

Research Review

Recent Research Publications Relevant for Employment and Learning (DEL): July – September 2010

Issued by:

Analytical Services
Department for Employment
and Learning
Adelaide House
39-49 Adelaide Street
Belfast
BT2 8FD

Public Enquiries:

Analytical Services
(028) 90257985

Email:

analyticalservices@delni.gov.uk

Internet:

<http://www.delni.gov.uk/index/statistics-and-research/stats-research/quarterly-research-review.htm>

Introduction

DEL'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 March 2010 follows.

The research articles in the quarterly review are listed under four areas that are key in delivering the Department's strategic objectives. These objectives are; 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.

Highlights

Under the above themes, highlights emerging from this quarter's review include reports on:

Learning and Skills

- An overview of how the skills funding system can be made simpler and more effective.
- An examination of the government's emerging vision for skills which explores some key areas, seeking views on the future of skills policy and any underlying challenges for employment and skills.

Higher Education

- An outline of young full time participants in Higher Education, male and female progression into Higher Education, and findings from the 2009 National Student Survey.

Helping Individuals Acquire Jobs

- Labour market mismatch among UK graduates
- The effectiveness of programmes that seek to promote steady work and career advancement for current and former welfare recipients.
- An empirical examination of the nature and scale of workplace change and innovation across the public and private sectors.

Other Labour Market Research

- Unemployment and inactivity in the present economic downturn, including how recent economic conditions have affected leadership trust in the workplace, and findings on the cost effectiveness of worklessness interventions.
- Highlights from the impact of the global economic crisis on the youth, and understanding the views of young people on their future in the employment market.

Employment Rights and Responsibilities

- An insight into the definitions of flexible working and the implications for small businesses.

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 the Department's current and planned research. 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
Further Education and Skills Newsletter	Department for Business Innovation & Skills	July 2010	This newsletter includes; the launch of the Skills Strategy and Further Education & Skills Funding System Consultations; an Independent Review of Fees and Co-Funding in Further Education; the go ahead of the ITT Fee Grant; and Online Basics Pilot Results. http://bis.createsend.com/t/ViewEmail/r/DA544B2B9DD8E592/C67FD2F38AC4859C/
A Simplified Further Education and Skills Funding System & Methodology	Department for Business Innovation & Skills	July 2010	Seeks views on where public investment is most important, how the skills system can be made simpler and more effective, and how we can better support employers and individuals to invest in learning and developing the skills they and our economy need. http://www.bis.gov.uk/assets/biscore/further-education-skills/docs/f/10-1070-fe-funding-consultation.pdf
Online Basics Pilot Evaluation	Department for Business Innovation & Skills	July 2010	Online Basics is designed to aid people who do not have basic ICT skills, and to help them get to grips with technology. The pilot scheme ran in five areas of England during the period January to March 2010. The evaluation is intended to inform the content, infrastructure, support and marketing of Online Basics prior to its national roll-out later in 2010. http://www.bis.gov.uk/assets/biscore/further-education-skills/docs/o/10-1049-online-basics-pilot-evaluation.pdf
Skills for Sustainable Growth	Department for Business Innovation & Skills	July 2010	This report outlines the government's emerging vision for skills and explores some key areas, seeking views on the future of skills policy. http://www.bis.gov.uk/assets/biscore/further-education-skills/docs/s/10-1073-skills-consultation.pdf
Monitoring Ireland's Skills Supply: Trends in Education and Training Outputs	FAS	July 2010	The report highlights the increasing numbers of students entering and leaving the education and training system. The report examines: The demographic profile of the school age population, Junior and Leaving Cert trends, Further education and training awards, Higher education trends, and where graduates go. http://www.fas.ie/en/About+Us/News/20th+July+2010.htm

Outcome Based Commissioning: Lessons from Contracting Out Employment and Skills Programmes in Australia & the USA	UKCES	July 2010	<p>This report was funded by the UK Commission as part of a programme of activity to inform the development of the proposals in 'Ambition 2020: skills, jobs growth'. This report assesses the commissioning and contracting processes through which employment and skills provision is procured in both the USA and Australia and works to identify design and implementation issues that may be of help for reforms to the British system.</p> <p>http://www.ukces.org.uk/reports/outcome-based-commissioning-lessons-from-contracting-out-employment-and-skills-programmes-in-australia-and-the-usa</p>
Personal Learning Accounts: Building on Lessons Learnt	UKCES	July 2010	<p>This report was funded by the UK Commission as part of a programme of activity to inform the development of the proposals in 'Ambition 2020: skills, jobs growth'. Drawing upon international comparisons and research in the UK this report explores the challenges and potential of Personal Learning Accounts.</p> <p>http://www.ukces.org.uk/reports/personal-learning-accounts-building-on-lessons-learnt</p>
Ambition 2020: World Class Skills and Jobs for the UK: The 2010 Report	UKCES	July 2010	<p>This report is the UKCES' second annual assessment of how well the UK is doing and what it needs to do to achieve its ambition to be World Class by 2020. It aims to provide a sound evidence base and an agenda on which future success can be built. The UK Commission for Employment and Skills was established to advise Government on the policies, strategies, and measures that the UK needs as a country to achieve an ambition of being one of the top eight countries in the world for skills, jobs and productivity.</p> <p>http://www.ukces.org.uk/reports/ambition-2020-world-class-skills-and-jobs-for-the-uk-the-2010-report</p>
The Value of Skills: An Evidence Review: Evidence Report 22	UKCES	July 2010	<p>This report aims to provide valuable evidence to support the UK Commission in its strategic priorities for 2009-14 and to provide for their partners, stakeholders and sponsors a digest and resource on this crucial issue.</p> <p>http://www.ukces.org.uk/evidence-reports/the-value-of-skills-an-evidence-review-evidence-report-22</p>

