

FERMANAGH AND OMAGH LABOUR MARKET PARTNERSHIP ACTION PLAN 2025/26

Strategic Priority 1: To form and successfully deliver the functions of the local Labour Market Partnership for the area					
Indicators	<u>% LMP members who feel the local LMP is making a positive contribution and delivering effectively (LMP)</u>				
Theme	Title of Programme/Project, Aims & Description	Key Activities	Start Date	End Date	Performance Measures
LMP Delivery	SP 1.1 LMP delivery and development Effective delivery of the LMP through the Members, appropriate structures and mechanisms.	Bi-monthly LMP meetings scheduled with clear Terms of Reference. Undertake an annual survey of the LMP members.	01/04/25	31/03/26	How much did we do? <ul style="list-style-type: none"> 6 meetings of LMP. How well did we do it? <ul style="list-style-type: none"> 44/72 (61%) attendance of LMP members at meetings. Is anyone better off? <ul style="list-style-type: none"> 9/12 (75%) of LMP members who feel that they are contributing to the delivery of the LMP. 9/12 (75%) of LMP members who think that the LMP is making a positive difference.
	SP 1.2 Capacity Building	Support LMP members in their role through, for example, training and case study visits, guest speakers, attendance at events and awareness raising of LMP activity.	01/04/25	31/03/26	How much did we do? <ul style="list-style-type: none"> 3 information/training session provided for LMP members (Further detail of each to be provided within Report Cards)

					<p>How well did we do?</p> <ul style="list-style-type: none"> 9/12 (75%) of LMP members who felt supported by the LMP in their role. <p>Is anyone better off?</p> <ul style="list-style-type: none"> 9/12 (75%) of LMP members reporting improved understanding of their roles.
SP 1.3 Review of Action Plan 2026/27	Review of Action Plan 2026/27	01/09/25	31/03/26	<p>How much did we do?</p> <ul style="list-style-type: none"> 2026/27 Action Plan reviewed to address identified local needs and approved by Regional LMP. <p>How well did we do it?</p> <ul style="list-style-type: none"> 9/12 (75%) members who feel that their views have been taken into account with regard to the Action Plan. <p>Is anyone better off?</p> <ul style="list-style-type: none"> 9/12 (75%) of LMP members reporting increased awareness of local employability and labour market issues. 	
SP1.4 Pilot Sectoral Focused Employment Pathway Cluster Pilot initiative aimed at creating a sector specific cluster to address employment needs.	<p>This programme will include tailored career pathways for each priority sector, outlining career opportunities.</p> <p>The career pathways will be developed with insight from the established Cluster Group on their skills development needs,</p>	01/04/25	31/03/26	<p>How much did we do?</p> <ul style="list-style-type: none"> One working group established. 3 x Cluster Group meetings. <p>How well did we do?</p> <ul style="list-style-type: none"> 9/18 (50%) attendance of working group members at working group meetings. <p>Is anyone better off?</p> <ul style="list-style-type: none"> 3/6 (50%) of working group members who feel they are contributing to the delivery of the LMP. 	

	<p>In this pilot, a cluster will be formed to identify roles in demand, pinpoint key skills gaps, determine training needs and share opportunities within the sector.</p> <p>The primary goal of this initiative is to promote opportunities within key sectors and develop clear and structured career pathways so that individuals can acquire the necessary skills and qualifications to secure employment.</p>	<p>recruitment challenges & opportunities for collaboration on intervention design.</p> <p>The Cluster group will support the mapping of necessary qualifications and skills required for entry level positions, recruitment across different stages of the pathway e.g. return to work, economically inactive, disabled etc.) and advancement within each sector.</p>			
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Strategic Priority 2: To improve employability outcomes and/or labour market conditions locally

Indicators % Working Age Economic Inactivity Rate (NISRA - Labour Force Survey), % Employment Rate of people with Disabilities (NISRA Labour Force Survey), % Working Age: Achieved Below NVQ Level 4 (NISRA), # All Persons Gross Median Wage Full Time/Part Time (NISRA- ASHE)

