



# Lisburn and Castlereagh Labour Market Partnership

## Action Plan 2024 - 2025



# Lisburn and Castlereagh LMP 2024/25 Action Plan

## Introduction

The Lisburn and Castlereagh LMP Action Plan 2024-25 has been designed to align with the Strategic Priorities (SPs) defined by DfC in the development of the LMP programme, namely:

- **Strategic Priority 1 – To form and successfully deliver the functions of the local Labour Market Partnership for Lisburn and Castlereagh**
- **Strategic Priority 2 – To improve employability outcomes and/or labour market conditions.**
- **Strategic Priority 3 – To promote and support delivery of existing employability or skills provision available either regionally or locally.**

A range of indicators have been selected to assess delivery under each of these strategic priorities.

As a result of the strategic planning activities the following themes have been identified under Strategic Priority 2 as local priorities for 24/25:

1. Economic Inactivity;
2. Skilled Labour Supply; and
3. Disability

The LMP has not identifies Unemployment as a theme. This is because the Claimant Count of 1,750 in 2023 represents a percentage rate of 1.9%, which compares to 3.1% for NI, and which is the lowest of all LGD areas. This level is close to ‘frictional’ levels of unemployment already and there is not the scope for volume participation from unemployed people in the LMP programme. LMP interventions will be open to individuals who are unemployed and the emphasis within the period to 2027 is to maintain the already strong performance i.e. a Claimant Count rate (%) of lower than 2%. Therefore this will be tracked from baseline data and is included in the 2027 ambitions and TTC ambitions.

## Baseline information

The Lisburn and Castlereagh LMP Action Plan 2024-25 will impact on the following set of indicators from the baseline position stated below:

Strategic Priorities	Indicators to which Local LMP contributes (Source)	Most Recent Baseline for 24/25 Action Plan	
<b>Strategic Priority 1 - To form and successfully Deliver the functions of The local Labour Market Partnership for Lisburn and Castlereagh</b>	<b>LMP Delivery and Development</b> Indicators: % LMP members who feel local LMP is making a positive and delivering effectively	2020	0%
		2021	0%
		2022	75%
		2023	100%

Strategic Priorities	Indicators to which Local LMP contributes (Source)	Most Recent Baseline for 24/25 Action Plan		
<b>Strategic Priority 2 - To improve employability outcomes and/or Labour market conditions</b>	<b>Skilled Labour Supply</b> # All Persons Median Wage  <i>NISRA Portal Gross Annual Pay Median Wage by LGD.</i> <a href="https://data.nisra.gov.uk">https://data.nisra.gov.uk</a>	2018	21,503	
	2019	21,133		
	2020	22,091		
	2021	n/a		
	2022	25,222		
	2023	25,981		
	<b>Skilled Labour Supply</b> Proportion of individuals in 16-64 population with 'No Qualifications'  <a href="https://www.nisra.gov.uk/publications/labourforce-survey-tables-local-government-districts-2009-2022">https://www.nisra.gov.uk/publications/labourforce-survey-tables-local-government-districts-2009-2022</a>	2016	12.6%	
	2017	9.7%		
	2018	n/a		
	2019	5.2%		
	2020	6.7%		
	2021	6.0%		
2022	14.6%			
<b>Unemployment</b>  <i>% Claimant Count (Annual Averages by LGD)</i> <i>NISRA Data Portal</i> <a href="https://data.nisra.gov.uk">https://data.nisra.gov.uk</a>	2017	1.6%		
2018	1.4%			
2019	1.5%			
2020	3.1%			
2021	2.9%			
2022	2.0%			
2023	1.9%			
	<b>Economic Inactivity</b>  <i>Local Labour Market Insight, LFS economic Inactivity Excl Students</i>	2018	15.3%	
	2019	12.9%		
	2020	16.1%		
	2021	14.7%		
	2022	15.7%		
	<b>Disability</b>  <i>% Employment rate of people with disabilities (NISRA LMI Portal)</i>	2017	52.0%	
	2018	52.4%		
	2019	50.7%		
	2020	45.3%		
	2021	47.7%		
	2022	55.8%		

