



Steps 2 Success

STATISTICAL BULLETIN

Northern Ireland Statistics from October 2014 to June 2018

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Reader Information

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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 the 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.

Participation on Steps 2 Success is mandatory for all Jobseeker's Allowance (JSA) claimants and Universal Credit (UC) claimants in the Intensive Work Search Regime who are:

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

Jobseeker's Allowance (JSA) claimants and Universal Credit (UC) claimants in the Intensive Work Search Regime 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 in the Work Related Activity Group (WRAG) and their equivalent under Universal Credit will be mandated to participate on Steps 2 Success when:

- the outcome of a Work Capability Assessment has been received on or after 30th April 2018;
- the claimant has been placed or remained in the WRAG/been assessed as having a Limited Capability for Work; and
- the claimant has been in the ESA WRAG (or the equivalent regime under UC) or in receipt of a combination of work related benefits for 52 weeks or more.

Voluntary participation on Steps 2 Success can be offered to ESA WRAG clients prior to mandation and to those in the ESA Support Group, lone parents in receipt of Income Support, Carers and Pension Credit claimants as well as their equivalents under Universal Credit.

Clients remain on the programme for a period of 12 or 18 months depending on their client category.

Following the completion of S2S, all mandatory JSA/UC 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

At the end of June 2018 a total of 51,079 clients had started S2S, of which 72% were in the JSA 25+ category, 24% were in the JSA 18-24 category and 4% 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 between October 2014 and June 2017 as the majority of these clients have completed the programme. For this period 29% (13,029) of clients have moved into employment. Performance increased from 29% in the first quarter of the programme to 38% in Jan – Mar 16 but has subsequently fallen to 30% in Apr – Jun 17.

The percentage of clients moving into employment varies across the three Contract Areas from 32% in the Southern region to 31% in the Belfast region and 26% in the Northern region. The overall baseline performance level is 28%.

For the JSA 18-24 category, 40% of participants who started the programme between Oct 14 and Jun 17 have moved into employment. Performance increased to a high of 46% in Jan – Mar 16, fell to 37% in Jan – Mar 17 and has subsequently increased to 45% in the most recent quarter. During the same period the JSA 25+ category seen performance improve from 26% in the first quarter to 35% in Jan – Mar 16 before decreasing to 25% in the most recent quarter and sits at 26% overall.

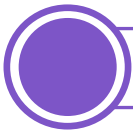
To date, the percentage of returners moving into employment has been considerably lower than for first time participants. In the most recent quarter (Apr - Jun 17) 37% of first time participants have moved into employment in comparison to only 24% of returners.

The 6 month sustainment statistics contained in the bulletin focus on those clients who started the programme between October 2014 and December 2016. For this period 19% (7,501) of clients have sustained employment for 6 months. This equates to 65% of those who moved into work.

The 12 month sustainment statistics contained in the bulletin focus on those clients who started the programme between October 2014 and June 2016. For this period 15% (4,712) of clients have sustained employment for 12 months. This equates to 50% of those who moved into work.

Early into employment figures for clients who started the programme between October 2014 and June 2018, show that Steps 2 Success has helped 14,201 clients into employment. As the majority of clients from the latter 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

The Steps 2 Success (S2S) employment programme commenced in October 2014. Up to the end of June 2018, a total of 57,710 referrals have been made to the programme. Of those referred, 89% (51,079) started within the same period.

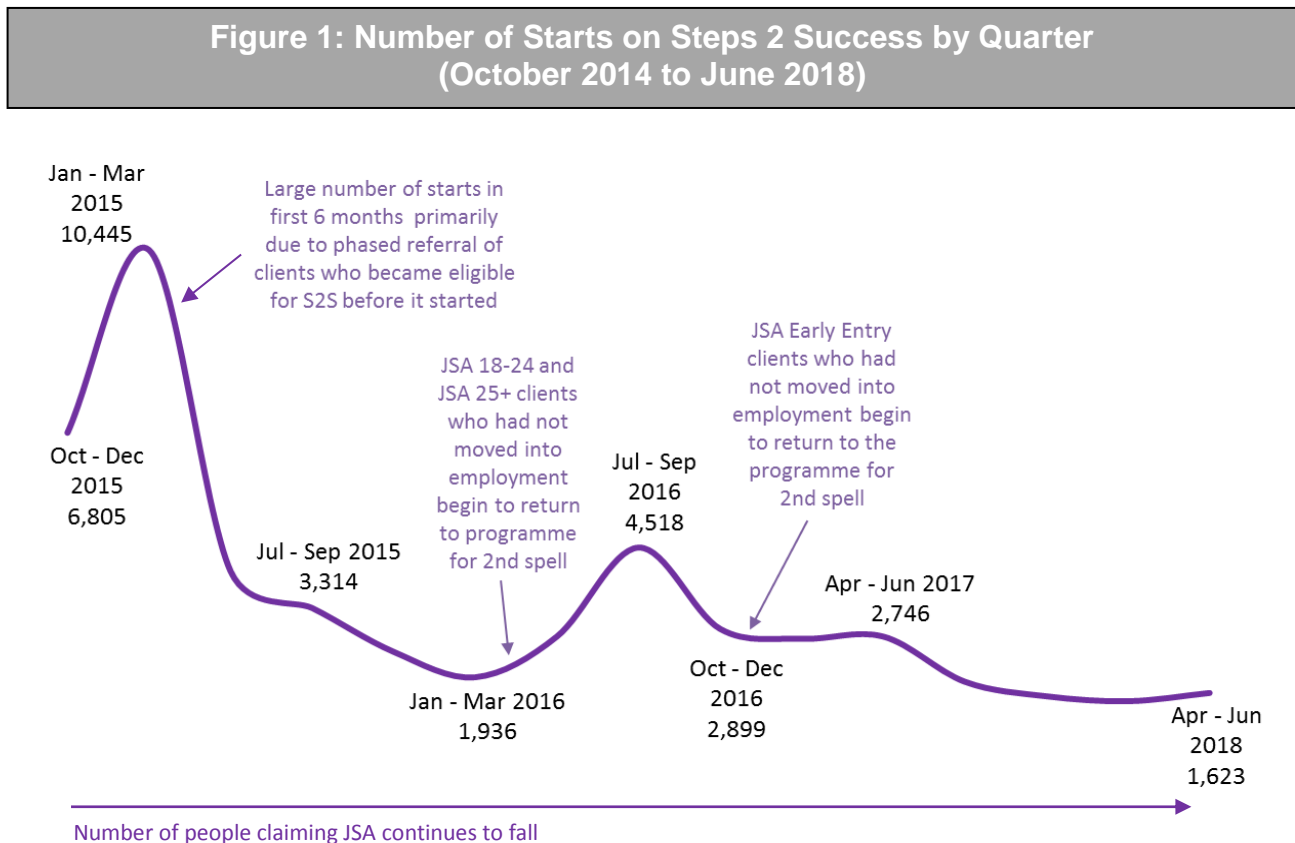
The number of referrals will always be higher than the number of starts as Lead Contractors have up to 15 working days following referral to start the client on the programme. Additionally some clients may sign off benefit or move into work after referral but before starting the programme.

Tables 1.2 – 1.6 show that the largest proportion (72%) of clients who started S2S were in the JSA 25+ category, 24% were in the JSA 18-24 category and 4% were in the JSA Early Entry category. Only a small number of ESA and Voluntary clients have started the programme.

At the end of June 2018, a total of 8,151 participants were still on the programme.

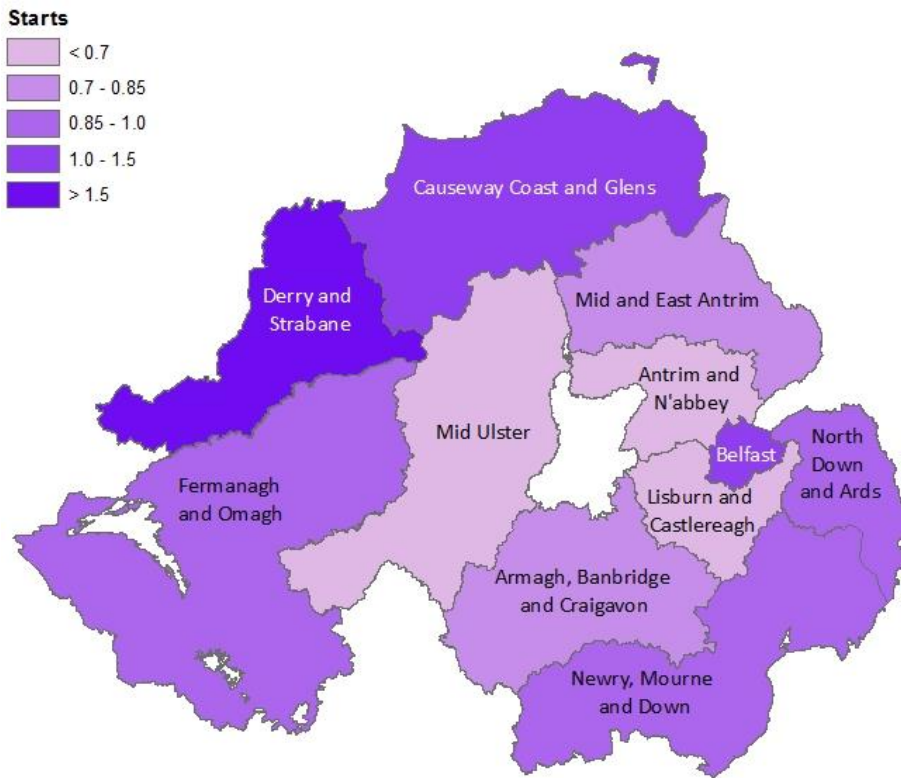
Starts by Quarter

Figure 1 and Table 1.2, show the variation in the number of clients starting the programme since its inception.



Starts by Area

Figure 2: Average Number of Monthly Starts per 1,000 Population on Steps 2 Success by Local Government District of Residence (October 2014 to June 2018)



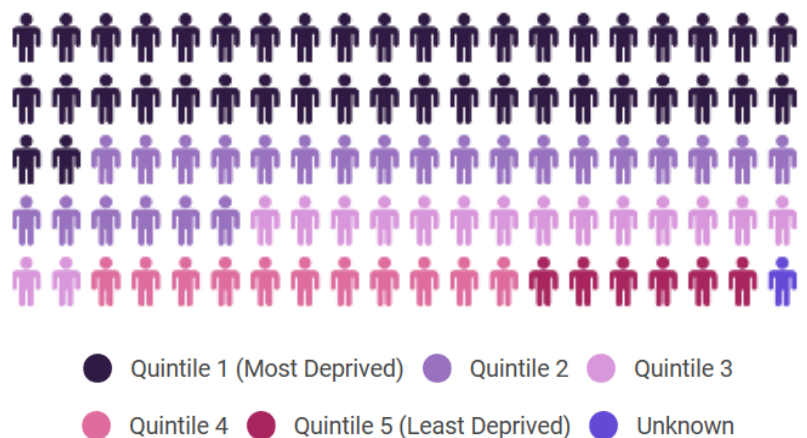
As shown in [Table 1.4](#) the number of clients starting S2S has been distributed fairly equally across the Belfast and Northern regions with 18,601 (36%) and 18,373 (36%) starts respectively; with a lower number in the Southern region – 14,105 (28%). However, analysing starts per thousand population in each district council shows a much greater level of variation (as shown in [Figure 2](#) and [Table 1.5](#)). Derry City & Strabane had 2.16 monthly starts per 1,000 residents, whilst Lisburn & Castlereagh had 0.55 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 has one of the lowest unemployment rates across Northern Ireland.

Starts by Deprivation Quintile

[Figure 3](#) and [Table 1.6](#) show that as the level of deprivation within an area increases the number of residents starting the S2S programme also increases.

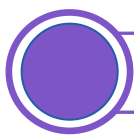
Clients from the 20% most deprived areas within Northern Ireland account for 42% of all starts on the programme, while clients from the 20% least deprived areas account for 6% of starts.

Figure 3: Percentage of Starts on Steps 2 Success by Northern Ireland Multiple Deprivation Quintile (October 2014 to June 2018)



The central aim of S2S is to assist people who are unemployed or economically inactive to find and sustain employment. Section 2 measures 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. Section 4 measures the number of clients who moved into employment and have sustained employment for 6 and 12 months. The percentage of participants moving into and sustaining employment is assessed against a set of performance indicators developed by the Department. A different baseline performance level has been set for each of the five client categories, reflecting their distance from the labour market.

Employment and sustainment figures for each cohort cannot be finalised until all clients within the cohort complete the programme and where appropriate have had sufficient time to sustain employment. Clients remain on the programme for 12 or 18 months depending on their client category. See user guidance for further details and definitions.



Section 2 - Moves to Employment (October 2014 to June 2017)

The following figures focus on clients who started S2S between October 2014 and June 2017 as the majority of these clients have now completed the programme. [Section 5](#) (page 15) provides early into employment figures for all clients who started the programme up to June 2018.

Moves to Employment by Quarter - October 2014 to June 2017 Starts

Figure 4: Percentage of October 2014 to June 2017 Starts who Moved Into Employment by Quarter and Client Category

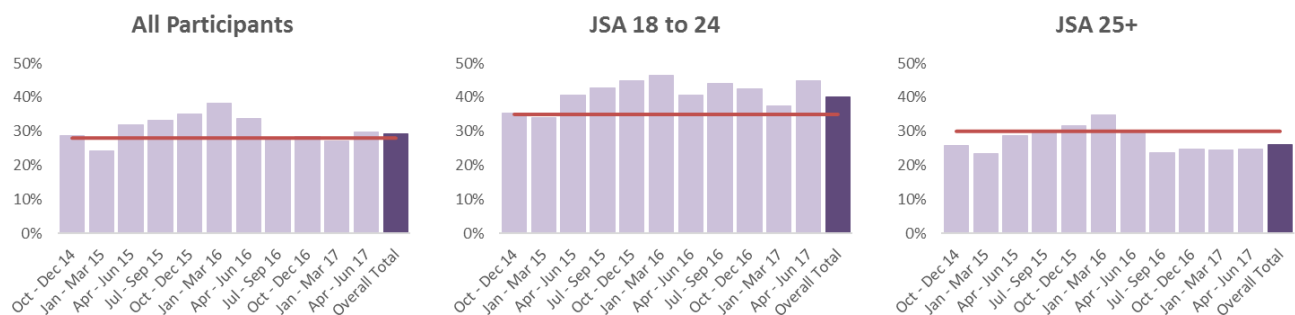


Figure 4 highlights the percentage of participants moving into employment each quarter compared to the baseline performance level (red line).

