

Evaluation of AimHigh Routeback

Presentation to National Employment and Health
Innovations Network

24 June 2008

frontline

we help you do things better

- Our approach and the sample
- Impact on employability
- Impact on health
- Wider impact
- Assessment of performance
- Lessons learned

- Stakeholder interviews
 - Mix of operational and strategic
 - 21 interviews
 - Focus group with steering group
- Client engagement
 - 112 face-to-face or telephone interviews (30% of total AHRB client group)
 - 3 focus groups (20 clients in total)

Characteristics of client sample

- 52% male : 48% female
- 84% stated they were on IB
- 40% out of work 5 years or more
- 21% out of work less than a year
- 88% left work because of health problems
 - most suffering multiple health conditions
 - mental health and musculoskeletal most common
- Reflective of total AHRB client group

- 151 jobs secured by 6 Feb 08 (more since then)
- 59.7% positive outcomes as percentage of leavers
- Assume a further 72 jobs in coming year from those still on the programme
- 37% positive outcome rate amongst those with mental health problems
 - 40% among those with mental health problems as primary condition
- Sustainability between 73% and 91% at 3 month mark
- Shift towards 'service sector' jobs

- 94% believed AHRB helped them become more employable
- 91% rated AHRB's contribution to their employability at 7 or above (59% at 9 or above)
 - even if they had not yet secured work
- 86% didn't believe they could get this kind of help elsewhere
 - importance of focus on health and confidence first
 - not part of the 'system'

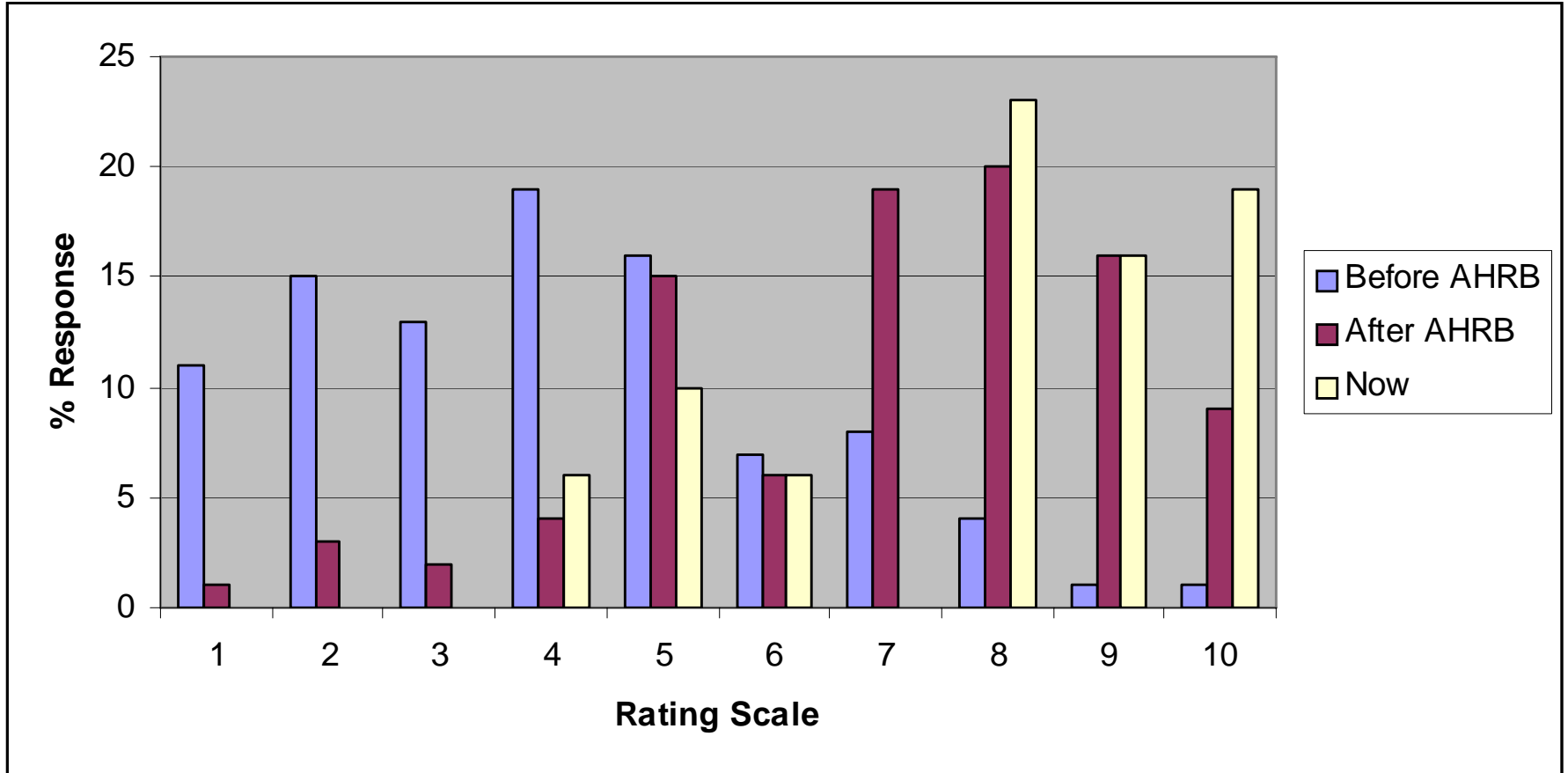
What made the difference?

