

# Recap **Executive summary**

#### Situation

 New feature update for job tracking has been live for several weeks, and various initiatives have been deployed to drive acceptance. Hi Pages is looking for an update to uncover patterns and validate progress toward acceptance targets

#### **Results**

- Darwin's acceptance rate (34%) significantly exceeds those in Sydney (25%) and Melbourne (27%), even with fewer jobs, indicating strong regional differences
- Tradie engagement peaks around 10 AM and 4–5 PM, while job postings occur primarily at midday, suggesting a timing misalignment that may affect acceptance
- Category-level performance varies significantly, with certain job types consistently outperforming others
- Despite these results, the most significant contributor to job acceptance is job size, followed closely by the number of tradies

#### Next steps

- Launching pilot initiatives in Sydney and Melbourne that mimic Darwin's best practices, including localised marketing campaigns and incentives to boost tradie availability could improve acceptance for these cities
- Adjusting job posting and notification schedules to focus on peak acceptance windows (around 10 AM and 4–5 PM) and to test targeted promotions during off-peak periods could smooth out acceptance rates
- Focusing on high-performing job categories and exploring adjustments (e.g., pricing or matching improvements) in lower-performing categories could further help improve acceptance rates, while continuing to refine our predictive model by incorporating additional factors (such as job urgency or tradie specialisation) could further quide strategic decision-making

### The task

#### Scenario

The tracking has gone live for some time now, with a range of activities having been deployed with the objective of achieving the goal. The team would like for you to have a look at the jobs data again and use exploratory data analysis techniques.

#### Requirement

Analyse the data provided and present insights and recommendations. The dataset is designed to see how you approach an analytical task. You can use any approach as you see fit. Some possible scenarios that you could explore in your EDA could include:

- What data preparation steps will you implement?
- Which parameters influence if a job would be accepted?
- Can we predict using the data we have if a job would be accepted? If yes, how? If no, why not?
- Which visualisations would best communicate the findings?

Please share visualisations via Tableau Public, and use GitHub/GitLab for everything else

#### Resources

GitHub:
 <a href="https://github.com/jmaulang">https://github.com/jmaulang</a>

#### Includes:

- BigQuery for data ingestion and manipulation
- **Python** for analysis

# Methodology

#### **Step 1: Data Collection & Preparation**

Collect job posting data (including time, location, category, number of tradies, estimated size, impressions, and acceptance) and clean it using Python and pandas—convert categorical values (e.g., "small," "medium," "large") into numeric codes, handle missing values, and ensure proper data types.

#### Step 2: Exploratory Data Analysis (EDA)

Use Python's Seaborn and matplotlib to visualize the overall distribution of job acceptance (via count plots) and compare key parameters between accepted and non-accepted jobs with grouped bar charts and box plots.

#### **Step 3: Statistical Testing**

Apply two-sample t-tests (using scipy.stats) to quantitatively compare means of parameters (like the number of tradies) between accepted and not accepted groups, confirming whether observed differences are statistically significant (p-value < 0.05).

#### **Step 4: Predictive Modeling**

Develop a logistic regression model using scikit-learn to predict job acceptance based on key features, and analyze model coefficients to understand the direction and magnitude of influence; for detailed inference with p-values, use Statsmodels' Logit function.

#### Step 5: Synthesis & Recommendations

Integrate insights from the visual analysis, statistical tests, and predictive modeling to pinpoint the most influential parameters, then formulate actionable strategies—such as optimizing tradie recruitment or adjusting marketing—to improve job acceptance rates.

# Supply

## Acceptance rates are driven by four broad categories



**Regional Performance** 

- Darwin shows a higher acceptance rate (34%) despite having fewer total jobs compared to Sydney (24.8%) and Melbourne (27.2%)
- Geographic clustering (via DBSCAN) confirms statistically significant differences between regions (ANOVA p-value < 0.0001)



Time & Scheduling

- Hourly analysis reveals a bimodal pattern in acceptance rates, with peaks around 10 AM and 4–5 PM; no clear pattern is observed by day of the week
- Job postings most frequent around midday, suggesting that homeowners are most active during that period with additional peaks at night that align with increased acceptance rates



**Job Category Performance** 

- Some job categories (for example, categories 3 and 6) consistently show higher candidate engagement and acceptance rates
- Average impressions and job size are fairly uniform across categories, suggesting that listing behavior is consistent, but acceptance may be driven by other category-specific factors



