

4 Job experience of clients

4.1 Job history

Profiles of job numbers as presented in Chapter 3 describe the types of work gained in different industries or occupations. However, such descriptive profiles are not adequate for examining employment trends of clients because a job may vary from a few hours worked casually on one day to a full-time, permanent job worked for the whole year. To examine employment trends it is necessary to summarise the job history of clients over the period that they were receiving support, and thus to have the individual rather than the job as the basic unit of analysis.

Clients who had a job at some time during 1995 (from here on referred to as ‘workers’) can be classified into four job history groups, depending on whether they had a job at the beginning and at the end of the support period, as in Table 4.1. Not all clients were receiving support for the whole year, either because their support began after 1 January 1995, and/or more rarely because support was recorded as withdrawn before 31 December 1995. In these cases, the support period, or time in support, was less than one year and calculated in weeks. (See Appendix 2 for further details.) Within each of the job history groups, clients may have had one or more jobs.

Table 4.1: Classification of job history for workers^(a)

Job history	Job at start of support period	Job at end of support period
Job retained	Yes	Yes
Job lost	Yes	No
Job gained and retained	No	Yes
Job gained and lost	No	No

(a) A ‘worker’ is any client who had a job (not work experience) at any time during their support period in 1995.

A total of 4,736 workers had a job at the start of the support period, of whom 716 (15%) became and remained unemployed at the end of the period (Table 4.2, Figure 4.1). Altogether 4,188 clients who were not employed at the beginning got a job during the support period, but 1,181 of those (28%) became unemployed again by the end of the period.

Table 4.2: Job history of workers during 1995

Job history	With one job during 1995		With more than one job during 1995		All workers	
	n	%	n	%	n	%
Job retained	3,174	35.6	846	9.5	4,020	45.1
Job lost	546	6.1	170	1.9	716	8.0
Job gained and retained	2,346	26.3	661	7.4	3,007	33.7
Job gained and lost	973	10.9	208	2.3	1,181	13.2
Total	7,039	78.9	1,885	21.1	8,924	100.0

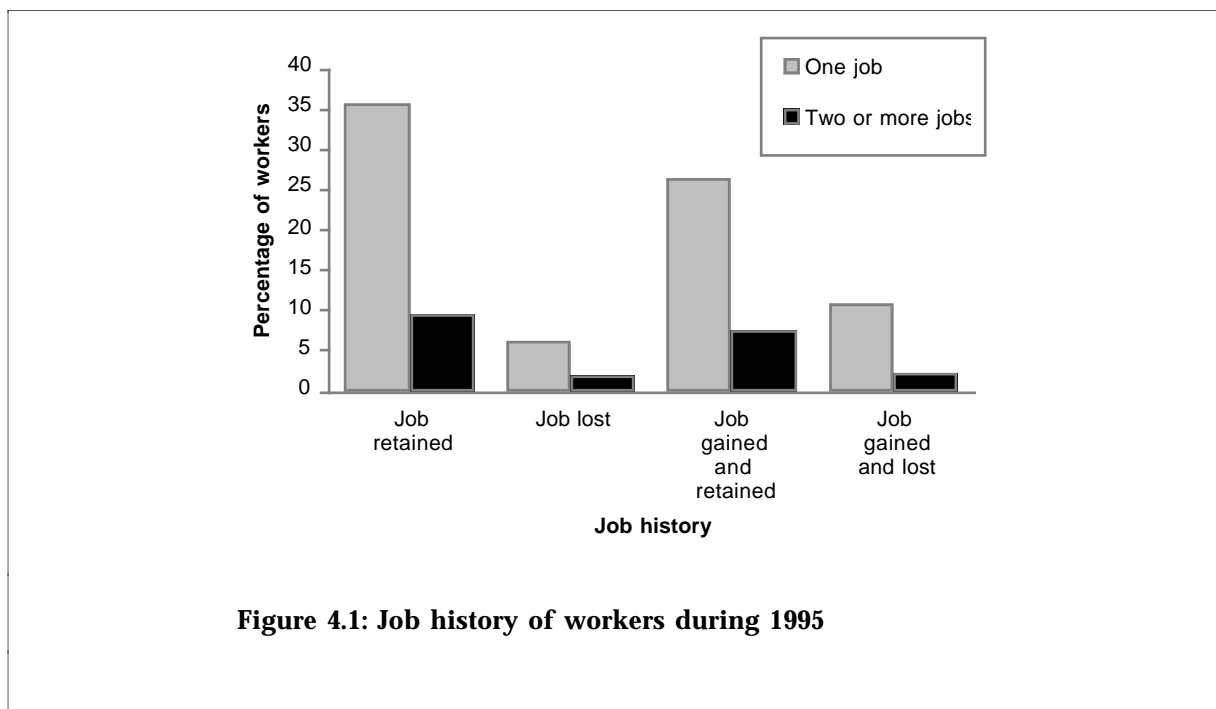


Figure 4.1: Job history of workers during 1995

The increase in employment over the 1995 support period can be calculated by comparing the number of workers at the beginning with the number at the end. This equals the number of 'job gained and retained' workers minus the number of 'job lost' workers. In 1995, there was a net gain of 2,291 clients who became and remained workers while receiving support in 1995, from 4,736 workers with a job at the beginning of the support period to 7,027 workers at the end of the support period. This increase was 48%.

The worker retention rate is the percentage of workers who had a job at the end of the support period (i.e. the combined percentage of 'job retained' and 'job gained and retained' workers). This rate is not a measure of overall employment, only of the probability that a worker who had a job remained in employment. Overall, about 79% (7,027 out of 8,924) of workers had a job at the end of the support period. This percentage was similar for those who had one job and for those who had more than one job.

The job experience of each worker is also affected by the number and type of jobs they had. The 'job retained' category includes workers who continued in the same job through the whole period, those who changed jobs without being unemployed, and those who lost work and regained it. Similarly the 'job gained and retained' category includes workers who gained a permanent job, as well as those who gained one or more casual or temporary jobs, at least one of which they still had at the end of the period. Some workers classed as 'job lost' or 'job gained and lost' will have been in and out of temporary or casual work.

The primary job of a worker is defined as the job with the highest total hours of work during the whole support period. The basis of employment of the primary job by job history category is shown in Table 4.3. Overall, about 69% of workers had a permanent regular primary job (71% of people who had one job and 61% of those who had more than one), 12% had one which was temporary regular and 11% one which was permanent irregular. Workers in the 'job retained' category were the most likely to be in permanent regular work, and the least likely to be in temporary work of any kind, followed by workers in the 'job lost', 'job gained and retained' and 'job gained and lost' categories. As well, workers who only had one job during the support period were more likely to be in permanent work than those who had more than one job.

