

On **18th January 2024** a Strategic Assessment was carried out by **Armagh Banbridge and Craigavon LMP** to review employability outcomes and local labour market conditions in the **Armagh City, Banbridge and Craigavon Borough Council Area**.

This exercise was undertaken to ensure that the priorities identified continue to reflect priority employability and labour market issues in the area and was 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 also taken of the:

- Programme for Government
- Armagh City, Banbridge and Craigavon Borough Community Plan
- 10X Economy: An economic vision for a decade of innovation – DfE 2021
- Mid-South West Regional Economic Strategy 2020
- World Economic Forum- Future of Jobs Report 2020
- Manpower Group Report: The Great Realisation – A look at the labour landscape 2022
- Climate Change Act (Northern Ireland) 2022, and the Draft Green Growth Strategy for NI 2021
- Women in STEM Matrix Report 2018
- ABC Council Corporate Plan 2023
- Maximizing potential: A review of labour market outcomes for people with disabilities in Northern Ireland UUEPC 2022
- Employment Outcomes and challenges for the Disabled in N. Ireland DfC 2021
- NI Skills Barometer
- The Labour Market Profile for Armagh Banbridge Craigavon by DfE 2021
- ABC Recovery and Growth Framework
- Harvesting Tomorrows Skills Report Northern Ireland Food and Drink Association (NIFDA)/ Invest NI 2019
- ABC Employability and Skills Strategy and Action Plan 2019
- Annual Further Education (FE) Activity Reports DfE
- Annual Interdepartmental Business Register Office for National Statistics (ONS)
- Annual Survey of Hours and Earnings
- NI Childcare Survey 2023
- Matrix STEM Skills report (NI) 2018

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

- Economic Inactivity
- Unemployment
- Disability
- Skilled Labour Supply

A Turning the Curve Exercise was undertaken in January 2024, and subsequently reviewed in February 2024, to consider LMP Action Plan priority themes, projects and programmes of work in relation to the desired outcomes.

Summary Report- Strategic Outcomes and Priority Themes

Strategic Outcomes

ABC LMP's strategic outcomes for 2024-2027 have been developed in alignment with three of the nine key outcomes set out in ABC's community plan, namely:

- Revitalised Communities;
- Enterprising Economy;
- Skilled Economy.

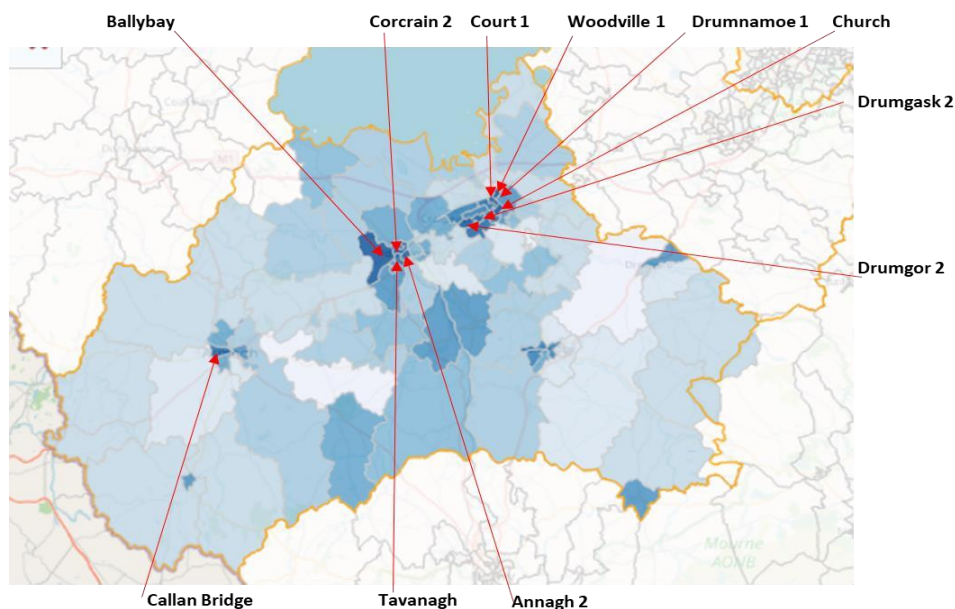
These agreed strategic outcomes are linked to quality-of-life conditions in the Borough and encapsulate what the LMP hopes to achieve through the implementation of this framework and actions which derive from it.

Priority Themes

A cross cutting theme was identified which underpins the core foundation of the LMP Action Plan.

- Deprivation and social Inclusion

There are persistent challenges facing some deprived areas in the ABC region with residents experiencing multiple disadvantages. The areas of deprivation and the clusters formed are shown on the graphic below.



The LMP are keenly aware that participants from these priority areas will be disproportionately impacted by the current cost of living crisis. The LMP aspire to have participants from these SOA's prioritized for support across all programmes offered by the LMP during the 2024-2027 timeframe, meaning choice and opportunity are not limited to one or two interventions. Awareness-raising

activities will be conducted within these communities regarding the programmes available. Local community groups and trusted intermediaries, such as local food banks, will be engaged where needed to build awareness. Additional support will be put in place for participants from these SOA's when enrolled on LMP programmes. The number of participants enrolled on each programme from these super output areas will be monitored and evaluated, with potential participants being referred in instances where potential duplication of services may occur.

As part of the development of each priority theme and set of proposed actions consideration was given to how this cross-cutting theme would be progressed. This identification was carried through the LMP action planning process. This has allowed the partnership to ensure that the theme of deprivation and social inclusion remain integral to all actions taken and enabled contributions to be tracked against them.

Within the Labour Market Partnership Planning guidance 2024-2027 issued in January 2024, DfC set out a system of standardised themes and performance measures. This approach was implemented by DfC to improve employability outcomes and/or labour market conditions locally. The priority themes for all LMPs are:

- Economic Inactivity
- Disability
- Skilled labour supply
- Unemployment

The needs of the above population groups were the subject of robust evaluation during detailed in this strategic assessment. This included a statistical analysis of the baseline scenario facing each group, direct engagement with stakeholders and a turning the curve exercise to assess the type and the extent of barriers faced by each disadvantaged group.

The three-year Strategic Assessment framework developed by the LMP has resulted in the following themes being identified as local priorities:

- Unemployment
- Economic Inactivity
- Disability
- Skilled Labour Supply

The LMP partners have agreed that the above listed themes are the most critical population groups in need of support to tackle the most pressing labour market challenges in the ABC Council area.

