

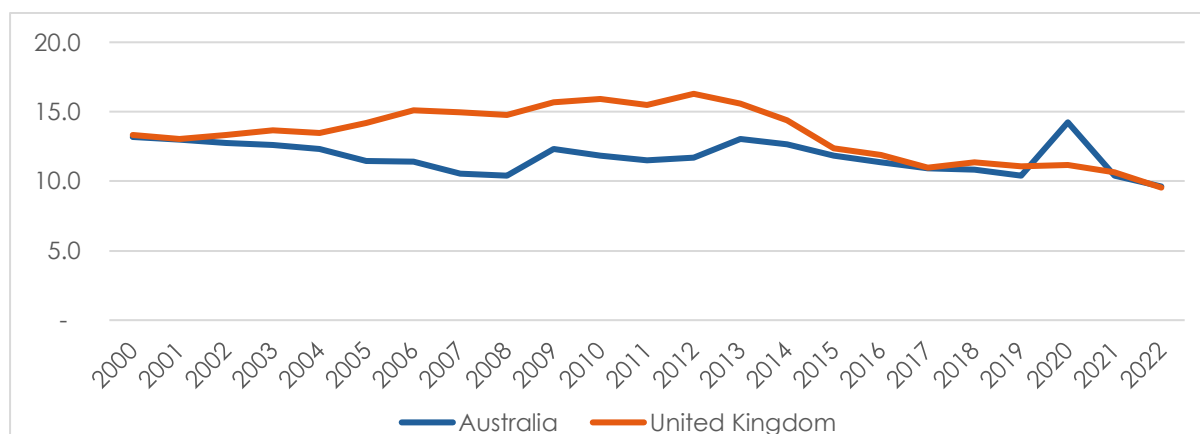
What works in reducing NEET rates: Australia

1. Contextual information

1.1. Data

Young people who are Not in Education, Employment, or Training (NEET) pose a challenge to policy makers and practitioners in many countries, including in Australia. However, the NEET rate in Australia has decreased from 13.2% in 2000 to 9.6% in 2022¹ amongst the 15–29-year-olds, despite a temporary spike in 2020 (14.2% – **Figure 1**).² By 2022, Australia's NEET rate continued to be lower than in the UK (9.6% vs 10.6% respectively) (excluding the spike in 2020) (**Table 1**).³

Figure 1: NEET rate among 15-29 year-olds (2000-2022)



Source: [Youth not in employment, education or training \(NEET\) | OECD](#)

An analysis of NEET patterns in Australia reveals notable variations across geographic locations, socioeconomic strata, and migration status, alongside favourable youth employment metrics relative to the UK. The proportion of young people aged 15–24 who were NEET in Australia in 2020 was: lower for those living in major cities compared to those living in inner regional areas; lower for those in the highest socioeconomic areas compared to those in the lowest socioeconomic areas; but similar for those born in Australia versus those born overseas.⁴ Notably, data show that young people living in remote areas are much more likely to be NEET than those in major cities, at 38% versus 13% in 2020, respectively.⁵ In the UK, regional disparities in NEET rates are also evident,

¹ This is the latest year where OECD data on Youth not in employment, education or training (NEET) is available.

² OECDa.

³ OECDa.

⁴ Australian Institute of Health and Welfare. (2021).

⁵ Australian Institute of Family Studies. (2022).

with the highest levels in the North East, East of England and the West Midlands.⁶ Contrary to Australia, foreign-born young adults in the UK were less likely to be NEET compared to their UK-born counterparts (with significant variations based on the region of origin).⁷

In a wider context, the youth unemployment rate in Australia was lower than the UK in 2024 across both genders (for women 8.1% in Australia vs 11.7% in the UK and for men 10.6% in Australia compared to 16.2% for men in the UK) for the 15 – 24 year-old age group.⁸ The employment rate in 2024 for 15-24 year-olds in Australia was also favourable relative to the UK (63.8% vs 50.6%).⁹

1.2. Policy landscape

These patterns in NEET rates and youth employment outcomes provide important context for understanding how different policy approaches in the UK and Australia may influence these disparities. They also highlight the need to examine the role of targeted interventions and structural factors in shaping youth labour market engagement.



