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# Steps 2 Success

## STATISTICAL BULLETIN

Northern Ireland Statistics from October 2014 to March 2019

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Northern Ireland  
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# 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 the Contractors are paid on the basis of results achieved. Contractors have been given freedom and flexibilities as part of the design of Steps 2 Success enabling them to focus on individual's needs and barriers to work, instead of providing a menu of provision as was the case with New Deal and Steps to Work.

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

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

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

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

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

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

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

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

## Coverage

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

# Key Statistics

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At the end of March 2019 a total of 56,104 clients had started Steps 2 Success, of which 72% were in the JSA 25+ category, 23% were in the JSA 18-24 category and 4% were in the JSA Early Entry category. Only a small number of ESA and Voluntary clients have started the programme.

The into employment statistics contained in the bulletin focus on those clients who started the programme between October 2014 and March 2018 as the majority of these clients have completed the programme. For this period 30% (14,722) of clients have moved into employment. Performance increased from 29% in the first quarter of the programme to 39% in Jan - Mar 16 but has subsequently fallen to 31% in Jan - Mar 18.

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

For the JSA 18-24 category, 41% of participants who started the programme between Oct 14 and Mar 18 have moved into employment. Performance increased to 47% in Jan – Mar 16, subsequently fluctuated and now sits at 41% in the most recent quarter (Jan – Mar 18). During the same period the JSA 25+ category saw performance improve from 26% in the first quarter to 35% in Jan – Mar 16 before decreasing to 28% in the most recent quarter (Jan – Mar 18) and sits at 27% overall.

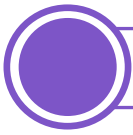
To date, the percentage of returners moving into employment has been considerably lower than for first time participants. In the most recent quarter (Jan – Mar 18) 33% of first time participants have moved into employment in comparison to only 27% of returners.

The 6 month sustainment statistics contained in the bulletin focus on those clients who started the programme between October 2014 and September 2017. For this period 20% (9,097) of clients have sustained employment for 6 months. This equates to 66% of those who moved into work.

The 12 month sustainment statistics contained in the bulletin focus on those clients who started the programme between October 2014 and March 2017. For this period 15% (6,252) of clients have sustained employment for 12 months. This equates to 51% of those who moved into work.

Early into employment figures for clients who started the programme between October 2014 and March 2019, show that Steps 2 Success has helped 15,729 clients into employment. As the majority of clients from the latter cohorts are still on the programme, the number moving into employment for this period is expected to increase over time.

# Detailed Analysis



## Section 1 - Referrals and Starts (October 2014 to March 2019)

The Steps 2 Success (S2S) employment programme commenced in October 2014. Up to the end of March 2019, a total of 63,809 referrals have been made to the programme. Of those referred, 88% (56,104) started within the same period.

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

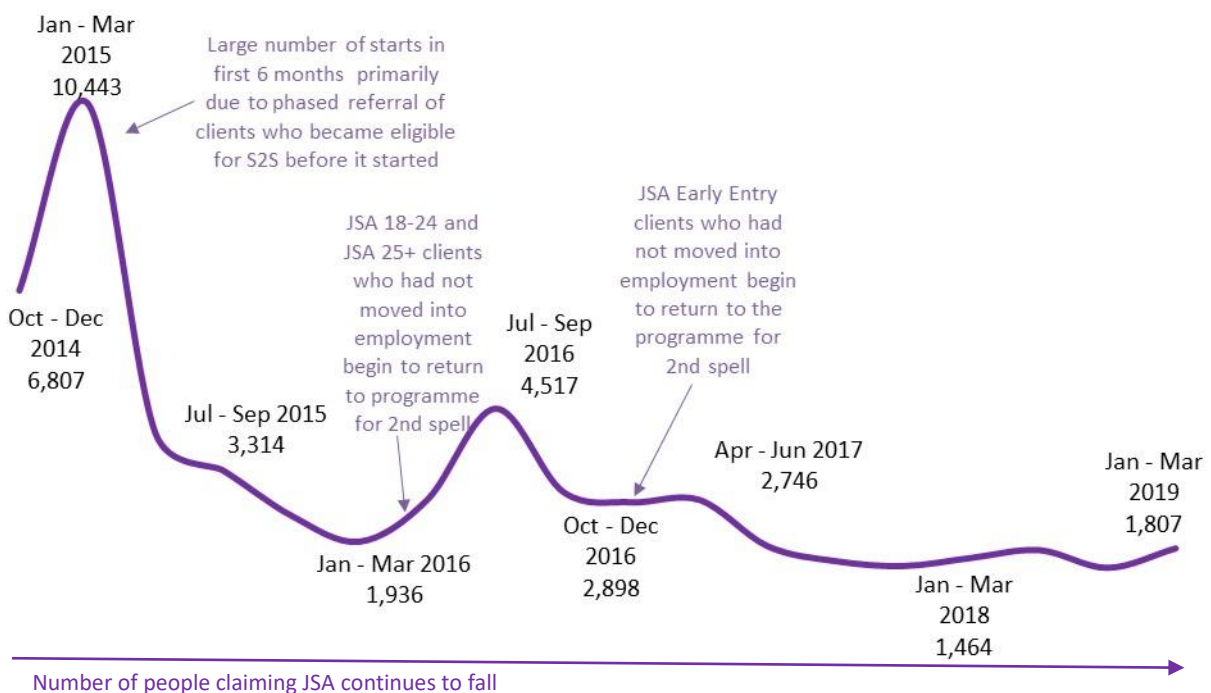
Tables 1.2 – 1.6 show that the largest proportion (72%) of clients who started S2S were in the JSA 25+ category, 23% were in the JSA 18-24 category and 4% were in the JSA Early Entry category. Only a small number of ESA and Voluntary clients have started the programme.

At the end of March 2019, a total of 6,679 participants were still on the programme.

### Starts by Quarter

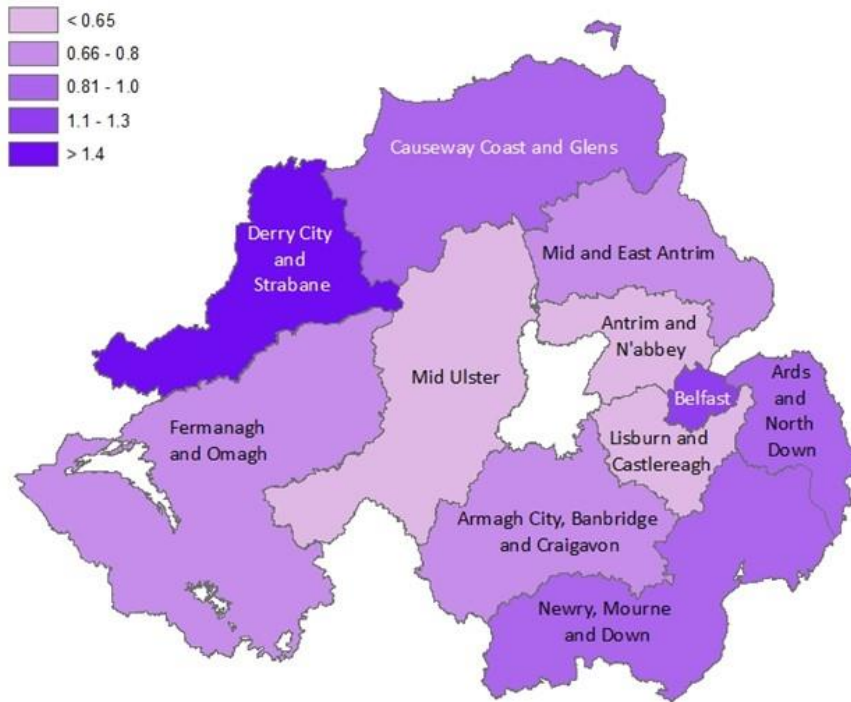
Figure 1 and Table 1.2, show the variation in the number of clients starting the programme since its inception.

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



## Starts by Area

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



As shown in [Table 1.4](#) the number of clients starting S2S has been distributed fairly equally across the Belfast and Northern regions with 20,556 (37%) and 20,049 (36%) starts respectively; with a lower number in the Southern region – 15,499 (28%). However, analysing starts per thousand population in each district council shows a much greater level of variation (as shown in [Figure 2](#) and [Table 1.5](#)). Derry City & Strabane had 1.94 monthly starts per 1,000 residents, whilst Lisburn & Castlereagh had 0.50 starts per 1,000 residents each month on average. This reflects the fact that Derry City & Strabane is the area with the highest unemployment rate and Lisburn & Castlereagh has one of the lowest unemployment rates across Northern Ireland.

## Starts by Deprivation Quintile

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

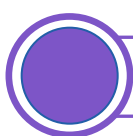
Clients from the 20% most deprived areas within Northern Ireland account for 42% of all starts on the programme, while clients from the 20% least deprived areas account for 6% of starts.

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



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

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

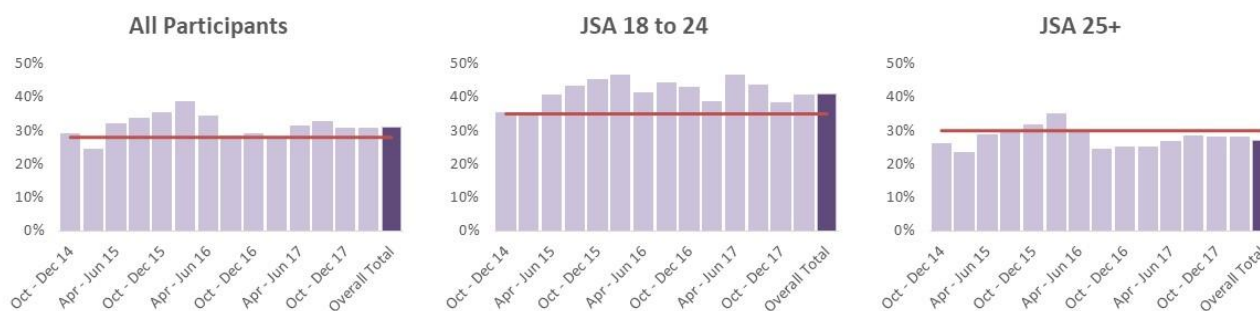


## Section 2 - Moves to Employment (October 2014 to March 2018)

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

### Moves to Employment by Quarter - October 2014 to March 2018 Starts

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



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

For **all participants**, the programme has exceeded the baseline level of 28% by helping 30% of participants into employment (Oct 14 to Mar 18 starts). Performance has varied between quarters, peaking at 39% in Jan – Mar 16 with a low of 24% in the second quarter of the programme.

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



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

For the **JSA 18-24** category the baseline level is 35%. The programme has surpassed this level by helping 41% of this group into employment (Oct 14 to Mar 18 starts). Performance increased to a high of 47% in Jan – Mar 16, subsequently fluctuated then again reaching 47% in Apr – Jun 16 and now sits at 41% in the most recent quarter.

The baseline level for the **JSA 25+** group is 30%. For Oct 14 to Mar 18 starts, the programme has not achieved this level, helping only 27% into employment. Performance improved from 26% in the first quarter to 35% in Jan – Mar 16 before decreasing to 28% in the most recent quarter.

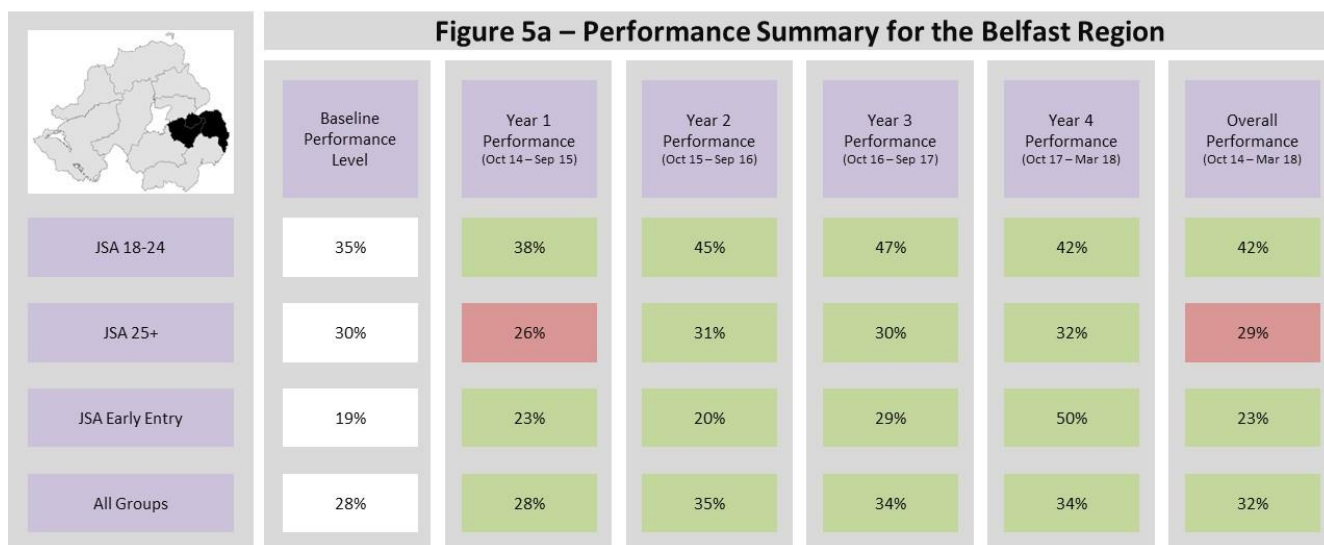
### Moves to Employment by Contract Area – October 2014 to March 2018 Starts

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

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

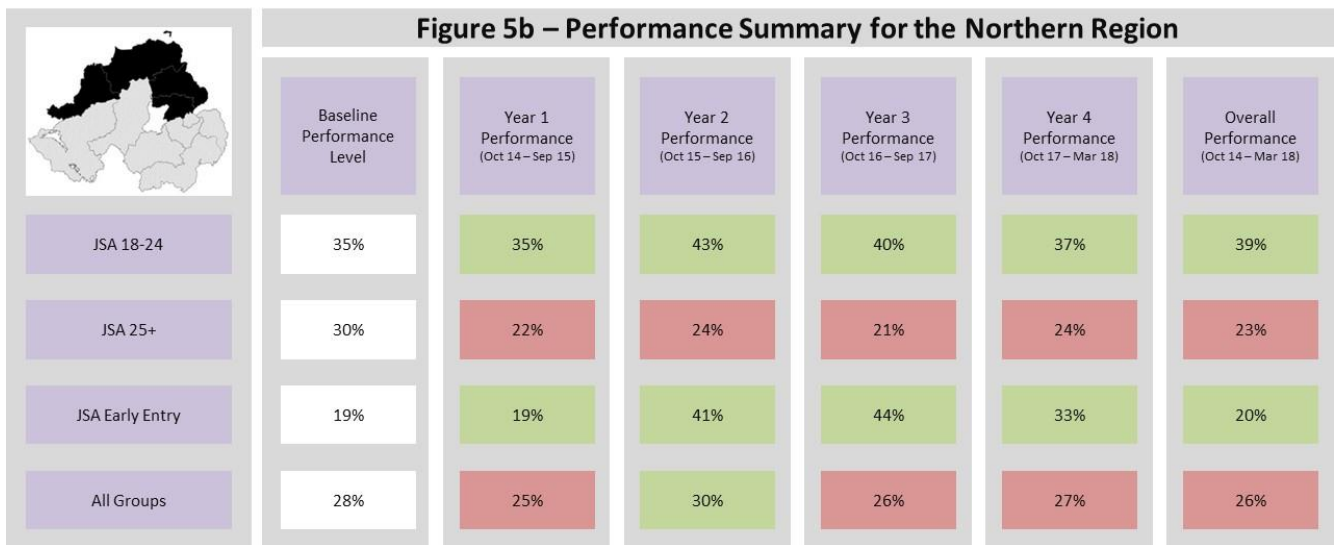
Note; care should be taken when considering variation within the JSA Early Entry category for all Contract Areas due to the small number of clients within this category for some quarters.

