

Steps to Work Leavers Survey

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and Learning**

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and Learning**

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Section 1: Executive summary

1. Executive summary

This section summarises the key findings of the DEL Steps to Work leavers survey which are discussed in greater detail throughout this report.

The research was conducted with a sample of 1,029 Steps to Work participants who were identified through DEL and HMRC records as having moved into employment after leaving the programme.

The key findings are summarised under the following headlines:

- **Duration of employment** – including incidence of finding employment, duration of first job, duration of continuous employment and significant emerging trends by sub-group;
- **Type of employment** – including details of the type of contract secured, business size of employment gained, sector of employment and rate of pay;
- **Progression in the workplace** – including incidence of improved pay or terms of contract and any emerging sectoral trends;
- **Reason for leaving employment** – including an overview of the various reasons for leaving employment after the Steps to Work programme;
- **Experience of Steps to Work** – including participants views on whether the programme helped them to find/gain employment, provided them with usable skills or experience or impacted upon their subsequent employment; and
- **Economic contribution** – including a brief summary of the employment and monetary benefits of the Steps to Work programme.

Duration of employment

Finding employment

- The sampling frame consisted of those who found employment within three months of leaving Steps to Work. This was supplied from DEL and HMRC records.
- Almost three quarters (72%) confirmed that they had found work within three months of finishing Steps to Work, 17% reported that they had found employment at some stage after three months and 11% asserted that they had not had any paid employment since participating in the programme.

Duration of employment

- Over two fifths (43%) of those who found employment within three months were still in their first position of employment at the time of the survey. A further 25% stayed in their first job for over 12 months before moving on. One in ten (10%) confirmed that they were in their first job position for less than three months¹.
- A total of 30% left their initial employment within the first 12 months.
- Of the 30% who left their first job in the first 12 months, subsequently just less than half (48%) moved on to another job.
- Of those who confirmed that they had found employment within three months of leaving Steps to Work, 95% were still in employment at 13 weeks, 91% at 26 weeks and 82% at 52 weeks.

¹ A further 8% remained in their first job for 3 to 6 months and 12% remained in their first job for 6 to 12 months. 3% were unsure about how long they remained in their first position of employment.

Notable sub-group analysis findings

- Significantly, respondents who reported having a long-standing illness or disability were less likely than those without a disability to have a lengthy stay in employment. Indeed, 63% who reported having a long-standing illness or disability remained in employment for at least 12 months in comparison to 85% of those who do not have a long-standing illness or disability.
- Participants who have higher level qualifications were more likely to remain in a job for a longer duration than those with lower level qualifications.
- Analysis by location reveals that participants from the Southern area were least likely to sustain employment lasting for more than 12 months (77%). In comparison, 92% of participants based in the Western area sustained employment for this duration of time.
- A lower percentage of programme participants who undertook the Essential Skills activity were likely to sustain a job for 12 months (70%) than those who undertook self-employment (92%) or Employer Subsidy (92%) activities.

Type of employment

- Of those who gained employment within three months of participating in the Steps to Work programme, 90% were employed as an employee while 10% were classed as self-employed.
- The majority (71%) gained a permanent position for their first job.
- 14% obtained employment based on a zero hours contract.
- 59% worked more than 30 hours per week, in comparison to 14% who worked part-time (up to 16 hours per week). Just under one quarter (24%) worked for 17 to 30 hours per week while 3% were unsure of their weekly employment hours.

Business size

- 43% were employed in a business with one to ten employees, and a further 25% in a business with 11 to 49 employees. One quarter (25%) were employed within large organisations with 50 or more employees. The remaining respondents were either self-employed or were unsure of the business size.

Sector of employment

- The highest proportion of respondents found employment in the Retail and Wholesale sector (25%), followed by Construction (13%), Manufacturing (11%) and Community, Social and Personal Services (10%).

Rate of pay

- The most common rate of pay was between £6 and £7 per hour – 40% earned this rate in their first job. It is worth noting that 18% of respondents were unsure of their rate of pay.
- Of those who provided a figure, the average hourly rate was £7.27 and the median was £6.50.

Progression in the workplace

Improved terms or conditions

- Over the course of the first 12 months in employment a total of 38% experienced a positive change in their job role.

- With regard to their wage or salary, 24% reported an increase at any point within the first 12 months of employment. Meanwhile, 17% reported that they experienced a change in job role and a further 10% reported that their hours of employment increased².
- Some changes to employment terms took place quickly with 19% of respondents reporting a change within the first three months of employment.
- Of those who moved into another job during the first year, 60% reported improved contract conditions.
- 53% of those who moved into another job during the first year reported an increase in their wage or salary.

Sectoral trends

- Those employed in the Financial Intermediation, Real Estate and Business Activities sector were most likely to have experienced a pay increase at either 3 months, 6 months or 12 months. Similarly, those employed within the Manufacturing sector were more likely to have received a pay increase at some point during the first 12 months than those employed in other sectors.
- Those employed in the Construction or the Public Administration and Defence; Compulsory Social Security, Education, Health & Social work and Other Community Services (public services) sectors were least likely to receive a pay increase at any time during their first 12 months of employment (82% of participants).

Reason for leaving employment

- A total of 30% left their initial employment within the first 12 months.
- A range of reasons were cited as to why participants chose to leave their initial position of employment (note: respondents were able to select more than one reason):
 - Over one third (36%) left because the job was a temporary position;
 - Over one fifth (21%) moved due to an offer of another place of employment;
 - 18% of respondents were made redundant or asked to leave;
 - 7% became unemployed as a result of a company closure; and
 - 9% left due to ill health.
- Additionally, a number of respondents left their position of employment because one or more of the terms or features of the position were deemed unsuitable, for example, pay (10%), dislike of the work (4%), working hours (4%) and travelling distance (1%).

Experience of Steps to Work

Help to find and gain employment

- Overall, 37% reported that Steps to Work helped 'a lot' when it came to finding job vacancies. In addition, 24% felt that it helped 'slightly' and just over one third (35%) felt that the programme 'did not help at all'.
- Two in five (40%) responded that Steps to Work helped 'a lot' when it came to gaining employment and 25% believed it helped 'a little'. Almost one third (32%) stated that the programme 'did not help at all'.

² Please note: these figures cannot be added to the overall figure of 38%. Respondents were asked to report the incidence of change at different times of the year, including at 3 months, 6 months and 12 months. Given that terms of employment may have changed at more than one interval, the total response rate for each category adds to >100%. The figures presented therefore represent the residual percentage of respondents who reported 'no change' across each of the required categories (i.e. job role, pay and hours).

- When asked if they thought they would have found work if they had not taken part in the programme, just over half (52%) believed that they would have found work anyway. One quarter (25%) have credited the Steps to Work programme with their entry into employment. Just under one quarter (23%) were unsure.

Use of skills and experience

- The majority of participants report that they have utilised the skills or experience gained from the Steps to Work programme either sometimes (36%) or all of the time (25%) in their employment. Meanwhile, over a quarter of respondents (28%) report that they have never used the skills or experience gained during the programme and a further 8% felt that they did not gain any skills or experience during the programme.

Overall impact of Steps to Work

- One fifth (20%) of respondents believe that they would have been unlikely to find employment at all if it were not for the programme while another 10% believe that they would have secured employment but would be earning a lower wage.
- A further 29% also responded positively to the programme by reporting that although they consider they would have found employment anyway, they believe that it would have taken a longer time to do so.
- 29% noted that Steps to Work had limited impact, anticipating that they would have found a job at a similar wage and within a similar timeframe.
- Just 2% of respondents had a strong negative view of the programme, reporting that it would have taken less time to find employment if they had not have taken part in Steps to Work.

Economic contribution

- It is important to note that a number of difficulties were encountered when trying to measure the economic contribution of the Steps to Work programme. Indeed, a number of assumptions were utilised in order to calculate these estimates. The figures presented below should therefore be regarded as indicative given that they are estimates, and should be treated as such.
- Between the 2011/12 and 2013/14 programme years, the Steps to Work programme is estimated to have increased unsubsidised employment by 8,536 jobs under the middle deadweight scenario (40% deadweight).
- Based on these 8,536 jobs, it is estimated that the Steps to Work programme generated over £134.7million in employment related economic impact.
- Under the scenario deemed the most likely to occur (middle), the programme has potentially made an estimated benefits saving of almost £36.2million over the course of three years.
- Considering the associated costs of the programme, under the middle scenario assuming a 40% deadweight and incorporating benefit savings, Steps to Work has delivered estimated net economic gains totalling over £48.2million between 2011/12 and 2013/14.
- Additional details of all assumptions, terminology, sources and economic contribution estimates have been comprehensively discussed in section seven of this report.

Section 2: Introduction

2. Introduction

Introduction

One of the key functions of the Department for Employment and Learning (DEL) is to assist those who are unemployed or economically inactive to find and sustain employment. DEL does this through a range of programmes and interventions delivered either directly by its own staff or contracted partner organisations.

The Steps to Work (StW) programme was introduced in Northern Ireland on the 29th of September 2008. Its main focus was to help people into employment and it offered participants a wide range of choices around work related activities so as to fit the individual's needs in relation to finding employment.

The programme was delivered in three steps:

- **Step 1:** 16 weeks during which participants could avail of: advice and guidance from an Employment Service Adviser; Core Gateway course and other short accredited training courses.
- **Step 2:** Eight to 52 weeks of longer term support requiring attendance of 30 hours per week. It included the following strands: Back to Work; Essential Skills, NVQs, VRQs, Graduate Acceleration Programme; Self-employment (test trading); Step Ahead; Step Ahead 50+; First Start Pre-Employment Enhanced Support, Employer Subsidy; and In-Work Enhanced Support.
- **Step 3:** Aimed at those who have not found work following completion of Step 2, Step 3 lasted 6 weeks. Participants could access Core Gateway modules and short accredited training courses.

The programme was developed to be flexible so that provision could be tailored to suit the needs of the individual to maximise their employability.

Referrals to the programme ended in May 2014 and was replaced by Steps 2 Success. Over the period that Steps to Work was running, 151,890 participants embarked on the programme. A total of 35% of leavers gained employment.

Terms of reference

The research was conducted with a sample of 1,029 Steps to Work participants who had been identified through DEL and HMRC records as having moved into employment after leaving the programme. The specific objectives of this research project were as follows:

- Provide information on the numbers and percentages of those sustaining employment for 13 weeks or more and information on whether participants remained in the same job or moved to a different job;
- Provide information on the numbers and percentages of those sustaining employment for 26 weeks or more and information on whether participants remained in the same job or moved to a different job;

- Provide information on the numbers and percentages of those sustaining employment for 52 weeks or more and information on whether participants remained in the same job or moved to a different job;
- Provide information on the numbers and percentages of those who progressed to a 'better' job after sustaining employment for 13, 26 and 52 weeks;
- Provide information on the sectors of the economy where job entry/sustainment occurred;
- Provide information on the sectors where progression is most prevalent;
- Provide information on average wage on starting employment, after 13 weeks, 26 weeks and 52 weeks;
- Provide information on trends by Lead Contractor, geographical area as well as Northern Ireland in general;
- Provide information on differences, if any, in the 18-24, 25+ age groups (with some analysis in relation to those over 50);
- Provide an assessment of the net economic impact of Steps to Work; and
- Examine how effective StW training and work provision is matched to the demand side of the labour market.

Previous research

In 2011, the Department for Employment and Learning commissioned a survey of 1,000 leavers from StW to provide information on the destinations, attitudes and experiences of customers who had participated in the StW programme between September 2008 and September 2010. An overview of the key findings highlights:

- 57% of respondents had a school or college qualification and 54% had a vocational qualification. A total of 29% of respondents stated that they had no qualifications (either school/college or vocational);
- 28% of respondents were in employment (including self-employment) for 16 hours or more per week at the time of the survey - 84% of these respondents were in a permanent position and 16% were in a temporary position. Over half (53%) of those who were in employment had been so for 12 months or more;
- In their first month after leaving StW, over half (58%) of respondents were not working and looking for work and 20% were in employment (16 hours or more per week). After six months, the proportion of those not working and looking for work fell to 53% and the proportion in employment increased to 21%. After 12 months, the proportion not working and looking for work had fallen again to 51% and the proportion in employment increased to 24%.
- Respondents showed high levels of satisfaction with their overall experience of StW, with 64% being satisfied (23% very satisfied and 41% fairly satisfied) and just 12% reporting being dissatisfied (either very dissatisfied or fairly dissatisfied).
- 50% of all respondents agreed that being on StW had increased their confidence, 47% agreed that they had learned new skills, 44% agreed that it helped them develop skills they already had and 42% of all respondents agreed that StW had improved their chances of getting a job.

Methodology

In this section we detail our approach to undertaking the fieldwork for the completion of a Steps to Work Leavers Survey on behalf of the Department for Employment and Learning.

Sample design

The sampling frame for this study is all Steps to Work leavers in the last three financial years (2011/12, 2012/13 and 2013/14) who were recorded as having found work within three months of leaving the programme.

At the planning meeting, DEL provided an overview of the database containing 28,650 StW leavers who had moved into unsubsidised employment. This included the distribution of participants by contract area, the last StW activity, gender and age.

The following table details the number and percentage of participants, the number of interviews that would be expected in a representative sample of 1,000 respondents and the stratified target number of interviews so as to allow sufficient numbers for sub-groups analysis. Key actions undertaken to stratify the sample included:

- Due to low base sizes for some StW activities, the Youth Employment Scheme (YES)³ activities were removed from the sample framework;
- To enable robust sub-group analysis of last StW activity, Step 1 and Step 1 Non-provision were under-sampled and Step 2 activities grouped and over sampled;
- To ensure that there were sufficient numbers for sub-group analysis, some activities such as NVQ, Qualifications, Step Ahead, Step Ahead 50+ and First Start were grouped together.
- The number of interviews with those aged 50 and over were increased to 100 and consequently the number of interviews with those aged 18-24 were reduced.

At the analysis stage, the data were weighted to reflect the over/under sampling of StW activities so that the findings are representative of the full population of those who participated in the programme.

³ The YES scheme includes short work experience placements lasting between two and eight weeks. The purpose of the scheme is to give young people (aged 18-24) the chance to try out various tasks in a real work situation and develop skills needed to help them gain employment.

Table 2.1 Total numbers and percentage in population, and target sample sizes

| Contract Management Area | | In employment | % of total | Expected number of interviews | Stratified target number of achieved interviews | Achieved number of achieved interviews | |
|-------------------------------------|------------------------|----------------------|-------------------|-------------------------------|---|---|---|
| | Antrim | 3,384 | 12% | 120 | 120 | 119 | |
| | East and South Belfast | 2,344 | 8% | 80 | 80 | 80 | |
| | Foyle | 1,898 | 7% | 70 | 70 | 72 | |
| | North Belfast | 2,071 | 7% | 70 | 70 | 70 | |
| | North Down | 1,772 | 6% | 60 | 60 | 64 | |
| | North West | 3,404 | 12% | 120 | 120 | 121 | |
| | South Eastern | 3,170 | 11% | 110 | 110 | 116 | |
| | Southern | 3,746 | 13% | 130 | 130 | 134 | |
| | West Belfast | 2,768 | 10% | 100 | 100 | 101 | |
| | Western | 4,093 | 14% | 140 | 140 | 152 | |
| | Total | 28,650 | 100% | 1,000 | 1,000 | 1,029 | |
| Last StW activity | | | | | | | |
| | Non provision - Step 1 | 6,657 | 23% | 230 | 250 | 259 | |
| | Step 1 | 6,923 | 24% | 240 | | | |
| Step 2 | Back to Work | 3,591 | 13% | 130 | 150 | 156 | |
| | Employer Subsidy | 6,364 | 22% | 220 | 200 | 212 | |
| | Essential Skills | 684 | 2% | 20 | 100 | 99 | |
| | NVQ | 217 | 1% | 10 | 100 | 102 | |
| | Qualifications | 1,540 | 5% | 50 | | | |
| | Self-Employment | 1,317 | 5% | 50 | 100 | 101 | |
| | First Start | 501 | 2% | 20 | 100 | 100 | |
| | Step Ahead | 533 | 2% | 20 | | | |
| | Step Ahead 50 | 243 | 1% | 10 | | | |
| | | YES Skills | 76 | 0% | 0 | 0 | 0 |
| | | YES Work Ex | 4 | 0% | 0 | 0 | 0 |
| | Total | 28,650 | 100% | 1,000 | 1,000 | 1,029 | |
| Age category at start of StW | | In employment | % of total | | Target number of achieved interviews | Target number of achieved interviews | |
| | 18-24 | 13,850 | 48% | 480 | 460 | 469 | |
| | 25-49 | 12,501 | 44% | 440 | 440 | 454 | |
| | 50+ | 2,299 | 8% | 80 | 100 | 106 | |
| | Total | 28,650 | 100% | 1,000 | 1,000 | 1,029 | |
| Gender | | In employment | % of total | | Target number of achieved interviews | Target number of achieved interviews | |
| | Male | 20,489 | 72% | 720 | 720 | 737 | |
| | Female | 8,161 | 28% | 280 | 280 | 292 | |
| | Total | 28,650 | 100% | 1,000 | 1,000 | 1,029 | |

The survey approach and sample size dictate the reliability of the findings. When conducting a survey statistical inferences are made on the reliability of the findings. The following reference table details the sampling errors based on a number of sample sizes and a 95% confidence level. The following table shows the maximum margin of error that would be achieved 95 times out of 100 if the survey was replicated. So for a random survey of 1,000 respondents the findings would lie within a maximum range of + or – 3.1%.

Table 2:2 Margin of errors

| Sample size | Confidence interval |
|-------------|---------------------|
| 1,000 | +/- 3.1% |
| 650 | +/- 3.84% |
| 450 | +/- 4.62% |
| 250 | +/- 6.2% |
| 200 | +/- 6.0% |
| 100 | +/- 9.8% |

These margins of errors were taken into account when determining the sample structure and the sub-groups analysis that are required.

The selection of the sample of participants for interview was undertaken in a number of steps:

- DEL provided the anonymised database of 28,650 contacts, which Perceptive Insight reviewed to determine the target inter-locking quotas⁴ for the survey.
- Perceptive Insight then extracted a stratified random sample of 5,000 leavers and provided DEL with the reference numbers of each of these cases.
- DEL sent a letter to each member of the sample informing them of the research and giving them a chance to opt out of the survey.
- DEL provided Perceptive Insight with the contact details for each selected StW leaver, excluding opt outs.

Questionnaire design

During the initial planning meeting, time was taken to discuss the design of the questionnaire and a draft questionnaire was compiled to capture the following information:

- Length of sustained employment post-StW (more than 16 hours per week);
- Number of jobs;
- Sector of job(s);
- Permanency of employment;
- Career progression;
- Wages and wage progression;
- Highest level of education;
- Prevalence of ‘zero hour’ contracts; and
- Views on programme and its helpfulness in getting participant into employment.

⁴ Most surveys employ quotas, sometimes referred to as stratification, to ensure that the data is representative on key variables. Stratification set on non-interlocking quotas means that the quotas are applied to the key variables independently of each other. For interlocking quotas, account is taken of the relationship between the key variables and quota applied relative to this. For example, rather than just set an overall total for the number of males and females in a sample, and separate totals for age categories, quotas are set on the number of females in each of the age categories and correspondingly on the number of males in each of the age categories. Interlocking quotas help to reduce bias in the sample stratification.

Piloting the questionnaire

Prior to finalising the questionnaire, a short pilot was conducted of 17 interviews to test the flow of the questionnaire, and to identify any ambiguous questions or questions which the respondents found difficult to understand or respond to. The final version of the questionnaire was agreed with the DEL project team in advance of fieldwork commencing.


Research implementation

Interviewing was conducted face-to-face at the respondent's home using iPads and specialist survey software to ensure the efficient collection of data.

The survey was conducted by Perceptive Insight's team of trained and experienced interviewers. Prior to commencing the survey, interviewers were briefed on the aims and objectives of the study, the procedures for administering the survey and the detail of the questionnaire. All work was conducted to the Market Research Society Code of Conduct and to the standards of the Interviewer Quality Control Scheme.

A minimum of three calls were made to the address of each named contact before it was classed as a 'non-contact'. Calls were made at different times of the day (morning; afternoon; evening) to ensure respondents were given a full opportunity to participate.

Interviewing took place between 24th August and 14th October 2015. The findings from the study are outlined in the following sections.



Section 3: Duration of employment

3. Duration of employment

In this section we explore the following:

- The proportion reporting that they obtained employment;
- The duration of the first job obtained after leaving Steps to Work; and
- The duration of employment after leaving Steps to Work.

Key findings

Finding employment

- The sampling frame consisted of those who found employment within three months of leaving Steps to Work. This was supplied from DEL and HMRC records.
- Almost three quarters (72%) confirmed that they had found work within three months of finishing Steps to Work, 17% reported that they had found employment at some stage after three months and 11% asserted that they had not had any paid employment since participating in the programme.

Duration of employment

- Over two fifths (43%) of those who found employment within three months were still in their first position of employment at the time of the survey. A further 25% stayed in their first job for over 12 months before moving on. One in ten (10%) confirmed that they were in their first job position for less than three months.
- A total of 30% left their initial employment within the first 12 months.
- Of those who left their first job in the first 12 months, subsequently just less than half (48%) moved on to another job.
- Of those who confirmed that they had found employment within three months of leaving Steps to Work, 95% were still in employment at 13 weeks, 91% at 26 weeks and 82% at 52 weeks.

Notable sub-group analysis findings

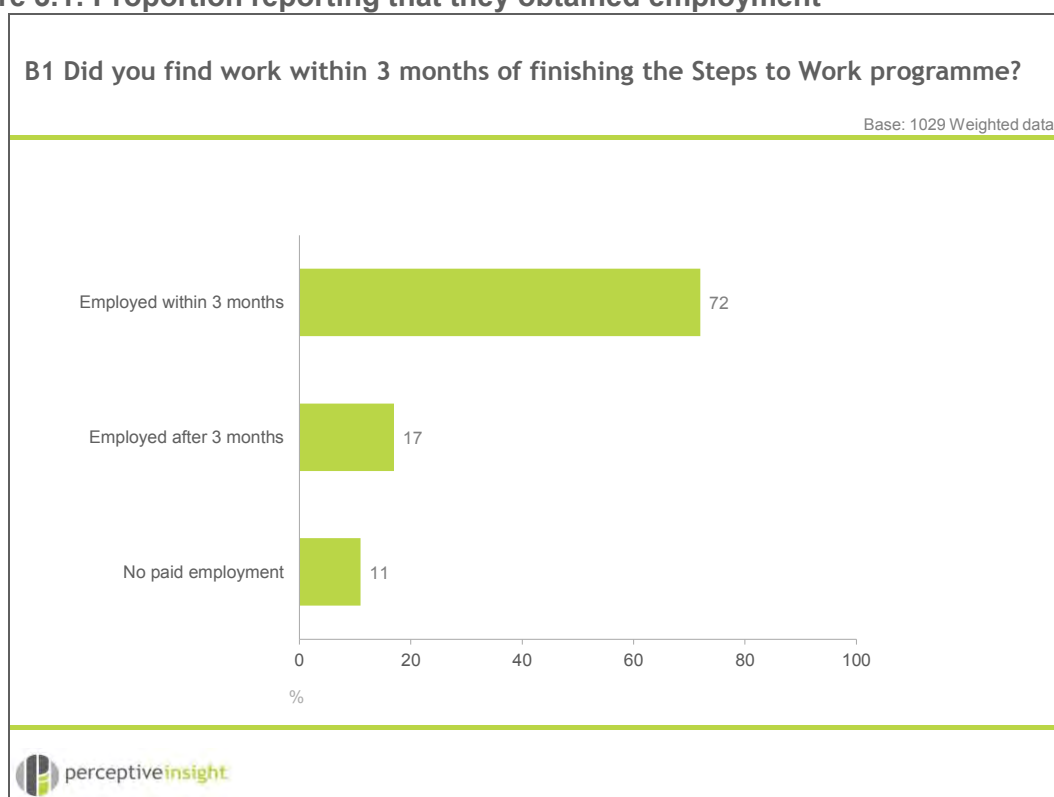
- Significantly, respondents who reported having a long-standing illness or disability were less likely than those without a disability to have a lengthy stay in employment. Indeed, 63% who reported having a long-standing illness or disability remained in employment for at least 12 months in comparison to 85% of those who do not have a long-standing illness or disability.
- Participants who have higher level qualifications were more likely to remain in a job for a longer duration than those with lower level qualifications.
- Analysis by location reveals that participants from the Southern area were least likely to sustain employment lasting for more than 12 months (77%). In comparison, 92% of participants based in the Western area sustained employment for this duration of time.
- A lower percentage of programme participants who undertook the Essential Skills activity were likely to sustain a job for 12 months (70%) than those who undertook self-employment (92%) or Employer Subsidy (92%) activities.

Proportion reporting that they obtained employment

As stated in the introductory section of this report, the aim of the research was to conduct a survey with a sample of Steps to Work participants who had moved into employment after leaving the programme. During the pilot study, it became apparent that not all contacts within the sampling frame confirmed that they had obtained employment after leaving Steps to Work⁵. Therefore respondents were initially asked to confirm whether they obtained work within three months of finishing the Steps to Work programme, and if not whether they had ever been employed since leaving the programme.

As outlined at Figure 3.1 almost three quarters (72%) reported that they had found work within three months of finishing Steps to Work. A total of 17% confirmed that they had found employment at some stage after three months, while 11% asserted that they had not had any paid employment since participating in the programme.

Figure 3.1: Proportion reporting that they obtained employment



The sample for the survey was selected based on records held by DEL showing that respondents had found employment within three months of completing Steps to Work. This information was sourced from DEL and HMRC records. It should be noted that of the 111 cases who said they had not had any employment after Steps to Work, 72% of those contacts had been provided from HMRC records.

The profile of participants who reported that they found employment after three months of leaving Steps to Work has been provided at Annex A of this report. This profile demonstrates

⁵ Feedback from the interviewing team did not confirm a clear reason for this, however it was acknowledged that some participants had been vague about timings, and others had been reluctant/suspicious about providing confirmation of their employment history.

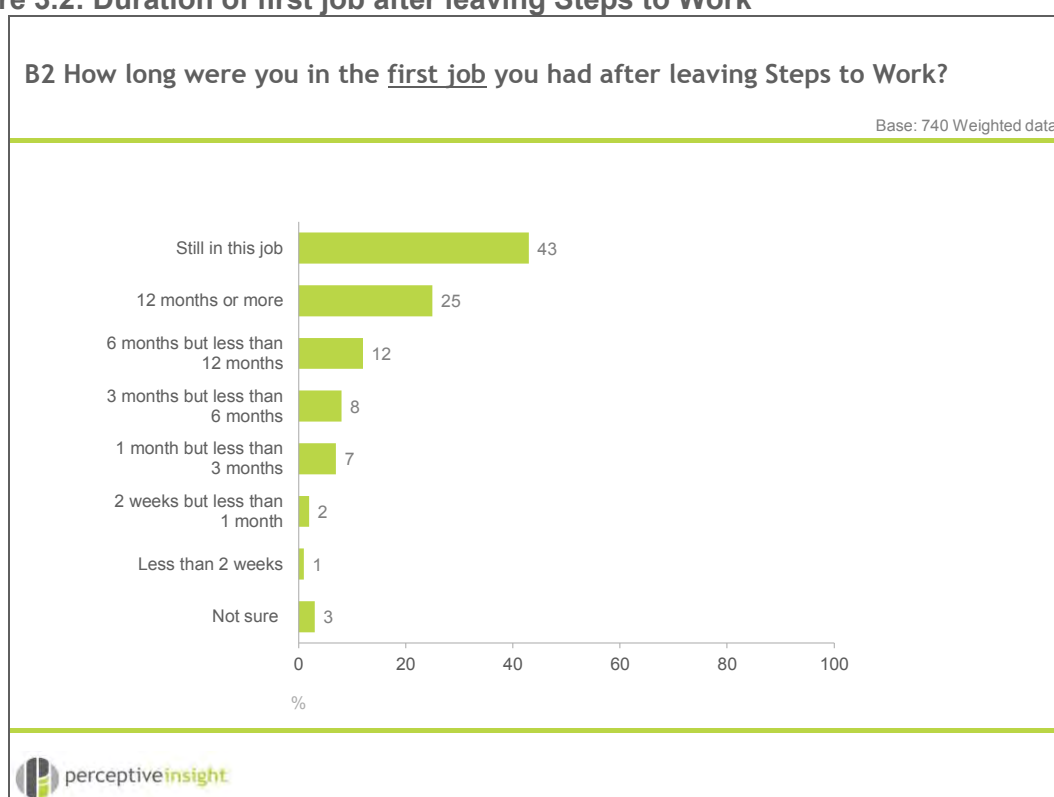
that the characteristics of this type of respondent is largely similar to the profile of those who confirmed that they had found employment within three months. As such, the remainder of the analysis in this section is based on the 740 respondents who reported that they had found employment within 3 months.

Duration of the first job

Those who confirmed that they had gained employment within three months of leaving Steps to Work were asked how long they were employed in the first job they obtained after leaving the programme.

The majority confirmed that their first job lasted for over one year. As evidenced at Figure 3.2, 43% continue to remain in their first position of employment while a further 25% stayed in their first job for over 12 months before moving on. However, one in ten (10%) confirmed that they were in their first job position for less than three months.

Figure 3.2: Duration of first job after leaving Steps to Work

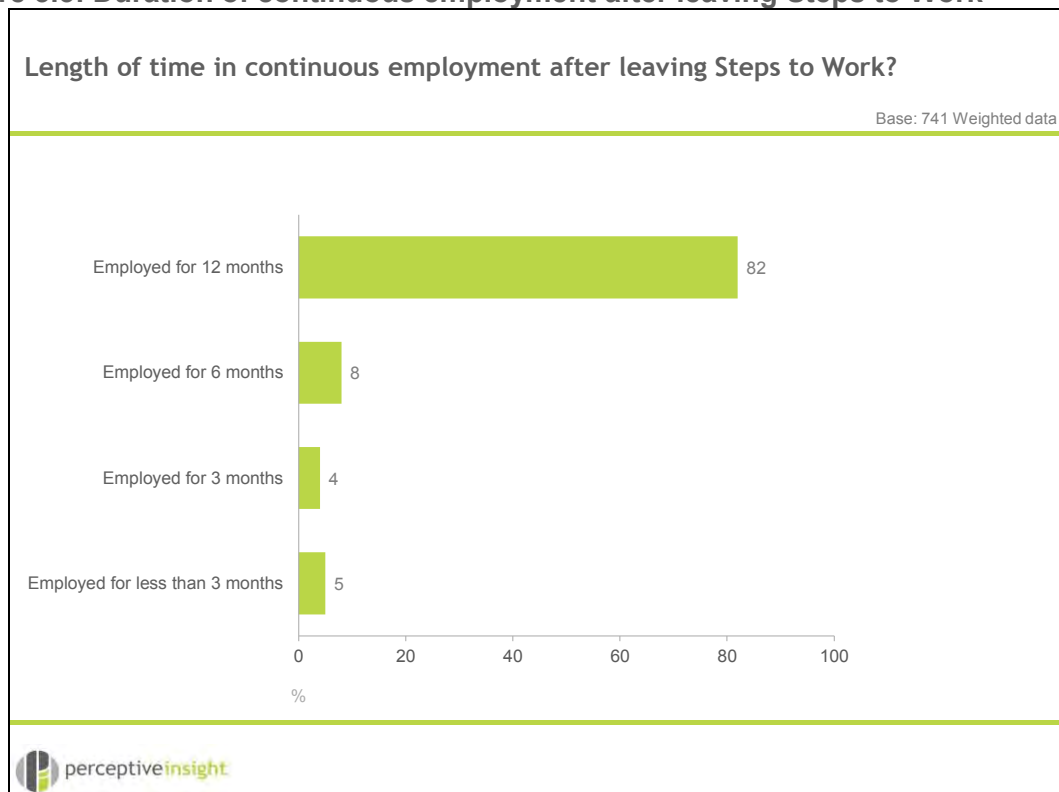


Duration of continuous employment

The following paragraphs explore the duration of continuous employment of those who had obtained a job within three months of leaving Steps to Work. For the purposes of this study, continuous employment is defined as having been in one job, or not having a gap of more than two weeks between jobs.

Over four fifths of participants (82%) sustained employment for twelve months, while 8% were employed for 6 months and 4% were employed for three months. Just one out of every 20 (5%) were employed for less than three months.

