

2017

JobPath Performance Data

Jobseekers Referred to JobPath July 2015 – June 2016



An Roinn
Gnóthaí Fostaíochta agus Coimirce Sóisialaí
Department of
Employment Affairs and Social Protection

Methodology

This report provides an analysis of outcomes for jobseekers referred to the JobPath service between July 2015 – June 2016.

The outcomes are measured using two separate methodologies –

1. Payment systems data comparison – this section of the report uses data collected from the Department’s payment systems to measure the outcomes for those clients referred to the service in each quarter between July 2015 and June 2016 against a similar group of clients who were not referred to the service. Given the low number of people who have completed the service relative to the overall numbers referred, and the potential impact of other factors such as jobseeker age, educational qualifications and prior employment history, this data should be treated with caution.
2. Contract data vs targets – this section of the report uses data supplied to the Department by the JobPath service providers to measure performance against the targets set out in both the contracts and the request for tender (RFT). These are the targets that the Department set for the contractors.



Referral Cohorts

For the purposes of this report, jobseekers referred to the JobPath service between July 2015 and June 2016 are broken down into quarterly referral cohorts.

It is important to note that jobseekers may be supported through the service for up to 30 months and as such, it will take time to accumulate a sufficient number of clients (who have completed their engagement period with the service) for complete and robust outcome data to be available.

The figures for job starts and job sustainments contained in this report are, therefore, a snapshot of contractor performance at the current point in time only. These figures may increase as more jobseekers from these cohorts complete their engagement period with the service. For this reason, the figures for these four cohorts will need to be revisited, until such time as all jobseekers in each cohort have completed their engagement.

A comparison of the job start and sustainment outcomes for the four quarterly cohorts contained in this report suggests that the longer clients have to avail of the service, the better the outcomes. There cannot be a like for like comparison between the four cohorts until all jobseekers in each cohort have completed their engagement.



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Executive Summary

- The JobPath service is designed to support people who are long-term unemployed prepare for, secure, and sustain employment. The service provides people who are long term unemployed with the support and assistance of a personal employment advisor.
- The service is provided on behalf of the Department of Employment Affairs and Social Protection by two contractors – *Turas Nua* and *Seetec*.
- The engagement period on JobPath comprises two phases.

Phase 1 Starts with a referral of a jobseeker from the Department of Employment Affairs and Social Protection to a JobPath service provider. This phase lasts for 12 months: in some cases it can be extended up to 18 months.

Phase 2 Commences when the jobseeker enters full-time employment. During this period the JobPath personal advisor will continue to work with the jobseeker for a period of at least three months and up to 12 months in order to help them sustain the employment.

- The earliest assessment of the impact of the service in respect of any jobseeker can only be completed at the conclusion of the initial phase 1 (after 12 months). However the earliest full outcomes can be measured is at the end of this 24 – 30 month period
- This report provides data on
 - Contract and employment performance in respect of those 39,603 jobseekers who were referred to the service in the period July 2015 – June 2016. i.e. those jobseekers who had the potential opportunity to complete an engagement period of at least 12 months with the service. The report is divided into quarterly referral cohorts.



Executive Summary – Contract Performance

- 39,603 long-term unemployed jobseekers were selected for referral in the period July 2015 –June 2016
58% of the 39,603 people referred were more than 3 years unemployed, 17% between 2 and 3 years unemployed, 24% between 1 and 2 years unemployed, and 1% were approaching 1 year on the live register.
- The number of job outcomes reported by the service providers is set out below.

	No.	%	Target
Clients selected for referral	39603		
Clients commenced to date with the service	34218	86%	85%
Clients who started full-time employment	6111	18%	14%
Clients who started part-time employment	1340	4%	
Clients who started self-employment	889	3%	
Total employment outcomes	8340	25%	

- This data indicates that full-time Job Starts under JobPath (18%) exceed the minimum target job start rate set out in the request for tender of 14% by 29%. In addition some 4% of jobseekers started part-time employment, while a further 3% became self employed
- The target set in the RFT was 62% above the weighted counterfactual job start rate of 8.6 % for 2012/2013.



Executive Summary – Employment Outcomes

The tables below compare JobPath jobseeker movements to employment compared to other long-term unemployed jobseekers for Q3 and Q4 2015, and Q1 and Q2 2016. This comparison is based on Department of Employment Affairs and Social Protection payment system records.

Jobseekers with Employment Episodes Since July 2015 (JobPath Referrals Q3 2015)								
Progression Rates	Duration Unemployed						Overall	
	LR 1-2 Years		LR 2-3 Years		LR > 3 Years			%
	JobPath	Non-JobPath	JobPath	Non-JobPath	JobPath	Non-JobPath	JobPath	Non-JobPath (Weighted)
Subsidised and self-employment	12.0%	8.1%	9.0%	6.9%	7.6%	5.2%	9.2%	6.4%
Part-Time Employment	13.1%	9.3%	13.3%	7.5%	10.4%	4.8%	11.8%	6.6%
Full-Time Employment	46.5%	40.5%	43.0%	30.3%	30.4%	20.4%	37.8%	28.3%
Total Employment Outcomes	71.6%	57.8%	65.2%	44.7%	48.4%	30.4%	58.7%	41.3%

