



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

JobsPlus

Research

01/02/2018



Powering customer experience

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- JobsPlus standing versus other recruitment supports
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Executive summary

Introduction

- The objective of JobsPlus is to provide an incentive to employers who offer full-time employment opportunities to the long-term unemployed. The financial incentive reduces the cost burden for an employer of hiring an employee.
- A policy assessment conducted by the Department of Employment Affairs and Social Protection published in August 2017 looked at how JobsPlus operated from July 2013 up until the end of 2016 and found it had some notable successes, including that more than 12,000 people who were long-term unemployed had gained employment through the scheme.
- The Department of Employment Affairs and Social Protection wants to explore and understand the factors driving why and how employers engage with JobsPlus while taking into account factors such as employer motivations, perceptions of the scheme, and satisfaction with it.
- We wanted to assess perceptions of the scheme from the point of view of employers who have used JobsPlus (JobsPlus) and those who have not used JobsPlus (non JobsPlus)

Research Objectives

Assess JobsPlus standing versus other recruitment supports

- Awareness
- Usage
- Likely future usage and reasons for non usage

Assess experience of JobsPlus users

- Overall satisfaction with scheme and procedures
- Satisfaction with employees and retention after two years
- Incidence of JobsPlus employees leaving employment within two-year term and reason
- Likely to hire unemployed in the absence of JobsPlus

Assess attitudes and behaviours of non JobsPlus users

- Interest in learning more
- Attitude to requirement to hire long term unemployed

Assess JobsPlus and non JobsPlus hiring plans and views on the financial incentives to hire

- Planning to hire in next 12 months across age and unemployment status
- Views on financial incentives required to hire:
 - ... long term unemployed (24 months) vs. short term unemployed (12 months.)
 - ...Unemployed and aged 50 plus years vs. unemployed and aged under 50 years

Research approach

Methodology:

- Telephone interviews were undertaken with JobsPlus and non JobsPlus employers
- All interviews were carried out with the person from each employer organisation who is primarily responsible for Human Resources in the business.

Sample:

- A representative sample of 416 JobsPlus employers and 392 employers who have not used JobsPlus (non JobsPlus) were interviewed.
- Leads were provided by the Department of Employment Affairs and Social Protection for both audiences
- Broad quotas were applied to the Jobs Plus and non Jobs Plus sample to reflect JobsPlus user profile in terms of number of employees.

Fieldwork dates:

- JobsPlus employers - 28th November 2017 - 4th December 2017
- non JobsPlus employers - 4th December 2017 – 14th December 2017

Sample distribution (Jobs Plus and non Jobs Plus)

Samples are broadly representative of both audiences

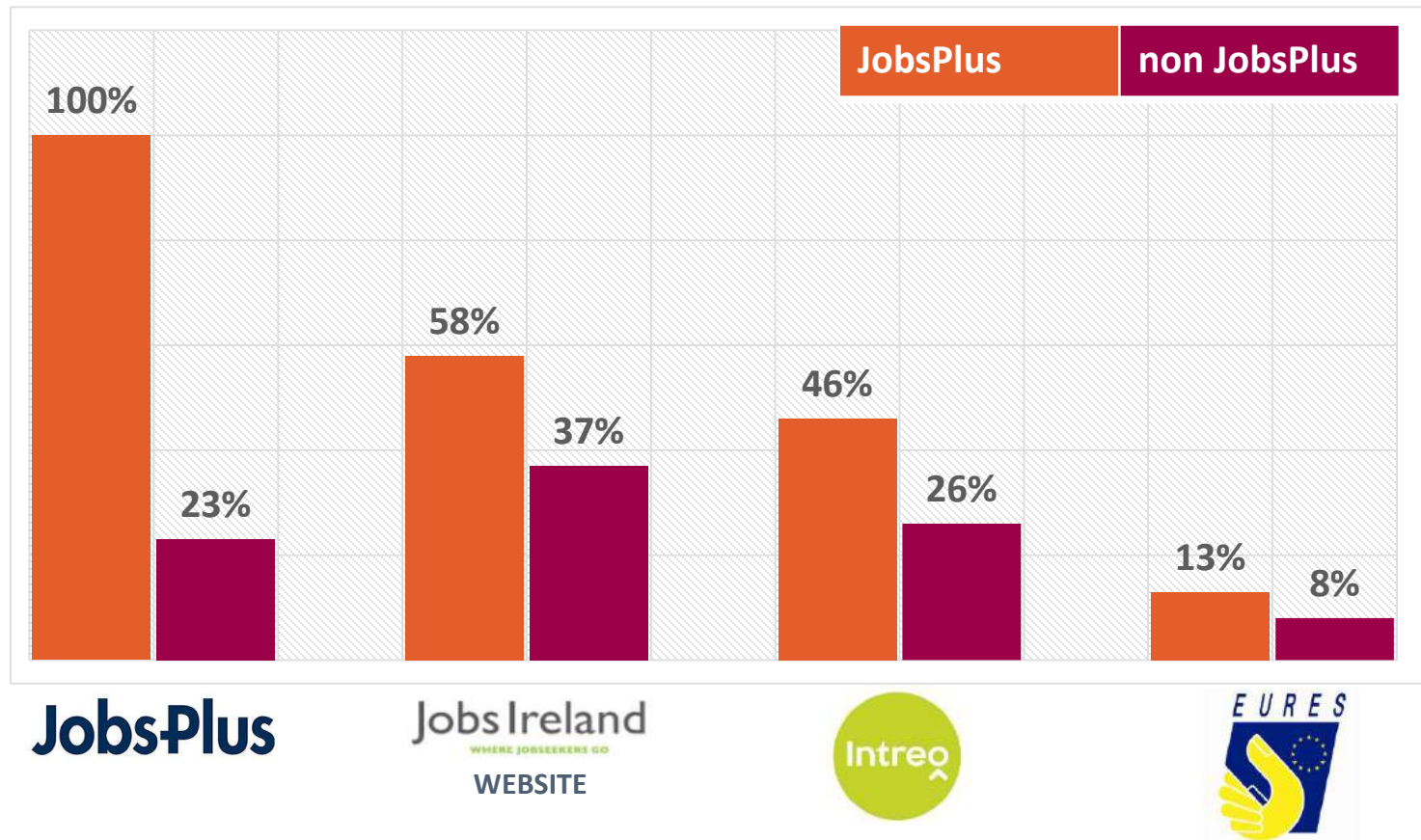
	JobsPlus	non JobsPlus		JobsPlus	non JobsPlus
Number of employees			Sector		
Less than 10	265 (64%)	276 (71%)	Agriculture, forestry and fishing (A)	21 (5%)	4 (1%)
10 to 50	116 (28%)	94 (24%)	Mining and quarrying, manufacturing, electricity, gas, steam and air conditioning supply, water supply; sewerage, waste management and remediation activities (BCDE)	64 (15%)	57 (15%)
50 +	35 (8%)	21 (5%)	Construction (F)	47 (11%)	22 (6%)
Total	416	392	Wholesale and retail trade; repair of motor vehicles and motorcycles, transportation and storage, accommodation and food service activities (GHI)	110 (26%)	136 (35%)
Region			Information and communication (J)	20 (5%)	10 (3%)
Dublin	66 (16%)	98 (25%)	Financial and insurance activities (K)	6 (1%)	9 (2%)
Rest of Leinster	154 (37%)	101 (26%)	Real estate activities (L)	0 (0%)	7 (2%)
Conn/Ulster	77 (19%)	80 (20%)	Professional, scientific and technical activities, administrative and support service activities (MN)	52 (13%)	74 (19%)
Munster	119 (29%)	113 (29%)	Public administration and defence; compulsory social security, education, human health and social work activities (OPQ)	42 (10%)	46 (12%)
Total	416	392	Arts, entertainment and recreation, s other service activities, activities of households as employers; undifferentiated goods- and services-producing activities of households for own use, activities of extra territorial organisations and bodies (RSTU)	54 (13%)	27 (7%)
			Total	416	392

Research Findings

Assessment of JobsPlus versus other recruitment supports

Awareness of employment and recruitment support services

One quarter of non JobsPlus employers have heard of JobsPlus scheme



Awareness of employment and recruitment support services

(Caution small base sizes)

Awareness by Number of employees

	Job Plus			non Job Plus		
	<10	10 to 50	50+	<10	10 to 50	50+
JobsPlus scheme	97%	95%	94%	22%	24%	24%
JobsIreland website	54%	59%	86%	36%	39%	38%
Intreo centres	41%	53%	63%	24%	28%	33%
Eures (European employment services)	10%	13%	40%	8%	7%	19%

Awareness by Region

	Job Plus				non Job Plus			
	Dublin	Rest of Leinster	Connacht /Ulster	Munster	Dublin	Rest of Leinster	Conn/Ulster	Munster
JobsPlus scheme	88%	97%	96%	99%	19%	30%	23%	20%
JobsIreland website	64%	49%	65%	61%	36%	37%	34%	40%
Intreo centres	41%	45%	49%	48%	23%	29%	29%	23%
Eures (European employment services)	15%	10%	18%	13%	5%	11%	10%	7%

Awareness by Sector

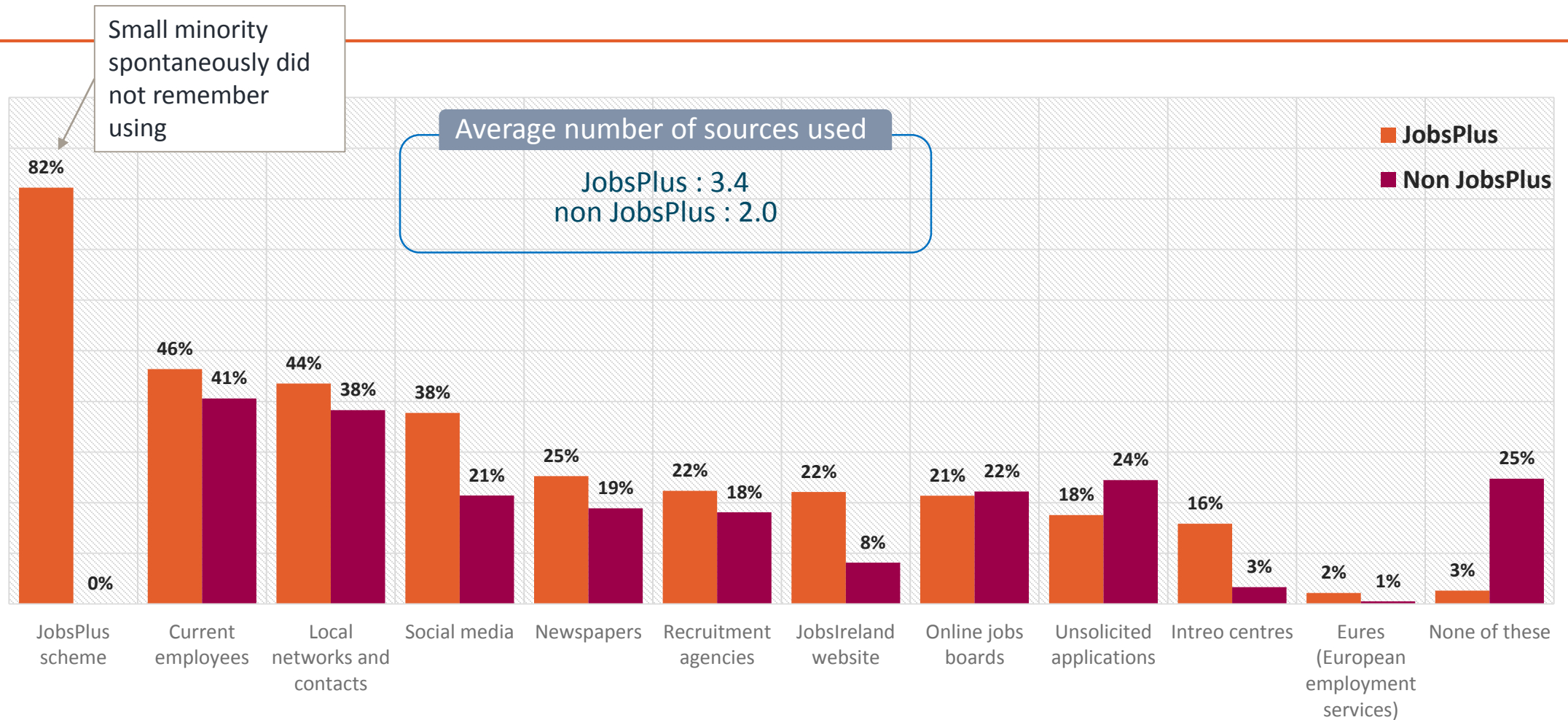
	JobsPlus				non JobsPlus		
	BCDE	GHI	MN	RSTU	BCDE	GHI	MN
JobsPlus scheme	97%	95%	94%	98%	18%	25%	20%
JobsIreland website	59%	56%	65%	57%	35%	35%	34%
Intreo centres	53%	45%	50%	52%	19%	22%	30%
Eures (European employment services)	16%	7%	27%	9%	7%	7%	7%

Q. Which of the following employment and recruitment support services provided by Department of Employment Affairs and Social Protection have you heard of before or not?

