



Department for

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# Steps 2 Success

## STATISTICAL BULLETIN

Northern Ireland Statistics from October 2014 to June 2016

Published 25<sup>th</sup> August 2016



# Reader Information

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<b><u>Purpose:</u></b>	This publication is designed to monitor participation on and performance of the Steps 2 Success employment programme.
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<b><u>Publication Date:</u></b>	25 <sup>th</sup> August 2016
<b><u>Reporting Period:</u></b>	October 2014 – June 2016
<b><u>Publication issue</u></b>	3
<b><u>Issued by:</u></b>	Analytical Services Unit Department for Communities Lighthouse Building Gasworks Business Park Belfast, BT7 2JB
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<b><u>Statistical Quality:</u></b>	Official Statistic
<b><u>Target Audience:</u></b>	DfC Policy officials to monitor programme performance and inform future policy decisions, NI Assembly and Communities Committee, other government departments, Lead Contractors as well as researchers and academics to understand the underlying trends in the labour market.
<b><u>Internet access:</u></b>	<a href="https://www.communities-ni.gov.uk/topics/statistics-and-research/employment-programme-statistics">https://www.communities-ni.gov.uk/topics/statistics-and-research/employment-programme-statistics</a>
<b><u>Price:</u></b>	Free

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# Introduction

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## 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 20<sup>th</sup> 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 and sustaining employment.

# Key Statistics

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A total of 36,203 clients have been referred to the Steps 2 Success programme from its inception on 20<sup>th</sup> October 2014 to 30<sup>th</sup> June 2016.

At the end of June 2016 a total of 31,556 clients had started the programme, of which 69% were in the JSA 25+ category, 24% 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 into employment statistics contained in the bulletin focus on those clients who started the programme during the first 9 months (between October 2014 and June 2015) as the majority of these clients have completed the programme. For this period 24% (5,083) of clients have moved into employment.

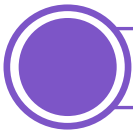
The percentage of clients moving into employment varies across the three Contract Areas from 29% in the Southern region to 24% in the Belfast region and 20% in the Northern region. The overall expected performance level is 28%.

Approximately 33% of clients within the JSA 18-24 category who started the programme during the first 9 months have moved into employment, compared to 22% from the JSA 25+ category and 17% of JSA Early Entrants.

The 6 month sustainment statistics contained in the bulletin focus on those clients who started the programme during the first 3 months (between October 2014 and December 2014) as the majority of these clients have completed the programme and have had time to sustain employment for 6 months. For this period 15% (1,050) of clients have sustained employment for 6 months.

Early into employment figures for clients who started the programme during the first 21 months (between October 2014 and June 2016), show that Steps 2 Success has helped 6,773 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 20<sup>th</sup> October 2014 to 30<sup>th</sup> June 2016, a total of 36,203 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 20<sup>th</sup> October 2014 to 30<sup>th</sup> June 2016, 87% (31,556) 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 June 2016)

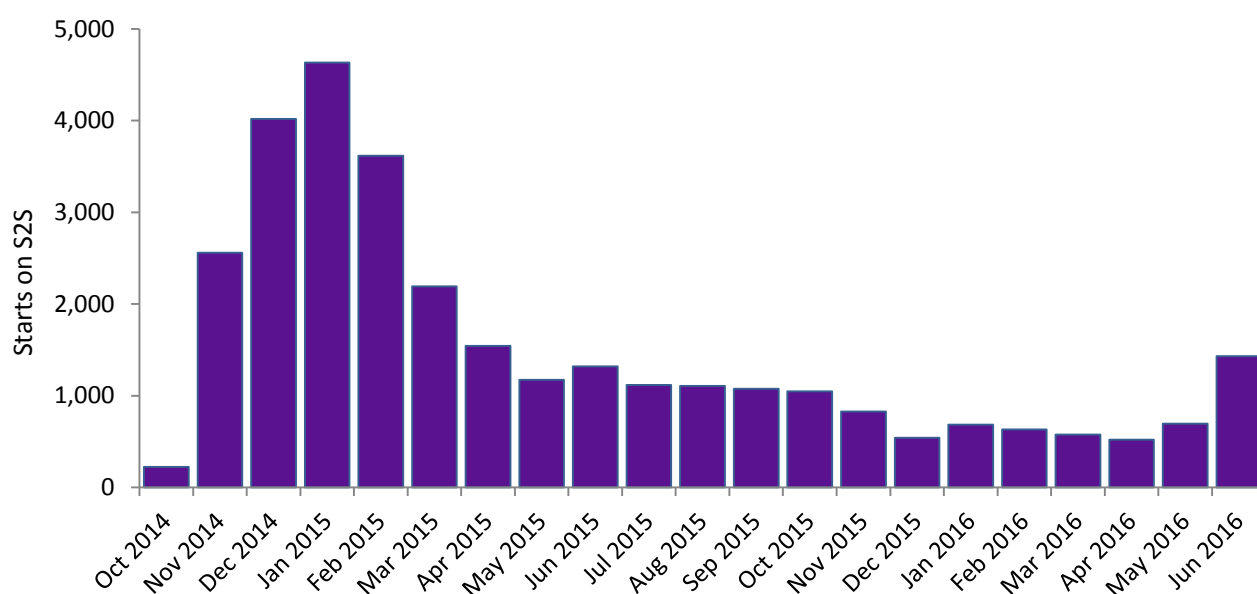


Figure 1 and Section 1 Tables show that the largest proportion (69%) of clients who started S2S were in the JSA 25+ category, 24% were in the JSA 18-24 category and 7% were in the JSA Early Entry category. Only a small number of ESA and Voluntary clients have started the programme.

## Starts by Month

As shown in **Figure 2 and Table 1.3**, 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 subsequently fell to 521 in April 2016. The number of clients starting the programme has begun to increase in May and June 2016 as those clients from the first monthly cohorts who had not moved into employment are now returning to the programme for a second time. Note; 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.

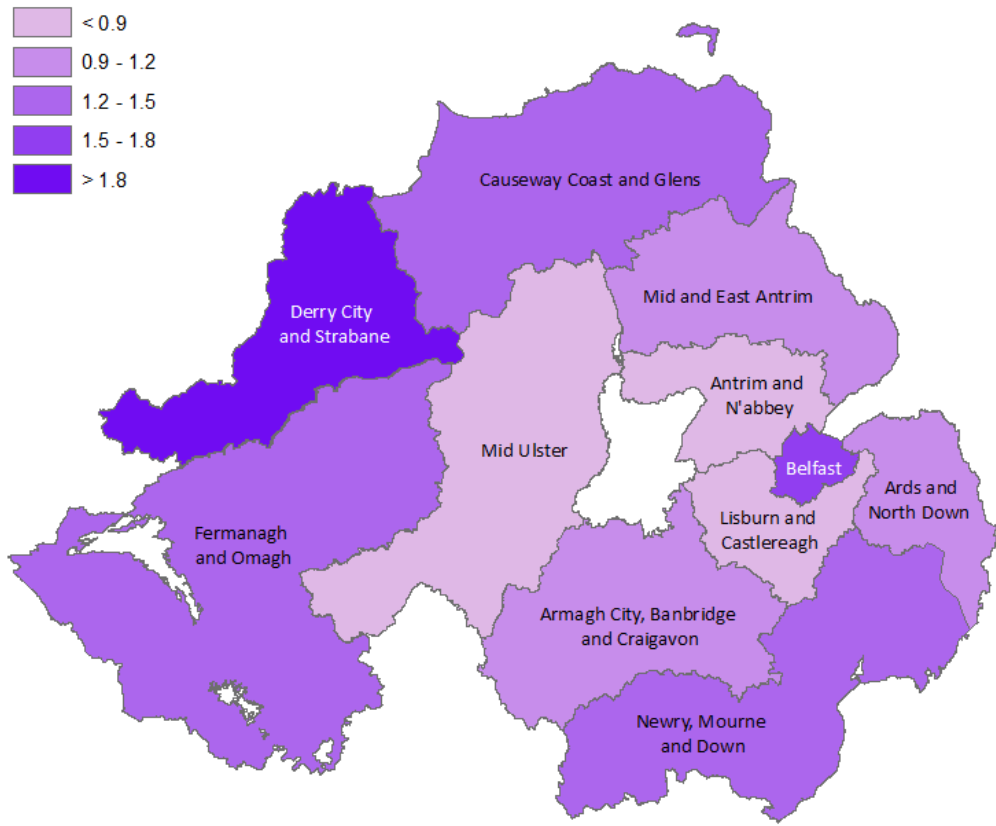
**Figure 2: Number of Starts on Steps 2 Success by Month (October 2014 to June 2016)**