Jobseekers with Employment Episodes Since September 2015 (JobPath Referrals Q4 2015)								
Progression Rates	Duration Unemployed						Overall	
	LR 1-2 Years		LR 2-3 Years		LR > 3 Years			%
	JobPath	Non-JobPath	JobPath	Non-JobPath	JobPath	Non-JobPath	JobPath	Non-JobPath (Weighted)
Subsidised and self-employment	9.6%	8.8%	9.6%	7.3%	8.3%	5.6%	8.9%	6.8%
Part-Time Employment	14.3%	10.0%	13.9%	7.7%	9.3%	5.1%	11.5%	6.8%
Full-Time Employment	45.9%	43.3%	38.8%	31.4%	28.4%	21.4%	35.0%	29.1%
Total Employment Outcomes	69.8%	62.1%	62.3%	46.4%	46.0%	32.1%	55.4%	42.7%

The unemployment duration of people referred to JobPath is longer on average than non-participants. The data is reweighted to enable a 'like for like' comparison based on the duration band of unemployment



Executive Summary – Employment Outcomes (continued)

Jobseekers with Employment Episodes Since December 2015 (JobPath Referrals Q1 2016)									
Progression Rates	Duration Unemployed							Overall	
	LR Passing 12 Months	LR 1-2 Years		LR 2-3 Years		LR > 3 Years			%
	JobPath	JobPath	Non-JobPath	JobPath	Non-JobPath	JobPath	Non-JobPath	JobPath	Non-JobPath (Weighted)
Subsidised and self-employment	6.7%	9.2%	8.8%	8.0%	6.9%	5.8%	5.3%	7.0%	6.5%
Part-Time Employment	10.7%	11.6%	9.8%	11.2%	7.2%	9.1%	4.8%	10.1%	6.5%
Full-Time Employment	40.0%	40.9%	42.4%	33.5%	30.1%	23.4%	20.5%	29.5%	27.7%
Total Employment Outcomes	57.3%	61.7%	61.0%	52.7%	44.1%	38.2%	30.6%	46.6%	40.6%

Jobseekers with Employment Episodes Since March 2016 (JobPath Referrals Q2 2016)									
Progression Rates	Duration Unemployed							Overall	
	LR Passing 12 Months	LR 1-2 Years		LR 2-3 Years		LR > 3 Years			%
	JobPath	JobPath	Non-JobPath	JobPath	Non-JobPath	JobPath	Non-JobPath	JobPath	Non-JobPath (Weighted)
Subsidised and self-employment	5.8%	7.4%	9.2%	6.7%	6.2%	6.2%	4.5%	6.5%	6.0%
Part-Time Employment	9.6%	11.0%	9.7%	11.7%	6.8%	8.7%	4.2%	9.8%	6.0%
Full-Time Employment	36.8%	35.0%	42.9%	31.5%	27.6%	23.6%	18.0%	27.8%	25.8%
Total Employment Outcomes	52.1%	53.3%	61.8%	49.9%	40.7%	38.5%	26.7%	44.1%	37.7%

The unemployment duration of people referred to JobPath is longer on average than non-participants. The data is reweighted to enable a 'like for like' comparison based on the duration band of unemployment



Executive Summary – Employment Outcomes (continued)

On a simple comparison this data indicates that the rate of Job Starts by people referred to JobPath exceeds the rate for non-participants by 42% in Q3 2015 (58.7% vs 41.3%), 30% (55.4% vs 42.7%) in Q4 2015, 15% in Q1 2016 (46.6% vs 40.6%) and 17% in Q2 2016 (44.1% vs 37.7%).

In the case of people who were three years or more unemployed, the rate of Job Starts for people on JobPath exceeded that of non participants by 59% in Q3 2015 (48.4% vs 30.4%), 44% in Q4 2015 (46% vs 32.1%), 25% in Q1 2016 (38.2% vs 30.6%) and 44% in Q2 2016 (38.5% vs 26.7%).

Given the low number of people who have completed the service to date, and the potential impact of other factors such as age, educational qualifications and prior employment history. This data should be treated with caution. An econometric evaluation of the service, taking account of these and other factors, will be completed in 2018 .



Section 1: Introduction

The JobPath Service

JobPath is a service designed to support long-term unemployed people and those who are at high risk of long term unemployment to find and sustain employment.

The service provides jobseekers with practical assistance in

- Identifying barriers to employment and solutions to overcome these barriers
- Identifying 'hidden' or undervalued talents and skills
- Identifying potential fields of work
- Job searching
- Preparing and tailoring CVs
- Preparing for interviews
- Building confidence and motivation

As part of this process each jobseeker is assigned a personal advisor/case worker who meets with them regularly to help them develop a Personal Progression Plan, provide them with access to relevant training/coaching programmes, review and learn from rejected job applications/interviews and support them, as appropriate, with practical assistance in respect of job search costs.

The JobPath service also works closely with employers to secure vacancies for jobseekers and will provide the jobseeker with advice and support for at least the first three months, and up to twelve months of employment.



Section 1: Introduction

Service Providers

The JobPath service is provided by two lead contractors engaged by the Department of Employment Affairs and Social Protection:

- Turas Nua provides services in the southern half of the country
- Seetec provides services in the northern half of the country (including Dublin and Galway)

In total the contractors engage circa 650 staff in delivering the service from 90 locations around the country.

Participants on JobPath

The contractors work with jobseekers selected by the Department of Employment Affairs and Social Protection. The participants selected for JobPath are all people who are already long term unemployed. The contract also makes provision to select unemployed people who are at high risk of long term unemployment.

Service Duration

Each jobseeker is provided with the service for 12 months (up to 18 months in some instances) prior to securing employment and for at least 3 months and up to 12 months while in employment.

The earliest full outcomes can be measured is therefore at the end of this 24 – 30 month period.

This report therefore provides an interim assessment as of 5th October 2017 in respect of people referred to the service in the period July 2015 – June 2016 by quarterly cohort groups.



