

2017

JobPath Performance Data

Jobseekers Referred to JobPath July 2015 – March 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 – March 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 Q3 and Q4 2015, and Q1 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, 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 March 2016 are broken down into three separate referral cohorts; Q3 2015 (referrals during the period July – September 2015), Q4 2015 (referrals during the period October – December 2015) and Q1 2016 (referrals during the period January – March 2016).

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 three cohorts will be revisited and updated in forthcoming reports, until such time as all jobseekers in the cohort have completed their engagement.

A comparison of the job start and sustainment outcomes for the three quarterly cohorts contained in this report suggests that the longer clients have to avail of the service, the better the outcomes. Outcomes are strongest for the Q3 2015 cohort. This is to be expected given that jobseekers in this cohort have had longer to avail of the service. There cannot be a like for like comparison between the three 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). Therefore 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 20,447 jobseekers who were referred to the service in the period July 2015 – March 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 three cohorts – Q3 2015, Q4 2015 and Q1 2016.

Executive Summary – Contract Performance

- 20,447 long-term unemployed jobseekers were selected for referral in the period July 2015 – March 2016.
- 56% of the 20,447 people referred were more than 3 years unemployed, 18% between 2 and 3 years unemployed, 25% 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 in respect of these 20,447 jobseekers is set out below.

	No.	%	Target
Clients selected for referral	20447		
Clients engaged with the service	17623	86%	85%
Clients who started full-time employment	3333	19%	14%
Clients who started part-time employment	677	4%	
Clients who started self-employment	541	3%	
Total employment outcomes	4551	26%	

- This data indicates that full-time Job Starts under JobPath (19%) exceed the target job start rate set out in the contract with the service providers (14%) by 36%.
- The target set in the contract was 62% above the weighted counterfactual job start rate of 8.8 % 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 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	11.4%	7.8%	7.9%	6.7%	7.3%	5.0%	8.6%	6.2%
Part-Time Employment	12.5%	9.9%	13.3%	7.9%	9.6%	5.2%	11.2%	7.1%
Full-Time Employment	45.4%	40.4%	40.5%	30.3%	28.8%	20.4%	36.1%	28.3%
Total Employment Outcomes	69.4%	58.2%	61.6%	44.9%	45.7%	30.6%	55.9%	41.6%

Jobseekers with Employment Episodes Since July 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	9.0%	8.6%	9.1%	6.9%	7.5%	5.3%	8.2%	6.5%
Part-Time Employment	13.7%	10.5%	13.5%	8.0%	8.9%	5.4%	11.0%	7.3%
Full-Time Employment	43.2%	42.8%	36.0%	30.8%	26.0%	21.2%	32.4%	28.7%
Total Employment Outcomes	65.9%	61.9%	58.5%	45.7%	42.5%	31.9%	51.7%	42.5%



Executive Summary – Employment Outcomes (continued)

Jobseekers with Employment Episodes Since July 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%	8.8%	8.5%	7.4%	6.3%	5.4%	5.0%	6.6%	6.1%
Part-Time Employment	6.7%	10.9%	10.2%	10.5%	7.4%	8.0%	5.1%	9.1%	6.8%
Full-Time Employment	40.0%	37.9%	41.3%	31.0%	29.0%	21.5%	20.0%	27.3%	26.9%
Total Employment Outcomes	53.3%	57.5%	60.0%	48.8%	42.6%	35.0%	30.1%	43.0%	39.8%

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 34% in Q3 2015 (55.9% vs 41.6%), 22% (51.7% vs 42.5%) in Q4 2015 and 8% in Q1 2016 (43% vs 39.8%).*

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 49% in Q3 2015 (45.7% vs 30.6%), 33% in Q4 2015 (42.5% vs 31.9%), and 16% in Q1 2016 (35% vs 30.1%).

Given the low number of people who have completed the service to date, and the potential impact of other factors such as jobseeker age, educational qualifications and prior employment history. **This data should be treated with caution.**

The Department of Employment Affairs and Social Protection will commission an econometric evaluation at the end of 2017 when sufficient jobseekers have completed the service to sustain a rigorous assessment of performance.



Section 1: Introduction

The JobPath Service

JobPath is a new service designed to support long-term unemployed people and those who are at high risk of long term unemployment 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 91 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.

Therefore this report provides an interim assessment as of 28th June 2017 in respect of people referred to the service in July 2015 – March 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 such that 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 completed 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.

