



IRISH NATIONAL ORGANISATION OF THE UNEMPLOYED

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JobPath Update

What is JobPath?

JobPath is the name given to the new employment service to support people (excluding those aged 62 years and over) who are long-term unemployed and those most likely to become long-term unemployed to secure and sustain full-time paid employment.

JobPath is a payment by results model for delivering employment services. Payments are made to the contractors when they complete a Personal Progression Plan for each client and when they place the unemployed person into a job of at least 30 hours per week and where that employment is sustained for at least 13 weeks. Further 'job sustainment' payments may be made when the person remains in employment for up to a total of 52 weeks.

Who is Jobpath for?

People who are signing-on the Live Register and in receipt of a Jobseeker's payment for longer than one year (ie people who are long-term unemployed) will – in the main – be referred to the JobPath process.

In the first instance, people who are already long-term unemployed and those people who become long-term unemployed will be referred. A smaller number of people will also be referred who will be short term unemployed, but who may need greater supports in order to obtain work.

Who will operate Jobpath?

The JobPath programme was put out to competitive tender in December 2013 and tenders were submitted in February 2014. On 13th October 2014 the Tánaiste and Minister for Social Protection announced the preferred bidders for the provision of the programme.

The successful bidders were Turas Nua Ltd and Seetec Business Technology Centre Ltd. Turas Nua (www.turasnua.ie) is a joint venture between FRS Recruitment (a co-operative recruitment company based in Roscrea) and Working Links (a UK-based provider of employment services to long-term unemployed people). Turas Nua Limited will operate in the southern half of the country including towns and cities such as Cork, Limerick, Bray and Waterford.

Seetec (www.seetec.ie) is a private company delivering a range of employability and skills programmes in the UK. Seetec will operate in the northern half of the country including towns and cities such as Dublin, Galway, Longford, Navan, Sligo and Dundalk.

When will it start?

The roll-out of this new service recently commenced in Longford and Bray and will shortly be implemented in Galway and Cork and subsequently country wide in the months ahead. People who are long-term unemployed will be referred to the JobPath providers on a phased basis.

How will it work?

People who are long-term unemployed, people who become long-term unemployed and those who are unemployed for a shorter-term, but who are identified as most at risk of becoming long-term unemployed will be referred by the Department of Social Protection to the local JobPath provider. Only people who are aged 61 or under will be referred.

The following outlines the minimum level of service and support that the JobPath provider must provide as outlined in the tender document:

- The unemployed person will initially be invited to a Group Information Session delivered jointly by the Department of Social Protection and the JobPath provider. The unemployed person will subsequently be invited to a 'one-to-one' meeting with a JobPath Employment Adviser within 20 days of being referred by the Department.
- From the day of that meeting, in most cases the JobPath provider will work with the unemployed person for 12 months.
- The 'one-to-one' meeting will be with a Personal Employment Adviser. The Employment Advisor will work with the unemployed person to agree a 'Personal Progression Plan'. The Plan may be agreed at the meeting, but has to be agreed within 20 days of this meeting.
- The Plan must identify the fields of work appropriate for the unemployed person; the barriers to employment facing the unemployed person and the agreed actions to overcome such barriers; the unemployed person's job/employment goals; an agreed set of skills training, education and development goals and actions and an agreed set of potential employment related experience interventions.
- If the unemployed person has been unsuccessful in obtaining work, they will meet with their Employment Adviser for 'Review Meetings' at least every four weeks or so.
- If the unemployed person has been successful in obtaining work, the JobPath Provider will provide 'in – employment support' for at least a 13 week period (in some cases this may be for longer periods). The JobPath Provider will be required to contact the person within 5 days of starting work and within at least every four weeks or so thereafter for at least the first 13 weeks.
- Jobseekers will retain their social welfare payments while on JobPath

What type of supports will be available?

Some of the supports that the unemployed person can expect include assistance with:

- Looking for work
- Developing a CV
- Developing job interview skills
- Learning from unsuccessful job application and interview outcomes
- Getting places on agreed training and education courses
- Accessing computers, the internet and other facilities to aid the person in their search for employment and support on how to best use these
- Developing key skills to sustain employment and in-employment support when the person obtains work

Is participation in JobPath compulsory?

Yes. As with the Department's own Intreo Service, there is a requirement that the unemployed person engages with the JobPath provider. If an unemployed person does not attend the initial meeting, a second meeting is organised. If the unemployed person does not attend either of these meetings, without having a good reason, the JobPath provider will notify the Department of Social Protection (DSP). This may result in the Department reducing the person's Jobseekers payment.

Similarly, if the unemployed person does not attend job interviews, take-up job offers or education/training opportunities, the JobPath provider will notify the DSP. This may also result in the Department either reducing or stopping the person's Jobseekers payment.

It is also possible that if an unemployed person does not attend subsequent meetings/courses/job interviews or accept job offers, the JobPath provider will notify the DSP. This may result in the Department reducing or stopping the person's Jobseekers payment.

One of the key performance indicators against which the success of JobPath will be measured is the extent of the unemployed Clients' satisfaction with the new service. The INOU will be closely monitoring the implementation of JobPath and we are very eager to hear from people who are long-term unemployed about their experiences of JobPath. We would encourage unemployed people who have any questions about JobPath to contact us.

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