



July 2020

# Talent Match Evaluation: Technical Appendix Report



# Talent Match Evaluation: Technical Appendix Report

## Authors

Chris Damm

Sarah Pearson

Elizabeth Sanderson

Peter Wells

Ian Wilson

July 2020

DOI: [10.7190/cresr.2020.7420650207](https://doi.org/10.7190/cresr.2020.7420650207)

# Acknowledgements

We are extremely grateful to all those who have helped in the course of the evaluation. We are particularly grateful to the staff, young people and board members of the 21 Talent Match partnerships who have given their time freely to support the evaluation. A mention should be made of partnership leads and those involved in setting up the Common Data Framework (CDF). We trust that in time the considerable benefits of the CDF will be seen in terms of contributing to a robust evidence base on which to design future policies and programmes.

A wide range of staff and committee members at The National Lottery Community Fund have helped, supported and advised upon the evaluation. Their time has been invaluable. We are particularly grateful to Jolanta Astle, Sarah Cheshire, James Godsal, Scott Hignett, Scott Hyland and Roger Winhall. We are also grateful to former National Lottery Community Fund colleagues Matt Poole, Linzi Cooke and Scott Greenhalgh who provided invaluable assistance at the start of the Talent Match Evaluation.

Lastly, we would like to thank the evaluation team at Sheffield Hallam University, the University of Birmingham, the University of Warwick and Cambridge Economic Associates: Duncan Adam, Gaby Atfield, Dr Sally-Anne Barnes, Nadia Bashir, Dr Richard Crisp, Dr Chris Damm, Dr Maria de Hoyos, Dr Will Eadson, Professor Del Roy Fletcher, Dr Tony Gore, Professor Anne Green, David Leather, Elizabeth Sanderson, Emma Smith, Louise South, Professor Pete Tyler, Sarah Ward and Ian Wilson. We would also like to thank our former colleague Ryan Powell who supported the original evaluation design and engagement with all the partnerships.

***Peter Wells (Evaluation Director) and Sarah Pearson (Evaluation Project Manager)***

# Contents

<b>1. Introduction.....</b>	<b>1</b>
1.1. The Talent Match programme.....	1
1.2. Purpose of this report.....	1
<b>2. Evaluation design.....</b>	<b>2</b>
2.1. Aims and objectives.....	2
2.2. An overarching framework.....	2
<b>3. The Common Data Framework (CDF).....</b>	<b>5</b>
3.1. An overview of the CDF.....	5
3.2. Recording and estimating outcomes.....	8
3.3. Proximity to the labour market.....	9
3.4. Typology.....	10
3.5. Statistical modelling strategy.....	11
3.6. Measuring Additionality: a matched Labour Force Survey (LFS) comparator.....	11
3.7. Value of the costs and benefits of Talent Match.....	14
<b>4. Partnership and delivery partner surveys.....</b>	<b>19</b>
4.1. Lead partner survey.....	19
4.2. Delivery partner survey.....	19
<b>5. Qualitative research.....</b>	<b>20</b>
5.1. Annual partnership visits.....	20
5.2. Semi-structured interviews with Talent Match beneficiaries.....	20
5.3. Case study-based thematic research.....	20
<b>6. Definitions.....</b>	<b>22</b>
<b>Appendix 1: Baseline CDF Questionnaire.....</b>	<b>23</b>
<b>Appendix 2: Follow-up CDF Questionnaire.....</b>	<b>32</b>
<b>Appendix 3: Lead partner surveys.....</b>	<b>42</b>
<b>Appendix 4: Delivery partner surveys.....</b>	<b>75</b>

# Introduction

## 1.1. The Talent Match programme

The National Lottery Community Fund (formerly the Big Lottery Fund) invested £108 million in Talent Match, an innovative programme designed to address the problem of high levels of unemployment amongst 18-24-year olds. It was delivered through voluntary and community sector led partnerships in 21 Local Enterprise Partnership (LEP) areas in England and aimed to support those furthest from the labour market in their journey towards sustainable employment. The 21 Talent Match partnerships started working with beneficiaries in early 2014 and the programme ended in December 2018.

A key innovation of Talent Match was that it was co-designed and co-delivered with young people. This set Talent Match apart from previous youth employment initiatives and current government employment programmes.

## 1.2. Purpose of this report

This report is the technical appendix to the final reports of the evaluation of Talent Match. The evaluation has been carried out on behalf of the National Lottery Community Fund by the Centre for Regional Economic and Social Research (CRESR) at Sheffield Hallam University and partners at the University of Warwick, University of Birmingham and Cambridge Economic Associates.

The evaluation ran from 2013 to 2020.

# Evaluation design

## 2.1. Aims and objectives

The overall requirements for the evaluation were as follows:

- To track the success of the programme, projects and interventions within it.
- To identify what worked well, and what did not, for whom and in what circumstances.
- To share learning and improve practice (including amongst grant holders).

Key aspects of the evaluation for National Lottery Fund included:

- Estimates of the costs and benefits to society and the state of intervening with young people aged 18-24 years who have been out of education, employment or training for 12 months or more.
- An evaluation of whether the key principles in the programme delivery model have made a difference to its achievements.
- A better understanding of the kinds of approaches that worked well, with whom and why, at different stages of the young person's journey toward and into sustained employment.
- A better understanding of how those approaches can be integrated into future employment support for young people.

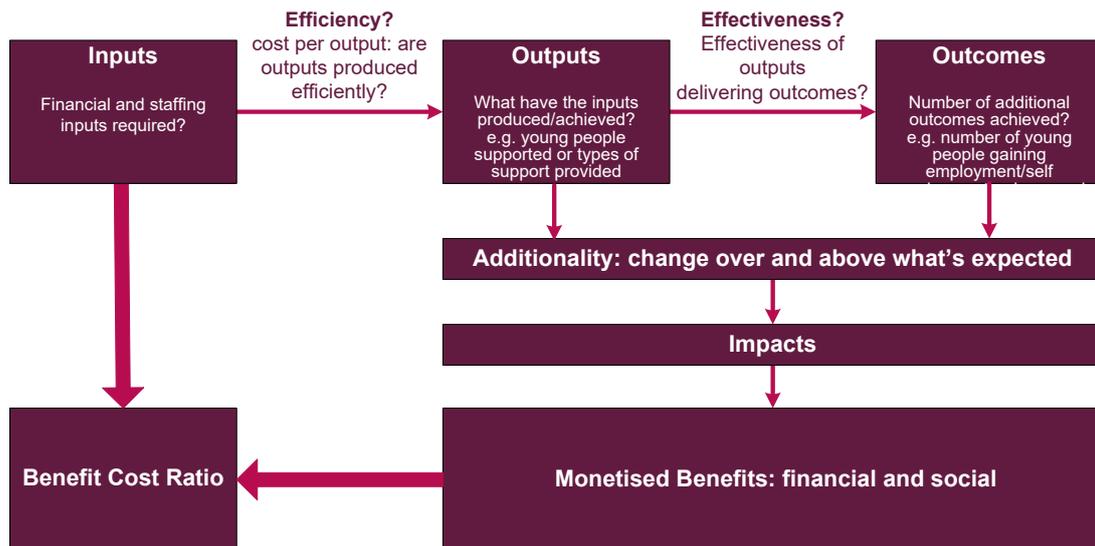
## 2.2. An overarching framework

The over-riding aim of the research was to provide a robust assessment of what works in assisting unemployed young people into sustainable employment and to disseminate this knowledge and evidence more widely.

### ***A framework for assessing impact and value for money (VFM)***

A central part of the evaluation was providing an assessment of the impact and value for money (VFM) of the Talent Match programme. This assessment was informed by the Talent Match logic model (Figure 2.2) and been based on an impact and value for money framework (Figure 2.1). The framework includes reporting inputs, outputs, outcomes and net additional impacts for the programme, as well as calculating its cost efficiency and cost effectiveness.

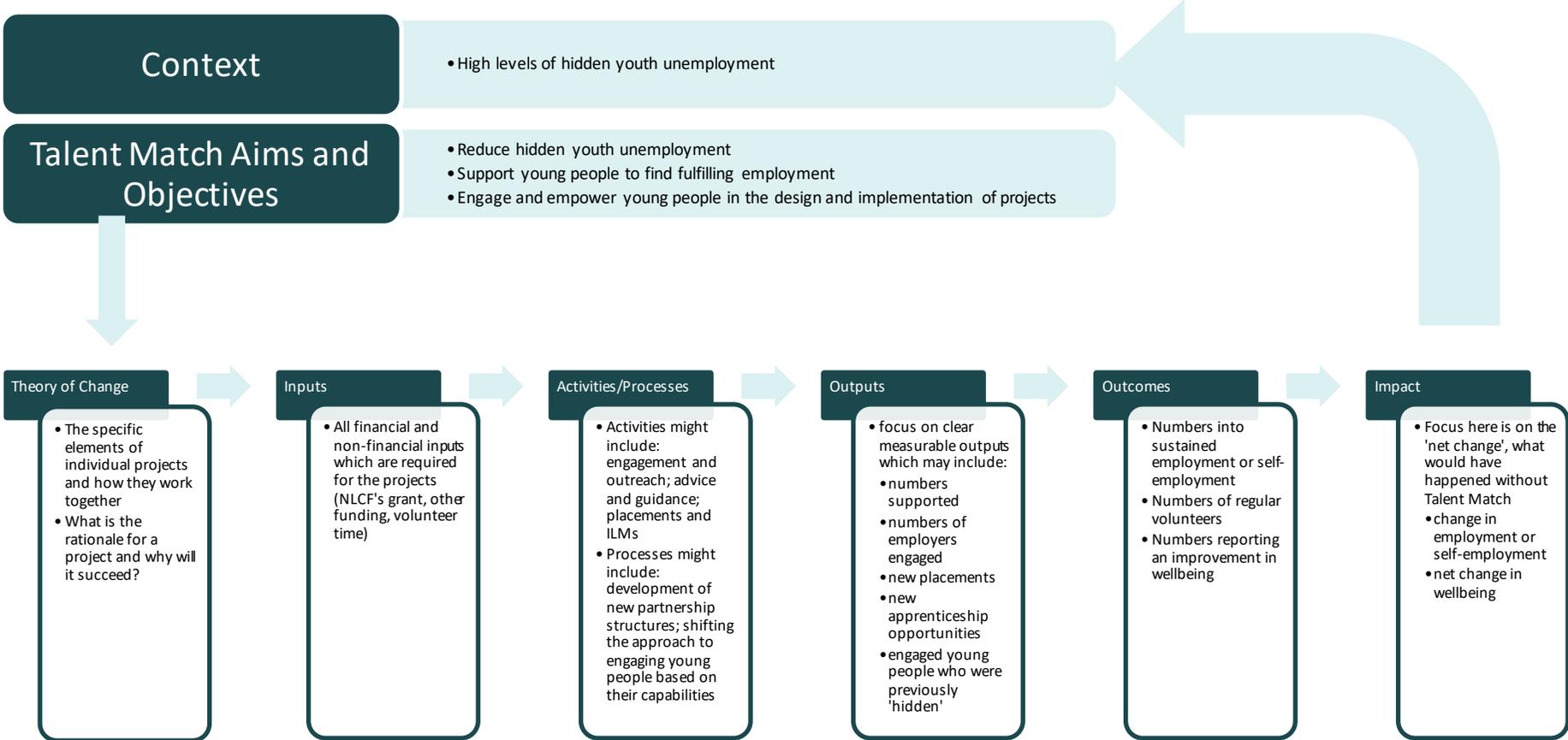
**Figure 2.1: A framework for assessing impact and value for money**



The evaluation was multi-faceted, and involved the following elements which are discussed in the remainder of this report:

- A Common Data Framework (CDF) designed to collect standard monitoring data from all partnerships on all beneficiaries.
- Surveys of partnerships (lead partners) and delivery partners.
- An annual programme of visits to Talent Match partnerships involving face-to-face interviews with partnership leads, strategic partners, and delivery partners.
- Semi-structured interviews with Talent Match beneficiaries conducted across two waves.
- Case study-based research and evidence reviews around specific programme themes.
- Local labour market profiling and benchmarking.
- Appendices One to Four contain copies of the main quantitative research instruments: CDF baseline and follow-up survey questionnaires and lead partner and delivery partner survey questionnaires.

**Figure 2.2: Talent Match logic model**



# The Common Data Framework (CDF)

## 3.1. An overview of the CDF

A Common Data Framework (CDF) was designed to collect standard monitoring data from all partnerships on all beneficiaries. The CDF formed a central part of the evaluation, collecting robust and reliable beneficiary level data across the programme. This beneficiary data allowed monitoring of who participated in Talent Match, what they did, what difference it made to them, and what impact it made on their labour market outcomes.

The CDF was designed in the form of an online questionnaire. Data was collected at a baseline stage (on entry to the programme) and then at three, six, 12, 18 and 24 months. The aim was to understand progress into employment but also to pick up issues of labour market progress, other factors (such as health, family circumstances or housing) and ultimately whether the labour market experience was 'fulfilling'.

Table 3.1 provides a breakdown of CDF responses received across the three, six, 12 and 18-month survey stages by Talent Match partnership. If a young person was unable to complete a questionnaire themselves then a short section at the start of the questionnaire was completed instead by their key worker. These are the responses classified as 'uncontactable' shown in the table.

The final survey stage was 24 months after first engagement. This stage of the survey was administered slightly differently to those at the other time points. The survey was administered by the evaluation team, rather than partnership staff, and Talent Match participants were asked to take part via a combination of invitations sent via SMS text message and email. The survey was a shorter version of the follow-up survey used at the earlier time points. Table 3.2 details responses received to this stage.

The CDF responses were weighted to take into account bias in the non-response as participants who achieved an employment outcome were overrepresented in the follow-up responses. The weights took into account a young person's proximity to the labour market at the baseline (see section 3.3. for more detail on the proximity to the labour market measure).

The baseline and follow-up survey questionnaires can be found in Appendices One and Two of this report.

**Table 3.1: Summary of CDF responses (3,6,12 and 18-month)**

Partnership	Base line	3-month Follow-up			6-month Follow-up			12-month Follow-up			18-month Follow-up		
		Overall	Full submission	Uncontactable	Overall	Full submission	Uncontactable	Overall	Full submission	Uncontactable	Overall	Full submission	Uncontactable
Black Country	873	871	692	179	856	611	245	766	485	281	682	367	315
Cornwall & Isles of Scilly	630	560	352	208	485	308	177	376	231	145	287	162	125
Coventry & Warwickshire	508	490	379	111	461	329	132	392	240	152	320	172	148
Derbyshire & Nottinghamshire	1,023	1,023	652	371	1,022	569	453	981	437	544	898	272	626
Greater Birmingham & Solihull	834	726	436	290	636	380	256	539	319	220	453	202	251
Greater Lincolnshire	392	371	276	95	365	233	132	337	149	188	274	99	175
Greater Manchester	1,995	1,988	1,361	627	1,930	1,117	813	1,717	733	984	1,429	458	971
Humber	1,720	1,713	1,452	261	1,656	1,326	330	1,522	1,051	471	1,389	747	642
Leeds City Region	2,580	2,248	1,820	428	1,928	1,479	449	1,532	1,072	460	1,114	731	383
Leicester & Leicestershire	935	838	633	205	774	532	242	691	410	281	611	318	293
Liverpool City Region	1,680	1,624	1,044	580	1,569	759	810	1,426	478	948	1,198	318	880
London	2,541	2,482	1,702	780	2,392	1,415	977	2,144	1,049	1,095	1,762	774	988
New Anglia	1,140	856	619	237	697	452	245	585	329	256	454	246	208
North East	2,570	2,540	1,835	705	2,415	1,663	752	2,132	1,427	705	1,782	1,103	679
Northamptonshire	300	285	187	98	261	172	89	231	128	103	187	98	89
Sheffield City Region	2,398	2,104	1,544	560	1,794	1,226	568	1,401	858	543	992	572	420
South East	2,388	2,100	1,392	708	2,015	1,153	862	1,714	822	892	1,359	596	763
Stoke on Trent & Staffordshire	267	253	188	65	241	169	72	218	133	85	197	108	89
Tees Valley	458	422	341	81	395	297	98	350	233	117	300	184	116
The Marches	383	308	226	82	262	178	84	185	125	60	137	88	49
Worcestershire	270	258	160	98	240	110	130	188	64	124	141	41	100
<b>Total</b>	<b>25,885</b>	<b>24,060</b>	<b>17,291</b>	<b>6,769</b>	<b>22,394</b>	<b>14,478</b>	<b>7,916</b>	<b>19,427</b>	<b>10,773</b>	<b>8,654</b>	<b>15,966</b>	<b>7,656</b>	<b>8,310</b>

**Table 3.2: Summary of 24-month stage CDF responses**

<b>Partnership</b>	<b>Count</b>
Black Country	255
Cornwall & Isles of Scilly	19
Coventry & Warwickshire	19
Derbyshire & Nottinghamshire	45
Greater Birmingham & Solihull	43
Greater Lincolnshire	15
Greater Manchester	77
Humber	75
Leeds City Region	95
Leicester & Leicestershire	36
Liverpool City Region	70
London	63
New Anglia	32
North East	93
Northamptonshire	18
Sheffield City Region	134
South East	72
Stoke on Trent & Staffordshire	26
Tees Valley	31
The Marches	14
Worcestershire	4
<b>Total</b>	<b>1,236</b>

CDF data has been used in the following ways:

- To routinely produce descriptive analysis on who was participating in the programme e.g. personal characteristics, previous labour market experiences, skills and capabilities and barriers to employment, and what they had done (activities and support).
- To routinely produce longitudinal analysis on participant outcomes achieved over time and distance-travelled (e.g. improvements in wellbeing, labour market outcomes and progress on the My Journey scale).
- To inform the selection of case studies, which then drew on both CDF and qualitative data collected (e.g. interviews with participants and programme staff).
- As part of an assessment of the cost efficiency and cost effectiveness of the programme.
- As part of an assessment of youth involvement in the programme including how partnerships involved young people, which groups of young people were involved and what difference involvement made to them.

