

Labour Market Partnerships
Working Together



**LISBURN AND CASTLEREAGH
LABOUR MARKET PARTNERSHIP**

**Annual Report
April 2022- March 2023**

CONTENTS PAGE

Chairperson Foreword	Page 3
Lisburn & Castlereagh Labour Market Partnership Membership	Page 6
Action Plan Report with an Overview of Projects and Successes	Page 9
Financial Statement	Page 24

LMP Chairperson Foreword

As Chair of the Lisburn and Castlereagh Labour Market Partnership (LMP), Lisburn & Castlereagh City Council are pleased to present the Annual Report for the financial year 2022-2023. This report provides a review of the wide-ranging activities undertaken by the Lisburn and Castlereagh LMP during their second year of implementation.

Across Lisburn and Castlereagh, we aspire to grow our local economy so that it is a source of meaningful, rewarding work that reduces inequality. The Lisburn and Castlereagh LMP is committed to working in collaboration with other agencies to secure these aspirations and support our local communities with interventions tailored to their employment needs.

Through this collaborative approach, we have had the pleasure of working with a wide range of community groups, volunteers, non-governmental organisations (NGO's), other government agencies, local businesses and employers who have generously contributed their time and efforts into developing their local communities and to make the work of the Lisburn Castlereagh LMP a success.

We have harnessed our knowledge and expertise, which has led to the development of a high-level Strategic Assessment and Action Plan to positively change the Lisburn and Castlereagh labour market. The lack of a skilled workforce is a key challenge and the LMP aims to reduce unemployment across the region by implementing targeted employment opportunities to support people back into work, including those who face considerable barriers such as those who reside in areas of high deprivation or people with disabilities.

The Members are to be thanked for their contribution to the continual development of the Labour Market Partnership Board and the successes achieved in 2022/23. We would also like to thank our colleagues in DfC for their continued support, the delivery of the 22/23 Action Plan was only made possible through the tireless and continued backing of DfC at all levels.

The Action Plan for this period was impeded and delivery restricted by limitations outside the control of the LMP Board. The Letter of Offer was not issued until November 2023 which placed considerable strain on the capacity to deliver all outputs by 31 March 2023. In order to ensure that all programmes had realistic timeframes for delivery, an extension until the 31 December 2023 was granted. Reflecting on 2022/23, the Board have achieved considerable successes across a range of our employability initiatives whilst working within the confines of available finance and resources.

The Plan identified interventions to be implemented across the Lisburn and Castlereagh region during the financial year 2022-23. It has a particular focus on improving employability outcomes by providing people with the skills, training and tools needed to enter into the labour market. In this regard, a total of 56 people were recruited across 4 employability academies. The delivery of the Economic Inactivity Linked to Disability Programme enabled 20 participants to gain accredited qualifications and connect with local employers to enhance their work experience. The Into Employment Programme, which targeted areas with high levels of deprivation, had considerable impact and progressed from strength to strength over a short period of time. The delivery of the Self-Employment Support Programme is significant, as 16 participants completed bespoke training with considerable one-to-one mentoring support providing them with the skills and confidence to start their own business. This was supported by a £500 start-up grant.

The Lisburn Castlereagh LMP also provided a brokerage service between local employers and job seekers. Over 1,000 people attended two very successful job fairs that consolidated the LMP relationship with the business community.

These successes, combined with the establishment of a permanent LMP Board and the valuable learning acquired from 2022/23 has built a solid foundation for us to move forward and enhance the performance of the Lisburn Castlereagh LMP into 2023/24.

We look forward to the coming year and building on the success of the previous Action Plan, I am confident that 2023/24 will continue to bring the successful delivery of our Action Plan. At all times, we are focused on the needs of the residents of Lisburn and Castlereagh, who require the support of the Lisburn Castlereagh LMP and its projects, to support them on their journey back into employment.