A full econometric impact evaluation will be commissioned at the end of 2017 when sufficient people have completed the service to sustain a rigorous assessment.

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 – March 2016 period was 8.7%. 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 20,447 jobseekers referred to the service between July 2015 – March 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	11.4%	7.8%	7.9%	6.7%	7.3%	5.0%	8.6%	6.2%
Part-Time Employment	12.5%	9.9%	13.3%	7.9%	9.6%	5.2%	11.2%	7.1%
Full-Time Employment	45.4%	40.4%	40.5%	30.3%	28.8%	20.4%	36.1%	28.3%
Total Employment Outcomes	69.4%	58.2%	61.6%	44.9%	45.7%	30.6%	55.9%	41.6%
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	146%		118%		146%		139%	
Part-Time Employment	127%		167%		185%		158%	
Full-Time Employment	112%		134%		141%		128%	
Total Employment Outcomes	119%		137%		149%		134%	

JobPath participants demonstrate a higher rate of job starts **(+34%)** compared to non-participants. The job start impact appears to be greater for people **(+49%)** who have a longer duration of unemployment.



Section 2: Payment Systems Data: Job Starts Q4 2015

Jobseekers with Employment Episodes Since July 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	9.0%	8.6%	9.1%	6.9%	7.5%	5.3%	8.2%	6.5%
Part-Time Employment	13.7%	10.5%	13.5%	8.0%	8.9%	5.4%	11.0%	7.3%
Full-Time Employment	43.2%	42.8%	36.0%	30.8%	26.0%	21.2%	32.4%	28.7%
Total Employment Outcomes	65.9%	61.9%	58.5%	45.7%	42.5%	31.9%	51.7%	42.5%

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	104%	131%	143%	127%
Part-Time Employment	131%	168%	164%	152%
Full-Time Employment	101%	117%	123%	113%
Total Employment Outcomes	106%	128%	133%	122%

JobPath participants demonstrate a higher rate of job starts **(+22%)** compared to non-participants. The job start impact appears to be greater for people **(+33%)** who have a longer duration of unemployment.



Section 2: Payment Systems Data: Job Starts Q1 2016

Jobseekers with Employment Episodes Since December 2015 (JobPath Referrals Q1 2016)

Progression Rates	Duration Unemployed							Overall	
	LR 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%	8.8%	8.5%	7.4%	6.3%	5.4%	5.0%	6.6%	6.1%
Part-Time Employment	6.7%	10.9%	10.2%	10.5%	7.4%	8.0%	5.1%	9.1%	6.8%
Full-Time Employment	40.0%	37.9%	41.3%	31.0%	29.0%	21.5%	20.0%	27.3%	26.9%
Total Employment Outcomes	53.3%	57.5%	60.0%	48.8%	42.6%	35.0%	30.1%	43.0%	39.8%

Ratio:- JobPath Episodes: Non-JobPath Episodes

Progression Rates	Duration Unemployed			Overall
	LR 12 Months & LR 1-2 Years		LR 2-3 Years	
	JobPath as % of Non-JobPath		JobPath as % of Non-JobPath	JobPath as % of Non-JobPath
Subsidised and self-employment	104%		118%	108%
Part-Time Employment	106%		142%	134%
Full-Time Employment	92%		107%	101%
Employment sub-total	96%		115%	108%

JobPath participants demonstrate a higher rate of job starts **(+8%)** compared to non-participants. The job start impact appears to be greater for people **(+16%)** who have a longer duration of unemployment.



Section 2: Payment Systems Data – Job Sustainment Q3 2015

Employment Status as of 31 May 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	139%	116%	152%	139%
Part-Time Employment	124%	71%	128%	112%
Full-Time Employment	87%	117%	135%	111%
Employment sub-total	101%	109%	138%	116%

Indicative ‘point-in-time’ data on job sustainments using payment systems’ records suggests that people referred to JobPath in July – September 2015 were 16% more likely to be in employment than other long term unemployed people as of 31 May 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 also the fact that it does not account for differences in Job Start dates.

The econometric impact evaluation to be commissioned in 2017 will ‘control’ for these and other factors and produce a more robust comparison.



