



Steps 2 Success

STATISTICAL BULLETIN

Northern Ireland Statistics from October 2014 to June 2019

Published 29th August 2019



Reader Information

<u>Purpose:</u>	This publication is designed to monitor participation on and performance of the Steps 2 Success employment programme.
<u>Publication Date:</u>	29 th August 2019
<u>Reporting Period:</u>	October 2014 – June 2019
<u>Issued by:</u>	Analytical Services Unit Department for Communities Level 6, Causeway Exchange 1-7 Bedford Street Belfast, BT2 7EG
<u>Statistician:</u>	Neil Hanley
<u>Email:</u>	neil.hanley@communities-ni.gov.uk
<u>Statistical Quality:</u>	Official Statistic
<u>Target Audience:</u>	Department for Communities (DfC) policy officials to monitor programme performance and inform future policy decisions, NI Assembly and Communities Committee, other government departments, Lead Contractors as well as researchers and academics to understand the underlying trends in the labour market.
<u>Internet access:</u>	https://www.communities-ni.gov.uk/topics/employment-programme-statistics
<u>Price:</u>	Free

Contents

<u>Section</u>	<u>Page</u>
Introduction	4
Key Statistics	5
Detailed Analysis	
Section 1 – Referrals and Starts (Oct 2014 to Jun 2019)	6
Section 2 – Moves to Employment (Oct 2014 to Jun 2018)	8
Section 3 – Comparison of First Starts & Returners (Oct 2014 to Jun 2019)	12
Section 4 – Sustained Employment (Oct 2014 to Dec 2017)	13
Section 5 – Moves to Employment & Sustainment (Oct 2014 to Jun 2019)	15
Statistical Tables	18
Table Footnotes	56
User Guidance	59

Introduction

Background

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

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

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

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

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

Employment and Support Allowance (ESA) claimants in the Work Related Activity Group (WRAG) and their equivalent under Universal Credit will be mandated to participate on Steps 2 Success when:

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

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

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

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

Coverage

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

Key Statistics

At the end of June 2019 a total of 57,469 clients had started Steps 2 Success, of which 71% were in the JSA 25+ category, 23% were in the JSA 18-24 category, 4% were in the JSA Early Entry category and the remaining 2% were in the ESA WRAG and voluntary group.

The into employment statistics contained in the bulletin focus on those clients who started the programme between October 2014 and June 2018 as the majority of these clients have completed the programme. For this period 30% (15,247) of clients have moved into employment. Performance increased from 29% in the first quarter (Oct – Dec 14) of the programme to 39% in Jan - Mar 16 but has subsequently fallen to 27% in Apr - Jun 18.

Over the period October 2014 - June 2018 30% of clients moved into employment. The percentage of clients moving into employment varies across the three Contract Areas from 32% in the Southern region, 31% in the Belfast region and 27% in the Northern region. The overall baseline performance level is 28%.

For the JSA 18-24 category, 41% of participants who started the programme between Oct 14 and Jun 18 have moved into employment. Performance increased to 47% in Jan – Mar 16, subsequently fluctuated and now sits at 39% in the most recent quarter (Apr – Jun 18). 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 25% in the most recent quarter (Apr – Jun 18) and sits at 27% overall.

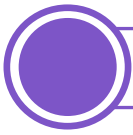
To date, the percentage of returners moving into employment has been considerably lower than for first time participants. In the most recent quarter (Apr – Jun 18) 29% of first time participants have moved into employment in comparison to 25% of returners.

The 6 month sustainment statistics contained in the bulletin focus on those clients who started the programme between October 2014 and December 2017. For this period 20% (9,472) 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 June 2017. For this period 15% (6,706) 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 June 2019, show that Steps 2 Success has helped 16,211 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 (October 2014 to June 2019)

The Steps 2 Success (S2S) employment programme commenced in October 2014. Up to the end of June 2019, a total of 65,253 referrals have been made to the programme. Of those referred, 88% (57,469) 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.

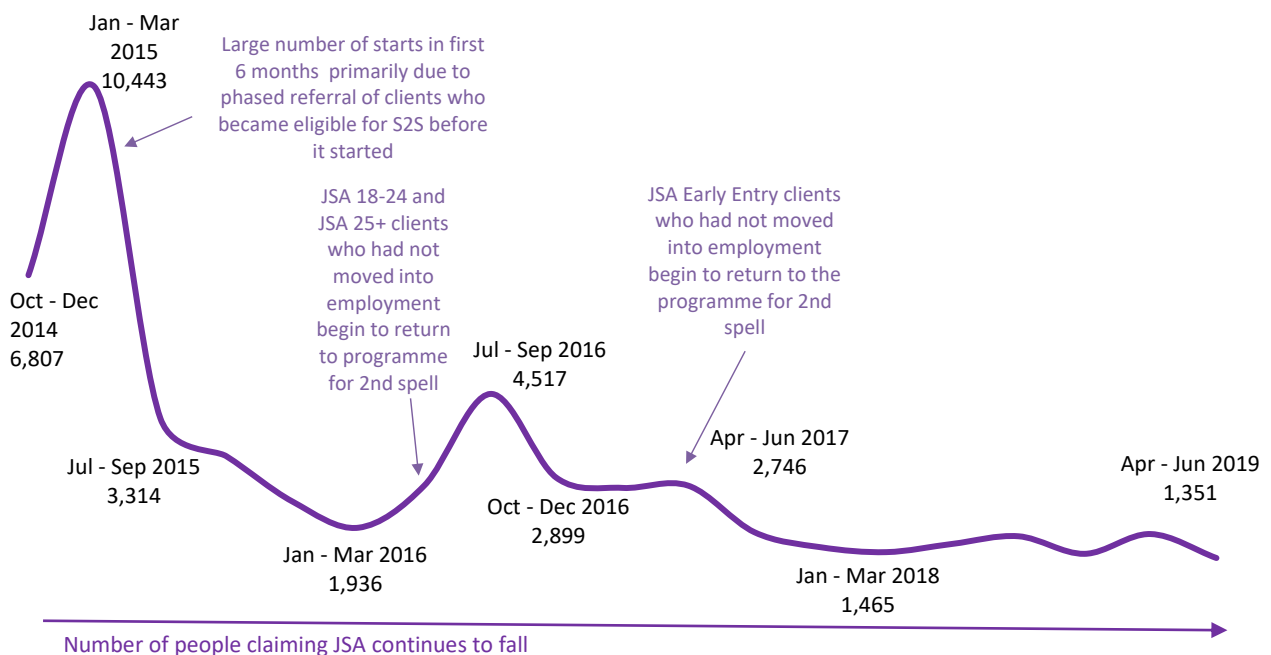
Tables 1.2 – 1.6 show that the largest proportion (71%) of clients who started S2S were in the JSA 25+ category, 23% were in the JSA 18-24 category, 4% were in the JSA Early Entry category and the remaining 2% were in the ESA WRAG and voluntary group.

At the end of June 2019, a total of 6,419 participants were still on the programme.

Starts by Quarter

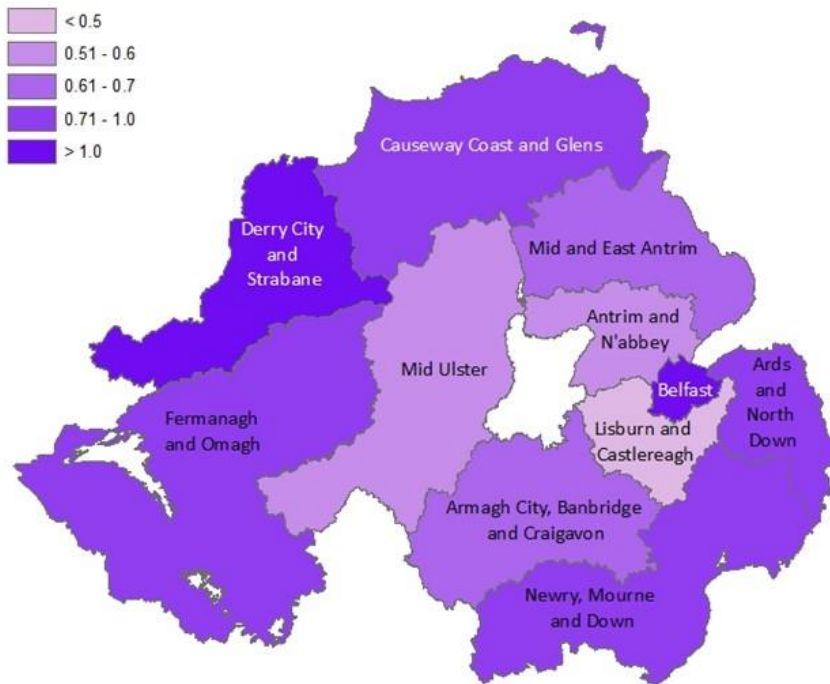
Figure 1 and Table 1.2, show the variation in the number of clients starting the programme since its inception.

Figure 1: Number of Starts on Steps 2 Success by Quarter (October 2014 to June 2019)



Starts by Area

Figure 2: Average Number of Monthly Starts per 1,000 Population on Steps 2 Success by Local Government District of Residence (October 2014 to June 2019)



As shown in [Table 1.4](#) the number of clients starting S2S has been distributed fairly equally across the Belfast and Northern regions with 20,999 (37%) and 20,622 (36%) starts respectively; with a lower number in the Southern region – 15,848 (28%). However, analysing starts per thousand population in each district level council shows a much greater level of variation (as shown in [Figure 2](#) and [Table 1.5](#)). Derry City & Strabane had 1.89 monthly starts per 1,000 residents, whilst Lisburn & Castlereagh had 0.48 starts per 1,000 residents each month on average. This reflects the fact that Derry City & Strabane is the area with the highest unemployment rate and Lisburn & Castlereagh has one of the lowest unemployment rates across Northern Ireland.

Starts by Deprivation Quintile

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

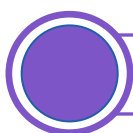
Clients from the 20% most deprived areas within Northern Ireland account for 42% of all starts on the programme, while clients from the 20% least deprived areas account for 6% of starts.

Figure 3: Percentage of Starts on Steps 2 Success by Northern Ireland Multiple Deprivation Quintile (October 2014 to June 2019)



The central aim of S2S is to assist people who are unemployed or economically inactive to find and sustain employment. Section 2 measures the number of clients who moved into employment for a period of at least 2 weeks (either during their time on the programme or within 13 weeks of leaving) and for whom a job entry payment has been approved. Section 4 measures the number of clients who moved into employment and have sustained employment for 6 and 12 months. The percentage of participants moving into and sustaining employment is assessed against a set of performance indicators developed by the Department. A different baseline performance level has been set for each of the five client categories, reflecting their distance from the labour market.

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



Section 2 - Moves to Employment (October 2014 to June 2018)

The following figures focus on clients who started S2S between October 2014 and June 2018 as the majority of these clients have now completed the programme. [Section 5](#) (page 15) provides early into employment figures for all clients who started the programme up to June 2019.

Moves to Employment by Quarter - October 2014 to June 2018 Starts

Figure 4: Percentage of October 2014 to June 2018 Starts who Moved Into Employment by Quarter and Client Category

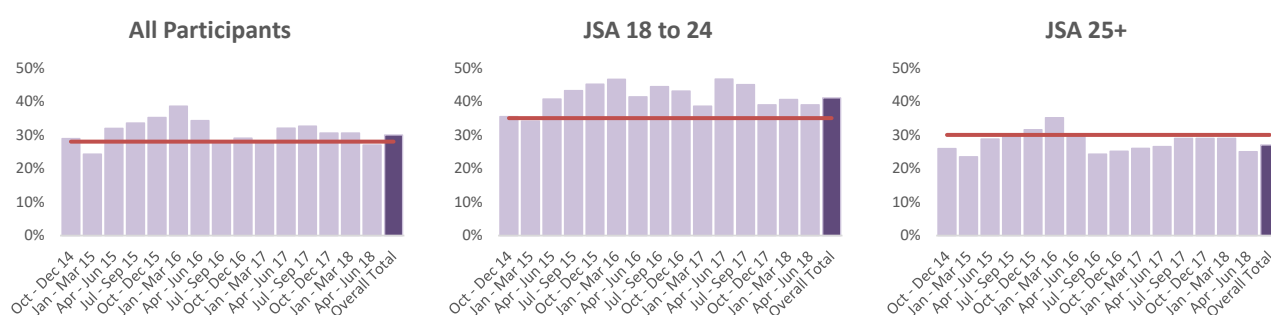


Figure 4 highlights the percentage of participants moving into employment each quarter compared to the baseline performance level (red line).

