

CAUSEWAY COAST AND GLENS

Labour Market Partnership
Working Together



Causeway Coast & Glens Labour Market Partnership

Action Plan 2023-24



Contents

1.0 Introduction	2
Challenging Climate	3
Population Spread	4
2.0 Executive Summary	5
3.0 Causeway Coast and Glens Labour Market Partnership Structure	6
4.0 Policy Context for Employability and Skills in CC&G LMP Area	7
Regional Support	7
Causeway Coast and Glens BC Context	9
Local Programmes of Support	10
5.0 Process for the Strategical Assessment and Engagement / Consultation	11
6.0 Findings from Strategic Assessment	12
Population Trends.....	12
Employment Activity.....	15
Businesses in the Borough.....	18
Qualification Levels.....	22
Skills Needs & Future Demand	27
Skills in Demand.....	28
7.0 Conclusion	32
8.0 Action Plan	37
9. Budget	Error! Bookmark not defined.

1.0 Introduction

This Action Plan has been developed to follow the achievements of the 2022/23 Labour Market Partnership (LMP) Action Plan, and to address the employability needs of Causeway Coast and Glens (CC&G) Borough Council area.

The local LMP is intended to:

- Provide leadership and lead on the integration of services
- Develop local Action Plans including setting targets for performance
- Manage devolved funding and its delivery through a dynamic purchasing framework
- Manage arrangements for the evaluation of local interventions

Council has taken on the task of local convenor of a partnership approach to employability interventions in Causeway Coast and Glens Borough Council area. The LMP Members are local stakeholders and have been involved in the planning and delivery of the initial Action Plan.

The purpose of the Action Plan is to identify the priority areas for action by the LMP. The plan sets out to:

- Review and confirm priority employment and labour market issues locally, evidenced and informed by a comprehensive Strategic Assessment
- Describe what the LMP aims to achieve
- Communicate the content of the Causeway Coast and Glens LMP Action Plan and how the LMP will work to deliver its Action Plan
- Explain how the LMP will work in partnership to make the best use of resources
- Explain how Outcomes Based Accountability (OBA) will be used to measure and manage performance of the LMP

A Strategic Assessment was carried out of employability outcomes and local labour market conditions in the Causeway Coast and Glens Council area. This exercise was undertaken to ensure that the priorities identified in the Labour Market Partnership Strategic Assessment and Action Plan reflect priority employability and labour market issues in the area, informed by analysis of information provided by statutory partners, colleagues across council as well as the results of ongoing Borough wide engagement and consultation with local businesses and the community across the Council area.

The Strategic Assessment highlighted the key statistics for the labour market in CC&G's council area/region as understanding the current outlook of CC&G's labour market, and analysing it effectively, was a crucial first step to establish a successful Labour Market Partnership. There have been and continue to be enormous challenges in CC&G's local labour market in the wake of COVID-19 (coronavirus) pandemic, coupled with economic downturn and high inflation rates.

The findings from the Strategic Assessment were presented to LMP members and there was consultation with LMP members to help shape and inform the Action Plan. The Action Plan was discussed and finalised at subsequent LMP meetings, reflecting the priorities identified in the Strategic Assessment as well as issues identified by the partners in their feedback as part of the consultation process and as part of the work carried out in the 22/23 Action Plan.

A Turning the Curve approach has been used to develop the 2023/24 Local LMP Action Plan by identifying themes and projects that will help to achieve the desired outcomes. At a workshop of the LMP, the Strategic Assessment of Causeway Coast and Glen's labour market highlighted the issues where we need to 'turn the curve.' Information from this workshop helped shape the further engagement with LMP members to further develop 'turning the curve' actions.

Challenging Climate

As predicted the COVID-19 pandemic impacted greatly on day-to-day life affecting employment, work-life balance, friend and family interactions and health service delivery. These changes had a major impact on population mental health. Increased isolation, unemployment and financial concerns are known to be associated with an increased risk of poor mental health.

According to research by University of York in August 2022, 76.3% of families in Northern Ireland would be battling to make ends meet in January 2023. Local households continue to deal with spiralling living costs. Energy bills have increased by hundreds of pounds per year, record levels of inflation are making essentials like food and fuel unaffordable and wages nor social security support have risen sufficiently to cushion the blow. The research also predicted a fuel poverty rate of over 70% by January 2023. This means over 1.4 million people were predicted to be struggling to afford their energy bills.

In addition to this, rising inflation and redundancies have made the economic conditions very challenging.

Population Spread

Causeway Coast and Glens DEA Boundaries



The Borough contains the main hubs of Coleraine and Limavady and the local hubs of Ballycastle and Ballymoney. There are eight towns and 25 villages throughout the Borough, along with 34 small settlements. In 2015, more than half of the Borough's population lived in its hubs (37%) and towns (17%), with 11% in villages and 34% in the small settlements and countryside.¹

Of the 72 Super Output Areas (SOAs) in the Borough, 46% are designated as rural (n33), 44% as urban (n32) and 10% (n7) mixed urban/rural.

Source: Dr Joanne Wallace, Socio-Economic Profile of CCGBC (February 2023)

¹ SES, (2018). Causeway Coast & Glens, Local Development Plan 2030 Preferred Options Paper Sustainability Appraisal: Scoping Report

2.0 Executive Summary

The Labour Market Partnership will leverage resources towards achieving strategic objectives. As lead authority for Causeway Coast and Glens economic growth, the Causeway Coast and Glens LMP plays a convening role which brings partners together and drives a LMP which has purpose.

Causeway Coast and Glens LMP aims to reduce the number of people claiming out of work benefits in the Council area by supporting more local people back into work and to help the most vulnerable and disadvantaged in the area thrive. CC&G LMP wants to connect local people to jobs and make a positive contribution to people’s lives by improving opportunities, tackling poverty and exclusion.

At the heart of the Labour Market Partnership is the need to ensure that a quality skills provision is driven by demand for skills in the economy, leading to reduced unemployment. The aim is for citizens in our Borough to have the skills, information, support and opportunities to succeed in the labour market so they can make informed choices, have equitable outcomes and effective pathways and become a resilient, agile and flexible workforce.

This document details the work of CC&G Labour Market Partnership (LMP) in carrying out a Strategic Assessment and agreeing the resultant Action Plan. The following actions are proposed over the 2023-2024 period. These actions are consistent with the Borough’s economic development strategy, and reflect the needs identified through consultation and Strategic Assessment.

Strategic Priority 1	To form and successfully deliver the functions of the local Labour Market Partnership for the area
Projects	SP1.1 LMP Delivery and Development SP1.2 2024-27 Strategic Assessment and 2024/25 Action Plan
Strategic Priority 2	To improve employability outcomes and/or labour market conditions locally
Projects	SP2.1 Work Ready: Develop and provide a support programme for the LTU and EI. SP2.2 Business Start-up Support and Seed Fund: To support and empower individuals enabling their progress into employment and self-employment. SP2.5 Retrain Plus: Support the newly unemployed with the opportunity to retrain and learn new skills SP2.6 Priority Sectors Personal Learning Account: Enabling upskilling within priority sectors.
Strategic Priority 3	To promote and support delivery of existing employability or skills provision available either regionally or locally.
Projects	SP3.1 Employability NI: To ensure communication and engagement across the Borough of the Employability NI initiatives and local provisions. SP3.2 Job Fairs: to deliver job fairs across the borough helping local people find employment opportunities SP3.3 Causeway Area Learning Partnership Careers and Industry Engagement: to engage and support CALP and Careers Service with their local action plans SP3.4 Sustaining Lifelong Learning: Promotion of and engagement in lifelong learning within local communities SP3.5 Apprenticeship Alert: Increase awareness of apprenticeships within the Borough.

3.0 Causeway Coast and Glens Labour Market Partnership Structure

Causeway Coast and Glens Labour Market Partnership has been in operation since August 2021. It was developed on the guidance issued by the Department for Communities Code of Practice for the Exercise of Functions by Labour Market Partnerships. As well as representation from external organisations, Council Officers are represented on the LMP including Officers from the Economic Development department.

Although Council is the governing body and provide the secretariat for the LMP, the overall emphasis is that of working in a collaborative and respectful way to deliver the Action Plan and make a difference at a local level for local people and local businesses.

Current membership is as follows: -

- Careers Service
- Causeway Chamber of Commerce
- Enterprise Causeway and Causeway Area Learning Partnership (CALP)
- DfC Jobs & Benefits Office
- Invest NI
- North West Regional College
- Northern Health and Social Care Trust
- Northern Regional College
- Roe Valley Enterprises

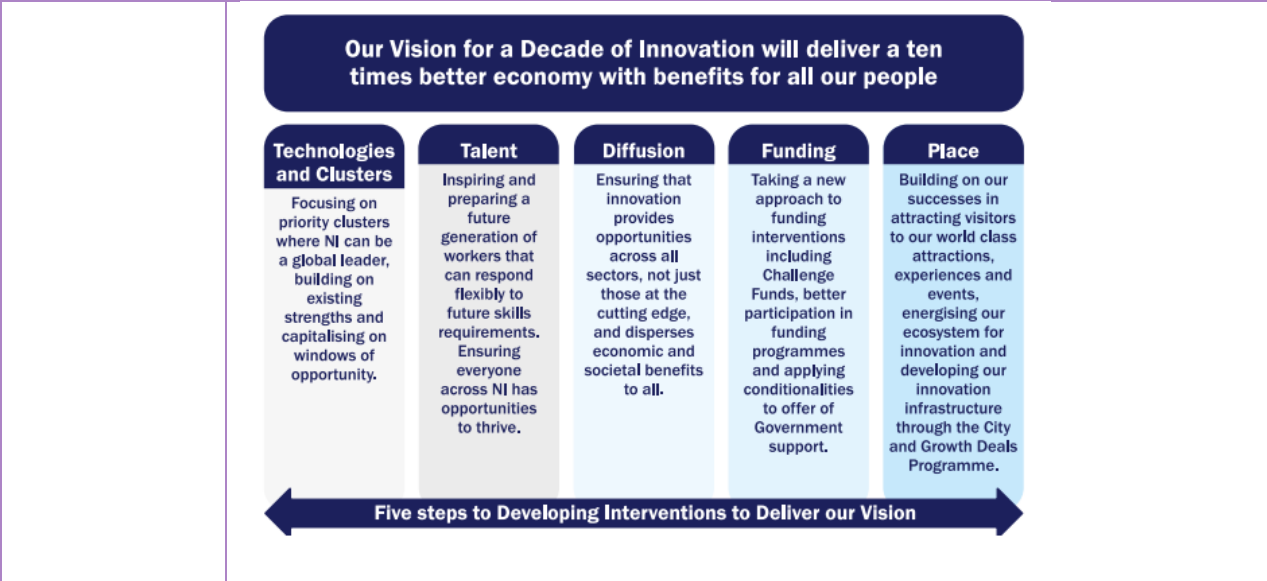
The members are supported by various Council Departments and the LMP Secretariat which consists of a full time LMP Manager, and two full time officers. At present, the LMP has not formed sub committees, but is working well as one group.

4.0 Policy Context for Employability and Skills in CC&G LMP Area

Regional Support

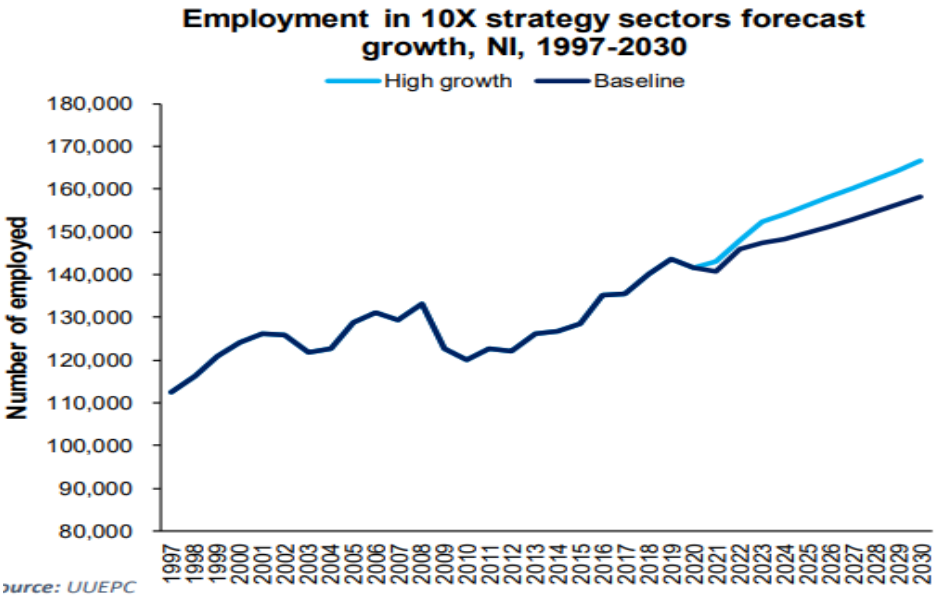
The LMP Action Plan has been developed in line with national and local policy context. This section will outline key policies and strategies relating to employability and skills:

Strategy	Aim & Objectives
<p>Programme for Government (PFG): Draft Outcomes Framework Consultation Document</p>	<p>The draft Programme for Government is wide ranging focused on achieving outcomes of societal wellbeing and delivering real and positive change in people’s lives. Of particular interest in the context of the LMP are those indicators that relate to employability and skills.</p> <ul style="list-style-type: none"> • 17 - Economic inactivity rate excluding students. • 32 - Employment rates for 16-64 year olds by deprivation quintile. • 33 - Percentage of people working part time who would like to work more hours <p>It sets out the potential future direction for the next Programme for Government (PfG). The new PfG will take an outcomes-based approach, seeking to;</p> <ul style="list-style-type: none"> • <i>Create and development of better jobs, through improved job security, wages, etc.</i> • <i>Address underachievement & skills shortages through the alignment of FE & HE colleges to the Labour Market demand/needs.</i> • <i>Create varied, fulfilling & quality employment opportunities, supporting skills attraction and retention of workers.</i>
<p>A 10x economy: Northern Ireland’s decade of innovation</p>	<p>The ambition set out in NI’s economic vision is for a ‘10x Economy’. Northern Ireland’s decade of innovation will encourage greater collaboration and innovation to deliver a ten times better economy with benefits for all our people. This ambition will be realised by focussing on innovation in areas where we have real strengths and making sure these gains mean something to all businesses, people and places in Northern Ireland.</p> <p>Five steps to success have been identified to realise the ambition of the 10x economy. These are summarised in the diagram below.</p>



Department for the Economy (DfE) and Ulster University Economic Policy Centre (UUEPC) Skills Barometer 2021

Delivering ‘a 10x Economy’ - an economy that is 10x stronger, 10x more prosperous, 10x more resilient - will require transformation in our skills system. The Skills Barometer identifies growth in key sectors – the diagram below provides a summary of the trend, and this is discussed in more detail in Section 6.



