

THE GOVERNMENT'S SPECIAL EMPLOYMENT
AND TRAINING MEASURES

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4th March 1983
DH/MP

Amended 18th March 1983
Amended 23rd March 1983

1. INTRODUCTION

Whereas the Special Employment Measures are an important part of the Government's policy, the Training Measures are an essential element in economic recovery.

Britain's relatively high unemployment reflects a serious decline in industrial competitiveness and profitability over the last twenty years. In the world recession British industry has had to shed labour, raise productivity, increase efficiency and contain labour costs in order to stay in business. These necessary changes will strengthen Britain's long-term economic prospects and so improve the outlook for jobs, but the process of adjustment has hit some groups harder than others. Therefore the government has introduced a wide range of Special Employment Measures to help those most in need.

Technological change has made many existing skills redundant. The Government has therefore also undertaken a radical restructuring of Britain's training arrangements.

2. PUBLIC PERCEPTIONS

Since mid-1980 unemployment has been the political issue uppermost in the public mind. This can be expected to remain the case as it becomes clear that inflation is permanently under control.

The public do not blame the Government exclusively for unemployment, though some blame is attached. World recession is seen as the biggest

single factor and other causes - new technology, trade unions, import penetration, interest rates, bad management - attract only marginal support. The public are also sceptical about the solutions offered by other parties.²

The unemployed themselves seem, in general, to share these views, though a high proportion blame new technology. A majority do not think a Labour Government would have kept unemployment any lower. Given that most of them come from poor backgrounds and have few qualifications, it is not surprising that few intend to vote Conservative.³ They are largely traditional Labour voters anyway.

The public believe that the unemployed groups most in need of help are those with families and young school leavers who have never worked. The long term unemployed do not attract much sympathy,⁴ though this could change as their numbers grow. Cuts in unemployment benefit are not approved and early retirement, work-sharing, greater labour mobility and better training are all offered as solutions. These views may reflect the fact that the Special Employment and Training Measures are not widely known or understood.

Most of the electorate believe that unemployment can be cured, but only a minority think that traditional reflation is the way to do it.⁴ Narrow majorities think that new technology should be accepted rather than resisted, and the general view is that profound changes in working life are now imminent.

2. ORC poll for the Conservative Party, September 1982

3. Economist Intelligence Unit Survey published, in 'The Economist' December 4th 1982.

4. ORC Poll for the Conservative Party, March 1981

3. TRAINING

- (a) Between 1978 and 1985 the number of semi-skilled and unskilled jobs is likely to shrink by almost a million, yet Britain has had until now one of the most poorly trained workforces in the industrial world.
- (b) Britain's training inadequacies have been recognised by industry for nearly a century, and the last twenty years of reform have still not prevented skill shortages or adapted to the relentless pace of technological change.
- (c) The training reforms are not a short-term expedient to deal with unemployment, but an integral part of the Government's policies for improving Britain's industrial performance as a whole.
- (d) Only half Britain's school leavers are trained, compared to nine tenths in Germany and four fifths in France. The Youth Training Scheme is the most comprehensive ever devised in Britain.
- (e) This Government, in the New Training Initiative, has set three practical objectives: no restrictions on skill training; wider training opportunities for adults; and training for all young people under 18. Progress has been made on all three fronts.

3.1. The Youth Training Scheme (YTS)

Youth unemployment is high because young people lack skills and experience and yet expect relatively high wages. The Youth Training Scheme is intended to give them the necessary skills and experience,

and a ready appreciation of what they can expect to earn.

The scheme is not a Special Employment Measure but a training programme. That is why expenditure on the Youth Training Scheme in its first full year (1983-84) will be £1 billion, twice as much as is being spent on the Youth Opportunities Programme and more than eight times the expenditure - in real terms - of spending on the Youth Opportunities Programme during Labour's last year in office. The extra resources will go not into increased numbers but better training. It has meant there will be fewer places - 460,000 as opposed to 630,000 on the Youth Opportunities Programme.