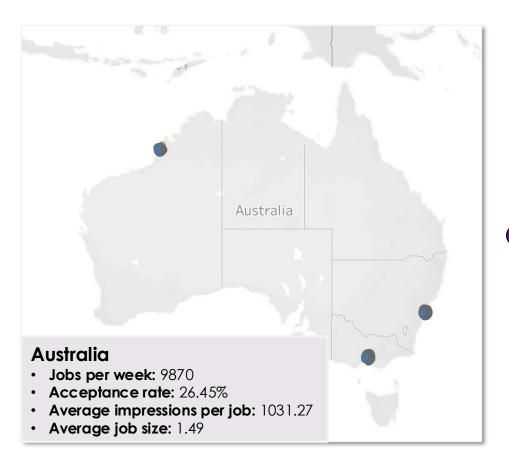
**Model Insights & Key Predictors** 

- The logistic regression model (pseudo  $R^2 \sim 9.5\%$ ) shows that estimated job size is the largest predictor, with a significant positive impact on acceptance
- Number of tradies has a statistically significant (though smaller) positive effect
- Categories and City clustering variations do not help predict for acceptance



# Darwin offers higher job acceptance rate compared to Sydney and Melbourne despite smaller size and fewer jobs

Operate across Darwin, Melbourne, and Sydney



#### Insight

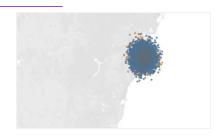
#### Sydney

• **Total jobs:** 4772

Acceptance rate: 24.77%

Average impressions per job: 1034.87

• Average job size: 1.49



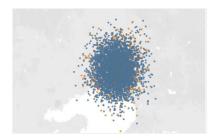
#### Melbourne

• **Total jobs**: 4422

Acceptance rate: 27.23%

• Average impressions per job: 1029.56

• Average job size: 1.48



#### Darwin

• Total jobs: 609

• Acceptance rate: 33.99%

• Average impressions per job: 1020.57

• Average job size: 1.52







# Deep dive | Darwin's acceptance rate is higher with statistical significance; an opportune area to test ideas

#### **Acceptance by City Cluster**



#### Acceptance metrics by city cluster

cit	:y_cluster j	ob_count a	cceptance_rate
0	0	4422	0.27227
1	1	4772	0.24769
2	2	609	0.33990
ANOVA	F-statistic:	13.0802059	98187632
ANOVA	p-value: 2.1	22791352706	383e-06

The ANOVA test yielded an F-statistic of 13.08 and a p-value of 2.12e-06. Very low p-value (<0.05 threshold) indicates that the differences in acceptance rates across these city clusters are statistically significant

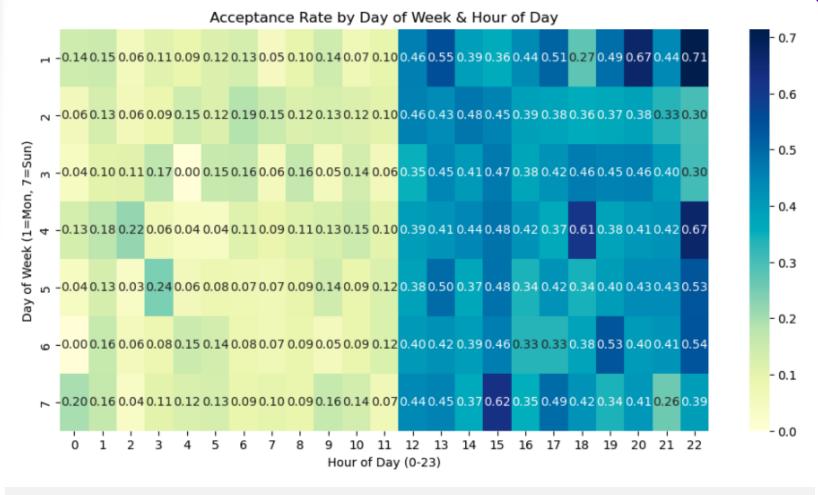
#### Insight

- Job acceptance rates vary significantly by geographic cluster
- Darwin has a noticeably higher acceptance rate (34%) compared to Melbourne and Sydney (27.2% and 24.8%, respectively)
- Next steps should investigate specific factors or strategies in Darwin that contribute to this success such as tradie availability, local market conditions, or targeted promotions—and consider implementing similar initiatives in across Melbourne and Sydney to boost overall job acceptance rates

**Open question** | Do acceptance rates correlate with the distance between job location (latitude/longitude) and the tradie locations?

We currently only have data for one side of the marketplace, however with another side we would be able to view where tradies are located and where the location of the job is to determine whether distance to job affect acceptance rate

Acceptance rate shifts significantly by time of day, but does not by day of the week

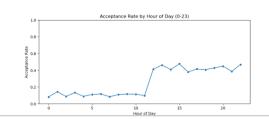


Significantly higher acceptance rates after mid-day regardless of day-of-the-week

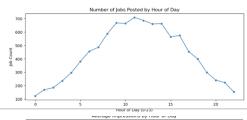
# Deep dive | Acceptance rate optimisations should be focused on time-of-day, as no pattern for day of the week

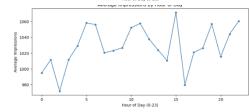
#### Hour of the day

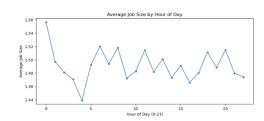
 Acceptance rate by hour of the day: Acceptance rates exhibit a bimodal pattern with peaks around 10 AM and 4-5 PM.