CDF data has also been used in the following ways which are discussed further in the remainder of this chapter:

- To record 'actual' participant outcomes and calculate estimates of outcomes achieved.

- To create a measure of proximity, or nearness, to the labour market which also informed the creation of a four-fold typology of partnerships based on both the characteristics of their young people and local labour market conditions.
- As part of a statistical modelling exercise to identify factors most associated with positive labour market outcomes.
- As part of a quasi-experimental assessment comparing employment outcomes for Talent Match participants against a matched comparator from the Labour Force Survey (LFS).
- As part of an assessment of the value of the costs and benefits of the programme.

### 3.2. Recording and estimating outcomes

Participant outcomes were recorded via the CDF questionnaires and collated on a quarterly basis. These included the headline outcomes of securing employment and achieving sustained employment but also other outcomes around progress towards the labour market such as entering work experience, training or taking up volunteering. These 'actual' outcomes were primarily based on responses to the following question included in the CDF questionnaire:

#### *Which of the following currently apply to you?*

The response options to this question which the 'actual figures' were based on were the following:

- working less than 16 hours per week
- working 16 hours or more per week (excluding apprenticeship)
- self-employed
- volunteering
- work Placement
- apprenticeship
- formal education e.g. college
- in training.

In acknowledgement that this method would not be able to pick up on all outcomes achieved, estimated figures for outcomes were also calculated.

The process behind the estimation work involved:

- providing a method to better estimate the number of participants who had achieved outcomes;
- producing weights to make the results more reliable given the non-response.

The basic principle behind the method to estimate the number of participants who achieved outcomes was to create an outcome for all participants. This was different from the 'actual' calculations in two ways. Taking 'securing employment' as an example:

- It drew in a wider range of information collected via the CDF questionnaires:

- A participant was said to have achieved employment if they were in employment at any CDF response, if they were uncontactable but were identified by their key worker as being in employment or if they reported having a job since starting on Talent Match; the second and third group were not in the 'actual' definition.
- If a participant had completed all their CDF responses but had not indicated that they had achieved employment by the above measures they were recorded as not achieving employment.
- It then predicted outcomes for participants who were not recorded as in employment via any CDF responses that were submitted and also had missing CDF returns. This was done by computing probabilities for achieving an employment outcome at each missing CDF stage based on a young person's characteristics at baseline and whether respondents with similar characteristics and completed CDF returns had secured employment or not.

These were then summed to get the predicted total number who achieved an employment outcome. It is worth noting that the majority of employment outcomes were recorded via the first method above (i.e. through responses collected via the CDF questionnaires) rather than as predicted outcomes.

This process was then repeated for the other outcomes.

### 3.3. Proximity to the labour market

A measure of proximity, or nearness, to the labour market was created to estimate how likely a given young person was to be in work. This measure combined information about a young person's characteristics, experiences and competencies to provide a single indicator of how close a given young person was to the labour market. Twelve indicators were combined to create the measure. These were identified in a statistical modelling exercise on CDF responses at 6 or 12 months, depending on which was the latest, to identify factors statistically associated with being in work.

Logistic regression was used to identify factors associated with a young person being in work or not. Over 28 variables were considered for inclusion covering housing tenure, having children, having a limiting disability, educational attainment, self-reported competencies (including communication, teamwork, basic skills, ability to compose a CV and appropriate clothing for an interview), and services the young person was involved with.

Backwards variable selection using a likelihood-ratio test (LR) was used to identify variables for inclusion within the final proximity to the labour market measure. This identified 12 factors:

- have a limiting disability, negative factor;
- have children, negative factor;
- attained five or more GCSEs at grade A\* to C (including English and Maths);
- understand the skills that employers want;
- have good specific skills for desired job;
- setting and achieve goals;
- managing feelings;
- confidence/self esteem;

- have appropriate clothes for an interview;
- involved with drugs/alcohol support, negative factor;
- involved with mental health services, negative factor;
- ever had worked before.

To simplify interpretation of the measure and so that it made sense for it to remain consistent over time the factors were each given an equal weight. This is opposed to using the coefficients from the statistical model to weight factors according to their relative importance in predicting the likelihood that a given young person was in work. Both these approaches were tested against each other by applying baseline CDF responses. However relatively few differences were noted in the positions of young people on either scale.

The final measure was on a scale running from zero to 12, with a higher score indicating a greater proximity to the labour market. For the purpose of our analysis scores were grouped into five bands indicating level of distance to the labour market. These were:

- group one: furthest from the labour market: scores of zero to five;
- group two: scores of six and seven;
- group three: scores of eight;
- group four: scores of nine and 10;
- group five: nearest to the labour market: scores of 11 or 12.

### 3.4. Typology

A four-fold typology was created to explore further the differences between partnerships. This was based on both the characteristics of the young people and local labour market conditions. Partnerships were first categorised depending on how many of their young people were classed as 'far from the labour market'. To ensure a reasonably even division, partnerships were divided depending on whether 55 per cent or more of their young people were included within this group. Partnerships were then further divided depending on how many of their young people lived in local authorities with a high unemployment benefit claimant count (as of June 2016 - the programme midway point). This measure was used as a proxy for how challenging local labour market conditions were for these young people. 'High' in this context was set as any local authority with a claimant rate above 2.5 per cent. Partnerships were classified according to whether the majority of their young peoples' local authorities<sup>1</sup> fell above or below this threshold. Table 3.3 shows the partnerships assigned to each category.

---

<sup>1</sup> Note that Talent Match partnerships were organised by Local Enterprise Partnership (LEP) area and therefore contained multiple local authorities

**Table 3.3: Partnership level typology classifications**

Classification	Partnerships
Far / High	Black Country, Greater Manchester, Humber, Liverpool City Region, Sheffield City Region, Tees Valley
Far / Low	Cornwall & Isles of Scilly, Coventry & Warwickshire, Derbyshire & Nottinghamshire, Greater Lincolnshire, Leeds City Region, Northamptonshire, Stoke on Trent & Staffordshire, Worcestershire
Near / High	Greater Birmingham & Solihull, North East
Near / Low	Leicester & Leicestershire, London, New Anglia, South East, The Marches

### 3.5. Statistical modelling strategy

A statistical modelling exercise was undertaken using the CDF data, as well as data from the delivery partner surveys and local labour market statistics, to find out which factors were most associated with positive labour market outcomes and which represented ongoing barriers.

A two-stage statistical modelling approach was used to test and analyse the influence of individual, programme and wider labour market factors on the likelihood that a young person had gained either employment or self-employment.

The first stage used logistic regression modelling to identify individual, beneficiary specific characteristics that were associated with achieving this outcome. A backwards selection strategy considered 56 different factors. These included gender, ethnicity, having a limiting disability, had children, whether they were a hidden NEET, educational attainment, volunteered in past 4 weeks, labour market experiences, skills and attributes, support services and types of support received from Talent Match. The partnership that the beneficiary had engaged with was also included within the model. Thirty-two variables were identified as being statistically significantly associated with the outcome variable: a young person had gained either employment or self-employment. These 32 factors were taken forward into the second stage of analysis.

Multi-level modelling (MLM) was used in the second stage to test and analyse the influence that higher level programme and external local labour market factors had on the likelihood that a young person had achieved the outcome. MLM acknowledges that individual-level factors do not act in isolation from factors at other levels, such as the nature of the partnership which the young person has engaged or the local labour market circumstances that they face. As a result, the likelihood of young people achieving outcomes within the same partnership or area may be related. A two level MLM has been used. Level one was the individual young person and level two comprised the Talent Match partnership area.

### 3.6. Measuring Additionality: a matched Labour Force Survey (LFS) comparator

A key aim of the evaluation was to estimate the net additional impact of the Talent Match programme on its participants' likelihood of finding employment over a 12-month period. That is identified as the proportion of Talent Match participants who found employment over and above what might have been expected to happen if they had not participated on the programme.

To estimate this impact, propensity score matching was used to identify a matched comparator sample of young people in the Labour Force Survey five-quarters survey who had similar characteristics to Talent Match participants, using data collected from

the CDF. Statistical modelling and testing were then used to estimate the difference in likelihood of achieving employment in a 12-month period.

For the purpose of the analyses a subsample of the total CDF data collected were used containing only those Talent Match beneficiaries who completed 12 months' worth of CDF responses (n=10,373).

Regarding the LFS five quarters sample data, for the purpose of the analysis data for respondents first entering the survey between January 2013 and June 2017 were combined into a single dataset. This was to ensure a sufficiently large enough sample size and to replicate the time period that the Talent Match programme ran. The following respondents were removed: Not resident in England, not aged 17 to 25 years inclusive, enrolled and attending an education course, in a job or doing an apprenticeship. These have been removed to ensure the sample of LFS participants is similar to participants who were eligible for Talent Match.

The CDF and LFS data were combined into one dataset. The total number of cases was 11,055, comprising 10,373 from the CDF and 682 from the LFS.

### ***Propensity score matching***

Propensity score matching has been used to derive a rigorous counterfactual to the Talent Match programme from the LFS sample. The STATA 'psmatch2' command was used with replacement and set so each Talent Match participant in the CDF sample was matched against their 'three nearest neighbours' in the LFS.

The matching took place across following variables:

- Not seeking work (dummy)
- highest qualification
- receive an unemployment benefit
- receive a disability benefit
- receive child benefit
- when left last employment (banded)
- local authority claimant rate
- age (banded)
- year responding to CDF or LFS (banded)
- have a limiting disability (dummy)
- male (dummy)
- white other (dummy)
- mixed ethnicity (dummy)
- Asian ethnicity (dummy)
- Black ethnicity (dummy)
- Arab ethnicity (dummy)
- other ethnicity (dummy).

Based on this propensity score matching process a final sample for the analysis was derived that included 589 LFS respondents and 10,373 CDF respondents.

The output from the score matching process provided weights to be used in the analysis. The samples were weighted whereby Talent Match participants from the CDF had a weight of one and LFS respondents have a weight equal to one third of the number of Talent Match participants which they were matched to in the propensity score matching process.

Checks were made to ensure the matches fell within a threshold and analysis took place to assess the robustness of the results if the LFS sample weights were capped to 50 and 100. These were not found to significantly affect the robustness of the results so the original weights were used in the final analysis.

### Analysis

Logistic regression was used to assess the net additional impact of Talent Match on the likelihood of entering employment over the 12-month period of analysis. The outcome variable was coded 1 if the respondents had entered employment in 12 months following their first survey wave response and 0 if they had not. The only explanatory variable was a dummy variable coded 1 if the respondent was a Talent Match participant from the CDF sample or 0 if they were from the matched comparator from the Labour Force Survey. The analysis used the weight variable derived from the propensity score matching process (described above).

The analysis used the weight variable derived from the propensity score matching process (described above).

Table 3.4 below provides results from the logistic regression model. It shows participating in Talent Match is associated with a statistically significant increased likelihood of entering employment in the 12-month period compared to respondents in the matched Labour Force Survey sample.

**Table 3.4: Logistic Regression for likelihood of entering employment**

Outcome: Entered employment in 12 months following first survey wave response	Coefficient	Standard Error	Z (sig. level)	Odds Ratio	Lower confidence level	Upper confidence level
Talent Match participant (CDF respondent)	0.331	0.020	16.64 (0.000)	1.393	1.340	1.448

Table 3.5 below provides a descriptive summary of the percentage of respondents who entered employment in the 12 months following their first survey wave response, broken down by whether they are a respondent from the matched Labour Force Survey sample or they participated in Talent Match.

The results show 58 per cent of participants in Talent Match entered employment in 12 months following their first survey wave response. In comparison 42 per cent of respondents in the matched Labour Force Survey sample entered employment in 12

months following their first survey wave response. Therefore, on average Talent Match participants were 16.08 percentage points more likely to have entered employment.

**Table 3.5: Percentage of respondents who entered employment in 12 months following their first survey wave response, column percentage.**

	Matched Labour Force Survey Sample respondent (%)	Talent Match Participant (%)
Not entered employment in 12 months following first survey wave response	58	42
Entered employment in 12 months following first survey wave response	42	58

### 3.7. Value of the costs and benefits of Talent Match

This section details the assumptions and method underpinning the valuation of costs and benefits emerging from Talent Match at an aggregate level.

The methodology underpinning the cost benefit analysis is based on the DWP Cost-Benefit Analysis framework (2013)<sup>2</sup> and reflects the principles set out in the Treasury's Green Book. In broad terms it involves comparing the monetised value of outcomes that can be attributed to the programme against its costs to derive a Benefit Cost Ratio (BCR). That is analysis is based on net additional employment outcomes: the total (gross) number who gain a job minus those that are likely to have gained a job even in the absence of participation in Talent Match. Throughout the analysis it has been conservatively assumed that:

- A sustained employment or self-employment outcome lasted for 52 weeks.
- A non-sustained employment or self-employment lasted for 13 weeks.

The following subsections set out how the following aspects have been valued:

- The cost of the programme.
- The additional income gained by Talent Match participants achieving an employment outcome.
- The economic output produced by Talent Match participants achieving an employment outcome.
- The additional social value from the improvement in life satisfaction achieved by Talent Match participants.
- The direct and indirect change in government spending due to:
  - the reduction in benefit payments

<sup>2</sup> Fujiwara, D. (2013) *The Department for Work and Pensions Social Cost-Benefit Analysis framework. Methodologies for estimating and incorporating the wider social and economic impacts of work in Cost-Benefit Analysis of employment programmes.* Working Paper no. 86. This document/publication is also available on the DWP website at: <http://research.dwp.gov.uk/asd/asd5/rrs-index.asp>

- the additional income taxes received
- reductions in health service costs
- reduced costs of dealing with crime.

### ***The cost of the programme***

The cost of the programme has been obtained from financial account information provided by the National Lottery Community Fund covering the period to 31 December 2018.

### ***The additional income gained by Talent Match participants achieving an employment outcome***

The additional income gained by Talent Match participants achieving an employment outcome has been estimated using primary data collected through the CDF.

It has been calculated by deducting the average benefit income of participants who find work when they joined the programme from the average income of participants when they find work. The latter includes earnings from work, after deducting income tax and National Insurance, and any remaining benefit income which they are entitled to when they entered work. The benefits considered include: Jobseekers Allowance, Employment and Support Allowance, Income Support, Income Support for Lone Parents, Housing Benefit and Council Tax Benefit.

It is estimated that a young person who managed to secure employment/self-employment gained, on average, an additional £153 net additional income per week. Based on the assumed duration of work set out in the introduction to this Section it is estimated that participants who achieved a positive employment outcome gained a total of £50.462 million in net additional income. Adjusting for the level of additionality - outcomes that would not have occurred without the programme (calculated in chapter 5) - this provides:

- £13.939 million in additional income, based on the upper estimate of additionality compared to the baseline situation.
- £4.373 million in additional income, based on the lower estimate of additionality compared to the baseline situation.

### ***The economic output produced by Talent Match participants achieving an employment outcome***

The economic output produced by Talent Match participants achieving an employment outcome has been calculated based on the assumption that an employee produces an economic output equivalent to their cost of employment. Using responses to the CDF it is calculated that the average value of the economic output produced by Talent Match participants in work is £219 per week. Applying this value to the benefit durations outlined in the introduction to this section finds participants who achieved an employment outcome produced £72.405 million in economic output. Adjusting for additionality it is calculated that:

- £20.000 million of this economic output would not have been achieved without participation in Talent Match, based on the upper estimate of the level of additionality.

- £6.275 million of this economic output would not have been achieved without participation in Talent Match, based on the lower estimate of the level of additionality.

### ***Additional life satisfaction value gained by participants***

Life satisfaction valuation techniques have been used to estimate the value of the average improvement in life satisfaction experienced by Talent Match participants. This involved a three-step process. First statistical modelling was applied to CDF responses to estimate the average improvement in life satisfaction between baseline and last responses, given a range of young person characteristics such as their age, gender and ethnicity. This revealed that on average participants experienced a 1.6 unit improvement in their life satisfaction.

Second evidence from Fujiwara et al. (2014) had been used to estimate the average increase in household income that would produce an equivalent improvement in life satisfaction. This suggests an estimated £22,000 increase in household income would be required to produce the same improvement in life satisfaction (1.6 'life satisfaction points').

Finally, this value is applied across all 25,885 Talent Match participants to give value of the total gain in life satisfaction: £565.211 million.

The approach seeks to capture the total of life satisfaction gains in one step avoiding double counting, rather than individually valuing the life satisfaction improvements from, for example, volunteering or greater employability. However, it is important to stress that this computed monetary value is not real additional money that the Talent Match participant will receive. Rather it is the equivalent value of household income that would provide an uplift in average life satisfaction achieved by an average Talent Match participant.

The level of additionality for the improvement in life satisfaction is likely to be significantly higher than for employment outcomes (28 per cent). For example the latest Homes and Communities Agency additionality guide estimates an average gross to net additionality ratio of 48 per cent for projects benefiting young people to promote personal and social development.<sup>3</sup> In the absence of other reliable evidence this 48 per cent ratio has been applied to monetise the net additionality value of improved life satisfaction. However, it is more than likely that this will be an underestimate of the true level of additionality. Based on this the monetised value of the net additional improvement in life satisfaction is valued at £285.538 million.

### ***The direct and indirect change in government spending due to the reduction in benefit payments***

The increase in tax and National Insurance receipts for the Exchequer (HM Treasury) from Talent Match participants achieving an employment outcome has been estimated using primary data collected through the CDF. Based on the income data provided by participants who gain a job it is estimated that on average they pay £15 per week in income tax and National Insurance.