The places will offer a mixture of training, education and work experience for 16 year olds and some 17 year olds. All unemployed 16 year olds are guaranteed a place, effectively eliminating unemployment in that age group

3.2. The New Technical and Vocational Education Initiative

Britain's technical and vocational training has been inadequate. The aim of this initiative is therefore to stimulate technical and vocational education for 14-18 year olds as part of the drive to improve national performance in the development of new skills and technology. 10 pilot projects, offering full-time technical and vocational training, are being selected. They will each involve 1000 youngsters. They start in September 1983 and will lead to recognised technical qualifications. They will cost up to £25 million when fully developed in four years' time.

3.3 Information Technology Centres (ITeCs)

There is a high demand for computer and electronic skills, and by the end of 1983 150 Information Technology Centres will be operating. They will teach unemployed and unqualified young people computing and electronic assembly skills.

80 per cent of the young people leaving the 40 ITeCs which already exist find jobs.

3.4 The School Curriculum

Steps have been taken to ensure that the school curriculum helps to develop the skills and knowledge needed for working life, and to improve the links between schools and employers so that pupils gain a closer understanding of industry and commerce.

A new national qualification for practical but non-academic 17 year olds starts in 1984-85. It is expected to attract 80,000 young people.

3.5 Ending Restrictions on Skill Training

British industry has failed to make full and efficient use of skilled people, not least because of the obstacles erected by trade unions. Technological and market changes, however, increasingly demand flexibility and mobility within the skilled workforce.

The New Training Initiative has therefore set 1985 as the year by which recognised standards will have been established for all the main craft, technician and professional skills, replacing age-restrictions and "time-serving". Government funds to firms providing

apprenticeships will be made increasingly conditional upon steps taken towards this objective.

Trade unions, which have historically opposed flexibility, are now changing their attitudes. Recent agreements in the electrical contracting industry and between the British Printing Industries Federation and the National Graphical Association have abolished time-served apprenticeships in their industries.

3.6. Wider Training Opportunities for Adults

The pace of technological change has meant that no one can expect any longer that training in one skill will last them a lifetime. Adults can expect to retrain, perhaps in two or three different skills, over the course of their working lives.

This is, as it has always been, primarily a matter for industry itself. The Government has, nevertheless, taken some steps to widen opportunities for adults to train and retrain.

There has been a decrease in the number of clerical and commercial courses on the Training Opportunities Scheme (TOPs), in which jobs are shrinking, and some increase in computer and technician courses. There are also two TOPS courses - the New Enterprise Programme and Small Business Courses - for potential businessmen.

Providing places for TOPs trainees in Government Skill Centres has proved substantially more expensive than those in colleges or on

employers' premises. Therefore the Government has set up a separate organisation - the Skill Centre Training Agency - which will put the operation of Skill Centres on a commercial footing by April 1984. They will be exposed to competition from private training organisations and if they cannot compete there will be a gradual contraction of Skill Centre provision. In the meantime, Skill Centres have switched the emphasis of their training away from traditional skills to computer and other skills needed in the future.

To help adults who wish to train, retrain or update their skills in technical and supervisory occupations the Government has launched an Open Tech. It makes existing courses more accessible by the use of "open learning" and "distance learning" methods, along the lines of the Open University. Several projects are now running, concentrating on skill shortages in micro-electronics and engineering. Expenditure will rise from £1 million this year to £8 million in 1984-85.

Since training and retraining for adults largely requires training within industry steps have been taken to shift the balance of responsibility from public authorities to private.

The TOPs budget - currently helping about 60,000 people at a cost of £250m a year - will be increasingly directed towards the necessary provision within industry.

In addition, 16 of the 23 statutory Industrial Training Boards have

have been abolished. Their abolition followed 2½ years of consultation which showed that many of the Training Boards had lost the confidence of their industries, because they had become:

- Bureaucratic, spending more time collecting levies and distributing grants than checking training;
- Wasteful, checking training that was already satisfactory;
- Centralised, failing to tackle local skill shortages or meet the needs of small firms;
- Impractical, failing to encourage the skills actually needed by industry; and
- Anachronistic, having raised training standards but outlived their useful life.