Priority Theme: Unemployment

There is strong demand for labour in ABC with many employer vacancies currently unfilled, and yet job claimant levels in the borough (and across the UK as a whole) have not returned to pre-pandemic levels. In the past year recovery has plateaued and further intervention is needed to turn the curve on claimant levels. Data shows that the labour market, in terms of employment, has not recovered from the pandemic. To bolster economic recovery, the LMP must support actions that will support claimants back into the labour force. This group are relatively close to the labour market having been employed prior to the pandemic and are categorised under the Theme of unemployment. If this situation persists into the longer term without this cohort re-joining the workforce, the issue will

become one of long-term unemployment. Unfortunately, it is widely recognised that the longer unemployment persists the more difficult it is to resolve so there is an urgency to rapidly reskill these individuals and support them in returning to the labour market.

<p>1. Strategic Context</p> <p>The review of key strategy documents demonstrates significant opportunities exist for the LMP to respond to emerging trends in responding to this unemployment hangover created by the COVID pandemic. Key outcomes identified included:</p> <ul style="list-style-type: none"> -Improving equality and good relations -Improving levels of lifelong learning -Supporting disadvantaged individuals to reach their full potential -Addressing skills gaps -Supporting the necessary reskilling and upskilling of workers 	<p>2. Key Strategies</p> <p>Programme for Gov't outcomes 6&8; ABC Community Plan; 10x economy; Manpower Skills report; Harvesting Tomorrows skills report; and ABC Recovery and Growth Framework.</p>																																													
<p>3. Understanding the baseline.</p> <p>INDICATOR: % Claimant Count Annual Averages ABC (NISRA LMI Portal)</p> <p>ABC's claimant count is lower than the NI average, but it tracks a nearly identical trend to the NI claimant count showing that the recovery is not fully complete in this part of the UK. The rate has plateaued since March 2022 and is still higher than pre pandemic levels.</p> <table border="1"> <caption>ABC Claimant Count (NISRA Labour Market Reports)</caption> <thead> <tr> <th>Month</th> <th>ABC (%)</th> <th>Forecast (ABC) (%)</th> </tr> </thead> <tbody> <tr><td>Sep-19</td><td>1.90</td><td>-</td></tr> <tr><td>Mar-20</td><td>1.90</td><td>-</td></tr> <tr><td>Sep-20</td><td>4.50</td><td>-</td></tr> <tr><td>Mar-21</td><td>4.20</td><td>-</td></tr> <tr><td>Sep-21</td><td>3.50</td><td>-</td></tr> <tr><td>Mar-22</td><td>2.60</td><td>-</td></tr> <tr><td>Sep-22</td><td>2.60</td><td>-</td></tr> <tr><td>Mar-23</td><td>2.60</td><td>-</td></tr> <tr><td>Sep-23</td><td>2.80</td><td>-</td></tr> <tr><td>Feb-24</td><td>2.70</td><td>2.70</td></tr> <tr><td>Sep-24</td><td>2.60</td><td>2.70</td></tr> <tr><td>Sep-25</td><td>2.50</td><td>2.70</td></tr> <tr><td>Sep-26</td><td>2.40</td><td>2.60</td></tr> <tr><td>Mar-27</td><td>2.00</td><td>2.50</td></tr> </tbody> </table>	Month	ABC (%)	Forecast (ABC) (%)	Sep-19	1.90	-	Mar-20	1.90	-	Sep-20	4.50	-	Mar-21	4.20	-	Sep-21	3.50	-	Mar-22	2.60	-	Sep-22	2.60	-	Mar-23	2.60	-	Sep-23	2.80	-	Feb-24	2.70	2.70	Sep-24	2.60	2.70	Sep-25	2.50	2.70	Sep-26	2.40	2.60	Mar-27	2.00	2.50	<p>4. Consultation-Factors causing the problem?</p> <ul style="list-style-type: none"> -Covid-19 may have caused people to reevaluate work-life priorities. -Older workers have opted to take early retirement. - Employers find pandemic has exacerbated skills gaps -Reduced availability and higher cost of childcare may have increased barriers -Existing vacancies may be perceived as unattractive by potential applicants. - Employers delay taking on staff for the first time due to lack of knowledge. - NHS Waiting lists
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<p>5. Consultation - What can be done?</p> <p>-Vocational training interventions to support unemployed to re-skill and refresh their work experience -Sectors should be aligned to those identified with most employment need during consultation these sectors included: Green Growth; Fabrication; Childcare; CSR & Construction; Mechanical engineering; HGV Mechanical Engineering; Hospitality; Refrigeration Engineering; Social care; catering; customer service; welding automation; steel milling; AutoCAD; Revit; and animal welfare.</p> <p>-Formulation of a local employers sub-group to further advise on needs of industry, emerging trends and impacts of interventions -Provision of Jobs fairs and Public Facing events which connect employers with prospective employees.</p>	<p>6. How do we measure success?</p> <p>Reduction % claimant count.</p>
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Employer Sub-Groups

One of the recommended actions proposed under this theme is the establishment of a business stakeholder subgroup.

Subgroups provide a channel for engagement with local industry stakeholders, providing insights and evidence regarding changing needs, emerging trends and programme impacts. Subgroups will be accountable to the LMP and DfC regarding objectives. Any subgroup should consist of LMP members and industry stakeholders with expertise. The council secretariat team will need to support subgroup administration and update the LMP and DfC using report card templates.

An alternative to establishing a business stakeholder group would be an annual consultation exercise with business stakeholders.

Priority Theme: Economic Inactivity

The overall trend in economic inactivity rate in the ABC region has been improving over time. In the most recent statistics (NISRA LMI Portal 2022) ABC has the lowest Economic Inactivity rate of all Local Government Districts in Northern Ireland at 14.8%. ABC's female employment rate has increased in the 12 months between 2021 and 2022 and the economic inactivity gap has reduced from 10.1% in 2021 to 7.4% in 2022. Contrastingly, the Northern Ireland gender employment gap has increased over the same period, increasing from 5.6% in 2021 to 8.2% in 2022.

Although ABC is performing at a favourable rate with regards to economic inactivity vs the NI average, the Partnership in ABC felt that this was still a Theme that required continued intervention to maintain the positive levels and further reduce those economically inactive within the Borough, focusing on women as a priority group.

