



Steps 2 Success

STATISTICAL BULLETIN

Northern Ireland Statistics from October 2014 to September 2019

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Reader Information

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Introduction

Background

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

Steps 2 Success is a new approach to the delivery of employment programmes in Northern Ireland. The focus is firmly on job outcomes and 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 30th 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

At the end of September 2019 a total of 58,814 clients had started Steps 2 Success, of which 71% were in the JSA 25+ category, 23% were in the JSA 18-24 category, 4% were in the JSA Early Entry category and the remaining 2% were in the ESA WRAG and voluntary group.

The into employment statistics contained focus on those clients who started the programme between October 2014 and September 2018 as the majority of these clients have completed the programme. For this period 30% (15,772) of clients have moved into employment. Performance increased from 29% in the first quarter (Oct – Dec 14) of the programme to 39% in Jan - Mar 16 but has subsequently fallen to 28% in Jul - Sep 18.

Over the period October 2014 - September 2018 30% of clients moved into employment. The percentage of clients moving into employment varies across the three Contract Areas from 32% in the Southern region, 31% in the Belfast region and 27% 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 Sep 18 have moved into employment. Performance increased to 47% in Jan – Mar 16, subsequently fluctuated and now sits at 39% in the most recent quarter (Jul – Sep 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 27% in the most recent quarter (Jul – Sep 18) and sits at 27% overall.

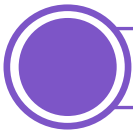
To date, the percentage of returners to the programme moving into employment has been considerably lower than for first time participants. In the most recent quarter (Jul – Sep 18) 31% of first time participants have moved into employment in comparison to 24% of

The 6 month sustainment statistics focus on those clients who started the programme between October 2014 and March 2018. For this period 20% (9,802) of clients have sustained employment for 6 months. This equates to 66% of those who moved into work.

The 12 month sustainment statistics focus on those clients who started the programme between October 2014 and September 2017. For this period 15% (7,014) 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 September 2019, show that Steps 2 Success has helped 16,624 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 September 2019)

The Steps 2 Success (S2S) employment programme commenced in October 2014. Up to the end of September 2019, a total of 66,729 referrals have been made to the programme. Of those referred, 88% (58,814) 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.

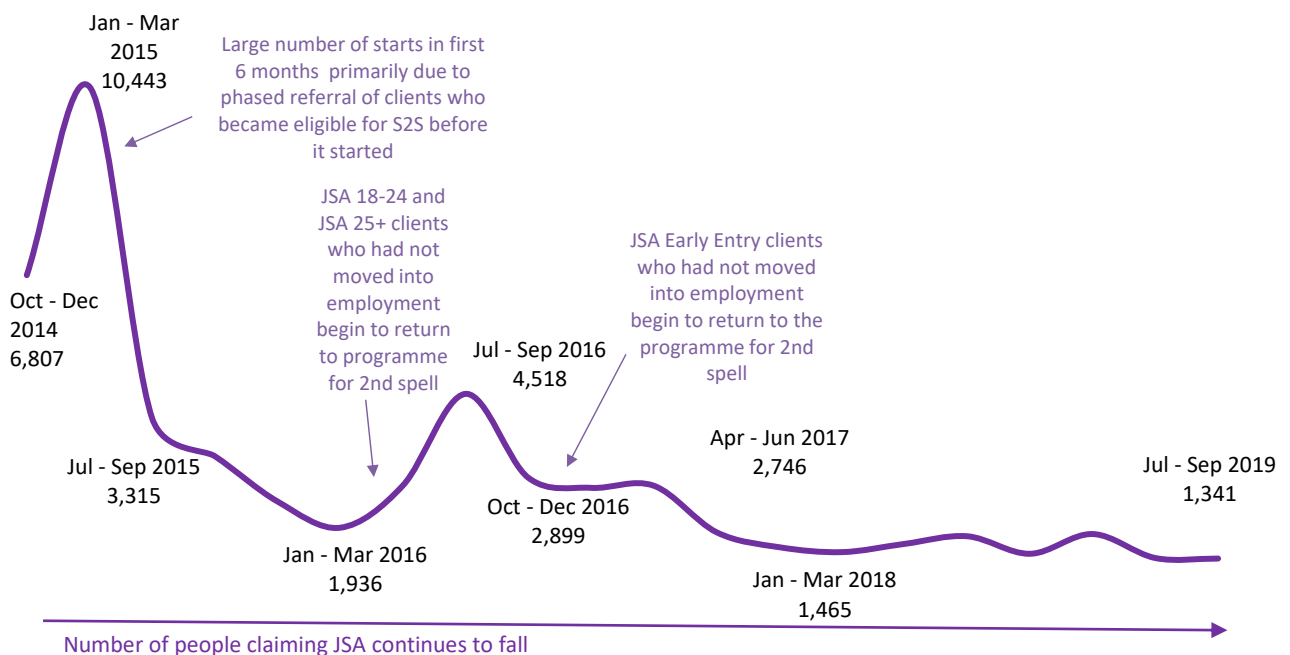
Tables 1.2 – 1.6 show that the largest proportion (71%) of clients who started S2S were in the JSA 25+ category, 23% were in the JSA 18-24 category, 4% were in the JSA Early Entry category and the remaining 2% were in the ESA WRAG and voluntary group.

At the end of September 2019, a total of 5,969 participants were still on the programme.

Starts by Quarter

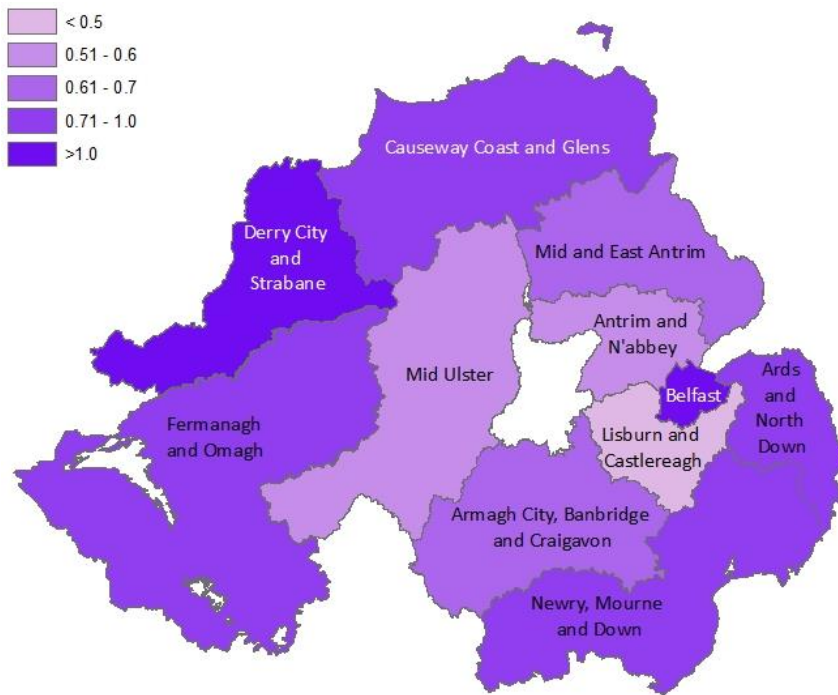
Figure 1 and Table 1.2, show the variation in the number of clients starting the programme since its inception.

Figure 1: Number of Starts on Steps 2 Success by Quarter (October 2014 to September 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 September 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 21,594 (37%) and 21,044 (36%) starts respectively; with a lower number in the Southern region – 16,176 (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 1.86 monthly starts per 1,000 residents, whilst Lisburn & Castlereagh had 0.47 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.

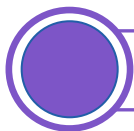
Clients from the 20% most deprived areas within Northern Ireland account for 42% of all starts on the programme, while clients from the 20% least deprived areas account for 6% of starts.

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

The following figures focus on clients who started S2S between October 2014 and September 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 September 2019.

Moves to Employment by Quarter - October 2014 to September 2018 Starts

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

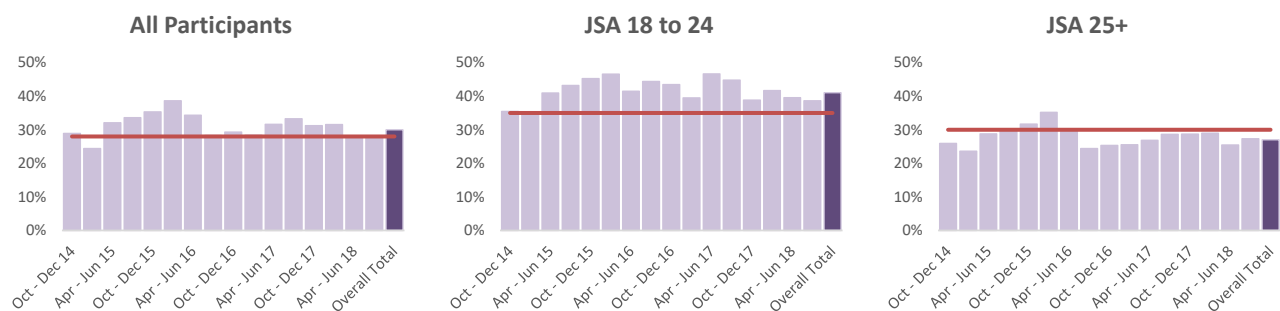


Figure 4 highlights the percentage of participants moving into employment each quarter compared to the baseline performance level (red line).

For **all participants**, the programme has exceeded the baseline level of 28% by helping 30% of participants into employment (Oct 14 to Sep 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 (Jan – Mar 15).

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 Sep 18 starts). Performance increased to a high of 47% in Jan – Mar 16, subsequently fluctuated then again reaching 47% in Apr – Jun 17 and now sits at 39% in the most recent quarter (Jul – Sep 18).

The baseline level for the **JSA 25+** group is 30%. For Oct 14 to Sep 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 27% in the most recent quarter (Jul – Sep 18).

