



# Steps 2 Success

## STATISTICAL BULLETIN

Northern Ireland Statistics from October 2014 to December 2016

Published 23<sup>rd</sup> February 2017



# Reader Information

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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 Adviser, have significant barriers to work which cannot be addressed by the Working Age Service, may be considered for referral to the Steps 2 Success programme at an early stage.

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

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

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

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

## Coverage

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

# Key Statistics

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A total of 44,307 clients have been referred to the Steps 2 Success programme from its inception on 20<sup>th</sup> October 2014 to 31<sup>st</sup> December 2016.

At the end of December 2016 a total of 38,913 clients had started the programme, of which 71% were in the JSA 25+ category, 23% were in the JSA 18-24 category and 5% 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 15 months (between October 2014 and December 2015) as the majority of these clients have completed the programme. For this period 28% (7,458) of clients have moved into employment. Performance has increased from 28% in the first quarter of the programme to 33% in Oct-Dec 2015.

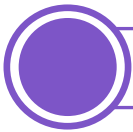
The percentage of clients moving into employment varies across the three Contract Areas from 32% in the Southern region to 28% in the Belfast region and 24% in the Northern region. The overall baseline performance level is 28%.

For the JSA 18-24 category, 37% of participants who started the programme between October 2014 and December 2015 have moved into employment. This has increased from 34% in the first quarter to 42% in the most recent quarter. During the same period the JSA 25+ category has seen performance improve from 25% in the first quarter to 29% in the most recent quarter and sits at 25% overall.

The 6 month sustainment 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 and have had time to sustain employment for 6 months. For this period 17% (3,528) of clients have sustained employment for 6 months.

Early into employment figures for clients who started the programme during the first 27 months (between October 2014 and December 2016), show that Steps 2 Success has helped 9,560 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 31<sup>st</sup> December 2016, a total of 44,307 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 31<sup>st</sup> December 2016, 88% (38,913) 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 December 2016)

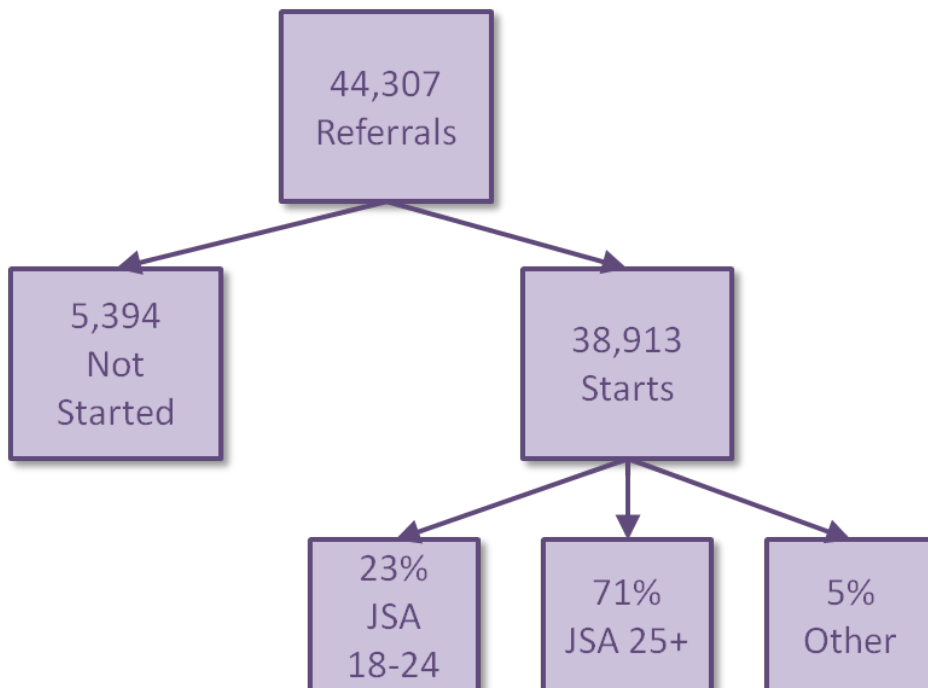
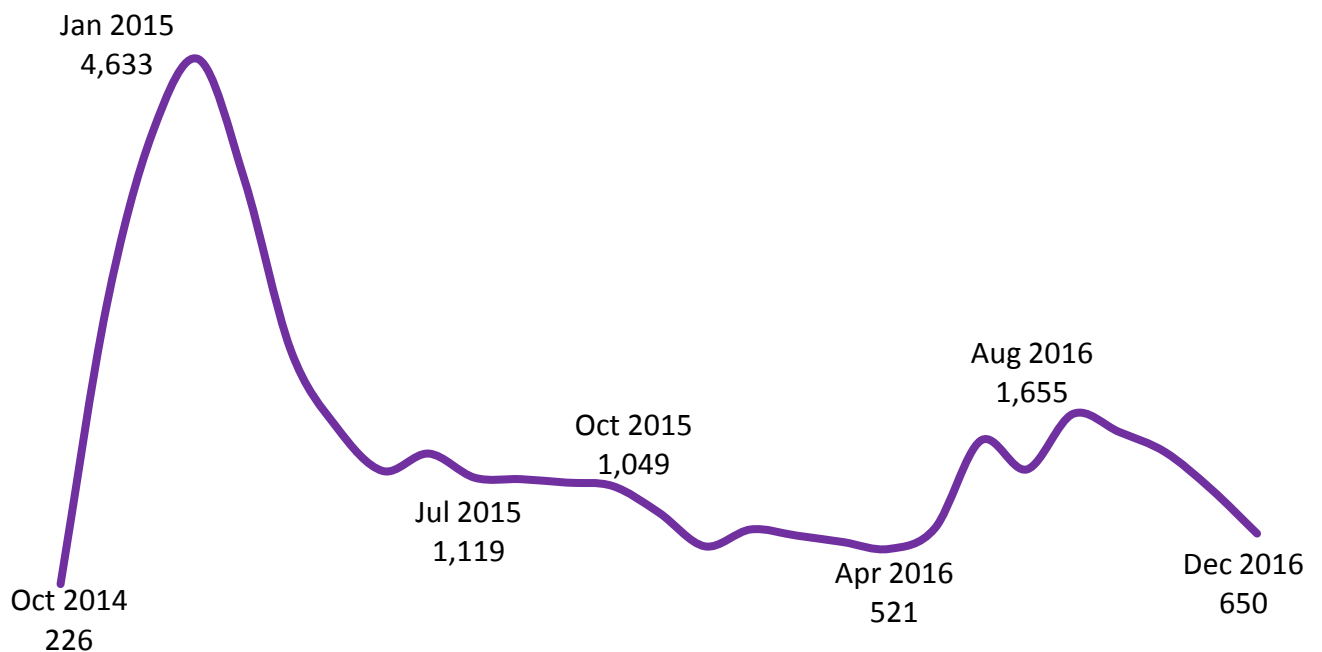


Figure 1 and Section 1 Tables show that the largest proportion (71%) of clients who started S2S were in the JSA 25+ category, 23% were in the JSA 18-24 category and 5% were in the JSA Early Entry category. Only a small number of ESA and Voluntary clients have started the programme.

## 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 then increased from May 2016 as those clients from the first monthly cohorts who had not moved into employment returned to the programme for a second spell, peaking at 1,655 in August 2016. In recent months the number of starts has again begun to fall as the number of returners has decreased. 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.

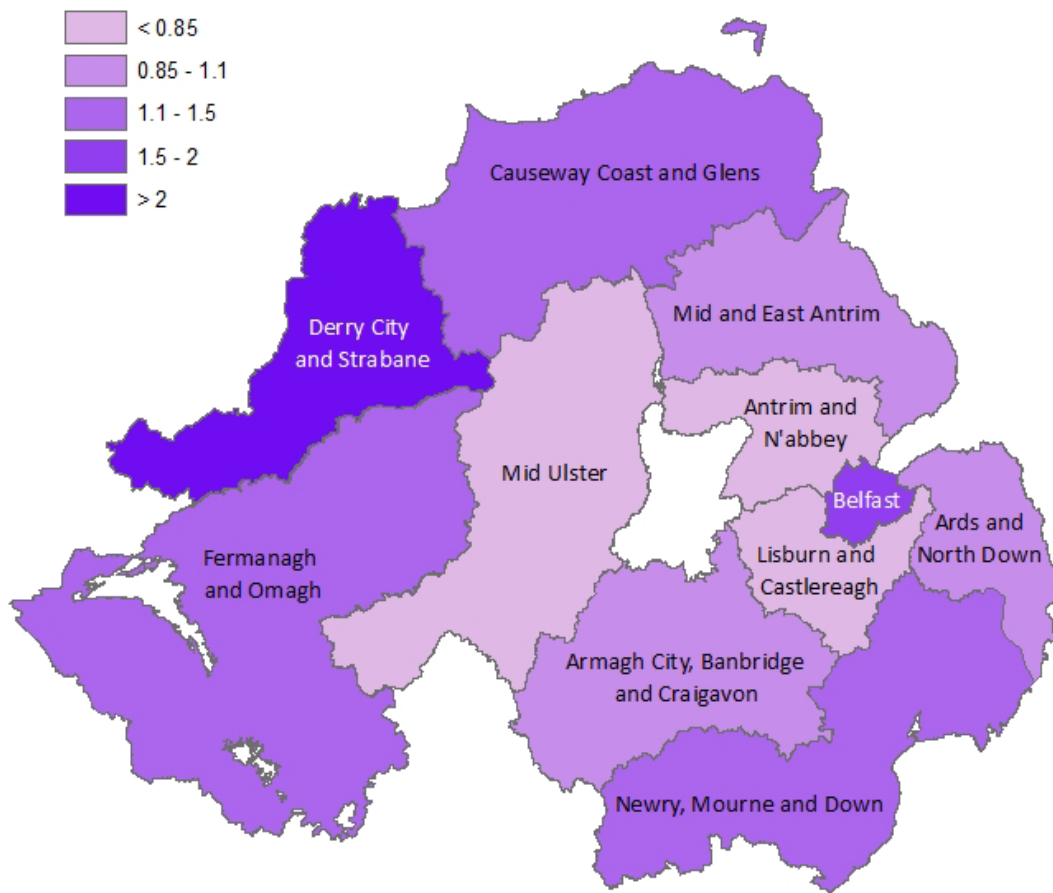
**Figure 2: Number of Starts on Steps 2 Success by Month  
(October 2014 to December 2016)**



## 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 13,796 (35%) and 13,978 (36%) starts respectively; with a lower number in the Southern region – 11,139 (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 2.7 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 is the area with 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 December 2016)**

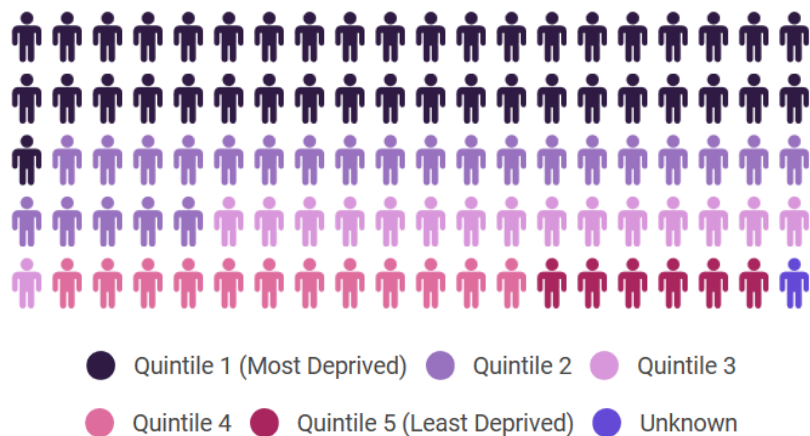


**Starts by Deprivation Quintile**

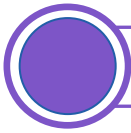
Figure 4 and Table 1.7 show that as the level of deprivation within an area increases the number of residents starting the S2S programme also increases.