For **all participants**, the programme has exceeded the baseline level of 28% by helping 29% of participants into employment (Oct 14 to Jun 17 starts). Performance has varied between quarters, peaking at 38% in Jan – Mar 16 with a low of 24% in the second quarter of the programme.

During the second quarter a large number (over 6,000) of longer term unemployed clients started the programme. This has had a noticeable impact on performance, not only for this quarter but, due the size of this group, on programme performance as a whole.

The recent drop in programme performance is due to the low performance of participants who have returned to the programme for a second spell (see [Section 3](#) for further details).

For the **JSA 18-24** category the baseline level is 35%. The programme has surpassed this level by helping 40% of this group into employment (Oct 14 to Jun 17 starts). Performance increased to a high of 46% in Jan – Mar 16, fell to 37% in Jan – Mar 17 and has subsequently increased to 45% in the most recent quarter.

The baseline level for the **JSA 25+** group is 30%. For Oct 14 to Jun 17 starts, the programme has not achieved this level, helping only 26% into employment. Performance improved from 26% in the first quarter to 35% in Jan – Mar 16 before decreasing to 25% in the most recent quarter.

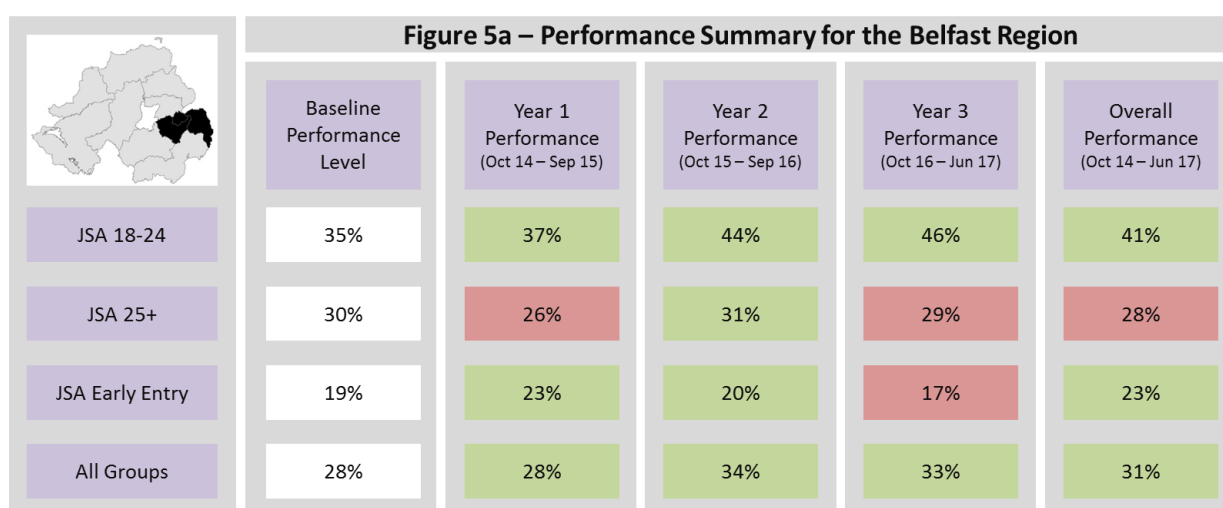
Moves to Employment by Contract Area – October 2014 to June 2017 Starts

Figures 5a – 5c highlights how each Contract Area is performing annually against the baseline performance level set for each client category. Green indicates that the baseline performance level has been met or exceeded and red indicates that baseline has not yet been met.

In general, year 1 performance was lower due to the impact of the large number of longer term unemployed clients starting during that period. Performance increased during year 2 before falling back as participants began to return to the programme for a second spell.

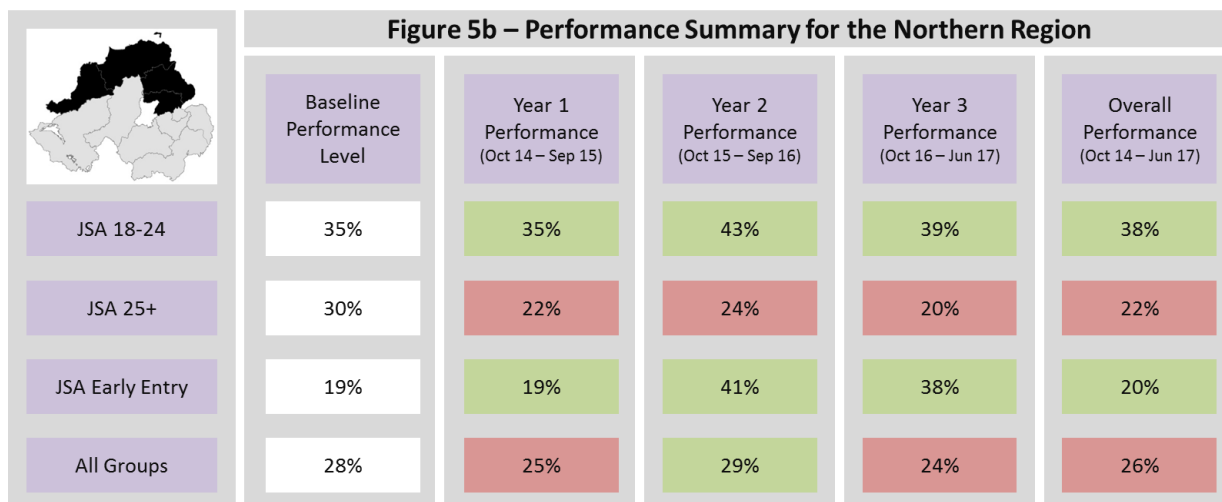
Note; care should be taken when considering variation within the JSA Early Entry category for all Contract Areas due to the small number of clients within this category for some quarters.

Belfast Region



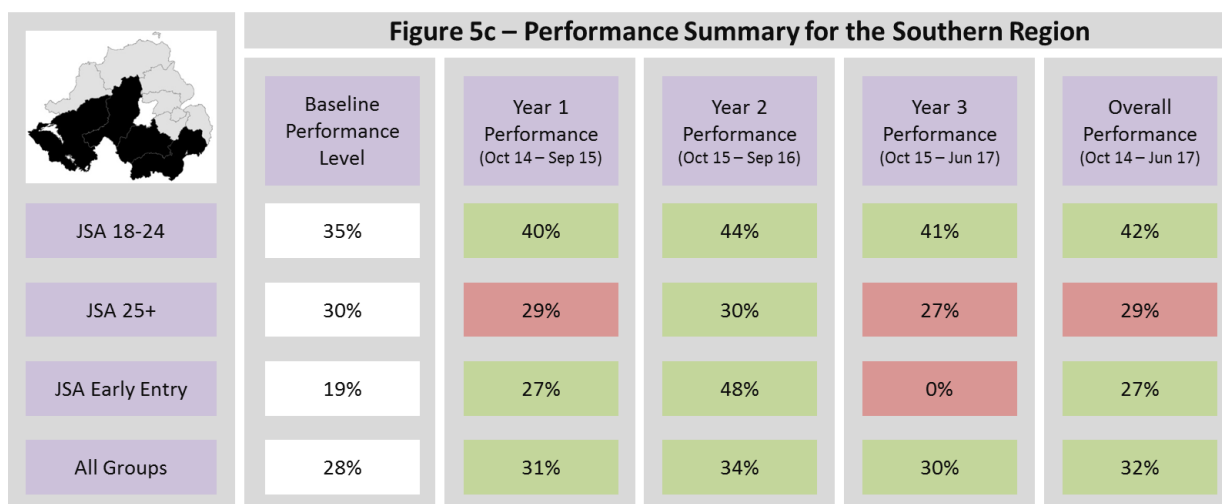
- For Oct 14 to Jun 17 starts, the Belfast region has met or exceeded baseline performance for all client categories apart from the JSA 25+ category.
- Overall the Belfast region has met the baseline performance level of 28%, achieving 28% in year 1, 34% in year 2 and 33% in year 3 to date.

Northern Region



- For clients starting Steps 2 Success during Oct 14 to Jun 17, the Northern region has only met the baseline performance level for the JSA 18-24 and JSA Early Entry client categories.
- Overall the Northern region has helped 26% of participants into employment, increasing from 25% in Year 1 to 29% in Year 2 before falling back to 24% in year 3 to date.

Southern Region



- For Oct 14 to Jun 17 starts, the Southern region has exceeded the baseline performance level for all client categories except for the JSA 25+ category.
- Overall the Southern region is performing above the baseline performance level of 28%, achieving 31% in year 1, 34% in year 2 and 30% in year 3 to date.

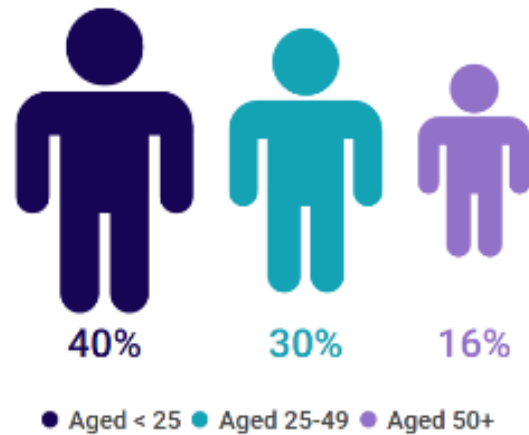
Moves to Employment by Equality Group – October 2014 to June 2017 Starts

Table 2.3b shows that the percentage of clients who started the S2S programme between October 2014 and June 2017 and have subsequently moved into employment does not vary significantly across most equality categories with the exception of disability, marital status and age.

The proportion of disabled clients moving into employment is substantially lower than that of non-disabled clients (18% and 32% respectively).

Figure 6 shows that the percentage of clients who move into employment decreases as age increases, with 40% of those aged less than 25, 30% of those aged 25-49 and 16% 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 6: Percentage of Starts from October 2014 to June 2017 by Age who Moved Into Employment



Moves to Employment by Local Government District – October 2014 to June 2017 Starts

Figure 7: Percentage of Starts from October 2014 to June 2017 by Local Government District of Residence who Moved Into Employment

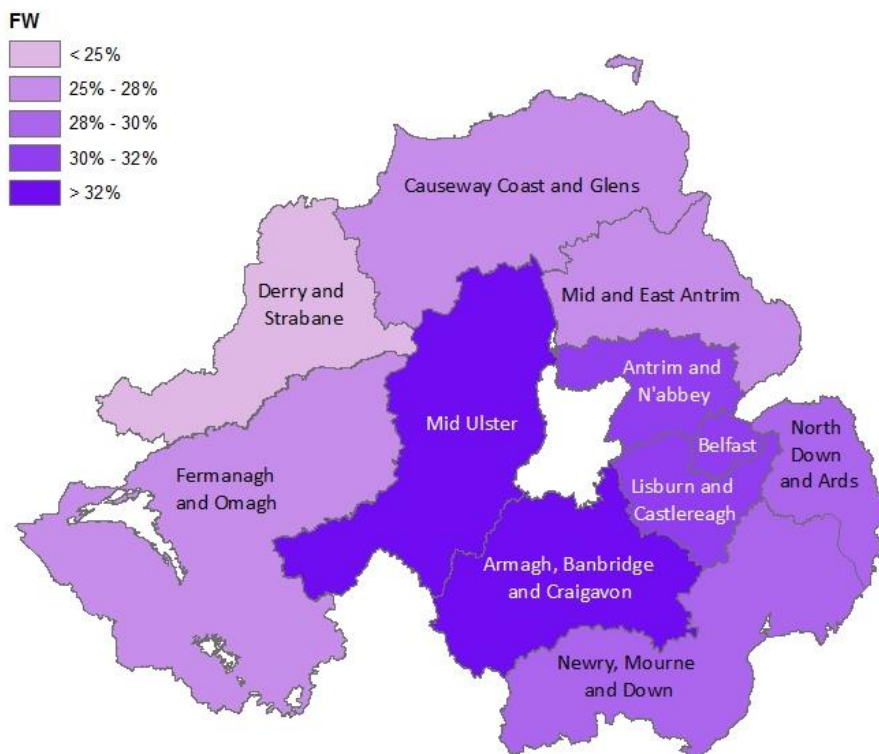
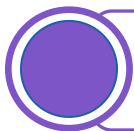


Figure 7 and Table 2.4b show the variation in the percentage of clients from the October 2014 to June 2017 monthly cohorts who have moved into employment by Local Government District of residence. Derry City and Strabane has the lowest proportion (23%) of clients moving into employment. This is also the area that has the highest number of people claiming JSA in Northern Ireland. Armagh City, Banbridge and Craigavon and Mid Ulster are the highest performing Local Government Districts with 35% of clients moving into employment.



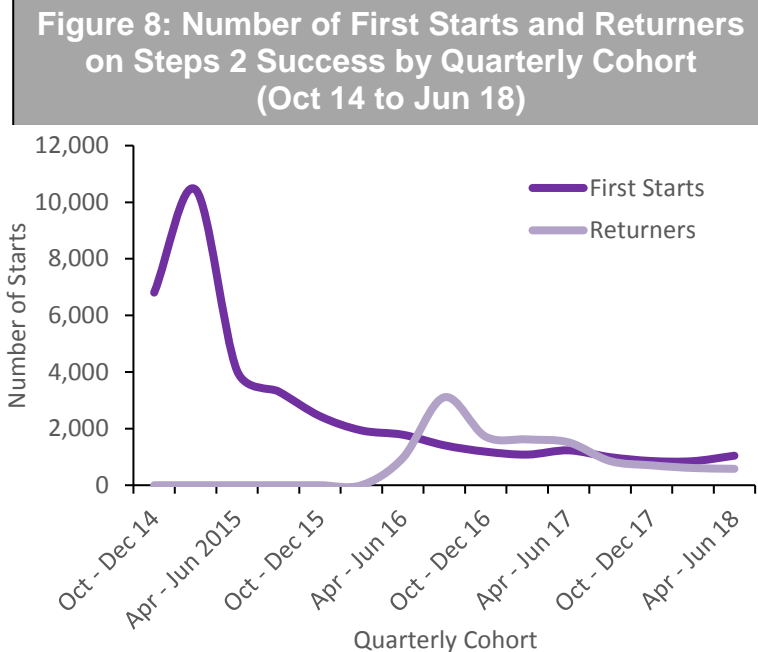
Section 3 – Comparison of First Starts & Returners (October 2014 to June 2018)

This section compares the performance of clients who are on S2S for the first time with those who have returned to the programme for a second spell.