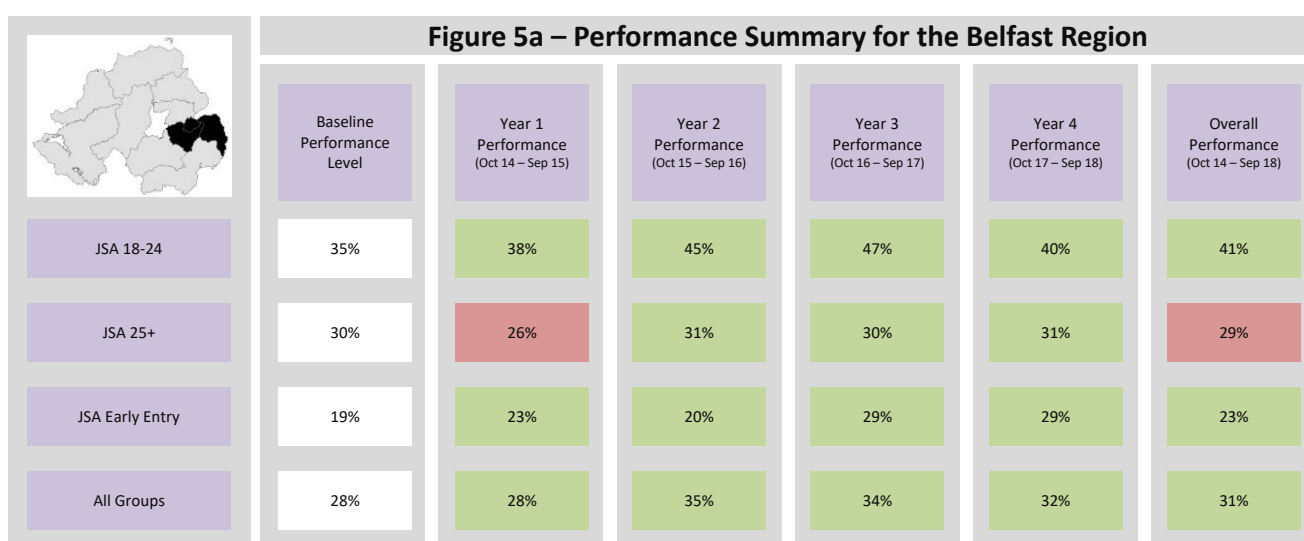
Moves to Employment by Contract Area – October 2014 to September 2018 Starts

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.

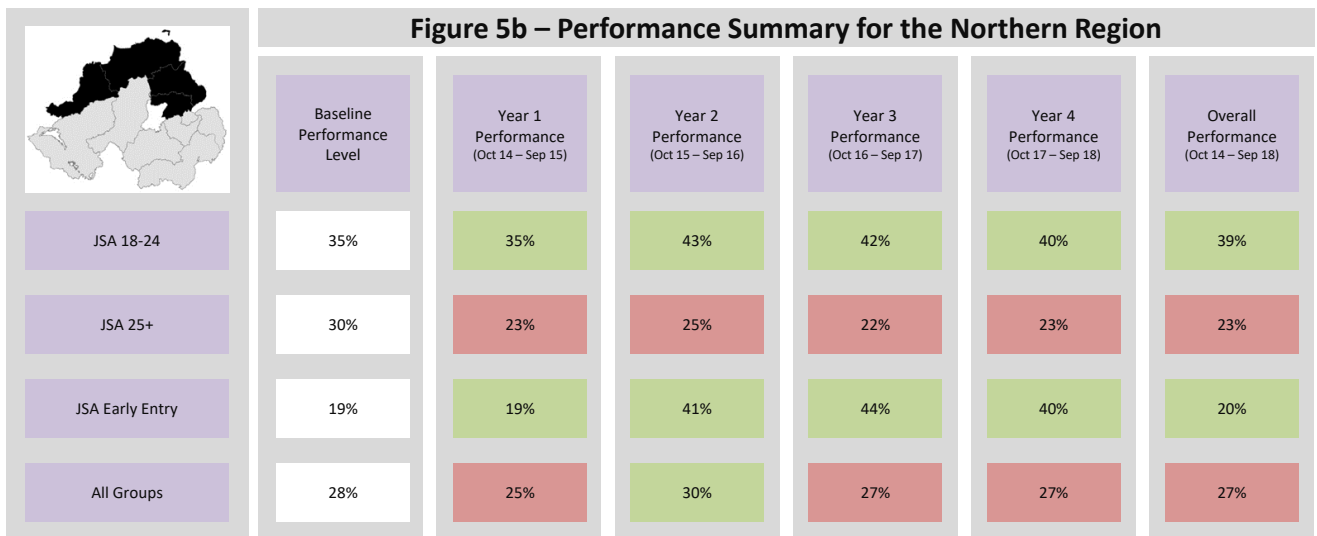
Belfast Region



- For Oct 14 to Sep 18 starts, the Belfast region has met or exceeded baseline performance for JSA 18-24 and JSA early entry and has not met baseline performance for JSA 25+.

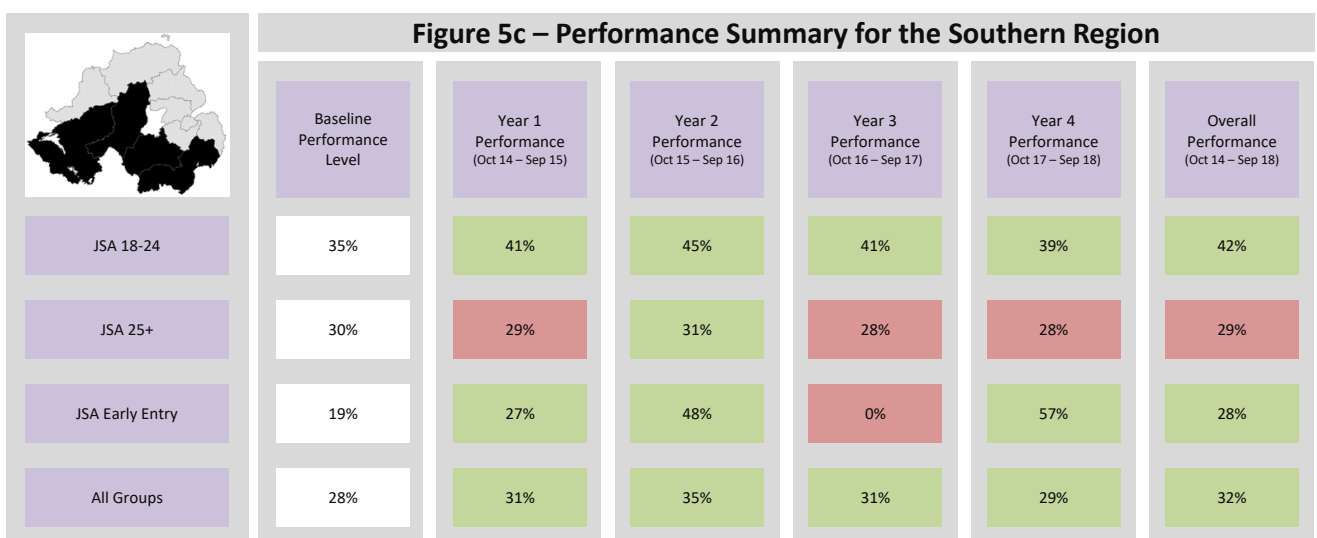
- Overall the Belfast region has met the baseline performance level of 28%, achieving 28% in year 1, 35% in year 2, 34% in year 3 and 32% in year 4.

Northern Region



- For clients starting Steps 2 Success during Oct 14 to Sep 18, the Northern region has met or exceeded baseline performance for JSA 18-24 and JSA Early Entry and has not met baseline performance for JSA 25+.
- Overall the Northern region has helped 27% of participants into employment, increasing from 25% in Year 1 to 30% in Year 2 before falling back to 27% in year 3 and 27% in year 4.

Southern Region



- For Oct 14 to Sep 18 starts, the Southern region met or exceeded baseline performance for JSA 18-24 and JSA Early Entry and has not met baseline performance for JSA 25+.
- 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 29% in year 4.

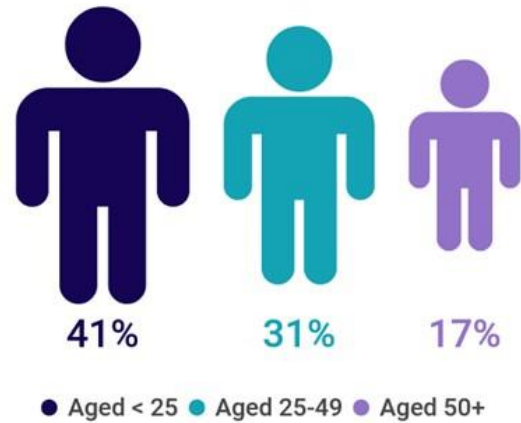
Moves to Employment by Equality Group – October 2014 to September 2018 Starts

Table 2.3b shows that the percentage of clients who started the S2S programme between October 2014 and September 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 33% 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 September 2018 by Age who Moved Into Employment



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

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

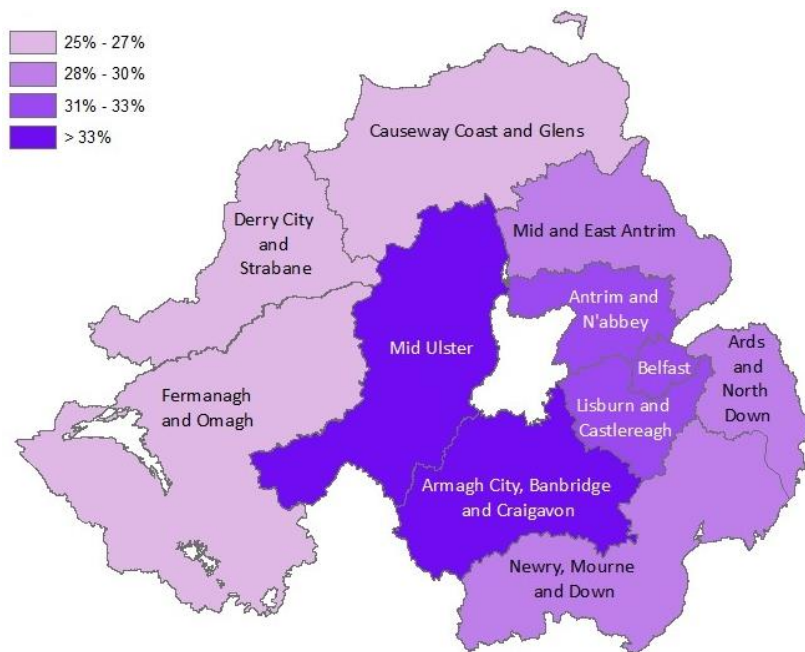


Figure 7 and Table 2.4b show the variation in the percentage of clients from the October 2014 to September 2018 monthly cohorts who have moved into employment by Local Government District of residence. Derry City and Strabane has the lowest proportion (25%) of clients moving into employment. This is also the area that has the highest proportion of working age people claiming JSA in Northern Ireland. Mid Ulster and Armagh City, Banbridge and Craigavon are the two highest performing Local Government Districts with 35% of clients moving into employment.