## Starts by Area

As shown in **Table 1.5** the number of clients starting S2S has been distributed fairly equally across the Belfast and Northern regions with 11,167 (35%) and 11,124 (35%) starts respectively; with a lower number in the Southern region – 9,265 (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 3 and Table 1.6**). Derry City & Strabane had 2.8 monthly starts per 1,000 residents, whilst Lisburn & Castlereagh had 0.7 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.

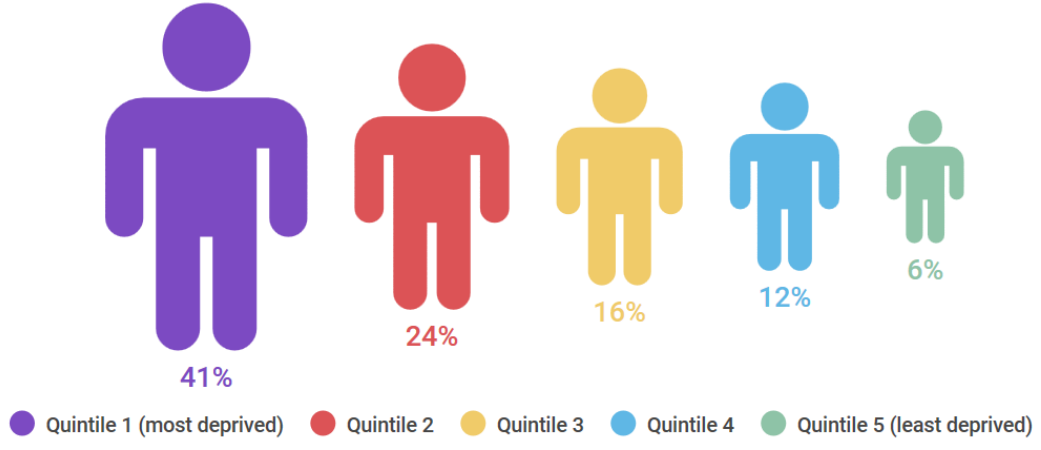
**Figure 3: Average Number of Monthly Starts per 1,000 Population on Steps 2 Success by Local Government District of Residence (October 2014 to June 2016)**



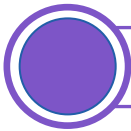
Starts by Deprivation Quintile

Figure 4 and Table 1.7 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 41% of all starts from October 2014 to June 2016 while clients from the 20% least deprived areas account for 6% of starts.

**Figure 4: Percentage of Starts on Steps 2 Success by Northern Ireland Multiple Deprivation Quintile (October 2014 to June 2016)**







## Section 2 - Occupancy

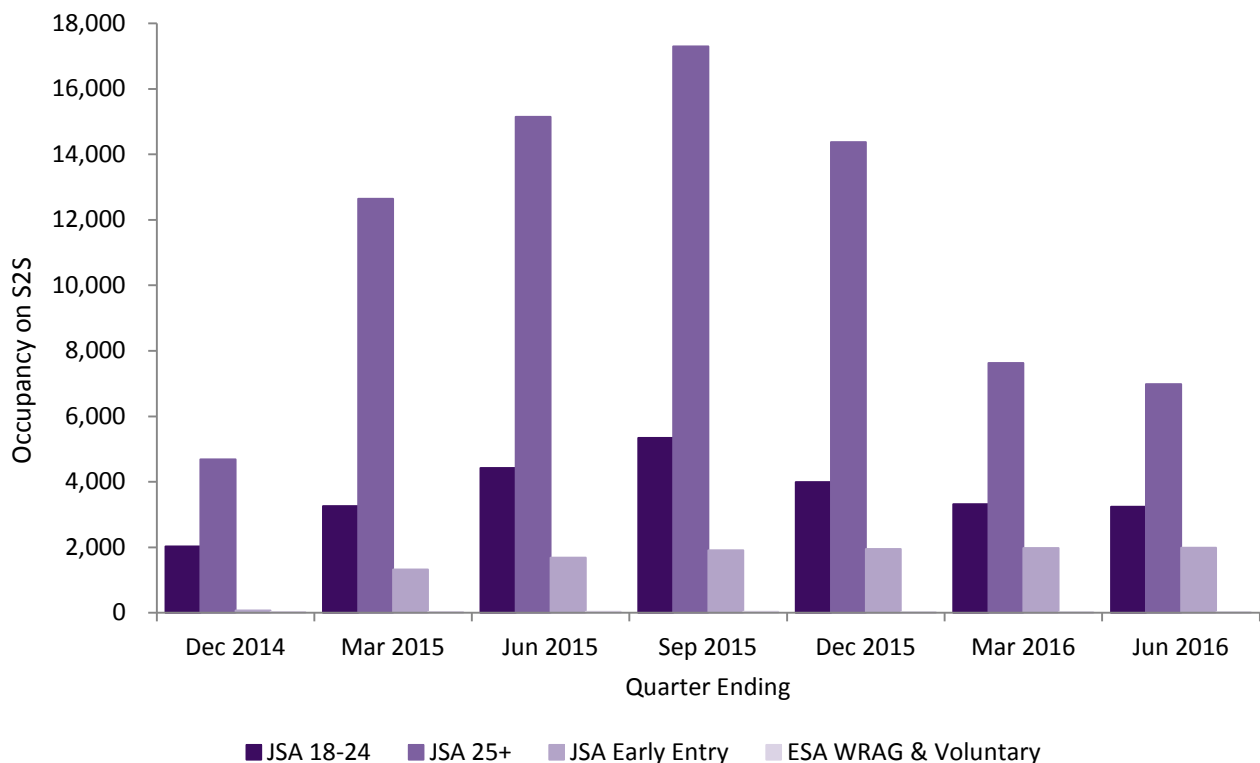
The occupancy figures on S2S show the number of clients within each Contract Area by Client Group, who were on the programme at a particular point in time. Occupancy figures are taken on the last day of each quarter.

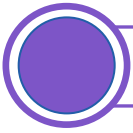
S2S clients remain on the programme for 12 or 18 months (depending on their client category), therefore the occupancy figures increased in line with starts on the programme from October 2014 to September 2015 and have since begun to decrease as the first cohorts have completed the programme (see [Figure 5](#)).

At the end of June 2016, a total of 12,215 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 26%, the JSA 25+ category accounting for approximately 57%, Early Entrants accounting for approximately 16% and ESA WRAG and Voluntary clients accounting for only 0.1%.

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

**Figure 5: Occupancy on Steps 2 Success at Quarter End by Client Category (December 2014 to June 2016)**





## Section 3 - Moves to Employment (October 2014 to June 2015)

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 June 2015 as the majority of these clients have now completed the programme. **Section 5** (page 13) provides early into employment figures for all clients who started the programme up to June 2016.