Evaluation of the Skills Accounts Trials	Department for Business Innovation & Skills	August 2010	<p>This report provides an initial evaluation of specific aspects of the skills accounts trials. It focuses on the universal offer, the integrated employment and skills (IES) trial implemented in the West Midlands and the level three trial carried out in the South East and East Midlands. The report provides an insight into the use of skills accounts; comparing the use of skills accounts for all adults, those who may have low level skills and are unemployed, and those who are taking or planning to take a course at level three.</p> <p>http://www.bis.gov.uk/assets/biscore/further-education-skills/docs/e/10-1111-evaluation-of-skills-account-trials</p>
National Employer Skills Survey for England 2009: Main Report	UKCES	August 2010	<p>NESS09 is an employer survey asking establishments about (i) recruitment problems, (ii) skills gaps, (iii) training practices and training expenditure, as in previous years, but also about skill updating needs in their workforce, the recession, and their product market strategies.</p> <p>http://www.ukces.org.uk/reports/national-employer-skills-survey-for-england-2009-main-report-evidence-report-23</p>
What's the deal? The employer voice in the employment and skills system	UKCES	August 2010	<p>This paper assesses how effectively the current arrangements for capturing employer views are working and discusses how problems such as mismatched expectations, overly complex structures, and constant flux might be addressed. This is examined by looking at the role that employers are being asked to play, the roles and responsibilities of different structures and their relationships.</p> <p>http://www.ukces.org.uk/reports/what-s-the-deal-the-employer-voice-in-the-employment-and-skills-system</p>
Developing Leadership and Management Skills through Employer Networks	UKCES	August 2010	<p>This report reviews the leadership and management offer to SMEs within the UK and makes recommendations for a new approach to engaging employers and improving the relevance of existing leadership and management support through encouraging the growth of employer networks.</p> <p>http://www.ukces.org.uk/reports/developing-leadership-and-management-skills-through-employer-networks-report</p>

Tackling Exclusion: a scoping study into the employment and skills outcomes for people in or at risk of social exclusion	UKCES	August 2010	'Tackling Exclusion' is a small scale scoping study that looks into the employment and skills outcomes for people in, or at risk of social exclusion. The study asks to what extent the current performance management and funding frameworks incentivise providers to work with the hardest to help. Having low or no skills is a key dimension to social exclusion and therefore a key part of the solution to it. http://www.ukces.org.uk/reports/tackling-exclusion
Employability: Incentivising Improvement	UKCES	August 2010	This report investigates how the UK incentivises' the effective delivery of employability skills by using some of the key levers of practitioner training, assessment and funding. The report reviews progress on employability, considers the extent of the employability skills problem, and makes recommendations relating to initial teaching qualifications and continuing professional development. http://www.ukces.org.uk/reports/employability-incentivising-improvement
Blurring boundaries and disordering hierarchies: challenges for employment and skills in networked organisations	UKCES	August 2010	This report notes that many individuals work in 'networked' organisations where the boundaries between an organisation are challenges as a result of outsourcing, subcontracting and collective working. The report explores some of the implications of this trend for the employees' experience of and relationship to work. It also introduces the notion of networked organisations, identifies the different forms they take and the varied motivations for collaboration. http://www.ukces.org.uk/reports/praxis-blurring-boundaries-and-disordering-hierarchies-challenges-for-employment-and-skills-in-networked-organisations
National Skills Bulletin 2010 (Ireland)	Skills and Labour Market Research Unit	September 2010	The bulletin presents a statistical analysis of the employment data for the main occupations in the Irish economy, with the aim of identifying imbalances in Ireland's labour market at an occupational level. The report reveals deterioration in the overall situation compared to the previous year, but suggests that most of the skill shortages are relatively small and confined to specialist and high skill niche areas. http://www.skillsireland.ie/media/egfsn100701-national_skills_bulletin_2010.pdf

(b) Higher Education

TITLE	AUTHOR	DATE	DESCRIPTION
Full Young Time Participation in Higher Education by Socio-Economic Class	Department for Business Innovation & Skills	July 2010	This publication includes annually updated statistics showing the proportion of young people from the top three and bottom four socio-economic classes, who participate for the first time in full-time higher education. It also includes additional measures to help inform on the overall trends for young participation in higher education. The time series has been revised from previous publications, focusing only on 18 year olds, and also in line with changes to the underlying data sources, including revised higher education initial participation rate (HEIPR) figures. http://stats.bis.gov.uk/UKSA/he/sa2010072_2.htm
Male and Female Participation and Progression in HE: Further Analysis	HEPI	July 2010	This report supplements the research published by HEPI in June 2009 on "Male and female participation and progression in Higher Education". The first part provides further information on the employment outcomes of graduates, using more up-to-date data than was available when the original report was published. The second part reports on some further work done following comments and responses to the original report. http://www.hepi.ac.uk/466-1850/Male-and-female-participation-and-progression-in-Higher-Education--further-analysis.html
In Brief: The Educational Background of Postgrad Students	Centre for Economic Performance	July 2010	This research suggests that there is a small but significant imbalance in favour of undergraduates who have been privately educated, indicating that students who went to independent schools are more likely to study for a postgraduate degree than students who went to state schools. http://cep.lse.ac.uk/pubs/download/cp316.pdf
Research Degree Qualification Rates	HEFCE	July 2010	This is the second in a series of publications showing qualification rates of students on research degree programmes in individual higher education institutions in England. http://www.hefce.ac.uk/pubs/hefce/2010/10_21/

