

FERMANAGH AND OMAGH

Labour Market Partnership

Working Together



Fermanagh & Omagh
District Council

Comhairle Ceantair
Fhear Manach agus na hÓmaí

Fermanagh & Omagh Labour Market Partnership

2022/23 Action Plan



**food for
thought**

1. Contents

1. Contents.....	2
2. Executive Summary.....	4
2.1. Introduction.....	4
2.1.1. Background to the Labour Market Partnership.....	4
2.1.2. Programme for Government	4
2.1.3. Fermanagh and Omagh Action Plan 2021/22.....	5
2.1.4. Supporting the delivery of the Fermanagh and Omagh 2030 Community Plan .	6
2.1.5. Purpose of this document.....	7
2.2. Approach to developing the F&O Labour Market Partnership 2022/23 Action Plan.	7
2.2.1. LMP strategic planning methodology	7
2.3. Summary of the strategic Action Plan for 2022/23	8
3. Findings from the consultation process.....	9
3.1. Consultation scope	9
3.2. Key messages from stakeholder engagement	9
3.2.1. Feedback from FODC employers	9
3.2.2. Feedback from employability and skills partners	10
4. Findings from the Statistical Audit.....	11
4.1. Overview of the Fermanagh and Omagh District labour market	11
4.2. Claimant Count.....	11
4.3. FODC Median Full Time Pay	12
4.4. Qualifications.....	13
4.4.1. Percentage of residents aged 16 - 64 with no qualifications	13
4.4.2. FODC working age residents with qualifications at NVQ level 4 and below	14
4.4.3. FODC working age residents with qualifications at NVQ Level 4 or above	15
4.4.4. FODC Apprenticeships	15
4.5. Recent trends in FODC economic inactivity.....	16
4.5.1. FODC - a region with one of the lowest economic activity rates	16
4.5.2. Age profile as a key factor in economic inactivity	17
4.5.3. Motivating more mature, financially independent participants	17
4.5.4. Disability as a key challenge.....	18
4.5.5. Addressing the Economic Activity Gender Gap	18
5. Summary of findings from the strategic assessment	20
5.1. Fermanagh and Omagh (F&O) LMP SWOT analysis.....	20
5.2. Defining strategic priorities.....	20
5.3. Defining the interventions for 2022/23	22
5.3.1. Turning the curve: Reducing unemployment to better than pre-covid levels..	22

5.3.2.	Turning the curve: Improving skilled labour supply	23
5.3.3.	Turning the curve: Tackling the growing trend in economic inactivity: Age and health related drivers.....	24
5.3.4.	Turning the curve: Tackling the growing trend in economic inactivity: gender related drivers.....	25
6.	Fermanagh and Omagh LMP 2022/23 Action Plan.....	26
6.1.	Alignment to strategic priorities	26
6.2.	Baseline information	26
6.3.	Action Plan	28

2. Executive Summary

2.1. Introduction

2.1.1. Background to the Labour Market Partnership

1. Employability NI (ENI) was established by the Department for Communities (DfC) to design, procure and implement a fresh suite of employability provisions/initiatives to support people into meaningful employment.
2. Employability NI has the following objectives:
 - **Economically Inactive** – To reduce the number of customers who are economically inactive due to a disability and / or health condition or because they have family or caring responsibilities by assisting them to enter into employment or to move them closer to the labour market;
 - **Long Term Unemployed** – To reduce the number of customers who are long term unemployed by assisting them to enter employment;
 - **Disability** – To provide support to workers with a disability and or a health condition to prevent them falling out of employment;
 - **Skilled Labour Supply** – To put in place a first class service for employers that facilitates their access to a suitable skilled labour supply; and
 - **Economic Shock** - To provide support to customers who are in danger of falling out of employment suddenly due to significant labour market changes.
3. An integral element of Employability NI is the formation of Labour Market Partnerships (LMP) in each Council district which build collaborative multi-agency partnerships to:
 - Understand local market needs;
 - Improve employability outcomes;
 - Reduce economic inactivity.
 - Improve local labour market conditions; and
 - Design and deliver targeted interventions.

2.1.2. Programme for Government

4. The Executive is committed to developing a long-term, strategic Programme for Government that is based on a shared and strategic vision for the future which aims to improve wellbeing for all.
5. In 2021, the Executive held a public consultation on its Programme for Government draft Outcomes Framework. The draft Framework contains nine strategic Outcomes which, taken together, will set a clear direction of travel for the NI Executive and provide a vision for the future of all citizens.
6. Figure One below sets out the Programme for Government Draft Outcomes Framework.



Figure 1: Programme for Government Draft Outcomes Framework

7. Draft outcomes relevant to the work of the LMP include:
 - ***‘Everyone can reach their potential’*** - creation and development of more opportunities and better jobs, and addressing underachievement alongside skills shortages;
 - ***‘We have an equal and inclusive society where everyone is valued and treated with respect’*** – promoting inclusion and tackling disadvantage;
 - ***‘We have a caring society that supports people throughout their lives’*** - improving the quality of life for people with disabilities, promoting positive attitudes to older people and tailoring support to enable them to participate fully in society, and tackling disadvantage by supporting people to build a route out of poverty.
8. The F&O LMP will work to ensure the Action Plans it develops use an Outcomes Based Approach that support the achievement of relevant Programme for Government outcomes and that improve on indicators that relate to employability and skills, including:
 - Economic inactivity rate excluding students;
 - Employment rates for 16-64 year olds by deprivation quintile; and
 - Percentage of people working part time who would like to work more hours..

2.1.3. Fermanagh and Omagh Action Plan 2021/22

9. In early 2021, Fermanagh and Omagh District Council (FODC) formed a ‘core team’ as the basis of its LMP which included representatives from FODC, South West College, Jobs and Benefits Office, Western Health and Social Care Trust, Careers Service, and Invest NI.
10. This core team developed an LMP Action Plan for 2021/22 that focused on the mentorship support and delivery of four key academies to benefit the unemployed and economical inactive participants in the region, namely:

- Childcare;
 - Hospitality;
 - Welding; and
 - HGV and Coach driving.
11. With the implementation of its 2021/22 LMP Action Plan well underway, Fermanagh and Omagh District Council (FODC) has appointed Food for Thought to provide consultancy assistance to facilitate the development of the Fermanagh and Omagh (F&O) LMP Action Plan for 2022/23.

2.1.4. Supporting the delivery of the Fermanagh and Omagh 2030 Community Plan

12. FODC has recently published its 2030 Community Plan, which seeks to enhance collaboration to deliver the following shared vision for the district:

“Our district is a welcoming, shared and inclusive Fermanagh and Omagh district, where people and places are healthy, safe, connected and prosperous; and where our outstanding natural, built and cultural heritage is cherished and sustainably managed”



Figure 2: FODC Community Plan

13. The delivery of an effective LMP Action Plan for 2022/23 will seek to make a positive impact on five of the eight Community Planning Outcomes, namely:
- Outcome 1: “Our people are healthy and well, physically, mentally & emotionally”;
 - Outcome 2: Older people lead more independent, engaged and socially connected lives;
 - Outcome 3: “Our communities are inclusive, safe, resilient and empowered”;
 - Outcome 4: “Our people have the best start in life, with lifelong opportunities to fulfil their potential”; and
 - Outcome 5: “Our economy is thriving, expanding and outward looking”.

14. In particular, the 2022/23 LMP Action Plan will make a direct positive impact on the following indicators:
- A reduction in unemployment, measured by a reduction in Claimant Count numbers;
 - An improvement in basic education, measured by a reduction in the % working age with no qualifications;
 - An improvement in economic activity, measured by:
 - A reduction in the % of the local working age population who are economically inactive; and
 - A reduction in the % of local females who are economically inactive.
 and
 - An increase in the number of Apprenticeships created by local employers.

2.1.5. Purpose of this document

15. The purpose of this document is to summarise the findings of a strategic review undertaken during February and March 2022, and to set out Fermanagh and Omagh (F&O) LMP's Action Plan and proposed budget for 2022/23.
16. Subject to approval by DfC, this Action Plan will be implemented by Council officers and their appointed delivery partners under the oversight of the F&O LMP.

2.2. Approach to developing the F&O Labour Market Partnership 2022/23 Action Plan

2.2.1. LMP strategic planning methodology

17. Figure 3 sets out the approach taken to the development of the 2022/23 LMP Action Plan.

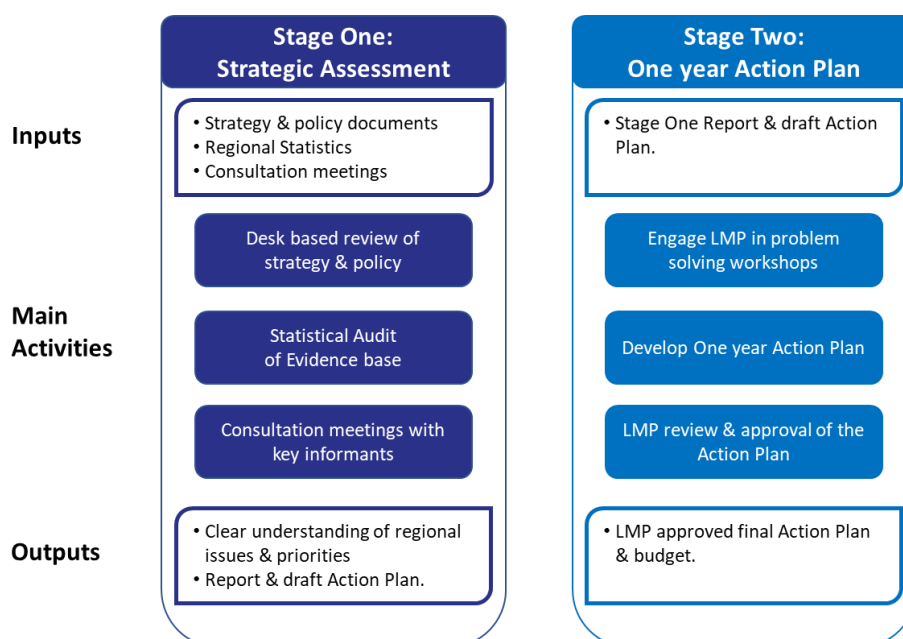


Figure 3: F&O LMP Action Plan approach

18. The plan has been developed through two key stages:

Stage One: Strategic Assessment – consisting of:

- a desk-based review of existing local and regional strategies and policies;
- a review of the statistical evidence relating to the health of the labour market and nature of economic activity in the FODC region; and
- a series of interviews and workshops with over 20 senior leaders representing the relevant key stakeholders with an interest in the labour market and employability issues in the region.

Stage Two: Action Plan Development – building on the findings from Stage One, a series of “turning the curve” workshops were held with the F&O LMP to:

- Understand emerging priorities and key themes;
- Perform a “turn the curve” review on key performance metrics to define relevant interventions that can deliver a positive impact and outcomes and;
- Agree a draft Action Plan and budget for approval.