### Moves to Employment by Contract Area – October 2014 to June 2015 Starts

**Figure 6: Percentage of Starts from October 2014 to June 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 6 and Table 3.2b** displays the percentage of clients from the October to June 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 24%; this varies across the three Contract Areas from 29% in the Southern region to 24% in the Belfast region and 20% in the Northern region. The overall expected performance level is 28%.

Approximately 33% of clients within the JSA 18-24 category who started S2S during the first 9 months of the programme have moved into employment, with regional moves to employment ranging from 29% and 33% of starts in the Northern and Belfast regions to 39% 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 22% for clients within the JSA 25+ client group, well below the expected performance level of 30%. The Southern region (27%) again outperforms the Belfast (22%) and Northern (18%) regions in this category.

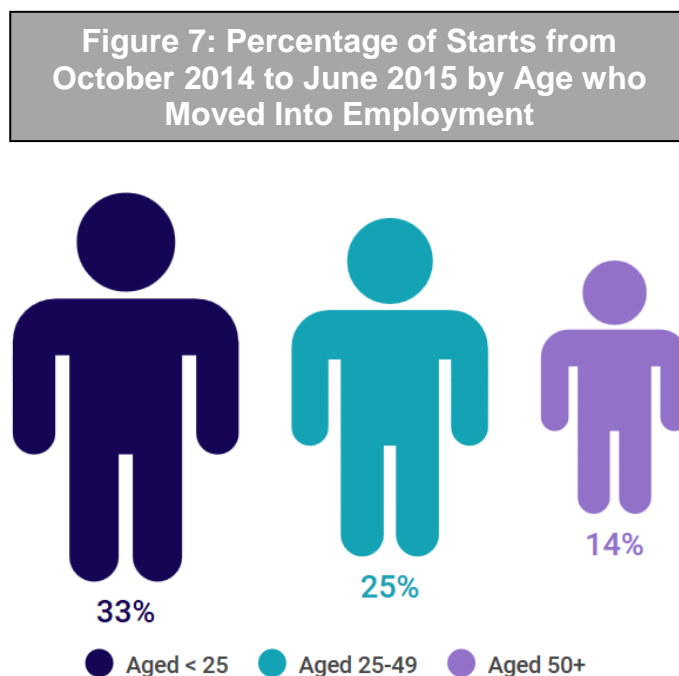
Across Northern Ireland the client category with the lowest percentage moves to employment for starts between October and June 2015 is JSA Early Entry at 17%, compared to an expected performance level of 19%.

### Moves to Employment by Equality Group – October 2014 to June 2015 Starts

**Table 3.3b** shows that the percentage of clients who started the S2S programme between October and June 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 (14% and 26% respectively).

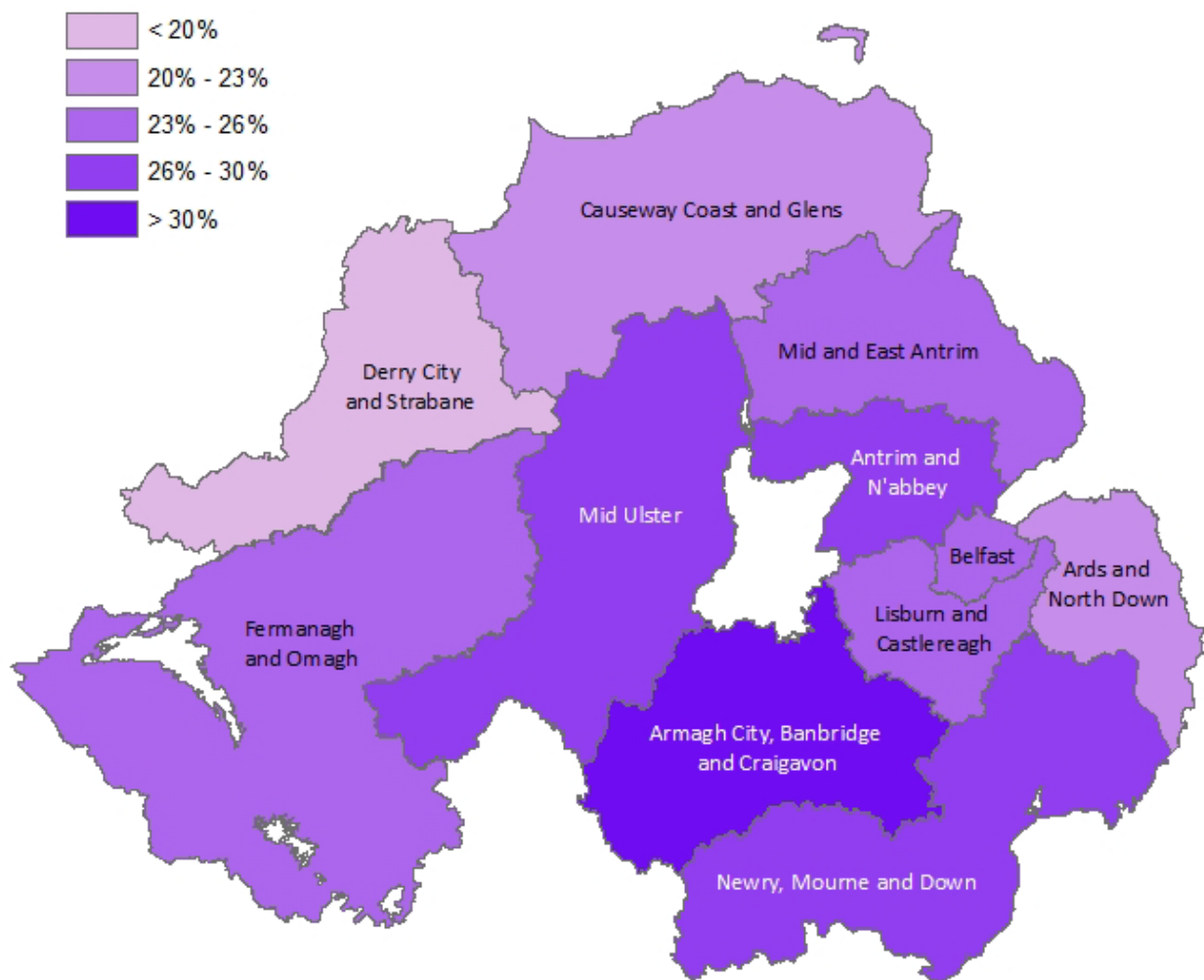
**Figure 7** shows that the percentage of clients who move into employment decreases as age increases, with 33% of those aged less than 25, 25% of those aged 25-49 and 14% of those aged 50+ having moved into employment. A possible explanation for this is that clients aged less than 25 may be closer to the labour market as they have spent less time unemployed and are more likely to be recently qualified.



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

Figure 8 and Table 3.4b show the variation in the percentage of clients from the October to June 2015 monthly cohorts who have moved into employment by Local Government District of residence. Derry City and Strabane has the lowest proportion (16%) 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 is the highest performing Local Government District with 33% of clients moving into employment.

