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Steps 2 Success

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Northern Ireland Statistics from October 2014 to December 2018

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<u>Author:</u>	Neil Hanley / Peter Martin
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<u>Statistician:</u>	Neil Hanley
<u>Email:</u>	neil.hanley@communities-ni.gov.uk
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Contents

<u>Section</u>	<u>Page</u>
Introduction	4
Key Statistics	5
Detailed Analysis	
Section 1 – Referrals and Starts (Oct 2014 to Dec 2018)	6
Section 2 – Moves to Employment (Oct 2014 to Dec 2017)	8
Section 3 – Comparison of First Starts & Returners (Oct 2014 to Dec 2018)	12
Section 4 – Sustained Employment (Oct 2014 to Jun 2017)	13
Section 5 – Moves to Employment & Sustainment (Oct 2014 to Dec 2018)	15
Statistical Tables	18
Table Footnotes	55
User Guidance	58

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 December 2018 a total of 54,295 clients had started S2S, of which 72% were in the JSA 25+ category, 23% 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 December 2017 as the majority of these clients have completed the programme. For this period 30% (14,212) of clients have moved into employment. Performance increased from 29% in the first quarter of the programme to 39% in Jan – Mar 16 but has subsequently fallen to 29% in Oct - Dec 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 Dec 17 have moved into employment. Performance increased to a high of 47% in Jan – Mar 16, subsequently fluctuated and now sits at 37% in the most recent quarter. During the same period the JSA 25+ category saw performance improve from 26% in the first quarter to 35% in Jan – Mar 16 before decreasing to 27% in the most recent quarter and sits at 26% overall.

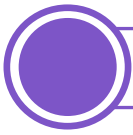
To date, the percentage of returners moving into employment has been considerably lower than for first time participants. In the most recent quarter (Oct – Dec 17) 32% of first time participants have moved into employment in comparison to only 26% of returners.

The 6 month sustainment statistics contained in the bulletin focus on those clients who started the programme between October 2014 and June 2017. For this period 19% (8,682) of clients have sustained employment for 6 months. This equates to 66% 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 December 2016. For this period 15% (5,873) of clients have sustained employment for 12 months. This equates to 51% of those who moved into work.

Early into employment figures for clients who started the programme between October 2014 and December 2018, show that Steps 2 Success has helped 15,259 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 December 2018, a total of 61,802 referrals have been made to the programme. Of those referred, 88% (54,295) 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.

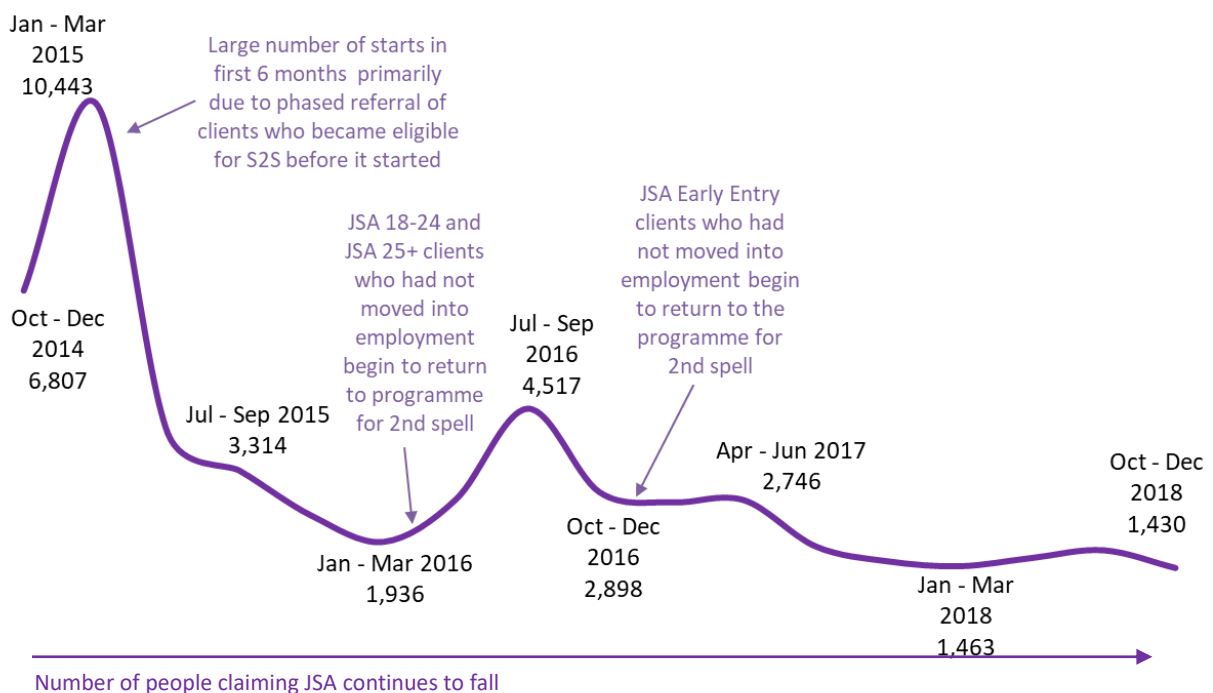
Tables 1.2 – 1.6 show that the largest proportion (72%) of clients who started S2S were in the JSA 25+ category, 23% were in the JSA 18-24 category and 4% were in the JSA Early Entry category. Only a small number of ESA and Voluntary clients have started the programme.

At the end of December 2018, a total of 7,189 participants were still on the programme.

Starts by Quarter

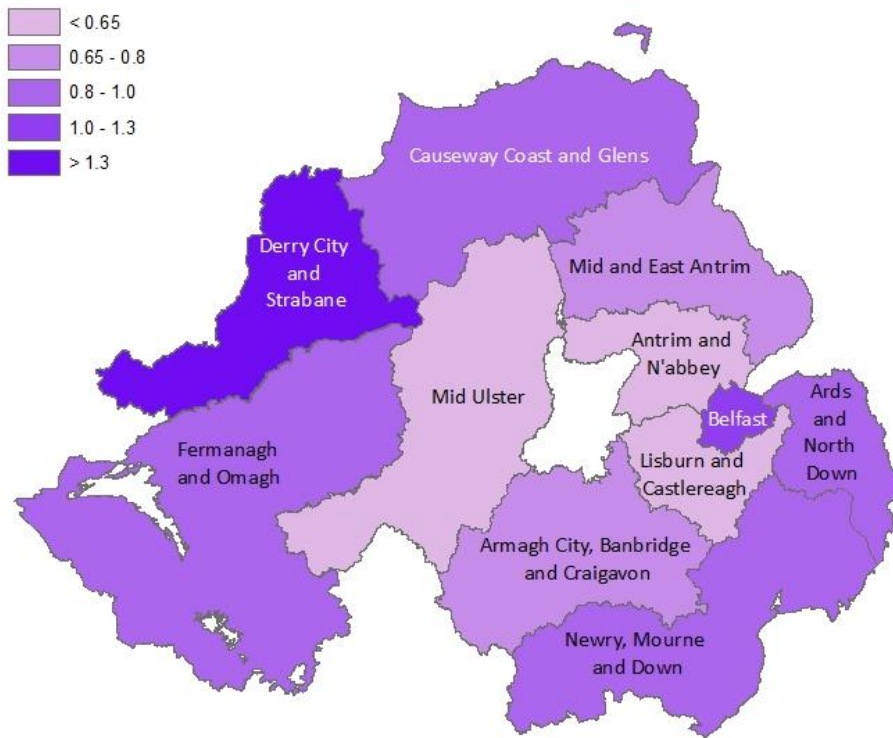
Figure 1 and Table 1.2, show the variation in the number of clients starting the programme since its inception.

Figure 1: Number of Starts on Steps 2 Success by Quarter (October 2014 to December 2018)



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 December 2018)



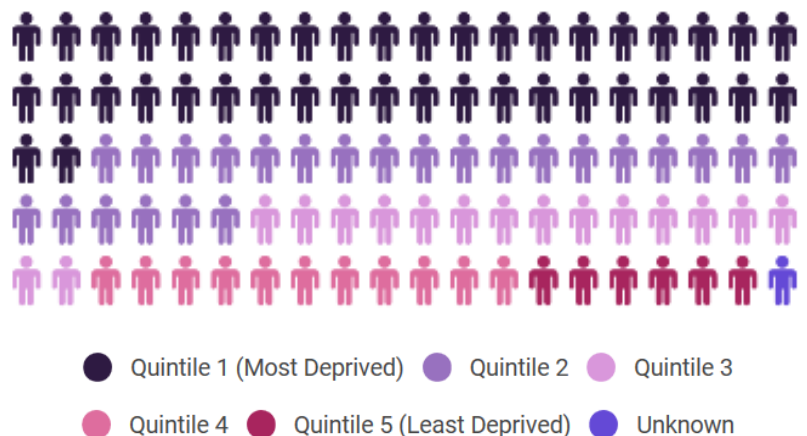
As shown in [Table 1.4](#) the number of clients starting S2S has been distributed fairly equally across the Belfast and Northern regions with 19,837 (37%) and 19,376 (36%) starts respectively; with a lower number in the Southern region – 15,082 (28%). However, analysing starts per thousand population in each district level of council shows a much greater level of variation (as shown in [Figure 2 and Table 1.5](#)). Derry City & Strabane had 1.99 monthly starts per 1,000 residents, whilst Lisburn & Castlereagh had 0.52 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.

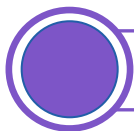
Clients from the 20% most deprived areas within Northern Ireland account for 42% of all starts on the programme, while clients from the 20% least deprived areas account for 6% of starts.

Figure 3: Percentage of Starts on Steps 2 Success by Northern Ireland Multiple Deprivation Quintile (October 2014 to December 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 December 2017)

The following figures focus on clients who started S2S between October 2014 and December 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 December 2018.

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

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

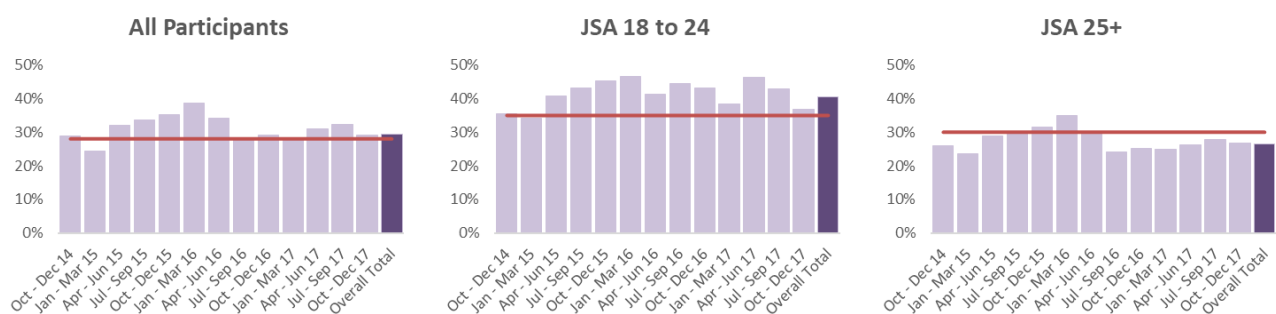


Figure 4 highlights the percentage of participants moving into employment each quarter compared to the baseline performance level (red line).

For **all participants**, the programme has exceeded the baseline level of 28% by helping 30% of participants into employment (Oct 14 to Dec 17 starts). Performance has varied between quarters, peaking at 39% 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 Dec 17 starts). Performance increased to a high of 47% in Jan – Mar 16, subsequently fluctuated and now sits at 37% in the most recent quarter.

The baseline level for the **JSA 25+** group is 30%. For Oct 14 to Dec 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 27% in the most recent quarter.

