



Lisburn and Castlereagh

# Labour Market Partnership Action Plan

LISBURN AND  
CASTLEREAGH  
Labour Market Partnership  
Working Together



2025 – 2027

## Introduction

This Action Plan is an update from the statistical analysis developed to provide a clear evidence base to underpin the 3-year LMP Strategy (2024 to 2027) and the first Action Plan for 2024/25.

The assessment reflects local employability and labour market needs, priorities, and emerging issues. It considers the underlying causes of employability and/or labour market issues locally as well as social and economic challenges. With a view to helping the LMP to take a preventative and early intervention approach as well as react to current labour market issues.

Most of the statistics are from NISRA<sup>1</sup> who publish the Labour Force Survey (LFS) and supply the data for Northern Ireland Local Labour Market Insight. (LMI Dashboard) At the time of initial drafting in October 2024 several of the indicators were not updated on the LMI Dashboard but in some areas could be captured through updates to the source data (e.g. LFS). All sources for the data/ information updates are referenced in footnotes. A further update was added in December 2024 arising from updates to data on the LMI portal at that time.

In the original report (dated March 2024) the Census 2021 data was used to provide a more detailed look at the local level in Lisburn and Castlereagh. There are no further updates available for this.

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<sup>1</sup> Northern Ireland Statistics and Research Agency (NISRA)

Theme	Title of Programme/Project, Aims & Description	Key Activities
<b>Economic Inactivity</b>  <b>40 Participants</b>	<b>SP2.1: Rapid Response Academies</b> For retirees, returners to work, newcomers to the area, young people, people with disabilities, economically inactive, long term unemployed.	A series of Rapid Response Academies for 40 participants.  The programme offer will entail:- <ul style="list-style-type: none"> <li>• Responsive training for job opportunities – Including work readiness, confidence building, skills development.</li> <li>• Academies will be responsive and designed around sector needs and opportunities that present themselves, including academy duration and content as well as an appropriate qualification.</li> <li>• Academies will include teaching and a qualification.</li> </ul>
<b>Economic Inactivity</b>  <b>40 Participants</b>	<b>SP2.2 Gamified Essential Skills Learning Programme</b> Support for long-term unemployed or economically inactive through a project of activities designed to address and remove barriers to help move them closer to the labour market / improve employability.  Statistics show 14.6% of LCCC's working age population have no qualifications with some employers citing examples of local young people lacking basic literacy and numeracy skills and who are unable to follow basic instructions.  The NEET rate for LCCC over the period 2018-2022 was 9.4%. This means that in the cohort aged 16 to 24 years 9.4% were not in education, employment or training, compared to a NI average	Gamified essential skills learning – use of innovative digital technologies and/or Virtual Reality (VR) technology to provide a new learning experience to deliver essential skills training in a format that can attract and engage young unemployed people or working age to acquire basic qualifications in English and Maths.  Deliver two programmes as follows; <ul style="list-style-type: none"> <li>▪ 20 students in basic literacy; and</li> <li>▪ 20 students in basic numeracy</li> <li>▪ 40 students to undertake a 5-week workready programme which will provide tools and techniques for effective communication in the workplace.</li> </ul> Deliver a mentorship programme to provide one-to-one specialist support to participants so their needs are assessed and they are inspired to participate, continue participation and supported into further training/employment. This may require working in tandem

	<p>of 10.3%. Whilst below the NI average and third lowest all LGDs over this period, there remains a constituency of need in LCCC in this respect.</p> <p>Traditional classroom-based learning is not suitable to all people especially those who are from the neurodivergent community or may have had a bad experience at school.</p> <p>This programme will offer a novel approach using digital technologies to encourage greater participation in Essential Skills training.</p>	<p>with organisations that provide complementary wrap around supports to tackle barriers that prevail.</p>
<p><b>Skilled Labour Supply</b></p> <p><b>45 Participants</b></p>	<p><b>SP2.3: Sector-Focused Employability Academies</b></p> <p>Positioned to address immediate gaps between demand for labour/ skills and supply of the same in Lisburn and Castlereagh City Council Area. Whilst at the same time encouraging the unemployed and economically inactive into the workplace. These will address some of the occupations / sectors where there are particular labour supply shortages in Lisburn and Castlereagh. Possible examples may include HGV Female Leadership, Tourism Upskilling, Green Technology etc.</p>	<p>3 X Sector-focused Employability Academies co-designed by the Project Officer with local employers.</p> <p>Highly geared to individual employer's specific skill needs</p> <p>The offer will entail:-</p> <ul style="list-style-type: none"> <li>• 15 Participants per academy</li> <li>• Mentoring, 'soft skill' development, personal employability development plans, CV writing &amp; mock interviews.</li> <li>• Industry relevant qualifications</li> </ul>
<p><b>Skilled Labour Supply</b></p> <p><b>15 Participants</b></p>	<p><b>SP2.4 Greener Heating for Homes (Upskilling Programme)</b></p> <p>Improve employability outcomes and labour market conditions locally. The Labour Market</p>	<p>The qualifications on offer will be:</p> <ul style="list-style-type: none"> <li>- LCL Awards Foundation Certificate in Basic Heating and Hot Water System Design &amp; Specification</li> </ul>