### Belfast Region



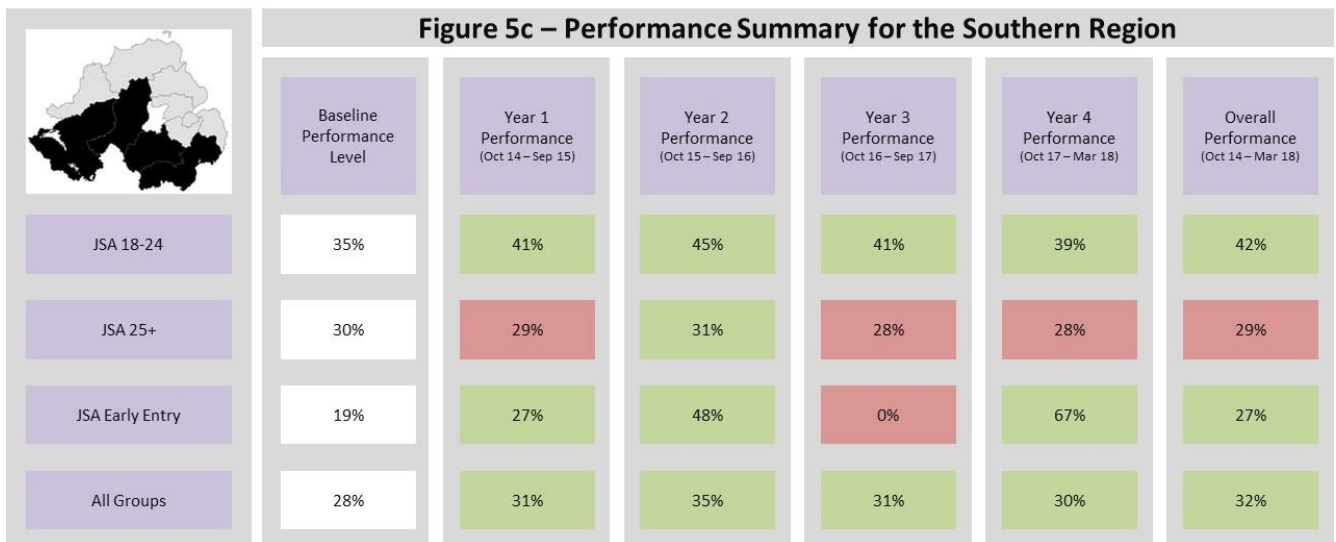
- For Oct 14 to Mar 18 starts, the Belfast region has met or exceeded baseline performance for all client categories apart from the JSA 25+ category.
- Overall the Belfast region has met the baseline performance level of 28%, achieving 28% in year 1, 35% in year 2, 34% in year 3 and 34% in year 4 to date.

## Northern Region



- For clients starting Steps 2 Success during Oct 14 to Mar 18, the Northern region has only met the baseline performance level for the JSA 18-24 and JSA Early Entry client category.
- Overall the Northern region has helped 26% of participants into employment, increasing from 25% in Year 1 to 30% in Year 2 before falling back to 26% in year 3 and 27% in year 4 to date.

## Southern Region



- For Oct 14 to Mar 18 starts, the Southern region has exceeded the baseline performance level for all client categories except for the JSA 25+ category.
- Overall the Southern region is performing above the baseline performance level of 28%, achieving 31% in year 1, 35% in year 2, 31% in year 3 and 30% in year 4 to date.

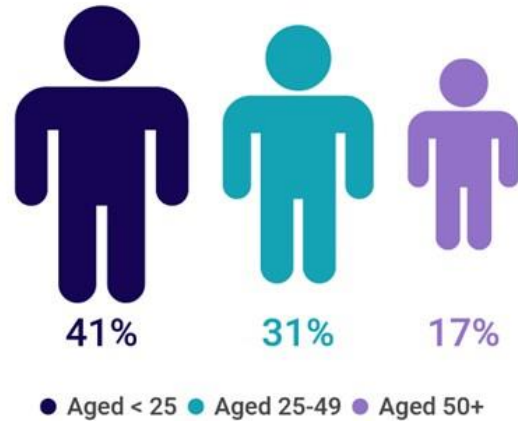
**Moves to Employment by Equality Group – October 2014 to March 2018 Starts**

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

The proportion of disabled clients moving into employment is substantially lower than that of non-disabled clients (19% and 32% respectively).

Figure 6 shows that the percentage of clients who move into employment decreases as age increases, with 41% of those aged less than 25, 31% of those aged 25-49 and 17% of those aged 50+ having moved into employment. A possible explanation for this is that clients aged less than 25 may be closer to the labour market as they have spent less time unemployed and are more likely to be recently qualified.

**Figure 6: Percentage of Starts from October 2014 to March 2018 by Age who Moved Into Employment**



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

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

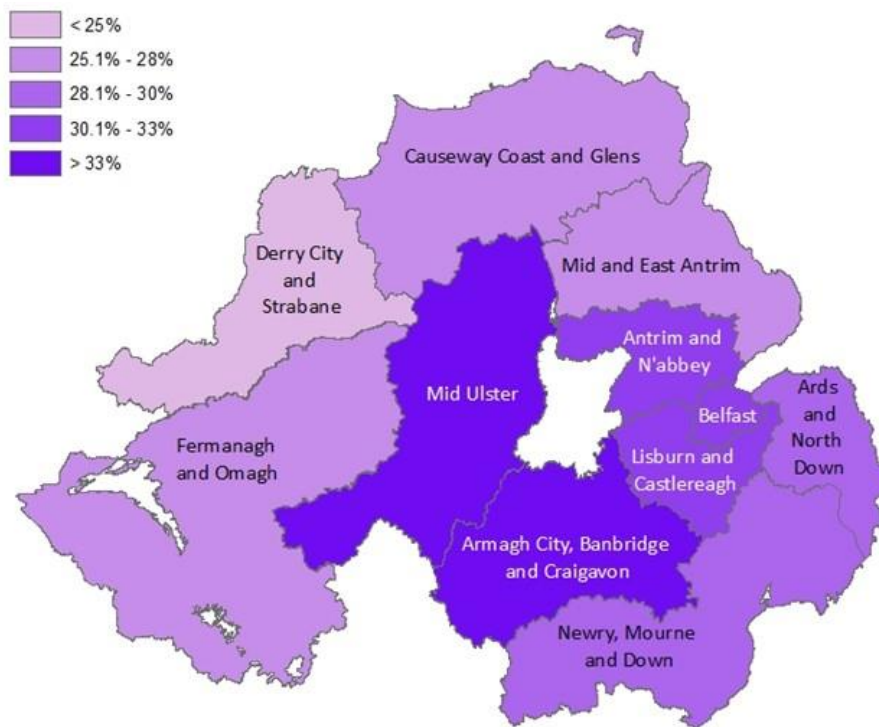
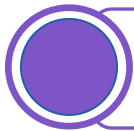


Figure 7 and Table 2.4b show the variation in the percentage of clients from the October 2014 to March 2018 monthly cohorts who have moved into employment by Local Government District of residence. Derry City and Strabane has the lowest proportion (24%) of clients moving into employment. This is also the area that has the highest number of people claiming JSA in Northern Ireland. Mid Ulster is the highest performing Local Government District with 36% of clients moving into employment.



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

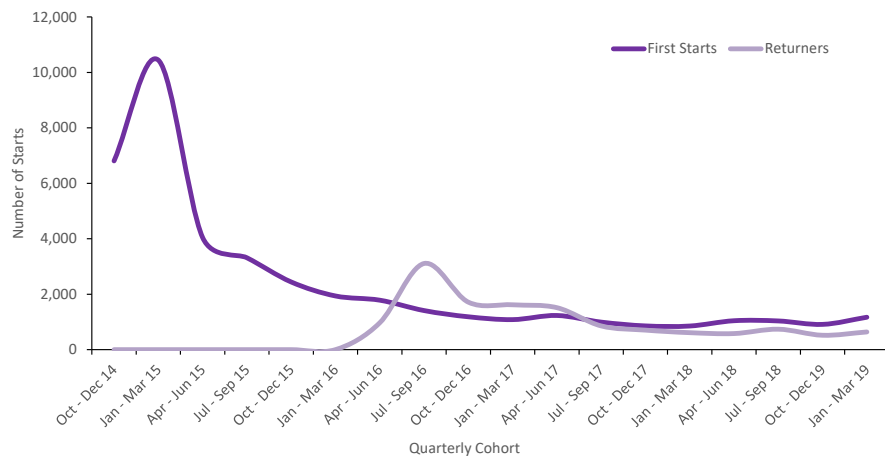
This section compares the performance of clients who are on S2S for the first time with those who have returned to the programme for a second spell.

### Starts (Oct 2014 to Mar 2019)

Mandatory JSA clients who remain on or return to benefit for a period of 26 weeks following their first S2S attachment period must subsequently return to the programme for a second 12 month spell. Clients who were classified as JSA Early Entrants during their first spell on the programme are re-classified as JSA 18-24 or JSA 25+ (according to their age) upon their return to the programme. The first clients returned to S2S in April 2016 and since then a total of 13,566 participants have joined the programme for a second time.

The number of returners peaked during Jul – Sep 16 when they accounted for 69% of all starts. This has since dipped to 35% of starts during Jan - Mar 19 (see [Figure 8 and Table 3.1](#)).

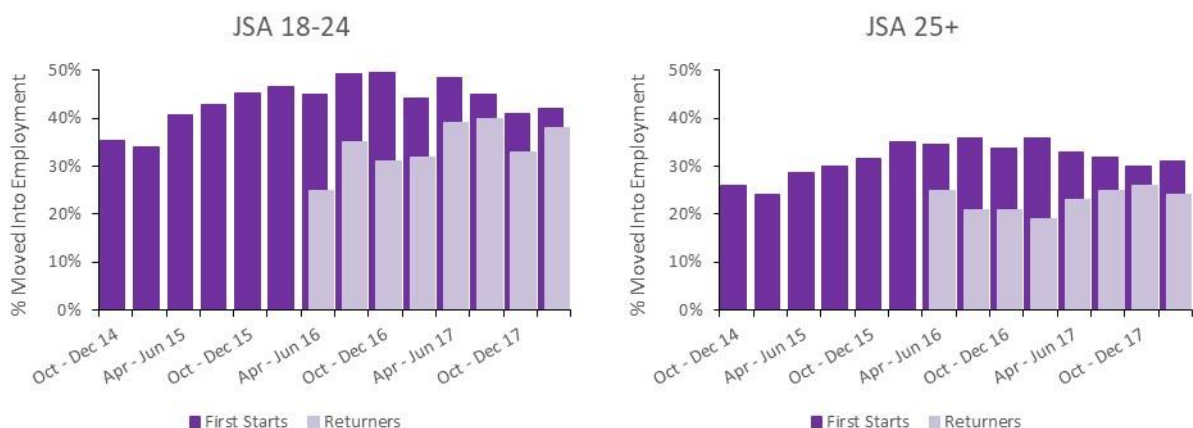
**Figure 8: Number of First Starts and Returners on Steps 2 Success by Quarterly Cohort (October 2014 to March 2019)**

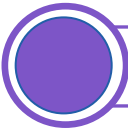


### Moves Into Employment (Oct 2014 to Mar 2018)

To date, the percentage of returners moving into employment has been considerably lower than for first time participants. For example, in the most recent quarter (Jan - Mar 18) 33% of first time participants have moved into employment in comparison to only 27% of returners. [Figure 9 and Table 3.3](#) show how this varies by client category.

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

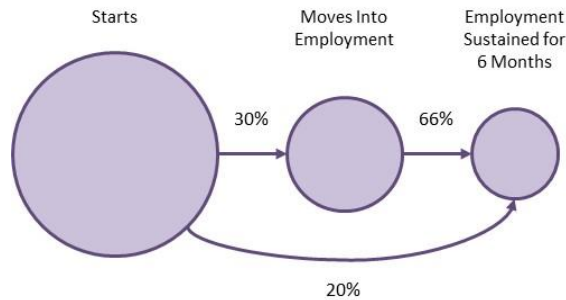




## Section 4 – Sustained Employment (October 2014 to September 2017)

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

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

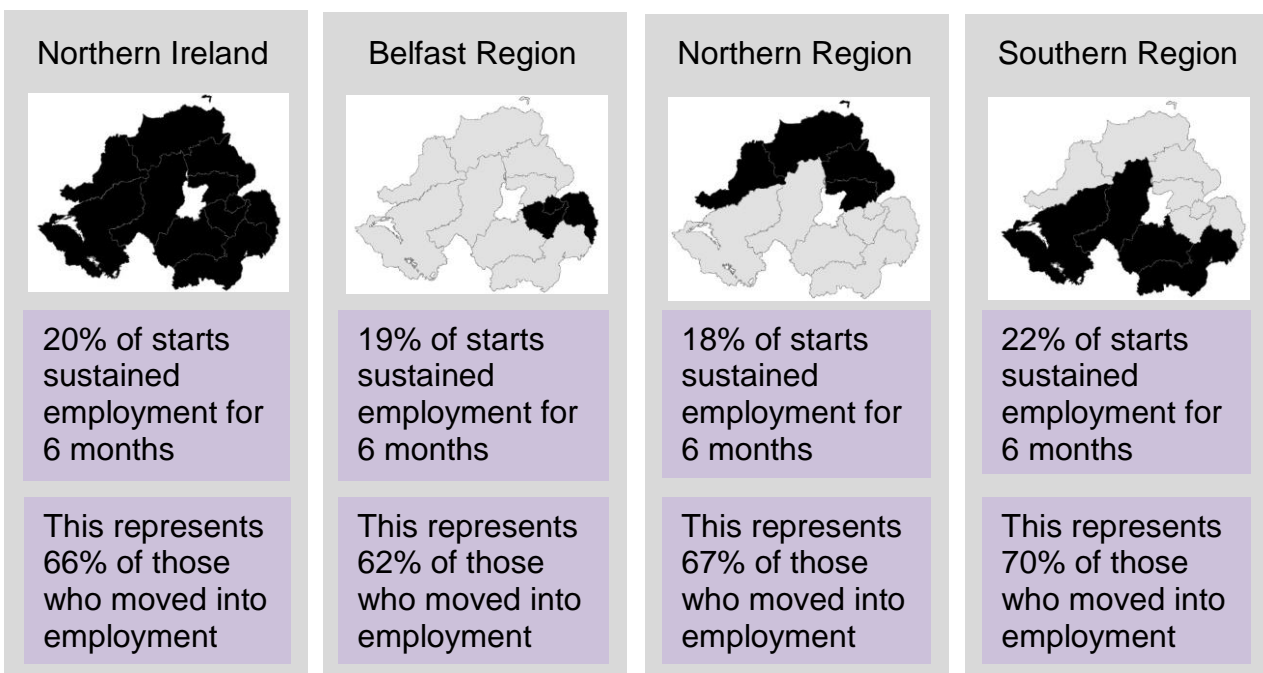


The following sustainment figures focus on starts who have had sufficient time to complete the programme and to sustain employment. [Section 5](#) (page 15) provides early sustainment figures for all starts.