19. The key outcomes and deliverables from this assessment process are the 2022/23 Action Plan and the associated 2022/23 LMP budget (See Sections 1 and **Error! Reference source not found.** respectively). An executive summary of the 2022/23 strategic Action Plan is set out below.

2.3. Summary of the strategic Action Plan for 2022/23

20. The 2022/23 plan will invest a total budget of £491,470.86 which will be funded by DfC.

Strategic Priority 1	To form and successfully deliver the functions of the local Labour Market Partnership
Key	Develop the 2022/23 Action Plan (this document).
Activities:	Undertake a local Employer skills survey.
	Develop a 3 year LMP strategy and the 2023/24 Action Plan.
Strategic Priority 2	To improve employability outcomes and/or labour market conditions locally
Key	Complete the delivery of the F&O 2021/22 LMP Action Plan.
Activities:	Develop & deliver:
	<ul style="list-style-type: none"> • a range of sectoral Employment Academies. • a ‘Gamified’ essential skills employability training academy. • a parent-focused skills gap programme. • a disability employment programme. • a female entrepreneur programme. • a childminder academy. • a “New Adventure” 50+ reskilling programme. • flexi-working employment programmes with local employers.
Strategic Priority 3	To support delivery of Employability NI
Key	Develop and communicate an employability programme register.
Activities:	Facilitate the development of new local Apprenticeship opportunities.

3. Findings from the consultation process

3.1. Consultation scope

21. In the course of developing this Action Plan, over 20 key labour market stakeholders were engaged in a series of one to one interviews and online workshops to gain insight into the specific priorities and needs of the labour market in the Fermanagh and Omagh district. Figure 4 below summarises the stakeholder groups involved.

Stakeholder Engagement

Sectors / Stakeholders engaged:

- Manufacturing
- Engineering
- Health & Social care
- Agrifood
- Retail
- Tourism & Hospitality
- Digital / IT
- Logistics
- Enterprise
- Education
- Childcare
- Disability

Did not engage:

- Construction



Figure 4: LMP stakeholder consultation groups

3.2. Key messages from stakeholder engagement

3.2.1. Feedback from FODC employers

22. Figure 5 summarises some of the key messages from employers in the F&O district.

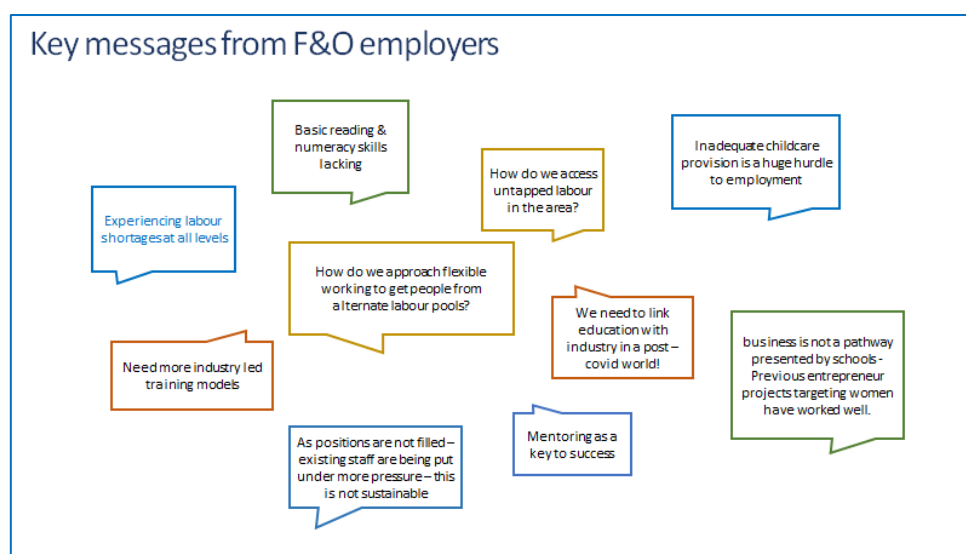


Figure 5: Key messages from F&O employers

23. Engagement with local employers confirmed for the most part that labour and skills shortages exist at all levels and across almost all sectors, with the exception of:

- The logistics sector – who consider the HGV academy in the F&O LMP 2021/22 Action Plan is making a successful contribution to address the specialist skills needs in this sector; and
 - The construction sector – two prominent local construction businesses were approached as part of the consultation process, but declined to participate citing ‘no issues’ with labour in their sector at this time.
24. This report recognises the small sample of businesses engaged in the consultation process provides a limited opinion on the current needs of any given sector, and a recommended action within this 2022/23 Action Plan includes a broader annual survey of local business skills and labour needs as a piece of key market research that should be conducted in advance of developing the next F&O LMP Action Plan.
25. Key priorities noted by local employers for the 2022/23 Action Plan, include:
- The need for industry-focused education and training delivery;
 - Addressing basic literacy and numeracy, with several examples referenced of locally resident employees who were deficient in these basic skills; and
 - Supporting Industry to be more flexible in its approach to the labour market, to create opportunities to improve access to a broader pool of untapped labour in the local market (economically inactive local residents).

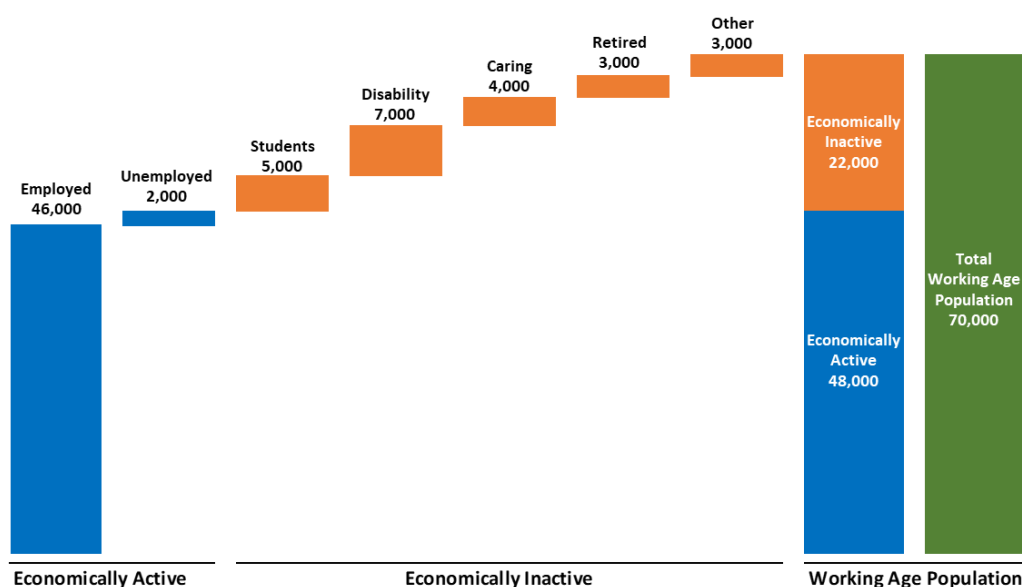
3.2.2. Feedback from employability and skills partners

26. Discussions with labour market employability and skills partners highlighted the importance of adequate investment in mentorship and pastoral care throughout the programme to support those furthest removed from the labour market to engage, fully participate, and see programmes through towards a successful outcome.
27. In this context, a key investment planned within the 2022/23 LMP Action Plan will be the employment of a community-based LMP programme mentor who will work alongside JBO work coach partners, the careers service, and community groups to lead and co-ordinate LMP programme engagement in the community. This is considered to be a critical success factor for the deliverability of the planned outcomes from the overall LMP Action Plan.

4. Findings from the Statistical Audit

4.1. Overview of the Fermanagh and Omagh District labour market

28. FODC is the least populated Local Government District in Northern Ireland (117,300 residents¹), with an aging population demographic that is expected to grow by 30% by 2030.²
29. Despite being a highly entrepreneurial region with over 8,200 registered businesses³ (99.1% of which are indigenous micro or small businesses), the region suffers one of the highest rates of economic inactivity at 30.8%⁴ and growing.
30. Figure 6 illustrates the profile of FODC's working age population.



Source: NISRA, 2020

Figure 6: FODC's Working Age Population Profile

4.2. Claimant Count⁵

31. Prior to the outbreak of the Covid-19 pandemic, FODC experienced a small but steady increase in claimant count numbers over recent years. The exact drivers of this pre-covid trend are not well understood, but could possibly be linked to the growing percentage of the FODC resident working population with no or low qualifications (See Section 4.4 below). A recent study of the region noted that 71% of non-employed residents have a qualification level of NQF level 2 or below compared to 44% of employed residents. This difference in qualification structure between employed and non employed emphasises the relationship between skills and employability.⁶

¹ Source: NISRA, NINIS. 2020.

² Source: UUEPC

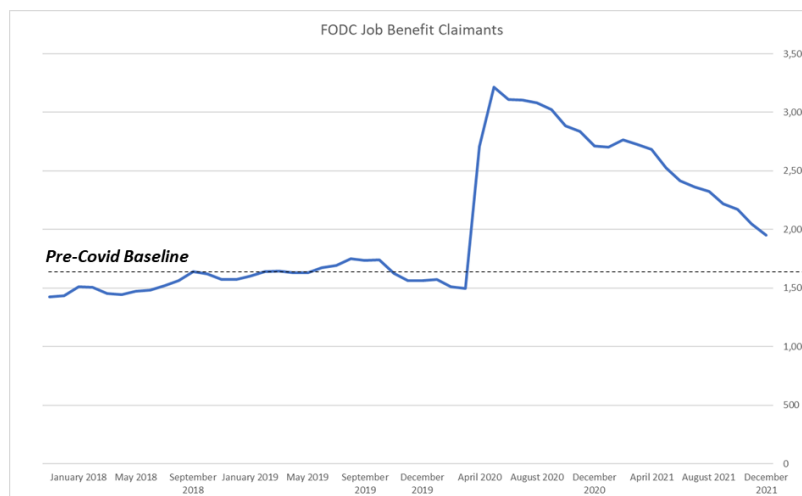
³ Source: NISRA, IDBR, 2021.

⁴ Source: NISRA, Labour Market Status, 2020.

⁵ Claimant Count refers to all people claiming Jobseeker's Allowance (JSA) plus those Universal Credit (UC) claimants who were claiming principally for the reason of being unemployed. Some claimants are wholly unemployed and seeking work, while others may be employed but with low earnings that make them eligible for unemployment related benefit support

⁶ Future Skills Needs – West, UUEPC, 2019.

32. Similar to many other Council regions, Covid-19 caused a significant spike in Claimant Count in early 2020, when the claimant numbers rose from a pre-Covid baseline of 1,577 to a peak of 3,215 in May 2020 – a 104% increase.