Organisation for Economic Co-operation and Development (OECD) Skills Strategy

This document provided tailored findings and recommendations on Northern Ireland skills performance. This process will help shape future skills strategies within Northern Ireland, with recommendations including;

- Reducing Skills imbalances;
- Creating a culture of lifelong learning;
- Transforming workplaces to make better use of skills; and
- Strengthening the governance of skills policies.

The report identifies 4 broad opportunities:

Northern Ireland	<ul style="list-style-type: none"> - Improving individual career choice through the provision of enhanced career guidance - Strengthening the responsiveness of education and training provision - Reducing economic inactivity to minimise skills shortages - Improving labour mobility to meet skills demand
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Causeway Coast and Glens BC Context

Strategy	Aim & Objectives
Causeway Coast & Glens Borough Council: Corporate Strategy 2021-25	<p>This document set out the vision of Causeway Coast & Glens Borough Council for the period 2021 to 2025. The Council has identified five strategic priorities which include:</p> <ul style="list-style-type: none"> ● Cohesive Leadership ● Local Economy ● Improvement and Innovation ● Healthy and Engaged Communities ● Climate Change and Our Environment. <p>The LMP contributes all five of these priorities.</p>
Recovery and Renewal - An Economic Strategy for the Causeway Coast and Glens Borough Council 2020 to 2035	<p>The Economic Development ambition for Causeway Coast and Glens is to build a green, connected and fairer economy in the Borough. This ambition is linked to achieving outcomes in the Community Plan to develop <i>a thriving economy, a healthy safe community and a sustainable accessible environment.</i></p> <p>The six areas of focus for recovery and renewal are:</p> <ul style="list-style-type: none"> ○ Labour Market Activation ○ Business Start/Survival ○ Business Evolution ○ Connected Borough ○ Green Borough ○ Renewed Place <p>The LMP contributes to Labour Market Activation, Business Start/Survival, Business Evolution and Green Borough.</p>
Causeway Coast and Glens Community Plan 2017-2030	<p>The Community Plan is the key over-arching strategic framework for the Causeway Coast and Glens area and involves partnership working at many different levels. There are 14 statutory bodies required to participate in the community planning process in this area and they work in partnership to plan and deliver better services to improve the lives of everyone within the Causeway Coast and Glens area. Meaningful partnership and collaborative working lie at the heart of community planning and the Community Plan sets out a clear focus on where the Partnership wants to be by 2030. The plan details three key outcomes:</p> <ul style="list-style-type: none"> ● A Sustainable, Accessible Environment ● A Thriving Economy

	<ul style="list-style-type: none"> • A Healthy Safe Community <p>The project links directly to at least two of these outcomes</p>
Causeway Coast & Glens: Digital Strategy – Summary Report (2020)	<p>The aim of the Digital Strategy is to address the inter-linkages between digital skills, infrastructure and the digital sector. This digital strategy forms a key input to the overall Causeway Coast & Glens City Growth deal. The key aims of the strategy are to:</p> <ul style="list-style-type: none"> • Ensure current and emerging digital technologies are available and accessible to all. • Support digital transformation of key economic sectors to ensure their sustainability and growth. • Establish a digital skills ecosystem for the Borough – both directly within the Borough, and as a conduit for skills from Belfast and beyond.

Local Programmes of Support

Causeway Coast and Glens Borough Council area is well served by existing employment supports, delivered across a broad cohort of providers.

The following employment supports are available². Awareness of, and access to these supports is via channels such as referrals from Jobs and Benefits Offices, word of mouth and some advertising.

- Careers Service
- Assured Skills Programme
- Skills Focus Programme
- Essential Skills
- Traineeships
- Apprenticeships and Higher-Level Apprenticeships
- Employability NI
- Skills for Life and Work programme
- Skill Up (Flexible Skills)
- Go for It Business Start Up Programme

² This provides an overview, but does not aim to be a comprehensive list of every programme available. ESF Programmes end in March 23 and Shared Prosperity Funded Programmes are not yet confirmed.

5.0 Process for the Strategic Assessment and Engagement / Consultation

The process for Strategic Assessment involved three elements:

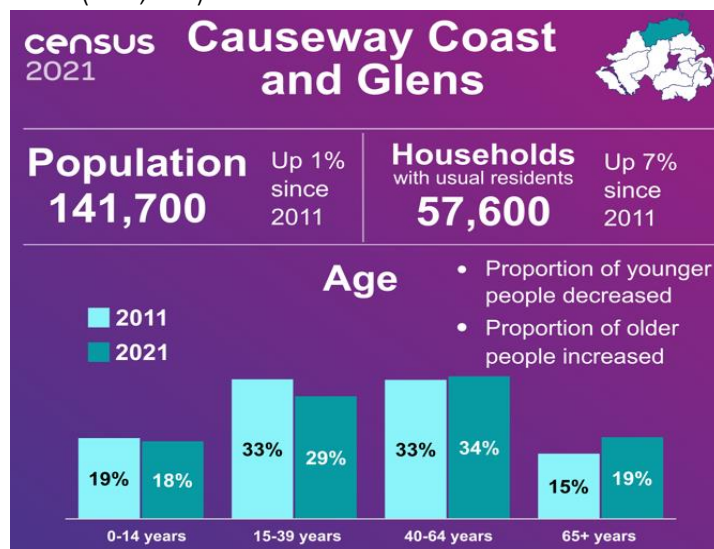
- A desktop review of key strategic and policy documents including the Programme for Government, Causeway Coast and Glens Economic Strategy, CC&G Community Strategy, Council Corporate Plan and Council Digital Strategy.
- A desktop Strategic Assessment of the existing evidence base available from Northern Ireland Neighbourhood Information Service (NINIS) website, UUEPC, Invest NI, Department for Economy (DfE), Department for Communities (DfC) and NOMIS (Office for National Statistics service) official census and labour market statistics.
- Direct engagement also took place over the course of the Strategic Assessment and Action Plan creation, including with members of the LMP, Job and Benefits Offices (JBOs), local private sector employers, Northern Trust, training organisations, colleges, recruitment companies, Council and the Social Enterprise Programme (SEP).

6.0 Findings from Strategic Assessment

Population Trends

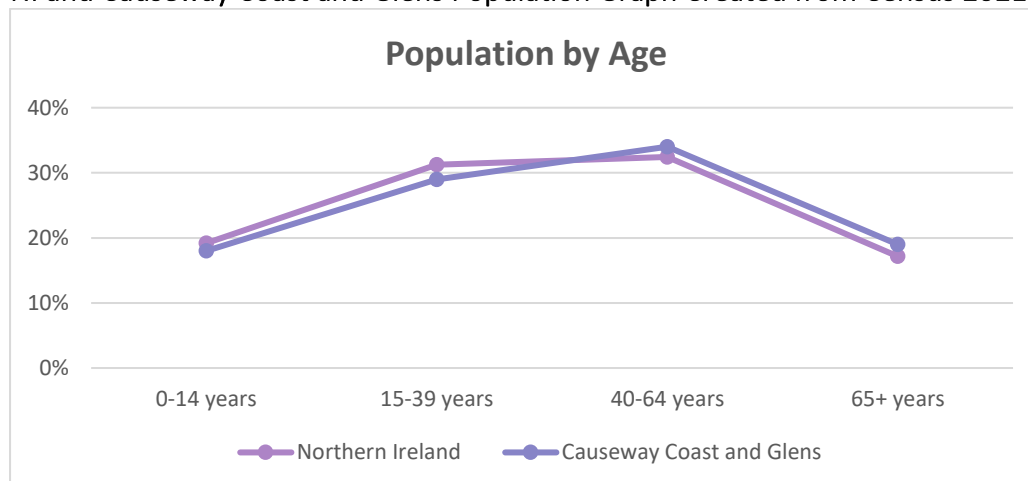
On Census Day 2021, the usual resident population was 141,746. This equates to 7.4% of the NI population and means that the area is **one of the least populated** (ranked 9th) of the 11 Local Government Districts (LGD). At just over 197,958 hectares, it is second only to Fermanagh and Omagh LGD in terms of geographical reach and has a comparatively low population density of 0.72.³

On Census Day 2021, 51% of the Borough's population was female (n 71,898) and 49% was male (n69,848).⁴



The most recent figures indicate that **the area has an older population**, with 19% aged 65+ years compared to the NI average of 17% (see Figure 2.2). This age group has seen a 4% increase since the 2011 Census. There are 57,576 households (7.5% of the NI total; +7.2%) in the study area, with the majority being 1 (30%) or 2 (32%) person households, aligned to wider demographic trends.

NI and Causeway Coast and Glens Population Graph Created from Census 2021.



NISRA, (2022). Census 2021, MS-A10b: Broad age bands and sex (area percentage)

³ NISRA, (2022). Census 2021, Table MS-A14: Population density

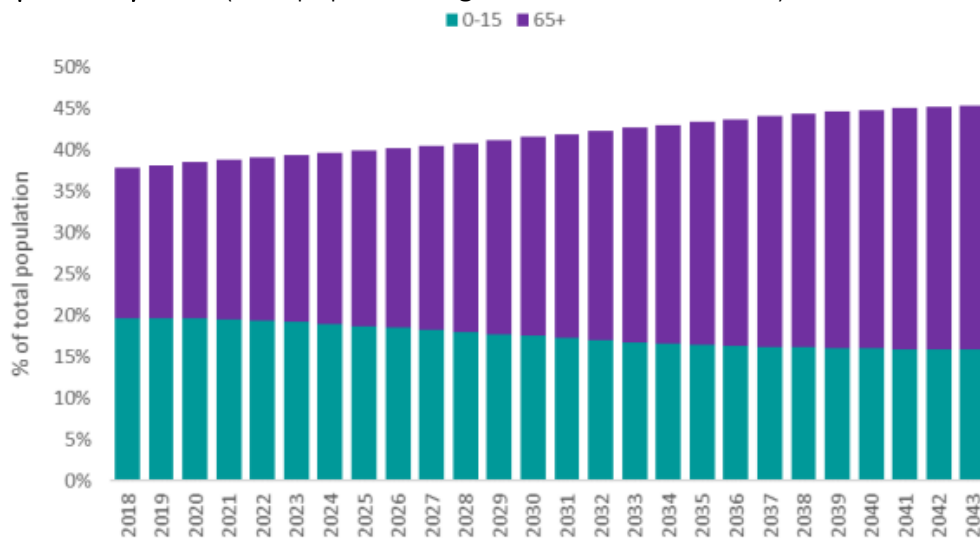
⁴ NISRA, (2022). Census 2021, MS-A10b: Broad age bands and sex (area percentage)

Although the NI population increased by 5.1% compared to the 2011 Census, the Borough experienced a much lower growth rate at 0.6%.

Population projections based on 2018 data indicate that the Council area’s growth up to 2043 is expected to be lower than the NI average, with the population in the Borough forecast to reach a peak in 2025 before decreasing. It is estimated that the population will decrease by approximately 2.7% by 2043, to 140,314. Whereas NI is forecast to reach a population of approximately 1,989,195 (+5.7%) over the same period.⁵

All age cohorts are projected to decline except those in the age 65+ band, which is projected to increase by 58.1% (from 2018-2043). There will be a comparatively large decrease in the proportion of children and working age population, compared to wider NI trends. Indeed, by 2043, the number of children is projected to make up 14.8% of the Borough’s population, compared to 29.4% of the population aged 65 years and over. The working age population (16-64 years) is projected to decrease by 29.4% or 13,002 persons from 2018 to 2043.⁶

Dependency Ratio (% of population aged 15 or below and 65+) 2018-2043⁷



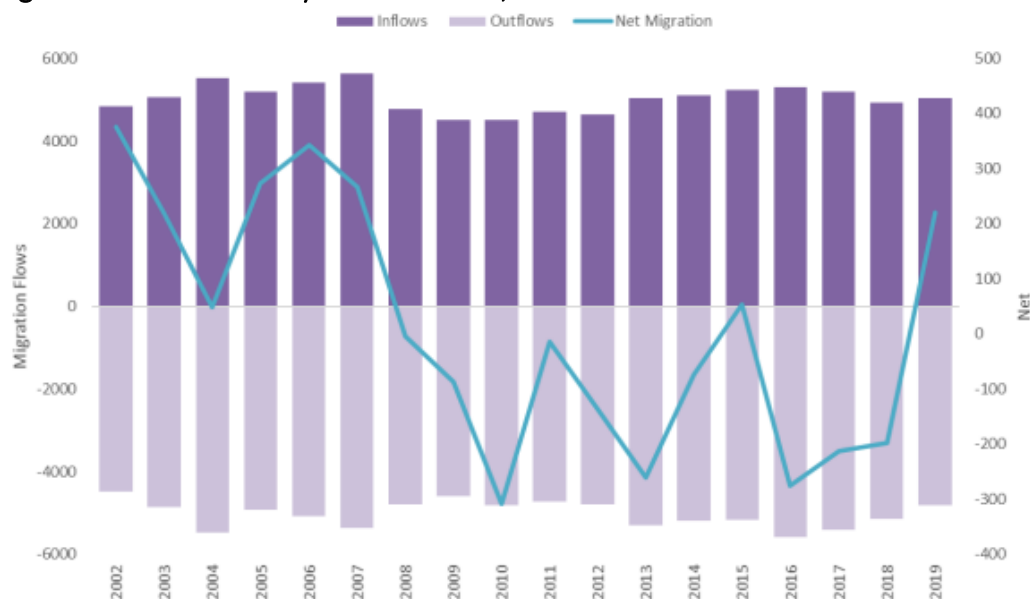
Prior to the recession and downturn in 2009/10, the Council area benefited from net positive inward migration. However, this has shifted with more people leaving the Borough than becoming residents until 2019.

