



Steps 2 Success

STATISTICAL BULLETIN

Northern Ireland Statistics from October 2014 to September 2016

Published 24th November 2016



Reader Information

<u>Purpose:</u>	This publication is designed to monitor participation on and performance of the Steps 2 Success employment programme.
<u>Author:</u>	Sharon McMichael / Peter Martin
<u>Publication Date:</u>	24 th November 2016
<u>Reporting Period:</u>	October 2014 – September 2016
<u>Publication issue</u>	4
<u>Issued by:</u>	Analytical Services Unit Department for Communities Lighthouse Building Gasworks Business Park Belfast, BT7 2JB
<u>Statistician:</u>	Sharon McMichael
<u>Email:</u>	sharon.mcmichael@communities-ni.gov.uk
<u>Statistical Quality:</u>	Official Statistic
<u>Target Audience:</u>	DfC Policy officials to monitor programme performance and inform future policy decisions, NI Assembly and Communities Committee, other government departments, Lead Contractors as well as researchers and academics to understand the underlying trends in the labour market.
<u>Internet access:</u>	https://www.communities-ni.gov.uk/topics/statistics-and-research/employment-programme-statistics
<u>Price:</u>	Free

Contents

<u>Section</u>	<u>Page</u>
Introduction	<u>4</u>
Key Statistics	<u>5</u>
Detailed Analysis	
Section 1 – Referrals and Starts (Oct 2014 to Sep 2016)	<u>6</u>
Section 2 - Occupancy (Dec 2014 to Sep 2016)	<u>9</u>
Section 3 – Moves to Employment (Oct 2014 to Sep 2015)	<u>10</u>
Section 4 – Sustained Employment (Oct 2014 to Mar 2015)	<u>13</u>
Section 5 – Moves to Employment & Sustainment (Oct 2014 to Sep 2016)	<u>14</u>
Statistical Tables	<u>16</u>
User Guidance	<u>41</u>

Introduction

Background

Steps 2 Success (S2S) is the Department for Communities' (DfC) main return to work programme. The aim of S2S is to help eligible benefit recipients find and sustain work thereby supporting the needs of employers and the economy. It was developed to build on the success of the previous Steps to Work programme and was introduced on 20th October 2014.

Steps 2 Success is a new approach to the delivery of employment programmes in Northern Ireland. The focus is firmly on job outcomes and Contractors are paid on the basis of results achieved. Contractors have been given freedom and flexibilities as part of the design of Steps 2 Success enabling them to focus on individual's needs and barriers to work, instead of providing a menu of provision as was the case with New Deal and Steps to Work.

Steps 2 Success is being delivered by 3 Lead Contractors each delivering the programme across a commercially similar (in terms of client numbers) geographical region within Northern Ireland.

Participation on Steps 2 Success is mandatory for all Jobseeker's Allowance (JSA) claimants who are:

- aged between 18 and 24 and have been claiming JSA for 9 months and;
- aged 25 and over claiming JSA for 12 months or more.

Jobseeker's Allowance (JSA) clients who, in the opinion of their Employment Adviser, have significant barriers to work which cannot be addressed by the Working Age Service, may be considered for referral to the Steps 2 Success programme at an early stage.

Employment and Support Allowance (ESA) claimants who are in the Work Related Activity Group (WRAG) can be referred to Steps 2 Success if it is agreed that Steps 2 Success would be the best opportunity to help meet their needs. Clients referred from the ESA (WRAG) category are expected to fully participate in the programme.

Voluntary participation on Steps 2 Success can be offered to existing ESA clients in the Support Group, lone parents in receipt of Income Support, Carers and Pension Credit claimants who are looking to prepare for and find work and wish to join the programme.

Clients remain on the programme for a period of 12 or 18 months depending on their client category (see user guidance for details).

Following the completion of S2S, all JSA claimants who either remain on benefit or return to benefit for 26 weeks are required to return to the programme for a second 52 week spell.

Coverage

Steps 2 Success statistics are disseminated quarterly through a statistical bulletin published in February, May, August and November each year. This S2S bulletin provides data on the number of clients referred to and participating in S2S, key personal characteristics of participants (such as gender and background), as well as the number of participants moving into and sustaining employment.

Key Statistics

A total of 41,435 clients have been referred to the Steps 2 Success programme from its inception on 20th October 2014 to 30th September 2016.

At the end of September 2016 a total of 35,904 clients had started the programme, of which 71% were in the JSA 25+ category, 23% were in the JSA 18-24 category and 6% were in the JSA Early Entry category. Only a small number of ESA and Voluntary clients have started the programme.

The into employment statistics contained in the bulletin focus on those clients who started the programme during the first 12 months (between October 2014 and September 2015) as the majority of these clients have completed the programme. For this period 26% (6,393) of clients have moved into employment.

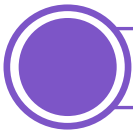
The percentage of clients moving into employment varies across the three Contract Areas from 31% in the Southern region to 26% in the Belfast region and 22% in the Northern region. The overall expected performance level is 28%.

Approximately 35% of clients within the JSA 18-24 category who started the programme during the first 12 months have moved into employment, compared to 24% from the JSA 25+ category and 20% of JSA Early Entrants.

The 6 month sustainment statistics contained in the bulletin focus on those clients who started the programme during the first 6 months (between October 2014 and March 2015) as the majority of these clients have completed the programme and have had time to sustain employment for 6 months. For this period 14% (2,493) of clients have sustained employment for 6 months.

Early into employment figures for clients who started the programme during the first 24 months (between October 2014 and September 2016), show that Steps 2 Success has helped 8,011 clients into employment. As the majority of clients from the latter monthly cohorts are still on the programme, the number moving into employment for this period is expected to increase over time.

Detailed Analysis



Section 1 - Referrals and Starts

From its inception on 20th October 2014 to 30th September 2016, a total of 41,435 clients were referred to the Steps 2 Success (S2S) programme.

The number of referrals will always be higher than the number of starts as Lead Contractors have up to 15 working days following referral to start the client on the programme. Additionally some clients may sign off benefit or move into work after referral but before starting the programme.

Of those who were referred to the programme during the period 20th October 2014 to 30th September 2016, 87% (35,904) started within the same period.

Referrals and Starts by Client Category

Figure 1: Number of Referrals to Steps 2 Success and Starts by Client Category (October 2014 to September 2016)

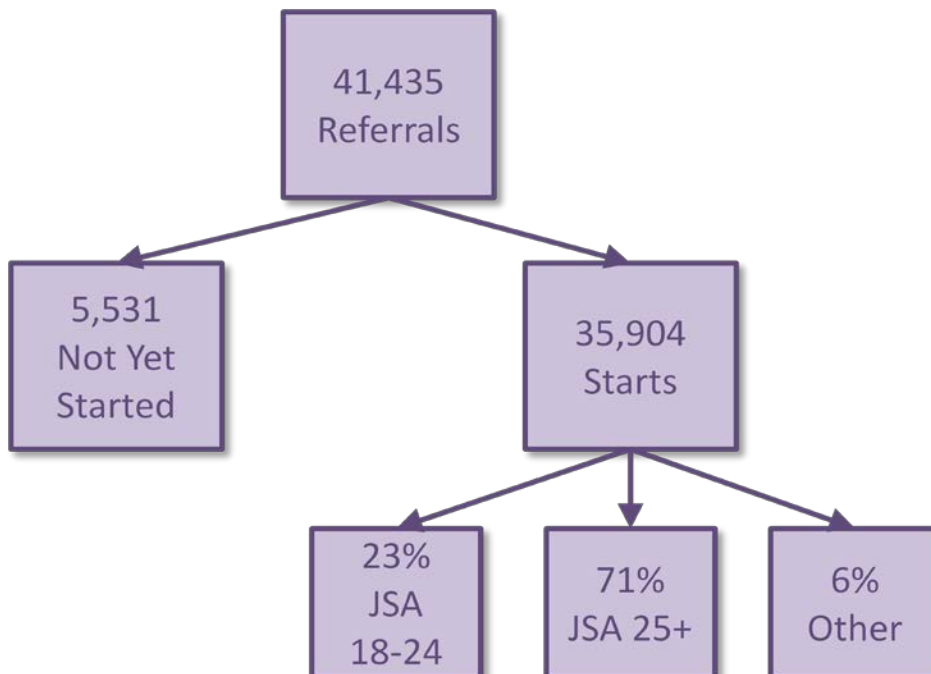
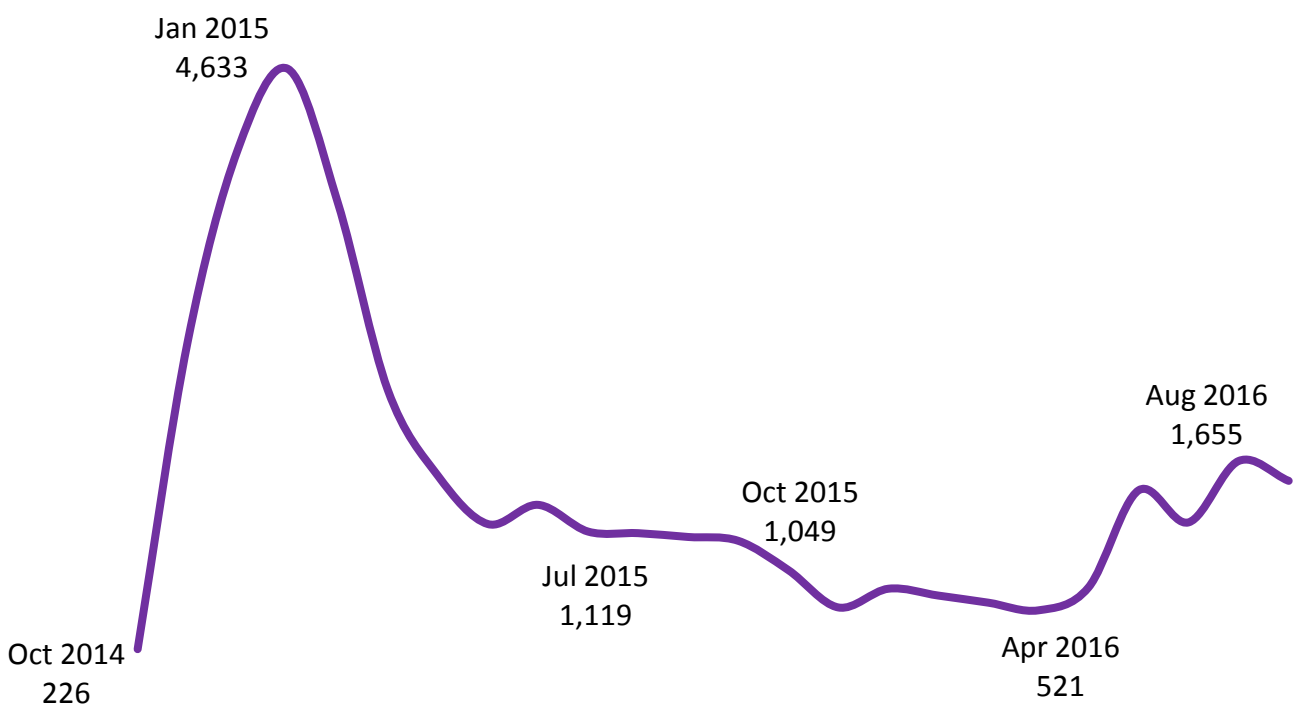


Figure 1 and Section 1 Tables show that the largest proportion (71%) of clients who started S2S were in the JSA 25+ category, 23% were in the JSA 18-24 category and 6% were in the JSA Early Entry category. Only a small number of ESA and Voluntary clients have started the programme.

Starts by Month

As shown in **Figure 2 and Table 1.3**, the number of clients starting the S2S programme peaked in January 2015 with 4,633 clients, levelled out at approximately 1,100 per month between July and October 2015 and subsequently fell to 521 in April 2016. The number of clients starting the programme has begun to increase in recent months as those clients from the first monthly cohorts who had not moved into employment are now returning to the programme for a second spell. Note; the large numbers experienced in the first few months were primarily due to the phased referral of clients who became eligible for the programme before it started. See [user guidance](#) for full details.