The abolished Boards have been replaced by voluntary arrangements, which will be less bureaucratic and less expensive. Even the retained Boards - kept on at the request of employers in the industries concerned - will now be funded by their industry and several have undergone changes of scope.

4. SPECIAL EMPLOYMENT MEASURES

These are:

- (a) designed to help those groups worst affected by unemployment, like the young, the long-term unemployed and those facing redundancy;
- (b) not cosmetic, but provide a constructive alternative to unemployment;
- (c) designed to match changes in the labour market and to facilitate them;
- (d) represent a substantial commitment of resources at a time of restraint; spending is almost £1½ billion this year and £2 billion next;
- (e) generally supported by employers, the education service, voluntary organisations and, by and large, by the trade unions.

PRESENT MEASURES FOR THE YOUNG

4.1 The Youth Opportunities Programme (YOP)

The object of the programme is to provide training and work experience for unemployed 16 and 17 year olds and some 18 year olds. Within six months of leaving the programme about half of the trainees were either in work, full-time education or another YOP scheme. Very high proportions find the training, advice and work experience valuable.⁵ The government has substantially expanded the programme, from 162,000 places in 1978-79, Labour's last year in office; to 630,000 in 1982-83. The budget was increased from £63 million to £74.7 million in the same period.

From 1981-82 the government undertook to offer all jobless 16 and 17 year olds a place on the programme by the Christmas after they left school. This commitment was substantially fulfilled in both 1981 and 1982.

From the Autumn of 1983 YOP is replaced by the New Youth Training Scheme (para. 3.1).

4.2 The Young Workers Scheme (YWS)

This scheme tackles directly the problem of youth unemployment by encouraging employers to take on more young people at wages which reflect their relative lack of skills and experience. Its effects are intended to spread wider than the numbers being directly subsidised, and so undermine the efforts of trade unions to bid up the price of youth labour.

By the end of December 1982, some 130,000 young people were covered by the scheme. The scheme covers young people under 18 in

5. Department of Employment Gazette, October 1982

their first year at work and is expected to cost £59 million in 1982-83.

4.3. Community Industry (CI)

This scheme is specifically designed to help disadvantaged 16-18 year olds, particularly the unqualified. It provides temporary work on projects of benefit to the community.

The Government has increased the number of places from 5,200 in May 1979 to 7,000 in December 1982. These are mainly financed by a Government grant, which has been increased from £11.7 million in 1978-79 to £23 million in 1982-83.

4.4. The Training for Skills Programme (TSP)

This scheme provides funds to help where a training organisation - public or private - has indentified a shortfall in an industry's training requirements.

Grants are paid to employers who take on apprentices and other long-term trainees additional to their normal requirements. Support was made available for up to 35,000 trainees at a cost of £56½ million during 1981-82.

MEASURES FOR THE LONG-TERM UNEMPLOYED

4.5. The Community Programme (CP)

This scheme began in October 1982, and reflects the Government's commitment to help the long-term unemployed. The Government has increased the number of places on special programmes for the long-term

unemployed sixfold, from 22,400 in 1979 to 130,000 in 1982-83. Spending has been increased from £51 million in 1979-80 to £169 million in 1982-83.

CP is a nationwide programme. Those eligible are 18-24 year olds unemployed for at least 6 out of the last 9 months and those aged 25 or more who have been out of work for at least 12 months out of the last 15. In each case they have to have been unemployed for at least 2 months continuously before they apply to join the Programme.

4.6. The Voluntary Projects Programme (VPP)

This scheme provides unemployed people with the opportunity for voluntary work without losing benefits. It has a budget of about £4 million this year (1982-83), increasing to £8 million next year.