Until the late 1990s, Australia followed a 'reciprocal obligation' system that required all recipients of the

unemployment benefit to seek and accept any part-time, casual or temporary suitable work (the 'activity test').¹⁰ The penalty for noncompliance was a cancellation of recipient benefits.¹¹ To further increase employment and reduce government expenditure on unemployed workers, a new model of 'mutual obligation' was introduced.¹² This was more onerous and envisioned an increase in 'activity test' requirements to fulfil a 'work-first' approach.¹³ These requirements related to any recipients of income support with the ability to work to actively seek employment and to take steps to increase their chances of securing employment.¹⁴ It was in this context (with the policy focus on increased compliance of unemployed job seekers undertaking work experience



In the UK, the policy supporting young people into work also includes elements of conditionality and sanctions.

The UK's approach blends elements of activation policies, skills development, and support for disadvantaged groups, and – similar to Australia – puts a strong emphasis on conditionality in welfare benefits, particularly under Universal Credit (UC). Under UC, young people must meet work-search requirements unless exempt (e.g., due to health conditions).¹⁶ Many people on UC aged 16 to 24 can get extra help to find work through the Youth Offer that combines different types of support: Youth Employment Programme, Youth Hubs and Youth Employability Coaches.¹⁷ UK policies also incorporate skills-building elements, particularly through apprenticeships, and traineeships.

⁶ Office for National Statistics. (2025).

⁷ The Migration Observatory at the University of Oxford. (2016).

⁸ OECD.b.

⁹ OECD.c.

¹⁰ Bennett et al. (2018).

¹¹ Bennett et al. (2018).

¹² Bennett et al. (2018).

¹³ Bennett et al. (2018).

¹⁴ Biddle and Gray. (2018).

¹⁶ Department for Work and Pensions. (2024a).

¹⁷ Department for Work and Pensions. (2021).

activities) that 'Work for the Dole' was introduced in 1997-1998.¹⁵

Overall, the Australian approach appears simpler and more coherent than the UK's approach. Whilst the UK offers a wide array of support and activation measures to support youth who are NEET, the Australian system is more structured. It emphasises clear obligations and focused programmes, such as reciprocal and mutual obligations, ensuring that young people actively engage in job search activities and skill development.

2. Intervention: Work for the Dole

Work for the Dole (WfD) is an Australian work experience programme that aims to help participants gain new skills and experience to help improve their chances of finding secure work.¹⁸ The programme has been a component of Australian labour market policy since the late 1990s but has had several iterations, including the newly 'reinvigorated' WfD14-15.¹⁹

Table 1: Summary table outlining WfD's characteristics²⁰

Intervention characteristic	Description
Rationale	To increase participants employability and future job prospects.
Target population	WfD: 18 – 60-year-olds in receipt of an income support payment, who have Annual Activity Requirements as part of their jobactive Job Plan and who are registered with a Workforce Australia Employment Services Provider. WfD14-15: 18–29-year-old job seekers in the 18 trial areas who have been registered in a Job Services Australia (JSA) provider for the last 12 months and who have a Work Experience Activity Requirement of 12 months.
Providers	Employers, JSA providers, Departmental staff, Coordinator (WfD14-15 only).
Modes and locations of delivery	In person. At employer's premises.
Duration	WfD: 15 – 50 hours per fortnight, for a minimum of 8 weeks. WfD14-15: participation in activities over a six (out of 12) month period for up to 15 hours per week.
Modifications	There have been 'reinvigorated' WfD programmes, such as WfD14-15.

Source: RAND Europe.

Target Population: WfD is aimed at those aged 18 and over (up to the age of 60) who are in receipt of an income support payment (e.g. JobSeeker Payment, Centrelink payment), have Annual Activity Requirements as part of their jobactive Job Plan and who are registered with a Workforce Australia Employment Services Provider.²¹ Those in receipt of Disability Support Pension (with compulsory requirements) and referred to Workforce Australia Services can also participate in a WfD activity.²² WfD can be

¹⁵ Biddle and Gray. (2018); Kellard et al. (2015).

¹⁸ Australian Government, Department of Employment and Workplace Relations. (2022).

¹⁹ Biddle and Gray. (2018); Kellard et al. (2015).

²⁰ Structured using a condensed version of the TiDieR template.

²¹ Bennett et al. (2018); Australian Government, Department of Employment and Workplace Relations. (2022); Australian Government, Workforce Australia. (2023); Cross. (2020).