Clients from the 20% most deprived areas within Northern Ireland account for 41% of all starts from October 2014 to December 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 December 2016)**







## Section 2 - Occupancy

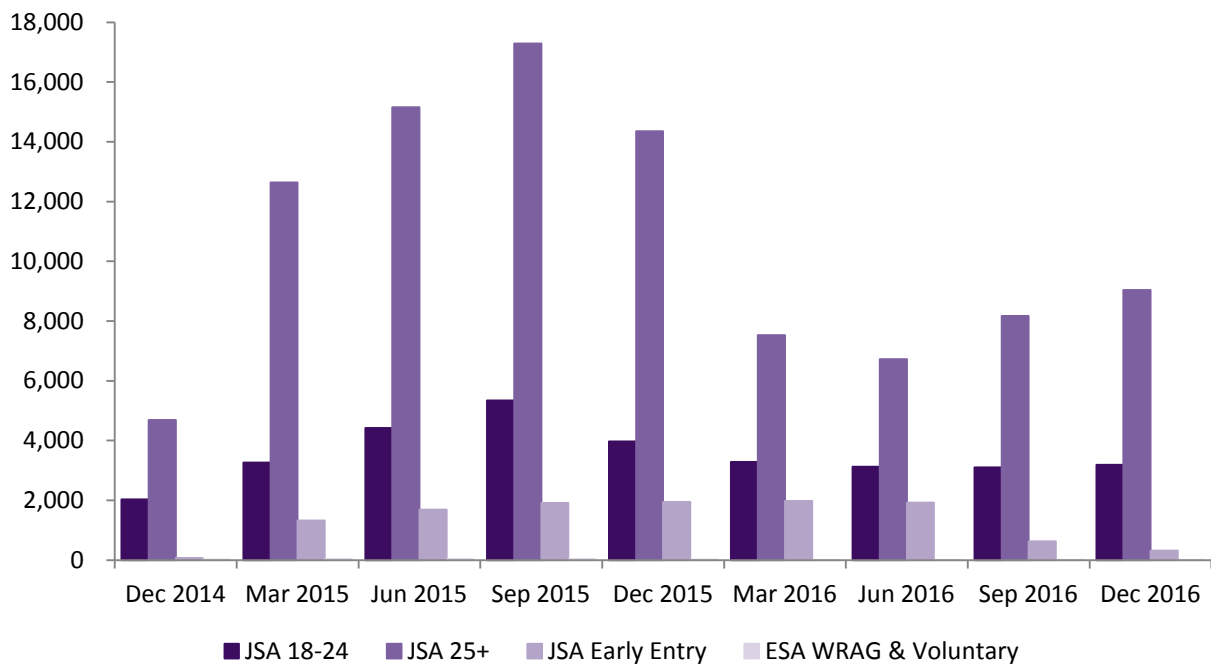
The occupancy figures on S2S show the number of clients within each Contract Area by Client Category, who were on the programme at a particular point in time. Occupancy figures are taken on the last day of each quarter.

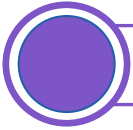
S2S clients remain on the programme for 12 or 18 months (depending on their client category), therefore the occupancy figures increased in line with starts on the programme from October 2014 to September 2015, decreased until June 2016 as the first cohorts completed the programme and have since begun to increase slightly as the number of clients returning to the programme for a second spell has increased (see [Figure 5](#)).

At the end of December 2016, a total of 12,545 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 72%, Early Entrants accounting for approximately 3% and ESA WRAG and Voluntary clients accounting for only 0.05%.

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 December 2016)**





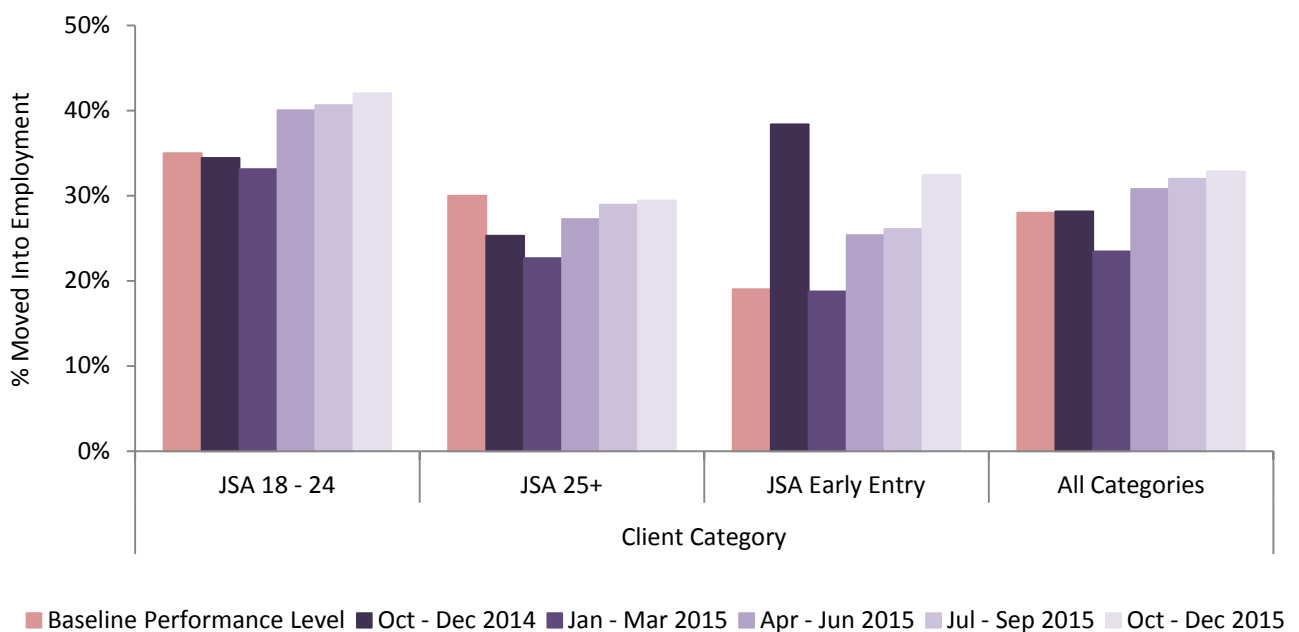
### Section 3 - Moves to Employment (October 2014 to December 2015)

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 baseline performance level 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 December 2015 as the majority of these clients have now completed the programme. **Section 5** (page 16) provides early into employment figures for all clients who started the programme up to December 2016.

#### Moves to Employment by Quarter - October 2014 to December 2015 Starts

**Figure 6: Percentage of October 2014 to December 2015 Starts who Moved Into Employment by Quarter and Client Category**



**Figure 6** highlights that the percentage of participants moving into employment has been improving for each client category as time progresses, with the exception of participants who started during the second quarter (Jan to Mar 15).

Steps 2 Success has helped 28% of participants across all client categories into employment (Oct 14 to Dec 15 starts). Performance has increased from 28% in the first quarter of the programme to 33% in Oct-Dec 15.

Participants who started S2S during the second quarter showed a dip in performance to 23%. During this period a large number (over 6,000) of longer term unemployed clients started the programme. This has had a noticeable impact on performance, not only for the second quarter but, due the size of this group, on programme performance as a whole.

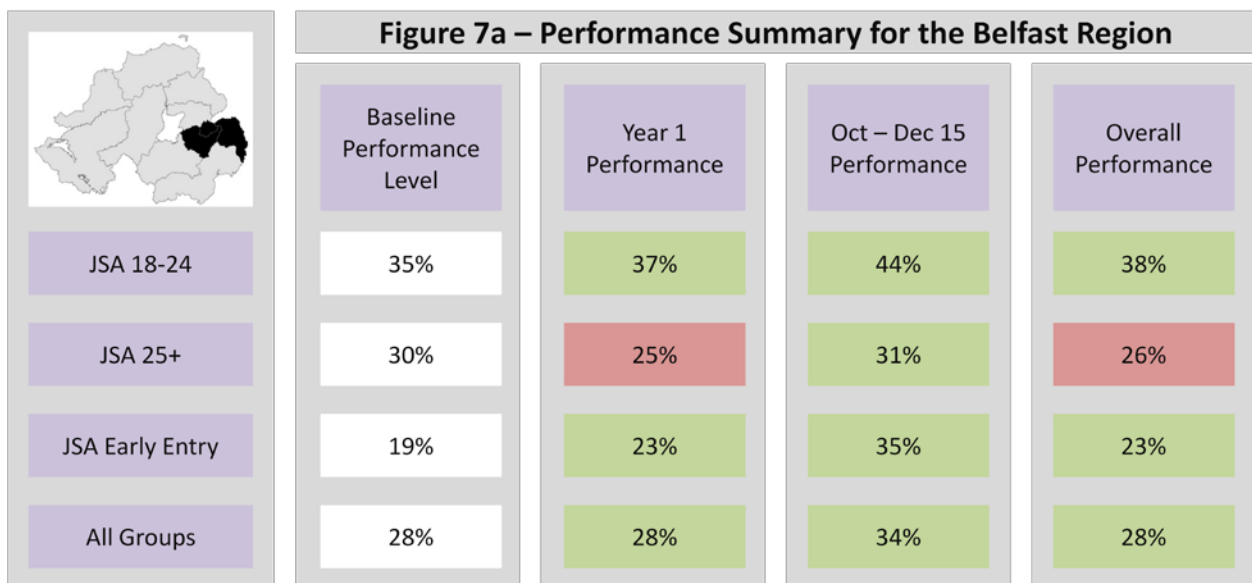
For the JSA 18-24 category, 37% of participants who started the programme between Oct 14 and Dec 15 have moved into employment. This has increased from 34% in the first quarter to 42% in the most recent quarter. During the same period the JSA 25+ category has seen performance improve from 25% in the first quarter to 29% in the most recent quarter and sits at 25% overall.

Caution should be exercised when considering variations within the JSA Early Entry category due to the small number of clients represented in some quarters. Overall performance for this category is 22%.

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

The next set of graphics (**Figures 7a – 7c**) look at how each Contract Area is performing against the baseline performance level set for each client category. Green indicates that the baseline performance level has been met or exceeded and red indicates that baseline has not yet been met.

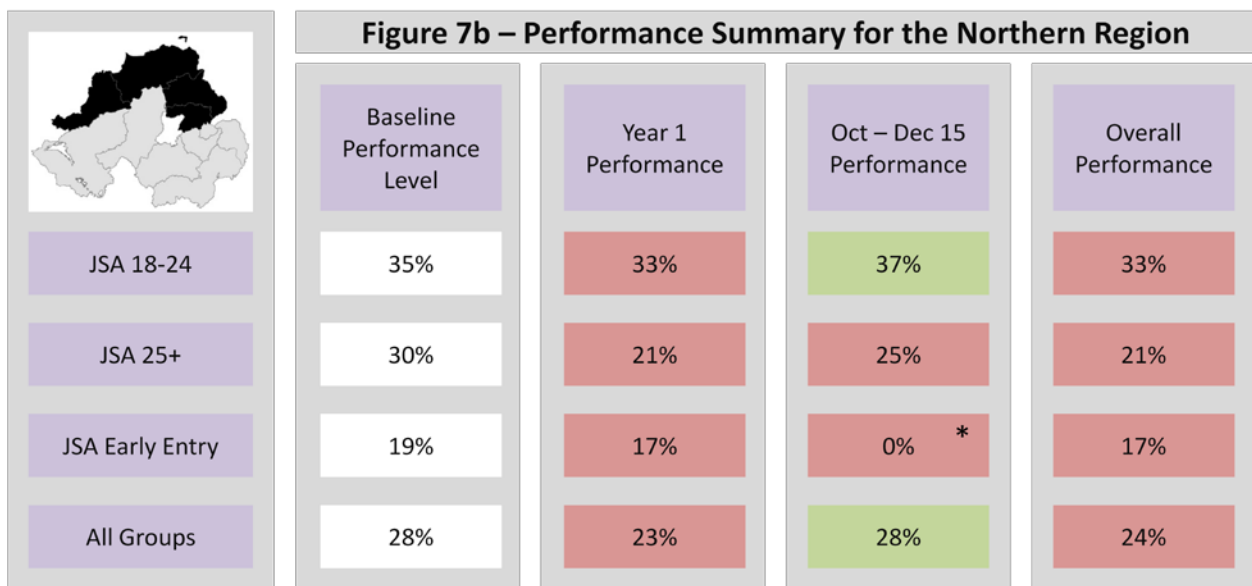
#### Belfast Region



- For Oct 14 to Dec 15 starts, the Belfast region has met or exceeded baseline performance for all client categories apart from the JSA 25+ category.
- The percentage of JSA 18 -24 clients moving into employment has increased from 37% in year 1 to 44% in the first quarter of year 2 against a baseline performance level of 35%.

- In year 1, the JSA 25+ category performed at 25%, somewhat below the baseline performance level of 30%. This category has been significantly impacted by the large number of longer term unemployed clients who started the programme during year 1. In the first quarter of year 2 performance has increased to 31%.
- Overall the Belfast region met the baseline performance level of 28%, achieving 28% in year 1 and 34% in the first quarter of year 2.

