

Lisburn and Castlereagh **Labour Market Partnership**

LCCC
Lisburn &
Castlereagh
City Council

Action Plan

2022 – 2023

LISBURN AND CASTLEREAGH
Labour Market Partnership
Working Together



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1. Introduction

The aim of a Labour Market Partnership (LMP) is to improve employability outcomes and labour market conditions by working through co-ordinated, collaborative and multi-agency partnership. Thus achieving regional objectives whilst being flexible to meet the needs presented by localised conditions and helping to connect employers with employees. There are a multitude of benefits associated with this approach. LMPs sit as an initiative under Department for Communities' (DfC) Employability NI Programme.

Furthermore, LMP's will bring together, in a single body, the necessary local knowledge and expertise, to build on existing structures locally, operating in a holistic, streamlined and joined up way.

On **19 August 2021** the local LMP undertook a Strategic Assessment of employability outcomes and local labour market conditions in the **Lisburn & Castlereagh City** Council area.

This exercise was undertaken to ensure that the priorities identified continue to reflect employability and labour market issues in the area and are informed by analysis of information provided by statutory partners, as well as the results of ongoing engagement and consultation across the council area. Cognisance was taken of the strategic assessment outcomes and local current provision to ensure that the Action Plan set out in this report is relevant to the challenges and opportunities particular to the residents of Lisburn & Castlereagh City Council.

2. Executive Summary

Lisburn and Castlereagh City Council's vision is for an empowered, prosperous, healthy, safe and inclusive community. A target outcome of our LCCC Community plan is to reduce income inequality in this region. We aspire to grow our local economy so that it is a source of meaningful, rewarding work and reduces inequality (LCCC Community Plan). The Council is committed to working in collaboration with other agencies to secure these aspirations for example through the Strategic Community Planning Partnership. The opportunity to support the local labour market through multi- agency collaboration is welcomed by the Council for the opportunities it brings to support our local communities with interventions tailored to their needs. The Labour Market Partnership (LMP) can improve fairness in the labour market by supporting the most vulnerable and disadvantaged while working to support local people back into work at this challenging time.

This document details the work of the Labour Market Partnership in carrying out a Strategic Assessment and producing an Action Plan, which combined comprise this submission for funding support from the Department for Communities.

3. Policy Context for Employability and Skills in Lisburn and Castlereagh

Labour Market Partnerships are required to contribute to strategic local objectives and the NI Executives strategic objectives, including achievement of targets set in:

- NI Programme for Government; and
- Community Plan for the local area

3.1 Programme for Government (PfG)

The Programme for Government's key focus is on delivering sustainable skills and employment for people. The ambition behind the programme is to deliver a strong, competitive, regionally balanced economy in order to give children and young people the best start in life. Government and partner agencies are tasked with increasing the proportion of the workforce qualified to higher levels, getting more people working in better jobs, raising

the number of graduates progressing into professional or management occupations and creating the conditions where people can achieve their potential.

The current relevant outcomes identified within the Programme for Government are:

- Outcome 3: We have more equal society
- Outcome 6: We have more people working in better jobs
- Outcome 8: We care for others and help those in need
- Indicator 17: Economic inactivity rates excluding students
- Indicator 32: Employment rate of 16-64 year olds by deprivation quintile
- Indicator 33: % of people working part-time who would like to work more hours
- Indicator 19: % of population living in absolute and relative poverty

3.2 Lisburn and Castlereagh Community Plan

Lisburn and Castlereagh City Council provided a Community Plan for the period 2017-2030 which sets out its vision:

An empowered, prosperous, healthy, safe and inclusive society.

The Plan has five key themes which are:

- Children and young people
- The Economy
- Health and Well Being
- Where we live
- Our Community

The LMP Action Plan will contribute to all five of these key priorities but will have a very significant impact in terms of the first three.

Relevant outcomes identified within the Community Plan include:

Our children and young people have the best start in life.

- All young people have an equal chance to fulfil their educational potential.
- Disadvantaged young people including care leavers can experience stability and positive transitions into adulthood.

Everyone benefits from a vibrant economy

- Income inequality is reduced.
- Our local workforce is equipped with the right skills to secure employment and/or start a business.
- New businesses are created and existing ones grow, employing more people.
- Creating more and better jobs
- Growing our economy in an inclusive way to reduce inequalities

Residents live healthy fulfilling and long lives

- Poverty and disadvantage are reduced.

3.3 NI Industrial Strategy (Draft)

The draft strategy aims to transform the economy, enhancing indigenous business growth and making the region even more attractive to foreign and direct investment (FDI). The draft strategy is ambitious in its goal to renew infrastructure and increasing innovation in order to raise productivity in the region, increasing its attractiveness for new and older businesses alike. This strategy recognises the challenges facing the region and aims to deliver sustainable, inclusive growth by restructuring the local economy. This will involve supporting the growth sectors in which NI has competitive advantage whilst ensuring that economic benefits reach into all communities and give everyone new and better opportunities. This approach is critical in order to tackle the continual high levels of economic inactivity.

The draft strategy recognises that a successful restructured and re-directed economy cannot happen unless a dynamic labour market exists which has at its centre a constant talent pipeline of skilled workers.

3.4 Belfast Regional City Deal Employability and Skills Framework

This report focuses on the employability and skills strand of Belfast Regional City Deal. The focus is upon the challenges posed by economic inactivity, lower business productivity and youth unemployment, which are a recurring feature in Lisburn and Castlereagh. The latter stages of the report pose interesting solutions based on a joined up approach (E.g. re-skilling, higher level apprenticeships, work force planning models) which are highly relevant to the Labour Market Partnership.

As a result of the Planning Exercise described the following themes have been identified as local priority:

- Economic Inactivity
- Youth Unemployment
- Economic Shock
- Labour Supply Misalignment

A turning the curve exercise was undertaken on 19 August 2021 in relation to the Local LMP Action Plan themes and projects. This considered the programmes of work necessary to achieve the outcomes desired. Further details regarding the turning the curve exercise conducted can be found on Page 22 – Page 28 of this plan.

4. Lisburn & Castlereagh Labour Market Partnership Structure

Work to develop a Labour Market Partnership (LMP) in the Lisburn & Castlereagh area began in late 2020. The membership of the group developed over time and evolved in spring 2021 in line with guidance from DfC regarding the suggested membership and conflict of interest considerations. By Summer 2021, the core partnership was in place. The LMP in Lisburn Castlereagh has not deviated widely from the recommended membership of eight core partners thus creating a compact and coherent group of partners with all the experience and knowledge needed to deliver on the objectives of the Labour Market Partnership. The Lisburn & Castlereagh LMP currently comprises a representative from each of the following organisations:

- Jobs and Benefits Office (DfC)
- South Eastern Health and Social Care Trust
- Invest NI (DfE)
- Careers Service NI (DfE)
- Lisburn Area Learning Community Consortium
- Lisburn Chamber of Commerce
- SERC
- Lisburn and Castlereagh City Council Economic Development Department
- Lagan Rural Partnership

The membership of the LMP will continue to be reviewed throughout the process to ensure it is representative and meets local need. The LMP wish to develop a local business sub group which will meet periodically and provide a sounding board for the partnership going forward as well as raising awareness of the programmes on offer.

The role of the Council within the LMP includes:

- Establish the LMP and bring the group together
- To fully administer the LMP, providing secretariat and resource support
- To take responsibility for operational management of the partnership and its formation
- To support the LMP in the delivery of the Action Plan
- DfC will fund the LMP through the Council
- Council will provide all governance and finance controls

Lisburn & Castlereagh City Council (LCCC) offers a wide range of existing structures which will support the delivery of LMP objectives. The Council has experienced and well-resourced teams who can support the secretariat of the LMP through the provision of marketing, communication, procurement, human resources and financial administration services.

The Council will play an active role as one of the core partners of the LMP, responsible for helping to improve labour market conditions locally through co-ordinated, collaborative multi-agency action.

The group will adopt a collective leadership approach and ensure it operates in a manner that is open, honest and accountable. All training recommended by DFC in relation to managing public money and governance issues will be undertaken by partners. The group has shown considerable commitment to the task to date. The LMP will work collaboratively to create an environment of trust and respect. The LMP have met as a group and engaged proactively to discuss issues and challenges impacting local people and local businesses and to bring forward innovative solutions.

5. Process for the Statistical Audit and Engagement

The process for statistical audit involved three distinct stages;

A desktop review of key strategic and policy documents was conducted. These are provided in the attached Lisburn & Castlereagh Labour Market Partnership Action Plan Appendices.

- Programme for Government
- LCCC Community Plan
- Council Corporate Plan
- A Socio-Economic Profile and Forecast for LCCC by Oxford Economics (May 2019)
- Annual Further Education Activity Reports produced by DfE
- The Labour Market Profile for Lisburn Castlereagh by DfE 2021,
- The Employment Outcomes and Challenges for Disabled People NI (DfC August 2021)
- Lisburn Castlereagh Labour Market Statistics (Oxford Economics July 2021)
- Locality Plans for a number of LCCC District Electoral Areas (LCCC March 2021)
- DfE Skills Barometer Reports

The second stage comprised a desktop statistical audit of the existing evidence base available from Northern Ireland Neighbourhood Information Service (NINIS) website, UUEPC, Invest NI, NOMIS, Department for Economy (DfE), Department for Communities (DfC) and LMP member organisations.

