Development and Evaluation of the Transport to Employment (T2E) Service: Overcoming Transport Barriers to Job Opportunities Leading to More Sustainable Rural Communities in Highland Scotland

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ABSTRACT We highlight the specific problem of lack of transport as a significant barrier to local job seekers finding work in rural areas with a focus on the Sutherland and Easter Ross area of Highland Scotland. The paper describes the Transport to Employment (T2E) scheme: a novel solution to overcoming transport barriers to job opportunities. Evaluation of the scheme has revealed an effective, reliable and popular transport service for job seekers in rural areas that produces an excellent return on investment for funding bodies, healthy economic benefits to individuals, employers and the State. The scheme also contributes to sustainable community development, by reductions in depopulation amongst young local job seekers.
Introduction

The Government definition of sustainable communities is published on the Communities and Local Government website:\(^1\):

Sustainable communities are places where people want to live and work, now and in the future. They meet the diverse needs of existing and future residents, are sensitive to their environment, and contribute to a high quality of life. They are safe and inclusive, well planned, built and run, and offer equality of opportunity and good services for all.

Sustainable communities need to balance and integrate the social, economic and environmental components of their community, meet the needs of existing and future generations and respect the needs of other communities in the wider region or internationally to make their own communities sustainable.

With respect to this, rural areas have the constant challenge of retaining key services and facilities locally as depopulation, especially of the young, alongside centralisation of certain services means many rural communities are heading towards an unsustainable future. Closures of local shops, post offices, medical facilities and primary schools are a constant threat faced by many rural communities leading to the need to travel even further distances to access these necessary services or prompting further outward migration to larger towns and cities.

This paper considers the role of transport provision in the maintenance of sustainable rural communities, identified by the Commission for Rural Communities (CRC) as a key in ‘improving sustainability’ (CRC, 2007a). We highlight the Transport to Employment (T2E) scheme, which provides a novel solution to overcoming transport barriers to job opportunities in Highland Scotland by making better use of transport provision. The paper describes the genesis and development\(^2\) of the T2E scheme, and provides a summary of results from a detailed evaluation\(^3\) conducted between June 2006 and May 2007 (Wright and Murphy, 2007).

Sustainable rural communities and depopulation in Scotland

The Scottish Council for Development and Industry submitted evidence to an inquiry conducted by Scottish Parliament into economic development in ‘accessible rural areas’ (SCDI, 2005). The report identified that the Highlands and Islands region faces problems in keeping its young

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\(^2\) T2E was devised and developed by Highland Council Economic Development Department and James Cooper, Head of Taxi Studies Group at Napier University. The Service operation is provided by ‘T2E Ltd’, a Social Enterprise Company established for this purpose.

\(^3\) Independent evaluation of the project was conducted by researchers at Newcastle University: Prof John Nelson, Dr Steve Wright and Mrs Stephanie Murphy. Prof Nelson and Dr Wright are now at the new Centre for Transport Research at Aberdeen University.
indigenous population and balancing the social changes happening through in-migration, while dealing with demands placed on its services by an ever-ageing population. The SCDI declared that in order to maintain populations in the accessible rural areas, there needs to be improved provision of employment, housing and the meeting of social needs. Families with young children move to where they can access services. Rural settlements need to maintain their infrastructure to minimise relocations by the young.

Although in the past it was undoubtedly the case that a lack of local job opportunities was the main driver for depopulation as traditional industries have died, this is no longer the case in many rural communities (Paniagua, 2008). The economic centres of the Highlands and Islands are enjoying record levels of employment (SCDI, 2005), although many of these jobs are lower quality, lower paid jobs. Increasingly, in the tourist industry and in fish packing, many jobs are filled by increased numbers of immigrant workers. In addition to these low-skill jobs, new industries such as call and contact centres are relocating to the Highlands of Scotland (major contact centre operators such as Manpower/BT, Vertex, Cap Gemini and Viewpoint all have facilities here) principally for economic reasons as overhead costs are much lower than other parts of the UK. For instance, BusinessXL magazine reported in June 2006\(^4\) that prime city centre office space in London costs around £45 per sq ft upwards while in Edinburgh it costs around £27 per sq ft. By contrast, in Inverness (the capital of the Highlands) it can be as low as £4 per sq ft.\(^5\)

For the Highlands and Islands economy to be sustainable, the SCDI state that smaller economic hotspots (such as Inverness) should not emerge to the economic detriment of their surrounding area. The SCDI identified that people from surrounding towns and villages gravitate to where employment is. If everyone moves to the centre, there is less trade for the smaller town, businesses pull out and a downward spiral begins. Where it can be encouraged, a more economically sustainable balance must be achieved. The region needs to ensure that, although development in key economic areas is encouraged, this is carried out in tandem with the facilitation of rural economic initiatives. This will ensure that both sparsely populated and accessible rural areas do not further decline but are at least sustained at their current levels. Where it is at all possible, rural areas should be further developed where the opportunities exist (Hodge and Monk, 2004).