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

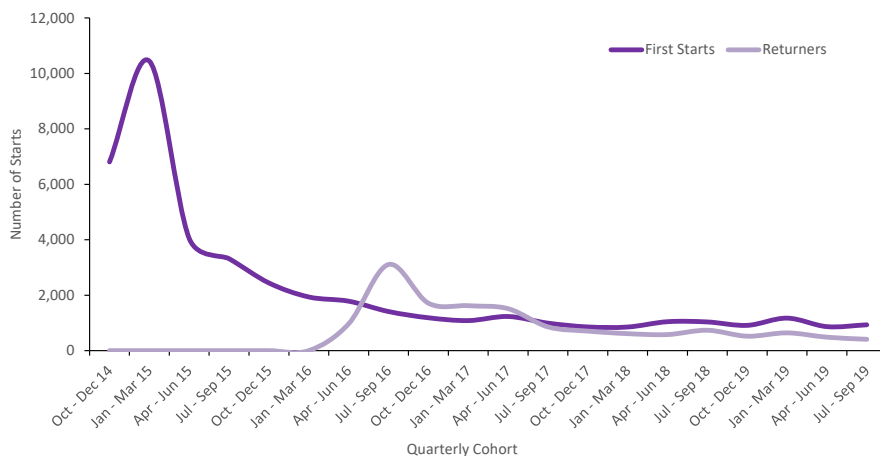
This section compares the performance of clients who are on S2S for the first time with those who have returned to the programme for a second spell.

Starts (Oct 2014 to Sep 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 14,470 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 30% of starts during Jul - Sep 19 (see [Figure 8 and Table 3.1](#)).

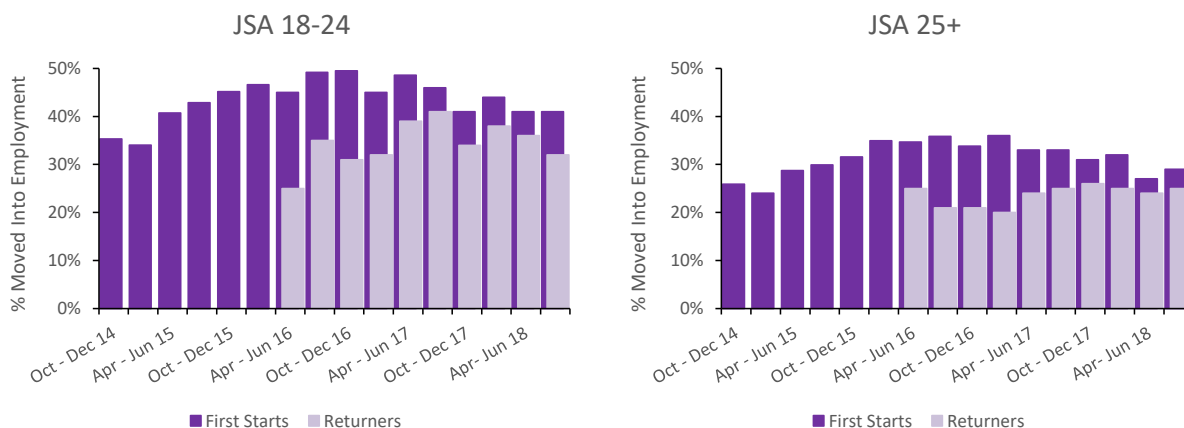
Figure 8: Number of First Starts and Returners on Steps 2 Success by Quarterly Cohort (October 2014 to September 2019)



Moves Into Employment (Oct 2014 to Sep 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 (Jul - Sep 18) 31% of first time participants have moved into employment in comparison to 24% of returners. [Figure 9 and Table 3.3](#) show how this varies by client category.

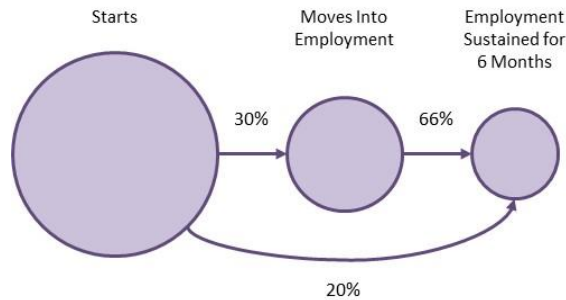
Figure 9: Percentage of First Starts and Returners on Steps 2 Success who Moved Into Employment by Quarterly Cohort (October 2014 to September 2018)



Section 4 – Sustained Employment (October 2014 to March 2018)

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.

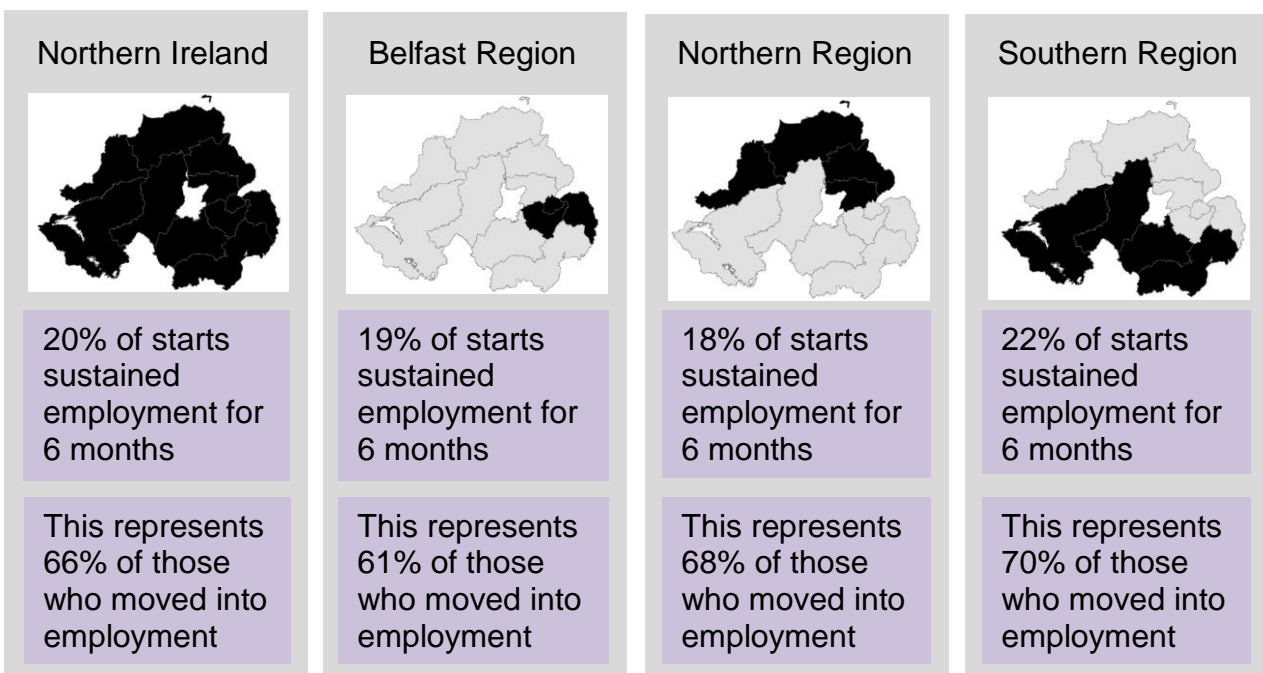


The following sustainment figures focus on starts who have had sufficient time to complete the programme and to sustain employment. [Section 5](#) (page 15) provides early sustainment figures for all starts.

6 Months Sustained Employment – October 2014 to March 2018 Starts

Of those participants who started the programme between October 2014 and March 2018, 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 March 2018 who Sustained Employment for 6 Months by Contract Area



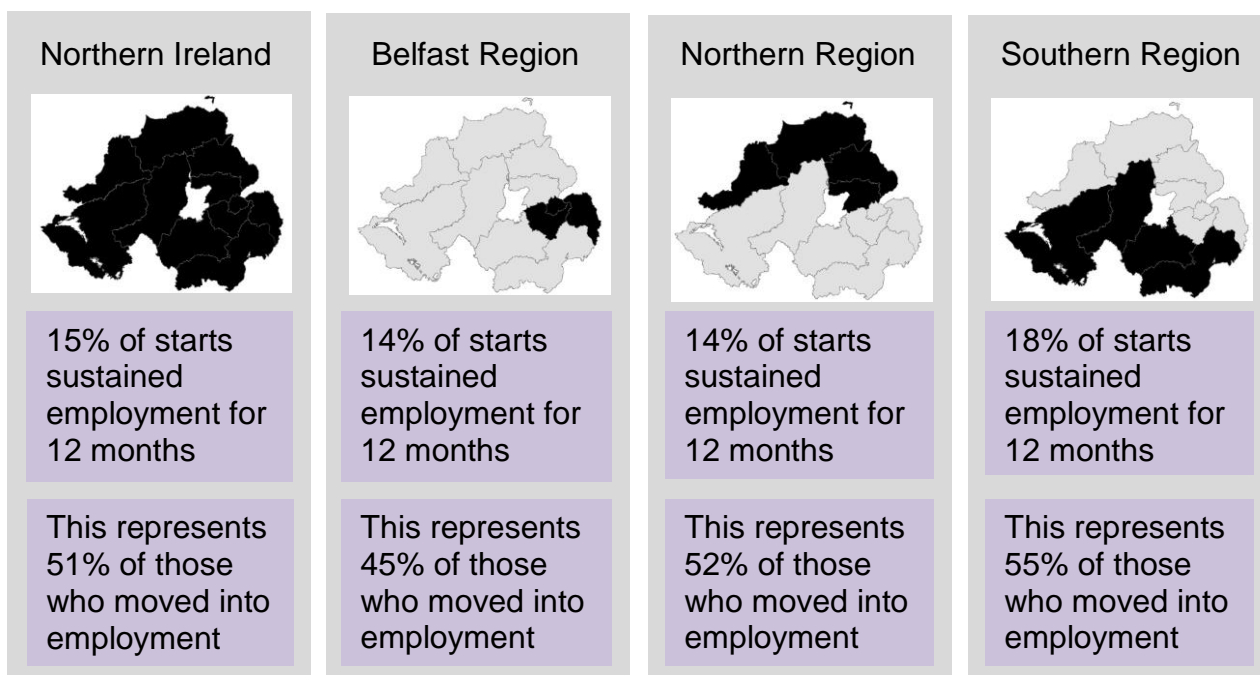
Reflecting the into employment figures, the JSA 18 to 24 category outperforms the JSA 25+ group, with 25% of starts moving into employment which they sustain for 6 months compared to 18%. It is worth noting that, although a lower proportion of JSA 25+ participants move into employment, once they do,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