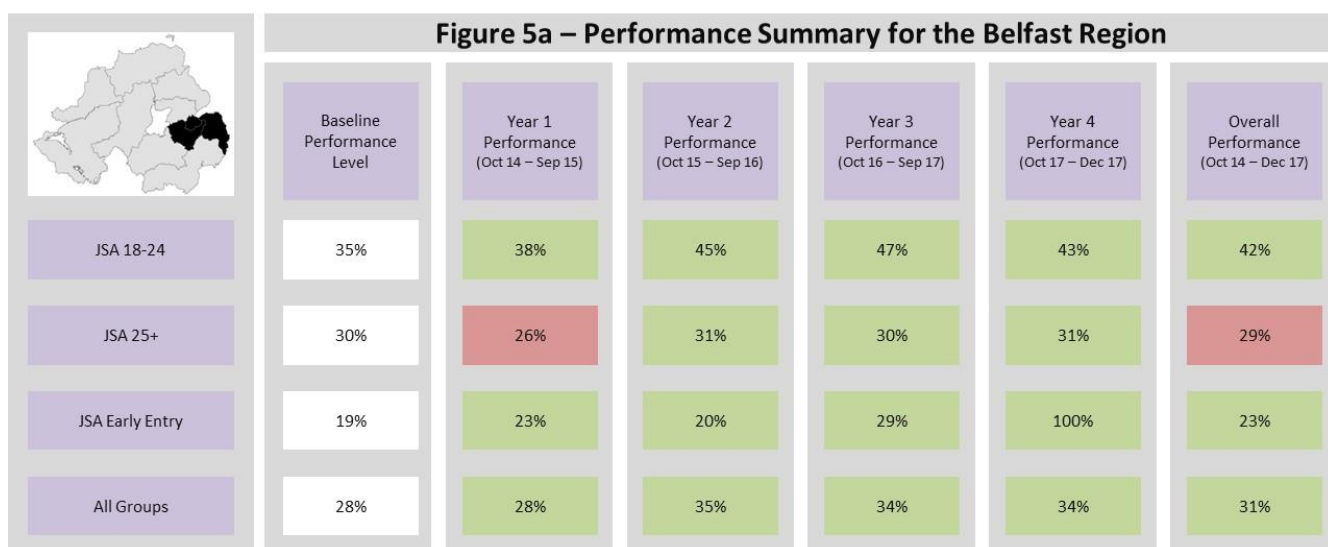
Moves to Employment by Contract Area – October 2014 to December 2017 Starts

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.

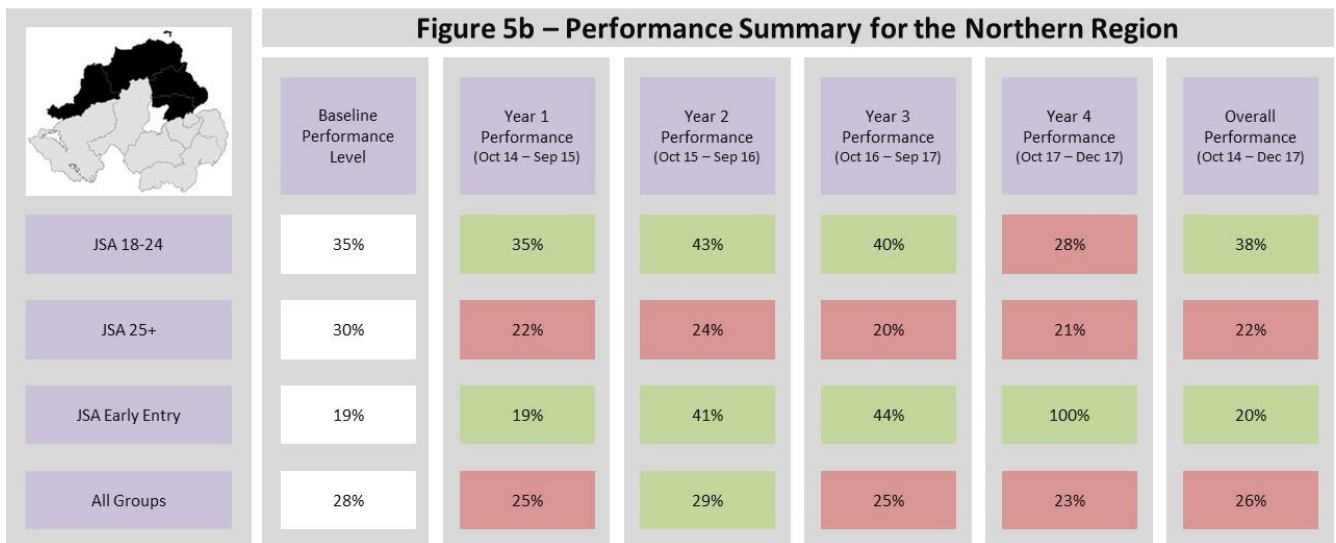
Belfast Region



- For Oct 14 to Dec 17 starts, the Belfast region has met or exceeded baseline performance for all client categories apart from the JSA 25+ category.

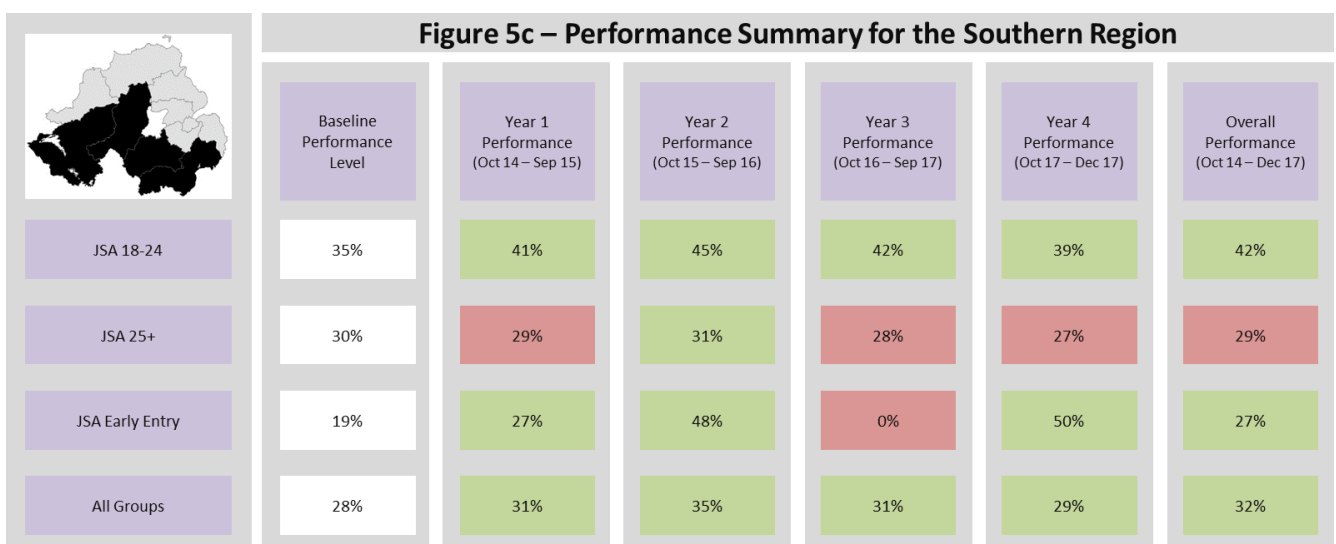
- Overall the Belfast region has met the baseline performance level of 28%, achieving 28% in year 1, 35% in year 2, 34% in year 3 and 34% in year 4 to date.

Northern Region



- For clients starting Steps 2 Success during Oct 14 to Dec 17, the Northern region has only met the baseline performance level for the JSA 18-24 and JSA Early Entry client category.
- 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 25% in year 3 and further back to 23% in year 4 to date.

Southern Region



- For Oct 14 to Dec 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, 35% in year 2, 31% in year 3 and 29% in year 4 to date.

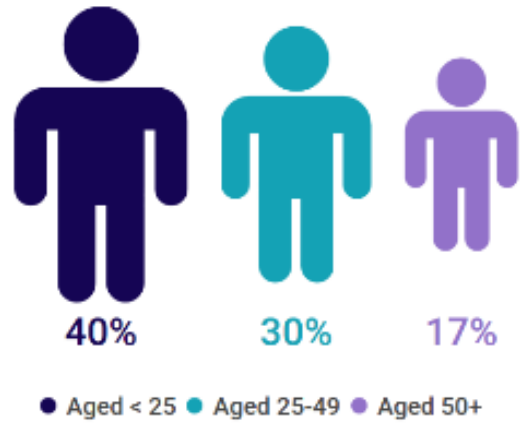
Moves to Employment by Equality Group – October 2014 to December 2017 Starts

Table 2.3b shows that the percentage of clients who started the S2S programme between October 2014 and December 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 (19% 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 17% 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 December 2017 by Age who Moved Into Employment



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

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

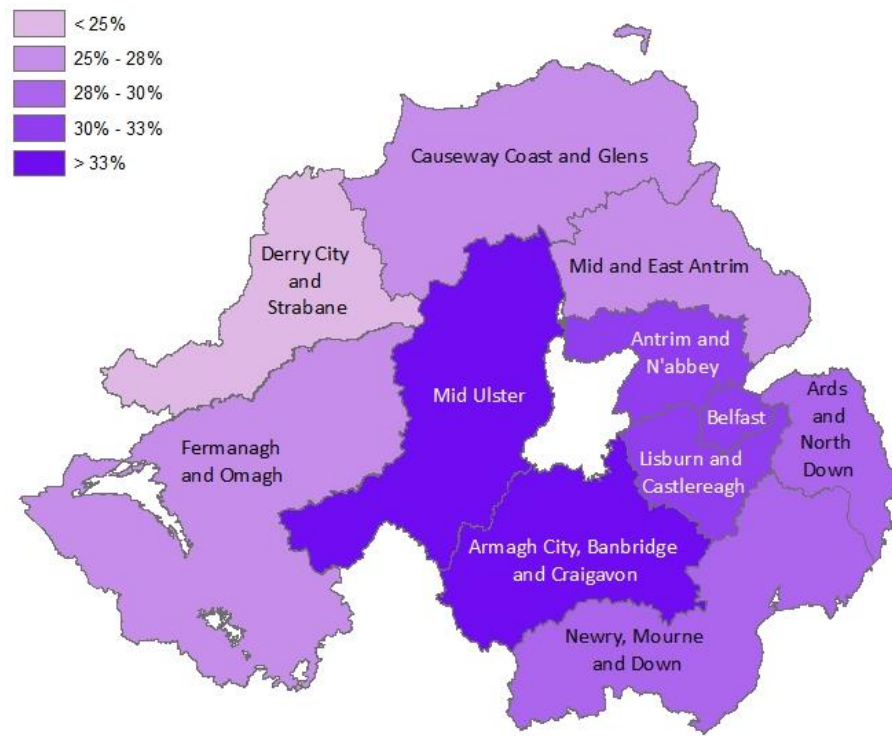


Figure 7 and Table 2.4b show the variation in the percentage of clients from the October 2014 to December 2017 monthly cohorts who have moved into employment by Local Government District of residence. Derry City and Strabane has the lowest proportion (24%) of clients moving into employment. This is also the area that has the highest number of people claiming JSA in Northern Ireland. Mid Ulster is the highest performing Local Government District with 36% of clients moving into employment.