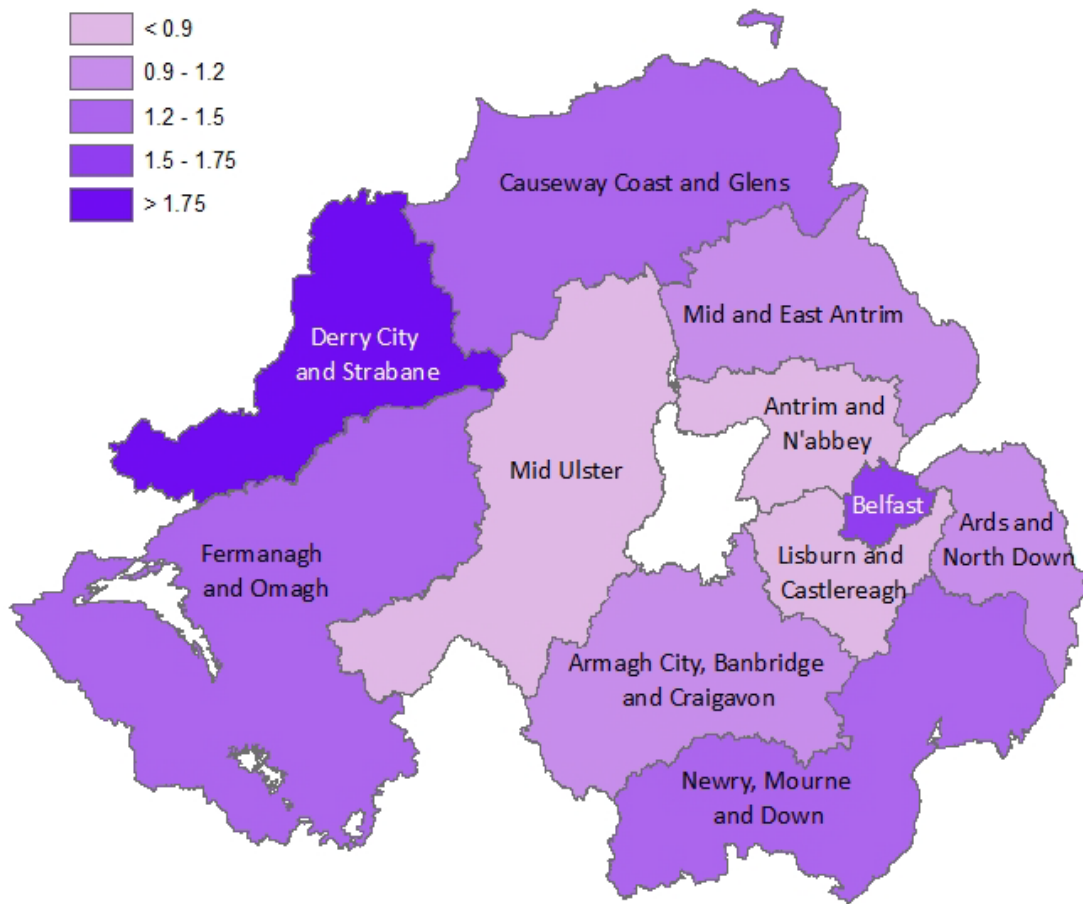
Figure 2: Number of Starts on Steps 2 Success by Month (October 2014 to September 2016)



Starts by Area

As shown in **Table 1.5** the number of clients starting S2S has been distributed fairly equally across the Belfast and Northern regions with 12,775 (36%) and 12,782 (36%) starts respectively; with a lower number in the Southern region – 10,347 (29%). However, analysing the average monthly number of starts on S2S per thousand population at Local Government District level shows a much greater level of variation (as shown in **Figure 3 and Table 1.6**). Derry City & Strabane had 2.8 monthly starts per 1,000 residents, whilst Lisburn & Castlereagh had 0.7 starts per 1,000 residents each month on average. This reflects the fact that Derry City & Strabane is the area with the highest unemployment rate and Lisburn & Castlereagh is the area with the lowest unemployment rate across Northern Ireland.

Figure 3: Average Number of Monthly Starts per 1,000 Population on Steps 2 Success by Local Government District of Residence (October 2014 to September 2016)

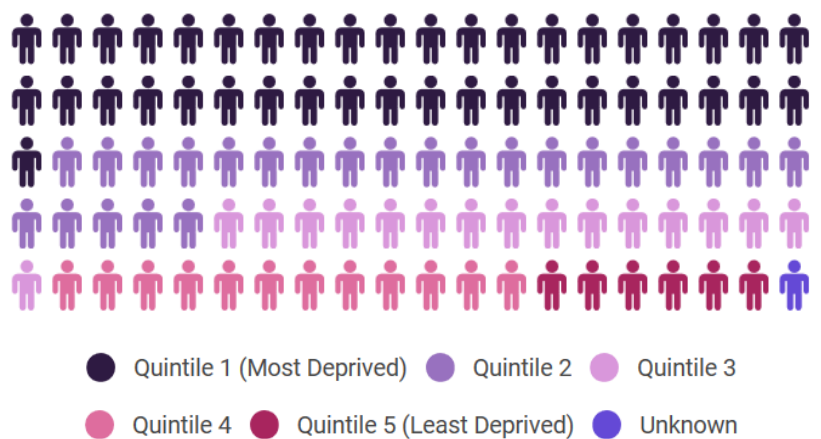


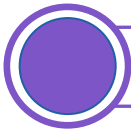
Starts by Deprivation Quintile

Figure 4 and Table 1.7 show that as the level of deprivation within an area increases the number of residents starting the S2S programme also increases.

Clients from the 20% most deprived areas within Northern Ireland account for 41% of all starts from October 2014 to September 2016 while clients from the 20% least deprived areas account for 6% of starts.

Figure 4: Percentage of Starts on Steps 2 Success by Northern Ireland Multiple Deprivation Quintile (October 2014 to September 2016)





Section 2 - Occupancy

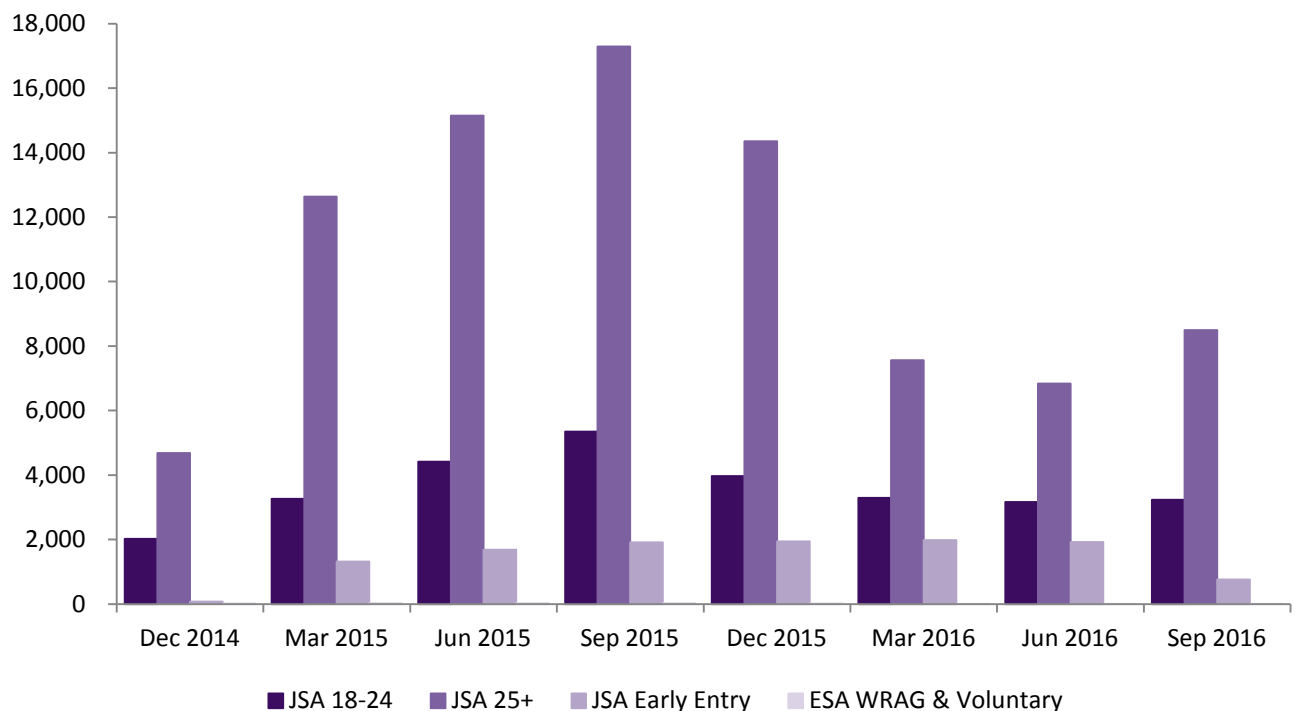
The occupancy figures on S2S show the number of clients within each Contract Area by Client Group, who were on the programme at a particular point in time. Occupancy figures are taken on the last day of each quarter.

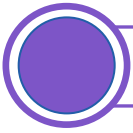
S2S clients remain on the programme for 12 or 18 months (depending on their client category), therefore the occupancy figures increased in line with starts on the programme from October 2014 to September 2015, decreased until June 2016 as the first cohorts completed the programme and have since begun to increase slightly as the number of clients returning to the programme for a second spell has increased (see [Figure 5](#)).

At the end of September 2016, a total of 12,498 participants were on the programme. The proportion of clients within each client category is fairly consistent across all three Contract Areas with the JSA 18-24 category accounting for approximately 26%, the JSA 25+ category accounting for approximately 68%, Early Entrants accounting for approximately 6% and ESA WRAG and Voluntary clients accounting for only 0.1%.

For more information on occupancy see [Section 2](#) tables.

Figure 5: Occupancy on Steps 2 Success at Quarter End by Client Category (December 2014 to September 2016)





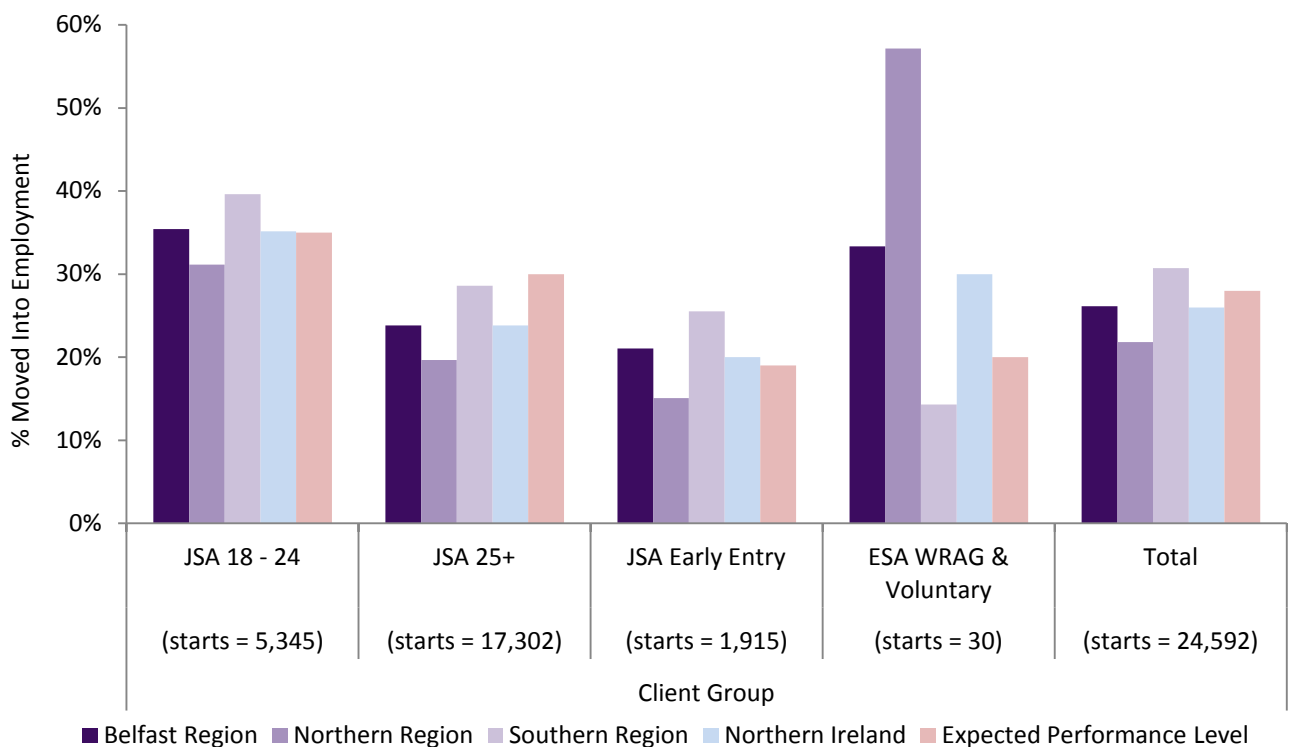
Section 3 - Moves to Employment (October 2014 to September 2015)

The central aim of S2S is to assist people who are unemployed or economically inactive to find and sustain employment. The following statistics measure the number of clients who moved into employment for a period of at least 2 weeks (either during their time on the programme or within 13 weeks of leaving) and for whom a job entry payment has been approved. The percentage of participants moving into employment is assessed against a set of performance indicators developed by the Department. A different level of expected performance has been set for each of the five client categories, reflecting their distance from the labour market.