National Student Survey: Findings and Trends 2006 to 2009	HEFCE	July 2010	This report provides an overview of the results from the fifth annual National Student Survey in 2009 and a four-year time series of the overall scores for the higher education sector. HEFCE intend to publish these data annually, and provide details of the satisfaction scores split by student and course characteristics. http://www.hefce.ac.uk/pubs/hefce/2010/10_18/
Future Arrangements for Quality Assurance in England and Northern Ireland	HEFCE	July 2010	This document sets out the principles and objectives that will apply to the quality assurance system for higher education in England and Northern Ireland from academic year 2011-12. It also sets out the broad characteristics of the institutional audit method to be used in England and Northern Ireland from 2011-12. http://www.hefce.ac.uk/pubs/hefce/2010/10_17/
Review of Higher Education Institutions' 2008-09 Financial Statements	Scottish Funding Council	July 2010	The purpose of this report is to present the review of the university sector's actual financial results for 2008-09. http://www.sfc.ac.uk/nmsruntime/saveasdialog.aspx?filename=Review_of_institutions_2008-09_financial_statements.pdf
Progression from Vocational and Applied Learning to Higher Education across the UK	UKCES	August 2010 (JUNE)	This report looks at vocational progression and sets out the case for change. It focuses on the need for changes to information, advice and guidance services, supporting the high status of vocational learning, and wider options for different modes of study. The report makes recommendations including the adoption of a wider concept of higher education, for policy and funding methodologies to incentivise higher education institutions to support people studying in non-traditional modes, for employers to invest in the development of the higher level skills of their workforce, and for more robust information about what types of learners progress from vocational provision to higher level skills. http://www.ukces.org.uk/reports/progression-from-vocational-and-applied-learning-to-higher-education-across-the-uk

Education at a Glance 2010: OECD Indicators	OECD	September 2010	<p>The 2010 edition of 'Education at a Glance: OECD Indicators' enables countries to see themselves in the light of other countries' performance. It provides a comparable and up-to-date array of indicators on education systems and represents the consensus of professional thinking on how to measure the current state of education internationally.</p> <p>http://www.oecd.org/document/52/0,3343,en_2649_39263238_45897844_1_1_1_374_55,00.html</p>
Doing the Business: University-Business Links and Innovation	NESTA	September 2010	<p>This paper notes that the UK government has increasingly expected universities to develop stronger links with business and that targeted funding has been provided to encourage innovative business links, which are often characterised by the development of specialist 'knowledge transfer' offices. It suggests that other factors in a university may be more important than specialist knowledge transfer offices in determining the strength of institutional capacity to engage with business, particularly their entrepreneurial ethos and the quality of their research, rather than organisational resources. The paper looks at the scale of knowledge transfer activity and the extent to which universities gain income from their region.</p> <p>http://www.nesta.org.uk/library/documents/Doing_the_business.pdf</p>
Shaping up for innovation: are we delivering the right skills for the 2020 knowledge economy?	The Work Foundation	September 2010	<p>This publication considers what the 2020 knowledge economy requires from the UK higher education system and how limited public funds can best be targeted to realise this. It examines existing evidence on the demand for high-level skills in the UK economy and discusses how to deliver the right graduates for the 2020 knowledge economy, highlighting the importance of maintaining the recent expansion in higher education and making the case for government support to influence the mix of subjects studied at university in order to encourage innovation. It also examines higher education funding, reviewing different options for reform.</p> <p>http://www.theworkfoundation.com/Assets/Docs/Publications/262_Shaping_up_for_Innovation.pdf</p>

<p>Widening Participation: a Role for transport? UK higher education policy and mobility related educational exclusion.</p>	<p>IN Widening Participation and Lifelong Learning, Vol 12 No 2 Aug 2010, pp36-53</p>	<p>September 2010</p>	<p>The extent to which transport may be a barrier to access higher education is examined in this report. It discusses the government's 2008 policy document 'A new University Challenge' which highlighted the development of locally provided higher education as a way of widening participation. The report considers the links between transport and social exclusion, and the relevance of access to education. It reviews the literature and identifies issues such as cost, disability, location/distance, psychological distance and ethnicity. The report also looks at the extent to which the case study institutions mentioned in the government's policy document have considered transport in their widening participation strategies and widening participation in their travel plans. http://wppl-journal.metapress.com/index/B436873821165796.pdf</p>
<p>Change in Student choices and Graduate Employment</p>	<p>Universities UK</p>	<p>September 2010</p>	<p>This paper analyses the way recession is impacting upon graduate outcomes and makes projections for graduate employment over the next five years. The paper considers the evidence for a change in the type and/or quantity of graduate employment outcomes as a consequence of the current economic recession; whether current changes in graduate employment are related to longer-term demand for skills, if the recession appears to be influencing student demand and choice within the curriculum, and how demand is likely to be affected over the next five years. It concludes that it is clear graduate unemployment is rising but the extent to which this rise is associated with the recession is less clear. http://www.universitiesuk.ac.uk/Publications/Documents/ChangesInStudentChoicesAndGraduateEmployment20100907.pdf</p>
<p>How HEFCE Allocates its Funds</p>	<p>HEFCE</p>	<p>September 2010</p>	<p>This guide explains how HEFCE calculate how much each university or college receives in funding, the principles that underpin those calculations, and the components of an institution's grant. It is intended for those working in higher education and for others who wish to understand HEFCE funding methods. http://www.hefce.ac.uk/pubs/hefce/2010/10_24/</p>

