

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 low-paid work to help them grow their earnings.

The In-work Progression offer will help to:

- remove barriers to progression
- identify progression opportunities within an existing job 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. These barriers 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 an In-work Progression work coach.

The claimant must agree the most effective method of contact for ongoing interventions taking into account their 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 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
- whose 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 the claimant earns 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 ensures that they 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
- No Work-related Requirements
- Light Touch

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

For more information, see Flexible Support Fund.