Finally direct engagement also took place over the course of the Strategic Assessment and Action Plan development process, this included core members of the LMP many of whom provided corporate plans/ strategies and information. Other consultees included Enterprise Organisations and Enterprise NI, as well as a multitude of social enterprises and training organisations.

6. Findings from Strategic Assessment, including desktop statistical audit and engagement/ consultation

Desk based research highlights both positives and negatives with respect to labour market conditions in the LCCC council area.

A wide range of material was reviewed and multiple stakeholders were interviewed. The goal in this activity was to spread the net as wide as possible in terms of understanding the issues faced by LCCC employers and the local community, current provision in the field of employability and skills and gain a view of future needs. The objective at the front and centre of this task was to formulate a fit for purpose LMP Action Plan.

6.1 Labour Market Profiles for LCCC area

Two labour market profile reports were considered these were provided by LMP Partnerships Economic Support DfE & Oxford Economics.

Covid -19 has had a dramatic impact on the local labour market. At its peak almost 140,000 employees were on furlough equivalent to roughly 15% of all employees. In March 2021, 100,000 employees were still on furlough. There is evidence to suggest the impact was greater on younger employees, those with low skills and workers with smaller enterprises. In March 2021 almost half of the employees on furlough worked in hospitality or wholesale retail sectors in spite of these accounting for only 21% of the workforce. A demographic

assessment of sectoral employment by UUEPC highlighted a number of concerns including increased vulnerability of women, individuals with long term health conditions and people living in flexible forms of employment. The impact on those with low or no qualifications was also highlighted as an area of concern.

As of May 2021 there were 4,600 furloughed jobs in LCCC having fallen from 7090 in April 2021. The take up rate is 7% here compared to 8% in the UK and NI.

Coronavirus Job Retention Scheme (CJRS) data by sector in May 2021 for LCCC showed that wholesale and retail accounted for 22% of the furloughed jobs and accommodation/food accounted for a further 22% of the total other significant sectors were manufacturing 9%, arts, entertainment and recreation 8% and admin support services 7%.

Redundancies have been experienced right throughout the pandemic with almost 5,800 confirmed redundancies in the year to March 2021, the highest since 2001. In 2020 there were 5,020 confirmed redundancies in NI of which 420 are reported for Lisburn and Castlereagh (8% of the NI total) compared to 100 confirmed redundancies in 2019 for this district. Between January and June 2021 there were 1,780 confirmed redundancies in NI. The figures for LCCC for 2021 are currently subject to suppression to avoid disclosure but are likely to be small. The largest number of 2021 redundancies are reported in Belfast and Mid & East Antrim.

It is notable that 39% of the redundancies in NI in 2021 were in manufacturing, with a further 21% in wholesale and retail trade. The redundancy rates in NI have been lower than the UK average.

The latest workforce data for March 2021 shows 874,000 jobs in NI compared with 915,000 jobs in March 2020 (pre pandemic) Wholesale and retail trade (-15,000), construction (-12,000) and transport and storage (-5,000) suffered the largest decline in jobs over this period. Gains in professional, technical and scientific (5,000), public administration and health (4,000) offset some of the job losses.

PAYE payroll and ONS workforce jobs statistics are not available below NI level. Oxford Economics estimated in their July 2021 Labour Market Statistics report that the total employment (jobs) in LCCC will average 71,500 over 2021 representing a fall of approximately 700 jobs. Employment rates in LCCC in December 2020 at 81.1% were still performing significantly better than the NI average of 70.6%.

Furthermore the number of people claiming benefits in Northern Ireland almost doubled in the first full month of the Spring 2020 lockdown (90% increase from March 2020 to April 2020). As of May 2021 it remained at a level last seen during the 2008 financial crisis. The number of claimants in the LCCC area increased by 115% from March to April 2020 significantly above the NI increase of 87% for that initial lockdown period. This demonstrates the initial economic shock from COVID was particularly severe in this area. Claimant count figures (which include Universal Credit) rose sharply in April 2020 as a result of the pandemic rising from 1,415 in March 2020 to 3045 in April 2020. Claimant figures peaked at August 2020 at 3475 and have since gradually declined falling to 2,770 in June 2021; still almost double (196%) the pre-pandemic level. Similar trends occurred at the NI level where counts stand at 170% of the pre-pandemic level in June 2021.

6.1.1 Businesses by Sector 2021 by Council Area

The attached table shows the number of businesses by business sector as of July 2021 for LCCC. The largest numbers of businesses are represented by the following sectors, Construction, Agriculture, professional Scientific and Tech, Production and Transport.

When the composition of firms by size and sector are considered we observe that no agriculture, forestry or fishing firms employ more than 50 people.

Businesses by Sector 2021 by Council Area

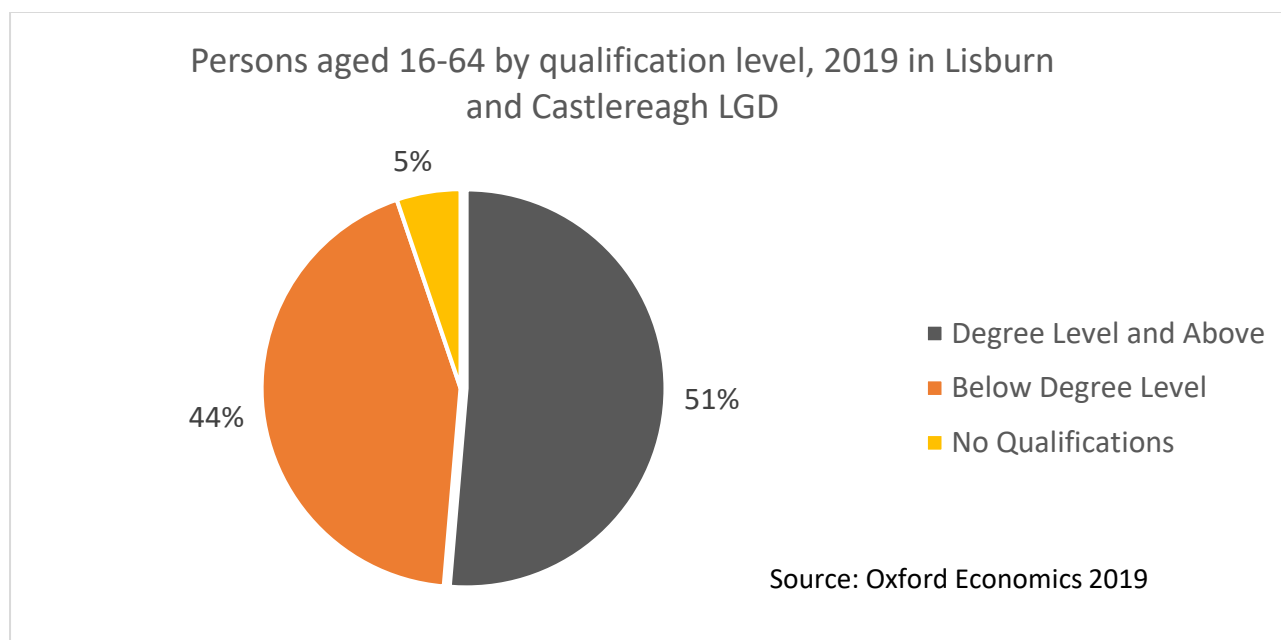
District Council Area	Broad Industry Group																	
	Agriculture, forestry & fishing	Production	Construction	Motor trades	Wholesale	Retail	Transport & storage (inc. postal)	Accommodation & food services	Information & communication	Finance & insurance	Property	Professional, scientific & technical	Business administration and support services	Public administration and defence	Education	Health	Arts, entertainment, recreation and other services	Total
Northern Ireland	18,215	5,460	10,830	2,770	3,295	6,040	3,255	4,270	2,190	1,270	2,350	6,255	3,135	50	710	2,830	4,715	77,640
Antrim and Newtownabbey	710	335	570	195	240	305	375	255	140	60	130	365	200	*	45	135	300	4,360
Ards and North Down	575	335	580	175	210	430	180	360	195	110	190	560	220	*	55	225	385	4,790
Armagh City, Banbridge and Craigavon	2,385	685	1,245	365	450	760	485	370	145	120	245	575	305	0	65	245	490	8,930
Belfast	45	610	860	205	475	1,145	515	995	875	425	585	1,840	640	35	195	785	1,075	11,300
Causeway Coast and Glens	1,920	345	1,035	230	195	485	170	385	85	55	150	305	205	*	45	180	300	6,085
Derry City and Strabane	1,260	370	880	215	205	425	160	315	130	70	160	390	210	*	50	225	345	5,410
Fermanagh and Omagh	3,710	470	1,140	290	260	520	195	270	70	75	175	340	255	*	45	175	300	8,285
Lisburn and Castlereagh	630	425	670	225	355	355	295	280	200	100	170	515	275	5	50	230	385	5,170
Mid and East Antrim	1,405	385	655	210	185	370	175	285	100	60	140	335	190	*	45	155	340	5,040
Mid Ulster	3,225	855	1,575	345	335	570	325	305	90	100	210	450	260	*	55	200	315	9,220
Newry, Mourne and Down	2,350	650	1,620	315	390	675	375	450	155	95	195	585	375	*	70	265	475	9,045

Source: Inter-Departmental Business Register

Lisburn and Castlereagh has a broadly similar sectoral mix of businesses to NI as a whole with the exception of Agriculture where 25% of firms were operating in this sector across NI and our local retail sector which was also seen to be underperforming respective of NI as a whole.

