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Steps 2 Success

STATISTICAL BULLETIN

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Introduction

Background

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

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

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

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

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

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

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

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

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

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

Coverage

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

Key Statistics

At the end of March 2018 a total of 49,426 clients had started S2S, of which 72% were in the JSA 25+ category, 23% were in the JSA 18-24 category and 4% were in the JSA Early Entry category. Only a small number of ESA and Voluntary clients have started the programme.

The into employment statistics contained in the bulletin focus on those clients who started the programme during the first 30 months (between October 2014 and March 2017) as the majority of these clients have completed the programme. For this period 29% (12,166) of clients have moved into employment. Performance increased from 29% in the first quarter of the programme to 38% in Jan – Mar 16 but has subsequently fallen to 27% in Jan - Mar 17.

The percentage of clients moving into employment varies across the three Contract Areas from 32% in the Southern region to 30% in the Belfast region and 26% in the Northern region. The overall baseline performance level is 28%.

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

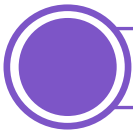
To date, the percentage of returners moving into employment has been considerably lower than for first time participants. In the most recent quarter (Jan – Mar 17) 37% of first time participants have moved into employment in comparison to only 20% of returners.

The 6 month sustainment statistics contained in the bulletin focus on those clients who started the programme during the first 24 months (between October 2014 and September 2016). For this period 19% (6,883) of clients have sustained employment for 6 months. This equates to 65% of those who moved into work.

The 12 month sustainment statistics contained in the bulletin focus on those clients who started the programme during the first 18 months (between October 2014 and March 2016). For this period 15% (4,206) of clients have sustained employment for 12 months. This equates to 50% of those who moved into work.

Early into employment figures for clients who started the programme during the first 42 months (between October 2014 and March 2018), show that Steps 2 Success has helped 13,661 clients into employment. As the majority of clients from the latter cohorts are still on the programme, the number moving into employment for this period is expected to increase over time.

Detailed Analysis



Section 1 - Referrals and Starts

The Steps 2 Success (S2S) employment programme commenced in October 2014. Up to the end of March 2018, a total of 55,819 referrals have been made to the programme. Of those referred, 89% (49,426) started within the same period.

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

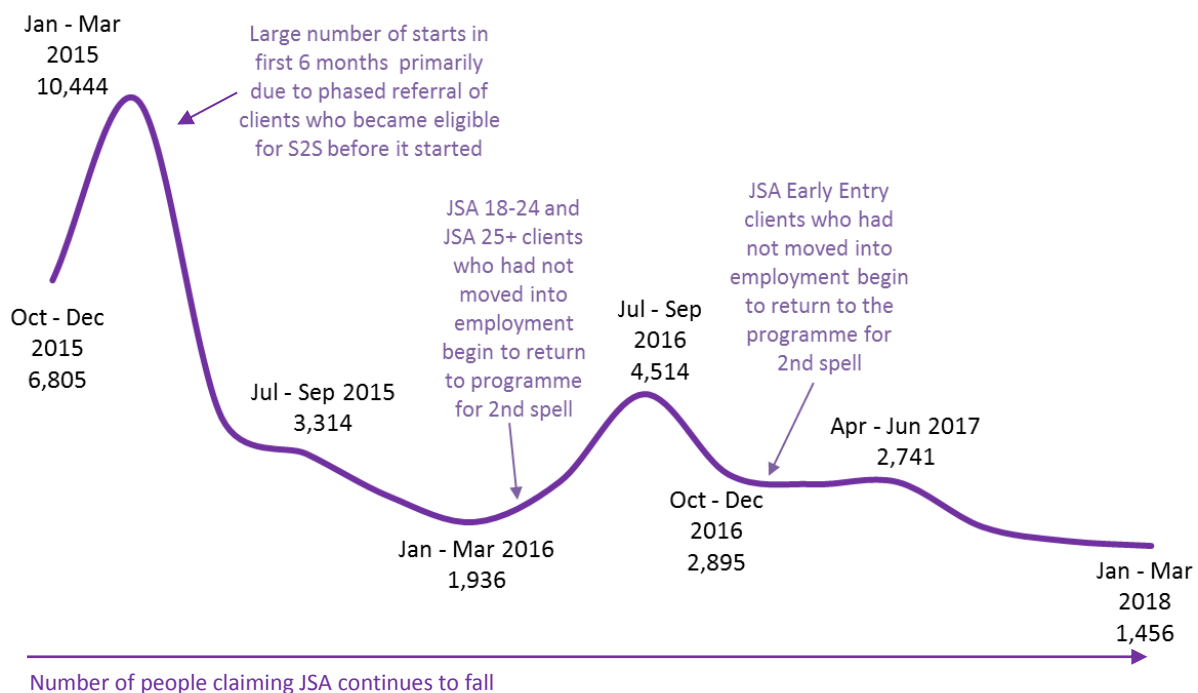
Tables 1.2 – 1.6 show that the largest proportion (72%) of clients who started S2S were in the JSA 25+ category, 23% were in the JSA 18-24 category and 4% were in the JSA Early Entry category. Only a small number of ESA and Voluntary clients have started the programme.

At the end of March 2018, a total of 8,609 participants were still on the programme.

Starts by Quarter

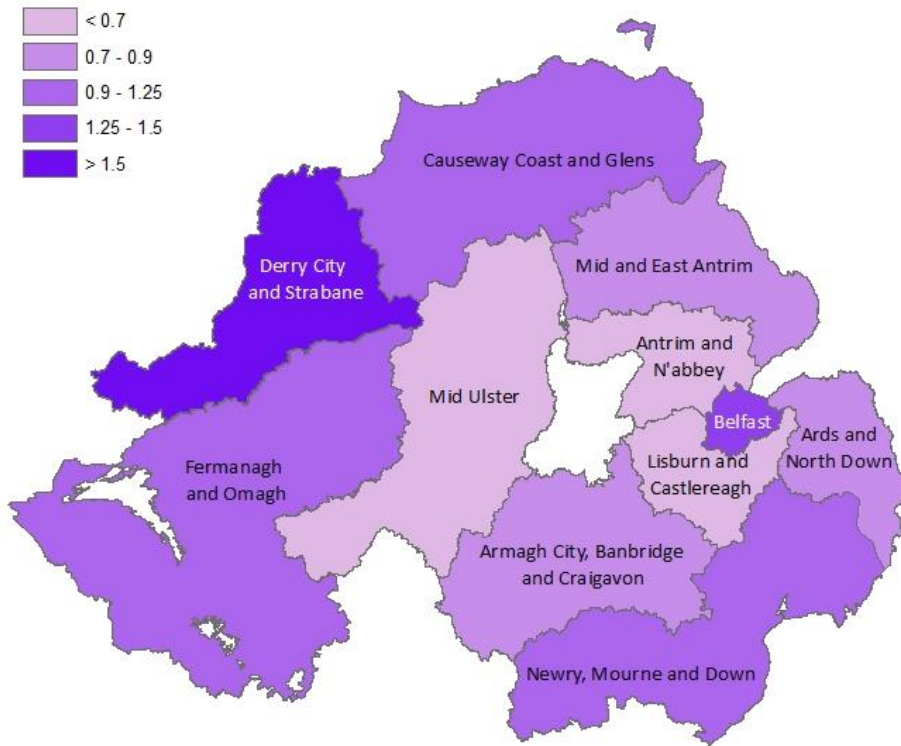
Figure 1 and Table 1.2, show the variation in the number of clients starting the programme since its inception.

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



Starts by Area

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



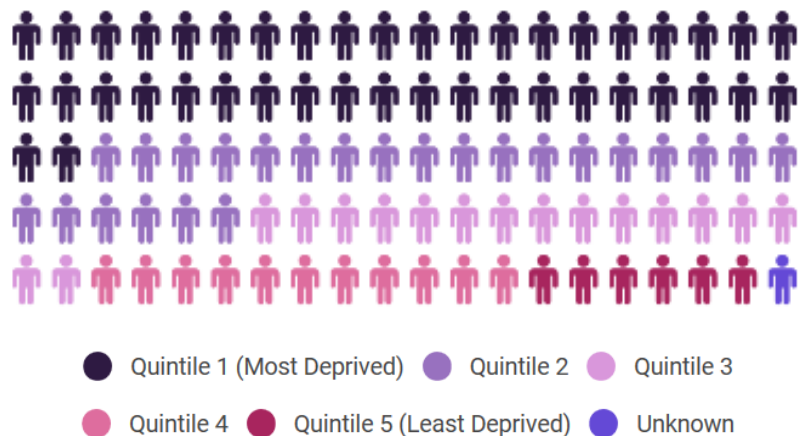
As shown in [Table 1.4](#) the number of clients starting S2S has been distributed fairly equally across the Belfast and Northern regions with 17,902 (36%) and 17,893 (36%) starts respectively; with a lower number in the Southern region – 13,631 (28%). However, analysing starts per thousand population in each district council shows a much greater level of variation (as shown in [Figure 2 and Table 1.5](#)). Derry City & Strabane had 2.27 monthly starts per 1,000 residents, whilst Lisburn & Castlereagh had 0.57 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.

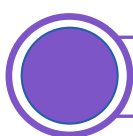
Clients from the 20% most deprived areas within Northern Ireland account for 42% of all starts on the programme, while clients from the 20% least deprived areas account for 6% of starts.

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



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

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



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

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

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

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

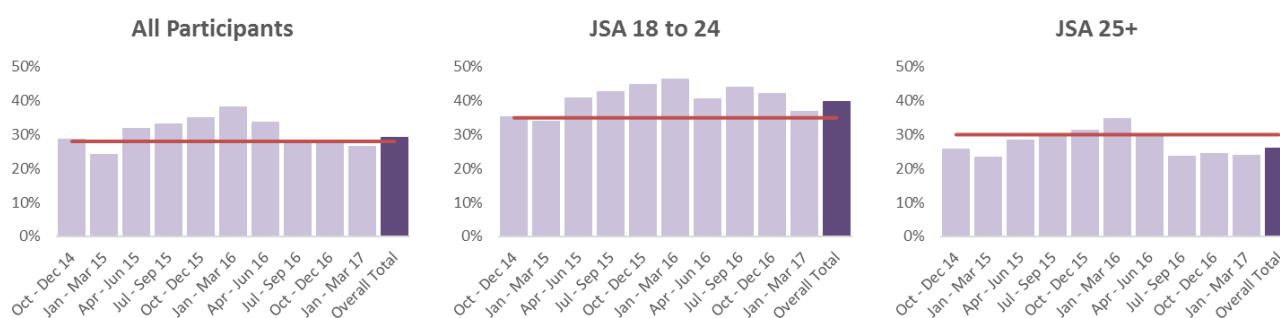


Figure 4 highlights the percentage of participants moving into employment each quarter compared to the baseline performance level (red line).

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

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

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

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

The baseline level for the **JSA 25+** group had been set at 30%. For Oct 14 to Mar 17 starts, the programme has not achieved this level, helping only 26% into employment. Performance improved from 26% in the first quarter to 35% in Jan – Mar 16 before decreasing to 24% in the most recent quarter.