⁵ Cited by Dr Joanne Wallace, Socio-Economic Profile of CCGBC (February 2023) Source: NISRA 2018-based Population Projections for LGDs within Northern Ireland

⁶ Cited by Dr Joanne Wallace, Socio-Economic Profile of CCGBC (February 2023) Source: NISRA 2018-based Population Projections for LGDs within Northern Ireland

⁷ Cited by Dr Joanne Wallace, Socio-Economic Profile of CCGBC (February 2023) Source: Recovery and Renewal – An Economic Strategy for the Causeway Coast and Glens

Migration Flow Causeway Coast & Glens, 2001 – 2019⁸



Ballymoney, Causeway and Coleraine District Electoral Areas (DEAs) have the largest populations and Limavady the smallest.

Causeway Coast and Glens Mid-Year Population Estimates by DEA, 2020¹

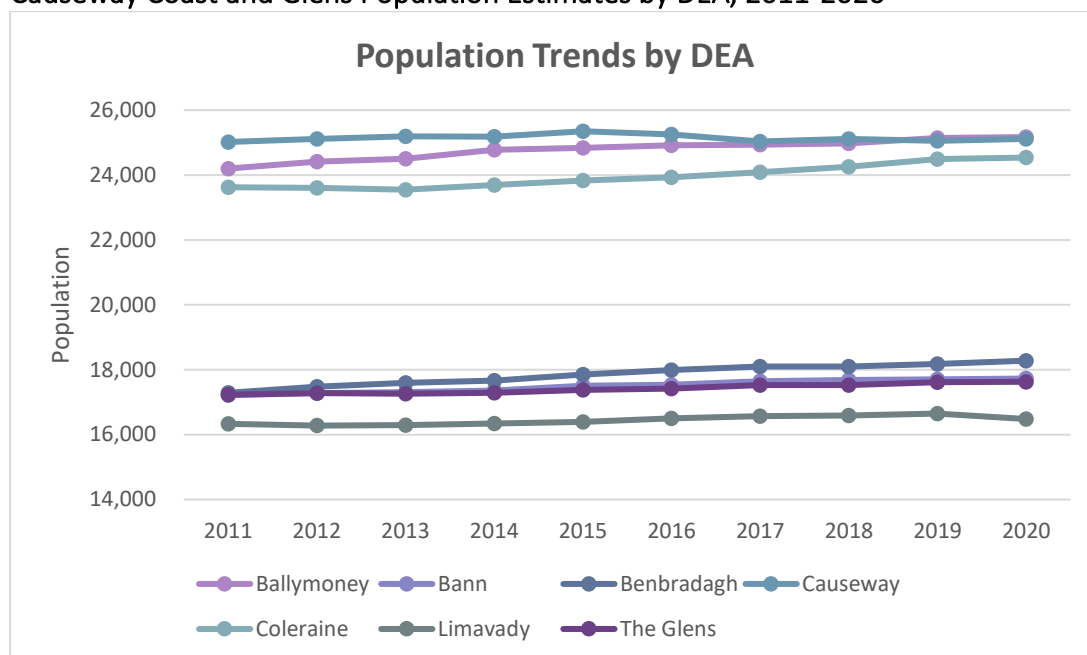
DEA	Mid-Year Population Estimates	% of CCG Population
Ballymoney	25,170	17
Bann	17,730	12
Benbradagh	18,280	13
Causeway	25,110	17
Coleraine	24,540	17
Limavady	16,480	11
The Glens	17,630	12
Total	144,940	100

Dr Joanne Wallace, Socio-Economic Profile of CCGBC (February 2023)

Although the estimated population of the Borough was expected to remain relatively stable, the Benbradagh (+6%), Ballymoney (+4%) and Coleraine (+4%) DEAs were estimated to experience the greatest proportional increases in population between 2011 and 2020. Causeway and Limavady were estimated to increase the least.

⁸ Cited by Dr Joanne Wallace, Socio-Economic Profile of CCGBC (February 2023) Source: Recovery and Renewal – An Economic Strategy for the Causeway Coast and Glens

Causeway Coast and Glens Population Estimates by DEA, 2011-2020



Source: Dr Joanne Wallace, Socio-Economic Profile of CCGBC (February 2023)

Employment Activity

The Business Register and Employment Survey (BRES) 2021 indicates that almost half (48%) of all employee jobs in NI were in Belfast, Armagh City, Banbridge and Craigavon and Newry, Mourne and Down LGDs. **There were 43,649 Employee Jobs in Causeway Coast and Glens LGD, equating to 5.5% of all Employee Jobs (ranking 10th).**

Number of Employee Jobs by LGD, 2021⁹

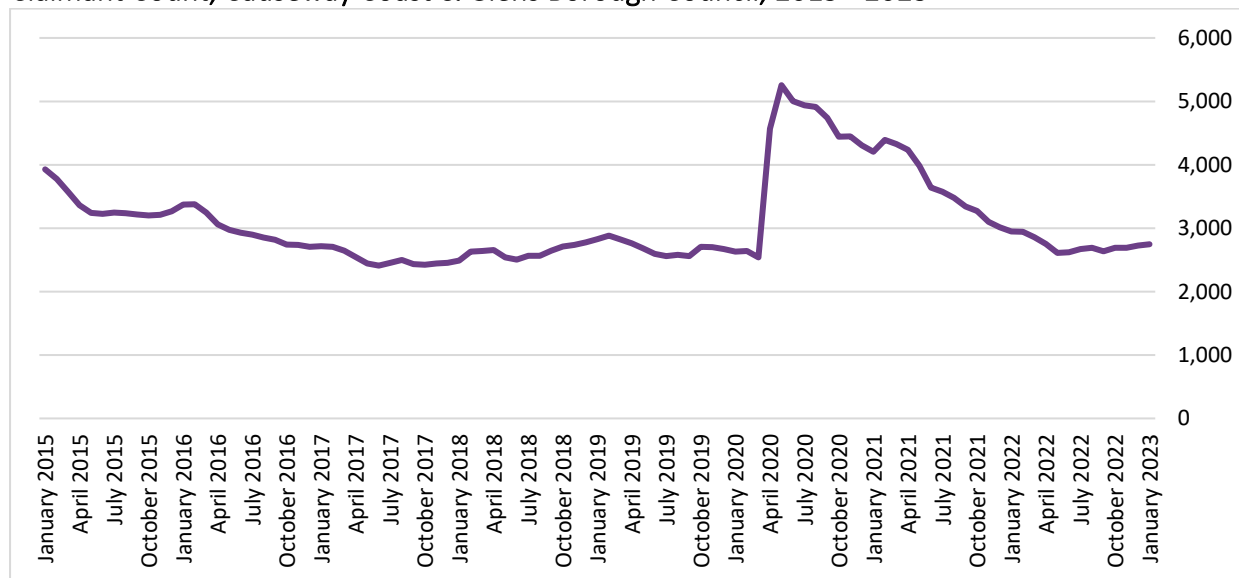
LGD	Employee Jobs (n)	% NI Total	% Change 2016-19	% Change 2020-21
Antrim & Newtownabbey	58,924	7.4	2.0%	8.4%
Ards & North Down	40,801	5.1	3.5%	-5.0%
Armagh, Banbridge & C'avon	82,318	10.4	6.8%	1.6%
Belfast	232,920	29.4	5.6%	9.3%
Causeway Coast & Glens	43,649 (10th)	5.5	7.3%	-0.8%
Derry & Strabane	60,178	7.6	10.0%	-2.6%
Fermanagh & Omagh	45,355	5.7	6.6%	-2.2%
Lisburn & Castlereagh	61,319	7.7	8.1%	4.4%
Mid & East Antrim	43,668	5.5	2.8%	3.7%
Mid Ulster	60,697	7.7	11.5%	-1.4%
Newry, Mourne & Down	62,797	7.9	6.3%	-2.0%
Northern Ireland	792,626	100	6.3%	

Source: NISRA

⁹ BRES, (2021). Number of employee jobs by District Council Area, 2021

The sectoral composition of Employee Jobs in the Borough is as follows - Agriculture (32.6%), Production (16.5%), Construction (8.2%) and Services (42.7%). Public sector jobs accounted for one quarter (n10,485; 25%) of all employee jobs in the Borough, lower than the NI average of 27%.¹⁰

Claimant Count, Causeway Coast & Glens Borough Council, 2015 - 2023



Source: NISRA

Monthly claimant figures reflect the damage inflicted by Covid-19, with claimants increasing from 2,540 in March 2020 to a peak of 5,225 in May 2020. Although these levels have improved, claimant numbers remain higher than pre-pandemic levels. In January 2023 the figure was 2,745. Current claimant count figures sit approximately 8.1% higher than pre-Covid. This shows a greater recovery compared to Northern Ireland as a whole, in March 2020 the NI claimant count figures were 30,200 and had risen to 34,985 in January 2023, this is approximately 13.7% higher than pre-Covid. (Source: NINIS)

The employment rate across the council area in 2019 stood at 67.6%, which was a record level for the council area. Whilst this is a record level for the council area, the overall level is below that of the Northern Ireland average of 71.9%. However, it should be considered that Covid-19 had an impact on the level of employment within the council area, as highlighted in Section 2.2 the overall employment rate level for Northern Ireland had fallen from 72.5% to 70.6%. In terms of resident employment¹¹, Causeway Coast & Glens currently had a total employment level for those aged 16-64 of 55,400, which is below the previous peak of 56,100 in 2011.

Long Term Unemployment (LTU) figures have not been available since 2017 so LTU figures can be modelled in a similar fashion using the claimant count. From the claimant count shown above we anticipate our LTU figures are approximately 7.8% of the NI total.

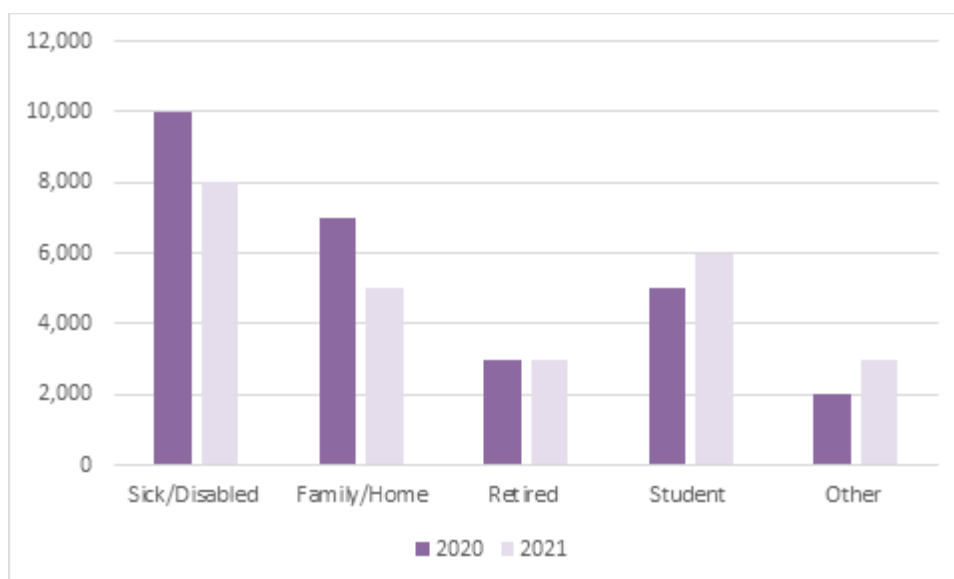
¹⁰ BRES, (2021). Table 1.2 Number of Employee Jobs by District Council Area by Public/Private, September 2021 (Does not include agriculture)

¹¹ It should be noted this figure includes residents who work in other council areas as well as those that live and work in Causeway Coast & Glens Borough Council

Local Government District	Population Total	Economic Inactive Total	Economic Inactive Percentage Total	Sick / Disabled	Family / Home	Retired	Student	Other
Antrim and Newtownabbey	87,000	21,000	24%	7,000	3,000	4,000	6,000	1,000
Ards and North Down	94,000	23,000	24%	8,000	3,000	4,000	7,000	1,000
Armagh City and Banbridge and Craigavon	131,000	34,000	26%	12,000	5,000	2,000	12,000	3,000
Belfast	214,000	63,000	29%	25,000	10,000	5,000	15,000	8,000
Causeway Coast and Glens	85,000	25,000	29%	8,000	5,000	3,000	6,000	3,000
Derry City and Strabane	92,000	30,000	33%	12,000	5,000	2,000	7,000	4,000
Fermanagh and Omagh	69,000	18,000	26%	7,000	2,000	3,000	5,000	1,000
Lisburn and Castlereagh	99,000	22,000	22%	4,000	4,000	4,000	7,000	3,000
Mid and East Antrim	83,000	21,000	25%	6,000	4,000	4,000	5,000	2,000
Mid Ulster	94,000	26,000	28%	8,000	5,000	2,000	10,000	1,000
Newry Mourne and Down	115,000	34,000	30%	11,000	6,000	3,000	12,000	2,000
Northern Ireland	1,163,000	317,000	27%	108,000	52,000	36,000	92,000	29,000

Economic Inactivity by Reason 2020-21

Source: NISRA



Source: NISRA

The economic inactivity rate across the Council area is one of the highest within Northern Ireland at 29.9%, with only Derry City & Strabane, Belfast and Fermanagh and Omagh having higher levels of economic inactivity. The number of economically inactive people has fallen marginally from 320,000 across Northern Ireland in 2014 to 315,000 in 2021. Causeway Coast & Glens Borough Council remains above the Northern Ireland average, which currently stands at 26.2% for 2021. The number of economically inactive in the Borough has risen in the same period from 24,000 in 2014 to 25,000 in 2021. The Borough also has the highest

proportion of working age people with no qualifications in NI, which will act as a drag on economic activity rates.