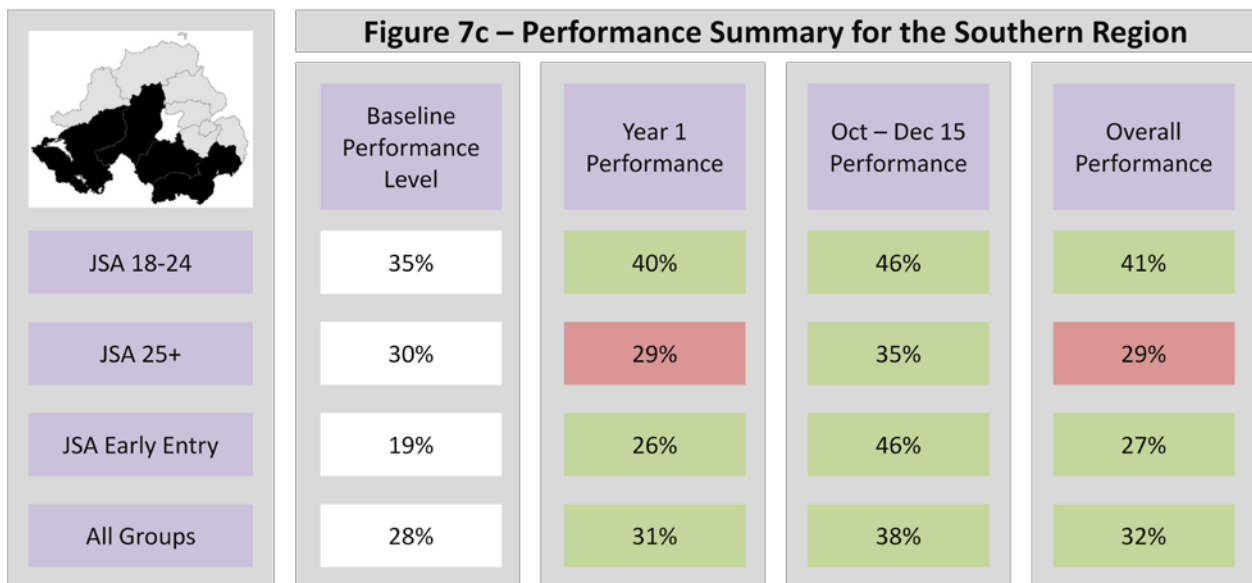
## Northern Region



\* Less than 10 Early Entry clients started the programme during this quarter

- For clients starting Steps 2 Success during Oct 14 to Dec 15, the Northern region has failed to meet the baseline performance level for all client categories; however, performance has improved for the first quarter of year 2.
- For the JSA 18 to 24 category, the percentage moving into employment has increased from 33% in year 1 to 37% in the first quarter of year 2 – now above the baseline performance level of 35%.
- The JSA 25+ category achieved 21% in year 1, well below the baseline of 30%. This category has been significantly impacted by the large number of longer term unemployed clients who started the programme during year 1. In the first quarter of year 2 performance has increased to 25%.
- Overall the Belfast region has helped 24% of participants into employment, increasing from 23% in Year 1 to 28% for Oct – Dec 15 starts.

## Southern Region



- For Oct 14 to Dec 15 starts, the Southern region has exceeded the baseline performance level for all client categories apart from the JSA 25+ category.
- The percentage of JSA 18-24 clients moving into employment has increased from 40% in year 1 to 46% in the first quarter of year 2.
- The baseline performance level for the JSA 25+ category is 30%. In year 1 the Southern region fell just below this at 29% and performance has subsequently increased to 35% in the first quarter of year 2. This category has been significantly impacted by the large number of longer term unemployed clients who started the programme during year 1.
- Overall the Southern region is performing above the baseline performance level of 28%, achieving 31% in year 1 and 38% in the first quarter of year 2.

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

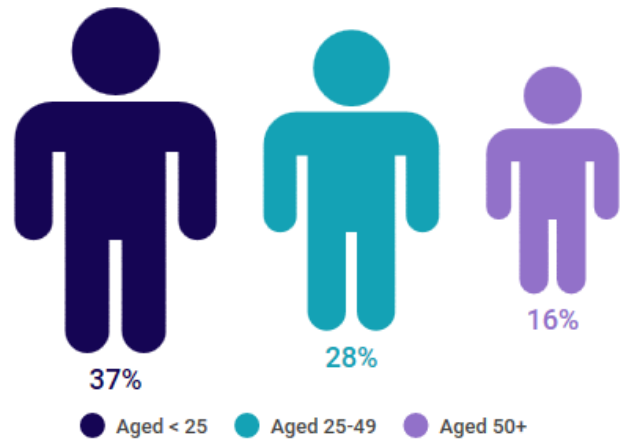
**Moves to Employment by Equality Group – October 2014 to December 2015 Starts**

Table 3.3b shows that the percentage of clients who started the S2S programme between October and December 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 substantially lower than that of non-disabled clients (17% and 30% respectively).

Figure 8 shows that the percentage of clients who move into employment decreases as age increases, with 37% of those aged less than 25, 28% of those aged 25-49 and 16% of those aged 50+ having moved into employment. A possible explanation for this is that clients aged less than 25 may be closer to the labour market as they have spent less time unemployed and are more likely to be recently qualified.

**Figure 8: Percentage of Starts from October 2014 to December 2015 by Age who Moved Into Employment**



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

**Figure 9: Percentage of Starts from October 2014 to December 2015 by Local Government District of Residence who Moved Into Employment**

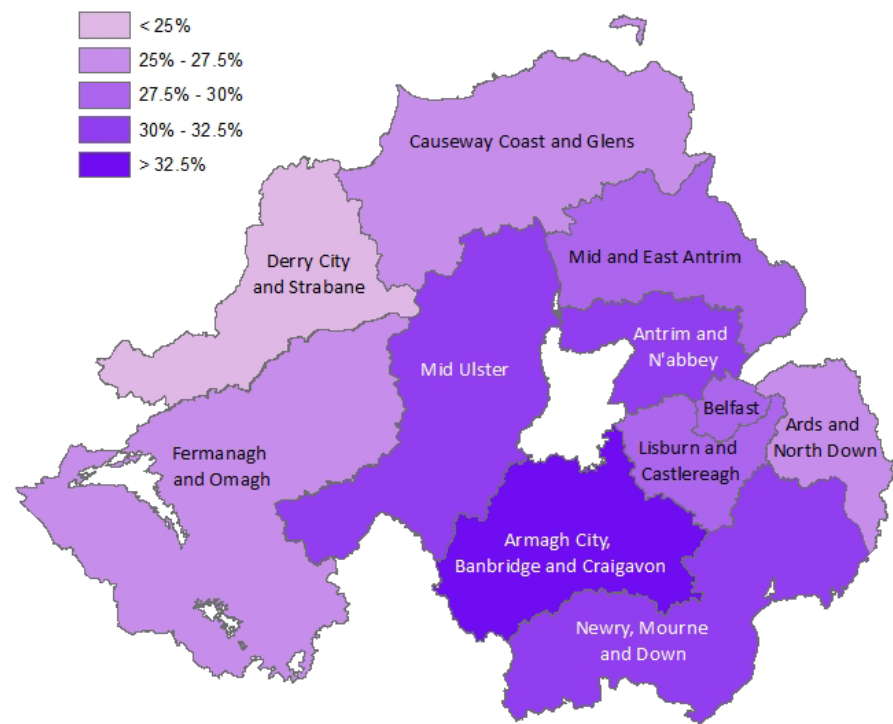
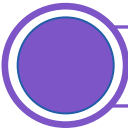


Figure 9 and Table 3.4b show the variation in the percentage of clients from the October to December 2015 monthly cohorts who have moved into employment by Local Government District of residence. Derry City and Strabane has the lowest proportion (20%) of clients moving into employment. This is also the 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 34% of clients moving into employment.



## Section 4 – Sustained Employment (October 2014 to June 2015)

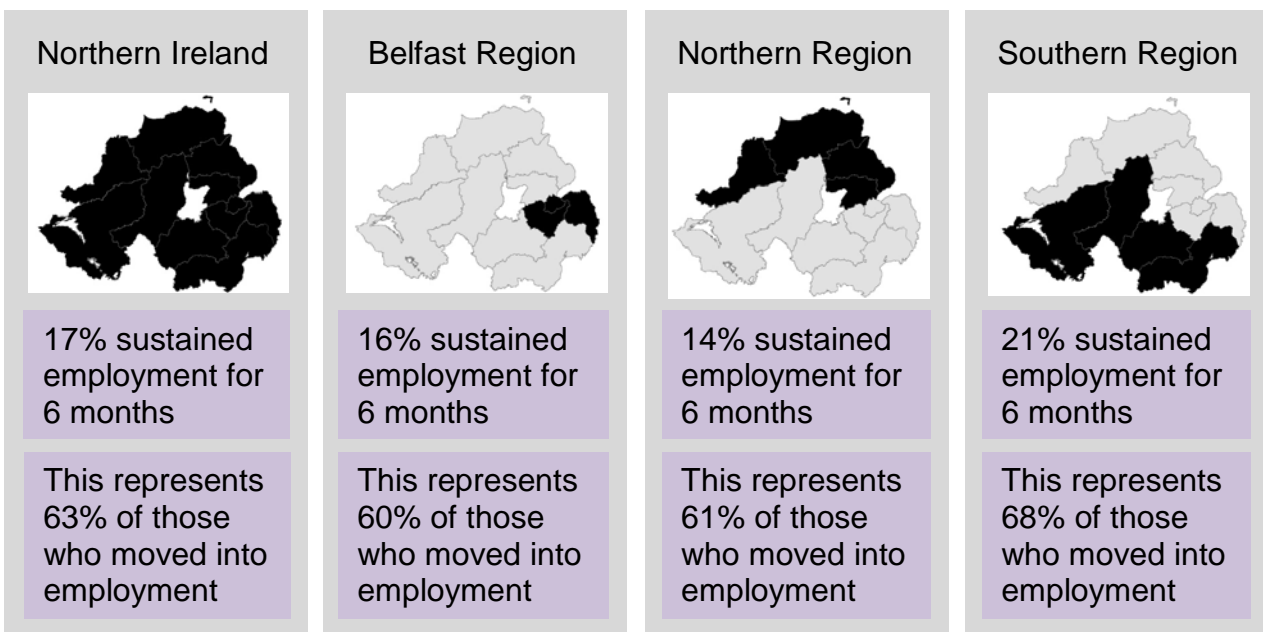
The central aim of S2S is to assist people who are unemployed or economically inactive to find and **sustain** employment. The following statistics measure the number of clients who moved into employment and have sustained employment for 6 and 12 months. The percentage of participants sustaining employment is assessed against a set of performance indicators developed by the Department. A different baseline performance level has been set for each of the five client categories, reflecting their distance from the labour market.

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 and have had time to sustain employment for 6 months. **Section 5** (page 16) provides early sustainment figures for all clients who started the programme up to June 2016.

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

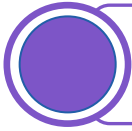
Of those participants who started the programme between October 2014 and June 2015, 17% have moved into employment which they have sustained for at least 6 months. This is below the baseline performance level of 19%. This varies across the three contract areas with the Southern Region achieving 21%, compared to only 16% in the Belfast Region and 14% in the Northern Region (see **Figure 10 and Table 4.2b**).

**Figure 10: Percentage of Starts from October 2014 to June 2015 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 21% sustaining employment for 6 months compared to 16%.

Early figures for the period October to December 2014 show that on average 13% of clients have sustained their employment for at least 12 months (see **Tables 4.3a - 4.4b** for further details).



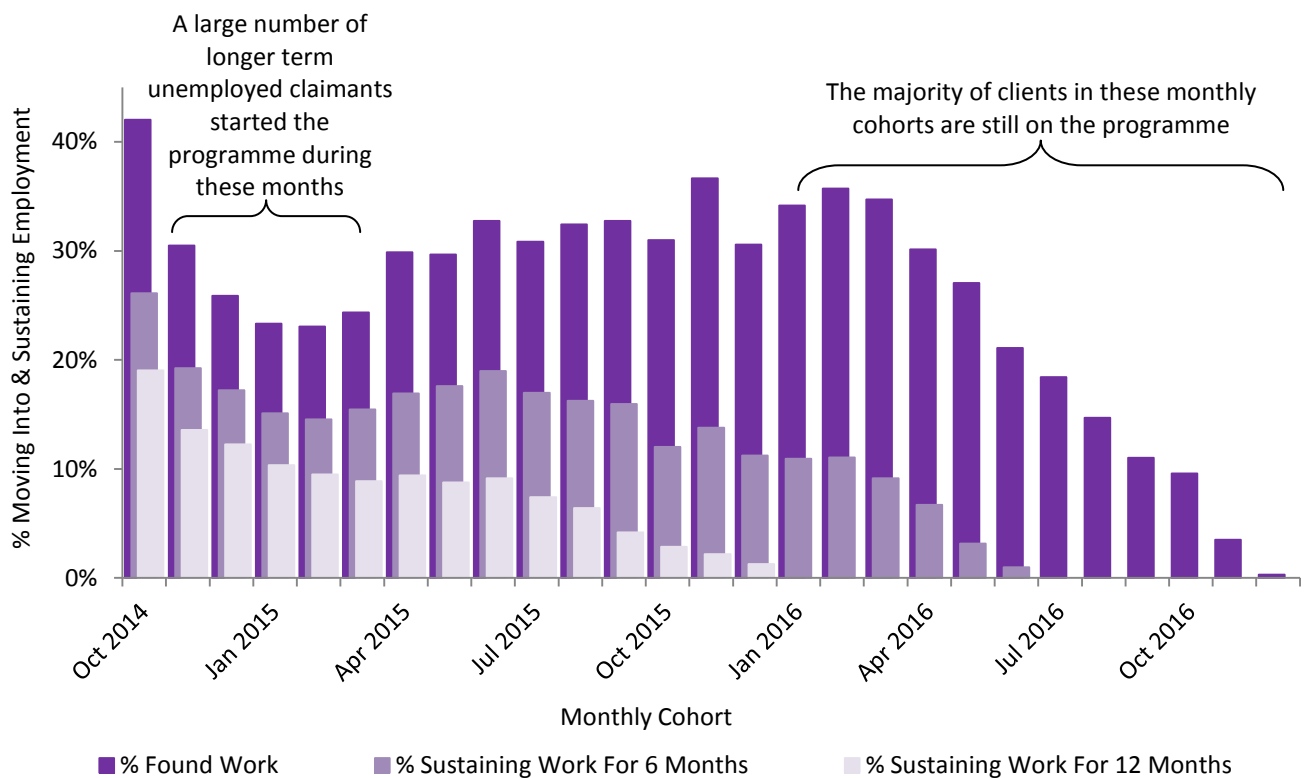
## Section 5 – Moves to Employment & Sustainment (October 2014 to December 2016)

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

**Table 5.1a** and **Figure 11** show the percentage of clients who have moved into employment and the percentage who have sustained their employment for periods of 6 and 12 months for all monthly cohorts (October 2014 to December 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 9,560 clients from across Northern Ireland into employment, 4,640 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 11: Percentage of Starts on Steps 2 Success in Northern Ireland who Moved Into and Sustained Employment by Monthly Cohort (Oct 14 to Dec 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 (42%) and sustaining (26%) employment from this monthly cohort.



