

FERMANAGH AND OMAGH

Labour Market Partnership

Working Together



FERMANAGH AND OMAGH LABOUR MARKET PARTNERSHIP Annual Report 2024/25



**Fermanagh and Omagh Labour Market Partnership
Annual Report 2024/25**

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Chair's Foreword

As Chair of the Fermanagh and Omagh Labour Market Partnership (FO LMP), I am pleased to present the Annual Report for the 2024/25 financial year. This report reflects the breadth of work undertaken throughout the year and highlights the continued impact of our collective efforts across the Fermanagh and Omagh District Council area.

It remains a privilege to lead such a dynamic and committed Partnership. At the heart of the FO LMP is our commitment to ensuring that high-quality skills provision is aligned with economic demand. As a Partnership, we remain focused on supporting our residents of all ages and backgrounds to gain the skills, opportunities and guidance needed to succeed in the labour market, while contributing to the growth of a resilient local economy.

I would like to acknowledge our ongoing relationship with the Department for Communities. Their continued investment and support have enabled us to design and deliver employability and skills initiatives that are tailored to the specific needs of our local economy.

The achievements outlined in this report are the result of strong collaboration between the FO LMP and our valued delivery partners. Their expertise and unwavering commitment ensure that every participant receives the support they need throughout their employability journey.

Despite the early-year funding challenges, the Partnership delivered a range of impactful programmes, including the Female Entrepreneur Programme, the Employer-Led Disability Programme, the Digital Skills Academy, the Transport Academy, the Hospitality Academy, the Plant Operative Academy, the Level 3 Classroom Assistant Academy and the Childminding Academy. These initiatives have played a central role in supporting individuals to enhance their skills, build confidence and move closer to meaningful employment.

Looking ahead, we remain committed to implementing the 2025/2026 Action Plan, which will continue to address regional challenges around economic inactivity while strengthening the alignment between local skills development and employer needs.

With the continued support and commitment of all involved, I am confident that we will build on this year's achievements and deliver even greater impact in 2025/2026.

Ciaran Mc Manus

Chair of Fermanagh and Omagh Labour Market Partnership.

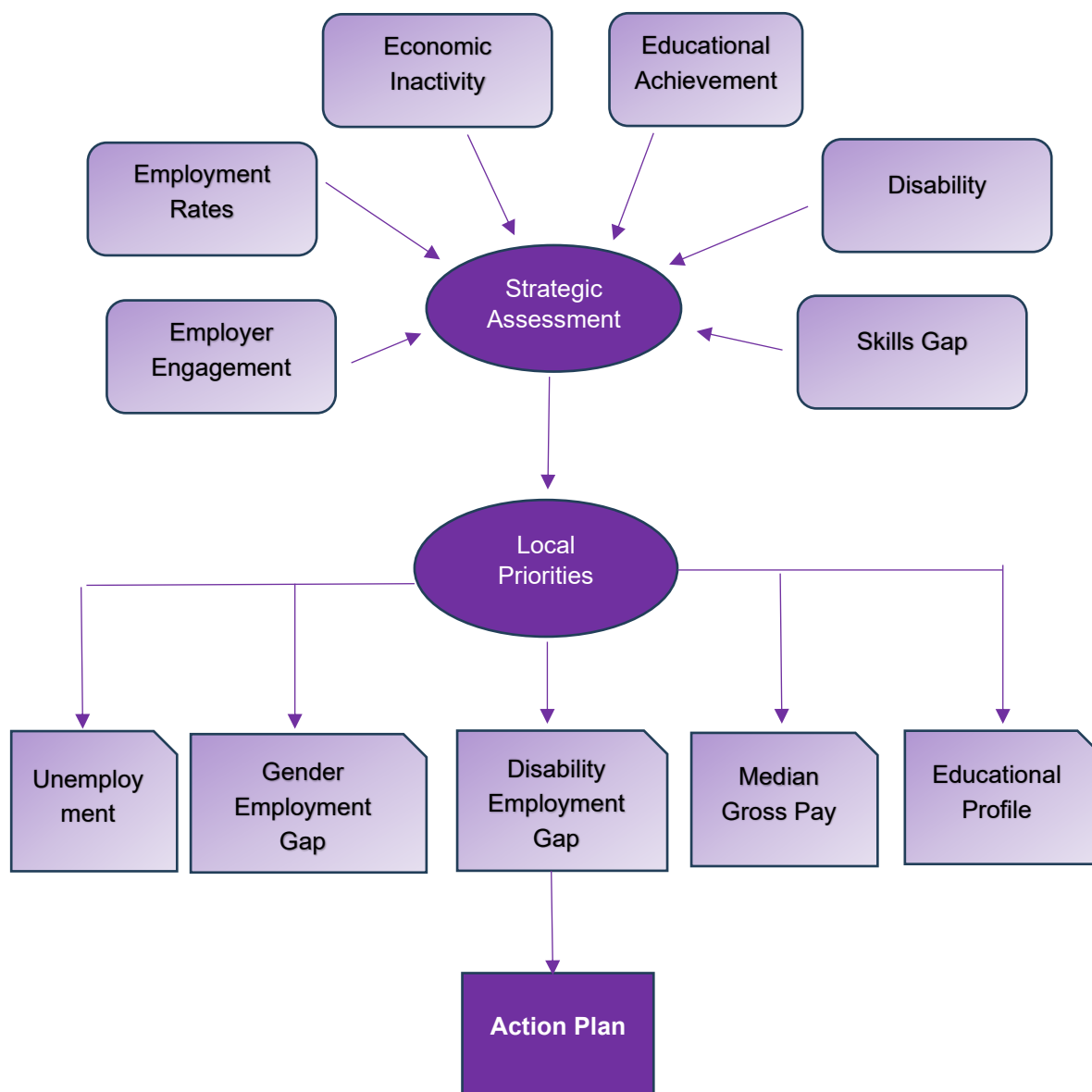
FERMANAGH AND OMAGH LABOUR MARKET PARTNERSHIP (FO LMP)