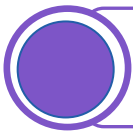
12 Months Sustained Employment – October 2014 to September 2017 Starts

Of those participants who started the programme between October 2014 and September 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 19% 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 September 2017 who Sustained Employment for 12 Months by Contract Area





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

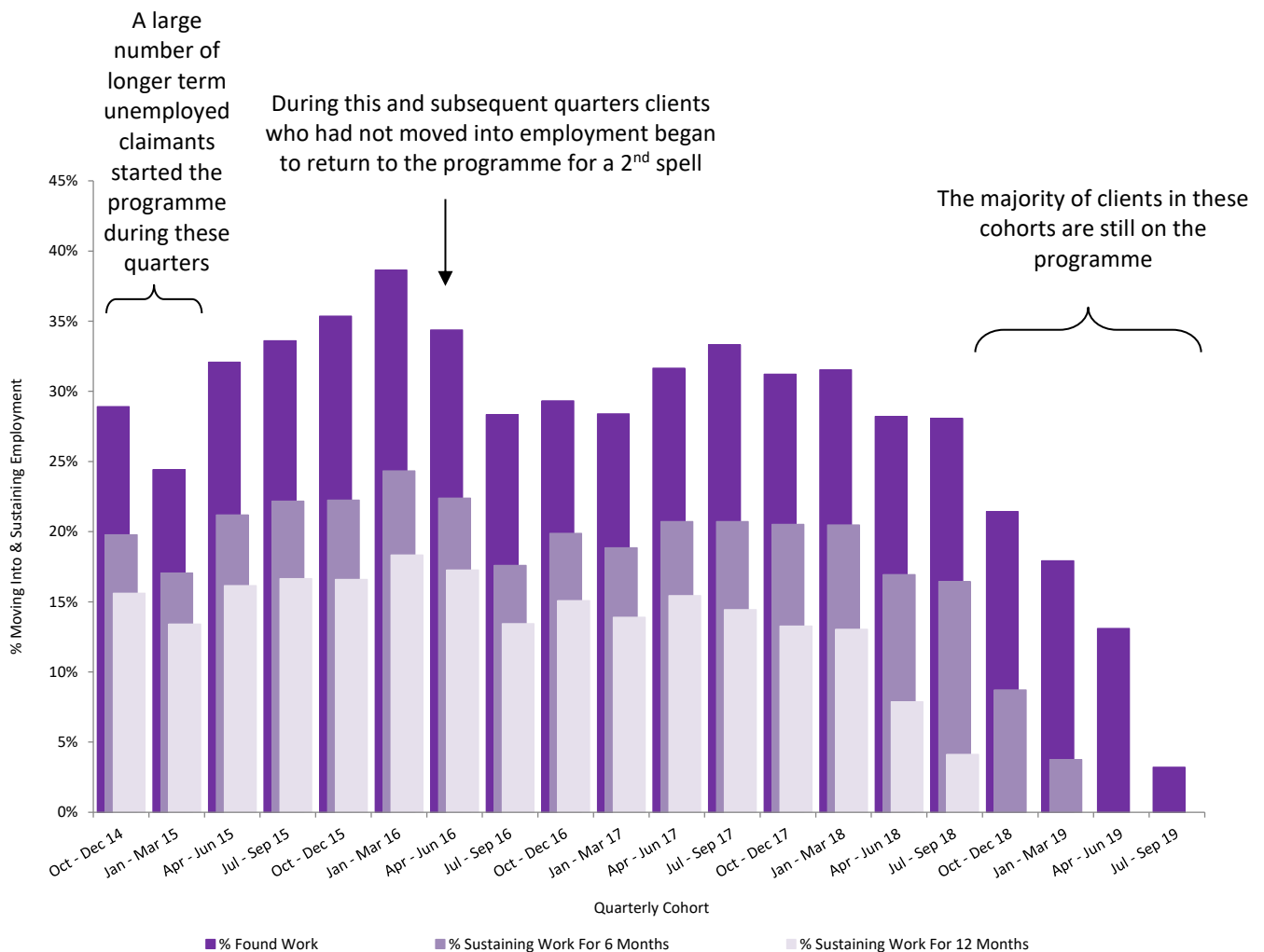
Moves to Employment and Sustainment by Month – October 2014 to September 2019 Starts

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 September 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 16,624 clients from across Northern Ireland into employment, 10,561 of which have now sustained their employment for at least 6 months and 7,613 for at least 12 months.

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

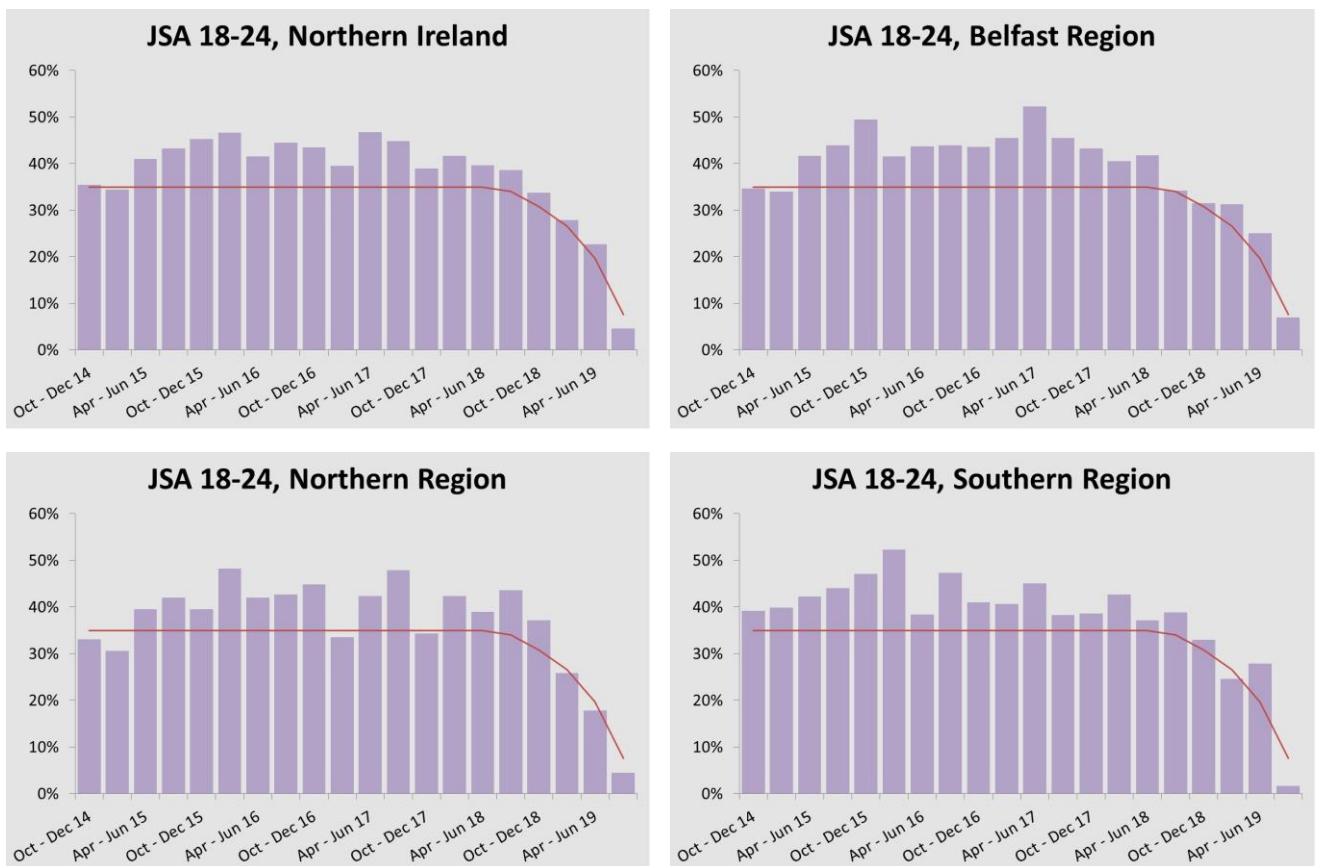
Figure 12: Percentage of Starts on Steps 2 Success in Northern Ireland who Moved Into and Sustained Employment by Quarterly Cohort (October 2014 to September 2019)



Moves to Employment for the JSA 18-24 Client Category – October 2014 to September 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 September 2019)



Moves to Employment for the JSA 25+ Client Category – October 2014 to September 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 September 2019)



- For the JSA 25+ category, the Northern Ireland average performance level has reached or exceeded the expected level (red line) in only 4 out of the 20 quarters from October 2014 to September 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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Section 1: Referrals and Starts (October 2014 – September 2019)

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

Quarter of Referral	Client Group				Total
	JSA 18 - 24	JSA 25+	JSA Early Entry	ESA WRAG & Voluntary	
Oct - Dec 14	2,908	7,989	140	26	11,063
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	2,191	191	3	3,289
Oct - Dec 15	690	1,574	28	2	2,294
Jan - Mar 16	581	1,196	17	0	1,794
Apr - Jun 16	1,270	2,205	12	1	3,488
Jul - Sep 16	985	4,239	9	2	5,235
Oct - Dec 16	682	2,178	10	0	2,870
Jan - Mar 17	629	2,447	5	1	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	1,191	3	90	1,689
Apr - Jun 18	510	1,261	8	103	1,882
Jul - Sep 18	551	1,581	6	247	2,385
Oct - Dec 18	361	1,144	9	200	1,714
Jan - Mar 19	376	1,193	8	436	2,013
Apr - Jun 19	308	851	16	266	1,441
Jul - Sep 19	297	822	22	339	1,480
Total	15,924	46,713	2,357	1,735	66,729

Notes:

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

Table 1.2 – Starts on Steps 2 Success by Quarter (October 2014 to September 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	2,153	230	2	3,315
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	3,639	5	0	4,518
Oct - Dec 16	635	2,254	9	1	2,899
Jan - Mar 17	552	2,145	6	2	2,705
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	1,056	4	45	1,465
Apr - Jun 18	417	1,094	7	106	1,624
Jul - Sep 18	404	1,212	4	151	1,771
Oct - Dec 18	311	960	6	156	1,433
Jan - Mar 19	313	1,146	9	346	1,814
Apr - Jun 19	283	840	11	217	1,351
Jul - Sep 19	265	780	21	275	1,341
Total	13,607	41,773	2,092	1,342	58,814