Of our economically inactive residents, 32% of those are disabled. This is the largest reason for economic inactivity in our borough. This is similar to the Northern Ireland average where approximately 34% of the economically inactive population have disabilities.

Youth Unemployment and NEET

The number of young people aged 16 to 24 years across the borough not in employment, education or training has risen sharply from 15.2% in 2016 to 18.2% in 2022. CCG was the only Council area to show an increase and is significantly higher than the NI average of 10.9%.

16-24 Year Old NEET Rate (%)

Local Government District	2012 to 2016 NEET rate (%)	2017 to 2022 NEET rate (%)	% Change
Antrim And Newtownabbey	12.80%	9.00%	-3.80%
Ards And North Down	15.40%	9.50%	-5.90%
Armagh City Banbridge And Craigavon	17.80%	10.90%	-6.90%
Belfast	18.90%	11.80%	-7.10%
Causeway Coast And Glens	15.20%	18.20%	+3.00%
Derry City And Strabane	18.30%	9.80%	-8.50%
Fermanagh And Omagh	11.00%	10.10%	-0.90%
Lisburn And Castlereagh	11.90%	8.00%	-3.90%
Mid And East Antrim	13.70%	11.20%	-2.50%
Mid Ulster	10.20%	7.80%	-2.40%
Newry Mourne And Down	13.70%	12.50%	-1.20%
Northern Ireland	15.20%	10.90%	-4.30%

Source NISRA LMI

Businesses in the Borough

In 2022, 8% of VAT and/or PAYE Registered Businesses operating in NI (n6,280) were located within the Borough. This increased by 3.2% on the previous year, second only to the Armagh City, Banbridge and Craigavon Borough Council area, as shown in the table below.¹² The Borough has undergone a period of recovery since 2020.

Number of VAT/PAYE Registered Businesses Operating in Northern Ireland by LGD

LGD	2022	% NI Total	% Change 2021/22
Antrim and Newtownabbey	4,315	6	-1.0
Ards and North Down	4,870	6	1.7
Armagh City, Banbridge and Craigavon	9,255	12	3.6

¹² IDBR, (2022). Table 3.1 Number of VAT and/or PAYE Registered Businesses Operating in Northern Ireland by District Council Area, 2013-2022

Belfast	11,405	15	0.9
Causeway Coast and Glens	6,280 (6th)	8	3.2
Derry City and Strabane	5,455	7	0.8
Fermanagh and Omagh	8,455	11	2.1
Lisburn and Castlereagh	5,185	7	0.3
Mid and East Antrim	5,055	6	0.3
Mid Ulster	9,430	12	2.3
Newry, Mourne and Down	9,175	12	1.4
Northern Ireland	78,885	100	2

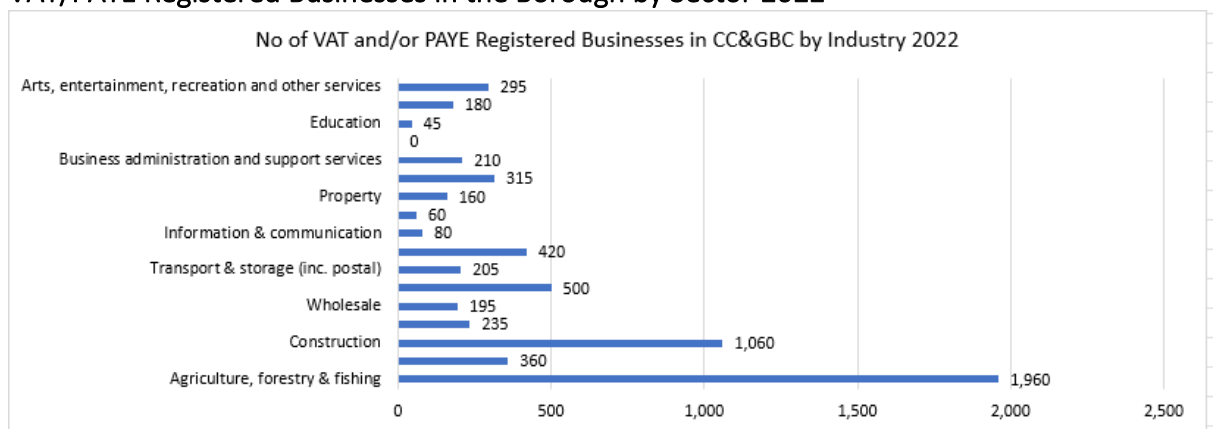
The majority of VAT/PAYE Registered Businesses within the Borough are in Ballymoney, followed by Bann and Causeway. Coleraine and Limavady have comparatively lower levels.¹³

Number of VAT/PAYE Registered Businesses by DEA¹⁴

DEA	Vat/PAYE Registered Businesses	%
Ballymoney	1,100	18
Bann	1,015	16
Benbradagh	975	16
Causeway	1,000	16
Coleraine	575	9
Limavady	630	10
The Glens	985	16
Total	6,280	100%

The majority of businesses in the Borough were micro-businesses with 0-9 employees (n6280; 91%), higher than the corresponding NI average of 89.3%.¹⁵ Agriculture, forestry and Fishing (31.2%), followed by the Construction (16.8%) sectors make up the greatest proportion of businesses in the Borough and NI as a whole.

VAT/PAYE Registered Businesses in the Borough by Sector 2022



¹³ IDBR, (2022). Table 3.9 Number of VAT and/or PAYE Registered Businesses Operating in Northern Ireland by LGD, 2022

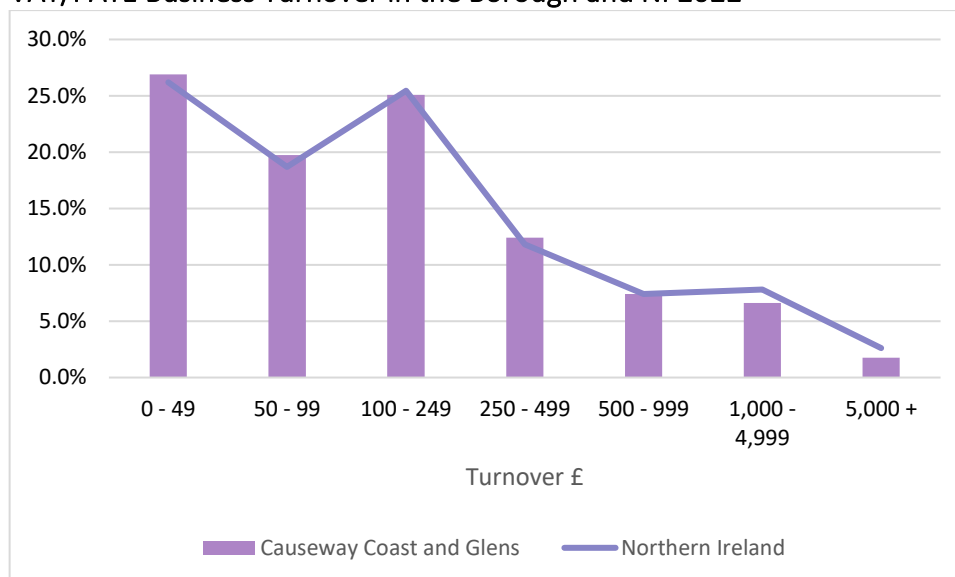
¹⁴ IDBR, (2022). Table 3.9 Number of VAT and/or PAYE Registered Businesses Operating in Northern Ireland by LGD, 2022

¹⁵ Invest NI, (2021) Invest NI Support, NI Statistical Briefing 2021.

Source:IDBR 2023

Forty-seven percent of businesses within the study area have a turnover of less than £100,000 per year (n2,930). Turnover trends are similar to the NI average, although a relatively lower proportion have a turnover in excess of £1m (n525; 8.4%).

VAT/PAYE Business Turnover in the Borough and NI 2022¹⁶



Number of VAT and/or PAYE Registered Businesses by LGD 2013-2022 (IDBR, 2022)

	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022
Antrim and Newtownabbey	3,850	3,800	3,815	3,910	4,020	4,105	4,175	4,190	4,360	4,315
Ards and North Down	4,430	4,360	4,360	4,455	4,555	4,670	4,755	4,740	4,790	4,870
Armagh City, Banbridge and Craigavon	7,870	7,810	7,865	8,100	8,275	8,555	8,715	8,725	8,930	9,255
Belfast	9,620	9,820	9,810	10,100	10,295	10,560	10,705	11,065	11,300	11,405
Causeway Coast and Glens	5,595	5,545	5,510	5,650	5,760	5,980	6,075	6,015	6,085	6,280
Derry City and Strabane	4,500	4,580	4,630	4,830	4,945	5,120	5,260	5,320	5,410	5,455
Fermanagh and Omagh	7,355	7,315	7,435	7,685	7,780	8,055	8,200	8,175	8,285	8,455
Lisburn and Castlereagh	4,380	4,395	4,420	4,530	4,640	4,755	4,855	5,010	5,170	5,185
Mid and East Antrim	4,580	4,530	4,560	4,665	4,735	4,875	4,950	4,955	5,040	5,055
Mid Ulster	7,990	7,985	8,000	8,250	8,505	8,865	9,050	9,035	9,220	9,430
Newry, Mourne and Down	7,580	7,575	7,675	7,880	8,110	8,520	8,745	8,865	9,045	9,175
Northern Ireland	67,745	67,710	68,085	70,055	71,615	74,060	75,490	76,090	77,640	78,885

¹⁶ IDBR, (2022). Table 3.3 Number of VAT and/or PAYE Registered Businesses Operating in Northern Ireland by LGD and Turnover Size Band, 2022

Self Employed

The number and trend in self-employment shows that numbers fell drastically in 2021, with percentage decrease from 14.3% in 2020 to 10.4% in 2021. Self-employment in the Borough had been higher than the Northern Ireland average as a percentage of population until 2020 but fell to a lower level. It is expected that this has been a result of COVID and other economic shocks and many businesses not being able to trade or survive. The higher than NI average self-employment rate is mostly due to the large agriculture and construction sectors which are predominately self-employed.

Self Employed 2015 - 2021

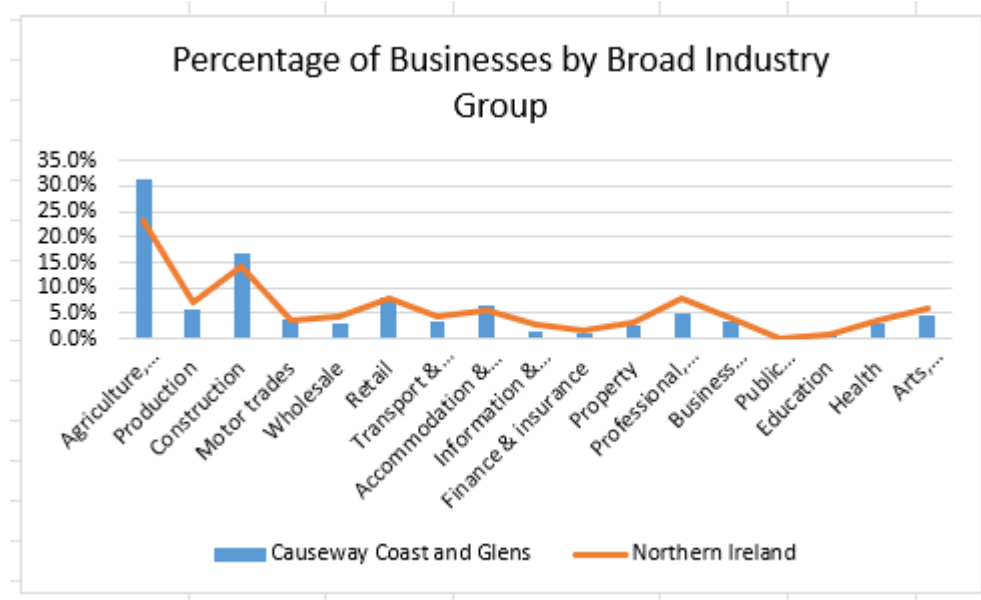
Local Government District	2015	2016	2017	2018	2019	2020	2021
Antrim and Newtownabbey	10.4%	8.4%	14.4%	12.1%	9.9%	10.7%	9.3%
Ards and North Down	15.6%	16.1%	10.8%	14.4%	14.0%	14.1%	17.4%
Armagh City, Banbridge and Craigavon	9.6%	14.6%	13.8%	10.8%	14.4%	14.5%	11.2%
Belfast	6.5%	10.2%	9.5%	10.3%	10.4%	8.1%	7.4%
Causeway Coast and Glens	12.5%	20.8%	21.3%	21.3%	19.2%	14.3%	10.4%
Derry City and Strabane	12.7%	13.2%	12.1%	15.3%	15.7%	13.3%	11.1%
Fermanagh and Omagh	20.4%	21.4%	21.6%	14.7%	18.5%	18.0%	11.4%
Lisburn and Castlereagh	10.1%	11.6%	12.7%	13.5%	13.8%	12.1%	8.3%
Mid and East Antrim	9.5%	13.8%	14.2%	12.4%	14.9%	16.0%	12.4%
Mid Ulster	14.1%	11.8%	18.1%	14.5%	18.0%	16.5%	16.8%
Newry, Mourne and Down	22.1%	20.2%	16.6%	20.0%	18.2%	17.7%	16.2%
Total	12.3%	14.1%	14.2%	13.9%	14.6%	13.5%	11.6%

Source: NISRA 2021



Source: NISRA 2021

It is also important to compare this table and data to the businesses registered in the Borough. Agriculture, forestry and fishing is the most popular sector, with Construction being next highest. Both these sectors in CC&G are above the Northern Ireland average. The Council lags behind Northern Ireland generally in sectors such as professional and technical, property, ICT, arts and entertainment.