Theme	Title of Programme/Project, Aims & Description	Key Activities	Start Date	End Date	Performance Measures
<p>Economic Inactivity</p>	<p>SP2.1 Female Entrepreneur Programme</p> <p>Tailored support targeted at females who are economically inactive.</p> <p>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>Six-month 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> <p>Class based learning (including four days group training and presentations from four female start up role models).</p> <p>One to one mentoring, estimate 4 days per participant (28 hours in total).</p> <p>£1,000 support with start up costs relevant to the business idea as approved by the course tutor in compliance with FO LMP terms to be specified in the design of the tender specification for this project</p>	<p>01/04/25</p>	<p>31/03/26</p>	<p>How much did we do?</p> <ul style="list-style-type: none"> • 15 participants enrolled onto Female Entrepreneur Programme. <p>How well did we do it?</p> <ul style="list-style-type: none"> • 12/15 (80%) of participants enrolled who complete the Female Entrepreneur Programme. • 9/12 (75%) of completers reported satisfaction with the Female Entrepreneur Programme. <p>Is anyone better off?</p> <ul style="list-style-type: none"> • 9/12 (75%) of completers reporting they have commenced self-employment. • 6/9 (67%) of completers still in self-employment 6 months after finishing participation.

	<p>individual needs and barriers, enabling participants to commence test trading.</p> <p>Once established participants will be signposted to the Go Succeed Growth programme where they can avail of additional support for growth.</p>	<p>e.g., IT or other necessary equipment).</p>			
	<p>SP2.2 Childminder Training Academy</p> <p>The aim of the academy is to engage the economically inactive or unemployed residents to move into employment by becoming a registered childminder or an Approved Home Childcare providers.</p> <p>This programme will offer comprehensive training, mentoring and support to ensure participants are equipped with the necessary skills and knowledge to become successful childminders.</p>	<p>This programme is to support 15 participants.</p> <p>Marketing and outreach strategies will be implemented to attract potential participants. The structured training curriculum will cover essential topics (child protection, health & hygiene, and paediatric first aid) and regulatory requirements for those progressing to become registered childminders/ approved home childcare providers. Through structured training, individualised mentoring, and ongoing support, participants will be equipped to enter the childcare workforce with confidence.</p>	<p>01/04/25</p>	<p>31/03/26</p>	<p>How much did we do?</p> <ul style="list-style-type: none"> • 15 participants enrolled onto the Registered Childminding Training Academy. <p>How well did we do?</p> <ul style="list-style-type: none"> • 12/15 (80%) of participants enrolled in the Registered Childminder Training Academy complete the programme. • 8/12 (67%) completers reported satisfaction with the Childminder Academy. <p>Is anyone better off?</p> <ul style="list-style-type: none"> • 12/12 (100%) gained a qualification as a result of participation on the project. • 8/12 (67%) participants gaining employment. • 5/8 (63%) of completers still in employment 6 months after finishing participation.

