

Steps 2 Success

STATISTICAL BULLETIN

Northern Ireland Statistics from October 2014 to September 2020

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Gníomhaireacht Thuaisceart Éireann
um Staitisticí agus Taighde

Reader Information

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Introduction

Background

Steps 2 Success (S2S) was the Department for Communities' (DfC) main return to work programme between October 2014 and March 2021. The aim of S2S was to help eligible benefit recipients find and sustain work thereby supporting the needs of employers and the economy. It was developed to build on the success of the previous Steps to Work programme and was introduced on 20 October 2014.

Steps 2 Success represented a new approach to the delivery of employment programmes in Northern Ireland. The focus was firmly on job outcomes and the Contractors were paid on the basis of results achieved. Contractors were 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 was mandatory for all Jobseeker's Allowance (JSA) claimants and Universal Credit (UC) claimants in the Intensive Work Search Regime who were:

- aged between 18 and 24 and had 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, had significant barriers to work which could not be addressed by the Working Age Service, could 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 were mandated to participate on Steps 2 Success when:

- the outcome of a Work Capability Assessment had been received on or after 30th April 2018;
- the claimant had been placed or remained in the WRAG/been assessed as having a Limited Capability for Work; and
- the claimant had 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 could 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.

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

Due to the impact of the coronavirus (COVID-19) pandemic, all referrals to Steps 2 Success were temporarily suspended on 18 March 2020. Referrals to the programme remained suspended until the formal Contract End date on 19 October 2020, when the programme closed to new entrants. Following consultation with the Lead Contractors, the Department for Communities agreed an early closure of the Steps 2 Success programme for all participants, with effect from 31 March 2021.

Coverage

Steps 2 Success statistics were disseminated quarterly through a statistical bulletin published in February, May, August and November each year. This final 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.

The coronavirus pandemic impacted upon the publication of the S2S Statistical Bulletin from May 2020 onwards. Precautions introduced by DfC in March 2020 to minimise the potential spread of coronavirus (COVID-19) meant that validation of employment outcomes was not possible between March 2020 and February 2021. Following the Steps 2 Success bulletin in August 2020, the publication of future statistical releases was suspended until data relating to all of the employment outcomes achieved by participants on the programme became available. With the gradual relaxation of Covid restrictions, the Department was subsequently able to resume its work to verify and record all job outcomes achieved on the programme. As part of the programme closure process, a final date of 28 February 2021 was given for Lead Contractors to submit job outcome claims. This was to ensure that there was sufficient time available for the Department to verify and record all claims. This S2S Statistical Bulletin therefore covers a time span in terms of job outcomes recorded between October 2014 and February 2021.

Key Statistics

At the end of September 2020 a total of 61,638 clients had started Steps 2 Success, of which 70% were in the JSA 25+ category, 23% were in the JSA 18-24 category, 3% were in the JSA Early Entry category and the remaining 4% were in the ESA WRAG and voluntary group.

The into employment statistics focus on those clients who started the programme between October 2014 and September 2019 as the majority of these clients completed the programme. For this period 29% (17,146) of clients moved into employment. Performance increased from 29% in the first quarter (Oct – Dec 14) of the programme to 39% in Jan - Mar 16 but subsequently fell to 20% in Jul - Sep 19.

Over the period October 2014 - September 2019 29% of clients moved into employment. The percentage of clients moving into employment varied across the three Contract Areas from 31% in the Belfast and Southern regions to 26% in the Northern region. The overall baseline performance level is 28%.

For the JSA 18-24 category, 40% of participants who started the programme between Oct 14 and Sep 19 moved into employment. Performance increased from 35% in the first quarter to 47% in Jan – Mar 16, then fluctuated before returning to 35% in Jul - Sep 19. For the JSA 25+ category, 26% of participants (Oct 14 and Sep 19) moved into employment. Performance improved from 26% in the first quarter (Oct – Dec 14) to a peak of 35% in Jan – Mar 16.

The percentage of returners to the programme moving into employment was lower than for first time participants. 23% of returners moved into employment compared to 31% of first time participants.

The 6 month sustainment statistics focus on those clients who started the programme between October 2014 and March 2019. For this period 20% (11,003) of clients 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 2018. For this period 15% (7,968) of clients have sustained employment for 12 months. This equates to 50% of those who moved into work.

Into employment figures for clients who started the programme between October 2014 and September 2020, show that Steps 2 Success helped 17,427 clients into employment.

Detailed Analysis

Section 1 - Referrals and Starts (October 2014 to September 2020)

The Steps 2 Success (S2S) employment programme commenced in October 2014. Up to September 2020, a total of 69,370 referrals were made to the programme. Of those referred, 89% (61,638) started on the programme.

The number of referrals will always be higher than the number of starts. Some clients may sign off benefit or move into work after referral but before starting the programme.

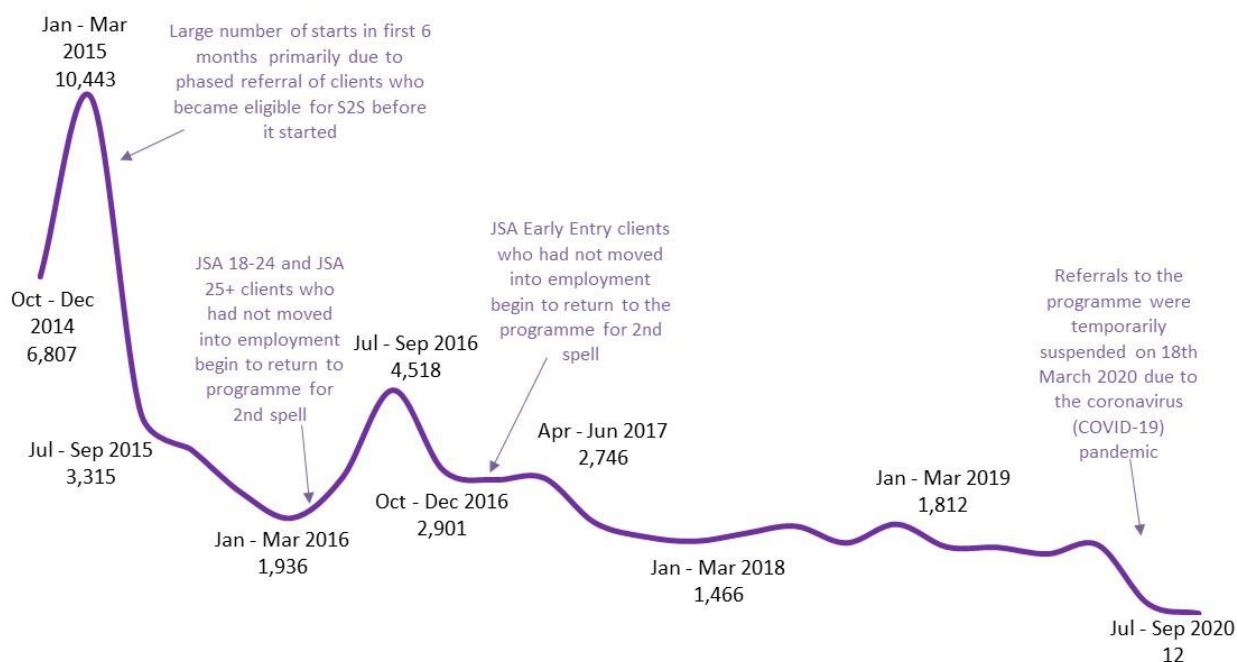
Tables 1.2 – 1.6 show that the largest proportion (70%) of clients who started S2S were in the JSA 25+ category, 23% were in the JSA 18-24 category, 3% were in the JSA Early Entry category and the remaining 4% were in the ESA WRAG and voluntary group.

At the end of September 2020, a total of 2,769 participants were still on the programme.

Starts by Quarter

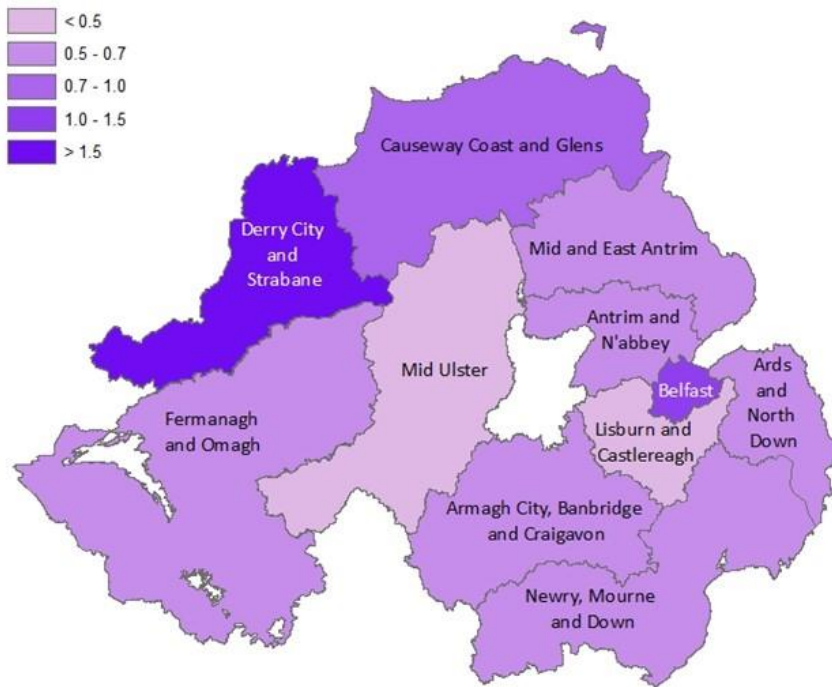
Figure 1 and Table 1.2, show the variation in the number of clients starting the programme since its inception.

Figure 1: Number of Starts on Steps 2 Success by Quarter (October 2014 to September 2020)



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 2020)



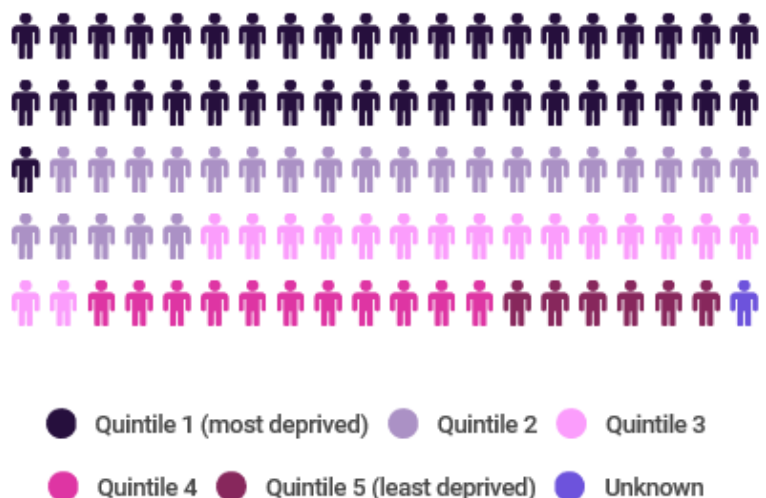
As shown in **Table 1.4** the number of clients starting S2S was distributed fairly equally across the Belfast and Northern regions with 22,608 (37%) and 22,169 (36%) starts respectively; with a lower number in the Southern region – 16,861 (27%). However, analysing starts per thousand population in each district council shows a much greater level of variation (as shown in **Figure 2 and Table 1.5**). Derry City & Strabane had 1.59 monthly starts per 1,000 residents, whilst Lisburn & Castlereagh had 0.40 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 2020)



The central aim of S2S was to assist people who were 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 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 remained 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 2019)

The following figures focus on clients who started S2S between October 2014 and September 2019 as the majority of these clients completed a full participation on the programme. [Section 5](#) provides the into employment figures for all clients who started the programme up to September 2020, as at 28 February 2021 when the final outcomes were recorded.

Moves to Employment by Quarter - October 2014 to September 2019 Starts

Figure 4: Percentage of October 2014 to September 2019 Starts who Moved Into Employment by Quarter and Client Category

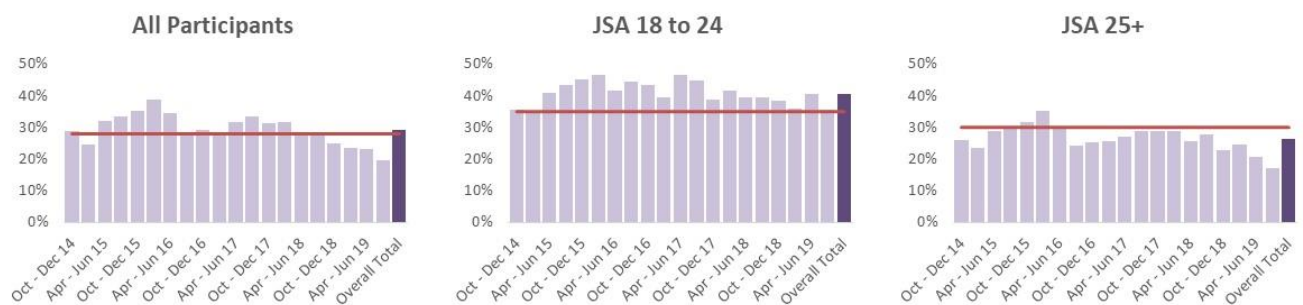


Figure 4 highlights the percentage of participants moving into employment each quarter compared to the baseline performance level (red line).

For **all participants**, the programme has exceeded the baseline level of 28% by helping 29% of participants into employment (Oct 14 to Sep 19 starts). Performance has varied between quarters, peaking at 39% in Jan – Mar 16 with a low of 20% in Jul - Sep 19.

During the second quarter of the programme 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 drop in programme performance from Apr – Jun 16 is due to the low performance of participants who 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 surpassed this level by helping 40% of this group into employment (Oct 14 to Sep 19 starts). Performance increased to a high of 47% in Jan – Mar 16, subsequently fluctuated then again reached 47% in Apr – Jun 17 and fell to 35% in Jul - Sep 19.