Table 4.3: Workers, basis of employment of primary job by job history, 1995

Basis of employment	Job retained		Job lost		Job gained and retained		Job gained and lost		All	
	n	%	n	%	n	%	n	%	n	%
One job										
Permanent regular	2,607	82.1	380	69.6	1,484	63.3	524	53.9	4,995	71.0
Permanent irregular	267	8.4	66	12.1	315	13.4	85	8.7	733	10.4
Permanent seasonal	24	0.8	8	1.5	43	1.8	15	1.5	90	1.3
Temporary regular	183	5.8	71	13.0	349	14.9	217	22.3	820	11.7
Temporary irregular	83	2.6	16	2.9	133	5.7	101	10.4	333	4.7
Temporary seasonal	10	0.3	5	0.9	22	0.9	31	3.2	68	1.0
<i>All</i>	<i>3,174</i>	<i>100.0</i>	<i>546</i>	<i>100.0</i>	<i>2,346</i>	<i>100.0</i>	<i>973</i>	<i>100.0</i>	<i>7,039</i>	<i>100.0</i>
More than one job										
Permanent regular	582	68.8	110	64.7	357	54.0	97	46.6	1,146	60.8
Permanent irregular	113	13.4	17	10.0	75	11.4	15	7.2	220	11.7
Permanent seasonal	12	1.4	0	0	15	2.3	2	1.0	29	1.5
Temporary regular	90	10.6	25	14.7	125	18.9	47	22.6	287	15.2
Temporary irregular	43	5.1	14	8.2	59	8.9	28	13.5	144	7.6
Temporary seasonal	6	0.7	4	2.4	30	4.5	19	9.1	59	3.1
<i>All</i>	<i>846</i>	<i>100.0</i>	<i>170</i>	<i>100.0</i>	<i>661</i>	<i>100.0</i>	<i>208</i>	<i>100.0</i>	<i>1,885</i>	<i>100.0</i>

A total of 3,155 workers finished at least one job during 1995 (Table 4.4). By definition, this includes all workers in the 'job lost' and 'job gained and lost' categories, plus most of those in the 'job retained' and 'job gained and retained' categories who had two or more jobs (some workers retained two or more jobs).

Table 4.4: Reason for job(s) ending, by job history, for workers who finished one or more jobs, 1995

Reason for job ending	Job retained		Job lost		Job gained and retained		Job gained and lost		All	
	n	%	n	%	n	%	n	%	n	%
Retrenched	111	16.0	132	18.4	62	11.0	111	9.4	416	13.2
Dismissed	52	7.5	106	14.8	50	8.9	195	16.5	403	12.8
Resigned—career development	166	23.9	26	3.6	61	10.8	27	2.3	280	8.9
Resigned—other reason	134	19.3	241	33.7	100	17.7	391	33.1	866	27.4
Work trial	21	3.0	23	3.2	55	9.8	108	9.1	207	6.6
Employment contract finished	74	10.7	61	8.5	100	17.7	214	18.1	449	14.2
Mixed reasons—with dismissal ^(a)	16	2.3	42	5.9	36	6.4	46	3.6	140	4.4
Mixed reasons—other ^(a)	66	9.5	76	10.6	55	9.7	83	6.4	280	8.9
Unknown	54	7.8	9	1.3	45	8.0	6	0.5	114	3.6
Total	694	100.0	716	100.0	564	100.0	1,181	100.0	3,155	100.0

(a) Workers who finished two or more jobs for different reasons.

About 27% of this group finished a job or jobs due to only retrenchment or the completion of an employment contract. The combined percentage for these two reasons was similar for each job history category. However, 'job lost' and 'job gained and lost' workers were more likely to have been dismissed from a job, or resigned for reasons other than career development, than workers who retained a job during the support period. 'Job retained' workers were the most likely to have resigned from a job for career development, which implies they were changing jobs.

4.2 Measures of job experience

To summarise the job experience of each worker, four measures of time spent in work and three of amount of income earned were calculated (Table 4.5). These measures are based on the total number of weeks with a job or jobs, the total number of hours spent in work for all jobs, and the total amount of income earned from all jobs over the whole of the support period.

The measures for time in work are:

- **Time in work in weeks**—the total number of weeks during the support period that the worker had a job or job(s). If the worker had more than one job, then the weeks in work may not necessarily have been continuous.
- **Time in work as a proportion of time in support**—to adjust for the fact that the support period varied from worker to worker, the number of weeks in work can also be calculated as a proportion of the number of weeks in the support period.
- **Mean hours of work per work week**—the total hours worked in all jobs for each worker during the support period divided by the number of weeks in work; that is, the average weekly time spent in work when working.
- **Mean hours of work per week**—for each worker this is calculated as the total hours worked in all jobs during the support period divided by the number of weeks in the support period, that is the average work time per week for all weeks in support including those without a job. This is a measure of overall time spent in employment.

There are three measures of mean income earned from jobs. For workers who had more than one job, these means are weighted by the total number of hours for each job. That is, the job with the largest number of hours will most influence the mean.

- **Mean wage per hour**—the hourly wage rate for each worker calculated as the total salary earned from all jobs divided by the total number of hours worked.
- **Mean wage per work week**—the weekly wage rate while in work for each worker, calculated as the total salary earned from all jobs divided by the total number of weeks with a job. The mean wage per hour and the mean wage per work week are measures of the pay from all jobs.
- **Mean income per week**—the amount of income earned from all jobs, calculated as the total salary earned from all jobs divided by the total number of weeks in the support period. It is a measure of the amount of income received by the worker over the support period.

Two other job variables included in tables are:

- **Number of jobs per worker**—ranges from 1 to 14 as in Table 3.12. The mean number of jobs for any group of workers must be 1 or greater as every worker had at least one job.
- **Weeks to get a job**—applies only to workers who did not have a job at the beginning of the support period. It is the number of weeks from the beginning of the support period to the start of the first (or only) job gained.

See Appendix 2 for the precise formulas for calculating all of the above measures.

For all clients who had a job during 1995 which was not work experience (workers), the mean number of weeks in work was 33.3 (Table 4.5). On average, this was just under three-quarters (72.7%) of the time in support. Overall, there was little difference in this mean between workers with one job and workers with two or more jobs but this was not the case within each job history category. Workers who retained one job must have been in work 100% of their support time by definition, and workers in the 'job retained' category who had two or more jobs on average worked 89% of their support period, the remaining 11% being spent between jobs.

Table 4.5: Workers, 1995^(a): number of jobs, weeks to get job, time in work, hours of work and income earned from jobs, by job history