Applying this value to the number of participants who gained a job, based on the benefit durations outlined above, it is estimated that participants who achieved a positive

---

<sup>3</sup> Homes and Communities Agency (2014) Additionality Guide Fourth Edition, [https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment\\_data/file/378177/additionality\\_guide\\_2014\\_full.pdf](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/378177/additionality_guide_2014_full.pdf)

outcome had provided a total benefit to the Exchequer of £4.784 million. Adjusting for additionality it is calculated that:

- £1,321 million of this benefit to the Exchequer would not have been achieved without Talent Match, based on the upper estimate of additionality.
- £0.415 million of this benefit to the Exchequer would not have been achieved without Talent Match, based on the lower estimate of additionality.

### ***The direct and indirect change in government spending due to the additional income taxes received***

The reduction in benefit payments for the Exchequer (HM Treasury) from Talent Match participants achieving an employment outcome has been estimated using primary data collected through the CDF. Comparing the benefits received by such participants when they enter the programme compared to when they find work it is estimated that on average benefit payment reduce by £43 per week. This analysis considered the following benefits: Jobseekers Allowance, Employment and Support Allowance, Income Support, Income Support for Lone Parents, Housing Benefit and Council Tax Benefit.

Applying this average reduction to the number of participants who gained a job, based on the benefit durations outlined above, it is estimated that participants who achieved a positive outcome had provided a total benefit to the Exchequer of £14,110 million. Adjusting for additionality it is calculated that:

- £3,898 million of this benefit to the Exchequer would not have been achieved without Talent Match, based on the upper estimate of additionality.
- £1,223 million of this benefit to the Exchequer would not have been achieved without Talent Match, based on the lower estimate of additionality.

### ***The direct and indirect change in government spending due to reductions in health service costs***

Fujiwara (2010) developed an approach to value the reduction in NHS costs incurred from moving into work. Updating the computed values into 2018 prices it is estimated that when an unemployed person moves into work they incur £602 less per annum in NHS costs per annum in 2018 prices. Whereas a person moving from Employment and Support Allowance into work incur £1,204 less in NHS costs per annum (in 2018 prices).

Based on these values the employment outcomes achieved by Talent Match participants will have led to a £4.429 million reduction in NHS costs. These are mainly due to reduced GP consultations.

When only net additional outcomes are considered the value the employment outcomes directly attributable to Talent Match will have led to a £1.223 million reduction in NHS costs, based on the upper estimate of additionality. Using the lower estimate of additionality Talent Match will have led to a £384 thousand reduction in NHS costs.

### ***The direct and indirect change in government spending due to reduced costs of dealing with crime***

As reported in Bivand and Simmonds (2014)<sup>4</sup>, Fujiwara (2010)<sup>5</sup> finds that supporting people into work is associated with reduced costs of crime to public services. This is due to a relationship between crime and income levels. Table 6.4 applies Bivand and Simmonds (2014) estimated annual savings, in 2018 prices, to calculate the reduced costs of crime due to Talent Match participants achieving an employment outcome. It shows:

- An estimated £3.014 million reduction in costs of crime to public services from Talent Match participants achieving an employment outcome.
- Of this value £833 thousand is directly attributable to Talent Match based on the upper estimate of additionality, or £261 thousand based on the lower estimate of additionality.

---

<sup>4</sup> Bivand and Simmonds (2014) *The Benefits Of Tackling Worklessness and Low Pay*. Joseph Rowntree Foundation.

<sup>5</sup> Fujiwara, D. (2010) *The Department for Work and Pensions social cost–benefit analysis framework: Methodologies for estimating and incorporating the wider social and economic impacts of work in cost–benefit analysis of employment programmes*. Department for Work and Pensions Working Paper No. 86.

## Partnership and delivery partner surveys

### 4.1. Lead partner survey

A survey of the 21 organisations leading the Talent Match partnerships was conducted in 2014, 2015 and 2018. The survey was intended to help provide a regular snapshot of the Talent Match partnerships against some specific indicators and capture any changes as the programme progressed. The survey was administered electronically and all 21 partnerships responded to each of the three survey waves. The 2014, 2015 and 2018 survey questionnaires can be found in Appendix Three.

### 4.2. Delivery partner survey

A separate online survey was also conducted in the same three years with the lead organisations' delivery partners - the organisations contracted to deliver Talent Match services. The survey sought to understand who was delivering support across the programme, the nature of provision and the experiences of partners in delivering services.

Table 4.1 details the responses received to the survey over the three waves. In total 266 organisations took part in at least one survey wave, and of these 17 per cent (n=44) completed all three waves. Of those who completed the final survey in 2018, 85 per cent (137 organisations) were still delivering Talent Match services.

**Table 4.1: Responses to the delivery partner survey**

Year	Number of organisations invited to take part	Number of responses received	Response rate
2014	212	119	56%
2015	239	148	62%
2018	306	162	53%

The 2014, 2015 and 2018 survey questionnaires can be found in Appendix Four.

## Qualitative research

### 5.1. Annual partnership visits

An annual programme of visits to Talent Match partnerships was carried out between 2014 and 2016 involving face-to-face interviews with partnership leads, strategic partners, and delivery partners.

### 5.2. Semi-structured interviews with Talent Match beneficiaries

Semi-structured interviews with young people participating in the Talent Match programme were conducted in two waves between 2015 and 2017. Interviewees were drawn from across seven different partnerships. Table 5.1 below details the number of interviews undertaken across the two waves by partnership. A total of 61 interviews were carried out in wave one, and 66 interviews in wave two. Fifty seven percent of interviewees who participated at wave one were also interviewed at wave two (n=35).

**Table 5.1: Summary of interviews undertaken with beneficiaries**

Partnership	Wave 1	Wave 2	
		W1 Re-interviewed	New recruits
Sheffield	7	5	10
Leeds	6	3	7
Coventry & Warwickshire	10	7	-
Leicester	16	6	-
New Anglia	3	2	-
Staffs	7	5	-
Liverpool	12	7	14
<b>TOTAL</b>	<b>61</b>	<b>35</b>	<b>31</b>
		<b>Total W2 = 66</b>	

### 5.3. Case study-based thematic research

In the first three years of programme delivery, the evaluation included thematic studies, and thematic reports were produced on the following six topics:

- partnership working and development;
- involvement of young people;
- employer involvement and engagement;

- mental health and wellbeing;
- in-work support;
- key worker models.

The thematic reports each contained a review of the relevant academic and policy literature and insights from qualitative research and case studies undertaken in selected partnerships. Where relevant other data sources were drawn upon, for example data collected via the CDF or responses to the lead and delivery partners surveys.

## Definitions

**Securing/achieving employment (actual):** Young people were considered to have secured employment if they indicated they were 'Working 16 hours or more per week', 'Self-employed' or 'Working less than 16 hours per week' and indicated they had caring responsibilities/childcare commitments/disability/ ill health or education commitments which limited the number of hours they can work, at any of the CDF survey follow-up stages (three ,six ,12,18 or 24).

**Securing/achieving employment (estimated):** In addition to those recorded via the actual definition above, a young person has been recorded as securing employment if they indicated they had 'Gained employment' since starting on the programme or their key worker indicated they had 'Gained employment' at any CDF follow-up stage. For those not recorded as in employment via any CDF responses and also had missing CDF returns, employment was predicted based on their characteristics at baseline and whether respondents with similar characteristics and completed CDF returns had secured employment or not (see section 3.2 for more information on the method for predicting outcomes).

**Securing/achieving sustained employment (actual):** Young people who were recorded as securing employment (actual) were recorded as securing sustained employment if they indicated they had been employed for six months or more as an employee or 12 months if self-employed at any of the CDF survey follow-up stages (three ,six ,12,18 or 24).

**Securing/achieving sustained employment (estimated):** In addition to those recorded via the actual definition above, further young people were identified as securing sustained employment via the estimation process as detailed above and in section 3.2.

**Employment outcome:** In relation to the quasi-experimental assessment comparing employment outcomes for Talent Match participants against a matched comparator from the Labour Force Survey (LFS), an 'Employment outcome' was were a young person had achieved either sustained or non-sustained employment/self-employment.

# Appendix 1: Baseline CDF Questionnaire



## TALENT MATCH QUESTIONNAIRE - BASELINE

Ref No:

This questionnaire has been designed to collect information from young people participating in the Big Lottery Fund's Talent Match Programme.

Information supplied will be used by The Big Lottery Fund and Sheffield Hallam University in accordance with the General Data Protection Regulation and other applicable legislation. In this project, the law in England permits the processing of personal data because doing so is in the 'public interest'. This is because it will help others to understand more about young people's experiences of the programme and the sort of supports of support that are most useful in helping young people access sustainable employment.

Data will be used by The Big Lottery Fund, Sheffield Hallam University and Talent Match Partnerships for the purposes of monitoring, evaluation and research only.

A member of the Research Team may wish to contact participants in the future to discuss their experiences of the Talent Match Programme. Participation in the research is voluntary and contact details will only be available to the Research Team and your Talent Match Partnership.

If you have any questions or issues when completing the survey please contact Elizabeth Sanderson (e.sanderson@shu.ac.uk; 0114 225 6290).

### PROGRAMME DETAILS

Please supply the following information:

DATE INTERVIEW COMPLETED (DD/MM/YYYY):

PARTNERSHIP:

PROVIDER:

How is the CDF being completed?

- Young person completing the questionnaire together with an advisor/mentor etc.  1  
 Young person completing the questionnaire together with a support worker  2  
 Young person completing the questionnaire on their own  3

If completing with an advisor/mentor or support worker please provide their name:

### 1. INDIVIDUAL BENEFICIARY CHARACTERISTICS

First name:

Surname:

Address:

Postcode:

Email:

Phone:

Date of birth (DD/MM/YYYY):

Age:

1. Are you?

Male  1

Female  2

<p><b>2. Do you consider yourself to have a disability?</b></p> <p>Yes [GO TO Q3] <input type="checkbox"/>1</p> <p>No [GO TO Q4] <input type="checkbox"/>2</p> <p>Prefer not to say [GO TO Q4] <input type="checkbox"/>3</p>	<p><b>3. Does the disability limit your activities in any way?</b></p> <p>Yes <input type="checkbox"/>1</p> <p>No <input type="checkbox"/>2</p>						
<p><b>4. What is your ethnic group?</b> CHOOSE <u>ONE</u> SECTION FROM A TO E, THEN TICK <u>ONE</u> BOX TO BEST DESCRIBE YOUR ETHNIC GROUP OR BACKGROUND</p> <table border="0"> <tr> <td data-bbox="233 454 794 613"> <p><b>A. White:</b></p> <p>English/Welsh/Scottish/Northern Irish/British Irish <input type="checkbox"/>1</p> <p>Gypsy or Irish Traveller <input type="checkbox"/>2</p> <p>Other White <input type="checkbox"/>3</p> </td> <td data-bbox="802 454 1356 613"> <p><b>D. Black/African/Caribbean/Black British:</b></p> <p>African <input type="checkbox"/>14</p> <p>Caribbean <input type="checkbox"/>15</p> <p>Other Black <input type="checkbox"/>16</p> </td> </tr> <tr> <td data-bbox="233 624 794 761"> <p><b>B. Mixed/Multiple Ethnic Groups:</b></p> <p>White and Black Caribbean <input type="checkbox"/>5</p> <p>White and Black African <input type="checkbox"/>6</p> <p>White and Asian <input type="checkbox"/>7</p> <p>Other Mixed <input type="checkbox"/>8</p> </td> <td data-bbox="802 624 1356 761"> <p><b>E. Other Ethnic Group:</b></p> <p>Arab <input type="checkbox"/>17</p> <p>Any Other Ethnic Group (write in) <input type="checkbox"/>18</p> <div style="border: 1px solid black; height: 20px; width: 100%;"></div> </td> </tr> <tr> <td data-bbox="233 772 794 947"> <p><b>C. Asian/Asian British:</b></p> <p>Indian <input type="checkbox"/>9</p> <p>Pakistani <input type="checkbox"/>10</p> <p>Bangladeshi <input type="checkbox"/>11</p> <p>Chinese <input type="checkbox"/>12</p> <p>Other Asian <input type="checkbox"/>13</p> </td> <td data-bbox="802 772 1356 947"> <p>Prefer not to say <input type="checkbox"/>19</p> </td> </tr> </table>		<p><b>A. White:</b></p> <p>English/Welsh/Scottish/Northern Irish/British Irish <input type="checkbox"/>1</p> <p>Gypsy or Irish Traveller <input type="checkbox"/>2</p> <p>Other White <input type="checkbox"/>3</p>	<p><b>D. Black/African/Caribbean/Black British:</b></p> <p>African <input type="checkbox"/>14</p> <p>Caribbean <input type="checkbox"/>15</p> <p>Other Black <input type="checkbox"/>16</p>	<p><b>B. Mixed/Multiple Ethnic Groups:</b></p> <p>White and Black Caribbean <input type="checkbox"/>5</p> <p>White and Black African <input type="checkbox"/>6</p> <p>White and Asian <input type="checkbox"/>7</p> <p>Other Mixed <input type="checkbox"/>8</p>	<p><b>E. Other Ethnic Group:</b></p> <p>Arab <input type="checkbox"/>17</p> <p>Any Other Ethnic Group (write in) <input type="checkbox"/>18</p> <div style="border: 1px solid black; height: 20px; width: 100%;"></div>	<p><b>C. Asian/Asian British:</b></p> <p>Indian <input type="checkbox"/>9</p> <p>Pakistani <input type="checkbox"/>10</p> <p>Bangladeshi <input type="checkbox"/>11</p> <p>Chinese <input type="checkbox"/>12</p> <p>Other Asian <input type="checkbox"/>13</p>	<p>Prefer not to say <input type="checkbox"/>19</p>
<p><b>A. White:</b></p> <p>English/Welsh/Scottish/Northern Irish/British Irish <input type="checkbox"/>1</p> <p>Gypsy or Irish Traveller <input type="checkbox"/>2</p> <p>Other White <input type="checkbox"/>3</p>	<p><b>D. Black/African/Caribbean/Black British:</b></p> <p>African <input type="checkbox"/>14</p> <p>Caribbean <input type="checkbox"/>15</p> <p>Other Black <input type="checkbox"/>16</p>						
<p><b>B. Mixed/Multiple Ethnic Groups:</b></p> <p>White and Black Caribbean <input type="checkbox"/>5</p> <p>White and Black African <input type="checkbox"/>6</p> <p>White and Asian <input type="checkbox"/>7</p> <p>Other Mixed <input type="checkbox"/>8</p>	<p><b>E. Other Ethnic Group:</b></p> <p>Arab <input type="checkbox"/>17</p> <p>Any Other Ethnic Group (write in) <input type="checkbox"/>18</p> <div style="border: 1px solid black; height: 20px; width: 100%;"></div>						
<p><b>C. Asian/Asian British:</b></p> <p>Indian <input type="checkbox"/>9</p> <p>Pakistani <input type="checkbox"/>10</p> <p>Bangladeshi <input type="checkbox"/>11</p> <p>Chinese <input type="checkbox"/>12</p> <p>Other Asian <input type="checkbox"/>13</p>	<p>Prefer not to say <input type="checkbox"/>19</p>						
<p><b>5. What is your religion?</b> <span style="float: right;">TICK ONE BOX ONLY</span></p> <p>No religion <input type="checkbox"/>1</p> <p>Christian (including Church of England, Catholic, Protestant and all other denominations) <input type="checkbox"/>2</p> <p>Buddhist <input type="checkbox"/>3</p> <p>Hindu <input type="checkbox"/>4</p> <p>Jewish <input type="checkbox"/>5</p> <p>Muslim <input type="checkbox"/>6</p> <p>Sikh <input type="checkbox"/>7</p> <p>Any other religion (write in) <input type="checkbox"/>8</p> <div style="border: 1px solid black; height: 20px; width: 100%;"></div> <p>Prefer not to say <input type="checkbox"/>9</p>							
<p><b>6. Do you have any children?</b></p> <p>Yes [GO TO Q7] <input type="checkbox"/>1</p> <p>No [GO TO Q9] <input type="checkbox"/>2</p> <p>Prefer not to say [GO TO Q9] <input type="checkbox"/>3</p>	<p><b>7. How many children do you have in the following age groups? (write in)</b></p> <p>Under 2 <input type="text"/></p> <p>2 -5 <input type="text"/></p> <p>Over 5 <input type="text"/></p>						
<p><b>8. How many of these children live at home with you? (write in)</b></p> <div style="border: 1px solid black; height: 20px; width: 100%;"></div>							

**9. Do you receive any benefits? (including any benefits currently being sanctioned by the Department for Work and Pensions (i.e. benefits which have been reduced or suspended))**

Yes [GO TO Q10] 1 No [GO TO Q12] 2

**10. Which benefits do you receive?**

TICK ALL THAT APPLY

- Job Seekers Allowance
- Employment and Support Allowance
- Housing Benefit
- JSA Severe Hardship Payments (16-18 year olds only)
- Income Support
- Income Support for Lone Parents
- Personal Independence Payments / Disability Living Allowance
- Council Tax Benefit
- Carer's Allowance
- Universal Credit
- Child Benefit
- Child Tax Credit
- Other (write in)

Don't know

**11. Are your benefits currently being sanctioned by the Department for Work and Pensions (i.e. have your benefits been reduced or suspended)?**

TICK ALL THAT APPLY

- Yes, for Job Seekers Allowance or Universal Credit 1
- Yes, for Employment and Support Allowance 2
- No 3
- Don't know 4

**12. Do you own your house/flat or is it rented?**

TICK ONE BOX ONLY

- Rented from a private landlord [GO TO Q14] 1
- Rented from a Housing Association [GO TO Q14] 2
- Rented from Local Authority [GO TO Q14] 3
- Owner occupier - with mortgage [GO TO Q14] 4
- Owner occupier - without mortgage/owned outright [GO TO Q14] 5
- Live with parents / guardian [GO TO Q14] 6
- Other [GO TO Q13] 7

