



Australian Government

Labour Market Assistance Outcomes

Indigenous Employment Programme (IEP)

*(Ceased on 30 June 2014 and transitioned to Indigenous
Advancement Strategy - Jobs, Land and Economy Programme)*

September 2014

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For more information on Labour Market Assistance Outcomes please email ppmsurvey@employment.gov.au

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1. Labour Market Assistance Outcomes – Indigenous Employment Programme Overview

This publication presents the employment and education outcomes of job seekers in the Indigenous Employment Programme (IEP) for the year ending September 2014. Outcomes in this publication relate to job seekers who were assisted between 1 July 2013 and 30 June 2014 with outcomes measured between 1 October 2013 and 30 September 2014.

The key information on employment and education outcomes is based on survey responses collected through the Department of Employment's Post Programme Monitoring Survey, which is conducted around three months after job seekers have been assisted in employment services.

The outcomes refer to the labour market and education status of job seekers at the time they are surveyed.

- An employment outcome is achieved when a job seeker indicates they are doing paid work.
- An education/training outcome is achieved when a job seeker indicates they are studying or training.
- A positive outcome is achieved when a job seeker indicates they are doing paid work and/or studying/training.

Key Observations – September 2014

- The outcomes for IEP show that in the 12 months to September 2014, 67.1 per cent of IEP participants who undertook employment related activities were employed three months after the activity; down 1.1 percentage points from the year ending September 2013.
- Education and training outcomes for IEP participants who undertook employment related activities have risen by 2.1 percentage points from September 2013 to 36.6 for the year ending September 2014.
- Education and training outcomes for IEP participants who undertook other activities reported a 3.9 percentage point fall to 38.2 per cent for the year ending September 2014.
- Participant satisfaction with overall quality of service remains high. Participants undertaking employment related activities showed a 1.7 percentage point rise of those who were very satisfied or satisfied to 82.4 per cent in the year ending September 2014.

Table 1.1 – IEP Labour Market Outcomes, September 2014

	Employed (%)	Unemployed (%)	Not in the labour force (%)	Education & training (%)	Positive outcomes (%)
IEP Employment Related Activities	67.1	24.4	8.4	36.6	78.4
IEP Other Activities	47.8	43.3	8.9	38.2	66.9

This table refers to outcomes for job seekers who participated in employment assistance in the 12 months to June 2014, with outcomes measured around three months later. See the 'Sampling, In-scope populations and Results' section on page 13 for further details.

Table 1.2 – IEP Labour Market Outcomes, September 2013

	Employed (%)	Unemployed (%)	Not in the labour force (%)	Education & training (%)	Positive outcomes (%)
IEP Employment Related Activities	68.2	25.0	6.8	34.5	76.2
IEP Other Activities	47.6	43.5	8.9	34.5	63.5

This table refers to outcomes for job seekers who participated in employment assistance in the 12 months to June 2013, with outcomes measured around three months later.

Table 1.3 – IEP Employment Outcomes, September 2012 to September 2014

Employment Assistance	Sep 2012 (%)	Dec 2012 (%)	Mar 2013 (%)	Jun 2013 (%)	Sep 2013 (%)	Dec 2013 (%)	Mar 2014 (%)	Jun 2014 (%)	Sep 2014 (%)
IEP Employment Related Activities	67.6	68.0	68.8	68.6	68.2	66.8	65.7	65.0	67.1
IEP Other Activities	49.0	48.5	48.3	47.1	47.6	47.6	50.0	51.3	47.8

Table 1.4 – IEP Education and Training Outcomes, September 2012 to September 2014

Employment Assistance	Sep 2012 (%)	Dec 2012 (%)	Mar 2013 (%)	Jun 2013 (%)	Sep 2013 (%)	Dec 2013 (%)	Mar 2014 (%)	Jun 2014 (%)	Sep 2014 (%)
IEP Employment Related Activities	31.1	32.0	31.0	33.1	34.5	34.3	35.9	35.7	36.6
IEP Other Activities	24.2	23.4	24.9	24.3	34.5	39.3	41.7	42.1	38.2