Strategic Priorities	Indicators to which Local LMP contributes (Source)	Most Recent Baseline for 24/25 Action Plan													
<b>Strategic Priority 3 - To promote and support delivery of existing employability or skills provision available either regionally or locally.</b>	<b>Increased Awareness</b> Increased awareness of existing regional/local employability or skills provision (LMP).  <i>Measured by the number of attendees at LMP events that report increased awareness of the work of the LMP.</i>	<table border="1"> <tr><td>2020</td><td>0%</td></tr> <tr><td>2021</td><td>0%</td></tr> <tr><td>2022</td><td>0%</td></tr> <tr><td>2023</td><td>70%</td></tr> </table>	2020	0%	2021	0%	2022	0%	2023	70%	<table border="1"> <tr><td>0%</td></tr> <tr><td>0%</td></tr> <tr><td>0%</td></tr> <tr><td>70%</td></tr> </table>	0%	0%	0%	70%
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2021	0%														
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## Action Plan

### SP2 - Planned Programmes – Economic Inactivity

Programme	Outputs	Aim
Into Employment Programme	<ul style="list-style-type: none"> <li>▪ 30 participants / 15 employers</li> <li>▪ 21 completers</li> <li>▪ 21 secure qualification and employment</li> </ul>	Providing support for those unemployed. Prioritising applicants furthest from the labour market such as long term unemployed and using the area-based MDM. Enabling participants to examine their aspirations alongside a specialist mentor, addressing needs/ barriers and entailing work-placement.
Gamified Essential Skills Learning Programme (Literacy)	<ul style="list-style-type: none"> <li>▪ 1 x gamified essential skills course in literacy</li> <li>▪ 20 participants</li> <li>▪ 12 completers</li> <li>▪ 6 secured qualification and confidence in their ability to secure employment</li> </ul>	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 and improve employability
Gamified Essential Skills Learning Programme (Numeracy)	<ul style="list-style-type: none"> <li>▪ 1 x gamified essential skills course in numeracy</li> <li>▪ 20 participants</li> <li>▪ 12 completers</li> <li>▪ 6 secured qualification and confidence in their ability to secure employment</li> </ul>	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 and improve employability

## SP2 - Planned Programmes - Skilled Labour Supply

Programme	Outputs	Aim
Sector-Focused Employability Academies	<ul style="list-style-type: none"> <li>▪ 3 Academies</li> <li>▪ 45 participants</li> <li>▪ 36 completers</li> <li>▪ 27 into employment</li> </ul>	Positioned to address immediate gaps between demand for labour/ skills and supply of the same in LCCC 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 and growth areas cited by stakeholders
Self- Employment Options Support Programme	<ul style="list-style-type: none"> <li>▪ 40 participants</li> <li>▪ 32 completers</li> <li>▪ 26 into self-employment</li> </ul>	Provide support and training for those identified as economically inactive, unemployed or underemployed. This should be accessible and promoted to females and older workers. Positioned to complement the 11 Council Go Succeed Service.
Employer Led Upskilling Programme	<ul style="list-style-type: none"> <li>▪ 2 Tranches of funding</li> <li>▪ 15 employers engaged</li> <li>▪ 40 participants</li> <li>▪ 40 completers</li> <li>▪ 40 gained job-related qualification</li> </ul>	Improve employability outcomes and labour market conditions locally. The Labour Market Partnership is offering an incentive to local businesses in the Lisburn and Castlereagh area to remove barriers to support industry related training. The scheme will offer an incentive up to a maximum of £500 per employee to maximum of 4 employees per business excluding business owner.
Employee Upskilling Meeting employer needs and supporting career progression	<ul style="list-style-type: none"> <li>▪ 10 Employers engaged</li> <li>▪ 75 Participants</li> <li>▪ 56 completers</li> <li>▪ 45 gain qualification</li> </ul>	Supporting employers to upskill staff to enable career progression for those underemployed or employed and seeking career progression, creating employment vacancies and opportunities for those entering the labour market. Engage with local employers to identify upskilling requirements to address skill shortages via progression opportunities by supporting upskilling of employees.

## SP2 - Planned Programmes – Disability

Programme	Outputs	Aim
Pathways to Employment for Individuals with a Disability	<ul style="list-style-type: none"><li>▪ 25 participants and 25 employers recruited</li><li>▪ 17 completers</li><li>▪ 12 gain qualification</li><li>▪ 7 into further education or training</li><li>▪ 9 secure employment</li></ul>	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 and secure a flexible placement with a suitable employer. Progression into full time or part time employment, self-employment or further education