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

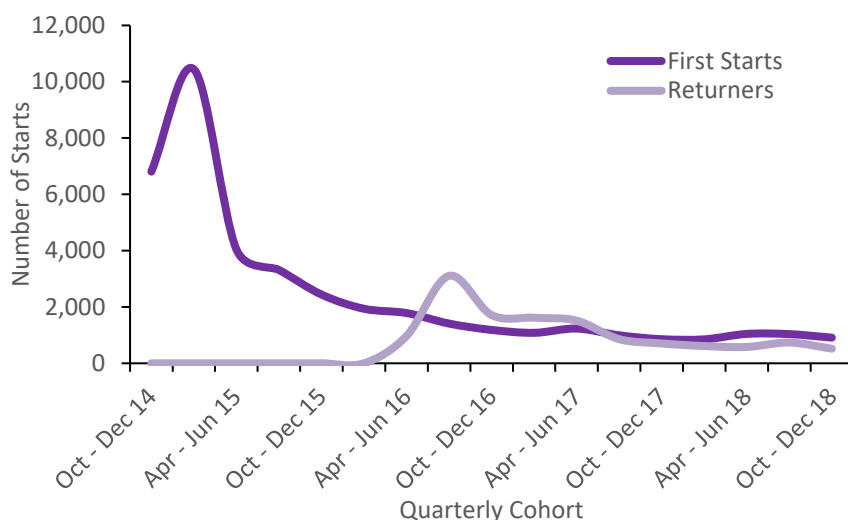
This section compares the performance of clients who are on S2S for the first time with those who have returned to the programme for a second spell.

Starts (Oct 2014 to Dec 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 12,928 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 Oct - Dec 18 (see [Figure 8 and Table 3.1](#)).

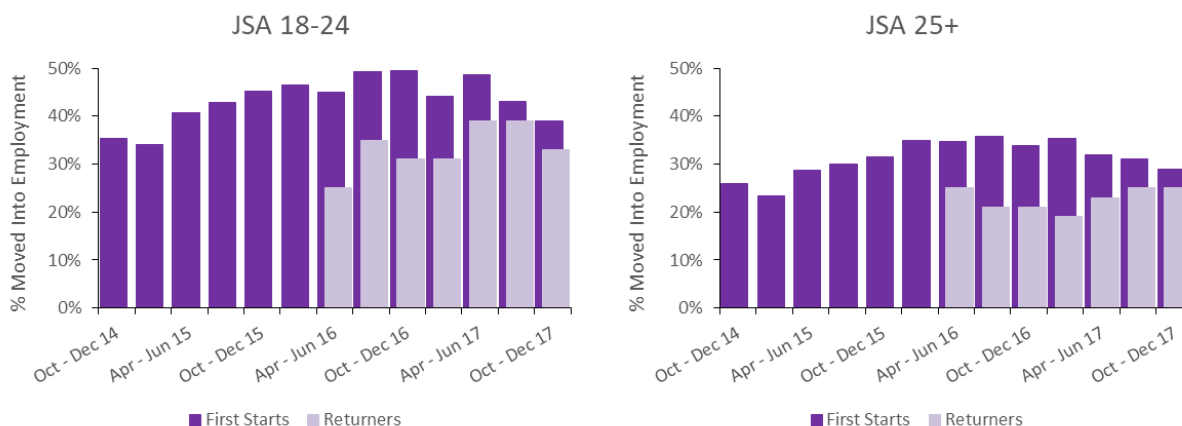
Figure 8: Number of First Starts and Returners on Steps 2 Success by Quarterly Cohort (Oct 14 to Dec 18)



Moves Into Employment (Oct 2014 to Dec 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 (Oct - Dec 17) 32% of first time participants have moved into employment in comparison to only 26% of returners. [Figure 9 and Table 3.3](#) show how this varies by client category.

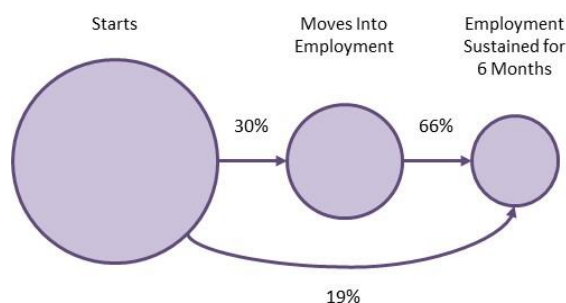
Figure 9: Percentage of First Starts and Returners on Steps 2 Success who Moved Into Employment by Quarterly Cohort (Oct 14 to Dec 17)



Section 4 – Sustained Employment (October 2014 to June 2017)

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.

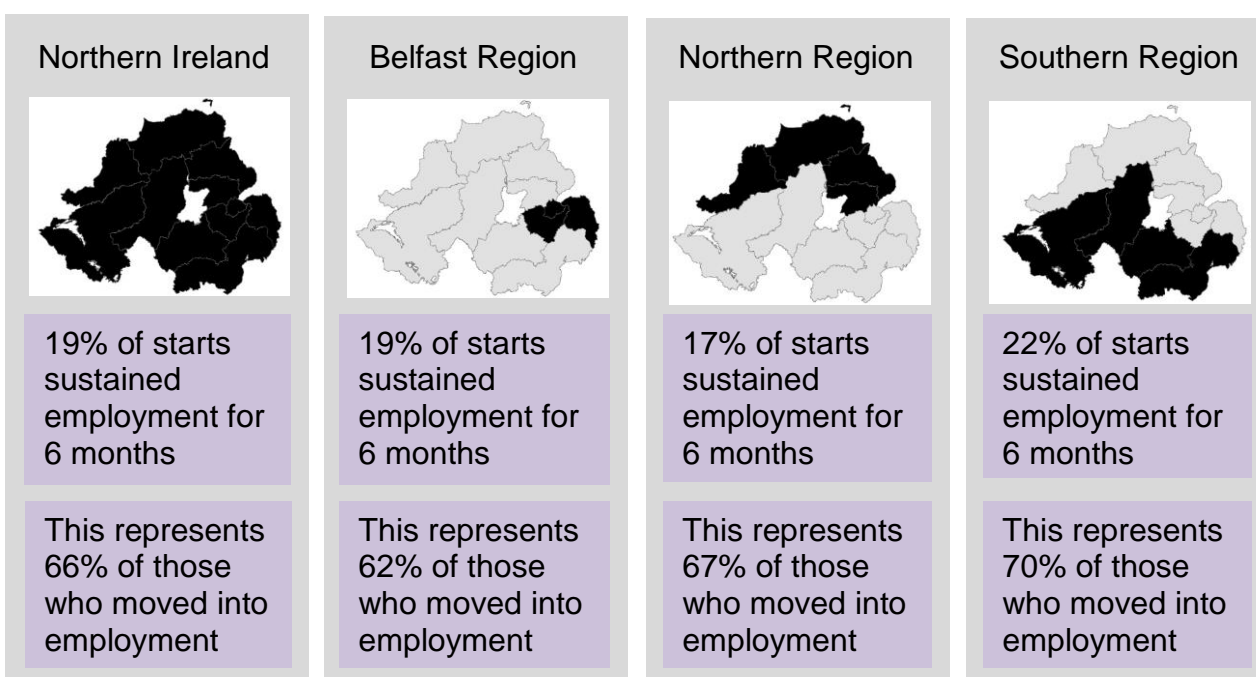


The following sustainment figures focus on starts who have had sufficient time to complete the programme and to sustain employment. [Section 5](#) (page 15) provides early sustainment figures for all starts.

6 Months Sustained Employment – October 2014 to June 2017 Starts

Of those participants who started the programme between October 2014 and June 2017, 19% have moved into employment which they have sustained for at least 6 months (this equates to 66% 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 June 2017 who Sustained Employment for 6 Months by Contract Area



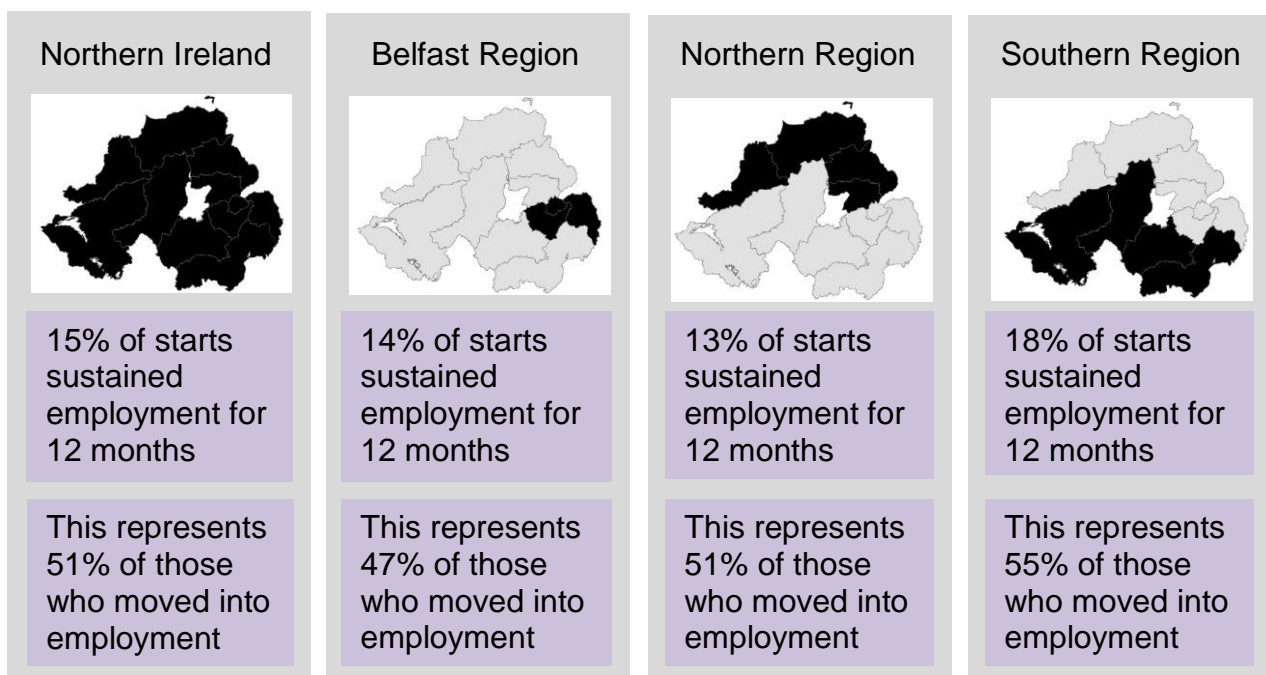
Reflecting the into employment figures, the JSA 18 to 24 category outperforms the JSA 25+ group, with 25% of starts moving into employment which they sustain for 6 months compared to 18%. It is worth noting that, although a lower proportion of JSA 25+ participants move into employment, once they do, they are more likely to sustain employment for 6 months (68% compared to 62%).

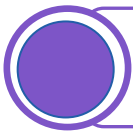
12 Months Sustained Employment – October 2014 to December 2016 Starts

Of those participants who started the programme between October 2014 and December 2016, 15% have moved into at least 12 months of sustained employment (this equates to 51% 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 (53% compared to 46%).