### 6 Months Sustained Employment – October 2014 to September 2017 Starts

Of those participants who started the programme between October 2014 and September 2017, 20% have moved into employment which they have sustained for at least 6 months (this equates to 66% of those who moved into employment). This is above the baseline performance level of 19%. [Figure 10 and Tables 4.2b – 4.2c](#) show how this varies across the 3 regions.

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



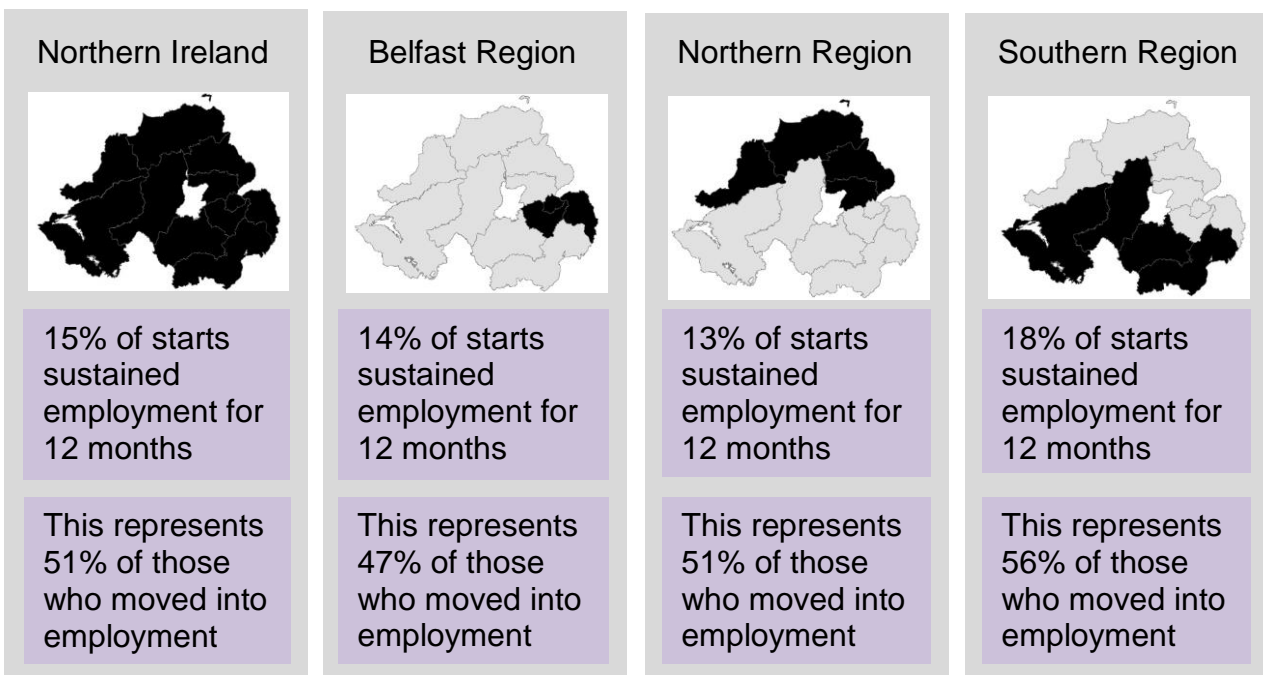
Reflecting the into employment figures, the JSA 18 to 24 category outperforms the JSA 25+ group, with 25% of starts moving into employment which they sustain for 6 months compared to 18%. It is worth noting that, although a lower proportion of JSA 25+ participants move into employment, once they do,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

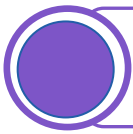
### 12 Months Sustained Employment – October 2014 to March 2017 Starts

Of those participants who started the programme between October 2014 and March 2017, 15% have moved into at least 12 months of sustained employment (this equates to 51% of those who moved into employment). This is equal to the baseline performance level of 15%. **Figure 11 and Tables 4.4b – 4.4c** show how this varies across the 3 regions.

Reflecting the into employment and 6 month sustainment figures, the percentage of starts in the JSA 18 to 24 year old category who sustain employment for 12 months is higher than for JSA 25+ age group, with 18% sustaining employment for 12 months compared to 14%. Again it is worth noting that, although a lower proportion of JSA 25+ participants move into employment, once they do, they are more likely to sustain employment for 12 months (53% compared to 46%).

**Figure 11: Percentage of Starts from October 2014 to March 2017 who Sustained Employment for 12 Months by Contract Area**





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

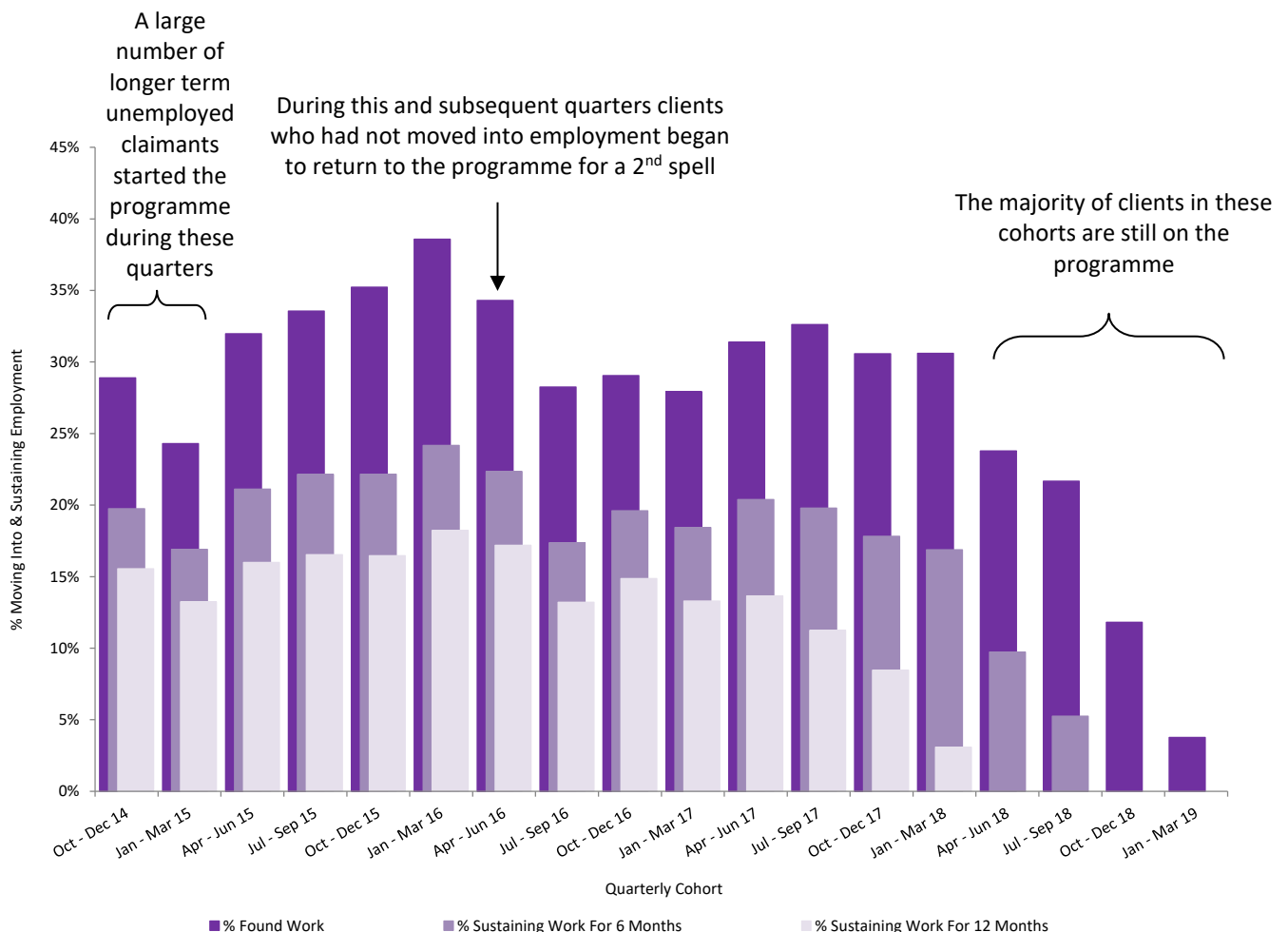
### Moves to Employment and Sustainment by Month – October 2014 to March 2019 Starts

**Table 5.1a** and **Figure 12** show the percentage of clients who have moved into employment and the percentage who have sustained employment for periods of 6 and 12 months for all quarterly cohorts (October 2014 to March 2019). **The majority of clients from the latter cohorts are still on the programme and still have time remaining in which to find and sustain work. The percentage of clients moving into and sustaining work from these cohorts is therefore anticipated to increase in the coming months.**

To date, the S2S programme has helped 15,729 clients from across Northern Ireland into employment, 9,873 of which have now sustained their employment for at least 6 months and 7,012 for at least 12 months.

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

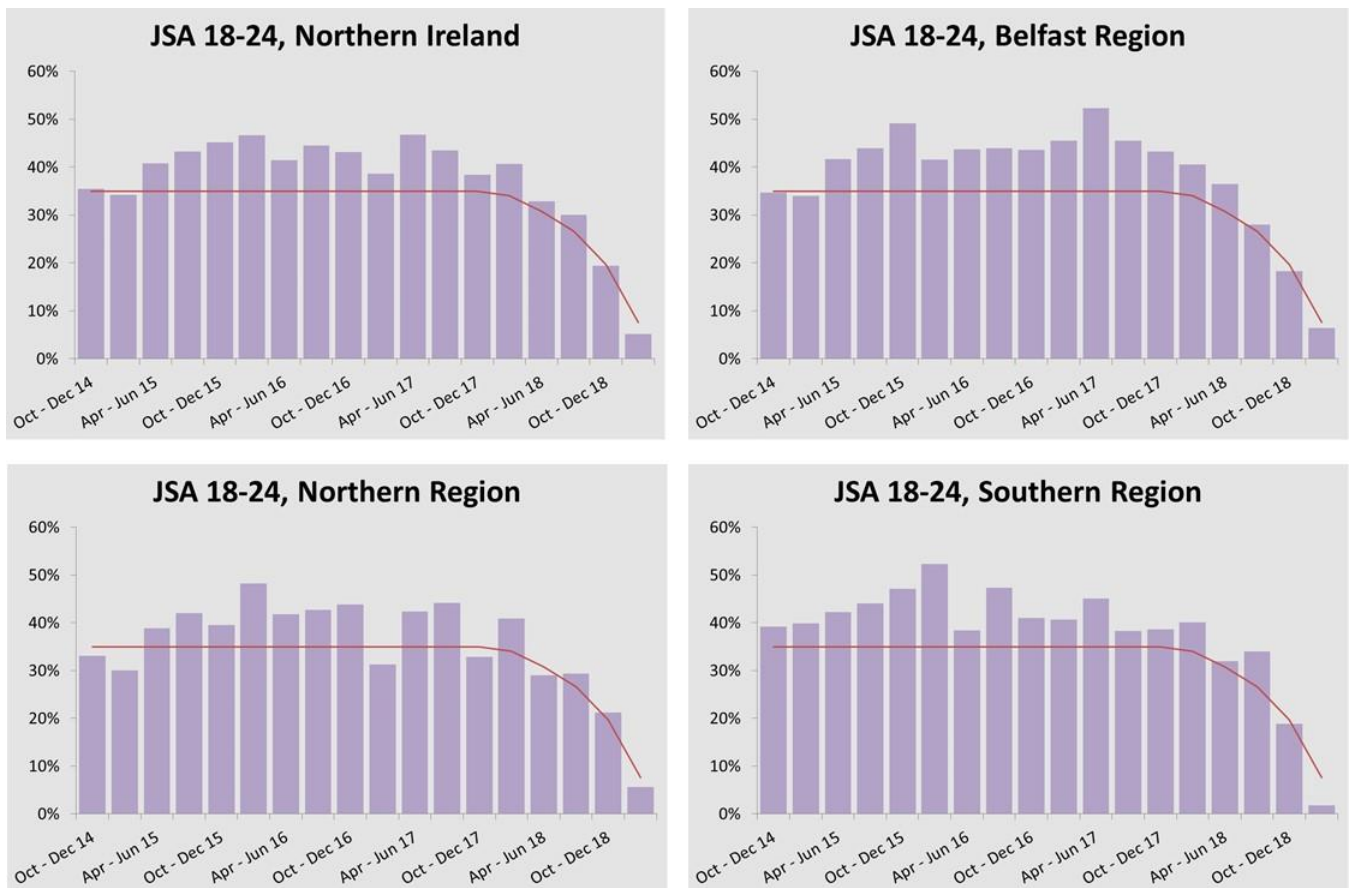
**Figure 12: Percentage of Starts on Steps 2 Success in Northern Ireland who Moved Into and Sustained Employment by Quarterly Cohort (October 2014 to March 2019)**



## Moves to Employment for the JSA 18-24 Client Category – October 2014 to March 2019 Starts

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

**Figure 13: Percentage of Starts on Steps 2 Success within the JSA 18-24 Category who Moved Into Employment by Quarterly Cohort (October 2014 to March 2019)**