Base n, JobsPlus = 416, non JobsPlus = 392

Support used for recruitment process

JobsPlus users tend to use a greater number of recruitment supports



Q. Which of the following have you ever used to support your recruitment processes? MULTI CODE
Base n, JobsPlus = 416, non JobsPlus = 392

Support used for recruitment process: Percentage of yes (Caution small base sizes)

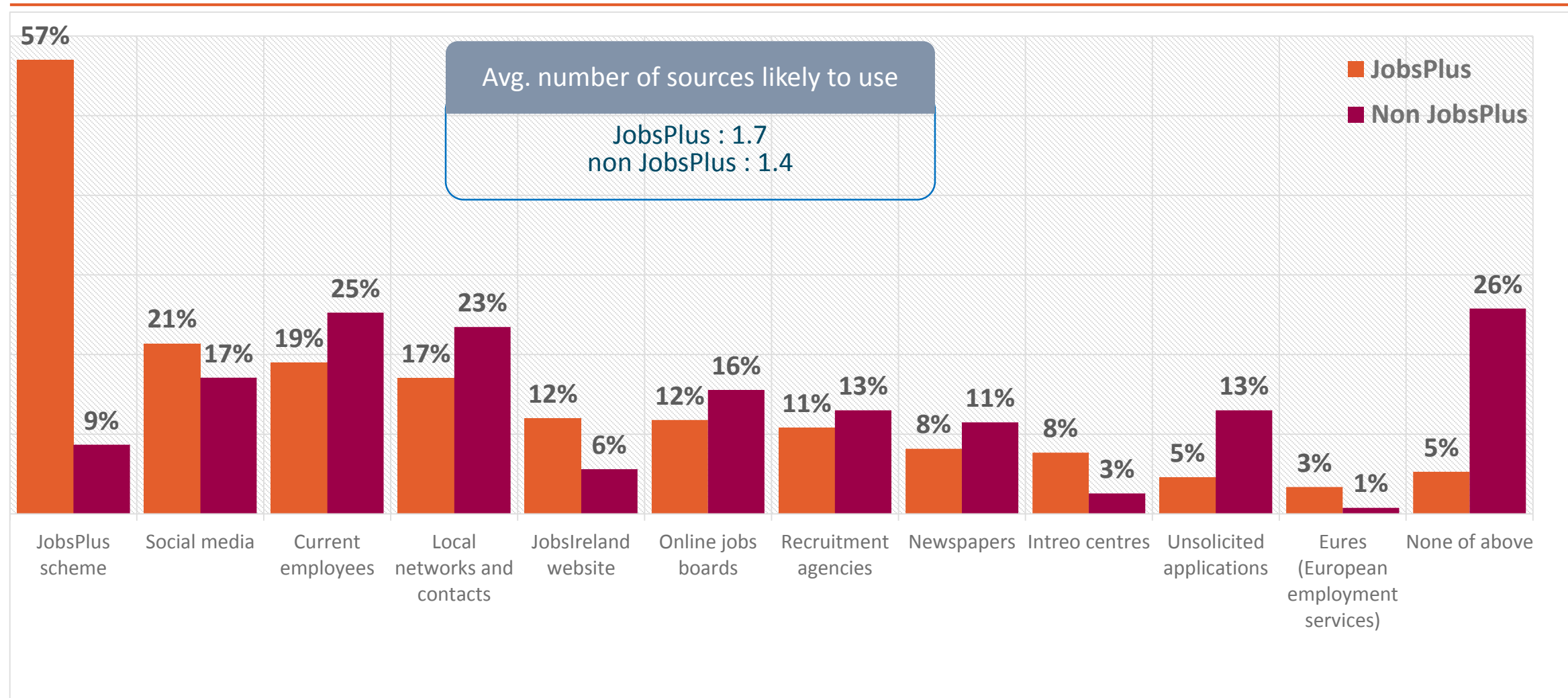
	by Number of employees						by Region								by Sector						
	Job Plus			non Job Plus			Job Plus				non Job Plus				Job Plus			non Job Plus			
	<10	10 to 50	50+	<10	10 to 50	50+	Dublin	Rest of Leinster	Connacht /Ulster	Munster	Dublin	Rest of Leinster	Conn/Ulster	Munster	BCDE	GHI	MN	RSTU	BCDE	GHI	MN
JobsPlus scheme	89%	67%	80%	1%	4%	5%	71%	82%	86%	87%	2%	3%	0%	3%	75%	82%	79%	89%	4%	2%	3%
JobsIreland website	23%	13%	49%	7%	10%	14%	21%	15%	30%	27%	8%	10%	8%	7%	25%	22%	19%	31%	5%	7%	12%
European employment services	1%	3%	11%	1%	0%	0%	3%	3%	4%	0%	0%	1%	0%	1%	3%	0%	2%	2%	0%	0%	1%
Intreo centres	18%	5%	37%	3%	4%	5%	15%	18%	17%	13%	2%	6%	3%	3%	19%	13%	19%	19%	0%	6%	4%
Online jobs boards	23%	8%	57%	18%	29%	38%	30%	19%	16%	23%	33%	15%	18%	23%	16%	20%	29%	26%	14%	24%	23%
Local networks and contacts	51%	27%	46%	37%	43%	38%	53%	38%	36%	50%	35%	43%	44%	34%	38%	44%	40%	50%	33%	46%	38%
Recruitment agencies	24%	6%	66%	13%	24%	52%	30%	22%	19%	20%	22%	15%	15%	19%	20%	22%	21%	24%	16%	17%	23%
Newspapers	27%	17%	40%	15%	28%	33%	15%	25%	22%	33%	13%	26%	24%	14%	30%	35%	15%	20%	7%	24%	20%
Social media	42%	22%	57%	17%	32%	33%	39%	40%	38%	34%	19%	20%	23%	24%	20%	40%	46%	44%	12%	27%	22%
Unsolicited applications	22%	2%	37%	23%	27%	33%	15%	15%	19%	21%	20%	34%	24%	20%	13%	19%	21%	20%	14%	29%	41%
Current employees	63%	6%	57%	40%	43%	43%	44%	49%	44%	46%	37%	48%	44%	35%	27%	45%	54%	52%	32%	50%	47%
none of these	2%	4%	3%	30%	14%	10%	6%	3%	3%	1%	30%	22%	20%	27%	5%	5%	2%	2%	33%	18%	22%

Q. Which of the following have you ever used to support your recruitment processes? MULTI CODE

Base n, JobsPlus = 416, non JobsPlus = 392

Support service likely use in future

More than half JobsPlus users claim they are likely to use JobsPlus in future



Support service likely use in future

(Caution small base sizes)

	<i>by Number of employees</i>						<i>by Region</i>								<i>by Sector</i>						
	Job Plus			non Job Plus			Job Plus				non Job Plus				Job Plus			non Job Plus			
	<10	10 to 50	50+	<10	10 to 50	50+	Dublin	Rest of Leinster	Connacht /Ulster	Munster	Dublin	Rest of Leinster	Conn/Ulster	Munster	BCDE	GHI	MN	RSTU	BCDE	GHI	MN
JobsPlus scheme	62%	54%	26%	5%	18%	10%	50%	52%	65%	62%	8%	7%	9%	11%	59%	52%	46%	65%	11%	12%	7%
JobsIreland website	16%	3%	14%	5%	7%	10%	15%	9%	13%	13%	7%	4%	5%	6%	11%	11%	15%	17%	7%	6%	5%
European employment services	4%	2%	6%	1%	0%	0%	5%	2%	5%	3%	1%	2%	0%	0%	3%	1%	2%	6%	0%	1%	0%
Intreo centres	9%	4%	9%	1%	6%	0%	5%	8%	13%	6%	2%	3%	1%	4%	6%	5%	8%	13%	2%	2%	4%
Online jobs boards	13%	6%	20%	12%	22%	29%	14%	10%	13%	12%	26%	14%	10%	12%	13%	9%	15%	13%	7%	15%	14%
Local networks and contacts	20%	13%	6%	22%	27%	29%	14%	16%	19%	19%	18%	26%	26%	24%	17%	15%	17%	20%	18%	31%	19%
Recruitment agencies	11%	2%	40%	10%	16%	38%	14%	8%	16%	9%	17%	11%	11%	12%	14%	10%	10%	15%	11%	14%	15%
Newspapers	9%	3%	17%	11%	14%	10%	2%	9%	10%	9%	2%	15%	16%	13%	8%	11%	4%	7%	5%	21%	7%
Social media	25%	10%	29%	14%	24%	19%	30%	21%	19%	18%	17%	14%	18%	19%	8%	20%	29%	28%	9%	22%	15%
Unsolicited applications	6%	0%	6%	13%	13%	14%	3%	3%	9%	5%	10%	21%	11%	10%	3%	5%	4%	4%	7%	15%	23%
Current employees	27%	2%	14%	27%	22%	19%	14%	19%	23%	18%	24%	33%	21%	22%	17%	19%	15%	24%	19%	34%	28%
none of these	0%	16%	6%	32%	13%	10%	5%	5%	3%	8%	27%	20%	26%	30%	5%	5%	15%	2%	33%	21%	23%

Q. Which would you be likely to use in the future? MULTI CODE

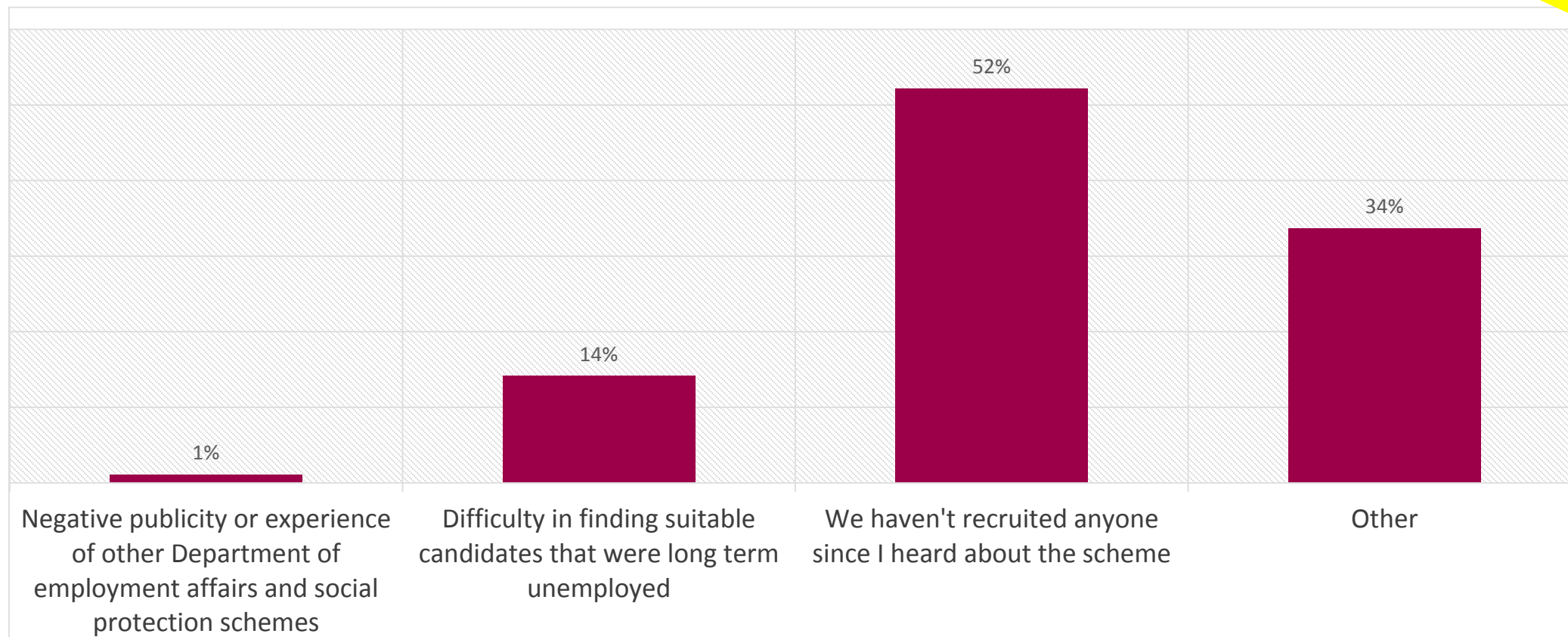
Base n, JobsPlus = 416, non JobsPlus = 392

Reasons for not using JobsPlus amongst non-JobsPlus employers

non JobsPlus

More than half have not recruited anyone since they heard of the scheme

Caution small base



Q. Who have heard of JobsPlus
Base n, non JobsPlus = 89

Reasons for not using JobsPlus to date

No negativity driving lack of use

non JobsPlus

Caution small base

Advertises on own web page

Does not suit our company

Haven't had a need to use it.

Have so many applicants that we don't search for employees

Heard jobsbridge got back feedback but thought it was a fantastic program. very interested in Jobsplus

Last hire was done by social media no need for Jobsplus

Hired someone on JobsPlus four years ago and is still with company.

No real reason, have been using local contacts

Not hiring. only 1 or two people in the company

At the max capacity.

Same 3 employees have been in the company for the last 10 years. We have no reason to recruit.

Prefer to hire members of community

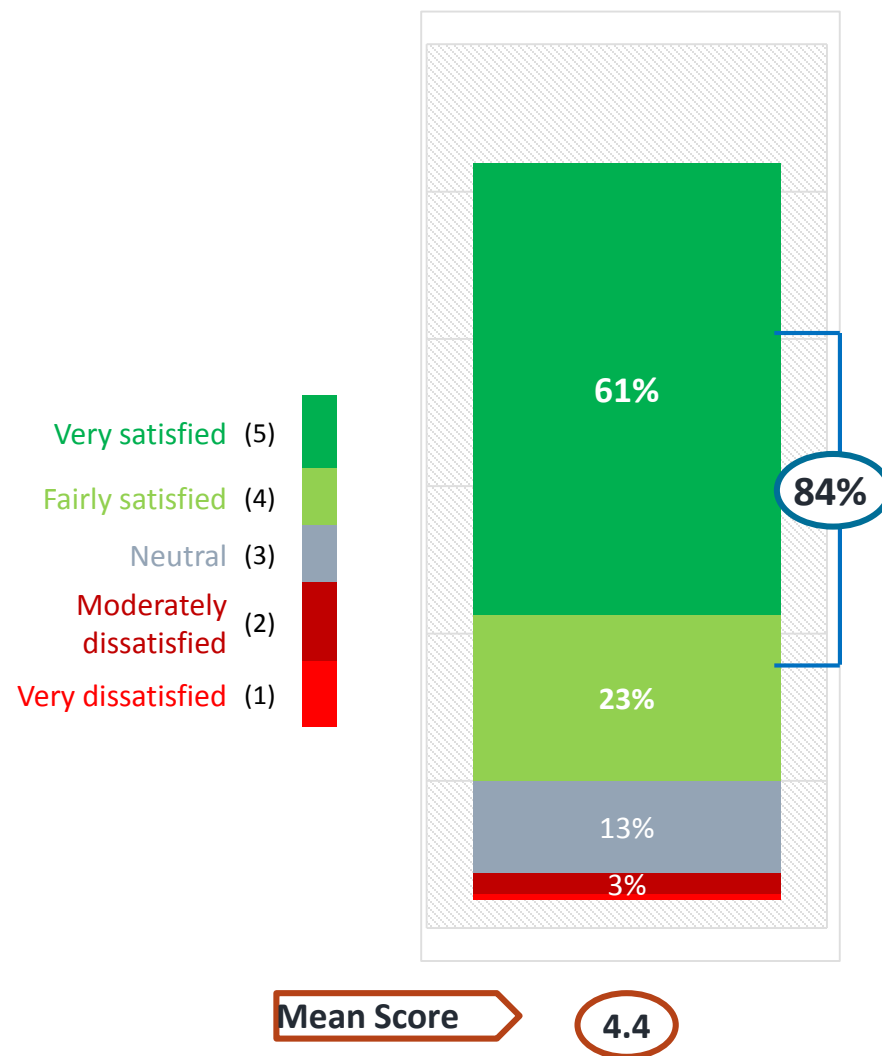
We have only recruited people whom are experienced

Would need to be a qualified teacher.