Section 2: Payment Systems Data – Job Sustainment Q4 2015

Employment Status as of 31 May 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	103%	127%	147%	127%
Part-Time Employment	113%	156%	126%	127%
Full-Time Employment	80%	104%	97%	91%
Employment sub-total	89%	117%	113%	104%

Indicative ‘point-in-time’ data on job sustainments using payment systems’ records suggests that people referred to JobPath in October – December 2015 were 4% More likely to be in employment than other long term unemployed people as of 31st May 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 also the fact that it does not account for differences in Job Start dates.

The econometric impact evaluation to be commissioned in 2017 will ‘control’ for these and other factors and produce a more robust comparison.



Section 2: Payment Systems Data – Job Sustainment Q1 2016

Employment Status as of 31 May 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%	119%	110%	109%
Part-Time Employment	83%	111%	133%	111%
Full-Time Employment	91%	107%	122%	106%
Employment sub-total	92%	110%	121%	107%

Indicative ‘point-in-time’ data on job sustainments using payment systems’ records suggests that people referred to JobPath in January – March 2016 were 7% more likely to be in employment than other long term unemployed people as of 31 May 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 also the fact that it does not account for differences in Job Start dates.

The econometric impact evaluation to be commissioned in 2017 will ‘control’ for these and other factors and produce a more robust comparison.



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

Contract Data

Referrals July 2015 - March 2016

	Passing 12 Months on LR	1 – 2 Years on LR	2 - 3 Years On LR	> 3 Years on LR	Total
Referred	75	5214	3664	11494	20447
Withdrawals / cancellations	11	795	515	1384	2705
Net Referrals	64	4419	3149	10110	17742
Engagers	64	4390	3121	10048	17623
% Engagement of Net Referred	100.0%	99.3%	99.1%	99.4%	99.3%
Notified Job Starts					
Full-time	18	1161	662	1492	3333
Part-time	0	217	131	328	677
Self-employed	1	174	88	278	541
Total Job Starts	19	1552	881	2098	4551
All Job Starts as % of Engagers	30%	35%	28%	21%	26%
Full-time job start % of Engagers	28%	26%	21%	15%	19%
Counterfactuals Rate from RFT*	16%	16%	10%	5%	8.7%
Expected job start % of engagers*	26%	26%	16%	8%	14.0%
Actual: Expected job start ratio	108%	102%	133%	186%	135%

Notified Job Starts are 35% 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 86% above the target level.



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	58	96	230
Part-time	12	5	23	40
Self-employed	15	7	15	37
Total Job Starts	103	70	134	307
All Job Starts as % of Engagers	36%	30%	26%	30%
Full-time job start % of Engagers	27%	25%	19%	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	102%	156%	233%	151%

Notified Job Starts are 51% 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.



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	401	225	496	1122
Part-time	85	55	103	243
Self-employed	60	33	116	209
Total Job Starts	546	313	715	1574
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%	143%

Notified Job Starts are 43% 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.



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

Contract Data

Referrals July 2015 - March 2016

	Passing 12 Months on LR	1 – 2 Years on LR	2 - 3 Years On LR	> 3 Years on LR	Total
Referred	75	3149	2201	7352	12777
Withdrawals / cancellations	11	449	312	882	1654
Net Referrals	64	2700	1889	6470	11123
Engagers	64	2680	1868	6425	11037
% Engagement of Net Referred	100.0%	99.3%	98.9%	99.3%	99.2%
Notified Job Starts					
Full-time	18	684	379	900	1981
Part-time	0	120	71	202	394
Self-employed	1	99	48	147	295
Total Job Starts	19	903	498	1249	2670
All Job Starts as % of Engagers	30%	34%	27%	19%	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%	98%	127%	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.



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

Contract Data

Referrals July 2015 - 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	1147	654	1480	3299
Notified Sustainments	15	880	485	1060	2440
% Sustainment Rate	83%	77%	74%	72%	74%
Blended Contractor Commitment	76%	75%	75%	75%	75%
Ratio of Actual to Commitment	110%	103%	100%	95%	99%
Forecast Job Sustainments	13	840	368	598	1806
Notified Job Sustainments	15	880	485	1060	2440
Notified Vs Forecast	119%	105%	132%	177%	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 against sustainment targets is 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 (2440) is therefore 35% higher than the anticipated job-sustainments (1806).



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	58	96	230
Notified Sustainments	64	45	69	178
% Sustainment Rate	84%	78%	72%	77%
Blended Contractor Commitment	75%	75%	75%	75%
Ratio of Actual to Commitment	113%	104%	96%	104%
Forecast Job Sustainments	55	28	31	114
Notified Job Sustainments	64	45	69	178
Notified Vs Forecast	116%	163%	223%	156%

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

Contractor performance against sustainment targets for this period 2% higher than bid.

