

MARIST COLLEGE
EMERALD



The *New* QCE System

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The New QCE System

Certification at the completion of Year 12

Senior Education Profile (SEP)

The Queensland Curriculum and Assessment Authority (QCAA) issues students in Queensland with a Senior Education Profile (SEP) upon completion of senior secondary schooling.

Students may receive a combination of the following:

- Statement of Results (QCAA)
- Queensland Certificate of Education (QCAA)
- Queensland Certificate of Individual Achievement (QCAA)
- Vocational Education and Training Certificates or Statements of Attainment (Registered Training Organisations)
- Queensland ATAR Result Notice (Queensland Tertiary Admissions Centre - QTAC)

Statement of Results

All students will receive a Statement of Results which is a transcript of their Learning Account. It shows all studies undertaken by their students and the results achieved.

SUBJECT	SCORE	RESULT
English	72/100	B
Industrial Graphics Skills		C
Certificate II in Business		Complete

Queensland Certificate of Education (QCE)

Students may be eligible for a QCE at the end of their Senior schooling.

Students need to have accumulated at least 20 credits from subjects they have passed in a set pattern, and have met the literacy and numeracy requirements.

Students who do not meet the QCE requirements can continue to work towards the certificate post-secondary schooling.

Selecting Subjects Year 10 Semester 2

Choosing Semester 2 subjects has become **more important** with the commencement of the new QCE Senior System.

These should be the subjects students hope to **continue into Year 11 and 12**. Students need to spend time researching their **career interests** to ensure doors are kept open to a number of careers. While subject **changes** are possible, keeping them to a minimum will be an advantage.

Core Subjects and Elective Subjects

- Our English, Mathematics and Religion subjects will continue all year. These subjects complete the Australian Curriculum entitlement, then focus on the topics needed to progress students for their senior studies.
- Choose elective subjects for this **'Introduction to Senior'** semester. Subjects are designed to prepare students for

The Learning Account remains open for nine years to accumulate credits from further study and the QCE will be issued to students when 20 credits is reached.

Queensland Certificate of Individual Achievement

The QCIA recognises the achievements of students who are on individualised learning programs. The certificate is an official record that students have completed at least 12 years of education, and provides students with a summary of their skills and knowledge that they can present to employers and training providers.

At the end of Senior schooling, eligible students are issued with a QCIA. These students have the option of continuing to work towards a QCE post-secondary schooling.

Further details can be found on the QCAA website: www.qcaa.qld.edu.au.

Vocational Education & Training Certificates (VET)

Nationally recognised VET Certificates are offered at Marist College. These Certificates provide students with the skills and knowledge to enter the workforce.

Certificates, such as Certificate III in Business, may provide a qualification required to commence employment in a particular industry.

Where a Certificate is not completed, a Statement of Attainment is issued, listing the competencies achieved.

Queensland ATAR Result Notice

The Queensland Tertiary Admissions Centre expects to release Australian Tertiary Entrance Ranks (ATARs) in mid to late December each year.

Students will be able to access their ATAR online and print a PDF version of their Queensland ATAR Result Notice. The result notice will be verifiable from a secure online facility. <https://www.qtac.edu.au/atar-my-path/atar>

Decisions Ahead

senior, utilising the language of the senior subject and incorporating senior assessment styles.

Senior Education & Training Plan (SET Plan)

Students complete their SET Plan, which is a Queensland Government requirement and forms the basis of their careers planning for the future. The Plan includes the student's initial plans for senior subjects.

- The Plan is the basis for **Mentoring Interviews** at which discussions with parents and student consider options for the future, matching interests and abilities with their subject choices.
- Students may find they are not suited to one of their Semester 2 subject choices. Subject changes are dependent on timetable lines and class sizes. Students will be encouraged to undertake missed work with teacher support.



The New QCE System

Frequently Asked Questions

What is an ATAR?

All students seeking University Entrance will receive an ATAR (Australian Tertiary Admission Rank) rather than the current Overall Position (OP) Score. This Rank is used by tertiary institutions to determine which students should be offered places in courses.

The ATAR is used in all other states, even though the calculation method varies. Each year, all states compare their results to ensure the ATAR is consistent across Australia.

The ATAR is a result between 0 and 99.95 with increments of 0.05. Results below 30 are reported as '30 and below'.

