

Graduate Internship Programme (GIP)

Evaluation

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Graduate Internship Programme (GIP) – Internal Evaluation:

1.0 Introduction:

Staff from Employment Service Policy Branch completed the evaluation of the Graduate Internship Programme (GIP). This report presents the findings and conclusions reached based on the research and analysis of the evidence collected during the evaluation process. The report also sets out recommendations for any future delivery of a GIP.

2.0 Background to GIP:

2.1 In March 2009, in direct response to the economic downturn in Great Britain (GB), the Chancellor, Alistair Darling announced guaranteed offers to every 18 to 24 year old which included training or work experience via new jobs created through the Future Jobs Fund. The Future Jobs Fund in GB, worth about £1bn, aimed to create 150,000 new jobs: at least 100,000 for young people and a significant proportion in areas of high unemployment from October 2009. Some of the jobs were also to be made available, at adviser discretion, to over 24 year olds who were particularly disadvantaged within the labour market.

The jobs had to meet the following key criteria:

- real jobs paying at least national minimum wage, at least 25 hours per week for at least 6 months
- the jobs had to be additional jobs
- suitable for long-term unemployed young people
- work undertaken had to be of benefit to the local community and
- a significant number of the jobs had to be delivered quickly

2.2 The Future Jobs Fund concept is based on an Intermediate Labour Market programme (ILM) model which was originally developed in Glasgow as a method of tackling long-term unemployment and promoting community-based regeneration. The objective of an ILM is to provide a parallel (intermediate) labour market where the long term unemployed can gain 'employability skills' to compete effectively for mainstream employment. The core feature of an ILM is paid work on a temporary contract (often up to 12 months), together with training, personal development and job search activities. In order to limit the risk of replacing 'real' jobs, the work is focused on additional economic activities which are normally set up for community benefit.

2.3 The Future Jobs Fund did not extend to Northern Ireland therefore, the Department for Employment and Learning (DEL), as part of its overall

3.0 Scale of Youth Unemployment in Northern Ireland (June 2009):

- 3.1** In June 2009, the number of unemployed claimants in Northern Ireland had reached in excess of 48,700 compared to 24,600 the previous year (representing a 98% increase). Of these, 34.1% were under 25 years of age and were additionally disadvantaged in the labour market because they lacked an employment record compared to their older counterparts.
- 3.2** This was particularly the case for graduates who had little or no work experience to allow them to demonstrate their employability to prospective employers. Suitable opportunities were not available for young graduates and there was an increased risk that they would move away from Northern Ireland to seek employment opportunities elsewhere.
- 3.3** Previous recessions had seen a disproportionate impact on youth unemployment, particularly during the 1980s, when thousands of young people were allowed to become detached from the prospect and ambition of work. The economic and social consequence of inaction by government departments would see youth unemployment have a devastating and lasting effect on individuals, families and communities.

4.0 Need for Graduate Internship Programme:

- 4.1** In GB the “Building Young Britain” campaign initially offered 10,000 work placements for 18 to 21 year olds who had not been to university and 2,000 internships from a “graduate talent pool”. This was backed up by a new network of job clubs and mentors. The whole package cost £40 million and was aimed specifically at helping young people progress in the labour market.
- 4.2** The demand for the scheme was hard to predict given that there was no track record of this type of initiative in the UK. However, the Association of Graduate Recruiters suggested that there would be a 5.4 per cent decrease in job opportunities for new graduates in 2009 compared to 2008 levels. If job losses increased at the same rate as in 2008 or accelerated twice as fast the UK might expect between 6,500 and 21,000 more new first degree graduates unable to find work than in 2008.
- 4.3** There was therefore a real need to pilot some form of employment provision that would address the issue of graduate unemployment and afford unemployed graduates an opportunity to avail of temporary waged employment during a time of high unemployment and high economic inactivity levels across Northern Ireland. Given the situation, DEL decided to pilot the GIP along with the other measures to test the Future Jobs Fund concept in Northern Ireland.

5.0 GIP Model:

- 5.1** The GIP Model aimed to provide 60 unemployed graduates with access to meaningful temporary paid employment i.e. 30 hours per week minimum lasting up to 26 weeks with the aim of enhancing their long term employability prospects and enable them to compete on more equal terms in a difficult labour market. . The employment opportunities were sourced in challenging and interesting jobs within the voluntary and community sector across Belfast and Londonderry i.e. placements were sought in organisations pursuing social objectives for community benefit rather than private profit.
- 5.2** The programme was designed for a specific identified target group; the unemployed / economically inactive among the graduate cohorts of 2008 and 2009 who had a full degree award. No other entry requirements were set to ensure that the participant's rather than the employer's needs were being met.
- 5.3** Each of the 5 Partnership Boards in Belfast were allocated 8 internships however, flexibility was built into the model to reallocate place allocations between the various Partnership Boards in the event of areas being over or under subscribed. Derry Local Strategy Partnership (LSP) was allocated 20 graduate places.
- 5.4** The model was designed to give participants the opportunity to use their skills / knowledge appropriately and provide employers with evidence of a credible work history when applying for jobs. It also allowed them to experience a real work environment where normal employee conditions applied and ensured they did not fall behind when competing for available jobs.
- 5.5** The economic downturn made it even more important to ensure that the graduates gained the right skills and experience to help them move into a job and effectively compete in the labour market as quickly as possible. It was also imperative that they were prepared for the job opportunities that would materialise when the downturn ended.
- 5.6** The programme was managed by the 5 Partnership Boards in Belfast (North, South, East, West and Greater Shankill) and the Derry City Council's Local Strategy Partnership. As previously stated the employment placements were in organisations from the community and voluntary sectors therefore, each Partnership Board / LSP acted both as an employer and contractor to facilitate the payment system.
- 5.7** The GIP model was designed to ensure that job opportunities were either newly created or additional jobs i.e. they were not used to displace existing jobs or work experience placements.
- 5.8** As with all programmes the key starting point for engaging the target group was the quality of advice and guidance provided at initial point of contact.

The programme was therefore designed to provide the participants with information on the levels of training and support that would be available to them during their 26 week placement. The model also encouraged employers to engage with the graduates on a regular basis to discuss progress / address any concerns or issues.

6.0 GIP Recruitment & Selection Process:

- 6.1** Following the allocation of places, each Partnership Board and Derry LSP issued notice to all community organisations in their areas that funding had been secured to support a pilot programme seeking to match the skills of unemployed graduates with the unmet needs of organisations working in the not for profit sector. The notice also sought and encouraged expressions of interest (on a generic document, **see Annex A**) from local organisations willing to host a graduate.
- 6.2** Each Partnership ran their own Recruitment and Selection Process and while there were slight variations between methods employed; the following detailed process used by the North Belfast Partnership (NBP) sets out the general approach adopted by all the Boards.
- 6.3** NBP Staff (3 staff members to ensure a fair process) scored all expressions of interest separately then reviewed findings and accumulated results. From this successful host organisations were selected and informed. The unsuccessful applicants were contacted and informed that they had not been selected.
- 6.4** Included in the expression of Interest supplied by the work placement organisations were job descriptions and personnel specifications. At this stage NBP contacted and met with the work placement organisations to finalise and agree the final job description, personnel specification and the recruitment advertisement for the position.
- 6.5** Once the recruitment advertisement had been agreed by both NBP and the work placement organisation, it was reviewed by the NBP Personnel Manager to ensure it complied with all relevant Fair Employment Legislation as well as internal procedures. Once approval had been given the adverts were posted onto the following websites, for a 2 week period, clearly stating the closing date / time.
 - www.jobcentreonline.com
 - www.communityni.org/careers

Due to file size restrictions it was impossible to attach all necessary files to these job boards, as such the adverts instructed applicants to email / call NBP to request an application pack. The information pack included full job

description / personnel specification, application form, information on the position and the Graduate Internship Programme.

- 6.6** When the closing dates had passed all application forms were short-listed by NBP staff against programme specifications (graduate from cohort, unemployed or inactive) and then against the host organisations criteria.
- 6.7** Once the short-listing had taken place the successful applications were shared with the work placement organisations (less monitoring information) and interview schedules were agreed. Where possible, those invited for interview were given 3 to 4 days advance notice, to ensure adequate preparation time.
- 6.8** Phone calls and follow up emails / letters were sent to those invited, advising them of location, time and interview panel as well as information on 'competency' based interviews and suggested websites / materials to review prior to interview.
- 6.9** The interview panel comprised 2 representatives from NBP (1 acting as chair) and 1 from the work placement organisation. The interviews all took place at the host premises and working location of the successful applicant. This was done to demonstrate early commitment from the host organisation and also it facilitated direct interaction with applicants at this important stage of the process.
- 6.10** Once the interviews were completed the panels scored them against pre determined criteria which was derived from the job description / personnel specification. When the scoring was completed and agreed, an initial verbal offer was made and subsequently followed up with a written offer and contract documentation.
- 6.11** Telephone calls and emails / letters were also sent to those who had been unsuccessful, offering feedback regarding performance at the interview. NBP encouraged this as it was noted that a significant number of interviewees did not perform well at the interview stage.
- 6.12** When an offer was accepted NBP liaised with both the work placement organisation and intern to coordinate the completion of all required documentation including contract of employment. Induction arrangements were also put in place at that time.

7.0 Funding:

- 7.1** Funding arrangements needed to be both realistic and viable to ensure that the programme was sufficiently attractive to participants and voluntary / community organisations. Funding was provided to support 60 participants for up to 26 weeks employment. As previously stated the programme was piloted in Belfast and Londonderry with each of the 5 Belfast Partnership Boards being allocated 8 places and the Derry LSP being allocated 20 places. Each of the Partnership Boards and the Derry LSP received a management fee for each participant equivalent to £45 per week for 26 weeks. (Maximum Management Fee Funding - £70,200)
- 7.2** At the design stage, it was estimated that 30 hours of employment per week would cost a voluntary / community sector organisation a minimum of £179.82 per week (increasing to £182.19 per week from October 2009) under the National Minimum Wage rate of £5.73 per hour at that time (£5.80 from October) and the weekly Employer's National Insurance Contribution. The age of a participant was therefore a critical factor that needed to be considered. It was decided to pay a universal subsidy of £185 per week for all graduates irrespective of age. Voluntary / community organisations were free to pay above this level however, that was a matter for them to consider based on the nature of the opportunity on offer to the graduate. (Maximum Participant Subsidy Funding - £288,600)
- 7.3** A further £250 was made available for each graduate to undertake additional training, £100 of which went to the intern as an incentive for undertaking and completing an agreed training course. (Maximum Accredited Training Funding - £15,000)
- 7.4** The maximum funding allocated for the programme was £373,800.

8.0 Performance Measurement:

- 8.1** GIP performance outcomes to be measured and assessed were the number of participants:-
- placed with host work placement organisations
 - completing the 26 weeks placement
 - leaving the programme and reason why
 - entering employment
 - sustaining employment and
 - qualifications gained
- 8.2** Counterfactuals were to be measured by comparing outcomes for all graduates interviewed i.e. those who were successful and those who were

unsuccessful for the posts. Unit costs and value for money analysis were also to be key components of performance measurement.

9.0 Terms of Reference (TOR):

9.1 The following TOR was set for the GIP Evaluation.

An analysis and assessment of;

- Programme uptake and the success in engaging the target group
- Positive outcomes from the programme
- Cost effectiveness i.e. do the ultimate outcomes justify the costs of the programme
- Comparison of GIP outcomes with other funded programmes
- Programme providing value for money
- Programme achievement of objectives
- Views and experiences of participants and those involved in the delivery of the programme
- Options beyond the pilot phase

10.0 Methodology

10.1 The following methodology was used to complete the evaluation:

- Stage 1: Overall Project Planning
- Stage 2: Desk Research and Quantitative Analysis
- Stage 3: Consultation
- Consultation with Community and Voluntary Sector (5 Belfast Partnership Boards and Derry LSP)
- Work Placement Organisations Consultation
- GIP Participants (Survey – 53 Questionnaires)

- Stage 4: Benchmarking
- Stage 5: Analysis and Evaluation
- Stage 6: Synthesis and Reporting

11.0 Analysis of Recruitment Process

- 11.1** During the Recruitment Process, one of the Partnership Boards experienced some difficulty recruiting for a placement. However, North Belfast had previously indicated that they could have filled more places therefore Employment Service Policy Branch decided to allocate them this additional place rather than see it not occupied. This vacancy enabled 2 further graduates (on a part-time basis) to assist with the Sailortown Regeneration Project. With the addition of these graduates, the total number of GIP placements in Belfast and Londonderry was 61 (39 full time and 2 part time in Belfast and 20 full time in Londonderry). See list of host work placement organisations in **Annex B**.
- 11.2** A total of 681 requests for application forms were made to each of the 5 Belfast Partnership Boards and the Derry Local Strategy Partnership. From the 681 application forms requested, 284 (42%) were returned and 169 graduates (25%) were interviewed for the 61 places on the programme.
- 11.3** A detailed analysis of the GIP recruitment process including Community Background, Gender, Age, Applications and Interviews can be found at **Annex C**.

12.0 Findings from GIP Graduate Focus Groups

During the 26 week placement, 20 graduates were nominated by the Partnership Boards to participate in 2 focus groups (10 per group) over two days (4th & 5th August 2010) in Gloucester House, Belfast. Three graduates were unable to attend because of work commitments therefore 10 graduates attended the first session and 7 graduates participated in the second group.

Derry City Council LSP was also asked for nominations and 7 graduates attended a focus group session on 7th September 2010 in Derry City Council Offices.

The aim of the focus groups was to establish a neutral environment where the graduate's could express their views on the programme, the placement and the Partnership Boards / Derry LSP in an open, honest and forthright manner.

12.1 Details of the discussion points and headline findings can be found at **Annex D**.

13.0 Findings from Graduate Questionnaire Survey

A copy of the graduate questionnaire and the headline responses can be found in **Annex E**.

14.0 Findings from Work Placement Organisations' Survey

Findings from the work placement organisations can be found in **Annex F**.

15.0 Findings from Belfast Partnership Boards & Derry LSP Survey

15.1 North Belfast PB:

"An excellent working model, offering those recent graduates the invaluable starting point and post qualification work experience for their career, without such they would remain stuck in the 'catch 22' situation of needing experience to gain work but all jobs seeking experience.

As a result of the above statement this also benefits those non graduate job seekers who have been displaced by those recent graduates taking non graduate jobs simply to gain experience / earn a wage.

As a result of the GIP north Belfast based community organizations have benefitted from more than 7,500 hours of professional, graduate calibre support and development work, which without this innovative programme they could ill afford.

I believe that DEL's delegation of the 'day to day' operational management to the Belfast Area Partnerships' not only averted the potential 'another government scheme' criticism but allowed the BAPs to work together, drawing on own experience within this sector to adapt the programme to benefit all those who participate; the graduates, the placement organizations and critically the communities that they serve.

The Internship Programme has also highlighted the '3rd' sector to graduates who may have overlooked this sector as a potential employment area. Many of the graduate interns which we have worked with had studied in predominately 'private sector' disciplines; Marketing, Communication, Architecture, Finance etc.

As always North Belfast Partnership seeks to take 'lessons learned' from all projects in which it is involved with the aim of continuous improvement, as such I and the partnership believe that all parties associated with the GIP would benefit from a longer placement duration. Voicing the feedback received from interns and placement organizations a years' placement would offer so much more to all associated than just a 6 months more work input."

**John McCorry, Development Programmes Manager
North Belfast Partnership Board**

15.2 South Belfast PB:

"Graduate Interns brought a breath of fresh air and a new and talented perspective to all the host organisations and individuals they came into contact with over the period of time they were working in their respective areas in South Belfast.

