

## Annex H – List of administrative data fields included/excluded from analysis

Data Field(s)	Field Structure	Description	Used?	Comments
<b>Indigenous Cadetship Support (ICS) Program<sup>1</sup></b>				
ICS Employer Trading Name	Free text field	As described	Y	
ICS Employer Contact Location/ State/Postcode	Free text field	Usually a registered head office address (not necessarily the location the cadet was based) e.g. Usually a registered head office address (not necessarily the location the cadet was based).	N	Not a reliable indicator of the location the cadet was placed.
ICS Cadetship Actual Start	Date (dd/mm/yyyy)	The date the cadetship started	Y	
ICS Cadetship Actual End	Date (dd/mm/yyyy)	The date the cadetship ended	Y	
ICS Student Gender	Option List (Male/Female)	Biological sex of the student	Y	
Provider Name	Free text field	Same as 'ICS Employer Trading Name' in all cases	N	'ICS Employer Trading Name' used instead
ICS Student Course Discipline	Unknown (145 unique entries)	1-2 word description of the cadet's course discipline (e.g. main course of study or major).	Y	As the large number of unique entries made analysis difficult, evaluators transformed these course disciplines into a new field 'ICS Course Category' with the following options:

<sup>1</sup> The following fields are excluded from this table as they were considered not considered for analysis: Employer ABN, Employer Contact Name, Employer Contact Mobile, Employer Contact Phone, Employer Contact Fax, Employer Contact Email

Data Field(s)	Field Structure	Description	Used?	Comments
				<ul style="list-style-type: none"> <li>• Agriculture, Environmental and Related</li> <li>• Architecture and Building</li> <li>• Creative Arts</li> <li>• Engineering and Related</li> <li>• Education</li> <li>• Law</li> <li>• Health</li> <li>• Information Technology</li> <li>• Food, Hospitality and Personal Services</li> <li>• Management and Commerce</li> <li>• Natural and Physical Sciences</li> <li>• Society and Culture</li> </ul>
ICS Student Course Type	Option List: <ul style="list-style-type: none"> <li>• Associate Degree</li> <li>• Bachelor - Double Degree (Honours)</li> <li>• Bachelor - Double Degree</li> <li>• Bachelor (Graduate Entry)</li> <li>• Bachelor (Honours)</li> <li>• Bachelor (Pass)</li> </ul>	As described	Y	However initial analysis showed no trends in relation to completion outcomes so this was not included in the final report.

Data Field(s)	Field Structure	Description	Used?	Comments
	<ul style="list-style-type: none"> <li>• Diploma</li> <li>• Graduate Diploma</li> <li>• Not Specified</li> <li>• Does not correspond</li> <li>• Masters (more than 1/3 by coursework)</li> </ul>			
ICS Student Course Length Years	Number	The total number of years of the course (FTE) that the student was enrolled in at the time of application	Y	
ICS Student Course Start Year	Year (yyyy)	The year the student started the course enrolled in	Y	Used to determine the % of cadets who began their cadetship in the first year of their degree (by comparing this date with the cadetship start date).
ICS Student Course End Year	Year (yyyy)	The year the student will finish the course enrolled in according to the total number of FTE years	N	This is a predicted figure not an actual figure and research shows the actual number of years taken to complete the degree is likely to be much higher.
ICS Job Location/State	Free-text	The 'Job-seeker' suburb/state (i.e. cadet's address)	Y	This data was analysed with the caveat that it is not representative of the cadet's home address as many would have entered the address they were living at while studying. This field had a 10-character limit, so some entries were incomplete and had to be completed to the evaluator (e.g. SURREY HILLS showed as SURREY HIL)
ICS Student Study Load	Option List: <ul style="list-style-type: none"> <li>• Full-time</li> <li>• Part-time</li> <li>• Correspondence</li> </ul>		Y	

Data Field(s)	Field Structure	Description	Used?	Comments
	<ul style="list-style-type: none"> <li>• Not tagged</li> <li>• Other</li> </ul>			
ICS Agreement End Reason	Option List: <ul style="list-style-type: none"> <li>• Student Withdrew</li> <li>• Unsatisfactory Performance</li> <li>• Organisation Withdrew</li> <li>• Successful Completion</li> <li>• Other</li> </ul>	The reason the cadetship concluded	Y	The most relevant age point for the purposes of the evaluation was 22 – at which point a student was considered a mature age student and independent for the purposes of ABSTUDY/AUSSTUDY assessment.
ICS Student Age at Placement	Number	As described	N	Not relevant. Actual age used instead.
ICS Student Age Grouping at Placement	0-14 and then by 5-year age groups until 60-64			
ICS Outcomes - Combined Data	Option List: <ul style="list-style-type: none"> <li>• Outcome not known</li> <li>• Other</li> <li>• Student Withdrew – Outcome Unknown</li> <li>• Successful Completion – Outcome Unknown</li> </ul>	This is a combined field resulting from the combination of two Option Lists. The second part of the field describes the employment/education outcome for cadets at the conclusion of the cadetship.	Y	To enable a more detailed analysis, this field was separated out into two fields (i.e. uncombined)