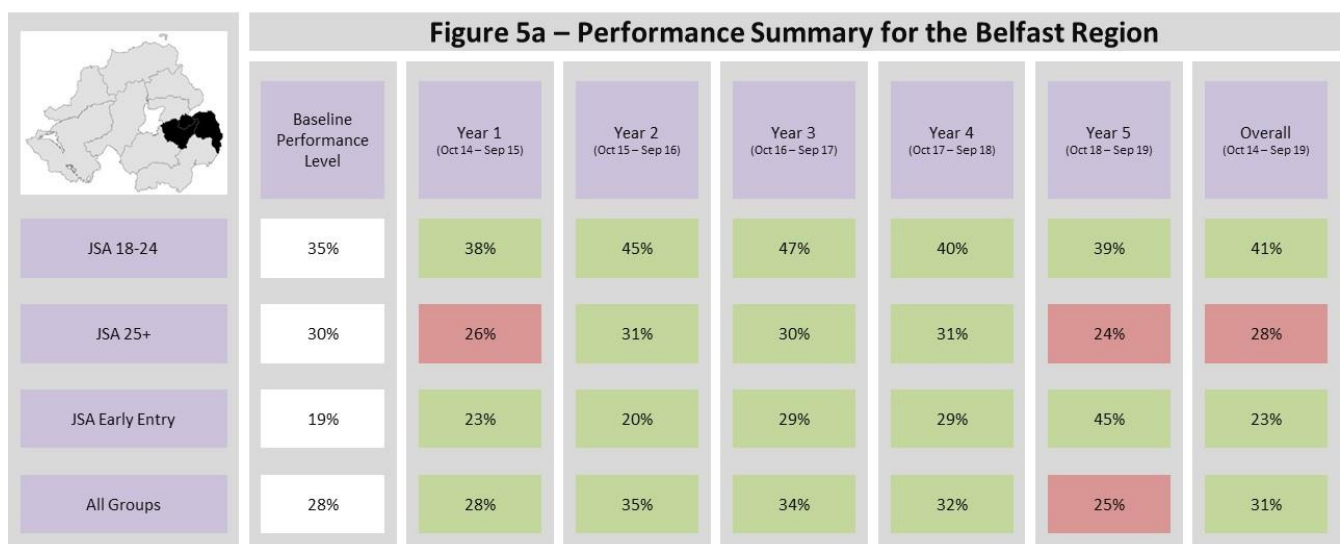
The baseline level for the **JSA 25+** group is 30%. For Oct 14 to Sep 19 starts, the programme did not achieve this level, helping only 26% into employment. Performance improved from 26% in the first quarter to 35% in Jan – Mar 16 before decreasing to 17% in Jul - Sep 19.

Moves to Employment by Contract Area – October 2014 to September 2019 Starts

Figures 5a – 5c highlight how each Contract Area performed annually against the baseline performance level set for each client category. Green indicates that the baseline performance level was met or exceeded and red indicates that baseline was not met.

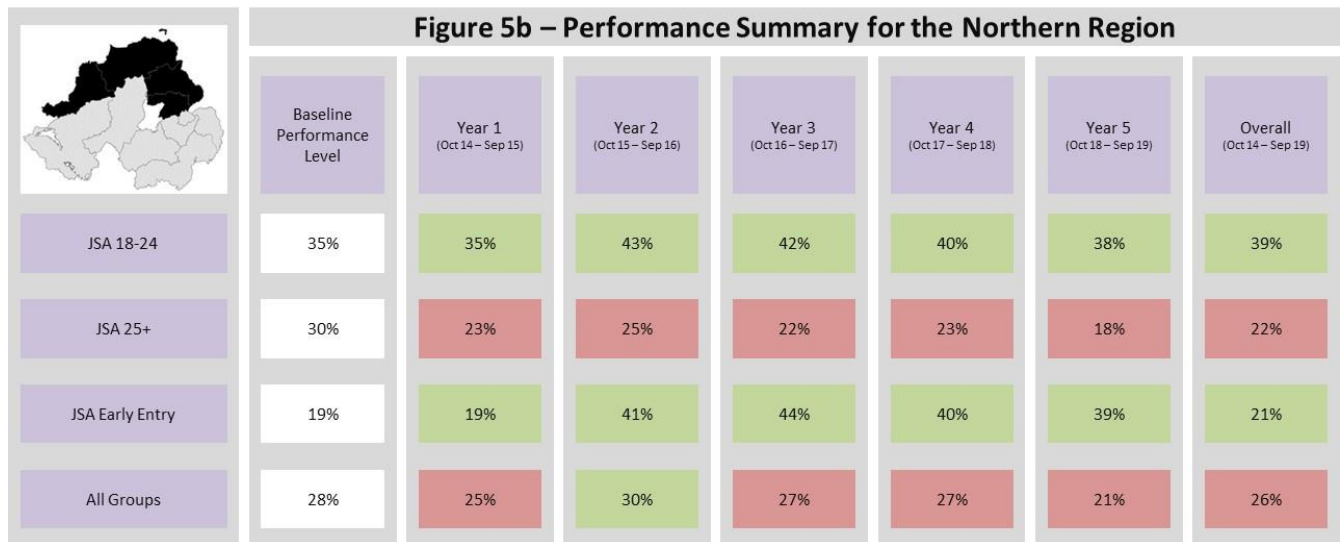
In general, year 1 performance was lower due to the impact of the large number of longer term unemployed clients starting during that period. Performance increased during year 2 before falling back as participants began to return to the programme for a second spell. Note; care should be taken when considering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



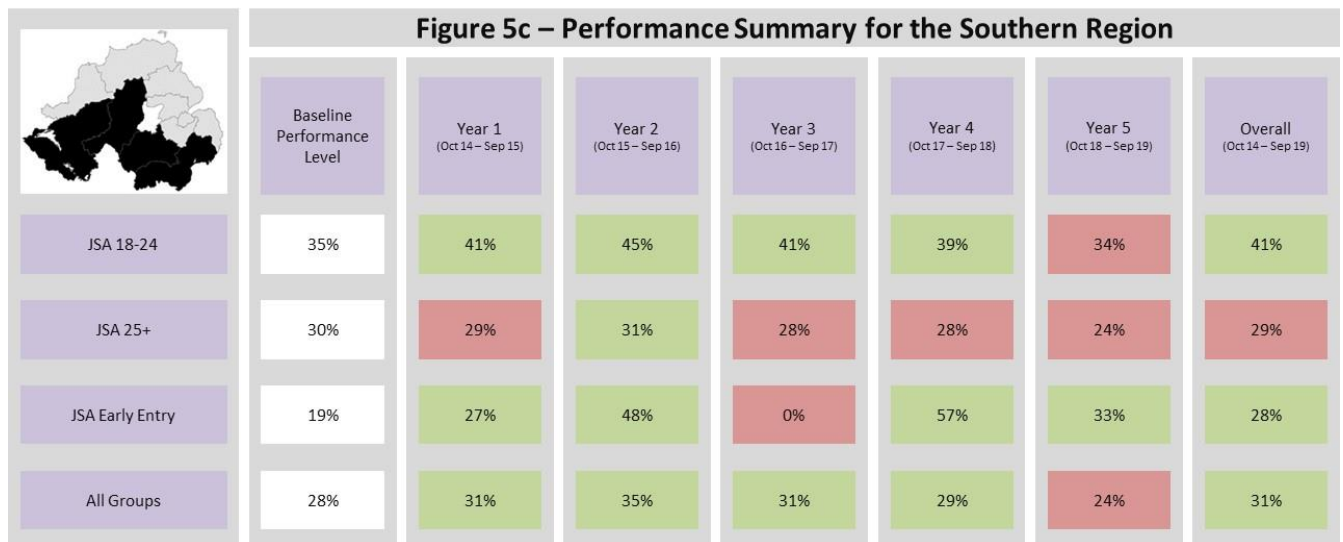
- For Oct 14 to Sep 19 starts, the Belfast region has met or exceeded baseline performance for JSA 18-24 and JSA early entry but has not met baseline performance level for JSA 25+.
- Overall the Belfast region performed above the baseline performance level of 28% having achieved 28% in year 1, 35% in year 2, 34% in year 3, 32% in year 4 and 25% in year 5.

Northern Region



- For clients starting Steps 2 Success during Oct 14 to Sep 19, 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 26% of participants into employment, increasing from 25% in Year 1 to 30% in Year 2 before falling to 27% in years 3 and 4 and 21% in year 5.

Southern Region



- For Oct 14 to Sep 19 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 performed above the baseline performance level of 28% having achieved 31% in year 1, 35% in year 2, 31% in year 3, 29% in year 4 and 24% in year 5.

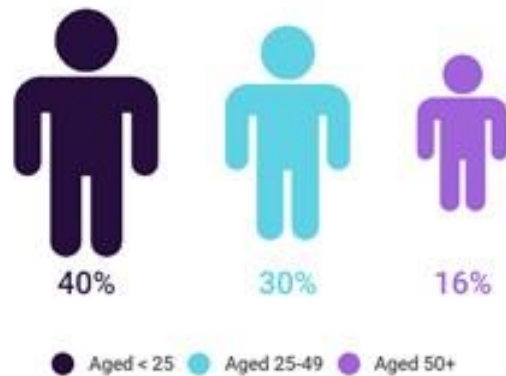
Moves to Employment by Equality Group – October 2014 to September 2019 Starts

Table 2.3b shows that the percentage of clients who started the S2S programme between October 2014 and September 2019 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 (18% and 32% respectively).

Figure 6 shows that the percentage of clients who move into employment decreases as age increases, with 40% of those aged less than 25, 30% of those aged 25-49 and 16% of those aged 50+ having moved into employment. A possible explanation for this is that clients aged less than 25 may be closer to the labour market as they have spent less time unemployed and are more likely to be recently qualified.

Figure 6: Percentage of Starts from October 2014 to September 2019 by Age who Moved Into Employment



Moves to Employment by Local Government District – October 2014 to September 2019 Starts

Figure 7: Percentage of Starts from October 2014 to September 2019 by Local Government District of Residence who Moved Into Employment

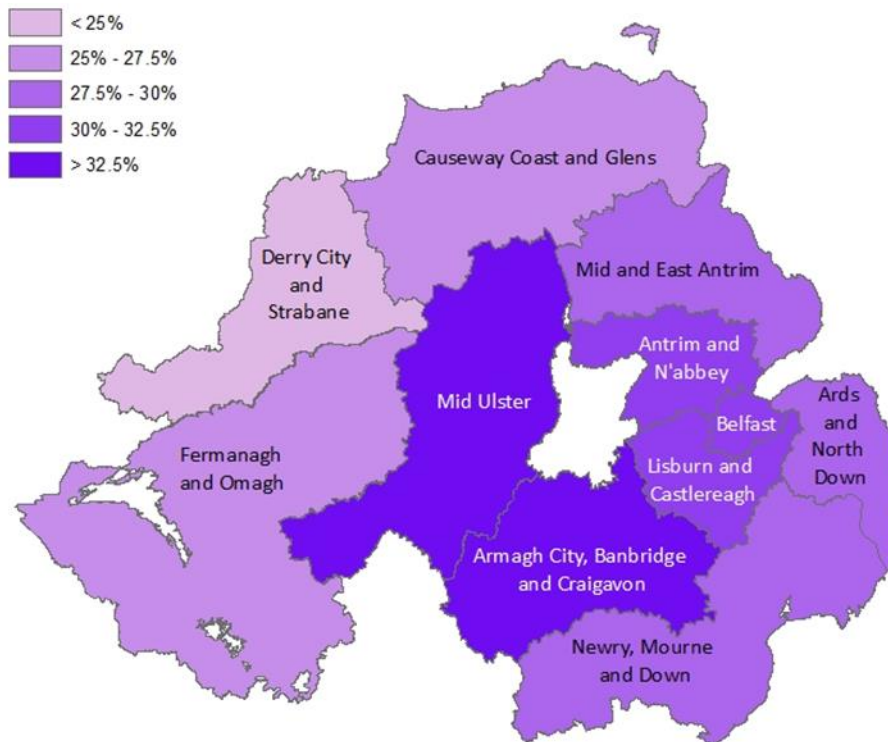


Figure 7 and Table 2.4b show the variation in the percentage of clients from the October 2014 to September 2019 monthly cohorts who have moved into employment by Local Government District of residence. Derry City and Strabane had the lowest proportion (24%) of clients moving into employment. This is also the area that has the highest unemployment rate in Northern Ireland. Mid Ulster and Armagh City, Banbridge and Craigavon are the highest performing Local Government Districts with 34% of clients moving into employment.

Section 3 – Comparison of First Starts & Returners (October 2014 to September 2020)

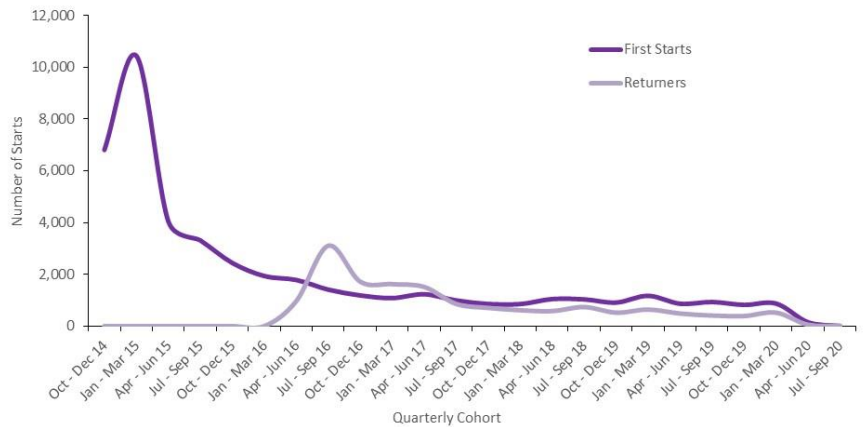
This section compares the performance of clients who were on S2S for the first time with those who returned to the programme for a second spell.

Starts (Oct 2014 to Sep 2020)

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 15,447 participants joined the programme for a second time.

The number of returners peaked during Jul - Sep 16 when they accounted for 69% of all starts. (see [Figure 8 and Table 3.1](#)).