Established in 2021, the Fermanagh and Omagh Labour Market Partnership remains committed to strengthening both regional and local engagement, ensuring that key partners and stakeholders work together to address employability needs, labour market challenges and the delivery of effective employability services.

The Labour Market Partnership aims:

‘to enhance local employability outcomes and labour market conditions through coordinated, collaborative, multi-agency working—supporting regional priorities while remaining adaptable to local circumstances, and improving connections between employers and potential employees’.

Development of FO LMP Action Plan 2024/25



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A comprehensive strategic assessment of employability outcomes and local labour market conditions was carried out across the Fermanagh and Omagh District Council (FODC) area in February 2024. This assessment provided an in-depth analysis of current labour market statistics and examined trends in employment, unemployment, economic inactivity, skills supply and demand, as well as sectoral growth and decline.

The findings highlighted a number of key challenges, including emerging skills gaps, barriers faced by priority groups, and areas where employer demand is not being fully met.

The results informed the priorities, programmes, and targeted interventions set out in the FO LMP Three-Year Action Plan (2024–2027), ensuring that local employability support is responsive, impactful, and aligned with the needs of both residents and employers.

The following themes were identified as priorities:






- Skilled Labour Supply – DfE’s 2021 Skills Barometer utilises the National Qualification Framework (NFQ) Skills Classification;
- 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; and
- 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.



Outcome Based Accountability

The FO LMP adopted an Outcome Based Approach (OBA) to track the impact and success of the initiatives delivered. The Action Plan was developed using key indicators and performance measures to ensure each programme had clear goals and expected outcomes. To monitor progress, quarterly progress reports were provided to DfC for every programme in the Action Plan. These regular reports helped us understand what was working well, measure the difference being made, and ensure that projects were delivered on time and within budget, while continuing to meet the needs identified locally.

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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	
Roisin McBarron	Jobs and Benefits Office, Enniskillen	
Karan McGale	Jobs and Benefits Office, Omagh	
Laura Loane	Disability Action NI	
Ethna McNamee	Invest NI – Regional Manager	
Shirley Devlin	Invest NI – Client Representative	
Stephen Kelly	Manufacturing NI	
Harry Hamilton	NI Food & Drink	
Teresa Bradley / Roisin Brady	Omagh Learning Community	
Anne Shine / Samantha Lynch	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	

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Action Plan Report

This Annual Report refers to the fourth year of the Fermanagh and Omagh Labour Market Partnership and covers the funding period 1 April 2024 to 31 March 2025, with the delivery of some projects being continued into 2025/2026.