**13. What are your current living arrangements?**

TICK ONE BOX ONLY

- Children's Home 1
- Foster care 2
- Sleeping rough 3
- Night shelter / temporary hostel 4
- Hostel 5
- Temporarily staying with friends / relatives (inc. sofa surfing) 6
- Other supported accommodation (i.e. there are staff who support you) 7
- Custody 8
- Other (write in) 9

<b>14. Do any of the following experiences apply to you?</b>		<b>TICK ALL THAT APPLY</b>	
I have been in local authority care	<input type="checkbox"/>	I have experienced mental ill health	<input type="checkbox"/>
I have been convicted of a criminal offence	<input type="checkbox"/>	I have experienced homelessness	<input type="checkbox"/>
I have experienced alcohol dependency	<input type="checkbox"/>	None of the above	<input type="checkbox"/>
I have experienced drug dependency	<input type="checkbox"/>	Prefer not to say	<input type="checkbox"/>
<b>15. Which best describes your sexuality? TICK ONE BOX ONLY</b>			
Heterosexual (straight)	<input type="checkbox"/>	Bisexual	<input type="checkbox"/>
Lesbian	<input type="checkbox"/>	Don't know	<input type="checkbox"/>
Gay	<input type="checkbox"/>	Prefer not to say	<input type="checkbox"/>
<b>16. Have you achieved 5 GCSEs A*-C including English and Maths (or equivalent)?</b>			
Yes	<input type="checkbox"/>		
No	<input type="checkbox"/>		
<b>17. What is the highest level qualification you have? (Please note that some qualifications such as NVQs, BTECs, OCR Nationals, Functional Skills and Diplomas can be awarded at different levels) TICK ONE BOX ONLY</b>			
No qualifications			<input type="checkbox"/>
Entry Level			<input type="checkbox"/>
Level 1 (e.g. GCSEs D-G)			<input type="checkbox"/>
Level 2 (e.g. GCSEs A*-C)			<input type="checkbox"/>
Level 3 (e.g. AS/A levels)			<input type="checkbox"/>
Level 4 (e.g. Certificate of Higher education, HNC)			<input type="checkbox"/>
Level 5+ (e.g. HND, Degree)			<input type="checkbox"/>
Don't know			<input type="checkbox"/>

**18. What were you doing in the four weeks before you started on the Talent Match Programme?**

TICK ALL THAT APPLY

- Not working and not looking for work  For  years  months
- Not working and looking for work  For  years  months
- Working less than 16 hours per week  For  years  months
- Working 16 hours or more per week (excluding apprenticeship)  For  years  months
- Self-employed  For  years  months
- Volunteering  For  years  months
- Work Placement  For  years  months
- Apprenticeship  For  years  months
- Formal education e.g. college  For  years  months
- In training  For  years  months
- Long-term sick or disabled
- In custody
- Travelling
- Looking after children
- Caring
- Other (write in)

**19. Have you volunteered during the last 3 months?** This includes giving any help to groups, clubs, organisations or individuals which is unpaid, e.g., helping out with or raising money for charity, campaigning for a cause you believe in, visiting or looking after people etc.

Yes [GO TO Q20] 1

No [GO TO Q21] 2

**20. Now just thinking about the past 4 weeks. Approximately how many hours in total have you spent doing this kind of thing/these kind of things?**

hours

## 2. SKILLS

**21. To what extent do you agree or disagree with the following statements?**

TICK ONE BOX ONLY FOR EACH OF THE FOLLOWING

I have...	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Don't know
Good basic skills (reading/numbers)	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6
Confidence in myself	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6
An understanding of the skills employers are looking for	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6
Identified my short and long-term careers goals	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6
An understanding of a specific job or area of work I am interested in	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6
Good specific skills for the job I am looking for	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6
The ability to put together a CV	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6
Identified additional training I want to take up	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6
Appropriate clothing I can wear to an interview	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6
An understanding of how to set up my own business	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6

**22. Have you ever done any of the following?**

TICK ALL THAT APPLY

Undertaken some form of work experience	<input type="checkbox"/>
Undertaken some form of volunteering	<input type="checkbox"/>
Taken up additional training	<input type="checkbox"/>
Applied for jobs	<input type="checkbox"/>
Attended at least one interview	<input type="checkbox"/>
Completed an apprenticeship	<input type="checkbox"/>
Completed a formal education course (e.g. college course)	<input type="checkbox"/>
Completed a training course (e.g. not formal education)	<input type="checkbox"/>
Gained employment	<input type="checkbox"/>
Set up my own business	<input type="checkbox"/>
None of the above	<input type="checkbox"/>

## 3. KEY BARRIERS TO OVERCOME

**23. In the past 12 months have you turned down a job or decided not to apply for a job you were interested in due to problems with any of the following? TICK ONE BOX ONLY FOR EACH OF THE FOLLOWING**

	Yes	No	Don't Know	Not applicable
a) Access to and / or cost of transport	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4
b) Internet access	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4
c) Access to and / or cost of childcare	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4
d) Access to support for young carers	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4
e) Access to support for disabled people	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4
f) Temporary nature of work	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4
g) Low pay	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4
h) Variable pay	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4

**24. What other things have stopped you from gaining work in the past 12 months?**

TICK ALL THAT APPLY

a) Lack of basic skills (reading/numbers)	<input type="checkbox"/>	h) Lack of interview skills	<input type="checkbox"/>
b) Lack of confidence	<input type="checkbox"/>	i) Ill health / disability	<input type="checkbox"/>
c) Lack of job specific skills	<input type="checkbox"/>	j) Employer prejudice	<input type="checkbox"/>
d) Lack of qualifications	<input type="checkbox"/>	k) Criminal record / being in custody	<input type="checkbox"/>
e) Lack of prior work experience	<input type="checkbox"/>	l) Looking after children	<input type="checkbox"/>
f) Not sure which jobs would suit me	<input type="checkbox"/>	m) Other responsibilities (e.g. caring)	<input type="checkbox"/>
g) Lack of job opportunities locally	<input type="checkbox"/>	n) Other (write in)	<input type="checkbox"/>

#### 4. JOBS OF INTEREST

25. What types of job would you like to do? PLEASE LIST UP TO 3 ONLY


#### 5. SUPPORT

26. Are you on, or have you just completed, the Work Programme?

- Yes 1  
No 2  
Don't know 3

27. Prior to joining the Talent Match Programme which services were you involved with?

TICK ALL THAT APPLY

- |  |                          |   |                          |
|--|--------------------------|---|--------------------------|
| Job Centre Plus / Jobs and Benefits Office | <input type="checkbox"/> | Mental health services, counselling         | <input type="checkbox"/> |
| Drug / alcohol support                     | <input type="checkbox"/> | Careers / business advice or support        | <input type="checkbox"/> |
| Police, probation or legal services        | <input type="checkbox"/> | Community, youth or voluntary organisations | <input type="checkbox"/> |
| Education, training, skills development    | <input type="checkbox"/> | Other                                       | <input type="checkbox"/> |
| Social services                            | <input type="checkbox"/> | None  | <input type="checkbox"/> |

Name of agencies:

28. Which of the following services are you currently involved with? TICK ALL THAT APPLY

- |  |                          |   |                          |
|--|--------------------------|---|--------------------------|
| Job Centre Plus / Jobs and Benefits Office | <input type="checkbox"/> | Mental health services, counselling         | <input type="checkbox"/> |
| Drug / alcohol support                     | <input type="checkbox"/> | Careers / business advice or support        | <input type="checkbox"/> |
| Police, probation or legal services        | <input type="checkbox"/> | Community, youth or voluntary organisations | <input type="checkbox"/> |
| Education, training, skills development    | <input type="checkbox"/> | Other                                       | <input type="checkbox"/> |
| Social services                            | <input type="checkbox"/> | None  | <input type="checkbox"/> |

Name of agencies:

## 6. OUTCOMES

29. Using the My Journey Scale below, please rate how good you feel you are with each of the following sets of skills?



### My Journey Scale



a) **Communication** Speaking, listening, paying attention

<sub>1</sub>      <sub>2</sub>      <sub>3</sub>      <sub>4</sub>      <sub>5</sub>      <sub>6</sub>

b) **Working with others** Teamwork, getting on with people, respecting others

<sub>1</sub>      <sub>2</sub>      <sub>3</sub>      <sub>4</sub>      <sub>5</sub>      <sub>6</sub>

c) **Setting and achieving goals** Motivation, planning and organising, problem-solving, hard work

<sub>1</sub>      <sub>2</sub>      <sub>3</sub>      <sub>4</sub>      <sub>5</sub>      <sub>6</sub>

d) **Managing feelings** Dealing with issues, coping, managing problems

<sub>1</sub>      <sub>2</sub>      <sub>3</sub>      <sub>4</sub>      <sub>5</sub>      <sub>6</sub>

e) **Confidence** Self-esteem, self-belief, self-respect, self-awareness, dealing with nerves

<sub>1</sub>      <sub>2</sub>      <sub>3</sub>      <sub>4</sub>      <sub>5</sub>      <sub>6</sub>

f) **Reliability** Time-keeping, meeting deadlines, taking responsibility, attendance

<sub>1</sub>      <sub>2</sub>      <sub>3</sub>      <sub>4</sub>      <sub>5</sub>      <sub>6</sub>

**30. Overall, how satisfied are you with your life nowadays, where nought is 'not at all satisfied' and 10 is 'completely satisfied'?**

0      1      2      3      4      5      6      7      8      9      10

Not at all satisfied

Completely satisfied

**31. Overall, to what extent do you feel the things you do in your life are worthwhile where nought is 'not at all worthwhile' and 10 is 'completely worthwhile'?**

0      1      2      3      4      5      6      7      8      9      10

Not at all worthwhile

Completely worthwhile

**32. Overall, how happy did you feel yesterday, where nought is 'not at all happy' and 10 is 'completely happy'?**

0      1      2      3      4      5      6      7      8      9      10

Not at all happy

Completely happy

**33. Overall, how anxious did you feel yesterday, where nought is 'not at all anxious' and 10 is 'completely anxious'?**

0      1      2      3      4      5      6      7      8      9      10

Not at all anxious

Completely anxious

**34. Do you have any further comments about the Talent Match Programme?**

PLEASE WRITE IN BELOW

# Appendix 2: Follow-up CDF Questionnaire



<b>TALENT MATCH QUESTIONNAIRE - FOLLOW-UP</b>		Ref No: <input type="text"/>
<p>This follow-up questionnaire has been designed to collect information from young people participating in the Big Lottery Fund's Talent Match Programme.</p> <p>Information supplied will be used by The Big Lottery Fund and Sheffield Hallam University in accordance with the General Data Protection Regulation and other applicable legislation. In this project, the law in England permits the processing of personal data because doing so is in the 'public interest'. This is because it will help others to understand more about young people's experiences of the programme and the sort of supports of support that are most useful in helping young people access sustainable employment.</p> <p>Data will be used by The Big Lottery Fund, Sheffield Hallam University and Talent Match Partnerships for the purposes of monitoring, evaluation and research only.</p> <p>A member of the Research Team may wish to contact participants in the future to discuss their experiences of the Talent Match Programme. Participation in the research is voluntary and contact details will only be available to the Research Team and your Talent Match Partnership.</p> <p>If you have any questions or issues when completing the survey please contact Elizabeth Sanderson (e.sanderson@shu.ac.uk: 0114 225 6290).</p>		
<b>Uncontactable clients</b>		
<p>There is an expectation as part of Big Lottery funding that Partnerships will maintain contact with beneficiaries for as long as possible, regardless of whether they are still participating in Talent Match or not. However, the Fund recognises that, in rare circumstances, you may lose contact with some beneficiaries altogether, or for specific periods. Under these circumstances you are required to complete the series of questions below so that we can record any identified outcomes against those individuals. The Big Lottery Fund will monitor numbers of uncontactable clients to ensure these do not grow to a level that will affect the quality of the data.</p>		
<b>Is the client unable to complete the follow-up questionnaire?</b>		
Yes	<input type="checkbox"/>	No, the client is able to complete the questionnaire <small>(GO TO PROGRAMME DETAILS)</small>
		<input type="checkbox"/>
<b>Why is the client not able to complete the questionnaire?</b>		
<b>TICK ONE BOX ONLY</b>		
Contact has been lost with the client		<input type="checkbox"/>
It is not appropriate to complete the survey with the client at this time (e.g. due to health issues, personal circumstances etc.)		<input type="checkbox"/>
Other (write in)		<input type="checkbox"/>
<input type="text"/>		
<b>Please indicate if any of the following are applicable to the client:</b>		
<b>Since starting on the Programme they had....</b>		
<b>TICK ALL THAT APPLY</b>		
Gained employment		<input type="checkbox"/>
Become self-employed		<input type="checkbox"/>
Started on a work placement		<input type="checkbox"/>
Started an apprenticeship		<input type="checkbox"/>
Entered formal education		<input type="checkbox"/>
Started training		<input type="checkbox"/>
Started volunteering		<input type="checkbox"/>
None of the above		<input type="checkbox"/>

**How important was the support the client received from the Talent Match Programme in helping them to....**

TICK ONE BOX ONLY FOR EACH OF THE FOLLOWING

	Very important	Quite important	Not very important	Not important at all	Don't know	Not applicable
Gain employment	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6
Become self-employed	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6
Start on a work placement	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6
Start an apprenticeship	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6
Enter formal education	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6
Start training	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6
Start volunteering	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6

Please supply the following information:

DATE INFORMATION RECORDED (DD/MM/YYYY):

### PROGRAMME DETAILS

Please supply the following information:

DATE INTERVIEW COMPLETED (DD/MM/YYYY):

PARTNERSHIP:

PROVIDER:

How is the CDF being completed?

TICK ONE BOX ONLY

Young person completing the questionnaire together with an advisor/mentor etc.

1

Young person completing the questionnaire together with a support worker

2

Young person completing the questionnaire on their own

3

If completing with an advisor/mentor or support worker please provide their name:

### 1. INDIVIDUAL BENEFICIARY CHARACTERISTICS

First name:

Surname:

Address:

Postcode:

Email:

Phone:

Date of birth (DD/MM/YYYY):

Age:

1. Are you?

Male

1

Female

2

2. Are you still participating in Talent Match?

Yes

1

No

2

<p><b>3. Do you have any children?</b></p> <p>Yes [GO TO Q4] <input type="checkbox"/><sub>1</sub></p> <p>No [GO TO Q6] <input type="checkbox"/><sub>2</sub></p> <p>Prefer not to say [GO TO Q6] <input type="checkbox"/><sub>3</sub></p>	<p><b>4. How many children do you have in the following age groups? (write in)</b></p> <p>Under 2 <input type="text"/></p> <p>2 -5 <input type="text"/></p> <p>Over 5 <input type="text"/></p>
<p><b>5. How many of these children live at home with you? (write in)</b></p> <input type="text"/>	
<p><b>6. Do you receive any benefits? (including any benefits currently being sanctioned by the Department for Work and Pensions (i.e. benefits which have been reduced or suspended))</b></p> <p>Yes [GO TO Q7] <input type="checkbox"/><sub>1</sub> No [GO TO Q9] <input type="checkbox"/><sub>2</sub></p>	
<p><b>7. Which benefits do you receive?</b> <span style="float: right;">TICK ALL THAT APPLY</span></p> <p>Job Seekers Allowance <input type="checkbox"/></p> <p>Employment and Support Allowance <input type="checkbox"/></p> <p>Housing Benefit <input type="checkbox"/></p> <p>JSA Severe Hardship Payments (16-18 year olds only) <input type="checkbox"/></p> <p>Income Support <input type="checkbox"/></p> <p>Income Support for Lone Parents <input type="checkbox"/></p> <p>Personal Independence Payments / Disability Living Allowance <input type="checkbox"/></p> <p>Council Tax Benefit <input type="checkbox"/></p> <p>Carer's Allowance <input type="checkbox"/></p> <p>Universal Credit <input type="checkbox"/></p> <p>Child Benefit <input type="checkbox"/></p> <p>Child Tax Credit <input type="checkbox"/></p> <p>Other (write in) <input type="checkbox"/></p> <input type="text"/> <p>Don't know <input type="checkbox"/></p>	
<p><b>8. Are your benefits currently being sanctioned by the Department for Work and Pensions (i.e. have your benefits been reduced or suspended)?</b> <span style="float: right;">TICK ALL THAT APPLY</span></p> <p>Yes, for Job Seekers Allowance or Universal Credit <input type="checkbox"/><sub>1</sub></p> <p>Yes, for Employment and Support Allowance <input type="checkbox"/><sub>2</sub></p> <p>No <input type="checkbox"/><sub>3</sub></p> <p>Don't know <input type="checkbox"/><sub>4</sub></p>	
<p><b>9. Do you own your house/flat or is it rented?</b> <span style="float: right;">TICK ONE BOX ONLY</span></p> <p>Rented from a private landlord [GO TO Q11] <input type="checkbox"/><sub>1</sub></p> <p>Rented from a Housing Association [GO TO Q11] <input type="checkbox"/><sub>2</sub></p> <p>Rented from Local Authority [GO TO Q11] <input type="checkbox"/><sub>3</sub></p> <p>Owner occupier - with mortgage [GO TO Q11] <input type="checkbox"/><sub>4</sub></p> <p>Owner occupier - without mortgage/owned outright [GO TO Q11] <input type="checkbox"/><sub>5</sub></p> <p>Live with parents / guardian [GO TO Q11] <input type="checkbox"/><sub>6</sub></p> <p>Other [GO TO Q10] <input type="checkbox"/><sub>7</sub></p>	