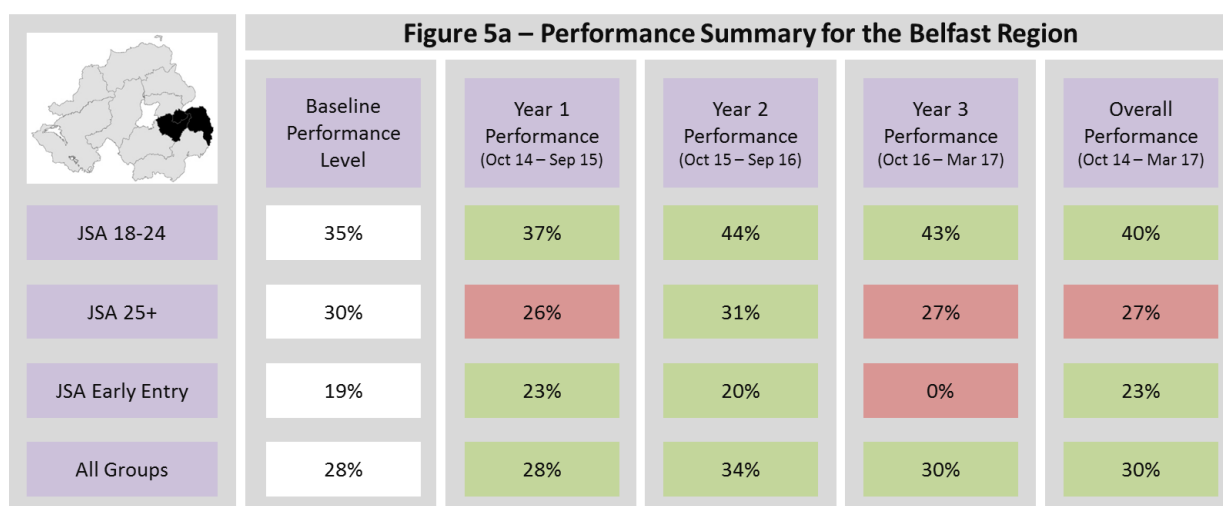
Moves to Employment by Contract Area – October 2014 to March 2017 Starts

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

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

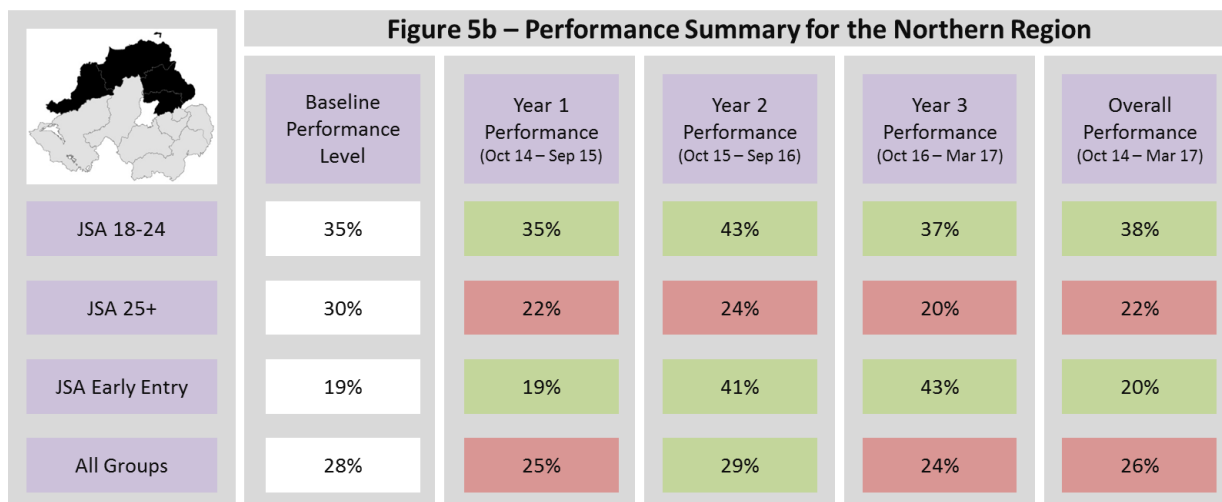
Note; care should be taken when considering variation within the JSA Early Entry category for all Contract Areas due to the small number of clients within this category for some quarters.

Belfast Region



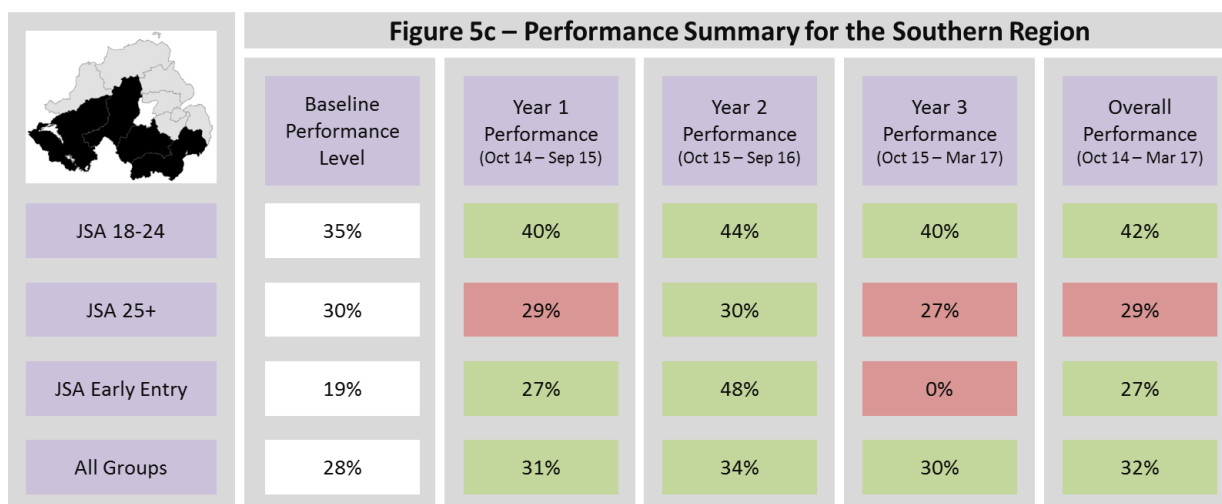
- For Oct 14 to Mar 17 starts, the Belfast region has met or exceeded baseline performance for all client categories apart from the JSA 25+ category.
- Overall the Belfast region has met the baseline performance level of 28%, achieving 28% in year 1, 34% in year 2 and 30% in year 3 to date.

Northern Region



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

Southern Region



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

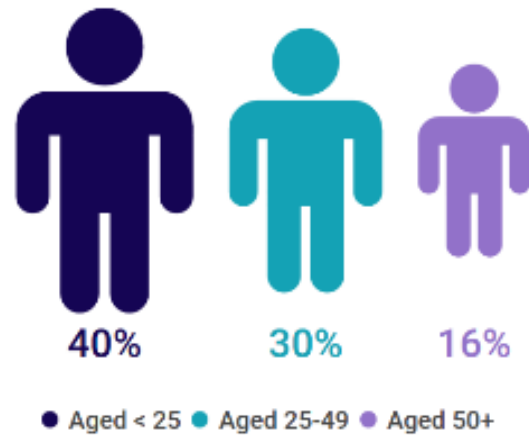
Moves to Employment by Equality Group – October 2014 to March 2017 Starts

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

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

Figure 6 shows that the percentage of clients who move into employment decreases as age increases, with 40% of those aged less than 25, 30% of those aged 25-49 and 16% of those aged 50+ having moved into employment. A possible explanation for this is that clients aged less than 25 may be closer to the labour market as they have spent less time unemployed and are more likely to be recently qualified.

Figure 6: Percentage of Starts from October 2014 to March 2017 by Age who Moved Into Employment



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

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

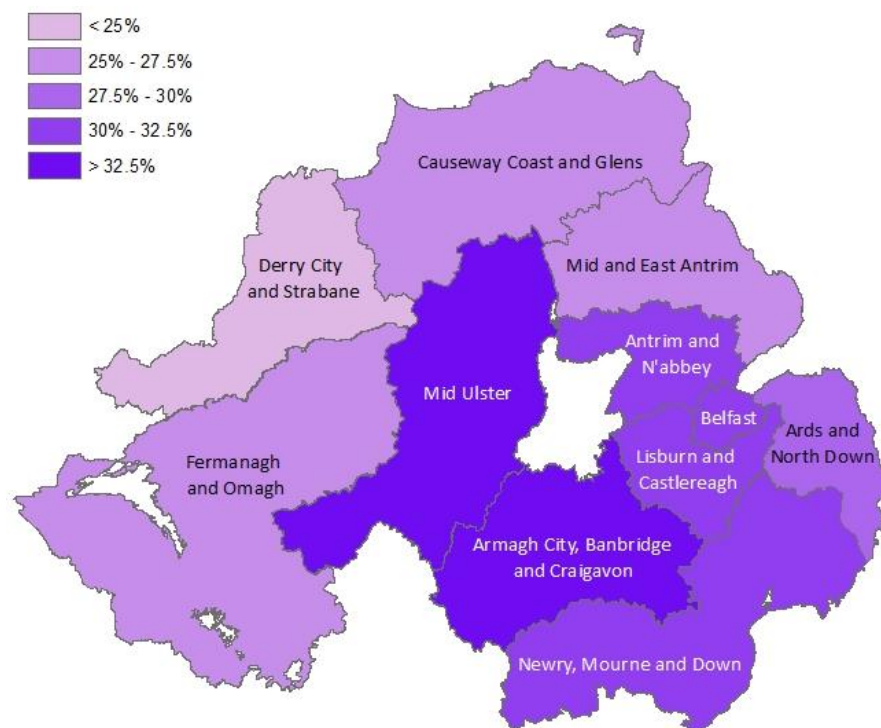
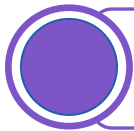


Figure 7 and Table 2.4b show the variation in the percentage of clients from the October 2014 to March 2017 monthly cohorts who have moved into employment by Local Government District of residence. Derry City and Strabane has the lowest proportion (23%) of clients moving into employment. This is also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



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

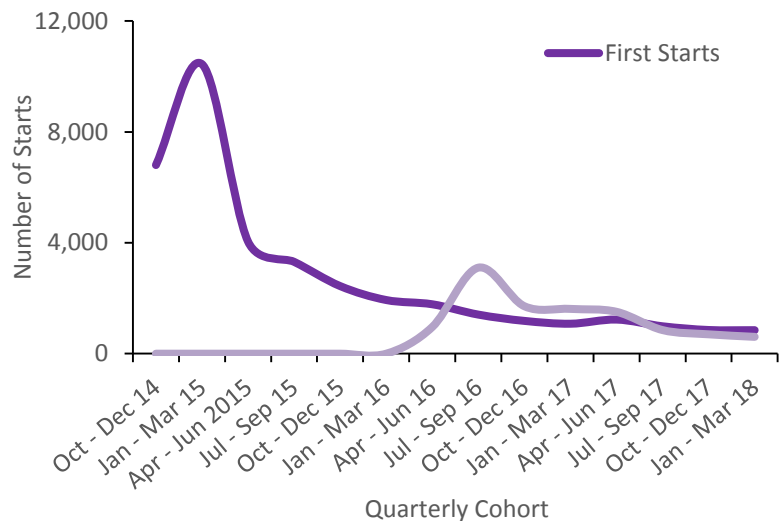
This section compares the performance of clients who are on S2S for the first time with those who have returned to the programme for a second spell.

Starts (Oct 2014 to Mar 2018)

Mandatory JSA clients who remain on or return to benefit for a period of 26 weeks following their first S2S attachment period must subsequently return to the programme for a second 12 month spell. Clients who were classified as JSA Early Entrants during their first spell on the programme are re-classified as JSA 18-24 or JSA 25+ (according to their age) upon their return to the programme. The first clients returned to S2S in April 2016 and since then a total of 11,065 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 42% of starts during Jan – Mar 18 (see [Figure 8 and Table 3.1](#)).