1. Strategic Context

Following a review of key strategy documents listed, key outcomes identified for those economically inactive (particularly women) include:

- Improving equality and good relations
- Growing the economy in a fair inclusive way
- Reducing economic inactivity rates
- Supporting disadvantaged individuals to reach their full potential
- Addressing skills gaps
- Supporting those with disabilities and other barriers to access the labour market
- Encouraging greater uptake of STEM careers
- Supporting the necessary reskilling and upskilling of workers

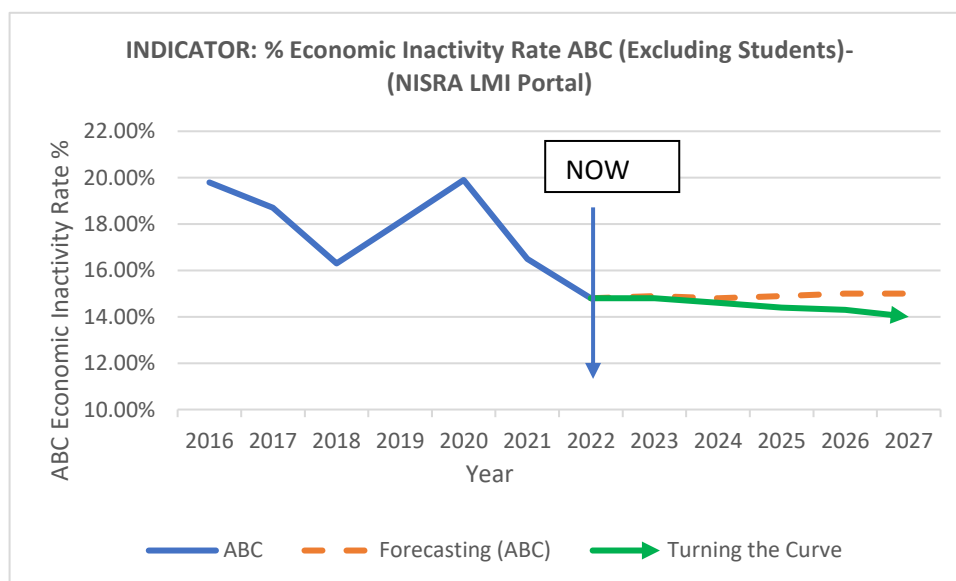
2. Key Strategies

Programme for Gov't outcomes 3, 6 & 8; ABC Community Plan; Maximising potential Outcomes review; 10x economy; Manpower Skills report; Harvesting Tomorrows skills report; MATRIX Stem report and NI childcare survey report.

3. Understanding the baseline.

INDICATOR: % Economic Inactivity Rate ABC (Excluding Students)- (NISRA LMI Portal)

The economic inactivity rate in ABC has shown consistent improvement since 2020 and is under the NI average.



With reference to the Turning the Curve exercises, the term “Now” refers to the assessment of the most recently available data made at the time of the review.

Opportunities exists to drive a faster pace of improvement by focusing on underlying population cohorts who are under-represented in the workplace. In this regard, the gender economic inactivity gap in the ABC region has improved in 2022 from previous years, now sitting at 7.4% vs an NI average of 8.2%. Continuing to promote women returning to the labour market will help to reduce the economic inactivity rate.

4. Consultation-Factors causing the problem?

Covid-19 may have caused women to re-evaluate work: life priorities -NI Childcare survey shows the number of families with a stay-at-home parent tripled between 2019 and 2021 from 3% to 9% (In 73% cases, this is a mother) -Older workers have opted to take early retirement. -NI Childcare survey (employers for childcare, 2023) shows reduced availability of childcare due to closures and increasing costs of

	<p>Of more than 14% since 2021 – these represent increased barriers in terms of accessing employment for women.</p> <ul style="list-style-type: none"> -Confidence issues -Gaps in employment history -Reskilling and upskilling -Financial Barriers e.g., many women returning to work wish to enter the childcare industry however the cost of the required qualifications is prohibitive and those over 25 are required to self-fund. Childcare providers would like to see this addressed as older staff with experience of raising children have a valuable skillset to offer the industry.
<p>5. Consultation - What can be done?</p> <ul style="list-style-type: none"> - Consultation showed that 26% of employers surveyed actively encouraged flexible working models while a further 46% were open to flexible working options. -ABC LMP has continued to run interventions supporting women from economically inactive to employer. A further women returners programme is needed to continue to support women become ready to return to work. The programme will offer intensive support- mainly focused on 1to1 mentoring and an optional placement to begin confidence building. Training should include: mentoring, CV building, addressing gaps in CV, confidence building, interview skills. -Childcare should be available for all programmes targeting female economic inactivity. This will be based on the current government childcare strategy- if this changes in delivery year the programme will be adapted as required. -Part- time work opportunities and placements should be promoted with local employers. 	<p>6. How do we measure success?</p> <p>Reduction in the % Working Age Economic Inactivity rate.</p>

Priority Theme: Disability

Northern Ireland as a region performs poorly in terms of employment outcomes for those with disabilities- 60.2% of disabled people were economically inactive in NI compared with 42.5% in the rest of the UK according to a study undertaken by DfC in 2021(Employment Outcomes and Challenges for Disabled People in N. Ireland).

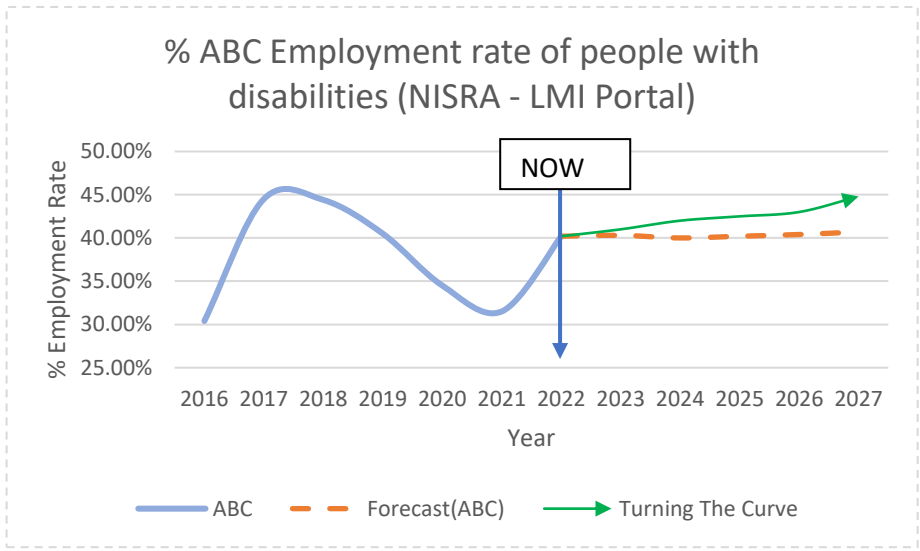
This group represents significant potential opportunities for the NI labour market. A higher proportion of this economically inactive group want to work in comparison with other economically inactive groups. One fifth of the population aged 16-64 are disabled (based on Labour Force Survey self-reported data) which represents a significant potential boost to Northern Ireland's labour supply.