Assessment of JobsPlus users experience

Overall satisfaction with JobsPlus scheme

Almost nine in ten of users are very/fairly satisfied

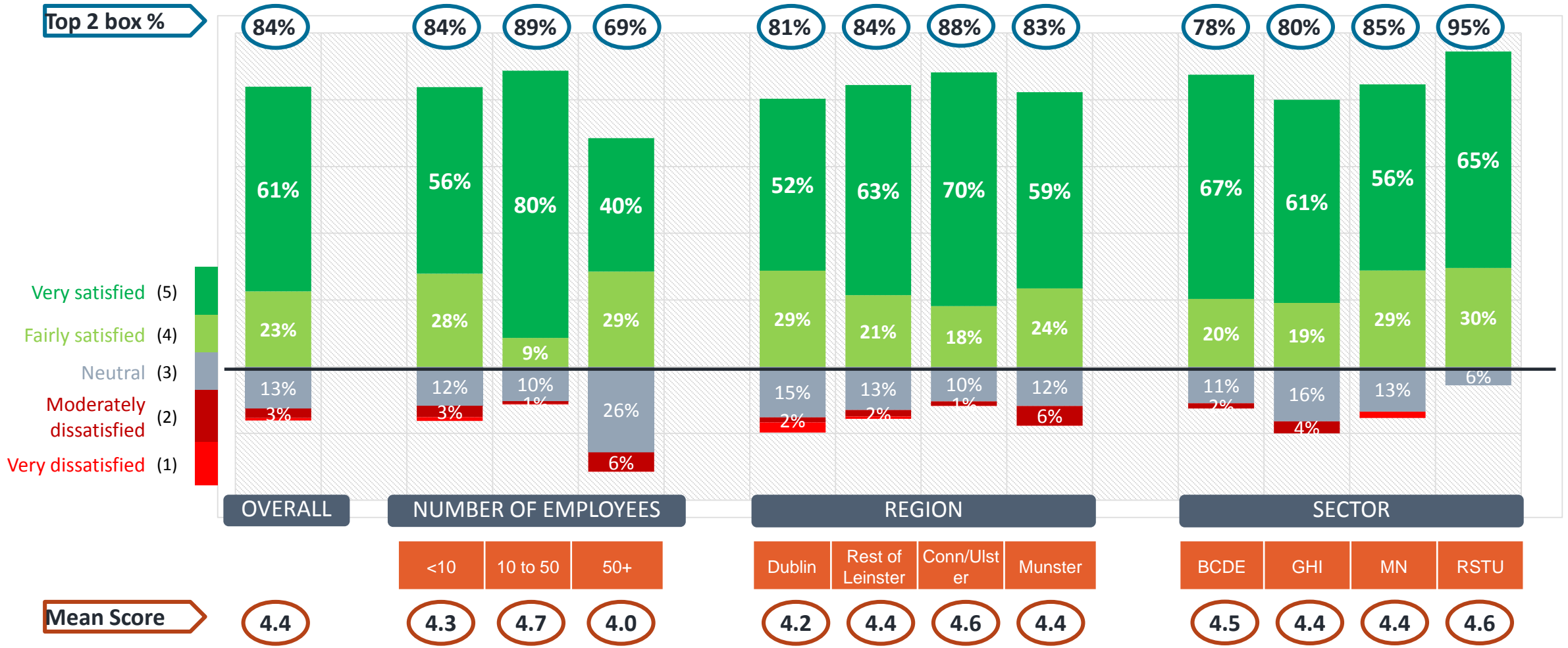


Q. Considering all your experiences with the JobsPlus scheme how would you rate your overall satisfaction? Using a scale of 1 to 5, where 1 is 'Very Dissatisfied' and 5 is 'Very Satisfied'.

Base n, JobsPlus = 416

Overall satisfaction with JobsPlus scheme by employer

(Caution small base sizes)

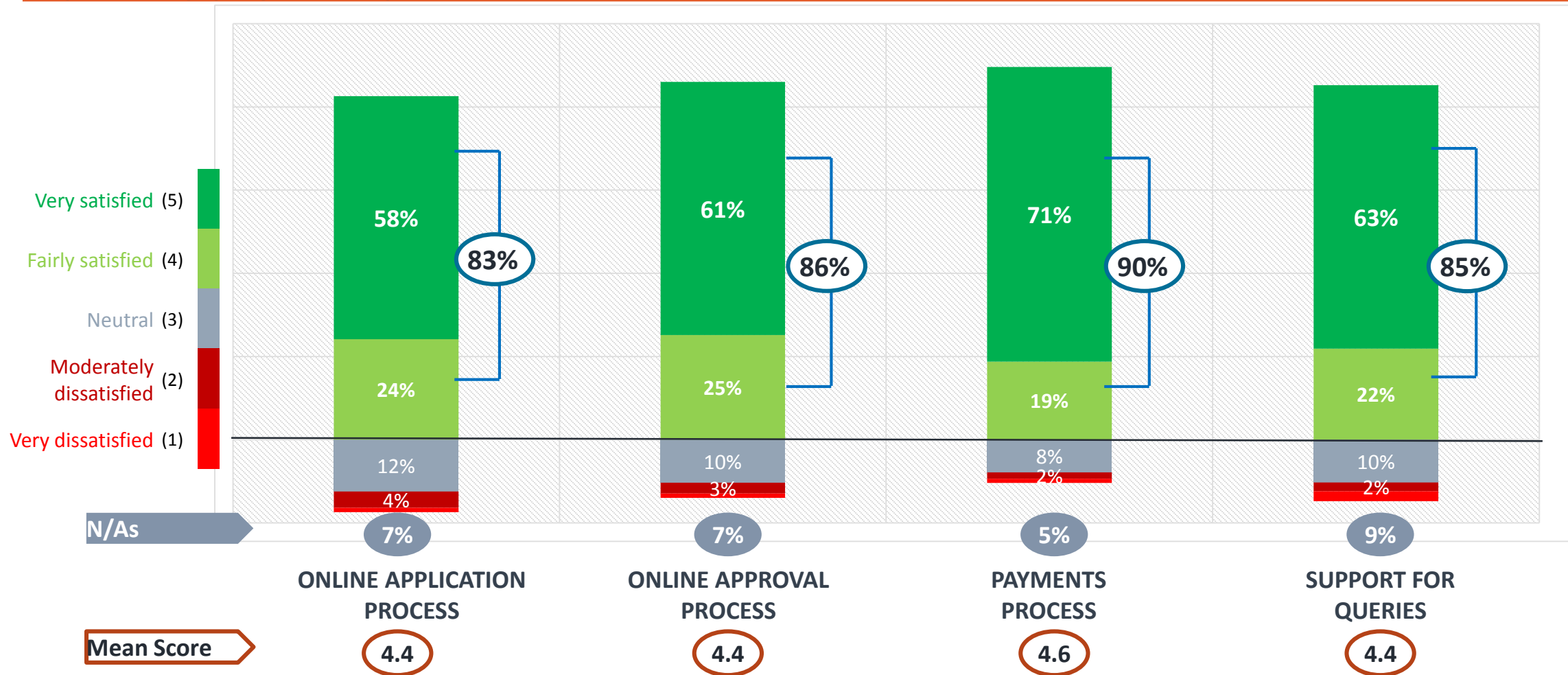


Q. Considering all your experiences with the JobsPlus scheme how would you rate your overall satisfaction? Using a scale of 1 to 5, where 1 is 'Very Dissatisfied' and 5 is 'Very Satisfied'.

Base n, JobsPlus = 416

Satisfaction with JobsPlus procedures

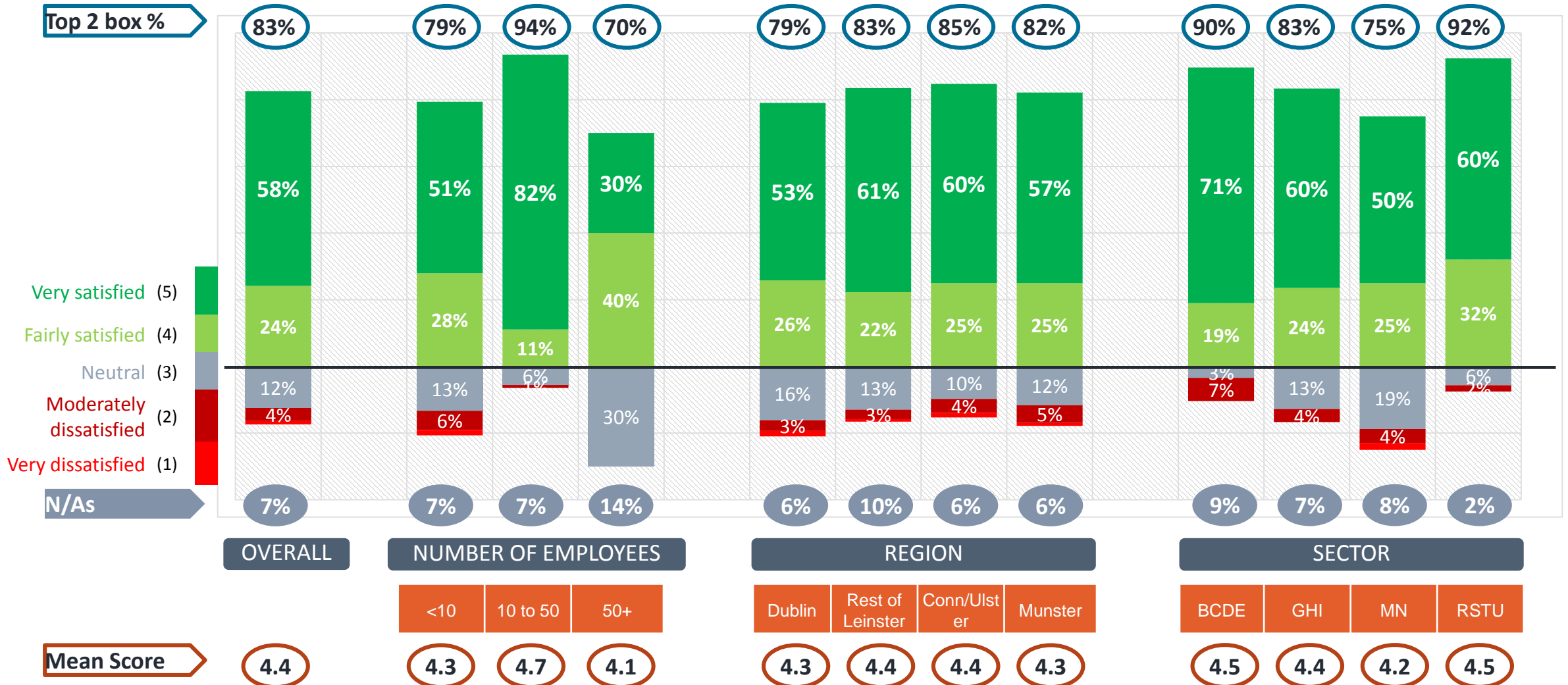
Strong satisfaction with all parts of journey especially payment process



Q. Please rate your level of satisfaction with the following JobsPlus procedures using a scale from 1 to 5, where 1 is 'Very Dissatisfied' and 5 is 'Very Satisfied'
 Base n, JobsPlus = 416

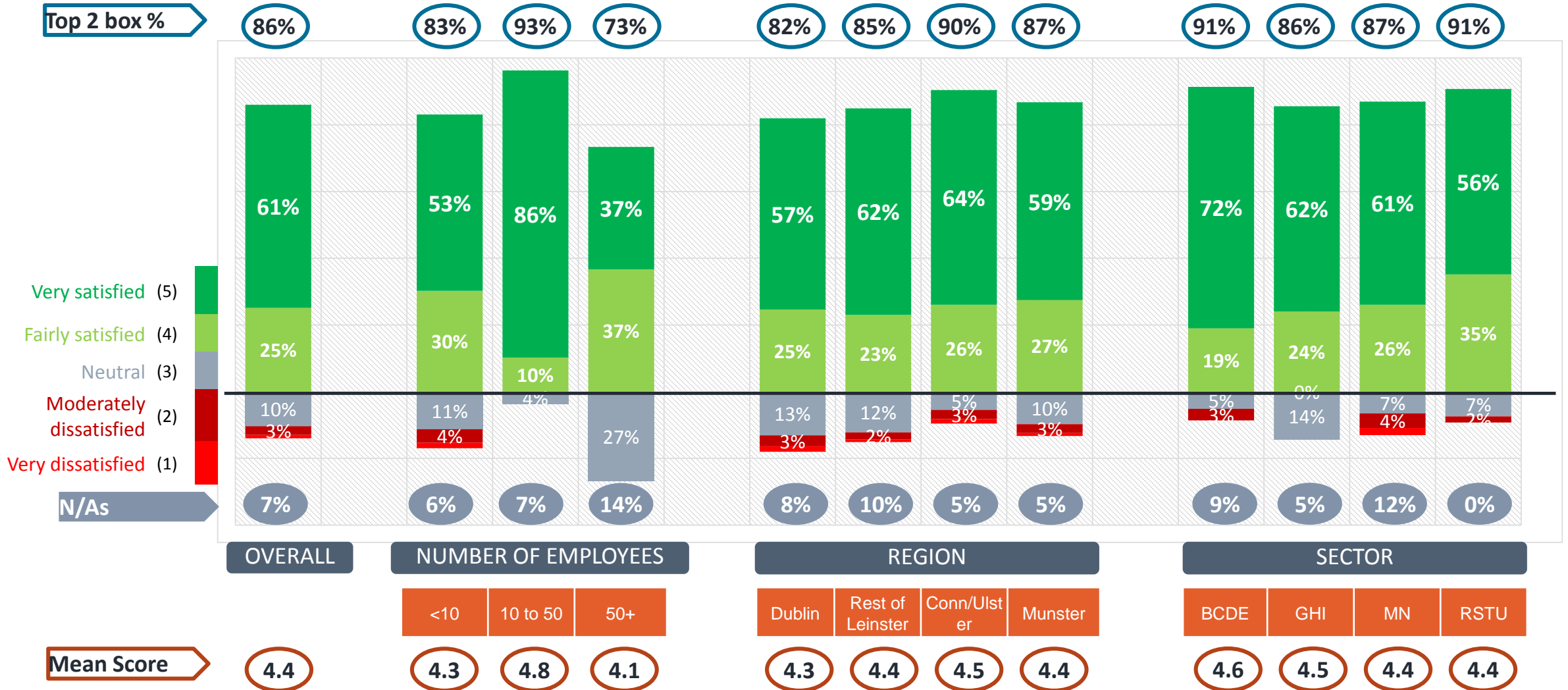
Satisfaction with online application process by employer

(Caution small base sizes)