Average productivity in LCCC is lower than the regional average mainly due to the sectoral structure. The local economy has a relatively high share of jobs in sectors associated with serving the local population such as health, public administration, wholesale and retail and arts, entertainment and recreation. Construction is also a key sector locally with a large number of small employers engaged in this sector mainly in the house building subset. The proportion of jobs in health and social work is 23% compared to the NI average of 17%. Public administration and defence accounts for 4279 employee jobs in the region attributing to only five employers. The wholesale and retail industries account for a high proportion of jobs in LCCC (19% compared to 17% in NI overall).

6.1.2 Qualification Levels



LCCC has the highest share of degree educated residents across NI. The area also benefits from high levels of employment in comparison with many other regions. It is important to note that these factors are not uniform across the local government district. It was noted in our LCCC Community Plan that the areas marked variations in wealth and poverty

exacerbate the impact of poverty on the well-being of the least well off. There are pockets of deep deprivation in the LCCC area where outcomes for residents are poor. Old Warren is in the bottom 9% of NI neighbourhoods in terms of educational attainments and 30% of the working age population there are unemployed. This forms part of the wider DEA (District Electoral area) Lisburn South where 19% of the working age population are unemployed. Old Warren lies within two miles of Wallace Park 1 which is the least deprived super output area of the LCCC local government district. Enler is ranked in the bottom 15% of NI neighbourhoods in terms of educational attainment. 23% of the working age population there are unemployed compared to just 14% of the working age population of their wider DEA area of Castlereagh East.

During the period 2014/15 to 2018/19 further education enrolments fell from 35.6% to 30.9% for adults aged 25 and over in N. Ireland. Uptake of education among adults here is low and declining. Participation in lifelong learning in NI is comparatively low. We fall behind our counterparts in the UK and Ireland and participation is lower than the OECD average. Research clearly evidences:

- Poor educational outcomes are associated with poor employment outcomes
- Forecasting (by DfE) shows that employment opportunities for individuals with low or no qualifications will continue to decrease. One third of the Northern Ireland workforce falls into this bracket.

There is a need to support those with low or no qualifications to partake of learning opportunities regardless of their stage of life. This has benefits for the individual, our society and our economy and aligns with the overarching objectives set out in the NI Programme for Government and the LCCC Community Plan.

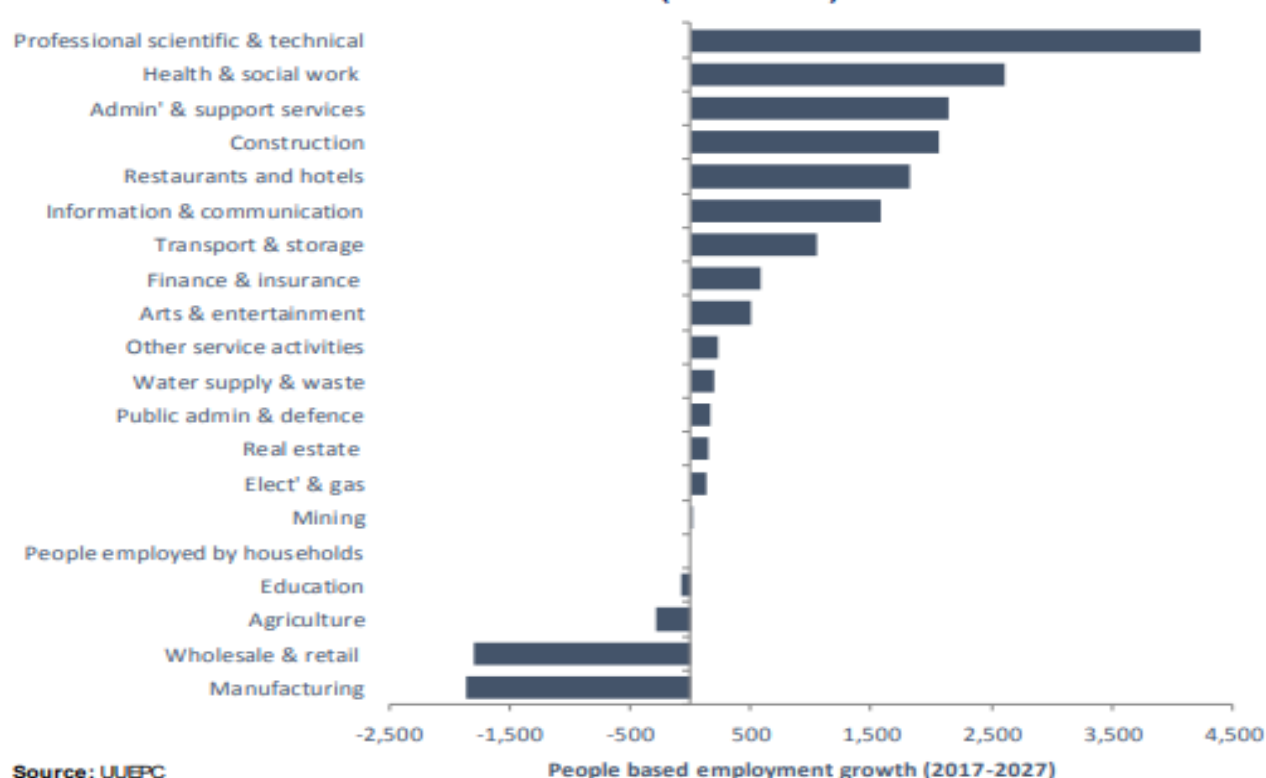
6.1.3 Wage Levels

The median gross weekly full time earnings in LCCC in 2020 was £508.50 compared to the NI figure of £529.00. In NISRA's Annual Survey of Hours and Earnings, wage figures are measured by place of work and by place of residence. This shows a disparity, LCCC residents earn higher than average as they often travel outside the area to work. While organisations here pay lower than average in comparison to the rest of Northern Ireland. The need to provide quality employment opportunities in this region was identified as an issue in local community consultations and was therefore included as an economic objective of the LCCC Community Plan. Census data shows 43% of local workforce positions are filled by non LCCC residents and local residents are travelling outside the region to find better quality work opportunities. Intelligence data shows that wages offered in this LGD are lower than the NI average.

Other data pertinent to Labour Supply Misalignment is the evolving challenge Northern Ireland has to address underemployment. In Northern Ireland 37% of employers have reported having staff with qualifications more advanced than that required for their roles. (Source: ESS 2015). The need to provide better quality jobs was a recurring theme of the LCCC community conversations organised across the local government district in 2015. These large scale population consultations underpinned the development of the LCCC Community Plan. The need to create more and better quality jobs is a target outcome of the Community Plan as a result. It also correlates to the stated objectives of the NI PfG. NISRA statistics show the number of people working part-time who would like more hours in LCCC equated to 3.2% in 2020.

Anticipated future employment demand is predicted to grow as per the graph below which shows that employment growth by sector is expected to be greatest in technical roles (Data for Lisburn & Castlereagh combined with data for Mid and East Antrim, Antrim and Newtownabbey and Ards and North Down Council areas).

Employment (people based) growth by sector (1-digit), East (2017-2027)



The picture in terms of future demand by qualifications shows high demand for degree level qualifications among employers. The highest demand for workers with NQF level 3 and below by industry comes from administration and support services followed by wholesale and retail and hospitality. The wholesale sector is comparatively strong in the LCCC area.

6.2 Socio Economic Profile and Forecast for LCCC area (May 2019)

In 2017 the LCCC economy supported 68,900 workers (the third largest council area and generated £2.8 billion in gross value added (the sixth highest council area). GVA and employment growth were below the regional average, this is attributed to below average shares of employment in faster growing high value –added services which limited overall growth. Linked to this; productivity was 6.1 percent below the Northern Ireland level and the analysis showed that this was mainly due to the predominance of low value added sectors. In addition tourism spend was amongst the lowest of any council area in the region.