Age group	No. of workers	Mean jobs/worker	Mean ^(b) weeks to get job	Mean time in work		Mean hours of work		Income earned from jobs		
				Wks	% ^(c)	Per work week	Per week ^(d)	Per hour	Per work week	Per week ^(d)
One job										
Job retained	3,174	1	-	49.0	100%	28.2	28.2	\$8.79	\$243	\$243
Job lost	546	1	-	22.0	47.2%	25.4	12.3	\$8.94	\$220	\$108
Job gained and retained	2,346	1	14.9	23.3	62.0%	24.3	15.3	\$9.27	\$219	\$137
Job gained and lost	973	1	12.4	10.6	27.0%	25.4	6.9	\$9.10	\$228	\$61
<i>Total</i>	<i>7,039</i>	<i>1</i>	<i>14.2</i>	<i>33.0</i>	<i>73.1%</i>	<i>26.3</i>	<i>19.7</i>	<i>\$9.01</i>	<i>\$231</i>	<i>\$172</i>
Two or more jobs										
Job retained	846	2.35	-	45.0	89.2%	25.2	22.2	\$8.66	\$217	\$192
Job lost	170	2.36	-	26.9	54.1%	26.9	14.6	\$8.45	\$227	\$123
Job gained and retained	661	2.41	10.5	28.4	64.2%	24.9	16.1	\$9.17	\$226	\$145
Job gained and lost	208	2.45	9.3	15.3	34.3%	25.2	9.1	\$8.88	\$225	\$82
<i>Total</i>	<i>1,885</i>	<i>2.38</i>	<i>10.2</i>	<i>34.3</i>	<i>71.2%</i>	<i>25.3</i>	<i>17.9</i>	<i>\$8.85</i>	<i>\$222</i>	<i>\$157</i>
All workers										
Job retained	4,020	1.28	-	48.1	97.7%	27.5	26.9	\$8.76	\$238	\$232
Job lost	716	1.32	-	23.2	48.9%	25.8	12.9	\$8.82	\$222	\$111
Job gained and retained	3,007	1.31	13.9	24.2	62.5%	24.4	15.5	\$9.25	\$220	\$139
Job gained and lost	1,181	1.26	11.9	11.4	28.3%	25.3	7.3	\$9.06	\$228	\$65
Total	8,924	1.29	13.3	33.3	72.7%	26.1	19.3	\$8.97	\$229	\$168

(a) Clients who had a job during 1995, not including work experience.

(b) Mean time receiving support before commencement of first or only job for workers without a job at the start of the support period.

(c) Percentage of the support period.

(d) Per week of the support period.

On average, workers in the 'job lost' category spent about one half (49%) of their support time in work, those in the 'job gained and retained' about two-thirds (63%) and those in the 'job gained and lost' category just over a quarter (28%). Workers in all these three categories tended to have spent a greater proportion of their support period in work if they had more than one job.

The mean hours of work while in a job ('per work week') was 26.1 hours and there was some variation with job history. Those workers who retained one job over the period stood out as having the highest mean hours per work week (28.2) and, as a result, the highest mean weekly wage (\$243). Otherwise, the variation in hourly and weekly wage rates was not large, but workers who gained a job during the support period had the highest mean hourly rates, probably at least partly because their jobs were more recent. Workers who had only one job earned slightly more per hour on average than those who had more than one job.

The variation in the mean hours of work per week of the support period and the mean income per week of the support period both largely reflect the variation in the proportion of the support period in work. Averaged over the whole support period, 'job gained and lost' workers worked only about 7 hours per week and had \$65 in income from work. The means for 'job retained' workers were about four times as much at 27 hours and \$232. The means for 'job gained and retained' workers (16 hours and \$139) and 'job lost' workers (13 hours and \$111) were in between.

The mean number of jobs per worker was 1.3 and this did not vary substantially among job history groups. Overall workers who gained and retained a job took an extra two weeks of the support period to get the job than those who gained and lost one.

4.3 Job experience by sex

Just under 50% of males had a job during 1995, which is slightly higher than the proportion of females (45.5%, Table 4.6). For those who did have a job, the proportion in each job history group did not differ substantially with sex.

Table 4.6: Job history of workers during 1995 by sex

Sex	No job		Job retained		Job lost		Job gained & retained		Job gained & lost		Worker rates ^(a)	
	n	%	n	%	n	%	n	%	n	%	% retain	% gain
Male	5,954	50.3	2,649	22.4	479	4.1	1,955	16.5	800	6.8	78	47
Female	3,649	54.5	1,371	20.5	237	3.5	1,052	15.7	381	5.7	80	51
Total	9,603	51.8	4,020	21.7	716	3.9	3,007	16.2	1,181	6.4	79	48

(a) % retain calculated as the proportion of all workers who were in the 'job retained' and 'job gained and retained' categories.

% gain calculated as the percentage increase in the number of workers at the end of the support period compared with the start of the support period.

The mean number of jobs per worker in 1995 was about 1.3 and this differed little between males and females (Table 4.7). Workers of both sexes on average spent just under three quarters of their support period with a job. However, on average males worked 4.5 hours more per working week than females.

Table 4.7: Workers, 1995^(a): number of jobs, weeks to get job, time in work, hours of work and income earned from jobs, by sex

Sex	No. of workers	Mean jobs/worker	Mean ^(b) weeks to get job	Mean time in work		Mean hours of work		Income earned from jobs		
				Wks	% ^(c)	Per work week	Per week ^(d)	Per hour	Per work week	Per week ^(d)
Male	5,883	1.31	12.9	33.3	72.9%	27.6	20.5	\$8.88	\$240	\$176
Female	3,041	1.26	14.3	33.2	72.4%	23.1	17.1	\$9.17	\$208	\$153
Total	8,924	1.29	13.3	33.3	72.7%	26.1	19.3	\$8.97	\$229	\$168

(a) Clients who had a job during 1995, not including work experience.

(b) Mean time receiving support before commencement of first or only job for workers without a job at the start of the support period.

(c) Percentage of the support period.

(d) Per week of the support period.

The mean hourly wage rate was \$8.97 and the mean weekly wage was \$229. The mean hourly rate for women was 25 cents higher than that for men, possibly because women were slightly less likely to be in permanent regular employment (66% versus 70% of primary jobs). Overall, women had a lower weekly wage because they tended to work fewer hours per week.

For workers who started the support period without a job but obtained one during the period, the mean time to first find employment was 13.3 weeks. The mean time for women was 1.4 weeks longer than that for men.

4.4 Job experience by age

The youngest age group, 15 to 19, were the most likely not to have had a job during 1995, but the most likely to have gained one (Table 4.8). Clients aged 20 to 24 were the most likely to have had a job at some stage during 1995. The percentage of workers in each of the four job categories then declines with increasing age up to and including the 45 to 59 age group.

Table 4.8: Job history of workers during 1995 by age group

Age group	No job		Job retained		Job lost		Job gained & retained		Job gained & lost		Worker rates ^(a)	
	n	%	n	%	n	%	n	%	n	%	% retain	% gain
15–19	1,860	57.3	421	13.0	102	3.1	635	19.6	229	7.1	76	102
20–24	2,223	46.0	1,255	26.0	230	4.8	809	16.7	317	6.6	79	39
25–29	1,622	49.4	814	24.8	145	4.4	487	14.8	219	6.7	78	36
30–44	2,952	53.7	1,188	21.6	203	3.7	830	15.1	328	6.0	79	45
45–59	892	57.0	315	20.1	35	2.2	236	15.1	87	5.6	82	57
60–64	17	47.2	12	33.3	.	.	6	16.7	1	2.8	95	50
65–69	1		3				1		.			

(a) % retain calculated as the proportion of all workers who were in the 'job retained' and 'job gained and retained' categories.
 % gain calculated as the percentage increase in the number of workers at the end of the support period compared with the start of the support period.