Source: NISRA, Claimant Count Monthly Data

Figure 7: FODC Claimant Count numbers

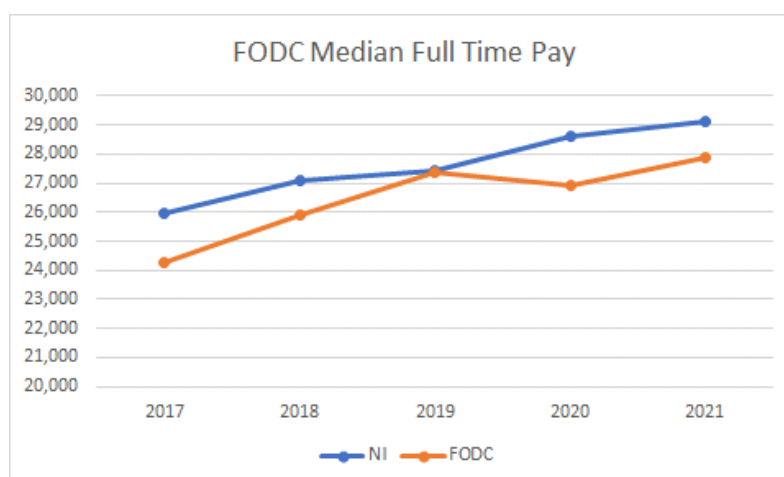
33. Despite analysts concerns at the time, the ending of the Government's Furlough scheme in September 2021 had minimal impact on employment. Claimant Count numbers have fallen steadily since the peak, and based on the most recent published figures at the time of this report now sit within 16% of the pre-covid baseline (1,830 claimants, Feb 2022).
34. Compared to other Council regions this represents a relatively successful recovery from Covid-19 in Claimant Count terms. However, as the region suffers one of the highest unemployment levels in Northern Ireland⁷, reducing Claimant Count numbers to levels below the pre-pandemic period will be a key focus for F&O LMP's 2022/23 Action Plan.

4.3. FODC Median Full Time Pay

35. Figure 8 shows that FODC's median full time pay rates have tracked in line with the overall median full time pay rates in Northern Ireland over the past five years, and whilst a small gap exists to the Northern Ireland rates, pay in the district is considered to be competitive in the context of what is the most rural and least populated region in the province.⁸

⁷ Source: NISRA, Labour Force Survey, 2020.

⁸ Source: NISRA, Annual Survey of Hours and Earnings.



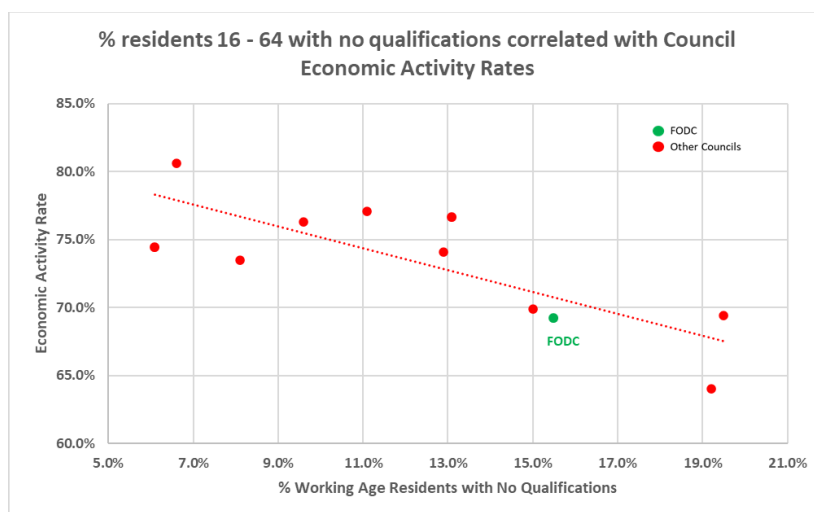
Source: NISRA, ASHE.

Figure 8: FODC Median Full Time Pay Rates

4.4. Qualifications

4.4.1. Percentage of residents aged 16 - 64 with no qualifications

36. FODC is one of Northern Ireland's poorest performing Council regions in relation to the percentage of residents with no qualifications, with 15.5% of the working age population holding no formal qualifications⁹. Figure 9 shows a clear correlation between the level of economic activity in a given Council region, and the percentage of working age residents with no qualifications.

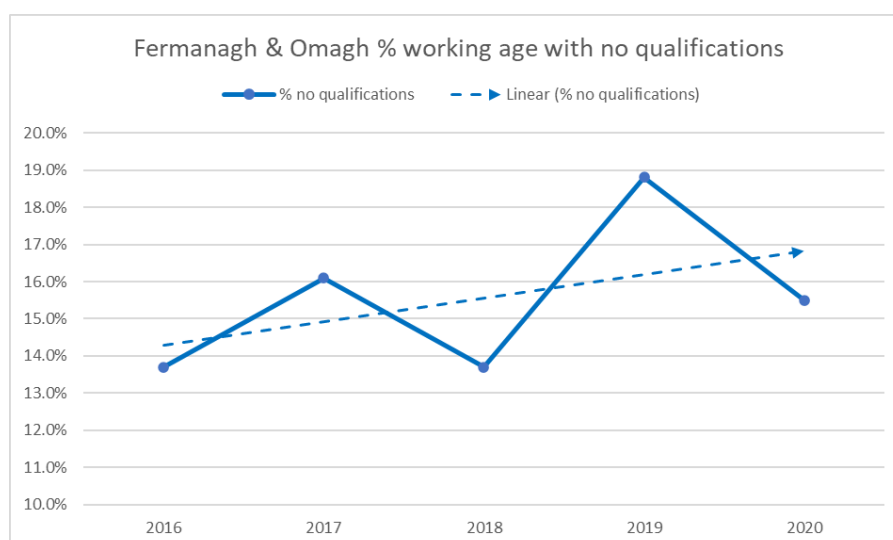


Source: NISRA, Labour Force Survey, 2020

Figure 9: Correlation of economic activity and % no qualifications

37. Of key concern to the F&O LMP is the negative trend in this statistic over the past five years which, when combined with the feedback from local employers in relation to numeracy and literacy issues with employees, would point to a priority need to invest in activities that promote essential skills development and improved education outcomes.

⁹ Compared to a Northern Ireland average of 12.7%. Source: NISRA Labour Force Survey, 2020.



Source: NISRA, Labour Force Survey

Figure 10: FODC % working age with no qualifications

38. The exact drivers behind this negative trend in F&O are not well understood. However, research conducted by Ulster University¹⁰ has shown clear correlation between lower educational attainment and parental worklessness, poverty, and lone parent-hood.¹¹
39. As three of FODC's Super Output Areas (SOA) are in the top 100 most deprived SOAs in Northern Ireland¹² the LMP Action Plan will consider investment in initiatives that support parents in the district's most deprived areas to help improve employability outcomes for their children.

4.4.2.FODC working age residents with qualifications at NVQ level 4 and below

40. Figure 11a shows that FODC's performance in the percentage of working age residents with qualifications up to NVQ level 4 has been in decline over the past five years. That said, Figure 11b confirms FODC continues as a region with one of the highest proportions of its residents holding qualifications up to NVQ level 4, although this does not appear to be a particularly strong determinant of high economic activity rates.

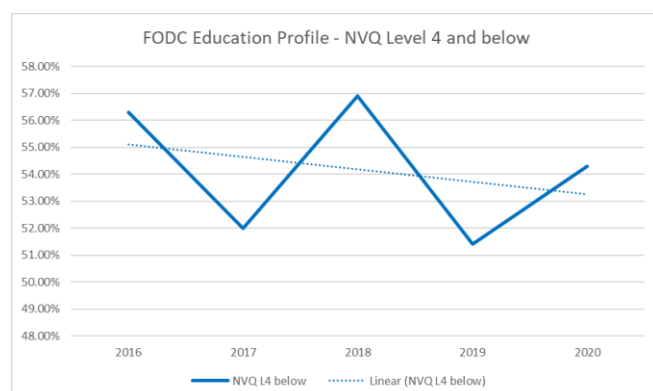


Figure 11a: Below NVQ Level 4 qualifications

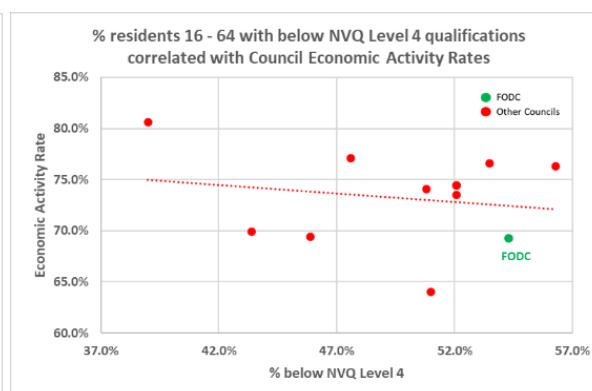


Figure 11b: Correlation to Economic Activity

¹⁰ Source: Ulster University Economic Policy Centre, Sub Regional Skills Barometer 2019: West.

¹¹ Source: Ulster University, Lone parents are linked to factors which adversely affect childhood education

¹² Devenish (44), Lisanelly 2 (46), Lisanelly 1 (47). Source: NINIS, NI Multiple Deprivation Measure 2017.

Source: NISRA, Labour Force Survey

4.4.3.FODC working age residents with qualifications at NVQ Level 4 or above

41. As with FODC's other educational performance metrics, Figure 12a shows the trend in the percentage of working age residents who hold qualifications at NVQ level 4 and above has been in decline over recent years, and as shown in Figure 12b, in 2020 FODC was the council region with the lowest percentage of its residents qualified at this level. The negative trend over recent years would support a view that the region has suffered a 'brain drain' effect as qualified local talent may have relocated to regions perhaps with higher paid jobs.
42. Figure 12b shows a strong correlation between this level of qualification and regional economic activity. Remedying this trend is likely to require a broad coordinated approach across all future Council strategic action plans, including the LMP Action Plans.

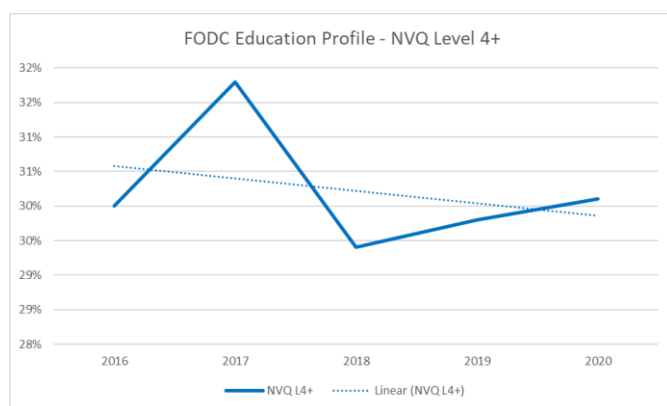


Figure 12a: NVQ Level 4+ qualifications

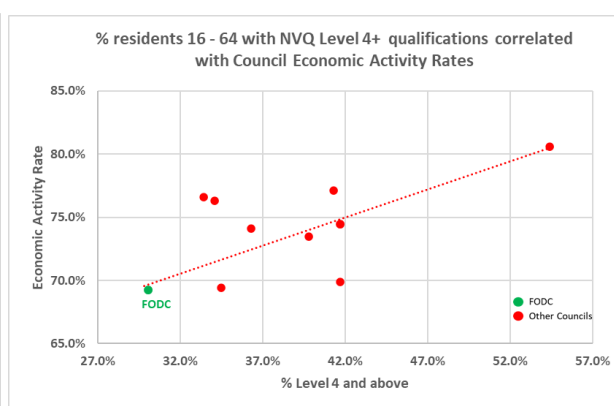


Figure 12b: Correlation to Economic Activity

Source: NISRA, Labour Force Survey

4.4.4.FODC Apprenticeships

43. An area where FODC has shown steady performance improvement over time has been in the creation of employed apprenticeships. Figure 13a shows a steady increase in apprenticeship numbers in the region over time, and Figure 13b confirms that FODC's rate of apprenticeship growth has kept pace with the overall growth rate in Northern Ireland and shows a trend of improved % market share over time.

