

ANTRIM AND  
NEWTOWNABBEY

Labour Market Partnership  
Working Together



# ANTRIM AND NEWTOWNABBEY LABOUR MARKET PARTNERSHIP

## Annual Report

April 2023 - March 2024

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 Labour Market Partnership



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## Chairperson Foreword

I am immensely proud and honoured as the former Mayor of Antrim and Newtownabbey during 2023/24 to have served as the Chairperson of the Antrim and Newtownabbey Labour Market Partnership (LMP).

On behalf of the Antrim and Newtownabbey LMP I would like express our thanks to the Department for Communities (DfC) for designing and providing funding for the LMP initiative during 2023/24 and recognising the significance of the LMP's initiatives within our local area.

The funding enabled us to deliver a range of programmes from Job Fairs to Employability Academies and Industry Introductory Events that supported 86 residents from the Borough into paid employment and engaged 1220 school children across 10 schools in LMP initiatives. This initiative has provided the opportunity to build and sustain relationships between Council, enterprise partners, local businesses, training and education providers and community groups and formed a partnership that will continue to deliver for the residents of Antrim and Newtownabbey.

I am aware of the continued obstacles that our local business and residents are facing and for that reason, I wish to extend my thanks and gratitude to the members of the Partnership. Each member works tirelessly to have a positive impact on the residents of the Borough and it is their local knowledge, expertise and collaboration that helps drive the partnership forward while avoiding duplication of other provisions.

Our Customer Service Academy in partnership with Dobbies highlighted the benefits and success of collaborating with businesses investing in our Borough. The Academy supported 17 residents into jobs at its flagship store in The Junction, which opened in October 2023.

Following the establishment of a Schools Sub-Group during 2022/23 and collaboration with local post-primary schools, we hosted our first Careers Fair at the Theatre at the Mill, which attracted 862 students and connected them to 53 businesses and support organisations to learn more about local career pathways and employment opportunities. We also hosted an industry workshop in collaboration with the Northern Health and Social Care Trust (NHSCT) to introduce students to careers within the sector. We continue to ensure our youths have access to appropriate guidance, inspiration, and opportunities for their future careers and to install ambition into our young people.

We continue to invest in the opportunities that our Borough offers, ensuring skills in the prominent sectors are readily available. Through our Upskilling Programme, we invest in employee training to further their career development and employment opportunities and open up entry-level positions for residents in the Borough.

My involvement with the continued development and growth of this Partnership has been truly rewarding. I look forward to seeing the continued success of the LMP and witnessing the implementation of new projects and initiatives in the 2024/2025

financial year. I am excited for the positive impact that these will have on our residents, businesses, and the whole Borough.

A handwritten signature in black ink that reads "Mark Cooper." The signature is written in a cursive, flowing style.

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**Councillor Mark Cooper, BEM**

# **ANTRIM AND NEWTOWNABBEY LMP**

## **Introduction**

Labour Market Partnerships (LMPs) are a regional wide approach developed and funded by the DfC. LMPs have been established in each NI Council 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.

LMPs play a key collaborative and supporting role in the Northern Ireland Executives strategic objectives, including achievement of targets set in:

- Community Plan for the local area; and
- Programme for Government.

The relevant outcomes identified within the Programme for Government are:

- We have a more equal society.
- We have more people working in better jobs.
- We care for other and help those in need.

The DfC is the lead department for a number of indicators, through which progress on these outcomes is measured:

- Economic inactivity rates excluding students.
- Employment rate of 16-64 year old by deprivation quintile.
- % of people working part-time who would like to work more hours.
- % of population living in absolute and relative poverty.

The Department set high level Themes that LMP Action Plans must address:

- Economic Inactivity
- Long Term Unemployed
- Youth Unemployment
- Disability
- Skilled Labour
- Economic Shock.

The LMP approach has been introduced to ensure employability delivery is reflective of local area needs and participant and employer needs in particular. The partnerships will focus on improving labour market conditions and addressing issues with employers, training providers and community and voluntary organisations.

## **Antrim and Newtownabbey LMP**

The first meeting of Antrim and Newtownabbey LMP took place on 24 November 2021, and the Partnership has continued to meet on a regular basis with meetings taking place at least 6 times per year. The LMP continues to develop strong partnerships with employers, training providers, and community and voluntary organisations to continually inform programme development and address local labour market needs.