Paul McCormick, Chair of the Lisburn Castlereagh Labour Market Partnership

LISBURN CASTLEREAGH LABOUR MARKET PARTNERSHIP (LMP) BACKGROUND & MEMBERSHIP

The Department for Communities (DfC) made funding available for the establishment of new Labour Market Partnerships (LMPs) across all 11 Councils in Northern Ireland. Each Council is accountable to the Regional LMP, and this role is undertaken by the Employability NI (ENI) Programme Board. Lisburn & Castlereagh City Council provide the secretariat on behalf of DfC who provide the funding for the administration and operational costs of this new initiative based on approved Action Plans.

Work to develop the Lisburn and Castlereagh LMP began in late 2020. The membership of the group developed over time and evolved 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 and 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 and 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

Membership of the LMP is reviewed throughout the process to ensure it is representative and meets local need. Furthermore, the LMP developed a business subgroup to meet periodically, providing a sounding board for the partnership going forward as well as raising awareness of the programmes on offer. The group adopted a collective leadership approach ensuring it operates in a manner that is open, honest and accountable.

The LMP has shown considerable commitment to the task to date and have worked 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. Collaborative working is a key resource that works in partnership with industry, employers, employees and communities in addressing their labour market and human resource needs.

Following the formation of the Lisburn Castlereagh LMP, a strategic assessment was undertaken in accordance with the Department for Communities Interim Labour Market Partnership Planning Guidance 2021-2023. The Strategic Assessment highlighted the key statistics for the labour market in Lisburn and Castlereagh, highlighting key trends and identifying gaps and opportunities.

Lisburn and Castlereagh LMP adopted an Outcomes Based Approach (OBA) – Turning the Curve approach to measure impact and improve accountability. OBA provides a structured framework to consider and plan actions which will improve outcomes at a population level or for beneficiaries/participants of programmes or projects. As a result of the Planning Exercise the following themes were identified as a local priority:

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

Taking the above into consideration, a turning the curve exercise was undertaken for these themes. Programmes were developed to address issues identified within various employment sectors to meet sector/industry specific needs at a local level; review supply and demand levels for skills, expertise, and qualifications etc. at a local level, and commission new provision to fill any local gaps.

The Partnership recognise that individuals face many barriers on their journey back into employment which include:

- Limited qualifications
- Cost of living crisis which impacts individuals who are unable to afford high value qualifications to work in sector specific roles such as the transport industry.
- Little or no work experience
- Potential reduction or loss in benefits
- Difficulties in childcare or travel arrangements

Individuals facing these problems are more likely to encounter significant hurdles in finding sustainable employment. Through a collaborative approach, the Partnership has developed a wide range of initiatives to ensure that appropriate support is provided across the themes identified as high priorities for Lisburn & Castlereagh.

ACTION PLAN REPORT AND OVERVIEW OF PROJECTS / SUCCESSES

This Annual Report refers to the second year of the Lisburn and Castlereagh LMP, covering the period 1st April 2022 to 31st March 2023. The objectives developed by the partnership during 2022/23 period are set out in the following pages.

During the reporting period, Lisburn and Castlereagh LMP developed its Action Plan under the following three strategic priorities.

Strategic Priority 1 - To form and successfully deliver the functions of the local Labour Market Partnership for the area.

Strategic Priority 2 - To improve employability outcomes and/or labour market conditions locally.

Strategic Priority 3 - To support delivery of Employability NI.

Strategic Priority 1 - To form and successfully deliver the functions of the local Labour Market Partnership for the area.

LMP Partnership Meetings

How much did we do?	How well did we do it?
6 meetings of the Lisburn Castlereagh LMP	65% attendance at LMP Meetings
Is anyone better off?	
100% of attending members have better knowledge of what they are delivering collectively and are trying to achieve employability outcomes.	

LMP Business Sub Group

How much did we do?	How well did we do it?
1 meeting of the Business Sub-Group	77% attendance at LMP Meetings
Is anyone better off?	
100% of attending members have better knowledge of what they are delivering collectively and are trying to achieve employability outcomes.	