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





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

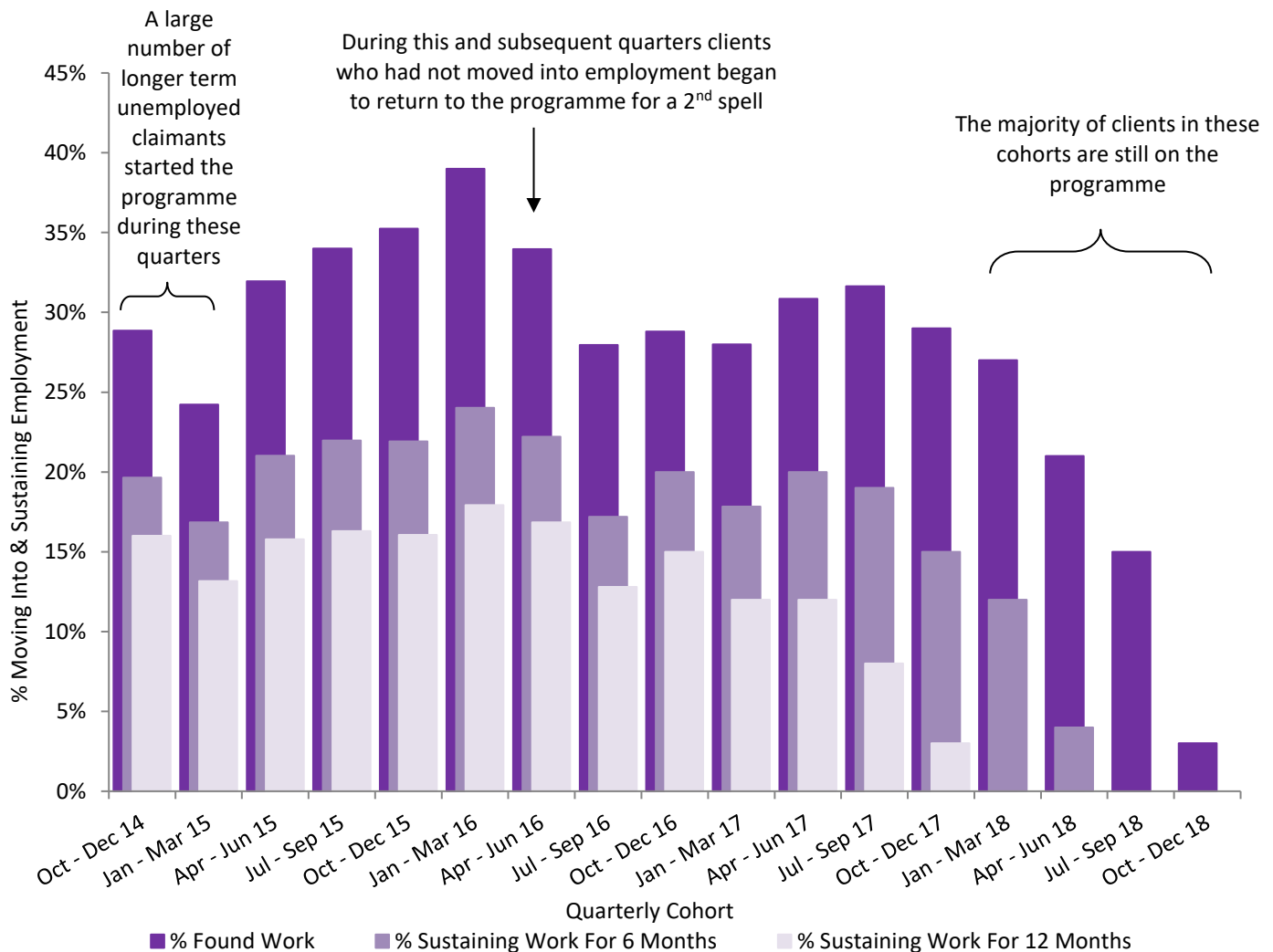
Moves to Employment and Sustainment by Month – October 2014 to December 2018 Starts

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 December 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 15,259 clients from across Northern Ireland into employment, 9,493 of which have now sustained their employment for at least 6 months and 6,728 for at least 12 months.

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

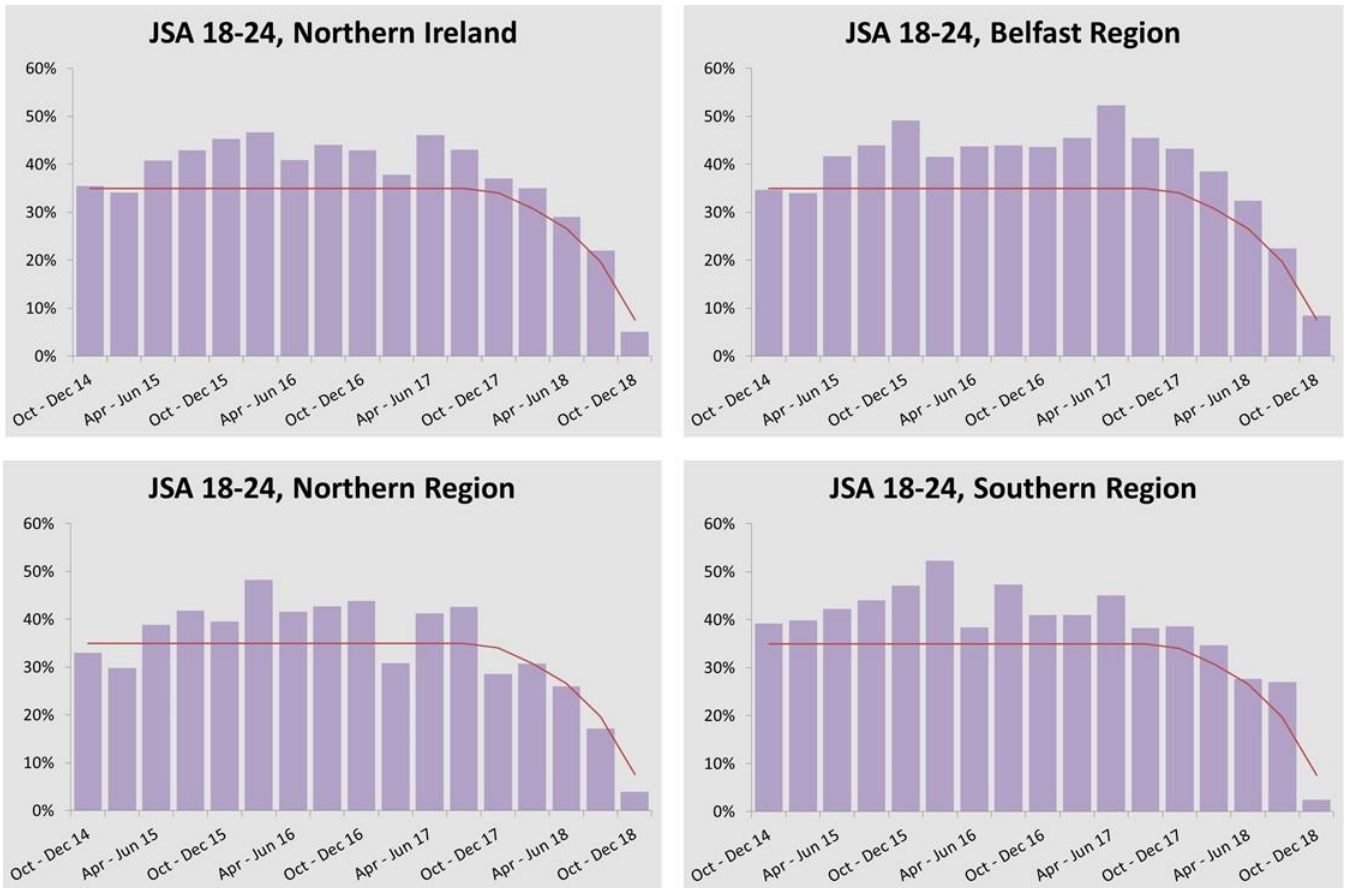
Figure 12: Percentage of Starts on Steps 2 Success in Northern Ireland who Moved Into and Sustained Employment by Quarterly Cohort (Oct 14 to Dec 18)



Moves to Employment for the JSA 18-24 Client Category – October 2014 to December 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 Dec 18)

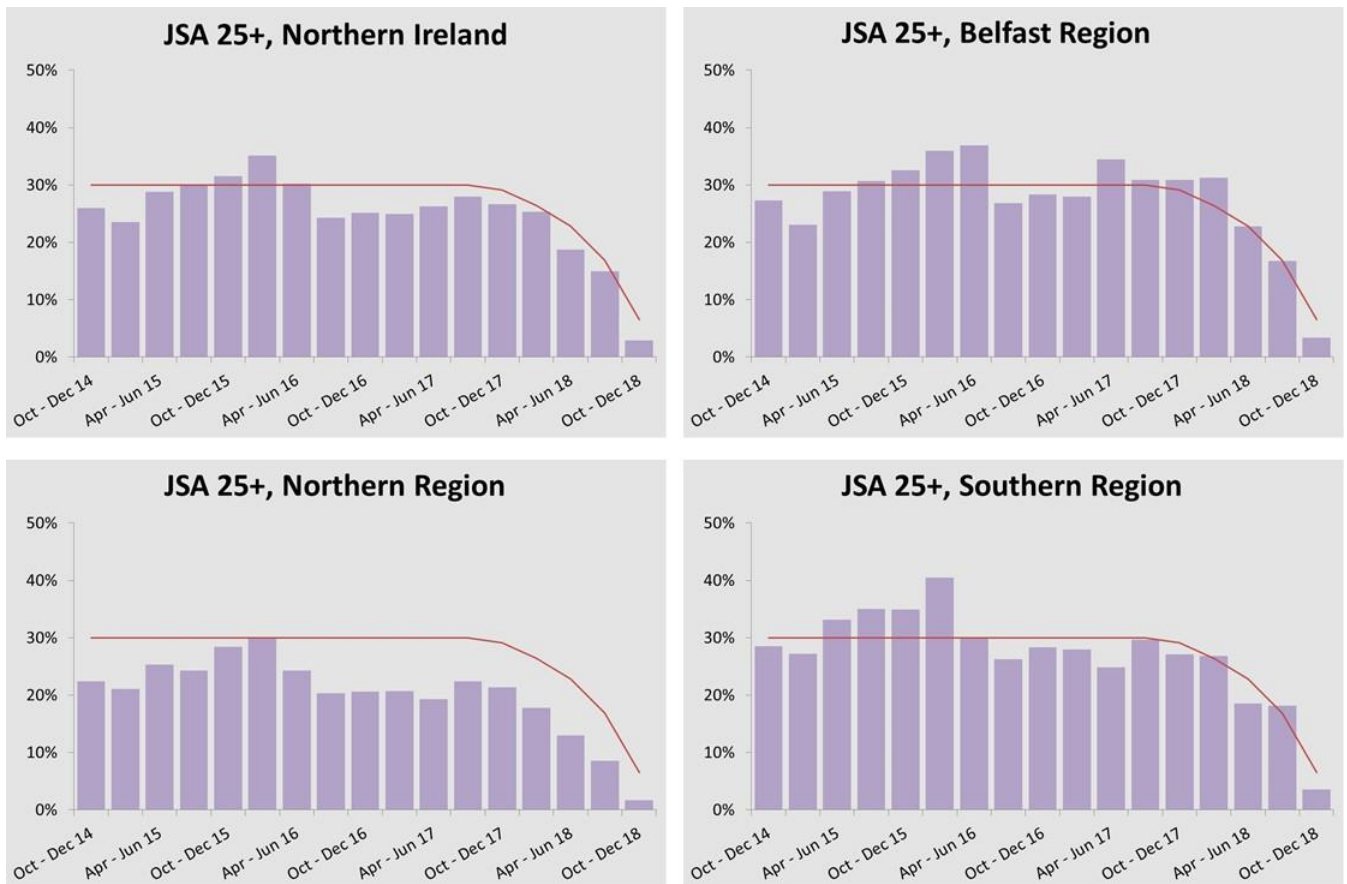


- For the JSA 18-24 category, the Northern Ireland average performance level has reached or exceeded the red line in 15 out of the 17 quarters from October 2014 to December 2018.
- Comparing the three separate regions, we can see that while the Southern region had the highest level of performance during 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.

Moves to Employment for the JSA 25+ Client Category – October 2014 to December 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 Dec 18)



- For the JSA 25+ category, the Northern Ireland average performance level has reached or exceeded the red line in only 3 out of the 17 quarters from October 2014 to December 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.

