

# In-work Progression

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## Introduction

The In-work Progression offer is voluntary and provides flexible and tailored support to individuals who are in work, with low earnings, to help them grow their earnings.

The In-work progression offer will help to:

- remove barriers to progression
- identify progression opportunities in their current role
- identify and address skills gaps, or
- provide advice on changing job roles to a better job or work sector

For many claimants who are working whilst receiving Universal Credit, the barriers to progression can overlap and change over time.

Barriers to progression include:

- no progression opportunities within an existing job role
- a lack of accessible public transport links
- caring responsibilities
- a gap in current skills and training
- a lack of confidence or motivation
- a lack of understanding about current recruitment requirement

The In-work Progression offer supports Universal Credit claimants in the Light Touch and Working Enough regimes and is currently a voluntary offer.

The offer supports claimants to increase their earnings by taking on more or better paid work either now or in the future.

Eligible claimants who volunteer for the offer can access up to 110 minutes of support from a progression work coach each year.

Claimants must agree the most effective method of contact for ongoing interventions taking into account working hours and other commitments, for example caring responsibilities.

## Eligibility

In-work progression is available to Universal Credit claimants who:

- are in the Light Touch or Working Enough regimes due to their earnings
- are non-working partners in the Light Touch regime due to their partner's earnings
- are gainfully self-employed claimants in the Working Enough regime
- move into the Light Touch or Working Enough regimes from Tax Credits or other Legacy benefits
- are receiving New Style or legacy benefits **with** an element of Universal Credit

**Note:** Self-employed claimants are eligible for the offer and will be supported by a work coach to seek PAYE work instead of, or in addition to, their current self-employment.

### **Ineligible claimants**

In-work Progression is not available to Universal Credit claimants:

- who are receiving New Style or Legacy benefits **without** an element of Universal Credit
- who are in the Light Touch or Working Enough regimes and are participating in contracted provision
- where their Universal Credit claim has been suspended (for example, due to fraud)
- who are an ineligible partner in a joint Universal Credit claim

### **Contracted provision**

Claimants who start work whilst taking part in contracted provision can continue to receive in-work support from the provider.

### **Restart**

Restart claimants who move into Light Touch or Working Enough regimes can continue to receive support from the provider.

Claimants are not eligible and cannot start In-work Progression until the Restart support ends.

### **Work and Health Programme and Pioneer**

Claimants participating in the Work and Health Programme and Pioneer receive support even if their regime changes.

Claimants are not eligible and cannot start In-work Progression until the Work and Health Programme or Pioneer support ends.

### **Intensive Personalised Employment Support**

Claimants taking part in Intensive Personalised Employment Support (IPES) receive support for up to 21 months.

Claimants who move into work can continue to receive support from the provider for up to 182 days (6 months).

Claimants are not eligible and cannot start In-work Progression until the IPES support ends.

### **Universal Credit Earnings Taper**

Universal Credit payments will be reduced at a steady rate as claimants earn more. This is known as the Universal Credit Earnings Taper.

Claimants must be encouraged to take up the offer by explaining how the Earnings Taper and Work Allowance allows them to continue to benefit from earning more.

### **Flexible Support Fund**

Claimants can be considered for a Flexible Support Fund payment if they are allocated to any of the following Labour Market regimes:

- Intensive Work Search
- Work Preparation
- Work Focused Interview only
- No Work Related Requirements
- Light Touch

Claimants in the Working Enough regime are not currently eligible for Flexible Support Fund payments. However, subject to eligibility, lead carers in this regime may have access to the Flexible Support Fund. See In work emergency payment.

For more information, see Flexible Support Fund.