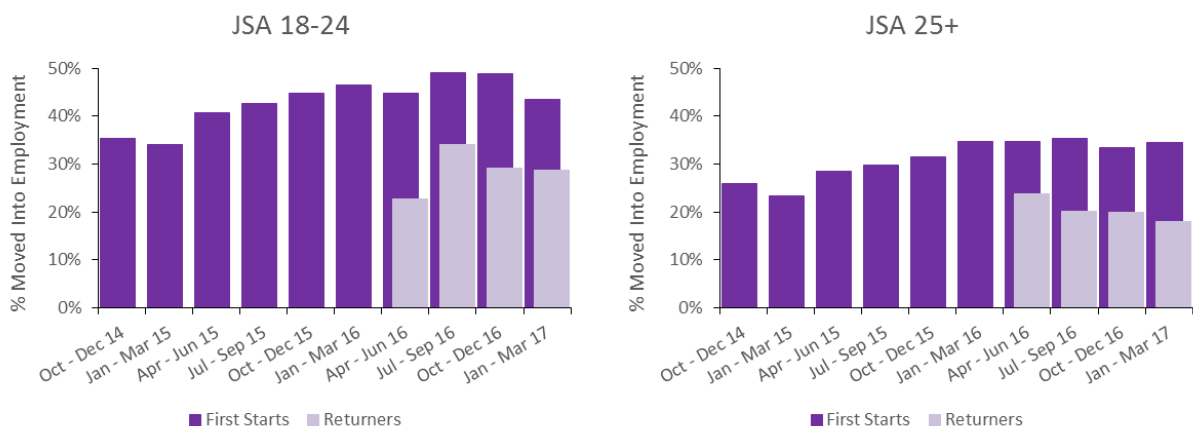
Figure 8: Number of First Starts and Returners on Steps 2 Success by Quarterly Cohort (Oct 14 to Mar 18)



Moves Into Employment (Oct 2014 to Mar 2017)

To date, the percentage of returners moving into employment has been considerably lower than for first time participants. For example, in the most recent quarter (Jan – Mar 17) 37% of first time participants have moved into employment in comparison to only 20% of returners. [Figure 9 and Table 3.3](#) show how this varies by client category.

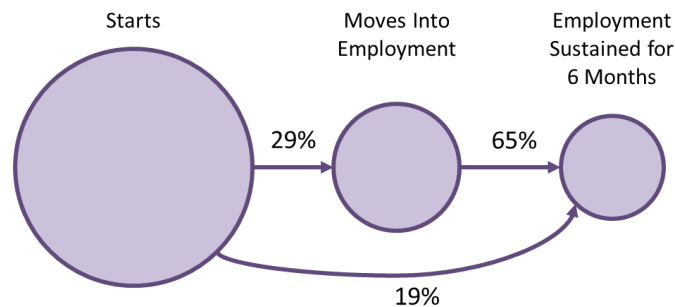
Figure 9: Percentage of First Starts and Returners on Steps 2 Success who Moved Into Employment by Quarterly Cohort (Oct 14 to Mar 17)



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

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

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



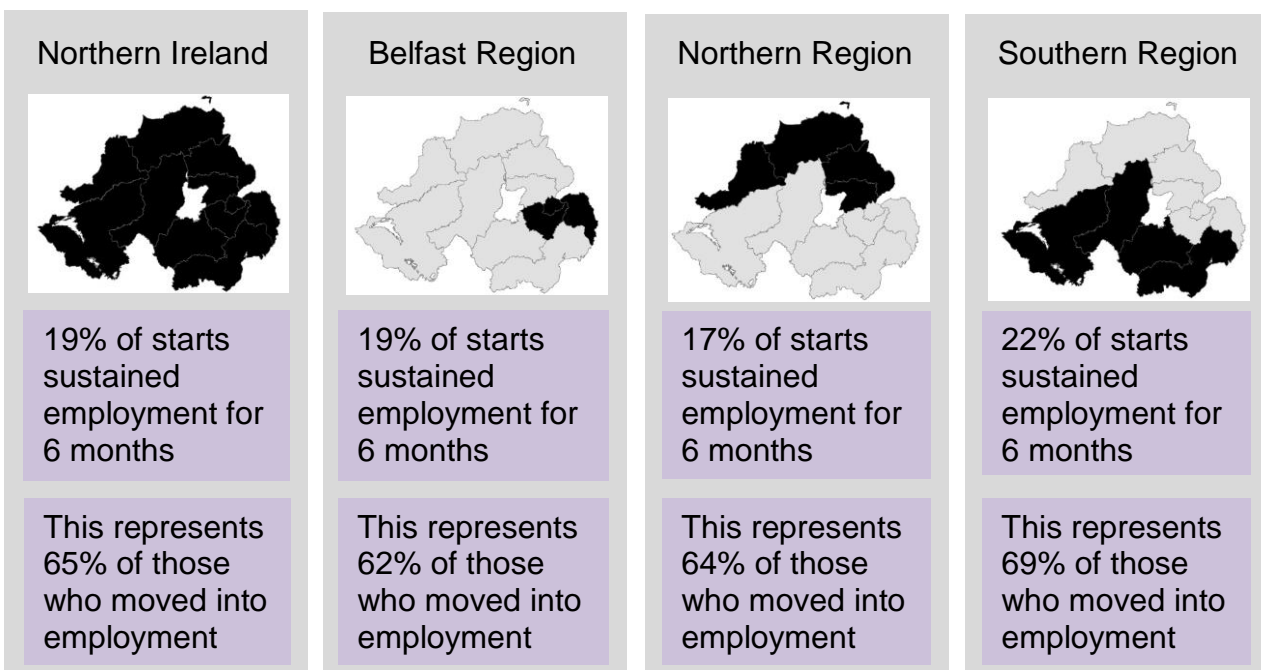
The following sustainment figures focus on starts who have had sufficient time to complete the programme and to sustain employment. [Section 5](#) (page 15) provides early sustainment figures for all starts.

6 Months Sustained Employment – October 2014 to September 2016 Starts

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

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

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



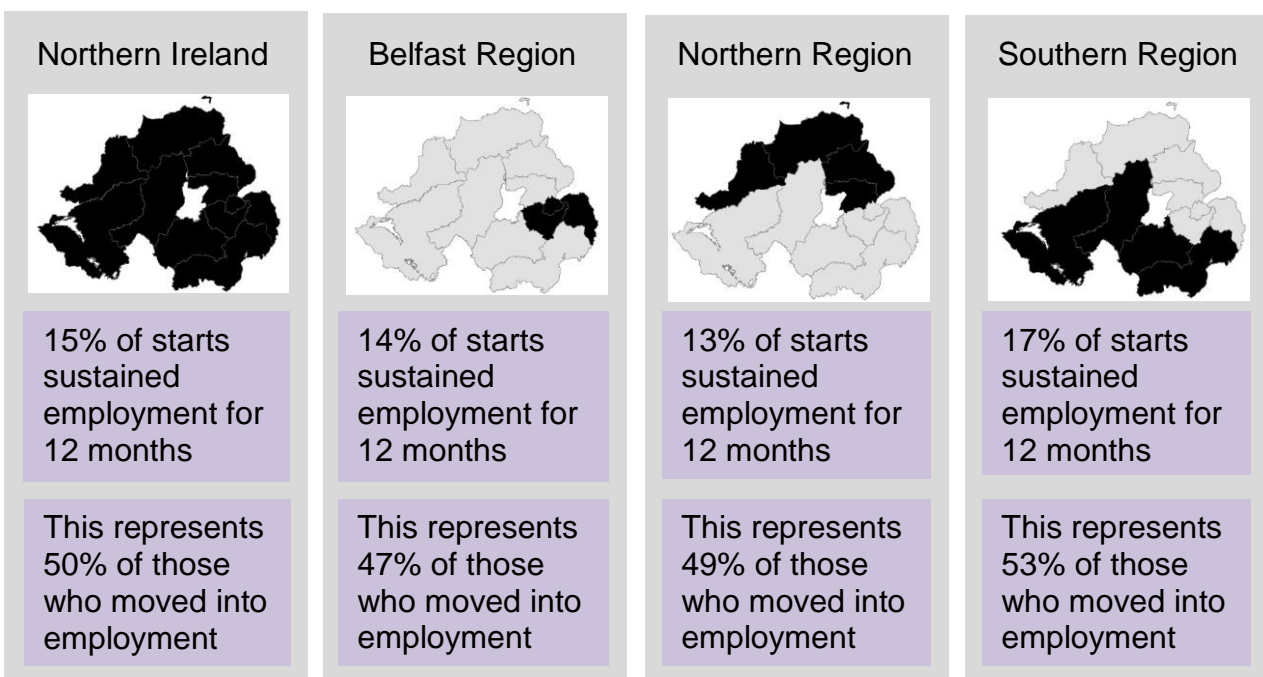
Reflecting the into employment figures, the JSA 18 to 24 category outperforms the JSA 25+ group, with 24% moving into employment which they sustain for 6 months compared to 18%. It is worth noting that, although a lower proportion of JSA 25+ participants move into employment, once they do, they are more likely to sustain employment for 6 months (67% compared to 60%).

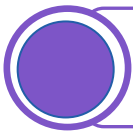
12 Months Sustained Employment – October 2014 to March 2016 Starts

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

Reflecting the into employment and 6 month sustainment figures, the percentage of starts in the JSA 18 to 24 year old category who sustain employment for 12 months is higher than for JSA 25+ age group, with 17% sustaining employment for 12 months compared to 14%. Again it is worth noting that, although a lower proportion of JSA 25+ participants move into employment, once they do, they are more likely to sustain employment for 12 months (52% compared to 44%).

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





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

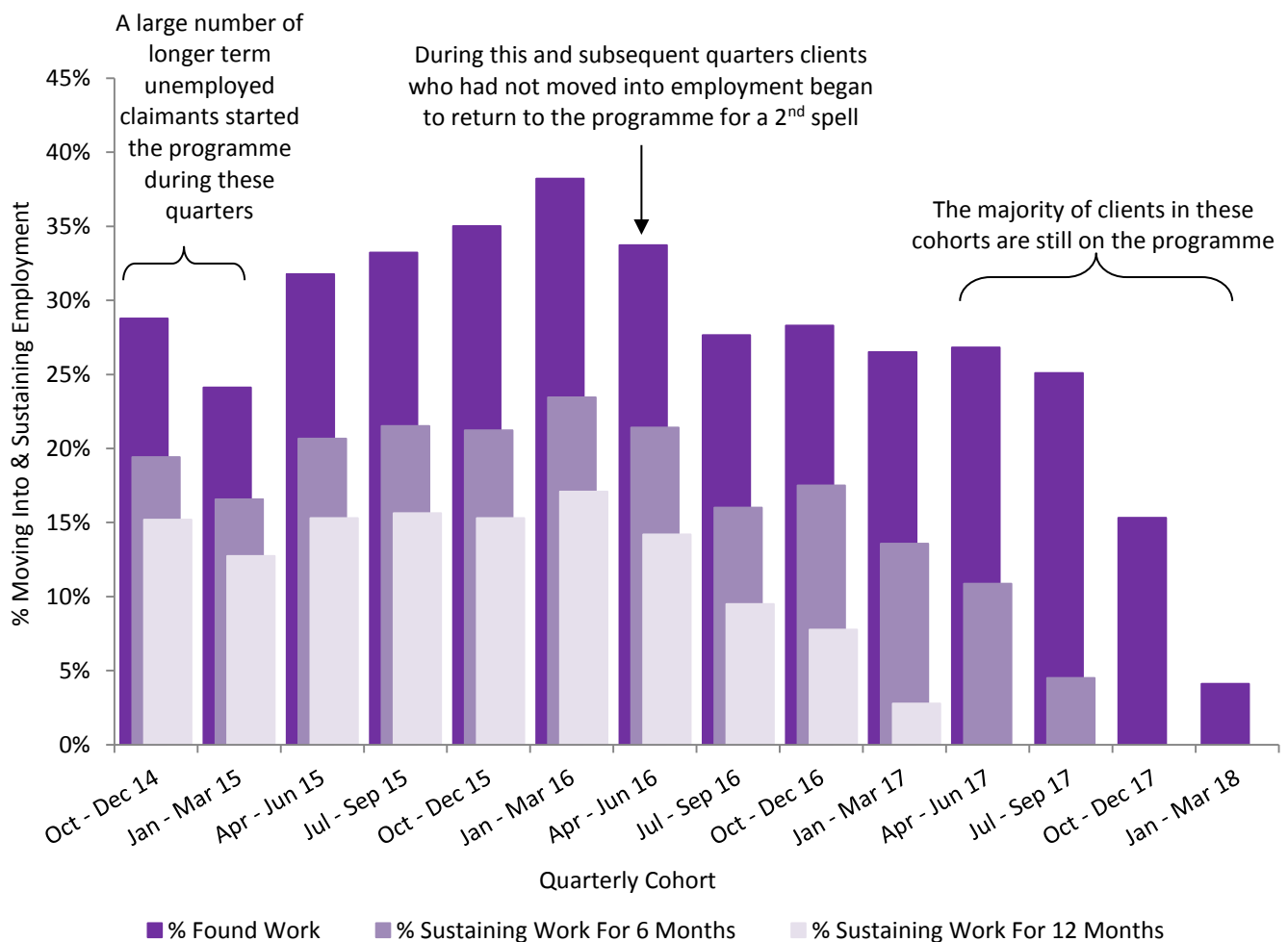
Moves to Employment and Sustainment by Month – October 2014 to March 2018 Starts