For **all participants**, the programme has exceeded the baseline level of 28% by helping 30% of participants into employment (Oct 14 to Jun 18 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 (Jan – Mar 15).

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 to 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 41% of this group into employment (Oct 14 to Jun 18 starts). Performance increased to a high of 47% in Jan – Mar 16, subsequently fluctuated then again reaching 47% in Apr – Jun 17 and now sits at 39% in the most recent quarter (Apr – Jun 18).

The baseline level for the **JSA 25+** group is 30%. For Oct 14 to Jun 18 starts, the programme has not achieved this level, helping only 27% into employment. Performance improved from 26% in the first quarter to 35% in Jan – Mar 16 before decreasing to 25% in the most recent quarter (Apr – Jun 18).

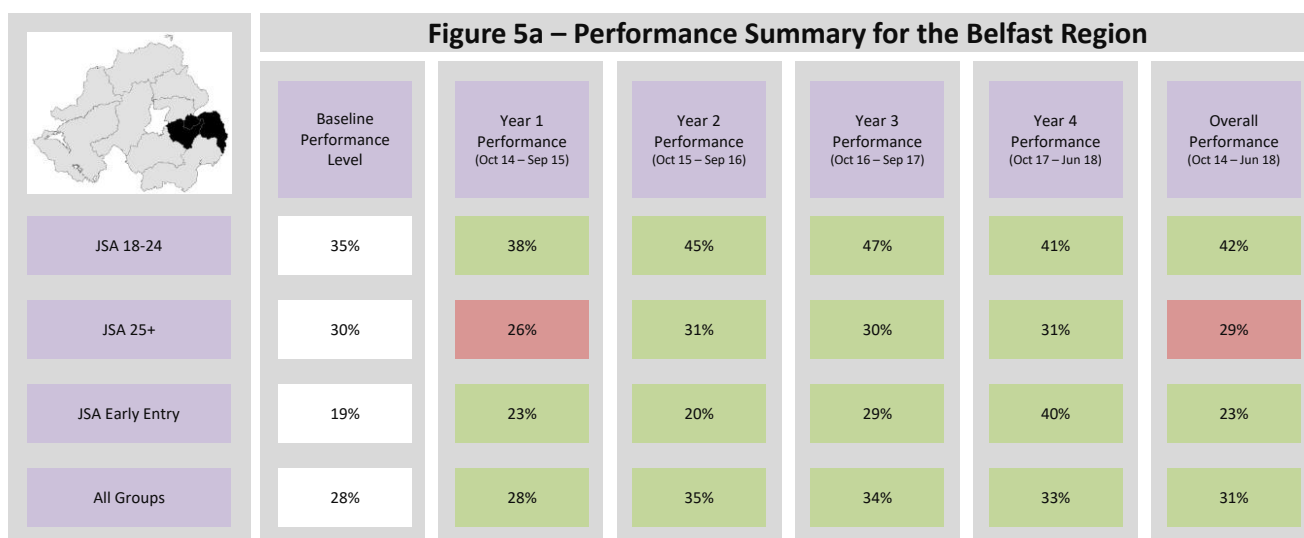
Moves to Employment by Contract Area – October 2014 to June 2018 Starts

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

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

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

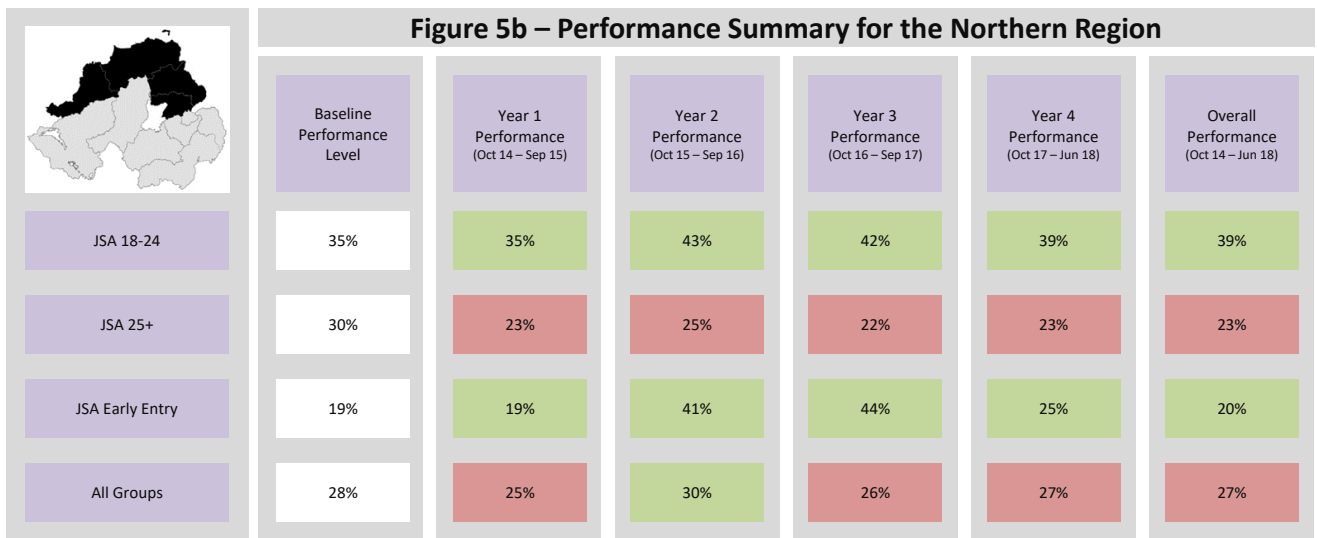
Belfast Region



- For Oct 14 to Jun 18 starts, the Belfast region has met or exceeded baseline performance for all client categories apart from the JSA 25+ category.

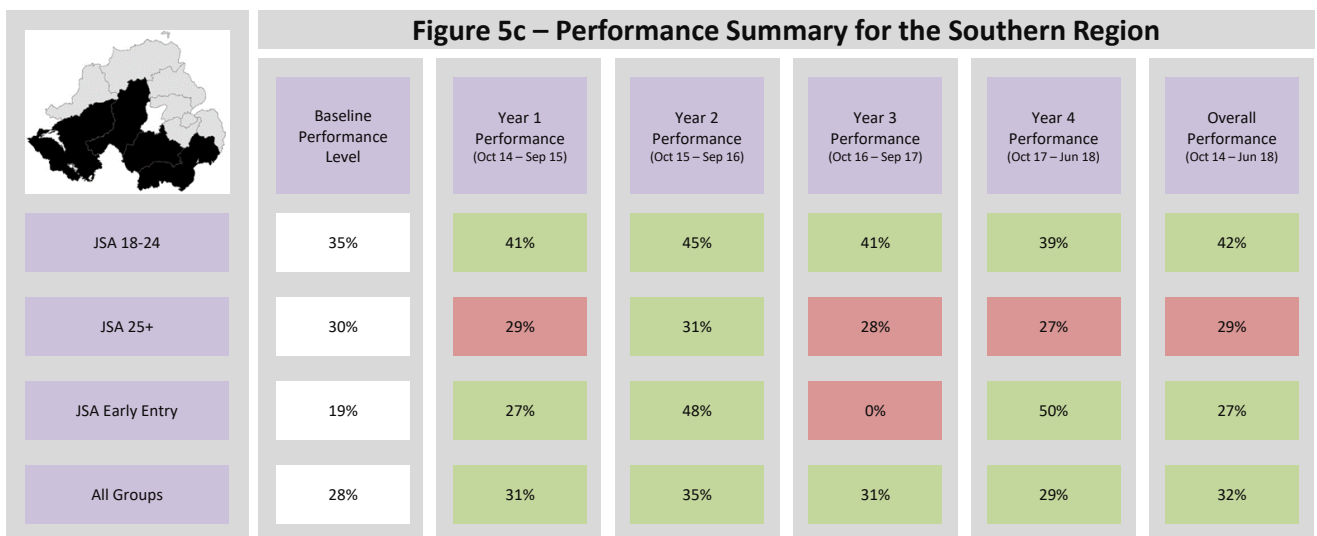
- Overall the Belfast region has met the baseline performance level of 28%, achieving 28% in year 1, 35% in year 2, 34% in year 3 and 33% in year 4 to date.

Northern Region



- For clients starting Steps 2 Success during Oct 14 to Jun 18, 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 27% of participants into employment, increasing from 25% in Year 1 to 30% in Year 2 before falling back to 26% in year 3 and 27% in year 4 to date.

Southern Region



- For Oct 14 to Jun 18 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 June 2018 Starts

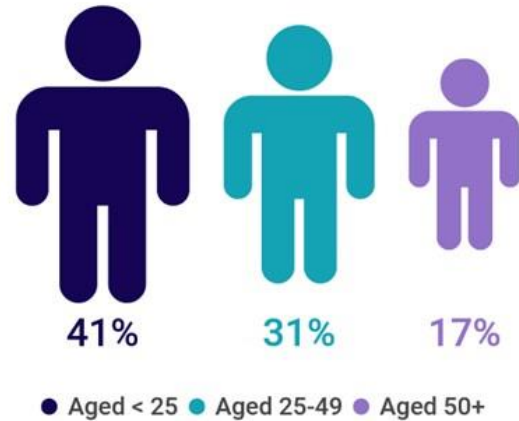
Table 2.3b shows that the percentage of clients who started the S2S programme between October 2014 and June 2018 and have subsequently moved into employment does not vary significantly across most equality categories with the exception of disability, marital status and age.

The proportion of disabled clients moving into employment is substantially lower than that of non-disabled clients (19% and 33% respectively).

Figure 6 shows that the percentage of clients who move into employment decreases as age increases, with 41% of those aged less than 25, 31% 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 June 2018 by Age who Moved Into Employment



Moves to Employment by Local Government District – October 2014 to June 2018 Starts

Figure 7: Percentage of Starts from October 2014 to June 2018 by Local Government District of Residence who Moved Into Employment

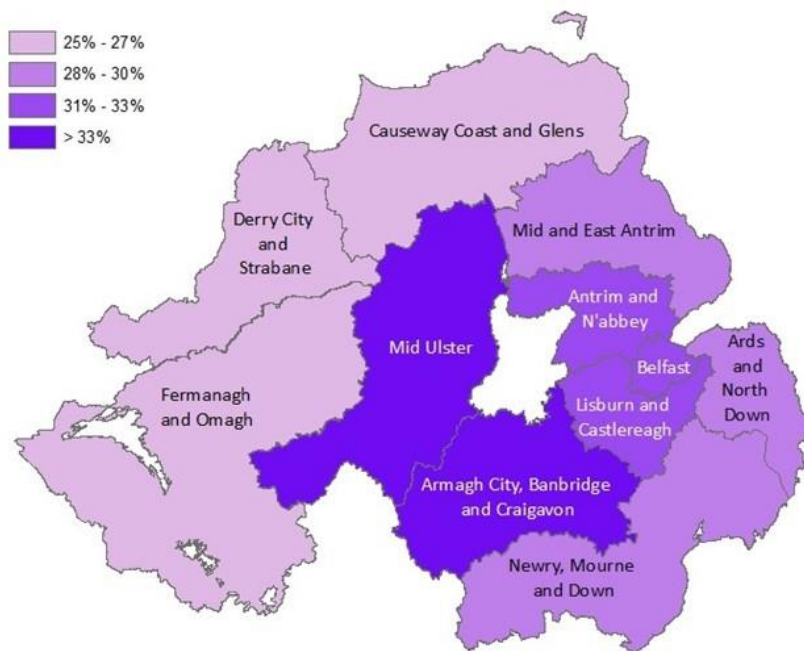
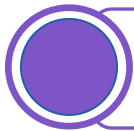


Figure 7 and Table 2.4b show the variation in the percentage of clients from the October 2014 to June 2018 monthly cohorts who have moved into employment by Local Government District of residence. Derry City and Strabane has the lowest proportion (25%) of clients moving into employment. This is also the area that has the highest proportion of working age people claiming JSA in Northern Ireland. Mid Ulster and Armagh City, Banbridge and Craigavon are the two highest performing Local Government Districts with 35% of clients moving into employment.



