people:skills:jobs:



Research Review

Recent Research Publications Relevant to the Department: April – June 2006

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Introduction

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 June 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
The Role of Training Allowances in Incentivising the Behaviour of Young People and Employers	T Spielhofer, J Nelson, L O'Donnell & D Sims	May - 06	The Project seeks information on how training allowances impact on the behaviour of young people, their families and on employer decisions about taking on trainees. In addition what factors (other than the guidance provided by national LSC) are considered by LLSCs in developing their local training allowance policy. The main aim of this research is to: Develop a better understanding of how training allowances influence young people's decisions to enter, and to remain in, vocational training programmes. Determine what impact the availability of training allowances has on employer behaviour in taking on trainees. http://www.dfes.gov.uk/research/data/uploadfiles/RR756.pdf
Learning and skills planning and provision for migrants from the accession states	D Sachdev & B Harries	2006	Between May 2004 and September 2005, following the accession of eight new states into the EU, around 293,000 migrant workers (A8 migrants) registered in the UK under the Home Office's EU Worker Registration Scheme. Very little is known about the learning needs of this large group. Meeting the needs of a diverse range of learners is central to the LSC Annual Statement of Priorities. A8 migrant workers are one of the groups that require further investigation in terms of their learning and skills needs so that the LSC can plan to best meet their needs. This exploratory study has aimed to collect and map relevant information about learning and skills planning and provision for migrants from EU accession states. https://www.lsneducation.org.uk/user/order.aspx?code=0624
Sustainable development in the learning and skills sector: a national baseline survey	S & M Martin, J Cohen & R Correo	2006	This report outlines the results of a national survey on current practice in sustainable development in the learning and skills sector. The survey was carried out following the publication of From here to sustainability – the Learning and Skills Council strategy on education for sustainable development. The survey assessed how sustainable development was being addressed in the four key areas of leadership and management, buildings and estates, teaching and learning programmes and community and business. There is evidence that the learning and skills sector is making progress on implementing the sustainable development agenda in most areas. https://www.lsneducation.org.uk/user/order.aspx?code=062427&src=XOWEB
Intelligence	SSDA	Jun - 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=2757#1402
Emotional labour and skill: a re-appraisal	J Payne	May - 06	A number of commentators have recently begun to ask whether many low waged service jobs, traditionally thought of as being low skilled in terms of their technical aspects, may actually constitute a form of highly skilled labour, since

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			they require their holders to perform 'skilled emotional labour' in their dealings with customers. Such discourses hold out the possibility of progress not only in intellectual terms but also in terms of improving the status and pay of many low waged service workers. This issues paper critically reviews these arguments. http://www.skope.ox.ac.uk/WorkingPapers/Issues%20Paper%2010.pdf
Skills and Performance	I Grugulis & D Stoyanova	Mar - 06	The motivation behind skills development in the last decade has been strongly influenced by the belief that it contributes to performance. This paper explores some of the problems that exist in establishing a causal link between skills and organisational performance and, in the process, attempts to re-establish skill as a frame of reference in its own right rather than as a contributor to management goals. http://www.skope.ox.ac.uk/WorkingPapers/Issues%20Paper%209.pdf
Annual Survey of Small Businesses: UK 2004/05	J Wiseman, P Roe & J Elliott	Mar - 06	The survey aims to: Gauge the needs of small businesses, assess their main concerns, and identify the barriers which prevent them from fulfilling their potential; Act as a sounding board for possible government actions to help small businesses; and Record small businesses' experiences of government services. A regional dimension is considered and includes Northern Ireland. http://www.dti.gov.uk/files/file38251.pdf
Skills Upgrading: New Policy Perspectives	OECD	Apr - 06	This report suggests that skills are key to a better job and a better life. Yet acquiring them is often most difficult for the people who need them the most: those trapped in low-paid jobs with hard working conditions. The result is an imbalanced labour market with unused human resource potential, misused government resources and unmet employer needs. http://www.oecd.org/document/47/0,2340,en_2649_201185_3 6427887_1_1_1_00.html
Skills at Regional level in Ireland	Forfas	May - 06	This study looks at the regional distribution of skills and employment in six key sectors in Ireland. It traces the historical development of this employment profile and considers the future role of skills in contributing to regionally balanced economic growth and development. http://www.forfas.ie/publications/egfsn060525/egfsn060525_regional_skills_report_webopt.pdf
Skills Abroad: A comparative Assessment of International Policy Approaches to Skills leading to the Development of Policy Recommendations for the UK.	J Sung, A Raddon & D Ashton	May - 06	This project reviews and evaluates sectoral approaches in a number of mainly OECD countries outside the UK. The project examines the different ways of engaging employers in raising their demand for skills, financing methods etc. It also examines the relationship between sectoral bodies and vocational training and education (VET) providers. http://www.ssda.org.uk/ssda/pdf/060628%20R%20Research