Participation in the programme was entirely positive and gave the graduates a salary and the means by which they could learn and develop new skills and also share skills with the host organisations. The graduate interns in South Belfast have received a wide range of complimentary and supportive comments from the host employers not withstanding the critical role they undertook in South Belfast Partnership. Again the limited timescale of the programme was a major stumbling block as the six month period created some excellent opportunities both in placements and in the local community but the minimal time window made taking these opportunities forward difficult. An extension therefore, would be of more benefit to complete programmes and further build experience.

Relationships built over this period will benefit the students as well as having impacted on the creative thinking of the interns which in turn benefits the ideas and strategy of the host organisations.

The graduates have been successfully interacting with a range of Government, community and statutory organisations during the time they

were in the Partnership. One example of this is Queens University and the SPACE project conducted in tandem with Queens University and the School of Planning & Architecture to develop area based local master plans for culturally mixed and diverse areas of South Belfast.

The scope and depth of the work with Queens has benefited the graduate interns immensely, but again if the programme is to be successful in future then the connections between Queens and the graduates needs strengthening and these links used to better advantage to benefit the graduates, the host organisations and the local community. Additional training for the graduates around interview skills and techniques is another area which needs addressed to successfully complete the programme and give the graduates “confidence”. Also a more structured and useful exit strategy when the programme completes as any additional training and time given would be of greater benefit when searching for other work or employment on completion of the six month period.

Community development skills and the involvement with Neighbourhood Renewal gave the interns an insight into the political, social and Economic factors that exist in working class and more recently all communities. The politics of community infrastructure and personalities and how these are “managed” and conflicts resolved between individuals and differing viewpoints and learn how the community sector ticks which is essential as this sector and the private sector may be the way forward as the current financial situation continues. The monitoring process and showcase event were highlighted as positive aspects of the programme giving the graduates the opportunity to “showcase” work and projects they had completed during their internships.”

**Martyn Smithson, Urban Regeneration Officer
South Belfast Partnership Board**

15.3 East Belfast PB:

“We feel this has been an excellent example of partnership working across the city to address the issue of graduate unemployment. This initiative afforded graduates the opportunity of valuable work placements whilst at the same time developing their employability portfolio.

The partnership and the other participating host organisations have benefited from accessing skills that in the past have always been externally sourced and at great expense. The recruitment of our graduates offered flexibility and that ‘added value’ that you get from accessing internal expertise their work will leave an important legacy for the organisations and the community in East Belfast.

We believe highlights of the programme included innovative programme looking at utilising graduate skills, enthusiasm and talent to the benefit of the community/voluntary sector. It provided quality, tangible and relevant work

experience for graduate interns and programmes like this help combat pessimism felt by graduates entering labour market and help us retain our graduates. Initiatives like this can encourage our graduates to consider employment in the voluntary and community sector.

In East Belfast, many organisations saw the programme as an excellent opportunity to fill skills gap in their business that they had no available resources to fill themselves. Opportunities for graduates are scarce and competition is fierce with potential employers wanting experience to accompany their academic qualifications.

The programme has had a very positive effect on each of the participating organisations and influenced how they are delivering their objectives.

We felt the recruitment process was rushed and would recommend in future a longer development process. The application process and eligibility criteria needs reviewed with particular reference to restrictions in terms of part-time or temporary employment, and the programme did not make any real impact on those unemployed graduates from East Belfast.

Another recommendation for the programme is that it would have had greater impact had it been for a longer period of time, at least 1 year+, as most employers ask for minimum 1 or 2 years experience therefore 6 months is too short. We feel there needs to be a greater financial motivation and looking at possibility increasing salary from minimum wage would be a major incentive. A bigger training budget allowance per intern would be very beneficial and widen the area, not just Belfast.”

**Cailin Hardy, Socio-Economic Officer
East Belfast Partnership Board**

15.4 West Belfast PB:

“From the perspective of the West Belfast Partnership Board we believe that training and employment programmes that improve the skills of local graduates play a pivotal role in strengthening the local economy.

The local job market is becoming increasingly competitive and there is clear evidence that these programmes help graduates to improve their employment prospects.

The programme was structured in a way that enabled the graduate to gain skills and expertise in a working environment that will assist them the future when applying for jobs.

Getting practical work experience in challenging work placements gave the graduates an opportunity to utilise their talents and make valuable contributions to their placement organisations. Many of these community and

voluntary organisations do not have the resources to attract and pay graduates to carryout work for them.”

**Geraldine McAteer, Chief Executive
West Belfast Partnership Board**

15.5 Greater Shankill PB:

“Congratulations are due to the Department for Employment & Learning for both the creation and realisation of such an innovative and effective programme. It was a welcome intervention with a successful broad approach method of getting into areas of greatest need and on the ground level.

The Graduate Internship Programme was particularly useful in assisting our organisation address a significant number of our regeneration issues and targets.

The programme however, was not long enough at 6 months for 2 main reasons. Firstly it did not allow the interns nor their placement organisations to fully realise the full regeneration impacts and secondly, at 6 months duration it did not afford the interns to best position themselves within the employment market as employers seem to view 6 months much less value than 1 year.

The design of the programme suggested that the graduate interns were viewed as trainees not employees and the evaluation of the programme ideally should have been carried out independently and commenced at the inception of the programme.”

**Jackie Redpath, Chief Executive
Greater Shankill Partnership Board**

15.6 Derry LSP:

“An excellent programme which was oversubscribed highlighting the current economic climate, when even the most highly educated are finding it difficult to secure jobs.

Upon recruitment completion, Derry LSP matched 20 Graduates in paid work placements which were degree specific for 6 months. This was a fantastic gateway for Graduates to work in their chosen field. From the various employment sectors in which the Graduates were placed, a total of 65% secured employment with their placement providers or alternative organisations.

As accredited training was optional on the programme, a total of 65% (13/20) graduates undertook training with a financial reward being offered on completion. Graduates’ opinion was that training below degree level was not an advantage, however, the option to undertake training while in

placement gave the opportunity to increase employability skills and proved to be very beneficial.

The practical work experience on the programme outweighed the financial reward for graduates and offered an opportunity of the real world of work and helped them focus on the direction they wanted to concentrate on for their future careers.

The monthly claim processing was made very simple but we, as a large organisation, would possibly find it more beneficial to process the claims on a quarterly basis.”

**Hugh Hastings, Chairperson
Local Strategy Partnership**

16.0 Graduate Testimonials

16.1 The following testimonials provide an insight into some of the work placement experienced by the GIP graduates on the programme. A more comprehensive booklet detailing testimonials from all of the graduates is attached to this evaluation report.

16.2 Cheryl Gourley, Lauren Casement & Adem Selim - Architects Sailortown Regeneration

Sailortown Regeneration Offices act as a community hub for residents of the North Belfast community and provides a range of services and facilities from their campus. Sailortown Regeneration accommodates a number of community initiatives including a community forum, weekly arts and crafts, after school clubs, the Senior Men's and Ladies Group, along with the Mother and Toddlers Group.

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Overview of Work: The long term target is to restore St. Joseph's church back to its original condition and convert the use to a community hub. It has been identified at an early stage that to achieve this, a series of strategies must be put in to place. Confidence building amongst the various organisations that can provide funding for such a project must be achieved. An exhibition has been scheduled to take place in September within the church to perform this confidence building task. The exhibition will also run in alliance with the European Heritage Open days. Due to significant contamination and degradation the church requires a professional cleanout to meet the requirements of health and safety standards. Working alongside the community and various city quarters steering groups a fundraising appeal

has been established to fund the Exhibition and Church Cleanout. The launch of a student competition to be judged by three high profile architects has provoked media attention and a future look at what the Church and Parochial House could become.

Interns Comments: We have developed our confidence and ability to present and meet with people on a professional level. We have begun to understand and gain experience in working on real/physical project as opposed to theoretical approach gained in university. We have developed invaluable experience about flexibility, adaptation and people. We have experienced the rollercoaster journey a project like this can evoke, and have had our fair share of downs but have learned how to pick ourselves up and find another route or option.

Comments of Manager: Over the past three months Cheryl, Lauren and Adem have been working on our behalf to deliver a sustainable community project, within our church and parochial house, both of which are B1 listed buildings. We have been amazed by the content of their work thus far, their commitment to this project has been unbelievable and their willingness to help us in anyway has been greatly appreciated by our groups. The launch of the student competition was professionally carried out by the three of them and involved many hours of extra work and we believe over the next three months they will deliver for us as a community group a long lasting, sustainable product which we can all be proud of.

16.3 Gerard Flynn - Development Officer LORAG

LORAG have recently completed a £2.5 million extension to develop community sports and health facilities at the current site of Shaftesbury Community and Recreation Centre. This project aims to enhance the community development work of LORAG by increasing employment to deliver a range of new improved services to the community.

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Overview of Work: To support the management team and develop a range of programmes to encourage local people to take an active interest in sports, physical exercise etc.

Interns Comments: My time with LORAG (Shaftesbury Community & Recreation Centre) over the last six months has helped me develop exceptionally. When I started on my placement I had basic coaching experience and also my degree and certain qualifications that put together, put me in good stead. Though my qualifications and theory in sports development have greatly helped me, I feel the last 6 months have benefited me a lot more on a personal level. Actually being on the ground delivering

sports programmes with youth (under 18's) right up to OAP'S (OVER 65'S) has greatly benefited my own personal self- esteem, confidence and coaching skills. At LORAG I have set up my own programmes such as Men's (over 18) World cup 5 a sides for Men's health forum which attracts over 100 men every week and I have been successful in securing grant funding for programmes such as European Sports open day (80 under 12's both boys in girls in G.A.A blitz) and the south Belfast inner- city cohesion project which is a cross community project, involving forty five girls and boys from around the 3 interface areas of the Lower Ormeau, Market and Donegal Pass areas. I have gained great supervisory and management experience in projects such as the Old firm alliance and Midnight Soccer that I would not have gained without the graduate intern programme. Without saying anymore I would like to take this opportunity to thank both the south Belfast Partnership Board and LORAG with Ronan McKenna in particular for giving me the opportunity to get involved in the sports sector that I studied to get into. Without their help and confidence in me in the last 6 months I would be still be lacking in experience and would lack a true understanding of community sports development.

Comments of Manager: Gerard has played a pivotal role in the development and delivery of sports development projects across the Inner South Neighbourhood Renewal area that has a positive impact on health community cohesion and education. The graduate intern programme has allowed Gerard to gain vital practical experience of community & sports development but has also allowed LORAG to roll out other projects & services that would not previously been possible.

16.4 Charlene Keenan - Programme Executive Business in the Community

Business in the Community has been operating in NI since 1989. In the past 18 years we have worked with hundreds of companies and organisations to encourage a better understanding of the role business has in society and how companies can benefit by taking a responsible approach to their operations.

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Overview of Work: To support the management team and develop a range of programmes to encourage local people to take an active interest in sports, physical exercise etc.

Interns Comments: My position as Project Executive for the 'Adopt a School' programme has provided me with the opportunity to understand and gain experience in working on a real project as opposed to the theoretical approach gained at university. Engaging businesses with schools I have not only gained an invaluable insight into both sectors but have also developed

my confidence and communication skills. I have enjoyed participating in all aspects of the programme from meeting with schools to sell the programme right throughout to facilitating and monitoring and evaluating events/activities. While the nature of this project has at times proved challenging it has nevertheless been extremely motivational and rewarding. The skills and experience I have gained in the last six months will undoubtedly prove invaluable throughout the rest of my career.

Comments of Manager: Over the past 6 months Charlene has proved herself to be a hardworking, capable individual. She has taken on the delivery of the Adopt a School Project, with great enthusiasm and confidence. She has achieved this by further developing links with existing schools and by creating her own relationships with new schools/businesses on the project. Business in the Community have witnessed Charlene take an idea from conception through to action planning and finally to facilitation - this has been credit to her positive 'can do' attitude. We believe Charlene has benefited from a lot of learning during her time here and have no doubt that she will continue to and grow and be a massive success in whatever she may do in the future. It has been a pleasure having her as part of the team.

17.0 Outcomes

- 17.1** Research has shown that during the past decade many Intermediate Labour Market (ILM) evaluation reports used a report from the Joseph Rowntree Foundation published in September 2000 to benchmark and compare outcomes with other ILM programmes. The Rowntree research was carried out in England, Scotland and Wales between October 1999 and March 2000 and included results from a questionnaire survey of 65 ILM programmes and 11 individual case studies.
- 17.2** Independent evaluations from the 65 programmes and case studies have shown that it is possible to achieve a 60 per cent "job outcome" rate for ILM participants however the average rate for all programmes in the study (for 1998/99) was 49 per cent and the expected level for 1999/00 was forecast as being 53 per cent.
- 17.3** At the end of the GIP and subsequent follow up by Employment Service Policy Branch, 38 graduates (**62.3%**) had progressed into full-time employment, 3 graduates (**4.9%**) had moved into further education, 1 graduate (**1.6%**) was doing voluntary work, 1 graduate (**1.6%**) was volunteering abroad and 18 graduates (**29.6%**) were unemployed. The GIP job outcomes compare favourably with the figures indicated in the Rowntree report.

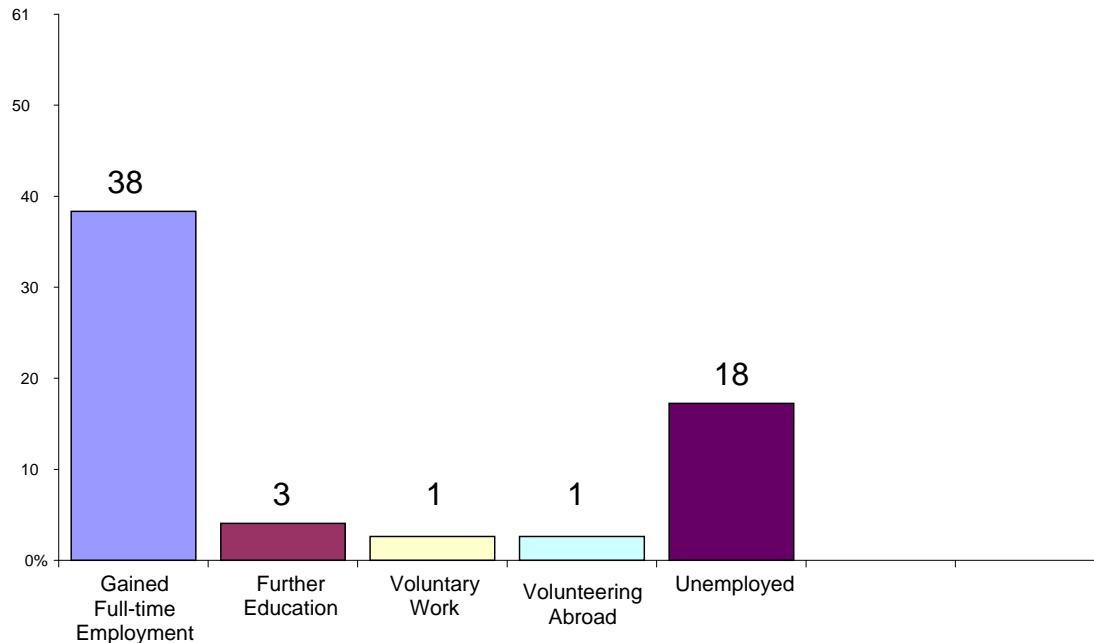


Table: Outcomes of 61 Graduates

17.4 Further research showed that a review of ILMs in Great Britain in 2003 by the Department for Work and Pensions (DWP) provided more up to date figures regarding job outcomes, these are as follows;

- New Deal-based ILMs 26-52 weeks, **43%**
- New Deal-based ILMs 26 weeks, **34%**
- Environmental Task Force / Voluntary Sector, **14%**
- Environmental Task Force / Voluntary Sector, **32%**

The GIP job outcome figure of **62.3%** compares favourably with those indicated in the DWP study.

17.5 The Rowntree report also indicated that in established ILM programmes, around 20-30 per cent of people drop out before completing the placement period and without having other employment to go to. This compares with up to 50 per cent in comparison groups in adult training programmes and New Deal.