<p>Disability</p>	<p>SP2.4 Employer-Led Disability Inclusion Programme</p> <p>Health and Disability is the single largest driver of economic inactivity.</p> <p>Result from the business survey (2022/23) highlighted that almost half (45%) of all respondents had not previously engaged with any organisation or programme that seeks to support employers with apprenticeships or placements for unqualified, unemployed or disabled workers.</p> <p>A small number of respondents (10%) have engaged with organisations or programmes that have supported those with disabilities gain employment.</p>	<p>Six month Employer-led Disability Inclusion programme to increase the number of disabled people in paid employment.</p> <p>Recruit up to 20 local employers (senior management level) to participate on a targeted Employer-led focused disability education and awareness programme to:</p> <ul style="list-style-type: none"> • Provide advice on available workplace support programmes and grants available to employers to support the employment of individuals with a disability/long term health condition. • Work with employers to identify potential work opportunities for prospective participants Encourage employers to be more innovative in how job roles can be designed to be more assessable for participants with a disability/long term health condition. • Work with employers to consider and support in the development of innovative approaches to the traditional recruitment and selection processes. 	<p>01/07/25</p>	<p>31/03/26</p>	<p>How much did we do?</p> <ul style="list-style-type: none"> • 20 participants enrolled onto the programme. • 20 employers participating on the Programme. <p>How well did we do it?</p> <ul style="list-style-type: none"> • 16/20 (80%) of participants enrolled who completed the programme. • 15/20 (75%) of employers reported satisfaction with the project. • 12/16 (75%) of completers reported satisfaction with the project. <p>Is anyone better off?</p> <ul style="list-style-type: none"> • 12/16 (75%) of completers gaining new employment. • 12/16 (75%) who completed some aspect of the programme reported feeling more confident regarding their employability as a result of participation on the project. • 8/12 (67%) of completers still in employment 6 months after finishing participation. • 15/20 (75%) of employers participating reported the programme would assist in filling vacancies.
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	<p>15% of respondents were interested in sourcing new employees through a disability support programme.</p> <p>The LMP will invest in an employer-led disability employability programme that aims to improve employer understanding of special needs and the support services available for employing an individual with a disability/long term health condition.</p>	<p>Recruit up to 20 participants from FODC area, with a registered disability, onto a work readiness programme providing employability skills training.</p> <p>Endeavour to place all participants successfully into work with the enrolled employers Providing ongoing one-to one mentoring support to both employers and participants over a six month period.</p>			
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<p>Skilled Labour Supply</p>	<p>SP2.5 Classroom Assistant Level 3 – Upskilling Academy</p> <p>The aim of the academy is to support those who are unemployed, economically inactive underemployed or would like to skill up, achieve a Diploma in Classroom Assistant/Support Teaching & Learning qualification, increasing their opportunities to apply for permanent, higher paid positions.</p> <p>Priority will be given to those currently working on temporary classroom assistant contracts or have a level 1/2, (or similar) classroom assistant qualification.</p> <p>Only those who have a Level 3 Classroom Assistant qualification can be offered a permanent position within the education system.</p> <p>Belfast LMP offered a Level 3 classroom assistant course during</p>	<p>Classroom Assistant Qualification & Placement.</p> <p>50 Participants will work towards an NICFE CACHE Level 3 Diploma in Supporting Teaching and Learning/Classroom Assistant.</p> <p>24 Sessions & 6-9 months placement (12+ hours per week) in PEAGS funded preschool, primary 1-7 or secondary school.</p> <p>Access to available placements.</p> <p>Support in securing placement.</p> <p>Priority will be given to applicants who:</p> <ol style="list-style-type: none"> 1. are currently working on temporary classroom assistant contracts; 2. have a level 1 or 2 classroom assistant qualification; 3. are under-employed or not in employment and are interested in a career as a classroom assistant. 	<p>01/04/25</p>	<p>31/03/26</p>	<p>How much did we do?</p> <ul style="list-style-type: none"> • 50 participants enrolled onto the programme. <p>How well did we do it?</p> <ul style="list-style-type: none"> • 40/50 (80%) of participants enrolled who completed the project. • 30/40 (75%) of completers reported satisfaction with the project. <p>Is anyone better off?</p> <ul style="list-style-type: none"> • 32/40 (80%) gained a qualification as a result of participation in the academy. • 26/40 (65%) of completers who moved into higher paid employment.
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	<p>2023/24 and over 30 applications were received from residents in Fermanagh and Omagh however as they were outside the LMP area, they were ineligible.</p> <p>The REAP programme (joint SPF programme between SWC and Council) offer qualifications to achieve a Level 1 classroom assistant however there are limited pathways available to progress to achieving a Level 3 qualification.</p>				
<p>SP2.3 Special Educational Need Training Academy</p> <p>Recent Research undertaken by Fermanagh and Omagh District Council has identified that alongside the limited availability, accessibility and affordability of childcare within FODC area, it is also important to</p>	<p>This programme is to support 12 participants gain a qualification and acquire the skills to work with children and young people with Special Educational Needs.</p> <p>The qualification will be equivalent to an OCN Level 3 and will include 28 guided learning hours with a total qualification time of 40 hours covering topics such as:</p> <ul style="list-style-type: none"> • Understanding Special Needs 	<p>01/04/25</p> <p>31/03/26</p>			<p>How much did we do?</p> <ul style="list-style-type: none"> • 12 participants enrolled onto the programme. <p>How well did we do?</p> <ul style="list-style-type: none"> • 9/12 (75%) participants completed the programme. • 7/9 (78%) reported satisfaction with the programme. <p>Is anyone better off?</p> <ul style="list-style-type: none"> • 5/9 (55%) of participants who moved into higher paid employment.

