

# **Indecon's Evaluation of JobBridge**

## **Final Evaluation Report**

Presented to

**Department of Social Protection**

Prepared by

**Indecon International Economic  
Consultants**

**Indecon**

*[www.indecon.ie](http://www.indecon.ie)*

April 2013

---

# Contents

Page

Executive Summary	i
<b>1 Introduction and Background</b>	<b>1</b>
1.1 Introduction	1
1.2 Background and Terms of Reference	1
1.3 Overview of Methodology for Evaluation	2
1.4 JobBridge data	4
1.5 Report Structure	4
1.6 Acknowledgements and Disclaimer	4
<b>2 Scheme Uptake and Profile of Participants and Host Organisations</b>	<b>5</b>
2.1 Introduction	5
2.2 Scheme Uptake	5
2.3 Cross Comparison of Participation Results by Region and Socio-Economic Profile	7
2.4 Profile of JobBridge Host Organisations	15
2.5 Summary of Main Findings	23
<b>3 Assessment of Progression Outcomes and Scheme Effectiveness</b>	<b>26</b>
3.1 Introduction	26
3.2 Completion of Internships	26
3.3 Overall Progression Outcomes	30
3.4 Cross Comparisons of Results on Progression Outcomes	35
3.5 Employment Conditions	47
3.6 Nature and Relevance of Work Experience Gained by Scheme Participants	52
3.7 Summary of Main Findings	61
<b>4 Assessment of Levels of Satisfaction and Scheme Impact</b>	<b>63</b>
4.1 Introduction	63
4.2 Scheme Administration and Processes – Costs and Effectiveness	63
4.3 Overall Levels of Satisfaction with Scheme	69
<b>5 Scheme Deadweight, Impact Control Group and Value for Money</b>	<b>85</b>
5.1 Scheme Deadweight and Displacement	85
5.2 Control Group, Deadweight and Value for Money Assessment	94
<b>6 Conclusions and Recommendations</b>	<b>109</b>
6.1 Detailed Conclusions from Evaluation	109
6.2 Policy Recommendations	119
6.3 Overall Conclusions	124
Annex 1 Copy of Survey Questionnaires	125
Annex 2 Additional Research Findings – Survey Results	134

---

## Tables, Figures & Boxes

Page

Table 1.1: Summary of Response Rates to Surveys of JobBridge Interns and Host Organisations	3
Table 2.1: Regional Breakdown of Internship Commencements	8
Table 2.2: Survey of JobBridge Interns - Gender of Respondents	9
Table 2.3: Age Profile of JobBridge Participants	9
Table 2.4: Educational Attainment among JobBridge Participants	12
Table 2.5: Employment Experience among Participants Prior to Commencing JobBridge	12
Table 2.6: Length of Employment Experience Prior to Commencing JobBridge	13
Table 2.7: Duration of Unemployment Prior to JobBridge	13
Table 2.8: Duration of Unemployment in Irish Labour Market – Live Register Data	14
Table 2.9: JobBridge Participants – Unemployment among Family Members	15
Table 2.10: JobBridge Commencements by Sector of Host Organisation	16
Table 2.11: Sector of JobBridge Host Organisation – Findings from Survey of Interns	17
Table 2.12: JobBridge Placements by Size of Host Organisation	18
Table 2.13: Nature of Involvement of Host Organisations with JobBridge – Number of Interns Participating in Organisation	18
Table 2.14: Internships Starts by Sector and Organisation Size	19
Table 2.15: Survey of JobBridge Host Organisations - Views on Significance of Various Reasons why Organisation Participated in JobBridge – <u>All Organisations</u>	20
Table 2.16: Survey of JobBridge Host Organisations - Views on Significance of Various Reasons why Organisation Participated in JobBridge - <u>Organisations Employing up to 49 Persons</u>	21
Table 2.17: Survey of JobBridge Host Organisations - Views on Significance of Various Reasons why Organisation Participated in JobBridge - <u>Organisations Employing Between 50 and 249 Persons</u>	22
Table 2.18: Survey of JobBridge Host Organisations - Views on Significance of Various Reasons why Organisation Participated in JobBridge - <u>Organisations Employing 250 Persons and Over</u>	23
Table 3.1: Survey of JobBridge Interns - Duration of JobBridge Internship	27
Table 3.2: Number of JobBridge Internship Finishers – Full versus Early Completions	27
Table 3.3: Survey of JobBridge Interns - Extent of Completion of Full Duration of JobBridge Internship	28
Table 3.4: Survey of JobBridge Interns - Reasons for Non-Completion of Full Duration of JobBridge Internship	28
Table 3.5: Survey of JobBridge Host Organisations - Reasons for Non-Completion of Full Duration of JobBridge Internships	28
Table 3.6: Survey of JobBridge Host Organisations - Reasons for Non-Completion of Full Duration of JobBridge Internships	29
Table 3.7: Survey of JobBridge Host Organisations - Reasons for Non-Completion of Full Duration of JobBridge Internships	29
Table 3.8: Survey of JobBridge Interns - Other Reasons for Non-Completion of Full Duration of JobBridge Internship	30
Table 3.9: Status of JobBridge Finishers and Reasons for Finishing – November 2012	31
Table 3.10: Analysis of Interns Not Currently in Employment - Summary of Current Status*	32
Table 3.11: Progression Outcomes on Finishing Internship by Age Group of Intern	34
Table 3.12: Analysis of Interns Not Currently in Employment - Age Profile	34

---

## Tables, Figures & Boxes

Page

Table 3.13: Length of Time Since Finishing JobBridge Internship	35
Table 3.14: Employment among JobBridge Participants since Finishing Internship	35
Table 3.15: Progression Outcomes – Current Status of JobBridge Participants by Length of Time since Internship Finishing	36
Table 3.16: Progression Outcomes - Current Status by Age Group of Interns	37
Table 3.17: Survey of JobBridge Host Organisations - Number of JobBridge Interns Offered Paid Employment after Finishing Internship	37
Table 3.18: Analysis by Educational Attainment - Current Status	38
Table 3.19: Progression Outcomes – Current Status of JobBridge Participants by Level of Educational Attainment	39
Table 3.20: Longer-Term Progression Outcomes – Current Status by Sector of Internship	40
Table 3.21: Survey of JobBridge Interns - Current Status by Sector of JobBridge Host Organisation – Public Sector Activities	41
Table 3.22: Survey of JobBridge Interns - Current Status by Sector of JobBridge Host Organisation – Private Sector Activities	42
Table 3.23: Survey of JobBridge Interns - Current Status by Duration of Prior Employment	43
Table 3.24: Analysis of Interns Not Currently in Employment - Duration of Prior Employment	43
Table 3.25: Survey of JobBridge Interns - Current Status by Duration of Prior Unemployment	44
Table 3.26: Analysis of Interns Not Currently in Employment - Duration of Prior Unemployment	45
Table 3.27: Survey of JobBridge Host Organisations - Reasons for Not Offering Paid Employment to JobBridge Interns	46
Table 3.28: Status of Employment Secured since Completion of JobBridge	47
Table 3.29: Employment Secured since Completion of JobBridge: Average Weekly Hours Worked	47
Table 3.30: Survey of JobBridge Host Organisations - Average Weekly Hours Worked among Interns Offered Employment in their Host Organisation	48
Table 3.31: Survey of JobBridge Interns - Employment Secured since Completion of JobBridge: Current Gross Weekly Pay (€)	48
Table 3.32: Survey of JobBridge Host Organisations - Average Weekly Pay among Interns Offered Employment in their Host Organisation (€)	49
Table 3.33: Survey of JobBridge Interns - Employment Secured since Completion of JobBridge: Implied Current Gross Hourly Earnings (€)	49
Table 3.34: Survey of JobBridge Host Organisations – Implied Average Gross Hourly Earnings among Interns Offered Employment in their Host Organisation (€)	50
Table 3.35: Average Hourly Earnings among JobBridge Participants - Comparison with Economy-wide Average Earnings	50
Table 3.36: Survey of JobBridge Interns - Implied Current Gross Hourly Earnings by Nature of Employment Gained After Completion of Internship (€)	51
Table 3.37: Survey of JobBridge Interns - Implied Current Gross Hourly Earnings by Educational Attainment (€)	51
Table 3.38: Survey of JobBridge Interns - Views on Stability of Current Employment	52
Table 3.39: Survey of JobBridge Interns - Views on Nature of JobBridge Work Experience	53
Table 3.40: Survey of JobBridge Interns - Views on Nature of JobBridge Work Experience	54
Table 3.41: Analysis by Educational Attainment - Views on Nature of JobBridge Work Experience	55

---

## Tables, Figures & Boxes

Page

Table 3.42: Survey of JobBridge Interns - Views on the Creation of New Skills Through Internship	56
Table 3.43: Survey of JobBridge Host Organisations - Views on Nature of Work Experience Provided to JobBridge Interns – All Organisations	57
Table 3.44: Survey of JobBridge Host Organisations - Views on Nature of Work Experience Provided to JobBridge Interns - Organisations Employing up to 49 Persons	57
Table 3.45: Survey of JobBridge Host Organisations - Views on Nature of Work Experience Provided to JobBridge Interns - Organisations Employing Between 50 and 249 Persons	58
Table 3.46: Survey of JobBridge Host Organisations - Views on Nature of Work Experience Provided to JobBridge Interns - Organisations Employing 250 Persons and Over	58
Table 3.47: Survey of JobBridge Host Organisations - Views on Nature of Work Experience	59
Table 3.48: Survey of JobBridge Host Organisations - Views on Nature of Work Experience	59
Table 4.1: JobBridge – Scheme Administration Costs – 2011/2012	63
Table 4.2: Survey of JobBridge Interns - Views on Scheme Processes: Dealing Directly with Host Organisation	64
Table 4.3: Survey of JobBridge Interns - Level of Satisfaction/Dissatisfaction with Aspects of JobBridge Process	65
Table 4.4: Survey of JobBridge Interns - Level of Satisfaction/Dissatisfaction with Aspects of JobBridge Process	66
Table 4.5: Survey of JobBridge Interns - Views on Administration of JobBridge from Initial Application to Finishing your Internship	67
Table 4.6: Survey of JobBridge Interns - Views on Administration of JobBridge from Initial Application to Finishing your Internship	67
Table 4.7: Survey of JobBridge Host Organisations - Level of Satisfaction/Dissatisfaction with Aspects of JobBridge Scheme	68
Table 4.8: Survey of JobBridge Host Organisations - Overall Views on JobBridge Scheme - Views on Approach whereby Host Organisations Deal Directly with JobBridge Interns, in relation to Decisions on Recruitment and Agreeing Work Experience and On-the-Job Training	69
Table 4.9: Survey of JobBridge Interns - Overall Level of Satisfaction with JobBridge Scheme	69
Table 4.10: Survey of JobBridge Interns - Overall Level of Satisfaction with JobBridge Scheme	70
Table 4.11: Analysis by Educational Attainment - Overall Level of Satisfaction with JobBridge Scheme	70
Table 4.12: Survey of JobBridge Interns - Recommendation of JobBridge to Other People	71
Table 4.13: Survey of JobBridge Host Organisations - Overall Level of Satisfaction with JobBridge Scheme	71
Table 4.14: Survey of JobBridge Host Organisations - Recommendation of JobBridge to Other Employers	72
Table 4.15: Survey of JobBridge Host Organisations - Recommendation of JobBridge to Other Employers	72
Table 4.16: Survey of JobBridge Host Organisations - Further Employment of Interns	73
Table 4.17: Interns' Experience of JobBridge: Case Study 1	74
Table 4.18: Interns' Experience of JobBridge: Case Study 2	75
Table 4.19: Interns' Experience of JobBridge: Case Study 3	76
Table 4.20: Interns' Experience of JobBridge: Case Study 4	77

---

## Tables, Figures & Boxes

Page

Table 4.21: Selected Views of Participants Who Expressed Satisfaction with their Internship	78
Table 4.22: Selected Views of Participants Who Expressed Dissatisfaction with their Internship	79
Table 4.23: Host Organisations' Experience of JobBridge: Case Study 1	80
Table 4.24: Host Organisations' Experience of JobBridge: Case Study 2	81
Table 4.25: Host Organisations' Experience of JobBridge: Case Study 3	82
Table 4.26: Host Organisations' Experience of JobBridge: Case Study 4	83
Table 4.27: Host Organisations' Experience of JobBridge: Case Study 4 – <i>Continued</i>	84
Table 5.1: Survey of JobBridge Host Organisations - Likely Decisions of Organisations in Absence of JobBridge	85
Table 5.2: Survey of JobBridge Host Organisations - Likely Decisions of Organisations in Absence of JobBridge	86
Table 5.3: Survey of JobBridge Host Organisations - Likely Decisions of Organisations in Absence of JobBridge	86
Table 5.4: Survey of JobBridge Host Organisations - Likelihood of Offering Paid Employment to JobBridge Interns in Absence of Scheme	87
Table 5.5: Survey of JobBridge Host Organisations - Likelihood of Offering Paid Employment to JobBridge Interns in Absence of Scheme	87
Table 5.6: Survey of JobBridge Host Organisations - Offer of Internship Positions Prior to JobBridge	88
Table 5.7: Survey of JobBridge Host Organisations - Current Position of Organisation	88
Table 5.8: Survey of JobBridge Host Organisations - Current Position of Organisation	89
Table 5.9: Survey of JobBridge Host Organisations - Number of JobBridge Placements that have Replaced Jobs Held by Previous Employees	90
Table 5.10: Survey of JobBridge Interns - Views on Likelihood of Current Employment being Offered in Absence of Completion of JobBridge Internship	91
Table 5.11: Survey of JobBridge Interns - Views on Likelihood of Current Employment being Offered in Absence of Completion of JobBridge Internship	92
Table 5.12: Survey of JobBridge Interns - Job Search Activity Prior to Commencing JobBridge	92
Table 5.13: Survey of JobBridge Interns - Extent of Job Search Activity Prior to Commencing JobBridge	93
Table 5.14: Survey of JobBridge Interns - Views on Likely Actions if Interns had Not Undertaken a JobBridge Internship	93
Table 5.15: Value for Money Assessment - Components and Assumptions	95
Table 5.16: JobBridge Exits/Closures from Live Register by Age Group and Duration on Register - January to December 2012	97
Table 5.17: JobBridge Exits/Closures from Live Register who Found Employment - January to December 2012	97
Table 5.18: Overall Exits/Closures from Live Register by Age Group and Duration on Register - January to December 2012	98
Table 5.19: Overall Exits/Closures from Live Register who Found Employment - January to December 2012	98
Table 5.20: JobBridge Exits/Closures from Live Register who Found Employment - January to December 2012 - % of Total Closures by Age Group and Duration on Register	99

---

## Tables, Figures & Boxes

Page

Table 5.21: Overall Exits/Closures from Live Register who Found Employment - January to December 2012 - % of Total Closures by Age Group and Duration on Register	100
Table 5.22: Survival Rates on the Live Register and Implied Overall Exit Rates among Persons Unemployed for 10-12 Months	101
Table 5.23: Live Register - Age-Duration Analysis - % of Persons on Register by Age and Duration on the Register – 2012H1	102
Table 5.24: Comparison of Weighted and Un-Weighted Exit-to-Employment Rates among JobBridge Participants	102
Table 5.25: Value for Money Assessment – Indicative Impact Scenarios based on 2011/2012 Cohort of JobBridge Finishers and Assuming No Variation in Overall Exit Rates from Live Register among JobBridge Participants and Non-Participants	104
Table 5.26: Value for Money Assessment – Indicative Impact Scenarios based on 2011/2012 Cohort of JobBridge Finishers and Adjusting for Variation in Overall Exit Rates from Live Register among JobBridge Participants and Non-Participants	106
Table 5.27: Value for Money Assessment – JobBridge Scheme Administrative and Social Welfare Top-Up Payment Costs	107
Table 5.28: Value for Money Assessment - Scenarios for Estimated Net Benefit/Cost of JobBridge Scheme	108
Table 6.1: Summary of Scheme Activity Levels on Scheme	110
Table 6.2: Summary of Status of Interns upon Finishing Placements	111
Table 6.3: Summary of Current Status of JobBridge Interns	112
Table 6.4: Progression Outcomes by Period of Internship Completion	113
Table 6.5: Value for Money Assessment - Scenarios for Estimated Net Benefit/Cost of JobBridge Scheme	118
Table 6.6: Policy Recommendations	119
Figure 1.1: Summary of Methodology/Work Programme for Evaluation	2
Figure 2.1: Number of JobBridge Participants Commencing Internships	5
Figure 2.2: Number of JobBridge Participants on Internship Placements	6
Figure 2.3: Number of JobBridge Participants on Internship Placements – 6-month and 9-month Placements	7
Figure 2.4: Age Profile of JobBridge Participants - Comparison with Profile of Live Register	10
Figure 2.5: County of Normal Residence of JobBridge Interns	11
Figure 2.6: Developments in Wider Labour Market – % Change in Number of Persons on Live Register by Age Group and Duration on the Register – 2009-2012	14
Figure 3.1: Number of JobBridge Internship Finishers	26
Figure 3.2: Progression to Employment by Destination for Full Finishers	32
Figure 3.3: Progression to Employment by Destination for Early Finishers	33
Figure 3.4: Relevance of Scheme to Wider Labour Market – Comparison of Structure of Advertised Internship Posts with Vacancies in Wider Labour Market – % of Advertised Vacancies – 2011-2012	60

## Executive Summary

### Introduction

This report is submitted to the Department of Social Protection by Indecon International Economic Consultants. The report represents Indecon's independent evaluation of JobBridge.

JobBridge, the National Internship Scheme, was announced as part of the Government's Jobs Initiative in May 2011. The scheme, which was officially launched on 29<sup>th</sup> June 2011, aims to provide those seeking employment with the opportunity to gain work experience, maintain close links with the labour market and enhance their skills and competencies through an internship opportunity, thereby improving their prospects of securing employment in the future.

JobBridge, like any active labour market intervention, needs to be carefully evaluated in order to consider the probabilities of positive or negative effects, and whether it is likely to increase employment probabilities for participants or otherwise. Any such evaluation faces a number of methodological challenges and this report represents our final evaluation.

JobBridge has a number of potentially useful features, such as its inclusion of job placement and its direct link to the market, which could increase participants' human capital. It is, however, important to examine the evidence on outturns to date and in that regard, it is hoped that this report will be of assistance to policymakers. A summary of the main findings from the evaluation is presented below, as well as recommendations to inform future improvements to the scheme.

### Summary of Main Findings

#### *Scheme uptake/activity levels*

There has been a high level of interest in JobBridge among both interns and host organisations. This is evidenced by the analysis of scheme activity, summarised in the table below. By the end of November 2012, a total of 12,560 internships had commenced while 7,058 had finished. A total of 6,736 host organisations had participated in the scheme. The Government set an initial target of 5,000 for the number of internships on placement and this was first reached at the beginning of August 2012. By the end of November 2012, there were 5,502 individuals on placement and the Department of Social Protection anticipates that the number of internship placements is likely to cross the 6,000 level by March 2013. The continued weakness in the wider labour market and the level of interest in the scheme experienced to date are likely to continue to provide a strong impetus for uptake.

Summary of Activity Levels on Scheme	
Measure	Number
No. of Internships Commenced*	12,560
No. of Internships Finished**	7,058
No. of Internships on Placement***	5,502
No. of Host Organisations	6,736
<b>Source: DSP JobBridge database as at 29<sup>th</sup> November 2012</b> * The sum of internships finished and internships on-placement equates to the number of internships commenced. ** Including early finishers/completions. *** The Government's initial target of 5,000 individuals on placement was achieved in the first week of August 2012.	



There has been a steady trend towards nine-month internships, which account for over 90% of placements. This may reflect a range of factors, including a desire among interns to attain as much work experience as possible in a very challenging labour market, while a longer internship may also provide greater stability for host organisations.

The research also found that 42% of internships completed by the end of November 2012 were completed in full, while 58% were completed early. The main reason cited by participants for early completion (according to 63.1% of participants) was that they secured employment, with 25.5% securing employment with their JobBridge host and 37.6% securing work elsewhere.

#### *Socio-economic profile of participants*

In terms of the socio-economic profile of participants, the primary level of scheme uptake to date has been within the 20-24 and 25-34 age groups, which have accounted for 27% and 45% of internship commencements, respectively. There is also significant involvement among older age groups, however, with 26% of participants being aged 35 or over.

A positive feature of the scheme is that it is not simply a graduate internship scheme. The research indicates that 35.9% of interns hold qualifications below primary degree level, although the scheme has also attracted a high proportion of individuals with higher-level qualifications (with 22.4% of interns having a postgraduate qualification). Increasing the levels of participation among non-graduates is an issue that requires attention, both from the perspective of targeting lower-skilled individuals who are most at risk of unemployment, and in minimising potential deadweight associated with the higher skilled, who are more likely to secure positive labour market outcomes in the absence of the scheme.

Indecon's survey of JobBridge interns indicated that 72.3% of interns previously held employment on a full-time basis, while 27.7% stated that they were not previously employed on a full-time basis. Close to three-quarters of participants who previously held employment indicated that they were employed for more than two years. An issue for the scheme concerns whether this group represents individuals who are most at risk of extended unemployment.

The majority (67.5%) of individuals were unemployed for periods of six months or more, while 39% had been unemployed for over 12 months prior to commencing their JobBridge internship. This is broadly consistent with patterns in the wider labour market, although an issue concerns whether, going forward, the scheme should give greater focus to assisting those that have experienced long-term unemployment.

The findings from Indecon's research among JobBridge participants noted that 38.1% of respondents indicated that they had family members who were currently unemployed. This may reflect in part the general labour market, but may also be indicative of more immediate socio-economic challenges faced by certain groups.

#### *Profile of host organisations*

The scheme has attracted a broad sectoral mix of host organisations. Over two-thirds of internships which commenced by November 2012 have been in private sector organisations, while 22% have been in the public sector and 9% in community and voluntary sector organisations. The high representation of the private sector is important from the perspective of wider uptake across the economy, but also given the current constraints on employment progression possibilities in the public sector.

There is a good spread of participation in the scheme among small, medium and large-sized host organisations. The majority (58%) of host organisations are small organisations employing fewer than 50 persons, but significant proportions of internships are also taking place in larger organisations employing from 50 to 249 persons (23%) or over 250 persons (16% of internships). About three-quarters of host organisations typically host one to two JobBridge internships, while 16% host from three to five internships and close to 10% host more than five interns.

Among the most important reasons indicated by host organisations for participating in JobBridge is that the scheme enables the organisation to evaluate potential future employees (highlighted by 85.3% of responding organisations as being either a very important or important factor) and because the scheme contributes to national policy by providing internship opportunities to unemployed (cited by 84.4% of organisations as being a very important or important reason). Securing access to additional skills was also seen as a very important or important reason among 71.7% of organisations.

#### *Progression outcomes among scheme participants*

A key issue concerns the impact of the scheme in relation to the progression outcomes experienced by participants. The table below summarises the data from the Department of Social Protection's JobBridge database in relation to the status of interns immediately upon finishing their placements.

Summary of Status of Interns upon Finishing Placements	
Status	% of Internship Finishers
Employed with Host Organisation	19.5%
Employed in Another Organisation	16.8%
<b>Total in Employment Immediately on Internship Finishing</b>	<b>36.3%</b>
Pursuing Further Education, Training	4.5%
Returned to Job Search	15.1%
Emigrated	1.8%
Other Reasons	30.8%
Unknown/Other	11.5%
<b>Source: DSP JobBridge database as at 29<sup>th</sup> November 2012</b>	

The results from the JobBridge database indicate that at the end of November 2012, 36.3% of interns were employed immediately upon finishing their internships, while a further 19.6% had returned to job search or were pursuing further education or training. However, for a significant percentage of these interns, data on their status was not available from this database. In addition, the JobBridge database figures do not take account of the fact that unless an intern has left their internship early to secure a job elsewhere, or was given employment with the host organisation, they are unlikely to be immediately employed upon finishing their internship. They also do not indicate whether their employment may have lasted only a very short time and participants could have lost their job subsequently.

In order to address issues with the data concerning the status of interns on finishing, rather than relying on the Department's JobBridge database, we utilise evidence from a new database, based on the findings of surveys which Indecon undertook among interns and host organisations. This includes information on the progression of internships post-finishing and was obtained from the Indecon survey of interns, which shows interns' current status. The results, presented overleaf, indicate a much higher proportion of interns who are currently in employment, at approximately 51.4%, compared with the results suggested from the Department's database.

Summary of Current Status of JobBridge Interns	
Status	%
Employed with Host Organisation	28.6%
Employed in Another Organisation	22.9%
<b>Total Employed</b>	<b>51.4%</b>
Employed on short term contract which has now ended	3.4%
Pursuing further education/training	9.1%
Unemployed / returning to Job Search	33.4%
Emigrated	3.7%
<b>Source: Indecon Confidential Survey of JobBridge Interns</b>	

The table below presents further data from Indecon's survey of JobBridge interns on how progression outcomes vary by time since internship completion. While the figures on percentages in employment for those who finished their internships less than one month ago are similar to those from the Department of Social Protection's JobBridge database, the results show that after a short period of time employment rates among scheme participants have increased, with an employment rate of 61.4% evident among participants who completed over five months previously. It should also be noted that the numbers relate only to those who had finished their JobBridge placement and exclude those currently on a JobBridge internship at the time of our survey. In this context it is noteworthy that some participants move between internship programmes. For example, some interns leave one JobBridge programme early and participate in a subsequent internship. There is, however, an overall limit of nine months as the maximum period of which one can be on JobBridge.

Progression Outcomes by Period of Internship Completion	
Time since Completion of Internship *	% of Participants in Employment
Day of Internship Completion **	36.3%
Finished less than 1 month ago ***	35.5%
1 - 2 months ago ***	43.8%
2 -3 months ago ***	50.0%
3 - 4 months ago ***	51.0%
4 - 5 months ago ***	57.5%
Over 5 months ago ***	61.4%
<b>Source: Indecon analysis based on data from DSP and survey research among JobBridge interns and host organisations</b>	
* Completed internships include participants who completed the full duration of their placement and those who completed early	
** Based on status immediately on internship completion (data from DSP JobBridge database, based on scheme position as at 29 <sup>th</sup> November 2012)	
*** Based on findings from Indecon survey of JobBridge interns	

Unsurprisingly, the evidence suggests that employment progression outcomes deteriorate the longer individuals have been unemployed prior to their internships, with 38% of scheme participants who were previously out of work for over two years being in employment post-internship completion, falling further to only 28.2% among those previously unemployed for three years or more. This result is expected and highlights the difficulties created by longer-term unemployment and the need to keep people close to the labour market. It also, however, raises an issue as to whether JobBridge should give greater focus to assisting those that have experienced long-term unemployment.

The research suggests progression rates to employment which are similar to the average in relation to JobBridge participants who are educated to certificate or diploma levels or above. However, scheme participants qualified only to Leaving Certificate or to Junior Certificate or equivalent, experience noticeably lower employment progression outcomes.

The research also suggests that there is a higher rate of employment among participants who completed their internships in private sector organisations, at 54.8%, compared to 41.2% among participants who undertook their internship in a public sector organisation and 43% within the community and voluntary sector. This is likely to be within the range of normal statistical variation, but may also reflect the impact of employment controls currently in operation in the public sector.

It is also noteworthy that fewer than half (45.2%) of participants hold employment that is full-time and permanent, while 9.3% are employed on a part-time, permanent basis. 34.9% hold full-time but temporary employment, while just over 10% are employed on a part-time, temporary basis.

Average hourly earnings among JobBridge participants who have secured employment following their placements, are presently equivalent to around 56% of the average level of hourly earnings across the economy as a whole. Earnings levels will, however, reflect a range of factors, including experience and skill levels, and the sector of employment.

Overall, the findings suggest positive employment outcomes to date, with over half of participants indicating that they are currently in work, while the proportion in employment is also seen to rise as the length of time since internship completion increases. Unsurprisingly, graduates and those who experienced short-term unemployment prior to their participation are seen to experience the highest progression outcomes as a result of their participation in the scheme. These results do not necessarily equate with the net impact of the scheme, as with any such scheme there is likely to be a certain element of deadweight and/or displacement (see further below). In addition, the scheme is still young and further work will be required to measure longer-run outcomes. However, the results suggest employment progression outcomes which are strong and also higher than the previous estimates published by the Department.

#### *International comparison of intern progression outcomes*

Progression rates to employment among interns who participated in the JobBridge scheme would also appear to be favourable when compared to findings elsewhere. In one survey of interns across Europe undertaken by the European Youth Forum (EYF)<sup>1</sup>, it was found that 34% of all respondents turned their internship into a job with either their host or another employer. However, the EYF also points out that this figure likely overstates that true extent of employment progression, given that some respondents were on internships when surveyed and were unlikely to know if their internship would translate into employment.

#### *Nature and relevance of work experience gained by participants*

An important factor impacting on individuals' longer-term progression possibilities following participation in JobBridge will be the nature and quality of work experience acquired during their internship. Indecon's research among both interns and host organisations noted the following:

Overall, individuals who undertook a JobBridge internship were broadly positive about the extent to which they felt the scheme provided high quality work experience and new skills. In particular, a majority (55.3%) of interns felt that the scheme provided a lot in terms of new job skills, while 63.9% indicated that the scheme provided a lot in terms of opportunity to gain quality work experience. A majority (52%) also felt that the scheme provided a lot in terms of improving their chances of gaining employment, although a more mixed picture emerges in relation to whether the scheme helped participants to progress directly into

---

<sup>1</sup> European Youth Forum (2011) 'Interns Revealed; A survey on internship quality in Europe'.

employment. There is also a mixed picture in relation to whether the scheme provided participants with the opportunity to secure formal training as part of their placement.

Other impacts highlighted by participants included that the scheme helped to boost their self-confidence and to identify job opportunities suitable to their abilities, kept participants close to the job market, and helped participants to establish contacts/networks.

Host organisations are generally more positive about the scheme than interns in relation to the quality of work experience provided. For instance, the proportion of organisations indicating that the scheme provided a lot in terms of new jobs skills, quality work experience, and increasing interns' chances of gaining employment was found to be over 90% in each case.

In relation to the relevance of JobBridge to the needs of the wider labour market, comparison of the occupational pattern of advertised internship posts versus job vacancies at national level suggests that JobBridge internships may have a focus which differs from that across the wider labour market. This may result from a range of factors, but may also raise an issue regarding the sectoral and occupational focus of the scheme, and whether this is aligned with the skills requirements of the wider economy.

### *Satisfaction with scheme*

An important indicator for the success or otherwise of the scheme is the extent of satisfaction among participants. Our research among interns and hosts indicated high overall levels of satisfaction with the scheme, although it is notable that host are generally more positive about the scheme than interns.

Among interns, 26.7% of participants indicated they were very satisfied while 39.1% indicated they were satisfied with the scheme. Only 10.3% stated they were very dissatisfied with the scheme. It is also notable that two-thirds of interns responding to the survey indicated that they would recommend JobBridge to other people, with only 19.4% responding negatively.

Over 50% of hosts indicated that they were very satisfied, while a further 40% stated that they were satisfied with the scheme. Hosts responding negatively were in the minority with only 0.9% of hosts indicating that they were very dissatisfied with the scheme. A large majority (96.1%) of hosts indicated that they would recommend JobBridge to other employers.

A specific issue concerns non-completion of internships. When asked why they did not fully complete their internship, approximately one-third (32.7%) of participants cited dissatisfaction with their placement as the reason for early completion. Addressing dissatisfaction among participants through the provision of enhanced support mechanisms will be important if the scheme is to continue to expand its uptake and maximise its effectiveness in terms of delivering positive labour market outcomes.

### *Value for Money taking account of Scheme Deadweight*

The value for money assessment of JobBridge must take account of the extent of any deadweight and displacement that may be evident within the scheme. Any such scheme inevitably has some element of deadweight and/or displacement, but the extent of such factors is important. Indecon has examined a number of findings from our research among both host organisations and interns which have implications for potential deadweight and displacement. We have also undertaken more quantified comparisons with 'control groups' within the Live Register in order to assess what is likely to have occurred in the absence of the scheme.

Among interns who responded to Indecon's survey, 14.9% believed that they would have been 'highly likely' to have secured their current employment in the absence of their participation in the scheme, while 17% felt this outcome would have been 'fairly likely'. The research also found that these proportions increase in the case of participants with postgraduate-level qualifications, with 18.8% of individuals with the equivalent of a Master's degree or higher indicating that they would have been highly likely, and 19.9% fairly likely, to have secured their current employment in absence of participation in the scheme. Whether interns would

actually have secured these jobs is inevitably uncertain and even for these participants there are potential benefits in terms of skills enhancement.

Over 95% of participants indicated that they had been engaged in job search activity prior to their JobBridge internship, with 41.8% of these individuals stating that they had made over 30 applications and a further 12.8% indicating that they had submitted between 21 and 30 job applications. Other factors being equal, more intensive job search activity is likely to increase the likelihood that participants would have secured employment in the absence of participation in the scheme, although probabilities of success will be affected by the current challenging labour market.

In relation to potential displacement, it is explicitly stated in the scheme guidelines that an internship will not be provided to displace an employee, and organisations are therefore unlikely to report any breaches in this rule. Indecon understands, based on information supplied by the Department of Social Protection, that a total of forty cases of suspected displacement were investigated by the Department since July 2011. Following investigation, it was found that these allegations were substantiated in four distinct cases and action was taken to disqualify these companies from participating in JobBridge.

Our more formal quantification of potential deadweight examined the experience of those exiting the Live Register for employment compared to the experience of JobBridge participants. This showed a substantially higher employment rate among individuals exiting the Live Register who have participated in JobBridge compared with non-JobBridge participants, with 71.5% of JobBridge participants who exited the Live Register during 2012 finding employment versus 33.5% across all exits from the Register. However, this does not represent an adequate control group due to differences in the profile of Live Register and JobBridge participants. We therefore adjusted the exit rates to employment to better match age and duration differences. We also made adjustments to reflect differences in graduate and non-graduate employment experiences.

Our control group analysis has entailed the following steps:

- ❑ Comparison of employment outcomes of JobBridge participants with exit rates to employment from the Live Register over the same period. This is designed to take account of the fact that a percentage of persons on the Live Register will exit to employment without assistance from any activation programmes, and this impact should be removed from any programme outcome, otherwise the benefits of the programme could be overestimated;
- ❑ Matching of JobBridge participants and Live Register control group exit rates to take account of variations in age and duration of unemployment. The age profiling is important as unemployment among certain age categories has increased at different rates.<sup>2</sup> Of even greater importance concerns the variation in exit rates by duration of unemployment. Indecon's analysis has therefore adjusted the JobBridge outcomes to take account of Live Register exits to employment over the period and has also adjusted this to reflect different exit rates to employment by age and duration; and
- ❑ We have also applied an adjustment to take account of variations in the level of educational attainment among persons on the Live Register versus JobBridge participants. While educational profile is not measured in the Live Register, we have applied the job outcomes for non-graduates in JobBridge to our overall programme outcomes. This may overcompensate for this factor, as some of the overall exits from the Live Register include a graduate component, but we believe a prudent approach is required.

---

<sup>2</sup> See ESRI Submission to the Government Committee on Jobs, Social Protection and Education on Unemployment and Youth Unemployment by Eilish Kelly, Seamus McGuinness and Philip O'Connell, April 2012

*Estimated scheme overall net benefit/cost*

Based on the above modelling, the overall net benefit/cost, and therefore value for money, associated with JobBridge is a function of the estimated savings in unemployment-related social welfare payments relative to the costs of operating the scheme. The potential savings in unemployment benefit/assistance payments will, however, depend on how long individuals who find work remain in employment and off the Live Register. To account for this in our modelling, we analyse the estimated net benefits/costs of the scheme under alternative assumptions regarding the length of time participants who secure employment remain off the Live Register. The findings, based on the 2011-2012 cohort of JobBridge finishers, are presented in the table below by reference to the estimated net benefit/cost of the scheme (i.e., estimated savings in Unemployment Benefit/Assistance payments less scheme administration costs) under two scheme impact scenarios and assuming participants remain off the Live Register for three months, six months, one year, two years or three years.

Value for Money Assessment - Scenarios for Estimated Net Benefit/Cost of JobBridge Scheme					
Estimated Net Benefit/Cost of Scheme to the Exchequer	If Participants Remain Off Live Register for up to:				
	3 Months	6 Months	1 Year	2 Years	3 Years
Scenario 1	-€4,711,023	€678,496	€11,457,536	€33,015,615	€54,573,695
Scenario 2	-€3,836,843	€2,426,858	€14,954,259	€40,009,061	€65,063,862
<b>Minimum number of months to achieve positive return to Exchequer</b>					
Scenario 1	5.6 Months				
Scenario 2	4.8 Months				
Source: Indecon analysis					

The results of the value-for-money assessment suggest that under the progression outcomes and impact scenarios examined, JobBridge would achieve a positive net benefit to the exchequer if participants secure employment and remain off the Live Register for a minimum period of about 5 ½ months. (Under our slightly revised Scenario 2, which adjusts the estimated scheme impacts to take into account variations in the overall exit rate from the Live Register among JobBridge participants versus non-participants, the estimated minimum period required to achieve a positive return to the Exchequer would fall to 4.8 months.) The findings highlight the importance of ongoing monitoring of the scheme, as if employment outcomes are not monitored after a short period, the impact and value for money achieved by the scheme could be reduced. Even using conservative assumptions for deadweight and for Social Welfare savings our analysis suggests this particular labour market programme has net benefits providing those who have secured jobs remain in employment on average for 5 ½ months. This is based on assuming much higher levels of deadweight than are implicit in participants own assessment of whether they would have secured a job without JobBridge. Indecon's results also suggest that if, on average, participants stay in employment for one year or more the net benefits increase significantly.

## Policy Recommendations

Based on the detailed analysis completed and conclusions developed, a number of recommendations have been identified to inform government policy in relation to future improvements to JobBridge. These recommendations are summarised in the table below and elaborated upon thereafter.

Policy Recommendations	
No.	Recommendation
1	There is a need to encourage greater participation in the scheme among non-graduates.
2	Options should be provided to host organisations to pay interns in certain circumstances.
3	Consideration should be given to adjusting the duration of internships.
4	Changes should be made to the 'cooling off' requirement in respect of approval of new placements.
5	Enhanced support mechanisms should be provided to participants to reduce non-completion of internships and to assist those who are dissatisfied with their placements.
6	On-going measures should be implemented to ensure that JobBridge applicants are eligible for the scheme.
7	On-going investment in the development of the scheme website and in administration support would be important.
8	The scheme should be subject to an annual update evaluation to support on-going monitoring and assessment of scheme effectiveness and value for money.
9	A more fundamental review of the scheme should be undertaken every two years, to include a control group analysis of scheme impact.
10	Improvements in Live Register statistics should be undertaken to facilitate assessment of the impacts of JobBridge and other labour market activation measures.

### **Recommendation 1: There is a need to encourage greater participation in the scheme among non-graduates.**

The findings from the evaluation indicated that while 35.9% of participants on JobBridge are educated to below primary degree level, almost two-thirds of interns held primary degree or higher qualifications. While it is clear that JobBridge is not just a graduate-only scheme, an issue arises as to whether the scheme is targeting individuals most in need of employment experience.

Indecon considers that increasing the levels of participation among non-graduates is an issue that requires attention, both from the perspective of targeting lower-skilled individuals who are most at risk of unemployment and in minimising potential deadweight associated with the higher skilled, who are more likely to secure positive labour market outcomes in the absence of the scheme. There is unlikely to be a direct cost in implementing this recommendation and this could result in subsequent exchequer savings.

### **Recommendation 2: Options should be provided to host organisations to pay interns in certain circumstances.**

Indecon recommends that all host organisations should have the option of paying the intern in lieu of their social welfare and top-up payment, and where organisations pursue this option, the restriction on the level of payment should be removed. Such firms should also have the option of holding on to the intern for a two-year period. Indecon accepts that employers making a payment may imply some basic labour market rights for participants but we believe that this should not be a barrier for many employers. A proportion of employers already currently employ paid interns and JobBridge interns also have certain rights. In our view in an Irish labour market context the differences are not significant.



We also considered the merits of requiring host organisations above a certain size to pay the weekly top-up payment (currently €50 per week) and in such cases, host organisations should also have flexibility to vary this payment. Indecon accepts that the simplicity of the scheme offering a no-cost option to host organisations is an attractive feature of the scheme and is likely to contribute to its success and so we believe on balance continuing to provide the no-cost option to hosts is appropriate but that greater flexibility should be introduced to enable those host organisations who wish to pay interns social welfare and top-up payment to do so and in return the organisation should be given the option of having a longer-term internship.

A number of host organisations consulted by Indecon raised the issue of organisations making a payment to interns. For example, one host organisation indicated their suggestion that the scheme should “allow companies to pay the interns on top of the social welfare or reduce the social welfare based on a commitment by the company to pay them.” Another host organisation indicated “employers should be allowed to pay interns.”

Indecon believes that this recommendation would reduce exchequer costs.

**Recommendation 3: Consideration should be given to adjusting the duration of internships.**

Consideration should be given to providing an option to employers to extend the period of internship for up to 12-15 months, with the payment of the social welfare and any top-up for the additional time beyond nine months being made by the employer and not the State. The duration of internships was raised by a number of organisations. For example, one organisation indicated that “as most prospective employers seek applications for paid roles to have at least 12 months’ experience, it seems unfair to the intern that we can only provide with six to nine [months’] experience.” Another organisation, for example, indicated that “a 12-month placement option would be more helpful, as it can take up to a calendar year to maximise the learning for the intern and for the host to create a suitable full-time paid role for the intern.” Indecon believes that greater flexibility on this can be achieved at no cost to the State and should be facilitated.

**Recommendation 4: Changes should be made to the ‘cooling off’ requirement in respect of approval of new placements.**

Indecon recommends that where an intern has finished a placement due to being offered employment either in the host organisation or in another organisation, there should be no delay in approving an additional JobBridge candidate for the same role with the organisation.