Statistical Tables

TABLE	TITLE	PAGE
SECTION 1: REFERRALS TO AND STARTS ON STEPS 2 SUCCESS (Oct 14 to Dec 18)		
1.1	Referrals to Steps 2 Success by Quarter	20
1.2	Starts on Steps 2 Success by Quarter	21
1.3	Starts on Steps 2 Success by Equality Group	22
1.4	Starts on Steps 2 Success by Lead Contractor	23
1.5	Starts on Steps 2 Success by Local Government District 2014	24
1.6	Starts on Steps 2 Success by Northern Ireland Multiple Deprivation Measure 2017	25
SECTION 2: MOVES TO EMPLOYMENT (Oct 14 to Dec 17)		
2.1	Starts on Steps 2 Success who Moved Into Employment by Quarterly Cohort	26
2.2	Starts on Steps 2 Success who Moved Into Employment by Lead Contractor	28
2.3	Starts on Steps 2 Success who Moved Into Employment by Equality Group	30
2.4	Starts on Steps 2 Success who Moved Into Employment by Local Government District 2014	32
2.5	Starts on Steps 2 Success who Moved Into Employment by Northern Ireland Multiple Deprivation Measure 2017	33
SECTION 3: COMPARISON OF FIRST STARTS & RETURNERS (Oct 14 to Dec 18)		
3.1	Number of First Starts and Returners on Steps 2 Success in Northern Ireland from October 2014 to December 2018 by Quarterly Cohort	34
3.2	Number of First Starts and Returners on Steps 2 Success in Northern Ireland from October 2014 to December 2017 who Moved Into Employment by Quarterly Cohort	35
3.3	Percentage of First Starts and Returners on Steps 2 Success in Northern Ireland from October 2014 to December 2017 who Moved Into Employment by Quarterly Cohort	36
SECTION 4: SUSTAINMENT (Oct 14 to Jun 17)		
4.1	Starts on Steps 2 Success from October 2014 to June 2017 who Sustained Employment for 6 Months by Quarterly Cohort	37
4.2	Starts on Steps 2 Success from October 2014 to June 2017 who Sustained Employment for 6 Months by Lead Contractor	39
4.3	Starts on Steps 2 Success from October 2014 to December 2016 who Sustained Employment for 12 Months by Quarterly Cohort	40
4.4	Starts on Steps 2 Success from October 2014 to December 2016 who Sustained Employment for 12 Months by Lead Contractor	42

SECTION 5: MOVES TO EMPLOYMENT & SUSTAINMENT (Oct 14 to Dec 18)

5.1a	Starts on Steps 2 Success in Northern Ireland who Moved Into and Sustained Employment by Quarterly Cohort	43
5.1b	Starts on Steps 2 Success in the Belfast Region who Moved Into and Sustained Employment by Quarterly Cohort	44
5.1c	Starts on Steps 2 Success in the Northern Region who Moved Into and Sustained Employment by Quarterly Cohort	45
5.1d	Starts on Steps 2 Success in the Southern Region who Moved Into and Sustained Employment by Quarterly Cohort	46
5.2a	JSA 18-24 Starts on Steps 2 Success in Northern Ireland who Moved Into and Sustained Employment by Quarterly Cohort	47
5.2b	JSA 18-24 Starts on Steps 2 Success in the Belfast Region who Moved Into and Sustained Employment by Quarterly Cohort	48
5.2c	JSA 18-24 Starts on Steps 2 Success in the Northern Region who Moved Into and Sustained Employment by Quarterly Cohort	49
5.2d	JSA 18-24 Starts on Steps 2 Success in the Southern Region who Moved Into and Sustained Employment by Quarterly Cohort	50
5.3a	JSA 25+ Starts on Steps 2 Success in Northern Ireland who Moved Into and Sustained Employment by Quarterly Cohort	51
5.3b	JSA 25+ Starts on Steps 2 Success in the Belfast Region who Moved Into and Sustained Employment by Quarterly Cohort	52
5.3c	JSA 25+ Starts on Steps 2 Success in the Northern Region who Moved Into and Sustained Employment by Quarterly Cohort	53
5.3d	JSA 25+ Starts on Steps 2 Success in the Southern Region who Moved Into and Sustained Employment by Quarterly Cohort	54

Section 1: Referrals and Starts

Table 1.1 – Referrals to Steps 2 Success by Quarter (Oct 2014 to Dec 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	2,292	167	3	3,814
Jul - Sep 15	904	2,190	192	3	3,289
Oct - Dec 15	690	1,574	28	2	2,294
Jan - Mar 16	582	1,196	17	0	1,795
Apr - Jun 16	1,270	2,206	12	1	3,489
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	2,201	2	0	3,031
Jul - Sep 17	542	1,473	3	3	2,021
Oct - Dec 17	424	1,252	10	8	1,694
Jan - Mar 18	405	1,192	3	90	1,690
Apr - Jun 18	510	1,262	8	103	1,883
Jul - Sep 18	553	1,583	6	248	2,390
Oct - Dec 18	360	1,143	8	200	1,711
Total	14,946	43,851	2,311	694	61,802

Notes:

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

Table 1.2 – Starts on Steps 2 Success by Quarter (Oct 2014 to Dec 2018)

Quarterly Cohort	Client Group				Total
	JSA 18 - 24	JSA 25+	JSA Early Entry	ESA WRAG & Voluntary	
Oct - Dec 14	2,029	4,686	72	20	6,807
Jan - Mar 15	1,232	7,961	1,247	3	10,443
Apr - Jun 15	1,159	2,516	364	5	4,044
Jul - Sep 15	930	2,151	231	2	3,314
Oct - Dec 15	658	1,742	38	3	2,441
Jan - Mar 16	605	1,293	37	1	1,936
Apr - Jun 16	1,027	1,710	14	1	2,752
Jul - Sep 16	874	3,638	5	0	4,517
Oct - Dec 16	634	2,254	9	1	2,898
Jan - Mar 17	551	2,142	6	1	2,700
Apr - Jun 17	658	2,086	2	0	2,746
Jul - Sep 17	527	1,319	2	1	1,849
Oct - Dec 17	368	1,180	4	7	1,559
Jan - Mar 18	360	1,054	4	45	1,463
Apr - Jun 18	417	1,093	7	106	1,623
Jul - Sep 18	405	1,213	4	151	1,773
Oct - Dec 18	308	960	6	156	1,430
Total	12,742	38,998	2,052	503	54,295

Notes:

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

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

Equality Group	Client Group			Total
	JSA 18 - 24	JSA 25+	Other	
All	12,742	38,998	2,555	54,295
Male	9,119	27,523	1,814	38,456
Female	3,623	11,475	741	15,839
% Male	72%	71%	71%	71%
Catholic	5,858	19,202	1,336	26,396
Protestant	4,674	14,123	832	19,629
Other	687	2,268	142	3,097
Not Known	1,523	3,405	245	5,173
% Catholic	46%	49%	52%	49%
% Protestant	37%	36%	33%	36%
White	12,489	37,461	2,436	52,386
Non White	216	1,010	70	1,296
Not Known	37	527	49	613
% White	98%	96%	95%	96%
No Dependants	12,065	28,852	1,933	42,850
With Dependants	677	10,146	622	11,445
% With Dependants	5%	26%	24%	21%
Non Disabled	10,910	30,004	1,859	42,773
Disabled	1,551	7,787	590	9,928
Not Known	281	1,207	106	1,594
% Disabled	12%	20%	23%	18%
Single	12,382	26,247	1,663	40,292
Married/Co-Habiting	310	4,087	311	4,708
Widowed/Separated/Divorced	24	8,447	544	9,015
Not Known	26	217	37	280
% Single	97%	67%	65%	74%
Aged < 25	12,742	0	112	12,854
Aged 25-49	0	27,212	1,560	28,772
Aged 50+	0	11,786	883	12,669
% 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 Dec 2018)**

Lead Contractor	Contract Area	Client Group				Total
		JSA 18 - 24	JSA 25+	JSA Early Entry	ESA WRAG & Voluntary	
Ingeus UK	Belfast Region	4,717	14,169	795	156	19,837
PeoplePlus NI	Northern Region	4,632	13,842	742	160	19,376
Reed In Partnership	Southern Region	3,393	10,987	515	187	15,082
Total	Northern Ireland	12,742	38,998	2,052	503	54,295

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 Dec 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	681	1,853	86	29	2,649	84,952	0.61
Ards and North Down	958	2,779	147	49	3,933	93,391	0.83
Armagh City, Banbridge and Craigavon	1,123	3,452	174	48	4,797	124,312	0.76
Belfast	3,210	9,850	604	81	13,745	212,940	1.27
Causeway Coast and Glens	1,095	3,119	62	26	4,302	86,148	0.98
Derry City and Strabane	2,135	6,558	518	65	9,276	91,532	1.99
Fermanagh and Omagh	586	2,221	69	25	2,901	69,161	0.82
Lisburn and Castlereagh	583	1,592	48	27	2,250	84,255	0.52
Mid and East Antrim	650	2,163	69	39	2,921	82,446	0.69
Mid Ulster	585	1,846	60	62	2,553	86,784	0.58
Newry, Mourne and Down	1,025	3,357	209	49	4,640	105,500	0.86
Unknown	111	208	6	3	328	-	-
Total	12,742	38,998	2,052	503	54,295	1,121,421	0.95

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 Dec 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)	5,196	16,330	987	156	22,669
Quintile 2	2,992	9,215	445	134	12,786
Quintile 3	2,091	6,512	282	103	8,988
Quintile 4	1,492	4,405	196	72	6,165
Quintile 5 (least deprived)	860	2,328	136	35	3,359
Unknown	111	208	6	3	328
Total	12,742	38,998	2,052	503	54,295

Notes:

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

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

Table 2.1 – Starts on Steps 2 Success from October 2014 to December 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	718	1,214	28	5	1,965
Jan - Mar 2015	420	1,867	242	2	2,531
Apr - Jun 2015	472	724	95	2	1,293
Jul - Sep 2015	401	645	65	0	1,111
Year 1 Total	2,011	4,450	430	9	6,900
Oct - Dec 2015	297	549	13	0	859
Jan - Mar 2016	282	453	11	0	746
Apr - Jun 2016	424	516	3	0	943
Jul - Sep 2016	388	881	4	0	1,273
Year 2 Total	1,391	2,399	31	0	3,821
Oct - Dec 2016	273	566	1	1	841
Jan - Mar 2017	212	534	2	0	748
Apr - Jun 2017	304	547	1	0	852
Jul - Sep 2017	226	368	2	0	596
Year 3 Total	1,015	2,015	6	1	3,037
Oct - Dec 2017	135	314	3	2	454
Year 4 Total	135	314	3	2	454
Overall Total	4,552	9,178	470	12	14,212