For Example - Currently, a Bachelor of Engineering (Honours) may require an OP9. In the future, this course may require an ATAR of 81.

Will there still be a Queensland Core Skills (QCS) Test?

There will no longer be a common test that all students sit across the state such as the QCS Test.

What is a General Subject? What is an Applied Subject?

- General Subjects are the current OP eligible/Authority Subjects such as English, Mathematics B, Chemistry, Health and Japanese which are used to calculate an OP Score.
- Applied Subjects are the current non-OP/Authority Registered subjects such as English Communication, Recreation, Prevocational Mathematics, and Visual Arts in Practice which have not previously been included in the calculation of an OP Score.
- In the new QCE System, there are new names for many subjects, and new rules, so that one Applied subject or VET Certificate can be counted in the calculation of an ATAR.

How will the ATAR be calculated?

There is a significant change to the subjects which can be counted to determine university entrance. More recognition is now given to **Applied subjects** and **Certificate Courses**.

The ATAR can be calculated in two ways:

- Results from the student's best **five (5) General Subjects** (previously OP eligible or Authority subjects).
- Results from the student's best **four (4) General Subjects** with the **5th subject** result from an **Applied Subject** (previously non-OP subject or Authority Registered subject) or a **completed Certificate III or IV**. Marist College offers three (3) Certificate III courses that may be used in the calculation of an ATAR.



Do you need to pass English to receive an ATAR?

- All students seeking an ATAR must achieve at least a Sound Achievement (C) in an English subject. This might be **English or Essential English** (formerly English Communication).
- The English result does not need to be counted in the best five subjects for ATAR calculation, even though students must achieve a pass in an English subject. Universities may have subject prerequisites which need to be checked.



Do Year 11 assessment results in General and Applied subjects count for the ATAR?

No, only the four (4) pieces of Year 12 summative assessment are used in the calculation of the ATAR.

Will students seeking University Entrance need to take Study of Religion?

No, students will have flexible options amongst the following religious education subjects:

- Study of Religion** – General Subject, valuable Humanities & Social Science subject, has an External Exam and is used in calculating an ATAR.
- Religion and Ethics** – Applied subject, lower academic demand and can be counted as a 5th ATAR subject.

Will all subjects have an External Exam?

No, only General subjects will have an External Exam.

- General Subjects will have an assessment plan called '3 + 1'. In Year 12, in each General subject, students will complete three (3) Internal Assessments which are set and marked by the school and one (1) External Exam which is set and marked by QCAA. Each Internal Assessment is approved by QCAA (Endorsed) prior to use and results are checked (Confirmation) after completion.
- The External Exam is unseen by both Teachers and students.
- Applied Subjects do not have an external exam but will still have four (4) summative assessments in Year 12.



How are the final results calculated for each subject?

General Subject results will be determined by adding the three (3) results for the Internal Assessments to the External Exam result. A score and a result will be published for General subjects. These will be a score out of 100 and also an A-E result.

Applied subject results will be calculated using the four (4) Year 12 assessment results and will have a single A-E result.

VET Certificates are recorded as 'Complete' or 'Not Complete'

Sample Student Learning Account

SUBJECT	SUBJECT TYPE	INTERNAL ASSESSMENT 1	INTERNAL ASSESSMENT 2	INTERNAL ASSESSMENT 3	EXTERNAL ASSESSMENT	SCORE	RESULT
English	General	18/25	20/25	16/25	18/25	72/100	B
General Mathematics	General	16/20	12/15	13/15	44/50	85/100	A
Physics	General	6/10	12/20	16/20	32/50	66/100	C
Certificate II in Engineering Pathways	VET						Complete
Certificate III in Business	VET						Complete
Religion and Ethics	Applied						B

Are all Year 12 Assessments, within each subject, of equal weighting?

No. Subjects vary in how much each Internal and External Assessment is worth.