17.6 The drop out rate (early leavers) on the GIP was low compared to the Rowntree figures. A total number of 6 graduates (**9.84%**) left the programme before completing the 26 weeks placement i.e. to go into employment and for personal reasons. One participant in the North West could not complete the last 4 weeks of the programme because the placement organisation closed down for an extended holiday period during the whole month of August. The area breakdown for early leavers is as follows:

- South Belfast 1 = 1.64%
- East Belfast 1 = 1.64%
- Londonderry 4 = 6.56%

17.7 As a result of the GIP, communities within greater Belfast and Londonderry have benefited from over **46,600 hours of graduate input**.

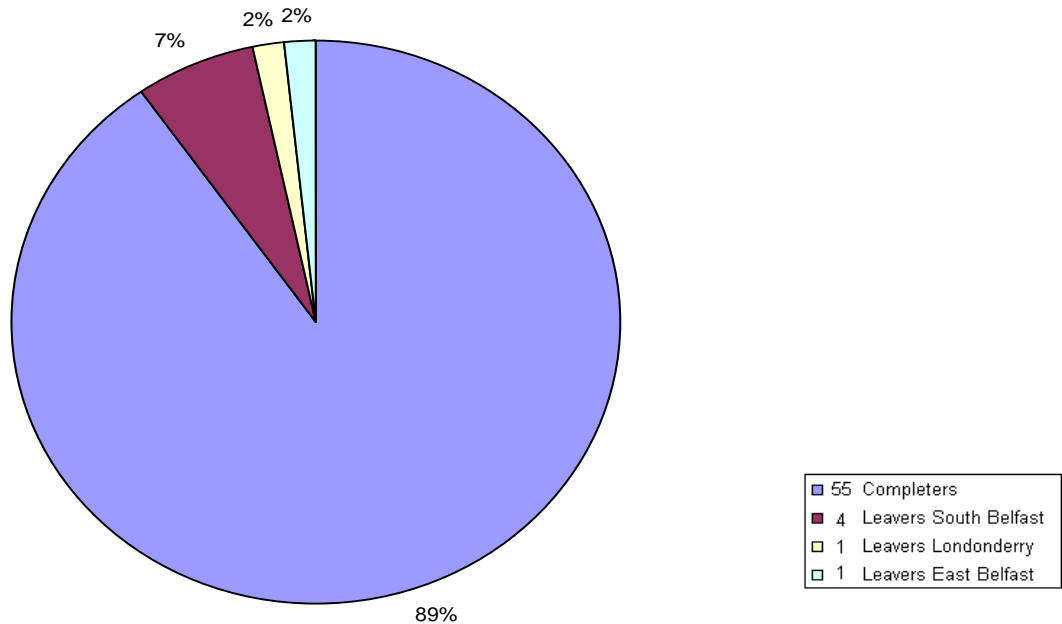
17.8 **45** of the Graduate Interns availed of the Training Allowance thus gaining additional qualifications as a direct result of the Graduate Internship Programme.

17.9 A significant benefit of the Graduate Internship Programme has been the professional support applied by the Graduate Interns in assisting the Belfast Area Partnerships and their associated Neighbourhood Renewal Partnerships in contributing to the delivery of Neighbourhood Action Plans within Neighbourhood Renewal Areas.

The work has included:

- Social Renewal
- Community Renewal
- Physical Regeneration
- Employability
- Social & Community
- Health & Wellbeing
- Children & Young People
- Community Development
- Community Relations
- Improving Community Relations & Building Strong, Safe, Attractive and Sustainable Communities
- Mental Health
- Arts & Culture
- Environmental
- Education & Training
- Young People & Youth Issues

GIP Outcome Percentages



17.10 Soft Outcomes: Graduates:

Findings from the questionnaire surveys and focus groups with the graduates have shown that:

- 100% of participants found the programme very worthwhile
- 92% indicated that gaining work experience was the most useful and relevant part of the programme
- 70% rated the work placement organisation they were with, as excellent
- 66% were more confident of finding work following the programme
- 66% felt the programme was very relevant in assisting their search for work
- 92% of participants indicated they only had to wait 1-3 weeks before commencing the programme after applying
- 91% of graduates considered this an appropriate length of time

18.0 Cost Effectiveness / Value for Money

18.1 The total actual cost of the programme was **£351,977**, with the unit cost of a graduate entering full-time employment being **£9,263**. Additional benefits of the programme were 1 graduate entered further education, 1 graduate entered voluntary employment and 1 graduate moved abroad to work on a voluntary basis with the Red Cross.

TYPE OF COST	FUNDING ALLOCATION	ACTUAL SPEND
Participant Subsidy	£288,600	£275,863
Management Fee	£70,200	£67,149
Accredited Training	£15,000	£8,965
Total	£373,800	£351,977

Table: GIP Funding Allocation and Cost

18.2 Value for money compared to other Intermediate Labour Market programmes

Benchmarks of effectiveness

Taking into account possible selection distortions, the Joseph Rowntree Foundation¹ study observed benchmarks against which Intermediate Labour Market (ILM) effectiveness can be measured.

- Target group: at least 50 per cent unemployed for over two years or other more excluded groups
- Drop-outs: 20 per cent or below
- Job outcomes: 60 per cent into work
- Proportion to higher than 'entry level' jobs: 50 per cent
- Durability: 80 per cent of people getting a job still in work after six months

¹ Marshall, R & Macfarlane, R 2000, The Intermediate Labour Market: a tool for tackling long-term unemployment, York Publishing Services for the Joseph Rowntree Foundation, York. P.48

- Contribute to the provision of services that would be resourced by the public or private sector and increase the value of this investment.

A review of ILMs in Great Britain by the Department for Work and Pensions showed the following data for cost effectiveness of ILMs²:

	New Deal-based ILMs 26-52 weeks	Environmental Task Force / Voluntary Sector	New Deal- based ILMs 26 weeks	Environmental Task Force / Voluntary Sector	GIP
Cost per participant	£12,076	£10,152	£7,182	£5,076	£5,771
Job outcomes	43%	14%	34%	32%	62.3%
Unit cost of job outcome	£28,084	£72,514	£21,124	£15,863	£9,263

(GIP figures have been included for comparison. N.B. the GB figures date from 2003 and have not been adjusted for inflation)

South Yorkshire Transitional Labour Market Programme

The South Yorkshire Transitional Labour Market [TLM] Programme aims to provide an intermediate or transitional step into work for people who are economically inactive or long term unemployed. It seeks to do this by offering client beneficiaries a package of support interventions [advice and information, supported work placement, access to training, job search etc] over an agreed period which are customised to the individual needs and circumstances.

An evaluation of TLM was carried out by independent economic consultants MTL between November 2006 and April 2007.

Gross to net calculations were made on the basis of key assumptions regarding deadweight, leakage, displacement/substitution and multiplier effects. Leakage and deadweight effects are presumed to have been reasonably significant with regard to people assisted/beneficiaries and job outcomes [in particular] whereas displacement and multiplier effects were regarded as having been reasonably modest.

² Finn, D & Simmonds, D 2003, Intermediate Labour Markets in Britain and an international review of Transitional Employment Programs, Department for Work and Pensions

The gross to net calculations were:

- No. of beneficiaries assisted: gross [5,602]; net [1,961].
- No. of beneficiaries entering employment: gross [1,541]; net [463].
- No. of beneficiaries gaining a qualification: gross [553]; net [360].

Value for money calculations based on these net output/outcome figures are as follows:

- Net unit cost per participant/beneficiary: £6,825.
- Net unit cost per job outcome: £26,618.
- Net unit cost per qualification outcome: £34,234.

* Source - Evaluation of South Yorkshire Transitional Labour Market Programme,
Final Report, MTL, 25th June 2008

- 18.3** The **£9,263** job outcome unit cost for GIP is considerably less than job outcome unit costs for the ILMs indicated in the DWP study and the South Yorkshire Transitional Labour Market Programme evaluation report.
- 18.4** The cost per participant and job outcomes for GIP also compare favourably with the figures specified in the DWP study and the South Yorkshire Transitional Labour Market Programme evaluation report.
- 18.5** If the value of the services provided by the graduates to the local communities was taken into account, as suggested in the Rowntree report then value for money would undoubtedly be greater because of the better outcomes achieved i.e. in the case of GIP, **62.3%** of graduates moving into employment.
- 18.6** The investment needed to keep the GIP going would be more than outweighed by the contribution that the Treasury would see in reduced benefit payments and the increased tax take from those that gain employment as a result of the internship.

19.0 CONCLUSIONS:

This section presents a summary of the main findings of the evaluation:

19.1 RECRUITMENT PROCESS:

The recruitment process was accelerated, primarily to get the programme up and running as quickly as possible and while things might have been done

differently valuable lessons were learned that could be applied to future programmes.

Lessons Learned

Queens University and the University of Ulster Careers Departments were initially approached in August 2009 to inform them about the GIP and seek their help in recruiting eligible graduates. The response from both universities lacked urgency and after repeated but unsuccessful attempts at contact, it was decided to advertise the posts directly on jobcentreonline. No further research was carried out to establish why there had been such a disappointing response from the universities; the reaction may be attributed to a shortage of staff on summer leave. Whatever the reason, it was a missed opportunity for the universities.

As the recruitment medium was web-based, the GIP did not make any real impact on unemployed graduates from the local communities where the programme was operating. While the majority of graduates recruited were from Northern Ireland, local graduates from the areas of social need being targeted were not involved. It was also not envisaged that graduates from the US, Africa, Europe and the UK would be trawling websites looking for work and applying for posts.

The eligibility criteria used for the GIP was too restrictive i.e. the restrictions in terms of part-time or temporary employment, excluded graduates who had shown initiative but were working on a casual or part-time basis.

The programme was over subscribed with approximately a 10:1 ratio requesting application forms. The ratio would undoubtedly have been higher if the eligibility criteria had not excluded graduates who were employed on a casual or part-time basis. The large numbers requesting application forms indicated that there is a real need for this type of intervention especially in the current economic climate.

Analysis of applications across all areas indicated that the following types of vacancies generated the most interest;

- architect project co-ordinator (69 application requests)
- sports development officer (28 application requests)
- communication and marketing officer (22 application requests)
- regeneration assistant, partnership board assistant, website designer (84 application requests)
- urban planner (8 completed application forms returned)
- city of culture support officer (6 application requests)

- praxis support worker (6 completed application forms returned)

Graduates from a Protestant community background were under-represented on the programme especially up in the North West. No further studies were carried out as to why this should be however, it is unlikely given the current scarcity of jobs that the majority of Protestant graduates from the 2008/09 cohort had found employment and did not need to avail of the GIP.

All 61 graduates participating on GIP classified themselves as being White European. Ethnic minorities were therefore unrepresented on the GIP. While there is no evidence to suggest why this is the case, it is possible that ethnic minority groups did not consider the 3rd sector as being a suitable career choice.

Feedback from the Partnership Boards indicated that the graduates generally did not perform well at the interview stage. They were unprepared and did not appear to know what was expected of them in an interview. Females performed much better than male graduates at the interviews.

19.2 GRADUATE FOCUS GROUPS:

The 3 focus groups gave the graduates the opportunity to discuss the programme openly and give their views as to the benefits /disadvantages to this type of approach.

All of the graduates (100%) attending the focus groups found the programme worthwhile and enjoyable. They relished having the opportunity to do real work and found that managing their own projects had helped them develop a greater sense of self confidence.

The graduates indicated that they had benefited from the programme in the following ways:

- gained experience managing their own projects
- built self confidence
- gained a vast network of contacts for potential future employment
- enhanced their portfolio and c.v. with credible work experience
- felt they now had more to offer to potential employers
- had the opportunity to use their own initiative

- opportunity to work at the same level of experience as others in the host organisations
- learned to be flexible in situations where they experienced difficulties
- paid employment for 6 months
- financial security throughout their time on the programme and
- communication, interpersonal, negotiation and technical skills had all improved as a result of participating on the programme

Issues of concern for single parents on the programme included, making the transition from claiming benefits, losing housing benefit and other factors associated with moving into full time employment. Flexibility for single parents, travel costs and having to reapply for benefits after the 26 week placement were also cited as potential barriers to work. These issues are common to non-graduate lone parents and are the types of barriers which universal credit is designed to address. Universal Credit will replace a range of working-age benefits from October 2013.

All of the graduates at the focus groups thought the additional training was worthwhile however most thought that a more varied options approach by the employer, tailored to the needs of the graduate and relevant to the duties of the placement would have been more beneficial. When asked what kind of courses would they have liked to see available; Photoshop, drawing, marketing Dreamweaver, Excel and C.A.D. training were given as possible choices.

When questioned about career advice received at university all of the graduates said no advice had been given unless they had specifically sought out a university career's advisor and asked for it. Most were not even aware that DEL had career advisors who could have helped them. Many thought finding a job would have been easier after they had qualified from university. They all indicated that voluntary and community sector opportunities had never been discussed while at university. Most were unaware of the economic downturn and as this line of questioning continued the majority of graduates said that while they enjoyed their time at university they were now totally disillusioned with education.

When asked about contact with their university i.e. what kind of interest has your university shown in you and in what you have been doing since you graduated, most said the only contact from the local universities was a phone call to see if they had gained employment. This appeared to most of the graduates to be a tick box exercise i.e. in work yes or no. Other UK universities invited the graduates to attend open days and sent out questionnaires.

When the subject of volunteering was raised, a few graduates indicated that they had undertaken some form of voluntary work in the past however most of those attending the focus group said they had no experience of volunteering. When asked if they would have participated on the GIP if they had not been paid, the majority of graduates said it would not have been financially viable to do this even if travel expenses had been reimbursed.

Most of the graduates had part-time work experience i.e. bar and retail work. One girl with a law degree said that in her final year her class contact hours were only 6 hours per week so she worked in a local convenience store to supplement her income. In her opinion it would have been more beneficial for her to have participated on a GIP in her final year for a further 6 hours per week in the voluntary sector to get the credible work experience on her C.V. in her chosen career field before leaving university. This type of approach would have also helped her develop confidence in a real work environment and made her more aware of the difficulties of trying to find a job in the current economic climate.

When asked about student debt almost all the graduates said they were not even thinking about it until they were in full time employment. The majority indicated that they had actually been advised to put the statements in a drawer and forget about them until they were working. One of the female graduates in Londonderry said that she was keeping track of her student debt; paying attention to every statement received and she was really surprised and concerned at the way the interest was mounting.

During the focus groups all the graduates were asked would they consider participating on a GIP if instead of being paid directly, the number of hours worked in the 3rd sector would contribute in some way to paying off their student debt. The majority of graduates responded positively to this suggestion while a few who had earlier indicated that they may default on their debt were not keen to go down this route.

19.3 GRADUATE QUESTIONNAIRE SURVEY:

The results from the survey basically reinforced the findings from the focus groups. Some of the headline responses from the survey which did not come out in the focus groups indicated that a high percentage of graduates (66%) considered the programme too short i.e. they felt the programme duration should have been 52 weeks instead of 26 weeks.

A high percentage of graduates (64%) suggested a greater financial reward would be an improvement for any future programme.

The majority of those surveyed (92%) only had to wait 1-3 weeks before beginning the programme after successfully applying.

19.4 WORK PLACEMENT ORGANISATION SURVEY:

All the work placement organisations were keen to see the programme run again as they were able to utilise the skills of the graduate for community benefit during the placement period. Most organisations saw the GIP as an excellent opportunity to fill the skills gap in their businesses.

Most organisations felt the £185 per week was helpful in motivating the graduates and alluded to the increasing levels of confidence for participants during their time on the programme. They all said there was clear evidence that the programme had improved the graduate's employment prospects.

While all the organisations expressed their satisfaction that the GIP had highlighted the 3rd sector as a potential employment area to graduates they felt the recruitment process had been rushed and recommended a longer development process in future.

