

Research Review

Recent Research Publications Relevant to the Department: July – September 2006

Introduction

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The Department's Analytical Services monitors recently published research that has relevance to the work of the Department and, each quarter, produces a list of that work for wider dissemination. The list for the quarter ending September 2006 follows.

The research articles in the quarterly review are listed under the four areas that are seen as key in delivering the Department's strategic objectives; enhancing the provision of learning and skills, increasing the level of research and development, helping individuals acquire jobs and developing and maintaining the framework of employment rights and responsibilities.

While much of the research is not focused directly on Northern Ireland, much of it remains very relevant to strategic and policy issues faced here. The appropriate web addresses have been listed from which articles and full reports can be downloaded.

If you are aware of any other bodies that conduct research relevant to this Department but are not covered in the attached, please let the department know so those can be monitored in future. Contact details are set out on the left hand side of this page.

The Department also commissions work to meet specific research needs. The DEL Research Agenda provides details of current and planned research for the period 2007 -2009. It can be accessed from the following link. <http://www.delni.gov.uk/index/publications/pubs-stats/research-reports-2/researchagenda0709.htm>

Enhancing Provision of Learning and Skills

(a) Skills

TITLE	AUTHOR	DATE	DESCRIPTION
Employer Training Pilots: Final Evaluation Report	J Hillage, Loukas G, B Newton & P Tamkin	July -06	The Employer Training Pilots (ETP) were introduced in September 2002 to test the effectiveness of an offer of free or subsidised training to employees without a level 2 qualification, wage compensation (of various levels) to their employers for giving time off to train, plus access to information, advice and guidance. The first two years of the pilots were the subject of a planned evaluation by IES and IFS and three associated reports have been published, together with a report of a survey of training within ETP by the Adult Learning Inspectorate. This report is a synthesis of key points from that work, together with management information and some additional findings on specific issues which were examined in the third year of ETP (to end-August 2005). http://www.dfes.gov.uk/research/data/uploadfiles/RR774.pdf
Working in collaboration enhancing provision for disabled learners by working with others.	L Maudslay & C Nightingale C	2006	Maximising influence, gaining a better understanding, extending skills, stretching resources and getting the work done are all good reasons why practitioners and organisations engage in partnership or collaborative working. Based on evidence from 20 action research projects led by the Learning and Skills Development Agency in partnership with NIACE and Skill, this report on collaborative working explores the issues for education providers. This report is one of a series of resources from the project, The Disability Discrimination Act: taking the work forward 2003-05. https://www.lsneducation.org.uk/user/order.aspx?code=062542&src=XOWEB&cookie_test=true
Intelligence	SSDA	Sept - 06	Intelligence is a monthly e-newsletter produced by the Sector Skills Development Agency (SSDA) which provides policy and research news. The aim of the briefings is to provide up to date intelligence relevant to their partners. http://www.ssda.org.uk/ssda/default.aspx?page=3015
Skills in England 2005	LSC	July -06	Skills in England 2005, produced by the LSC in partnership with the SSDA and DfES, highlights the key skills issues facing England and identifies the key priorities for the skills agenda, particularly with regard to future skill needs. http://readingroom.lsc.gov.uk/lsc/2006/research/commissioned/nat-skillsinengland2005vol2-re-july2006.pdf
Working on the Three R's: Employers' Priorities for Functional Skills in Maths and English	CBI	Aug - 06	This report explores the way that functional skills are used in the workplace. Functional skill modules were introduced in English, maths and ICT in response to the 14-19 Education and Skills White Paper. The research, based on a survey of 136 employers and a series of case studies of private sector employers, seeks to identify what are functional skills in relation to Maths and English from an employer's perspective. http://www.cbi.org.uk/pdf/functionalskills0906.pdf

