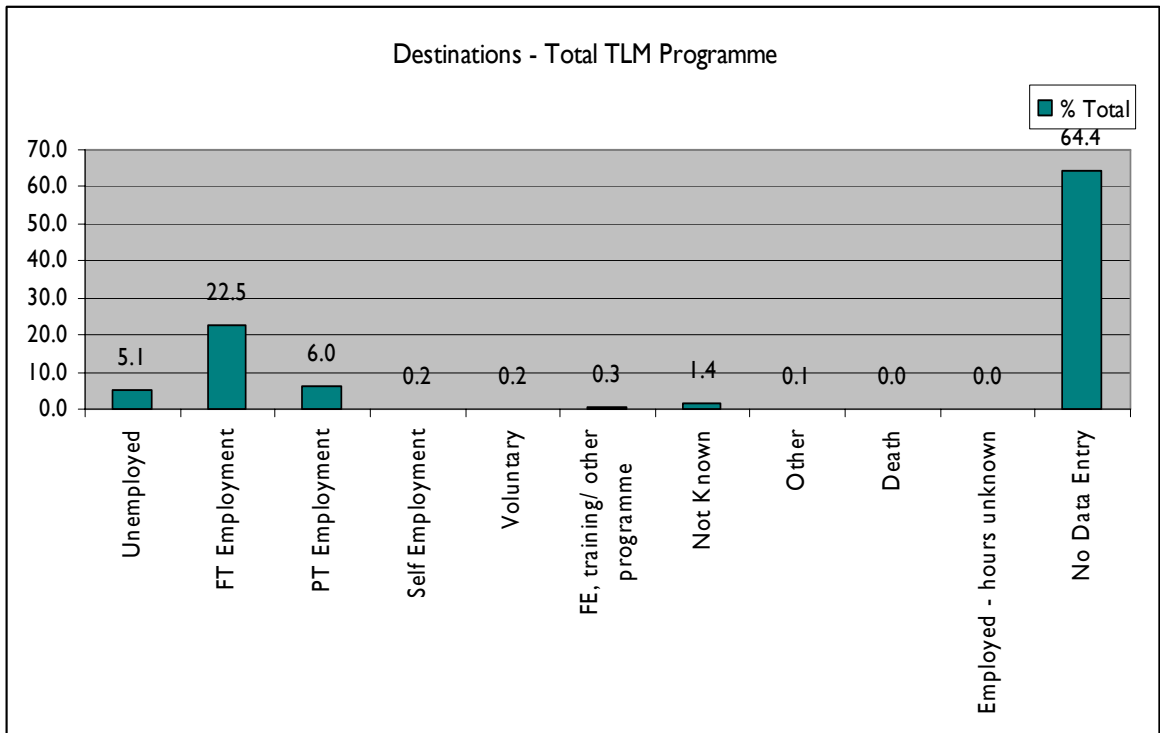
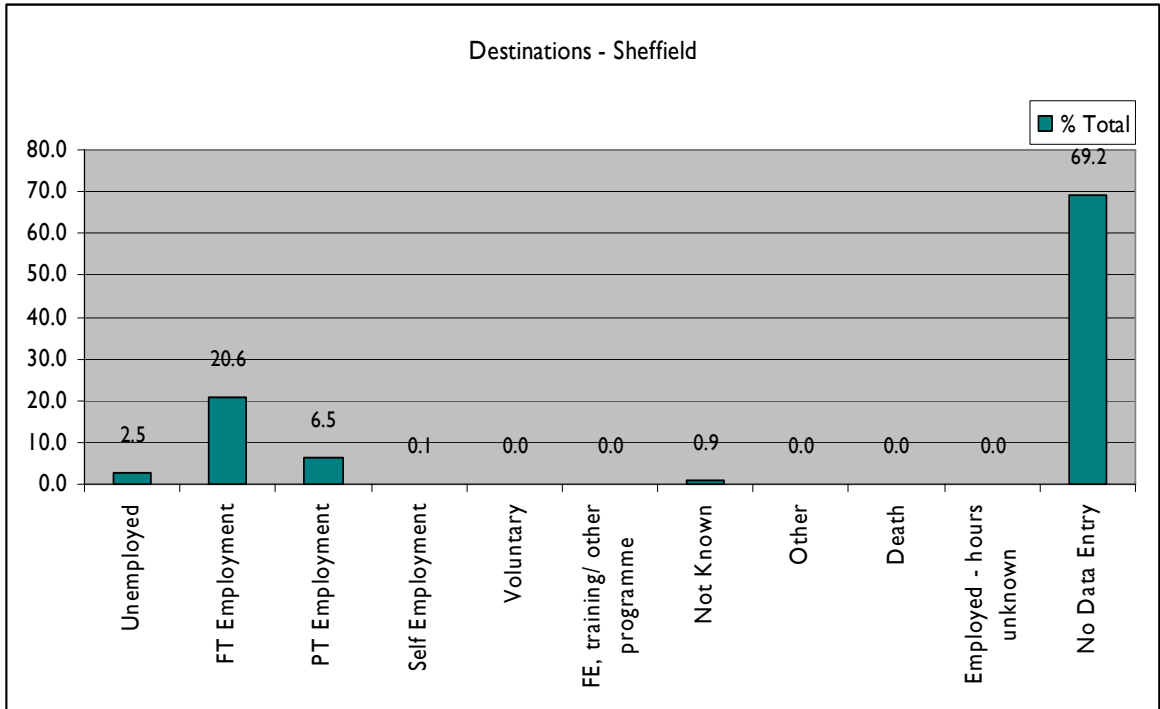


Destinations - Overview

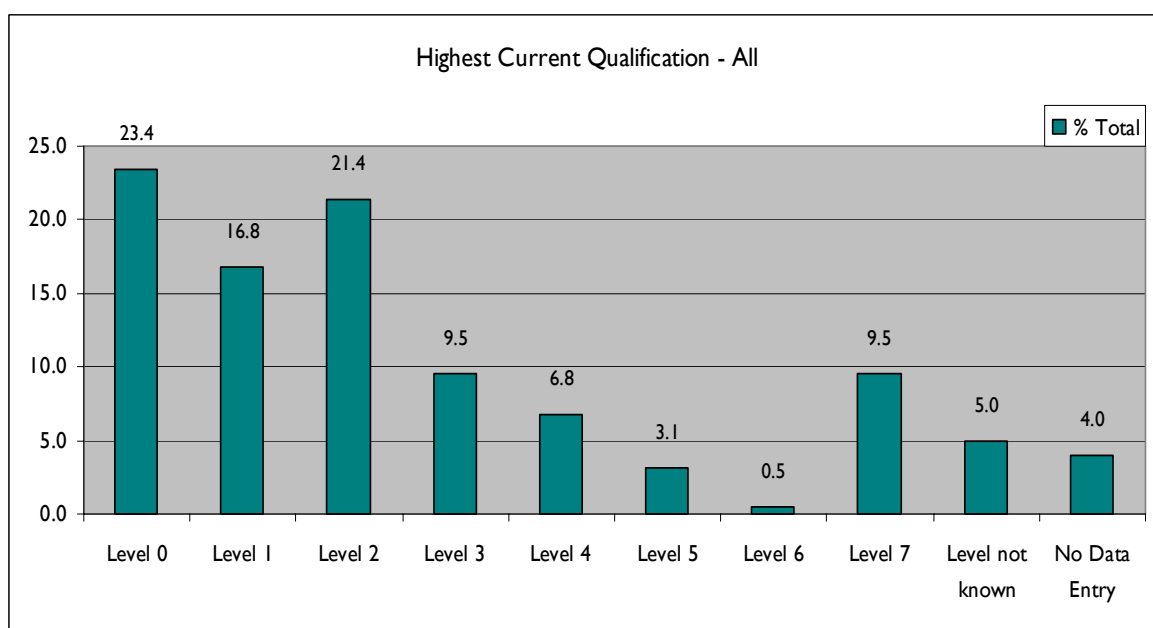
	Barnsley		Doncaster		Rotherham		Sheffield		TLM Total	
	Number	%	Number	%	Number	%	Number	%	Number	%
Unemployed	43	15.9	42	16.6	61	25.1	113	2.5	267	5.1
Full-time Employment	114	42.1	33	13.0	84	34.6	916	20.6	1185	22.5
Part-time Employment	7	2.6	4	1.6	12	4.9	290	6.5	314	6.0
Self Employment	3	1.1	3	1.2	1	0.4	3	0.1	10	0.2
Voluntary Work	5	1.8	1	0.4	1	0.4	1	0.0	8	0.2
Further Education, training, other govt. Programme	3	1.1	6	2.4	3	1.2	2	0.0	14	0.3
Not Known	14	5.2	1	0.4	14	5.8	40	0.9	72	1.4
Other	0	0.0	2	0.8	1	0.4	1	0.0	4	0.1
Death	0	0.0	0	0.0	0	0.0	1	0.0	1	0.0
Employed - hours unknown	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
No Data Entry	82	30.3	161	63.6	66	27.2	3076	69.2	3398	64.4