Employment figures for each monthly cohort cannot be finalised until all clients within the cohort complete the programme (see user guidance for further details and definitions). Clients remain on the programme for 12 or 18 months depending on their client category. The following figures focus on clients who started S2S between October 2014 and September 2015 as the majority of these clients have now completed the programme. **Section 5** (page 14) provides early into employment figures for all clients who started the programme up to September 2016.

Moves to Employment by Contract Area – October 2014 to September 2015 Starts

Figure 6: Percentage of Starts from October 2014 to September 2015 by Client Category and Contract Area who Moved Into Employment



Note; care should be taken when considering variation within the ESA WRAG & Voluntary category due to the small number of clients which they represent.

Figure 6 and Table 3.2b displays the percentage of clients from the October to September 2015 monthly cohorts who have moved into employment. It highlights the different into employment rates for each contract area and how the three Lead Contractors compare to the expected performance level for each client category. The percentage of clients who have moved into employment from across Northern Ireland for all client categories is 26%; this varies across the three Contract Areas from 31% in the Southern region to 26% in the Belfast region and 22% in the Northern region. The overall expected performance level is 28%.

Approximately 35% of clients within the JSA 18-24 category who started S2S during the first 12 months of the programme have moved into employment, with regional moves to employment ranging from 31% and 35% of starts in the Northern and Belfast regions to 40% of starts in the Southern region. The expected performance level for this client category is 35%.

The percentage of clients from across Northern Ireland who have moved into employment drops to 24% for clients within the JSA 25+ client group, well below the expected performance level of 30%. The Southern region (29%) again outperforms the Belfast (24%) and Northern (20%) regions in this category.

The client category with the lowest expected performance level (19%) is JSA Early Entry. Across Northern Ireland the percentage moves to employment for starts between October and September 2015 in this category is 20%; slightly above the expected level.

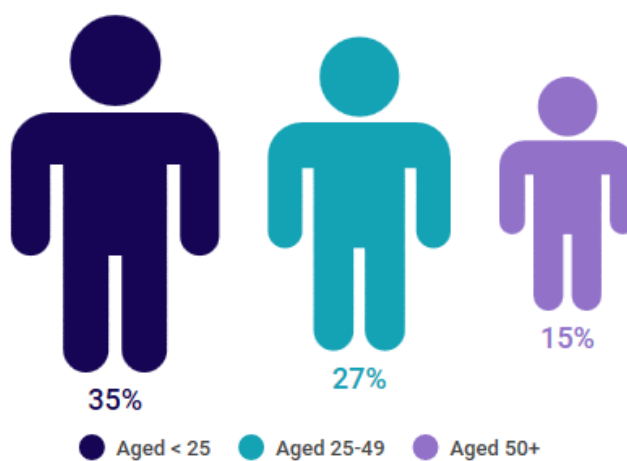
Moves to Employment by Equality Group – October 2014 to September 2015 Starts

Table 3.3b shows that the percentage of clients who started the S2S programme between October and September 2015 and have subsequently moved into employment does not vary significantly across most equality categories with the exception of disability and age.

The proportion of disabled clients moving into employment is substantially lower than that of non-disabled clients (16% and 28% respectively).

Figure 7 shows that the percentage of clients who move into employment decreases as age increases, with 35% of those aged less than 25, 27% of those aged 25-49 and 15% of those aged 50+ having moved into employment. A possible explanation for this is that clients aged less than 25 may be closer to the labour market as they have spent less time unemployed and are more likely to be recently qualified.

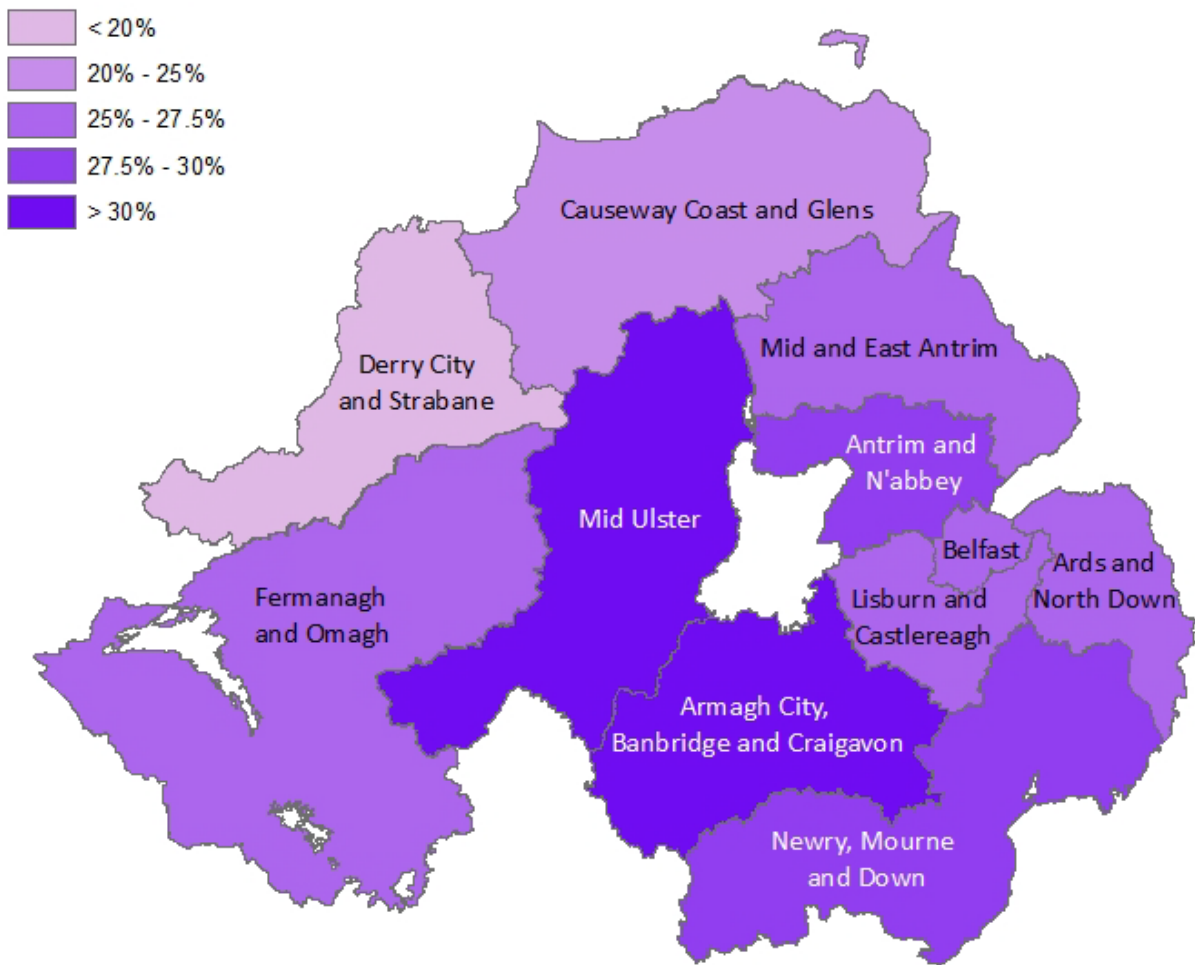
Figure 7: Percentage of Starts from October 2014 to September 2015 by Age who Moved Into Employment

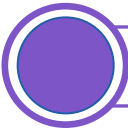


Moves to Employment by Local Government District – October 2014 to September 2015 Starts

Figure 8 and Table 3.4b show the variation in the percentage of clients from the October to September 2015 monthly cohorts who have moved into employment by Local Government District of residence. Derry City and Strabane has the lowest proportion (18%) of clients moving into employment. This is also the area that has the highest number of people claiming JSA in Northern Ireland. Armagh City, Banbridge and Craigavon is the highest performing Local Government District with 34% of clients moving into employment.

Figure 8: Percentage of Starts from October 2014 to September 2015 by Local Government District of Residence who Moved Into Employment





Section 4 – Sustained Employment (October 2014 to March 2015)

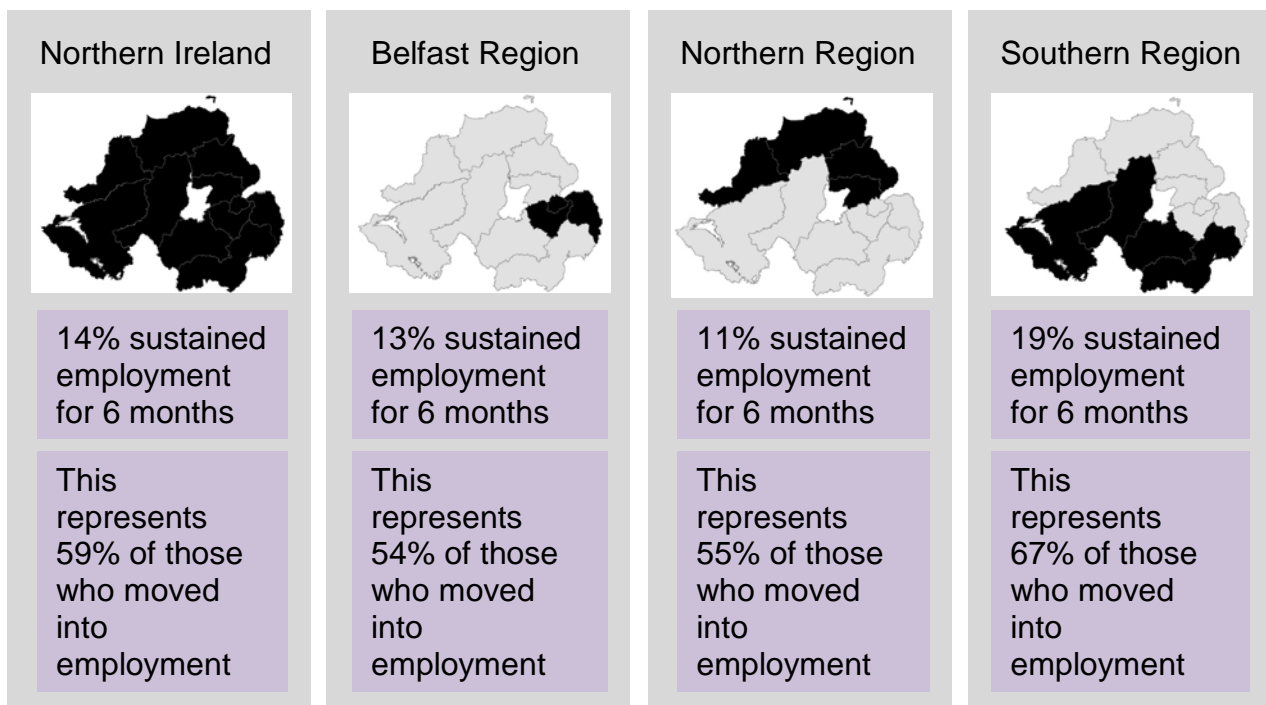
The central aim of S2S is to assist people who are unemployed or economically inactive to find and **sustain** employment. The following statistics measure the number of clients who moved into employment and have sustained employment for 6 months. The percentage of participants sustaining employment is assessed against a set of performance indicators developed by the Department. A different level of expected performance has been set for each of the five client categories, reflecting their distance from the labour market.

The following figures focus on clients who started S2S between October 2014 and March 2015 as the majority of these clients have now completed the programme and have had time to sustain employment for 6 months. **Section 5** (page 14) provides early sustainment figures for all clients who started the programme up to March 2016.

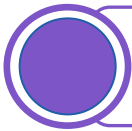
Sustained Employment by Contract Area – October 2014 to March 2015 Starts

Of those participants who started the programme between October 2014 and March 2015, 14% have moved into employment which they have sustained for at least 6 months. This is below the expected performance level of 19%. This varies across the three contract areas with the Southern Region achieving 19%, compared to only 13% in the Belfast Region and 11% in the Northern Region (see **Figure 9 and Table 4.2b**).

Figure 9: Percentage of Starts from October 2014 to March 2015 who Sustained Employment for 6 Months by Contract Area



Reflecting the into employment figures, participants in the JSA 18 to 24 year old category perform better than JSA 25+ age group, with 19% sustaining employment for 6 months compared to 14%.