National Employers Skills Survey 2005 – Main Report	LSC	Jun - 06	<p>Following the publication of Early Findings from the 2005 National Employers Skills Survey (NESS) in March, the LSC has now published its Key Findings document. This outlines headline information relating to: recruitment difficulties; skill gaps; recruitment of young people; and training and workforce development. DEL will be publishing initial outcomes from its equivalent survey, the Skills Monitoring Survey, during October.</p> <p>http://readingroom.lsc.gov.uk/Lsc/2006/research/commissioned/nat-nationalemployersskillssurvey2005mainreport-re-june2006.pdf</p>
The impact of learning on unemployed, low-qualified adults: A systematic review	S Dench, J Hillage & P Coare	Aug - 06	<p>This review was initiated to explore the impact of learning on employment outcomes for low qualified, out-of-work adults. There is a long tradition of subsidising education and training for this group, although the evidence on returns to adult learning, especially for this low-qualified group, is not clear.</p> <p>http://www.dwp.gov.uk/asd/asd5/rports2005-2006/rrep375.pdf</p>
Changing Skill Mix	S Tuohy, P Reilly & S Hayday	Sept -06	<p>This report outlines key aspects of the changing skill mix agenda which has been witnessed in recent years, particularly in the public sector, as part of workforce modernisation. The private sector has also been involved in changing the skill mix of its staff, more often through creating a more flexibly skilled workforce.</p> <p>http://www.employment-studies.co.uk/pubs/report.php?id=mp68</p>
Learning through Work: Literacy, language, numeracy and IT skills development in low-paid, low-skilled workplaces	B Newton, L Miller, A Braddell	Aug -06	<p>The SEEDA-funded basic skills programme has created learning partnerships centred on the low-paid workplace in NHS Trusts across the south east region. These learning partnerships deliver literacy, English language, numeracy and IT (LLNIT) skills in NHS workplaces. These have offered a valuable opportunity to investigate, across a number of sites, how on-the-job LLNIT learning might widen participation in learning, to support both organisational performance and the skills development of low-paid workers in the south east.</p> <p>This report presents findings from the second stage of this project: an analysis of an audit of learning conducted in organisations where low-skilled and low-paid jobs exist.</p> <p>http://www.employment-studies.co.uk/pubs/report.php?id=434</p>
What Progress is Norway Making with Lifelong Learning? A Study of the Norwegian Competence Reform	J Payne	Jun -06	<p>Some countries have gone further in realising the goals of 'lifelong learning for all' than others. Norway, for example, has a highly educated population by international standards, invests considerable resources in its education and training systems, and benefits from a long tradition of tripartism and consensus building. Its experiences may therefore be instructive of the challenges that advanced countries confront in attempting to further progress the lifelong learning idea even under relatively favourable conditions. The paper explores the main achievements, problems and challenges that Norway has faced in attempting to implement a recent reform of adult and continuing education and training, entitled the Competence Reform.</p> <p>http://www.skope.ox.ac.uk/WorkingPapers/SKOPEWP55.pdf</p>

How Competitive Strategy Matters? Understanding the Drivers of Training, Learning and Performance at the Firm Level	D Ashton & J Sung	May -06	This paper seeks to further our understanding of the links between training, learning and performance at the level of the firm. It starts with a critical examination of the conceptual underpinning of conventional approaches to this problem, approaches that dominate much of the academic and policy discourse. It argues that current attempts to understanding the drivers of training and the links between skills, management practices and performance, both rely on input/output models that have serious limitations, both for our academic understanding of the issues and for policy approaches. http://www.skope.ox.ac.uk/WorkingPapers/skoperp66.pdf
Careers and Labour Market Information in Ireland	S Phillips, A Clarke & J Classon	July- 06	This report examines the awareness and use of existing careers and labour market information. It also provides a matrix analysis of information and self-assessment resources currently available in Ireland. To improve use of these resources, the report recommends the establishment of a central portal site. This, combined with making the information obtained via this site more accessible and user-friendly, should be of practical benefit to all potential users, from students in schools and at third-level to adults in various stages of transition in their careers. http://www.forfas.ie/publications/egfsn060711/egfsn060711_careers_and_labour_market_report_webopt.pdf

(b) Higher Education

TITLE	AUTHOR	DATE	DESCRIPTION
The Higher Education workforce in England a framework for the future	hefce	July - 06	This report discusses the success of English Higher Education (HE) and how it depends upon the skills and dedication of its staff, which are faced with increasing expectations from a range of stakeholders. It also considers the higher education workforce; what it looks like now, how it will need to adapt in order to meet future challenges. http://www.hefce.ac.uk/pubs/hefce/2006/06_21/
Provision of Higher Education study by location	hefce	Aug - 06	This report provides tables which show all students who are registered at institutions in England and are studying for a higher education qualification, by the geographical area in which the learning takes place. http://www.hefce.ac.uk/pubs/hefce/2006/06_29/
Northern Ireland Student Income and Expenditure Survey 2004/05	DEL	Sept - 06	This report was conducted jointly by a research team from the Institute for Employment Studies and the National Centre for Social Research (IES/NatCen). The survey is based on Northern Ireland domiciled higher education students at Northern Ireland institutions. It used a representative sample of both full-time and part-time students on designated undergraduate and postgraduate courses in the academic year 2004/05 to collect detailed data on students' financial position and how this differs depending on students' background and circumstances. http://www.delni.gov.uk/research_report_-_sept_06.pdf