Section 1: Introduction

Service Outcomes

As the purpose of JobPath is to help people find and sustain employment. The critical performance measure is the number of full time jobs found and sustained by participants.

For this purpose:

- A job is defined as employment of at least 30 hours work per week – and were the jobseeker is no longer on the live register or in receipt of a jobseeker payment.
- A sustained job is one that lasts for at least 13 weeks but ideally for up to 12 months (See below).

Service Costs/Payments

The JobPath service providers are paid by means of two types of fees:

- A Registration Fee:– paid when the first personal progression plan is in place for each Jobseeker.
- Job Sustainment Fees:- paid for each completed period of 13 weeks of full-time employment. A maximum of four sustainment fees are paid in respect of any client.

Contractors maximise their fees if they successfully help the jobseeker sustain employment for 12 months.

The fees are tiered such that higher fees are paid in respect of people who are longer-term unemployed.



Section 1: Introduction

Employment Performance Using Payment System Data

The Department of Employment Affairs and Social Protection can track movements of participants on and off the Live Register via its own payment systems' data.

Section 2 sets out a comparison of JobPath participant movements with those long term unemployed people who didn't use the service. This data should be treated with caution as

- The number of people who have completed the service is still very low
- It does not control for differing characteristics between the people selected for JobPath and those who were not selected. (e.g. age, prior employment history and qualifications.)
- Some jobseekers may misclassify their reasons for signing off or may not give a reason.
- The sustainment data is 'point in time' and does not take account of differing Job Start dates.

Note: an econometric evaluation of the service, taking account of these and other factors, will be completed in 2018.



Section 1: Introduction

Contract Employment Performance Measures

A number of measures are used to assess JobPath performance

- | | |
|-------------------------|--|
| (i) Engagement data: | How many people engaged with the service |
| (ii) Job Start data: | How many people entered employment. |
| (iii) Job sustainments: | How many people sustained employment. |

Targets for Job Starts (on average 62% higher than the then counterfactual) were set by the Department of Employment Affairs and Social Protection when it tendered the service in 2013.

Bidders were required to at least meet this target and to submit 'bids' based on employment sustainment rates.

The tender counterfactual rate for the mix of jobseekers referred in the July 2015 – June 2016 period was 8.6%. The weighted target Job Start rate for this group is, therefore, 14%

Performance to date, against the Job Start targets and the employment sustainment bids are provided in Section 3.

It is to be noted that this data only relates to the 39,603 jobseekers referred to the service between July 2015 – June 2016 who potentially had an opportunity to avail of the service for the full 12 month engagement period. Data in respect of subsequent jobseekers using the service will be reported in future releases.



Section 2: Payment Systems Data: Job Starts Q3 2015

Jobseekers with Employment Episodes Since July 2015 (JobPath Referrals Q3 2015)								
Progression Rates	Duration Unemployed						Overall	
	LR 1-2 Years		LR 2-3 Years		LR > 3 Years			%
	JobPath	Non-JobPath	JobPath	Non-JobPath	JobPath	Non-JobPath	JobPath	Non-JobPath (Weighted)
Subsidised and self-employment	12.0%	8.1%	9.0%	6.9%	7.6%	5.2%	9.2%	6.4%
Part-Time Employment	13.1%	9.3%	13.3%	7.5%	10.4%	4.8%	11.8%	6.6%
Full-Time Employment	46.5%	40.5%	43.0%	30.3%	30.4%	20.4%	37.8%	28.3%
Total Employment Outcomes	71.6%	57.8%	65.2%	44.7%	48.4%	30.4%	58.7%	41.3%
Ratio:- JobPath Episodes: Non-JobPath Episodes								
Progression Rates	Duration Unemployed						Overall	
	LR 1-2 Years		LR 2-3 Years		LR > 3 Years			
	JobPath As % of Non-JobPath	JobPath As % of Non-JobPath	JobPath As % of Non-JobPath	JobPath As % of Non-JobPath	JobPath As % of Non-JobPath	JobPath As % of Non-JobPath	JobPath As % of Non-JobPath	JobPath As % of Non-JobPath
Subsidised and self-employment	148%	129%	129%	129%	146%	146%	143%	143%
Part-Time Employment	142%	177%	177%	177%	217%	217%	177%	177%
Full-Time Employment	115%	142%	142%	142%	149%	149%	133%	133%
Total Employment Outcomes	124%	146%	146%	146%	159%	159%	142%	142%

JobPath participants demonstrate a higher rate of job starts **(+42%)** compared to non-participants. The job start impact appears to be greater for people **(+59%)** who have a longer duration of unemployment.



Section 2: Payment Systems Data: Job Starts Q4 2015

Jobseekers with Employment Episodes Since September 2015 (JobPath Referrals Q4 2015)								
Progression Rates	Duration Unemployed						Overall	
	LR 1-2 Years		LR 2-3 Years		LR > 3 Years		JobPath	%
	JobPath	Non-JobPath	JobPath	Non-JobPath	JobPath	Non-JobPath		
Subsidised and self-employment	9.6%	8.8%	9.6%	7.3%	8.3%	5.6%	8.9%	6.8%
Part-Time Employment	14.3%	10.0%	13.9%	7.7%	9.3%	5.1%	11.5%	6.8%
Full-Time Employment	45.9%	43.3%	38.8%	31.4%	28.4%	21.4%	35.0%	29.1%
Total Employment Outcomes	69.8%	62.1%	62.3%	46.4%	46.0%	32.1%	55.4%	42.7%
Ratio:- JobPath Episodes: Non-JobPath Episodes								
Progression Rates	Duration Unemployed						Overall	
	LR 1-2 Years		LR 2-3 Years		LR > 3 Years		JobPath As % of Non-JobPath	
	JobPath As % of Non-JobPath	Non-JobPath	JobPath As % of Non-JobPath	Non-JobPath	JobPath As % of Non-JobPath	Non-JobPath		
Subsidised and self-employment	108%		131%		149%		131%	
Part-Time Employment	144%		181%		184%		168%	
Full-Time Employment	106%		124%		132%		120%	
Total Employment Outcomes	112%		134%		144%		130%	

JobPath participants demonstrate a higher rate of job starts **(+30%)** compared to non-participants. The job start impact appears to be greater for people **(+44%)** who have a longer duration of unemployment.



