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Steps 2 Success

STATISTICAL BULLETIN

Northern Ireland Statistics from October 2014 to March 2016

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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 Service Adviser, have significant barriers to work which cannot be addressed by the Employment 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 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.

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

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 employment.

Key Statistics

A total of 32,714 clients have been referred to the Steps 2 Success programme from its inception on 20th October 2014 to 31st March 2016.

At the end of March 2016 a total of 28,908 clients had started the programme, of which 70% were in the JSA 25+ category, 23% were in the JSA 18-24 category and 7% were in the JSA Early Entry category. Only a small number of ESA and Voluntary clients have started the programme.

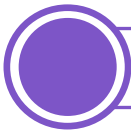
The employment statistics contained in the bulletin focus on those clients who started the programme during the first 6 months (between October 2014 and March 2015) as the majority of these clients have completed the programme. For this period 22% (3,842) of clients have moved into employment.

The percentage of clients moving into employment varies across the three Contract Areas from 28% in the Southern region to 22% in the Belfast region and 18% in the Northern region. The overall expected performance level is 28%.

Approximately 31% of clients within the JSA 18-24 category who started the programme during the first 6 months have moved into employment, compared to 21% from the JSA 25+ category and 14% of JSA Early Entrants.

Early into employment figures for clients who started the programme during the first 18 months (between October 2014 and March 2016), show that Steps 2 Success has helped 5,822 clients, into employment. As the majority of clients from the latter monthly cohorts are still on the programme, the number moving into employment for this period is expected to increase over time.

Detailed Analysis



Section 1 - Referrals and Starts

From its inception on 20th October 2014 to 31st March 2016, a total of 32,714 clients were referred to the Steps 2 Success (S2S) programme.

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

Of those who were referred to the programme during the period 20th October 2014 to 31st March 2016, 88% (28,908) started within the same period.

Referrals and Starts by Client Category

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

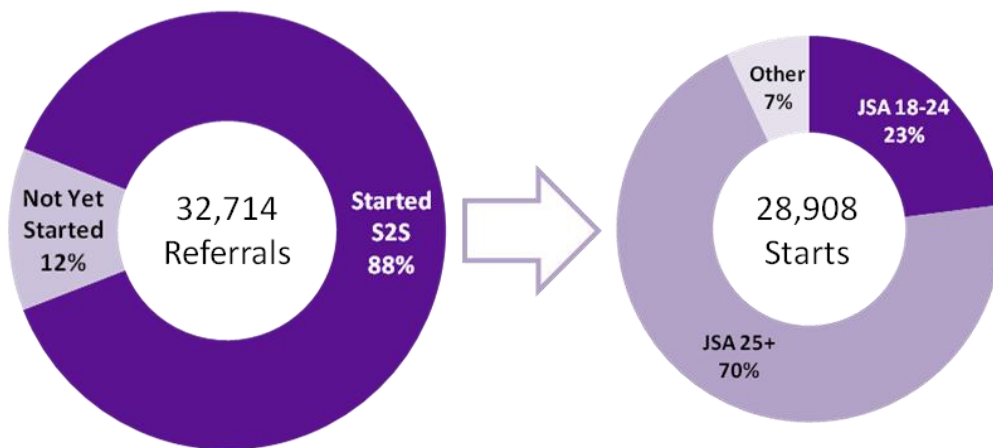
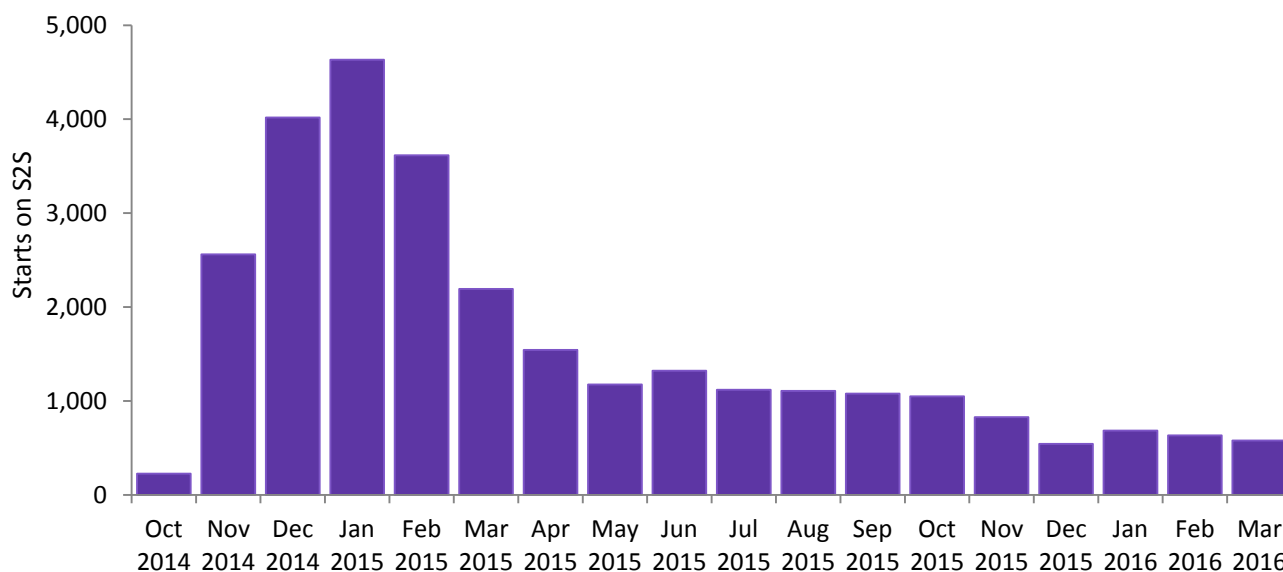


Figure 1 and Section 1 Tables show that the largest proportion (70%) of clients who started S2S fell into the JSA 25+ category, 23% fell into the JSA 18-24 category and 7% were from the JSA Early Entry category. Only a small number of ESA and Voluntary clients have started the programme.

Starts by Month

As shown in **Figure 2 and Table 1.4**, the number of clients starting the S2S programme peaked in January 2015 with 4,633 clients, levelled out at approximately 1,100 per month between July and October 2015 and has subsequently fallen to 579 in March 2016. The large numbers experienced in the first few months were primarily due to the phased referral of clients who became eligible for the programme before it started. See [user guidance](#) for full details.