	<p>Partnership is offering an upskilling opportunity to support engineers to introduce the installation of renewable energy sources.</p> <p>On completion of this new three-strand training programme, participants will have gained a Heating design qualification based on best practice for Heat Pump installation, a Hydrogen qualification that will open them alternatives to Gas as a fuel and OFT50 which will show the alternative to Oil fired heating this programme will give them a gateway into working within the home heating industry.</p>	<ul style="list-style-type: none"> <li>- OCN NI Level 2 Award in Hydrogen Applications and Technologies</li> <li>- OFTEC 50 - Oil Fired Introductory Course: With an emphasis on HVO</li> </ul>
<p><b>Skilled Labour Supply</b></p> <p><b>75 Participants</b></p>	<p><b>SP2.5 Employee Upskilling: Meeting employer needs &amp; supporting career progression</b></p> <p>Supporting employers to upskill staff to enable career progression for those underemployed or employed &amp; seeking career progression; creating employment vacancies and opportunities for those entering the labour market.</p> <p>Engage with local employers to identify their upskilling requirements and address their skills shortages via progression opportunities for existing staff. Support the upskilling of employees which enables job and career progression. Employers will be asked for the number of vacancies that may be realized.</p>	<p>Will include a range of upskilling / reskilling opportunities from L2 to L7 and will be available in response to employer need and demand.</p> <p>Examples of training may include:</p> <ul style="list-style-type: none"> <li>– Level 3 Award in Project Management</li> <li>– Level 3 Award in Sustainability Principles for First Line Managers</li> <li>– Level 5 Award in Sustainability Management and Leadership</li> <li>– Level 5 Award in Leadership and Management</li> <li>– Level 7 Award in Strategic Leadership &amp; Management</li> </ul>

	<p>This should be accessible/ promoted to females and older workers on the same rationale as for SP2.4 above.</p>	
<p><b>Skilled Labour Supply</b></p> <p><b>6 Participants</b></p>	<p><b>SP2.6 Women in Engineering – Electrical Upskilling</b></p> <p>Supporting women to enable career progression into engineering for those unemployed or employed &amp; seeking career progression; creating employment vacancies and opportunities for those entering the labour market.</p> <p>Engage with local employers to identify their upskilling requirements and address their skills shortages via progression opportunities for existing staff. Support the upskilling of employees which enables job and career progression. Employers will be asked for the number of vacancies that may be realized.</p> <p>This should be accessible/ promoted to females and older workers on the same rationale as for SP2.4 above.</p>	<p>A one-week training programme for 6 participants. The programme will upskill women working in mechanical engineering with a better understanding of common electrical practices. On course completion, participants will know how to work with electricity effectively and have the ability to design, wire and troubleshoot an electrical control panel.</p>
<p><b>Skilled Labour Supply</b></p> <p><b>10 Participants</b></p>	<p><b>SP 2.7 Women into Welding</b></p> <p>Supporting women to enable career progression into welding for those unemployed or employed &amp; seeking career progression; creating employment</p>	<p>One programme with 10 participants.</p> <p>Participants will gain a UK welding standard certification (British Standard 4872) in both BS4872 Fillet vertical up MAG and BS4872 Butt vertical up MAG. Acquire the skills necessary for employment in MIG/MAG welding roles.</p>