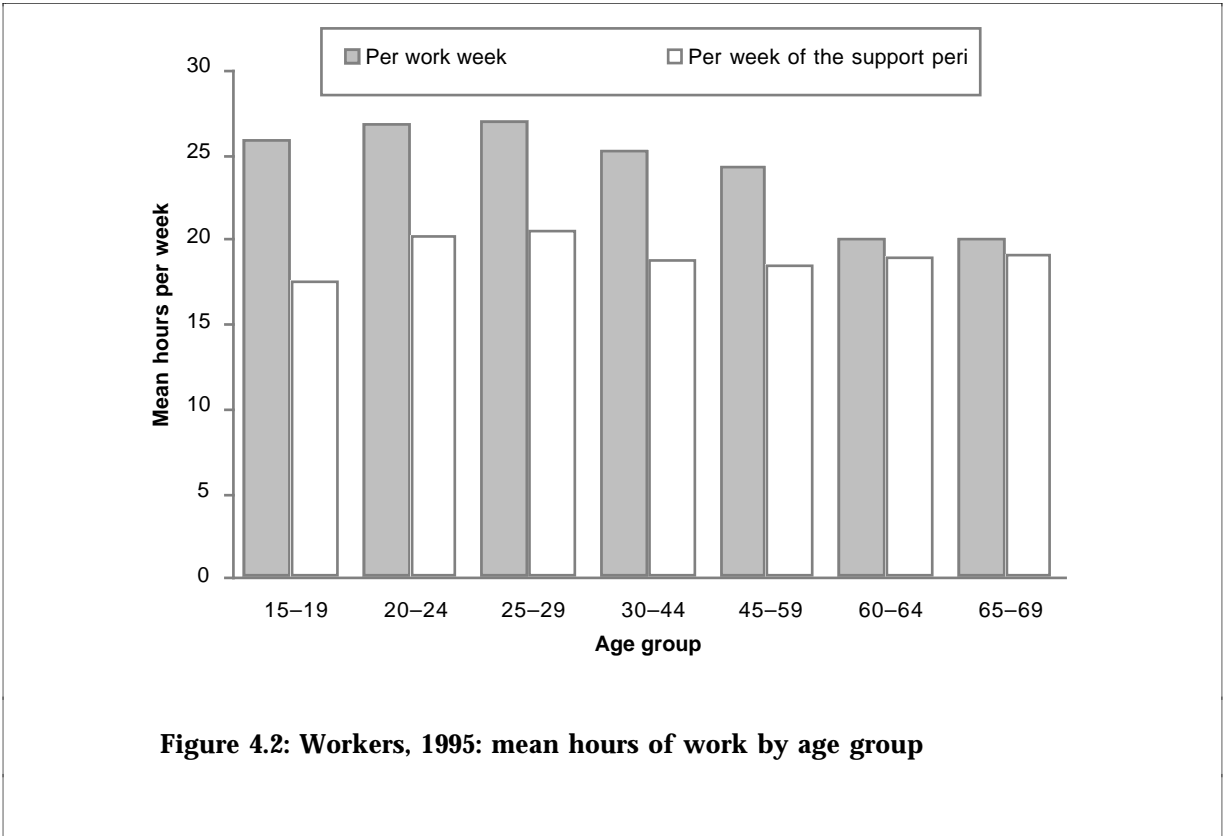
Between ages 20 and 59, about 74%, on average, of the support period was spent in work, which was just above the overall mean (Table 4.9, see Table 4.7). In contrast, the 15 to 19 age group had 66% of the support period in work. Hours worked per work week were highest for the 20 to 29 age group, followed by the 15 to 19 age group and decreasing for the older age groups (Figure 4.2). The wage rate per hour increased with age and, as might be expected, was lowest the 15 to 19 age group (Figure 4.3). The highest weekly wage was for the 25 to 29 age group (Figure 4.4). In general, the time taken to get a job did not vary much between the major age groups, although 20 to 24 year-olds took about a week longer than average to get a job.

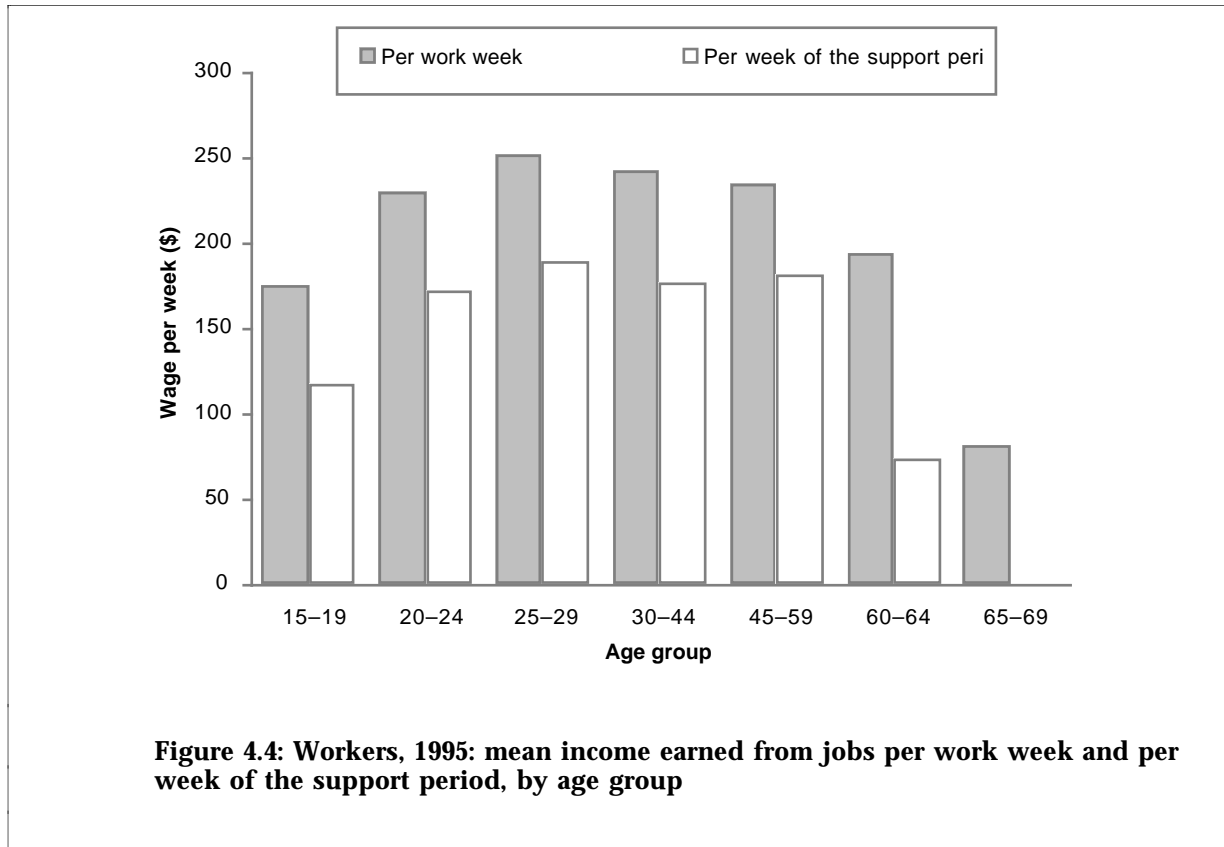
The 19 workers in the 60 to 64 age group spent an average 93% of their time in work, had a much higher hourly rate of pay than average, and took a very short time to get a job.