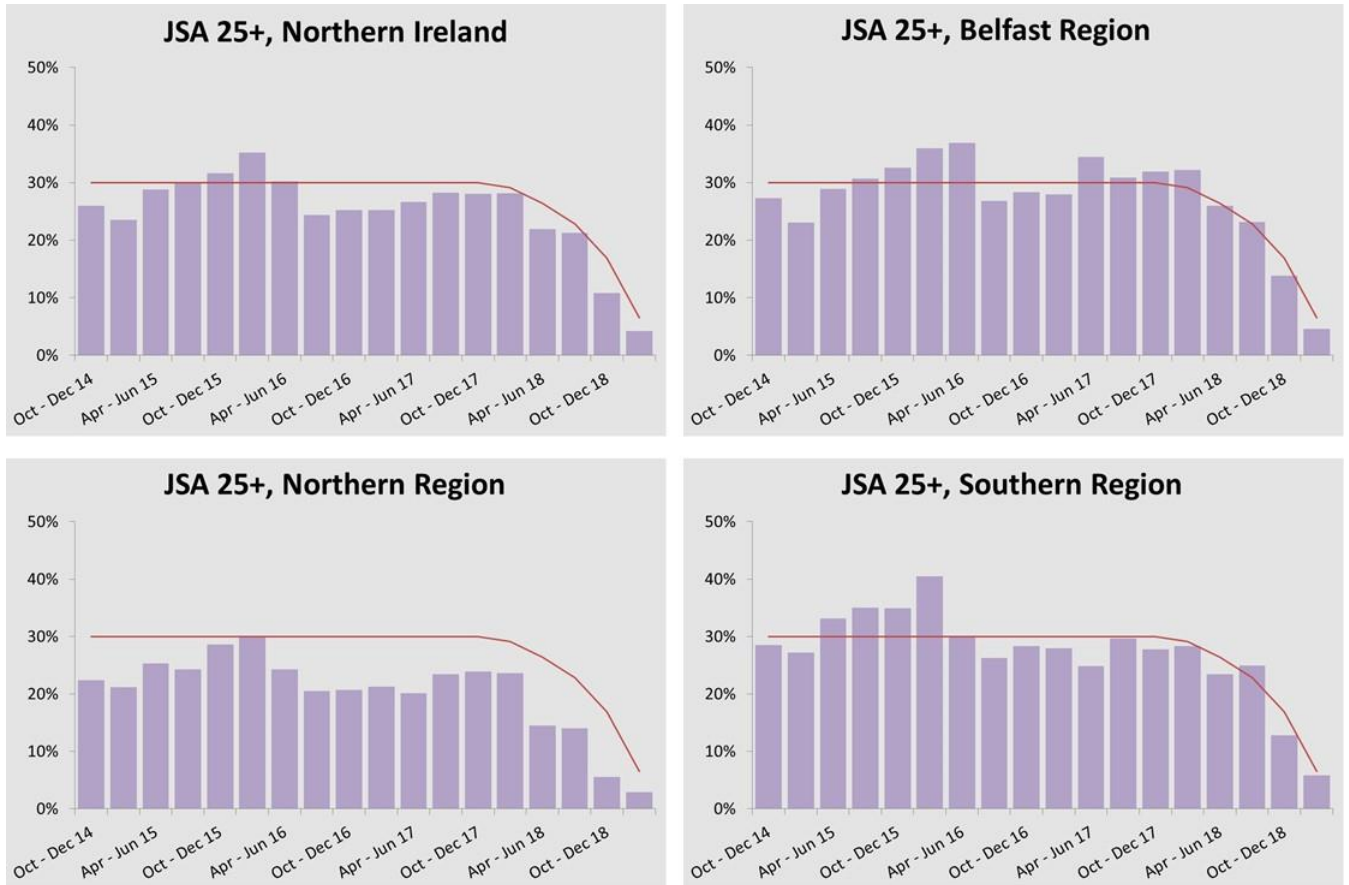
- For the JSA 18-24 category, the Northern Ireland average performance level has reached or exceeded the red line in 15 out of the 18 quarters from October 2014 to March 2019.
- Comparing the three separate regions, we can see that while the Southern region had the highest level of performance during the first 12 months of the programme (October 2014 to September 2015), all regions improved in years 2 and mainly continued to perform above baseline in year 3. The Belfast region has the highest level of performance in Year 4.



**Moves to Employment for the JSA 25+ Client Category – October 2014 to March 2019 Starts**

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

**Figure 14: Percentage of Starts on Steps 2 Success within the JSA 25+ Category who Moved Into Employment by Quarterly Cohort (October 2014 to March 2019)**



- For the JSA 25+ category, the Northern Ireland average performance level has reached or exceeded the red line in only 4 out of the 18 quarters from October 2014 to March 2019.
- This category has been significantly impacted by the large number of unemployed claimants who were phased onto the programme during the period from October 2014 to March 2015; this is evident from the dip in the performance level experienced within all 3 regions across this period.
- All regions showed improvements during the first half of year 2 of the programme, with the Southern and Belfast regions performing above baseline, before beginning to fall again due to the low performance of clients returning to the programme for a second spell. The Belfast region then began to perform above baseline again in April – June 2017.

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

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

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

Quarter of Referral	Client Group				Total
	JSA 18 - 24	JSA 25+	JSA Early Entry	ESA WRAG & Voluntary	
Oct - Dec 14	2,909	7,989	140	26	11,064
Jan - Mar 15	1,321	7,432	1,691	5	10,449
Apr - Jun 15	1,352	2,292	167	3	3,814
Jul - Sep 15	904	2,190	192	3	3,289
Oct - Dec 15	690	1,574	28	2	2,294
Jan - Mar 16	582	1,196	17	0	1,795
Apr - Jun 16	1,270	2,206	12	1	3,489
Jul - Sep 16	985	4,239	9	2	5,235
Oct - Dec 16	682	2,178	10	0	2,870
Jan - Mar 17	629	2,448	5	0	3,082
Apr - Jun 17	828	2,201	2	0	3,031
Jul - Sep 17	542	1,473	3	3	2,021
Oct - Dec 17	424	1,253	10	8	1,695
Jan - Mar 18	405	1,190	3	90	1,688
Apr - Jun 18	510	1,262	8	103	1,883
Jul - Sep 18	552	1,581	6	247	2,386
Oct - Dec 18	360	1,141	8	200	1,709
Jan - Mar 19	377	1,193	8	437	2,015
<b>Total</b>	<b>15,322</b>	<b>45,038</b>	<b>2,319</b>	<b>1,130</b>	<b>63,809</b>

Notes:

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

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

Quarterly Cohort	Client Group				Total
	JSA 18 - 24	JSA 25+	JSA Early Entry	ESA WRAG & Voluntary	
Oct - Dec 14	2,029	4,686	72	20	6,807
Jan - Mar 15	1,232	7,961	1,247	3	10,443
Apr - Jun 15	1,159	2,516	364	5	4,044
Jul - Sep 15	930	2,151	231	2	3,314
Oct - Dec 15	658	1,742	38	3	2,441
Jan - Mar 16	605	1,293	37	1	1,936
Apr - Jun 16	1,027	1,710	14	1	2,752
Jul - Sep 16	874	3,638	5	0	4,517
Oct - Dec 16	634	2,254	9	1	2,898
Jan - Mar 17	552	2,142	6	1	2,701
Apr - Jun 17	658	2,086	2	0	2,746
Jul - Sep 17	527	1,319	2	1	1,849
Oct - Dec 17	368	1,181	4	7	1,560
Jan - Mar 18	360	1,055	4	45	1,464
Apr - Jun 18	417	1,093	7	106	1,623
Jul - Sep 18	404	1,213	4	151	1,772
Oct - Dec 18	310	958	6	156	1,430
Jan - Mar 19	311	1,143	8	345	1,807
<b>Total</b>	<b>13,055</b>	<b>40,141</b>	<b>2,060</b>	<b>848</b>	<b>56,104</b>

Notes:

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

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

Equality Group	Client Group			Total
	JSA 18 - 24	JSA 25+	Other	
<b>All</b>	<b>13,055</b>	<b>40,141</b>	<b>2,908</b>	<b>56,104</b>
<b>Male</b>	<b>9,324</b>	<b>28,239</b>	<b>1,994</b>	<b>39,557</b>
<b>Female</b>	<b>3,731</b>	<b>11,902</b>	<b>914</b>	<b>16,547</b>
<b>% Male</b>	<b>71%</b>	<b>70%</b>	<b>69%</b>	<b>71%</b>
<b>Catholic</b>	<b>5,989</b>	<b>19,750</b>	<b>1,504</b>	<b>27,243</b>
<b>Protestant</b>	<b>4,786</b>	<b>14,494</b>	<b>955</b>	<b>20,235</b>
<b>Other</b>	<b>703</b>	<b>2,365</b>	<b>165</b>	<b>3,233</b>
<b>Not Known</b>	<b>1,577</b>	<b>3,532</b>	<b>284</b>	<b>5,393</b>
<b>% Catholic</b>	<b>46%</b>	<b>49%</b>	<b>52%</b>	<b>49%</b>
<b>% Protestant</b>	<b>37%</b>	<b>36%</b>	<b>33%</b>	<b>36%</b>
<b>White</b>	<b>12,793</b>	<b>38,540</b>	<b>2,777</b>	<b>54,110</b>
<b>Non White</b>	<b>219</b>	<b>1,065</b>	<b>75</b>	<b>1,359</b>
<b>Not Known</b>	<b>43</b>	<b>536</b>	<b>56</b>	<b>635</b>
<b>% White</b>	<b>98%</b>	<b>96%</b>	<b>95%</b>	<b>96%</b>
<b>No Dependants</b>	<b>12,350</b>	<b>29,618</b>	<b>2,180</b>	<b>44,148</b>
<b>With Dependants</b>	<b>705</b>	<b>10,523</b>	<b>728</b>	<b>11,956</b>
<b>% With Dependants</b>	<b>5%</b>	<b>26%</b>	<b>25%</b>	<b>21%</b>
<b>Non Disabled</b>	<b>11,172</b>	<b>30,844</b>	<b>2,022</b>	<b>44,038</b>
<b>Disabled</b>	<b>1,594</b>	<b>8,054</b>	<b>769</b>	<b>10,417</b>
<b>Not Known</b>	<b>289</b>	<b>1,243</b>	<b>117</b>	<b>1,649</b>
<b>% Disabled</b>	<b>12%</b>	<b>20%</b>	<b>26%</b>	<b>19%</b>
<b>Single</b>	<b>12,690</b>	<b>27,031</b>	<b>1,895</b>	<b>41,616</b>
<b>Married/Co-Habiting</b>	<b>313</b>	<b>4,199</b>	<b>351</b>	<b>4,863</b>
<b>Widowed/Separated/Divorced</b>	<b>24</b>	<b>8,685</b>	<b>621</b>	<b>9,330</b>
<b>Not Known</b>	<b>28</b>	<b>226</b>	<b>41</b>	<b>295</b>
<b>% Single</b>	<b>97%</b>	<b>67%</b>	<b>65%</b>	<b>74%</b>
<b>Aged &lt; 25</b>	<b>13,055</b>	<b>0</b>	<b>152</b>	<b>13,207</b>
<b>Aged 25-49</b>	<b>0</b>	<b>28,006</b>	<b>1,758</b>	<b>29,764</b>
<b>Aged 50+</b>	<b>0</b>	<b>12,135</b>	<b>998</b>	<b>13,133</b>
<b>% Aged 50+</b>	<b>0%</b>	<b>30%</b>	<b>34%</b>	<b>23%</b>

Notes:

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

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

Lead Contractor	Contract Area	Client Group				Total
		JSA 18 - 24	JSA 25+	JSA Early Entry	ESA WRAG & Voluntary	
Ingeus UK	Belfast Region	4,846	14,610	796	304	20,556
PeoplePlus NI	Northern Region	4,759	14,267	746	277	20,049
Reed In Partnership	Southern Region	3,450	11,264	518	267	15,499
<b>Total</b>	<b>Northern Ireland</b>	<b>13,055</b>	<b>40,141</b>	<b>2,060</b>	<b>848</b>	<b>56,104</b>

Notes:

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

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

Local Government District 2014	Client Group				Total Starts	Population Aged 18-64	Average Monthly Starts per 1,000 Population
	JSA 18 - 24	JSA 25+	JSA Early Entry	ESA WRAG & Voluntary			
Antrim and Newtownabbey	703	1,908	88	43	2,742	85,347	0.59
Ards and North Down	990	2,866	149	73	4,078	93,304	0.81
Armagh City, Banbridge and Craigavon	1,143	3,520	173	83	4,919	127,100	0.72
Belfast	3,288	10,146	604	194	14,232	215,275	1.22
Causeway Coast and Glens	1,118	3,194	63	38	4,413	86,332	0.95
Derry City and Strabane	2,187	6,760	519	126	9,592	91,673	1.94
Fermanagh and Omagh	599	2,270	69	37	2,975	68,942	0.80
Lisburn and Castlereagh	594	1,643	48	38	2,323	86,218	0.50
Mid and East Antrim	673	2,241	70	68	3,052	82,675	0.68
Mid Ulster	596	1,913	62	80	2,651	88,042	0.56
Newry, Mourne and Down	1,044	3,442	210	64	4,760	106,548	0.83
Unknown	120	238	5	4	367	-	-
<b>Total</b>	<b>13,055</b>	<b>40,141</b>	<b>2,060</b>	<b>848</b>	<b>56,104</b>	<b>1,131,456</b>	<b>0.92</b>

Notes:

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



**Table 1.6 – Starts on Steps 2 Success by Northern Ireland Multiple Deprivation Measure 2017 (October 2014 to March 2019)**

Northern Ireland Multiple Deprivation Measure 2017 Quintile	Client Group				Total
	JSA 18 - 24	JSA 25+	JSA Early Entry	ESA WRAG & Voluntary	
Quintile 1 (most deprived)	5,336	16,795	983	297	23,411
Quintile 2	3,057	9,449	453	214	13,173
Quintile 3	2,144	6,709	284	156	9,293
Quintile 4	1,523	4,535	200	113	6,371
Quintile 5 (least deprived)	875	2,415	135	64	3,489
Unknown	120	238	5	4	367
<b>Total</b>	<b>13,055</b>	<b>40,141</b>	<b>2,060</b>	<b>848</b>	<b>56,104</b>

Notes:

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

## Section 2: Moves to Employment (October 2014 to March 2018)

**Table 2.1 – Starts on Steps 2 Success from October 2014 to March 2018 who Moved Into Employment by Quarterly Cohort**

(a) Number Moving Into Employment

Quarterly Cohort	Client Group				Total
	JSA 18 - 24	JSA 25+	JSA Early Entry	ESA WRAG & Voluntary	
Oct - Dec 2014	719	1,215	28	5	1,967
Jan - Mar 2015	421	1,871	243	2	2,537
Apr - Jun 2015	472	724	95	2	1,293
Jul - Sep 2015	402	645	65	0	1,112
<b>Year 1 Total</b>	<b>2,014</b>	<b>4,455</b>	<b>431</b>	<b>9</b>	<b>6,909</b>
Oct - Dec 2015	297	550	13	0	860
Jan - Mar 2016	282	454	11	0	747
Apr - Jun 2016	425	516	3	0	944
Jul - Sep 2016	388	884	4	0	1,276
<b>Year 2 Total</b>	<b>1,392</b>	<b>2,404</b>	<b>31</b>	<b>0</b>	<b>3,827</b>
Oct - Dec 2016	273	567	1	1	842
Jan - Mar 2017	213	539	2	0	754
Apr - Jun 2017	307	554	1	0	862
Jul - Sep 2017	229	372	2	0	603
<b>Year 3 Total</b>	<b>1,022</b>	<b>2,032</b>	<b>6</b>	<b>1</b>	<b>3,061</b>
Oct - Dec 2017	141	331	3	2	477
Jan - Mar 2018	146	296	1	5	448
<b>Year 4 Total</b>	<b>287</b>	<b>627</b>	<b>4</b>	<b>7</b>	<b>925</b>
<b>Overall Total</b>	<b>4,715</b>	<b>9,518</b>	<b>472</b>	<b>17</b>	<b>14,722</b>

Notes:

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

(b) As a Percentage of Starts

Quarterly Cohort	Client Group				Total
	JSA 18 - 24	JSA 25+	JSA Early Entry	ESA WRAG & Voluntary	
Oct - Dec 2014	35%	26%	39%	25%	29%
Jan - Mar 2015	34%	24%	19%	67%	24%
Apr - Jun 2015	41%	29%	26%	40%	32%
Jul - Sep 2015	43%	30%	28%	0%	34%
<b>Year 1 Total</b>	<b>38%</b>	<b>26%</b>	<b>23%</b>	<b>30%</b>	<b>28%</b>
Oct - Dec 2015	45%	32%	34%	0%	35%
Jan - Mar 2016	47%	35%	30%	0%	39%
Apr - Jun 2016	41%	30%	21%	0%	34%
Jul - Sep 2016	44%	24%	80%	-	28%
<b>Year 2 Total</b>	<b>44%</b>	<b>29%</b>	<b>33%</b>	<b>0%</b>	<b>33%</b>
Oct - Dec 2016	43%	25%	11%	100%	29%
Jan - Mar 2017	39%	25%	33%	0%	28%
Apr - Jun 2017	47%	27%	50%	-	31%
Jul - Sep 2017	43%	28%	100%	0%	33%
<b>Year 3 Total</b>	<b>43%</b>	<b>26%</b>	<b>32%</b>	<b>33%</b>	<b>30%</b>
Oct - Dec 2017	38%	28%	75%	29%	31%
Jan - Mar 2018	41%	28%	25%	11%	31%
<b>Year 4 Total</b>	<b>39%</b>	<b>28%</b>	<b>50%</b>	<b>13%</b>	<b>31%</b>
<b>Overall Total</b>	<b>41%</b>	<b>27%</b>	<b>23%</b>	<b>19%</b>	<b>30%</b>
Baseline Performance Level	35%	30%	19%	20%	28%

Notes:

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

**Table 2.2 – Starts on Steps 2 Success from October 2014 to March 2018 who Moved Into Employment by Lead Contractor**

(a) Number Moving Into Employment

Period	Lead Contractor	Contract Area	Client Group				Total
			JSA 18 - 24	JSA 25+	JSA Early Entry	ESA WRAG & Voluntary	
Oct 14 - Sep 15 (Year 1)	Ingeus UK	Belfast Region	721	1,565	171	3	2,460
	PeoplePlus NI	Northern Region	663	1,348	132	4	2,147
	Reed In Partnership	Southern Region	630	1,542	128	2	2,302
	<b>Total</b>	<b>Northern Ireland</b>	<b>2,014</b>	<b>4,455</b>	<b>431</b>	<b>9</b>	<b>6,909</b>
Oct 15 - Sep 16 (Year 2)	Ingeus UK	Belfast Region	513	938	9	0	1,460
	PeoplePlus NI	Northern Region	498	732	12	0	1,242
	Reed In Partnership	Southern Region	381	734	10	0	1,125
	<b>Total</b>	<b>Northern Ireland</b>	<b>1,392</b>	<b>2,404</b>	<b>31</b>	<b>0</b>	<b>3,827</b>
Oct 16 - Sep 17 (Year 3)	Ingeus UK	Belfast Region	422	899	2	0	1,323
	PeoplePlus NI	Northern Region	377	647	4	1	1,029
	Reed In Partnership	Southern Region	223	486	0	0	709
	<b>Total</b>	<b>Northern Ireland</b>	<b>1,022</b>	<b>2,032</b>	<b>6</b>	<b>1</b>	<b>3,061</b>
Oct 17 - Mar 18 (Year 4 to date)	Ingeus UK	Belfast Region	124	279	1	4	408
	PeoplePlus NI	Northern Region	101	185	1	1	288
	Reed In Partnership	Southern Region	62	163	2	2	229
	<b>Total</b>	<b>Northern Ireland</b>	<b>287</b>	<b>627</b>	<b>4</b>	<b>7</b>	<b>925</b>
<b>Total</b>	Ingeus UK	Belfast Region	1,780	3,681	183	7	5,651
	PeoplePlus NI	Northern Region	1,639	2,912	149	6	4,706
	Reed In Partnership	Southern Region	1,296	2,925	140	4	4,365
	<b>Total</b>	<b>Northern Ireland</b>	<b>4,715</b>	<b>9,518</b>	<b>472</b>	<b>17</b>	<b>14,722</b>

Notes:

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

(b) As a Percentage of Starts

Period	Lead Contractor	Contract Area	Client Group				Total
			JSA 18 - 24	JSA 25+	JSA Early Entry	ESA WRAG & Voluntary	
Oct 14 - Sep 15 (Year 1)	Ingeus UK	Belfast Region	38%	26%	23%	33%	28%
	PeoplePlus NI	Northern Region	35%	22%	19%	57%	25%
	Reed In Partnership	Southern Region	41%	29%	27%	14%	31%
	<b>Total</b>	<b>Northern Ireland</b>	<b>38%</b>	<b>26%</b>	<b>23%</b>	<b>30%</b>	<b>28%</b>
Oct 15 - Sep 16 (Year 2)	Ingeus UK	Belfast Region	45%	31%	20%	0%	35%
	PeoplePlus NI	Northern Region	43%	24%	41%	0%	30%
	Reed In Partnership	Southern Region	45%	31%	48%	0%	35%
	<b>Total</b>	<b>Northern Ireland</b>	<b>44%</b>	<b>29%</b>	<b>33%</b>	<b>0%</b>	<b>33%</b>
Oct 16 - Sep 17 (Year 3)	Ingeus UK	Belfast Region	47%	30%	29%	0%	34%
	PeoplePlus NI	Northern Region	40%	21%	44%	50%	26%
	Reed In Partnership	Southern Region	41%	28%	0%	-	31%
	<b>Total</b>	<b>Northern Ireland</b>	<b>43%</b>	<b>26%</b>	<b>32%</b>	<b>33%</b>	<b>30%</b>
Oct 17 - Mar 18 (Year 4 to date)	Ingeus UK	Belfast Region	42%	32%	50%	17%	34%
	PeoplePlus NI	Northern Region	37%	24%	33%	10%	27%
	Reed In Partnership	Southern Region	39%	28%	67%	11%	30%
	<b>Total</b>	<b>Northern Ireland</b>	<b>39%</b>	<b>28%</b>	<b>50%</b>	<b>13%</b>	<b>31%</b>
Total	Ingeus UK	Belfast Region	42%	29%	23%	20%	32%
	PeoplePlus NI	Northern Region	39%	23%	20%	30%	26%
	Reed In Partnership	Southern Region	42%	29%	27%	11%	32%
	<b>Total</b>	<b>Northern Ireland</b>	<b>41%</b>	<b>27%</b>	<b>23%</b>	<b>19%</b>	<b>30%</b>
Baseline Performance Level			35%	30%	19%	20%	28%

Notes:

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

**Table 2.3 – Starts on Steps 2 Success from October 2014 to March 2018 who Moved Into Employment by Equality Group**

(a) Number Moving Into Employment

Equality Group	Client Group			Total
	JSA 18 - 24	JSA 25+	Other	
All	4,715	9,518	489	14,722
Male	3,389	6,881	343	10,613
Female	1,326	2,637	146	4,109
Catholic	2,158	4,536	252	6,946
Protestant	1,737	3,429	147	5,313
Other	253	646	42	941
Not Known	567	907	48	1,522
White	4,651	9,116	466	14,233
Non White	63	283	12	358
Not Known	1	119	11	131
No Dependants	4,522	7,031	350	11,903
With Dependants	193	2,487	139	2,819
Non Disabled	4,215	8,070	421	12,706
Disabled	404	1,200	52	1,656
Not Known	96	248	16	360
Single	4,593	6,734	326	11,653
Married/Co-Habiting	105	988	59	1,152
Widowed/Separated/Divorced	7	1,746	98	1,851
Not Known	10	50	6	66
Aged < 25	4,715	0	29	4,744
Aged 25-49	0	7,692	355	8,047
Aged 50+	0	1,826	105	1,931

Notes:

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

(b) As a Percentage of Starts

Equality Group	Client Group			Total
	JSA 18 - 24	JSA 25+	Other	
All	41%	27%	23%	30%
Male	41%	27%	22%	30%
Female	40%	26%	26%	29%
Catholic	40%	26%	22%	29%
Protestant	41%	27%	22%	30%
Other	43%	32%	34%	34%
Not Known	42%	30%	24%	33%
White	41%	27%	23%	30%
Non White	33%	33%	19%	32%
Not Known	11%	24%	28%	24%
No Dependants	41%	26%	22%	30%
With Dependants	30%	28%	28%	28%
Non Disabled	42%	29%	25%	32%
Disabled	29%	17%	14%	19%
Not Known	37%	22%	19%	25%
Single	41%	28%	23%	32%
Married/Co-Habiting	35%	26%	23%	27%
Widowed/Separated/Divorced	29%	23%	23%	23%
Not Known	40%	25%	22%	26%
Aged < 25	41%	-	40%	41%
Aged 25-49	-	31%	27%	31%
Aged 50+	-	17%	14%	17%

Notes:

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

**Table 2.4 – Starts on Steps 2 Success from October 2014 to March 2018 who Moved Into Employment by Local Government District 2014**

(a) Number Moving Into Employment

Local Government District 2014	Client Group				Total
	JSA 18 - 24	JSA 25+	JSA Early Entry	ESA WRAG & Voluntary	
Antrim & Newtownabbey	285	453	27	3	768
Ards & North Down	320	691	26	3	1,040
Armagh City, Banbridge & Craigavon	474	984	61	0	1,519
Belfast	1,259	2,564	143	5	3,971
Causeway Coast & Glens	350	673	22	0	1,045
Derry City & Strabane	730	1,287	78	2	2,097
Fermanagh & Omagh	204	490	15	1	710
Lisburn & Castlereagh	206	434	16	0	656
Mid & East Antrim	250	472	20	0	742
Mid Ulster	244	537	18	2	801
Newry, Mourne & Down	358	867	43	1	1,269
Unknown	35	66	3	0	104
<b>Total</b>	<b>4,715</b>	<b>9,518</b>	<b>472</b>	<b>17</b>	<b>14,722</b>

(b) As a Percentage of Starts

Local Government District 2014	Client Group				Total
	JSA 18 - 24	JSA 25+	JSA Early Entry	ESA WRAG & Voluntary	
Antrim & Newtownabbey	46%	27%	32%	38%	32%
Ards & North Down	38%	27%	18%	30%	30%
Armagh City, Banbridge & Craigavon	47%	31%	35%	0%	35%
Belfast	43%	29%	24%	21%	32%
Causeway Coast & Glens	35%	23%	35%	0%	26%
Derry City & Strabane	37%	21%	15%	29%	24%
Fermanagh & Omagh	38%	24%	22%	20%	27%
Lisburn & Castlereagh	39%	30%	33%	0%	32%
Mid & East Antrim	42%	24%	30%	0%	28%
Mid Ulster	46%	33%	31%	20%	36%
Newry, Mourne & Down	38%	28%	21%	10%	30%
Unknown	32%	31%	60%	0%	32%
<b>Total</b>	<b>41%</b>	<b>27%</b>	<b>23%</b>	<b>19%</b>	<b>30%</b>

Notes:

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



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

(a) Number Moving Into Employment

Northern Ireland Multiple Deprivation Measure 2017 Quintile	Client Group				Total
	JSA 18 - 24	JSA 25+	JSA Early Entry	ESA WRAG & Voluntary	
Quintile 1 (most deprived)	1,818	3,715	186	6	5,725
Quintile 2	1,090	2,179	113	3	3,385
Quintile 3	794	1,683	75	2	2,554
Quintile 4	606	1,144	54	5	1,809
Quintile 5 (least deprived)	372	731	41	1	1,145
Unknown	35	66	3	0	104
<b>Total</b>	<b>4,715</b>	<b>9,518</b>	<b>472</b>	<b>17</b>	<b>14,722</b>

(b) As a Percentage of Starts

Northern Ireland Multiple Deprivation Measure 2017 Quintile	Client Group				Total
	JSA 18 - 24	JSA 25+	JSA Early Entry	ESA WRAG & Voluntary	
Quintile 1 (most deprived)	38%	25%	19%	23%	28%
Quintile 2	40%	26%	25%	13%	29%
Quintile 3	42%	28%	27%	13%	31%
Quintile 4	45%	29%	28%	31%	33%
Quintile 5 (least deprived)	48%	35%	31%	17%	38%
Unknown	32%	31%	60%	0%	32%
<b>Total</b>	<b>41%</b>	<b>27%</b>	<b>23%</b>	<b>9%</b>	<b>22%</b>

Notes:

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

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

**Table 3.1 – Number of First Starts and Returners on Steps 2 Success in Northern Ireland from October 2014 to March 2019 by Quarterly Cohort**

Quarterly Cohort	Client Group									
	First Starts					Returners				All
	JSA 18 - 24	JSA 25+	JSA Early Entry	ESA WRAG & Voluntary	Total	JSA 18 - 24	JSA 25+	ESA WRAG & Voluntary	Total	
Oct - Dec 2014	2,029	4,686	72	20	6,807	0	0	0	0	6,807
Jan - Mar 2015	1,232	7,961	1,247	3	10,443	0	0	0	0	10,443
Apr - Jun 2015	1,159	2,516	364	5	4,044	0	0	0	0	4,044
Jul - Sep 2015	930	2,151	231	2	3,314	0	0	0	0	3,314
<b>Year 1 Total</b>	<b>5,350</b>	<b>17,314</b>	<b>1,914</b>	<b>30</b>	<b>24,608</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>24,608</b>
Oct - Dec 2015	658	1,742	38	3	2,441	0	0	0	0	2,441
Jan - Mar 2016	605	1,293	37	1	1,936	0	0	0	0	1,936
Apr - Jun 2016	826	943	14	1	1,784	201	767	0	968	2,752
Jul - Sep 2016	571	834	5	0	1,410	303	2,804	0	3,107	4,517
<b>Year 2 Total</b>	<b>2,660</b>	<b>4,812</b>	<b>94</b>	<b>5</b>	<b>7,571</b>	<b>504</b>	<b>3,571</b>	<b>0</b>	<b>4,075</b>	<b>11,646</b>
Oct - Dec 2016	418	757	9	1	1,185	216	1,497	0	1,713	2,898
Jan - Mar 2017	305	771	6	1	1,083	247	1,371	0	1,618	2,701
Apr - Jun 2017	496	734	2	0	1,232	162	1,352	0	1,514	2,746
Jul - Sep 2017	397	593	2	1	993	130	726	0	856	1,849
<b>Year 3 Total</b>	<b>1,616</b>	<b>2,855</b>	<b>19</b>	<b>3</b>	<b>4,493</b>	<b>755</b>	<b>4,946</b>	<b>0</b>	<b>5,701</b>	<b>10,194</b>
Oct - Dec 2017	248	597	4	7	856	120	584	0	704	1,560
Jan - Mar 2018	219	584	4	45	852	141	471	0	612	1,464
Apr - Jun 2018	299	638	7	99	1,043	118	455	7	580	1,623
Jul - Sep 2018	313	639	4	79	1,035	91	574	72	737	1,772
<b>Year 4 Total</b>	<b>1,079</b>	<b>2,458</b>	<b>19</b>	<b>230</b>	<b>3,786</b>	<b>470</b>	<b>2,084</b>	<b>79</b>	<b>2,633</b>	<b>6,419</b>
Oct - Dec 2018	226	593	6	86	911	84	365	70	519	1,430
Jan - Mar 2019	206	682	8	273	1,169	105	461	72	638	1,807
<b>Year 5 Total</b>	<b>432</b>	<b>1,275</b>	<b>14</b>	<b>359</b>	<b>2,080</b>	<b>189</b>	<b>826</b>	<b>142</b>	<b>1,157</b>	<b>3,237</b>
<b>Overall Total</b>	<b>11,137</b>	<b>28,714</b>	<b>2,060</b>	<b>627</b>	<b>42,538</b>	<b>1,918</b>	<b>11,427</b>	<b>221</b>	<b>13,566</b>	<b>56,104</b>

Notes: See 3a) – 3d) of the Table Footnotes.