OTHER MEASURES

4.7. The Temporary Short Time Working Compensation Scheme (TSTWCS)

This scheme helps companies keep a skilled workforce together and boost productivity whilst new orders are sought by giving employers help to avoid redundancies. At its peak in March 1981 the scheme covered 983,004 people, saving 438,120 jobs. Only 120,243 were covered at the end of December 1982 saving 48,079 jobs. This reflects improving trends in the economy.

Apart from saving jobs TSTWCS helps companies to

- Save severance payments;
- Rationalise their operations;
- Cut back production and reduce labour costs;
- Change working practices, as workers seek to maintain earnings;
- Ease "natural wastage" problems;

- Cut absenteeism; and
- Improve industrial relations, as workers see that the management is trying to keep the company in business.

There is a firm consensus among employers that TSTWCS has many advantages. The CBI has supported it as valuable and cost-effective.

4.8. The Job Release Scheme (JRS)

This voluntary and highly-cost effective scheme makes it easier for people approaching retirement age to give up their jobs to unemployed people. It offers a weekly allowance from the date the applicant leaves work until he or she reaches statutory pensionable age. It is a condition of the scheme that the employer replaces those retiring with an unemployed person, or someone from a number of other categories.

Though the allowances vary the scheme is open to men aged between 62 and 64, disabled men aged 60 and over and women aged 59. From October men over 62 and women over 59 will be able to give up half their work to an unemployed person in return for half the full time allowance. This should provide part-time jobs for 40,000 people.

The number receiving allowances has risen from 66,293 in May 1979 to 78,000 in January 1983. Expenditure has been increased from £21.7 million in 1978-79 to (estimated) £244 million in 1982-83

4.9. The DHSS Scheme for Older Workers

This scheme helps unemployed men to retire early. Some 31,000 men aged 60 and over who were unemployed and drawing supplementary benefit had by August 1982 opted for the long-term rate of supplementary benefit and ceased to register for work. From June unemployed men over 60 will qualify for the long-term rate without having to wait a year or until they reach 65. This will help 42,000 people. In

addition, from April unemployed men aged 60-65 will no longer have to register at the Unemployment Benefit office first to get contributions credits in order to protect their pension rights when they reach 65. This will help 90,000 people.

4.10. The Enterprise Allowance Scheme (CA)

This pilot scheme helps unemployed people who want to start up in business but do not do so because they would lose their entitlement to unemployment or supplementary benefit. It has a positive economic benefit and matches a shift towards self-employment within the economy.

1,863 people were on it at the end of January 1983. Demand has been so high that the budget was doubled in October 1982 to £4 million and the scheme will be nationwide from August 1983, within an overall cash limit of £25 million in 1983-84 and £29 million in 1984-85. It should cover 25,000 people in 1983-84.

4.11. The Job Splitting Scheme

This scheme is designed to encourage employers to split existing full-time jobs into two part-time jobs, and so open up more opportunities for unemployed people to work. Employers who have split jobs have found there are gains in higher productivity and reduced absenteeism.

About 8,000 enquiries have been made about the scheme so far, mainly from London, the South-East and the Midlands in the distributive trades, professional and scientific services, miscellaneous services and insurance, banking and finance. 102 claims for payment of the grant had been made by February 25th 1983.

4.12. The Job Search, Employment Transfer and National Mobility Schemes

Job Search and Employment Transfer help people move to take up jobs which cannot be filled locally. Under the National Mobility Scheme local authorities are obliged to make a proportion of their

housing stock available to newcomers.

In 1983-83 it is estimated that 7,000 people will be assisted by Job Search and 6,000 by Employment Transfer, at a cost of £5.2 million.

5. FALLACIES AND MISUNDERSTANDINGS

5.1 In Opposition the Conservatives derided Special Employment Measures and demanded "real jobs". In Government they have expanded both spending on them and provision of them. Why?