- Number of jobs posted by hour of the day: Job postings are most frequent during midday hours, likely when people are home.
- Average impressions by hour of the day: Job impressions generally align with posting activity through the morning and during the day, however at night peak again alongside acceptance rates.
- Average job size by hour of the day: Appears to be random variation through the day, indicating lack of pattern.

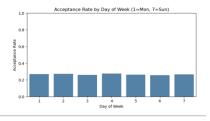




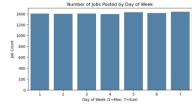


#### Day of the week

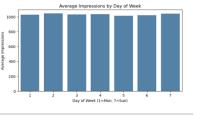
 Acceptance rate by day of the week



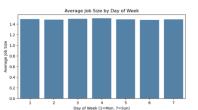
 Number of jobs posted by day of the week



 Average impressions by day of the week



 Average job size by day of the week

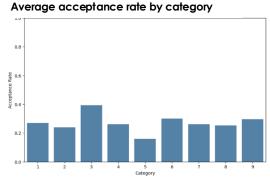


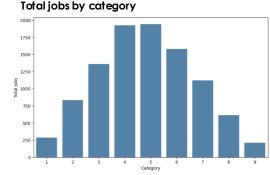
Takeaway!
No pattern
by day of
the week



# Improvements lie in increasing acceptance rate per category, prioritising high-volume categories

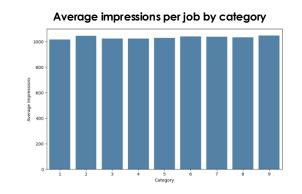
#### Opportunities for strategic focus

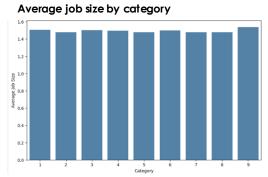




- Some categories (3 and 6) consistently attract more candidate engagement and acceptance than others (5). Prioritising highacceptance categories could optimise job acceptance and completion rates
- Wide variability across acceptance and total jobs posted indicates uneven demand and market saturation. Focusing on high-volume x high acceptance rate categories for growth could lead to higher overall job conversion rates

#### Consistent baseline





- Minimal differences in impressions per job and average job size imply uniform listing behaviour. Providing lower acceptance jobs per total job (such as category 4 and 5) could improve overall acceptance rate
- Similar job sizes across categories signals standardised demand and role expectations. Streamlining process for categorising jobs could lead to higher acceptance rates by job size





# Job size is the largest predictor of acceptance rates followed by number of trades

#### T-test and logistic regression for acceptance criteria

T-test for number\_of\_tradies: p-value=5.097799171854838e-122

Optimization terminated successfully. Current function value: 0.523285

Iterations 6

Logit Regression Results

Dep. Variable:	accepted	No. Observations:	9870
Model:	Logit	Df Residuals:	9866
Method:	MLE	Df Model:	3
Date:	Mon, 17 Feb 2025	Pseudo R-squ.:	0.09427
Time:	19:37:20	Log-Likelihood:	-5164.8
converged:	True	LL-Null:	-5702.4
Covariance Type:	nonrobust	LLR p-value:	8.908e-233

	coef	std err	z	P> z	[0.025	0.975]
const	-3.5860	0.109	-32.781	0.000	-3.800	-3.372
number_of_tradies	0.0002	7.96e-06	22.784	0.000	0.000	0.000
estimated_size_numeric	1.1281	0.050	22.615	0.000	1.030	1.226
number_of_impressions	-1.972e-05	5.25e-05	-0.375	0.707	-0.000	8.33e-05

Simplified output (removed categories and – full output as non-significant). Full model with all variables in following page

#### Insight

- Larger estimated job sizes increase the likelihood of job acceptance. A job increase of 1 (e.g. from small to medium) increases job acceptance by 12.28%. This suggests that jobs with higher estimated sizes are more attractive to tradies, which makes intuitive sense
- while the number of tradies has a statistically significant impact on acceptance, the effect is relatively minor. In relative terms, all else being equal, +100 tradies would only lead to a 2% increase in acceptance. This implies that the number of tradies alone is not a decisive factor in job acceptance

Note: Used Logit Regression as a suitable predictor for binary outcomes (job acceptance), because it models the probability of an event occurring based on a set of input variables. By using logit regression, we can identify the most influential factors driving job acceptance and make informed decisions. However, it has limitations in handling non-linear relationships and interactions, making generalized additive models or neural networks potentially more suitable with more input variables. Source: JM Analysis; Python (Jupyter) notebook