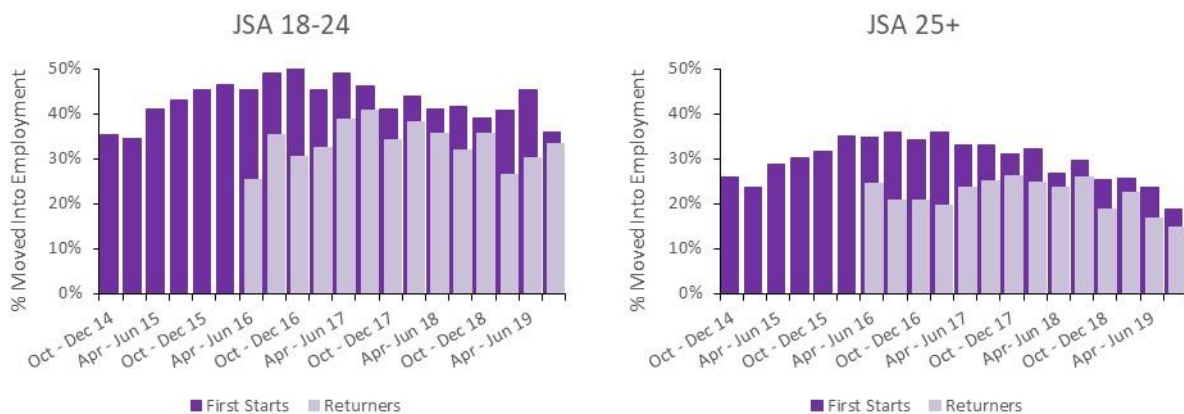
Figure 8: Number of First Starts and Returners on Steps 2 Success by Quarterly Cohort (October 2014 to September 2020)



Moves Into Employment (Oct 2014 to Sep 2019)

The percentage of returners moving into employment was lower than for first time participants. For example, in Jul - Sep 19 21% of first time participants moved into employment in comparison to 17% of returners. [Figure 9 and Table 3.3](#) show how this varies by client category.

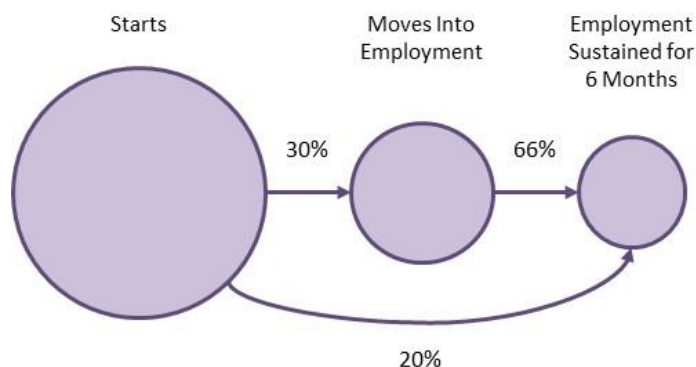
Figure 9: Percentage of First Starts and Returners on Steps 2 Success who Moved Into Employment by Quarterly Cohort (October 2014 to September 2019)



Section 4 – Sustained Employment (October 2014 to March 2019)

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.

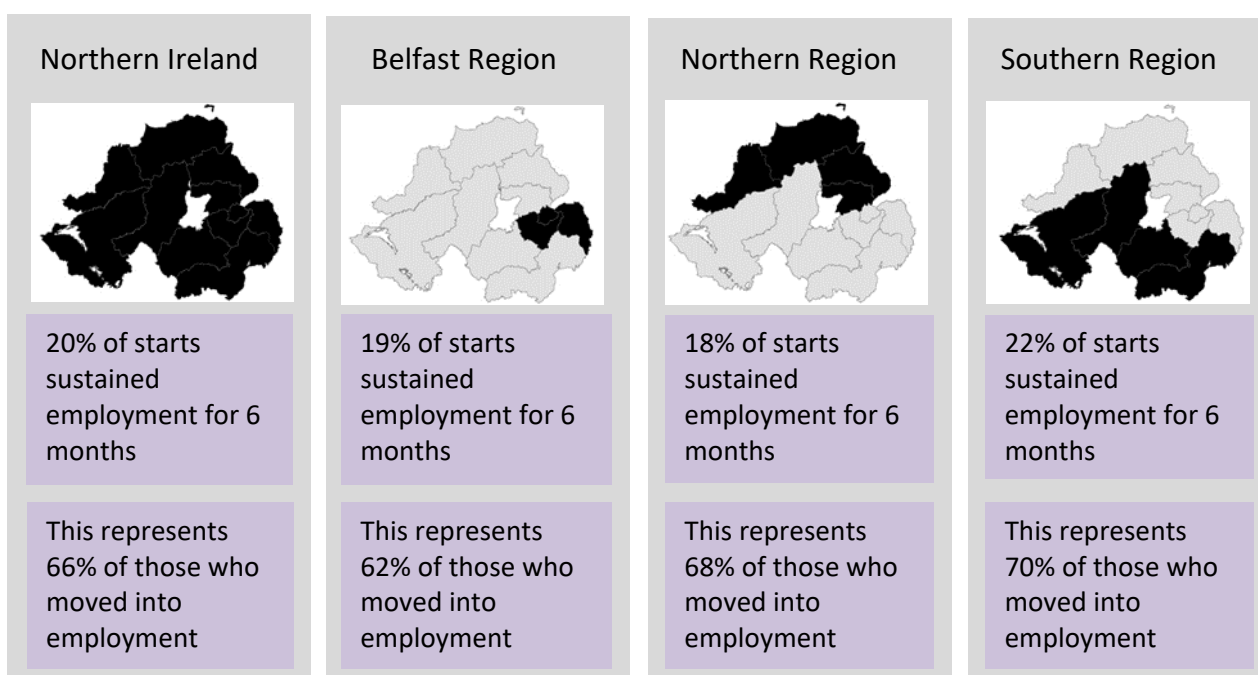


The following sustainment figures focus on starts who had sufficient time to complete the programme and to sustain employment. [Section 5](#) provides early sustainment figures for all starts.

6 Months Sustained Employment – October 2014 to March 2019 Starts

Of those participants who started the programme between October 2014 and March 2019, 20% moved into employment which they 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 2019 who Sustained Employment for 6 Months by Contract Area



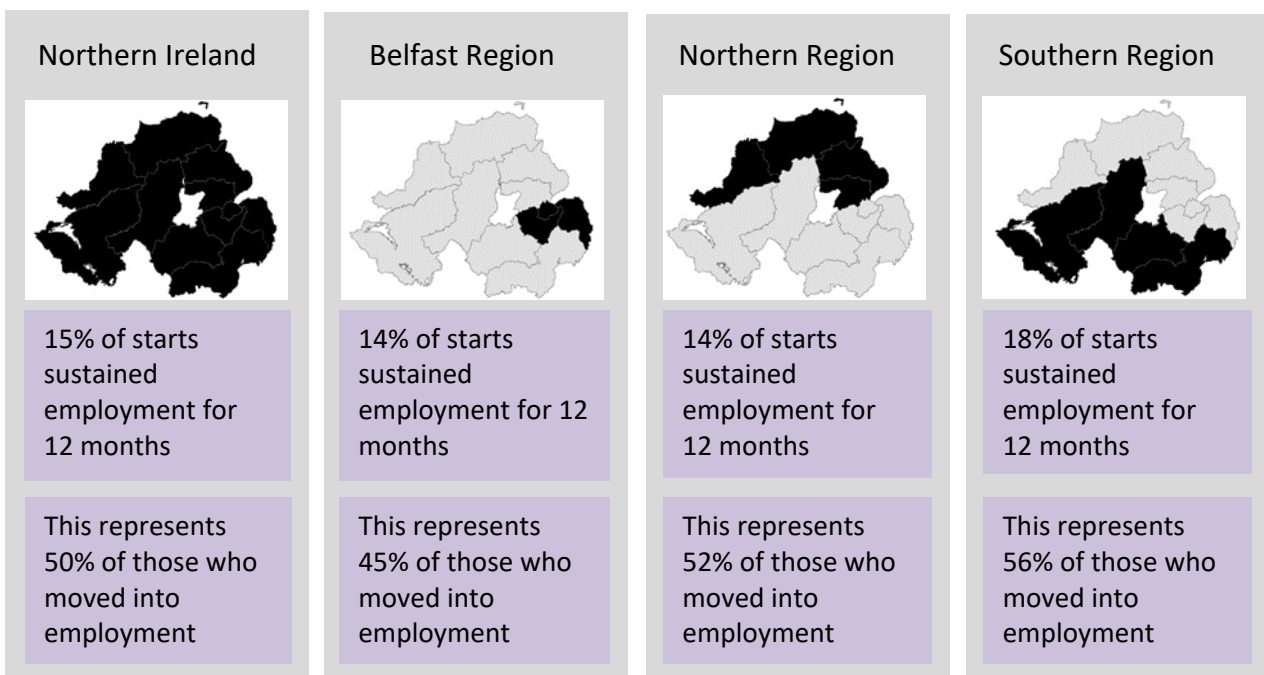
Reflecting the into employment figures, the JSA 18 to 24 category outperforms the JSA 25+ group, with 25% of starts moving into employment which they sustained for 6 months compared to 18%. It is worth noting that, although a lower proportion of JSA 25+ participants moved into employment, once they did, they were more likely to sustain employment for 6 months (68% compared to 63%).

12 Months Sustained Employment – October 2014 to September 2018 Starts

Of those participants who started the programme between October 2014 and September 2018, 15% moved into at least 12 months of sustained employment (this equates to 50% 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 sustained employment for 12 months is higher than for the JSA 25+ age group, with 19% sustained 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 (52% compared to 46%).

Figure 11: Percentage of Starts from October 2014 to September 2018 who Sustained Employment for 12 Months by Contract Area



Section 5 – Moves to Employment & Sustainment (October 2014 to September 2020)

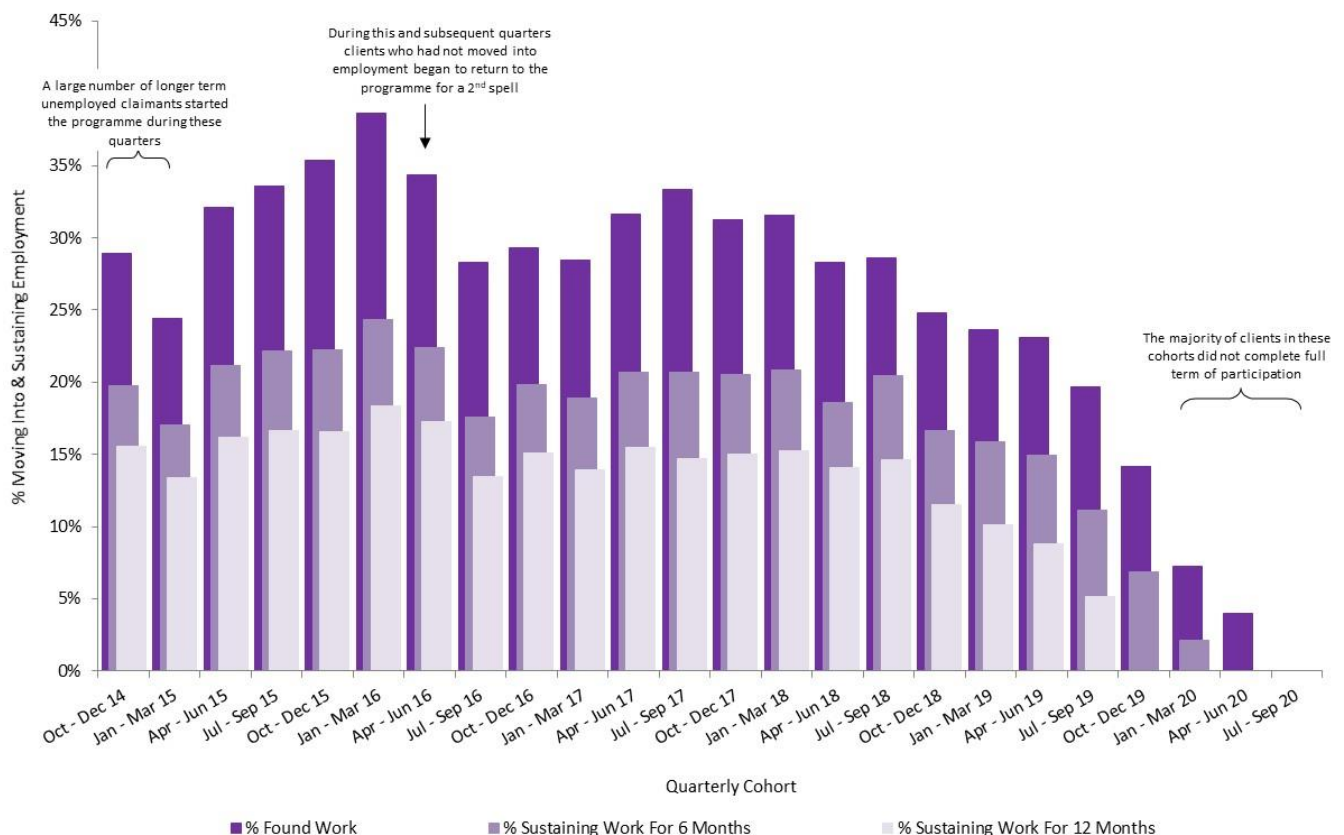
Moves to Employment and Sustainment by Quarter – October 2014 to September 2020 Starts

Table 5.1a and **Figure 12** show the percentage of clients who moved into employment and the percentage who sustained employment for periods of 6 and 12 months for quarterly cohorts (October 2014 to September 2020, March 2020 and September 2019 respectively). **The majority of clients from the latter cohorts did not complete a full term of participation on the programme, which may have impacted on their ability to find and sustain work. The percentage of clients moving into and sustaining work from these cohorts is therefore lower in comparison with those cohorts where full participation was achieved.**

Table 5.4 shows that overall the S2S programme (starts October 2014 to September 2020) helped 17,427 clients from across Northern Ireland into employment, 11,468 of which sustained their employment for at least 6 months and 8,541 for at least 12 months.