This issue was raised by a number of host organisations. For example, one organisation indicated “the intern we had we spent a lot of time and money on training. Three months into the internship, we encouraged her to seek paid employment using her new skills. This she did, and when we applied for another intern, we were told there has to be a gap of six months before we could get the next one. We were astonished. We had helped and encouraged someone to get off the Live Register and then were having to wait another six months.” Another organisation indicated “the six-month cooling off period between internships does not facilitate or encourage companies to create the best possible managed intern training structure.”

While we understand that the existing ‘cooling off’ period was designed with understandable control objectives we believe it should be changed. There is no direct cost in implementing this recommendation.

**Recommendation 5: Enhanced support mechanisms should be provided to participants to reduce non-completion of internships and to assist those who are dissatisfied with their placements.**

Additional investment in providing support to interns during their internship would be beneficial in terms of the attractiveness of the internship programme to host organisations and more significantly in terms of the value of the internship to the intern. This could also reduce the number of early finishers who are leaving

because of a lack of satisfaction with their internship. This issue was raised by a number of host organisations and interns. One organisation indicated that “a key challenge in the current environment is that small companies currently have a lot of people multi-tasking and this means that there is little free time to provide mentoring support to the interns.”

One other suggestion made by an organisation which may be relevant in this context was to “create informal groupings of common-type companies that could come together to deliver soft skills training to a group of interns. It may not be feasible for a company to deliver this to just one or two interns and more beneficial for interns and a trainer to do this in a group setting. Professional bodies should work to prepare an outline of a month-by-month plan for an intern. This makes the scheme more attractive to small companies.”

This recommendation to enhance support mechanisms is particularly important to assist those participants who were unemployed for two years or more and those who hold only Leaving Certificate or lower educational qualifications. Additional support mechanisms/training for this group would be appropriate, and this cohort should also be permitted to remain on internship on the scheme for a period of 15 months.

The cost of this recommendation would depend on the nature of the supports provided. There is, however, a very significant resource cost for the state, host organisation and for the individuals involved in not completing their internships due to dissatisfaction with the placement. Given that the direct costs of this scheme for 2011 – 2012 amounted to over €10 million, we believe that investment in additional effective supports of the order of €0.25 - €0.40 million would be justified. This could perhaps be supported by reallocations within existing programmes such as Skillnets.

**Recommendation 6: Ongoing measures should be implemented to ensure that JobBridge applicants are eligible for the scheme.**

A number of organisations raised concerns about applicants who they had evaluated who were not eligible for JobBridge. The view of one organisation, as outlined below, was typical of the issues faced by certain hosts, where they noted that “candidates are able to apply for positions, even though they are not eligible. A selection of questions should be asked of each candidate prior to being allowed to submit their application, i.e., social welfare eligibility.” Another organisation recommended “a quicker checker on the JobBridge website for potential applicants to check their eligibility to participate on JobBridge before they submit their application to organisations.” Some additional prior filtering of applications might be worth considering in this regard.

There would be a cost involved with this but it is needed to ensure an efficient, credible and effective administration of the scheme. It may be possible to reallocate the resources required from within existing administration/agencies.

**Recommendation 7: Ongoing investment in the development of the scheme website and in administration support would be important.**

A number of organisations have recommended improvements in the JobBridge website and in relation to the intern database and in administration support. For example, one organisation suggested that “a properly indexed and searchable intern database would be useful.” Another organisation indicated that “accessing the section on one’s intern through the website is not easy or intuitive. Also the website is glitchy at times.”

Ongoing improvements to administration and interaction with host organisations should be pursued. There will be a cost involved in this but further work by the Department and its agencies would be needed to specify costs involved.

**Recommendation 8: The scheme should be subject to an annual update evaluation to support ongoing monitoring and assessment of scheme effectiveness and value for money.**

This report provides an evaluation of JobBridge based on the cohort of participants over the period from July 2011 to November 2012, and examines the current status of individuals who finished their internships over this period. This report therefore represents an early evaluation of the scheme. In addition, the Government has recently announced a very significant expansion in the number of places available on the scheme, and it will be important that the levels of uptake and the outcomes from this enhancement in capacity are fully assessed.

To this end, Indecon recommends that the scheme should be subject to an annual update evaluation, to facilitate ongoing monitoring and assessment of effectiveness and value for money, as well as to inform policy-making on possible adjustments as the scheme proceeds. This would have an estimated cost in the order of €80,000 - €100,000 which is small in content of ensuring effective evaluation of this programme.

**Recommendation 9: A more fundamental review of the scheme should be undertaken every two years, to include a control group analysis of scheme impact.**

Because the scheme is still relatively new and reflecting the present, very challenging wider labour market, it is not yet feasible to deliver judgments on the longer-run effectiveness and value for money which may be achieved by JobBridge. In particular, due to constraints in the availability of longer timespans of data on participant progression outcomes, in addition to the absence of reliable control groups, it has only been possible to present a preliminary assessment of scheme impact and value for money at this stage.

In addition to an annual updated evaluation, Indecon would recommend that the scheme should be subject to a more fundamental evaluation every two years, as this will enable assessment based on a longer range of participant outcomes. This should ideally be informed by an econometric analysis based on a suitable control group, which would enable examination of individual outcomes over time. A separate recommendation is discussed below in relation to the requirement for additional investment to facilitate the identification of appropriate control groups. This would have an estimated cost of €150,000.

**Recommendation 10: Improvements in Live Register statistics should be undertaken to facilitate assessment of the impacts of JobBridge and other labour market activation measures.**

As noted previously, a rigorous assessment of scheme impact and value for money would require a detailed econometric control group, which would model exit rates based on a range of variables, including educational attainment. In line with best practice internationally, this would utilise a large panel dataset which would enable examination of individual outcomes over time. Unfortunately, an appropriate panel dataset is not currently available (the Live Register, for example, is based on data taken at different points of time and not for the same individuals, and does not record information on characteristics such as educational attainment).

If rigorous assessment of labour market activation measures such as JobBridge is to be successfully undertaken, it is important this is supported by appropriate detailed datasets that enable control comparison between scheme and reference (no-scheme) outcomes. Indecon therefore recommends that additional resources be invested by the Department of Social Protection and the Central Statistics Office to improving statistical datasets, based either on the Live Register or the Quarterly National Household Survey, to facilitate the development of appropriate control groups.

We understand this recommendation can be implemented as part of wider initiatives to enhance knowledge of the profile of the Live Register.

## Overall Conclusions

Overall, the evidence suggests that the JobBridge scheme has had positive outcomes in terms of employment progression, with approximately half of JobBridge interns surveyed having secured paid employment, which is higher than the previous estimates. Given that some labour market programmes in the past have been seen as having insignificant or even negative impacts on employment probabilities, this suggests JobBridge is an appropriate labour market intervention and this provides support for the Government's recent decision to expand the number of places available in the scheme. Of particular relevance to the programme are the following features:

- ❑ The strong link between participation in the Scheme and progression into employment is a key outcome of the scheme.
- ❑ There has also been relatively high progression rate into employment of people who had been long-term unemployed prior to taking up internship.
- ❑ A strength of JobBridge is that the Scheme rules and administration are relatively simple and easily understood by hosts and participants.

The analysis suggests there are some deadweight impacts, but the scheme has had positive effects on subsequent employment chances for participants who in the absence of the Scheme would not have secured employment. The findings suggest that the Scheme has been an effective labour market intervention in achieving movement off the Live Register.

Although further statistical analysis based on longer timespans of data will be required to underpin a detailed assessment of longer-run outcomes, preliminary analysis of impacts based on the cohort of individuals who have participated to date on the scheme suggests that the scheme is likely to deliver value for money to the Exchequer if participants secure employment and remain off the Live Register for a period of at least 5 ½ months.

Some improvements to the scheme are, however, required to reduce dissatisfaction among a minority of participants and to improve support mechanisms for the most disadvantaged groups in the labour market.

Our recommendation for host organisations to have the option of a more flexible scheme but to pay the welfare cost involved could reduce exchequer costs and enhance value for money.

Indecon believes that any examination of JobBridge must also be considered in terms of the current trends in unemployment. While the absolute number of people who are long-term unemployed is stabilising, the durations are extending. Stabilisation is a function of fewer people moving from short-term to long-term unemployment rather than exits of long-term unemployed. There is a significant subset of long-term unemployed people who appear to be stuck in unemployment. (e.g., 136,000 more than two years unemployed and these could be more than three years unemployed next year, etc.). The scale of the unemployment crisis in Ireland is a key backdrop to the evaluation of any labour market initiative. This does not imply that programmes which are designed to assist a move into employment and which fail to do so should remain. However, this is not the case for JobBridge based on the early evidence of outturns to date. Also relevant is that while youth unemployment is reducing in absolute terms (due primarily to birth rates in the early to mid-1990s), the rate of youth unemployment is growing and is high by European standards.

# 1 Introduction and Background

## 1.1 Introduction

This report is submitted to the Department of Social Protection by Indecon International Economic Consultants. The report represents Indecon's independent evaluation of the JobBridge National Internship Scheme.

## 1.2 Background and Terms of Reference

### 1.2.1 Overview of JobBridge Scheme

JobBridge, the National Internship Scheme, was announced as part of the Government's Jobs Initiative in May 2011. The scheme, which was officially launched on 29<sup>th</sup> June 2011, aims to provide those seeking employment with the opportunity to gain valuable work experience, maintain close links with the labour market and enhance their skills and competencies through a quality internship opportunity, thereby improving their prospects of securing employment in the future. The scheme currently provides for up to 6,000 internship places at any one time<sup>3</sup>, based on six- or nine-month placements in organisations in the private, public and community and voluntary sectors for unemployed individuals who have been on the Live Register for at least three months. Interns on the scheme are paid an Internship Allowance, which consists of their existing Social Welfare Benefits in addition to a weekly top-up of €50.

### 1.2.2 Terms of Reference for evaluation

The overall objective of the evaluation is to assess the design, delivery and impact of the JobBridge National Internship Scheme on the unemployed, and to assist the Department in making further policy decisions in this area. The terms of reference indicates that the evaluation requires examination of the following aspects:

- The socio-economic profile of the participants on the scheme;
- Information on the host organisations that have used the scheme including size, sector and reason for participating;
- Details of the progression of those on the scheme into education, training or job placement;
- Details of the nature of the work experience of scheme participants and measurement of the relevance of that experience to the labour market and to progression into employment;
- An assessment of the displacement effect of the scheme;
- An assessment of the level of deadweight in the scheme;
- Information on the satisfaction of participants with their experience of the scheme;

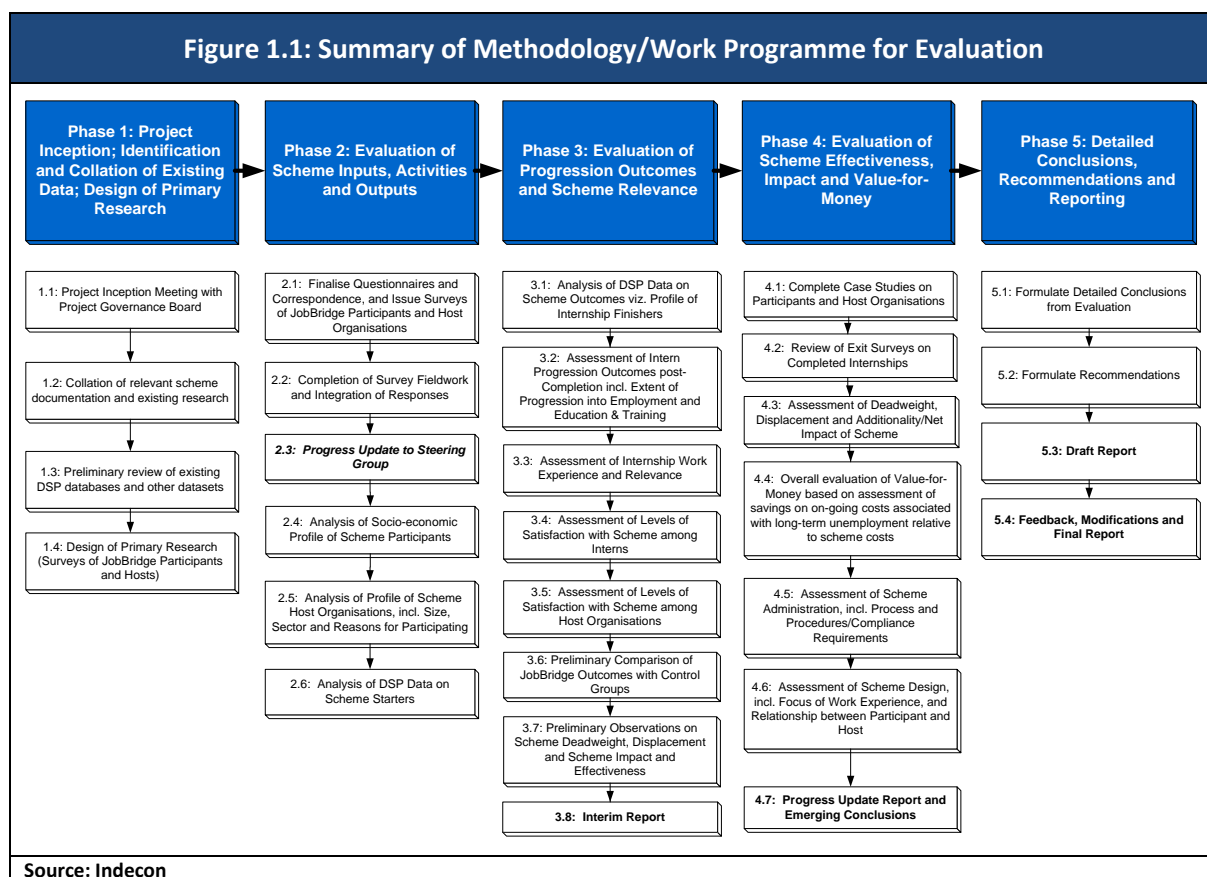
---

<sup>3</sup> The number of internship places was increased in May 2012 from the initial target of 5,000 to 6,000 places. A further expansion of the scheme was announced in Budget 2013 on 5<sup>th</sup> December 2012, which will involve an increase from 6,000 to 8,500 places. This will be phased in during 2013.

- ❑ Information on the satisfaction of host organisations with their experience of the scheme;
- ❑ An assessment of the process and procedures used by the Department/FÁS in running the scheme;
- ❑ Examination of scheme design in relation to focus, including on providing work experience placements without requirement for host organisation to provide formal training, and reliance on relationship between host organisation and intern, in terms of recruitment, agreeing the work experience, learning opportunities, etc.; and
- ❑ Recommendations on how the scheme might be improved in the future.

### 1.3 Overview of Methodology for Evaluation

A detailed methodology and work programme are being applied to ensure rigorous analysis and assessment of the Scheme, in line with the above terms of reference. The methodology/work programme is described in the schematic below.



### 1.3.1 Primary Research

A particular feature of Indecon's evaluation methodology is the application of detailed primary/survey research. The evaluation has entailed two survey research streams, as follows:

- Survey of JobBridge Interns who had finished their internships by end-August 2012; and
- Survey of JobBridge Host Organisations who had participated in the scheme up to end-August 2012.

Focused questionnaires were designed by Indecon for each survey, which were also reviewed by the Department of Social Protection. The questionnaires were designed to complement existing JobBridge and other data and also to rigorously examine a range of dimensions. Copies of the questionnaires supporting each survey are provided in Annex 1.

A combination of e-mail, SMS/text and post was used to distribute the questionnaires to interns and host organisations. Interns and host organisations were able to complete the surveys online via a survey link to an electronic version of the relevant questionnaire, or via post/hard copy version. The fieldwork for each survey was conducted between 30<sup>th</sup> August and 19<sup>th</sup> November 2012, with surveys being distributed by the Department of Social Protection.<sup>4</sup>

#### Response rates

An exceptionally high level of response was achieved on both survey streams. Details are presented in the table below. Based on our experience with this type of survey, Indecon would normally expect a response rate of around 10%, but for assignments where there is an ongoing relationship 15-20% would in some cases apply. Indecon designed the survey questionnaires and options for completion for respondents to secure high response rates. Individual correspondence was also tailored to achieve this level of response. The fact that we have achieved these response rates will enable us to provide a very strong basis for analysis.

**Table 1.1: Summary of Response Rates to Surveys of JobBridge Interns and Host Organisations**

Survey Stream	Total No. of Surveys Distributed	No. of Responses*	Response Rate**
Survey of JobBridge Interns	4,401	2,364	53.7%
Survey of JobBridge Host Organisations	3,021	1,504	49.8%
<i>Of which:</i>			
Public Sector Organisations	613	175	28.5%
Private Sector Organisations	2,097	1,008	48.1%
Community & Voluntary Sector Organisations	190	130	68.4%
Sector Not Specified	121	-	-
<b>Source: Indecon</b>			
* As of 19 <sup>th</sup> November 2012			
** Response rate refers to overall numbers of responses initiated by respondents. Response rate to individual questions within surveys may vary.			

<sup>4</sup> Initial contact was made with interns and host organisations between 30<sup>th</sup> August and 3<sup>rd</sup> September, while a follow-up reminder was issued on 13<sup>th</sup> September. Both surveys were kept open until 19<sup>th</sup> November 2012.

## 1.4 JobBridge data

The evaluation was also assisted by data on the scheme from the Department of Social Protection. This relates to activity data on internship commencements maintained by the JobBridge unit within the Department. This data enables identification of the status of all internship commencements since the scheme was launched in July 2011, including the status of interns immediately on completion of their placement. To coincide with the timing of responses and facilitate comparison with the findings from our primary research, the analysis of data from the Department's database in this report is based on the position as of 29<sup>th</sup> November 2012.

## 1.5 Report Structure

The remainder of this Report is structured as follows:

- ❑ Section 2 examines the uptake of placements on JobBridge and presents a profile of scheme interns and host organisations, in terms of the number of participants and their socio-economic characteristics, and the characteristics of host organisations;
- ❑ Section 3 assesses the emerging evidence in relation to the outcomes from JobBridge, examining the progression outcomes for participants in terms of employment, education and training, and the experience gained through completion of JobBridge internships;
- ❑ Section 4 examines the levels of satisfaction among interns and host organisations with different aspects of the scheme. In addition, this section considers the issues of deadweight and displacement; and
- ❑ Finally, Section 5 brings together the detailed analyses presented in the preceding sections to develop overall conclusions and present Indecon's recommendations for policymakers in relation to the future direction of the scheme.

## 1.6 Acknowledgements and Disclaimer

Indecon would like to acknowledge the assistance and inputs to this evaluation provided to date by a number of individuals. We would like to thank members of the JobBridge Steering Group, including the Minister for Social Protection, Joan Burton T.D., Chairman of the Steering Group, Martin Murphy; Sean O'Driscoll (Glen Dimplex); Oliver Egan, John McKeon, Brian O'Malley, Padraig O'Conaill, Karen O'Connell, Edward Brophy and Kathleen Barrington (Department of Social Protection); Grainne O'Carroll (Department of Jobs, Enterprise and Innovation); James Doorley (National Youth Council of Ireland); and Siobhan O'Dowd and Anna Doody (HP Ireland). We would also like to acknowledge the assistance provided by other officials within the Department of Social Protection, including Sarah Flynn, Helen McCabe, Paul Morrin, Terry Corcoran, Brian McCormick, Gabrielle Walsh, Inese Freimane, Sarah Mooney, Aidan Mullally and Jasmina Behan (FÁS Skills and Labour Market Research Unit), and other bodies, including Anne Forde, Brian Duggan, Grainne Morrissey and Paul O'Brien (Department of Education and Skills), Alan Nuzum (Skillnets Ltd), Mary-Liz Trant (Higher Education Authority), Marian Cullen, Frank McDermott, Suzanne Murphy and Derek Hughes (Department of Justice and Equality), Kara McGann (IBEC), Avine McNally (Small Firms Association), Sean Murphy (Chambers Ireland), Michael McDonnell (CIPD), and Caoimhe Ní Néill (Gaelic Athletic Association).

Last but not least, we would particularly like to express our gratitude to the numerous JobBridge participants and host organisations who took the time to complete the surveys and who have provided valuable inputs to the evaluation. The usual disclaimer applies and responsibility for the analysis and findings in this independent report remains the sole responsibility of Indecon.



## 2 Scheme Uptake and Profile of Participants and Host Organisations

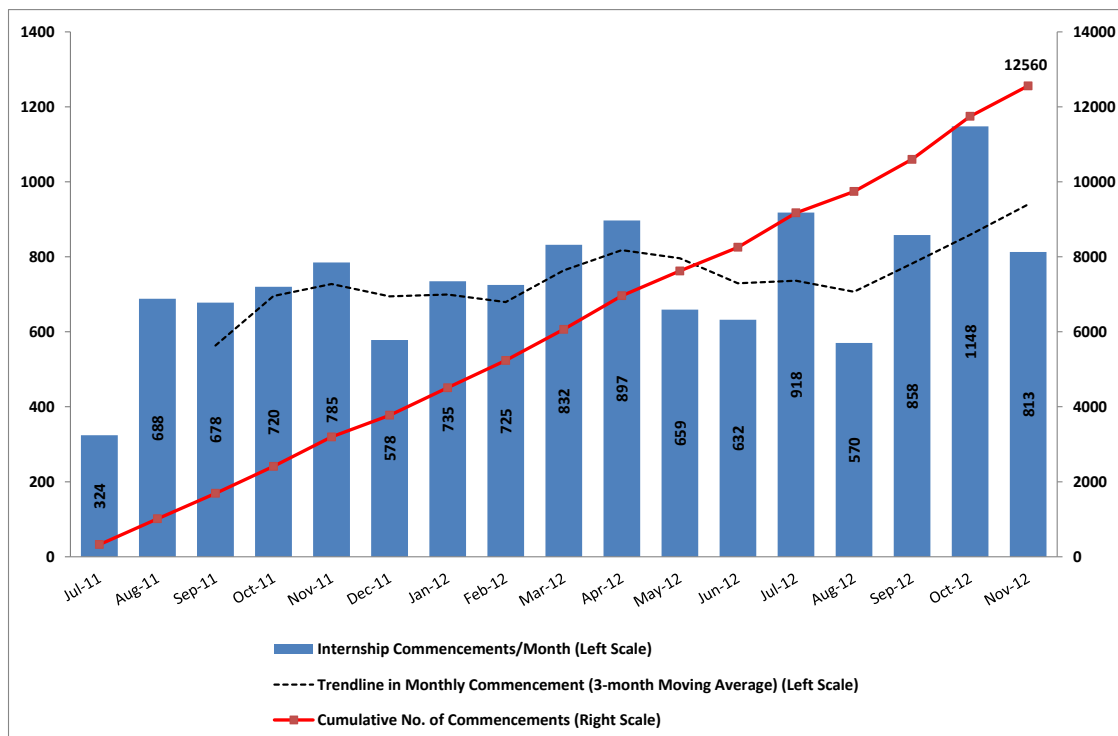
### 2.1 Introduction

In evaluating the outcomes from JobBridge, it is important to take into consideration the characteristics of individuals and organisations participating in the scheme. This section examines the socio-economic profile of JobBridge interns as well as the characteristics of host organisations.

### 2.2 Scheme Uptake

Activity levels in the JobBridge scheme are monitored on an ongoing basis by the Department of Social Protection. The figure below depicts the monthly number of JobBridge internship commencements and the cumulative monthly position since the scheme was launched in July 2011. While there has been significant variation on a month-to-month basis, the number of new internship commencements has averaged 738 per month between July 2011 and November 2012. The cumulative total number of internship commencements reached 3,773 by December 2011 and 7,621 by May 2012, with the scheme having supported an overall total of 12,560 internship starts by the end of November 2012.

Figure 2.1: Number of JobBridge Participants Commencing Internships

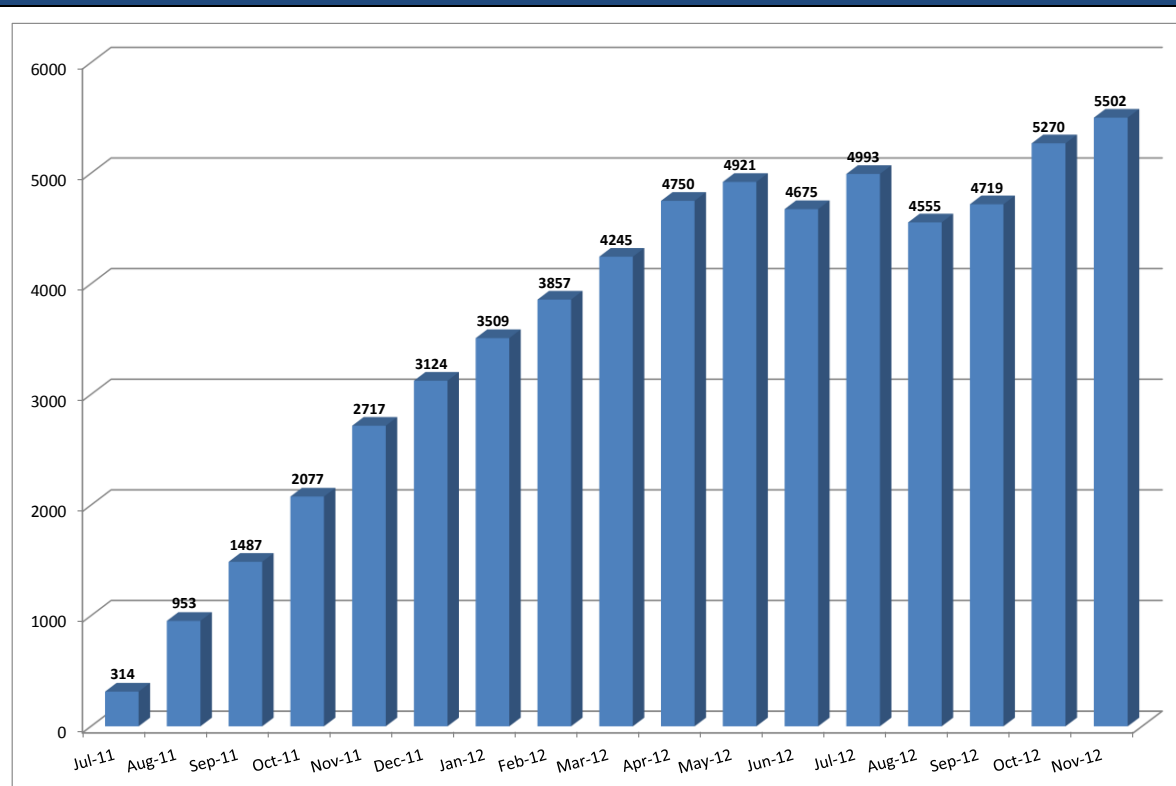


Source: Indecon analysis of data from DSP/JobBridge database

Notes: Figures refers to position as at 29<sup>th</sup> November 2012

When JobBridge was launched, the Government set an initial target of 5,000 internships underway at any one time. The ramp-up period since launch saw the number of internships underway increase from 314 in July 2011 to 3,124 by December 2011 (see figure below). The initial target was first reached at the beginning of August 2012, when 5,010 individuals were on placement, and this target was exceeded significantly in October and November 2012.

**Figure 2.2: Number of JobBridge Participants on Internship Placements**

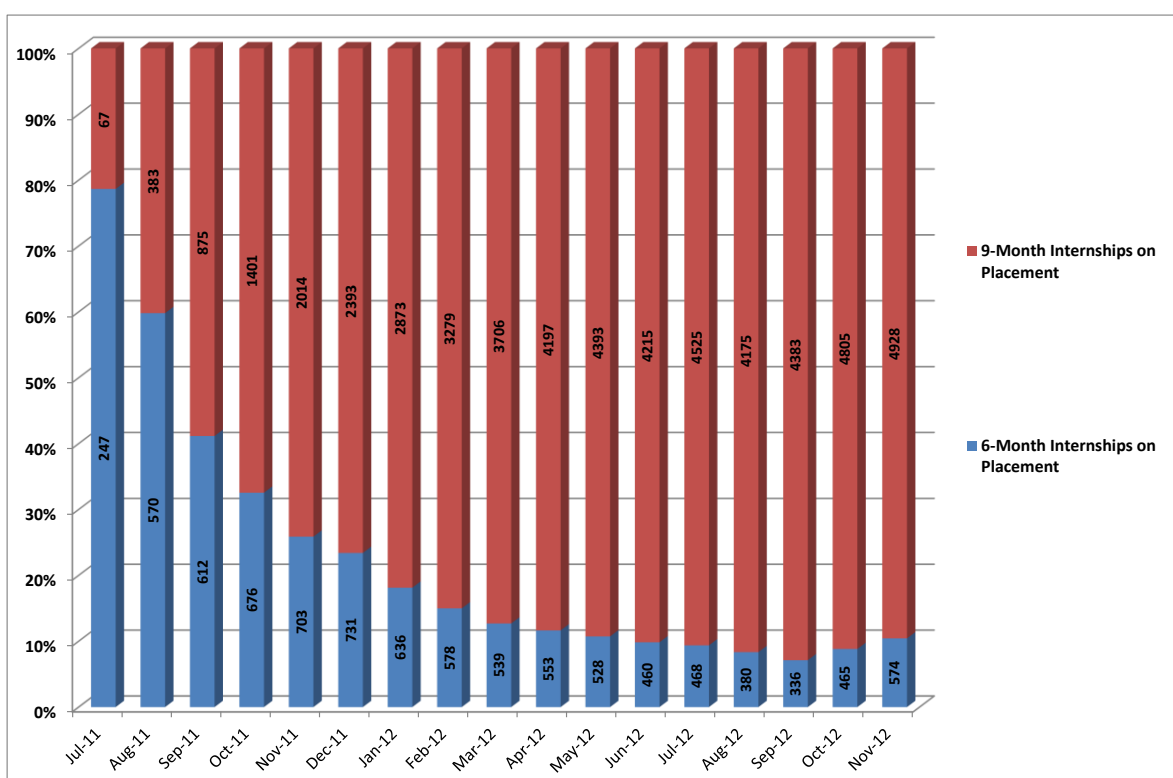


Source: Indecon analysis of data from DSP/JobBridge database

Notes: All figures in chart relate to position at end of each month.

JobBridge facilitates the completion of 6-month or 9-month internships. The number of six- and nine-month internships underway is shown in the figure overleaf. A notable feature is that the proportions of six- and nine-month placements have been reversed since the scheme commenced, with six-month placements falling from almost 80% of internships underway in July 2011 to an average of 10% between April and August 2012, and to just 7% of placements by September 2012. Conversely, the proportion of nine-month internships has increased from approximately 20% of placements underway in July 2011 to over 90% of all placements underway by July 2012. The steady trend towards nine-month internships may reflect a range of factors, including a desire among interns to attain as much work experience as possible in a very challenging labour market, while a longer internship may also provide greater stability for host organisations.

**Figure 2.3: Number of JobBridge Participants on Internship Placements – 6-month and 9-month Placements**



Source: Indecon analysis of data from DSP/JobBridge database

Notes:

(a) Figures refer to position as at 29<sup>th</sup> November 2012

## 2.3 Cross Comparison of Participation Results by Region and Socio-Economic Profile

### 2.3.1 Regional breakdown of internships

A breakdown of the overall number of internship commencements by regional location is presented in the table overleaf. Over one-third of internship starts by the end of November 2012 took place in the Dublin region, followed by the South-East and South-West regions, accounting for 13.6% and 12.6% of starts, respectively. The Midlands, Mid-West and West regions have represented between 8.3% and 9.4% of starts, while the North-East and North-West regions have accounted for 7.3% and 5.8% of JobBridge internship commencements, respectively.

Table 2.1: Regional Breakdown of Internship Commencements

Region	No. of Commencements	%
Dublin	4,257	33.9%
Midlands Region	1,139	9.1%
Mid-West Region	1,038	8.3%
North-East Region	919	7.3%
North-West Region	729	5.8%
South-East Region	1,706	13.6%
South-West Region	1,585	12.6%
West Region	1,187	9.4%
<b>Total</b>	<b>12,560*</b>	<b>100%</b>

Source: Indecon analysis of data from DSP/JobBridge database  
\* Figures refer to position as at 29<sup>th</sup> November 2012

Overall, the figures on activity to date suggest a strong level of uptake of placements under the JobBridge scheme across the State. Reflecting the level of demand, in May 2012 the Government announced an increase in the number of internship placements available to 6,000, while a further increase to 8,500 places was announced as part of Budget 2013 on 5<sup>th</sup> December 2012. The continued weakness in the wider labour market and the level of interest in the scheme experienced to date are likely to continue to provide a strong impetus for uptake. The Department of Social Protection has anticipated that the number of internship placements would be likely to cross the 6,000 level by March 2013.

### 2.3.2 Socio-Economic Profile of Scheme Participants

The socio-economic profile of participants is important, both from the perspective of the reach of the scheme in assisting target groups and in terms of how this profile may influence progression outcomes and scheme impact. This section considers the following dimensions:

- The gender and age profile of scheme participants;
- The origin of participants;
- The level of educational attainment among participants;
- Employment and unemployment experience prior to participation in JobBridge; and
- Participants' wider socio-economic context, measured by reference to the extent of unemployment among family members.

### 2.3.3 Gender of participants

The table below describes the gender profile of JobBridge participants, based on Indecon's survey of JobBridge interns. The response suggests that the scheme has received a very even spread between male and female participants.

Gender of Interns	No. of Respondents	% of Respondents
Male	1,119	48.1%
Female	1,206	51.9%
<b>Total</b>	<b>2,325</b>	<b>100%</b>

Source: Indecon Confidential Survey of JobBridge Interns

### 2.3.4 Age profile of participants

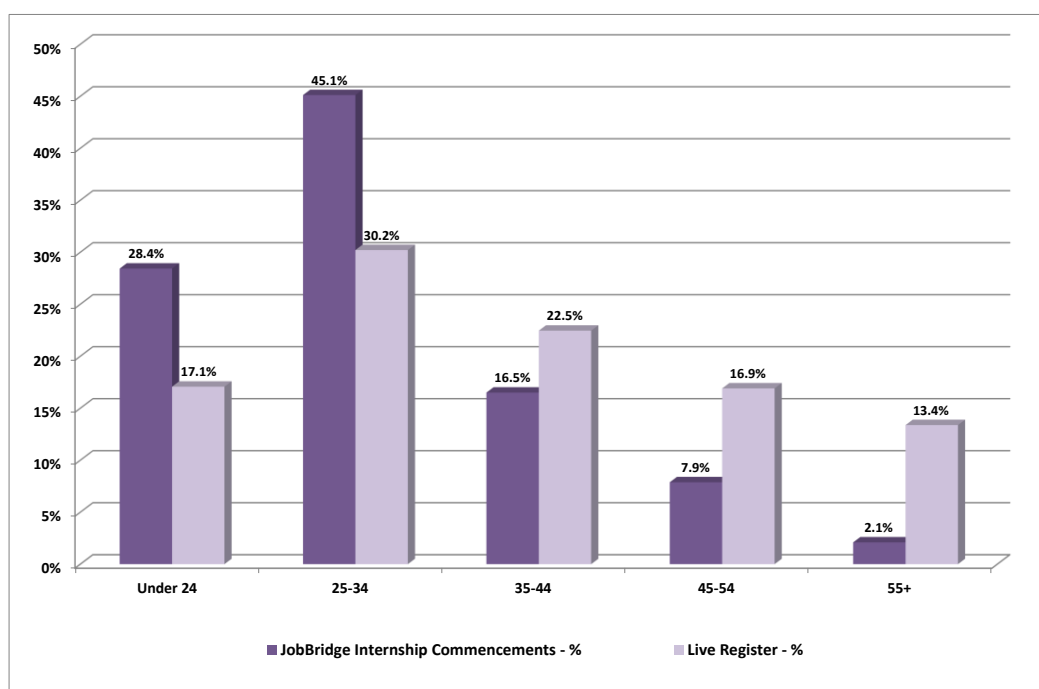
The age profile of JobBridge participants is shown in the table below. The analysis indicates that the primary level of scheme uptake has been within the 20-24 and 25-34 age groups, which have accounted for 3,334 (27%) and 5,666 (45%), respectively of the overall number of internship starts by the end of November 2012. There is also significant involvement among older age groups, however, with 26% of participants to date being aged 35 or over.

Age Band	No. of Participants*	%
15-19	236	2%
20-24	3,334	27%
25-34	5,666	45%
35-44	2,072	16%
45-54	989	8%
55+	263	2%
<b>Grand Total</b>	<b>12,560</b>	<b>100%</b>

Source: Indecon analysis of data from DSP/JobBridge database  
 \* Position as at 29<sup>th</sup> November 2012. Number of participants refers to number of individuals who started internships

To what extent does the age profile of JobBridge participants reflect that of the wider labour market? The figure overleaf compares the age profile of JobBridge internships with that of unemployed persons on the Live Register. The age profile of JobBridge participants to date has been noticeably younger than the pattern across the Live Register. In particular, the proportion of JobBridge participants aged 34 or under who commenced internships over the period to end-November 2012, at 73.5%, compares with 47.3% of registrants on the Live Register in the same age group.

Figure 2.4: Age Profile of JobBridge Participants - Comparison with Profile of Live Register



Source: Indecon analysis of data from DSP/JobBridge database and CSO, Live Register

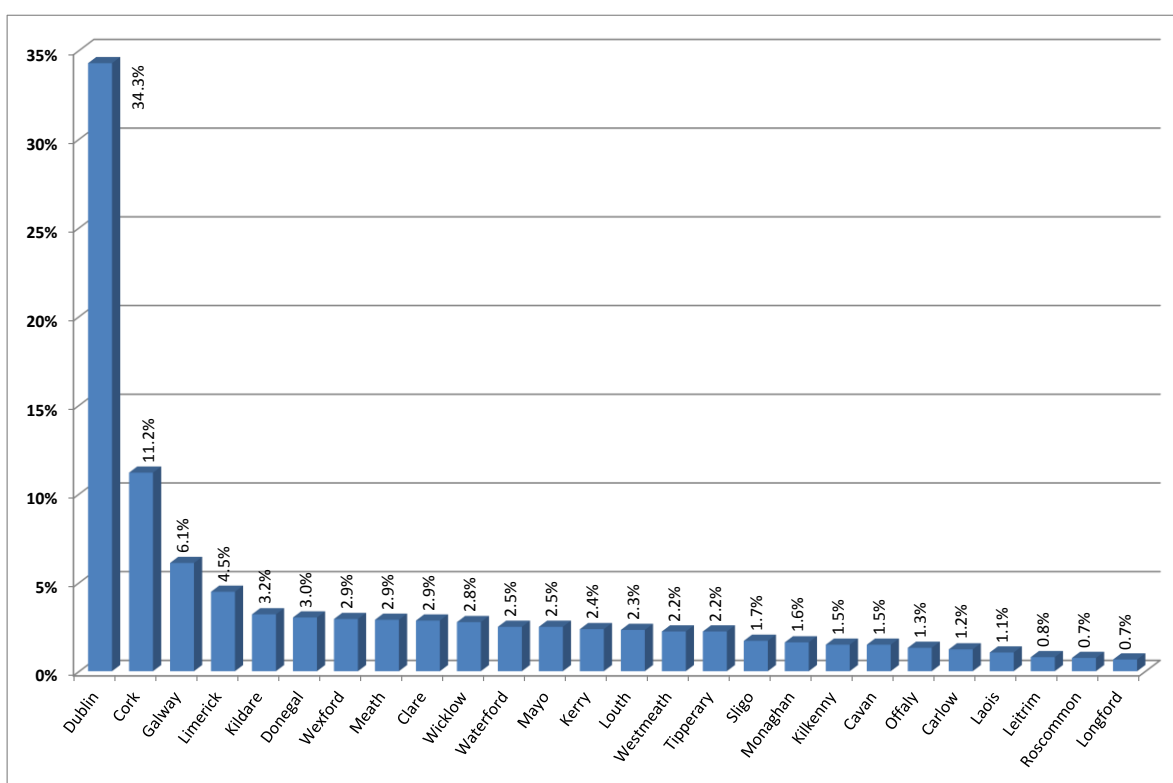
\* Based on cumulative number of internship commencements by 29<sup>th</sup> November 2012

\*\* Based on average of number of persons on Live Register over period 2012 H1 to 2012 H2

### 2.3.5 County of residence of participants

The figure overleaf provides an indication of the origin of scheme participants, by reference to their county of normal residence, based on information collated through Indecon's survey of JobBridge interns. Interns responding to Indecon's survey reside throughout the State, with the largest proportions being from the city regions of Dublin, Cork, Galway and Limerick.

Figure 2.5: County of Normal Residence of JobBridge Interns



Source: Indecon Confidential Survey of JobBridge Interns

### 2.3.6 Educational attainment among participants

Educational attainment levels among scheme participants is important in understanding the impact of a scheme such as JobBridge, as this will influence the employment prospects of individuals both prior to and following internship completion. The table overleaf summarises the findings of Indecon's survey of JobBridge interns in relation to educational attainment. A positive feature of the scheme is that it is not simply a graduate internship scheme. The research indicates that 35.9% of interns hold qualifications below primary degree level, although the scheme has also attracted a high proportion of individuals with higher-level qualifications (with 22.4% of interns responding to the survey having a postgraduate qualification). Further detailed analysis is undertaken later in this report in relation to the extent to which progression outcomes vary depending on the educational attainment of participants.

**Table 2.4: Educational Attainment among JobBridge Participants**

Highest level of Education Attained	No. of Respondents	% of Respondents
Completed education before Junior Certificate	28	1.2%
Junior Certificate	77	3.3%
Leaving Certificate	248	10.5%
Certificate or Diploma	493	20.9%
Primary (e.g. Bachelors) Degree	957	40.5%
Master's Degree	456	19.3%
Postgraduate Diploma	48	2.0%
Doctoral Degree	25	1.1%
Other/Not Classified	32	1.4%
<b>Total</b>	<b>2,364</b>	<b>100%</b>

Source: Indecon Confidential Survey of JobBridge Interns

### 2.3.7 Employment experience prior to JobBridge

Another factor which will impact on individuals' progression prospects following completion of an internship is their employment experience prior to participation in JobBridge. The table below provides evidence from Indecon's survey of JobBridge interns in relation to whether interns were ever previously employed on a full-time basis. Of those responding to the survey, 1,584 or 72.3% indicated that they previously held employment on a full-time basis, while 607 or 27.7% of respondents stated that they were not previously employed on a full-time basis.

