

FERMANAGH AND OMAGH

**Labour Market Partnership**  
**Working Together**



# **FERMANAGH AND OMAGH LABOUR MARKET PARTNERSHIP Annual Report 2022/23**



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## Chairperson Foreword

It is my privilege to have been Chair of Fermanagh and Omagh Labour Market Partnership since May 2022, working alongside a diverse range of very talented people with a shared passion of improving labour market conditions within Fermanagh and Omagh District Council area.

One role of the Labour Market Partnership is to develop an action plan detailing employability and skills initiatives to be delivered within the Fermanagh and Omagh District Council area.

The Fermanagh and Omagh Labour Market Partnership Action Plan 2022/23 focused on programmes that reduced the level of unemployment, improved skilled labour supply and tackled the growing trend in economic inactivity.

Despite some initial time challenges and a reduced budget, the Fermanagh and Omagh Labour Market Partnership successfully delivered a number of employability and skills initiatives.

I am particularly delighted with the success of our Gamified Essential Skills Learning Programme. This new innovative programme developed literacy and numeracy software for use with VR Headsets and hand held tablets, providing a new learning experience for those of working age. Using this new software, specialised tutors delivered training, helping participants acquire a basic qualification in numeracy and/or literacy.

The success of the initiatives delivered through the 2022/23 Action Plan relies on the level of support each participant receives on a one-to-one basis, and I must acknowledge the level of dedication and mentoring provided by our delivery agents who committed so much time and effort ensuring any barriers were removed to enable participants to fully engage and complete the programmes.

The completion of a local employer survey by external consultants 'Food for Thought' has provided a number of recommendations going forward on how to improve local labour market conditions and we, as a partnership, look forward to implementing these in our future Action Plans.

Finally I would like to thank the Department for Communities for their continued funding and guidance over the past year.

I would also like to thank the members of the Labour Market Partnership and the staff of Fermanagh and Omagh District Council for their hard work and commitment during a very busy and challenging year.

Let's hope with continued funding the Fermanagh and Omagh Labour Market Partnership is set for a promising future ahead.

Ciaran McManus

## FERMANAGH AND OMAGH LABOUR MARKET PARTNERSHIP (FO LMP)

### Background

Fermanagh and Omagh Labour Market Partnership was first formed in July 2021 on an interim basis after the Department for Communities invited all Councils to establish a local Labour Market Partnership, that would focus on the engagement at both a regional and local Council level and ensure all relevant partners and stakeholders were engaged in addressing local employability outcomes, labour market conditions and the provision of employability services.

The aim of the Labour Market Partnership is:

*‘to help improve employability outcomes and labour market conditions locally by working through coordinated, collaborative, multi-agency partnerships, achieving regional objectives whilst being flexible to meet the needs presented by localised conditions and helping to connect employers with employees’.*

### Development of Action Plans

Fermanagh and Omagh Labour Market Partnership developed an Action Plan for 2021/22, using indicator and performance measure information.

Four short academies were successfully delivered, increasing the employability skills of local unemployed/economically inactive residents and filling job vacancies within the area.

Following on from the success of these short academies Fermanagh and Omagh Labour Market Partnership procured external consultants, Food for Thought, to undertake a strategic assessment and develop the Action Plan for 2022/23, focusing on the following objectives:

- Economic Inactivity - People not in employment who have not been seeking employment within the last four weeks and/ or are unable to start work in the next two weeks;
- Long Term Unemployed - People who have been unemployed for 12 months or more;
- Youth Unemployment - in the context of youth unemployment, young people are defined as those aged 16 to 24 years;
- Disability – People who report a physical or mental health condition(s) or illnesses lasting or expected to last 12 months or more where this reduces their ability to carry out day-to-day activities.
- 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 - Temporary but significant disruption to supply chains.












### Outcome Based Accountability



To measure impact and improve accountability the Fermanagh and Omagh Labour Market Partnership uses the Outcomes Based Approach (OBA). This approach also supports the achievement of relevant Programme for Government outcomes that improve on indicators relating to employability and skills, including:

- Indicator 17: Economic inactivity rate excluding students;
- Indicator 32: Employment rates for 16-64 year olds by deprivation quintile;
- Indicator 33: Percentage of people working part time who would like to work more hours.