# Deep dive | Job size is the largest predictor of acceptance rates

#### T-test and logistic regression for acceptance criteria

		Logit Re	====						
Dep. Variable:		accepted		No. Observations:					
Model:					iduals:		9855		
Method:		1	1LE	Df Mod	lel:		14		
Date:	Tue,	18 Feb 20	025	Pseudo	R-squ.:		0.09500		
Time:		16:19	:38	Log-Li	kelihood:		-5160.7		
converged:		T	rue	LL-Nul	.l:		-5702.4		
Covariance Type:					LLR p-value:		1.882e-222		
		coef			z	P> z	[0.025	0.975	
const		-3.4820		0.205	-16.961	0.000	-3.884	-3.08	
number_of_tradies		0.0002	1.1	2e-05	16.163	0.000	0.000	0.00	
estimated_size_numer:	ic	1.1283		0.050	22.609	0.000	1.031	1.22	
number_of_impressions	s -1	.768e-05	5.2	6e-05	-0.336	0.737	-0.000	8.54e-0	
cat_2		-0.1696		0.165	-1.028	0.304	-0.493	0.15	
cat_3		-0.0424		0.158	-0.269	0.788	-0.351	0.26	
cat_4		-0.0359		0.150	-0.239	0.811	-0.330	0.25	
cat_5		-0.0825		0.158	-0.520	0.603	-0.393	0.22	
cat_6		-0.0887		0.153	-0.581	0.561	-0.388	0.21	
cat_7		-0.0100		0.157	-0.063	0.949	-0.317	0.29	
cat_8		-0.2324		0.172	-1.349	0.177	-0.570	0.10	
cat_9		-0.2929		0.218	-1.342	0.180	-0.721	0.13	
city_Melbourne		-0.0187		0.099	-0.189	0.850	-0.213	0.17	
city_Sydney		-0.0428		0.101	-0.422	0.673	-0.242	0.15	
city_Unknown		-0.1886		0.306	-0.617	0.537	-0.788	0.41	

T-test for number\_of\_tradies: p-value=1.8065783014328675e-112

#### Statistical results

- Pseudo R<sup>2</sup> (~0.095) indicates the model explains ~9.5% of variance (low but common for binary outcomes) of the acceptance variation—useful but leaves room for additional factors (e.g., job urgency, tradie specialisation)
- Estimated\_size\_numeric (coef=1.128, p=0.000) and number\_of\_trades (coef=0.0002, p≈0) are the only significant predictors
- Removed category 1 (cat\_1) to remove p=1.0 collinearity effects for all categories and cities

#### Model weaknesses & possible follow up steps

- Model uses non-robust standard errors; consider rerunning with robust errors to check for heteroscedasticity
- Investigate reference categories for cat\_1 and baseline city (likely omitted and driving non-significance in others)

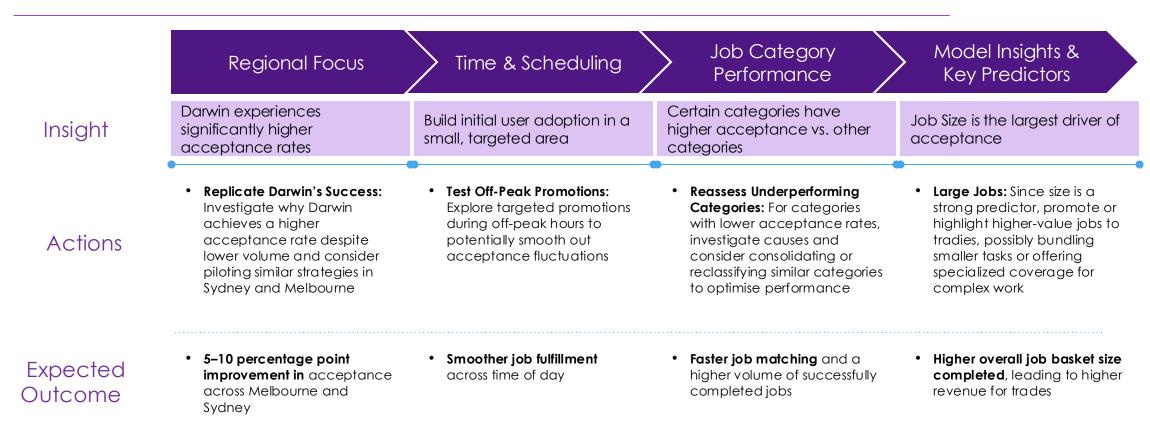
Note: Used Logit Regression as a suitable predictor for binary outcomes (job acceptance), because it models the probability of an event occurring based on a set of input variables. By using logit regression, we can identify the most influential factors driving job acceptance and make informed decisions. However, it has limitations in handling non-linear relationships and interactions, making generalized additive models or neural networks potentially more suitable with more input variables.