## Outcome Based Accountability

Antrim and Newtownabbey LMP use the DfC recommended Outcome Based Accountability (OBA) model in the development and measurement of the success of its Action Plans (APs).

OBA is a way of structuring planning to improve outcomes for whole populations and for improving services. The structure provided by OBA provides individuals, teams and groups of stakeholders with a common language and a framework for considering and planning actions, to improve outcomes at a population level or for beneficiaries/participants of programmes or projects.

The OBA approach focuses on outcomes that are desired and monitored, and evidence progress towards those desired outcomes. Key features of OBA include:

Population Accountability – this is about the well-being of whole populations (e.g. all people living in a local LMP area or all people living in Northern Ireland). This level of accountability is not the sole responsibility of any one agency or programme. It is about agencies across a number of sectors collaborating to improve outcomes. Outcomes are the conditions of wellbeing that are desired for a defined population.

At a population level, turning-the-curve is the main planning process within OBA which is structured under the following seven population accountability questions:

1. What are the quality of life conditions that we want for the children, adults and families that live in our community?
2. What would these conditions look like if we could see them?
3. How can we measure these conditions?
4. How are we doing on the most important of these measures?
5. Who are the partners that have a role to play in doing better?
6. What works to do better including no-cost and low-cost ideas?
7. What do we propose to do?

Performance Accountability – this is about the well-being of client populations who receive a service from an agency or service provider. Accountability for the success, or otherwise, of a programme, service or project rests with those who provide it. This looks at the actions we want to implement in order to effect change. In terms of the LMP these will be the projects and initiatives that have been agreed in the AP and delivered. Following the OBA methodology, prior to the commencement of each project and initiative, performance measures were established to enable progress to be tracked and reported under the following categories:

- How much did we do? (the quantity of effort, i.e. the number of beneficiaries of a project and the number of core activities carried out);
- How well did we do it? (the quality of effort, i.e. Timeliness of activities, attendance levels, satisfaction of beneficiaries, cost per unit, adherence to standards)
- Is anyone better off? (the impact on project beneficiaries. i.e. Behaviours change, attitudes shift, circumstances change, knowledge increases & skills improve).

Using these indicators and performance measure information, project card templates were used for each initiative and completed quarterly to ensure the impact is measured and the right projects are being delivered to meet identified needs. Project

measures are completed alongside quarterly claims to help paint a picture of how the initiatives delivered have impacted the local area's labour market conditions.

### **Action Plan 2023/24**

To develop an Action Plan (AP) for the 2023/24 period the Partnership appointed a consultant to undertake a review of the AP for 2022/23. The review considered key findings, issues, statistics, strategic context and the plans relevance for delivery. The plan was updated to ensure accuracy of statistics etc. and relevance for the 2023/24 period.

As part of the review, consultation was undertaken with the Partnership via surveys and dedicated workshop sessions. The results from the review were utilised to undertake the Turning the Curve Exercise.

The Partnership were content that the themes and challenges identified in the 2022/23 AP remained correct and relevant, and that the strategic direction for the coming year should not be changed. Limited delivery had taken place of the 2022/23 AP due to a delay in funding confirmation therefore the Partnership's ability to impact change had been limited.

The AP remained consistent with the aims/objectives of the Borough's Community Plan, Economic Strategy and the Programme for Government NI (PfG). Similarly, the key actions reflected 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 been adversely impacted by the pandemic compared to other Councils. The Borough also faces more longstanding issues such as higher levels of youth unemployment, varying levels of economic opportunity across wards and business recruitment challenges/skills shortages.

The following themes were reconfirmed as local priorities:

- Youth Unemployment: people aged 18 – 24 in receipt of an unemployment benefit;
- Economic Inactivity: those not in employment and who have not been seeking work within the last 4 weeks and/or not able to work within the next 2 weeks;
- Economic Shock: Temporary but significant disruption to supply chains;
- Skilled Labour Supply: resident working age population with no qualifications (NISRA Labour Force Survey Local Area Database).

The updated AP was submitted to DfC for approval in March 2023 and a Letter of Offer was received on 28 July 2023 to the value of £395,875.80 for the delivery of the 2023/24 AP. This was accepted by Council.