Section 3 – Comparison of First Starts & Returners (October 2014 to June 2019)

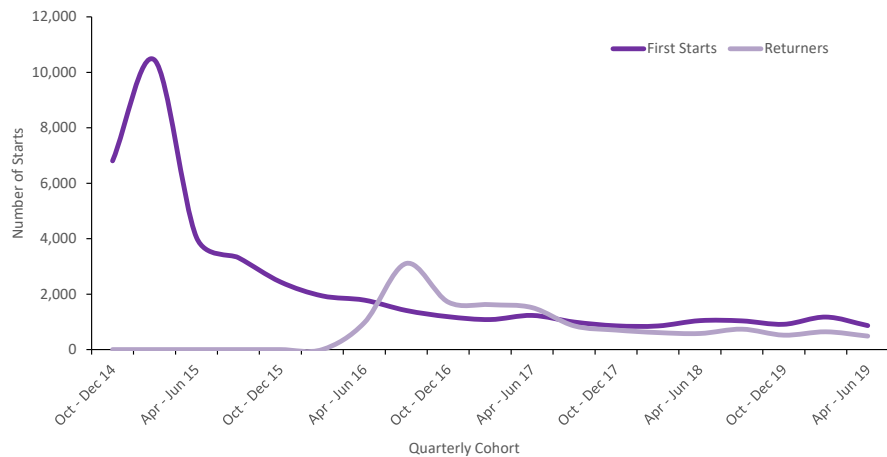
This section compares the performance of clients who are on S2S for the first time with those who have returned to the programme for a second spell.

Starts (Oct 2014 to Jun 2019)

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 14,059 participants have joined the programme for a second time.

The number of returners peaked during Jul - Sep 16 when they accounted for 69% of all starts. This has since dipped to 36% of starts during Apr - Jun 19 (see [Figure 8 and Table 3.1](#)).

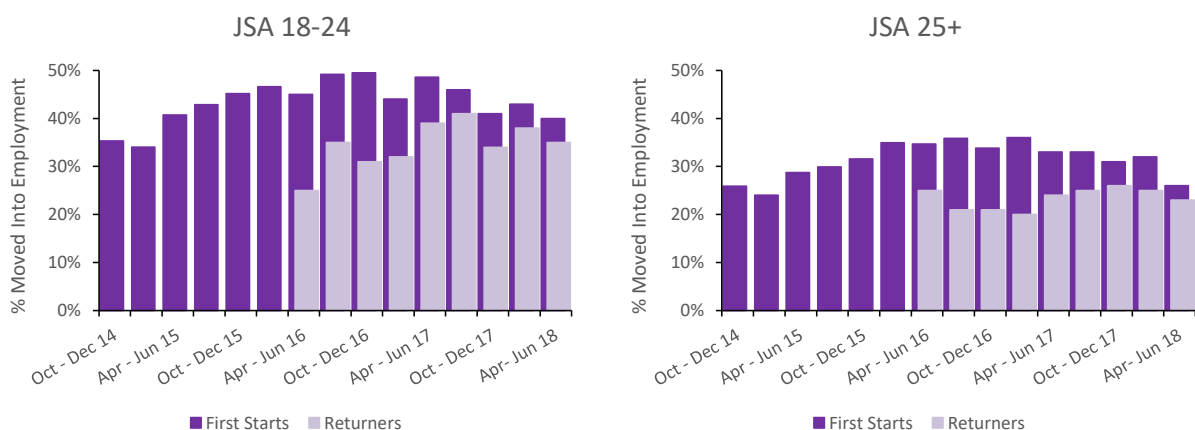
Figure 8: Number of First Starts and Returners on Steps 2 Success by Quarterly Cohort (October 2014 to June 2019)



Moves Into Employment (Oct 2014 to Jun 2018)

To date, the percentage of returners moving into employment has been considerably lower than for first time participants. For example, in the most recent quarter (Apr - Jun 18) 29% of first time participants have moved into employment in comparison to 25% of returners. [Figure 9 and Table 3.3](#) show how this varies by client category.

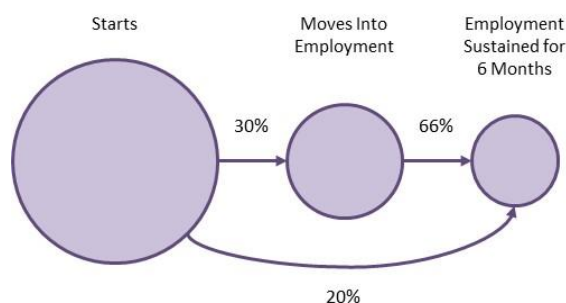
Figure 9: Percentage of First Starts and Returners on Steps 2 Success who Moved Into Employment by Quarterly Cohort (October 2014 to June 2018)



Section 4 – Sustained Employment (October 2014 to December 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.

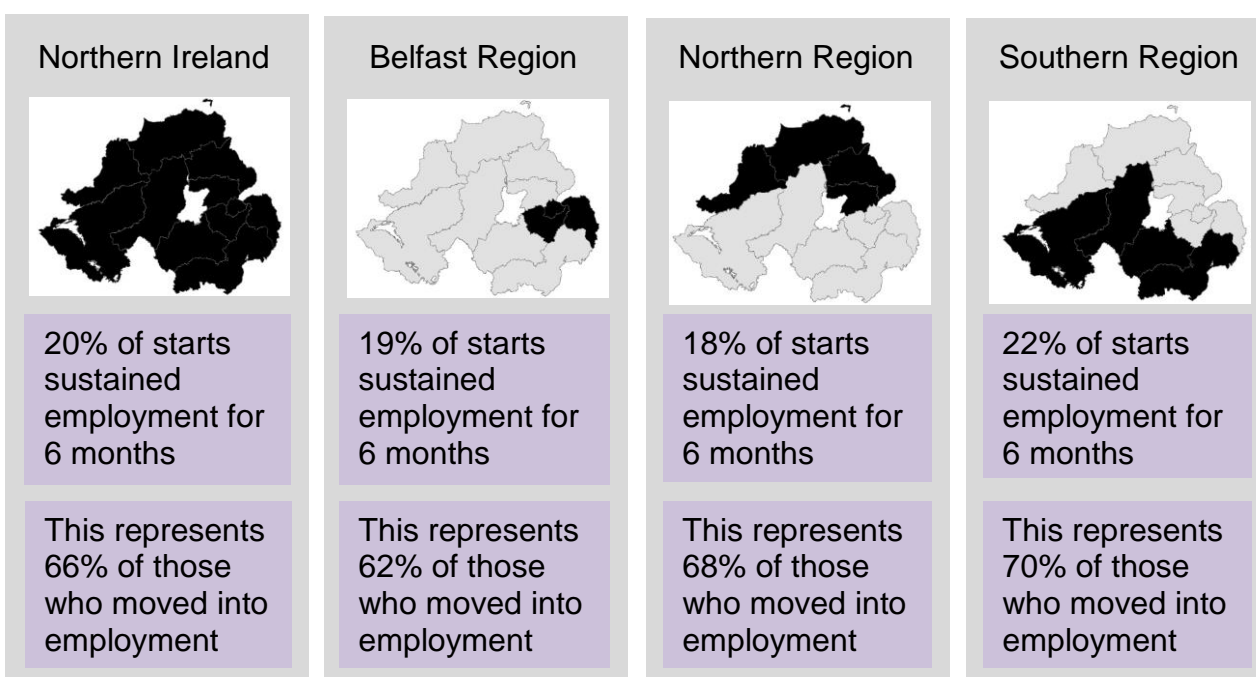


The following sustainment figures focus on starts who have had sufficient time to complete the programme and to sustain employment. [Section 5](#) (page 15) provides early sustainment figures for all starts.

6 Months Sustained Employment – October 2014 to December 2017 Starts

Of those participants who started the programme between October 2014 and December 2017, 20% 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 above the baseline performance level of 19%. [Figure 10 and Tables 4.2b – 4.2c](#) show how this varies across the 3 regions.

Figure 10: Percentage of Starts from October 2014 to December 2017 who Sustained Employment for 6 Months by Contract Area



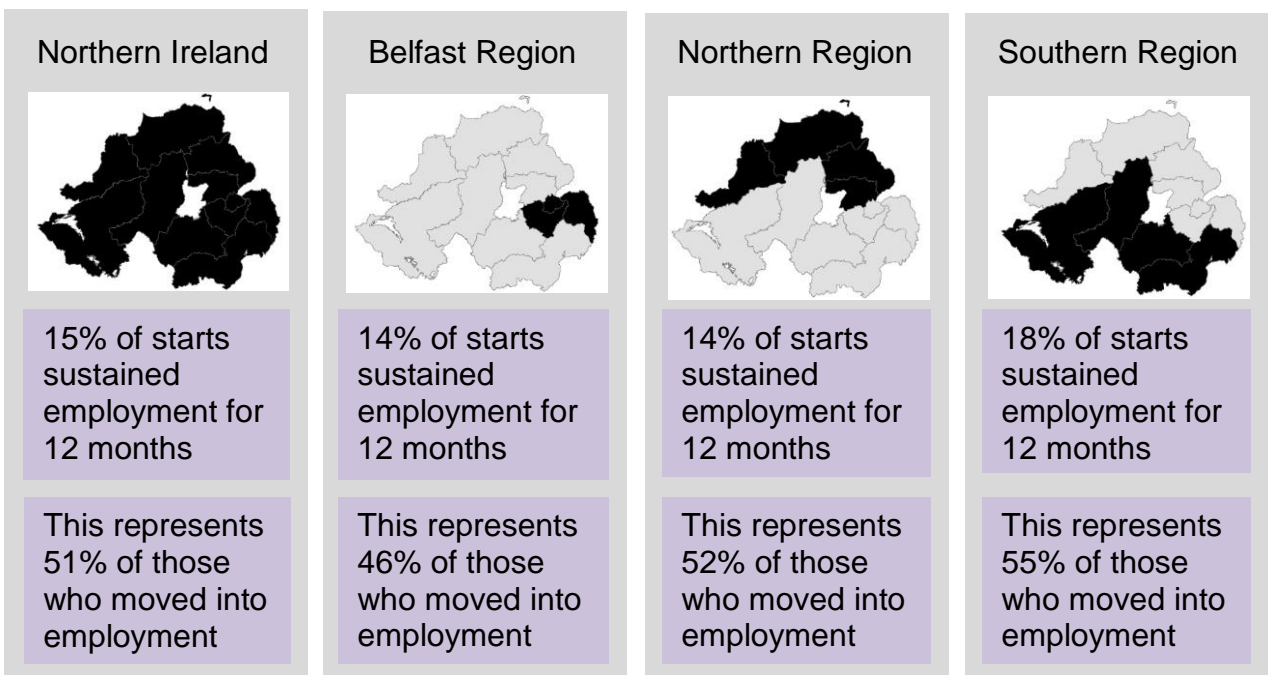
Reflecting the into employment figures, the JSA 18 to 24 category outperforms the JSA 25+ group, with 25% of starts moving into employment which they sustain for 6 months compared to 18%. It is worth noting that, although a lower proportion of JSA 25+ participants move into employment, once they do,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