19.5 PARTNERSHIP BOARDS SURVEY:

All of the Partnership Boards were very supportive of the GIP and seen it as an excellent example of partnership working to address the issue of graduate unemployment. All agreed that utilising the graduates skill, enthusiasm and talent for the benefit of the community / voluntary sector was an innovative initiative that played a pivotal role in strengthening the local economy.

Positives

Many of the issues highlighted in the focus groups and the other surveys also emerged in this particular survey and reflected the positive outcomes:

- helped build the graduates confidence
- provided the opportunity for the graduate to work on their own initiative
- helped the graduate gain experience managing projects
- identified the 3rd sector as a potential career choice for graduates
- provided the opportunity for 6 months paid employment
- offered an excellent opportunity for organisations to fill skills gaps
- had a very positive effect on each participating organisation and influenced how they delivered their objectives
- helped address a significant number of regeneration issues and

targets

The monitoring process and the showcase event were also identified as positive aspects of the programme which gave the graduates the opportunity to “showcase” work and projects they had completed during their internships.

Negatives

While all of this was very positive, the following issues were identified as areas where improvement may be needed in future:

- the recruitment process was rushed
- duration of programme should have been 52 weeks instead of 26 weeks
- additional training on interview skills and techniques needed for graduates
- a more structured exit strategy for the graduates required
- eligibility criteria needs reviewed
- increasing salary from minimum wage would be a major incentive
- bigger training budget allowance per intern would be beneficial

Greater Shankill Partnership Board was critical of the programme design, suggesting that the interns were generally viewed as trainees instead of employees. They also indicated that the evaluation of the programme ideally should have been carried out independently and commenced at the inception of the programme..

Derry LSP indicated that although the claims process was made very easy they would have found it more beneficial to have the claims processed on a quarterly basis.

19.6 OUTCOMES:

Outcomes from the GIP were good and better than expected:

- 38 graduates (**62.3%**) progressed into full-time employment
- 3 graduates (**4.9%**) moved into further education
- 1 graduate (**1.6%**) continued doing voluntary work and

- 1 graduate **(1.6%)** volunteered abroad

The GIP drop out rate was low in comparison to similar Intermediate Labour Market (ILM) programmes i.e. in established ILM programmes, around 20-30 per cent of people drop out before completing the placement period and without having other employment to go to. A total number of 6 graduates **(9.84%)** left the GIP early before completing the 26 weeks placement.

As a result of the GIP, communities within greater Belfast and Londonderry have benefited from over **46,600 hours** of graduate input.

Additional qualifications were gained by **45** of the Interns **(74% of participants)** who availed of the Training Allowance.

Responses from graduates, Partnership Boards, Derry LSP and the placement organisations all indicated high levels of satisfaction with the programme.

A significant benefit of the GIP has been the professional support given by the Interns in assisting the Belfast Area Partnerships and their associated Neighbourhood Renewal Partnerships in contributing to the delivery of Neighbourhood Action Plans within Neighbourhood Renewal Areas.

COUNTERFACTUALS:

A total number of 169 graduates were interviewed for the posts, 61 were placed leaving 108 graduates who were unsuccessful. Contact details for the 108 unsuccessful graduates were received from the Partnership Boards and the following information was established during a follow up exercise:

- 26 graduates **(50.9% of unsuccessful graduates who could be contacted)** had moved into in employment
- 11 **(42%)** of the graduates moving into employment who could be contacted found work relevant to their area of study/degree
- 15 **(58%)** of the graduates moving into employment who could be contacted were not in work relevant to their area of study/degree
- 22 **(43% of unsuccessful graduates who could be contacted)** were receiving benefits
- 3 **(6% of unsuccessful graduates who could be contacted)** were on a training course i.e. Steps to Work and

- **57 (53% of unsuccessful graduates)** could not be contacted from information on the application forms e.g. mobile phone numbers not in service, moved to another address or moved abroad

The figures above indicate that the **GIP** delivered the better percentage return in respect of employment outcomes (+46% or 12 jobs).

19.7 COST EFFECTIVENESS / VALUE FOR MONEY:

Compared to other ILMs, GIP represented value for money for the following reasons:

The total actual cost of the programme was **£351,977**, with the unit cost of a graduate entering full-time employment being **£9,263**.

Additional benefits of the programme were 3 graduates entered further education, 1 graduate entered voluntary employment and 1 graduate moved abroad to work on a voluntary basis with the Red Cross.

The **£9,263** unit cost of a graduate entering employment is considerably less than **any of the ILM comparators identified in section 18 above, even without adjusting for inflation. Even the closest cost comparator (Environmental Task Force/Voluntary Sector) was 71% more costly but achieved just over half the job outcomes**

If the value of the services provided by the graduates to the local communities was taken into account, as suggested in the Rowntree report then value for money would undoubtedly be greater because of the better outcomes achieved i.e. in the case of GIP, **62.3%** of graduates moved into employment.

Analysis of programme costs has shown that in any future GIP arrangement, the management fee should be negotiated at a fixed cost e.g. £30-35k instead of the £45 per head, per week which resulted in a total cost of £67k being paid.

Evidence from evaluation of the Training Budget spend would suggest the £250 allocation per graduate should in future be used to fund mandatory training for every participant which would improve employability prospects i.e. interview skills and C.V. writing.

19.8 PAYMENT FOR INTERNS:

During the course of the evaluation it came to light that in November 2009 an Employment Tribunal in Reading (Vetta v London Dream Motion Pictures Ltd) ruled that workers engaged on an expenses-only basis are entitled to payment at least in line with the national minimum wage, in addition to payment for the holidays they accrue.

20.0 CONCLUSIONS AND RECOMMENDATIONS:

GIP as an Employment Programme

20.1 GIP is comparatively cost effective as an ILM initiative. Also, compared to other ILMs, it achieved significantly better results. However, in terms of added value while there was an increase in job outcome of +46% between job outcomes for participants and their non-participating peers, this equates to 12 additional job outcomes at a cost of £352,000. Viewed in this way it would not be possible to justify a repeat of the programme on the basis of its employment impact alone.

20.2 Some adjustments to the funding model could be made to reduce costs. For example, the management fee for any future GIP could be negotiated at a fixed cost, say £30-35k, instead of the £45 per head, per week which resulted in a total cost of £67k being paid for the pilot. This would achieve some marginal savings but would not significantly affect the unit cost. It must be recognised that ILMs are by their nature relatively expensive programmes as they include wage costs.

GIP as a Community Development Initiative

20.3 This study notes that GIP funded some 46,600 hours of graduate level work in the voluntary and community sector that would not have been affordable otherwise. The impact of that work in terms of sustainable social and community benefit outcomes has not been reviewed in this study. This is something that could be the subject of a separate study, perhaps later this year. On the basis of the evidence of this report any future ILM initiative could not be justified solely on the basis of its operation as an employment programme therefore some measure of the wider added value would be necessary. The voluntary and community sectors are the obvious vehicle for this type of initiative given the displacement effect it would have if offered in the private and public sectors. This may well be a vehicle whereby other Departments, notably DSD, implement social development and neighbourhood renewal policies.

GIP as a Personal Development Initiative

20.4 The evidence presented in this report demonstrates clear success in terms of GIP as a personal development initiative. All participants wholeheartedly support the concept and are highly complimentary about what the programme did for them in terms of work experience and employability. Lack of a credible work history is a major barrier to young people's ability to progress in the labour market and GIP filled that gap for those who participated. However GIP did identify some significant issues in terms of graduates' readiness for work and the preparation for work delivered to them by the universities. There was a perception among participants that a degree qualification was sufficient to enable them to secure work in the field of their choice, a perception that was quickly corrected when the graduates were exposed to current labour market conditions. This suggests that universities need to be much more proactive in preparing students for the world of work.

Recommendations

It is recommended that:

- A further study be undertaken to assess the added value and sustainability of the work undertaken by graduates on the Graduate Internship programme.
-
- On completion, this further report should be shared with DSD given the professional support given by the Interns in assisting the Belfast Area Partnerships and their associated Neighbourhood Renewal Partnerships in the delivery of Neighbourhood Action Plans within Neighbourhood Renewal Areas. DSD in earlier discussions saw merit in the programme however they signalled that they wanted to see the evaluation report before making any decisions about future involvement with the programme
- In any future GIP justification must be based on the sustainability and added value of the work undertaken by the interns as the scheme could not be justified on the basis of its employment impact alone.

This report should be shared within DEL, in particular with HE Division, and the Careers Service to consider some of the following issues –

- The most appropriate / effective method to engage and get the commitment from the local universities for any future GIP. As a first step this report should be shared with the relevant management structures in both universities'
- How local universities and the Careers Service could do more to equip graduates for employment. Further consideration Could be given to the following suggestions -

- careers services (both university and DEL) should be readily accessible to students at all times
- students should be actively encouraged to engage with careers service from 2nd year onwards to get a better understanding of employment issues
- careers advice should be scheduled and timetabled for all students especially in their final year when sessions on job search, interview techniques and c.v. writing should be made available
- participation on a variation of GIP for final year students i.e. 6 hours per week in the voluntary sector to get the credible work experience on a c.v. in the student's chosen career field before leaving university. This type of approach would also help develop confidence in a real work environment and increase awareness of the difficulties of trying to find a job, especially in the current economic climate
- during the focus groups the graduates were asked would they consider participating on a GIP if instead of being paid directly, the number of hours worked in the 3rd sector would contribute in some way to paying off their student debt e.g. £15 could be paid off each hour worked. This suggestion was well received by many of the graduates who reasoned that internships to get work experience on your c.v. are generally unpaid anyway

ANNEXES

Graduate Internship Programme
Expression of Interest Form – Closing date _____

- Please read background information before completing this application form

SECTION 1: WHO ARE YOU?			
Organisation Name:			
Address:			
Telephone:		Fax:	
E-mail:		Website:	
Contact Name:		Position in Organisation:	
When was your organisation established?			
Please provide details of the staff your organisation currently employs			
Job Title:-			
1.			
2.			
3.			
4.			
5.			
What are your organisation's aims and objectives?			
SECTION 2: INTERNSHIP PROGRAMME/PROJECT DETAILS			
:		Date(s) of Activity:	
Describe, in detail, your Proposal			

Have you had experience of managing placement students/volunteers before?	Yes		No	
Have you or your organisation got the appropriate employers & public liability insurance required for the proposed internship?				

SUPPORTING DOCUMENTATION

Please attach the following supporting documentation;

- Signed copy of your organisations constitution,
- List of office bearers, signed and dated by Chairperson

SECTION 4: DECLARATION

I/We confirm that we understand and accept the provisions contained in the guidelines issued and that the information contained in this application is true and correct.

Signed: (Chairperson)		Date:	
Print Name:		Position:	

Please ensure that you have completed all relevant sections of the expression of interest in full. All completed forms along with relevant supporting documentation must be returned by post/hand to:

_____ **Partnership Board/Derry Local Strategic Partnership**
(Address)
Telephone: 028_____
e-mail: _____

All expressions of interest will be assessed against criteria using a predetermined scoring framework.

BELFAST GRADUATE INTERNSHIP PROGRAMME 2010 - Work Placements

GREATER SHANKILL

	Name of Graduate	Work Placement Organisation	Job Title	Neighbourhood Renewal Action Plan Theme of Work
1	Niall Muldoon	Employment Services Board	Development Officer	2.3 + 2.4 Employability, Jobs & Training
2	Caoimhe Sands	Voluntary Services Bureau	Development Officer	2.5 Health & Wellbeing
3	Laura Tohani	Linenhall Library	Archivist	2.6 Arts & Culture
4	Emma Campbell	Greater Shankill Partnership Board	Urban Planner	2.9 Arterial Routes & Environment
5	Glen Lowry	Greater Shankill Partnership Board	Web Designer	2.1 Education + 2.4 Training
6	Adam Farquhar	Greater Shankill Partnership Board	Archivist	2.6 Arts & Culture
7	Clinton Kirkpatrick	Greater Shankill Partnership Board	Culture Officer	2.6 Arts & Culture + 2.2 Young People and Youth Issues, 2.3&2.4 Employability, Jobs and Training
8	To be filled	Greater Shankill Partnership Board	Research & Policy Officer	2.3 + 2.4 +2.2 - Employability, Jobs & Training ; Young People

EAST BELFAST

	Name of Graduate	Work Placement Organisation	Job Title	Neighbourhood Renewal Action Plan Theme of Work
1	Christine Murphy	Oasis	Fundraising, Communications & PR Officer	1.1 + 3.2 + 3.6 : Social Renewal - support for early years & mental health
2	Sarah Lorimer	East Belfast Community Development Agency	Community Strategy Development Officer	1.1 + 1.2 + 3.1 + 3.3 + 4.2 : Community Renewal - strengthen community infrastructure & capacity
3	Angela Halpin	Education By Choice	Cross Community Development Officer	1.1 + 3.2 + 3.6 : Social Renewal - addressing educational under achievement
4	Christopher Knowles	Dundonald Family & Community Initiative	Digital & Online Developer	1.1 : Community & Social Renewal - Family support & Health
5	Mark De Conink	Ocean Youth Trust	PR, Communications & Marketing Officer	1.1 + 3.2 + 3.5 + 3.6 : Community & Social Renewal - Peer education / diversity & support for cultural & arts activity
6	Victoria Campbel	East Belfast Partnership	Research Officer	1.1 + 3.3 : Community Renewal - strengthen community infrastructure & capacity
7	Daniel Harvey	East Belfast Partnership	Urban Design Assistant	1.1 + 1.2 + 1.3 + 1.4 + 1.5 + 1.6 + 1.9 + 1.10 : Physical Renewal - regeneration of arterial routes
8	Victoria Foy	The Beat Initiative	Director's Assistant	1.1 + 3.1 + 3.3 + 4.2 : Community Renewal

NORTH BELFAST

	Name of Graduate	Work Placement Organisation	Job Title	Neighbourhood Renewal Action Plan Theme of Work
1	Paul Farrelly	North City Training	Development Officer	2.2, Employability
2	Thomas McArdle	Newington Credit Union	Marketing & Comm.Officer	5.2, Social & Community
3	Joseph Hutahaeaan	Seaview Enterprises	Schools & Community Liaison Officer	3.2, Health & Wellbeing, 4.2 Children & Young People, 5.2, Community Development
4	Cheryl Gourley	Sailortown Regenration Trust	Architect	2.2, Physical & Economic, 5.2 Social & Community
5	Diane Davidson	North Belfast Partnership	Project Officer	2.2, Physical & Economic, 5.2, Social & Community, 3.2, Health & Well Being
6	Chris Kelly	Tar Isteach	Research Associate	5.2, Social & Community
7	Anne Guichard	Groundwork	Research & Policy Intern	2.2, Physical & Economic
8	Karina Richardson	Talent Tribe	Project Officer	3.2, Health & Wellbeing, 4.2, Children & Young People, 5.2, Community Development
9	Adem Selim	Sailortown Regeneration Trust	PT Architect / Regeneration Officer	2.2, Physical & Economic, 5.2 Social & Community
10	Lauren Casement	Sailortown Regeneration Trust	PT Architect / Regeneration Officer	2.2, Physical & Economic, 5.2 Social & Community

SOUTH BELFAST

	Name of Graduate	Work Placement Organisation	Job Title	Neighbourhood Renewal Action Plan Theme of Work
1	Orlaith Potter	South Belfast Partnership	Project Officer	2.2, Physical & Economic, 5.2 Social & Community
2	Sarah Foster	South Belfast Partnership	Development Officer	2.2, Physical & Economic, 5.2 Social & Community
3	Nick Rowan	GEMS NI	Project Officer	2.3 + 2.4 Employability, Jobs & Training
4	Michael Bonner	South Belfast Highway to Health	Marketing & Communication Officer	3.2, Health & Wellbeing, 4.2, Children & Young People, 5.2, Community Development
5	Chris Martin	South Belfast Partnership	Marketing & Communication Officer	5.2, Social & Community
6	Vicky Summers	Greater Village Regeneration Trust	Community Relations Assistant	1.1 + 1.2 + 3.1 + 3.3 + 4.2 : Community Renewal - strengthen community infrastructure & capacity
7	Adrienne Madden	Windsor Womens Centre	Communications Officer	5.2, Social & Community
8	Gerard Flynn	LORAG	Sports Development	3.2, Health & Wellbeing, 4.2, Children & Young People, 5.2, Community Development