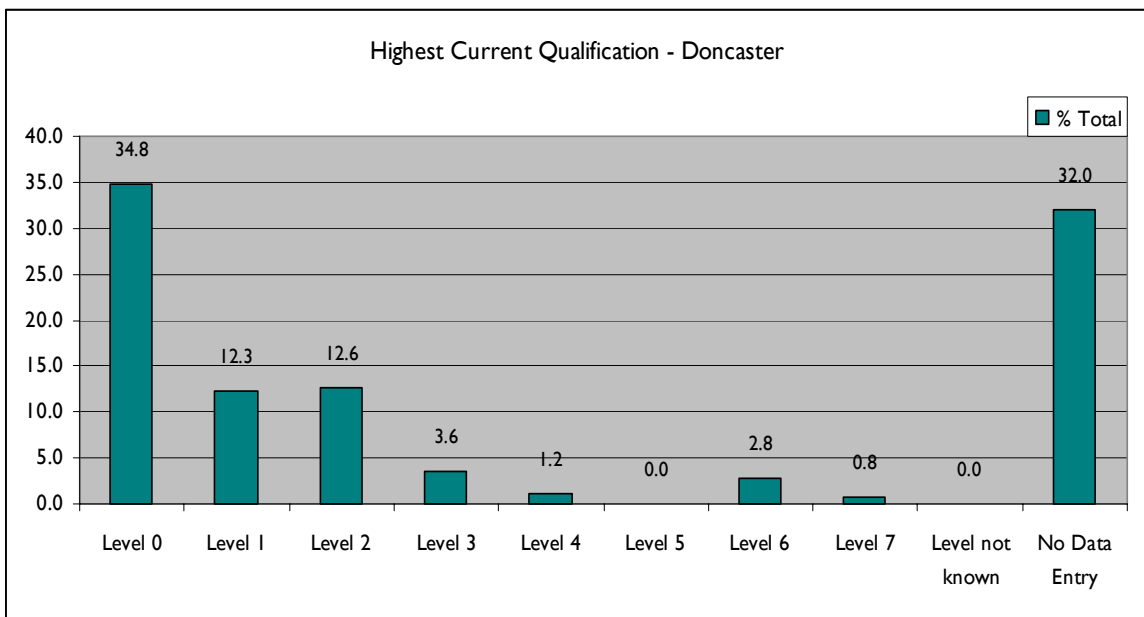
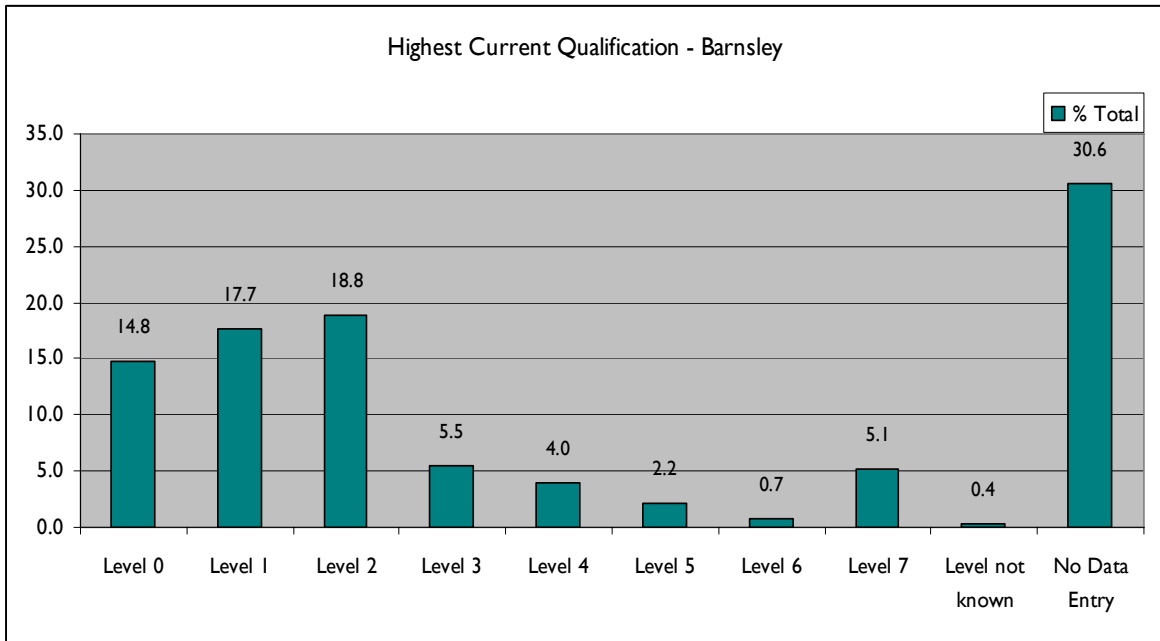