Table 1.5 – IEP Positive Outcomes, September 2012 to September 2014

Employment Assistance	Sep 2012 (%)	Dec 2012 (%)	Mar 2013 (%)	Jun 2013 (%)	Sep 2013 (%)	Dec 2013 (%)	Mar 2014 (%)	Jun 2014 (%)	Sep 2014 (%)
IEP Employment Related Activities	75.7	75.9	75.9	76.4	76.2	75.8	75.6	75.6	78.4
IEP Other Activities	60.4	59.7	59.7	57.8	63.5	65.5	69.6	70.2	66.9

Table 1.6 – IEP Employment Outcomes, September 2014

	Permanent employee (%)	Casual, temporary or seasonal employee (%)	Self-employed (%)	Employed, seeking more work (%)	Full-time employed, seeking more work (%)	Part-time employed, seeking more work (%)	Employed & studying (%)
IEP Employment Related Activities	58.6	n.p.	n.p.	36.7	10.7	26.2	37.7
IEP Other Activities	n.p.	61.2	n.p.	44.6	12.2	33.1	39.8

Not published (n.p.) indicates that sufficient data were not available to produce a reliable estimate for the particular group of job seekers.

This table refers to employment outcomes for job seekers who participated in employment assistance in the 12 months to June 2014, with outcomes measured around three months later. See the 'Sampling, In-scope populations and Results' section on page 13 for further details.

Table 1.7 – IEP Employment Outcomes, September 2013

	Permanent employee (%)	Casual, temporary or seasonal employee (%)	Self-employed (%)	Employed, seeking more work (%)	Full-time employed, seeking more work (%)	Part-time employed, seeking more work (%)	Employed & studying (%)
IEP Employment Related Activities	63.7	n.p.	n.p.	34.7	13.3	21.9	38.9
IEP Other Activities	n.p.	57.1	n.p.	46.6	13.4	33.4	38.9

This table refers to employment outcomes for job seekers who participated in employment assistance in the 12 months to June 2013, with outcomes measured around three months later.

Table 1.8 – IEP Education Outcomes, September 2014

	Studying full-time (%)	Studying part-time (%)	Studying at Year 10, 11 or 12 level (%)	Studying at certificate level (%)	Studying at diploma level or higher (%)	Studying at 'other' or unspecified level (%)
IEP Employment Related Activities	57.7	42.3	25.2	51.5	n.p	n.p
IEP Other Activities	73.3	26.7	n.p	40.8	40.1	n.p

Not published (n.p.) indicates that sufficient data were not available to produce a reliable estimate for the particular group of job seekers.

This table refers to education outcomes for job seekers who participated in employment assistance in the 12 months to June 2014, with outcomes measured around three months later. See the 'Sampling, In-scope populations and Results' section on page 13 for further details.

Table 1.9 – IEP Education Outcomes, September 2013

	Studying full-time (%)	Studying part-time (%)	Studying at Year 10, 11 or 12 level (%)	Studying at certificate level (%)	Studying at diploma level or higher (%)	Studying at 'other' or unspecified level (%)
IEP Employment Related Activities	54.9	45.1	n.p.	58.0	20.3	n.p.
IEP Other Activities	66.0	34.0	n.p.	48.0	24.9	n.p.

Not published (n.p.) indicates that sufficient data were not available to produce a reliable estimate for the particular group of job seekers.

This table refers to education outcomes for job seekers who participated in employment assistance in the 12 months to June 2013, with outcomes measured around three months later.

