

Job Matching

A Stepping Stone to a Better Future?

Evaluation and Program Performance Branch
Labour Market Policy Group
Department of Employment, Workplace Relations and Small Business

August 2001

EPPB Report 4/2001

© Commonwealth of Australia 2000

This work is copyright. Apart from any use as permitted under the Copyright Act 1968, no part may be reproduced by any process without prior written permission from the Commonwealth available from AusInfo. Requests and inquiries concerning reproduction and rights should be addressed to the Manager, Legislative Services, AusInfo, GPO Box 1920, Canberra ACT 2601.

For further information about this report contact Robert Lipp (02 6121 6046) or Michael Cameron (02 6121 7420) or email Lisa.Zimitat@DEWRSB.gov.au or Shane.Compton@DEWRSB.gov.au

Department of Employment, Workplace Relations and Small Business
<http://www.dewrsb.gov.au/>

EXECUTIVE SUMMARY	4
1. INTRODUCTION.....	6
1.1 Background.....	6
1.2 Research objectives	6
1.3 Research methodology.....	7
2. JOB MATCHING SERVICES	8
2.1 Client group	8
2.2 Placement details	8
3. LABOUR MARKET ASSISTANCE OUTCOMES	10
3.1 Job retention at the 3-month mark	10
3.2 Labour market outcomes	11
4. CHANGES TO EMPLOYMENT CONDITIONS	12
4.1 Occupation and skills levels	12
4.2 Earnings.....	13
4.3 Hours of employment.....	16
4.4 Employment tenure	17
5. OFF-INCOME SUPPORT OUTCOMES.....	19
5.1 Off-income support outcomes at the 3 and 15-month marks	19
6. CONCLUSION.....	20
6.1 Concluding remarks	20
6.2 Future research directions	21
APPENDICES.....	22
Appendix A: Job Matching questionnaire 3-month mark	22
Appendix B: Job Matching questionnaire 15-month mark.....	25
Appendix C: Demographic profile of survey respondents	26
Appendix D: Job seekers' access to Job Matching	27
Appendix E: Change in labour force status.....	28
Appendix F: Skill level increases by occupation classification	29
Appendix G: Change in earnings	30
Appendix H: Characteristics of clients whose earnings increased.....	31
BIBLIOGRAPHY	32
LIST OF ACRONYMS.....	33

EXECUTIVE SUMMARY

This report on Job Matching on a longitudinal basis provides insight into the performance of labour exchange services provided by the Commonwealth Government and the dynamics of how some of the most disadvantaged people fare in the labour market over a 15-month period. It seeks to answer questions relating to labour market outcomes achieved over time by job seekers after using Job Matching services. In particular, it examines the sustainability of employment and changes in the type of employment, occupation and earnings over time.

An initial survey of 43,000 job seekers placed into jobs during April/May 1999 was conducted in July/August 1999 (at the three-month post placement mark) to assess their experiences with the service and to gauge the extent to which the service assisted them to find ongoing employment. A further survey of the same group was undertaken in September 2000 (at least 15 months after placement) to measure the extent to which job matching placements (including those involving low-skilled, part-time or casual positions) led job seekers to long-term sustainable employment in higher skilled and/or better paying jobs.

Key findings of this report are:

1. About 80% of clients were satisfied with the job that they were placed into.
2. Some 68% of job seekers were still employed three months after their Job Matching placement and, of these, 82% were still employed after 15 months.
3. The majority of job seekers placed into employment via Job Matching services were placed into lower skilled - and therefore lower paying - jobs (similar to the experience under the previous Commonwealth Employment Service) and jobs were often part-time and temporary or casual in nature.
 - However, where they were still employed 15 months after placement, the vast majority of lower-income earners (those earning less than \$400 per week) had, on average, increased their earnings by at least \$100 per week. Some of this impact may be due to wage rises, increased hours and advances in minimum wage rates following age increases. For those aged over 21, promotion is likely to be a significant factor in the earnings increases for those who were employed full-time at the 3-month post placement mark.
 - Of those who were in part-time work at the 3-month mark (less than 35 hours per week), some 37% had moved into full-time jobs, while many others had increased their paid working hours and/or their wages.
 - : Where jobs involved at least 15 hours work per week, job seekers were much more likely to move into full-time employment. Those who worked less than 15 hours per week were more inclined to stay in part-time jobs.
 - A job seeker's prior educational attainment appeared to be the most important characteristic in predicting whether they would achieve an increase in earnings.
4. More than one-quarter of job seekers who were working at the 3-month mark in an occupation of the lowest skill level (labourers and related workers, and elementary clerical, sales and service workers) and were still employed at the 15-month mark, had moved into an occupation of higher skill level.

5. Employment retention rates appeared to be stronger:
- the higher the skill level of jobs gained;
 - where the job was full rather than part-time; and,
 - reflecting the nature of the work itself, where the position was regular or permanent rather than temporary, seasonal or casual.

Carino-Abello, Pederson and King 2001 and Dunlop 2000 have conducted related research based on the Australian Bureau of Statistics' Survey of Employment and Unemployment Patterns (SEUP). The former study examined the change in earnings of Australians aged 15-59 years over the period 1995 to 1997 while the latter looked at the dynamics of the labour market and the impact of labour market programmes, focusing on outcomes achieved by low paid adult workers. A number of the conclusions drawn by Carino-Abello et al. and/or Dunlop are replicated in this study:

- a substantial number of low paid job seekers do move to higher paying jobs over time;
- movement from low pay to higher pay is often associated with transitions from part-time to full-time work and increases in skill level;
- educational attainment is an important factor in the prediction of earnings increases; and
- while many in low quality jobs do move to better jobs over time, movement out of employment is more likely for those in lower quality jobs.

While this report does examine movement in earnings and related factors, it does not attempt to determine whether it is better to remain with the same employer or to move between employers. Further work in this area is required before more definitive conclusions in this regard can be drawn.

1. INTRODUCTION

1.1 Background

With the introduction of the Job Network in May 1998, the primary government-funded employment services structure was restructured. As part of this, the Job Matching service was introduced. Job Matching, in contrast to the Commonwealth Employment Service job brokerage function it replaced, was outsourced. This service aimed to place job seekers into jobs, with payments to providers conditional on those jobs involving a minimum of 15 hours over five consecutive days.

During the 1998-99 financial year over 283,000 job seekers were placed into jobs through Job Matching. A survey of 43,413 job seekers placed into jobs during April and May 1999 was conducted in July/August 1999 to assess their experience and to gauge the extent to which the service assisted them to find ongoing employment. A further follow-up survey was conducted in September 2000 to examine the longer-term employment outcomes of these Job Matching clients around 15 months after placement. This report presents the findings of the initial placement under Job Matching and the follow-up surveys at the 3 and 15-month post placement marks.

1.2 Research objectives

To date, longitudinal analysis of the impact of joblessness on labour market outcomes in the Australian context has been rare due to the limited number of longitudinal data sets. Recent research based on the Australian Bureau of Statistics' Survey of Employment and Unemployment Patterns (SEUP), has provided valuable insights into this issue. Carino-Abello, Pederson and King 2001 examined the change in earnings of Australians aged 15-59 years over the period 1995 to 1997. Dunlop 2000 looked at the dynamics of the labour market and the impact of labour market programmes, focusing on outcomes achieved by low paid adult workers. These studies found that:

- a substantial number of low paid job seekers do move to higher paying jobs over time;
- movement from low pay to higher pay is often associated with transitions from part-time to full-time work and increases in skill level;
- educational attainment is an important factor in the prediction of earnings increases;
- movement out of employment is more likely for low paid job seekers.

The current study seeks to build and extend on the understanding gained from such research by investigating the circumstances of job seekers three and 15 months after they had been matched into jobs. The objectives of the research were as follows:

Main objective: To determine whether Job Matching placements, even in lower-skilled, lower-paid jobs, lead job seekers to higher-skilled, higher-paid jobs over time.