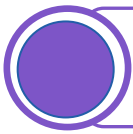
12 Months Sustained Employment – October 2014 to June 2017 Starts

Of those participants who started the programme between October 2014 and June 2017, 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 19% 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 June 2017 who Sustained Employment for 12 Months by Contract Area





Section 5 – Moves to Employment & Sustainment (October 2014 to June 2019)

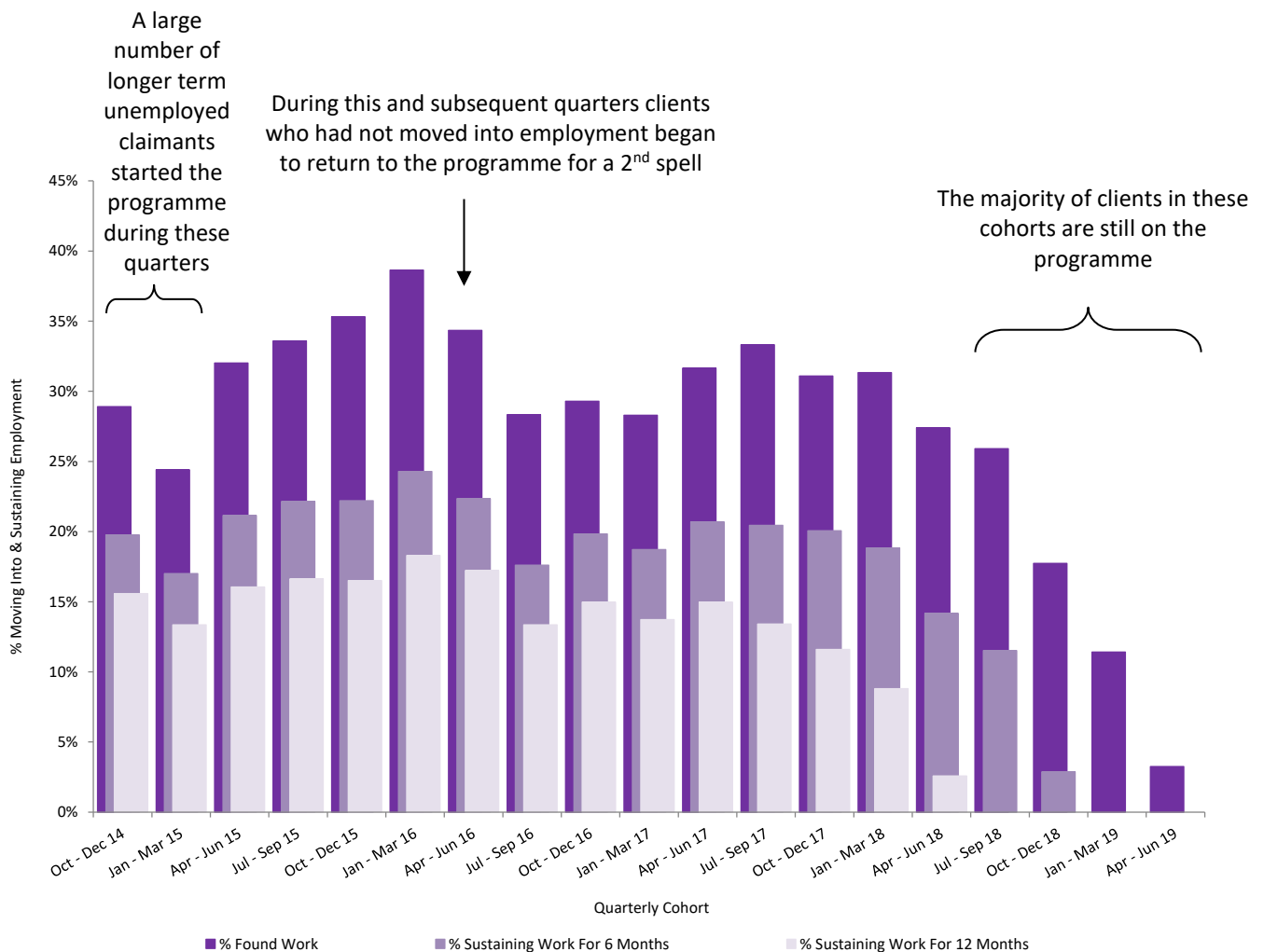
Moves to Employment and Sustainment by Month – October 2014 to June 2019 Starts

Table 5.1a and **Figure 12** show the percentage of clients who have moved into employment and the percentage who have sustained employment for periods of 6 and 12 months for all quarterly cohorts (October 2014 to June 2019). **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 16,211 clients from across Northern Ireland into employment, 10,223 of which have now sustained their employment for at least 6 months and 7,306 for at least 12 months.

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

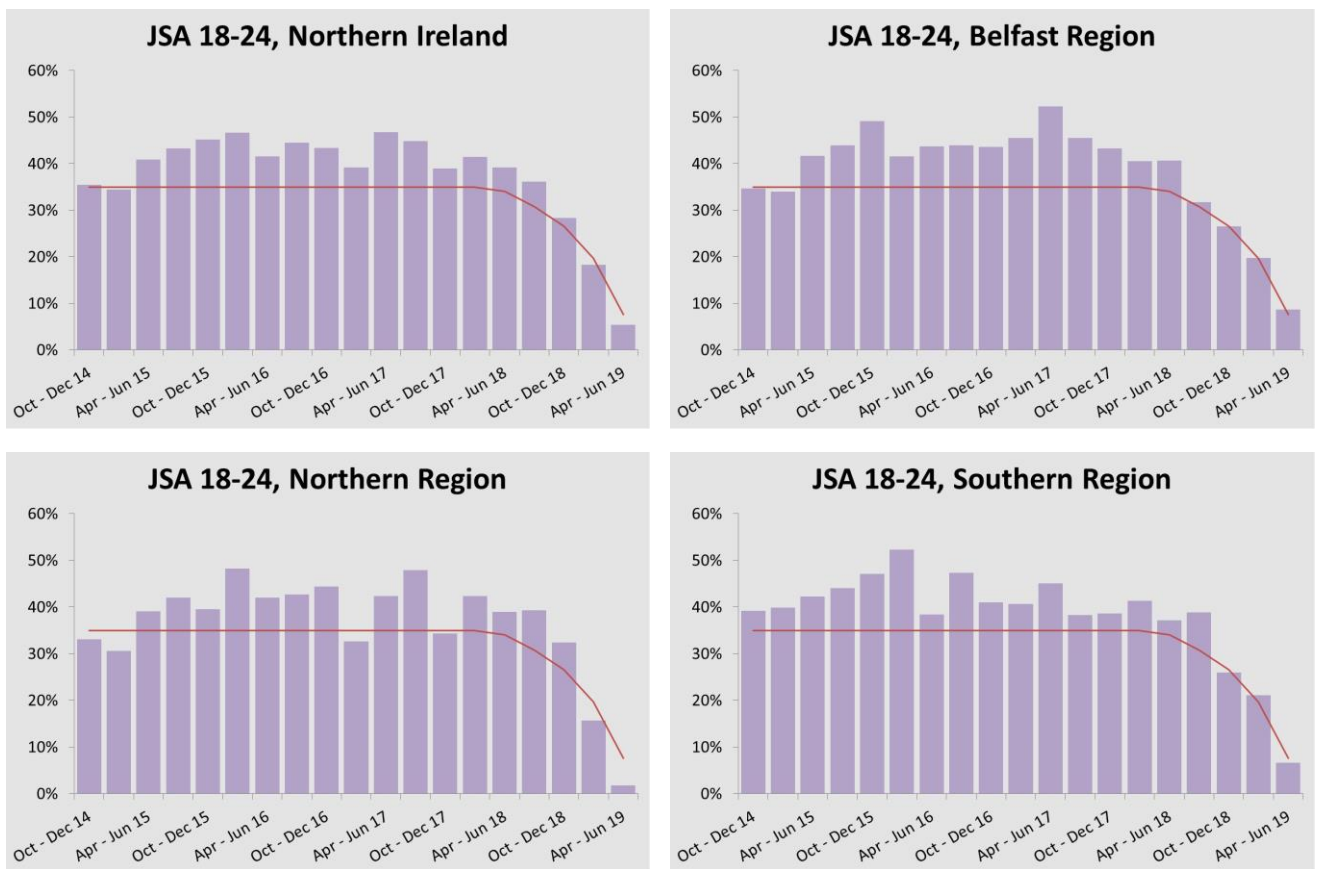
Figure 12: Percentage of Starts on Steps 2 Success in Northern Ireland who Moved Into and Sustained Employment by Quarterly Cohort (October 2014 to June 2019)



Moves to Employment for the JSA 18-24 Client Category – October 2014 to June 2019 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 (October 2014 to June 2019)

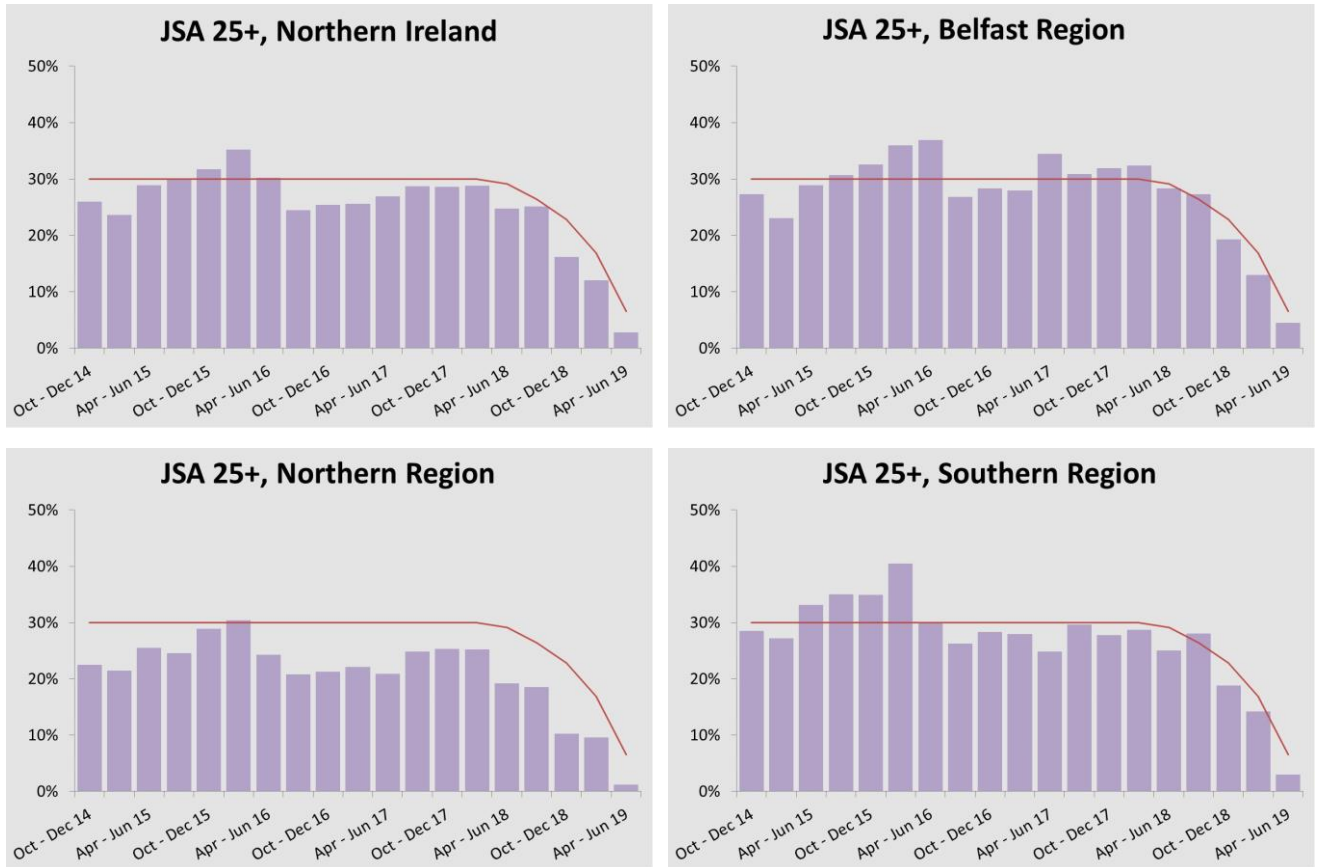


- For the JSA 18-24 category, the Northern Ireland average performance level has reached or exceeded the red line in 16 out of the 19 quarters from October 2014 to June 2019.
- Comparing the three separate regions, we can see that while the Southern region had the highest level of performance during the first 12 months of the programme (October 2014 to September 2015), all regions improved in year 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 June 2019 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 (October 2014 to June 2019)