The delay in receipt of this letter of offer resulted in a shortened delivery timeframe for the projects therefore full delivery of the operational budget was not possible within the timeframe. DfC therefore allowed £150,359.21 of the allocation to be accrued into the next financial year with delivery permitted through to October 2024 and final outcomes recorded by December 2024.

### **Action Plan 2024/25**

During this financial year the Partnership also undertook a three year strategic assessment and developed yearly action plans for 2024/27. The strategic review and 2024/25 AP projects were submitted to DfC on 27 March 2024 and later presented to Regional LMP on 5 April 2024. The 2024/25 AP was approved in 21 June 2024 and a Letter of Offer was received on the 28 August 2024.



## Antrim and Newtownabbey LMP Membership 2023-2024

<p>The Mayor Cllr Mark Cooper LMP Chairman Democratic Unionist Party</p>		
<p>Emma Garrett LMP Vice Chair Mallusk Enterprise Park</p>		
<p>Mark Buick DfC - JBO Newtownabbey</p>		
<p>Lindsay Taylor Northern Health Trust</p>		
<p>Cllr Robert Foster Ulster Unionist Party</p>		
<p>Deirdre Hasson Education Authority</p>		

Cheryl Lane Northern Regional College		<b>NORTHERN</b> Regional College
Cllr Roisin Lynch SDLP		
Jennifer McWilliams Antrim Enterprise Park		
Cllr Lucille O'Hagan Sinn Féin		
Ken Nelson LED COM		<b>LED COM</b>
Alderman Stephen Ross Democratic Unionist Party		

<p>Susan O’Kane Invest Northern Ireland</p>		
<p>Anna Wylie NI Careers Service</p>		
<p>Cllr Billy Webb Alliance Party</p>		
<p>Andrea Thompson DfC – JBO Antrim</p>		

## Action Plan 2023/24 Delivery

The following provides information on delivery against the Strategic Priorities as determined by DfC and the associated targets within the AP.

This report refers to delivery of projects from the 2023/24 AP but it must be noted that with the agreement of the Department, delivery of some projects has been extended through to 31 October 2024 therefore outputs will be lower than expected and will continue to be measured through to December 2024.

### Strategic Priority 1

- **To form and successfully deliver the functions of the local LMP for the area**

Brief Description	<p>Establishment of the LMP with an established membership and respective sub-groups that meet regularly.</p> <p>Support the development of the LMP AP for 2023-2024.</p>
Cost	£29,399.62
Start & End Date	1/04/23 - 31/03/24
Partners who are currently involved	<ul style="list-style-type: none"><li>- Political Parties</li><li>- NI Careers Service</li><li>- DfE</li><li>- DfC</li><li>- Northern Regional College</li><li>- Education Authority</li><li>- Local Enterprise Agencies</li><li>- Northern Health Trust</li><li>- Jobs and Benefits Offices Antrim and Newtownabbey</li><li>- Invest NI</li><li>- Post Primary Schools</li></ul> <p>The LMP is currently developing a Business Sub-Group to engage with local ANBC businesses such as in logistics, health and social care, manufacturing sectors etc.</p> <p>The LMP is currently considering its membership and could involve further partners in future on the Board or on dedicated sub-groups or task and finish groups e.g.:</p> <ul style="list-style-type: none"><li>- Community Representatives</li><li>- Youth Representatives</li><li>- Disability Representatives</li></ul>
What is happening to improve performance?	<p>The LMP are currently developing a Business Sub-Group to provide insights into current and future industry skills and employment requirements and shortages to allow the LMP to develop suitable targeted interventions.</p>

	The LMP continue to offer alternative afternoon and evening meetings and remote options to make meetings more accessible for Members of the Partnership.
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### **Table of Key Outcomes**