<p>consider the appropriateness of the provision available and whether it is commensurate to the needs of the children and families within the District. In 2022 The F&O area reported the Fermanagh and Omagh District Council area as having one of the highest percentage of children in post primary with a Special Educational Need and the second highest in primary schools.</p> <p>Initial analysis of data available from Family Support NI (accessed February 2024) indicates that there are approximately 34% of providers within the Fermanagh and Omagh District Council area that have experience of caring for children with SEN's. Enhancing provision and ensuring early childhood inclusion will be fundamental to ensuring</p>	<ul style="list-style-type: none"> • Understanding factors which affect learning. • Understand how to support participants with Special Educational Needs. • Understanding the roles and responsibilities of professionals working in the special needs area. • Understanding the principles and practices of advocacy. 			<ul style="list-style-type: none"> • 7/9 (78%) gained a qualification as a result of participation on the project.
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	<p>that all preschool age children with SEN's have access to quality childcare, appropriate to their needs.</p> <p>The aim of the SEN childcare academy is to support those currently working in a childcare role to upskill and progress to a higher level/better paid employment.</p>				
	<p>SP2.6 Transport Academy</p> <p>To fulfil the shortage of HGV and Coach Drivers within the Fermanagh and Omagh District Council area.</p> <p>Many logistic companies are experiencing a shortage of staff and are continually recruiting.</p> <p>In 2023, Bus and Coach NI identified 27 private coach companies in the F&O area with combing fleet of 100 vehicles. Results from a</p>	<p>HGV/Coach Driving academy targeting those who are unemployed or under-employed and those who want to skill up.</p> <p>25 participants for HGV academy.</p> <p>20 participants for Coach Driving academy.</p> <p>Provide mentoring support and subsistence support (travel/expenses) to participants.</p>	01/04/25	31/03/26	<p>How much did we do?</p> <ul style="list-style-type: none"> 45 participants enrolled onto Transport Academy. <p>How well did we do?</p> <ul style="list-style-type: none"> 36/45 (80%) of participants enrolled who completed the project. 28/36 (78%) of completers reported satisfaction with the LMP project. <p>Is anyone better off?</p> <ul style="list-style-type: none"> 28/36 (78%) of completers who moved into higher paid employment. 28/36 (78%) completers who gained a qualification as a result of participation on the programme.

	<p>survey undertaken by Bus and Coach NI, identified vacancy levels around 24%. This is in addition to the shortages Translink and the Education Authority are experiencing.</p> <p>A Transport Academy was delivered as part of the 2023/2024 Action Plan and was highly successful, attracting over 150 applications to participate. With a waiting list for approved participants, there is an identified demand for further delivery of this intervention.</p>				
	<p>2.7 Sectoral Employment Academies</p> <p>Employment programmes designed to directly address the reskilling needs in areas where demand surpasses available skills.</p> <p>The Local Monitor of</p>	<p>Accredited courses to support those who are unemployed, under-employed, economically in active or those wanting to reskill/skill up.</p> <p>Engagement with local employers have identified a need for the following academies to be delivered:</p> <ul style="list-style-type: none"> • Tourism & Hospitality • Digital Skills 	01/04/25	31/03/26	<p>How much did we do?</p> <ul style="list-style-type: none"> • 3 sector specific academies. • 50 participants enrolled on the programme. <p>How well did we do it?</p> <ul style="list-style-type: none"> • 40/50 (80%) of participants enrolled who completed the project. • 30/40 (75%) of completers reported satisfaction with the project. <p>Is anyone better off?</p>