Starts (Oct 2014 to Jun 2018)

Mandatory JSA clients who remain on or return to benefit for a period of 26 weeks following their first S2S attachment period must subsequently return to the programme for a second 12 month spell. Clients who were classified as JSA Early Entrants during their first spell on the programme are re-classified as JSA 18-24 or JSA 25+ (according to their age) upon their return to the programme. The first clients returned to S2S in April 2016 and since then a total of 11,662 participants have joined the programme for a second time.

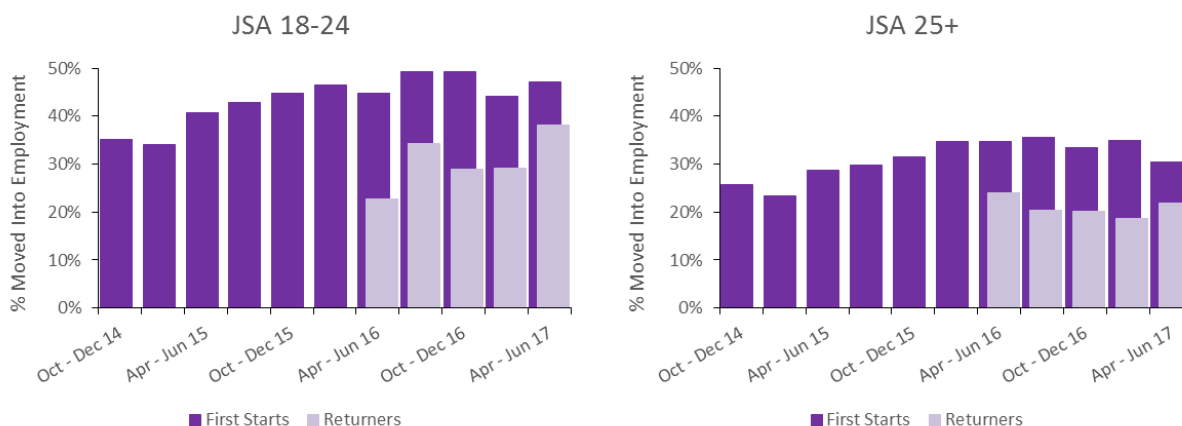
The number of returners peaked during Jul – Sep 16 when they accounted for 69% of all starts. This has since dipped to 36% of starts during Apr - Jun 18 (see [Figure 8 and Table 3.1](#)).



Moves Into Employment (Oct 2014 to Jun 2017)

To date, the percentage of returners moving into employment has been considerably lower than for first time participants. For example, in the most recent quarter (Apr - Jun 17) 37% of first time participants have moved into employment in comparison to only 24% of returners. [Figure 9 and Table 3.3](#) show how this varies by client category.

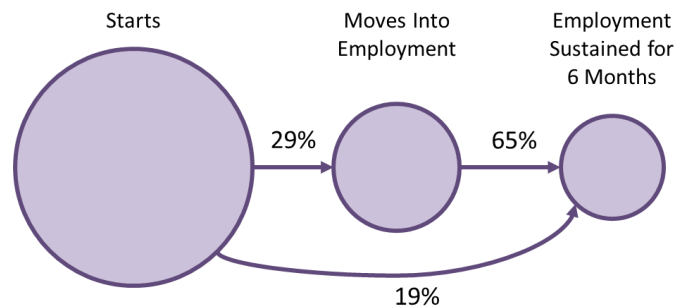
Figure 9: Percentage of First Starts and Returners on Steps 2 Success who Moved Into Employment by Quarterly Cohort (Oct 14 to Jun 17)



Section 4 – Sustained Employment (October 2014 to December 2016)

Sustainment figures, as illustrated below, can be expressed in two different ways:

- (i) As a percentage of clients who started the programme (this is how the baseline performance level has been calculated); or
- (ii) As a percentage of clients who moved into employment.



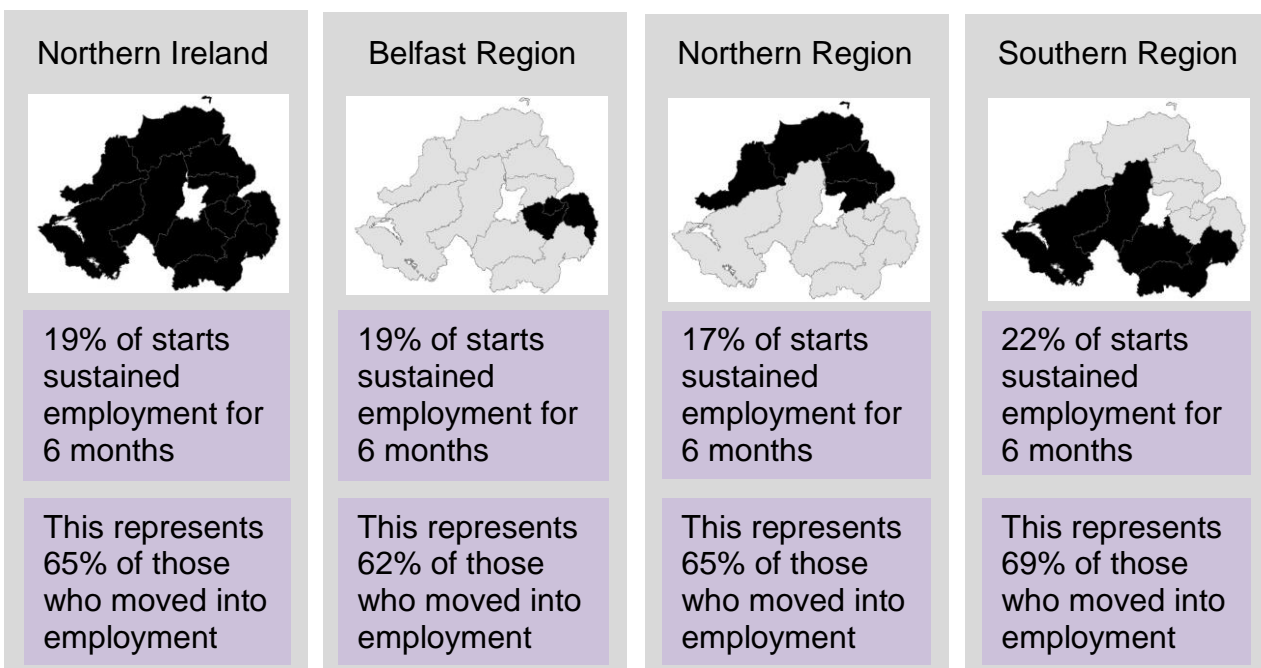
The following sustainment figures focus on starts who have had sufficient time to complete the programme and to sustain employment. [Section 5](#) (page 15) provides early sustainment figures for all starts.

6 Months Sustained Employment – October 2014 to December 2016 Starts

Of those participants who started the programme between October 2014 and December 2016, 19% have moved into employment which they have sustained for at least 6 months (this equates to 65% of those who moved into employment). This is equal to the baseline performance level of 19%.

[Figure 10 and Tables 4.2b – 4.2c](#) show how this varies across the 3 regions.

Figure 10: Percentage of Starts from October 2014 to December 2016 who Sustained Employment for 6 Months by Contract Area



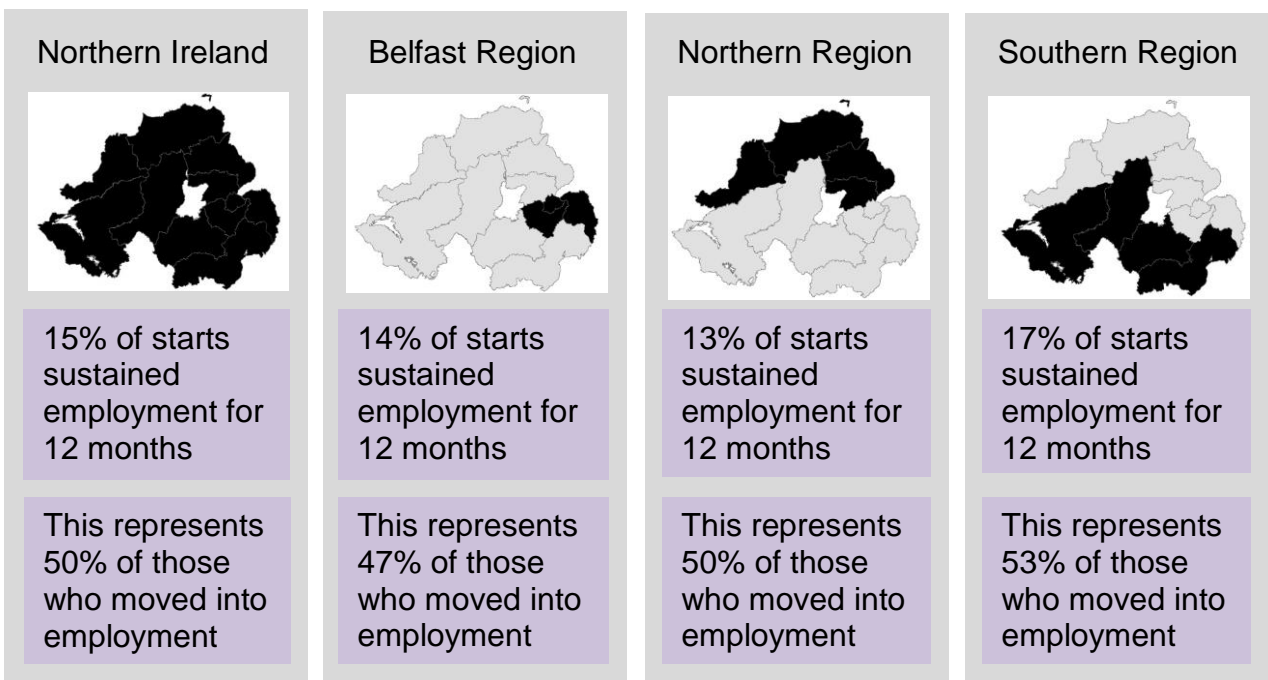
Reflecting the into employment figures, the JSA 18 to 24 category outperforms the JSA 25+ group, with 24% moving into employment which they sustain for 6 months compared to 18%. It is worth noting that, although a lower proportion of JSA 25+ participants move into employment, once they do, they are more likely to sustain employment for 6 months (67% compared to 61%).

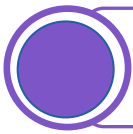
12 Months Sustained Employment – October 2014 to June 2016 Starts

Of those participants who started the programme between October 2014 and June 2016, 15% have moved into at least 12 months of sustained employment (this equates to 50% of those who moved into employment). This is equal to the baseline performance level of 15%. **Figure 11 and Tables 4.4b – 4.4c** show how this varies across the 3 regions.

Reflecting the into employment and 6 month sustainment figures, the percentage of starts in the JSA 18 to 24 year old category who sustain employment for 12 months is higher than for JSA 25+ age group, with 18% sustaining employment for 12 months compared to 14%. Again it is worth noting that, although a lower proportion of JSA 25+ participants move into employment, once they do, they are more likely to sustain employment for 12 months (52% compared to 45%).

Figure 11: Percentage of Starts from October 2014 to March 2016 who Sustained Employment for 12 Months by Contract Area





Section 5 – Moves to Employment & Sustainment (October 2014 to June 2018)

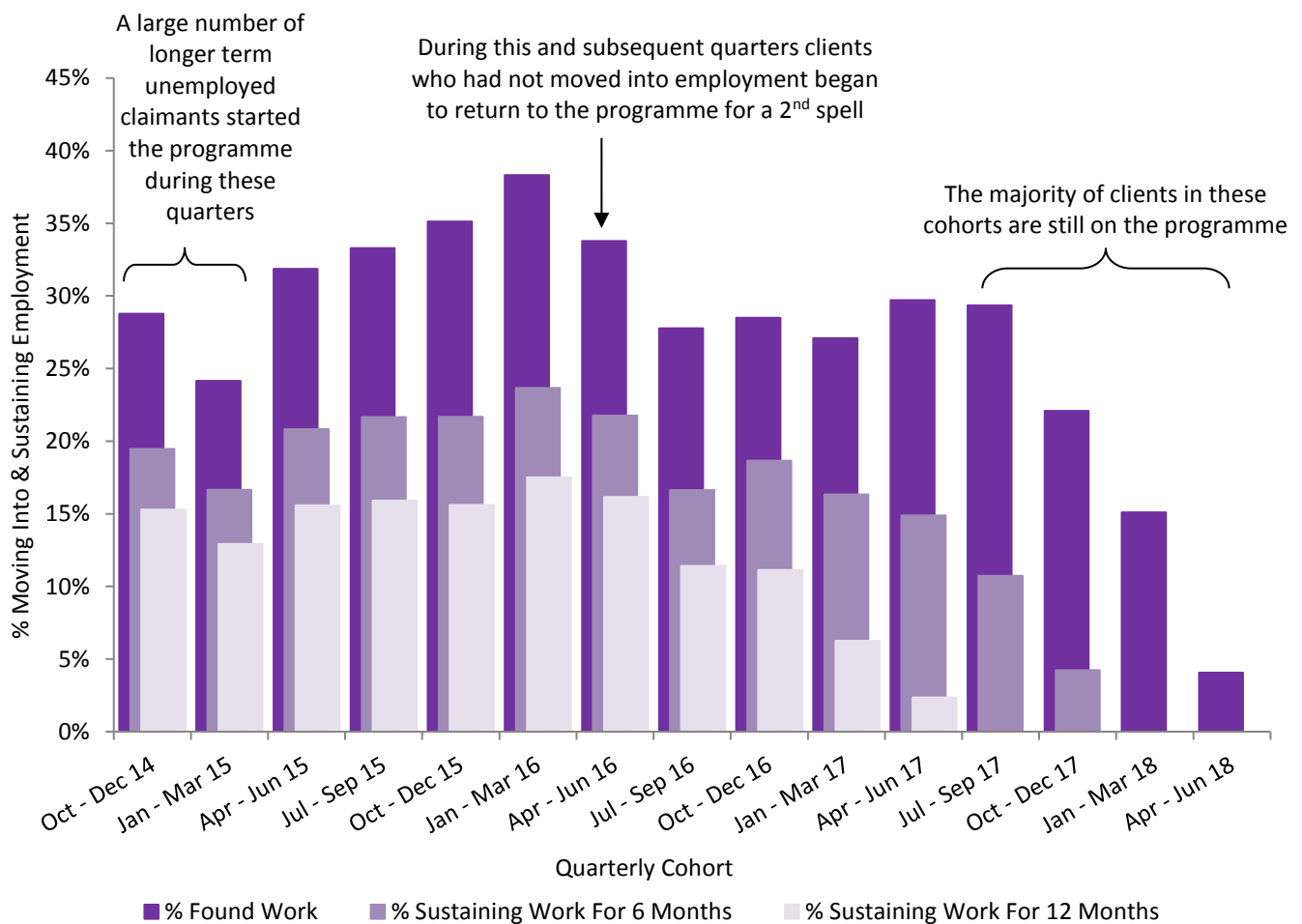
Moves to Employment and Sustainment by Month – October 2014 to June 2018 Starts

Table 5.1a and **Figure 12** show the percentage of clients who have moved into employment and the percentage who have sustained employment for periods of 6 and 12 months for all quarterly cohorts (October 2014 to June 2018). **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 14,201 clients from across Northern Ireland into employment, 8,615 of which have now sustained their employment for at least 6 months and 5,785 for at least 12 months.