How much did we do?	<ul style="list-style-type: none"> <li>• 7 LMP meetings held</li> <li>• 1 strategic assessment developed to inform LMP AP 24/25</li> <li>• 1 LMP AP developed and approved by regional LMP</li> <li>• 2 School Sub-Group meetings held</li> </ul>
How well did we do it?	<ul style="list-style-type: none"> <li>• 66% attendance rate of members at LMP meetings</li> <li>• 1 LMP AP submitted on time</li> <li>• 1 LMP Strategic Assessment developed on time</li> <li>• 56% attendance rate of LMP members at school sub-group meetings</li> <li>• 92% of LMP members feel their views were taken into account with regard to the Strategic Assessment and AP (of 11 out of 12 who returned their surveys)</li> </ul>
Is anyone better off?	<ul style="list-style-type: none"> <li>• 92% of LMP members feel that they are contributing to the delivery of the LMP (of 11 of 12 who returned their surveys)</li> <li>• 100% of LMP members feel the LMP is making a positive difference (of 11 who returned their surveys)</li> <li>• 92% of LMP members reported increased awareness of local employability and labour market issues (of 11 of 12 who returned their surveys)</li> <li>• 100% of Sub Group members reported increased awareness of local employability and labour market issues (6 of 6 who returned their surveys and responded to this question)</li> </ul>

## Strategic Priority 2

- To improve employability outcomes and/or labour market conditions locally through delivery of a support pathway.

Brief Description	To support delivery of DfC's Employability NI initiative and promote the work and initiatives of ENI and other relevant government departments by developing programmes of support for young unemployed people and claimants to move closer to the labour market
Cost	£251,909.80
Start & End Date	1/04/23 - 31/12/24
Project update	<p>A number of initiatives have been delivered under SP2 of the 2023/24 AP.</p> <p><u>Pathway Programme</u></p> <p>The Pathway Programme supported participants on a bespoke pathway of support towards training or employment. Each participant's pathway was tailored to their individual needs and goals.</p> <p>The targets were:</p> <ul style="list-style-type: none"><li>• 42 participants enrolled on the project</li><li>• 33 participants enrolled who completed the project</li><li>• 27 participants reported satisfaction with the LMP project</li><li>• 16 participants received barrier removal support</li><li>• 25 participants who attended a job interview as a result of participation on the project</li><li>• 17 Participants gaining new employment</li><li>• 27 Participants reporting feeling more confident regarding their employability as a result of participation on the project</li></ul> <p>Due to unforeseen challenges experienced by the delivery agent, the targets were not met within the timeframe.</p> <p>The latest figures for this programme are:</p> <ul style="list-style-type: none"><li>• 30 participants enrolled on the project</li><li>• 30 participants completed the project</li><li>• 7 participants attended a job interview as a result of participation on the project</li><li>• 3 participants gained new employment</li></ul> <p><u>Inspo Programme</u></p>

The programme aimed to inspire school age residents to want to achieve more and prevent or minimize the number of those at risk of leaving education with no destination or becoming NEET (Not in Education, Employment or Training).



As part of the Inspo Programme, the LMP hosted its first Careers Fair at the Theatre at the Mill in February 2024 following discussions with the Schools Sub-Group.

Theatre at The Mill was buzzing with excitement as over 800 young people from the Antrim and Newtownabbey area gathered to explore a diverse range of career opportunities at the first ever Careers Fair to be held there.

The event brought together over 50 employers, universities, training providers and support organisations under one roof providing people with valuable insights into various career pathways and the skills required to succeed in their chosen fields. Attendees had the opportunity to interact directly with representatives from different sectors, gaining first-hand knowledge about job prospects, educational opportunities, apprenticeships and support services available within the community.

Representatives from industries including manufacturing, health and social care, hospitality and logistics engaged with the children, sharing valuable insights and advice to help them navigate their career journeys. Additionally, attendees had the opportunity to learn about CV building, interview preparation and other essential skills necessary for entering the workforce.

Feedback from attendees was also extremely positive and were quoted as saying:

*"Very Interesting and helpful advisors"*

*"Plenty of opportunities"*

*"Good range of employers and all engaged"*

*"Excellent event and great advice available"*



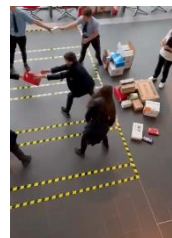


## Transport & Logistics Industry Masterclass

The LMP once again partnered with Council, Young Enterprise and local businesses to deliver a three-day industry introduction event for schools across the borough.



The event focused on introducing the transport and logistics industry and introduced over 300 pupils to the potential career paths and opportunities.