Figure 3.3: Duration of continuous employment after leaving Steps to Work



The following tables provide a breakdown of the duration of the continuous employment by key demographics. The analysis shows that female participants were more likely than males to sustain employment for more than 12 months (87% compared to 81%). However, similar proportions of female and male participants were employed for less than three months (4% and 5% respectively). Meanwhile, those aged 25 to 49 were likely to report a longer duration of employment (87%) than 18 to 24 year olds (78%) and those aged 50 or over (82%).

Respondents who reported having a long-standing illness or disability were less likely than those without a disability to have a lengthy stay in employment. Just 63% who reported having a long-standing illness or disability remained in employment for at least 12 months in comparison to 85% of those who do not have a long-standing illness or disability. Similarly, 17% of those with a disability were employed for three months or less, in comparison to 8% of those without a disability.

Participants from a Protestant background were slightly less likely to sustain longer term job roles (over 12 months) than those from a Catholic background (79% and 85% respectively). However, 5% of both Catholic and Protestant participants gained employment for less than three months.

Table 3.1: Duration of first job after leaving Steps to Work by gender, age, disability status and community background

| | Total | Gender | | Age | | | Long-standing illness or disability | | Community background | | |
|----------------------------------|---------------------|---------------------|---------------------|---------------------|---------------------|-------------------|-------------------------------------|---------------------|----------------------|---------------------|-------------------|
| | | Male | Female | 18 to 24 | 25 to 49 | 50 and over | Yes | No | Protestant | Catholic | Other/refused |
| BASE: Unweighted/weighted | 755/ 740 | 533/ 531 | 222/ 209 | 334/ 343 | 343/ 321 | 78/ 77 | 93/ 81 | 662/ 659 | 309/ 300 | 358/ 359 | 88/ 82 |
| Employed for 12 months | 82% | 81% | 87% | 78% | 87% | 82% | 63% | 85% | 79% | 85% | 82% |
| Employed for 6 months | 8% | 9% | 6% | 10% | 7% | 6% | 21% | 7% | 12% | 6% | 6% |
| Employed for 3 months | 4% | 4% | 4% | 6% | 2% | 6% | 8% | 3% | 5% | 4% | 4% |
| Employed for less than 3 months | 5% | 5% | 4% | 6% | 5% | 5% | 9% | 5% | 5% | 5% | 6% |

Note: Columns may not add to 100% due to rounding

Participants who have higher level qualifications were more likely to remain in a job for a longer duration than those with lower level qualifications. While 77% of participants with no qualifications sustained employment lasting 12 months in duration, 88% of participants with level 3 qualifications and 80% with level 4 qualifications stayed in the same job position for a similar amount of time. It is worth noting, however, that 10% of participants with level 4 qualifications sustained short term employment of less than 3 months duration, in comparison to 4% of those without a qualification.

Table 3.2: Duration of first job after leaving Steps to Work by qualifications

| | Total | Highest level of qualification | | | | |
|----------------------------------|---------------------|--------------------------------|-------------------|------------------------------|------------------------------------|-------------------|
| | | None | Level 1 | Level 2 (GCSE or equivalent) | Level 3 (A/AS Level or equivalent) | Level 4 or above |
| BASE: Unweighted/weighted | 755/ 740 | 139/ 138 | 50/ 43 | 293/ 296 | 166/ 165 | 98/ 89 |
| Employed for 12 months | 82% | 77% | 74% | 83% | 88% | 80% |
| Employed for 6 months | 8% | 14% | 5% | 8% | 6% | 7% |
| Employed for 3 months | 4% | 5% | 9% | 5% | 1% | 3% |
| Employed for less than 3 months | 5% | 4% | 9% | 4% | 5% | 10% |

Note: Columns may not add to 100% due to rounding

Analysis by location reveals that participants from the Southern area were least likely to sustain employment lasting for more than 12 months (77%). In comparison, 92% of participants based in the Western area sustained employment for this duration of time. There were significant variations by location when employment sustained for less than three months was considered. For example, no respondents from North Belfast sustained employment which lasted less than three months. In contrast, 13% from West Belfast and 11% from North Down sustained employment which lasted less than three months.

Table 3.3: Duration of first job after leaving Steps to Work by location⁶

| If employment was gained within 3 months, how long were you in the first job you had after leaving the programme? | Total | Location | | | | | | | | | |
|---|---------------------|---------------------|-------------------|-------------------|---------------------|-------------------|-------------------|--------------------|-------------------|----------------------|-------------------|
| | | Southern | North Belfast | North Down | Western | West Belfast | Foyle | South Eastern | North West | East & South Belfast | Antrim |
| BASE: Unweighted/weighted | 753/ 739 | 115/ 133 | 60/ 58 | 52/ 45 | 120/ 125 | 57/ 45 | 53/ 47 | 100/ 97 | 81/ 82 | 38/ 37 | 77/ 70 |
| Employed for 12 months | 82% | 77% | 86% | 80% | 92% | 78% | 81% | 78% | 83% | 84% | 79% |
| Employed for 6 months | 8% | 11% | 10% | 4% | 3% | 4% | 6% | 12% | 7% | 5% | 14% |
| Employed for 3 months | 4% | 5% | 3% | 7% | 1% | 4% | 4% | 5% | 5% | 0% | 4% |
| Employed for less than 3 months | 5% | 5% | - | 11% | 4% | 13% | 6% | 4% | 4% | 8% | 3% |

Note: Columns may not add to 100% due to rounding

Sub-analysis by the last Steps to Work activity undertaken by the respondent reveals a correlation in the activity pursued and whether or not participants stayed in continuous employment for more than 12 months. A lower percentage of programme participants who undertook the Essential Skills activity were likely to sustain a job for 12 months (70%) than those who undertook self-employment (92%) or Employer Subsidy (92%) activities. Correspondently, 9% of participants who undertook First Start or Essential Skills activities sustained a position lasting less than three months. In comparison, just 1% of those who undertook self-employment or Employer Subsidy activities sustained employment for less than three months.

⁶ Location definitions have been provided at Annex C

Table 3.4: Duration of first job after leaving Steps to Work by last Steps to Work activity

| | Total | Last Steps to Work Activity | | | | | | |
|----------------------------------|---------------------|-----------------------------|-------------------|---------------------|-------------------|-------------------|---------------------|--------------------|
| | | Self-employment | Qualifications | Step 1 | First start | Essential Skills | Employer Subsidy | Back to Work |
| BASE: Unweighted/weighted | 755/ 740 | 84/ 39 | 74/ 46 | 173/ 327 | 68/ 31 | 74/ 18 | 178/ 192 | 104/ 86 |
| Employed for 12 months | 82% | 92% | 80% | 78% | 77% | 72% | 92% | 78% |
| Employed for 6 months | 8% | 5% | 9% | 9% | 10% | 6% | 7% | 10% |
| Employed for 3 months | 4% | 3% | 4% | 5% | 3% | 11% | 1% | 5% |
| Employed for less than 3 months | 5% | 0% | 7% | 7% | 10% | 11% | 1% | 7% |

Note: Columns may not add to 100% due to rounding



Section 4: Type of employment

4. Type of employment

Those who reported that they had found employment within three months of leaving Steps to Work were asked a number of questions about the type of employment gained, including questions about the kind of contract they were employed under, their role and their salary.

Key findings

Headline findings

- Of those who gained employment within three months of participating in the Steps to Work programme, 90% were employed as an employee while 10% were classed as self-employed.
- The majority (71%) gained a permanent position for their first job.
- 14% obtained employment based on a zero hours contract.
- 59% worked more than 30 hours per week, in comparison to 14% who worked part-time (up to 16 hours per week). Just under one quarter (24%) worked for 17-30 hours per week while 3% were unsure of their weekly employment hours.

Permanency of contract

- A lower percentage of those aged 50 and over gained a permanent contract (59%) than those aged 18 to 24 (70%) or 25 to 49 (75%). As such, there is a high rate of temporary contracts amongst those aged 50 and over (40%) compared to 18 to 24 year olds (27%) and 25 to 49 year olds (22%).
- Less than two thirds (65%) who reported having a long-standing illness or disability gained a permanent contract, falling short of the 72% without a disability who gained a contract on the same basis.
- 33% of participants from North Down attained temporary employment only – at least five percentage points higher than any other area.
- Participants who most recently undertook the self-employment and Employer Subsidy Steps to Work activities were more likely to gain permanent employment.

Self-employment

- Males (12%), those aged 25 to 49 (16%), and those who are from a Catholic background (12%) were more inclined to have undertaken a self-employed role.
- Those aged 50 and over (8%) were more likely to explore self-employment than those aged 18 to 24 (5%), though they still lagged behind the 16% of 25 to 49 year olds who choose to move into self-employment.

Business size

- 43% were employed in a business with one to ten employees, and a further 25% in a business with 11 to 49 employees. 25% of respondents were employed within large organisations with 50 or more employees. The remaining respondents were either self-employed or were unsure of the business size.

Key findings (cont.)

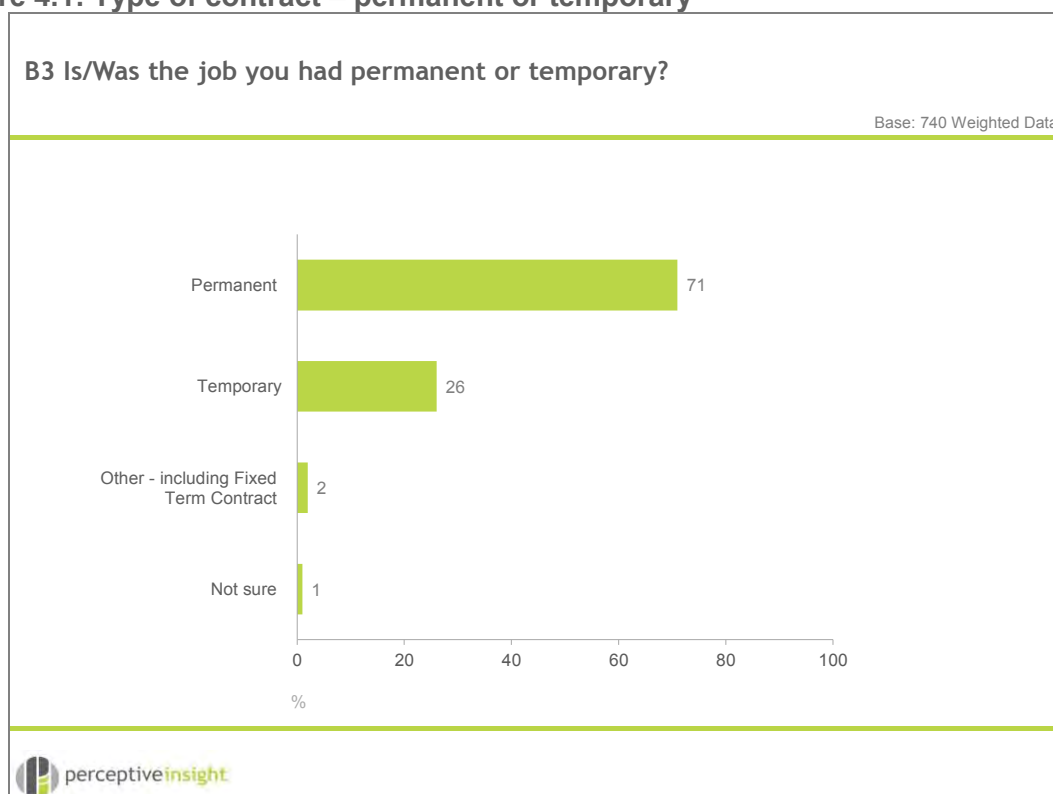
Sector of employment

- The highest proportion of respondents found employment in the Retail and Wholesale sector (25%), followed by Construction (13%), Manufacturing (11%) and Community, Social and Personal Services (10%).
- The Steps to Work programme is directly addressing skills demand within sectors highlighted as being in demand in the NI Skills Barometer.
- In comparison to the Northern Ireland workforce as a whole, the emerging industry trends by age which were identified in the survey are not unexpected. For example, younger people are more likely to gain employment in sectors such as Wholesale and Retail or Hotels and Restaurants while older people were more likely to gain employment in the Manufacturing sector.
- Those with no qualification or level 1 qualifications, were more likely to enter into employment in industries such as Agriculture, Manufacturing, Construction, Wholesale & Retail or Hotels & Restaurants.

Type of contract - permanent or temporary

The majority of respondents (71%) gained a permanent position within three months of leaving Steps to Work, while 26% were employed on a temporary basis.

Figure 4.1: Type of contract – permanent or temporary



Analysis by various demographic indicators highlighted minor differences between males and females with regard to the obtainment of a permanent or temporary contract. 73% of females

and 70% of males obtained permanent positions, while 27% of males and 24% of females obtained temporary contracts.

The most significant differences in the obtainment of a permanent contract were by age and disability status. A lower percentage of those aged 50 and over gained a permanent contract (59%) than those aged 18 to 24 (70%) or 25 to 49 (75%). As such, there is a high rate of temporary contracts amongst those aged 50 and over (40%) compared to 18 to 24 year olds (27%) and 25 to 49 year olds (22%). Similarly, just less than two thirds (65%) who reported having a long-standing illness or disability gained a permanent contract, falling short of the 72% without a disability who gained a contract on the same basis.

Table 4.1: Type of contract - permanent or temporary contract by gender, age, disability status and community background

| If employed within three months of Steps to Work, was the job permanent or temporary? | Total | Gender | | Age | | | Long-standing illness or disability | | Community background | | |
|---|---------------------|---------------------|---------------------|---------------------|---------------------|-------------------|-------------------------------------|---------------------|----------------------|---------------------|-------------------|
| | | Male | Female | 18 to 24 | 25 to 49 | 50 and over | Yes | No | Protestant | Catholic | Other/refused |
| BASE: Unweighted/weighted | 755/ 740 | 533/ 531 | 222/ 209 | 334/ 343 | 343/ 320 | 78/ 77 | 93/ 81 | 662/ 659 | 309/ 300 | 358/ 359 | 88/ 82 |
| Permanent | 71% | 70% | 73% | 70% | 75% | 59% | 65% | 72% | 67% | 74% | 72% |
| Temporary | 26% | 27% | 24% | 27% | 22% | 40% | 34% | 25% | 29% | 24% | 26% |
| Other (including fixed term) | 2% | 2% | 2% | 2% | 1% | 1% | 1% | 2% | 2% | 2% | - |
| Not sure | 1% | 1% | 2% | 1% | 2% | - | - | 2% | 2% | 1% | 2% |

Note: Columns may not add to 100% due to rounding

Those who had higher levels of qualifications were more likely to have gained a temporary contract than those with lower qualification levels. 67% of participants with qualifications to level 4 or above were employed on a permanent basis, and 32% on a temporary basis. In comparison, 75% of participants who are qualified to level 1 and 74% qualified to level 2 gained a permanent contract. Just 21% of those who are qualified to level 1 were subsequently employed on a temporary basis.

Table 4.2: Type of contract - permanent or temporary contract by qualification

| If employed within three months of Steps to Work, was the job permanent or temporary? | Total | Highest level of qualification | | | | |
|---|---------------------|--------------------------------|-------------------|------------------------------|------------------------------------|-------------------|
| | | None | Level 1 | Level 2 (GCSE or equivalent) | Level 3 (A/AS Level or equivalent) | Level 4 or above |
| BASE: Unweighted/weighted | 755/ 740 | 139/ 138 | 50/ 43 | 293/ 296 | 166/ 165 | 98/ 89 |
| Permanent | 71% | 69% | 75% | 74% | 67% | 67% |
| Temporary | 26% | 28% | 21% | 23% | 30% | 32% |
| Other (including fixed term) | 2% | 1% | 4% | 1% | 3% | 1% |
| Not sure | 1% | 2% | - | 2% | - | 1% |

Note: Columns may not add to 100% due to rounding

Sub-group analysis highlights significant differences in the permanency of the contract gained and location. 79% of participants from North Belfast and 77% from the South East obtained a permanent contract. In contrast, just 64% of participants from the Southern area and 62% from North Down secured permanent employment. In fact, 33% of participants from North Down attained temporary employment only – at least five percentage points higher than any other area.

Table 4.3: Type of contract - permanent or temporary contract by location

| If employed within three months of Steps to Work, was the job permanent or temporary? | Total | Location | | | | | | | | | |
|---|---------------------|---------------------|-------------------|-------------------|---------------------|-------------------|-------------------|--------------------|-------------------|----------------------|-------------------|
| | | Southern | North Belfast | North Down | Western | West Belfast | Foyle | South Eastern | North West | East & South Belfast | Antrim |
| BASE: Unweighted/weighted | 753/ 739 | 115/ 133 | 60/ 58 | 52/ 45 | 120/ 125 | 57/ 45 | 53/ 47 | 100/ 97 | 81/ 82 | 38/ 37 | 77/ 70 |
| Permanent | 71% | 64% | 79% | 62% | 74% | 72% | 73% | 77% | 73% | 72% | 66% |
| Temporary | 26% | 28% | 21% | 33% | 26% | 25% | 26% | 21% | 26% | 28% | 28% |
| Other (including fixed term) | 2% | 3% | - | 2% | 0% | 1% | 1% | 1% | - | - | 6% |
| Not sure | 1% | 5% | - | 2% | - | 2% | - | 1% | 1% | - | - |

Note: Columns may not add to 100% due to rounding

As was the case with obtaining longer-term employment (explored in the previous section of this report), participants who most recently undertook the self-employment and Employer Subsidy Steps to Work activities were more likely to gain permanent employment. 90% of participants who undertook the self-employment activity, and 84% of those who undertook the Employer Subsidy activity gained a permanent contract. At the other end of the spectrum, just 63% of those who undertook the Step 1 activity and 64% of participants who underwent Essential Skills training gained a permanent contract.

Table 4.4: Type of contract - permanent or temporary contract by last Steps to Work activity

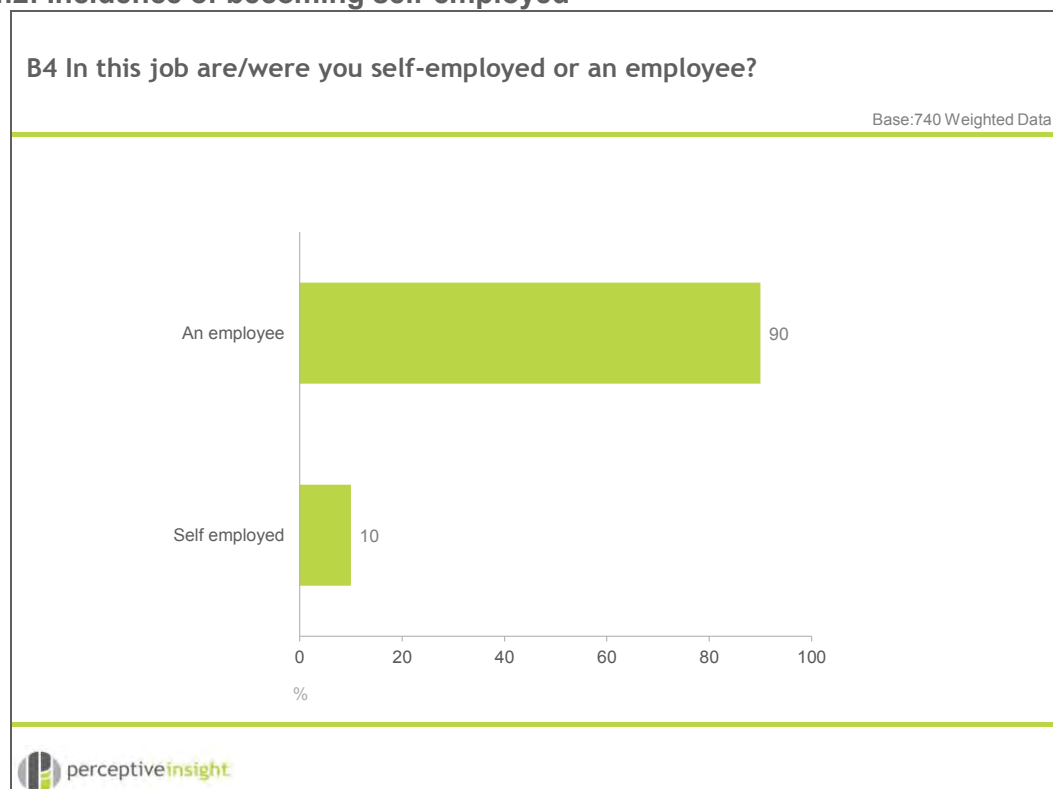
| If employed within three months of Steps to Work, was the job permanent or temporary? | Total | Last Steps to Work Activity | | | | | | |
|---|---------------------|-----------------------------|-------------------|---------------------|-------------------|-------------------|---------------------|--------------------|
| | | Self-employment | Qualifications | Step 1 | First start | Essential Skills | Employer Subsidy | Back to Work |
| BASE: Unweighted/weighted | 755/ 740 | 84/ 39 | 74/ 46 | 173/ 327 | 68/ 31 | 74/ 18 | 178/ 192 | 104/ 86 |
| Permanent | 71% | 90% | 69% | 63% | 66% | 64% | 84% | 68% |
| Temporary | 26% | 7% | 30% | 34% | 32% | 32% | 14% | 26% |
| Other (including fixed term) | 2% | 2% | 1% | 1% | - | 3% | 2% | 3% |
| Not sure | 1% | - | - | 2% | 1% | 1% | 1% | 3% |

Note: Columns may not add to 100% due to rounding

Incidence of becoming self-employed

Of those who gained employment within three months of the Steps to Work programme, 90% were employed as an employee while 10% were classed as self-employed. In context, just under 14% of Northern Ireland’s labour force is self-employed⁷.

Figure 4.2: Incidence of becoming self-employed



⁷ Northern Ireland Labour Force Survey

Sub-group analysis reveals that certain individuals were more likely to explore and undertake self-employment opportunities than others. For example, males (12%), those aged 25 to 49 (16%), and those who are from a Catholic background (12%) were more inclined to have undertaken a self-employed role. In comparison, females were less likely to obtain a self-employed position, with just 6% of participants who obtained work within three months having moved into this type of role.

Fewer participants from the youngest age category (18 to 24 year olds) moved into self-employment upon completion of Steps to Work - just 5% of participants within this age bracket chose to do so (11 percentage points less than those aged 25 to 49). While those aged 50 and over (8%) were more likely to explore self-employment than those aged 18 to 24 (5%), they still lagged behind the 16% of 25 to 49 year olds who choose to move into self-employment.

Community background analysis highlighted slight differences in employee status. 8% of Protestant respondents and 12% of Catholic respondents moved into a self-employed position. Meanwhile, a higher proportion of respondents who reported having a long-standing illness or disability entered a self-employed position than those without a disability (12% and 10% respectively).

Table 4.5: Incidence of becoming self-employed by gender, age, disability status and community background

| If employed within three months of Steps to Work, were you self-employed or an employee? | Total | Gender | | Age | | | Long-standing illness or disability | | Community background | | |
|--|-------------|-------------|-------------|-------------|-------------|-------------|-------------------------------------|-------------|----------------------|-------------|---------------|
| | | Male | Female | 18 to 24 | 25 to 49 | 50 and over | Yes | No | Protestant | Catholic | Other/refused |
| BASE: Unweighted/weighted | 755/ 740 | 533/ 531 | 222/ 209 | 334/ 343 | 343/ 321 | 78/ 77 | 93/ 81 | 662/ 659 | 309/ 300 | 358/ 359 | 88/ 82 |
| Self-employed | 10% | 12% | 6% | 5% | 16% | 8% | 12% | 10% | 8% | 12% | 13% |
| Employee | 90% | 88% | 94% | 95% | 84% | 92% | 88% | 90% | 92% | 88% | 87% |

Note: Columns may not add to 100% due to rounding

Analysis by qualification level highlights an increase in those who entered self-employment at qualification level 4. As outlined below, 18% of those with qualifications at level 4 or above entered self-employment after the Steps to Work programme. The average across all other qualification levels stood at just 10%. Those who gained qualifications to level 2 or equivalent were least likely to enter into a self-employed position (7%).

Table 4.6: Incidence of becoming self-employed by qualifications

| If employed within three months of Steps to Work, were you self-employed or an employee? | Total | Highest level of qualification | | | | |
|--|---------------------|--------------------------------|-------------------|------------------------------|------------------------------------|-------------------|
| | | None | Level 1 | Level 2 (GCSE or equivalent) | Level 3 (A/AS Level or equivalent) | Level 4 or above |
| BASE: Unweighted/Weighted | 755/ 740 | 139/ 138 | 50/ 43 | 293/ 296 | 166/ 165 | 98/ 89 |
| Self-employed | 10% | 10% | 10% | 7% | 13% | 18% |
| Employee | 90% | 90% | 90% | 93% | 87% | 82% |

Note: Columns may not add to 100% due to rounding

Locational analysis reveals that a higher proportion of participants from areas such as East & South Belfast (14%), South East (13%), North West (13%) and West (13%) entered into self-employment than those other areas. At the other end of the scale, only 6% of participants from North Belfast and 5% from Foyle entered into self-employment.

Table 4.7: Incidence of becoming self-employed by location

| If employed within three months of Steps to Work, were you self-employed or an employee? | Total | Location | | | | | | | | | |
|--|---------------------|---------------------|-------------------|-------------------|---------------------|-------------------|-------------------|--------------------|-------------------|----------------------|-------------------|
| | | Southern | North Belfast | North Down | Western | West Belfast | Foyle | South Eastern | North West | East & South Belfast | Antrim |
| BASE: Unweighted/Weighted | 753/ 739 | 115/ 133 | 60/ 58 | 52/ 45 | 120/ 125 | 57/ 45 | 53/ 47 | 100/ 97 | 81/ 82 | 38/ 37 | 77/ 70 |
| Self-employed | 10% | 8% | 6% | 7% | 13% | 11% | 5% | 13% | 13% | 14% | 7% |
| Employee | 90% | 92% | 94% | 93% | 87% | 87% | 95% | 87% | 87% | 86% | 93% |

Note: Columns may not add to 100% due to rounding

As would be expected, of those who last undertook the self-employment activity within Steps to Work, the vast majority (90%) moved into self-employment within three months of programme completion. In contrast, no participants from the First Start activity moved into self-employment, while just 1% of those who last attended the Back to Work activity did so.

Table 4.8: Incidence of becoming self-employed by last Steps to Work activity

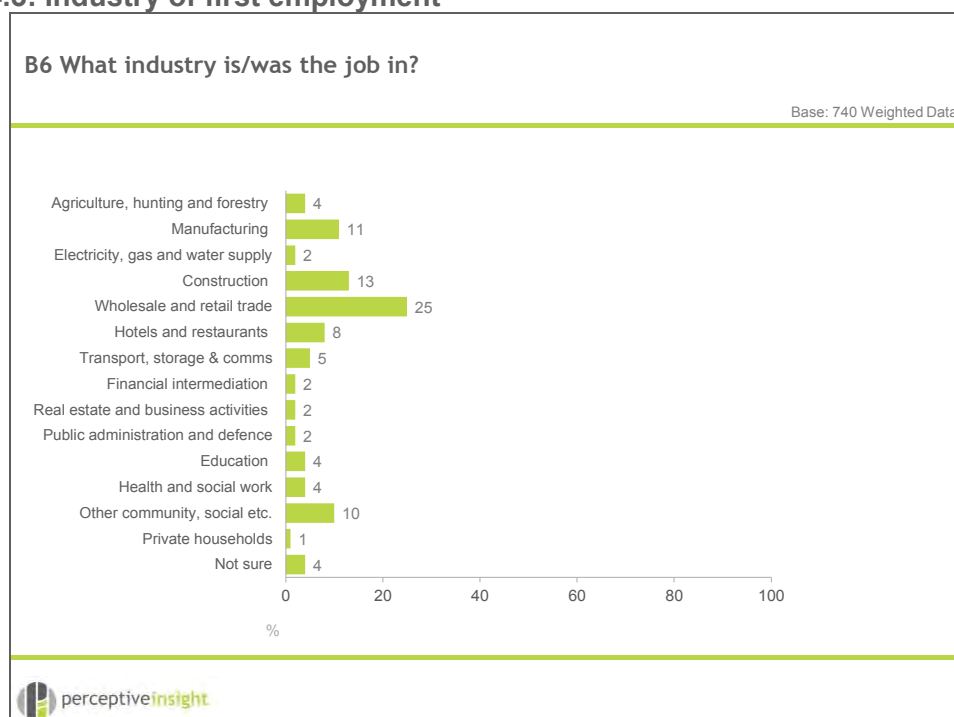
| If employed within three months of Steps to Work, were you self-employed or an employee? | Total | Last Steps to Work Activity | | | | | | |
|--|---------------------|-----------------------------|-------------------|---------------------|-------------------|-------------------|---------------------|--------------------|
| | | Self-employment | Qualifications | Step 1 | First start | Essential Skills | Employer Subsidy | Back to Work |
| BASE: Unweighted/weighted | 755/ 740 | 84/ 39 | 74/ 46 | 173/ 327 | 68/ 31 | 74/ 18 | 178/ 192 | 104/ 86 |
| Self-employed | 10% | 90% | 3% | 8% | - | 4% | 6% | 1% |
| Employee | 90% | 10% | 97% | 92% | 100% | 96% | 94% | 98% |

Note: Columns may not add to 100% due to rounding

Industry of first employment

As outlined at Figure 4.3, a high proportion of participants entered into employment in the Wholesale and Retail (25%), Construction (13%), Manufacturing (11%) and Other Community, Social and Personal activities (10%) sectors.

Figure 4.3: Industry of first employment



The recently published NI Skills Barometer⁸, produced by the Ulster University Economic Policy Centre, reveals that while there will be growth opportunities for all skills levels across a range of sectors, the focus predominantly will be on higher level skills. For example, the research highlighted that the top five growth sectors between 2015 and 2025 (under a high growth scenario) will be:

1. Information and communication
2. Professional, scientific and technical;
3. Manufacturing;
4. Administrative; and
5. Hotels and Restaurants.

The Northern Ireland labour market will therefore demand the skills to fuel this growth, particularly in the export driven sectors (e.g. Manufacturing). The Steps to Work programme has evidently helped to drive employment into priority sectors, such as Manufacturing, given that 11% of participants surveyed moved into employment in this sector.

Table 4.9 outlines the NI Skills Barometer sectoral demand (net requirement) by high, sub-degree and low level skills (outlining the top five sectors in terms of highest level of demand

⁸ Department for Employment and Learning NI and Ulster University Economic Policy Centre (November 2015), NI Skills Barometer Findings Report "Skills in Demand", Accessed via: <https://www.delni.gov.uk/sites/default/files/publications/del/Skills%20Barometer%20-%20Final%20Full%20Report.pdf> [Accessed on 23rd November 2015]

for each level). The Steps to Work programme is directly addressing skills demand within these sectors. For example, as aforementioned, a high proportion of participants in the Steps to Work programme entered into employment in Wholesale and Retail (25%), Construction (13%) and, Manufacturing (11%), all of which feature in top demand sectors.

Table 4.9: Sectoral demand (net requirement) by skills level (top five sectors)

| High level skills requirement sectors | Sub-degree level skills requirement | Mid to low level skills requirement |
|---------------------------------------|-------------------------------------|-------------------------------------|
| Professional, Scientific & Technical | Admin' & Support services | Wholesale & Retail |
| Information & Communication | Health & Social work | Restaurants and Hotels |
| Health & Social work | Information & Communication | Manufacturing |
| Manufacturing | Education | Construction |
| Admin' & Support services | Wholesale & Retail | Admin' & Support services |

Demographic analysis reveals that the industry of employment entered into by participants was broadly unaffected by gender, age, disability status and community. Slight differences by gender have been noted in that a higher proportion of male respondents entered into employment in the Manufacturing (14%), Construction (18%) and Transport, Storage & Communication (7%) sectors. Just 5% of females gained employment in Manufacturing, 0% in Construction and 1% in the Transport, Storage and Communication sector. However, this finding is unsurprising given that there are prevalent differences by gender within these sectors for Northern Ireland as a whole. Indeed, Northern Ireland's Manufacturing sector is dominated by male employees, making up 78% of the gender split. Similarly, the share of male employees in Northern Ireland's Construction sector and Transport, Storage and Communication sector remain high (84% and 76% respectively)⁹.

A greater share of female respondents gained employment in sectors such as Wholesale and Retail (32%, compared with 22% of males), Hotels and Restaurants (10%, compared with 8% of males), Education (10%, compared with 2% of males), Health & Social work (10%, compared with 2% of males) and Other Community Activities (15%, compared with 8% of males). For Northern Ireland as a whole, females make up almost half of the Wholesale and Retail sector (48%), and predominant shares of the Hotels and Restaurants (54%), Education (76%), Health and Social work (82%) and Other Community Activities (64%) sectors.