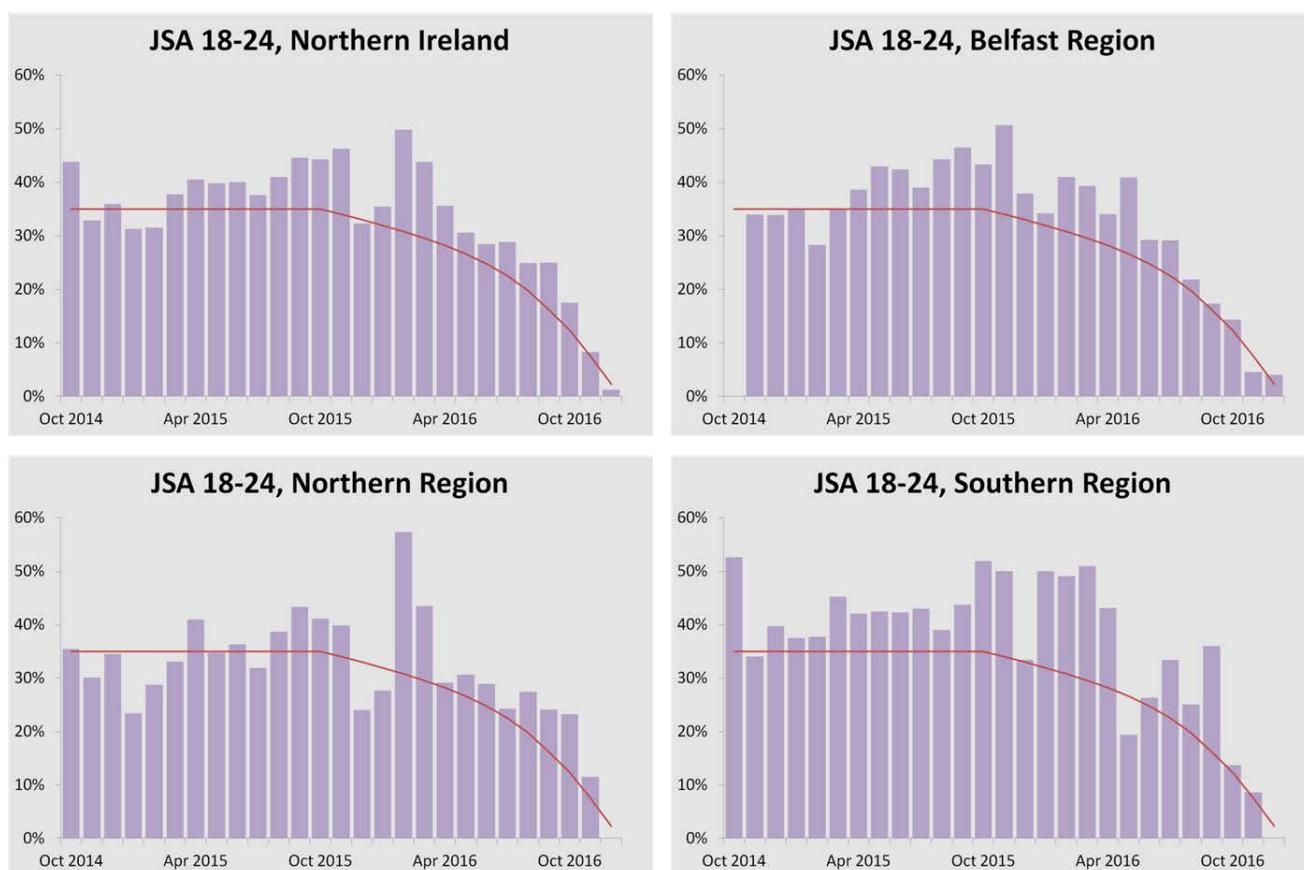
**Figure 11** shows that there is a dip in the percentage of clients moving into and sustaining employment for clients starting the programme during the period November 2014 to March 2015. This corresponds with the months in which a large number of longer term claimants were phased onto the programme. 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](#).

### Moves to Employment for the JSA 18-24 Client Category – October 2014 to December 2016 Starts

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

**Figure 12: Percentage of Starts on Steps 2 Success within the JSA 18-24 Category who Moved Into Employment by Monthly Cohort (Oct 14 to Dec 16)**



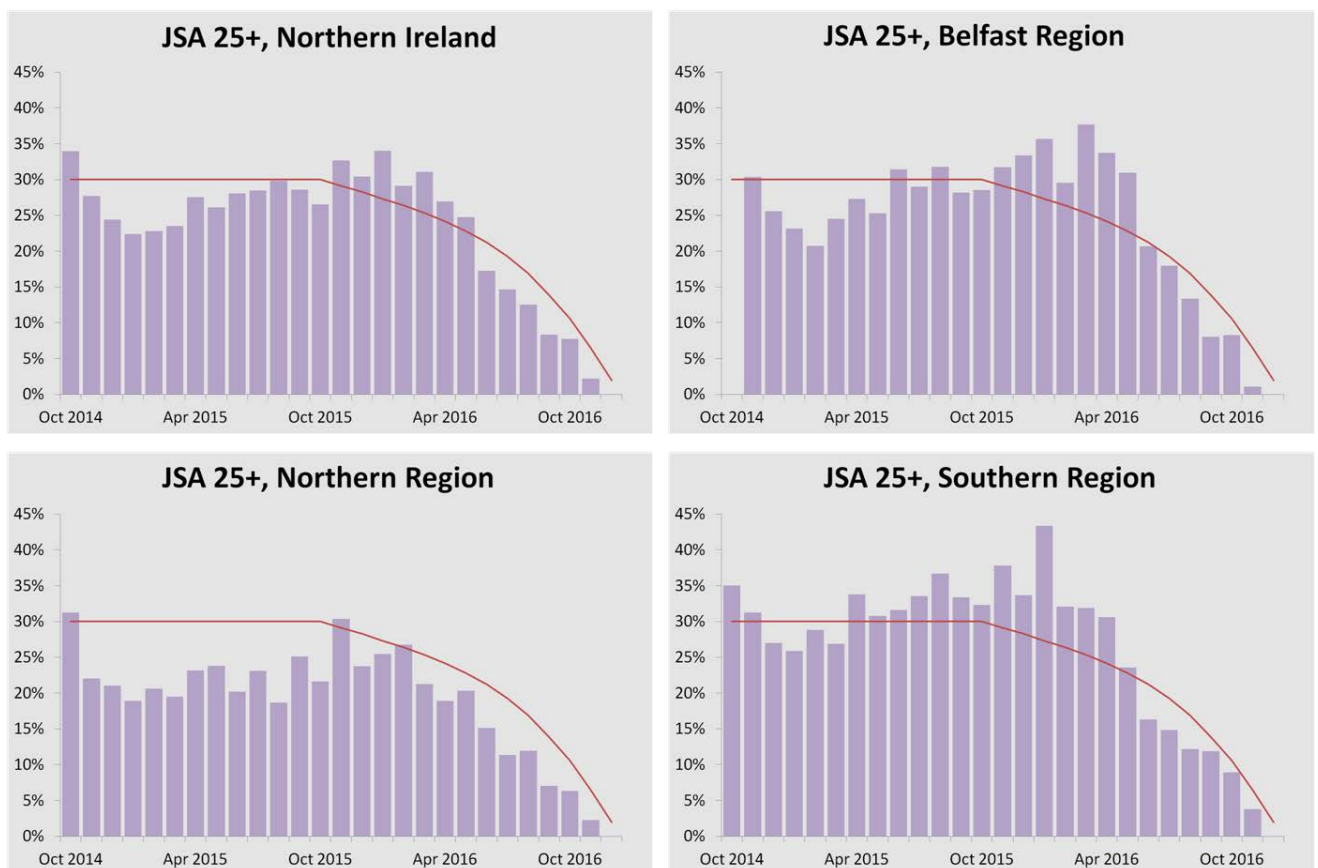
- For the JSA 18-24 category, the Northern Ireland average performance level has reached or exceeded the red line in 22 out of the 27 months from October 2014 to December 2016.

- Across Northern Ireland performance fell slightly below the baseline level for a number of the early months of the programme; this corresponds to the months in which a large number of longer term unemployed claimants were phased onto S2S. These clients were further from the labour market and were likely to find it more difficult to find and sustain employment.
- Comparing the three separate regions, we can see that while the Southern region had the highest level of performance during the first 12 months of the programme (October 2014 to September 2015), all regions are showing significant signs of improvement in the second 12 months.
- The baseline performance level for this client category is 35%. To date the number of monthly cohorts that have met or surpassed this level ranges from 18 in the Southern region to 14 in Belfast and 10 in the Northern region. In fact, in the Southern region performance has reached 50% or over in 5 monthly cohorts.

**Moves to Employment for the JSA 25+ Client Category – October 2014 to December 2016 Starts**

**Figure 13** provides the equivalent data for the JSA 25+ category. This group has a baseline performance level of 30% for those who have completed 12 months on the programme.

**Figure 13: Percentage of Starts on Steps 2 Success within the JSA 25+ Category who Moved Into Employment by Monthly Cohort (Oct 14 to Dec 16)**



- For the JSA 25+ category, the Northern Ireland average performance level has reached or exceeded the red line in only 9 out of the 27 months from October 2014 to December 2016.
- This category has been significantly impacted by the large number of unemployed claimants who were phased onto the programme during the period from October 2014 to March 2015; this is evident from the dip in the performance level experienced within all 3 regions across this period.
- Within the Southern region, the JSA 25+ category is performing at or above the expected level for all monthly cohorts between April 2015 and May 2016. In recent months performance has started to fall below the expected level. This may, in part, be due to clients from the first monthly cohorts who had not moved into employment returning to the programme for a second spell.
- While the Southern region had the highest level of performance during the first 12 months, the Belfast region has improved significantly, remaining above the expected level during the period November 2015 to May 2016 before falling slightly as the number of clients returning to programme increased.
- The performance of the JSA 25+ category within the Northern region is in general below target, with only 3 monthly cohorts currently performing above the expected level.

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<b>3.4a</b>	Number of Starts on Steps 2 Success who Moved Into Employment by Local Government District 2014	<b>36</b>
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#### SECTION 4: SUSTAINMENT (Oct 14 to Jun 15)

<b>4.1a</b>	Number of Starts on Steps 2 Success from October 2014 to June 2015 who Sustained Employment for 6 Months by Monthly Cohort	<b>40</b>
<b>4.1b</b>	Percentage of Starts on Steps 2 Success from October 2014 to June 2015 who Sustained Employment for 6 Months by Monthly Cohort	<b>41</b>
<b>4.2a</b>	Number of Starts on Steps 2 Success from October 2014 to June 2015 who Sustained Employment for 6 Months by Lead Contractor	<b>42</b>
<b>4.2b</b>	Percentage of Starts on Steps 2 Success from October 2014 to June 2015 who Sustained Employment for 6 Months by Lead Contractor	<b>42</b>
<b>4.3a</b>	Number of Starts on Steps 2 Success from October 2014 to December 2014 who Sustained Employment for 12 Months by Monthly Cohort	<b>43</b>
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<b>4.4a</b>	Number of Starts on Steps 2 Success from October 2014 to December 2014 who Sustained Employment for 12 Months by Lead Contractor	<b>44</b>
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<b>5.1a</b>	Number of Starts on Steps 2 Success in Northern Ireland who Moved Into and Sustainment Employment by Monthly Cohort	<b>45</b>
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<b>5.1c</b>	Number of Starts on Steps 2 Success in the Northern Region who Moved Into and Sustained Employment by Monthly Cohort	<b>47</b>
<b>5.1d</b>	Number of Starts on Steps 2 Success in the Southern Region who Moved Into and Sustained Employment by Monthly Cohort	<b>48</b>
<b>5.2a</b>	Number of JSA 18-24 Starts on Steps 2 Success in Northern Ireland who Moved Into and Sustainment Employment by Monthly Cohort	<b>49</b>
<b>5.2b</b>	Number of JSA 18-24 Starts on Steps 2 Success in the Belfast Region who Moved Into and Sustained Employment by Monthly Cohort	<b>50</b>
<b>5.2c</b>	Number of JSA 18-24 Starts on Steps 2 Success in the Northern Region who Moved Into and Sustained Employment by Monthly Cohort	<b>51</b>
<b>5.2d</b>	Number of JSA 18-24 Starts on Steps 2 Success in the Southern Region who Moved Into and Sustained Employment by Monthly Cohort	<b>52</b>
<b>5.3a</b>	Number of JSA 25+ Starts on Steps 2 Success in Northern Ireland who Moved Into and Sustainment Employment by Monthly Cohort	<b>53</b>
<b>5.3b</b>	Number of JSA 25+ Starts on Steps 2 Success in the Belfast Region who Moved Into and Sustained Employment by Monthly Cohort	<b>54</b>
<b>5.3c</b>	Number of JSA 25+ Starts on Steps 2 Success in the Northern Region who Moved Into and Sustained Employment by Monthly Cohort	<b>55</b>
<b>5.3d</b>	Number of JSA 25+ Starts on Steps 2 Success in the Southern Region who Moved Into and Sustained Employment by Monthly Cohort	<b>56</b>