²² Australian Government, Department of Employment and Workplace Relations. (2022).

voluntary or mandatory;²³ some people are required to do a WfD as part of their mutual obligation requirements; other people who are getting support from a provider can choose to do WfD.²⁴

WfD14-15 is aimed at job seekers aged 18-29 years in the 18 trial areas²⁵ who have been registered in a JSA provider for the last 12 months and who have a Work Experience Activity Requirement of 12 months (situating them in the Work Experience Phase²⁶ or the Compulsory Activity Phase²⁷).²⁸

Rationale: WfD is aimed at increasing participants' (secure and paid) employability prospects and future job prospects by offering:

- Work-like experiences (e.g. charity shop work, environmental/gardening work, café/catering work);
- Skills (that are in demand in the local labour market) and/or training related to the specific activity (ideally aligned with participant interests) to help develop work habits and skills needed to transition to work.²⁹

WfD aims to enable participants to develop competencies identified by the National Skills Commission (e.g. teamwork, initiative and innovation, planning and organising, oral communication, digital engagement, reading, writing, problem solving, learning and numeracy) as critical to the workplace.³⁰ Participants are expected to attain a licence, qualification, micro-credential or other recognised skill.³¹

Delivery: WfD activities include both:³²

- Placements (work-orientated activities for one or multiple participants performing individual tasks in an organisational setting). Placements could include retail or maintenance work in a private company or a charity.
- Projects (comprising of multiple participants working on activities for the community to meet a shared goal and to provide a work-like experience).

In terms of dosage, WfD requires individuals to participate between 15 hours and 50 hours per fortnight, for a minimum of 8 weeks.³³ Participants' requirements vary depending on their circumstances, for instance: individuals with part-time obligations need to spend 15 to 30 hours per fortnight doing WfD; those with full-time obligations

²³ Parliament of Australia. (2023).

²⁴ Australian Government, Workforce Australia. (2023).

²⁵ WfD2014-15 is more geographically specific, operating from 18 selected areas located within Priority Employment Areas that are spread across six Australian states: • NSW – Fairfield, Liverpool; Nepean, Outer Western Sydney; Central Coast; Shoalhaven; Tweed, North Coast, Richmond, Clarence Valley; Coffs Harbour, Macleay, Hastings • Victoria – Westgate; Goulburn Valley; Mornington Peninsula; Geelong • Queensland – Bundaberg; Fraser Coast; Outer North Brisbane; Cairns; Logan • South Australia – Northern Adelaide; Gawler • Western Australia – Central and West Metro • Tasmania – West and North West Launceston.

²⁶ The Work Experience Phase involves job seekers participating in work-like activities (e.g. such as through Work for the Dole) to help them to learn new skills and improve their chances of finding a job. Kellard et al. (2015).

²⁷ The Compulsory Activity Phase (activity requirement or activation requirement) is when job seekers are mandated to participate in activities, training courses and programmes to develop their skills, improve their chances of getting a job and enable them to continue to receive benefits. Australian Government, Department of Employment and Workplace Relations (2022).

²⁸ Kellard et al. (2015).

²⁹ Kellard et al. (2015).

³⁰ Australian Government, Department of Employment and Workplace Relations. (2022).

³¹ Australian Government, Department of Employment and Workplace Relations. (2022).

³² Australian Government, Department of Employment and Workplace Relations. (2022).

³³ Australian Government, Department of Employment and Workplace Relations. (2022).

need to do 30 to 50 hours per fortnight.³⁴ For WfD14-15, individuals are required to participate in activities over a six (out of 12) month period for up to 15 hours per week.³⁵

WfD is implemented in collaboration between providers, departmental staff, employers and coordinators (WfD14-15 only) – **Table 2**.³⁶

Table 2: Actors involved in WfD implementation and delivery

Actor	Description and role
Employers (host organisations)	- Not-for-profit organisations (e.g. charities, not-for-profit arms of for-profit organisations) (e.g. recycling organisations, aged care organisations, youth service organisations, local councils; public bodies) or local, state or territory, or Australian Government organisations and agencies. - Provide work-like activities, with supervision and on-the-job training for participants, that assist participants to develop some or all of the core competencies identified by the National Skills Commission. These activities must not normally be done by a paid worker or by roles that have been made redundant.
JSA providers	Before the placement of the participant: - Negotiate, sign and update an agreement with the employer so that an activity can begin, and funding can be received. - Ensure host organisations know the requirements around attendance and recording participant's attendance. - Pay the WfD fees (they receive money (\$5,001) to support the upfront costs of placing each participant in the activity or a notional funding allocation in the department's IT system for projects). - Complete a Job Plan with the participant(s). - Conduct any applicable on-site risk assessments or relevant checks (e.g. criminal record) on participants. During the placement: - Manage the participant (for example, monitoring their attendance and checking in with the participant(s) and host organisation to make sure the activity is running smoothly). Organisations interested in hosting activities contact their local provider.
Departmental staff	Programme administrators.
Coordinator (WfD14-15 only)	One (or multiple in larger areas) contracted by The Australian Government Department of Employment to source suitable WfD placements with eligible host organisations and work with providers to ensure placements are established and their needs were met.