Analysis by age of respondents reveals that younger participants were more likely to enter into the Wholesale and Retail sector than those over 25 years of age. While 31% of 18 to 24 year olds gained employment in this industry, just 20% aged 25-49 and 19% aged 50 or over entered into Wholesale or Retail based employment. Similar trends emerged for the Hotels & Restaurants sector. Meanwhile, a slightly higher share of participants aged 25 to 49 and 50 or over entered into employment in Construction (16% and 15% respectively) and Manufacturing (14% and 12% respectively). 9% of 18 to 24 year olds undertook employment in the Construction or Manufacturing sectors. A particularly high share of participants aged 50 or over gained employment in the Other Community, Social and Personal activities sector (18%).

⁹ DETI Quarterly Employment Survey industry split tables, Northern Ireland Employee Jobs* (SEASONALLY ADJUSTED) by Industry Section - and March 2015.

In comparison to the Northern Ireland workforce as a whole, the emerging industry trends by age which were identified in the survey are not unexpected. Of all usual residents aged 16 and over in employment¹⁰, breakdown by industry suggests that 34% of those aged 16-24 are employed in the Wholesale and Retail sector. In comparison, just 15% of those aged 25-49 and 14% aged 50 or over are employed in the sector. Similarly, a higher proportion of those aged 16-24 in Northern Ireland are employed in the Hotels and Restaurants sector (11%) compared with 25-49 year olds (5%) and those aged 50 or above (4%). In line with the findings from the survey, slightly higher proportions of those aged 25-49 and 50 or over are employed in the Manufacturing sector in Northern Ireland (10% and 9% respectively). In comparison, just 7% of 16 to 24 year olds in Northern Ireland are employed in Manufacturing. For Northern Ireland as a whole, 8% of each age category are employed in Construction and 3% from each age category are employed in the Other Services sector.

There are only slight variations in industry of employment by community background. A higher share of Protestant participants were employed in Manufacturing (13%) and Health & Social work (6%) than Catholic respondents (10% and 2% respectively). A higher proportion of Catholic respondents were employed in the Construction (16%, compared with 9% of Protestants) and Education (5%, compared with 2% of Protestants) sectors.

¹⁰ Northern Ireland Census 2011, Industry (2 Digit) by Age CT0109NI

Table 4.10: Industry of first employment by gender, age, disability status and community background

| If employed within three months of Steps to Work, what industry is/was the job in? | Total | Gender | | Age | | | Long-standing illness or disability | | Community background | | |
|--|----------------|----------------|----------------|----------------|----------------|--------------|-------------------------------------|----------------|----------------------|----------------|---------------|
| | | Male | Female | 18 to 24 | 25 to 49 | 50 and over | Yes | No | Protestant | Catholic | Other/refused |
| BASE: Unweighted/weighted | 755/740 | 533/531 | 222/209 | 334/343 | 343/320 | 78/77 | 93/81 | 662/659 | 309/300 | 358/359 | 88/82 |
| Agriculture, hunting & forestry | 4% | 4% | 1% | 3% | 4% | 3% | 4% | 3% | 5% | 3% | 1% |
| Fishing | 0% | 0% | - | - | 1% | - | 1% | 0% | - | 1% | 0% |
| Mining & quarrying | 0% | 0% | - | 1% | - | - | - | 0% | - | 1% | 0% |
| Manufacturing | 11% | 14% | 5% | 9% | 14% | 12% | 8% | 12% | 13% | 10% | 11% |
| Electricity, gas & water supply | 2% | 3% | 1% | 2% | 3% | 3% | 3% | 2% | 1% | 4% | 2% |
| Construction | 13% | 18% | - | 9% | 16% | 15% | 11% | 13% | 9% | 16% | 12% |
| Wholesale & retail trade | 25% | 22% | 32% | 31% | 20% | 19% | 24% | 25% | 27% | 26% | 15% |
| Hotels & restaurants | 8% | 8% | 10% | 11% | 6% | 9% | 9% | 8% | 8% | 9% | 7% |
| Transport, storage & communication | 5% | 7% | 1% | 6% | 3% | 9% | 7% | 5% | 7% | 4% | 2% |
| Financial intermediation | 2% | 1% | 3% | 1% | 2% | 2% | 4% | 2% | 2% | 2% | 0% |
| Real estate & business activities | 2% | 1% | 4% | 2% | 2% | 2% | - | 2% | 1% | 2% | 6% |
| Public admin & defence | 2% | 3% | 1% | 3% | 2% | 1% | 2% | 2% | 2% | 4% | 0% |
| Education | 4% | 2% | 10% | 3% | 6% | 3% | 6% | 4% | 2% | 5% | 7% |
| Health & social work | 4% | 2% | 10% | 4% | 5% | 3% | 3% | 4% | 6% | 2% | 6% |
| Other community, social & personal | 10% | 8% | 15% | 10% | 9% | 18% | 12% | 10% | 11% | 9% | 15% |
| Private households with employed persons | 1% | 1% | 1% | 1% | 1% | 1% | 3% | 0% | 1% | 0% | 0% |
| Extra territorial organisations | 0% | - | 1% | - | 1% | - | - | 0% | - | - | 2% |
| Not sure | 4% | 5% | 4% | 4% | 6% | - | 4% | 5% | 4% | 4% | 9% |

Note: Columns may not add to 100% due to rounding

Analysis by level of qualification gained, reveals that participants qualified to level 4 or above are much more likely to be employed in the Financial Intermediation or Real Estate and Business Services sectors, with 9% and 12% of persons qualified to this level gaining employment in these sectors respectively. In comparison just 1% of those qualified to level 2 or 3 gained employment in the Financial Intermediation or Business Services sectors, while no participants with no qualifications or with level 1 qualifications entered into these sectors. Those with no qualification or level 1 qualifications, were more likely to enter into employment in industries such as Agriculture, Manufacturing, Construction, Wholesale & Retail or Hotels & Restaurants.

Table 4.11: Industry of first employment by qualifications

| If employed within three months of Steps to Work, what industry is/was the job in? | Total | Highest level of qualification | | | | |
|--|---------------------|--------------------------------|-------------------|------------------------------|------------------------------------|-------------------|
| | | None | Level 1 | Level 2 (GCSE or equivalent) | Level 3 (A/AS Level or equivalent) | Level 4 or above |
| BASE: Unweighted/Weighted | 755/ 740 | 139 138 | 50/ 43 | 293/ 296 | 166/ 165 | 98/ 89 |
| Agriculture, hunting & forestry | 4% | 4% | 12% | 5% | 1% | 1% |
| Fishing | 0% | - | - | 0% | 1% | - |
| Mining & quarrying | 0% | - | - | 0% | 1% | - |
| Manufacturing | 11% | 19% | 8% | 12% | 10% | 2% |
| Electricity, gas & water supply | 2% | 1% | 3% | 2% | 4% | 2% |
| Construction | 13% | 16% | 20% | 11% | 15% | 10% |
| Wholesale & retail trade | 25% | 30% | 9% | 29% | 22% | 17% |
| Hotels & restaurants | 8% | 7% | 9% | 11% | 8% | 4% |
| Transport, storage & communication | 5% | 6% | 3% | 4% | 6% | 5% |
| Financial intermediation | 2% | - | - | 1% | 1% | 9% |
| Real estate & business activities | 2% | - | - | 1% | 1% | 12% |
| Public admin & defence | 2% | 1% | - | 3% | 3% | 6% |
| Education | 4% | 2% | 11% | 4% | 5% | 5% |
| Health & social work | 4% | 3% | 2% | 5% | 6% | 2% |
| Other community, social & personal | 10% | 6% | 20% | 9% | 10% | 17% |
| Private households with employed persons | 1% | 3% | - | - | 0% | 1% |
| Extra territorial organisations | 0% | - | - | - | 1% | - |
| Not sure | 4% | 3% | 4% | 3% | 5% | 7% |

Note: Columns may not add to 100% due to rounding

Locational analysis reveals slight differences in industry of employment across different areas of Northern Ireland. For example, despite Manufacturing falling in the top three industries in the main sample, no respondents from West Belfast entered into the Manufacturing sector

(this compares with 17% from Western areas and 16% from the North West). Similarly, Construction remains the second most common industry in which to gain employment in the main sample. However, just 4% of participants from Foyle and 7% from North Down undertook employment in the Construction sector. In comparison, 32% from East & South Belfast and 24% from the North West entered into the Construction sector. Employment in Wholesale and Retail varied by area, ranging from 15% of participants in the North West to 37% of participants in Southern areas.

Table 4.12: Industry of first employment by location

| If employed within three months of Steps to Work, what industry is/was the job in? | Total | Location | | | | | | | | | |
|--|---------------------|---------------------|-------------------|-------------------|---------------------|-------------------|-------------------|--------------------|-------------------|----------------------|-------------------|
| | | Southern | North Belfast | North Down | Western | West Belfast | Foyle | South East | North West | East & South Belfast | Antrim |
| BASE: Unweighted/Weighted | 753/ 739 | 115/ 133 | 60/ 58 | 52/ 45 | 120/ 125 | 57/ 45 | 53/ 47 | 100/ 97 | 81/ 82 | 38/ 37 | 77/ 70 |
| Agriculture, hunting & forestry | 4% | 5% | 2% | 9% | 5% | 2% | 2% | 3% | 3% | - | 2% |
| Fishing | 0% | - | - | - | - | - | - | 2% | - | - | - |
| Mining & quarrying | 0% | 0% | - | - | - | - | 4% | - | - | - | - |
| Manufacturing | 11% | 11% | 11% | 4% | 17% | - | 6% | 12% | 16% | 5% | 15% |
| Electricity, gas & water supply | 2% | 1% | 3% | - | 4% | - | 2% | 2% | 7% | - | - |
| Construction | 13% | 10% | 11% | 7% | 12% | 13% | 4% | 10% | 24% | 32% | 11% |
| Wholesale & retail trade | 25% | 37% | 23% | 30% | 19% | 23% | 31% | 24% | 15% | 16% | 26% |
| Hotels & restaurants | 8% | 2% | 2% | 14% | 7% | 16% | 17% | 7% | 13% | 18% | 6% |
| Transport, storage & communication | 5% | 5% | 3% | 9% | 7% | 4% | 2% | 5% | 1% | 2% | 9% |
| Financial intermediation | 2% | - | 3% | - | 3% | - | 2% | 4% | - | 5% | - |
| Real estate & business activities | 2% | 4% | - | 2% | 4% | 2% | 1% | 0% | 2% | 1% | - |
| Public admin & defence | 2% | 4% | 1% | - | 3% | 6% | 2% | - | 1% | 1% | 5% |
| Education | 4% | 4% | 5% | 3% | 5% | 8% | 6% | 7% | 4% | - | 1% |
| Health & social work | 4% | 3% | 13% | 4% | 4% | 3% | 2% | 5% | 4% | 3% | 2% |
| Other community, social & personal | 10% | 4% | 16% | 7% | 7% | 15% | 19% | 12% | 10% | 17% | 11% |
| Private households with employed persons | 1% | 1% | 1% | - | 0% | - | - | 1% | 1% | - | 1% |
| Extra territorial organisations | 0% | - | - | - | 2% | - | - | - | - | - | - |
| Not sure | 4% | 6% | 6% | 10% | 2% | 7% | - | 3% | - | - | 12% |

Note: Columns may not add to 100% due to rounding

The industry of employment varied by last Steps to Work activity. Entries into the Construction sector ranged from 1% of participants who undertook the Qualifications strand of Steps to Work, to 18% of participants who undertook Self-employment. Those who undertook Essential Skills were more likely to enter into a position in the Wholesale and Retail sector (43%) than participants who undertook either Self-employment (18%) or Qualifications (18%). The same trend emerged for the Hotels & Restaurants sector, with the highest proportion of participants who undertook Essential Skills obtaining employment in this sector (12%). Almost one fifth (18%) of participants who last undertook Qualifications gained employment in the Education sector, compared to 4% of the entire sample who gained employment in the field of Education.

Table 4.13: Industry of first employment by last Steps to Work activity

| If employed within three months of Steps to Work, what industry is/was the job in? | Total | Last Steps to Work Activity | | | | | | |
|--|----------------|-----------------------------|----------------|----------------|--------------|------------------|------------------|---------------|
| | | Self-employment | Qualifications | Step 1 | First start | Essential Skills | Employer Subsidy | Back to Work |
| BASE: Unweighted/weighted | 755/740 | 84/39 | 74/46 | 173/327 | 68/31 | 74/18 | 178/192 | 104/86 |
| Agriculture, hunting & forestry | 4% | 2% | 1% | 3% | 10% | 1% | 4% | 4% |
| Fishing | 0% | - | - | - | - | - | 1% | - |
| Mining & quarrying | 0% | - | - | 1% | 1% | - | - | - |
| Manufacturing | 11% | 7% | 7% | 14% | 13% | 8% | 12% | 6% |
| Electricity, gas & water supply | 2% | 2% | - | 2% | - | - | 6% | - |
| Construction | 13% | 18% | 1% | 16% | 7% | 7% | 11% | 11% |
| Wholesale & retail trade | 25% | 18% | 18% | 25% | 26% | 43% | 22% | 36% |
| Hotels & restaurants | 8% | 2% | 11% | 8% | 9% | 12% | 9% | 9% |
| Transport, storage & communication | 5% | 5% | 3% | 4% | 4% | 4% | 6% | 8% |
| Financial intermediation | 2% | 1% | - | 2% | 1% | - | 2% | 2% |
| Real estate & business activities | 2% | 7% | 4% | 2% | - | - | 1% | 2% |
| Public admin & defence | 2% | - | 4% | 3% | 1% | 3% | 1% | 4% |
| Education | 4% | 2% | 18% | 3% | 6% | 8% | 4% | 3% |
| Health & social work | 4% | 5% | 14% | 3% | 6% | 4% | 3% | 6% |
| Other community, social & personal | 10% | 18% | 11% | 9% | 10% | 8% | 13% | 7% |
| Private households with employed persons | 1% | 5% | - | 1% | - | - | 1% | 1% |
| Extra territorial organisations | 0% | - | - | 1% | - | - | - | - |
| Not sure | 4% | 7% | 9% | 5% | 3% | 1% | 3% | 4% |

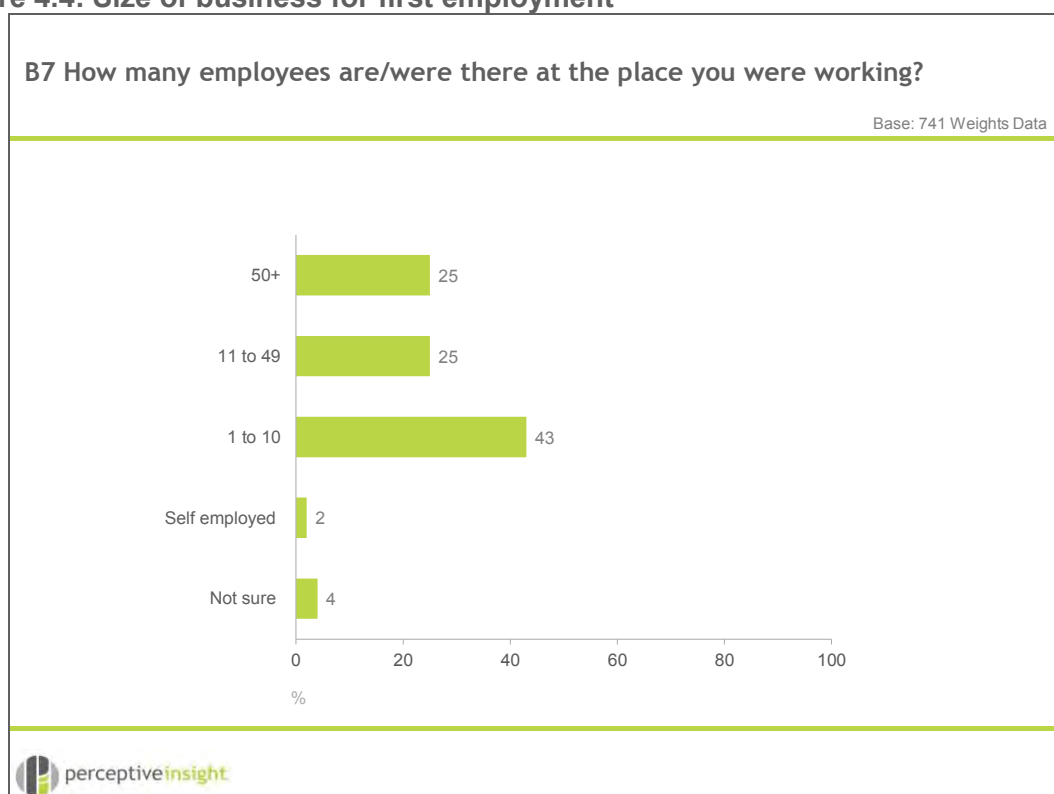
Note: Columns may not add to 100% due to rounding

Size of business for first employment

For those participants who gained employment within three months of finishing the Steps to Work programme, the largest proportion were employed in small businesses (with 10 or fewer employees). Indeed, 43% of respondents were employed in a business with one to ten employees, and a further 25% in a business with 11 to 49 employees. Similarly, one quarter (25%) were employed within large organisations with 50 or more employees.

These findings differ slightly from employment statistics for Northern Ireland as a whole¹¹. Indeed, 25% of Northern Ireland's workforce are employed in small businesses with ten or less employees and a further 25% are employed in businesses with 11 to 49 employees. In comparison to just 25% of the survey respondents who gained employment in an organisation with 50 or more employees, 50% of Northern Ireland's workforce are employed in a business of this size.

Figure 4.4: Size of business for first employment



Demographic analysis reveals that females were more likely than males to take up employment in smaller organisations with one to ten employees (48% and 42% respectively). Those aged 18-24 were more likely to gain employment in medium or large sized business in comparison to the older age categories. For example, 28% of 18 to 24 year olds gained employment in organisations with 11-49 employees, and a further 29% were employed within organisations with more than 50 members of staff. In comparison, 25% of those aged 25-49 were employed in medium firms and 20% were employed in large firms with 50 or more employees.

¹¹ Department for Business, Innovation and Skills (BIS) (2015), Business population estimates for the UK and regions 2015. Accessible via: <https://www.gov.uk/government/statistics/business-population-estimates-2015> [Accessed 21st January 2016]

In addition, respondents with a long-standing illness or disability were more likely to obtain employment in small business (1-10 employees) than those without a disability. 55% of disabled respondents were employed in a small business within three months, in comparison to 42% of those without a long-standing illness or disability.

Further sub-group analysis reveals that a higher proportion of Catholic respondents gained employment in small businesses with 10 or fewer employees (46%) compared with Protestant respondents (40%).

Table 4.14: Size of business for first employment by gender, age, disability status and community background

| If employed within three months of Steps to Work, how many employees are/were there at your place of employment? | Total | Gender | | Age | | | Long-standing illness or disability | | Community background | | |
|--|----------------|----------------|----------------|----------------|----------------|--------------|-------------------------------------|----------------|----------------------|----------------|---------------|
| | | Male | Female | 18 to 24 | 25 to 49 | 50 and over | Yes | No | Protestant | Catholic | Other/refused |
| BASE: Unweighted/weighted | 755/740 | 533/531 | 222/209 | 334/343 | 343/320 | 78/77 | 93/81 | 662/659 | 309/300 | 358/359 | 88/82 |
| 1-10 | 43% | 42% | 48% | 38% | 47% | 49% | 55% | 42% | 40% | 46% | 44% |
| 11 – 49 | 25% | 25% | 26% | 28% | 25% | 20% | 21% | 26% | 29% | 23% | 21% |
| 50 or more | 25% | 26% | 22% | 29% | 20% | 28% | 16% | 26% | 26% | 25% | 18% |
| Self employed | 2% | 3% | 2% | 2% | 4% | 1% | 3% | 2% | 2% | 2% | 5% |
| Not sure | 4% | 5% | 2% | 3% | 5% | 2% | 5% | 3% | 3% | 3% | 11% |

Note: Columns may not add to 100% due to rounding

In general, respondents with higher levels of qualifications were more likely to have obtained employment in a larger business. For example, 30% of respondents qualified to level 4 and 35% qualified to level 3 gained employment in organisations with 50 or more members of staff. In comparison, 21% of participants with no qualifications and just 8% qualified to level 1 were employed by a larger firm.

Table 4.15: Size of business for first employment by qualifications

| If employed within three months of Steps to Work, how many employees are/were there at your place of employment? | Total | Highest level of qualification | | | | |
|--|---------------------|--------------------------------|-------------------|------------------------------|------------------------------------|-------------------|
| | | None | Level 1 | Level 2 (GCSE or equivalent) | Level 3 (A/AS Level or equivalent) | Level 4 or above |
| BASE: Unweighted/Weighted | 755/ 740 | 139/ 138 | 50/ 43 | 293/ 296 | 166/ 165 | 98/ 89 |
| 1-10 | 43% | 49% | 36% | 47% | 34% | 41% |
| 11 – 49 | 25% | 22% | 45% | 24% | 28% | 22% |
| 50 or more | 25% | 21% | 8% | 23% | 35% | 30% |
| Self employed | 2% | 3% | - | 2% | 4% | 4% |
| Not sure | 4% | 5% | 11% | 4% | - | 3% |

Note: Columns may not add to 100% due to rounding

Locational analysis shows that respondents from North Western (51%), Western (50%) and North Belfast (50%) areas were more likely to have gained employment in small organisations than those from areas such as East & South Belfast (28%), West Belfast (28%) and Foyle (35%). Meanwhile, just 14% of respondents from North Down and 17% from the South Eastern area gained employment in an organisation with more than 50 members of staff.

Table 4.16: Size of business for first employment by location

| If employed within three months of Steps to Work, how many employees are/were there at your place of employment? | Total | Location | | | | | | | | | |
|--|---------------------|---------------------|-------------------|-------------------|---------------------|-------------------|-------------------|--------------------|-------------------|----------------------|-------------------|
| | | Southern | North Belfast | North Down | Western | West Belfast | Foyle | South Eastern | North West | East & South Belfast | Antrim |
| BASE: Unweighted/Weighted | 753/ 739 | 115/ 133 | 60/ 58 | 52/ 45 | 120/ 125 | 57/ 45 | 53/ 47 | 100/ 97 | 81/ 82 | 38/ 37 | 77/ 70 |
| 1-10 | 43% | 44% | 50% | 42% | 50% | 28% | 35% | 45% | 51% | 28% | 35% |
| 11 – 49 | 25% | 20% | 24% | 39% | 21% | 39% | 23% | 26% | 25% | 29% | 28% |
| 50 or more | 25% | 22% | 24% | 14% | 26% | 27% | 37% | 17% | 23% | 35% | 34% |
| Self employed | 2% | 5% | - | - | 2% | - | 1% | 5% | - | 6% | 2% |
| Not sure | 4% | 10% | 2% | 5% | 2% | 5% | 4% | 6% | 1% | 1% | 1% |

Note: Columns may not add to 100% due to rounding

The size of business in which participants gained employment varies by the last Steps to Work activity undertaken. Those who undertook Back to Work, Essential Skills and Qualifications activities tended to gain employment in medium or larger firms, with just 21%, 28% and 28% of these participants moving into a small (1-10 employees) business respectively. In contrast, given that a high proportion of participants who undertook the Self-employment activity did indeed go on to enter into a self-employed position, a high proportion of these respondents (67%) moved into a small business.

Table 4.17: Size of business for first employment by last Steps to Work activity

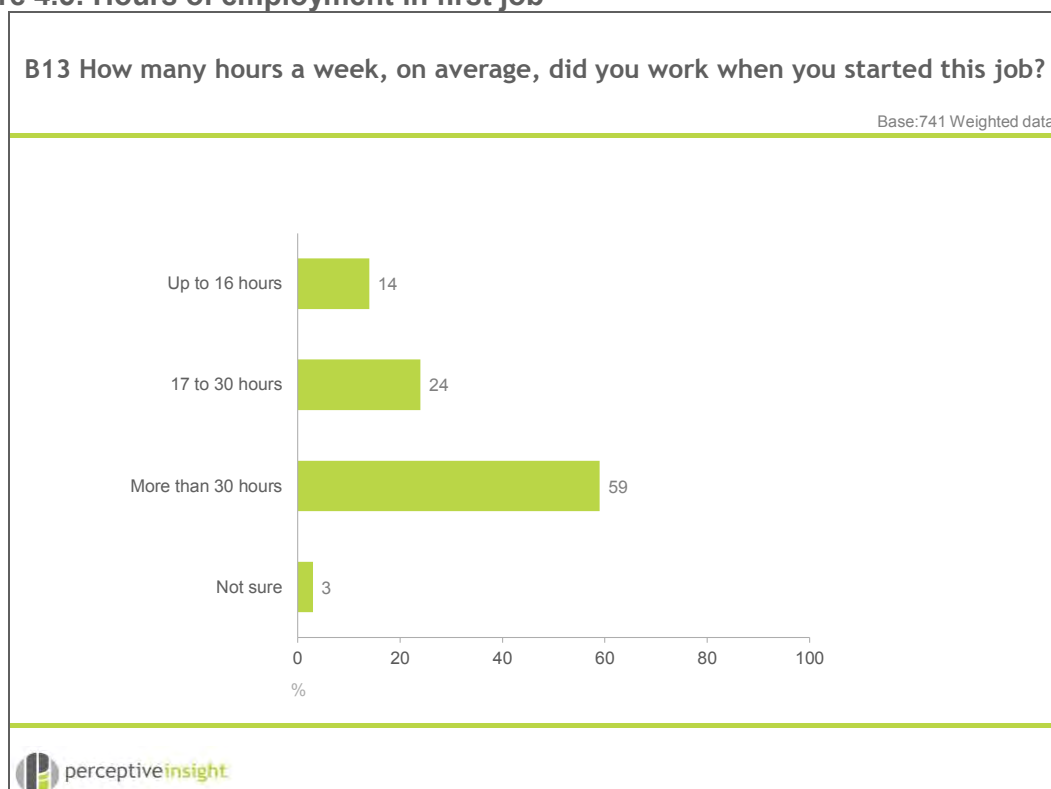
| If employed within three months of Steps to Work, how many employees are/were there at your place of employment? | Total | Last Steps to Work Activity | | | | | | |
|--|---------------------|-----------------------------|-------------------|---------------------|-------------------|-------------------|---------------------|--------------------|
| | | Self-employment | Qualifications | Step 1 | First start | Essential Skills | Employer Subsidy | Back to Work |
| BASE: Unweighted/weighted | 755/ 740 | 84/ 39 | 74/ 46 | 173/ 327 | 68/ 31 | 74/ 18 | 178/ 192 | 104/ 86 |
| 1-10 | 43% | 67% | 28% | 43% | 56% | 28% | 51% | 21% |
| 11 – 49 | 25% | 6% | 47% | 17% | 24% | 46% | 30% | 40% |
| 50 or more | 25% | 2% | 23% | 30% | 18% | 23% | 18% | 34% |
| Self employed | 2% | 21% | - | 3% | - | - | - | - |
| Not sure | 4% | 4% | 1% | 6% | 3% | 3% | 1% | 5% |

Note: Columns may not add to 100% due to rounding

Hours of employment in first job

For those who gained employment within three months of the Steps to Work programme, the majority entered into full-time employment (more than 30 hours per week). As can be seen at Figure 4.5, 59% of respondents worked more than 30 hours per week, in comparison to just 14% who worked part-time (up to 16 hours per week).

Figure 4.5: Hours of employment in first job



Sub-group analysis reveals some significant differences in hours worked by various demographic indicators. For example, female participants were three times more likely to

undertake part time employment of up to 16 hours than males (28% and 9% respectively). At the other end of the scale, 68% of males undertook employment lasting more than 30 hours per week, in comparison to just 37% of females.

Similarly, those aged 50 and over were more likely to take on employment which required more hours per week than those in younger age categories. 31% of participants aged 50 and over worked 17 to 30 hours per week and a further 64% undertook full-time employment of more than 30 hours. In comparison, 21% of those aged 25-39 worked 17 to 30 hours per week while 57% worked more than 30 hours.

Participants who reported having a long-standing illness or disability tended to work fewer hours per week than those without a disability. 40% who reported a disability worked more than 30 hours per week. In contrast, 62% of respondents without a disability worked full-time hours (more than 30 hours per week).

There are slight differences in the number of hours worked by community background (for example, 60% of Protestant respondents worked more than 30 hours per week compared with 57% of Catholic respondents).

Table 4.18: Hours of employment in first job by gender, age, disability status and community background

| If employed within three months of Steps to Work, how many hours per week did you work? | Total | Gender | | Age | | | Long-standing illness or disability | | Community background | | |
|---|---------------------|---------------------|---------------------|---------------------|---------------------|-------------------|-------------------------------------|---------------------|----------------------|---------------------|-------------------|
| | | Male | Female | 18 to 24 | 25 to 49 | 50 and over | Yes | No | Protestant | Catholic | Other/refused |
| BASE: Unweighted/weighted | 756/ 741 | 534/ 532 | 222/ 209 | 335/ 343 | 343/ 321 | 78/ 77 | 93/ 81 | 657/ 659 | 309/ 300 | 359/ 360 | 88/ 82 |
| Up to 16 hours | 15% | 9% | 28% | 14% | 17% | 6% | 22% | 13% | 16% | 14% | 7% |
| 17 to 30 hours | 26% | 20% | 33% | 24% | 21% | 31% | 35% | 22% | 21% | 26% | 21% |
| More than 30 hours | 56% | 68% | 37% | 60% | 57% | 64% | 40% | 62% | 60% | 57% | 63% |
| Not sure | 3% | 3% | 2% | 2% | 4% | - | 2% | 3% | 2% | 2% | 7% |

Note: Columns may not add to 100% due to rounding

A higher share of the more qualified participants obtained part-time employment (less than 16 hours per week) in comparison to those with no qualifications or level 1 qualifications. For example, 11% with no qualifications and 4% of those qualified to level 1 gained part-time employment. In comparison, 14% of those qualified to level 3 and 16% of those qualified to level 4 gained employment for less than 16 hours per week.

The more qualified individuals were also more likely to gain full-time employment of more than 30 hours per week, with 67% of level 4 qualified individuals gaining this type of employment.

In comparison, 58% of those without qualifications entered into full-time work. The deficit is accounted for by the smaller percentage of level 4 qualified respondents who took up employment for 17-30 hours per week when compared to those with lower levels of qualifications.

Table 4.19: Hours of employment in first job by qualifications

| If employed within three months of Steps to Work, how many hours per week did you work? | Total | Highest level of qualification | | | | |
|---|---------------------|--------------------------------|-------------------|------------------------------|------------------------------------|-------------------|
| | | None | Level 1 | Level 2 (GCSE or equivalent) | Level 3 (A/AS Level or equivalent) | Level 4 or above |
| BASE: Unweighted/weighted | 756/ 741 | 139/ 138 | 50/ 43 | 293/ 296 | 167/ 166 | 98/ 89 |
| Up to 16 hours | 15% | 11% | 4% | 18% | 14% | 16% |
| 17 to 30 hours | 26% | 29% | 32% | 25% | 20% | 15% |
| More than 30 hours | 56% | 58% | 57% | 56% | 62% | 67% |
| Not sure | 3% | 1% | 7% | 2% | 3% | 2% |

Note: Columns may not add to 100% due to rounding

Analysis by location highlights that participants from North Down (73%), North West (68%), North Belfast (66%) and Antrim (66%) were more likely to gain employment for more than 30 hours per week than those from East & South Belfast (49%) and West Belfast (49%). Similarly, a high proportion of participants from East & South Belfast (37%) and Southern (36%) areas were more likely to find employment for between 17 and 30 hours per week. Participants from Foyle (24%) and Antrim (21%) were most likely to enter into part-time employment.

