

Quality & Integrity Group

GovHack – jobactive Job Placements

#### Specification

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| Created Date: | 17/08/2018 |

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# Table Summary

## Table Description

The jobactive Job Placements table provides data on jobactive job placements. The table includes provider information, vacancy details, job seeker characteristics at the time of the job placement and job placement to outcome conversion denominators and numerators. The lowest data grain in the dataset is JOB\_PLACEMENT\_ID, a unique code generated each time a job seeker is referred to a vacancy. The dataset was extracted on 5 August 2018, however is based on job placements confirmed between 1 July 2016 and 30 June 2017.

## Program Summary and Business Rules

### jobactive

jobactive is the Australian Government’s way to get more Australians into work. It connects job seekers (participants) with employers and is delivered by a network of jobactive providers across Australia. The key objective of jobactive is to promote stronger workforce participation, help more job seekers move from welfare to work and better meet the needs of employers. Providers are required to engage and work with employers, to understand the needs and ensure participants are equipped to meet those needs, and refer job seekers with appropriate skills and work habits to vacancies.

### Job Placements and Outcomes

**Job Placements**

Job placements are when a job seeker has commenced with a jobactive provider and have been placed into a vacancy (become employed in a job). These job placements are assigned a unique code, JOB\_PLACEMENT\_ID. When the job seeker remains employed for the duration of a relevant outcome period, outcome payments are then eligible to be paid to the provider at the following intervals:

* 4 Week Outcome – The job seeker has an approved, pending, or acquitted claim made for a job placement that was sustained for a 4-week period.
* 12 Week Outcome – The job seeker has an approved, pending, or acquitted claim made for a job placement that was sustained for a 12-week period.
* 26 Week Outcome – The job seeker has an approved, pending, or acquitted claim made for a job placement that was sustained for a 26-week period.

**Outcome Conversions**

4, 12 and 26 Week Outcome Conversion rates capture the rate at which providers make an actual outcome claim against confirmed job placements. Outcome conversion rates are calculated based on the following measures:

* + The 4, 12 and 26 week denominators are calculated based on confirmed job placements.
	+ The 4, 12 and 26 week outcome numerators are calculated based on whether the job placement captured in the denominator is sustained and an outcome payment is achieved.

## Column/Row Definition

### jobactive Job Placements

| **Field Name** | **Field Description** | **Data Type** |
| --- | --- | --- |
| DATA\_AS\_AT | Extract date of information from the Employment Services Systems. | date |
| JOB\_PLACEMENT\_ID | Unique identifier of the job referral in Employment Services Systems, which is generated each time a job seeker is referred to a vacancy. | int |
| JSKR\_LINKAGE\_KEY | Unique identifier assigned to the job seeker by the Department. | int |
| JOB\_PLACEMENT\_DATE | The date the job seeker’s job placement was confirmed in the Employment Services System.**Note:** The dataset was extracted as at 5 August 2018, however is based on job placements that were confirmed between 1 July 2016 and 30 June 2017. | date |
| STATE | Three-character code that identifies the State of the provider site that confirmed the job placement. | varchar (25) |
| STREAM\_PLACEMENT\_DESC | Description of the job seeker’s stream at the time of the job placement.

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| **Stream A** - Stream A job seekers are the most job ready. They will receive services to help them understand what employers want and how to navigate the local labour market, build a resume, look for jobs and learn how to access self-help facilities.  |
| **Stream B** - Stream B job seekers need their jobactive provider to play a greater role to help them become job ready and will be referred for case management support. |
| **Stream C** - Stream C job seekers have a combination of work capacity and personal issues that need to be addressed and will get case management support so that they can take up and keep a job. |

 | varchar (500)  |

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| **Field Name** | **Field Description** | **Data Type** |
| STREAM\_PHASE\_TYPE\_DESC | Description of the phase the job seeker was in at the time of the job placement.