(b) Higher Education

TITLE	AUTHOR	DATE	DESCRIPTION
Destinations of graduates from Northern Ireland	Graduate Market Trends	Apr - 06	 This article provides an overview of the destinations of graduates from Northern Ireland (NI) institutions six months and four years after graduation. Highlights include: 44% of NI graduates from the 1999 cohort were working in non-graduate occupations immediately after graduation. Four years later, this stood at 17%. Graduates working in NI are more likely than their non-graduate counterparts to be working in the public sector, rather than in the private sector. The province's graduates earn around 70% more than non-graduates. Although NI has one of the highest graduate retention rates in the UK, political and educational leaders have expressed concern at what they see as a 'brain drain' of talent. Various initiatives have been developed in response. 79% of NI graduates with repayable debt said that their debt had not affected their options after university. http://www.prospects.ac.uk/cms/ShowPage/pleLaXFlj
Graduates' early destinations by gender	Graduate Market Trends	Apr - 06	This article looks at the differences in early destinations between male and female graduates, with findings on first degree, Masters and PhD graduates, as well as HND and foundation degree qualifiers. The analysis, carried out on the 2003/04 graduate cohort, shows that: • Female graduates were more likely than their male peers to take up part-time or voluntary work, thus boosting their employment rate and lowering their likelihood of being unemployed. • Female graduates tend to enter public services occupations such as education, health, and social work, whilst male graduates favoured engineering or IT occupations, reflecting the gender differences in subject choice. • For first degree and Masters Graduates, slightly higher proportions of females than males were in non-graduate occupations six months after graduation. However, men were more likely than women to report that their qualification had not been required in obtaining their employment. The article also looks briefly at the issue of the graduate gender pay gap, drawing on evidence from recent research http://www.prospects.ac.uk/cms/ShowPage/plecdfgif
Pathways to Higher Education	hefce	May - 06	This report describes the attributes, progression to higher education, achievement within higher education and outcomes after graduation of students who have undertaken access courses. These courses, first established in the late 1970's, remain an important route into higher education for mature entrants: one in four first-time mature entrants to full-time degree programmes still enter via an access course. http://www.hefce.ac.uk/pubs/hefce/2006/06_16/

	The Labour Market for Graduates in Scotland	Future Skills Scotland	Mar - 06	This report describes how the labour market in Scotland for graduates changed between 1993/95 and 2001/03, and examines what effect the large increase in the supply of graduates in recent years has had on the labour market experience of graduates in Scotland. http://www.futureskillsscotland.org.uk/web/site/home/Reports/NationalReports/Report_The_Labour_Market_for_Graduates in Scotland.asp
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(c) Further Education and Training

TITLE	AUTHOR	DATE	DESCRIPTION
E-learning in Further Education: The Impact on Student Intermediate and End-point Outcomes	H Finlayson, B Maxwell, I Caillau & J Tomalin	Apr - 06	This study was carried out on behalf of the Department for Education and Skills (DfES) to look in depth at the way elearning was being incorporated in colleges of Further Education, and the impact it was having on the intermediate and end-point student outcomes. The main research focus was detailed case studies conducted in six general FE colleges. http://www.dfes.gov.uk/research/data/uploadfiles/RR739.pdf
The Impact of new fee policies in Further Education	A Perry & M Fletcher	2006	This research project aimed to find out how colleges are changing fee policies in the light of the Skills Strategy, the extent to which they have raised course fees, and the effects of those changes. https://www.lsneducation.org.uk/user/order.aspx?code=0625 17
Learners' perceptions of learner support funding	D Sachdev, P Apenteng, B Harries & L MacQueen	2006	This study commissioned by the Learning and Skills Council (LSC) explores the perceptions and experiences of learners attending further education and sixth form colleges who have applied for learner support funding and have either been refused or awarded financial help from one or more strands of learner support funding. https://www.lsneducation.org.uk/user/order.aspx?code=0624 34

