

MOVEMENT TO WORK x DWP IMPACT SUMMARY

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Civil Service



Department
for Work &
Pensions



Executive Summary

In partnership with Movement to Work and the Department for Work and Pensions (DWP), Oxford Insights has compiled this summary to illustrate the positive outcomes and impact of the Civil Service Movement to Work programme on its participants.

The analysis was completed using data provided by DWP for all individuals who participated in a Civil Service programme in 2022.

The analysis found that the Movement to Work programme has had high completion rates across the Civil Service (85%) and contributes to 1 in 3 participants who completed the programme achieving a positive outcome of moving into employment, education, or training within 13 weeks, also seeing 91% of placements taking place outside of London.

Scope & Limitations

Before discussing in detail the project and its findings, there are some limitations and scope which need to be outlined.

For ease of data collection and comparability across employers, we have only analysed data from the 2022 calendar year. While Civil Service departments had a large cohort of Movement to Work participants last year, this group may not be entirely representative of all Movement to Work participants since the programme's inception.

While we would like to provide figures on percentage return on investment (ROI) and assign monetary values to these figures, data availability and accessibility issues make this a complex task. From our discussions with employers, we learned that collecting data on metrics such as absence rates is difficult, and some employers do not have a readily available control group to compare Movement to Work data to. This data is essential to determining relative cost savings, which is necessary for understanding ROI. It is our hope that this project has highlighted the importance of making such data more readily available and accessible. Employers and Movement to Work will also have access to a spreadsheet calculator that will enable decision makers to easily quantify their impact with whatever data they have available, including data necessary to determine ROI if it becomes available in future.

Background

Movement to Work is a charity that supports employers to help young people move into work

by providing quality vocational employment and work placement opportunities. It seeks to break the 'no experience, no job' cycle that prevents young people not currently in employment, education, or training from joining the workforce. In 2023, Movement to Work is celebrating its tenth anniversary by highlighting its positive impact, specifically the high return on investment employers can achieve through Movement to Work programmes.

The Department for Work and Pensions is a founding member of Movement to Work and administers work placements for young people within the department and across the Civil Service. Movement to Work serves not only as a talent pipeline for the Civil Service, but also furthers the Civil Service mission of supporting people into employment.

Key Findings

32% of participants nationwide achieved positive outcomes

DWP placement completion rates are **85%**.

The scheme brings regional diversity to the DWP with **91%** of placements taking place outside London.

In 2022, 1,411 young people not in education, employment, or training completed an employability programme in the Civil Service through Movement to Work.

Within this group of 1,411, 1 in 3 (32%) achieved a positive outcome of starting a job with the Civil Service or another employer or moving into education or training within 13 weeks of finishing their placement. Placement completion rates are high, with 85% of those who start a Civil Service placement through Movement to Work completing it.

While 32% of Movement to Work participants nationwide achieved positive outcomes, some regions outperformed this average. In East and North Scotland 37% of participants entered employment, education, or training, and in Central and West Scotland, 54% of participants achieved a positive outcome within 13 weeks. It is important to note that

because participants are only tracked for 13 weeks after completing their Civil Service placement, these figures are likely an underestimate of the positive impact of a Civil Service Movement to Work placement on a participant's positive outcomes in the long term.

The Movement to Work programme also brings regional diversity to the Civil Service, with 91% of placements taking place outside of London. This furthers the objectives of the Civil Service Diversity & Inclusion Strategy, which noted that more than 1 in 5 Civil Servants are currently based in London and set a target of 50% of Senior Civil Servant roles to be based outside of London by 2030.

Approach & Methodology

In order to develop this analysis, specific data on outcomes and demographics were collected for every individual who participated in a Movement to Work programme within the Civil Service in the 2022 calendar year. For data availability reasons, we collected this using data that the Civil Service had already submitted to Movement to Work.

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“Supporting Movement to Work remains a key priority for DWP and the wider Civil Service and together we will continue to help young people through our various quality placements and change people’s lives for the better, breaking the vicious circle of ‘no experience – no job.’”

Debbie Alder, DWP People, Capability and Place Director General

THANK YOU

