

Employer Engagement with Government Employment and Skills Initiatives



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Problematisation:

In the weak British institutional environment, little is known about employer perceptions of state welfare-to-work schemes for long-term unemployment, nor what influences those perceptions.

Research Questions:

- 1) *What meanings do employers ascribe to their decision to recruit from Welfare to Work schemes in the UK?;*
- 2) *What is the lived experience of recruiting from the latest welfare-to-work scheme known as the DWP Work Programme?;*
- 3) *Based on these experiences, what changes should be made to successor ALMP to the DWP Work Programme?*

Literature

Theory for hire from Welfare to Work Scheme

	Employer in the capacity of agent	Employer in the capacity of the person in a job
Institutional theory for hire of Long Term welfare recipient	Information inefficiency Job match inefficiency Skill deficit	Information overload Prejudice Attitude rather than skill
Strategic theory for hire of Long Term welfare recipient	Fit to organisational goal Statistical bias towards unobservables	Clarity of goal Prejudice towards observables
Operational theory for hire of Long Term welfare recipient	Fit to organisational role Statistical bias towards unobservables	Clarity of role Prejudice towards observables
Cartesian (homophily) theory for hire of Long Term welfare recipient	Social justice/Corporate Social Responsibility	Group ID bias (anticipated or actual)
Critical theory for hire of Long Term welfare recipient	Capitalist workfarism for profit extraction	Individual or Group allegiance or resistance



Findings:

The socially constructed determinants are:

1. Social relations,
2. Social exchange value along the Work Programme supply chain;
3. Material artifacts that resonated as valuable to employers,
4. Wider contingent systems such as attitude to disadvantage.

Methodology:

Social constructionist research interviews with 31 participant employers (people), selected for the study on the basis that their company had been named in a 2014 letter to the Guardian newspaper as an employer who had engaged and recruited staff from a state scheme - Work Programme. .

Implications:

The reasons why employers do not recruit the Long Term Unemployed is well known. This thesis inverts the inquiry to discover why some do.

Contribution:

Implications for policy - characteristics of engaged employers. Implications for practice – labour market intermediary engagement activities

= Study Finding. But significantly dependent on nature of relationship with Labour Market Intermediary