Qualification Levels¹⁷

There is a higher proportion of the 16-64 year olds with no qualifications (14.3%) within Causeway Coast and Glens, in comparison to the NI average (11.9%). The Council area has a lower proportion of the working age population with NVQ Level 4 and above (41.2%) than the NI average (42.1%).¹⁸

Comparative Qualification Levels (16-64 year olds), 2021

Council Area	Populati on (000s)	NVQ level 4 and above	Below NVQ level 4	No qualifications
Antrim and Newtownabbey	87	47.7%	46.4%	6%
Ards and North Down	94	41.2%	50.5%	8.3%
Armagh City, Banbridge and Craigavon	131	39.6%	47.4%	13%
Belfast	214	45.9%	39.9%	14.2%
Causeway Coast and Glens	85 (9 th)	41.2% (4 th)	44.5% (9 th)	14.3% (3 rd)
Derry City and Strabane	92	37.3%	47.6%	15.1%
Fermanagh and Omagh	69	40.5%	45%	14.5%
Lisburn and Castlereagh	99	59.0%	35%	6%
Mid and East Antrim	83	37.8%	49.4%	12.8%
Mid Ulster	94	31.7%	56.7%	11.7%
Newry, Mourne and Down	115	37.2%	50%	12.9%
Northern Ireland	1,164	42.1%	45.9%	11.9%

¹⁷ Source: Dr Joanne Wallace, Socio-Economic Profile of CCGBC (February 2023)

¹⁸ LFS, (2021). Table 1.13b: Labour market structure and qualification level by district council area, ages 16 to 64, 2021

Source: Dr Joanne Wallace, Socio-Economic Profile of CCGBC (February 2023)

Analysis by DEA shows that only Causeway (32%) was below the NI average of 36% of working age adults with no qualifications. Limavady, Benbradagh (43%) and Ballymoney (40%) had the highest concentrations within the Borough.

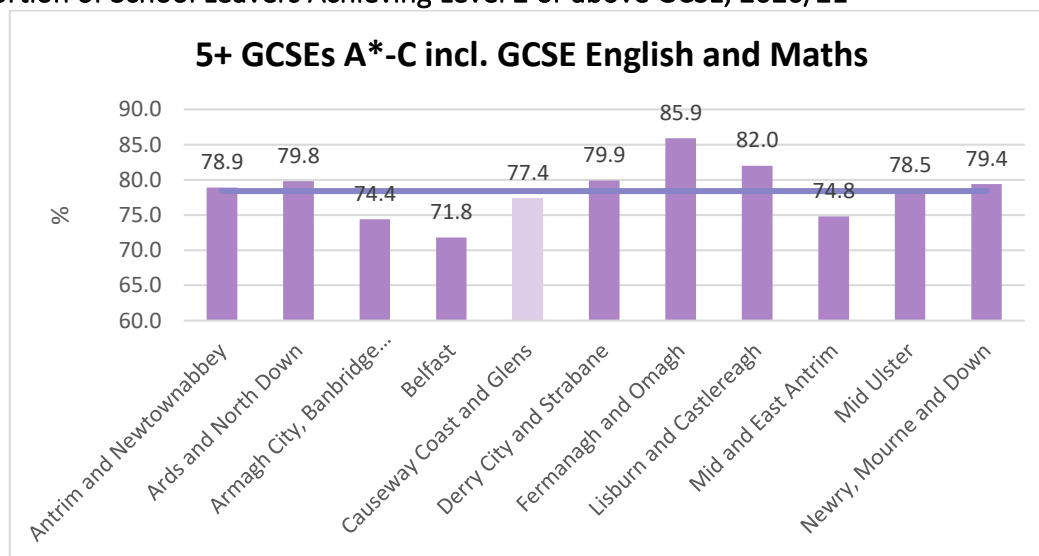
Proportion of Working Age Adults (25-64) with No or Low Levels of Qualification, by DEA

DEA	Proportions of working age adults (25-64) with no or low levels of qualification
Ballymoney	39.9%
Bann	35.9%
Benbradagh	42.5%
Causeway	32.1%
Coleraine	39.3%
Limavady	43%
The Glens	36.7%
Causeway Coast and Glens	38.5%
NI	35.5%

Source: LFS, (2021). Labour market structure and qualification level by district council area, ages 16 to 64, 2021

The proportion of school leavers achieving 5+ GCSEs A*-C incl. GCSE English and Maths in the Borough (n1,199; 77.4%, ranking 8th) is lower than the NI average (n 16,781; 78.4%). This represents a 2% increase on the previous year's figures (ranked 10th).

Proportion of School Leavers Achieving Level 2 or above GCSE, 2020/21



Source: LFS, (2021). Labour market structure and qualification level by district council area, ages 16 to 64, 2021

When we look at GCSE attainment at DEA level only three (i.e. Bann, Bendradagh and The Glens) have achievement rates above the NI average.

43% of school leavers in Coleraine are not achieving five or more GCSEs, 39% in Limavady and Causeway, 37% in Ballymoney and 36% in The Glens.

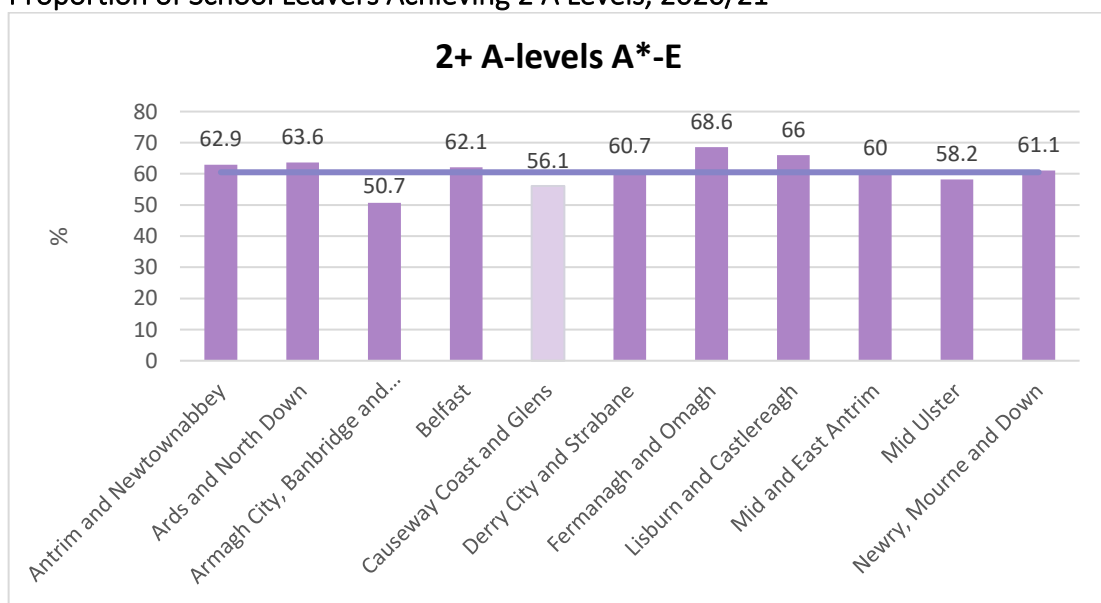
Proportion of School Leavers Not Achieving 5 or more GCSEs, by DEA

DEA	Proportion of school leavers not achieving five or more GCSEs at A*-C (and equivalent) incl. English and maths
Ballymoney	36.5%
Bann	33.4%
Benbradagh	31.8%
Causeway	38.8%
Coleraine	43.3%
Limavady	39.4%
The Glens	30.4%
Causeway Coast and Glens	36.2%
NI	35.1%

Source: LFS, (2021). Labour market structure and qualification level by district council area, ages 16 to 64, 2021

The proportion of school leavers achieving 2+ A Levels A*-E in the Borough (n870; 56.1%, ranking 10th) is lower than the NI average (n 13,068; 60.5%). This represents a 5.4% increase on the previous year's figures (ranked 11th).

Proportion of School Leavers Achieving 2 A Levels, 2020/21



Source: LFS, (2021). Labour market structure and qualification level by district council area, ages 16 to 64, 2021

There are also slightly higher than average numbers of school leavers at 16 years not entering further education, employment or training (NEETs). This is particularly evident in Coleraine (6%), followed by Bann and Causeway (3%). Similarly, 71% of 18-21 year olds in Coleraine are not enrolled in Higher Education courses.

School Leavers Not in Education, Employment or Training (NEET) by DEA

DEA	School leavers aged 16, 17 and 18 NEET	18-21 year-olds not enrolled in Higher Education Courses at Higher or Further Education establishments
Ballymoney	1.9%	64.1%
Bann	3.4%	59.6%
Benbradagh	1.7%	61.6%
Causeway	3%	61.9%
Coleraine	5.7%	71%
Limavady	1.6%	63.1%
The Glens	2.3%	62.7%
Causeway Coast and Glens	2.8%	63.4%
NI	2.7%	63.3%

Source: Dr Joanne Wallace, Socio-Economic Profile of CCGBC (February 2023)

In terms of the council areas earning profile for full-time employees, considering place of work, on average residents within the council area earn £26,940 per annum, which is more than £3,000 per annum lower than the NI average (£30,000), and more than £6,000 per annum lower than the Belfast average (£33,008). A similar result presents when examining the workplace earnings by place of residence, they can expect to earn £28,733, which is more than £4,000 per annum less than the Lisburn and Castlereagh average.

When comparing Causeway Coast & Glens Borough Council (combined full-time and part-time wages) against the other council areas in Northern Ireland, as can be seen in the table below, the council area ranks in the bottom 3 for Place of Work, and in the bottom half considering Place of Residence.

Median Gross Pay (Total) (£); Northern Ireland Council Areas; 2022

	Total Median Gross Pay (£)	
	Place of Residence	Place of Work
Antrim and Newtownabbey	£26,643	£24,531
Ards and North Down	£23,560	£20,259
Armagh City, Banbridge and Craigavon	£25,138	£24,230
Belfast	£25,982	£28,677
Causeway Coast and Glens	£24,301	£22,452
Derry City and Strabane	£21,401	£22,267
Fermanagh and Omagh	£24,161	£23,649
Lisburn and Castlereagh	£27,413	£25,147
Mid and East Antrim	£24,246	£24,457
Mid Ulster	£24,264	£26,473
Newry, Mourne and Down	£26,802	£24,062
NI	£25,293	£25,293

Source: NISRA (ASHE)

Average Gross Weekly pay figures for November 2022 show that wages in the Council area increased by the highest percentage in Northern Ireland.

The lower level of earning potential can be explained in two parts, the potential for workplace earnings is highly interlinked with the current sectoral composition. The table on Page 24 shows the sectoral composition of the Causeway Coast & Glens Borough Council relative to the Northern Ireland average.

It can be seen that the council area has a higher concentration of lower earning sectors such as Accommodation & Food Services, with both of these sectors accounting for 30.3% of total employee jobs in 2019 compared to 23.7% in Northern Ireland.

Employment concentrations in higher wage sectors such as ICT and Professional Services are relatively lower in the Borough. These sectors accounting for 3.7% of jobs in the borough compared with 7.6% of jobs in NI.

In addition, analysis conducted by the UUEPC¹⁹ found that the relative skills for those in the North²⁰ were lower in comparison to the Northern Ireland average. Using data from the 2011 Census, UUEPC estimate that the North generally has more workers with no qualifications (17%) compared to Northern Ireland (14%), as well as having a lower level of workers with tertiary education (30%) compared to Northern Ireland (34%). Which potentially reflects the skills needs and the overall sectoral composition for the area.

As for resident's earnings potential this is likely to be impacted by the skills level within the council area. The UUEPC as part of their research estimated the skills needs within the North compared to its resident population, from which they estimated that there is a mismatch between residents and workplace skills generating barriers to labour market entry. As outlined above they estimate that 30% of workplace employment have education at tertiary level, when examining this at a resident level they note that only 22% of residents are educated to this level²¹, resulting in a skills deficit which needs addressing to satisfy future need either through skills importing or skills aimed employability programmes for residents.

Furthermore, UUEPC predicted in 2021 that there would be "Strong growth in the professional services sector translates to high demand for science and technology professionals (8.8k) and science and technology associate professionals (5.1k)." Strong growth in the professional services sector translates to high demand for science and technology professionals (8.8k) and science and technology associate professionals (5.1k) These jobs generally require Level 4 and above qualifications.