Data Field(s)	Field Structure	Description	Used?	Comments
	<ul style="list-style-type: none"> <li>• Successful Completion – Achieved employment outcome</li> <li>• Successful Completion – Continued education</li> <li>• Unsatisfactory Performance - Terminated</li> <li>• Employer Withdrew – Outcome Unknown</li> </ul>			
ICS Job Title	Free-text	The working job-title of the cadet	N	Not relevant
<b>Tailored Assistance Employment Grants (TAEG) Cadetships Program<sup>2</sup></b>				
Provider Name	Free-text	Name of the employer or third-party provider	Y	
Activity Start Date	Date (dd/mm/yyyy)	Unknown	N	Advised by NIAA to use the 'Placement State/End Date' fields instead of Active 'Start/End Date'.

<sup>2</sup> The following fields are excluded from this table as they were considered not considered for analysis: IEP Program Element, Activity Name, Original Activity Approved Date, IEP Provider ID, Provider ACN, Activity Description, Legal Contract Executive, Extract Date, Activity Recruitment End Date, Delivery Electorate, Delivery Locations, Primary Delivery Location, Supervising Office, Activity Contract Manager, Delivery States, Activity Provider Rep Email, Provider Contact Name, Provider Physical Address, Placement Outcome Service Stream.

Data Field(s)	Field Structure	Description	Used?	Comments
Activity End Date	Date (dd/mm/yyyy)	Unknown	N	As above
\$ Approved Cost	Amount \$	The total funds to be remitted as per the contract with the employer/provider	N	Not relevant
Total Original Approved Cost	Amount \$	Unknown	N	Not relevant
Total Spent Funds	Amount \$	The total amount of funds spent at the time data was extracted	N	Not relevant
Total Employment Max Places	Number	Total number of cadetships that the employer/provider is contracted to provide.	N	Not relevant
Employment Commencements	Number	The number of cadets who 'used' a cadetship placement (e.g. in the case where one or more students withdrew)	N	Inside policy had numerous discussions with NIAA about an accurate way to determine the total number of unique commencements, however the requested data was not provided to Inside Policy to make a final conclusion.
13 Week Employment Outcomes	Binary 0;1	Not applicable (see comments)	N	These fields are only applicable to IEPs where providers are paid based on outcome. A 1 in this column indicates a outcome based payment was released to the employer/provider and is therefore a proxy indicator for employment outcome. This field is not relevant to TAEG Cadetships.
26 Week Employment Outcomes	Binary 0;1	Not applicable (see comments)	N	See above
52 Week Employment Outcomes	Binary 0;1	Not applicable (see comments)	N	See above
Placement Start Date	Date (dd/mm/yyyy)	The date the cadet started the placement	Y	

Data Field(s)	Field Structure	Description	Used?	Comments
Placement Actual End Date	Date (dd/mm/yyyy)	The date the cadet was expected to end the placement	Y	
Job Seeker Gender	Option List (Male/Female)	As described	Y	
Placement Location	Suburb	The suburb where the cadet was placed	N	
Job Seeker Home Suburb/State/Postcode	Free-text	The job-seeker 'home' address (see comments)	Y	This data was analysed with the caveat that it is not representative of the cadet's home address as many would have entered the address they were living at while studying.
Age Group at Placement	Number	As described	N	Not relevant. Actual age used instead.
Age at Placement	0-14 and then by 5-year age groups until 60-64	As described	Y	
Placement Outcome - Outcome Description	Option List: <ul style="list-style-type: none"> <li>• Successfully completed</li> <li>• Continued employment with provider</li> <li>• Went onto other employment</li> <li>• Went onto other education</li> <li>• Outcome not known</li> </ul>	Describes the employment/education outcome for cadets at the conclusion of the cadetship	N	Reasons outlined in report

Data Field(s)	Field Structure	Description	Used?	Comments
Activity Industry Group	Option List: <ul style="list-style-type: none"> <li>• Education</li> <li>• Finance and Insurance</li> <li>• Government Administration and Defence</li> <li>• Health and Community Services</li> <li>• Mining</li> <li>• Property and Business Services</li> </ul>	Describes the employer/provider's industry	N	Data not reliable. E.g. Data not reliable. E.g. Contract managers entered many CareerTrackers' interns as 'Finance and Insurance' regardless of industry. Industry of employer is not necessarily an indicator of the industry of placement.