- Confidence 81%
- Motivation 54%
- Skills 33%

- The 'little things' like:
 - filling up the car
 - helping with the cost of groceries before the first wage packet arrived

- The team
 - approachable and non-judgemental
 - flexible in their support
 - no time limits or fixed programme
 - person-centred (not numbers-focused)

- Significant and sustained change in self-reported health
- Improved healthy lifestyle choices
 - But some small reversals related to better social life and more money
- Reductions in use of primary care services
 - Feeling better – better management of condition
 - Too busy – got other things to do with their time
- Reductions in medication
 - Feeling better – better management of condition



- Smoking
 - 20 smokers reduced the number of cigarettes they smoke (50% of smokers)
 - 1 person gave up completely
 - 3 increased because of having more money
- Alcohol
 - 32% decreased their consumption
 - 6% increased drinking because of having more money and/or a better social life
 - Drinkers consuming more than the acceptable limit reduced from 30% to 11%

- Exercise
 - 38% increased amount of exercise
 - 'Never exercise' reduced from 41% to 17%
- Diet
 - 27% increased fruit and veg portions
 - 28% reduced chocolate and crisps

General wellbeing indicators

- % rating 7 or above

| Indicator | Before AHRB | Now/After AHRB |
|-------------------------------|-------------|----------------|
| Quality of Life | 15% | 88% |
| Physical wellbeing | 17% | 73% |
| Mental or emotional wellbeing | 9% | 82% |

- Benefits
 - Reductions in benefits
 - Notably IB
- NHS
 - Reductions in immediate uptake of health services
 - Expected reductions in uptake of acute services and long term care
 - Increased life expectancy and healthy life expectancy
- Economy
 - 151 people back to work and more still expected
 - £13,000 GVA increase per additional job filled
 - Additionality estimated at between 9% and 56%

| | Additionality | | |
|--|---------------------|-----------------------|------------------------|
| | 9% | 32% | 56% |
| Number of jobs at February 2008, net of additionality | 13 | 49 | 85 |
| Further likely jobs by end 2008, net of additionality | 6 | 23 | 40 |
| Total jobs by end 2008 | 20 | 73 | 125 |
| Total jobs by end 2008, net of 73% sustainability | 15 | 53 | 92 |
| Total cost of programme | £ 1,272,234.00 | £ 1,272,234.00 | £ 1,272,234.00 |
| Fiscal benefit (reduction in benefit and wider exchequer gains) - 8 year NPV | £ 905,344.83 | £ 3,291,379.62 | £ 5,677,414.40 |
| Economic output (GVA) pa | £ 191,290.60 | £ 695,436.66 | £ 1,199,582.72 |
| Economic output (GVA) 8 year NPV | £ 1,314,923.09 | £ 4,780,400.68 | £ 8,245,878.28 |
| Total cost benefit | £ 948,033.92 | £ 6,799,546.30 | £ 12,651,058.68 |

How does this performance stack up?

- Didn't achieve total starts and jobs targets
- 59.7% PO rate = impressive performance for this client group
 - exceeded target (50%)
 - high proportion had been workless for a long period
 - substantial number with mental health problems
 - AHRB not only getting easy wins despite voluntary nature of programme
- Notable success rate with clients with mental health problems
 - 37% POs across all those with mental health problems
 - 40% POs among those with mental ill health as their primary condition
 - 57% of all POs had mental health problems

How does this performance stack up?

- High PO rate compared with Pathways (37% nationally, somewhere between 31 and 40% locally)
 - albeit on a different measure – return to work credit claim
 - difficult to compare directly
- Comparable with similar innovative pilots
 - 61% PO was the highest we encountered
 - most high success pilots tend to have smaller cohorts or shorter timeframes
- Higher than mainstream Training for Work in comparable parts of Scotland (51% POs for IB claimants)
- Cost per job of between £5,700 and £8,400
 - good value given the client group and nature of the pilot

- Health first
- Branding and distance from 'the system'
- Complete flexibility of provision
- Seamless team approach

- Start-up challenges
- Governance and data sharing
- Primary care engagement
- Strategic fit with Pathways
- Limited value of ILM and enhanced engagement
- Building in evaluation and distance travelled from the beginning