## Section 1: Referrals and Starts

Table 1.1 – Referrals to Steps 2 Success by Month (Oct 2014 to Dec 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	898	249	2	1,526
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	282	378	5	0	665
May 2016	401	519	2	2	924
Jun 2016	588	1,309	5	0	1,902
Jul 2016	341	1,207	2	2	1,552
Aug 2016	314	1,609	2	1	1,926
Sep 2016	330	1,419	6	2	1,757
Oct 2016	291	888	4	0	1,183
Nov 2016	220	811	5	0	1,036
Dec 2016	171	478	1	0	650
<b>Total</b>	<b>10,694</b>	<b>31,291</b>	<b>2,276</b>	<b>46</b>	<b>44,307</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 Dec 2016)**

Local Government District 2014	Client Group				Total
	JSA 18 - 24	JSA 25+	JSA Early Entry	ESA WRAG & Voluntary	
Antrim and Newtownabbey	592	1,463	93	3	<b>2,151</b>
Ards and North Down	732	2,141	159	5	<b>3,037</b>
Armagh City, Banbridge and Craigavon	925	2,758	190	6	<b>3,879</b>
Belfast	2,732	7,867	695	9	<b>11,303</b>
Causeway Coast and Glens	890	2,545	68	2	<b>3,505</b>
Derry City and Strabane	1,795	5,199	551	3	<b>7,548</b>
Fermanagh and Omagh	489	1,848	74	3	<b>2,414</b>
Lisburn and Castlereagh	516	1,254	68	1	<b>1,839</b>
Mid and East Antrim	551	1,702	70	1	<b>2,324</b>
Mid Ulster	480	1,438	65	7	<b>1,990</b>
Newry, Mourne and Down	865	2,705	222	5	<b>3,797</b>
Unknown	127	371	21	1	<b>520</b>
<b>Total</b>	<b>10,694</b>	<b>31,291</b>	<b>2,276</b>	<b>46</b>	<b>44,307</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 Dec 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	292	400	3	0	695
Jun 2016	497	928	6	1	1,432
Jul 2016	309	875	4	1	1,189
Aug 2016	286	1,368	1	0	1,655
Sep 2016	249	1,254	0	1	1,504
Oct 2016	252	1,078	4	1	1,335
Nov 2016	231	789	4	0	1,024
Dec 2016	164	486	0	0	650
<b>Total</b>	<b>9,078</b>	<b>27,785</b>	<b>2,012</b>	<b>38</b>	<b>38,913</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.
4. A number of those starting S2S during the period April to June 2016 were originally incorrectly coded as Early Entrants; this has been amended for this bulletin.



**Table 1.4 – Starts on Steps 2 Success by Equality Group (Oct 2014 to Dec 2016)**

Equality Group	Client Group			Total
	JSA 18 - 24	JSA 25+	Other	
All	9,078	27,785	2,050	38,913
Male	6,544	19,933	1,530	28,007
Female	2,534	7,852	520	10,906
% Male	72%	72%	75%	72%
Catholic	4,279	13,924	1,111	19,314
Protestant	3,318	9,956	634	13,908
Other	445	1,507	118	2,070
Not Known	1,036	2,398	187	3,621
% Catholic	47%	50%	54%	50%
% Protestant	37%	36%	31%	36%
White	8,959	26,718	1,949	37,626
Non White	118	639	61	818
Not Known	1	428	40	469
% White	99%	96%	95%	97%
No Dependants	8,705	20,802	1,549	31,056
With Dependants	373	6,983	501	7,857
Not Known	0	0	0	0
% With Dependants	4%	25%	24%	20%
Non Disabled	7,894	21,849	1,646	31,389
Disabled	968	5,012	318	6,298
Not Known	216	924	86	1,226
% Disabled	11%	18%	16%	16%
Single	8,812	18,550	1,359	28,721
Married/Co-Habiting	228	3,019	249	3,496
Widowed/Separated/Divorced	20	6,042	420	6,482
Not Known	18	174	22	214
% Single	97%	67%	66%	74%
Aged < 25	9,078	0	64	9,142
Aged 25-49	0	19,585	1,278	20,863
Aged 50+	0	8,200	708	8,908
% Aged 50+	0%	30%	35%	23%

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 Dec 2016)**

Lead Contractor	Contract Area	Client Group				Total
		JSA 18 - 24	JSA 25+	JSA Early Entry	ESA WRAG & Voluntary	
Ingeus UK	Belfast Region	3,258	9,748	779	11	13,796
PeoplePlus NI	Northern Region	3,304	9,938	727	9	13,978
Reed In Partnership	Southern Region	2,516	8,099	506	18	11,139
<b>Total</b>	<b>Northern Ireland</b>	<b>9,078</b>	<b>27,785</b>	<b>2,012</b>	<b>38</b>	<b>38,913</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 Dec 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	482	1,274	81	3	1,840	84,952	0.80
Ards & North Down	617	1,884	142	4	2,647	93,391	1.05
Armagh City, Banbridge & Craigavon	847	2,534	169	6	3,556	124,312	1.06
Belfast	2,221	6,741	590	8	9,560	212,940	1.66
Causeway Coast & Glens	780	2,280	61	2	3,123	86,148	1.34
Derry City & Strabane	1,528	4,649	509	3	6,689	91,532	2.71
Fermanagh & Omagh	429	1,693	69	3	2,194	69,161	1.17
Lisburn & Castlereagh	427	1,115	51	0	1,593	84,255	0.70
Mid & East Antrim	458	1,531	61	0	2,050	82,446	0.92
Mid Ulster	422	1,302	55	5	1,784	86,784	0.76
Newry, Mourne & Down	767	2,481	205	4	3,457	105,500	1.21
Unknown	100	301	19	0	420	-	-
<b>Total</b>	<b>9,078</b>	<b>27,785</b>	<b>2,012</b>	<b>38</b>	<b>38,913</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 Dec 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)	3,753	11,264	966	13	15,996
Quintile 2	2,133	6,881	442	10	9,466
Quintile 3	1,408	4,571	284	8	6,271
Quintile 4	1,115	3,256	185	7	4,563
Quintile 5 (least deprived)	569	1,515	116	0	2,200
Unknown	100	298	19	0	417
<b>Total</b>	<b>9,078</b>	<b>27,785</b>	<b>2,012</b>	<b>38</b>	<b>38,913</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 (Dec 2014 to Dec 2016)**

Quarter	Contract Area			Total Occupancy
	Belfast Region	Northern Region	Southern Region	
Dec 2014	2,084	2,357	2,364	6,805
Mar 2015	5,633	6,236	5,375	17,244
Jun 2015	7,315	7,580	6,387	21,282
Sep 2015	8,662	8,603	7,313	24,578
Dec 2015	7,540	7,178	5,563	20,281
Mar 2016	5,003	4,423	3,374	12,800
Jun 2016	4,413	4,125	3,238	11,776
Sep 2016	4,304	4,254	3,347	11,905
Dec 2016	4,288	4,531	3,726	12,545

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.
4. Occupancy figures by client group are available in the MS Excel version of the tables published alongside this bulletin.

## Section 3: Moves to Employment (Oct 14 to Dec 15)

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

Quarterly Cohort	Client Group				Total
	JSA 18 - 24	JSA 25+	JSA Early Entry	ESA WRAG & Voluntary	
Oct - Dec 2014	698	1,185	28	5	1,916
Jan - Mar 2015	408	1,804	234	2	2,448
Apr - Jun 2015	464	685	92	2	1,243
Jul - Sep 2015	376	621	60	0	1,057
<b>Year 1 Total</b>	<b>1,946</b>	<b>4,295</b>	<b>414</b>	<b>9</b>	<b>6,664</b>
Oct - Dec 2015	274	508	12	0	794
<b>Overall Total</b>	<b>2,220</b>	<b>4,803</b>	<b>426</b>	<b>9</b>	<b>7,458</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 3.1b – Percentage of Starts on Steps 2 Success from October 2014 to December 2015 who Moved Into Employment by Quarterly Cohort**

Quarterly Cohort	Client Group				Total
	JSA 18 - 24	JSA 25+	JSA Early Entry	ESA WRAG & Voluntary	
Oct - Dec 2014	34%	25%	38%	25%	28%
Jan - Mar 2015	33%	23%	19%	67%	23%
Apr - Jun 2015	40%	27%	25%	40%	31%
Jul - Sep 2015	41%	29%	26%	0%	32%
<b>Year 1 Total</b>	<b>36%</b>	<b>25%</b>	<b>22%</b>	<b>30%</b>	<b>27%</b>
Oct - Dec 2015	42%	29%	32%	0%	33%
<b>Overall Total</b>	<b>37%</b>	<b>25%</b>	<b>22%</b>	<b>27%</b>	<b>28%</b>
Baseline 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 December 2015 who Moved Into Employment by Lead Contractor**

Period	Lead Contractor	Contract Area	Client Group				Total
			JSA 18 - 24	JSA 25+	JSA Early Entry	ESA WRAG & Voluntary	
Oct 14 - Sep 15 (Year 1)	Ingeus UK	Belfast Region	706	1,522	168	3	2,399
	PeoplePlus NI	Northern Region	621	1,248	119	4	1,992
	Reed In Partnership	Southern Region	619	1,525	127	2	2,273
	<b>Total</b>	<b>Northern Ireland</b>	<b>1,946</b>	<b>4,295</b>	<b>414</b>	<b>9</b>	<b>6,664</b>
Oct 15 - Dec 15	Ingeus UK	Belfast Region	116	200	6	0	322
	PeoplePlus NI	Northern Region	88	165	0	0	253
	Reed In Partnership	Southern Region	70	143	6	0	219
	<b>Total</b>	<b>Northern Ireland</b>	<b>274</b>	<b>508</b>	<b>12</b>	<b>0</b>	<b>794</b>
Total	Ingeus UK	Belfast Region	822	1,722	174	3	2,721
	PeoplePlus NI	Northern Region	709	1,413	119	4	2,245
	Reed In Partnership	Southern Region	689	1,668	133	2	2,492
	<b>Total</b>	<b>Northern Ireland</b>	<b>2,220</b>	<b>4,803</b>	<b>426</b>	<b>9</b>	<b>7,458</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 3.2b – Percentage of Starts on Steps 2 Success from October 2014 to December 2015 who Moved Into Employment by Lead Contractor**

Period	Lead Contractor	Contract Area	Client Group				Total
			JSA 18 - 24	JSA 25+	JSA Early Entry	ESA WRAG & Voluntary	
Oct 14 - Sep 15 (Year 1)	Ingeus UK	Belfast Region	37%	25%	23%	33%	28%
	PeoplePlus NI	Northern Region	33%	21%	17%	57%	23%
	Reed In Partnership	Southern Region	40%	29%	26%	14%	31%
	<b>Total</b>	<b>Northern Ireland</b>	<b>36%</b>	<b>25%</b>	<b>22%</b>	<b>30%</b>	<b>27%</b>
Oct 15 - Dec 15	Ingeus UK	Belfast Region	44%	31%	35%	-	34%
	PeoplePlus NI	Northern Region	37%	25%	0%	0%	28%
	Reed In Partnership	Southern Region	46%	35%	46%	0%	38%
	<b>Total</b>	<b>Northern Ireland</b>	<b>42%</b>	<b>29%</b>	<b>32%</b>	<b>0%</b>	<b>33%</b>
Total	Ingeus UK	Belfast Region	38%	26%	23%	33%	28%
	PeoplePlus NI	Northern Region	33%	21%	17%	50%	24%
	Reed In Partnership	Southern Region	41%	29%	27%	13%	32%
	<b>Total</b>	<b>Northern Ireland</b>	<b>37%</b>	<b>25%</b>	<b>22%</b>	<b>27%</b>	<b>28%</b>
Baseline 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.
5. PeoplePlus NI was previously known as EOS NI.