Unemployment reflects the accumulated economic weaknesses of decades. This cannot be put right overnight. Current gains in competitiveness - through de-manning, higher productivity and pay moderation - will eventually feed through into higher output and jobs. Most people do not need help to find jobs. Special Measures aim to help only those who cannot help themselves: the young and the long-term unemployed in particular. They are a useful and cost effective way of doing that. General reflation might create 100,000 jobs at a cost of £50,000 a piece, with no guarantee that those in need get the jobs.⁶ The net cost of a WEEP place (1981-82) on the Youth Opportunities Programme is only £568 a year; on the Community Programme £1030. And the bulk of next year's spending - more than half - is on the Youth Training Scheme, which is not a Special Measure.

5.2. Young people will still not get jobs after a year on the Youth Training Scheme.

No Government can guarantee jobs for young people. Jobs depend on customers, not governments. But the position of young people has been exacerbated by the high cost of employing them when they lack skills and experience. That was why the Government favoured a £15 weekly allowance on YTS, which was regarded as unworkable by those on the Youth Task Group responsible for operating the scheme.

It was raised to £25 which left less money to spend on training; nevertheless YTS will greatly improve their employability.

Nearly two thirds of those currently leaving YOP are in work, or full-time education or another YOP scheme within six months of leaving the programme - and YOP is not a training programme, so the proportion will be even higher after YTS. Three quarters of YOP trainees find the programme helpful in getting a job.

5.3. Youth unemployment owes nothing to relatively high youth wages, so the Young Workers Scheme is a wasteful chimera.

Wrong. If wages were equal for all age groups, employers would hire skilled and experienced older workers, not young inexperienced and unskilled workers. Therefore the efforts of Trade Unions and Wages Councils to push up youth wages relative to adults can only result in the young being priced out of work. In Britain in April 1982 a young man aged between 18 and 20 earned, on average, £90.80 a week, which was nearly 70 per cent of the earnings of male manual workers aged 21 and over. This is a higher proportion of adult wages than in any other Western Country. It has been suggested that this argument is invalid, given that youth wages have been static in relation to adult wages over recent years. This misses the point. At a time of world recession, and with record numbers of young people on the labour market, resistance to any fall in relative youth wages is enough to ensure that many young people are priced out of work.

5.4. The Youth Opportunities Programme exploits young people and displaces adults from jobs.

These allegations are easier to make than to prove, and against them must be set the very real benefits young people derive from YOP. Research by the MSC has found the problem to be small, and monitoring of schemes has ensured it is minimal. The stringent quality requirement of the Youth Training Scheme will eliminate it altogether.

5.5. There are fewer apprenticeships than ever before.

The number of apprentices in manufacturing industry, has declined from a peak of 236,000 in 1968 to about 100,000 this year. This is not surprising, given their rising cost. A first year apprentice can now cost £5,000 a year. The more realistic attitudes in the EEPTU are to be welcomed.

5.6. The Community Programme is no substitute for real jobs.

The quickest way to provide real and lasting jobs is to reverse the constant upward pressure on real wages which is the principal cause of to-day's unemployment. That is up to the trade unions, not the Government. All the Government can do, at little or no cost to the public pay roll, is pay people their benefits to do something rather than nothing. That is the principle behind the Community Programme. Even then the trade unions insisted that participants were paid the local "rate for the job", so raising the cost of the programme and reducing the numbers who could participate, This was a major blow for the unemployed, nine tenths of whom find the

opportunity to work beneficial and two thirds of whom think it helps them find work.⁷

5.7. Workers are still sacked when entitlement to support from the Temporary Short Time Working Compensation Scheme (TSTWCS) is exhausted.

Less than one in twenty respondents to a survey of TSTWCS pointed out that redundancies were only postponed.⁸ The scheme is regarded as valuable both by those companies participating and by the CBI.

