

# Antrim and Newtownabbey Labour Market Partnership

## Summary Action Plan: 2024-25

Antrim and Newtownabbey Labour Market Partnership are here to support your employment journey



Employment Academies



Careers Fairs



Job Fairs



Promoting Accessible Employment



Employment Support Programmes



Upskilling



School and Industry Engagement



Apprenticeships



ANTRIM AND  
NEWTOWNABBEY

LMP



The aim of the Labour Market Partnership (LMP) is to improve labour market conditions 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.

LMPs play a key collaborative and supporting role in 'Employability NI', Department for Communities (DfC) approach to supporting those who are unemployed to get back to work. Employability NI is designed to provide a range of interventions that can evolve over time. These interventions will aim to:

- Deliver a reduction in economic inactivity and long-term unemployment;
- Provide increased support for those with physical/mental health conditions and disabilities; and
- Implement an intervention that provides a collaborative nature between Central Government Departments and Local Council area to offer direct and unique interventions.

The LMP Action Plan is designed to deliver a comprehensive plan that helps promote labour market outcomes as well as provide accountability and tracking of users. The following actions are proposed over the period 2024-2025. These actions are consistent with the aims/objectives of the Borough's Community Plan, Economic Strategy and the Programme for Government NI (PfG). Similarly, they reflect the findings from the preceding statistical and consultative process, namely that, while the Borough shows high levels of employment rates and low levels of Claimant Count rates, the Borough has seen relatively low growth levels of workplace employment compared to other Councils. The Borough has also been adversely affected by the pandemic and experiences a broad range of economic inactivity differences within the Borough's wards. The Borough also faces more longstanding issues such as higher levels of youth unemployment, varying levels of economic opportunity across wards, business recruitment challenges/skills shortages, etc.

The Strategic Priorities as provided by DfC are;

- **SP1:** To form and successfully deliver the functions of the local Labour Market Partnership for the area;
- **SP2:** To improve employability outcomes and/or labour market conditions locally, and
- **SP3:** To promote and support delivery of existing employability or skills provision available either regionally or locally.

Through the data analysis and consultation phases which culminated in a turning the curve exercise, the following themes are proposed as local priorities.

- **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;

- **Unemployment** - People who are without a job, currently available to work, and have been actively looking for work within the previous four weeks;
- **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; and
- **Skilled Labour Supply** – DfE's 2021 Skills Barometer utilises the National Qualification Framework (NQF) Skills Classification.

The following tables provide information on the strategic intent, targets, key actions and milestones of the Action Plan.

Strategic Intent	Targets	Key Actions	Milestones
To form and successfully deliver the functions of the local Labour Market Partnership for the area	<p>Continue to ensure the functions of LMP activities through cooperative and coordinated partnerships in the Borough.</p> <p>Continue to foster relationships with local schools in the area to help inform effective delivery of LMP activities to prevent students becoming NEET (Not in Employment, Education or Training).</p> <p>Develop a business sub-group of local organisations to help inform effective delivery of LMP activities, particularly those</p>	<p><b>Partnership</b></p> <p>Continue to develop a strong Antrim and Newtownabbey Labour Market Partnership to provide a co-ordinated response to jobs and skills challenges in the Borough.</p>	Bi-monthly meetings of the Antrim and Newtownabbey Labour Market Partnership and sub groups.

Strategic Intent	Targets	Key Actions	Milestones
	targeted at economically inactive, unemployed, people with disabilities and skilled labour supply.		
<p>To improve employability outcomes and/or labour market conditions locally for the following target groups:</p> <p><b>Economically Inactive</b></p> <p><b>Unemployed</b></p> <p><b>People with disabilities</b></p> <p><b>Skilled Labour Supply</b></p>	<p>By 2026 we will:</p> <ul style="list-style-type: none"> <li>• Reduce the percentage of claimants aged 18 – 24.</li> <li>• Reduce the working age economic inactivity rate in the Borough to 16%.</li> <li>• Reduce the number of residents who are unemployed, yet actively seeking work (on the claimant count).</li> <li>• Continue the current trend of reducing the level of those without any qualifications, whilst promoting and continuing the upward trend for those with</li> </ul>	<p><b>Pathway Programme</b></p> <p>Deliver a Pathway Programme offering participants one to one support to help them move towards employment. This will include a caseworker assessment to develop a personal action plan and pastoral care. This approach recognises that moving people towards employment is not a “one size fits all” and requires a broad range of options and levels of support tailored to individual needs.</p>	33 youth unemployed accessing dedicated support for their employability and skills journey.
		<p><b>Inspo Programme</b></p> <p>A prevention programme to inspire school age residents to want to achieve more and prevent those at risk of leaving education with no destination or becoming NEET (Not in Education, Employment or Training).</p>	<p>140 students being more aware of local careers opportunities and routes to employment.</p> <p>Additional employers offering work placement opportunities.</p>
		<p><b>Employment Academies</b></p> <p>Deliver a wide range of employment academy programmes to connect residents with new or better employment opportunities. This will include industry-</p>	93 claimants participating in academies to gain new skills and qualifications to help them secure new employment or self-employment.

Strategic Intent	Targets	Key Actions	Milestones
	above NVQ Level 4 educational attainment and increasing the Boroughs median pay.	specific training and qualifications with involvement from local employers.	
		<b>Upskilling Academies</b> Provide opportunities for residents to achieve skills and therefore improve their employment opportunities by delivering a project targeted at the underemployed (job level or hours worked) to support them into appropriate level employment – in turn, creating entry level positions.	38 residents participating in the programme.  25 moving into higher paid employment and gaining a qualification after completing the project.
		<b>Enable Project</b> Deliver the Enable Project which is designed to increase awareness in the area for employers and residents of the number of supports and opportunities available to them with the aim of increasing the number of people with a disability in employment benefitting both employers and residents.	14 employers committing to make changes to recruitment methods to accommodate people with a disability.  14 employers encouraging applications from people with a disability.
To promote and support delivery of existing employability or skills provision available either regionally or locally	Raise awareness of the work of the Labour Market Partnership and the regional programmes and initiatives/opportunities open to our residents	<b>Awareness</b> Develop an online and physical marketing campaign to promote the support available from the Partnership and opportunities for residents to access apprenticeship programmes etc.  Events including job fairs to allow residents to meet employers and support organisations.	Residents of Antrim and Newtownabbey gaining support through employability programmes.  Employers engaged in events and provided with suitable events to help them fill vacancies.

Strategic Intent	Targets	Key Actions	Milestones
		<b>Engagement and Outreach Officer</b> Dedicated resource to support the objective of the LMP with the overall aim to support those seeking work to move into education, employment or training through direct engagement with local employers training providers and support organisations increase awareness of, and make referrals to employability and skills programmes within the local area.	Employer satisfaction with the Antrim and Newtownabbey Engagement and Outreach Officer plan.

For further information on the Antrim and Newtownabbey Labour Market Partnership, contact us:

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To find local employment, visit our Facebook page [www.facebook.com/ANBoroughjobs/](https://www.facebook.com/ANBoroughjobs/)