Other objectives:

- To examine the probability of job retention.
- To examine changes over time in job seekers' labour force status, occupation, hours of employment and employment tenure.
- To determine what demographic factors influenced clients' outcomes.
- To examine off-income support outcomes of clients over time.

1.3 Research methodology

An initial survey of 43,000 job seekers placed into jobs during April/May 1999 was conducted in July/August 1999. Thus, in the most extreme cases, the time between initial placement and completion of this survey could be a little over one month, or nearly five months. However, in the vast majority of cases it will be closer to three months and hence the July/August 1999 survey is said to measure outcomes at the 'three-month post placement mark'. Similarly, the time between initial placement and completion of the September 2000 questionnaire could range from 14 to 18 months with the vast majority between 15 and 17 months. For brevity, the September 2000 questionnaire is said to measure outcomes at the '15-month post placement mark'.

The data collection method for the surveys was a self-completion questionnaire. Post Programme Monitoring (PPM) surveys are routinely undertaken by the Department of Employment, Workplace Relations and Small Business (DEWRSB) to assess the labour market and education status of former programme participants three months after ceasing assistance. In both the 3 and 15-month post placement Job Matching surveys, participants were sent a survey package including a letter of introduction, a questionnaire and a reply paid envelope. Both the 3 and 15-month post placement questionnaires contained largely closed questions and are included at Appendix A and B, respectively. The provision for respondents to make general comments on the assistance they were given was provided at the end of the 3-month post assistance questionnaire. For both surveys a reminder questionnaire was sent to those who had not responded to the initial questionnaire. Completed questionnaires were returned to DEWRSB.

Of the 43,413 Job Matching clients surveyed during July/August 1999, 19,754 job seekers (46%) responded. A random sample of 2000 of these respondents was selected for the September 2000 survey; 1203 (60%) responded. Demographic profiles of the 43,413 job seekers, the July/August 1999 respondents and the September 2000 respondents are given at Appendix C. Overall, females were more likely to respond than males, and older job seekers were more likely to respond than younger job seekers. The survey data were post-stratified by age, gender and unemployment duration to improve the accuracy of the estimates. These factors are known to be significant explanatory variables in predictions of employment outcomes and have been utilised for this attribute in various Departmental net impact studies.

As with all surveys, estimates from the Job Matching surveys will reflect some degree of sampling error. In general, however, estimates from the survey have a relative standard error of less than 2% at the national level. At lower levels of disaggregation, the sampling error can be expected to increase. Additional data, including client demographic information were gathered from the Integrated Employment System (IES) database. The study also included a sample of those placed into jobs on the national vacancy database, but for whom no claim for payment was made. These clients were found to be marginally less likely to be in employment at the 3-month post placement mark.

2. JOB MATCHING SERVICES

2.1 Client group

Job Matching involves matching a job seeker to a vacancy. Job Network members providing Job Matching services canvass employers for jobs and refer suitable job seekers to vacancies. Job Network members are paid when they place a job seeker into a job that will last for a minimum of 15 hours over five consecutive days.

Job Matching caters to a particular client group. Characteristics of job seekers, at the time they were placed into jobs in March and April 1999 were as follows:

- 42% were aged less than 25 years;
- two-thirds had been unemployed for less than 6 months;
- 62% were male;
- over half had an educational qualification of Year 10 or less; and
- 52% were in receipt of income support from Centrelink (Newstart and Youth Allowance (Other)).

Clients with lower education levels were more likely to be in receipt of income support prior to their Job Matching placement. Table 2.1.1 shows that nearly three-quarters of Job Matching clients with an education level known to be less than Year 10 were in receipt of income support prior to placement, compared to just over half of those who were known to have completed Year 12. Job Matching Only clients constitute the majority of clients not in receipt of income support at the time of placement. These clients are generally less disadvantaged than those eligible for other services.

Table 2.1.1: Income support status by educational attainment (%)

	On income support prior to Job Matching placement
Less than Year 10	73
Year 10 or 11	62
Year 12	55
TAFE/Trade or Tertiary qualification	59

Source: DEWRSB administrative systems.

These figures relate only to Job Matching clients whose education attainment is known. Job Matching Only clients undertake a short registration process and often do not give details of their education level.

Further analysis on access to and placement in Job Matching vacancies by job seeker characteristics is contained in Appendix D.

2.2 Placement details

In March and April 1999 almost two-thirds of placements were into a full-time job (see Table 2.2.1). While the part-time placements were almost equally divided between 'permanent' and 'temporary, seasonal or casual' positions, the majority (59%) of the full-time placements were permanent jobs.

Traditionally Job Matching services provided by the Commonwealth Government have been concentrated in the lower skilled occupations. Classification of the skill level of Job Matching placements was based on the Australian Bureau of Statistics "Australian Standard Classification of Occupations" (ASCO), Second Edition 1997, a framework for classifying all occupations based on the required skills and experience needed to perform the duties of the job.

Table 2.2.1: Job Matching placement by type of employment (%)

	Full-time	Part-time	Total
Permanent	37	18	55
Temp, seasonal, casual	26	19	45
Total	63	37	100

Source: DEWRSB administrative systems.

Table 2.2.2 provides a brief summary of the nine occupational categories and the associated skill levels. Under ASCO, skills are based on the Australian Qualifications Framework (AQF) Implementation Handbook (August 1995).

Table 2.2.2: Australian Standard Classification of Occupation

Occupation classification	Skill level	General description of skill levels
1. Managers and administrators	1	Bachelor degree or equivalent and /or at least 5 years experience
2. Professionals	1	Bachelor degree or equivalent and /or at least 5 years experience
3. Associate professionals	2	Diploma or advanced diploma and/or at least 3 years experience
4. Tradespeople and related workers	3	AQF Certificate Level III or IV and/or 3 years relevant experience
5. Advanced clerical and service workers	3	AQF Certificate Level III or IV and/or 3 years relevant experience
6. Intermediate clerical, sales and service workers	4	AQF Certificate Level II and/or 1 years relevant experience
7. Intermediate production and transport workers	4	AQF Certificate Level II and/or 1 year's relevant experience.
8. Elementary clerical, sales and service workers	5	Completion of compulsory secondary schooling or and AQF Certificate Level I qualification
9. Labourers and related workers	5	Completion of compulsory secondary schooling or a AQF Certificate Level I qualification

Source: ABS "Australian Standard Classification of Occupations" Second Edition 1997.

Table 2.2.3 shows that nearly six out of every 10 job placements recorded under Job Matching were for elementary clerical, sales and service workers and labourers and related workers (including apprentices). Placements in the higher skilled occupations of associate professionals, professionals and managers and administrators accounted for only 7% of Job Matching services. Despite this 80% of clients were satisfied with the job into which they were placed. For a complete analysis of satisfaction with Job Matching services, refer to the special article 'Job seeker satisfaction with labour market assistance' included as part of DEWRSB's September 2000 Labour Market Assistance Outcomes report.

Table 2.2.3: Job Matching placement by occupation (%)

Occupation classification	%
Managers and Administrators	1
Professionals	2
Associate Professionals	4
Tradespersons and Related Workers	11
Advanced Clerical and Service Workers	1
Intermediate Clerical, Sales and Service Workers	12
Intermediate Production and Transport Workers	12
Elementary Clerical, Sales and Service Workers	19
Labourers and Related Workers	38

Source: ABS "Australian Standard Classification of Occupations" Second Edition 1997.
DEWRSB administrative systems.

3. LABOUR MARKET ASSISTANCE OUTCOMES

3.1 Job retention at the 3-month mark

Of the 68% of job seekers who were still employed at the 3-month mark, the majority (70%) were still working with the same employer they were placed with under the Job Matching service. Job retention with the same employer was similar regardless of whether the original placement was in a full-time or part-time position. In each case approximately 70% stayed with the same employer and the remaining 30% found new jobs (Table 3.1.1).