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

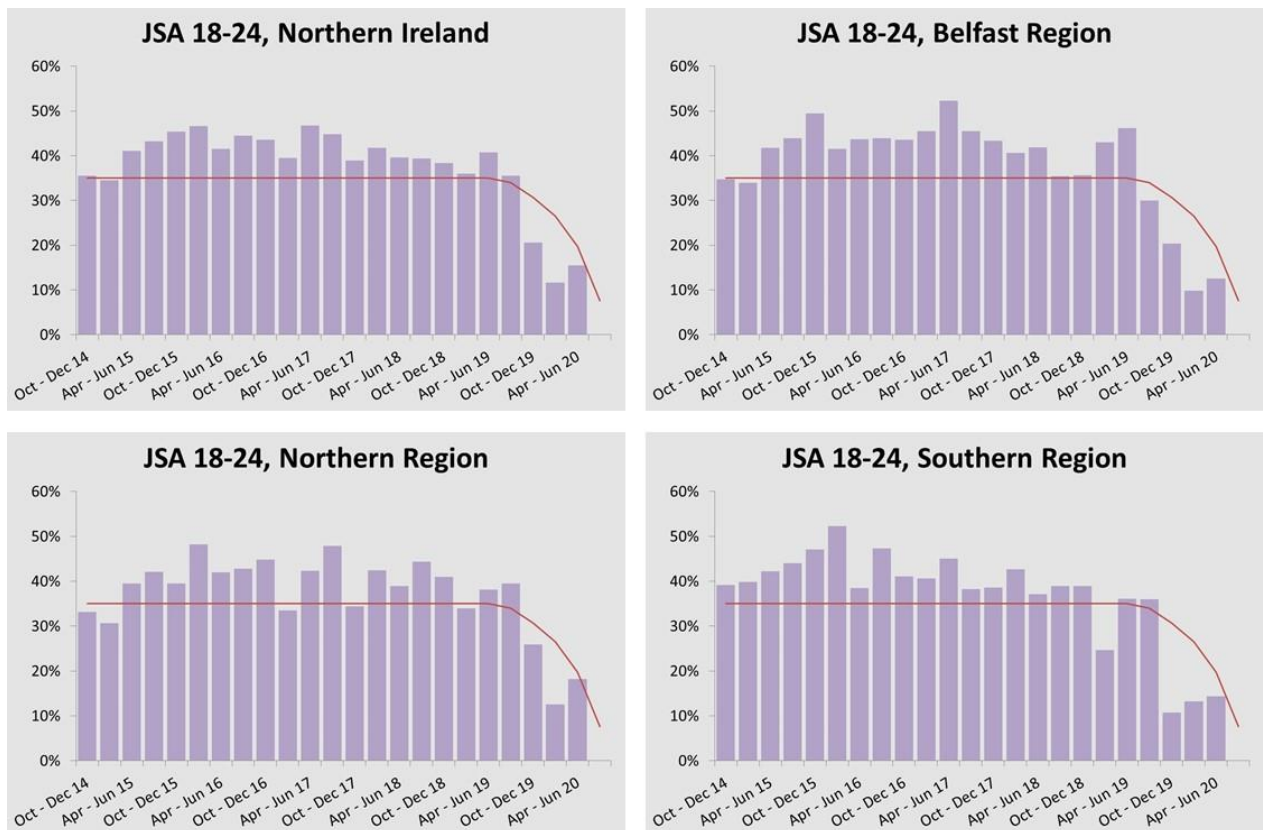
Figure 12: Percentage of Starts on Steps 2 Success in Northern Ireland who Moved Into and Sustained Employment by Quarterly Cohort (October 2014 to September 2020)



Moves to Employment for the JSA 18-24 Client Category – October 2014 to September 2020 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 was expected to progress from 0%, for those who just started the programme, towards the baseline performance level of 35%, for those who completed their 12 months on the programme.**

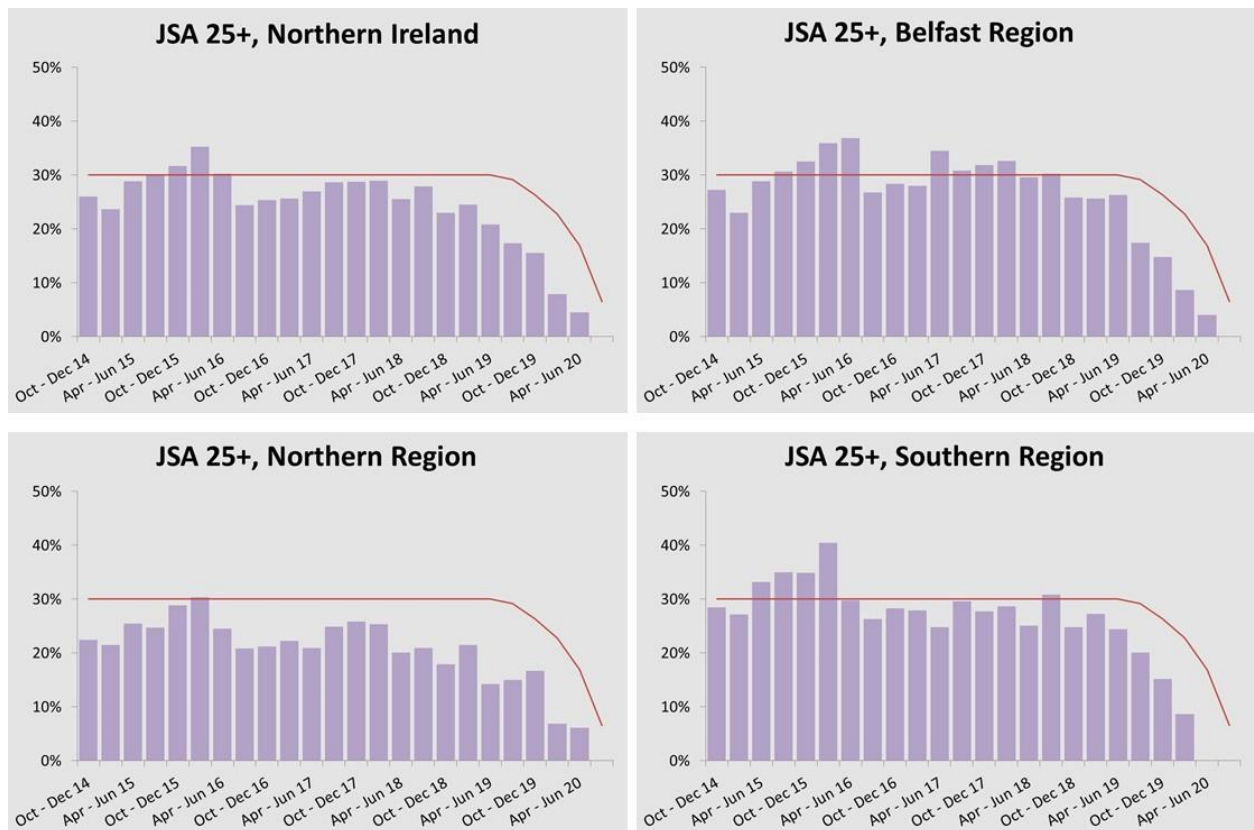
Figure 13: Percentage of Starts on Steps 2 Success within the JSA 18-24 Category who Moved Into Employment by Quarterly Cohort (October 2014 to September 2020)



- For the JSA 18-24 category, the Northern Ireland average performance level has reached or exceeded the red line in 19 out of the 24 quarters from October 2014 to September 2020.
- Comparing the three separate regions, we can see that while the Southern region had the highest level of performance during the first 12 months of the programme (October 2014 to September 2015), all regions improved in year 2 and mainly continued to perform above baseline in years 3 to 5. The Belfast and Northern regions have the highest level of performance in Year 6.

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 2020)



- 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 24 quarters from October 2014 to September 2020.
- 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 but performed below the baseline level since October – December 2018.

Section 6 – COVID-19 and Steps 2 Success

Due to the impact of the coronavirus (COVID-19) pandemic, all referrals to Steps 2 Success were temporarily suspended on 18 March 2020 and remained suspended until the formal Contract End date on 19 October 2020, when the programme closed to new entrants. Following consultation with the Lead Contractors, the Department for Communities agreed an early closure of the tail of the Steps 2 Success programme, with effect from 31 March 2021. At 31 March 2021 there were 788 participants actively participating on the Steps 2 Success programme, however the early closure meant that an end to all Steps 2 Success programme activities was put in place approximately 2 years earlier than originally anticipated. As a result, there were number of participants who did not receive their full term of employability provision on S2S. In addition, a further cohort of participants who were in receipt of In-Work support at 31 March 2021, also had their participation curtailed.

The differences between what was envisaged to happen under the programme’s original timescales and what happened as a result of the early closure of the programme due to COVID-19 are detailed in **Figure 15**.

Figure 15: Original Steps 2 Success timescales compared to early closure of the programme as a result of COVID-19.

	Last Referral	Last Attachment	End Of Attachment Period	Last Date To Claim Job Entry	End Of In Work Support	End Of All Programme Activities	Final Payments
Original Closure	19 October 2020	15 January 2021	14 January 2022	2 Sept 2022	14 April 2023	14 April 2023	October 2023
Early Closure due to COVID-19	18 March 2020	28 September 2020	31 March 2021	28 February 2021	31 March 2021	31 March 2021	April 2021

The impact of COVID-19 on the percentage of Steps 2 Success starts who found and sustained work can be seen in **Figure 16**. For those who started the programme during October 2014 – February 2020, 29% found work, this reduced to 6% for those who started between March-September 2020. It should be borne in mind that the majority of participants in the latter cohorts did not complete a full 12 month participation on the programme.

Figure 16: Steps 2 Success Starts, Employment and Sustainments during the period pre COVID-19 (Oct14-Feb20) and during COVID-19 (Mar20-Sep20)

	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
Oct14 - Feb20	60,907	17,386	29%	11,462	19%	8,541	14%
Mar20 - Sep20	731	41	6%	6	1%	0	0%
Total	61,638	17,427	28%	11,468	19%	8,541	14%

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Table 1.1 - Referrals to Steps 2 Success by Quarter (October 2014 to September 2020)

Quarter of Referral	JSA 18 - 24	JSA 25+	JSA Early Entry	ESA WRAG & Voluntary	Total
Oct - Dec 14	2,895	7,978	140	25	11,038
Jan - Mar 15	1,316	7,412	1,685	5	10,418
Apr - Jun 15	1,344	2,286	166	3	3,799
Jul - Sep 15	903	2,187	190	3	3,283
Oct - Dec 15	688	1,570	28	2	2,288
Jan - Mar 16	578	1,195	17	0	1,790
Apr - Jun 16	1,264	2,200	12	1	3,477
Jul - Sep 16	979	4,233	9	2	5,223
Oct - Dec 16	679	2,175	10	0	2,864
Jan - Mar 17	628	2,444	5	1	3,078
Apr - Jun 17	828	2,200	2	0	3,030
Jul - Sep 17	542	1,473	3	3	2,021
Oct - Dec 17	424	1,251	10	8	1,693
Jan - Mar 18	404	1,185	3	89	1,681
Apr - Jun 18	509	1,258	8	101	1,876
Jul - Sep 18	551	1,580	6	241	2,378
Oct - Dec 18	360	1,144	9	197	1,710
Jan - Mar 19	376	1,193	8	433	2,010
Apr - Jun 19	308	852	17	264	1,441
Jul - Sep 19	298	817	22	335	1,472
Oct - Dec 19	258	730	26	384	1,398
Jan - Mar 20	260	649	36	457	1,402
Apr - Jun 20	0	0	0	0	0
Jul - Sep 20	0	0	0	0	0
Total	16,392	48,012	2,412	2,554	69,370

Notes:

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

Table 1.2 - Starts on Steps 2 Success by Quarter (October 2014 to September 2020)

Quarterly Cohort	JSA 18 - 24	JSA 25+	JSA Early Entry	ESA WRAG & Voluntary	Total
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	2,256	9	1	2,901
Jan - Mar 17	552	2,146	6	2	2,706
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	1,057	4	45	1,466
Apr - Jun 18	417	1,095	7	107	1,626
Jul - Sep 18	404	1,212	4	152	1,772
Oct - Dec 18	311	960	6	156	1,433
Jan - Mar 19	312	1,145	9	346	1,812
Apr - Jun 19	283	840	11	217	1,351
Jul - Sep 19	265	782	21	275	1,343
Oct - Dec 19	204	638	21	348	1,211
Jan - Mar 20	251	673	29	440	1,393
Apr - Jun 20	26	67	3	105	201
Jul - Sep 20	2	5	0	5	12
Total	14,089	43,162	2,145	2,242	61,638

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 2020)

Equality Group	JSA 18 - 24	JSA 25+	Other	Total
All	14,089	43,162	4,387	61,638
Male	10,031	29,975	2,740	42,746
Female	4,058	13,187	1,647	18,892
% Male	71%	69%	62%	69%
Catholic	6,375	21,074	2,139	29,588
Protestant	5,124	15,536	1,523	22,183
Other	784	2,662	244	3,690
Not Known	1,806	3,890	481	6,177
% Catholic	45%	49%	49%	48%
% Protestant	36%	36%	35%	36%
White	13,709	41,307	4,181	59,197
Non White	257	1,286	112	1,655
Not Known	123	569	94	786
% White	97%	96%	95%	96%
No Dependants	13,308	31,510	3,204	48,022
With Dependants	781	11,652	1,183	13,616
% With Dependants	6%	27%	27%	22%
Non Disabled	11,985	33,087	2,702	47,774
Disabled	1,758	8,713	1,488	11,959
Not Known	346	1,362	197	1,905
% Disabled	12%	20%	34%	19%
Single	13,701	29,093	2,847	45,641
Married/Co-Habiting	333	4,565	529	5,427
Widowed/Separated/Divorced	24	9,256	942	10,222
Not Known	31	248	69	348
% Single	97%	67%	65%	74%
Aged < 25	14,089	0	313	14,402
Aged 25-49	0	30,120	2,588	32,708
Aged 50+	0	13,042	1,486	14,528
% Aged 50+	0%	30%	34%	24%