**Figure 8: Percentage of Starts from October 2014 to June 2015 by Local Government District of Residence who Moved Into Employment**



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

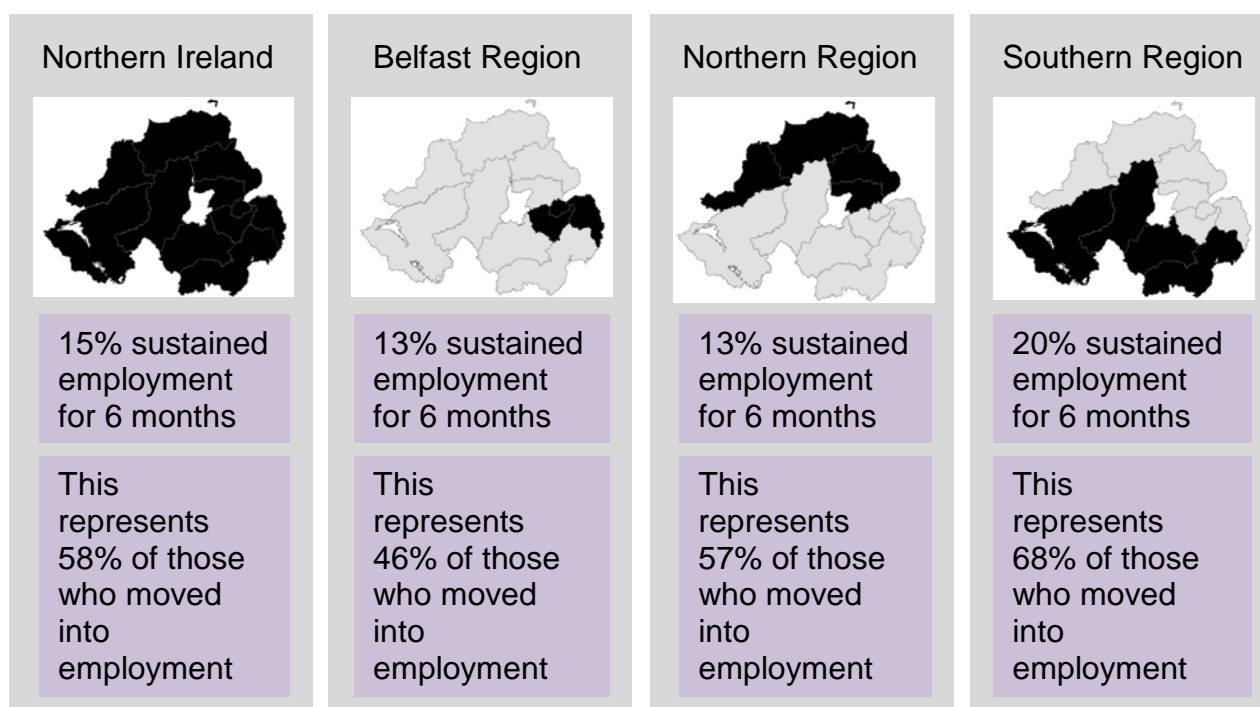
The central aim of S2S is to assist people who are unemployed or economically inactive to find and **sustain** employment. The following statistics measure the number of clients who moved into employment and have sustained employment for 6 months. The percentage of participants sustaining employment 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.

The following figures focus on clients who started S2S between October 2014 and December 2014 as the majority of these clients have now completed the programme and have had time to sustain employment for 6 months. [Section 5](#) (page 13) provides early sustainment figures for all clients who started the programme up to December 2015.

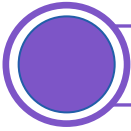
### Sustained Employment by Contract Area – October 2014 to December 2014 Starts

Of those participants who started the programme between October 2014 and December 2014, 15% have moved into employment which they have sustained for at least 6 months. This is below the expected performance level of 19%. This varies across the three contract areas with the Southern Region achieving 20%, compared to only 13% in the Belfast Region and Northern Region (see [Figure 9 and Table 4.2b](#)).

**Figure 9: Percentage of Starts from October 2014 to December 2014 who Sustained Employment for 6 Months by Contract Area**



Reflecting the into employment figures, participants in the JSA 18 to 24 year old category perform better than JSA 25+ age group, with 17% sustaining employment for 6 months compared to 15%.

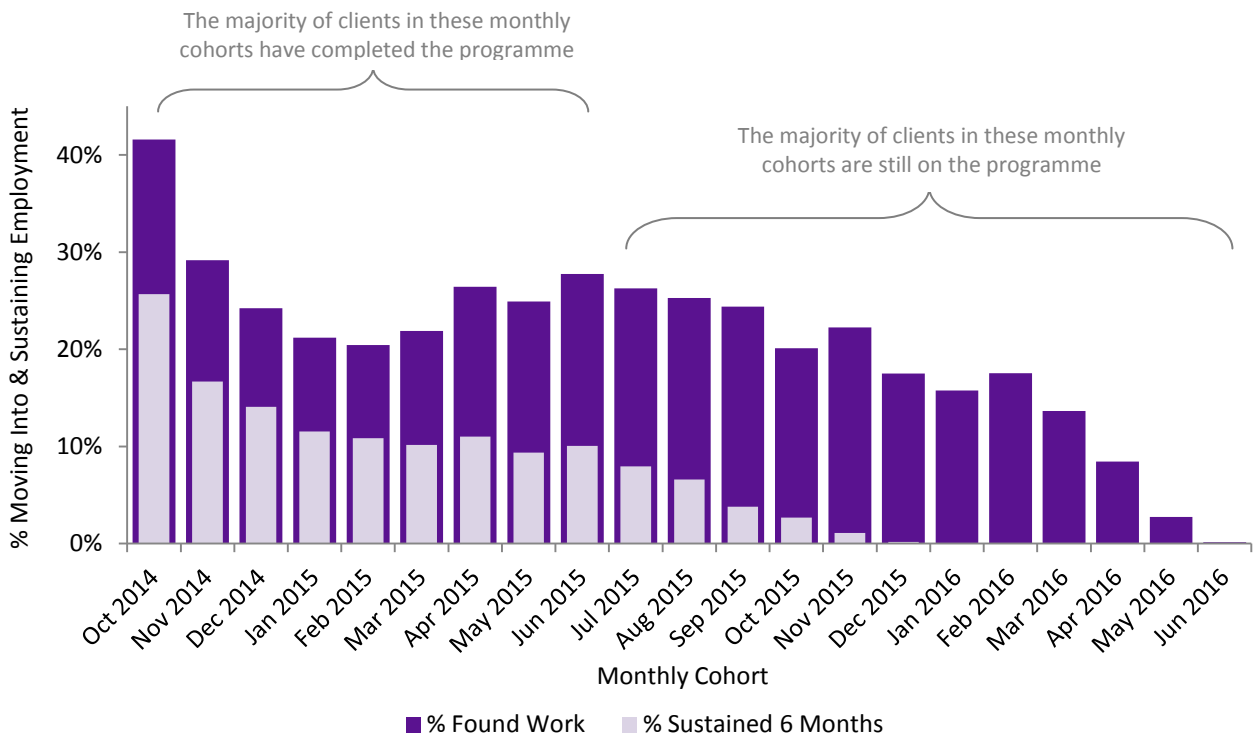


Moves to Employment and Sustainment by Month – October 2014 to June 2016 Starts

Table 5.1a and Figure 10 show the percentage of clients who have moved into employment and the percentage who have sustained their employment for a period of 6 months for all monthly cohorts (October 2014 to June 2016). 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 6,773 clients from across Northern Ireland into employment, 2,854 of which have now sustained their employment for at least 6 months. As expected the percentage of participants moving into and sustaining employment generally decreases as the length of time clients have spent on the programme decreases.

Figure 10: Percentage of Starts on Steps 2 Success in Northern Ireland who Moved Into and Sustained Employment by Monthly Cohort (Oct 14 to Jun 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 of clients moving into (41%) and sustaining (26%) employment from this monthly cohort.

**Figure 10** shows that there is a dip in the percentage of clients moving into and sustaining employment for clients starting the programme during the period November 2014 to March 2015. This corresponds with the months in which a large number of longer term claimants were phased onto the programme. These clients were further from the labour market and were likely to find it more difficult to find and sustain employment. See [user guidance](#) for full details.