¹⁹ North Region: Future Skills Needs Draft Findings; Ulster University Economic Policy Centre (2019)

²⁰ This area includes council areas Derry City & Strabane and Causeway Coast & Glens

²¹ Similarly, the UUEPC estimate that current employment with no qualifications account for 17% of employment in the North compared to 26% of residents within the North.

²⁴ UUEPC Skills Barometer Report 2021

Skills Needs & Future Demand

To assess the impact of future skills needs and future sectoral demands within the North, the UUEPC conducted research into the Future Skills Needs of the North Region of Northern Ireland (which comprises Causeway Coast and Glens and Derry City and Strabane District Council). This analysis was undertaken prior to the Covid-19 pandemic but does provide important insight, nonetheless.

The UUEPC research suggests that the North region will see employment growth all sectors with the exception of Agriculture. In particular, the UUEPC forecast that the Health & Social Care as well as Wholesale & Retail will see the biggest growth in employment between 2017 and 2027. Both of these sectors are expected to require the highest level of gross demand over the next 10 years, with between 14 and 15% of gross demand required for both sectors. Skills demand in these sectors are mainly driven by replacement demand (80%) in comparison to expansion demand (20%). It is highly likely that these figures are skewed towards Derry and Strabane as Derry city will have greater retail opportunities than Coleraine, where traditional retail is not thriving.

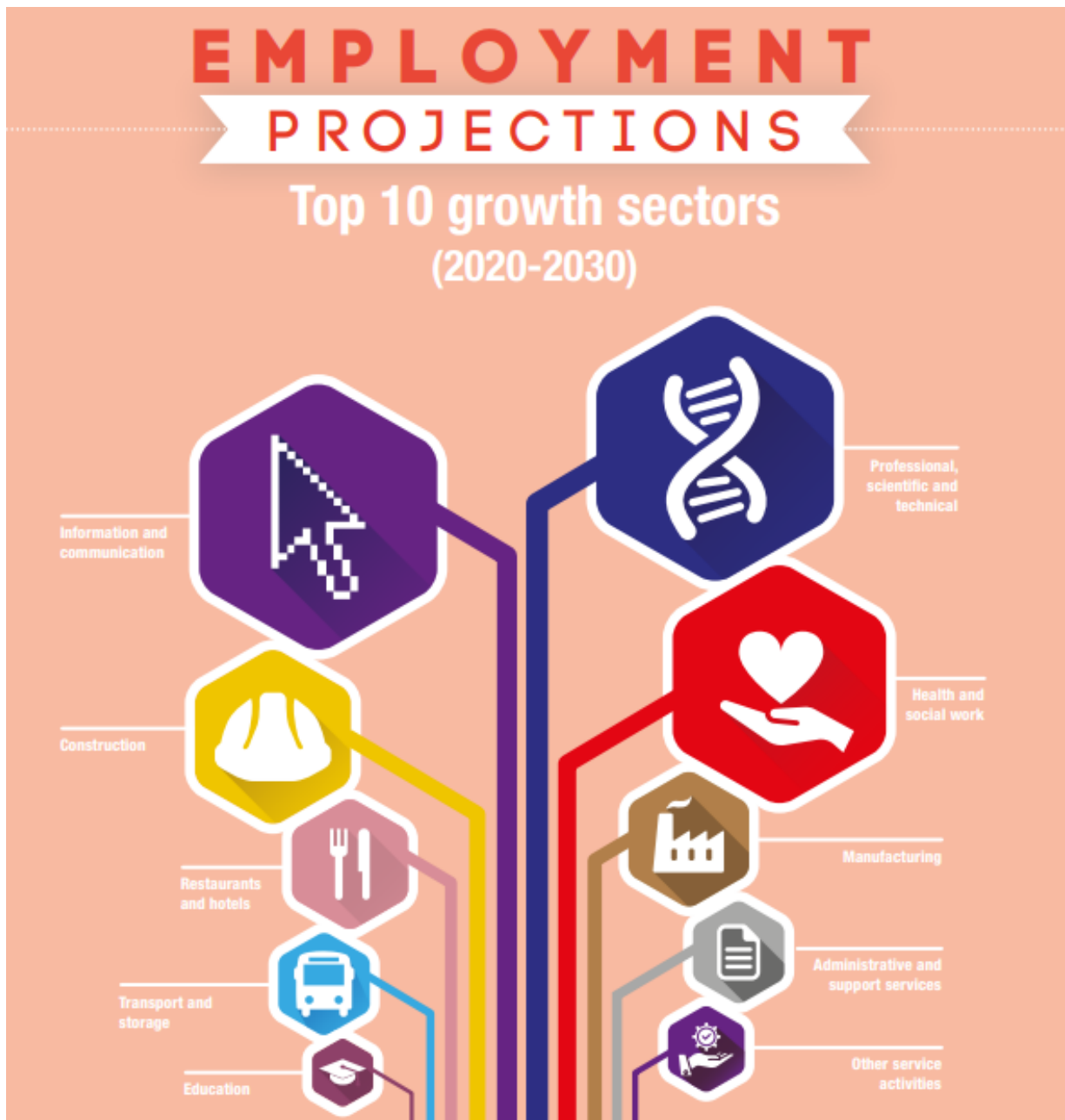
Sectors such as ICT, while not one of the largest employment sectors (0.8% of total employees), will see the largest growth and thus will require a substantial expansion demand (66%). To satisfy this level of expansion the North region is required to produce around 950 graduates per annum, with this accounting for 29% of their overall net requirement.

When considering future skill needs, the UUEPC calculate that the North will require 29% of current employment stock to have and NQF Level 6 or above, which compares to only 22% in 2016. This shift to a more skills intensive labour market is further reflected by the reduction in need of people with NQF 2 or below qualifications, from 11% from 2016 levels which accounting for 25% of current stock. Both of these findings highlight the current skills profile will not satisfy future need and the need to correct this, interventions will be required.

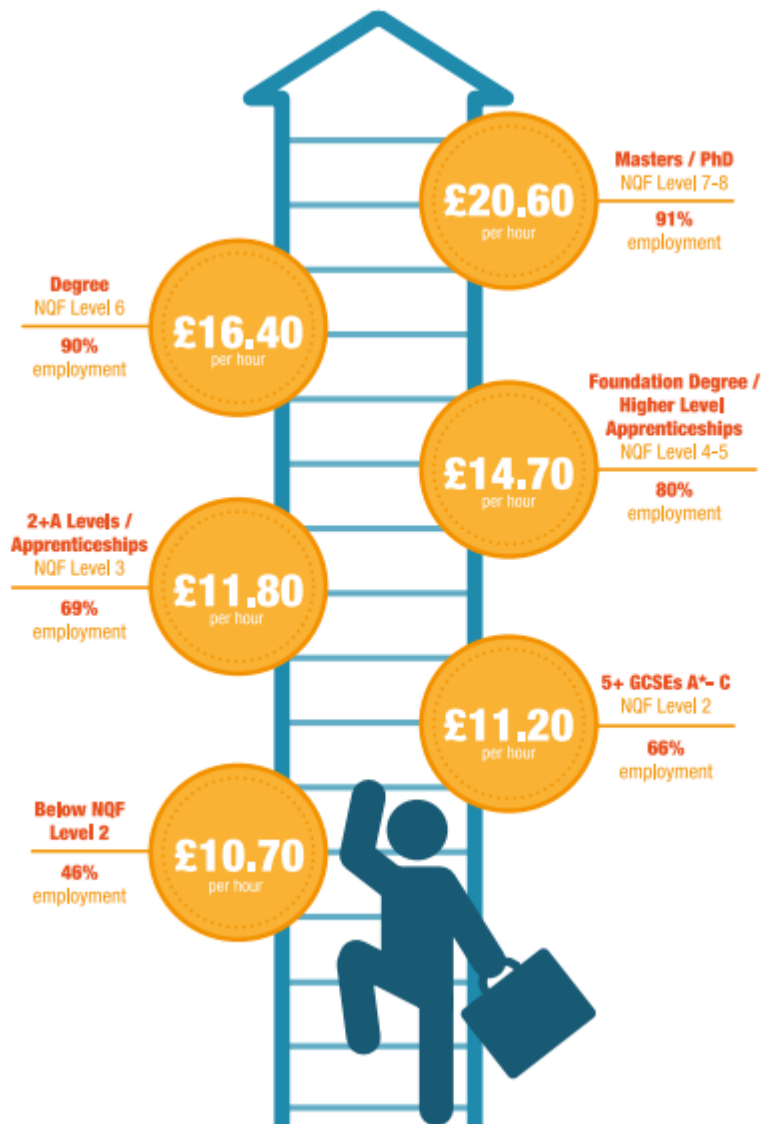
Similarly, the UUEPC estimated the likely supply of qualifications residents are forecast to gain over the next 10 years. They estimate that across the North region (which comprises Causeway Coast and Glens and Derry City and Strabane District Councils) 14,200 residents will gain qualifications with 7,430 of these entering the labour market. When comparing the future skills needs against the future qualifications supply, the need for high skills (NQF level 6+) are met, but the subject matter maybe an issue i.e., skills vs subject conundrum. Likewise, the lower skills the UUEPC estimate that the North will have an oversupply of lower skills compared to the future demand for these skills. However, the UUEPC have forecast that the North will suffer from a lack of mid-level qualifications (NQF Level 3-5), with many of these qualifiers preferring to proceed to educate at NQF Level 6+ rather than enter the labour market.

Skills in Demand

Ulster University Economic Policy Centre in conjunction with Department for the Economy have produced research **Skills in Demand**. They have identified the top ten growth sectors (2020-2030) where it is expected there will be opportunities for all skills levels, but focus will be predominantly on higher level skills.



The research also quantifies earning levels, highlighting that higher skilled workers will get paid more.

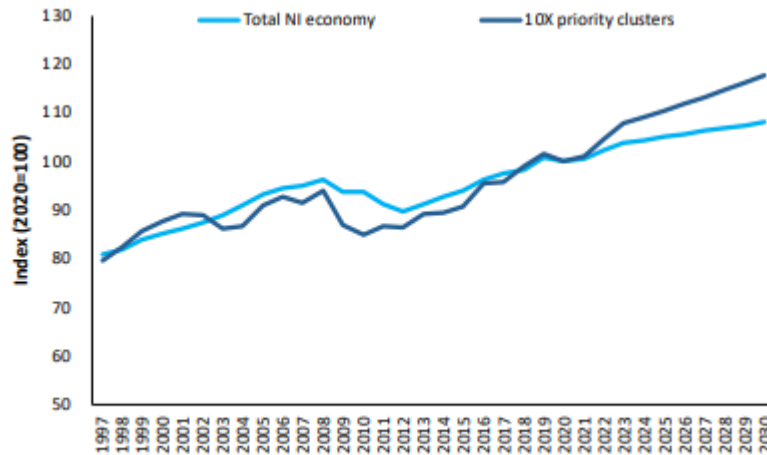


Source: UUEPC

STEM subjects will be most in demand reflecting the anticipated growth in the ICT, professional services and advanced manufacturing sectors. STEM qualifications are also expected to be demanded by a wider range of sectors across the economy.

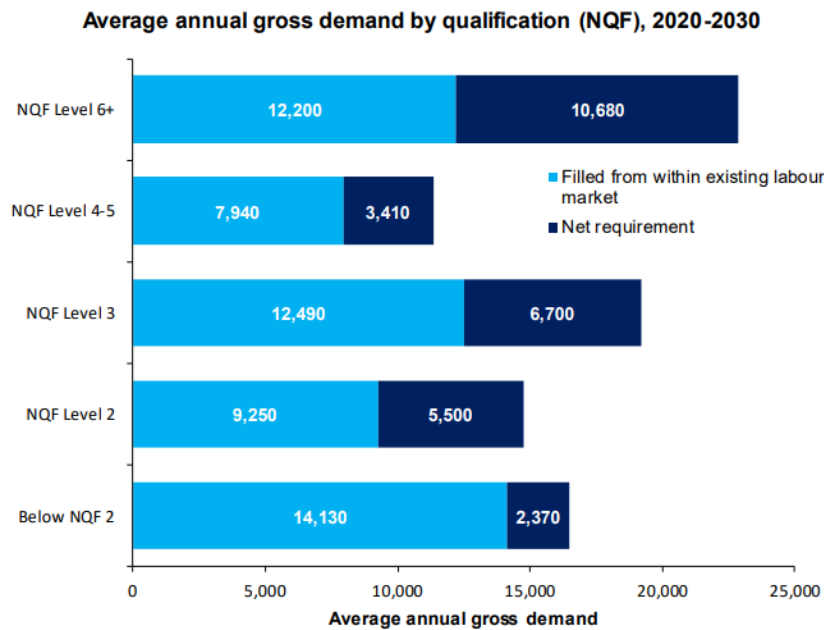
UUEPC have predicted a rise in employment growth in 10x priority clusters to be higher than the standard growth in the Northern Ireland economy, and skills will be required to match these jobs.