For each initiative identified in the Action Plan a project card and thematic report card are completed every quarter to ensure impact is measured and that the right projects are being delivered to meet identified needs.

## Fermanagh and Omagh Labour Market Partnership Membership

LMP Members	Organisation	Logo
Ciaran McManus (Chairperson)	South West College	
Colleen McGaughey	Careers Service (Department for the Economy (DfE))	
Amanda McFarland	Department for the Communities	
Dessie Gamble	Fermanagh Learning Community	
Frances McQuaid	Fermanagh and Omagh District Council	
Gerry McGinn	Jobs and Benefits Office, Omagh	
Karan McGale	Jobs and Benefits Office, Enniskillen	
Marty McLoughlin	Disability Action NI	
Ethna McNamee	Invest NI – Regional Manager	
Shirley Devlin	Invest NI – Client Representative	
Stephen Kelly	Manufacturing NI	
Michael Bell	NI Food & Drink	
Teresa Bradley	Omagh Learning Community	
Anne Shine	Western Health and Social Care Trust	

Council Officers	Name	Logo
Director Regeneration and Planning	Kim McLaughlin	 
Head of Economic Development and Investment	Kieran McCrory	
Economic and Regeneration Manager	Donagh Jackman	
Employability & Skills Co-Ordinator	Roisin Montague	



## Action Plan Report

This Annual Report refers to the second year of the Fermanagh and Omagh Labour Market Partnership and covers the funding period 1 April 2022 to 31 March 2023, with the delivery of some projects being continued into 2023/24.

The projects delivered by the Partnership during 2022/23 period are outlined under three Strategic Priorities below.

### Strategic Priority 1:

**To form and successfully deliver the functions of the local Labour Market Partnership for the area**

### SP1 Theme - LMP delivery and development

#### Key Activity 1: Effective delivery of 2022/23 Action Plan

Fermanagh and Omagh Labour Market Partnership expanded and welcomed new members onto the Partnership, increasing its membership from nine to 14.

A formal launch of the Fermanagh and Omagh Labour Market Partnership took place in The Townhall, Enniskillen on 6 September 2022, with representatives from the Department for Communities in attendance.

The following photo includes Cllr Barry McElduff, Chair of Fermanagh and Omagh District Council, Fermanagh and Omagh Labour Market Partnership Members and Fermanagh and Omagh District Council staff, who act as secretariat for the Labour Market Partnership.



**Key Activity 2: Development of an annual employers' survey and report as a local monitor of skills and labour demand.**

To develop the Fermanagh and Omagh Labour Market Partnership Action Plan 2022/23, 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.

Following a procurement exercise, external consultants 'Food for Thought' were recruited to undertake an employers' survey and produce a report on the local monitor of skills and labour demand.

Key observations from this survey were as follows:

- Fermanagh and Omagh employers are optimistic for economic growth with 80% of companies expecting sales revenue to remain stable or grow;
- Demand for labour will continue to increase - 84% of companies predicting an increase in their employee headcount in the next three years;
- It is becoming increasingly difficult to attract staff - 51% expect that attracting new staff will be a challenge;
- Four key sectors account for 81% of job vacancies: - Health and Social care, Manufacturing & Engineering, Tourism & Hospitality and Retail have the highest demand for labour;
- 49% of employers are open to doing more to employ those with disabilities, flexible working needs, no qualifications, or ex-offenders but will require assistance to do so;
- 81% of employers are entirely unaware of employability schemes currently available to them;
- A total of 12 skills were identified as prominent current requirements that will persist for the next three years.