Table 3.1.1: Job retention with original employer

	Full-time	Part-time	Total
Same employer	44	26	70
Different employer	19	11	30
Total	63	37	100

Source: Job Matching survey conducted at the 3-month mark following Job Matching placement.

Table 3.1.2 outlines the reasons job seekers left their initial placement. Where participants had left their Job Matching job and found alternate employment, more than one-third left their job because it was temporary or seasonal. Ten percent were laid off, while almost a quarter (21%) claimed that the pay or work conditions led them to leave. Almost a third (30%) stated an 'other' reason for leaving their placement. Comments provided on the questionnaires suggested 'other' reasons for leaving their placement were a lack of work and the opportunity for more work elsewhere.

Of those who were not employed at the 3-month post placement mark, 84% were looking for work. The reasons for this group leaving their initial placement were similar to those who stated they were employed. Almost half (47%) of those who were unemployed at the 3-month post placement mark left their Job Matching job as it was only temporary or seasonal, while only 6% cited ill health or injury. Almost equal proportions left their job as a result of being laid off (14%) or because of the pay or work conditions (12%). Almost a quarter (21%) stated an 'other' reason for leaving their placement. Open-ended comments suggested 'other' reasons for leaving their initial placement included a lack of work and the opportunity for more work elsewhere.

At the 3-month post placement mark around 16% of job seekers who were not employed were not in the labour force. Reasons given as to why they left their initial job placement followed a similar pattern to those who were employed and unemployed. Over a third of job seekers (34%) stated that they left their initial placements because the job was temporary or seasonal. This was lower than those who were unemployed (46%) at the 3-month mark.

A greater proportion of job seekers who were not in the labour force (17%) cited ill health or injury as the reason they left their initial placement in comparison to those who were unemployed (6%). More than a quarter (27%) stated an 'other' reason for leaving their placement. Open-ended comments suggested 'other' reasons for leaving their initial placement included a lack of work and the opportunity for more work elsewhere.

Table 3.1.2: Reason for leaving initial placement at the 3-month mark (%)

Reason for ceasing employment	Employed (New Job)	Unemployed	Not in the Labour Force
Job was temporary or seasonal	39	46	33
Pay or work conditions	21	13	13
Laid off, employer went out of business, dismissed	10	14	10
Ill health or injury	Na ¹	6	17
Other	30	21	27
Total	100	100	100

1. Na not applicable.

Source: Job Matching survey conducted at the 3-month mark following Job Matching placement.

Further longitudinal analysis needs to be undertaken to measure job retention with the original employer and the impact on earnings of changing employers.

3.2 Labour market outcomes

Table 3.2.1 shows that in July/August 1999, 3 months after placement, 68% of job seekers were employed, 29% were unemployed and 3% were Not In the Labour Force (NILF). By September 2000 (approximately 15 months after the initial Job Matching placement services), employment outcomes had improved marginally to 72%, unemployment had decreased to 23% but those not in the labour force had increased slightly to 5%. The proportion of those in education and training remained unchanged at 15%. (Appendix E provides more detail of these changes.)

Table 3.2.1: Job Matching post assistance outcomes (%)

	Full-time Employed (%)	Part-time Employed (%)	Total Employed (%)	Education & Training (%)	Positive Outcomes (%)	Unemployed (%)	NILF (%)
3-month Mark	44	24	68	15	72	29	3
15-month Mark	51	21	72	15	76	23	5

Source: Job Matching surveys conducted at the 3-month and 15-month mark following Job Matching placement.

As shown in Table 3.2.2, job seekers' employment outcomes 15 months after placement were closely related to their employment status at the 3-month post placement mark. Overall, 70% of job seekers maintained their labour market status from July/August 1999 to September 2000 with 56% employed, 13% unemployed and less than 1% not in the labour force at both points in time. Of the remaining 30%, half were in employment at the 15-month mark, while a third moved from employment to unemployment.

Table 3.2.2: Changes in labour market status (%)

July/August 1999	September 2000			
	Employed	Unemployed	NILF	Total
Employed	56	10	2	68
Unemployed	14	13	2	29
Not in the Labour Force	1	1	1	3
Total	72	23	5	100

Source: Job Matching surveys conducted at the 3-month and 15-month mark following Job Matching placement.

4. CHANGES TO EMPLOYMENT CONDITIONS

4.1 Occupation and skills levels

At the 3-month post placement mark 44% of job seekers were employed in jobs with the lowest skill level (skill level 5 as defined by the ABS ASCO). Table 4.1.1 highlights the finding that by the 15-month mark these occupations accounted for 37%, with the decrease caused by a reduction in employment in labourers and related workers. There was a large increase during this time in occupations with skill level 4, arising from an increase in the number of intermediate production and transport workers. At both the 3 and 15-month marks, less than one-quarter of those employed were in occupations with skill levels 1 to 3. Appendix F provides more detail of changes in skill level from the 3-month mark to the 15-month mark.

Table 4.1.1 Occupation at the 3 and 15-month mark (%)

Skill Level	Occupation classification	3-month mark	15-month mark
1	1. Managers & Administrators	0	1
1	2. Professionals	1	3
2	3. Associate Professionals	2	4
3	4. Tradespersons and Related Workers	14	13
3	5. Advanced Clerical and Service Workers	2	2
4	6. Intermediate Clerical, Sales and Service Workers	26	25
4	7. Intermediate Production and Transport Workers	11	14
5	8. Elementary Clerical, Sales and Service Workers	16	16
5	9. Labourers and Related Workers	28	21
		100	100

Source: ABS "Australian Standard Classification of Occupations" Second Edition 1997

Job Matching surveys conducted at the 3-month and 15-month mark following Job Matching placement.

Table 4.1.2 shows changes in skill level for those job seekers employed at both the 3 and 15-month marks. In general, job seekers' occupations improved in skill level at the 15-month post placement mark. Of those in jobs at both the 3 and 15-month post placement marks, those employed as elementary clerical, sales and service workers were the most likely to move to a higher skill level. Forty-three percent of these clients achieved a skill level increase.

Upward movement was also common for labourers and related workers as more than a quarter of these clients advanced in skill level (see Table 4.1.2). The likelihood of skill level advancement was considerably lower in all other ASCO major groups with less than 1 in 7 achieving advancement. For further analysis see Appendix F.

Table 4.1.2 Skill level increases by occupation classification

Skill Level	ASCO Major Grouping for Clients Employed at July/August 1999	Skill level increased (%)	Skill level maintained (%)	Skill level decreased (%)	Not employed (%)
1	1. Managers and Administrators	Na ¹	**	**	**
1	2. Professionals	Na ¹	**	**	**
2	3. Associate Professionals	0	14	63	23
3	4. Tradespersons and Related Workers	2	57	31	10
3	5. Advanced Clerical and Service Workers	12	46	42	0
4	6. Intermediate Clerical, Sales and Service Workers	13	56	19	12
4	7. Intermediate Production and Transport Workers	8	58	11	23
5	8. Elementary Clerical, Sales and Service Workers	43	38	Na ¹	19
5	9. Labourers and Related Workers	28	49	Na ¹	23

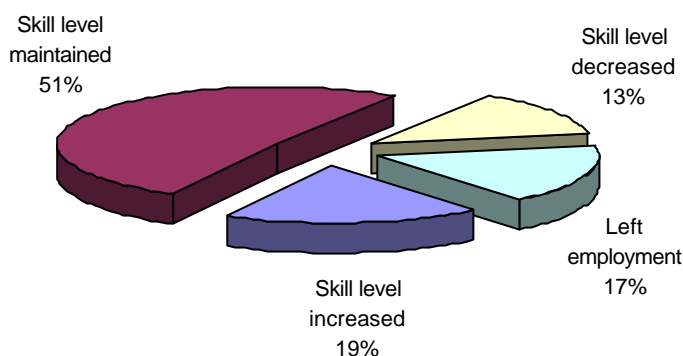
1. Na not applicable.