The employment rate for people with Disabilities rose in ABC in 2022 to 40.2%, its highest rate since 2018. ABC in previous years performed poorly in comparison to the NI average with regards to Disability employment rate, and still is over 15% lower than the highest employment rate for people with Disabilities LGD, Lisburn and Castlereagh.

1. Strategic Context	2. Key Strategies
<p>While the strategic context set out in key policy documents relating to employment outcomes highlights the challenges for disabled people in NI, there are a broad scope of opportunities to support this disadvantaged group to access the labour market. Key outcomes to be sought from the 2024 – 2027 Strategic assessment include:</p> <ul style="list-style-type: none">-Improving equality and good relations-Growing the economy in a fair inclusive way-increasing the Disability employment rate-Supporting disadvantaged individuals to reach their full potential-Improving levels of Lifelong Learning-Addressing skills gaps- upskilling individuals with disabilities who have been unable to progress in their current roles.-Supporting those with disabilities and other barriers to access the labour market	<p>Programme for Gov't outcomes 3, 6 &8; ABC Community Plan; Maximising potential Outcomes review; Employment outcomes for the Disabled Report:</p>

3. Understanding the baseline.

INDICATOR: % Employment rate of people with Disabilities: ABC (NISRA – LMI Portal)



The Disability Employment rate in the ABC region (excluding students) had been on a steady decline from 2017 to 2021. 2022 saw a major boost in the employment rate for people with Disabilities, bringing it above the Northern Ireland Average which currently sits at 39.1% vs 40.2% for ABC.

With reference to the Turning the Curve exercises, the term “Now” refers to the assessment of the most recently available data made at the time of the review

4. Consultation- Factors causing the problem

- There are risks associated with moving off benefits into employment in the event the person needs to reapply for income and housing if the opportunity doesn't work out.
- Those with disabilities are seeking more flexible & part time options
- There is a higher prevalence of limiting conditions in NI

5. Consultation - What can be done?

- Consultation showed that 15.1% of employers surveyed actively encouraged applications from those with disabilities while a further 56.6% were open to this and would be happy to have a more inclusive workforce. A disability employment programme (group of 12 max) with job coaching & mentoring with a person-centred training and upskilling development plans would serve to continue the upward trend of the Disability employment rate within ABC.
- Reverse Jobs fair- the first of its kind in NI that would allow a role reversal and breakdown job fair and interview barriers.
- Training programme for employers to support them with neurodiversity and what reasonable adjustments are.
- Some specialist Community stakeholders commented that short academy type training interventions do not effectively support those participants with learning difficulties or neurodivergence who need more holistic interventions such as that described above.

6. How do we measure success?

Increase in the % Employment rate of people with disabilities in ABC.

Priority Theme: Skilled Labour Supply

The Annual Survey of Hours and Earning shows that salaries in the ABC region have historically tracked the NI average which has continued with the latest data set released on the NISRA LMI Portal for 2023. There is evidence of a misalignment between salary levels of those living in the borough and those travelling to other areas for work. With higher earnings being achieved by those leaving the area for work.

To bolster economic recovery and quality of life within the area, the LMP seek to support disadvantaged individuals to secure meaningful employment that is commensurate with their level of skill and ability. This benefits the individual, the labour market and creates entry level vacancies for other suitable candidates.

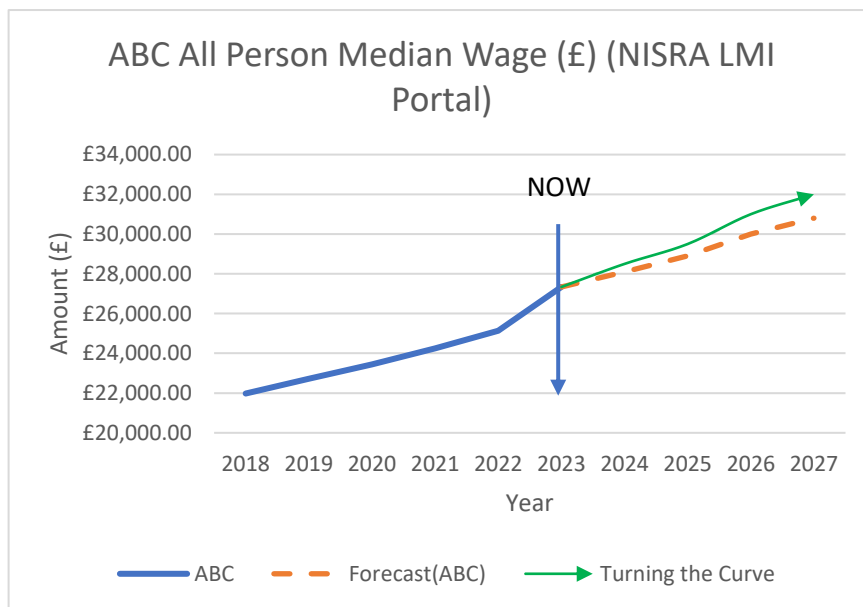
1. Strategic Context	2. Key Strategies
The review of key strategy documents demonstrates significant opportunities exist for the ABC LMP to respond to key emerging trends. Key longer-term outcomes identified included: -Improving equality and good relations -Growing the economy in a fair inclusive way - Reducing rates of economic inactivity -Supporting disadvantaged individuals to reach their full potential -Addressing skills gaps -Supporting the necessary reskilling and upskilling of workers -Encouraging greater take up of STEM careers	Programme for Gov't outcomes 6&8; ABC Community Plan;10x economy. Manpower Skills report; Harvesting Tomorrows skills report; UUEPC Future needs report and ABC Recovery and Growth Framework.

3. Understanding the baseline.

INDICATOR: All Persons Median Gross Wage ABC (£) (NISRA LMI Portal)

Median Wage indicators in ABC have historically tracked closely to the NI average and, after a decline from 2021, rose back to NI average levels in 2023.

Underemployed: Can be defined as a person not having enough paid work or not doing work that makes use of skills and abilities. Upskilling programmes can allow people to improve their levels of qualifications, gain higher paid jobs and open more entry level positions for those who are unemployed and just starting their career journey.



With reference to the Turning the Curve exercises, the term “Now” refers to the assessment of the most recently available data made at the time of the review

4. Consultation- Factors causing the problem.

-Consultation showed that many stakeholders in the area felt more better-quality jobs were needed in ABC

-those who have become 'stuck' in entry level jobs in spite of being over skilled or overqualified need support to progress creating more opportunities for entry level candidates.

