

# Pathways to Work 2021-2025

INOU Discussion Forum

November 2021



## Pathways to Work 2021-25

- On July 12<sup>th</sup>, 2021 the Government published Pathways to Work 2021-2025
- *"the goal of Pathways to Work 2021-2025 is to ensure that as many of these opportunities as possible are filled by people who are unemployed. This includes all unemployed, those whose jobs were lost due to COVID-19, those already on the Live Register pre-pandemic and those in society that face particular challenges in finding and sustaining employment."* (p8)

# Four High Level Ambitions

## High Level Ambitions



# Pathways to Work contains Eighty Three Commitments

- These commitments are grouped under five strands of action or headings including:
  1. Working for Jobseekers
  2. Working for Employers
  3. Working for Work
  4. Working for All – Leaving No One Behind
  5. Working with evidence

## First strand: Working for Jobseekers

- *"For jobseekers, the approach is to help them develop and pursue a personal progression plan including steps to identify and compete for suitable employment opportunities, to take-up relevant work experience, to pursue upskilling and training programmes, to set up their own business, to return to fulltime education, and to participate in State/ community employment programmes."* (p29)
- *"Therefore, the State needs to make sure that the full toolset of options is available and used to best effect. For this reason, the capacity of, and processes used by, the Public Employment Service and the knowledge and skills of its case workers are critical to ensure, as far as reasonably possible, that correct guidance is given to each individual jobseeker."* (p31)

Figure 6:  
Typical Intreo  
Engagement  
Model



# First strand: Working for Jobseekers - Commitments 1 to 30

- *Expand the caseload capacity of the Intreo Public Employment Service (contracted and in-house) by 100,000 jobseekers per annum to over 200,000 per annum, through the assignment of an additional 150 directly employed Case Officers within DSP Intreo. (Commitment 1)*
- *Work with Pandemic Unemployment Payment recipients during the transitional phase as temporary COVID-19 State supports are tapered off by providing employment supports to this new cohort of unemployed to assist them back to employment as the economy recovers. (Commitment 4)*
- *Review and update the existing Probability of Exit (PEX) segmentation model. (Commitment 17)*
- *Explore and, if appropriate, develop a holistic diagnostic tool to support Intreo Case Officers in their assessment of individual jobseeker needs. (Commitment 18)*
- *Support 50,000 long-term unemployed people to commence in Further Education and Training provision by 2025. (Commitment 27)*

Figure 5:  
Public  
Employment  
Service  
Network /  
Ecosystem





## Third strand: Working for Work

- *"the nature of any system that is based on income, or days of work thresholds/ cut-off points, is such that notwithstanding the availability of exemptions/disregards, the jobseeker can face earnings cliffs and the financial returns from working can be perceived as marginal." (p58)*
- *"Using the experience from the Pandemic Unemployment Payment to inform the design of any pay-related social insurance based short-term jobseeker payment that may be developed, as provided for in the Programme for Government." (Commitment 41)*
- *"Prepare a paper on options to modify the longer term jobseeker assistance payment by utilising the Revenue real time earnings data to adjust payment levels in line with a person's weekly earnings, to guarantee a basic income floor and ensure that in all cases a person's income increases when they work." (Commitment 43)*

## Fourth strand: Working for All – Leaving No One Behind

- The Government notes that *"Prior to the onset of the COVID-19 crisis, it had been intended that this strategy statement would focus, primarily, on ways to increase employment rates among groups with low levels of labour market participation, including:*
  - *Lone parents,*
  - *People with disabilities,*
  - *Qualified adults (Adult dependants of those in receipt of a social welfare payment),*
  - *People from minority groups."*
- *"COVID-19 has changed the context. However, we cannot afford to neglect our responsibility to those people within our community who before COVID-19, were already facing significant labour market barriers. Accordingly, we now set out our approach to delivering, during the lifetime of this strategy, a Public Employment Service that works for all."* (p62)

## Fourth strand: Working for All – Leaving No One Behind Commitments 47 to 77

- *“Ensure that the particular circumstances of lone parents are considered in the assessment of a Working Age Payment / Basic Income Guarantee. (Commitment 47)*
- *Review the current long-term disability payment schemes with a view to removing inconsistencies / anomalies and ensure that they recognise the continuum of disabilities and support employment. (Commitment 50)*
- *Undertaking focused engagement with employers to encourage the recruitment of older workers, including the promotion of the JobsPlus recruitment subsidy. (Commitment 53)*
- *Implement an intensive model of engagement with young people profiled as being at risk of long-term unemployment. (Commitment 57)*
- *Reserve places on public employment programmes for people from disadvantaged and minority backgrounds. (Commitment 66)*
- *Consult with stakeholders from the Traveller (and/or Roma) community to advise the Public Employment Service.” (Commitment 70)*

## Pathways to Work and other policies

- Pathways to Work is cited in a range of policies and strategies including:
  - Roadmap for Social Inclusion
  - Future FET: Transforming Learning *The National Further Education and Training (FET) Strategy 2020-2024*
  - Economic Recovery Plan 2021
  - National Recovery & Resilience Plan 2021
  - Post Budget 2022 Statements
  - Adult Literacy for Life Strategy: *A 10-year Adult Literacy, Numeracy and Digital Literacy Strategy*

# Further Education and Training (FET) Strategy 2020- 2024

- As part of this Strategy's Vision:
  - FET will provide pathways for everyone.
- Seventh Strategic Priority: Creating Pathways
  - Pathways from School to FET
  - Pathways within FET
  - Pathways to / from Higher Education (HE)
  - Facilitating Lifelong Pathways
- *"SOLAS and the ETBs have a track record in designing and delivering upskilling programmes that offer pathways back to work for those hit by the impact of recession. They also work closely in partnership with INTREO offices and social protection services at national and regional level to ensure access to FET by those individuals experiencing unemployment which aligns with their particular upskilling needs, and that appropriate referral processes and protocols are in place."* (p43)

## Fifth strand: Working with evidence Commitments 78 to 83

- *"Implement, with the support of the Labour Market Advisory Council, a formal analysis of programme impacts, starting in 2021 with an analysis of the Community Employment Scheme. (Commitment 78)*
- *Continue the approach of twice-yearly surveys of client experience and extend these surveys to encompass all external service providers. (C79)*
- *Report progress against the Key Performance Indicators on a quarterly basis. (C80)*
- *Publish an annual review and report on progress against all commitments, to be prepared by the Labour Market Advisory Council, in Q4 of each year. (C81)*
- *Undertake, with the support of the Labour Market Advisory Council, a formal review of this strategy and publish a revised, updated strategy, in 2023. (C82)*
- *Conduct a data audit exercise on a subset of DSP administrative data to assess their comprehensiveness, consistency, reliability and range with a view to facilitating longitudinal analysis of outcomes." (C83)*