Development of Action Plan

How much did we do?	How well did we do it?
1 Action Plan drafted to address identified local needs and approved by Regional LMP	100% of LMP Members feel that their views have been taken into account with regard to the Action Plan
Is anyone better off?	
100% of LMP Members reporting increased awareness of local employability and labour market issues.	

Marketing Strategy

How much did we do?	How well did we do it?
1 Online Presence Developed 100% Utilise LCCC's Social Media Platforms 24 Social Media Posts	252% of event participants received links to website / social media
Is anyone better off?	
100% of LMP Stakeholders sharing information 130% attendees reporting increased awareness of Regional and LMP Programmes	

Strategic Priority 2 - To improve employability outcomes and/or labour market conditions locally.

Delivery of LMP Academies and Programmes

2022/23 programmes delivered included:

- Self-Employment Options Support Programme (Economic Inactivity)
- Economic Inactivity Linked to Disability (Economic Inactivity)
- Into Employment (Economic Inactivity)
- Construction Academy (Economic Inactivity)
- HGV Academy (Economic Shock)
- Health & Social Care Academy (Economic Shock)
- Leisure Academy (Youth Unemployment)

All programmes and academies were up and running by 31 March 2023, due to the delay in receiving the Letter of Offer from DfC, all programmes are permitted to run until 31 December 2023.

Self-Employment Options Support Programme



Launch of the Self Employment Options Support Programme

The overarching aim of this programme was to enable the Lisburn Castlereagh LMP to contribute to a reduction in Economic Inactivity. This programme focused upon

improving employment outcomes through the promotion of self-employment and entrepreneurship. Self-employment can be a favorable option for those who have existing commitments or struggle in traditional full-time employment.

Participants undertook a 12 week training programme with specialist business mentoring from industry experts throughout. Upon completion of the training, participants were provided with a £500 support grant to facilitate business start-up.

How much did we do?	How well did we do it?
16 (100%) participants recruited	16 (100%) participants recorded attendance
Is anyone better off?	
16 (100%) completing participants have improved understanding of business enterprise. NB: Programme still ongoing.	

Economic Inactivity Linked to Disability Move Into Work Programme



Move into Work Programme Participants

The need to support those who are economically inactive due to disability and the barriers they face into employment has been well documented. This programme focused upon improving employment outcomes through the delivery of specialist mentoring support to develop key skills such as CV writing, interview skills, confidence building etc. In addition, participants also obtained a number of accredited qualifications thus enabling participants to examine their aspirations and work towards securing employment or work placement with a suitable employer.



Former Chair of LCCC Development Committee, Alderman Allan Ewart MBE with USEL at the Launch of the Move Into Work Programme

How much did we do?	How well did we do it?
24 (100%) participants enrolled on LMP Programme	20 (83%) participants complete the programme
Is anyone better off?	
20 (83%) participants gain a qualification 14 (58%) participants who complete the programme move into employment or further education. NB: Programme still ongoing.	

Into Employment Programme

Our consultations identified people living in deprived areas often have lower levels of skills and qualifications resulting in high percentages of unemployment. There are pockets of deprivation in the LCCC area where outcomes for residents are poor.

The aim of the Into Employment Programme was to improve fairness in the labour market by supporting the most vulnerable and disadvantaged while endeavoring to support local people back into work at this challenging time.

Following on from the development of bespoke action plans, participants were provided with the opportunity to gain accredited qualifications, receive one-to-one mentoring and career guidance, and specialist support to develop their CV and interview techniques enabling them to secure employment.



Former Chair of LCCC Development Committee, Alderman Allan Ewart MBE and Michael Carson, People 1st at the Launch of the Into Employment Programme

How much did we do?	How well did we do it?
24 (100%) participants enrolled on LMP Programme	Target: 19 (79%) participants complete the programme. (Programme still ongoing).
Is anyone better off?	
4 (16%) participants gain a qualification	

Target: 16 (85%) completing participants feel more confident regarding their employability.