Source: Author's elaboration based on Australian Government, Department of Employment and Workplace Relations (2022).

Employment and Workplace Relations (2022); Australian Government, Workforce Australia (2023); Bennett et al. (2018); Biddle and Gray (2018); Cross (2020); Kellard et al. (2015); Philip and Mallan (2015).

Cost: The total associated costs of delivering the overall WfD programme are unclear.³⁷

³⁴ Australian Government, Workforce Australia. (2023).

³⁵ Biddle and Gray. (2018); Kellard et al. (2015); Philip and Mallan. (2015).

³⁶ Kellard et al. (2015).

³⁷ Cross. (2020).

However, for WfD14-15, the Australian Government provided \$14.9 million over two years to prioritise WfD14-15 for 18-29 year olds in the 18 selected areas.³⁸ For providers and host organisations, funding for WfD14-15 came from providers' Employment Pathway Fund (with \$600 available for an individual place, and \$2,100 for a group activity place).³⁹ This increased to \$1,000 and \$3,500 for individual and group activities respectively from July 2015.⁴⁰ For participants, an allowance of \$20.80 a fortnight was given to help cover costs (e.g. travel).⁴¹

3. Outcomes and considerations for future initiatives

The evidence on outcomes of WfD is mixed. Some studies show positive outcomes (of WfD14-15) in terms of referrals, reported part-time/casual paid employment to a large effect and commencements, job placements and moving off income support to a smaller effect (**Table 3**).⁴² Other sources do not find evidence for recipients moving off benefits and gaining skills, experience and employment.⁴³ However, one source (Biddle & Gray, 2018) seems to be the strongest in terms of the study design (difference-in-difference methodology), which could indicate more reliable and valid outcomes compared to those studies that have weaker methodological designs (Annex 1). Indeed, of the studies that show positive outcomes, these findings are to be interpreted with caution since there were some limitations in their study design which may limit the quality of their findings and/or level of robustness (Annex 1).

Table 3: WfD14-15 outcomes (within periods of up to 6 months)

Referrals	Reported part-time or casual paid employment	Commencements	Job placement	Coming off income support
Large and significant effect	Relatively large effect	Smaller and less consistent effect	Small and inconsistent effect	Small and inconsistent effect

Source: Author's elaboration based on Biddle and Gray (2018).

WfD14-15 demonstrates the programme had positive impacts (of statistical significance) in the 18 trial areas on the probability of jobseekers being **referred to a work experience activity** (there was an increase by 12.4 percentage points in the rate of referral, with a 16.9 percentage points increase in treatment areas compared with an increase of 4.5 percentage points in control areas).⁴⁴

³⁸ Kellard et al. (2015).

³⁹ Kellard et al. (2015).

⁴⁰ Kellard et al. (2015).

⁴¹ Kellard et al. (2015).

⁴² Kellard et al. (2015); Biddle and Gray. (2018).

⁴³ Parliament of Australia. (2023); Bennett et al. (2018).

⁴⁴ Biddle and Gray. (2018).

The programme also aimed to equip participants in **new skills**. In a quantitative survey of WfD14-15 participants, over half of the respondents (52%, n=700 job seekers eligible for participation in WfD14-15) reported the programme delivered new work-related skills, with customer service (18%) and using equipment (15%) being the most frequently mentioned.⁴⁵ Moreover, 78% of respondents to the survey said their host organisation was willing to teach them new skills.⁴⁶ However, higher skill outcomes were associated with completion of the programme.⁴⁷ Soft skills (e.g. confidence, self-esteem, team work, communication) were also mentioned by most groups (providers, host organisations, participants) as an outcome of WfD14-15.⁴⁸ Survey participants particularly noted that the ability to work with others (72%), self-confidence (68%) and general work skills (66%) were types of soft skills developed.⁴⁹ Whilst the sources did not explicitly explore the outcomes of WfD14-15 in relation to **wellbeing**, some of the more softer skills (e.g. self-esteem and confidence) and non-specific skills (meeting new people or making friends, having something to do, a routine or a sense of purpose) were reported as outcomes.