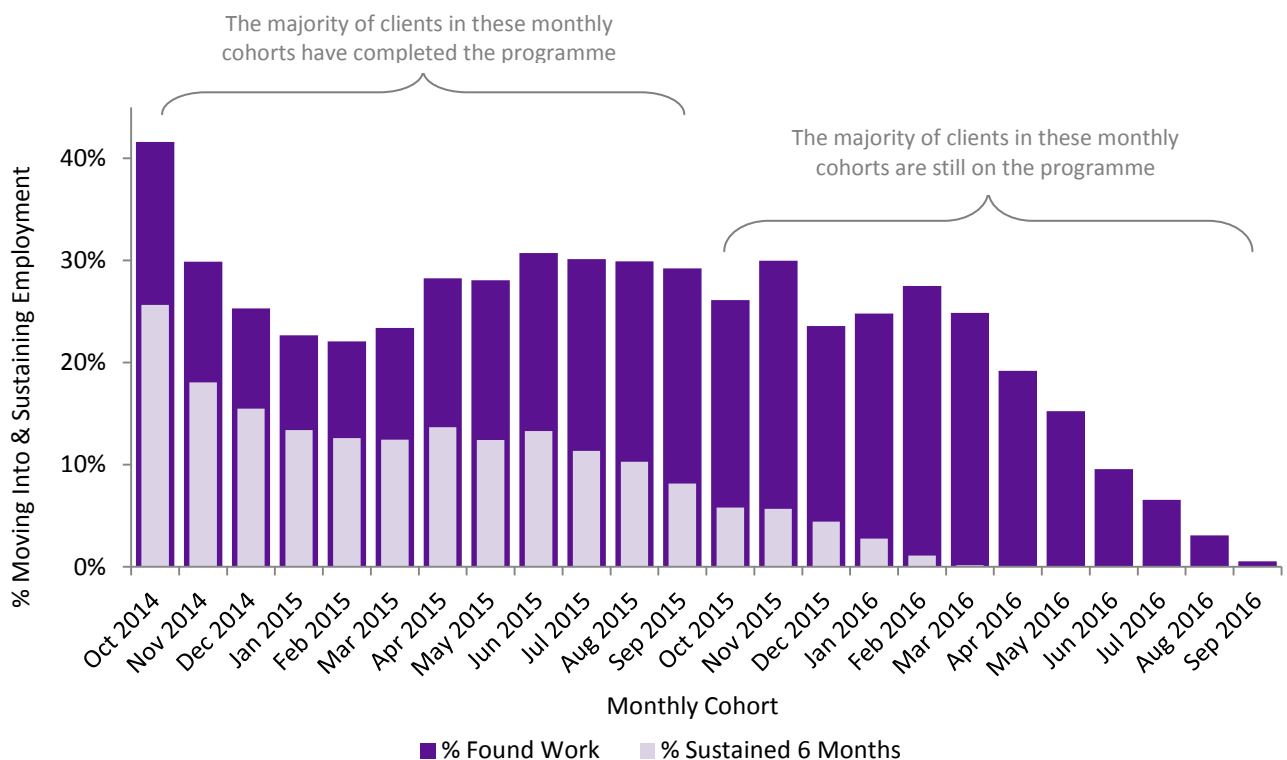
Section 5 – Moves to Employment & Sustainment (October 2014 to September 2016)

Moves to Employment and Sustainment by Month – October 2014 to September 2016 Starts

Table 5.1a and **Figure 10** show the percentage of clients who have moved into employment and the percentage who have sustained their employment for a period of 6 months for all monthly cohorts (October 2014 to September 2016). **The majority of clients from the latter cohorts are still on the programme and still have time remaining in which to find and sustain work. The percentage of clients moving into and sustaining work from these cohorts is therefore anticipated to increase in the coming months.**

To date, the S2S programme has helped 8,011 clients from across Northern Ireland into employment, 3,514 of which have now sustained their employment for at least 6 months. As expected the percentage of participants moving into and sustaining employment generally decreases as the length of time clients have spent on the programme decreases.

Figure 10: Percentage of Starts on Steps 2 Success in Northern Ireland who Moved Into and Sustained Employment by Monthly Cohort (Oct 14 to Sep 16)



The majority of clients who started the programme in October 2014 were from the JSA 18 to 24 category. This could partly explain the high percentage of clients moving into (42%) and sustaining (26%) employment from this monthly cohort.

Figure 10 shows that there is a dip in the percentage of clients moving into and sustaining employment for clients starting the programme during the period November 2014 to March 2015. This corresponds with the months in which a large number of longer term claimants were phased onto the programme. These clients were further from the labour market and were likely to find it more difficult to find and sustain employment. See [user guidance](#) for full details.

For further information on the overall programme performance by Contract Area to date see [Tables 5.1b – 5.1d](#).

Statistical Tables

TABLE	TITLE	PAGE
SECTION 1: REFERRALS TO AND STARTS ON STEPS 2 SUCCESS (Oct 14 to Sep 16)		
1.1	Referrals to Steps 2 Success by Month	18
1.2	Referrals to Steps 2 Success by Local Government District 2014	19
1.3	Starts on Steps 2 Success by Month	20
1.4	Starts on Steps 2 Success by Equality Group	21
1.5	Starts on Steps 2 Success by Lead Contractor	22
1.6	Starts on Steps 2 Success by Local Government District 2014	23
1.7	Starts on Steps 2 Success by Northern Ireland Multiple Deprivation Measure 2010	24
SECTION 2: OCCUPANCY ON STEPS 2 SUCCESS (Dec 14 to Sep 16)		
2.1	Occupancy on Steps 2 Success at Quarter End by Contract Area and Client Group	25
SECTION 3: MOVES TO EMPLOYMENT (Oct 14 to Sep 15)		
3.1a	Number of Starts on Steps 2 Success who Moved Into Employment by Monthly Cohort	26
3.1b	Percentage of Starts on Steps 2 Success who Moved Into Employment by Monthly Cohort	27
3.2a	Number of Starts on Steps 2 Success who Moved Into Employment by Lead Contractor	28
3.2b	Percentage of Starts on Steps 2 Success who Moved Into Employment by Lead Contractor	28
3.3a	Number of Starts on Steps 2 Success who Moved Into Employment by Equality Group	29
3.3b	Percentage of Starts on Steps 2 Success who Moved Into Employment by Equality Group	30
3.4a	Number of Starts on Steps 2 Success who Moved Into Employment by Local Government District 2014	31
3.4b	Percentage of Starts on Steps 2 Success who Moved Into Employment by Local Government District 2014	32
3.5a	Number of Starts on Steps 2 Success who Moved Into Employment by Northern Ireland Multiple Deprivation Measure 2010	33
3.5b	Percentage of Starts on Steps 2 Success who Moved Into Employment by Northern Ireland Multiple Deprivation Measure 2010	34

SECTION 4: SUSTAINMENT (Oct 14 to Mar 15)

4.1a	Number of Starts on Steps 2 Success who Sustained Employment for 6 Months by Monthly Cohort	35
4.1b	Percentage of Starts on Steps 2 Success who Sustained Employment for 6 Months by Monthly Cohort	35
4.2a	Number of Starts on Steps 2 Success who Sustained Employment for 6 Months by Lead Contractor	36
4.2b	Percentage of Starts on Steps 2 Success who Sustained Employment for 6 Months by Lead Contractor	36

SECTION 5: MOVES TO EMPLOYMENT & SUSTAINMENT (Oct 14 to Sep 16)

5.1a	Number of Starts on Steps 2 Success in Northern Ireland who Moved Into and Sustained Employment by Monthly Cohort	37
5.1b	Number of Starts on Steps 2 Success in the Belfast Region who Moved Into and Sustained Employment by Monthly Cohort	38
5.1c	Number of Starts on Steps 2 Success in the Northern Region who Moved Into and Sustained Employment by Monthly Cohort	39
5.1d	Number of Starts on Steps 2 Success in the Southern Region who Moved Into and Sustained Employment by Monthly Cohort	40

Section 1: Referrals and Starts

Table 1.1 – Referrals to Steps 2 Success by Month (Oct 2014 to Sep 2016)

Month of Referral	Client Group				Total
	JSA 18 - 24	JSA 25+	JSA Early Entry	ESA WRAG & Voluntary	
Oct 2014	935	295	37	14	1,281
Nov 2014	1,342	3,738	47	11	5,138
Dec 2014	631	3,956	57	1	4,645
Jan 2015	485	4,972	416	2	5,875
Feb 2015	459	1,561	1,028	1	3,049
Mar 2015	377	898	249	2	1,526
Apr 2015	388	851	102	1	1,342
May 2015	358	701	42	1	1,102
Jun 2015	606	741	24	1	1,372
Jul 2015	358	683	98	1	1,140
Aug 2015	273	727	83	2	1,085
Sep 2015	272	777	15	0	1,064
Oct 2015	291	704	13	1	1,009
Nov 2015	221	534	9	1	765
Dec 2015	178	338	7	0	523
Jan 2016	201	449	7	0	657
Feb 2016	184	400	5	0	589
Mar 2016	197	348	5	0	550
Apr 2016	282	378	5	0	665
May 2016	401	519	2	2	924
Jun 2016	588	1,309	5	0	1,902
Jul 2016	341	1,207	2	2	1,552
Aug 2016	314	1,607	2	1	1,924
Sep 2016	329	1,418	7	2	1,756
Total	10,011	29,111	2,267	46	41,435

Notes:

1. The Steps 2 Success programme was introduced across Northern Ireland on 20th October 2014.
2. A referral is the point at which a client is referred by their Employment Service Advisor within the Job Centre/Jobs & Benefit Office to the Steps 2 Success programme. It is expected that the client will normally start the programme within 15 working days of the referral.
3. The large numbers experienced in the first few months were due to the phased referral of clients who became eligible for the programme before it started. See [user guidance](#) for full details.
4. A number of referrals to S2S made during the period April to June 2016 were originally incorrectly coded as Early Entrants; this has been amended for this bulletin.

**Table 1.2 – Referrals to Steps 2 Success by Local Government District 2014
(Oct 2014 to Sep 2016)**

Local Government District 2014	Client Group				Total
	JSA 18 - 24	JSA 25+	JSA Early Entry	ESA WRAG & Voluntary	
Antrim and Newtownabbey	565	1,381	91	3	2,040
Ards and North Down	686	1,995	161	5	2,847
Armagh City, Banbridge and Craigavon	865	2,591	190	6	3,652
Belfast	2,563	7,313	697	9	10,582
Causeway Coast and Glens	819	2,349	69	2	3,239
Derry City and Strabane	1,656	4,736	549	3	6,944
Fermanagh and Omagh	463	1,715	71	3	2,252
Lisburn and Castlereagh	484	1,172	69	1	1,726
Mid and East Antrim	526	1,626	68	1	2,221
Mid Ulster	454	1,343	63	7	1,867
Newry, Mourne and Down	823	2,553	218	5	3,599
Unknown	107	337	21	1	466
Total	10,011	29,111	2,267	46	41,435

Notes:

1. The Steps 2 Success programme was introduced across Northern Ireland on 20th October 2014.
2. A referral is the point at which a client is referred by their Employment Service Advisor within the Job Centre/Jobs & Benefit Office to the Steps 2 Success programme. It is expected that the client will normally start the programme within 15 working days of the referral.

Table 1.3 – Starts on Steps 2 Success by Month (Oct 2014 to Sep 2016)

Monthly Cohort	Client Group				Total
	JSA 18 - 24	JSA 25+	JSA Early Entry	ESA WRAG & Voluntary	
Oct 2014	160	56	8	2	226
Nov 2014	1,351	1,148	45	17	2,561
Dec 2014	516	3,481	20	1	4,018
Jan 2015	515	4,048	70	0	4,633
Feb 2015	381	2,601	631	3	3,616
Mar 2015	337	1,308	548	0	2,193
Apr 2015	336	992	212	3	1,543
May 2015	325	752	98	1	1,176
Jun 2015	498	770	53	1	1,322
Jul 2015	368	696	54	1	1,119
Aug 2015	291	694	122	0	1,107
Sep 2015	267	756	54	1	1,078
Oct 2015	260	773	14	2	1,049
Nov 2015	234	582	11	0	827
Dec 2015	158	372	12	1	543
Jan 2016	206	471	7	1	685
Feb 2016	199	419	15	0	633
Mar 2016	185	383	11	0	579
Apr 2016	211	305	5	0	521
May 2016	292	400	3	0	695
Jun 2016	497	928	6	1	1,432
Jul 2016	309	875	4	1	1,189
Aug 2016	286	1,368	1	0	1,655
Sep 2016	249	1,254	0	1	1,504
Total	8,431	25,432	2,004	37	35,904

Notes:

1. The Steps 2 Success programme was introduced across Northern Ireland on 20th October 2014.
2. A client is deemed to have started Steps 2 Success on the date they have their first meeting with the Contractor.
3. The large numbers experienced in the first few months were due to the phased referral of clients who became eligible for the programme before it started. See [user guidance](#) for full details.
4. A number of those starting S2S during the period April to June 2016 were originally incorrectly coded as Early Entrants; this has been amended for this bulletin.