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

Equality Group	Client Group			Total
	JSA 18 - 24	JSA 25+	Other	
All	2,220	4,803	435	7,458
Male	1,616	3,413	303	5,332
Female	604	1,390	132	2,126
Catholic	1,018	2,377	230	3,625
Protestant	849	1,651	131	2,631
Other	117	334	37	488
Not Known	236	441	37	714
White	2,199	4,598	415	7,212
Non White	21	135	10	166
Not Known	0	70	10	80
No Dependants	2,146	3,479	309	5,934
With Dependants	74	1,324	126	1,524
Not Known	0	0	0	0
Non Disabled	2,011	4,155	374	6,540
Disabled	159	522	49	730
Not Known	50	126	12	188
Single	2,155	3,294	288	5,737
Married/Co-Habiting	56	549	49	654
Widowed/Separated/Divorced	4	932	93	1,029
Not Known	5	28	5	38
Aged < 25	2,220	0	22	2,242
Aged 25-49	0	3,909	314	4,223
Aged 50+	0	894	99	993

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 December 2015 who Moved Into Employment by Equality Group**

Equality Group	Client Group			Total
	JSA 18 - 24	JSA 25+	Other	
All	37%	25%	22%	28%
Male	37%	25%	21%	27%
Female	37%	26%	26%	28%
Catholic	36%	25%	21%	27%
Protestant	38%	25%	21%	28%
Other	39%	32%	34%	34%
Not Known	37%	27%	21%	29%
White	37%	25%	22%	28%
Non White	28%	30%	17%	28%
Not Known	0%	24%	26%	24%
No Dependants	38%	25%	21%	28%
With Dependants	26%	27%	26%	27%
Not Known	-	-	-	-
Non Disabled	38%	28%	24%	30%
Disabled	26%	15%	16%	17%
Not Known	34%	20%	14%	22%
Single	37%	26%	22%	29%
Married/Co-Habiting	35%	25%	20%	25%
Widowed/Separated/Divorced	31%	22%	23%	22%
Not Known	71%	22%	24%	24%
Aged < 25	37%	-	39%	37%
Aged 25-49	-	29%	25%	28%
Aged 50+	-	17%	14%	16%

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 December 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	139	241	17	3	400
Ards & North Down	150	306	23	2	481
Armagh City, Banbridge & Craigavon	263	551	60	0	874
Belfast	570	1,226	137	2	1,935
Causeway Coast & Glens	168	346	20	0	534
Derry City & Strabane	280	560	61	0	901
Fermanagh & Omagh	108	291	13	0	412
Lisburn & Castlereagh	103	194	16	0	313
Mid & East Antrim	113	254	17	0	384
Mid Ulster	110	256	14	2	382
Newry, Mourne & Down	195	527	43	0	765
Unknown	21	51	5	0	77
<b>Total</b>	<b>2,220</b>	<b>4,803</b>	<b>426</b>	<b>9</b>	<b>7,458</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 December 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	43%	27%	23%	100%	31%
Ards & North Down	36%	25%	17%	67%	27%
Armagh City, Banbridge & Craigavon	46%	31%	36%	0%	34%
Belfast	38%	26%	24%	29%	29%
Causeway Coast & Glens	34%	23%	34%	0%	26%
Derry City & Strabane	29%	18%	12%	0%	20%
Fermanagh & Omagh	36%	25%	19%	0%	27%
Lisburn & Castlereagh	38%	26%	33%	-	29%
Mid & East Antrim	37%	25%	29%	-	28%
Mid Ulster	42%	29%	29%	40%	32%
Newry, Mourne & Down	38%	30%	21%	0%	31%
Unknown	31%	22%	26%	-	25%
<b>Total</b>	<b>37%</b>	<b>25%</b>	<b>22%</b>	<b>27%</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.

**Table 3.5a – Number of Starts on Steps 2 Success from October 2014 to December 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)	866	1,800	161	4	2,831
Quintile 2	513	1,148	107	1	1,769
Quintile 3	379	815	71	1	1,266
Quintile 4	288	648	51	3	990
Quintile 5 (least deprived)	153	341	31	0	525
Unknown	21	51	5	0	77
<b>Total</b>	<b>2,220</b>	<b>4,803</b>	<b>426</b>	<b>9</b>	<b>7,458</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 December 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)	35%	23%	17%	36%	25%
Quintile 2	37%	24%	26%	10%	27%
Quintile 3	40%	26%	25%	17%	29%
Quintile 4	39%	29%	28%	50%	32%
Quintile 5 (least deprived)	42%	33%	28%	-	35%
Unknown	31%	23%	26%	-	25%
<b>Total</b>	<b>37%</b>	<b>25%</b>	<b>22%</b>	<b>27%</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. 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 Jun 15)

**Table 4.1a – Number of Starts on Steps 2 Success from October 2014 to June 2015 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	3	0	59
Nov 2014	260	221	9	3	493
Dec 2014	106	579	7	0	692
Jan 2015	99	590	11	0	700
Feb 2015	78	384	62	2	526
Mar 2015	79	197	63	0	339
Apr 2015	79	159	21	2	261
May 2015	69	124	14	0	207
Jun 2015	119	118	14	0	251
<b>Total</b>	<b>931</b>	<b>2,386</b>	<b>204</b>	<b>7</b>	<b>3,528</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. 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 4.1b – Number of Starts on Steps 2 Success from October 2014 to March 2015 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%	38%	0%	26%
Nov 2014	19%	19%	20%	18%	19%
Dec 2014	21%	17%	35%	0%	17%
Jan 2015	19%	15%	16%	-	15%
Feb 2015	20%	15%	10%	67%	15%
Mar 2015	23%	15%	11%	-	15%
Apr 2015	24%	16%	10%	67%	17%
May 2015	21%	16%	14%	0%	18%
Jun 2015	24%	15%	26%	0%	19%
<b>Total</b>	<b>21%</b>	<b>16%</b>	<b>12%</b>	<b>25%</b>	<b>17%</b>
Baseline 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 June 2015 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	300	789	81	2	<b>1,172</b>
PeoplePlus NI	Northern Region	299	680	54	4	<b>1,037</b>
Reed In Partnership	Southern Region	332	917	69	1	<b>1,319</b>
<b>Total</b>	<b>Northern Ireland</b>	<b>931</b>	<b>2,386</b>	<b>204</b>	<b>7</b>	<b>3,528</b>

**Table 4.2b – Number of Starts on Steps 2 Success from October 2014 to June 2015 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	19%	15%	13%	25%	<b>16%</b>
PeoplePlus NI	Northern Region	19%	13%	8%	67%	<b>14%</b>
Reed In Partnership	Southern Region	26%	20%	16%	7%	<b>21%</b>
<b>Total</b>	<b>Northern Ireland</b>	<b>21%</b>	<b>16%</b>	<b>12%</b>	<b>25%</b>	<b>17%</b>
<b>Baseline Performance Level</b>		<b>23%</b>	<b>21%</b>	<b>9%</b>	<b>9%</b>	<b>19%</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. 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.

**Table 4.3a – Number of Starts on Steps 2 Success from October 2014 to December 2014 who Sustained Employment for 12 Months by Monthly Cohort**

Monthly Cohort	Client Group				Total
	JSA 18 - 24	JSA 25+	JSA Early Entry	ESA WRAG & Voluntary	
Oct 2014	31	9	3	0	43
Nov 2014	179	159	8	2	348
Dec 2014	74	414	5	0	493
<b>Total</b>	<b>284</b>	<b>582</b>	<b>16</b>	<b>2</b>	<b>884</b>

**Table 4.3b – Number of Starts on Steps 2 Success from October 2014 to December 2014 who Sustained Employment for 12 Months by Monthly Cohort**

Monthly Cohort	Client Group				Total
	JSA 18 - 24	JSA 25+	JSA Early Entry	ESA WRAG & Voluntary	
Oct 2014	19%	16%	38%	0%	19%
Nov 2014	13%	14%	18%	12%	14%
Dec 2014	14%	12%	25%	0%	12%
<b>Total</b>	<b>14%</b>	<b>12%</b>	<b>22%</b>	<b>10%</b>	<b>13%</b>
Baseline Performance Level	18%	17%	7%	7%	15%

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. Twelve month sustainment figures are based on the number of approved 52 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 12 month sustainment figures for each monthly cohort will not be available until approximately 18 months after all clients within the group have completed the programme. The figures will continue to be updated in future Statistical Bulletins prior to finalisation.

**Table 4.4a – Number of Starts on Steps 2 Success from October 2014 to December 2014 who Sustained Employment for 12 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	98	146	4	1	249
PeoplePlus NI	Northern Region	81	153	4	0	238
Reed In Partnership	Southern Region	105	283	8	1	397
<b>Total</b>	<b>Northern Ireland</b>	<b>284</b>	<b>582</b>	<b>16</b>	<b>2</b>	<b>884</b>

**Table 4.4b – Number of Starts on Steps 2 Success from October 2014 to December 2014 who Sustained Employment for 12 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	12%	12%	14%	20%	12%
PeoplePlus NI	Northern Region	13%	9%	22%	0%	10%
Reed In Partnership	Southern Region	18%	16%	30%	8%	17%
<b>Total</b>	<b>Northern Ireland</b>	<b>14%</b>	<b>12%</b>	<b>22%</b>	<b>10%</b>	<b>13%</b>
<b>Baseline Performance Level</b>		<b>23%</b>	<b>18%</b>	<b>17%</b>	<b>7%</b>	<b>15%</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. Twelve month sustainment figures are based on the number of approved 52 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 12 month sustainment figures for each monthly cohort will not be available until approximately 18 months after all clients within the group have completed the programme. The figures will continue to be updated in future Statistical Bulletins prior to finalisation.
5. PeoplePlus NI was previously known as EOS NI.

## Section 5: Moves to Employment & Sustainment (Oct 2014 to Dec 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 Dec 2016)

Monthly Cohort	Starts	Number Found Work	% of Starts who Found Work	Number Sustaining Work For 6 Months	% of Starts who Sustained Work For 6 Months	Number Sustaining Work For 12 Months	% of Starts who Sustained Work For 12 Months
Oct 2014	226	95	42%	59	26%	43	19%
Nov 2014	2,561	781	30%	493	19%	348	14%
Dec 2014	4,018	1,040	26%	692	17%	493	12%
Jan 2015	4,633	1,080	23%	700	15%	479	10%
Feb 2015	3,616	834	23%	526	15%	343	9%
Mar 2015	2,193	534	24%	339	15%	195	9%
Apr 2015	1,543	461	30%	261	17%	145	9%
May 2015	1,176	349	30%	207	18%	103	9%
Jun 2015	1,322	433	33%	251	19%	121	9%
Jul 2015	1,119	345	31%	190	17%	83	7%
Aug 2015	1,107	359	32%	180	16%	71	6%
Sep 2015	1,078	353	33%	172	16%	45	4%
Oct 2015	1,049	325	31%	126	12%	30	3%
Nov 2015	827	303	37%	114	14%	18	2%
Dec 2015	543	166	31%	61	11%	7	1%
Jan 2016	685	234	34%	75	11%		
Feb 2016	633	226	36%	70	11%		
Mar 2016	579	201	35%	53	9%		
Apr 2016	521	157	30%	35	7%		
May 2016	695	188	27%	22	3%		
Jun 2016	1,432	302	21%	14	1%		
Jul 2016	1,189	219	18%				
Aug 2016	1,655	243	15%				
Sep 2016	1,504	166	11%				
Oct 2016	1,335	128	10%				
Nov 2016	1,024	36	4%				
Dec 2016	650	2	0%				
<b>Total</b>	<b>38,913</b>	<b>9,560</b>		<b>4,640</b>		<b>2,524</b>	

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

### 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. Twelve month sustainment figures are based on the number of approved 52 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, 6 and 12 month sustainment figures for each monthly cohort will not be available until approximately 6, 12 and 18 months respectively after all clients within the group have completed the programme. The figures will continue to be updated in future Statistical Bulletins prior to finalisation.

**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 Dec 2016)**

Monthly Cohort	Starts	Number Found Work	% of Starts who Found Work	Number Sustaining Work For 6 Months	% of Starts who Sustained Work For 6 Months	Number Sustaining Work For 12 Months	% of Starts who Sustained Work For 12 Months
Oct 2014	0	0	-	0	-	0	-
Nov 2014	892	292	33%	162	18%	105	12%
Dec 2014	1,192	320	27%	205	17%	144	12%
Jan 2015	1,432	350	24%	208	15%	134	9%
Feb 2015	1,222	264	22%	182	15%	118	10%
Mar 2015	895	216	24%	126	14%	75	8%
Apr 2015	664	188	28%	94	14%	52	8%
May 2015	492	141	29%	93	19%	48	10%
Jun 2015	527	187	35%	102	19%	45	9%
Jul 2015	463	144	31%	80	17%	33	7%
Aug 2015	449	156	35%	70	16%	29	6%
Sep 2015	439	141	32%	69	16%	18	4%
Oct 2015	423	139	33%	48	11%	7	2%
Nov 2015	295	110	37%	38	13%	7	2%
Dec 2015	216	73	34%	26	12%	3	1%
Jan 2016	258	89	34%	30	12%		
Feb 2016	231	74	32%	18	8%		
Mar 2016	237	89	38%	21	9%		
Apr 2016	153	51	33%	12	8%		
May 2016	221	77	35%	11	5%		
Jun 2016	466	112	24%	8	2%		
Jul 2016	425	90	21%				
Aug 2016	604	89	15%				
Sep 2016	579	54	9%				
Oct 2016	438	41	9%				
Nov 2016	372	7	2%				
Dec 2016	211	2	1%				
<b>Total</b>	<b>13,796</b>	<b>3,496</b>		<b>1,603</b>		<b>818</b>	

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

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. Twelve month sustainment figures are based on the number of approved 52 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, 6 and 12 month sustainment figures for each monthly cohort will not be available until approximately 6, 12 and 18 months respectively after all clients within the group have completed the programme. The figures will continue to be updated in future Statistical Bulletins prior to finalisation.