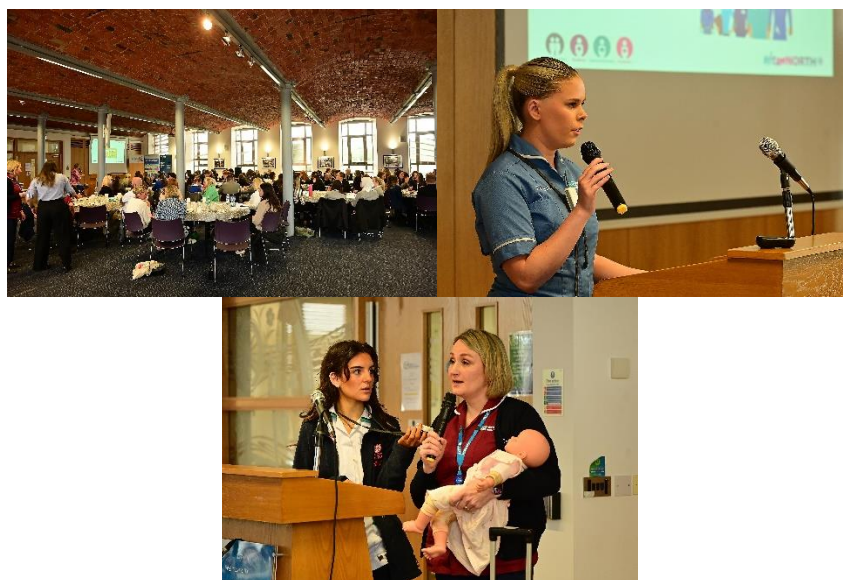




Pupils heard first hand from industry representatives about their business and career journey, the skills required to work in the industry and the wealth of opportunities in the future.



The LMP in partnership with Northern Health and Social Care Trust (NHSCT) and the Northern Regional College hosted an interactive workshop introducing post-primary school students to the health and social care sector and inspire young people to take the next step on their career pathways.



The event helped raise awareness about the diversity of roles available with the Northern Trust, one of the area's largest employers. It highlighted that working in health and social care is not just about being a nurse or a doctor, or a social worker, but there are so many different opportunities available.

The Northern Regional College then provided students with information on the courses that are available to gain entry to the sector.

### **Inspo Programme Support**

Transport was provided to enable schools to attend employability and skills related events including:

- SistersIN, Ballyclare High School

- UCAS Event, Ballyclare High School
- Dream Space Programme, Thornfield House School

Additionally, Ballyclare Secondary School students received 2 days of interview skills guidance from external careers advisors.



### Ambassador Profiles

Five ambassador profiles were developed from industries including hospitality, retail, IT, learning and development and equestrian. Each profile includes 1 video, a written introduction on the ambassador and photographs.

The profiles are used to introduce different local employment sectors and career paths. The videos and profiles are promoted to both the public and students and the participating businesses can also utilise these for their recruitment purposes.



The videos and profiles will be displayed on the Council website, shared across social media and utilised at various events throughout the year.



### Employability Academies

Sector-based work academy programmes have been delivered for a number of years in a variety of sectors including the HGV, Retail, Construction, Warehouse and Security sectors creating a skilled workforce for local business.



They are designed in partnership with industry to fill entry level positions with residents of the Borough; typically those not

currently in the labour market, who may not have the skillset, confidence or ability to directly apply for vacancies.

Academies help prepare participants to apply for jobs in a specific area of work and are designed to help meet immediate and future recruitment needs as well as to recruit a workforce with the right skills to sustain and grow local business.

An important feature is that they offer a flexible approach and can be adapted to meet the needs of local businesses.

Academies tend to last 1 week but can be extended depending on the skills required. They have four main components:

- an introduction to the sector/employer
- pre-employment training – skills provided are matched to business/sector need
- employability skills training including CV and interview preparation
- a guaranteed job interview.

A number of Employability Academies have been delivered throughout the delivery of the AP including:

- 3 x SIA Academies
- 1 x Warehousing
- 1 x Manufacturing
- 1 x Forklift (optional training for Warehousing and Manufacturing participants)
- 1 x Logistics
- 2 x Hospitality
- 2 x Digital Skills Academies

Delivery agents are continuing to support participants and aim to assist them into employment for up to 6 months after completing each academy. Final outputs are expected at the end of December.