Employment Growth (2020=100), NI Economy Versus 10x Priority Clusters, NI 1997 – 2030



Source: UUEPC

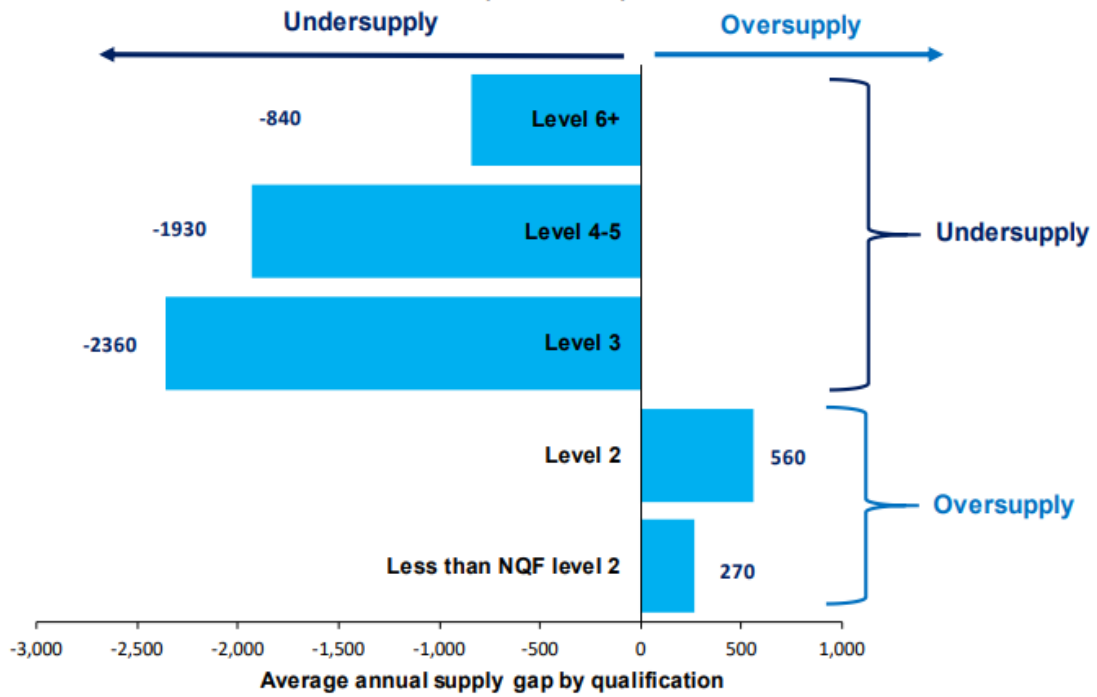
Following on from this the gross demand for skills by qualifications highlights the net requirement at each level, with the majority of opportunities arising at NFQ Level 6+



Source UUEPC

This is shown below with the under and over supply of labour, again highlighting the need for higher qualifications in relevant areas.

Average annual labour market supply gap by qualification (NQF), NI (2020-2030)



Source: UUEPC

7.0 Conclusion

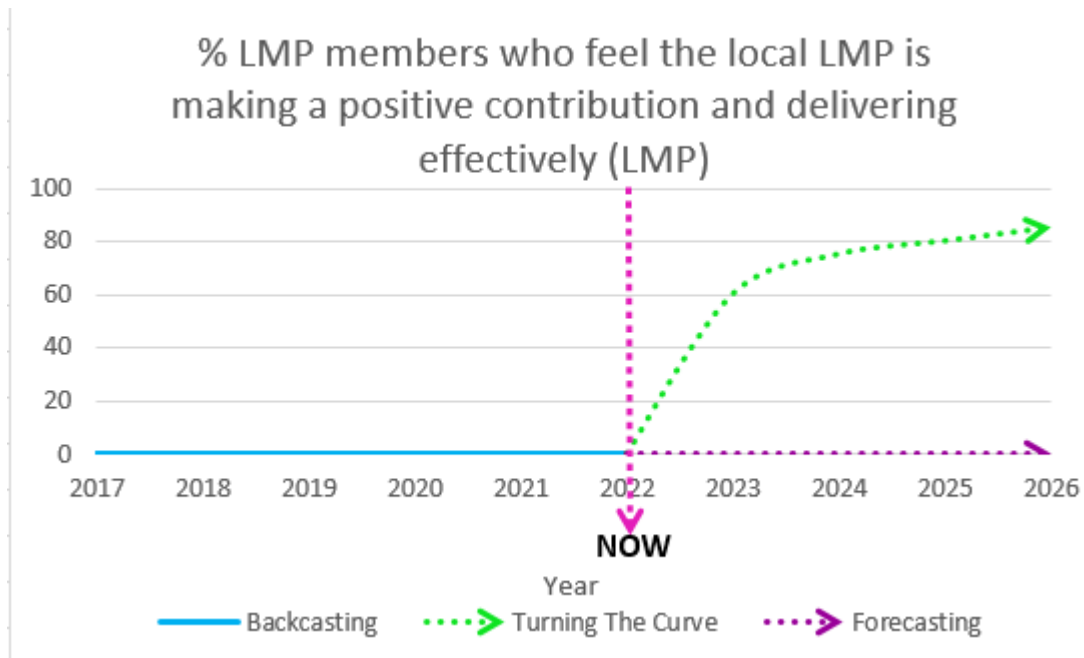
The analysis and strategic context outlined in this section and the Labour Market Context section highlight the challenging circumstances of the Causeway Coast & Glens Borough Council's labour market. Causeway Coast & Glens Borough Council labour market has long standing issues that need addressed, such as high levels of economic inactivity, unemployment, skill attainment, lower level of employment rates and lower median wage rates relative to Northern Ireland and other council areas.

The rationale for labour market interventions reflects the scale of need and the challenges within the labour market. Key challenges from the labour market assessment are:

- There a total of 59,000 people in jobs in the Causeway Coast and Glens Borough Council area (68.8%) compared to the Northern Ireland average of 70.2%. It is the 4th lowest of 11 Councils.
- The economic inactivity rate (2021 NISRA) across the council area is one of the highest within Northern Ireland at 30.0%, compared to the NI average of 27%. There are 26,000 economically inactive people in the Causeway Coast and Glens Borough Council area out of a total for Northern Ireland of 314,000.
- Monthly claimant numbers show the damage inflicted by Covid-19, with claimants increasing from 2,540 in March 2020 to a peak of 5,225 in May 2020. Some improvement has been registered since then, but claimant numbers were 2,745 in January 2023, which was 205 more than the pre-pandemic level.
- The number of young people aged 16 to 24 years across the borough not in employment, education or training has risen sharply from 15.2% in 2016 to 18.2% in 2022. CCG was the only Council area to show an increase and was significantly higher than the NI average of 10.9%.
- The number of people who are self-employed in the Council fell from 12,000 in 2018 to just 6,280 in 2022. 91.4% of businesses are micro-businesses and employ less than 10 people.
- The employment rate of people with disabilities between the age of 16 to 64 across the borough was 42.9%. Even though this is slightly above the NI average of 37.3% it is still considerably lower than UK Disability employment rate, people aged 16 to 64, was 52.7% in Q1 2011.
- The Borough has the highest proportion of working age people with no qualifications in NI, and UUEPC forecasts that CCAG will suffer from a shortage of mid-level qualifications (QCF Level 3–5) with an oversupply of lower skilled candidates.
- There are only 21 people registered (2022) in Skills for Life and Work from the Council area, which is the lowest number in Northern Ireland (2.3% of all registered)
- In terms of the council areas earning profile for full-time employees, considering place of work, on average residents within the council area earn £26,940 per annum, which is more than £3,000 per annum lower than the NI average (£30,000), and more than £6,000 per annum lower than the Belfast average (£33,008)

The review process has led to the following themes being identified as local priorities and Turning the Curve (TTC) as show below:

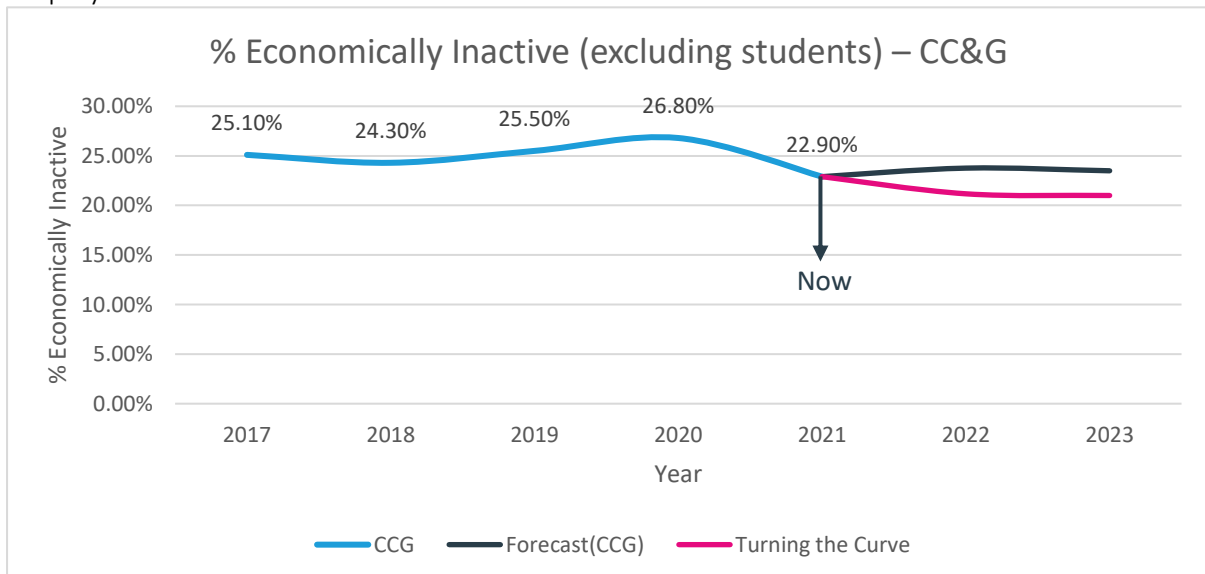
SP1 LMP Delivery and Development



SP2

1. Economically Inactive

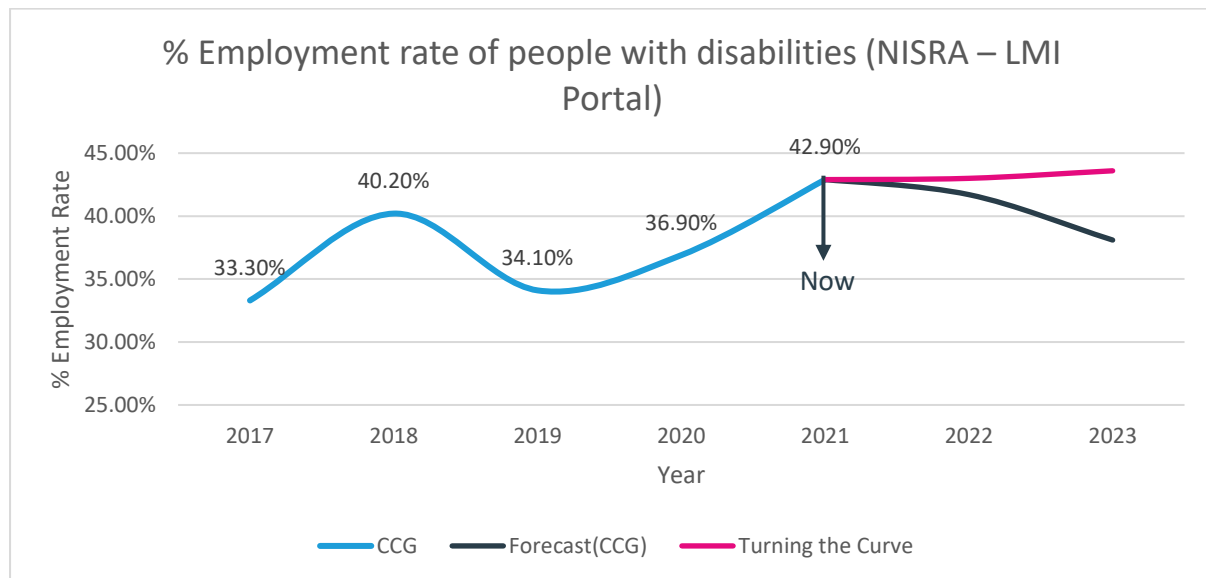
The economic inactivity rate across the council area is one of the highest within Northern Ireland at 22.90%. The reasons why this group are inactive are varied, - sickness, caring for family/children etc. The LMP will develop interventions which are tailored to support and empower individuals who are economically inactive enabling their progress into sustainable employment.



(Source: NISRA LMI)

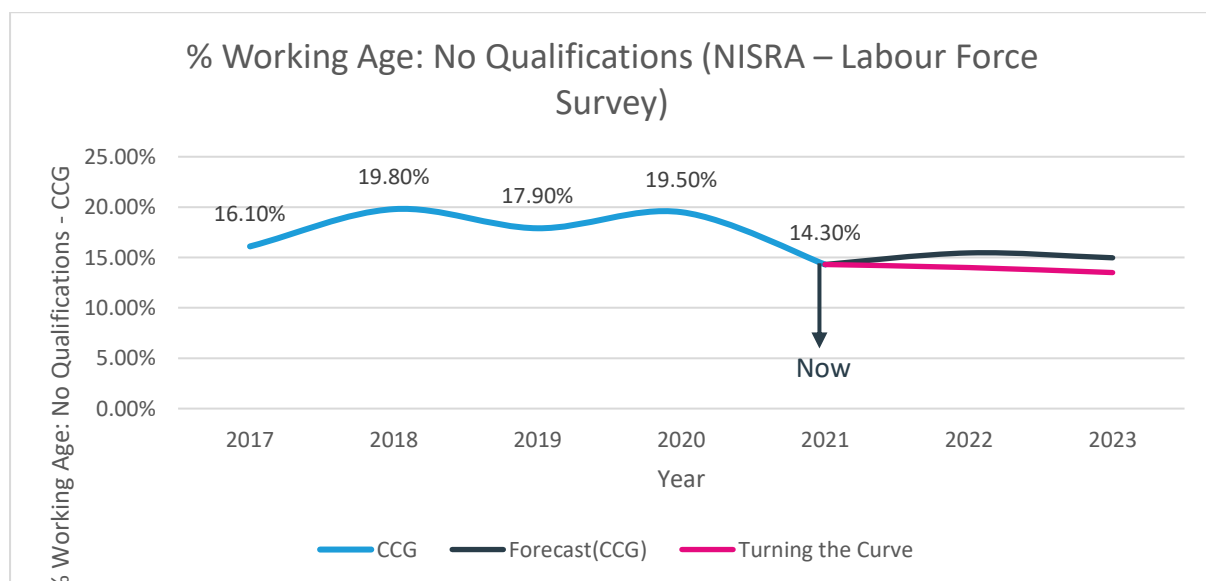
2. Disability

The employment rate of people with disabilities between the age of 16 to 64 across the borough is high at 42.9%. Although improving this figure is still significantly worse than the UK average. In Q1 2011 the UK Disability employment rate, people aged 16 to 64, was 52.7%. The LMP will develop interventions to support and to create opportunities for people with disabilities across the borough.