One such area of the Highlands and Islands which is following this advice and on which this paper will focus is East and Central Sutherland. New industries such as call centres and an expanding tourist industry have led to the creation of many new jobs in the coastal towns of Dornoch, Golspie

\(^4\) http://www.businessxl.co.uk/businessxl-magazine/expansion/32582/part_2/relocation-special-home-of-the-brave.shtml

\(^5\) It is also possible to identify a number of movements away from UK call centres altogether, with the Tiscali service centre, previously handled by Manpower in Alness moving to service centres in the Philippines.
and Brora which employers often find difficult to fill with local employees from the immediate vicinity. As a result, there has been a recent influx of new employees from other parts of the UK to fill the skilled IT and contact centre jobs. One such company, the Essentia Group, offers call centre support in health and lifestyle management across the UK and Europe. The Essentia Group set up in Brora in 2003\(^6\) increasing the number of employees from an initial 15 to the current total of 85. The Brora call centre has resulted in £1.2 million in annual wages injected into the local economy. This call centre relies on a skilled workforce, not all of whom could be sourced locally.

**The effects of in-migration on sustainable rural communities**

When local residents cannot fill the skilled job vacancies, then attracting employees from other parts of the UK is a positive outcome if they move their families with them. However, there is evidence from elsewhere in the Highlands and Islands that this is not always the case and a recent trend is evident for more short-stay and commuting workers who leave partners or spouses behind (Hall Aitken, 2007), eliminating any opportunity for longer term population growth and retention of key community services such as schools. A much better solution from a sustainable community perspective would be to train local people to the level of skill required to do the job or to widen the catchment area to include skilled job seekers in neighbouring communities by providing improved transport access.

Many of the jobs in the expanding tourist industry are less skilled, lower wage jobs in the hospitality and catering sector. Employers have reported difficulties filling these with staff from the immediate vicinity and have resorted to employing a significant number of migrant workers from overseas.

Recent reports (CRC, 2007b) have highlighted that the number of migrants working in the countryside has increased by 200% over 3 years, amid a long-term decline in the number of young people living in rural areas. This has led to claims that rural migrant workers are forcing young people to leave the countryside in search of work\(^7\). Hatton & Williamson (2003) report that in a UK context, for every three immigrants in the local labour market, two local workers will be displaced. However, the situation appears to be slightly different in the north of Scotland as Highlands and Islands Enterprise (HIE, 2005) reported from focus groups conducted with employers. It was reported that a significant challenge was created by the ‘lack of local labour’ and employers referred to a ‘sheer lack of people’ when discussing the reasons for employing migrant workers – an issue raised by employers for developing T2E services. Several employers expressed their regret that they could not find suitable local people, despite

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feeling that they had an obligation towards employing local people if at all possible.

Migrant workers are important in filling labour shortages and skills gaps in the UK labour market. However, although migrant workers provide a satisfactory immediate fix to employers and give a boost to the local economy, they do not support sustainable community development. Immigrant workers tend to remain in an area for only a relatively short time and send significant proportions of their income home rather than spending it locally. Most importantly, they do not generally settle with children in the area and so do not provide a lasting growth in the local population, required to retain key services such as schools and medical facilities.

Hall Aitken (2007) report that this phenomenon is likely to have a mixed impact on communities. On the one hand, there is a need to bring in new skills and to fill acknowledged skills gaps in certain sectors. On the other hand, leaving families in their home countries may undermine community services and some of the money paid in salary will leak out of the local economy. This stop-gap solution for employers with workers tending to stay for short periods results in more recruitment and re-training and provides limited opportunity for advancement or promotion to more skilled middle management roles. In December 2006a special feature on the Hotel Management Network website8 reported that employing migrant workers could be storing up problems for the future as most of the new migrant workers are only interested in earning a nest egg before returning home. This creates a problem as hotels have traditionally recruited managers from within and there may no longer be that dedicated core of staff from which junior and middle managers can be promoted.