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%	34%
Year 1 Total	38%	26%	22%	30%	28%
Oct - Dec 2015	45%	32%	34%	0%	35%
Jan - Mar 2016	47%	35%	30%	0%	39%
Apr - Jun 2016	41%	30%	21%	0%	34%
Jul - Sep 2016	44%	24%	80%	-	28%
Year 2 Total	44%	29%	33%	0%	33%
Oct - Dec 2016	43%	25%	11%	100%	29%
Jan - Mar 2017	38%	25%	33%	0%	28%
Apr - Jun 2017	46%	26%	50%	-	31%
Jul - Sep 2017	43%	28%	100%	0%	32%
Year 3 Total	43%	26%	32%	33%	30%
Oct - Dec 2017	37%	27%	75%	29%	29%
Year 4 Total	37%	27%	75%	29%	29%
Overall Total	40%	26%	23%	27%	30%
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 December 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	721	1,565	171	3	2,460
	PeoplePlus NI	Northern Region	660	1,343	131	4	2,138
	Reed In Partnership	Southern Region	630	1,542	128	2	2,302
	Total	Northern Ireland	2,011	4,450	430	9	6,900
Oct 15 - Sep 16 (Year 2)	Ingeus UK	Belfast Region	513	938	9	0	1,460
	PeoplePlus NI	Northern Region	497	727	12	0	1,236
	Reed In Partnership	Southern Region	381	734	10	0	1,125
	Total	Northern Ireland	1,391	2,399	31	0	3,821
Oct 16 - Sep 17 (Year 3)	Ingeus UK	Belfast Region	422	899	2	0	1,323
	PeoplePlus NI	Northern Region	370	630	4	1	1,005
	Reed In Partnership	Southern Region	223	486	0	0	709
	Total	Northern Ireland	1,015	2,015	6	1	3,037
Oct 17 - Dec 17 (Year 4 to date)	Ingeus UK	Belfast Region	64	145	1	1	211
	PeoplePlus NI	Northern Region	39	86	1	1	127
	Reed In Partnership	Southern Region	32	83	1	0	116
	Total	Northern Ireland	135	314	3	2	454
Total	Ingeus UK	Belfast Region	1,720	3,547	183	4	5,454
	PeoplePlus NI	Northern Region	1,566	2,786	148	6	4,506
	Reed In Partnership	Southern Region	1,266	2,845	139	2	4,252
	Total	Northern Ireland	4,552	9,178	470	12	14,212

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	38%	26%	23%	33%	28%
	PeoplePlus NI	Northern Region	35%	22%	19%	57%	25%
	Reed In Partnership	Southern Region	41%	29%	27%	14%	31%
	Total	Northern Ireland	38%	26%	22%	30%	28%
Oct 15 - Sep 16 (Year 2)	Ingeus UK	Belfast Region	45%	31%	20%	0%	35%
	PeoplePlus NI	Northern Region	43%	24%	41%	0%	29%
	Reed In Partnership	Southern Region	45%	31%	48%	0%	35%
	Total	Northern Ireland	44%	29%	33%	0%	33%
Oct 16 - Sep 17 (Year 3)	Ingeus UK	Belfast Region	47%	30%	29%	0%	34%
	PeoplePlus NI	Northern Region	40%	20%	44%	50%	25%
	Reed In Partnership	Southern Region	42%	28%	0%	-	31%
	Total	Northern Ireland	43%	26%	32%	33%	30%
Oct 17 - Dec 17 (Year 4 to date)	Ingeus UK	Belfast Region	43%	31%	100%	50%	34%
	PeoplePlus NI	Northern Region	28%	21%	100%	33%	23%
	Reed In Partnership	Southern Region	39%	27%	50%	0%	29%
	Total	Northern Ireland	37%	27%	75%	29%	29%
Total	Ingeus UK	Belfast Region	42%	29%	23%	31%	31%
	PeoplePlus NI	Northern Region	38%	22%	20%	46%	26%
	Reed In Partnership	Southern Region	42%	29%	27%	11%	32%
	Total	Northern Ireland	40%	26%	23%	27%	30%
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 December 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	4,552	9,178	482	14,212
Male	3,287	6,643	339	10,269
Female	1,265	2,535	143	3,943
Catholic	2,090	4,399	249	6,738
Protestant	1,679	3,275	146	5,100
Other	242	628	39	909
Not Known	541	876	48	1,465
White	4,493	8,789	460	13,742
Non White	58	271	11	340
Not Known	1	118	11	130
No Dependants	4,372	6,792	344	11,508
With Dependants	180	2,386	138	2,704
Non Disabled	4,071	7,787	416	12,274
Disabled	387	1,154	51	1,592
Not Known	94	237	15	346
Single	4,433	6,476	322	11,231
Married/Co-Habiting	103	960	58	1,121
Widowed/Separated/Divorced	6	1,693	96	1,795
Not Known	10	49	6	65
Aged < 25	4,552	0	28	4,580
Aged 25-49	0	7,419	351	7,770
Aged 50+	0	1,759	103	1,862

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%	30%
Male	41%	27%	22%	30%
Female	40%	26%	27%	29%
Catholic	40%	25%	22%	29%
Protestant	41%	26%	23%	30%
Other	43%	32%	34%	35%
Not Known	42%	29%	24%	33%
White	41%	26%	23%	30%
Non White	33%	33%	18%	32%
Not Known	20%	25%	29%	25%
No Dependants	41%	26%	22%	30%
With Dependants	30%	27%	28%	28%
Non Disabled	42%	29%	25%	32%
Disabled	28%	17%	14%	19%
Not Known	38%	22%	19%	25%
Single	41%	28%	23%	32%
Married/Co-Habiting	36%	26%	23%	27%
Widowed/Separated/Divorced	27%	23%	23%	23%
Not Known	45%	25%	27%	27%
Aged < 25	40%	-	42%	40%
Aged 25-49	-	31%	27%	30%
Aged 50+	-	17%	14%	17%

Notes:

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

Table 2.4 – Starts on Steps 2 Success from October 2014 to December 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	275	431	26	3	735
Ards & North Down	311	655	26	2	994
Armagh City, Banbridge & Craigavon	465	956	62	0	1,483
Belfast	1,215	2,476	144	3	3,838
Causeway Coast & Glens	337	641	22	0	1,000
Derry City & Strabane	698	1,236	77	2	2,013
Fermanagh & Omagh	201	478	15	0	694
Lisburn & Castlereagh	201	419	16	0	636
Mid & East Antrim	236	456	19	0	711
Mid Ulster	237	521	17	2	777
Newry, Mourne & Down	344	847	43	0	1,234
Unknown	32	62	3	0	97
Total	4,552	9,178	470	12	14,212

(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%	27%	31%	100%	32%
Ards & North Down	38%	27%	18%	50%	29%
Armagh City, Banbridge & Craigavon	47%	31%	36%	0%	35%
Belfast	43%	29%	24%	30%	32%
Causeway Coast & Glens	35%	23%	35%	0%	26%
Derry City & Strabane	36%	20%	15%	29%	24%
Fermanagh & Omagh	38%	24%	22%	0%	27%
Lisburn & Castlereagh	39%	30%	33%	-	32%
Mid & East Antrim	41%	24%	29%	-	28%
Mid Ulster	47%	33%	30%	29%	36%
Newry, Mourne & Down	38%	28%	21%	0%	30%
Unknown	32%	32%	50%	0%	32%
Total	40%	26%	23%	27%	30%

Notes:

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

Table 2.5 – Starts on Steps 2 Success from October 2014 to December 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)	1,758	3,593	186	5	5,542
Quintile 2	1,050	2,103	112	2	3,267
Quintile 3	768	1,621	75	2	2,466
Quintile 4	593	1,105	53	3	1,754
Quintile 5 (least deprived)	351	694	41	0	1,086
Unknown	32	62	3	0	97
Total	4,552	9,178	470	12	14,212

(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)	38%	25%	19%	29%	27%
Quintile 2	40%	26%	25%	18%	29%
Quintile 3	42%	28%	27%	20%	31%
Quintile 4	45%	29%	27%	60%	33%
Quintile 5 (least deprived)	47%	34%	31%	-	37%
Unknown	32%	32%	50%	0%	32%
Total	40%	26%	23%	27%	30%

Notes:

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

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

Table 3.1 – Number of First Starts and Returners on Steps 2 Success in Northern Ireland from October 2014 to December 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	2,029	4,686	72	20	6,807	0	0	0	0	6,807
Jan - Mar 2015	1,232	7,961	1,247	3	10,443	0	0	0	0	10,443
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	658	1,742	38	3	2,441	0	0	0	0	2,441
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	201	767	0	968	2,752
Jul - Sep 2016	571	834	5	0	1,410	303	2,804	0	3,107	4,517
Year 2 Total	2,660	4,812	94	5	7,571	504	3,571	0	4,075	11,646
Oct - Dec 2016	418	757	9	1	1,185	216	1,497	0	1,713	2,898
Jan - Mar 2017	304	771	6	1	1,082	247	1,371	0	1,618	2,700
Apr - Jun 2017	496	734	2	0	1,232	162	1,352	0	1,514	2,746
Jul - Sep 2017	397	593	2	1	993	130	726	0	856	1,849
Year 3 Total	1,615	2,855	19	3	4,492	755	4,946	0	5,701	10,193
Oct - Dec 2017	248	596	4	7	855	120	584	0	704	1,559
Jan - Mar 2018	219	583	4	45	851	141	471	0	612	1,463
Apr - Jun 2018	299	638	7	99	1,043	118	455	7	580	1,623
Jul - Sep 2018	314	639	4	79	1,036	91	574	72	737	1,773
Year 4 Total	1,080	2,456	19	230	3,785	470	2,084	79	2,633	6,418
Oct - Dec 2018	224	595	6	86	911	84	365	70	519	1,430
Year 5 Total	224	595	6	86	911	84	365	70	519	1,430
Overall Total	10,929	28,032	2,052	354	41,367	1,813	10,966	149	12,928	54,295

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 December 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	718	1,214	28	5	1,965	0	0	0	0	1,965
Jan - Mar 2015	420	1,867	242	2	2,531	0	0	0	0	2,531
Apr - Jun 2015	472	724	95	2	1,293	0	0	0	0	1,293
Jul - Sep 2015	401	645	65	0	1,111	0	0	0	0	1,111
Year 1 Total	2,011	4,450	430	9	6,900	0	0	0	0	6,900
Oct - Dec 2015	297	549	13	0	859	0	0	0	0	859
Jan - Mar 2016	282	453	11	0	746	0	0	0	0	746
Apr - Jun 2016	373	328	3	0	704	51	188	0	239	943
Jul - Sep 2016	281	299	4	0	584	107	582	0	689	1,273
Year 2 Total	1,233	1,629	31	0	2,893	158	770	0	928	3,821
Oct - Dec 2016	207	257	1	1	466	66	309	0	375	841
Jan - Mar 2017	135	273	2	0	410	77	261	0	338	748
Apr - Jun 2017	241	236	1	0	478	63	311	0	374	852
Jul - Sep 2017	175	190	2	0	367	51	178	0	229	596
Year 3 Total	758	956	6	1	1,721	257	1,059	0	1,316	3,037
Oct - Dec 2017	96	170	3	2	271	39	144	0	183	454
Year 4 Total	96	170	3	2	271	39	144	0	183	454
Overall Total	4,098	7,205	470	12	11,785	454	1,973	0	2,427	14,212

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 December 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%	-	-	-	-	34%
Year 1 Total	38%	26%	22%	30%	28%	-	-	-	-	28%
Oct - Dec 2015	45%	32%	34%	0%	35%	-	-	-	-	35%
Jan - Mar 2016	47%	35%	30%	0%	38%	-	-	-	-	39%
Apr - Jun 2016	45%	35%	21%	0%	39%	25%	25%	-	25%	34%
Jul - Sep 2016	49%	36%	80%	-	41%	35%	21%	-	22%	28%
Year 2 Total	46%	34%	33%	0%	38%	31%	22%	-	23%	33%
Oct - Dec 2016	50%	34%	11%	100%	39%	31%	21%	-	22%	29%
Jan - Mar 2017	44%	35%	33%	0%	38%	31%	19%	-	21%	28%
Apr - Jun 2017	49%	32%	50%	-	39%	39%	23%	-	25%	31%
Jul - Sep 2017	43%	31%	100%	0%	36%	39%	25%	-	27%	32%
Year 3 Total	47%	33%	32%	33%	38%	34%	21%	-	23%	30%
Oct - Dec 2017	39%	29%	75%	29%	32%	33%	25%	-	26%	29%
Year 4 Total	39%	29%	75%	29%	32%	33%	25%	-	26%	29%
Overall Total	42%	28%	23%	27%	31%	33%	22%	-	25%	30%