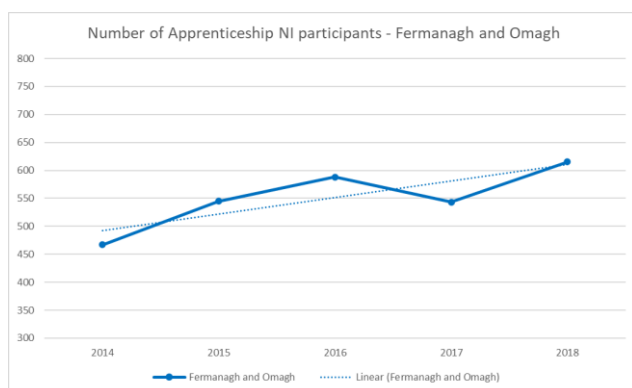


Figure 13a: FODC Apprenticeship NI numbers

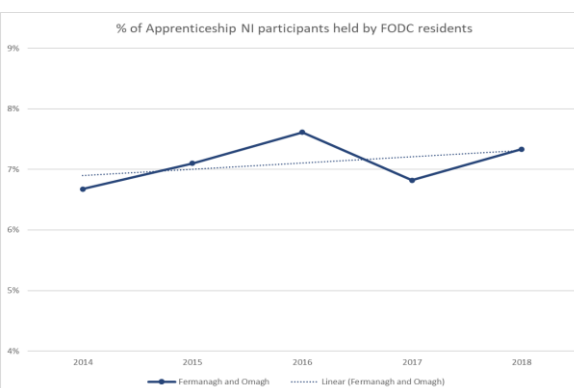


Figure 13b: % Apprenticeship NI market share

Source: NISRA: NINIS, Participants on ApprenticeshipsNI

44. F&O LMP and the employers consulted within this strategic review consider the Apprenticeship model to be well suited to meet the needs of both FODC residents and local employers in the region. The LMP 2022/23 Action Plan will consider how the Apprenticeship model can be further developed in the region.

4.5. Recent trends in FODC economic inactivity

4.5.1. FODC - a region with one of the lowest economic activity rates

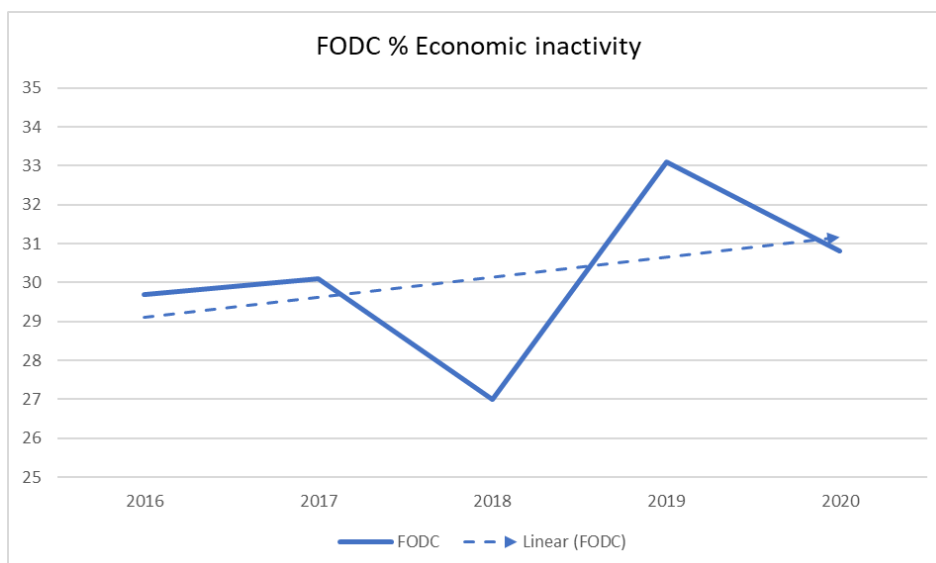
45. It is perhaps not entirely surprising that as the largest geographic council region, rural in its nature and with the lowest council population, FODC ranks as one of the least economically active regions in Northern Ireland, second only to Derry City & Strabane and 3.8% worse than the Northern Ireland average.

	2016	2017	2018	2019	2020	Number
Lisburn and Castlereagh	20.2%	22.3%	21.1%	17.4%	19.4%	18,000
Newry, Mourne and Down	24.3%	31.5%	31.0%	24.4%	22.9%	26,000
Mid Ulster	23.9%	23.2%	23.5%	22.4%	23.4%	23,000
Antrim and Newtownabbey	19.5%	19.5%	19.9%	20.6%	23.7%	21,000
Mid and East Antrim	23.9%	26.2%	25.5%	23.9%	25.6%	20,000
Armagh City, Banbridge and Craigavon	25.4%	24.9%	22.9%	25.7%	25.9%	34,000
Ards and North Down	22.5%	22.0%	25.5%	25.3%	26.5%	25,000
Belfast	26.1%	30.6%	32.7%	30.5%	30.1%	66,000
Causeway Coast and Glens	34.0%	33.8%	29.3%	29.9%	30.6%	26,000
Fermanagh and Omagh	29.7%	30.1%	27.0%	33.1%	30.8%	22,000
Derry City and Strabane	37.6%	36.9%	34.1%	30.4%	36.0%	34,000
NI	26.0%	27.6%	27.2%	26.2%	27.0%	314,000

Figure 14: Economic inactivity by LGD

46. Figure 15 shows the F&O region is experiencing a trend of growing economic inactivity. Exact drivers are not fully understood, but contributing factors are likely to include:

- the declining educational attainment profile of residents in the region across all levels;
- the growing percentage of the population aged 50+; and
- a decrease in female economic activity in the region.



Source: NISRA, Labour Force Survey

Figure 15: FODC economic inactivity rates

4.5.2. Age profile as a key factor in economic inactivity

47. An analysis of the age profile of the economically inactive population (excluding students) in FODC has confirmed a much higher proportion of this population group to be in the 50 – 64 age bracket.

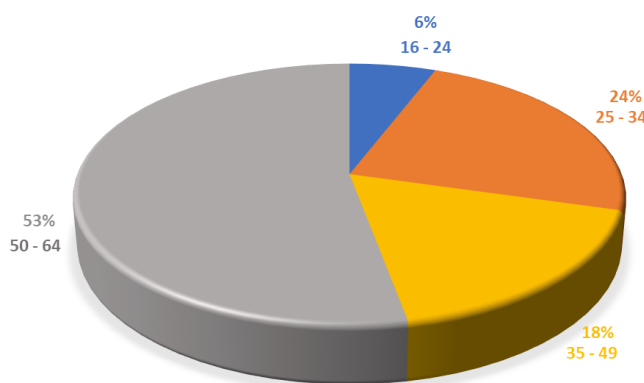


Figure 16: Age profile of FODC economically inactive¹³

48. The F&O LMP consider this age group is not typically well catered for in employability initiatives, and as it forms the largest cohort in FODC's economically inactive population, the LMP plans to invest in interventions that target this age group as part of the region's commitment to supporting lifelong learning.
49. The predominant reasons for economic inactivity in this age group are likely to include early retirement, and disability/ill health. The F&O LMP plans to invest in initiatives to address both of these drivers.

4.5.3. Motivating more mature, financially independent participants

50. F&O LMP recognise the motivational drivers that might encourage increased economic activity in an older age group may be less financially driven, and relate more to feel-good 'giving back' factors or factors relating to improved social inclusion.
51. Contrary to many other council regions, FODC showed a year on year decrease in economic inactivity between 2019 and the outbreak of Covid-19 in 2020. It was noted during discussions with the F&O LMP representatives the region benefited from strong support from retired health care workers re-entering the Health and Social Care sector in response to the sector's "Workforce Appeal" during the Covid-19 pandemic. As this sector is a strong employer in the region this may partly explain the apparent improvement in economic activity in the first year of the pandemic.
52. This motivation to 'give back' to the community rather being driven by a financial need has inspired the F&O LMP to consider actions that might motivate economic participation as a result of making a positive contribution to society (e.g. roles in the Health & Social Care sector, or mentoring roles in the education sector) or to tackle social inclusion and loneliness in this age group (e.g. participation in the highly social Tourism

¹³ Excluding students

& Hospitality sector.). Potential successes in this project could lead to rollout to support other relevant sectors in future (e.g. Retail).

4.5.4. Disability as a key challenge

53. This review has considered an analysis of the Disability Employment Gap across the eleven council regions – calculated as the difference in employment rates for those individuals with a recorded disability, compared to those with none.
54. Figure 17 shows that FODC has a particularly poor employment rate amongst people with a disability and records a Disability Employment Gap of 41.5%.

	Employment rate		Disability Employment Gap
	People with disabilities	People without disabilities	
Newry Mourne And Down	46.9%	80.6%	33.7%
Causeway Coast And Glens	40.9%	76.6%	35.7%
Mid And East Antrim	43.6%	79.9%	36.3%
Antrim And Newtownabbey	45.5%	82.0%	36.5%
Ards And North Down	43.1%	80.5%	37.4%
Lisburn And Castlereagh	46.3%	86.5%	40.2%
Fermanagh And Omagh	34.8%	76.3%	41.5%
Derry City And Strabane	33.8%	75.7%	41.9%
Belfast	32.7%	78.9%	46.2%
Armagh City Banbridge And Craigavon	35.6%	83.3%	47.7%
Mid Ulster	31.7%	81.8%	50.1%
Northern Ireland	38.1%	80.3%	42.2%
UK			27.9%

Source: NISRA, Labour Market Status, 2020

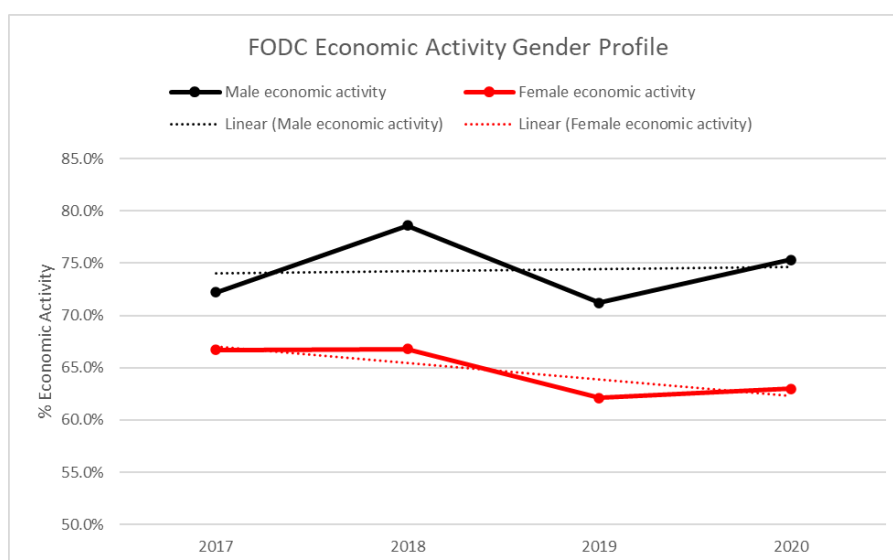
Figure 17: FODC's disability employment gap

55. In this context, and as disability and ill-health make up 41% of FODC's economically inactive (excluding students)¹⁴. The LMP Action Plan will invest in initiatives that support improved economic participation from those individuals with long term health and/or disability needs.