The findings on **employment outcomes are mixed**. Several studies show that WfD14-15 also generated positive outcomes for part-time and casual employment for those who remained engaged in their WfD activity.⁵⁰ Difference-in-difference estimates from administrative data revealed that WfD14-15 had a substantial but short-term impact, **increasing the rate of part-time and casual paid employment** by 7 percentage points more in the intervention areas compared to the control areas.⁵¹ Another study showed that part-time and casual paid employment reported to JSA providers increased by 8.2 percentage points after the introduction of WfD14-15 (compared with an increase of only 1.6 percentage points in the control areas).⁵² However, this should be interpreted with caution as the study notes that the positive employment outcomes could also be explained by an increase in reporting as opposed to positive changes in employment per se.⁵³

A small positive impact of WfD14-15 was found for **job placement**. This increased by 1.6 percentage points in WfD14-15 areas and fell by 0.3 percentage points in comparison areas.⁵⁴ Difference-in-difference estimates found that WfD14-15 had a larger effect on job placement for those having the greatest employment barriers.⁵⁵ Analysis of administrative data indicated that WfD14-15 was associated with an additional 2 percentage point increase in the probability of job seekers having a job placement in the short-term (from a low baseline of 14%).⁵⁶ However, a recent report noted that today's WfD does not increase employability for most people and help them move into work.⁵⁷

Another outcome was participants **moving off income support**, where findings were again complex and contradictory. In some studies, there was a positive and statistically

⁴⁵ Kellard et al. (2015).

⁴⁶ Kellard et al. (2015).

⁴⁷ Kellard et al. (2015).

⁴⁸ Kellard et al. (2015).

⁴⁹ Kellard et al. (2015).

⁵⁰ Biddle and Gray. (2018); Kellard et al. (2015).

⁵¹ Kellard et al. (2015).

⁵² Biddle and Gray. (2018).

⁵³ Biddle and Gray. (2018).

⁵⁴ Biddle and Gray. (2018).

⁵⁵ Biddle and Gray. (2018).

⁵⁶ Kellard et al. (2015).

⁵⁷ Parliament of Australia. (2023).

significant but small effect on reducing benefit payments.⁵⁸ Exits from income support increased by 0.6 percentage points in WfD14–15 areas compared to a fall by 1.3 percentage points in comparison areas.⁵⁹ Similarly, the programme was estimated to cause an increase in moving off income support by an additional 2 percentage points (from a baseline of 13%).

4. Lessons relevant for the UK context

Target Population: There are some differences between the participants involved in WfD and the target group for this study, NEET young people aged 14-24.⁶⁰ WfD is aimed at those aged 18 and over and its 'youth' edition, WfD14-15, is aimed at those 18-29 years old. Since WfD captures only part (and an older) cohort, it may be less well suited to help those who are younger (under-18-year-olds).

Implementation: It seems relatively feasible to replicate this intervention in the UK context. For instance, schemes whose main component is a work experience placement have already been implemented in the UK (e.g. Kickstart Scheme).⁶¹ It would also be feasible to involve similar actors to those involved in WfD, as demonstrated through Kickstart (e.g. providers (JSA in Australia, Jobcentre Plus in the UK), employers (across sectors in both countries), etc.).⁶²

Additional facilitators include:

- Host organisations need to be willing to (or incentivised to) teach participants new skills; providers need to offer support to employers (including how employers can support participants).
- Financial incentives for employers and participants need to be considered.
- Diversity of projects and placements for participants (including employment support as well as skills training) allows for a more tailored approach which aligns with participants' skills - this helps ensure participants are interested in and committed to what they are doing.

Environment: The policy settings between the UK and Australia seem to be to some extent comparable, which would facilitate the transfer:

- Both policy settings include forms of welfare conditionality and sanctions that individuals have to fulfil to receive benefits.
- In both settings, individuals can get extra help to find work.
- UK policies incorporate skills-building elements, as does the Australian system.

Outcomes:

⁵⁸ Kellard et al. (2015); Biddle and Gray. (2018).

⁵⁹ Biddle and Gray. (2018).

⁶⁰ Youth Futures Foundation.

⁶¹ Department for Work and Pensions. (2023).

⁶² Department for Work and Pensions. (2023).