Strengths identified in the report were high employment rates, low levels of economic inactivity and the highest share of residents qualified to NVQ Level 4 and above. The location of Lisburn Castlereagh in relation to the North South Economic Corridor and ease of access to ports/ points of entry was also highlighted as a regional strength. The challenges and opportunities of the area identified in the forecast remain relevant. The skilled and mobile labour force and the good quality of life on offer here continue to be assets to the area. The city has room to grow. The west Lisburn Development Framework notes the potential to grow both housing and commercial activity in nearby Blaris and the Maze Long Kesh site. New roads are needed to unlock this potential investment and that remains a challenge. The Belfast Regional City Deal offers significant opportunities for a stepped change in growth. It may result in projects aimed at improving employability and skills. This also includes interventions in support of the extension of transport links, strengthening the tourism offer at Hillsborough Castle and the proposed development of an innovation hub. A Belfast Regional City Deal Employability and Skills framework was developed for the area and was considered in section 3.4 under strategic context.

The socio economic profile and forecast is comprehensive and provided in depth economic forecasting. GVA growth was expected to achieve 1.65 percent per year over the period 2018 – 2032. Post COVID and Brexit these aspects of the report rapidly became dated. The sections of the report illustrating the share of employment by occupation and by sector needed to be updated to enable the strategic assessment process. An update was sought from Oxford Economics as a result of the speed and scale of recent changes to our economy and labour market. The updated labour market profile provided in July 2021 was considered in section 6.1 of this plan.

6.3 Gender Specific Issues

As part of the need to present an action plan that is both inclusive and diverse, consideration was given to gender specific issues, with further information presented below.

6.3.1. Northern Ireland Housing Executive (NIHE) human rights, equalities and diversities workshop, April 2021

- Women constitute 79% of the part time workforce.

- 1/3 of working age women are economically inactive.
- In 2019/20 70% of apprenticeships were male, Higher Level Apprenticeships (HLA's) are 69%.
- Occupational segregation is problematic; men tend to be more involved in engineering, manufacturing and construction. Women more involved in business, administration and law. One possible related solution is women only training programmes in non-traditional sectors, i.e., construction and engineering.

6.3.2. Findings from Women's Policy Group NI (WPGNI) Feminist Recovery Plan 2020

Industrial and occupational segregation. According to the Equality Commission for Northern Ireland, lone parents, 91% of whom are women, also experience occupational segregation in employment, with lone parents with dependent children mostly employed in 'Personal Service' and 'Elementary' occupations. Caregiving has been identified as one factor influencing occupational segregation with women and lone parents choosing occupations allowing sufficient flexibility to balance the demands of caregiving. This may have a potential impact on the sustainability of employment, with women and lone parents having to consider pay and career progression with flexibility in employment.

Women's Access to education and training. The plan states, "The extent to which women more generally feel prepared to participate in education and training depends on a number of factors including childcare, transport and cost."

Other areas worthy of note include digital poverty in terms of internet access and technology access for deprived areas. It is important to help women to be work ready through the provision of supported community-based education and training.

6.4 Employer Survey Findings (Dec 2020)

SERC and SRC carried out an Employer Survey to better determine the shape of the skills offering needed to support businesses in the region in the COVID recovery period. This was directed at businesses in all the areas served by the two colleges. The survey was carried out in December 2020 and the results from the survey are helping to shape the curriculum offering for businesses in 2021.

Key findings from the 172 respondents are summarised below:

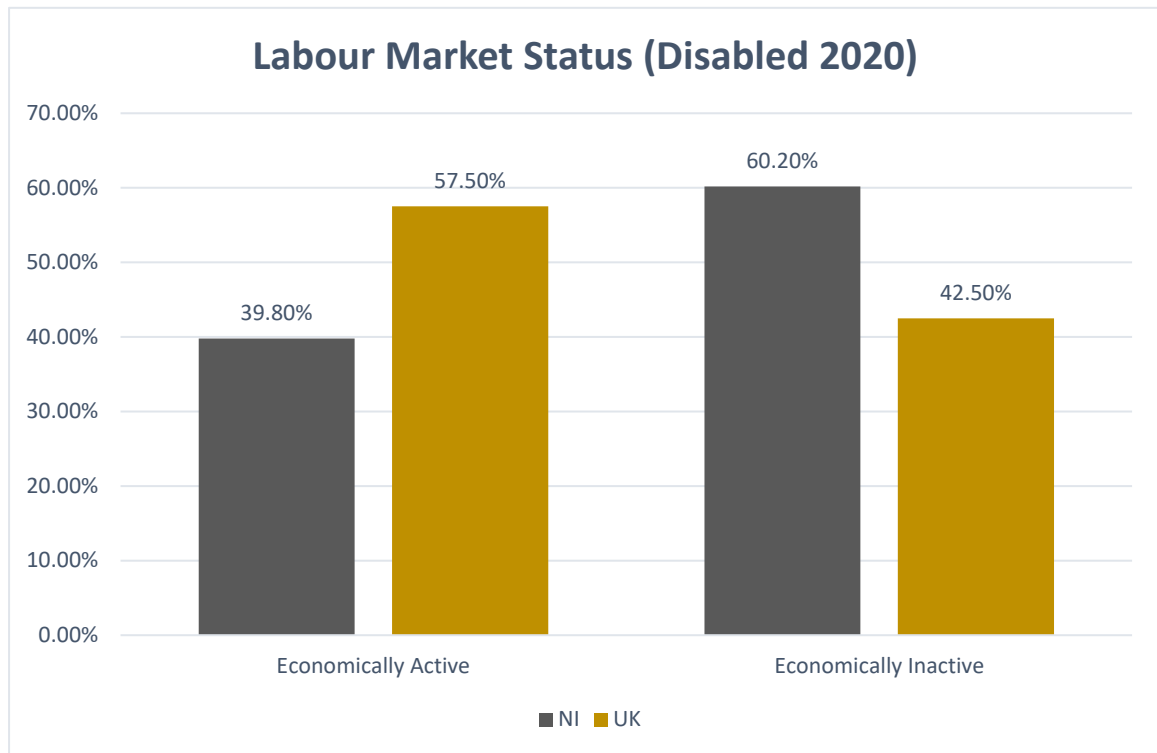
- Only 8% of businesses expected to make redundancies.
- 56% businesses had to diversify or change products and services.
- 66% identified that they had skills shortages with largest numbers being in ICT, general operative, sales and administration.
- 49% planned to recruit in the next 12 months with marketing/digital sales and manufacturing being the largest areas.
- 61% indicated that they recruit through apprenticeships and HLAs with digital marketing, engineering and construction being the most favoured.

6.5 Employment Outcomes and Challenges for Disabled People in N. Ireland

This report released in August 2021 presents the findings of research undertaken by Department for Communities to determine the barriers to employment for disabled people and examine interventions adopted elsewhere. The key barriers identified in literature to date include:

- Disability related stereotypes/discrimination
- Educational attainment
- Access to transport and accessibility of the physical environment
- Limited specialist support
- Long term health conditions which require regular treatment
- Lack of flexible/part-time recruitment
- Bureaucratic difficulties in accessing available services

The rate of disability in Northern Ireland is higher than the other UK regions with the exception of Wales. The rates of disability among older age groups is higher than other regions of the UK. The 50-64 year old age group accounts for 33.4% of our disabled population compared to 26.9% of the UK disabled population as a whole. The most striking finding was that 60.2% of disabled people in Northern Ireland are economically inactive while the comparative figure for the UK as a whole stands at 42.5%.



Employment opportunities for those with disabilities here appear to be concentrated in a small number of specific industries, which include:

- Public administration, education and health
- Distribution, Hotels and Restaurants
- Energy and Water providers

The pay gap was also highlighted in this report. Northern Ireland compared favourably with other parts of the UK in this regard however there is still a difference in median pay between disabled and non-disabled employees which needs to be addressed.

The concerns expressed by disabled participants engaging with this research were articulated in the report on their behalf. These included:

- The pandemic has caused pressure on the labour market and this caused fear that low skilled jobs would now be taken by skilled workers and the reduction in the availability of jobs could affect the disabled
- Hospitality Industry has been deeply affected and employs many disabled people

- End of furlough could cause saturated labour market making it hard for those with disabilities to find work
- Employers are likely to opt for the easier applicant in challenging times
- Harder to find work experience positions for those with disabilities at present.

6.6 Summary of Stakeholder Consultations

During the Strategic Assessment and Action Plan development, consultations took place with multiple stakeholders during June and July 2021. Aspects of these findings have been incorporated into the final recommendations presented within this report. These consultations included social enterprises (GEMS NI, the NOW group), training providers working with disadvantaged groups (People 1st), Charities (YouthAction NI, Start 360), the Careers Service, SERC, South Eastern Health and Care Trust, Enterprise NI, Enterprise Organisations (Lisburn Enterprise Organisation, The Princes Trust). Other departments within the Council were also consulted such as Community Planning and Community services.

The aims and objectives of Labour Market Partnerships were generally discussed and the creation of Labour Market Partnership collaborations was broadly welcomed by the organisations consulted. Each stakeholder was invited to provide a summary of their current provision, the successes and failures of various programmes were discussed and proved very informative. Barriers and obstacles to success experienced were considered. Finally, identified needs, potential opportunities and gaps in the current provision were examined. These consultations were very insightful and the secretariat team from LCCC appreciate the time and input provided by participants during this part of the strategic assessment.