Table 4.20: Hours of employment in first job by location

| If employed within three months of Steps to Work, how many hours per week did you work? | Total | Location | | | | | | | | | |
|---|---------------------|---------------------|-------------------|-------------------|---------------------|-------------------|-------------------|--------------------|-------------------|----------------------|-------------------|
| | | Southern | North Belfast | North Down | Western | West Belfast | Foyle | South Eastern | North West | East & South Belfast | Antrim |
| BASE: Unweighted/Weighted | 753/ 739 | 115/ 133 | 60/ 58 | 52/ 45 | 120/ 125 | 57/ 45 | 53/ 47 | 100/ 97 | 81/ 82 | 38/ 37 | 77/ 70 |
| Up to 16 hours | 15% | 12% | 5% | 14% | 13% | 20% | 24% | 17% | 11% | 12% | 21% |
| 17 to 30 hours | 26% | 36% | 26% | 13% | 21% | 21% | 21% | 24% | 17% | 37% | 12% |
| More than 30 hours | 56% | 50% | 66% | 73% | 61% | 49% | 54% | 57% | 68% | 50% | 66% |
| Not sure | 3% | 2% | 2% | - | 4% | 10% | 1% | 1% | 4% | 1% | - |

Note: Columns may not add to 100% due to rounding

Further sub-group analysis by the last Steps to Work activity identifies that those who undertook Step 1 (65%), Self-employment (64%) or Employer Subsidy (60%) activities were more likely to enter into employment lasting more than 30 hours per week. At the other end of the scale, 26% of those who undertook Qualifications, 24% who completed Back to Work and 23% who last finished Essential Skills entered into part time employment of under 16 hours

per week. Individuals who undertook First Start activities were more likely to enter into employment in which they worked for 17 to 30 hours per week (41%). In comparison, 26% of all participants worked 17 to 30 hours per week.

Table 4.21: Hours of employment in first job by last Steps to Work activity

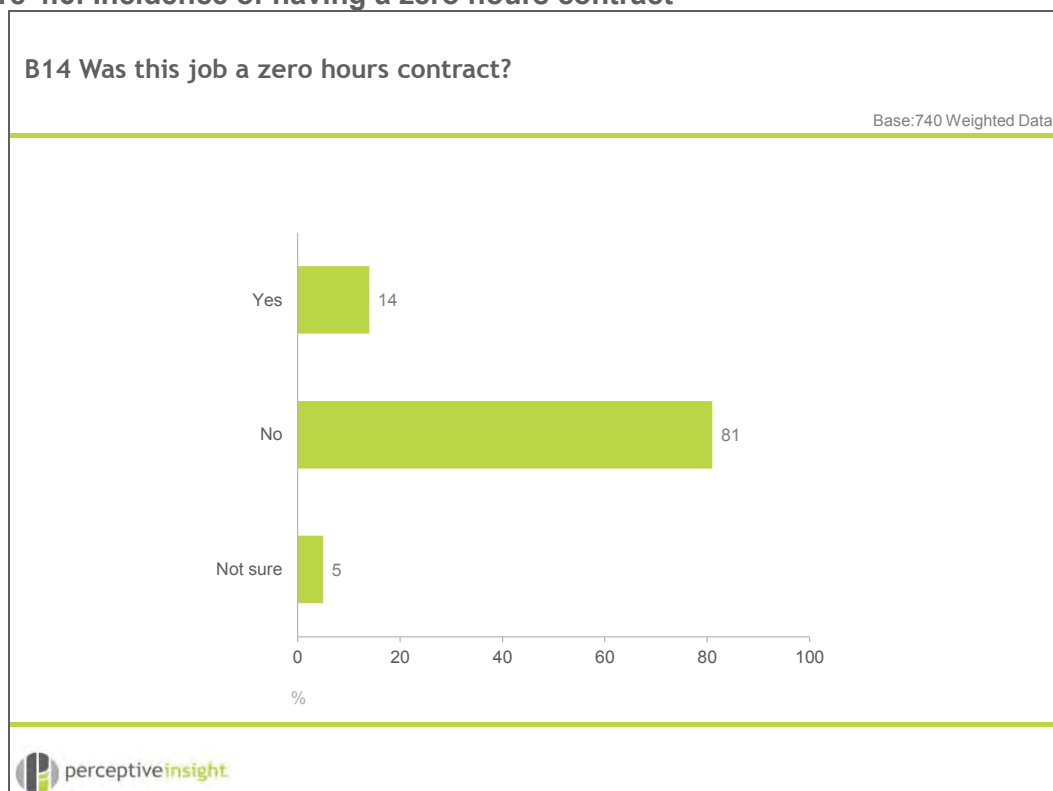
| If employed within three months of Steps to Work, how many hours per week did you work? | Total | Last Steps to Work Activity | | | | | | |
|---|----------------|-----------------------------|----------------|----------------|--------------|------------------|------------------|---------------|
| | | Self-employment | Qualifications | Step 1 | First start | Essential Skills | Employer Subsidy | Back to Work |
| BASE: Unweighted/weighted | 756/741 | 85/40 | 74/46 | 173/327 | 68/31 | 74/18 | 178/192 | 104/86 |
| Up to 16 hours | 15% | 5% | 26% | 13% | 7% | 23% | 12% | 24% |
| 17 to 30 hours | 26% | 25% | 23% | 20% | 41% | 31% | 26% | 21% |
| More than 30 hours | 56% | 64% | 46% | 65% | 49% | 43% | 60% | 49% |
| Not sure | 3% | 6% | 5% | 2% | 3% | 3% | 1% | 6% |

Note: Columns may not add to 100% due to rounding

Zero hours contracts

In total, just 14% of respondents who gained employment within three months of the Steps to Work programme obtained employment through a zero hours contract. The majority (81%) were not employed on a zero hours contract.

Figure 4.6: Incidence of having a zero hours contract



As can be seen at Table 4.16, there are only subtle differences in contract type by demographic characteristics. For example, female participants are slightly more likely to have been employed under a zero hours contract than male participants (15% and 13% respectively). Similarly, those aged 50 and over (18%) are slightly more likely to have entered into a zero hours contract than 18 to 24 year olds and 25 to 49 year olds (14% and 13% respectively). Meanwhile, 19% of respondents with a long-standing illness or disability entered into a zero hours contract in comparison to 13% without a disability.

Table 4.22: Incidence of zero hours contracts by gender, age, disability status and community background

| If employed within three months of Steps to Work, was this job a zero hours contract? | Total | Gender | | Age | | | Long-standing illness or disability | | Community background | | |
|---|----------------|----------------|----------------|----------------|----------------|--------------|-------------------------------------|----------------|----------------------|----------------|---------------|
| | | Male | Female | 18 to 24 | 25 to 49 | 50 and over | Yes | No | Protestant | Catholic | Other/refused |
| BASE: Unweighted/weighted | 755/740 | 533/531 | 222/209 | 334/343 | 343/321 | 78/77 | 93/81 | 662/659 | 309/300 | 358/359 | 88/82 |
| Yes | 14% | 13% | 15% | 14% | 13% | 18% | 19% | 13% | 14% | 15% | 10% |
| No | 81% | 82% | 81% | 82% | 82% | 75% | 75% | 82% | 81% | 81% | 85% |
| Not sure | 5% | 5% | 4% | 4% | 5% | 7% | 6% | 4% | 5% | 4% | 5% |

Note: Columns may not add to 100% due to rounding

A slightly higher proportion of those who are qualified to level 3 (82%) and level 4 (85%) were not employed on zero hours contracts compared to those with no qualifications (81%), level 1 (77%) or level 2 qualifications (81%). However, some of this difference may be attributed to the fact that a high proportion (9%) of individuals with no qualifications when asked, were unsure of their contract terms.

Table 4.23: Incidence of zero hours contracts by qualifications

| If employed within three months of Steps to Work, was this job a zero hours contract? | Total | Highest level of qualification | | | | |
|---|----------------|--------------------------------|--------------|------------------------------|------------------------------------|------------------|
| | | None | Level 1 | Level 2 (GCSE or equivalent) | Level 3 (A/AS Level or equivalent) | Level 4 or above |
| BASE: Unweighted/weighted | 755/740 | 139/138 | 50/43 | 293/296 | 166/165 | 98/89 |
| Yes | 14% | 10% | 21% | 13% | 17% | 14% |
| No | 81% | 81% | 77% | 81% | 82% | 85% |
| Not sure | 5% | 9% | 3% | 5% | 1% | 1% |

Note: Columns may not add to 100% due to rounding

Sub-group analysis by location reveals that a higher proportion of participants from the Western area (31%), East & South Belfast (21%) and North Down (19%) were employed on

a zero hours contract basis. In comparison, just 6% of respondents from West Belfast, 6% from the Southern area and 8% from the South East were employed on a zero hours basis.

Table 4.24: Incidence of zero hours contracts by location

| If employed within three months of Steps to Work, was this job a zero hours contract? | Total | Location | | | | | | | | | |
|---|---------------------|---------------------|-------------------|-------------------|---------------------|-------------------|-------------------|--------------------|-------------------|----------------------|-------------------|
| | | Southern | North Belfast | North Down | Western | West Belfast | Foyle | South Eastern | North West | East & South Belfast | Antrim |
| BASE: Unweighted/Weighted | 753/ 739 | 115/ 133 | 60/ 58 | 52/ 45 | 120/ 125 | 57/ 45 | 53/ 47 | 100/ 97 | 81/ 82 | 38/ 37 | 77/ 70 |
| Yes | 14% | 6% | 10% | 19% | 31% | 6% | 12% | 8% | 11% | 21% | 9% |
| No | 81% | 85% | 89% | 77% | 63% | 90% | 84% | 88% | 88% | 66% | 91% |
| Not sure | 5% | 10% | - | 4% | 5% | 3% | 3% | 4% | 1% | 13% | - |


Note: Columns may not add to 100% due to rounding

Analysis by last Steps to Work activity also highlighted that a higher share of participants from certain activities went on to obtain a zero hours contract. Those who most recently undertook Essential Skills (18%), Qualifications (16%) and Step 1 (15%) activities were more likely enter to into zero hours contracts than those who undertook Self-employment (6%) or First Start (10%) training. Indeed, 88% of those who most recently took part in First Start activities gained a non-zero hours contract within three months of finishing the Steps to Work programme.

Table 4.25: Incidence of zero hours contracts by last Steps to Work activity

| If employed within three months of Steps to Work, was this job a zero hours contract? | Total | Last Steps to Work Activity | | | | | | |
|---|---------------------|-----------------------------|-------------------|---------------------|-------------------|-------------------|---------------------|--------------------|
| | | Self-employment | Qualifications | Step 1 | First start | Essential Skills | Employer Subsidy | Back to Work |
| BASE: Unweighted/weighted | 755/ 740 | 84/ 39 | 74/ 46 | 173/ 327 | 68/ 31 | 74/ 18 | 178/ 192 | 104/ 86 |
| Yes | 14% | 6% | 16% | 15% | 10% | 18% | 12% | 14% |
| No | 81% | 87% | 80% | 79% | 88% | 81% | 83% | 84% |
| Not sure | 5% | 7% | 4% | 6% | 1% | 1% | 4% | 1% |

Note: Columns may not add to 100% due to rounding



**Section 5:
Progression in the
workplace and reason
for leaving
employment**

5. Progression in the workplace and reason for leaving employment

In order to fully understand the progression in the workplace over time, participants were initially asked to comment on their wages at the time that they first gained employment after the Steps to Work Programme, and then whether they had had an increase in their pay at three months, six months and 12 months after first becoming employed. They were also questioned to reveal if there had been any other changes to their terms of employment. The following section provides details of these changes in conditions.

Key findings

Rate of pay

- The most common rate of pay was between £6 and £7 per hour – 40% earned this rate in their first job. It is worth noting that 18% of respondents were unsure of their rate of pay.
- Of those who provided a figure, the average hourly rate was £7.27 and the median was £6.50.

Improved terms or conditions

- Over the course of the first 12 months in employment a total of 38% experienced a positive change in their job role.
- With regard to their wage or salary, 24% reported an increase at any point within the first 12 months of employment. Meanwhile, 17% reported that they experienced a change in job role and a further 10% reported that their hours of employment increased.
- Some changes to employment terms took place quickly with 19% of respondents reporting a change within the first three months of employment.
- Of those who moved into another job during the first year, 60% reported improved contract conditions.
- 53% of those who moved into another job during the first year reported an increase in their wage or salary.

Sectoral trends

- Those employed in the Financial Intermediation, Real Estate and Business Activities sector were most likely to have experienced a pay increase at either 3 months, 6 months or 12 months. Similarly, those employed within the Manufacturing sector were more likely to have received a pay increase at some point during the first 12 months than those employed in other sectors.
- Those employed in the Construction or the Public Administration and Defence; Compulsory Social Security, Education, Health & Social work and Other Community Services (public services) sectors were least likely to receive a pay increase at any time during their first 12 months of employment (82% of participants).

Key findings (cont.)

Reason for leaving employment

A total of 30% left their initial employment within the first 12 months.

A range of reasons were cited as to why participants chose to leave their initial position of employment (note: respondents were able to select more than one reason):

- Over one third (36%) left because the job was a temporary position;
- Over one fifth (21%) moved on to another place of employment;
- 18% of respondents were made redundant or asked to leave;
- 7% became unemployed as a result of a company closure; and
- 9% left due to ill health.

Additionally, a number of respondents left their position of employment because one or more of the terms or features of the position were deemed unsuitable, for example, pay (10%), dislike of the work (4%), working hours (4%) and travelling distance (1%).

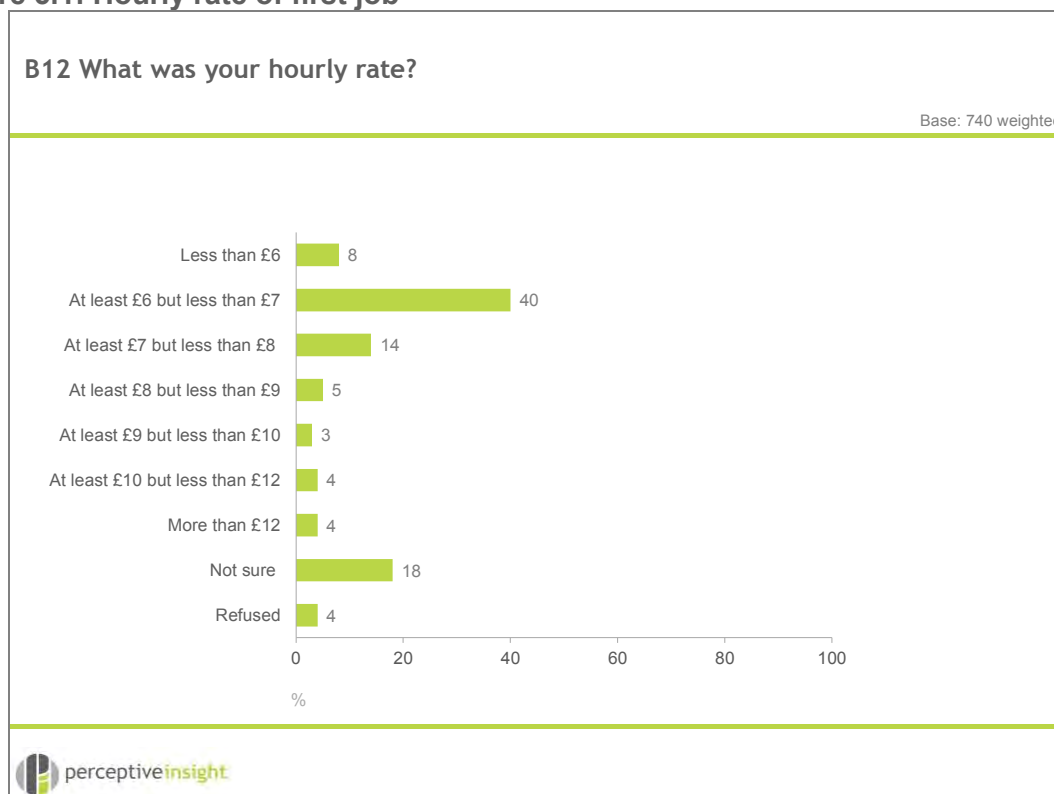
Level of pay of first job

Those who confirmed that they had gained employment within three months of completing Steps to Work were asked what their starting salary was before tax¹². Just less than half (48%) confirmed that they earned an hourly rate of less than £7. This is around the level of the minimum wage which, in the UK for those aged 21 and over, is currently £6.70. A further 14% earned up to £8 an hour, with 16% earning more than this. However 18% were unsure of their hourly rate and 4% refused to provide this information.

Of those who moved into another job, 53% moved to a position which resulted in an increase in their wage or salary while 60% reported improved contract conditions.

¹² Respondents were given the option to provide their pay level by annual salary or hourly rate. Most chose to provide their hourly rate. Those who provided an annual salary have had their level of pay converted to the approximate hourly rate band.

Figure 5.1: Hourly rate of first job



Incidence of a change in terms

Over the course of the first 12 months in employment a total of 38% experienced a positive change in their job role.

With regard to their wage or salary, 24% reported an increase at any point within the first 12 months of employment. Meanwhile, 17% reported that they experienced a change in job role and a further 10% reported that their hours of employment increased¹³.

Table 5.1: Incidence of a change to terms of employment

| If employed within three months of Steps to Work, did your terms of employment change? | Percentage experiencing this... | | | |
|--|---------------------------------|-------------|--------------|-----------|
| | At 3 months | At 6 months | At 12 months | No change |
| BASE: Unweighted/weighted | | | | |
| A change in job role | 11% | 5% | 5% | 83% |
| Increased pay | 8% | 8% | 15% | 76% |
| Increased hours | 5% | 3% | 4% | 90% |
| Any of the changes above | 19% | 13% | 20% | 62% |

Note: Rows will not add to 100% given that terms of employment may have changed at more than one interval

¹³ Please note: these figures cannot be added to the overall figure of 38%. Respondents were asked to report the incidence of change at different times of the year, including at 3 months, 6 months and 12 months. Given that terms of employment may have changed at more than one interval, the total response rate for each category adds to >100%. The figures presented therefore represent the residual percentage of respondents who reported 'no change' across each of the required categories (i.e. job role, pay and hours).

During the first year of employment after leaving Steps to Work, just less than one quarter (24%) confirmed that they received a pay rise. Eight percent received this rise in the first three months, 8% received an increase with three and six months and 15% received a raise in the second half of the year.

As Table 5.2 shows, those earning between £9 and £12 per hour initially were less likely than those on lower rate to receive a pay rise in the first year.

Table 5.2: Incidence of receiving an increase in pay

| Level of pay increase by hourly rate in first job | BASE: Unweighted/ weighted | Incidence of pay increase | | | |
|---|----------------------------|---------------------------|-----------------------|------------------------|------------------|
| | | Increased at 3 months | Increased at 6 months | Increased at 12 months | Did not increase |
| BASE: Unweighted/ weighted | 755/ 740 | 61/ 56 | 64/ 61 | 123/ 112 | 559/ 561 |
| Total | 755 / 740 | 8% | 8% | 15% | 76% |
| <£6 | 66 / 59 | 13% | 11% | 11% | 72% |
| £6 to £7 | 305 / 299 | 9% | 10% | 17% | 73% |
| £7 to £8 | 101 / 104 | 8% | 5% | 12% | 78% |
| £8 to £9 | 39 / 40 | - | 6% | 26% | 69% |
| £9 to £10 | 20 / 20 | 4% | 12% | 3% | 81% |
| £10 to £12 | 27 / 29 | 9% | 7% | 18% | 82% |
| More than £12 | 25 / 27 | 13% | - | 28% | 61% |
| Not sure | 138 / 130 | 4% | 8% | 10% | 83% |
| Refused | 34 / 32 | 4% | 9% | 16% | 84% |

Note: Rows will not add to 100% given that terms of employment may have changed at more than one interval

Sectoral pay increase analysis

Analysis of pay increases by sector reveals that those employed in the Financial Intermediation, Real Estate and Business Activities sector were most likely to have experienced a pay increase at either 3 months, 6 months or 12 months. Within this, those employed within the Financial and Business services sector were more likely to have received a pay increase at 6 months (23%), while a further 16% received a pay increase at 12 months. In contrast, just 65% of participants employed in this sector did not receive a pay increase at all.

Those employed within the Manufacturing sector were also more likely to have received a pay increase at some point during the first 12 months than those from other sectors. For example, 11% received an increase at 3 months, one in ten (10%) received a pay increase at 6 months and 16% received a pay increase at 12 months. Just 69% of those employed in Manufacturing did not receive a pay increase at all.

In the Agriculture, Hunting, Forestry, Fishing, Mining and Utilities sector, 71% did not receive a pay increase at all. However, analysis reveals that those employed within this sector had to

wait for a longer period of time to receive an increase in pay given that no respondents obtained a pay rise within 3 months. Similarly, just 2% obtained an increased salary at 6 months. Overall, however, pay increased for 27% of respondents employed within this sector at 12 months.

Those employed in the Construction or the Public Administration and Defence; Compulsory Social Security, Education, Health & Social work and Other Community Services (public services) sectors were least likely to receive a pay increase at all (82% of participants). Within the Construction sector, 7% received a pay increase at 3 months, 6% at 6 months and 13% at 12 months. Similarly, within the Public Services sector, 4% received a pay increase at 3 months, 4% at 6 months and 14% at 12 months.

Table 5.3: Incidence of receiving an increase in pay by industry of employment

| Level of pay increase by industry of employment | BASE | Incidence of pay increase | | | |
|---|---------------------|---------------------------|-----------------------|------------------------|---------------------|
| | | Increased at 3 months | Increased at 6 months | Increased at 12 months | Did not increase |
| BASE: Unweighted/weighted | 755/ 740 | 61/ 56 | 64/ 61 | 123/ 112 | 559/ 561 |
| Agriculture, hunting and forestry, fishing, mining and utilities | 48 | - | 2% | 27% | 71% |
| Manufacturing | 85 | 11% | 10% | 16% | 69% |
| Construction | 95 | 7% | 6% | 13% | 82% |
| Wholesale and retail trade etc. | 186 | 10% | 10% | 13% | 71% |
| Hotels and restaurants | 62 | 6% | 4% | 12% | 81% |
| Transport, storage and communication | 37 | 14% | 9% | 22% | 74% |
| Financial intermediation, real estate and business activities | 28 | 11% | 23% | 16% | 65% |
| Public administration and defence; compulsory social security, education, health & social work and other community services | 158 | 4% | 6% | 14% | 82% |
| Other | 41 | 6% | 12% | 15% | 78% |

Note: Rows will not add to 100% given that terms of employment may have changed at more than one interval

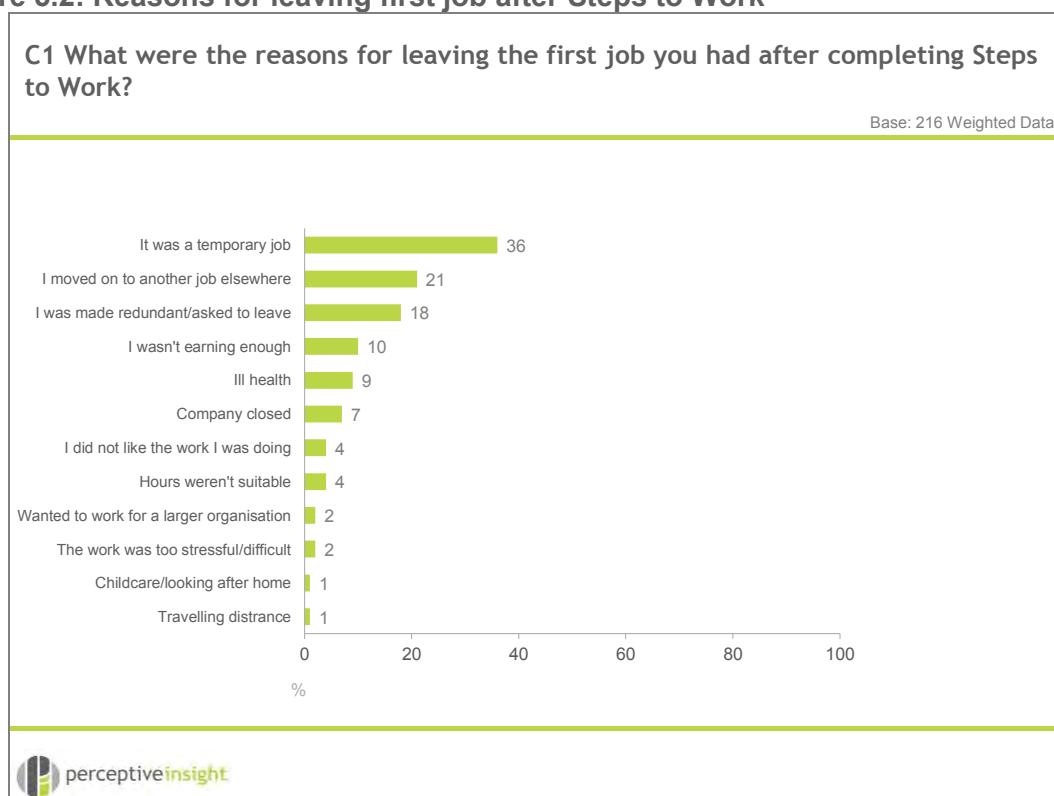
Reasons for leaving first employment

While the majority of respondents (78%) remained in their first job for over 12 months, 22% changed their position. Those who left their first job any time in the following 12 months were asked additional questions about their experiences and reasons for leaving this job. Firstly, participants were asked to provide the reasons for leaving employment (multiple reasons could be suggested), and were then asked to confirm their main reason for leaving employment.

As can be seen at Figure 5.2, when asked to provide all influencing factors (i.e. participants could cite more than one reason) a range of explanations were cited as to why participants chose to leave their position of employment. Over one third (36%) left because the job was a temporary position, while just over one fifth (21%) moved on to another place of employment. 18% of respondents were made redundant or asked to leave and 7% became unemployed as the result of a company closure. A further 9% left due to ill health.

Additionally, a number of respondents left their position of employment because one or more of the terms or features of the position were deemed unsuitable – for example, pay (10%), dislike of the work (4%), working hours (4%) and travelling distance (1%) were not suitable for some participants. A minority of participants also quoted reasons such as wanting to work for a larger company (2%), finding the work stressful or difficult (2%) or leaving to look after a child or their home (1%).

Figure 5.2: Reasons for leaving first job after Steps to Work



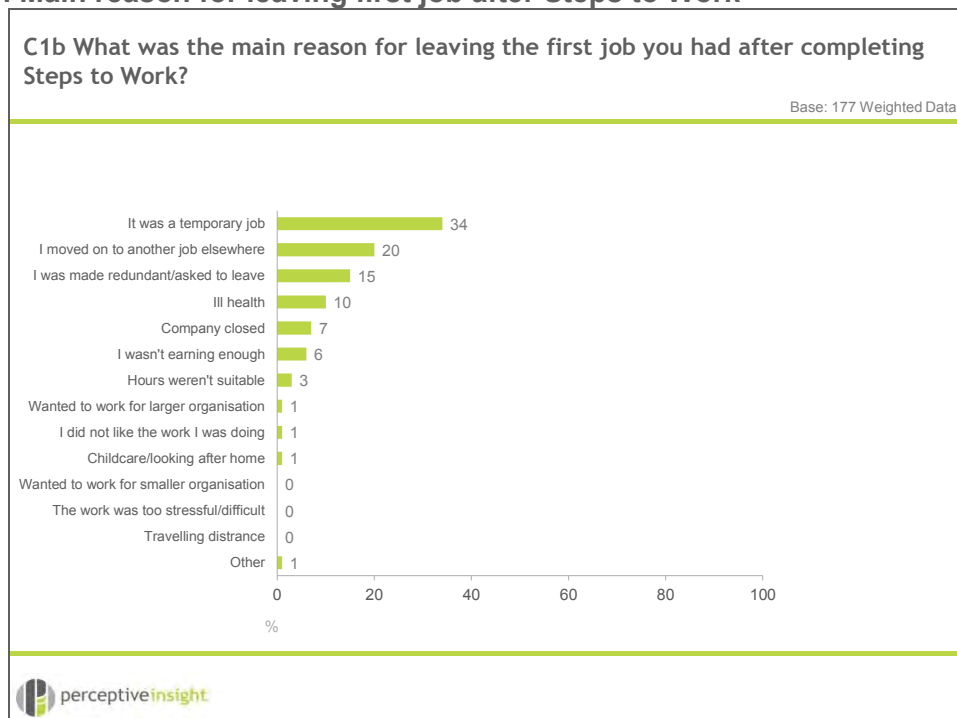
Given that base numbers were significantly reduced due to the fact that this question was only put to a sub-set of respondents (those who left their first job after the Steps to Work Programme), detailed sub-group analysis is not reliable in this instance, and as such, detailed tables have not been included below. However, some high-level findings include:

- Very few notable differences between responses by gender. Although there are some exceptions to this finding such as a higher proportion of male respondents who were made redundant or asked to leave (23% of males compared with 4% of females), a higher share of females who became unemployed as the result of company closures (13% of females compared with 6% of males) and a higher share of females who left to look after a child or their home (5% of females compared with 0% of males).

- A higher share of participants aged 50 and over moved on to another job elsewhere (30%, compared with 20% of 18 to 24 year olds and 18% of 25 to 49 year olds). Similarly, a higher share of those aged 50 and over left their position of employment because they wanted to work for a larger organisation (5%, compared with 1% of all other combined age groups) or because they were not earning enough (18%, compared with 8% of all other age groups). Older participants were also more likely to have entered into temporary employment (41% of those aged 50 or over compared with 30% of 18 to 24 year olds).
- Participants without a long-standing illness or disability were more likely to have left because they moved onto another job, than those with a disability. Indeed, just 7% with a disability left for this purpose, compared with 24% of those without. A high share of those with a disability ended up leaving their place of employment due to ill health (40%), compared with just 3% of those without a disability.
- Analysis by community background highlights only minor differences. Catholic respondents were slightly more inclined to move onto a job elsewhere (20% compared with 16% of Protestant respondents) or to not like the work they were doing (5% compared with 1% of Protestant participants). Similarly, Protestant participants were more likely to leave their job because of ill health (11% compared with 6% of Catholic respondents), because they weren't earning enough (12% compared with 7% of Catholic respondents) or because they had gained a temporary position (43% compared with 34% of Catholic respondents).
- Although base numbers are significantly reduced for analysis by qualification level (and thus findings should be treated as indicative), those with higher levels of qualifications (level 3 or 4 and above) were more likely to leave because they had gained employment elsewhere. Those with no qualification (12%) or level 1 qualifications (18%) were more likely to leave because they weren't earning enough than participants with level 4 qualifications (2%) or because they were made redundant or asked to leave (for example, 37% with level 1 qualifications were made redundant or asked to leave compared with 3% of those qualified to level 4).

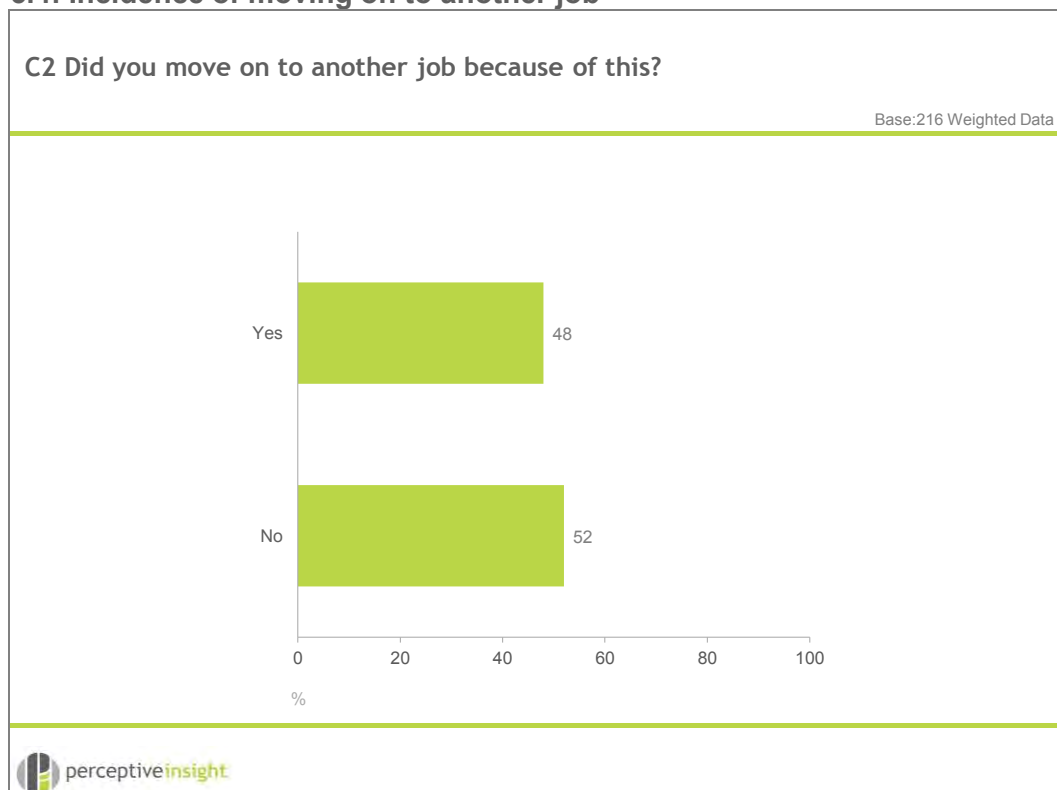
When asked to provide their main reason for leaving employment, the top three reasons remained the same as when respondents were asked to provide all reasons for leaving their position of employment, with 34% stating that it was a temporary job, 20% moving on to a job elsewhere and 15% being made redundant or asked to leave. Ill health moved into 4th place on the list, with 10% of participants confirming that this was their main reason for leaving their first job since the programme. Again, a small minority of participants listed reasons relating to an unsuitable attribute of the position such as unsuitable pay (6%), unsuitable hours (3%) or being dissatisfied with the work they were doing (1%).