For further information on the overall programme performance by Contract Area to date see **Tables 5.1b – 5.1d**.

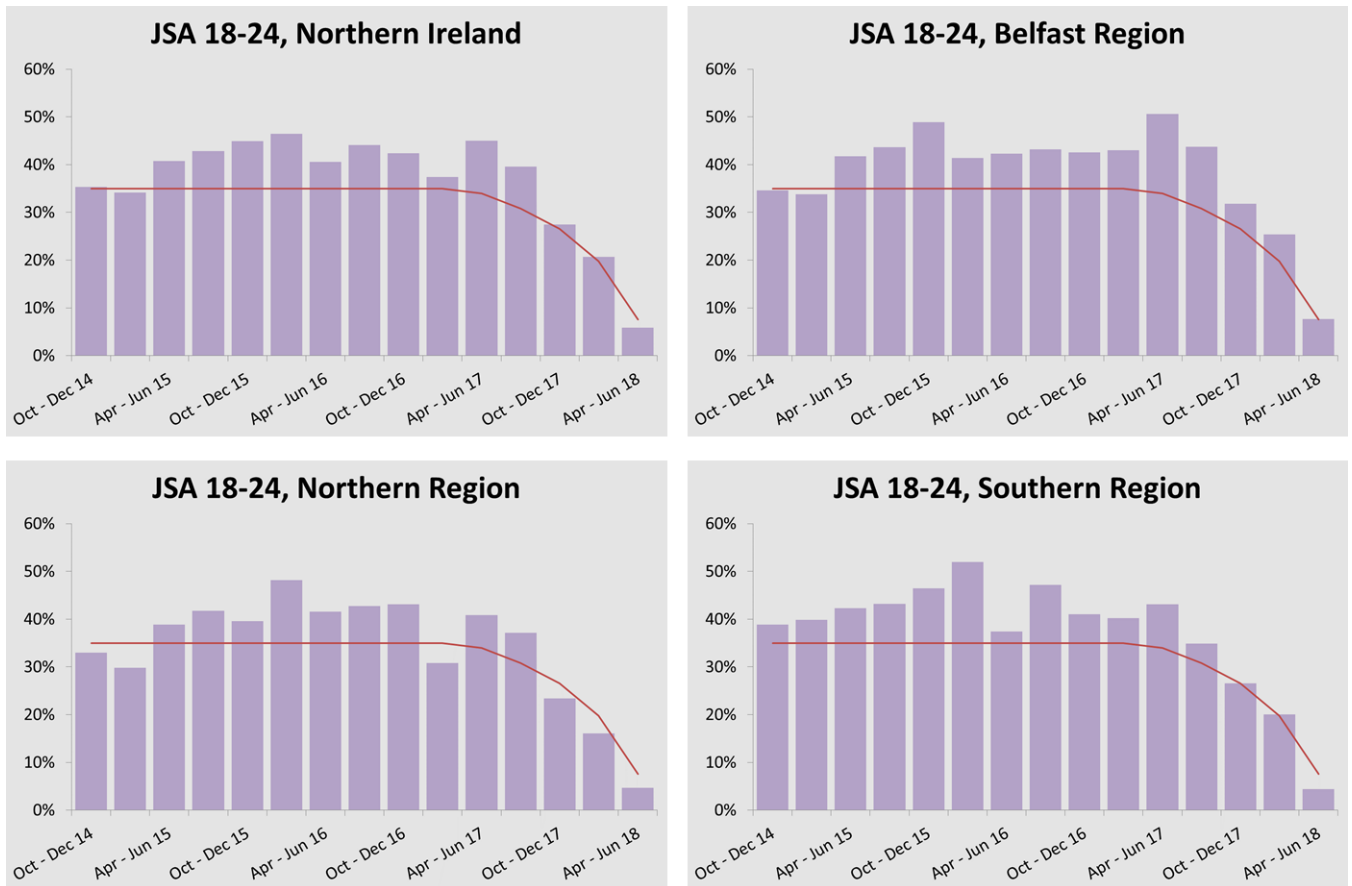
Figure 12: Percentage of Starts on Steps 2 Success in Northern Ireland who Moved Into and Sustained Employment by Quarterly Cohort (Oct 14 to Jun 18)



Moves to Employment for the JSA 18-24 Client Category – October 2014 to June 2018 Starts

In **Figure 13**, each bar highlights the percentage of participants who have moved into employment from each quarterly cohort for the JSA 18-24 category. **The red line shows how performance is expected to progress from 0%, for those who have just started the programme, towards the baseline performance level of 35%, for those who have completed their 12 months on the programme.**

Figure 13: Percentage of Starts on Steps 2 Success within the JSA 18-24 Category who Moved Into Employment by Quarterly Cohort (Oct 14 to Jun 18)

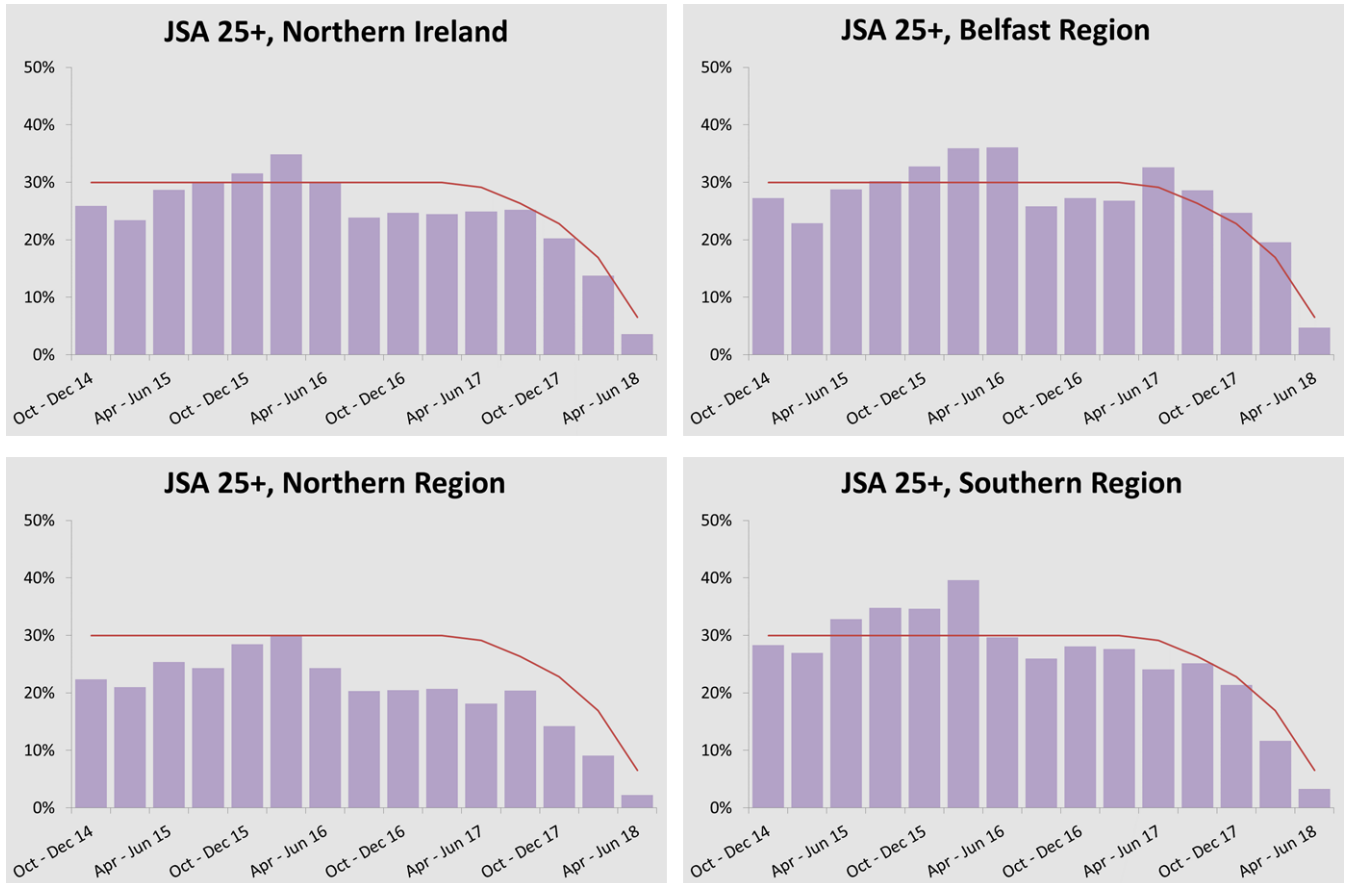


- For the JSA 18-24 category, the Northern Ireland average performance level has reached or exceeded the red line in 13 out of the 15 quarters from October 2014 to June 2018.
- Comparing the three separate regions, we can see that while the Southern region had the highest level of performance during the first 12 months of the programme (October 2014 to September 2015), all regions improved in years 2 and mainly continued to perform above baseline in year 3. The Belfast region has the highest level of performance in Year 4 to date.

Moves to Employment for the JSA 25+ Client Category – October 2014 to June 2018 Starts

Figure 14 provides the equivalent data for the JSA 25+ category. This group has a baseline performance level of 30% for those who have completed 12 months on the programme.

Figure 14: Percentage of Starts on Steps 2 Success within the JSA 25+ Category who Moved Into Employment by Quarterly Cohort (Oct 14 to Jun 18)



- For the JSA 25+ category, the Northern Ireland average performance level has reached or exceeded the red line in only 4 out of the 15 quarters from October 2014 to June 2018.
- This category has been significantly impacted by the large number of unemployed claimants who were phased onto the programme during the period from October 2014 to March 2015; this is evident from the dip in the performance level experienced within all 3 regions across this period.
- All regions showed improvements during the first half of year 2 of the programme, with the Southern and Belfast regions performing above baseline, before beginning to fall again due to the low performance of clients returning to the programme for a second spell. The Belfast region then began to perform above baseline again in April – June 2017.

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Section 1: Referrals and Starts

Table 1.1 – Referrals to Steps 2 Success by Quarter (Oct 2014 to Jun 2018)

Quarter of Referral	Client Group				Total
	JSA 18 - 24	JSA 25+	JSA Early Entry	ESA WRAG & Voluntary	
Oct - Dec 14	2,909	7,989	140	26	11,064
Jan - Mar 15	1,321	7,432	1,691	5	10,449
Apr - Jun 15	1,352	2,293	167	3	3,815
Jul - Sep 15	902	2,190	192	3	3,287
Oct - Dec 15	691	1,574	28	2	2,295
Jan - Mar 16	582	1,197	17	0	1,796
Apr - Jun 16	1,271	2,206	12	1	3,490
Jul - Sep 16	985	4,239	9	2	5,235
Oct - Dec 16	682	2,178	10	0	2,870
Jan - Mar 17	629	2,449	5	0	3,083
Apr - Jun 17	828	2,200	2	0	3,030
Jul - Sep 17	542	1,473	3	3	2,021
Oct - Dec 17	424	1,252	10	8	1,694
Jan - Mar 18	406	1,192	3	90	1,691
Apr - Jun 18	510	1,264	8	108	1,890
Total	14,034	41,128	2,297	251	57,710

Notes:

See 1a) – 1c) of the [Table Footnotes](#).

Table 1.2 – Starts on Steps 2 Success by Month (Oct 2014 to Jun 2018)

Quarterly Cohort	Client Group				Total
	JSA 18 - 24	JSA 25+	JSA Early Entry	ESA WRAG & Voluntary	
Oct - Dec 14	2,028	4,685	72	20	6,805
Jan - Mar 15	1,233	7,962	1,247	3	10,445
Apr - Jun 15	1,159	2,516	364	5	4,044
Jul - Sep 15	930	2,151	231	2	3,314
Oct - Dec 15	657	1,742	38	3	2,440
Jan - Mar 16	605	1,293	37	1	1,936
Apr - Jun 16	1,024	1,708	14	1	2,747
Jul - Sep 16	874	3,639	5	0	4,518
Oct - Dec 16	635	2,254	9	1	2,899
Jan - Mar 17	551	2,143	6	1	2,701
Apr - Jun 17	658	2,086	2	0	2,746
Jul - Sep 17	526	1,317	2	1	1,846
Oct - Dec 17	368	1,178	4	7	1,557
Jan - Mar 18	358	1,051	4	45	1,458
Apr - Jun 18	417	1,093	7	106	1,623
Total	12,023	36,818	2,042	196	51,079

Notes:

See 1a), 1c) –and 1d) of the [Table Footnotes](#).