The need to create greater capacity for support where demand exceeds supply (e.g. Exploring Enterprise Programme) or in specific areas where provision was lacking (Prison leavers) was noted. The LCCC area provides approximately 70% of the prison accommodation capacity of Northern Ireland as a whole. The pivotal role played by Mental Health in the Labour Market and the disruption caused by COVID -19 and Brexit were common themes. The need to actively promote and include activity that positively impacts on Health and Wellbeing across all themes was recognised. It was generally observed that

the nature of needs are continually evolving requiring a regular review of the employability and skills landscape and an examination of the outcomes of existing provision.

7.0 Summary of thematic areas to address issues from strategic assessment

7.1 Economic Inactivity

Our research has evidenced that the economic inactivity rate in Northern Ireland rose marginally during the pandemic but has now recovered to pre-pandemic rates. Statistics from the labour force survey indicate that 27.1% of 16-24 year olds were economically inactive in the latest period March – May 2021. However the NI inactivity rate remains significantly above the UK average (21.3%).

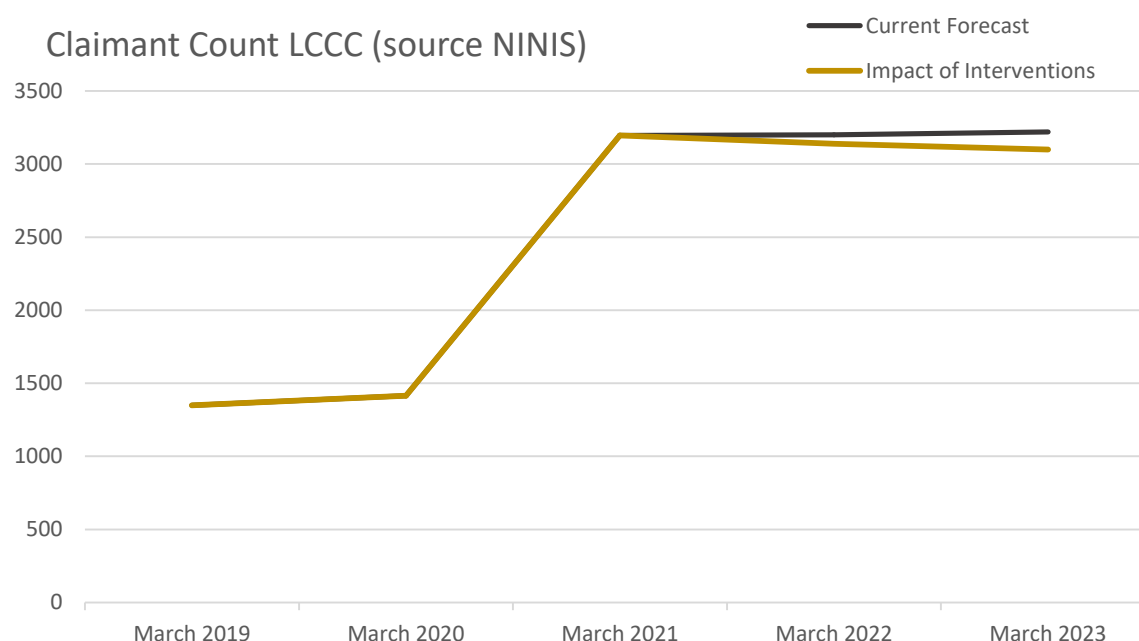
Of those economically inactive in NI 29.9% were long-term sick and 30.8% were students, family and home care (14.8%), retired (13.5%) and other (11%) accounted for the remaining reasons for inactivity. Of those who are economically inactive and wanting a job 38% were long term sick. It is important that the economically inactive are supported to re-engage with the labour market. We know that approximately 53,000 people Dec-Feb-2021 who are currently economically inactive would like to work if the circumstances were right. Economic inactivity can be associated with a range of challenges, long term health problems, the benefits trap, caring responsibilities, low or no skills, poor living environments and generational unemployment. Economic Inactivity is strongly linked to issues of health and disability. There is a need to do more to support those with disabilities into employment as we are out of step with the UK as a whole where the clear majority of disabled people are economically active.

Participation in lifelong learning in NI is comparatively low. We fall behind our counterparts in the UK and Ireland and participation is lower than the OECD average. There is a need for urgent action in relation to this challenge as:

- Poor educational outcomes are associated with poor employment outcomes
- Forecasting (by DfE) shows that employment opportunities for individuals with low or no qualifications will continue to decrease. One third of the Northern Ireland workforce falls into this bracket

The link between educational outcomes and employment outcomes is apparent in our LGD where the majority of neighbourhoods show high educational attainment, high income and high employment outcomes. This is juxtaposed against other neighbourhoods where the reverse is true and areas are characterised by poor educational outcomes and unemployment amongst the working age population is as high as 30%. There is a need to prioritise applications from those areas and to support applicants from deprived areas to access LMP programmes through targeted interventions. During the period 2014/15 to 2018/19 further education enrolments fell from 35.6% to 30.9% for adults aged 25 and over in N. Ireland. Uptake of education among adults here is low and declining. We lag behind the rest of the UK and Ireland in this regard. This data indicates that the LMP should play a part in supporting those who are currently economically inactive to reconnect with the labour market. Where individuals have low or no qualifications and are unemployed supporting them to gain qualifications will boost their prospects of gaining sustainable employment in the future. The strategic assessment indicated that welcome interventions in this area might include the delivery of training and work experience interventions aimed at the economically inactive with low or no skills and support interventions for those with disabilities or caring responsibilities.

The Turning the Curve approach to Economic Inactivity thematic area is shown below:



7.2 Economic Shock

Covid -19 has had a dramatic impact on the local labour market. In 2020 there were 5020 confirmed redundancies in NI of which 420 pertain to the Lisburn and Castlereagh LGD area. In 2019 the number of confirmed redundancies in Lisburn and Castlereagh was 100.

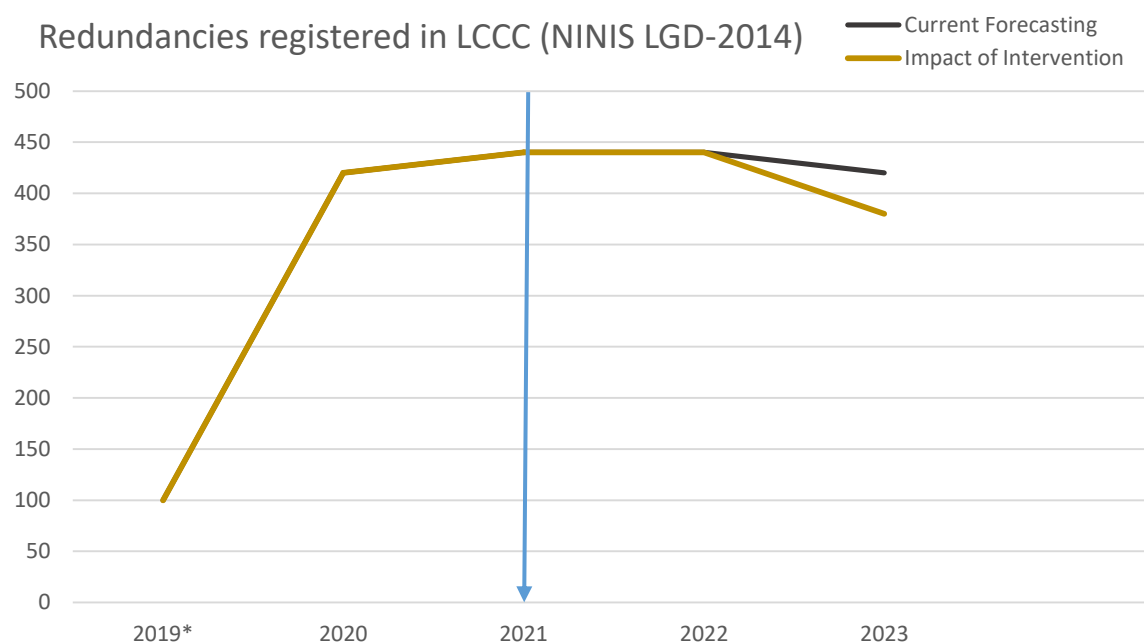
Furthermore the number of people claiming benefits in Northern Ireland almost doubled in the first full month of the Spring 2020 lockdown (90% increase from March 2020 to April 2020). As of May 2021 it remained at a level last seen during the 2008 financial crisis. The number of claimants in the LCCC area increased by 115% from March to April 2020 significantly above the NI increase of 87% for that initial lockdown period. This demonstrates the initial economic shock from COVID was particularly severe in this area. Figures peaked in August 2020 at 3475 claimants. This has fallen to 2,770 in June 2021 but this is still almost double (196%) the pre-pandemic level in March 2020.

As of May 2021 there were 4,600 furloughed jobs in LCCC having fallen from 7090 in April 2021. The take up rate is 7% here compared to 8% in the UK and NI.

While the Lisburn and Castlereagh LGD has many strengths economically it also faced pre-existing challenges in the form of low productivity, wage levels and a high share of jobs in sectors associated with serving the local population such as health, public administration, wholesale and retail.