Source: JM Analysis; Python (Jupyter) notebook

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## Insight has led to several direct recommendations

#### **Recommendations**



Execute recommendations across insight categories to validate the recommendation platform, build traction, and scale sustainably

# Appendix

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## Steps to clean data

#### Steps to clean data

#### 1. Load & Inspect

- Create a new instance and load the CSV into BigQuery
- Check row counts, column names, and data types

#### 2. Clean Missing / Invalid Values

- Identify nulls in latitude, longitude, category, number\_of\_tradies, estimated\_size, number\_of\_impressions, accepted
- Decide whether to impute, drop, or otherwise handle missing values

#### 3. Handle Outliers

- Identify outliers in estimated size, number of tradies, or number of impressions
- Decide whether to cap, remove, or transform the outliers

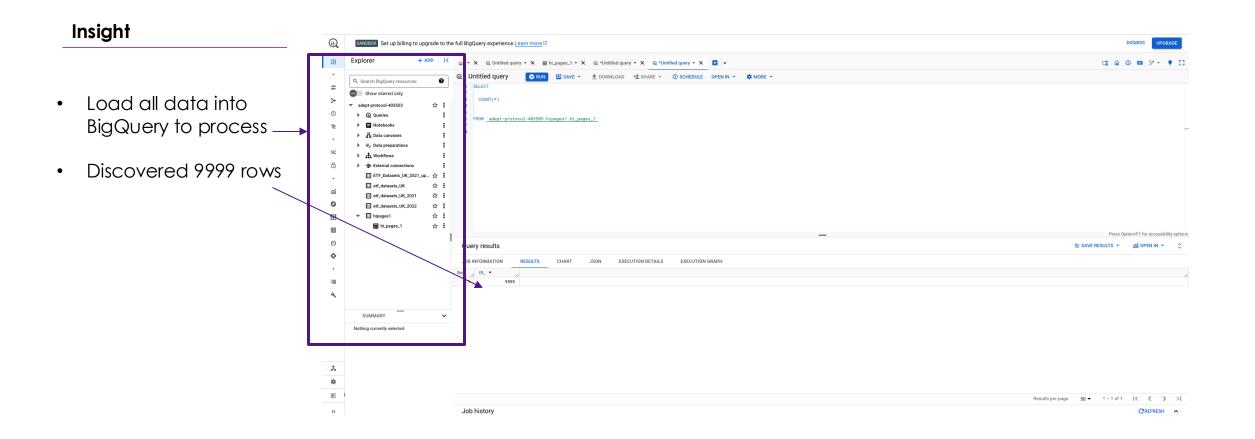
#### 3. Enhance Data

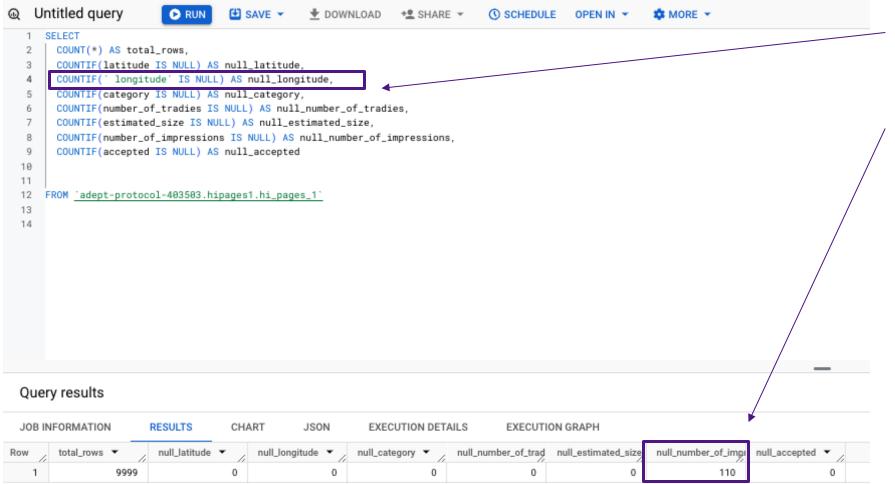
- Add extract features to data to check acceptance patterns later
- Fields to add include: hour of day, day of week, month, and weekend vs. weekday (boolean)

