



Lisburn and Castlereagh
**Interim Labour
Market Partnership**



Lisburn and Castlereagh LMP 2023/24 Action Plan

Introduction

In February/ March 2023 the Lisburn and Castlereagh LMP undertook a Strategic Assessment of employability outcomes and local labour market conditions in the LCCC 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 district wide engagement and consultation across the council area. The exercise was also informed by the consideration of the policy drivers relevant to employability and skills planning for NI as a whole and LCCC specifically.

As a result of the Planning Exercise the following themes have been identified as local priority under Strategic Priority 2:-

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

The LMP has focused on the above themes as they are the most relevant to the Council area. Whilst the Council area has a very strong labour market and 'tops the LGD tables' in many of the indicators, there is still 'room for further improvement' in several areas as summarised in the 'Turning the Curve' exercise in Section 4 of the Action Plan 2023/24. It is also clear from the research and engagement for this 23/24 Action Plan that there are labour market shortages throughout the LCCC area whilst at the same time there are job seekers, unemployed, NEETs, long-term unemployed and economically inactive residents. Creating an opportunity to work with those furthest from the labour market who may require support, 1:1 mentoring to develop the necessary confidence, motivation and skills to enter/re-enter the labour market. Also, in respect of self-employment Lisburn and Castlereagh lags well behind the majority of the LGDs in NI, providing a strong rationale for a focus on actions to stimulate the economically inactive to consider self-employment as a means to be active in the labour market.

Alignment to strategic priorities

The Lisburn and Castlereagh LMP Action Plan 2023-24 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.

Baseline information

The Lisburn and Castlereagh LMP Action Plan 2023-24 will impact on the following set of indicators from the baseline position stated below:

Strategic Priorities	Indicators to which Local LMP makes a contribution (Source)	2022/23 Baseline											
Strategic Priority 1 – To form and successfully deliver the functions of the local Labour Market Partnership for Lisburn and Castlereagh	LMP Delivery and Development Indicators: % LMP members who feel the local LMP is making a positive contribution and delivering effectively	<table border="1"> <tr><td>2018</td><td>0%</td></tr> <tr><td>2019</td><td>0%</td></tr> <tr><td>2020</td><td>0%</td></tr> <tr><td>2021</td><td>0%</td></tr> <tr><td>2022</td><td>100%</td></tr> </table>	2018	0%	2019	0%	2020	0%	2021	0%	2022	100%	% of LMP members who feel the local LMP is making a positive contribution and delivering effectively (LMP)
2018	0%												
2019	0%												
2020	0%												
2021	0%												
2022	100%												
Strategic Priority 2 – To improve employability outcomes and/or labour market conditions	Economic Inactivity % Economic Inactivity excluding students (NISRA LMI Portal)	<table border="1"> <tr><td>2017</td><td>15.7%</td></tr> <tr><td>2018</td><td>15.3%</td></tr> <tr><td>2019</td><td>12.9%</td></tr> <tr><td>2020</td><td>16.1%</td></tr> <tr><td>2021</td><td>14.7%</td></tr> </table>	2017	15.7%	2018	15.3%	2019	12.9%	2020	16.1%	2021	14.7%	% Economic Inactivity excluding students (NISRA LMI Portal)
2017	15.7%												
2018	15.3%												
2019	12.9%												
2020	16.1%												
2021	14.7%												
	Disability % Employment rate of people with disabilities (NISRA LMI Portal)	<table border="1"> <tr><td>2017</td><td>52.0%</td></tr> <tr><td>2018</td><td>52.4%</td></tr> <tr><td>2019</td><td>50.7%</td></tr> <tr><td>2020</td><td>45.3%</td></tr> <tr><td>2021</td><td>47.7%</td></tr> </table>	2017	52.0%	2018	52.4%	2019	50.7%	2020	45.3%	2021	47.7%	% Employment rate of people with disabilities (NISRA LMI Portal)
2017	52.0%												
2018	52.4%												
2019	50.7%												
2020	45.3%												
2021	47.7%												