Supporting newly unemployed people to transfer their existing skills and build new skills that respond to current and emerging labour market opportunities is key objective for this Labour Market Partnership Action Plan.

The Turning the Curve approach to Economic Shock thematic area is shown below:



7.3 Youth Unemployment

Economic inactivity rates are highest among younger age groups and this was exacerbated by the pandemic. In Northern Ireland the Economic Inactivity of the 16-24 age group is now 55.8% up from 26.7% in the same period in 2020 (Source: Oxford Economics July 2021). Unfortunately some of the sectors hardest hit by the pandemic e.g. hospitality and non-essential retail are characterised by the younger age – profile of their workers.

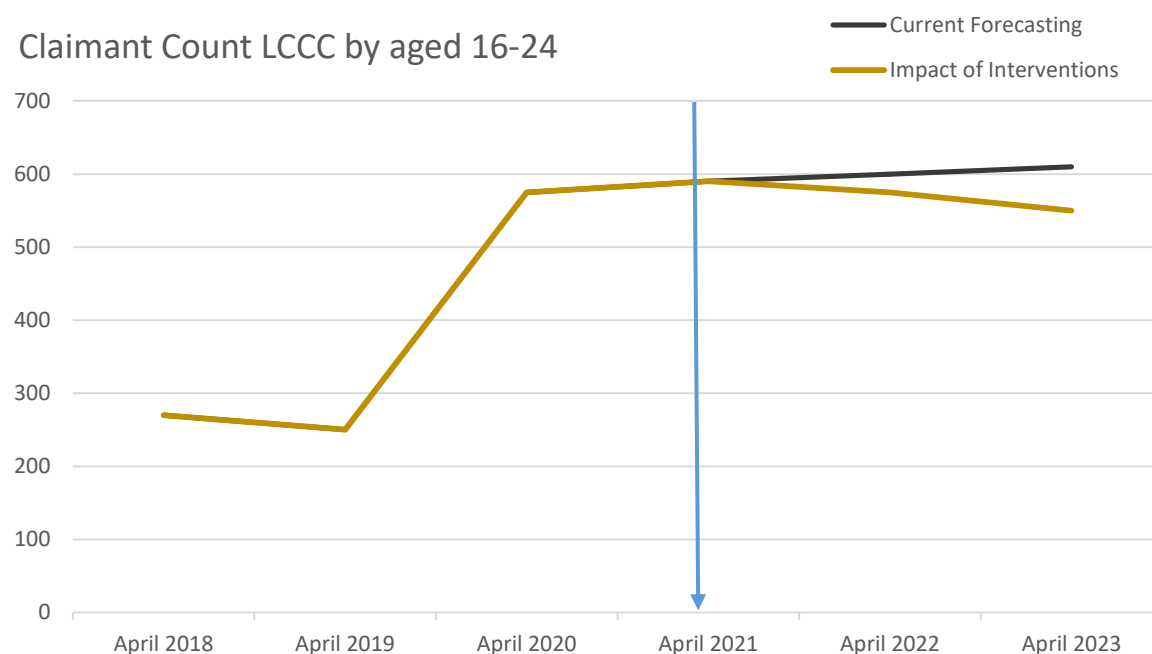
In April 2020 the number of registered claimants in the 16 – 24 year age category in this area rose to 575 and in April 2021 the figure was 590. While the number of claimants is higher in the age 25 – 49 age group, that corresponds to a much bigger section of the population. The

figure below illustrates the impact of the pandemic on the numbers of young people in this region receiving benefits.

Lisburn and Castlereagh LGD	April 2018	April 2019	April 2020
Registered Claimants aged 16- 24 as a proportion of LCCC population in that age category. (Source ONS/NINIS)	1.9%	1.8%	4.2%

In addition to furloughing and redundancies, many young people have seen their hours reduced over the course of the pandemic greatly reducing their income while retaining their employed status (not evidenced as economically inactive). Even pre- Covid younger residents aged 16-24 were more likely to collect unemployment benefits than older age groups. (Source ONS). Actions will be aimed at preventing young people becoming long term unemployed (over 12 months) through all means available, suggested actions included industry taster courses and short term training interventions directly linked to areas of current work opportunity for example warehousing, forklift/ HGV licences, hospitality, CSR (Construction) training and digital skills.

The Turning the Curve approach to the Youth Unemployment thematic area is shown below:



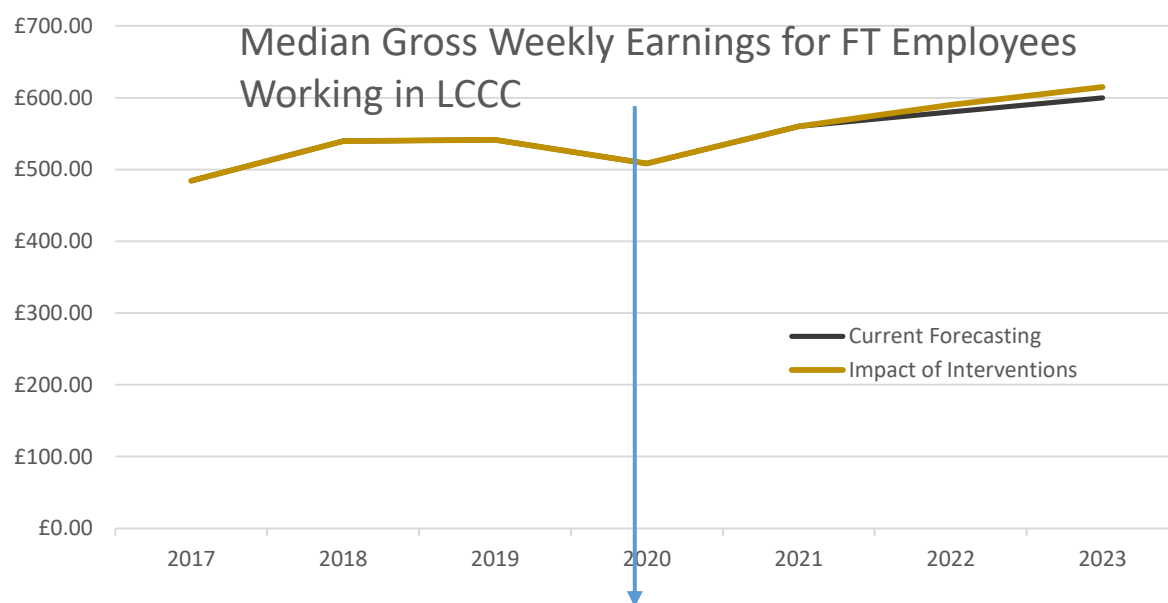
7.4 Underemployment and Labour Supply Misalignment

Construction & professional and technical & scientific activities are the two largest sectors in LCCC currently. An analysis of new and emerging opportunities with potential to boost employability has also been conducted as part of the strategic assessment. Engagement with the enterprise sector will continue to track emerging areas of opportunity over the course of the Action Plan lifespan due to the rate of expected change over the coming years. This can be supported by consultation with the business sector sub group and the work to be undertaken by the LMP Labour Market Observatory (LMO).

The median gross weekly full time earnings in LCCC in 2020 was £508.50 compared to the NI figure of £529.00. LCCC residents earn higher than average as they often work outside of the area. 43% of local workforce positions are filled with non LCCC residents (sources: Census). Intelligence data shows that wages offered in this LGD are lower than the NI average.

In addition NI has an evolving challenge to address underemployment where graduates are securing jobs in 'non-graduate' roles. The out-workings of this are that opportunities are being blocked for candidates with more relevant lower level qualifications and experience. In NI 37% of employers have reported having staff with qualifications more advanced than required for their job role. (Source ESS 2015). Actions and interventions to alleviate this challenge will have two- fold benefits in terms of allowing workers to progress to higher paid posts and creating entry level positions for others. The need to create more and better quality jobs was a recurring theme of the community conversations at the time the Community Plan was formulated. Programmes devised under this theme will have a strong correlation to the economic outcomes identified in the LCCC Community plan and the Programme for Government.

Turning the Curve Approach for the Labour Supply Misalignment thematic area:



8.0 Summary Report and Assumptions

This Action Plan is part of an ambitious strategy to address both the short-term impact of COVID-19 and some long-standing issues in the local labour market.

The Action Plan is based on:

- A Strategic Assessment of the Lisburn and Castlereagh labour market by Lisburn & Castlereagh City Council.
- Input and agreement from the Lisburn and Castlereagh Labour Market Partnership
- Consideration of key policy documents including the Draft Programme for Government & Outcomes Framework and Lisburn and Castlereagh Community Plan.

The Strategic Assessment sections of the report examine, in detail, the nature of the local labour market and the key challenges facing it.