Figure 5.3: Main reason for leaving first job after Steps to Work



Participants were then asked to confirm whether or not they had moved on to another job because of their main reason for leaving their first job since the programme. Overall, almost half (48%) moved onto another position of employment after finding reason to leave their first job after completion of the Steps to Work programme.

Figure 5.4: Incidence of moving on to another job



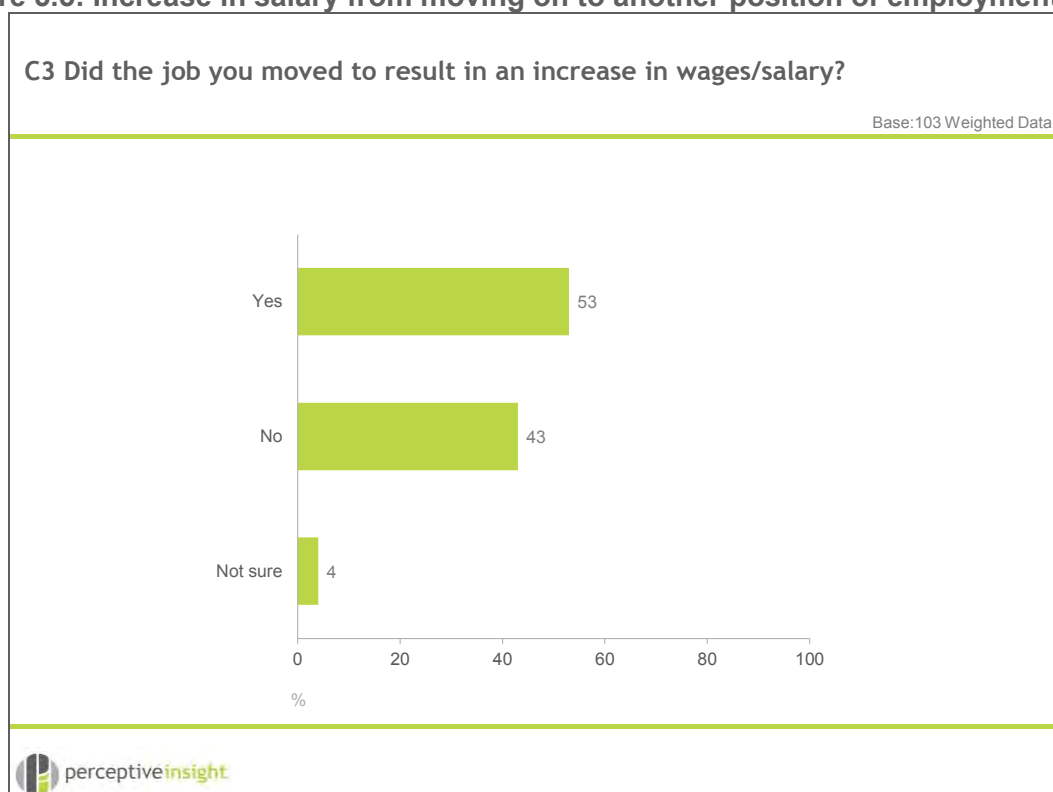
Despite the low base numbers, high level sub-group analysis reveals that:

- Male participants were more likely to move onto another job because they found reason to leave their first position of employment. In fact, 50% of males moved on to another job, compared with 41% of females.
- A significant difference was recorded for those who reported having a long-standing illness of disability compared to those without. Indeed, 18% of those with a disability moved on to another job compared to 54% of participants without a disability.
- Analysis by qualification level did not highlight any significant correlation, despite what may be expected. Just over one fifth (31%) of persons with no qualifications, 28% with level 1 qualifications, 58% qualified to level 2, 54% qualified to level 3 and 34% of respondents with level 4 qualifications moved on to another job.
- 56% of participants who recently undertook self-employment activities and 55% who undertook Qualifications moved on to another job. In comparison, 33% who undertook Essential Skills activities moved on to another job. Again, base numbers for this sub-group analysis are too small to have any statistical significance.

Increased value of those who left their first job

Of those who did move into another job, 53% moved on to another job which resulted in an increase in their wage or salary.

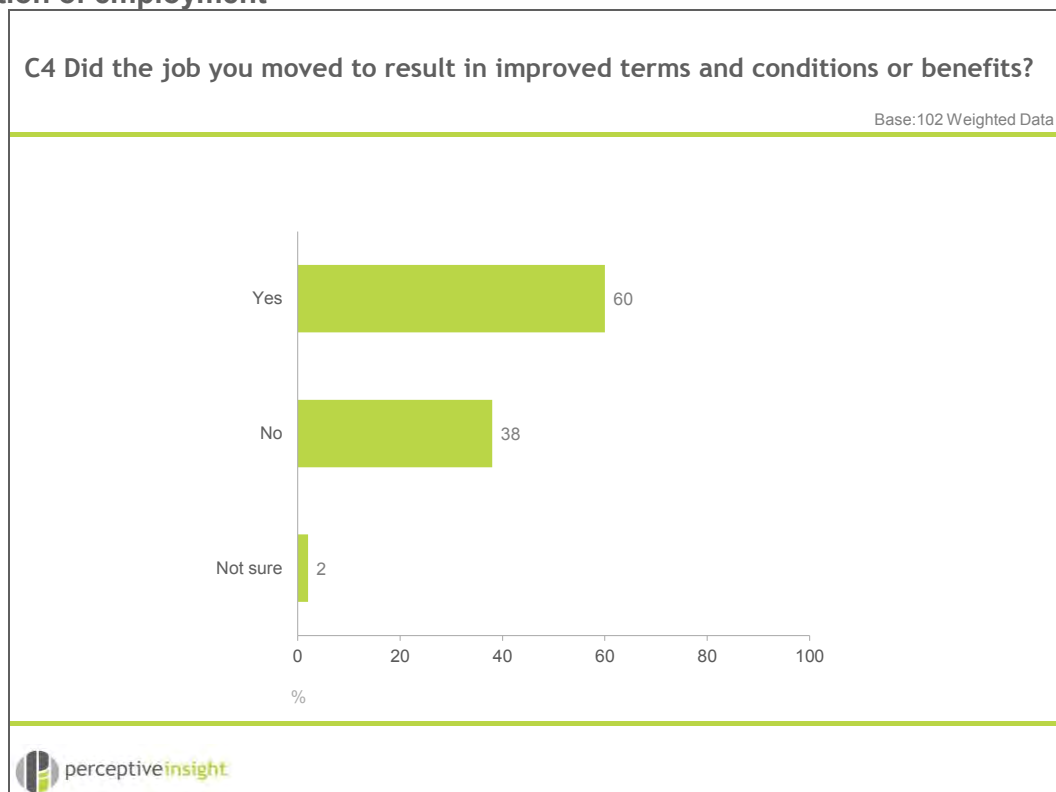
Figure 5.5: Increase in salary from moving on to another position of employment



Given that base numbers are reduced even further by this additional question routing, base numbers for further sub-group analysis are much too small to reveal at any level of detail.

Additionally, participants who moved on to another job were asked whether this move resulted in any additional improvements to their terms and conditions or any other benefits. The majority (60%) reported that terms, conditions and/or benefits were improved by the move.

Figure 5.6: Improved terms and conditions or benefits from moving on to another position of employment

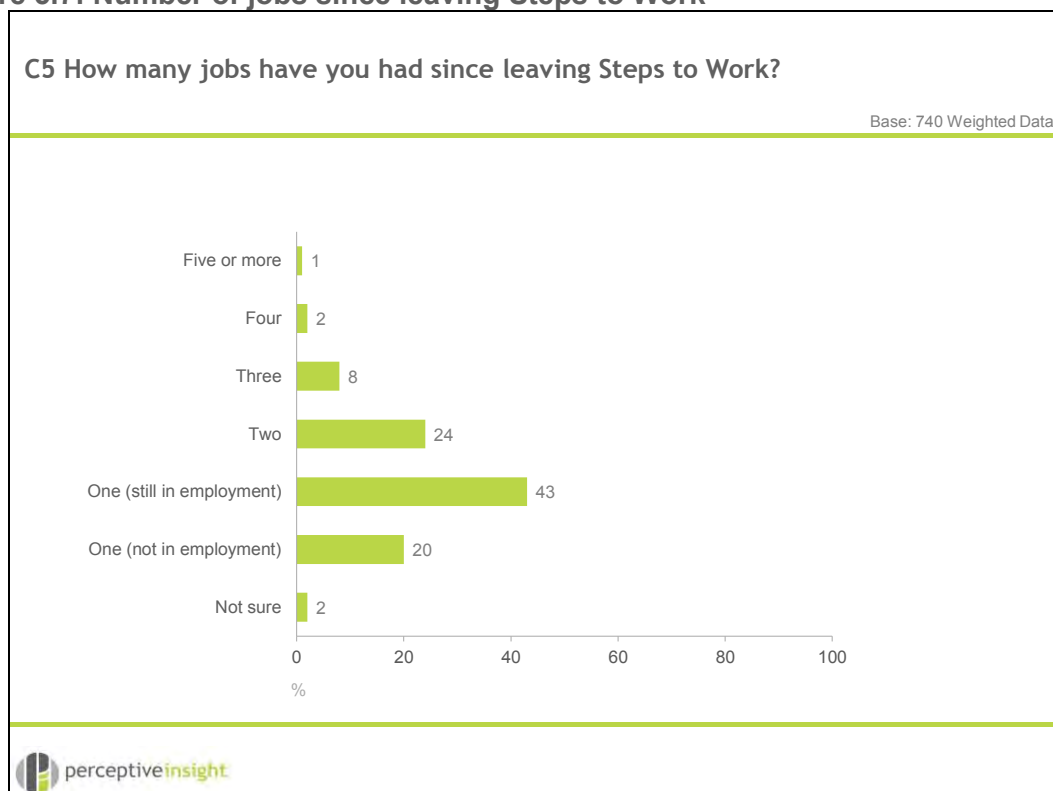


Again, base numbers are too small to allow for any additional sub-group analysis.

Number of jobs held by those who have left Steps to Work

Respondents were asked to confirm how many jobs that have had since leaving the Steps to Work programme. While 63% of participants have had one job, 20% have had one job and are no longer in employment while 43% have had one job and remain in this job. Almost one quarter (24%) have had two jobs, while just 11% of leavers have had three or more jobs.

Figure 5.7: Number of jobs since leaving Steps to Work



A slightly higher proportion of female participants remained in their first position of employment (46%) than males (42%). Similarly, a higher proportion of female participants had one job but are no longer in employment (21%) than males (20%). A higher share of males (25%) were likely to have had two jobs (compared with 21% of females).

Participants aged 50 and over were more likely to have had one job since leaving the programme (overall 69%). However, once broken down by whether or not they are still in employment, it is apparent that a higher proportion of those aged 50 and over had one job but are no longer in employment (30%) while just 39% remain in their first job. In comparison, 41% of 18 to 24 year olds and 46% of 25 to 49 year olds had one job since leaving the programme and remain in this position. A further 19% of both 18 to 24 year olds and 25 to 49 year olds had one job, but are no longer in employment. A higher share of 18 to 24 year olds were likely to have had three or more jobs (14%) than 25 to 49 year olds (8%) or those aged 50 or over (8%).

Participants with a long-standing illness or disability were more likely to have had one job since leaving the programme (71% overall). However, this is due to a high proportion of participants from this sub-group leaving their job without moving on to another (50%). 21% of participants with a disability remain in their first position of employment. In comparison, 17% of participants who do not have a long-standing illness or disability have had one job since leaving the programme but are no longer in employment and 46% remain in their first position of employment. Meanwhile, those without a disability were more likely to have had two jobs (25%, compared with one fifth of those with a disability) or indeed, three or more jobs (11%, compared with 6% of those with a disability).

Analysis by community background reveals little difference between Protestant and Catholic Respondents with regard to having had one job since leaving the programme. However, Protestant participants were more likely to report having had two (28%) or three jobs (9%) than Catholic respondents (22% and 6% respectively).

Table 5.4: Number of jobs since leaving Steps to Work by gender, age, disability status and community background

| How many jobs have you had since leaving Steps to Work? | Total | Gender | | Age | | | Long-standing illness or disability | | Community background | | |
|---|---------------------|---------------------|---------------------|---------------------|---------------------|-------------------|-------------------------------------|---------------------|----------------------|---------------------|-------------------|
| | | Male | Female | 18 to 24 | 25 to 49 | 50 and over | Yes | No | Protestant | Catholic | Other/refused |
| BASE: Unweighted/weighted | 755/ 740 | 533/ 531 | 222/ 209 | 334/ 343 | 343/ 321 | 78/ 77 | 93/ 81 | 672/ 659 | 309/ 300 | 358/ 359 | 88/ 82 |
| One (not in employment) | 20% | 20% | 21% | 19% | 19% | 30% | 50% | 17% | 19% | 21% | 21% |
| One (still in employment) | 43% | 42% | 46% | 41% | 46% | 39% | 21% | 46% | 43% | 43% | 46% |
| Two | 24% | 25% | 21% | 24% | 25% | 21% | 20% | 25% | 28% | 22% | 17% |
| Three | 8% | 8% | 8% | 10% | 6% | 7% | 4% | 8% | 9% | 6% | 11% |
| Four | 2% | 2% | 2% | 3% | 1% | 1% | 2% | 2% | 1% | 3% | 0% |
| Five or more | 1% | 1% | 1% | 1% | 1% | - | 0% | 1% | 1% | 1% | 0% |
| Not sure | 2% | 3% | 1% | 3% | 2% | 2% | 4% | 2% | - | 4% | 4% |

Note: Columns may not add to 100% due to rounding

As level of qualification increased, the likelihood that the participant had one job but is no longer in employment decreased. Indeed, 29% of those with no qualifications fall into this category, compared with just 16% of those qualified to level 4. Correspondingly, a high proportion of those qualified to level 4 have had one job and are still in employment (51%). A high share of those qualified to level 3 (32%) reported having had two jobs since leaving the Steps to Work programme. The highest share of participants who had three or more jobs were those qualified to level 1 (15%), closely followed by respondents qualified to level 4 or above (13%).

Table 5.5: Number of jobs since leaving Steps to Work by qualifications

| How many jobs have you had since leaving Steps to Work? | Total | Highest level of qualification | | | | |
|---|---------------------|--------------------------------|-------------------|------------------------------|------------------------------------|-------------------|
| | | None | Level 1 | Level 2 (GCSE or equivalent) | Level 3 (A/AS Level or equivalent) | Level 4 or above |
| BASE: Unweighted/weighted | 755/ 740 | 139/ 138 | 50/ 43 | 293/ 296 | 166/ 165 | 98/ 89 |
| One (not in employment) | 20% | 29% | 19% | 18% | 18% | 16% |
| One (still in employment) | 43% | 45% | 49% | 43% | 35% | 51% |
| Two | 24% | 15% | 16% | 26% | 32% | 20% |
| Three | 8% | 6% | 12% | 7% | 9% | 9% |
| Four | 2% | 1% | 3% | 2% | 2% | 3% |
| Five or more | 1% | 2% | - | 1% | - | 1% |
| Not sure | 2% | 3% | 1% | 1% | 4% | 1% |

Note: Columns may not add to 100% due to rounding

The number of jobs held since leaving the Steps to Work programme varied by location. A high proportion of participants from areas such as West Belfast (34%), North Belfast (28%) and the South East (27%) had one job since leaving the programme but are no longer in employment. In comparison, just 11% from Western areas and Antrim fall into the same category. A high share of participants from the Northern West (60%) and Western areas (57%) had one job and remain in this position. In comparison, just 29% of participants from both Southern and South Eastern Areas had one job and remain in employment. Meanwhile, a high proportion of participants from West Belfast (16%), South Eastern areas (15%) and Antrim (15%) had three or more jobs, compared with just 6% of respondents from Southern areas and the North West.

Table 5.6: Number of jobs since leaving Steps to Work by location

| How many jobs have you had since leaving Steps to Work? | Total | Location | | | | | | | | | |
|---|---------------------|---------------------|-------------------|-------------------|---------------------|-------------------|-------------------|--------------------|-------------------|----------------------|-------------------|
| | | Southern | North Belfast | North Down | Western | West Belfast | Foyle | South Eastern | North West | East & South Belfast | Antrim |
| BASE: Unweighted/Weighted | 753/ 739 | 115/ 133 | 60/ 58 | 52/ 45 | 120/ 125 | 57/ 45 | 53/ 47 | 100/ 97 | 81/ 82 | 38/ 37 | 77/ 70 |
| One (not in employment) | 20% | 27% | 28% | 23% | 11% | 34% | 13% | 27% | 16% | 16% | 11% |
| One (still in employment) | 43% | 29% | 41% | 42% | 57% | 41% | 37% | 29% | 60% | 54% | 46% |
| Two | 24% | 29% | 18% | 21% | 22% | 9% | 35% | 29% | 17% | 20% | 28% |
| Three | 8% | 5% | 5% | 14% | 6% | 10% | 9% | 12% | 4% | 10% | 9% |
| Four | 2% | - | 3% | - | 2% | 6% | 1% | 3% | 2% | - | 3% |
| Five or more | 1% | 1% | - | - | 2% | - | 1% | - | - | - | 3% |
| Not sure | 2% | 9% | 5% | - | - | - | 4% | - | - | - | - |


Note: Columns may not add to 100% due to rounding

Participants who last undertook Essential Skills were more likely to have had one job since leaving the programme and to have left employment (31%). At the other end of the scale, 13% of those who last undertook Self-employment activities had one job and are no longer in employment. Meanwhile, a high share of those who last undertook Self-employment (71%), Employer Subsidy (49%) and Qualifications (47%) had one job and remain in employment. Those who last undertook Essential Skills were less likely to have had three or more jobs (6%), along with those who undertook Employer Subsidy activities (5%). In contrast, a high share of participants who undertook Back to Work (14%) had three or more jobs.

Table 5.7: Number of jobs since leaving Steps to Work by last Steps to Work activity

| How many jobs have you had since leaving Steps to Work? | Total | Last Steps to Work Activity | | | | | | |
|---|---------------------|-----------------------------|-------------------|---------------------|-------------------|-------------------|---------------------|--------------------|
| | | Self-employment | Qualifications | Step 1 | First start | Essential Skills | Employer Subsidy | Back to Work |
| BASE: Unweighted/ weighted | 755/ 740 | 84/ 39 | 74/ 46 | 173/ 327 | 68/ 31 | 74/ 18 | 178/ 192 | 104/ 86 |
| One (not in employment) | 20% | 13% | 19% | 23% | 21% | 31% | 17% | 18% |
| One (still in employment) | 43% | 71% | 47% | 36% | 41% | 36% | 49% | 41% |
| Two | 24% | 8% | 22% | 23% | 26% | 24% | 28% | 25% |
| Three | 8% | 6% | 11% | 9% | 9% | 4% | 4% | 11% |
| Four | 2% | 1% | 1% | 3% | 3% | 1% | 1% | 1% |
| Five or more | 1% | - | - | 1% | - | 1% | - | 2% |
| Not sure | 2% | - | - | 4% | - | 1% | 1% | 2% |

Note: Columns may not add to 100% due to rounding



Section 6: Experience of Steps to Work

6. Experience of Steps to Work

A number of questions were included in the study to ascertain participants' views of the Steps to Work programme. As such, participants were asked a range of questions to determine their personal feelings regarding their success in obtaining employment as a direct result of completing the programme. The results of these questions are outlined in the subsequent section. It should be noted that all participants who completed this study, including those who reported that they gained employment after three months and those who said they have not had any employment since leaving Steps to Work are included in this analysis.

The topics covered in this section include opinions of StW on:

- Assistance finding job vacancies;
- Contribution to gaining employment;
- Use of Steps to Work skills and experience;
- Potential impact of not participating in Steps to Work.

This section provides high-level information on participants' responses when questioned about the topics listed above. Additional sub-group analysis detail has been provided in Annex D.

Key findings

Help to find and gain employment

- Overall, 37% reported that Steps to Work helped a lot when it came to finding job vacancies. In addition, 24% felt that it helped slightly and just over one third (35%) felt that the programme did not help at all.
- Two in five (40%) responded that Steps to Work helped a lot when it came to gaining employment and 25% believed it helped a little. Almost one third (32%) stated that the programme did not help at all.
- When asked if they thought they would have found work if they had not taken part in the programme, just over half (52%) believed that they would have found work anyway. One quarter (25%) have credited the Steps to Work programme with their entry into employment. Just under one quarter (23%) were unsure.

Use of skills and experience

- The majority of participants report that they have utilised the skills or experience gained from the Steps to Work programme either sometimes (36%) or all of the time (25%) in their employment. Meanwhile, over a quarter of respondents (28%) report that they have never used the skills or experience gained during the programme and a further 8% felt that they did not gain any skills or experience during the programme.

Key findings (cont.)

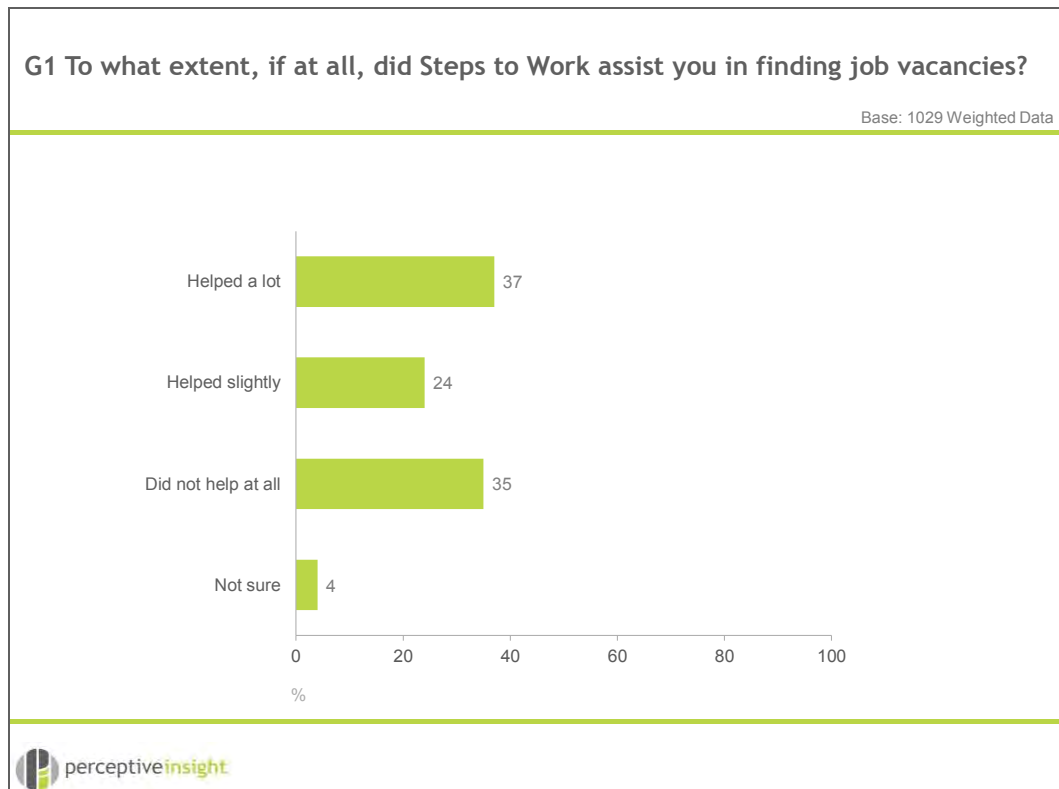
Overall impact of Steps to Work

- One fifth (20%) of respondents believe that they would have been unlikely to find employment at all if it were not for the programme while another 10% believe that they would have secured employment but would be earning a lower wage.
- A further 29% also responded positively to the programme by reporting that although they consider they would have found employment anyway, they believe that it would have taken a longer time to do so.
- 29% noted that Steps to Work had limited impact, anticipating that they would have found a job at a similar wage and within a similar timeframe.
- Just 2% of respondents had a strong negative view of the programme, reporting that it would have taken less time to find employment if they had not have taken part in Steps to Work.

Assistance finding job vacancies

Overall, participants expressed mixed opinions when asked about the Steps to Work programme. With particular reference to whether or not they felt that the programme helped them to find job vacancies to apply to, 37% reported that Steps to Work helped 'a lot'. Meanwhile, 24% felt that it helped 'slightly' and just over one third (35%) felt that the programme 'did not help at all'. A small minority (4%) noted that they were unsure.

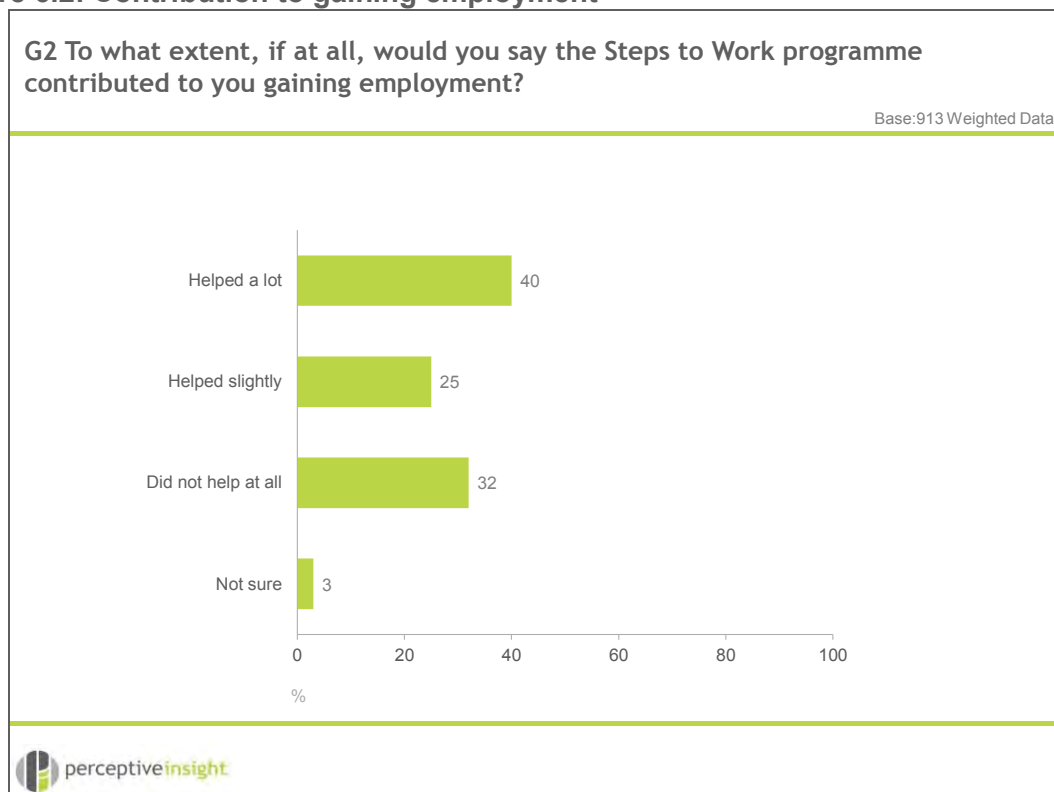
Figure 6.1: Assistance finding job vacancies



Contribution to gaining employment

Those who confirmed that they had obtained employment leaving Steps to Work were asked to what extent the programme contributed to them gaining employment. Two in five responded that it helped 'a lot' and 25% believed it helped 'a little'. Almost one third (32%) stated that the programme 'did not help at all'.

Figure 6.2: Contribution to gaining employment

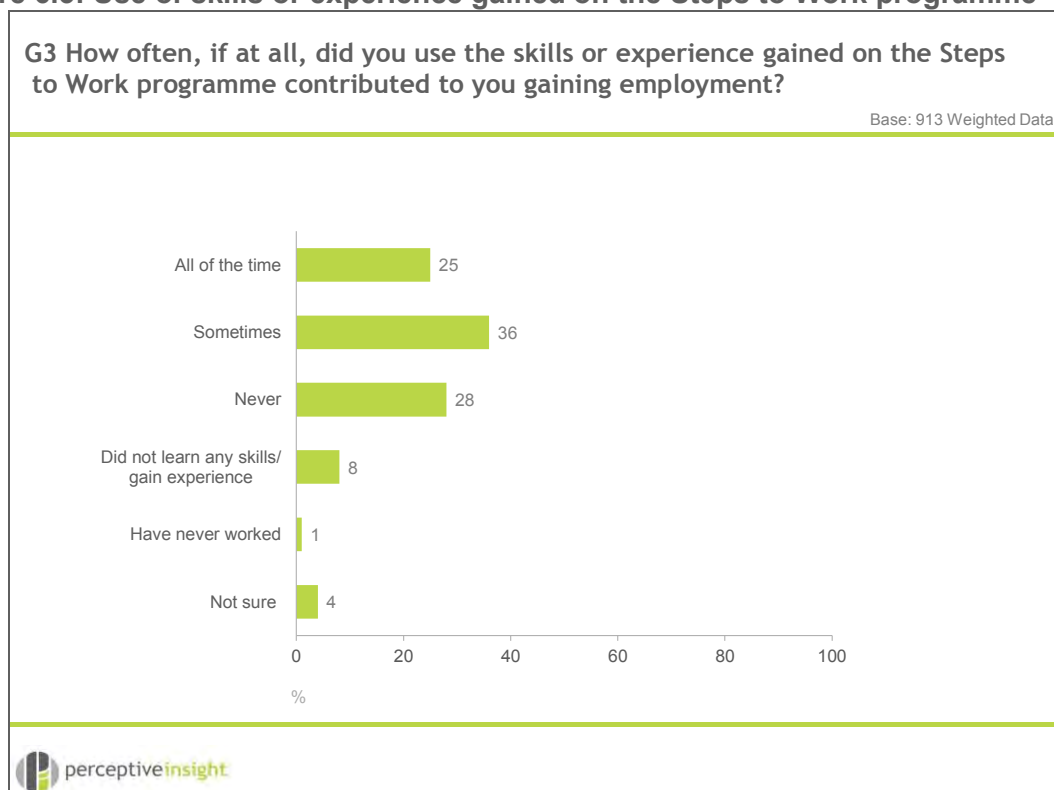


Use of Steps to Work skills or experience

Participants who confirmed they had found employment were asked a further question to ascertain how often they felt the skills and experience gained on the Steps to Work programme was utilised in their first job.

As can be seen at Figure 6.3, the majority of participants report that that have utilised the skills or experience gained either 'sometimes' (36%) or 'all of the time' (25%). Meanwhile, over a quarter of respondents (28%) report that they have never used the skills or experience gained during the programme and a further 8% felt that they did not gain any skills or experience during the programme.