- ABC has large Agri & Advanced Manufacturing sectors which require skilled labour to meet business needs. Upskilling programmes would help them grow and meet sustainability measure implemented by government.

5. Consultation - What can be done?

-There is a need for intervention programme for workers with low or no qualifications/skills. This would include working with employers to upskill workers supported by local training providers.

-Accredited qualifications such as youth work or community development could be provided for those who are not in paid work but are instead in volunteering roles. This would make them more attractive candidates and complement the experience they are building through volunteering to make a material difference to their CV and employment prospects.

- Upskilling for Engineering companioned to continue growth- particular need in welding and fabricating.

- Support the Agri sector by upskilling current staff and allowing employers to meet increasing demands in a developing sector.

4. How do we measure success?

All Person Median Wage £ (LGD)

ABC Working age with no Qualifications.

<p>1. Strategic Context</p> <p>Following a review of key strategy documents listed, key outcomes identified are:</p> <ul style="list-style-type: none"> -Improving equality and good relations -Growing the economy in a fair inclusive way -Reducing economic inactivity rates -Supporting disadvantaged individuals to reach their full potential -Addressing skills gaps -Improving levels of Lifelong Learning -Supporting the necessary reskilling and upskilling of workers 	<p>2. Key Strategies</p> <p>Programme for Gov't outcomes 3 & 6.</p> <p>ABC Community Plan; NI Skills Barometer; 10x Economy; Manpower report; UUEPC Future skills report; Harvesting tomorrows skills report; STEM matrix report; and further education activity reports.</p>																																																
<p>3. Understanding the baseline.</p> <p>INDICATOR: % ABC Working age with no qualifications</p> <p>Evidenced on the NISRAS LMI Portal, the percentage of ABC school leavers achieving 5 or more GCSES grades A* - C is below the NI average, 90.3% (ABC) vs 91.9% (NI average). Similarly, ABC has the lowest percentage of young people leaving school with 2 + A Levels in 2021 compared with Local Government Districts and is almost 10% below the NI average- 48.9% (ABC), 57.8% (NI)</p> <p>Improvements have been made over the last number of years but a significant percentage of the working population in this region remain with no qualifications – levelling off compared to the NI average.</p> <div data-bbox="159 1467 1125 2027"> <p style="text-align: center;">% Working Age: No Qualifications (NISRA- Labour Force Survey Annual Summary reports)</p> <table border="1"> <caption>Data for % Working Age: No Qualifications (NISRA- Labour Force Survey Annual Summary reports)</caption> <thead> <tr> <th>Year</th> <th>ABC (%)</th> <th>Forecast (ABC) (%)</th> <th>Turning the Curve (%)</th> </tr> </thead> <tbody> <tr><td>2017</td><td>15.5</td><td>-</td><td>-</td></tr> <tr><td>2018</td><td>14.5</td><td>-</td><td>-</td></tr> <tr><td>2019</td><td>12.5</td><td>-</td><td>-</td></tr> <tr><td>2020</td><td>13.0</td><td>-</td><td>-</td></tr> <tr><td>2021</td><td>13.0</td><td>-</td><td>-</td></tr> <tr><td>2022</td><td>13.0</td><td>13.0</td><td>13.0</td></tr> <tr><td>2023</td><td>13.0</td><td>13.0</td><td>12.5</td></tr> <tr><td>2024</td><td>13.0</td><td>13.0</td><td>12.0</td></tr> <tr><td>2025</td><td>13.0</td><td>13.0</td><td>11.8</td></tr> <tr><td>2026</td><td>13.0</td><td>13.0</td><td>11.6</td></tr> <tr><td>2027</td><td>13.0</td><td>13.0</td><td>11.5</td></tr> </tbody> </table> </div>	Year	ABC (%)	Forecast (ABC) (%)	Turning the Curve (%)	2017	15.5	-	-	2018	14.5	-	-	2019	12.5	-	-	2020	13.0	-	-	2021	13.0	-	-	2022	13.0	13.0	13.0	2023	13.0	13.0	12.5	2024	13.0	13.0	12.0	2025	13.0	13.0	11.8	2026	13.0	13.0	11.6	2027	13.0	13.0	11.5	<p>4. Consultation-Factors causing the problem.</p> <ul style="list-style-type: none"> -Deprivation and poverty levels are linked to poor educational outcomes. -Lifelong learning is not embedded in our culture in NI and the UK - Participation in adult education is lower in males and those with lower educational profiles whose experience of the education system may have been poor. - Opportunities for low and no skills workers
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are declining, and this is expected to continue. - Survey of employers also showed a perceived lack of life skills among young recruits which has worsened since the pandemic.

<p>5. Consultation - What can be done?</p> <ul style="list-style-type: none"> - Consultation showed that 52.8% of employers surveyed in the local area had opportunities to offer for workers without qualifications and actively encouraged applications from this cohort while 30.2% were open to applications from workers without qualifications. It is worth noting that 13.2% of employers did not have any opportunities for workers in this category. -There is a need for an intervention programme for workers (in employment) with low or no qualifications/ skills. This would include working with employers to upskill workers supported by local training providers. Many of those surveyed felt lifelong learning needs to be a bigger focus and a culture change is needed especially given recent technological advancements in automation. - information & signposting relating to employability, skills and career opportunities. -Life skills programmes aimed at improving communication skills, confidence and resilience training -Upskilling those employed to a minimum of a level 2 qualification will allow them the opportunity to progress into higher paid employment. This not only helps local business grow but opens up entry level positions that can be filled by school leavers or those with lower levels of skills or experience who can begin their careers. 	<p>6. How do we measure success?</p> <p>Reduction % Working age population with no qualifications.</p>
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Conclusion

Following a comprehensive analysis of the local labour market, using available local data from the sources detailed in the Strategic Assessment, with strategic stakeholders including local businesses, the Jobs and Benefits Offices (JBOs) and local community representatives, the Partnership has agreed that the above listed themes are the most critical population groups in need of support in order to tackle the most pressing labour market challenges in the ABC Council area.