Notes:

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

Section 4: Sustainment (Oct 14 to Jun 17)

Table 4.1 – Starts on Steps 2 Success from October 2014 to June 2017 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	447	870	21	3	1,341
Jan - Mar 2015	282	1306	171	2	1,761
Apr - Jun 2015	309	476	66	2	853
Jul - Sep 2015	244	445	43	0	732
Year 1 Total	1,282	3,097	301	7	4,687
Oct - Dec 2015	168	360	10	0	538
Jan - Mar 2016	167	295	5	0	467
Apr - Jun 2016	269	344	1	0	614
Jul - Sep 2016	225	553	3	0	781
Year 2 Total	829	1,552	19	0	2,400
Oct - Dec 16	170	394	1	1	566
Jan - Mar 17	133	358	0	0	491
Apr - Jun 17	194	344	0	0	538
Year 3 Total	497	1,096	1	1	1,595
Overall Total	2,608	5,745	321	8	8,682

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	22%	19%	29%	15%	20%
Jan - Mar 2015	23%	16%	14%	67%	17%
Apr - Jun 2015	27%	19%	18%	40%	21%
Jul - Sep 2015	26%	21%	19%	0%	22%
Year 1 Total	24%	18%	16%	23%	19%
Oct - Dec 2015	26%	21%	26%	0%	22%
Jan - Mar 2016	28%	23%	14%	0%	24%
Apr - Jun 2016	26%	20%	7%	0%	22%
Jul - Sep 2016	26%	15%	60%	-	17%
Year 2 Total	26%	19%	20%	0%	21%
Oct - Dec 16	27%	17%	11%	100%	20%
Jan - Mar 17	24%	17%	0%	0%	18%
Apr - Jun 17	29%	16%	0%	-	20%
Year 3 Total	27%	17%	6%	50%	19%
Overall Total	25%	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	62%	72%	75%	60%	68%
Jan - Mar 2015	67%	70%	71%	100%	70%
Apr - Jun 2015	65%	66%	69%	100%	66%
Jul - Sep 2015	61%	69%	66%	-	66%
Year 1 Total	64%	70%	70%	78%	68%
Oct - Dec 2015	57%	66%	77%	-	63%
Jan - Mar 2016	59%	65%	45%	-	63%
Apr - Jun 2016	63%	67%	33%	-	65%
Jul - Sep 2016	58%	63%	75%	-	61%
Year 2 Total	60%	65%	61%	-	63%
Oct - Dec 16	62%	70%	100%	100%	67%
Jan - Mar 17	63%	67%	0%	-	66%
Apr - Jun 17	64%	63%	0%	-	63%
Year 3 Total	63%	67%	25%	100%	65%
Overall Total	62%	68%	69%	80%	66%

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

Table 4.2 – Starts on Steps 2 Success from October 2014 to June 2017 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	890	2,063	127	2	3,082
PeoplePlus NI	Northern Region	943	1,766	96	5	2,810
Reed In Partnership	Southern Region	775	1,916	98	1	2,790
Total	Northern Ireland	2,608	5,745	321	8	8,682

(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	24%	18%	16%	18%	19%
PeoplePlus NI	Northern Region	25%	15%	13%	56%	17%
Reed In Partnership	Southern Region	27%	21%	19%	6%	22%
Total	Northern Ireland	25%	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	57%	64%	70%	67%	62%
PeoplePlus NI	Northern Region	65%	68%	66%	100%	67%
Reed In Partnership	Southern Region	65%	72%	71%	50%	70%
Total	Northern Ireland	62%	68%	69%	80%	66%

Notes:

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

Table 4.3 – Starts on Steps 2 Success from October 2014 to December 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	347	689	19	2	1,057
Jan - Mar 2015	199	1,042	138	1	1,380
Apr - Jun 2015	231	354	59	2	646
Jul - Sep 2015	180	334	32	0	546
Year 1 Total	957	2,419	248	5	3,629
Oct - Dec 2015	111	280	8	0	399
Jan - Mar 2016	119	231	3	0	353
Apr - Jun 2016	207	264	1	0	472
Jul - Sep 2016	165	428	1	0	594
Year 2 Total	602	1,203	13	0	1,818
Oct - Dec 2016	122	302	1	1	426
Year 3 Total	122	302	1	1	426
Overall Total	1,681	3,924	262	6	5,873

(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%	16%
Jan - Mar 2015	16%	13%	11%	33%	13%
Apr - Jun 2015	20%	14%	16%	40%	16%
Jul - Sep 2015	19%	16%	14%	0%	16%
Year 1 Total	18%	14%	13%	17%	15%
Oct - Dec 2015	17%	16%	21%	0%	16%
Jan - Mar 2016	20%	18%	8%	0%	18%
Apr - Jun 2016	20%	15%	7%	0%	17%
Jul - Sep 2016	19%	12%	20%	-	13%
Year 2 Total	19%	14%	14%	0%	16%
Oct - Dec 2016	19%	13%	11%	100%	15%
Year 3 Total	19%	13%	11%	100%	15%
Overall Total	18%	14%	13%	17%	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	48%	57%	68%	40%	54%
Jan - Mar 2015	47%	56%	57%	50%	55%
Apr - Jun 2015	49%	49%	62%	100%	50%
Jul - Sep 2015	45%	52%	49%	-	49%
Year 1 Total	48%	54%	58%	56%	53%
Oct - Dec 2015	37%	51%	62%	-	46%
Jan - Mar 2016	42%	51%	27%	-	47%
Apr - Jun 2016	49%	51%	33%	-	50%
Jul - Sep 2016	43%	49%	25%	-	47%
Year 2 Total	43%	50%	42%	-	48%
Oct - Dec 2016	45%	53%	100%	100%	51%
Year 3 Total	45%	53%	100%	100%	51%
Overall Total	46%	53%	57%	60%	51%

Notes:

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

Table 4.4 – Starts on Steps 2 Success from October 2014 to December 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	548	1,356	102	2	2,008
PeoplePlus NI	Northern Region	599	1,178	82	3	1,862
Reed In Partnership	Southern Region	534	1,390	78	1	2,003
Total	Northern Ireland	1,681	3,924	262	6	5,873

(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	17%	14%	13%	20%	14%
PeoplePlus NI	Northern Region	18%	12%	11%	33%	13%
Reed In Partnership	Southern Region	21%	17%	15%	6%	18%
Total	Northern Ireland	18%	14%	13%	17%	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	41%	50%	57%	67%	47%
PeoplePlus NI	Northern Region	47%	52%	57%	60%	51%
Reed In Partnership	Southern Region	50%	57%	57%	50%	55%
Total	Northern Ireland	46%	53%	57%	60%	51%

Notes:

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

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

Table 5.1a – Starts on Steps 2 Success in Northern Ireland who Moved Into and Sustained Employment by Quarterly Cohort (Oct 2014 to Dec 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	6,807	1,965	29%	1,341	20%	1,057	16%
Jan - Mar 15	10,443	2,531	24%	1,761	17%	1,380	13%
Apr - Jun 15	4,044	1,293	32%	853	21%	646	16%
Jul - Sep 15	3,314	1,111	34%	732	22%	546	16%
Oct - Dec 15	2,441	859	35%	538	22%	399	16%
Jan - Mar 16	1,936	746	39%	467	24%	353	18%
Apr - Jun 16	2,752	943	34%	614	22%	472	17%
Jul - Sep 16	4,517	1,273	28%	781	17%	594	13%
Oct - Dec 16	2,898	841	29%	566	20%	426	15%
Jan - Mar 17	2,700	748	28%	491	18%	337	12%
Apr - Jun 17	2,746	852	31%	538	20%	318	12%
Jul - Sep 17	1,849	596	32%	347	19%	150	8%
Oct - Dec 17	1,559	454	29%	236	15%	50	3%
Jan - Mar 18	1,463	397	27%	170	12%		
Apr - Jun 18	1,623	333	21%	58	4%		
Jul - Sep 18	1,773	273	15%				
Oct - Dec 18	1,430	44	3%				
Total	54,295	15,259		9,493		6,728	

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 Dec 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	2,086	628	30%	409	20%	322	15%
Jan - Mar 15	3,549	845	24%	582	16%	456	13%
Apr - Jun 15	1,686	529	31%	338	20%	251	15%
Jul - Sep 15	1,359	458	34%	294	22%	221	16%
Oct - Dec 15	948	353	37%	201	21%	141	15%
Jan - Mar 16	756	279	37%	164	22%	124	16%
Apr - Jun 16	870	342	39%	210	24%	157	18%
Jul - Sep 16	1,618	486	30%	272	17%	192	12%
Oct - Dec 16	1,033	326	32%	200	19%	144	14%
Jan - Mar 17	953	300	31%	171	18%	103	11%
Apr - Jun 17	1,058	409	39%	241	23%	131	12%
Jul - Sep 17	823	288	35%	143	17%	57	7%
Oct - Dec 17	621	211	34%	100	16%	24	4%
Jan - Mar 18	572	185	32%	81	14%		
Apr - Jun 18	675	164	24%	28	4%		
Jul - Sep 18	711	121	17%				
Oct - Dec 18	519	22	4%				
Total	19,837	5,946		3,434		2,323	

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 Dec 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	835	22%	571	15%	448	12%
Apr - Jun 15	1,345	397	30%	261	19%	207	15%
Jul - Sep 15	1,024	311	30%	199	19%	146	14%
Oct - Dec 15	909	283	31%	188	21%	136	15%
Jan - Mar 16	672	243	36%	152	23%	111	17%
Apr - Jun 16	951	299	31%	209	22%	153	16%
Jul - Sep 16	1,665	411	25%	246	15%	190	11%
Oct - Dec 16	1,198	309	26%	216	18%	166	14%
Jan - Mar 17	1,102	251	23%	180	16%	116	11%
Apr - Jun 17	1,129	274	24%	191	17%	118	10%
Jul - Sep 17	595	171	29%	113	19%	48	8%
Oct - Dec 17	544	127	23%	67	12%	11	2%
Jan - Mar 18	523	109	21%	44	8%		
Apr - Jun 18	479	75	16%	10	2%		
Jul - Sep 18	513	52	10%				
Oct - Dec 18	490	9	2%				
Total	19,376	4,751		3,044		2,155	

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 Dec 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	742	31%	535	23%	430	18%
Jan - Mar 15	3,014	851	28%	608	20%	476	16%
Apr - Jun 15	1,013	367	36%	254	25%	188	19%
Jul - Sep 15	931	342	37%	239	26%	179	19%
Oct - Dec 15	584	223	38%	149	26%	122	21%
Jan - Mar 16	508	224	44%	151	30%	118	23%
Apr - Jun 16	931	302	32%	195	21%	162	17%
Jul - Sep 16	1,234	376	30%	263	21%	212	17%
Oct - Dec 16	667	206	31%	150	22%	116	17%
Jan - Mar 17	645	197	31%	140	22%	118	18%
Apr - Jun 17	559	169	30%	106	19%	69	12%
Jul - Sep 17	431	137	32%	91	21%	45	10%
Oct - Dec 17	394	116	29%	69	18%	15	4%
Jan - Mar 18	368	103	28%	45	12%		
Apr - Jun 18	469	94	20%	20	4%		
Jul - Sep 18	549	100	18%				
Oct - Dec 18	421	13	3%				
Total	15,082	4,562		3,015		2,250	