**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 Dec 2016)**

Monthly Cohort	Starts	Number Found Work	% of Starts who Found Work	Number Sustaining Work For 6 Months	% of Starts who Sustained Work For 6 Months	Number Sustaining Work For 12 Months	% of Starts who Sustained Work For 12 Months
Oct 2014	98	34	35%	20	20%	13	13%
Nov 2014	830	217	26%	133	16%	92	11%
Dec 2014	1,429	320	22%	206	14%	133	9%
Jan 2015	1,777	343	19%	213	12%	135	8%
Feb 2015	1,383	277	20%	162	12%	104	8%
Mar 2015	720	153	21%	99	14%	53	7%
Apr 2015	506	137	27%	79	16%	44	9%
May 2015	402	110	27%	54	13%	22	5%
Jun 2015	437	119	27%	71	16%	35	8%
Jul 2015	349	92	26%	45	13%	16	5%
Aug 2015	322	83	26%	40	12%	18	6%
Sep 2015	352	107	30%	47	13%	10	3%
Oct 2015	408	105	26%	37	9%	8	2%
Nov 2015	328	108	33%	36	11%	5	2%
Dec 2015	168	40	24%	14	8%	1	1%
Jan 2016	252	66	26%	18	7%		
Feb 2016	243	92	38%	27	11%		
Mar 2016	171	48	28%	11	6%		
Apr 2016	202	46	23%	12	6%		
May 2016	250	62	25%	5	2%		
Jun 2016	497	102	21%	4	1%		
Jul 2016	406	60	15%				
Aug 2016	620	92	15%				
Sep 2016	632	62	10%				
Oct 2016	497	48	10%				
Nov 2016	416	18	4%				
Dec 2016	283	0	0%				
<b>Total</b>	<b>13,978</b>	<b>2,941</b>		<b>1,333</b>		<b>689</b>	

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

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. Twelve month sustainment figures are based on the number of approved 52 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, 6 and 12 month sustainment figures for each monthly cohort will not be available until approximately 6, 12 and 18 months respectively after all clients within the group have completed the programme. The figures will continue to be updated in future Statistical Bulletins prior to finalisation.

**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 Dec 2016)**

Monthly Cohort	Starts	Number Found Work	% of Starts who Found Work	Number Sustaining Work For 6 Months	% of Starts who Sustained Work For 6 Months	Number Sustaining Work For 12 Months	% of Starts who Sustained Work For 12 Months
Oct 2014	128	61	48%	39	30%	30	23%
Nov 2014	839	272	32%	198	24%	151	18%
Dec 2014	1,397	400	29%	281	20%	216	15%
Jan 2015	1,424	387	27%	279	20%	210	15%
Feb 2015	1,011	293	29%	182	18%	121	12%
Mar 2015	578	165	29%	114	20%	67	12%
Apr 2015	373	136	36%	88	24%	49	13%
May 2015	282	98	35%	60	21%	33	12%
Jun 2015	358	127	35%	78	22%	41	11%
Jul 2015	307	109	36%	65	21%	34	11%
Aug 2015	336	120	36%	70	21%	24	7%
Sep 2015	287	105	37%	56	20%	17	6%
Oct 2015	218	81	37%	41	19%	15	7%
Nov 2015	204	85	42%	40	20%	6	3%
Dec 2015	159	53	33%	21	13%	3	2%
Jan 2016	175	79	45%	27	15%		
Feb 2016	159	60	38%	25	16%		
Mar 2016	171	64	37%	21	12%		
Apr 2016	166	60	36%	11	7%		
May 2016	224	49	22%	6	3%		
Jun 2016	469	88	19%	2	0%		
Jul 2016	358	69	19%				
Aug 2016	431	62	14%				
Sep 2016	293	50	17%				
Oct 2016	400	39	10%				
Nov 2016	236	11	5%				
Dec 2016	156	0	0%				
<b>Total</b>	<b>11,139</b>	<b>3,123</b>		<b>1,704</b>		<b>1,017</b>	

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

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. Twelve month sustainment figures are based on the number of approved 52 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, 6 and 12 month sustainment figures for each monthly cohort will not be available until approximately 6, 12 and 18 months respectively after all clients within the group have completed the programme. The figures will continue to be updated in future Statistical Bulletins prior to finalisation.



**Table 5.2a – Number of JSA 18-24 Starts on Steps 2 Success in Northern Ireland who Moved Into and Sustained Employment by Monthly Cohort (Oct 2014 to Dec 2016)**

Monthly Cohort	Starts	Number Found Work	% of Starts who Found Work	Number Sustaining Work For 6 Months	% of Starts who Sustained Work For 6 Months	Number Sustaining Work For 12 Months	% of Starts who Sustained Work For 12 Months
Oct 2014	160	70	44%	42	26%	31	19%
Nov 2014	1,351	443	33%	260	19%	179	13%
Dec 2014	516	185	36%	106	21%	74	14%
Jan 2015	515	161	31%	99	19%	59	11%
Feb 2015	381	120	31%	78	20%	48	13%
Mar 2015	337	127	38%	79	23%	42	12%
Apr 2015	336	136	40%	79	24%	46	14%
May 2015	325	129	40%	69	21%	39	12%
Jun 2015	498	199	40%	119	24%	62	12%
Jul 2015	368	138	38%	75	20%	34	9%
Aug 2015	291	119	41%	51	18%	23	8%
Sep 2015	267	119	45%	51	19%	12	4%
Oct 2015	260	115	44%	43	17%	10	4%
Nov 2015	234	108	46%	30	13%	5	2%
Dec 2015	158	51	32%	17	11%	3	2%
Jan 2016	206	73	35%	23	11%		
Feb 2016	199	99	50%	33	17%		
Mar 2016	185	81	44%	21	11%		
Apr 2016	211	75	36%	16	8%		
May 2016	292	89	30%	14	5%		
Jun 2016	497	141	28%	6	1%		
Jul 2016	309	89	29%				
Aug 2016	286	71	25%				
Sep 2016	249	62	25%				
Oct 2016	252	44	17%				
Nov 2016	231	19	8%				
Dec 2016	164	2	1%				
<b>Total</b>	<b>9,078</b>	<b>3,065</b>		<b>1,311</b>		<b>667</b>	

Shading indicates cohorts which have had sufficient time to find and/or sustain employment

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. Twelve month sustainment figures are based on the number of approved 52 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, 6 and 12 month sustainment figures for each monthly cohort will not be available until approximately 6, 12 and 18 months respectively after all clients within the group have completed the programme. The figures will continue to be updated in future Statistical Bulletins prior to finalisation.

**Table 5.2b – Number of JSA 18-24 Starts on Steps 2 Success in the Belfast Region who Moved Into and Sustained Employment by Monthly Cohort (Oct 2014 to Dec 2016)**

Monthly Cohort	Starts	Number Found Work	% of Starts who Found Work	Number Sustaining Work For 6 Months	% of Starts who Sustained Work For 6 Months	Number Sustaining Work For 12 Months	% of Starts who Sustained Work For 12 Months
Oct 2014	0	0	-	0	-	0	-
Nov 2014	611	207	34%	109	18%	71	12%
Dec 2014	204	69	34%	38	19%	27	13%
Jan 2015	175	61	35%	35	20%	22	13%
Feb 2015	92	26	28%	16	17%	10	11%
Mar 2015	100	35	35%	21	21%	14	14%
Apr 2015	109	42	39%	19	17%	9	8%
May 2015	112	48	43%	28	25%	15	13%
Jun 2015	163	69	42%	34	21%	15	9%
Jul 2015	136	53	39%	28	21%	13	10%
Aug 2015	113	50	44%	16	14%	9	8%
Sep 2015	99	46	46%	18	18%	4	4%
Oct 2015	111	48	43%	14	13%	3	3%
Nov 2015	85	43	51%	11	13%	3	4%
Dec 2015	66	25	38%	9	14%	1	2%
Jan 2016	82	28	34%	8	10%		
Feb 2016	66	27	41%	5	8%		
Mar 2016	79	31	39%	7	9%		
Apr 2016	53	18	34%	3	6%		
May 2016	93	38	41%	7	8%		
Jun 2016	178	52	29%	3	2%		
Jul 2016	127	37	29%				
Aug 2016	101	22	22%				
Sep 2016	81	14	17%				
Oct 2016	84	12	14%				
Nov 2016	88	4	5%				
Dec 2016	50	2	4%				
<b>Total</b>	<b>3,258</b>	<b>1,107</b>		<b>429</b>		<b>216</b>	

Shading indicates cohorts which have had sufficient time to find and/or sustain employment

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. Twelve month sustainment figures are based on the number of approved 52 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, 6 and 12 month sustainment figures for each monthly cohort will not be available until approximately 6, 12 and 18 months respectively after all clients within the group have completed the programme. The figures will continue to be updated in future Statistical Bulletins prior to finalisation.

**Table 5.2c – Number of JSA 18-24 Starts on Steps 2 Success in the Northern Region who Moved Into and Sustained Employment by Monthly Cohort (Oct 2014 to Dec 2016)**

Monthly Cohort	Starts	Number Found Work	% of Starts who Found Work	Number Sustaining Work For 6 Months	% of Starts who Sustained Work For 6 Months	Number Sustaining Work For 12 Months	% of Starts who Sustained Work For 12 Months
Oct 2014	82	29	35%	16	20%	11	13%
Nov 2014	399	120	30%	73	18%	50	13%
Dec 2014	148	51	34%	28	19%	20	14%
Jan 2015	193	45	23%	30	16%	14	7%
Feb 2015	167	48	29%	32	19%	20	12%
Mar 2015	124	41	33%	24	19%	9	7%
Apr 2015	127	52	41%	31	24%	19	15%
May 2015	121	42	35%	20	17%	11	9%
Jun 2015	193	70	36%	45	23%	24	12%
Jul 2015	132	42	32%	23	17%	7	5%
Aug 2015	101	39	39%	21	21%	9	9%
Sep 2015	97	42	43%	18	19%	5	5%
Oct 2015	95	39	41%	12	13%	3	3%
Nov 2015	93	37	40%	10	11%	1	1%
Dec 2015	50	12	24%	2	4%	0	0%
Jan 2016	76	21	28%	7	9%		
Feb 2016	82	47	57%	17	21%		
Mar 2016	53	23	43%	5	9%		
Apr 2016	79	23	29%	5	6%		
May 2016	111	34	31%	4	4%		
Jun 2016	201	58	29%	2	1%		
Jul 2016	95	23	24%				
Aug 2016	117	32	27%				
Sep 2016	104	25	24%				
Oct 2016	95	22	23%				
Nov 2016	96	11	11%				
Dec 2016	73	0	0%				
<b>Total</b>	<b>3,304</b>	<b>1,028</b>		<b>425</b>		<b>203</b>	

Shading indicates cohorts which have had sufficient time to find and/or sustain employment

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. Twelve month sustainment figures are based on the number of approved 52 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, 6 and 12 month sustainment figures for each monthly cohort will not be available until approximately 6, 12 and 18 months respectively after all clients within the group have completed the programme. The figures will continue to be updated in future Statistical Bulletins prior to finalisation.

**Table 5.2d – Number of JSA 18-24 Starts on Steps 2 Success in the Southern Region who Moved Into and Sustained Employment by Monthly Cohort (Oct 2014 to Dec 2016)**

Monthly Cohort	Starts	Number Found Work	% of Starts who Found Work	Number Sustaining Work For 6 Months	% of Starts who Sustained Work For 6 Months	Number Sustaining Work For 12 Months	% of Starts who Sustained Work For 12 Months
Oct 2014	78	41	53%	26	33%	20	26%
Nov 2014	341	116	34%	78	23%	58	17%
Dec 2014	164	65	40%	40	24%	27	16%
Jan 2015	147	55	37%	34	23%	23	16%
Feb 2015	122	46	38%	30	25%	18	15%
Mar 2015	113	51	45%	34	30%	19	17%
Apr 2015	100	42	42%	29	29%	18	18%
May 2015	92	39	42%	21	23%	13	14%
Jun 2015	142	60	42%	40	28%	23	16%
Jul 2015	100	43	43%	24	24%	14	14%
Aug 2015	77	30	39%	14	18%	5	6%
Sep 2015	71	31	44%	15	21%	3	4%
Oct 2015	54	28	52%	17	31%	4	7%
Nov 2015	56	28	50%	9	16%	1	2%
Dec 2015	42	14	33%	6	14%	2	5%
Jan 2016	48	24	50%	8	17%		
Feb 2016	51	25	49%	11	22%		
Mar 2016	53	27	51%	9	17%		
Apr 2016	79	34	43%	8	10%		
May 2016	88	17	19%	3	3%		
Jun 2016	118	31	26%	1	1%		
Jul 2016	87	29	33%				
Aug 2016	68	17	25%				
Sep 2016	64	23	36%				
Oct 2016	73	10	14%				
Nov 2016	47	4	9%				
Dec 2016	41	0	0%				
<b>Total</b>	<b>2,516</b>	<b>930</b>		<b>457</b>		<b>248</b>	

Shading indicates cohorts which have had sufficient time to find and/or sustain employment

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. Twelve month sustainment figures are based on the number of approved 52 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, 6 and 12 month sustainment figures for each monthly cohort will not be available until approximately 6, 12 and 18 months respectively after all clients within the group have completed the programme. The figures will continue to be updated in future Statistical Bulletins prior to finalisation.