Section 2: Payment Systems Data: Job Starts Q1 2016

Jobseekers with Employment Episodes Since December 2015									
Progression Rates	Duration Unemployed							Overall	
	Passing 12 months	LR 1-2 Years		LR 2-3 Years		LR > 3 Years			%
	JobPath	JobPath	Non-JobPath	JobPath	Non-JobPath	JobPath	Non-JobPath	JobPath	Non-JobPath (Weighted)
Subsidised and self-employment	6.7%	9.2%	8.8%	8.0%	6.9%	5.8%	5.3%	7.0%	6.5%
Part-Time Employment	10.7%	11.6%	9.8%	11.2%	7.2%	9.1%	4.8%	10.1%	6.5%
Full-Time Employment	40.0%	40.9%	42.4%	33.5%	30.1%	23.4%	20.5%	29.5%	27.7%
Total Employment Outcomes	57.3%	61.7%	61.0%	52.7%	44.1%	38.2%	30.6%	46.6%	40.6%

Ratio:- JobPath Episodes: Non-JobPath Episodes				
Progression Rates	Duration Unemployed			Overall
	LR 1-2 Years	LR 2-3 Years	LR > 3 Years	
	JobPath As % of Non-JobPath	JobPath As % of Non-JobPath	JobPath As % of Non-JobPath	JobPath As % of Non-JobPath
Subsidised and self-employment	105%	117%	109%	109%
Part-Time Employment	118%	157%	187%	155%
Full-Time Employment	96%	111%	114%	107%
Total Employment Outcomes	101%	120%	125%	115%

JobPath participants demonstrate a higher rate of job starts **(+15%)** compared to non-participants. The job start impact appears to be greater for people **(+25%)** who have a longer duration of unemployment.



Section 2: Payment Systems Data: Job Starts Q2 2016

Jobseekers with Employment Episodes Since March 2016									
Progression Rates	Duration Unemployed							Overall	
	Passing 12 months	LR 1-2 Years		LR 2-3 Years		LR > 3 Years			%
	JobPath	JobPath	Non-JobPath	JobPath	Non-JobPath	JobPath	Non-JobPath	JobPath	Non-JobPath (Weighted)
Subsidised and self-employment	5.8%	7.4%	9.2%	6.7%	6.2%	6.2%	4.5%	6.5%	6.0%
Part-Time Employment	9.6%	11.0%	9.7%	11.7%	6.8%	8.7%	4.2%	9.8%	6.0%
Full-Time Employment	36.8%	35.0%	42.9%	31.5%	27.6%	23.6%	18.0%	27.8%	25.8%
Total Employment Outcomes	52.1%	53.3%	61.8%	49.9%	40.7%	38.5%	26.7%	44.1%	37.7%

Ratio:- JobPath Episodes: Non-JobPath Episodes				
Progression Rates	Duration Unemployed			Overall
	LR 1-2 Years	LR 2-3 Years	LR > 3 Years	
	JobPath As % of Non-JobPath	JobPath As % of Non-JobPath	JobPath As % of Non-JobPath	JobPath As % of Non-JobPath
Subsidised and self-employment	80%	108%	136%	109%
Part-Time Employment	114%	170%	209%	163%
Full-Time Employment	82%	114%	131%	108%
Total Employment Outcomes	86%	123%	144%	117%

JobPath participants demonstrate a higher rate of job starts **(+17%)** compared to non-participants. The job start impact appears to be greater for people **(+44%)** who have a longer duration of unemployment.



Section 2: Payment Systems Data – Job Sustainment Q3 2015

Employment Status as of 31 August 2017

Progression Rates	Duration Unemployed			Overall
	LR 1-2 Years	LR 2-3 Years	LR > 3 Years	
	JobPath as % of Non-JobPath	JobPath as % of Non-JobPath	JobPath as % of Non-JobPath	JobPath as % of Non-JobPath
Subsidised and self-employment	149%	132%	159%	149%
Part-Time Employment	115%	95%	178%	134%
Full-Time Employment	85%	119%	141%	112%
Employment sub-total	98%	118%	150%	121%

Indicative ‘point-in-time’ data on job sustainments using payment systems’ records suggests that people referred to JobPath in July – September 2015 were 21% more likely to be in employment than other long term unemployed people as of 31 August 2017.

This data should be treated with caution given the low numbers of JobPath participants, the potential impact of other non-reported factors such as age, prior duration of unemployment, duration in employment and educational qualifications and as the data does not account for differences in Job Start dates.

An econometric evaluation of the service, taking account of these and other factors, will be completed in 2018.