<p>The Future is more than just tomorrow: Higher Education, the economy and the longer term.</p>	<p>Universities UK</p>	<p>September 2010</p>	<p>This publication focuses on the following issues: rebalancing the economy and the skills and research that are required, new and more flexible ways of delivering higher education, and the role of partnerships and efficiencies in building a new pattern of higher education. The publication argues that: UK Universities are already being seriously affected by the impact of both economic recession and the crisis in public finances; globally, the UK risks being overtaken as a number of competitor countries are increasing investment in universities and research, rather than making cuts; and sustained public investment is critical to lever in money from other sources.</p> <p>http://www.universitiesuk.ac.uk/Publications/Documents/RecessionToRecoveryTheFuturesMoreThanJustTomorrow20100907.pdf</p>
<p>A Graduate Tax: Would it Work?</p>	<p>Million Plus</p>	<p>September 2010</p>	<p>The report investigates the possible introduction of a graduate tax to replace the current system of student support and the partial funding of higher education through tuition fees. It considers a number of key issues associated with hypothecated taxes and some of the practical aspects associated with the implementation of a graduate tax in England. The report extends the detailed economic modelling to consider the aggregated impact on students and graduates, higher education institutions, and the Exchequer associated with the introduction of a pure graduate tax. It also looks at the distributional impacts associated with a graduate tax illustrating the relative impact on graduate contributions in a range of scenarios.</p> <p>http://www.millionplus.ac.uk/file_download/155/GRAD_TAX_REPORT_FINAL.pdf</p>
<p>Lifelong Learning Series: Attainment in Higher Education and Destinations of Qualifiers.</p>	<p>The Scottish Government</p>	<p>September 2010</p>	<p>Statistics on qualifiers from higher education courses at Scottish higher education institutions (HEIs) and Scottish colleges for 2008-09 are published within this report, along with survey information on the first destinations of EU domiciled qualifiers from HEIs in the same year.</p> <p>http://www.scotland.gov.uk/Publications/2010/09/28110151/0</p>

(c) FE & Training

TITLE	AUTHOR	DATE	DESCRIPTION
Independent Review of Fees and Co-Funding in FE in England: Co-investment in the Skills of the Future	Department for Business Innovation & Skills	July 2010	<p>This independent Review was commissioned by BIS to investigate and make recommendations to improve the system for securing co-investment from individual adults and employers alongside Government in courses which improve skills and capabilities. The report describes how adult education has been funded in recent years, the rationale for co-investment, the problems with the present system, the crucial role of colleges and training providers in the past, present and future of co-investment, and the culture change required to support a well-funded Further Education sector for the new decade.</p> <p>http://www.bis.gov.uk/policies/further-education-skills/funding/independent-review-of-fees-and-co-funding-in-fe-in-england</p>
Review of colleges' 2008-09 Financial Statements	Scottish Further Education and Funding Council	July 2010	<p>The purpose of this report is to present our review of the college sector's actual financial results for 2008-09.</p> <p>http://www.sfc.ac.uk/nmsruntime/saveasdialog.aspx?filename=Review_of_colleges_2008-09_financial_statements.pdf</p>
Training and Progression into the Labour Market	Department for Work and Pensions	August 2010	<p>This paper explores the connections between skills, training and retention and advancement in employment. It focuses on the training that people receive while in work, or in anticipation of work in the future, and the causal link between this training and changes in employment characteristics, particularly wages. The paper draws on three datasets: the Labour Force Surveys (LFS) 1994 to 2008; the Families and Children Study (FACS); and the British Panel Household Survey (BHPS). It analyses who received training using the 2008 LFS and looks at trends in training over time, drawing on data from the LFS from 1994 to 2008.</p> <p>http://research.dwp.gov.uk/asd/asd5/rports/2009-2010/rrep680.pdf</p>

Staff and Student Performance Indicators for FE Colleges 2008-09	Scottish Further Education and Funding Council	September 2010	<p>The purpose of the indicators is to inform stakeholders about the performance of the sector, and to help colleges benchmark their own performance as well as against other similar college's, thereby supporting a wider quality improvement agenda. Indicator values from previous years are given to allow comparisons between years, and to show overall changes in the sector where appropriate.</p> <p>http://www.sfc.ac.uk/nmsruntime/saveasdialog.aspx?filename=FE_Staff_and_Student_Performance_Indicators_2008-09.pdf</p>
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(d) Routes To Employment