We recognise that it may take some time for the Labour Market Partnerships to bed down but we are heartened by the opportunity to bring the relevant government departments together with statutory, voluntary and private partners to secure agreement on and commit to the delivery of targeted interventions that will address long-standing structural issues in the economy. We consider that this approach offers significant potential to deliver on the commitments to support an inclusive economy. Once operational, they can also provide a vehicle through which additional government interventions may be channelled, including local skills interventions (in partnership with DfE) and potentially the new Shared Prosperity Fund (subject to further clarification on priorities and approach with MHCLG).

At this programme definition stage of planning the full projected costs are given, it should be noted that these projections are based on assumptions and consultations. Procurement exercises have not been undertaken for the delivery of these services and therefore the exact costs are not known. Administration costs are calculated separately and are based on current indicative costs e.g. apportionment of staff officer's time.

Baseline Information

(List the Strategic Priorities, the indicators the Local LMP will impact on & identify the Baseline)

Strategic Priorities	Indicators to which Local LMP makes a contribution (Source)	2021/2022 Baseline
Strategic Priority 1: To form and successfully deliver the functions of the local Labour Market Partnership for the area	Effective LMP Delivery To form a multi-agency partnership comprised of relevant Stakeholders	Baseline: Partnership in formation stages and not formalised. Target 100% of partnership formed and formalised with relevant stakeholders (LMP)
		Number of partnership meetings Baseline 4 LMP Meetings Target: 6 LMP meetings (LMP)
		Development of a labour market observatory for strategic assessment relating to current and future action plans. No current baseline Target 100% development of a Labour Market Observatory (LMP)
Strategic Priority 2 : To improve employability outcomes and/or	Reduced Economic Inactivity	Claimant Count LCCC MARCH 21 3,195 MARCH 20 1,415 MARCH 19 1,350

labour market conditions locally		(Source NINIS – Aug 2021)
	Youth Unemployment	<p>Claimant count LCCC by age (age 16 -24 category)</p> <p>APRIL 2021 590</p> <p>APRIL 2020 575</p> <p>APRIL 2019 250</p> <p>APRIL 2018 270</p> <p>(Source NOMIS – Aug 2021)</p>
	Reduced Redundancies – Economic Shock	<p>Redundancies registered in LCCC</p> <p>2020 420</p> <p>2019 100</p> <p>(NINIS - LGD2014)</p>
	Labour Supply Misalignment	<p>Median Gross Weekly Earnings for Full Time Employees in LCCC</p> <p>2020 £508.50</p> <p>2019 £541.60</p> <p>2018 £539.60</p> <p>2017 £484.20</p> <p>(NISRA)</p>
	Labour Supply Misalignment	<p>Number of People working part- time who would like more hours in LCCC</p> <p>2020 3.2%</p> <p>2019 7.6%</p>

		Not previously available by LGD (Source NISRA)
Strategic Priority 3: To support delivery of Employability NI	Increased awareness of employability NI programmes available to residents	No current Baseline 500+ local residents informed of regional programmes within local area (LMP)
		140 LMP referrals to regional programmes (LMP)
	Contribute to public facing events and supporting effective engagement	No Current Baseline 2 Job fairs held (LMP) 400 participants attending (LMP)

ACTION PLAN 2022-2023

LISBURN AND CASTLEREAGH LABOUR MARKET PARTNERSHIP ACTION PLAN 2022/23							
Strategic Priority 1: To form and successfully deliver the functions of the local Labour Market Partnership for the area							
Indicators		# LMP meetings (LMP) % Formation of partnership % Development of the Labour Market Observatory					
Theme	Aims & Description	Key Activities	Start Date	End Date	Resource	Performance Measures	Reporting Quarter
Effective LMP Delivery	Effective delivery of the LMP through the Members, appropriate structures and mechanisms	1 Prepare and deliver on LMP's Action Plan to meet priority needs: including putting in place implementation structures and delivery mechanisms which will contribute towards improved employability outcomes and labour market conditions	01/04/22	31/03/23	Staff Resource Room hire Hospitality Technical support Training	How much did we do? 10 meetings of LMP How well did we do it? 80% attendance at LMP meetings Is anyone better off? 90% of attending members have better knowledge of what they are delivering collectively and are trying to achieve employability outcomes	1.2. 3. 4

Effective LMP Delivery		<p>2. Putting in place a business subgroup which will:</p> <ul style="list-style-type: none"> • Provide feedback to the LMP regarding labour market conditions and programme interventions. • Raise awareness of initiatives developed by LMP, support recruitment of participants and the dissemination of programme outputs 	01/04/22	31/03/23	<p>Staff Resource</p> <p>Running Costs</p> <p>Recruitment</p> <p>Room hire</p> <p>Hospitality</p> <p>Technical support</p>	<p>How much did we do? 2 meetings of Subgroup</p> <p>How well did we do it? 80% attendance at meetings</p> <p>Is anyone better off? 90% of attending members have increased awareness of role of LMP and believe they are providing valuable input to the work of the LMP</p>	
Effective LMP Delivery	<p>Maintenance and development of an LCCC Labour Market Observatory</p> <p>Objective: To identify and analyse labour market needs and challenges; directing the work of the LMP.</p>	<p>1 A wide range of data sources and inputs including: Intelligence; Sectoral insights & scoping; Spatial intelligence - ensuring inclusive growth; robust benchmarking and; forecasting of structural changes to labour market</p>	01/04/22	31/03/23	<p>Staff Resource</p> <p>External technical support to provide training, formal guidance and ongoing</p>	<p>How much did we do? 6 Reports produced</p> <p>How well did we do it? 6 Research outputs provided on time and to satisfactory standard 3 (33%) LMP programmes utilising research to underpin</p>	1,2,3, 4

		<p>here in Lisburn & Castlereagh</p> <p>2: Key activities will include data collection, research, analysis and systemisation, including:</p> <ul style="list-style-type: none"> • Databases. • Dashboard of main indicators by geography or sector • Spatial analysis • Trends analysis • Mapping and catalogues of occupations and qualifications by sector • Analytical reports on labour market forecasting and emerging opportunities 			<p>support as well as necessary license fees for agreed products etc.</p>	<p>provision and monitor impacts in 2022/2023. The remainder of the reports will be used to design 2023/2026 programme interventions</p> <p>Is anyone better off?</p> <p>65% stakeholders that are confident the research reports will inform future LMP actions</p>	
Effective LMP Delivery	Marketing and Communications Actions to support the objectives and the delivery of the LMP	To raise awareness of initiatives developed by LMP, support recruitment of participants and the dissemination of programme outputs	01/12/21	31/03/22	<p>Staff resource</p> <p>Website Development social media development, design of</p>	<p>How much did we do?</p> <p>1 Website developed</p> <p>2 Social media platforms developed</p> <p>6 blogs posted on Social media per quarter</p>	1, 2, 3, 4

					<p>promotional material, design of e-zine template and mailchimp licence, curved pop up display for events.</p>	<p>How well did we do it? Links to website/ social media provided to 400 event participants</p> <p>Is anyone better off? Increased public awareness with 65% of LMP Stakeholders sharing information relating to partnership and programmes on Social Media.</p> <p><i>N.B Stakeholders include LMP Partners & Sub group members</i></p>	
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Strategic Priority 2: To improve employability outcomes and/or labour market conditions locally							
Indicators	Monthly Claimant Count in LCCC(NINIS) Median Weekly Fulltime Earnings		JBO Statistics on Covid redundancies Claimant count for 16- 24 year olds in LCCC Number of Redundancies recorded in the LCCC local Government area.				
Theme	Aims & Description	Key Activities	Start Date	End Date	Resource or Cost	Performance Measures	Reporting Quarter
Economic Inactivity	Self- Employment Options Support Programme Provide support and training for those identified as economically inactive or working less than 16 hours per week to explore self-employment options This programme comprises all elements	Mentoring and training support from the outset and throughout. Mentoring will continue for 12 weeks post completion. Training includes: Marketing guidance Financial planning Introduction to HMRC Job Searching/ Job application assistance CV design & development	01/04/22	31/03/23	Includes 12 weeks training course with two hours of individual mentoring per week during course. The mentoring will continue for 12 weeks post completion Training, materials,	How much did we do? 16 Participants (2 groups of 8) enrolled on LMP Programme How well did we do it? 13 Participants (80%) recorded attendance Is anyone better off?	1, 2, 3, 4

	of the Exploring Enterprise programme (EEP) plus a large range of additional activities. At present funding limits the participants to complete EEP in our area to 14.	Social media training IT for the Office training Confidence building Presentation / pitching skills Market research support and grant Benefits adjustments calculations £500 grant towards essential equipment at start up stage			room hire, catering and mentoring costs included. Tutor administration and monitoring time. Staff Resource	50% (8) of participants economically active by March 2023 10 Participants (80% of Completers) have improved understanding of business enterprise	
Economic Inactivity	<p>Self- Employment Options for Prison leavers Support Programme</p> <p>Provide support and training for those preparing to leave the prison system who are interested in exploring self-employment options.</p>	<p>Mentoring and training support from the outset and throughout.</p> <p>Training includes:</p> <p>Marketing guidance Financial planning Introduction to HMRC Job Searching/ Job application assistance CV design & development Social media training IT for the Office training Confidence building</p>	01/04/22	31/03/23	<p>Funded by DFE</p> <p>Includes 12 weeks training course with two hours mentoring per week during course and for 12 weeks post completion</p> <p>Training, materials, tutor</p>	<p>How much did we do?</p> <p>8 Participants enrolled on an LMP Programme</p> <p>How well did we do it?</p> <p>75% (6) attendance recorded</p> <p>Is anyone better off?</p> <p>37.5% (3) participants economically active by March 2023</p> <p>62.5% (5) of participants have improved</p>	1, 2, 3, 4