Notes:

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

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

Equality Group	Client Group			Total
	JSA 18 - 24	JSA 25+	Other	
All	13,607	41,773	3,434	58,814
Male	9,697	29,193	2,264	41,154
Female	3,910	12,580	1,170	17,660
% Male	71%	70%	66%	70%
Catholic	6,191	20,503	1,740	28,434
Protestant	4,974	15,038	1,155	21,167
Other	747	2,519	196	3,462
Not Known	1,695	3,713	343	5,751
% Catholic	45%	49%	51%	48%
% Protestant	37%	36%	34%	36%
White	13,288	40,045	3,281	56,614
Non White	235	1,173	88	1,496
Not Known	84	555	65	704
% White	98%	96%	96%	96%
No Dependants	12,870	30,640	2,546	46,056
With Dependants	737	11,133	888	12,758
% With Dependants	5%	27%	26%	22%
Non Disabled	11,612	32,059	2,252	45,923
Disabled	1,681	8,408	1,047	11,136
Not Known	314	1,306	135	1,755
% Disabled	12%	20%	30%	19%
Single	13,234	28,156	2,222	43,612
Married/Co-Habiting	319	4,373	410	5,102
Widowed/Separated/Divorced	24	9,010	752	9,786
Not Known	30	234	50	314
% Single	97%	67%	65%	74%
Aged < 25	13,607	0	206	13,813
Aged 25-49	0	29,149	2,063	31,212
Aged 50+	0	12,624	1,165	13,789
% Aged 50+	0%	30%	34%	23%

Notes:

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

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

Lead Contractor	Contract Area	Client Group				Total
		JSA 18 - 24	JSA 25+	JSA Early Entry	ESA WRAG & Voluntary	
Ingeus UK	Belfast Region	5,038	15,234	805	517	21,594
PeoplePlus NI	Northern Region	4,994	14,857	755	438	21,044
Reed In Partnership	Southern Region	3,575	11,682	532	387	16,176
Total	Northern Ireland	13,607	41,773	2,092	1,342	58,814

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 September 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	743	2,001	93	56	2,893	85,663	0.57
Ards and North Down	1,032	2,990	151	127	4,300	93,459	0.78
Armagh City, Banbridge and Craigavon	1,192	3,643	181	125	5,141	127,986	0.68
Belfast	3,408	10,581	612	340	14,941	216,385	1.17
Causeway Coast and Glens	1,164	3,272	62	79	4,577	86,208	0.90
Derry City and Strabane	2,270	7,044	517	200	10,031	91,531	1.86
Fermanagh and Omagh	613	2,344	71	46	3,074	68,862	0.76
Lisburn and Castlereagh	627	1,709	49	54	2,439	87,067	0.47
Mid and East Antrim	721	2,344	74	98	3,237	82,760	0.66
Mid Ulster	637	1,995	66	111	2,809	88,291	0.54
Newry, Mourne and Down	1,075	3,587	210	98	4,970	106,848	0.79
Unknown	125	263	6	8	402	-	-
Total	13,607	41,773	2,092	1,342	58,814	1,135,060	0.88

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 September 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)	5,545	17,453	984	505	24,487
Quintile 2	3,155	9,808	466	339	13,768
Quintile 3	2,248	7,003	290	229	9,770
Quintile 4	1,594	4,728	210	165	6,697
Quintile 5 (least deprived)	940	2,518	136	96	3,690
Unknown	125	263	6	8	402
Total	13,607	41,773	2,092	1,342	58,814

Notes:

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

Section 2: Moves to Employment (October 2014 to September 2018)

Table 2.1 – Starts on Steps 2 Success from October 2014 to September 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	1,216	28	5	1,968
Jan - Mar 2015	424	1,880	243	2	2,549
Apr - Jun 2015	475	725	95	2	1,297
Jul - Sep 2015	402	648	64	0	1,114
Year 1 Total	2,020	4,469	430	9	6,928
Oct - Dec 2015	298	552	13	0	863
Jan - Mar 2016	282	455	11	0	748
Apr - Jun 2016	426	517	3	0	946
Jul - Sep 2016	388	888	4	0	1,280
Year 2 Total	1,394	2,412	31	0	3,837
Oct - Dec 2016	276	572	1	1	850
Jan - Mar 2017	218	548	2	0	768
Apr - Jun 2017	307	561	1	0	869
Jul - Sep 2017	236	378	2	0	616
Year 3 Total	1,037	2,059	6	1	3,103
Oct - Dec 2017	143	339	3	2	487
Jan - Mar 2018	150	306	1	5	462
Apr - Jun 2018	165	279	3	11	458
Jul - Sep 2018	156	331	1	9	497
Year 4 Total	614	1,255	8	27	1,904
Overall Total	5,065	10,195	475	37	15,772

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%
Year 1 Total	38%	26%	22%	30%	28%
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%
Year 2 Total	44%	29%	33%	0%	33%
Oct - Dec 2016	43%	25%	11%	100%	29%
Jan - Mar 2017	39%	26%	33%	0%	28%
Apr - Jun 2017	47%	27%	50%	-	32%
Jul - Sep 2017	45%	29%	100%	0%	33%
Year 3 Total	44%	26%	32%	25%	30%
Oct - Dec 2017	39%	29%	75%	29%	31%
Jan - Mar 2018	42%	29%	25%	11%	32%
Apr - Jun 2018	40%	26%	43%	10%	28%
Jul - Sep 2018	39%	27%	25%	6%	28%
Year 4 Total	40%	28%	42%	9%	30%
Overall Total	41%	27%	23%	11%	30%
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 September 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	669	1,362	131	4	2,166
	Reed In Partnership	Southern Region	630	1,542	128	2	2,302
	Total	Northern Ireland	2,020	4,469	430	9	6,928
Oct 15 - Sep 16 (Year 2)	Ingeus UK	Belfast Region	514	938	9	0	1,461
	PeoplePlus NI	Northern Region	499	740	12	0	1,251
	Reed In Partnership	Southern Region	381	734	10	0	1,125
	Total	Northern Ireland	1,394	2,412	31	0	3,837
Oct 16 - Sep 17 (Year 3)	Ingeus UK	Belfast Region	422	899	2	0	1,323
	PeoplePlus NI	Northern Region	392	674	4	1	1,071
	Reed In Partnership	Southern Region	223	486	0	0	709
	Total	Northern Ireland	1,037	2,059	6	1	3,103
Oct 17 - Sep 18 (Year 4)	Ingeus UK	Belfast Region	250	564	2	11	827
	PeoplePlus NI	Northern Region	217	333	2	6	558
	Reed In Partnership	Southern Region	147	358	4	10	519
	Total	Northern Ireland	614	1,255	8	27	1,904
Total	Ingeus UK	Belfast Region	1,907	3,966	184	14	6,071
	PeoplePlus NI	Northern Region	1,777	3,109	149	11	5,046
	Reed In Partnership	Southern Region	1,381	3,120	142	12	4,655
	Total	Northern Ireland	5,065	10,195	475	37	15,772

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%	23%	19%	57%	25%
	Reed In Partnership	Southern Region	41%	29%	27%	14%	31%
	Total	Northern Ireland	38%	26%	22%	30%	28%
Oct 15 - Sep 16 (Year 2)	Ingeus UK	Belfast Region	45%	31%	20%	0%	35%
	PeoplePlus NI	Northern Region	43%	25%	41%	0%	30%
	Reed In Partnership	Southern Region	45%	31%	48%	0%	35%
	Total	Northern Ireland	44%	29%	33%	0%	33%
Oct 16 - Sep 17 (Year 3)	Ingeus UK	Belfast Region	47%	30%	29%	0%	34%
	PeoplePlus NI	Northern Region	42%	22%	44%	50%	27%
	Reed In Partnership	Southern Region	41%	28%	0%	0%	31%
	Total	Northern Ireland	44%	26%	32%	25%	30%
Oct 17 - Sep 18 (Year 4)	Ingeus UK	Belfast Region	40%	31%	29%	10%	32%
	PeoplePlus NI	Northern Region	40%	23%	40%	7%	27%
	Reed In Partnership	Southern Region	39%	28%	57%	8%	29%
	Total	Northern Ireland	40%	28%	42%	9%	30%
Total	Ingeus UK	Belfast Region	41%	29%	23%	12%	31%
	PeoplePlus NI	Northern Region	39%	23%	20%	12%	27%
	Reed In Partnership	Southern Region	42%	29%	28%	9%	32%
	Total	Northern Ireland	41%	27%	23%	11%	30%
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 September 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	5,065	10,195	512	15,772
Male	3,642	7,341	355	11,338
Female	1,423	2,854	157	4,434
Catholic	2,303	4,841	266	7,410
Protestant	1,861	3,688	153	5,702
Other	285	692	44	1,021
Not Known	616	974	49	1,639
White	4,986	9,760	488	15,234
Non White	70	307	13	390
Not Known	9	128	11	148
No Dependants	4,858	7,484	366	12,708
With Dependants	207	2,711	146	3,064
Non Disabled	4,531	8,633	432	13,596
Disabled	434	1,291	63	1,788
Not Known	100	271	17	388
Single	4,938	7,241	341	12,520
Married/Co-Habiting	110	1,050	61	1,221
Widowed/Separated/Divorced	7	1,854	104	1,965
Not Known	10	50	6	66
Aged < 25	5,065	0	32	5,097
Aged 25-49	0	8,251	368	8,619
Aged 50+	0	1,944	112	2,056

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%	21%	30%
Male	41%	27%	21%	30%
Female	40%	26%	24%	29%
Catholic	40%	26%	21%	29%
Protestant	41%	27%	20%	30%
Other	43%	31%	32%	34%
Not Known	42%	30%	21%	33%
White	41%	27%	21%	30%
Non White	34%	32%	19%	32%
Not Known	36%	25%	23%	25%
No Dependants	41%	26%	20%	30%
With Dependants	30%	28%	26%	28%
Non Disabled	43%	29%	24%	33%
Disabled	29%	17%	12%	19%
Not Known	36%	23%	17%	25%
Single	41%	28%	22%	32%
Married/Co-Habiting	36%	26%	20%	27%
Widowed/Separated/Divorced	29%	23%	21%	22%
Not Known	38%	23%	18%	24%
Aged < 25	41%	-	32%	41%
Aged 25-49	-	31%	25%	31%
Aged 50+	-	17%	13%	17%

Notes:

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

Table 2.4 – Starts on Steps 2 Success from October 2014 to September 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	305	490	27	3	825
Ards & North Down	353	735	26	5	1,119
Armagh City, Banbridge & Craigavon	505	1,045	61	2	1,613
Belfast	1,337	2,779	144	9	4,269
Causeway Coast & Glens	384	712	21	2	1,119
Derry City & Strabane	788	1,366	79	2	2,235
Fermanagh & Omagh	216	526	15	1	758
Lisburn & Castlereagh	225	468	16	1	710
Mid & East Antrim	271	502	20	3	796
Mid Ulster	267	577	19	6	869
Newry, Mourne & Down	379	926	44	3	1,352
Unknown	35	69	3	0	107
Total	5,065	10,195	475	37	15,772

(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	47%	27%	31%	13%	32%
Ards & North Down	38%	27%	17%	14%	29%
Armagh City, Banbridge & Craigavon	46%	31%	35%	6%	35%
Belfast	43%	29%	24%	14%	32%
Causeway Coast & Glens	36%	23%	34%	13%	27%
Derry City & Strabane	38%	21%	15%	9%	25%
Fermanagh & Omagh	38%	24%	21%	8%	27%
Lisburn & Castlereagh	39%	30%	33%	5%	32%
Mid & East Antrim	42%	24%	30%	11%	28%
Mid Ulster	46%	32%	32%	13%	35%
Newry, Mourne & Down	38%	28%	21%	8%	30%
Unknown	30%	31%	50%	0%	31%
Total	41%	27%	23%	11%	30%

Notes:

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

Table 2.5 – Starts on Steps 2 Success from October 2014 to September 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)	1,930	3,997	188	11	6,126
Quintile 2	1,183	2,309	115	10	3,617
Quintile 3	855	1,796	73	5	2,729
Quintile 4	661	1,234	55	7	1,957
Quintile 5 (least deprived)	401	790	41	4	1,236
Unknown	35	69	3	0	107
Total	5,065	10,195	475	37	15,772

(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%	20%	12%	28%
Quintile 2	41%	26%	25%	10%	29%
Quintile 3	42%	28%	26%	7%	31%
Quintile 4	45%	29%	27%	14%	33%
Quintile 5 (least deprived)	47%	35%	31%	14%	37%
Unknown	30%	31%	50%	0%	31%
Total	41%	27%	23%	11%	30%

Notes:

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

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

Table 3.1 – Number of First Starts and Returners on Steps 2 Success in Northern Ireland from October 2014 to September 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	2,153	230	2	3,315	0	0	0	0	3,315
Year 1 Total	5,350	17,316	1,913	30	24,609	0	0	0	0	24,609
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	835	5	0	1,411	303	2,804	0	3,107	4,518
Year 2 Total	2,660	4,813	94	5	7,572	504	3,571	0	4,075	11,647
Oct - Dec 2016	419	757	9	1	1,186	216	1,497	0	1,713	2,899
Jan - Mar 2017	305	771	6	2	1,084	247	1,374	0	1,621	2,705
Apr - Jun 2017	496	734	2	0	1,232	162	1,352	0	1,514	2,746
Jul - Sep 2017	397	592	2	1	992	130	727	0	857	1,849
Year 3 Total	1,617	2,854	19	4	4,494	755	4,950	0	5,705	10,199
Oct - Dec 2017	248	596	4	7	855	120	585	0	705	1,560
Jan - Mar 2018	219	584	4	45	852	141	472	0	613	1,465
Apr - Jun 2018	299	639	7	99	1,044	118	455	7	580	1,624
Jul - Sep 2018	313	639	4	79	1,035	91	573	72	736	1,771
Year 4 Total	1,079	2,458	19	230	3,786	470	2,085	79	2,634	6,420
Oct - Dec 2018	227	593	6	86	912	84	367	70	521	1,433
Jan - Mar 2019	207	683	9	274	1,173	106	463	72	641	1,814
Apr - Jun 2019	194	496	11	165	866	89	344	52	485	1,351
Jul - Sep 2019	208	468	21	235	932	57	312	40	409	1,341
Year 5 Total	836	2,240	47	760	3,883	336	1,486	234	2,056	5,939
Overall Total	11,542	29,681	2,092	1,029	44,344	2,065	12,092	313	14,470	58,814

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 September 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	1,216	28	5	1,968	0	0	0	0	1,968
Jan - Mar 2015	424	1,880	243	2	2,549	0	0	0	0	2,549
Apr - Jun 2015	475	725	95	2	1,297	0	0	0	0	1,297
Jul - Sep 2015	402	648	64	0	1,114	0	0	0	0	1,114
Year 1 Total	2,020	4,469	430	9	6,928	0	0	0	0	6,928
Oct - Dec 2015	298	552	13	0	863	0	0	0	0	863
Jan - Mar 2016	282	455	11	0	748	0	0	0	0	748
Apr - Jun 2016	375	329	3	0	707	51	188	0	239	946
Jul - Sep 2016	281	301	4	0	586	107	587	0	694	1,280
Year 2 Total	1,236	1,637	31	0	2,904	158	775	0	933	3,837
Oct - Dec 2016	210	259	1	1	471	66	313	0	379	850
Jan - Mar 2017	138	277	2	0	417	80	271	0	351	768
Apr - Jun 2017	244	242	1	0	487	63	319	0	382	869
Jul - Sep 2017	183	196	2	0	381	53	182	0	235	616
Year 3 Total	775	974	6	1	1,756	262	1,085	0	1,347	3,103
Oct - Dec 2017	102	185	3	2	292	41	154	0	195	487
Jan - Mar 2018	96	189	1	5	291	54	117	0	171	462
Apr - Jun 2018	123	171	3	11	308	42	108	0	150	458
Jul - Sep 2018	127	187	1	5	320	29	144	4	177	497
Year 4 Total	448	732	8	23	1,211	166	523	4	693	1,904
Overall Total	4,479	7,812	475	33	12,799	586	2,383	4	2,973	15,772

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 September 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%
Year 1 Total	38%	26%	22%	30%	28%	-	-	-	-	28%
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%	-	42%	35%	21%	-	22%	28%
Year 2 Total	46%	34%	33%	0%	38%	31%	22%	-	23%	33%
Oct - Dec 2016	50%	34%	11%	100%	40%	31%	21%	-	22%	29%
Jan - Mar 2017	45%	36%	33%	0%	38%	32%	20%	-	22%	28%
Apr - Jun 2017	49%	33%	50%	-	40%	39%	24%	-	25%	32%
Jul - Sep 2017	46%	33%	100%	0%	38%	41%	25%	-	27%	33%
Year 3 Total	48%	34%	32%	25%	39%	35%	22%	-	24%	30%
Oct - Dec 2017	41%	31%	75%	29%	34%	34%	26%	-	28%	31%
Jan - Mar 2018	44%	32%	25%	11%	34%	38%	25%	-	28%	32%
Apr - Jun 2018	41%	27%	43%	11%	30%	36%	24%	0%	26%	28%
Jul - Sep 2018	41%	29%	25%	6%	31%	32%	25%	6%	24%	28%
Year 4 Total	42%	30%	42%	10%	32%	35%	25%	5%	26%	30%
Overall Total	42%	28%	23%	12%	32%	34%	22%	5%	24%	30%

Notes:

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

Section 4: Sustainment (October 2014 to March 2018)

Table 4.1 – Starts on Steps 2 Success from October 2014 to March 2018 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	874	21	3	1,346
Jan - Mar 2015	286	1,319	174	2	1,781
Apr - Jun 2015	312	477	66	2	857
Jul - Sep 2015	245	447	43	0	735
Year 1 Total	1,291	3,117	304	7	4,719
Oct - Dec 2015	168	365	10	0	543
Jan - Mar 2016	168	298	5	0	471
Apr - Jun 2016	270	345	1	0	616
Jul - Sep 2016	227	565	3	0	795
Year 2 Total	833	1,573	19	0	2,425
Oct - Dec 16	173	401	1	1	576
Jan - Mar 17	138	372	0	0	510
Apr - Jun 17	200	369	0	0	569
Jul - Sep 17	138	243	2	0	383
Year 3 Total	649	1,385	3	1	2,038
Oct - Dec 17	88	230	1	1	320
Jan - Mar 18	91	204	1	4	300
Year 4 Total	179	434	2	5	620
Overall Total	2,952	6,509	328	13	9,802

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%	17%	14%	67%	17%
Apr - Jun 2015	27%	19%	18%	40%	21%
Jul - Sep 2015	26%	21%	19%	0%	22%
Year 1 Total	24%	18%	16%	23%	19%
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%	16%	60%	-	18%
Year 2 Total	26%	19%	20%	0%	21%
Oct - Dec 16	27%	18%	11%	100%	20%
Jan - Mar 17	25%	17%	0%	0%	19%
Apr - Jun 17	30%	18%	0%	-	21%
Jul - Sep 17	26%	18%	100%	0%	21%
Year 3 Total	27%	18%	16%	25%	20%
Oct - Dec 17	24%	19%	25%	14%	21%
Jan - Mar 18	25%	19%	25%	9%	20%
Year 4 Total	25%	19%	25%	10%	20%
Overall Total	25%	18%	16%	14%	20%
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%	72%	100%	70%
Apr - Jun 2015	66%	66%	69%	100%	66%
Jul - Sep 2015	61%	69%	67%	-	66%
Year 1 Total	64%	70%	71%	78%	68%
Oct - Dec 2015	56%	66%	77%	-	63%
Jan - Mar 2016	60%	65%	45%	-	63%
Apr - Jun 2016	63%	67%	33%	-	65%
Jul - Sep 2016	59%	64%	75%	-	62%
Year 2 Total	60%	65%	61%	-	63%
Oct - Dec 16	63%	70%	100%	100%	68%
Jan - Mar 17	63%	68%	0%	-	66%
Apr - Jun 17	65%	66%	0%	-	65%
Jul - Sep 17	58%	64%	100%	-	62%
Year 3 Total	63%	67%	50%	100%	66%
Oct - Dec 17	62%	68%	33%	50%	66%
Jan - Mar 18	61%	67%	100%	80%	65%
Year 4 Total	61%	67%	50%	71%	65%
Overall Total	62%	68%	70%	76%	66%

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

Table 4.2 – Starts on Steps 2 Success from October 2014 to March 2018 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	1,006	2,336	128	6	3,476
PeoplePlus NI	Northern Region	1,099	2,065	100	5	3,269
Reed In Partnership	Southern Region	847	2,108	100	2	3,057
Total	Northern Ireland	2,952	6,509	328	13	9,802