**Table of Key Outcomes – SP 1**

<b>Strategic Priority 1: To form and successfully deliver the functions of the local Labour Market Partnership for the area</b>	
<b>Theme 1</b>	<b>Performance Measure</b>
<b>LMP Delivery and Development</b>	<p><b>How much did we do?</b></p> <ul style="list-style-type: none"> <li>• 6 Monthly Meetings of LMP</li> <li>• 30 employers engaged in employer survey</li> </ul> <p><b>How well did we do it?</b></p> <ul style="list-style-type: none"> <li>• 75% attendance at meeting</li> <li>• 30 employers responded to the employer survey</li> </ul> <p><b>Is anyone better off?</b></p> <ul style="list-style-type: none"> <li>• 100% members who have an improved awareness of the Fermanagh and Omagh labour market</li> <li>• 30 employers have communicated their skills needs that will help inform Fermanagh and Omagh Labour Market Partnership for future Action Plans.</li> </ul>

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

**SP2 Theme 1 – Reduce unemployment to better than pre-covid levels**

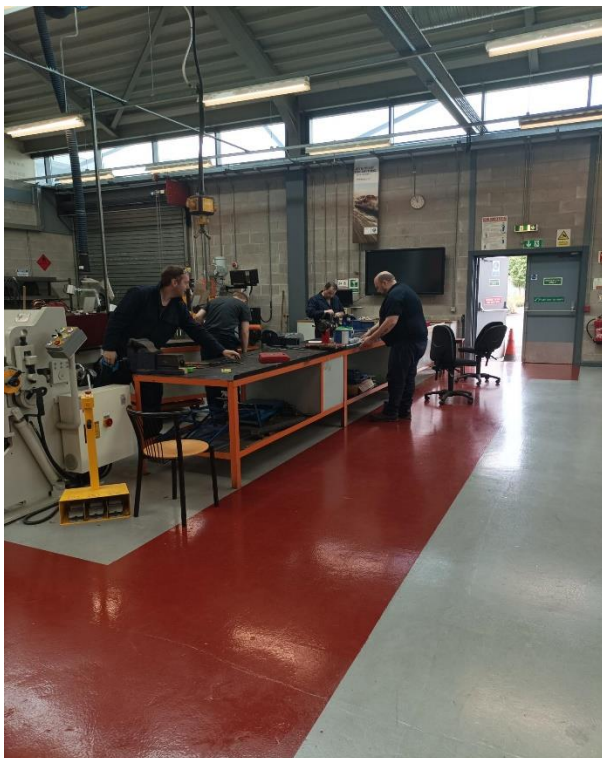
**Key Activity – Sectoral Employment Academies**

To reduce the claimant count to levels below the pre-covid baseline, Fermanagh and Omagh Labour Market Partnership focused on the delivery of Sectoral Employment Academies linked to employer need, targeting the unemployed, under-employed, those at risk of redundancy and those who wanted to skill up.

To assist those furthest from the labour market, one-to-one mentoring was considered a fundamental element of these academies, assisting participants from the first point of contact right through to the completion of the academy and supporting them into employment.

Following a procurement exercise South West College were awarded the contract to deliver the following short employment academies.

- Digital Skills Academy
- Tourism & Hospitality Academy
- Welding Academy



## Table of Key Outcomes – SP2 Theme 1

### Reduce unemployment to better than pre-covid levels.

#### Performance Measures

##### How much did we do?

- Three Sectoral Employment Academies delivered:
  - Welding Academy;
  - Digital Skills Academy;
  - Tourism & Hospitality Academy;
- 79 participants enrolled onto the Academies.

##### How well did we do it?

- 32 participants completed Sectoral Employment Academies.  
*(Delivery ongoing into 2023/24 to complete academies)*

##### Is anyone better off?

- 11 participants progressed into work.  
*(Monitoring ongoing for six months after completion of academy.  
Mentoring Support continues to be provided to assist participants move into employment).*

## SP2: Theme 2 - Improving skilled labour supply

Feedback from local employers cite recent examples of local young people who lack basic literacy and numeracy skills and who are unable to follow basic work instructions.

### Key Activity – Gamified Essential Skills Learning Programme

Traditional classroom based learning is not always suitable for everyone especially those who are from the neurodivergent community or may have had a bad experience at school.