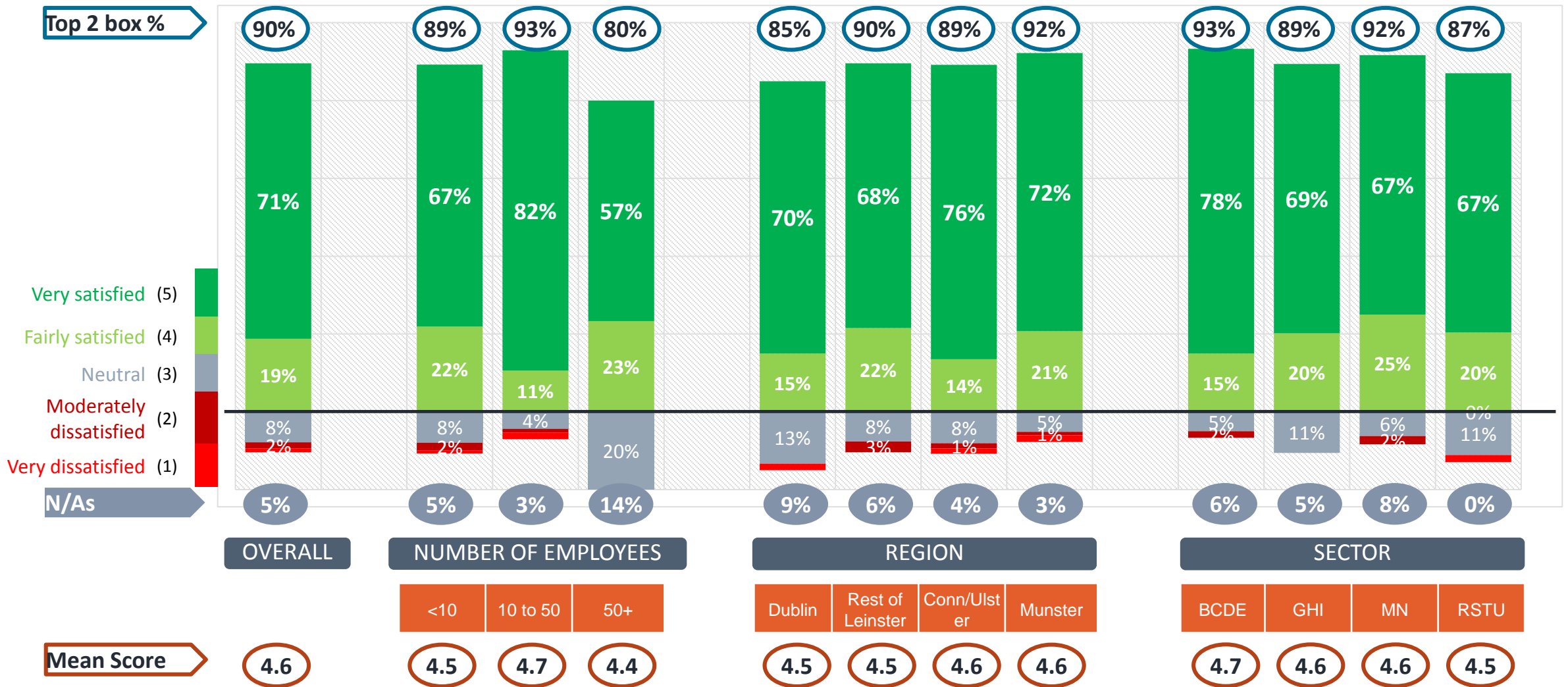
Satisfaction with online approval by employer

(Caution small base sizes)

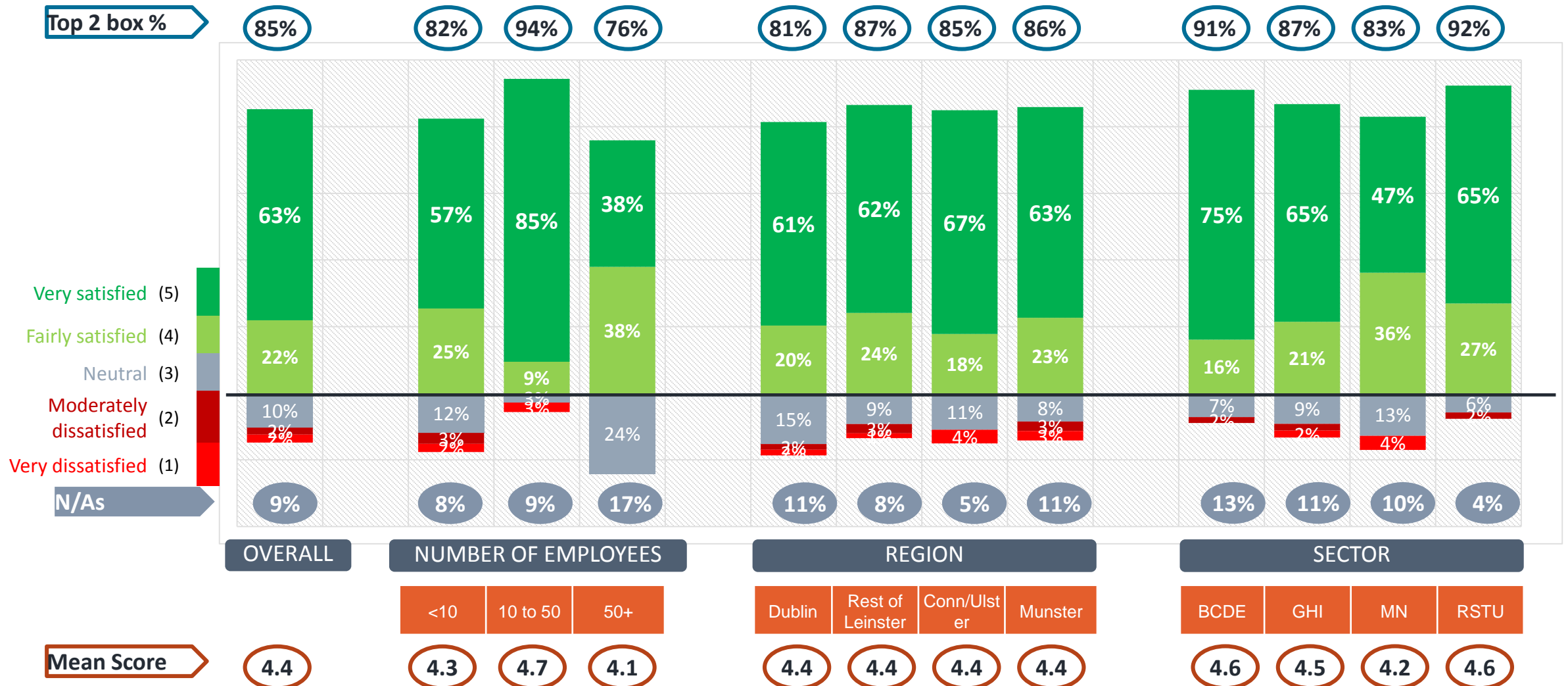


Satisfaction with payment process by employer

(Caution small base sizes)



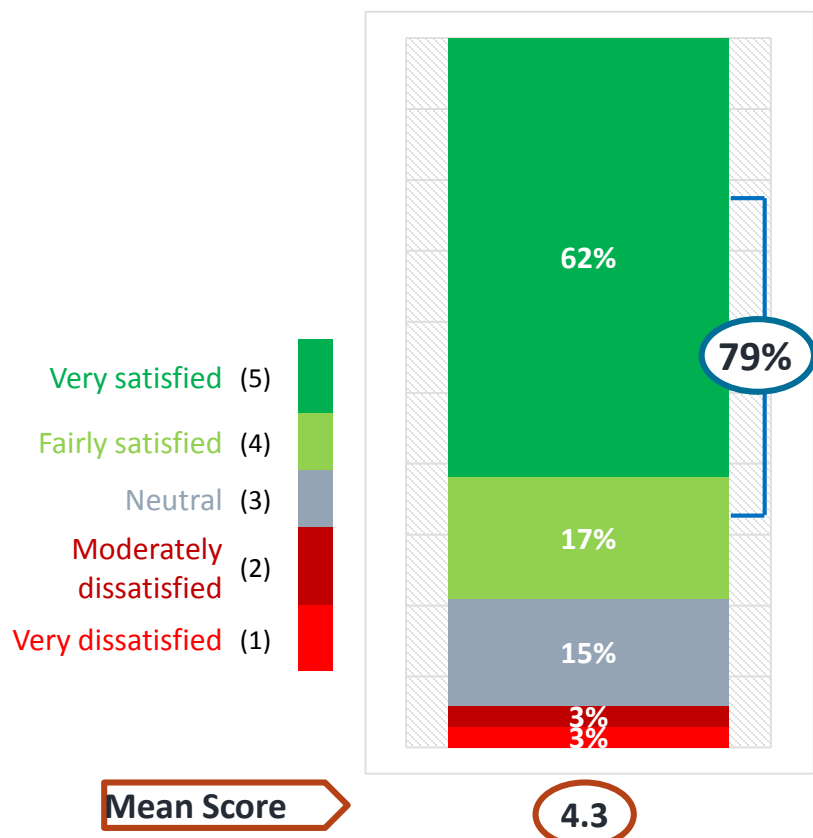
Satisfaction with the level of support for queries (Caution small base sizes)



Satisfaction with the employees and retention

Almost eight in ten very/fairly satisfied with employees and more than three quarters of employees were retained

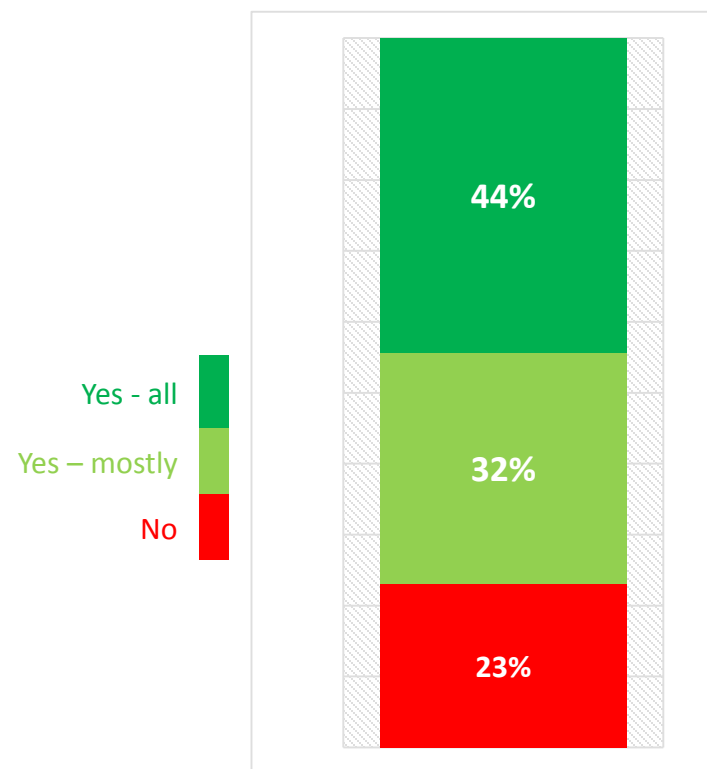
Satisfaction with employees



Q. How satisfied are you with the employees that you employed using JobsPlus?
Using a scale of 1 to 5 where 1 is very dissatisfied and 5 is very satisfied.

