



Academy Programmes

Introduction

Funded by the Department for Communities, Labour Market Partnerships (LMP) were established in 2021/22 in each Council area and develop annual action plans designed to meet local need.

LMPs aim 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.

This integrated approach to address labour market challenges aims to support businesses by providing the people and skills to fulfil current and future vacancies, by:

- Engaging businesses from all sectors to determine local need
- Delivering sector specific skills and employment interventions
- Improving labor market conditions
- Encouraging businesses to contribute to inspiring the future workforce.

LMPs support residents including youth, economically inactive, unemployed and underemployed people enter/re-enter the labour market or move into better employment by providing a wide variety of supports including:

- employability skills development
- 1-1 support into employment
- sector specific academy programmes
- barrier removal support

Academy Programmes

The LMP is currently planning delivery of a range of academy programmes through to March 2025.

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 your business.

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 - a great opportunity for your business to promote opportunities and benefits for employment, identify talent and for the individual to cement their knowledge and understanding of the required role
- pre-employment training – skills provided will be directed by your and matched to your business/sector
- employability skills training including CV and interview preparation
- a guaranteed job interview.

Business Commitment

There is no direct cost to a business for participating in an academy as marketing, training and administration costs are covered by the LMP. Businesses are asked to commit to:

- being named in the academy recruitment process for the academy (to help attract applicants) including the use of logos for publicity
- provide an overview of the business and the roles available (on the first day)
- interview candidates who complete the programme (no obligation to employ).

The LMP will work with you to design the training content to your specific requirements to ensure the most relevant package of training to support your recruitment needs.

Business Benefits

Your business could benefit from participating for the following reasons:

- the flexible programme can be tailored to meet your recruitment needs
- recruit staff with the right training and skills from the outset, developed through fully-funded pre-employment training
- reduces the risks/costs within the overall process of recruiting new employees
- an opportunity for positive publicity to show how like-minded businesses are working together to meet their social responsibilities

Further Information

If you are interested in participating in a sector-based work academy, or would like further information, please email skills@antrimandnewtownabbey.gov.uk and someone will come back to you.