**Table 3.2 – Number of First Starts and Returners on Steps 2 Success in Northern Ireland from October 2014 to March 2018 who Moved Into Employment by Quarterly Cohort**

Quarterly Cohort	Client Group									
	First Starts					Returners				All
	JSA 18 - 24	JSA 25+	JSA Early Entry	ESA WRAG & Voluntary	Total	JSA 18 - 24	JSA 25+	ESA WRAG & Voluntary	Total	
Oct - Dec 2014	719	1215	28	5	1,967	0	0	0	0	1,967
Jan - Mar 2015	421	1871	243	2	2,537	0	0	0	0	2,537
Apr - Jun 2015	472	724	95	2	1,293	0	0	0	0	1,293
Jul - Sep 2015	402	645	65	0	1,112	0	0	0	0	1,112
<b>Year 1 Total</b>	<b>2,014</b>	<b>4,455</b>	<b>431</b>	<b>9</b>	<b>6,909</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>6,909</b>
Oct - Dec 2015	297	550	13	0	860	0	0	0	0	860
Jan - Mar 2016	282	454	11	0	747	0	0	0	0	747
Apr - Jun 2016	374	328	3	0	705	51	188	0	239	944
Jul - Sep 2016	281	299	4	0	584	107	585	0	692	1,276
<b>Year 2 Total</b>	<b>1,234</b>	<b>1,631</b>	<b>31</b>	<b>0</b>	<b>2,896</b>	<b>158</b>	<b>773</b>	<b>0</b>	<b>931</b>	<b>3,827</b>
Oct - Dec 2016	207	257	1	1	466	66	310	0	376	842
Jan - Mar 2017	135	274	2	0	411	78	265	0	343	754
Apr - Jun 2017	244	239	1	0	484	63	315	0	378	862
Jul - Sep 2017	177	192	2	0	371	52	180	0	232	603
<b>Year 3 Total</b>	<b>763</b>	<b>962</b>	<b>6</b>	<b>1</b>	<b>1,732</b>	<b>259</b>	<b>1,070</b>	<b>0</b>	<b>1,329</b>	<b>3,061</b>
Oct - Dec 2017	101	182	3	2	288	40	149	0	189	477
Jan - Mar 2018	93	183	1	5	282	53	113	0	166	448
<b>Year 4 Total</b>	<b>194</b>	<b>365</b>	<b>4</b>	<b>7</b>	<b>570</b>	<b>93</b>	<b>262</b>	<b>0</b>	<b>355</b>	<b>925</b>
<b>Overall Total</b>	<b>4,205</b>	<b>7,413</b>	<b>472</b>	<b>17</b>	<b>12,107</b>	<b>510</b>	<b>2,105</b>	<b>0</b>	<b>2,615</b>	<b>14,722</b>

Notes:

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

**Table 3.3 – Percentage of First Starts and Returners on Steps 2 Success in Northern Ireland from October 2014 to March 2018 who Moved Into Employment by Quarterly Cohort**

Quarterly Cohort	Client Group									
	First Starts					Returners				All
	JSA 18 - 24	JSA 25+	JSA Early Entry	ESA WRAG & Voluntary	Total	JSA 18 - 24	JSA 25+	ESA WRAG & Voluntary	Total	
Oct - Dec 2014	35%	26%	39%	25%	29%	-	-	-	-	29%
Jan - Mar 2015	34%	24%	19%	67%	24%	-	-	-	-	24%
Apr - Jun 2015	41%	29%	26%	40%	32%	-	-	-	-	32%
Jul - Sep 2015	43%	30%	28%	0%	34%	-	-	-	-	34%
<b>Year 1 Total</b>	<b>38%</b>	<b>26%</b>	<b>23%</b>	<b>30%</b>	<b>28%</b>	-	-	-	-	<b>28%</b>
Oct - Dec 2015	45%	32%	34%	0%	35%	-	-	-	-	35%
Jan - Mar 2016	47%	35%	30%	0%	39%	-	-	-	-	39%
Apr - Jun 2016	45%	35%	21%	0%	40%	25%	25%	-	25%	34%
Jul - Sep 2016	49%	36%	80%	-	41%	35%	21%	-	22%	28%
<b>Year 2 Total</b>	<b>46%</b>	<b>34%</b>	<b>33%</b>	<b>0%</b>	<b>38%</b>	<b>31%</b>	<b>22%</b>	-	<b>23%</b>	<b>33%</b>
Oct - Dec 2016	50%	34%	11%	100%	39%	31%	21%	-	22%	29%
Jan - Mar 2017	44%	36%	33%	0%	38%	32%	19%	-	21%	28%
Apr - Jun 2017	49%	33%	50%	-	39%	39%	23%	-	25%	31%
Jul - Sep 2017	45%	32%	100%	0%	37%	40%	25%	-	27%	33%
<b>Year 3 Total</b>	<b>47%</b>	<b>34%</b>	<b>32%</b>	<b>33%</b>	<b>39%</b>	<b>34%</b>	<b>22%</b>	-	<b>23%</b>	<b>30%</b>
Oct - Dec 2017	41%	30%	75%	29%	34%	33%	26%	-	27%	31%
Jan - Mar 2018	42%	31%	25%	11%	33%	38%	24%	-	27%	31%
<b>Year 4 Total</b>	<b>42%</b>	<b>31%</b>	<b>50%</b>	<b>13%</b>	<b>33%</b>	<b>36%</b>	<b>25%</b>	-	<b>27%</b>	<b>31%</b>
<b>Overall Total</b>	<b>39%</b>	<b>27%</b>	<b>23%</b>	<b>6%</b>	<b>30%</b>	<b>29%</b>	<b>20%</b>	-	<b>21%</b>	<b>28%</b>

Notes:

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

## Section 4: Sustainment (October 2014 to September 2017)

**Table 4.1 – Starts on Steps 2 Success from October 2014 to September 2017 who Sustained Employment for 6 Months by Quarterly Cohort**

(a) Number Sustaining Employment for 6 Months

Quarterly Cohort	Client Group				Total
	JSA 18 - 24	JSA 25+	JSA Early Entry	ESA WRAG & Voluntary	
Oct - Dec 2014	448	872	21	3	1,344
Jan - Mar 2015	283	1,307	173	2	1,765
Apr - Jun 2015	310	476	66	2	854
Jul - Sep 2015	245	446	43	0	734
<b>Year 1 Total</b>	<b>1,286</b>	<b>3,101</b>	<b>303</b>	<b>7</b>	<b>4,697</b>
Oct - Dec 2015	168	363	10	0	541
Jan - Mar 2016	168	295	5	0	468
Apr - Jun 2016	270	344	1	0	615
Jul - Sep 2016	226	555	3	0	784
<b>Year 2 Total</b>	<b>832</b>	<b>1,557</b>	<b>19</b>	<b>0</b>	<b>2,408</b>
Oct - Dec 16	170	396	1	1	568
Jan - Mar 17	135	363	0	0	498
Apr - Jun 17	197	363	0	0	560
Jul - Sep 17	131	233	2	0	366
<b>Year 3 Total</b>	<b>633</b>	<b>1,355</b>	<b>3</b>	<b>1</b>	<b>1,992</b>
<b>Overall Total</b>	<b>2,751</b>	<b>6,013</b>	<b>325</b>	<b>8</b>	<b>9,097</b>

Notes:

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

## (b) As a Percentage of Starts

Quarterly Cohort	Client Group				Total
	JSA 18 - 24	JSA 25+	JSA Early Entry	ESA WRAG & Voluntary	
Oct - Dec 2014	22%	19%	29%	15%	20%
Jan - Mar 2015	23%	16%	14%	67%	17%
Apr - Jun 2015	27%	19%	18%	40%	21%
Jul - Sep 2015	26%	21%	19%	0%	22%
<b>Year 1 Total</b>	<b>24%</b>	<b>18%</b>	<b>16%</b>	<b>23%</b>	<b>19%</b>
Oct - Dec 2015	26%	21%	26%	0%	22%
Jan - Mar 2016	28%	23%	14%	0%	24%
Apr - Jun 2016	26%	20%	7%	0%	22%
Jul - Sep 2016	26%	15%	60%	-	17%
<b>Year 2 Total</b>	<b>26%</b>	<b>19%</b>	<b>20%</b>	<b>0%</b>	<b>21%</b>
Oct - Dec 16	27%	18%	11%	100%	20%
Jan - Mar 17	24%	17%	0%	0%	18%
Apr - Jun 17	30%	17%	0%	-	20%
Jul - Sep 17	25%	18%	100%	0%	20%
<b>Year 3 Total</b>	<b>27%</b>	<b>17%</b>	<b>16%</b>	<b>33%</b>	<b>20%</b>
<b>Overall Total</b>	<b>25%</b>	<b>18%</b>	<b>16%</b>	<b>21%</b>	<b>20%</b>
Baseline Performance Level	23%	21%	9%	9%	19%

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

Quarterly Cohort	Client Group				Total
	JSA 18 - 24	JSA 25+	JSA Early Entry	ESA WRAG & Voluntary	
Oct - Dec 2014	62%	72%	75%	60%	68%
Jan - Mar 2015	67%	70%	71%	100%	70%
Apr - Jun 2015	66%	66%	69%	100%	66%
Jul - Sep 2015	61%	69%	66%	-	66%
<b>Year 1 Total</b>	<b>64%</b>	<b>70%</b>	<b>70%</b>	<b>78%</b>	<b>68%</b>
Oct - Dec 2015	57%	66%	77%	-	63%
Jan - Mar 2016	60%	65%	45%	-	63%
Apr - Jun 2016	64%	67%	33%	-	65%
Jul - Sep 2016	58%	63%	75%	-	61%
<b>Year 2 Total</b>	<b>60%</b>	<b>65%</b>	<b>61%</b>	<b>-</b>	<b>63%</b>
Oct - Dec 16	62%	70%	100%	100%	67%
Jan - Mar 17	63%	67%	0%	-	66%
Apr - Jun 17	64%	66%	0%	-	65%
Jul - Sep 17	57%	63%	100%	-	61%
<b>Year 3 Total</b>	<b>62%</b>	<b>67%</b>	<b>50%</b>	<b>100%</b>	<b>65%</b>
<b>Overall Total</b>	<b>62%</b>	<b>68%</b>	<b>69%</b>	<b>80%</b>	<b>66%</b>

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

**Table 4.2 – Starts on Steps 2 Success from October 2014 to September 2017 who Sustained Employment for 6 Months by Lead Contractor**

(a) Number Sustaining Employment for 6 Months

Lead Contractor	Contract Area	Client Group				Total
		JSA 18 - 24	JSA 25+	JSA Early Entry	ESA WRAG & Voluntary	
Ingeus UK	Belfast Region	936	2,170	128	2	3,236
PeoplePlus NI	Northern Region	1,009	1,857	99	5	2,970
Reed In Partnership	Southern Region	806	1,986	98	1	2,891
<b>Total</b>	<b>Northern Ireland</b>	<b>2,751</b>	<b>6,013</b>	<b>325</b>	<b>8</b>	<b>9,097</b>

(b) As a Percentage of Starts

Lead Contractor	Contract Area	Client Group				Total
		JSA 18 - 24	JSA 25+	JSA Early Entry	ESA WRAG & Voluntary	
Ingeus UK	Belfast Region	24%	18%	16%	18%	19%
PeoplePlus NI	Northern Region	25%	15%	14%	50%	18%
Reed In Partnership	Southern Region	27%	21%	19%	6%	22%
<b>Total</b>	<b>Northern Ireland</b>	<b>25%</b>	<b>18%</b>	<b>16%</b>	<b>21%</b>	<b>20%</b>
Baseline Performance Level		23%	21%	9%	9%	19%

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

Lead Contractor	Contract Area	Client Group				Total
		JSA 18 - 24	JSA 25+	JSA Early Entry	ESA WRAG & Voluntary	
Ingeus UK	Belfast Region	57%	64%	70%	67%	62%
PeoplePlus NI	Northern Region	66%	68%	67%	100%	67%
Reed In Partnership	Southern Region	65%	72%	71%	50%	70%
<b>Total</b>	<b>Northern Ireland</b>	<b>62%</b>	<b>68%</b>	<b>69%</b>	<b>80%</b>	<b>66%</b>

Notes:

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

**Table 4.3 – Starts on Steps 2 Success from October 2014 to March 2017 who Sustained Employment for 12 Months by Quarterly Cohort**

(a) Number Sustaining Employment for 12 Months

Quarterly Cohort	Client Group				Total
	JSA 18 - 24	JSA 25+	JSA Early Entry	ESA WRAG & Voluntary	
Oct - Dec 2014	348	690	19	2	1,059
Jan - Mar 2015	200	1,044	138	1	1,383
Apr - Jun 2015	232	354	59	2	647
Jul - Sep 2015	181	335	32	0	548
<b>Year 1 Total</b>	<b>961</b>	<b>2,423</b>	<b>248</b>	<b>5</b>	<b>3,637</b>
Oct - Dec 2015	112	282	8	0	402
Jan - Mar 2016	119	231	3	0	353
Apr - Jun 2016	208	264	1	0	473
Jul - Sep 2016	166	430	1	0	597
<b>Year 2 Total</b>	<b>605</b>	<b>1,207</b>	<b>13</b>	<b>0</b>	<b>1,825</b>
Oct - Dec 2016	123	306	1	1	431
Jan - Mar 2017	99	260	0	0	359
<b>Year 3 Total</b>	<b>222</b>	<b>566</b>	<b>1</b>	<b>1</b>	<b>790</b>
<b>Overall Total</b>	<b>1,788</b>	<b>4,196</b>	<b>262</b>	<b>6</b>	<b>6,252</b>

(b) As a Percentage of Starts

Quarterly Cohort	Client Group				Total
	JSA 18 - 24	JSA 25+	JSA Early Entry	ESA WRAG & Voluntary	
Oct - Dec 2014	17%	15%	26%	10%	16%
Jan - Mar 2015	16%	13%	11%	33%	13%
Apr - Jun 2015	20%	14%	16%	40%	16%
Jul - Sep 2015	19%	16%	14%	0%	17%
<b>Year 1 Total</b>	<b>18%</b>	<b>14%</b>	<b>13%</b>	<b>17%</b>	<b>15%</b>
Oct - Dec 2015	17%	16%	21%	0%	16%
Jan - Mar 2016	20%	18%	8%	0%	18%
Apr - Jun 2016	20%	15%	7%	0%	17%
Jul - Sep 2016	19%	12%	20%	-	13%
<b>Year 2 Total</b>	<b>19%</b>	<b>14%</b>	<b>14%</b>	<b>0%</b>	<b>16%</b>
Oct - Dec 2016	19%	14%	11%	100%	15%
Jan - Mar 2017	18%	12%	0%	0%	13%
<b>Year 3 Total</b>	<b>19%</b>	<b>13%</b>	<b>7%</b>	<b>50%</b>	<b>14%</b>
<b>Overall Total</b>	<b>18%</b>	<b>14%</b>	<b>13%</b>	<b>16%</b>	<b>15%</b>
Baseline Performance Level	18%	17%	7%	7%	15%