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



Starts by Equality Group

Figure 3: Percentage of Starts on Steps 2 Success by Equality Group (October 2014 to March 2016)

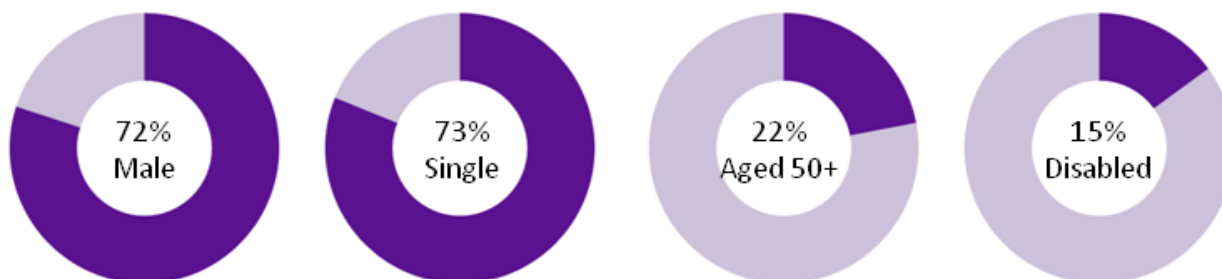
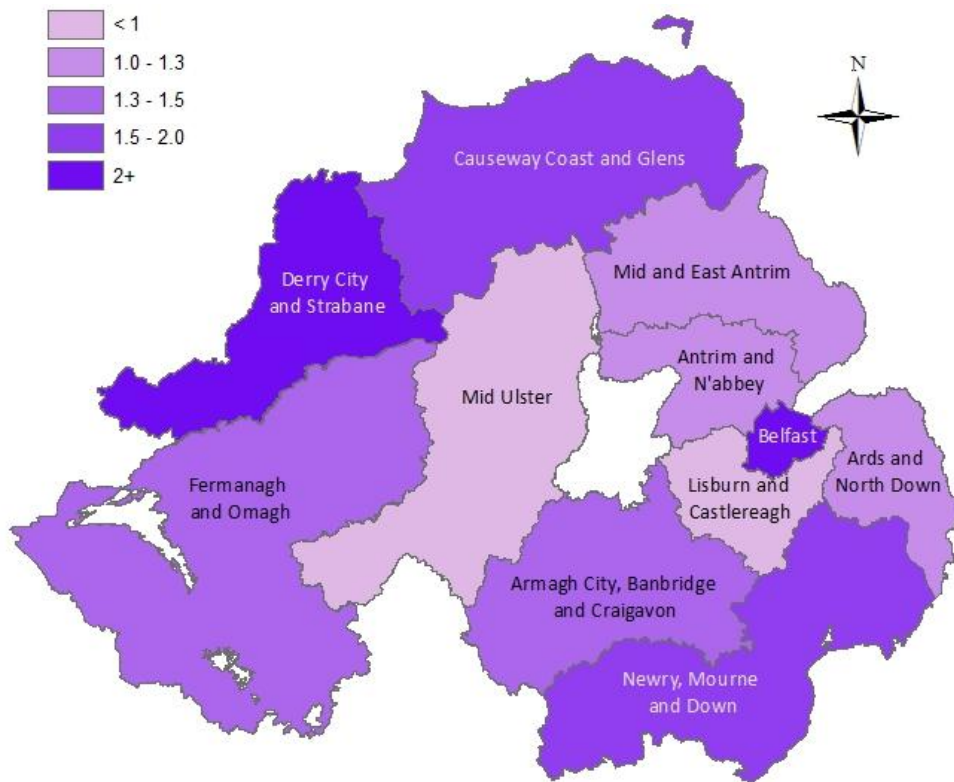


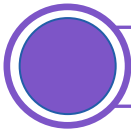
Figure 3 and Table 1.5 show that males represent a high proportion of clients starting the S2S programme (72%) from October 2014 to March 2016 and that almost three quarters of all clients are single (73%). Over a fifth (22%) of clients are aged 50+ and 15% have indicated that they have a disability.

Starts by Area

As shown in **Table 1.6** the number of clients starting S2S has been distributed fairly equally across the Belfast and Northern regions with 10,327 (36%) and 10,175 (35%) starts respectively; with a lower number in the Southern region – 8,406 (29%). However, analysing the average monthly number of starts on S2S per thousand population at Local Government District level shows a much greater level of variation (as shown in **Figure 4 and Table 1.8**). Derry City & Strabane had over 3 monthly starts per 1,000 residents, whilst Lisburn & Castlereagh and Mid Ulster had under 1 start per 1,000 residents each month on average; this reflects the fact that these are the areas with the highest and lowest unemployment rates respectively.

Figure 4: Average Number of Monthly Starts per 1,000 Population on Steps 2 Success by Local Government District of Residence (October 2014 to March 2016)





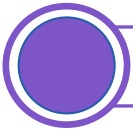
Section 2 - Occupancy

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

S2S clients remain on the programme for 12 or 18 months (depending on their client category), therefore the occupancy figures increased in line with starts on the programme from October 2014 to September 2015 and have since begun to decrease as the first cohorts of JSA 18-24, JSA 25+ and Voluntary clients have completed the programme.

At the end of March 2016, a total of 14,670 participants were on the programme. The proportion of clients within each client category is fairly consistent across all three Contract Areas with the JSA 18-24 category accounting for approximately 25%, the JSA 25+ category accounting for approximately 61%, Early Entrants accounting for approximately 14% and ESA WRAG and Voluntary clients accounting for only 0.1%.

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



Section 3 - Moves to Employment

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

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

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

Figure 5: Percentage of Starts from October 2014 to March 2015 by Client Category and Contract Area who Moved Into Employment



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

Figure 5 and Table 3.2b displays the percentage of clients from the October to March 2015 monthly cohorts who have moved into employment. It highlights the different into employment rates for each contract area and how the three Lead Contractors compare to the expected performance level for each client category. The percentage of clients who have moved into employment from across Northern Ireland for all client categories is 22%; this varies across the three Contract Areas with the percentage of clients from the Belfast, Northern and Southern regions who have moved into employment sitting at 22%, 18% and 28% respectively. The overall expected performance level is 28%.

Approximately 31% of clients within the JSA 18-24 category who started S2S during the first 6 months of the programme have moved into employment, with regional moves to employment ranging from 27% and 30% of starts in the Northern and Belfast regions to 37% of starts in the Southern region. The expected performance level for this client category is 35%.

The percentage of clients from across Northern Ireland who have moved into employment drops to 21% for clients within the JSA 25+ client group, well below the expected performance level of 30%. The Southern region (26%) again outperforms the Belfast (20%) and Northern (17%) regions in this category.