4.5.5. Addressing the Economic Activity Gender Gap

56. An analysis of FODC economic activity by gender shows a growing gender gap driven by a steady decrease in female economic participation over time.

¹⁴ Source: NISRA, Food for Thought bespoke data request, 2020.



Source: NISRA, Labour Force Annual Report

Figure 18: FODC's growing economic activity gender gap

57. As at 2020, the gender gap stood at 12.3%, which is significantly higher than the Northern Ireland average of 9%. The F&O LMP 2022/23 Action Plan provides an opportunity for the F&O LMP to turn the curve on this trend by investing in targeted initiatives that encourage women to return to work.
58. Over 74% of parents in the region state inadequate access to affordable childcare provision to be a key issue.¹⁵ An initiative that leads to improved access to affordable childcare provision could also facilitate improved female participation through employment.
59. Self-employment may also offer women the opportunity to contribute to the economy by tailoring their working week to fit around other demands on their time.

¹⁵ Source: Employers for Childcare, Northern Ireland Childcare Survey, 2021.

5. Summary of findings from the strategic assessment

5.1. Fermanagh and Omagh (F&O) LMP SWOT analysis

60. The SWOT analysis below summarises the findings from the Fermanagh and Omagh LMP strategic assessment.

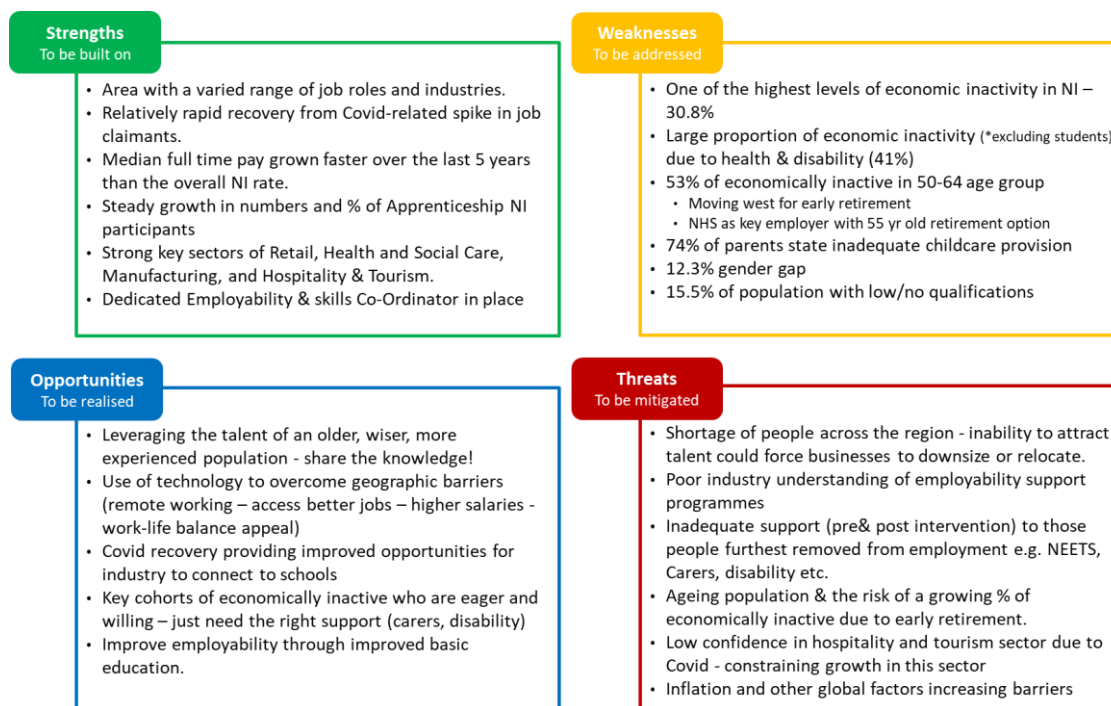


Figure 19: Fermanagh & Omagh LMP SWOT analysis

5.2. Defining strategic priorities

61. In developing its 2022/23 Action Plan, F&O LMP has focused on strategic priorities that best support the identified needs of the region as summarised in the SWOT analysis. “Turning the Curve” exercises have focused on three key themes, namely:
- Reducing unemployment** – whilst post-Covid recovery in Claimant Count has been relatively good¹⁶, the region has one of the lowest employment rates in Northern Ireland at just 67.2% and third only to Derry City & Strabane, and Belfast¹⁷. F&O LMP consider more can be done to reduce unemployment in the region;
 - Improving skilled labour supply** – the region is the third worst performing Council district for residents with no qualifications¹⁸ and is showing a worsening trend that needs to be addressed; and
 - Tackling the growing trend in economic inactivity** – by focusing on 3 underlying drivers:

¹⁶ Recovery is within 16% of pre-covid levels. Source: NISRA, Claimant Count Monthly Data.

¹⁷ Source: NISRA Labour Force Survey, 2020.

¹⁸ Source: NISRA Labour Force Survey, 2020.

1. ***Heath & disability*** - which makes up 41% of the regions economically inactive (excluding students)¹⁹;
 2. ***The age profile of the economically inactive*** – a large proportion of the economically inactive (53%)²⁰ are 50+ and this population demographic is set to continue to grow; and
 3. ***Addressing the growing gender gap in economic activity*** – female economic activity has been in decline over recent years and the region needs to address its 12.3% gender gap²¹.
62. Summary outputs from the turning the curve workshops are presented in the sections to follow.

¹⁹ Source: NISRA, Labour Force Annual Report 2020

²⁰ Source: NISRA, Food for Thought bespoke data request, 2020

²¹ Source: NISRA, Labour Market Status 2020.

5.3. Defining the interventions for 2022/23

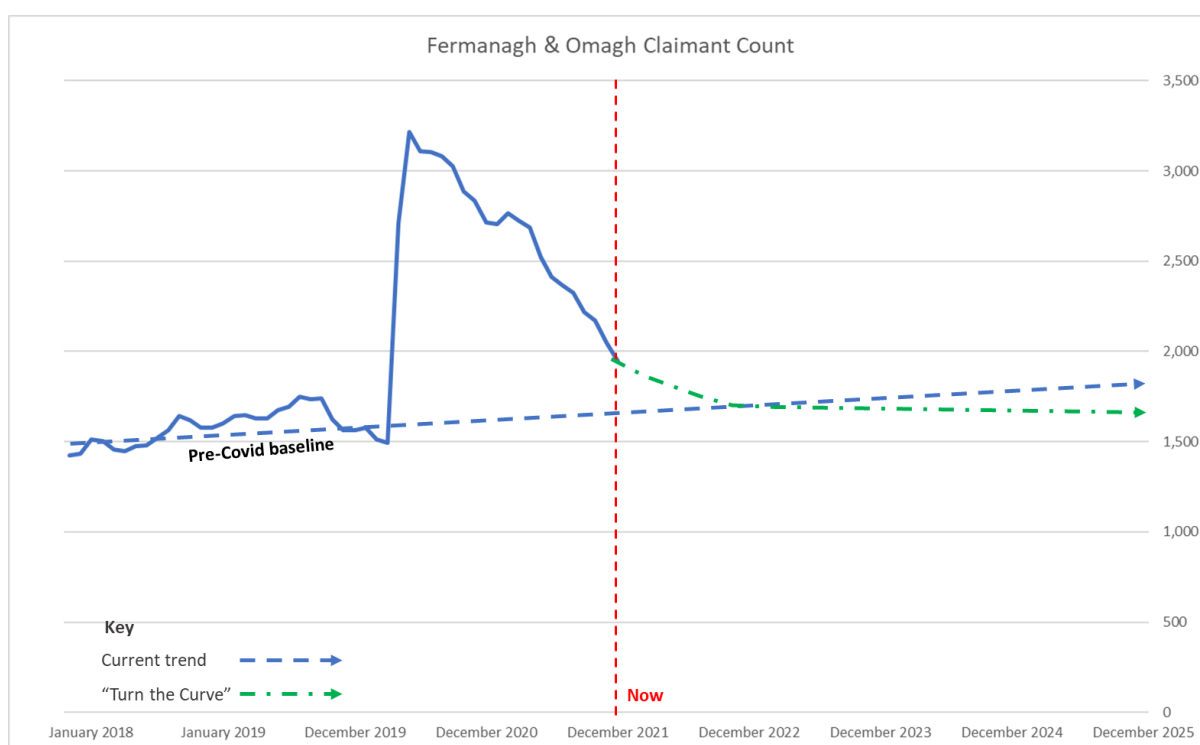
63. **To Note:** with reference to the Turning the Curve exercises, the term “Now” refers to the assessment of the most recently available data made at the time of the review.

5.3.1. Turning the curve: Reducing unemployment to better than pre-covid levels

1. Understanding the baseline.

INDICATOR: Claimant Count

As has been the case with many Local Government Districts, Fermanagh and Omagh experienced a sharp rise in Claimant Count as a consequence of Covid-19. Relatively rapid recovery has been made from a peak in Claimant Count numbers in May 2020, and claimant levels are now just 16% behind pre-Covid baseline levels.



Source: NISRA, Claimant Count Monthly Data

2. What factors are causing the problem?

- Exact drivers of the growing trend in unemployment in F&O pre-covid are not well understood, but could possibly be linked to the growing percentage of the FODC resident working population with no or low qualifications (See Section 4.4). A recent study of the region noted that 71% of non-employed residents have a qualification level of NQF level 2 or below compared to 44% of employed residents. This difference in qualification structure between employed and non employed emphasises the relationship between skills and employability.²²

What can be done?

- Further research into F&O employment trends.
- Sector focused employability academies to boost employability.
- Improved access to Apprenticeships to gain workplace qualifications.