#### 4. Extract Cleaned Data for Further Manipulation

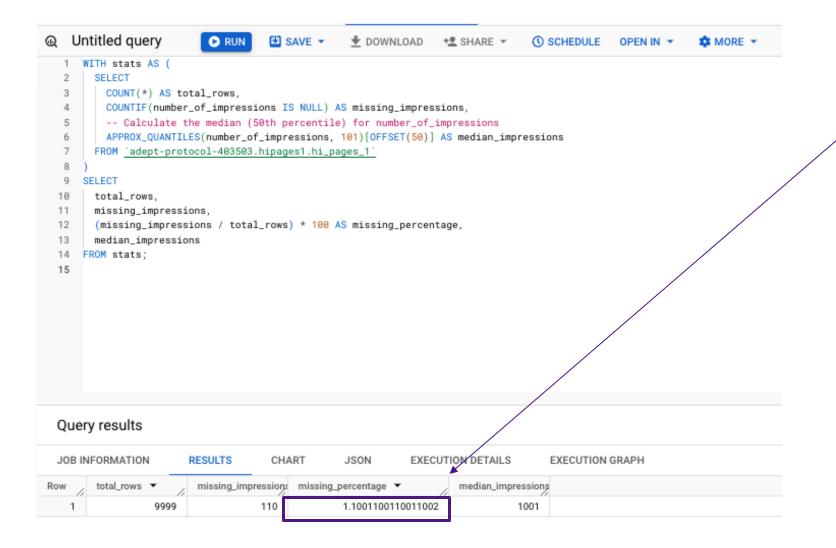
- Extract cleaned data as .csv to be used for further manipulation by Tableau, Python, etc.

# 1. Load and inspect data

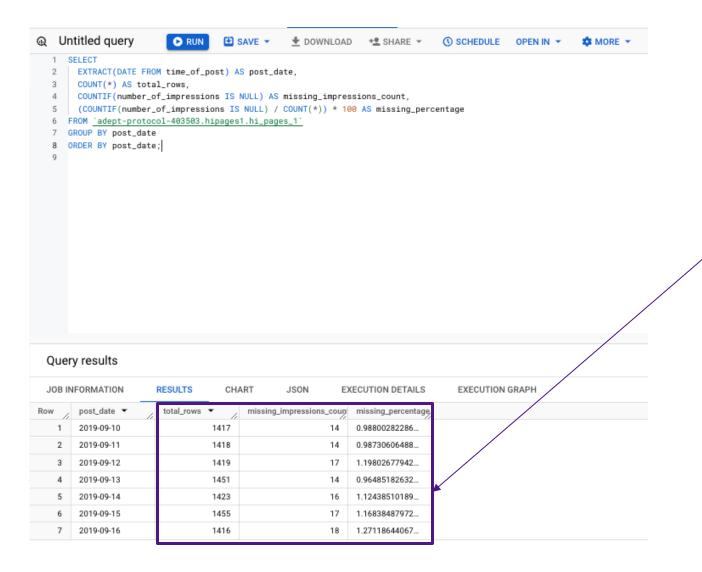




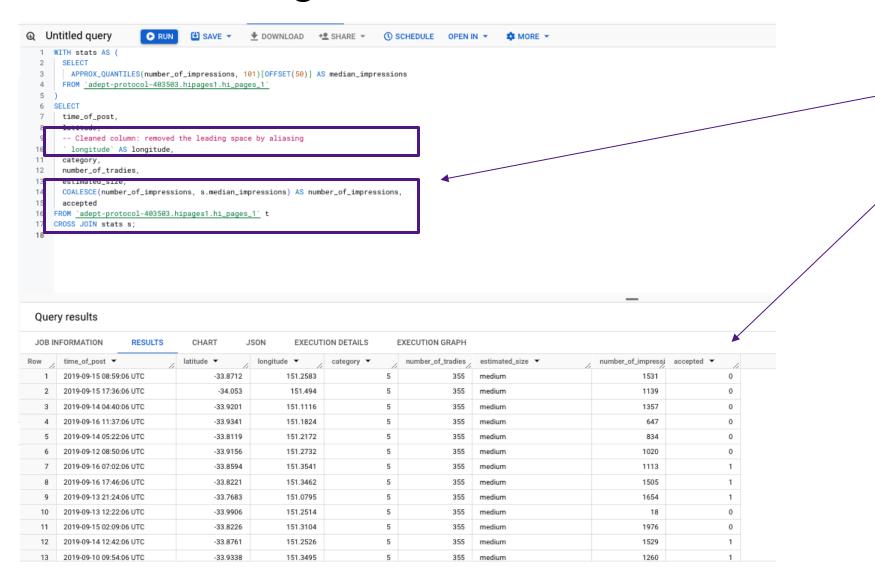
- Longitude requires ' ' space in string when writing query, otherwise receive errors
- Discovered 110 null impressions



- Percentage missing impressions ~1.1%
- As percentage <5%, moving on to assess the distribution



- Each day, ~1% of the rows have missing values
- % of missing values is consistent from day to day. There isn't any day with a significantly higher percentage of missing values, suggesting data is evenly distributed across the dates
- Given their low frequency (<5%) and even distribution, best to impute data by replacing missing values with the median



- Changed 'longitude' column to longitude to make it easier to read
- Replaced % missing values for number\_of\_impressions with 50<sup>th</sup> percentile (median) figures using Caolesce