SUBJECT	INTERNAL ASSESSMENT 1	INTERNAL ASSESSMENT 2	INTERNAL ASSESSMENT 3	EXTERNAL ASSESSMENT
English	Written response 25%	Persuasive spoken 25%	Imaginative written 25%	Exam 25%
Specialist Mathematics Mathematical Methods	Problem-Solving task 20%	Exam 15%	Exam 15%	Exam 50%
Music	Performance 20%	Composition 25%	Project 35%	Exam 25%
Biology / Physics / Chemistry	Data Test 10%	Student experiment 20%	Research Investigation 20%	Exam 50%
Modern History	Exam 50%	Source investigation 25%	Research Essay 25%	Exam 25%
Health	Investigation-Action Research 25%	Exam- Extended Response 25%	Investigation—Analytical Exposition 25%	Exam 25%
Design Technology & Graphics	Exam 15%	Project 35%	Design Display 25%	Exam 25%

Will students be able to change subjects during Years 11 and 12?

Information to schools, at this time, indicates that it is expected students will not be able to change subjects in Year 12 as all four assessments need to be completed.

During Year 11, students will learn content and skills and practise the styles of assessment that will be used in Year 12.

Extraordinary situations arise each year for Senior students. Minimising subject changes would provide the best opportunity for students to achieve their best results.

Many students find it difficult to be certain which career path they wish to follow, so the best approach is to ensure that **career options are kept open when choosing subjects**.

Will there be changes to Applied Courses?

There are some changes to Applied Courses. QCAA has reduced the number of assessments each year to four (4) to match General subjects. Some subjects will have a name change.

For Example

- English Communication will become Essential English
- Prevocational Mathematics will become Essential Mathematics

Will there be any change to Vocational Education & Training (VET) Certificates offered at the College?

An added bonus in the new QCE System will be that completed Certificate III & V courses will provide a 5th **subject to count towards an ATAR** as well as **providing direct entrance to some university courses without requiring an ATAR**.

The College will offer in 2019:

- Certificate III in Business [Binnacle]
- Certificate III in Hospitality
- Certificate III in Aviation (Remote Pilot - Visual Line of Sight) [In partnership with UVAIR]

Will School Based Traineeships, Apprenticeships and Structured Work Placement continue?

There are no changes to these important components of the career pathway to employment. The College places a high priority on supporting students to develop their skills and qualifications for employment, as well as developing their employability skills and contact with future employers.



The New QCE System

The new QCE Experience

Years 11 and 12 Students from 2019/2020

- **Year 10 Introduction to Senior Subjects**, taught by **Senior Teachers**, will be a **distinct advantage** to achieving good results.
- Students have flexible options for selecting Study of Religion or Religion and Ethics.
- Interruptions in Senior will be reviewed, and carefully planned, to **maximise class time** whilst still experiencing valued Years 11 and 12 events, sporting, cultural and service opportunities.
- **Frequent revision** of class content, extension and quality note-taking will be important for achieving good results.
- **External Assessment preparation** will include opportunities to practise similar papers and opportunities for subject-specific tutorials so students develop confidence and enhance their assessment skills.

Year 10 Students from 2018

- Year 10 Semester 2 Introduction to Senior Subjects is an important step in ensuring that students are able to master all that is required. These subjects provide important **preparation** and will give students an advantage in their learning.
- Year 10 subjects have been **revised** for the new Syllabus so that students are fully prepared for the new QCE System.
- **New Introduction to Senior Subjects** are being offered for students to experience before commencing Year 11.
- A balance of social events, cultural, sporting and community service involvement for a **quality experience for Year 10 students**.

Years 7, 8 and 9 Students from 2018

- **Literacy and Numeracy skills** are the foundation of all learning and will always continue to be a major focus.
- The **Australian Curriculum** continues to be the basis of Junior Subjects.

- All subjects in Years 7, 8 and 9, have been reviewed to ensure that students have the necessary **prior learning to progress to the new Senior curriculum**.
- Students will be **step-by-step prepared** to perform well on the new styles of exams and assignments that they will need to master for Senior.
- **Frequent revision** so that students can **RETAIN** their learning, including keeping quality notes and experience tests covering the semester's work.
- **Frequent EXTENSION** so that students can understand different ways a question may be asked and different ways their knowledge can be combined to answer questions or solve problems.
- Careers Programs so students can be **progressively identifying their strengths and interests**.