Table 1.4 – Starts on Steps 2 Success by Equality Group (Oct 2014 to Sep 2016)

Equality Group	Client Group			Total
	JSA 18 - 24	JSA 25+	Other	
All	8,431	25,432	2,041	35,904
Male	6,091	18,255	1,525	25,871
Female	2,340	7,177	516	10,033
% Male	72%	72%	75%	72%
Catholic	3,942	12,733	1,108	17,783
Protestant	3,119	9,135	629	12,883
Other	415	1,382	118	1,915
Not Known	955	2,182	186	3,323
% Catholic	47%	50%	54%	50%
% Protestant	37%	36%	31%	36%
White	8,323	24,441	1,939	34,703
Non White	107	588	60	755
Not Known	1	403	42	446
% White	99%	96%	95%	97%
No Dependants	8,107	19,018	1,537	28,662
With Dependants	324	6,414	504	7,242
Not Known	0	0	0	0
% With Dependants	4%	25%	25%	20%
Non Disabled	7,333	20,074	1,650	29,057
Disabled	893	4,511	305	5,709
Not Known	205	847	86	1,138
% Disabled	11%	18%	15%	16%
Single	8,195	16,944	1,354	26,493
Married/Co-Habiting	200	2,807	247	3,254
Widowed/Separated/Divorced	18	5,515	418	5,951
Not Known	18	166	22	206
% Single	97%	67%	66%	74%
Aged < 25	8,431	0	62	8,493
Aged 25-49	0	18,033	1,274	19,307
Aged 50+	0	7,399	705	8,104
% Aged 50+	0%	29%	35%	23%

Notes:

1. The Steps 2 Success programme was introduced across Northern Ireland on 20th October 2014.
2. A client is deemed to have started Steps 2 Success on the date they have their first meeting with the Contractor.
3. JSA Early Entry, ESA WRAG & Voluntary clients have been combined into 'Other' category to avoid disclosing sensitive information.

**Table 1.5 – Starts on Steps 2 Success by Lead Contractor
(Oct 2014 to Sep 2016)**

Lead Contractor	Contract Area	Client Group				Total
		JSA 18 - 24	JSA 25+	JSA Early Entry	ESA WRAG & Voluntary	
Ingeus UK	Belfast Region	3,036	8,951	777	11	12,775
PeoplePlus NI	Northern Region	3,040	9,010	724	8	12,782
Reed In Partnership	Southern Region	2,355	7,471	503	18	10,347
Total	Northern Ireland	8,431	25,432	2,004	37	35,904

Notes:

1. The Steps 2 Success programme was introduced across Northern Ireland on 20th October 2014.
2. A client is deemed to have started Steps 2 Success on the date they have their first meeting with the Contractor.
3. PeoplePlus NI was previously known as EOS NI.

**Table 1.6 – Starts on Steps 2 Success by Local Government District 2014
(Oct 2014 to Sep 2016)**

Local Government District 2014	Client Group				Total Starts	Population Aged 18-64	Average Monthly Starts per 1000 Population
	JSA 18 - 24	JSA 25+	JSA Early Entry	ESA WRAG & Voluntary			
Antrim & Newtownabbey	459	1,175	79	3	1,716	84,952	0.8
Ards & North Down	576	1,733	144	4	2,457	93,391	1.1
Armagh City, Banbridge & Craigavon	786	2,357	169	6	3,318	124,312	1.1
Belfast	2,074	6,162	589	8	8,833	212,940	1.7
Causeway Coast & Glens	708	2,070	63	2	2,843	86,148	1.4
Derry City & Strabane	1,397	4,154	507	2	6,060	91,532	2.8
Fermanagh & Omagh	404	1,528	68	3	2,003	69,161	1.2
Lisburn & Castlereagh	393	1,043	52	0	1,488	84,255	0.7
Mid & East Antrim	434	1,437	59	0	1,930	82,446	1.0
Mid Ulster	394	1,201	53	5	1,653	86,784	0.8
Newry, Mourne & Down	717	2,305	202	4	3,228	105,500	1.3
Unknown	89	267	19	0	375	-	-
Total	8,431	25,432	2,004	37	35,904	1,121,421	1.3

Notes:

1. The Steps 2 Success programme was introduced across Northern Ireland on 20th October 2014.
2. A client is deemed to have started Steps 2 Success on the date they have their first meeting with the Contractor.
3. Population figures are sourced from NINIS midyear population estimates for 2014/15.

Table 1.7 – Starts on Steps 2 Success by Northern Ireland Multiple Deprivation Measure 2010 (Oct 2014 to Sep 2016)

Northern Ireland Multiple Deprivation Measure 2010 Quintile	Client Group				Total
	JSA 18 - 24	JSA 25+	JSA Early Entry	ESA WRAG & Voluntary	
Quintile 1 (most deprived)	3,498	10,279	968	12	14,757
Quintile 2	1,953	6,331	435	10	8,729
Quintile 3	1,328	4,161	285	8	5,782
Quintile 4	1,038	2,990	181	7	4,216
Quintile 5 (least deprived)	525	1,406	116	0	2,047
Unknown	89	265	19	0	373
Total	8,431	25,432	2,004	37	35,904

Notes:

1. The Steps 2 Success programme was introduced across Northern Ireland on 20th October 2014.
2. A client is deemed to have started Steps 2 Success on the date they have their first meeting with the Contractor.
3. The Northern Ireland Multiple Deprivation Measure 2010 is the official measure of deprivation in Northern Ireland and provides a relative measure of deprivation in small areas. Please refer to the user guidance section for further information.

Section 2: Occupancy

Table 2.1 – Occupancy on Steps 2 Success at Quarter End by Contract Area and Client Group (Dec 2014 to Sep 2016)

Quarter	Client Group	Contract Area			Total Occupancy
		Belfast Region	Northern Region	Southern Region	
Dec 2014	JSA 18-24	815	629	583	2,027
	JSA 25+	1,236	1,707	1,742	4,685
	JSA Early Entry	28	18	27	73
	ESA WRAG & Voluntary	5	3	12	20
	Total	2,084	2,357	2,364	6,805
Mar 2015	JSA 18-24	1,182	1,113	965	3,260
	JSA 25+	4,066	4,559	4,014	12,639
	JSA Early Entry	378	560	384	1,322
	ESA WRAG & Voluntary	7	4	12	23
	Total	5,633	6,236	5,375	17,244
Jun 2015	JSA 18-24	1,566	1,554	1,299	4,419
	JSA 25+	5,125	5,376	4,650	15,151
	JSA Early Entry	616	644	424	1,684
	ESA WRAG & Voluntary	8	6	14	28
	Total	7,315	7,580	6,387	21,282
Sep 2015	JSA 18-24	1,913	1,884	1,547	5,344
	JSA 25+	6,005	6,015	5,273	17,293
	JSA Early Entry	735	697	479	1,911
	ESA WRAG & Voluntary	9	7	14	30
	Total	8,662	8,603	7,313	24,578
Dec 2015	JSA 18-24	1,360	1,496	1,117	3,973
	JSA 25+	5,424	4,982	3,950	14,356
	JSA Early Entry	752	704	492	1,948
	ESA WRAG & Voluntary	4	5	4	13
	Total	7,540	7,187	5,563	20,290
Mar 2016	JSA 18-24	1,205	1,205	879	3,289
	JSA 25+	3,026	2,540	1,995	7,561
	JSA Early Entry	769	716	496	1,981
	ESA WRAG & Voluntary	3	4	4	11
	Total	5,003	4,465	3,374	12,842
Jun 2016	JSA 18-24	1,155	1,184	826	3,165
	JSA 25+	2,515	2,377	1,942	6,834
	JSA Early Entry	747	706	470	1,923
	ESA WRAG & Voluntary	2	2	3	7
	Total	4,419	4,269	3,241	11,929
Sep 2016	JSA 18-24	1,123	1,248	866	3,237
	JSA 25+	2,940	3,217	2,336	8,493
	JSA Early Entry	342	243	175	760
	ESA WRAG & Voluntary	2	2	3	8
	Total	4,407	4,710	3,381	12,498

Notes:

1. The Steps 2 Success programme was introduced across Northern Ireland on 20th October 2014.
2. Figures relate to the number of clients on the S2S programme on the last day of the quarter.
3. Occupancy figures may continue to fluctuate after the occupancy date due to delays in recording end dates for clients who complete/leave the programme.

Section 3: Moves to Employment (Oct 14 to Sep 15)

Table 3.1a – Number of Starts on Steps 2 Success from October 2014 to September 2015 who Moved Into Employment by Monthly Cohort

Monthly Cohort	Client Group				Total
	JSA 18 - 24	JSA 25+	JSA Early Entry	ESA WRAG & Voluntary	
Oct 2014	69	19	6	0	94
Nov 2014	436	310	14	5	765
Dec 2014	180	830	7	0	1,017
Jan 2015	159	877	15	0	1,051
Feb 2015	114	569	113	2	798
Mar 2015	125	295	93	0	513
Apr 2015	132	260	42	2	436
May 2015	123	186	21	0	330
Jun 2015	190	199	17	0	406
Jul 2015	134	194	9	0	337
Aug 2015	109	191	31	0	331
Sep 2015	107	193	15	0	315
Total	1,878	4,123	383	9	6,393

Notes:

1. The Steps 2 Success programme was introduced across Northern Ireland on 20th October 2014.
2. A client is deemed to have started Steps 2 Success on the date they have their first meeting with the Contractor.
3. Moves to Employment are based on the number of approved job entry payments. See user guidance for further information.
4. Due to the time given for clients to find work and for Lead Contractors to claim payments, final into employment figures for each monthly cohort will not be available until approximately 6 months after all clients within the group have completed the programme. The figures will continue to be updated in future Statistical Bulletins prior to finalisation.

Table 3.1b – Percentage of Starts on Steps 2 Success from October 2014 to September 2015 who Moved Into Employment by Monthly Cohort

Monthly Cohort	Client Group				Total
	JSA 18 - 24	JSA 25+	JSA Early Entry	ESA WRAG & Voluntary	
Oct 2014	43%	34%	75%	0%	42%
Nov 2014	32%	27%	31%	29%	30%
Dec 2014	35%	24%	35%	0%	25%
Jan 2015	31%	22%	21%	-	23%
Feb 2015	30%	22%	18%	67%	22%
Mar 2015	37%	23%	17%	-	23%
Apr 2015	39%	26%	20%	67%	28%
May 2015	38%	25%	21%	0%	28%
Jun 2015	38%	26%	32%	0%	31%
Jul 2015	36%	28%	17%	0%	30%
Aug 2015	37%	28%	25%	-	30%
Sep 2015	40%	26%	28%	0%	29%
Total	35%	24%	20%	30%	26%
Expected Performance Level	35%	30%	19%	20%	28%

Notes:

1. The Steps 2 Success programme was introduced across Northern Ireland on 20th October 2014.
2. A client is deemed to have started Steps 2 Success on the date they have their first meeting with the Contractor.
3. Moves to Employment are based on the number of approved job entry payments. See user guidance for further information.
4. Due to the time given for clients to find work and for Lead Contractors to claim payments, final into employment figures for each monthly cohort will not be available until approximately 6 months after all clients within the group have completed the programme. The figures will continue to be updated in future Statistical Bulletins prior to finalisation.

Table 3.2a – Number of Starts on Steps 2 Success from October 2014 to September 2015 who Moved Into Employment by Lead Contractor

Lead Contractor	Contract Area	Client Group				Total
		JSA 18 - 24	JSA 25+	JSA Early Entry	ESA WRAG & Voluntary	
Ingeus UK	Belfast Region	678	1,430	155	3	2,266
PeoplePlus NI	Northern Region	587	1,183	105	4	1,879
Reed In Partnership	Southern Region	613	1,510	123	2	2,248
Total	Northern Ireland	1,878	4,123	383	9	6,393

Table 3.2b – Percentage of Starts on Steps 2 Success from October 2014 to September 2015 who Moved Into Employment by Lead Contractor

Lead Contractor	Contract Area	Client Group				Total
		JSA 18 - 24	JSA 25+	JSA Early Entry	ESA WRAG & Voluntary	
Ingeus UK	Belfast Region	35%	24%	21%	33%	26%
PeoplePlus NI	Northern Region	31%	20%	15%	57%	22%
Reed In Partnership	Southern Region	40%	29%	26%	14%	31%
Total	Northern Ireland	35%	24%	20%	30%	26%
Expected Performance Level		35%	30%	19%	20%	28%

Notes:

1. The Steps 2 Success programme was introduced across Northern Ireland on 20th October 2014.
2. A client is deemed to have started Steps 2 Success on the date they have their first meeting with the Contractor.
3. Moves to Employment are based on the number of approved job entry payments. See user guidance for further information.
4. Due to the time given for clients to find work and for Lead Contractors to claim payments, final into employment figures for each monthly cohort will not be available until approximately 6 months after all clients within the group have completed the programme. The figures will continue to be updated in future Statistical Bulletins prior to finalisation.
5. PeoplePlus NI was previously known as EOS NI.