Across Northern Ireland the client category with the lowest percentage moves to employment for starts between October and March 2015 is JSA Early Entry at 14%, compared to an expected performance level of 19%.

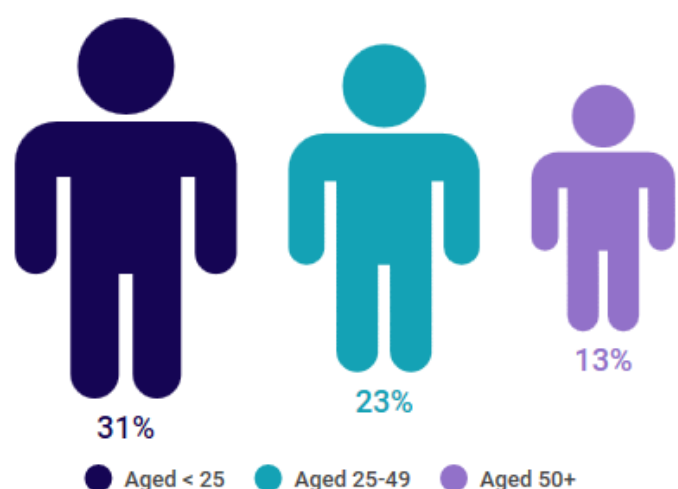
Moves to Employment by Equality Group – October 2014 to March 2015 Starts

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

The proportion of disabled clients moving into employment is approximately half that of non-disabled clients (12% and 24% respectively).

Figure 6 shows that the percentage of clients who move into employment decreases as age increases, with 31% of those aged less than 25, 23% of those aged 25-49 and 13% 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.

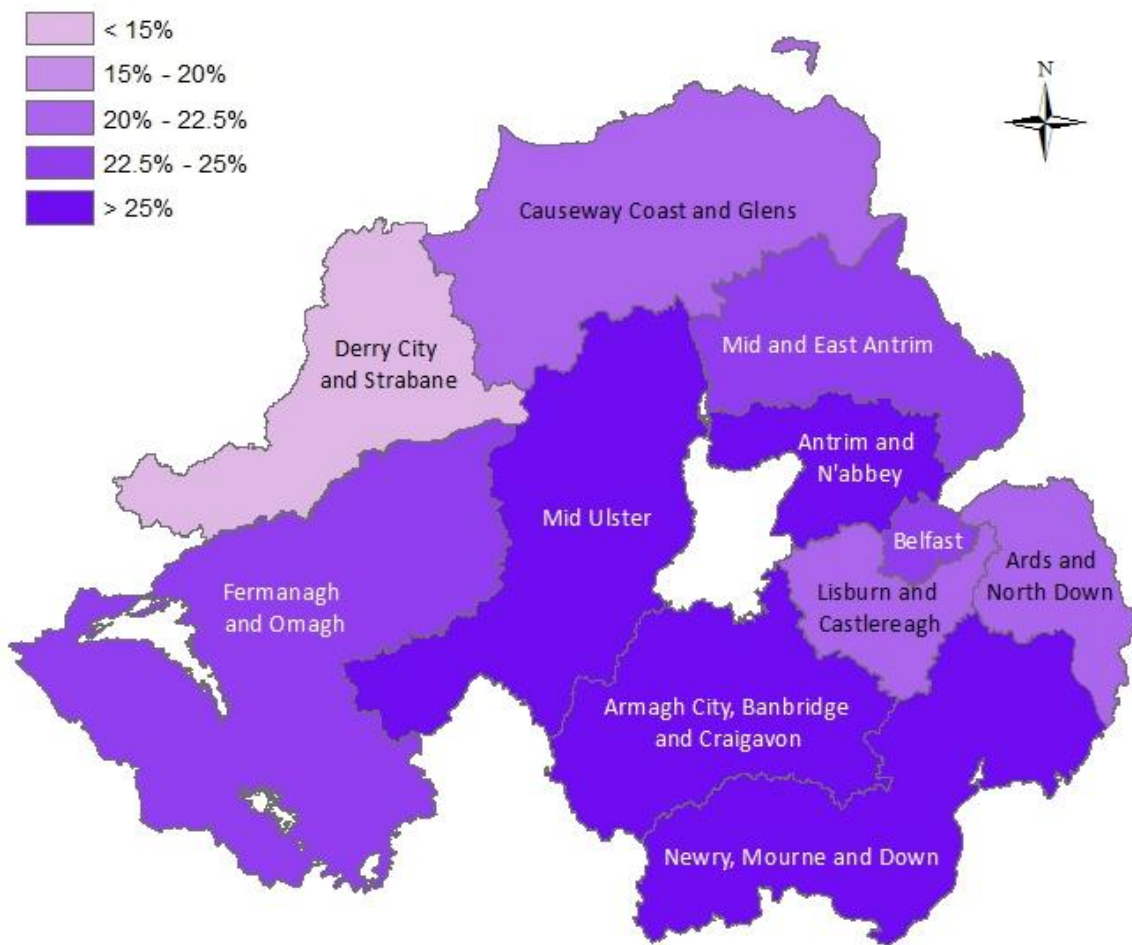
Figure 6: Percentage of Starts from October 2014 to March 2015 by Age who Moved Into Employment



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

Figure 7 and Table 3.4b show the variation in the percentage of clients from the October to March 2015 monthly cohorts who have moved into employment by Local Government District of residence. In general the percentage of clients moving into employment decreases towards the North West, with Derry City and Strabane having the lowest proportion (14%). This is also the area that has the highest number of people claiming JSA in Northern Ireland. Armagh City, Banbridge and Craigavon is the highest performing Local Government District with 31% of clients moving into employment.