2. IEP Detailed Outcomes

Table 2.1 – IEP Employment Related Activities Outcomes, September 2014

	Employed full-time (%)	Employed part-time (%)	Employed total (%)	Unemployed (%)	Not in the labour force (%)	Education & training (%)	Positive outcomes (%)
Aged 15 to 20 years	33.8	33.0	66.9	23.6	9.5	55.5	84.7
Aged 21 to 24 years	44.2	23.7	67.9	n.p	n.p	28.2	76.5
Aged 25 to 34 years	49.6	20.3	69.8	n.p	n.p	20.2	74.8
Aged 35 to 49 years	41.7	26.1	67.8	n.p	n.p	17.7	73.0
Aged 50 or more years	36.4	30.9	67.2	n.p	n.p	n.p	69.7
Unemployed 0 to less than 6 months	44.3	27.7	71.9	20.1	8.0	34.6	81.2
Unemployed 6 to less than 12 months	40.8	31.1	72.0	n.p	n.p	27.5	77.2
Unemployed 12 to less than 24 months	51.2	20.2	71.4	n.p	n.p	22.7	75.5
Unemployed 24 to less than 36 months	34.1	27.0	61.1	n.p	n.p	24.6	71.2
Unemployed 36 or more months	39.3	20.4	59.6	n.p	n.p	17.4	65.3
Less than Year 10 educated	20.2	29.3	49.5	n.p	n.p	n.p	56.5
Year 10 or 11 educated	41.8	18.3	60.0	30.6	9.3	23.0	65.7
Year 12 educated	52.3	23.9	76.3	n.p	n.p	26.4	82.9
University educated	n.p	n.p	72.5	n.p	n.p	n.p	79.5
Vocational educated	48.5	20.1	68.6	n.p	n.p	25.2	76.0
Males	41.6	22.2	63.7	30.4	5.9	31.8	73.7
Females	35.6	35.2	70.8	18.2	11.0	41.2	83.2
People with Disability	33.5	25.0	58.5	26.9	14.6	21.7	68.1
Sole Parents	38.7	36.1	74.9	n.p	n.p	n.p	76.7
Newstart Allowance recipients	25.8	29.4	55.2	35.7	9.0	16.6	63.6
Youth Allowance (other) recipients	n.p	n.p	47.9	n.p	n.p	29.3	65.3
Parenting Payment recipients	35.0	41.3	76.3	n.p	n.p	n.p	79.8
Not on income support	41.8	29.3	71.2	21.4	7.4	43.5	84.0
TOTAL	38.3	28.9	67.1	24.4	8.4	36.6	78.4

Not published (n.p.) indicates that sufficient data were not available to produce a reliable estimate for the particular group of job seekers.

This table refers to outcomes for job seekers who participated in IEP Employment Related Activities in the 12 months to June 2014, with outcomes measured around three months later. See the 'Sampling, In-scope populations and Results' section on page 13 for further details.

The job seeker characteristics refer to the job seekers' circumstances at the commencement of assistance.

Outcomes for job seekers on other income support types are not reported separately but included in the overall total.

Table 2.2 – IEP Other Activities Outcomes, September 2014

	Employed full-time (%)	Employed part-time (%)	Employed total (%)	Unemployed (%)	Not in the labour force (%)	Education & training (%)	Positive outcomes (%)
Aged 15 to 20 years	19.5	28.2	47.7	43.5	8.8	49.0	72.6
Aged 21 to 24 years	31.0	18.5	49.5	n.p	n.p	37.4	68.1
Aged 25 to 34 years	34.0	19.1	53.0	n.p	n.p	21.1	62.0
Aged 35 to 49 years	21.3	21.7	43.0	n.p	n.p	18.1	51.6
Aged 50 or more years	n.p	n.p	64.5	n.p	n.p	n.p	67.2
Unemployed 0 to less than 6 months	25.6	24.2	49.8	n.p	n.p	37.6	69.8
Unemployed 6 to less than 12 months	20.1	21.8	41.9	n.p	n.p	35.0	57.5
Unemployed 12 to less than 24 months	32.1	24.2	56.3	n.p	n.p	32.8	68.0
Unemployed 24 to less than 36 months	30.8	22.4	53.2	n.p	n.p	27.2	68.9
Unemployed 36 or more months	n.p	n.p	46.2	n.p	n.p	16.0	57.2
Less than Year 10 educated	n.p	n.p	47.0	n.p	n.p	n.p	56.8
Year 10 or 11 educated	31.7	15.4	47.1	n.p	n.p	18.1	59.1
Year 12 educated	27.6	21.3	48.9	34.9	16.2	37.4	69.6
University educated	n.p	n.p	n.p	n.p	n.p	n.p	n.p
Vocational educated	24.3	23.0	47.2	n.p	n.p	23.5	59.0
Males	26.7	20.0	46.6	47.8	5.6	32.5	63.6
Females	18.6	30.1	48.8	38.7	12.6	43.4	69.5
People with Disability	24.5	23.3	47.7	n.p	n.p	28.8	66.0
Sole Parents	n.p	n.p	43.7	n.p	n.p	n.p	45.3
Newstart Allowance recipients	19.6	23.6	43.1	n.p	n.p	14.1	51.8
Youth Allowance (other) recipients	19.0	20.1	39.1	n.p	n.p	27.2	56.9
Parenting Payment recipients	n.p	n.p	n.p.	n.p	n.p	n.p	n.p.
Not on income support	25.7	29.1	54.8	35.4	9.7	51.2	77.7
TOTAL	22.6	25.1	47.8	43.3	8.9	38.2	66.9

Not published (n.p.) indicates that sufficient data were not available to produce a reliable estimate for the particular group of job seekers.