Given the higher number of Job Starts the overall number of job-sustainments (178) is therefore 56% higher than the anticipated job-sustainments (114).



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	398	225	496	1119
Notified Sustainments	310	179	365	854
% Sustainment Rate	78%	80%	74%	76%
Blended Contractor Commitment	75%	75%	75%	75%
Ratio of Actual to Commitment	105%	107%	98%	102%
Forecast Job Sustainments	274	122	186	582
Notified Job Sustainments	310	179	365	854
Notified Vs Forecast	113%	147%	196%	147%

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 1% higher than bid (76% of jobs are sustained for 13 weeks vs 75% as bid in the contractor tenders). Given the higher number of Job Starts the overall number of job-sustainments (854) is therefore 47% higher than the anticipated job-sustainments (582).



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

Contract Data

Referrals January 2015 - 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	673	371	888	1950
Notified Sustainments	15	506	261	626	1408
% Sustainment Rate	83%	75%	70%	70%	72%
Blended Contractor Commitment	76%	75%	75%	75%	75%
Ratio of Actual to Commitment	110%	101%	94%	94%	97%
Forecast Job Sustainments	13	511	218	380	1109
Notified Job Sustainments	15	506	261	626	1408
Notified Vs Forecast	119%	99%	120%	165%	127%

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 3% lower than bid (72% 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 (1408) is therefore 27% higher than the anticipated job-sustainments (1109).



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

Contract Data

Referrals July 2015 - 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	850	467	1020	2352
Notified Sustainments	9	643	355	715	1722
% Sustainment Rate	60%	76%	76%	70%	73%
Blended Contractor Commitment	81%	82%	81%	82%	82%
Ratio of Actual to Commitment	74%	93%	94%	85%	90%
Forecast Job Sustainments	10	661	285	472	1419
Notified Job Sustainments	9	643	355	715	1722
Notified Vs Forecast	88%	97%	125%	152%	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 9% lower than bid (73% of jobs sustained for 13 weeks are sustained for a further 13 weeks vs 82% as bid in the contractor tenders).

However, given the higher number of Job Starts the overall number of 26 week job-sustainments (1722) is therefore 21% higher than the anticipated job-sustainments (1419).

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	45	69	178
Notified Sustainments	53	37	55	145
% Sustainment Rate	83%	82%	80%	81%
Blended Contractor Commitment	82%	81%	82%	81%
Ratio of Actual to Commitment	102%	102%	97%	100%
Forecast Job Sustainments	45	22	25	93
Notified Job Sustainments	53	37	55	145
Notified Vs Forecast	117%	166%	217%	156%

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.

However, given the higher number of Job Starts the overall number of 26 week job-sustainments (145) is therefore 56% higher than the anticipated job-sustainments (93).

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	307	176	360	843
Notified Sustainments	230	131	237	598
% Sustainment Rate	75%	74%	66%	71%
Blended Contractor Commitment	82%	81%	82%	82%
Ratio of Actual to Commitment	92%	92%	80%	87%
Forecast Job Sustainments	221	96	151	468
Notified Job Sustainments	230	131	237	598
Notified Vs Forecast	104%	136%	157%	128%

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 11% lower than bid (71% of job sustained for 13 weeks are sustained for a further 13 weeks vs 82% as bid in the contractor tenders).

However, given the higher number of Job Starts the overall number of 26 week job-sustainments (598) is therefore 28% higher than the anticipated job-sustainments (468).

Section 3: Contract Performance Data – 26 Week Job-Sustainments January 2016 - March 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	479	246	591	1331
Notified Sustainments	9	360	187	423	979
% Sustainment Rate	60%	75%	76%	72%	74%
Blended Contractor Commitment	81%	82%	81%	82%	81%
Ratio of Actual to Commitment	74%	92%	94%	87%	91%
Forecast Job Sustainments	10	394	165	294	845
Notified Job Sustainments	9	360	187	423	979
Notified Vs Forecast	88%	91%	113%	144%	116%

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 7% lower than bid (74% of job sustained for 13 weeks are sustained for a further 13 weeks vs 81% as bid in the contractor tenders).

However, given the higher number of Job Starts the overall number of 26 week job-sustainments (979) is therefore 16% higher than the anticipated job-sustainments (845).

END OF REPORT



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