

Job Fairs-I

Development Version: Crystal Reports XI, Service Pack 2

First Issuance Date: 8/27/07

Parameters: Location Level, Region, Career Center, Local Office, Start Date, End Date, Hires within N Days, Report Level

Key Features: The Job Fairs report is organized by date. **Note that the report will fail if the date range for job fair dates is large enough to result in more than 1,000 resulting job placements (As a reference point, Jobs First Day in 2006 resulted in about 129 job placements within 180 days of the job fair date).** Because it appears that not all users enter both employer and job seeker participants for job fairs, it was decided not to require both, but to instead show all employers with a job fair service by location per date, and all job seekers with a job fair service by location per date.

Note also that some cross-regional job fairs might show employers/job seekers listed only for one or some of the participating locations. Since entered employments must match employers at the job fair (by ID or name) with employers hiring job seekers who attended the same job fair on the same date, the report will only show hires for locations that have entered the employer job fair service (i.e., only for locations which show employers participating as well as job seekers). Hires will be reported for matches of these two services regardless of the location entering the entered employment information.

Note that summaries show unique values, so that total counts may be less than the sum of contributing counts, since employers and job seekers may participate in more than one job fair per day.

The report can be run as a summary, which shows the total # of employers, attendees, and hires by location and date, or it can be run with details, which show the employer ID, employer names, event ID (when present) and a comments section, and for job seekers, ID, name, event ID (when present), comments, and the job start date. In the detail view, employers appear first, with hires shown nested within each employer, and then all attendees, including those hired, appear in a list of attendees below the list of employers. **Note that hires are defined as a match with the employer ID or an exact match with the employer name (in the absence of an employer ID) for job seekers and employers participating on the same date at the same location, when the job start date falls within N days (based on parameter selection) after the job fair date.** When viewed at the detail level, some aberrant data entry practices might appear, e.g., in some cases, users have entered a job fair code to record that the employer or job seeker had been *invited* to a job fair, instead of using the job fair code only for attendance. Employers and job seekers have been filtered out of the report if certain keywords appear in the comments section, specifically, words/phrases like or starting with: "invit", "e-mail", "email", "letter", "call", "sched", "signed" (up), "will" (be), "contact", "refer". Similarly it appears that some users are entering the date the service is entered into the database, instead of the actual job fair date. These practices also explain why job seekers appear without employers, or employers without job seekers, for a particular date.

The report can be run for all regions, all career centers, or all local offices, or for a specific region, specific career center, or specific local office. In cases where a local office does not roll up into a region or career center, the local office name will appear even if the location level selected is region or career center. **Note that because the definition of a hire requires that the location of the job fair in which the employer participates match the location of the job fair the job seeker attends, the total hires may differ depending upon the location level chosen.** Results may be higher if the report is run at the regional level than at the career center level, since a job seeker at one local office could be hired by an employer participating at another local office within the region. Similarly, career center counts could be higher than local office counts for the same reason. Because staff of a career center might enter different local offices (that rollup to the same career center) for employers and/or job seekers even though there is only one job fair location, the career center location level is probably the best picture of actual hires resulting from a job fair.

Report Run Times: About 10 to 20 minutes, depending upon the date range selected.

Report Feedback: This report has been tested for accuracy; however, we encourage your feedback--if you get unexpected results or have other suggestions, please contact the report developer below.

Report Developer: Linda Bass, lbass@detma.org, 617-864-1570.

<u>Job Fair Date/Location</u>	<u># Employers</u>	<u># Attendees</u>	<u># Hires</u>
Location Name	0	6	0
Location Name	1	14	3
Location Name	0	3	0
Location Name	0	2	0
Location Name	8	53	2
Location Name	0	6	0
Location Name	0	1	0
11/1/2007 Total	9	85	5
Location Name	4	0	0
Location Name	0	1	0
Location Name	0	6	0
Location Name	0	1	0
Location Name	0	3	0
Location Name	4	0	0
Location Name	0	1	0
11/2/2007 Total	8	12	0
Location Name	0	1	0
11/3/2007 Total	0	1	0
Location Name	0	1	0
Location Name	0	2	0
Location Name	0	1	0
Location Name	0	2	0
11/5/2007 Total	0	6	0
Location Name	0	18	0
Location Name	1	10	0
Location Name	0	8	0
Location Name	0	1	0
Location Name	0	14	0
Location Name	0	2	0
Location Name	0	1	0
11/6/2007 Total	1	54	0
Location Name	11	0	0
Location Name	0	1	0
Location Name	15	1	0
Location Name	0	12	0
Location Name	0	2	0
Location Name	1	42	2
Location Name	0	5	0
11/7/2007 Total	27	63	2
Location Name	0	9	0
Location Name	1	1	0
Location Name	2	43	1
Location Name	14	44	0

Note that summaries show unique values, so that total counts may be less than the sum of contributing counts.

Note that a hire requires a match between a job seeker and an employer participating on the same date at the same location and a job start date that falls within 90 days after the job fair date. Because of this, the count of hires may vary depending upon the location level selected.

<u>Job Fair Date/Location</u>	<u># Employers</u>	<u># Attendees</u>	<u># Hires</u>
Location Name	1	1	0
Location Name	0	2	0
11/8/2007 Total	17	99	1
Location Name	0	2	0
Location Name	0	5	0
Location Name	0	2	0
Location Name	0	45	0
Location Name	2	0	0
Location Name	0	2	0
11/9/2007 Total	2	56	0
Location Name	0	3	0
Location Name	18	182	1
Location Name	0	1	0
Location Name	0	6	0
Location Name	4	0	0
Location Name	1	0	0
Location Name	0	1	0
Location Name	0	14	0
Location Name	0	1	0
Location Name	1	0	0
11/13/2007 Total	24	208	1
Location Name	2	0	0
Location Name	0	1	0
Location Name	0	1	0
Location Name	0	199	0
Location Name	0	43	0
Location Name	1	0	0
Location Name	13	0	0
Location Name	15	22	0
Location Name	0	10	0
Location Name	0	2	0
11/14/2007 Total	30	278	0
Location Name	0	2	0
Location Name	0	9	0
Location Name	1	22	0
Location Name	0	12	0
Location Name	4	1	0
11/15/2007 Total	5	46	0
	112	829	9

Note that summaries show unique values, so that total counts may be less than the sum of contributing counts.

Note that a hire requires a match between a job seeker and an employer participating on the same date at the same location and a job start date that falls within 90 days after the job fair date. Because of this, the count of hires may vary depending upon the location level selected.