Figure 7: Percentage of Starts from October 2014 to March 2015 by Local Government District of Residence who Moved Into Employment

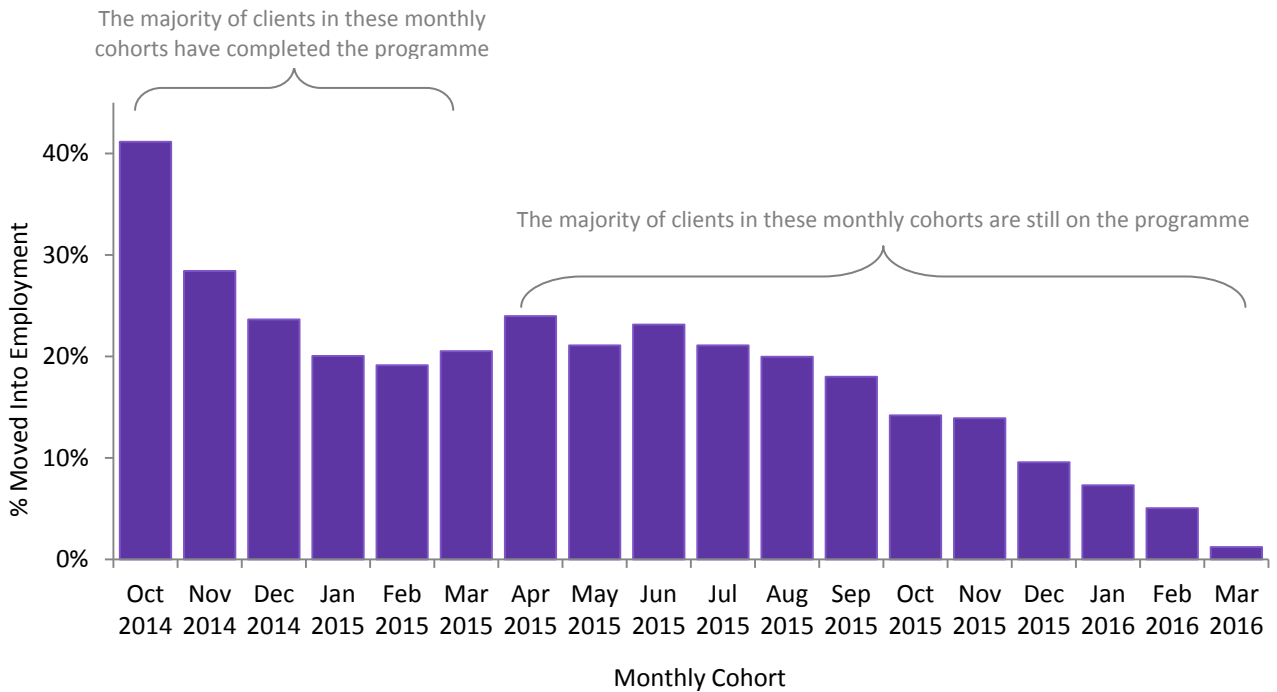


Moves to Employment by Month – October 2014 to March 2016 Starts

Table 3.6a and Figure 8 show the percentage of clients who have moved into employment for all monthly cohorts (October 2014 to March 2016). The majority of clients from the latter cohorts are still on the programme and still have time remaining in which to find work. The percentage of clients moving into work from these cohorts is therefore anticipated to increase in the coming months.

To date, the S2S programme has helped 5,822 clients from across Northern Ireland into employment. As expected at this early stage the percentage of participants moving into employment decreases over time.

Figure 8: Percentage of Starts on Steps 2 Success in Northern Ireland who Moved Into Employment by Monthly Cohort (Oct 14 to Mar 16)



The majority of clients who started the programme in October 2014 were from the JSA 18 to 24 category. This could partly explain the high percentage (41%) of clients moving into employment from this monthly cohort.

For further information on the total moves to employment by Contract Area see Tables 3.6b – 3.6d.

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Section 1: Referrals and Starts

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

Month of Referral	Client Group				Total
	JSA 18 - 24	JSA 25+	JSA Early Entry	ESA WRAG & Voluntary	
Oct 2014	935	295	37	14	1,281
Nov 2014	1,342	3,738	47	11	5,138
Dec 2014	632	3,956	57	1	4,646
Jan 2015	485	4,972	416	2	5,875
Feb 2015	459	1,561	1,028	1	3,049
Mar 2015	377	899	249	2	1,527
Apr 2015	388	851	102	1	1,342
May 2015	358	701	42	1	1,102
Jun 2015	606	741	24	1	1,372
Jul 2015	358	683	98	1	1,140
Aug 2015	273	727	83	2	1,085
Sep 2015	272	777	15	0	1,064
Oct 2015	291	704	13	1	1,009
Nov 2015	221	534	9	1	765
Dec 2015	178	338	7	0	523
Jan 2016	201	449	7	0	657
Feb 2016	184	400	5	0	589
Mar 2016	197	348	5	0	550
Total	7,757	22,674	2,244	39	32,714

Notes:

1. The Steps 2 Success programme was introduced across Northern Ireland on 20th October 2014.
2. A referral is the point at which a client is referred by their Employment Service Advisor within the Job Centre/Jobs & Benefit Office to the Steps 2 Success programme. It is expected that the client will normally start the programme within 15 working days of the referral.
3. The large numbers experienced in the first few months were due to the phased referral of clients who became eligible for the programme before it started. See [user guidance](#) for full details.

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

Local Government District	Client Group				Total
	JSA 18 - 24	JSA 25+	JSA Early Entry	ESA WRAG & Voluntary	
Antrim	141	386	30	2	559
Ards	320	831	95	1	1,247
Armagh	165	599	56	2	822
Ballymena	192	550	37	0	779
Ballymoney	115	330	9	1	455
Banbridge	108	336	33	1	478
Belfast	1,751	5,164	593	8	7,516
Carrickfergus	131	375	20	1	527
Castlereagh	198	383	76	1	658
Coleraine	203	617	17	0	837
Cookstown	97	298	13	3	411
Craigavon	401	1,102	103	3	1,609
Derry	938	2,635	426	1	4,000
Down	291	806	119	1	1,217
Dungannon	140	445	35	3	623
Fermanagh	209	829	38	2	1,078
Larne	77	291	10	0	378
Limavady	225	555	37	1	818
Lisburn	508	1,251	88	1	1,848
Magherafelt	100	308	10	1	419
Moyle	70	251	5	0	326
Newry & Mourne	341	1,200	97	2	1,640
Newtownabbey	296	686	59	1	1,042
North Down	219	717	63	2	1,001
Omagh	156	511	33	0	700
Strabane	278	947	117	1	1,343
Unknown	87	271	25	0	383
Total	7,757	22,674	2,244	39	32,714

Notes:

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

**Table 1.3 – Referrals to Steps 2 Success by Local Government District 2014
(Oct 2014 to Mar 2016)**

Local Government District 2014	Client Group				Total
	JSA 18 - 24	JSA 25+	JSA Early Entry	ESA WRAG & Voluntary	
Antrim & Newtownabbey	437	1,072	89	3	1,601
Ards & North Down	539	1,547	158	3	2,247
Armagh City, Banbridge & Craigavon	667	2,033	191	6	2,897
Belfast	2,078	5,902	687	9	8,676
Causeway Coast & Glens	613	1,753	68	2	2,436
Derry City & Strabane	1,216	3,582	543	2	5,343
Fermanagh & Omagh	365	1,339	71	2	1,777
Lisburn & Castlereagh	379	896	70	1	1,346
Mid & East Antrim	400	1,216	67	1	1,684
Mid Ulster	336	1,042	58	7	1,443
Newry, Mourne & Down	640	2,019	217	3	2,879
Unknown	87	273	25	0	385
Total	7,757	22,674	2,244	39	32,714