**Table 2.5: Employment Experience among Participants Prior to Commencing JobBridge**

Before your JobBridge internship, were you ever previously employed on a full-time basis?	No. of Respondents	% of Respondents
Yes	1,584	72.3%
No	607	27.7%
<b>Total</b>	<b>2,191</b>	<b>100%</b>

Source: Indecon Confidential Survey of JobBridge Interns

Where participants did previously hold employment, information was also sought on the duration of this experience. This may be partly influenced by the age profile of participants, although it is noteworthy that close to three-quarters of JobBridge participants who previously held employment indicated that they were employed for more than two years (see findings from Indecon's survey of interns presented in the table overleaf). An issue for the scheme concerns whether this group represents individuals who are most at risk of extended unemployment.



<b>Table 2.6: Length of Employment Experience Prior to Commencing JobBridge</b>		
<b>Length of Employment Experience Prior to Commencing JobBridge</b>	<b>No. of Respondents</b>	<b>% of Respondents</b>
Less than 3 months	43	2.7%
3 - 6 months	82	5.2%
6 - 12 months	124	7.8%
Between 1 and 2 years	153	9.7%
More than 2 years	1,182	74.6%
<b>Total</b>	<b>1,584</b>	<b>100%</b>
<b>Source: Indecon Confidential Survey of JobBridge Interns</b>		

### 2.3.8 Unemployment prior to JobBridge

In further considering the above observations, it is also instructive to examine the prior experience of unemployment among JobBridge participants. The evidence from Indecon's research among JobBridge interns is summarised in the table below. The findings indicate that the majority (67.4%) of individuals were unemployed for periods of six months or more.

<b>Table 2.7: Duration of Unemployment Prior to JobBridge</b>		
<b>How Long had you been Unemployed (on the Live Register) before Starting JobBridge?</b>	<b>No. of Respondents</b>	<b>% of Respondents</b>
3 to 6 months	763	32.6%
Over 6 months and up to 12 months	666	28.4%
Over 12 months and up to 2 years	563	24.1%
Over 2 years and up to 3 years	220	9.4%
More than 3 years	128	5.5%
<b>Total</b>	<b>2,340</b>	<b>100%</b>
<b>Source: Indecon Confidential Survey of JobBridge Interns</b>		

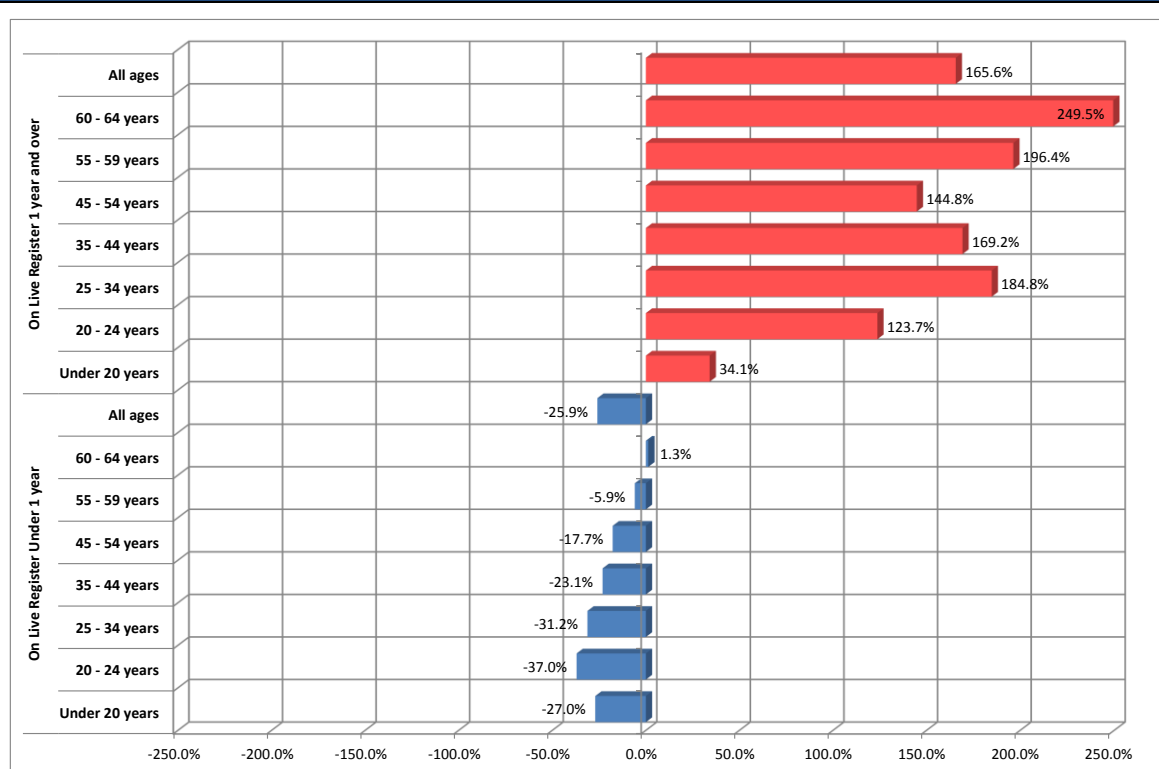
Comparison of the above findings with CSO data on the wider Live Register, presented in the table overleaf, suggests that the profile of JobBridge participants, in terms of prior experience of unemployment, is broadly consistent with the wider labour market, although a slightly lower percentage – 38.9% compared with 43.1% on the Live Register – were unemployed for more than one year.

Table 2.8: Duration of Unemployment in Irish Labour Market – Live Register Data		
On Live Register	Persons on Live Register - %*	Indecon Survey of JobBridge Interns
Less than 1 Year	56.9%	61.1%
More than 1 Year	43.1%	38.9%
<b>Total</b>	<b>100%</b>	<b>100%</b>

Source: CSO, Live Register series, and Indecon Confidential Survey of JobBridge Interns  
\* Based on average of number of persons on Live Register over period 2012 H1 to 2012 H2

The figure below describes the recent developments in the wider labour market by reference to the number of persons signed on the Live Register according to age group and duration of unemployment (registration). It is notable that between the first half of 2009 and the first half of 2012 there has been a substantial increase in the extent of long-term unemployment, with the number of persons on the register for one year or more increasing by a factor of 2.7. An issue concerns whether, going forward, JobBridge should give greater focus to assisting those that have experienced long-term unemployment.

Figure 2.6: Developments in Wider Labour Market – % Change in Number of Persons on Live Register by Age Group and Duration on the Register – 2009-2012



Source: Indecon analysis of data from CSO, Live Register

\* Analysis based on comparison of Live Register in the first half of 2012 with position in the first half of 2009

### 2.3.9 Unemployment among family members

Individuals' labour market prospects may also be influenced by wider circumstances. One of these aspects concerns the experience of unemployment among family members. The findings from Indecon's research among JobBridge participants are summarised in the table below and it is notable that 38.1% of respondents indicated that they had family members who were currently unemployed. This may reflect in part the general labour market, but may also be indicative of more immediate socio-economic challenges faced by certain groups.

<b>Table 2.9: JobBridge Participants – Unemployment among Family Members</b>		
<b>Are any other members of your immediate family currently unemployed?</b>	<b>No. of Respondents</b>	<b>% of Respondents</b>
Yes	885	38.1%
No	1,436	61.9%
<b>Total</b>	<b>2,321</b>	<b>100%</b>
<b>Source: Indecon Confidential Survey of JobBridge Interns</b>		

## 2.4 Profile of JobBridge Host Organisations

### 2.4.1 Sectoral profile of JobBridge placements

The table overleaf indicates the overall sectoral profile of JobBridge internship commencements. The majority (67%) of placements commenced by the end of November 2012 have been in private sector organisations, while 22% have been in the public sector and 9% in community and voluntary sector organisations. The high representation of the private sector is important from the perspective of wider uptake across the economy but also given the current constraints on employment progression possibilities in the public sector.

<b>Table 2.10: JobBridge Commencements by Sector of Host Organisation</b>		
<b>Sector</b>	<b>Number of Participants*</b>	<b>%</b>
Private**	8,417	67.0%
Public Sector	2,726	21.7%
<i>Of which:</i>		
Civil Service	206	1.6%
Education Sector	847	6.7%
HSE	121	1.0%
Local Authority	327	2.6%
Commercial Semi State	110	0.9%
Non-Commercial Semi State	159	1.3%
Other public body	956	7.6%
Community/Voluntary	1,099	8.8%
Unspecified	318	2.5%
<b>Grand Total</b>	<b>12,560</b>	<b>100%</b>
<b>Source: Indecon analysis of data from DSP/JobBridge database</b>		
* Based on cumulative number of internship starts by 29 <sup>th</sup> November 2012		
** Private sector includes private educational organisations		

A more detailed profile of the sectoral focus of JobBridge internships is presented in the table overleaf, which shows the number and proportion of interns by detailed sector, based on Indecon's survey of JobBridge interns. Overall, the research findings indicate a broadly consistent picture, with 71% of respondents undertaking internships in private sector organisations, while 23.9% were in public sector bodies/organisations and 5.1% in community and voluntary sector organisations. Within the private sector, the analysis indicates that the largest proportions of internships are taking place in the services sectors, with the services sector including retail/sales activities accounting for 16.9% of internships, while financial services represents 7.8% of internships, and ICT/Communications 8.6%. Other significant private sector hosting organisations include organisations in Engineering/Science (8.1% of interns), Pharmaceuticals/Life Sciences (4.9%) and Other Manufacturing (4.9% of internships). In the public sector, internships are spread across organisations/bodies in the civil service, local authorities, the public health and education sectors, semi-state companies and other organisations.

<b>Table 2.11: Sector of JobBridge Host Organisation – Findings from Survey of Interns</b>		
<b>Sector of JobBridge Host Organisation</b>	<b>No. of Respondents</b>	<b>% of Respondents</b>
Services/Retail/Sales	362	16.9%
Financial Services	167	7.8%
ICT/Communications	183	8.6%
Pharmaceuticals/Life Sciences	104	4.9%
Engineering/Science	173	8.1%
Other Manufacturing	105	4.9%
Civil Service	72	3.4%
Local Authority	105	4.9%
Public Health Sector	60	2.8%
Public Education Sector	131	6.1%
Commercial Semi-State Company	17	0.8%
Non-Commercial Semi-State Company	13	0.6%
Other Public Sector Organisations	121	5.7%
<b>Total Private Sector</b>	<b>1,519</b>	<b>71.0%</b>
<b>Total Public Sector</b>	<b>511</b>	<b>23.9%</b>
<b>Community/Voluntary Sector</b>	<b>109</b>	<b>5.1%</b>
<b>Total</b>	<b>2,139</b>	<b>100%</b>
<b>Source: Indecon Confidential Survey of JobBridge Interns</b>		
* Private Sector includes other private sector activities not defined above		
** Public sector includes community and voluntary sector organisations as well as other public sector activities not defined above		

### 2.4.2 Host organisation size

What is the typical size of host organisation participating in JobBridge? The table overleaf provides an indication by reference to the breakdown of the number of internship starts by employment size of host organisation. The analysis indicates that the majority (58.2%) of host organisations are small organisations employing fewer than 50 persons, although significant proportions of internships are also taking place in larger organisations employing from 50 to 249 persons (23.4%) or more than 250 persons (16.3% of internships).

Table 2.12: JobBridge Placements by Size of Host Organisation		
Host Organisation Size by No. of Employees	Number of Participants*	%
0 - 49	7,306	58.2%
50 - 249	2,941	23.4%
250 -	2,049	16.3%
Undefined	264	2.1%
<b>Total</b>	<b>12,560</b>	<b>100%</b>

Source: Indecon analysis of data from DSP/JobBridge database  
 \* Position as at 29<sup>th</sup> November 2012. Number of participants refers to number of individuals who commenced internships.

A breakdown of host organisations responding to Indecon’s survey according to the number of interns participating is presented below. In terms of number of host organisations, the largest proportion (74.3%) indicated that they have hosted one to two JobBridge internships, while 16.1% hosted three to five internships, and 4.3% hosted six to nine internships.

Table 2.13: Nature of Involvement of Host Organisations with JobBridge – Number of Interns Participating in Organisation				
Breakdown by No. of Interns Participating	No. of Host Organisations	%	No. of Interns Participating	%
1 to 2 Interns	1,105	74.3%	1,440	31.3%
3 to 5 Interns	240	16.1%	868	18.8%
6 to 9 Interns	64	4.3%	446	9.7%
10 to 19 Interns	42	2.8%	566	12.3%
20+ Interns	37	2.5%	1,282	27.9%
<b>Total</b>	<b>1,488</b>	<b>100%</b>	<b>4,602</b>	<b>100%</b>

Source: Indecon Confidential Survey of JobBridge Host Organisations

A more detailed elaboration of the above analysis is presented overleaf by reference to the proportionate breakdown of internship starts by sector and organisation size. This highlights the good mix of firms involved and also shows that smaller host organisations tend to predominate in sectors such as clothing and footwear manufacturing, construction, printing and paper, and transport/communications, while larger organisations figure more highly in sectors such as information technology.

<b>Table 2.14: Internships Starts by Sector and Organisation Size</b>					
<b>Organisation Size (Persons Employed)</b>	<b>0 - 49</b>	<b>50 - 249</b>	<b>250+</b>	<b>Undefined</b>	<b>Total*</b>
<b>Sector</b>					
Chemicals Manufacturing	16%	73%	9%	2%	100%
Cleaning	55%	32%	9%	5%	100%
Clothing & Footwear Manufacturing	100%	0%	0%	0%	100%
Construction	76%	22%	0%	2%	100%
Engineering	62%	20%	6%	12%	100%
Financial Services	68%	17%	15%	1%	100%
Food/Drink/Tobacco Manufacturing	40%	38%	22%	0%	100%
Information Technology	53%	11%	34%	2%	100%
Other Services	57%	15%	26%	2%	100%
Printing & Paper	79%	14%	7%	0%	100%
Retail/W'Sale/Hotel/Catering	65%	29%	3%	3%	100%
Security	40%	33%	27%	0%	100%
Textiles Manufacturing	71%	14%	14%	0%	100%
Transport/Communications	69%	21%	8%	1%	100%
Sector Not Stated	61%	18%	21%	1%	100%
<b>Total*</b>	<b>58.2%</b>	<b>23.4%</b>	<b>16.3%</b>	<b>2.1%</b>	<b>100%</b>
<b>Source: Indecon analysis of data from DSP/JobBridge database</b>					
* Total refers to total internships starts. Total starts = 12,560 as at 29 <sup>th</sup> November 2012.					

### 2.4.3 Reasons for participation in JobBridge

As part of Indecon's research, information was also sought on the main reasons why host organisations decided to participate in the JobBridge scheme. The findings are presented in the table overleaf. Among the most important reasons indicated by host organisations for participating in JobBridge include that the scheme enables the organisation to evaluate potential future employees (highlighted by 85.3% of responding organisations as being very important or important) and because the scheme contributes to national policy by providing internship opportunities to unemployed (cited by 84.4% of organisations as being a very important or important reason). Securing access to additional skills was also seen as a very important or important reason among 71.7% of organisations. A lower though still significant level of importance was ascribed to the scheme as providing a low-cost temporary addition to organisation's workforce (which 60.9% of host organisations cited as either very important or important), while about half of the organisations responding considered helping to overcome restrictions on increasing employment in organisation as being either a very important or important reason for participating in JobBridge.

<b>Table 2.15: Survey of JobBridge Host Organisations - Views on Significance of Various Reasons why Organisation Participated in JobBridge – All Organisations</b>						
<b>Aspects of Internship Work Experience</b>	<b>Significance of Reasons - % of Total Responses</b>					
	<b>Very Important</b>	<b>Important</b>	<b>Neither Important Nor Unimportant</b>	<b>Unimportant</b>	<b>Not At All Important</b>	<b>Total</b>
	<b>% of Total Responses</b>					
Enables organisation to evaluate potential future employees	52.0%	33.3%	9.9%	3.1%	1.7%	100%
Provides a low-cost temporary addition to organisation's workforce	23.5%	37.4%	22.3%	10.3%	6.5%	100%
Contributes to national policy by providing internship opportunities to unemployed	39.8%	44.6%	12.0%	2.4%	1.2%	100%
Overcomes restrictions on increasing employment in organisation	20.1%	29.3%	25.0%	10.9%	14.7%	100%
Secures access to additional skills	28.3%	43.4%	18.7%	5.8%	3.8%	100%
<b>Source: Indecon Confidential Survey of JobBridge Host Organisations</b>						

Among host organisations employing fewer than 50 persons, using JobBridge to evaluate potential future employees is seen as most important among the factors highlighted, with 88.5% of smaller host organisations indicating this factor as being either very important or important (see table overleaf). The pattern in other indicators is similar that across all host organisations, with contributing to national policy and accessing new skills regarded as being central to the process for these host organisations.



<b>Table 2.16: Survey of JobBridge Host Organisations - Views on Significance of Various Reasons why Organisation Participated in JobBridge - Organisations Employing up to 49 Persons</b>						
<b>Aspects of Internship Work Experience</b>	<b>Significance of Reasons</b>					
	<b>Very Important</b>	<b>Important</b>	<b>Neither Important Nor Unimportant</b>	<b>Unimportant</b>	<b>Not At All Important</b>	<b>Total</b>
	<b>% of Total Responses</b>					
Enables organisation to evaluate potential future employees	56.2%	32.3%	7.7%	2.6%	1.2%	100%
Provides a low-cost temporary addition to organisation's workforce	24.8%	37.8%	21.9%	9.6%	5.9%	100%
Contributes to national policy by providing internship opportunities to unemployed	35.2%	45.6%	14.2%	3.3%	1.7%	100%
Overcomes restrictions on increasing employment in organisation	21.2%	28.3%	23.1%	10.1%	17.3%	100%
Secures access to additional skills	29.0%	41.7%	18.6%	6.7%	4.0%	100%
<b>Source: Indecon Confidential Survey of Host Organisations</b>						

These findings are broadly repeated when we examine host organisations employing from 50 to 249 people, where using the scheme to evaluate potential future employees, contributing to national policy and accessing new skills remain the most important aspects of the scheme from the perspective of employers (see table overleaf).

**Table 2.17: Survey of JobBridge Host Organisations - Views on Significance of Various Reasons why Organisation Participated in JobBridge - Organisations Employing Between 50 and 249 Persons**

Aspects of Internship Work Experience	Significance of Reasons					
	Very Important	Important	Neither Important Nor Unimportant	Unimportant	Not At All Important	Total
	<b>% of Total Responses</b>					
Enables organisation to evaluate potential future employees	49.5%	34.9%	8.3%	4.2%	3.1%	100%
Provides a low-cost temporary addition to organisation's workforce	19.5%	41.6%	21.6%	12.6%	4.7%	100%
Contributes to national policy by providing internship opportunities to unemployed	42.4%	41.9%	13.1%	2.1%	0.5%	100%
Overcomes restrictions on increasing employment in organisation	18.0%	33.3%	23.8%	15.4%	9.5%	100%
Secures access to additional skills	19.0%	51.9%	19.0%	4.3%	5.8%	100%
<b>Source: Indecon Confidential Survey of Host Organisations</b>						

A breakdown of the main reasons for participation in the JobBridge scheme among large firms employing 250 or more persons is presented in the table overleaf. The ability to evaluate potential future employees and accessing new skills remain important reasons for participation in the scheme among larger organisations. In addition, a notable feature is that as host organisation size increases, the proportion of firms citing contribution to national policy by providing internship opportunities to unemployed as being most important increases. In particular, among larger organisations employing 250 persons or above, the research finds that 95.9% of firms cite this factor as being very important or important (compared with 80.8% among firms employing below 50 persons and 84.3% among organisations employing from 50 to 249 persons).

**Table 2.18: Survey of JobBridge Host Organisations - Views on Significance of Various Reasons why Organisation Participated in JobBridge - Organisations Employing 250 Persons and Over**

Aspects of Internship Work Experience	Significance of Reasons					
	Very Important	Important	Neither Important Nor Unimportant	Unimportant	Not At All Important	Total
	<b>% of Total Responses</b>					
Enables organisation to evaluate potential future employees	35.7%	30.6%	21.4%	10.3%	2.0%	100%
Provides a low-cost temporary addition to organisation's workforce	15.3%	34.7%	24.5%	15.3%	10.2%	100%
Contributes to national policy by providing internship opportunities to unemployed	45.9%	50.0%	4.1%	0.0%	0.0%	100%
Overcomes restrictions on increasing employment in organisation	16.7%	28.1%	29.2%	13.5%	12.5%	100%
Secures access to additional skills	29.9%	39.2%	20.6%	8.2%	2.1%	100%
<b>Source: Indecon Confidential Survey of Host Organisations</b>						

## 2.5 Summary of Main Findings

This section considered the level of uptake of JobBridge placements to-date and also assessed the socio-economic characteristics of participants and the features of host organisations, including organisations' reasons for participating in the scheme. The main findings were as follows:

- Overall, the figures on activity to date suggest a high level of uptake of placements under the JobBridge scheme, with a good regional spread of internships. While there has been significant variation on a month-to-month basis, the number of new internship commencements has averaged 738 per month between July 2011 and November 2012. The cumulative total number of internship commencements reached 3,773 by December 2011 and 7,621 by May 2012, with the scheme having supported an overall total of 12,560 internships by the end of November 2012.

- ❑ When JobBridge was launched, the Government set an initial target of 5,000 internships underway at any one time. Reflecting the level of demand, in May 2012 the Government announced an increase in the number of internship placements available to 6,000, while a further increase to 8,500 places was announced as part of Budget 2013. By the end of November 2012, there were 5,502 individuals on placement and the Department of Social Protection has anticipated that the number of internship placements would be likely to cross the 6,000 level by March 2013.
- ❑ The relative proportions of individuals undertaking six- and nine-month placements have been reversed since the scheme commenced, with six-month placements falling from almost 80% of internships underway in July 2011 to 7% of placements by September 2012, while the proportion of nine-month internships has increased to 93%. The steady trend towards nine-month internships may reflect a range of factors, including a desire among interns to attain as much work experience as possible in a very challenging labour market, while a longer internship may also provide greater stability for host organisations.
- ❑ The profile of JobBridge participants indicates that the primary level of scheme uptake to date has been within the 20-24 and 25-34 age groups, which have accounted for 3,334 (27%) and 5,666 (45%) of internship commencements, respectively. There is also significant involvement among older age groups, however, with 26% of participants being aged 35 or over.
- ❑ A positive feature of the scheme is that it is not simply a graduate internship scheme, with the research indicating that 35.9% of interns are non-graduates (holding qualifications below primary degree level), although the scheme has also attracted a high proportion of individuals with higher-level qualifications (with 22.4% of interns having a postgraduate qualification).
- ❑ The evidence from Indecon's survey of JobBridge interns indicates that 72.3% of interns previously held employment on a full-time basis, while 27.7% stated that they were not previously employed on a full-time basis. Close to three-quarters of participants who previously held employment indicated that they were employed for more than two years.
- ❑ The majority (67.5%) of individuals were unemployed for periods of six months or more, while 39% had been unemployed for over 12 months prior to commencing their JobBridge internship. This is broadly consistent with patterns in the wider labour market.
- ❑ The findings from Indecon's research among JobBridge participants noted that 38.1% of respondents indicated that they had family members who were currently unemployed.
- ❑ Analysis of the profile of host organisations indicates that over two-thirds of internships which commenced by November 2012 have been in private sector organisations, while 22% have been in the public sector and 9% in community and voluntary sector organisations.
- ❑ The majority (58%) of host organisations are small organisations employing fewer than 50 persons, although significant proportions of internships are also taking place in larger organisations employing from 50 to 249 persons (23%) or over 250 persons (16% of internships). There is a broad sectoral mix of organisations involved in the scheme, and about three-quarters of host organisations typically host one to two JobBridge internships, while 16% host from three to five internships, and close to 10% host over five interns.

- Among the most important reasons indicated by host organisations for participating in JobBridge include that the scheme enables the organisation to evaluate potential future employees (highlighted by 85.3% of responding organisations as being either a very important or important factor) and because the scheme contributes to national policy by providing internship opportunities to unemployed (cited by 84.4% of organisations as being a very important or important reason). Securing access to additional skills was also seen as a very important or important reason among 71.7% of organisations. A notable feature is that as host organisation size increases, the proportion increases of firms citing contribution to national policy by providing internship opportunities to unemployed as being most important.

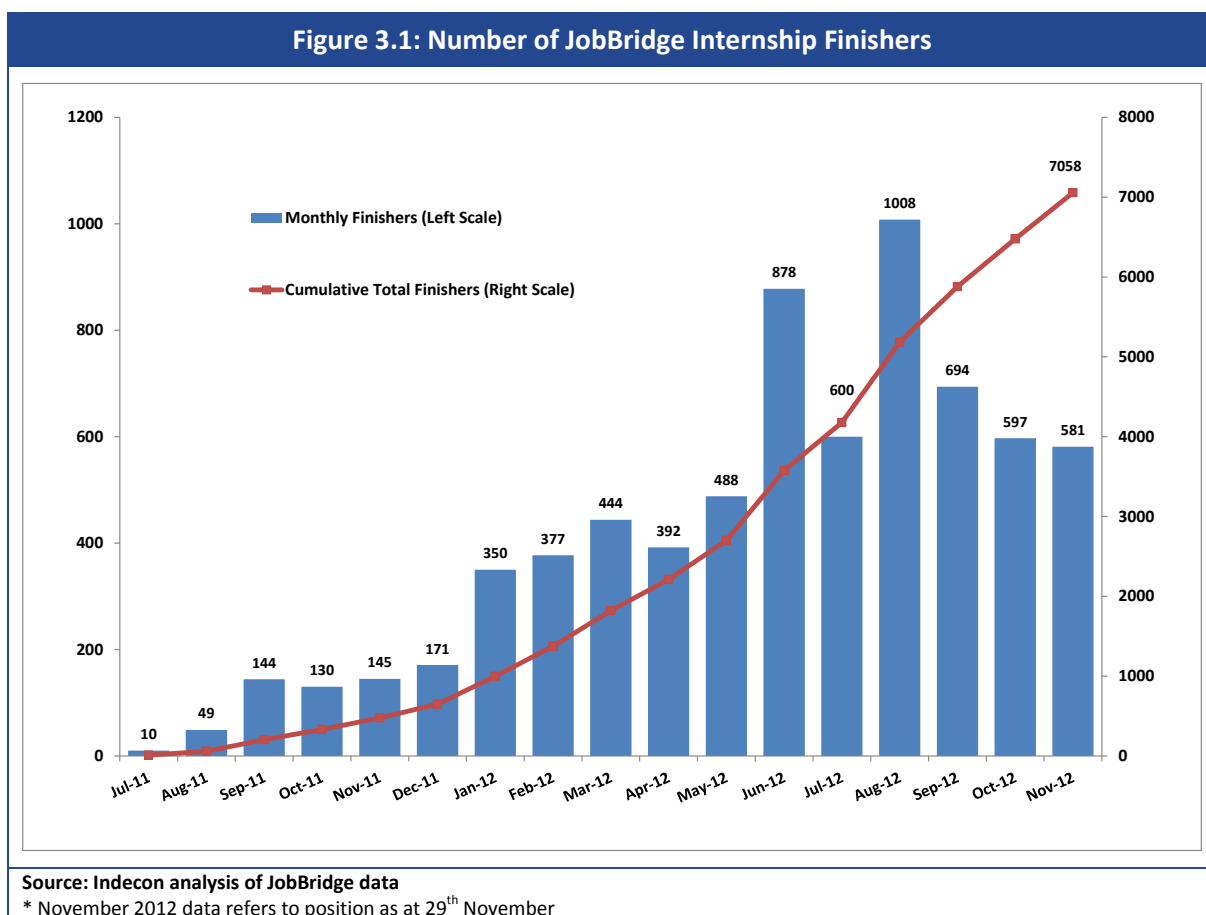
## 3 Assessment of Progression Outcomes and Scheme Effectiveness

### 3.1 Introduction

Of particular interest to scheme participants as well as policymakers concerns the impacts of JobBridge, both in terms of progression outcomes for participants and overall scheme impact and effectiveness. This section assesses the emerging evidence in relation to the outcomes from JobBridge, examining the progression outcomes for participants in terms of employment, education and training, those who have not found employment following their internship and the experience gained through completion of internships.

### 3.2 Completion of Internships

The figure below describes the monthly pattern of JobBridge internship finishers over the period between July 2011 and November 2012. The monthly number of finishers has accelerated since June as placements have come to an end, with a recent peak of 1,008 finishers occurring in August 2012. In total, 7,058 JobBridge placements were finished by the end of November 2012. This includes individuals who did not fully complete their internships.



### Duration of Internships

The table below outlines some descriptive statistics on the duration of internships. The data indicates that the average duration of internships is just less than seven months.

<b>Table 3.1: Survey of JobBridge Interns - Duration of JobBridge Internship</b>	
<b>How long did your JobBridge Internship Last?</b>	<b>Statistics</b>
Mean of reported durations - Months	6.8
Median - Months	7.3
Mode - Months	9.0
Standard Deviation - Months	2.5
Minimum of reported durations - Months	0.3
Maximum of reported durations - Months	13.0
<b>Source: Indecon Confidential Survey of JobBridge Interns</b>	

Finished internships are comprised of placements which are fully completed and those that have completed earlier than scheduled. In total, 2,992 or 42% of internships finished by the end of November 2012 were completed in full, while 4,058 or 58% were completed early (see table below).

<b>Table 3.2: Number of JobBridge Internship Finishers – Full versus Early Completions</b>		
<b>Finishers by Completion Duration</b>	<b>Number</b>	<b>% of Total</b>
Full Internship Completions	2,992	42%
Early Internship Completions	4,066	58%
<b>Total Completions as at 29<sup>th</sup> November 2012</b>	<b>7,058</b>	<b>100%</b>
<b>Source: Indecon analysis of data from DSP/JobBridge database</b>		

As part of Indecon's survey of JobBridge interns, respondents were asked to indicate whether they completed the full duration of their internship. The findings, presented in the table overleaf, indicate that 55.5% completed the full duration of their internship, while 44.5% finished earlier than scheduled.

<b>Table 3.3: Survey of JobBridge Interns - Extent of Completion of Full Duration of JobBridge Internship</b>		
<b>Did you complete the full duration of your JobBridge placement?</b>	<b>No. of Respondents</b>	<b>% of Respondents</b>
Yes	1,184	55.5%
No	950	44.5%
<b>Total</b>	<b>2,134</b>	<b>100%</b>
<b>Source: Indecon Confidential Survey of JobBridge Interns</b>		

#### *Reasons for non-completion of internships*

It is notable that 72.5% of interns who completed their internship earlier than scheduled indicated that this resulted from decisions which they, rather than their host organisation, made (see table below).

<b>Table 3.4: Survey of JobBridge Interns - Reasons for Non-Completion of Full Duration of JobBridge Internship</b>		
<b>Reasons for Non-Completion of Internship</b>	<b>No. of Respondents</b>	<b>% of Respondents</b>
Decisions made by Host Organisation	260	27.5%
Decisions made by Intern	684	72.5%
<b>Non-Completions - Total</b>	<b>944</b>	<b>100%</b>
<b>Source: Indecon Confidential Survey of JobBridge Interns</b>		

The above findings are also broadly consistent with the views expressed by host organisations, with 79.5% of organisations stating that the reason for early completion of internships was due to decisions made by the interns rather than the organisations themselves (see table below).

<b>Table 3.5: Survey of JobBridge Host Organisations - Reasons for Non-Completion of Full Duration of JobBridge Internships</b>		
<b>Reasons for Non-Completion of Internships</b>	<b>No. of Respondents</b>	<b>% of Respondents</b>
Decisions made by Host Organisation	165	20.5%
Decisions made by Intern	641	79.5%
<b>Total</b>	<b>806</b>	<b>100%</b>
<b>Source: Indecon Confidential Survey of JobBridge Host Organisations</b>		



Analysing the same question across different sizes of host organisations, we find that larger companies are more likely to see the intern making the decision to leave the internship early, especially for companies in the 50-249 employees bracket (75.5% for 1-49 employees, 86.2% for 50-249 employees and 81.4% for 250+ employees). These findings are presented in the table below.

**Table 3.6: Survey of JobBridge Host Organisations - Reasons for Non-Completion of Full Duration of JobBridge Internships**

Reasons for Non-Completion of Internships	All Respondents		Organisations Employing 1-49 persons		Organisations Employing 50-249 persons		Organisations Employing 250+ Persons	
	No.	% of Respondents	No.	% of Respondents	No.	% of Respondents	No.	% of Respondents
Decisions made by Host Organisation	165	20.5%	94	24.5%	18	13.8%	13	18.6%
Decisions made by Intern	641	79.5%	290	75.5%	112	86.2%	57	81.4%
<b>Total</b>	<b>806</b>	<b>100%</b>	<b>384</b>	<b>100%</b>	<b>130</b>	<b>100%</b>	<b>70</b>	<b>100%</b>

Source: Indecon Confidential Survey of Host Organisations

Extending this analysis to compare the outcomes across host organisations in the public versus the private sector, the table below provides evidence suggesting that interns are more likely to leave a public sector based internship early of their own accord. In the case of private sector placements, the evidence suggests that almost one-quarter of host companies made the decision to end the internship early, compared to 9.5% of hosts in the public sector.

**Table 3.7: Survey of JobBridge Host Organisations - Reasons for Non-Completion of Full Duration of JobBridge Internships**

Reasons for Non-Completion of Internships	All Respondents		Private Sector and Commercial Semi-State Organisations		Public Sector Organisations (excl. Commercial Semi-States)	
	No.	% of Respondents	No.	% of Respondents	No.	% of Respondents
Decisions made by Host Organisation	165	20.5%	125	23.3%	10	9.5%
Decisions made by Intern	641	79.5%	411	76.7%	95	90.5%
<b>Total</b>	<b>806</b>	<b>100%</b>	<b>536</b>	<b>100%</b>	<b>105</b>	<b>100%</b>

Source: Indecon Confidential Survey of Host Organisations

Further evidence on the reasons for early completion has also been provided through Indecon's survey of interns. The main reason for early completion, cited by 63% of interns responding to the

survey, was that they secured employment, with 25.5% securing employment with their JobBridge host and 37.6% securing work elsewhere. Just under one-third (32.7%) of participants cited dissatisfaction with their placement as a reason for early completion (see table below).

<b>Other Reasons for Non-Completion</b>	<b>No. of Respondents</b>	<b>% of Respondents</b>
Securing paid employment with your Host Organisation	219	25.5%
Securing a job elsewhere	323	37.6%
Dissatisfaction with the placement	281	32.7%
Host Ended Internship	37	4.3%
<b>Total</b>	<b>823</b>	<b>100%</b>

Source: Indecon Confidential Survey of JobBridge Interns

### 3.3 Overall Progression Outcomes

The assessment of progression outcomes for JobBridge participants is undertaken by reference to participants' status immediately on completion of their internships as well as their longer-term status following completion. The findings are presented below.

#### 3.3.1 Position of interns upon finishing internships

The table overleaf describes the position of JobBridge interns upon finishing their internships and the reasons why those who finished early did so. Of the overall total of 7,058 JobBridge finishers by the end of November 2012, 2,564 individuals or 36.3% were in employment immediately upon finishing their internship. Of these individuals, 1,402 or 19.5% were employed with their JobBridge host organisation (including 285 via the Employers PRSI rebate scheme), while 1,189 individuals or 16.8% held employment with another organisation. Of those JobBridge finishers who were not in employment on completion, the largest single category – 1,069 individuals or 15.1% – had returned to job search, while 319 persons or 4.5% were in further education or training.

<b>Table 3.9: Status of JobBridge Finishers and Reasons for Finishing – November 2012</b>		
<b>Finish Reason</b>	<b>No. of Finishers*</b>	<b>% of Finishers</b>
Got job with Host Organisation	1,117	15.8%
Got job with Host Organisation - PRSI Scheme	285	3.7%
Got job elsewhere	1,189	16.8%
<b>Total in Employment</b>	<b>2,564</b>	<b>36.3%</b>
Returned to job search	1,069	15.1%
In further education and training	319	4.5%
Emigrated	129	1.8%
Personal reasons	236	3.3%
Placement wasn't suitable	263	3.7%
Cost factors	142	2.0%
Health reasons	72	1.0%
Took up another JobBridge placement	51	0.7%
Caring responsibilities	16	-
Maternity Leave	17	-
Summer (Education Sector)	10	-
Took up Work Placement Programme	21	-
Other**	800	11.5%
Auto Terminate***	699	9.9%
No further update available	640	9.1%
JobBridge Follow-up (Internal)	10	-
<b>Grand Total</b>	<b>7,058</b>	<b>100%</b>
<p><b>Source: Indecon analysis of data from DSP/JobBridge database</b>  * Cumulative position as at 29<sup>th</sup> November 2012. These figures include internships which finished earlier than scheduled, as well as fully completed internships. ** 'Other' removed as option on 15/05/2012  *** Auto-terminations arise on the JobBridge database where a host organisation fails to enter the actual finish date of an internship. In such cases, the database will insert the proposed finish date. The destination or status of these individuals is not known, however. Indecon understands that the Department is closely monitoring the Auto Terminate status and have placed reminders two weeks in advance of scheduled internship termination and on day of termination to notify hosts that failure to close off internships may affect future participation.</p>		

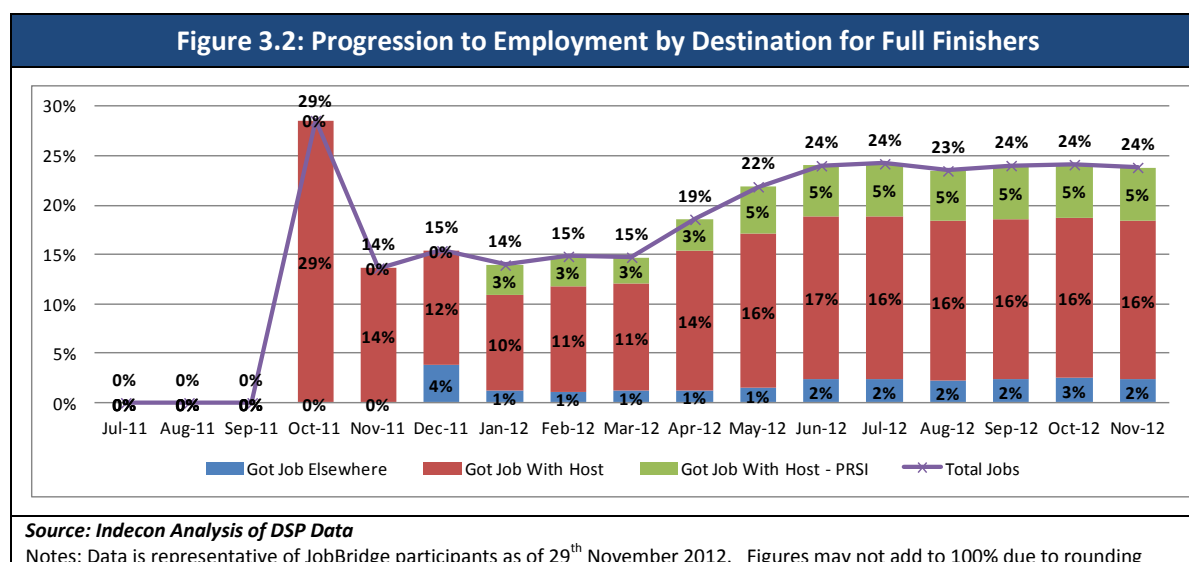
The findings from the Department database suggested that 36.3% of JobBridge finishers obtained employment. It is important to note that the figures in the table do not measure progression, as it would not be expected that interns would be in employment immediately on completion unless they completed their internship earlier than scheduled to obtain a job, or were employed by their host organisation.

It is also interesting to consider the position of interns who are not currently in employment as indicated by the survey of interns. The table below outlines the current status of these interns alone. Within the data, we find that 68.9% of those that have not found employment are currently unemployed and searching for a job. A further 18.6% of these interns are pursuing further training or education.