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 Dec 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	2,029	718	35%	447	22%	347	17%
Jan - Mar 15	1,232	420	34%	282	23%	199	16%
Apr - Jun 15	1,159	472	41%	309	27%	231	20%
Jul - Sep 15	930	401	43%	244	26%	180	19%
Oct - Dec 15	658	297	45%	168	26%	111	17%
Jan - Mar 16	605	282	47%	167	28%	119	20%
Apr - Jun 16	1,027	424	41%	269	26%	207	20%
Jul - Sep 16	874	388	44%	225	26%	165	19%
Oct - Dec 16	634	273	43%	170	27%	122	19%
Jan - Mar 17	551	212	38%	133	24%	94	17%
Apr - Jun 17	658	304	46%	194	29%	111	17%
Jul - Sep 17	527	226	43%	125	24%	58	11%
Oct - Dec 17	368	135	37%	68	18%	14	4%
Jan - Mar 18	360	125	35%	51	14%		
Apr - Jun 18	417	121	29%	17	4%		
Jul - Sep 18	405	88	22%				
Oct - Dec 18	308	16	5%				
Total	12,742	4,902		2,869		1,958	

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 Dec 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	817	283	35%	168	21%	134	16%
Jan - Mar 15	366	124	34%	79	22%	61	17%
Apr - Jun 15	384	160	42%	96	25%	67	17%
Jul - Sep 15	351	154	44%	88	25%	65	19%
Oct - Dec 15	267	131	49%	67	25%	47	18%
Jan - Mar 16	236	98	42%	49	21%	33	14%
Apr - Jun 16	337	147	44%	83	25%	59	18%
Jul - Sep 16	312	137	44%	69	22%	46	15%
Oct - Dec 16	225	98	44%	58	26%	36	16%
Jan - Mar 17	198	90	45%	54	27%	32	16%
Apr - Jun 17	247	129	52%	79	32%	38	15%
Jul - Sep 17	231	105	45%	45	19%	22	10%
Oct - Dec 17	148	64	43%	28	19%	7	5%
Jan - Mar 18	148	57	39%	23	16%		
Apr - Jun 18	170	55	32%	9	5%		
Jul - Sep 18	161	36	22%				
Oct - Dec 18	119	10	8%				
Total	4,717	1,878		995		647	

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 Dec 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%	68	14%
Apr - Jun 15	441	171	39%	113	26%	89	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%	48	22%
Apr - Jun 16	393	163	41%	116	30%	85	22%
Jul - Sep 16	321	137	43%	77	24%	56	17%
Oct - Dec 16	265	116	44%	78	29%	58	22%
Jan - Mar 17	221	68	31%	45	20%	31	14%
Apr - Jun 17	260	107	41%	77	30%	48	18%
Jul - Sep 17	186	79	42%	51	27%	20	11%
Oct - Dec 17	137	39	28%	27	20%	4	3%
Jan - Mar 18	137	42	31%	14	10%		
Apr - Jun 18	131	34	26%	6	5%		
Jul - Sep 18	140	24	17%				
Oct - Dec 18	104	4	4%				
Total	4,632	1,670		1,041		702	

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 Dec 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	228	39%	153	26%	115	20%
Jan - Mar 15	382	152	40%	103	27%	70	18%
Apr - Jun 15	334	141	42%	100	30%	75	22%
Jul - Sep 15	248	109	44%	66	27%	51	21%
Oct - Dec 15	153	72	47%	45	29%	31	20%
Jan - Mar 16	155	81	52%	53	34%	38	25%
Apr - Jun 16	297	114	38%	70	24%	63	21%
Jul - Sep 16	241	114	47%	79	33%	63	26%
Oct - Dec 16	144	59	41%	34	24%	28	19%
Jan - Mar 17	132	54	41%	34	26%	31	23%
Apr - Jun 17	151	68	45%	38	25%	25	17%
Jul - Sep 17	110	42	38%	29	26%	16	15%
Oct - Dec 17	83	32	39%	13	16%	3	4%
Jan - Mar 18	75	26	35%	14	19%		
Apr - Jun 18	116	32	28%	2	2%		
Jul - Sep 18	104	28	27%				
Oct - Dec 18	85	2	2%				
Total	3,393	1,354		833		609	

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 Dec 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	4,686	1,214	26%	870	19%	689	15%
Jan - Mar 15	7,961	1,867	23%	1,306	16%	1,042	13%
Apr - Jun 15	2,516	724	29%	476	19%	354	14%
Jul - Sep 15	2,151	645	30%	445	21%	334	16%
Oct - Dec 15	1,742	549	32%	360	21%	280	16%
Jan - Mar 16	1,293	453	35%	295	23%	231	18%
Apr - Jun 16	1,710	516	30%	344	20%	264	15%
Jul - Sep 16	3,638	881	24%	553	15%	428	12%
Oct - Dec 16	2,254	566	25%	394	17%	302	13%
Jan - Mar 17	2,142	534	25%	358	17%	243	11%
Apr - Jun 17	2,086	547	26%	344	16%	207	10%
Jul - Sep 17	1,319	368	28%	220	17%	90	7%
Oct - Dec 17	1,180	314	27%	166	14%	36	3%
Jan - Mar 18	1,054	266	25%	117	11%		
Apr - Jun 18	1,093	204	19%	39	4%		
Jul - Sep 18	1,213	181	15%				
Oct - Dec 18	960	27	3%				
Total	38,998	9,856		6,287		4,500	

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 Dec 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	1,237	337	27%	234	19%	183	15%
Jan - Mar 15	2,831	650	23%	450	16%	353	12%
Apr - Jun 15	1,061	306	29%	199	19%	146	14%
Jul - Sep 15	888	272	31%	186	21%	141	16%
Oct - Dec 15	664	216	33%	130	20%	91	14%
Jan - Mar 16	499	179	36%	114	23%	91	18%
Apr - Jun 16	527	194	37%	126	24%	97	18%
Jul - Sep 16	1,305	349	27%	203	16%	146	11%
Oct - Dec 16	805	228	28%	142	18%	108	13%
Jan - Mar 17	752	210	28%	117	16%	71	9%
Apr - Jun 17	810	279	34%	162	20%	93	11%
Jul - Sep 17	591	182	31%	97	16%	34	6%
Oct - Dec 17	470	145	31%	71	15%	17	4%
Jan - Mar 18	401	125	31%	56	14%		
Apr - Jun 18	467	106	23%	18	4%		
Jul - Sep 18	497	83	17%				
Oct - Dec 18	364	12	3%				
Total	14,169	3,873		2,305		1,571	

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 Dec 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	600	21%	407	14%	326	11%
Apr - Jun 15	818	207	25%	133	16%	104	13%
Jul - Sep 15	639	155	24%	98	15%	73	11%
Oct - Dec 15	662	188	28%	132	20%	103	16%
Jan - Mar 16	445	133	30%	85	19%	62	14%
Apr - Jun 16	552	134	24%	93	17%	68	12%
Jul - Sep 16	1,342	272	20%	168	13%	134	10%
Oct - Dec 16	929	191	21%	136	15%	106	11%
Jan - Mar 17	877	181	21%	135	15%	85	10%
Apr - Jun 17	868	167	19%	114	13%	70	8%
Jul - Sep 17	407	91	22%	61	15%	27	7%
Oct - Dec 17	403	86	21%	40	10%	7	2%
Jan - Mar 18	377	67	18%	30	8%		
Apr - Jun 18	318	41	13%	4	1%		
Jul - Sep 18	330	28	8%				
Oct - Dec 18	313	5	2%				
Total	13,842	2,927		1,901		1,367	

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 Dec 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	496	28%	371	21%	304	17%
Jan - Mar 15	2,275	617	27%	449	20%	363	16%
Apr - Jun 15	637	211	33%	144	23%	104	16%
Jul - Sep 15	624	218	35%	161	26%	120	19%
Oct - Dec 15	416	145	35%	98	24%	86	21%
Jan - Mar 16	349	141	40%	96	28%	78	22%
Apr - Jun 16	631	188	30%	125	20%	99	16%
Jul - Sep 16	991	260	26%	182	18%	148	15%
Oct - Dec 16	520	147	28%	116	22%	88	17%
Jan - Mar 17	513	143	28%	106	21%	87	17%
Apr - Jun 17	408	101	25%	68	17%	44	11%
Jul - Sep 17	321	95	30%	62	19%	29	9%
Oct - Dec 17	307	83	27%	55	18%	12	4%
Jan - Mar 18	276	74	27%	31	11%		
Apr - Jun 18	308	57	19%	17	6%		
Jul - Sep 18	386	70	18%				
Oct - Dec 18	283	10	4%				
Total	10,987	3,056		2,081		1,562	

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 Dec 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 Dec 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 Jun 17)

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 Dec 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 28 days 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 28 days 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.

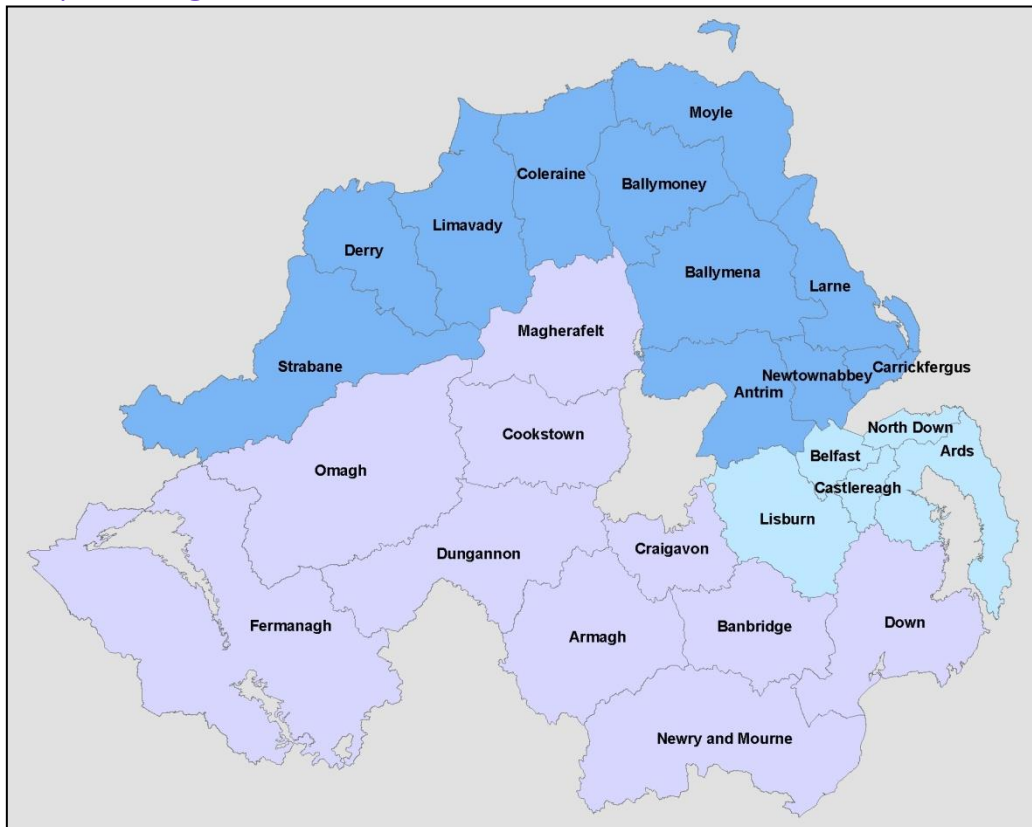
Contract Areas: The delivery of Steps 2 Success provision is provided by 3 Lead Contractors. Clients are allocated to each Contractor based on which Job Centre/Jobs & Benefit Office they are associated with. **Table 1** provides details of the 3 contract areas and their associated office areas and **Figure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

Further information:

Neil Hanley
Analytical Services Unit
Department for Communities
Lighthouse Building
Gasworks Business Park
Belfast BT7 2JB

Tel: 028 90829125

Email: neil.hanley@communities-ni.gov.uk

Web: www.communities-ni.gov.uk



Northern Ireland
Statistics and Research Agency