4. How do we measure success?

- Reduction in Claimant Count

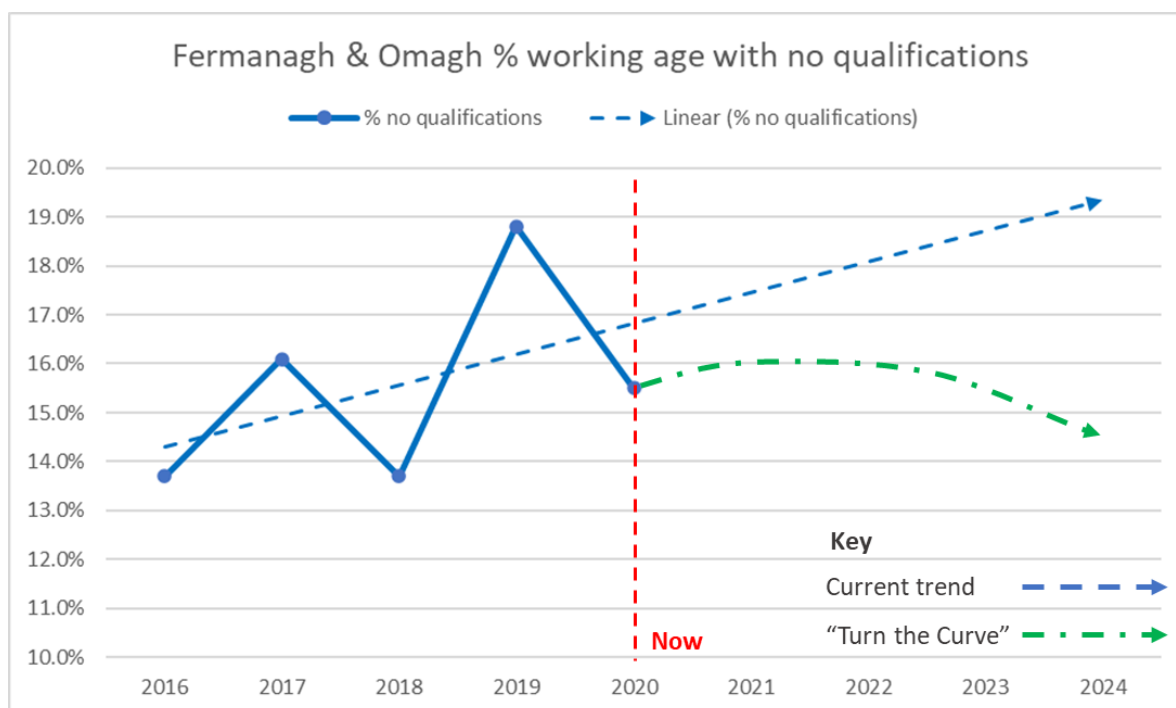
²² Future Skills Needs – West, UUEPC, 2019.

5.3.2. Turning the curve: Improving skilled labour supply

1. Understanding the baseline.

INDICATOR: % working age with no qualifications

Fermanagh and Omagh has experienced an increasing trend in the percentage of its working age population with no qualifications. This was initially considered to be a legacy issue driven by an older population who were less likely to have attained formal qualifications ‘back in the day’, in which case the trend should improve over time as that generation retires. The recent growing trend is concerning and may indicate a growing level of disengagement of young people in attaining formal qualifications. F&O employers cite examples of local employees who lack basic literacy and numeracy skills.



Source: NISRA, Labour Force Survey

2. What factors are causing the problem?

- Exact drivers for the region are not well understood, but research conducted by Ulster University has shown clear correlation between lower educational attainment and parental worklessness, poverty²³, and lone parent-hood.²⁴
- 3 of FODC's Super Output Areas (SOA) are in the top 100 most deprived SOAs in Northern Ireland.²⁵
- The relative decrease in FODC residents with NVQ level 4 and above noted at section 4.4.3 (which is possibly a result of qualified residents moving outside the district for higher paid jobs), may contribute to a relative % increase in the number of residents with no qualifications).

What can be done?

- 'Gamified' learning / use of VR technologies to reach target participants with an interactive, digitised essential skills curriculum.
- Parent-focused skills gap programme.
- Improved access to Apprenticeships.

4. How do we measure success?

- Reduction in the % working age with no qualifications.

²³ Source: Ulster University Economic Policy Centre, Sub Regional Skills Barometer 2019: West.

²⁴ Source: Ulster University, Lone parents are linked to factors which adversely affect childhood education

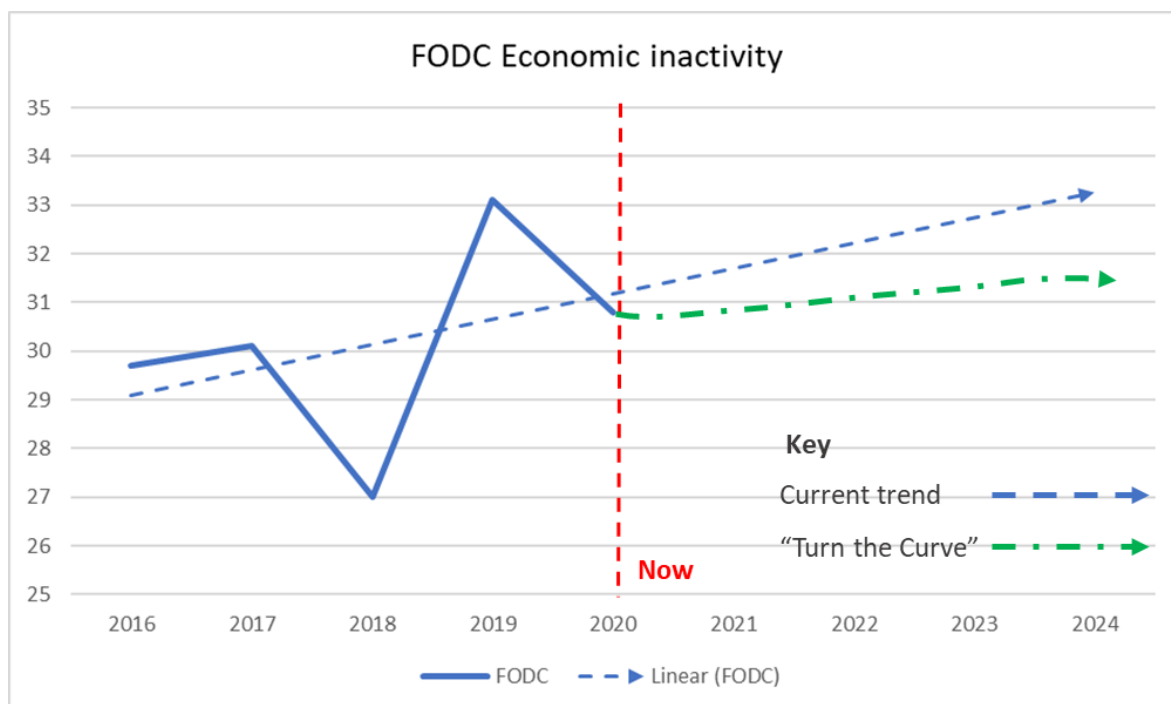
²⁵ Devenish (44), Lisanelly 2 (46), Lisanelly 1 (47). Source: NINIS, NI Multiple Deprivation Measure 2017.

5.3.3. Turning the curve: Tackling the growing trend in economic inactivity: Age and health related drivers

1. Understanding the baseline.

INDICATOR: Economic Inactivity Rate

The Fermanagh and Omagh region is experiencing a growing trend in economic inactivity over recent years. TTC workshop participants consider this may be linked to the F&O region being considered as a retirement destination, and the fact that a high percentage of the workforce are public sector employed and able to avail of early retirement options. Over half the economically inactive (53%) are in the 50 – 64 age group²⁶ and health & disability makes up 41% of the regions economically inactive (excluding students).²⁷



Source: NISRA, Labour Force Survey

2. What factors are causing the problem?

- An aging population demographic and a correspondingly high proportion of the economically inactive are in the 50 – 64 age group.
- a high % of economic inactivity is due to ill health & disability (41% excluding students).²⁸

What can be done?

- Interventions targeting improved engagement of an aging population:
 - encourage reskilling through life-long learning
 - encourage experienced and more mature people to give something back to their community e.g. mentoring younger people
- Engage employers on an employer-led disability employment programme.
- Improved access to Apprenticeships.

4. How do we measure success?

- Improvement in economic inactivity rates.

²⁶ NISRA, 2020.

²⁷ Source: NISRA, Labour Force Annual Report 2020

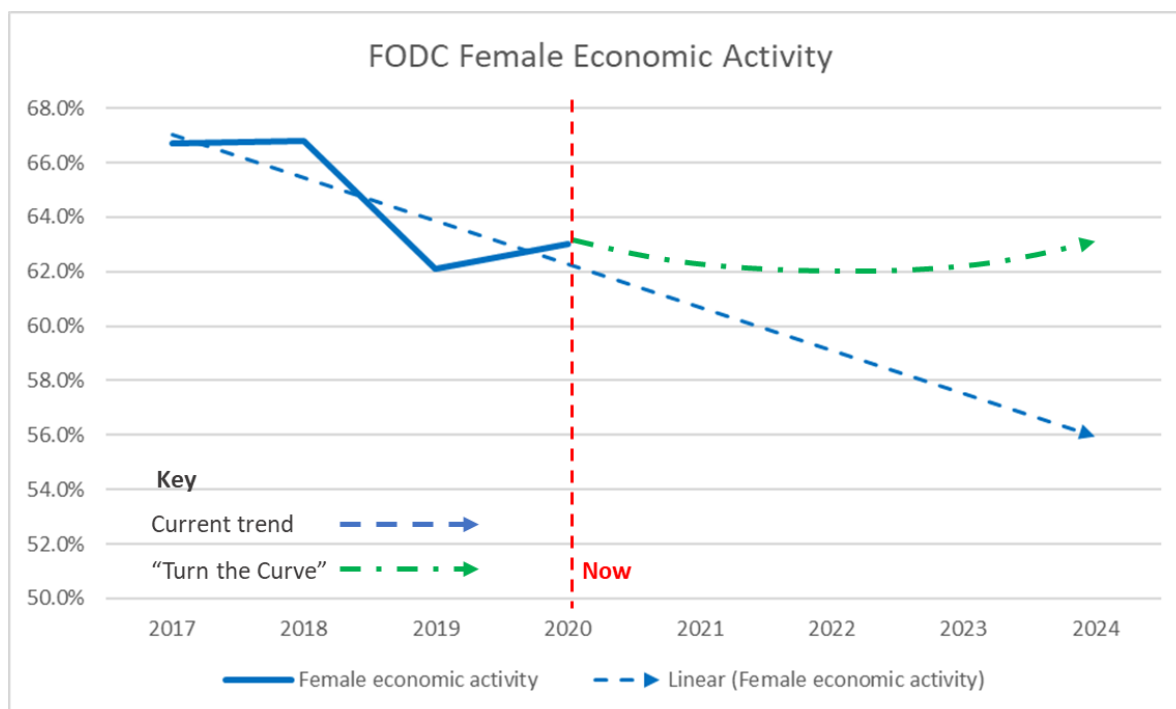
²⁸ Source: NISRA, Labour Force Annual Report 2020.