So how can rural communities become more sustainable if stemming depopulation through attracting in-migrants is not the answer? The role of appropriate transport provision in addressing this crucial question is the subject of the remainder of the paper.

The role of transport in sustainable rural communities

The Commission for Rural Communities (CRC) have, for some time, been examining the question of what would constitute a sustainable rural community. Their discussion paper ‘Planning for Sustainable Rural Communities: a New Agenda?’ (CRC, 2007a) suggests that transport is arguably the key to improving sustainability for urban and rural communities alike. The incessant erosion of many facilities in rural areas and concentration at fewer locations has increased the need to travel elsewhere for employment and to reach even the most basic of services.

A particular feature of sustainable communities identified by the Government in the Communities and Local Government website is that

8 http://www.hotelmanagement-network.com/features/feature853/
they need to be well connected - with good transport services and communication linking people to jobs, schools, health and other services. Sustainable communities should offer transport facilities, including public transport, that help people travel within and between communities and reduce dependence on cars. Although this is applicable to sustainable communities of all types, it takes on greater significance in remote rural areas where distances to key services are further which means walking and cycling are often not viable options. Greater reliance is therefore placed on public transport for those who do not have access to private transport.

In the Scottish Parliament’s 2005 inquiry into economic development in ‘accessible rural areas’, the Scottish Council for Development and Industry (SCDI, 2005) also identified transportation as a key issue in economic development in rural areas, stating that transportation problems must not be allowed to become a barrier to economic sustainability. Specifically, they declared that satisfactory transport links between areas of dense population and accessible rural areas must be provided and maintained to award people the choice to work and live in different locations.

Jones (1992) highlighted that the cost of accessing transport in remote areas may exclude less affluent individuals from the widest range of employment opportunities. The Commission for Rural Communities (CRC, 2007a) state that the weakness of rural public transport is that it is usually trying to serve as many people as possible with limited resources. Consequently, journeys are circuitous and take too long to get from A to B compared to the private car.

A lack of suitable transport is therefore recognised as a significant barrier to job seekers finding work in rural areas. This is particularly evident in areas of Highland Scotland where populations are low and tend to be dispersed over wide areas, often a considerable distance from the available job opportunities.

This remainder of this paper focuses on the Sutherland and Easter Ross area of Highland Scotland. We analyse the Transport to Employment (T2E) scheme, a novel solution to transport provision, which provides a reliable taxi-based shared transport service that has proven successful at overcoming transport barriers to job opportunities. This leads to greater community cohesion and contributes to the sustainability of the community it serves.

Introduction to the Transport to Employment (T2E) service

Transport to Employment (T2E) is a centrally co-ordinated shared transport service providing access to workplace, training and childcare in the remote and rural communities of East Sutherland, Easter Ross and Southern Caithness in Highland Scotland, and in a number of other areas of remote rural Scotland and Northern Ireland. The T2E operational area is illustrated in Figure 1. The population of the T2E operational area is
approximately 12,000 (in 2001) with the majority of these inhabitants located in the 5 main towns of Dornoch (population 1,200), Golspie (1,400), Brora (1,100), Lairg (900) and Tain (3,500). Generally, the main employment opportunities are located in or near the coastal towns of Dornoch, Golspie and Tain, which are popular tourist destinations and main centres of activity.

A particular characteristic of the T2E service area is its remoteness and sparse population, especially inland and to the north of the seaboard towns of Dornoch, Golspie, Brora and Tain (Sutherland is one of the most sparsely populated areas in Europe with only 2.2 persons per km²). It is particularly remote from major centres of economic investment and industrial activity (Dornoch is 45 miles north of Inverness). For those living in the isolated communities of the northern Scottish Highlands, the number and type of job opportunities available in their immediate area is severely limited, necessitating extensive travel in some cases. Even relatively small distances between individual and employer (e.g. 10–25 km)
represent a significant barrier where transport (both public and private) is not available.

Previous research in the Sutherland and Caithness areas funded by the Joseph Rowntree Foundation (McQuaid et al., 2003) found job seekers hold realistic views about the need to commute, with 51% of those from the Sutherland area suggesting that they would be willing to travel more than 40 km to and from work on a daily basis. However, although a relatively high proportion of job seekers in Sutherland hold a driving licence (61%), private transport ownership amongst the long-term unemployed was very low (21%). McQuaid et al., (2003) concluded that access to transport and the ability to travel are particularly important in determining the opportunities that job seekers are able to pursue in rural labour markets.