General Subjects	<ul style="list-style-type: none"> • Used in calculation of an ATAR • External Assessment in Term 4 Year 12 • Result of C or greater contributes 4 credits to a QCE over 4 semesters 	English Physical Education Business Legal Studies Modern History Study of Religion Japanese General Mathematics Mathematical Methods	Biology Chemistry Physics Design Drama Digital Solutions Music Visual Art Specialist Mathematics Health
Applied Subjects	<ul style="list-style-type: none"> • May be used as 5th ATAR subject with lower scaling • Preparation for employment • Result of C or greater contributes 4 credits to a QCE over 4 semesters 	Essential Mathematics Essential English Religion and Ethics	Information & Communication Technology Industrial Graphics Skills Building & Construction Skills Sport & Recreation
VET Certificates III & IV	<ul style="list-style-type: none"> • May be used as 5th ATAR subject with lower scaling • Nationally recognised qualification • Entry level qualification for specific employment • Some universities provide admission to courses based on a completed Certificate III • Completed Certificate III & IV contributes 8 credits each to a QCE and pro rata credits for incomplete certificates • Students may elect to complete a Certificate IV through an external provider 	Certificate III in Business Certificate III in Hospitality Certificate III in Aviation (Remote Pilot - Visual Line of Sight) (In partnership with UVAIR)	
VET Certificates I and II	<ul style="list-style-type: none"> • Not available as 5th subject for ATAR calculation • Nationally recognised qualification • Provides access to Apprenticeships and Traineeships and Employment • Contribution to QCE of 2, 3 or 4 credits 	Certificate II in Hospitality Certificate II in Rural Operations Certificate II in Automotive Vocational Preparation Certificate II in Electrotechnology (Career Start)	Certificate II in Health Support Services Certificate II in Engineering Pathways Certificate II in Business



The New QCE System

Guidelines for Choosing Subjects

The guidelines for choosing subjects are common across system, states and countries.

- Choose subjects you enjoy
- Choose subjects in which you can do well
- Choose subjects required for your future employment or study.

This approach will produce the best outcomes. Where students try to select subjects based on 'scaling' the outcome is rarely as successful as undertaking subjects that they enjoy and can achieve well in.

Assisting My Child

Please encourage your student to:

- **Be familiar with the Cognitive Verbs which are used in the new language of assessment.**
All assessment questions will be asked using these verbs. Students need to know their meaning and be able to use them accurately.
- **Revise**
Students will need to retain their learning, as the 'learn, assess and forget' process of the current system will not serve students well when they need to remember their learning for External Assessments, especially in Mathematics and Science subjects.
- **Decode the question**
Practise reading questions and deciding what is being asked without seeking help.
- **Practise Demand Writing**
Being able to collect ideas, put them in a logical order, choose appropriate vocabulary and write about an unfamiliar topic.
- **Proofread**
Finding errors in their written and mathematical work.
- **Develop Test-wise Strategies**
Practise strategies discussed at school to focus, manage time and perform at their best.
- **Draw Links between knowledge and unfamiliar content**
Thinking about how new knowledge links up with information or ideas they already know to improve memory and deep understanding.

VET Certificates, ATAR & University Entrance

Vocational Education and Training (VET) Certificates provide a range of options for post-secondary employment and further education.

A completed Certificate III or IV can be used as a 5th subject in the calculation of an ATAR where a student has 4 general subjects or where the scaled value of the Certificate exceeds one of the General subjects. The scaled value will not be a high result for a Certificate.

Certificate III and Certificate IV can be used as stand-alone university entrance qualification at participating universities and for specific degree programs. In some cases it will also satisfy the English subject prerequisite of a pass in English which applies to most university degrees. Universities will independently determine if they will accept a Certificate III or IV for entrance

and it is subject to change. Students should consult the Queensland Tertiary Admissions Centre (QTAC) website or university websites to obtain current information on entrance based on Certificate completion.

Completed Certificates III and IV earn 8 credits each towards the QCE, Certificate II courses earn 4 credits and Certificate I in Furnishings earns 3 credits.

Partially completed Certificates II, III and IV earn partial credits towards the QCE.

At time of publication QTAC has advised:

QTAC selection ranks for VET qualifications will no longer exist, and it will be up to each university to decide whether they want to attach their own rank to a qualification or whether they may simply say a certain qualification would gain entry to a course. At this stage universities are still in discussion at Academic Board level, and QTAC will circulate updates to schools as each university makes its final determination, as a matter of priority.