Source: ABS "Australian Standard Classification of Occupations" Second Edition 1997

Job Matching surveys conducted at the 3-month and 15-month mark following Job Matching placement.

Nearly one in five of those employed in July/August 1999 in occupations with a low skill level had moved out of employment by September 2000. For those at skill levels 1-3 (e.g. professionals and tradespersons) the figure was only one in nine. These figures indicate that lower skilled workers have a better chance of increasing skill level but they are also at greater risk of losing employment than those in higher skilled occupations. Overall, for those employed in July/August 1999, 19% increased in skill level, 13% decreased, 51% remained unchanged and 17% left employment as shown in Figure 4.1.2.

Figure 4.1.2: Change in skill level of those employed at 3 months by the 15-month mark



Source: Job Matching surveys conducted at the 3-month and 15-month mark following Job Matching placement.

4.2 Earnings

As noted earlier the main objective of the survey was to determine whether job seekers employed in lower-skilled, lower-paid jobs progressed into higher-skilled, higher-paid jobs over time. Earnings were examined for those clients employed at both the 3 and 15-month post placement marks. In both the 3 and 15-month post placement surveys respondents were asked to indicate their pre-tax, weekly salary bracket with a set range of brackets to choose from (see Appendices A & B).

4.2.1 Weekly earnings

Table 4.2.1 shows the distribution of weekly gross earnings for the two time periods. For employed clients in each of the salary brackets at July/August 1999, the analysis determined the proportion of clients whose earnings increased by at least one earnings bracket, did not change, or decreased by at least one earnings bracket. An increase of one earnings bracket is approximately equivalent to an increase of \$100 per week. The table shows the proportion of job seekers earning less than \$400 per week decreased between the 3 and 15-month post placement marks. The proportion of job seekers earning more than \$500 per week increased from 19% to 34% between these two points in time. More detail is contained in Appendix G.

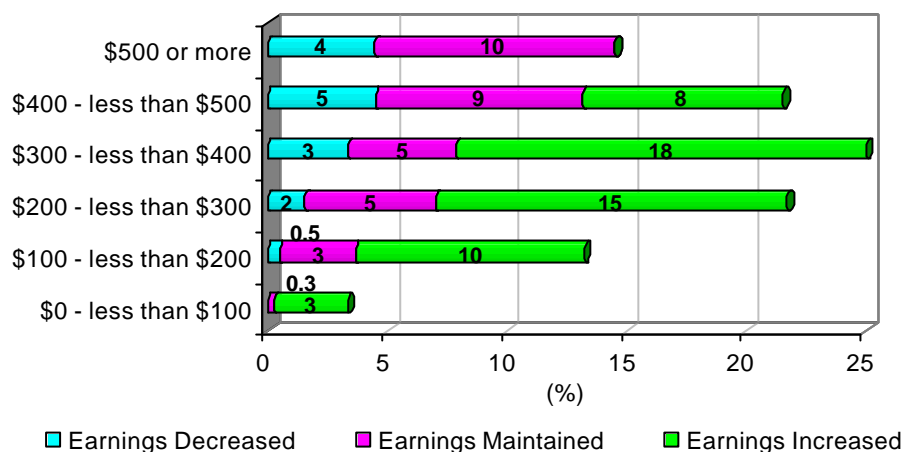
Table 4.2.1: Weekly earnings (%)

Weekly earnings	3 month mark	15 month mark
\$0 – less than \$100	5	3
\$100 – less than \$200	14	8
\$200 – less than \$300	21	15
\$300 – less than \$400	21	17
\$400 – less than \$500	20	23
\$500 or more	19	34

Source: Job Matching surveys conducted at the 3-month and 15-month mark following Job Matching placement.

More than two-thirds of lower-income earners (those earning less than \$400 per week) moved up at least one salary bracket from July/August 1999 to September 2000. In contrast, as shown in Figure 4.2.1, only around one-third of those earning between \$400 and \$500 moved up at least one salary bracket. Generally speaking, clients with a higher income in July/August 1999 were less likely to have a subsequent increase in income.

Figure 4.2.1: Change in earnings by earnings at the 3-month mark



Source: Job Matching surveys conducted at the 3-month and 15-month mark following Job Matching placement.

4.2.2 Weekly earnings by type of employment

Similar analyses were also carried out for the subsets of clients who, at the 3-month post placement mark: (i) worked full-time, (ii) worked 15-34 hours per week, or (iii) worked less than 15 hours per week. In each case the majority of lower-income earners increased at least one salary bracket.

For clients aged less than 21 years of age this increase may be due in part to age based minimum wage rates. Evidence of this is apparent in Appendix H. Sixty-seven percent of those aged 24 or less who were employed at both the 3 and 15-month marks exhibited an increase in income. The comparative figure is smaller for all other age groups. Other factors such as wage rises and overtime payments may also have contributed to the income increases displayed. However, it is unlikely that the above factors would have resulted in earnings increases of \$100 per week, on average, over a 15-month period across all age groups. For example, from July/August 1999 to September 2000 the maximum safety net increase was \$27 per week.

For those aged over 21, promotion is likely to be the dominant factor in the earnings increases for those who were employed full-time at the 3-month post placement mark.

For those who worked part-time in July/August 1999, the increase in earnings may reflect an increase in earnings per hour or an increase in hours worked, or both. Table 4.2.2 shows that weekly earnings were generally higher at the 15-month mark than the 3-month mark. Those cases where clients had increased hours of work, rather than increased earnings per hour over the 15-month period, also achieved positive outcomes. It is shown in Section 4.3 that increased working hours improve one's chance of gaining full-time employment, which in turn improves the likelihood of increased earnings per hour.

As mentioned earlier, other surveys have also shown a high rate of movement to increased earnings by lower-income earners. The ABS Survey of Employment and Unemployment Patterns (SEUP) provides longitudinal data for Australians aged 15 to 59 years. Unpublished SEUP data show change in earnings for continuous full-time employees from September 1996 to September 1997.

Of those earning less than \$440 per week, more than 70% increased by at least one \$40 per week band over the one-year period.

Table 4.2.2: Weekly earnings by type of employment at the 3 and 15-month mark (%)

Weekly earnings	3-month mark			15-month mark		
	Full-time	Part-time	Total	Full-time	Part-time	Total
\$0 – less than \$100	0	5	5	0	3	3
\$100 – less than \$200	3	11	14	1	7	8
\$200 – less than \$300	10	10	21	5	9	15
\$300 – less than \$400	14	7	21	11	6	17
\$400 – less than \$500	17	2	20	19	4	23
\$500 or more	19	1	19	33	1	34

Source: Job Matching surveys conducted at the 3-month and 15-month mark following Job Matching placement.

4.2.3 Estimated hourly rate of pay

While the hourly wage was not sought directly within the survey, an estimate of the approximate hourly rate of pay was computed based on the category of earnings and the number of hours worked per week. Table 4.2.3 shows that earnings per hour increased, on average, from the 3 to the 15-month post placement marks. In particular the percentage earning less than \$10 per week dropped from 40% to 24% while the percentage of those earning more than \$15 per hour increased from 9% to 24%.