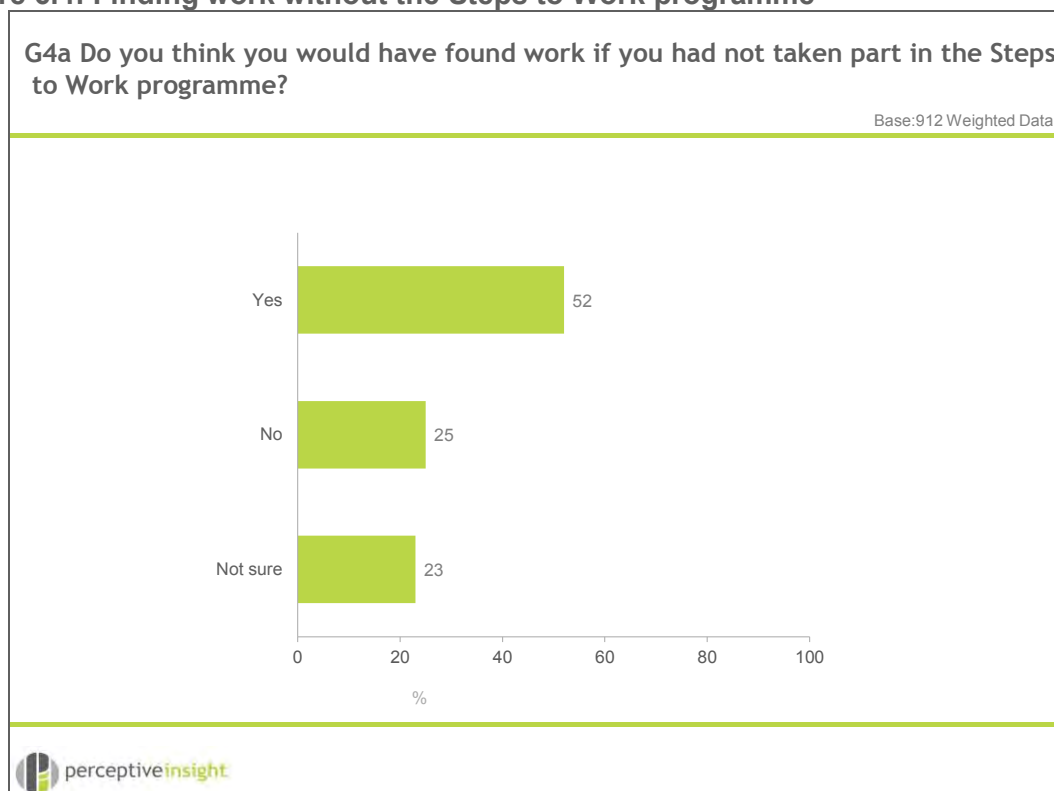
Figure 6.3: Use of skills or experience gained on the Steps to Work programme



Potential impact of not participating in Steps to Work

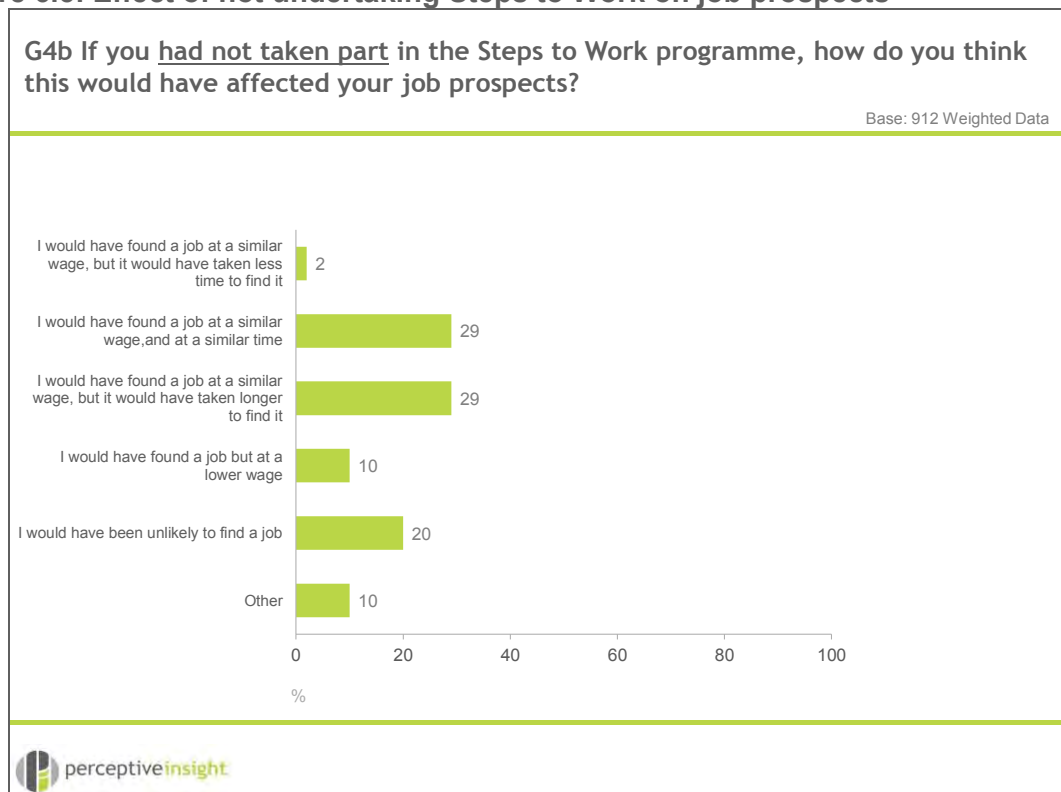
Survey participants were asked questions regarding the expected potential impact on their career and job prospects if they had not taken part in the Steps to Work programme. When asked if they think they would have found work if they had not taken part in the programme, just over half (52%) believed that they would have found work anyway. One quarter (25%) have credited the Steps to Work programme with their entry into employment. Just under one quarter (23%) were unsure.

Figure 6.4: Finding work without the Steps to Work programme



To explore the issue of prospective employment further participants who had found employment were then asked to comment on how the Steps to Work programme affected their job prospects. As can be seen at Figure 6.5 there were mixed views on the potential impact of not taking part in the programme on participants' job prospects. For example, a total of 20% of respondents believed that they would have been unlikely to find employment at all if it were not for the programme while another 10% believe that they would have secured employment but would be earning a lower wage. A further 29% also responded positively to the programme by reporting that although they believe they would have found employment anyway, they believed that it would have taken a longer time to do so. Meanwhile, 29% noted that Steps to Work had limited impact, believing that they would have found a job at a similar age and within a similar timeframe. Just 2% of respondents had a strong negative view of the programme, reporting that it would have taken less time to find employment if they had not have taken part in Steps to Work. Notably, this share remains low (does not exceed 4%) across all sub-groups analysed.

Figure 6.5: Effect of not undertaking Steps to Work on job prospects





Section 7: Economic contribution

7. Economic contribution

In order to assess the net economic impact of Steps to Work, a series of questions were included within the survey regarding the wages earned in employment resulting from Steps to Work participation. This allowed for calculation of an approximate overall value to the NI economy minus the costs of Steps to Work. This section also includes an estimate of the cost/benefit savings.

This chapter begins with an assessment of the Northern Ireland labour market in order to set the context within which the Steps to Work programme is operating.

Key Consideration

It is important to note that a number of difficulties were encountered when trying to measure the economic contribution of the Steps to Work programme. Indeed, a number of assumptions were utilised in order to calculate these estimates.

Assessments of deadweight have been made in previous papers and have been used as a key assumption in this methodology. It must be noted that these assessments are estimates which carry a significant margin of error. Moreover, it is pertinent to note that the assumptions used herein, for the most part, do not contain data specific to Northern Ireland. These risks to the modelling approach have been mitigated to some extent by the inclusion of scenario assumptions (e.g. a lower, middle and upper deadweight scenario).

The difficulty in measuring deadweight, hence the need for a range of deadweight scenarios, remains an important acknowledgement when considering the economic contribution modelling which has been outlined in this chapter.

In short, there does not exist a robust measurement and estimation of the counterfactual and this can significantly impact any assessment of deadweight. The approach to capture deadweight loss for programmes such as Steps to Work will be limited because neither employers nor programme participants can provide an accurate view on whether the work that participants perform would have been performed if the programme did not exist. **The economic impact assessment that follows can only be considered an indicative estimate rather than a robust evaluation of deadweight.**

Key findings

Economic contribution

- Between the 2011/12 and 2013/14 programme years, the Steps to Work programme is estimated to have increased unsubsidised employment by 8,536 jobs under the middle deadweight scenario (40% deadweight).
- Based on these 8,536 jobs, it is estimated that the Steps to Work programme generated over £134.7million in employment related economic impact.
- Under the scenario deemed the most likely to occur (middle), the programme has potentially made an estimated benefits saving of almost £36.2million over the course of three years.
- Considering the associated costs of the programme, under the middle scenario assuming a 40% deadweight and incorporating benefit savings, Steps to Work has delivered estimated net economic gains totalling over £48.2million between 2011/12 and 2013/14.

Northern Ireland labour market context

Overview

The current outlook for the Northern Ireland labour market is mixed, coinciding with a mixed outlook for the economy as a whole. According to the Northern Ireland Statistics and Research Agency (NISRA)¹⁴, while the Labour Force Survey (LFS) measure of unemployment in Northern Ireland (NI) decreased over the quarter and year to September (culminating to a decrease in the number of people claiming unemployment related benefits), the employment rate also fell slightly. Overall, economic inactivity was found to have increased over the course of the past year.

To put these findings in context, NISRA have confirmed that:

- The NI unemployment rate¹⁵ decreased by 0.6 percentage points over the quarter to the end of September and fell over the year by 0.1 percentage points to 5.9%. This previously stood at a peak of 8.1% in Jan-Mar 2013.
- The number of people claiming unemployment related benefits (from NI Jobs and Benefits Offices) decreased by 1,000 over the month and decreased by 11,900 over the year, to 39,700 in October 2015.
- The Northern Ireland employment rate increased over the quarter but decreased over the year to 67.9%.
- Changes to the unemployment and employment rates, combined with population change (growth in the proportion of the population aged 16 or over) have seen an increase in the number of people in Northern Ireland considered to be economically inactive (+14,000).









¹⁴ NISRA (November 2015), Northern Ireland Labour Market Report November 2015 (Monthly). Accessible via: <https://www.detini.gov.uk/sites/default/files/publications/deti/labour-market-report-november-2015.PDF> [Accessed 17th November 2015]

¹⁵ Calculation of the NI unemployment rates accounts for those aged 16 or over. Unemployment rate = total unemployed as a proportion of the economically active.

Simultaneously, NISRA report an overall decrease in the number of redundancies across Northern Ireland with 1,915 confirmed redundancies (9% decrease from the previous year).

The table below summarises the most up to date (July – September 2015) labour market headline data for Northern Ireland, exemplifying the mixed performance of the Northern Ireland labour market with green arrows indicating a positive change and red arrows indicating negative changes.

Table 7.1: Northern Ireland Labour Market Summary¹⁶

| Northern Ireland Labour Market Summary | Reference period | Estimate | Change over quarter | Change over year | Annual Performance |
|--|------------------|----------|---------------------|------------------|---|
| Quarterly and annual changes | | | | | |
| Unemployment | Jul – Sep 2015 | 51,000 | -5,000 | -1,000 |  |
| Employment | Jul – Sep 2015 | 816,000 | 2,000 | -5,000 |  |
| Economically inactive | Jul – Sep 2015 | 580,000 | 6,000 | 14,000 |  |
| Unemployment rate | Jul – Sep 2015 | 5.9% | -0.6 pps | -0.1 pps |  |
| Employment rate | Jul – Sep 2015 | 67.9% | 0.1 pps | -0.6 pps |  |
| Economic inactivity rate | Jul – Sep 2015 | 27.7% | 0.3 pps | 0.7 pps |  |
| Quarterly and annual changes | | | | | |
| Claimant count | Oct 2015 | 39,700 | -1,000 | -11,900 |  |
| Number of Redundancies | Oct 2015 | 198 | - | |  |

Unemployment

It is worth noting that despite apparent improvements to the unemployment rate, long-term¹⁷ and youth unemployment¹⁸ in Northern Ireland remains comparatively high. Indeed, over the course of the past year, long-term unemployment has increased by 2 percentage points, currently standing at 60.8% (higher than the UK average of 27.9%). Similarly, despite an annual decline in youth unemployment (falling 1.8 percentage points over the year), the rate remains high at 18.1% (still higher than the UK average of 13.3%).

¹⁶ NISRA (November 2015), Northern Ireland Labour Market Report November 2015 (Monthly). Accessible via: <https://www.detini.gov.uk/sites/default/files/publications/deti/labour-market-report-november-2015.PDF> [Accessed 17th November 2015]

¹⁷ Percentage of unemployed who have been unemployed for 1 year or more

¹⁸ Percentage of economically active 18 - 24 year olds who are unemployed

Despite an annual decrease, the number of persons claiming unemployment related benefits in Northern Ireland also remains high when compared with the UK as a whole (4.4% compared with 2.3% as of October 2015). However, a decrease of 25,000 claimants from its peak in February 2013 is testament to the progress being made in Northern Ireland. Significant improvement is still required given that Northern Ireland's claimant count rate remains the highest amongst the twelve regions of the UK. The areas of Northern Ireland with the highest claimant count rates are Derry/Londonderry and Strabane (6.7%) and Belfast (4.5%)¹⁹.

Employment

Employment levels, which are continuing to fall year on year in Northern Ireland, remain a concern. Indeed, Northern Ireland's employment rate of 67.9% falls almost six percentage points short of the UK average (73.7%), ranking the lowest of all twelve UK regions. In particular, the gender gap in employment appears to be widening, with the NI male employment rate increasing by 0.6 percentage points over the year to 73.2%, while the female employment rate fell by 1.7 percentage points to 62.8% over the same period.

Economic inactivity

Simultaneously, economic inactivity in Northern Ireland has continued to rise, again holding the highest rate of inactivity out of the twelve UK regions (27.7%). This rate is the result of an increase of 0.7 percentage points over the year (representing an increase of 9,000 people). Perhaps pertinent to the objective of the Steps to Work programme, however, NISRA²⁰ report that 18% of those who are currently classed as economically inactive do want to work.

Earnings

Annual Survey of Hours and Earnings (ASHE) data²¹ reveal that median weekly earnings in NI are decreasing, despite an increase in the UK as a whole. Indeed, over the year to April 2014, median gross weekly earnings for all employees (both full and part-time) in Northern Ireland decreased by 2.2% (to £358). The current median gross weekly earning in the UK is £417.90.

Northern Ireland labour market outlook

Given the mixed performance of the Northern Ireland labour market, the outlook remains relatively subdued in the short to medium term. For example, Oxford Economics' UK Regional Outlook for autumn 2015²² forecasts an annual average employment growth rate of just 0.2% in Northern Ireland over the next decade (just one third of the rate forecast for the UK). Oxford Economics' estimates suggest that this level of growth will equate to a further 20,400 jobs being created in the region by 2025.

¹⁹ As of October 2015

²⁰ NISRA (November 2015), Northern Ireland Labour Market Report November 2015 (Monthly). Accessible via: <https://www.detini.gov.uk/sites/default/files/publications/deti/labour-market-report-november-2015.PDF> [Accessed 17th November 2015]

²¹ ONS, Annual Survey of Hours and Earnings, <http://www.ons.gov.uk/ons/rel/ashe/annual-survey-of-hours-and-earnings/index.html> [Accessed 17th November 2015].

²² Oxford Economics, UK Regional Economic Outlook, autumn 2015, <http://www.oxfordeconomics.com/> [Accessed 17th November 2015].

Economic impact of Steps to Work methodology

Method

The focus of this economic impact analysis was to assess the relative cost benefits of the Steps to Work programme in relation to the associated costs of its operation. For the purposes of this analysis, we have calculated the net impact of the programme (i.e. the additional impact compared to what is estimated would have happened in its absence) rather than the gross impact (i.e. the total amount of impact made as a result of the programme).

Net impacts are therefore lower than gross impacts, as net impacts will account for:

- **Deadweight** – what would have happened to participants in the absence of the Steps to Work Programme;
- **Substitution** – when an organisation or business substitutes a supported person in place of another worker;
- **Displacement** – the proportion of the programme outputs (e.g. employment) that reduce the outputs elsewhere in the economy; and
- **Leakage** – the proportion of outputs that accrue to those outside the intervention's target group area.

We have also accounted for the **multiplier effect** – i.e. the additional economic activity generated by the programme's direct benefits. In other words, the multiplier effect accounts for the indirect and induced economic benefits of the programme. As such the total economic impact assessment accounts for:

- **Direct impacts** - contributions generated by the programme itself;
- **Indirect multiplier impacts** - from the additional spending of those employed as a consequence of the programme (via the supply chain); and
- **Induced multiplier impacts** – from additional purchases from suppliers as a result of the programme.

Assumptions

Table 7.2 outlines the various assumptions used in modelling the impact of the Steps to Work programme. Details on how these assumptions were drawn have also been included.

Table 7.2: Assumptions

| | Assumption | Basis for assumption |
|-------------------|---|--|
| Deadweight | 20% (upper scenario), 40% (middle scenario) & 60% (lower scenario). | <p>Assessment of the extent of deadweight undertaken by the Department for Business, Innovation and Skills BIS) (2009) (which overall suggests that a central assumption for deadweight of 30-40% would be reasonable)²³ and evidence from past evaluations of programmes in Northern Ireland. Within the BIS (2009) evaluation, estimates of the 95% confidence interval for matching people to jobs and workforce skills development are also provided. By applying an average of these estimates to the aforementioned central range of 30-40%, a lower estimate for deadweight of 22% and a higher estimate of 48% are produced.</p> <p>Six past evaluations undertaken for DEL contained estimates which could be used to calculate deadweight²⁴. Overall, the evidence from these past evaluations suggest a central estimate of deadweight of around 40%.</p> <p>These assumptions were utilised in the 2015 Evaluation of Pathways to Success²⁵ which calculated that a central estimate of deadweight of 30% within a range of 18% for the low estimate to 60% for the high estimate would be realistic.</p> <p>Given the array of deadweight estimates available from past public sector evaluations (including an evaluation of the Steps to Work programme), a lower, middle and upper deadweight scenario has been included in the economic impact calculations. As such:</p> <ul style="list-style-type: none"> - The upper scenario (i.e. the scenario using the lowest level of deadweight) has been calculated with an assumption of 20% deadweight; - The middle scenario assumes 40% deadweight; and - The lower scenario (i.e. the highest level of deadweight) uses an assumption of 60% deadweight. <p>By calculating the economic impact of the Steps to Work programme under these three scenarios, the overall elasticity of the potential impact is highlighted.</p> |

²³BIS(2009):[https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/191512/Research to improve the assessment of additionality.pdf](https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/191512/Research_to_improve_the_assessment_of_additionality.pdf) [Accessed 26th November 2015]

²⁴ New Deal 18-24 (2001), New Deal 18-24 (2003), New Deal 25+ (2001), New Deal Innovation Fund (2005), New Deal Self-employment (2005) and Steps to Work (2012)

²⁵ DEL (2015): <https://www.delni.gov.uk/sites/default/files/publications/del/evaluation-of-pathways-to-success-final-report.pdf> [Accessed 26th November 2015]

| | | |
|------------------------------|------------|--|
| Substitution | 10% | <p>Based on evidence from the Department of Work and Pensions (DWP) Cost Benefit Analysis Framework which outlines the evidence of past studies from employment programmes. The evidence presented by DWP suggests that for supply side policies (such as the Steps to Work programme), substitution ranges from 0 – 20%.</p> <p>As such, a central estimate of 10% is assumed.</p> <p>Note: past evaluations of programmes specific to Northern Ireland do not contain estimates for substitution and could not be used to confirm this estimate.</p> |
| Displacement | 22% | <p>The BIS (2009) provided evidence on the range of displacement. Overall evidence from the survey suggested that a central assumption of 20-25% would be reasonable, while additional estimates for matching people to jobs and workforce skills development produced a low deadweight estimate of 15% and high estimate of 30%.</p> <p>As such, an overarching displacement estimate of 22% in both cases was deemed acceptable.</p> <p>Note: past evaluations of programmes specific to Northern Ireland do not contain estimates for displacement and could not be used to confirm this estimate.</p> |
| Leakage | - | <p>Given the nature of the Steps to Work programme, we have assumed that benefits of the programme will not leak beyond the participants to any significant level.</p> <p>We have therefore not adjusted economic impact estimates for leakage.</p> |
| Multiplier | 1.3 | <p>The BIS (2009) survey provides evidence on the magnitude of multiplier effects for programmes that match people to jobs and for workforce skills development. This evidence suggests an upper multiplier estimate of 1.4 and lower estimate of 1.2.</p> <p>We have therefore employed a multiplier of 1.3, based on the central estimate from the BIS (2009) report.</p> |
| Mean hourly rate | £7.27 | <p>The mean hourly rate employed in the economic impact estimates are taken directly from the Steps to Work Leavers Survey undertaken in 2015. This value represents the mean reported hourly rate.</p> <p>An hourly rate of £7.27 is used when estimating the economic impact of the Steps to Work programme.</p> |
| Average working hours | 33.4 hours | <p>Weekly hours of work of 33.4 hours are assumed based on Annual Survey of Hours and Earnings (ASHE) data for all workers (both fulltime and part-time).</p> <p>Weekly working hours are therefore assumed to be 33.4 hours.</p> |

| | | |
|------------------------------|----------|--|
| Average length of job | 65 weeks | <p>Average job length has been assumed based on the findings from the 2015 Evaluation of Pathways to Success²⁶.</p> <p>As such, an average job length of 65 weeks is employed when modelling the economic impact of the Steps to Work programme.</p> |
|------------------------------|----------|--|

Data on programme costs and gross jobs were provided by DEL.

Economic impact of Steps to Work results

Unsubsidised jobs - upper scenario (deadweight 20%)

Table 7.3 shows the unsubsidised job outcomes from the Steps to Work programme from 2011/12 to 2013/14 under the upper scenario. Under the upper deadweight scenario, the Steps to Work programme is estimated to have increased unsubsidised employment by 11,382 jobs during this three year period.

Table 7.3: Unsubsidised job outcomes from Steps to Work (2011/12 to 2013/14) – Upper scenario

| | Annual | | |
|--|---------|---------|---------------|
| | 2011/12 | 2012/13 | 2013/14 |
| Gross jobs | 4,900 | 5,500 | 5,190 |
| Net (allowing for deadweight) | 3,920 | 4,400 | 4,152 |
| Net, allowing for deadweight and substitution | 3,528 | 3,960 | 3,737 |
| Net, allowing for deadweight, substitution and displacement | 2,752 | 3,089 | 2,915 |
| Net with multipliers | 3,577 | 4,015 | 3,789 |
| TOTAL | | | 11,382 |

Unsubsidised jobs - middle scenario (deadweight 40%)

Table 7.4 shows the unsubsidised job outcome under a deadweight assumption of 40% (middle scenario). Given that a 2012 Steps to Work Evaluation utilised a deadweight assumption of 49%, we deem this middle scenario the most likely in terms of impact.

Under this middle scenario, unsubsidised employment is estimated to have increased by a total of 8,563 jobs between 2011/12 and 2013/14.

²⁶ DEL (2015): <https://www.delni.gov.uk/sites/default/files/publications/del/evaluation-of-pathways-to-success-final-report.pdf> [Accessed 26th November 2015]

Table 7.4: Unsubsidised job outcomes from Steps to Work (2011/12 to 2013/14) – Middle scenario

| | Annual | | |
|--|---------|---------|--------------|
| | 2011/12 | 2012/13 | 2013/14 |
| Gross jobs | 4,900 | 5,500 | 5,190 |
| Net (allowing for deadweight) | 2,940 | 3,300 | 3,114 |
| Net, allowing for deadweight and substitution | 2,646 | 2,970 | 2,803 |
| Net, allowing for deadweight, substitution and displacement | 2,064 | 2,317 | 2,186 |
| Net with multipliers | 2,683 | 3,012 | 2,842 |
| TOTAL | | | 8,536 |

Unsubsidised jobs - lower scenario (deadweight 60%)

Table 7.5 is based on the upper deadweight assumption of 60%. This high deadweight assumption would be considered the upper limit of deadweight and, as such, demonstrates the lowest likely economic impact of the Steps to Work programme.

Under this lower scenario, unsubsidised employment is estimated to have increased by a total of 5,691 jobs between 2011/12 and 2013/14.

Table 7.5: Unsubsidised job outcomes from Steps to Work (2011/12 to 2013/14) – Lower scenario

| | Annual | | |
|--|---------|---------|--------------|
| | 2011/12 | 2012/13 | 2013/14 |
| Gross jobs | 4,900 | 5,500 | 5,190 |
| Net (allowing for deadweight) | 1,960 | 2,200 | 2,076 |
| Net, allowing for deadweight and substitution | 1,764 | 1,980 | 1,868 |
| Net, allowing for deadweight, substitution and displacement | 1,376 | 1,544 | 1,457 |
| Net with multipliers | 1,789 | 2,008 | 1,895 |
| TOTAL | | | 5,691 |

Monetary impact of Steps to Work - upper scenario (deadweight 20%)

The monetary value of the estimated net job outcome under the upper scenario is shown in table 7.6. This has been calculated using the mean hourly entry wage, which was in turn calculated from the Steps to Work survey (£7.27). The mean hourly entry wage was then multiplied by the assumed average hours worked per week (33.4 hours) and the average length of job (65 weeks). Overall, estimates would suggest that the average economic contribution of a Steps to Work leaver, prior to adjustment for gross to net calculations, is £15,783. This calculated average was then used in conjunction with the abovementioned unsubsidised job estimates to produce a monetary estimate of the impact of the Steps to Work Programme under the three scenarios.

When deadweight is assumed to stand at 20%, it is estimated that the Steps to Work programme generated just over £179.6million in employment related benefits between the 2011/12 and 2013/14 programme years.

Table 7.6: Monetary employment benefits from Steps to Work (2011/12 to 2013/14) – Upper scenario

| | Annual | | |
|---|-------------|-------------|---------------------|
| | 2011/12 | 2012/13 | 2013/14 |
| Entry wage (hourly, £, mean from survey) | £7.27 | £7.27 | £7.27 |
| Net (allowing for deadweight) | £61,870,026 | £69,445,948 | £65,531,722 |
| Net, allowing for deadweight and substitution | £55,683,024 | £62,501,353 | £58,978,550 |
| Net, allowing for deadweight, substitution and displacement | £43,432,759 | £48,751,055 | £46,003,269 |
| Net with multipliers | £56,462,586 | £63,376,372 | £59,804,249 |
| TOTAL | | | £179,643,208 |

Monetary impact of Steps to Work - middle scenario (deadweight 40%)

When deadweight is assumed to be 40% (i.e. the middle, and most likely scenario), it is estimated that the Steps to Work programme generated over £134.7million in employment related benefits between the 2008/09 programme year and 2013/14.

Table 7.7: Monetary employment benefits from Steps to Work (annual, 2011/12 to 2013/14) – Middle scenario

| | Annual | | |
|---|-------------|-------------|---------------------|
| | 2011/12 | 2012/13 | 2013/14 |
| Entry wage (hourly, £, mean from survey) | £7.27 | £7.27 | £7.27 |
| Net (allowing for deadweight) | £46,402,520 | £52,084,461 | £49,148,791 |
| Net, allowing for deadweight and substitution | £41,762,268 | £46,876,015 | £44,233,912 |
| Net, allowing for deadweight, substitution and displacement | £32,574,569 | £36,563,292 | £34,502,452 |
| Net with multipliers | £42,346,940 | £47,532,279 | £44,853,187 |
| TOTAL | | | £134,732,406 |

Monetary impact of Steps to Work - lower scenario (deadweight 60%)

Under the lowest scenario where deadweight is assumed to stand at 60%, over £89.8million is estimated to have been generated in employment related benefits between 2011/12 and 2013/14.

Table 7.8: Monetary employment benefits from Steps to Work (annual, 2008/09 to 2013/14) – Lower scenario

| | Annual | | |
|---|-------------|-------------|--------------------|
| | 2011/12 | 2012/13 | 2013/14 |
| Entry wage (hourly, £, mean from survey) | £7.27 | £7.27 | £7.27 |
| Net (allowing for deadweight) | £14,249 | £15,994 | £15,093 |
| Net, allowing for deadweight and substitution | £12,824 | £14,395 | £13,583 |
| Net, allowing for deadweight, substitution and displacement | £21,716,379 | £24,375,528 | £23,001,634 |
| Net with multipliers | £28,231,293 | £31,688,186 | £29,902,125 |
| TOTAL | | | £89,821,604 |

Summary of economic impact under three deadweight scenarios

Table 7.9 provides a summary of the economic impact findings under the upper (20% deadweight), middle (40% deadweight) and lower (60% deadweight) scenarios. Again, the middle scenario is deemed most likely given its central position in the assumption range and also considering that the 2012 Steps to Work evaluation utilised a deadweight estimate of 49%.

As such, a jobs impact of 8,536 jobs and employment related benefits of over £134.7million are deemed a conservative, but realistic, estimate of the impact of the Steps to Work programme. However, the upper and lower estimates should not be disregarded as they provide insight into the possible elasticity of the potential economic impact calculations.

Table 7.9: Summary of upper, middle and lower scenario economic impact of Steps to Work, 2011/12 to 2013/14

| 2011/12 to 2013/14 | Unsubsidised jobs | Monetary benefits |
|---|-------------------|-------------------|
| Upper Scenario (20% deadweight) | 11,382 | £179,643,208 |
| Middle Scenario (40% deadweight) | 8,536 | £134,732,406 |
| Lower Scenario (60% deadweight) | 5,691 | £89,821,604 |

Benefit savings

Methodology

Secondary to the economic impact modelling, the jobs estimates outlined above to estimate the potential benefits savings incurred as a result of the Steps to Work Programme.

Table 7.10 outlines the various assumptions used in modelling the potential benefits savings associated with the Steps to Work programme. Details on how these assumptions were drawn have also been included.

Table 7.10: Benefit savings assumptions

| | Assumption | Basis for assumption |
|---|---|--|
| Jobs seekers allowance (JSA) rates | £57.35 per week for those aged under 25 and £72.40 per week for those aged 25 or over | Based on the JSA rates as published by the government. Based on contribution-based JSA for a single person. |
| Average length of job | 65 weeks | Average job length has been assumed based on the findings from the 2015 Evaluation of Pathways to Success, as was the case for the economic contribution calculations. |
| Age category shares | 48% aged below 25 and 52% age 25 or over | These shares were taken from the survey sample, based upon the respondent's age at the time of the Steps to Work programme. |

The previously calculated jobs benefits under the lower, middle and upper scenarios (tables 7.3, 7.4 and 7.5) were used in conjunction with the above assumptions to determine the potential benefits savings. The estimated number of unsubsidised jobs were multiplied by the

sample share of each age category. This was then multiplied by the respective JSA rate, which was in turn multiplied by the average length of job (65 weeks). The resulting savings per age category were then summed to provide an annual estimate of the total benefits savings.

Benefit savings results

Table 7.11 outlines the potential benefit savings associated with the Steps to Work programme under the upper scenario (20% deadweight), middle scenario (40% deadweight) and lower scenario (60% deadweight) for the 2011/12 to 2013/14 programme years.

Under the scenario deemed the most likely to occur (middle), the programme has potentially made a benefit saving of almost £36.2million over the course of three years.

Table 7.11: Benefit savings results (annual, 2008/09 to 2013/14) – lower, middle and upper scenario

| | Annual | | | TOTAL |
|--------------------------------------|------------|------------|------------|------------|
| | 2011/12 | 2012/13 | 2013/14 | |
| Benefits savings (lower) (£) | 7,577,703 | 8,505,585 | 8,026,180 | 24,109,468 |
| Benefits savings (middle) (£) | 11,366,555 | 12,758,378 | 12,039,269 | 36,164,202 |
| Benefits savings (upper) (£) | 15,155,407 | 17,011,171 | 16,052,359 | 48,218,936 |

Cost based comparisons

In comparison to the costs associated with running the Steps to Work programme, the net monetary benefits remain positive across the upper and middle scenario. However, under the assumption of a 60% deadweight, the programme costs outweigh the returns (although this scenario is deemed unlikely to have materialised).

Estimates across each of the three deadweight scenarios suggest:

- A net gain of over £105million between 2011/12 and 2013/14 under the upper scenario assumptions (deadweight of 20%);
- A net gain of over £48.2million between 2011/12 and 2013/14 under the middle scenario assumptions (deadweight of 40%); or
- A net loss of close to £8.8million between 2011/12 and 2013/14 under the lower scenario assumptions (deadweight of 60%).

Again, the central assumption of 40% deadweight is deemed most likely, and as such a conservative but realistic estimate of the net profitability of the Steps to Work programme for the Northern Ireland economy stands at just over £48.2million.