**Table 1.3 – Starts on Steps 2 Success by Equality Group
(Oct 2014 to Jun 2018)**

Equality Group	Client Group			Total
	JSA 18 - 24	JSA 25+	Other	
All	12,023	36,818	2,238	51,079
Male	8,614	26,188	1,631	36,433
Female	3,409	10,630	607	14,646
% Male	72%	71%	73%	71%
Catholic	5,573	18,224	1,185	24,982
Protestant	4,416	13,306	704	18,426
Other	630	2,099	129	2,858
Not Known	1,404	3,189	220	4,813
% Catholic	46%	49%	53%	49%
% Protestant	37%	36%	31%	36%
White	11,807	35,407	2,126	49,340
Non White	202	907	66	1,175
Not Known	14	504	46	564
% White	98%	96%	95%	97%
No Dependants	11,409	27,440	1,715	40,564
With Dependants	614	9,378	523	10,515
% With Dependants	5%	25%	23%	21%
Non Disabled	10,317	28,453	1,709	40,479
Disabled	1,439	7,214	435	9,088
Not Known	267	1,151	94	1,512
% Disabled	12%	20%	19%	18%
Single	11,672	24,807	1,475	37,954
Married/Co-Habiting	303	3,862	279	4,444
Widowed/Separated/Divorced	24	7,942	454	8,420
Not Known	24	207	30	261
% Single	97%	67%	66%	74%
Aged < 25	12,023	0	84	12,107
Aged 25-49	0	25,731	1,380	27,111
Aged 50+	0	11,087	774	11,861
% Aged 50+	0%	30%	35%	23%

Notes:

See 1a), 1d) and 1e) of the [Table Footnotes](#).

**Table 1.4 – Starts on Steps 2 Success by Lead Contractor
(Oct 2014 to Jun 2018)**

Lead Contractor	Contract Area	Client Group				Total
		JSA 18 - 24	JSA 25+	JSA Early Entry	ESA WRAG & Voluntary	
Ingeus UK	Belfast Region	4,434	13,305	792	70	18,601
PeoplePlus NI	Northern Region	4,388	13,199	737	49	18,373
Reed In Partnership	Southern Region	3,201	10,314	513	77	14,105
Total	Northern Ireland	12,023	36,818	2,042	196	51,079

Notes:

See 1a) and 1d) of the [Table Footnotes](#).

**Table 1.5 – Starts on Steps 2 Success by Local Government District 2014
(Oct 2014 to Jun 2018)**

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 and Newtownabbey	631	1,734	84	11	2,460	84,952	0.64
Ards and North Down	886	2,605	146	24	3,661	93,391	0.87
Armagh City, Banbridge and Craigavon	1,064	3,254	174	16	4,508	124,312	0.81
Belfast	3,049	9,234	600	41	12,924	212,940	1.35
Causeway Coast and Glens	1,025	2,967	62	11	4,065	86,148	1.05
Derry City and Strabane	2,048	6,337	515	11	8,911	91,532	2.16
Fermanagh and Omagh	548	2,085	68	5	2,706	69,161	0.87
Lisburn and Castlereagh	541	1,495	49	8	2,093	84,255	0.55
Mid and East Antrim	617	2,035	69	14	2,735	82,446	0.74
Mid Ulster	548	1,701	60	30	2,339	86,784	0.60
Newry, Mourne and Down	967	3,173	207	23	4,370	105,500	0.92
Unknown	99	198	8	2	307	-	-
Total	12,023	36,818	2,042	196	51,079	1,121,421	1.01

Notes:

See 1a), 1d) and 1f) of the [Table Footnotes](#).

Table 1.6 – Starts on Steps 2 Success by Northern Ireland Multiple Deprivation Measure 2017 (Oct 2014 to Jun 2018)

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)	4,944	15,456	972	54	21,426
Quintile 2	2,823	8,712	450	53	12,038
Quintile 3	1,943	6,149	286	35	8,413
Quintile 4	1,417	4,128	194	36	5,775
Quintile 5 (least deprived)	797	2,175	132	16	3,120
Unknown	99	198	8	2	307
Total	12,023	36,818	2,042	196	51,079

Notes:

See 1a), 1d) and 1g) of the [Table Footnotes](#).

Section 2: Moves to Employment (Oct 14 to Jun 17)

Table 2.1 – Starts on Steps 2 Success from October 2014 to June 2017 who Moved Into Employment by Quarterly Cohort

(a) Number Moving Into Employment

Quarterly Cohort	Client Group				Total
	JSA 18 - 24	JSA 25+	JSA Early Entry	ESA WRAG & Voluntary	
Oct - Dec 2014	715	1,210	28	5	1,958
Jan - Mar 2015	420	1,859	242	2	2,523
Apr - Jun 2015	472	721	94	2	1,289
Jul - Sep 2015	398	640	65	0	1,103
Year 1 Total	2,005	4,430	429	9	6,873
Oct - Dec 2015	295	549	13	0	857
Jan - Mar 2016	281	450	11	0	742
Apr - Jun 2016	415	510	3	0	928
Jul - Sep 2016	385	866	4	0	1,255
Year 2 Total	1,376	2,375	31	0	3,782
Oct - Dec 2016	269	555	1	1	826
Jan - Mar 2017	206	524	2	0	732
Apr - Jun 2017	296	519	1	0	816
Year 3 Total	771	1,598	4	1	2,374
Overall Total	4,152	8,403	464	10	13,029

Notes:

See 2a) – 2d) of the [Table Footnotes](#).

(b) As a Percentage of Starts

Quarterly Cohort	Client Group				Total
	JSA 18 - 24	JSA 25+	JSA Early Entry	ESA WRAG & Voluntary	
Oct - Dec 2014	35%	26%	39%	25%	29%
Jan - Mar 2015	34%	23%	19%	67%	24%
Apr - Jun 2015	41%	29%	26%	40%	32%
Jul - Sep 2015	43%	30%	28%	0%	33%
Year 1 Total	37%	26%	22%	30%	28%
Oct - Dec 2015	45%	32%	34%	0%	35%
Jan - Mar 2016	46%	35%	30%	0%	38%
Apr - Jun 2016	41%	30%	21%	0%	34%
Jul - Sep 2016	44%	24%	80%	-	28%
Year 2 Total	44%	28%	33%	0%	32%
Oct - Dec 2016	42%	25%	11%	100%	28%
Jan - Mar 2017	37%	24%	33%	0%	27%
Apr - Jun 2017	45%	25%	50%	-	30%
Year 3 Total	42%	25%	24%	50%	28%
Overall Total	40%	26%	23%	27%	29%
Baseline Performance Level	35%	30%	19%	20%	28%

Notes:

See 2a) – 2d) of the [Table Footnotes](#).

Table 2.2 – Starts on Steps 2 Success from October 2014 to June 2017 who Moved Into Employment by Lead Contractor

(a) Number Moving Into Employment

Period	Lead Contractor	Contract Area	Client Group				Total
			JSA 18 - 24	JSA 25+	JSA Early Entry	ESA WRAG & Voluntary	
Oct 14 - Sep 15 (Year 1)	Ingeus UK	Belfast Region	719	1,557	170	3	2,449
	PeoplePlus NI	Northern Region	660	1,341	131	4	2,136
	Reed In Partnership	Southern Region	626	1,532	128	2	2,288
	Total	Northern Ireland	2,005	4,430	429	9	6,873
Oct 15 - Sep 16 (Year 2)	Ingeus UK	Belfast Region	504	922	9	0	1,435
	PeoplePlus NI	Northern Region	497	727	12	0	1,236
	Reed In Partnership	Southern Region	375	726	10	0	1,111
	Total	Northern Ireland	1,376	2,375	31	0	3,782
Oct 16 - Mar 17 (Year 3 to date)	Ingeus UK	Belfast Region	306	684	1	0	991
	PeoplePlus NI	Northern Region	288	528	3	1	820
	Reed In Partnership	Southern Region	177	386	0	0	563
	Total	Northern Ireland	771	1,598	4	1	2,374
Total	Ingeus UK	Belfast Region	1,529	3,163	180	3	4,875
	PeoplePlus NI	Northern Region	1,445	2,596	146	5	4,192
	Reed In Partnership	Southern Region	1,178	2,644	138	2	3,962
	Total	Northern Ireland	4,152	8,403	464	10	13,029

Notes:

See 2a) – 2d) of the [Table Footnotes](#).

(b) As a Percentage of Starts

Period	Lead Contractor	Contract Area	Client Group				Total
			JSA 18 - 24	JSA 25+	JSA Early Entry	ESA WRAG & Voluntary	
Oct 14 - Sep 15 (Year 1)	Ingeus UK	Belfast Region	37%	26%	23%	33%	28%
	PeoplePlus NI	Northern Region	35%	22%	19%	57%	25%
	Reed In Partnership	Southern Region	40%	29%	27%	14%	31%
	Total	Northern Ireland	37%	26%	22%	30%	28%
Oct 15 - Sep 16 (Year 2)	Ingeus UK	Belfast Region	44%	31%	20%	0%	34%
	PeoplePlus NI	Northern Region	43%	24%	41%	0%	29%
	Reed In Partnership	Southern Region	44%	30%	48%	0%	34%
	Total	Northern Ireland	44%	28%	33%	0%	32%
Oct 16 - Mar 17 (Year 3 to date)	Ingeus UK	Belfast Region	46%	29%	17%	0%	33%
	PeoplePlus NI	Northern Region	39%	20%	38%	100%	24%
	Reed In Partnership	Southern Region	41%	27%	0%	-	30%
	Total	Northern Ireland	42%	25%	24%	50%	28%
Total	Ingeus UK	Belfast Region	41%	28%	23%	27%	31%
	PeoplePlus NI	Northern Region	38%	22%	20%	56%	26%
	Reed In Partnership	Southern Region	42%	29%	27%	12%	32%
	Total	Northern Ireland	40%	26%	23%	27%	29%
Baseline Performance Level			35%	30%	19%	20%	28%

Notes:

See 2a) – 2d) of the [Table Footnotes](#).

Table 2.3 – Starts on Steps 2 Success from October 2014 to June 2017 who Moved Into Employment by Equality Group

(a) Number Moving Into Employment

Equality Group	Client Group			Total
	JSA 18 - 24	JSA 25+	Other	
All	4,152	8,403	474	13,029
Male	2,999	6,066	335	9,400
Female	1,153	2,337	139	3,629
Catholic	1,929	4,048	248	6,225
Protestant	1,520	3,004	143	4,667
Other	219	572	39	830
Not Known	484	779	44	1,307
White	4,103	8,051	453	12,607
Non White	49	244	11	304
Not Known	0	108	10	118
No Dependants	3,989	6,206	340	10,535
With Dependants	163	2,197	134	2,494
Non Disabled	3,734	7,151	409	11,294
Disabled	335	1,034	50	1,419
Not Known	83	218	15	316
Single	4,046	5,899	318	10,263
Married/Co-Habiting	93	900	55	1,048
Widowed/Separated/Divorced	6	1,560	95	1,661
Not Known	7	44	6	57
Aged < 25	4,152	0	27	4,179
Aged 25-49	0	6,801	346	7,147
Aged 50+	0	1,602	101	1,703

Notes:

See 2a) – 2e) of the [Table Footnotes](#).

(b) As a Percentage of Starts

Equality Group	Client Group			Total
	JSA 18 - 24	JSA 25+	Other	
All	40%	26%	23%	29%
Male	40%	26%	22%	29%
Female	40%	26%	26%	29%
Catholic	40%	25%	22%	28%
Protestant	40%	26%	22%	29%
Other	43%	32%	34%	35%
Not Known	41%	28%	23%	32%
White	40%	26%	23%	29%
Non White	32%	33%	18%	32%
Not Known	0%	24%	26%	25%
No Dependants	41%	26%	22%	30%
With Dependants	30%	27%	27%	28%
Non Disabled	42%	29%	25%	32%
Disabled	27%	17%	14%	18%
Not Known	37%	22%	19%	24%
Single	40%	27%	23%	31%
Married/Co-Habiting	35%	26%	22%	26%
Widowed/Separated/Divorced	27%	22%	23%	22%
Not Known	39%	25%	27%	26%
Aged < 25	40%	-	41%	40%
Aged 25-49	-	30%	27%	30%
Aged 50+	-	17%	14%	16%

Notes:

See 2a) – 2e) of the [Table Footnotes](#).

Table 2.4 – Starts on Steps 2 Success from October 2014 to June 2017 who Moved Into Employment by Local Government District 2014

(a) Number Moving Into Employment

Local Government District 2014	Client Group				Total
	JSA 18 - 24	JSA 25+	JSA Early Entry	ESA WRAG & Voluntary	
Antrim & Newtownabbey	253	395	24	3	675
Ards & North Down	271	587	24	2	884
Armagh City, Banbridge & Craigavon	440	890	61	0	1,391
Belfast	1,084	2,208	142	2	3,436
Causeway Coast & Glens	315	614	22	0	951
Derry City & Strabane	640	1,145	77	1	1,863
Fermanagh & Omagh	190	448	14	0	652
Lisburn & Castlereagh	181	367	17	0	565
Mid & East Antrim	212	423	19	0	654
Mid Ulster	213	476	17	2	708
Newry, Mourne & Down	318	790	43	0	1,151
Unknown	35	60	4	0	99
Total	4,152	8,403	464	10	13,029

(b) As a Percentage of Starts

Local Government District 2014	Client Group				Total
	JSA 18 - 24	JSA 25+	JSA Early Entry	ESA WRAG & Voluntary	
Antrim & Newtownabbey	46%	26%	29%	100%	31%
Ards & North Down	38%	27%	17%	50%	29%
Armagh City, Banbridge & Craigavon	47%	31%	35%	0%	35%
Belfast	42%	28%	24%	22%	31%
Causeway Coast & Glens	35%	23%	35%	0%	26%
Derry City & Strabane	36%	20%	15%	33%	23%
Fermanagh & Omagh	39%	24%	21%	0%	27%
Lisburn & Castlereagh	39%	28%	35%	-	31%
Mid & East Antrim	41%	24%	28%	-	28%
Mid Ulster	45%	32%	30%	40%	35%
Newry, Mourne & Down	37%	28%	21%	0%	30%
Unknown	39%	32%	50%	0%	35%
Total	40%	26%	23%	27%	29%

Notes:

See 2a) – 2d) of the [Table Footnotes](#).

Table 2.5 – Starts on Steps 2 Success from October 2014 to June 2017 who Moved Into Employment by Northern Ireland Multiple Deprivation Measure

(a) Number Moving Into Employment

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)	1,588	3,280	181	4	5,053
Quintile 2	960	1,935	112	2	3,009
Quintile 3	703	1,480	74	1	2,258
Quintile 4	547	1,024	52	3	1,626
Quintile 5 (least deprived)	319	624	41	0	984
Unknown	35	60	4	0	99
Total	4,152	8,403	464	10	13,029

(b) As a Percentage of Starts

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)	37%	24%	19%	29%	27%
Quintile 2	40%	25%	25%	22%	29%
Quintile 3	42%	28%	26%	14%	31%
Quintile 4	45%	28%	27%	60%	32%
Quintile 5 (least deprived)	48%	33%	31%	-	37%
Unknown	39%	32%	50%	0%	35%
Total	40%	26%	23%	27%	29%

Notes:

See 2a) – 2d) and 2f) of the [Table Footnotes](#).