(c) Further Education and Training

TITLE	AUTHOR	DATE	DESCRIPTION
To stay or not to stay	QUB & UJJ	Aug - 06	This report explores young people's knowledge of the Educational Maintenance Allowance (EMA) in Northern Ireland, along with how much its existence influences their decisions about staying on in education. http://www.ark.ac.uk/publications/updates/update45.pdf

Increasing the level of Research and Development

TITLE	AUTHOR	DATE	DESCRIPTION
Higher education – business and community interaction survey	hefce	July - 06	This report analyses the results of the 2005 higher education – business and community interaction survey for UK higher education institutions. It is the fifth annual survey of its kind. http://www.hefce.ac.uk/pubs/hefce/2006/06_25/
Eureka UK - 100 discoveries and developments in UK universities that have changed the world	Universities UK	June-06	Eureka UK' celebrates 50 years of life-changing research highlighting 100 major discoveries, developments and inventions by academics at universities throughout the UK. The examples span the medical, physical and social sciences as well as the arts and humanities - and demonstrate both the unpredictable nature of research and the length of time it can take to measure its success. http://bookshop.universitiesuk.ac.uk/show/show.aspx?id=239

Helping Individuals Acquire Jobs

(a) Routes to Employment

TITLE	AUTHOR	DATE	DESCRIPTION
Workforce plus: an employability framework for Scotland	Scottish Executive	June -06	Workforce Plus sets a target of helping a further 66,000 individuals, in seven local government areas, to move from benefits to work in Scotland. This document explains how the Scottish Executive intends to achieve that goal. http://www.scotland.gov.uk/Resource/Doc/129285/0030791.pdf
More Choices, More Chances: A Strategy to Reduce the Proportion of Young People not in Education, Employment or Training in Scotland	Scottish Executive	June -06	This document sets out the Scottish Executive's strategy to reduce the proportion of young people not in education, employment or training (NEET) in Scotland. Currently, 35,000 young people aged between 16-19 are NEET in the country. Targeting seven NEET hotspot areas, as well as particular sub-groups who are most likely to become NEET (eg care leavers, young offenders, low attainers). http://www.scotland.gov.uk/Resource/Doc/129456/0030812.pdf
Jobseekers Allowance intervention pilots quantitative evaluation	J Middlemas	Sept-06	This report provides the findings of the quantitative component of the evaluation of the Jobseeker's Allowance (JSA) Intervention Regime Pilots. The pilots were introduced in January 2005 to test different approaches to the fortnightly jobsearch review (FJR) within the first 13 weeks of the JSA regime, with 13 districts and 137 offices participating at the outset. The pilots aimed to deliver resource savings without reducing unemployment off-flow rates or increasing fraud and the failure to report changes of circumstances. http://www.dwp.gov.uk/asd/asd5/rports2005-2006/rrep382.pdf
Lone parents Work Focused Interviews/New Deal for Lone Parents: combined evaluation and further net impacts	G Knight, S Speckesser, J Smith, P Dolton & J Pedro Azevedo	Aug - 06	Each chapter of this report investigates the net impacts of the Lone Parent Work Focused Interviews (LPWFI) and New Deal for Lone Parents (NDLP) programmes. However, the first is for the combined LPWFI/NDLP regime in 2001, while the re-analyses focus on the earlier NDLP impacts for the August-October 2000 NDLP eligible participant group. http://www.dwp.gov.uk/asd/asd5/rports2005-2006/rrep368.pdf
New Deal for Disabled People: Second synthesis report – interim findings from the evaluation	B Stafford, L Adelman, K Hill, K Legge K Kellard, J Aston, S Davis R Barkworth, R Willison, J Arch, L Dillon, A Kazimirski, L Keenan, J Lewis, C Pires, A Shaw, R Taylor, S Tipping, A Corden,	Aug -06	The evaluation design incorporates a longitudinal dimension, and this report presents selected findings from the evaluation. It covers developments up to and including spring 2004, and synthesises findings from fieldwork with NDDP participants, employers, members of the eligible population, those delivering the programme (notably staff from Job Brokers and Jobcentre Plus offices), and from administrative data. http://www.dwp.gov.uk/asd/asd5/rports2005-2006/rrep377.pdf

