



IRISH NATIONAL ORGANISATION OF THE UNEMPLOYED

Phone: 01-856 0088

E-mail: info@inou.ie

Websites: www.inou.ie

www.redundancy.ie

JobPath Explained

You may have heard or read recently about a new development called JobPath and may be wondering what it's about.

We are pleased to provide the following information in response to the queries that we have received from individual unemployed people, member organisations and the media.

What is JobPath?

JobPath is the name given to the proposed 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 (30 hours per week or more) paid employment.

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 last year and tenders were submitted in February 2014. Depending on who gets the contracts to run the programme, this may be the first time that private for profit companies will operate employment services in Ireland and the first time that employment services will operate on a payment by results basis. We do not know at the moment which organisations or consortia have been successful and will operate JobPath. We understand that an announcement will be made on the successful JobPath tenders in September.

For the purposes of the Tendering process, the country has been divided into four regions. Organisations or Consortia could apply for any one, two, three or four regions individually or to combine two regions together. This will possibly result in either two, three or four distinct successful Jobpath providers.

When will it start?

As indicated, we understand that the successful JobPath providers will be identified in September. There will likely be a lead-in time of a number of months, where the JobPath providers and the State agree contracts etc and gear-up towards operating the service. It is likely that long-term unemployed people will not be referred to JobPath until at least early 2015. The Tender provides for JobPath providers to deliver the programme for a six year period, an initial four year period followed by a further two year 'work-out' period. It is likely that people will be referred to JobPath providers on a phased basis over the initial four year period.

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 be invited to a 'one-to-one' meeting with the JobPath Provider 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 Advisor. The Personal 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 Personal Advisor 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. 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.

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.

The INOU wants to hear about unemployed people's experiences of JobPath

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 will be very eager to hear from people who are long-term unemployed about their experiences of JobPath, when it is up and running. We would encourage unemployed people who have any questions about JobPath to Contact us.

Where can I get more information about JobPath?

The following is the JobPath Tender document and contains detailed information on the JobPath process <https://www.welfare.ie/en/downloads/JobPath-RFT.pdf>

Alternatively please contact the INOU for further information.

August 2014