	<p>vacancies and opportunities for those entering the labour market.</p> <p>Engage with local employers to identify their upskilling requirements and address their skills shortages via progression opportunities for existing staff. Support the upskilling of employees which enables job and career progression. Employers will be asked for the number of vacancies that may be realized.</p> <p>This should be accessible/ promoted to females and older workers on the same rationale as for SP2.4 above.</p>	<ul style="list-style-type: none"> <li>• A two-week academy from 9am - 5pm at SERC</li> <li>• Personalised 1:1 session with Careers Advisor</li> <li>• Travel Allowance Provided throughout the Training</li> </ul>
<p><b>Skilled Labour Supply</b></p> <p><b>10 Participants</b></p>	<p><b>SP 2.8 Classroom Assistant Upskilling Academy</b></p> <p>Supporting women to enable career progression into welding for those unemployed or employed &amp; seeking career progression; creating employment vacancies and opportunities for those entering the labour market.</p> <p>Engage with local employers to identify their upskilling requirements and address their skills shortages via progression opportunities for existing staff. Support the upskilling of employees which enables job and career progression.</p>	<p>One programme with 10 participants.</p> <p>Participants will work towards the Level 3 Certificate in Supporting Teaching &amp; Learning in Schools, a qualification that fulfils the registration and regulatory requirements for classroom assistants in Northern Ireland.</p>

	<p>Employers will be asked for the number of vacancies that may be realized.</p> <p>This should be accessible/ promoted to females and older workers on the same rationale as for SP2.4 above.</p>	
<p><b>Disability</b></p> <p><b>35 Participants</b></p>	<p><b>SP2.9 Pathways to Employment for Individuals With a Disability</b></p> <p>Providing support and training for individuals with a disability who are either currently out of work or underemployed. Enabling them to examine their aspirations alongside a specialist mentor, address any training needs.</p> <p>Progression into full time or part time employment, self-employment or further education. Positioned to enable Lisburn &amp; Castlereagh to build on its strong track record of employment for people with a disability.</p>	<p>Develop skills for available work opportunities in sectors such as hospitality, retail, customer service. For the participants the offer will entail:</p> <ul style="list-style-type: none"> <li>• Mentoring and development of a bespoke action plan</li> <li>• Provision of short, accredited training course for each participant (Level 1 to level 3 as suitable and vocational in nature). Including an emphasis on ‘soft skills’ as well as the qualification.</li> <li>• Mentoring will continue throughout the completion of the training course and placement /work elements.</li> </ul>
<p><b>Disability</b></p> <p><b>10 Participants</b></p>	<p><b>SP2.10 Accessible Graduate Apprenticeship Programme</b></p> <p>Providing support and training for graduates with a disability who are either currently out of work or underemployed. Enabling them to examine their career goals alongside a specialist mentor and address any training needs or barriers to employment.</p>	<p>Develop skills for graduates who are preparing for career development within enhanced skills in report writing, IT, Finance, project management etc.</p> <p>For the participants the offer will entail:</p> <ul style="list-style-type: none"> <li>• Mentoring and development of a bespoke action plan</li> <li>• Provision of higher-level professional qualification, including an emphasis on ‘soft skills’ development.</li> <li>• 12-week work placement</li> </ul>

	<p>Candidates will receive a qualification which will build on their personal and professional development.</p> <p>Candidates will complete a 12 week-work placement, with progression into full time or part time employment, self-employment or further education. Positioned to enable Lisburn &amp; Castlereagh to build on its strong track record of employment for people with a disability.</p>	<ul style="list-style-type: none"> <li>• Mentoring will continue throughout the completion of the training course and placement /work elements.</li> </ul>
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Increased Awareness	<p><b>SP3.1: Job Fairs / Employability Events</b></p> <p>Promote the programmes and support / encourage employers and participants to access and implement the schemes through a range of events to include employer engagement/education, apprenticeship, partner events, local job fairs etc.</p>	<p>To include: -</p> <ul style="list-style-type: none"> <li>• Localised Job fairs X 2</li> <li>• 2 other LMP events that could include:-</li> <li>☑ A Female Returners event or a Disability Inclusion event.</li> <li>☑ An event focused on areas of skills shortage (e.g. trades) or growth areas (e.g. green economy or creative sector). An Industry Masterclass.</li> <li>☑ An event targeted at newly retired – possible ‘attract back’</li> <li>☑ Promotion of apprenticeships, outside traditional industrial sectors (i.e. aligned to L&amp;C sectoral employment structure). This is likely to be a definite event given potential identified in Strategic Assessment for this to be a pathway with more potential.</li> </ul> <p>The final choice of events will be determined in collaboration with LMP members and other stakeholders.</p> <ul style="list-style-type: none"> <li>• Budget to also include marketing.</li> </ul>