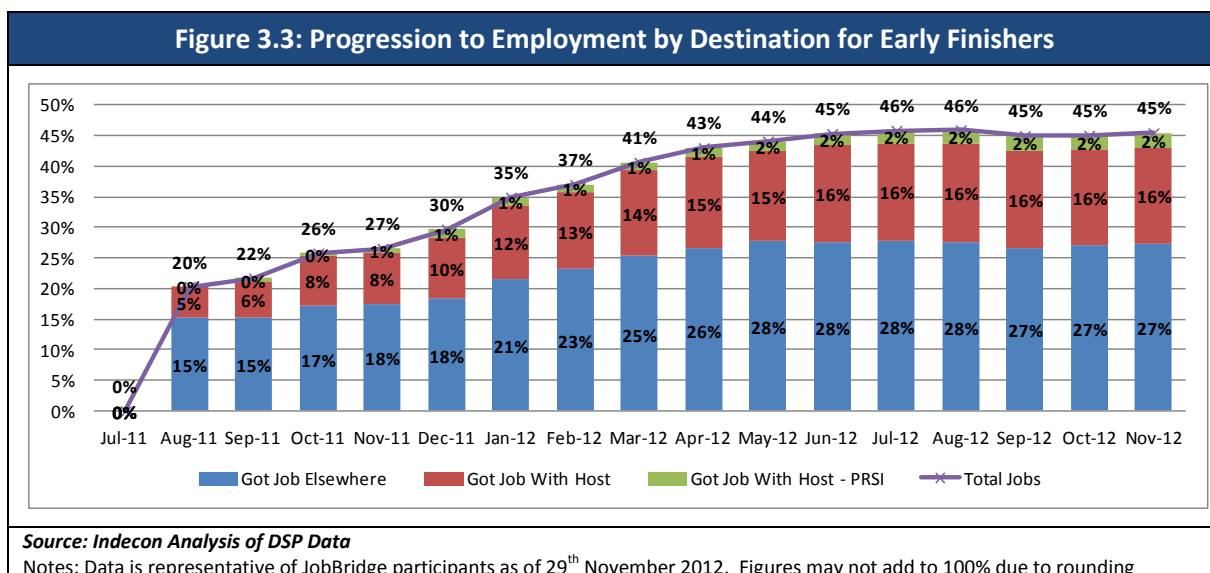
Table 3.10: Analysis of Interns Not Currently in Employment - Summary of Current Status*	
Current Status of those <u>Not in Employment</u>	% of Finishers/Respondents <u>Not in Employment</u>
Was Employed on a Short-Term Contract, which has Now Ended	7.0%
Pursuing Further Education or Training	18.6%
Unemployed/Returning to Job Search	68.9%
Emigrated	5.5%
<b>Total Not in Employment</b>	<b>100%</b>
<i>% of Total Respondents</i>	<i>48.6%</i>

**Source: Indecon Confidential Survey of JobBridge Interns**  
 \* Indecon’s survey of interns took place between 30<sup>th</sup> August and 19<sup>th</sup> November 2012 and current status refers to status on completion of this survey

It is, however, instructive to consider how the immediate status varies between participants who completed the full duration of their internship and those who completed early. The analysis of progression rates to employment among full finishers is presented in the figure below. The overall employment rate among full finishers immediately upon internship completion was 24% in November 2012, with 21% finding employment with their host organisation and 2% in another organisation.



The analysis of progression rates to employment among early finishers is shown below. This presents a significantly different picture compared with full finishers, with 45% of early finishers being in employment on internship completion, of which 27% were employed in organisations other than their JobBridge host organisation. These figures most likely reflect the earlier finding (in Table 3.8) that nearly two-thirds of those that completed their internship earlier than scheduled did so because they found paid employment.



*Outcomes by age group*

The table overleaf presents a breakdown of the status of interns on finishing their placements according to the age group of participants. This indicates higher employment rates on internship completion among 20-24 and 25-34 year olds compared with those among younger and older age groups. The proportion of finishers who have returned to job search increases noticeably with participant age; 19.1% of participants aged 55+ have returned to job search versus 4% among 15-19 year olds and 13.1% among 20-24 year olds. There is also some evidence that a higher-than-average proportion of persons aged 15 to 19 and aged 55+ who do not secure employment on completion are instead pursuing further education and training.

**Table 3.11: Progression Outcomes on Finishing Internship by Age Group of Intern**

	All Finishers*	All Finishers - % of Total Finishers	Aged 15 - 19 - %	20 - 24 - %	25 - 34 - %	35 - 44 - %	45 - 54 - %	55+ - %
Got job elsewhere	1,189	16.8%	15.3%	17.4%	18.0%	13.9%	14.1%	14.7%
Got job with Host Organisation	1,117	15.8%	9.7%	16.3%	17.0%	14.3%	13.2%	4.3%
Got job with Host Organisation - PRSI Scheme	258	3.7%	1.6%	4.2%	3.8%	2.6%	3.1%	3.4%
<b>Total in Employment</b>	<b>2,564</b>	<b>36.3%</b>	<b>26.6%</b>	<b>38.0%</b>	<b>38.8%</b>	<b>30.8%</b>	<b>30.5%</b>	<b>22.6%</b>
In further education and training	319	4.5%	8.9%	5.4%	4.2%	3.7%	2.7%	6.9%
Returned to job search	1,069	15.1%	4.0%	13.1%	15.7%	16.2%	18.7%	19.1%
<b>Source: Indecon analysis of DSP/JobBridge database</b>								
* Based on total finishers by 29 <sup>th</sup> November 2012 (= 7,057)								

In addition to the analysis outlined in Table 3.11 above, we also outline the age profile of those interns who did not secure employment after their internship. The data suggests that 70.1% of these interns are between the age of 25 years of and 45 years of age.

**Table 3.12: Analysis of Interns Not Currently in Employment - Age Profile**

Age Group	% of Finishers/Respondents Not in Employment
Under 25	18.3%
25 to 45	70.1%
46 to 55	9.4%
Over 55	2.2%
<b>Total Not in Employment</b>	<b>100%</b>
<b>Source: Indecon Confidential Survey of JobBridge Interns</b>	

#### *Time since completion of internship*

The table overleaf indicates the findings from our research among interns in relation to the length of time since participants completed their internships. The figures indicate a good span of survey responses, in terms of the numbers and proportions of individuals who completed internships less than one month ago, one to two months ago, two to three months ago, three to four months ago, four to five months ago and over five months ago. This also enables more detailed examination of progression patterns within each of these groups (see further overleaf).

<b>Table 3.13: Length of Time Since Finishing JobBridge Internship</b>		
<b>How long has it been since you completed your JobBridge placement?</b>	<b>No. of Respondents</b>	<b>% of Respondents</b>
Less than 1 month	247	11.6%
1 - 2 months	401	19.0%
2 -3 months	331	15.6%
3 - 4 months	319	15.1%
4 - 5 months	200	9.5%
Over 5 months ago	617	29.2%
<b>Total</b>	<b>2,115</b>	<b>100%</b>
<b>Source: Indecon Confidential Survey of JobBridge Interns</b>		

#### *Employment since completion of internship*

Among participants who completed their JobBridge internships, it is notable that almost 56% indicated that they have held paid employment at some stage since completion (see table below).

<b>Table 3.14: Employment among JobBridge Participants since Finishing Internship</b>		
<b>Have you had a paid job at any stage since completing your JobBridge internship?</b>	<b>No. of Respondents</b>	<b>% of Respondents</b>
Yes	1,192	56.0%
No	937	44.0%
<b>Total</b>	<b>2,129</b>	<b>100%</b>
<b>Source: Indecon Confidential Survey of JobBridge Interns</b>		

### **3.4 Cross Comparisons of Results on Progression Outcomes**

It is useful to further examine progression outcomes via cross comparisons with various factors such as the length of time since finishing internship, age of interns, levels of educational attainment, sectors involved and legislation of time on previous employment.

In relation to progression to employment, it is noteworthy from the table overleaf that the proportion of participants indicating that they are currently employed rises as the length of time since internship completion increases. This pattern is seen most clearly if one compares the progression to employment among participants who completed less than one month ago (which, at 35.5%, is comparable with employment progression rates immediately upon completion reported by the Department of Social Protection, as described above) and those who completed over five months ago – with the latter group having an overall employment rate of 61.4%. Similarly, there is a decline in the extent of unemployment the longer the duration of time since internship completion.

**Table 3.15: Progression Outcomes – Current Status of JobBridge Participants by Length of Time since Internship Finishing**

Which of the following best describes your current situation?	All Responses		Completed Internship Less than 1 Month		Completed 1-2 Months		Completed 2-3 Months		Completed 3-4 Months		Completed 4-5 Months		Completed Over 5 Months Ago	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Employed with my JobBridge Host Organisation	583	28.6%	59	25.9%	113	29.3%	101	32.2%	93	30.6%	57	29.5%	151	25.7%
Employed with another Organisation in Same Sector as Host Organisation	177	8.7%	9	3.9%	23	6.0%	24	7.6%	31	10.2%	15	7.8%	73	12.4%
Employed in Another Sector	290	14.2%	13	5.7%	33	8.5%	32	10.2%	31	10.2%	39	20.2%	137	23.3%
<b>Total in Employment</b>	<b>1,050</b>	<b>51.4%</b>	<b>81</b>	<b>35.5%</b>	<b>169</b>	<b>43.8%</b>	<b>157</b>	<b>50.0%</b>	<b>155</b>	<b>51.0%</b>	<b>111</b>	<b>57.5%</b>	<b>361</b>	<b>61.4%</b>
Was Employed on a Short-Term Contract, which has Now Ended	69	3.4%	3	1.3%	8	2.1%	10	3.3%	9	3.0%	10	5.2%	28	4.8%
Pursuing Further Education or Training	185	9.1%	21	9.2%	30	7.8%	34	10.8%	30	9.9%	19	9.8%	49	8.3%
Unemployed/ Returning to Job Search	683	33.4%	120	52.5%	173	44.7%	105	33.4%	95	31.3%	48	24.9%	132	22.4%
Emigrated	55	2.7%	3	1.3%	6	1.6%	8	2.5%	15	4.8%	5	2.6%	18	3.1%
<b>Total</b>	<b>2,042</b>	<b>100%</b>	<b>228</b>	<b>100%</b>	<b>386</b>	<b>100%</b>	<b>314</b>	<b>100%</b>	<b>304</b>	<b>100%</b>	<b>193</b>	<b>100%</b>	<b>588</b>	<b>100%</b>

Source: Indecon Confidential Survey of JobBridge Interns

*Current status by age of Interns*

In terms of progression by age group, the evidence indicates some variation. What is most noticeable is that a greater proportion of the 25-45 age group appears to be securing employment than the older age groups. The analysis, presented in the table overleaf, indicates that this proportion remains quite high among persons aged 55+, although the sample size is quite small and subject to wider variation. What is also striking from the analysis is that younger interns are more likely to emigrate. They are also more likely to pursue further education and training.



Which of the following best describes your current situation?	All Respondents		Age Under 25		Age 25 to 45		Age 46 to 55		Age Over 55	
	No.	%	No.	%	No.	%	No.	%	No.	%
	Employed with my JobBridge Host Organisation	583	28.6%	113	30.2%	418	28.7%	38	23.0%	14
Employed with another Organisation in Same Sector as Host Organisation	177	8.6%	27	7.2%	138	9.5%	8	4.8%	3	6.8%
Employed in Another Sector	290	14.2%	53	14.2%	206	14.2%	26	15.8%	5	11.4%
<b>Total in Employment</b>	<b>1,050</b>	<b>51.4%</b>	<b>193</b>	<b>51.6%</b>	<b>762</b>	<b>52.4%</b>	<b>72</b>	<b>43.6%</b>	<b>22</b>	<b>50.0%</b>
Was Employed on a Short-Term Contract, which has Now Ended	69	3.4%	10	2.7%	51	3.5%	6	3.6%	1	2.3%
Pursuing Further Education or Training	185	9.1%	41	11.0%	123	8.5%	17	10.3%	4	9.1%
Unemployed/Returning to Job Search	683	33.4%	115	30.7%	482	33.1%	67	40.6%	17	38.6%
Emigrated	55	2.7%	15	4.0%	37	2.5%	3	1.8%	0	0.0%
<b>Total</b>	<b>2,042</b>	<b>100%</b>	<b>374</b>	<b>100%</b>	<b>1,455</b>	<b>100%</b>	<b>165</b>	<b>100%</b>	<b>44</b>	<b>100%</b>

Source: Indecon Confidential Survey of JobBridge Interns

Research among host organisations also indicates a broad consistency with the findings among JobBridge participants in relation to progression to employment immediately upon completion of internships, with 35.5% of internships hosted having led to offers of paid employment in either the host organisation (18.7%) or another organisation (16.8% of internships hosted) (see table below).

Statistics	Number of JobBridge Interns Offered Paid Employment	% of Internships Hosted
In Host Organisation	860	18.7%
In Organisation other than Host Organisation	775	16.8%
<b>Total Offered Paid Employment</b>	<b>1,635</b>	<b>35.5%</b>

Source: Indecon Confidential Survey of JobBridge Host Organisations

*Current status by level of educational attainment*

The table below outlines educational attainment data in terms of graduate and non-graduate. This allows for an analysis in terms of economic profiles. An unsurprising finding is that employment prospects are higher from graduates than non-graduates (53.9% vs. 48.1%).

<b>Table 3.18: Analysis by Educational Attainment - Current Status</b>				
<b>Which of the following best describes your Current situation?</b>	<b>No. of Graduate Finishers/ Respondents</b>	<b>% of Graduate Finishers/ Respondents</b>	<b>No. of Non-Graduate Finishers/ Respondents</b>	<b>% of Non-Graduate Finishers/ Respondents</b>
Employed with my JobBridge Host Organisation	369	28.2%	206	29.6%
Employed with another Organisation in Same Sector as Host Organisation	133	10.2%	43	6.2%
Employed in Another Sector	203	15.5%	85	12.2%
<b>Total in Employment</b>	<b>705</b>	<b>53.9%</b>	<b>334</b>	<b>48.1%</b>
Was Employed on a Short-Term Contract, which has Now Ended	45	3.4%	22	3.2%
Pursuing Further Education or Training	105	8.0%	75	10.8%
Unemployed/Returning to Job Search	407	31.1%	254	36.5%
Emigrated	45	3.4%	10	1.4%
<b>Total</b>	<b>1,307</b>	<b>100%</b>	<b>695</b>	<b>100%</b>
<b>Source: Indecon Confidential Survey of JobBridge Interns</b>				

The table overleaf compares overall progression rates among JobBridge participants according to a more detailed breakdown of educational attainment. The research suggests progression rates to employment which are similar to the average in relation to JobBridge participants who are educated to certificate, diploma or above. However, those qualified only to Leaving Certificate or to Junior Certificate or equivalent experience noticeably lower progression to employment.

Table 3.19: Progression Outcomes – Current Status of JobBridge Participants by Level of Educational Attainment												
Which of the following best describes your current situation?	All Respondents		Educated to Junior Certificate		Educated to Leaving Certificate		Educated to Certificate or Diploma		Educated to Primary Degree		Educated to Master's Degree or Higher	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Employed with my JobBridge Host Organisation	583	28.6%	21	31.8%	56	26.5%	129	30.9%	246	29.3%	123	26.4%
Employed with another Organisation in Same Sector as Host Organisation	177	8.7%	1	1.5%	12	5.7%	30	7.2%	71	8.4%	62	13.3%
Employed in Another Sector	290	14.2%	4	6.1%	23	10.9%	58	13.9%	134	15.9%	69	14.8%
<b>Total in Employment</b>	<b>1,050</b>	<b>51.4%</b>	<b>26</b>	<b>39.4%</b>	<b>91</b>	<b>43.1%</b>	<b>217</b>	<b>52%</b>	<b>451</b>	<b>53.6%</b>	<b>254</b>	<b>54.5%</b>
Was Employed on a Short-Term Contract, which has Now Ended	69	3.4%	3	4.5%	7	3.3%	12	2.9%	33	3.9%	12	2.6%
Pursuing Further Education or Training	185	9.1%	9	13.6%	30	14.2%	36	8.6%	77	9.2%	28	6.0%
Unemployed/ Returning to Job Search	683	33.4%	26	39.4%	80	37.9%	148	35.4%	257	30.6%	150	32.2%
Emigrated	55	2.7%	2	3.0%	3	1.4%	5	1.2%	23	2.7%	22	4.7%
<b>Total</b>	<b>2,042</b>	<b>100%</b>	<b>66</b>	<b>100%</b>	<b>211</b>	<b>100%</b>	<b>418</b>	<b>100%</b>	<b>841</b>	<b>100%</b>	<b>466</b>	<b>100%</b>

Source: Indecon Confidential Survey of JobBridge Interns

#### *Current status by sector of internship (private, public and community and voluntary sectors)*

It is also instructive to consider the rates of progression to employment and other outcomes according to the sector of employment in which participants undertook their JobBridge internship. The analysis, presented in the table overleaf, suggests that there is a higher rate of employment among participants who completed their internships in private sector organisations, at 54.8%, compared to an employment rate of 41.2% among participants who undertook their internship in a public sector organisation and 43% within the community and voluntary sector. This is likely to be within the range of normal statistical variation, but may also reflect the impact of employment controls currently in operation in the public sector.

**Table 3.20: Longer-Term Progression Outcomes – Current Status by Sector of Internship (Public and Private Sectors)**

Which of the following best describes your current situation?	All Respondents		Private Sector/Commercial Organisations*		Public Sector Organisations (incl. Non-Commercial Semi-States)		Community & Voluntary Sector Organisations	
	No.	%	No.	%	No.	%	No.	%
Employed with my JobBridge Host Organisation	583	28.6%	493	34.4%	55	11.40%	19	19.00%
Employed with another Organisation in Same Sector as Host Organisation	177	8.7%	119	8.3%	47	9.70%	7	7.00%
Employed in Another Sector	290	14.2%	174	12.1%	97	20.10%	17	17.00%
<b>Total in Employment</b>	<b>1,050</b>	<b>51.4%</b>	<b>786</b>	<b>54.8%</b>	<b>199</b>	<b>41.20%</b>	<b>43</b>	<b>43.00%</b>
Was Employed on a Short-Term Contract, which has Now Ended	69	3.4%	41	2.9%	22	4.6%	4	4.0%
Pursuing Further Education or Training	185	9.1%	126	8.8%	49	10.2%	10	10.1%
Unemployed/Returning to Job Search	683	33.4%	440	30.7%	197	40.9%	40	40.4%
Emigrated	55	2.7%	38	2.7%	15	3.1%	2.0	2.0%
<b>Total</b>	<b>2,042</b>	<b>100%</b>	<b>1,431</b>	<b>100%</b>	<b>482</b>	<b>100%</b>	<b>99</b>	<b>100%</b>

**Source: Indecon Confidential Survey of JobBridge Interns**  
\* Including commercial semi-state organisations

When these responses are analysed in terms of different areas within the public sector, we see that public health organisations (with an employment rate among of 56.7%), are the most likely avenue of employment creation for interns in this sector. Employment rates among JobBridge participants are substantially lower among individuals who undertook their internships in the civil service or in the local authority sector, which, as pointed out previously, is likely to largely reflect the impact of the current constraints on recruitment within the public sector.

**Table 3.21: Survey of JobBridge Interns - Current Status by Sector of JobBridge Host Organisation – Public Sector Activities**

Which of the following best describes your current situation?	All Respondents		Civil Service		Local Authorities		Public Health		Public Education		Other Public Sector	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Employed with my JobBridge Host Organisation	583	28.6%	4	6.0%	5	5.0%	7	11.7%	20	16.4%	11	9.7%
Employed with another Organisation in Same Sector as Host Organisation	177	8.7%	5	7.5%	6	5.9%	14	23.3%	7	5.7%	13	11.5%
Employed in Another Sector	290	14.2%	13	19.4%	25	24.8%	13	21.7%	19	15.6%	22	19.5%
<b>Total in Employment</b>	<b>1,050</b>	<b>51.4%</b>	<b>22</b>	<b>32.8%</b>	<b>36</b>	<b>35.6%</b>	<b>34</b>	<b>56.7%</b>	<b>46</b>	<b>37.7%</b>	<b>46</b>	<b>40.7%</b>
Was Employed on a Short-Term Contract, which has Now Ended	69	3.4%	3	4.5%	1	1.0%	4	6.7%	8	6.6%	5	4.4%
Pursuing Further Education or Training	185	9.1%	4	6.0%	13	12.9%	6	10.0%	13	10.7%	12	10.6%
Unemployed/Returning to Job Search	683	33.4%	34	50.7%	45	44.6%	15	25.0%	53	43.4%	47	41.6%
Emigrated	55	2.7%	4	6.0%	6	5.9%	1	1.7%	2	1.6%	3	2.7%
<b>Total</b>	<b>2,042</b>	<b>100%</b>	<b>67</b>	<b>100%</b>	<b>101</b>	<b>100%</b>	<b>60</b>	<b>100%</b>	<b>122</b>	<b>100%</b>	<b>113</b>	<b>100%</b>

Source: Indecon Confidential Survey of JobBridge Interns

Based on the evidence from the survey research in relation to internships undertaken in private sector host organisations (see table overleaf), it is notable that the financial services sector exhibits the highest rate of employment progression, with 70% of interns responding to Indecon's survey indicating that they had secured employment having undertaken their internship in this sector. This compares with 59.5% across the ICT/Communications, Pharmaceuticals/Life Sciences, Engineering/Science and Other Manufacturing sectors, and 49.1% in the retail and related services sector.

Table 3.22: Survey of JobBridge Interns - Current Status by Sector of JobBridge Host Organisation – Private Sector Activities								
Which of the following best describes your current situation?	All Respondents		Retail/Sales Services		Financial Services		ICT/Communications, Pharmaceuticals/Life Sciences, Engineering/Science and Other Manufacturing	
	No.	%	No.	%	No.	No.	No.	%
Employed with my JobBridge Host Organisation	583	28.6%	110	32.0%	77	48.1%	188	36.1%
Employed with another Organisation in Same Sector as Host Organisation	177	8.7%	18	5.2%	19	11.9%	55	10.6%
Employed in Another Sector	290	14.2%	41	11.9%	16	10.0%	67	12.9%
<b>Total in Employment</b>	<b>1,050</b>	<b>51.4%</b>	<b>169</b>	<b>49.1%</b>	<b>112</b>	<b>70.0%</b>	<b>310</b>	<b>59.5%</b>
Was Employed on a Short-Term Contract, which has Now Ended	69	3.4%	16	4.7%	2	1.3%	12	2.3%
Pursuing Further Education or Training	185	9.1%	26	7.6%	10	6.3%	43	8.3%
Unemployed/Returning to Job Search	683	33.4%	125	36.3%	35	21.9%	140	26.9%
Emigrated	55	2.7%	8	2.3%	1	0.5%	16	3.0%
<b>Total</b>	<b>2,042</b>	<b>100%</b>	<b>344</b>	<b>100%</b>	<b>160</b>	<b>100%</b>	<b>521</b>	<b>100%</b>
Source: Indecon Confidential Survey of JobBridge Interns								

### *Current status by length of prior employment experience and unemployment*

The evidence also suggests that the success of JobBridge internships on an individual basis is influenced by the length of prior employment. For example, all those who have employment experience of over one year are more likely to secure employment than the average. This is particularly the case for those who have prior employment experience of one to two years (see table overleaf).

Table 3.23: Survey of JobBridge Interns - Current Status by Duration of Prior Employment Experience								
Which of the following best describes your current situation?	All Respondents		Employed 1 Year or Less		Employed 1 to 2 Years		Employed More than 2 Years	
	No.	%	No.	%	No.	%	No.	%
Employed with my JobBridge Host Organisation	583	28.6%	67	27.7%	47	32.0%	322	29.0%
Employed with another Organisation in Same Sector as Host Organisation	177	8.7%	20	8.3%	14	9.5%	98	8.8%
Employed in Another Sector	290	14.2%	37	15.3%	23	15.6%	174	15.6%
<b>Total in Employment</b>	<b>1,050</b>	<b>51.4%</b>	<b>124</b>	<b>51.2%</b>	<b>84</b>	<b>57.1%</b>	<b>594</b>	<b>53.4%</b>
Was Employed on a Short-Term Contract, which has Now Ended	69	3.4%	11	4.5%	4	2.7%	37	3.3%
Pursuing Further Education or Training	185	9.1%	25	10.3%	14	9.5%	83	7.5%
Unemployed/Returning to Job Search	683	33.4%	76	31.5%	37	25.2%	373	33.5%
Emigrated	55	2.7%	6	2.5%	8	5.5%	25	2.3%
<b>Total</b>	<b>2,042</b>	<b>100%</b>	<b>242</b>	<b>100%</b>	<b>147</b>	<b>100%</b>	<b>1,112</b>	<b>100%</b>

Source: Indecon Confidential Survey of JobBridge Interns

In terms of those interns who did not secure employment following their internship, we find that the majority of these people (74.1%) had been employed previously for more than two years.

Table 3.24: Analysis of Interns Not Currently in Employment - Duration of Prior Employment Experience	
Prior Employment Experience	% of Finishers/Respondents Not in Employment
Employed 1 Year or Less	16.9%
Employed 1 to 2 Years	9.0%
Employed More than 2 Years	74.1%
<b>Total Not in Employment</b>	<b>100%</b>

Source: Indecon Confidential Survey of JobBridge Interns

To what extent does the duration of unemployment prior to participation in JobBridge influence progression outcomes post-internship completion? The table below presents the findings from Indecon's survey of JobBridge interns in relation to their status and compares this across different durations of unemployment prior to their participation in the scheme.

<b>Table 3.25: Survey of JobBridge Interns - Current Status by Duration of Prior Unemployment</b>												
<b>Which of the following best describes your current situation?</b>	<b>All Respondents</b>		<b>Unemployed 3 to 6 Months</b>		<b>Unemployed 6 to 12 Months</b>		<b>Unemployed Over 12 Months</b>		<b>Unemployed Over 2 Years</b>		<b>Unemployed Over 3 Years</b>	
	<b>No.</b>	<b>%</b>	<b>No.</b>	<b>%</b>	<b>No.</b>	<b>%</b>	<b>No.</b>	<b>%</b>	<b>No.</b>	<b>%</b>	<b>No.</b>	<b>%</b>
Employed with my JobBridge Host Organisation	583	28.6%	194	28.2%	182	32.2%	206	26.4%	72	24.4%	20	19.4%
Employed with another Organisation in Same Sector as Host Organisation	177	8.7%	73	10.6%	54	9.6%	50	6.4%	18	6.1%	5	4.9%
Employed in Another Sector	290	14.2%	125	18.2%	84	14.9%	80	10.3%	22	7.5%	4	3.9%
<b>Total in Employment</b>	<b>1,050</b>	<b>51.4%</b>	<b>392</b>	<b>57.1%</b>	<b>320</b>	<b>56.6%</b>	<b>336</b>	<b>43.1%</b>	<b>112</b>	<b>38.0%</b>	<b>29</b>	<b>28.2%</b>
Was Employed on a Short-Term Contract, which has Now Ended	69	3.4%	23	3.3%	19	3.4%	26	3.3%	8	2.7%	6	5.8%
Pursuing Further Education or Training	185	9.1%	57	8.3%	33	5.8%	94	12.1%	45	15.3%	15	14.6%
Unemployed/ Returning to Job Search	683	33.4%	188	27.4%	178	31.5%	312	40.0%	128	43.3%	53	51.4%
Emigrated	55	2.7%	27	3.9%	15	2.7%	12	1.5%	2	0.7%	0	0.0%
<b>Total</b>	<b>2,042</b>	<b>100%</b>	<b>687</b>	<b>100%</b>	<b>565</b>	<b>100%</b>	<b>780</b>	<b>100%</b>	<b>295</b>	<b>100%</b>	<b>103</b>	<b>100%</b>

**Source: Indecon Confidential Survey of JobBridge Interns**

The findings suggest that the longer an individual has been unemployed prior to their JobBridge placement, the less likely they are to secure employment at the end of that internship. In particular, the analysis indicates an employment rate of 57.1% among JobBridge participants who were unemployed between three and six months prior to their placement, with a similar proportion among those previously unemployed for between six and 12 months. The evidence suggests that employment progression outcomes deteriorate, however, for individuals who have been unemployed for over a year prior to their internships, with 38% of scheme participants who were previously out of work for over two years being in employment post-internship completion,



falling further to only 28.2% among those previously unemployed for three years or more. This result is expected and highlights the difficulties created by longer-term unemployment and the need to keep people close to the labour market. It also, however, raises an issue as to whether JobBridge should give greater focus to assisting those that have experienced long-term unemployment.

Taking account of prior unemployment and those interns not securing post internship employment, we find conclusions that are aligned with the table above, i.e. the longer the period of unemployment prior to internship, the less likely that intern is to secure employment post-internship.

<b>Table 3.26: Analysis of Interns Not Currently in Employment - Duration of Prior Unemployment</b>	
<b>Duration of Prior Unemployment</b>	<b>% of Finishers/Respondents Not in Employment</b>
Unemployed 3 to 6 Months	30.0%
Unemployed 6 to 12 Months	24.9%
Unemployed Over 12 Months	45.1%
<i>Of which:</i>	
Unemployed 1 to 2 Years	11.5%
Unemployed Over 2 Years	26.1%
Unemployed Over 3 Years	7.5%
<b>Total Not in Employment</b>	<b>100%</b>
<b>Source: Indecon Confidential Survey of JobBridge Interns</b>	

#### *Reasons for not securing employment within host organisation*

While understanding who is offering jobs to interns and the nature of these jobs is important, it is also useful to consider the reasons why interns may not be offered paid employment by their host organisations. The findings from Indecon's survey of host organisations, summarised overleaf, show that the main reason for not offering employment to JobBridge participants on completion of their internships is that no employment opportunities were available in the organisation (cited by 42.5% of responding organisations), while almost one-quarter of organisations indicated that it was too early in their involvement in the JobBridge programme. Almost 15% of organisations indicated that the main reason why they did not offer employment to JobBridge interns was due to individuals not being of sufficient quality.

Table 3.27: Survey of JobBridge Host Organisations - Reasons for Not Offering Paid Employment to JobBridge Interns								
Reasons for Not Offering Paid Employment to JobBridge Interns	All Respondents		Organisations Employing 1-49 persons		Organisations Employing 50-249 persons		Organisations Employing 250+ Persons	
	No	%	No	%	No	%	No	%
No employment opportunities available in organisation	356	42.4%	180	37.3%	51	44.3%	37	57.8%
Interns not of sufficient quality to offer employment	125	14.9%	90	18.6%	14	12.2%	3	4.7%
Too early in organisation's involvement in the JobBridge programme	206	24.5%	130	26.9%	25	21.7%	11	17.2%
Financial Constraints	31	3.7%	25	5.2%	2	1.7%	1	1.6%
Recruitment Embargo	25	3.0%	8	1.7%	4	3.5%	7	10.9%
Intern Finished Early	34	4.0%	21	4.3%	5	4.3%	1	1.6%
Other	63	7.5%	29	6.0%	14	12.2%	4	6.3%
<b>Total</b>	<b>840</b>	<b>100%</b>	<b>483</b>	<b>100%</b>	<b>115</b>	<b>100%</b>	<b>64</b>	<b>100%</b>
Source: Indecon Confidential Survey of Host Organisations								

There are some salient differences depending on host organisation sizes. For example, it would appear that smaller firms are more demanding of higher quality interns. Where 15% of all respondents cited lack of quality interns as a reason for not offering employment, this rises to nearly 19% for the smallest category of firms, compared with 4.7% for the largest hosts.

### 3.4.1 International comparison of intern progression outcomes

Progression rates to employment among interns who participated in the JobBridge scheme would also appear to be favourable when compared to findings elsewhere. In one survey of interns across Europe undertaken by the European Youth Forum (EYF)<sup>5</sup>, it was found that 34% of all respondents turned their internship into a job with either their host or another employer. However, the EYF also points out that this figure likely overstates that true extent of employment progression, given that some respondents were on internships when surveyed and were unlikely to know if their internship would translate into employment.

<sup>5</sup> European Youth Forum (2011) 'Interns Revealed; A survey on internship quality in Europe'.

### 3.5 Employment Conditions

In terms of employment conditions of those who have secured a job it is useful to review whether these are full-time or not, the working hours involved, and the levels of earnings.

#### *Employment status of jobs held by participants*

Among those JobBridge participants who have secured paid employment since their internships, it is important to also identify the status of this employment. The table below presents the findings of Indecon's survey of JobBridge interns in relation to participants' current employment status. The results indicate that less than half (45.2%) of participants hold employment that is full-time and permanent, while 9.3% are employed on a part-time, permanent basis. Thirty-five per cent hold full-time but temporary employment, while just over 10% are employed on a part-time, temporary basis.

<b>Table 3.28: Status of Employment Secured since Completion of JobBridge</b>		
<b>If you have secured a job (either with your JobBridge host organisation or with another organisation) since completing your JobBridge internship, is this job:</b>	<b>No. of Respondents</b>	<b>% of Respondents</b>
Full-time, Permanent	542	45.2%
Part-time, Permanent	108	9.3%
Full-time, Temporary	405	35.0%
Part-time, Temporary	122	10.5%
<b>Total</b>	<b>1,159</b>	<b>100%</b>
<b>Source: Indecon Confidential Survey of JobBridge Interns</b>		

#### *Working hours*

Information was also sought on the number of hours worked by participants in their current employment. Figures from Indecon's survey of JobBridge participants, presented below, indicate an average working week of around 36-39 hours, although there is significant variation around this average.

<b>Table 3.29: Employment Secured since Completion of JobBridge: Average Weekly Hours Worked</b>	
<b>Average Weekly Hours Worked</b>	<b>Statistics</b>
Mean of reported Average Weekly Hours Worked	36
Median of reported Average Weekly Hours Worked	39
Standard Deviation - Hours	9
<b>Source: Indecon Confidential Survey of JobBridge Interns</b>	

These figures were broadly consistent with what is reported through our research among host organisations (see table below).

<b>Table 3.30: Survey of JobBridge Host Organisations - Average Weekly Hours Worked among Interns Offered Employment in their Host Organisation</b>	
<b>Statistics</b>	<b>Average Weekly Hours Worked</b>
Mean of reported Average Weekly Hours Worked	34.6
Median of reported Average Weekly Hours Worked	37.5
Standard Deviation - Hours	7.9
<b>Source: Indecon Confidential Survey of JobBridge Host Organisations</b>	

#### *Earnings – Gross Weekly Pay*

Interns were also asked about their employment experience and level of payment since the completion of their internship. The table overleaf presents statistics based on the reported level of gross weekly earnings among interns who secured employment following completion of their internship. The figures indicate that average gross earnings among employed individuals who participated in the scheme are in the range of €450-460 per week, although there is substantial variance around this average, depending on pay rates and hours worked.

<b>Table 3.31: Survey of JobBridge Interns - Employment Secured since Completion of JobBridge: Current Gross Weekly Pay (€)</b>	
<b>Current Gross Weekly Pay (€)</b>	<b>Statistics</b>
Mean of reported Gross Weekly Pay - €	460
Median of reported Gross Weekly Pay - €	450
Standard Deviation - €	179
<b>Source: Indecon Confidential Survey of JobBridge Interns</b>	

The average level of gross earnings reported by interns is just slightly above that indicated by host organisations which have employed individuals following their JobBridge internships (see below).

<b>Table 3.32: Survey of JobBridge Host Organisations - Average Weekly Pay among Interns Offered Employment in their Host Organisation (€)</b>	
<b>Statistics</b>	<b>Gross Weekly Pay - €</b>
Mean of reported Gross/Net Weekly Pay - €	433
Median of reported Gross/Net Weekly Pay - €	427
Standard Deviation - €	135
<b>Source: Indecon Confidential Survey of JobBridge Host Organisations</b>	

Because overall earnings are a function of pay rates as well as hours worked, to reach any judgment on how the earnings of JobBridge participants compares with patterns in the wider labour market, it is necessary to consider the level of average hourly earnings. The table below combines the findings from Indecon's survey of JobBridge interns in relation to reported gross weekly earnings and hours worked to derive statistics on implied gross earnings per hour worked. The analysis indicates that, on average, scheme participants who have secured employment post-completion of their internship are currently earning in the range of €12 per hour to just above €13 per hour in gross terms, though there is significant variation around this average.

<b>Table 3.33: Survey of JobBridge Interns - Employment Secured since Completion of JobBridge: Implied Current Gross Hourly Earnings (€)</b>	
<b>Current Gross Weekly Pay (€)</b>	<b>Statistics</b>
Mean Hourly Earnings - €	13.1
Median Hourly Earnings - €	12.0
Standard Deviation of Hourly Earnings - €	5.2
<b>Source: Indecon Confidential Survey of JobBridge Interns</b>	

The above figures are broadly consistent with the earnings pattern reported by host organisations that have employed JobBridge participants, with the data on earnings and hours worked reported by hosts implying an average level of hourly gross earnings of €11.80-€12.30 per hour (see table overleaf).

**Table 3.34: Survey of JobBridge Host Organisations – Implied Average Gross Hourly Earnings among Interns Offered Employment in their Host Organisation (€)**

Statistics	Gross Weekly Pay - €
Mean Hourly Gross Earnings - €	12.3
Median Hourly Gross Earnings - €	11.8
Standard Deviation of Hourly Gross Earnings - €	3.4
<b>Source: Indecon Confidential Survey of JobBridge Host Organisations</b>	

How do the above average earnings figures compare with earnings across the economy as a whole? The CSO's Survey on Earnings Hours and Employment Costs provides comprehensive data on weekly earnings, hours worked and average hourly earnings across all sectors of the economy. The table below compares average hourly earnings across the Irish economy with the average hourly earnings implied by the information provided by JobBridge interns. Based on the available evidence among scheme participants, the figures indicate that average hourly earnings among JobBridge participants who have secured employment following their placements are presently equivalent to around 56% of the average level of hourly earnings across the economy as a whole. This will reflect a range of factors, including experience and skill levels, and the sector of employment.

**Table 3.35: Average Hourly Earnings among JobBridge Participants - Comparison with Economy-wide Average Earnings**

	€ per Hour (Gross)
JobBridge - Mean of Hourly Earnings reported by Scheme Participants (Interns)	12.3
Economy-wide Average Earnings (All Sectors)*	22.1
<i>JobBridge as % of Economy-wide earnings</i>	55.8%
<b>Source: Indecon Confidential Survey of JobBridge Interns and CSO, Survey on Earnings Hours and Employment Costs (EHECS)</b>	
* Average for period 2011 Q4 to 2012 Q3	

### Analysis of Earnings by Respondent Category – Gross Weekly Pay

We highlight that wage disparities between JobBridge interns and the rest of the working population are influenced by a number of factors which will include experience and skill levels, and the sector of employment. However, in order to examine this at a deeper level, we outline implied gross hourly earnings across a range of response categories below.

We caution from the outset that some of the figures in the tables outlined in the next series are based on sample sizes that are relatively small in comparison to all those interns who were surveyed and thus we stress that any findings from wage-related data should not be overstressed.

The first table looks at the nature of employment gained post internship. From the four categories we can see little differences although it is the case that those who gained full-time employment earn more on average.

<b>Table 3.36: Survey of JobBridge Interns - Implied Current Gross Hourly Earnings by Nature of Employment Gained After Completion of Internship (€)</b>				
<b>Employment Status</b>	<b>Full Time Permanent</b>	<b>Full Time Temporary</b>	<b>Part Time Permanent</b>	<b>Part Time Temporary</b>
Mean Gross Weekly Pay - €	502.71	507.58	285.56	259.82
Mean No. of Hours Worked	39.73	38.27	24.02	20.65
Mean Hourly Earnings - €	12.65	13.26	11.89	12.58

**Source: Indecon Confidential Survey of JobBridge Interns**

In terms of education level, we find that the higher the educational attainment of the intern, the more likely it is that that intern will command a higher hourly wage.

<b>Table 3.37: Survey of JobBridge Interns - Implied Current Gross Hourly Earnings by Educational Attainment (€)</b>					
<b>Employment Status</b>	<b>Junior Certificate</b>	<b>Leaving Certificate</b>	<b>Certificate/Diploma</b>	<b>Primary Degree</b>	<b>Masters or Higher</b>
Mean Gross Weekly Pay - €	320.28	394.01	449.06	511.66	488.17
Mean No. of Hours Worked	34.18	34.28	34.80	36.23	37.38
Mean Hourly Earnings - €	9.37	11.50	12.90	14.12	13.06*

**Source: Indecon Confidential Survey of JobBridge Interns**

Notes: We note that wages rates for Masters or Higher are lower than the Degree category but this may be influenced more by sample size.

### Employment stability

Interns were also asked if they felt that their current employment would last. The findings, shown in the table below, indicate that just under half (49.5%) of JobBridge participants who responded were of the view that their current job is likely to last, while 15.6% felt that it would be unlikely to last and 34.9% were unsure. These views may of course partly reflect the general uncertain labour market climate at present.

<b>Do you think your current job will last?</b>	<b>No. of Respondents</b>	<b>% of Respondents</b>
Likely	588	49.5%
Unlikely	185	15.6%
Possibly	415	34.9%
<b>Total</b>	<b>1,188</b>	<b>100%</b>
<b>Source: Indecon Confidential Survey of JobBridge Interns</b>		

## 3.6 Nature and Relevance of Work Experience Gained by Scheme Participants

An important factor impacting on individuals' longer-term progression possibilities following participation in JobBridge will be the nature and quality of work experience acquired during their internship. The inputs of both scheme participants and host organisations were sought on this issue as part of Indecon's survey research.

### 3.6.1 Views of Interns

The views of interns on the nature of their JobBridge work experience are summarised in the table overleaf. It is notable that 55.3% of participants felt that JobBridge provided a lot in terms of new job skills, while 63.9% indicated that the scheme provided a lot in terms of opportunity to gain quality work experience. A majority (52%) also felt that the scheme provided a lot in terms of improving their chances of gaining employment, although a more mixed picture emerges in relation to whether the scheme helped participants to progress directly into employment. There is also a mixed picture in relation to whether the scheme provided participants with the opportunity to secure formal training as part of their placement.

Other impacts highlighted by participants included that the scheme helped boost their self-confidence, to identify job opportunities suitable to their abilities, kept participants close to the job market, and helped participants to establish contacts/networks.



<b>Table 3.39: Survey of JobBridge Interns - Views on Nature of JobBridge Work Experience</b>				
<b>Aspects of Internship Work Experience</b>	<b>A Lot</b>	<b>A Little</b>	<b>Not at All</b>	<b>Total</b>
	<b>% of All Responses</b>			
(a) Gave me new job skills	55.3%	34.0%	10.7%	<b>100%</b>
(b) Provided opportunity to gain quality work experience	62.9%	25.8%	11.3%	<b>100%</b>
(c) Opportunity to secure formal training as part of placement	39.6%	31.4%	29.0%	<b>100%</b>
(d) Improved my self-confidence	49.5%	31.5%	19.0%	<b>100%</b>
(e) Helped me to identify job opportunities suitable to my abilities	43.3%	36.9%	19.8%	<b>100%</b>
(f) Improved my chances of gaining employment	52.0%	29.2%	18.8%	<b>100%</b>
(g) Directly helped my progression into employment	43.3%	23.3%	33.4%	<b>100%</b>
(h) Kept me close to the job market	42.5%	34.7%	22.8%	<b>100%</b>
(i) Helped me establish contacts/networks	40.2%	35.9%	23.9%	<b>100%</b>
<b>Source: Indecon Confidential Survey of JobBridge Interns</b>				

It is also important to analyse these impacts in terms of various response categories in order to identify different economic profiles.