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| **Self-Service and Job Activity** - Upon commencement in jobactive, Stream A participants will be in the Self Service and Job Activity Phase for six months. During this phase, Stream A participants are required to build a résumé and look for a specified number of jobs a month using self-help facilities and attend appointments with their provider. If still unemployed after six months in jobactive, they will usually start in the Work for the Dole Phase. After this, Stream A participants will be in the Case Management Phase for six months in alternation with the Work for the Dole Phase. |
| **Work for the Dole (WfD)** - A job seeker generally spends six months each year in the Work for the Dole Phase. During this phase most participants in Streams A, B and C are required to undertake an approved Activity, such as Work for the Dole or other approved activities to satisfy their Annual Activity Requirement (AAR).Additionally, most job seekers will also be required to search for a specified number of job searches each month and attend appointments with their provider with the frequency as determined by their provider. For Stream C participants, non-vocational activities can count towards meeting their AAR (see below for more info). The number of job searches required per month will depend on the capacity of the job seeker. |
| **Case Management** - The Case Management Phase is for six months each year for Stream A participants, during which time these job seekers are required to attend provider appointments as well as undertake a specified number of job searches each month. Job seekers may also be required to undertake suitable activities as appropriate. From 1 October 2016, upon Commencement in jobactive, all participants in Streams B and C will be in the Case Management Phase for 12 months before commencing in the Work for the Dole Phase. After this, the Case Management Phase will be for six months in alternation with the Work for the Dole Phase. |

 | varchar (500)  |

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| **Field Name** | **Field Description** | **Data Type** |
| BROAD\_OCCUPATION\_DESC | Description of the broad (first level) occupation category of the vacancy.

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| Clerical And Administrative Workers  |
| Community And Personal Service Workers  |
| Labourers  |
| Machinery Operators And Drivers  |
| Managers  |
| Professionals  |
| Sales Workers  |
| Technicians And Trades Workers  |

 | varchar (500)  |
| OCCUPATION\_DESC | Description of the second level occupation category of the vacancy. | varchar (500)  |
| OCCUPATION\_DESC\_LEVEL\_4 | Description of the detailed level (level 4) of occupation category of the vacancy. | varchar (500)  |
| VACANCY\_TYPE\_DESC | Description of the type of vacancy.

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| Apprenticeship |
| Commission |
| Graduate |
| Harvest Labour Vacancy |
| Internship |
| Normal position |
| Pre-existing Employment |
| Qualifying Seasonal Horticultural Work |
| Seasonal |
| Self Employment |
| Traineeship |

 | varchar (500)  |

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| --- | --- | --- |
| **Field Name** | **Field Description** | **Data Type** |
| VACANCY\_TENURE\_DESC | Description of the tenure of the vacancy.

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| Casual  |
| Contract |
| Permanent (6 months +) |
| Seasonal |
| Temporary (< 6 months) |

 | varchar (500)  |
| VACANCY\_FULL\_PART\_DESC | Description of the full-time /part-time status of the vacancy set by the provider.

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| Casual position |
| Full time, greater than 35h p/w |
| Part time, less than 35h p/w |

 | varchar (500)  |
| ALLOWANCE\_DESC | Description of the allowance type of income support payment made to the job seeker by the Department of Human Services at the job placement date. | varchar (50)  |
| EDUCATION\_LEVEL\_DESC | Description of the highest level of education obtained by the job seeker at the job placement date. | varchar (50) |
| RECENCY\_OF\_WORK\_EXPERIENCE\_DESC | Description of the job seeker’s most recent work experience at the job placement date.

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| Not in the labour force |
| Not working but looking for work |
| Paid full-time work (30 hours+) |
| Paid part-time work less than 8 hours |
| Paid regular part-time work 8 to 30 hours |
| Paid seasonal/irregular work |
| UKN (Unknown) |
| Unpaid work (inc voluntary work) |

 | varchar (50) |
| EMPLOYER\_INDUSTRY | Description of the industry classification of the employer. | varchar (500)  |