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 2020)

Lead Contractor	Contract Area	JSA 18 - 24	JSA 25+	JSA Early Entry	ESA WRAG & Voluntary	Total
Ingeus UK	Belfast Region	5,213	15,754	831	810	22,608
PeoplePlus NI	Northern Region	5,194	15,410	773	792	22,169
Reed In Partnership	Southern Region	3,682	11,998	541	640	16,861
Total	Northern Ireland	14,089	43,162	2,145	2,242	61,638

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 2020)**

Local Government District 2014	JSA 18 - 24	JSA 25+	JSA Early Entry	ESA WRAG & Voluntary	Total Starts	Population Aged 18-64	Average Monthly Starts per 1,000 Population
Antrim and Newtownabbey	769	2,112	94	143	3,118	86,072	0.50
Ards and North Down	1,076	3,115	161	195	4,547	93,432	0.68
Armagh City, Banbridge and Craigavon	1,224	3,755	186	211	5,376	128,764	0.58
Belfast	3,560	10,902	625	541	15,628	216,923	1.00
Causeway Coast and Glens	1,197	3,388	63	178	4,826	86,311	0.78
Derry City and Strabane	2,370	7,276	521	299	10,466	91,653	1.59
Fermanagh and Omagh	636	2,398	71	88	3,193	68,855	0.64
Lisburn and Castlereagh	645	1,763	50	91	2,549	87,779	0.40
Mid and East Antrim	761	2,486	89	158	3,494	82,752	0.59
Mid Ulster	649	2,068	68	150	2,935	88,543	0.46
Newry, Mourne and Down	1,113	3,679	211	177	5,180	107,154	0.67
Unknown	89	220	6	11	326	-	-
Total	14,089	43,162	2,145	2,242	61,638	1,138,238	0.75

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 2020)

Northern Ireland Multiple Deprivation Measure 2017 Quintile	JSA 18 - 24	JSA 25+	JSA Early Entry	ESA WRAG & Voluntary	Total
Quintile 1 (most deprived)	5,778	18,000	988	844	25,610
Quintile 2	3,261	10,205	482	581	14,529
Quintile 3	2,314	7,182	297	371	10,164
Quintile 4	1,695	4,928	232	275	7,130
Quintile 5 (least deprived)	952	2,627	140	160	3,879
Unknown	89	220	6	11	326
Total	14,089	43,162	2,145	2,242	61,638

Notes:

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

Section 2: Moves to Employment (October 2014 to September 2019)

Table 2.1 – Starts on Steps 2 Success from October 2014 to September 2019 who Moved Into Employment by Quarterly Cohort

(a) Number Moving Into Employment

Quarterly Cohort	JSA 18 - 24	JSA 25+	JSA Early Entry	ESA WRAG & Voluntary	Total
Oct - Dec 2014	719	1216	28	5	1,968
Jan - Mar2015	424	1880	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 - Mar2016	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 - Mar2017	218	549	2	0	769
Apr - Jun 2017	307	561	1	0	869
Jul - Sep 2017	236	378	2	0	616
Year 3 Total	1,037	2,060	6	1	3,104
Oct - Dec 2017	143	339	3	2	487
Jan - Mar2018	150	306	1	6	463
Apr - Jun 2018	165	279	3	13	460
Jul - Sep 2018	159	338	1	9	507
Year 4 Total	617	1,262	8	30	1,917
Oct - Dec 2018	119	220	2	15	356
Jan - Mar2019	112	280	3	33	428
Apr - Jun 2019	115	175	4	18	312
Jul - Sep 2019	94	135	9	26	264
Year 5 Total	440	810	18	92	1,360
Overall Total	5,508	11,013	493	132	17,146

Notes:

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

(b) As a Percentage of Starts

Quarterly Cohort	JSA 18 - 24	JSA 25+	JSA Early Entry	ESA WRAG & Voluntary	Total
Oct - Dec 2014	35%	26%	39%	25%	29%
Jan - Mar2015	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 - Mar2016	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 - Mar2017	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 - Mar2018	42%	29%	25%	13%	32%
Apr - Jun 2018	40%	25%	43%	12%	28%
Jul - Sep 2018	39%	28%	25%	6%	29%
Year 4 Total	40%	28%	42%	10%	30%
Oct - Dec 2018	38%	23%	33%	10%	25%
Jan - Mar2019	36%	24%	33%	10%	24%
Apr - Jun 2019	41%	21%	36%	8%	23%
Jul - Sep 2019	35%	17%	43%	9%	20%
Year 5 Total	38%	22%	38%	9%	23%
Overall Total	40%	26%	24%	10%	29%
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 2019 who Moved Into Employment by Lead Contractor

(a) Number moving into employment

Period	Lead Contractor	Contract Area	JSA 18 - 24	JSA 25+	JSA Early Entry	ESA WRAG & Voluntary	Total
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	675	4	1	1,072
	Reed In Partnership	Southern Region	223	486	0	0	709
	Total	Northern Ireland	1,037	2,060	6	1	3,104
Oct 17 - Sep 18 (Year 4)	Ingeus UK	Belfast Region	252	569	2	11	834
	PeoplePlus NI	Northern Region	218	333	2	9	562
	Reed In Partnership	Southern Region	147	360	4	10	521
	Total	Northern Ireland	617	1,262	8	30	1,917
Oct 18 - Sep 19 (Year 5)	Ingeus UK	Belfast Region	172	339	5	43	559
	PeoplePlus NI	Northern Region	176	232	7	26	441
	Reed In Partnership	Southern Region	92	239	6	23	360
	Total	Northern Ireland	440	810	18	92	1,360
Total	Ingeus UK	Belfast Region	2,081	4,310	189	57	6,637
	PeoplePlus NI	Northern Region	1,954	3,342	156	40	5,492
	Reed In Partnership	Southern Region	1,473	3,361	148	35	5,017
	Total	Northern Ireland	5,508	11,013	493	132	17,146

Notes:

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

(a) As a Percentage of Starts

Period	Lead Contractor	Contract Area	JSA 18 - 24	JSA 25+	JSA Early Entry	ESA WRAG & Voluntary	Total
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%	11%	27%
	Reed In Partnership	Southern Region	39%	28%	57%	8%	29%
	Total	Northern Ireland	40%	28%	42%	10%	30%
Oct 18 - Sep 19 (Year 5)	Ingeus UK	Belfast Region	39%	24%	45%	11%	25%
	PeoplePlus NI	Northern Region	38%	18%	39%	7%	21%
	Reed In Partnership	Southern Region	34%	24%	33%	9%	24%
	Total	Northern Ireland	38%	22%	38%	9%	23%
Total	Ingeus UK	Belfast Region	41%	28%	23%	11%	31%
	PeoplePlus NI	Northern Region	39%	22%	21%	9%	26%
	Reed In Partnership	Southern Region	41%	29%	28%	9%	31%
	Total	Northern Ireland	40%	26%	24%	10%	29%
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 2019 who Moved Into Employment by Equality Group

(a) Number Moving Into Employment

Equality Group	JSA 18 - 24	JSA 25+	Other	Total
All	5,508	11,013	625	17,146
Male	3,959	7,847	418	12,224
Female	1,549	3,166	207	4,922
Catholic	2,460	5,183	308	7,951
Protestant	2,005	3,988	200	6,193
Other	325	770	51	1,146
Not Known	718	1,072	66	1,856
White	5,397	10,523	598	16,518
Non White	80	355	16	451
Not Known	31	135	11	177
No Dependants	5,278	8,001	457	13,736
With Dependants	230	3,012	168	3,410
Non Disabled	4,901	9,304	501	14,706
Disabled	494	1,411	105	2,010
Not Known	113	298	19	430
Single	5,372	7,804	410	13,586
Married/Co-Habiting	117	1,132	77	1,326
Widowed/Separated/Divorced	7	2,026	130	2,163
Not Known	12	51	8	71
Aged < 25	5,508	0	53	5,561
Aged 25-49	0	8,900	431	9,331
Aged 50+	0	2,113	141	2,254

Notes:

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

(b) As a Percentage of Starts

Equality Group	JSA 18 - 24	JSA 25+	Other	Total
All	40%	26%	18%	29%
Male	41%	27%	18%	30%
Female	40%	25%	18%	28%
Catholic	40%	25%	18%	28%
Protestant	40%	27%	17%	29%
Other	43%	30%	26%	33%
Not Known	42%	29%	19%	32%
White	41%	26%	18%	29%
Non White	34%	30%	18%	30%
Not Known	37%	25%	17%	25%
No Dependants	41%	26%	18%	30%
With Dependants	31%	27%	19%	27%
Non Disabled	42%	29%	22%	32%
Disabled	29%	17%	10%	18%
Not Known	36%	23%	14%	25%
Single	41%	28%	18%	31%
Married/Co-Habiting	36%	26%	19%	26%
Widowed/Separated/Divorced	29%	22%	17%	22%
Not Known	41%	22%	16%	23%
Aged < 25	40%	-	46%	40%
Aged 25-49	-	31%	27%	30%
Aged 50+	-	17%	15%	16%

Notes:

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

Table 2.4 – Starts on Steps 2 Success from October 2014 to September 2019 who Moved Into Employment by Local Government District 2014

(a) Number Moving Into Employment

Local Government District 2014	JSA 18 - 24	JSA 25+	JSA Early Entry	ESA WRAG & Voluntary	Total
Antrim and Newtownabbey	349	549	28	9	935
Ards and North Down	396	810	28	12	1,246
Armagh City, Banbridge and Craigavon	543	1,117	63	12	1,735
Belfast	1,448	2,992	148	41	4,629
Causeway Coast and Glens	420	756	21	9	1,206
Derry City and Strabane	849	1,450	79	8	2,386
Fermanagh and Omagh	229	551	15	2	797
Lisburn and Castlereagh	255	515	15	6	791
Mid and East Antrim	302	559	26	12	899
Mid Ulster	286	643	23	13	965
Newry, Mourne and Down	403	1,007	44	8	1,462
Unknown	28	64	3	0	95
Total	5,508	11,013	493	132	17,146

(b) As a Percentage of Starts

Local Government District 2014	JSA 18 - 24	JSA 25+	JSA Early Entry	ESA WRAG & Voluntary	Total
Antrim and Newtownabbey	47%	27%	30%	15%	32%
Ards and North Down	38%	27%	18%	10%	29%
Armagh City, Banbridge and Craigavon	45%	31%	35%	9%	34%
Belfast	42%	28%	24%	12%	31%
Causeway Coast and Glens	36%	23%	33%	11%	26%
Derry City and Strabane	37%	21%	15%	4%	24%
Fermanagh and Omagh	37%	24%	22%	4%	26%
Lisburn and Castlereagh	41%	30%	30%	11%	32%
Mid and East Antrim	41%	24%	35%	13%	28%
Mid Ulster	46%	32%	35%	12%	34%
Newry, Mourne and Down	38%	28%	21%	8%	29%
Unknown	33%	30%	50%	0%	31%
Total	40%	26%	24%	10%	29%

Notes: See 2a) – 2d) of the Table Footnotes.

Table 2.5 – Starts on Steps 2 Success from October 2014 to September 2019 who Moved Into Employment by Northern Ireland Multiple Deprivation Measure 2017

(a) Number Moving Into Employment

Northern Ireland Multiple Deprivation Measure 2017 Quintile	JSA 18 - 24	JSA 25+	JSA Early Entry	ESA WRAG & Voluntary	Total
Quintile 1 (most deprived)	2,095	4,281	189	47	6,612
Quintile 2	1,261	2,522	122	26	3,931
Quintile 3	942	1,937	78	19	2,976
Quintile 4	741	1,345	61	25	2,172
Quintile 5 (least deprived)	441	864	40	15	1,360
Unknown	28	64	3	0	95
Total	5,508	11,013	493	132	17,146

(b) As a Percentage of Starts

Northern Ireland Multiple Deprivation Measure 2017 Quintile	JSA 18 - 24	JSA 25+	JSA Early Entry	ESA WRAG & Voluntary	Total
Quintile 1 (most deprived)	38%	25%	19%	9%	27%
Quintile 2	40%	26%	26%	8%	28%
Quintile 3	42%	28%	27%	8%	31%
Quintile 4	46%	28%	28%	15%	32%
Quintile 5 (least deprived)	47%	34%	29%	15%	37%
Unknown	33%	30%	50%	0%	31%
Total	40%	26%	24%	10%	29%

Notes:

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

Section 3: Comparison of First Starts and Returners (October 2014 to September 2020)

Table 3.1 – Number of First Starts and Returners on Steps 2 Success from October 2014 to September 2020 by Quarterly Cohort

Quarterly Cohort	JSA 18 - 24 First Starts	JSA 25+ First Starts	JSA Early Entry First Starts	ESA WRAG & Voluntary First Starts	Total First Starts	JSA 18 - 24 Returners	JSA 25+ Returners	ESA WRAG & Voluntary Returners	Total Returners	All
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	1,499	0	1,715	2,901
Jan - Mar 2017	305	771	6	2	1,084	247	1,375	0	1,622	2,706
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	4,953	0	5,708	10,202
Oct - Dec 2017	248	596	4	7	855	120	585	0	705	1,560
Jan - Mar 2018	219	584	4	45	852	141	473	0	614	1,466
Apr - Jun 2018	299	639	7	100	1,045	118	456	7	581	1,626
Jul - Sep 2018	313	639	4	79	1,035	91	573	73	737	1,772
Year 4 Total	1,079	2,458	19	231	3,787	470	2,087	80	2,637	6,424
Oct - Dec 2018	227	593	6	86	912	84	367	70	521	1,433
Jan - Mar 2019	206	683	9	273	1,171	106	462	73	641	1,812
Apr - Jun 2019	194	496	11	165	866	89	344	52	485	1,351
Jul - Sep 2019	208	471	21	233	933	57	311	42	410	1,343
Year 5 Total	835	2,243	47	757	3,882	336	1,484	237	2,057	5,939
Oct - Dec 2019	139	377	21	284	821	65	261	64	390	1,211
Jan - Mar 2020	161	335	29	347	872	90	338	93	521	1,393
Apr - Jun 2020	20	35	3	91	149	6	32	14	52	201
Jul - Sep 2020	1	1	0	3	5	1	4	2	7	12
Year 6 Total	321	748	53	725	1,847	162	635	173	970	2,817
Overall Total	11,862	30,432	2,145	1,752	46,191	2,227	12,730	490	15,447	61,638