Base n, JobsPlus = 416

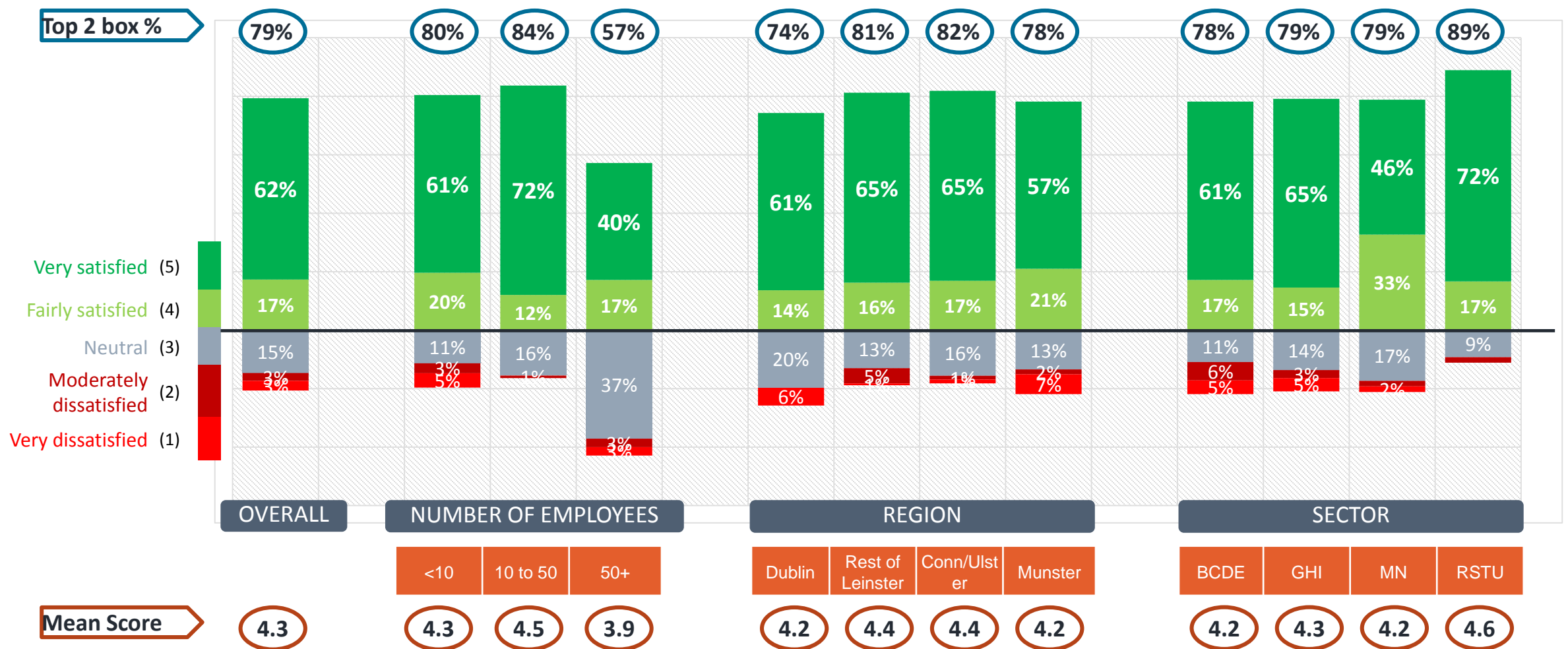
Employee retention after two year term



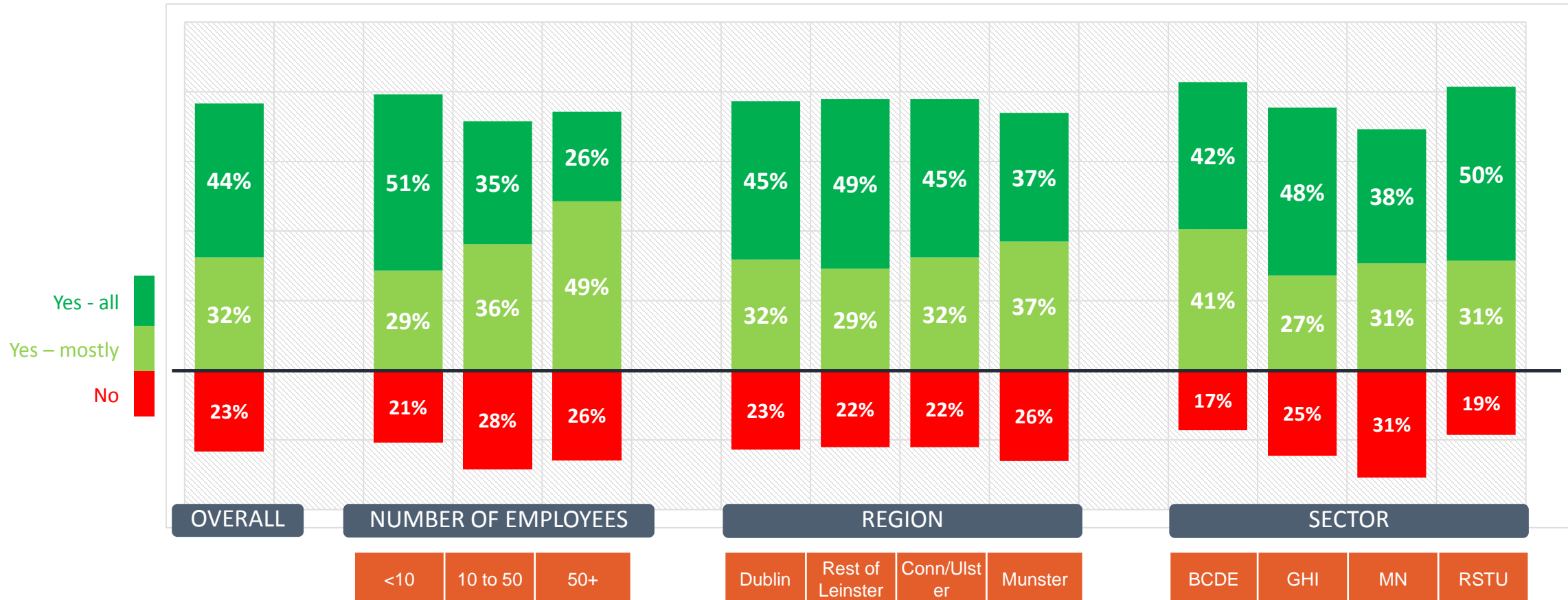
Q. Were the Jobsplus employee(s) retained at the end of the two year scheme?

Base n, JobsPlus = 416

Satisfaction with the employees you employed (Caution small base sizes)



Retaining employees at the end of two year scheme (Caution small base sizes)

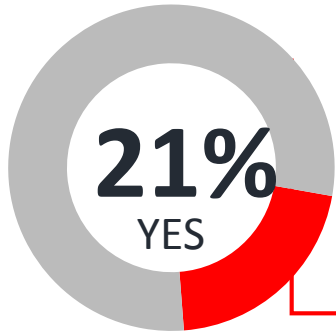


Incidence of JobsPlus employees leaving employment within two-year term and reason

Just one in five employees left within two years, most of own accord

Caution small base

INCIDENCE OF LEAVING EMPLOYMENT

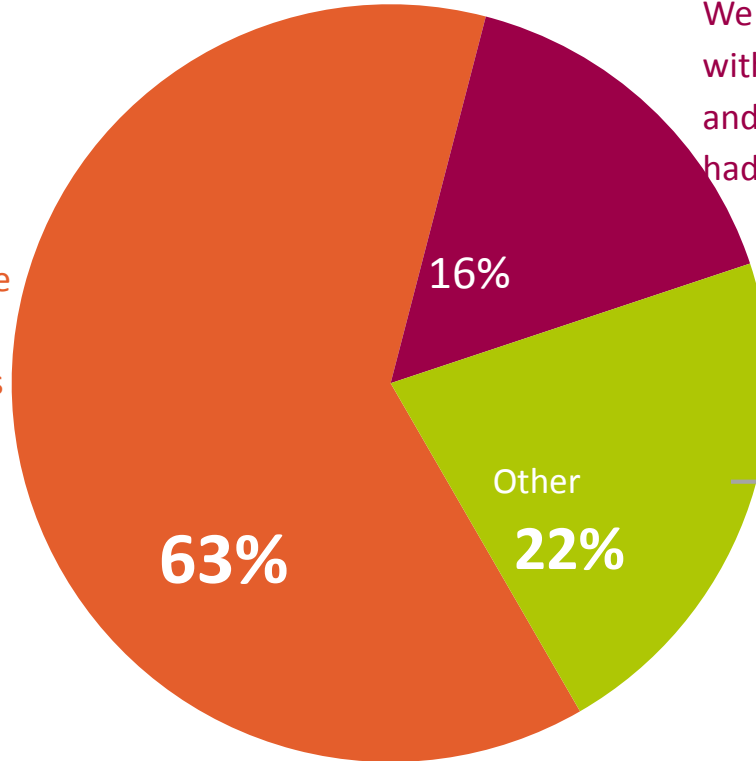


n = 88

Q. Thinking about the employees you employed using JobsPlus did any of these leave your employment prior to completion of the two year period?
Base n, JobsPlus = 416

REASON FOR EMPLOYEES TO LEAVE

They left of their own accord to take up other opportunities



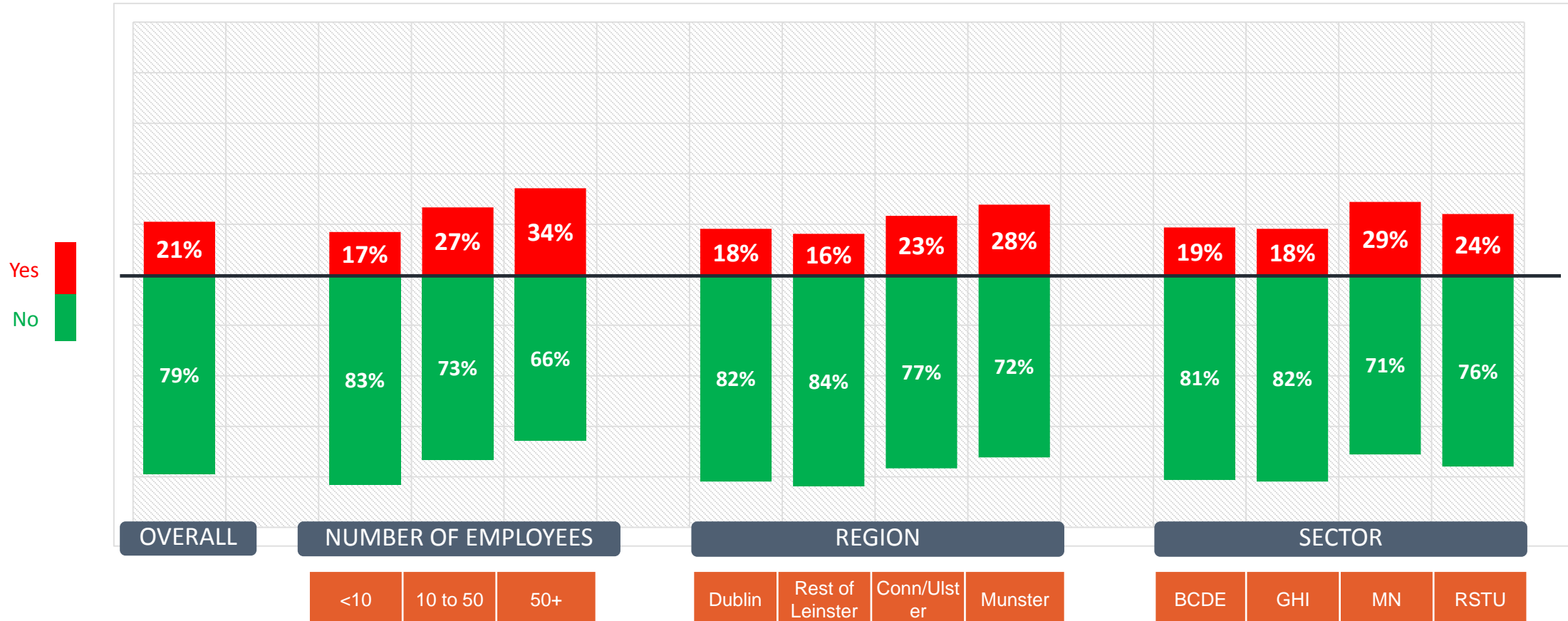
We were dissatisfied with their suitability and job readiness so had to let them go

n = 19

- " Maternity leave
- " Employee had passed away
- " Mixture of we were dissatisfied and they left of own accord
- " At the time work was quiet
- " Break in contract
- " Company
- " Did not work out.
- " Didn't have the work for them
- " Family bereavement
- " Move on
- " Not good
- " Not willing to do a days work.
- " Salary (2)
- " Went back to the dole

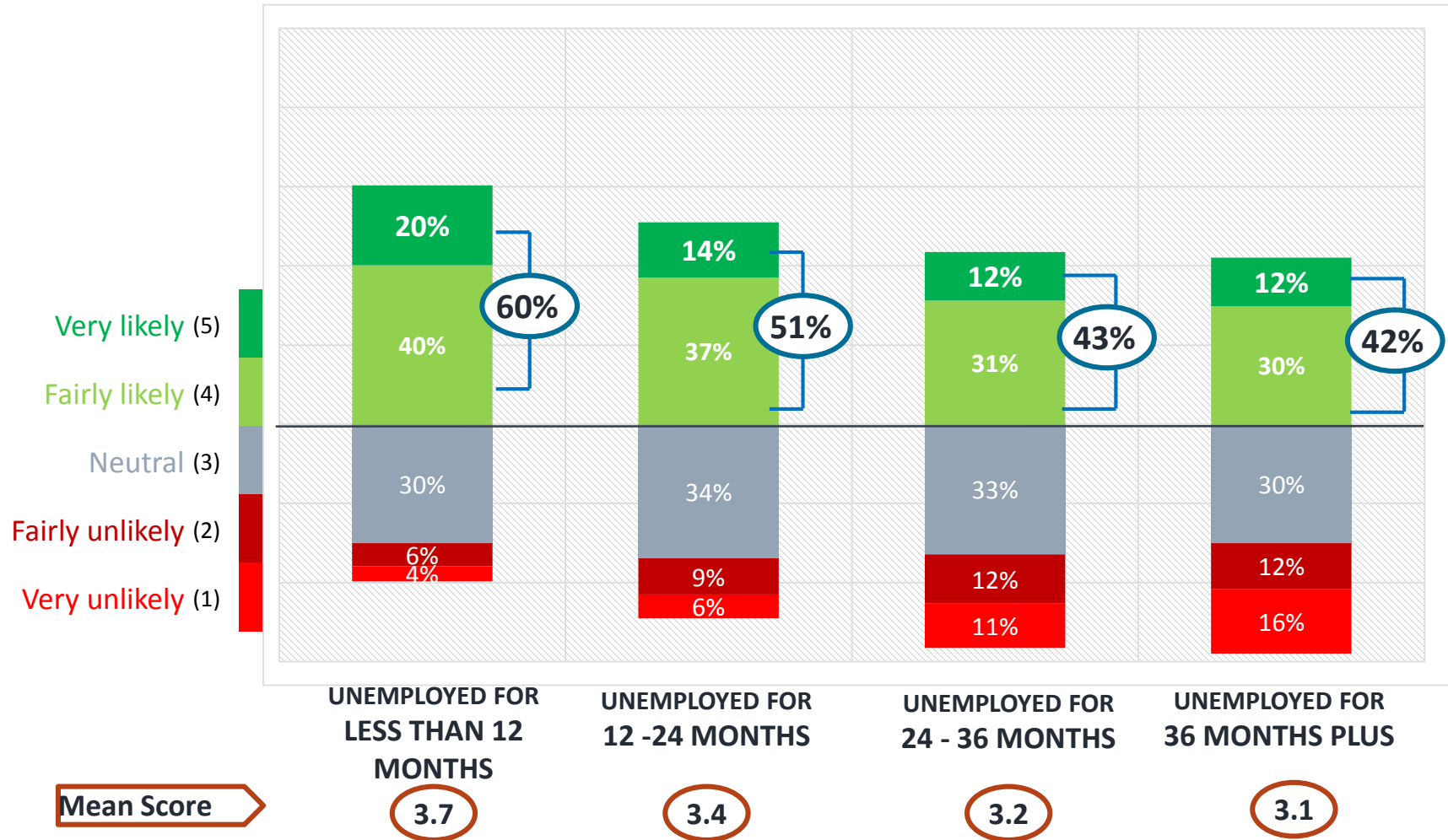
Q. Thinking about the employees you employed using JobsPlus did any of these leave your employment prior to completion of the two year period? Why did these employees leave? Base n, JobsPlus = 88

Incidence of JobsPlus employees leaving employment prior to completion of the two year period (Caution small base sizes)



Likely to hire unemployed in the absence of JobsPlus

Just two in five are likely to hire employees unemployed for 36 months plus



Q. In the absence of the JobsPlus scheme, how likely would you have been to take on employees who were...
(Using a scale of 1 to 5 where 1 is very unlikely and 5 is very likely)

Base n, JobsPlus = 416

Likely to hire unemployed in the absence of JobsPlus

Top 2 box scores

(Caution small base sizes)



Likely to hire unemployed in the absence of JobsPlus by Number of employees

	<10	10 to 50	50+
...unemployed for less than 12 months	54%	71%	71%
...unemployed for 12 - 24 months	41%	70%	63%
...unemployed for 24 - 36 months	31%	69%	54%
...unemployed for 36 months plus	29%	69%	54%

Likely to hire unemployed in the absence of JobsPlus by Sector

	BCDE	GHI	MN	RSTU
...unemployed for less than 12 months	63%	64%	56%	59%
...unemployed for 12 - 24 months	59%	56%	44%	44%
...unemployed for 24 - 36 months	50%	49%	38%	33%
...unemployed for 36 months plus	50%	45%	38%	31%

Likely to hire unemployed in the absence of JobsPlus by Region

	Dublin	Rest of Leinster	Connacht /Ulster	Munster
...unemployed for less than 12 months	53%	62%	68%	57%
...unemployed for 12 - 24 months	44%	50%	60%	50%
...unemployed for 24 - 36 months	38%	44%	49%	43%
...unemployed for 36 months plus	36%	42%	49%	40%

Q. In the absence of the JobsPlus scheme, how likely would you have been to take on employees who were...
(Using a scale of 1 to 5 where 1 is very unlikely and 5 is very likely)

Base n, JobsPlus = 416

Assess attitudes of non JobsPlus users

Interviewer read out this description to non JobsPlus participants:

"JobsPlus is an employer incentive which rewards employers who offer employment opportunities to the long term unemployed. It enables employers to avail of two grant payment levels, to offset wage costs where they engage eligible jobseekers from the Live Register."