For further information on the overall programme performance by Contract Area to date see [Tables 5.1b – 5.1d](#).

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## Section 1: Referrals and Starts

Table 1.1 – Referrals to Steps 2 Success by Month (Oct 2014 to Jun 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	631	3,956	57	1	4,645
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
Apr 2016	281	377	7	0	665
May 2016	380	496	45	2	923
Jun 2016	561	1,179	162	0	1,902
<b>Total</b>	<b>8,978</b>	<b>24,726</b>	<b>2,458</b>	<b>41</b>	<b>36,203</b>

### Notes:

1. The Steps 2 Success programme was introduced across Northern Ireland on 20<sup>th</sup> 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 2014  
(Oct 2014 to Jun 2016)**

Local Government District 2014	Client Group				Total
	JSA 18 - 24	JSA 25+	JSA Early Entry	ESA WRAG & Voluntary	
Antrim and Newtownabbey	505	1,180	105	3	<b>1,793</b>
Ards and North Down	629	1,685	172	3	<b>2,489</b>
Armagh City, Banbridge and Craigavon	779	2,250	213	7	<b>3,249</b>
Belfast	2,356	6,292	727	9	<b>9,384</b>
Causeway Coast and Glens	717	1,920	82	2	<b>2,721</b>
Derry City and Strabane	1,437	3,878	558	2	<b>5,875</b>
Fermanagh and Omagh	432	1,469	88	3	<b>1,992</b>
Lisburn and Castlereagh	435	1,004	76	1	<b>1,516</b>
Mid and East Antrim	461	1,361	79	1	<b>1,902</b>
Mid Ulster	397	1,168	81	7	<b>1,653</b>
Newry, Mourne and Down	734	2,219	251	3	<b>3,207</b>
Unknown	96	300	26	0	<b>422</b>
<b>Total</b>	<b>8,978</b>	<b>24,726</b>	<b>2,458</b>	<b>41</b>	<b>36,203</b>

Notes:

1. The Steps 2 Success programme was introduced across Northern Ireland on 20<sup>th</sup> 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 – Starts on Steps 2 Success by Month (Oct 2014 to Jun 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
Apr 2016	211	305	5	0	521
May 2016	288	396	11	0	695
Jun 2016	482	888	61	1	1,432
<b>Total</b>	<b>7,568</b>	<b>21,891</b>	<b>2,062</b>	<b>35</b>	<b>31,556</b>

Notes:

1. The Steps 2 Success programme was introduced across Northern Ireland on 20<sup>th</sup> 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 1.4 – Starts on Steps 2 Success by Equality Group (Oct 2014 to Jun 2016)**

Equality Group	Client Group			Total
	JSA 18 - 24	JSA 25+	Other	
All	7,568	21,891	2,097	31,556
Male	5,471	15,663	1,566	22,700
Female	2,097	6,228	531	8,856
% Male	72%	72%	75%	72%
Catholic	3,573	11,037	1,123	15,733
Protestant	2,771	7,751	657	11,179
Other	375	1,199	121	1,695
Not Known	849	1,904	196	2,949
% Catholic	47%	50%	54%	50%
% Protestant	37%	35%	31%	35%
White	7,464	21,022	1,992	30,478
Non White	103	512	62	677
Not Known	1	357	43	401
% White	99%	96%	95%	97%
No Dependants	7,293	16,295	1,587	25,175
With Dependants	275	5,596	510	6,381
Not Known	0	0	0	0
% With Dependants	4%	26%	24%	20%
Non Disabled	6,611	17,374	1,704	25,689
Disabled	766	3,784	305	4,855
Not Known	191	733	88	1,012
% Disabled	10%	17%	15%	15%
Single	7,361	14,512	1,401	23,274
Married/Co-Habiting	177	2,461	251	2,889
Widowed/Separated/Divorced	15	4,771	422	5,208
Not Known	15	147	23	185
% Single	97%	66%	67%	74%
Aged < 25	7,568	0	81	7,649
Aged 25-49	0	15,694	1,297	16,991
Aged 50+	0	6,197	719	6,916
% Aged 50+	0%	28%	34%	22%

**Notes:**

1. The Steps 2 Success programme was introduced across Northern Ireland on 20<sup>th</sup> 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 1.5 – Starts on Steps 2 Success by Lead Contractor  
(Oct 2014 to Jun 2016)**

Lead Contractor	Contract Area	Client Group				Total
		JSA 18 - 24	JSA 25+	JSA Early Entry	ESA WRAG & Voluntary	
Ingeus UK	Belfast Region	2,716	7,635	806	10	<b>11,167</b>
PeoplePlus NI	Northern Region	2,720	7,648	748	8	<b>11,124</b>
Reed In Partnership	Southern Region	2,132	6,608	508	17	<b>9,265</b>
<b>Total</b>	<b>Northern Ireland</b>	<b>7,568</b>	<b>21,891</b>	<b>2,062</b>	<b>35</b>	<b>31,556</b>

Notes:

1. The Steps 2 Success programme was introduced across Northern Ireland on 20<sup>th</sup> 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 1.6 – Starts on Steps 2 Success by Local Government District 2014  
(Oct 2014 to Jun 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	414	1,009	85	3	<b>1,511</b>	84,952	0.8
Ards & North Down	517	1,444	149	3	<b>2,113</b>	93,391	1.1
Armagh City, Banbridge & Craigavon	715	2,081	172	7	<b>2,975</b>	124,312	1.1
Belfast	1,864	5,299	608	8	<b>7,779</b>	212,940	1.7
Causeway Coast & Glens	624	1,717	72	2	<b>2,415</b>	86,148	1.3
Derry City & Strabane	1,249	3,551	508	2	<b>5,310</b>	91,532	2.8
Fermanagh & Omagh	373	1,338	69	3	<b>1,783</b>	69,161	1.2
Lisburn & Castlereagh	353	882	54	0	<b>1,289</b>	84,255	0.7
Mid & East Antrim	380	1,210	67	0	<b>1,657</b>	82,446	1.0
Mid Ulster	343	1,061	52	5	<b>1,461</b>	86,784	0.8
Newry, Mourne & Down	654	2,051	205	2	<b>2,912</b>	105,500	1.3
Unknown	82	248	21	0	<b>351</b>	-	-
<b>Total</b>	<b>7,568</b>	<b>21,891</b>	<b>2,062</b>	<b>35</b>	<b>31,556</b>	<b>1,121,421</b>	<b>1.3</b>

Notes:

1. The Steps 2 Success programme was introduced across Northern Ireland on 20<sup>th</sup> 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 1.7 – Starts on Steps 2 Success by Northern Ireland Multiple Deprivation Measure 2010 (Oct 2014 to Jun 2016)**

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)	3,139	8,823	989	12	12,963
Quintile 2	1,732	5,435	449	9	7,625
Quintile 3	1,213	3,596	291	8	5,108
Quintile 4	920	2,577	189	6	3,692
Quintile 5 (least deprived)	482	1,215	123	0	1,820
Unknown	82	245	21	0	348
<b>Total</b>	<b>7,568</b>	<b>21,891</b>	<b>2,062</b>	<b>35</b>	<b>31,556</b>

Notes:

1. The Steps 2 Success programme was introduced across Northern Ireland on 20<sup>th</sup> 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 Jun 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
	<b>Total</b>	<b>2,084</b>	<b>2,357</b>	<b>2,364</b>	<b>6,805</b>
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
	<b>Total</b>	<b>5,633</b>	<b>6,236</b>	<b>5,375</b>	<b>17,244</b>
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
	<b>Total</b>	<b>7,315</b>	<b>7,580</b>	<b>6,387</b>	<b>21,282</b>
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
	<b>Total</b>	<b>8,662</b>	<b>8,603</b>	<b>7,313</b>	<b>24,578</b>
Dec 2015	JSA 18-24	1,360	1,506	1,121	3,987
	JSA 25+	5,424	4,994	3,955	14,373
	JSA Early Entry	752	704	492	1,948
	ESA WRAG & Voluntary	4	5	4	13
	<b>Total</b>	<b>7,540</b>	<b>7,209</b>	<b>5,572</b>	<b>20,321</b>
Mar 2016	JSA 18-24	1,205	1,223	885	3,313
	JSA 25+	3,026	2,602	2,002	7,630
	JSA Early Entry	769	716	496	1,981
	ESA WRAG & Voluntary	3	4	4	11
	<b>Total</b>	<b>5,003</b>	<b>4,545</b>	<b>3,387</b>	<b>12,935</b>
Jun 2016	JSA 18-24	1,144	1,262	830	3,236
	JSA 25+	2,499	2,530	1,956	6,985
	JSA Early Entry	777	733	477	1,987
	ESA WRAG & Voluntary	2	2	3	7
	<b>Total</b>	<b>4,422</b>	<b>4,527</b>	<b>3,266</b>	<b>12,215</b>

**Notes:**

1. The Steps 2 Success programme was introduced across Northern Ireland on 20<sup>th</sup> 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 (Oct 14 to Jun 15)

**Table 3.1a – Number of Starts on Steps 2 Success from October 2014 to June 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	69	19	6	0	94
Nov 2014	427	301	14	5	747
Dec 2014	174	793	6	0	973
Jan 2015	153	814	15	0	982
Feb 2015	110	532	95	2	739
Mar 2015	118	281	81	0	480
Apr 2015	123	245	38	2	408
May 2015	111	163	19	0	293
Jun 2015	177	175	15	0	367
<b>Total</b>	<b>1,462</b>	<b>3,323</b>	<b>289</b>	<b>9</b>	<b>5,083</b>

**Table 3.1b – Percentage of Starts on Steps 2 Success from October 2014 to June 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%	42%
Nov 2014	32%	26%	31%	29%	29%
Dec 2014	34%	23%	30%	0%	24%
Jan 2015	30%	20%	21%	-	21%
Feb 2015	29%	20%	15%	67%	20%
Mar 2015	35%	21%	15%	-	22%
Apr 2015	37%	25%	18%	67%	26%
May 2015	34%	22%	19%	0%	25%
Jun 2015	36%	23%	28%	0%	28%
<b>Total</b>	<b>33%</b>	<b>22%</b>	<b>17%</b>	<b>32%</b>	<b>24%</b>
Expected Performance Level	35%	30%	19%	20%	28%

Notes:

1. The Steps 2 Success programme was introduced across Northern Ireland on 20<sup>th</sup> 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 June 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	516	1,108	107	3	1,734
PeoplePlus NI	Northern Region	445	967	80	4	1,496
Reed In Partnership	Southern Region	501	1,248	102	2	1,853
<b>Total</b>	<b>Northern Ireland</b>	<b>1,462</b>	<b>3,323</b>	<b>289</b>	<b>9</b>	<b>5,083</b>

**Table 3.2b – Percentage of Starts on Steps 2 Success from October 2014 to June 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	33%	22%	17%	38%	24%
PeoplePlus NI	Northern Region	29%	18%	12%	67%	20%
Reed In Partnership	Southern Region	39%	27%	24%	14%	29%
<b>Total</b>	<b>Northern Ireland</b>	<b>33%</b>	<b>22%</b>	<b>17%</b>	<b>32%</b>	<b>24%</b>
<b>Expected Performance Level</b>		<b>35%</b>	<b>30%</b>	<b>19%</b>	<b>20%</b>	<b>28%</b>

Notes:

1. The Steps 2 Success programme was introduced across Northern Ireland on 20<sup>th</sup> 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 June 2015 who Moved Into Employment by Equality Group**

Equality Group	Client Group			Total
	JSA 18 - 24	JSA 25+	Other	
All	1,462	3,323	298	5,083
Male	1,074	2,358	198	3,630
Female	388	965	100	1,453
Catholic	678	1,652	157	2,487
Protestant	558	1,142	87	1,787
Other	75	225	31	331
Not Known	151	304	23	478
White	1,447	3,173	284	4,904
Non White	15	96	6	117
Not Known	0	54	8	62
No Dependants	1,416	2,404	203	4,023
With Dependants	46	919	95	1,060
Not Known	0	0	0	0
Non Disabled	1,333	2,913	254	4,500
Disabled	100	326	33	459
Not Known	29	84	11	124
Single	1,413	2,260	191	3,864
Married/Co-Habiting	43	403	34	480
Widowed/Separated/Divorced	2	641	67	710
Not Known	4	19	6	29
Aged < 25	1,447	0	12	1,459
Aged 25-49	15	2,702	222	2,939
Aged 50+	0	621	64	685

Notes:

1. The Steps 2 Success programme was introduced across Northern Ireland on 20<sup>th</sup> 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 to avoid disclosing sensitive information.

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

Equality Group	Client Group			Total
	JSA 18 - 24	JSA 25+	Other	
All	33%	22%	17%	24%
Male	33%	22%	16%	24%
Female	32%	23%	22%	25%
Catholic	32%	21%	17%	23%
Protestant	35%	21%	17%	24%
Other	36%	27%	32%	29%
Not Known	32%	23%	15%	25%
White	33%	22%	17%	24%
Non White	25%	28%	13%	26%
Not Known	0%	21%	22%	21%
No Dependants	33%	21%	16%	24%
With Dependants	24%	24%	22%	24%
Not Known	-	-	-	-
Non Disabled	34%	24%	18%	26%
Disabled	23%	12%	13%	14%
Not Known	29%	16%	14%	17%
Single	33%	23%	17%	25%
Married/Co-Habiting	34%	23%	15%	23%
Widowed/Separated/Divorced	29%	19%	19%	19%
Not Known	80%	19%	27%	23%
Aged < 25	33%	-	33%	33%
Aged 25-49	-	25%	21%	25%
Aged 50+	-	14%	10%	14%

Notes:

1. The Steps 2 Success programme was introduced across Northern Ireland on 20<sup>th</sup> 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 to avoid disclosing sensitive information.

**Table 3.4a – Number of Starts on Steps 2 Success from October 2014 to June 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	75	169	12	3	259
Ards & North Down	88	212	15	2	317
Armagh City, Banbridge & Craigavon	196	430	52	0	678
Belfast	359	783	84	2	1,228
Causeway Coast & Glens	108	226	16	0	350
Derry City & Strabane	177	371	41	0	589
Fermanagh & Omagh	76	215	7	0	298
Lisburn & Castlereagh	75	117	9	0	201
Mid & East Antrim	73	190	9	0	272
Mid Ulster	78	181	7	2	268
Newry, Mourne & Down	138	393	34	0	565
Unknown	19	36	3	0	58
<b>Total</b>	<b>1,462</b>	<b>3,323</b>	<b>289</b>	<b>9</b>	<b>5,083</b>

Notes:

1. The Steps 2 Success programme was introduced across Northern Ireland on 20<sup>th</sup> 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 June 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	36%	24%	21%	100%	26%
Ards & North Down	30%	22%	13%	67%	23%
Armagh City, Banbridge & Craigavon	45%	29%	34%	0%	33%
Belfast	33%	22%	18%	33%	24%
Causeway Coast & Glens	30%	19%	31%	0%	22%
Derry City & Strabane	24%	15%	9%	0%	16%
Fermanagh & Omagh	32%	22%	13%	0%	24%
Lisburn & Castlereagh	37%	20%	26%	-	25%
Mid & East Antrim	33%	23%	19%	-	25%
Mid Ulster	41%	26%	19%	50%	29%
Newry, Mourne & Down	35%	27%	19%	0%	28%
Unknown	35%	20%	18%	-	23%
<b>Total</b>	<b>33%</b>	<b>22%</b>	<b>17%</b>	<b>32%</b>	<b>24%</b>