5.8. Why not lower the age of retirement?

The cost of lowering the statutory pensionable age would be enormous. If the retirement age for men was lowered to 60, and even if all the jobs were filled by people from the unemployment register, the net cost would be £2500 million a year, at current pension rates. Further costs would be incurred if the Exchequer had to subsidise occupational pensions. And there is a danger in expanding the pensionable group in society beyond the capacity of those still in work to support them. The number of people enjoying pensions has increased from 6.9 million in 1968-69 to 9 million in 1982. As a consequence expenditure on retirement and supplementary pensions is £4 - 5 billion higher - at £15 billion - than it would be if the number of pensioners had remained constant since 1968-69 (1982-83 prices). There is no guarantee it would help the unemployed, since all those who retired would not - unlike Job Release - be replaced, an equivalent number of jobs would not be released. In some cases the skills of those retiring and those unemployed simply would not match.

7. "CEP is working", Report of a study of CEP by Youthaid on behalf of the MSC (Research and Development Series No.7).

8 BMRB Report, August 1981

5.9. The Special Employment and Training Measures do not add up to a coherent strategy.

The object of Special Employment Measures is to help those hardest hit by the process of economic change in a way that does not undermine the basic objectives of Government policy. This they do very successfully; indeed, they complement the Government's strategy by creating a more flexible labour market. Emphasis has shifted to more flexible working patterns (Job Splitting Scheme); improving the employability of young people (Youth Training Scheme); helping the long-term unemployed (Community Programme); and fostering realistic wages (Young Workers Scheme).

5.10. ITBs were set up in 1964 because voluntary training arrangements had failed; they will fail again now and employers will resort to poaching their skilled staff.

The government is satisfied that the voluntary training arrangements in the industries where ITBs were abolished are perfectly adequate, and reserves the right to set up a new ITB where they are not. ITBs covered only half Britain's workforce and did not do most of the training, so there is a long tradition of voluntary training in Britain already. The retention of seven ITBs still leaves 1 in 3 employees (6½ million) in scope to a board, which is half the number previously covered (11 million). The Opposition only favour statutory bodies because they help undermine employer responsibility for training and enhance trade union influence over it.

CONCLUSION

The scale of change in Industry and the resulting level of unemployment are both greater than we anticipated at the time of the last General Election. Our response has been a generous use of taxpayers' money disbursed through the institutional framework which was already in existence when we took office. New schemes have been developed and new ideas generated, but whether or not at the speed required or in the most cost-effective way must be called into question.

All our training measures and the lion's share of the Special Employment Measures are delivered through the Manpower Services Commission. The Quango was set up by a Conservative Government ten years ago and has a tripartite structure - Employers, Unions, Local Authorities, and Educationalists. It is arguable that neither the Youth Training Scheme nor the Community Programme would have got off the ground without the general consent of these vested interests. However, in both these examples substantial compromises have had to be made to accommodate the TUC.

We now have a Conservative Chairman, David Young, and a Conservative majority by five to four amongst the Commission. But even so the delaying tactics and the constant threat of withdrawal by the TUC inevitably restrain more positive action. Admittedly the Secretary of State for Employment has powers of direction, but this card can only be played in a very limited way. Given the size of the MSC's budget (£2 Billion in 1983/4), and the importance of training the labour force for the years ahead, it has to be sensible to question whether or not we should make a major institutional change.

The Jobcentre network, where changes have been made, could easily come

back into the Department of Employment. Such a move would ensure quick, albeit controversial, decisions, resulting in a better but less expensive employment service. The Training Division would be (potentially) better under the arm of the Department of Industry, where the need for future skills are more discernible. The administration of the Special Employment Measures could remain the responsibility of a much reduced tripartite body, or alternatively be under the Department of Employment.

During the last four years we have altered attitudes to training and we have increased substantially the money spent to help the unemployed. In political terms we have a record which we can go out and sell. But after a successful Election we can do more, providing we have the right delivery system.