**10. What are your current living arrangements?**

**TICK ONE BOX ONLY**

- Children's Home  1
- Foster care  2
- Sleeping rough  3
- Night shelter / temporary hostel  4
- Hostel  5
- Temporarily staying with friends / relatives (inc. sofa surfing)  6
- Other supported accommodation (i.e. there are staff who support you)  7
- Custody  8
- Other (write in)  9

**2. SKILLS**

**11. To what extent do you agree or disagree with the following statements?**

**TICK ONE BOX ONLY FOR EACH OF THE FOLLOWING**

I have...	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Don't know
Good basic skills (reading/numbers)	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6
Confidence in myself	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6
An understanding of the skills employers are looking for	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6
Identified my short and long-term careers goals	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6
An understanding of a specific job or area of work I am interested in	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6
Good specific skills for the job I am looking for	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6
The ability to put together a CV	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6
Identified additional training I want to take up	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6
Appropriate clothing I can wear to an interview	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6
An understanding of how to set up my own business	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6

**12. Have you done any of the following since starting on the Talent Match Programme?**

**TICK ALL THAT APPLY**

- Undertaken some form of work experience
- Undertaken some form of volunteering
- Taken up additional training
- Applied for jobs
- Attended at least one interview
- Completed an apprenticeship
- Completed a formal education course (e.g. college course)
- Completed a training course (e.g. not formal education)
- Gained employment
- Set up my own business
- None of the above

### 3. SUPPORT

**13. Which of the following forms of support have you received from the Talent Match Programme?** **TICK ALL THAT APPLY**

- |  |                          |                     |                          |
|--|--------------------------|---------------------|--------------------------|
| One to one support                             | <input type="checkbox"/> | Support with travel | <input type="checkbox"/> |
| Basic skills (reading/numbers) training        | <input type="checkbox"/> | Counselling         | <input type="checkbox"/> |
| Information, advice and guidance about careers | <input type="checkbox"/> | In-work support     | <input type="checkbox"/> |
| Advice on personal development                 | <input type="checkbox"/> | Peer mentoring      | <input type="checkbox"/> |
| Support in addressing practical barriers       | <input type="checkbox"/> | Other (write in)    | <input type="checkbox"/> |
| Financial support                              | <input type="checkbox"/> |                     |                          |

**14. Overall, how would you rate the support you have received?** **TICK ONE BOX ONLY**

- |                       |                          |   |
|-----------------------|--------------------------|---|
| Very good             | <input type="checkbox"/> | 1 |
| Fairly good           | <input type="checkbox"/> | 2 |
| Neither good nor poor | <input type="checkbox"/> | 3 |
| Fairly poor           | <input type="checkbox"/> | 4 |
| Very poor             | <input type="checkbox"/> | 5 |
| Don't know            | <input type="checkbox"/> | 6 |

**15. Which of the following services are you currently involved with?** **TICK ALL THAT APPLY**

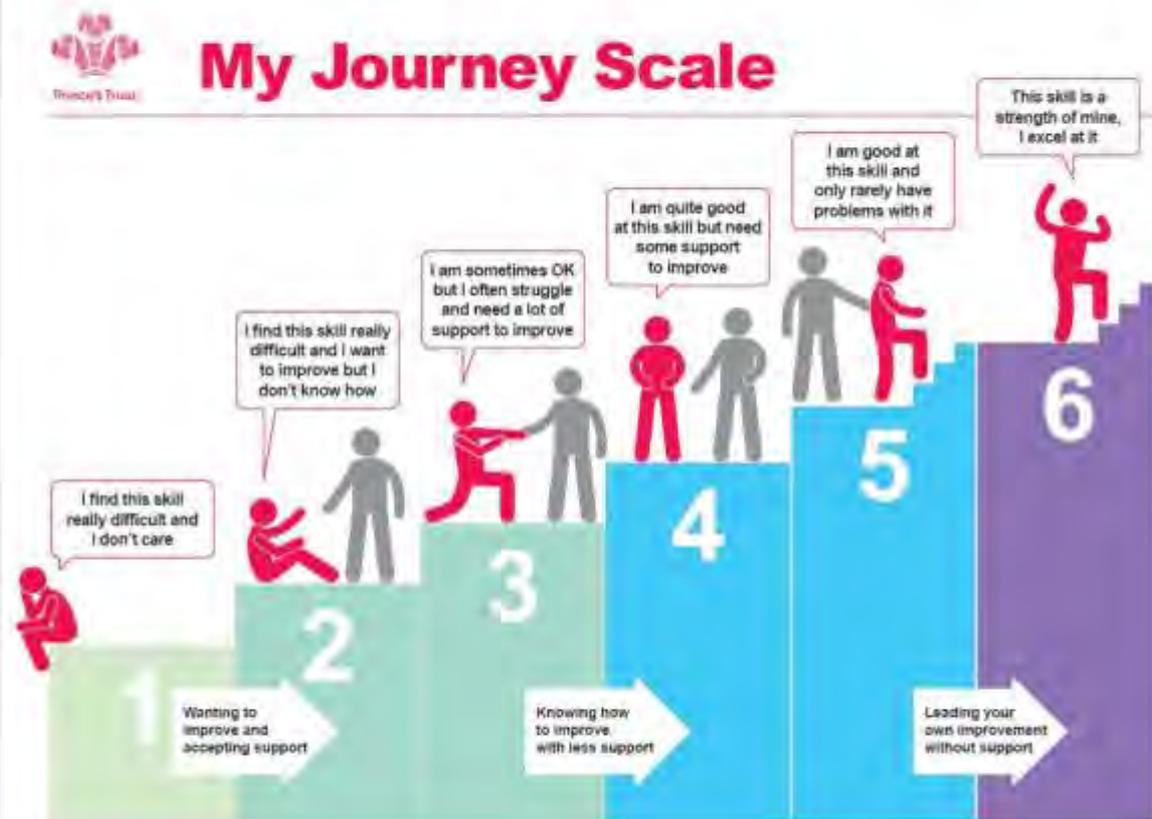
- |  |                          |   |                          |
|--|--------------------------|---|--------------------------|
| Job Centre Plus / Jobs and Benefits Office | <input type="checkbox"/> | Mental health services, counselling         | <input type="checkbox"/> |
| Drug / alcohol support                     | <input type="checkbox"/> | Careers / business advice or support        | <input type="checkbox"/> |
| Police, probation or legal services        | <input type="checkbox"/> | Community, youth or voluntary organisations | <input type="checkbox"/> |
| Education, training, skills development    | <input type="checkbox"/> | Other                                       | <input type="checkbox"/> |
| Social services                            | <input type="checkbox"/> | None  | <input type="checkbox"/> |

**Name of agencies:**

**16. What types of job would you like to do? PLEASE LIST UP TO 3 ONLY**

## 4. OUTCOMES

17. Using the My Journey Scale below, please rate how good you feel you are with each of the following sets of skills?



a) **Communication** Speaking, listening, paying attention

1      2      3      4      5      6

b) **Working with others** Teamwork, getting on with people, respecting others

1      2      3      4      5      6

c) **Setting and achieving goals** Motivation, planning and organising, problem-solving, hard work

1      2      3      4      5      6

d) **Managing feelings** Dealing with issues, coping, managing problems

1      2      3      4      5      6

e) **Confidence** Self-esteem, self-belief, self-respect, self-awareness, dealing with nerves

1      2      3      4      5      6

f) **Reliability** Time-keeping, meeting deadlines, taking responsibility, attendance

1      2      3      4      5      6

**18. Overall, how satisfied are you with your life nowadays, where nought is 'not at all satisfied' and 10 is 'completely satisfied'?**

0      1      2      3      4      5      6      7      8      9      10

Not at all satisfied

Completely satisfied

**19. Overall, to what extent do you feel the things you do in your life are worthwhile where nought is 'not at all worthwhile' and 10 is 'completely worthwhile'?**

0      1      2      3      4      5      6      7      8      9      10

Not at all worthwhile

Completely worthwhile

**20. Overall, how happy did you feel yesterday, where nought is 'not at all happy' and 10 is 'completely happy'?**

0      1      2      3      4      5      6      7      8      9      10

Not at all happy

Completely happy

**21. Overall, how anxious did you feel yesterday, where nought is 'not at all anxious' and 10 is 'completely anxious'?**

0      1      2      3      4      5      6      7      8      9      10

Not at all anxious

Completely anxious

### 5. IMPACT: TOWARDS FULFILLING EMPLOYMENT

**22. Which of the following currently apply to you? TICK ALL THAT APPLY**

Not working and not looking for work        For  months     weeks

Not working and looking for work        For  months     weeks

Working less than 16 hours per week        For  months     weeks

Working 16 hours or more per week  
(excluding apprenticeship)        For  months     weeks

Self-employed        For  months     weeks

Volunteering        For  months     weeks

Work Placement        For  months     weeks

Apprenticeship        For  months     weeks

Formal education e.g. college        For  months     weeks

In training        For  months     weeks

Long-term sick or disabled   

In custody   

Travelling   

Looking after children   

Caring   

Other (write in)

**IF YOU ARE WORKING LESS THAN 16 HOURS PER WEEK GO TO Q23**  
**IF YOU ARE WORKING 16 HOURS OR MORE PER WEEK, ARE SELF-EMPLOYED OR ARE ON AN APPRENTICESHIP GO TO Q24**  
**IF YOU ARE NOT WORKING OR NOT ON AN APPRENTICESHIP GO TO Q35**

**23. What are your reasons for working less than 16 hours per week?** TICK ALL THAT APPLY

Caring responsibilities limit the number of hours I can work

Childcare commitments limit the number of hours I can work

Disability / ill health limits the number of hours I can work

Education commitments limit the number of hours I can work

I am also self-employed which limits the number of hours I can work as an employee

I would like to work more hours but the terms of my contract do not enable me to do so

I would like to work more hours but can't find/get a second job

Personal preference

Other (write in)

Prefer not to say

**24. Please tell us your job title / role and the type of organisation you work in:**

e.g.

- a blog writer for a magazine
- a cashier in a supermarket
- a cleaner in a hotel
- an events manager who is self-employed

**Job title/role:**

**Type of organisation/ self-employed:**

**IF YOU ARE ON AN APPRENTICESHIP GO TO Q35**

**25. How important has the support you received through the Talent Match Programme been in helping you gain employment?** TICK ONE BOX ONLY

Very important  1

Quite important  2

Not very important  3

Not important at all  4

**26. Which of the phrases below best describes your job?** TICK ONE BOX ONLY

Permanent  1

Temporary - with no agreed end date  2

Fixed period - with an agreed end date  3

Self-employed **(GO TO Q29)**  4





# Appendix 3: Lead partner surveys

# A3

2014

**Partnership Survey**

**Talent Match**  
Centre for Regional Economic and Social Research

**Sheffield Hallam University**

This survey collects common information from all Talent Match Partnerships. The survey will be conducted on an ongoing basis to capture change as the programme progresses. The survey will be undertaken every six months and it is a requirement from the Big Lottery Fund. Learning from the survey will be shared to improve practice across the Talent Match Programme. Responses will be treated as confidential and will not be shared beyond the research team.

The questionnaire should not take long to fill in. To navigate around the survey use the pink buttons at the bottom of the page. Most of the questions ask you to select a single box or offer multiple choice options. Some questions ask for an answer to be typed in.

The questionnaire saves your responses automatically so you can return at a later point if you aren't able to complete it all at once.

Don't forget to click 'submit' when you reach the end of the survey.

If you have any questions or issues when completing the survey please contact Elizabeth Sanderson (e.sanderson@shu.ac.uk; 0114 225 3539).

Many thanks

## Section 1: Talent Match Partnerships

Please confirm if the organisations listed below are currently part of your Core Talent Match Partnership? Please delete any organisations which are not part of the Core Partnership or are only part of Delivery Partnerships and add in any organisations which have been missed out.

Lead	
1.	
2.	
3.	
4.	
5.	
6.	
7.	
8.	

9.	
10.	
11.	
12.	
13.	
14.	
15.	
16.	
17.	
18.	
19.	
20.	
21.	
22.	
23.	
24.	
25.	
26.	
27.	
28.	
29.	
30.	
31.	
32.	
33.	
34.	
35.	
36.	
37.	
38.	
39.	
40.	

**How many full time equivalent staff (FTE) at your organisation or Partner organisations are members of your Talent Match team?** (i.e. funded by the Talent Match Programme) To help calculate the FTE figures; one worker in one full time job would be one FTE and one who worked half time would be 0.5.

**Does the Core Talent Match Partnership engage with Job Centre Plus in any way?** Please respond about the Core Talent Match Partnership as a whole and not its constituent organisations.

- Yes
- No
- Don't know

**In what ways does your Core Talent Match Partnership engage with Job Centre Plus?** Please respond about the Core Talent Match Partnership as a whole and not its constituent organisations.

- Discussions about provision
- Intelligence sharing
- Referrals
- Financial payments
- Sharing outputs and outcomes
- Co-delivery of services
- Co-location
- Other

Other, please state

**Does the Core Talent Match Partnership engage with one or more local Work Programme providers in any way?** Please respond about the Core Talent Match Partnership as a whole and not its constituent organisations.

- Yes
- No
- Don't know

**In what ways does your Core Talent Match Partnership engage with local Work Programme providers?** Please respond about the Core Talent Match Partnership as a whole and not its constituent organisations, even if they are a prime or sub-contractor to the Work Programme.

- Discussions about provision
- Intelligence sharing
- Referrals
- Financial payments
- Sharing outputs and outcomes
- Co-delivery of services
- Co-location
- Other

Other, please state

## Section 2: Involvement of young people

**Have young people been involved in any of the following elements of your Talent Match Programme so far:**

	Yes	No	Don't know
Membership of the Core Partnership group or committee	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Management of the Talent Match Partnership and/or service delivery	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Delivering services	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Evaluation and research	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Marketing	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Media and dissemination	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Engaging other young people/Outreach	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Commissioning of services	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Other	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Other, please state

**Please indicate the extent to which the involvement of young people in the following elements has assisted or constrained the development and delivery of your Talent Match Programme up to now:**

	Greatly assisted delivery	Assisted delivery	Neutral	Constrained delivery	Seriously constrained delivery	Don't know	Not applicable
Membership of the Core Partnership group or committee	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Management of the Talent Match Partnership and/or service delivery	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Delivering services	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Evaluation and research	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Marketing	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Media and dissemination	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Engaging other young people/Outreach work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Commissioning of services	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
{Q7}	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**Please expand further on how the involvement of young people has constrained or assisted delivery so far (with reference to the particular activities highlighted in the previous question where relevant):**

**Does your Talent Match Partnership have one or more members of staff responsible for the involvement of young people?**

- Yes
- No
- Don't know

Is this a/are these dedicated youth liaison officer(s) responsible for the involvement of young people?

- Yes
- No
- Don't know

Does your Talent Match Partnership employ any young people who are part of the Talent Match Partnership's targeted beneficiary groups, including apprentices?

- Yes
- No
- Don't know

How many young people does the Talent Match Partnership currently employ, including apprentices, who are part of targeted beneficiary groups?

Does your Talent Match Partnership have a dedicated budget for the involvement of young people?

- Yes
- No
- Don't know

What is this budget? (£ per annum)

### Section 3: Factors assisting or constraining delivery

To what extent do you agree or disagree with the following statements: your Talent Match Partnership has...

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly Disagree	Don't know	Not applicable
Good quality data on local needs of hidden NEETS	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Employed staff with sufficient skills	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Retained staff	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The ability to reach hidden NEETS	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Good links with employers	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Support from the Big Lottery Fund	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Good delivery arrangements across the Partnership	<input type="radio"/>						
Cross-Partnership agreement on delivery approach	<input type="radio"/>						
Successful involvement of young people	<input type="radio"/>						
The right number of young people involved	<input type="radio"/>						
Been affected by cuts in other parts of the VCS	<input type="radio"/>						
Good links with the Work Programme	<input type="radio"/>						
Good links with Job Centre Plus	<input type="radio"/>						
Good links with other labour market/employability programmes	<input type="radio"/>						

**Please indicate the extent to which the following factors have assisted or constrained the development and delivery of your Talent Match Programme up to now?**

	Greatly assisted delivery	Assisted delivery	Neutral	Constrained delivery	Seriously constrained delivery	Don't know	Not applicable
Quality of data on local needs of hidden NEETS	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Ability to employ staff with sufficient skills	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Ability to retain staff	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Engagement with the Work Programme	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Engagement with Job Centre Plus	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Engagement with other labour market programmes	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Ability to reach hidden NEETs	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Engagement with employers	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Relationship with the Big Lottery Fund	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Lead-in time to Programme launch	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Delivery arrangements across the Partnership	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Level of cross-Partnership agreement on delivery approach	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Involvement of young people	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The number of young people involved	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Funding cuts in other parts of the VCS locally	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

The local economy/labour market



Please list the three main factors which have assisted your Talent Match Partnership in delivery:


Please list the three main factors which have constrained your Talent Match Partnership in delivery:


Please expand further on how the factors identified above have constrained or assisted delivery so far:

--

#### Section 4: Outputs and Outcomes

When did you first support a young person through Talent Match funding? (DD/MM/YYYY)

--

How many young people have started on the Talent Match Programme in total since the Programme began?

--

#### Section 5: Support and Learning

**Since the award of full funding how useful have you found the support from Big Lottery Fund? Please explain fully how useful or not the support has been.**

**Please outline any areas where you feel you would welcome additional support and learning, where this may come from the either Big Lottery Fund directly or another source:**

**Please outline any areas where you feel you would like to share your learning with other Talent Match Partnerships:**

**Section 6: Final comments**

Do you have any further comments?

Thank you for your feedback. Please click submit below.



## Partnership Survey



This survey collects common information from all Talent Match Partnerships. The survey will be conducted on an ongoing basis to capture change as the programme progresses. The survey will be undertaken every 12 months and it is a requirement from the Big Lottery Fund. Learning from the survey will be shared to improve practice across the Talent Match Programme. Responses will be treated as confidential and will not be shared beyond the research team.