Fermanagh and Omagh Labour Market Partnership considered a novel approach to encourage greater participation in Essential Skills Training was required and decided to pilot a Gamified Essential Skills Learning Programme. This programme used digital technologies and/or virtual reality (VR) technology to provide a new learning experience for essential skills training, in a format that would attract and engage residents acquire basic qualifications in English and Maths.

Following a procurement exercise an external trainer provider, 21 Training, was recruited to develop the software and deliver essential numeracy and literacy training via VR headsets or hand held tablets.

**Feedback from participants included:**

"The course was at a speed suitable to me, also it was completed in time for me to apply to college"

*Most useful part of the Academy –  
"Learning the proper way to write letters"*

"Overall very good, I enjoyed it, it gave me focus. Tutor was fabulous, extremely helpful and very well mannered, overall fantastic programme"

"Tutor explained everything great, made everything simpler and easier to understand, great Tutor"

"Getting back into wanting to study, it has helped my confidence"

"Another chance to achieve maths in a fun way with the gaming side"

*"I found maths difficult growing up, now as an adult I feel this course very beneficial, giving me a better understanding to be able to help my children"*



**Participants receiving their certificates having completed their essential skills qualification.**





*Participants receiving their certificates having completed their essential skills qualification.*

## Table of Key Outcomes – SP2 Theme 2: Improving Skilled Labour Supply

### Performance Measures

#### How much did we do?

- Two Gamified Essential Skills Learning courses:
  - One in Literacy;
  - One in Numeracy.
- 24 participants enrolled onto Gamified Essential Skills Learning Programme.

#### How well did we do it?

- 19 participants completed the Gamified Essential Skills Learning Programme:
  - Seven in Literacy;
  - 12 in Numeracy;
- 18 participants on the Gamified Essential Skills Learning Programme rated the courses developed as good or excellent.

#### Is anyone better off?

- 19 participants completed gained a basic qualification that improves their employability;
- 17 participants feel more confident in seeking employment.

**SP2: Theme 3 – Tackling the growing trend in economic inactivity**

**Key Activity 1 – Female Entrepreneur Programme**

To lessen the gender gap, Fermanagh and Omagh Labour Market Partnership procured Omagh Enterprise Company and Fermanagh Enterprise Ltd. to deliver a Female Entrepreneur Programme, training and mentoring 17 women to start their own business. As a result all participants successfully completed the training with 15 becoming registered as self-employed.





Aisling Nugent Grogan -  
Aesthetics



Regina Parker – The Wellness  
Room

## SP2: Key Activity 2 – Employer-led Disability Programme

Addressing the disability employment gap within the Fermanagh and Omagh District Council area is of vital importance to the Fermanagh and Omagh Labour Market Partnership.

The Employer-led Disability Programme, delivered by the NOW Group, worked with 25 employers within the Fermanagh and Omagh District Council area, delivering training with the following objectives:

- To understand inclusion and the importance of this in the workplace;
- Identify key barriers that people with disabilities may face in the workplace and how to remove them; and
- Enable employees within the workplace to thrive in the workplace.

In addition to working with employers, 25 people with a disability/long term health condition were supported to develop their employability skills and paired with an employer where they completed a six-week work placement.





Elisha joined the NOW Group in March 2023. She signed up to Fermanagh and Omagh District Council Employer-led Disability programme. Elisha really wanted a job but had no experience of working so this was a great programme for her as it gave her the opportunity to gain some real-life work experience.

Elisha did her 6 week work placement in The Cake House, Enniskillen where she went every Wednesday on work placement undertaking the following roles: displaying the baked goods on the counter; preparing the food in the kitchen; and taking the food out to customers.

After the 6-week placement was over Lisa (owner) was so impressed with Elisha and her hard work that she said “I had to offer her a job”. Elisha was absolutely delighted with this. Elisha now works in The Cake house every Wednesday and absolutely loves it. Lisa said “Elisha is a real asset and a valued member of the team.”