Section 3: Comparison of First Starts and Returners (Oct 2014 to Jun 18)

Table 3.1 – Number of First Starts and Returners on Steps 2 Success in Northern Ireland from October 2014 to June 2018 by Quarterly Cohort

Quarterly Cohort	Client Group									
	First Starts					Returners				All
	JSA 18 - 24	JSA 25+	JSA Early Entry	ESA WRAG & Voluntary	Total	JSA 18 - 24	JSA 25+	ESA WRAG & Voluntary	Total	
Oct - Dec 2014	2,028	4,685	72	20	6,805	0	0	0	0	6,805
Jan - Mar 2015	1,233	7,962	1,247	3	10,445	0	0	0	0	10,445
Apr - Jun 2015	1,159	2,516	364	5	4,044	0	0	0	0	4,044
Jul - Sep 2015	930	2,151	231	2	3,314	0	0	0	0	3,314
Year 1 Total	5,350	17,314	1,914	30	24,608	0	0	0	0	24,608
Oct - Dec 2015	657	1,742	38	3	2,440	0	0	0	0	2,440
Jan - Mar 2016	605	1,293	37	1	1,936	0	0	0	0	1,936
Apr - Jun 2016	826	943	14	1	1,784	198	765	0	963	2,747
Jul - Sep 2016	571	834	5	0	1,410	303	2,805	0	3,108	4,518
Year 2 Total	2,659	4,812	94	5	7,570	501	3,570	0	4,071	11,641
Oct - Dec 2016	418	757	9	1	1,185	217	1,497	0	1,714	2,899
Jan - Mar 2017	304	771	6	1	1,082	247	1,372	0	1,619	2,701
Apr - Jun 2017	496	734	2	0	1,232	162	1,352	0	1,514	2,746
Jul - Sep 2017	396	593	2	1	992	130	724	0	854	1,846
Year 3 Total	1,614	2,855	19	3	4,491	756	4,945	0	5,701	10,192
Oct - Dec 2017	248	596	4	7	855	120	582	0	702	1,557
Jan - Mar 2018	218	583	4	45	850	140	468	0	608	1,458
Apr - Jun 2018	299	638	7	99	1,043	118	455	7	580	1,623
Year 4 Total	765	1,817	15	151	2,748	378	1,505	7	1,890	4,638
Overall Total	10,388	26,798	2,042	189	39,417	1,635	10,020	7	11,662	51,079

Notes:

See 3a) – 3d) of the [Table Footnotes](#).

Table 3.2 – Number of First Starts and Returners on Steps 2 Success in Northern Ireland from October 2014 to June 2017 who Moved Into Employment by Quarterly Cohort

Quarterly Cohort	Client Group									
	First Starts					Returners				All
	JSA 18 - 24	JSA 25+	JSA Early Entry	ESA WRAG & Voluntary	Total	JSA 18 - 24	JSA 25+	ESA WRAG & Voluntary	Total	
Oct - Dec 2014	715	1,210	28	5	1,958	0	0	0	0	1,958
Jan - Mar 2015	420	1,859	242	2	2,523	0	0	0	0	2,523
Apr - Jun 2015	472	721	94	2	1,289	0	0	0	0	1,289
Jul - Sep 2015	398	640	65	0	1,103	0	0	0	0	1,103
Year 1 Total	2,005	4,430	429	9	6,873	0	0	0	0	6,873
Oct - Dec 2015	295	549	13	0	857	0	0	0	0	857
Jan - Mar 2016	281	450	11	0	742	0	0	0	0	742
Apr - Jun 2016	370	327	3	0	700	45	183	0	228	928
Jul - Sep 2016	281	297	4	0	582	104	569	0	673	1,255
Year 2 Total	1,227	1,623	31	0	2,881	149	752	0	901	3,782
Oct - Dec 2016	206	253	1	1	461	63	302	0	365	826
Jan - Mar 2017	134	269	2	0	405	72	255	0	327	732
Apr - Jun 2017	234	224	1	0	459	62	295	0	357	816
Year 3 Total	574	746	4	1	1,325	197	852	0	1,049	2,374
Overall Total	3,806	6,799	464	10	11,079	346	1,604	0	1,950	13,029

Notes:

See 3a) – 3d) of the [Table Footnotes](#).

Table 3.3 – Percentage of First Starts and Returners on Steps 2 Success in Northern Ireland from October 2014 to June 2017 who Moved Into Employment by Quarterly Cohort

Quarterly Cohort	Client Group									
	First Starts					Returners				All
	JSA 18 - 24	JSA 25+	JSA Early Entry	ESA WRAG & Voluntary	Total	JSA 18 - 24	JSA 25+	ESA WRAG & Voluntary	Total	
Oct - Dec 2014	35%	26%	39%	25%	29%	-	-	-	-	29%
Jan - Mar 2015	34%	23%	19%	67%	24%	-	-	-	-	24%
Apr - Jun 2015	41%	29%	26%	40%	32%	-	-	-	-	32%
Jul - Sep 2015	43%	30%	28%	0%	33%	-	-	-	-	33%
Year 1 Total	37%	26%	22%	30%	28%	-	-	-	-	28%
Oct - Dec 2015	45%	32%	34%	0%	35%	-	-	-	-	35%
Jan - Mar 2016	46%	35%	30%	0%	38%	-	-	-	-	38%
Apr - Jun 2016	45%	35%	21%	0%	39%	23%	24%	-	24%	34%
Jul - Sep 2016	49%	36%	80%	-	41%	34%	20%	-	22%	28%
Year 2 Total	46%	34%	33%	0%	38%	30%	21%	-	22%	32%
Oct - Dec 2016	49%	33%	11%	100%	39%	29%	20%	-	21%	28%
Jan - Mar 2017	44%	35%	33%	0%	37%	29%	19%	-	20%	27%
Apr - Jun 2017	47%	31%	50%	-	37%	38%	22%	-	24%	30%
Year 3 Total	47%	33%	24%	50%	38%	31%	20%	-	22%	28%
Overall Total	41%	28%	23%	27%	31%	31%	21%	-	22%	29%

Notes:

See 3a) – 3d) of the [Table Footnotes](#).

Section 4: Sustainment (Oct 14 to Dec 16)

Table 4.1 – Starts on Steps 2 Success from October 2014 to December 2016 who Sustained Employment for 6 Months by Quarterly Cohort

(a) Number Sustaining Employment for 6 Months

Quarterly Cohort	Client Group				Total
	JSA 18 - 24	JSA 25+	JSA Early Entry	ESA WRAG & Voluntary	
Oct - Dec 2014	436	866	20	3	1,325
Jan - Mar 2015	280	1,288	169	2	1,739
Apr - Jun 2015	304	471	65	2	842
Jul - Sep 2015	237	438	43	0	718
Year 1 Total	1,257	3,063	297	7	4,624
Oct - Dec 2015	162	357	10	0	529
Jan - Mar 2016	166	287	5	0	458
Apr - Jun 2016	261	336	1	0	598
Jul - Sep 2016	214	534	3	0	751
Year 2 Total	803	1,514	19	0	2,336
Oct - Dec 16	164	375	1	1	541
Year 3 Total	164	375	1	1	541
Overall Total	2,224	4,952	317	8	7,501

Notes:

See 4a) – 4d) of the [Table Footnotes](#).

(b) As a Percentage of Starts

Quarterly Cohort	Client Group				Total
	JSA 18 - 24	JSA 25+	JSA Early Entry	ESA WRAG & Voluntary	
Oct - Dec 2014	21%	18%	28%	15%	19%
Jan - Mar 2015	23%	16%	14%	67%	17%
Apr - Jun 2015	26%	19%	18%	40%	21%
Jul - Sep 2015	25%	20%	19%	0%	22%
Year 1 Total	23%	18%	16%	23%	19%
Oct - Dec 2015	25%	20%	26%	0%	22%
Jan - Mar 2016	27%	22%	14%	0%	24%
Apr - Jun 2016	25%	20%	7%	0%	22%
Jul - Sep 2016	24%	15%	60%	-	17%
Year 2 Total	25%	18%	20%	0%	20%
Oct - Dec 16	26%	17%	11%	100%	19%
Year 3 Total	26%	17%	11%	100%	19%
Overall Total	24%	18%	16%	22%	19%
Baseline Performance Level	23%	21%	9%	9%	19%

(c) As a Percentage of those who Moved Into Employment

Quarterly Cohort	Client Group				Total
	JSA 18 - 24	JSA 25+	JSA Early Entry	ESA WRAG & Voluntary	
Oct - Dec 2014	61%	72%	71%	60%	68%
Jan - Mar 2015	67%	69%	70%	100%	69%
Apr - Jun 2015	64%	65%	69%	100%	65%
Jul - Sep 2015	60%	68%	66%	-	65%
Year 1 Total	63%	69%	69%	78%	67%
Oct - Dec 2015	55%	65%	77%	-	62%
Jan - Mar 2016	59%	64%	45%	-	62%
Apr - Jun 2016	63%	66%	33%	-	64%
Jul - Sep 2016	56%	62%	75%	-	60%
Year 2 Total	58%	64%	61%	-	62%
Oct - Dec 16	61%	68%	100%	100%	65%
Year 3 Total	61%	68%	100%	100%	65%
Overall Total	61%	67%	69%	80%	65%

Notes:

See 4a) – 4d) of the [Table Footnotes](#).

Table 4.2 – Starts on Steps 2 Success from October 2014 to December 2016 who Sustained Employment for 6 Months by Lead Contractor

(a) Number Sustaining Employment for 6 Months

Lead Contractor	Contract Area	Client Group				Total
		JSA 18 - 24	JSA 25+	JSA Early Entry	ESA WRAG & Voluntary	
Ingeus UK	Belfast Region	726	1,754	124	2	2,606
PeoplePlus NI	Northern Region	809	1,490	96	5	2,400
Reed In Partnership	Southern Region	689	1,708	97	1	2,495
Total	Northern Ireland	2,224	4,952	317	8	7,501

(b) As a Percentage of Starts

Lead Contractor	Contract Area	Client Group				Total
		JSA 18 - 24	JSA 25+	JSA Early Entry	ESA WRAG & Voluntary	
Ingeus UK	Belfast Region	22%	18%	16%	20%	19%
PeoplePlus NI	Northern Region	24%	15%	13%	56%	17%
Reed In Partnership	Southern Region	27%	21%	19%	6%	22%
Total	Northern Ireland	24%	18%	16%	22%	19%
Baseline Performance Level		23%	21%	9%	9%	19%

(c) As a Percentage of those who Moved Into Employment

Lead Contractor	Contract Area	Client Group				Total
		JSA 18 - 24	JSA 25+	JSA Early Entry	ESA WRAG & Voluntary	
Ingeus UK	Belfast Region	55%	65%	69%	67%	62%
PeoplePlus NI	Northern Region	64%	66%	67%	100%	65%
Reed In Partnership	Southern Region	65%	71%	70%	50%	69%
Total	Northern Ireland	61%	67%	69%	80%	65%

Notes:

See 4a) – 4d) of the [Table Footnotes](#).

Table 4.3 – Starts on Steps 2 Success from October 2014 to June 2016 who Sustained Employment for 12 Months by Quarterly Cohort

(a) Number Sustaining Employment for 12 Months

Quarterly Cohort	Client Group				Total
	JSA 18 - 24	JSA 25+	JSA Early Entry	ESA WRAG & Voluntary	
Oct - Dec 2014	337	682	19	2	1,040
Jan - Mar 2015	196	1,017	137	1	1,351
Apr - Jun 2015	226	344	58	2	630
Jul - Sep 2015	173	322	32	0	527
Year 1 Total	932	2,365	246	5	3,548
Oct - Dec 2015	103	270	8	0	381
Jan - Mar 2016	116	221	2	0	339
Apr - Jun 2016	195	248	1	0	444
Year 2 Total	414	739	11	0	1,164
Overall Total	1,346	3,104	257	5	4,712

(b) As a Percentage of Starts

Quarterly Cohort	Client Group				Total
	JSA 18 - 24	JSA 25+	JSA Early Entry	ESA WRAG & Voluntary	
Oct - Dec 2014	17%	15%	26%	10%	15%
Jan - Mar 2015	16%	13%	11%	33%	13%
Apr - Jun 2015	19%	14%	16%	40%	16%
Jul - Sep 2015	19%	15%	14%	0%	16%
Year 1 Total	17%	14%	13%	17%	14%
Oct - Dec 2015	16%	15%	21%	0%	16%
Jan - Mar 2016	19%	17%	5%	0%	18%
Apr - Jun 2016	19%	15%	7%	0%	16%
Year 2 Total	18%	16%	12%	0%	16%
Overall Total	18%	14%	13%	14%	15%
Baseline Performance Level	18%	17%	7%	7%	15%

Notes:

See 4a), 4b), 4e) and 4f) of the [Table Footnotes](#).

(c) As a Percentage of those who Moved Into Employment

Quarterly Cohort	Client Group				Total
	JSA 18 - 24	JSA 25+	JSA Early Entry	ESA WRAG & Voluntary	
Oct - Dec 2014	47%	56%	68%	40%	53%
Jan - Mar 2015	47%	55%	57%	50%	54%
Apr - Jun 2015	48%	48%	62%	100%	49%
Jul - Sep 2015	43%	50%	49%	-	48%
Year 1 Total	46%	53%	57%	56%	52%
Oct - Dec 2015	35%	49%	62%	-	44%
Jan - Mar 2016	41%	49%	18%	-	46%
Apr - Jun 2016	47%	49%	33%	-	48%
Year 2 Total	42%	49%	41%	-	46%
Overall Total	45%	52%	56%	56%	50%

Notes:

See 4a), 4b), 4e) and 4f) of the [Table Footnotes](#).