	<p>Skilled Labour Supply # All Persons Median Wage (NINIS – LGD2014)</p>	<table border="1" data-bbox="1066 197 1321 501"> <tr><td>2016</td><td>20134</td></tr> <tr><td>2017</td><td>20048</td></tr> <tr><td>2018</td><td>21503</td></tr> <tr><td>2019</td><td>21133</td></tr> <tr><td>2020</td><td>22091</td></tr> </table> <p># All Persons Median Wage (NINIS – LGD2014)</p>	2016	20134	2017	20048	2018	21503	2019	21133	2020	22091
2016	20134											
2017	20048											
2018	21503											
2019	21133											
2020	22091											
<p>Strategic Priority 3 – To promote and support delivery of existing employability or skills provision available either regionally or locally.</p>	<p>Increased Awareness Increased awareness of existing regional/local employability or skills provision (LMP).</p>	<table border="1" data-bbox="1040 649 1343 833"> <tr><td>2018</td><td>0</td></tr> <tr><td>2019</td><td>0</td></tr> <tr><td>2020</td><td>0</td></tr> <tr><td>2021</td><td>0</td></tr> <tr><td>2022</td><td>0</td></tr> </table> <p># LMP referrals to existing regional/local employability/skills provision (LMP)</p>	2018	0	2019	0	2020	0	2021	0	2022	0
2018	0											
2019	0											
2020	0											
2021	0											
2022	0											

SP2 - Planned Programmes – Economic Inactivity

Programme	Outputs	Aim
Into Employment Programme	<ul style="list-style-type: none"> ▪ 26 participants / 15 employers ▪ 20 completers ▪ 17 secure qualification and employment 	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.
Self- Employment Options for Prison leavers Support Programme	<ul style="list-style-type: none"> ▪ 8 participants ▪ 6 completers ▪ 4 into self-employment 	Provide support and training for those preparing to leave the prison system who are interested in exploring self-employment options. Input from stakeholders such as DoJ, Youth Justice agency will be sought at project definition stage. LCCC holds approx. 70% of the prison accommodation capacity of NI. Self-employment offers a favourable option for ex-offenders
Female Returners Programme – Classroom Assistants (Strand 1)	<ul style="list-style-type: none"> ▪ 10 participants ▪ 8 completers ▪ 6 into employment ▪ 2 into further training 	The aim is to provide those who are unemployed or who are on low incomes, with the skills needed to apply for 'live' Classroom Assistant positions. It will assist individuals mainly those furthest from opportunity, to identify, apply and prepare for interview/vacancies.

SP2 - Planned Programmes - Skilled Labour Supply

Programme	Outputs	Aim
Sector-Focused Employability Academies	<ul style="list-style-type: none"> ▪ 3 Academies ▪ 45 participants ▪ 36 completers ▪ 27 into employment 	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
Female Returners Programme – Classroom Assistants (Strand 2)	<ul style="list-style-type: none"> ▪ 6 participants ▪ 5 secure permanent employment ▪ 4 secure qualification 	To provide those who are unemployed or who are on low incomes, with the Level 3 Certificate in Supporting Teaching and Learning in Schools 5329-31 (QCF) qualification to apply for 'live' Classroom Assistant positions.
Self- Employment Options Support Programme	<ul style="list-style-type: none"> ▪ 40 participants ▪ 32 completers ▪ 26 move into self-employment 	Providing support and training for those identified as economically inactive, unemployed or underemployed. £750 grant towards essential equipment at start up stage

SP2 - Planned Programmes – Disability

Programme	Outputs	Aim
Pathways to Employment for Individuals With a Disability	<ul style="list-style-type: none">▪ 24 participants and 24 employers recruited▪ 17 completers▪ 12 gain qualification▪ 7 into further education or training▪ 9 secure employment	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