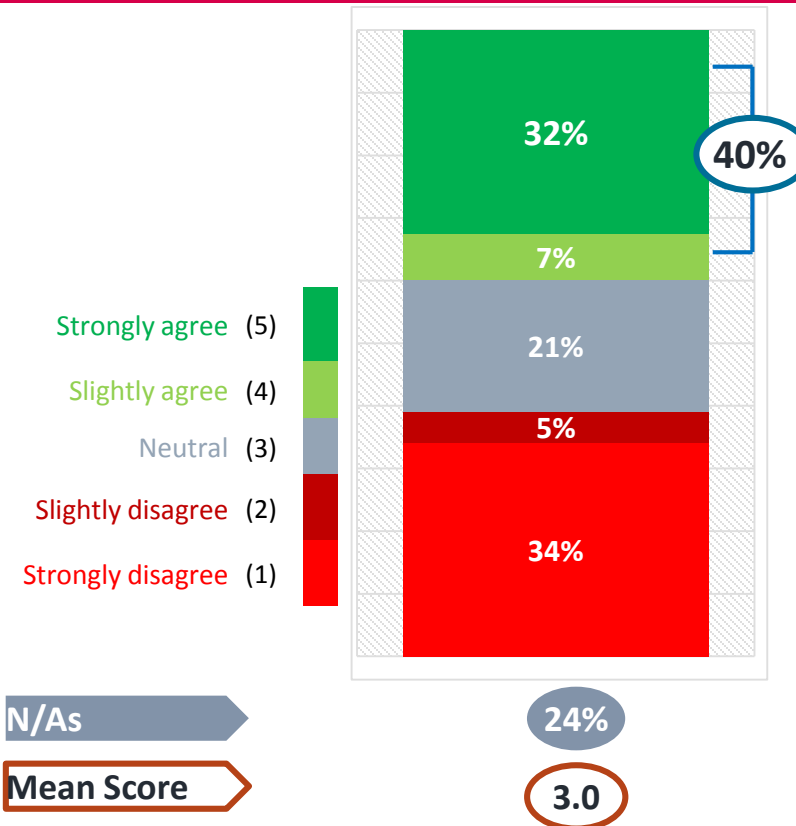
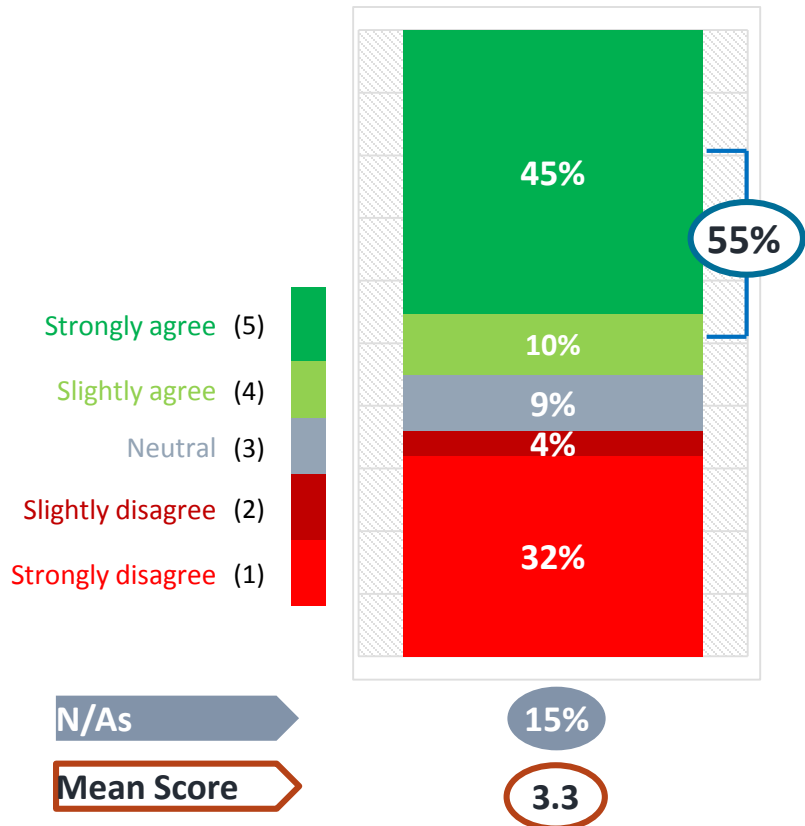
Attitudes to JobsPlus

More than half positively disposed to hearing more. Requirement to hire long term unemployed a deterrent for two in five

non JobsPlus

LIKE TO LEARN MORE ABOUT JOBSPLUS

REQUIREMENT TO HIRE LONG TERM UNEMPLOYED MAKES THIS SCHEME LESS RELEVANT FOR OUR BUSINESS



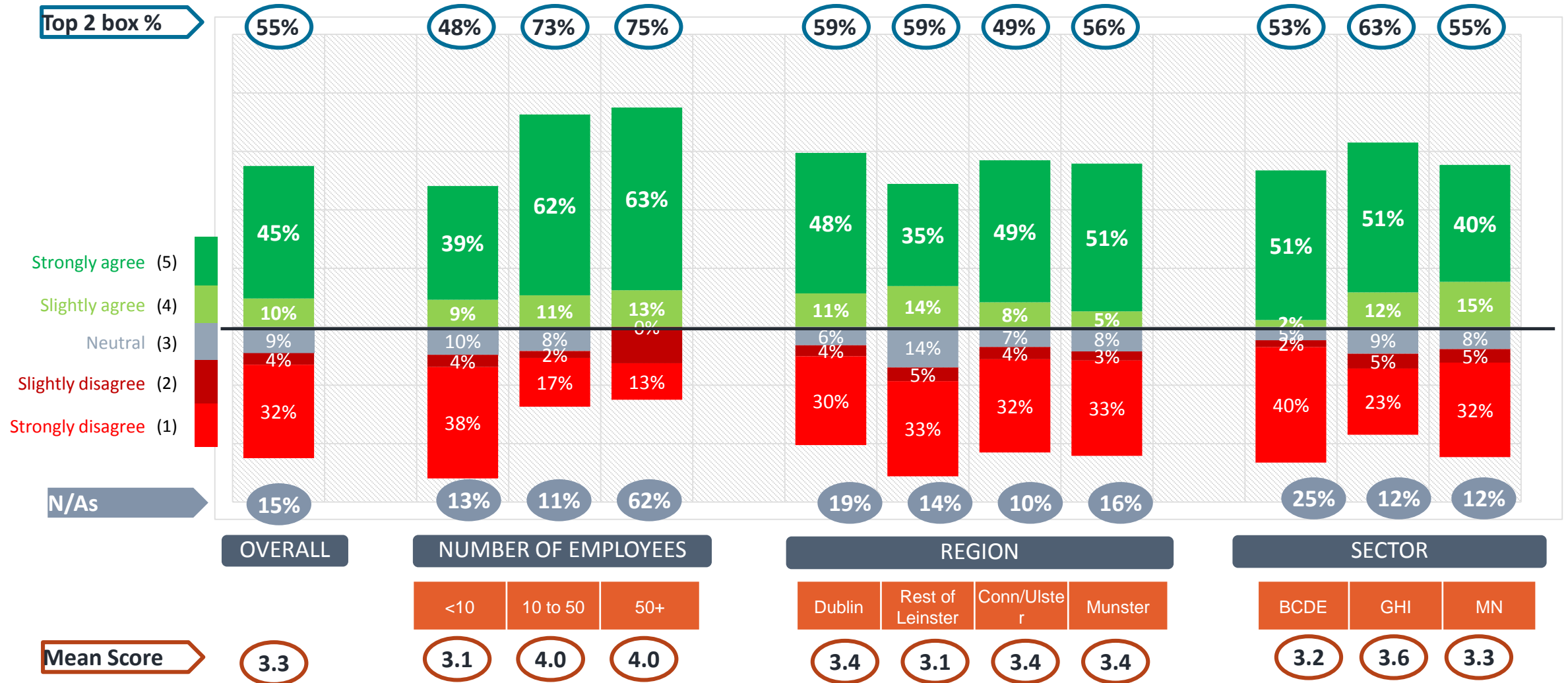
Q. Can you tell me the extent to which you agree or disagree with each of these? I'm looking for your impression of JobsPlus whether or not you have used it yourself.

Base n, non JobsPlus = 392

I would like to learn more about the JobsPlus scheme by employer

(Caution small base sizes)

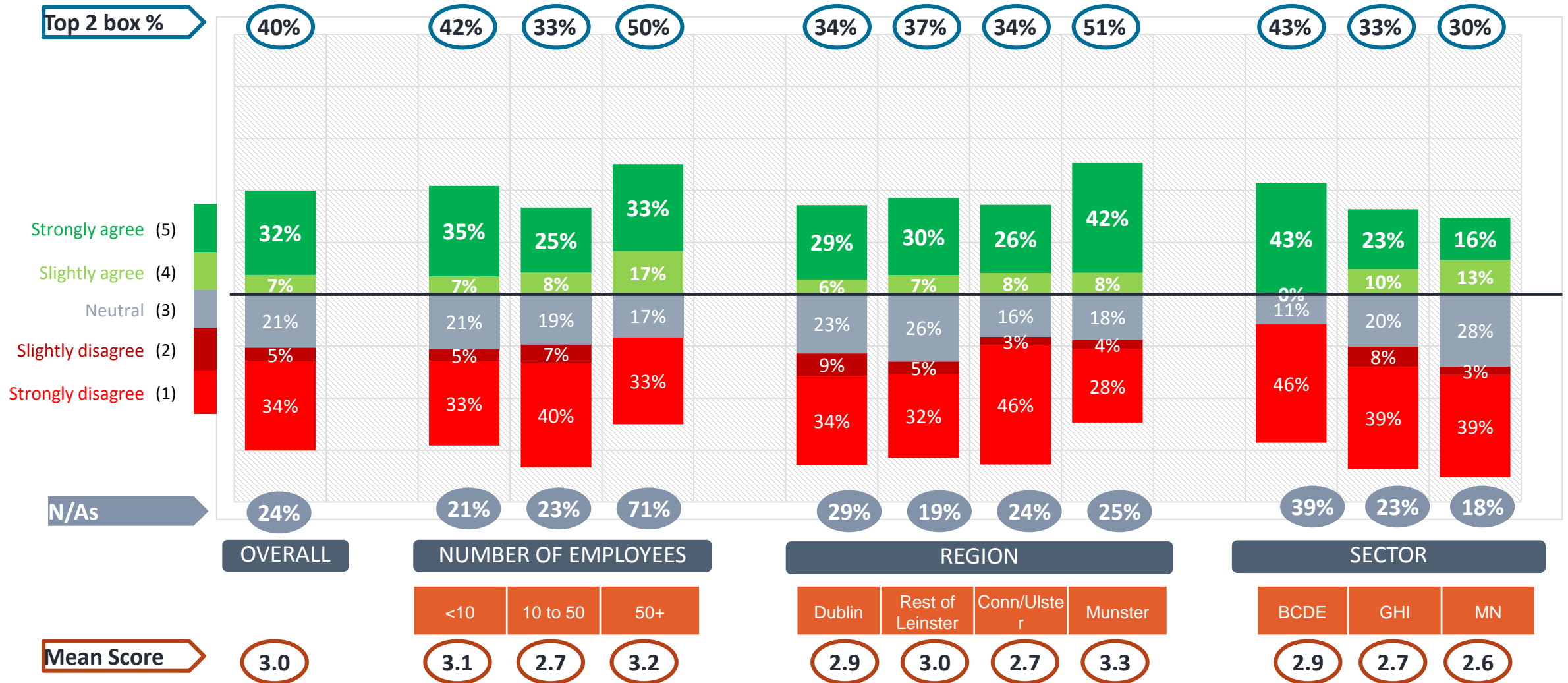
non JobsPlus



Requirement to hire long term unemployed makes less relevant for our business by employer

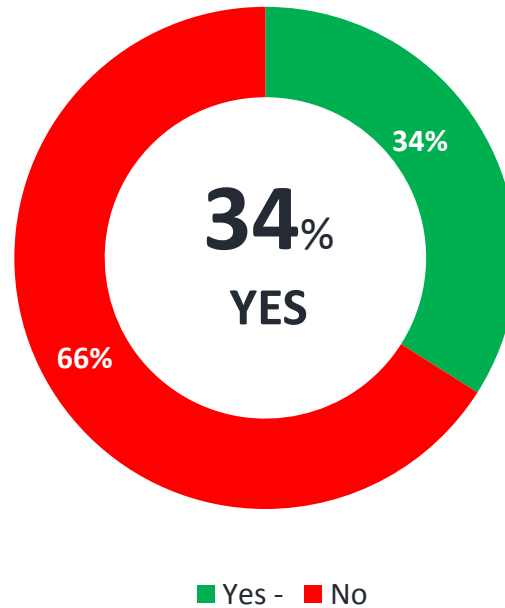
(Caution small base sizes)