WEST BELFAST

	Name of Graduate	Work Placement Organisation	Job Title	Neighbourhood Renewal Action Plan Theme of Work
1	Maire Sweeney	West Belfast Partnership	Development Officer	CO.15(Culture) and TJEA.4 (Economic Development)
2	Gillian Truesdale	West Belfast Partnership	IT & Communication Officer	Measure 6.5 Training, Job Creation and Economic Development
3	Elizabeth Statham	West Belfast Partnership	Regeneration Development Officer	TJEA.4 (Economic Development) TJE0.5 (Economic Development)
4	Sarah Miskelly	Belfast Arts And Events	Event and Fundraising Officer	TJE0.8 (Economic Development)
5	James Scott	Ortus	IT & Marketing	TJE0.8 (Economic Development)
6	Nicola Gunn	SpringBoard	Development Officer	TJEA.1 (Economic Development)
7	Bronagh Diamond	Direct Links	Marketing Officer	CF0.6 (Children and Family Support)
8	Claire Bailey	Lenadoon Neighbourhood	Development Officer	TJE0.8 (Economic Development)

DERRY GRADUATE INTERNSHIP PROGRAMME 2010 - Work Placements

	Name of Graduate	Work Placement Organisation	Job Title	Neighbourhood Renewal Action Plan Theme of Work
1	Kevin Breslin	Disability Action	Research & Policy Officer	3.11 A healthier Community
2	Caroline Carton	RAPID Ltd	Rural Support Officer	2.2 Physical + Economic, 5.2 Social & Community
3	Bridin Crilly	Verbal Arts Centre	Business Development	5.2 Social & Community
4	Francesca Di Palo	Derry City Council	Wildlife Education Assistant	2.1 Education + 2.4 Training
5	Melissa Doohar	Derry City Council	Tourism Support Officer	2.5 Economic Renewal (Tourism)
6	Christopher Dunne	Derry City Council	Economic Development Officer	2.7 + 2.8 Economic Renewal (Promoting Social Enterprise)
7	Gareth Feeney	North West Marketing	Business Advisor	2.7 + 2.8 Economic Renewal (Promoting Social Enterprise)
8	Gareth Greer	Clooney Estate Resident Association	Graduate Research Officer	1.1 + 3.3 Community Renewal - strengthen community infrastructure
9	Grainne Hart	Praxis	Support Worker	3.12 A healthier Community
10	George Hutton	Heritage & Museums	Education Intern	5.2 Social & Community
11	Charlene Keenan	Business in the Community	Project Executive	2.8 + 2.9 Economic Renewal
12	Philip Kelly	Rosemount Resource Centre	ICT Support Officer	Measure 6.5 Training, Job Creation and Economic Development
13	Dorothy Lawrence	Cultural Partnership Bid	City of Culture Admin Support	2.6 Arts & Culture
14	Damien Lowry	Easi-lift	Development Officer	2.5 Health & Wellbeing
15	Robert McCann	Heritage & Museums	Collections Intern	2.6 Arts & Culture
16	Wendy McCloskey	Youthlife	Outreach Worker	1.12 A supportive and safer community, TRIAX, A Healthier Community
17	Claire McLaughlin	St.Columb's Park House	Political Youth Wings Co-ordinator	5.2 Social & Community
18	Dominic McLaughlin	Derry City Council	Route Development Assistant	2.9 Arterial Routes & Environment
19	Erin Power	Youthlife	Programme Officer	1.12 A supportive and safer community, TRIAX, A Healthier Community
20	Charlene Shongo	Derry City Council	Customer Service Analyst	5.2 Community Development

Applications and Interviews

A total of 681 requests for application forms were made to each of the 5 Belfast Partnership Boards and the Derry Local Strategy Partnership. These requests to gain a place on the programme came not only from the United Kingdom, but from other countries in Europe such as Republic of Ireland, Poland and France. International applications were also requested from United States of America, Russia and South Africa.

From the 681 application forms requested, 284 (42%) were returned and 169 graduates (25%) were interviewed for the 61 places on the programme.

Analysis of GIP Recruitment Process

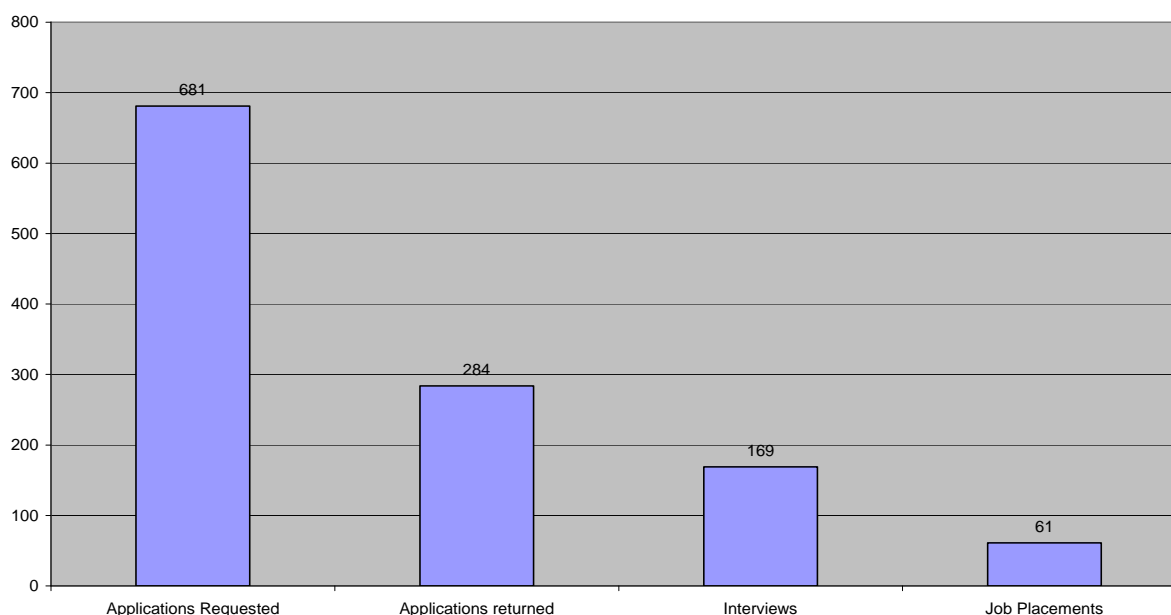


Table: Analysis of GIP Recruitment Process

Community Background

Of the 284 applications returned 175 (62%) were from a Roman Catholic community background, 72 (25%) were from a Protestant community background and 37 (13%) stated no community background affiliation.

The analysis indicated of the 169 graduates that attended interview 103 (61%) were Roman Catholic, 44 (26%) were Protestant and 22 (13%) had no affiliation.

Of the 61 placements 40 (66%) were Roman Catholic, 14 (23%) were Protestant and 7 (11%) had no affiliation.

The data indicated a ratio of around 2:1 in Roman Catholics returning applications, attending interviews and entering the programme compared to those from a Protestant community background and those with no affiliation combined.

In Londonderry of the 47 applications returned 45 (96%) were Roman Catholic graduates with only 2 (4%) Protestant. This data shows a very high number of applications coming from Roman Catholic community background. North Belfast had 73 (64%) Roman Catholic applications, West Belfast had 24 (80%) and in Greater Shankill 13 (45%) of applications were surprisingly Roman Catholic as traditionally this area would attract a greater percentage of applications from the Protestant community. East Belfast was the only area where applicants from a Protestant background 12 (41%) had the highest percentage of applications returned.

Gender

Of the 284 applications returned 153 (54%) were male graduates and 131 (46%) were female graduates.

The analysis indicated of the 169 graduates that attended interview 88 (52%) were male and 81 (48%) were female.

Of the 61 placements 26 (43%) were male and 35 (57%) were female. The data indicates that females fared better at the interview stage than male.

The analysis indicated that in West Belfast of the 30 applications returned 10 (33%) were male and 20 (67%) were female, a ratio of 2 females to 1 male. Of the 22 graduates that attended interviews 4 (18%) were male and 18 (82%) were female.

Age

Of the 284 applications returned 204 graduates (72%) were in the 21-25 age range, 65 (23%) in the 26-30 age range, 13 (4%) in the 30+ age range and 2 graduates (1%) failed to declare their age.

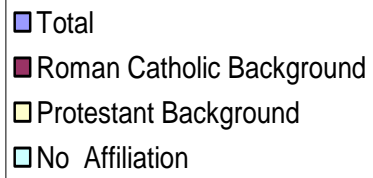
The analysis indicated that of the 169 graduates that attended interview 133 (79%) were in the 21-25 age range, 32 (19%) in the 26-30 age range and 4 (2%) in the 30+ age range.

Of the 61 placements 37 (61%) were in the 21-25 age range, 21 (34%) in the 26-30 age range and 3 (5%) in the 30+ age range.

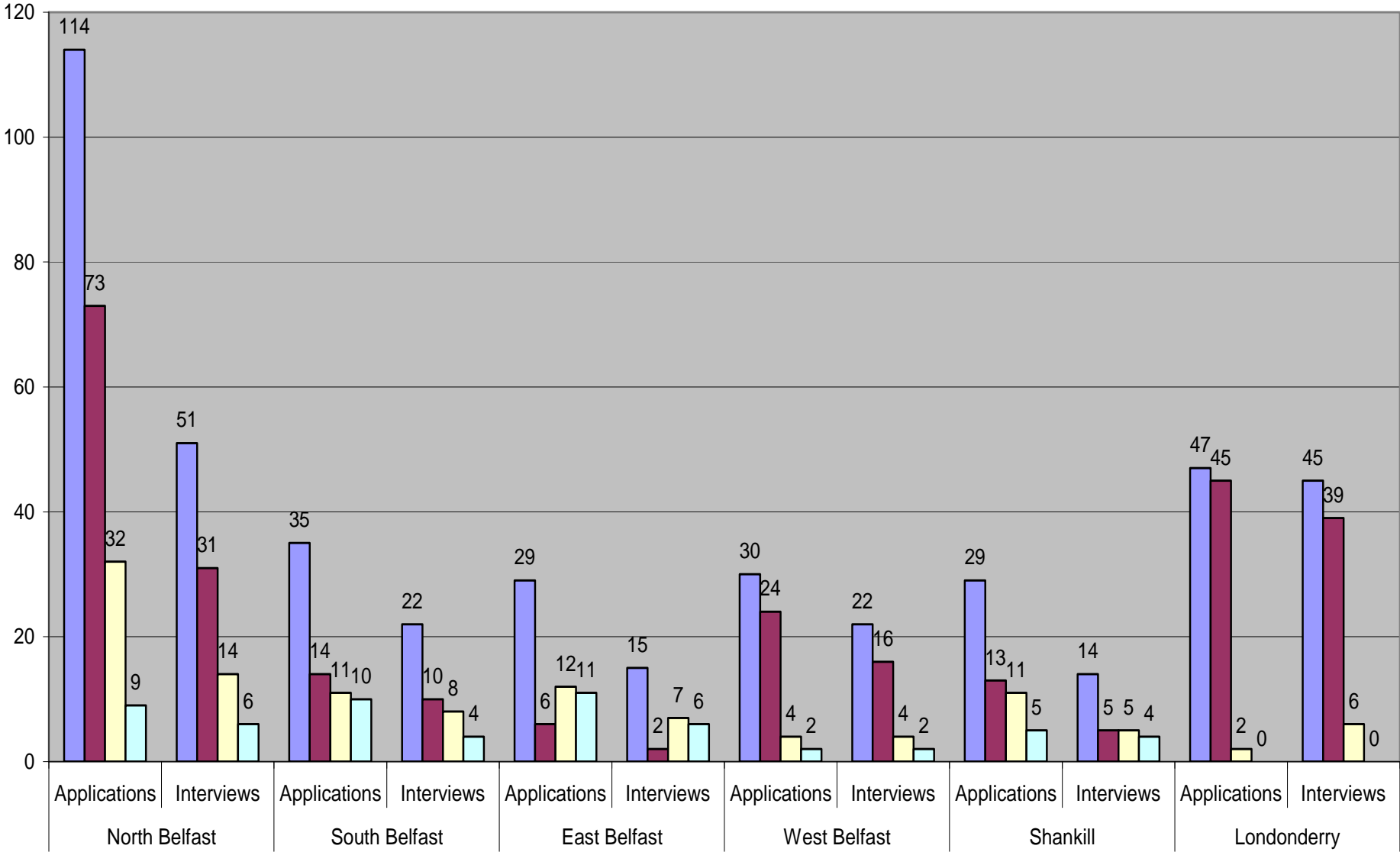
There were no surprises in the age data with graduates aged below 30 representing 95% of applications returned. One item worth noting is that in West Belfast almost all participants were in the 21-25 age range.

Table: Summary Analysis of Recruitment Process

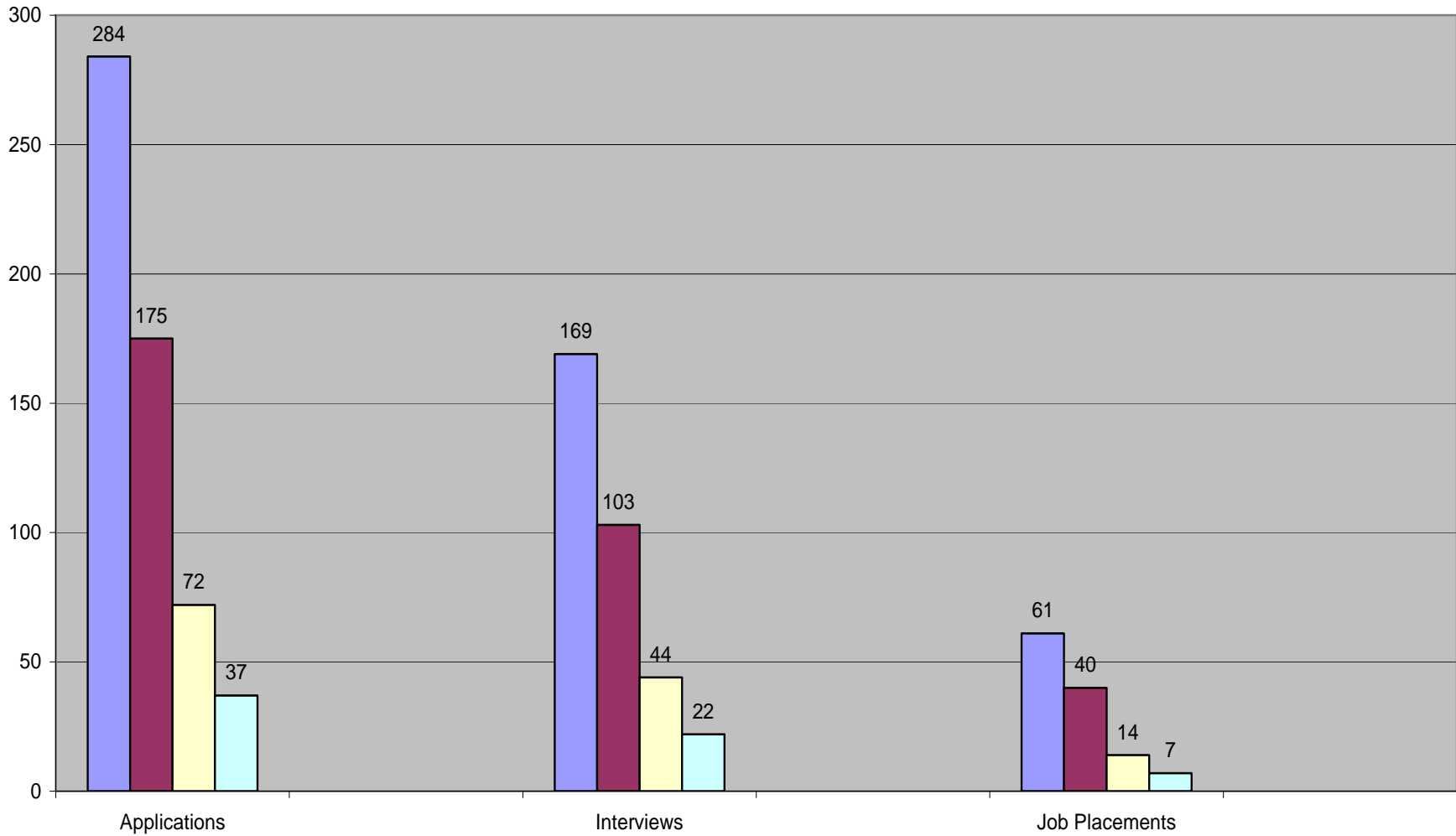
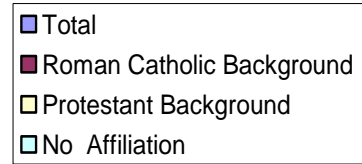
PARTNERSHIP BOARD/LSP	APPLICATION REQUESTS	APPLICATIONS RETURNED	ATTENDED INTERVIEW	RELIGIOUS AFFILIATION			GENDER		CURRENT AGE		
				P	N/a	RC	M	F	21-25	26-30	30+
North Belfast	245	114	51	32	9	73	68	46	70	34	10
South Belfast	96	35	22	11	10	14	19	16	28	7	0
East Belfast	81	29	15	12	11	6	14	15	19	7	2
West Belfast	143	30	22	4	2	24	10	20	27	2	1
Greater Shankill	69	29	14	11	5	13	14	15	22	6	0
Derry LSP	47	47	45	2	0	45	28	19	38	9	0
Total	681	284	169	72	37	175	153	131	204	65	13