NB: Programme still ongoing, on track for achievement.

HGV Transport Academy



Renata Karkocha, McCulla, Janice Cooke, Lisburn Castlereagh LMP and Former Chair of LCCC Development Committee, Alderman Allan Ewart MBE at the Launch of the HGV Transport Academy

HGV drivers are in high demand, but entry into the sector is restricted due to the high costs of training and licencing which presents a considerable barrier for participants.

This programme delivered fully funded training to help participants across Lisburn & Castlereagh access employment in the transport sector. Working in collaboration with Lisburn & Castlereagh City Council and DfE, the Lisburn & Castlereagh LMP recruited 43 participants onto the programme, who are currently working towards their category C (Class 2) HGV licence.

How much did we do?	How well did we do it?
43 (100%) participants enrolled on LMP Programme	14 (32%) participants complete the programme. (Programme still ongoing).
Is anyone better off?	
7 (16%) participants gaining new employment. (Programme still ongoing).	
14 (32%) participants gain a qualification. (Programme still ongoing).	

Health & Social Care Academy

The Health & Social Care Academy was delivered over a series of 5 day intensive workshops, specifically created to help participant's fast track their way into employment.

During the workshops, participants were provided with an overview of working within the Health & Social Care sector while developing valuable skills which will enable them to adapt quickly to working within the sector. Participants received one-to-one mentoring and career guidance, and specialist support to develop their CV and interview techniques enabling them to secure employment.

How much did we do?	How well did we do it?
3 participants enrolled on LMP Programme	2 (67%) participants complete the programme.
Is anyone better off?	
2 (67%) participants gaining new employment.	
2 (67%) participants still in employment after 6 months.	

Construction Academy

The Construction Academy was delivered over a series of 5 day intensive workshops, specifically created to help participant's fast track their way into employment.

During the workshops, participants were provided with an overview of working within the Construction sector while undertaking accredited qualifications including Manual Handling, CSR Card and Basic First Aid, which are essential requirements when working in the sector.

How much did we do?	How well did we do it?
6 participants enrolled on LMP Programme	4 (67%) participants complete the programme.
Is anyone better off?	
1 (25%) participant gaining new employment.	
1 (25%) participant still in employment after 6 months.	

Leisure Academy



Former Chair of Leisure & Community Development, Councillor Aaron McIntyre, Cathy McMurray, Lisburn Area Learning Community and Former Chair of Development Committee, Alderman Allan Ewart MBE at the Launch of the Leisure Academy.

The Leisure Academy was specifically designed to tackle youth unemployment across Lisburn & Castlereagh. This free programme aimed to help local residents access employment opportunities to gain a new career as a lifeguard by providing them with their National Pool Lifeguard Qualification (NPLQ) from the Royal Life Saving Society (RLSS). The course was delivered over a series of 5 day intensive workshops, specifically created to help participants fast track their way into employment.

How much did we do?	How well did we do it?
7 participants enrolled on LMP Programme	7 (100%) participants complete the programme.
Is anyone better off?	
6 (86%) participants gaining new employment. 7 (100%) participants gain a qualification. NB: Programme still ongoing.	

Strategic Priority 3 - To support delivery of Employability NI.

Theme: Increased awareness of employability programmes available to residents

Delivery of LMP Job Fairs:

The Lisburn Castlereagh Labour Market Partnership met or exceed all SP3 targets in 2022/23.

How much did we do?	How well did we do it?
2 Job Fair Events 1,008 Participants attending jobs fair events	45 Referrals to LMP Programmes 76 Job Fair Recruiters finding the events beneficial
Is anyone better off?	
76 Job Fair Recruiters have increased awareness of the role of the LMP	

**Lisburn Castlereagh LMP Job Fair
Lagan Valley Island, 24th November 2022**

206 people attended the November Job Fair in Lagan Valley Island. This event facilitated 20 employer exhibitors and 5 support organisations exhibitors resulting in recruitment opportunities for over 1,000 job vacancies.