Table 5.1a and **Figure 12** show the percentage of clients who have moved into employment and the percentage who have sustained employment for periods of 6 and 12 months for all quarterly cohorts (October 2014 to March 2018). **The majority of clients from the latter cohorts are still on the programme and still have time remaining in which to find and sustain work. The percentage of clients moving into and sustaining work from these cohorts is therefore anticipated to increase in the coming months.**

To date, the S2S programme has helped 13,661 clients from across Northern Ireland into employment, 8,137 of which have now sustained their employment for at least 6 months and 5,325 for at least 12 months.

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

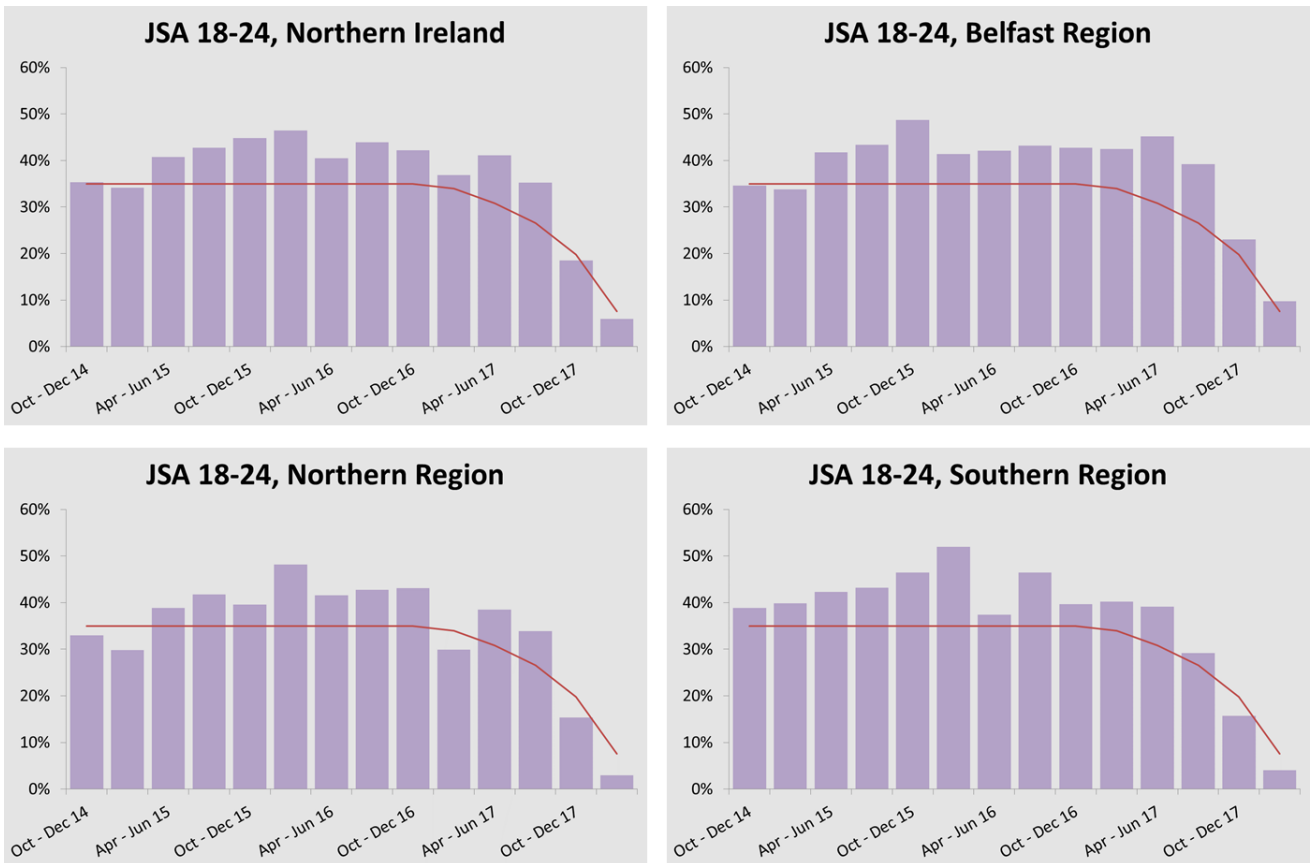
Figure 12: Percentage of Starts on Steps 2 Success in Northern Ireland who Moved Into and Sustained Employment by Quarterly Cohort (Oct 14 to Mar 18)



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

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

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

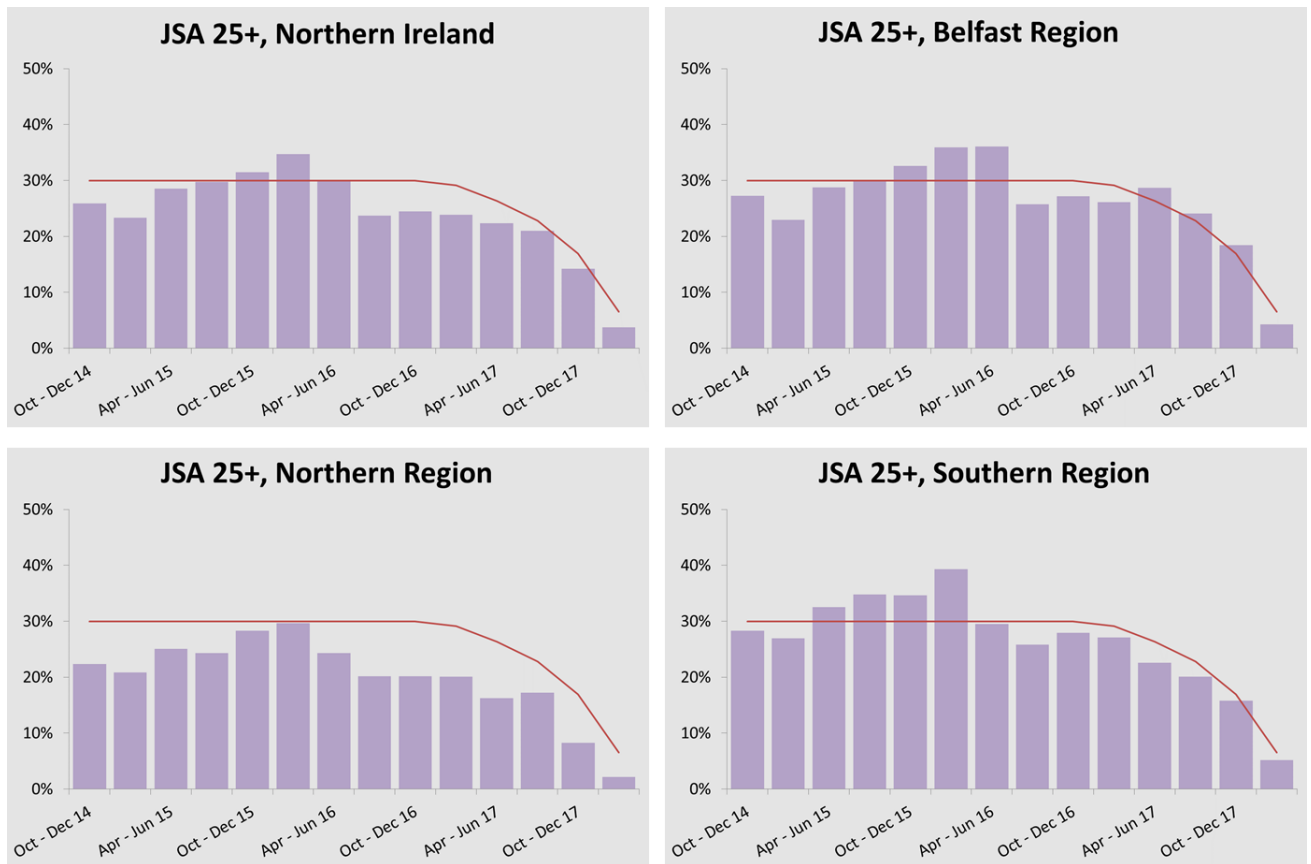


- For the JSA 18-24 category, the Northern Ireland average performance level has reached or exceeded the red line in 11 out of the 14 quarters from October 2014 to March 2018.
- Comparing the three separate regions, we can see that while the Southern region had the highest level of performance during the first 12 months of the programme (October 2014 to September 2015), all regions improved in years 2 and mainly continued to perform above baseline in year 3.

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

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

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



- For the JSA 25+ category, the Northern Ireland average performance level has reached or exceeded the red line in only 4 out of the 14 quarters from October 2014 to March 2018.
- This category has been significantly impacted by the large number of unemployed claimants who were phased onto the programme during the period from October 2014 to March 2015; this is evident from the dip in the performance level experienced within all 3 regions across this period.
- All regions showed improvements during the first half of year 2 of the programme, with the Southern and Belfast regions performing above baseline, before beginning to fall again due to the low performance of clients returning to the programme for a second spell.