Table 4.4 – Starts on Steps 2 Success from October 2014 to June 2016 who Sustained Employment for 12 Months by Lead Contractor

(a) Number Sustaining Employment for 12 Months

Lead Contractor	Contract Area	Client Group				Total
		JSA 18 - 24	JSA 25+	JSA Early Entry	ESA WRAG & Voluntary	
Ingeus UK	Belfast Region	435	1,075	100	2	1,612
PeoplePlus NI	Northern Region	478	925	80	2	1,485
Reed In Partnership	Southern Region	433	1,104	77	1	1,615
Total	Northern Ireland	1,346	3,104	257	5	4,712

(b) As a Percentage of Starts

Lead Contractor	Contract Area	Client Group				Total
		JSA 18 - 24	JSA 25+	JSA Early Entry	ESA WRAG & Voluntary	
Ingeus UK	Belfast Region	16%	14%	13%	20%	14%
PeoplePlus NI	Northern Region	18%	12%	11%	25%	13%
Reed In Partnership	Southern Region	20%	17%	15%	6%	17%
Total	Northern Ireland	18%	14%	13%	14%	15%
Baseline Performance Level		18%	17%	7%	7%	15%

(c) As a Percentage of those who Moved Into Employment

Lead Contractor	Contract Area	Client Group				Total
		JSA 18 - 24	JSA 25+	JSA Early Entry	ESA WRAG & Voluntary	
Ingeus UK	Belfast Region	40%	50%	56%	67%	47%
PeoplePlus NI	Northern Region	47%	52%	57%	50%	50%
Reed In Partnership	Southern Region	49%	55%	57%	50%	53%
Total	Northern Ireland	45%	52%	56%	56%	50%

Notes:

See 4a), 4b), 4e) and 4f) of the [Table Footnotes](#).

Section 5: Moves to Employment & Sustainment (Oct 2014 to Jun 2018)

Table 5.1a – Starts on Steps 2 Success in Northern Ireland who Moved Into and Sustained Employment by Quarterly Cohort (Oct 2014 to Jun 2018)

Quarterly Cohort	Starts	Number Found Work	% of Starts who Found Work	Number Sustaining Work For 6 Months	% of Starts who Sustained Work For 6 Months	Number Sustaining Work For 12 Months	% of Starts who Sustained Work For 12 Months
Oct - Dec 14	6,805	1,958	29%	1,325	19%	1,040	15%
Jan - Mar 15	10,445	2,523	24%	1,739	17%	1,351	13%
Apr - Jun 15	4,044	1,289	32%	842	21%	630	16%
Jul - Sep 15	3,314	1,103	33%	718	22%	527	16%
Oct - Dec 15	2,440	857	35%	529	22%	381	16%
Jan - Mar 16	1,936	742	38%	458	24%	339	18%
Apr - Jun 16	2,747	928	34%	598	22%	444	16%
Jul - Sep 16	4,518	1,255	28%	751	17%	516	11%
Oct - Dec 16	2,899	826	28%	541	19%	323	11%
Jan - Mar 17	2,701	732	27%	441	16%	169	6%
Apr - Jun 17	2,746	816	30%	409	15%	65	2%
Jul - Sep 17	1,846	542	29%	198	11%		
Oct - Dec 17	1,557	344	22%	66	4%		
Jan - Mar 18	1,458	220	15%				
Apr - Jun 18	1,623	66	4%				
Total	51,079	14,201		8,615		5,785	

Notes:

See 5a) – 5f) of the [Table Footnotes](#).

Shading indicates cohorts in which the majority of clients have had sufficient time to find and/or sustain employment

Table 5.1b – Starts on Steps 2 Success in the Belfast Region who Moved Into and Sustained Employment by Quarterly Cohort (Oct 2014 to Jun 2018)

Quarterly Cohort	Starts	Number Found Work	% of Starts who Found Work	Number Sustaining Work For 6 Months	% of Starts who Sustained Work For 6 Months	Number Sustaining Work For 12 Months	% of Starts who Sustained Work For 12 Months
Oct - Dec 14	2,084	626	30%	399	19%	312	15%
Jan - Mar 15	3,551	843	24%	574	16%	446	13%
Apr - Jun 15	1,686	527	31%	332	20%	244	14%
Jul - Sep 15	1,359	453	33%	286	21%	213	16%
Oct - Dec 15	947	353	37%	195	21%	132	14%
Jan - Mar 16	757	279	37%	160	21%	120	16%
Apr - Jun 16	865	331	38%	201	23%	145	17%
Jul - Sep 16	1,620	472	29%	263	16%	167	10%
Oct - Dec 16	1,034	315	30%	196	19%	112	11%
Jan - Mar 17	953	286	30%	150	16%	55	6%
Apr - Jun 17	1,058	390	37%	172	16%	32	3%
Jul - Sep 17	823	271	33%	83	10%		
Oct - Dec 17	621	165	27%	31	5%		
Jan - Mar 18	568	116	20%				
Apr - Jun 18	675	36	5%				
Total	18,601	5,463		3,042		1,978	

Notes:

See 5a) – 5f) of the [Table Footnotes](#).

Shading indicates cohorts in which the majority of clients have had sufficient time to find and/or sustain employment

Table 5.1c – Starts on Steps 2 Success in the Northern Region who Moved Into and Sustained Employment by Quarterly Cohort (Oct 2014 to Jun 2018)

Quarterly Cohort	Starts	Number Found Work	% of Starts who Found Work	Number Sustaining Work For 6 Months	% of Starts who Sustained Work For 6 Months	Number Sustaining Work For 12 Months	% of Starts who Sustained Work For 12 Months
Oct - Dec 14	2,357	595	25%	397	17%	305	13%
Jan - Mar 15	3,880	833	21%	568	15%	442	11%
Apr - Jun 15	1,345	397	30%	260	19%	206	15%
Jul - Sep 15	1,024	311	30%	198	19%	145	14%
Oct - Dec 15	909	283	31%	187	21%	133	15%
Jan - Mar 16	672	243	36%	151	22%	108	16%
Apr - Jun 16	951	299	31%	206	22%	146	15%
Jul - Sep 16	1,665	411	25%	232	14%	164	10%
Oct - Dec 16	1,198	306	26%	201	17%	128	11%
Jan - Mar 17	1,102	251	23%	161	15%	61	6%
Apr - Jun 17	1,129	263	23%	152	13%	20	2%
Jul - Sep 17	595	153	26%	63	11%		
Oct - Dec 17	544	91	17%	18	3%		
Jan - Mar 18	523	56	11%				
Apr - Jun 18	479	13	3%				
Total	18,373	4,505		2,794		1,858	

Notes:

See 5a) – 5f) of the [Table Footnotes](#).

Shading indicates cohorts in which the majority of clients have had sufficient time to find and/or sustain employment

Table 5.1d – Starts on Steps 2 Success in the Southern Region who Moved Into and Sustained Employment by Quarterly Cohort (Oct 2014 to Jun 2018)

Quarterly Cohort	Starts	Number Found Work	% of Starts who Found Work	Number Sustaining Work For 6 Months	% of Starts who Sustained Work For 6 Months	Number Sustaining Work For 12 Months	% of Starts who Sustained Work For 12 Months
Oct - Dec 14	2,364	737	31%	529	22%	423	18%
Jan - Mar 15	3,014	847	28%	597	20%	463	15%
Apr - Jun 15	1,013	365	36%	250	25%	180	18%
Jul - Sep 15	931	339	36%	234	25%	169	18%
Oct - Dec 15	584	221	38%	147	25%	116	20%
Jan - Mar 16	507	220	43%	147	29%	111	22%
Apr - Jun 16	931	298	32%	191	21%	153	16%
Jul - Sep 16	1,233	372	30%	256	21%	185	15%
Oct - Dec 16	667	205	31%	144	22%	83	12%
Jan - Mar 17	646	195	30%	130	20%	53	8%
Apr - Jun 17	559	163	29%	85	15%	13	2%
Jul - Sep 17	428	118	28%	52	12%		
Oct - Dec 17	392	88	22%	17	4%		
Jan - Mar 18	367	48	13%				
Apr - Jun 18	469	17	4%				
Total	14,105	4,233		2,779		1,949	

Notes:

See 5a) – 5f) of the [Table Footnotes](#).

Shading indicates cohorts in which the majority of clients have had sufficient time to find and/or sustain employment

Table 5.2a – JSA 18-24 Starts on Steps 2 Success in Northern Ireland who Moved Into and Sustained Employment by Quarterly Cohort (Oct 2014 to Jun 2018)

Quarterly Cohort	Starts	Number Found Work	% of Starts who Found Work	Number Sustaining Work For 6 Months	% of Starts who Sustained Work For 6 Months	Number Sustaining Work For 12 Months	% of Starts who Sustained Work For 12 Months
Oct - Dec 14	2,028	715	35%	436	21%	337	17%
Jan - Mar 15	1,233	420	34%	280	23%	196	16%
Apr - Jun 15	1,159	472	41%	304	26%	226	19%
Jul - Sep 15	930	398	43%	237	25%	173	19%
Oct - Dec 15	657	295	45%	162	25%	103	16%
Jan - Mar 16	605	281	46%	166	27%	116	19%
Apr - Jun 16	1,024	415	41%	261	25%	195	19%
Jul - Sep 16	874	385	44%	214	24%	147	17%
Oct - Dec 16	635	269	42%	164	26%	93	15%
Jan - Mar 17	551	206	37%	117	21%	50	9%
Apr - Jun 17	658	296	45%	144	22%	21	3%
Jul - Sep 17	526	208	40%	75	14%		
Oct - Dec 17	368	101	27%	21	6%		
Jan - Mar 18	358	74	21%				
Apr - Jun 18	417	24	6%				
Total	12,023	4,559		2,581		1,657	

Notes:

See 5a) – 5f) of the [Table Footnotes](#).

Shading indicates cohorts in which the majority of clients have had sufficient time to find and/or sustain employment

Table 5.2b – JSA 18-24 Starts on Steps 2 Success in the Belfast Region who Moved Into and Sustained Employment by Quarterly Cohort (Oct 2014 to Jun 2018)

Quarterly Cohort	Starts	Number Found Work	% of Starts who Found Work	Number Sustaining Work For 6 Months	% of Starts who Sustained Work For 6 Months	Number Sustaining Work For 12 Months	% of Starts who Sustained Work For 12 Months
Oct - Dec 14	816	282	35%	160	20%	126	15%
Jan - Mar 15	367	124	34%	78	21%	59	16%
Apr - Jun 15	384	160	42%	93	24%	64	17%
Jul - Sep 15	351	153	44%	83	24%	60	17%
Oct - Dec 15	266	130	49%	62	23%	41	15%
Jan - Mar 16	237	98	41%	48	20%	32	14%
Apr - Jun 16	334	141	42%	79	24%	53	16%
Jul - Sep 16	313	135	43%	67	21%	40	13%
Oct - Dec 16	226	96	42%	56	25%	28	12%
Jan - Mar 17	198	85	43%	44	22%	16	8%
Apr - Jun 17	247	125	51%	54	22%	7	3%
Jul - Sep 17	231	101	44%	31	13%		
Oct - Dec 17	148	47	32%	8	5%		
Jan - Mar 18	146	37	25%				
Apr - Jun 18	170	13	8%				
Total	4,434	1,727		863		526	

Notes:

See 5a) – 5f) of the [Table Footnotes](#).

Shading indicates cohorts in which the majority of clients have had sufficient time to find and/or sustain employment

Table 5.2c – JSA 18-24 Starts on Steps 2 Success in the Northern Region who Moved Into and Sustained Employment by Quarterly Cohort (Oct 2014 to Jun 2018)

Quarterly Cohort	Starts	Number Found Work	% of Starts who Found Work	Number Sustaining Work For 6 Months	% of Starts who Sustained Work For 6 Months	Number Sustaining Work For 12 Months	% of Starts who Sustained Work For 12 Months
Oct - Dec 14	629	207	33%	126	20%	98	16%
Jan - Mar 15	484	144	30%	100	21%	67	14%
Apr - Jun 15	441	171	39%	112	25%	88	20%
Jul - Sep 15	331	138	42%	90	27%	64	19%
Oct - Dec 15	238	94	39%	56	24%	33	14%
Jan - Mar 16	214	103	48%	65	30%	47	22%
Apr - Jun 16	393	163	41%	114	29%	81	21%
Jul - Sep 16	321	137	43%	72	22%	52	16%
Oct - Dec 16	265	114	43%	74	28%	45	17%
Jan - Mar 17	221	68	31%	41	19%	17	8%
Apr - Jun 17	260	106	41%	61	23%	10	4%
Jul - Sep 17	186	69	37%	27	15%		
Oct - Dec 17	137	32	23%	8	6%		
Jan - Mar 18	137	22	16%				
Apr - Jun 18	131	6	5%				
Total	4,388	1,574		946		602	

Notes:

See 5a) – 5f) of the [Table Footnotes](#).

Shading indicates cohorts in which the majority of clients have had sufficient time to find and/or sustain employment

Table 5.2d – JSA 18-24 Starts on Steps 2 Success in the Southern Region who Moved Into and Sustained Employment by Quarterly Cohort (Oct 2014 to Jun 2018)

Quarterly Cohort	Starts	Number Found Work	% of Starts who Found Work	Number Sustaining Work For 6 Months	% of Starts who Sustained Work For 6 Months	Number Sustaining Work For 12 Months	% of Starts who Sustained Work For 12 Months
Oct - Dec 14	583	226	39%	150	26%	113	19%
Jan - Mar 15	382	152	40%	102	27%	70	18%
Apr - Jun 15	334	141	42%	99	30%	74	22%
Jul - Sep 15	248	107	43%	64	26%	49	20%
Oct - Dec 15	153	71	46%	44	29%	29	19%
Jan - Mar 16	154	80	52%	53	34%	37	24%
Apr - Jun 16	297	111	37%	68	23%	61	21%
Jul - Sep 16	240	113	47%	75	31%	55	23%
Oct - Dec 16	144	59	41%	34	24%	20	14%
Jan - Mar 17	132	53	40%	32	24%	17	13%
Apr - Jun 17	151	65	43%	29	19%	4	3%
Jul - Sep 17	109	38	35%	17	16%		
Oct - Dec 17	83	22	27%	5	6%		
Jan - Mar 18	75	15	20%				
Apr - Jun 18	116	5	4%				
Total	3,201	1,258		772		529	

Notes:

See 5a) – 5f) of the [Table Footnotes](#).