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## 3. Handle Outliers

#### Logic to handle outliers

Step 1: Assess the Frequency of Outliers If the percentage of outliers is:

- Less than 1%: Proceed to Step 2
- Between 1% and 5%: Consider capping (Step 3) or removal (Step 4)
- Greater than 5%: Consider removal (Step 4) or transformation (Step 5)

Step 2: Assess the Distribution of Outliers Check if the outliers are:

- Randomly scattered: Proceed to Step 3
- Concentrated in specific rows or columns: Consider removal (Step 4)

#### Step 3: Capping

If the outliers are in a:

- Numerical column: Cap at the 95th percentile or 3 standard deviations from the mean
- Categorical column: Not applicable
- Datetime column: Not applicable

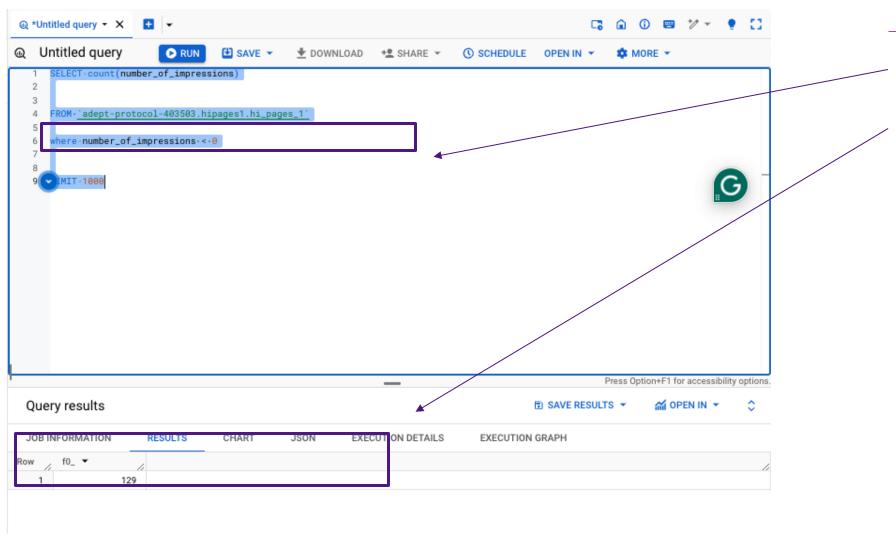
Step 4: Removal If the outliers are:

- Concentrated in specific rows: Delete these rows
- Concentrated in specific columns: Consider deleting those columns
- Causing significant skewness or bias: Remove them

Step 5: Transformation If the outliers are:

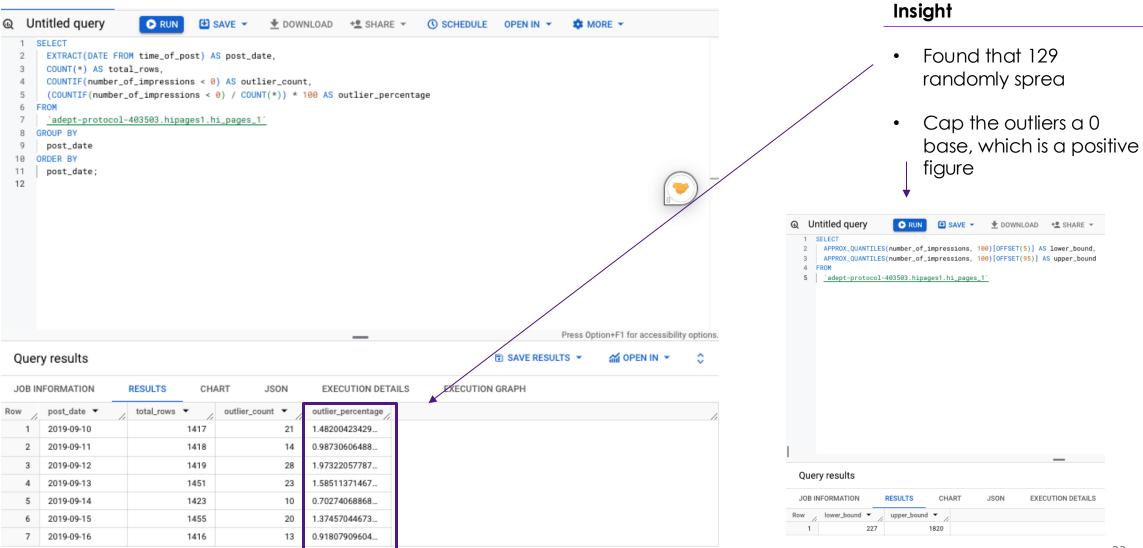
 Causing significant skewness or bias: Apply transformations (e.g., log, square root)