Table 4.2.3: Estimated hourly rate of pay (%)

Estimated hourly pay rate	3 month mark	15 month mark
Less than \$10	40	24
\$10 to less than \$15	50	52
\$15 to less than \$20	7	19
\$20 or more	2	5

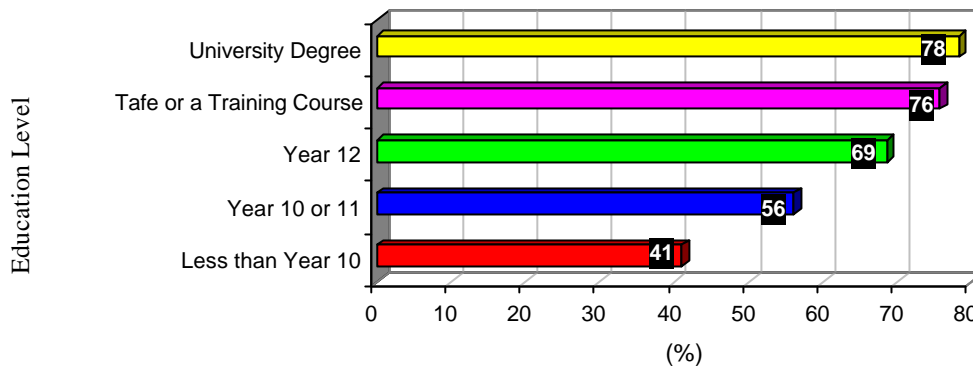
Source: Job Matching surveys conducted at the 3-month and 15-month mark following Job Matching placement.

4.2.4 Demographic characteristics of job seekers whose earnings increased

It is interesting to ask whether changes in earnings are related to particular demographic factors such as age, gender, educational qualification and unemployment. Pearson's chi square tests for association were performed on each of the demographic factors (see Appendix H). Only those clients employed at both the 3 and 15-month post placement marks were included in the analyses.

Education level was found to be the only significant demographic factor ($p = 0.0002$), suggesting that there is a strong relationship between education level and change in earnings. More specifically, the higher a job seeker's *formal* education level, the more likely they were to experience an increase in earnings between the 3 and 15-month post placement marks as shown in Figure 4.2.4. The percentage of job seekers whose earnings improved increased systematically with formal education level.

Figure 4.2.4 *Percentage of clients employed at the 3-month post placement mark whose earnings increased at the 15-month post placement mark¹ by education qualification*



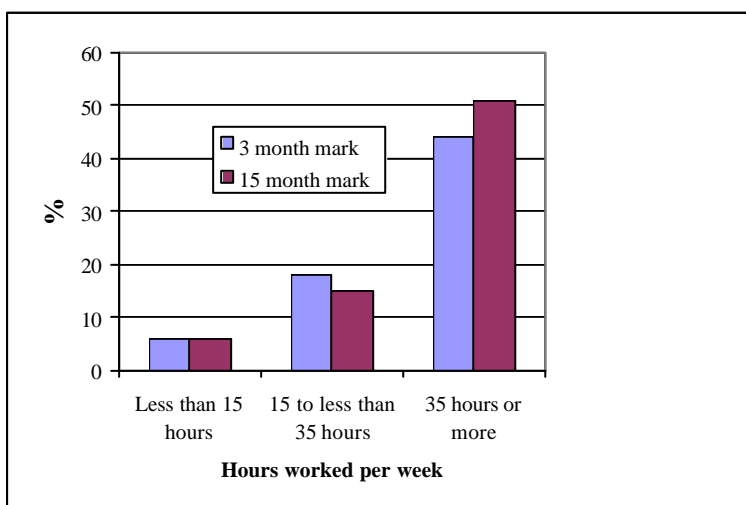
Source: Job Matching surveys conducted at the 3-month and 15-month mark following Job Matching placement.

4.3 Hours of employment

Figure 4.3.1 shows the distribution of hours of employment at the 3 and 15-month post placement marks. The proportion of job seekers who were working on a full-time basis (35 hours or more per week) increased from 44% to 51%. The proportion that was working on a part-time basis decreased. At the 3-month mark 18% of job seekers were working between 15 and 35 hours per week but by the 15-month mark this proportion had decreased to 15%. The proportion of those working for less than 15 hours per week remained unchanged at 6%.

As shown in Table 4.3.1, job seekers increased the hours worked per week. Overall, 40% of all job seekers retained the range in hours worked each week from July/August 1999 to September 2000. Nearly three-quarters of job seekers who were employed on a full-time basis in July/August 1999 were still working 35 hours or more per week by September 2000. Of all groups the full-time employed were most likely to retain the hours they worked per week. Of job seekers who were working less than 35 hours per week at the 3-month mark, by September 2000 some 37% were working on a full-time basis while 43% had retained their part-time status. However, it can also be seen that those with less hours of work are more likely to have left employment at the 15 month mark.

Figure 4.3.1: *Hours worked per week*



¹ This analysis includes those who were employed at both the 3 and 15-month placement marks with the exception of those in the top earnings bracket at the 3-month placement mark. These clients were excluded because no salary increases could be measured for those recorded as earning '\$500 or more' at the 3-month mark.

Source: Job Matching surveys conducted at the 3-month and 15-month mark following Job Matching placement.

Overall, 49% of unemployed job seekers at the 3-month mark were employed by the 15-month mark, the majority of these in full-time employment. Of the unemployed, 43% retained their unemployment status between the two time periods and 8% moved out of the labour force.

Table 4.3.1: Change in the hours worked per week (%)

July/August 1999	September 2000			Unemployed	NILF	Total
	Less than 15 hours	15 to less than 35 hours	35 hours or more			
Less than 35 hours	8	35	37	13	6	100
Less than 15 hours	19	33	25	19	4	100
15 to less than 35 hours	5	36	41	11	7	100
35 hours or more	4	7	74	14	1	100
Employed	6	17	60	14	3	100
Unemployed	7	12	30	43	8	100
NILF	2	6	34	37	21	100
All Clients	6	15	51	23	5	100

Source: Job Matching surveys conducted at the 3-month and 15-month mark following Job Matching placement.

4.4 Employment tenure

Table 4.4.1 shows that a large number of job seekers experienced changes in employment tenure between July/August 1999 and September 2000. There was a significant shift to permanent work, especially on a full-time basis. In July/August 1999, 42% of all job seekers were employed in full-time permanent jobs and this proportion had increased to 52% by September 2000. Part-time permanent employment increased from 6% to 8%. There was a shift away from employment on a temporary, seasonal or casual basis regardless of the hours worked.

Table 4.4.1: Type of employment (%)

	3-month mark	15-month mark
Full-time ¹	64	71
• Permanent	42	52
• Temporary, seasonal, casual	21	16
• Self employed	1	3
Part-time ²	36	29
• Permanent	6	8
• Temporary, seasonal, casual	29	20
• Self employed	1	1
Total employed	100	100

1. Full-time refers to employment of 35 hours or more per week.

2. Part-time refers to employment of less than 35 hours per week.

Source: Job Matching surveys conducted at the 3-month and 15-month mark following Job Matching placement.

Table 4.4.2 shows that job seekers employed in a temporary, seasonal or casual position at the 3-month post placement mark had a much greater likelihood of moving into permanent employment by the end of the study than the unemployed. Thirty-three percent of job seekers employed in temporary, seasonal or casual positions at the 3-month post placement mark achieved permanent employment by the 15-month post placement mark, in comparison to 22% who were unemployed.

The unemployed at the 3-month mark were also more than twice as likely as those in temporary, seasonal or casual positions to be unemployed at the 15-month mark. Across all forms of employment, permanent employment was the most stable. Job seekers employed on a permanent basis were least likely to become unemployed or move out of the labour force.

Table 4.4.2: Changes in the type of employment (%)¹

July/August 1999	September 2000					Total
	Employed			Unemployed	Not in the Labour Force	
	Permanent	Temporary, seasonal, casual	Self employed			
Permanent	70	17	2	9	2	100
Temporary, seasonal, casual	33	41	2	20	4	100
Unemployed	22	25	2	43	8	100

1. Estimates for those self-employed and not in the labour force at the 3-month post placement mark are not shown since these sub-groups are based on a small number of known outcomes and are subject to high levels of sampling error.

Source: Job Matching surveys conducted at the 3-month and 15-month mark following Job Matching placement.

Table 4.4.3 highlights the finding from the 3-month post placement survey that almost two-thirds of job seekers worked 35 hours or more per week. It is important to note, however, that not all of these job seekers were permanent employees.

