

**Draft Report**  
**Fife Council Use of the Employment Readiness Scale™ (ERS)**  
**As of 29th January 2014**

**Current Status:**

Of the nine organisations in the original pilot, 8 are now fully active and 1 (Momentum Skills) has transferred their codes to others. Some re-distribution of licence codes took place in December to accommodate the requirements of those agencies seeing increased demand for ERS above original expectation. The following report is based on the results from **864** clients (up from **513**) in the previous report.

**Initial Employment Readiness:**

Of the clients taking the ERS, 8.3% scored as Fully Ready, or ready for independent job search. By contrast, 75% scored as Not Ready, or needing significant assistance before embarking on independent job search. (16.7% Minimally Ready)

**Need for Help with Employability Factors:**

- Career Decision Making 64%
- Skills Enhancement 64%
- Job Search 90%
- Job Maintenance 53%
- Ongoing Career Management 91%

**Need for Help with Supports/Soft Skills:**

- Self-efficacy 57%
- Outcome expectancy 48%
- Social Supports 65%
- Work History 87%

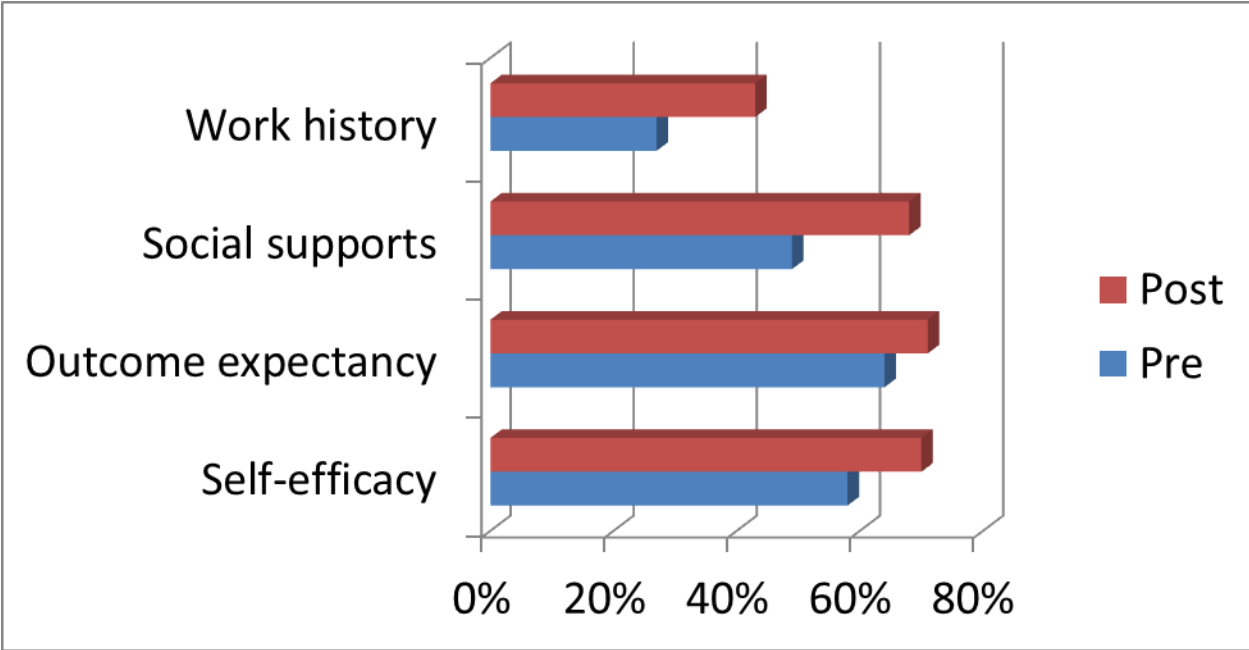
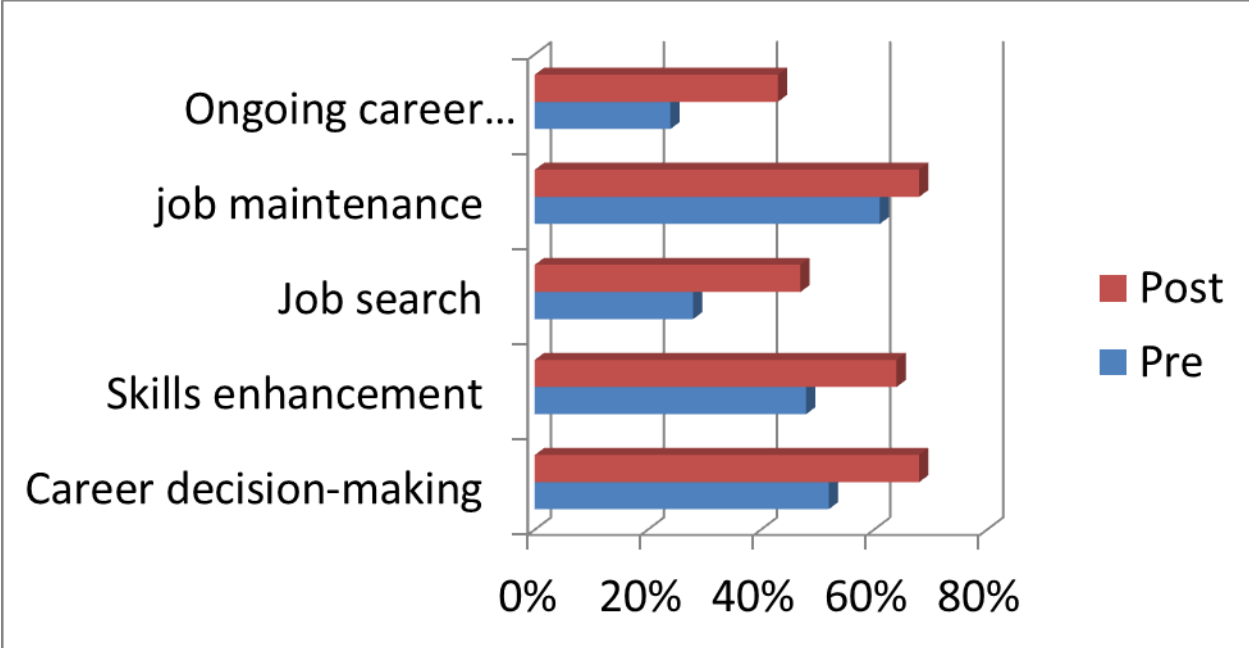
**Challenges Faced:**