TITLE	AUTHOR	DATE	DESCRIPTION
Labour Market Mismatch among UK Graduates: An Analysis using REFLEX Data	Economic and Social Research Institute	July 2010	<p>In this paper ESRI utilise the Flexible Professional in the Knowledge Society (REFLEX) data set to cast light on the extent to which graduates are mismatched in the labour market, based on data for UK graduates. REFLEX examines the labour market status of graduates five years after graduation and distinguishes between first and current job, vertical and horizontal mismatch, over/underqualification and over/underskilling, as well as including a range of questions on the nature of work organisation and individual competences.</p> <p>http://www.esri.ie/publications/latest_publications/view/index.xml?id=2776</p>
Labour Market Information, Information Communications and Technologies and Information, Advice and Guidance	UKCES	July 2010	<p>This publication analyses the interaction, roles and potential of three topics: the use and availability of Labour Market Information; the type and extent of ICT usage in relation to careers choices; and the availability, quality and usage of careers Information, Advice and Guidance. This is research that will help inform future UK commission recommendations on these topics.</p> <p>http://www.ukces.org.uk/reports/labour-market-information-(lmi),-information-communications-and-technologies-(ict)-and-information,-advice-and-guidance-(iag)</p>
Evaluation of Enterprise Education in England	Department for Education	August 2010	<p>This report reviews the impact of the Enterprise Education programme in secondary schools in England, which aimed to help young people be creative and innovative. It explores how schools are using the Enterprise Education funding, the value added to the experiences of pupils and the potential longer-term benefits for the economy.</p> <p>http://www.education.gov.uk/research/data/uploadfiles/DFE-RR015_WEB.pdf</p>

Future Jobs: Future Communities	Scottish Council for Voluntary Organisations	August 2010	<p>This publication demonstrates the community benefit generated through the delivery of the Future Jobs Fund, which is an employment programme primarily aimed at unemployed young people, by the Third Sector Consortium in Scotland. It looks at the diversity of career paths within the third sector, particularly opportunities within expected growth industries such as leisure and tourism, waste management, and the creative industries, and highlights the Consortium approach, including its ability to reach more remote communities, and accommodate those with specialist skills and aspirations, in addition to delivering high volumes of diverse opportunities in areas of greatest demand.</p> <p>http://www.scvo.org.uk/scvocms/images/Future%20Jobs%20Fund/FutureJobs_FutureCommunities.pdf</p>
How Effective are Different Approaches Aiming to Increase Employment	MDRC	August 2010	<p>This paper analyses the effectiveness of programmes that seek to promote steady work and career advancement for current and former welfare recipients. It provides background information on the employment retention and advancement (ERA) project, discussing the goals, target populations and services of the programmes studied. The paper outlines three strategies used in ERA models: delivering services to unemployed people; delivering services in new ways; and delivering new types of services or new combinations of services.</p> <p>http://www.mdrc.org/publications/558/full.pdf</p>
Activating Lone-Parents: an evidence based policy appraisal of the 2008 welfare-to-work reform in Britain	Institute for Social and Economic Research	August 2010	<p>This appraisal examines the likely effect of the reform to welfare-to-work which will mean that lone parents will be considered to be eligible for work if their youngest child is seven years old or older. It explains that lone parents with children aged seven or older will be transferred from Income Support to Jobseeker's Allowance from October 2010 and looks at the coalition government's proposals to extend the reforms by reducing the age of the youngest child to five years old.</p> <p>http://www.iser.essex.ac.uk/publications/working-papers/iser/2010-29</p>

Access all Areas	Foyer Federation	August 2010	<p>'Access All Areas' examines the impact of apprenticeships and work experience on well-being, capabilities and employability of young people aged 16-24, using results from the 1970 British Cohort Study. It assesses the role that pre-work training can have in boosting life chances for disadvantaged groups, and considers current employment trends and the 'lost generation' of young unemployed people. This study also looks at the position of social mobility in a changing economy, and highlights the need to learn life skills and develop character capabilities within today's labour market.</p> <p>http://www.foyer.net/pdf/Foyer_access_all_areas_v5.pdf</p>
Now it's Personal: Learning from Welfare-to-Work Approaches around the World	Institute for Public Policy Research	August 2010	<p>This publication examines international experiences and approaches to the personalisation of welfare-to-work provision, and draws lessons for the United Kingdom. It explains that personalisation offers tailored support to help people back into work and reflects on the Australian experience of personalisation and argues that changes to employment policy are compliance-centred rather than customer-centred which risks undermining the personalised approach.</p> <p>http://www.ippr.org/members/download.asp?f=%2Fecomm%2Ffiles%2FNow+Its+Personal+International%2Epdf</p>
Support to Incapacity Benefits Claimants through Pathways to Work	National Audit Office	September 2010	<p>The National Audit office considers why Pathways to Work has failed to attract significant additional numbers of incapacity benefits claimants into work and how the lessons can be applied to the new Work Programme. It finds that the performance of the mainly private sector providers has been universally poor in relation to their main target group, and that effective implementation of the programme was hampered by a flawed process of piloting and evaluation, which gave too positive a view of how well Pathways could be expected to perform.</p> <p>http://www.publications.parliament.uk/pa/cm201011/cmselect/cmpublic/404/404.pdf</p>