**Participants enjoying their work placements with participating employers.**

**SP2: Table of Key Outcomes:**

**Theme 3: Tackle the growing trend of economic inactivity.**

**Performance Measures**

**How much did we do?**

- One Female Entrepreneur Programme
- One Employer-led Disability Programme
- 42 participants enrolled onto the programmes:
  - 17 on Female Entrepreneur Programme
  - 25 on Employer-led Disability Programme
- 25 Employers enrolled onto Employer-led Disability Programme

**How well did we do it?**

- 42 participants supported to complete the programme
  - 17 Female Entrepreneur Programme
  - 25 Employer-led Disability Programme
- 25 employers completed Employer-led Disability Programme

**Is anyone better off?**

- 15 participants on the Female Entrepreneur Programme have become self-employed;
- 8 participants on the Employer-led Disability Programme have progressed into work:  
*(Monitoring ongoing for six months after completion of academy.  
Mentoring Support continues to be provided to assist participants move into employment).*
- 25 employers on the Employer-led Disability Programme confirmed they are better informed and confident in disability employment.

### Strategic Priority 3: To support delivery of Employability NI (ENI)

Local awareness of Fermanagh and Omagh Labour Market Partnership and its role was limited. There was also some confusion about what employability and skills programmes were available and who they supported.

To raise awareness Fermanagh and Omagh Labour Market Partnership issued a number of press releases, social media posts and radio advertisements promoting the work of the Labour Market Partnership and the programmes available.



Launch of Gamified Essential Skills Programme: Peter Mulcahy (Numeracy Tutor, 21 Training), Orla Ward (Commercial Director, 21 Training), Kim McLaughlin (Director of Regeneration and Planning, Fermanagh and Omagh District Council), Cllr Barry McElduff (Chair of Fermanagh and Omagh District Council), Michelle Owens (Literacy Tutor, 21 Training), Roisin Montague (LMP, Fermanagh and Omagh District Council)





Launch of Employer-led Disability Programme. Included in picture Cllr Barry McElduff, Chair of Fermanagh and Omagh District Council, Niamh Jones and Clare Jordan, Now Group and Kim McLaughlin, Fermanagh and Omagh District Council.



Launch of Female Entrepreneur Programme: Nick O Shiel, Omagh Enterprise Company, Mary MacRory, Omagh Enterprise Company, Cllr Barry McElduff, Chair of Fermanagh and Omagh District Council, Roisin Montague, FODC, John Treacy, Fermanagh Enterprise Limited.

Enniskillen Jobs and Benefits Office and Omagh Jobs and Benefits Office both requested support from Fermanagh and Omagh Labour Market Partnership to organise a mini job fair in each of their respective areas.

### Fermanagh and Omagh Mini Job Fairs

The Fermanagh Mini Job Fair took place in the Lakeland Forum, Enniskillen on 12 October 2022 from 2:00pm to 6:00pm and the Omagh Mini Job Fair took place in Omagh Leisure Centre on Wednesday 30 November 2022 from 2:00pm to 7:00pm.

### Table of Key Outcomes – SP 3 To support delivery of Employability NI

Performance Measures
<b>How much did we do?</b> <ul style="list-style-type: none"><li>• Two Mini Jobs Fairs:<ul style="list-style-type: none"><li>○ Fermanagh Mini Job Fair;</li><li>○ Omagh Mini Job Fair.</li></ul></li><li>• 45 Employers in engaged:<ul style="list-style-type: none"><li>○ 24 at Fermanagh Mini Job Fair;</li><li>○ 21 at Omagh Mini Job Fair.</li></ul></li><li>• 356 Attendees:<ul style="list-style-type: none"><li>○ 178 at Fermanagh Mini Job Fair;</li><li>○ 178 at Omagh Mini Job Fair.</li></ul></li></ul>
<b>How well did we do it?</b> <ul style="list-style-type: none"><li>• 328 attendees have increased awareness of local career opportunities:<ul style="list-style-type: none"><li>○ 150 at Fermanagh Mini Job Fair;</li><li>○ 178 at Omagh Mini Job Fair.</li></ul></li></ul>
<b>Is anyone better off?</b> <ul style="list-style-type: none"><li>• 53 attendees enrolled on regional programmes:<ul style="list-style-type: none"><li>○ 18 at Fermanagh Mini Job Fair;</li><li>○ 35 at Omagh Mini Job Fair.</li></ul></li><li>• 203 attendees applied for Jobs at the event:<ul style="list-style-type: none"><li>○ 68 at Fermanagh Mini Job Fair;</li><li>○ 135 at Omagh Mini Job Fair.</li></ul></li></ul>

## Financial Statement

An audit of LMP was completed in June 2023. The report concluded that overall, there is a satisfactory system of governance, risk management and control.