The problem is compounded by the generally infrequent and often non-existent public transport provision outside the larger settlements. In Sutherland, only 4% of workers use public transport to travel to work, compared with 15% across Scotland. This demonstrates how difficult it is to use public transport to access work when patterns of settlement and employment are dispersed. Unless people have access to a vehicle (or lift) they are restricted to working from home or within their settlement. Almost one worker in five (19%) in Sutherland travels over 20 km to work, which far exceeds the Scottish national picture (13%). Clearly, if work is not available locally people have on average to travel considerably further than people elsewhere in Scotland. Transport is vital.

Some areas of Sutherland and Easter Ross (Seaboard, Brora, Sutherland and Invergordon wards) exhibit unemployment levels between two and three times the national average. At the same time employers in the coastal towns of Dornoch, Golspie and Brora, especially in the thriving tourism industry, report trouble filling job vacancies. With a supply of active job seekers outside the immediate vicinity (but within 20 miles) of these job locations and no appropriate public transport provision, the Economic Development Department within Highland Council decided to look at reducing these transport barriers. Between 2002 and 2004, a European-funded project (EMIRES) established partnerships with the key stakeholders in access to employment in the Sutherland region and identified, more specifically, the gaps in the public transport network for accessing work locations.

This led to the development of the Transport to Employment (T2E) scheme which is a novel solution involving shared taxis. Following a successful pilot in East Sutherland, T2E has now been operating in East and Central Sutherland, Easter Ross and Southern Caithness for the last 22 months (at February 2008) and has been implemented more recently in Dumfriesshire, on the Isle of Skye and in Northern Ireland. The service is managed by 'T2E Ltd', a Social Enterprise Company established for this purpose. Funding for the services has been provided by the European Social Fund, Scottish Executive, Working For Families and Highland Council. There is partner involvement from, amongst others, Jobcentre Plus, Sutherland Enterprise and Highland Opportunity.
Development and delivery of T2E service

The principal goals of the T2E service were to overcome the barriers met by persons who do not have opportunities for learning and employment, to increase childcare initiatives to support access to work and to improve opportunities for women. This was achieved by developing a solution requiring minimum ongoing financial support. The scheme was therefore designed to be as sustainable as possible by minimising costs and maximising revenues. Routes were planned which enabled and encouraged co-ordination of trip demands on the same vehicle. Negotiated tariffs with taxi firms achieved a 40% reduction on standard Highland Council tariff rates.

T2E passengers book weekly in advance and pay T2E monthly in arrears. Taxi drivers don’t handle bookings or fares and taxi firms are provided a daily route itinerary by phone, fax and e-mail and are sent certified monthly billing forms to sign to receive payment direct from Highland Council. This low technology solution means no set-up costs, thus permitting any operator to enter the scheme which is very important in rural areas where suppliers are often limited in number. The T2E booking office is staffed from 9:00 a.m. to 5:00 p.m., 5 days per week and calls made outside these hours are diverted to an answering service. The T2E website also offers online booking for registered users, currently used by 30% of clients (http://www.t2e.org.uk).

Individual clients have been introduced to the scheme in a number of ways including: direct contact initiated through published media; the T2E website; the Highland Council website and service points; and referred contacts.

Evaluation of T2E service

A detailed evaluation (Wright and Murphy, 2007) of T2E in the Highlands was conducted between June 2006 and May 2007. This consisted of a detailed analysis of the booking and invoicing data collected for the 10 month period from June 2006 to March 2007, in combination with surveys of users (past and present), employers, taxi operators and key stakeholders to gauge the levels of effectiveness, acceptability, reliability and sustainability of the service. The wider benefits of the service to society was also investigated (Wright et al., 2008).

During the evaluation period, transport was provided by 8 local taxi firms on 20 main routes with an average route distance of 11 miles. T2E is demand activated transport as routes are created following a request for travel from a job seeker. Approval of the request depends on the needs of the individual, the availability of existing public transport and the suitability of adapting existing T2E routes to accommodate the new passenger. If no suitable routes exist, the availability of funds is considered when introducing a new route, taking account of appropriateness of destination
location for other potential job seekers. This stage is crucial and requests must be assessed very carefully if long-term sustainable, shared routes are to be developed. Once established, routes still have a certain amount of flexibility to respond to requests from new users and to variations in employers’ work rotas to match changing shift times. It is important that the route planning meets the needs of the job seekers, but is not led by them.