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



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

Quarterly Cohort	Client Group				Total
	JSA 18 - 24	JSA 25+	JSA Early Entry	ESA WRAG & Voluntary	
Oct - Dec 2014	48%	57%	68%	40%	54%
Jan - Mar 2015	48%	56%	57%	50%	55%
Apr - Jun 2015	49%	49%	62%	100%	50%
Jul - Sep 2015	45%	52%	49%	-	49%
<b>Year 1 Total</b>	<b>48%</b>	<b>54%</b>	<b>58%</b>	<b>56%</b>	<b>53%</b>
Oct - Dec 2015	38%	51%	62%	-	47%
Jan - Mar 2016	42%	51%	27%	-	47%
Apr - Jun 2016	49%	51%	33%	-	50%
Jul - Sep 2016	43%	49%	25%	-	47%
<b>Year 2 Total</b>	<b>43%</b>	<b>50%</b>	<b>42%</b>	<b>-</b>	<b>48%</b>
Oct - Dec 2016	45%	54%	100%	100%	51%
Jan - Mar 2017	46%	48%	0%	-	48%
<b>Year 3 Total</b>	<b>46%</b>	<b>51%</b>	<b>33%</b>	<b>100%</b>	<b>49%</b>
<b>Overall Total</b>	<b>46%</b>	<b>53%</b>	<b>56%</b>	<b>60%</b>	<b>51%</b>

Notes:

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

**Table 4.4 – Starts on Steps 2 Success from October 2014 to March 2017 who Sustained Employment for 12 Months by Lead Contractor**

(a) Number Sustaining Employment for 12 Months

Lead Contractor	Contract Area	Client Group				Total
		JSA 18 - 24	JSA 25+	JSA Early Entry	ESA WRAG & Voluntary	
Ingeus UK	Belfast Region	583	1,428	102	2	2,115
PeoplePlus NI	Northern Region	640	1,285	82	3	2,010
Reed In Partnership	Southern Region	565	1,483	78	1	2,127
<b>Total</b>	<b>Northern Ireland</b>	<b>1,788</b>	<b>4,196</b>	<b>262</b>	<b>6</b>	<b>6,252</b>

(b) As a Percentage of Starts

Lead Contractor	Contract Area	Client Group				Total
		JSA 18 - 24	JSA 25+	JSA Early Entry	ESA WRAG & Voluntary	
Ingeus UK	Belfast Region	17%	14%	13%	18%	14%
PeoplePlus NI	Northern Region	18%	12%	11%	33%	13%
Reed In Partnership	Southern Region	21%	17%	15%	6%	18%
<b>Total</b>	<b>Northern Ireland</b>	<b>18%</b>	<b>14%</b>	<b>13%</b>	<b>16%</b>	<b>15%</b>
<b>Baseline Performance Level</b>		<b>18%</b>	<b>17%</b>	<b>7%</b>	<b>7%</b>	<b>15%</b>

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

Lead Contractor	Contract Area	Client Group				Total
		JSA 18 - 24	JSA 25+	JSA Early Entry	ESA WRAG & Voluntary	
Ingeus UK	Belfast Region	41%	49%	57%	67%	47%
PeoplePlus NI	Northern Region	48%	52%	56%	60%	51%
Reed In Partnership	Southern Region	50%	58%	57%	50%	56%
<b>Total</b>	<b>Northern Ireland</b>	<b>46%</b>	<b>53%</b>	<b>56%</b>	<b>60%</b>	<b>51%</b>

Notes:

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

## Section 5: Moves to Employment & Sustainment (October 2014 to March 2019)

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

Quarterly Cohort	Starts	Number Found Work	% of Starts who Found Work	Number Sustaining Work For 6 Months	% of Starts who Sustained Work For 6 Months	Number Sustaining Work For 12 Months	% of Starts who Sustained Work For 12 Months
Oct - Dec 14	6,807	1,967	29%	1,344	20%	1,059	16%
Jan - Mar 15	10,443	2,537	24%	1,765	17%	1,383	13%
Apr - Jun 15	4,044	1,293	32%	854	21%	647	16%
Jul - Sep 15	3,314	1,112	34%	734	22%	548	17%
Oct - Dec 15	2,441	860	35%	541	22%	402	16%
Jan - Mar 16	1,936	747	39%	468	24%	353	18%
Apr - Jun 16	2,752	944	34%	615	22%	473	17%
Jul - Sep 16	4,517	1,276	28%	784	17%	597	13%
Oct - Dec 16	2,898	842	29%	568	20%	431	15%
Jan - Mar 17	2,701	754	28%	498	18%	359	13%
Apr - Jun 17	2,746	862	31%	560	20%	375	14%
Jul - Sep 17	1,849	603	33%	366	20%	208	11%
Oct - Dec 17	1,560	477	31%	278	18%	132	8%
Jan - Mar 18	1,464	448	31%	247	17%	45	3%
Apr - Jun 18	1,623	386	24%	158	10%		
Jul - Sep 18	1,772	384	22%	93	5%		
Oct - Dec 18	1,430	169	12%				
Jan - Mar 19	1,807	68	4%				
<b>Total</b>	<b>56,104</b>	<b>15,729</b>		<b>9,873</b>		<b>7,012</b>	

Notes:

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

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

**Table 5.1b – Starts on Steps 2 Success in the Belfast Region who Moved Into and Sustained Employment by Quarterly Cohort (October 2014 to March 2019)**

Quarterly Cohort	Starts	Number Found Work	% of Starts who Found Work	Number Sustaining Work For 6 Months	% of Starts who Sustained Work For 6 Months	Number Sustaining Work For 12 Months	% of Starts who Sustained Work For 12 Months
Oct - Dec 14	2,086	628	30%	409	20%	322	15%
Jan - Mar 15	3,549	845	24%	582	16%	456	13%
Apr - Jun 15	1,686	529	31%	338	20%	251	15%
Jul - Sep 15	1,359	458	34%	294	22%	221	16%
Oct - Dec 15	948	353	37%	202	21%	141	15%
Jan - Mar 16	756	279	37%	164	22%	124	16%
Apr - Jun 16	870	342	39%	210	24%	157	18%
Jul - Sep 16	1,618	486	30%	272	17%	193	12%
Oct - Dec 16	1,033	326	32%	200	19%	144	14%
Jan - Mar 17	953	300	31%	172	18%	106	11%
Apr - Jun 17	1,058	409	39%	245	23%	155	15%
Jul - Sep 17	823	288	35%	148	18%	78	9%
Oct - Dec 17	622	216	35%	115	18%	57	9%
Jan - Mar 18	572	192	34%	103	18%	17	3%
Apr - Jun 18	675	187	28%	70	10%		
Jul - Sep 18	711	163	23%	36	5%		
Oct - Dec 18	520	74	14%				
Jan - Mar 19	717	30	4%				
<b>Total</b>	<b>20,556</b>	<b>6,105</b>		<b>3,560</b>		<b>2,422</b>	

Notes:

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

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

**Table 5.1c – Starts on Steps 2 Success in the Northern Region who Moved Into and Sustained Employment by Quarterly Cohort (October 2014 to March 2019)**

Quarterly Cohort	Starts	Number Found Work	% of Starts who Found Work	Number Sustaining Work For 6 Months	% of Starts who Sustained Work For 6 Months	Number Sustaining Work For 12 Months	% of Starts who Sustained Work For 12 Months
Oct - Dec 14	2,357	597	25%	400	17%	307	13%
Jan - Mar 15	3,880	841	22%	575	15%	451	12%
Apr - Jun 15	1,345	397	30%	262	19%	208	15%
Jul - Sep 15	1,024	312	30%	201	20%	148	14%
Oct - Dec 15	909	284	31%	190	21%	139	15%
Jan - Mar 16	672	244	36%	153	23%	111	17%
Apr - Jun 16	951	300	32%	210	22%	154	16%
Jul - Sep 16	1,665	414	25%	248	15%	191	11%
Oct - Dec 16	1,198	310	26%	218	18%	170	14%
Jan - Mar 17	1,102	257	23%	185	17%	131	12%
Apr - Jun 17	1,129	284	25%	207	18%	141	12%
Jul - Sep 17	595	178	30%	121	20%	71	12%
Oct - Dec 17	544	143	26%	84	15%	33	6%
Jan - Mar 18	524	145	28%	77	15%	12	2%
Apr - Jun 18	479	85	18%	37	8%		
Jul - Sep 18	513	88	17%	22	4%		
Oct - Dec 18	489	40	8%				
Jan - Mar 19	673	21	3%				
<b>Total</b>	<b>20,049</b>	<b>4,940</b>		<b>3,190</b>		<b>2,267</b>	

Notes:

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

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

**Table 5.1d – Starts on Steps 2 Success in the Southern Region who Moved Into and Sustained Employment by Quarterly Cohort (October 2014 to March 2019)**

Quarterly Cohort	Starts	Number Found Work	% of Starts who Found Work	Number Sustaining Work For 6 Months	% of Starts who Sustained Work For 6 Months	Number Sustaining Work For 12 Months	% of Starts who Sustained Work For 12 Months
Oct - Dec 14	2,364	742	31%	535	23%	430	18%
Jan - Mar 15	3,014	851	28%	608	20%	476	16%
Apr - Jun 15	1,013	367	36%	254	25%	188	19%
Jul - Sep 15	931	342	37%	239	26%	179	19%
Oct - Dec 15	584	223	38%	149	26%	122	21%
Jan - Mar 16	508	224	44%	151	30%	118	23%
Apr - Jun 16	931	302	32%	195	21%	162	17%
Jul - Sep 16	1,234	376	30%	264	21%	213	17%
Oct - Dec 16	667	206	31%	150	22%	117	18%
Jan - Mar 17	646	197	30%	141	22%	122	19%
Apr - Jun 17	559	169	30%	108	19%	79	14%
Jul - Sep 17	431	137	32%	97	23%	59	14%
Oct - Dec 17	394	118	30%	79	20%	42	11%
Jan - Mar 18	368	111	30%	67	18%	16	4%
Apr - Jun 18	469	114	24%	51	11%		
Jul - Sep 18	548	133	24%	35	6%		
Oct - Dec 18	421	55	13%				
Jan - Mar 19	417	17	4%				
<b>Total</b>	<b>15,499</b>	<b>4,684</b>		<b>3,123</b>		<b>2,323</b>	

Notes:

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

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

**Table 5.2a – JSA 18-24 Starts on Steps 2 Success in Northern Ireland who Moved Into and Sustained Employment by Quarterly Cohort (October 2014 to March 2019)**

Quarterly Cohort	Starts	Number Found Work	% of Starts who Found Work	Number Sustaining Work For 6 Months	% of Starts who Sustained Work For 6 Months	Number Sustaining Work For 12 Months	% of Starts who Sustained Work For 12 Months
Oct - Dec 14	2,029	719	35%	448	22%	348	17%
Jan - Mar 15	1,232	421	34%	283	23%	200	16%
Apr - Jun 15	1,159	472	41%	310	27%	232	20%
Jul - Sep 15	930	402	43%	245	26%	181	19%
Oct - Dec 15	658	297	45%	168	26%	112	17%
Jan - Mar 16	605	282	47%	168	28%	119	20%
Apr - Jun 16	1,027	425	41%	270	26%	208	20%
Jul - Sep 16	874	388	44%	226	26%	166	19%
Oct - Dec 16	634	273	43%	170	27%	123	19%
Jan - Mar 17	552	213	39%	135	24%	99	18%
Apr - Jun 17	658	307	47%	197	30%	129	20%
Jul - Sep 17	527	229	43%	131	25%	75	14%
Oct - Dec 17	368	141	38%	77	21%	38	10%
Jan - Mar 18	360	146	41%	74	21%	9	3%
Apr - Jun 18	417	137	33%	58	14%		
Jul - Sep 18	404	121	30%	39	10%		
Oct - Dec 18	310	60	19%				
Jan - Mar 19	311	16	5%				
<b>Total</b>	<b>13,055</b>	<b>5,049</b>		<b>2,999</b>		<b>2,039</b>	

Notes:

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

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

**Table 5.2b – JSA 18-24 Starts on Steps 2 Success in the Belfast Region who Moved Into and Sustained Employment by Quarterly Cohort (October 2014 to March 2019)**

Quarterly Cohort	Starts	Number Found Work	% of Starts who Found Work	Number Sustaining Work For 6 Months	% of Starts who Sustained Work For 6 Months	Number Sustaining Work For 12 Months	% of Starts who Sustained Work For 12 Months
Oct - Dec 14	817	283	35%	168	21%	134	16%
Jan - Mar 15	366	124	34%	79	22%	61	17%
Apr - Jun 15	384	160	42%	96	25%	67	17%
Jul - Sep 15	351	154	44%	88	25%	65	19%
Oct - Dec 15	267	131	49%	67	25%	47	18%
Jan - Mar 16	236	98	42%	49	21%	33	14%
Apr - Jun 16	337	147	44%	83	25%	59	18%
Jul - Sep 16	312	137	44%	69	22%	47	15%
Oct - Dec 16	225	98	44%	58	26%	36	16%
Jan - Mar 17	198	90	45%	54	27%	34	17%
Apr - Jun 17	247	129	52%	79	32%	46	19%
Jul - Sep 17	231	105	45%	46	20%	25	11%
Oct - Dec 17	148	64	43%	33	22%	16	11%
Jan - Mar 18	148	60	41%	31	21%	3	2%
Apr - Jun 18	170	62	36%	25	15%		
Jul - Sep 18	161	45	28%	11	7%		
Oct - Dec 18	121	22	18%				
Jan - Mar 19	127	8	6%				
<b>Total</b>	<b>4,846</b>	<b>1,917</b>		<b>1,036</b>		<b>673</b>	

Notes:

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

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



**Table 5.2c – JSA 18-24 Starts on Steps 2 Success in the Northern Region who Moved Into and Sustained Employment by Quarterly Cohort (October 2014 to March 2019)**

Quarterly Cohort	Starts	Number Found Work	% of Starts who Found Work	Number Sustaining Work For 6 Months	% of Starts who Sustained Work For 6 Months	Number Sustaining Work For 12 Months	% of Starts who Sustained Work For 12 Months
Oct - Dec 14	629	208	33%	127	20%	99	16%
Jan - Mar 15	484	145	30%	101	21%	69	14%
Apr - Jun 15	441	171	39%	114	26%	90	20%
Jul - Sep 15	331	139	42%	91	27%	65	20%
Oct - Dec 15	238	94	39%	56	24%	34	14%
Jan - Mar 16	214	103	48%	66	31%	48	22%
Apr - Jun 16	393	164	42%	117	30%	86	22%
Jul - Sep 16	321	137	43%	78	24%	56	17%
Oct - Dec 16	265	116	44%	78	29%	59	22%
Jan - Mar 17	221	69	31%	47	21%	34	15%
Apr - Jun 17	260	110	42%	79	30%	56	22%
Jul - Sep 17	186	82	44%	55	30%	29	16%
Oct - Dec 17	137	45	33%	28	20%	14	10%
Jan - Mar 18	137	56	41%	25	18%	3	2%
Apr - Jun 18	131	38	29%	19	15%		
Jul - Sep 18	140	41	29%	13	9%		
Oct - Dec 18	104	22	21%				
Jan - Mar 19	127	7	6%				
<b>Total</b>	<b>4,759</b>	<b>1,747</b>		<b>1,094</b>		<b>742</b>	