Helping Individuals Acquire Jobs

(a) Routes to Employment

TITLE	AUTHOR	DATE	DESCRIPTION
Work Focused Interviews for Partners and enhanced New Deal for Partners: Quantitative impact assessment	R Dorsett, G Haile & S Speckesser	June - 06	Work Focused Interviews for Partners (WFIPs) were introduced in April 2004 in all Jobcentre Plus offices. Partners of those claiming Jobseeker's Allowance (JSA), Income Support (IS), Incapacity Benefit (IB) or Severe Disablement Allowance (SDA) are now required to attend a single interview to discuss the possibility of working. An important role of a WFIP is to promote the New Deal for Partners (NDP). This report presents the results of a quantitative evaluation of the impact of WFIP and NDP. Specifically, it is concerned with the extent to which WFIP influences participation in NDP and the extent to which WFIP and NDP affect labour market outcomes. The outcomes considered are benefit receipt and employment. http://www.dwp.gov.uk/asd/asd5/rports2005-2006/rrep352.pdf
Early quantitative evidence on the impact of the Pathways to Work pilots	S Adam, C Emmerson, C Frayne & A Goodman	Jun - 06	Since October 2003 the Department for Work and Pensions (DWP) has been piloting reforms in England, Scotland and Wales which provide greater support (financial and nonfinancial) alongside greater obligations to encourage many new claimants of incapacity benefits to move into paid work. This report presents early quantitative evidence on the impact of the Incapacity Benefit 'Pathways to Work' pilots on various outcomes of interest. http://www.dwp.gov.uk/asd/asd5/rports2005-2006/rrep354.pdf
Pathways to Work from Incapacity Benefits: A study of experience and use of Return to Work Credit	A Corden & K Nice	Jun - 06	This report presents findings from a focused study of Return to Work Credit (RTWC) and is based on qualitative research conducted by the Social Policy Research Unit (SPRU), the National Centre for Social Research (NatCen) and the Policy Studies Institute (PSI) in 2005/06. This study is one of several being undertaken to inform the overall evaluation of the Pathways to Work pilots. http://www.dwp.gov.uk/asd/asd5/rports2005-2006/rrep353.pdf
Routes onto incapacity benefits: Findings from qualitative research	R Sainsbury & J Davidson	May - 06	This report presents findings from a qualitative research project to investigate the routes by which people become recipients of incapacity benefits. The study was aimed at increasing our understanding of how people become Incapacity Benefit recipients so that further policy development can take place around more 'preventive' job retention and rehabilitation measures. Although producing standalone findings that can inform policy thinking, it is also the first stage in a two part project, the second part of which is a large quantitative survey of new Incapacity Benefit claimants to be conducted in 2006. http://www.dwp.gov.uk/asd/asd5/rports2005-2006/rrep350.pdf

Work Focused Interviews for Partners and Enhanced New Deal for Partners: Quantitative Survey Research	N Coleman, K Seeds & G Edwards	May - 06	In April 2004, the Department for Work and Pensions (DWP) commissioned BMRB Social Research to conduct a quantitative survey of Work Focused Interviews for Partners (WFIP) and the enhanced New Deal for Partners (NDP). The quantitative survey formed part of the WFIP and NDP evaluation; the other elements of the evaluation were qualitative research undertaken by Insite Research and Consulting, and analysis of Labour Market System (LMS) administrative data conducted by Policy Studies Institute (PSI). This report presents findings from the quantitative survey. The aims of the survey were to examine participation in WFIPs, and to assess the success of WFIPs in reducing the number of workless households, as well as in helping partners unwilling or unable to work, to move closer to the labour market. It also examines the effectiveness of different elements of the WFIP delivery process, including referral to NDP, to identify lessons for improvement. http://www.dwp.gov.uk/asd/asd5/rports2005-2006/rrep335.pdf
Incapacity Benefit Reforms Pilot: Findings from the second cohort in a longitudinal panel of clients	A Corden & K Nice	May - 06	The Incapacity Benefit (IB) reforms were introduced in October 2003 and aim to increase the number of incapacity benefit recipients who move towards and into paid work. The package of measures within the reforms is being piloted in seven areas of England, Scotland and Wales. This report presents findings from the second cohort of a longitudinal qualitative study of the views and experiences of incapacity benefit recipients who have taken part in the Pilot. This second cohort, which started in September 2004, included 53 incapacity benefit recipients from all of the seven Pilot areas and the research was conducted by the Social Policy Research Unit (SPRU), the National Centre for Social Research (NatCen) and the Policy Studies Institute (PSI). http://www.dwp.gov.uk/asd/asd5/rports2005-2006/rrep345.pdf
The role of Training allowances in incentivising the behaviour of young people and employers	T Spielhofer, J Nelson, L O'Donnell & D Sims	May - 06	The objectives of this study were to develop a better understanding of how training allowances influence young people's decisions to enter, and remain in, vocational training programmes and determine what impact the availability of training allowances has on employers offering training opportunities. http://www.dfes.gov.uk/research/data/uploadfiles/RR756.pdf