- **Reported outcomes:** Introducing mandatory work-like activities for income support recipients could encourage the reporting of previously undisclosed part-time employment, potentially leading to a reduction in social security expenditure.⁶³ It could also improve work related outcomes for participants, along with promoting the development of their softer skills.
- **Quality appraisal of the study design and identified limitations:** Variable qualities of the design of the studies looking at WfD and various identified limitations of the studies influences the quality of their findings and level of robustness (Appendix 1).
- **Key success factors:** One of the reviewed sources (Kellard et al., 2015) identified some key success factors needed for the implementation and delivery of WfD, particularly in relation to host organisations and coordinator information:
 - Having sufficient commitment of host organisations (and supervisors/managers) to help job seekers gain skills and experiences. This includes having a large pool of host organisations that are established at providing work experience activities for labour market activation programmes, along with some host organisations that are new to this environment to increase the quantity of host organisations.
 - Ensuring that host organisations have sufficient information and guidance about WfD. This includes information on the client group (and their likely socio-economic barriers), embedding employability skills into activities, the supervisory role, dealing with conflict and difficult issues (including managing group dynamics) and variety and elements of progression into activities.
 - Having a lead provider model and/or a greater responsibility for this role for coordinators to ensure that the pressures on host organisations are managed effectively.
 - Continual monitoring of the impacts of the increase in hours for host organisation participation.
 - Sufficient support/access to resources for supervisors (even though they are internal to the host organisation) to enable them to best support job seekers in this cohort.
 - Coordinators having enhanced access to the providers' requirements for their job seekers (including location, specific inclusions/exclusions and skill requirements).

The source also includes some key summary points for implementing WfD based off of their qualitative discussions which can help understand what key success factors may be needed for implementing and delivering WfD:⁶⁴

- Providing implementation information 'on the ground' to those involved in programme implementation.
- Ensuring that there is sufficient time between programme announcement and implementation so that documentation and guidance is in place for deliverers.
- Providing time to help change the mindsets of frontline staff to ensure that deliverers understand the needs of the client group.

⁶³ Biddle and Gray. (2018).

⁶⁴ Kellard et al. (2015).

- If coordinators are involved in the programme, make sure their role is commenced early enough to help providers identify WfD activities in host organisations. It could also be beneficial to involve coordinators in liaising directly with host organisations who had multiple providers.
- Engaging host organisations and providers by providing adequate financial assistance, training and equipment and helping host organisations find sufficient activities.

Therefore, it is safe to assume that a successful implementation of WfD is dependent on having appropriate funding, training, information and equipment for actors involved in implementation.

Methods

Data analysis: We analysed available statistical data on the NEET rates.

Document review: We used forward and backward citation searches from the sources identified as part of the main REA. The full list of sources consulted is presented in Notes and References.

PIET-T model: A conceptual model, that assumes that a combination of three elements (population, intervention, and environment) determines the outcomes of an intervention, was used to aid considerations for transferring interventions into other contexts.⁶⁵

Template for Intervention Description and Replication (TIDieR):⁶⁶ A modified version of this template was used to record – where possible – (i) name of the intervention; (ii) rationale or theory essential to the intervention; (iii) materials, procedures and activities used; (iv) details on providers and expertise needed; (v) modes and locations of delivery; (vi) duration, intensity and dose; (vii) information on personalised elements; (viii) modifications introduced; and (ix) implementation fidelity.

For the methodology used to select the case studies, and a full description of the methods, please see the final report: [Hofman, J., Hutton, E. & Nightingale, M. \(2025\). What Works: Reducing NEET Rates. Youth Futures](#)

⁶⁵ Schloemer and Schröder-Bäck. (2018).

⁶⁶ Hoffmann et al. (2014).

References

Australian Government, Department of Employment and Workplace Relations (2022). Host Organisation Handbook Work for the Dole. <https://www.dewr.gov.au/work-dole/resources/host-organisation-handbook>

Australian Government, Department of Employment and Workplace Relations (2022). Workforce Australia Services - Activation and Mandatory Activity Requirement - Participant Fact Sheet. <https://www.dewr.gov.au/workforce-australia/resources/workforce-australia-services-activation-and-mandatory-activity-requirement-participant-fact-sheet>

Australian Government, Workforce Australia (2023). Work-like experience program for individuals with a provider. <https://www.workforceaustralia.gov.au/individuals/training/work-experience/work-for-the-dole>

Australian Institute of Family Studies. (2022). Supporting young people experiencing disadvantage to secure work. <https://aifs.gov.au/resources/short-articles/supporting-young-people-experiencing-disadvantage-secure-work>

Australian Institute of Health and Welfare. (2021). Australia's youth: Engagement in education or employment. <https://www.aihw.gov.au/reports/children-youth/engagement-in-education-or-employment>

Bennett, O., Dawson, E., Lewis, A., O'Halloran, D., & Smith, W. (2018). Working it out: employment services in Australia. PerCapita Australia.