The projects delivered by the Partnership during 2024/25 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

Fermanagh and Omagh Labour Market Partnership continued to meet on a bi-monthly basis with attendance of members being maintained at approximately 50%.

Table of Key Outcomes – SP 1

Strategic Priority 1: To form and successfully deliver the functions of the local Labour Market Partnership for the area	
Theme 1	Performance Measure
LMP Delivery and Development	<p>How much did we do?</p> <ul style="list-style-type: none"> • 6 Monthly Meetings of LMP • 1 Annual General Meeting <p>How well did we do it?</p> <ul style="list-style-type: none"> • 50% attendance at meetings <p>Is anyone better off?</p> <ul style="list-style-type: none"> • 88% of members had some degree of awareness of labour market conditions within the Fermanagh and Omagh District Council area. • 100% of members rate the FO LMP as making a positive difference to the local labour market • 87.5% of members have some understanding of their role within the FO LMP • 87.5% of members are satisfied their views are taking into account in the development of the Strategic Assessment and Action Plan.

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

Theme 1 – Skilled Labour Supply

The programmes delivered under this theme were designed to provide targeted support to residents across the Fermanagh and Omagh District Council area, enabling them to develop the skills, confidence, and experience required to progress into sustainable employment. Working closely with local employers, the initiatives focused on sectors where clear skills gaps and unfilled vacancies were identified. This employer-led approach ensured that training pathways were directly aligned with real labour-market demand, increasing the likelihood of participants securing meaningful work upon completion.

Through a range of procurement processes, FODC collaborated with local training providers, educational institutions, and employers to deliver a series of industry-focused academies. Several of these academies have been extended and will continue into 2025/26.

Support was aimed at people aged 16–64 who were unemployed, economically inactive, facing redundancy, or aspiring to move into better-skilled, higher-paid roles.

Table of Key Outcomes – SP2 Theme 1

Skilled Labour Supply

Performance Measures

How much did we do?

- Programmes delivered:
 - Transport Academy;
 - Plant Operative Academy;
 - Hospitality Academy;
 - Digital Skills Programme;
 - Level 3 Classroom Assistant Academy
- 133 participants enrolled onto the programmes

How well did we do it?

- 103 participants completed the programmes.
(Delivery ongoing into 2025/2026 to complete Academies)

Is anyone better off?

- 103 participants gained a qualification as a result of participating on the programmes.
- 33 participants progressed into higher paid employment
*(Monitoring of employability outcomes ongoing for six months after completion of programmes).
(Mentoring Support continues to be provided to assist participants progress into employment).*

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**Plant Operative Academy
Launch - McKinney Safety**



**Level 3 Classroom Assistant &
Transport Academy Launch**



South West College & People 1st

**Digital Skills Academy Launch –
FIT (Fasttrack to IT)**



**Hospitality Academy Launch –
South West College**



Transport Academy



Mark -

“Brilliant training - first class, completed the Class 2 and I have since moved into employment - can't fault it at all, brilliant experience”

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Wendy



Fiona

Roma -
 "Absolutely perfect, really easy to deal with, instructor and Michael was lovely - I haven't driven a lorry before - and they really shown great patience - I was really, really happy"

**Theme 2: Economic Inactivity
Female Entrepreneur Programme**

Female Entrepreneur programme

Fermanagh & Omagh Females – Ready to Launch Your Business?

Join our Female Entrepreneur Programme Starting May 2025!

- 4 Days of Group Training
- 28 Hours of 1-1 Mentoring
- Networking with Like-Minded Women
- Insights from Female Business Owners
- £1,000 Start-Up Grant

Eligibility:
 Live in Fermanagh & Omagh District
 Economically inactive
 Aged 16–64 and considering starting a business

Limited to 15 places – closing date 30th April

Apply Today



Fermanagh & Omagh District Council
 Comhairle Ceanntair Fhear Manach agus na hOmaigh



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In partnership with Pinnacle Growth Group, the project offered tailored training and one-to-one mentoring to 16 economically inactive women, enabling them to explore self-employment and take steps toward launching their own businesses.