Table 3.3a – Number of Starts on Steps 2 Success from October 2014 to September 2015 who Moved Into Employment by Equality Group

Equality Group	Client Group			Total
	JSA 18 - 24	JSA 25+	Other	
All	1,878	4,123	392	6,393
Male	1,370	2,943	276	4,589
Female	508	1,180	116	1,804
Catholic	855	2,056	202	3,113
Protestant	725	1,403	122	2,250
Other	105	286	36	427
Not Known	193	378	32	603
White	1,863	3,941	375	6,179
Non White	15	119	7	141
Not Known	0	63	10	73
No Dependants	1,820	2,977	274	5,071
With Dependants	58	1,146	118	1,322
Not Known	0	0	0	0
Non Disabled	1,710	3,576	337	5,623
Disabled	129	438	43	610
Not Known	0	0	0	0
Single	1,822	2,810	255	4,887
Married/Co-Habiting	48	484	46	578
Widowed/Separated/Divorced	3	803	86	892
Not Known	5	26	5	36
Aged < 25	1,878	0	20	1,898
Aged 25-49	0	3,360	280	3,640
Aged 50+	0	763	92	855

Notes:

1. The Steps 2 Success programme was introduced across Northern Ireland on 20th October 2014.
2. A client is deemed to have started Steps 2 Success on the date they have their first meeting with the Contractor.
3. Moves to Employment are based on the number of approved job entry payments. See user guidance for further information.
4. Due to the time given for clients to find work and for Lead Contractors to claim payments, final into employment figures for each monthly cohort will not be available until approximately 6 months after all clients within the group have completed the programme. The figures will continue to be updated in future Statistical Bulletins prior to finalisation.
5. JSA Early Entry, ESA WRAG & Voluntary clients have been combined into 'Other' category to avoid disclosing sensitive information.

Table 3.3b – Percentage of Starts on Steps 2 Success from October 2014 to September 2015 who Moved Into Employment by Equality Group

Equality Group	Client Group			Total
	JSA 18 - 24	JSA 25+	Other	
All	35%	24%	20%	26%
Male	35%	24%	19%	26%
Female	35%	24%	23%	26%
Catholic	34%	23%	19%	25%
Protestant	37%	23%	21%	26%
Other	38%	30%	32%	32%
Not Known	34%	25%	18%	27%
White	35%	24%	20%	26%
Non White	23%	29%	12%	27%
Not Known	0%	23%	25%	23%
No Dependants	36%	23%	19%	26%
With Dependants	24%	26%	24%	26%
Not Known	-	-	-	-
Non Disabled	37%	26%	22%	28%
Disabled	24%	14%	15%	16%
Not Known	30%	19%	14%	20%
Single	35%	25%	20%	27%
Married/Co-Habiting	33%	24%	19%	24%
Widowed/Separated/Divorced	38%	21%	21%	21%
Not Known	83%	21%	24%	24%
Aged < 25	35%	-	39%	35%
Aged 25-49	-	27%	23%	27%
Aged 50+	-	15%	13%	15%

Notes:

1. The Steps 2 Success programme was introduced across Northern Ireland on 20th October 2014.
2. A client is deemed to have started Steps 2 Success on the date they have their first meeting with the Contractor.
3. Moves to Employment are based on the number of approved job entry payments. See user guidance for further information.
4. Due to the time given for clients to find work and for Lead Contractors to claim payments, final into employment figures for each monthly cohort will not be available until approximately 6 months after all clients within the group have completed the programme. The figures will continue to be updated in future Statistical Bulletins prior to finalisation.
5. JSA Early Entry, ESA WRAG & Voluntary clients have been combined into 'Other' category to avoid disclosing sensitive information.

Table 3.4a – Number of Starts on Steps 2 Success from October 2014 to September 2015 who Moved Into Employment by Local Government District 2014

Local Government District 2014	Client Group				Total
	JSA 18 - 24	JSA 25+	JSA Early Entry	ESA WRAG & Voluntary	
Antrim & Newtownabbey	107	201	17	3	328
Ards & North Down	124	266	21	2	413
Armagh City, Banbridge & Craigavon	239	505	58	0	802
Belfast	474	1,008	122	2	1,606
Causeway Coast & Glens	146	292	18	0	456
Derry City & Strabane	228	460	53	0	741
Fermanagh & Omagh	94	262	11	0	367
Lisburn & Castlereagh	87	161	14	0	262
Mid & East Antrim	94	222	14	0	330
Mid Ulster	98	222	10	2	332
Newry, Mourne & Down	168	480	41	0	689
Unknown	19	44	4	0	67
Total	1,878	4,123	383	9	6,393

Notes:

1. The Steps 2 Success programme was introduced across Northern Ireland on 20th October 2014.
2. A client is deemed to have started Steps 2 Success on the date they have their first meeting with the Contractor.
3. Moves to Employment are based on the number of approved job entry payments. See user guidance for further information.
4. Due to the time given for clients to find work and for Lead Contractors to claim payments, final into employment figures for each monthly cohort will not be available until approximately 6 months after all clients within the group have completed the programme. The figures will continue to be updated in future Statistical Bulletins prior to finalisation.

Table 3.4b – Percentage of Starts on Steps 2 Success from October 2014 to September 2015 who Moved Into Employment by Local Government District 2014

Local Government District 2014	Client Group				Total
	JSA 18 - 24	JSA 25+	JSA Early Entry	ESA WRAG & Voluntary	
Antrim & Newtownabbey	37%	26%	24%	100%	29%
Ards & North Down	33%	24%	16%	67%	25%
Armagh City, Banbridge & Craigavon	46%	31%	35%	0%	34%
Belfast	36%	24%	22%	29%	26%
Causeway Coast & Glens	33%	21%	32%	0%	25%
Derry City & Strabane	27%	16%	11%	0%	18%
Fermanagh & Omagh	34%	24%	17%	0%	26%
Lisburn & Castlereagh	38%	24%	29%	-	27%
Mid & East Antrim	35%	24%	25%	-	26%
Mid Ulster	42%	28%	23%	50%	30%
Newry, Mourne & Down	36%	29%	21%	0%	30%
Unknown	31%	21%	21%	-	23%
Total	35%	24%	20%	30%	26%

Notes:

1. The Steps 2 Success programme was introduced across Northern Ireland on 20th October 2014.
2. A client is deemed to have started Steps 2 Success on the date they have their first meeting with the Contractor.
3. Moves to Employment are based on the number of approved job entry payments. See user guidance for further information.
4. Due to the time given for clients to find work and for Lead Contractors to claim payments, final into employment figures for each monthly cohort will not be available until approximately 6 months after all clients within the group have completed the programme. The figures will continue to be updated in future Statistical Bulletins prior to finalisation.

Table 3.5a – Number of Starts on Steps 2 Success from October 2014 to September 2015 who Moved Into Employment by Northern Ireland Multiple Deprivation Measure 2010

Northern Ireland Multiple Deprivation Measure 2010 Quintile	Client Group				Total
	JSA 18 - 24	JSA 25+	JSA Early Entry	ESA WRAG & Voluntary	
Quintile 1 (most deprived)	721	1,512	147	4	2,384
Quintile 2	432	1,004	91	1	1,528
Quintile 3	336	716	65	1	1,118
Quintile 4	241	553	49	3	846
Quintile 5 (least deprived)	129	294	27	0	450
Unknown	19	44	4	0	67
Total	1,878	4,123	383	9	6,393

Notes:

1. The Steps 2 Success programme was introduced across Northern Ireland on 20th October 2014.
2. A client is deemed to have started Steps 2 Success on the date they have their first meeting with the Contractor.
3. Moves to Employment are based on the number of approved job entry payments. See user guidance for further information.
4. Due to the time given for clients to find work and for Lead Contractors to claim payments, final into employment figures for each monthly cohort will not be available until approximately 6 months after all clients within the group have completed the programme. The figures will continue to be updated in future Statistical Bulletins prior to finalisation.
5. The Northern Ireland Multiple Deprivation Measure 2010 is the official measure of deprivation in Northern Ireland and provides a relative measure of deprivation in small areas. Please refer to the user guidance section for further information.

Table 3.5b – Percentage of Starts on Steps 2 Success from October 2014 to September 2015 who Moved Into Employment by Northern Ireland Multiple Deprivation Measure 2010

Northern Ireland Multiple Deprivation Measure 2010 Quintile	Client Group				Total
	JSA 18 - 24	JSA 25+	JSA Early Entry	ESA WRAG & Voluntary	
Quintile 1 (most deprived)	32%	22%	16%	40%	23%
Quintile 2	35%	23%	22%	13%	26%
Quintile 3	39%	25%	24%	17%	28%
Quintile 4	37%	28%	28%	50%	30%
Quintile 5 (least deprived)	41%	31%	25%	-	32%
Unknown	31%	21%	21%	-	23%
Total	35%	24%	20%	30%	26%

Notes:

1. The Steps 2 Success programme was introduced across Northern Ireland on 20th October 2014.
2. A client is deemed to have started Steps 2 Success on the date they have their first meeting with the Contractor.
3. Moves to Employment are based on the number of approved job entry payments. See user guidance for further information.
4. Due to the time given for clients to find work and for Lead Contractors to claim payments, final into employment figures for each monthly cohort will not be available until approximately 6 months after all clients within the group have completed the programme. The figures will continue to be updated in future Statistical Bulletins prior to finalisation.
5. The Northern Ireland Multiple Deprivation Measure 2010 is the official measure of deprivation in Northern Ireland and provides a relative measure of deprivation in small areas. Please refer to the user guidance section for further information.

Section 4: Sustainment (Oct 14 to Mar 15)

Table 4.1a – Number of Starts on Steps 2 Success from October 2014 to March 2015 who Sustained Employment for 6 Months by Monthly Cohort

Monthly Cohort	Client Group				Total
	JSA 18 - 24	JSA 25+	JSA Early Entry	ESA WRAG & Voluntary	
Oct 2014	41	14	3	0	58
Nov 2014	247	205	9	2	463
Dec 2014	102	515	6	0	623
Jan 2015	91	520	9	0	620
Feb 2015	71	340	45	0	456
Mar 2015	64	165	44	0	273
Total	616	1,759	116	2	2,493

Table 4.1b – Number of Starts on Steps 2 Success from October 2014 to March 2015 who Sustained Employment for 6 Months by Monthly Cohort

Monthly Cohort	Client Group				Total
	JSA 18 - 24	JSA 25+	JSA Early Entry	ESA WRAG & Voluntary	
Oct 2014	26%	25%	38%	0%	26%
Nov 2014	18%	18%	20%	12%	18%
Dec 2014	20%	15%	30%	0%	16%
Jan 2015	18%	13%	13%	-	13%
Feb 2015	19%	13%	7%	0%	13%
Mar 2015	19%	13%	8%	-	12%
Total	19%	14%	9%	9%	14%
Expected Performance Level	23%	21%	9%	9%	19%

Notes:

1. The Steps 2 Success programme was introduced across Northern Ireland on 20th October 2014.
2. A client is deemed to have started Steps 2 Success on the date they have their first meeting with the Contractor.
3. Six month sustainment figures are based on the number of approved 26 week sustainment payments. See user guidance for further information.
4. Due to the time given for clients to find work and for Lead Contractors to claim payments, final 6 month sustainment figures for each monthly cohort will not be available until approximately 12 months after all clients within the group have completed the programme. The figures will continue to be updated in future Statistical Bulletins prior to finalisation.