Table 3.2 – Number of First Starts and Returners on Steps 2 Success from October 2014 to September 2019 who Moved Into Employment by Quarterly Cohort

Quarterly Cohort	JSA 18 - 24 First Starts	JSA 25+ First Starts	JSA Early Entry First Starts	ESA WRAG & Voluntary First Starts	Total First Starts	JSA 18 - 24 Returners	JSA 25+ Returners	ESA WRAG & Voluntary Returners	Total Returners	All
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	272	0	352	769
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	1,086	0	1,348	3,104
Oct - Dec 2017	102	185	3	2	292	41	154	0	195	487
Jan - Mar 2018	96	189	1	6	292	54	117	0	171	463
Apr - Jun 2018	123	171	3	13	310	42	108	0	150	460
Jul - Sep 2018	130	190	1	5	326	29	148	4	181	507
Year 4 Total	451	735	8	26	1,220	166	527	4	697	1,917
Oct - Dec 2018	89	151	2	10	252	30	69	5	104	356
Jan - Mar 2019	84	176	3	26	289	28	104	7	139	428
Apr - Jun 2019	88	117	4	12	221	27	58	6	91	312
Jul - Sep 2019	75	89	9	22	195	19	46	4	69	264
Year 5 Total	336	533	18	70	957	104	277	22	403	1,360
Overall Total	4,818	8,348	493	106	13,765	690	2,665	26	3,381	17,146

Table 3.3 – Percentage of First Starts and Returners on Steps 2 Success from October 2014 to September 2019 who Moved Into Employment by Quarterly Cohort

Quarterly Cohort	JSA 18 - 24 First Starts	JSA 25+ First Starts	JSA Early Entry First Starts	ESA WRAG & Voluntary First Starts	Total First Starts	JSA 18 - 24 Returners	JSA 25+ Returners	ESA WRAG & Voluntary Returners	Total Returners	All
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%	13%	34%	38%	25%	-	28%	32%
Apr - Jun 2018	41%	27%	43%	13%	30%	36%	24%	0%	26%	28%
Jul - Sep 2018	42%	30%	25%	6%	31%	32%	26%	5%	25%	29%
Year 4 Total	42%	30%	42%	11%	32%	35%	25%	-	26%	30%
Oct - Dec 2018	39%	25%	33%	12%	28%	36%	19%	7%	20%	25%
Jan - Mar 2019	41%	26%	33%	10%	25%	26%	23%	10%	22%	24%
Apr - Jun 2019	45%	24%	36%	7%	26%	30%	17%	12%	19%	23%
Jul - Sep 2019	36%	19%	43%	9%	21%	33%	15%	10%	17%	20%
Year 5 Total	40%	24%	38%	9%	25%	31%	19%	-	20%	23%
Overall Total	42%	28%	24%	10%	31%	33%	22%	8%	23%	29%

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

Section 4: Sustainment (October 2014 to March 2019)

Table 4.1 – Starts on Steps 2 Success from October 2014 to March 2019 who Sustained Employment for 6 Months by Quarterly Cohort

(a) Number Sustaining Employment for 6 Months

Quarterly Cohort	JSA 18 - 24	JSA 25+	JSA Early Entry	ESA WRAG & Voluntary	Total
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	346	1	0	617
Jul - Sep 2016	227	565	3	0	795
Year 2 Total	833	1,574	19	0	2,426
Oct - Dec 2016	173	401	1	1	576
Jan - Mar 2017	138	374	0	0	512
Apr - Jun 2017	200	369	0	0	569
Jul - Sep 2017	138	243	2	0	383
Year 3 Total	649	1,387	3	1	2,040
Oct - Dec 2017	88	230	1	1	320
Jan - Mar 2018	93	207	1	5	306
Apr - Jun 2018	110	184	2	6	302
Jul - Sep 2018	116	240	1	6	363
Year 4 Total	407	861	5	18	1,291
Oct - Dec 2018	70	158	2	9	239
Jan - Mar 2019	78	184	2	24	288
Year 5 Total	148	342	4	33	527
Overall Total	3,328	7,281	335	59	11,003

Notes:

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

(b) As a Percentage of Starts

Quarterly Cohort	JSA 18 - 24	JSA 25+	JSA Early Entry	ESA WRAG & Voluntary	Total
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 2016	27%	18%	11%	100%	20%
Jan - Mar 2017	25%	17%	0%	0%	19%
Apr - Jun 2017	30%	18%	0%	-	21%
Jul - Sep 2017	26%	18%	100%	0%	21%
Year 3 Total	27%	18%	16%	25%	20%
Oct - Dec 2017	24%	19%	25%	14%	21%
Jan - Mar 2018	26%	20%	25%	11%	21%
Apr - Jun 2018	26%	17%	29%	6%	19%
Jul - Sep 2018	29%	20%	25%	4%	20%
Year 4 Total	26%	19%	26%	6%	20%
Oct - Dec 2018	23%	16%	33%	6%	17%
Jan - Mar 2019	25%	16%	22%	7%	16%
Year 5 Total	24%	16%	27%	7%	16%
Overall Total	25%	18%	16%	7%	20%
Baseline Performance Level	23%	21%	9%	9%	19%

Notes:

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

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

Quarterly Cohort	JSA 18 - 24	JSA 25+	JSA Early Entry	ESA WRAG & Voluntary	Total
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 2016	63%	70%	100%	100%	68%
Jan - Mar 2017	63%	68%	0%	-	67%
Apr - Jun 2017	65%	66%	0%	-	65%
Jul - Sep 2017	58%	64%	100%	-	62%
Year 3 Total	63%	67%	50%	100%	66%
Oct - Dec 2017	62%	68%	33%	50%	66%
Jan - Mar 2018	62%	68%	100%	83%	66%
Apr - Jun 2018	67%	66%	67%	46%	66%
Jul - Sep 2018	73%	71%	100%	67%	72%
Year 4 Total	66%	68%	63%	60%	67%
Oct - Dec 2018	59%	72%	100%	60%	67%
Jan - Mar 2019	70%	66%	67%	73%	67%
Year 5 Total	64%	68%	80%	69%	67%
Overall Total	63%	68%	70%	67%	66%

Notes:

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

Table 4.2 – Starts on Steps 2 Success from October 2014 to March 2019 who Sustained Employment for 6 Months by Lead Contractor

(a) Number Sustaining Employment for 6 Months

Lead Contractor	Contract Area	JSA 18 - 24	JSA 25+	JSA Early Entry	ESA WRAG & Voluntary	Total
Ingeus UK	Belfast Region	1,140	2,655	128	23	3,946
PeoplePlus NI	Northern Region	1,245	2,260	105	18	3,628
Reed In Partnership	Southern Region	943	2,366	102	18	3,429
Total	Northern Ireland	3,328	7,281	335	59	11,003

(b) As a Percentage of Starts

Lead Contractor	Contract Area	JSA 18 - 24	JSA 25+	JSA Early Entry	ESA WRAG & Voluntary	Total
Ingeus UK	Belfast Region	24%	18%	16%	8%	19%
PeoplePlus NI	Northern Region	26%	16%	14%	6%	18%
Reed In Partnership	Southern Region	27%	21%	20%	7%	22%
Total	Northern Ireland	25%	18%	16%	7%	20%
Baseline Performance Level		23%	21%	9%	9%	19%

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

Lead Contractor	Contract Area	JSA 18 - 24	JSA 25+	JSA Early Entry	ESA WRAG & Voluntary	Total
Ingeus UK	Belfast Region	57%	64%	70%	70%	62%
PeoplePlus NI	Northern Region	67%	69%	69%	62%	68%
Reed In Partnership	Southern Region	66%	72%	71%	69%	70%
Total	Northern Ireland	63%	68%	70%	67%	66%

Notes:

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

Table 4.3 – Starts on Steps 2 Success from October 2014 to September 2018 who Sustained Employment for 12 Months by Quarterly Cohort

(a) Number Sustaining Employment for 12 Months

Quarterly Cohort	JSA 18 - 24	JSA 25+	JSA Early Entry	ESA WRAG & Voluntary	Total
Oct - Dec 2014	349	692	19	2	1,062
Jan - Mar 2015	204	1,057	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	266	1	0	476
Jul - Sep 2016	167	439	1	0	607
Year 2 Total	608	1,222	13	0	1,843
Oct - Dec 2016	124	311	1	1	437
Jan - Mar 2017	102	275	0	0	377
Apr - Jun 2017	142	283	0	0	425
Jul - Sep 2017	96	174	2	0	272
Year 3 Total	464	1,043	3	1	1,511
Oct - Dec 2017	63	170	1	0	234
Jan - Mar 2018	67	151	1	5	224
Apr - Jun 2018	95	128	1	5	229
Jul - Sep 2018	84	169	1	5	259
Year 4 Total	309	618	4	15	946
Overall Total	2,352	5,326	269	21	7,968

Notes:

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

(b) As a Percentage of Starts

Quarterly Cohort	JSA 18 - 24	JSA 25+	JSA Early Entry	ESA WRAG & Voluntary	Total
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%	16%	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%	15%
Year 3 Total	20%	13%	16%	25%	15%
Oct - Dec 2017	17%	14%	25%	0%	15%
Jan - Mar 2018	19%	14%	25%	11%	15%
Apr - Jun 2018	23%	12%	14%	5%	14%
Jul - Sep 2018	21%	14%	25%	3%	15%
Year 4 Total	20%	14%	21%	5%	15%
Overall Total	19%	14%	13%	6%	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	JSA 18 - 24	JSA 25+	JSA Early Entry	ESA WRAG & Voluntary	Total
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	41%	46%	100%	-	44%
Year 3 Total	45%	51%	50%	100%	49%
Oct - Dec 2017	44%	50%	33%	0%	48%
Jan - Mar 2018	45%	49%	100%	83%	48%
Apr - Jun 2018	58%	46%	33%	38%	50%
Jul - Sep 2018	53%	50%	100%	56%	51%
Year 4 Total	50%	49%	50%	50%	49%
Overall Total	46%	52%	57%	53%	50%

Notes:

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

Table 4.4 – Starts on Steps 2 Success from October 2014 to September 2018 who Sustained Employment for 12 Months by Lead Contractor

(a) Number Sustaining Employment for 12 Months

Lead Contractor	Contract Area	JSA 18 - 24	JSA 25+	JSA Early Entry	ESA WRAG & Voluntary	Total
Ingeus UK	Belfast Region	763	1,874	103	9	2,749
PeoplePlus NI	Northern Region	882	1,662	84	5	2,633
Reed In Partnership	Southern Region	707	1,790	82	7	2,586
Total	Northern Ireland	2,352	5,326	269	21	7,968

(b) As a Percentage of Starts

Lead Contractor	Contract Area	JSA 18 - 24	JSA 25+	JSA Early Entry	ESA WRAG & Voluntary	Total
Ingeus UK	Belfast Region	17%	14%	13%	7%	14%
PeoplePlus NI	Northern Region	19%	12%	11%	5%	14%
Reed In Partnership	Southern Region	21%	17%	16%	5%	18%
Total	Northern Ireland	19%	14%	13%	6%	15%
Baseline Performance Level		18%	17%	7%	7%	15%

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

Lead Contractor	Contract Area	JSA 18 - 24	JSA 25+	JSA Early Entry	ESA WRAG & Voluntary	Total
Ingeus UK	Belfast Region	40%	47%	56%	64%	45%
PeoplePlus NI	Northern Region	50%	53%	56%	36%	52%
Reed In Partnership	Southern Region	51%	57%	58%	58%	56%
Total	Northern Ireland	46%	52%	57%	53%	50%

Notes:

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

Section 5: Moves to Employment & Sustainment (October 2014 to September 2020)

Table 5.1a – Starts on Steps 2 Success in Northern Ireland who Moved Into and Sustained Employment by Quarterly Cohort (October 2014 to September 2020)

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%	617	22%	476	17%
Jul - Sep 16	4,518	1,280	28%	795	18%	607	13%
Oct - Dec 16	2,901	850	29%	576	20%	437	15%
Jan - Mar 17	2,706	769	28%	512	19%	377	14%
Apr - Jun 17	2,746	869	32%	569	21%	425	15%
Jul - Sep 17	1,849	616	33%	383	21%	272	15%
Oct - Dec 17	1,560	487	31%	320	21%	234	15%
Jan - Mar 18	1,466	463	32%	306	21%	224	15%
Apr - Jun 18	1,626	460	28%	302	19%	229	14%
Jul - Sep 18	1,772	507	29%	363	20%	259	15%
Oct - Dec 18	1,433	356	25%	239	17%	165	12%
Jan - Mar 19	1,812	428	24%	288	16%	183	10%
Apr - Jun 19	1,351	312	23%	202	15%	119	9%
Jul - Sep 19	1,343	264	20%	150	11%	69	5%
Oct - Dec 19	1,211	172	14%	83	7%		
Jan - Mar 20	1,393	101	7%	30	2%		
Apr - Jun 20	201	8	4%				
Jul - Sep 20	12	0	0%				
Total	61,638	17,427		11,468		8,504	

Notes:

See 5a) – 5g) 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 2020)

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%	96	12%
Oct - Dec 17	622	216	35%	122	20%	87	14%
Jan - Mar 18	573	194	34%	117	20%	84	15%
Apr - Jun 18	675	214	32%	127	19%	96	14%
Jul - Sep 18	710	210	30%	140	20%	97	14%
Oct - Dec 18	521	143	27%	93	18%	59	11%
Jan - Mar 19	719	181	25%	109	15%	67	9%
Apr - Jun 19	443	127	29%	78	18%	41	9%
Jul - Sep 19	592	108	18%	61	10%	22	4%
Oct - Dec 19	457	67	15%	27	6%		
Jan - Mar 20	474	33	7%	7	1%		
Apr - Jun 20	73	2	3%				
Jul - Sep 20	8	0	0%				
Total	22,608	6,739		4,119		2,938	