- For the JSA 25+ category, the Northern Ireland average performance level has reached or exceeded the red line in only 4 out of the 19 quarters from October 2014 to June 2019.
- 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 (October 2014 to June 2019)		
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 (October 2014 to June 2018)		
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 (October 2014 to June 2019)		
3.1	Number of First Starts and Returners on Steps 2 Success in Northern Ireland from October 2014 to June 2019 by Quarterly Cohort	34
3.2	Number of First Starts and Returners on Steps 2 Success in Northern Ireland from October 2014 to June 2018 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 June 2018 who Moved Into Employment by Quarterly Cohort	36
SECTION 4: SUSTAINMENT (October 2014 to December 2017)		
4.1	Starts on Steps 2 Success from October 2014 to December 2017 who Sustained Employment for 6 Months by Quarterly Cohort	37
4.2	Starts on Steps 2 Success from October 2014 to December 2017 who Sustained Employment for 6 Months by Lead Contractor	40
4.3	Starts on Steps 2 Success from October 2014 to June 2017 who Sustained Employment for 12 Months by Quarterly Cohort	41
4.4	Starts on Steps 2 Success from October 2014 to June 2017 who Sustained Employment for 12 Months by Lead Contractor	43

SECTION 5: MOVES TO EMPLOYMENT & SUSTAINMENT (October 2014 to June 2019)

5.1a	Starts on Steps 2 Success in Northern Ireland who Moved Into and Sustained Employment by Quarterly Cohort	44
5.1b	Starts on Steps 2 Success in the Belfast Region who Moved Into and Sustained Employment by Quarterly Cohort	45
5.1c	Starts on Steps 2 Success in the Northern Region who Moved Into and Sustained Employment by Quarterly Cohort	46
5.1d	Starts on Steps 2 Success in the Southern Region who Moved Into and Sustained Employment by Quarterly Cohort	47
5.2a	JSA 18-24 Starts on Steps 2 Success in Northern Ireland who Moved Into and Sustained Employment by Quarterly Cohort	48
5.2b	JSA 18-24 Starts on Steps 2 Success in the Belfast Region who Moved Into and Sustained Employment by Quarterly Cohort	49
5.2c	JSA 18-24 Starts on Steps 2 Success in the Northern Region who Moved Into and Sustained Employment by Quarterly Cohort	50
5.2d	JSA 18-24 Starts on Steps 2 Success in the Southern Region who Moved Into and Sustained Employment by Quarterly Cohort	51
5.3a	JSA 25+ Starts on Steps 2 Success in Northern Ireland who Moved Into and Sustained Employment by Quarterly Cohort	52
5.3b	JSA 25+ Starts on Steps 2 Success in the Belfast Region who Moved Into and Sustained Employment by Quarterly Cohort	53
5.3c	JSA 25+ Starts on Steps 2 Success in the Northern Region who Moved Into and Sustained Employment by Quarterly Cohort	54
5.3d	JSA 25+ Starts on Steps 2 Success in the Southern Region who Moved Into and Sustained Employment by Quarterly Cohort	55

Section 1: Referrals and Starts (October 2014 – June 2019)

Table 1.1 – Referrals to Steps 2 Success by Quarter (October 2014 to June 2019)

Quarter of Referral	Client Group				Total
	JSA 18 - 24	JSA 25+	JSA Early Entry	ESA WRAG & Voluntary	
Oct - Dec 14	2,908	7,989	140	26	11,063
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	191	3	3,288
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	2,205	12	1	3,488
Jul - Sep 16	985	4,239	9	2	5,235
Oct - Dec 16	682	2,178	10	0	2,870
Jan - Mar 17	629	2,447	5	1	3,082
Apr - Jun 17	828	2,201	2	0	3,031
Jul - Sep 17	542	1,473	3	3	2,021
Oct - Dec 17	424	1,253	10	8	1,695
Jan - Mar 18	405	1,191	3	90	1,689
Apr - Jun 18	510	1,262	8	103	1,883
Jul - Sep 18	552	1,581	6	247	2,386
Oct - Dec 18	361	1,144	9	200	1,714
Jan - Mar 19	376	1,193	8	436	2,013
Apr - Jun 19	308	852	15	268	1,443
Total	15,629	45,892	2,334	1,398	65,253

Notes:

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

Table 1.2 – Starts on Steps 2 Success by Quarter (October 2014 to June 2019)

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	2,152	230	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	635	2,254	9	1	2,899
Jan - Mar 17	552	2,145	6	1	2,704
Apr - Jun 17	658	2,086	2	0	2,746
Jul - Sep 17	527	1,319	2	1	1,849
Oct - Dec 17	368	1,181	4	7	1,560
Jan - Mar 18	360	1,056	4	45	1,465
Apr - Jun 18	417	1,094	7	106	1,624
Jul - Sep 18	404	1,212	4	151	1,771
Oct - Dec 18	311	959	6	156	1,432
Jan - Mar 19	312	1,146	9	347	1,814
Apr - Jun 19	283	841	11	216	1,351
Total	13,341	40,991	2,071	1,066	57,469

Notes:

See 1a), 1c) – and 1d) of the Table Footnotes.

**Table 1.3 – Starts on Steps 2 Success by Equality Group
(October 2014 to June 2019)**

Equality Group	Client Group			Total
	JSA 18 - 24	JSA 25+	Other	
All	13,341	40,991	3,137	57,469
Male	9,519	28,742	2,110	40,371
Female	3,822	12,249	1,027	17,098
% Male	71%	70%	67%	70%
Catholic	6,096	20,151	1600	27,847
Protestant	4,889	14,765	1058	20,712
Other	721	2,453	175	3,349
Not Known	1,635	3,622	304	5,561
% Catholic	46%	49%	51%	48%
% Protestant	37%	36%	34%	36%
White	13,059	39,325	2,996	55,380
Non White	231	1,119	80	1,430
Not Known	51	547	61	659
% White	98%	96%	96%	96%
No Dependants	12,621	30,156	2,337	45,114
With Dependants	720	10,835	800	12,355
% With Dependants	5%	26%	26%	21%
Non Disabled	11,396	31,472	2,127	44,995
Disabled	1,643	8,243	887	10,773
Not Known	302	1,276	123	1,701
% Disabled	12%	20%	28%	19%
Single	12,973	27,604	2,047	42,624
Married/Co-Habiting	316	4,290	377	4,983
Widowed/Separated/Divorced	24	8,870	669	9,563
Not Known	28	227	44	299
% Single	97%	67%	65%	74%
Aged < 25	13,341	0	178	13,519
Aged 25-49	0	28,592	1,896	30,488
Aged 50+	0	12,399	1,063	13,462
% Aged 50+	0%	30%	34%	23%

Notes:

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

**Table 1.4 – Starts on Steps 2 Success by Lead Contractor
(October 2014 to June 2019)**

Lead Contractor	Contract Area	Client Group				Total
		JSA 18 - 24	JSA 25+	JSA Early Entry	ESA WRAG & Voluntary	
Ingeus UK	Belfast Region	4,950	14,877	797	375	20,999
PeoplePlus NI	Northern Region	4,880	14,616	752	374	20,622
Reed In Partnership	Southern Region	3,511	11,498	522	317	15,848
Total	Northern Ireland	13,341	40,991	2,071	1,066	57,469

Notes:

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

**Table 1.5 – Starts on Steps 2 Success by Local Government District 2014
(October 2014 to June 2019)**

Local Government District 2014	Client Group				Total Starts	Population Aged 18-64	Average Monthly Starts per 1,000 Population
	JSA 18 - 24	JSA 25+	JSA Early Entry	ESA WRAG & Voluntary			
Antrim and Newtownabbey	720	1,965	92	47	2,824	85,663	0.58
Ards and North Down	1,015	2,929	149	89	4,182	93,459	0.79
Armagh City, Banbridge and Craigavon	1,161	3,582	176	106	5,025	127,986	0.69
Belfast	3,347	10,323	606	240	14,516	216,385	1.18
Causeway Coast and Glens	1,134	3,241	62	61	4,498	86,208	0.92
Derry City and Strabane	2,235	6,936	518	171	9,860	91,531	1.89
Fermanagh and Omagh	609	2,299	70	43	3,021	68,862	0.77
Lisburn and Castlereagh	614	1,670	49	48	2,381	87,067	0.48
Mid and East Antrim	703	2,296	72	92	3,163	82,760	0.67
Mid Ulster	618	1,960	63	84	2,725	88,291	0.54
Newry, Mourne and Down	1,061	3,536	209	78	4,884	106,848	0.80
Unknown	124	254	5	7	390	-	-
Total	13,341	40,991	2,071	1,066	57,469	1,135,060	0.89

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 (October 2014 to June 2019)

Northern Ireland Multiple Deprivation Measure 2017 Quintile	Client Group				Total
	JSA 18 - 24	JSA 25+	JSA Early Entry	ESA WRAG & Voluntary	
Quintile 1 (most deprived)	5,439	17,143	982	385	23,949
Quintile 2	3,114	9,628	461	264	13,467
Quintile 3	2,196	6,857	284	194	9,531
Quintile 4	1,557	4,653	203	134	6,547
Quintile 5 (least deprived)	911	2,456	136	82	3,585
Unknown	124	254	5	7	390
Total	13,341	40,991	2,071	1,066	57,469

Notes:

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

Section 2: Moves to Employment (October 2014 to June 2018)

Table 2.1 – Starts on Steps 2 Success from October 2014 to June 2018 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	719	1,216	28	5	1,968
Jan - Mar 2015	424	1,879	243	2	2,548
Apr - Jun 2015	473	725	95	2	1,295
Jul - Sep 2015	402	647	64	0	1,113
Year 1 Total	2,018	4,467	430	9	6,924
Oct - Dec 2015	297	552	13	0	862
Jan - Mar 2016	282	455	11	0	748
Apr - Jun 2016	426	516	3	0	945
Jul - Sep 2016	388	888	4	0	1,280
Year 2 Total	1,393	2,411	31	0	3,835
Oct - Dec 2016	275	572	1	1	849
Jan - Mar 2017	216	547	2	0	765
Apr - Jun 2017	307	561	1	0	869
Jul - Sep 2017	236	378	2	0	616
Year 3 Total	1,034	2,058	6	1	3,099
Oct - Dec 2017	143	337	3	2	485
Jan - Mar 2018	149	304	1	5	459
Apr - Jun 2018	163	270	2	10	445
Year 4 Total	455	911	6	17	1,389
Overall Total	4,900	9,847	473	27	15,247