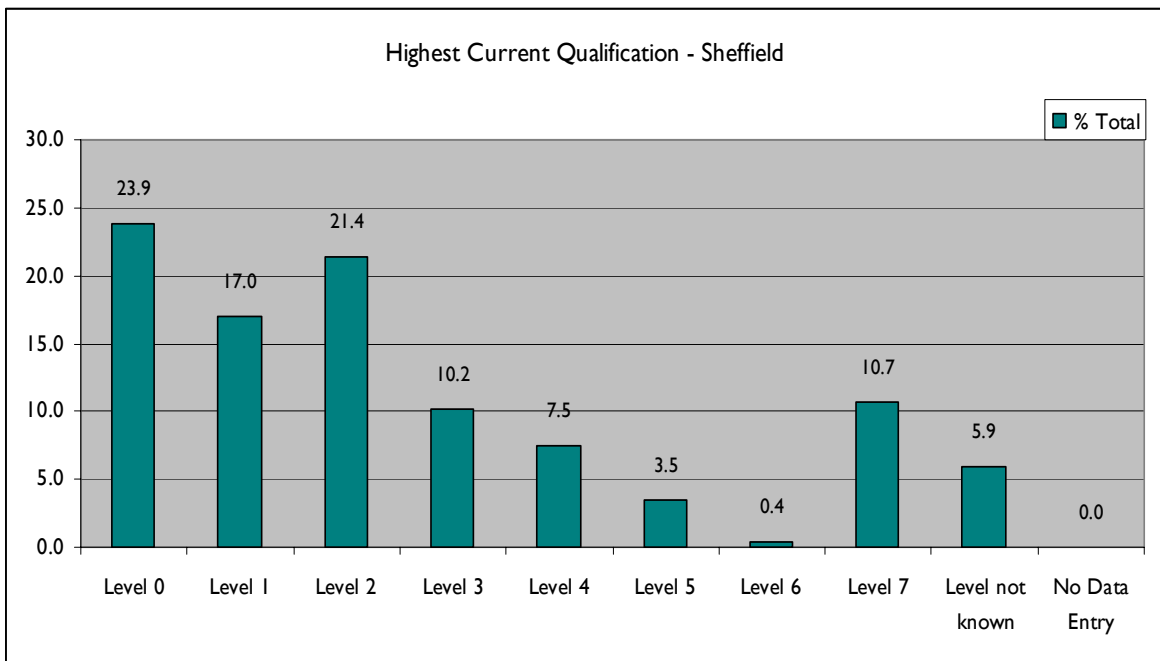
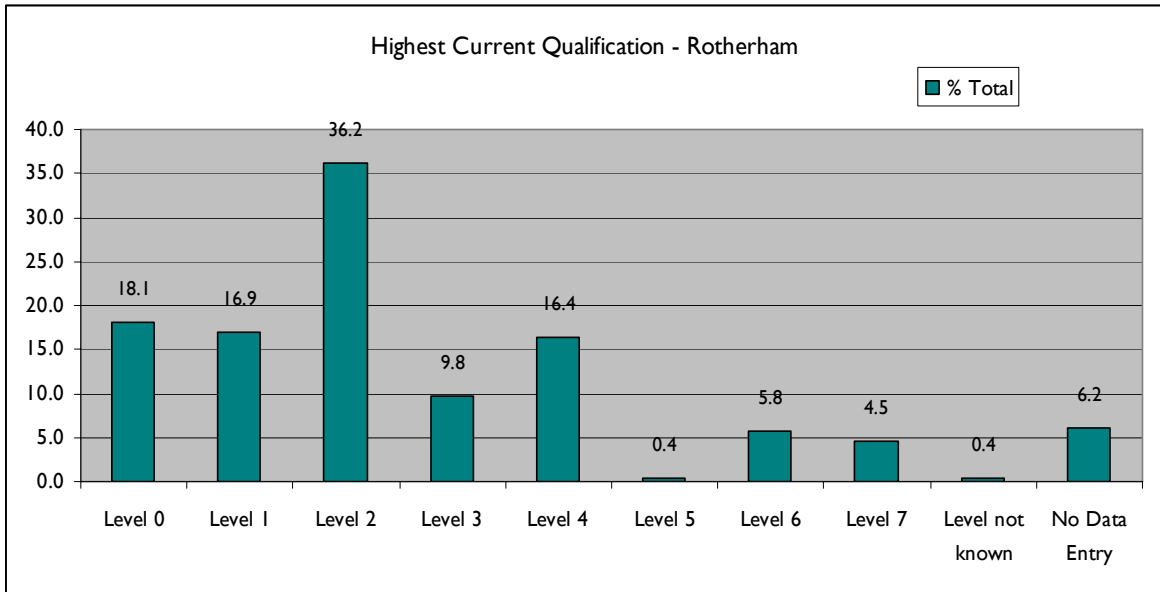




Highest Current Qualification										
	Barnsley		Doncaster		Rotherham		Sheffield		TLM Total	
	No.	%	No.	%	No.	%	No.	%	No.	%
Level 0 - Non-NVQ RSA Word Power	40	14.8	88	34.8	44	18.1	1060	23.9	1235	23.4
Level 1 - Fewer than 5 GCSE/SCE/O-Levels grade A-C	48	17.7	31	12.3	41	16.9	757	17.0	886	16.8
Level 2 - 5 or more GCSE/SCE/O-Levels grade A-C	51	18.8	32	12.6	88	36.2	949	21.4	1129	21.4
Level 3 - Two or more A levels	15	5.5	9	3.6	24	9.8	452	10.2	501	9.5
Level 4 - First Degree, PGCE, NVQ Level 4	11	4.0	3	1.2	4	1.6	335	7.5	356	6.8
Level 5 - Higher Degree member of a professional body	6	2.2	0	0.0	1	0.4	154	3.5	162	3.1
Level 6 - Qualification below NVQ1 or equivalent	2	0.7	7	2.8	14	5.8	1	0.4	27	0.5
Level 7 - Not Known	14	5.1	2	0.8	11	4.5	474	10.7	502	9.5
Qualification Gained, level not known	1	0.4	0	0.0	1	0.4	261	5.9	263	5.0
No Data Entry	83	30.6	81	32.0	15	6.2	0	0.0	212	4.0