<p>The State of Apprenticeship in 2010: International Comparisons – A Report for the Apprenticeship Ambassadors Network</p>	<p>Centre for Economic Performance</p>	<p>September 2010</p>	<p>This report aims to draw comparisons on the planning and delivery of Apprenticeships in a number of other countries, with a particular focus on employer participation and involvement. http://cep.lse.ac.uk/pubs/download/special/cepsp22.pdf</p>
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(e) Other Labour Market Research

TITLE	AUTHOR	DATE	DESCRIPTION
Jobs in the Recession	Centre for Economic Performance	July 2010	The recession of 2008-09 inflicted a larger cumulative loss of UK output than any of the previous post-war recessions, yet there has been a relatively low loss of employment, at least so far. Paul Gregg and Jonathan Wadsworth look for an explanation. http://cep.lse.ac.uk/pubs/download/cp317.pdf
Employment Outlook 2010 Country Notes: United Kingdom	OECD	July 2010	This is a brief analysis on how the UK compares in terms of its labour market, to both the Euro area, and OECE area. www.oecd.org/dataoecd/14/35/45603124.pdf
Annual Report 2009-2010	UKCES	July 2010	The UK Commission for Employment and Skills has sought to make a real contribution to policy and practice in the UK. UKCES aim to ensure that the UK workforce and industries are better placed not only to deal with the impact of recession in the short term but also to prepare for, and sustain, recovery in the longer term. http://www.ukces.org.uk/reports/annual-report-2009-2010
Understanding the Views of Young People, and Learning from them – “Destined for the Dole?”	Prince’s Trust	August 2010	The study - part of The Prince's Trust Undiscovered campaign - reveals that young people from workless families are significantly more likely to struggle to find a job themselves, as well as feeling far less confident about their future. http://www.princes-trust.org.uk/about_the_trust/what_we_do/research/destined_for_the_dole1.aspx
Index of Leadership Trust	Institute of Leadership & Management	August 2010	This year’s survey shows how organisations’ responses to economic conditions have affected leadership trust, and enables us to identify key behaviours that make some leaders stand out from the crowd. The Index of Leadership Trust (ILT) is a six dimension measure, weighted to reflect the relative importance of each dimension, which includes integrity, ability, fairness, consistency and openness. http://www.i-l-m.com/research-and-comment/8801.aspx

OECD Employment Outlook 2010: Moving Beyond the Jobs Crisis	OECD	August 2010	This report provides an assessment of labour market developments and prospects in member countries and focuses on the labour market impact of the recession and why it has been so uneven across OECD countries. It draws comparisons of labour demand adjustments across countries, recessions and types of firms and examines the policy response to the jobs crisis, including measures to stimulate labour demand re-employment measures and training, and income support for job losers and low-income earners. http://www.oecd.org/document/46/0,3343,en_2649_34747_40401454_1_1_1_1,00.html
Women mean Business: Why gender equality is essential in science, engineering and technology (2010)	UKRC	August 2010	This paper sets out the reasons why increasing numbers of employers in science, engineering, technology and the built environment are actively addressing issues of gender equality, and outlines some of the benefits including the improvement of business performance, retention of knowledge and experience, and meeting procurement standards and stakeholder requirements. It lists some of the steps to creating a work environment which is diverse, skilled and committed as well as including a fair representation of women. http://theukrc.org/files/useruploads/files/organisations/1997_gpg_womenmeanbusiness_v6.pdf
The Deal in 2020: a Delphi Study of the Future of the Employment Relationship	The Work Foundation	August 2010	This study sets out to expose the key drivers that are likely to influence the nature of the employment deal in 2020 and imagines three distinct scenarios that throw up a range of issues for people management. It highlights the need for human resources professionals to focus on the quality of decisions being made, rather than the quality and cost-effectiveness of the services they provide, and to be able to manage change creatively and effectively. The study emphasises the need to cope with radical changes over the coming decade, such as pension reforms, while retaining talented, innovative and productive employees. http://www.theworkfoundation.com/assets/docs/publications/255_deal202_050710.pdf

Employment and Support Allowance: Work Capability Assessment – Official Statistic's	Department for Work and Pensions	August 2010	Contains figures on Employment and Support Allowance Claims to November 2009 and Work Capability Assessment to May 2010 http://research.dwp.gov.uk/asd/workingage/esa_wca/esa_wca_27072010.pdf
The Labour Market in the 1980s, 1990s and 2008/09 Recessions, IN Labour Market Review	ONS	August 2010	Key labour market trends in the last three recessions (1980s, 1990s and 2009/09) are identified within this report. It analyses and compares the movements in key labour market outcomes during the last three recessions, and in the first six months of each recovery. The report focuses on: Gross Domestic Product (GDP), employment and jobs by industry and region, hours and wages, and unemployment and inactivity. It also suggests that the labour market has been more resilient in the recent recession. www.statistics.gov.uk/elmr/08_10/downloads/ELMR_Aug10.pdf
Employment in the 2008-09 Recession, IN Economics and Labour Market Review	ONS	August 2010	This paper charts the performance of the labour market through the recession and attempts to explain some of the emerging patterns. It suggests that, so far, there has been relatively low loss of employment due to three factors: employers entered the recession in relatively good financial shape and they have not used early retirement as an easier form of job shedding; the reduction in interest rates has helped maintain cash flows. www.statistics.gov.uk/elmr/08_10/downloads/ELMR_Aug10.pdf
Exploring Staff Perceptions of Jobcentre Plus Downturn Measures	Department for Work and Pensions	August 2010	The aim of the research was to explore Jobcentre Plus staff perceptions of the downturn measures to determine how and whether they assisted in maintaining levels of customer service in the context of rising customer volumes. Specifically, staff views were sought regarding the impact of the downturn measures on: <ul style="list-style-type: none"> • customer volumes and staff workloads; • customer service and satisfaction; and • Jobcentre Plus staff. http://research.dwp.gov.uk/asd/asd5/rports/2009-2010/rrep668.pdf