non JobsPlus



Incidence of employing new recruits last 12 months

One third have hired new employees in last twelve months

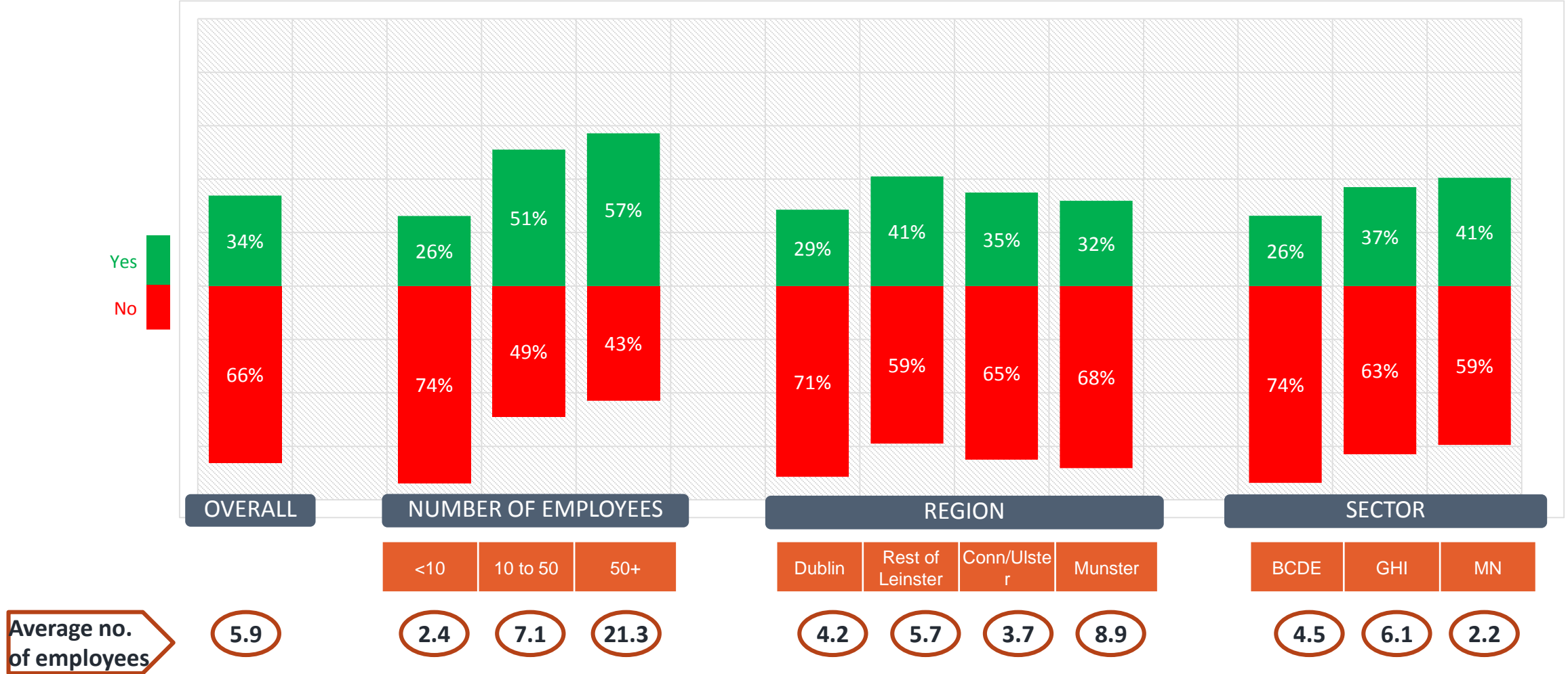


Q. Have you recruited any new employees in the last 12 months?
Base n, non JobsPlus = 392

New employees in the last 12 months by employer

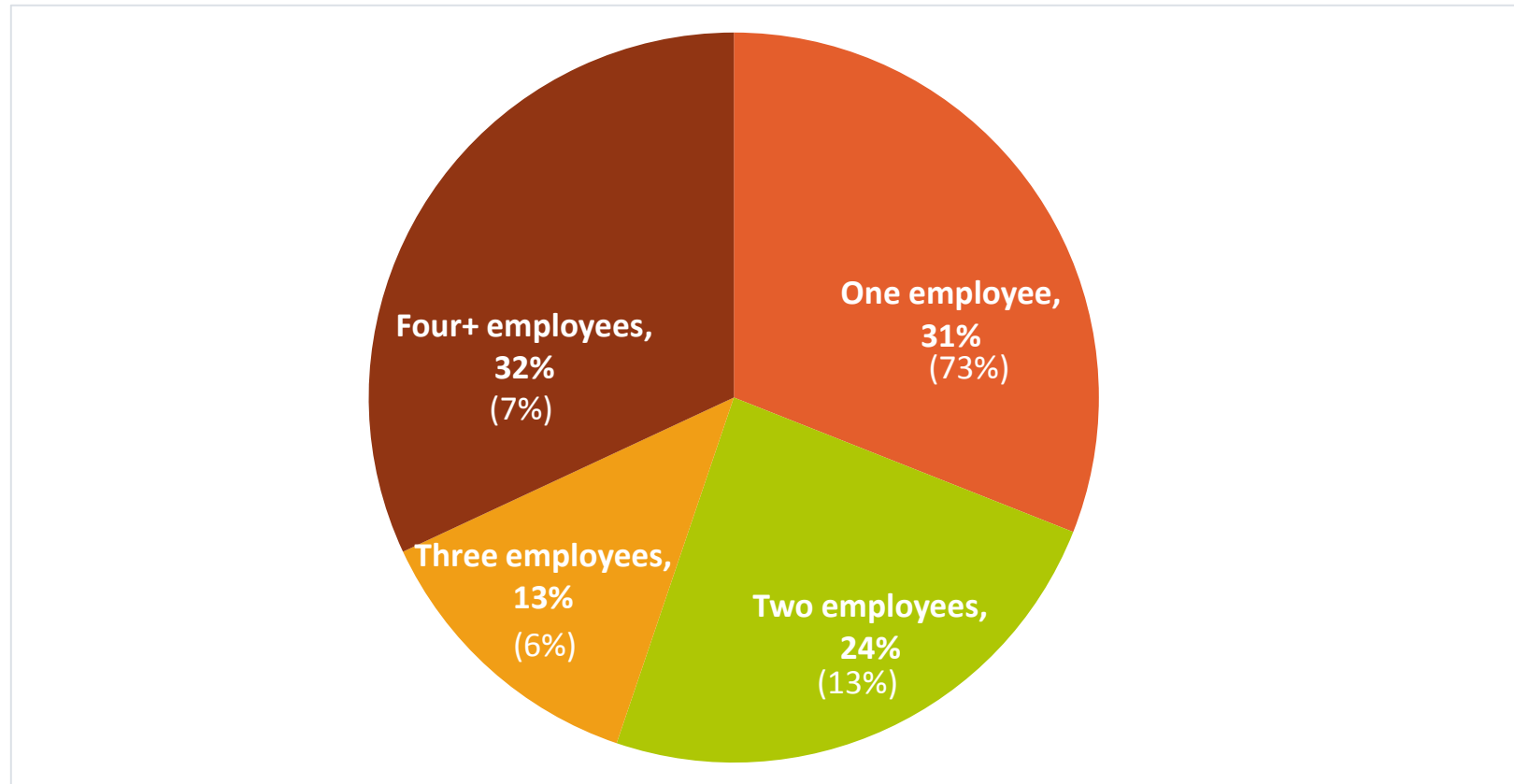
Caution small base sizes

non JobsPlus



How many new recruits did you employ? (Base: all recruited) Average 5.9 recruits in the last 12 months

non JobsPlus



Average number of recruits
in the last 12 months

non JobsPlus – 5.9
(JobsPlus - 1.7)

(%) shows JobsPlus distribution

Q. How many new recruits did you employ?

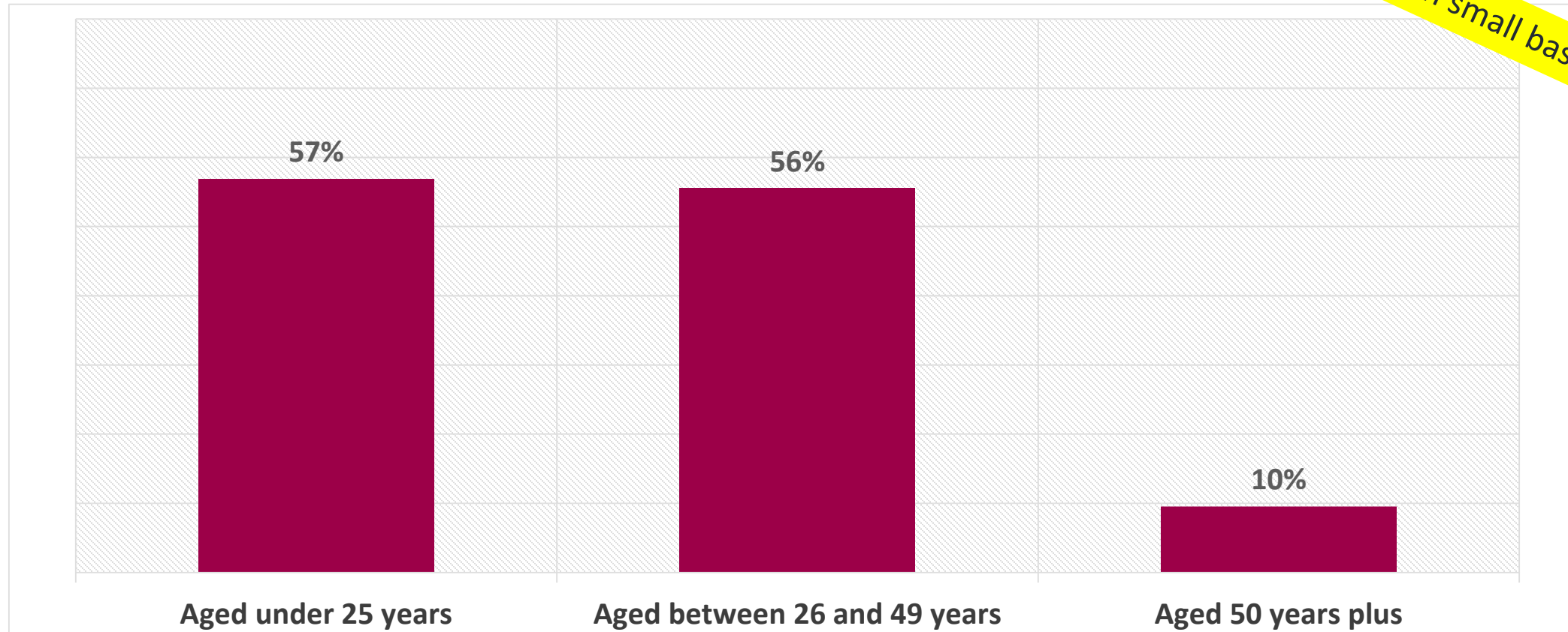
Base n, non JobsPlus = 133

What age were the employees that you recruited? (Base: all recruited)

A small proportion only were aged fifty plus

non JobsPlus

Caution small base



JobsPlus employees

16%

75%

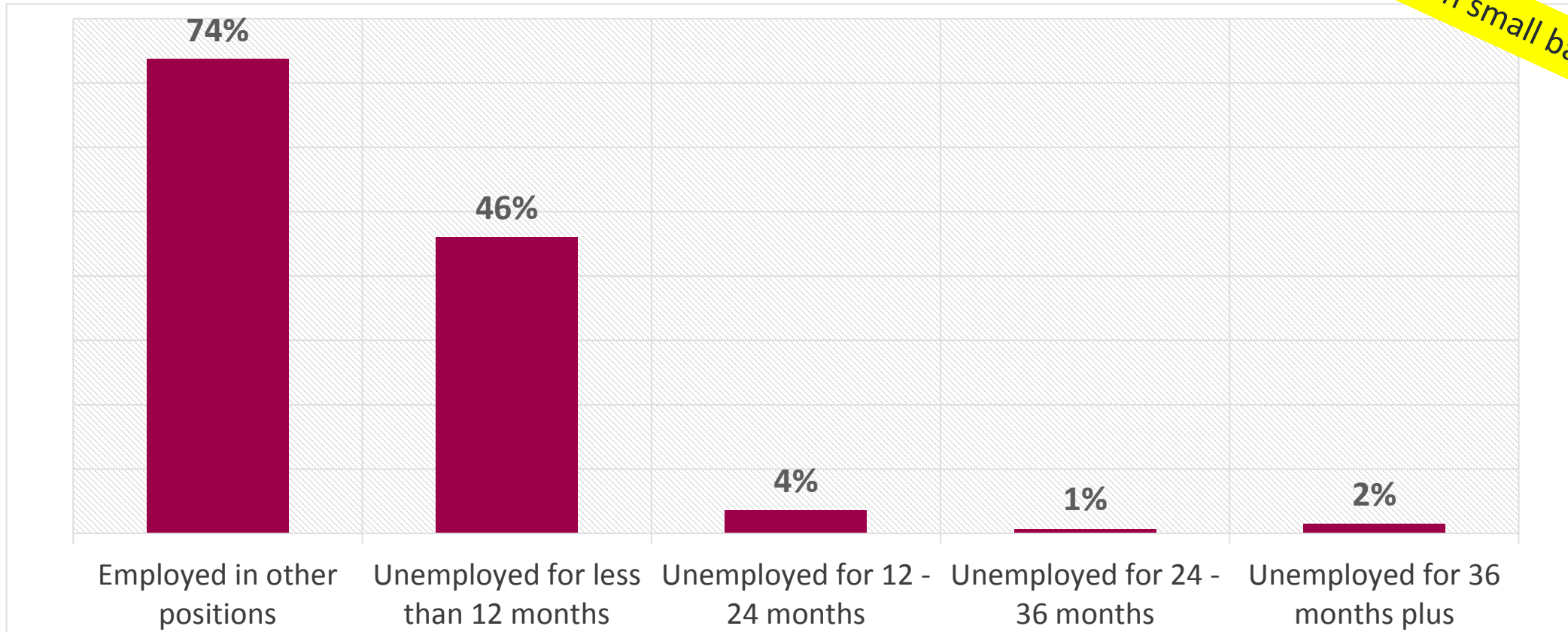
9%

Employment status of the employees that you recruited? (Base: all recruited)

non JobsPlus

Very small minority of employees were unemployed for at least twelve months

Caution small base

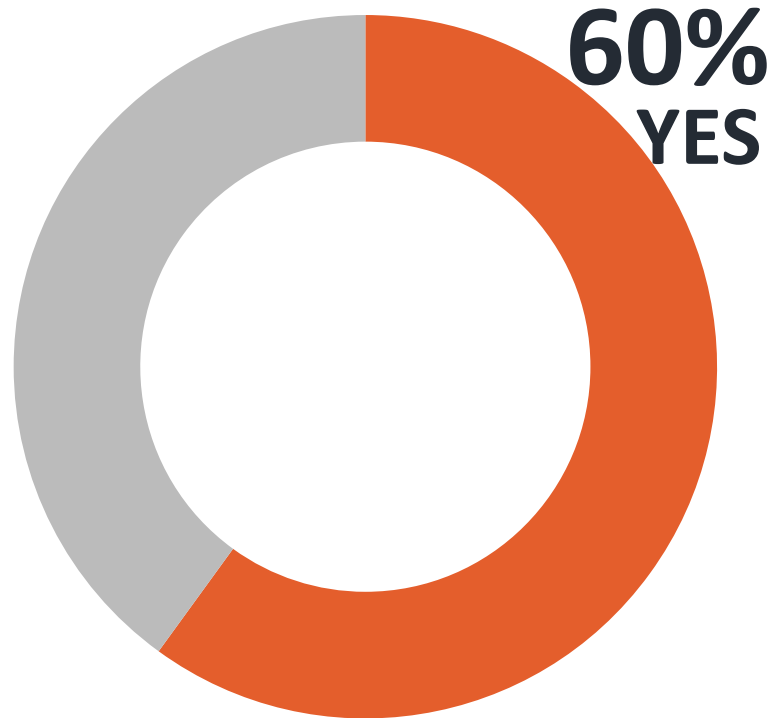


Assess JobsPlus and non JobsPlus hiring plans and views on the financial incentive required to hire