The questionnaire should not take long to fill in. To navigate around the survey use the pink buttons at the bottom of the page. Most of the questions ask you to select a single box or offer multiple choice options. Some questions ask for an answer to be typed in.

The questionnaire saves your responses automatically so you can return at a later point if you aren't able to complete it all at once.

Don't forget to click 'submit' when you reach the end of the survey.

If you have any questions or issues when completing the survey please contact Elizabeth Sanderson (e.sanderson@shu.ac.uk; 0114 225 3539).

Many thanks

### Section 1: Talent Match Partnerships

Please confirm if the organisations listed below are currently part of your Core Talent Match Partnership? Please delete any organisations which are not part of the Core Partnership or are only part of Delivery Partnerships and add in any organisations which have been missed out.

Lead	
d.	
1.	
2.	
3.	
4.	
5.	
6.	
7.	
8.	

9.	
10.	
11.	
12.	
13.	
14.	
15.	
16.	
17.	
18.	
19.	
20.	
21.	
22.	
23.	
24.	
25.	
26.	
27.	
28.	
29.	
30.	
31.	
32.	
33.	
34.	
35.	
36.	
37.	
38.	
39.	
40.	

**How many full time equivalent staff (FTE) at either your organisation or Partner organisations are members of your Core Talent Match Partnership team?** (i.e. funded by the Talent Match Programme) To help calculate the FTE figures; one worker in one full time job would be one FTE and one who worked half time would be 0.5.

**Please describe in the box below what you see as the most innovative aspect(s) of your Talent Match Programme.**

## Section 2: Involvement of young people

**Have young people been involved in any of the following elements of your Talent Match Programme so far:**

	Yes	No	Don't know
Membership of the Core Partnership group or committee	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
Management of the Talent Match Partnership and/or service delivery	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
Delivering services	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
Evaluation and research	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
Marketing	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
Media and dissemination	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
Engaging other young people/Outreach	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
Commissioning of services	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
Other	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>

Other, please state

**Approximately how many young people are currently involved in each of the following elements of your Talent Match Programme? Please estimate if you do not know the exact number.**

Membership of Core Partnership group or committee

Management of the Talent Match Partnership and / or service delivery

Delivering services	<input type="text"/>
Evaluation, research and gathering feedback	<input type="text"/>
Marketing	<input type="text"/>
Media and dissemination	<input type="text"/>
Engaging other young people / Outreach work	<input type="text"/>
Commissioning of services	<input type="text"/>
(Q4j)	<input type="text"/>

**Please indicate the extent to which the involvement of young people in the following elements has assisted or constrained the development and delivery of your Talent Match Programme up to now:**

	Greatly assisted delivery	Assisted delivery	Neutral	Constrained delivery	Seriously constrained delivery	Don't know	Not applicable
Membership of the Core Partnership group or committee	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Management of the Talent Match Partnership and/or service delivery	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Delivering services	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Evaluation, research and gathering feedback	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Marketing	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Media and dissemination	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Engaging other young people/Outreach work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Commissioning of services	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
(Q4j)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please expand further on how the involvement of young people has constrained or assisted delivery so far (with reference to the particular activities highlighted in the previous question where relevant):

Does your Talent Match Partnership employ any young people who are part of the Talent Match Partnership's targeted beneficiary groups, including apprentices?

- Yes
- No
- Don't know

How many young people does the Talent Match Partnership currently employ, including apprentices, who are part of targeted beneficiary groups?

Does your Talent Match Partnership have a dedicated budget for the involvement of young people?

- Yes
- No
- Don't know

What is this budget? (£ per annum)

### Section 3: Factors assisting or constraining delivery

To what extent do you agree or disagree with the following statements: your Talent Match Partnership has...

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly Disagree	Don't know	Not applicable
Good quality data on local needs of hidden NEETS	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Employed staff with sufficient skills	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Retained staff	<input checked="" type="radio"/>						
The ability to reach hidden NEETs	<input checked="" type="radio"/>						
Good links with employers	<input checked="" type="radio"/>						
Support from the Big Lottery Fund	<input checked="" type="radio"/>						
Good delivery arrangements across the Partnership	<input checked="" type="radio"/>						
Cross-Partnership agreement on delivery approach	<input checked="" type="radio"/>						
Commissioned all necessary delivery partners	<input checked="" type="radio"/>						
Confidence in commissioned delivery partners to deliver your programme successfully	<input checked="" type="radio"/>						
Successful involvement of young people	<input checked="" type="radio"/>						
The right number of young people involved	<input checked="" type="radio"/>						
Been affected by cuts in other parts of the VCS	<input checked="" type="radio"/>						
Good links with the Work Programme	<input checked="" type="radio"/>						
Good links with Job Centre Plus	<input checked="" type="radio"/>						
Good links with other labour market/employability programmes	<input checked="" type="radio"/>						
Targeted beneficiaries in specific ward / neighbourhoods	<input checked="" type="radio"/>						
Targeted specific types of young people or young people with particular needs	<input checked="" type="radio"/>						

**Please list the wards / neighbourhoods that your Talent Match Programme has targeted?**

**Have the wards / neighbourhoods that your Talent Match Programme has targeted changed since it began service delivery or has your Programme stopped / started targeting specific wards / neighbourhoods?**

- Yes
- No

**Please explain how and why the wards / neighbourhoods that your Talent Match Programme has targeted have changed?**

**Which of the following client groups is your Talent Match Programme targeting?**

- |  |   |
|--|---|
| <input type="checkbox"/> Long term unemployed              | <input type="checkbox"/> Gypsies and Travellers   |
| <input type="checkbox"/> People with physical disabilities | <input type="checkbox"/> Refugees / asylum-seekers  |
| <input type="checkbox"/> People with mental health issues  | <input type="checkbox"/> Alcohol and/or substance misuse  |
| <input type="checkbox"/> Young parents                     | <input type="checkbox"/> Low educational attainment   |
| <input type="checkbox"/> Lone parents                      | <input type="checkbox"/> Graduates  |
| <input type="checkbox"/> Carers                            | <input type="checkbox"/> People with learning difficulties                                      |
| <input type="checkbox"/> Homeless                          | <input type="checkbox"/> People with particular interests (e.g. creative industries, music etc) |
| <input type="checkbox"/> Offenders / ex-offenders          | <input type="checkbox"/> Other  |
| <input type="checkbox"/> Black and Minority Ethnic (BME)   |   |

Other, please specify

**Please indicate the extent to which the following factors have assisted or constrained the development and delivery of your Talent Match Programme up to now?**

	Greatly assisted delivery	Assisted delivery	Neutral	Constrained delivery	Seriously constrained delivery	Don't know	Not applicable
Quality of data on local needs of hidden NEETS	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Ability to employ staff with sufficient skills	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Ability to retain staff / staff turnover	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Engagement with the Work Programme	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Engagement with Job Centre Plus	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Engagement with other labour market programmes	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Ability to reach hidden NEETS	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Engagement with employers	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Relationship with the Big Lottery Fund	<input type="radio"/>						
Lead-in time to Programme launch	<input type="radio"/>						
Delivery arrangements across the Partnership	<input type="radio"/>						
Level of cross-Partnership agreement on delivery approach	<input type="radio"/>						
Involvement of young people	<input type="radio"/>						
The number of young people involved	<input type="radio"/>						
Funding cuts in other parts of the VCS locally	<input type="radio"/>						
The local economy / labour market	<input type="radio"/>						
The targeting of beneficiaries in specific wards / neighbourhoods	<input type="radio"/>						
The targeting of specific types of young people or young people with particular needs	<input type="radio"/>						
The national Programme wide evaluation	<input type="radio"/>						
Your local evaluation	<input type="radio"/>						

**Please expand further on how the factors identified above have constrained or assisted delivery so far:**

**Please list the three main factors which have assisted your Talent Match Partnership in delivery (these do not have to be taken from the previous question):**

Please list the three main factors which have constrained your Talent Match Partnership in delivery (these do not have to be taken from the previous question):


## Section 4: Outputs and evaluation

How many young people have started on the Talent Match Programme in total since the Programme began?

Has your Talent Match Partnership used data collected by the national evaluation's Common Data Framework?

- Yes
- No, but planning to
- No
- Don't know

Please explain in the box below how your Talent Match Partnership has used or will use the data collected by the national evaluation's Common Data Framework?

--

On a scale of 1 to 5 how useful have you found this data, with 5 being very useful and 1 being not useful at all?

- 5 Very useful
- 4
- 3
- 2
- 1 Not useful at all
- Don't Know

## Section 5: Employer engagement

**Since its inception how many employers has your Talent Match Programme engaged with?**

Total number of employers

**How many employers is your Talent Match Programme currently engaged with?**

Current number of employers

**Please describe the types of employers which your Talent Match Programme has engaged with? (E.g. size, geographic coverage and sector)**

**To what extent are the following reasons why your Talent match Programme has engaged with employers?**

	Primary reason	Secondary reason	Minor reason	Not at all	Don't know
To be a member of the Core Partnership group or committee	<input type="radio"/>				
Develop the Partnerships delivery plan	<input type="radio"/>				
Contribute to Talent Match events (including employability workshops)	<input type="radio"/>				
Provide knowledge about attributes which employers require	<input type="radio"/>				
Provide skills development	<input type="radio"/>				
Provide formal training	<input type="radio"/>				
Provide work placements	<input type="radio"/>				
Provide apprenticeships	<input type="radio"/>				
Provide jobs	<input type="radio"/>				
Provide mentoring	<input type="radio"/>				
Other	<input type="radio"/>				

Other, please specify

**On the whole how easy or difficult has your Talent Match Partnership found engagement with the following:**

	Very easy	Easy	Neither easy or difficult	Difficult	Very difficult	Don't know
Local SME's	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Large businesses



Public sector employers



VCS employers



**Please list the three main positive aspects of your engagement with employers?**

**Please list the three main negative aspects of your engagement with employers?**

## Section 6: Final comments

**Do you have any further comments?**

**Thank you for your feedback. Please click submit below.**



Survey

Talent Match Partnership

Sheffield  
Hallam  
University Centre for  
Regional Economic  
and Social Research

This survey collects common information from all Talent Match Partnerships. We have conducted this survey twice before to capture change as the programme progressed. As we enter the final stages of delivery of the Talent Match Programme we are now conducting the survey for a final time. Responses will be treated as confidential and will not be shared beyond the research team.

The questionnaire should not take long to fill in. To navigate around the survey use the pink buttons at the bottom of the page. Most of the questions ask you to select a single box or offer multiple choice options. Some questions ask for an answer to be typed in.

The questionnaire saves your responses automatically so you can return at a later point if you aren't able to complete it all at once.

Don't forget to click 'submit' when you reach the end of the survey.

If you have any questions or issues when completing the survey please contact Elizabeth Sanderson (e.sanderson@shu.ac.uk; 0114 225 6290).

Many thanks

## Section 1: Talent Match Partnerships

Please confirm if the organisations listed below are currently part of your Core Talent Match Partnership? Please delete any organisations which are not part of the Core Partnership or are only part of Delivery Partnerships and add in any organisations which have been missed out.

Lead	
1.	
2.	
3.	
4.	
5.	
6.	
7.	
8.	

9.	
10.	
11.	
12.	
13.	
14.	
15.	
16.	
17.	
18.	
19.	
20.	
21.	
22.	
23.	
24.	
25.	
26.	
27.	
28.	
29.	
30.	
31.	
32.	
33.	
34.	
35.	
36.	
37.	
38.	
39.	
40.	

**How many full time equivalent staff (FTE) at either your organisation or Partner organisations are currently members of your Core Talent Match Partnership team?** (i.e. funded by the Talent Match Programme) To help calculate the FTE figures: one worker in one full time job would be one FTE and one who worked half time would be 0.5. **Please note: the box below will only accept a numerical response. Do not insert any symbols (e.g. £ or commas) or letters.**

**What do you believe to have been the three most important aspects of your Talent Match project?**


## Section 2: Involvement of young people

**Please indicate the extent to which the involvement of young people in the following elements has assisted or constrained the development and delivery of your Talent Match Programme up to now:**

	Not applicable - young people not involved this way	Greatly assisted delivery	Assisted delivery	Neutral	Constrained delivery	Seriously constrained delivery	Don't know
Membership of the Core Partnership group or committee	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Management of the Talent Match Partnership and/or service delivery	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Delivering services	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Evaluation, research and gathering feedback	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Marketing	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Media and dissemination	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Engaging other young people/Outreach work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Commissioning of services	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please expand further on how the involvement of young people has constrained or assisted delivery so far (with reference to the particular activities highlighted in the previous question where relevant):

Does your Talent Match Partnership employ any young people who are beneficiaries of the programme, including as apprentices?

- Yes
- No
- Don't know

How many young people does the Talent Match Partnership currently employ, including apprentices, who are beneficiaries of the programme? **Please note: the box below will only accept a numerical response. Do not insert any symbols (e.g. £ or commas) or letters.**

Does your Talent Match Partnership have a dedicated budget for the involvement of young people?

- Yes
- No
- Don't know

What is this budget? (£ per annum) **Please note: the box below will only accept a numerical response. Do not insert any symbols (e.g. £ or commas) or letters.**

### Section 3: Factors assisting or constraining delivery

**To what extent do you agree or disagree with the following statements: your Talent Match Partnership has...**

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly Disagree	Don't know	Not applicable
Good quality data on the local needs of hidden NEETS	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Employed staff with sufficient skills	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Retained staff	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The ability to reach hidden NEETS	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Good links with employers	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Support from the Big Lottery Fund	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Good delivery arrangements across the Partnership	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Cross-Partnership agreement on delivery approach	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Commissioned all necessary delivery partners	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Confidence in commissioned delivery partners to deliver your programme successfully	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Successful involvement of young people	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The right number of young people involved	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Been affected by cuts in other parts of the VCS	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Good links with Jobcentre Plus	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Good links with other labour market/employability programmes	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Targeted specific types of young people or young people with particular needs	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**Which of the following client groups is your Talent Match Programme targeting?** By targeting we mean your organisation's outreach activities and services are specifically targeted at these groups.

- |  |   |
|--|---|
| <input type="checkbox"/> Long term unemployed              | <input type="checkbox"/> Gypsies and Travellers   |
| <input type="checkbox"/> People with physical disabilities | <input type="checkbox"/> Refugees / asylum-seekers  |
| <input type="checkbox"/> People with mental health issues  | <input type="checkbox"/> Alcohol and/or substance misuse  |
| <input type="checkbox"/> Young parents                     | <input type="checkbox"/> Low educational attainment   |
| <input type="checkbox"/> Lone parents                      | <input type="checkbox"/> Graduates  |
| <input type="checkbox"/> Carers                            | <input type="checkbox"/> People with learning difficulties                                      |
| <input type="checkbox"/> Homeless                          | <input type="checkbox"/> People with particular interests (e.g. creative industries, music etc) |
| <input type="checkbox"/> Offenders / ex-offenders          | <input type="checkbox"/> Other  |
| <input type="checkbox"/> Black and Minority Ethnic (BME)   |   |

Other, please specify

**During the course of delivering Talent Match has your partnership changed any of the ways in which services/activities are delivered?** For example did you change any delivery partners? Did yourself and/or partners stop or start delivering any types of services/activities or change the ways in which services/activities were allocated?

- Yes
- No

**What did your partnership change, why did you make this change(s) and at what stage in the delivery of the programme did the change(s) take place?**

**To what extent do you think the changes made improved or worsened how Talent Match services/activities are delivered by your partnership?**

- Improved a lot
- Improved a little
- Made no difference
- Worsened a little
- Worsened a lot
- Don't know

**Please indicate the extent to which the following factors have assisted or constrained the development and delivery of your Talent Match Programme up to now?**

	Greatly assisted delivery	Assisted delivery	Neutral	Constrained delivery	Seriously constrained delivery	Don't know	Not applicable
Quality of data on local needs of hidden NEETS	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Ability to employ staff with sufficient skills	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Ability to retain staff / staff turnover	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Engagement with the Work Programme	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Engagement with Jobcentre Plus	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Engagement with other labour market programmes	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Ability to reach hidden NEETs	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Engagement with employers	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Relationship with the Big Lottery Fund	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Delivery arrangements across the Partnership	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Level of cross-Partnership agreement on delivery approach	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Involvement of young people	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The number of young people involved	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Funding cuts in other parts of the VCS locally	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The local economy / labour market	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The targeting of specific types of young people or young people with particular needs	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

The national Programme wide evaluation



Your local evaluation



**Please expand further on how the factors identified above have constrained or assisted delivery so far:**

**Please list the three main factors which have assisted your Talent Match Partnership in delivery (these do not have to be taken from the previous question):**

**Please list the three main factors which have constrained your Talent Match Partnership in delivery (these do not have to be taken from the previous question):**

What were the three most significant factors which informed the design of your Talent Match project?

- Knowledge of staff within the Lead Partner organisation
- Young People
- Big Lottery Fund
- Evaluation team
- Official government statistics
- Local data gathered by the partnership
- Partner organisations
- International reports on youth unemployment
- Formal evidence of previous youth employment programmes

Please could you elaborate further on the most significant factors you have chosen?

## Section 4: Outputs

**Please note: the boxes below will only accept a numerical response. Do not insert any symbols (e.g. £ or commas) or letters.**

**How many young people have started on the Talent Match Programme in total since the Programme began?**

**How many young people have secured employment in total since the Programme began?**  
employment = working 16 hours per week or more / working less than 16 hours per week with caring responsibilities / childcare commitments / disability / ill health or education commitments which limit the number of hours they can work / self-employed.