	<p>Employability and Skills Demand report undertaken in 2023 identified 12 skills which would remain prominent over the next three years, three of which are:</p> <ul style="list-style-type: none"> • General / Plant Operatives, • Basic ICT skills, • Housekeepers & chefs. <p>Programmes to be tailored to provide targeted interventions to equip individuals with the necessary skills required by industries facing a shortage of qualified professionals.</p> <p>Employment academies have been identified based on vacancies highlighted by local employers.</p>	<ul style="list-style-type: none"> • General/Plant operatives <p>Each participant will benefit from personalised one-to-one mentoring support, which will include, the creation of individualised employability development plans, refining CV writing skills, and participating in simulated interview sessions.</p> <p>Engagement with local employers especially SME's to support them fill vacancies with a skilled workforce.</p>			<ul style="list-style-type: none"> • 22/30 (73%) of completers who moved into higher paid employment. • 22/30 (73%) of completers who reported feeling more confident regarding their employability as a result of participation on the project. • 22/30 (73%) participants who gained a qualification as a result of participation on the Programme.
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Strategic Priority 3: To promote and support delivery of existing employability or skills provision available either regionally or locally					
Indicators	# Increased Awareness of regional/local employability or skills provision.				
Theme	Title of Programme/Project, Aims & Description	Key Activities	Start Date	End Date	Performance Measures
Increased Awareness	<p>SP3.1</p> <p>Actively advocate & promote existing employability and skills provision.</p> <p>Employability Events</p> <p>To support the objective of the LMP with the overall aim to support those seeking work to move into education, employment, apprenticeships or training through direct engagement with local employers, training providers and support organisations.</p>	<p>Jobs and Apprenticeship events.</p> <p>In partnership with JBO support a minimum of 2 Job Fairs in the FODC area.</p> <p>Support JBO's undertake outreach employment events in community venues.</p> <p>In partnership with South West College support the Apprenticeship Connect event which provides school leavers and their parents an opportunity to engage with local employers and SWC staff to find out more about apprenticeship programmes on offer at the college.</p>	01/04/25	31/03/26	<p>How much did we do?</p> <ul style="list-style-type: none"> • 350 attendees at job fairs. • 45 employers at job fairs. • 9 employability and skills providers at job fairs. <p>How well did we do it?</p> <ul style="list-style-type: none"> • 53/75 (71%) of attendees rated the event as helpful for finding work. • 53/75 (71%) attendees reporting satisfaction with the event. • 27/45 (60%) of employers reporting satisfaction with the event. <p>Is anyone better off?</p> <ul style="list-style-type: none"> • 38/75 (51%) of attendees applied for at least one job as a result of the event. • 27/45 (60%) of employers participating reported the event would assist in filling vacancies. • 100 attendees reporting they have increased awareness of the work of the LMP / Employability NI Programmes.

	<p>SP3.2</p> <p>Marketing & Promotion</p> <p>Feedback from the employers survey refers to the lack of awareness of FO LMP and the initiatives offered with 79% stating they not heard of the FO LMP and a strong majority of respondents (82%) stated that their lack of awareness of LMP programmes or support prevented them from engaging before.</p> <p>Marketing and promotional activities will enhance awareness and utilisation of existing employability and skills provision opportunities available in FO, promoting FO as an attractive area to work in.</p>	<p>Key activities will centre around marketing and promotion including good news stories, testimonials, business highlights, successful programme or participation highlights, The aim is to develop compelling messaging and marketing strategies to effectively promote the work of FO LMP, FO as an attractive area to work in, and to communicate the employability and skills development opportunities in the area.</p>	01/07/25	31/03/26	<p>How much did we do?</p> <ul style="list-style-type: none"> • 50 programme participants invited to share their experience of participating on a FO LMP programme. • 30 employers invited to share their experience of participating on a FO LMP programme. <p>How well did we do it?</p> <ul style="list-style-type: none"> • 25/50 (50%) participants sharing their experiences on social media platforms, press and FO LMP webpage. • 15/30 (50%) employers sharing their experiences on social media platforms, press and FO LMP webpage. <p>Is anyone better off?</p> <ul style="list-style-type: none"> • 20/25 (80%) of participants reporting they have increased their awareness of the work of the LMP / Employability NI programmes. • 10/15 (67%) employers reporting they have increased their awareness of the work of the LMP / Employability NI programmes.
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	<p>SP3.3 Speakers for Schools</p> <p>Speakers for Schools (SfS) is a UK wide charity that was founded in 2010 by ITV's Political Editor Robert Peston, and supported by the Law Family Charitable Foundation, with a mission to level the playing field for young people. It aims to end educational inequality by giving young people access to the same networks as the top fee-paying schools in the UK through inspirational talks and work experience opportunities.</p> <p>While focusing on social mobility, Skills for Schools focus on supporting young</p> <p>Operating initially in GB, SfS broadened its remit to include NI in 2021.</p>	<p>Work Experience</p> <p>Skills for Schools will offer up to two in-person or virtual work experience events for 14 - 19 year olds. These will be led by up to three local leading employers and will take place over three days.</p> <p>These will be fully funded by Skills for Schools and supported by staff from FO LMP to engage and recruit local employers.</p>			<p>How much did we do?</p> <ul style="list-style-type: none"> • 6 employers attending the event. • 100 attendees at the event (online). <p>How well did we do it?</p> <ul style="list-style-type: none"> • 75/100 (75%) attendees reporting satisfaction with the event. • 4/6 (67%) of employers who reported the event was a good platform to showcase their sector. <p>Is anyone better off?</p> <ul style="list-style-type: none"> • 75/100 (75%) of attendees feel more informed of career opportunities. • 25 attendees reporting they have increased awareness of the work of the LMP / Employability NI Programmes.
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