Section 2: Payment Systems Data – Job Sustainment Q4 2015

Employment Status as of 31 August 2017

Progression Rates	Duration Unemployed			Overall
	LR 1-2 Years	LR 2-3 Years	LR > 3 Years	
	JobPath as % of Non-JobPath	JobPath as % of Non-JobPath	JobPath as % of Non-JobPath	JobPath as % of Non-JobPath
Subsidised and self-employment	102%	122%	149%	128%
Part-Time Employment	122%	173%	146%	143%
Full-Time Employment	84%	104%	102%	95%
Employment sub-total	92%	117%	119%	108%

Indicative ‘point-in-time’ data on job sustainments using payment systems’ records suggests that people referred to JobPath in October – December 2015 were 8% More likely to be in employment than other long term unemployed people as of 31st August 2017.

This data should be treated with caution given the low numbers of JobPath participants, the potential impact of other non-reported factors such as age, prior duration of unemployment, duration in employment and educational qualifications and as the data does not account for differences in Job Start dates.

An econometric evaluation of the service, taking account of these and other factors, will be completed in 2018.



Section 2: Payment Systems Data – Job Sustainment Q1 2016

Employment Status as of 31 August 2017

Progression Rates	Duration Unemployed			Overall
	Passing 12 Months & LR 1-2 Years	LR 2-3 Years	LR > 3 Years	
	JobPath as % of Non-JobPath	JobPath as % of Non-JobPath	JobPath as % of Non-JobPath	JobPath as % of Non-JobPath
Subsidised and self-employment	102%	111%	106%	105%
Part-Time Employment	95%	129%	166%	134%
Full-Time Employment	79%	91%	98%	89%
Employment sub-total	86%	100%	110%	99%

Indicative ‘point-in-time’ data on job sustainments using payment systems’ records suggests that people referred to JobPath in January – March 2016 were 1% less likely to be in employment than other long term unemployed people as of 31 August 2017.

This data should be treated with caution given the low numbers of JobPath participants, the potential impact of other non-reported factors such as age, prior duration of unemployment, duration in employment and educational qualifications and as the data does not account for differences in Job Start dates.

An econometric evaluation of the service, taking account of these and other factors, will be completed in 2018.



Section 2: Payment Systems Data – Job Sustainment Q2 2016

Employment Status as of 31 August 2017

Progression Rates	Duration Unemployed			Overall
	Passing 12 Months & LR 1-2 Years	LR 2-3 Years	LR > 3 Years	
	JobPath as % of Non-JobPath	JobPath as % of Non-JobPath	JobPath as % of Non-JobPath	JobPath as % of Non-JobPath
Subsidised and self-employment	69%	108%	131%	104%
Part-Time Employment	89%	148%	177%	138%
Full-Time Employment	72%	95%	116%	93%
Employment sub-total	74%	106%	128%	102%

Indicative ‘point-in-time’ data on job sustainments using payment systems’ records suggests that people referred to JobPath in April – June 2016 were 2% more likely to be in employment than other long term unemployed people as of 31 August 2017.

This data should be treated with caution given the low numbers of JobPath participants, the potential impact of other non-reported factors such as age, prior duration of unemployment, duration in employment and educational qualifications and as the data does not account for differences in Job Start dates.

An econometric evaluation of the service, taking account of these and other factors, will be completed in 2018.



Section 3: Contract Performance Data: Referrals, Engagers and Job Starts Summary July 2015 – June 2016

Contract Data

Referrals July 2015 – June 2016

	Passing 12 Months on LR	1 – 2 Years on LR	2 - 3 Years On LR	> 3 Years on LR	Total
Referred	472	9578	6819	22734	39603
Withdrawals / cancellations	53	1219	802	2238	4312
Net Referrals	419	8359	6017	20496	35291
Engagers	404	8099	5815	19900	34218
% Engagement of Net Referred	96.4%	96.9%	96.6%	97.1%	97.0%
Notified Job Starts					
Full-time	101	1942	1165	2903	6111
Part-time	17	391	254	678	1340
Self-employed	9	257	160	463	889
Total Job Starts	127	2590	1579	4044	8340
All Job Starts as % of Engagers	31%	32%	27%	20%	24%
Full-time job start % of Engagers	25%	24%	20%	15%	18%
Counterfactuals Rate from RFT*	16%	16%	10%	5%	8.6%
Expected job start % of engagers*	26%	26%	16%	8%	13.8%
Actual: Expected job start ratio	96%	92%	125%	188%	130%

Notified Job Starts are 30% higher than the expected job starts target – which was set at 62% above the 2012/2013 counterfactual.

Notified Job Starts for very long term unemployed people are 88% above the target level.

*The figures in the total column are a weighted average based on the number of engagers in each cohort.



Section 3: Contract Performance Data: Referrals, Engagers and Job Starts Summary Q3 2015

Contract Data	Referrals July 2015 - September 2015			
	1 – 2 Years on LR	2 - 3 Years On LR	> 3 Years on LR	Total
Referred	359	279	628	1266
Withdrawals / cancellations	72	43	108	223
Net Referrals	287	236	520	1043
Engagers	286	232	516	1034
% Engagement of Net Referred	99.7%	98.3%	99.2%	99.1%
Notified Job Starts				
Full-time	76	57	95	228
Part-time	12	6	23	41
Self-employed	15	7	15	37
Total Job Starts	103	70	133	306
All Job Starts as % of Engagers	36%	30%	26%	30%
Full-time job start % of Engagers	27%	25%	18%	22%
Counterfactuals Rate from RFT*	16%	10%	5%	9.2%
Expected job start % of engagers*	26%	16%	8%	14.8%
Actual: Expected job start ratio	104%	156%	225%	149%

Notified Job Starts are 49% higher than the expected job starts target – which was set at 62% above the 2012/2013 counterfactual. Notified Job Starts for very long term unemployed people are particularly high at over twice the target level.

*The figures in the total column are a weighted average based on the number of engagers in each cohort.