### **Upskilling Programmes**

Upskilling programmes are designed to address pressing recruitment challenges faced by various sectors by equipping local residents with the practical industry knowledge and skills necessary to advance their careers.

#### Classroom Assistant Upskilling Programme

The programme enabled classroom assistants already working in a classroom setting to upskill to a Level 3 Diploma in Specialist Support for Teaching & Learning in Schools, enabling them to access permanent employment opportunities.

Delivery for this programme was extended to June with final employment outputs reported by December 2024.

### Employee Upskilling Programme

The programme funded training for businesses to upskill their employees into new roles and open up entry level roles. The following businesses availed of funding:

- The Beautician
- Advanced Scaffolding NI
- AI Services
- Novogen Engineering Solutions
- Woodside Motorfreight Ltd

Delivery for this programme was extended to June with final employment outputs reported by December 2024.

At a celebration event in June participants were commended for their dedication and hard work in completing the training and earning their qualifications.



What is happening to improve performance?

The secretariat continually analyse project delivery, monitoring information, discuss provisions with delivery agents, participants and the partnership and other key stakeholders to make improvements to the programmes.



## **Table of Key Outcomes**

<p>How much did we do?</p>	<p><b>Pathway Programme</b></p> <ul style="list-style-type: none"> <li>• 30 participants enrolled in the Pathway Programme</li> </ul> <p><b>Inspo Programme</b></p> <ul style="list-style-type: none"> <li>• 1209 attendees at Inspo Programme related events</li> <li>• 378 participants received 1-1 career guidance through the Inspo Programme</li> <li>• 14 Post Primary Schools engaged with the Inspo Programme</li> <li>• 37 Employers engaged with the Inspo Programme</li> </ul> <p><b>Employment Academies</b></p> <ul style="list-style-type: none"> <li>• 105 participants enrolled in Employment Academies</li> </ul> <p><b>Upskilling Programmes</b></p> <ul style="list-style-type: none"> <li>• 72 participants enrolled in Upskilling Programmes (28 in the Classroom Assistant Academy and 44 in the Employer Upskilling Programme)</li> <li>• </li> </ul>
<p>How well did we do it?</p>	<p><b>Pathway Programme</b></p> <ul style="list-style-type: none"> <li>• 30 or 100% of participants enrolled on the Pathway Programme completed</li> <li>• 0 participants enrolled on the Pathway Programme reported satisfaction</li> <li>• 0 participants enrolled on the Pathway Programme received barrier support</li> </ul> <p><b>Inspo Programme</b></p> <ul style="list-style-type: none"> <li>• 326 or 83% of attendees surveyed were satisfied with Inspo Programme events</li> <li>• 27 or 73% employers surveyed reported satisfaction with Inspo Programme events</li> <li>• 34* participants reporting satisfaction with the careers guidance project</li> <li>• 164* Inspo Programme participants completed the careers guidance project</li> </ul> <p>*The careers fair was provided to schools to replace the original career guidance performance measures included in the action plan. One post primary school of 164 pupils benefitted from careers guidance. Of the 44 who returned surveys, 30 reported satisfaction.</p> <p><b>Employment Academy</b></p> <ul style="list-style-type: none"> <li>• 93 participants enrolled or 89% completed an Employment Academy</li> <li>• 93 or 100% of participants who completed reported satisfaction with the Academy</li> </ul>