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| **Field Name** | **Field Description** | **Data Type** |
| DENOMINATOR\_4WK | Indicates whether the job seeker had a job placement confirmed greater than or equal to 4 weeks plus 56 days (84 days total) prior to DATA\_AS\_AT date. Used to calculate the 4 Week Conversion Rate. | int |
| DENOMINATOR\_12WK | The field indicates that the job seeker had a job placement confirmed greater than or equal to 12 weeks plus 56 days (140 days total) prior to DATA\_AS\_AT date. Used to calculate the 12 Week Conversion Rate. | int |
| DENOMINATOR\_26WK | The field indicates that the job seeker had a job placement confirmed greater than or equal to 26 weeks plus 56 days (238 days total) prior to DATA\_AS\_AT date. Used to calculate the 26 Week Conversion Rate. | int |
| NUMERATOR\_4WK | The field indicates that the job seeker achieved a 4 week outcome for the job placement (provider made outcome claim), greater than or equal to 4 weeks plus 56 days (84 days total) prior to the DATA\_AS\_AT date. A Full Outcome is achieved when a job seeker is in Employment, Unsubsidised Self‑Employment or an apprenticeship or traineeship and has a 100% income support rate reduction, or meets their hourly requirements for the duration of the Outcome Period. A Full Outcome for job seekers with a Partial Work Capacity or who are Principal Carer Parents will take into account their part-time requirements. A Partial Outcome is achieved when a job seeker is in Employment, Unsubsidised Self-Employment or an apprenticeship or traineeship and has their income support reduced by 60 per cent on average or meets a percentage of their hourly requirements. Partial Outcomes may be paid at 4 and 12 weeks only – no 26 Week Partial Outcomes are available. Used to calculate the 4 Week Conversion Rate. | int |
| NUMERATOR\_12WK | The field indicates that the job seeker achieved a 12 week outcome for the job placement (provider made outcome claim), greater than or equal to 12 weeks plus 56 days (140 days total) prior to the DATA\_AS\_AT date. A Full Outcome is achieved when a job seeker is in Employment, Unsubsidised Self‑Employment or an apprenticeship or traineeship and has a 100% income support rate reduction, or meets their hourly requirements for the duration of the Outcome Period. A Full Outcome for job seekers with a Partial Work Capacity or who are Principal Carer Parents will take into account their part-time requirements. A Partial Outcome is achieved when a job seeker is in Employment, Unsubsidised Self-Employment or an apprenticeship or traineeship and has their income support reduced by 60 per cent on average or meets a percentage of their hourly requirements. Partial Outcomes may be paid at 4 and 12 weeks only – no 26 Week Partial Outcomes are available. Used to calculate the 12 Week Conversion Rate. | int |

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| --- | --- | --- |
| **Field Name** | **Field Description** | **Data Type** |
| NUMERATOR\_26WK | The field indicates that the job seeker achieved a 26 week outcome for the job placement (provider made outcome claim), greater than or equal to 26 weeks plus 56 days (238 days total) prior to the DATA\_AS\_AT date. A Full Outcome is achieved when a job seeker is in Employment, Unsubsidised Self‑Employment or an apprenticeship or traineeship and has a 100% income support rate reduction, or meets their hourly requirements for the duration of the Outcome Period. A Full Outcome for job seekers with a Partial Work Capacity or who are Principal Carer Parents will take into account their part-time requirements. A Partial Outcome is achieved when a job seeker is in Employment, Unsubsidised Self-Employment or an apprenticeship or traineeship and has their income support reduced by 60 per cent on average or meets a percentage of their hourly requirements. Partial Outcomes may be paid at 4 and 12 weeks only – no 26 Week Partial Outcomes are available. Used to calculate the 26 Week Conversion Rate. | int |
| GENDER | Indicates the job seeker’s gender at the job placement date. | int |
| AGE\_GROUP | Indicates the group of the job seeker's age group at the job placement date.

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| Under 22 years |
| 22 to 24 years |
| 25 to 29 years |
| 30 to 39 years |
| 40 to 49 years |
| 50 to 54 years |
| 55 to 59 years |
| 60+ years |

 | int |

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| **Field Name** | **Field Description** | **Data Type** |
| UE\_GROUP | Description of the unemployment group, based on the total months the job seeker has been participating in employment services at the job placement date.

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| Under 12 Months |
| 12 to 23 Months |
| 24 to 59 Months |
| 60+ Months |

 | int |