Notes:

See 5a) – 5g) 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 2020)

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%	212	22%	157	17%
Jul - Sep 16	1,665	418	25%	259	16%	201	12%
Oct - Dec 16	1,201	318	26%	226	19%	176	15%
Jan - Mar 17	1,106	272	25%	199	18%	148	13%
Apr - Jun 17	1,129	291	26%	216	19%	169	15%
Jul - Sep 17	595	191	32%	135	23%	100	17%
Oct - Dec 17	544	153	28%	112	21%	76	14%
Jan - Mar 18	525	155	30%	108	21%	77	15%
Apr - Jun 18	482	120	25%	83	17%	57	12%
Jul - Sep 18	514	134	26%	100	19%	72	14%
Oct - Dec 18	491	104	21%	65	13%	52	11%
Jan - Mar 19	677	149	22%	105	16%	68	10%
Apr - Jun 19	560	101	18%	67	12%	46	8%
Jul - Sep 19	422	87	21%	49	12%	21	5%
Oct - Dec 19	435	67	15%	31	7%		
Jan - Mar 20	598	44	7%	16	3%		
Apr - Jun 20	83	5	6%				
Jul - Sep 20	4	0	0%				
Total	22,169	5,608		3,791		2,820	

Notes:

See 5a) – 5g) 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 2020)

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%	71	18%
Jan - Mar 18	368	114	31%	81	22%	63	17%
Apr - Jun 18	469	126	27%	92	20%	76	16%
Jul - Sep 18	548	163	30%	123	22%	90	16%
Oct - Dec 18	421	109	26%	81	19%	54	13%
Jan - Mar 19	416	98	24%	74	18%	48	12%
Apr - Jun 19	348	84	24%	57	16%	32	9%
Jul - Sep 19	329	69	21%	40	12%	26	8%
Oct - Dec 19	319	38	12%	25	8%		
Jan - Mar 20	321	24	7%	7	2%		
Apr - Jun 20	45	1	2%				
Jul - Sep 20	0	0	-				
Total	16,861	5,080		3,558		2,746	

Notes:

See 5a) – 5g) 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 2020)

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%	96	18%
Oct - Dec 17	368	143	39%	88	24%	63	17%
Jan - Mar 18	360	150	42%	93	26%	67	19%
Apr - Jun 18	417	165	40%	110	26%	95	23%
Jul - Sep 18	404	159	39%	116	29%	84	21%
Oct - Dec 18	311	119	38%	70	23%	51	16%
Jan - Mar 19	312	112	36%	78	25%	52	17%
Apr - Jun 19	283	115	41%	71	25%	49	17%
Jul - Sep 19	265	94	35%	50	19%	23	9%
Oct - Dec 19	204	42	21%	18	9%		
Jan - Mar 20	251	29	12%	7	3%		
Apr - Jun 20	26	4	15%				
Jul - Sep 20	2	0	0%				
Total	14,089	5,583		3,474		2,527	

Notes:

See 5a) – 5g) 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 2020)

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%	30	13%
Oct - Dec 17	148	64	43%	35	24%	22	15%
Jan - Mar 18	148	60	41%	34	23%	23	16%
Apr - Jun 18	170	71	42%	41	24%	35	21%
Jul - Sep 18	161	57	35%	37	23%	21	13%
Oct - Dec 18	121	43	36%	24	20%	14	12%
Jan - Mar 19	128	55	43%	32	25%	20	16%
Apr - Jun 19	104	48	46%	26	25%	15	14%
Jul - Sep 19	87	26	30%	13	15%	4	5%
Oct - Dec 19	64	13	20%	4	6%		
Jan - Mar 20	102	10	10%	2	2%		
Apr - Jun 20	8	1	13%				
Jul - Sep 20	1	0	0%				
Total	5,213	2,105		1,185		816	

Notes:

See 5a) – 5g) 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 September 2020)

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%	42	23%
Oct - Dec 17	137	47	34%	34	25%	23	17%
Jan - Mar 18	137	58	42%	36	26%	28	20%
Apr - Jun 18	131	51	39%	37	28%	31	24%
Jul - Sep 18	140	62	44%	49	35%	38	27%
Oct - Dec 18	105	43	41%	26	25%	22	21%
Jan - Mar 19	127	43	34%	33	26%	24	19%
Apr - Jun 19	118	45	38%	32	27%	26	22%
Jul - Sep 19	114	45	39%	25	22%	8	7%
Oct - Dec 19	93	24	26%	10	11%		
Jan - Mar 20	96	12	13%	3	3%		
Apr - Jun 20	11	2	18%				
Jul - Sep 20	1	0	0%				
Total	5,194	1,992		1,315		962	

Notes:

See 5a) – 5g) 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 2020)

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%	18	22%
Jan - Mar 18	75	32	43%	23	31%	16	21%
Apr - Jun 18	116	43	37%	32	28%	29	25%
Jul - Sep 18	103	40	39%	30	29%	25	24%
Oct - Dec 18	85	33	39%	20	24%	15	18%
Jan - Mar 19	57	14	25%	13	23%	8	14%
Apr - Jun 19	61	22	36%	13	21%	8	13%
Jul - Sep 19	64	23	36%	12	19%	11	17%
Oct - Dec 19	47	5	11%	4	9%		
Jan - Mar 20	53	7	13%	2	4%		
Apr - Jun 20	7	1	14%				
Jul - Sep 20	0	0	-				
Total	3,682	1,486		974		749	

Notes:

See 5a) – 5g) 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 2020)

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%	346	20%	266	16%
Jul - Sep 16	3,639	888	24%	565	16%	439	12%
Oct - Dec 16	2,256	572	25%	401	18%	311	14%
Jan - Mar 17	2,146	549	26%	374	17%	275	13%
Apr - Jun 17	2,086	561	27%	369	18%	283	14%
Jul - Sep 17	1,319	378	29%	243	18%	174	13%
Oct - Dec 17	1,181	339	29%	230	19%	169	14%
Jan - Mar 18	1,057	306	29%	207	20%	147	14%
Apr - Jun 18	1,095	279	25%	184	17%	112	10%
Jul - Sep 18	1,212	338	28%	233	19%	131	11%
Oct - Dec 18	960	218	23%	137	14%	51	5%
Jan - Mar 19	1,145	271	24%	139	12%	9	1%
Apr - Jun 19	840	161	19%	64	8%	0	0%
Jul - Sep 19	782	111	14%	12	2%		
Oct - Dec 19	638	64	10%	0	0%		
Jan - Mar 20	670	4	1%				
Apr - Jun 20	66	0	0%				
Total	43,153	11,032		7,284		5,327	

Notes:

See 5a) – 5g) 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 2020)

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%	65	11%
Oct - Dec 17	471	150	32%	86	18%	65	14%
Jan - Mar 18	402	131	33%	80	20%	58	14%
Apr - Jun 18	467	138	30%	84	18%	59	13%
Jul - Sep 18	496	150	30%	101	20%	74	15%
Oct - Dec 18	364	94	26%	65	18%	42	12%
Jan - Mar 19	441	113	26%	68	15%	40	9%
Apr - Jun 19	267	70	26%	45	17%	24	9%
Jul - Sep 19	356	62	17%	36	10%	14	4%
Oct - Dec 19	258	38	15%	16	6%		
Jan - Mar 20	231	20	9%	5	2%		
Apr - Jun 20	25	1	4%				
Jul - Sep 20	4	0	0%				
Total	15,754	4,369		2,757		1,994	

Notes:

See 5a) – 5g) 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 2020)

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%	95	17%	70	13%
Jul - Sep 16	1,342	279	21%	179	13%	144	11%
Oct - Dec 16	931	197	21%	143	15%	114	12%
Jan - Mar 17	881	196	22%	149	17%	111	13%
Apr - Jun 17	868	181	21%	134	15%	106	12%
Jul - Sep 17	407	101	25%	73	18%	57	14%
Oct - Dec 17	403	104	26%	78	19%	53	13%
Jan - Mar 18	379	96	25%	71	19%	48	13%
Apr - Jun 18	320	64	20%	44	14%	26	8%
Jul - Sep 18	330	69	21%	50	15%	33	10%
Oct - Dec 18	313	56	18%	36	12%	27	9%
Jan - Mar 19	428	92	21%	61	14%	37	9%
Apr - Jun 19	339	48	14%	29	9%	16	5%
Jul - Sep 19	241	36	15%	21	9%	12	5%
Oct - Dec 19	235	39	17%	19	8%		
Jan - Mar 20	280	19	7%	9	3%		
Apr - Jun 20	33	2	6%				
Jul - Sep 20	1	0	0%				
Total	15,410	3,402		2,338		1,754	

Notes:

See 5a) – 5g) 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 2020)

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%	52	17%
Jan - Mar 18	276	79	29%	56	20%	45	16%
Apr - Jun 18	308	77	25%	56	18%	43	14%
Jul - Sep 18	386	119	31%	89	23%	62	16%
Oct - Dec 18	283	70	25%	57	20%	36	13%
Jan - Mar 19	276	75	27%	55	20%	37	13%
Apr - Jun 19	234	57	24%	41	18%	23	10%
Jul - Sep 19	185	37	20%	21	11%	10	5%
Oct - Dec 19	145	22	15%	14	10%		
Jan - Mar 20	162	14	9%	3	2%		
Apr - Jun 20	9	0	0%				
Jul - Sep 20	0	0	-				
Total	11,998	3,397		2,445		1,896	

Notes:

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

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

Table 5.4 – Starts on Steps 2 Success who Moved into and Sustained Employment by Lead Contractor (October 2014 to September 2020)

Lead Contractor	Contract Area	Starts	Number Found Work	Number Sustaining Work For 6 Months	Number Sustaining Work For 12 Months
Ingeus UK	Belfast Region	22,608	6,739	4,119	2,947
PeoplePlus NI	Northern Region	22,169	5,608	3,791	2,833
Reed In Partnership	Southern Region	16,861	5,080	3,558	2,761
Total (Oct14 - Sep20)	Northern Ireland	61,638	17,427	11,468	8,541

Notes:

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

Section 6: COVID-19 and Steps 2 Success

Table 6.1 – Starts on Steps 2 Success pre COVID-19 (Oct14-Feb20) and during COVID-19 (Mar20-Sep20)

	JSA 18 - 24	JSA 25+	JSA Early Entry	ESA WRAG & Voluntary	Total
Oct14 - Feb20	13,966	42,871	2,126	1,944	60,907
Mar20 - Sep20	123	291	19	298	731
Overall Total	14,089	43,162	2,145	2,242	61,638

Table 6.2 – Moves to Employment on Steps 2 Success pre COVID-19 (Oct14-Feb20) and during COVID-19 (Mar20-Sep20)

	JSA 18 - 24	JSA 25+	JSA Early Entry	ESA WRAG & Voluntary	Total
Oct14 - Feb20	5,572	11,148	502	164	17,386
Mar20 - Sep20	11	20	6	4	41
Overall Total	5,583	11,168	508	168	17,427

	JSA 18 - 24	JSA 25+	JSA Early Entry	ESA WRAG & Voluntary	Total
Oct14 - Feb20	40%	26%	24%	8%	29%
Mar20 - Sep20	9%	7%	32%	1%	6%
Overall Total	40%	26%	24%	7%	28%

Table 6.3 – 6 month Sustainments on Steps 2 Success pre COVID-19 (Oct14-Feb20) and during COVID-19 (Mar20-Sep20)

	JSA 18 - 24	JSA 25+	JSA Early Entry	ESA WRAG & Voluntary	Total
Oct14 - Feb20	3,474	7,536	348	104	11,462
Mar20 - Sep20	0	4	1	1	6
Overall Total	3,474	7,540	349	105	11,468

	JSA 18 - 24	JSA 25+	JSA Early Entry	ESA WRAG & Voluntary	Total
Oct14 - Feb20	25%	18%	16%	5%	19%
Mar20 - Sep20	0%	1%	5%	0%	1%
Overall Total	25%	17%	16%	5%	19%

Table 6.4 – 12 month Sustainments on Steps 2 Success pre COVID-19 (Oct14-Feb20) and during COVID-19 (Mar20-Sep20)

	JSA 18 - 24	JSA 25+	JSA Early Entry	ESA WRAG & Voluntary	Total
Oct14 - Feb20	2,537	5,665	278	61	8,541
Mar20 - Sep20	0	0	0	0	0
Overall Total	2,537	5,665	278	61	8,541

	JSA 18 - 24	JSA 25+	JSA Early Entry	ESA WRAG & Voluntary	Total
Oct14 - Feb20	18%	13%	13%	3%	14%
Mar20 - Sep20	0%	0%	0%	0%	0%
Overall Total	18%	13%	13%	3%	14%

Table 6.5 – Starts and Sustainments on Steps 2 Success pre COVID-19 (Oct14-Feb20) and during COVID-19 (Mar20-Sep20) – Lead Contractor Ingeus

Ingeus	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
Oct14 - Feb20	22,365	6,732	30%	4,119	18%	2,947	13%
Mar20 - Sep20	243	7	3%	0	0%	0	0%
Total	22,608	6,739	30%	4,119	18%	2,947	13%

Table 6.6 – Starts and Sustainments on Steps 2 Success pre COVID-19 (Oct14-Feb20) and during OVID-19 (Mar20-Sep20) – Lead Contractor Ingeus

Ingeus	JSA 18 - 24	JSA 25+	JSA Early Entry	ESA WRAG & Voluntary	Total
Oct14 - Feb20	5,165	15,653	824	723	22,365
Mar20 - Sep20	48	101	7	87	243
Overall Total	5,213	15,754	831	810	22,608

Table 6.7 – Moves to Employment on Steps 2 Success pre COVID-19 (Oct14-Feb20) and during COVID-19 (Mar20-Sep20) – Lead Contractor Ingeus