Notes:

1. The Steps 2 Success programme was introduced across Northern Ireland on 20<sup>th</sup> 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 June 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	
Quintile 1 (most deprived)	538	1,192	109	4	1,843
Quintile 2	346	817	67	1	1,231
Quintile 3	256	598	55	1	910
Quintile 4	195	450	34	3	682
Quintile 5 (least deprived)	108	230	21	0	359
Unknown	19	36	3	0	58
<b>Total</b>	<b>1,462</b>	<b>3,323</b>	<b>289</b>	<b>9</b>	<b>5,083</b>

Notes:

1. The Steps 2 Success programme was introduced across Northern Ireland on 20<sup>th</sup> 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 June 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	
Quintile 1 (most deprived)	29%	20%	13%	40%	21%
Quintile 2	33%	22%	19%	17%	24%
Quintile 3	37%	24%	23%	14%	26%
Quintile 4	36%	26%	23%	60%	28%
Quintile 5 (least deprived)	40%	27%	22%	-	29%
Unknown	35%	20%	18%	-	23%
<b>Total</b>	<b>33%</b>	<b>22%</b>	<b>17%</b>	<b>32%</b>	<b>24%</b>

Notes:

1. The Steps 2 Success programme was introduced across Northern Ireland on 20<sup>th</sup> 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.

## Section 4: Sustainment (Oct 14 to Dec 14)

**Table 4.1a – Number of Starts on Steps 2 Success from October 2014 to December 2014 who Sustained Employment for 6 Months by Monthly Cohort**

Monthly Cohort	Client Group				Total
	JSA 18 - 24	JSA 25+	JSA Early Entry	ESA WRAG & Voluntary	
Oct 2014	42	14	2	0	58
Nov 2014	225	192	8	2	427
Dec 2014	86	474	5	0	565
<b>Total</b>	<b>353</b>	<b>680</b>	<b>15</b>	<b>2</b>	<b>1,050</b>

**Table 4.1b – Number of Starts on Steps 2 Success from October 2014 to December 2014 who Sustained Employment for 6 Months by Monthly Cohort**

Monthly Cohort	Client Group				Total
	JSA 18 - 24	JSA 25+	JSA Early Entry	ESA WRAG & Voluntary	
Oct 2014	26%	25%	25%	0%	26%
Nov 2014	17%	17%	18%	12%	17%
Dec 2014	17%	14%	25%	0%	14%
<b>Total</b>	<b>17%</b>	<b>15%</b>	<b>21%</b>	<b>10%</b>	<b>15%</b>
Expected Performance Level	23%	21%	9%	9%	19%

Notes:

1. The Steps 2 Success programme was introduced across Northern Ireland on 20<sup>th</sup> 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. Six month sustainment figures are based on the number of approved 26 week sustainment 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 6 month sustainment figures for each monthly 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.

**Table 4.2a – Number of Starts on Steps 2 Success from October 2014 to December 2014 who Sustained Employment for 6 Months 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	108	151	4	1	264
PeoplePlus NI	Northern Region	110	193	4	0	307
Reed In Partnership	Southern Region	135	336	7	1	479
<b>Total</b>	<b>Northern Ireland</b>	<b>353</b>	<b>680</b>	<b>15</b>	<b>2</b>	<b>1,050</b>

**Table 4.2b – Number of Starts on Steps 2 Success from October 2014 to December 2014 who Sustained Employment for 6 Months 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	13%	12%	14%	20%	13%
PeoplePlus NI	Northern Region	17%	11%	22%	0%	13%
Reed In Partnership	Southern Region	23%	19%	26%	8%	20%
<b>Total</b>	<b>Northern Ireland</b>	<b>17%</b>	<b>15%</b>	<b>21%</b>	<b>10%</b>	<b>15%</b>
Expected Performance Level		23%	21%	9%	9%	19%

Notes:

1. The Steps 2 Success programme was introduced across Northern Ireland on 20<sup>th</sup> 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. Six month sustainment figures are based on the number of approved 26 week sustainment 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 6 month sustainment figures for each monthly 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.
5. PeoplePlus NI was previously known as EOS NI.

## Section 5: Moves to Employment & Sustainment (Oct 2014 to Jun 16)

**Table 5.1a – Number of Starts on Steps 2 Success in Northern Ireland who Moved Into and Sustained Employment by Monthly Cohort (Oct 2014 to Jun 2016)**

Monthly Cohort	Starts	Number Found Work	% Found Work	% Sustained 6 Months	Months Remaining on Programme	
					JSA 18-24, JSA 25+ & Voluntary	JSA Early Entry & ESA WRAG
Oct 2014	226	94	42%	26%	0	0
Nov 2014	2,561	747	29%	17%	0	0
Dec 2014	4,018	973	24%	14%	0	0
Jan 2015	4,633	982	21%	12%	0	0
Feb 2015	3,616	739	20%	11%	0	1
Mar 2015	2,193	480	22%	10%	0	2
Apr 2015	1,543	408	26%	11%	0	3
May 2015	1,176	293	25%	9%	0	4
Jun 2015	1,322	367	28%	10%	0	5
Jul 2015	1,119	294	26%	8%	0	6
Aug 2015	1,107	280	25%	7%	1	7
Sep 2015	1,078	263	24%	4%	2	8
Oct 2015	1,049	211	20%	3%	3	9
Nov 2015	827	184	22%	1%	4	10
Dec 2015	543	95	17%	0%	5	11
Jan 2016	685	108	16%		6	12
Feb 2016	633	111	18%		7	13
Mar 2016	579	79	14%		8	14
Apr 2016	521	44	8%		9	15
May 2016	695	19	3%		10	16
Jun 2016	1,432	2	0%		11	17
<b>Total</b>	<b>31,556</b>	<b>6,773</b>				

Notes:

1. The Steps 2 Success programme was introduced across Northern Ireland on 20<sup>th</sup> 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. Six month sustainment figures are based on the number of approved 26 week sustainment payments. See user guidance for further information.
5. Due to the time given for clients to find work and for Lead Contractors to claim payments, final into employment and 6 month sustainment figures for each monthly cohort will not be available until approximately 6 and 12 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.

**Table 5.1b – Number of Starts on Steps 2 Success in the Belfast Region who Moved Into and Sustained Employment by Monthly Cohort (Oct 2014 to Jun 2016)**

Monthly Cohort	Starts	Number Found Work	% Found Work	% Sustained 6 Months	Months Remaining on Programme	
					JSA 18-24, JSA 25+ & Voluntary	JSA Early Entry & ESA WRAG
Oct 2014	0	0	-	-	0	0
Nov 2014	892	276	31%	13%	0	0
Dec 2014	1,192	297	25%	12%	0	0
Jan 2015	1,432	322	22%	9%	0	0
Feb 2015	1,222	226	18%	10%	0	1
Mar 2015	895	189	21%	7%	0	2
Apr 2015	664	160	24%	8%	0	3
May 2015	492	117	24%	9%	0	4
Jun 2015	527	147	28%	8%	0	5
Jul 2015	463	118	25%	6%	0	6
Aug 2015	449	118	26%	4%	1	7
Sep 2015	439	104	24%	2%	2	8
Oct 2015	423	87	21%	1%	3	9
Nov 2015	295	58	20%	0%	4	10
Dec 2015	216	42	19%	0%	5	11
Jan 2016	258	37	14%		6	12
Feb 2016	231	33	14%		7	13
Mar 2016	237	31	13%		8	14
Apr 2016	153	14	9%		9	15
May 2016	221	5	2%		10	16
Jun 2016	466	0	0%		11	17
<b>Total</b>	<b>11,167</b>	<b>2,381</b>				

Notes:

1. The Steps 2 Success programme was introduced across Northern Ireland on 20<sup>th</sup> 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. Six month sustainment figures are based on the number of approved 26 week sustainment payments. See user guidance for further information.
5. Due to the time given for clients to find work and for Lead Contractors to claim payments, final into employment and 6 month sustainment figures for each monthly cohort will not be available until approximately 6 and 12 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.