We do this for those interns who did and did not find employment after their internship below. The findings appear to be as expected with those not employed responding less positively across all categories. Having said that over four in ten of the 'not in employment' respondents do indicate that the internship did give them new job skills with the same proportion of people indicating that the internship improved their confidence. Therefore, while those who found employment express more positive views here, it is also the case that those who did not find employment are experiencing benefits.

<b>Table 3.40: Survey of JobBridge Interns - Views on Nature of JobBridge Work Experience</b>				
<b>Aspects of Internship Work Experience</b>	<b>A Lot</b>	<b>A Little</b>	<b>Not at All</b>	<b>Total</b>
	<b>% of Responses from Interns <u>Not in Employment</u></b>			
(a) Gave me new job skills	42.9%	42.5%	14.6%	<b>100%</b>
(b) Provided opportunity to gain quality work experience	50.8%	33.4%	15.8%	<b>100%</b>
(c) Opportunity to secure formal training as part of placement	28.9%	34.2%	36.9%	<b>100%</b>
(d) Improved my self-confidence	42.2%	31.8%	26.0%	<b>100%</b>
(e) Helped me to identify job opportunities suitable to my abilities	32.1%	41.4%	26.5%	<b>100%</b>
(f) Improved my chances of gaining employment	29.7%	40.5%	29.8%	<b>100%</b>
(g) Directly helped my progression into employment	15.0%	30.5%	54.2%	<b>100%</b>
(h) Kept me close to the job market	25.1%	41.6%	33.3%	<b>100%</b>
(i) Helped me establish contacts/networks	27.8%	40.1%	32.1%	<b>100%</b>
<b>Aspects of Internship Work Experience</b>	<b>A Lot</b>	<b>A Little</b>	<b>Not at All</b>	<b>Total</b>
	<b>% of Responses from Interns <u>In Employment</u></b>			
(a) Gave me new job skills	62.6%	29.0%	8.4%	<b>100%</b>
(b) Provided opportunity to gain quality work experience	70.4%	21.3%	8.3%	<b>100%</b>
(c) Opportunity to secure formal training as part of placement	47.0%	28.9%	24.1%	<b>100%</b>
(d) Improved my self-confidence	53.5%	31.4%	15.2%	<b>100%</b>
(e) Helped me to identify job opportunities suitable to my abilities	49.4%	34.3%	16.3%	<b>100%</b>
(f) Improved my chances of gaining employment	68.2%	22.0%	9.7%	<b>100%</b>
(g) Directly helped my progression into employment	63.0%	19.4%	17.7%	<b>100%</b>
(h) Kept me close to the job market	54.4%	30.4%	15.2%	<b>100%</b>
(i) Helped me establish contacts/networks	48.6%	32.6%	18.8%	<b>100%</b>
<b>Source: Indecon Confidential Survey of JobBridge Interns</b>				

In terms of graduates and non-graduates, we find that their views are very similar across categories with a higher percentage of graduates providing slightly more positive views. While, as we have seen, graduates are more likely to gain employment from JobBridge as opposed to non-graduates, the fact that non-graduates are responding with views similar to those of graduates indicates that while they may not be benefiting as much in terms of employment, non-graduates are benefiting to a similar degree in measures such as improved confidence and increased job skills.

Aspects of Internship Work Experience	A Lot	A Little	Not at All	Total	A Lot	A Little	Not at All	Total
	Graduate Responses				Non-Graduate Responses			
(a) Gave me new job skills	56.7%	34.1%	9.2%	100%	53.1%	33.7%	13.2%	100%
(b) Provided opportunity to gain quality work experience	65.1%	25.9%	8.9%	100%	58.8%	25.4%	15.7%	100%
(c) Opportunity to secure formal training as part of placement	39.2%	31.9%	28.9%	100%	40.7%	30.5%	28.8%	100%
(d) Improved my self-confidence	50.6%	31.7%	17.7%	100%	47.9%	30.6%	21.5%	100%
(e) Helped me to identify job opportunities suitable to my abilities	42.7%	38.5%	18.8%	100%	44.4%	33.7%	21.9%	100%
(f) Improved my chances of gaining employment	54.1%	30.0%	16.0%	100%	48.5%	28.0%	23.5%	100%
(g) Directly helped my progression into employment	45.5%	23.3%	31.2%	100%	39.4%	23.5%	37.1%	100%
(h) Kept me close to the job market	45.1%	34.1%	20.8%	100%	38.1%	35.4%	26.6%	100%
(i) Helped me establish contacts/networks	43.8%	35.8%	20.4%	100%	33.6%	36.4%	29.9%	100%
<b>Source: Indecon Confidential Survey of JobBridge Interns</b>								

For the data in the table overleaf, we took response category (a): Gave me new skills, from the above table and look at responses across different cohorts or interns including by age, education, sector and nature of employment gained.

A summary of findings from this analysis suggests that new skills were gained equally across educational attainment levels with over 50% of respondents across all education levels indicating that they gained a lot of new job skills. As would likely be expected, younger people gained more skills from their internship while those who gained employment were the least likely to respond indicating that they did not gain any new skills.

<b>Table 3.42: Survey of JobBridge Interns - Views on the Creation of New Skills Through Internship</b>				
<b>Aspects of Internship Work Experience</b>	<b>A Lot</b>	<b>A Little</b>	<b>Not at All</b>	<b>Total</b>
<b><u>Age</u></b>				
Under 25 Years of Age	62%	28%	10%	<b>100%</b>
25 to 45 Years of Age	55%	34%	10%	<b>100%</b>
46 to 55 Years of Age	44%	43%	14%	<b>100%</b>
Over 55 Years of Age	46%	36%	18%	<b>100%</b>
<b><u>Education</u></b>				
Junior Certificate	54%	32%	14%	<b>100%</b>
Leaving Certificate	53%	35%	12%	<b>100%</b>
Diploma/Certificate	54%	33%	14%	<b>100%</b>
Primary Degree	57%	34%	9%	<b>100%</b>
Masters or Higher	55%	35%	10%	<b>100%</b>
<b><u>Sector</u></b>				
Private Sector	55%	34%	11%	<b>100%</b>
Public Sector	53%	37%	9%	<b>100%</b>
<b><u>Type of Employment Gained</u></b>				
Full Time Permanent	67%	25%	8%	<b>100%</b>
Full Time Temporary	62%	29%	8%	<b>100%</b>
Part Time Permanent	63%	34%	4%	<b>100%</b>
Part Time Temporary	64%	29%	7%	<b>100%</b>
<b>Source: Indecon Confidential Survey of JobBridge Interns</b>				

### 3.6.2 Views of Host Organisations

The views of host organisations on the nature of work experience provided to interns are summarised in the table overleaf. Host organisations are generally more positive about the scheme than interns in relation to the quality of work experience provided. For instance, the proportion of organisations indicating that the scheme provided a lot in terms of new jobs skills, quality work experience, and increasing interns' chances of gaining employment is over 90% in each case.

<b>Table 3.43: Survey of JobBridge Host Organisations - Views on Nature of Work Experience Provided to JobBridge Interns – All Organisations</b>				
<b>Aspects of Internship Work Experience</b>	<b>A Lot</b>	<b>A Little</b>	<b>Not at All</b>	<b>Total</b>
	<b>% of All Responses</b>			
(a) Gave interns new job skills	94.6%	5.0%	0.4%	<b>100%</b>
(b) Provided opportunity to gain quality work experience	95.3%	3.9%	0.8%	<b>100%</b>
(c) Opportunity to secure formal training as part of placement	74.0%	23.1%	2.9%	<b>100%</b>
(d) Improved confidence of interns	84.2%	14.9%	0.9%	<b>100%</b>
(e) Helped interns to identify job opportunities suitable to their abilities	77.4%	21.0%	1.6%	<b>100%</b>
(f) Increased interns' chances of gaining employment	92.5%	7.0%	0.5%	<b>100%</b>
(g) Directly helped interns' progression into employment	77.4%	19.4%	3.2%	<b>100%</b>
(h) Kept participants close to the job market	79.7%	18.4%	1.9%	<b>100%</b>
(i) Helped interns establish contacts/networks	66.3%	29.9%	3.8%	<b>100%</b>
<b>Source: Indecon Confidential Survey of JobBridge Host Organisations</b>				

These levels of satisfaction appear to be consistent across sizes of organisations where there is a general positive outlook on the JobBridge scheme. The results in relation to host organisations employing fewer than 50 persons are profiled in the table below.

<b>Table 3.44: Survey of JobBridge Host Organisations - Views on Nature of Work Experience Provided to JobBridge Interns - Organisations Employing up to 49 Persons</b>				
<b>Aspects of Internship Work Experience</b>	<b>A Lot</b>	<b>A Little</b>	<b>Not at All</b>	<b>Total</b>
	<b>% of All Responses</b>			
(a) Gave interns new job skills	94.3%	5.2%	0.5%	<b>100%</b>
(b) Provided opportunity to gain quality work experience	94.9%	4.1%	1.0%	<b>100%</b>
(c) Opportunity to secure formal training as part of placement	73.2%	23.2%	3.6%	<b>100%</b>
(d) Improved confidence of interns	82.4%	16.4%	1.2%	<b>100%</b>
(e) Helped interns to identify job opportunities suitable to their abilities	75.5%	22.5%	2.0%	<b>100%</b>
(f) Increased interns' chances of gaining employment	91.0%	8.2%	0.8%	<b>100%</b>
(g) Directly helped interns' progression into employment	77.7%	18.8%	3.5%	<b>100%</b>
(h) Kept participants close to the job market	79.4%	17.9%	2.7%	<b>100%</b>
(i) Helped interns establish contacts/networks	65.3%	30.0%	4.7%	<b>100%</b>
<b>Source: Indecon Confidential Survey of JobBridge Host Organisations</b>				

The results in respect of host organisations employing from 50 to 249 persons are shown below. As with smaller organisations, medium-sized host organisations are most positive in relation to the extent to which they believe JobBridge provides interns with new job skills and the opportunity to gain quality work experience, while also increasing interns' chances of gaining paid employment.

<b>Table 3.45: Survey of JobBridge Host Organisations - Views on Nature of Work Experience Provided to JobBridge Interns - Organisations Employing Between 50 and 249 Persons</b>				
<b>Aspects of Internship Work Experience</b>	<b>A Lot</b>	<b>A Little</b>	<b>Not at All</b>	<b>Total</b>
	<b>% of All Responses</b>			
(a) Gave interns new job skills	93.8%	5.2%	1.0%	<b>100%</b>
(b) Provided opportunity to gain quality work experience	96.8%	2.1%	1.1%	<b>100%</b>
(c) Opportunity to secure formal training as part of placement	73.5%	25.4%	1.1%	<b>100%</b>
(d) Improved confidence of interns	80.6%	18.3%	1.1%	<b>100%</b>
(e) Helped interns to identify job opportunities suitable to their abilities	74.5%	24.0%	1.5%	<b>100%</b>
(f) Increased interns' chances of gaining employment	94.8%	4.7%	0.5%	<b>100%</b>
(g) Directly helped interns' progression into employment	79.6%	18.8%	1.6%	<b>100%</b>
(h) Kept participants close to the job market	77.0%	22.5%	0.5%	<b>100%</b>
(i) Helped interns establish contacts/networks	65.3%	30.5%	4.2%	<b>100%</b>
<b>Source: Indecon Confidential Survey of JobBridge Host Organisations</b>				

For the largest hosts, it is notable that 100% of organisations responding to Indecon's survey indicated that the internship gave interns new skills, while 97% were of the view that the scheme provided interns with the opportunity to gain quality work experience (see table below).

<b>Table 3.46: Survey of JobBridge Host Organisations - Views on Nature of Work Experience Provided to JobBridge Interns - Organisations Employing 250 Persons and Over</b>				
<b>Aspects of Internship Work Experience</b>	<b>A Lot</b>	<b>A Little</b>	<b>Not at All</b>	<b>Total</b>
	<b>% of All Responses</b>			
(a) Gave interns new job skills	100.0%	0.0%	0.0%	<b>100%</b>
(b) Provided opportunity to gain quality work experience	97.0%	3.0%	0.0%	<b>100%</b>
(c) Opportunity to secure formal training as part of placement	75.8%	22.2%	2.0%	<b>100%</b>
(d) Improved confidence of interns	90.9%	9.1%	0.0%	<b>100%</b>
(e) Helped interns to identify job opportunities suitable to their abilities	84.8%	14.1%	1.1%	<b>100%</b>
(f) Increased interns' chances of gaining employment	94.9%	5.1%	0.0%	<b>100%</b>
(g) Directly helped interns' progression into employment	67.0%	30.9%	2.1%	<b>100%</b>
(h) Kept participants close to the job market	80.8%	18.2%	1.0%	<b>100%</b>
(i) Helped interns establish contacts/networks	67.7%	30.3%	2.0%	<b>100%</b>
<b>Source: Indecon Confidential Survey of JobBridge Host Organisations</b>				

The trends evident in the analysis by size also hold true to a large extent across sectors. However, in terms of public sector host organisations, the percentage of respondents who indicate that the internship directly helped interns find employment is significantly lower than indicated above. We suspect that this is linked to the current moratorium on recruitment in the public sector.

<b>Table 3.47: Survey of JobBridge Host Organisations - Views on Nature of Work Experience Provided to JobBridge Interns - Public Sector Organisations</b>				
<b>Aspects of Internship Work Experience</b>	<b>A Lot</b>	<b>A Little</b>	<b>Not at All</b>	<b>Total</b>
	<b>% of All Responses</b>			
(a) Gave interns new job skills	96.0%	3.4%	0.6%	<b>100%</b>
(b) Provided opportunity to gain quality work experience	96.6%	3.4%	0.0%	<b>100%</b>
(c) Opportunity to secure formal training as part of placement	72.7%	25.0%	2.3%	<b>100%</b>
(d) Improved confidence of interns	92.0%	8.0%	0.0%	<b>100%</b>
(e) Helped interns to identify job opportunities suitable to my abilities	75.7%	22.0%	2.3%	<b>100%</b>
(f) Increased interns' chances of gaining employment	93.1%	6.9%	0.0%	<b>100%</b>
(g) Directly helped interns' progression into employment	63.5%	31.2%	5.3%	<b>100%</b>
(h) Kept participants close to the job market	81.5%	16.8%	1.7%	<b>100%</b>
(i) Helped interns establish contacts/networks	67.1%	31.2%	1.8%	<b>100%</b>
<b>Source: Indecon Confidential Survey of JobBridge Host Organisations</b>				

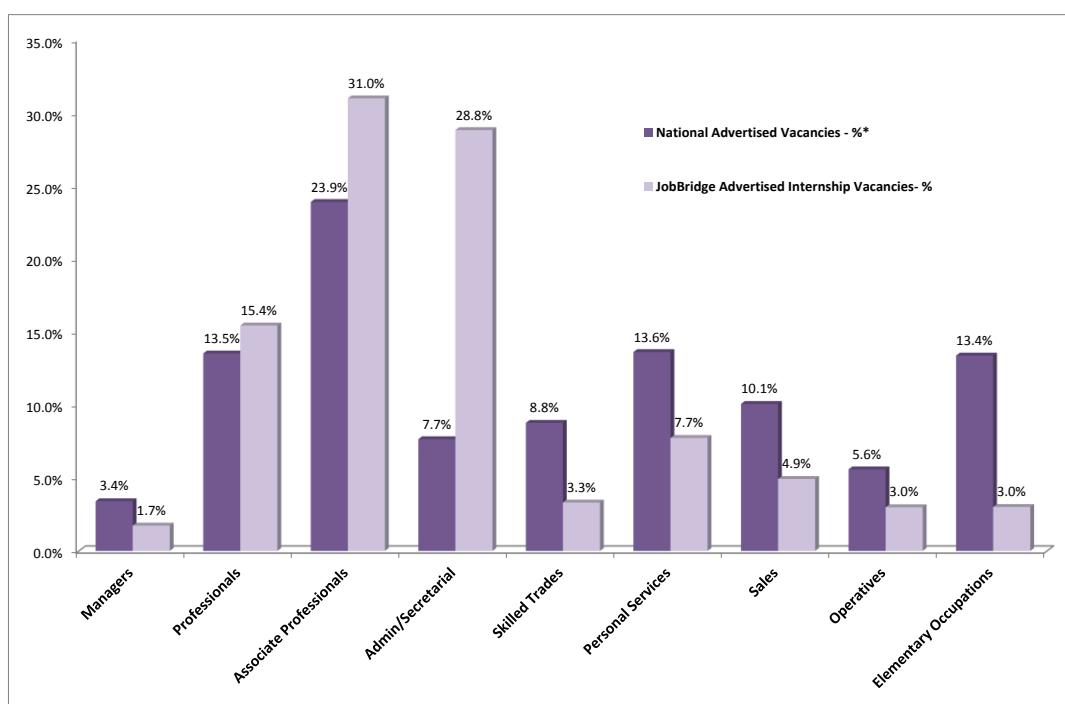
Private sector respondents mirror findings seen above in that their responses are very positive. However, the opportunity to secure formal training as part of the placement is consistently scoring lower than average across categories.. This is something that may warrant attention in the future operation of JobBridge.

<b>Table 3.48: Survey of JobBridge Host Organisations - Views on Nature of Work Experience Provided to JobBridge Interns - Private Sector Organisations</b>				
<b>Aspects of Internship Work Experience</b>	<b>A Lot</b>	<b>A Little</b>	<b>Not at All</b>	<b>Total</b>
	<b>% of All Responses</b>			
(a) Gave interns new job skills	94.5%	5.0%	0.5%	<b>100%</b>
(b) Provided opportunity to gain quality work experience	95.1%	4.0%	0.9%	<b>100%</b>
(c) Opportunity to secure formal training as part of placement	75.1%	22.0%	2.9%	<b>100%</b>
(d) Improved confidence of interns	82.4%	16.4%	1.2%	<b>100%</b>
(e) Helped interns to identify job opportunities suitable to my abilities	77.9%	20.4%	1.7%	<b>100%</b>
(f) Increased interns' chances of gaining employment	91.9%	7.4%	0.7%	<b>100%</b>
(g) Directly helped interns' progression into employment	81.2%	16.0%	2.8%	<b>100%</b>
(h) Kept participants close to the job market	79.1%	18.6%	2.3%	<b>100%</b>
(i) Helped interns establish contacts/networks	64.9%	30.7%	4.4%	<b>100%</b>
<b>Source: Indecon Confidential Survey of JobBridge Host Organisations</b>				

### 3.6.3 Relevance of internships to wider labour market

Also of importance concerns the relevance of internships to the needs of the wider labour market. One indication of the extent to which the scheme is helping to meet the skill requirements across the economy can be had by considering the occupational pattern of internships versus job vacancies advertised in the wider labour market. The figure below summarises data provided to Indecon by the Skills and Labour Market Research Unit within FÁS in relation to the breakdown by broad occupational category of vacancies advertised on JobBridge and at national level on irishjobs.ie and by DSP/FÁS-Jobs Ireland in 2011 and in 2012. It is notable that professional, associate professional and admin/secretarial posts have accounted for a substantially higher proportion of the internship posts advertised on JobBridge, at 15.4%, 31% and 28.8% respectively, compared with 13.5%, 23.9% and 7.7% of posts advertised nationally. By contrast, posts in the skilled trades, personal services, sales, operatives and elementary occupations represented noticeably lower proportions of JobBridge internship posts than posts advertised in the wider labour market. These figures should be interpreted with caution as the national figures are limited to posts advertised on the irishjobs.ie and FÁS/DSP-Jobs Ireland sites, while the FÁS vacancies (which represent 67% of the vacancies in the sample) are focused towards the lower end of the skills spectrum and are therefore not representative of the distribution for the total vacancy market. The figures suggest that JobBridge internships may have a focus which differs from that across the wider labour market, but further analysis would be required.

**Figure 3.4: Relevance of Scheme to Wider Labour Market – Comparison of Structure of Advertised Internship Posts with Vacancies in Wider Labour Market – % of Advertised Vacancies – 2011-2012**



Source: Indecon analysis of data from DSP/FÁS Skills and Labour Market Research Unit

\* Economy-wide vacancies data based on vacancies advertised by irishjobs.ie and DSP/FÁS-Jobs Ireland. National figures relate to period 2011-2012 (September), while JobBridge figures cover period 2011-2012.



### 3.7 Summary of Main Findings

This section assessed the emerging evidence in relation to the outcomes from JobBridge, focussing on the progression outcomes for participants in terms of employment, education and training, and the experience gained through completion of internships. The main findings from the analysis were as follows:

- ❑ In total, 7,058 JobBridge placements were finished by the end of November 2012 (including individuals who did not fully complete their internships). The monthly number of finishers has accelerated since June as placements have come to an end, reaching a recent peak of 1,008 finishers in August 2012.
- ❑ A total of 2,992 or 42% of internships completed by the end of November 2012 were completed in full, while 4,066 or 58% were completed early.
- ❑ The main reason cited by participants for early completion (according to 63.1% of participants) was that they secured employment, with 25.5% securing employment with their JobBridge host and 37.6% securing work elsewhere. Just under one-third of participants cited dissatisfaction with their placement as a reason for early completion.
- ❑ Of the overall total of 7,058 JobBridge finishers by the end of November 2012, 2,564 individuals or 36.3% were in employment immediately upon finishing their internship. 1,069 individuals, or 15.1%, had returned to job search, while 319 persons or 4.5% were in further education or training.
- ❑ However, examining participants' current status, rather than their position immediately upon internship completion, Indecon's survey research indicates that just above half, or approximately 51.4%, of JobBridge interns have secured employment since finishing their internships.
- ❑ Notably, the proportion of participants indicating that they are currently employed rises as the length of time since internship completion increases, and the employment rate among participants who completed less than one month ago, at 35.5%, compares with 61.4% among those who completed their internship over five months ago. Similarly, there is a decline in the extent of unemployment the longer the duration of time since internship completion.
- ❑ The research suggests that progression rates to employment post-internship are similar to the average in relation to JobBridge participants who are educated to certificate, diploma or above. However, those qualified only to Leaving Certificate or to Junior Certificate or equivalent experience noticeably lower progression to employment.
- ❑ There is a higher rate of employment evident among JobBridge participants who completed their internships in private sector organisations, at 54.8%, compared to an employment rate of 41.2% among participants who undertook their internship in a public sector organisation and 43% within the community and voluntary sector. This may partly reflect the impact of employment controls currently in operation in the public sector.
- ❑ Among those who have secured employment since completing their internship, Indecon's research indicates that less than half (45.2%) of participants hold employment that is full-time and permanent, while 9.3% are employed on a part-time, permanent basis. Thirty-five per cent hold full-time but temporary employment, while just over 10% are employed on a part-time, temporary basis.

- ❑ JobBridge participants who are currently in employment work on average 36-39 hours per week and earn on average €12-€13 per hour, though there is significant variation around this average. Average hourly earnings among JobBridge participants who have secured employment following their placements are presently equivalent to around 56% of the average level of hourly earnings across the economy as a whole. This will reflect a range of factors, including experience and skill levels, and the sector of employment.
- ❑ The findings suggest that the longer an individual has been unemployed prior to their JobBridge placement, the less likely they are to secure employment at the end of their internship. Indecon's analysis indicates an employment rate of 57.1% among JobBridge participants who were unemployed between three and six months prior to their placement. However, employment progression outcomes deteriorate, however, for individuals who have been unemployed for over a year prior to their internships, with 38% of scheme participants who were previously out of work for over two years being in employment post-internship completion, falling further to only 28.2% among those previously unemployed for three years or more. This result is expected and highlights the difficulties created by longer term unemployment and the need to keep people close to the labour market. It also, however, raises an issue as to whether JobBridge should give greater focus to assisting those that have experienced long-term unemployment.
- ❑ Among those who have not secured employment following their internship, the research suggests that younger and/or more qualified individuals are more likely to emigrate or participate in further education or training.
- ❑ The majority (55.3%) of participants felt that JobBridge provided a lot in terms of new job skills, while 63.9% indicated that the scheme provided a lot in terms of opportunity to gain quality work experience. The majority (52%) also felt that the scheme provided a lot in terms of improving their chances of gaining employment, although a more mixed picture emerges in relation to whether the scheme helped participants to progress directly into employment. Other impacts highlighted by participants included that the scheme helped boost their self-confidence, to identify job opportunities suitable to their abilities, kept participants close to the job market, and helped participants to establish contacts/networks.
- ❑ Host organisations are generally more positive about the scheme than interns in relation to the quality of work experience provided. For instance, the proportion of organisations indicating that the scheme provided a lot in terms of new jobs skills, quality work experience, and increasing interns' chances of gaining employment being over 90% in each case.
- ❑ Comparison of the occupational pattern of advertised internship posts versus job vacancies in the wider labour market suggests that JobBridge internships may have a focus which differs from that across the wider labour market, with organisations participating in the scheme advertising a greater proportion of posts in professional and associate professional, and admin/secretarial occupations, and a noticeably lower proportion of posts in skilled trades, personal services, sales, operatives and elementary occupations.

## 4 Assessment of Levels of Satisfaction and Scheme Impact

### 4.1 Introduction

This section examines the levels of satisfaction among interns and host organisations with different aspects of the JobBridge scheme. It also considers the overall net impact and value for money arising from the scheme, taking into consideration the issues of deadweight and displacement.

### 4.2 Scheme Administration and Processes – Costs and Effectiveness

A comprehensive examination of the efficiency and effectiveness of all aspects of the JobBridge scheme's administration was not feasible within the scope of this project. However, Indecon, as part of our background research in understanding the JobBridge scheme, examined the processes and procedures in running the scheme. We also obtained critical assessments from a user perspective of the efficiency and effectiveness of the scheme's administration.

This section outlines the views of interns and host organisations in terms of satisfaction levels with the JobBridge Internship Scheme. It incorporates views on the perceived impact of the scheme and below we outline measures of importance to the scheme such as willingness to recommend the scheme to others, Departmental processes and procedures involved in managing the scheme and respondents' views on effectiveness in this regard.

It is, however, useful to firstly note that the scheme's administration is operated on a very tight resource budget. In the table below we summarise the administration costs of the scheme over the period 2011-2012. Administration costs include direct and indirect staffing costs, estimated at €825,000, and other costs, including design, printing, marketing and website-related costs, estimated at €42,390, with overall administration costs estimated at €867,390 by the end of 2012. The costs should be considered in the context of the number of internships supported, at over 13,300 during this period.

<b>Table 4.1: JobBridge – Scheme Administration Costs – 2011/2012</b>			
	<b>2011</b>	<b>2012</b>	<b>Total to date (2011-2012)</b>
Staffing Costs	€275,000	€550,000	€825,000
Other Costs (Design, Printing, Marketing and Website)	€20,195	€22,195	€42,390
<b>Total Scheme Admin Costs</b>	<b>€295,195</b>	<b>€572,195</b>	<b>€867,390</b>
<b>Source: DSP</b>			

### 4.2.1 Views of Interns on Scheme Administration and Processes

#### *Views on approach whereby interns deal directly with host organisation*

A particular aspect of the operation of the JobBridge scheme is that the intern deals directly with the host organisation, including in relation to initial decisions on recruitment as well as agreeing the nature of work experience and on-the-job training. The views of interns were sought on this aspect, which are summarised in the table below. The majority (64.6%) of interns responded that direct interaction with the host organisation was helpful.

<b>Do you think that dealing directly with your JobBridge host organization, in relation to decisions on recruitment and agreeing your work experience and on-the-job training, was:</b>	<b>No. of Respondents</b>	<b>% of Respondents</b>
Helpful	1356	64.6%
Unhelpful	307	14.6%
Don't Know	437	20.8%
<b>Total</b>	<b>2,100</b>	<b>100%</b>

Source: Indecon Confidential Survey of JobBridge Interns

#### *Levels of satisfaction with specific aspects of JobBridge process*

Indecon was keen to understand how interns feel regarding other specific aspects of their internship. The majority (72.6%) of interns indicated that they were either very satisfied or satisfied with the work experience provided by host organisations, while 63.9% were very satisfied or satisfied with the level of on-the-job training they received while on placement. Turning to interns' views of the Department of Social Protection's role in the provision of JobBridge, a somewhat more mixed picture emerges, with 52.4% of interns indicating that they were either very satisfied or satisfied with the process/procedures used by the Department in running the Scheme, although a significant proportion (25.9%) stated that they were either dissatisfied or very dissatisfied with these processes/procedures.

<b>Table 4.3: Survey of JobBridge Interns - Level of Satisfaction/Dissatisfaction with Aspects of JobBridge Process</b>						
<b>Aspects of Internship Work Experience</b>	<b>Very Satisfied</b>	<b>Satisfied</b>	<b>Neither Satisfied nor Dissatisfied</b>	<b>Dissatisfied</b>	<b>Very Dissatisfied</b>	<b>Total</b>
	<b>% of All Responses</b>					
Work Experience provided by Host Organisation	43.8%	28.8%	10.8%	8.9%	7.7%	<b>100%</b>
Level of on-the-job training provided by Host Organisation	34.5%	29.4%	14.3%	10.4%	11.4%	<b>100%</b>
Process / Procedures used by Department of Social Protection in running the Scheme	19.3%	33.1%	21.7%	13.8%	12.1%	<b>100%</b>
<b>Source: Indecon Confidential Survey of JobBridge Interns</b>						

We also look at comparative satisfaction levels among different response cohorts. Accordingly, the table overleaf compares those who were found to be in a job after their internship and those who were not. The analysis indicates that those who found employment were more likely to be very satisfied with various aspects of the scheme including the work experience provided and the level of on-the-job training.

However, the percentage of respondents from those who were found not to be employed post internship were also very high with well over 50% of this category either satisfied or very satisfied with various aspects of the scheme. These are important findings because they indicate that even for those who do not gain employment, there are benefits to partaking in JobBridge.

**Table 4.4: Survey of JobBridge Interns - Level of Satisfaction/Dissatisfaction with Aspects of JobBridge Process**

Aspects of Internship Work Experience	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Total
<b>% of All Responses (Not in Employment)</b>						
Work Experience provided by Host Organisation	33.4%	28.9%	13.9%	12.8%	11.0%	<b>100%</b>
Level of on-the-job training provided by Host Organisation	26.3%	26.5%	17.2%	13.7%	16.3%	<b>100%</b>
Process / Procedures used by Department of Social Protection in running the Scheme	17.4%	31.9%	24.5%	12.8%	13.4%	<b>100%</b>
<b>% of All Responses (In Employment)</b>						
Work Experience provided by Host Organisation	51.1%	28.3%	8.7%	6.2%	5.7%	<b>100%</b>
Level of on-the-job training provided by Host Organisation	40.0%	30.2%	12.8%	8.8%	8.2%	<b>100%</b>
Process / Procedures used by Department of Social Protection in running the Scheme	20.6%	33.0%	20.1%	13.9%	12.5%	<b>100%</b>
<b>Source: Indecon Confidential Survey of JobBridge Interns</b>						

*Views on Administration of JobBridge from Initial Application to Finishing Internship*

Regarding views on overall scheme administration, the majority of respondents (57.2%) noted that they were either very satisfied or satisfied with the administration of the JobBridge scheme from initial application to finishing their internship (see table overleaf).

<b>Table 4.5: Survey of JobBridge Interns - Views on Administration of JobBridge from Initial Application to Finishing your Internship</b>		
<b>Views on the administration of the JobBridge scheme from initial application to finishing your internship:</b>	<b>No. of Respondents</b>	<b>% of Respondents</b>
Very Satisfied	408	19.3%
Satisfied	802	37.9%
Neither Satisfied nor Dissatisfied	424	20.1%
Dissatisfied	277	13.1%
Very Dissatisfied	204	9.6%
<b>Total</b>	<b>2,115</b>	<b>100%</b>
<b>Source: Indecon Confidential Survey of JobBridge Interns</b>		

Again we analysed this question in terms of employment status post internship. The results are broadly as one would expect with those in employment reporting higher satisfaction levels but again, and as we have seen across many satisfaction based questions, those who did not gain employment are still expressing satisfaction with the scheme (over 50% in the table below).

<b>Table 4.6: Survey of JobBridge Interns - Views on Administration of JobBridge from Initial Application to Finishing your Internship</b>				
<b>Views on the administration of the JobBridge scheme from initial application to finishing your internship:</b>	<b>No. of Respondents (Not in Employment)</b>	<b>% of Respondents (Not in Employment)</b>	<b>No. of Respondents (In Employment)</b>	<b>% of Respondents (In Employment)</b>
Very Satisfied	156	16.4%	245	20.9%
Satisfied	337	35.3%	464	39.6%
Neither Satisfied nor Dissatisfied	227	23.8%	206	17.6%
Dissatisfied	129	13.5%	147	12.5%
Very Dissatisfied	105	11.0%	110	9.4%
<b>Total</b>	<b>954</b>	<b>100%</b>	<b>1,172</b>	<b>100%</b>
<b>Source: Indecon Confidential Survey of JobBridge Interns</b>				

## 4.2.2 Views of Host Organisations

### *Level of Satisfaction/Dissatisfaction with Aspects of JobBridge Scheme*

Taking into account the views of host organisations who have participated in the scheme, the findings from the research indicated that hosts are more satisfied regarding the overall process used by the Department of Social Protection in running the scheme. Where 52.4% of interns were either very satisfied or satisfied on this measure, 80.1% of hosts were either very satisfied or satisfied. On other aspects of the scheme, including the process for internship vacancy notification/candidate specification/selection, the general administration including monthly returns and support for queries, website toolkits etc., the responses from hosts were generally positive (see table below).

<b>Table 4.7: Survey of JobBridge Host Organisations - Level of Satisfaction/Dissatisfaction with Aspects of JobBridge Scheme</b>						
<b>Aspects of JobBridge Scheme</b>	<b>Very Satisfied</b>	<b>Satisfied</b>	<b>Neither Satisfied nor Dissatisfied</b>	<b>Dissatisfied</b>	<b>Very Dissatisfied</b>	<b>Total</b>
	<b>% of All Responses</b>					
Overall process used by Department of Social Protection in running the scheme	31.6%	48.5%	9.9%	7.5%	2.5%	<b>100%</b>
Process for internship vacancy notification / candidate specification/selection	28.4%	46.6%	13.4%	8.8%	2.8%	<b>100%</b>
General Administration including monthly returns	34.9%	43.6%	14.0%	5.9%	1.6%	<b>100%</b>
Support for queries, website toolkits etc.	26.7%	41.2%	19.1%	8.6%	4.4%	<b>100%</b>
<b>Source: Indecon Confidential Survey of JobBridge Host Organisations</b>						

A large majority of host organisations (91.5%) believe that it is helpful for them to deal directly with interns in relation to decisions on recruitment and agreeing work experience and on-the-job training. A lower percentage of interns, 64.6%, responded with 'helpful' to this question indicating that having the Department in this process is more influential for interns (see table overleaf).



<b>Table 4.8: Survey of JobBridge Host Organisations - Overall Views on JobBridge Scheme - Views on Approach whereby Host Organisations Deal Directly with JobBridge Interns, in relation to Decisions on Recruitment and Agreeing Work Experience and On-the-Job Training</b>		
<b>Views on Approach whereby Host Organisations Deal Directly with JobBridge Interns, in relation to Decisions on Recruitment and Agreeing Work Experience and On-the-Job Training</b>	<b>No. of Respondents</b>	<b>% of Respondents</b>
Helpful	1,210	91.5%
Unhelpful	25	1.9%
Don't Know	88	6.6%
<b>Total</b>	<b>1,323</b>	<b>100%</b>
<b>Source: Indecon Confidential Survey of JobBridge Host Organisations</b>		

### 4.3 Overall Levels of Satisfaction with Scheme

The following series of tables outlines intern and host views on the overall levels of satisfaction with the JobBridge scheme. A feature of these responses is the higher percentage of more positive responses from hosts than those of interns.

#### 4.3.1 Views of Interns

An important indicator for the success or otherwise of this scheme is user satisfaction. It is notable that 26.7% of participants indicated they were very satisfied while 39.1% indicated they were satisfied with the scheme. Only 10.3% stated they were very dissatisfied with the scheme.

<b>Table 4.9: Survey of JobBridge Interns - Overall Level of Satisfaction with JobBridge Scheme</b>		
<b>Overall, how satisfied or dissatisfied were you with the JobBridge scheme?</b>	<b>No. of Respondents</b>	<b>% of Respondents</b>
Very Satisfied	567	26.7%
Satisfied	832	39.1%
Neither Satisfied nor Dissatisfied	251	11.8%
Dissatisfied	257	12.1%
Very Dissatisfied	220	10.3%
<b>Total</b>	<b>2,127</b>	<b>100%</b>
<b>Source: Indecon Confidential Survey of JobBridge Interns</b>		

In terms of overall satisfaction and employment status, we find that there are significant differences. Where 31.8% of those in employment were very satisfied with the JobBridge scheme, only 18.6% of those not in employment were very satisfied. Among those not in employment, 53.2% of respondents are either satisfied or very satisfied.

**Table 4.10: Survey of JobBridge Interns - Overall Level of Satisfaction with JobBridge Scheme**

Overall, how satisfied or dissatisfied were you with the JobBridge scheme?	No. of Respondents (Not in Employment)	% of Respondents (Not in Employment)	No. of Respondents (In Employment)	% of Respondents (In Employment)
Very Satisfied	179	18.6%	374	31.8%
Satisfied	334	34.6%	500	42.5%
Neither Satisfied nor Dissatisfied	155	16.1%	101	8.6%
Dissatisfied	158	16.4%	110	9.4%
Very Dissatisfied	138	14.3%	91	7.7%
<b>Total</b>	<b>964</b>	<b>100%</b>	<b>1,176</b>	<b>100%</b>

Source: Indecon Confidential Survey of JobBridge Interns

We find fewer disparities in the findings for graduates and non-graduates with very similar satisfaction and dissatisfaction response rates as can be seen in the table below.

**Table 4.11: Analysis by Educational Attainment - Overall Level of Satisfaction with JobBridge Scheme**

Overall, how satisfied or dissatisfied were you with the JobBridge scheme?	No. of Graduate Finishers/ Respondents	% of Graduate Finishers/ Respondents	No. of Non-Graduate Finishers/ Respondents	% of Non-Graduate Finishers/ Respondents
Very Satisfied	361	26.4%	203	27.4%
Satisfied	557	40.8%	267	36.0%
Neither Satisfied nor Dissatisfied	147	10.8%	100	13.5%
Dissatisfied	164	12.0%	90	12.1%
Very Dissatisfied	136	10.0%	82	11.1%
<b>Total</b>	<b>1,365</b>	<b>100%</b>	<b>742</b>	<b>100%</b>

Source: Indecon Confidential Survey of JobBridge Interns

It is notable that two-thirds of interns responding to the survey indicated that they would recommend JobBridge to other people, with only 19.4% responding negatively (see table below).

<b>Table 4.12: Survey of JobBridge Interns - Recommendation of JobBridge to Other People</b>		
<b>Would you recommend JobBridge to other people?</b>	<b>No. of Respondents</b>	<b>% of Respondents</b>
Yes	1411	66.2%
No	413	19.4%
Don't Know	307	14.4%
<b>Total</b>	<b>2,131</b>	<b>100%</b>
<b>Source: Indecon Confidential Survey of JobBridge Interns</b>		

### 4.3.2 Views of Host Organisations

A higher level of satisfaction is reported in host responses on measures of satisfaction generally. While interns do, for the most part, also respond positively on these measures, a larger proportion of host responses are in the very satisfied category.

Over 50% of hosts are very satisfied with the JobBridge scheme with nearly another 40% indicating that they are satisfied with the scheme. Hosts responding negatively to this question are in the minority with only 0.9% of hosts indicating that they are very dissatisfied with the scheme.

<b>Table 4.13: Survey of JobBridge Host Organisations - Overall Level of Satisfaction with JobBridge Scheme</b>		
<b>Overall Level of Satisfaction with JobBridge Scheme</b>	<b>No. of Respondents</b>	<b>% of Respondents</b>
Very Satisfied	691	51.5%
Satisfied	529	39.4%
Neither Satisfied Not Dissatisfied	73	5.5%
Dissatisfied	36	2.7%
Very Dissatisfied	12	0.9%
<b>Total</b>	<b>1,341</b>	<b>100%</b>
<b>Source: Indecon Confidential Survey of JobBridge Host Organisations</b>		

These results are mirrored in the responses in the table below, where a large majority (96.1%) of hosts indicated that they would recommend JobBridge to other employers.

<b>Table 4.14: Survey of JobBridge Host Organisations - Recommendation of JobBridge to Other Employers</b>		
<b>Would you recommend the JobBridge scheme to other employers?</b>	<b>No. of Respondents</b>	<b>% of Respondents</b>
Yes	1286	96.1%
No	52	3.9%
<b>Total</b>	<b>1,338</b>	<b>100%</b>
<b>Source: Indecon Confidential Survey of JobBridge Host Organisations</b>		

This extent of recommendation for the scheme was stronger among larger host organisations, with 98% of respondents saying they would recommend JobBridge to other employers (see table below).

<b>Table 4.15: Survey of JobBridge Host Organisations - Recommendation of JobBridge to Other Employers</b>								
<b>Would you recommend the JobBridge scheme to other employers?</b>	<b>All Respondents</b>		<b>Organisations Employing 1-49 persons</b>		<b>Organisations Employing 50-249 persons</b>		<b>Organisations Employing 250+ Persons</b>	
	<b>No.</b>	<b>%</b>	<b>No.</b>	<b>%</b>	<b>No.</b>	<b>%</b>	<b>No.</b>	<b>%</b>
Yes	1286	96.1%	754	95.6%	180	95.2%	96	98.0%
No	52	3.9%	35	4.4%	9	4.8%	2	2.0%
<b>Total</b>	<b>1338</b>	<b>100%</b>	<b>789</b>	<b>100%</b>	<b>189</b>	<b>100%</b>	<b>98</b>	<b>100%</b>
<b>Source: Indecon Confidential Survey of Host Organisations</b>								

It is also notable that 95.1% of hosts, having been very satisfied with the scheme generally, indicated that they would take on another intern (see table overleaf).