This table refers to outcomes for job seekers who exited from other IEP activities in the 12 months to June 2014, with outcomes measured around three months later. See the 'Sampling, In-scope populations and Results' section on page 13 for further details.

The job seeker characteristics refer to the job seekers' circumstances at the commencement of assistance.

Outcomes for job seekers on other income support types are not reported separately but included in the overall total.

Table 2.3 – IEP Employment Outcomes by State/Territory, September 2014¹

	IEP Employment Related Activities (%)	IEP Other Activities (%)
New South Wales and ACT	69.5	51.4
Victoria	72.8	51.1
Queensland	63.6	43.0
Western Australia	58.2	41.3
South Australia	65.7	48.3
Tasmania	61.1	55.8
Northern Territory	59.8	62.7
Australia	67.1	47.8

Table 2.4 – IEP Positive Outcomes by State/Territory, September 2014¹

	IEP Employment Related Activities (%)	IEP Other Activities (%)
New South Wales and ACT	79.3	72.8
Victoria	87.2	67.2
Queensland	78.5	66.6
Western Australia	68.7	48.3
South Australia	76.6	64.0
Tasmania	79.0	70.5
Northern Territory	64.9	62.7
Australia	78.4	66.9

¹ This table refers to outcomes for job seekers who participated in IEP in the 12 months to June 2014, with outcomes measured around three months later.

3. Job Seeker Satisfaction

These results refer to job seekers' level of satisfaction with their employment services provider and the various aspects of the assistance received.

Table 3.1 – IEP job seeker satisfaction with the help suited to circumstances, September 2014²

	Satisfied or Very Satisfied (%)	Neither Satisfied nor Dissatisfied (%)	Dissatisfied or Very Dissatisfied (%)
IEP Employment Related Activities	77.0	12.7	10.3
IEP Other Activities	76.3	13.0	10.7

Table 3.2 – IEP job seeker satisfaction with provider consideration of individual needs, September 2014²

	Satisfied or Very Satisfied (%)	Neither Satisfied nor Dissatisfied (%)	Dissatisfied or Very Dissatisfied (%)
IEP Employment Related Activities	85.2	6.7	8.1
IEP Other Activities	86.9	6.6	6.5

Table 3.3 – IEP job seeker satisfaction with staff treatment of job seeker with respect, September 2014²

	Satisfied or Very Satisfied (%)	Neither Satisfied nor Dissatisfied (%)	Dissatisfied or Very Dissatisfied (%)
IEP Employment Related Activities	86.2	6.6	7.1
IEP Other Activities	88.9	5.8	5.4

Table 3.4 – IEP job seeker satisfaction with overall quality of service, September 2014²

	Satisfied or Very Satisfied (%)	Neither Satisfied nor Dissatisfied (%)	Dissatisfied or Very Dissatisfied (%)
IEP Employment Related Activities	82.4	7.5	10.1
IEP Other Activities	83.2	9.1	7.7

² This table refers to job seekers who participated in IEP in the 12 months to June 2014, with satisfaction levels measured around three months later.

4. Further Information

Outcome Measures and Definitions

Outcome Measures

Labour market outcomes

- **Employed full-time:** The full-time employment rate is those working 35 or more hours per week as a proportion of all job seekers.
- **Employed part-time:** The part-time employment rate is those working less than 35 hours per week as a proportion of all job seekers.
- **Employment:** An employment outcome is achieved when a job seeker indicates they are employed. The employment outcome rate is the employed job seekers as a proportion of all job seekers.
- **Unemployed:** Job seekers are considered unemployed when they respond that they are not employed but are seeking employment. The unemployed outcome rate is the unemployed job seekers as a proportion of all job seekers.
- **Not in the Labour Force (NILF):** Job seekers are considered not in the labour force when they respond that they are not working and are not looking for employment. The NILF outcome rate is NILF job seekers as a proportion of all job seekers.
- **Education/training:** An education/training outcome is achieved when a job seeker indicates they are training or studying. The education/training outcome rate is the job seekers who are studying as a proportion of all job seekers.
- **Positive Outcome:** Recorded where a job seeker has achieved either an employment and/or education outcome. Positive outcomes are less than the sum of employment and education/training outcomes because some job seekers achieve both an employment and an education outcome. The positive outcome rate is the job seekers who are employed, working, and/or studying as a proportion of all job seekers.