(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%	17%	19%
PeoplePlus NI	Northern Region	26%	16%	14%	25%	18%
Reed In Partnership	Southern Region	27%	21%	20%	6%	22%
Total	Northern Ireland	25%	18%	16%	14%	20%
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	56%	63%	70%	86%	61%
PeoplePlus NI	Northern Region	66%	69%	68%	83%	68%
Reed In Partnership	Southern Region	65%	72%	71%	50%	70%
Total	Northern Ireland	62%	68%	70%	76%	66%

Notes:

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

Table 4.3 – Starts on Steps 2 Success from October 2014 to September 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	349	692	19	2	1,062
Jan - Mar 2015	204	1057	139	1	1,401
Apr - Jun 2015	236	356	59	2	653
Jul - Sep 2015	182	338	32	0	552
Year 1 Total	971	2,443	249	5	3,668
Oct - Dec 2015	113	284	8	0	405
Jan - Mar 2016	119	233	3	0	355
Apr - Jun 2016	209	265	1	0	475
Jul - Sep 2016	167	439	1	0	607
Year 2 Total	608	1,221	13	0	1,842
Oct - Dec 2016	124	311	1	1	437
Jan - Mar 2017	102	274	0	0	376
Apr - Jun 2017	142	282	0	0	424
Jul - Sep 2017	93	172	2	0	267
Year 3 Total	461	1,039	3	1	1,504
Overall Total	2,040	4,703	265	6	7,014

(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	17%	13%	11%	33%	13%
Apr - Jun 2015	20%	14%	16%	40%	16%
Jul - Sep 2015	20%	16%	14%	0%	17%
Year 1 Total	18%	14%	13%	17%	15%
Oct - Dec 2015	17%	16%	21%	0%	17%
Jan - Mar 2016	20%	18%	8%	0%	18%
Apr - Jun 2016	20%	15%	7%	0%	17%
Jul - Sep 2016	19%	12%	20%	-	13%
Year 2 Total	19%	15%	14%	0%	16%
Oct - Dec 2016	20%	14%	11%	100%	15%
Jan - Mar 2017	18%	13%	0%	0%	14%
Apr - Jun 2017	22%	14%	0%	-	15%
Jul - Sep 2017	18%	13%	100%	0%	14%
Year 3 Total	19%	13%	16%	25%	15%
Overall Total	19%	14%	13%	15%	15%
Baseline Performance Level	18%	17%	7%	7%	15%

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

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

Quarterly Cohort	Client Group				Total
	JSA 18 - 24	JSA 25+	JSA Early Entry	ESA WRAG & Voluntary	
Oct - Dec 2014	49%	57%	68%	40%	54%
Jan - Mar 2015	48%	56%	57%	50%	55%
Apr - Jun 2015	50%	49%	62%	100%	50%
Jul - Sep 2015	45%	52%	50%	-	50%
Year 1 Total	48%	55%	58%	56%	53%
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%
Year 2 Total	44%	51%	42%	-	48%
Oct - Dec 2016	45%	54%	100%	100%	51%
Jan - Mar 2017	47%	50%	0%	-	49%
Apr - Jun 2017	46%	50%	0%	-	49%
Jul - Sep 2017	39%	46%	100%	-	43%
Year 3 Total	44%	50%	50%	100%	48%
Overall Total	46%	53%	57%	60%	51%

Notes:

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

Table 4.4 – Starts on Steps 2 Success from October 2014 to September 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	661	1,617	103	2	2,383
PeoplePlus NI	Northern Region	760	1,498	84	3	2,345
Reed In Partnership	Southern Region	619	1,588	78	1	2,286
Total	Northern Ireland	2,040	4,703	265	6	7,014

(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	19%	12%	11%	30%	14%
Reed In Partnership	Southern Region	21%	17%	15%	6%	18%
Total	Northern Ireland	19%	14%	13%	15%	15%
Baseline Performance Level		18%	17%	7%	7%	15%

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

Lead Contractor	Contract Area	Client Group				Total
		JSA 18 - 24	JSA 25+	JSA Early Entry	ESA WRAG & Voluntary	
Ingeus UK	Belfast Region	40%	48%	57%	67%	45%
PeoplePlus NI	Northern Region	49%	54%	57%	60%	52%
Reed In Partnership	Southern Region	50%	57%	57%	50%	55%
Total	Northern Ireland	46%	53%	57%	60%	51%

Notes:

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

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

**Table 5.1a – Starts on Steps 2 Success in Northern Ireland who Moved Into and Sustained Employment by Quarterly Cohort
(October 2014 to September 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	1,968	29%	1,346	20%	1,062	16%
Jan - Mar 15	10,443	2,549	24%	1,781	17%	1,401	13%
Apr - Jun 15	4,044	1,297	32%	857	21%	653	16%
Jul - Sep 15	3,315	1,114	34%	735	22%	552	17%
Oct - Dec 15	2,441	863	35%	543	22%	405	17%
Jan - Mar 16	1,936	748	39%	471	24%	355	18%
Apr - Jun 16	2,752	946	34%	616	22%	475	17%
Jul - Sep 16	4,518	1,280	28%	795	18%	607	13%
Oct - Dec 16	2,899	850	29%	576	20%	437	15%
Jan - Mar 17	2,705	768	28%	510	19%	376	14%
Apr - Jun 17	2,746	869	32%	569	21%	424	15%
Jul - Sep 17	1,849	616	33%	383	21%	267	14%
Oct - Dec 17	1,560	487	31%	320	21%	207	13%
Jan - Mar 18	1,465	462	32%	300	20%	191	13%
Apr - Jun 18	1,624	458	28%	275	17%	128	8%
Jul - Sep 18	1,771	497	28%	291	16%	73	4%
Oct - Dec 18	1,433	307	21%	125	9%		
Jan - Mar 19	1,814	325	18%	68	4%		
Apr - Jun 19	1,351	177	13%				
Jul - Sep 19	1,341	43	3%				
Total	58,814	16,624		10,561		7,613	

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 September 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	1,360	458	34%	294	22%	221	16%
Oct - Dec 15	948	354	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	1,619	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%	107	11%
Apr - Jun 17	1,058	409	39%	245	23%	173	16%
Jul - Sep 17	823	288	35%	150	18%	94	11%
Oct - Dec 17	622	216	35%	122	20%	77	12%
Jan - Mar 18	573	194	34%	116	20%	74	13%
Apr - Jun 18	675	214	32%	116	17%	56	8%
Jul - Sep 18	710	203	29%	106	15%	33	5%
Oct - Dec 18	521	123	24%	43	8%		
Jan - Mar 19	719	137	19%	27	4%		
Apr - Jun 19	443	68	15%				
Jul - Sep 19	590	20	3%				
Total	21,594	6,419		3,768		2,623	

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 September 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	598	25%	402	17%	310	13%
Jan - Mar 15	3,880	853	22%	591	15%	469	12%
Apr - Jun 15	1,345	401	30%	265	20%	214	16%
Jul - Sep 15	1,024	314	31%	202	20%	152	15%
Oct - Dec 15	909	286	31%	192	21%	142	16%
Jan - Mar 16	672	245	36%	156	23%	113	17%
Apr - Jun 16	951	302	32%	211	22%	156	16%
Jul - Sep 16	1,665	418	25%	259	16%	201	12%
Oct - Dec 16	1,199	318	27%	226	19%	176	15%
Jan - Mar 17	1,105	271	25%	197	18%	147	13%
Apr - Jun 17	1,129	291	26%	216	19%	168	15%
Jul - Sep 17	595	191	32%	135	23%	97	16%
Oct - Dec 17	544	153	28%	112	21%	66	12%
Jan - Mar 18	524	154	29%	105	20%	64	12%
Apr - Jun 18	480	118	25%	73	15%	32	7%
Jul - Sep 18	513	133	26%	78	15%	20	4%
Oct - Dec 18	491	90	18%	38	8%		
Jan - Mar 19	679	107	16%	24	4%		
Apr - Jun 19	560	57	10%				
Jul - Sep 19	422	12	3%				
Total	21,044	5,312		3,482		2,527	

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 September 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	647	197	30%	141	22%	122	19%
Apr - Jun 17	559	169	30%	108	19%	83	15%
Jul - Sep 17	431	137	32%	98	23%	76	18%
Oct - Dec 17	394	118	30%	86	22%	64	16%
Jan - Mar 18	368	114	31%	79	21%	53	14%
Apr - Jun 18	469	126	27%	86	18%	40	9%
Jul - Sep 18	548	161	29%	107	20%	20	4%
Oct - Dec 18	421	94	22%	44	10%		
Jan - Mar 19	416	81	19%	17	4%		
Apr - Jun 19	348	52	15%				
Jul - Sep 19	329	11	3%				
Total	16,176	4,893		3,311		2,463	

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 September 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%	349	17%
Jan - Mar 15	1,232	424	34%	286	23%	204	17%
Apr - Jun 15	1,159	475	41%	312	27%	236	20%
Jul - Sep 15	930	402	43%	245	26%	182	20%
Oct - Dec 15	658	298	45%	168	26%	113	17%
Jan - Mar 16	605	282	47%	168	28%	119	20%
Apr - Jun 16	1,027	426	41%	270	26%	209	20%
Jul - Sep 16	874	388	44%	227	26%	167	19%
Oct - Dec 16	635	276	43%	173	27%	124	20%
Jan - Mar 17	552	218	39%	138	25%	102	18%
Apr - Jun 17	658	307	47%	200	30%	142	22%
Jul - Sep 17	527	236	45%	138	26%	93	18%
Oct - Dec 17	368	143	39%	88	24%	57	15%
Jan - Mar 18	360	150	42%	91	25%	57	16%
Apr - Jun 18	417	165	40%	99	24%	50	12%
Jul - Sep 18	404	156	39%	91	23%	30	7%
Oct - Dec 18	311	105	34%	39	13%		
Jan - Mar 19	313	87	28%	20	6%		
Apr - Jun 19	283	64	23%				
Jul - Sep 19	265	12	5%				
Total	13,607	5,333		3,201		2,234	

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 September 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	132	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%	49	20%
Jul - Sep 17	231	105	45%	47	20%	29	13%
Oct - Dec 17	148	64	43%	35	24%	20	14%
Jan - Mar 18	148	60	41%	34	23%	21	14%
Apr - Jun 18	170	71	42%	37	22%	20	12%
Jul - Sep 18	161	55	34%	26	16%	8	5%
Oct - Dec 18	121	38	31%	10	8%		
Jan - Mar 19	128	40	31%	8	6%		
Apr - Jun 19	104	26	25%				
Jul - Sep 19	87	6	7%				
Total	5,038	2,017		1,087		730	