Table 7.12: Net monetary benefits (annual, 2008/09 to 2013/14) – Upper scenario

| | Annual | | |
|--|--------------------|--------------------|---------------------|
| | 2011/12 | 2012/13 | 2013/14 |
| Net employment benefits | £56,462,586 | £63,376,372 | £59,804,249 |
| Benefit savings | £15,155,407 | £17,011,171 | £16,052,359 |
| TOTAL PROGRAMME SPEND (StW 1, 2 and 3) | £46,306,147 | £40,305,197 | £36,073,784 |
| Net gain / loss | £25,311,846 | £40,082,346 | £39,782,824 |
| Total gain / loss | | | £105,177,016 |

Table 7.13: Net monetary benefits (annual, 2008/09 to 2013/14) – Middle scenario

| | Annual | | |
|--|-------------------|--------------------|--------------------|
| | 2011/12 | 2012/13 | 2013/14 |
| Net employment benefits | £42,346,940 | £47,532,279 | £44,853,187 |
| Benefit savings | £11,366,555 | £12,758,378 | £12,039,269 |
| TOTAL PROGRAMME SPEND (StW 1, 2 and 3) | £46,306,147 | £40,305,197 | £36,073,784 |
| Net gain / loss | £7,407,348 | £19,985,460 | £20,818,672 |
| Total gain / loss | | | £48,211,480 |

Table 7.14: Net monetary benefits (annual, 2008/09 to 2013/14) – Lower scenario

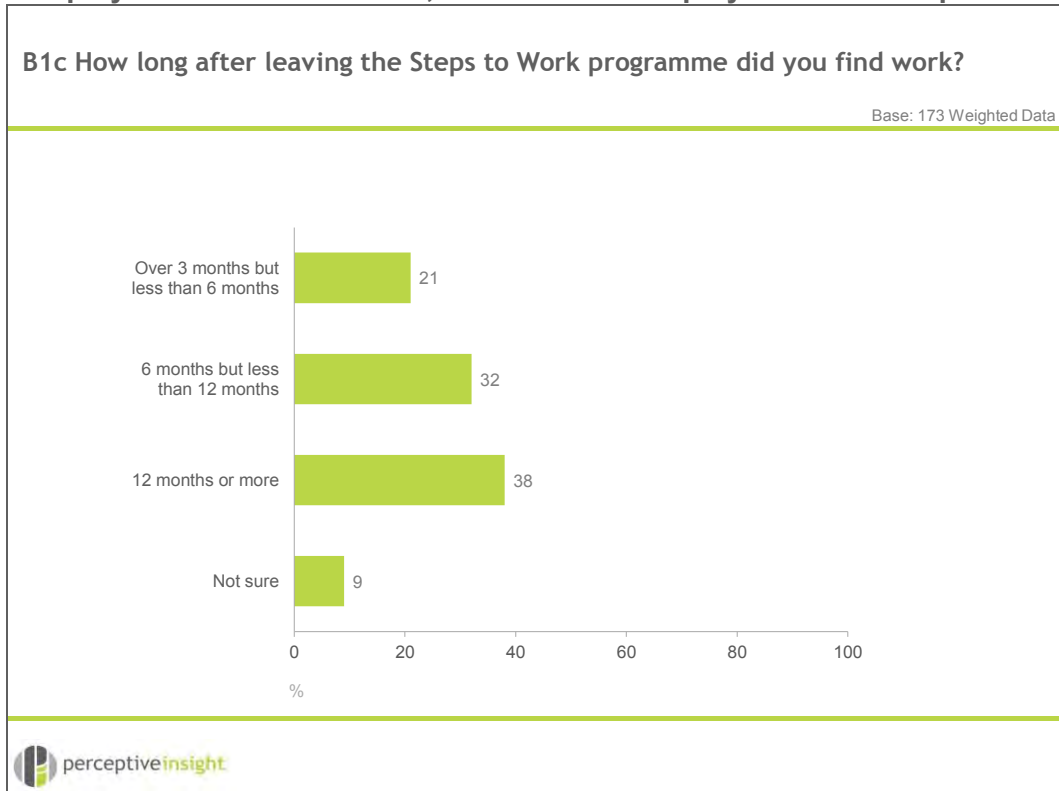
| | Annual | | |
|--|---------------------|------------------|--------------------|
| | 2011/12 | 2012/13 | 2013/14 |
| Net employment benefits | £28,231,293 | £31,688,186 | £29,902,125 |
| Benefit savings | £7,577,703 | £8,505,585 | £8,026,180 |
| TOTAL PROGRAMME SPEND (StW 1, 2 and 3) | £46,306,147 | £40,305,197 | £36,073,784 |
| Net gain / loss | -£10,497,151 | -£111,425 | £1,854,520 |
| Total gain / loss | | | -£8,754,056 |



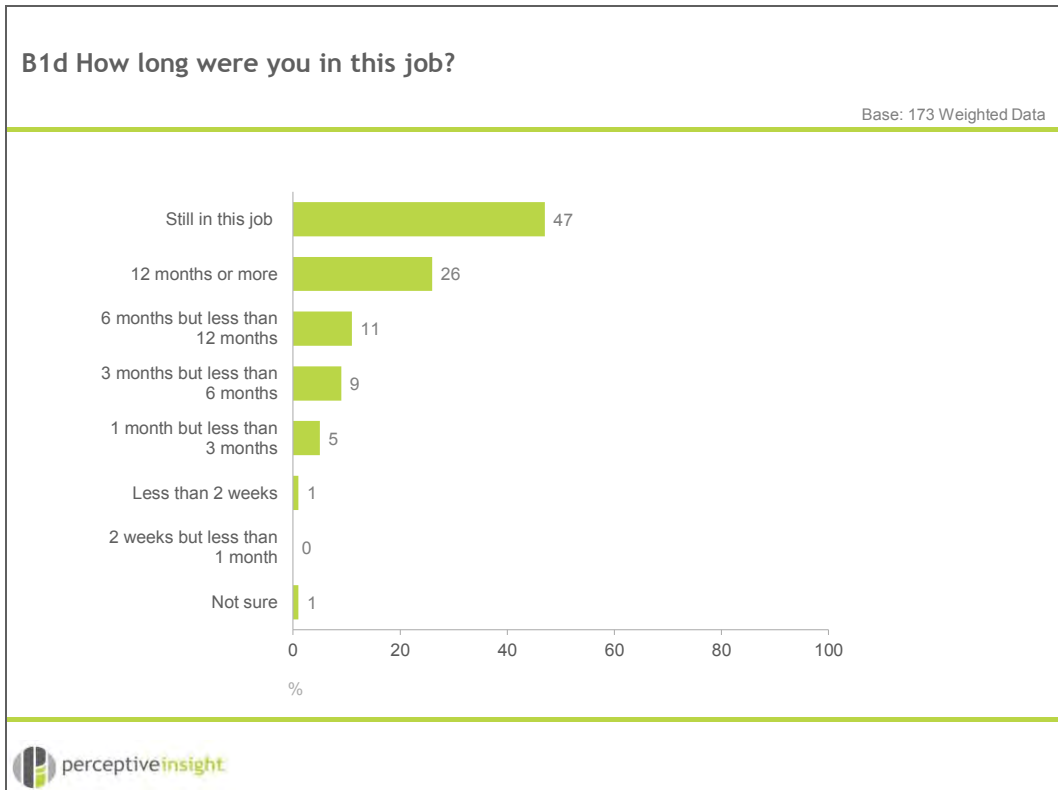
Annex A: Participants who gained employment after 3 months

Annex A: Participants who gained employment after 3 months

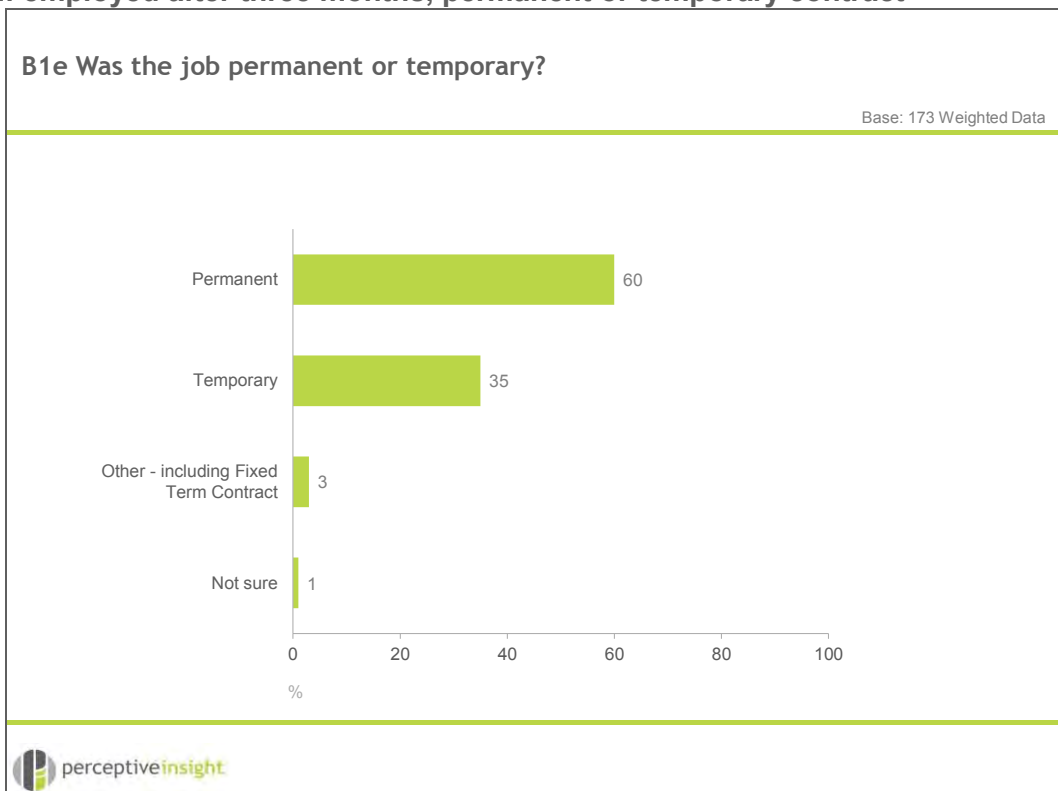
A.1: If employed after three months, duration of unemployment after Steps to Work



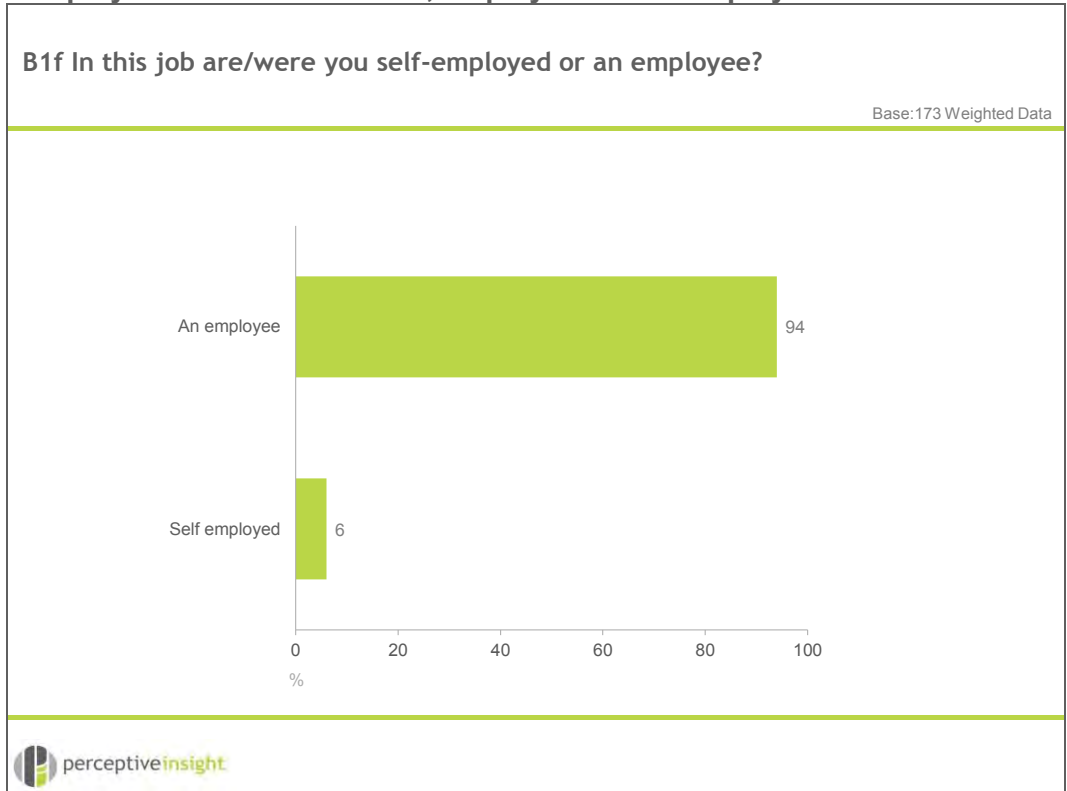
A.2: If employed after three months, duration of employment in first job since leaving Steps to Work



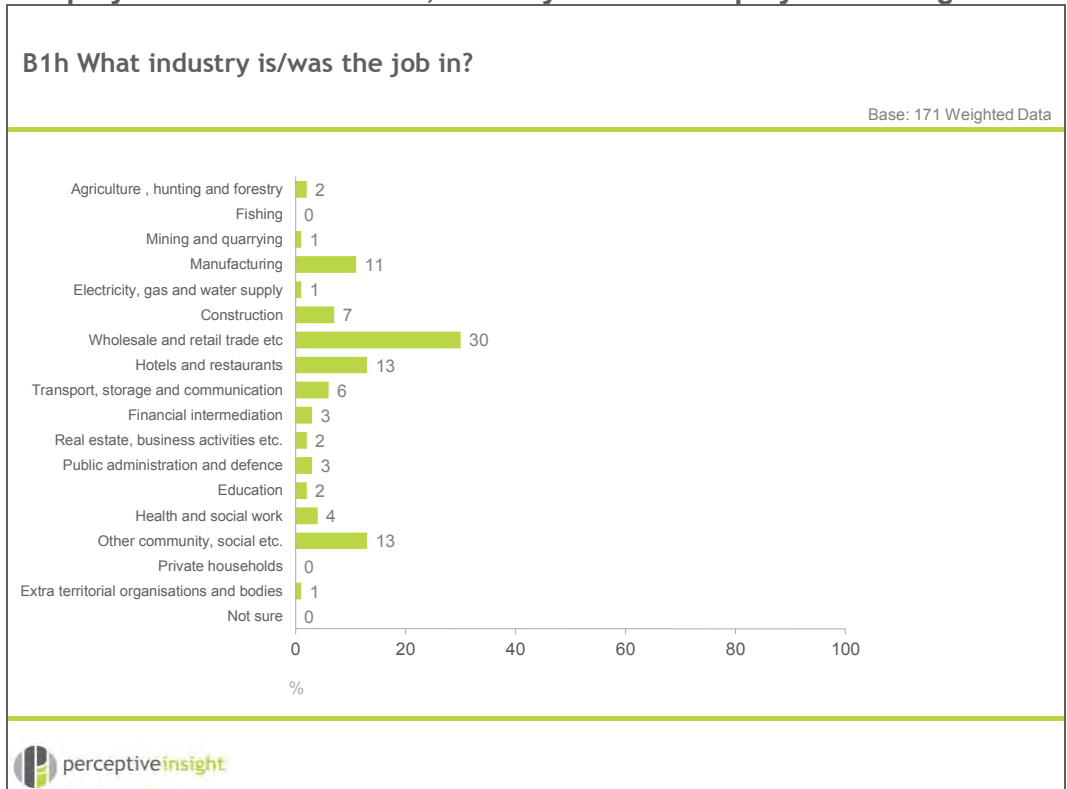
A.3: If employed after three months, permanent or temporary contract



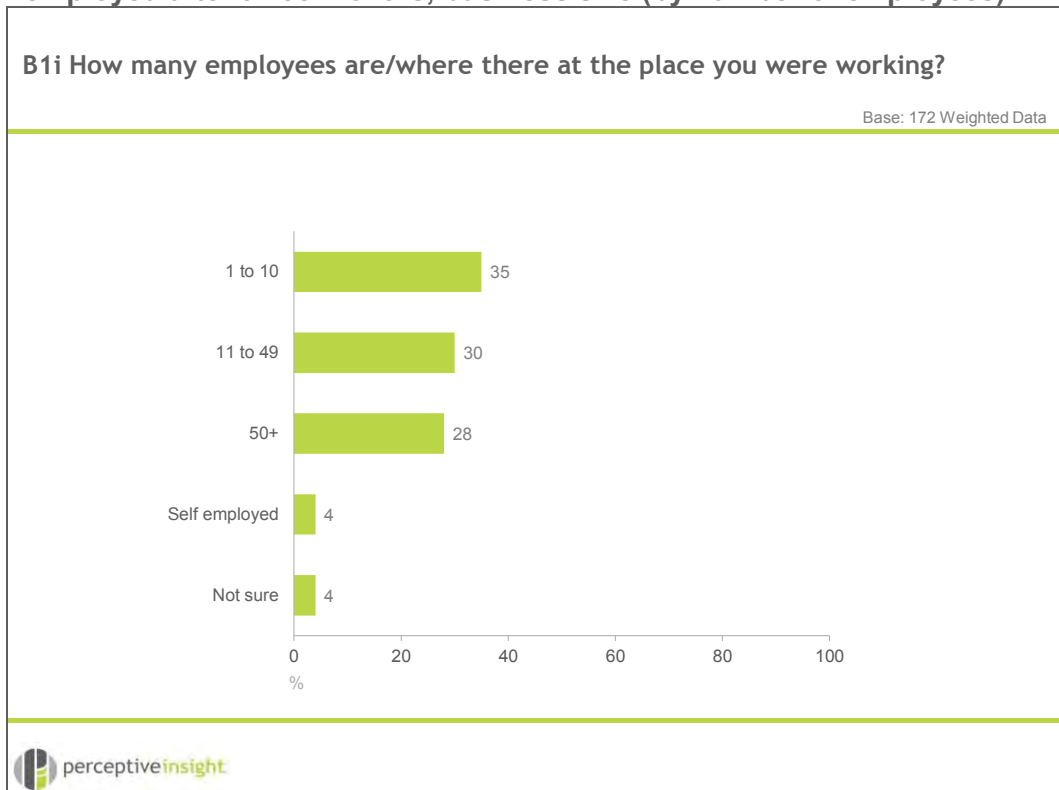
A.4: If employed after three months, employee or self-employed



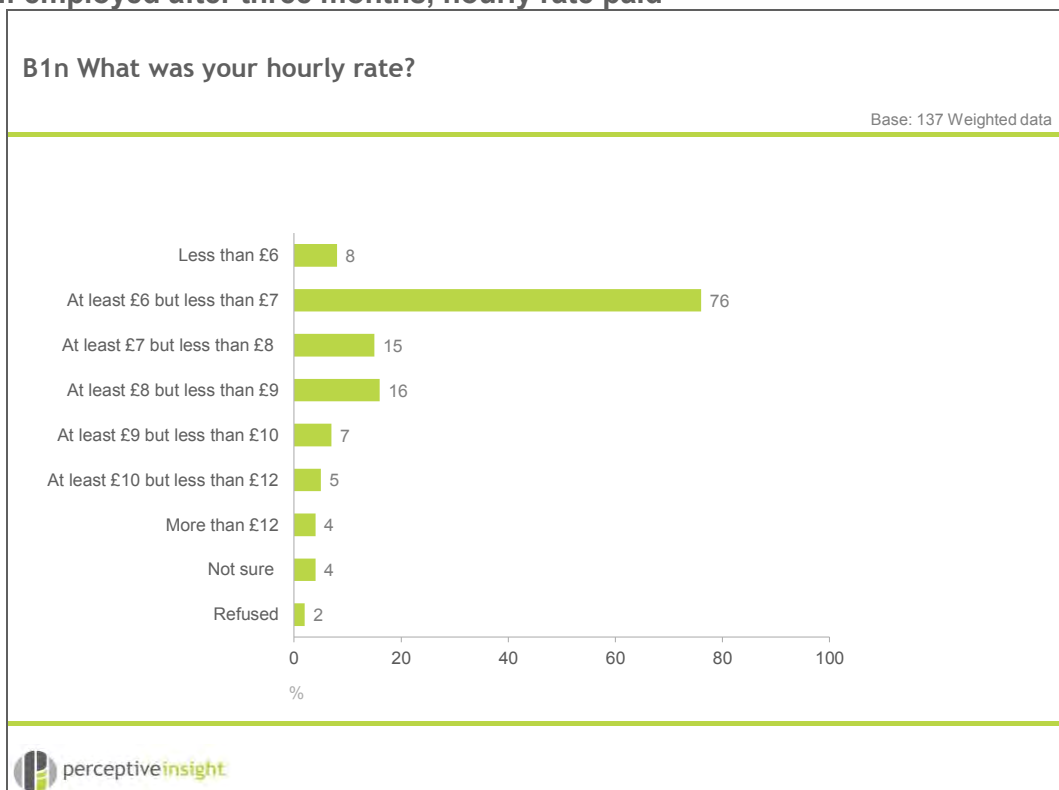
A.5: If employed after three months, industry in which employment was gained



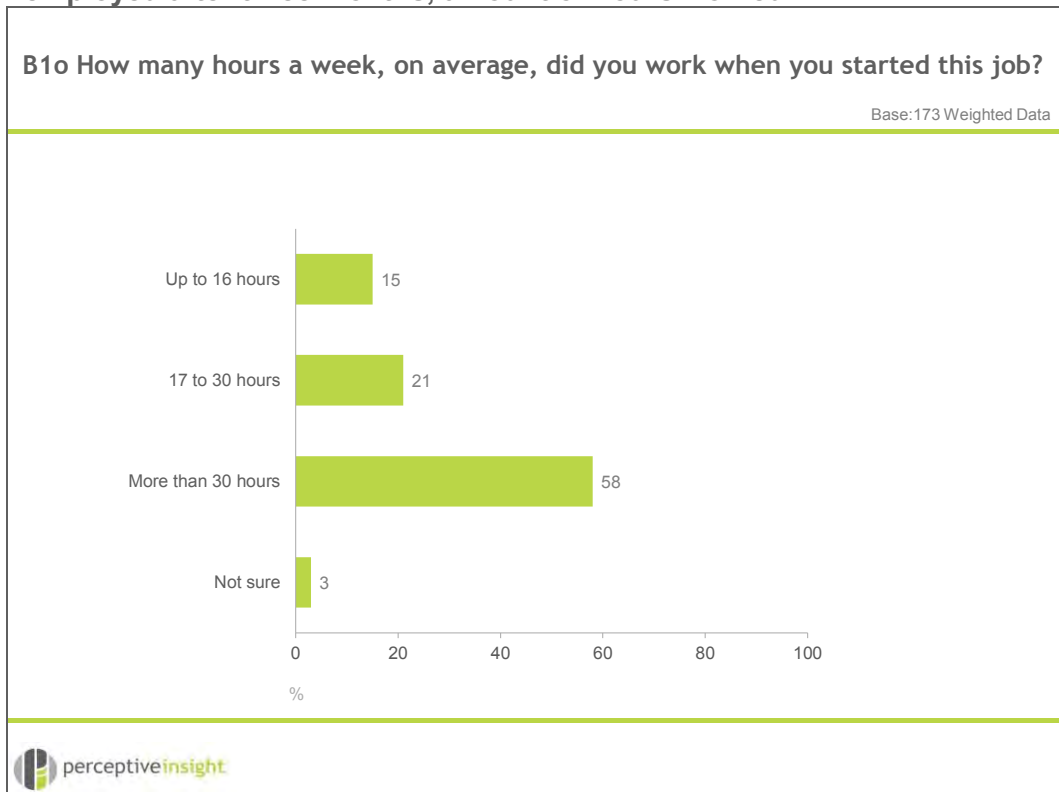
A.6: If employed after three months, business size (by number of employees)



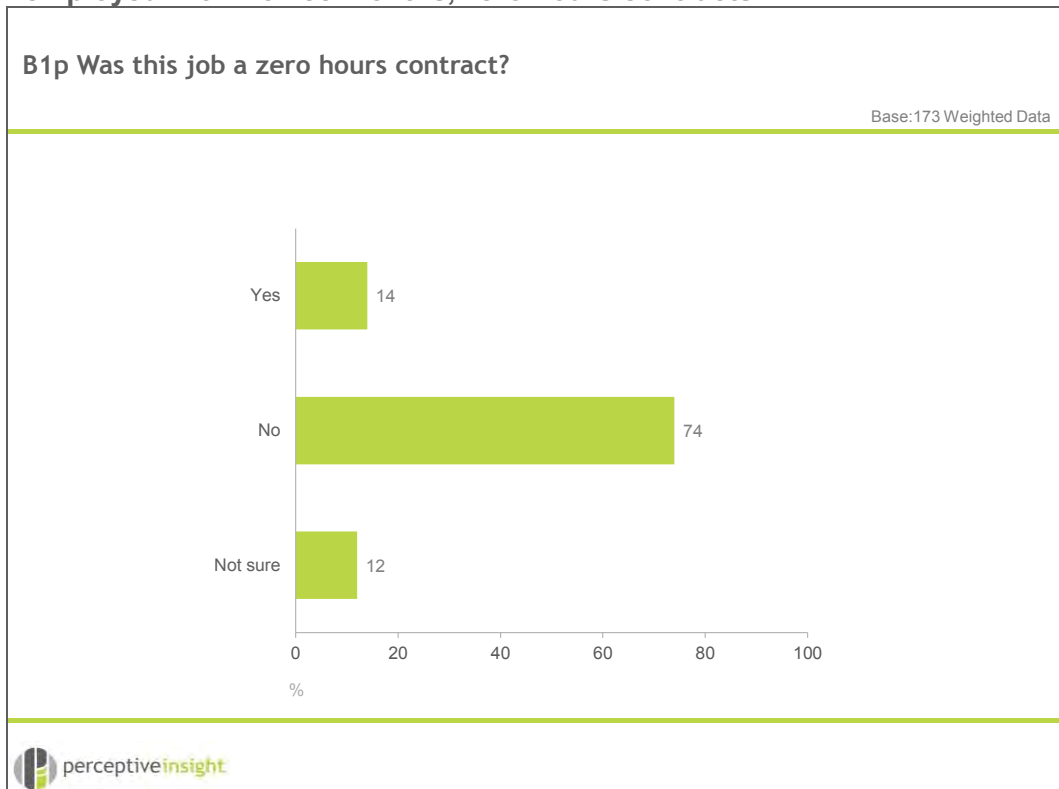
A.7: If employed after three months, hourly rate paid




A.8: If employed after three months, amount of hours worked



A.9: If employed within three months, zero hours contracts



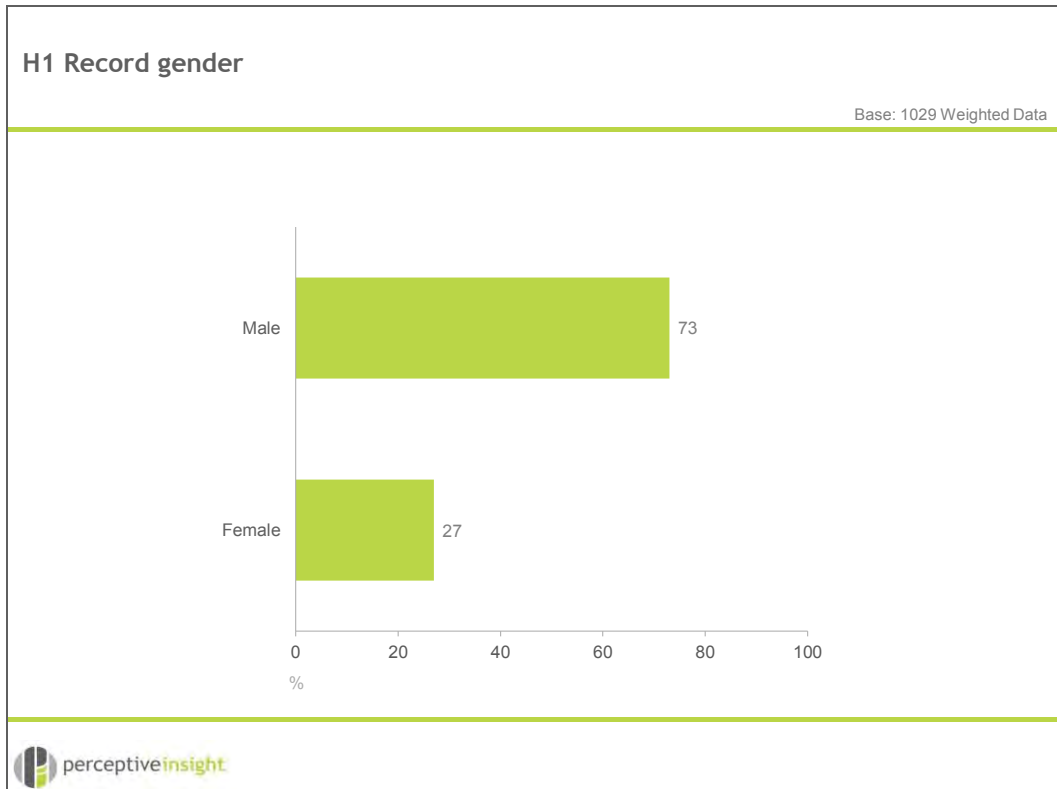


Annex B: Demographic information

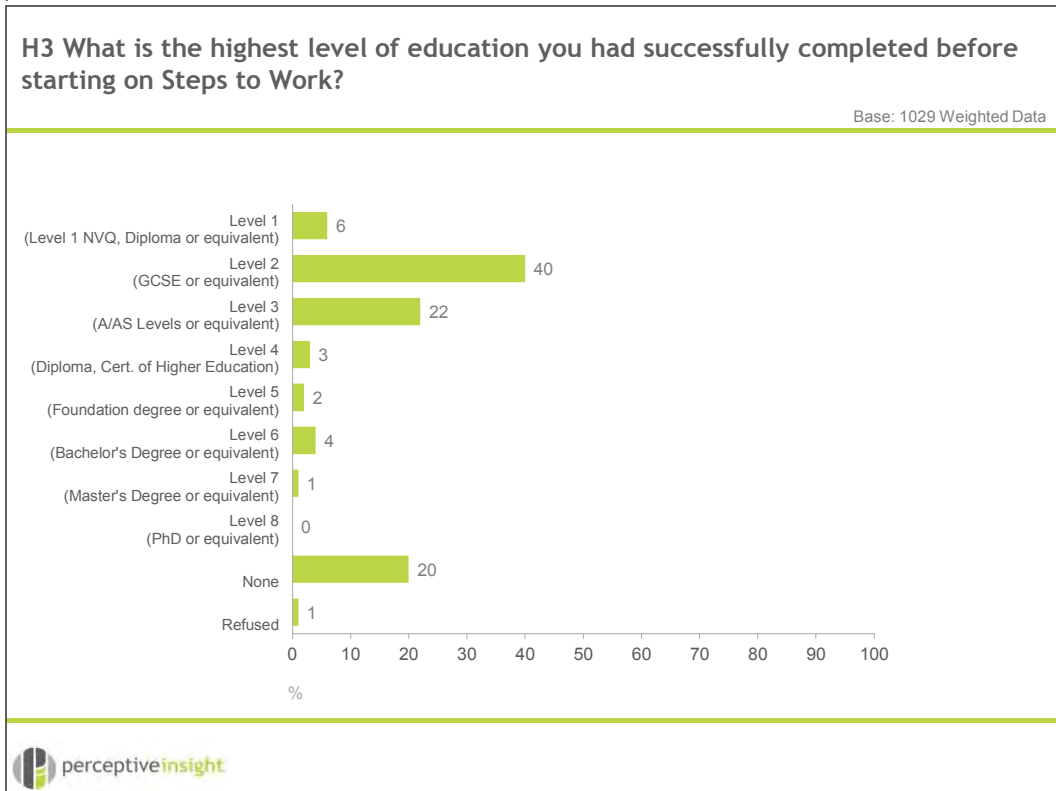
Annex B: Demographic information

As part of the quantitative survey to determine the destination of leavers of the Steps to Work programme, respondents were asked a number of questions about themselves in order to verify that the sample was indeed representative of the population as a whole. As such, the charts below summarises the demographic characteristics of the survey respondents.