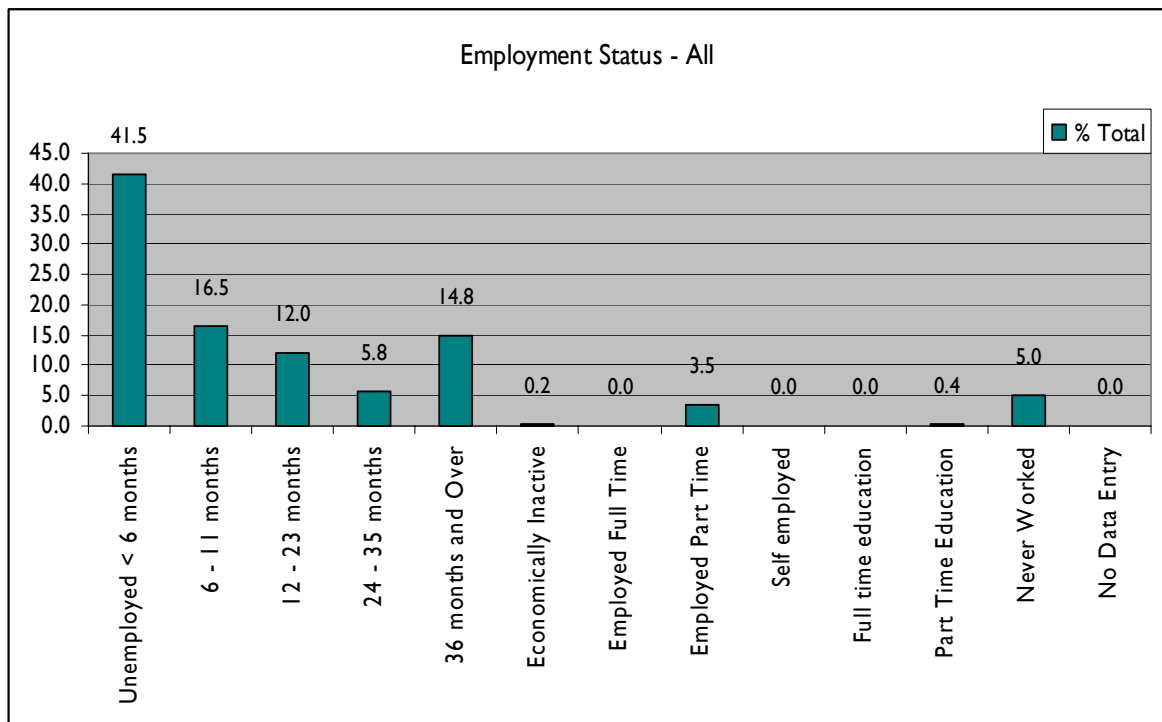


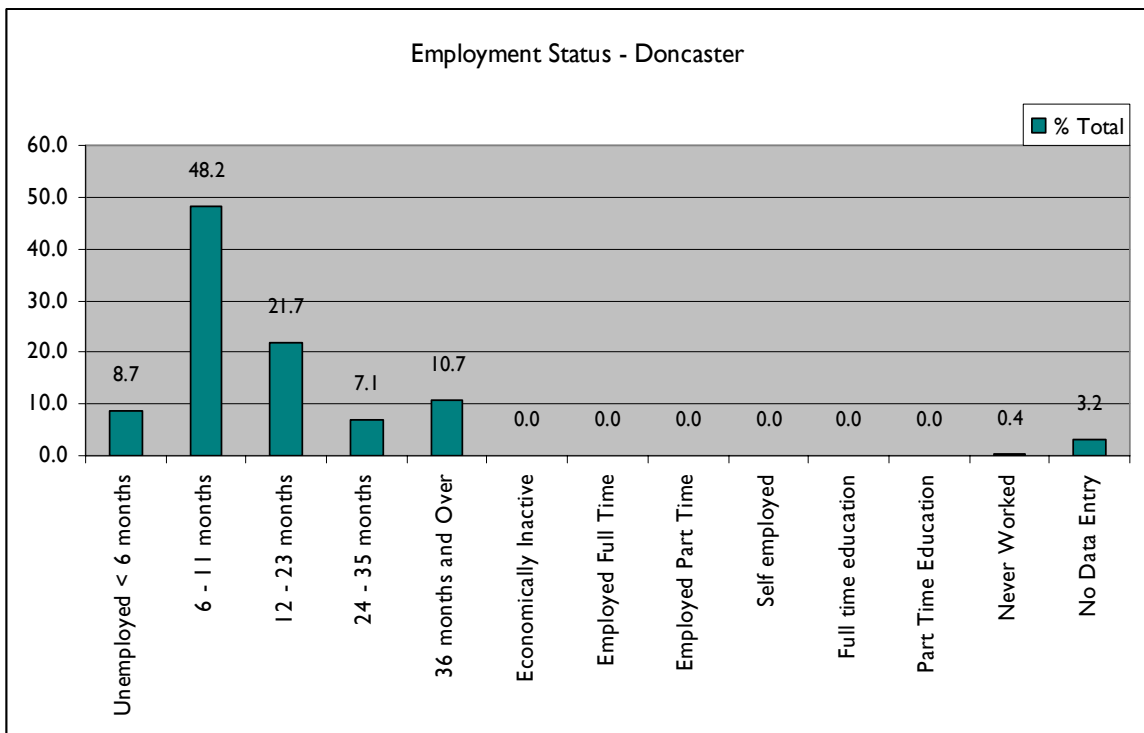
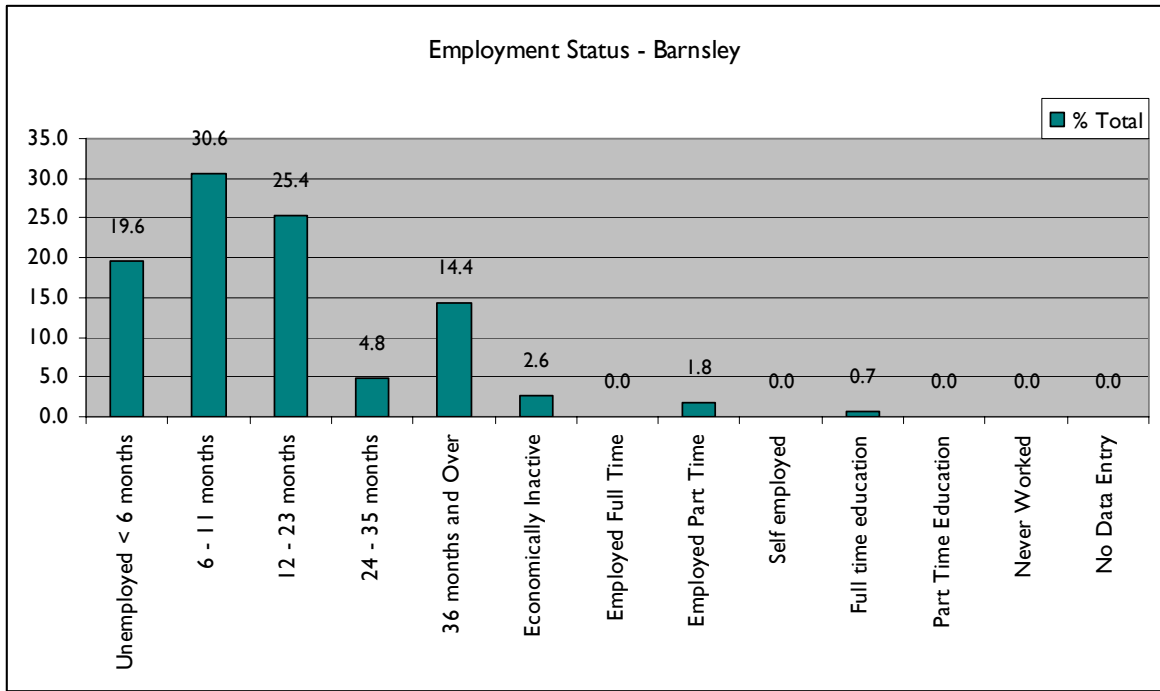