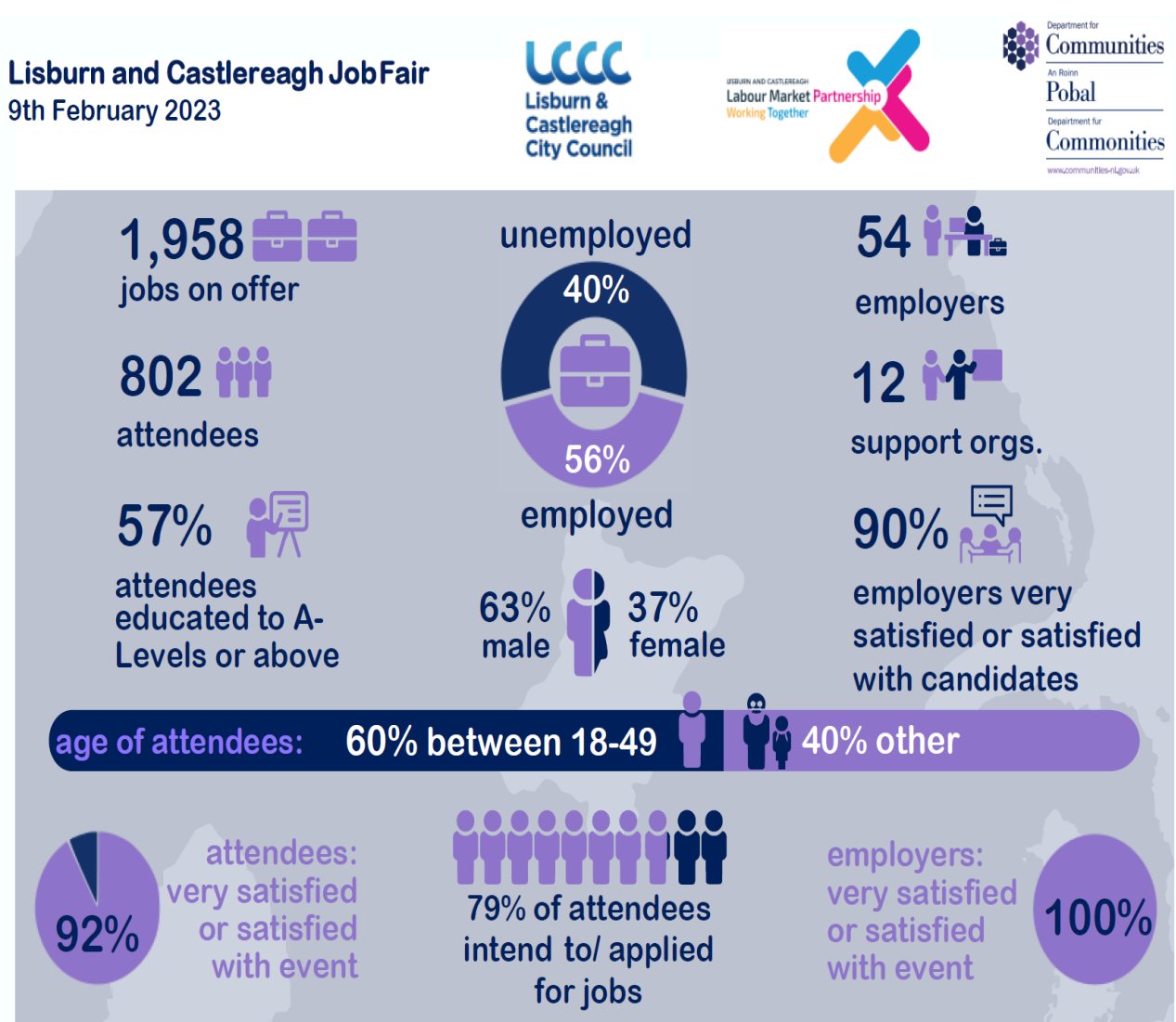
Job Fair, November 2022



Attendees engaging with local employers at the November Job Fair

Lisburn Castlereagh LMP Job Fair
Lagan Valley Island, 9th February 2023

The larger Job Fair was a massive success in supporting the Lisburn and Castlereagh Labour Market by bringing together 12 support organisation exhibitors and 54 employer exhibitors who were recruiting for 1,958 job vacancies and attracting 802 attendees on the day. The LMP are delighted to report that this was the largest Council Job Fair event post Covid-19.




Photos from the February Job Fair



Financial Statement

A comprehensive audit of LCLMP was carried out for the 2022/23 period. Findings concluded there is a satisfactory system of governance, risk management and control in place.

Statement of Income & Expenditure				
Lisburn and Castlereagh City Council				
Lisburn and Castlereagh Labour Market Partnership				
Statement of Income & Expenditure				
Year to 31 March 2023				
	Total Funding	Expenditure Charged	Expenditure Accrued	Total Expenditure
	£	£	£	£
Funding from DfC (Administration)	91,506.73	91,006.73	500.00	91,506.73
Funding from DfC (Operational)	267,984.84	22,932.18	242,357.78	265,289.96
Funding from DfE	50,000.00	18,000.00	32,000.00	50,000.00
Contribution from Council	25,000.00	0.00	25,000.00	25,000.00
Contributions from (Other Please state)	0.00	0.00	0.00	0.00
Contributions from (Other Please state)	0.00	0.00	0.00	0.00
	434,491.57	131,938.91	299,857.78	431,796.69
Payments	£	£	£	£
Salaries	90,341.88	89,365.83		89,365.83
Staff Costs	764.85	0.00	0.00	0.00
Telephones	180.00	323.55		323.55
