

Development of the JSCI

The JSCI was originally developed by the Department of Employment, Workplace Relations and Small Business (now the Department of Education, Employment and Workplace Relations – referred to as the Department) as an assessment tool to refer job seekers to Job Network.

A summary of key dates and initiatives related to the development of the JSCI is provided below.

1996	Initial development of the JSCI began in 1996. The Department analysed survey and administrative data which had already been collected in order to identify the risk factors which contribute to labour market disadvantage and lead to long-term unemployment. After extensive statistical analysis the factors identified were given weightings based on their likelihood to be linked to long-term unemployment. A Classification Working Group, with the ability to provide expert judgement, was also established to identify any additional factors which contribute to long-term unemployment. Stakeholder consultation with peak organisations and the employment services industry also contributed to refinement of the JSCI.
16 February 1998	The JSCI is first used in Centrelink to assess job seekers for referral to Job Network. The Original JSCI has 18 factors. These are: <i>Age; Educational Attainment; Vocational Qualifications; Duration of Unemployment; Recency of Work Experience; Family Status; Geographic location and Aboriginal and Torres Strait Islander status; Geographic location and Australian-born South Sea Islander status; Geographic location - Other Australians; Transport; Contactability; Proximity to the Labour Market; Country of Birth; Language and Literacy; Disability/Medical Condition; Stability of Residence; Disclosed Ex-Offenders; and Disadvantage resulting from personal factors requiring professional or specialist judgement (secondary classification).</i>
April 1998	Report on the development of the JSCI is released.
1999	Department conducts post-implementation review of the JSCI. The JSCI was found to be successful in identifying the relative disadvantage of job seekers and in identifying job seekers for placement in employment services.
2000, 2001, 2002	Department releases Job Network Evaluation reports.
2000	<i>Management of Job Network Contracts</i> report is released by the Australian National Audit Office report.
2001	<i>Innovations in Labour Market Policies: the Australian Way</i> is released by the OECD to report into Australia's labour market.
2002	The Productivity Commission, in its <i>Independent Review of the Job Network</i> (2002), recommended the continued use of an evidence-based profiling instrument, such as the JSCI. Another recommendation was that the flexible implementation of the JSCI by Centrelink be continued to be monitored by the Department in an ongoing quality assurance programme. These recommendations are addressed through the Active Participation Model.

2002, 2004	Independent research on effectiveness and efficiency of the JSCI undertaken by consultants, as part of an on-going quality assurance program for the JSCI. Recommendations focus on improvements in conducting the JSCI and improving the tool through efficient and effective data collection.
April 2003	Revised and re-estimated JSCI is released to assess job seekers for referral to Job Network. The review is in part a response to the recommendations in the Productivity Commission's <i>Independent Review of the Job Network</i> (2002). Revised JSCI contains fewer questions and improved question flow. This assisted in improving the quality of the interview and job seeker disclosure.
3 July 2006	<p>Revised and re-estimated JSCI, to reflect Welfare to Work changes announced in the Australian Government's 2005-06 <i>Budget</i>, is released to assess job seekers for referral to Job Network. JSCI is also used to identify job seekers with multiple or complex barriers to employment who may require a Job Capacity Assessment to further assess their circumstances.</p> <p>Consistent with improved labour market conditions within Australia in the preceding years, two changes to the JSCI were announced in the 2005-06 <i>Budget</i>. They were:</p> <ul style="list-style-type: none"> • changes to the weighting allocated for regional labour market disadvantage to reflect reductions in regional labour market disparity over recent years • the cut off score for classifying job seekers as 'highly disadvantaged' was raised by two JSCI points. <p>The JSCI was revised to improve its reliability in identifying relative disadvantage given the increase in the number of job seekers who are parents of school age children and/or people with disabilities with part-time work capacity.</p> <p>A Rural Indigenous factor is introduced.</p>
2006, 2007, 2008	The Department continues its regular program of quality assurance of the quality of the application of the JSCI in Centrelink (2006) and Centrelink and the Job Network (2007, 2008). The goal of the research is to ensure the accurate and consistent application of the JSCI across both Centrelink and Job Network.
November 2007	Review of the JSCI announced in <i>An Australian Social Inclusion Agenda</i> .
April 2008	Launch of review of the JSCI. Submissions on the review, as per Terms of Reference , are sought from Australian Government employment service providers, employment services peak bodies and a range of community organisations. Submissions for which authors gave permission for publication are available.
June 2009	Report on the Review of the JSCI is released and is available at the Australian Workplace website (www.workplace.gov.au).
1 July 2009	<p>Revised and re-estimated JSCI is released for use in assessing job seekers for referral to Job Services Australia.</p> <p>Improvements are achieved through the inclusion of new questions and additional factors. Refinements are also made to the wording of existing JSCI questions. Important changes are made to the identification of circumstances that identify the need for referral for a Job Capacity Assessment, to ensure that the most highly disadvantaged job seekers are directed to the services that will</p>

best help them address their barriers and gain sustainable employment.

The Revised JSCI has 18 factors. These are:

- Age and Gender
- Recency of Work Experience
- Job Seeker History*
- Educational Attainment
- Vocational Qualifications
- English Proficiency
- Country of Birth
- Indigenous Status
- Indigenous Location
- Geographic
- Proximity to a Labour Market*
- Access to Transport*
- Phone Contactability
- Disability/Medical Conditions
- Stability of Residence
- Living Circumstances
- Ex-offender Status
- Personal Characteristics

* New or reintroduced factor