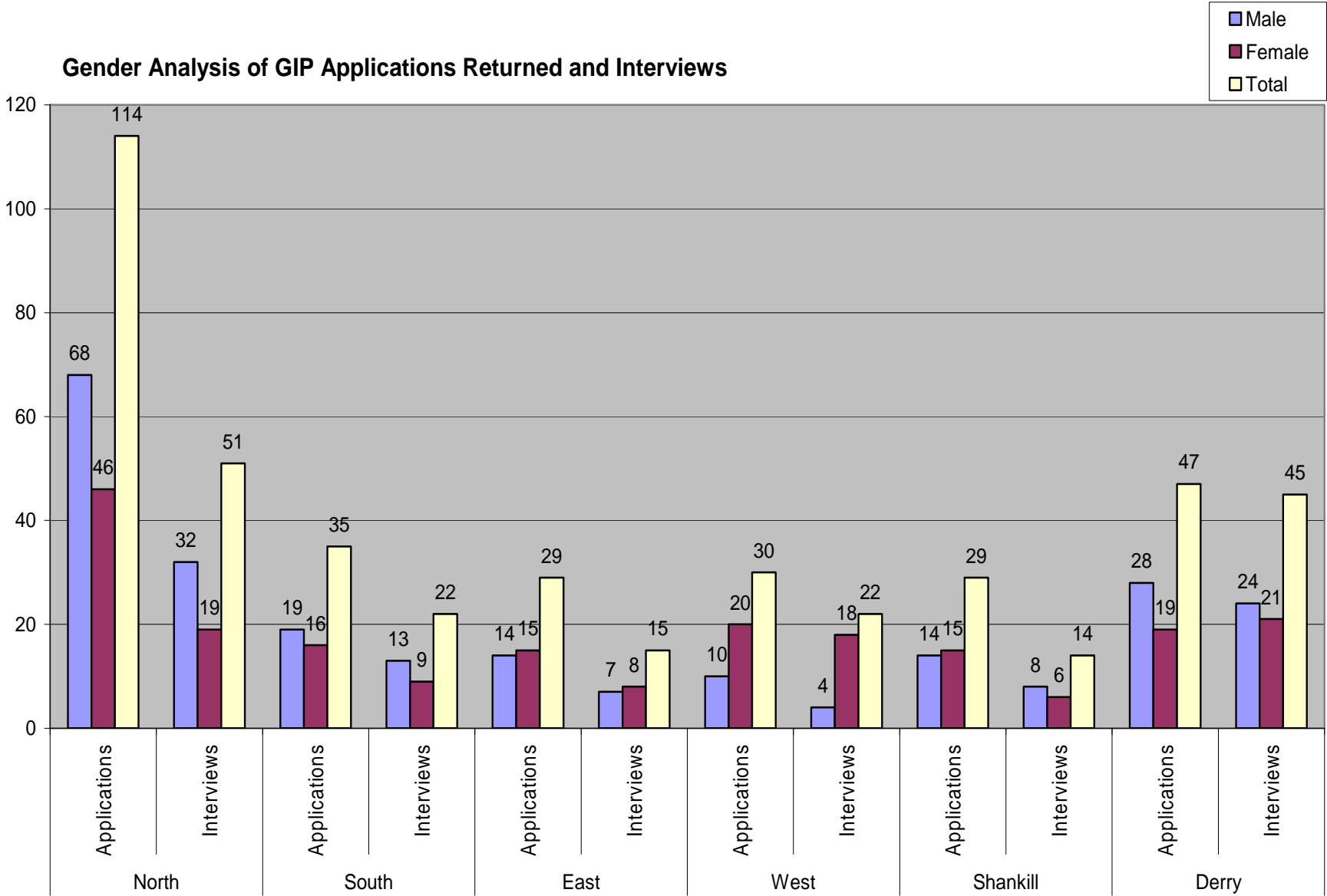
Community Background Analysis of GIP Applications Returned and Interviews



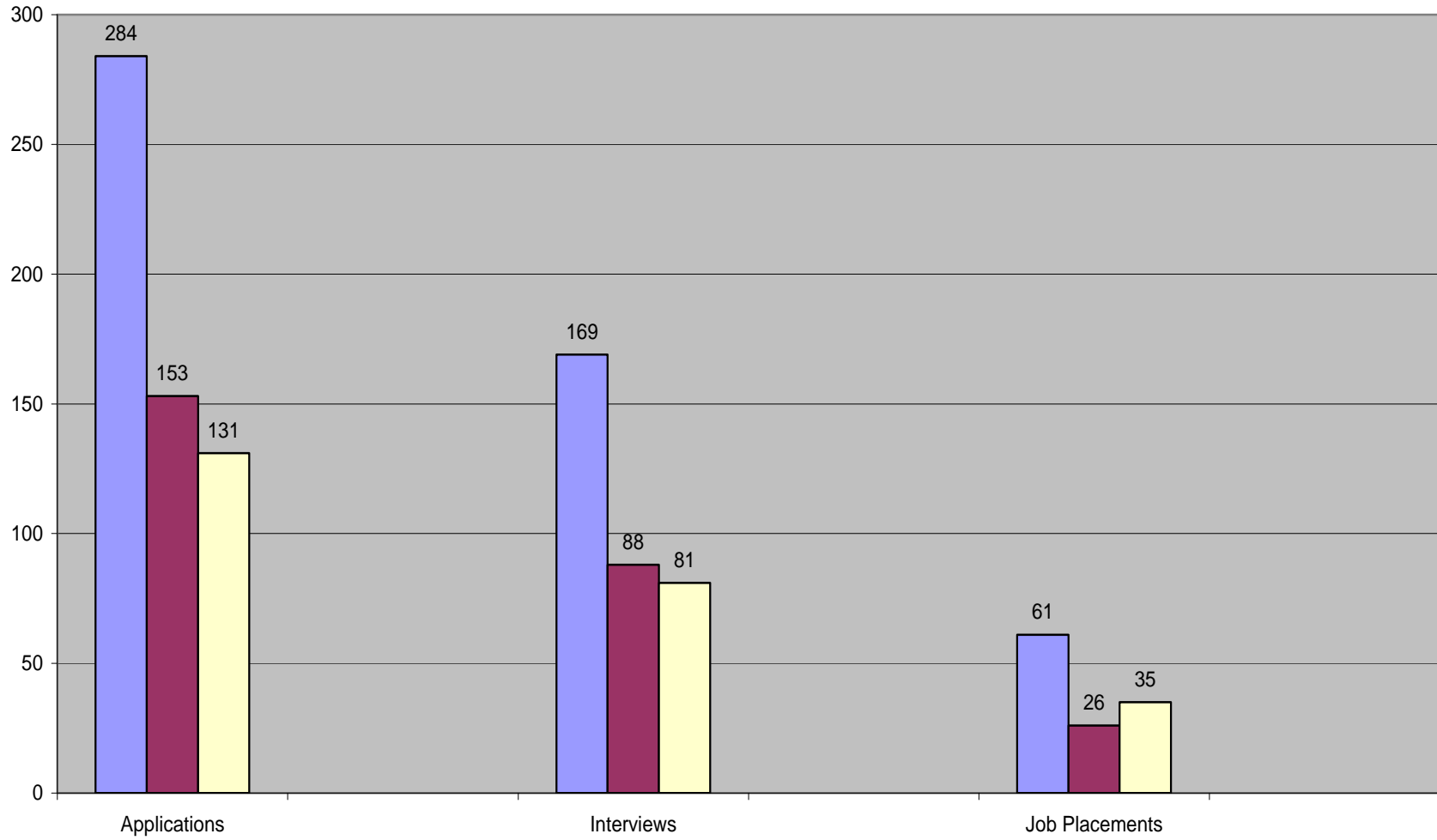
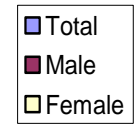
Community Background Analysis of GIP Applications and Job Placement Interviews (Totals)



Gender Analysis of GIP Applications Returned and Interviews

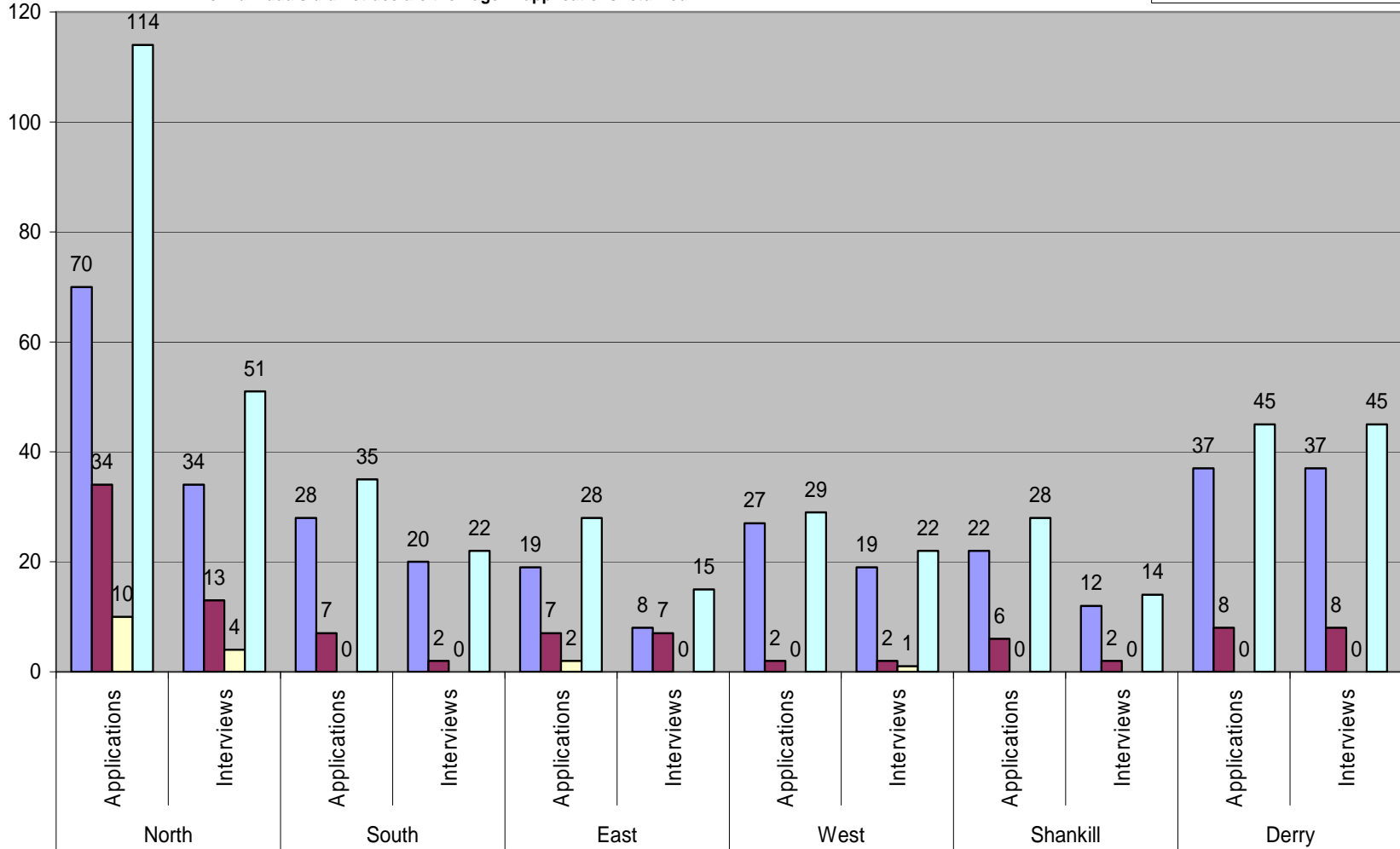
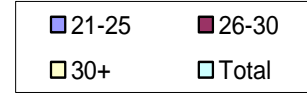


Gender Analysis of GIP Applications Returned, Interviews and Job Placements (Totals)