Supporting Students needing Special Consideration DRAFT

The new QCAA is developing a new policy to be known as Access arrangements and reasonable adjustments (AARA). It will cater for students who have difficulty accessing the curriculum due to medical conditions or disabilities or who miss an assessment due to an unforeseen, negative impact. Importantly, the AARA makes it very clear, student s missing assessment due to a reason of choice, for example a family holiday, will not get special consideration. Assessment timelines and expectations are very clear in the new system.





The New QCE System

2018 QTAC Year 12 Guide for Further Study

Sample Universities and Courses and OP / ATAR requirements

Based on ATAR's in other states for 2018 — Note: cut-offs could change dramatically

OP Score	Current Interstate ATAR	Mackay Central Queensland University	Townsville James Cook University Townsville	Sippy Downs University of Sunshine Coast	Brisbane Queensland University of Technology	Brisbane Griffith University Brisbane	Brisbane University of Queensland
1	99.00				Nutrition & Dietetics	Medicine Dental Health	Medicine Laws
2	97.00			Midwifery			
3	95.00	Physiotherapy					
4	93.00					Paramedicine	Speech Pathology
5	91.00	Med Imaging			Laws		
6	88.95		Advanced Science				Commerce Engineer
7	85.85		Midwifery	Nutrition & Dietetics			
8	83.75	Sonography			Business Engineer Nursing	Laws	Nursing
9	80.60	Engineer (Coop)		Laws			
10	77.35						
11	75.05			Nursing		Engineering	Education
12	71.55		Engineer			Education Nursing	
13	69.00	Laws			Education		
14	64.95		Education				
15	61.85	Nursing Education	Laws	Education Engineer	Creative Industries	Business	
16	58.20	Engineer	Nursing				
17	53.35						
18	50.15		Creative Arts & Media	Business			
19	45.25	Digital Media Business	Business				

^ OP/Rank scores provided in QTAC 2018 Year 12 Guide for Further Study

^ OP Scores to Rank to ATAR conversion <https://www.qtac.edu.au/applying/apply-here/applying-interstate/year-12-conversion-tables>

^ Other Queensland Universities include: University of Southern Queensland (USQ), Toowoomba and the Australian Catholic University (ACU), Brisbane.

The ATAR is a finer grained rank order of students than the OP.

It's a number between 0.00 and 99.95 with increments of 0.05, whereas the OP consists of 25 bands. ATAR increments will only have about 40 students on each band in it. This is a significant change as under the existing systems of OP's, the top an OP1 is achieved by about 700 students.



The *New* QCE System

Maximising the ATAR

Option	Subject 1	Subject 2	Subject 3	Subject 4	Subject 5	Subject 6	Factors to consider
1	English	Mathematical Methods or General Mathematics	General Subject 1	General Subject 2	General Subject 3	Study of Religion	<ul style="list-style-type: none"> 6 General subjects. Lowest subject result is not used in best 5 for ATAR calculation. Students with literacy strength will be well suited to Study of Religion Study of Religion is a subject that develops literacy and academic skills, highly suitable for those in a tertiary pathway.
2	English	Mathematical Methods or General Mathematics	General Subject 1	General Subject 2	General Subject 3	Religion and Ethics	<ul style="list-style-type: none"> All General subjects will be included in the ATAR calculation.
3	English	Mathematical Methods or General Mathematics	General Subject 1	General Subject 2	Study of Religion	Applied Subject or Certificate Course	<ul style="list-style-type: none"> Study of Religion is a subject that develops literacy and academic skills, highly suitable for those in a tertiary pathway. The 6th Applied or Certificate course is less academically demanding. The 6th subject may provide for alternative career options or assist career options eg. Certificate II in Engineering or Cert III in Business.





The New QCE System

Middle to Lower Range ATAR or Vocational Pathways with ATAR

There may be other combinations to suit other career goals and strengths

- Students may be eligible for an ATAR but be seeking a Vocational Pathways. The new rules regarding a 5th Applied or Vet Certificate option may mean that a student who is seeking a Vocational Pathway may still receive an ATAR score.
- From 2020, an ATAR can also be achieved by studying 4 General subjects and including a 5th Applied Subject or Vet Certificate III or IV.
- A 5th Applied or Certificate inclusion is considered unlikely to contribute a very high contribution to the ATAR score.
- Where a student is not achieving high results across their subjects, but still wishing to have an ATAR option, the contribution of a very good result in an Applied subject or completed Vet Certificate III or IV may be valuable.
- It is expected that the contribution of a completed Certificate IV to the ATAR calculation will be greater than a Certificate III.
- The exact contribution of this 5th subject alternative will not be available until the first ATAR scaling is calculated in 2020.
- To obtain an ATAR students do need to have a 'satisfactory' result in English or Essential English.
- Most university courses require a pass in English for entrance. Some universities provide a program which students can undertake to upgrade their English result prior to commencing a degree program, if this is needed.