The top Challenges reported, that could interfere with work life success, were a lack of

1. Affordable housing (60%),
2. A lack of affordable child care (56%),
3. Not getting credit for credentials (45%),
4. A lack of proper tools and equipment (41%),
5. And a need for more education (39%).

**Effectiveness of Local Services:**

As of this date, **475** clients had retaken the ERS – (up from **155** in previous report). We now have sufficient data to produce change data analysis for the collective pilot organisations. This data effectively and objectively measures the effectiveness of the interventions of the Agencies in the pilot. The tables below show the number of clients who are self-sufficient in each dimension at the point they first took the ERS scale and the number of clients who are self-sufficient following a subsequent take (i.e. after agency intervention).



ERS has objectively identified and measured client journeys and demonstrates significant change with every dimension showing substantial improvements in employment readiness following agency interventions. For the final evaluation a comprehensive comparison of each agency will be produced. This will enable identification of best practice, comparison by sector, demographic breakdown by location, sex, age etc. etc.

**Agency Usage Table as of 29<sup>th</sup> January 2014**

Agency Name	Codes					% Used	% Repeats	Part A	Part B	Part C	Part D
	Total	Unassigned	Remaining	Used	Repeats						
Adam Smith Coll	150	12	39	99	71	66%	72%	done	done	done	-
Auchmuty HS	250	44	17	189	89	76%	47%	done	done	done	-
BRAG Ent	150	3	112	35	19	23%	54%	done	done	done	-
Fife Council Ent EPS	150	5	14	128	61	85%	48%	done	done	done	-
Kirkland HS	250	58	57	135	71	54%	53%	done	done	done	-
Lochgelly HS	200	18	53	129	78	65%	60%	done	done	done	-
W Fife Ent	150	0	33	117	86	78%	74%	done	done	done	done
Woodmill HS	200	168	0	32	0	16%	0%	done	done	-	-
Totals	1500	308	325	864	475						