5.3.4. Turning the curve: Tackling the growing trend in economic inactivity: gender related drivers

1. Understanding the baseline.

INDICATOR: Female Economic Activity Rate

Fermanagh and Omagh have seen a steady decline in female economic activity in recent years, with a 3.7% reduction in female economic activity compared to a 3.1% improvement in male economic activity over the same period. This 6.8% gender difference has more than doubled the gender gap from 5.5% in 2017 to 12.3% in 2020.



Source: NISRA, Labour Force Annual Reports

2. What factors are causing the problem?

- Long term drivers of reducing female economic participation in F&O are unclear.
- A high proportion of parents in the F&O region cite access to affordable childcare as a key issue.²⁹

What can be done?

- Further research to understand trends in female economic activity in F&O.
- Female entrepreneurship programme to encourage women to start their own business and become self-employed.
- Improved access to affordable childcare.

4. How do we measure success?

- Improvement in female economic activity rate.

²⁹ Employers for Childcare, Northern Ireland Childcare Survey, 2021.

6. Fermanagh and Omagh LMP 2022/23 Action Plan

6.1. Alignment to strategic priorities

64. The F&O LMP Action Plan 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 the area - actions & associated costs relating to the formation and administration of the LMP, and its ability to determine future labour market needs;
 - **Strategic Priority 2** – To improve employability outcomes and/or labour market conditions locally - Local initiatives to “turn the curve” and address specific points of need as identified in this strategic review; and
 - **Strategic Priority 3** – To support delivery of Employability NI - actions that can support the more effective delivery of Employability NI e.g., promotion and referral to existing regional initiatives.
65. A range of indicators have been selected to assess delivery under each of these strategic priorities.

6.2. Baseline information

66. The F&O LMP Action Plan 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)	2021/22 Baseline										
Strategic Priority 1: To form and successfully deliver the functions of the local Labour Market Partnership for the area	Theme: LMP delivery and development Indicator: % LMP members supported and better informed through labour market and skills research.	No baseline.										
Strategic Priority 2: To improve employability outcomes and/or labour market conditions locally	Theme: Reduce unemployment to better than pre-covid levels Indicator: # Claimant Count	FODC Claimant Count as at November: (NINIS). <table><tr><td>2017</td><td>1,425</td></tr><tr><td>2018</td><td>1,575</td></tr><tr><td>2019</td><td>1,625</td></tr><tr><td>2020</td><td>2,835</td></tr><tr><td>2021</td><td>2,045</td></tr></table>	2017	1,425	2018	1,575	2019	1,625	2020	2,835	2021	2,045
2017	1,425											
2018	1,575											
2019	1,625											
2020	2,835											
2021	2,045											

Strategic Priorities	Indicators to which Local LMP makes a contribution (Source)	2021/22 Baseline										
	Theme: Improving skilled labour supply	FODC % working age with no qualifications										
	Indicator: % working age with no qualifications	<table><tr><td>2016</td><td>13.7%</td></tr><tr><td>2017</td><td>16.1%</td></tr><tr><td>2018</td><td>13.7%</td></tr><tr><td>2019</td><td>18.8%</td></tr><tr><td>2020</td><td>15.5%</td></tr></table>	2016	13.7%	2017	16.1%	2018	13.7%	2019	18.8%	2020	15.5%
		2016	13.7%									
		2017	16.1%									
		2018	13.7%									
		2019	18.8%									
2020	15.5%											
Theme: Tackle the growing trend in economic inactivity.	FODC economic inactivity rate: (table 1.1d, Labour Market Status 2020)											
Indicator: % economically inactive	<table><tr><td>2016</td><td>29.7%</td></tr><tr><td>2017</td><td>30.1%</td></tr><tr><td>2018</td><td>27.0%</td></tr><tr><td>2019</td><td>33.1%</td></tr><tr><td>2020</td><td>30.8%</td></tr></table>	2016	29.7%	2017	30.1%	2018	27.0%	2019	33.1%	2020	30.8%	
	2016	29.7%										
	2017	30.1%										
	2018	27.0%										
	2019	33.1%										
2020	30.8%											
Indicator: % females economically active.	FODC female economic activity. (table 1.3d, Labour Market Status 2020)											
	<table><tr><td>2016</td><td>No data</td></tr><tr><td>2017</td><td>66.7%</td></tr><tr><td>2018</td><td>66.8%</td></tr><tr><td>2019</td><td>62.1%</td></tr><tr><td>2020</td><td>63.0%</td></tr></table>	2016	No data	2017	66.7%	2018	66.8%	2019	62.1%	2020	63.0%	
2016	No data											
2017	66.7%											
2018	66.8%											
2019	62.1%											
2020	63.0%											
Strategic Priority 3: To support delivery of Employability NI	Increased awareness of employability and skills programmes and career pathways. Indicator: # employers better informed (LMP).	No baseline.										
	Increase Apprenticeship opportunities in the region # LMP facilitated apprenticeships (LMP)	No baseline.										

6.3. Action Plan

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

Indicators: % LMP members feel supported & informed in their role.

Theme	Aim & Description	Key Activities	Start	End
LMP delivery & development	Effective delivery of the 2022/23 Action Plan.	<p>SPI.1: Bi-monthly LMP meetings scheduled with clear Terms of Reference. Sub-groups to be formed based on need as determined by the LMP.</p> <p>SPI.2: Development of the 2022/23 LMP Action Plan</p> <p>SPI.3: Review the 2022/23 Action Plan; consider the output from SP1.5, and develop a new LMP Strategic Plan 2023-2026 and an Action Plan for 2023/24.</p> <p>SPI.4: Undertake an annual survey of the LMP members to assess the extent to which they feel they have an improved awareness of the F&O labour market</p>	1 April 2022	31 Mar 2023
	<p>Analyse the future needs of F&O labour market by undertaking a survey of local employers across all sectors to understand skills demand and vacancies.</p> <p>This research will help shape future LMP programme planning.</p>	<p>SPI.5: Annual employers survey and report as a local monitor of skills and labour demand.</p> <p>FODC have conducted several employer consultation exercises in the past three years and have found it a particular challenge to secure quality engagement and response rates, with unassisted percentage response rates in the low twenties.</p> <p>Through this Action Plan the F&O LMP will invest in building strong working relationships with F&O employers. This will require paid consultancy to assist Council Officers in the structured engagement of the employer base.</p> <p>This project will engage at least 30 companies representative of the main employment sectors in Fermanagh & Omagh District with a target of achieving a 60% response rate to understand skills needs to inform education partners and feed into future LMP Action Plans.</p>	1 Sept 2022	31 Dec 2022

Strategic Priority 2: To improve employability outcomes and/or labour market conditions locally**Indicators:** # Claimant Count; % working age with no qualifications; % economically inactive; % females economically active.

Theme	Aim & Description	Key Activities	Start	End
Reduce unemployment to better than pre-covid levels	<p>2021/22 LMP Action Plan. Complete the delivery of the 2021/22 LMP Action Plan.</p> <p>Consult the F&O 2021/22 LMP Action Plan for full details of Key activities and costs – a summary presented herein for context along with the performance measure outcomes.</p>	<p>SP2.0a: Childcare academy</p> <p>Develop and deliver a Childcare Academy targeted at those identified as economically inactive & long term unemployed to provide support and employability skills.</p> <p>Work with local employers within the childcare sector and assist them in creating opportunities that are appealing to those who are economically inactive, long term unemployed develop a more flexible and agile approach to employment to suit the needs of academy participants.</p>	1 April 2022	30 June 2022
		<p>SP2.0b: Hospitality employment academy</p> <p>Develop & Deliver Academy comprising of 12 days training. (1 day is equivalent to 5hrs) A range of short, accredited courses including Basic Food Hygiene and Welcome Host would be incorporated. Participants would also be supported to complete personal development modules and work with employers in the sector about the type of work involved in the Hospitality and Tourism industry.</p>	1 April 2022	30 June 2022
		<p>SP2.0c: Welding employment academy</p> <p>Develop & Deliver Academy comprising 12 days training(1 day is equivalent to 5hrs). Participants would receive a City and Guilds Qualification – Level 1 Award in Engineering.</p>	1 April 2022	30 June 2022

Strategic Priority 2: To improve employability outcomes and/or labour market conditions locally**Indicators:** # Claimant Count; % working age with no qualifications; % economically inactive; % females economically active.

Theme	Aim & Description	Key Activities	Start	End
		Participants would also be supported to complete personal development modules and work with employers in the sector about the type of work involved in the Hospitality and Tourism industry.		
		SP2.0d: HGV and Coach driving academy. Develop & Deliver Academy in collaboration with local employers to support 30 participants to achieve their HGV / Coach License and provide barrier payments for them to participate fully in the academy and move to employment.	1 April 2022	30 June 2022
	<p>Sectoral Employment Academies Reduce the Claimant Count to levels below the pre-covid baseline through sector focused employment academies to reduce unemployment.</p> <p>F&O LMP consider the success of these employment academies will be dependent on the provision of a strong level of employability facilitator and 1 hour 1 to 1 mentor support, to work alongside LMP partner resources (including the JBOs) pre-programme (to encourage and recruit participants to the scheme), during the programme (to sustain attendance and address blockers to participation) and post-programme (to encourage participants into sustainable work patterns).</p>	<p>SP2.1: Sectoral Employment academies - interventions linked to employer need, targeting the unemployed, under-employed, those at risk of redundancy and those who want to skill up.</p> <p>6 x 6-week employment academies with 15 people per academy:</p> <ul style="list-style-type: none"> • Electrical engineering. • Mechanical engineering. • Basic Food Processing. • Tourism & hospitality. • Health & social care. • Digital skills. <p>Employability facilitator/mentor to engage the participants.</p> <p>Personal employability development plans, CV writing & mock interviews.</p> <p>Industry specialist lecturers to lead the classes.</p>	1 June 2022	31 Mar 2023

Strategic Priority 2: To improve employability outcomes and/or labour market conditions locally**Indicators:** # Claimant Count; % working age with no qualifications; % economically inactive; % females economically active.