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%	24%	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	39%	26%	33%	0%	28%
Apr - Jun 2017	47%	27%	50%	-	32%
Jul - Sep 2017	45%	29%	100%	0%	33%
Year 3 Total	44%	26%	32%	33%	30%
Oct - Dec 2017	39%	29%	75%	29%	31%
Jan - Mar 2018	41%	29%	25%	11%	31%
Apr - Jun 2018	39%	25%	29%	9%	27%
Year 4 Total	40%	27%	40%	11%	30%
Overall Total	41%	27%	23%	14%	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 June 2018 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	667	1,360	131	4	2,162
	Reed In Partnership	Southern Region	630	1,542	128	2	2,302
	Total	Northern Ireland	2,018	4,467	430	9	6,924
Oct 15 - Sep 16 (Year 2)	Ingeus UK	Belfast Region	513	938	9	0	1,460
	PeoplePlus NI	Northern Region	499	739	12	0	1,250
	Reed In Partnership	Southern Region	381	734	10	0	1,125
	Total	Northern Ireland	1,393	2,411	31	0	3,835
Oct 16 - Sep 17 (Year 3)	Ingeus UK	Belfast Region	422	899	2	0	1,323
	PeoplePlus NI	Northern Region	389	673	4	1	1,067
	Reed In Partnership	Southern Region	223	486	0	0	709
	Total	Northern Ireland	1,034	2,058	6	1	3,099
Oct 17 - Jun 18 (Year 4 to date)	Ingeus UK	Belfast Region	193	412	2	8	615
	PeoplePlus NI	Northern Region	156	258	1	3	418
	Reed In Partnership	Southern Region	106	241	3	6	356
	Total	Northern Ireland	455	911	6	17	1,389
Total	Ingeus UK	Belfast Region	1,849	3,814	184	11	5,858
	PeoplePlus NI	Northern Region	1,711	3,030	148	8	4,897
	Reed In Partnership	Southern Region	1,340	3,003	141	8	4,492
	Total	Northern Ireland	4,900	9,847	473	27	15,247

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%	23%	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%	25%	41%	0%	30%
	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	42%	22%	44%	50%	26%
	Reed In Partnership	Southern Region	41%	28%	0%	-	31%
	Total	Northern Ireland	44%	26%	32%	33%	30%
Oct 17 - Jun 18 (Year 4 to date)	Ingeus UK	Belfast Region	41%	31%	40%	14%	33%
	PeoplePlus NI	Northern Region	39%	23%	25%	8%	27%
	Reed In Partnership	Southern Region	39%	27%	50%	10%	29%
	Total	Northern Ireland	40%	27%	40%	11%	30%
Total	Ingeus UK	Belfast Region	42%	29%	23%	16%	31%
	PeoplePlus NI	Northern Region	39%	23%	20%	16%	27%
	Reed In Partnership	Southern Region	42%	29%	27%	10%	32%
	Total	Northern Ireland	41%	27%	23%	14%	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 June 2018 who Moved Into Employment by Equality Group

(a) Number Moving Into Employment

Equality Group	Client Group			Total
	JSA 18 - 24	JSA 25+	Other	
All	4,900	9,847	500	15,247
Male	3,529	7,103	349	10,981
Female	1,371	2,744	151	4,266
Catholic	2,234	4,701	259	7,194
Protestant	1,795	3,548	148	5,491
Other	274	662	44	980
Not Known	597	936	49	1,582
White	4,828	9,432	476	14,736
Non White	67	293	13	373
Not Known	5	122	11	138
No Dependants	4,699	7,254	358	12,311
With Dependants	201	2,593	142	2,936
Non Disabled	4,381	8,341	427	13,149
Disabled	422	1,245	57	1,724
Not Known	97	261	16	374
Single	4,774	6,981	331	12,086
Married/Co-Habiting	109	1,012	61	1,182
Widowed/Separated/Divorced	7	1,804	102	1,913
Not Known	10	50	6	66
Aged < 25	4,900	0	29	4,929
Aged 25-49	0	7,965	361	8,326
Aged 50+	0	1,882	110	1,992

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	41%	27%	22%	30%
Male	41%	27%	21%	30%
Female	40%	26%	25%	29%
Catholic	40%	26%	22%	29%
Protestant	41%	27%	21%	30%
Other	43%	31%	33%	34%
Not Known	42%	29%	22%	33%
White	41%	27%	22%	30%
Non White	33%	32%	20%	32%
Not Known	36%	24%	24%	25%
No Dependants	41%	26%	21%	30%
With Dependants	30%	28%	27%	28%
Non Disabled	42%	29%	25%	33%
Disabled	29%	17%	13%	19%
Not Known	37%	23%	17%	25%
Single	41%	28%	22%	32%
Married/Co-Habiting	35%	26%	22%	27%
Widowed/Separated/Divorced	29%	23%	22%	23%
Not Known	40%	24%	20%	25%
Aged < 25	41%	-	35%	41%
Aged 25-49	-	31%	26%	31%
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 June 2018 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	294	471	27	3	795
Ards & North Down	333	707	26	4	1,070
Armagh City, Banbridge & Craigavon	495	1,012	61	0	1,568
Belfast	1,308	2,669	144	8	4,129
Causeway Coast & Glens	365	700	21	1	1,087
Derry City & Strabane	765	1,342	78	2	2,187
Fermanagh & Omagh	207	501	15	1	724
Lisburn & Castlereagh	214	451	16	0	681
Mid & East Antrim	261	482	20	1	764
Mid Ulster	253	553	19	4	829
Newry, Mourne & Down	368	891	43	3	1,305
Unknown	37	68	3	0	108
Total	4,900	9,847	473	27	15,247

(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	47%	27%	31%	27%	32%
Ards & North Down	38%	27%	17%	17%	29%
Armagh City, Banbridge & Craigavon	47%	31%	35%	0%	35%
Belfast	43%	29%	24%	20%	32%
Causeway Coast & Glens	36%	24%	34%	9%	27%
Derry City & Strabane	37%	21%	15%	18%	25%
Fermanagh & Omagh	37%	24%	21%	20%	27%
Lisburn & Castlereagh	39%	30%	33%	0%	32%
Mid & East Antrim	42%	24%	31%	8%	28%
Mid Ulster	46%	32%	32%	13%	35%
Newry, Mourne & Down	38%	28%	21%	13%	30%
Unknown	33%	31%	60%	0%	32%
Total	41%	27%	23%	14%	30%

Notes:

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

Table 2.5 – Starts on Steps 2 Success from October 2014 to June 2018 who Moved Into Employment by Northern Ireland Multiple Deprivation Measure 2017

(a) Number Moving Into Employment

Northern Ireland Multiple Deprivation Measure 2017 Quintile	Client Group				Total
	JSA 18 - 24	JSA 25+	JSA Early Entry	ESA WRAG & Voluntary	
Quintile 1 (most deprived)	1,878	3,873	187	9	5,947
Quintile 2	1,138	2,227	114	6	3,485
Quintile 3	820	1,734	73	3	2,630
Quintile 4	638	1,189	55	6	1,888
Quintile 5 (least deprived)	389	756	41	3	1,189
Unknown	37	68	3	0	108
Total	4,900	9,847	473	27	15,247

(b) As a Percentage of Starts

Northern Ireland Multiple Deprivation Measure 2017 Quintile	Client Group				Total
	JSA 18 - 24	JSA 25+	JSA Early Entry	ESA WRAG & Voluntary	
Quintile 1 (most deprived)	38%	25%	19%	17%	28%
Quintile 2	40%	26%	25%	11%	29%
Quintile 3	42%	28%	26%	9%	31%
Quintile 4	45%	29%	28%	18%	33%
Quintile 5 (least deprived)	48%	34%	31%	19%	38%
Unknown	33%	31%	60%	0%	32%
Total	41%	27%	23%	14%	30%

Notes:

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

Section 3: Comparison of First Starts and Returners (October 2014 to June 2019)

Table 3.1 – Number of First Starts and Returners on Steps 2 Success in Northern Ireland from October 2014 to June 2019 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	2,152	230	2	3,314	0	0	0	0	3,314
Year 1 Total	5,350	17,315	1,913	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	419	757	9	1	1,186	216	1,497	0	1,713	2,899
Jan - Mar 2017	305	771	6	1	1,083	247	1,374	0	1,621	2,704
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	1,617	2,855	19	3	4,494	755	4,949	0	5,704	10,198
Oct - Dec 2017	248	597	4	7	856	120	584	0	704	1,560
Jan - Mar 2018	219	584	4	45	852	141	472	0	613	1,465
Apr - Jun 2018	299	639	7	99	1,044	118	455	7	580	1,624
Jul - Sep 2018	313	639	4	79	1,035	91	573	72	736	1,771
Year 4 Total	1,079	2,459	19	230	3,787	470	2,084	79	2,633	6,420
Oct - Dec 2018	227	593	6	86	912	84	366	70	520	1,432
Jan - Mar 2019	206	683	9	275	1,173	106	463	72	641	1,814
Apr - Jun 2019	194	496	11	164	865	89	345	52	486	1,351
Year 5 Total	627	1,772	26	525	2,950	279	1,174	194	1,647	4,597
Overall Total	11,333	29,213	2,071	793	43,410	2,008	11,778	273	14,059	57,469

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

Table 3.2 – Number of First Starts and Returners on Steps 2 Success in Northern Ireland from October 2014 to June 2018 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	719	1,216	28	5	1,968	0	0	0	0	1,968
Jan - Mar 2015	424	1,879	243	2	2,548	0	0	0	0	2,548
Apr - Jun 2015	473	725	95	2	1,295	0	0	0	0	1,295
Jul - Sep 2015	402	647	64	0	1,113	0	0	0	0	1,113
Year 1 Total	2,018	4,467	430	9	6,924	0	0	0	0	6,924
Oct - Dec 2015	297	552	13	0	862	0	0	0	0	862
Jan - Mar 2016	282	455	11	0	748	0	0	0	0	748
Apr - Jun 2016	375	328	3	0	706	51	188	0	239	945
Jul - Sep 2016	281	301	4	0	586	107	587	0	694	1,280
Year 2 Total	1,235	1,636	31	0	2,902	158	775	0	933	3,835
Oct - Dec 2016	209	259	1	1	470	66	313	0	379	849
Jan - Mar 2017	137	277	2	0	416	79	270	0	349	765
Apr - Jun 2017	244	242	1	0	487	63	319	0	382	869
Jul - Sep 2017	183	196	2	0	381	53	182	0	235	616
Year 3 Total	773	974	6	1	1,754	261	1,084	0	1,345	3,099
Oct - Dec 2017	102	184	3	2	291	41	153	0	194	485
Jan - Mar 2018	95	188	1	5	289	54	116	0	170	459
Apr - Jun 2018	122	166	2	10	300	41	104	0	145	445
Year 4 Total	319	538	6	17	880	136	373	0	509	1,389
Overall Total	4,345	7,615	473	27	12,460	555	2,232	0	2,787	15,247

Notes:

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

Table 3.3 – Percentage of First Starts and Returners on Steps 2 Success in Northern Ireland from October 2014 to June 2018 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%	24%	19%	67%	24%	-	-	-	-	24%
Apr - Jun 2015	41%	29%	26%	40%	32%	-	-	-	-	32%
Jul - Sep 2015	43%	30%	28%	0%	34%	-	-	-	-	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%	39%	-	-	-	-	39%
Apr - Jun 2016	45%	35%	21%	0%	40%	25%	25%	-	25%	34%
Jul - Sep 2016	49%	36%	80%	-	42%	35%	21%	-	22%	28%
Year 2 Total	46%	34%	33%	0%	38%	31%	22%	-	23%	33%
Oct - Dec 2016	50%	34%	11%	100%	40%	31%	21%	-	22%	29%
Jan - Mar 2017	45%	36%	33%	0%	38%	32%	20%	-	22%	28%
Apr - Jun 2017	49%	33%	50%	-	40%	39%	24%	-	25%	32%
Jul - Sep 2017	46%	33%	100%	0%	38%	41%	25%	-	27%	33%
Year 3 Total	48%	34%	32%	33%	39%	35%	22%	-	24%	30%
Oct - Dec 2017	41%	31%	75%	29%	34%	34%	26%	-	28%	31%
Jan - Mar 2018	43%	32%	25%	11%	34%	38%	25%	-	28%	31%
Apr - Jun 2018	41%	26%	29%	10%	29%	35%	23%	0%	25%	27%
Year 4 Total	42%	30%	40%	11%	32%	36%	25%	0%	27%	30%
Overall Total	42%	28%	23%	14%	32%	34%	22%	0%	24%	30%