<b>Statement of Income &amp; Expenditure</b> <b>Fermanagh and Omagh District Council</b> <b>Fermanagh and Omagh Labour Market Partnership</b> <b>Year to 31 March 2023</b>				
	<b>Total Funding</b>	<b>Expenditure Charged</b>	<b>Expenditure Accrued</b>	<b>Total Expenditure</b>
<b>Funding</b>	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
Funding from DfC (Administration)	73,200.00	68,024.97	1,252.96	69,277.93
Funding from DfC (Operational)	312,955.67	11,540.50	301,433.17	312,955.67
Funding from Department for Economy	50,000.00	41,514.51	8,485.49	50,000.00
Contribution from Council	0.00	0.00	0.00	0.00
Contributions from (Other Please state)	0.00	0.00	0.00	0.00
Contributions from (Other Please state)	0.00	0.00	0.00	0.00
	<b>436,155.67</b>	<b>121,079.98</b>	<b>311,171.62</b>	<b>432,233.60</b>
<b>Payments</b>	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
Salaries	64,230.00	61,975.24	1,193.16	63,168.40
Staff Costs	5,870.00	3,824.73	59.80	3,884.53
Running Costs	100.00	75.00	0.00	75.00
Training	0.00	0.00	0.00	0.00
Audit Fees	3,000.00	2,150.00	0.00	2,150.00
Insurance	0.00	0.00	0.00	0.00
<b>Total DfC Administration</b>	<b>73,200.00</b>	<b>68,024.97</b>	<b>1,252.96</b>	<b>69,277.93</b>
Strategic Priority 1 (Operational)	20,997.50	11,040.50	9,975.00	21,015.50
Strategic Priority 2 (Operational)	291,458.17	0.00	291,440.17	291,440.17
Strategic Priority 3 (Operational)	500.00	500.00	0.00	500.00
<b>Total DfC Operational</b>	<b>312,955.67</b>	<b>11,540.50</b>	<b>301,415.17</b>	<b>312,955.67</b>
Payments - Department XXXX (Admin)	0.00	0.00	0.00	0.00
Payments - Council Contribution (Admin)	0.00	0.00	0.00	0.00
Payments - (Other Please state) (Admin)	0.00	0.00	0.00	0.00
Payments - (Other Please state) (Admin)	0.00	0.00	0.00	0.00
<b>Total Other (Admin)</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>

Fermanagh and Omagh Labour Market Partnership  
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	Total Funding	Expenditure Charged	Expenditure Accrued	Total Expenditure
Payments - Department for the Economy (Operational)	50,000.00	41,514.51	8,485.49	50,000.00
Payments - Council Contribution (Operational)	0.00			
Payments - (Other Please state) (Operational)	0.00			
Payments - (Other Please state) (Operational)	0.00			
<b>Total Other (Operational)</b>	<b>50,000.00</b>	<b>41,514.51</b>	<b>8,485.49</b>	<b>50,000.00</b>
	<b>436,155.67</b>	<b>121,079.98</b>	<b>311,153.62</b>	<b>432,233.60</b>

Certificate of Chief Executive

Subject to the central charges shown above properly reflecting actual costs Incurred by the Council on 'behalf of' the Labour Market Partnership. I am satisfied that the expenditure shown has been wholly, exclusively and necessarily incurred by the Council on the Labour Market Partnership and that the grant receivable is in accordance with the regulations and conditions applicable.

 \_\_\_\_\_  
Chief Executive

26-May-23  
Date