Section 3: Contract Performance Data: Referrals, Engagers and Job Starts Summary Q4 2015

Contract Data	Referrals October 2015 - December 2015			
	1 – 2 Years on LR	2 - 3 Years On LR	> 3 Years on LR	Total
Referred	1706	1184	3514	6404
Withdrawals / cancellations	274	160	394	828
Net Referrals	1432	1024	3120	5576
Engagers	1424	1021	3107	5552
% Engagement of Net Referred	99.4%	99.7%	99.6%	99.6%
Notified Job Starts				
Full-time	400	226	496	1122
Part-time	86	55	104	245
Self-employed	60	33	117	210
Total Job Starts	546	314	717	1577
All Job Starts as % of Engagers	38%	31%	23%	28%
Full-time job start % of Engagers	28%	22%	16%	20%
Counterfactuals Rate from RFT*	16%	10%	5%	8.7%
Expected job start % of engagers*	26%	16%	8%	14.1%
Actual: Expected job start ratio	108%	138%	200%	142%

Notified Job Starts are 42% higher than the expected job starts target – which was set at 62% above the 2012/2013 counterfactual. Notified Job Starts for very long term unemployed people are particularly high at twice the target level.

*The figures in the total column are a weighted average based on the number of engagers in each cohort.



Section 3: Contract Performance Data: Referrals, Engagers and Job Starts Summary Q1 2016

Contract Data	Referrals July 2015 - March 2016				Total
	Passing 12 Months on LR	1 – 2 Years on LR	2 - 3 Years On LR	> 3 Years on LR	
Referred	75	3149	2201	7352	12777
Withdrawals / cancellations	11	449	312	884	1656
Net Referrals	64	2700	1889	6468	11121
Engagers	64	2682	1869	6426	11041
% Engagement of Net Referred	100.0%	99.3%	98.9%	99.4%	99.3%
Notified Job Starts					
Full-time	18	686	381	906	1991
Part-time	1	119	73	202	395
Self-employed	1	102	48	147	298
Total Job Starts	20	907	502	1255	2684
All Job Starts as % of Engagers	31%	34%	27%	20%	24%
Full-time job start % of Engagers	28%	26%	20%	14%	18%
Counterfactuals Rate from RFT*	16%	16%	10%	5%	8.6%
Expected job start % of engagers*	26%	26%	16%	8%	13.8%
Actual: Expected job start ratio	108%	100%	125%	175%	130%

Notified Job Starts are 30% higher than the expected job starts target – which was set at 62% above the 2012/2013 counterfactual.

Notified Job Starts for very long term unemployed people are 75% above the target level.

*The figures in the total column are a weighted average based on the number of engagers in each cohort.



Section 3: Contract Performance Data: Referrals, Engagers and Job Starts Summary Q2 2016

Contract Data	Referrals April 2016 – June 2016				Total
	Passing 12 Months on LR	1 – 2 Years on LR	2 - 3 Years On LR	> 3 Years on LR	
Referred	397	4364	3155	11240	19156
Withdrawals / cancellations	42	424	287	850	1603
Net Referrals	355	3940	2868	10390	17553
Engagers	340	3706	2693	9851	16590
% Engagement of Net Referred	95.8%	94.1%	93.9%	94.8%	94.5%
Notified Job Starts					
Full-time	83	780	501	1406	2770
Part-time	16	174	120	349	659
Self-employed	8	80	72	184	344
Total Job Starts	107	1034	693	1939	3773
All Job Starts as % of Engagers	31%	28%	26%	20%	23%
Full-time job start % of Engagers	24%	21%	19%	14%	17%
Counterfactuals Rate from RFT*	16%	16%	10%	5%	8.5%
Expected job start % of engagers*	26%	26%	16%	8%	13.7%
Actual: Expected job start ratio	92%	81%	119%	175%	124%

Notified Job Starts are 24% higher than the expected job starts target – which was set at 62% above the 2012/2013 counterfactual.

Notified Job Starts for very long term unemployed people are 75% above the target level.

*The figures in the total column are a weighted average based on the number of engagers in each cohort.



Section 3: Contract Performance Data – 13 Week Job-Sustainments July 2015- June 2016

Contract Data

Referrals July 2015 - June 2016

13 Week Job Sustainment's Notified	Passing 12 Months on LR	1-2 Years on LR	2-3 Years on LR	> 3 Years on LR	Grand Total
Potential Job Sustainments	101	1935	1157	2875	6068
Notified Sustainments	75	1506	877	2161	4619
% Sustainment Rate	74%	78%	76%	75%	76%
Blended Contractor Commitment*	76%	75%	75%	75%	75%
Ratio of Actual to Commitment	97%	104%	101%	100%	101%
Forecast Job Sustainments	80	1577	694	1147	3418
Notified Job Sustainments	75	1506	877	2161	4619
Notified Vs Forecast	94%	95%	126%	188%	135%

Blended target sustainment rates based on the rates bid by the providers in their tenders is shown for 13 week job sustainments. Contractor performance, at the time of publishing , against sustainment targets is 1% higher than bid (76% of jobs are sustained for 13 weeks vs 75% as bid in the contractor tenders) however this is against a higher level of Job Starts. Given the higher number of Job Starts the overall number of job-sustainments (4619) is 35% higher than the anticipated job-sustainments (3418).

Note: these performance figures are a snapshot of contractor performance across four cohort groups (over a 12 month period) at the current point in time only, it can be anticipated that performance will improve over time as more clients from the cohort groups commence and sustain employment.

*The figures in the total column are a weighted average based on the number of engagers in each cohort.