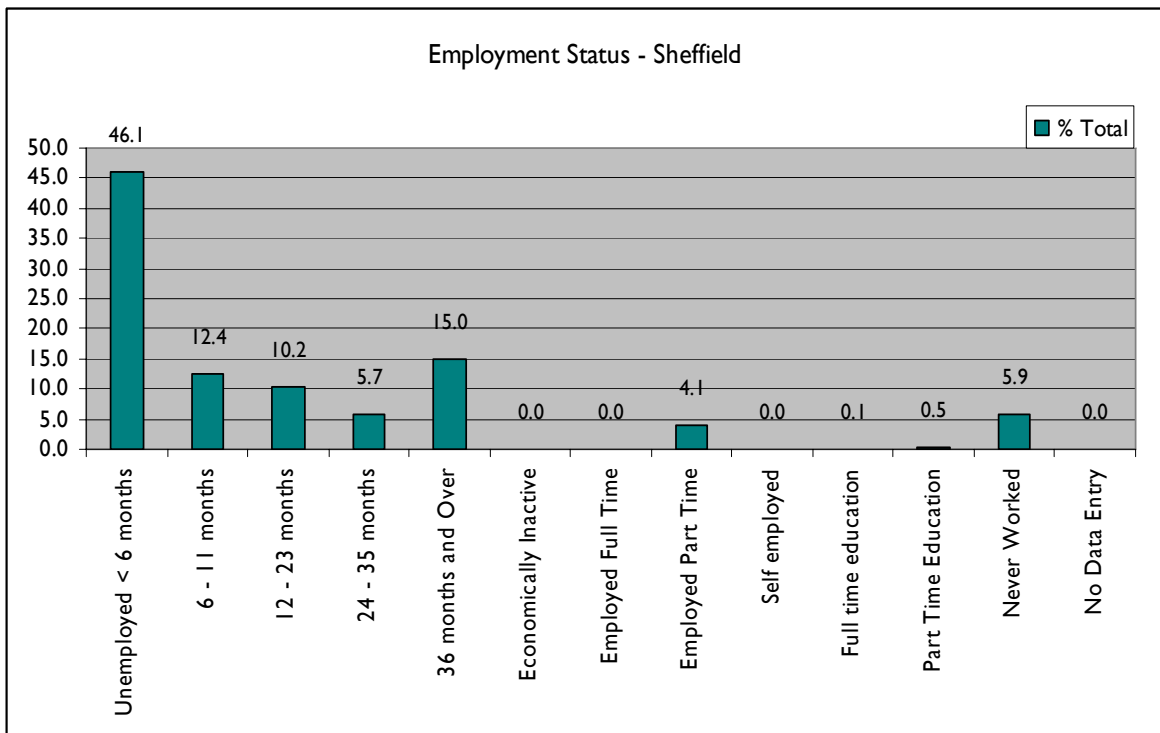
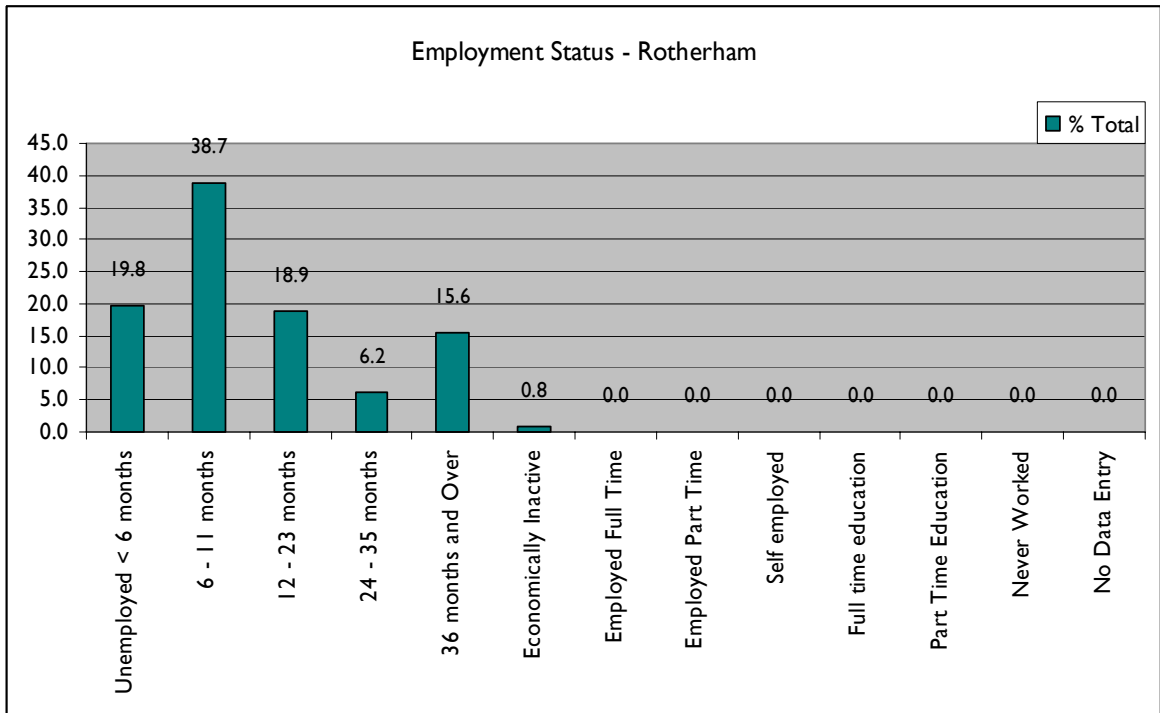


Employment Status

	Barnsley		Doncaster		Rotherham		Sheffield		TLM Total	
	No.	%	No.	%	No.	%	No.	%	No.	%
Unemployed < 6 months	53	19.6	22	8.7	48	19.8	2049	46.1	2190	41.5
6 - 11 months	83	30.6	122	48.2	94	38.7	550	12.4	869	16.5
12 - 23 months	69	25.4	55	21.7	46	18.9	455	10.2	633	12.0
24 - 35 months	13	4.8	18	7.1	15	6.2	255	5.7	304	5.8
36 months and Over	39	14.4	27	10.7	38	15.6	665	15.0	781	14.8
Economically Inactive	7	2.6	0	0.0	2	0.8	1	0.0	11	0.2
Employed Full Time	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Employed Part Time	5	1.8	0	0.0	0	0.0	181	4.1	187	3.5
Self employed	0	0.0	0	0.0	0	0.0	2	0.0	2	0.0
Full time education	2	0.7	0	0.0	0	0.0	3	0.1	5	0.0
Part Time Education	0	0.0	0	0.0	0	0.0	20	0.5	20	0.4
Never Worked	0	0.0	1	0.4	0	0.0	262	5.9	263	5.0
No Data Entry	0	0.0	8	3.2	0	0.0	0	0.0	8	0.0