Table 4.9: Workers, 1995^(a): number of jobs, weeks to get job, time in work, hours of work and income earned from jobs, by age group

Age group	No. of workers	Mean jobs/worker	Mean ^(b) weeks to get job	Mean time in work		Mean hours of work		Income earned from jobs		
				Wks	% ^(c)	Per work week	Per week ^(d)	Per hour	Per work week	Per week ^(d)
15–19	1,387	1.29	13.2	28.5	65.9%	25.9	17.5	\$7.10	\$176	\$118
20–24	2,611	1.27	14.4	35.0	74.0%	26.8	20.2	\$8.67	\$230	\$172
25–29	1,665	1.31	12.7	34.1	74.1%	26.9	20.5	\$9.49	\$252	\$190
30–44	2,549	1.31	13.0	33.4	73.5%	25.3	18.8	\$9.73	\$242	\$177
45–59	673	1.27	13.1	33.5	74.4%	24.3	18.4	\$9.90	\$234	\$172
60–64	19	1.68	4.9	42.3	92.9%	20.0	19.0	\$12.28	\$194	\$182
65–69	4	1.00	6.4	39.0	96.1%	20.0	19.1	\$5.20	\$82	\$74
Unknown	16	1.38	5.3	45.6	90.0%	29.7	26.1	\$7.53	\$228	\$198

(a) Clients who had a job during 1995, not including work experience.
 (b) Mean time receiving support before commencement of first or only job for workers without a job at the start of the support period.
 (c) Percentage of the support period.
 (d) Per week of the support period.





4.5 Job experience by Indigenous status

People who identified as being Aboriginal, Torres Strait Islander or South Sea Islander were less likely to have had a job, and in particular less likely to have retained a job, than those who did not so identify or whose Indigenous origins were unknown (Table 4.10). There was little difference between these groups for time in work, but workers who were not of Indigenous origin had slightly higher mean hours of work, mean hourly wage rate and mean weekly wage.

Table 4.10: Client job history during 1995 by whether Aboriginal, Torres Strait Islander or South Sea Islander

	No job		Job retained		Job lost		Job gained & retained		Job gained & lost		Worker rates ^(a)	
	n	%	n	%	n	%	n	%	n	%	% retain	% gain
Aboriginal, Torres Strait Islander or South Sea Islander												
Yes	209	58.1	61	16.9	19	5.2	48	13.3	23	6.4	72	36
No	8,760	52.2	3,599	21.4	627	3.7	2,734	16.3	1,065	6.3	79	50
Not known	634	45.9	360	26.1	70	5.1	225	16.3	93	6.7	78	36

(a) % retain calculated as the proportion of all workers who were in the 'job retained' and 'job gained and retained' categories.
 % gain calculated as the percentage increase in the number of workers at the end of the support period compared with the start of the support period.

Table 4.11: Workers, 1995^(a): number of jobs, weeks to get job, time in work, hours of work and income earned from jobs, by whether Aboriginal, Torres Strait Islander or South Sea Islander

Aboriginal, Torres Strait Islander or South Sea Islander	No. of workers	Mean jobs/worker	Mean ^(b) weeks to get job	Mean time in work		Mean hours of work		Income earned from jobs		
				Wks	% ^(c)	Per work week	Per week ^(d)	Per hour	Per work week	Per week ^(d)
Yes	151	1.24	12.0	32.9	72.1%	25.0	18.6	\$8.61	\$216	\$162
No	8,025	1.29	13.2	33.2	72.1%	26.2	19.5	\$9.00	\$231	\$170
Not known	748	1.28	15.8	34.6	71.6%	25.2	18.3	\$8.79	\$215	\$151

- (a) Clients who had a job during 1995, not including work experience.
(b) Mean time receiving support before commencement of first or only job for workers without a job at the start of the support period.
(c) Percentage of the support period.
(d) Per week of the support period.

4.6 Job experience by non-English-speaking background

People of non-English-speaking background were slightly less likely to be employed than others, but otherwise had a similar job history profile (Table 4.12). On average they took about two weeks longer to get a job (Table 4.13). Mean hourly wages were similar for the two groups, but the former worked longer hours on average, and so had a higher weekly wage.

Table 4.12: Job history during 1995 by non-English-speaking background

Non-English-speaking background	No job		Job retained		Job lost		Job gained & retained		Job gained & lost		Worker rates ^(a)	
	n	%	n	%	n	%	n	%	n	%	% retain	% gain
Yes ^(b)	550	53.9	218	21.4	35	3.4	164	16.1	54	5.3	81	51
No	9,053	51.7	3,802	21.7	681	3.9	2,843	16.2	1,127	6.4	79	48

- (a) % retain calculated as the proportion of all workers who were in the 'job retained' and 'job gained and retained' categories.
% gain calculated as the percentage increase in the number of workers at the end of the support period compared with the start of the support period.
(b) Preferred spoken language other than English.

Table 4.13: Workers, 1995^(a): number of jobs, weeks to get job, time in work, hours of work and income earned from jobs, by non-English-speaking background

Non-English-speaking background	No. of workers	Mean jobs/worker	Mean ^(b) weeks to get job	Mean time in work		Mean hours of work		Income earned from jobs		
				Wks	% ^(c)	Per work week	Per week ^(d)	Per hour	Per work week	Per week ^(d)
Yes ^(e)	471	1.26	15.4	33.7	72.5%	28.2	21.0	\$9.04	\$255	\$188
No	8,453	1.29	13.2	33.3	72.7%	25.9	19.2	\$8.97	\$228	\$167

- (a) Clients who had a job during 1995, not including work experience.
(b) Mean time receiving support before commencement of first or only job for workers without a job at the start of the support period.
(c) Percentage of the support period.
(d) Per week of the support period.
(e) Preferred spoken language other than English.

4.7 Job experience by type and nature of primary disability

The percentage of clients who were employed during 1995 varies with primary disability type (Table 4.14, Figure 4.5). Excluding the disability types 'speech' and 'deaf and blind' which have low numbers, the percentage employed ranges from about 40% for people with a psychiatric disability to 55% for people with a hearing disability. Only this latter group and people with an intellectual/learning disability are above the average employment rate of 51.8%. People with an intellectual/learning disability or a sensory disability are the most likely to have had a job or jobs which they retained over the support period. However, people with a vision disability were less likely to be in work (45%) than those with a hearing disability.

People with primary disability types 'physical', 'acquired brain injury' and 'neurological' were similar in employment rate (43–44%) and job history profile. People with a psychiatric disability had the lowest proportion with a job (40%) of the major groups, and were about half as likely as people with an intellectual/learning disability to have retained employment throughout the support period. They were also the most likely to have had a job which started and finished. However, starting from such a low base, of the major groups this group did have the largest percentage increase in employment between the start and end of the support period (83%).