	<p>Input from stakeholders such as DoJ, Youth Justice agency will be sought at project definition stage.</p> <p>LCCC holds approx. 70% of the prison accommodation capacity of NI. Self-employment offers a favourable option for ex-offenders</p>	<p>Presentation / pitching skills</p> <p>Market research support and grant</p> <p>Benefits adjustments calculations where applicable</p> <p>£500 grant towards essential equipment at start up stage</p>			<p>administration and monitoring costs, catering and mentoring costs included.</p> <p>Staff resource</p>	<p>understanding of business enterprise.</p>	
Economic Inactivity	<p>Economic Inactivity linked to Disability</p> <p>Provide support and training for those disabled people who are currently out of work. Enabling them to examine their aspirations alongside a specialist mentor, address any training needs and secure a flexible placement with a suitable employer.</p>	<p>Begins with mentoring and development of a bespoke action plan</p> <p>Provision of short accredited training course for each participant (Level 1 to level 3 as suitable and vocational in nature)</p> <p>Mentoring will continue throughout the completion of the training course and placement elements and</p>	01/04/22	31/03/23	<p>24 x participants</p> <p>One to One Mentoring from the outset</p> <p>Additional 6 weeks Mentoring post course completion</p> <p>Management, monitoring</p>	<p>How much did we do?</p> <p>24 participants enrolled on an LMP Programme</p> <p>How well did we do it?</p> <p>19 (79%) Complete course.</p> <p>Is anyone better off?</p> <p>19 (79%) Participants who feel more confident regarding their employability</p>	1,2,3,4

	Progression into full time or part time employment, self-employment or further education	<p>will continue for an additional 6 weeks.</p> <p>12 week placement in relevant business. Optional part time placements</p> <p>Note: courses vary in length and credit value and guided learning hours - therefore cost for this element will vary.</p>			<p>and evaluation of programme</p> <p>room hire costs</p> <p>Staff resource</p>	10 (c 50%) of participants who complete the programme move into employment or further education	
Economic Inactivity	<p>Into Employment</p> <p>Provide support and training for those unemployed. The programme will prioritise disadvantaged applicants, long term unemployed and those from deprived postcodes within LCCC. Enabling them to examine their aspirations alongside a specialist mentor,</p>	<p>Begins with mentoring and development of a bespoke action plan</p> <p>Provision of short accredited training course for each participant (Level 1 to level 3 as suitable and vocational in nature)</p> <p>Mentoring will continue throughout the completion of the training course and placement elements. 12 week placement in relevant business. Assumes 100%</p>	01/04/22	31/03/23	<p>24 x participants</p> <p>Costs Include:</p> <p>One to One Mentoring</p> <p>Travel Costs</p> <p>Childcare Costs where applicable</p> <p>Food (2 healthy breaks one lunch)</p>	<p>How much did we do?</p> <p>24 participants enrolled on LMP Programme</p> <p>How well did we do it?</p> <p>19 (79%) Complete the programme.</p> <p>Is anyone better off?</p> <p>12 Participants (50%) gain a qualification</p> <p>16/85% of completing participants feel more</p>	

	<p>Address any identified training needs and secure a placement with a suitable employer.</p> <p>Progression into full or part employment or further education</p>	<p>requirement for travel and lunch costs and 25% requirement for childcare support. Note: courses vary in length and credit value and guided learning hours - therefore cost for this element will vary.</p>			<p>Staff Resource</p> <p>Room Hire</p>	<p>confident regarding their employability</p>	
Economic Shock	<p>Economic Shock</p> <p>Provide support and training for recently unemployed people or those working less than 16 hours per week and at risk of redundancy seeking to transfer their existing skills and build new skills in fields representing current and emerging labour market opportunities</p>	<p>12-16 week Vocational training interventions in subject areas with reflect current opportunities for example:</p> <p>HGV Training</p> <p>Health & Social Care Sector</p> <p>All training will be relevant to work in the chosen sector, health & safety, manual handling etc. Guaranteed job interview. Progression into full or part time employment. Funding</p>	01/04/22	31/03/23	<p>Staff resource</p> <p>10 x HGV Sector</p> <p>10 x</p> <p>Health & Social Care Sector</p>	<p>How much did we do?</p> <p>20 Participants enrolled on a LMP Programme</p> <p>(2 groups x 10 participants)</p> <p>How well did we do it?</p> <p>16/80% Complete Programme</p> <p>Is anyone better off?</p> <p>12/60% participants gaining new employment</p>	1,2,3,4

	Will be aligned with employers with current vacancies.	is for individuals and is not state aid				12/60% participants still in employment after 6 months	
Labour Supply Misalignment	Succession Programme Tackles under-utilisation of skills to support both businesses and employees to fulfil their potential Creation of opportunities at entry level for suitable candidates	Leadership and Management Training Report Writing training Interview and Presentation Skills Project Management training Business Administration training Mentoring programme Progression to higher paid employment and creation of new opportunities for entry level candidates	01/04/22	31/03/23	Staff resource 1 group of 10 Cost include: Pre programme engagement with Training costs Mentoring costs Programme management and evaluation Room hire	How much did we do? 10 Participants enrolled on LMP Programme How well did we do it? 8 (80%) Complete Programme Is anyone better off? 8 (80%) Participants who feel more confident regarding their employability 3/30% Participants move into higher paid employment within 6 months of programme completion	1, 2, 3,4

Youth Unemployment	<p>Economic Shock</p> <p>Provide support and training for unemployed people or those working less than 16 hours per week (aged up to 26 years of age) seeking to transfer their existing skills and build new skills in fields representing current and emerging labour market opportunities</p> <p>Will be aligned with employers with current vacancies.</p>	<p>12 week Youth Vocational training interventions in subject areas with reflect current opportunities for example:</p> <p>Construction training (incl CSR Card)</p> <p>Unconfirmed Sector (LM observatory will inform)</p> <p>All training will be relevant to work in the chosen sector, health & safety, manual handling etc. Guaranteed job interview. Progression into full or part time employment. Funding is for individuals and is not state aid</p>	01/04/22	31/03/23	<p>10 x Construction sector</p> <p>10 x Unconfirmed sector- to be determined following scoping study undertaken by LMO</p> <p>Staff Resource</p>	<p>How much did we do?</p> <p>20 Participants enrolled on LMP Programme</p> <p>(2 groups x 10 participants)</p> <p>How well did we do it?</p> <p>16/80% Complete Programme</p> <p>Is anyone better off?</p> <p>12/60% participants gaining new employment</p> <p>12/60% participants still in employment after 6 months</p>	1,2,3,4
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Strategic Priority 3: To support delivery of Employability NI

Indicators		<p>Increased awareness of employability NI programmes available to residents</p> <p>Contribute to # public facing events to support effective engagement</p>					
Theme	Aims & Description	Key Activities	Start Date	End Date	Resource or Cost	Performance Measures	Reporting Quarter
Support delivery of Employability NI	Increased awareness of employability programmes available to residents	<p>Recruitment of Employability Information Officer</p> <p>This is a proactive awareness raising role to increase uptake of employability NI schemes and LMP schemes in the local area. The post-holder will provide an outreach service networking with local organisations representing target groups such as leaving and aftercare teams, youth justice agency,</p>	01/04/22	31/03/23	<p>Direct Delivery Staff cost</p> <p>12 months</p> <p>2 x Jobs fair event</p> <p>Includes: Room Hire, exhibition hire, Sound and audio equip, hospitality</p>	<p>How much did we do?</p> <p>1 Employability Information Officer appointed</p> <p>2 Jobs fair events organised by Employability Officer</p> <p>400 participants attending jobs fair events</p>	1,2,3,4

		<p>youth groups, deprived neighbourhoods residents associations and disability groups.</p> <p>Catalogue of employability and skills providers established for LCCC area</p> <p>Communication plan agreed for LCCC area</p> <p>Creation of LMP e- zine and online platforms</p> <p>Programme of public events including jobs fairs; employability and skills events</p>			<p>and promotion</p> <p>Subject to communications plan agreed</p> <p>Virtual Employability workshops</p> <p>Precursor to jobs fairs re: CV building etc.</p> <p>Workshops funded by DFE</p>	<p>How well did we do it?</p> <p>100 referrals to ENI programmes and interventions by Employability Information Officer</p> <p>30 referrals to LMP Programmes and interventions by Employability Information officer</p> <p>75% of Jobs Fair recruiters find event beneficial</p> <p>Is anyone better off?</p> <p>90% of Jobs Fair recruiters have increased awareness of role of LMP</p>	
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