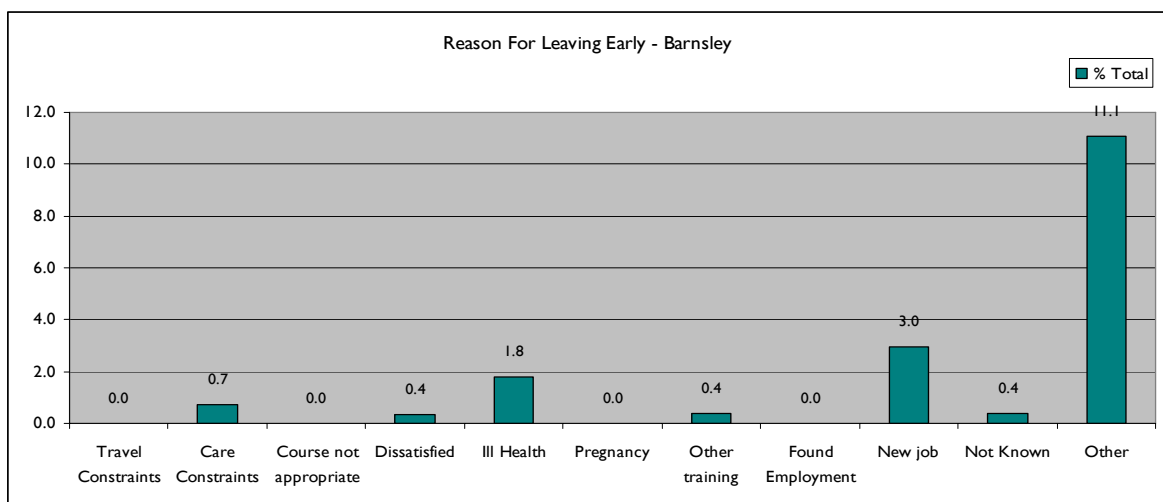
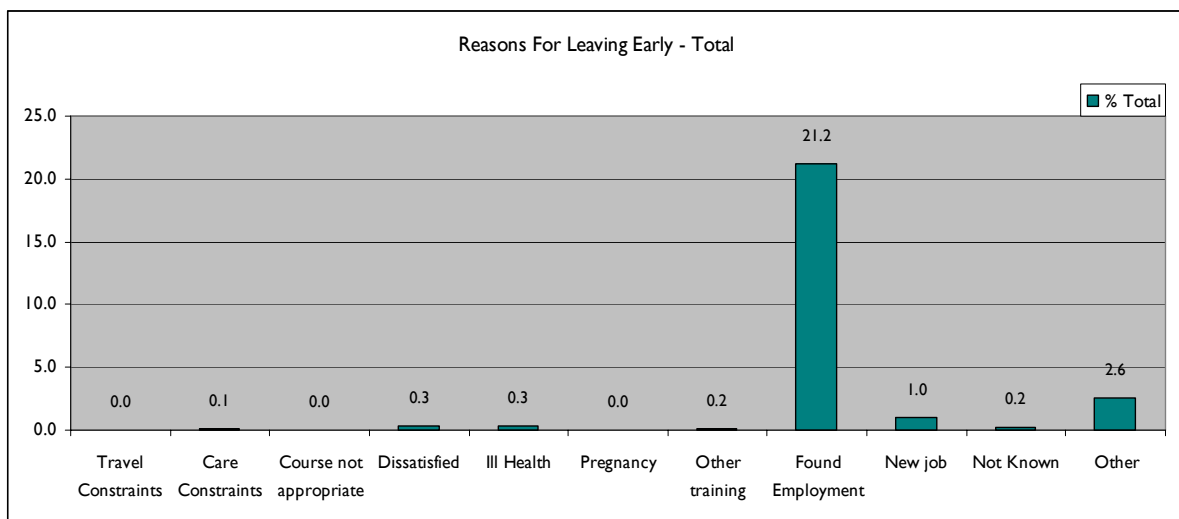


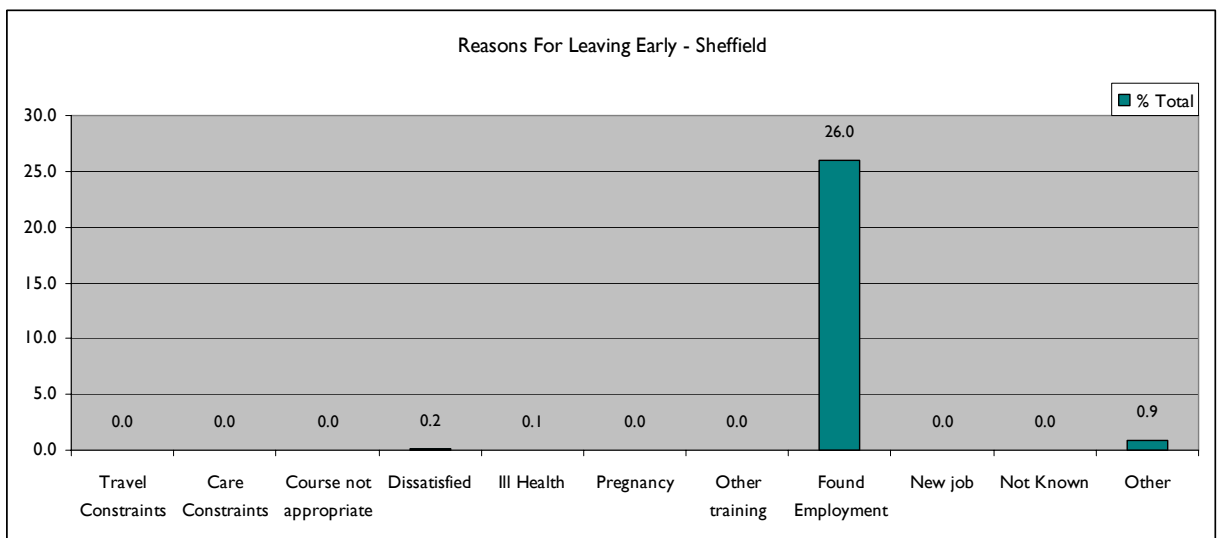
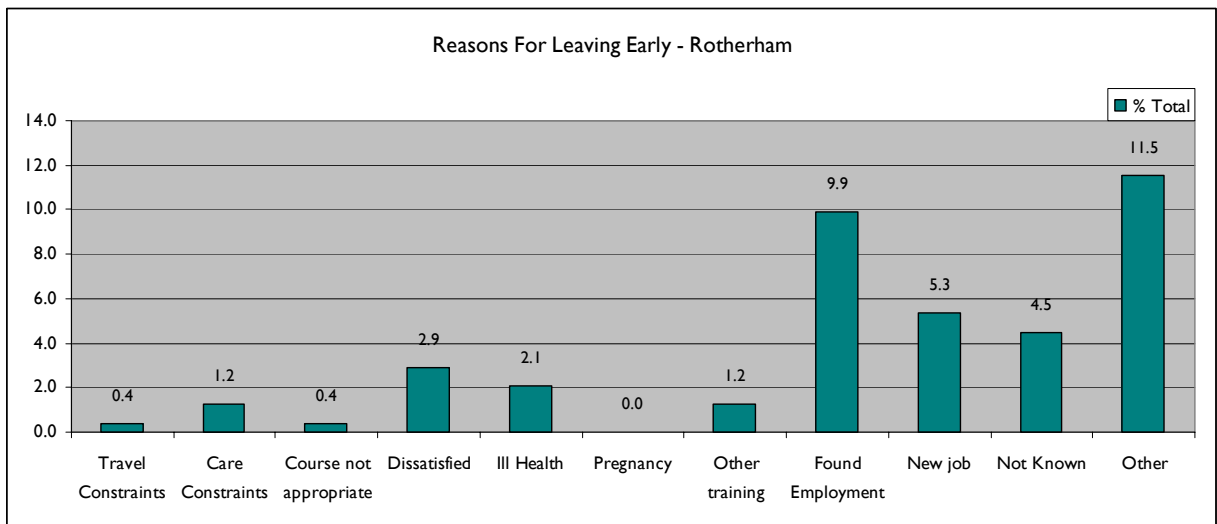
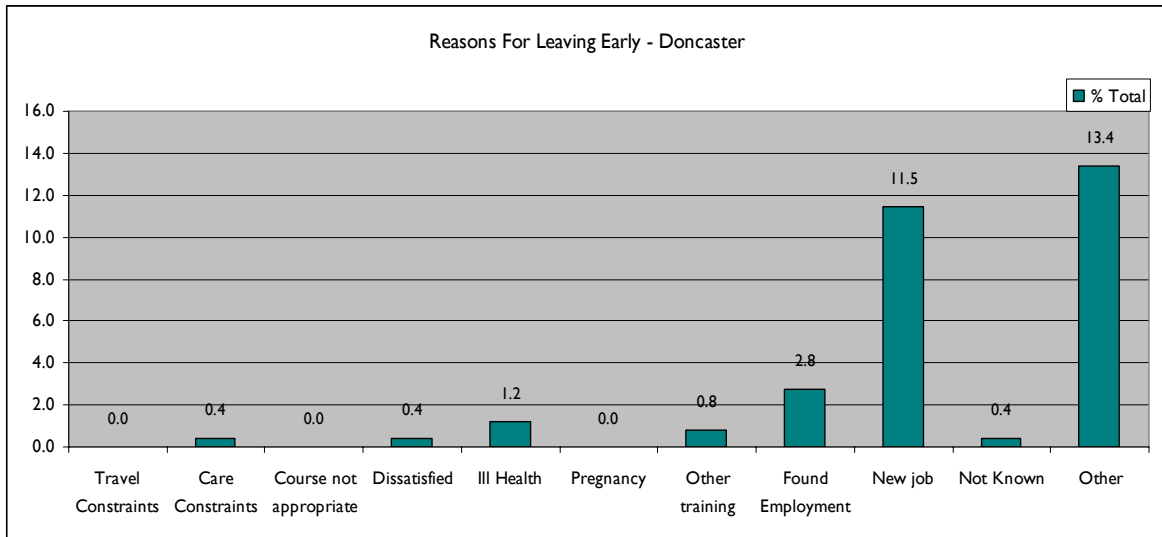