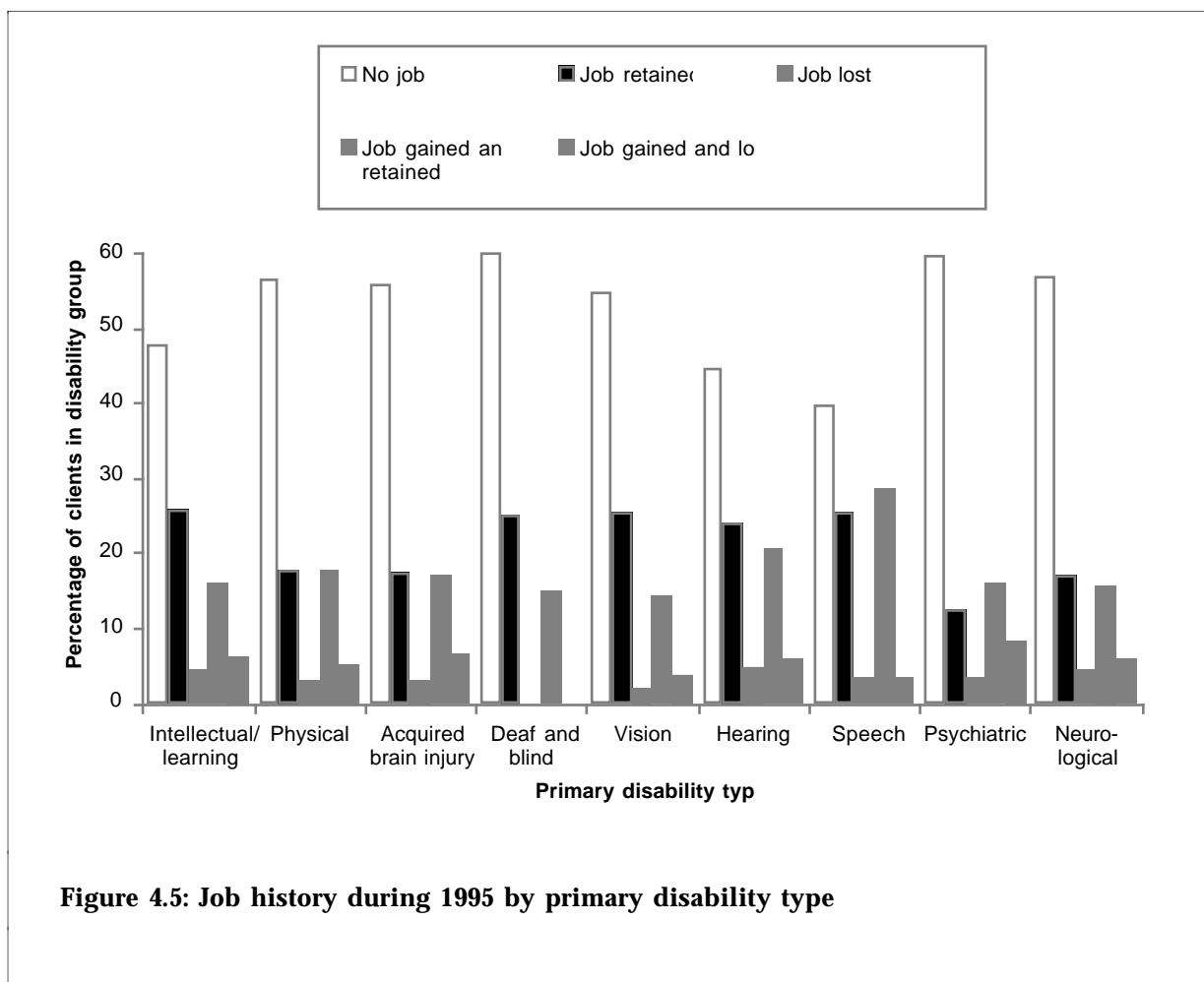


Figure 4.5: Job history during 1995 by primary disability type

Table 4.14: Client job history during 1995 by primary disability type

Primary disability	No job		Job retained		Job lost		Job gained & retained		Job gained & lost		Worker rates ^(a)	
	n	%	n	%	n	%	n	%	n	%	% retain	% gain
Intellectual/learning	4,864	47.9	2,609	25.7	443	4.4	1,604	15.8	644	6.3	80	38
Physical	1,266	56.7	392	17.6	67	3.0	392	17.6	115	5.2	81	71
Acquired brain injury	365	56.0	113	17.3	20	3.1	111	17.0	43	6.6	78	68
Deaf and blind	12	60.0	5	25.0	0		3	15.0	0	.	100	60
Vision	472	54.8	218	25.3	18	2.1	123	14.3	31	3.6	87	45
Hearing	299	44.7	161	24.1	33	4.9	138	20.6	38	5.7	81	54
Speech	25	39.7	16	25.4	2	3.2	18	28.6	2	3.2	90	89
Psychiatric	1,937	59.9	398	12.3	105	3.3	521	16.1	272	8.4	71	83
Neurological	353	56.9	106	17.1	28	4.5	97	15.7	36	5.8	76	52
Not specified	10		2									

(a) % retain calculated as the proportion of all workers who were in the 'job retained' and 'job gained and retained' categories.
 % gain calculated as the percentage increase in the number of workers at the end of the support period compared with the start of the support period.

Workers in the sensory disability groups had the largest proportion of time in work (75–83%), followed by workers with an intellectual/learning disability (75%), and workers in the physical disability, neurological disability and acquired brain injury groups (70–72%; Table 4.15, Figure 4.6).

Table 4.15: Workers, 1995^(a): number of jobs, weeks to get job, time in work, hours of work and income earned from jobs, by primary disability type

Primary disability type	No. of workers	Mean jobs/worker	Mean ^(b) weeks to get job	Mean time in work		Mean hours of work		Income earned from jobs		
				Wks	% ^(c)	Per work week	Per week ^(d)	Per hour	Per work week	Per week ^(d)
Intellectual/learning	5,300	1.28	13.7	35.0	74.6	26.2	19.9	\$8.35	\$215	\$163
Physical	966	1.26	14.1	32.7	71.7	26.0	18.8	\$9.97	\$259	\$186
Acquired brain injury	287	1.33	12.4	31.3	70.7	25.1	18.0	\$9.17	\$231	\$165
Deaf and blind	8	1.00	7.4	35.9	82.8	25.8	21.7	\$10.26	\$269	\$219
Vision	390	1.19	14.0	36.5	78.9	31.4	25.6	\$10.17	\$300	\$232
Hearing	370	1.30	11.5	34.2	75.0	29.5	22.4	\$9.80	\$288	\$219
Speech	38	1.55	9.0	33.7	78.7	27.1	21.3	\$11.09	\$264	\$213
Psychiatric	1,296	1.36	12.4	26.2	64.0	23.1	14.9	\$10.07	\$229	\$147
Neurological	267	1.30	14.4	31.5	70.2	25.7	18.5	\$9.42	\$235	\$169
Not known	2									

(a) Clients who had a job during 1995, not including work experience.
 (b) Mean time receiving support before commencement of first or only job for workers without a job at the start of the support period.
 (c) Percentage of the support period.
 (d) Per week of the support period.

Workers with a psychiatric disability stand out as having both the lowest percentage of the support period in work (64%), and the lowest hours worked per working week (Figures 4.6 and 4.7). They also had the lowest percentage in permanent regular work (54%, compared with the overall rate of 69%). This means that although their mean hourly and weekly wage rates were above the overall average due to the high proportion in casual or temporary work, their mean income over all weeks in support (\$147) was very low (Figures 4.8 and 4.9). In fact, this group was the only one substantially below

average for this figure. The mean hours worked per working week for people in most of the other primary disability groups was between 25 and 27 hours. The exceptions were workers with a vision or hearing disability who had above-average hours.