Shading indicates cohorts in which the majority of clients have had sufficient time to find and/or sustain employment

Table 5.3a – JSA 25+ Starts on Steps 2 Success in Northern Ireland who Moved Into and Sustained Employment by Quarterly Cohort (Oct 2014 to Jun 2018)

Quarterly Cohort	Starts	Number Found Work	% of Starts who Found Work	Number Sustaining Work For 6 Months	% of Starts who Sustained Work For 6 Months	Number Sustaining Work For 12 Months	% of Starts who Sustained Work For 12 Months
Oct - Dec 14	4,685	1,210	26%	866	18%	682	15%
Jan - Mar 15	7,962	1,859	23%	1,288	16%	1,017	13%
Apr - Jun 15	2,516	721	29%	471	19%	344	14%
Jul - Sep 15	2,151	640	30%	438	20%	322	15%
Oct - Dec 15	1,742	549	32%	357	20%	270	15%
Jan - Mar 16	1,293	450	35%	287	22%	221	17%
Apr - Jun 16	1,708	510	30%	336	20%	248	15%
Jul - Sep 16	3,639	866	24%	534	15%	368	10%
Oct - Dec 16	2,254	555	25%	375	17%	228	10%
Jan - Mar 17	2,143	524	24%	324	15%	119	6%
Apr - Jun 17	2,086	519	25%	265	13%	44	2%
Jul - Sep 17	1,317	332	25%	121	9%		
Oct - Dec 17	1,178	238	20%	45	4%		
Jan - Mar 18	1,051	144	14%				
Apr - Jun 18	1,093	39	4%				
Total	36,818	9,156		5,707		3,863	

Notes:

See 5a) – 5f) of the [Table Footnotes](#).

Shading indicates cohorts in which the majority of clients have had sufficient time to find and/or sustain employment

Table 5.3b – JSA 25+ Starts on Steps 2 Success in the Belfast Region who Moved Into and Sustained Employment by Quarterly Cohort (Oct 2014 to Jun 2018)

Quarterly Cohort	Starts	Number Found Work	% of Starts who Found Work	Number Sustaining Work For 6 Months	% of Starts who Sustained Work For 6 Months	Number Sustaining Work For 12 Months	% of Starts who Sustained Work For 12 Months
Oct - Dec 14	1,236	336	27%	233	19%	181	15%
Jan - Mar 15	2,832	648	23%	444	16%	346	12%
Apr - Jun 15	1,061	305	29%	197	19%	143	13%
Jul - Sep 15	888	268	30%	183	21%	138	16%
Oct - Dec 15	664	217	33%	129	19%	88	13%
Jan - Mar 16	499	179	36%	111	22%	88	18%
Apr - Jun 16	525	189	36%	121	23%	91	17%
Jul - Sep 16	1,306	337	26%	196	15%	127	10%
Oct - Dec 16	805	219	27%	140	17%	84	10%
Jan - Mar 17	752	201	27%	106	14%	39	5%
Apr - Jun 17	810	264	33%	118	15%	25	3%
Jul - Sep 17	591	169	29%	51	9%		
Oct - Dec 17	470	116	25%	23	5%		
Jan - Mar 18	399	78	20%				
Apr - Jun 18	467	22	5%				
Total	13,305	3,548		2,052		1,350	

Notes:

See 5a) – 5f) of the [Table Footnotes](#).

Shading indicates cohorts in which the majority of clients have had sufficient time to find and/or sustain employment

Table 5.3c – JSA 25+ Starts on Steps 2 Success in the Northern Region who Moved Into and Sustained Employment by Quarterly Cohort (Oct 2014 to Jun 2018)

Quarterly Cohort	Starts	Number Found Work	% of Starts who Found Work	Number Sustaining Work For 6 Months	% of Starts who Sustained Work For 6 Months	Number Sustaining Work For 12 Months	% of Starts who Sustained Work For 12 Months
Oct - Dec 14	1,707	381	22%	265	16%	202	12%
Jan - Mar 15	2,855	598	21%	404	14%	321	11%
Apr - Jun 15	818	207	25%	133	16%	104	13%
Jul - Sep 15	639	155	24%	97	15%	72	11%
Oct - Dec 15	662	188	28%	131	20%	100	15%
Jan - Mar 16	445	133	30%	84	19%	61	14%
Apr - Jun 16	552	134	24%	92	17%	65	12%
Jul - Sep 16	1,342	272	20%	159	12%	112	8%
Oct - Dec 16	929	190	20%	125	13%	81	9%
Jan - Mar 17	877	181	21%	120	14%	44	5%
Apr - Jun 17	868	157	18%	91	10%	10	1%
Jul - Sep 17	407	83	20%	35	9%		
Oct - Dec 17	403	57	14%	10	2%		
Jan - Mar 18	377	34	9%				
Apr - Jun 18	318	7	2%				
Total	13,199	2,777		1,746		1,172	

Notes:

See 5a) – 5f) of the [Table Footnotes](#).

Shading indicates cohorts in which the majority of clients have had sufficient time to find and/or sustain employment

Table 5.3d – JSA 25+ Starts on Steps 2 Success in the Southern Region who Moved Into and Sustained Employment by Quarterly Cohort (Oct 2014 to Jun 2018)

Quarterly Cohort	Starts	Number Found Work	% of Starts who Found Work	Number Sustaining Work For 6 Months	% of Starts who Sustained Work For 6 Months	Number Sustaining Work For 12 Months	% of Starts who Sustained Work For 12 Months
Oct - Dec 14	1,742	493	28%	368	21%	299	17%
Jan - Mar 15	2,275	613	27%	440	19%	350	15%
Apr - Jun 15	637	209	33%	141	22%	97	15%
Jul - Sep 15	624	217	35%	158	25%	112	18%
Oct - Dec 15	416	144	35%	97	23%	82	20%
Jan - Mar 16	349	138	40%	92	26%	72	21%
Apr - Jun 16	631	187	30%	123	19%	92	15%
Jul - Sep 16	991	257	26%	179	18%	129	13%
Oct - Dec 16	520	146	28%	110	21%	63	12%
Jan - Mar 17	514	142	28%	98	19%	36	7%
Apr - Jun 17	408	98	24%	56	14%	9	2%
Jul - Sep 17	319	80	25%	35	11%		
Oct - Dec 17	305	65	21%	12	4%		
Jan - Mar 18	275	32	12%				
Apr - Jun 18	308	10	3%				
Total	10,314	2,831		1,909		1,341	

Notes:

See 5a) – 5f) of the [Table Footnotes](#).

Shading indicates cohorts in which the majority of clients have had sufficient time to find and/or sustain employment

Table Footnotes

Section 1: Referrals and Starts

1a) The Steps 2 Success programme was introduced across Northern Ireland on 20th October 2014.

1b) 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.

1c) 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.

1d) A client is deemed to have started Steps 2 Success on the date they have their first meeting with the Contractor.

1e) JSA Early Entry, ESA WRAG & Voluntary clients have been combined into 'Other' category to avoid disclosing any sensitive information.

1f) Population figures are sourced from NINIS mid-year population estimates for 2014/15.

1g) The Northern Ireland Multiple Deprivation Measure 2017 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](#) for further information.

Section 2: Moves to Employment (Oct 14 to Jun 17)

2a) The Steps 2 Success programme was introduced across Northern Ireland on 20th October 2014.

2b) A client is deemed to have started Steps 2 Success on the date they have their first meeting with the Contractor.

2c) Moves to Employment are based on the number of approved job entry payments. See user guidance for further information.

2d) Due to the time given for clients to find work and for Lead Contractors to claim payments, final into employment figures for each 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 and are expected to increase with time.

2e) JSA Early Entry, ESA WRAG & Voluntary clients have been combined into 'Other' category to avoid disclosing sensitive information.

2f) The Northern Ireland Multiple Deprivation Measure 2017 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 3: Comparison of First Starts & Returners (Oct 14 to Jun 18)

3a) The Steps 2 Success programme was introduced across Northern Ireland on 20th October 2014.

3b) A client is deemed to have started Steps 2 Success on the date they have their first meeting with the Contractor.

3c) Returners are those clients who had remained on or returned to benefit for a period of 26 weeks following their first S2S attachment period and have subsequently returned to the programme for a second spell.

3d) JSA Early Entrants are re-classified as JSA 18-24 or JSA 25+ when they return to the programme for a second spell.

3e) Moves to Employment are based on the number of approved job entry payments. See user guidance for further information.

3f) Due to the time given for clients to find work and for Lead Contractors to claim payments, final into employment figures for each 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 and are expected to increase with time.

Section 4: Sustainment (Oct 14 to Dec 16)

4a) The Steps 2 Success programme was introduced across Northern Ireland on 20th October 2014.

4b) A client is deemed to have started Steps 2 Success on the date they have their first meeting with the Contractor.

4c) Six month sustainment figures are based on the number of approved 26 week sustainment payments. See user guidance for further information.

4d) Due to the time given for clients to find work and for Lead Contractors to claim payments, final 6 month sustainment figures for each 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.

4e) Twelve month sustainment figures are based on the number of approved 52 week sustainment payments. See user guidance for further information.

4f) Due to the time given for clients to find work and for Lead Contractors to claim payments, final 12 month sustainment figures for each cohort will not be available until approximately 18 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.

Section 5: Moves to Employment & Sustainment (Oct 14 to Jun 18)

5a) The Steps 2 Success programme was introduced across Northern Ireland on 20th October 2014.

5b) A client is deemed to have started Steps 2 Success on the date they have their first meeting with the Contractor.

5c) Moves to Employment are based on the number of approved job entry payments. See user guidance for further information.

5d) Six month sustainment figures are based on the number of approved 26 week sustainment payments. See user guidance for further information.

5e) Twelve month sustainment figures are based on the number of approved 52 week sustainment payments. See user guidance for further information.

5f) Due to the time given for clients to find work and for Lead Contractors to claim payments, final into employment, 6 and 12 month sustainment figures for each cohort will not be available until approximately 6, 12 and 18 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 in the Work Related Activity Group (WRAG) will be mandated to participate on Steps 2 Success when:

- the outcome of a Work Capability Assessment has been received on or after 30th April 2018;
- the claimant has been placed or remained in the WRAG; and
- the claimant has been in the ESA WRAG or in receipt of a combination of work related benefits for 52 weeks or more.

Universal Credit Clients

Universal Credit (UC) claimants in the regimes equivalent to JSA and ESA WRAG will also be required to participate on Steps 2 Success once their equivalent mandatory triggers have been reached.

Voluntary Clients

Voluntary participation on Steps 2 Success can be offered to ESA WRAG clients prior to mandation and to those in the ESA Support Group, lone parents in receipt of Income Support, Carers and Pension Credit claimants as well as their equivalents under Universal Credit. 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.

Returners: Those clients who had remained on or returned to benefit for a period of 26 weeks following their first S2S attachment period and have subsequently returned to the programme for a second spell.

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

Baseline Performance Level: The percentage of clients within each monthly cohort that are required to move into and sustain employment in order to achieve a satisfactory rating against the set of performance indicators developed by the Department. A different baseline performance level has been set for each of the five client categories, reflecting their distance from the labour market.

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.

12 Month Sustainment: The 12 month sustainment figures are based on the number of clients within each monthly cohort that have sustained employment for a period of 52 weeks and for which a 12 month sustainment payment has been claimed by the Lead Contractor and subsequently approved by DfC staff.

For a 12 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 52 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) 2017: The NIMDM 2017 is the official measure of deprivation in Northern Ireland and provides a relative measure of deprivation in small areas. NIMDM 2017 gives an overall measure of seven types of deprivation: Income, Employment, Health, Education, Proximity to Services, Living Environment, and Crime and Disorder. 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.

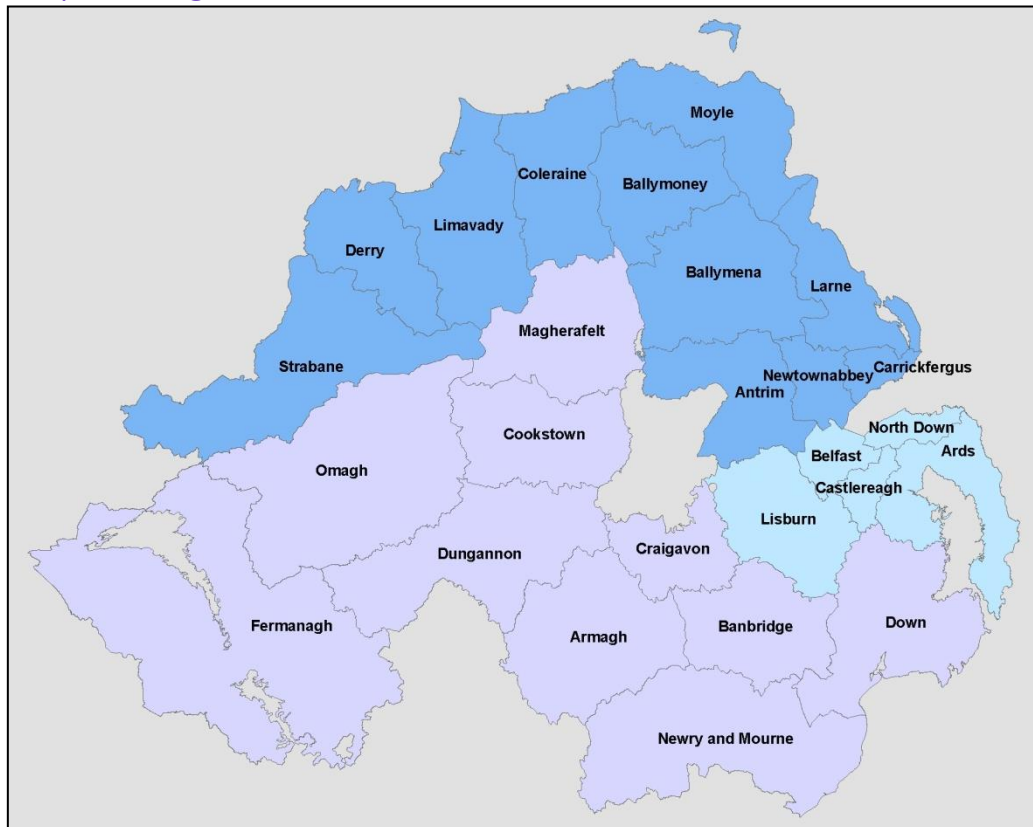
Contract Areas: The delivery of Steps 2 Success provision is provided by 3 Lead Contractors. Clients are allocated to each Contractor based on which Job Centre/Jobs & Benefit Office they are associated with. **Table 1** provides details of the 3 contract areas and their associated office areas and **Figure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



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