Notes:

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

Table 1.4 – Starts on Steps 2 Success by Month (Oct 2014 to Mar 2016)

Monthly Cohort	Client Group				Total
	JSA 18 - 24	JSA 25+	JSA Early Entry	ESA WRAG & Voluntary	
Oct 2014	160	56	8	2	226
Nov 2014	1,351	1,148	45	17	2,561
Dec 2014	516	3,481	20	1	4,018
Jan 2015	515	4,048	70	0	4,633
Feb 2015	381	2,601	631	3	3,616
Mar 2015	337	1,308	548	0	2,193
Apr 2015	336	992	212	3	1,543
May 2015	325	752	98	1	1,176
Jun 2015	498	770	53	1	1,322
Jul 2015	368	696	54	1	1,119
Aug 2015	291	694	122	0	1,107
Sep 2015	267	756	54	1	1,078
Oct 2015	260	773	14	2	1,049
Nov 2015	234	582	11	0	827
Dec 2015	158	372	12	1	543
Jan 2016	206	471	7	1	685
Feb 2016	199	419	15	0	633
Mar 2016	185	383	11	0	579
Total	6,587	20,302	1,985	34	28,908

Notes:

1. The Steps 2 Success programme was introduced across Northern Ireland on 20th October 2014.
2. A client is deemed to have started Steps 2 Success on the date they have their first meeting with the Contractor.
3. The large numbers experienced in the first few months were due to the phased referral of clients who became eligible for the programme before it started. See [user guidance](#) for full details.

Table 1.5 – Starts on Steps 2 Success by Equality Group (Oct 2014 to Mar 2016)

Equality Group	Client Group			Total
	JSA 18 - 24	JSA 25+	Other	
All	6,587	20,302	2,019	28,908
Male	4,768	14,537	1,508	20,813
Female	1,819	5,765	511	8,095
% Male	72%	72%	75%	72%
Catholic	3,105	10,274	1,098	14,477
Protestant	2,434	7,137	625	10,196
Other	324	1,120	115	1,559
Not Known	724	1,771	181	2,676
% Catholic	47%	51%	54%	50%
% Protestant	37%	35%	31%	35%
White	6,497	19,477	1,915	27,889
Non White	89	484	61	634
Not Known	1	341	43	385
% White	99%	96%	95%	96%
No Dependants	6,351	15,064	1,523	22,938
With Dependants	236	5,238	496	5,970
Not Known	0	0	0	0
% With Dependants	4%	26%	25%	21%
Non Disabled	5,774	16,191	1,639	23,604
Disabled	642	3,414	292	4,348
Not Known	171	697	88	956
% Disabled	10%	17%	14%	15%
Single	6,407	13,406	1,340	21,153
Married/Co-Habiting	156	2,295	246	2,697
Widowed/Separated/Divorced	10	4,457	411	4,878
Not Known	14	144	22	180
% Single	97%	66%	66%	73%
Aged < 25	6,587	0	59	6,646
Aged 25-49	0	14,582	1,259	15,841
Aged 50+	0	5,720	701	6,421
% Aged 50+	0%	28%	35%	22%

Notes:

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

**Table 1.6 – Starts on Steps 2 Success by Lead Contractor
(Oct 2014 to Mar 2016)**

Lead Contractor	Contract Area	Client Group				Total
		JSA 18 - 24	JSA 25+	JSA Early Entry	ESA WRAG & Voluntary	
Ingeus UK	Belfast Region	2,403	7,144	770	10	10,327
PeoplePlus NI	Northern Region	2,333	7,118	716	8	10,175
Reed In Partnership	Southern Region	1,851	6,040	499	16	8,406
Total	Northern Ireland	6,587	20,302	1,985	34	28,908

Notes:

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

**Table 1.7 – Starts on Steps 2 Success by Local Government District
(Oct 2014 to Mar 2016)**

Local Government District	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	116	337	26	2	481	32,713	0.9
Ards	281	729	83	1	1,094	46,856	1.5
Armagh	152	555	50	2	759	36,278	1.3
Ballymena	148	497	32	0	677	39,165	1.1
Ballymoney	97	304	7	1	409	19,362	1.3
Banbridge	103	312	30	1	446	29,672	0.9
Belfast	1,389	4,373	507	7	6,276	180,509	2.2
Carrickfergus	117	340	19	0	476	23,849	1.2
Castlereagh	159	328	64	1	552	41,503	0.8
Coleraine	182	579	17	0	778	35,554	1.4
Cookstown	81	271	8	2	362	23,066	1.0
Craigavon	374	1,029	91	3	1,497	58,979	1.6
Derry	800	2,429	387	1	3,617	67,457	3.4
Down	262	754	111	1	1,128	42,104	1.7
Dungannon	120	408	31	3	562	36,529	1.0
Fermanagh	179	767	37	2	985	37,578	1.6
Larne	68	262	8	0	338	19,432	1.1
Limavady	194	500	34	1	729	21,090	2.2
Lisburn	410	1,095	64	0	1,569	74,959	1.3
Magherafelt	89	285	10	1	385	28,002	0.9
Moyle	62	222	4	0	288	10,142	1.8
Newry & Mourne	301	1,111	89	1	1,502	61,966	1.5
Newtownabbey	247	611	52	1	911	52,239	1.1
North Down	176	603	57	2	838	46,759	1.1
Omagh	149	474	31	0	654	31,583	1.3
Strabane	256	890	114	1	1,261	24,075	3.3
Unknown	75	237	22	0	334	-	-
Total	6,587	20,302	1,985	34	28,908	1,121,421	1.6

Notes:

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

**Table 1.8 – Starts on Steps 2 Success by Local Government District 2014
(Oct 2014 to Mar 2016)**

Local Government District 2014	Client Group				Total Starts	Population Aged 18-64	Average Monthly Starts per 1000 Population
	JSA 18 - 24	JSA 25+	JSA Early Entry	ESA WRAG & Voluntary			
Antrim & Newtownabbey	363	948	78	3	1,392	84,952	1.0
Ards & North Down	457	1,332	140	3	1,932	93,391	1.3
Armagh City, Banbridge & Craigavon	624	1,893	170	6	2,693	124,312	1.4
Belfast	1,649	4,995	582	8	7,234	212,940	2.1
Causeway Coast & Glens	535	1,605	62	2	2,204	86,148	1.6
Derry City & Strabane	1,056	3,319	501	2	4,878	91,532	3.3
Fermanagh & Omagh	328	1,240	68	2	1,638	69,161	1.5
Lisburn & Castlereagh	309	800	53	0	1,162	84,255	0.9
Mid & East Antrim	333	1,099	59	0	1,491	82,446	1.1
Mid Ulster	289	956	49	6	1,300	86,784	0.9
Newry, Mourne & Down	569	1,876	201	2	2,648	105,500	1.6
Unknown	75	239	22	0	336	-	-
Total	6,587	20,302	1,985	34	28,908	1,121,421	1.6

Notes:

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

Table 1.9 – Starts on Steps 2 Success by Northern Ireland Multiple Deprivation Measure 2010 (Oct 2014 to Mar 2016)

Northern Ireland Multiple Deprivation Measure 2010 Quintile	Client Group				Total
	JSA 18 - 24	JSA 25+	JSA Early Entry	ESA WRAG & Voluntary	
Ranks 1-178 (most deprived)	2,775	8,248	959	14	11,996
Ranks 179-356	1,479	4,984	424	7	6,894
Ranks 357-534	1,040	3,341	283	7	4,671
Ranks 535-712	803	2,362	177	6	3,348
Ranks 713-890 (least deprived)	415	1,130	120	0	1,665
Unknown	75	237	22	0	334
Total	6,587	20,302	1,985	34	28,908

Notes:

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

Section 2: Occupancy

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

Quarter	Client Group	Contract Area			Total Occupancy
		Belfast Region	Northern Region	Southern Region	
Dec 2014	JSA 18-24	815	629	583	2,027
	JSA 25+	1,236	1,707	1,742	4,685
	JSA Early Entry	28	18	27	73
	ESA WRAG & Voluntary	5	3	12	20
	Total	2,084	2,357	2,364	6,805
Mar 2015	JSA 18-24	1,182	1,113	965	3,260
	JSA 25+	4,066	4,559	4,014	12,639
	JSA Early Entry	378	560	384	1,322
	ESA WRAG & Voluntary	7	4	12	23
	Total	5,633	6,236	5,375	17,244
Jun 2015	JSA 18-24	1,566	1,554	1,299	4,419
	JSA 25+	5,125	5,376	4,650	15,151
	JSA Early Entry	616	644	424	1,684
	ESA WRAG & Voluntary	8	6	14	28
	Total	7,315	7,580	6,387	21,282
Sep 2015	JSA 18-24	1,913	1,884	1,547	5,344
	JSA 25+	6,005	6,015	5,273	17,293
	JSA Early Entry	735	697	479	1,911
	ESA WRAG & Voluntary	9	7	14	30
	Total	8,662	8,603	7,313	24,578
Dec 2015	JSA 18-24	1,381	1,536	1,268	4,185
	JSA 25+	5,495	5,073	4,332	14,900
	JSA Early Entry	752	704	492	1,948
	ESA WRAG & Voluntary	4	5	5	14
	Total	7,632	7,318	6,097	21,047
Mar 2016	JSA 18-24	1,235	1,312	1,136	3,683
	JSA 25+	3,137	2,994	2,863	8,994
	JSA Early Entry	769	716	496	1,981
	ESA WRAG & Voluntary	3	4	5	12
	Total	5,144	5,026	4,500	14,670

Notes:

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

Section 3: Moves to Employment

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

Monthly Cohort	Client Group				Total
	JSA 18 - 24	JSA 25+	JSA Early Entry	ESA WRAG & Voluntary	
Oct 2014	68	19	6	0	93
Nov 2014	413	296	14	5	728
Dec 2014	168	776	6	0	950
Jan 2015	143	774	12	0	929
Feb 2015	106	504	80	2	692
Mar 2015	111	270	69	0	450
Total	1,009	2,639	187	7	3,842

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

Monthly Cohort	Client Group				Total
	JSA 18 - 24	JSA 25+	JSA Early Entry	ESA WRAG & Voluntary	
Oct 2014	43%	34%	75%	0%	41%
Nov 2014	31%	26%	31%	29%	28%
Dec 2014	33%	22%	30%	0%	24%
Jan 2015	28%	19%	17%	-	20%
Feb 2015	28%	19%	13%	67%	19%
Mar 2016	33%	21%	13%	-	21%
Total	31%	21%	14%	30%	22%
Expected Performance Level	35%	30%	19%	20%	28%

Notes:

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

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

Lead Contractor	Contract Area	Client Group				Total
		JSA 18 - 24	JSA 25+	JSA Early Entry	ESA WRAG & Voluntary	
Ingeus UK	Belfast Region	360	833	43	3	1,239
PeoplePlus NI	Northern Region	295	767	60	2	1,124
Reed In Partnership	Southern Region	354	1,039	84	2	1,479
Total	Northern Ireland	1,009	2,639	187	7	3,842

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

Lead Contractor	Contract Area	Client Group				Total
		JSA 18 - 24	JSA 25+	JSA Early Entry	ESA WRAG & Voluntary	
Ingeus UK	Belfast Region	30%	20%	11%	43%	22%
PeoplePlus NI	Northern Region	27%	17%	11%	50%	18%
Reed In Partnership	Southern Region	37%	26%	22%	17%	28%
Total	Northern Ireland	31%	21%	14%	30%	22%
Expected Performance Level		35%	30%	19%	20%	28%

Notes:

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

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

Equality Group	Client Group			Total
	JSA 18 - 24	JSA 25+	Other	
All	1,009	2,639	194	3,842
Male	758	1,869	130	2,757
Female	251	770	64	1,085
Catholic	475	1,318	110	1,903
Protestant	371	892	56	1,319
Other	53	182	18	253
Not Known	110	247	10	367
White	999	2,520	189	3,708
Non White	**	76	*	89
Not Known	**	43	**	45
No Dependants	982	1,907	126	3,015
With Dependants	27	732	68	827
Not Known	0	0	0	0
Non Disabled	906	2,330	164	3,400
Disabled	77	240	20	337
Not Known	26	69	10	105
Single	978	1,796	122	2,896
Married/Co-Habiting	28	321	22	371
Widowed/Separated/Divorced	0	505	47	552
Not Known	3	17	3	23
Aged < 25	1,009	0	8	1,017
Aged 25-49	0	2,145	140	2,285
Aged 50+	0	494	46	540

Notes:

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

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

Equality Group	Client Group			Total
	JSA 18 - 24	JSA 25+	Other	
All	31%	21%	14%	22%
Male	31%	21%	13%	22%
Female	30%	22%	18%	23%
Catholic	30%	20%	15%	22%
Protestant	32%	20%	14%	22%
Other	35%	26%	27%	28%
Not Known	31%	22%	8%	23%
White	31%	21%	15%	22%
Non White	**	26%	*	24%
Not Known	**	19%	**	18%
No Dependants	31%	20%	13%	22%
With Dependants	20%	23%	20%	22%
Not Known	-	-	-	-
Non Disabled	32%	23%	15%	24%
Disabled	24%	11%	10%	12%
Not Known	31%	15%	17%	18%
Single	31%	22%	14%	24%
Married/Co-Habiting	30%	21%	12%	21%
Widowed/Separated/Divorced	0%	18%	17%	18%
Not Known	60%	20%	18%	21%
Aged < 25	31%	-	31%	31%
Aged 25-49	-	24%	17%	23%
Aged 50+	-	13%	9%	13%

Notes:

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

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

Local Government District 2014	Client Group				Total
	JSA 18 - 24	JSA 25+	JSA Early Entry	ESA WRAG & Voluntary	
Antrim & Newtownabbey	52	135	9	1	197
Ards & North Down	61	161	6	2	230
Armagh City, Banbridge & Craigavon	135	358	40	0	533
Belfast	252	589	33	2	876
Causeway Coast & Glens	70	177	9	0	256
Derry City & Strabane	117	289	33	0	439
Fermanagh & Omagh	51	181	6	0	238
Lisburn & Castlereagh	51	89	5	0	145
Mid & East Antrim	47	158	7	0	212
Mid Ulster	54	153	6	2	215
Newry, Mourne & Down	105	321	30	0	456
Unknown	14	28	3	0	45
Total	1,009	2,639	187	7	3,842

Notes:

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

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

Local Government District 2014	Client Group				Total
	JSA 18 - 24	JSA 25+	JSA Early Entry	ESA WRAG & Voluntary	
Antrim & Newtownabbey	34%	23%	25%	100%	25%
Ards & North Down	27%	20%	8%	67%	21%
Armagh City, Banbridge & Craigavon	41%	28%	31%	0%	31%
Belfast	30%	21%	12%	40%	23%
Causeway Coast & Glens	29%	18%	23%	0%	20%
Derry City & Strabane	22%	13%	8%	0%	14%
Fermanagh & Omagh	31%	22%	13%	0%	23%
Lisburn & Castlereagh	36%	18%	17%	-	22%
Mid & East Antrim	30%	22%	17%	-	23%
Mid Ulster	41%	26%	19%	67%	28%
Newry, Mourne & Down	34%	26%	18%	0%	26%
Unknown	32%	19%	21%	-	22%
Total	31%	21%	14%	30%	22%

Notes:

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

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

Northern Ireland Multiple Deprivation Measure 2010 Quintile	Client Group				Total
	JSA 18 - 24	JSA 25+	JSA Early Entry	ESA WRAG & Voluntary	
Ranks 1-178 (most deprived)	373	931	71	4	1,379
Ranks 179-356	243	660	46	1	950
Ranks 357-534	181	491	37	1	710
Ranks 535-712	122	355	19	1	497
Ranks 713-890 (least deprived)	76	174	11	0	261
Unknown	14	28	3	0	45
Total	1,009	2,639	187	7	3,842

Notes:

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

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

Northern Ireland Multiple Deprivation Measure 2010 Quintile	Client Group				Total
	JSA 18 - 24	JSA 25+	JSA Early Entry	ESA WRAG & Voluntary	
Ranks 1-178 (most deprived)	27%	19%	11%	36%	20%
Ranks 179-356	31%	21%	16%	25%	22%
Ranks 357-534	36%	23%	19%	20%	25%
Ranks 535-712	33%	24%	17%	33%	26%
Ranks 713-890 (least deprived)	40%	25%	16%	-	27%
Unknown	32%	19%	21%	-	22%
Total	31%	21%	14%	30%	22%

Notes:

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

Table 3.6a – Number of Starts on Steps 2 Success in Northern Ireland who Moved Into Employment by Monthly Cohort (Oct 2014 to Mar 2016)

Monthly Cohort	Starts	Number of Moves to Employment	% Moved to Employment	Months Remaining on Programme	
				JSA 18-24, JSA 25+ & Voluntary	JSA Early Entry & ESA WRAG
Oct 2014	226	93	41%	0	0
Nov 2014	2,561	728	28%	0	1
Dec 2014	4,018	950	24%	0	2
Jan 2015	4,633	929	20%	0	3
Feb 2015	3,616	692	19%	0	4
Mar 2015	2,193	450	21%	0	5
Apr 2015	1,543	370	24%	0	6
May 2015	1,176	248	21%	1	7
Jun 2015	1,322	306	23%	2	8
Jul 2015	1,119	236	21%	3	9
Aug 2015	1,107	221	20%	4	10
Sep 2015	1,078	194	18%	5	11
Oct 2015	1,049	149	14%	6	12
Nov 2015	827	115	14%	7	13
Dec 2015	543	52	10%	8	14
Jan 2016	685	50	7%	9	15
Feb 2016	633	32	5%	10	16
Mar 2016	579	7	1%	11	17
Total	28,908	5,822			

Notes:

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

Table 3.6b – Number of Starts on Steps 2 Success in the Belfast Region who Moved Into Employment by Monthly Cohort (Oct 2014 to Mar 2016)

Monthly Cohort	Starts	Number of Moves to Employment	% Moved to Employment	Months Remaining on Programme	
				JSA 18-24, JSA 25+ & Voluntary	JSA Early Entry & ESA WRAG
Oct 2014	0	0	-	0	0
Nov 2014	892	266	30%	0	1
Dec 2014	1,192	290	24%	0	2
Jan 2015	1,432	299	21%	0	3
Feb 2015	1,222	212	17%	0	4
Mar 2015	895	172	19%	0	5
Apr 2015	664	149	22%	0	6
May 2015	492	105	21%	1	7
Jun 2015	527	131	25%	2	8
Jul 2015	463	100	22%	3	9
Aug 2015	449	97	22%	4	10
Sep 2015	439	83	19%	5	11
Oct 2015	423	66	16%	6	12
Nov 2015	295	41	14%	7	13
Dec 2015	216	22	10%	8	14
Jan 2016	258	15	6%	9	15
Feb 2016	231	10	4%	10	16
Mar 2016	237	3	1%	11	17
Total	10,327	2,061			