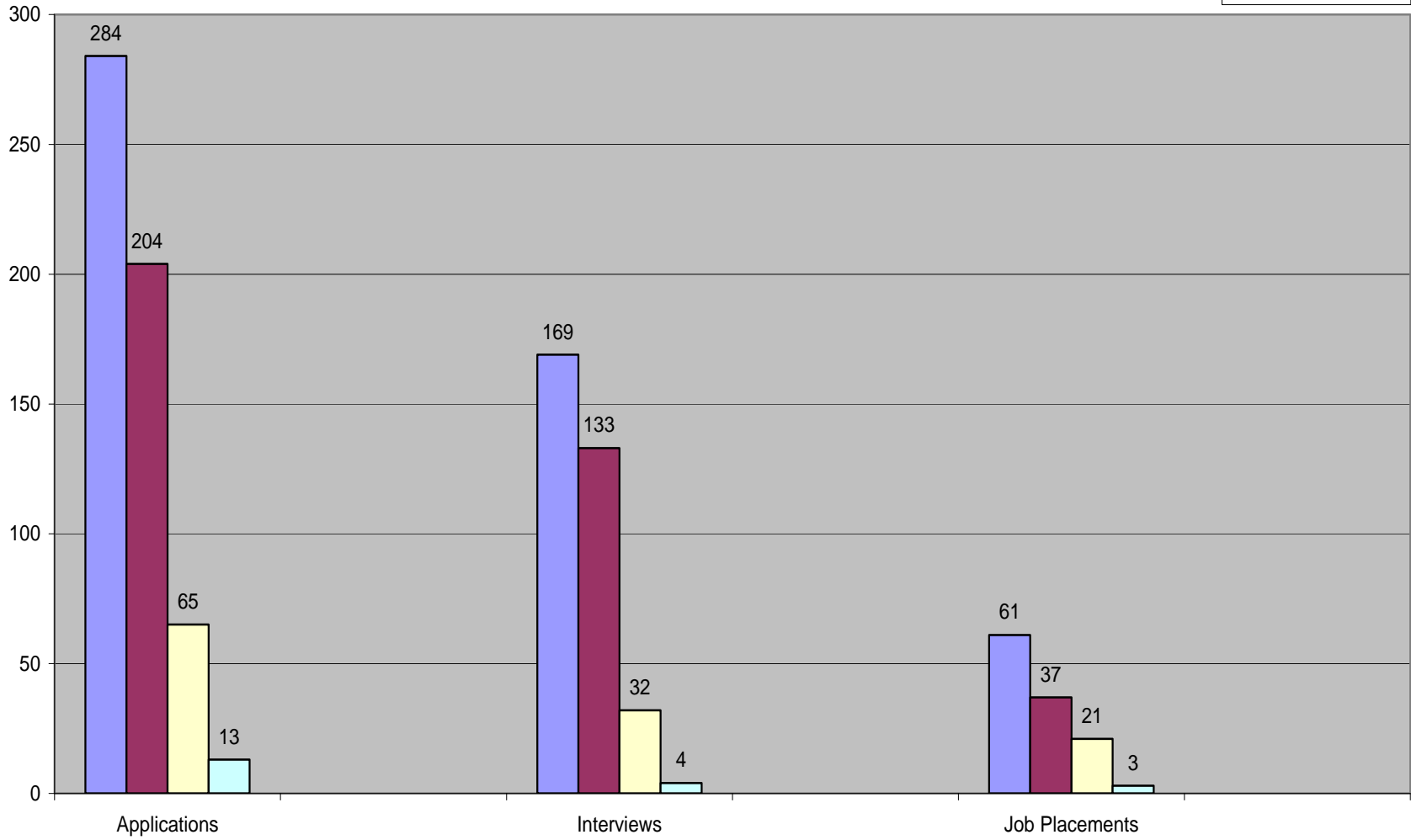
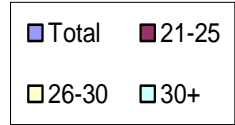
Age Analysis of GIP Applications Returned and Interviews

NB - Two individuals did not declare their age in applications returned



Age Analysis of GIP Applications Returned, Interviews and Job Placements (Totals)

NB - two individuals did not declare their age in applications returned



Analysis of Job Applications & Interviews per area

North

A total of 245 application forms were requested from North Belfast Partnership Board and 114 applications (47%) were returned. The majority of application forms requested (69) were issued for the Sailortown vacancy (Architect Project Co-ordinator) with 35 completed applications being returned. The Talent Tribe vacancy (Business Finance Project Worker) had the lowest number of application forms requested (14) with 4 returned.

One interview panel was held to cover recruitment for the vacancies in North Belfast and as expected the majority of graduates interviewed (23) were for the Sailortown vacancy. The lowest number of applicants interviewed (2) for a vacancy was shared by 3 organisations - Groundwork NI (Policy & Research Intern), Newington Credit Union (Marketing & Communications Officer) and The Talent Tribe (Business Finance Project Worker).

South

In South Belfast a total of 96 application forms were requested with 35 applications (36%) returned. The majority of applications requested (28) were issued for the LORAG vacancy (Sports Development Officer) with 11 completed applications returned. The Windsor Women's Centre vacancy (Marketing & Communication Officer) had the lowest number of application forms requested (10), whilst Highway to Health's vacancy (Marketing & Communication Investor) had the least number of applications returned (3).

A total of 22 interviews took place for the vacancies in South Belfast. As expected, based on the number of applications requested, the majority of graduates interviewed (10) were for the LORAG vacancy (Sports Development Officer). The least being shared between GEMS NI (Project Worker vacancy) and Windsor Women's Centre (Marketing & Communications Officer vacancy) which had 1 each.

East

In East Belfast a total of 81 application forms were requested with 29 applications (36%) returned. The majority of applications requested (22) were issued for the Ocean Youth Trust vacancy (PR, Communication & Marketing Officer) with 5 completed applications returned. The Oasis Caring In Action vacancy (Fundraising & Marketing Officer) had the lowest number of applications requested (4) with only 1 returned. 15 interviews took place for the vacancies advertised by East Belfast Partnership Board.

The majority of graduates interviewed were for the two posts offered in East Belfast Partnership Board (Research Officer and Urban Design Assistant) 3 interviews for each vacancy, with the least being shared between Oasis Caring In Action (Fundraising & Marketing Officer), Ocean Youth Trust (PR,

Communication & Marketing officer), Education by Choice (Cross Community Development Officer), East Belfast Community Development Agency (Community Strategy Development Officer) and AVEC Solutions (IT Support Engineer) having 1 person attending interview each.

West

In West Belfast a total of 143 application forms were requested with only 30 applications (21%) returned. The majority of applications requested (84) were for 3 vacancies (Regeneration Assistant, BAPS Assistant and Website Designer) within the West Belfast Partnership Board themselves, of which 14 completed applications were returned. The vacancy for Lenadoon Neighbourhood (Community Development Officer) had the least number of applications requested (8). Lenadoon Neighbourhood (Community Development Officer), Springboard (Project Co-ordinator), King Street Arts (Fundraising & Marketing Officer), and Direct Links (Marketing Officer) all only had 3 applications returned each.

A total of 22 interviews took place for the vacancies advertised and the overwhelming number of graduates interviewed (10) were for the 3 vacancies within West Belfast Partnership Board. The least interviewed (3 each) were for the Lenadoon Neighbourhood, King Street Arts and Direct Links vacancies.

Greater Shankill

In Greater Shankill a total of 69 application forms were requested with 29 (42%) returned. Most of the applications returned (8) were for the Urban Planner vacancy within GSP. Application forms returned for the other vacancies varied from one to five returns.

One of the Shankill vacancies could not be filled therefore a total of 14 interviews took place for the 7 vacancies in the Greater Shankill area. The most graduates interviewed (4) were for the Urban Planner vacancy within GSP, with only 1 graduate being interviewed for each of the GSP (Web Designer), GSP (Development Officer) and GSP (Archivist) vacancies.

Londonderry

In Londonderry a total of 47 application forms were requested from Derry Local Strategic Partnership (DLSP) for the 20 vacancies advertised. The most applications requested were 6 each for the Derry City Council's vacancy (City of Culture Support Officer) and the Praxis vacancy (Support Worker).

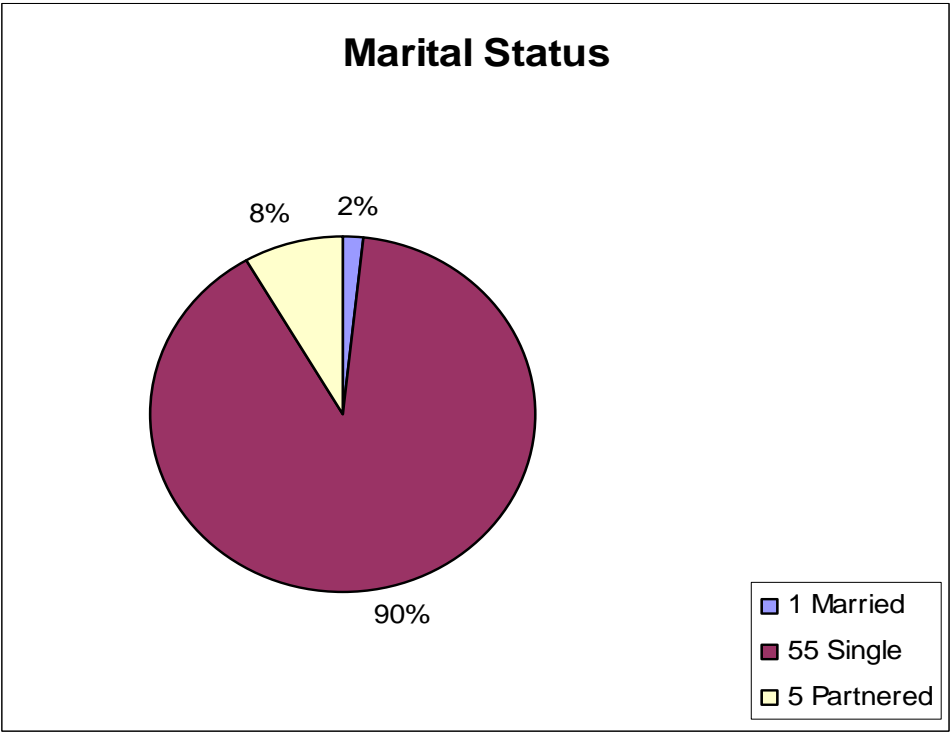
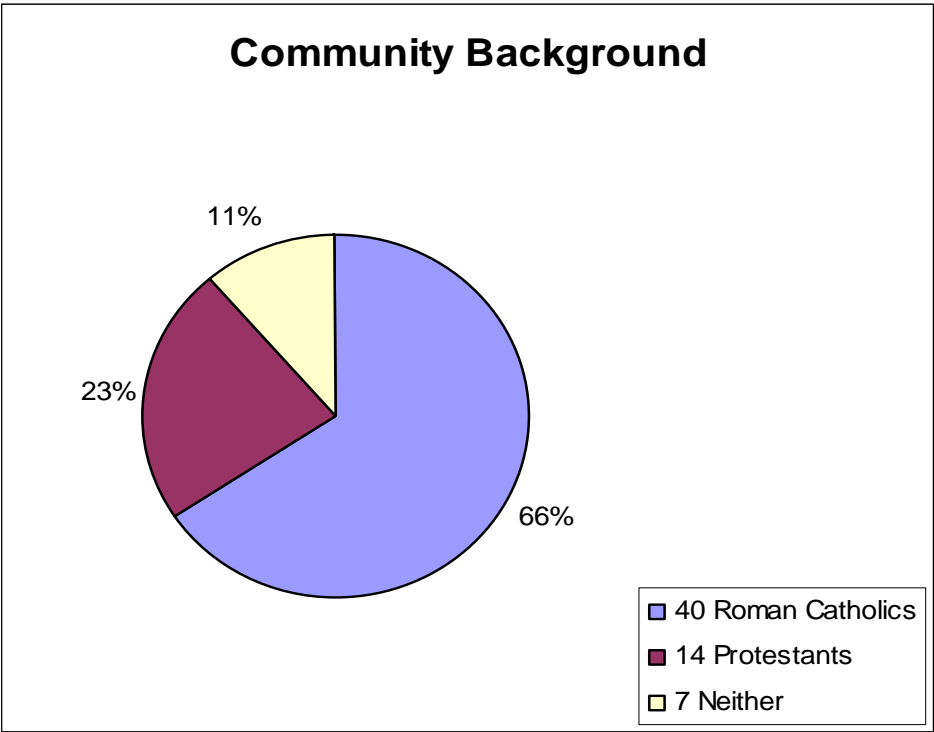
Out of the 47 applications returned, 45 graduates were selected for interview. The numbers interviewed for each vacancy varied between 1 and 5 graduates, but it was the Support Worker vacancy in Praxis which attracted the most graduates for interview (6).

Equality Monitoring Analysis of 61 Graduates that participated on GIP

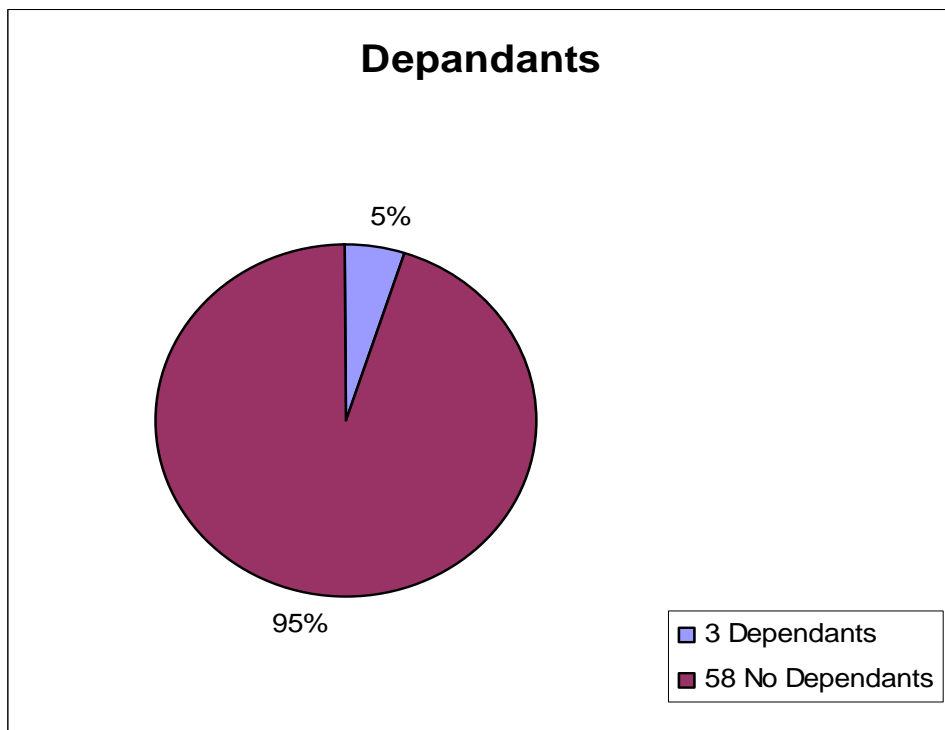
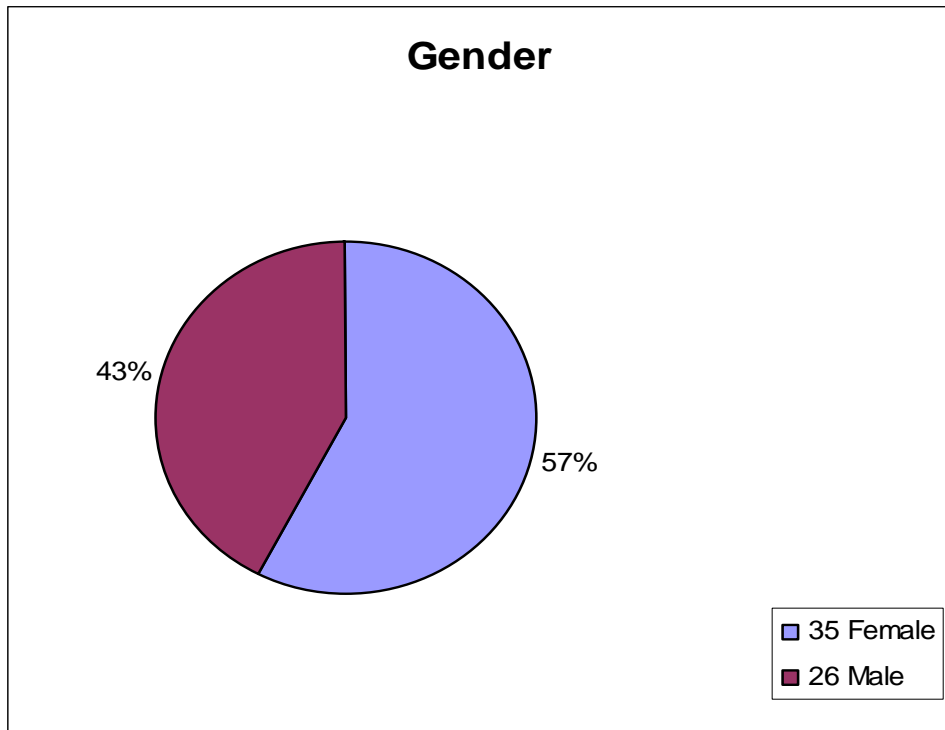
Partnership Board/LSP	Number of placements	Ethnic background	Religious affiliation			Gender		Current age			Marital status			Dependants		Disability	
		White European	P	NA	RC	M	F	21-25	26-30	30+	M	S	L	Yes	No	Yes	No
North Belfast	10	10	0	3	7	5	5	5	4	1	0	8	2	1	9	0	10
South Belfast	8	8	2	1	5	4	4	7	1	0	0	7	1	0	8	0	8
East Belfast	8	8	6	1	1	3	5	3	4	1	0	7	1	1	7	0	8
West Belfast	8	8	3	0	5	1	7	5	2	1	0	7	1	0	8	0	8
Greater Shankill	7	7	2	2	3	4	3	4	3	0	0	7	0	1	6	0	7
Derry LSP	20	20	1	0	19	9	11	13	7	0	1	19	0	0	20	2	18
Total	61	61	14	7	40	26	35	37	21	3	1	55	5	3	58	2	59

All graduates from the 5 Belfast Area Partnership Board and Derry LSP who applied for the Graduate Internship Programme completed an Equality Monitoring form as part of the selection process (See GIP Equality Monitoring Form in **Annex G**). All 61 successful graduates stated their ethnicity as “White European” (100%), and the following pie charts illustrate the other categories of equality monitoring.