Biddle, N., & Gray, M. (2018). The short-term effect of a compulsory Work for the Dole trial.

Cross, M. (2020). Who gets what where: review of government-funded youth employment programs across Australia.

Department for Work and Pensions. (2024a). Universal Credit and you. <https://www.gov.uk/government/publications/universal-credit-and-you/draft-uc-and-you#claiming>

Department for Work and Pensions (2024b). Youth Offer process evaluation. <https://www.gov.uk/government/publications/youth-offer-process-evaluation/youth-offer-process-evaluation>

Department for Work and Pensions (2023). Kickstart Scheme - process evaluation. <https://www.gov.uk/government/publications/kickstart-scheme-process-evaluation/kickstart-scheme-process-evaluation>

Department for Work and Pensions. (2021). Help to find work for Universal Credit claimants aged 16 to 24. <https://www.gov.uk/guidance/help-to-find-work-for-universal-credit-claimants-aged-18-to-24>

Hoffmann, T.C., P.P. Glasziou, I. Boutron, R. Milne, R. Perera, D. Moher, D.G. Altman, V. Barbour, H. Macdonald, M. Johnston and S.E. Lamb (2014). 'Better reporting of interventions: template for intervention description and replication (TIDieR) checklist and guide.' BMJ 348, p.1687.

What works in reducing NEET rates: Australia

Kellard, K., Biddle, N., Gray, M., Nikki, H., & McNamara, T. (2015). Evaluation of Work for the Dole 2014-15. Social Research Centre.

OECDa. Youth not in employment, education or training (NEET).

https://www.oecd.org/en/data/indicators/youth-not-in-employment-education-or-training-neet.html?oecdcontrol-dec63071aa-var6=15_29&oecdcontrol-38c744bfa4-var1=AUS%7CGBR&oecdcontrol-00b22b2429-var3=2018

OECDb. Youth unemployment rate. [https://data-](https://data-explorer.oecd.org/vis?df[ds]=dsDisseminateFinalDMZ&df[id]=DSD_LFS%40DF_IALFS_UNE_M&df[ag]=OECD.SDD.TPS&df[vs]=1.0&pd=2020%2C2024&dq=GBR%2BAUS..._Z.Y.F%2BM%2B_T.Y15T24..A&ly[rw]=REF_AREA&ly[cl]=TIME_PERIOD&to[TIME_PERIOD]=false&vw=tb)

[explorer.oecd.org/vis?df\[ds\]=dsDisseminateFinalDMZ&df\[id\]=DSD_LFS%40DF_IALFS_UNE_M&df\[ag\]=OECD.SDD.TPS&df\[vs\]=1.0&pd=2020%2C2024&dq=GBR%2BAUS..._Z.Y.F%2BM%2B_T.Y15T24..A&ly\[rw\]=REF_AREA&ly\[cl\]=TIME_PERIOD&to\[TIME_PERIOD\]=false&vw=tb](https://data-explorer.oecd.org/vis?df[ds]=dsDisseminateFinalDMZ&df[id]=DSD_LFS%40DF_IALFS_UNE_M&df[ag]=OECD.SDD.TPS&df[vs]=1.0&pd=2020%2C2024&dq=GBR%2BAUS..._Z.Y.F%2BM%2B_T.Y15T24..A&ly[rw]=REF_AREA&ly[cl]=TIME_PERIOD&to[TIME_PERIOD]=false&vw=tb)

OECDc. Employment rate by age group. [https://data-](https://data-explorer.oecd.org/vis?fs[0]=Topic%2C1%7CEmployment%23JOB%23%7CEmployment%20indicators%23JOB_EMP%23&pg=0&fc=Topic&bp=true&snb=37&vw=tb&df[ds]=dsDisseminateFinalDMZ&df[id]=DSD_LFS%40DF_IALFS_EMP_WAP_Q&df[ag]=OECD.SDD.TPS&df[vs]=1.0&dq=AUS%2BGBR.EMP_WAP.._Z.Y._T.Y15T24..A&pd=2001%2C&to[TIME_PERIOD]=false&ly[cl]=TIME_PERIOD&ly[rw]=REF_AREA)