Employment outcomes

- **Permanent employees:** Proportion of employed job seekers working in permanent jobs where they receive paid sick and holiday leave.
- **Casual, temporary or seasonal employees:** Proportion of employed job seekers who identify their job as casual, seasonal or temporary.
- **Self-employed:** Proportion of employed job seekers who are not employees but work for themselves.
- **Employed, seeking more work:** Proportion of employed job seekers who indicated that 'considering their current situation, they would like to work more hours' (includes both employees and self-employed job seekers).
- **Full-time employed, seeking more work:** Proportion of employed job seekers who are working full-time and who indicated that 'considering their current situation, they would like to work more hours' (includes both employees and self-employed job seekers).
- **Part-time employed, seeking more work:** Proportion of employed job seekers who are working part-time and who indicated that 'considering their current situation, they would like to work more hours' (includes both employees and self-employed job seekers).
- **Employed and studying:** Proportion of employed job seekers who are both working and studying.

Education outcomes

- **Studying at a diploma level or higher:** Proportion of studying job seekers who are studying to gain a diploma, advanced diploma, associate degree or degree level.
- **Studying at a year 10, 11 or 12 level:** Proportion of studying job seekers who are studying year 10, 11 or 12.
- **Studying at a certificate level:** Proportion of studying job seekers who are studying to gain a Certificate (I, II, III or IV).
- **Study at 'other' or unspecified level:** Proportion of studying job seekers either not in one of the above categories or did not provide the necessary detail.

Definitions

Duration of unemployment: The time (in months) that a job seeker was registered as unemployed when they commenced their phase of employment assistance.

Educational attainment: The highest level of education attained. Post-secondary education is further split into university and vocational educated.

Income support types: The type of income support at their commencement of their phase of employment assistance. The main income support types are Newstart, Youth Allowance (other), Parenting Payment Single, Parenting Payment Partnered and Disability Support Pension.

Equity groups: These groups are not mutually exclusive and a job seeker could be part of more than one group:

- **Disability:** Job seekers who either through their Job Seeker Classification Instrument (JSCI) assessment assessed as having a disability or medical condition or in receipt of Disability Support Pension (DSP) when they commenced their phase of assistance.
- **CALD:** Job seekers from a culturally and linguistically diverse background, as identified by their country of birth.
- **Sole parents:** Job seekers who either through their JSCI assessment or initial interview indicated that they are a sole parent or a recipient of Parent Payment Single when they commenced their phase of assistance.

Not published (n.p.): Indicates that sufficient data was not available to produce a reliable estimate for the particular group of job seekers. Survey results are based on a stratified sample of the in-scope population and the derived estimates may differ from those that would have been produced if the entire population had been surveyed. Therefore, when publishing the survey results, only the estimates that are considered as representative and robust are reported. This involves calculating the Relative Standard Errors (RSEs) for each derived estimate³ (i.e. proportions) and suppressing the reporting of those with RSEs greater than 25 per cent. This ensures the accurate interpretation of survey results, especially when making comparisons across time periods and demographic groups.

Reference period: Outcomes in this publication relate to job seekers who were assisted between 1 July 2013 and 30 June 2014 with outcomes measured between 1 October 2013 and 30 September 2014.

³ Relative Standard Error (RSE) = Standard Error as a fraction of the value of the estimate. RSE is chosen over Standard Error to measure the robustness of estimates because while the latter expressed as a number indicates the extent to which the survey estimates are likely to deviate from the true population, RSE expressed as a percentage allows comparisons across populations.

Survey and Technical Information

Data Sources

The two main data sources used to determine the outcomes achieved by job seekers during and after a period of labour market assistance are:

- The Post-Programme Monitoring (PPM) survey; and
- Administrative data sourced from the Department of Employment's Employment Services System (ESS).

The PPM survey has been undertaken by the Department on an ongoing basis since 1987 and is used to determine the labour market and education status of job seekers who participated in employment services. The ESS records details of commencements, job placements and paid outcomes from labour market assistance, while the PPM survey captures additional information from job seekers not already held in administrative systems.