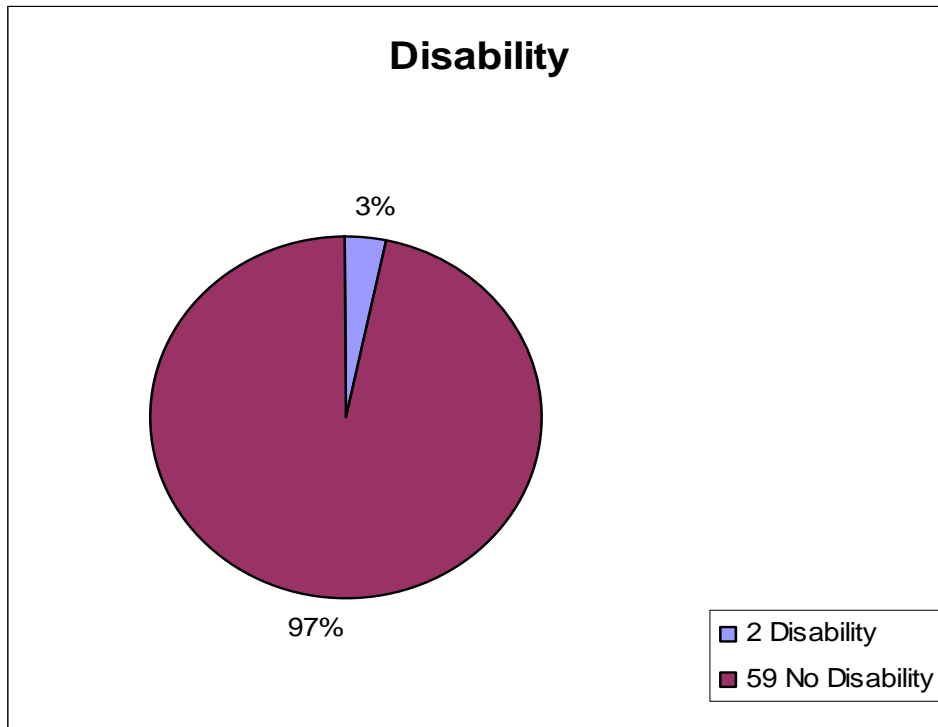
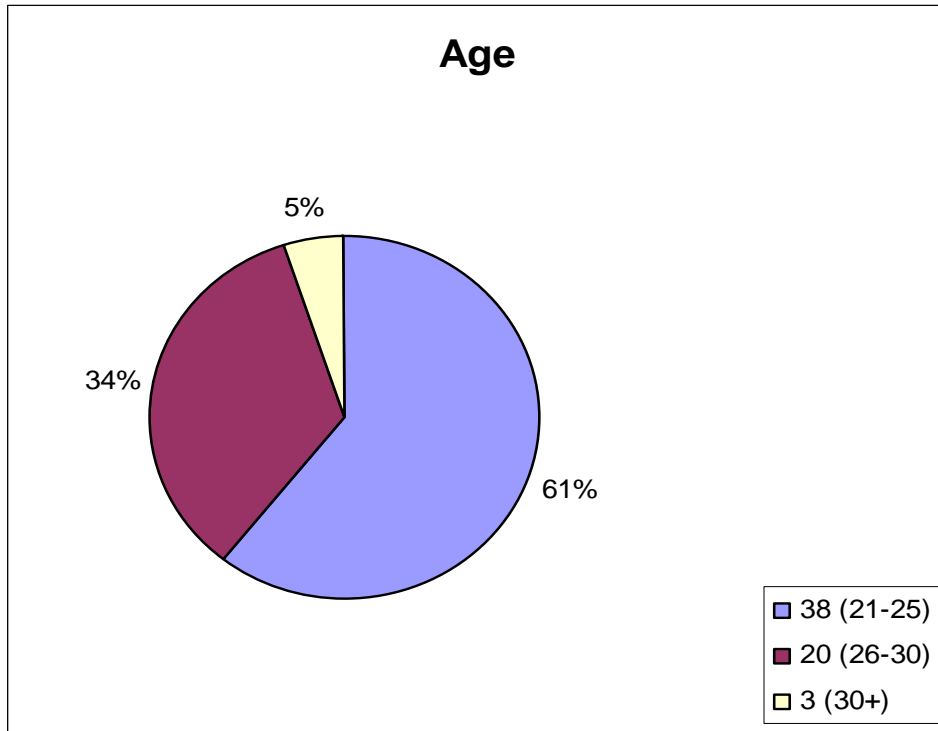
Equality Analysis of 61 Graduates that participated on GIP



Equality Analysis of 61 Graduates that participated on GIP



Equality Analysis of 61 Graduates that participated on GIP



1. Do you feel the programme is worthwhile? If so, give reasons

- All participating graduates found the programme very worthwhile
- Money was a major factor
- Job opportunities in areas relevant to chosen degree were enhanced as a result of 6 months work experience
- Confidence building
- Became more attractive to potential employers in terms of employability
- Qualifications gained, enhanced portfolio and CV building
- Paid experience which was invaluable
- Opportunity to make contacts with prospective future employers
- Flexibility of the programme and the opportunity to use own initiative
- Important stepping stone to future employment

2. What attracted you to the programme? e.g. Financial, experience, skills

- Invaluable experience gained in managing own project
- Gained a vast network of contacts for future employment opportunities
- Working at the same level of experience as others
- 6 Months paid employment which at minimum wage was still considerably more than previously received on JSA
- All found programme enjoyable and gained financial security for 6 months
- Flexibility and able to use own initiative
- Confidence building

3. What do you think are the benefits of the programme?

- Experience gained in managing own project
- Gained a vast network of contacts for potential future employment
- Working at the same level of experience as others
- 6 Months paid employment
- Financial security for 6 months
- Flexibility
- Confidence building

4. What is your general attitude to the programme?

- Found the programme to give self confidence

- Would have preferred a year or longer for C.V purposes and work experience
- Programme helped progress career and open new potential opportunities

5. Do you feel the programme is flexible? Did it suit you?

- Programme was very flexible
- Freedom to use own initiative
- Issues arising from graduates being single parents e.g. Transition from claiming benefits, losing housing benefit and other factors associated with attaining full-time employment

6. What was your motivation for participating?

- 6 months paid employment
- Valuable work experience gained for CV

7. What are your plans after the programme?

- Seeking permanent employment
- Further education

8. Did you have any barriers to work?

- Flexibility for single parents
- Travelling to Belfast and associated costs incurred
- Ceasing claiming benefits and then having to reapply after 6 months e.g. Jobseekers Allowance, housing benefit, tax credits etc

9. What skill(s) do you think you can offer any prospective employer you didn't have prior to beginning the programme?

- Negotiation skills
- Interpersonal skills
- Technical skills
- Better communication
- Contacts made from programme
- Confidence
- Organisational abilities
- Ability to work on own initiative

10. How would you have felt about the placement if it had been in your local area?

- Would have been more attractive financially but I still would have applied for monetary, experience and all associated gains above

11. Do you feel the accredited training you received was worthwhile?

- Training was very worthwhile however a greater variety of training offered by the employer, tailored to suit individual needs with more relevance to the duties of the job, would have been more beneficial

12. Should there be more variety of training available?

- Yes

13. If so, what kind would you like to see available?

- Tailor made training would be beneficial
- Photoshop training
- Drawing classes
- C.A.D training
- Marketing training technical
- Dreamweaver training
- Excel training

14. What experience(s) of part time work did you have whilst at university?

- Part-time Bar work
- Retail work

15. Experience(s) of work pre/post university

- Part-time Bar work
- Retail work

16. Were you aware of the labour market situation whilst at university?

- Some were partially aware
- Many thought entry into employment would have been easier after qualifying from university

17. If so, did this influence your career path?

- No was the overwhelming consensus

18. What kind of careers advice did you receive?

- Voluntary sector employment opportunities was never discussed at University
- No advice was ever given on the current economic down turn
- Unless personally asked for advice, wasn't forthcoming from universities

19. What enquiries did you make about the type of careers advice available?

- Had to seek out Careers advisor and investigate what opportunities were available themselves

20. What kind of interest (if any) has your university shown in you and what have you have been doing since you graduated?

- The only contact made from Queens was a phone call to see if graduate has gained employment
- University of West Scotland invited graduates to open days
- Napier university also invited graduates to attend open days
- Questionnaires posted out

21. What type (if any) of voluntary work have you undertaken in the past?

- A few graduates have undertaken some form of voluntary work but the majority have not

22. We are conducting an evaluation of this programme and with severe budget cuts imminent in the public sector, would you consider volunteering in the position you are currently in after the programme has finished?

- Not financially viable even if travel expenses were paid

Graduate Internship Programme Evaluation Questionnaire

1. How did you hear about the vacancy you were successful with?

Provider	_____
Newspaper	_____
Jobcentreonline	_____
Friend	_____
Other	_____
Blank	_____

2. How many weeks did you wait before starting the programme after successfully applying?

1 – 3 weeks	_____
4 – 6 weeks	_____
> 6 weeks	_____

3. Did you think this was the correct period of time?

Too long	_____
Too short	_____
About right	_____

4. How did you feel your induction to the programme from _____ Partnership Board was carried out?

Satisfactory	_____
Unsatisfactory	_____
Other	_____

5. How did you feel your induction to the programme with your placement organisation was carried out?

Satisfactory	_____
Unsatisfactory	_____
Other	_____

6. How much face to face or telephone contact did you have with _____ Partnership Board during the programme?

Weekly _____
Fortnightly _____
Monthly _____
Other _____

7. What do you feel about the length of the programme?

Too long _____
Too short _____
Right length _____

8. What do you feel are the most useful part(s) of the programme?

Gained experience _____
Confidence building _____
Meeting new people _____
Routine _____
Induction _____
Receiving a wage _____
Other _____

9. What do you feel are the least helpful part(s) of the programme?

Time restrictions _____
Only temporary job _____
Lack of travel expenses _____
Nothing _____
Other _____

10. How relevant is the programme in assisting your search for work?

Very relevant _____
Quite relevant _____
Not very relevant _____
Not at all relevant _____

11. How confident are you now about finding work, compared with before you went on the programme?

More confident _____
About the same _____

Less confident _____

12. Prior to beginning your placement, would you have considered working in the Community & Voluntary Sector?

Yes _____

No _____

13. Give details of any issues/concerns you have about going into work in the future (eg) Transport difficulties, health problems etc

Childcare _____

Qualifications & Training _____

Losing benefits _____

Transport _____

14. Overall, how would you rate the placement you were with?

Excellent _____

Good _____

Average _____

Fair _____

Poor _____

15. Would you recommend any improvements to the programme (eg) Referral process, support etc

Childcare Support _____

Longer programme _____

Greater financial reward _____

Better advertising _____

Other _____

Nothing _____

Headline Responses from Graduate Questionnaire Survey

- 47% heard about the vacancy through Jobcentreonline
- 92% only had to wait 1 – 3 weeks before beginning the programme after successfully applying
- 91% considered this to be the correct length of time before beginning the programme
- 92% indicated that gaining work experience was the most useful and relevant part of the programme
- 70% rated the work placement organisation they were with, as excellent
- 66% were more confident of finding work following the programme
- 64% recommended a greater financial reward as an improvement to any future programme
- 66% felt the length of the programme was too short
- 66% felt the programme was very relevant in assisting their search for work
- 45% felt that the placement only being temporary for 26 weeks was the least helpful part of the programme

Findings from Work Placement Organisations' Survey

- all were keen to see the programme run again
- most felt the £185 financial incentive was helpful in motivating graduates
- all alluded to the fact the programme was excellent in increasing levels of confidence among graduates, most of whom had not undertaken any form of work since graduating
- all noted that the local job market is getting increasingly competitive and there is clear evidence the programme has helped the graduates improve their employment prospects
- GIP has highlighted the “3rd” sector to graduates who may have overlooked this sector as a potential employment area
- all saw the excellent opportunity to fill the skills gap in their business that they had no available resource to fill themselves
- some felt the graduates had the opportunity to successfully interact with a range of government, community and statutory organisations
- interest was created from local community groups and local businesses who themselves were able to utilise the skills of the graduates during the placement
- following the programme graduates saw the financial benefits and possibility of employment ‘paying’ i.e. tax credits, and help with childcare
- some felt the recruitment process was rushed and would recommend a longer development process in future
- limited timescale of the programme was a major stumbling block as the 26 week period created some excellent opportunities both in placements and in the local community however the minimal time window made taking these opportunities forward difficult.
- in placements and in local communities but minimal time window made taking these opportunities forward
- an extension of the 26 week period to 52 weeks is recommended

GIP Equality Monitoring Form

The Department for Employment and Learning (DEL) is committed to ensuring that all its services and programmes are delivered on the basis of equality of opportunity and fair treatment. In order to know how effectively DEL is achieving this, DEL monitors participation in its programmes and use of its services in terms of equality. DEL therefore asks that you complete this monitoring form.

Personal details will be treated in strict confidence and the information provided will NOT be used for any purpose other than the monitoring described above.
Individual forms will be destroyed as soon as the information is processed.
 DEL's database will not contain any information which could identify individuals.

Please indicate which response applies to you by **ticking** the appropriate box below:

COMMUNITY BACKGROUND:

- I am a member of the Protestant Community
- I am a member of the Roman Catholic Community
- I am a member of **neither** the Protestant **nor** the Roman Catholic Community

ETHNIC BACKGROUND:

- | | | | |
|-----------------|--------------------------|-----------------|--------------------------|
| White European | <input type="checkbox"/> | | <input type="checkbox"/> |
| Chinese | <input type="checkbox"/> | Bangladeshi | <input type="checkbox"/> |
| Irish Traveller | <input type="checkbox"/> | Black African | <input type="checkbox"/> |
| Indian | <input type="checkbox"/> | Black Caribbean | <input type="checkbox"/> |
| Pakistani | <input type="checkbox"/> | Black Other | <input type="checkbox"/> |
| | | Other | <input type="checkbox"/> |

MARITAL STATUS:

- | | | | |
|---------------------|--------------------------|-----------|--------------------------|
| Single | <input type="checkbox"/> | | <input type="checkbox"/> |
| Living with partner | <input type="checkbox"/> | Married | <input type="checkbox"/> |
| Widowed | <input type="checkbox"/> | Divorced | <input type="checkbox"/> |
| | | Separated | <input type="checkbox"/> |

DATE OF BIRTH:

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GENDER:

- Male Female

DEPENDANTS:

- I **have** dependant - children (Please state how many) _____
- I **have** dependants - adults (Please state how many) _____
- I do not have dependants

DISABILITY: *

- I **have** a disability
- I **do not have** a disability

* Disability is defined in the Disability Discrimination Act as 'any physical or mental impairment that has a substantial and long term effect on a person's ability to carry out normal day to day activities and which has lasted or is likely to last for more than 12 months'.

I **refuse to provide the above information.**