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Section 1: Referrals and Starts

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

Quarter of Referral	Client Group				Total
	JSA 18 - 24	JSA 25+	JSA Early Entry	ESA WRAG & Voluntary	
Oct - Dec 14	2,909	7,989	140	26	11,064
Jan - Mar 15	1,321	7,432	1,691	5	10,449
Apr - Jun 15	1,352	2,293	167	3	3,815
Jul - Sep 15	902	2,190	192	3	3,287
Oct - Dec 15	691	1,576	28	2	2,297
Jan - Mar 16	582	1,197	17	0	1,796
Apr - Jun 16	1,270	2,206	12	1	3,489
Jul - Sep 16	985	4,237	9	2	5,233
Oct - Dec 16	682	2,178	10	0	2,870
Jan - Mar 17	629	2,449	5	0	3,083
Apr - Jun 17	828	2,200	2	0	3,030
Jul - Sep 17	542	1,473	3	3	2,021
Oct - Dec 17	424	1,252	10	8	1,694
Jan - Mar 18	406	1,193	3	89	1,691
Total	13,523	39,865	2,289	142	55,819

Notes:

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

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

Quarterly Cohort	Client Group				Total
	JSA 18 - 24	JSA 25+	JSA Early Entry	ESA WRAG & Voluntary	
Oct - Dec 14	2,028	4,685	72	20	6,805
Jan - Mar 15	1,233	7,961	1,247	3	10,444
Apr - Jun 15	1,159	2,516	364	5	4,044
Jul - Sep 15	930	2,151	231	2	3,314
Oct - Dec 15	656	1,742	38	3	2,439
Jan - Mar 16	605	1,293	37	1	1,936
Apr - Jun 16	1,023	1,708	14	1	2,746
Jul - Sep 16	873	3,636	5	0	4,514
Oct - Dec 16	634	2,251	9	1	2,895
Jan - Mar 17	551	2,139	6	1	2,697
Apr - Jun 17	657	2,082	2	0	2,741
Jul - Sep 17	526	1,312	2	1	1,841
Oct - Dec 17	368	1,175	4	7	1,554
Jan - Mar 18	357	1,050	4	45	1,456
Total	11,600	35,701	2,035	90	49,426

Notes:

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

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

Equality Group	Client Group			Total
	JSA 18 - 24	JSA 25+	Other	
All	11,600	35,701	2,125	49,426
Male	8,323	25,503	1,570	35,396
Female	3,277	10,198	555	14,030
% Male	72%	71%	74%	72%
Catholic	5,392	17,691	1,138	24,221
Protestant	4,269	12,918	663	17,850
Other	588	2,006	121	2,715
Not Known	1,351	3,086	203	4,640
% Catholic	46%	50%	54%	49%
% Protestant	37%	36%	31%	36%
White	11,401	34,338	2,021	47,760
Non White	190	867	63	1,120
Not Known	9	496	41	546
% White	98%	96%	95%	97%
No Dependants	11,022	26,702	1,621	39,345
With Dependants	578	8,999	504	10,081
% With Dependants	5%	25%	24%	20%
Non Disabled	9,955	27,622	1,669	39,246
Disabled	1,380	6,951	369	8,700
Not Known	265	1,128	87	1,480
% Disabled	12%	19%	17%	18%
Single	11,262	24,025	1,406	36,693
Married/Co-Habiting	290	3,779	262	4,331
Widowed/Separated/Divorced	24	7,693	430	8,147
Not Known	24	204	27	255
% Single	97%	67%	66%	74%
Aged < 25	11,600	0	73	11,673
Aged 25-49	0	24,960	1,322	26,282
Aged 50+	0	10,741	730	11,471
% 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
(Oct 2014 to Mar 2018)**

Lead Contractor	Contract Area	Client Group				Total
		JSA 18 - 24	JSA 25+	JSA Early Entry	ESA WRAG & Voluntary	
Ingeus UK	Belfast Region	4,258	12,820	789	35	17,902
PeoplePlus NI	Northern Region	4,257	12,880	736	20	17,893
Reed In Partnership	Southern Region	3,085	10,001	510	35	13,631
Total	Northern Ireland	11,600	35,701	2,035	90	49,426

Notes:

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

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

Local Government District 2014	Client Group				Total Starts	Population Aged 18-64	Average Monthly Starts per 1000 Population
	JSA 18 - 24	JSA 25+	JSA Early Entry	ESA WRAG & Voluntary			
Antrim and Newtownabbey	612	1,675	84	8	2,379	84,952	0.67
Ards and North Down	844	2,516	146	10	3,516	93,391	0.90
Armagh City, Banbridge and Craigavon	1,023	3,149	173	9	4,354	124,312	0.83
Belfast	2,933	8,885	599	25	12,442	212,940	1.39
Causeway Coast and Glens	1,000	2,892	62	1	3,955	86,148	1.09
Derry City and Strabane	1,985	6,211	514	7	8,717	91,532	2.27
Fermanagh and Omagh	537	2,041	69	6	2,653	69,161	0.91
Lisburn and Castlereagh	516	1,449	50	2	2,017	84,255	0.57
Mid and East Antrim	595	1,980	66	2	2,643	82,446	0.76
Mid Ulster	524	1,635	58	10	2,227	86,784	0.61
Newry, Mourne and Down	936	3,087	207	9	4,239	105,500	0.96
Unknown	95	181	7	1	284	-	-
Total	11,600	35,701	2,035	90	49,426	1,121,421	1.05

Notes:

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

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

Northern Ireland Multiple Deprivation Measure 2010 Quintile	Client Group				Total
	JSA 18 - 24	JSA 25+	JSA Early Entry	ESA WRAG & Voluntary	
Quintile 1 (most deprived)	4,778	14,987	974	27	20,766
Quintile 2	2,711	8,467	449	22	11,649
Quintile 3	1,886	5,977	285	18	8,166
Quintile 4	1,364	3,999	192	16	5,571
Quintile 5 (least deprived)	766	2,090	128	6	2,990
Unknown	95	181	7	1	284
Total	11,600	35,701	2,035	90	49,426

Notes:

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

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

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

(a) Number Moving Into Employment

Quarterly Cohort	Client Group				Total
	JSA 18 - 24	JSA 25+	JSA Early Entry	ESA WRAG & Voluntary	
Oct - Dec 2014	715	1,210	28	5	1,958
Jan - Mar 2015	420	1,856	242	2	2,520
Apr - Jun 2015	472	717	94	2	1,285
Jul - Sep 2015	397	639	65	0	1,101
Year 1 Total	2,004	4,422	429	9	6,864
Oct - Dec 2015	294	547	13	0	854
Jan - Mar 2016	281	448	11	0	740
Apr - Jun 2016	414	509	3	0	926
Jul - Sep 2016	383	861	4	0	1,248
Year 2 Total	1,372	2,365	31	0	3,768
Oct - Dec 2016	267	550	1	1	819
Jan - Mar 2017	203	510	2	0	715
Year 3 Total	470	1,060	3	1	1,534
Overall Total	3,846	7,847	463	10	12,166

Notes:

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

(b) As a Percentage of Starts

Quarterly Cohort	Client Group				Total
	JSA 18 - 24	JSA 25+	JSA Early Entry	ESA WRAG & Voluntary	
Oct - Dec 2014	35%	26%	39%	25%	29%
Jan - Mar 2015	34%	23%	19%	67%	24%
Apr - Jun 2015	41%	28%	26%	40%	32%
Jul - Sep 2015	43%	30%	28%	0%	33%
Year 1 Total	37%	26%	22%	30%	28%
Oct - Dec 2015	45%	31%	34%	0%	35%
Jan - Mar 2016	46%	35%	30%	0%	38%
Apr - Jun 2016	40%	30%	21%	0%	34%
Jul - Sep 2016	44%	24%	80%	-	28%
Year 2 Total	43%	28%	33%	0%	32%
Oct - Dec 2016	42%	24%	11%	100%	28%
Jan - Mar 2017	37%	24%	33%	0%	27%
Year 3 Total	40%	24%	20%	50%	27%
Overall Total	40%	26%	23%	27%	29%
Baseline Performance Level	35%	30%	19%	20%	28%

Notes:

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

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

(a) Number Moving Into Employment

Period	Lead Contractor	Contract Area	Client Group				Total
			JSA 18 - 24	JSA 25+	JSA Early Entry	ESA WRAG & Voluntary	
Oct 14 - Sep 15 (Year 1)	Ingeus UK	Belfast Region	718	1,556	170	3	2,447
	PeoplePlus NI	Northern Region	660	1,336	131	4	2,131
	Reed In Partnership	Southern Region	626	1,530	128	2	2,286
	Total	Northern Ireland	2,004	4,422	429	9	6,864
Oct 15 - Sep 16 (Year 2)	Ingeus UK	Belfast Region	502	920	9	0	1,431
	PeoplePlus NI	Northern Region	497	723	12	0	1,232
	Reed In Partnership	Southern Region	373	722	10	0	1,105
	Total	Northern Ireland	1,372	2,365	31	0	3,768
Oct 16 - Mar 17 (Year 3 to date)	Ingeus UK	Belfast Region	180	413	0	0	593
	PeoplePlus NI	Northern Region	180	363	3	1	547
	Reed In Partnership	Southern Region	110	284	0	0	394
	Total	Northern Ireland	470	1,060	3	1	1,534
Total	Ingeus UK	Belfast Region	1,400	2,889	179	3	4,471
	PeoplePlus NI	Northern Region	1,337	2,422	146	5	3,910
	Reed In Partnership	Southern Region	1,109	2,536	138	2	3,785
	Total	Northern Ireland	3,846	7,847	463	10	12,166

Notes:

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

(b) As a Percentage of Starts

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

Notes:

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

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

(a) Number Moving Into Employment

Equality Group	Client Group			Total
	JSA 18 - 24	JSA 25+	Other	
All	3,846	7,847	473	12,166
Male	2,784	5,638	334	8,756
Female	1,062	2,209	139	3,410
Catholic	1,784	3,823	248	5,855
Protestant	1,418	2,784	142	4,344
Other	205	526	39	770
Not Known	439	714	44	1,197
White	3,803	7,526	452	11,781
Non White	43	219	11	273
Not Known	0	102	10	112
No Dependants	3,696	5,769	339	9,804
With Dependants	150	2,078	134	2,362
Non Disabled	3,459	6,686	409	10,554
Disabled	306	957	49	1,312
Not Known	81	204	15	300
Single	3,745	5,492	317	9,554
Married/Co-Habiting	88	859	55	1,002
Widowed/Separated/Divorced	6	1,455	95	1,556
Not Known	7	41	6	54
Aged < 25	3,846	0	27	3,873
Aged 25-49	0	6,362	345	6,707
Aged 50+	0	1,485	101	1,586

Notes:

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

(b) As a Percentage of Starts

Equality Group	Client Group			Total
	JSA 18 - 24	JSA 25+	Other	
All	40%	26%	23%	29%
Male	40%	26%	22%	29%
Female	39%	26%	26%	29%
Catholic	39%	25%	22%	28%
Protestant	40%	26%	22%	29%
Other	42%	32%	34%	34%
Not Known	40%	28%	23%	31%
White	40%	26%	23%	29%
Non White	32%	32%	18%	31%
Not Known	0%	24%	26%	24%
No Dependants	40%	26%	22%	29%
With Dependants	30%	28%	27%	28%
Non Disabled	41%	29%	25%	32%
Disabled	27%	17%	14%	18%
Not Known	36%	22%	18%	24%
Single	40%	27%	23%	31%
Married/Co-Habiting	34%	26%	22%	26%
Widowed/Separated/Divorced	27%	22%	23%	22%
Not Known	39%	25%	27%	26%
Aged < 25	40%	-	42%	40%
Aged 25-49	-	30%	27%	30%
Aged 50+	-	17%	14%	16%

Notes:

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

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

(a) Number Moving Into Employment

Local Government District 2014	Client Group				Total
	JSA 18 - 24	JSA 25+	JSA Early Entry	ESA WRAG & Voluntary	
Antrim & Newtownabbey	237	366	24	3	630
Ards & North Down	252	534	24	2	812
Armagh City, Banbridge & Craigavon	410	845	61	0	1,316
Belfast	986	2,024	141	2	3,153
Causeway Coast & Glens	297	582	22	0	901
Derry City & Strabane	578	1,052	77	1	1,708
Fermanagh & Omagh	175	443	14	0	632
Lisburn & Castlereagh	172	335	17	0	524
Mid & East Antrim	195	399	19	0	613
Mid Ulster	205	445	17	2	669
Newry, Mourne & Down	306	764	43	0	1,113
Unknown	33	58	4	0	95
Total	3,846	7,847	463	10	12,166

(b) As a Percentage of Starts

Local Government District 2014	Client Group				Total
	JSA 18 - 24	JSA 25+	JSA Early Entry	ESA WRAG & Voluntary	
Antrim & Newtownabbey	46%	27%	29%	100%	31.8%
Ards & North Down	37%	26%	16%	50%	28.4%
Armagh City, Banbridge & Craigavon	46%	31%	35%	0%	34.8%
Belfast	41%	28%	24%	22%	30.5%
Causeway Coast & Glens	35%	24%	35%	0%	26.7%
Derry City & Strabane	35%	20%	15%	33%	23.3%
Fermanagh & Omagh	37%	24%	20%	0%	26.9%
Lisburn & Castlereagh	39%	27%	34%	-	30.7%
Mid & East Antrim	40%	24%	30%	-	27.5%
Mid Ulster	45%	32%	30%	40%	34.8%
Newry, Mourne & Down	38%	29%	21%	0%	30.2%
Unknown	39%	33%	57%	0%	35%
Total	40%	26%	23%	27%	29%