Notes:

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

Table 3.6c – Number of Starts on Steps 2 Success in the Northern Region who Moved Into Employment by Monthly Cohort (Oct 2014 to Mar 2016)

Monthly Cohort	Starts	Number of Moves to Employment	% Moved to Employment	Months Remaining on Programme	
				JSA 18-24, JSA 25+ & Voluntary	JSA Early Entry & ESA WRAG
Oct 2014	98	32	33%	0	0
Nov 2014	830	202	24%	0	1
Dec 2014	1,429	286	20%	0	2
Jan 2015	1,777	273	15%	0	3
Feb 2015	1,383	209	15%	0	4
Mar 2015	720	122	17%	0	5
Apr 2015	506	104	21%	0	6
May 2015	402	61	15%	1	7
Jun 2015	437	68	16%	2	8
Jul 2015	349	46	13%	3	9
Aug 2015	322	43	13%	4	10
Sep 2015	352	46	13%	5	11
Oct 2015	408	32	8%	6	12
Nov 2015	328	39	12%	7	13
Dec 2015	168	9	5%	8	14
Jan 2016	252	8	3%	9	15
Feb 2016	243	11	5%	10	16
Mar 2016	171	1	1%	11	17
Total	10,175	1,592			

Notes:

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

Table 3.6d – Number of Starts on Steps 2 Success in the Southern Region who Moved Into Employment by Monthly Cohort (Oct 2014 to Mar 2016)

Monthly Cohort	Starts	Number of Moves to Employment	% Moved to Employment	Months Remaining on Programme	
				JSA 18-24, JSA 25+ & Voluntary	JSA Early Entry & ESA WRAG
Oct 2014	128	61	48%	0	0
Nov 2014	839	260	31%	0	1
Dec 2014	1,397	374	27%	0	2
Jan 2015	1,424	357	25%	0	3
Feb 2015	1,011	271	27%	0	4
Mar 2015	578	156	27%	0	5
Apr 2015	373	117	31%	0	6
May 2015	282	82	29%	1	7
Jun 2015	358	107	30%	2	8
Jul 2015	307	90	29%	3	9
Aug 2015	336	81	24%	4	10
Sep 2015	287	65	23%	5	11
Oct 2015	218	51	23%	6	12
Nov 2015	204	35	17%	7	13
Dec 2015	159	21	13%	8	14
Jan 2016	175	27	15%	9	15
Feb 2016	159	11	7%	10	16
Mar 2016	171	3	2%	11	17
Total	8,406	2,169			

Notes:

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

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 Service Adviser, have significant barriers to work which cannot be addressed by the Employment 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 Service 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.

5. Methodology and Definitions

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

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

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

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

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

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

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

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

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

For a job entry payment to be approved

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

Only one Job Entry payment can be paid per client.

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

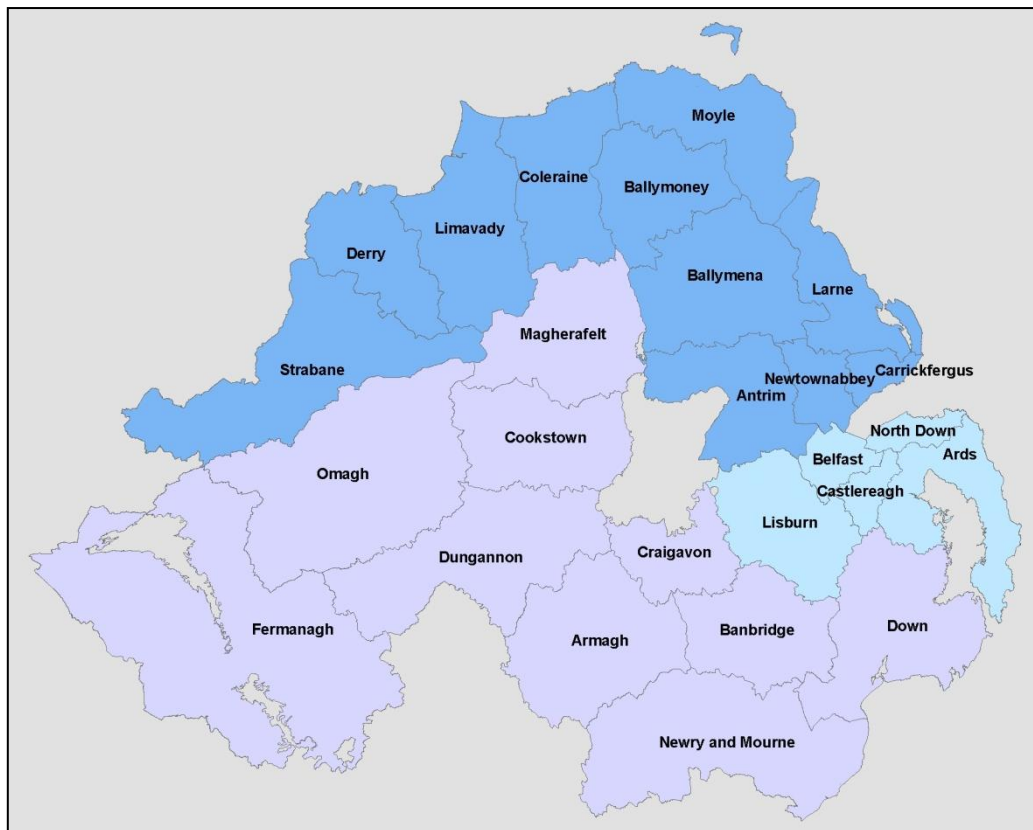
Contract Areas: The delivery of Steps 2 Success provision is provided by 3 Lead Contractors. Clients are allocated to each Contractor based on which Job Centre/Jobs & Benefit Office they are associated with. **Table 1** provides details of the 3 contract areas and their associated office areas and **Figure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

Table 1: Steps 2 Success Lead Contractors and Office Areas

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

Note: PeoplePlus NI was previously known as EOS NI.

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



Notes:

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

6. Revisions Policy

Over time, as more information becomes available, estimates can be revised to improve quality and accuracy, which will provide a better picture of that being measured. As the Steps 2 Success database is built and updated from a live administrative system there is

potential for some revision of statistics in the future. Any necessary revision will therefore be incorporated into future Steps 2 Success statistical publications. Revisions are expected to be minimal but may be due to database changes applied or to a lag in recording information on the system.

7. Quality Measures

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

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

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

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

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

8. Comparison with Great Britain Data

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

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



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Communities
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This document is available in
other formats upon request

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