## 3. Handle Outliers

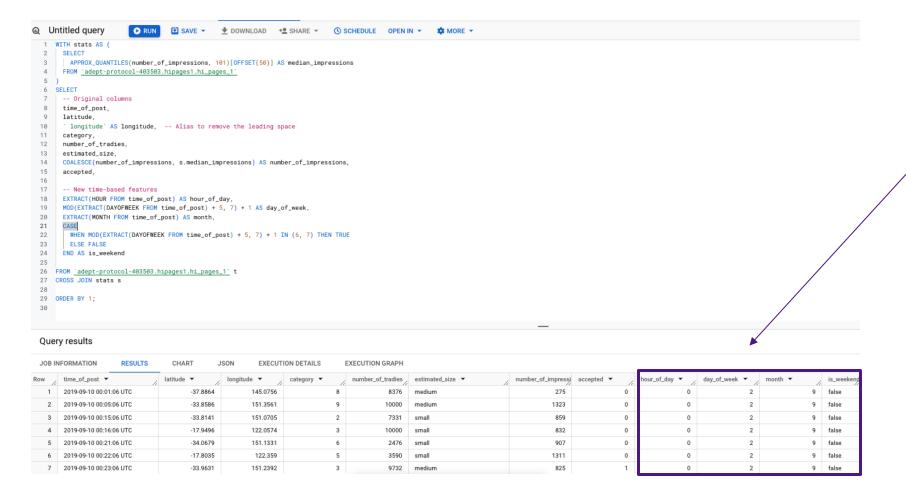


- Found that 129 (~1%) of columns are negative for number\_of\_impressions
  - Negative impressions do not make logical sense

### 3. Handle Outliers



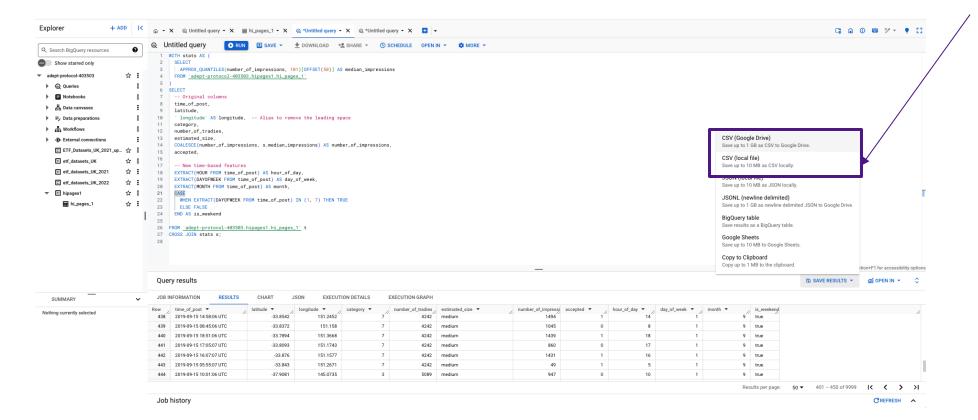
## 4. Enhance data



#### Insight

Added other columns to make the data easier to manipulate later:

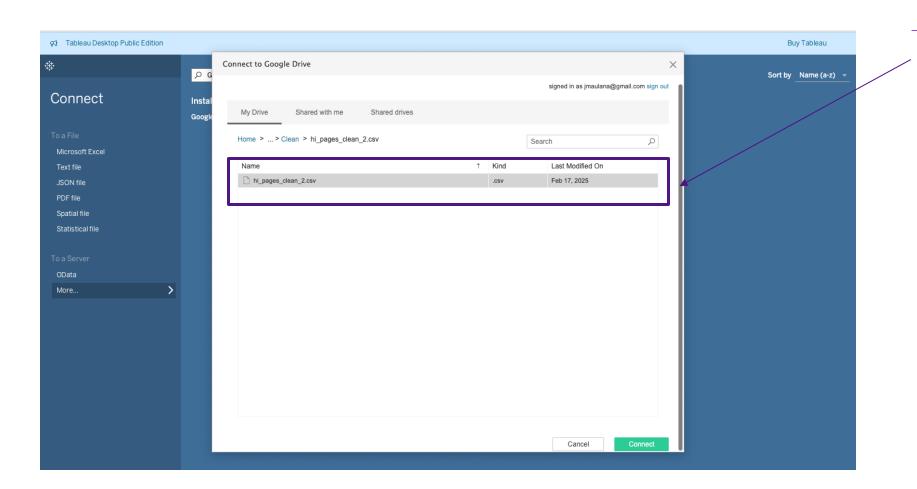
- hour\_of\_day
- day\_of\_week
- month
- is\_weekend (boolean)



#### Insight

Downloaded as .csv and downloaded and loaded into GitHub

# 5. Extract Cleaned Data for Further Manipulation



Insight

Connect to Tableau