Unemployment and Inactivity in the 2008-09 Recession, IN Labour Market Review	ONS	August 2010	<p>This report examines the pattern of worklessness in the recent recession compared to the previous recessions of the 1980s and 1990s. It looks at the pattern of worklessness, which is unemployment and inactivity, in the latest recession and highlights trends in long-term unemployment, variations in unemployment across different groups of the population (age, gender, education), the scarring effects of unemployment, and claims for workless benefits.</p> <p>www.statistics.gov.uk/elmr/08_10/downloads/ELMR_Aug10.pdf</p>
Managing an ageing Workforce: how Employers are Adapting to an Aging Workforce	Chartered Management Institute	September 2010	<p>This paper examines how line managers and HR managers are adapting to an ageing workforce, drawing on a survey of members of the Chartered Management Institute (CMI) and the Chartered Institute of Personnel and Development (CIPD). It explores: personal experiences of age in the workplace, looking at discrimination, perceptions of age, attitudes to older workers and motivations for extending working life; managers' perceptions of current recruitment practices in their organisations; training and skills development; flexible working practices; redundancy and redeployment practices; retirement policies; and organisational policies and preparedness for dealing with the challenges of an ageing workforce.</p> <p>http://www.managers.org.uk/age2010</p>
More Jobs, less waste: Potential for Job creation through higher rates of recycling in the UK and EU	Friends of the Earth	September 2010	<p>The report examines the economic contribution of the recycling sector and its supply chain over the last decade and reviews the growth of employment in the sector as recycling has increased. It looks at previous studies from the UK, EU and United States to analyse trends in recycling employment growth and identify inconsistencies in the data, and estimates the potential future jobs that could be created through increasing the recovery and reuse of resources beyond the 50 per cent target currently set by the European Waste Framework Directive. The report suggests that, if a municipal waste recycling target of 70 per cent was achieved by 2025, it could create 29,400 new direct jobs, 14,700 indirect jobs and 7,300 induced jobs.</p> <p>http://www.foe.co.uk/resource/reports/jobs_recycling.pdf</p>

<p>Changing Workplace: A survey of Employers' Views and Experiences</p>	<p>ESRI</p>	<p>September 2010</p>	<p>This report provides an in-depth empirical examination of the nature and scale of workplace change and innovation across the public and private sectors. The research explores the experience of, and attitudes towards, workplace change and innovation from two important perspectives – that of the employer and that of the employee. It looks at workplace change from the perspective of important policy themes facing the public and private sectors including: managing through an economic downturn, improving competitiveness, increasing levels of innovation, the transition towards the <i>Smart Economy</i> and transforming the public services.</p> <p>http://www.esri.ie/publications/latest_publications/view/index.xml?id=3083</p>
<p>Methods for Evaluating the Cost-Effectiveness of Worklessness Interventions</p>	<p>West Midlands Regional Observatory</p>	<p>September 2010</p>	<p>This report presents the findings of a literature review on cost-effectiveness/value for money evaluations of worklessness interventions. It looks at existing benchmarks and ways of calculating unit costs of worklessness interventions, whether wider social benefits and costs of interventions can be estimated, and local level approaches to evaluating interventions. It also focuses on the main stages in carrying out a cost-effectiveness evaluation, and identifies points to consider at each stage.</p> <p>http://www.wmro.org/resources/res.aspx/CmsResource/resourceFilename/3288/evaluation-cost-effectiveness-of-worklessness-interventions.pdf</p>
<p>Immigration and Employment: Anatomy of a media story</p>	<p>Institute for Public Policy Research</p>	<p>September 2010</p>	<p>This paper assesses the extent to which a newly-released set of employment statistics provided an immigration bonanza for the rightwing press. It attempts to disentangle the statistics from the interpretation, and to explore how this story came to take the shape it has.</p> <p>http://www.ippr.org/publicationsandreports/publication.asp?id=769</p>

Global employment trends for youth: special impact on the impact of the global economic crisis on youth	International Labour Organization	September 2010	<p>This report explores global youth employment trends and the impact of the global economic crisis on the youth labour market. It presents data and discusses youth labour market trends, whilst looking at the long term consequences for youths entering the labour market during a recession, and the prospects of recovery for youth in the labour markets.</p> <p>http://www.ilo.org/wcmsp5/groups/public/---ed_emp/---emp_elm/---trends/documents/publication/wcms_143349.pdf</p>
The End of National Models in Employment Relations?	Centre for Economic Performance	September 2010	<p>This essay applies the theory of evolutionary games to explain the diffusion of different employment systems within national economies, and how they interact with established sectoral and national level institutions. This also helps to explain potential tipping points in their expansion and retreat. There is evidence to support the argument, taken from the British and French workplace employment relations surveys and the European Working Conditions Survey.</p> <p>http://cep.lse.ac.uk/pubs/download/dp0998.pdf</p>