	<p><b>Upskilling Programmes</b></p> <ul style="list-style-type: none"> <li>• 72 (17 Classroom Assistants, 44 Employee Upskilling participants completed the project)*</li> <li>• 37 participants who completed reported satisfaction with the Academy or Upskilling programme</li> </ul> <p>*This is in reference to participants who have completed <b>all</b> training at the time of this report.</p>
Is anyone better off?	<p><b>Pathway Programme</b></p> <ul style="list-style-type: none"> <li>• 7 participants on the Pathway Programme attended a job interview as a result of participation on the project</li> <li>• 3 participants on the Pathway Programme gained new employment</li> <li>• 27 participants reported feeling more confident regarding their employability as a result of participation on the project</li> </ul> <p><b>Inspo Programme</b></p> <ul style="list-style-type: none"> <li>• 348 or 89% attendees of Inspo Programme related events reported better awareness of local careers and routes to employment (of 391 surveyed)</li> <li>• 339 or 87% of participants of Inspo Programme related projects and events were better informed about their career options and pathways (of 391 surveyed)</li> <li>• 10 post primary schools report better awareness of local careers options and pathways of 14 post-primary schools engaged</li> <li>• 8 out of 37 employers offered work placement opportunities</li> </ul> <p><b>Employment Academies</b></p> <ul style="list-style-type: none"> <li>• 61 participants gaining new employment</li> <li>• 31 participants still in employment after 6 months</li> <li>• 93 participants gained a qualification as a result of participation on the project</li> <li>• 90 participants reported feeling more confident regarding employability as a result of participation on the project</li> </ul> <p><b>Upskilling Programmes</b></p> <ul style="list-style-type: none"> <li>• 28 participants gaining new employment (17 Classroom Assistants secured permanent contracts with schools, 2 employees were upskilled into a better job role, 9 entry-level roles were created and filled as a result of employee upskilling funding)</li> <li>• 28 participants still in employment after 6 months</li> <li>• 54 participants (17 Classroom Assistant and 37 Employee Upskilling) gained a qualification as a result of participation on the projects*</li> </ul>

	<p>*A total of 70 qualifications/certifications have been earned between the Classroom Assistant Upskilling Academy (17) and Employee Upskilling Programme (37).</p>
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### Strategic Priority 3

#### - To support delivery of Employability NI

Brief Description	To support delivery of Employability NI and promote the work and initiatives of ENI and other relevant government departments.
Cost	£24,019.91
Start & End Date	1/04/23 - 31/03/24
Project update	<p>The LMP have delivered a number of Job Fairs and attended several employability events in partnership with the local Jobs and Benefits Offices and DfC Employability Branch.</p> <p>The LMP undertook a number of initiatives to increase awareness of apprenticeship opportunities in the Borough through a series of ad-shell campaigns. These included an ad-shell campaign for National Apprenticeship Week 2024 and Disability Action's Accessible Apprenticeship guidance document.</p> <p>An Engagement and Outreach Officer role which was included within the AP unfortunately did not progress this year due to limited timescale for delivery, but has been included again in the 24/25 AP.</p> <p>The Skills webpage on the Antrim and Newtownabbey Borough Council website continues to be updated with the latest LMP initiatives and other relevant projects and programmes.</p> <p><a href="https://antrimandnewtownabbey.gov.uk/jobs/get-into-work/">https://antrimandnewtownabbey.gov.uk/jobs/get-into-work/</a></p>
What is happening to improve performance?	The LMP continues to promote and raise awareness of regional programmes and its initiatives as well as employment and skills opportunities and events through different channels and events.



## Table of Key Outcomes

How much did we do?

### Antrim and Newtownabbey Job Fair

Thursday 9 November 2023, 12.00pm – 3.00pm  
Antrim Forum

Find job opportunities and improve your employment prospects with practical advice and support.

BSL and ISL signers available 12.00pm – 2.00pm



For more information: [JobApplyNI.com](https://www.jobapplyni.com) or email: [dfcemployerservices@communities-ni.gov.uk](mailto:dfcemployerservices@communities-ni.gov.uk)



- 1 large job fair took place on 09/11/2023 in cooperation with DfC Employability Branch. The job fair had over 87 exhibitors and 672 attendees. 54 job offers were made and 26 positions were filled. This year the job fair had a 1 hour slot for school students to attend before the event (11am-12pm). Over 300 students from 7 schools attended.
- Ballyclare job fair - 13/09/23
- The LMP worked in partnership with the Jobs and Benefits offices within the area to deliver the following events throughout the year
  - 2 x Jobs fairs - 24/06/23 & 28/09/23
  - 2 x Employability and Wellbeing fairs 08/02/24 & 24/02/24



- Apprenticeship week 2024 took place in February. The LMP undertook an ad-shell campaign in partnership with local businesses to promote apprenticeship opportunities within the area. These were placed in strategic positions close to both the business and nearby schools. 10 businesses

participated with live, or upcoming apprenticeship opportunities.



- An ad shell campaign promoting Accessible Apprenticeships also took place in March. The campaign linked to the LMP's apprenticeship page on the website, providing information on accessible apprenticeships including Empower's Accessible Apprenticeships (Disability Action, USEL, and Specialisterne).



How much did we do?