Section 3: Contract Performance Data – 13 Week Job-Sustainments Q3 2015

Contract Data

Referrals July 2015 - September 2015

13 Week Job Sustainments Notified	1-2 Years on LR	2-3 Years on LR	> 3 Years on LR	Grand Total
Potential Job Sustainments	76	57	95	228
Notified Sustainments	64	47	69	180
% Sustainment Rate	84%	82%	73%	79%
Blended Contractor Commitment*	75%	75%	75%	75%
Ratio of Actual to Commitment	112%	109%	97%	105%
Forecast Job Sustainments	55	27	32	114
Notified Job Sustainments	64	47	69	180
Notified Vs Forecast	116%	174%	216%	158%

Blended target sustainment rates based on the rates bid by the providers in their tenders is shown for 13 week job sustainments in Q3 2015.

Contractor performance against sustainment targets is at the time of publishing 4% higher than bid (79% of jobs are sustained for 13 weeks vs 75% as bid in the contractor tenders). In addition, given the higher number of Job Starts the overall number of job-sustainments (180) is 58% higher than the anticipated job-sustainments (114).

*The figures in the total column are a weighted average based on the number of engagers in each cohort.



Section 3: Contract Performance Data – 13 Week Job-Sustainments Q4 2015

Contract Data

Referrals October 2015 - December 2015

13 Week Job Sustainments Notified	1-2 Years on LR	2-3 Years on LR	> 3 Years on LR	Grand Total
Potential Job Sustainments	399	226	496	1121
Notified Sustainments	315	180	375	870
% Sustainment Rate	79%	80%	76%	78%
Blended Contractor Commitment*	75%	75%	75%	75%
Ratio of Actual to Commitment	105%	107%	101%	104%
Forecast Job Sustainments	277	123	186	586
Notified Job Sustainments	315	180	375	870
Notified Vs Forecast	114%	146%	202%	148%

Blended target sustainment rates based on the rates bid by the providers in their tenders is shown for 13 week job sustainments in Q4 2015.

Contractor performance against sustainment targets is at the time of publishing 3% higher than bid (78% of jobs are sustained for 13 weeks vs 75% as bid in the contractor tenders). In addition, given the higher number of Job Starts the overall number of job-sustainments (870) is 48% higher than the anticipated job-sustainments (586).

*The figures in the total column are a weighted average based on the number of engagers in each cohort.



Section 3: Contract Performance Data – 13 Week Job-Sustainments Q1 2016

Contract Data

Referrals

January 2016 - March 2016

13 Week Job Sustainments Notified	Passing 12 Months on LR	1-2 Years on LR	2-3 Years on LR	> 3 Years on LR	Grand Total
Potential Job Sustainments	18	684	380	900	1982
Notified Sustainments	15	516	274	662	1467
% Sustainment Rate	83%	75%	72%	74%	74%
Blended Contractor Commitment*	76%	75%	75%	75%	75%
Ratio of Actual to Commitment	109%	100%	96%	99%	99%
Forecast Job Sustainments	13	513	228	386	1127
Notified Job Sustainments	15	516	274	662	1467
Notified Vs Forecast	115%	101%	120%	172%	130%

Blended target sustainment rates based on the rates bid by the providers in their tenders is shown for 13 week job sustainments in Q1 2016.

Contractor performance against sustainment targets is at the time of publishing 1% lower than bid (74% of jobs are sustained for 13 weeks vs 75% as bid in the contractor tenders) however this is against a higher level of Job Starts. Given the higher number of Job Starts the overall number of job-sustainments (1467) is 30% higher than the anticipated job-sustainments (1127).

*The figures in the total column are a weighted average based on the number of engagers in each cohort.



Section 3: Contract Performance Data – 13 Week Job-Sustainments Q2 2016

Contract Data

Referrals

April 2016 – June 2016

13 Week Job Sustainments Notified	Passing 12 Months on LR	1-2 Years on LR	2-3 Years on LR	> 3 Years on LR	Grand Total
Potential Job Sustainments	83	775	494	1385	2737
Notified Sustainments	60	611	376	1055	2102
% Sustainment Rate	72%	79%	76%	76%	77%
Blended Contractor Commitment*	76%	75%	75%	75%	75%
Ratio of Actual to Commitment	95%	105%	101%	101%	103%
Forecast Job Sustainments	69	718	311	594	1623
Notified Job Sustainments	60	611	376	1055	2102
Notified Vs Forecast	87%	85%	121%	178%	130%

Blended target sustainment rates based on the rates bid by the providers in their tenders is shown for 13 week job sustainments in Q2 2016.

Contractor performance against sustainment targets is at the time of publishing 2% higher than bid (77% of jobs are sustained for 13 weeks vs 75% as bid in the contractor tenders). In addition, given the higher number of Job Starts the overall number of job-sustainments (2102) is 30% higher than the anticipated job-sustainments (1623).

*The figures in the total column are a weighted average based on the number of engagers in each cohort.



Section 3: Contract Performance Data – 26 Week Job-Sustainments July 2015- June 2016

Contract Data

Referrals July 2015 - June 2016

26 Week Job Sustainments Notified	Passing 12 Months on LR	1-2 Years on LR	2-3 Years on LR	> 3 Years on LR	Grand Total
Potential Job Sustainments	73	1468	845	2063	4449
Notified Sustainments	52	1161	656	1553	3422
% Sustainment Rate	71%	79%	78%	75%	77%
Blended Contractor Commitment*	81%	82%	81%	82%	82%
Ratio of Actual to Commitment	88%	96%	96%	91%	94%
Forecast Job Sustainments	62	1254	543	895	2702
Notified Job Sustainments	52	1161	656	1553	3422
Notified Vs Forecast	84%	93%	121%	174%	127%

Blended target sustainment rates based on the rates bid by the providers in their tenders is shown for 26 week job sustainments.