B.1 Gender



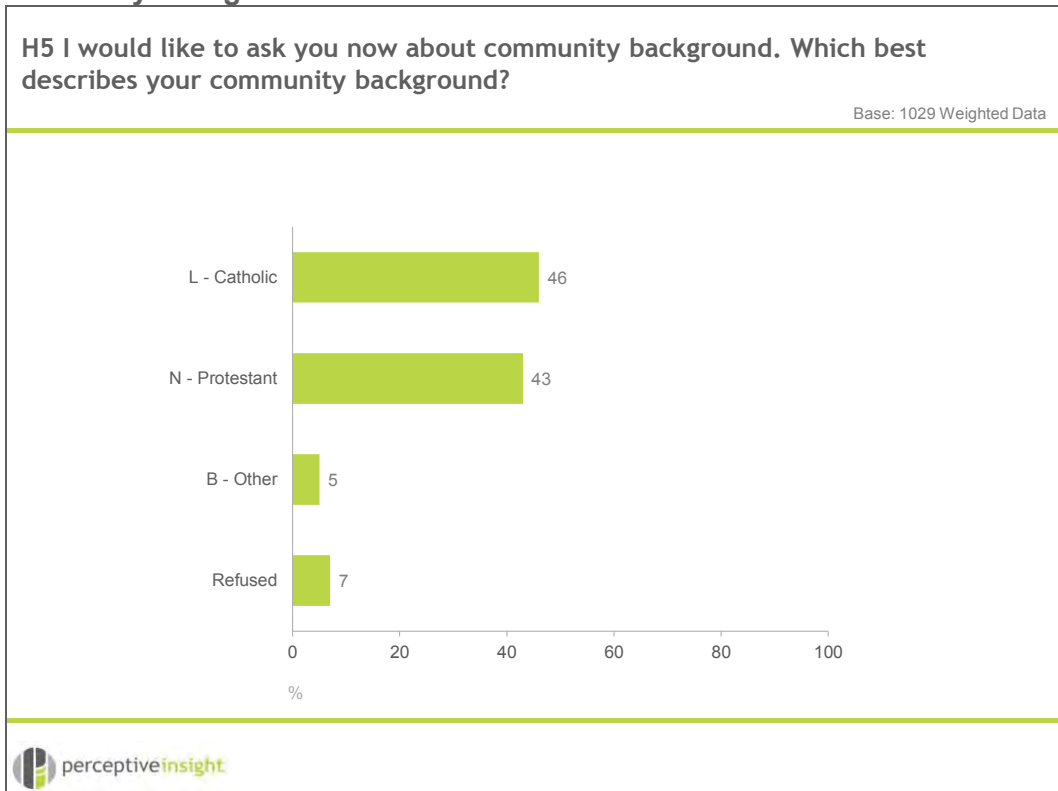
A.2 Qualification level



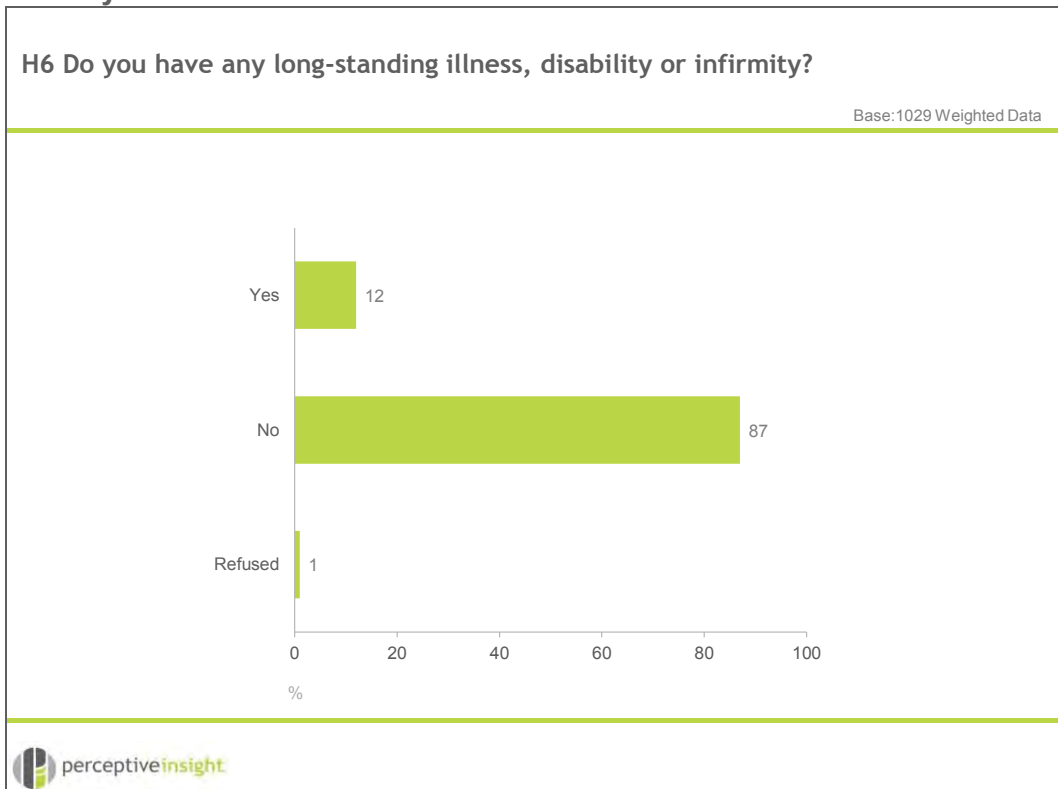
A.3 Accredited courses or training



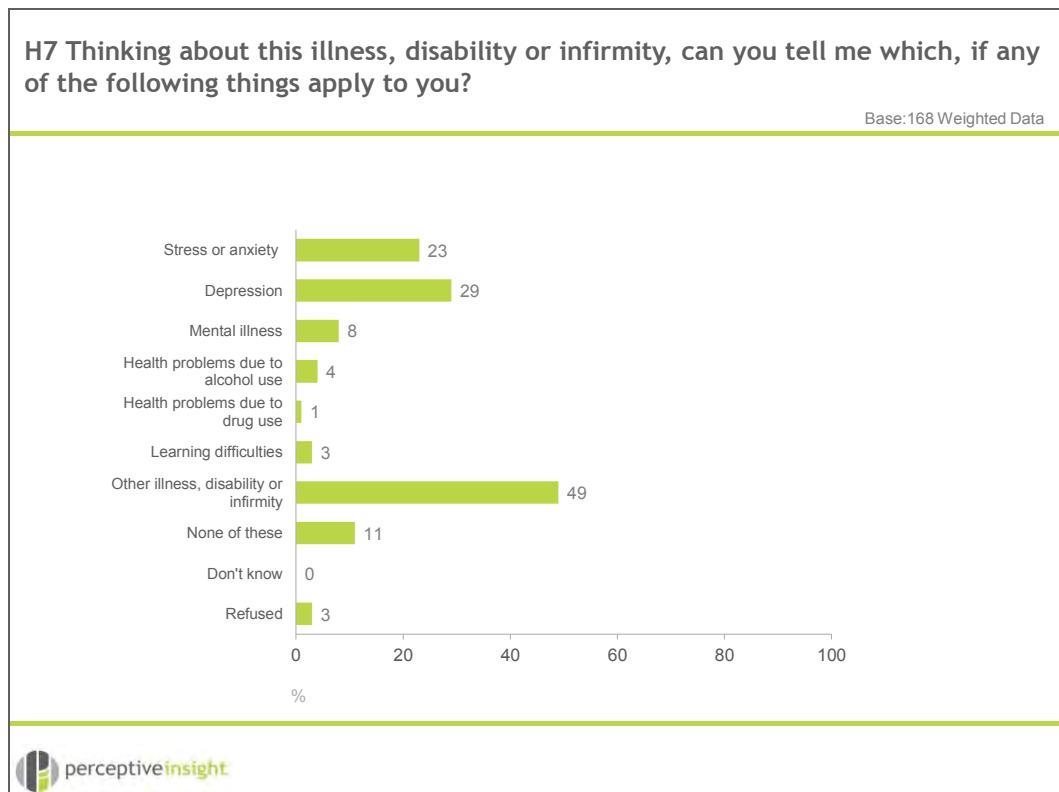
A.4 Community background



A.5 Disability status



A.6 Disability status (reason)





Annex C: Location definitions

Annex C: Location definitions


Throughout this report, analysis has been provided by location based upon the following areas:

- Southern;
- North Belfast;
- North Down;
- Western;
- West Belfast;
- Foyle;
- South Eastern;
- North West;
- East & South Belfast; and
- Antrim.

These locations are defined as the lead contractor catchment areas of various JBO's and Jobcentres as defined in the table below:

Table C.1: Contract area location by JBO/Job centre and Lead Contractors

| Contract Area | JBO's/ Jobcentres | Lead Contractor |
|----------------------|--|--------------------------------|
| Western | Strabane, Omagh, Enniskillen and Dungannon | South West College |
| Foyle | Foyle and Lisnagelvin | Bryson Future Skills |
| North Western | Limavady, Coleraine, Magherafelt and Cookstown | Network Personnel |
| Antrim | Ballymoney, Ballymena, Antrim, Carrickfergus and Larne | A4E |
| Southern | Lurgan, Portadown, Armagh and Newry | Wade Training |
| South Eastern | Lisburn, Banbridge, Kilkeel, Ballynahinch, Downpatrick and Newcastle | People 1st |
| North Down | Newtownards and Bangor | South Eastern Regional College |
| South & East Belfast | Hollywood Road, Knockbreda and Shaftesbury Sq | Bryson Future Skills |
| West Belfast | Falls, Shankill and Andersonstown | Springvale Learning |
| North Belfast | North Belfast and Newtownabbey | Bryson Future Skills |



**Annex D:
Experience of Steps to
Work
Sub-group detail**

Annex D: Experience of Steps to Work sub-group detail

Assistance finding job vacancies

Table D.1: Assistance finding job vacancies by gender, age, disability status and community background

| To what extent, if at all, did Steps to Work assist you in finding job vacancies? | Total | Gender | | Age | | | Long-standing illness or disability | | Community background | | |
|---|------------------|----------------|----------------|----------------|----------------|----------------|-------------------------------------|----------------|----------------------|----------------|----------------|
| | | Male | Female | 18 to 24 | 25 to 49 | 50 and over | Yes | No | Protestant | Catholic | Other/refused |
| BASE: Unweighted/weighted | 1029/1029 | 737/748 | 292/281 | 469/494 | 454/433 | 106/102 | 140/127 | 889/902 | 442/437 | 463/474 | 124/118 |
| Did not help at all | 35% | 35% | 34% | 34% | 35% | 38% | 37% | 35% | 36% | 35% | 34% |
| Helped slightly | 24% | 25% | 22% | 24% | 25% | 16% | 22% | 24% | 22% | 25% | 27% |
| Helped a lot | 37% | 36% | 42% | 37% | 36% | 45% | 37% | 37% | 38% | 38% | 36% |
| Not sure | 4% | 4% | 2% | 4% | 4% | 2% | 4% | 4% | 4% | 3% | 4% |

Note: Columns may not add to 100% due to rounding

Table D.2: Assistance finding job vacancies by qualifications

| To what extent, if at all, did Steps to Work assist you in finding job vacancies? | Total | Highest level of qualification | | | | |
|---|------------------|--------------------------------|--------------|------------------------------|------------------------------------|------------------|
| | | None | Level 1 | Level 2 (GCSE or equivalent) | Level 3 (A/AS Level or equivalent) | Level 4 or above |
| BASE: Unweighted/weighted | 1029/1029 | 207/205 | 71/67 | 397/415 | 224/218 | 119/111 |
| Did not help at all | 35% | 40% | 23% | 33% | 32% | 42% |
| Helped slightly | 24% | 23% | 27% | 23% | 25% | 24% |
| Helped a lot | 37% | 30% | 41% | 41% | 40% | 33% |
| Not sure | 4% | 6% | 9% | 3% | 2% | 1% |

Note: Columns may not add to 100% due to rounding

Table D.3: Assistance finding job vacancies by location

| To what extent, if at all, did Steps to Work assist you in finding job vacancies? | Total | Location | | | | | | | | | |
|---|-----------------------|---------------------|-------------------|-------------------|---------------------|--------------------|-------------------|---------------------|---------------------|----------------------|---------------------|
| | | Southern | North Belfast | North Down | Western | West Belfast | Foyle | South Eastern | North West | East & South Belfast | Antrim |
| BASE: Unweighted/weighted | 1025/ 1026 | 134/ 157 | 70/ 69 | 64/ 58 | 151/ 152 | 100/ 82 | 71/ 61 | 115/ 118 | 121/ 131 | 80/ 83 | 119/ 114 |
| Did not help at all | 35% | 36% | 17% | 33% | 35% | 34% | 28% | 21% | 36% | 49% | 53% |
| Helped slightly | 24% | 22% | 30% | 11% | 24% | 23% | 23% | 28% | 24% | 23% | 26% |
| Helped a lot | 37% | 37% | 52% | 49% | 35% | 36% | 48% | 48% | 36% | 27% | 22% |
| Not sure | 4% | 5% | 1% | 7% | 7% | 7% | 2% | 2% | 4% | - | - |

Note: Columns may not add to 100% due to rounding

Table D.4: Assistance finding job vacancies by last Steps to Work activity

| To what extent, if at all, did Steps to Work assist you in finding job vacancies? | Total | Last Steps to Work Activity | | | | | | |
|---|-----------------------|-----------------------------|--------------------|---------------------|--------------------|-------------------|---------------------|---------------------|
| | | Self-employment | Qualifications | Step 1 | First start | Essential Skills | Employer Subsidy | Back to Work |
| BASE: Unweighted/weighted | 1029/ 1029 | 101/ 47 | 102/ 63 | 259/ 489 | 100/ 46 | 99/ 25 | 212/ 229 | 156/ 129 |
| Did not help at all | 35% | 26% | 23% | 42% | 29% | 23% | 27% | 37% |
| Helped slightly | 24% | 35% | 25% | 24% | 21% | 30% | 17% | 30% |
| Helped a lot | 37% | 39% | 50% | 30% | 49% | 43% | 50% | 30% |
| Not sure | 4% | 1% | 2% | 4% | 1% | 3% | 5% | 3% |

Note: Columns may not add to 100% due to rounding

Contribution to gaining employment

Table D.5: Contribution to gaining employment by gender, age, disability status and community background

| To what extent, if at all, did Steps to Work contribute to you gaining employment? | Total | Gender | | Age | | | Long-standing illness or disability | | Community background | | |
|--|----------------|----------------|----------------|----------------|----------------|--------------|-------------------------------------|----------------|----------------------|----------------|----------------|
| | | Male | Female | 18 to 24 | 25 to 49 | 50 and over | Yes | No | Protestant | Catholic | Other/refused |
| BASE: Unweighted/weighted | 918/913 | 653/657 | 265/256 | 418/435 | 410/389 | 90/89 | 115/105 | 803/808 | 391/386 | 414/419 | 113/109 |
| Did not help at all | 32% | 32% | 31% | 30% | 33% | 36% | 33% | 32% | 34% | 31% | 29% |
| Helped slightly | 25% | 25% | 25% | 28% | 24% | 15% | 23% | 26% | 24% | 27% | 25% |
| Helped a lot | 40% | 38% | 43% | 38% | 40% | 48% | 40% | 40% | 40% | 39% | 40% |
| Not sure | 3% | 4% | 2% | 4% | 3% | 1% | 5% | 3% | 2% | 4% | 4% |

Note: Columns may not add to 100% due to rounding

Table D.6: Contributed to gaining employment by qualifications

| To what extent, if at all, did Steps to Work contribute to you gaining employment? | Total | Highest level of qualification | | | | |
|--|----------------|--------------------------------|--------------|------------------------------|------------------------------------|------------------|
| | | None | Level 1 | Level 2 (GCSE or equivalent) | Level 3 (A/AS Level or equivalent) | Level 4 or above |
| BASE: Unweighted/weighted | 918/913 | 164/161 | 62/56 | 355/368 | 209/207 | 117/108 |
| Did not help at all | 32% | 36% | 17% | 29% | 31% | 42% |
| Helped slightly | 25% | 24% | 32% | 26% | 25% | 24% |
| Helped a lot | 40% | 36% | 50% | 43% | 40% | 32% |
| Not sure | 3% | 5% | 1% | 2% | 4% | 2% |

Note: Columns may not add to 100% due to rounding

Table D.7: Contributed to gaining employment by location

| To what extent, if at all, did Steps to Work contribute to you gaining employment? | Total | Location | | | | | | | | | |
|--|----------------|----------------|---------------|--------------|----------------|--------------|--------------|----------------|--------------|----------------------|---------------|
| | | Southern | North Belfast | North Down | Western | West Belfast | Foyle | South Eastern | North West | East & South Belfast | Antrim |
| BASE: Unweighted/weighted | 914/913 | 128/151 | 67/66 | 59/53 | 141/144 | 82/68 | 65/55 | 110/112 | 96/98 | 64/65 | 102/98 |
| Did not help at all | 32% | 36% | 16% | 33% | 35% | 29% | 25% | 18% | 30% | 45% | 45% |
| Helped slightly | 25% | 21% | 32% | 23% | 27% | 22% | 29% | 30% | 25% | 17% | 27% |
| Helped a lot | 40% | 38% | 48% | 45% | 33% | 41% | 44% | 48% | 45% | 38% | 28% |
| Not sure | 3% | 4% | 4% | - | 5% | 7% | 2% | 4% | 1% | - | 0% |

Note: Columns may not add to 100% due to rounding

Table D.8: Contributed to gaining employment by last Steps to Work activity

| To what extent, if at all, did Steps to Work contribute to you gaining employment? | Total | Last Steps to Work Activity | | | | | | |
|--|----------------|-----------------------------|----------------|----------------|--------------|------------------|------------------|----------------|
| | | Self-employment | Qualifications | Step 1 | First start | Essential Skills | Employer Subsidy | Back to Work |
| BASE: Unweighted/weighted | 918/913 | 94/44 | 93/58 | 225/425 | 84/39 | 89/22 | 197/213 | 136/113 |
| Did not help at all | 32% | 18% | 22% | 40% | 23% | 21% | 23% | 31% |
| Helped slightly | 25% | 38% | 25% | 26% | 24% | 28% | 18% | 30% |
| Helped a lot | 40% | 41% | 52% | 30% | 52% | 46% | 55% | 35% |
| Not sure | 3% | 2% | 2% | 3% | 1% | 4% | 4% | 4% |

Note: Columns may not add to 100% due to rounding

Use of Steps to Work skills or experience

Table D.9: Use of skills or experience gained on the Steps to Work programme by gender, age, disability status and community background

| How often, if at all, did you use the skills or experience gained on the Steps to Work programme in your first job? | Total | Gender | | Age | | | Long-standing illness or disability | | Community background | | |
|---|----------------|----------------|----------------|----------------|----------------|--------------|-------------------------------------|----------------|----------------------|----------------|----------------|
| | | Male | Female | 18 to 24 | 25 to 49 | 50 and over | Yes | No | Protestant | Catholic | Other/refused |
| BASE: Unweighted/weighted | 918/913 | 653/657 | 265/256 | 418/435 | 410/389 | 90/89 | 115/105 | 803/808 | 391/386 | 414/419 | 113/109 |
| All of the time | 25% | 21% | 33% | 23% | 26% | 25% | 29% | 24% | 21% | 28% | 23% |
| Sometimes | 36% | 37% | 33% | 40% | 32% | 35% | 34% | 36% | 35% | 34% | 46% |
| Never | 28% | 29% | 25% | 26% | 29% | 28% | 21% | 29% | 32% | 27% | 18% |
| Did not learn any skills / experience | 8% | 8% | 7% | 6% | 9% | 8% | 10% | 7% | 8% | 8% | 6% |
| Have never worked | 1% | 1% | - | - | 1% | 2% | - | 1% | 1% | - | - |
| Not sure | 4% | 4% | 2% | 5% | 3% | 1% | 5% | 3% | 3% | 3% | 7% |

Note: Columns may not add to 100% due to rounding

Table D.10: Use of skills or experience gained on the Steps to Work programme by qualifications

| How often, if at all, did you use the skills or experience gained on the Steps to Work programme in your first job? | Total | Highest level of qualification | | | | |
|---|----------------|--------------------------------|--------------|------------------------------|------------------------------------|------------------|
| | | None | Level 1 | Level 2 (GCSE or equivalent) | Level 3 (A/AS Level or equivalent) | Level 4 or above |
| BASE: Unweighted/weighted | 918/913 | 164/161 | 62/56 | 355/368 | 209/207 | 117/108 |
| All of the time | 25% | 17% | 21% | 30% | 23% | 24% |
| Sometimes | 36% | 34% | 41% | 36% | 39% | 35% |
| Never | 28% | 35% | 21% | 26% | 28% | 27% |
| Did not learn any skills / experience | 8% | 9% | 5% | 6% | 7% | 12% |
| Have never worked | 1% | - | 3% | 1% | 1% | - |
| Not sure | 4% | 6% | 9% | 2% | 2% | 2% |

Note: Columns may not add to 100% due to rounding

Table D.11: Use of skills or experience gained on the Steps to Work programme by location

| How often, if at all, did you use the skills or experience gained on the Steps to Work programme in your first job? | Total | Location | | | | | | | | | |
|---|---------------------|---------------------|-------------------|-------------------|---------------------|-------------------|-------------------|---------------------|-------------------|----------------------|--------------------|
| | | Southern | North Belfast | North Down | Western | West Belfast | Foyle | South Eastern | North West | East & South Belfast | Antrim |
| BASE: Unweighted/weighted | 914/ 913 | 128/ 151 | 67/ 66 | 59/ 53 | 141/ 144 | 82/ 68 | 65/ 55 | 110/ 112 | 96/ 98 | 64/ 65 | 102/ 98 |
| All of the time | 25% | 29% | 33% | 15% | 17% | 22% | 37% | 30% | 29% | 24% | 13% |
| Sometimes | 36% | 31% | 36% | 40% | 34% | 38% | 33% | 38% | 46% | 30% | 37% |
| Never | 28% | 22% | 27% | 29% | 39% | 31% | 18% | 27% | 25% | 32% | 23% |
| Did not learn any skills / experience | 8% | 10% | 3% | 12% | 3% | 3% | 12% | 3% | 0% | 9% | 23% |
| Have never worked | 1% | 1% | - | - | - | - | - | - | - | 6% | - |
| Not sure | 4% | 7% | 1% | 4% | 7% | 5% | - | 2% | - | - | 4% |

Note: Columns may not add to 100% due to rounding

Table D.12: Use of skills or experience gained on the Steps to Work programme by last Steps to Work activity

| To what extent, if at all, did Steps to Work contribute to you gaining employment? | Total | Last Steps to Work Activity | | | | | | |
|--|---------------------|-----------------------------|-------------------|---------------------|-------------------|-------------------|---------------------|---------------------|
| | | Self-employment | Qualifications | Step 1 | First start | Essential Skills | Employer Subsidy | Back to Work |
| BASE: Unweighted/weighted | 918/ 913 | 94/ 44 | 93/ 58 | 225/ 425 | 84/ 39 | 89/ 22 | 197/ 213 | 136/ 113 |
| All of the time | 25% | 43% | 45% | 17% | 26% | 28% | 32% | 18% |
| Sometimes | 36% | 33% | 25% | 35% | 49% | 44% | 35% | 42% |
| Never | 28% | 18% | 23% | 31% | 18% | 22% | 26% | 31% |
| Did not learn any skills / experience | 8% | 6% | 3% | 10% | 5% | 1% | 6% | 7% |
| Have never worked | 1% | - | - | 1% | - | - | - | - |
| Not sure | 4% | - | 3% | 5% | 2% | 4% | 2% | 2% |

Note: Columns may not add to 100% due to rounding

Potential impact of not participating in Steps to Work

Table D.13: Finding work without the Steps to Work programme by gender, age, disability status and community background

| Do you think you would have found work if you had not taken part in the Steps to Work programme? | Total | Gender | | Age | | | Long-standing illness or disability | | Community background | | |
|--|----------------|----------------|----------------|----------------|----------------|--------------|-------------------------------------|----------------|----------------------|----------------|----------------|
| | | Male | Female | 18 to 24 | 25 to 49 | 50 and over | Yes | No | Protestant | Catholic | Other/refused |
| BASE: Unweighted/weighted | 918/913 | 653/657 | 265/256 | 418/435 | 410/389 | 90/89 | 115/105 | 803/808 | 391/386 | 414/419 | 113/109 |
| Yes | 52% | 53% | 49% | 51% | 53% | 48% | 51% | 52% | 52% | 51% | 50% |
| No | 25% | 23% | 31% | 23% | 25% | 33% | 34% | 24% | 23% | 28% | 17% |
| Not sure | 23% | 25% | 20% | 25% | 22% | 19% | 15% | 25% | 24% | 20% | 32% |

Note: Columns may not add to 100% due to rounding

Table D.14: Finding work without the Steps to Work programme by qualifications

| Do you think you would have found work if you had not taken part in the Steps to Work programme? | Total | Highest level of qualification | | | | |
|--|----------------|--------------------------------|--------------|------------------------------|------------------------------------|------------------|
| | | None | Level 1 | Level 2 (GCSE or equivalent) | Level 3 (A/AS Level or equivalent) | Level 4 or above |
| BASE: Unweighted/weighted | 918/913 | 164/161 | 62/56 | 355/368 | 209/207 | 117/108 |
| Yes | 52% | 44% | 40% | 51% | 53% | 67% |
| No | 25% | 32% | 22% | 24% | 29% | 16% |
| Not sure | 23% | 24% | 38% | 15% | 18% | 17% |

Note: Columns may not add to 100% due to rounding

Table D.15: Finding work without the Steps to Work programme by location

| Do you think you would have found work if you had not taken part in the Steps to Work programme? | Total | Location | | | | | | | | | |
|--|----------------|----------------|---------------|--------------|----------------|--------------|--------------|----------------|--------------|----------------------|---------------|
| | | Southern | North Belfast | North Down | Western | West Belfast | Foyle | South Eastern | North West | East & South Belfast | Antrim |
| BASE: Unweighted/weighted | 914/913 | 128/151 | 67/66 | 59/53 | 141/144 | 82/68 | 65/55 | 110/112 | 96/98 | 64/65 | 102/98 |
| Yes | 52% | 43% | 46% | 43% | 60% | 39% | 64% | 52% | 53% | 60% | 56% |
| No | 25% | 34% | 27% | 16% | 20% | 31% | 28% | 23% | 18% | 24% | 26% |
| Not sure | 23% | 23% | 27% | 41% | 20% | 30% | 8% | 25% | 29% | 15% | 18% |

Note: Columns may not add to 100% due to rounding

Table D.16: Finding work without the Steps to Work programme by last Steps to Work activity

| Do you think you would have found work if you had not taken part in the Steps to Work programme? | Total | Last Steps to Work Activity | | | | | | |
|--|---------------------|-----------------------------|-------------------|---------------------|-------------------|-------------------|---------------------|---------------------|
| | | Self-employment | Qualifications | Step 1 | First start | Essential Skills | Employer Subsidy | Back to Work |
| BASE: Unweighted/weighted | 918/ 913 | 94/ 44 | 93/ 58 | 225/ 425 | 84/ 39 | 89/ 22 | 197/ 213 | 136/ 113 |
| Yes | 52% | 56% | 43% | 55% | 43% | 43% | 49% | 51% |
| No | 25% | 24% | 37% | 24% | 31% | 34% | 24% | 18% |
| Not sure | 23% | 19% | 20% | 21% | 26% | 24% | 26% | 30% |

Note: Columns may not add to 100% due to rounding

Table D.17: Effect of not undertaking Steps to Work on job prospects by gender, age, disability status and community background

| If you had not taken part in the programme, how do you think this would have affected your job prospects? | Total | Gender | | Age | | | Long-standing illness or disability | | Community background | | |
|---|---------------------|---------------------|---------------------|---------------------|---------------------|-------------------|-------------------------------------|---------------------|----------------------|---------------------|---------------------|
| | | Male | Female | 18 to 24 | 25 to 49 | 50 and over | Yes | No | Protestant | Catholic | Other/refused |
| BASE: Unweighted/weighted | 918/ 913 | 653/ 657 | 265/ 256 | 418/ 435 | 410/ 389 | 90/ 89 | 115/ 105 | 803/ 808 | 391/ 386 | 414/ 419 | 113/ 109 |
| I would have found a job at a similar wage, but it would have taken me less time to find it | 2% | 2% | 1% | 2% | 2% | 1% | 3% | 1% | 2% | 1% | 1% |
| I would have found a job at a similar wage, and at a similar time | 29% | 30% | 26% | 31% | 27% | 30% | 21% | 30% | 28% | 31% | 25% |
| I would have found a job at a similar wage, but it would have taken longer to find | 29% | 28% | 31% | 32% | 28% | 20% | 28% | 29% | 30% | 27% | 36% |
| I would have found a job but at a lower wage | 10% | 10% | 9% | 8% | 11% | 12% | 7% | 10% | 8% | 11% | 9% |
| I would have been unlikely to find a job | 20% | 20% | 23% | 19% | 20% | 26% | 33% | 19% | 19% | 22% | 13% |
| Other | 10% | 10% | 10% | 9% | 12% | 11% | 7% | 11% | 12% | 8% | 16% |

Note: Columns may not add to 100% due to rounding

Table D.18: Effect of not undertaking Steps to Work on job prospects by qualifications

| If you had not taken part in the programme, how do you think this would have affected your job prospects? | Total | Highest level of qualification | | | | |
|---|---------------------|--------------------------------|-------------------|------------------------------|------------------------------------|---------------------|
| | | None | Level 1 | Level 2 (GCSE or equivalent) | Level 3 (A/AS Level or equivalent) | Level 4 or above |
| BASE: Unweighted/weighted | 918/ 913 | 164/ 161 | 62/ 56 | 355/ 368 | 209/ 207 | 117/ 108 |
| I would have found a job at a similar wage, but it would have taken me less time to find it | 2% | 1% | 0% | 1% | 2% | 4% |
| I would have found a job at a similar wage, and at a similar time | 29% | 31% | 22% | 26% | 35% | 32% |
| I would have found a job at a similar wage, but it would have taken longer to find | 29% | 24% | 24% | 34% | 27% | 29% |
| I would have found a job but at a lower wage | 10% | 5% | 19% | 9% | 11% | 9% |
| I would have been unlikely to find a job | 20% | 30% | 15% | 21% | 19% | 12% |
| Other | 10% | 9% | 19% | 9% | 6% | 14% |

Note: Columns may not add to 100% due to rounding

Table D.19: Effect of not undertaking Steps to Work on job prospects by location

| If you had not taken part in the programme, how do you think this would have affected your job prospects? | Total | Location | | | | | | | | | |
|---|---------------------|---------------------|-------------------|-------------------|---------------------|-------------------|-------------------|---------------------|-------------------|----------------------|--------------------|
| | | Southern | North Belfast | North Down | Western | West Belfast | Foyle | South Eastern | North West | East & South Belfast | Antrim |
| BASE: Unweighted/weighted | 914/ 913 | 128/ 151 | 67/ 66 | 59/ 53 | 141/ 144 | 82/ 68 | 65/ 55 | 110/ 112 | 96/ 98 | 64/ 65 | 102/ 98 |
| I would have found a job at a similar wage, but it would have taken me less time to find it | 2% | 1% | - | 2% | 3% | 4% | 4% | - | 0% | 3% | 0% |
| I would have found a job at a similar wage, and at a similar time | 29% | 30% | 29% | 16% | 33% | 22% | 38% | 23% | 19% | 38% | 42% |
| I would have found a job at a similar wage, but it would have taken longer to find | 29% | 21% | 26% | 31% | 27% | 35% | 30% | 40% | 40% | 28% | 17% |
| I would have found a job but at a lower wage | 10% | 8% | 13% | 1% | 8% | 11% | 9% | 14% | 12% | 12% | 7% |
| I would have been unlikely to find a job | 20% | 27% | 25% | 15% | 13% | 21% | 17% | 19% | 18% | 15% | 30% |
| Other | 10% | 13% | 6% | 34% | 16% | 6% | 2% | 4% | 11% | 5% | 4% |

Note: Columns may not add to 100% due to rounding

Table D.20: Finding work without the Steps to Work programme by last Steps to Work activity

| If you had not taken part in the programme, how do you think this would have affected your job prospects? | Total | Last Steps to Work Activity | | | | | | |
|---|---------------------|-----------------------------|-------------------|---------------------|-------------------|-------------------|---------------------|---------------------|
| | | Self-employment | Qualifications | Step 1 | First start | Essential Skills | Employer Subsidy | Back to Work |
| BASE: Unweighted/weighted | 918/ 913 | 94/ 44 | 93/ 58 | 225/ 425 | 84/ 39 | 89/ 22 | 197/ 213 | 136/ 113 |
| I would have found a job at a similar wage, but it would have taken me less time to find it | 2% | 2% | 1% | 1% | 2% | 3% | 3% | 1% |
| I would have found a job at a similar wage, and at a similar time | 29% | 16% | 26% | 36% | 14% | 19% | 22% | 29% |
| I would have found a job at a similar wage, but it would have taken longer to find | 29% | 27% | 28% | 25% | 38% | 40% | 31% | 37% |
| I would have found a job but at a lower wage | 10% | 15% | 10% | 10% | 7% | 7% | 10% | 7% |
| I would have been unlikely to find a job | 20% | 21% | 29% | 19% | 32% | 26% | 22% | 12% |
| Other | 10% | 19% | 5% | 9% | 6% | 4% | 11% | 15% |

Note: Columns may not add to 100% due to rounding



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