Notes:

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

Section 4: Sustainment (October 2014 to December 2017)

Table 4.1 – Starts on Steps 2 Success from October 2014 to December 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	448	873	21	3	1,345
Jan - Mar 2015	285	1,315	174	2	1,776
Apr - Jun 2015	311	476	66	2	855
Jul - Sep 2015	245	446	43	0	734
Year 1 Total	1,289	3,110	304	7	4,710
Oct - Dec 2015	168	364	10	0	542
Jan - Mar 2016	168	297	5	0	470
Apr - Jun 2016	270	344	1	0	615
Jul - Sep 2016	227	565	3	0	795
Year 2 Total	833	1,570	19	0	2,422
Oct - Dec 16	173	400	1	1	575
Jan - Mar 17	137	369	0	0	506
Apr - Jun 17	200	368	0	0	568
Jul - Sep 17	136	240	2	0	378
Year 3 Total	646	1,377	3	1	2,027
Oct - Dec 17	86	225	1	1	313
Year 4 Total	86	225	1	1	313
Overall Total	2,854	6,282	327	9	9,472

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%	17%	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%	16%	60%	-	18%
Year 2 Total	26%	19%	20%	0%	21%
Oct - Dec 16	27%	18%	11%	100%	20%
Jan - Mar 17	25%	17%	0%	0%	19%
Apr - Jun 17	30%	18%	0%	-	21%
Jul - Sep 17	26%	18%	100%	0%	20%
Year 3 Total	27%	18%	16%	33%	20%
Oct - Dec 17	23%	19%	25%	14%	20%
Year 4 Total	23%	19%	25%	14%	20%
Overall Total	25%	18%	16%	20%	20%
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%	72%	100%	70%
Apr - Jun 2015	66%	66%	69%	100%	66%
Jul - Sep 2015	61%	69%	67%	-	66%
Year 1 Total	64%	70%	71%	78%	68%
Oct - Dec 2015	57%	66%	77%	-	63%
Jan - Mar 2016	60%	65%	45%	-	63%
Apr - Jun 2016	63%	67%	33%	-	65%
Jul - Sep 2016	59%	64%	75%	-	62%
Year 2 Total	60%	65%	61%	-	63%
Oct - Dec 16	63%	70%	100%	100%	68%
Jan - Mar 17	63%	67%	0%	-	66%
Apr - Jun 17	65%	66%	0%	-	65%
Jul - Sep 17	58%	63%	100%	-	61%
Year 3 Total	62%	67%	50%	100%	65%
Oct - Dec 17	60%	67%	33%	50%	65%
Year 4 Total	60%	67%	33%	50%	65%
Overall Total	62%	68%	70%	75%	66%

Notes: See 4a) – 4d) of the Table Footnotes.

Table 4.2 – Starts on Steps 2 Success from October 2014 to December 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	971	2,256	128	3	3,358
PeoplePlus NI	Northern Region	1,058	1,973	100	5	3,136
Reed In Partnership	Southern Region	825	2,053	99	1	2,978
Total	Northern Ireland	2,854	6,282	327	9	9,472

(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%	23%	19%
PeoplePlus NI	Northern Region	26%	16%	14%	38%	18%
Reed In Partnership	Southern Region	27%	21%	19%	5%	22%
Total	Northern Ireland	25%	18%	16%	20%	20%
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	56%	64%	70%	75%	62%
PeoplePlus NI	Northern Region	66%	69%	68%	83%	68%
Reed In Partnership	Southern Region	65%	72%	71%	50%	70%
Total	Northern Ireland	62%	68%	70%	75%	66%

Notes:

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

Table 4.3 – Starts on Steps 2 Success from October 2014 to June 2017 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	349	691	19	2	1,061
Jan - Mar 2015	202	1,053	139	1	1,395
Apr - Jun 2015	234	354	59	2	649
Jul - Sep 2015	182	337	32	0	551
Year 1 Total	967	2,435	249	5	3,656
Oct - Dec 2015	112	283	8	0	403
Jan - Mar 2016	119	232	3	0	354
Apr - Jun 2016	209	264	1	0	474
Jul - Sep 2016	166	436	1	0	603
Year 2 Total	606	1,215	13	0	1,834
Oct - Dec 2016	124	308	1	1	434
Jan - Mar 2017	101	270	0	0	371
Apr - Jun 2017	140	271	0	0	411
Year 3 Total	365	849	1	1	1,216
Overall Total	1,938	4,499	263	6	6,706

(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	20%	16%	14%	0%	17%
Year 1 Total	18%	14%	13%	17%	15%
Oct - Dec 2015	17%	16%	21%	0%	17%
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	20%	14%	11%	100%	15%
Jan - Mar 2017	18%	13%	0%	0%	14%
Apr - Jun 2017	21%	13%	0%	-	15%
Year 3 Total	20%	13%	6%	50%	15%
Overall Total	19%	14%	13%	16%	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	49%	57%	68%	40%	54%
Jan - Mar 2015	48%	56%	57%	50%	55%
Apr - Jun 2015	49%	49%	62%	100%	50%
Jul - Sep 2015	45%	52%	50%	-	50%
Year 1 Total	48%	55%	58%	56%	53%
Oct - Dec 2015	38%	51%	62%	-	47%
Jan - Mar 2016	42%	51%	27%	-	47%
Apr - Jun 2016	49%	51%	33%	-	50%
Jul - Sep 2016	43%	49%	25%	-	47%
Year 2 Total	44%	50%	42%	-	48%
Oct - Dec 2016	45%	54%	100%	100%	51%
Jan - Mar 2017	47%	49%	0%	-	48%
Apr - Jun 2017	46%	48%	0%	-	47%
Year 3 Total	46%	51%	25%	100%	49%
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 June 2017 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	632	1,548	102	2	2,284
PeoplePlus NI	Northern Region	712	1,416	83	3	2,214
Reed In Partnership	Southern Region	594	1,535	78	1	2,208
Total	Northern Ireland	1,938	4,499	263	6	6,706

(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%	18%	14%
PeoplePlus NI	Northern Region	19%	12%	11%	33%	14%
Reed In Partnership	Southern Region	21%	17%	15%	6%	18%
Total	Northern Ireland	19%	14%	13%	16%	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%	48%	56%	67%	46%
PeoplePlus NI	Northern Region	49%	53%	57%	60%	52%
Reed In Partnership	Southern Region	50%	58%	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 (October 2014 to June 2019)

Table 5.1a – Starts on Steps 2 Success in Northern Ireland who Moved Into and Sustained Employment by Quarterly Cohort (October 2014 to June 2019)

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	1,968	29%	1,345	20%	1,061	16%
Jan - Mar 15	10,443	2,548	24%	1,776	17%	1,395	13%
Apr - Jun 15	4,044	1,295	32%	855	21%	649	16%
Jul - Sep 15	3,314	1,113	34%	734	22%	551	17%
Oct - Dec 15	2,441	862	35%	542	22%	403	17%
Jan - Mar 16	1,936	748	39%	470	24%	354	18%
Apr - Jun 16	2,752	945	34%	615	22%	474	17%
Jul - Sep 16	4,517	1,280	28%	795	18%	603	13%
Oct - Dec 16	2,899	849	29%	575	20%	434	15%
Jan - Mar 17	2,704	765	28%	506	19%	371	14%
Apr - Jun 17	2,746	869	32%	568	21%	411	15%
Jul - Sep 17	1,849	616	33%	378	20%	248	13%
Oct - Dec 17	1,560	485	31%	313	20%	181	12%
Jan - Mar 18	1,465	459	31%	276	19%	129	9%
Apr - Jun 18	1,624	445	27%	230	14%	42	3%
Jul - Sep 18	1,771	459	26%	204	12%		
Oct - Dec 18	1,432	254	18%	41	3%		
Jan - Mar 19	1,814	207	11%				
Apr - Jun 19	1,351	44	3%				
Total	57,469	16,211		10,223		7,306	

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 (October 2014 to June 2019)

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%	202	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%	193	12%
Oct - Dec 16	1,033	326	32%	200	19%	144	14%
Jan - Mar 17	953	300	31%	172	18%	106	11%
Apr - Jun 17	1,058	409	39%	245	23%	169	16%
Jul - Sep 17	823	288	35%	149	18%	89	11%
Oct - Dec 17	622	216	35%	121	19%	69	11%
Jan - Mar 18	573	193	34%	113	20%	52	9%
Apr - Jun 18	675	206	31%	101	15%	20	3%
Jul - Sep 18	710	189	27%	73	10%		
Oct - Dec 18	520	107	21%	14	3%		
Jan - Mar 19	718	89	12%				
Apr - Jun 19	442	24	5%				
Total	20,999	6,267		3,659		2,514	

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 (October 2014 to June 2019)

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	598	25%	401	17%	309	13%
Jan - Mar 15	3,880	852	22%	586	15%	463	12%
Apr - Jun 15	1,345	399	30%	263	20%	210	16%
Jul - Sep 15	1,024	313	31%	201	20%	151	15%
Oct - Dec 15	909	286	31%	191	21%	140	15%
Jan - Mar 16	672	245	36%	155	23%	112	17%
Apr - Jun 16	951	301	32%	210	22%	155	16%
Jul - Sep 16	1,665	418	25%	259	16%	197	12%
Oct - Dec 16	1,199	317	26%	225	19%	173	14%
Jan - Mar 17	1,105	268	24%	193	17%	143	13%
Apr - Jun 17	1,129	291	26%	215	19%	161	14%
Jul - Sep 17	595	191	32%	131	22%	89	15%
Oct - Dec 17	544	151	28%	106	19%	55	10%
Jan - Mar 18	524	153	29%	89	17%	42	8%
Apr - Jun 18	480	114	24%	60	13%	9	2%
Jul - Sep 18	513	119	23%	50	10%		
Oct - Dec 18	491	68	14%	9	2%		
Jan - Mar 19	679	65	10%				
Apr - Jun 19	560	9	2%				
Total	20,622	5,158		3,344		2,409	

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 (October 2014 to June 2019)

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%	264	21%	213	17%
Oct - Dec 16	667	206	31%	150	22%	117	18%
Jan - Mar 17	646	197	30%	141	22%	122	19%
Apr - Jun 17	559	169	30%	108	19%	81	14%
Jul - Sep 17	431	137	32%	98	23%	70	16%
Oct - Dec 17	394	118	30%	86	22%	57	14%
Jan - Mar 18	368	113	31%	74	20%	35	10%
Apr - Jun 18	469	125	27%	69	15%	13	3%
Jul - Sep 18	548	151	28%	81	15%		
Oct - Dec 18	421	79	19%	18	4%		
Jan - Mar 19	417	53	13%				
Apr - Jun 19	349	11	3%				
Total	15,848	4,786		3,220		2,383	

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 (October 2014 to June 2019)