Notes:

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

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

**Table 5.2d – JSA 18-24 Starts on Steps 2 Success in the Southern Region who Moved Into and Sustained Employment by Quarterly Cohort (October 2014 to March 2019)**

Quarterly Cohort	Starts	Number Found Work	% of Starts who Found Work	Number Sustaining Work For 6 Months	% of Starts who Sustained Work For 6 Months	Number Sustaining Work For 12 Months	% of Starts who Sustained Work For 12 Months
Oct - Dec 14	583	228	39%	153	26%	115	20%
Jan - Mar 15	382	152	40%	103	27%	70	18%
Apr - Jun 15	334	141	42%	100	30%	75	22%
Jul - Sep 15	248	109	44%	66	27%	51	21%
Oct - Dec 15	153	72	47%	45	29%	31	20%
Jan - Mar 16	155	81	52%	53	34%	38	25%
Apr - Jun 16	297	114	38%	70	24%	63	21%
Jul - Sep 16	241	114	47%	79	33%	63	26%
Oct - Dec 16	144	59	41%	34	24%	28	19%
Jan - Mar 17	133	54	41%	34	26%	31	23%
Apr - Jun 17	151	68	45%	39	26%	27	18%
Jul - Sep 17	110	42	38%	30	27%	21	19%
Oct - Dec 17	83	32	39%	16	19%	8	10%
Jan - Mar 18	75	30	40%	18	24%	3	4%
Apr - Jun 18	116	37	32%	14	12%		
Jul - Sep 18	103	35	34%	15	15%		
Oct - Dec 18	85	16	19%				
Jan - Mar 19	57	1	2%				
<b>Total</b>	<b>3,450</b>	<b>1,385</b>		<b>869</b>		<b>624</b>	

Notes:

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

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

**Table 5.3a – JSA 25+ Starts on Steps 2 Success in Northern Ireland who Moved Into and Sustained Employment by Quarterly Cohort (October 2014 to March 2019)**

Quarterly Cohort	Starts	Number Found Work	% of Starts who Found Work	Number Sustaining Work For 6 Months	% of Starts who Sustained Work For 6 Months	Number Sustaining Work For 12 Months	% of Starts who Sustained Work For 12 Months
Oct - Dec 14	4,686	1,215	26%	872	19%	690	15%
Jan - Mar 15	7,961	1,871	24%	1,307	16%	1,044	13%
Apr - Jun 15	2,516	724	29%	476	19%	354	14%
Jul - Sep 15	2,151	645	30%	446	21%	335	16%
Oct - Dec 15	1,742	550	32%	363	21%	282	16%
Jan - Mar 16	1,293	454	35%	295	23%	231	18%
Apr - Jun 16	1,710	516	30%	344	20%	264	15%
Jul - Sep 16	3,638	884	24%	555	15%	430	12%
Oct - Dec 16	2,254	567	25%	396	18%	306	14%
Jan - Mar 17	2,142	539	25%	363	17%	260	12%
Apr - Jun 17	2,086	554	27%	363	17%	246	12%
Jul - Sep 17	1,319	372	28%	233	18%	131	10%
Oct - Dec 17	1,181	331	28%	199	17%	93	8%
Jan - Mar 18	1,055	296	28%	170	16%	36	3%
Apr - Jun 18	1,093	239	22%	96	9%		
Jul - Sep 18	1,213	257	21%	52	4%		
Oct - Dec 18	958	103	11%				
Jan - Mar 19	1,143	48	4%				
<b>Total</b>	<b>40,141</b>	<b>10,165</b>		<b>6,530</b>		<b>4,702</b>	

Notes:

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

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

**Table 5.3b – JSA 25+ Starts on Steps 2 Success in the Belfast Region who Moved Into and Sustained Employment by Quarterly Cohort (October 2014 to March 2019)**

Quarterly Cohort	Starts	Number Found Work	% of Starts who Found Work	Number Sustaining Work For 6 Months	% of Starts who Sustained Work For 6 Months	Number Sustaining Work For 12 Months	% of Starts who Sustained Work For 12 Months
Oct - Dec 14	1,237	337	27%	234	19%	183	15%
Jan - Mar 15	2,831	650	23%	450	16%	353	12%
Apr - Jun 15	1,061	306	29%	199	19%	146	14%
Jul - Sep 15	888	272	31%	186	21%	141	16%
Oct - Dec 15	664	216	33%	131	20%	91	14%
Jan - Mar 16	499	179	36%	114	23%	91	18%
Apr - Jun 16	527	194	37%	126	24%	97	18%
Jul - Sep 16	1,305	349	27%	203	16%	146	11%
Oct - Dec 16	805	228	28%	142	18%	108	13%
Jan - Mar 17	752	210	28%	118	16%	72	10%
Apr - Jun 17	810	279	34%	166	20%	109	13%
Jul - Sep 17	591	182	31%	101	17%	52	9%
Oct - Dec 17	471	150	32%	81	17%	41	9%
Jan - Mar 18	401	129	32%	70	17%	14	3%
Apr - Jun 18	467	121	26%	44	9%		
Jul - Sep 18	497	115	23%	25	5%		
Oct - Dec 18	363	50	14%				
Jan - Mar 19	441	20	5%				
<b>Total</b>	<b>14,610</b>	<b>3,987</b>		<b>2,390</b>		<b>1,644</b>	

Notes:

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

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

**Table 5.3c – JSA 25+ Starts on Steps 2 Success in the Northern Region who Moved Into and Sustained Employment by Quarterly Cohort (October 2014 to March 2019)**

Quarterly Cohort	Starts	Number Found Work	% of Starts who Found Work	Number Sustaining Work For 6 Months	% of Starts who Sustained Work For 6 Months	Number Sustaining Work For 12 Months	% of Starts who Sustained Work For 12 Months
Oct - Dec 14	1,707	382	22%	267	16%	203	12%
Jan - Mar 15	2,855	604	21%	408	14%	328	11%
Apr - Jun 15	818	207	25%	133	16%	104	13%
Jul - Sep 15	639	155	24%	99	15%	74	12%
Oct - Dec 15	662	189	29%	134	20%	105	16%
Jan - Mar 16	445	134	30%	85	19%	62	14%
Apr - Jun 16	552	134	24%	93	17%	68	12%
Jul - Sep 16	1,342	275	20%	169	13%	135	10%
Oct - Dec 16	929	192	21%	138	15%	109	12%
Jan - Mar 17	877	186	21%	138	16%	97	11%
Apr - Jun 17	868	174	20%	128	15%	85	10%
Jul - Sep 17	407	95	23%	65	16%	41	10%
Oct - Dec 17	403	96	24%	56	14%	19	5%
Jan - Mar 18	378	89	24%	52	14%	9	2%
Apr - Jun 18	318	46	14%	18	6%		
Jul - Sep 18	330	46	14%	9	3%		
Oct - Dec 18	312	17	5%				
Jan - Mar 19	425	12	3%				
<b>Total</b>	<b>14,267</b>	<b>3,033</b>		<b>1,992</b>		<b>1,439</b>	

Notes:

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

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

**Table 5.3d – JSA 25+ Starts on Steps 2 Success in the Southern Region who Moved Into and Sustained Employment by Quarterly Cohort (October 2014 to March 2019)**

Quarterly Cohort	Starts	Number Found Work	% of Starts who Found Work	Number Sustaining Work For 6 Months	% of Starts who Sustained Work For 6 Months	Number Sustaining Work For 12 Months	% of Starts who Sustained Work For 12 Months
Oct - Dec 14	1,742	496	28%	371	21%	304	17%
Jan - Mar 15	2,275	617	27%	449	20%	363	16%
Apr - Jun 15	637	211	33%	144	23%	104	16%
Jul - Sep 15	624	218	35%	161	26%	120	19%
Oct - Dec 15	416	145	35%	98	24%	86	21%
Jan - Mar 16	349	141	40%	96	28%	78	22%
Apr - Jun 16	631	188	30%	125	20%	99	16%
Jul - Sep 16	991	260	26%	183	18%	149	15%
Oct - Dec 16	520	147	28%	116	22%	89	17%
Jan - Mar 17	513	143	28%	107	21%	91	18%
Apr - Jun 17	408	101	25%	69	17%	52	13%
Jul - Sep 17	321	95	30%	67	21%	38	12%
Oct - Dec 17	307	85	28%	62	20%	33	11%
Jan - Mar 18	276	78	28%	48	17%	13	5%
Apr - Jun 18	308	72	23%	34	11%		
Jul - Sep 18	386	96	25%	18	5%		
Oct - Dec 18	283	36	13%				
Jan - Mar 19	277	16	6%				
<b>Total</b>	<b>11,264</b>	<b>3,145</b>		<b>2,148</b>		<b>1,619</b>	

Notes:

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

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

# Table Footnotes

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## Section 1: Referrals and Starts

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

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

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

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

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

1f) Population figures are sourced from NISRA mid-year population estimates for 2017.

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

## Section 2: Moves to Employment (October 2014 to March 2017)

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

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

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

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

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

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

## Section 3: Comparison of First Starts & Returners (October 2014 to March 2019)

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

## Section 4: Sustainment (October 2014 to September 2017)

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

## Section 5: Moves to Employment & Sustainment (October 2014 to March 2019)

- 5a) The Steps 2 Success programme was introduced across Northern Ireland on 20th October 2014.
- 5b) A client is deemed to have started Steps 2 Success on the date they have their first meeting with the Contractor.



5c) Moves to Employment are based on the number of approved job entry payments. See user guidance for further information.

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

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

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

# User Guidance

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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 replacing the Steps to Work (StW) programme. The aim of the programme is to assist people who are unemployed or economically inactive to find and sustain employment.

The 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 in the Work Related Activity Group (WRAG) will be mandated to participate on Steps 2 Success when:

- the outcome of a Work Capability Assessment has been received on or after 30<sup>th</sup> April 2018;
- the claimant has been placed or remained in the WRAG; and
- the claimant has been in the ESA WRAG or in receipt of a combination of work related benefits for 52 weeks or more.

### Universal Credit Clients

Universal Credit (UC) claimants in the regimes equivalent to JSA and ESA WRAG will also be required to participate on Steps 2 Success once their equivalent mandatory triggers have been reached.

### Voluntary Clients

Voluntary participation on Steps 2 Success can be offered to ESA WRAG clients prior to mandation and to those in the ESA Support Group, lone parents in receipt of Income Support, Carers and Pension Credit claimants as well as their equivalents under Universal Credit. Voluntary clients are not subject to benefit sanctions at any time as there is no legislative requirement for them to prepare for or take up employment.

### 3. Phased Referral of Initial Clients

When Steps 2 Success was introduced on 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.

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

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

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

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

For a job entry payment to be approved

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

Only one Job Entry payment can be paid per client.

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

For a 6 month sustainment payment to be approved

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

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

The Lead Contractor can also claim for sustained employment accumulated outside of the Attachment Period and if the client finds employment up to 13 weeks after the Attachment Period. However once there is a break in the client's employment (outside of the Attachment Period) of 28 days or more the Lead Contractor will no longer be eligible to claim for sustained employment fees, even if the individual remains off benefit.

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

For a 12 month sustainment payment to be approved

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

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

The Lead Contractor can also claim for sustained employment accumulated outside of the Attachment Period and if the client finds employment up to 13 weeks after the Attachment Period. However once there is a break in the client's employment (outside of the Attachment Period) of 28 days or more the Lead Contractor will no longer be eligible to claim for sustained employment fees, even if the individual remains off benefit.

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

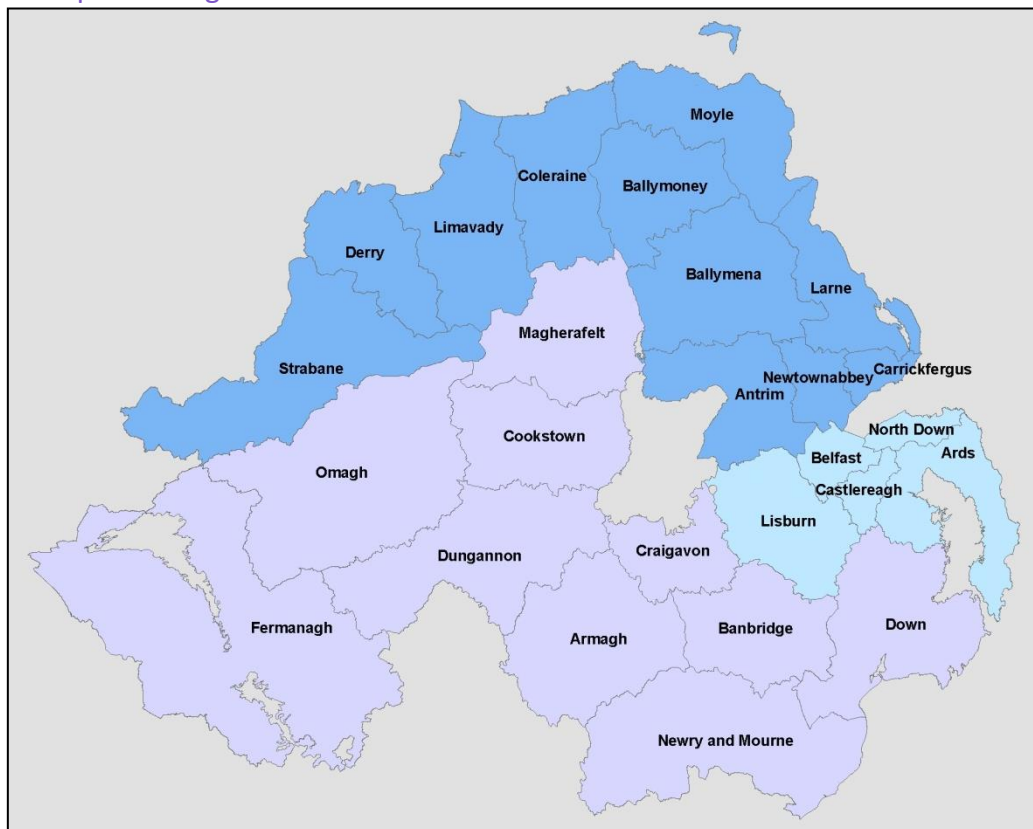
Contract Areas: The delivery of Steps 2 Success provision is provided by 3 Lead Contractors. Clients are allocated to each Contractor based on which Job Centre/Jobs & Benefit Office they are associated with. **Table 6** provides details of the 3 contract areas and their associated office areas and **Figure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

Table 6: Steps 2 Success Lead Contractors and Office Areas

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

Note: PeoplePlus NI was previously known as EOS NI.

Figure 15: Map Outlining the District Councils in Each Contract Area



Notes:

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

## 6. Revisions Policy

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

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

## 7. Quality Measures

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

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

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

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

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

## 8. Comparison with Great Britain Data

In Great Britain (GB) referrals to the [Work Programme](#) began in June 2011 and stopped taking new participants on 1<sup>st</sup> April 2017. If a participant is already taking they can continue to do so for up to 2 years from the date joined. This single Welfare to Work programme offers targeted, personalised help for those benefit claimants who need it most.

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





Department for

**Communities**

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This document is available in  
other formats upon request

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