	A Meah, R Sainsbury, P Thornton, A Alander & T Saunders		
New Deal for Disabled People: Survey of Registrants - report of Cohort 3	K Legge, M Magadi, V Phung, B Stafford, J Hales, O Hayllar, C Nevill & M Wood	July- 06	The evaluation design for the programme includes a Survey of the Registrants, which aims to obtain information on NDDP participant characteristics, their experiences of, and views on, the programme. The survey involves three cohorts, with the first two having two waves of interviewing and the third one wave. This report is of the third cohort. http://www.dwp.gov.uk/asd/asd5/rports2005-2006/rrep369.pdf
Gateway to Work New Deal 25 Plus pilots evaluation	J Page, E Breen & J Middlemas	July -06	The key aims of this study have been to: <ul style="list-style-type: none"> • identify and explore the impact of the pilots; • identify best practice, in terms of which elements of GtW have been most effective in moving clients into employment. http://www.dwp.gov.uk/asd/asd5/rports2005-2006/rrep366.pdf
The impact of learning on unemployed, low-qualified adults: A systematic review	S Dench, J Hillage & P Coare	Aug - 06	This review was initiated to explore the impact of learning on employment outcomes for low qualified, out-of-work adults. It states there is a long tradition of subsidising education and training for this group, although the evidence on returns to adult learning, especially for this low-qualified group, is not clear. http://www.dwp.gov.uk/asd/asd5/rports2005-2006/rrep375.pdf

(b) Other Labour Market Research

TITLE	AUTHOR	DATE	DESCRIPTION
Globalisation, Population Mobility And Impact Of Migration On Population	J Salt & P Rees	July -06	Current and future migration trends in the UK are examined. It describes, among other things, how numbers of foreign nationals working in the UK rose strongly to top a million for the first time in 1998, and by 2005 had reached 1.5 million (4.1 per cent of all in employment). In 2004, an estimated 223,000 more people migrated to the UK than moved abroad - a net inflow much higher than the previous year, when an estimated 151,000 more arrived to live here than left. http://www.esrcsocietytoday.ac.uk/ESRCInfoCentre/Images/ESRC_Seminar_Global_tcm6-16062.pdf
Forfás Annual Employment Survey 2005	Forfas	July-06	The Annual Employment Survey provides an analysis of employment levels in manufacturing and internationally traded services companies supported by the enterprise development agencies. This document sets out the final results of the 2005 Annual Employment Survey. http://www.forfas.ie/publications/forfas_emp_survey05/Annual_Employment_Survey_2005_webopt.pdf

Developing and Maintaining the Framework of Employment Rights and Responsibilities