(b) Other Labour Market Research

TITLE	AUTHOR	DATE	DESCRIPTION
The Productivity Gap in Northern Ireland	J L Iparraguirre D'Elia	Jun - 06	In 2001, HM Treasury produced a paper on labour productivity at the regional level, which presented data on economic performance in 1999 for all the UK regions. Northern Ireland stood out as the poorest region with an output per head figure nearly 40 per cent below that of London, the richest region. The paper broke down output per person into four factors: labour productivity, working-age population share, labour market participation, and

			unemployment. A key conclusion for Northern Ireland was that the region suffered from poor labour market performance in terms of both low participation rates and high unemployment, in addition to a low working-age population share; however, the main negative contributor to economic performance in Northern Ireland was labour productivity. This article features in The Northern Ireland Economic Bulletin 2006: Article 9. http://www.detni.gov.uk/cgi-bin/downutildoc?id=1581
Ethnic penalties in the labour market: Employers and discrimination	Professor A Heath & Dr S Y Cheung	May - 06	The aim of this study was to: • review the current position of ethnic minorities in Britain's labour market; • explore how ethnic minority representation and achievement varies by different employer characteristics; • establish how far these variations might be linked to discrimination in the workplace. http://www.dwp.gov.uk/asd/asd5/rports2005-2006/rrep341.pdf
Ethnic minority populations and the labour market: an analysis of the 1991 and 2001 Census	L Simpson, K Purdam, A Tajar, E Fieldhouse, V Gavalas, M Tranmer, J Pritchard & D Dorling	May - 06	In this the authors draw on the 1991 and 2001 Censuses to map the labour market circumstances of the ethnic minority population in the UK. It considers a range of key indicators: employment and unemployment, inactivity including that due to permanent sickness or disability, part-time working and qualifications. Each chapter of the report includes charts and tables of the labour market circumstances of different populations. http://www.dwp.gov.uk/asd/asd5/rports2005-2006/Report333.pdf

<u>Developing and Maintaining the Framework of</u> <u>Employment Rights and Responsibilities</u>

TITLE	AUTHOR	DATE	DESCRIPTION
The public sector and equality for disabled people	Dr S Roberts, Dr A Ivaldi, Dr M Magadi, V Phung & Dr B Stafford	May - 06	This report presents findings of a study of public bodies' approach to implementing the Disability Discrimination Act 1995 (the DDA) and provides evidence for a baseline against which to assess the extent to which the Disability Discrimination Act 2005 (the 2005 Act) prompts authorities to promote equality of opportunity for disabled people. http://www.dwp.gov.uk/asd/asd5/rports2005-2006/rrep343.pdf
Carers in the Workplace	J Hillage & W Hunt	Apr- 06	As the population ages and employers increasingly seek to offer competitive terms and conditions in order to attract and retain key staff, interest in employers' policies on the provision of time off for eldercare - and other forms of care besides childcare - appears to be growing. This briefing reviews recent research on, and practice recommendations for, the growth of the caring population, and the implications for employers. http://www.employment-studies.co.uk/pubs/report.php?id=mp61
Employment Rights at Work Survey of Employees 2005	J Casebourne, J Regan, F Neathey, S Tuohy	Apr - 06	The main aims of the study were: • to assess employees' general awareness of the scope of their employment rights • for selected topics, to establish employees' knowledge of specific employment rights provision (e.g. level of the National Minimum Wage, NMW, qualifying period for taking action on the grounds of unfair dismissal and discrimination cases, and rules for the award of costs in employment tribunal cases) • to find out the main sources of information and professional advice about employment rights issues and, when employees have had a recent problem (e.g. in the past five years), where they sought advice and guidance and what they did to try and resolve the problem • to identify the personal and employment characteristics that influence employees' levels of awareness, knowledge and preparedness to seek advice and take action to enforce their individual employment rights (including employment status). http://www.dti.gov.uk/files/file27222.pdf?pubpdfdload=06%2 F837
Young Apprenticeships Equal Opportunities	B Newton & L Miller	Jun - 06	In September 2004, the Department for Education and Skills (DfES) established Young Apprenticeships. By introducing a new vocational route for 14 to 16 year olds, DfES sought to address occupational segregation and encourage young people to consider non-traditional options. Following Equal Opportunities Commission concern that greater and earlier vocationalism might lead to more, rather than fewer, gender-stereotyped curriculum choices, DfES commissioned this research in order to evaluate how equal opportunities for young apprenticeships were being addressed in practice and to assess early signs of impact.