During the period of the evaluation, 60 users benefited from the T2E service. However, a constant churn of users dropping out of the service and being replaced by new users has been evident. An encouraging sign is that of those that have dropped out of using T2E, over a third have remained in employment.

Surveys conducted with over a third of the total number of users revealed:

- three-quarters of respondents have had to turn down job opportunities in the past due to a lack of transport;
- T2E has enabled over 95% of respondents to gain employment which, otherwise, they would have been unable to access;
- 45% of users were employed before T2E, 33% were unemployed with more than half of these being unemployed for more than 24 months, and 22% were in full-time education;
- 70% of the T2E users are female and almost a quarter of those surveyed were single young mothers;
- 36% of users were 16–19 year olds while 60% were under 30 years old; and
- all respondents said they would recommend the service to others (in fact, almost half of the respondents have already recommended T2E to someone who now uses the service).

This satisfies the principle funding criteria of overcoming barriers met by young people who do not have opportunities for learning and employment, providing childcare initiatives to support access to work and improving opportunities for women. This reduces the likelihood of young women moving away from the rural area in search of work and hence has the effect of increasing the longer term sustainability of the rural community by stabilising the number of women of child-bearing age and the primary school roll.

Employers generally agreed that their businesses have benefited from T2E on many levels, specifically: improved staff attendance; easier management of staff rotas; greater likelihood of appointing staff from the local area (5 of the 7 employers surveyed thought that T2E increased the likelihood of them appointing someone from the local area). One employer commented ‘we can employ local rather than overseas staff which is beneficial for our industry’. However, the majority of employers are reluctant to contribute to the costs of the service, even though its introduction has, in several instances, resulted in a reduction in their own expenses. This may be because employers do not pay directly for other forms of transport, and may not see the benefit of paying for this one. This issue is being pursued with employers.
One employer also complained that the service was not flexible enough to fit with frequent changes made to shift patterns – this was a result of the employee sharing their journey with other users. Other criticisms received from employers and employees related to the unreliability of a particular taxi firm (no longer involved in the scheme) and some early glitches in the booking process from employees.

**Sustainability of the T2E service**

The social value created by T2E has been evaluated against the project’s investment (the grant funding) to assess its sustainability using a technique known as Social Return on Investment (SROI) analysis. SROI analysis developed from traditional cost-benefit analysis in the late 1990s (Emerson et al., 2000). The SROI approach captures the economic value of social benefits by translating social objectives into financial measures of benefit. Comparing this value to the initial investment produces an SROI ratio. In 2003, the New Economics Foundation (NEF) began exploring ways in which SROI could be tested and developed in a UK context (Aeron-Thomas et al., 2004).

The NEF model of SROI applied to the T2E project revealed that the combined benefit to individual user and the state is about £9,000 per year (while the user is still in employment) and the measurable social benefits outweigh the investment by more than 3:1 for current usage patterns. Measured benefits arising from T2E include those to individual clients and to the State. A monetary value is established in relation to the social benefits of increased employment to the client (based upon net increased income, i.e. client’s wages minus lost welfare benefits and increased taxes). The monetary value to the State is assessed in terms of the reduction in welfare payments offset against increased tax contribution. The analysis has not attempted to measure other less tangible benefits to the individual such as increased life stability, though these undoubtedly result in personal benefit. Nor does it measure benefit to the local businesses (employers, taxi operators, childcare providers and stores in the area). All of these impacts are potentially significant and so the results calculated in the analysis understate the true social value created by the T2E project. For a fuller description of the SROI analysis of T2E, see Wright et al. (2008).