Survey Instruments

The PPM survey applies a mixed methodology approach to the collection of survey responses. An initial mail-based or web-based survey is sent to job seekers around eight weeks after they reach a surveying point (the surveying points are set out below). If the job seeker does not respond to the initial invitation within three weeks they will be sent a reminder mail-based survey. If after three weeks following they still have not responded then a telephone follow-up contact is attempted (over a two week period). Through this mixed communication medium, multiple attempts are made to collect a response from each surveyed job seeker.

Programmes Surveyed

This Labour Market Assistance Outcomes publication reports the outcomes for the Indigenous Employment Programme (IEP). Other Labour Market Assistance Outcomes reports are also available for Job Services Australia and Disability Employment Services (see <http://employment.gov.au/labour-market-assistance-outcomes-reports>). A number of surveys tailored to the job seekers' employment assistance in IEP are used in measuring these outcomes. These surveys include:

- Cadetships
- Apprenticeships/Traineeships
- General
- Wage Subsidy & Job placement

Survey Points

The PPM survey is conducted around three months after job seekers become in-scope for having their outcomes measured. Survey points will vary between and within employment programmes.

A job seeker will be in-scope for IEP Cadetships PPM survey if they:

- exit a period of IEP Cadetships where they will receive a survey three months after exiting.

A job seeker will be recorded as being in-scope for IEP Apprenticeships/Traineeships PPM survey if they:

- exit a period of IEP Apprenticeships/Traineeships where they will receive a survey three months after exiting.

A job seeker will be recorded as being in-scope for IEP Wage Subsidy or Job Placement PPM survey if they:

- exit a period of IEP Wage Subsidy. If a job seeker has reached a point where they have reached 26 weeks after their commencement date then that date will be used as a proxy exit date if there is no exit date populated.

A job seeker will be recorded as being in-scope for IEP General PPM survey if they:

- exit a period of IEP General.

Sampling, In-scope populations and Results

Sampling

For each of the different elements of IEP, the following strata are used with a census approach undertaken:

- Full-rate Newstart Allowance or Youth Allowance (other) and non-Allowance Youth;
- Not on income support or part-rate Newstart Allowance or Youth Allowance (other);
- Disability Support Pension;
- Parenting Payment; and
- Other income support types.

In-scope population

Employment Related activities – job seekers are counted in the ‘in-scope population’ for IEP employment related activities if, during the reference period, they exited from an IEP employment related activity, or they reached six months participation in an IEP employment related activity. Job seekers can potentially be counted in the ‘In-scope population’ more than once in the reference period (e.g. if they reached six months participation in IEP and also exited IEP in the same reference period.) The in-scope population therefore differs to straight counts of participation or commencement in IEP that may be shown in other Departmental publications and reports.

Other activities – job seekers are counted in the ‘in-scope population’ for other IEP activities if, during the reference period, they exited from other IEP activities.

For further information on results included in this report, please email ppmsurvey@employment.gov.au.

Results

Employment Related activities – the results presented in this report for IEP employment related activities are based on the outcomes of job seekers who exited from an IEP employment related activity, or reached six months participation in an IEP employment related activity.

Other activities – the results presented in this report for other IEP activities are based on the outcomes of job seekers who exited from other IEP activities during the reference period.

Comparing results

Caution is urged when comparing the results reported for IEP with other complementary programmes under the previous employment services contract. Various factors such as different eligibility and access criteria and labour market conditions should be considered when making such comparisons.

Caution is also urged when comparing results reported for Job Services Australia, Disability Employment Services and IEP. Different survey points, instruments and sampling methodologies should be considered when making comparisons between employment programmes.

Indigenous Employment Programme Description

IEP provides a range of tools to achieve employment and economic development for Indigenous Australians. It includes a wide range of activities tailored towards job seekers, employers or communities. From 1 July 2014 IEP was replaced by the Jobs, Land and Economy Programme (JLEP) as part of the Australian Government [Indigenous Advancement Strategy \(IAS\)](#).

The JLEP will support adults into work, foster Indigenous business and assist Indigenous people to generate economic and social benefits from the effective use of their land. Although there are some transitional IEP contracts still operating, it is expected over time the stock of IEP projects will decline and there will be an increase of JLEP projects.

IEP - Employment related activities: These activities have a strong job or employment focus, including cadetships, traineeships, apprenticeships and job placements.

IEP –Other activities: These activities do not involve a paid employment placement (for example training and development courses).