

# Participant Survey One

**This tool supports you to collect feedback from young people at the beginning of a program.**

Gathering baseline data helps to measure whether young people's employment, education and employability has improved as a result of the program and are sustained following the end of the program.

Survey one has a minimum of 15 questions and a maximum of 20 questions. The number of questions that a young person answers is dependent on their individual circumstances. The survey will take no longer than 10 min to complete.

These questions are designed to capture demographic information, education qualifications, work experience, readiness for work, and personal factors that may affect a young person's ability to find and maintain work. Questions are based on the [Job Seeker Classification Instrument](#) (JSCI) which is a survey used by the Australian Government Department of Education, Skills and Employment and Government funded employment services providers.

This survey should be completed by a young person within two weeks of entering the program as a participant.

# Participant Survey One

We look forward to working with you over the coming weeks as part of

These questions help us to know what your life looks like now. You will be asked questions about yourself, including about your work and education history. Your responses will help us to support you and to better understand our program, and plan for future programs.

## ABOUT YOU

1. Year of birth:
2. Gender: M / F / Other
3. Postcode:
4. Do you identify as Aboriginal and/or Torres Strait Islander?

Yes	
No	
Do not wish to answer	

5. Were you born outside Australia?

Yes	
No	

6. At home, do you speak any languages other than English?

Yes	
No	

7. Do you have any disabilities or medical conditions that affect the work you can do?

Yes	
No	
Do not wish to answer	

## EDUCATION

8. What is the highest level of education that you have completed?

Year 9 or less	
Year 10	
Year 11	
Year 12 or equivalent	
Post-school qualification – Diploma, Trade, Certificate, University Degree	

9. Are you studying at the moment?

No	
Studying full-time	
Studying part-time	

10. Are you studying something that will help with your future career?

Yes	
No	

## EMPLOYMENT

11. Have you done any paid work at all over the last two years?

Yes	
No	

12. Are you currently in paid work?  
If yes, please skip to question 14

Yes	
No	

13. Are you looking for work?  
If yes, please skip to question 17;  
If no skip to question 19

Yes	
No, because I am studying	
No, because I am caring for someone	
No, other (please specify below)	

14. What type of job do you have?

Apprenticeship or traineeship	
Casual or temporary work	
Permanent / ongoing work	
Self-employed	

15. How many hours a week do you normally work?

Less than 15 hours	
More than 15 hours and less than 35 hours	
35 hours or more	

16. Are you still looking for work?

Yes	
No	

17. What is the main reason that you are still looking for work?

I would like more hours	
I would like more job stability	
My current job doesn't use my skills	
Other (please specify below)	

19. What have you mostly been doing over the last two years?

Working (paid)	
Caring	
Parenting	
Not working and not looking for work	
Unemployed	
Studying	

20. Do any of these things make it difficult for you to find work? Please tick all that apply. You don't have to answer this question if you don't want to.

Difficult family relationships	
Unstable housing	
Limited access to transport	
Drug or alcohol issues	
Legal issues	
Caring for someone	
Reading and writing	
Speaking and understanding English	

**LOOKING FOR WORK**

18. How long have you been looking for work?

I haven't been looking for work	
Less than 6 months	
More than 6 months but less than a year	
More than a year	
More than two years	

**READY FOR WORK**

21. How much do you agree with the following?

		Strongly disagree	Disagree	Slightly disagree	Neutral	Slightly Agree	Agree	Strongly Agree
a.	I know what type of work I would like to do in the future							
b.	I know what I need to do next to reach my work goals							
c.	I know how to find a job							
d.	I know what jobs are available in my area							
e.	I know people who can help me find work							
f.	Having a job is important to me							
g.	I think my chances of getting work are good							

## ADDITIONAL INFORMATION

22. Is there anything else you would like to tell us? (optional)

A large, empty rectangular box with a thin black border, intended for the respondent to provide additional information or comments.

# Participant Survey Two

This tool supports you to collect feedback from young people at the end of a program.

## Survey methodology

The responses from survey two enable you to track what is working well in a program and what could be done differently, and to measure the outcomes that are being achieved as a result of the program.

Survey two has a minimum of six questions and a maximum of 12 questions. The number of questions that a young person answers is dependent on their individual circumstances. The survey will take no longer than 10 min to complete.

The questions in survey two have been designed to measure how well a program is performing against the features of an effective youth employment program, with a view to improving program design and impact. Providers are encouraged to add additional questions related to technical skill development where relevant. Additional questions should also be added for employability skills relevant to the program.

When analysed against the responses from Participant Survey One (baseline survey) responses from this survey will show whether young people have moved into paid employment and the quality of employment gained.

## Defining employment outcomes

In addition to measuring whether young people move from unemployment to paid employment, the Review surveys use the below subjective and objective indicators to measure job quality:

### *Subjective:*

- Job satisfaction

### *Objective:*

- Type of work
- Number of hours
- Use of skills (education, training, qualifications)
- Opportunities for learning and development

## Measuring progress to employment

Comparative data will also show whether young people are closer to employment by demonstrating progress against employability factors\* important to achieving a successful job outcome.