In theory, few barriers to transferability of the T2E service exist as the model for delivery is not location-specific and it uses a central booking office and sub-contractors to deliver the service. However, the initial momentum and interest built up from the EMURES project and the presence of a strong local ‘champion’ in the Sutherland region may not be evident elsewhere. Future plans include investigating ways of further reducing the gap between supply cost and revenue. Additionally, relaxation of eligibility criteria to open the service up to more groups of the population, possibly using the same model to provide access to health care/social sectors, will be examined.
Comparison with other access to work schemes

The FIA Foundation (2006) examined the effectiveness of a range of transport solutions providing access to work in the USA, France and UK. Analysis of 14 different types of case studies underlined the different levels of suitability of the various types of scheme for urban, suburban or rural locations. They concluded that in general, fixed route services worked best in urban or suburban locations, where there would be large concentrations of potential passengers. Demand responsive services appear to be best suited to filling in the gaps in conventional public transport networks, in particular which are not appropriate for traditional radial routes. In rural areas, vehicle loan schemes and assistance with driving lessons appear to be the best option. Rural social exclusion and communities are generally more dispersed and the employment locations are likely to be more varied. This makes planning a cost-efficient fixed route service or even a demand responsive service much more difficult. They recognised also that while this may be the best solution for the individual, there are associated negative environmental and social consequences for the wider community, which policy-makers and practitioners might wish to avoid in the interests of sustainable development.

It is difficult to find schemes comparable to T2E anywhere in the UK due to the extreme remote nature of the East Sutherland area. The only other comparable access to employment-type schemes implemented in remote rural areas (albeit not as remote as East Sutherland) are Wheels to Work (W2W) initiatives (Countryside Agency, 2002), providing individuals with a short-term loan of a moped. SDG (2005) conducted an evaluation of 12 rural W2W schemes in 2005 for the Countryside Agency. Table 1 compares uplifted data from the SDG W2W evaluation and figures from the T2E evaluation.

As W2W schemes allow the use of mopeds for trips other than the journey to work, this undoubtedly provides some additional benefits over T2E for certain users in terms of offering greater independence and the ability to increase their participation in the community and maintain an active social life. However, the use of mopeds can be an insurmountable barrier for large sections of the community. The vast majority of users are males under the age of 25. Females have concerns related to the personal security of mopeds and a feeling of vulnerability on the road. Since two of the key objectives in rural areas are to improve access to work for women and access to childcare, moped-based W2W schemes are clearly not appropriate. Furthermore, providing access to employment for older job seekers can help break long-term cycles of unemployment/unemployability. Again, mopeds are rarely suitable options in such instances.

From the above analysis, it can be concluded that the T2E service can provide a more cost-effective solution to problems of accessing work in rural areas for a greater number and range of users than W2W schemes.
However, it is still the case that W2W schemes work well, especially for young males, and also offer additional social benefits outside the home to work journey to those clients.

## Conclusions

The Commission for Rural Communities discussion paper ‘Planning for Sustainable Rural Communities: a New Agenda?’ (CRC, 2007a) comments that there is a requirement for new funding in rural areas with, at its heart, the aim of reducing private car use through installing attractive alternatives. The CRC is keen to dispel the frequently held view that development in rural areas is necessarily unsustainable.

The T2E service has been featured as an example of best practice by the EU Directorate General for Employment, Social Affairs and Equal Opportunities (European Commission, 2007). The Sutherland Partnership Transport Group’s Transport Vision for Sutherland commends the T2E project highlighting that:

> the T2E project has shown that demand responsive transport can be very successful not only in providing for travel to work but in enabling people to take up jobs. We want to see this expanded further.

They continue by stating that:

> in south-east Sutherland the T2E project has proved valuable for people without their own transport working unsocial hours.

In terms of a sustainable transport service, rural public services are unlikely to operate over any significant network on a purely commercial

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9 The combined benefit to the client and the State for each new employee using T2E is approximately £9,000 per annum (Wright et al., 2008) based upon net increased income, i.e. client’s wages minus lost welfare benefits and increased taxes and reduction in welfare payments offset against increased tax contribution to the State.

10 Average cost of a six month moped loan benefiting one person was £1910 (SDG, 2004) increased to £2,133 in 2007 using average Annual Earnings Index.
basis. This paper has illustrated that the access to employment schemes have the potential to provide effective, reliable and popular transport service (for job seekers in rural areas). This must, however, be tempered against the financial viability, and/or support value for money that permit authorities and social agencies to continue to support and develop such schemes. The case study suggests T2E delivers a good return on investment for funding bodies (higher than alternative schemes identified), provides healthy economic benefits to individuals, employers and the State and contributes to sustainable community development through reductions in depopulation amongst young job seekers. The T2E scheme demonstrates a transferable low-cost solution to transport provision which has clear positive impacts on the maintenance of sustainable rural communities.

References