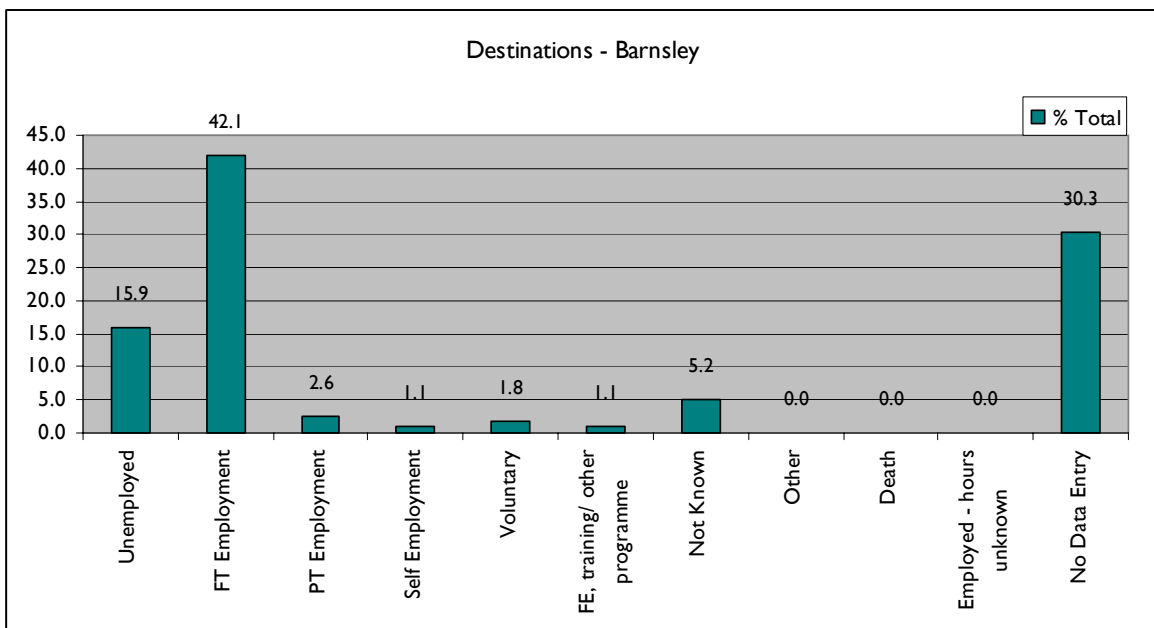
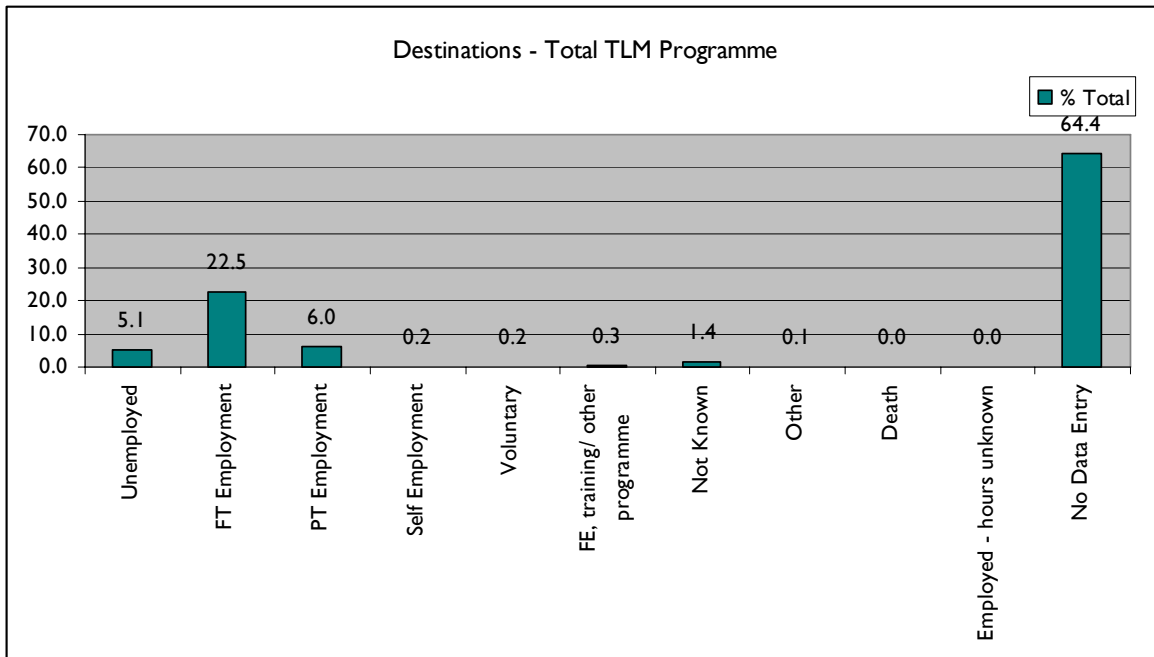
Reasons for Leaving Course Early