Printing and Stationery	140.00	733.89		733.89
Audit Fees	0.00	500.00	500.00	1,000.00
Photocopying	80.00	83.46		83.46
Total DfC Administration	91,506.73	91,006.73	500.00	91,506.73
Strategic Priority 1 (Operational)	20,500.00	300.10	17,923.22	18,223.32
Strategic Priority 2 (Operational)	237,745.84	17,899.70	219,846.14	237,745.84
Strategic Priority 3 (Operational)	9,739.00	4,732.38	4,588.42	9,320.80
Total DfC Operational	267,984.84	22,932.18	242,357.78	265,289.96

Payments - DfE (Admin)	15,838.66	15,838.66	0.00	15,838.66
Payments - Council Contribution (Admin)	0.00	0.00	0.00	0.00
Payments - xx	0.00	0.00	0.00	0.00
Payments - (Other Please state) (Admin)	0.00	0.00	0.00	0.00
Total Other (Admin)	15,838.66	15,838.66	0.00	15,838.66
Payments - DfE (Operational)	34,161.34	2,161.34	32,000.00	34,161.34
Payments - Council Contribution (Operational)	25,000.00	0.00	25,000.00	25,000.00
Payments - xx (Operational)	0.00	0.00	0.00	0.00
Payments - (Other Please state) (Operational)	0.00	0.00	0.00	0.00
Total Other (Operational)	59,161.34	2,161.34	57,000.00	59,161.34
	<u>434,491.57</u>	<u>131,938.91</u>	<u>299,857.78</u>	<u>431,796.69</u>
Certificate of Chief Financial Officer				
Subject to the central charges shown above properly reflecting actual costs Incurred by the Council on 'behalf of' the Labour Market Partnership. I am satisfied that the expenditure shown has been wholly, exclusively and necessarily incurred by the Council on the Labour Market Partnership and that the grant receivable is in accordance with the regulations and conditions applicable.				
			01-Aug-23	
Chief Financial Officer			Date	