Table 4.4.3: Changes in the hours worked by type of employment (%)

		Less than	15 to less	35 hours	Total
		15 hours	than 35 hours	or more	
3 month mark					
•	Permanent	1	5	42	48
•	Temporary, Seasonal, Casual	8	21	21	50
•	Self-employed	0	1	1	2
	Total	9	27	64	100
15 month mark					
•	Permanent	1	7	52	60
•	Temporary, Seasonal, Casual	7	13	16	36
•	Self-employed	0	1	3	4
	Total	8	21	71	100

Source: Job Matching surveys conducted at the 3-month and 15-month mark following Job Matching placement.

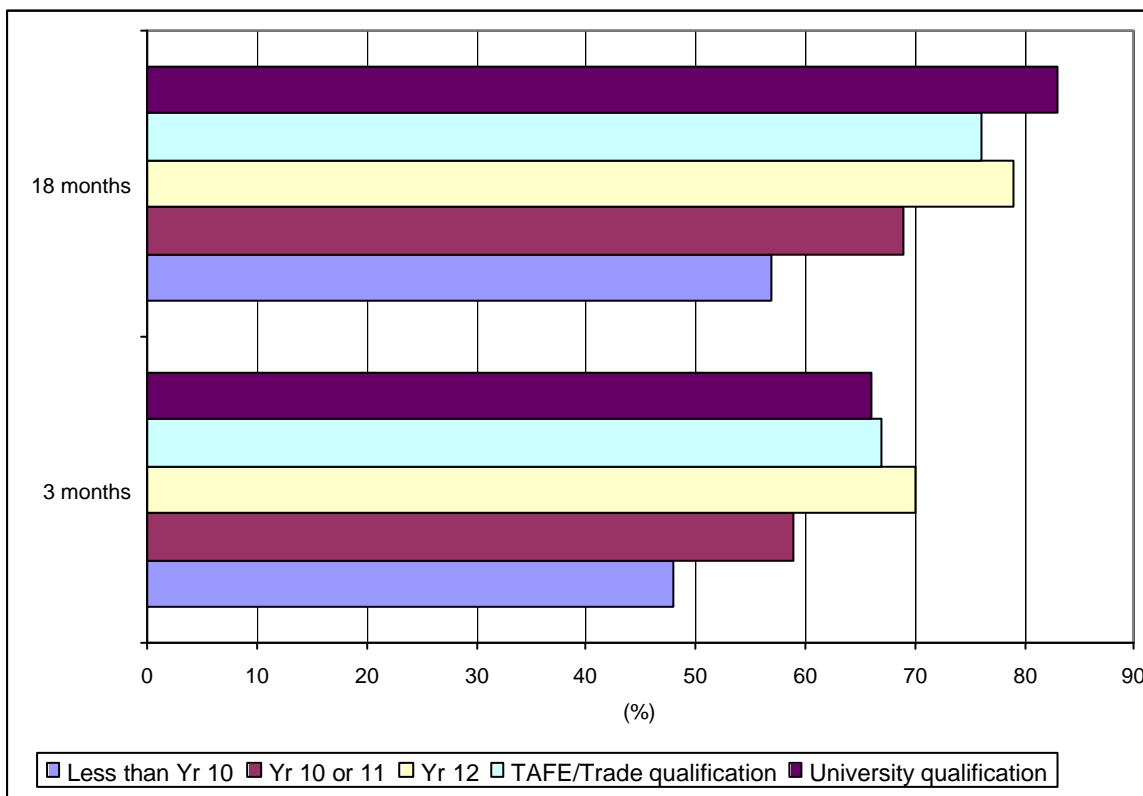
5. OFF-INCOME SUPPORT OUTCOMES

5.1 Off-income support outcomes at the 3 and 15-month marks

An important goal of employment assistance is to reduce job seekers’ dependence on income support. As this section focuses on the off-income support outcomes achieved under Job Matching, it is important to remember that factors other than employment assistance - such as administrative changes and economic conditions - also have a significant impact on the number of income support recipients.

Figure 5.1.1 shows the proportion of job seekers in receipt of Newstart or Youth Allowance (Other) in the month prior to placement, that were off-income support at the 3 and 15-month marks as a function of their education level. At the 15-month mark the proportion of job seekers who were not on income support had increased. Generally, job seekers with a higher level of formal education were more likely to obtain an off-income support outcome. The benefits of a university education are more apparent in the longer term (at the 15-month mark) than 3 months after placement. Findings also show that a TAFE or trade qualification had a similar impact to a Year 12 certificate in increasing a job seeker’s chance of remaining off income support. Additional off-income support outcomes data may be obtained from the Job Network Stage Two Evaluation Report. *(NB make this a hyperlink).*

Figure 5.1.1: Off income support outcomes at the 3 and 15 month mark by educational attainment (%)



Source: Job Matching surveys conducted at the 3-month and 15-month mark following Job Matching placement. DEWRSB administrative data.

6. CONCLUSION

6.1 Concluding remarks

With the introduction of the Job Network in May 1998, the primary government-funded employment programme and services structure was restructured, including through the introduction of the Job Matching service. This labour market initiative aimed to place job seekers into ongoing employment. During the first year of Job Network (1998-99), over 283,000 job seekers were placed into jobs under Job Matching. This study examined the circumstances of 43,000 job seekers placed into jobs during April/May 1999 and followed them up 3 and 15 months later.

Of the 68% of job seekers who were still employed at the 3-month mark after Job Matching, the majority (70%) were still working with the same employer. Some 70% of Job Matching placements maintained their labour market status between the 3 and 15-month post placement marks: this included 56% who remained employed, 13% unemployed and under 1% who were not in the labour force at both points in time.

Of the job seekers employed at the 3-month mark, 19% had found employment in higher skilled jobs while 51% remained unchanged by the 15-month mark. Generally, lower skilled workers had a better chance of moving to higher skilled jobs, although they were at greater risk of losing employment than those already in higher skilled occupations.

After taking into consideration wage increases, promotion was likely to be a significant factor for the earnings increases at the 15-month mark for those who were employed full-time at the 3-month post placement mark. This is particularly so for those who could not have accessed an increase in minimum wage rates due to an increase in age.

Over the 12 months between survey points, more than two-thirds of those in Job Matching placements earning less than \$400 per week increased their weekly income, while two-fifths of those earning between \$400 and \$500 per week increased their weekly income.

- There was a significant shift to permanent work, especially on a full-time basis: from 42% to 52%.
- One-third (33%) of job seekers employed in temporary, seasonal or casual positions at the 3-month post placement mark achieved permanent employment by the 15-month post placement mark
 - while around 22% of those who were unemployed at the 3-month point had found permanent work by the 15-month point, this group was more than twice as likely to be unemployed at the 15-month post placement mark than those who had temporary, seasonal or casual positions.

A job seeker's prior educational attainment appeared to have the greatest impact on outcomes achieved, particularly increased earnings and off benefit outcomes.

Given that job seekers who use the Job Network are often the most disadvantaged in the labour market, it is not surprising that many job seekers were placed into low skilled, part-time or casual jobs.

It is often debated whether a job seeker wanting full-time, permanent employment in a particular industry or occupation should be encouraged to accept any available employment, including employment in relatively lower-skilled, part-time, temporary or casual positions. This report presents findings that indicate that those who accept any employment of more than 15 hours per

week do increase their chances of moving to full-time, permanent employment. In addition, the majority of lower income earners are likely to achieve increased pay over time via an increase in earnings per hour (full-time employees) and/or hours worked (part-time employees), where they are still employed at the 15-month point.

The benefits of working less than 15 hours per week, while not as strong, are still significant. Clients with these work patterns do appear somewhat less likely than unemployed clients to move to full-time employment over a fifteen-month period. However, this outcome may well be a result of clients choosing part-time work over full-time work for personal reasons. In addition, those who start with employment of less than 15 hours per week are one and a half times more likely than their unemployed counterparts to be in some sort of employment after 15 months and their chances of being unemployed at this later date are halved.

