

Recording Employment Claims

Employment metrics in the Impact Evaluation Standard

In the Impact Evaluation Standard there are 2 types of Employment Metrics:

CREATING BRAND NEW JOBS IN THE ECONOMY

- IM18 Number of NON-LOCAL full-time equivalent (FTE) employment opportunities created
- IM19 Number of LOCAL full time equivalent (FTE) employment opportunities created

HIRING SOMEONE THAT HAS FACED BARRIERS TO EMPLOYMENT

- IM21 Number of full time equivalent (FTE) hires of those who were PREVIOUSLY UNEMPLOYED
- IM115 Number of full time equivalent (FTE) hires of those who DISABLED
- IM116 Number of full time equivalent (FTE) hires of those who were NEETs
- IM117 Number of full time equivalent (FTE) hires of those who were VETERANS
- IM118 Number of full time equivalent (FTE) hires of those who were EX OFFENDERS
- IM119 Number of full time equivalent (FTE) hires of those who were CARE LEAVERS
- IM24 Number of full time equivalent (FTE) hires from OTHER groups who face barriers to employment



IMPORTANT

These metrics can be combined without risk of double counting

For example, if you create a brand-new job **AND** that job is filled by someone who has faced barriers to employment, you can [claim the social value for both](#) i.e. record that employment at both metrics.

		Proxy		Proxy	Total Social Value Claim
Scenario 1	New Job	£31,466.17	Filled by someone who has faced barriers to employment – YES	£23,169.35	$£31,466.17 + £23,169.35 = £54,635.52$
Scenario 2	New Job	£31,466.17	Filled by someone who has faced barriers to employment – NO	£0.00	$£31,466.17 + £0.00 = £31,466.17$
Scenario 3	Existing Job	£0.00	Filled by someone who has faced barriers to employment – YES	£23,169.35	$£0.00 + £23,169.35 = £23,169.35$
Scenario 4	Existing Job	£0.00	Filled by someone who has faced barriers to employment – NO	£0.00	$£0.00 + £0.00 = £0.00$



So, to ensure correct reporting ask yourself these 2 questions:

Is this job a newly created role? If YES, claim the job at either:

- IM18 Number of NON-LOCAL full-time equivalent (FTE) employment opportunities created
- IM19 Number of LOCAL full time equivalent (FTE) employment opportunities created

Has person hired faced barriers to employment? If YES, also claim for that hire at the appropriate one of:

- IM21 Number of full time equivalent (FTE) hires of those who were PREVIOUSLY UNEMPLOYED
- IM115 Number of full time equivalent (FTE) hires of those who DISABLED
- IM116 Number of full time equivalent (FTE) hires of those who were NEETs
- IM117 Number of full time equivalent (FTE) hires of those who were VETERANS
- IM118 Number of full time equivalent (FTE) hires of those who were EX OFFENDERS
- IM119 Number of full time equivalent (FTE) hires of those who were CARE LEAVERS
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What evidence is needed to claim social value against these?

To **correctly evidence** that these criteria have been met you must have:

1. Evidence that the job you advertised was for a position intended to last at least 13 continuous weeks of employment.
2. Evidence of the individual's employment status prior to securing the job (e.g., a self-declaration from the new hire).
3. Evidence of start date and continued employment covering period of claim (i.e. HR report / payslip etc).
4. Anonymised employee data including unique identifier, postcode prefix and role.

In addition to the mandatory evidence items, the reporting organisation may provide:

- a. Correspondence from supportive agencies, i.e. testimonials from supported organisations, photographic evidence of activity taking place, social media posts, press releases and/or press cuttings.



Handling short-term contracts

The proxy value within the Impact Evaluation Standard is based fundamentally upon the social value returned through the first year of employment.

Therefore, for any shorter-term contracts of 3, 6 or 9 months, the claim must be reduced accordingly.

Practical examples:

- Example 1: a full-time job is worth 1 FTE. Your social value claim is 1 FTE.
- Example 2: a 6-months contract is worth 0.5 FTE. Your social value claim is 0.5 FTE.
- Example 3: a part time contract of 16 hours per week is worth 0.4 FTE. Your social value claim is 0.4 FTE.