Notes:

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

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

(a) Number Moving Into Employment

Northern Ireland Multiple Deprivation Measure 2010 Quintile	Client Group				Total
	JSA 18 - 24	JSA 25+	JSA Early Entry	ESA WRAG & Voluntary	
Quintile 1 (most deprived)	1,463	3,054	181	4	4,702
Quintile 2	894	1,816	112	2	2,824
Quintile 3	658	1,391	73	1	2,123
Quintile 4	504	958	52	3	1,517
Quintile 5 (least deprived)	294	570	41	0	905
Unknown	33	58	4	0	95
Total	3,846	7,847	463	10	12,166

(b) As a Percentage of Starts

Northern Ireland Multiple Deprivation Measure 2010 Quintile	Client Group				Total
	JSA 18 - 24	JSA 25+	JSA Early Entry	ESA WRAG & Voluntary	
Quintile 1 (most deprived)	37%	24%	19%	29%	27%
Quintile 2	40%	25%	25%	22%	29%
Quintile 3	41%	27%	26%	13%	30%
Quintile 4	44%	28%	27%	60%	32%
Quintile 5 (least deprived)	47%	32%	32%	-	36%
Unknown	39%	33%	57%	0%	35%
Total	40%	26%	23%	27%	29%

Notes:

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

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

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

Quarterly Cohort	Client Group									
	First Starts					Returners				All
	JSA 18 - 24	JSA 25+	JSA Early Entry	ESA WRAG & Voluntary	Total	JSA 18 - 24	JSA 25+	ESA WRAG & Voluntary	Total	
Oct - Dec 2014	2,028	4,685	72	20	6,805	0	0	0	0	6,805
Jan - Mar 2015	1,233	7,961	1,247	3	10,444	0	0	0	0	10,444
Apr - Jun 2015	1,159	2,516	364	5	4,044	0	0	0	0	4,044
Jul - Sep 2015	930	2,151	231	2	3,314	0	0	0	0	3,314
Year 1 Total	5,350	17,313	1,914	30	24,607	0	0	0	0	24,607
Oct - Dec 2015	656	1,742	38	3	2,439	0	0	0	0	2,439
Jan - Mar 2016	605	1,293	37	1	1,936	0	0	0	0	1,936
Apr - Jun 2016	825	943	14	1	1,783	198	765	0	963	2,746
Jul - Sep 2016	571	834	5	0	1,410	302	2,802	0	3,104	4,514
Year 2 Total	2,657	4,812	94	5	7,568	500	3,567	0	4,067	11,635
Oct - Dec 2016	418	755	9	1	1,183	216	1,496	0	1,712	2,895
Jan - Mar 2017	304	770	6	1	1,081	247	1,369	0	1,616	2,697
Apr - Jun 2017	495	733	2	0	1,230	162	1,349	0	1,511	2,741
Jul - Sep 2017	395	591	2	1	989	131	721	0	852	1,841
Year 3 Total	1,612	2,849	19	3	4,483	756	4,935	0	5,691	10,174
Oct - Dec 2017	248	596	4	7	855	120	579	0	699	1,554
Jan - Mar 2018	217	582	4	45	848	140	468	0	608	1,456
Year 4 Total	465	1,178	8	52	1,703	260	1,047	0	1,307	3,010
Overall Total	10,084	26,152	2,035	90	38,361	1,516	9,549	0	11,065	49,426

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 March 2017 who Moved Into Employment by Quarterly Cohort

Quarterly Cohort	Client Group									
	First Starts					Returners				All
	JSA 18 - 24	JSA 25+	JSA Early Entry	ESA WRAG & Voluntary	Total	JSA 18 - 24	JSA 25+	ESA WRAG & Voluntary	Total	
Oct - Dec 2014	715	1,210	28	5	1,958	0	0	0	0	1,958
Jan - Mar 2015	420	1,856	242	2	2,520	0	0	0	0	2,520
Apr - Jun 2015	472	717	94	2	1,285	0	0	0	0	1,285
Jul - Sep 2015	397	639	65	0	1,101	0	0	0	0	1,101
Year 1 Total	2,004	4,422	429	9	6,864	0	0	0	0	6,864
Oct - Dec 2015	294	547	13	0	854	0	0	0	0	854
Jan - Mar 2016	281	448	11	0	740	0	0	0	0	740
Apr - Jun 2016	369	327	3	0	699	45	182	0	227	926
Jul - Sep 2016	280	295	4	0	579	103	566	0	669	1,248
Year 2 Total	1,224	1,617	31	0	2,872	148	748	0	896	3,768
Oct - Dec 2016	204	252	1	1	458	63	298	0	361	819
Jan - Mar 2017	132	265	2	0	399	71	245	0	316	715
Year 3 Total	336	517	3	1	857	134	543	0	677	1,534
Overall Total	3,564	6,556	463	10	10,593	282	1,291	0	1,573	12,166

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 March 2017 who Moved Into Employment by Quarterly Cohort

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

Notes:

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

Section 4: Sustainment (Oct 14 to Sep 16)

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

(a) Number Sustaining Employment for 6 Months

Quarterly Cohort	Client Group				Total
	JSA 18 - 24	JSA 25+	JSA Early Entry	ESA WRAG & Voluntary	
Oct - Dec 2014	435	863	20	3	1,321
Jan - Mar 2015	278	1,281	169	2	1,730
Apr - Jun 2015	303	466	65	2	836
Jul - Sep 2015	235	436	42	0	713
Year 1 Total	1,251	3,046	296	7	4,600
Oct - Dec 2015	159	349	10	0	518
Jan - Mar 2016	165	284	5	0	454
Apr - Jun 2016	256	331	1	0	588
Jul - Sep 2016	208	512	3	0	723
Year 2 Total	788	1,476	19	0	2,283
Overall Total	2,039	4,522	315	7	6,883

(b) As a Percentage of Starts

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

Notes:

See 4a) – 4d) 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	61%	71%	71%	60%	67%
Jan - Mar 2015	66%	69%	70%	100%	69%
Apr - Jun 2015	64%	65%	69%	100%	65%
Jul - Sep 2015	59%	68%	65%	-	65%
Year 1 Total	62%	69%	69%	78%	67%
Oct - Dec 2015	54%	64%	77%	-	61%
Jan - Mar 2016	59%	63%	45%	-	61%
Apr - Jun 2016	62%	65%	33%	-	63%
Jul - Sep 2016	54%	59%	75%	-	58%
Year 2 Total	57%	62%	61%	-	61%
Overall Total	60%	67%	68%	78%	65%

Notes:

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

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

(a) Number Sustaining Employment for 6 Months

Lead Contractor	Contract Area	Client Group				Total
		JSA 18 - 24	JSA 25+	JSA Early Entry	ESA WRAG & Voluntary	
Ingeus UK	Belfast Region	666	1,598	124	2	2,390
PeoplePlus NI	Northern Region	722	1,334	94	4	2,154
Reed In Partnership	Southern Region	651	1,590	97	1	2,339
Total	Northern Ireland	2,039	4,522	315	7	6,883

(b) As a Percentage of Starts

Lead Contractor	Contract Area	Client Group				Total
		JSA 18 - 24	JSA 25+	JSA Early Entry	ESA WRAG & Voluntary	
Ingeus UK	Belfast Region	22%	18%	16%	20%	19%
PeoplePlus NI	Northern Region	24%	15%	13%	50%	17%
Reed In Partnership	Southern Region	27%	21%	19%	6%	22%
Total	Northern Ireland	24%	18%	16%	20%	19%
Baseline Performance Level		23%	21%	9%	9%	19%

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

Lead Contractor	Contract Area	Client Group				Total
		JSA 18 - 24	JSA 25+	JSA Early Entry	ESA WRAG & Voluntary	
Ingeus UK	Belfast Region	55%	65%	69%	67%	62%
PeoplePlus NI	Northern Region	62%	65%	66%	100%	64%
Reed In Partnership	Southern Region	65%	71%	70%	50%	69%
Total	Northern Ireland	60%	67%	68%	78%	65%

Notes:

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

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

(a) Number Sustaining Employment for 12 Months

Quarterly Cohort	Client Group				Total
	JSA 18 - 24	JSA 25+	JSA Early Entry	ESA WRAG & Voluntary	
Oct - Dec 2014	335	678	19	2	1,034
Jan - Mar 2015	190	1,004	136	1	1,331
Apr - Jun 2015	223	337	58	1	619
Jul - Sep 2015	168	319	31	0	518
Year 1 Total	916	2,338	244	4	3,502
Oct - Dec 2015	101	264	8	0	373
Jan - Mar 2016	114	215	2	0	331
Year 2 Total	215	479	10	0	704
Overall Total	1,131	2,817	254	4	4,206

(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%	14%	26%	10%	15%
Jan - Mar 2015	15%	13%	11%	33%	13%
Apr - Jun 2015	19%	13%	16%	20%	15%
Jul - Sep 2015	18%	15%	13%	0%	16%
Year 1 Total	17%	14%	13%	13%	14%
Oct - Dec 2015	15%	15%	21%	0%	15%
Jan - Mar 2016	19%	17%	5%	0%	17%
Year 2 Total	17%	16%	13%	0%	16%
Overall Total	17%	14%	13%	12%	15%
Baseline Performance Level	18%	17%	7%	7%	15%

Notes:

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

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

Quarterly Cohort	Client Group				Total
	JSA 18 - 24	JSA 25+	JSA Early Entry	ESA WRAG & Voluntary	
Oct - Dec 2014	47%	56%	68%	40%	53%
Jan - Mar 2015	45%	54%	56%	50%	53%
Apr - Jun 2015	47%	47%	62%	50%	48%
Jul - Sep 2015	42%	50%	48%	-	47%
Year 1 Total	46%	53%	57%	44%	51%
Oct - Dec 2015	34%	48%	62%	-	44%
Jan - Mar 2015	41%	48%	18%	-	45%
Year 2 Total	37%	48%	42%	-	44%
Overall Total	44%	52%	56%	44%	50%

Notes:

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

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

(a) Number Sustaining Employment for 12 Months

Lead Contractor	Contract Area	Client Group				Total
		JSA 18 - 24	JSA 25+	JSA Early Entry	ESA WRAG & Voluntary	
Ingeus UK	Belfast Region	379	977	99	2	1,457
PeoplePlus NI	Northern Region	381	833	78	1	1,293
Reed In Partnership	Southern Region	371	1,007	77	1	1,456
Total	Northern Ireland	1,131	2,817	254	4	4,206

(b) As a Percentage of Starts

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

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

Lead Contractor	Contract Area	Client Group				Total
		JSA 18 - 24	JSA 25+	JSA Early Entry	ESA WRAG & Voluntary	
Ingeus UK	Belfast Region	40%	50%	56%	67%	47%
PeoplePlus NI	Northern Region	44%	50%	56%	25%	49%
Reed In Partnership	Southern Region	48%	56%	57%	50%	53%
Total	Northern Ireland	44%	52%	56%	44%	50%

Notes:

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

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

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

Quarterly Cohort	Starts	Number Found Work	% of Starts who Found Work	Number Sustaining Work For 6 Months	% of Starts who Sustained Work For 6 Months	Number Sustaining Work For 12 Months	% of Starts who Sustained Work For 12 Months
Oct - Dec 14	6,805	1,958	29%	1,321	19%	1,034	15%
Jan - Mar 15	10,444	2,520	24%	1,730	17%	1,331	13%
Apr - Jun 15	4,044	1,285	32%	836	21%	619	15%
Jul - Sep 15	3,314	1,101	33%	713	22%	518	16%
Oct - Dec 15	2,439	854	35%	518	21%	373	15%
Jan - Mar 16	1,936	740	38%	454	23%	331	17%
Apr - Jun 16	2,746	926	34%	588	21%	390	14%
Jul - Sep 16	4,514	1,248	28%	723	16%	429	10%
Oct - Dec 16	2,895	819	28%	507	18%	225	8%
Jan - Mar 17	2,697	715	27%	366	14%	75	3%
Apr - Jun 17	2,741	735	27%	298	11%		
Jul - Sep 17	1,841	462	25%	83	5%		
Oct - Dec 17	1,554	238	15%				
Jan - Mar 18	1,456	60	4%				
Total	49,426	13,661		8,137		5,325	

Notes:

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

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

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

Quarterly Cohort	Starts	Number Found Work	% of Starts who Found Work	Number Sustaining Work For 6 Months	% of Starts who Sustained Work For 6 Months	Number Sustaining Work For 12 Months	% of Starts who Sustained Work For 12 Months
Oct - Dec 14	2,084	626	30%	399	19%	312	15%
Jan - Mar 15	3,550	843	24%	570	16%	442	12%
Apr - Jun 15	1,686	527	31%	330	20%	243	14%
Jul - Sep 15	1,359	451	33%	284	21%	210	15%
Oct - Dec 15	946	351	37%	193	20%	130	14%
Jan - Mar 16	757	279	37%	160	21%	120	16%
Apr - Jun 16	864	330	38%	199	23%	134	16%
Jul - Sep 16	1,620	471	29%	255	16%	144	9%
Oct - Dec 16	1,031	314	30%	182	18%	78	8%
Jan - Mar 17	949	279	29%	122	13%	20	2%
Apr - Jun 17	1,053	343	33%	117	11%		
Jul - Sep 17	817	232	28%	31	4%		
Oct - Dec 17	619	121	20%				
Jan - Mar 18	567	31	5%				
Total	17,902	5,198		2,842		1,833	

Notes:

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

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

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

Quarterly Cohort	Starts	Number Found Work	% of Starts who Found Work	Number Sustaining Work For 6 Months	% of Starts who Sustained Work For 6 Months	Number Sustaining Work For 12 Months	% of Starts who Sustained Work For 12 Months
Oct - Dec 14	2,357	595	25%	394	17%	299	13%
Jan - Mar 15	3,880	830	21%	564	15%	429	11%
Apr - Jun 15	1,345	395	29%	257	19%	198	15%
Jul - Sep 15	1,024	311	30%	195	19%	139	14%
Oct - Dec 15	909	282	31%	178	20%	127	14%
Jan - Mar 16	672	242	36%	148	22%	101	15%
Apr - Jun 16	951	299	31%	200	21%	114	12%
Jul - Sep 16	1,665	409	25%	218	13%	121	7%
Oct - Dec 16	1,197	303	25%	190	16%	88	7%
Jan - Mar 17	1,102	244	22%	132	12%	24	2%
Apr - Jun 17	1,129	241	21%	117	10%		
Jul - Sep 17	595	134	23%	29	5%		
Oct - Dec 17	544	55	10%				
Jan - Mar 18	523	12	2%				
Total	17,893	4,352		2,622		1,640	

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

Quarterly Cohort	Starts	Number Found Work	% of Starts who Found Work	Number Sustaining Work For 6 Months	% of Starts who Sustained Work For 6 Months	Number Sustaining Work For 12 Months	% of Starts who Sustained Work For 12 Months
Oct - Dec 14	2,364	737	31%	528	22%	423	18%
Jan - Mar 15	3,014	847	28%	596	20%	460	15%
Apr - Jun 15	1,013	363	36%	249	25%	178	18%
Jul - Sep 15	931	339	36%	234	25%	169	18%
Oct - Dec 15	584	221	38%	147	25%	116	20%
Jan - Mar 16	507	219	43%	146	29%	110	22%
Apr - Jun 16	931	297	32%	189	20%	142	15%
Jul - Sep 16	1,229	368	30%	250	20%	164	13%
Oct - Dec 16	667	202	30%	135	20%	59	9%
Jan - Mar 17	646	192	30%	112	17%	31	5%
Apr - Jun 17	559	151	27%	64	11%		
Jul - Sep 17	429	96	22%	23	5%		
Oct - Dec 17	391	62	16%				
Jan - Mar 18	366	17	5%				
Total	13,631	4,111		2,673		1,852	

Notes:

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

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

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

Quarterly Cohort	Starts	Number Found Work	% of Starts who Found Work	Number Sustaining Work For 6 Months	% of Starts who Sustained Work For 6 Months	Number Sustaining Work For 12 Months	% of Starts who Sustained Work For 12 Months
Oct - Dec 14	2,028	715	35%	435	21%	335	17%
Jan - Mar 15	1,233	420	34%	278	23%	190	15%
Apr - Jun 15	1,159	472	41%	303	26%	223	19%
Jul - Sep 15	930	397	43%	235	25%	168	18%
Oct - Dec 15	656	294	45%	159	24%	101	15%
Jan - Mar 16	605	281	46%	165	27%	114	19%
Apr - Jun 16	1,023	414	40%	256	25%	171	17%
Jul - Sep 16	873	383	44%	208	24%	125	14%
Oct - Dec 16	634	267	42%	153	24%	69	11%
Jan - Mar 17	551	203	37%	101	18%	23	4%
Apr - Jun 17	657	270	41%	107	16%		
Jul - Sep 17	526	185	35%	36	7%		
Oct - Dec 17	368	68	18%				
Jan - Mar 18	357	21	6%				
Total	11,600	4,390		2,436		1,519	

Notes:

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

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

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

Quarterly Cohort	Starts	Number Found Work	% of Starts who Found Work	Number Sustaining Work For 6 Months	% of Starts who Sustained Work For 6 Months	Number Sustaining Work For 12 Months	% of Starts who Sustained Work For 12 Months
Oct - Dec 14	816	282	35%	160	20%	126	15%
Jan - Mar 15	367	124	34%	78	21%	59	16%
Apr - Jun 15	384	160	42%	93	24%	64	17%
Jul - Sep 15	351	152	43%	82	23%	58	17%
Oct - Dec 15	265	129	49%	61	23%	40	15%
Jan - Mar 16	237	98	41%	48	20%	32	14%
Apr - Jun 16	333	140	42%	79	24%	49	15%
Jul - Sep 16	313	135	43%	65	21%	35	11%
Oct - Dec 16	225	96	43%	53	24%	22	10%
Jan - Mar 17	198	84	42%	36	18%	6	3%
Apr - Jun 17	246	111	45%	33	13%		
Jul - Sep 17	230	90	39%	13	6%		
Oct - Dec 17	148	34	23%				
Jan - Mar 18	145	14	10%				
Total	4,258	1,649		801		491	

Notes:

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

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

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

Quarterly Cohort	Starts	Number Found Work	% of Starts who Found Work	Number Sustaining Work For 6 Months	% of Starts who Sustained Work For 6 Months	Number Sustaining Work For 12 Months	% of Starts who Sustained Work For 12 Months
Oct - Dec 14	629	207	33%	125	20%	96	15%
Jan - Mar 15	484	144	30%	99	20%	62	13%
Apr - Jun 15	441	171	39%	111	25%	85	19%
Jul - Sep 15	331	138	42%	89	27%	61	18%
Oct - Dec 15	238	94	39%	54	23%	32	13%
Jan - Mar 16	214	103	48%	64	30%	45	21%
Apr - Jun 16	393	163	41%	110	28%	63	16%
Jul - Sep 16	321	137	43%	70	22%	39	12%
Oct - Dec 16	265	114	43%	70	26%	34	13%
Jan - Mar 17	221	66	30%	34	15%	6	3%
Apr - Jun 17	260	100	38%	54	21%		
Jul - Sep 17	186	63	34%	15	8%		
Oct - Dec 17	137	21	15%				
Jan - Mar 18	137	4	3%				
Total	4,257	1,525		895		523	

Notes:

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

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

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

Quarterly Cohort	Starts	Number Found Work	% of Starts who Found Work	Number Sustaining Work For 6 Months	% of Starts who Sustained Work For 6 Months	Number Sustaining Work For 12 Months	% of Starts who Sustained Work For 12 Months
Oct - Dec 14	583	226	39%	150	26%	113	19%
Jan - Mar 15	382	152	40%	101	26%	69	18%
Apr - Jun 15	334	141	42%	99	30%	74	22%
Jul - Sep 15	248	107	43%	64	26%	49	20%
Oct - Dec 15	153	71	46%	44	29%	29	19%
Jan - Mar 16	154	80	52%	53	34%	37	24%
Apr - Jun 16	297	111	37%	67	23%	59	20%
Jul - Sep 16	239	111	46%	73	31%	51	21%
Oct - Dec 16	144	57	40%	30	21%	13	9%
Jan - Mar 17	132	53	40%	31	23%	11	8%
Apr - Jun 17	151	59	39%	20	13%		
Jul - Sep 17	110	32	29%	8	7%		
Oct - Dec 17	83	13	16%				
Jan - Mar 18	75	3	4%				
Total	3,085	1,216		740		505	

Notes:

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

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

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

Quarterly Cohort	Starts	Number Found Work	% of Starts who Found Work	Number Sustaining Work For 6 Months	% of Starts who Sustained Work For 6 Months	Number Sustaining Work For 12 Months	% of Starts who Sustained Work For 12 Months
Oct - Dec 14	4,685	1,210	26%	863	18%	678	14%
Jan - Mar 15	7,961	1,856	23%	1,281	16%	1,004	13%
Apr - Jun 15	2,516	717	28%	466	19%	337	13%
Jul - Sep 15	2,151	639	30%	436	20%	319	15%
Oct - Dec 15	1,742	547	31%	349	20%	264	15%
Jan - Mar 16	1,293	448	35%	284	22%	215	17%
Apr - Jun 16	1,708	509	30%	331	19%	218	13%
Jul - Sep 16	3,636	861	24%	512	14%	303	8%
Oct - Dec 16	2,251	550	24%	352	16%	155	7%
Jan - Mar 17	2,139	510	24%	265	12%	52	2%
Apr - Jun 17	2,082	464	22%	191	9%		
Jul - Sep 17	1,312	275	21%	47	4%		
Oct - Dec 17	1,175	167	14%				
Jan - Mar 18	1,050	39	4%				
Total	35,701	8,792		5,377		3,545	

Notes:

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

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

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

Quarterly Cohort	Starts	Number Found Work	% of Starts who Found Work	Number Sustaining Work For 6 Months	% of Starts who Sustained Work For 6 Months	Number Sustaining Work For 12 Months	% of Starts who Sustained Work For 12 Months
Oct - Dec 14	1,236	336	27%	233	19%	181	15%
Jan - Mar 15	2,831	648	23%	440	16%	342	12%
Apr - Jun 15	1,061	305	29%	195	18%	142	13%
Jul - Sep 15	888	267	30%	182	20%	137	15%
Oct - Dec 15	664	216	33%	128	19%	87	13%
Jan - Mar 16	499	179	36%	111	22%	88	18%
Apr - Jun 16	525	189	36%	119	23%	84	16%
Jul - Sep 16	1,306	336	26%	190	15%	109	8%
Oct - Dec 16	803	218	27%	129	16%	56	7%
Jan - Mar 17	748	195	26%	86	11%	14	2%
Apr - Jun 17	806	231	29%	84	10%		
Jul - Sep 17	586	141	24%	18	3%		
Oct - Dec 17	468	86	18%				
Jan - Mar 18	399	17	4%				
Total	12,820	3,364		1,915		1,240	

Notes:

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

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

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

Quarterly Cohort	Starts	Number Found Work	% of Starts who Found Work	Number Sustaining Work For 6 Months	% of Starts who Sustained Work For 6 Months	Number Sustaining Work For 12 Months	% of Starts who Sustained Work For 12 Months
Oct - Dec 14	1,707	381	22%	263	15%	198	12%
Jan - Mar 15	2,855	595	21%	401	14%	314	11%
Apr - Jun 15	818	205	25%	131	16%	100	12%
Jul - Sep 15	639	155	24%	96	15%	70	11%
Oct - Dec 15	662	187	28%	124	19%	95	14%
Jan - Mar 16	445	132	30%	82	18%	56	13%
Apr - Jun 16	552	134	24%	90	16%	51	9%
Jul - Sep 16	1,342	270	20%	147	11%	82	6%
Oct - Dec 16	928	187	20%	118	13%	53	6%
Jan - Mar 17	877	176	20%	98	11%	18	2%
Apr - Jun 17	868	141	16%	63	7%		
Jul - Sep 17	407	70	17%	14	3%		
Oct - Dec 17	403	33	8%		0%		
Jan - Mar 18	377	8	2%				
Total	12,880	2,674		1,627		1,037	

Notes:

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

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

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

Quarterly Cohort	Starts	Number Found Work	% of Starts who Found Work	Number Sustaining Work For 6 Months	% of Starts who Sustained Work For 6 Months	Number Sustaining Work For 12 Months	% of Starts who Sustained Work For 12 Months
Oct - Dec 14	1,742	493	28%	367	21%	299	17%
Jan - Mar 15	2,275	613	27%	440	19%	348	15%
Apr - Jun 15	637	207	32%	140	22%	95	15%
Jul - Sep 15	624	217	35%	158	25%	112	18%
Oct - Dec 15	416	144	35%	97	23%	82	20%
Jan - Mar 16	349	137	39%	91	26%	71	20%
Apr - Jun 16	631	186	29%	122	19%	83	13%
Jul - Sep 16	988	255	26%	175	18%	112	11%
Oct - Dec 16	520	145	28%	105	20%	46	9%
Jan - Mar 17	514	139	27%	81	16%	20	4%
Apr - Jun 17	408	92	23%	44	11%		
Jul - Sep 17	319	64	20%	15	5%		
Oct - Dec 17	304	48	16%				
Jan - Mar 18	274	14	5%				
Total	10,001	2,754		1,835		1,268	

Notes:

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

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

Table Footnotes

Section 1: Referrals and Starts

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

1b) A referral is the point at which a client is referred by their Employment Service Advisor within the Job Centre/Jobs & Benefit Office to the Steps 2 Success programme. It is expected that the client will normally start the programme within 15 working days of the referral.

1c) The large numbers experienced in the first few months were due to the phased referral of clients who became eligible for the programme before it started. See [user guidance](#) for full details.

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

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

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

1g) The Northern Ireland Multiple Deprivation Measure 2017 is the official measure of deprivation in Northern Ireland and provides a relative measure of deprivation in small areas. Please refer to the [user guidance](#) for further information.

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

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

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

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

2d) Due to the time given for clients to find work and for Lead Contractors to claim payments, final into employment figures for each cohort will not be available until approximately 6 months after all clients within the group have completed the programme. The figures will continue to be updated in future Statistical Bulletins prior to finalisation and are expected to increase with time.

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

2f) The Northern Ireland Multiple Deprivation Measure 2017 is the official measure of deprivation in Northern Ireland and provides a relative measure of deprivation in small areas. Please refer to the user guidance section for further information.

Section 3: Comparison of First Starts & Returners (Oct 14 to Mar 18)

- 3a) The Steps 2 Success programme was introduced across Northern Ireland on 20th October 2014.
- 3b) A client is deemed to have started Steps 2 Success on the date they have their first meeting with the Contractor.
- 3c) Returners are those clients who had remained on or returned to benefit for a period of 26 weeks following their first S2S attachment period and have subsequently returned to the programme for a second spell.
- 3d) JSA Early Entrants are re-classified as JSA 18-24 or JSA 25+ when they return to the programme for a second spell.
- 3e) Moves to Employment are based on the number of approved job entry payments. See user guidance for further information.
- 3f) Due to the time given for clients to find work and for Lead Contractors to claim payments, final into employment figures for each cohort will not be available until approximately 6 months after all clients within the group have completed the programme. The figures will continue to be updated in future Statistical Bulletins prior to finalisation and are expected to increase with time.

Section 4: Sustainment (Oct 14 to Sep 16)

- 4a) The Steps 2 Success programme was introduced across Northern Ireland on 20th October 2014.
- 4b) A client is deemed to have started Steps 2 Success on the date they have their first meeting with the Contractor.
- 4c) Six month sustainment figures are based on the number of approved 26 week sustainment payments. See user guidance for further information.
- 4d) Due to the time given for clients to find work and for Lead Contractors to claim payments, final 6 month sustainment figures for each cohort will not be available until approximately 12 months after all clients within the group have completed the programme. The figures will continue to be updated in future Statistical Bulletins prior to finalisation.
- 4e) Twelve month sustainment figures are based on the number of approved 52 week sustainment payments. See user guidance for further information.
- 4f) Due to the time given for clients to find work and for Lead Contractors to claim payments, final 12 month sustainment figures for each cohort will not be available until approximately 18 months after all clients within the group have completed the programme. The figures will continue to be updated in future Statistical Bulletins prior to finalisation.

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

- 5a) The Steps 2 Success programme was introduced across Northern Ireland on 20th October 2014.
- 5b) A client is deemed to have started Steps 2 Success on the date they have their first meeting with the Contractor.
- 5c) Moves to Employment are based on the number of approved job entry payments. See user guidance for further information.

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

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

5f) Due to the time given for clients to find work and for Lead Contractors to claim payments, final into employment, 6 and 12 month sustainment figures for each cohort will not be available until approximately 6, 12 and 18 months respectively after all clients within the group have completed the programme. The figures will continue to be updated in future Statistical Bulletins prior to finalisation.

User Guidance

1. Introduction

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

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

2. Eligibility

Jobseeker's Allowance Clients

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

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

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

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

Employment and Support Allowance Clients

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

Voluntary Clients

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

3. Phased Referral of Initial Clients

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

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

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

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

4. Programme Design

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

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

Clients referred to Steps 2 Success will receive help and support from the Lead Contractor for a period of 52 or 78 weeks depending on their client category. The attachment period is 52 weeks for those clients within the JSA 18-24, JSA 25+ and voluntary categories and 78 weeks for JSA

Early Entry and ESA WRAG clients. Clients remain attached to Steps 2 Success for the 52 or 78 weeks even if they find work as it is the Lead Contractor's role to help them to remain in work throughout the attachment period and beyond.

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

5. Methodology and Definitions

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

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

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

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

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

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

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

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

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

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

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

For a job entry payment to be approved

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

Only one Job Entry payment can be paid per client.

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

For a 6 month sustainment payment to be approved

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

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

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

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

For a 12 month sustainment payment to be approved

- (i) The criteria for a job entry payment must have been met;
- (ii) The client must have sustained employment for a continuous or cumulative period of 52 weeks (accruing from and including the job start date);
- (iii) The client must have remained off benefit for the sustainment period

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

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

Northern Ireland Multiple Deprivation Measure (NIMDM) 2017: The NIMDM 2017 is the official measure of deprivation in Northern Ireland and provides a relative measure of deprivation in small areas. NIMDM 2017 gives an overall measure of seven types of deprivation: Income, Employment, Health, Education, Proximity to Services, Living Environment, and Crime and Disorder. The number of starts on Steps 2 Success is presented by Northern Ireland Multiple Deprivation Measure quintile bands: ranks 1-178 (most deprived), ranks 179-356, ranks 357-534, ranks 535-712, ranks 713-890 (least deprived). Northern Ireland Multiple Deprivation Measure ranks are based on the Super Output Area (SOA) classification of the client.

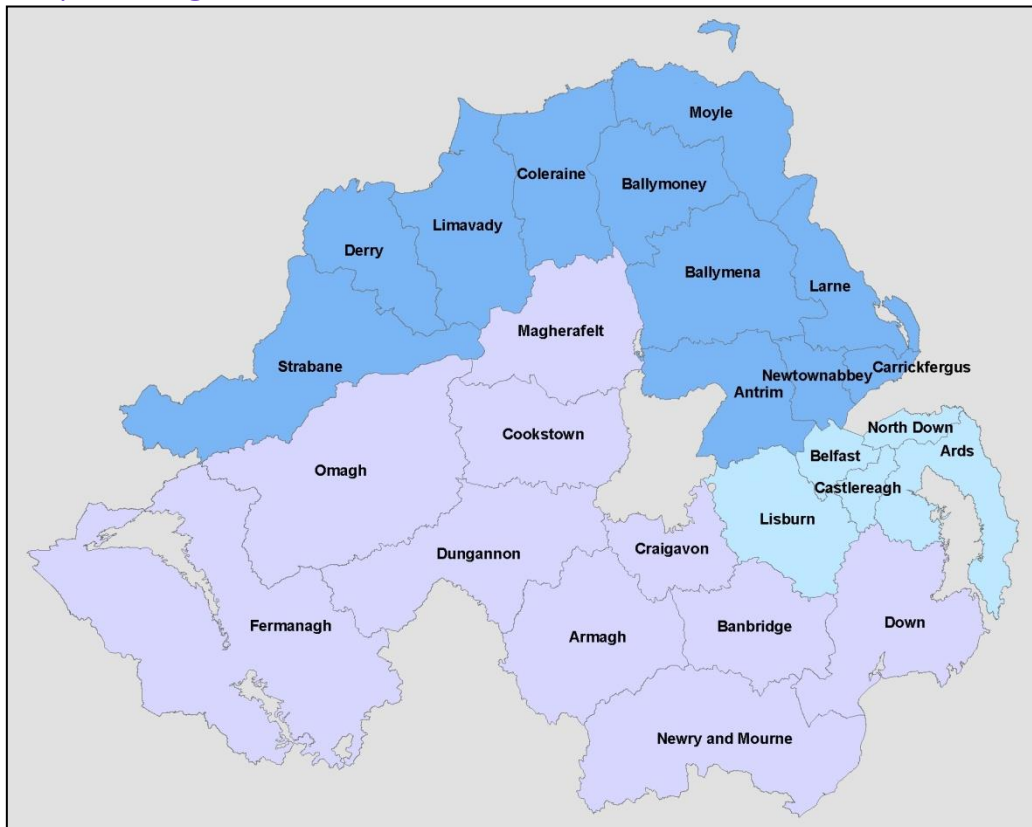
Contract Areas: The delivery of Steps 2 Success provision is provided by 3 Lead Contractors. Clients are allocated to each Contractor based on which Job Centre/Jobs & Benefit Office they are associated with. **Table 1** provides details of the 3 contract areas and their associated office areas and **Figure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

Table 1: Steps 2 Success Lead Contractors and Office Areas

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

Note: PeoplePlus NI was previously known as EOS NI.

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



Notes:

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

6. Revisions Policy

Over time, as more information becomes available, estimates can be revised to improve quality and accuracy, which will provide a better picture of that being measured. As the Steps 2 Success database is built and updated from a live administrative system there is potential for some revision of statistics in the future. Any necessary revision will therefore be incorporated into

future Steps 2 Success statistical publications. Revisions are expected to be minimal but may be due to database changes applied or to a lag in recording information on the system.

7. Quality Measures

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

Accuracy: The statistics included are representative of the administrative database (CMS) at the time of data extraction. The administrative system has in-built validation checks to minimise user error and can be interrogated to assess data quality and cross check statistics. Validation checks are also carried out on the Steps 2 Success database. A small number of erroneous records are excluded from the Steps 2 Success database.

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

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

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

8. Comparison with Great Britain Data

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

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



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