			The report focuses on capturing current examples of good practice.
			http://www.employment-studies.co.uk/pdflibrary/428.pdf
The Experience of Claimants in Race Discrimination Employment Tribunal Cases	J Aston, D Hill & N Tackey	Apr - 06	This qualitative study explored the perceptions and subjective experiences of claimants who were involved in Race Relations Act Employment Tribunal cases. It complements the quantitative Survey of Claimants in Race Discrimination Employment Tribunal Cases. In-depth interviews with 40 race discrimination claimants were carried out between May 2005 and February 2006. The report draws out emergent themes about: the progress of cases; advice, guidance and representation; expectations and motivations; and issues of power. http://www.dti.gov.uk/files/file27818.pdf?pubpdfdload=06%2 F1060
Maternity and Paternity Rights and Benefits: Survey of Parents 2005	D Smeaton & A Marsh	Mar - 06	A telephone survey was carried out in 2005 of a nationally representative sample of 2,504 mothers, 17 months after the birth of their child. The questionnaire, similar to a postal survey of such mothers in 2002, asked about their use of maternity leave and their receipt of maternity pay. It was shown that increases in maternity leave and pay introduced since 2002 had been matched by increased take-up of leave, from an average of four to six months. As many returned to work as before, eight out of ten working mothers, but mothers in 2005 found fewer obstacles and greater flexibility that aided their return, including more part-time work. The proportion that changed their employer halved from 41 to 20 per cent. Financial considerations most guided the decision to return. Fathers took more leave than previously around the birth of their child and also reported more chances to work flexibly. A quarter of mothers and a third of fathers welcomed proposals to share leave between them. http://www.dti.gov.uk/files/file27446.pdf?pubpdfdload=06%2F836
Fair Treatment at Work Survey 2005: Executive Summary	H Grainger, & G Fitzner	Jun - 06	DTI's Fair Treatment at Work Survey 2005 is Britain's first large-scale official survey of unfair treatment, perceived discrimination, bullying and sexual harassment in the workplace. The survey involved face-to-face interviews with 3,936 employees across Great Britain, between November 2005 and January 2006. http://www.berr.gov.uk/files/file38386.pdf
Survey of employers' policies, practices and preferences relating to age	H Metcalf & P Meadows	Mar - 06	The study was designed to establish, prior to the implementation of the draft Employment Equality (Age) Regulations 2006, the extent to which current employment policies and practices accord with equal opportunity with respect to age. The survey provides a baseline for judging the effects of the forthcoming legislation, allowing changes in employers' policies and attitudes to be tracked over time by future surveys. http://www.dti.gov.uk/files/file24984.pdf?pubpdfdload=06%2 F674

OECD	May - 06	This report examines the performance of students with immigrant backgrounds and compares it to that of their native counterparts. As well as providing information on countries' approaches to the integration of immigrants, it looks at other factors that could influence immigrant students' performance. http://www.oecd.org/document/7/0,2340,en_2649_201185_36703111_1_1_1_1_00.html
	OECD	OECD May - 06

The following organisations and research bodies have all been monitored.

ARK Online Research Bankwww.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.hea.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.ssda.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/