**How many young people have secured sustained employment in total since the Programme began?** sustained employment = employed (see definition above) for 6 months or self-employed for 12 months

## Section 5: Employer engagement

**Since its inception how many employers has your Talent Match Programme engaged with?**

Total number of employers

**How many employers is your Talent Match Programme currently engaged with?**

Current number of employers

**Please list the three main positive aspects of your engagement with employers?**

**Please list the three main negative aspects of your engagement with employers?**

## Section 6: The future and final comments

**Does your partnership / organisation have funding to continue any aspects of the Talent Match programme?**

Yes

No

**If yes, please provide details i.e. amount / source / period of funding in the box below:**

**If no, are you currently seeking funding to continue any aspects of the Talent Match programme? Please give details in the box below:**

**Do any of the following apply to your Talent Match programme?**

- The Talent Match partnership will remain in place to deliver employment support to young people.
- Talent Match partners will continue to work together to provide employment support to young people but the Talent Match partnership will no longer be in place
- We have incorporated aspects of the Talent Match model into our wider employment support offer
- Local partners have incorporated aspects of the Talent Match model into their employment support offer
- Young people will continue to influence the delivery of employment support locally
- There are no mechanisms locally to continue any aspects of Talent Match provision

**Please explain your answers:**

**Do you have any further comments on your experiences of delivering Talent Match?** e.g. what in your opinion has worked well and what has worked not so well? to what extent were your expectations of working on the programme met? if the opportunity arose to deliver a similar programme again would you be interested in being involved?

**Thank you for your feedback. Please click submit below.**

# Appendix 4: Delivery partner surveys

# A4

2014

The image shows a survey page with the following content:

- Logos:** Big Lottery Fund (pink circle), Talent Match Delivery, Sheffield Hallam University, and Centre for Regional Economic and Social Research.
- Title:** Partner Survey
- Text:**

This survey collects common information from Talent Match Delivery Partners. The survey will be conducted on an ongoing basis to capture change as the programme progresses. The survey will help us understand who is delivering support across the Programme, the nature of this provision and the experience of Partners in delivering these services. Learning from the survey will be shared to improve practice across the Talent Match Programme.

The results will be confidential and only anonymised and aggregated data will be used in reporting. Responses will not be shared beyond the research team.

The questionnaire should not take long to fill in. To navigate around the survey use the pink buttons at the bottom of the page. Most of the questions ask you to select a single box or offer multiple choice options. Some questions ask for an answer to be typed in.

The questionnaire saves your responses automatically so you can return at a later point if you aren't able to complete it all at once.

Don't forget to click 'submit' when you reach the end of the survey.

If you have any questions or issues when completing the survey please contact Elizabeth Sanderson (e.sanderson@shu.ac.uk; 0114 225 3539).

Many thanks
- Section Header:** Section 1: Organisation details
- Question 1:** What is the name of your organisation?
- Question 2:** Which sector is your organisation from?
  - Private sector
  - Public and statutory sector
  - Third sector (including voluntary, community and social enterprise organisations)

**What was your organisation's income in its most recent financial year?**

- Less than £10,000
- £10,000 but less than £100,000
- £100,000 but less than £500,000
- £500,000 but less than £1,000,000
- £1,000,000 but less than £5,000,000
- £5,000,000 but less than £10,000,000
- £10,000,000 but less than £15,000,000
- £15,000,000 but less than £20,000,000
- £20,000,000 or more

**What is the main geographic level at which your organisation carries out its activities**

- Particular neighbourhoods/communities
- Particular Local Authorities/Local Enterprise Partnership
- Regionally
- Nationally
- Internationally

**Which of the following best describes the main policy areas in which your organisation works? Select up to 2 categories only.**

- |  |  |
|--|--|
| <input type="checkbox"/> Employment services: not age targeted   | <input type="checkbox"/> Accommodation and housing (including homelessness and tenants and residents groups)                           |
| <input type="checkbox"/> Employment services: young people (under 25)  | <input type="checkbox"/> Religious and faith-based activity  |
| <input type="checkbox"/> Youth Work  | <input type="checkbox"/> Equalities and civil rights (e.g. gender, race, disability, age)  |
| <input type="checkbox"/> Enterprise  | <input type="checkbox"/> Arts, heritage and culture (including museums, parks, historic places, music; and raising cultural awareness) |
| <input type="checkbox"/> Community development (including work with communities to tackle inequalities and disadvantage) | <input type="checkbox"/> Criminal justice  |
| <input type="checkbox"/> Sport and leisure (including competitive and recreational activities)                           | <input type="checkbox"/> Campaigning and lobbying  |
| <input type="checkbox"/> Health and well-being (e.g. medical, sickness, disability, mental health, substance misuse)     | <input type="checkbox"/> Transport (e.g. community transport)  |
| <input type="checkbox"/> Social care (e.g. day services, respite, home care)   | <input type="checkbox"/> Capacity building and other support for voluntary or community organisations (including volunteers)           |
| <input type="checkbox"/> Education, training and research (including lifelong and adult learning)                        | <input type="checkbox"/> Other   |
| <input type="checkbox"/> Environment and sustainability  |  |

Other, please specify

## Section 2: Talent Match

Is your organisation a member of the Talent Match Partnership Core Strategic Partnership?

- Yes  
 No

On what basis is your organisation paid by the Talent Match Partnership to deliver Talent Match activities/services?

- Fixed guaranteed amount/ grant  
 By caseload  
 By outcome e.g. Payment by results  
 Other, including a combination of the above

Other, please specify

## Section 3: Delivery

Which of the following types of activities/services is your organisation delivering? TICK ALL THAT APPLY

### Pre-employment preparation (outside workplace)

- |  |   |
|--|---|
| <input type="checkbox"/> Initial Assessment                                    | <input type="checkbox"/> Specialist support                     |
| <input type="checkbox"/> IAG   | <input type="checkbox"/> Therapeutic support (e.g. counselling) |
| <input type="checkbox"/> Basic skills  | <input type="checkbox"/> Peer mentoring                         |
| <input type="checkbox"/> Soft skills (or life skills e.g. confidence building) | <input type="checkbox"/> Job search                             |
| <input type="checkbox"/> Employability skills                                  | <input type="checkbox"/> Other                                  |

Other, please specify

### In-work training and preparation (pre-employment)

- |  |  |
|--|--|
| <input type="checkbox"/> Pre-enterprise advice and support | <input type="checkbox"/> Structured Volunteering |
| <input type="checkbox"/> Work experience / placements      | <input type="checkbox"/> Internships             |
|  | <input type="checkbox"/> Other                   |

Other, please specify

### Engaging employers

- Job brokerage
- Employer mentors
- Work experience / placements / internships
- Other

Other, please specify

### Employment

- Direct employment on project
- Job creation / ILM / supported employment
- In-work support
- Employer subsidies
- Other

Other, please specify

**Approximately what proportion of the young people your organisation has worked with, to 30 September 2014, have been identified by each of the following strategies? (please type the approximate percentage in the box next to each category - the total should add up to 100)**

- Referrals from other organisations (%)
- Outreach by your organisation (%)
- Existing/previous clients (%)
- Drop-in open access facility (%)
- Marketing and advertising (%)
- Peer contacts (%)
- Events (%)
- Other (%)

Please state the main sources of referrals

Other, please specify

**Has your organisation involved young people in any of following elements of its work on the Talent Match Programme so far:**

- Designing methods of service delivery
- Delivering services
- Management of service delivery
- Marketing and advertising
- Media and dissemination
- Engaging other young people/Outreach
- Other

Other, please specify

### Section 4: Progress

**Has your organisation started working with young people through Talent Match funding?**

- Yes
- No

**When did you first support a young person through Talent Match funding?**

**How many young people, in total, has your organisation provided activities or services to since the Programme began up to 30 September 2014?**

### Section 5: Factors assisting and constraining delivery

**To what extent do you agree or disagree with the following statements: your organisation has...**

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly Disagree	Don't know	Not applicable
Good quality data on local needs of your Talent Match target group(s)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Staff with sufficient skills to deliver Talent Match activities/services	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Retained staff	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The ability to reach your Talent Match target group(s)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Good links with employers	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Support from the Big Lottery Fund	<input type="radio"/>						
Support from the Core Partnership team	<input type="radio"/>						
Good delivery arrangements with the Talent Match Partnership	<input type="radio"/>						
Cross-Partnership agreement on delivery approach	<input type="radio"/>						
Successful involvement of young people	<input type="radio"/>						
The right number of young people involved	<input type="radio"/>						
Been affected by funding cuts to other parts of your organisation	<input type="radio"/>						
Good links with the Work Programme	<input type="radio"/>						
Good links with Job Centre Plus	<input type="radio"/>						
Good links with other labour market/employability programmes	<input type="radio"/>						

**Please indicate the extent to which the following factors have assisted or constrained the development and delivery of your Partnership's Talent Match Programme up to now?**

	Greatly assisted delivery	Assisted delivery	Neutral	Constrained delivery	Seriously constrained delivery	Don't know	Not applicable
Quality of data on local needs of your Talent Match target group(s)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Staff with sufficient skills	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Ability to retain staff	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Engagement with the Work Programme	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Engagement with Job Centre Plus	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Engagement with other labour market programmes	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Ability to reach your Talent Match target group(s)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Engagement with employers	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Relationship with the Big Lottery Fund	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Relationship with the Core Partnership team	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Lead-in time to delivering Talent Match activities/services	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Delivery arrangements across the Partnership	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Level of cross-Partnership agreement on delivery approach	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Involvement of young people	<input type="radio"/>						
The number of young people involved	<input type="radio"/>						
Funding cuts to other parts of your organisation	<input type="radio"/>						
The local economy/labour market	<input type="radio"/>						

**Please list the three main factors which have assisted your organisation in delivery:**




**Please list the three main factors which have constrained your organisation in delivery:**




**What do you think are main risks facing the delivery of Talent Match services by your organisation?**

**Thank you for your feedback. Please click submit below.**



## Partner Survey

## Talent Match Delivery

**Sheffield  
Hallam  
University** Centre for  
Regional Economic  
and Social Research

This survey collects common information from Talent Match Delivery Partners. The survey will be conducted on an ongoing basis to capture change as the programme progresses. The survey will help us understand who is delivering support across the Programme, the nature of this provision and the experience of Partners in delivering these services. Learning from the survey will be shared to improve practice across the Talent Match Programme.

The results will be confidential and only anonymised and aggregated data will be used in reporting. Responses will not be shared beyond the research team.

The questionnaire should not take long to fill in. To navigate around the survey use the pink buttons at the bottom of the page. Most of the questions ask you to select a single box or offer multiple choice options. Some questions ask for an answer to be typed in.

The questionnaire saves your responses automatically so you can return at a later point if you aren't able to complete it all at once.

If your organisation took part in the previous Talent Match Delivery Partner Survey in Autumn 2014 some of your responses will already have been automatically completed. Please verify and change these responses as applicable.

Don't forget to click 'submit' when you reach the end of the survey.

If you have any questions or issues when completing the survey please contact Elizabeth Sanderson (e.sanderson@shu.ac.uk; 0114 225 3539).

Many thanks

### Section 1: Organisation details

If your organisation took part in the previous Talent Match Delivery Partner Survey in Autumn 2014 some of your responses will already have been automatically completed. Please verify and change these responses as applicable.

What is the name of your organisation?

**Which sector is your organisation from?**

- Private sector
- Public and statutory sector
- Third sector (including voluntary, community and social enterprise organisations)

**What was your organisation's income in its most recent financial year?**

- Less than £10,000
- £10,000 but less than £100,000
- £100,000 but less than £500,000
- £500,000 but less than £1,000,000
- £1,000,000 but less than £5,000,000
- £5,000,000 but less than £10,000,000
- £10,000,000 but less than £15,000,000
- £15,000,000 but less than £20,000,000
- £20,000,000 or more

**What is the main geographic level at which your organisation carries out its activities**

- Particular neighbourhoods/communities
- Particular Local Authorities/Local Enterprise Partnership
- Regionally
- Nationally
- Internationally

**Which of the following best describes the main policy areas in which your organisation works? Select up to 2 categories only.**

- |  |  |
|--|--|
| <input type="checkbox"/> Employment services: not age targeted   | <input type="checkbox"/> Accommodation and housing (including homelessness and tenants and residents groups)                           |
| <input type="checkbox"/> Employment services: young people (under 25)  | <input type="checkbox"/> Religious and faith-based activity  |
| <input type="checkbox"/> Youth Work  | <input type="checkbox"/> Equalities and civil rights (e.g. gender, race, disability, age)  |
| <input type="checkbox"/> Enterprise  | <input type="checkbox"/> Arts, heritage and culture (including museums, parks, historic places, music; and raising cultural awareness) |
| <input type="checkbox"/> Community development (including work with communities to tackle inequalities and disadvantage) | <input type="checkbox"/> Criminal justice  |
| <input type="checkbox"/> Sport and leisure (including competitive and recreational activities)                           | <input type="checkbox"/> Campaigning and lobbying  |
| <input type="checkbox"/> Health and well-being (e.g. medical, sickness, disability, mental health, substance misuse)     | <input type="checkbox"/> Transport (e.g. community transport)  |
| <input type="checkbox"/> Social care (e.g. day services, respite, home care)   | <input type="checkbox"/> Capacity building and other support for voluntary or community organisations (including volunteers)           |
| <input type="checkbox"/> Education, training and research (including lifelong and adult learning)                        | <input type="checkbox"/> Other   |
| <input type="checkbox"/> Environment and sustainability  |  |

Other, please specify

## Section 2: Talent Match

**Is your organisation a member of the Talent Match Partnership Core Strategic Partnership?**

- Yes
- No

**On what basis is your organisation paid by the Talent Match Partnership to deliver Talent Match activities/services?**

- Fixed guaranteed amount/ grant
- By caseload
- By outcome e.g. Payment by results
- Other, including a combination of the above

Other, please specify

**What is your organisation's actual or expected income from the Talent Match Partnership for delivering Talent Match activities/services in the year to 31 March 2015?**

Is your organisation **specifically targeting delivery** of Talent Match activities/services at **particular client groups**?

- No, we work with all young people
- Yes

Which of the following client groups is your organisation specifically targeting:

- |  |   |
|--|---|
| <input type="checkbox"/> Long term unemployed              | <input type="checkbox"/> Gypsies and Travellers   |
| <input type="checkbox"/> People with physical disabilities | <input type="checkbox"/> Refugees/Asylum-seekers  |
| <input type="checkbox"/> People with mental health issues  | <input type="checkbox"/> Alcohol and/or substance misuse  |
| <input type="checkbox"/> Young parents                     | <input type="checkbox"/> Low education attainment   |
| <input type="checkbox"/> Lone parents                      | <input type="checkbox"/> Graduates  |
| <input type="checkbox"/> Carers                            | <input type="checkbox"/> People with learning difficulties                                      |
| <input type="checkbox"/> Homeless                          | <input type="checkbox"/> People with particular interests (e.g. creative industries, music etc) |
| <input type="checkbox"/> Offenders/ex-offenders            | <input type="checkbox"/> Other  |
| <input type="checkbox"/> Black and Minority Ethnic (BME)   |   |

Other, please specify

### Section 3: Delivery

Which of the following types of activities/services is your organisation delivering? **TICK ALL THAT APPLY**

**Pre-employment preparation (outside workplace)**

- |  |   |
|--|---|
| <input type="checkbox"/> Initial Assessment                                    | <input type="checkbox"/> Specialist support                     |
| <input type="checkbox"/> IAG   | <input type="checkbox"/> Therapeutic support (e.g. counselling) |
| <input type="checkbox"/> Basic skills  | <input type="checkbox"/> Peer mentoring                         |
| <input type="checkbox"/> Soft skills (or life skills e.g. confidence building) | <input type="checkbox"/> Job search                             |
| <input type="checkbox"/> Employability skills                                  | <input type="checkbox"/> Other                                  |

Other, please specify

**In-work training and preparation (pre-employment)**

- Pre-enterprise advice and support
- Structured Volunteering
- Work experience / placements
- Internships
- Other

Other, please specify

**Engaging employers**

- Job brokerage
- Work experience / placements / internships
- Employer mentors
- Other

Other, please specify

**Employment**

- Direct employment on project
- In-work support
- Job creation / ILM / supported employment
- Employer subsidies
- Other

Other, please specify

**How important have each of the following types of activities/services been for the outcomes your organisation has achieved so far?**

**Pre-employment preparation (outside workplace)**

	Very important	Important	Not very important	Not at all important
Initial Assessment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
IAG	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Basic skills	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Soft skills (or life skills e.g. confidence building)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Employability skills	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Specialist support	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Therapeutic support (e.g. counselling)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Peer mentoring	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Job search	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
(Q11a)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**In-work training and preparation (pre-employment)**

	Very important	Important	Not very important	Not at all important
Pre-enterprise advice and support	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Work experience / placements	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Structured Volunteering	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Internships	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
(Q12a)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**Engaging employers**

	Very important	Important	Not very important	Not at all important
Job brokerage	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Employer mentors	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Work experience / placements / internships	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
(Q13a)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**Employment**

	Very important	Important	Not very important	Not at all important
Direct employment on project	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Job creation / ILM / supported employment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
In-work support	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Employer subsidies	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
(Q14a)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**Approximately what proportion of the young people your organisation has worked with, to 31 March 2015, have been identified by each of the following strategies? (please type the approximate percentage in the box next to each category - the total should add up to 100)**

Referrals from other organisations (%)

Outreach by your organisation (%)

Existing/previous clients (%)

Drop-in open access facility (%)

Marketing and advertising (%)

Peer contacts (%)

Events (%)

Other (%)

Please state the main sources of referrals

Other, please specify

**Has your organisation involved young people in any of following elements of its work on the Talent Match Programme so far:**

- Designing methods of service delivery
- Delivering services
- Management of service delivery
- Marketing and advertising
- Media and dissemination
- Engaging other young people/Outreach
- Other