Table 4.2a – Number of Starts on Steps 2 Success from October 2014 to March 2015 who Sustained Employment for 6 Months by Lead Contractor

Lead Contractor	Contract Area	Client Group				Total
		JSA 18 - 24	JSA 25+	JSA Early Entry	ESA WRAG & Voluntary	
Ingeus UK	Belfast Region	199	516	27	1	743
PeoplePlus NI	Northern Region	181	484	38	0	703
Reed In Partnership	Southern Region	236	759	51	1	1,047
Total	Northern Ireland	616	1,759	116	2	2,493

Table 4.2b – Number of Starts on Steps 2 Success from October 2014 to March 2015 who Sustained Employment for 6 Months by Lead Contractor

Lead Contractor	Contract Area	Client Group				Total
		JSA 18 - 24	JSA 25+	JSA Early Entry	ESA WRAG & Voluntary	
Ingeus UK	Belfast Region	17%	13%	7%	14%	13%
PeoplePlus NI	Northern Region	16%	11%	7%	0%	11%
Reed In Partnership	Southern Region	24%	19%	13%	8%	19%
Total	Northern Ireland	19%	14%	9%	9%	14%
Expected Performance Level		23%	21%	9%	9%	19%

Notes:

1. The Steps 2 Success programme was introduced across Northern Ireland on 20th October 2014.
2. A client is deemed to have started Steps 2 Success on the date they have their first meeting with the Contractor.
3. Six month sustainment figures are based on the number of approved 26 week sustainment payments. See user guidance for further information.
4. Due to the time given for clients to find work and for Lead Contractors to claim payments, final 6 month sustainment figures for each monthly cohort will not be available until approximately 12 months after all clients within the group have completed the programme. The figures will continue to be updated in future Statistical Bulletins prior to finalisation.
5. PeoplePlus NI was previously known as EOS NI.

Section 5: Moves to Employment & Sustainment (Oct 2014 to Sep 16)

Table 5.1a – Number of Starts on Steps 2 Success in Northern Ireland who Moved Into and Sustained Employment by Monthly Cohort (Oct 2014 to Sep 2016)

Monthly Cohort	Starts	Number Found Work	% Found Work	% Sustained 6 Months	Months Remaining on Programme	
					JSA 18-24, JSA 25+ & Voluntary	JSA Early Entry & ESA WRAG
Oct 2014	226	94	42%	26%	0	0
Nov 2014	2,561	765	30%	18%	0	0
Dec 2014	4,018	1,017	25%	16%	0	0
Jan 2015	4,633	1,051	23%	13%	0	0
Feb 2015	3,616	798	22%	13%	0	0
Mar 2015	2,193	513	23%	12%	0	0
Apr 2015	1,543	436	28%	14%	0	0
May 2015	1,176	330	28%	12%	0	1
Jun 2015	1,322	406	31%	13%	0	2
Jul 2015	1,119	337	30%	11%	0	3
Aug 2015	1,107	331	30%	10%	0	4
Sep 2015	1,078	315	29%	8%	0	5
Oct 2015	1,049	274	26%	6%	0	6
Nov 2015	827	248	30%	6%	1	7
Dec 2015	543	128	24%	4%	2	8
Jan 2016	685	170	25%	3%	3	9
Feb 2016	633	174	27%	1%	4	10
Mar 2016	579	144	25%	0%	5	11
Apr 2016	521	100	19%		6	12
May 2016	695	106	15%		7	13
Jun 2016	1,432	137	10%		8	14
Jul 2016	1,189	78	7%		9	15
Aug 2016	1,655	51	3%		10	16
Sep 2016	1,504	8	1%		11	17
Total	35,904	8,011				

Notes:

1. The Steps 2 Success programme was introduced across Northern Ireland on 20th October 2014.
2. A client is deemed to have started Steps 2 Success on the date they have their first meeting with the Contractor.
3. Moves to Employment are based on the number of approved job entry payments. See user guidance for further information.
4. Six month sustainment figures are based on the number of approved 26 week sustainment payments. See user guidance for further information.
5. Due to the time given for clients to find work and for Lead Contractors to claim payments, final into employment and 6 month sustainment figures for each monthly cohort will not be available until approximately 6 and 12 months respectively after all clients within the group have completed the programme. The figures will continue to be updated in future Statistical Bulletins prior to finalisation.

Table 5.1b – Number of Starts on Steps 2 Success in the Belfast Region who Moved Into and Sustained Employment by Monthly Cohort (Oct 2014 to Sep 2016)

Monthly Cohort	Starts	Number Found Work	% Found Work	% Sustained 6 Months	Months Remaining on Programme	
					JSA 18-24, JSA 25+ & Voluntary	JSA Early Entry & ESA WRAG
Oct 2014	0	0	-	-	0	0
Nov 2014	892	284	32%	16%	0	0
Dec 2014	1,192	312	26%	15%	0	0
Jan 2015	1,432	339	24%	12%	0	0
Feb 2015	1,222	248	20%	13%	0	0
Mar 2015	895	205	23%	10%	0	0
Apr 2015	664	174	26%	12%	0	0
May 2015	492	131	27%	14%	0	1
Jun 2015	527	170	32%	14%	0	2
Jul 2015	463	140	30%	11%	0	3
Aug 2015	449	144	32%	10%	0	4
Sep 2015	439	119	27%	9%	0	5
Oct 2015	423	117	28%	6%	0	6
Nov 2015	295	85	29%	8%	1	7
Dec 2015	216	52	24%	5%	2	8
Jan 2016	258	64	25%	3%	3	9
Feb 2016	231	56	24%	2%	4	10
Mar 2016	237	55	23%	0%	5	11
Apr 2016	153	33	22%		6	12
May 2016	221	42	19%		7	13
Jun 2016	466	32	7%		8	14
Jul 2016	425	17	4%		9	15
Aug 2016	604	0	0%		10	16
Sep 2016	579	0	0%		11	17
Total	12,775	2,819				

Notes:

1. The Steps 2 Success programme was introduced across Northern Ireland on 20th October 2014.
2. A client is deemed to have started Steps 2 Success on the date they have their first meeting with the Contractor.
3. Moves to Employment are based on the number of approved job entry payments. See user guidance for further information.
4. Six month sustainment figures are based on the number of approved 26 week sustainment payments. See user guidance for further information.
5. Due to the time given for clients to find work and for Lead Contractors to claim payments, final into employment and 6 month sustainment figures for each monthly cohort will not be available until approximately 6 and 12 months respectively after all clients within the group have completed the programme. The figures will continue to be updated in future Statistical Bulletins prior to finalisation.

Table 5.1c – Number of Starts on Steps 2 Success in the Northern Region who Moved Into and Sustained Employment by Monthly Cohort (Oct 2014 to Sep 2016)

Monthly Cohort	Starts	Number Found Work	% Found Work	% Sustained 6 Months	Months Remaining on Programme	
					JSA 18-24, JSA 25+ & Voluntary	JSA Early Entry & ESA WRAG
Oct 2014	98	33	34%	19%	0	0
Nov 2014	830	210	25%	15%	0	0
Dec 2014	1,429	309	22%	12%	0	0
Jan 2015	1,777	328	18%	10%	0	0
Feb 2015	1,383	259	19%	9%	0	0
Mar 2015	720	144	20%	11%	0	0
Apr 2015	506	127	25%	11%	0	0
May 2015	402	103	26%	7%	0	1
Jun 2015	437	111	25%	9%	0	2
Jul 2015	349	88	25%	6%	0	3
Aug 2015	322	72	22%	5%	0	4
Sep 2015	352	95	27%	4%	0	5
Oct 2015	408	81	20%	2%	0	6
Nov 2015	328	89	27%	2%	1	7
Dec 2015	168	29	17%	1%	2	8
Jan 2016	252	41	16%	0%	3	9
Feb 2016	243	71	29%	0%	4	10
Mar 2016	171	32	19%	0%	5	11
Apr 2016	202	29	14%		6	12
May 2016	250	34	14%		7	13
Jun 2016	497	49	10%		8	14
Jul 2016	406	30	7%		9	15
Aug 2016	620	29	5%		10	16
Sep 2016	632	3	0%		11	17
Total	12,782	2,396				

Notes:

1. The Steps 2 Success programme was introduced across Northern Ireland on 20th October 2014.
2. A client is deemed to have started Steps 2 Success on the date they have their first meeting with the Contractor.
3. Moves to Employment are based on the number of approved job entry payments. See user guidance for further information.
4. Six month sustainment figures are based on the number of approved 26 week sustainment payments. See user guidance for further information.
5. Due to the time given for clients to find work and for Lead Contractors to claim payments, final into employment and 6 month sustainment figures for each monthly cohort will not be available until approximately 6 and 12 months respectively after all clients within the group have completed the programme. The figures will continue to be updated in future Statistical Bulletins prior to finalisation.

Table 5.1d – Number of Starts on Steps 2 Success in the Southern Region who Moved Into and Sustained Employment by Monthly Cohort (Oct 2014 to Sep 2016)

Monthly Cohort	Starts	Number Found Work	% Found Work	% Sustained 6 Months	Months Remaining on Programme	
					JSA 18-24, JSA 25+ & Voluntary	JSA Early Entry & ESA WRAG
Oct 2014	128	61	48%	30%	0	0
Nov 2014	839	271	32%	23%	0	0
Dec 2014	1,397	396	28%	19%	0	0
Jan 2015	1,424	384	27%	19%	0	0
Feb 2015	1,011	291	29%	17%	0	0
Mar 2015	578	164	28%	18%	0	0
Apr 2015	373	135	36%	21%	0	0
May 2015	282	96	34%	18%	0	1
Jun 2015	358	125	35%	18%	0	2
Jul 2015	307	109	36%	17%	0	3
Aug 2015	336	115	34%	16%	0	4
Sep 2015	287	101	35%	13%	0	5
Oct 2015	218	76	35%	12%	0	6
Nov 2015	204	74	36%	9%	1	7
Dec 2015	159	47	30%	8%	2	8
Jan 2016	175	65	37%	6%	3	9
Feb 2016	159	47	30%	2%	4	10
Mar 2016	171	57	33%	0%	5	11
Apr 2016	166	38	23%		6	12
May 2016	224	30	13%		7	13
Jun 2016	469	56	12%		8	14
Jul 2016	358	31	9%		9	15
Aug 2016	431	22	5%		10	16
Sep 2016	293	5	2%		11	17
Total	10,347	2,796				

Notes:

1. The Steps 2 Success programme was introduced across Northern Ireland on 20th October 2014.
2. A client is deemed to have started Steps 2 Success on the date they have their first meeting with the Contractor.
3. Moves to Employment are based on the number of approved job entry payments. See user guidance for further information.
4. Six month sustainment figures are based on the number of approved 26 week sustainment payments. See user guidance for further information.
5. Due to the time given for clients to find work and for Lead Contractors to claim payments, final into employment and 6 month sustainment figures for each monthly cohort will not be available until approximately 6 and 12 months respectively after all clients within the group have completed the programme. The figures will continue to be updated in future Statistical Bulletins prior to finalisation.

User Guidance

1. Introduction

The figures in this Statistical Bulletin cover referrals to and starts on the Steps 2 Success (S2S) programme in Northern Ireland as well as the number of participants moving into employment. Steps 2 Success was introduced on 20th October 2014 in replace of the Steps to Work (StW) programme. The aim of the programme is to assist people who are unemployed or economically inactive to find and sustain employment.

The nidirect [website](#) contains further information on the programme.

2. Eligibility

Jobseeker's Allowance Clients

Participation on Steps 2 Success is a mandatory requirement for all Jobseeker's Allowance (JSA) claimants who are:

- Aged between 18 and 24 and have been claiming JSA for 9 months or more;
- Aged 25 and over and have been claiming for 12 months or more.

JSA claimants, who, in the opinion of their Employment Adviser, have significant barriers to work which cannot be addressed by the Working Age Service, may be considered for referral to the Steps 2 Success programme at an early stage.

JSA Credits Only clients do not have to participate on Steps 2 Success as a mandatory client. They can participate on the programme on a voluntary basis if they and their Employment Adviser are of the opinion that this is the most cost effective and appropriate route for them.

Employment and Support Allowance Clients

Employment and Support Allowance (ESA) claimants who are in the Work Related Activity Group (WRAG) can be referred to Steps 2 Success if it is agreed that Steps 2 Success would be the best opportunity to help meet their needs. Clients referred from the ESA WRAG category are expected to fully participate in the programme.

Voluntary Clients

Steps 2 Success offers access to provision to voluntary participants aged 18 or over who are existing Employment and Support Allowance clients in the Support Group, lone parents in receipt of Income Support, Carers and Pension Credit claimants who are looking to prepare for and find work and wish to join the programme. Voluntary clients are not subject to benefit sanctions at any time as there is no legislative requirement for them to prepare for or take up employment.

3. Phased Referral of Initial Clients

When Steps 2 Success was introduced on 20th October 2014 a group of clients had accumulated who were immediately eligible for the programme once it commenced. The reasons for the build up of this group are listed below:

- (i) Clients who became eligible due to the change in criteria for the JSA 25+ group. Under Steps to Work JSA clients aged 25+ were required to start the programme after claiming JSA for 18 months. For Steps 2 Success this has been reduced to 12 months. Clients who had been claiming JSA for between 12 and 18 months were therefore eligible to start the programme immediately on commencement.
- (ii) Clients who became eligible for Steps 2 Success during the gap between Steps to Work ending and Steps 2 Success starting. Steps to Work stopped taking new referrals on 30th May 2014 and Steps 2 Success commenced on 20th October 2014.
- (iii) Clients who were previously referred to Steps to Work but who had not been placed with a Contractor.
- (iv) Longer term claimants who for various reasons had remained on JSA.