6.2 Future research directions

Areas that require further research include:

- further analysis of the sustainability of employment and impact on earnings mobility by remaining with the same employer from the initial Job Matching placement, compared to employment with different employers;
- further analysis of Job Matching outcomes and their impact on part-income support. To date, off-income support analysis has examined the total removal from income support. Job seekers can, however, be employed part-time and still receive partial income support;
- comparison of earnings mobility, type of employment and occupation by Job Matching clients with other Australian workers;
- detailed analysis of the difference between the demographics of clients and their attachment to the labour market and the impact on outcomes achieved over time; and
- whether employment outcomes vary based on a job seeker having access to Job Matching Only services compared to job seekers who are eligible for all Job Network services. The former group may be less disadvantaged and achieve higher outcomes, at the expense of the latter.

APPENDICES

Appendix A: Job Matching questionnaire 3-month mark

1. Are you now employed?

Yes
↓
If Yes, please answer **Section A**

No
↓
If No, please answer **Section B**

SECTION A

A2. How many hours a week do you usually work?
(write in)
_____ Hours

A3. Is this job -

permanent? (That is, you get holiday pay and sick leave) **OR**

temporary, seasonal, casual? **OR**

a self-employed one?

A4. On average, how much do you earn from your job each week before tax?

less than \$100

\$100 to \$199

\$200 to \$299

\$300 to \$399

\$400 to 499

\$500 or more

Q5. What is the occupation title of your job?

Q6. What are the main tasks you personally perform in this job?

A7. Are you still working with the same employer as shown on the first page?

Yes No
↓

If No, please answer question **A8**

A8. Why did you leave that job?

job was temporary or seasonal

pay or work conditions

laid off - retrenched/employer went out of business/dismissed

other reasons (please specify)

Now go to Question 9

SECTION B

B2. Are you now looking for work?

Yes

No

B3. Why did you leave the job with the employer shown over the page?

job was temporary or seasonal

pay or work conditions

laid off - retrenched/employer went out of business/dismissed

ill health or injury

other reasons (please specify)

Now go to Question 9

9. Are you now doing any course of study at a secondary school, secondary college, technical college (TAFE), business college or university?

Yes → If **Yes**, is this study Full-time? Or
 No Part-time?

10. Which statement best describes your employment history in the 6 months before you were placed in the job shown on the first page?

I had been unemployed for the 6 months before that job
 I had been in and out of work for the 6 months before that job
 I had a part time job for most or all of the 6 months before that job
 I was only unemployed for a brief period in the 6 months before that job.
 Other activity (please specify _____)

11. How did you find out about this job?:

The job matching agency contacted me and told me about the job.
 Found it myself on the Centrelink touchscreens
 Found it somewhere else
 (please describe _____)

12. Please rate your level of agreement with the following statement.

The job matching agency provided:

	Strongly Agree	Agree	Disagree	Strongly disagree
Accurate information about the job?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Easy to understand information about the job?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Help for me to prepare for the interview?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

13. Please rate your level of agreement with the following statement.

The staff at the job matching agency:

	Strongly Agree	Agree	Disagree	Strongly disagree
Were helpful?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Were professional?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Treated me with respect?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Took my individual needs into account?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

14. How satisfied were you with:	Very satisfied	Satisfied	Dissatisfied	Very dissatisfied
The actual job you got?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Overall quality of service provided by the job matching agency?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

GENERAL COMMENTS

If you have any comments on the assistance you were given, please write them below (*include any ways you would like to see it improved*).

***Thank you for completing this questionnaire.
Please return this form in the postage-paid envelope provided.***

Appendix B: Job Matching questionnaire 15-month mark

1. Are you now doing any course of study at a secondary school, secondary college, technical college (TAFE), business college or university?

- Yes** → If **Yes**, is this study Full-time? Or
 No Part-time?

2. Are you now employed?

- Yes** ↓ If **Yes**, please answer **Section A**
 No ↓ If **No**, please answer **Section B**

SECTION A

A3. How many hours a week do you usually work?
(write in)

_____ Hours

A4. Is this job –

- permanent? (That is, you get holiday pay and sick leave) **OR**
 temporary, seasonal, casual? **OR**
 a self-employed one?

A5. On average, how much do you earn from your job each week before tax?

- less than \$100
 \$100 to \$199
 \$200 to \$299
 \$300 to \$399
 \$400 to \$499
 \$500 to \$599
 \$600 to \$699
 \$700 to \$799
 \$800 or more

A6. What is the occupation title of your job?

A7. What are the main tasks you personally perform in this job?

SECTION B

B3. Are you now looking for work?

- Yes**
 No

Appendix C: Demographic profile of survey respondents

A total of 43,413 surveys were distributed to job seekers placed into jobs under the Job Matching service in April and May 1999. From this sample 19,754 completed surveys were returned. This represents a 46% response rate, which is considered reasonable for a survey of this type.

A total of 2000 surveys were distributed to a random sample of respondents from the July/August 1999 job matching survey. From this sample, 1203 surveys were returned producing a response rate of over 60%, which is well regarded for a survey of this type.

Table C.1.1: Survey response by gender (%)

	Time of Placement	3 month mark	15 month mark
Male	62	57	55
Female	38	43	45

Table C.1.2: Survey response by age (%)

	Time of Placement	3 month mark	15 month mark
15 to 20 years	24	22	19
21 to 24 years	18	14	12
25 to 34 years	28	24	23
35 to 44 years	17	21	24
45 years or more	13	19	22

Table C.1.3: Survey response by educational qualifications (%)

	Time of Placement	3 month mark	15 month mark
Less than Year 10	18	18	18
Year 10	39	38	37
Year 12	23	23	23
Post Secondary	20	21	22

Table C.1.4: Survey response by duration of unemployment (%)

	Time of Placement	3 month mark	15 month mark
0 to less than 6 months	66	66	63
6 to less than 12 months	11	14	14
12 to less than 24 months	10	9	11
24 to less than 36 months	6	6	7
36 months or more	7	5	5

Appendix D: Job seekers' access to Job Matching

Additional research looking at job seeker placements between 1 July 1999 and 30 June 2000 provides a picture of access to Job Matching services. Access to services and programmes by job seekers with different characteristics will clearly depend on their eligibility but also on their assessed capacity to benefit from the assistance provided. To ensure equity of access for job seekers with different characteristics, the proportion in assistance is compared to their proportion of the eligible population.

Job seekers with particular characteristics may be under-represented in some types of assistance but over-represented in others. Hence, it is important to look at all types of assistance in assessing equity of assistance. For example, while indigenous job seekers may be under-represented in some types of assistance, they will be assisted through other programmes that address their particular needs.

Table 4.1 shows, for a range of job seeker characteristics, the proportion in the eligible population and the proportion in Job Matching jobs. This is shown for all income support recipient types and separately for those on the activity tested Newstart and Youth Allowance (Other). Nearly 25% of the eligible population, for example, were aged 15 to 20 years and they accounted for 33% of all Job Matching placements in the 12 months to the end of June 2000. Younger job seekers, those on income support for shorter durations, those who had completed Year 10 to Year 12 and those who were male had a higher proportion of Job Matching placements compared to their proportion of the eligible population.