<b>Table 4.16: Survey of JobBridge Host Organisations - Further Employment of Interns</b>		
<b>Would you take on another JobBridge intern based on your current experience?</b>	<b>No. of Respondents</b>	<b>% of Respondents</b>
Yes	1274	95.1%
No	65	4.9%
<b>Total</b>	<b>1,339</b>	<b>100%</b>
<b>Source: Indecon Confidential Survey of JobBridge Host Organisations</b>		

### 4.3.3 Case Studies on Experience with JobBridge

As part of the evaluation process, Indecon also prepared a series of case studies among both interns and host organisations, with the objective of providing some examples of actual experience with the scheme 'on the ground'. These case studies, four of which are based on the experience of a sample of interns and three on the experience of a sample of host organisations, are presented below.

#### *Interns' experience with scheme*

The first of the set of case studies on interns' experience with JobBridge is presented overleaf. This study relates to an internship completed in a public sector organisation.

**Table 4.17: Interns' Experience of JobBridge: Case Study 1****How I came to participate in JobBridge**

Following my graduation from my Masters in September 2010, I began to seek employment, in the UK or Ireland. During this time I found a number of internships that were part of this scheme that were offering extremely relevant experience suited to my qualifications. I decided that an internship would give me experience of working in the public sector and equip me with skills and knowledge in a competitive environment for paid employment.

**Host organisation:**

The host organisation I undertook my internship in was a public sector body focused on policy. I was part of a project team that grew from three people (when I started) to ten people (when the internship ended). The organisation had on a whole around 100 employees.

**Description of internship:**

The internship exceeded my expectations. It provided numerous opportunities to gain experience and work in several different areas. Throughout the nine months the project manager allowed me to explore different areas of the project. This was the greatest strength of the internship. As a graduate I had an idea of what area I would like to work in but the internship showed me my strengths and I was able to find what areas of the work I most enjoyed. This has impacted greatly on my career choices since as I feel I am now extremely aware of my talents and where I want to work.

Over the course of the nine months I gained experience in event management, running meetings, project management, social media, public procurement processes, team management, presentation skills, budget management, liaising with stakeholders, and much more.

**Outcomes from internship:**

I completed the internship at the end of August 2011 (16 months ago). I am currently employed. My current position is extremely relevant to my qualifications.

The nature of the organisation and the work is exactly what I would have hoped to be working in. Without the internship this would not have been possible. The internship provided me not just with the necessary skills but also opened the door for employment. For me, this is the biggest benefit.

The highlight of the internship was the level of interaction with people working in similar or related organisations. I have established a fantastic network as a result, which is essential for my line of work.

**Suggestions for improvement:**

JobBridge is an excellent scheme and given my experience I cannot speak highly enough of it. However, I am aware of placements that are not so fortunate. I was advised that someone from the scheme would visit or contact me during the internship. Unfortunately this did not happen. I think it is of the utmost importance that the scheme ensures follow up with participants to get their feedback during the internship. This is important to confirm that organisations are delegating tasks to participants that mean they are up-skilling and learning.

The expansion of the scheme has come as a reaction to the lack of economic growth in Ireland. Therefore many young graduates find it difficult to secure employment in Ireland and face emigration. I would like to see an expansion of the scheme and to see it continued. When unemployment falls and the economy begins to recover in the future it is likely that the scheme will become less relevant. I would like to see it sustained and I think graduates should be encouraged to take part in internships. They prepare people for employment by giving them practical skills but I think they have another function that affords graduates the opportunity to discover their talents. This experience is invaluable regardless of the economic environment.

Source: Confidential submission by JobBridge intern

A further case study is presented overleaf, relating to the experience of an individual who undertook an internship in a private sector organisation.

**Table 4.18: Interns' Experience of JobBridge: Case Study 2****How I came to participate in JobBridge:**

I had been in full-time education until the end of my Masters in Translation studies (late September 2011) and was struggling to find work or even work experience, so I started to claim social welfare. I had heard about the JobBridge scheme but didn't know much about it, so I began to research it. I browsed through the JobBridge posts online and found that there weren't that many that suited me. I went to my local social welfare office and asked them if it was possible to approach companies myself about internships and ask them if they would be willing to sign up to the JobBridge scheme. I began contacting companies all over Dublin and a few months later, I finally got a response from one of them. I had just become eligible for the scheme so it was good timing. It took a little while for the company to sign up on their side and then I applied online as normal. This was a smooth process and I was able to begin my internship in early February 2012. (I was approximately 4.5 months unemployed prior to starting my internship.)

**Host organisation:**

My host organisation was a Translation and Localisation company. They provide linguistic services mainly to large corporations who are trying entre foreign markets. It is a small company consisting of a CEO (and previously also an Operations Manager) and usually two project managers. All translators and linguists are outsourced and work with the company on a freelance basis. When I began my internship, the company had just downsized and there were just three other people in the company: one other (unpaid) intern who had been there for four months; an operations manager; and the CEO. After about two and a half months, the Operations Manager left the company. In May, the other intern left for paid work elsewhere. Two new (unpaid) interns were taken on to help with the workload.

**Description of internship:**

The experience I gained was in the area of Localization Project Management and Quality Assurance. I received training in the project management activities & processes in the localization industry, including project planning, project budgeting, resource allocation, scope and evaluation of client requirements, financial aspects of project management. I learnt a lot about time management, customer service, problem solving, dealing with unhappy vendors and unhappy clients. I also built up some great experience relating to my degree and Masters, which will be very useful in beginning my career as a translator – language evaluation, preparation, query management, language quality sampling and quality control, proofreading, editing, as well as the use of translation software and publishing software, and also standard Microsoft programs such as Excel, Word etc. By the end of the internship I was a confident Project Manager and Language Co-ordinator. This certainly exceeded my initial expectations.

**Outcomes from internship:**

It has now been just over three months since I completed my JobBridge internship. I am still unemployed but I have just sent in my application for the Back to Work scheme, for which I have just become eligible. I have done quite a bit of research and I am confident that I should be able to build a successful business as a freelance translator and proof-reader. JobBridge gave me the opportunity to fill the 'experience gap' that every graduate has coming out of college. It is near impossible for a translation student to be taken seriously without experience. Working with such a small company gave me an insight into how the business works on all levels from marketing to service delivery to company margins. In larger companies the roles are much more defined and I don't think I would have had as much responsibility or learning opportunity. I made some great industry contacts and received great feedback and references from those who trained me which will certainly help with my future employment. I gained confidence in my ability and found out about strengths I never knew I had. I also had the experience of training and managing other interns which in itself is a great way to cement my own newly acquired knowledge.

**Suggestions for improvement:**

I think that part-time internships should be open to those who are working part-time and only claiming for two days a week. There are so many people (particularly young graduates) who would love the opportunity to gain experience in an area they have studied, but it is not open to them because they work part-time in unrelated jobs.

I think that job-seekers should be encouraged to seek out their own internships, as they would probably find more suitable positions. The direct approach also shows a company that you are interested and motivated to work.

**Source: Confidential submission by JobBridge intern**

The third case study, presented overleaf, concerns the experience of an individual who completed an internship in a small public sector organisation.

**Table 4.19: Interns' Experience of JobBridge: Case Study 3****How I came to participate in JobBridge:**

I was made redundant in April 2011. I decided to take the summer off and look at my options, during which time I heard about JobBridge. I called to my local FÁS Office in Clonmel and got all details on this work scheme. I then checked what was available on the FÁS Website and here I found that an Internship in Tourism was advertised in my local village, Newcastle. I applied for this position as I have a keen interest in promoting tourism in this area and was successful. I was unemployed for seven months prior to taking up this position.

**Host organisation:**

My host organisation was in the public/government sector. The organisation had one full-time person employed, with several employed on a part-time basis.

**Description of internship:**

During my nine months on this internship I was involved in promoting tourism in the general area, through walking, cycling, heritage and culture. It was very rewarding, and I really enjoyed it as I have a huge interest in all of the above activities. During the nine months, I was involved in organising some very successful events which resulted in many people travelling from outside to come and participate.

**Outcomes from internship:**

I finished my internship in August 2012 and am currently unemployed, but involved in some Voluntary Organisations. I found the internship to be a very positive experience. I had never worked in The Community, or in the public/government sector and it certainly was a very beneficial experience.

**Suggestions for improvement:**

My only suggestion for Job Bridge would be to extend the term from nine months to maybe one or two years.

**Source: Confidential submission by JobBridge intern**

The fourth example of the experience of a JobBridge intern focuses on an individual who completed an internship in a company in the IT sector. This case study is presented overleaf.



Table 4.20: Interns' Experience of JobBridge: Case Study 4

**How I came to participate in JobBridge:**

I first found out about the JobBridge position from my career guidance councillor. He sent postgraduate students details of potential jobs every week. This one position caught my eye as it involved skills I wished to develop further. I was unemployed at the time, but working freelance on small projects.

**Host organisation:**

I undertook my JobBridge internship with a company in the IT sector. They had five employees when I began and now employ nine persons. I began as an intern designing applications. As I developed, I began using front-end developing software tools, learning code, and delving into UX design for mobile phones, which opened a whole chasm of understanding in the mobile development world, from learning GIT to writing Java.

**Description of internship:**

Designing, developing apps, and front-end coding.

**Outcomes from internship:**

I am still working for them over a year now and earn a very reasonable salary. The company looks to keep on growing and I definitely feel a part of it.

**Suggestions for improvement:**

From my experience, my JobBridge internship was in an area that I had some experience (albeit little in development), and I offered design capabilities that my host company didn't have and looked to gain. If I could make a suggestion, it would be that companies partaking in JobBridge apply stricter conditions when recruiting interns, by providing adequate reasons for taking them on, thereby minimising exploitation.

Source: Confidential submission by JobBridge intern

*Other Views of Interns*

It is also instructive to consider the views of interns more widely in relation to the experience with the scheme. As part of Indecon's survey of JobBridge interns, some respondents provided additional views based on their experience. The table overleaf presents selected views of participants who expressed satisfaction with their placements and the scheme.

Table 4.21: Selected Views of Participants Who Expressed Satisfaction with their Internship	
1	"A great mechanism to get a foot in the door of a company, When a good work ethic and eagerness to learn is demonstrated a full time job is possible."
2	"A very worthwhile endeavour and is most definitely getting people into the jobs they are seeking."
3	"All in all, the JobBridge scheme has been a positive experience for me and ultimately has led to employment. The only negative would be that even though it has been almost 10 months since completing the course I have still yet to receive any Certification."
4	"Beneficial and very worthwhile. Should be extended to 12 months. Should be able to break and resume placement with same organisation."
5	"Excellent government initiative, which has had a very positive effect on my working life."
6	"I greatly appreciate the opportunities given to me by JobBridge it genuinely has changed my life for the better. My only quibble was in trying to contact someone when I needed questions answered."
7	"I am really thankful for the JobBridge scheme. It was because of this scheme that I was able to prove myself to the host organisation that I would be a suitable employee to cover a 6 month maternity leave for another employee. The host employer has given me a 6-month contract, working 39 hours a week."
8	"I am very happy that I did the internship. I will continue to retrain and update .... I have gained valuable experience in IT support/repairs etc."
9	"I am very pleased that I got the opportunity to take part in the Scheme. It is definitely very worthwhile and the hands-on experience was definitely worth it for me."
10	"I cannot speak highly enough of this scheme. It provided me with a wonderful opportunity to learn new skills and improve my confidence in a workplace environment. .... I found full-time employment as a direct result of the skills I had acquired while completing my internship and from the contacts I had made while there. I recommend that every graduate struggling to find work completes an internship on this scheme before considering leaving Ireland."
Source: Indecon Confidential Survey of JobBridge Interns	

In addition, the table overleaf includes selected views of participants who indicated that they were dissatisfied with the scheme.

**Table 4.22: Selected Views of Participants Who Expressed Dissatisfaction with their Internship**

1	“Make the host organisation pay the interns. It's not the government's responsibility to pay employees and interns of companies. In fact, it mollycoddles them. Interns can still be registered as unemployed by Social Welfare to the host organisation would pay them for their services to the company.”
2	“Administration and liaison between FÁS & Dept. of Social Protection was poor at outset. Confusion on behalf of both parties in terms of procedures. Initially it was extremely difficult to collect benefit payments until direct payment was sorted out. Customer facing staff in Social Welfare office didn't seem to know what the scheme was and still expected me to turn up for signing even though I was on the scheme. Not their fault - just poor internal communication.”
3	“Although I received a €50 weekly allowance for taking part on the JobBridge Internship scheme I found my travel costs expensive for the distance I had to travel. Maybe a travel allowance could be made available to interns who have a long distance to travel on top of the €50 - means tested perhaps?”
4	(a) “Ensure counter staff at local welfare offices are aware of scheme and how to process applications/approve payments etc. (b) Focus more on the intern and less on the employer-have more check-ins with the intern, even by way of email/survey etc. (c) Try and improve reputation of scheme by dealing with spurious "internships" advertised on JobBridge website (d) Have a plan to support intern once internship is over, don't let them drift back into unemployment.”
5	“Although my experience was neither helpful, of unhelpful, I felt I was taken advantage of at times. I have friends who had bad experiences. It is hard to motivate oneself after paying €10,000 for a Master's degree, only to work 40 hours a week for €238, but that is my situation and everyone is different. I was lucky that I got on very well with the company.”
6	“Although the idea is good and it helped me get the work experience, which in turn helped me secure employment, I strongly believe the JobBridge scheme creates job displacement. It is basically free labour for companies that can well afford to pay at least the minimum wage. Most jobs in my area at entry level paying minimum wage, which required little or no experience disappeared when the JobBridge scheme started.”
7	“Candidates should be able to participate in the scheme for longer than nine months.”
8	“The administration of my internship could have been better. Two issues come to mind: 1. There was a delay in the processing of my paperwork. This meant that I had to go home early on my first day and come back two days later. 2. There was confusion over my finishing date. When I converted to JobBridge from the WPP scheme, it was communicated to me that my internship was extended by a week. However I received a text from JobBridge stating I was finishing on the original date a week beforehand.”
9	“Employer must lay out exactly what they are going to do with the intern before they start. There should be regular feedback both from employer and intern. Intern should be allowed a day a week to look for job if no job at end of intern. Employer should also pay towards intern.”
10	“I was expecting to gain new skills and get valuable experience from my internship. What I got instead was very little training or direction. I usually sat in the office on my own most days. .... Communication was minimal. It was a waste of my time.”
Source: Indecon Confidential Survey of JobBridge Interns	

**Host organisations' experience with scheme**

The first in the series of three case studies on the experience of host organisations with JobBridge is presented overleaf. This relates to the experience of a company in the hotels sector.

**Table 4.23: Host Organisations' Experience of JobBridge: Case Study 1****Background to organisation:**

I work for the Dublin Cluster of an international hotel group. We have three hotels in Ireland currently and employ approximately 350 employees.

**How organisation came to participate in JobBridge:**

I already offer internships to Students from hotel schools and work experience for disabled Candidates via supported employment organisations. I heard about Job Bridge when it was launched and immediately applied.

**Internships:**

To date I have offered three full-time internships; all in our Human Resources Dept. Our placements are very structured. We provide full training on all aspects of the role and supplement the on-the-job learning with our on-line university.

**Benefits and Outcomes from JobBridge:**

It is an excellent opportunity for organisations to provided training to inexperienced candidates and gets them "job-ready". It has exceeded my expectations. The website is user-friendly and the support team are very helpful by phone. The calibre of two of the Interns we had was excellent. The third had very high absenteeism and was not interested in learning, but this can happen with directly recruited employees too.

We have hired one of the Interns to a full-time permanent job in one of our hotels. Unfortunately I did not have a suitable vacancy at the end of the other candidate's internship but I recommended her to a colleague in a competitor hotel and she starts working there in January.

I am currently advertising for another Intern. The response rate has been very slow compared to previous adverts but that may be timing as it is pre-Christmas.

**Suggestions for improvement:**

Some form of initial screening would be helpful. I am unsure where the internships are advertised but not all candidates understand that the internships are unpaid or that they have to be in receipt of social welfare. I now begin all pre-interview phone calls by verifying both with candidates so I don't waste their time or mine.

Good improvement to open the scheme to unmarried-mothers and disabled people. This widened the pool of candidates for us as an employer.

**Source: Confidential submission by JobBridge Host Organisation**

A second example of a host organisation's experience with the scheme is profiled overleaf, in this case referring to an organisation in the public sector.

**Table 4.24: Host Organisations' Experience of JobBridge: Case Study 2****Background to organisation:**

Public Sector employer with approximately 550 employees. To provide continuing and further education.

**How organisation came to participate in JobBridge:**

We decided to participate in JobBridge as we are in the Education sector we welcome the opportunity to provide jobseekers with relevant work experience.

**Internships:**

18 Interns hosted to date. In-house training provided.

**Benefits and Outcomes from JobBridge:**

While the Interns are gaining valuable experience in a very busy working environment we are benefiting from their expertise.

**Suggestions for improvement:**

The JobBridge website has greatly improved since inception, it is more user-friendly and staff are always on hand to assist.

**Source: Confidential submission by JobBridge Host Organisation**

A further example of the experience of a host organisation is presented overleaf by reference to a large private sector organisation.

Table 4.25: Host Organisations' Experience of JobBridge: Case Study 3

**Background to organisation:**

We are a private sector organisation of approximately 300+ employees in the medical device manufacturing sector.

**How organisation came to participate in JobBridge:**

We became involved with the IBEC Gradlink Scheme initially and then this was subsumed into the National Internship Scheme/JobBridge. We got involved in JobBridge as it provided the company with an opportunity to identify potential future talent for our organisation. We felt it was a mutually beneficial arrangement, with Interns gaining invaluable experience in a dynamic growth sector.

**Internships:**

To date we have taken on 11 Interns, with 60% of these subsequently hired. All are university graduates. We provide interns with Health & Safety, Lean Six Sigma, GMP & GDP and Project Management Training, and also training appropriate to their functional area. We also have a formalised review process, with Interns set learning objectives for their nine-month placement. This is reviewed every three months by the Intern and Mentor, to ensure that the learning opportunities are being provided and that the set objectives are being met. This ensures that the Intern and the company both gain the most from the scheme.

**Benefits and Outcomes from JobBridge:**

The main benefit for our organisation is the opportunity to identify potential future talent as well as the availability of a short-term resource to support projects. Overall, JobBridge has been a very useful tool for our organisation and we continue to fully support it.

**Suggestions for improvement:**

Possible suggestions would be to either increase the financial aid to those undertaking the scheme or to provide some form of payment to take account of travel expenses that Interns incur. €50 would not in many cases cover the cost of travel for this programme if Interns are dedicated to the programme full-time for nine months. In addition, more free training through the state agencies would also be beneficial.

Source: Confidential submission by JobBridge Host Organisation

One of the major host organisations participating in the scheme is the Gaelic Athletic Association (GAA). As part of this evaluation, the GAA has agreed to provide its inputs and views on an attributed basis based on its involvement and experience to date with the scheme. The case study of the GAA is presented overleaf.

**Table 4.26: Host Organisations' Experience of JobBridge: Case Study 4****Background to organisation:**

The Gaelic Athletic Association (GAA) is a 32-county sporting and cultural organisation that also has a presence on all five continents. It is Ireland's largest sporting organisation and is celebrated as one of the great amateur sporting associations in the world today.

**How organisation came to participate in JobBridge:**

JobBridge provides the GAA with an invaluable opportunity to make an important civic contribution and to enhance social capital in Ireland through the placement of community-based, sport development trainees to maximise the activities of the organisation at grassroots level on a national basis.

**Internships:**

Since the GAA/JobBridge Scheme was launched in October 2011 the GAA has advertised 296 internships based in 23 Counties. During this period a total of 105 interns have participated in the Scheme with an additional 88 expected to commence participation in February 2012.

Due to the structure of the Scheme i.e. advertised centrally but placed at County level the training requirements of the interns are addressed on a needs-basis by the County Games Development Managers. Among the formal training courses provided to interns are GAA Coach Education Awards (i.e. Foundation Level, Award One Level) and Child Protection Courses.

**Benefits and Outcomes from JobBridge:***a)* Benefits for the Interns:

Interns are provided with the opportunity to gain practical, hands-on experience of a sector that they have an interest in as well as developing new skills or enhancing existing abilities. This enables interns to apply theoretical knowledge in practical work situations i.e. bridge the gap between theory and practice will further enhance their future career prospects and future employment prospects. It must be considered that at Third Level there are approximately 70 under-graduate and post-graduate degrees available in sport-related disciplines. These graduates are keen to avail of any further experiences that will assist them in attaining future employment.

*b)* Benefits for the Association:

The GAA benefits from the scheme in so far as it provides the Association with the opportunity to maximise organisational capacity by increasing the number of high-quality individuals operating in the Associations Games Development and Administrative systems. In addition to this, current personnel are provided with the opportunity to develop and enhance their communication, leadership, mentoring and management skills.

*c)* Benefits for the Community:

The scheme has a positive impact upon the health and well-being of the broader Irish community as the interns are deployed at grassroots level within the Association and are responsible for increasing the levels of physical activity for all members of the public.

**Source: Confidential submission by JobBridge Host Organisation**

The GAA has also identified a number of “operational challenges”, which it believes could be addressed in order to ensure a more effective and efficient administration of the scheme. These are set out in a continuation of Case Study 4, presented overleaf.

Table 4.27: Host Organisations' Experience of JobBridge: Case Study 4 – Continued

**Operational challenges and suggestions for improvement:**

Over the course of its involvement with JobBridge, the GAA have identified a number of operational challenges, which could be addressed in order to ensure a more effective and efficient administration of the scheme. The major administrative obstacles and a number of potential solutions are outlined below:

## 1. Recruitment &amp; Eligibility

*Challenge* – A number of problems have arisen in relation to recruiting eligible interns. Firstly, many individuals are applying despite not being eligible. Secondly, there can occasionally be long delays between the time when a supervisor provides an intern with their eligibility form and the confirmation of eligibility by the National Call Centre – it is unclear whether responsibility for the delay rests with the intern or with local social welfare offices.

*Solution* – It is suggested that the process whereby an intern's eligibility is confirmed should be reversed i.e. they should be issued with their eligibility form by their social welfare office prior to the interview phase and will produce this upon request at the interview. Once a trainee has been selected the supervisor will sign the form and will fax this through to a central contact in the GAA who will then liaise directly with the National Call Centre.

## 2. Promotion

*Challenge* – Media coverage in relation to the JobBridge scheme has been quite negative and based upon anecdotal evidence this has had a deterring effect on potential applicants.

*Solution* – The use of branding to increase the visibility of the GAA/JobBridge Scheme should be maximised i.e. the creation of a specific logo for GAA/JobBridge as well as providing the trainees with branded gear e.g. tracksuits/polo shirts. In addition to this there may be an opportunity to create a positive buzz around GAA/JobBridge through re-launching the Scheme (with branded gear etc.) using high-profile players.

## 3. Cooling Off Period

*Challenge* – Currently a cooling off period of six months must elapse before another placement in the same area of activity is approved. As the majority of interns who are placed are active in the area of Games Development this can occasionally prove limiting for the units concerned.

*Solution* – That no cooling off period should apply to any internships specifically advertised under the GAA/JobBridge Scheme. This would enable the Association to maximise the number of participating interns.

**Source: Confidential submission by JobBridge Host Organisation**



## 5 Scheme Deadweight, Impact Control Group and Value for Money

Two aspects that could have potential implications for the overall impact and success of JobBridge are the extent of any deadweight and displacement that may be evident within the scheme. Any such scheme inevitably has some element of deadweight and/or displacement, but the extent of such factors is important. In the analysis below, a number of findings from our research among both host organisations and interns are presented which input to the assessment of potential deadweight and displacement.

### 5.1 Scheme Deadweight and Displacement

#### 5.1.1 Likely Decisions of Host Organisations in Absence of JobBridge

One indication of the possible extent of deadweight can be had by considering the likely decisions of host organisations in the absence of the scheme. According to our research, summarised in the table below, almost two-thirds (65.6%) of host organisations indicated that in the absence of JobBridge the positions they created would not have been filled. Of the remainder, only 6.4% indicated that they would have taken on paid employees in the absence of the scheme, while 27.3% of organisations stated that they would have considered employing interns without JobBridge.

Likely Decisions of Organisations in Absence of JobBridge	No. of Respondents	% of Respondents
Would have considered employing interns without the programme	407	27.3%
Would have taken on a paid employee(s)	96	6.4%
Would not have filled the positions	977	65.6%
Other	9	0.7%
<b>Total</b>	<b>1,489</b>	<b>100%</b>
<b>Source: Indecon Confidential Survey of JobBridge Host Organisations</b>		

Further analysis of the likely decisions of host organisations in the absence of the scheme according to organisation size is presented in the table overleaf. This does not reveal any statistically significant variations in likely outcomes in the absence of JobBridge across different size organisations.

**Table 5.2: Survey of JobBridge Host Organisations - Likely Decisions of Organisations in Absence of JobBridge**

Likely Decisions of Organisations in Absence of JobBridge	All Respondents		Organisations Employing 1-49 persons		Organisations Employing 50-249 persons		Organisations Employing 250+ Persons	
	No.	% of Respondents	No.	% of Respondents	No.	% of Respondents	No.	% of Respondents
Would have considered employing interns without the programme	407	27.3%	222	26.9%	66	29.6%	33	28.9%
Would have taken on a paid employee(s)	96	6.4%	50	6.1%	18	8.1%	4	3.5%
Would not have filled the positions	977	65.6%	554	67.0%	133	59.6%	70	61.4%
Other	9	0.7%	0	0.0%	6	2.7%	7	6.1%
<b>Total</b>	<b>1,489</b>	<b>100%</b>	<b>826</b>	<b>100%</b>	<b>223</b>	<b>100%</b>	<b>114</b>	<b>100%</b>

Source: Indecon Confidential Survey of Host Organisations

Comparison of possible outcomes in the absence of the scheme between host organisations in the private and the public sectors is complicated by the present constraints in normal recruitment within the public sector and the findings, presented below, must be interpreted accordingly.

**Table 5.3: Survey of JobBridge Host Organisations - Likely Decisions of Organisations in Absence of JobBridge**

Likely Decisions of Organisations in Absence of JobBridge	All Respondents		Private Sector and Commercial Semi-State Organisations		Public Sector Organisations (excl. Commercial Semi-States)		Community & Voluntary Sector Organisations	
	No.	% of Respondents	No.	% of Respondents	No.	% of Respondents	No.	% of Respondents
Would have considered employing interns without the programme	407	27.3%	303	28.1%	38	21.2%	39	28.5%
Would have taken on a paid employee(s)	96	6.4%	75	7.0%	1	0.6%	6	4.4%
Would not have filled the positions	977	65.6%	700	64.9%	129	72.1%	84	61.3%
Other	9	0.7%	0	0.0%	11	6.1%	8	5.8%
<b>Total</b>	<b>1,489</b>	<b>100%</b>	<b>1,078</b>	<b>100%</b>	<b>179</b>	<b>100%</b>	<b>137</b>	<b>100%</b>

Source: Indecon Confidential Survey of Host Organisations

We also asked host organisations about their likelihood of offering paid employment to interns in the absence of the scheme. The findings presented in the table below show that 6.5% of hosts stated that they would have been highly likely to have offered paid employment to JobBridge interns in the absence of the scheme, while 22.5% indicated that they would have been fairly likely. Almost half (48.1%) of host organisations indicated that they would have been unlikely to have hired interns in the absence of the scheme.

Table 5.4: Survey of JobBridge Host Organisations - Likelihood of Offering Paid Employment to JobBridge Interns in Absence of Scheme		
Likelihood of Offering Paid Employment to JobBridge Interns in Absence of Scheme	No. of Respondents	% of Respondents
Highly Likely	50	6.5%
Fairly Likely	173	22.5%
Not At All Likely	370	48.1%
Don't Know	176	22.9%
<b>Total</b>	<b>769</b>	<b>100%</b>

Source: Indecon Confidential Survey of JobBridge Host Organisations

In terms of company size, it is notable that the risk of deadweight appears to be greater among larger sized firms, with 10.3% of host organisations who employ 250 persons or above indicating that they would have been highly likely to have offered paid employment to JobBridge interns even in the absence of the scheme, compared to 6.1% among small and medium-sized organisations (see table below).

Table 5.5: Survey of JobBridge Host Organisations - Likelihood of Offering Paid Employment to JobBridge Interns in Absence of Scheme								
Likelihood of Offering Paid Employment to JobBridge Interns in Absence of Scheme	All Respondents		Organisations Employing 1-49 persons		Organisations Employing 50-249 persons		Organisations Employing 250+ Persons	
	No	%	No	%	No	%	No	%
Highly Likely	50	6.5%	27	6.1%	7	6.1%	6	10.3%
Fairly Likely	173	22.5%	97	21.7%	30	26.3%	12	20.7%
Not At All Likely	370	48.1%	222	49.8%	60	52.6%	29	50.0%
Don't Know	176	22.9%	100	22.4%	17	15.0%	11	19.0%
<b>Total</b>	<b>769</b>	<b>100%</b>	<b>446</b>	<b>100%</b>	<b>114</b>	<b>100.0%</b>	<b>58</b>	<b>100%</b>

Source: Indecon Confidential Survey of Host Organisations

*Extent of Offer of Internship Positions Prior to JobBridge*

Another indication of the possible actions in the absence of JobBridge is the extent to which organisations offered internship positions prior to their involvement with JobBridge. Our research indicates that the majority (65.1%) of host organisations did not offer internships prior to JobBridge, but a significant proportion did provide internship positions.

<b>Table 5.6: Survey of JobBridge Host Organisations - Offer of Internship Positions Prior to JobBridge</b>		
<b>Prior to JobBridge, Did your Organisation Offer any Internship Positions?'</b>	<b>No. of Respondents</b>	<b>% of Respondents</b>
Yes	527	34.9%
No	982	65.1%
<b>Total</b>	<b>1,509</b>	<b>100%</b>
<b>Source: Indecon Confidential Survey of JobBridge Host Organisations</b>		

Among those organisations who indicated that they did provide internships prior to JobBridge, it is notable that 49.3% of these organisations indicated that they would continue to take on similar numbers of non-JobBridge interns in the absence of the scheme. To the extent that organisations may have continued to offer internships positions without the scheme, this may suggest significant potential deadweight.

<b>Table 5.7: Survey of JobBridge Host Organisations - Current Position of Organisation</b>		
<b>If prior to JobBridge your organisation did offer internships, please indicate which of the following best describes the current position in your organisation:</b>	<b>No. of Respondents</b>	<b>% of Respondents</b>
Continue to take similar number of non-JobBridge interns	260	49.3%
Have reduced numbers on other internship programmes	98	18.6%
Have ceased other internship programmes	130	24.7%
Other	39	7.4%
<b>Total</b>	<b>527</b>	<b>100%</b>
<b>Source: Indecon Confidential Survey of JobBridge Host Organisations</b>		

More detailed analysis according to size of organisation suggests that the proportion of organisation who would be likely to continue to take on a similar number of non-JobBridge interns in the absence of the scheme increases for larger organisations, with the research indicating that among organisations employing over 250 people, 56.1% indicate that they would continue to take similar numbers of non-JobBridge interns if the scheme was not in place.

Table 5.8: Survey of JobBridge Host Organisations - Current Position of Organisation								
If prior to JobBridge your organisation did offer internships, please indicate which of the following best describes the current position in your organisation:	All Respondents		Organisations Employing 1-49 persons		Organisations Employing 50-249 persons		Organisations Employing 250+ Persons	
	No.	% of Respondents	No.	% of Respondents	No.	% of Respondents	No.	% of Respondents
Continue to take similar number of non-JobBridge interns	260	49.3%	126	47.7%	46	53.5%	32	56.1%
Have reduced numbers on other internship programmes	98	18.6%	42	15.9%	15	17.4%	17	29.8%
Have ceased other internship programmes	130	24.7%	71	26.9%	22	25.6%	7	12.3%
Other	39	7.4%	25	9.5%	3	3.5%	1	1.8%
<b>Total</b>	<b>527</b>	<b>100%</b>	<b>264</b>	<b>100%</b>	<b>86</b>	<b>100%</b>	<b>57</b>	<b>100%</b>
Source: Indecon Confidential Survey of Host Organisations								

### Host indications of displacement

Identifying any displacement of existing paid employment by JobBridge interns is always likely to be challenging. Firstly, it is explicitly stated in the scheme guidelines that an internship will not be provided to displace an employee, and organisations are therefore unlikely to report any breaches in this rule. Secondly, although all advertised internship positions are screened to minimise the possibility of displacement, displacement may be more subtle and firms may, for example, define a role with sufficient latitude that it is difficult to identify whether an internship actually results in displacement of an existing paid position. It is even harder to ascertain whether an internship position may have displaced a paid role that did not initially exist when the internship commenced but which may have been recruited in the absence of the internship. Firms may, for example, identify a specific requirement within their organisation and consider hiring a paid employee to fill this role, but postpone recruitment indefinitely if they judge that they can fill the role through an unpaid internship. For these reasons, apart from specific cases where displacement has actually been reported, it is difficult to estimate the full extent of any displacement which may result from the scheme, although this is an issue that is likely to arise to some degree with any such scheme. However, as part of our research among host organisations, Indecon asked organisations to indicate on confidential basis if any of their JobBridge placements actually replaced jobs held by previous employees. The findings, summarised overleaf, suggest that based on reported instances, displacement of existing paid jobs occurs in only a very small number of cases and accounted for just 3% of the overall number of placements within the organisations responding to the survey.

**Table 5.9: Survey of JobBridge Host Organisations - Number of JobBridge Placements that have Replaced Jobs Held by Previous Employees**

Statistics	No. of	% of Total JobBridge Placements
Reported Number of JobBridge Placements that have Replaced Jobs held by Previous Employees	133	3%
<b>Source: Indecon Confidential Survey of JobBridge Host Organisations</b>		

As noted above, all advertised internship positions are screened by the JobBridge unit within the Department of Social Protection to minimise the possibility of displacement. Based on information supplied by the Department, Indecon understands that a total of forty cases of suspected displacement were investigated by the Department since July 2011. Following investigation, it was found that these allegations were substantiated in four distinct cases and action was taken to disqualify these companies from participating in JobBridge.

### 5.1.2 Views of Interns

We also considered the views of JobBridge interns in relation to different aspects that may impact on the extent of possible deadweight and displacement.

#### *Views of interns on likelihood of being offered current employment without JobBridge experience*

The table overleaf presents the findings from Indecon's survey of JobBridge interns in relation to the proportion of interns who secured employment post-internship who believe they would have been offered the same job if they did not have experience from completing an internship. The results indicate that across all interns who responded to the survey, 14.9% believed that they would have been 'highly likely' to have secured their current employment in the absence of their participation in the scheme, while 17% felt this outcome would have been 'fairly likely'. It is also notable that these proportions increase in the case of participants with postgraduate-level qualifications, with 18.8% of individuals with the equivalent of a Master's degree or higher indicating that they would have been highly likely and 19.9% fairly likely to have secured their current employment in absence of participation in the scheme.

Table 5.10: Survey of JobBridge Interns - Views on Likelihood of Current Employment being Offered in Absence of Completion of JobBridge Internship												
If you have been offered a paid job since completing your internship, do you think you would have been offered the same job if you had not had JobBridge experience?	All Respondents		Educated to Junior Certificate		Educated to Leaving Certificate		Educated to Certificate or Diploma		Educated to Primary Degree		Educated to Master's Degree or Higher	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Highly Likely	234	14.9%	8	17.4%	20	12.8%	56	16.9%	79	12.4%	69	18.8%
Fairly Likely	267	17.0%	5	10.9%	22	14.1%	57	17.2%	106	16.6%	73	19.9%
Not Very Likely	483	30.8%	16	34.8%	46	29.5%	106	31.9%	207	32.4%	101	27.5%
Not at all Likely	296	18.9%	7	15.2%	32	20.5%	57	17.2%	127	19.9%	68	18.5%
Don't Know	287	18.4%	10	21.7%	36	23.1%	56	16.8%	119	18.7%	56	15.3%
<b>Total</b>	<b>1,567</b>	<b>100%</b>	<b>46</b>	<b>100%</b>	<b>156</b>	<b>100%</b>	<b>332</b>	<b>100%</b>	<b>638</b>	<b>100%</b>	<b>367</b>	<b>100%</b>

Source: Indecon Confidential Survey of JobBridge Interns

Additional sectoral analysis of the views of interns on whether they believe they would have been offered the same job if they had not participated in the scheme, summarised in the table overleaf, suggests a small degree of variation between participants who undertook their internships in private sector versus public sector host organisations, but this is likely to be within the range of normal statistical variance.

**Table 5.11: Survey of JobBridge Interns - Views on Likelihood of Current Employment being Offered in Absence of Completion of JobBridge Internship**

If you have been offered a paid job since completing your internship, do you think you would have been offered the same job if you had not had JobBridge experience?	All Respondents		Private Sector/Commercial Organisations		Public Sector Organisations		Community & Voluntary Organisations	
	No.	%	No.	%	No.	%	No.	%
Highly Likely	234	14.9%	168	14.7%	68	16.9%	16	21.9%
Fairly Likely	267	17.0%	186	16.2%	81	20.1%	15	20.5%
Not Very Likely	483	30.8%	370	32.3%	104	25.9%	19	26.0%
Not at all Likely	296	18.9%	216	18.9%	70	17.4%	11	15.1%
Don't Know	287	18.4%	205	17.9%	79	19.7%	12	16.5%
<b>Total</b>	<b>1,567</b>	<b>100%</b>	<b>1,145</b>	<b>100%</b>	<b>402</b>	<b>100%</b>	<b>73</b>	<b>100%</b>

Source: Indecon Confidential Survey of JobBridge Interns

*Job search activity prior to participation in JobBridge*

One factor impacting on the potential deadweight associated with the scheme is the extent to which individuals were engaged in job search activity prior to participation in the scheme. Firstly, the table below suggests that participants were searching for work prior to moving into a JobBridge internship, with 95.7% of interns indicating that they were applying for paid employment prior to their internship.

**Table 5.12: Survey of JobBridge Interns - Job Search Activity Prior to Commencing JobBridge**

When you were unemployed immediately before starting your JobBridge internship, did you apply for any paid jobs?	No. of Respondents	% of Respondents
Yes	2,060	95.7%
No	93	4.3%
<b>Total</b>	<b>2,153</b>	<b>100%</b>

Source: Indecon Confidential Survey of JobBridge Interns



Secondly, of those that were searching for work before their internship, the evidence summarised in the table below would appear to indicate that this search was quite intensive for a substantial proportion of interns, with 41.8% of individuals stating that they had made over 30 applications for jobs prior to taking up their internship position, a further 12.8% indicating that they had submitted between 21 and 30 job applications. Other factors being equal, more intensive job search activity is likely to increase the likelihood that participants would have secured employment in the absence of participation in the scheme, although probabilities of success will be affected by the current challenging labour market.

Number of job applications made	No. of Respondents	% of Respondents
1 - 5	244	11.8%
6 - 10	293	14.2%
11 - 20	399	19.4%
21 - 30	263	12.8%
30+ applications	861	41.8%
<b>Total</b>	<b>2,060</b>	<b>100%</b>

Source: Indecon Confidential Survey of JobBridge Interns

#### *Likely Actions if Interns had not undertaken a JobBridge Internship*

A potentially important indicator in the current job market in Ireland is the perceptions among unemployed people in relation to available employment opportunities. In this regard, Indecon sought the views of JobBridge participants as to their likely destination in the absence of participation in the scheme. It is notable that 22.4% of interns responding to Indecon's survey felt that they would have gotten a job in Ireland if they had not undertaken their JobBridge internship (although it is not known over what timeframe), while 17.3% were of the view that they would have remained unemployed. A substantial proportion (21.6%) indicated that they would have emigrated, while 35.8% stated that they would have gone to another training programme or returned to education (see table below).

If you had not had a JobBridge placement, what do you think you would have done?	No. of Respondents	% of Respondents
Would have remained unemployed	459	17.3%
Would have got a job in Ireland	595	22.4%
Would have emigrated	574	21.6%
Would have gone to another training programme or returned to education	950	35.8%
Other	75	2.9%
<b>Total</b>	<b>2,653</b>	<b>100%</b>

Source: Indecon Confidential Survey of JobBridge Interns

## 5.2 Control Group, Deadweight and Value for Money Assessment

An important issue concerns the extent of value for money achieved in the operation of the scheme. As part of the evaluation process, Indecon has developed an estimated value for money assessment of JobBridge, which is set out below. This takes account of likely deadweight in the scheme through considering what would happen in any case without the scheme and in adjusting for potential differences between JobBridge participants and non-participants on the Live Register. There are of course difficulties in developing estimates of deadweight for any programme which is for only a relatively small part of the labour market and Indecon would support measures to develop panel and other databases and improvements in the profiling of the Live Register to facilitate such analysis. In this section we outline our approach to this assessment and we have used conservative assumptions throughout our analysis. Our figures for deadweight may therefore overestimate the extent of deadweight in this programme but we believe such a prudent approach is appropriate in examining value for money aspects.

It should be noted that our estimates of deadweight are higher than the implicit estimates based on participants own evaluation of what would have happened in the absence of the programme.

### 5.2.1 Basis for assessment

The approach applied in assessing the value for money achieved by JobBridge was to assess the extent to which the scheme increases the likelihood that participants will secure employment. The key issue here is that not all (or perhaps even most) of the beneficial impacts of the scheme should be taken into account as a net benefit. This is because for many unemployed people, unemployment is short-term in duration, and we take this into account in our estimates.

The overall value for money from the scheme is estimated by reference to the potential net savings to the exchequer in the form of reduced social welfare payments through removing individuals from unemployment and the additional tax revenues generated from employment, adjusted to reflect estimated deadweight. These adjusted benefits are then related to the costs of operating the JobBridge scheme. Our analysis focuses on the cohort of scheme participants to date, i.e., 2011-2012.