[explorer.oecd.org/vis?fs\[0\]=Topic%2C1%7CEmployment%23JOB%23%7CEmployment%20indicators%23JOB_EMP%23&pg=0&fc=Topic&bp=true&snb=37&vw=tb&df\[ds\]=dsDisseminateFinalDMZ&df\[id\]=DSD_LFS%40DF_IALFS_EMP_WAP_Q&df\[ag\]=OECD.SDD.TPS&df\[vs\]=1.0&dq=AUS%2BGBR.EMP_WAP.._Z.Y._T.Y15T24..A&pd=2001%2C&to\[TIME_PERIOD\]=false&ly\[cl\]=TIME_PERIOD&ly\[rw\]=REF_AREA](https://data-explorer.oecd.org/vis?fs[0]=Topic%2C1%7CEmployment%23JOB%23%7CEmployment%20indicators%23JOB_EMP%23&pg=0&fc=Topic&bp=true&snb=37&vw=tb&df[ds]=dsDisseminateFinalDMZ&df[id]=DSD_LFS%40DF_IALFS_EMP_WAP_Q&df[ag]=OECD.SDD.TPS&df[vs]=1.0&dq=AUS%2BGBR.EMP_WAP.._Z.Y._T.Y15T24..A&pd=2001%2C&to[TIME_PERIOD]=false&ly[cl]=TIME_PERIOD&ly[rw]=REF_AREA)

Office for National Statistics. (2025). Dataset: Young people not in education, employment or training (NEET).

<https://www.ons.gov.uk/employmentandlabourmarket/peoplenotinwork/unemployment/datasets/youngpeoplenotineducationemploymentortrainingneettable1>

Parliament of Australia (2023). Rebuilding Employment Services.

https://parlinfo.aph.gov.au/parlInfo/download/committees/reportrep/RB000017/toc_pdf/RebuildingEmploymentServices.pdf

Philip, T., & Mallan, K. (2015). A New Start?: Implications of Work for The Dole on mental health of unemployed young Australians. CYRC Occasional Papers, 2015(1).

Schloemer, T., & Schröder-Bäck, P. (2018). Criteria for evaluating transferability of health interventions: a systematic review and thematic synthesis. Implementation Science, 13, 1-17.

The Migration Observatory at the University of Oxford. (2016). Young Migrants in the UK Labour Market. https://migrationobservatory.ox.ac.uk/wp-content/uploads/2016/04/Briefing-Young_Migrants_Labour_Market.pdf

Youth Futures Foundation. What we do. <https://youthfuturesfoundation.org/what-we-do/>

Annex 1. Methods used in the reviewed studies

Table 4: Methodology used in the reviewed studies and stated limitations

Source	Methodology	Limitations
Kellard et al. (2015).	Mixed-methods approach , with a combination of qualitative (online, face-to-face and telephone discussions with key stakeholders) and quantitative (telephone survey with WfD participants) methodologies and analysis of existing administrative data (provided by the Department of Employment) using difference-in-difference approach.	There was a short timeframe of the study (it explored the first seven months' experience of the WfD2014-15 programme) which prevented an observation of longer-term post-programme outcomes for participants.
Biddle and Gray. (2018).	Estimates the difference-in-difference between the treatment and the comparison group using a regression modelling approach .	The evaluation is of the short-term impacts (measured at most 6 months after commencing WfD) of the intervention. It does not consider potential displacement effects. There is no analysis of the benefits of WfD14-15 relative to the costs. There is no guarantee that the effects will hold with a different cohort of jobseekers.
Cross (2020).	The review was undertaken through a desktop search of public government resources and publications available online (during the period April 2019 to July 2019) and supplemented by informal consultation with stakeholders.	The reliance on public information poses a limitation for the research. The study categorised the programmes into three broad active employment approaches which may not capture all the elements of the programme designs.
Bennett et al. (2018).	Used focus groups and consultations with unemployed workers across the country. Also used personal essays from participants who were unemployed and engaging with employment services. Used a historical overview of employment services in Australia and reviewed policies and legislation that underpin the current jobactive system. Consulted data from the hotline run by the Australian Unemployed Workers' Union (AUWU).	Not mentioned.
Parliament of Australia (2023).	An inquiry into the employment services system in Australia using "300 submissions , more than 60 hours of witness testimony , over 50 meetings and site visits including with jobseekers, employers, employment service providers, academics, social enterprises, local and state governments, social welfare groups, training providers and other human services in every state and territory, plus direct engagement with OECD experts and over 10 other nations".	Not mentioned.

Source: RAND Europe.