Barbara – Windy Ridge Flowers



Una – Twig & Tumble Play Café



Childminding Academy



Childminding Academy

Are you interested in becoming a registered childminder or approved home childcarer?

Fermanagh and Omagh Labour Market Partnership is offering fully funded places on this employability academy to support you through the Childminding registration/approval process.

Successful applications will receive a package of training, support and resources to assist in becoming a registered childminder or approved home Childcarer

For more information, contact: grainne.scullion@nicma.org or call 07517 472271

To address the shortage of available and affordable childminding in the area, the Northern Ireland Childminding Academy provided training and support to 16 participants, enabling them to become registered childminders or home-approved childcare providers.



Catriona – Childminder Academy participant

I have been part of the academy in Fermanagh and Omagh District Council area. I found this very beneficial in the help to startup as a registered Childminder. The resources, training and support was exceptional along with it being a great incentive to keep going with your registration. I am now through the academy and I can honestly say I couldn't be happier in the job I have chosen...it has given me a great work life balance having 3 children of my own not only providing a much needed service in my local community.

Table of Key Outcomes – SP2 Theme 2

Economically Inactive

Performance Measures

How much did we do?

- 32 participants enrolled onto programmes:
 - 16 participants enrolled onto Female Entrepreneur Programme.
 - 16 participants enrolled onto Childminding Academy.
- **How well did we do it?**
- 19 participants completed the programme:
 - 12 completed the Female Entrepreneur Programme.
 - 7 completed the Childminding Academy.
(five participants are still completing their registration)
- 93% participants who completed reported satisfaction with the programme.

Is anyone better off?

- 15 participants reporting they have commenced self-employment
 - 11 participants for the Female Entrepreneur Programme
 - 4 participants for the Childminding Academy
- 10 participants still in employment six months after finishing participation.
 - 8 participants from the Female Entrepreneur Programme
 - 2 participants for the Childminding Academy
(Monitoring ongoing for self-employed / six monthly outcomes)

SP2: Theme 3 – Disability

Employer-led Disability Programme.



Disability Inclusion Programme

We are seeking **employers** that are interested in recruiting a skilled and diverse workforce in the Fermanagh and Omagh District

If you want to learn more contact Clare on:
 M. 075 0143 0819
 E. clare.jordan@nowgroup.org
www.nowgroup.org

Fermanagh & Omagh District Council
 Comhairle Ceantair Fhear Manach agus na hOmadh

LMP

Supported by Communities

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The NOW Group led an Employer-led Disability Inclusion Programme that provided training and mentoring to 12 employers, helping them to confidently recruit and support individuals with neurodiverse conditions. Alongside this, 12 participants received tailored support and completed qualifications in Customer Service or Hospitality/Catering, strengthening their prospects for sustainable employment.



Robert recently took part in the Employer-led Disability Inclusion Programme, funded by Fermanagh and Omagh District Council LMP. Through the programme, Robert successfully achieved his Level 1 qualification in Catering and Hospitality and worked closely with his dedicated Employment Officer. Together, they focused on building Robert's employability skills, boosting his confidence, developing his CV, and exploring suitable work placement opportunities.

Robert secured a placement as a Café Assistant at Café at the Castle in Enniskillen. The café had also completed the NOW Group's Disability Inclusion training, which ensured the team was equipped to support Robert and meet his needs. Robert attended placement two days a week over six weeks and quickly proved himself to be a positive and hardworking member of the team.

*Robert's commitment and enthusiasm impressed his colleagues so much that Café at the Castle offered him a part-time job. Robert was delighted, saying:
"Everyone is so kind and friendly to me. I feel like I have a purpose, and I enjoy the social side of working here."*

*His employer also praised his contribution, noting:
"Robert is a valued member of the team. He has a positive attitude and works hard."*

Robert's journey highlights how the Disability Inclusion Programme not only develops skills and confidence but also creates meaningful employment opportunities with inclusive and supportive local employers.

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SP2: Table of Key Outcomes:

Theme 3: Disability.

Performance Measures

How much did we do?