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 September 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%	100	16%
Jan - Mar 15	484	148	31%	104	21%	73	15%
Apr - Jun 15	441	174	39%	116	26%	94	21%
Jul - Sep 15	331	139	42%	91	27%	66	20%
Oct - Dec 15	238	94	39%	56	24%	35	15%
Jan - Mar 16	214	103	48%	66	31%	48	22%
Apr - Jun 16	393	165	42%	117	30%	87	22%
Jul - Sep 16	321	137	43%	79	25%	57	18%
Oct - Dec 16	266	119	45%	81	30%	60	23%
Jan - Mar 17	221	74	33%	50	23%	37	17%
Apr - Jun 17	260	110	42%	82	32%	63	24%
Jul - Sep 17	186	89	48%	61	33%	40	22%
Oct - Dec 17	137	47	34%	34	25%	21	15%
Jan - Mar 18	137	58	42%	35	26%	23	17%
Apr - Jun 18	131	51	39%	34	26%	18	14%
Jul - Sep 18	140	61	44%	36	26%	12	9%
Oct - Dec 18	105	39	37%	18	17%		
Jan - Mar 19	128	33	26%	9	7%		
Apr - Jun 19	118	21	18%				
Jul - Sep 19	114	5	4%				
Total	4,994	1,875		1,196		834	

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 September 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%	30	20%
Jul - Sep 17	110	42	38%	30	27%	24	22%
Oct - Dec 17	83	32	39%	19	23%	16	19%
Jan - Mar 18	75	32	43%	22	29%	13	17%
Apr - Jun 18	116	43	37%	28	24%	12	10%
Jul - Sep 18	103	40	39%	29	28%	10	10%
Oct - Dec 18	85	28	33%	11	13%		
Jan - Mar 19	57	14	25%	3	5%		
Apr - Jun 19	61	17	28%				
Jul - Sep 19	64	1	2%				
Total	3,575	1,441		918		670	

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 September 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	1,216	26%	874	19%	692	15%
Jan - Mar 15	7,961	1,880	24%	1,319	17%	1,057	13%
Apr - Jun 15	2,516	725	29%	477	19%	356	14%
Jul - Sep 15	2,153	648	30%	447	21%	338	16%
Oct - Dec 15	1,742	552	32%	365	21%	284	16%
Jan - Mar 16	1,293	455	35%	298	23%	233	18%
Apr - Jun 16	1,710	517	30%	345	20%	265	15%
Jul - Sep 16	3,639	888	24%	565	16%	439	12%
Oct - Dec 16	2,254	572	25%	401	18%	311	14%
Jan - Mar 17	2,145	548	26%	372	17%	274	13%
Apr - Jun 17	2,086	561	27%	369	18%	282	14%
Jul - Sep 17	1,319	378	29%	243	18%	172	13%
Oct - Dec 17	1,181	339	29%	230	19%	149	13%
Jan - Mar 18	1,056	306	29%	204	19%	131	12%
Apr - Jun 18	1,094	279	26%	170	16%	75	7%
Jul - Sep 18	1,212	331	27%	195	16%	41	3%
Oct - Dec 18	960	188	20%	82	9%		
Jan - Mar 19	1,146	215	19%	45	4%		
Apr - Jun 19	840	102	12%				
Jul - Sep 19	780	28	4%				
Total	41,773	10,728		7,001		5,099	

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 September 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	889	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	1,306	349	27%	203	16%	146	11%
Oct - Dec 16	805	228	28%	142	18%	108	13%
Jan - Mar 17	752	210	28%	118	16%	73	10%
Apr - Jun 17	810	279	34%	166	20%	124	15%
Jul - Sep 17	591	182	31%	102	17%	64	11%
Oct - Dec 17	471	150	32%	86	18%	57	12%
Jan - Mar 18	402	131	33%	79	20%	51	13%
Apr - Jun 18	467	138	30%	77	16%	35	7%
Jul - Sep 18	496	145	29%	78	16%	24	5%
Oct - Dec 18	364	80	22%	33	9%		
Jan - Mar 19	441	86	20%	17	4%		
Apr - Jun 19	267	36	13%				
Jul - Sep 19	354	12	3%				
Total	15,234	4,180		2,541		1,784	

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 September 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	383	22%	269	16%	205	12%
Jan - Mar 15	2,855	613	21%	420	15%	341	12%
Apr - Jun 15	818	208	25%	134	16%	106	13%
Jul - Sep 15	640	158	25%	100	16%	77	12%
Oct - Dec 15	662	191	29%	136	21%	107	16%
Jan - Mar 16	445	135	30%	88	20%	64	14%
Apr - Jun 16	552	135	24%	94	17%	69	13%
Jul - Sep 16	1,342	279	21%	179	13%	144	11%
Oct - Dec 16	929	197	21%	143	15%	114	12%
Jan - Mar 17	880	195	22%	147	17%	110	13%
Apr - Jun 17	868	181	21%	134	15%	105	12%
Jul - Sep 17	407	101	25%	73	18%	56	14%
Oct - Dec 17	403	104	26%	78	19%	45	11%
Jan - Mar 18	378	96	25%	70	19%	41	11%
Apr - Jun 18	319	64	20%	38	12%	14	4%
Jul - Sep 18	330	69	21%	42	13%	8	2%
Oct - Dec 18	313	47	15%	19	6%		
Jan - Mar 19	429	66	15%	14	3%		
Apr - Jun 19	339	32	9%				
Jul - Sep 19	241	7	3%				
Total	14,857	3,261		2,178		1,606	

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 September 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%	53	13%
Jul - Sep 17	321	95	30%	68	21%	52	16%
Oct - Dec 17	307	85	28%	66	21%	47	15%
Jan - Mar 18	276	79	29%	55	20%	39	14%
Apr - Jun 18	308	77	25%	55	18%	26	8%
Jul - Sep 18	386	117	30%	75	19%	9	2%
Oct - Dec 18	283	61	22%	30	11%		
Jan - Mar 19	276	63	23%	14	5%		
Apr - Jun 19	234	34	15%				
Jul - Sep 19	185	9	5%				
Total	11,682	3,287		2,282		1,709	

Notes:

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

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

Table Footnotes

Section 1: Referrals and Starts

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

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

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

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

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

1f) Population figures are sourced from NISRA mid-year population estimates for 2018.

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 September 2018)

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

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

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

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

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

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

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

- 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 September 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

1. Introduction

The figures in this Statistical Bulletin cover referrals to and starts on the Steps 2 Success (S2S) programme in Northern Ireland as well as the number of participants moving into employment. Steps 2 Success was introduced on 20th October 2014 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 30th 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 20th October 2014 a group of clients had accumulated who were immediately eligible for the programme once it commenced. The reasons for the build up of this group are listed below:

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

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

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

4. Programme Design

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

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

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

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

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

5. Methodology and Definitions

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

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

The following notes explain the main definitions underlying the data presented in this statistical bulletin.

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.

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.

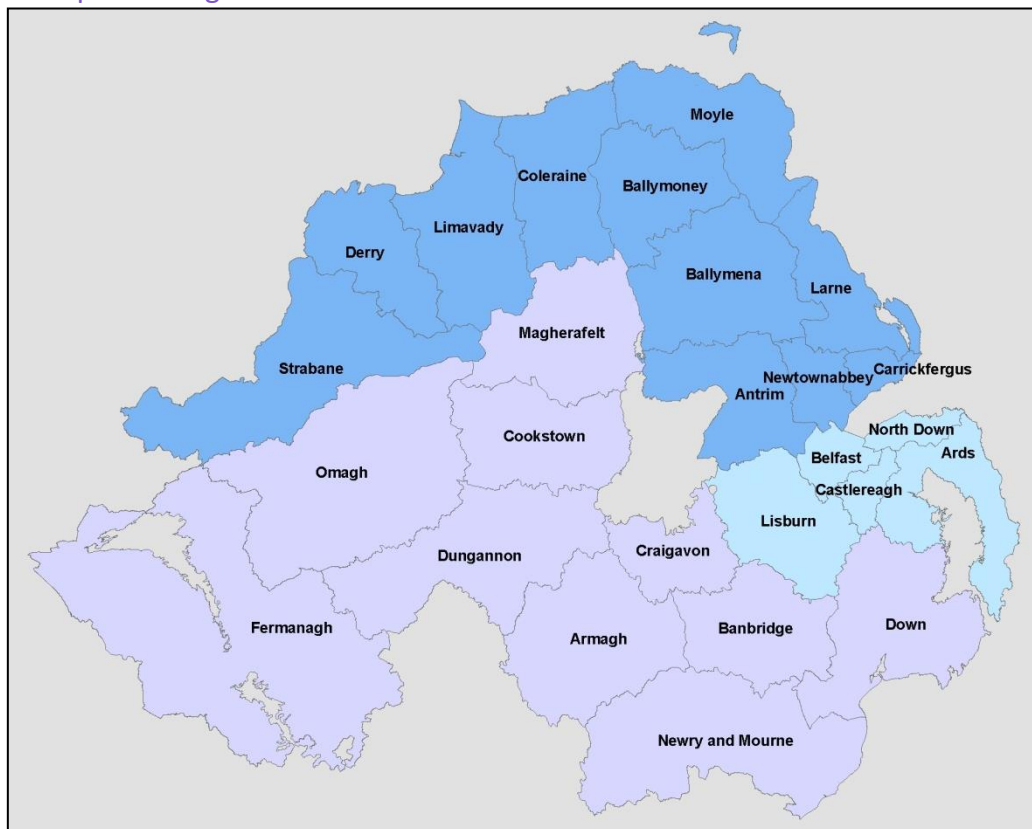
Contract Areas: The delivery of Steps 2 Success provision is provided by 3 Lead Contractors. Clients are allocated to each Contractor based on which Job Centre/Jobs & Benefit Office they are associated with. **Table 6** provides details of the 3 contract areas and their associated office areas and **Figure 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, Holywood Road, Knockbreda, Lisburn, Newtownards, North Belfast, Shaftesbury Square, Shankill
Northern Region	PeoplePlus NI	Antrim, Ballymena, Ballymoney, Carrickfergus, Coleraine, Foyle, Larne, Limavady, Lisnagelvin, Newtownabbey, Strabane
Southern Region	Reed in Partnership	Armagh, Ballynahinch, Banbridge, Cookstown, Downpatrick, Dungannon, Enniskillen, Kilkeel, Lurgan, Magherafelt, Newcastle, Newry, Omagh, Portadown

Note: PeoplePlus NI was previously known as EOS NI.

Figure 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 1st 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.



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Communities

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other formats upon request

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