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)	2022/23 Baseline
<p>Strategic Priority 1:</p> <p>To form and successfully deliver the functions of the local Labour Market Partnership for the area</p>	<p>Theme Title</p> <p>LMP Delivery and Development</p> <p>% LMP members who feel the local LMP is making a positive contribution and delivering effectively (LMP)</p>	<p>% of LMP members who feel the local LMP is making a positive contribution and delivering effectively (LMP)</p> <p>2022/23 - 16/16- 100%</p>
<p>Strategic Priority 2 :</p> <p>To improve employability outcomes and/or labour market conditions locally</p>	<p>Theme Title</p> <p>Economic Inactivity</p> <p>% Working Age Economic Inactivity Rate (NISRA - Labour Force Survey)</p>	<p>Year ABC</p> <p>2016 - 19.80%</p> <p>2017 - 18.70%</p> <p>2018 - 16.30%</p> <p>2019 - 18.10%</p> <p>2020 - 19.90%</p> <p>2021 - 16.50%</p>

		2022 - 14.80%
	Theme Title	Year ABC
	Unemployment	Sep-19 1.90%
	% Claimant Count (NISRA Data Portal - LGD2014 & SOA)	Mar-20 1.90%
		Sep-20 4.60%
		Mar-21 4.20%
		Sep-21 3.40%
		Mar-22 2.60%
		Sep-22 2.60%
		Mar-23 2.60%
Sep-23 2.80%		
Feb-24 2.70%		
Theme Title	Year - ABC	
Disability	2016 - 30.40%	
% Employment rate of people with disabilities (NISRA – Labour Force Survey)	2017 - 44.50%	
	2018 - 44.40%	
	2019 - 40.50%	

		2020 - 34.50%
		2021 - 31.50%
		2022 - 40.20%
	Theme Title	% Working Age: No Qualifications (NISRA)
	Skilled Labour Supply	2017 - 15.00%
	% Working Age: No Qualifications (NISRA – Labour Force Survey)	2018 - 14.00%
		2019 - 12.10%
	# All Persons Median Wage (NISRA DATA PORTAL – LGD2014)	2020 - 12.90%
		2021 - 13.00%
		2022 - 12.70%
		# All Persons Median Wage (NISRA DATA PORTAL – LGD2014)
		2018 - £21,977.00
		2019 - £22,719.00
		2020 - £23,443.00
		2021 - £24,243.00
		2022 - £25,138.00

		2023 - £27,339.00
<p>Strategic Priority 3:</p> <p>To promote and support delivery of existing employability or skills provision available either regionally or locally</p>	<p>Theme Title</p> <p>Increased Awareness</p> <p>Increased awareness of existing regional/local employability or skills provision (LMP)</p>	<p># LMP referrals to existing regional/local employability/skills provision (LMP) (per individual programme)</p> <p>2022/23- 231</p>

ACTION PLAN

Strategic Priority 1: To form and successfully deliver the functions of the local Labour Market Partnership for the area							
Indicators		% LMP members who feel the local LMP is making a positive contribution and delivering effectively (LMP)					
Theme	Title of Programme/Project, Aims & Description	Key Activities	Start Date	End Date	Resource or Cost	Performance Measures	Delivery Quarter
LMP Delivery	<p>LMP delivery and development</p> <p>Effective delivery of the LMP through the Members, appropriate structures and mechanisms</p>	<p>1. Prepare and deliver on LMP's Action Plan to meet priority needs; including putting in place implementation structures and delivery mechanisms that will contribute towards improved employability outcomes and/or labour market conditions.</p> <p>2. Develop an Action Plan for 2025/26.</p>	01/04/24	31/03/25		<p>How much did we do?</p> <p>10 LMP Meetings Held</p> <p>How well did we do it?</p> <p>128/160 (80%) attendance of LMP members at meetings</p> <p>16/16 (100%) of LMP Members who feel that their views have been taken into account with regard to the Action Plan</p> <p>16/16 (100%) of LMP members who felt supported by the LMP in their role.</p> <p>Is anyone better off?</p>	1,2,3,4

					<p>16/16 (100%) of LMP members who feel that they are contributing to the delivery of the LMP.</p> <p>16/16 (100%) of LMP members who think that the LMP is making a positive difference.</p> <p>16/16 (100%) of LMP members reporting increased awareness of local employability and labour market issues.</p> <p>16/16 (100%) of LMP members reporting improved understanding of their roles</p>	
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Strategic Priority 2: To improve employability outcomes and/or labour market conditions locally							
Indicators		% Claimant Count (NISRA Data Portal - LGD2014 & SOA) % Working Age Economic Inactivity Rate (NISRA - Labour Force Survey) % or # Employment Rate of people with Disabilities (NISRA Labour Force Survey)			% Working Age: No Qualifications (NISRA – Labour Force Survey) # All Persons Median Wage (NISRA Data Portal)		
Theme	Title of Programme/Project, Aims & Description	Key Activities	Start Date	End Date	Resource or Cost	Performance Measures	Delivery Quarter
Skilled Labour Supply	<p>2.1 Classroom Assistant Academy</p> <p>A programme to support employees within the Classroom Assistant sector complete their full NVQ Level 2 qualification. This will allow the temporary staff to become permanent employees supporting both the participants and local schools.</p>	<p>Aimed specifically, not exclusively, at supporting past LMP participants who gained temporary Employment through the 23-24 Classroom Assistant Rapid Response programme. The academy will allow participants to complete their NVQ Level 2 to become permanent Classroom Assistants. The programme will take approximately 9 months to complete.</p>	01/04/24	31/03/25		<p>How much did we do?</p> <p>30 participants enrolled on the Programme.</p> <p>How well did we do it?</p> <p>27/30 (90%) of participants completed the programme.</p> <p>27/27 (100%) of participants reported satisfaction with the project.</p> <p>Is anyone better off?</p> <p>27/30 (90%) of participants gained a qualification as a</p>	1, 2, 3, 4

						<p>result of participation on the academy.</p> <p>19/27 (70%) gained new employment following completion of the programme.</p> <p>13/19 (63%) participants still in employment 6 months after finishing participation.</p>	
Theme	Title of Programme/Project, Aims & Description	Key Activities	Start Date	End Date	Resource or Cost	Performance Measures	Delivery Quarter
Skilled Labour Supply	<p>2.2 Working with Children Academy</p> <p>A programme to support employees within the Childcare sectors to complete their full NVQ Level 2 qualification. This will allow the temporary staff to become permanent employees supporting both the participants and childcare providers.</p>	<p>Aimed specifically, not exclusively, at supporting past LMP participants who gained temporary Employment through the 23-24 Childcare Rapid Response programme. The academy will allow participants to complete their NVQ Level 2 to gain permanent employment working with children. The programme will take approximately 9 months to complete.</p>	01/04/24	31/03/25		<p>How much did we do?</p> <p>25 participants enrolled on the programme.</p> <p>How well did we do it?</p> <p>22/25 (88%) of participants completed the programme.</p> <p>22/22 (100%) of participants reported satisfaction with the project.</p> <p>Is anyone better off?</p> <p>19/22 (87%) of participants gained a qualification as a</p>	1, 2, 3, 4