Hourly and weekly wages varied considerably with primary disability type. Workers with an intellectual/learning disability constituted about 59% of all workers, but had by far the lowest hourly and weekly wage rates. Their hourly wage rate was \$8.35 compared with \$9.88 for all other workers. The overall mean rate of \$8.97 was thus heavily influenced by this group. Workers with an acquired brain injury had the next lowest mean rate (\$9.17) followed by those with a neurological disability (\$9.42). Workers with a sensory or a psychiatric disability earned on average around \$10 per hour, and those with a speech disability earned over \$11 per hour.

Workers with a sensory or speech disability had the highest mean incomes per week of the support period of between \$213 and \$232, and the remaining groups, other than that with a psychiatric disability, had mean incomes between \$163 and \$186.

The mean time taken to get a job was about 14 weeks for people with a primary disability type 'intellectual/learning', 'physical', 'vision' or 'neurological', and about 12 weeks for people with a primary disability type 'acquired brain injury', 'hearing' or 'psychiatric'. People in the 'deaf and blind', and 'speech' disability groups apparently had the lowest mean employment wait for a job, but there are only small numbers in these groups supported by open employment services.

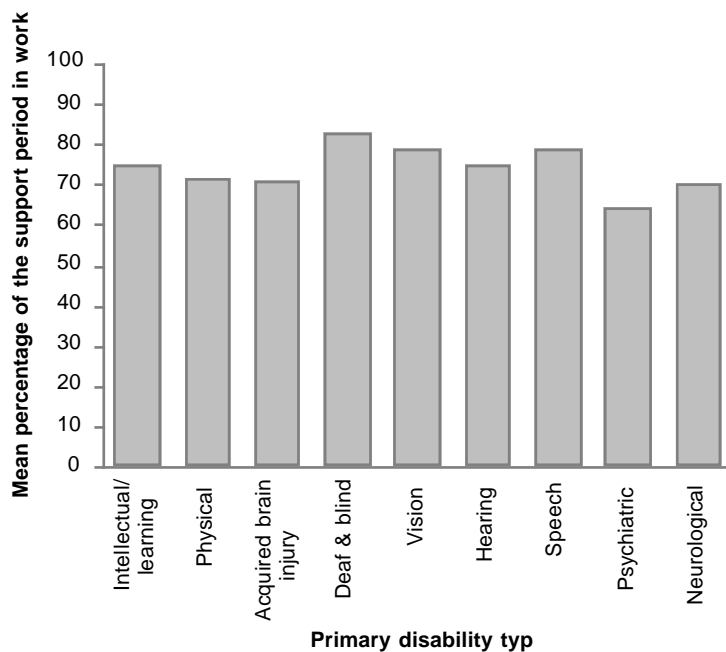


Figure 4.6: Workers, 1995: mean percentage of the support period in work, by primary disability type

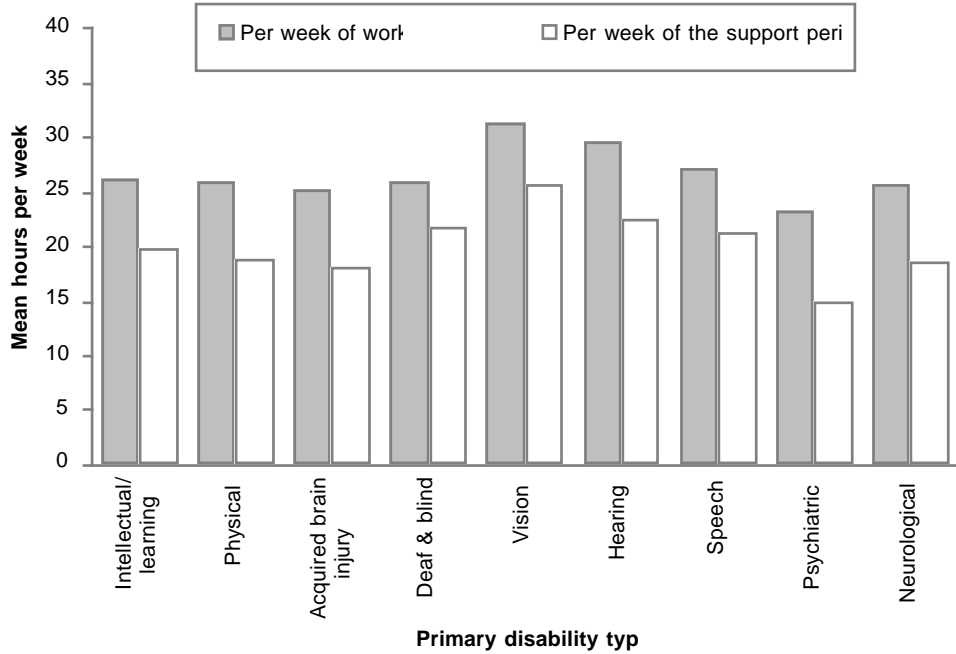


Figure 4.7: Workers, 1995: mean hours of work per week by primary disability type