Ingeus	JSA 18 - 24	JSA 25+	JSA Early Entry	ESA WRAG & Voluntary	Total
Oct14 - Feb20	2,104	4,364	193	71	6,732
Mar20 - Sep20	1	5	1	0	7
Overall Total	2,105	4,369	194	71	6,739

Ingeus	JSA 18 - 24	JSA 25+	JSA Early Entry	ESA WRAG & Voluntary	Total
Oct14 - Feb20	41%	28%	23%	10%	30%
Mar20 - Sep20	2%	5%	14%	0%	3%
Overall Total	40%	28%	23%	9%	30%

Table 6.8 – 6 month Sustainments on Steps 2 Success pre COVID-19 (Oct14-Feb20) and during COVID-19 (Mar20-Sep20) – Lead Contractor Ingeus

Ingeus	JSA 18 - 24	JSA 25+	JSA Early Entry	ESA WRAG & Voluntary	Total
Oct14 - Feb20	1,185	2,757	133	44	4,119
Mar20 - Sep20	0	0	0	0	0
Overall Total	1,185	2,757	133	44	4,119

Ingeus	JSA 18 - 24	JSA 25+	JSA Early Entry	ESA WRAG & Voluntary	Total
Oct14 - Feb20	23%	18%	16%	6%	18%
Mar20 - Sep20	0%	0%	0%	0%	0%
Overall Total	23%	18%	16%	5%	18%

Table 6.9 – 12 month Sustainments on Steps 2 Success pre COVID-19 (Oct14-Feb20) and during COVID-19 (Mar20-Sep20) – Lead Contractor Ingeus

Ingeus	JSA 18 - 24	JSA 25+	JSA Early Entry	ESA WRAG & Voluntary	Total
Oct14 - Feb20	819	2,000	105	23	2,947
Mar20 - Sep20	0	0	0	0	0
Overall Total	819	2,000	105	23	2,947

Ingeus	JSA 18 - 24	JSA 25+	JSA Early Entry	ESA WRAG & Voluntary	Total
Oct14 - Feb20	16%	13%	13%	3%	13%
Mar20 - Sep20	0%	0%	0%	0%	0%
Overall Total	16%	13%	13%	3%	13%

Table 6.10 – Starts and Sustainments on Steps 2 Success pre COVID-19 (Oct14-Feb20) and during COVID-19 (Mar20-Sep20) – Lead Contractor PeoplePlus

PeoplePlus	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
Oct14 - Feb20	21,827	5,583	26%	3,786	17%	2,833	13%
Mar20 - Sep20	342	25	7%	5	1%	0	0%
Total	22,169	5,608	25%	3,791	17%	2,833	13%

Table 6.11 – Starts and Sustainments on Steps 2 Success pre COVID-19 (Oct14-Feb20) and during COVID-19 (Mar20-Sep20) – Lead Contractor PeoplePlus

PeoplePlus	JSA 18 - 24	JSA 25+	JSA Early Entry	ESA WRAG & Voluntary	Total
Oct14 - Feb20	5,138	15,277	762	650	21,827
Mar20 - Sep20	56	133	11	142	342
Overall Total	5,194	15,410	773	792	22,169

Table 6.12 – Moves to Employment on Steps 2 Success pre COVID-19 (Oct14-Feb20) and during COVID-19 (Mar20-Sep20) – Lead Contractor PeoplePlus

PeoplePlus	JSA 18 - 24	JSA 25+	JSA Early Entry	ESA WRAG & Voluntary	Total
Oct14 - Feb20	1,985	3,393	157	48	5,583
Mar20 - Sep20	7	9	5	4	25
Overall Total	1,992	3,402	162	52	5,608

PeoplePlus	JSA 18 - 24	JSA 25+	JSA Early Entry	ESA WRAG & Voluntary	Total
Oct14 - Feb20	39%	22%	21%	7%	26%
Mar20 - Sep20	13%	7%	45%	3%	7%
Overall Total	38%	22%	21%	7%	25%

Table 6.13 – 6 month Sustainments on Steps 2 Success pre COVID-19 (Oct14-Feb20) and during COVID-19 (Mar20-Sep20) – Lead Contractor PeoplePlus

PeoplePlus	JSA 18 - 24	JSA 25+	JSA Early Entry	ESA WRAG & Voluntary	Total
Oct14 - Feb20	1,315	2,335	106	30	3,786
Mar20 - Sep20	0	3	1	1	5
Overall Total	1,315	2,338	107	31	3,791

PeoplePlus	JSA 18 - 24	JSA 25+	JSA Early Entry	ESA WRAG & Voluntary	Total
Oct14 - Feb20	26%	15%	14%	5%	17%
Mar20 - Sep20	0%	2%	9%	1%	1%
Overall Total	25%	15%	14%	4%	17%

Table 6.14 – 12 month Sustainments on Steps 2 Success pre COVID-19 (Oct14-Feb20) and during COVID-19 (Mar20-Sep20) – Lead Contractor PeoplePlus

PeoplePlus	JSA 18 - 24	JSA 25+	JSA Early Entry	ESA WRAG & Voluntary	Total
Oct14 - Feb20	966	1,762	86	19	2,833
Mar20 - Sep20	0	0	0	0	0
Overall Total	966	1,762	86	19	2,833

PeoplePlus	JSA 18 - 24	JSA 25+	JSA Early Entry	ESA WRAG & Voluntary	Total
Oct14 - Feb20	19%	12%	11%	3%	13%
Mar20 - Sep20	0%	0%	0%	0%	0%
Overall Total	19%	11%	11%	2%	13%

Table 6.15 – Starts and Sustainments on Steps 2 Success pre COVID-19 (Oct14-Feb20) and during COVID-19 (Mar20-Sep20) – Lead Contractor Reed

Reed	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
Oct14 - Feb20	16,715	5,071	30%	3,557	21%	2,761	17%
Mar20 - Sep20	146	9	6%	1	1%	0	0%
Total	16,861	5,080	30%	3,558	21%	2,761	16%

Table 6.16 – Starts and Sustainments on Steps 2 Success pre COVID-19 (Oct14-Feb20) and during COVID-19 (Mar20-Sep20) – Lead Contractor Reed

Reed	JSA 18 - 24	JSA 25+	JSA Early Entry	ESA WRAG & Voluntary	Total
Oct14 - Feb20	3,663	11,941	540	571	16,715
Mar20 - Sep20	19	57	1	69	146
Overall Total	3,682	11,998	541	640	16,861

Table 6.17 – Moves to Employment on Steps 2 Success pre COVID-19 (Oct14-Feb20) and during COVID-19 (Mar20-Sep20) – Lead Contractor Reed

Reed	JSA 18 - 24	JSA 25+	JSA Early Entry	ESA WRAG & Voluntary	Total
Oct14 - Feb20	1,483	3,391	152	45	5,071
Mar20 - Sep20	3	6	0	0	9
Overall Total	1,486	3,397	152	45	5,080

Reed	JSA 18 - 24	JSA 25+	JSA Early Entry	ESA WRAG & Voluntary	Total
Oct14 - Feb20	40%	28%	28%	8%	30%
Mar20 - Sep20	16%	11%	0%	0%	6%
Overall Total	40%	28%	28%	7%	30%

Table 6.18 – 6 month Sustainments on Steps 2 Success pre COVID-19 (Oct14-Feb20) and during COVID-19 (Mar20-Sep20) – Lead Contractor Reed

Reed	JSA 18 - 24	JSA 25+	JSA Early Entry	ESA WRAG & Voluntary	Total
Oct14 - Feb20	974	2,444	109	30	3,557
Mar20 - Sep20	0	1	0	0	1
Overall Total	974	2,445	109	30	3,558

Reed	JSA 18 - 24	JSA 25+	JSA Early Entry	ESA WRAG & Voluntary	Total
Oct14 - Feb20	27%	20%	20%	5%	21%
Mar20 - Sep20	0%	2%	0%	0%	1%
Overall Total	26%	20%	20%	5%	21%

Table 6.19 – 12 month Sustainments on Steps 2 Success pre COVID-19 (Oct14-Feb20) and during COVID-19 (Mar20-Sep20) – Lead Contractor Reed

Reed	JSA 18 - 24	JSA 25+	JSA Early Entry	ESA WRAG & Voluntary	Total
Oct14 - Feb20	752	1,903	87	19	2,761
Mar20 - Sep20	0	0	0	0	0
Overall Total	752	1,903	87	19	2,761

Reed	JSA 18 - 24	JSA 25+	JSA Early Entry	ESA WRAG & Voluntary	Total
Oct14 - Feb20	21%	16%	16%	3%	17%
Mar20 - Sep20	0%	0%	0%	0%	0%
Overall Total	20%	16%	16%	3%	16%

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 2019.

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 2019)

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.

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 2020)

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.

Section 4: Sustainment (October 2014 to March 2019)

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.

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.

Section 5: Moves to Employment & Sustainment (October 2014 to September 2020)

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.

5g) Table 5.1-5.3 show Sustainments up to December 2018 and March 2019 while Table 5.4 details total for all Starts, Into Employment, 6 and 12 month sustainment up to September 2020.

Section 6: COVID-19 and Steps 2 Success

6a) The Steps 2 Success programme was introduced across Northern Ireland on 20th October 2014.

6b) A client is deemed to have started Steps 2 Success on the date they have their first meeting with the Contractor.

6c) Moves to Employment are based on the number of approved job entry payments. See user guidance for further information.

6d) Six month sustainment figures are based on the number of approved 26 week sustainment payments. See user guidance for further information.

6e) Twelve month sustainment figures are based on the number of approved 52 week sustainment payments. See user guidance for further information.

6f) 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.

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.

2. Eligibility

Jobseeker's Allowance Clients

Participation on Steps 2 Success was a mandatory requirement for all Jobseeker's Allowance (JSA) claimants who are:

- Aged between 18 and 24 and were claiming JSA for 9 months or more;
- Aged 25 and over and were claiming for 12 months or more.

JSA claimants, who, in the opinion of their Employment Adviser, had significant barriers to work which could not be addressed by the Working Age Service, could be considered for referral to the Steps 2 Success programme at an early stage.

JSA Credits Only clients did have to participate on Steps 2 Success as a mandatory client. They could participate on the programme on a voluntary basis if they and their Employment Adviser were of the opinion that this was 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) would 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 would 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 could 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 were 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 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 was firmly on job outcomes and Contractors were paid on the basis of results achieved. Contractors were 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 was 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 received help and support from the Lead Contractor for a period of 52 or 78 weeks depending on their client category. The attachment period was 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 remained attached to Steps 2 Success for the 52 or 78 weeks even if they find work as it was 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 were required to return to the programme for a second 52 week spell.

5. Methodology and Definitions

Clients' details were 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 was 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 were 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 or 10 hours per week for certain participants with health conditions;
- (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.

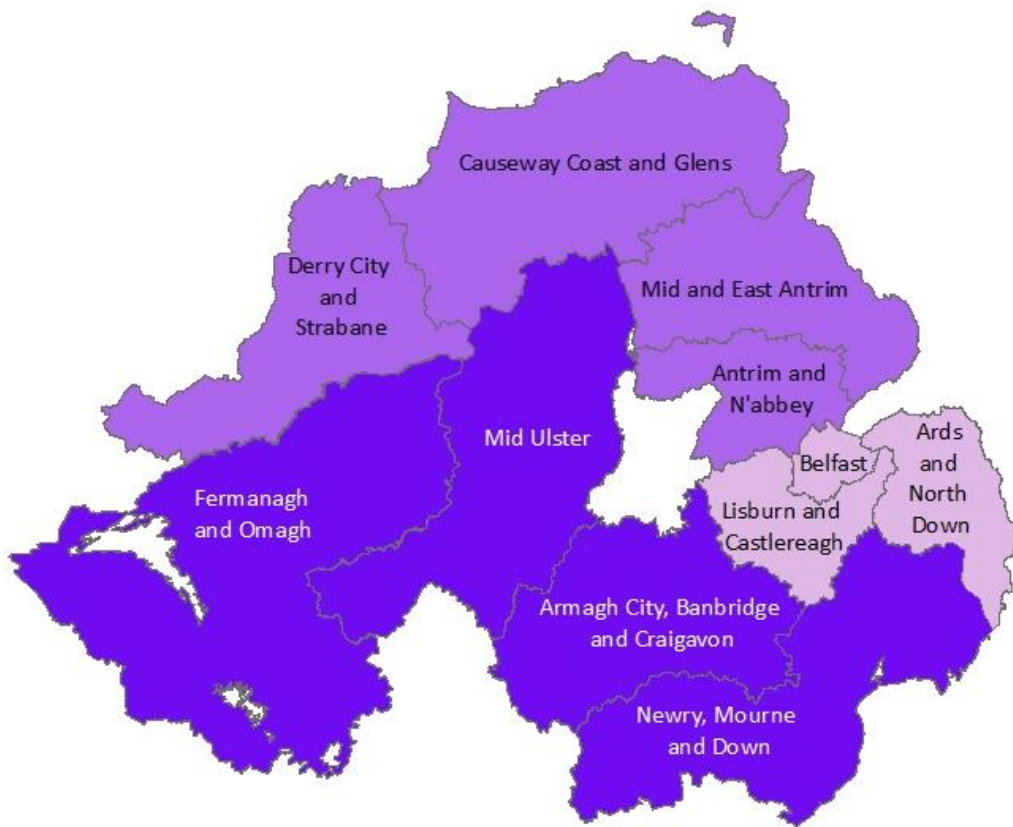
Contract Areas: The delivery of Steps 2 Success provision was provided by 3 Lead Contractors. Clients were allocated to each Contractor based on which Job Centre/Jobs & Benefit Office they were associated with. **Table 6** provides details of the 3 contract areas and their associated office areas and **Figure 17** 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 17: 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

programme is now closed and all details have been recorded on the system, no further revisions are anticipated. This is the final release in the statistical series.

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.

Accessibility and Clarity: A Steps 2 Success statistical release were published quarterly on the Department for Communities website. 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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