Table 4.1: Access to Job Matching by job seeker characteristics¹

	All income support types		Newstart/Youth Allowance (Other)	
	Characteristics of the Job Matching eligible ² (%)	Characteristics of Job Matching placements ² (%)	Characteristics of the Job Matching eligible ³ (%)	Characteristics of Job Matching placements ³ (%)
Age group (years)				
15 to 20	24.8	33.3	12.3	18.0
21 to 24	12.9	16.8	15.6	19.9
25 to 34	23.0	24.5	27.0	31.1
35 to 44	18.3	14.6	20.8	17.6
45 or more	21.1	10.9	24.3	13.4
Total	100.0	100.0	100.0	100.0
Duration on income support (months)				
0 to less than 6	37.5	57.9	27.7	39.5
6 to less than 12	12.9	10.3	15.1	15.4
12 to less than 24	12.7	13.5	14.9	19.9
24 to less than 36	13.1	7.4	15.1	10.5
36 or more	23.9	10.9	27.2	14.6
Total	100.0	100.0	100.0	100.0
Educational attainment				
Less than Year 10	30.0	28.5	25.7	21.3
Year 10	35.5	37.7	37.1	41.8
Year 12	17.8	20.3	18.0	21.0
Post secondary	16.8	13.5	19.2	16.0
Total	100.0	100.0	100.0	100.0
Gender				
Male	62.6	64.1	68.8	69.5
Female	37.4	35.9	31.2	30.5
Total	100.0	100.0	100.0	100.0
Equity groups⁴				
Disability	16.9	9.1	19.0	11.1
Indigenous	4.8	2.7	5.0	3.0
NESB	13.6	9.2	16.0	11.4
Sole parents ⁵	na	na	na	na

1. Placements in Job Matching vacancies 1 July 1999 and 30 June 2000.

2. Includes job seekers registered with Centrelink as unemployed and in receipt of the activity-tested allowances Newstart and Youth Allowance (Other) or other types of income support payments not subject to activity test requirements.

3. Job seekers in receipt of Newstart and Youth Allowance (Other).

4. Equity groups are not mutually exclusive and are based on the job seeker's self-identification at the time of registration.

5. Not applicable

Source: DEWRSB administrative systems.

Appendix E: Change in labour force status

Labour Force Status at July/August 1999	Labour Force Status at September 2000						N
	Employed Less than 15 hrs/wk	Employed 15 to less than 35 hrs/wk	Employed 35+ hrs/wk	Total Employed	Unemployed	NILF*	
Less than 15 hrs/wk	19	33	25	77	19	4	2590
15 to less than 35 hrs/wk	5	36	41	82	11	7	7939
35+ hrs/wk	4	7	74	85	14	1	18934
Employed	6	17	60	83	14	3	29463
Unemployed	7	12	30	49	43	8	12626
NILF*	2	6	34	42	37	21	1324
All Clients	6	15	51	72	23	5	43413

*NILF means not in the labour force.

Appendix F: Skill level increases by occupation classification

Skill Level	ASCO Major Grouping for Clients Employed at July/August 1999	Skill Level Increased (%)	Skill Level Maintained (%)	Skill Level Decreased (%)	Not employed (%)	% of Clients Employed at July/August 1999	Clients
1	1. Managers and Administrators	NA	**	**	**	0	87
1	2. Professionals	NA	**	**	**	1	412
2	3. Associate Professionals	0	14	63	23	2	643
3	4. Tradespersons and Related Workers	2	57	31	10	14	4059
3	5. Advanced Clerical and Service Workers	12	46	42	0	2	574
4	6. Intermediate Clerical, Sales and Service Workers	13	56	19	12	26	7556
4	7. Intermediate Production and Transport Workers	8	58	11	23	11	3230
5	8. Elementary Clerical, Sales and Service Workers	43	38	NA	19	16	4547
5	9. Labourers and Related Workers	28	49	NA	23	28	8355
						100	29463

Note.

The skill level category 1 is the highest available category, therefore no skill level increases from this category could be measured. Similarly, skill level category 5 is the lowest category, therefore no skill level decreases from this category could be measured.

** Estimates from these sub-groups are based on a small number of known outcomes and are subject to high levels of sampling error.

Appendix G: Change in earnings

	Usual Weekly Earnings at July/August 1999	Earnings increased (%)	Earnings did not change (%)	Earnings decreased (%)	Total Clients
<i>The figures below relate only to those employed at the 3 and 15-month marks</i>					
	\$0 - less than \$100	92	8	NA	985
	\$100 - less than \$200	72	24	4	3897
	\$200 - less than \$300	68	25	7	6356
	\$300 - less than \$400	69	18	13	7591
	\$400 - less than \$500	39	40	21	6351
	\$500 or more	NA	69	31	4283
<i>The figures below relates only to those employed full-time at the 3-month mark</i>					
	\$100 - less than \$200	89	11	0	1112
	\$200 - less than \$300	66	30	4	3436
	\$300 - less than \$400	68	22	10	5088
	\$400 - less than \$500	41	40	19	5232
	\$500 or more	NA	70	30	4066
<i>The figures below relate only those employed part-time at the 3-month mark</i>					
	\$0 - less than \$100	**	**	NA	42
	\$100 - less than \$200	65	30	5	1381
	\$200 - less than \$300	69	19	12	3012
	\$300 - less than \$400	74	5	21	2535
	\$400 - less than \$500	19	51	30	879
	\$500 or more	NA	**	**	90
<i>The figures below relate only to those employed less than 15 hrs/week at the 3-month mark</i>					
	\$0 - less than \$100	90	10	NA	874
	\$100 - less than \$200	67	28	5	1345
	\$200 - less than \$300	**	**	**	218
	\$300 - less than \$400	**	**	**	113
	\$400 - less than \$500	**	**	**	40

Note:

The earnings category ‘\$500 or more’ was the highest available earnings category in the July 1999 survey. Therefore no earnings increases in this category could be measured. Similarly, no earnings decreases from the category ‘\$0 - \$100’ could be measured.

*** Estimates from these sub-groups are based on a small number of known outcomes and are subject to high levels of sampling error.*

Appendix H: Characteristics of clients whose earnings increased

	Earnings Increased (%)	Earnings Did Not Increase (%)	Total Clients	% of Employed Clients ¹
Age (years)				
24 or less	67	33	12353	49
25-34	56	44	6271	25
35-44	59	41	3399	13
45 or more	62	38	3157	13
			25180	100
Gender				
Female	64	36	11039	44
Male	61	39	14141	56
			25180	100
Educational Attainment				
Unknown ²	64	36	4886	19
Less than Year 10	41	59	2660	11
Year 10 or 11	56	44	6947	28
Year 12	69	31	6044	24
Tafe or a Training Course	76	24	3905	15
University Degree	78	22	738	3
			25180	100
Unemployment Duration (months)				
0 - 5	63	37	18267	72
6 - 11	65	35	2752	11
12 - 23	66	34	2027	8
24 - 35	52	48	1685	7
36 or more	61	39	450	2
			25180	100
Total Employed Clients ¹	15789	9391	25180	
% of all Clients	63	37	100	

Note:

1. Employed clients includes all of those who were employed at both July 1999 and September 2000 with the exception of those in the top earnings bracket at July 1999. These clients were excluded because no salary increases could be measured for those recorded as earning '\$500 or more' in July 1999.
2. Educational attainment is 'unknown' for Job Matching Only clients as these clients undertake a short registration process during which educational attainment is not recorded. Approximately 14% of Job Matching clients are Job Matching Only clients.

BIBLIOGRAPHY

Australian Bureau of Statistics. (1997). *Australian Standard Classification of Occupations – Second Edition*, Catalogue No. 1220.0. Canberra: Australian Bureau of Statistics

Carino-Abello, A., Pederson, D. & King, A. (2001). *Dynamics of Earned Income in Australia*, Catalogue No. 6293.0.00.007. Canberra: Australian Bureau of Statistics

Dunlop, Y. (2000). *Labour Market Outcomes of Low Paid Adult Workers*, Catalogue No. 6293.0.00.007. Canberra: Australian Bureau of Statistics

LIST OF ACRONYMS

ABS	Australian Bureau of Statistics
ASCO	Australian Standard Classification of Occupations
CES	Commonwealth Employment Service
DEWRSB	Department of Employment, Workplace Relations and Small Business
FaCS	Department of Family and Community Services
IES	Integrated Employment System
NILF	Not in the Labour Force
PPM	Post Programme Monitoring