### 5.2.2 Assumptions

A number of assumptions are applied in modelling the value for money achieved by the scheme. These assumptions are set out in the table overleaf as well as later in this section, and relate to the following dimensions:

- Scheme activity, including numbers of internship starts/commencements and completion;
- Average duration of an internship;
- Cost of weekly social welfare 'top-up' payment;
- Cost of social welfare unemployment benefit/assistance;
- Scheme administration costs, including staff costs and other costs;
- Current income levels among internship finishers; and
- Extent of deadweight and how employment outcomes compare to possible control groups.

Table 5.15: Value for Money Assessment - Components and Assumptions			
	2011	2012	Total to date (2011-2012)
<i>Participant Costs</i>			
(A) Number of Internship Starts	3,773	9,541	13,314*
(B) Average Duration of Finished Internships - Weeks	24	24	24
(C) Number of Participant-Weeks ( (A) * (B) )	88,983	225,015	313,998
(D) Cost of Weekly 'Top-Up' Payment	€50	€50	€50
(E) Rate of Jobseekers Benefit (Current Max Personal Rate per Week)	€188	€188	€188
(F) Number Finishing Internships (Early and Full Completions) (2012 figure is estimated based on pro rate of finishers to end-November)	650	7,180	7,830*
<b>Source: Indecon analysis</b>			
* Figures based on cumulative scheme position by 3 <sup>rd</sup> January 2013			

### 5.2.3 Scheme impact scenarios

As indicated above, the extent of value for money achieved is a function of the impact of the scheme by reference to the number of individuals who come off the Live Register and who secure employment, thereby reducing the cost of social welfare payments and generating benefits through income tax revenues, adjusted for deadweight.

#### *Issue of scheme deadweight*

An important issue in this context of the schemes impact is the extent of potential deadweight associated with the scheme. In other words, the extent to which the impacts of the scheme would have occurred in its absence. Our analysis of potential deadweight is based on a specially designed dataset, which incorporates a detailed survey undertaken by Indecon of all JobBridge participants over a period, in addition to a detailed analysis of exits from the Live Register among JobBridge participants and non-participants, based on data prepared by statistics staff within the Department of Social Protection. This latter data also very helpfully provides a profile of exits by age and duration of employment.

We have therefore examined the job outcomes of those who participated in JobBridge process compared to a control group of persons who have exited to employment from the Live Register over the same period. While a comprehensive analysis would require a full control group dataset on scheme participants and non-participants, such data was not available. However, we have within the data constraints and resources for this evaluation developed an innovative approach to estimating a control group, and thereby measuring and comparing the outcomes of JobBridge and non-JobBridge participants. Such control groups, even when not perfect, are of critical importance, otherwise there is likely to be a significant overestimation of the benefits of any programme.<sup>6</sup>

<sup>6</sup> For example, the importance of constructing control data sets was evident in McGuinness, S., P. O'Connell, E. Kelly and J. Walsh, *Activation in Ireland: An Evaluation of the National Employment Action Plan*, ESRI Research Series 20, May 2011.

Our control group analysis has entailed the following steps:

- ❑ Comparison of employment outcomes of JobBridge participants with exit rates to employment from the Live Register over the same period. This is designed to take account of the fact that a percentage of persons on the Live Register will exit to employment without assistance from any activation programmes, and this impact should be removed from any programme outcome, otherwise the benefits of the programme could be overestimated;
- ❑ Matching of JobBridge participants and Live Register control group exit rates to take account of variations in age and duration of unemployment. The age profiling is important as unemployment among certain age categories has increased at different rates.<sup>7</sup> Of even greater importance concerns the variation in exit rates by duration of unemployment. Indecon's analysis has therefore adjusted the JobBridge outcomes to take account of Live Register exits to employment over the period and has also adjusted this to reflect different exit rates to employment by age and duration; and
- ❑ We have also applied an adjustment to take account of variations in the level of educational attainment among persons on the Live Register versus JobBridge participants. While educational profile is not measured in the Live Register, we have applied the job outcomes for non-graduates in JobBridge to our overall programme outcomes. This may overcompensate for this factor, as some of the overall exits from the Live Register include a graduate component, but we believe a prudent approach is required.

### ***Analysis of Live Register exits data***

The table overleaf describes the overall number of exits from the Live Register (i.e., individuals who signed off the register/closed off their claims) over the period January to December 2012 among individuals who participated in JobBridge, broken down according to age group and duration on the Register (based on continuous registration). In total, 2,050 individuals who participated in the JobBridge scheme exited the Live Register during 2012.

---

<sup>7</sup> See ESRI Submission to the Government Committee on Jobs, Social Protection and Education on Unemployment and Youth Unemployment by Eilish Kelly, Seamus McGuinness and Philip O'Connell, April 2012

**Table 5.16: JobBridge Exits/Closures from Live Register by Age Group and Duration on Register - January to December 2012**

Duration on Live Register	<3mths	3-6mths	6mths-1yr	1-2yrs	2-3yrs	3-5yrs	>5yrs	All Durations - Exits/Closures
<b>Age</b>								
<20	0	3	8	8	0	0	0	<b>19</b>
20-24	10	51	189	184	29	12	1	<b>476</b>
25-34	22	78	362	433	103	45	6	<b>1,049</b>
35-44	12	26	89	123	31	12	2	<b>295</b>
45-54	13	21	61	59	10	3	0	<b>167</b>
55-59	0	6	12	12	4	0	0	<b>34</b>
60-64	0	1	2	5	0	0	0	<b>8</b>
65+	0	0	1	0	1	0	0	<b>2</b>
<b>All Ages - Exits/Closures</b>	<b>57</b>	<b>186</b>	<b>724</b>	<b>824</b>	<b>178</b>	<b>72</b>	<b>9</b>	<b>2,050</b>

Source: Indecon analysis based on Live Register data provided by Department of Social Protection

Exits from the Live Register can take place for a wide range of reasons, including being no longer entitled to unemployment supports, taking up education or training, transferring to other schemes and taking up employment, among other reasons. A breakdown by age and duration on the Register of the number of JobBridge participants who signed off the Register because they stated that they found employment is presented in the table below. A total of 1,466 JobBridge participants who exited the Live Register over the course of 2012 indicated that they did so because they found employment. Of those JobBridge participants who exited and found employment, the largest proportion (799 or 54.5%) was in the 25-34 age group and who had been unemployed/signed on the Register for between six months and two years (42% of exits to work).

**Table 5.17: JobBridge Exits/Closures from Live Register who Found Employment - January to December 2012**

Duration on Live Register	<3mths	3-6mths	6mths-1yr	1-2yrs	2-3yrs	3-5yrs	>5yrs	All Durations - Exits/Closures Who Found Employment*
<b>Age</b>								
<20		2	4	5				<b>11</b>
20-24	7	29	136	127	24	9		<b>332</b>
25-34	11	57	282	334	77	33	5	<b>799</b>
35-44	7	18	64	84	25	10	1	<b>209</b>
45-54	2	12	40	32	8	1		<b>95</b>
55-59		4	5	9	1			<b>19</b>
60-64				1				<b>1</b>
65+								
<b>All Ages - Exits/Closures Who Found Employment</b>	<b>27</b>	<b>122</b>	<b>531</b>	<b>592</b>	<b>135</b>	<b>53</b>	<b>6</b>	<b>1,466</b>

Source: Indecon analysis based on Live Register data provided by Department of Social Protection

\* This figure is based on declarations by individuals who were registered. It is possible that additional persons may have also found employment who did not declare this as a reason. However, it is not possible to identify these individuals

The following table profiles the overall number of exits from across the entire Live Register during the same period (i.e. January to December 2012). In total, 420,494 persons exited the Live Register during this period, with the main concentrations being among persons aged 25-34 and who were registered for up to one year.

<b>Table 5.18: Overall Exits/Closures from Live Register by Age Group and Duration on Register - January to December 2012</b>								
<b>Duration on Live Register</b>	<b>&lt;3mths</b>	<b>3-6mths</b>	<b>6mths-1yr</b>	<b>1-2yrs</b>	<b>2-3yrs</b>	<b>3-5yrs</b>	<b>&gt;5yrs</b>	<b>All Durations - Exits/Closures</b>
<b>Age</b>								
<20	6,649	3,899	3,167	1,380	0	0	0	<b>15,095</b>
20-24	24,341	14,512	12,972	8,470	3,553	2,636	200	<b>66,684</b>
25-34	48,645	27,576	28,137	21,836	8,141	5,195	1,078	<b>140,608</b>
35-44	31,538	15,391	17,736	15,813	5,283	3,185	916	<b>89,862</b>
45-54	26,773	10,158	11,546	11,001	3,511	2,091	877	<b>65,957</b>
55-59	10,062	3,418	4,181	4,113	1,259	695	397	<b>24,125</b>
60-64	7,231	2,163	3,058	3,329	911	556	239	<b>17,487</b>
65+	68	81	168	214	77	32	36	<b>676</b>
<b>All Ages - Exits/Closures</b>	<b>155,307</b>	<b>77,198</b>	<b>80,965</b>	<b>66,156</b>	<b>22,735</b>	<b>14,390</b>	<b>3,743</b>	<b>420,494</b>

Source: Indecon analysis based on Live Register data provided by Department of Social Protection

Of the overall number of persons who exited the Live Register during 2012, the table below indicates the breakdown of those who exited because they stated that they found employment. In total, 140,878 persons left the Live Register who indicated that they found work. The pattern of exits to work across the entire Live Register was broadly reflective of the overall number of exits from the Register, with the main proportions finding work being in the 25-34 age group and who had been on the Register for up to a year.

<b>Table 5.19: Overall Exits/Closures from Live Register who Found Employment - January to December 2012</b>								
<b>Duration on Live Register</b>	<b>&lt;3mths</b>	<b>3-6mths</b>	<b>6mths-1yr</b>	<b>1-2yrs</b>	<b>2-3yrs</b>	<b>3-5yrs</b>	<b>&gt;5yrs</b>	<b>All Durations - Exits/Closures Who Found Employment*</b>
<b>Age</b>								
<20	822	699	557	220				<b>2,298</b>
20-24	7,005	4,322	3,368	2,013	846	505	17	<b>18,076</b>
25-34	19,557	10,404	8,762	5,306	2,427	1,264	115	<b>47,835</b>
35-44	14,200	6,174	5,522	3,258	1,418	705	115	<b>31,392</b>
45-54	14,775	4,200	3,534	2,095	822	407	82	<b>25,915</b>
55-59	5,825	1,372	1,116	564	232	84	29	<b>9,222</b>
60-64	4,202	776	598	302	132	55	16	<b>6,081</b>
65+	10	13	20	11	3	1	1	<b>59</b>
<b>All Ages - Exits/Closures Who Found Employment</b>	<b>66,396</b>	<b>27,960</b>	<b>23,477</b>	<b>13,769</b>	<b>5,880</b>	<b>3,021</b>	<b>375</b>	<b>140,878</b>

Source: Indecon analysis based on Live Register data provided by Department of Social Protection

\* This figure is based on declarations by individuals who were registered. It is possible that additional persons may have also found employment who did not declare this as a reason. However, it is not possible to identify these individuals

The next table looks again at the JobBridge cohort and relates the number of exits to employment to the overall number of exits from the Live Register among scheme participants. Exit-to-employment rates among JobBridge participants are measured according to age group and duration on the Register. Caution should be exercised in interpreting this data, due to small numbers of individuals in some cells. The analysis indicates that across all exits from the Live Register among JobBridge participants, 71.5% of these exited because they stated that they found work. There is significant variation around this overall proportion, however, depending on age and duration of previous unemployment.

<b>Table 5.20: JobBridge Exits/Closures from Live Register who Found Employment - January to December 2012 - % of Total Closures by Age Group and Duration on Register</b>								
<b>Duration on Live Register</b>	<b>&lt;3mths</b>	<b>3-6mths</b>	<b>6mths-1yr</b>	<b>1-2yrs</b>	<b>2-3yrs</b>	<b>3-5yrs</b>	<b>&gt;5yrs</b>	<b>All Durations - Exits/Closures</b>
<b>Age</b>								
<20	0.0%	66.7%	50.0%	62.5%	0.0%	0.0%	0.0%	<b>57.9%</b>
20-24	70.0%	56.9%	72.0%	69.0%	82.8%	75.0%	0.0%	<b>69.7%</b>
25-34	50.0%	73.1%	77.9%	77.1%	74.8%	73.3%	83.3%	<b>76.2%</b>
35-44	58.3%	69.2%	71.9%	68.3%	80.6%	83.3%	50.0%	<b>70.8%</b>
45-54	15.4%	57.1%	65.6%	54.2%	80.0%	33.3%	0.0%	<b>56.9%</b>
55-59	0.0%	66.7%	41.7%	75.0%	25.0%	0.0%	0.0%	<b>55.9%</b>
60-64	0.0%	0.0%	0.0%	20.0%	0.0%	0.0%	0.0%	<b>12.5%</b>
65+	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	<b>0.0%</b>
<b>All Ages - Exits/Closures</b>	<b>47.4%</b>	<b>65.6%</b>	<b>73.3%</b>	<b>71.8%</b>	<b>75.8%</b>	<b>73.6%</b>	<b>66.7%</b>	<b>71.5%</b>
<b>Source: Indecon analysis based on Live Register data provided by Department of Social Protection</b>								

The table overleaf profiles exit-to-employment rates across the Live Register as a whole. The analysis indicates that exits to employment represented 33.5% of all exits from the Live Register during the period January to December 2012. The analysis suggests a substantially higher employment rate among individuals exiting the Live Register who have participated in JobBridge compared with non-JobBridge participants, with 71.5% of JobBridge participants who exited the Live Register during 2012 finding employment versus 33.5% across all exits from the Register.

<b>Table 5.21: Overall Exits/Closures from Live Register who Found Employment - January to December 2012 - % of Total Closures by Age Group and Duration on Register</b>								
<b>Duration on Live Register</b>	<b>&lt;3mths</b>	<b>3-6mths</b>	<b>6 mths-1yr</b>	<b>1-2yrs</b>	<b>2-3yrs</b>	<b>3-5yrs</b>	<b>&gt;5yrs</b>	<b>All Durations - Exits/Closures</b>
<b>Age</b>								
<20	12.4%	17.9%	17.6%	15.9%	0.0%	0.0%	0.0%	<b>15.2%</b>
20-24	28.8%	29.8%	26.0%	23.8%	23.8%	19.2%	8.5%	<b>27.1%</b>
25-34	40.2%	37.7%	31.1%	24.3%	29.8%	24.3%	10.7%	<b>34.0%</b>
35-44	45.0%	40.1%	31.1%	20.6%	26.8%	22.1%	12.6%	<b>34.9%</b>
45-54	55.2%	41.3%	30.6%	19.0%	23.4%	19.5%	9.4%	<b>39.3%</b>
55-59	57.9%	40.1%	26.7%	13.7%	18.4%	12.1%	7.3%	<b>38.2%</b>
60-64	58.1%	35.9%	19.6%	9.1%	14.5%	9.9%	6.7%	<b>34.8%</b>
65+	14.7%	16.0%	11.9%	5.1%	3.9%	3.1%	2.8%	<b>8.7%</b>
<b>All Ages - Exits/Closures</b>	<b>42.8%</b>	<b>36.2%</b>	<b>29.0%</b>	<b>20.8%</b>	<b>25.9%</b>	<b>21.0%</b>	<b>10.0%</b>	<b>33.5%</b>
<b>Source: Indecon analysis based on Live Register data provided by Department of Social Protection</b>								

#### *Overall patterns of exit from Live Register*

It is also instructive to consider the overall patterns of exit from unemployment in Ireland. The table overleaf provides an indication of the survival rate on the Live Register, measured in this case by reference to the proportion of individuals on the register at different months between July 2011 and March 2012 who were still on the register up to 12 months later. For example, 36.1% of persons on the Live Register in July 2011 were still on the register in July 2012. Notably, this proportion increased sharply to a recent peak of 49.3% in September 2011 and stood at 43.8% in March 2012 (i.e. 43.8% of individuals on the register in March 2012 were still unemployed and on the register in March 2013). On average over the period from July 2011 to March 2012, 42.7% of persons on the register were still unemployed up to 12 months later. Conversely, this implies that on average 57.3% of individuals exited the Live Register each month over this period.

We utilise the above information later in this section in considering a second scenario on the estimated impact of JobBridge.



<b>Table 5.22: Survival Rates on the Live Register and Implied Overall Exit Rates among Persons Unemployed for 10-12 Months</b>	
<b>Live Register as at:</b>	<b>Individuals Previously Unemployed for 10-12 Months</b>
Jul-11	36.1%
Aug-11	37.6%
Sep-11	49.3%
Oct-11	48.5%
Nov-11	45.9%
Dec-11	40.2%
Jan-12	41.1%
Feb-12	41.5%
Mar-12	43.8%
<i>Averages from July 2011</i>	10-12mths
Survival rate average*	42.7%
Implied Exit Rate**	57.3%
<b>Source: Indecon analysis, based on data provided by Department of Social Protection</b>	
* Survival rate is % who sign on who are still on register 10-12 months later	
** Exit rate = 100% - 42.7%, i.e. proportion not on register 10-12 months later	

#### *Scheme Impact Scenarios adjusted for Differences in Age, Duration and Education*

While the analysis of exit-to-employment rates presented above takes account of potential deadweight by considering how the overall employment outcome performance of JobBridge participants compares to that across the Live Register as a whole, this is not sufficient as a control group, as it does not control for factors such as the age, duration of unemployment and other characteristics of JobBridge participants, which may differ from non-participants. For example, to the extent that the educational profile of JobBridge participants may differ from non-JobBridge participants, other factors being equal, this may influence comparative employment outcomes. Reflecting the early stage of development of the scheme, the analysis is also by necessity based only on the 2012 cohort of exits.

For the purposes of this assessment, Indecon has however developed conservative estimates of JobBridge scheme effectiveness and value for money. This utilises data on scheme activity, participant costs and administration costs in addition to the above data on closures/exits to employment from the Live Register and we have attempted to better match the characteristics of JobBridge participants and individuals in the Live Register by applying adjustments to the data to reflect age and duration of unemployment characteristics.

The table overleaf summarises the characteristics of persons on the Live Register according to the proportions in different age and duration of unemployment groups. This indicates, for example, that 11.4% of persons who were on the Register during the second half of 2012 were aged between 25 and 34 years and were on the Register for less than three months.

<b>Table 5.23: Live Register - Age-Duration Analysis - % of Persons on Register by Age and Duration on the Register – 2012H1</b>							
<b>Duration on Register</b>	<b>Under 3 months</b>	<b>3 months - less than 6 months</b>	<b>6 months - less than 12 months</b>	<b>1 year - less than 2 years</b>	<b>2 years - less than 3 years</b>	<b>3 years and over</b>	<b>All Durations</b>
<b>Age Group</b>							
Under 20 years	1.3%	0.6%	0.5%	0.5%	0.0%	0.0%	<b>12,701</b>
20 - 24 years	5.0%	1.8%	1.4%	2.0%	1.3%	2.1%	<b>57,215</b>
25 - 34 years	11.4%	2.8%	3.3%	3.6%	3.0%	5.7%	<b>124,706</b>
35 - 44 years	7.5%	1.9%	2.6%	2.9%	2.6%	5.0%	<b>94,564</b>
45 - 54 years	5.4%	1.3%	1.9%	2.2%	1.9%	4.3%	<b>72,008</b>
55 - 59 years	2.0%	0.5%	1.0%	1.0%	0.9%	2.1%	<b>31,588</b>
60 - 64 years	1.3%	0.5%	1.0%	1.0%	1.0%	1.7%	<b>27,390</b>
All Ages	<b>142,992</b>	<b>39,772</b>	<b>49,291</b>	<b>55,330</b>	<b>45,053</b>	<b>87,734</b>	<b>420,172</b>
Source: CSO, Live Register							

Our adjustment of the exit rates to employment among JobBridge participants to reflect age and duration differences from the wider Live Register is undertaken by applying the age-duration cell proportions in the above table to the exit rates to employment among JobBridge participants shown. This results in adjusted JobBridge exit rate to employment, weighted according to the age-duration characteristics of individuals on the Live Register as a whole. This comparison is shown in the table below.

<b>Table 5.24: Comparison of Weighted and Un-Weighted Exit-to-Employment Rates among JobBridge Participants</b>	
	<b>Exit Rate to Employment from Live Register among JobBridge Participants based on January-December 2012 Exits</b>
Un-weighted	71.5%
Weighted to reflect age and duration of all persons on Live Register	54.5%
Source: Indecon analysis based on data provided by Department of Social Protection and CSO Live Register series	

Our analysis has involved a re-weighting of the exit-to-employment rates among JobBridge participants who have left the Live Register during 2012 to better match with the age profile and duration of unemployment of persons on the Live Register as a whole. This has resulted in lowering of the estimated exit-to-employment rate of a constructed control group. This is based on the judgement that if JobBridge participants shared the same age and unemployment duration characteristics, the variation between their employment progression outcomes and the outcomes for unemployed persons generally would not be as great as suggested by the overall findings.

Our adjustment of the findings to take account of differences in job outcomes for graduates and non-graduates is achieved by using the lower progression outcome of JobBridge non-graduates and applying this to all JobBridge finishers.

The table overleaf summarises the bases for the impact scenarios for JobBridge utilising estimates for scheme deadweight based on examination of relative exit rates to employment from the Live Register among JobBridge participants, adjusted to reflect the age and duration of unemployment characteristics of persons on the wider Live Register, in addition to the educational profile of scheme participants. It should also be noted that this scenario assumes that there is no variation in the overall exit rate (i.e. regardless of their destination subsequent to exit) from the Live Register among JobBridge participants and non-participants.

We estimate that annual savings in social welfare (Jobseekers Benefit/Assistance) payments of €48.4 million could arise as a result of exits from the Live Register among JobBridge finishers during 2011/2012. This is based on assuming that 63.2% of finishers exit from the Live Register, based on analysis of Indecon's research on the current status of JobBridge interns. In addition to social welfare savings, to the extent that scheme finishers secure employment, this would also generate benefits for the exchequer in the form of income tax payments. Based on the findings from Indecon's research among JobBridge interns, we assume that 51.4% of the 2011/2012 cohort of internship finishers secured employment. We also assume based on the research findings on participant incomes that average gross income among these individuals who secure employment equates to €24,523 per annum. If one assumes that all scheme participants who secure employment are single person taxpayers, this would indicate an average tax deduction/contribution of €3,621 per person per annum at current (2013) tax credits and rates (this includes PAYE, PRSI and USC deductions). These figures would suggest a total income tax contribution among employed scheme participants of €12.8 million annually. Adding the estimated savings in unemployment-related welfare payments would indicate total exchequer benefits (savings + income tax) arising from the removal of JobBridge finishers from the Live Register and the employment of a proportion of these individuals amounting to an estimated €61.2 million.

This represents the estimated *gross* exchequer benefit and it is necessary to factor in the deadweight associated with the scheme, i.e., the extent to which some of these benefits would be realised in the absence of the scheme. To the extent to which some of the participants on JobBridge have adult dependents, the net impact of our tax and social welfare assumptions would be an underestimation of the potential savings.

<b>Table 5.25: Value for Money Assessment – Indicative Impact Scenarios based on 2011/2012 Cohort of JobBridge Finishers and Assuming No Variation in Overall Exit Rates from Live Register among JobBridge Participants and Non-Participants – Scenario 1</b>	
<b>Scheme Impact Scenario</b>	<b>Details</b>
<b>Scenario 1</b>	
JobBridge Exits from Live Register (based on number of finishers to date, with implied exits = number of finishers * exit rate, with exit rate (63.2%) calculated from Indecon survey of JobBridge interns)	4,949
<i>Estimated Annual Savings in Jobseekers Benefit Payments</i>	
JobBridge Scenario 1 - Annual Savings in Jobseeker Benefit/Assistance Payments (Implied Reduction in Number on Live Register under Scenario 1 * Weekly Rate of Jobseekers Benefit/Assistance payment * 52 weeks)	€48,377,123
<i>Estimated Tax Revenues from Employment Income</i>	
Mean of reported gross hourly pay (Indecon survey of JobBridge interns) - € per hour	€13.10
Mean of reported average weekly hours worked (Indecon survey of JobBridge interns) - Hours	36
Estimated annualised gross pay - € (hourly pay * no. of hours * 52 weeks)	€24,523
Estimated Average Annual Income Tax per JobBridge Participant Employed - Single Person Taxpayer	€3,621
Estimated Additional Annual Tax Revenues (Implied No. of Exits from Live Register * % Exit-to-Employment Rate (71.5% from Live register analysis) * Average Annual Income Tax)	€12,811,896
<b>Estimated Total Gross Annual Exchequer Benefits (Benefit Savings + Tax Revenues)</b>	<b>€61,189,019</b>
<i>Estimated Scheme Deadweight</i>	
(A) Estimated Deadweight (assuming no differences in overall exit probabilities from Live Register between JobBridge and Non-JobBridge participants)	46.9% <sup>8</sup>
(B) Uplift to estimated deadweight to reflect matching of JobBridge participants with age, duration of unemployment and educational attainment profile of persons on Live Register	17.9%
Overall estimated Deadweight	64.8% <sup>9</sup>
<b>Estimated Annual Exchequer Benefits adjusted for Deadweight (Gross Annual Exchequer benefits * (100% - 64.8%))</b>	<b>€21,558,079</b>
<b>Source: Indecon analysis</b>	

Our estimate of scheme deadweight presented above is calculated through comparing the exit-to-employment rates of JobBridge participants with those of individuals across the Live Register as a whole. This indicates an exit-to-employment rate of 71.5% among JobBridge participants versus 33.5% across the Live Register as a whole. For every 71.5 JobBridge participants who secure employment, this implies 33.5 non-participants would have secured jobs. This would suggest that 46.9% of scheme participants would have secured employment in the absence of completing an internship under the scheme, i.e., deadweight equates to an estimated 46.9%. This, however, does not take into account the different characteristics of scheme participants and non-

<sup>8</sup> 46.9% = Exit-to-Employment Rate in 2012 across all individuals on Live Register (=33.5%) / Exit-to-Employment Rate among JobBridge participants (71.5%).

<sup>9</sup> 64.8% = Exit-to-Employment Rate in 2012 across all individuals on Live Register (=33.5%) / Exit-to-Employment Rate among JobBridge participants adjusted to control for Age and Duration (54.5%) + 3.34% (variation between 51.4% progression rate to employment among JobBridge finishers and 48.06% progression rate among non-graduate finishers (Indecon survey)).

participants. We also applied a weighted exit-to-employment rate which better matches the age and duration of unemployment characteristics of JobBridge participants and individuals in the Live Register. In addition, we have applied an adjustment to take account of variations in the level of educational attainment among persons on the Live Register versus JobBridge participants. In this case, we have referenced the variation in the proportion of JobBridge participants who had secured employment after finishing their internship among those who are graduates and those who did not hold graduate-level qualifications, based on the findings of Indecon's survey of JobBridge interns. Taking account of differences in age, duration and education gives an estimated level of deadweight of 64.8%. Applying this estimate of scheme deadweight to the estimated gross benefits would indicate estimated net benefits after adjusting for deadweight of €21.6 million.

In evaluating the benefits of JobBridge our adjustments to take account of deadweight have the results of reducing the gross benefits of the scheme from €61.2 million to €21.6 million in one year.

### *Scenario 2*

As noted, the above scenario assumes that there is no variation in the overall exit rate from the Live Register between JobBridge participants and non-participants. We have also examined an alternative scenario, whereby we adjust our assumption regarding scheme deadweight to reflect observed differences in the overall probability of exiting the Live Register among scheme participants and non-participants, but where all other assumptions remain as under Scenario 1. This utilises the information on survival/exit rates across the Live Register as a whole presented in Table 5.22 above and the findings from Indecon's survey of JobBridge interns to vary the overall exit rates from the Live Register between scheme participants and non-participants. Our second scenario is shown in the table overleaf. Under this scenario we estimate overall scheme deadweight at 59.1%, implying estimated annual gross exchequer benefits of €25.1 million after deadweight is factored into the assessment.

<b>Table 5.26: Value for Money Assessment – Indicative Impact Scenarios based on 2011/2012 Cohort of JobBridge Finishers and Adjusting for Variation in Overall Exit Rates from Live Register among JobBridge Participants and Non-Participants – Scenario 2</b>	
<b>Scheme Impact Scenario</b>	<b>Details</b>
<b>Scenario 2</b>	
JobBridge Exits from Live Register (based on number of finishers to date, with implied exits = number of finishers * exit rate, with exit rate calculated from Indecon survey of JobBridge interns)	4,949
<i>Estimated Annual Savings in Jobseekers Benefit Payments</i>	
Annual Savings in Jobseeker Benefit/Assistance Payments (Implied Reduction in Number on Live Register under Scenario 1 * Weekly Rate of Jobseekers Benefit/Assistance payment * 52 weeks)	€48,377,123
<i>Estimated Tax Revenues from Employment Income</i>	
Mean of reported gross hourly pay (Indecon survey of JobBridge interns) - € per hour	€13.10
Mean of reported average weekly hours worked (Indecon survey of JobBridge interns) - Hours	36
Estimated annualised gross pay - € (hourly pay * no. of hours * 52 weeks)	€24,523
Estimated Average Annual Income Tax per JobBridge Participant Employed - Single Person Taxpayer	€3,621
Estimated Additional Annual Tax Revenues (No. of Finishers * % in Employment (51.4% from Indecon Survey of Interns) * Average Annual Income Tax)	€14,573,149
<b>Estimated Total Gross Annual Exchequer Benefits (Benefit Savings + Tax Revenues)</b>	<b>€62,950,272</b>
<i>Estimated Scheme Deadweight</i>	
(A) Overall estimated Deadweight – adjusted to reflect variation in overall exit rates from Live Register between JobBridge participants and non-participants	42.5% <sup>10</sup>
(B) Uplift to estimated deadweight to reflect matching of JobBridge participants with age, duration of unemployment and educational attainment profile of persons on Live Register	16.6%
Overall Adjusted Estimate of Scheme Deadweight	59.1% <sup>11</sup>
<b>Estimated Annual Exchequer Benefits adjusted for Deadweight (Gross Annual Exchequer benefits * (100% - 59.1%))</b>	<b>€25,054,802</b>
<b>Source: Indecon analysis</b>	

<sup>10</sup> 42.5% = 19.2% (=33.5% exit-to-employment rate\* 57.3% overall exit across Live Register) / 45.2% (=63.2% overall exit rate from Live Register among JobBridge finishers (Indecon survey) \* 71.5% (exit-to-employment rate among JobBridge finishers (DSP closures data))).

<sup>11</sup> 59.1% = 19.2% / 34.5% (Exit-to-Employment Rate in 2012 across all individuals on Live Register (33.5%) / Exit-to-Employment Rate among JobBridge participants adjusted to control for Age and Duration (54.5%, from Table 5.24)) + 3.34% (variation between 51.4% progression rate to employment among JobBridge finishers and 48.06% progression rate among non-graduate finishers (Indecon survey)).

### Scheme costs

To assess the overall value for money associated with the JobBridge scheme, it is necessary to also factor in the costs of operating the scheme. In relation to scheme costs, the primary cost element relates to the payment of the social welfare top-up payment of €50 per week to individuals while they are on their internship. Based on the individuals that have finished their internship over the period 2011-2012 and the average length of time on internship (taking into account fully completed as well as partially completed internships), it is estimated that the Department of Social Protection paid out a total of €9.2 million in top-up payments to individuals who internship finishers over the period 2011-2012 (we do not include the normal Unemployment Benefit/Assistance payment to these individuals, on the basis that these would have been paid in any case in the absence of the scheme). Costs associated with administration of the scheme to date include staff costs estimated at €825,000 and other costs (Design, Printing, Marketing and Website costs) of €42,390, implying a total for administrative costs of €867,390. Taking into account top-up payments and administrative costs, total scheme over this period amounted to €10.1 million (see breakdown of scheme costs for 2011-2012 in the table below).

<b>Table 5.27: Value for Money Assessment – JobBridge Scheme Administrative and Social Welfare Top-Up Payment Costs</b>	
	<b>€</b>
<i>Scheme Costs</i>	
Estimated Total Top-Up Payment costs - 2011-2012 finishers*	€9,233,153
Total Admin costs - 2011-2012 cohort of scheme participants	€867,390
<b>Total Costs - 2011/12 Finishers</b>	<b>€10,100,543</b>
<b>Source: Indecon analysis</b>	
* Top-Up payment costs are calculated only for internship finishers during the 2011/2012 period, as benefits in terms of social welfare savings and tax payments only arise in relation to those who have finished their internship	

#### 5.2.4 Estimated scheme overall net benefit/cost

Based on the above modelling, the overall net benefit/cost, and therefore value for money, associated with JobBridge is a function of the estimated savings in unemployment-related social welfare payments relative to the costs of operating the scheme. The potential savings in unemployment benefit/assistance payments will, however, depend on how long individuals who find work remain in employment and off the Live Register. To account for this in our modelling, we analyse the estimated net benefits/costs of the scheme under alternative assumptions regarding the length of time participants who secure employment remain off the Live Register. The findings, based on the 2011-2012 cohort of JobBridge finishers, are presented in the table below by reference to the estimated net benefit/cost of the scheme (i.e., estimated savings in Unemployment Benefit/Assistance payments less scheme administration costs) under each of the scheme impact scenarios discussed above, if participants remain off the Live Register for three months, six months, one year, two years or three years.

<b>Table 5.28: Value for Money Assessment - Scenarios for Estimated Net Benefit/Cost of JobBridge Scheme</b>					
<b>Estimated Net Benefit/Cost of Scheme to the Exchequer</b>	<b>If Participants Remain Off Live Register for up to:</b>				
	<b>3 Months</b>	<b>6 Months</b>	<b>1 Year</b>	<b>2 Years</b>	<b>3 Years</b>
Scenario 1	-€4,711,023	€678,496	€11,457,536	€33,015,615	€54,573,695
Scenario 2	-€3,836,843	€2,426,858	€14,954,259	€40,009,061	€65,063,862
<b>Minimum number of months to achieve positive return to Exchequer</b>					
Scenario 1	5.6 Months				
Scenario 2	4.8 Months				
<b>Source: Indecon analysis</b>					

The results of the value-for-money assessment suggest that under the progression outcomes and impact scenarios examined, JobBridge would achieve a positive net benefit to the exchequer if participants secure employment and remain off the Live Register for a minimum period of about 5 ½ months.

Under the slightly revised Scenario 2, which adjusts the estimated scheme impacts to take into account variations in the overall exit rate from the Live Register among JobBridge participants versus non-participants, the estimated minimum period required to achieve a positive return to the Exchequer would fall to 4.8 months.

The findings highlight the importance of ongoing monitoring of the scheme, as if employment outcomes are not monitored after a short period, the impact and value for money achieved by the scheme could be reduced.

Even using conservative assumptions for deadweight and for Social Welfare savings our analysis suggests this particular labour market programme has net benefits providing those who have secured jobs remain in employment on average for 5 ½ months. This is based on assuming much higher levels of deadweight than are implicit in participants own assessment of whether they would have secured a job without JobBridge. Indecon's results also suggest that if on average participants stay in employment for one year or more the net benefits increase significantly.



## 6 Conclusions and Recommendations

This section brings together the detailed analyses presented in the preceding sections to develop overall conclusions, as well as our recommendations for policymakers in relation to the future direction of the scheme.

Indecon believes that any examination of JobBridge must also be considered in terms of the current trends in unemployment. While the absolute number of people who are long-term unemployed is stabilising, the durations are extending. Stabilisation is a function of less people moving from short-term to long-term unemployment rather than exits of long-term unemployed. There is a significant subset of long-term unemployed people who appear to be stuck in unemployment. (e.g., 136,000 more than two years unemployed and these could be more than three years unemployed next year, etc.). The scale of the unemployment crisis in Ireland is a key backdrop to the evaluation of any labour market initiative. This does not imply that programmes which are designed to assist a move into employment and which fail to do so should remain. However, this is not the case for JobBridge based on the early evidence of outturns to date. Also relevant is that while youth unemployment is reducing in absolute terms (due primarily to birth rates in the early to mid-1990s), the rate of youth unemployment is growing and is high by European standards.

### 6.1 Detailed Conclusions from Evaluation

We set out below our detailed conclusions from the evaluation in relation to scheme uptake and profile of participants, progression outcomes, nature and relevance of work experience gained by participants, levels of satisfaction among scheme participants (interns and host organisations), scheme deadweight and displacement, overall value for money achieved by then scheme, scheme administration and scheme design.

#### 6.1.1 Scheme uptake and profile of participants

##### *Scheme uptake/activity levels*

There has been a high level of interest in JobBridge among both interns and host organisations. This is evidenced by the analysis of scheme activity, summarised in the table overleaf. By the end of November 2012, a total of 12,560 internships had commenced while 7,058 had finished, and a total of 6,736 host organisations had participated in the scheme. The Government set an initial target of 5,000 for the number of internships on-placement and this was first reached at the beginning of August 2012. By the end of November 2012, there were 5,502 individuals on placement and the Department of Social Protection anticipates that the number of internship placements is likely to cross the 6,000 level by March 2013. The continued weakness in the wider labour market and the level of interest in the scheme experienced to date are likely to continue to provide a strong impetus for uptake.

**Table 6.1: Summary of Scheme Activity Levels on Scheme**

Measure	Number
No. of Internships Commenced*	12,560
No. of Internships Finished**	7,058
No. of Internships on Placement***	5,502
No. of Host Organisations	6,736
<b>Source: DSP JobBridge database as at 29<sup>th</sup> November 2012</b>	
* The sum of internships finished and internships on-placement equates to the number of internships commenced.	
** Including early finishers/completions.	
*** The Government's initial target of 5,000 individuals on placement was achieved in the first week of August 2012.	

There has been a steady trend towards nine-month internships, which account for over 90% of placements. This may reflect a range of factors, including a desire among interns to attain as much work experience as possible in a very challenging labour market, while a longer internship may also provide greater stability for host organisations.

The research also found that 42% of internships completed by the end of November 2012 were completed in full, while 58% were completed early. The main reason cited by participants for early completion (according to 63.1% of participants) was that they secured employment, with 25.5% securing employment with their JobBridge host and 37.6% securing work elsewhere.

#### *Socio-economic profile of participants*

In terms of the socio-economic profile of participants, the primary level of scheme uptake to date has been within the 20-24 and 25-34 age groups, which have accounted for 27% and 45% of internship commencements, respectively. There is also significant involvement among older age groups, however, with 26% of participants being aged 35 or over.

A positive feature of the scheme is that it is not simply a graduate internship scheme, with the research indicating that 35.9% of interns hold qualifications below primary degree level, although the scheme has also attracted a high proportion of individuals with higher-level qualifications (with 22.4% of interns having a postgraduate qualification).

The evidence from Indecon's survey of JobBridge interns indicates that 72.3% of interns previously held employment on a full-time basis, while 27.7% stated that they were not previously employed on a full-time basis. Close to three-quarters of participants who previously held employment indicated that they were employed for more than two years. An issue for the scheme concerns whether this group represents individuals who are most at risk of extended unemployment.

The majority (67.5%) of individuals were unemployed for periods of six months or more, while 39% had been unemployed for over 12 months prior to commencing their JobBridge internship. This is broadly consistent with patterns in the wider labour market, although an issue concerns whether, going forward, the scheme should give greater focus to assisting those that have experienced long-term unemployment.

The findings from Indecon’s research among JobBridge participants noted that 38.1% of respondents indicated that they had family members who were currently unemployed. This may reflect in part the general labour market, but may also be indicative of more immediate socio-economic challenges faced by certain groups.

#### *Profile of host organisations*

The scheme has attracted a broad sectoral mix of host organisations. Over two-thirds of internships which commenced by November 2012 have been in private sector organisations, while 22% have been in the public sector and 9% in community and voluntary sector organisations. The high representation of the private sector is important from the perspective of wider uptake across the economy, but also given the current constraints on employment progression possibilities in the public sector.

There is a good spread of participation in the scheme among small, medium and large sized host organisations. The majority (58%) of host organisations are small organisations employing fewer than 50 persons, but significant proportions of internships are also taking place in larger organisations employing from 50 to 249 persons (23%) or over 250 persons (16% of internships). About three-quarters of host organisations typically host one to two JobBridge internships, while 16% host three to five internships, and close to 10% host over five interns.

Among the most important reasons indicated by host organisations for participating in JobBridge include that the scheme enables the organisation to evaluate potential future employees (highlighted by 85.3% of responding organisations as being either a very important or important factor) and because the scheme contributes to national policy by providing internship opportunities to unemployed (cited by 84.4% of organisations as being a very important or important reason). Securing access to additional skills was also seen as a very important or important reason among 71.7% of organisations.

### **6.1.2 Progression outcomes among scheme participants**

A key issue concerns the impact of the scheme in relation to the progression outcomes experienced by participants. The table below summarises the data from the Department of Social Protection’s JobBridge database in relation to the status of interns immediately upon finishing their placements.

<b>Table 6.2: Summary of Status of Interns upon Finishing Placements</b>	
<b>Status</b>	<b>% of Internship Finishers</b>
Employed with Host Organisation	19.5%
Employed in Another Organisation	16.8%
<b>Total in Employment Immediately on Internship Finishing</b>	<b>36.3%</b>
Pursuing Further Education, Training	4.5%
Returned to Job Search	15.1%
Emigrated	1.8%
Other Reasons	30.8%
Unknown	11.5%
<b>Source: DSP JobBridge database as at 29<sup>th</sup> November 2012</b>	

The results from the JobBridge database indicate that at the end of November 2012, 36.3% of interns were employed immediately upon finishing their internships, while a further 19.6% had returned to job search or were pursuing further education or training. However, for a significant percentage of these interns, data on their status was not available from this database. In addition, the JobBridge database figures do not take account of the fact that unless an intern has left their internship early to secure a job elsewhere, or was given employment with the host organisation, they are unlikely to be immediately employed upon finishing their internship. They also do not indicate whether their employment may have lasted only a very short time and participants could have lost their job subsequently.