						<p>result of participation on the academy.</p> <p>14/19 (74%) gained new employment following completion of the programme.</p> <p>10/14 (71%) participants still in employment 6 months after finishing participation.</p>	
Theme	Title of Programme/Project, Aims & Description	Key Activities	Start Date	End Date	Resource or Cost	Performance Measures	Delivery Quarter
Disability	<p>2.3 Disability Employment Programme</p> <p>A programme designed to increase the employment opportunities for people with Disabilities.</p>	<p>Aimed specifically at supporting those with disabilities to secure sustained employment. This programme will be aimed at supporting individuals who are economically active. The programme will include supporting a Reverse Job fair in partnership with the ABC LMP team, as well as training to meet each individuals' requirements and 1 to 1 mentoring to</p>	01/04/24	31/03/25		<p>How much did we do?</p> <p>50 participants enrolled on the programme.</p> <p>How well did we do it?</p> <p>40/50 (80%) of participants enrolled who completed the programme.</p> <p>40/50 (80%) of participants completed the training.</p> <p>40/40 (100%) of participants reported satisfaction with the Programme.</p>	1, 2, 3, 4

		improve employability outcomes.				<p>Is anyone better off?</p> <p>40/40 (100%) of participants who reported feeling more confident regarding their employability after completing the project.</p> <p>35/40 (88%) of participants gained a qualification.</p> <p>23/40 (58%) gaining new employment.</p> <p>14/23 (61%) participants still in employment 6 months after finishing participation.</p>	
Theme	Title of Programme/Project, Aims & Description	Key Activities	Start Date	End Date	Resource or Cost	Performance Measures	Delivery Quarter
Unemployment	<p>2.4 Employability Academy</p> <p>Claimant levels have not recovered to pre pandemic levels in ABC and have plateaued. This programme aims to support remaining claimants impacted by the disruption back into</p>	<p>Direct and specific interventions to reskill in areas where demand exceeds supply. This programme will have the ability to adapt to labour market trends to support participants and businesses.</p> <p>Sectors/training that will</p>	01/04/24	31/03/25		<p>How much did we do?</p> <p>120 participants enrolled on the programme.</p> <p>How well did we do it?</p> <p>96/120 (80%) of participants completed the programme.</p>	1, 2, 3, 4

	work by leveraging existing skills or acquire new skills in line with in-demand sectors and occupations.	<p>be considered will include, but are not limited to:</p> <ul style="list-style-type: none"> - CSR/Forklift license - SBNI Child Safeguarding - Manual Handling - SIA Security - Food Hygiene - Hospitality <p>The programme will focus sector specific training to upskill/reskill people (who are unemployed/ underemployed) in areas of need.</p>				<p>86/96 (90%) of participants reported satisfaction with the project.</p> <p>Is anyone better off?</p> <p>67/96 (70%) gained new employment following completion of the programme.</p> <p>40/67 (60%) participants still in employment 6 months after finishing participation.</p>	
Theme	Title of Programme/Project, Aims & Description	Key Activities	Start Date	End Date	Resource or Cost	Performance Measures	Delivery Quarter
Economic Inactivity	<p>2.5 Female Returners Programme</p> <p>A programme designed to reduce the levels of economic inactivity focusing on women as a priority group.</p> <p>The programme will support Women who</p>	<p>Aimed specifically at supporting women who are economically inactive. This programme will focus on supporting women manage any life circumstances (caring, health etc) through support such as childcare subsidies for the period of</p>	01/04/24	31/03/25		<p>How much did we do?</p> <p>30 participants enrolled on the programme.</p> <p>How well did we do it?</p> <p>24/30 (80%) of participants enrolled who completed the programme.</p>	1, 2, 3, 4

	wish to return to the Labour Market following an absence due to other responsibilities or circumstances.	<p>their programme participation.</p> <p>The programme will include 1to1 mentoring to identify employability and skills gaps, upskilling, and exploring employment avenues including self-employment.</p>				<p>24/24 (100%) of participants reported satisfaction with the Programme.</p> <p>Is anyone better off?</p> <p>24/24 (100%) of participants who reported feeling more confident regarding their employability after completing the project.</p> <p>15/24 (63%) gaining new employment.</p> <p>8/15 (53%) participants still in employment 6 months after finishing participation.</p>	
Theme	Title of Programme/Project, Aims & Description	Key Activities	Start Date	End Date	Resource or Cost	Performance Measures	Delivery Quarter
Skilled Labour Supply	<p>2.6 Welding/Fabrication Academy</p> <p>To support current employees to increase their skills levels helping the individual to achieve their potential</p>	Direct and specific interventions to reskill in areas where demand exceeds supply. This programme will aim to support local businesses in the Advanced Engineering and Manufacturing sector while upskilling individuals	01/04/24	31/03/25		<p>How much did we do?</p> <p>10 participants enrolled on the programme.</p> <p>How well did we do it?</p> <p>8/10 (80%) of participants completed the programme.</p>	1, 2, 3, 4

	<p>supporting the Business to grow.</p> <p>Enables participants to progress to higher paid employment and creates opportunities for entry level candidates</p>	<p>interested in working within this sector to Level 2 accreditation.</p>				<p>86/96 (90%) of participants reported satisfaction with the project.</p> <p>Is anyone better off?</p> <p>7/8 (88%) of participants who gained a qualification after completing the project.</p> <p>6/8 (75%) gained new employment following completion of the programme.</p> <p>4/6 (67%) participants still in employment 6 months after finishing participation.</p>	
Theme	Title of Programme/Project, Aims & Description	Key Activities	Start Date	End Date	Resource or Cost	Performance Measures	Delivery Quarter
Disability	<p>2.7 Disability Upskilling Programme</p> <p>A programme designed to upskill people with disabilities to help them progress to new or higher paid jobs.</p>	<p>Aimed specifically at supporting people with disabilities who are employed.</p> <p>The programme will include 1to1 mentoring to identify employability and skills gaps, upskilling to Level 2 relevant</p>	01/04/24	31/03/25		<p>How much did we do?</p> <p>10 participants enrolled on the programme.</p> <p>How well did we do it?</p> <p>8/10 (80%) of participants enrolled who completed the programme.</p>	1, 2, 3, 4