Option	Subject 1	Subject 2	Subject 3	Subject 4	Subject 5	Subject 6	Factors to consider
4	English	Mathematical Methods or General Mathematics	General Subject 1	Study of Religion	Applied Subject or VET Certificate	General Subject or Applied Subject or VET Certificate	<ul style="list-style-type: none"> Students would have completed English to satisfy the prerequisite requirement of most university courses of a pass in English. Either Subject 5 or 6 could contribute to the ATAR calculation. This option would allow students to undertake a further employment related subject as their Subject 5 to increase career options eg Cert III in Hospitality, Cert III in Business.
5	English	Essential Mathematics	General Subject 1	General Subject 2	General Subject 3	Study of Religion OR Religion and Ethics	<ul style="list-style-type: none"> This option would suit students who find Mathematics difficult. Suited to students who find their interests lie with the content of a number of general subjects rather than Applied or VET Certificates. Students with good Literacy skills may find that Study of Religion is an advantage in their subject choices.
6	Essential English	General Mathematics	General Subject 1	General Subject 2	General Subject 3	Religion and Ethics	<ul style="list-style-type: none"> This course would suit students who find English difficult. A satisfactory result in Essential English does satisfy the awarding an ATAR requirements but does not meet the satisfactory result in English for the majority of university entrance. Students would be able to undertake a preparatory course at university to upgrade their English standing if needed.



The New QCE System

Maximising opportunities for Vocational Pathways without ATAR Score

There may be other combinations to suit other career goals and strengths

- Students seeking a Vocational Pathway that will lead to employment or TAFE courses after graduation have a choice of the full range of subjects for the three electives.
 - English or Essential English
 - Mathematical Methods, General Mathematics or Essential Mathematics
 - Study of Religion or Religion and Ethics
 - Any other 3 General, Applied or Certificate subjects
- University entrance may still be available for some universities/courses through completed Certificate III or IV (refer to the university).
- Students can enhance their employment options by Structured Work Placement during term, School Based Apprenticeships which may complete part of an Apprenticeship before finishing school, Work Experience during holidays and a VET Certificate as one of their subjects that is completed through the VETIS program (VET in Schools).

Option	Subject 1	Subject 2	Subject 3	Subject 4	Subject 5	Subject 6	Factors to consider
7	English	Mathematical Methods or General Mathematics	General Subject 1	Applied Subject 2 or VET Certificate	Applied Subject 1 or VET Certificate	Study of Religion OR Religion and Ethics	<ul style="list-style-type: none"> This course would suit students who would like to maintain General subjects in English and Mathematics and selects a combination of Certificates and Applied subjects. This option has one General subject included but this is entirely optional based on student interest if they are not seeking an ATAR. This course structure might be suitable for students seeking an Electrical Apprenticeship in an Industrial setting where the employer has asked for Mathematical Methods and Physics but an ATAR is not required. Subject requirements are variable so seek advice directly from the employer.
8	English	Essential Mathematics	General Subject 1	Applied Subject 1 or VET Certificate	Applied Subject 2 or VET Certificate	Religion and Ethics	<ul style="list-style-type: none"> This course may suit a student who is anticipating at least a pass in English, finds Mathematics difficult, has an interest in one General subject but is preparing for employment through several pathways.
9	Essential English	General Mathematics	General Subject 1	General Subject 2	Applied Subject 2 or VET Certificate	Religion and Ethics	<ul style="list-style-type: none"> This course may suit a student who finds English challenging but has had success in Mathematics. A mixture of General subjects, Applied Subjects and Certificate courses to match interests and employment goals
10	Essential English	Essential Mathematics	Applied Subject 1 or VET Certificate	Applied Subject 2 or VET Certificate	Applied Subject 3 or VET Certificate	Religion and Ethics	<ul style="list-style-type: none"> This course may suit a student who finds English and Mathematics difficult and is focusing on maximising preparation for employment.