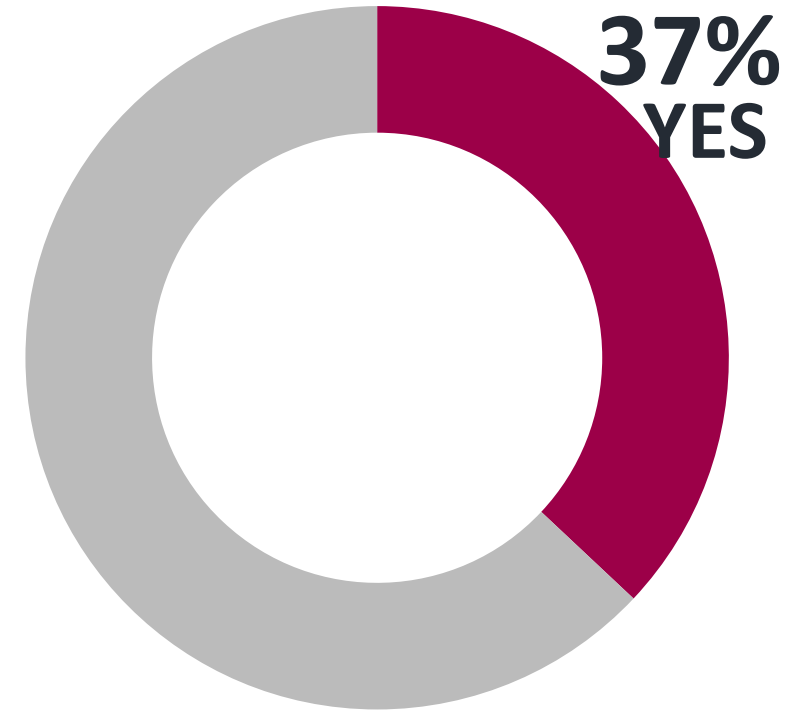
Hiring plans for next year

JobsPlus users almost twice as likely planning for hiring next year

Job Plus



non Job Plus

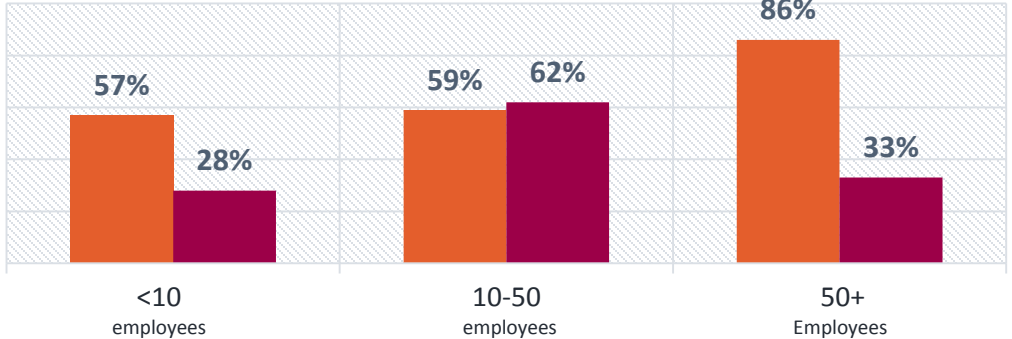


Q. Are you planning to hire someone in the next year?
Base n, JobsPlus = 416, non JobsPlus = 392

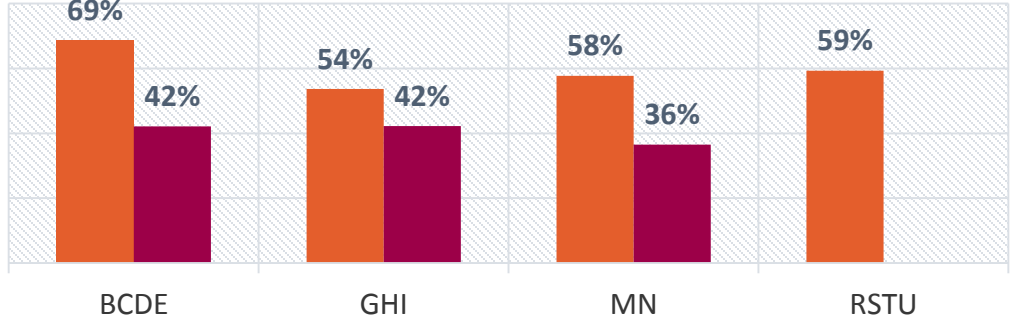
Hiring plans for next year by employer

(Caution small base sizes)

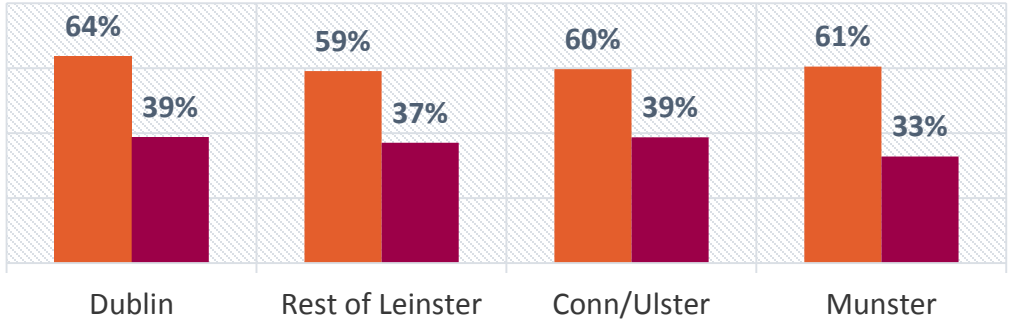
Hiring plans for next year by *Number of employees*



Hiring plans for next year by *Sector*



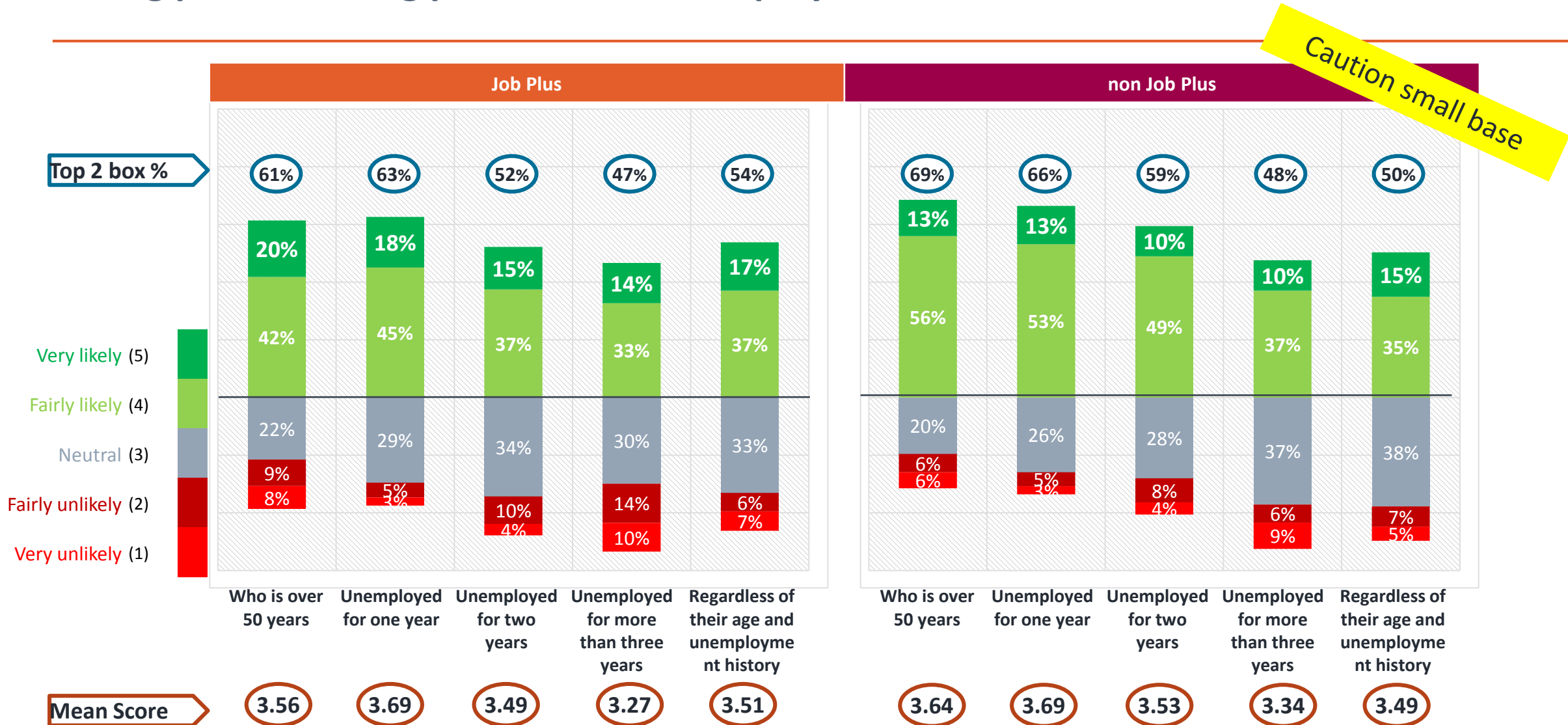
Hiring plans for next year by *Region*



Q. Are you planning to hire someone in the next year?
 Base n, JobsPlus = 416, non JobsPlus = 392

Likely to hire in the next year (Base: all those planning to hire in next year)

Strong positive hiring plans across all employee status



Likely to hire in the next year by employer

Likely to hire in the next year by Number of employees

	Job Plus				non Job Plus		
	<10		10 to 50	50+	<10	10 to 50	50+*
Who is over 50 years	69%	53%	74%	77%	64%	72%	86%
Who is unemployed for one year	66%	55%	72%	77%	60%	74%	71%
Who is unemployed for two years	59%	39%	72%	73%	55%	66%	57%
Who is unemployed for more than three years	48%	32%	71%	67%	41%	55%	57%
Regardless of their age and unemployment history	50%	43%	71%	70%	46%	55%	57%

Likely to hire in the next year by Region

	Job Plus				non Job Plus			
	Dublin	Rest of Leinster	Conn /Ulster	Munster	Dublin	Rest of Leinster	Conn/Ulster	Munster
Who is over 50 years	60%	57%	65%	65%	61%	78%	74%	62%
Who is unemployed for one year	57%	68%	70%	54%	55%	70%	81%	62%
Who is unemployed for two years	45%	58%	61%	43%	47%	70%	68%	54%
Who is unemployed for more than three years	45%	48%	57%	39%	39%	54%	52%	46%
Regardless of their age and unemployment history	50%	57%	63%	46%	42%	62%	45%	51%

Likely to hire in the next year by Sector

	JobsPlus				non JobsPlus			
	BCDE	GHI	MN	RSTU	BCDE	GHI	MN	RSTU
Who is over 50 years	55%	68%	63%	59%	67%	70%	59%	
Who is unemployed for one year	59%	64%	50%	72%	71%	77%	41%	
Who is unemployed for two years	55%	56%	43%	63%	58%	70%	37%	
Who is unemployed for more than three years	57%	51%	37%	41%	46%	53%	37%	
Regardless of their age and unemployment history	57%	58%	50%	53%	42%	56%	52%	

Q. Please rate your likelihood to hire the following candidates in the next year. Using a scale of 1 to 5 where 1 is most likely and 5 is less likely. Base n, JobsPlus = 251, non JobsPlus = 143

We asked the question:

“What financial incentive would you need to tip the balance in favour of hiring someone who is long term unemployed (24 months or more) versus short term unemployed (less than twelve months) assuming all other characteristics were similar? ”

Verbatim answers were very fragmented

I'm looking for the right candidates its not about the incentive

I'm not hiring

10% of salary?

I don't know

Unemployment status doesn't affect decision

50% of salary?

75% of salary?

Give me a grant

Two years salary

A rough break out of those who gave a suggestion suggest that a larger incentive than currently on offer is needed and a percentage of salary is a preferred approach

Caution small base

A grant /any incentive	One third
A percentage of salary from 10% to 50% (half 25% or below and half above)	One quarter
Happy with current JobsPlus scheme	One in five
Cash amount 15,000 or under	One in ten
none/reduced PRSI	One in ten

Note : No material difference in results of questions asking financial incentive required to tip the balance in favour of hiring someone who is unemployed and aged 50 years plus.

Verbatim answers to question: What financial incentive would you need to tip the balance in favour of hiring someone who is unemployed and aged 50 years plus and someone who is unemployed and aged under 50 years assuming all other characteristics were similar?

Age is not a problem

€5,000

I'm not hiring

Age wont impact the decision

I don't know

The qualification is more important

Any financial help is a bonus

50% of salary

Key findings

1. The JobsPlus scheme suffers from poor awareness levels, less than one quarter of employers have heard of it.
 2. The scheme shows potential for increased uptake as once introduced to the concept more than half of employers are positively disposed to learning more albeit the requirement to hire long term unemployed does temper interest for many.
 3. There is no evidence of any underlying negative perceptions about the scheme.
 4. Users are identified as potential future advocates for the scheme. They are very satisfied and more than half claim they will use again the future.
 5. According to users the scheme has a positive impact on their likelihood to hire all unemployed candidates but especially those longer term unemployed.
 6. Users are more likely to predict they will make new hires in 2018 but there is little to choose between the hiring plans across employment status between JobsPlus users and non users.
-

Appendix

Profile of JobsPlus and non JobsPlus employers in terms of employment

Profile of JobsPlus and non JobsPlus employers in terms of employment*1

Caution small base

JobsPlus		non JobsPlus	
Incidence of employing new employees last 12 months		Incidence of employing new employees last 12 months	34%
Number of employees employed in last 12 mts using <u>JobsPlus scheme</u>	FROM DEASP TAG	Number of employees employed in last 12 mts **	
One	(73%)	One	(31%)
Two	(13%)	Two	(24%)
Three	(6%)	Three	(13%)
Four plus	(7%)	Four plus	(32%)
<i>Average</i>	<i>1.7</i>	<i>Average</i>	<i>5.9</i>
JobsPlus employees age		New employees age **	
Under 25	(16%)	Under 25	57%
25-35 yr.s	(48%)	25-35 yr.s	56%
36-49 yr.s	(27%)	36-49 yr.s	
50 plus yr.s	(9%)	50 plus yr.s	9%

*JobsPlus data from tagged information, non JobsPlus captured in course of interview

** caution small base N=133

Profile of JobsPlus and non JobsPlus employers in terms of employment*II

Caution small base

JobsPlus		non JobsPlus	
Incidence of employing new employees last 12 months		Incidence of employing new employees last 12 months	34%
JobsPlus employees pre employment unemployment status	FROM DEASP TAG	New employees pre employment unemployment status **	
Employed in other positions	-	Employed in other positions	74%
Unemployed for less than 12 months	60%	Unemployed for less than 12 months	46%
Unemployed for 12 -24 months	51%	Unemployed for 12 -24 months	4%
Unemployed for 24-36 months	43%	Unemployed for 24-36 months	1%
Unemployed for 36 months plus	42%	Unemployed for 36 months plus	2%

*JobsPlus data from tagged information, non JobsPlus captured in course of interview

** caution small base N=133



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

JobsPlus

Research

01/02/2018



Powering customer experience