	The programme will support individuals with Disabilities who have become 'stuck' in roles they are overqualified for and would like to reskill in order to improve their employment circumstances.	<p>qualifications, and exploring employment avenues including self-employment.</p> <p>The programme will involve identifying qualifications which will support the participants to gain higher paid employment- either within their current workplace or somewhere new.</p>				<p>8/8 (100%) of participants reported satisfaction with the Programme.</p> <p>Is anyone better off?</p> <p>8/8 (100%) of participants who reported feeling more confident regarding their employability after completing the project.</p> <p>7/8 (88%) of participants gained a qualification after completing the programme.</p> <p>5/8 (63%) gaining new employment.</p> <p>3/5 (60%) participants still in employment 6 months after finishing participation.</p>	
Theme	Title of Programme/Project, Aims & Description	Key Activities	Start Date	End Date	Resource or Cost	Performance Measures	Delivery Quarter
Skilled Labour Supply	<p>2.8 Employer Led Progression Programme</p> <p>To support current employees to increase their skills levels helping</p>	This programme will provide direct interventions to reskill/upskill employees in areas which will boost progression prospects.	01/04/24	31/03/25		<p>How much did we do?</p> <p>23 participants enrolled on the programme.</p> <p>How well did we do it?</p>	1, 2, 3, 4

	<p>the individual to achieve their potential supporting the Business to grow.</p> <p>Enables participants to progress to higher paid employment and creates opportunities for entry level candidates</p>	<p>This could be related to robotics, green economy, Management and Leadership or digital skills, dependent on the business need.</p> <p>The programme will focus bespoke accredited training to upskill participants with the support of their employers.</p>				<p>19/23 (82%) of participants completed the programme.</p> <p>19/19 (100%) of participants reported satisfaction with the project.</p> <p>Is anyone better off?</p> <p>19/19 (100%) of participants gained a qualification as a result of participation on the academy.</p> <p>19/19 (100%) of participants reported improved knowledge of the subject area after completing the programme.</p> <p>12/19 (63%) gained new employment following completion of the programme.</p> <p>8/12 (67%) participants still in employment 6 months after finishing participation.</p>	
Theme	Title of Programme/Project, Aims & Description	Key Activities	Start Date	End Date	Resource or Cost	Performance Measures	Delivery Quarter

<p>Unemployment</p>	<p>2.9 50+ Reskilling Academy</p> <p>To support those in the 50+ age bracket who have become disengaged with the labour market.</p> <p>The programme will involve engagement, trying to reach this group, reskilling in areas of demand, confidence building and updating skillsets to support reintegration to the labour market.</p>	<p>This programme will provide direct interventions to reskill those who have been out of work and have disengaged from the labour market. The programme will involve training and accredited qualifications to support individuals gain employment.</p>	<p>01/04/24</p>	<p>31/03/25</p>		<p>How much did we do?</p> <p>10 participants enrolled on the programme.</p> <p>How well did we do it?</p> <p>8/10 (80%) of participants completed the programme.</p> <p>8/8 (100%) of participants reported satisfaction with the project.</p> <p>Is anyone better off?</p> <p>8/8(100%) of participants gained a qualification as a result of participation on the academy.</p> <p>8/8 (100%) of participants reported improved knowledge of the subject area after completing the programme.</p> <p>4/8 (50%) gained new employment following completion of the programme.</p>	<p>1, 2, 3, 4</p>
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						2/4 (50%) participants still in employment 6 months after finishing participation.	
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Strategic Priority 3: To promote and support delivery of existing employability or skills provision available either regionally or locally							
Indicators		% Increased awareness of relevant existing projects/initiatives and building confidence through locality-based engagement (LMP) # LMP referrals to regional/local employability/skills provision (LMP)					
Theme	Aims & Description	Key Activities	Start Date	End Date	Resource or Cost	Performance Measures	Delivery Quarter
Increased awareness of regional employability programmes	3.1 Public Facing Events	A Series of Public Facing Events to raise the profile of the LMP locally and promote the regional employability NI. To support local employers by linking them with local job seekers to fill vacancies. These events are vital to support referrals onto LMP programmes as well as making connections for employers to participate on LMP programmes.	01/04/24	31/03/25		How much did we do? 1200 attendees at event 100 employers participating How well did we do it? 90/100 (90%) of employers participating who reported the event was a good platform to showcase their sector. 90/100 (90%) of employers reporting satisfaction with event.	1,2,3,4

Strategic Priority 3: To promote and support delivery of existing employability or skills provision available either regionally or locally							
Indicators		% Increased awareness of relevant existing projects/initiatives and building confidence through locality-based engagement (LMP) # LMP referrals to regional/local employability/skills provision (LMP)					
Theme	Aims & Description	Key Activities	Start Date	End Date	Resource or Cost	Performance Measures	Delivery Quarter
						234/260 (90%) of attendees rated the events as helpful for finding work/training opportunities. Is anyone better off? 130/260 (50%) of attendees reporting increased awareness of Regional and LMP programmes. 80/100 (80%) of employers reported confidence the event would assist in filling vacancies.	

Strategic Priority 3: To promote and support delivery of existing employability or skills provision available either regionally or locally

Indicators
 % Increased awareness of relevant existing projects/initiatives and building confidence through locality-based engagement (LMP)
 # LMP referrals to regional/local employability/skills provision (LMP)

Theme	Aims & Description	Key Activities	Start Date	End Date	Resource or Cost	Performance Measures	Delivery Quarter
						104/260 (40%) of attendees intend to apply for at least one job as a result of the event. 15/140 (11%) of attendees gained employment through attendance at an event.	

Theme	Aims & Description	Key Activities	Start Date	End Date	Resource or Cost	Performance Measures	Delivery Quarter
Increased awareness of regional employability programmes	3.2 Promotion and Awareness Raising	Create and deliver a local 12-month PR campaign to raise awareness of regional employability and local LMP programmes. This will include working with our	01/04/24	31/03/25		How much did we do? PR/Strategy Plan for 2024-25 is produced detailing the strategy. How well did we do it?	1,2,3,4

Strategic Priority 3: To promote and support delivery of existing employability or skills provision available either regionally or locally

Indicators

% Increased awareness of relevant existing projects/initiatives and building confidence through locality-based engagement (LMP)

LMP referrals to regional/local employability/skills provision (LMP)

Theme	Aims & Description	Key Activities	Start Date	End Date	Resource or Cost	Performance Measures	Delivery Quarter
	Actively advocate & promote regional employability programmes and local initiatives including the LMP to a wider public audience.	communications department to update websites, newsletters and delivering a social media campaign for programmes and events. Promotion of the LMP will include items that can be given out at events to engage with the public and employers.				15/16 (94%) of LMP members feel the PR campaign has had a positive impact on raising awareness of the LMP. Is anyone better off? 320/400 (80%) of people with increased awareness of regional and local LMP programmes	