- Attitude to work  
A young person's outlook and approach to learning and work. This includes their general feelings about participating in work and their aspirations.
- Capacity to access labour market opportunities  
A young person's confidence to find work; the knowledge and skills required to find a job, including understanding how to search for jobs and present themselves to employers.
- Career direction  
A young person's career direction including their ability to develop a plan for employment
- Qualifications, education + training  
A young person's enrolment in and attainment of qualifications and accreditations, and further education or training that will help with their future career.
- Networks  
A young person's connection to people that are likely to support them to find employment

# Participant Survey Two

Thanks for being part of

As we come to the end, we would like to get your feedback about what has or hasn't changed for you since the start of the program. The information you give is important to the way the program is managed and helps to improve and develop future programs.

## EDUCATION

1. **Are you studying at the moment?**

If no, skip next question

No	
Studying full-time	
Studying part-time	

2. **Are you studying something that will help with your future career?**

Yes	
No	

## EMPLOYMENT

3. **Are you currently in paid work?**

If yes, please skip to question 5

Yes	
No	

4. **Are you looking for work?**

Please skip to next section 'ready for work'

Yes	
No, because I am studying	
No, because I am caring for someone	
No, other (please specify below)	

5. **What type of job do you have?**

Apprenticeship or traineeship	
Casual or temporary work	
Permanent / ongoing work	
Self-employed	

6. **How many hours a week do you normally work?**

Less than 15 hours	
More than 15 hours and less than 35 hours	
35 hours or more	

7. **Are you still looking for work?**

If no, skip to question 9

Yes	
No	

8. **What is the main reason that you are still looking for work?**

I would like more hours	
I would like more job stability	
My current job doesn't use my skills	
Other (please specify below)	

9. **Do you think you are learning things in your job that will help with your future career?**

Yes	
No	



10. How satisfied are you with your job? (please tick one)

Very dissatisfied	Dissatisfied	Dissatisfied more than satisfied	Neutral	Satisfied more than dissatisfied	Satisfied	Very satisfied

**READY FOR WORK**

11. How much do you agree with the following?

		Strongly disagree	Disagree	Slightly disagree	Neutral	Slightly Agree	Agree	Strongly Agree
a.	I know what type of work I would like to do in the future							
b.	I know what I need to do next to reach my work goals							
c.	I know how to find a job							
d.	I know what jobs are available in my area							
e.	I know people who can help me find work							
f.	Having a job is important to me							
g.	I think my chances of getting work are good							
h.	I know where I can get help if I need it							

**ABOUT THE PROGRAM**

12. How much do you agree with the following?

		Strongly disagree	Disagree	Slightly disagree	Neutral	Slightly Agree	Agree	Strongly Agree
a.	The program helped me to focus on what I am good at							
b.	The program helped me with some of the things in my life that are making it hard for me to find work							
c.	There is someone from the program that I trust to go to for help or advice							
d.	The program gave me the chance to get useful work experience							
e.	The program gave me the chance to meet people who work in jobs I am interested in							

13. Is there anything else you would like to tell us? (optional)

# Participant Survey Three

**This tool supports you to collect feedback from young people as a follow-up after the program has finished.**

When analysed against the responses in the previous two surveys, responses from this survey will demonstrate whether the program has delivered long lasting results in relation to the below outcomes:

- employment in quality jobs
- improved attitude to work
- increased capacity to access the labour market
- improved career direction
- improved networks
- enrollment in and attainment of qualifications and accreditations

Survey three also supports you to monitor how well post-program support has been implemented.

Survey three has a minimum of four questions and a maximum of 11 questions. The number of questions that a young person answers is dependent on their individual circumstances. The survey will take no longer than 10 min to complete.

This survey should be completed by a young person approximately three months after the program has ended.



# Participant Survey Three

We would like to get feedback from you to learn what your life looks like since the end of The information you give is important to the way the program is managed and helps to improve and develop future programs.

## EDUCATION

1. **Are you studying at the moment?**

If no, skip next question

No	
Studying full-time	
Studying part-time	

2. **Are you studying something that will help with your future career?**

Yes	
No	

## EMPLOYMENT

3. **Are you currently in paid work?**

If yes, please skip to question 5

Yes	
No	

4. **Are you looking for work?**

Please skip to next section 'ready for work'

Yes	
No, because I am studying	
No, because I am caring for someone	
No, other (please specify below)	

5. **What type of job do you have?**

Apprenticeship or traineeship	
Casual or temporary work	
Permanent / ongoing work	
Self-employed	

6. **How many hours a week do you normally work?**

Less than 15 hours	
More than 15 hours and less than 35 hours	
35 hours or more	

7. **Are you still looking for work?**

If no, skip to question 9

Yes	
No	

8. **What is the main reason that you are still looking for work?**

I would like more hours	
I would like more job stability	
My current job doesn't use my skills	
Other (please specify below)	

9. **Do you think you are learning things in your job that will help with your future career?**

Yes	
No	



10. How satisfied are you with your job? (please tick one)

Very dissatisfied	Dissatisfied	Dissatisfied more than satisfied	Neutral	Satisfied more than dissatisfied	Satisfied	Very satisfied

**READY FOR WORK**

11. How much do you agree with the following?

		Strongly disagree	Disagree	Slightly disagree	Neutral	Slightly Agree	Agree	Strongly Agree
a.	I know what type of work I would like to do in the future							
b.	I know what I need to do next to reach my work goals							
c.	I know how to find a job							
d.	I know people who can help me find work							
e.	Having a job is important to me							
f.	I think my chances of getting work are good							
g.	Since the end of the program, I got help when I needed it							
If you agree with the above statement, please provide more information about the type of support you received								

**ADDITIONAL INFORMATION**

12. Is there anything else you would like to tell us? (optional)