- 2 PR campaigns delivered
- 10 employers engaged in the Apprenticeship Week PR campaign
- 108 employers engaged with job fairs and employability events
- 3649 Attendees at job fairs and employability events
- 71 Employability/skills providers engaged

How well did we do it?	<ul style="list-style-type: none"> <li>• 6 or 86% of employers reported satisfaction with the campaign (of 7 who returned surveys)</li> <li>• 94% of employers reported satisfaction with LMP events (of 108 surveyed)</li> <li>• 93% of attendees rated the event as helpful for finding work/training opportunities/employability support (of 105 surveyed)</li> <li>• 96% of employability/skills providers reported satisfaction with the event (of 71 surveyed)</li> </ul>
Is anyone better off?	<ul style="list-style-type: none"> <li>• 19 referrals to regional employability programmes</li> <li>• 70% of employers reported the event would assist in filling vacancies (of 90 surveyed)</li> <li>• 50% of attendees applied for at least one job as a result of the event (of 105 surveyed)</li> <li>• 91% of attendees feel more informed of career opportunities (of 105 surveyed)</li> </ul>

## Financial Statement

An audit of LMP activity in 2023/24 was completed in June 2024. The objective of the audit was to understand and assess the adequacy and effectiveness of internal controls, providing assurance on the probity and proper use of funds with a regular review of operational effectiveness and corporate governance arrangements.

The report concluded that overall, there is a 'Satisfactory' level of assurance. Based on the work completed Internal Audit are satisfied that the processes and controls in place in respect to the LMP are adequate and effective.

### Signed Financial Statement for 1 April 2023 – 31 March 2024

Statement of Income & Expenditure				
Antrim and Newtownabbey Borough Council Antrim and Newtownabbey Labour Market Partnership Statement of Income & Expenditure Year to 31 March 2024				
	Total Funding	Expenditure Charged	Expenditure Accrued	Total Expenditure
	£	£	£	£
Funding				
Funding from DfC (Administration)	150,373.75	150,373.75	0.00	150,373.75
Funding from DfC (Operational)	306,949.92	154,970.12	150,359.21	305,329.33
Funding from DfE	0.00			0.00
Contribution from Council	4,004.16	3,004.16	1,000.00	4,004.16
Contributions from (Other Please state)	0.00			0.00
Contributions from (Other Please state)	0.00			0.00
	<b>461,327.83</b>	<b>308,348.03</b>	<b>151,359.21</b>	<b>459,707.24</b>
Payments	£	£	£	£
Salaries	148,634.75	148,634.75	0.00	148,634.75
Staff Costs	1,739.00	1,739.00	0.00	1,739.00
Telephones				
Printing and Stationery				
Audit Fees				
Photocopying				
<b>Total DfC Administration</b>	<b>150,373.75</b>	<b>150,373.75</b>	<b>0.00</b>	<b>150,373.75</b>
Strategic Priority 1 (Operational)	29,399.62	13,105.81	16,293.81	29,399.62
Strategic Priority 2 (Operational)	251,909.80	120,903.25	131,006.55	251,909.80
Strategic Priority 3 (Operational)	24,019.91	20,961.06	3,058.85	24,019.91
<b>Total DfC Operational</b>	<b>305,329.33</b>	<b>154,970.12</b>	<b>150,359.21</b>	<b>305,329.33</b>
Payments - DfE (Admin)	0.00			
Payments - Council Contribution (Admin)	2,934.16	1,934.16	1,000.00	2,934.16
Payments - xx	0.00			
Payments - (Other Please state) (Admin)	0.00			
<b>Total Other (Admin)</b>	<b>2,934.16</b>	<b>1,934.16</b>	<b>1,000.00</b>	<b>2,934.16</b>
Payments - DfE (Operational)	0.00			
Payments - Council Contribution (Operational)	1,070.00	1,070.00		1,070.00
Payments - xx (Operational)	0.00			
Payments - (Other Please state) (Operational)	0.00			
<b>Total Other (Operational)</b>	<b>1,070.00</b>	<b>1,070.00</b>	<b>0.00</b>	<b>1,070.00</b>
	<b>459,707.24</b>	<b>308,348.03</b>	<b>151,359.21</b>	<b>459,707.24</b>
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.				
Chief Financial Officer			Date	