Contractor performance against sustainment targets is at the time of publishing 5% lower than bid (77% of jobs sustained for 13 weeks are sustained for a further 13 weeks vs 82% as bid in the contractor tenders). However this is against a higher level of Job Starts. Given the higher number of Job Starts the overall number of 26 week job-sustainments (3422) is 27% higher than the anticipated job-sustainments (2702).

*The figures in the total column are a weighted average based on the number of engagers in each cohort.



Section 3: Contract Performance Data – 26 Week Job-Sustainments Q3 2015

Contract Data

Referrals July 2015 - September 2015

26 Week Job Sustainments Notified	1-2 Years on LR	2-3 Years on LR	> 3 Years on LR	Grand Total
Potential Job Sustainments	64	47	69	180
Notified Sustainments	53	38	56	147
% Sustainment Rate	83%	81%	81%	82%
Blended Contractor Commitment*	82%	81%	82%	82%
Ratio of Actual to Commitment	101%	100%	99%	100%
Forecast Job Sustainments	45	22	26	93
Notified Job Sustainments	53	38	56	147
Notified Vs Forecast	118%	173%	215%	158%

Blended target sustainment rates based on the rates bid by the providers in their tenders is shown for 26 week job sustainments.

Contractor performance against sustainment targets are as per bid at the time of publishing . However, given the higher number of Job Starts the overall number of 26 week job-sustainments (147) is 58% higher than the anticipated job-sustainments (93).

*The figures in the total column are a weighted average based on the number of engagers in each cohort.



Section 3: Contract Performance Data – 26 Week Job-Sustainments Q4 2015

Contract Data

Referrals October 2015 - December 2015

26 Week Job Sustainments Notified	1-2 Years on LR	2-3 Years on LR	> 3 Years on LR	Grand Total
Potential Job Sustainments	313	180	374	867
Notified Sustainments	252	147	278	677
% Sustainment Rate	81%	82%	74%	78%
Blended Contractor Commitment*	82%	81%	82%	82%
Ratio of Actual to Commitment	99%	101%	90%	95%
Forecast Job Sustainments	225	100	152	480
Notified Job Sustainments	252	147	278	677
Notified Vs Forecast	112%	147%	183%	141%

Blended target sustainment rates based on the rates bid by the providers in their tenders is shown for 26 week job sustainments.

Contractor performance against sustainment targets is at the time of publishing 4% lower than bid (78% of job sustained for 13 weeks are sustained for a further 13 weeks vs 82% as bid in the contractor tenders). However this is against a higher level of Job Starts. Given the higher number of Job Starts the overall number of 26 week job-sustainments (677) is 41% higher than the anticipated job-sustainments (480).

*The figures in the total column are a weighted average based on the number of engagers in each cohort.



Section 3: Contract Performance Data – 26 Week Job-Sustainments Q1 2016

Contract Data

Referrals

January 2016 - March 2016

26 Week Job Sustainments Notified	Passing 12 Months on LR	1-2 Years on LR	2-3 Years on LR	> 3 Years on LR	Grand Total
Potential Job Sustainments	15	513	270	660	1458
Notified Sustainments	10	401	209	491	1111
% Sustainment Rate	67%	78%	77%	74%	76%
Blended Contractor Commitment*	81%	82%	81%	82%	82%
Ratio of Actual to Commitment	83%	95%	95%	90%	93%
Forecast Job Sustainments	11	416	181	315	913
Notified Job Sustainments	10	401	209	491	1111
Notified Vs Forecast	91%	96%	115%	156%	122%

Blended target sustainment rates based on the rates bid by the providers in their tenders is shown for 26 week job sustainments.

Contractor performance against sustainment targets is at the time of publishing 6% lower than bid (76% of job sustained for 13 weeks are sustained for a further 13 weeks vs 82% as bid in the contractor tenders). However this is against a higher level of Job Starts. Given the given the higher number of Job Starts the overall number of 26 week job-sustainments (1111) is 22% higher than the anticipated job-sustainments (913).

*The figures in the total column are a weighted average based on the number of engagers in each cohort.



Section 3: Contract Performance Data – 26 Week Job-Sustainments Q2 2016

Contract Data

Referrals

April 2016 – June 2016

26 Week Job Sustainments Notified	Passing 12 Months on LR	1-2 Years on LR	2-3 Years on LR	> 3 Years on LR	Grand Total
Potential Job Sustainments	58	578	348	960	1944
Notified Sustainments	42	455	262	728	1487
% Sustainment Rate	72%	79%	75%	76%	76%
Blended Contractor Commitment*	81%	82%	81%	82%	82%
Ratio of Actual to Commitment	89%	96%	93%	93%	93%
Forecast Job Sustainments	53	551	233	440	1226
Notified Job Sustainments	42	455	262	728	1487
Notified Vs Forecast	79%	83%	112%	165%	121%

Blended target sustainment rates based on the rates bid by the providers in their tenders is shown for 26 week job sustainments.

Contractor performance against sustainment targets is at the time of publishing 6% lower than bid (76% of job sustained for 13 weeks are sustained for a further 13 weeks vs 82% as bid in the contractor tenders). However this is against a higher level of Job Starts. Given the higher number of Job Starts the overall number of 26 week job-sustainments (1487) is 21% higher than the anticipated job-sustainments (1226).

*The figures in the total column are a weighted average based on the number of engagers in each cohort.



END OF REPORT



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