- One Employer-led Disability Programme was delivered
- 20 participants enrolled onto the programmes
- 20 Employers enrolled onto Employer-led Disability Programme

How well did we do it?

- 20 participants supported to complete the programme
- 20 employers completed Employer-led Disability Programme

Is anyone better off?

- 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.

SP3: To support delivery of Employability NI (ENI)

Employability Events



FO LMP, alongside Enniskillen BID, supported the Enniskillen Jobs and Benefits Office deliver the Fermanagh Mini Job Fair. The Job Fair was held on Thursday 3 October 2024, in the Lakeland Forum, Enniskillen from 10:00am – 1:00pm with 407

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job seekers, 22 employers and 7 employability and support organisations in attendance.

The FO LMP also supported the Omagh Jobs and Benefits Office in the delivery of the Omagh Mini Job Fair which was held on Wednesday 2 April 2025, in Omagh Leisure Complex from 11:00am to 2:00pm. A total of 159 job seekers, 21 employers and 7 employability and skills providers attending this event.



Performance Measures

How much did we do?

- 566 attendees at job fairs
- 42 employers at job fairs
- 14 employability and skills providers at job fairs

How well did we do it?

- 86% of attendees rated the event as helpful of finding work
- 95% of attendees reported satisfaction with the event
- 100% of employers reported satisfaction with the event

Is anyone better off?

- 73 attendees applied for at least one job as a result of the event.

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Financial Statement

An audit of LMP was completed in March 2025. The report concluded that overall, there is a satisfactory system of governance, risk management and control.

Statement of Income & Expenditure					
Fermanagh & Omagh District Council Fermanagh & Omagh Labour Market Partnership Statement of Income & Expenditure Year to 31 March 2025					
Overall Funding					
	Total Funding		Expenditure Charged	Expenditure Accrued	Total Expenditure
Funding	£		£	£	£
Funding from DfC (Administration)	93,567.00		92,904.27	201.50	93,105.77
Funding from DfC (Operational)	298,966.90		1,427.50	297,539.40	298,966.90
Funding from DfE	27,428.61		3,141.91	24,287.19	27,429.10
Contribution from Council	0.00		0.00	0.00	0.00
Contributions from (DE)	22,500.00		0.00	22,500.00	22,500.00
Contributions from (Other Please state)	0.00		0.00	0.00	0.00
Total Overall Funding	442,462.51		97,473.68	344,528.09	442,001.77

DfC Administration					
Payments	£		£	£	£
Salaries	84,618.00		85,387.54	0.00	85,387.54
Staff Costs	6,475.00		4,947.83	201.50	5,149.33
Telephones			0.00	0.00	0.00
Printing and Stationery	324.00		418.90	0.00	418.90
Audit Fees	2,150.00		2,150.00	0.00	2,150.00
Photocopying			0.00	0.00	0.00
Total DfC Administration	93,567.00		92,904.27	201.50	93,105.77

DfC Operational					
Strategic Priority 1 (Operational)	981.90		352.50	629.40	981.90
Strategic Priority 2 (Operational)	283,985.00		0.00	283,985.00	283,985.00
Strategic Priority 3 (Operational)	14,000.00		1,075.00	12,925.00	14,000.00
Total DfC Operational	298,966.90		1,427.50	297,539.40	298,966.90

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Other Funding (Admin)				
Payments - DfE (Admin)	0.00		0.00	0.00
Payments - Council Contribution (Admin)	0.00		0.00	0.00
Payments - xx	0.00		0.00	0.00
Payments - (Other Please state) (Admin)	0.00		0.00	0.00
Total Other (Admin)	0.00		0.00	0.00

Other Funding (Operational)				
Payments - DfE (Operational)	27,429.10		3,141.91	24,287.19
Payments - Council Contribution (Operational)	0.00		0.00	0.00
Payments - DE (Operational)	22,500.00		0.00	22,500.00
Payments - (Other Please state) (Operational)	0.00		0.00	0.00
Total Other (Operational)	49,929.10		3,141.91	46,787.19
	<u>442,463.00</u>		<u>97,473.68</u>	<u>344,528.09</u>
				<u>442,001.77</u>

Certificate of Chief Financial Officer

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

Anna McEneaney

11-Jun-25

Chief Financial Officer

Date