Theme	Aim & Description	Key Activities	Start	End
		Digital literacy improvement.		
Improving skilled labour supply	<p>Gamified essential skills learning</p> <p>The statistical audit conducted as part of the strategic assessment for this Action Plan has shown that FODC has a growing % of residents with no formal qualifications.</p> <p>Employers cite recent examples of local young people who lack basic literacy and numeracy skills and who are unable to follow basic work instructions.</p> <p>The F&O LMP consider a novel approach is required to encourage greater participation in Essential Skills training.</p>	<p>SP2.3: Gamified essential skills learning – use of novel digital technologies and/or Virtual Reality (VR) technology to provide a new learning experience to deliver essential skills training in a format that can attract and engage young unemployed people or working age to acquire basic qualifications in English and Maths.</p> <p>This project aims to develop a digital learning solution and then pilot with two cohorts:</p> <ul style="list-style-type: none"> • 10 students in basic literacy; and • 10 students in basic numeracy. <p>The project includes a one-off cost to build these novel learning solutions, and if the pilot proves successful these can then be re-used in the future rollout of the programme which if successful may have application beyond F&O</p>	1 July 22	31 Mar 23
	<p>Parent focused skills gap programme</p> <p>There is a strong correlation between low educational attainment and reduced economic activity.</p> <p>Turning F&O's increasing trend in % of residents with no qualifications will take time and the LMP consider this is best</p>	<p>SP2.4: Parent-focused skills gap programme – a project aimed at encouraging and supporting groups of parents to take a stronger interest and influence in their children's career and skills development and career opportunities realisation plan.</p> <ul style="list-style-type: none"> • 3 targeted community areas collaborating with partner schools in the area 	1 Sept 22	31 Mar 23

Strategic Priority 2: To improve employability outcomes and/or labour market conditions locally**Indicators:** # Claimant Count; % working age with no qualifications; % economically inactive; % females economically active.

Theme	Aim & Description	Key Activities	Start	End
	<p>addressed early with young people to improve future employability outcomes.</p> <p>Recent research by UU has shown there is a clear link between low educational attainment and parental worklessness, poverty, and lone parent-hood.</p> <p>F&O LMP Action Plan to invest in an initiative that improves employability outcomes for young people (aged 14-16) in the region through a programme that engages parents to take an interest in their young adults employability plan and goals for skills attainment.</p> <p>Working in collaboration with the Careers Service, 3 local schools, F&O LMP plan to invest in a programme to support and encourage parents from disadvantaged areas to engage with their children at Key Stage 4 to develop improved employability skills.</p>	<ul style="list-style-type: none"> • 1 x 2 hour parent employability coaching club per area per week over the school term to encourage young people to develop their career opportunity pathways • 10 parents plus child per club (20 participants) • Repeat over two terms 		
Tackle the growing trend in economic inactivity.	<p>Employer-led Disability Inclusion programme</p> <p>Health & disability is the single largest driver of economic inactivity in FODC.</p>	<p>SP2.5: Employer-led Disability Inclusion programme pilot to increase the number of disabled people in paid employment. Engage disability sector charitable subject-matter expertise with access to design and deliver the initiative.</p>	1 Dec 22	31 Mar 23

Strategic Priority 2: To improve employability outcomes and/or labour market conditions locally**Indicators:** # Claimant Count; % working age with no qualifications; % economically inactive; % females economically active.

Theme	Aim & Description	Key Activities	Start	End
	<p>Many existing initiatives successfully focus on engaging people with disabilities to develop and address their employability needs, but few focus on preparing the employers on embracing, understanding and developing initiatives that improve employer engagement, understanding and participation in disability employment.</p> <p>The LMP will invest in an employer-led employability programme that aims to improve employer understanding of special needs and the support services available. Case studies will celebrate success and will be shared with other employers, employees, and key stakeholders at future employability events, and through social media.</p>	<p>Up to 20 prominent local employers in a targeted Employer led and focused programme.</p> <p>Deliver an employer education & awareness programme to:</p> <ul style="list-style-type: none"> • address knowledge gaps & misperceptions about disability • inform on available support (Access to Work; Workable NI) • Pilot targeted recruitment programme & access available support packages to place participants. • Develop & publicise case studies. 		
	<p>Female entrepreneur programme Improve female economic activity by encouraging economically inactive women to start their own business through a capability-building programme for female entrepreneurs.</p> <p>The programme will work with female clients over a six month period, providing enhanced enterprise development support tailored to address</p>	<p>SP2.6: Female entrepreneur programme</p> <p>Enterprise programme to support 15 female participants to explore and test new business ideas, improve enterprise skills, develop new networks commence trading and progress to starting a business.</p> <ul style="list-style-type: none"> • Class based learning (including an industry visit) • One to one mentoring, estimate 4 days per participant 	1 Sep 22	28 Feb 23

Strategic Priority 2: To improve employability outcomes and/or labour market conditions locally**Indicators:** # Claimant Count; % working age with no qualifications; % economically inactive; % females economically active.

Theme	Aim & Description	Key Activities	Start	End
	<p>individual needs and barriers, enabling participants to commence test trading.</p> <p>F&O LMP's Invest NI members have been engaged in the development of this project proposal which will 'wraparound', complement and be additional to existing Go For It support.</p>	<ul style="list-style-type: none"> £1,500 support with start-up costs relevant to the business idea as approved by the course tutor in compliance with F&O LMP terms to be specified in the design of the tender specification for this project (e.g., IT or other necessary equipment). 		
	<p>Registered Childminder training academy</p> <p>74% of parents in FODC region identify affordable child care as a problem in the region.</p> <p>F&O LMP will invest in registered childminder training to increase the provision of affordable child care in the region.</p> <p>The aim of this programme is to engage F&O unemployed or economically inactive participants to become economically active through the delivery of paid childminding services, which in turn will support other F&O participants (parents) to be more economically active.</p>	<p>SP2.7: Registered Childminder training academy, classroom based to engage and recruit 25 participants into the programme to train to meet the minimum requirements as a registered child minder (Health & Safety; Child Protection; First aid) and be supported through the registration process with the H&SC Early Years Team to ensure a successful outcome (support to include application paperwork, preparation for inspection visits, general encouragement and motivation to complete the programme).</p> <p>Registered participants will also receive 1 to 1 mentoring and support with equipment needed to safely deliver child-minding e.g. fire guards; stair gates, baby monitor etc.</p>	1 Sep 22	31 Mar 23

Strategic Priority 2: To improve employability outcomes and/or labour market conditions locally**Indicators:** # Claimant Count; % working age with no qualifications; % economically inactive; % females economically active.

Theme	Aim & Description	Key Activities	Start	End
	<p>Childminder training is relatively low cost to deliver but without a supported programme, economically inactive residents are unlikely to engage. This programme will ensure participants are fully supported towards a successful outcome.</p>			
	<p>“New adventure” 6-week reskilling employment academies A large proportion of FODC regions economically inactive are aged 50 – 64.</p> <p>F&O LMP recognise there are few interventions that target this age group with opportunities to reskill through a life-long learning approach.</p> <p>Personal finances may not necessarily be the motivating factor - a sense of purpose / giving something back may be a greater driver – the Health Care sector might appeal to some.</p> <p>Loneliness and a sense of social disengagement can also be an issue and opportunities for social engagement may be important. Older people have developed great character and have stories to tell – the Tourism & Hospitality sector might appeal to some.</p>	<p>SP2.8: “New adventure” 6-week reskilling employment academies aimed at economically inactive participants who are aged 50+.</p> <p>The programme will target the recruitment and training of 3 cohorts of 10 people to support three key sectors in the region:</p> <ul style="list-style-type: none"> • the education sector; • the Health & Social care sector; and • the Tourism & Hospitality sector. <p>F&O LMP consider older people are unlikely to want to train in an environment with younger people and training is likely to require greater support at a slower pace. The budget must allow for alternative delivery venues and a sympathetic training pace.</p>	1 Sept 22	31 Mar 23

Strategic Priority 2: To improve employability outcomes and/or labour market conditions locally**Indicators:** # Claimant Count; % working age with no qualifications; % economically inactive; % females economically active.

Theme	Aim & Description	Key Activities	Start	End
	<p>Flexi-work Employer Engagement programme</p> <p>In partnership with JBO colleagues, engage and educate employers to consider a more flexible approach to job design to support improved access to economically inactive labour pools: e.g. Part time (<15hrs) shifts x 3 versus 1 FT 40 hr shift.</p> <p>Offset working hours / amended shift patterns to suit those with caring duties</p>	<p>SP2.9: Flexi-work Employer Engagement programme, encouraging Employers to ‘think outside the box’ to develop innovative approaches to job design and recruitment to reduce hurdles to employment for the economically inactive.</p> <p>10 employers engaged from across the F&O district to design alternative work patterns or job carve role descriptions to create flexible employment opportunities to better engage and employ at least 8 economically inactive people.</p> <p>Develop case studies and promote successes to the FODC business community.</p>	1 Sept 22	31 Dec 22

Strategic Priority 3: To support delivery of Employability NI (ENI)**Indicators:** # employers better informed. # LMP facilitated apprenticeships (LMP)

Theme	Aim & Description	Key Activities	Start	End
Build understanding & promote uptake of Employability NI schemes.	<p>Employability and skills intervention map</p> <p>Fermanagh & Omagh LMP's strategic review and stakeholder engagement exercise has evidenced that industry awareness of Employability NI and available support schemes is low.</p> <p>Collaborating with FODC and DfC, the LMP will build & maintain a register of all regional and local employability and skills delivery organisations and initiatives to provide stakeholders with a complete understanding of the existing support landscape.</p> <p>Promote the programmes and support / encourage employers and participants to access and implement the schemes.</p>	<p>SP3.1: Map all existing employability and skills interventions available to FODC employers.</p> <p>Define the purpose, scope, support offer, eligibility criteria.</p> <p>Register to be updated annually and published on the FODC website to enable local employers and participants to access the information.</p>	1 June 22	30 Sept 22
Increase Apprenticeship opportunities in the region	<p>Online apprenticeship brokerage service</p> <p>F&O LMP recognise the significant benefit the Apprenticeship NI programme has been to the FODC region's employers, with a 32%</p>	<p>SP3.2: Pilot of a facilitated online apprenticeship brokerage service that works with local employers to identify and publicise new FODC employer apprenticeship opportunities and provides recruitment links with FODC resident participants who are interested in developing their skills and qualifications through on the job learning.</p>	1 June 22	31 Dec 22

Strategic Priority 3: To support delivery of Employability NI (ENI)**Indicators:** # employers better informed. # LMP facilitated apprenticeships (LMP)

Theme	Aim & Description	Key Activities	Start	End
	<p>increase in apprenticeships through the scheme between 2014 and 2018³⁰ The region's growth in Apprenticeships has been in line with overall growth in Northern Ireland.</p> <p>The F&O LMP wish to invest in a programme that further drives the success of Apprenticeships in the region, by providing employers and participants with improved, tailored access to a database of local Apprenticeship opportunities.</p> <p>This programme will work in collaboration with DfE to ensure the project complements existing initiatives as a non-overlapping wraparound to existing initiatives, and aims to work with employers to define new apprenticeship opportunities, work with local educators to deliver the training, and recruit locally to develop a pipeline of opportunities with high calibre candidates.</p>	<p>The apprenticeship opportunities will be designed to meet the specific needs of the F&O employers engaged in the programme but will be a minimum Level 2 apprenticeship lasting 12 to 18 months with an overall aim of leading to permanent employment.</p>		

³⁰ 467 to 615 apprenticeships. Source: NISRA, Participants on Programme-Led Apprenticeships (administrative geographies)

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