Other, please specify

## Section 4: Progress

**How many young people, in total, has your organisation provided activities or services to since the Programme began up to 31 March 2015?**

## Section 5: Factors assisting and constraining delivery

**To what extent do you agree or disagree with the following statements: your organisation has...**

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly Disagree	Don't know	Not applicable
Good quality data on local needs of your Talent Match target group(s)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Staff with sufficient skills to deliver Talent Match activities/services	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Retained staff	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

The ability to reach your Talent Match target group(s)	<input type="radio"/>						
Good links with employers	<input type="radio"/>						
Support from the Big Lottery Fund	<input type="radio"/>						
Support from the Core Partnership team	<input type="radio"/>						
Good delivery arrangements with the Talent Match Partnership	<input type="radio"/>						
Cross-Partnership agreement on delivery approach	<input type="radio"/>						
Successful involvement of young people	<input type="radio"/>						
The right number of young people involved	<input type="radio"/>						
Been affected by funding cuts to other parts of your organisation	<input type="radio"/>						
Good links with the Work Programme	<input type="radio"/>						
Good links with Job Centre Plus	<input type="radio"/>						
Good links with other labour market/employability programmes	<input type="radio"/>						

**Please indicate the extent to which the following factors have assisted or constrained the development and delivery of your Partnership's Talent Match Programme up to now?**

	Greatly assisted delivery	Assisted delivery	Neutral	Constrained delivery	Seriously constrained delivery	Don't know	Not applicable
Quality of data on local needs of your Talent Match target group(s)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Staff with sufficient skills	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Ability to retain staff / staff turnover	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Engagement with the Work Programme	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Engagement with Job Centre Plus	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Engagement with other labour market programmes	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Ability to reach your Talent Match target group(s)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Engagement with employers	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Relationship with the Big Lottery Fund	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Relationship with the Core Partnership team	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Lead-in time to delivering Talent Match activities/services	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Delivery arrangements across the Partnership	<input type="radio"/>						
Level of cross-Partnership agreement on delivery approach	<input type="radio"/>						
Involvement of young people	<input type="radio"/>						
The number of young people involved	<input type="radio"/>						
Funding cuts to other parts of your organisation	<input type="radio"/>						
The local economy/labour market	<input type="radio"/>						

**Please list the three main factors which have assisted your organisation in delivery (these do not have to be taken from the previous question):**




**Please list the three main factors which have constrained your organisation in delivery (these do not have to be taken from the previous question):**




**What do you think are main risks facing the delivery of Talent Match services by your organisation? Please make reference to whether these are short, medium or long term factors.**

**Do you have any further comments about the Talent Match Programme, your Talent Match Partnership or your beneficiaries?**

**Thank you for your feedback. Please click submit below.**



## Partner Survey



This survey collects common information from Talent Match Delivery Partners. We have conducted this survey twice before to capture change as the programme progressed. As we enter the final stages of delivery of the Talent Match Programme we are now conducting the survey for a final time. The survey will help us understand who has delivered support across the Programme, the nature of this provision and the experience of Partners in delivering these services.

The results will be confidential and only anonymised and aggregated data will be used in reporting. Responses will not be shared beyond the research team.

The questionnaire should not take long to fill in. To navigate around the survey use the pink buttons at the bottom of the page. Most of the questions ask you to select a single box or offer multiple choice options. Some questions ask for an answer to be typed in.

The questionnaire saves your responses automatically so you can return at a later point if you aren't able to complete it all at once.

If your organisation took part in the previous Talent Match Delivery Partner Survey in 2015 some of your responses will already have been automatically completed. Please verify and change these responses as applicable.

Don't forget to click 'submit' when you reach the end of the survey.

If you have any questions or issues when completing the survey please contact Elizabeth Sanderson (e.sanderson@shu.ac.uk; 0114 225 6290).

Many thanks

## Delivering Talent Match

Is your organisation still delivering Talent Match services/activities?

- Yes
- No

What is the name of your organisation?

**What proportion of your overall delivery of services/activities does/did Talent Match take-up?**

- Less than 10%
- At least 10% but less than 20%
- At least 20% but less than 50%
- At least 50% but less than 75%
- At least 75% but less than 100%
- 100%
- Don't know/not sure

**Why is your organisation no longer delivering Talent Match services/activities?**

**What impact has no longer delivering Talent Match services/activities had on your organisation?** For example has there been a change in your income, staffing levels or service delivery? Has your organisation struggled in any way or was stopping delivery of Talent Match a positive development in some aspects?

**What were the most positive and negative aspects of delivering Talent Match services/activities for your organisation? Please provide some detail in the box below:**

## Section 1: Organisation details

**If your organisation took part in the previous Talent Match Delivery Partner Survey in 2015 some of your responses will already have been automatically completed. Please verify and change these responses as applicable.**

**What is the name of your organisation?**

**Which sector is your organisation from?**

- Private sector
- Public and statutory sector
- Third sector (including voluntary, community and social enterprise organisations)

**What was your organisation's income in its most recent financial year?**

- Less than £10,000
- £10,000 but less than £100,000
- £100,000 but less than £500,000
- £500,000 but less than £1,000,000
- £1,000,000 but less than £5,000,000
- £5,000,000 but less than £10,000,000
- £10,000,000 but less than £15,000,000
- £15,000,000 but less than £20,000,000
- £20,000,000 or more

**What is the main geographic level at which your organisation carries out its activities**

- Particular neighbourhoods/communities
- Particular Local Authorities/Local Enterprise Partnership
- Regionally
- Nationally
- Internationally

**Which of the following best describes the main policy areas in which your organisation works? Select up to 2 categories only.**

- |  |  |
|--|--|
| <input type="checkbox"/> Employment services: not age targeted   | <input type="checkbox"/> Accommodation and housing (including homelessness and tenants and residents groups)                           |
| <input type="checkbox"/> Employment services: young people (under 25)  | <input type="checkbox"/> Religious and faith-based activity  |
| <input type="checkbox"/> Youth Work  | <input type="checkbox"/> Equalities and civil rights (e.g. gender, race, disability, age)  |
| <input type="checkbox"/> Enterprise  | <input type="checkbox"/> Arts, heritage and culture (including museums, parks, historic places, music; and raising cultural awareness) |
| <input type="checkbox"/> Community development (including work with communities to tackle inequalities and disadvantage) | <input type="checkbox"/> Criminal justice  |
| <input type="checkbox"/> Sport and leisure (including competitive and recreational activities)                           | <input type="checkbox"/> Campaigning and lobbying  |
| <input type="checkbox"/> Health and well-being (e.g. medical, sickness, disability, mental health, substance misuse)     | <input type="checkbox"/> Transport (e.g. community transport)  |
| <input type="checkbox"/> Social care (e.g. day services, respite, home care)   | <input type="checkbox"/> Capacity building and other support for voluntary or community organisations (including volunteers)           |
| <input type="checkbox"/> Education, training and research (including lifelong and adult learning)                        | <input type="checkbox"/> Other   |
| <input type="checkbox"/> Environment and sustainability  |  |

Other, please specify

## Section 2: Talent Match

**Is your organisation a member of the Talent Match Partnership Core Strategic Partnership?**

- Yes
- No

**On what basis is your organisation paid by the Talent Match Partnership to deliver Talent Match activities/services?**

- Fixed guaranteed amount/ grant
- By caseload
- By outcome e.g. Payment by results
- By activity/services delivered
- Other, including a combination of the above

Other, please specify

**What is your organisation's actual or expected income from the Talent Match Partnership for delivering Talent Match activities/services to date? **Please note: the box below will only accept a numerical response. Do not insert any symbols (e.g. £ or commas) or letters.****

**Is your organisation specifically targeting delivery of Talent Match activities/services at particular client groups?**

- No, we work with all young people
- Yes

**Which of the following client groups is your organisation specifically targeting?** By targeting we mean your organisation's outreach activities and services are specifically targeted at these groups.

- |  |   |
|--|---|
| <input type="checkbox"/> Long term unemployed              | <input type="checkbox"/> Gypsies and Travellers   |
| <input type="checkbox"/> People with physical disabilities | <input type="checkbox"/> Refugees/Asylum-seekers  |
| <input type="checkbox"/> People with mental health issues  | <input type="checkbox"/> Alcohol and/or substance misuse  |
| <input type="checkbox"/> Young parents                     | <input type="checkbox"/> Low education attainment   |
| <input type="checkbox"/> Lone parents                      | <input type="checkbox"/> Graduates  |
| <input type="checkbox"/> Carers                            | <input type="checkbox"/> People with learning difficulties                                      |
| <input type="checkbox"/> Homeless                          | <input type="checkbox"/> People with particular interests (e.g. creative industries, music etc) |
| <input type="checkbox"/> Offenders/ex-offenders            | <input type="checkbox"/> Other  |
| <input type="checkbox"/> Black and Minority Ethnic (BME)   |   |

Other, please specify

## Section 3: Delivery

**To what extent does your organisation have independence from the lead partner over how you chose to deliver Talent Match services/activities?**

- Total independence
- Some independence
- No independence

**Which of the following are the two most important factors in determining which young people you will support?**

- Advice of a key worker
- Characteristics of the young person
- Matching your skills to the needs of the young person
- Specified requirement in your Talent Match contract
- Referrals
- Taking on any young person who approaches the organisation
- Other

Other, please specify

**How do you determine how much support a young person receives?**

- All young people receive the same support
- We are able to be completely flexible
- We tailor support to the needs of the young person up to a certain amount
- We offer defined levels of support depending on the needs of the young person

**Which of the following types of activities/services is your organisation delivering? TICK ALL THAT APPLY**

### Pre-employment preparation (outside workplace)

- |   |  |
|---|--|
| <input type="checkbox"/> Initial Assessment                         | <input type="checkbox"/> Specialist support  |
| <input type="checkbox"/> Employment information advice and guidance | <input type="checkbox"/> Therapeutic support (e.g. counselling)                      |
| <input type="checkbox"/> Basic skills                               | <input type="checkbox"/> Peer mentoring  |
| <input type="checkbox"/> Soft skills (e.g. confidence building)     | <input type="checkbox"/> Job search (including CV writing and interview preparation) |
| <input type="checkbox"/> Employability skills                       | <input type="checkbox"/> Other   |

Other, please specify

### In-work training and preparation (pre-employment)

- |  |  |
|--|--|
| <input type="checkbox"/> Pre-enterprise advice and support | <input type="checkbox"/> Structured Volunteering |
| <input type="checkbox"/> Work experience / placements      | <input type="checkbox"/> Internships             |
|  | <input type="checkbox"/> Other                   |

Other, please specify

### Engaging employers

- |   |   |
|---|---|
| <input type="checkbox"/> Job brokerage    | <input type="checkbox"/> Work experience / placements / internships |
| <input type="checkbox"/> Employer mentors | <input type="checkbox"/> Other                                      |

Other, please specify

### Employment

- |   |   |
|---|---|
| <input type="checkbox"/> Direct employment on projects                                    | <input type="checkbox"/> In-work support                          |
| <input type="checkbox"/> Job creation / Intermediate labour market / supported employment | <input type="checkbox"/> Employer subsidies (e.g. wage subsidies) |
|   | <input type="checkbox"/> Other                                    |

Other, please specify

**How important have each of the following types of activities/services been for the outcomes your organisation has achieved so far?**

**Pre-employment preparation (outside workplace)**

	Very important	Important	Not very important	Not at all important
Initial Assessment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Employment information advice and guidance	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Basic skills	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Soft skills (e.g. confidence building)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Employability skills	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Specialist support	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Therapeutic support (e.g. counselling)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Peer mentoring	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Job search (including CV writing and interview preparation)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
(Q11a)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**In-work training and preparation (pre-employment)**

	Very important	Important	Not very important	Not at all important
Pre-enterprise advice and support	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Work experience / placements	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Structured Volunteering	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Internships	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
(Q12a)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**Engaging employers**

	Very important	Important	Not very important	Not at all important
Job brokerage	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Employer mentors	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Work experience / placements / internships	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
(Q13a)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**Employment**

	Very important	Important	Not very important	Not at all important
Direct employment on projects	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Job creation / Intermediate labour market / supported employment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
In-work support	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Employer subsidies (e.g. wage subsidies)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

[Q14a]



**During the course of delivering Talent Match has your organisation changed any of the ways in which you deliver services/activities?** For example did you stop or start delivering any types of services/activities or change the ways in which services/activities were allocated?

- Yes
- No

**What did your organisation change, why did you make this change(s) and at what stage in the delivery of the programme did the change(s) take place?**

**To what extent do you think the changes made improved or worsened how Talent Match services/activities are delivered by your organisation?**

- Improved a lot
- Improved a little
- Made no difference
- Worsened a little
- Worsened a lot
- Don't know

**Approximately what proportion of the young people your organisation has worked with, to date, have been identified by each of the following strategies? (please type the approximate percentage in the box next to each category - the total should add up to 100)**

**Please note: the boxes below will only accept a numerical response. Do not insert any symbols (e.g. % or commas) or letters.**

Referrals from other organisations (%)	<input type="text"/>
Outreach by your organisation (%)	<input type="text"/>
Existing/previous clients (%)	<input type="text"/>

**Please note: the boxes below will only accept a numerical response. Do not insert any symbols (e.g. £ or commas) or letters.**

**How many young people, in total, has your organisation provided activities or services to since the Programme began, to date?**

**How many young people you have provided activities or services to have secured employment in total since the Programme began?** employment = working 16 hours per week or more / working less than 16 hours per week with caring responsibilities / childcare commitments / disability / ill health or education commitments which limit the number of hours they can work / self-employed.

**How many young people you have provided activities or services to have secured sustained employment in total since the Programme began?** sustained employment = employed (see definition above) for 6 months or self-employed for 12 months

**On average, how many Talent Match beneficiaries does a full time equivalent staff (FTE) key worker in your organisation work with at a time?** To help calculate: one worker in one full time job would be one FTE and one who worked half time would be 0.5.

**Approximately what proportion of the young people your organisation has worked with, to date, have worked with your organisation for the following lengths of time? (please type the approximate percentage in the box next to each category - the total should add up to 100) Please note: the boxes below will only accept a numerical response. Do not insert any symbols (e.g. % or commas) or letters.**

Less than one month (%)	<input type="text"/>
At least one month but less than three months (%)	<input type="text"/>
At least three months but less than six months (%)	<input type="text"/>
At least six months but less than nine months (%)	<input type="text"/>
At least nine months but less than 12 months (%)	<input type="text"/>
At least 12 months but less than 18 months (%)	<input type="text"/>
At least 18 months but less than 24 months (%)	<input type="text"/>
24 months and over (%)	<input type="text"/>
Total (100%)	<input type="text"/>

**Approximately what proportion of the young people your organisation has worked with, to date, have received the following hours of support from the Talent Match programme? (please type the approximate percentage in the box next to each category - the total should add up to 100). The numbers of hours refers to their overall time on the programme and not per week.**

Less than five hours (%)	<input type="text"/>
At least five hours but less than 10 hours (%)	<input type="text"/>
At least 10 hours but less than 20 hours (%)	<input type="text"/>
At least 20 hours but less than 50 hours (%)	<input type="text"/>
At least 50 hours but less than 100 hours (%)	<input type="text"/>
At least 100 hours but less than 200 hours (%)	<input type="text"/>
Over 200 hours (%)	<input type="text"/>
Total (100%)	<input type="text"/>

## Section 5: Factors assisting and constraining delivery

**To what extent do you agree or disagree with the following statements: your organisation has...**

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly Disagree	Don't know	Not applicable
Good quality data on local needs of your Talent Match target group(s)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Staff with sufficient skills to deliver Talent Match activities/services	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Retained staff	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The ability to reach your Talent Match target group(s)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Good links with employers	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Support from the Big Lottery Fund	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Support from the Core Partnership team	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Good delivery arrangements with the Talent Match Partnership	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Cross-Partnership agreement on delivery approach	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Successful involvement of young people	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The right number of young people involved	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Been affected by funding cuts to other parts of your organisation	<input type="radio"/>						
Good links with Jobcentre Plus	<input type="radio"/>						
Good links with other labour market/employability programmes	<input type="radio"/>						

**Please indicate the extent to which the following factors assisted or constrained the development and delivery of your Partnership's Talent Match Programme up to now?**

	Greatly assisted delivery	Assisted delivery	Neutral	Constrained delivery	Seriously constrained delivery	Don't know	Not applicable
Quality of data on local needs of your Talent Match target group(s)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Staff with sufficient skills	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Ability to retain staff / staff turnover	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Engagement with the Work Programme	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Engagement with Jobcentre Plus	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Engagement with other labour market programmes	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Ability to reach your Talent Match target group(s)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Engagement with employers	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Relationship with the Big Lottery Fund	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Relationship with the Core Partnership team	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Delivery arrangements across the Partnership	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Level of cross-Partnership agreement on delivery approach	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Involvement of young people	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The number of young people involved	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Funding cuts to other parts of your organisation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The local economy/labour market	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**Please list the three main factors which have assisted your organisation in delivery (these do not have to be taken from the previous question):**


Please list the three main factors which have constrained your organisation in delivery (these do not have to be taken from the previous question):

## Section 6: The future and final comments

Does your organisation have funding to continue any aspects of the Talent Match programme?

Yes

No

Who is this funding from?

The Big Lottery Fund

Trusts or charitable Foundations

Local authority

Local health commissioning organisation (e.g. Clinical Commissioning Group/

Local Police /Crime Commissioner

Other

Other, please specify

**Do you have any further comments on delivering Talent Match services/activities or the Talent Match Programme?** e.g. what in your opinion has worked well and what has worked not so well? to what extent were your expectations of working on the programme met? if the opportunity arose to deliver a similar programme again would you be interested in being involved?

**Thank you for your feedback. Please click submit below.**