The size of this group was estimated to be around 17,000. Given its magnitude a management plan was agreed with each of the three Lead Contractors to refer these clients on a phased basis over the first 6 months of the programme. Clients from the group who were aged 18 – 24 were referred in the first month of the programme, followed by those aged 25+ who had been claiming JSA for up to 3 years in months 2 to 4 and then longer term claimants aged 25+ who were referred to the JSA Early Entry category.

Clients not in this group were/are referred as and when they became eligible.

4. Programme Design

Steps 2 Success is a new approach to the delivery of employment programmes in Northern Ireland. The focus is firmly on job outcomes and Contractors are paid on the basis of results achieved. Contractors have been given freedom and flexibilities as part of the design of Steps 2 Success enabling them to focus on each individual's needs and barriers to work instead of providing a menu of provision as happened with previous employment programmes, New Deal and Steps to Work.

Steps 2 Success is being delivered by three Lead Contractors with each Contractor delivering the programme across a commercially similar (in terms of client numbers) geographical region within Northern Ireland.

Clients referred to Steps 2 Success will receive help and support from the Lead Contractor for a period of 52 or 78 weeks depending on their client category. The attachment period is 52 weeks for those clients within the JSA 18-24, JSA 25+ and voluntary categories and 78 weeks for JSA Early Entry and ESA WRAG clients. Clients remain attached to Steps 2 Success for the 52 or 78 weeks even if they find work as it is the Lead Contractor's role to help them to remain in work throughout the attachment period and beyond.

Following the completion of S2S, all JSA claimants who either remain on benefit or return to benefit for 26 weeks are required to return to the programme for a second 52 week spell.

5. Methodology and Definitions

Clients' details are recorded on the Department's Client Management System (CMS) which is installed in JobCentres/Jobs & Benefits offices throughout Northern Ireland. This is an IT system which is used to facilitate the interface with the Department's customers. It maintains a basic client record; allows the preferred occupation stated by clients to be matched against suitable vacancies; and records actions such as interviews, referrals to training opportunities and placings into jobs etc. In particular, it has been significantly enhanced to record Steps 2 Success specific actions. The CMS database can be updated manually as well as being automatically updated from other sources. This includes information provided by Lead Contractors who update client details on the Trainee Management System (TMS) which are automatically read into CMS.

The relevant data are extracted from CMS each month to form a Steps 2 Success database maintained by the Department's Analytical Services Unit. The data presented in this Statistical Bulletin are derived from the Steps 2 Success database.

The following notes explain the definitions underlying the data presented in this statistical bulletin except where these are self-explanatory – e.g. gender.

Referral: A referral is the point at which a client is referred by their Employment Service Advisor within the Job Centre/Jobs & Benefit Office to the Steps 2 Success programme. It is expected that the client will normally start the programme within 15 working days of the referral.

Starts: A client is deemed to have started Steps 2 Success on the date they have their first meeting with the Contractor. The number of starts at any point in time will always be slightly lower than the number of referrals since a start occurs after a referral and some claimants may sign off benefit or move into work after referral but before starting the programme.

Monthly Cohort: A monthly cohort is made up of all clients starting the Steps 2 Success programme within the same calendar month.

Attachment Period: The 52 or 78 week period from the programme start date during which the client receives help and support from the Lead Contractor.

Occupancy: Refers to the number of clients on the programme at a particular point in time.

Moves to Employment: The number of moves into employment is based on the number of clients within each monthly cohort that have moved into employment and for which a job entry payment has been claimed by the Lead Contractor and subsequently approved by DfC staff.

For a job entry payment to be approved

- (i) The client must have gained employment either during their attachment period or within 13 weeks of completing the S2S programme;
- (ii) The date the client moved into employment must be at least 10 working days after their programme start date;
- (iii) The employment must be for 16 or more hours per week;
- (iv) The client must be off benefit;
- (v) The client must have completed two continuous weeks of employment;
- (vi) The Lead Contractor must have recorded the employment start date on the TMS system and this must correspond with the employer's verification of employment and
- (vii) The Lead Contractor must have claimed the payment within 3 months of the client starting work.

Only one Job Entry payment can be paid per client.

6 Month Sustainment: The 6 month sustainment figures are based on the number of clients within each monthly cohort that have sustained employment for a period of 26 weeks and for which a 6 month sustainment payment has been claimed by the Lead Contractor and subsequently approved by DfC staff.

For a 6 month sustainment payment to be approved

- (i) The criteria for a job entry payment must have been met;
- (ii) The client must have sustained employment for a continuous or cumulative period of 26 weeks (accruing from and including the job start date);
- (iii) The client must have remained off benefit for the sustainment period

Cumulative sustainment is counted in weeks, which is 7 consecutive calendar days. Clients can accumulate sustained employment throughout the Attachment Period for periods of employment commencing with a two week continuous period of employment.

The Lead Contractor can also claim for sustained employment accumulated outside of the Attachment Period and if the client finds employment up to 13 weeks after the Attachment Period. However once there is a break in the client's employment (outside of the Attachment Period) of one week or more the Lead Contractor will no longer be eligible to claim for sustained employment fees, even if the individual remains off benefit.

Northern Ireland Multiple Deprivation Measure (NIMDM) 2010: The NIMDM 2010 is the official measure of deprivation in Northern Ireland and provides a relative measure of deprivation in small areas. NIMDM 2010 gives an overall measure of seven types of

deprivation: Income, Employment, Health, Education, Proximity to Services, Living Environment, and Crime and Disorder. Further information is available at [Northern Ireland Multiple Deprivation Measure 2010](#). The number of starts on Steps 2 Success is presented by Northern Ireland Multiple Deprivation Measure quintile bands: ranks 1-178 (most deprived), ranks 179-356, ranks 357-534, ranks 535-712, ranks 713-890 (least deprived). Northern Ireland Multiple Deprivation Measure ranks are based on the Super Output Area (SOA) classification of the client.

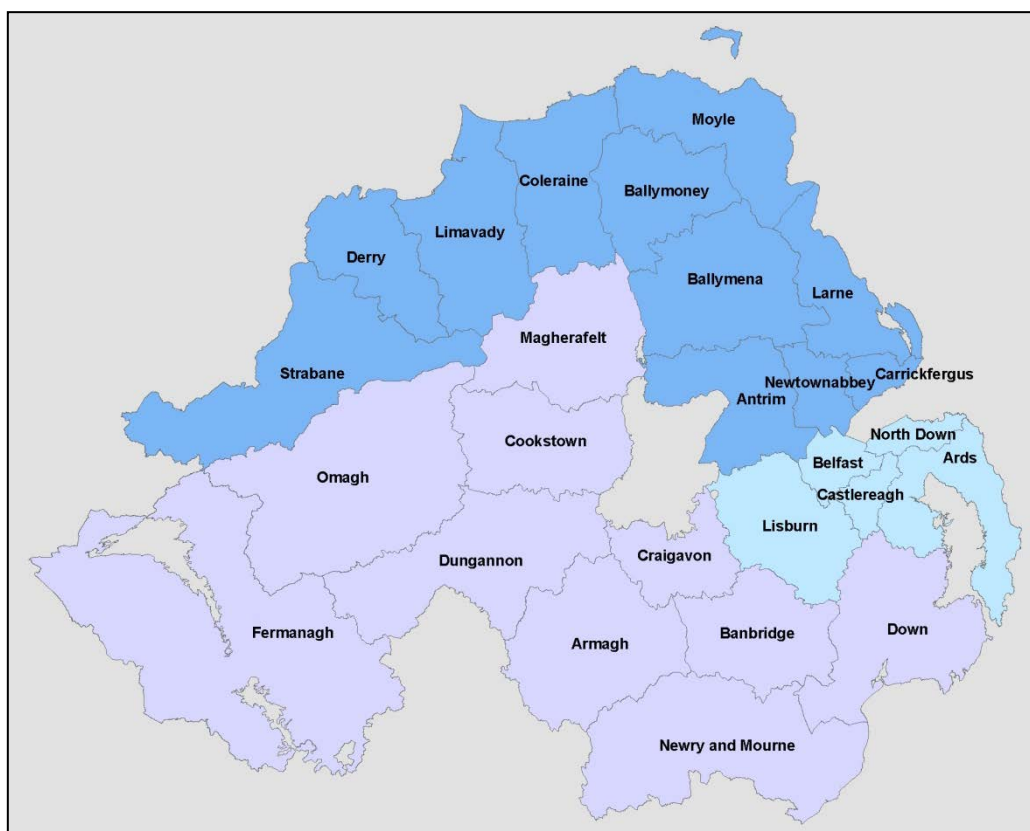
Contract Areas: The delivery of Steps 2 Success provision is provided by 3 Lead Contractors. Clients are allocated to each Contractor based on which Job Centre/Jobs & Benefit Office they are associated with. **Table 1** provides details of the 3 contract areas and their associated office areas and **Figure 1** provides a map outlining the district councils in each contract area.

Table 1: Steps 2 Success Lead Contractors and Office Areas

Contract Area	Lead Contractor	Office Areas
Belfast Region	Ingeus UK	Andersonstown, Bangor, Falls Road, Holywood Road, Knockbreda, Lisburn, Newtownards, North Belfast, Shaftesbury Square, Shankill
Northern Region	PeoplePlus NI	Antrim, Ballymena, Ballymoney, Carrickfergus, Coleraine, Foyle, Larne, Limavady, Lisnagelvin, Newtownabbey, Strabane
Southern Region	Reed in Partnership	Armagh, Ballynahinch, Banbridge, Cookstown, Downpatrick, Dungannon, Enniskillen, Kilkeel, Lurgan, Magherafelt, Newcastle, Newry, Omagh, Portadown

Note: PeoplePlus NI was previously known as EOS NI.

Figure 1: Map Outlining the District Councils in Each Contract Area



Notes:

- (1) Contract Areas are composed of DfC office areas and therefore do not completely fall within the District Council Area Boundaries.

6. Revisions Policy

Over time, as more information becomes available, estimates can be revised to improve quality and accuracy, which will provide a better picture of that being measured. As the Steps 2 Success database is built and updated from a live administrative system there is potential for some revision of statistics in the future. Any necessary revision will therefore be incorporated into future Steps 2 Success statistical publications. Revisions are expected to be minimal but may be due to database changes applied or to a lag in recording information on the system.

7. Quality Measures

Relevance: This Steps 2 Success Statistical Bulletin has been drafted following consultation with customers. The key customers within Government use the data to monitor performance of the programme and consider operational impacts of delivering the programme. There is ongoing interaction with users to ensure the data remain relevant to their needs.

Accuracy: The statistics included are representative of the administrative database (CMS) at the time of data extraction. The administrative system has in-built validation checks to minimise user error and can be interrogated to assess data quality and cross check statistics.

Validation checks are also carried out on the Steps 2 Success database. A small number of erroneous records are excluded from the Steps 2 Success database.

Timeliness and Punctuality: Data on starts are published up to the end of the previous quarter. Statistics on moves to employment will be published once sufficient time has passed to allow people time to find and sustain employment. The publication schedule for the Department for Communities can be accessed via the following link: [Statistics Publication Schedule](#).

Accessibility and Clarity: A Steps 2 Success statistical release will be published quarterly on the Department for Communities website and is free of charge. The Bulletin includes text and charts. The Bulletin is available in other formats upon request. The accompanying tables are provided in the MS Excel and Open Document Spreadsheet formats.

Comparability: The Bulletin provides data by month since the programme was introduced in Northern Ireland to enable comparisons over time. When methodological changes or other effects such as programme changes are made, every effort will be made to ensure that all previous data are amended to make them directly comparable.

8. Comparison with Great Britain Data

In Great Britain (GB) referrals to the [Work Programme](#) began in June 2011. This single Welfare to Work programme offers targeted, personalised help for those benefit claimants who need it most.

It is important to note that the Steps 2 Success programme in NI and the Work Programme in GB have significant and fundamental differences regarding target group, eligibility and the nature and extent of provision; this limits the scope to compare the performance of the two programmes.



Department for
Communities
www.communities-ni.gov.uk



This document is available in
other formats upon request

Further information:

Sharon McMichael
Analytical Services Unit
Department for Communities
Lighthouse Building
Gasworks Business Park
Belfast BT7 2JB

Tel: 028 90829349

Email: sharon.mcmichael@communities-ni.gov.uk

Web: www.communities-ni.gov.uk