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	719	35%	448	22%	349	17%
Jan - Mar 15	1,232	424	34%	285	23%	202	16%
Apr - Jun 15	1,159	473	41%	311	27%	234	20%
Jul - Sep 15	930	402	43%	245	26%	182	20%
Oct - Dec 15	658	297	45%	168	26%	112	17%
Jan - Mar 16	605	282	47%	168	28%	119	20%
Apr - Jun 16	1,027	426	41%	270	26%	209	20%
Jul - Sep 16	874	388	44%	227	26%	166	19%
Oct - Dec 16	635	275	43%	173	27%	124	20%
Jan - Mar 17	552	216	39%	137	25%	101	18%
Apr - Jun 17	658	307	47%	200	30%	140	21%
Jul - Sep 17	527	236	45%	136	26%	87	17%
Oct - Dec 17	368	143	39%	86	23%	51	14%
Jan - Mar 18	360	149	41%	84	23%	40	11%
Apr - Jun 18	417	163	39%	83	20%	14	3%
Jul - Sep 18	404	146	36%	65	16%		
Oct - Dec 18	311	88	28%	11	4%		
Jan - Mar 19	312	57	18%				
Apr - Jun 19	283	15	5%				
Total	13,341	5,206		3,097		2,130	

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 (October 2014 to June 2019)

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%	47	15%
Oct - Dec 16	225	98	44%	58	26%	36	16%
Jan - Mar 17	198	90	45%	54	27%	34	17%
Apr - Jun 17	247	129	52%	79	32%	49	20%
Jul - Sep 17	231	105	45%	46	20%	28	12%
Oct - Dec 17	148	64	43%	35	24%	18	12%
Jan - Mar 18	148	60	41%	34	23%	14	9%
Apr - Jun 18	170	69	41%	33	19%	7	4%
Jul - Sep 18	161	51	32%	18	11%		
Oct - Dec 18	121	32	26%	3	2%		
Jan - Mar 19	127	25	20%				
Apr - Jun 19	104	9	9%				
Total	4,950	1,966		1,059		699	

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 (October 2014 to June 2019)

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	208	33%	127	20%	100	16%
Jan - Mar 15	484	148	31%	103	21%	71	15%
Apr - Jun 15	441	172	39%	115	26%	92	21%
Jul - Sep 15	331	139	42%	91	27%	66	20%
Oct - Dec 15	238	94	39%	56	24%	34	14%
Jan - Mar 16	214	103	48%	66	31%	48	22%
Apr - Jun 16	393	165	42%	117	30%	87	22%
Jul - Sep 16	321	137	43%	79	25%	56	17%
Oct - Dec 16	266	118	44%	81	30%	60	23%
Jan - Mar 17	221	72	33%	49	22%	36	16%
Apr - Jun 17	260	110	42%	82	32%	62	24%
Jul - Sep 17	186	89	48%	60	32%	36	19%
Oct - Dec 17	137	47	34%	32	23%	20	15%
Jan - Mar 18	137	58	42%	30	22%	17	12%
Apr - Jun 18	131	51	39%	28	21%	6	5%
Jul - Sep 18	140	55	39%	25	18%		
Oct - Dec 18	105	34	32%	4	4%		
Jan - Mar 19	128	20	16%				
Apr - Jun 19	118	2	2%				
Total	4,880	1,822		1,145		791	

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 (October 2014 to June 2019)

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	133	54	41%	34	26%	31	23%
Apr - Jun 17	151	68	45%	39	26%	29	19%
Jul - Sep 17	110	42	38%	30	27%	23	21%
Oct - Dec 17	83	32	39%	19	23%	13	16%
Jan - Mar 18	75	31	41%	20	27%	9	12%
Apr - Jun 18	116	43	37%	22	19%	1	1%
Jul - Sep 18	103	40	39%	22	21%		
Oct - Dec 18	85	22	26%	4	5%		
Jan - Mar 19	57	12	21%				
Apr - Jun 19	61	4	7%				
Total	3,511	1,418		893		640	

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 (October 2014 to June 2019)

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	1,216	26%	873	19%	691	15%
Jan - Mar 15	7,961	1,879	24%	1,315	17%	1,053	13%
Apr - Jun 15	2,516	725	29%	476	19%	354	14%
Jul - Sep 15	2,152	647	30%	446	21%	337	16%
Oct - Dec 15	1,742	552	32%	364	21%	283	16%
Jan - Mar 16	1,293	455	35%	297	23%	232	18%
Apr - Jun 16	1,710	516	30%	344	20%	264	15%
Jul - Sep 16	3,638	888	24%	565	16%	436	12%
Oct - Dec 16	2,254	572	25%	400	18%	308	14%
Jan - Mar 17	2,145	547	26%	369	17%	270	13%
Apr - Jun 17	2,086	561	27%	368	18%	271	13%
Jul - Sep 17	1,319	378	29%	240	18%	159	12%
Oct - Dec 17	1,181	337	29%	225	19%	129	11%
Jan - Mar 18	1,056	304	29%	187	18%	87	8%
Apr - Jun 18	1,094	270	25%	143	13%	26	2%
Jul - Sep 18	1,212	304	25%	135	11%		
Oct - Dec 18	959	155	16%	28	3%		
Jan - Mar 19	1,146	137	12%				
Apr - Jun 19	841	23	3%				
Total	40,991	10,466		6,775		4,900	

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 (October 2014 to June 2019)

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	383	22%	268	16%	204	12%
Jan - Mar 15	2,855	612	21%	416	15%	337	12%
Apr - Jun 15	818	208	25%	133	16%	104	13%
Jul - Sep 15	640	157	25%	99	15%	76	12%
Oct - Dec 15	662	191	29%	135	20%	106	16%
Jan - Mar 16	445	135	30%	87	20%	63	14%
Apr - Jun 16	552	134	24%	93	17%	68	12%
Jul - Sep 16	1,342	279	21%	179	13%	141	11%
Oct - Dec 16	929	197	21%	142	15%	111	12%
Jan - Mar 17	880	194	22%	144	16%	107	12%
Apr - Jun 17	868	181	21%	133	15%	99	11%
Jul - Sep 17	407	101	25%	70	17%	52	13%
Oct - Dec 17	403	102	25%	74	18%	35	9%
Jan - Mar 18	378	95	25%	59	16%	25	7%
Apr - Jun 18	319	61	19%	32	10%	3	1%
Jul - Sep 18	330	61	18%	25	8%		
Oct - Dec 18	313	32	10%	5	2%		
Jan - Mar 19	429	41	10%				
Apr - Jun 19	339	4	1%				
Total	14,616	3,168		2,094		1,531	

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 (October 2014 to June 2019)

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%	183	18%	149	15%
Oct - Dec 16	520	147	28%	116	22%	89	17%
Jan - Mar 17	513	143	28%	107	21%	91	18%
Apr - Jun 17	408	101	25%	69	17%	52	13%
Jul - Sep 17	321	95	30%	68	21%	47	15%
Oct - Dec 17	307	85	28%	66	21%	43	14%
Jan - Mar 18	276	79	29%	52	19%	26	9%
Apr - Jun 18	308	77	25%	44	14%	11	4%
Jul - Sep 18	386	108	28%	57	15%		
Oct - Dec 18	283	53	19%	12	4%		
Jan - Mar 19	276	39	14%				
Apr - Jun 19	235	7	3%				
Total	11,498	3,210		2,218		1,662	

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 (October 2014 to June 2019)

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%	183	18%	149	15%
Oct - Dec 16	520	147	28%	116	22%	89	17%
Jan - Mar 17	513	143	28%	107	21%	91	18%
Apr - Jun 17	408	101	25%	69	17%	52	13%
Jul - Sep 17	321	95	30%	67	21%	45	14%
Oct - Dec 17	307	85	28%	65	21%	40	13%
Jan - Mar 18	276	79	29%	52	19%	23	8%
Apr - Jun 18	308	76	25%	40	13%	5	2%
Jul - Sep 18	386	104	27%	50	13%		
Oct - Dec 18	283	46	16%	8	3%		
Jan - Mar 19	276	32	12%				
Apr - Jun 19	216	2	1%				
Total	11,479	3,186		2,201		1,648	

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 NISRA mid-year population estimates for 2018.

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 (October 2014 to June 2018)

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 (October 2014 to June 2019)

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 (October 2014 to December 2017)

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 (October 2014 to June 2019)

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 replacing 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 nirect [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 main definitions underlying the data presented in this statistical bulletin.

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.

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 deprivation and disability, Education, skills and training, Access 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.

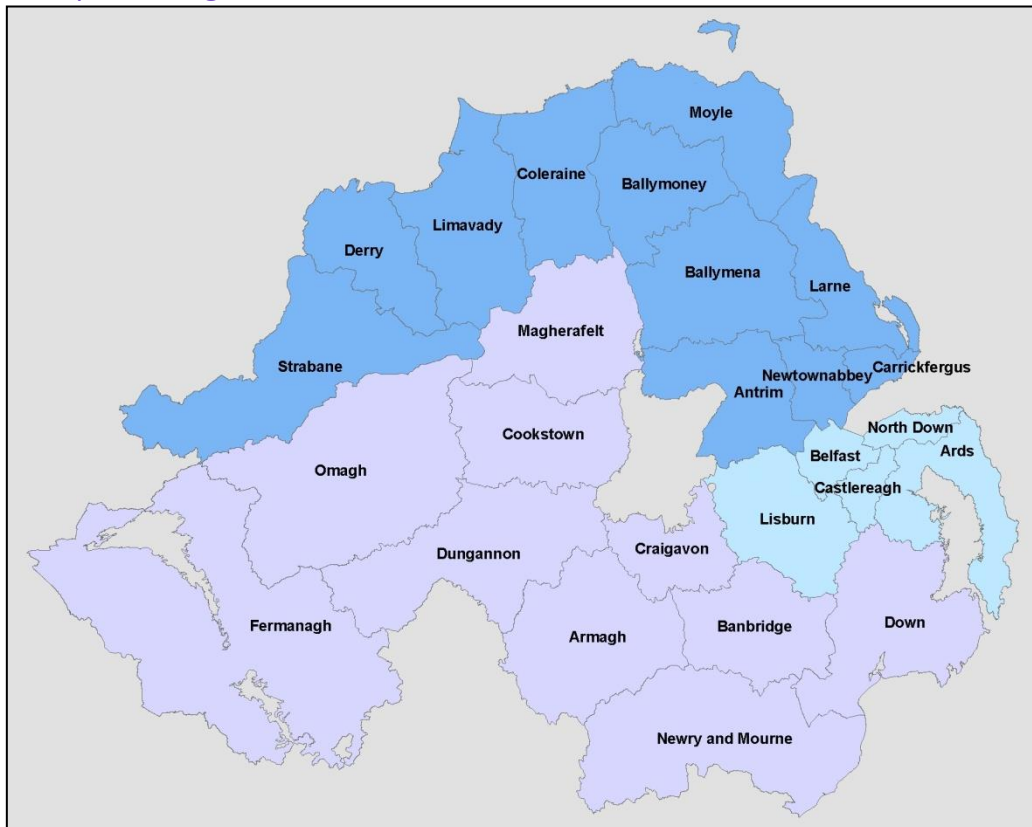
Contract Areas: The delivery of Steps 2 Success provision is provided by 3 Lead Contractors. Clients are allocated to each Contractor based on which Job Centre/Jobs & Benefit Office they are associated with. **Table 6** provides details of the 3 contract areas and their associated office areas and **Figure 15** provides a map outlining the district councils in each contract area.

Table 6: Steps 2 Success Lead Contractors and Office Areas

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

Note: PeoplePlus NI was previously known as EOS NI.

Figure 15: 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 and stopped taking new participants on 1st April 2017. If a participant is already taking they can continue to do so for up to 2 years from the date joined. This single Welfare to Work programme offers targeted, personalised help for those benefit claimants who need it most.

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



Department for

Communities

www.communities-ni.gov.uk

This document is available in
other formats upon request

Further information:

Neil Hanley
Analytical Services Unit
Department for Communities
Level 6, Causeway Exchange
1-7 Bedford Street
Belfast BT2 7EG

Tel: 028 90823583

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

Web: www.communities-ni.gov.uk



Northern Ireland
Statistics and Research Agency