(f) Increasing Level of Research and Development

TITLE	AUTHOR	DATE	DESCRIPTION
Public Support for Innovation, Intangible Investment and Productivity Growth in the UK Market Sector	Jonathon Haskel	February 2010	Haskel examines two particular issues within this publication. First, he focuses on the many recent calls for the (relatively new) UK R&D subsidy to be extended to other “research” activities, such as software. Secondly, he touches upon the ongoing argument about the efficacy of direct public spending on R&D via spending on academic research councils, universities, and government undertaken work on civil and military R&D. The publication looks for evidence of market sector spillovers from intangible investment and from public R&D. http://ideas.repec.org/p/iza/izadps/dp4772.html

(g) Developing an Maintaining Framework of Employment Rights and Responsibilities

TITLE	AUTHOR	DATE	DESCRIPTION
Governance Structures and the Devolved Delivery of Employment Outcomes	Department for Work and Pensions	August 2010	<p>This study reports on research into the issues involved in the devolution of powers and responsibility for employment policy to the sub-regional and local level, and examines governance structures for delivering employment programmes internationally and makes comparisons with those in Britain. The study looks at the issues involved in developing devolved governance approaches, including developing the necessary infrastructure and structures for the operation of local partnerships.</p> <p>http://research.dwp.gov.uk/asd/asd5/rports/2009-2010/rrep678.pdf</p>
Flexible Working: Small Business Solutions	Federation of Small Businesses	August 2010	<p>The Federation of Small Businesses looks at some definitions of flexible working and at the implications for small businesses. They argue that the current statutory procedure for flexible working acts as a barrier for small businesses and call for the public sector to lead the way by advertising all new posts as flexible, and assessing whether they can be offered as two part-time positions and advertised as such; creating a childcare bond to enable businesses to provide sustainable childcare for families; and for a complete reform of maternity and paternity leave to create more open dialogue between parents and employers.</p> <p>http://www.fsb.org.uk/frontpage/assets/fsb%20flexible%20working%20report%20web.pdf</p>
Immigration and Employment: Anatomy of a media story	Institute for Public Policy Research	September 2010	<p>This paper assesses the extent to which a newly-released set of employment statistics provided an immigration bonanza for the rightwing press. It attempts to disentangle the statistics from the interpretation, and to explore how this story came to take the shape it has.</p> <p>http://www.ippr.org/publicationsandreports/publication.asp?id=769</p>

The following organisations and research bodies have all been monitored.

Alliance of Sector Skills Councils

www.sscalliance.org

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>

Chartered Management Institute

<http://www.managers.org.uk/>

City & Guilds Centre for Skills Development (CSD)

<http://www.skillsdevelopment.org/>

Department for Business, Innovation and Skills

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

Department for Children, Schools and Families

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

Department for Education

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

Department for Employment and Learning

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

Department for Business Innovation and Skills

<http://www.dius.gov.uk/publications/index.html>

Department for Work and Pensions

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

Economic and Social Research Institute

<http://www.esri.ie/index.xml>

Economic Research Institute of Northern Ireland (ERINI)

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

Employment Research Centre, Trinity College Dublin

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

Eurostat

http://epp.eurostat.ec.europa.eu/portal/page?_pageid=1090,30070682,1090_31583003&_dad=portal&_schema=PORTAL

FAS

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

Federation of Small Businesses

<http://www.fsb.org.uk/>

Forfas

<http://www.forfas.ie>

Foyer Federation

<http://www.foyer.net/>

FutureSkills Scotland

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

Graduate Market Trends

http://www.prospects.ac.uk/cms/ShowPage/Home_page/Labour_market_information/Graduate_Market_Trends/p!eXbLfa

Higher Education Academy

<http://www.heacademy.ac.uk/resources/publications>

Higher Education Authority Ireland

www.heai.ie

Higher Education 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

<http://www.hefcw.ac.uk/index.htm>

International Labour Organisation (ILO)
<http://www.ilo.org/global/lang--en/index.htm>
Institute for Employment Studies
www.employment-studies.co.uk

Institute for Public Policy Research
<http://www.ippr.org/publicationsandreports/>

Institute for Social and Economic Research (ISER)
<http://www.iser.essex.ac.uk/>

Institute of Leadership Management
<http://www.i-l-m.com/>

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

Learning and Skills Development Agency Northern Ireland
<http://www.lsdani.org.uk/>

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

Manpower Demonstration Research Corporation (MDRC)
<http://www.mdrc.org/index.html>

Million Plus
<http://www.millionplus.ac.uk/>

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

National Institute of Economic and Social Research
<http://www.niesr.ac.uk/pubs/pubs.php>

National Research and Development Centre for adult literacy and numeracy
www.nrdc.org.uk

Office for National Statistics
<http://www.statistics.gov.uk/hub/index.html>

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

Policy Studies Institute at the University of Westminster

<http://www.psi.org.uk/>

Scottish Council for research in education, University of Glasgow
www.scre.ac.uk/pubs/index.html

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

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

Skills Ireland
<http://www.skillsireland.ie/>

Spatial Economics Research Centre
<http://www.spatial-economics.ac.uk/>

UK Commission for Employment and Skills
<http://www.ukces.org.uk/>

Universities UK
<http://www.universitiesuk.ac.uk/Pages/Default.aspx>

The Work Foundation
<http://www.theworkfoundation.com/>