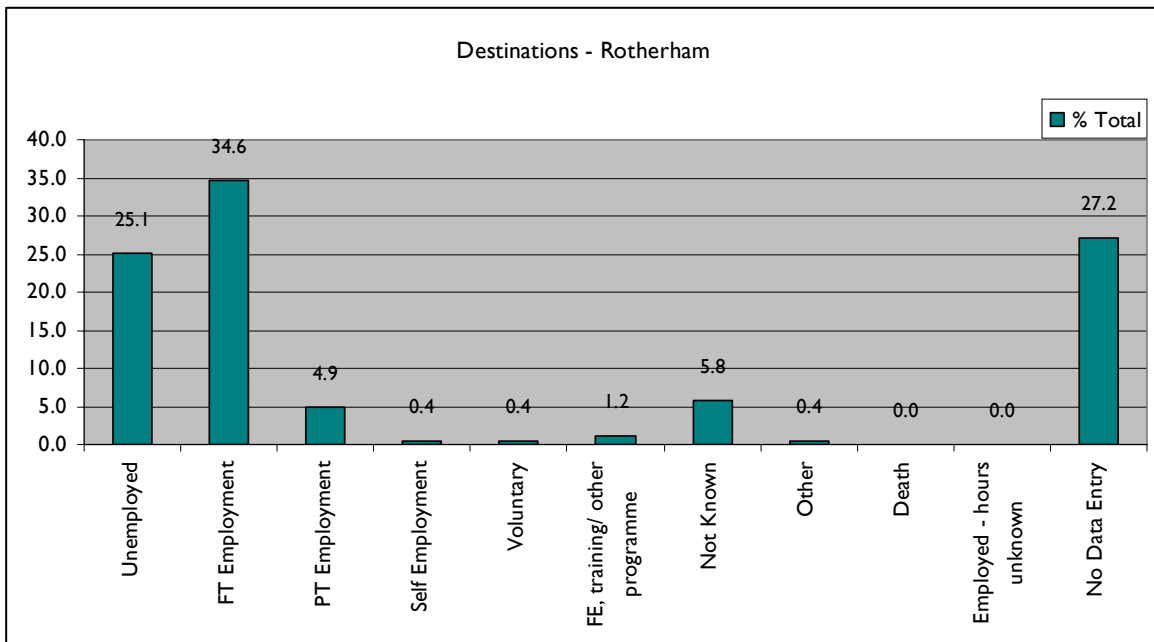
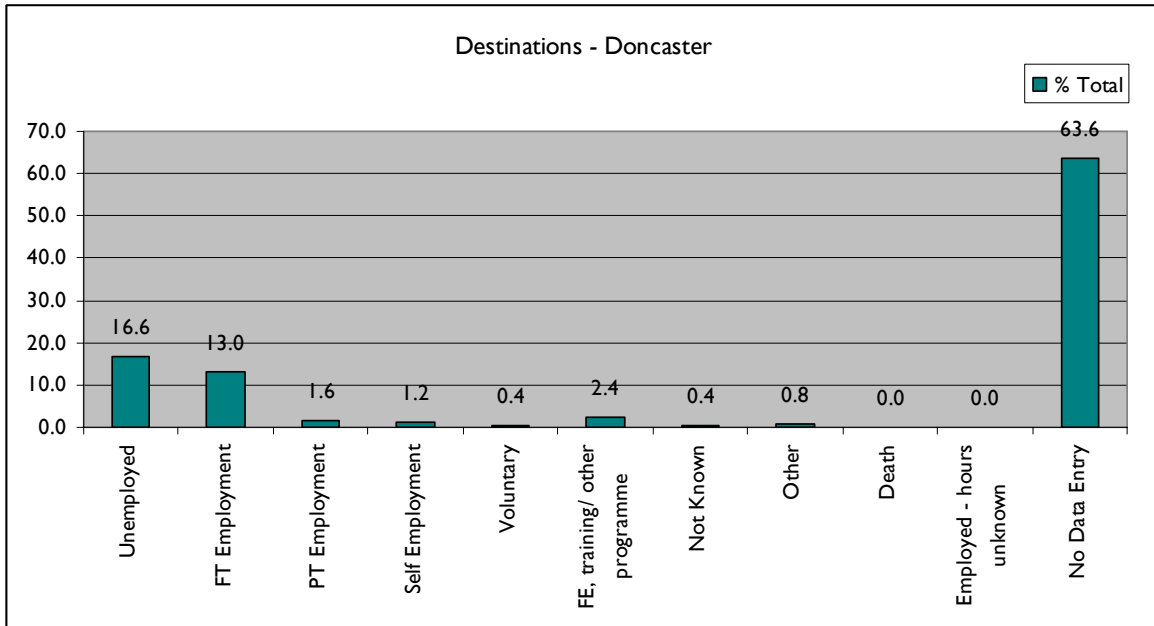
	Barnsley		Doncaster		Rotherham		Sheffield		TLM Total	
	No.	%	No.	%	No.	%	No.	%	No.	%
Travel Constraints	0	0.0	0	0.0	1	0.4	0	0.0	1	0.0
Care Constraints	2	0.7	1	0.4	3	1.2	0	0.0	7	0.1
Course content not appropriate	0	0.0	0	0.0	1	0.4	0	0.0	1	0.0
Dissatisfied with course	1	0.4	1	0.4	7	2.9	7	0.2	16	0.3
Ill Health	5	1.8	3	1.2	5	2.1	3	0.1	16	0.3
Pregnancy	0	0.0	0	0.0	0	0.0	1	0.0	1	0.0
Other training	1	0.4	2	0.8	3	1.2	2	0.0	8	0.2
Found Employment	0	0.0	7	2.8	24	9.9	1156	26.0	1188	21.2
New job	8	3.0	29	11.5	13	5.3	1	0.0	51	1.0
Not Known	1	0.4	1	0.4	11	4.5	0	0.0	13	0.2
Other	30	11.1	34	13.4	28	11.5	38	0.9	136	2.6
No Data Entry	223	82.3	175	69.2	147	60.5	3235	72.8	3835	72.7

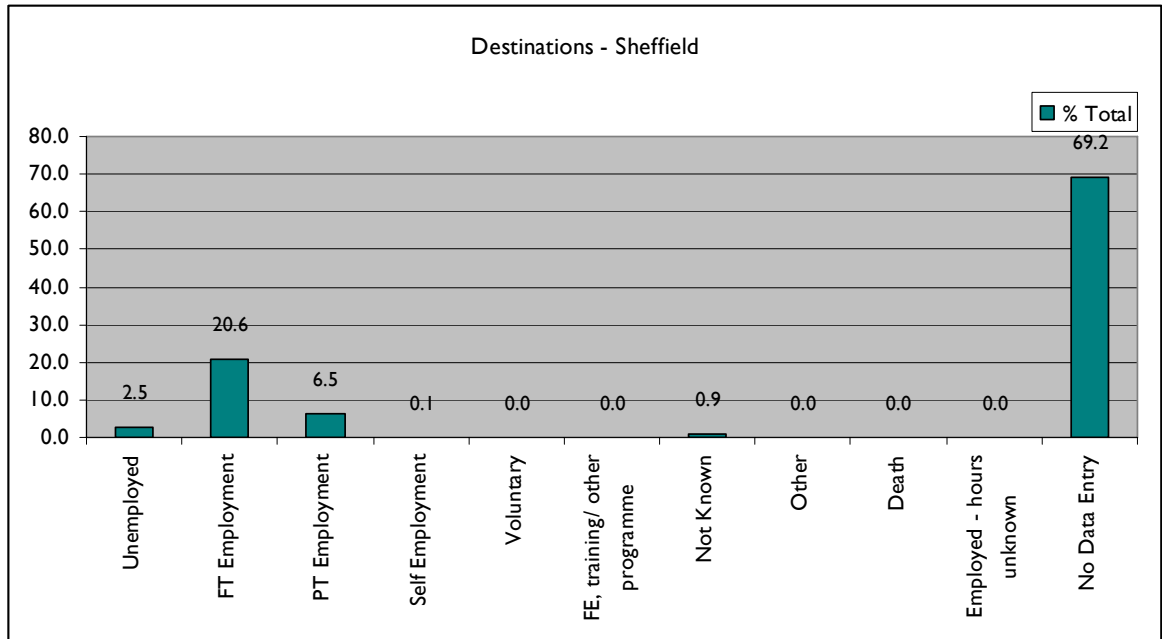




Beneficiary Leaver Destinations







## H. MAPS SHOWING BENEFICIARY PLACE OF RESIDENCE