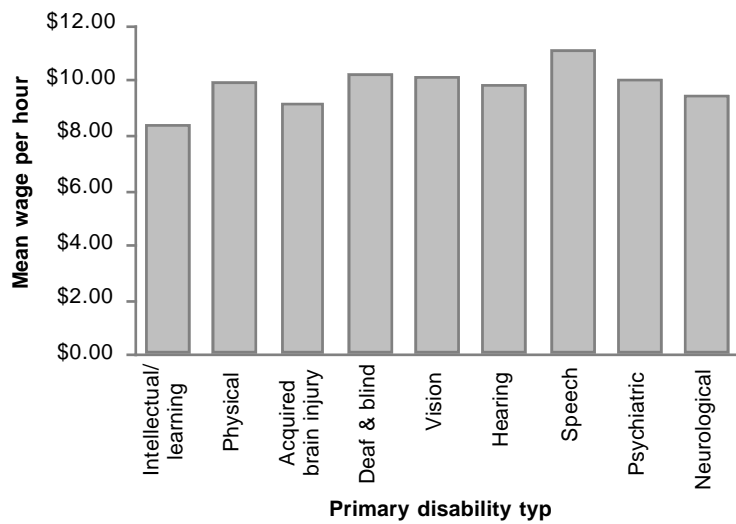
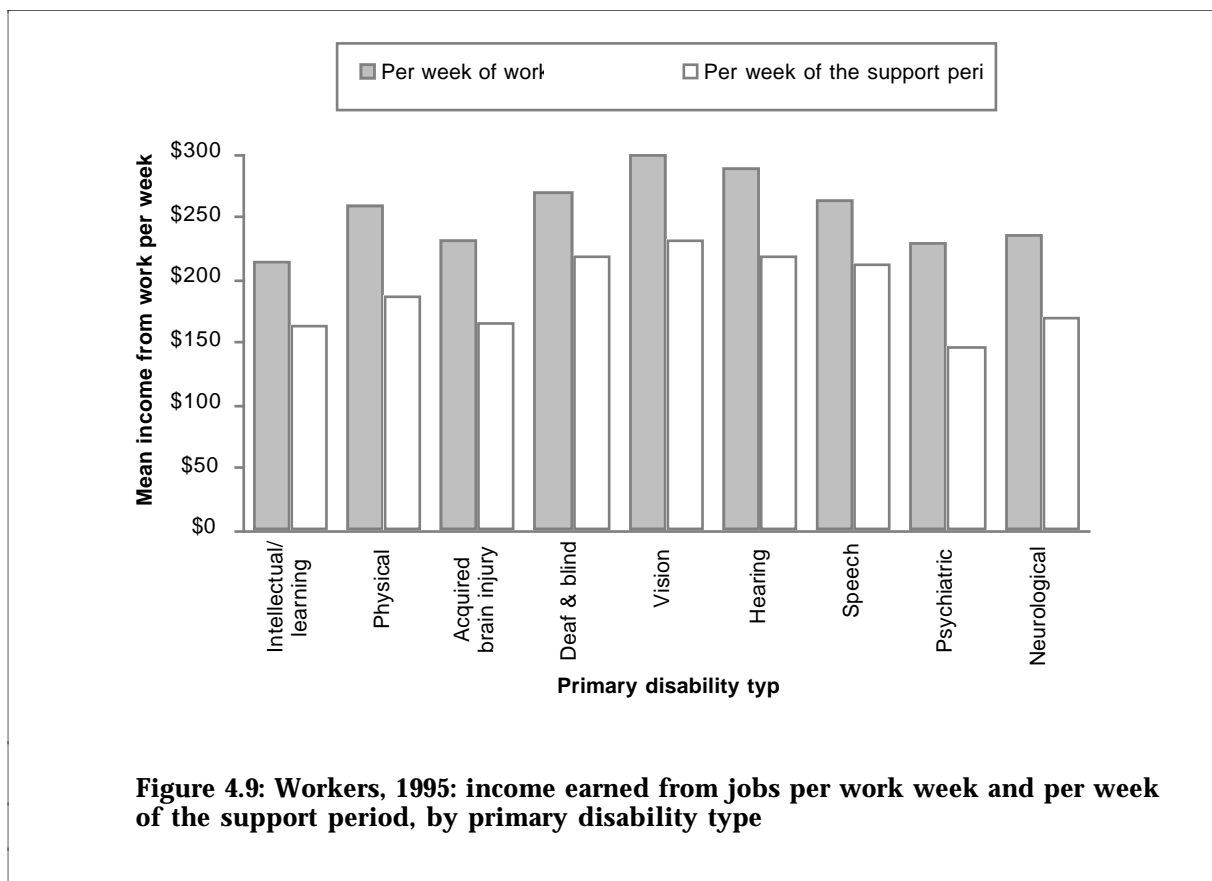


Figure 4.8: Workers, 1995: mean wages per hour by primary disability type



The job experience of clients with an episodic disability largely reflects that of clients with a psychiatric disability. This is because 75% of clients with an episodic disability had a psychiatric disability (Table 3.3). Thus, clients with an episodic primary disability were more likely to have remained unemployed during their support period and, if employed at all, were more likely to have finished a job than clients with a disability of a non-episodic nature (Table 4.16). However, the percentage increase in workers was greater for those with an episodic primary disability (67%) than for those with a non-episodic disability (46%).

Table 4.16: Client job history during 1995 by episodic nature of primary disability

Nature of primary disability	No job		Job retained		Job lost		Job gained & retained		Job gained & lost		Worker rates ^(a)	
	n	%	n	%	n	%	n	%	n	%	% retain	% gain
Episodic	1,867	58.0	469	14.6	117	3.6	507	15.7	261	8.1	72	67
Not episodic	7,733	50.5	3,550	23.2	599	3.9	2,500	16.3	920	6.0	80	46
Unknown	3		1									

(a) % retain calculated as the proportion of all workers who were in the 'job retained' and 'job gained and retained' categories.
% gain calculated as the percentage increase in the number of workers at the end of the support period compared with the start of the support period.

Workers with an episodic disability had a higher average hourly wage rate (Table 4.17) probably because they were more likely to work in casual or temporary jobs than workers with a non-episodic disability (57% and 71% of workers were in permanent regular work of these two groups respectively). However, the weekly wage rate was

about the same for the two groups because workers without an episodic disability on average worked 3 more hours per working week. They also had a higher percentage of their support period in work, thus their mean income per week of the support period was higher.

Table 4.17: Workers, 1995^(a): number of jobs, weeks to get job, time in work, hours of work and income earned from jobs, by nature of primary disability

Nature of primary disability	No. of workers	Mean jobs/worker	Mean ^(b) weeks to get job	Mean time in work		Mean hours of work		Income earned from jobs		
				Wks	% ^(c)	Per work week	Per week ^(d)	Per hour	Per work week	Per week ^(d)
Episodic	1,354	1.36	12.7	28.5	66.8%	23.5	15.9	\$9.95	\$230	\$154
Not episodic	7,569	1.28	13.5	34.1	73.8%	26.5	19.9	\$8.80	\$229	\$171

- (a) Clients who had a job during 1995, not including work experience.
- (b) Mean time receiving support before commencement of first or only job for workers without a job at the start of the support period.
- (c) Percentage of the support period.
- (d) Per week of the support period.

4.8 Job experience and presence of other disability

Clients with more than one disability were less likely to have had a job than clients with one disability only (Table 4.18). This gap widened over the support period since the percentage gain in workers was greater for the latter group. Further, on average, people with more than one disability who had a job worked two hours less per week, earned slightly less per hour and thus per week, and took 1.5 more weeks to get a job (Table 4.19).

Table 4.18: Client job history during 1995 by presence of other disability

Other disability	No job		Job retained		Job lost		Job gained & retained		Job gained & lost		Worker rates ^(a)	
	n	%	n	%	n	%	n	%	n	%	% retain	% gain
Yes	2,333	54.9	862	20.3	176	4.1	609	14.3	271	6.4	77	42
No	7,270	50.9	3,158	22.1	540	3.8	2,398	16.8	910	6.4	79	50

- (a) % retain calculated as the proportion of all workers who were in the 'job retained' and 'job gained and retained' categories.
- % gain calculated as the percentage increase in the number of workers at the end of the support period compared with the start of the support period.

Table 4.19: Workers, 1995^(a): number of jobs, weeks to get job, time in work, hours of work and income earned from jobs, by presence of other disability

Other disability	No. of workers	Mean jobs/worker	Mean ^(b) weeks to get job	Mean time in work		Mean hours of work		Income earned from jobs		
				Wks	% ^(c)	Per work week	Per week ^(d)	Per hour	Per work week	Per week ^(d)
Yes	1,918	1.27	14.5	33.5	71.6%	24.4	17.6	\$8.70	\$210	\$150
No	7,006	1.30	13.0	33.2	73.0%	26.5	19.8	\$9.05	\$234	\$174

- (a) Clients who had a job during 1995, not including work experience.
- (b) Mean time receiving support before commencement of first or only job for workers without a job at the start of the support period.
- (c) Percentage of the support period.
- (d) Per week of the support period.