TITLE	AUTHOR	DATE	DESCRIPTION
Lone parents and work: developing new survey measures of the choices and constraints	D Collins, M Gray, S Purdon & A McGee	Sept - 06	This study was concerned with developing a new set of survey questions that better measure the complexities of lone parents' decision-making around (returning to) work that could be adopted as a standard approach, making cross-survey comparisons easier. The study was also concerned with proposing 'new' ways of analysing, such survey data, to allow researchers to quantitatively explore decision-making processes and any potential relationships with respondents' characteristics, attitudes, values, beliefs and future behaviour. http://www.dwp.gov.uk/asd/asd5/WP34.pdf
International Review of Leave Policies and Related Research 2006	P Moss & B O'Brien	July - 06	This report is produced by the International Network on Leave Policy and Research, consisting of 35 experts from 22 countries, mostly in Europe. The Network covers policies for parents and others with care responsibilities, including for adult relatives, as well as policies available to the whole population such as career breaks and time accounts. The main part of the report consists of 22 'country notes', providing information on current leave policies in the countries represented in the Network, recent developments in policy, information on take up, and a listing of recent publications and ongoing research. http://www.dti.gov.uk/files/file31948.pdf?pubpdfload=06%2F1422
Small and Medium-sized Enterprises Findings from the 2004 Workplace Employment Relations Survey	J Forth, H Bewley & A Bryson	July - 06	This study uses the nationally representative 2004 Workplace Employment Relations Survey (WERS 2004) to describe employment practices in private sector workplaces belonging to SMEs. As both managers and employees were surveyed within workplaces, this report is able to compare employees' views of the employment relationship with those of their managers. It also makes comparisons between the practices of SMEs and those of larger firms. http://www.dti.gov.uk/files/file31580.pdf?pubpdfload=06%2F1008
The Third Work-Life Balance Employees' Survey	H Hooker, F Neathey, J Casebourne, M Munro	July - 06	The Survey, has found high levels of employee satisfaction and a significant increase in the availability of most flexible working arrangements since 2003. http://www.dti.gov.uk/files/file32116.pdf?pubpdfload=06%2F1372%2FES
Employment Relations Survey 2004-2005 (Employee and Employer Components): Analytical Report	DEL	Sept - 06	Research was carried out amongst employees in June 2004 and amongst employers between January and March 2005 to measure attitudes and practices relating to a number of important employment issues. These issues included resolving disputes at work, sources of employment relations advice, recruitment, working from home and trade union membership. The report analyses and compares the major findings from each strand of the research. http://www.delni.gov.uk/employment_relations_survey_2004-2005_analytical_report.pdf

The following organisations and research bodies have all been monitored.

ARK Online Research Bank-

www.ark.ac.uk

Association of Northern Ireland Colleges

www.anic.ac.uk/

Centre for Economic Performance

<http://cep.lse.ac.uk>

Centre for Economics of Education

<http://cee.lse.ac.uk/pubs/default.asp>

Centre for Research on the Wider Benefits of Learning

<http://www.learningbenefits.net/news/newsletters.htm>

Department for Education and Skills

<http://www.dfes.gov.uk/research/programmeofresearch/index.cfm?type=5>

Department for Work and Pensions

<http://www.dwp.gov.uk/>

Department of Trade and Industry

<http://www.dti.gov.uk/>

Employment Research Centre

<http://www.tcd.ie/ERC/index.php>

ERINI

<http://www.erini.ac.uk>

Eurostat

<http://epp.eurostat.ec.europa.eu>

FAS

<http://www.fas.ie/en/About+Us/Publications+and+Resources/>

Forfas

<http://www.forfas.ie/index.html>

Future Skills Scotland

<http://www.futureskillsscotland.org.uk/web/site/home/NewsEvents/Archive/NewsEventsArchive.asp>

Graduate Market Trends
<http://www.prospects.ac.uk/>

HERO
www.hero.ac.uk

Higher Education Academy
<http://www.heacademy.ac.uk/726.htm>

Higher Education Academy Ireland
www.heai.ie

Higher Education and Policy Institute
www.hepi.ac.uk

Higher Education Funding Council for England
<http://www.hefce.ac.uk/pubs/hefce>

Higher Education Funding Council for Wales
www.hefcw.ac.uk/

Institute for Employment Studies
www.employment-studies.co.uk

Institute for the study of social change
<http://www.avataronline.net/issc/sections/publications.shtml>

Institute of Public Policy Research
www.ippr.org

Joseph Rowntree Foundation
<http://www.jrf.org.uk/>

Learning and Skills Network (LSN)
<http://www.lsneducation.org.uk/>

Learning Skills Research Centre
<http://www.lsrc.ac.uk/publications/index.asp>

LSE observatory
<http://www.lse.ac.uk/collections/ICTObservatory/>

National Foundation for Educational Research
<http://www.nfer.ac.uk>

National Research and Development Centre
www.nrdc.org.uk

Organisation for Economic Co-operation and Development
www.oecd.org

Policy Studies Institute
<http://www.psi.org.uk/>

Sector Skills Development Agency (SSDA)
<http://www.sdda.org.uk/ssda/default.aspx?page=5>

Scottish Council for research in education
www.scre.ac.uk/pubs/index.html

Scottish Executive
<http://www.scotland.gov.uk/Home>

Scottish Further Education Funding Council
www.sfefc.ac.uk

Skope
<http://www.skope.ox.ac.uk/>