**Table 5.1c – Number of Starts on Steps 2 Success in the Northern Region who Moved Into and Sustained Employment by Monthly Cohort (Oct 2014 to Jun 2016)**

Monthly Cohort	Starts	Number Found Work	% Found Work	% Sustained 6 Months	Months Remaining on Programme	
					JSA 18-24, JSA 25+ & Voluntary	JSA Early Entry & ESA WRAG
Oct 2014	98	33	34%	19%	0	0
Nov 2014	830	207	25%	15%	0	0
Dec 2014	1,429	296	21%	12%	0	0
Jan 2015	1,777	292	16%	9%	0	0
Feb 2015	1,383	233	17%	9%	0	1
Mar 2015	720	130	18%	10%	0	2
Apr 2015	506	119	24%	10%	0	3
May 2015	402	85	21%	6%	0	4
Jun 2015	437	101	23%	8%	0	5
Jul 2015	349	73	21%	6%	0	6
Aug 2015	322	57	18%	5%	1	7
Sep 2015	352	77	22%	3%	2	8
Oct 2015	408	56	14%	2%	3	9
Nov 2015	328	64	20%	1%	4	10
Dec 2015	168	21	13%	0%	5	11
Jan 2016	252	22	9%		6	12
Feb 2016	243	42	17%		7	13
Mar 2016	171	19	11%		8	14
Apr 2016	202	9	4%		9	15
May 2016	250	7	3%		10	16
Jun 2016	497	1	0%		11	17
<b>Total</b>	<b>11,124</b>	<b>1,944</b>				

Notes:

1. The Steps 2 Success programme was introduced across Northern Ireland on 20<sup>th</sup> 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. Six month sustainment figures are based on the number of approved 26 week sustainment payments. See user guidance for further information.
5. Due to the time given for clients to find work and for Lead Contractors to claim payments, final into employment and 6 month sustainment figures for each monthly cohort will not be available until approximately 6 and 12 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.

**Table 5.1d – Number of Starts on Steps 2 Success in the Southern Region who Moved Into and Sustained Employment by Monthly Cohort (Oct 2014 to Jun 2016)**

Monthly Cohort	Starts	Number Found Work	% Found Work	% Sustained 6 Months	Months Remaining on Programme	
					JSA 18-24, JSA 25+ & Voluntary	JSA Early Entry & ESA WRAG
Oct 2014	128	61	48%	30%	0	0
Nov 2014	839	264	31%	22%	0	0
Dec 2014	1,397	380	27%	18%	0	0
Jan 2015	1,424	368	26%	17%	0	0
Feb 2015	1,011	280	28%	15%	0	1
Mar 2015	578	161	28%	15%	0	2
Apr 2015	373	129	35%	17%	0	3
May 2015	282	91	32%	14%	0	4
Jun 2015	358	119	33%	15%	0	5
Jul 2015	307	103	34%	13%	0	6
Aug 2015	336	105	31%	13%	1	7
Sep 2015	287	82	29%	8%	2	8
Oct 2015	218	68	31%	7%	3	9
Nov 2015	204	62	30%	2%	4	10
Dec 2015	159	32	20%	1%	5	11
Jan 2016	175	49	28%		6	12
Feb 2016	159	36	23%		7	13
Mar 2016	171	29	17%		8	14
Apr 2016	166	21	13%		9	15
May 2016	224	7	3%		10	16
Jun 2016	469	1	0%		11	17
<b>Total</b>	<b>9,265</b>	<b>2,448</b>				

Notes:

1. The Steps 2 Success programme was introduced across Northern Ireland on 20<sup>th</sup> 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. Six month sustainment figures are based on the number of approved 26 week sustainment payments. See user guidance for further information.
5. Due to the time given for clients to find work and for Lead Contractors to claim payments, final into employment and 6 month sustainment figures for each monthly cohort will not be available until approximately 6 and 12 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

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## 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 20<sup>th</sup> 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 20<sup>th</sup> 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 30<sup>th</sup> May 2014 and Steps 2 Success commenced on 20<sup>th</sup> 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.

**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.

**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.

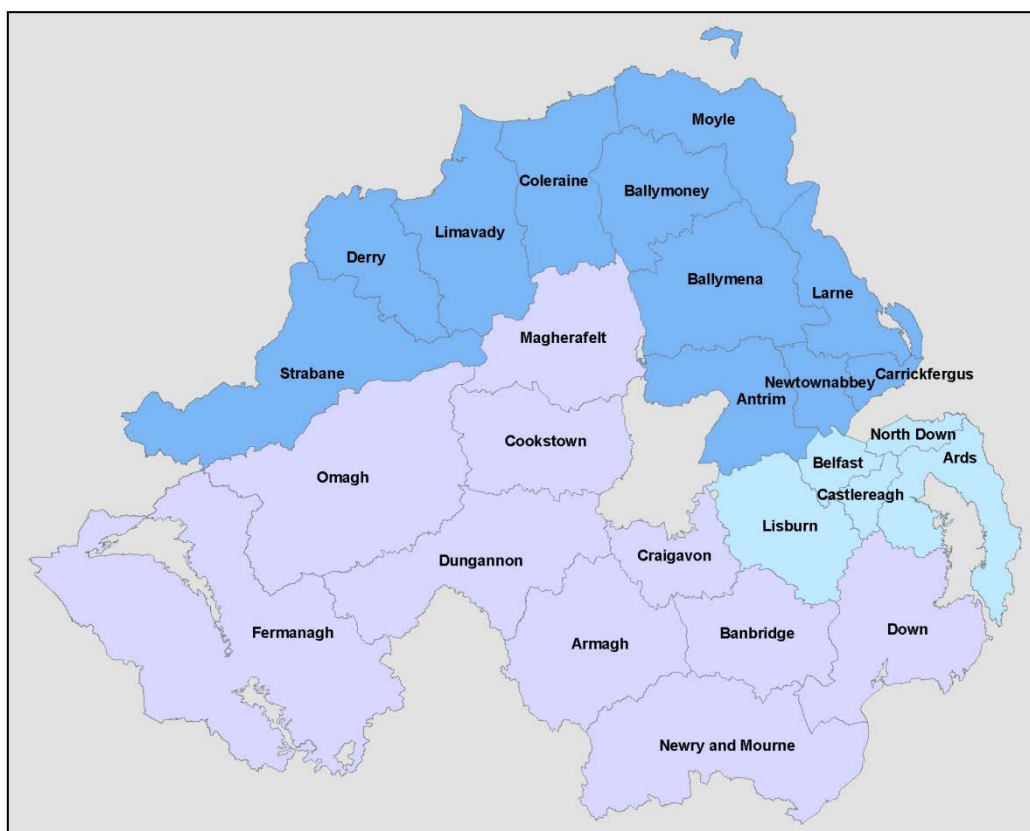
**Contract Areas:** The delivery of Steps 2 Success provision is provided by 3 Lead Contractors. Clients are allocated to each Contractor based on which Job Centre/Jobs & Benefit Office they are associated with. **Table 1** provides details of the 3 contract areas and their associated office areas and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