APPENDIX ONE: NUMBER OF PLACES ON SPECIAL EMPLOYMENT MEASURES AND TRAINING SCHEMES

	1978-79	1979-80	1980-81	1981-82	1982-83	1983-84
Youth Training Scheme	-	-	-	-	-	460,000 ¹
New Technical Education Initiative	-	-	-	-	-	10,000
Training Opportunities Programme	70,187	74,489	64,418	61,396	61,430	68,500
Youth Opportunities Programme	162,000	216,400	360,000	553,000	630,000 (planned)	-
Young Workers Scheme	-	-	-	-	130,000 ¹	79,000
Community Industry			6,000	7,000	7,000	7,000
Training for Skills Programme	n/a	21,000 ^e	26,000	35,000	35,000	
Community Programme	-	25,000 ³	12,000 ³	25,000 ⁴	130,000	130,000
Voluntary Projects Programme	-	-	-	-	*(10)	*(10)
Temporary Short Time Working Compensation Scheme	5	229 148 ⁶ (82,919)	1,810,946 (635,086)	548,306 (166,704)	106,518 ⁷ (77,466)	10,000 ¹
Job Release ⁸ Scheme	52,022 (Jan 1977- May 1979)	66,293 (May 1979- April 1980)	39,120 (April 1980- Nov.1981)	13,284 (Nov 1981- Feb.1982)	47,652 (Feb 1982- Jan 1983)	113,600 ¹³
DHSS Scheme for Older Workers	-	-	-	-	37,000 ¹¹	79,000
Enterprise Allowance	-	-	-	-	1,739 ⁷	25,000
Job Splitting Scheme	-	-	-	-	120 ⁹	-
Job Search, Employment Transfer Schemes	35,900	17,500	11,750	11,550	10,600	13,000

1. Starts in September 1983
2. End December 1982, applications approved
3. Special Temporary Employment Programme (STEP)
4. Community Enterprise Programme (CEP)
5. Short Time Working Compensation Scheme for Textiles, Clothing and Footwear.
6. Figures in brackets indicate numbers of redundancies averted by short-time working.
7. End December 1982
8. The scope of the Job Release Scheme has been changed seven times since its inception in January 1977. The dates refer to the beginning of the changes and the figures for applications approved between those dates. By January 1st 1983 218,371 applications had been approved since the scheme began.
9. Applications received, February 1983.
10. Those on the Voluntary Projects Programme simply "turn up when they like". No figures are therefore available.
11. By Dec 1982
12. Estimate. Scheme scheduled to end 31/3/84
13. From October 1983 the scheme is being widened to include part-time Job Release, which is expected to provide another 40,000 part-time jobs.

APPENDIX TWO; SPENDING ON SPECIAL EMPLOYMENT AND TRAINING MEASURES

£M	Outturn 1978-79	Outturn 1979-80	Outturn 1980-81	Proposed Outturn 1981-82	Estimates 1982-83	Estimates 1983-84
Youth Training Scheme	-	-	-	-	-	950
New Technical Education Initiative	-	-	-	-	-	25 ¹
Training Opportunities Programme	208.9	229.4	246.3	235.6	226.2	253.1
Youth Opportunities Programme	63	125	212	400	747	-
Young Workers Scheme	-	-	-	-	59	see note (4)
Community Industry Training for Skills Programme	11.7	17.0	19.0	20.9	23	25 (approx)
Community Programme	n/a	15.4	30.5	56.5	n/a	-
Voluntary Projects Programme	-	-	-	-	4	see note (4)
Temporary Short Time Working Compensation Scheme	0.9 ²	24.4	365.0	259.7	11.3	8
Job Release Scheme	21.7	85.4	136.0	134.1	244	see note (4)
DHSS Scheme for Older Workers	-	-	-	-	15	28 ⁵
Enterprise Allowance	-	-	-	-	4	25
Job Splitting Scheme	-	-	-	-	2.5 ³	n/a
Job Search, Employment Transfer	10.3	7.2	4.3	4.3	5.4	5.9
MSC's overall training budget	374	452			1212	

1. When fully developed in four years' time
2. Short Time Working Compensation Scheme for textile, clothing and footwear industries
3. Cash allocated, December 1982 - March 1983.
4. Individual figures for expenditure on these schemes in 1983/4 are not available.
5. Estimate. The scheme is being widened from June 1983