**Table 5.3a – Number of JSA 25+ Starts on Steps 2 Success in Northern Ireland who Moved Into and Sustained Employment by Monthly Cohort (Oct 2014 to Dec 2016)**

Monthly Cohort	Starts	Number Found Work	% of Starts who Found Work	Number Sustaining Work For 6 Months	% of Starts who Sustained Work For 6 Months	Number Sustaining Work For 12 Months	% of Starts who Sustained Work For 12 Months
Oct 2014	56	19	34%	14	25%	9	16%
Nov 2014	1,148	318	28%	221	19%	159	14%
Dec 2014	3,481	848	24%	579	17%	414	12%
Jan 2015	4,048	904	22%	590	15%	417	10%
Feb 2015	2,601	593	23%	384	15%	257	10%
Mar 2015	1,308	307	23%	197	15%	122	9%
Apr 2015	992	273	28%	159	16%	86	9%
May 2015	752	196	26%	124	16%	55	7%
Jun 2015	770	216	28%	118	15%	52	7%
Jul 2015	696	198	28%	108	16%	46	7%
Aug 2015	694	207	30%	117	17%	40	6%
Sep 2015	756	216	29%	113	15%	33	4%
Oct 2015	773	205	27%	80	10%	19	2%
Nov 2015	582	190	33%	81	14%	13	2%
Dec 2015	372	113	30%	43	12%	4	1%
Jan 2016	471	160	34%	52	11%		
Feb 2016	419	122	29%	36	9%		
Mar 2016	383	119	31%	32	8%		
Apr 2016	305	82	27%	19	6%		
May 2016	400	99	25%	8	2%		
Jun 2016	928	160	17%	8	1%		
Jul 2016	875	128	15%				
Aug 2016	1,368	171	13%				
Sep 2016	1,254	104	8%				
Oct 2016	1,078	83	8%				
Nov 2016	789	17	2%				
Dec 2016	486	0	0%				
<b>Total</b>	<b>27,785</b>	<b>6,048</b>		<b>3,083</b>		<b>1,726</b>	

Shading indicates cohorts which have had sufficient time to find and/or sustain employment

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. Twelve month sustainment figures are based on the number of approved 52 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, 6 and 12 month sustainment figures for each monthly cohort will not be available until approximately 6, 12 and 18 months respectively after all clients within the group have completed the programme. The figures will continue to be updated in future Statistical Bulletins prior to finalisation.

**Table 5.3b – Number of JSA 25+ Starts on Steps 2 Success in the Belfast Region who Moved Into and Sustained Employment by Monthly Cohort (Oct 2014 to Dec 2016)**

Monthly Cohort	Starts	Number Found Work	% of Starts who Found Work	Number Sustaining Work For 6 Months	% of Starts who Sustained Work For 6 Months	Number Sustaining Work For 12 Months	% of Starts who Sustained Work For 12 Months
Oct 2014	0	0	-	0	-	0	-
Nov 2014	257	78	30%	48	19%	30	12%
Dec 2014	979	250	26%	166	17%	116	12%
Jan 2015	1,229	284	23%	169	14%	111	9%
Feb 2015	1,037	215	21%	150	14%	100	10%
Mar 2015	564	138	24%	82	15%	51	9%
Apr 2015	422	115	27%	63	15%	36	9%
May 2015	309	78	25%	54	17%	26	8%
Jun 2015	328	103	31%	57	17%	25	8%
Jul 2015	297	86	29%	48	16%	19	6%
Aug 2015	277	88	32%	48	17%	16	6%
Sep 2015	309	87	28%	48	16%	14	5%
Oct 2015	309	88	28%	33	11%	4	1%
Nov 2015	205	65	32%	27	13%	4	2%
Dec 2015	141	47	33%	17	12%	2	1%
Jan 2016	171	61	36%	22	13%		
Feb 2016	156	46	29%	13	8%		
Mar 2016	154	58	38%	14	9%		
Apr 2016	98	33	34%	9	9%		
May 2016	126	39	31%	4	3%		
Jun 2016	286	59	21%	5	2%		
Jul 2016	296	53	18%				
Aug 2016	503	67	13%				
Sep 2016	498	40	8%				
Oct 2016	353	29	8%				
Nov 2016	283	3	1%				
Dec 2016	161	0	0%				
<b>Total</b>	<b>9,748</b>	<b>2,210</b>		<b>1,077</b>		<b>554</b>	

Shading indicates cohorts which have had sufficient time to find and/or sustain employment

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. Twelve month sustainment figures are based on the number of approved 52 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, 6 and 12 month sustainment figures for each monthly cohort will not be available until approximately 6, 12 and 18 months respectively after all clients within the group have completed the programme. The figures will continue to be updated in future Statistical Bulletins prior to finalisation.

**Table 5.3c – Number of JSA 25+ Starts on Steps 2 Success in the Northern Region who Moved Into and Sustained Employment by Monthly Cohort (Oct 2014 to Dec 2016)**

Monthly Cohort	Starts	Number Found Work	% of Starts who Found Work	Number Sustaining Work For 6 Months	% of Starts who Sustained Work For 6 Months	Number Sustaining Work For 12 Months	% of Starts who Sustained Work For 12 Months
Oct 2014	16	5	31%	4	25%	2	13%
Nov 2014	414	91	22%	56	14%	39	9%
Dec 2014	1,277	268	21%	177	14%	112	9%
Jan 2015	1,553	293	19%	180	12%	120	8%
Feb 2015	884	182	21%	111	13%	75	8%
Mar 2015	416	81	19%	53	13%	31	7%
Apr 2015	324	75	23%	43	13%	23	7%
May 2015	261	62	24%	32	12%	10	4%
Jun 2015	233	47	20%	24	10%	10	4%
Jul 2015	208	48	23%	21	10%	9	4%
Aug 2015	188	35	19%	17	9%	7	4%
Sep 2015	243	61	25%	27	11%	5	2%
Oct 2015	306	66	22%	25	8%	5	2%
Nov 2015	234	71	30%	26	11%	4	2%
Dec 2015	118	28	24%	12	10%	1	1%
Jan 2016	173	44	25%	11	6%		
Feb 2016	157	42	27%	10	6%		
Mar 2016	113	24	21%	6	5%		
Apr 2016	122	23	19%	7	6%		
May 2016	138	28	20%	1	1%		
Jun 2016	292	44	15%	2	1%		
Jul 2016	309	35	11%				
Aug 2016	503	60	12%				
Sep 2016	528	37	7%				
Oct 2016	399	25	6%				
Nov 2016	319	7	2%				
Dec 2016	210	0	0%				
<b>Total</b>	<b>9,938</b>	<b>1,782</b>		<b>845</b>		<b>453</b>	

Shading indicates cohorts which have had sufficient time to find and/or sustain employment

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. Twelve month sustainment figures are based on the number of approved 52 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, 6 and 12 month sustainment figures for each monthly cohort will not be available until approximately 6, 12 and 18 months respectively after all clients within the group have completed the programme. The figures will continue to be updated in future Statistical Bulletins prior to finalisation.

**Table 5.3d – Number of JSA 25+ Starts on Steps 2 Success in the Southern Region who Moved Into and Sustained Employment by Monthly Cohort (Oct 2014 to Dec 2016)**

Monthly Cohort	Starts	Number Found Work	% of Starts who Found Work	Number Sustaining Work For 6 Months	% of Starts who Sustained Work For 6 Months	Number Sustaining Work For 12 Months	% of Starts who Sustained Work For 12 Months
Oct 2014	40	14	35%	10	25%	7	18%
Nov 2014	477	149	31%	117	25%	90	19%
Dec 2014	1,225	330	27%	236	19%	186	15%
Jan 2015	1,266	327	26%	241	19%	186	15%
Feb 2015	680	196	29%	123	18%	82	12%
Mar 2015	328	88	27%	62	19%	40	12%
Apr 2015	246	83	34%	53	22%	27	11%
May 2015	182	56	31%	38	21%	19	10%
Jun 2015	209	66	32%	37	18%	17	8%
Jul 2015	191	64	34%	39	20%	18	9%
Aug 2015	229	84	37%	52	23%	17	7%
Sep 2015	204	68	33%	38	19%	14	7%
Oct 2015	158	51	32%	22	14%	10	6%
Nov 2015	143	54	38%	28	20%	5	3%
Dec 2015	113	38	34%	14	12%	1	1%
Jan 2016	127	55	43%	19	15%		
Feb 2016	106	34	32%	13	12%		
Mar 2016	116	37	32%	12	10%		
Apr 2016	85	26	31%	3	4%		
May 2016	136	32	24%	3	2%		
Jun 2016	350	57	16%	1	0%		
Jul 2016	270	40	15%				
Aug 2016	362	44	12%				
Sep 2016	228	27	12%				
Oct 2016	326	29	9%				
Nov 2016	187	7	4%				
Dec 2016	115	0	0%				
<b>Total</b>	<b>8,099</b>	<b>2,056</b>	<b>25%</b>	<b>1,161</b>		<b>719</b>	

Shading indicates cohorts which have had sufficient time to find and/or sustain employment

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. Twelve month sustainment figures are based on the number of approved 52 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, 6 and 12 month sustainment figures for each monthly cohort will not be available until approximately 6, 12 and 18 months respectively after all clients within the group have completed the programme. The figures will continue to be updated in future Statistical Bulletins prior to finalisation.



# User Guidance

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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 Adviser, have significant barriers to work which cannot be addressed by the Working Age Service, may be considered for referral to the Steps 2 Success programme at an early stage.

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

### Employment and Support Allowance Clients

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

### Voluntary Clients

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

### 3. Phased Referral of Initial Clients

When Steps 2 Success was introduced on 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.

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

## 5. Methodology and Definitions

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

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

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

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

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

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

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

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

**Baseline Performance Level:** The percentage of clients within each monthly cohort that are required to move into and sustain employment in order to achieve a satisfactory rating against the set of performance indicators developed by the Department. A different baseline

performance level has been set for each of the five client categories, reflecting their distance from the labour market.

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

For a job entry payment to be approved

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

Only one Job Entry payment can be paid per client.

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

For a 6 month sustainment payment to be approved

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

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

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

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

For a 12 month sustainment payment to be approved

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

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

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

Northern Ireland Multiple Deprivation Measure (NIMDM) 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.

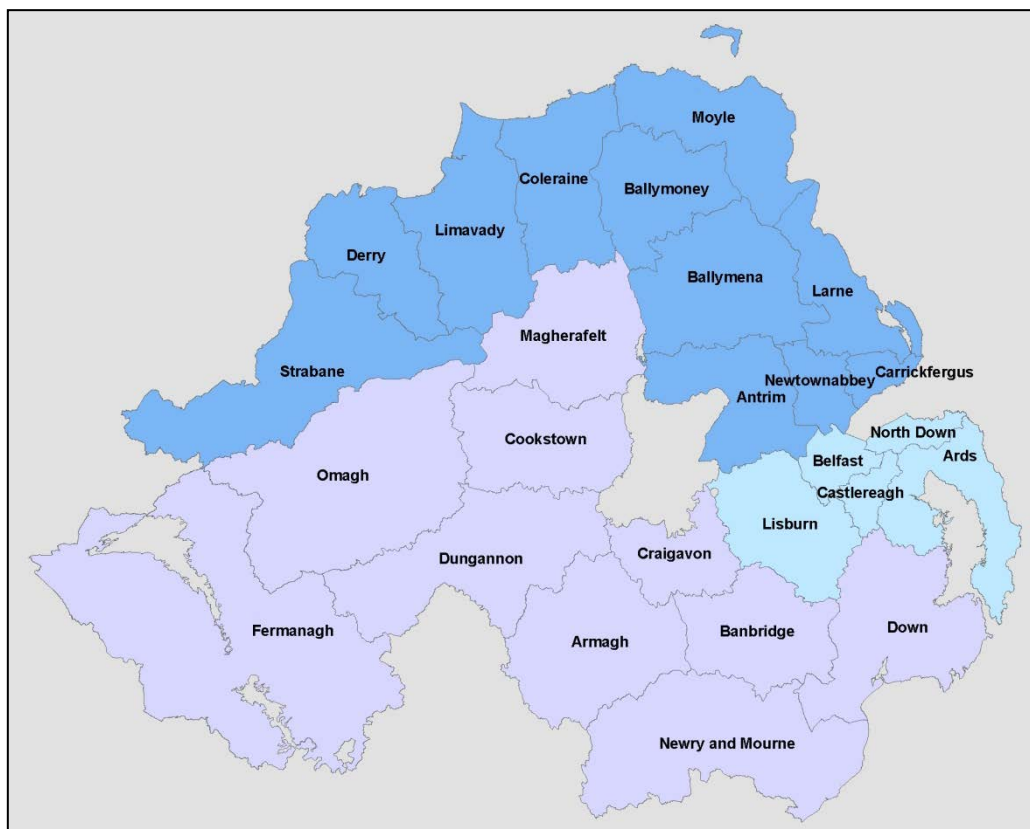
Contract Areas: The delivery of Steps 2 Success provision is provided by 3 Lead Contractors. Clients are allocated to each Contractor based on which Job Centre/Jobs & Benefit Office they are associated with. **Table 1** provides details of the 3 contract areas and their associated office areas and **Figure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



Department for

**Communities**

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This document is available in other formats upon request

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