In order to address issues with the data concerning the status of interns on finishing, rather than relying on the Department's JobBridge database, we utilise evidence from a new database, based on the findings of surveys which Indecon undertook among interns and host organisations. This includes information on the progression of internships post-finishing and was obtained from the Indecon survey of interns, which shows interns' current status. The results, presented below, indicate a much higher proportion of interns who are currently in employment, at approximately 51.4%, compared with the results suggested from the Department's database.

<b>Table 6.3: Summary of Current Status of JobBridge Interns</b>	
<b>Status</b>	<b>%</b>
Employed with Host Organisation	28.6%
Employed in Another Organisation	22.9%
<b>Total Employed</b>	<b>51.4%</b>
Employed on short term contract which has now ended	3.4%
Pursuing further education/training	9.1%
Unemployed / returning to Job Search	33.4%
Emigrated	3.7%
<b>Source: Indecon Confidential Survey of JobBridge Interns</b>	

The table overleaf presents further data from Indecon's survey of JobBridge interns on how progression outcomes vary by time since internship completion.

Table 6.4: Progression Outcomes by Period of Internship Completion

Time since Completion of Internship *	% of Participants in Employment
Day of Internship Completion **	36.3%
Finished less than 1 month ago ***	35.5%
1 - 2 months ago ***	43.8%
2 -3 months ago ***	50.0%
3 - 4 months ago ***	51.0%
4 - 5 months ago ***	57.5%
Over 5 months ago ***	61.4%
<b>Source: Indecon analysis based on data from DSP and survey research among JobBridge interns and host organisations</b>	
* Completed internships include participants who completed the full duration of their placement <u>and</u> those who completed early.	
** Based on status immediately on internship completion (data from DSP JobBridge database, based on scheme position as of 29 <sup>th</sup> November 2012).	
*** Based on findings from Indecon survey of JobBridge interns.	

While the figures on percentages in employment for those who finished their internships less than one month ago are similar to those from the Department of Social Protection's JobBridge database, the results show that after a short period of time employment rates among scheme participants have increased, with an employment rate of 61.4% evident among participants who completed over five months previously. It should also be noted that the numbers relate only to those who had finished their JobBridge placement and exclude those currently on a JobBridge internship at the time of our survey. In this context it is noteworthy that some participants move between internship programmes. For example, some interns leave one JobBridge programme early and participate in a subsequent internship. There is, however, an overall limit of nine months as the maximum period of which one can be on JobBridge.

Unsurprisingly, the evidence suggests that employment progression outcomes deteriorate the longer individuals have been unemployed prior to their internships, with 38% of scheme participants who were previously out of work for over two years being in employment post-internship completion, falling further to only 28.2% among those previously unemployed for three years or more. This result is expected and highlights the difficulties created by longer term unemployment and the need to keep people close to the labour market. It also, however, raises an issue as to whether JobBridge should give greater focus to assisting those that have experienced long-term unemployment.

The research suggests progression rates to employment which are similar to the average in relation to JobBridge participants who are educated to certificate or diploma levels or above. However, scheme participants qualified only to Leaving Certificate or to Junior Certificate or equivalent experience noticeably lower employment progression outcomes.

The research also suggests that there is a higher rate of employment among participants who completed their internships in private sector organisations, at 54.8%, compared to 41.2% among participants who undertook their internship in a public sector organisation and 43% within the community and voluntary sector. This is likely to be within the range of normal statistical variation, but may also reflect the impact of employment controls currently in operation in the public sector.

It is also noteworthy that less than half (45.2%) of participants hold employment that is full-time and permanent, while 9.3% are employed on a part-time, permanent basis. Thirty-five per cent hold full-time but temporary employment, while just over 10% are employed on a part-time, temporary basis.

Average hourly earnings among JobBridge participants who have secured employment following their placements are presently equivalent to around 56% of the average level of hourly earnings across the economy as a whole. Earnings levels will, however, reflect a range of factors, including experience and skill levels, and the sector of employment.

Overall, the findings from Indecon's survey of JobBridge participants suggest positive employment outcomes to date, with over half of participants indicating that they are currently in work, while the proportion in employment is also seen to rise as the length of time since internship completion increases. Unsurprisingly, graduates and those who experienced short-term unemployment prior to their participation are seen to experience the highest progression outcomes as a result of their participation in the scheme. These results do not necessarily equate with the net impact of the scheme, as with any such scheme there is likely to be a certain element of deadweight and/or displacement. In addition, the scheme is still young and further work will be required to measure longer-run outcomes. However, the results suggest employment progression outcomes which are strong and also higher than the previous estimates published by the Department.

### **6.1.3 Nature and relevance of work experience gained by participants**

An important factor impacting on individuals' longer-term progression possibilities following participation in JobBridge will be the nature and quality of work experience acquired during their internship. Indecon's research among both interns and host organisations noted the following:

Overall, individuals who undertook a JobBridge internship were broadly positive in relation to the extent to which they felt the scheme provided high quality work experience and new skills. In particular, a majority (55.3%) of interns felt that the scheme provided a lot in terms of new job skills, while 63.9% indicated that the scheme provided a lot in terms of opportunity to gain quality work experience. A majority (52%) also felt that the scheme provided a lot in terms of improving their chances of gaining employment, although a more mixed picture emerges in relation to whether the scheme helped participants to progress directly into employment. There is also a mixed picture in relation to whether the scheme provided participants with the opportunity to secure formal training as part of their placement.

Other impacts highlighted by participants included that the scheme helped to boost their self-confidence, to identify job opportunities suitable to their abilities, kept participants close to the job market, and helped participants to establish contacts/networks.

Host organisations are generally more positive about the scheme than interns in relation to the quality of work experience provided. For instance, the proportion of organisations indicating that the scheme provided a lot in terms of new jobs skills, quality work experience, and increasing interns' chances of gaining employment was found to be over 90% in each case.

In relation to the relevance of JobBridge to the needs of the wider labour market, comparison of the occupational pattern of advertised internship posts versus job vacancies at national level suggests that JobBridge internships may have a focus which differs from that across the wider labour market. Although further investigation would be required as the scheme progresses, analysis based on posts/vacancies advertised to date indicates that organisations participating in the scheme have been advertising a greater proportion of internship posts in professional and associate professional compared with percentages at national level, and admin/secretarial

occupations, and a noticeably lower proportion of internships in skilled trades, personal services, sales, operatives and elementary occupations relative to national levels. This may result from a range of factors, but may also raise an issue regarding the sectoral and occupational focus of the scheme, and whether this is aligned with the skills requirements of the wider economy.

#### **6.1.4 Satisfaction with scheme**

An important indicator for the success or otherwise of the scheme is the extent of satisfaction among participants.

Our research among interns and hosts indicated high overall levels of satisfaction with the scheme, although it is notable that hosts are generally more positive about the scheme than interns.

Among interns, 26.7% of participants indicated they were very satisfied while 39.1% indicated they were satisfied with the scheme. Only 10.3% stated they were very dissatisfied with the scheme. It is also notable that two-thirds of interns responding to the survey indicated that they would recommend JobBridge to other people, with only 19.4% responding negatively.

Over 50% of hosts indicated that they were very satisfied, while a further 40% stated that they were satisfied with the scheme. Hosts responding negatively are in the minority with only 0.9% of hosts indicating that they are very dissatisfied with the scheme. A large majority (96.1%) of hosts indicated that they would recommend JobBridge to other employers.

A specific issue concerns early completion or non-completion of internships. As noted above, the research found that 58% of internships finished by the end of November were completed early (i.e., not fully completed). When asked why they did not fully complete their internship, approximately one-third (32.7%) of participants cited dissatisfaction with their placement as the reason for early completion. Addressing dissatisfaction among participants through the provision of enhanced support mechanisms will be important if the scheme is to continue to expand its uptake and maximise its effectiveness in terms of delivering positive labour market outcomes.

#### **6.1.5 Scheme deadweight and displacement**

Two aspects which could have potential implications for the overall impact and success of JobBridge are the extent of any deadweight and displacement that may be evident within the scheme. Any such scheme inevitably has some element of deadweight and/or displacement, but the extent of such factors is important. Indecon has examined a number of findings from our research among both host organisations and interns which have implications for potential deadweight and displacement.

When asked about their likely actions in the absence of the scheme, two-thirds (65.6%) of host organisations indicated that in the absence of JobBridge the positions they created would not have been filled, while 6.4% indicated that they would have taken on paid employees in the absence of the scheme, and 27.3% of organisations stated that they would have considered employing interns without JobBridge. It is also notable that the proportion of host organisations who indicated that they would have been highly likely to have offered paid employment to JobBridge interns in the absence of the scheme rises to 10.3% among large organisations employing 250 persons or more. These findings suggest the presence of some deadweight, with approximately 6-10% of employment outcomes likely to have occurred in the absence of the scheme.

It is also notable that 34.9% of organisations offered internship positions prior to the commencement of JobBridge, while 49.3% of these organisations indicated that they would be likely to continue to take on similar numbers of non-JobBridge interns in the absence of the scheme (rising to 56.1% among organisations employing 250+ persons). To the extent that organisations may have continued to offer internships positions without the scheme, this may suggest significant potential deadweight.

Across interns who responded to Indecon's survey, 14.9% believed that they would have been 'highly likely' to have secured their current employment in the absence of their participation in the scheme, while 17% felt this outcome would have been 'fairly likely'. The research also found that these proportions increase in the case of participants with postgraduate-level qualifications, with 18.8% of individuals with the equivalent of a Master's degree or higher indicating that they would have been highly likely and 19.9% fairly likely to have secured their current employment in absence of participation in the scheme. Whether interns would actually have secured these jobs is inevitably uncertain and even for these participants there are potential benefits for most interns in terms of skills enhancement.

It is also noteworthy that a higher proportion of interns with higher level qualifications indicated that they would have been likely to have emigrated had they not taken up a JobBridge placement.

Over 95% of participants indicated that they had been engaged in job search activity prior to their JobBridge internship, with 41.8% of these individuals stating that they had made over 30 applications and a further 12.8% indicating that they had submitted between 21 and 30 job applications. Other factors being equal, more intensive job search activity is likely to increase the likelihood that participants would have secured employment in the absence of participation in the scheme, although probabilities of success will be affected by the current challenging labour market.

In relation to potential displacement, it is explicitly stated in the scheme guidelines that an internship will not be provided to displace an employee, and organisations are therefore unlikely to report any breaches in this rule. Based on instances reported through Indecon's research among host organisations, displacement of existing paid jobs occurs in only a very small number of cases and accounted for just 3% of the overall number of placements within the organisations responding to the survey. Indecon also understands, based on information supplied by the Department of Social Protection, that a total of forty cases of suspected displacement were investigated by the Department since July 2011. Following investigation, it was found that these allegations were substantiated in four distinct cases and action was taken to disqualify these companies from participating in JobBridge.

This analysis of exits does not, however, constitute a comprehensive assessment of the impact of JobBridge. A rigorous assessment of scheme impact and value for money would require a detailed econometric control group, which would model exit rates based on a range of variables, including educational attainment. This would utilise a large panel dataset which would enable examination of individual outcomes over time. Unfortunately, a panel dataset based on the Live Register is not currently available. This is an area where Indecon would recommend that additional resources be invested in improving statistical datasets to facilitate rigorous evaluation of the scheme, as well as other labour market activation measures, in the future.



### 6.1.6 Value for money

Our control group analysis has entailed the following steps:

- ❑ Comparison of employment outcomes of JobBridge participants with exit rates to employment from the Live Register over the same period. This is designed to take account of the fact that a percentage of persons on the Live Register will exit to employment without assistance from any activation programmes, and this impact should be removed from any programme outcome, otherwise the benefits of the programme could be overestimated;
- ❑ Matching of JobBridge participants and Live Register control group exit rates to take account of variations in age and duration of unemployment. The age profiling is important as unemployment among certain age categories has increased at different rates.<sup>12</sup> Of even greater importance concerns the variation in exit rates by duration of unemployment. Indecon's analysis has therefore adjusted the JobBridge outcomes to take account of Live Register exits to employment over the period and has also adjusted this to reflect different exit rates to employment by age and duration; and
- ❑ We have also applied an adjustment to take account of variations in the level of educational attainment among persons on the Live Register versus JobBridge participants. While educational profile is not measured in the Live Register, we have applied the job outcomes for non-graduates in JobBridge to our overall programme outcomes. This may overcompensate for this factor, as some of the overall exits from the Live Register include a graduate component, but we believe a prudent approach is required.

### 6.1.7 Estimated scheme overall net benefit/cost

Based on the above modelling, the overall net benefit/cost, and therefore value for money, associated with JobBridge is a function of the estimated savings in unemployment-related social welfare payments relative to the costs of operating the scheme. The potential savings in unemployment benefit/assistance payments will, however, depend on how long individuals who find work remain in employment and off the Live Register. To account for this in our modelling, we analyse the estimated net benefits/costs of the scheme under alternative assumptions regarding the length of time participants who secure employment remain off the Live Register. The findings, based on the 2011-2012 cohort of JobBridge finishers, are presented in the table overleaf by reference to the estimated net benefit/cost of the scheme (i.e., estimated savings in Unemployment Benefit/Assistance payments less scheme administration costs) under each of the scheme impact scenarios examined in this report, and where participants remain off the Live Register for three months, six months, one year, two years or three years.

<sup>12</sup> See ESRI Submission to the Government Committee on Jobs, Social Protection and Education on Unemployment and Youth Unemployment by Eilish Kelly, Seamus McGuinness and Philip O'Connell, April 2012

<b>Table 6.5: Value for Money Assessment - Scenarios for Estimated Net Benefit/Cost of JobBridge Scheme</b>					
<b>Estimated Net Benefit/Cost of Scheme to the Exchequer</b>	<b>If Participants Remain Off Live Register for up to:</b>				
	<b>3 Months</b>	<b>6 Months</b>	<b>1 Year</b>	<b>2 Years</b>	<b>3 Years</b>
Scenario 1	-€4,711,023	€678,496	€11,457,536	€33,015,615	€54,573,695
Scenario 2	-€3,836,843	€2,426,858	€14,954,259	€40,009,061	€65,063,862
<b>Minimum number of months to achieve positive return to Exchequer</b>					
Scenario 1	5.6 Months				
Scenario 2	4.8 Months				
<b>Source: Indecon analysis</b>					

The results of the value-for-money assessment suggest that under the progression outcomes and impact scenarios examined, JobBridge would achieve a positive net benefit to the Exchequer if participants secure employment and remain off the Live Register for a minimum period of about 5 ½ months.

Under the slightly revised Scenario 2, which adjusts the estimated scheme impacts to take into account variations in the overall exit rate from the Live Register among JobBridge participants versus non-participants, the estimated minimum period required to achieve a positive return to the Exchequer would fall to 4.8 months.

The findings highlight the importance of ongoing monitoring of the scheme, as if employment outcomes are not monitored after a short period, the impact and value for money achieved by the scheme could be reduced.

Even using conservative assumptions for deadweight and for Social Welfare savings our analysis suggests this particular labour market programme has net benefits providing those who have secured jobs remain in employment on average for 5 ½ months. This is based on assuming much higher levels of deadweight than are implicit in participants own assessment of whether they would have secured a job without JobBridge. Indecon's results also suggest that if, on average, participants stay in employment for one year or more the net benefits increase significantly.

## 6.2 Policy Recommendations

Based on the detailed analysis completed and conclusions developed, a number of recommendations have been identified to inform government policy in relation to future improvements to JobBridge. These recommendations are summarised in the table below and elaborated upon in the subsequent paragraphs.

Table 6.6: Policy Recommendations	
No.	Recommendation
1	There is a need to encourage greater participation in the scheme among non-graduates.
2	Options should be provided to host organisations to pay interns in certain circumstances.
3	Consideration should be given to adjusting the duration of internships.
4	Changes should be made to the 'cooling off' requirement in respect of approval of new placements.
5	Enhanced support mechanisms should be provided to participants to reduce non-completion of internships and to assist those who are dissatisfied with their placements.
6	Ongoing measures should be implemented to ensure that JobBridge applicants are eligible for the scheme.
7	Ongoing investment in the development of the scheme website and in administration support would be important.
8	The scheme should be subject to an annual update evaluation to support ongoing monitoring and assessment of scheme effectiveness and value for money.
9	A more fundamental review of the scheme should be undertaken every two years, to include a control group analysis of scheme impact.
10	Improvements in Live Register statistics should be undertaken to facilitate assessment of the impacts of JobBridge and other labour market activation measures.

**Recommendation 1: There is a need to encourage greater participation in the scheme among non-graduates.**

The findings from the evaluation indicated that while 35.9% of participants on JobBridge are educated to below primary degree level, almost two-thirds of interns held primary degree or higher qualifications. While it is clear that JobBridge is not just a graduate-only scheme, an issue arises as to whether the scheme is targeting individuals most in need of employment experience.

Indecon considers that increasing the levels of participation among non-graduates is an issue that requires attention, both from the perspective of targeting lower-skilled individuals who are most at risk of unemployment and in minimising potential deadweight associated with the higher skilled, who are more likely to secure positive labour market outcomes in the absence of the scheme. There is unlikely to be a direct cost in implementing this recommendation and this could result in subsequent exchequer savings.

**Recommendation 2: Options should be provided to host organisations to pay interns in certain circumstances.**

Indecon recommends that all host organisations should have the option of paying the intern in lieu of their social welfare and top-up payment, and where organisations pursue this option, the restriction on the level of payment should be removed. Such firms should also have the option of holding on to the intern for a two-year period. Indecon accepts that employers making a payment may imply some basic labour market rights for participants but we believe that this should not be a barrier for many employers. A proportion of employers already currently employ paid interns and JobBridge interns also have certain rights. In our view in an Irish labour market context the differences are not significant.

We also considered the merits of requiring host organisations above a certain size to pay the weekly top-up payment (currently €50 per week) and in such cases, host organisations should also have flexibility to vary this payment. Indecon accepts that the simplicity of the scheme offering a no-cost option to host organisations is an attractive feature of the scheme and is likely to contribute to its success and so we believe on balance continuing to provide the no-cost option to hosts is appropriate but that greater flexibility should be introduced to enable those host organisations who wish to pay interns social welfare and top-up payment to do so and in return the organisation should be given the option of having a longer term internship.

A number of host organisations consulted by Indecon raised the issue of organisations making a payment to interns. For example, one host organisation indicated their suggestion that the scheme should “allow companies to pay the interns on top of the social welfare or reduce the social welfare based on a commitment by the company to pay them.” Another host organisation indicated “employers should be allowed to pay interns”.

Indecon believes that this recommendation would reduce exchequer costs.

**Recommendation 3: Consideration should be given to adjusting the duration of internships.**

Consideration should be given to providing an option to employers to extend the period of internship for up to 12-15 months, with the payment of the social welfare and any top-up for the additional time beyond nine months being made by the employer and not the State. The duration of internships was raised by a number of organisations. For example, one organisation indicated that “as most prospective employers seek applications for paid roles to have at least 12 months’ experience, it seems unfair to the intern that we can only provide with six to nine experience.” Another organisation, for example, indicated that “a 12-month placement option would be more helpful, as it can take up to a calendar year to maximise the learning for the intern and for the host to create a suitable full-time paid role for the intern.” Indecon believes that greater flexibility on this can be achieved at no cost to the State and should be facilitated.

**Recommendation 4: Changes should be made to the ‘cooling off’ requirement in respect of approval of new placements.**

Indecon recommends that where an intern has finished a placement due to being offered employment either in the host organisation or in another organisation, there should be no delay in approving an additional JobBridge candidate for the same role with the organisation.

This issue was raised by a number of host organisations. For example, one organisation indicated “the intern we had we spent a lot of time and money on training. Three months into the internship, we encouraged her to seek paid employment using her new skills. This she did, and when we applied for another intern, we were told there has to be a gap of six months before we could get the next one. We were astonished. We had helped and encouraged someone to get off the Live Register and then were having to wait another six months.” Another organisation indicated “the six-month cooling off period between internships does not facilitate or encourage companies to create the best possible managed intern training structure.”

While we understand that the existing ‘cooling off’ period was designed with understandable control objectives we believe it should be changed. There is no direct cost in implementing this recommendation.

**Recommendation 5: Enhanced support mechanisms should be provided to participants to reduce non-completion of internships and to assist those who are dissatisfied with their placements.**

Additional investment in providing support to interns during their internship would be beneficial in terms of the attractiveness of the internship programme to host organisations and more significantly in terms of the value of the internship to the intern. This could also reduce the number of early finishers who are leaving because of a lack of satisfaction with their internship. This issue was raised by a number of host organisations and interns. One organisation indicated that “a key challenge in the current environment is that small companies currently have a lot of people multi-tasking and this means that there is little free time to provide mentoring support to the interns.”

One other suggestion made by an organisation which may be relevant in this context was to “create informal groupings of common-type companies that could come together to deliver soft skills training to a group of interns. It may not be feasible for a company to deliver this to just one or two interns and more beneficial for interns and a trainer to do this in a group setting.

Professional bodies should work to prepare an outline of a month-by-month plan for an intern. This makes the scheme more attractive to small companies.”

This recommendation to enhance support mechanisms is particularly important to assist those participants who were unemployed for two years or more and those who hold only Leaving Certificate or lower educational qualifications. Additional support mechanisms/training for this group would be appropriate, and this cohort should also be permitted to remain on internship on the scheme for a period of 15 months.

The cost of this recommendation would depend on the nature of the supports provided. There is, however, a very significant resource cost for the state, host organisation and for the individuals involved in not completing their internships due to dissatisfaction with the placement. Given that the direct costs of this scheme for 2011 – 2012 amounted to over €10 million, we believe that investment in additional effective supports of the order of €0.25 - €0.40 million would be justified. This could perhaps be supported by reallocations within existing programmes such as Skillnets.

**Recommendation 6: Ongoing measures should be implemented to ensure that JobBridge applicants are eligible for the scheme.**

A number of organisations raised concerns about applicants who they had evaluated who were not eligible for JobBridge. The view of one organisation, as outlined below, was typical of the issues faced by certain hosts, where they noted that “candidates are able to apply for positions, even though they are not eligible. A selection of questions should be asked of each candidate prior to being allowed to submit their application, i.e., social welfare eligibility.” Another organisation recommended “a quicker checker on the JobBridge website for potential applicants to check their eligibility to participate on JobBridge before they submit their application to organisations.” Some additional prior filtering of applications might be worth considering in this regard.

There would be a cost involved with this but it is needed to ensure an efficient, credible and effective administration of the scheme. It may be possible to reallocate the resources required from within existing administration/agencies.

**Recommendation 7: Ongoing investment in the development of the scheme website and in administration support would be important.**

A number of organisations have recommended improvements in the JobBridge website and in relation to the intern database and in administration support. For example, one organisation suggested that “a properly indexed and searchable intern database would be useful.” Another organisation indicated that “accessing the section on one’s intern through the website is not easy or intuitive. Also the website is glitchy at times.”

Ongoing improvements to administration and interaction with host organisations should be pursued. There will be a cost involved in this but further work by the Department and its agencies would be needed to specify costs involved.

**Recommendation 8: The scheme should be subject to an annual update evaluation to support ongoing monitoring and assessment of scheme effectiveness and value for money.**

This report provides an evaluation of JobBridge based on the cohort of participants over the period from July 2011 to November 2012, and examines the current status of individuals who finished their internships over this period. This report therefore represents an early evaluation of the scheme. In addition, the Government has recently announced a very significant expansion in the number of places available on the scheme, and it will be important that the levels of uptake and the outcomes from this enhancement in capacity are fully assessed.

To this end, Indecon recommends that the scheme should be subject to an annual update evaluation, to facilitate ongoing monitoring and assessment of effectiveness and value for money, as well as to inform policy-making on possible adjustments as the scheme proceeds. This would have an estimated cost in the order of €80,000 - €100,000 which is small in content of ensuring effective evaluation of this programme.

**Recommendation 9: A more fundamental review of the scheme should be undertaken every two years, to include a control group analysis of scheme impact.**

Because the scheme is still relatively new and reflecting the present, very challenging wider labour market, it is not yet feasible to deliver judgments on the longer-run effectiveness and value for money which may be achieved by JobBridge. In particular, due to constraints in the availability of longer timespans of data on participant progression outcomes, in addition to the absence of reliable control groups, it has only been possible to present a preliminary assessment of scheme impact and value for money at this stage.

In addition to an annual updated evaluation, Indecon would recommend that the scheme should be subject to a more fundamental evaluation every two years, as this will enable assessment based on a longer range of participant outcomes. This should ideally be informed by an econometric analysis based on a suitable control group, which would enable examination of individual outcomes over time. A separate recommendation is discussed below in relation to the requirement for additional investment to facilitate the identification of appropriate control groups. This would have an estimated cost of €150,000.

**Recommendation 10: Improvements in Live Register statistics should be undertaken to facilitate assessment of the impacts of JobBridge and other labour market activation measures.**

As noted previously, a rigorous assessment of scheme impact and value for money would require a detailed econometric control group, which would model exit rates based on a range of variables, including educational attainment. In line with best practice internationally, this would utilise a large panel dataset which would enable examination of individual outcomes over time. Unfortunately, an appropriate panel dataset is not currently available (the Live Register, for example, is based on data taken at different points of time and not for the same individuals, and does not record information on characteristics such as educational attainment).

If rigorous assessment of labour market activation measures such as JobBridge is to be successfully undertaken, it is important this is supported by appropriate detailed datasets that enable control comparison between scheme and reference (no-scheme) outcomes. Indecon therefore recommends that additional resources be invested by the Department of Social Protection and the

Central Statistics Office to improving statistical datasets, based either on the Live Register or the Quarterly National Household Survey, to facilitate the development of appropriate control groups.

We understand this recommendation can be implemented as part of wider initiatives to enhance knowledge of the profile of the Live Register.

### 6.3 Overall Conclusions

Overall, the evidence suggests that the JobBridge scheme has had positive outcomes in terms of employment progression, with approximately half of JobBridge interns surveyed having secured paid employment, which is higher than the previous estimates. Given that some labour market programmes in the past have been seen as having insignificant or even negative impacts on employment probabilities, this suggests JobBridge is an appropriate labour market intervention and this provides support for the Government's recent decision to expand the number of places available in the scheme. Of particular relevance re the programme are the following features:

- ❑ The strong link between participation in the Scheme and progression into employment is a key outcome of the scheme.
- ❑ There has also been relatively high progression rate into employment of people who had been long-term unemployed prior to taking up internship.
- ❑ A strength of JobBridge is that the Scheme rules and administration are relatively simple and easily understood by hosts and participants.

The analysis suggests there are some deadweight impacts, but the scheme has had positive effects on subsequent employment chances for participants who in the absence of the Programme would not have secured employment. The findings suggest that the Programme has been an effective labour market intervention in achieving movement off the Live Register.

Although further statistical analysis based on longer timespans of data will be required to underpin a detailed assessment of longer-run outcomes, preliminary analysis of impacts based on the cohort of individuals who have participated to date on the scheme suggests that the scheme is likely to deliver value for money to the Exchequer if participants secure employment and remain off the Live Register for a period of around six months.

We understand that the Government have decided to expand the scheme to 8,500 places. An examination of whether or not this is an appropriate target, and the resources may be required to achieve this, is outside the scope of the terms of reference for this evaluation.

Some improvements to the scheme are, however, required to reduce dissatisfaction among a minority of participants and to improve support mechanisms for the most disadvantaged groups in the labour market.

Our recommendation for host organisations to have the option of a more flexible scheme but to pay the welfare cost involved could reduce exchequer costs and enhance value for money.



## Annex 1 Copy of Survey Questionnaires

## CONFIDENTIAL SURVEY OF JOBBRIDGE INTERNS

We would be very grateful if you could address each question below and provide your response by no later than **14th September**. All responses will be collated directly by Indecon Economic Consultants, who are assisting the Department of Social Protection on this evaluation, and will be treated in strict confidence. If you have any queries re this questionnaire, please contact William Batt at Indecon (e-mail: [whbatt@indecon.ie](mailto:whbatt@indecon.ie)).

### Confidential Background Information

1. Please provide your PPS Number OR your Name OR your Date of Birth: PPS No.: \_\_\_\_\_ Name: \_\_\_\_\_  
Date of Birth: \_\_\_\_\_
2. Are you: Male  Female  (Please ✓)
3. Please indicate your approximate age: Under 21  21 to 24 yrs  25 to 30 yrs   
30 to 45 yrs  45 to 55 yrs  Over 55
4. In which location do you usually live? Dublin  Cork  Galway   
Other (please specify County): \_\_\_\_\_
5. Please select below the highest level of education you have achieved:  
Completed education before Group/Junior Certificate  Junior Certificate  Leaving Certificate  Primary (e.g. Bachelor) Degree  Master's Degree  Other – Please Specify: \_\_\_\_\_
6. How long had you been unemployed (on the Live Register) before you started your JobBridge internship?  
3 to 6 Months  Over 6 months and up to 12 months  Over 12 months and up to 2 years  Over 2 years and up to 3 years   
 More than 3 years
7. Are any other members of your immediate family currently unemployed: Yes  No

### Details on JobBridge Internship

8. Please indicate the sector of your JobBridge internship Host Organisation:  
Services/Retail/Sales  Financial Services  ICT/Communications   
Pharmaceuticals/Life Sciences  Engineering/Science  Other Manufacturing  Civil Service  Local Authority  
 Public Health Sector  Public Education Sector  Commercial Semi-State Company  Non-Commercial Semi-State Company  Other Public Sector Organisation  Community /Voluntary Sector  Other, Please Specify:  
\_\_\_\_\_
9. How long did your JobBridge internship last? \_\_\_\_\_
10. Did you complete the full duration of your JobBridge placement? Yes  No
11. If 'No', was this due to: Decisions made by your host Organisation  Or,  
Decisions made by you

12. If you did not complete the full duration of your JobBridge internship, please also indicate whether this was due to one or more of the following reasons: Securing paid employment with your host organisation  Securing a job elsewhere  Dissatisfaction with the placement  Other reasons - please specify: \_\_\_\_\_
13. Before your JobBridge internship, were you ever previously employed on a full-time basis? Yes  No
14. If 'Yes', please indicate how long your total employment experience was before JobBridge: Less than 3 Months  3 - 6 Months  6 - 12 Months  Between 1 and 2 Years  More than 2 years

**Views on JobBridge Placement**

15. Please indicate your views on the nature of your JobBridge work experience:

	A Lot	A Little	Not at All
(a) Gave me new job skills	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
(b) Provided opportunity to gain quality work experience	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
(c) Opportunity to secure formal training as part of placement	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
(d) Improved my self-confidence	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
(e) Helped me to identify job opportunities suitable to my abilities	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
(f) Improved my chances of gaining employment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
(g) Directly helped my progression into employment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
(h) Kept me close to the job market	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
(i) Helped me establish contacts/networks	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
(j) Other Benefits - Please specify and indicate extent of contribution/helpfulness of JobBridge internship:			

16. When you were unemployed immediately before starting your JobBridge internship, did you apply for any paid jobs? Yes  No
17. If 'Yes', please indicate approximately how many applications you made: 1 - 5  6 - 10  11 - 20  21 - 30  30+
18. How long it has been since you completed your JobBridge placement? Less than 1 month  1 - 2 months  3 - 4 months  4 - 5 months  Over 5 months ago
19. Have you had a paid job at any stage since completing your JobBridge internship? Yes  No
20. Please indicate which of the following best describes your current situation:
- Employed with my JobBridge Host Organisation
  - Employed with another Organisation in Same Sector as Host Organisation
  - Employed in Another Sector
  - Was Employed on a Short-Term Contract, which has Now Ended
  - Pursuing Further Education or Training
  - Unemployed/Returning to Job Search
  - Emigrated  Other (please specify): \_\_\_\_\_
21. If you have secured a job (either with your JobBridge host organisation or with another organisation) since completing your JobBridge internship, is this job: Full-time, Permanent  Part-time, Permanent  Full-time, Temporary  Part-time, Temporary
22. If you have secured a job since completing your JobBridge internship, please indicate:
- (a) Your Currently Gross Weekly Pay - €: \_\_\_\_\_ (b) The Average Number of Hours you Work per Week - Hours: \_\_\_\_\_

23. Do you think your current job will last? Likely  Unlikely  Possibly
24. If you had not had a JobBridge placement, what do you think you would have done? (Select one or more options, if appropriate):
- Would have remained unemployed
  - Would have got a job in Ireland
  - Would have emigrated
  - Would have gone to another training programme or returned to education
  - Other, Please specify: \_\_\_\_\_
25. If you have been offered a paid job since completing your internship, do you think you would have been offered the same job if you had not had JobBridge experience?
- Highly Likely  Fairly Likely  Not Very Likely  Not At All Likely  Don't Know

**Overall Views on the Scheme**

26. Do you think that dealing directly with your JobBridge host organization, in relation to decisions on recruitment and agreeing your work experience and on-the-job training, was: Helpful?  Unhelpful?  Don't know?
27. How satisfied or dissatisfied were you with the following aspects of your JobBridge placement?

	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied
Work Experience provided by Host Organisation	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Level of on-the-job training provided by Host Organisation	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Process / Procedures used by Department of Social Protection in running the scheme.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

28. Please indicate your views on the administration of the JobBridge scheme from initial application to finishing your internship?
- Very Satisfied  Satisfied  Neither Satisfied nor Dissatisfied  Dissatisfied   
Very Dissatisfied
29. Overall, how satisfied or dissatisfied were you with the JobBridge scheme?
- Very Satisfied  Satisfied  Neither Satisfied nor Dissatisfied  Dissatisfied  Very Dissatisfied
30. Would you recommend JobBridge to other people? Yes  No  Don't Know

**Other Comments**

31. Please indicate any other comments you have on your experience with JobBridge and any suggestions you may have to improve the scheme:

---



---



---



---

**Conclusion**

32. If you would be willing to participate in a brief follow-on telephone interview regarding your experience with the JobBridge scheme, please indicate your contact details below:

Name: \_\_\_\_\_

Telephone Number: \_\_\_\_\_

**Thank you very much for your assistance with this important evaluation of JobBridge.**

## CONFIDENTIAL SURVEY OF JOBBRIDGE HOST ORGANISATIONS

We would be very grateful if you could address each question below and provide your response by no later than 14th September. All responses will be collated directly by Indecon Economic Consultants, who are assisting the Department of Social Protection on this evaluation, and will be treated in strict confidence. If you have any queries re this questionnaire, please contact William Batt at Indecon (e-mail: [whbatt@indecon.ie](mailto:whbatt@indecon.ie)).

### Nature of Involvement with JobBridge Scheme

1. Please indicate number of JobBridge interns who have participated in your organisation:
  - (a) Number of JobBridge interns who have participated in total (i.e. including those who have now completed their internships):  
\_\_\_\_\_
  - (b) Number of internships currently underway: \_\_\_\_\_
2. Please indicate the number of your JobBridge interns who left the programme prior to full-time completion of their placement, if any: No.: \_\_\_\_\_
3. If any JobBridge interns left their placement prior to full-time completion was this due to: Decisions made by your organisation  or Decisions by interns
4. If any interns left prior to completion do you think this was because of:
5. Securing paid employment with your organisation  Securing a job elsewhere  Dissatisfaction with the placement  Other reasons  If 'Other reasons', please specify: \_\_\_\_\_

### Reasons for Participation in JobBridge

6. Please indicate the level of significance you would attach to each of the following reasons why your organisation has participated in the JobBridge scheme:

	Significance of Different Reasons				
	Very Important	Important	Neither Important Nor Unimportant	Unimportant	Not at all Important
Enables you to evaluate potential future employees	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Provides a low-cost temporary addition to your workforce	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Contributes to national policy by providing internship opportunities to unemployed	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Overcomes restrictions on increasing employment in your organisation	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Secures access to additional skills	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Other, please specify: _____					

7. How many JobBridge placements in your company have replaced jobs held by previous employees? Number: \_\_\_\_\_

8. In the absence of JobBridge, please indicate the likely decisions your organisation would have made:  
 Would have considered employing interns without the programme   
 Would have taken on a paid employee(s)   
 Would not have filled the positions  Other – Please Specify: \_\_\_\_\_

9. Prior to the JobBridge initiative, did your organisation offer any internship positions?  
 Yes  No

10. If 'Yes', please indicate which best describes the current position in your organisation:  
 Continue to take similar number of non-JobBridge interns   
 Have reduced numbers on other internship programmes   
 Have ceased other internship programmes  Other – Please Specify: \_\_\_\_\_

**Views on JobBridge Placements**

11. Please indicate your views on the nature of the work experience provided to interns:

	A Lot	A Little	Not at All
(a) Gave intern new job skills	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
(b) Provided opportunity to gain quality work experience	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
(c) Opportunity to secure formal training as part of placement	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
(d) Improved confidence of interns	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
(e) Helped interns to identify job opportunities suitable to their abilities	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
(f) Increased participants' chances of gaining employment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
(g) Directly helped interns' progression into employment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
(h) Kept participants close to the job market	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
(i) Helped interns establish contacts/networks	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Other please specify: _____			

12. Please indicate the number of JobBridge interns to whom your organisation has offered paid employment after completing their internship: Number: \_\_\_\_\_
13. Please indicate the number of JobBridge interns who have been offered paid employment in another organisation:  
 Number: \_\_\_\_\_
14. If you have employed any interns after their placement please indicate their average:  
 (a) Net weekly pay € \_\_\_\_\_ (b) Gross weekly pay € \_\_\_\_\_  
 (c) No. of hours worked per week: \_\_\_\_\_
15. What percentage of the jobs which your organisation has offered to JobBridge interns have been:  
 Full-time permanent \_\_\_\_%; Part-time permanent \_\_\_\_%;  
 Full-time temporary \_\_\_\_%; Part-time temporary \_\_\_\_%

16. If you have not offered any paid jobs to JobBridge interns please indicate the main reasons why:

No employment opportunities available in your organisation	<input type="checkbox"/>
Interns not of sufficient quality to offer employment	<input type="checkbox"/>
Too early in your involvement in the programme	<input type="checkbox"/>
Other please specify:	<input type="checkbox"/>
_____	

17. If you have offered a paid job to any interns, how likely is it you would have made such offers in the absence of JobBridge?  
 Highly likely  Fairly Likely  Not at all likely  Don't know

**Overall Views on JobBridge Scheme**

18. Do you think that the approach whereby host organisations deal directly with JobBridge interns in terms of final decisions on recruitment, and agreeing work experience and on-the-job training was:  
 Helpful  Unhelpful  Don't know

19. Please indicate how satisfied or dissatisfied you were with respect to the following aspects of the JobBridge scheme:

	Very Satisfied	Satisfied	Neither Satisfied nor Satisfied	Dissatisfied	Very Dissatisfied
(i) Overall process used by Department of Social Protection in running the scheme	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
(ii) Process for internship vacancy notification / candidate specification/selection	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
(iii) General Administration including monthly returns	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
(iv) Support for queries, website toolkits etc.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

20. Would you recommend the JobBridge scheme to other employers? Yes  No

21. Would you take on another intern based on your current experience? Yes  No

22. Please indicate your level of overall satisfaction with the JobBridge scheme: Very Satisfied  Satisfied  Neither Satisfied nor Dissatisfied  Dissatisfied  Very Dissatisfied

**Other Comments**

23. Please indicate any other comments you have on your experience with JobBridge or any suggestions you may have to improve the Scheme:

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_



**Confidential Background Information**

24. Organisation Name: \_\_\_\_\_

25. Name of Respondent: \_\_\_\_\_

26. Please indicate sector in which your organisation operates: Services/Retail/Sales  Financial Services   
ICT/Communications  Pharmaceuticals/Life Sciences  Engineering/Science  Other Manufacturing  Civil  
Service  Local Authority  Public Health Sector  Public Education Sector  Commercial Semi-State  
Company  Non-Commercial Semi-State Company  Other Public Sector Organisation  Community /Voluntary  
Sector  Other, Please Specify: \_\_\_\_\_

27. Please indicate the approximate level of employment in your Irish operations in 2012 and in 2010: 2012:\_\_\_\_\_ 2010:  
\_\_\_\_\_

28. Please indicate the approximate total worldwide employment of your company in 2012, where relevant: \_\_\_\_\_

**Conclusion**

29. If you are willing to participate in a brief follow-on telephone interview regarding the internship, please enter your name and contact number:

**Name:** \_\_\_\_\_

**Contact Phone Number:** \_\_\_\_\_

**Thank you very much for your assistance with this important evaluation.**

## Annex 2 Additional Research Findings – Survey Results

### A2.1.1 Survey of Host Organisations

Survey of JobBridge Host Organisations - Nature of Involvement with JobBridge – Number of Interns Participating by Organisation			
Statistics	Number of JobBridge Interns Participating in Organisation		
	Total No. of JobBridge Interns who have Participated (incl. Completed Internships)	Number of JobBridge Internships Currently Underway	Number of JobBridge Interns Who Left Organisation Prior to Full-Time Completion of their Placement
Mean of Reported No. of Internships	3.1	1.2	0.9
Median of Reported No. of Internships	1.0	0.0	1.0
Source: Indecon Confidential Survey of JobBridge Host Organisations			

Survey of JobBridge Host Organisations - Employment in Organisation		
Statistics	Number of Persons Employed - Irish Operations - 2012	Number of Persons Employed - Worldwide - 2012
Total Employment across Responding Organisations	119,971	3,944,815
Mean of reported No. of Persons Employed	109	8,305
Median	12	15
Mode	4	0
Standard Deviation	438	57,652
Minimum	0	0
Maximum	8,200	1,000,000
Source: Indecon Confidential Survey of JobBridge Host Organisations		

Survey of JobBridge Host Organisations - Host Organisation Size		
Number of Persons Employed in 2012	Number of Host Organisations Responding	% of Total
0-49	791	73.1%
50-249	192	17.7%
250+	99	9.1%
<b>Total</b>	<b>1,082</b>	<b>100%</b>
Source: Indecon Confidential Survey of JobBridge Host Organisations		