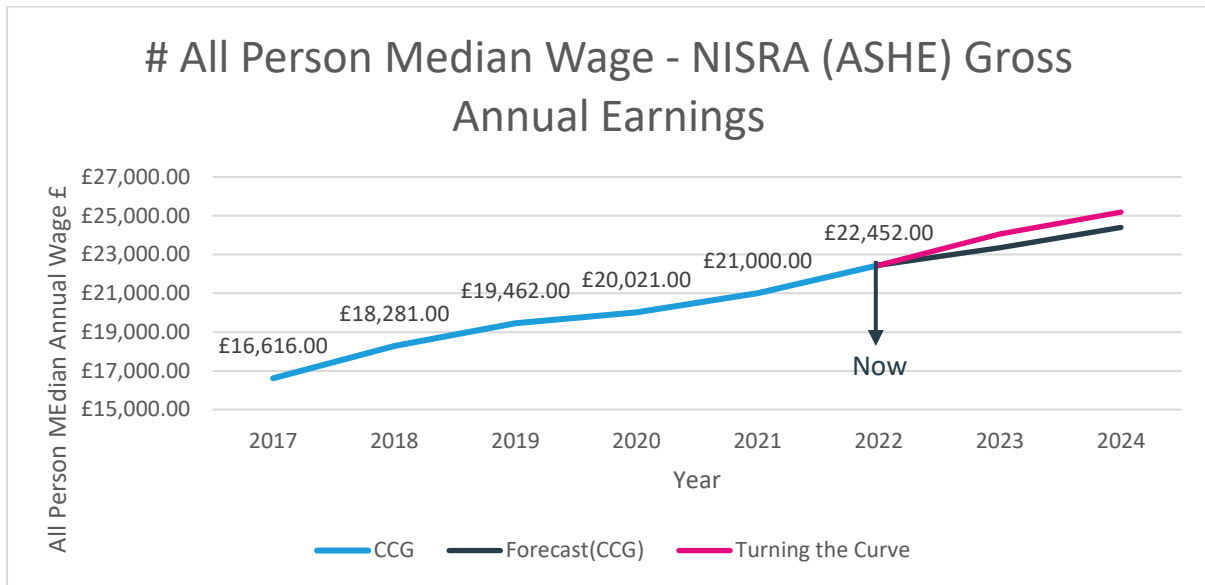


3. Skilled Labour Supply

The Borough has the highest proportion of working age people with no qualifications in NI, which will act as a drag on economic activity rates. The LMP will develop additional supports/interventions avoiding duplication with central government schemes. The Borough also has an undersupply of mid-level qualifications (NQF Level 3-5) so supports to improve these levels are also required.



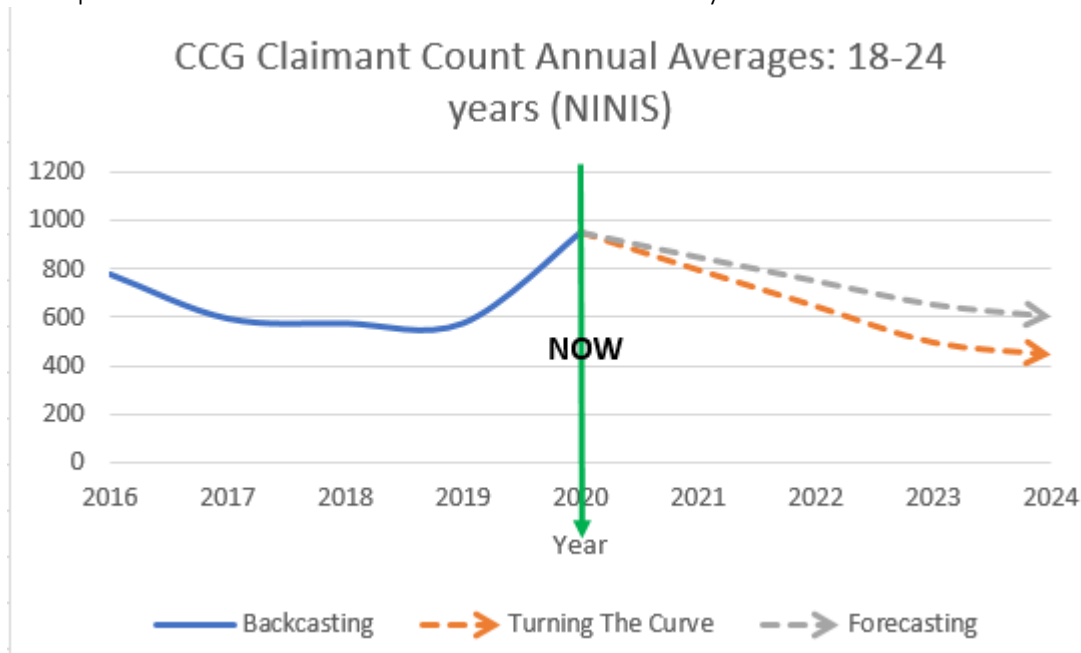
The Borough has the lowest median wage in NI. Residents earn on average residents within the council area earn £26,940 per annum, which is more than £3,000 per annum lower than the NI average The LMP will develop interventions to support employers to fill higher paid jobs with CCG residents, and support CCG residents to secure higher paid jobs.



5. Youth Unemployment

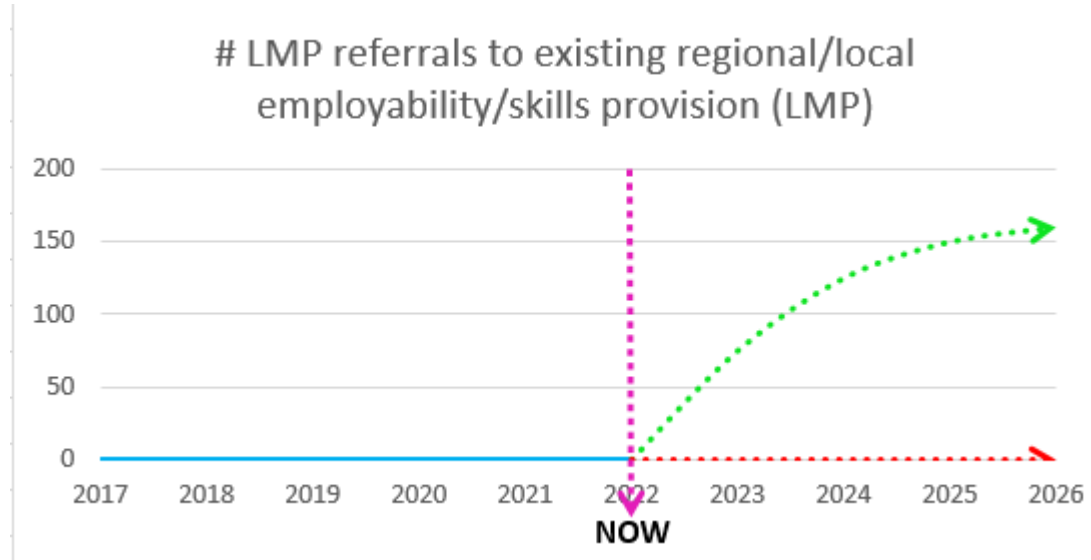
The number of young people aged 16 to 24 years old across the borough not in employment, education or training has risen sharply from 15.2% in 2016 to 18.2% in 2022. CCG was the only Council area to show an increase and is significantly higher than the NI average of 10.9%. The LMP will develop interventions to support and to create education, employment and training opportunities for young people across the borough.

Youth Unemployment figures have not been available since 2020, however, we would anticipate it has followed a similar trend to the monthly claimant count data shown earlier.



In conclusion, the Causeway Coast and Glens LMP 2023-24 Action Plan has been developed to address current skills gaps and employability challenges. It is a fluid plan which can be adapted to respond to need, and can be updated in response to emerging opportunities and changes within the employment and skills environment.

SP3 Increased Awareness



8.0 Action Plan

The following actions are proposed over the 2023-2024 period. These actions are consistent with the labour market activation proposals in the Borough’s economic development strategy and reflect the key findings from the preceding statistical and consultative process, namely that the analysis and strategic context highlights the challenging circumstances of the Causeway Coast & Glens Borough Council’s labour market which is impacted by long standing issues such as high levels of economic inactivity, unemployment and a lower level of employment rates relative to Northern Ireland and other council areas.

In turn, these issues impact upon earnings potential for both residents and workplace employees. It should also be considered how Covid-19 has, and will, impact the Causeway Coast & Glens Borough Council labour market, further hindering progress. Reflecting on the analysis, the Strategic Priorities proposed 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
- SP3: To promote and support delivery of existing employability or skills provision (regionally or locally)

8.1 Baseline Information

Strategic Priorities	Indicators to which Local LMP makes a contribution (Source)	2022/23 Baseline
<p>Strategic Priority 1:</p> <p>To form and successfully deliver the functions of the local Labour Market Partnership for the area</p>	<p>LMP Delivery and Development</p> <p>% LMP members who feel the local LMP is making a positive contribution and delivering effectively (LMP)</p>	<p>100% of LMP members who feel the local LMP is making a positive contribution and delivering effectively (LMP)</p>

Strategic Priority 2 :

To improve employability outcomes and/or labour market conditions locally

Economic Inactivity

% Economically Inactive excluding students - CCG (NISRA – LMI Portal)

% Economically Inactive excluding students – CCG

Year	%
2017	25.1%
2018	24.3%
2019	25.5%
2020	26.8%
2021	22.9%

Disability

% Employment rate of people with disabilities (NISRA – LMI Portal)

% Employment rate of people with disabilities (NISRA – LMI Portal)

Year	%
2017	33.3%
2018	40.2%
2019	34.1%
2020	36.9%
2021	42.9%

	Skilled Labour Supply	% Working Age: No Qualifications		
	% Working Age: No Qualifications (NISRA – Labour Force Survey)	Year	%	
	# All Persons Median Wage (Annual) (NISRA – LMI Portal)	2017	16.1%	
		2018	19.8%	
		2019	17.9%	
		2020	19.5%	
		2021	14.3%	
		# All Persons Median Wage (Annual)		
		Year	£	
		2017	£16,616	
	2018	£18,281		
	2019	£19,462		
	2020	£20,021		
	2021	£21,000		

	<p>Youth Unemployment</p> <p># Claimant Count: Aged 18-24 (NINIS - LGD2014, Ward & SOA)</p>	<p># Claimant Count: Aged 18-24 (NINIS - LGD2014, Ward & SOA)</p> <table border="1" data-bbox="1066 434 1385 871"> <thead> <tr> <th>Year</th> <th>#</th> </tr> </thead> <tbody> <tr> <td>2016</td> <td>780</td> </tr> <tr> <td>2017</td> <td>595</td> </tr> <tr> <td>2018</td> <td>575</td> </tr> <tr> <td>2019</td> <td>575</td> </tr> <tr> <td>2020</td> <td>955</td> </tr> </tbody> </table>	Year	#	2016	780	2017	595	2018	575	2019	575	2020	955
Year	#													
2016	780													
2017	595													
2018	575													
2019	575													
2020	955													
<p>Strategic Priority 3:</p> <p>To promote and support delivery of existing employability or skills provision available either regionally or locally</p>	<p>Increased Awareness</p> <p>Increased awareness of existing regional/local employability or skills provision (LMP)</p>	<p>0 LMP referrals to existing regional/local employability/skills provision (LMP) (per individual programme)</p>												

Strategic Priority 1: To form and successfully deliver the functions of the Labour Market Partnership for the Causeway Coast & Glens Borough Council Area						
Indicators:	% LMP members who feel the local LMP is making a positive contribution and delivering effectively					
	Title of Programme/Project, Aims and Description	Key Activities	Start	End	Performance Measure	Delivery Quarter
SP1 LMP Delivery and Development	SP1.1 LMP Delivery and Development	<p>Meetings of whole LMP</p> <p>Implementation of LMP Action Plan</p> <p>Capacity Building for Members</p> <p>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</p>	01/04/2023	31/03/2024	<p>How much did we do? 6 LMP Meetings.</p> <p>How well did we do it? 39/60 (65%) attendance of LMP members at meetings.</p> <p>9/10 (90%) of LMP members who felt supported by the LMP in their role.</p> <p>Is anyone better off? 7/10 (70%) of LMP members who feel they are contributing positively to the delivery of LMP.</p> <p>7/10 (70%) of LMP members who think LMP is making a positive difference.</p> <p>9/10 (90%) of LMP members reporting improved understanding of their roles.</p>	Qtr 1,2,3,4
	SP1.2 Strategic Assessment and Action Plan Carry out a strategic assessment and develop	<p>Strategic assessment developed on time to inform LMP Action Plan 2024-25</p> <p>Co-design 2024-27 Strategic Assessment and</p>	01/04/2023	31/12/2023	<p>How much did we do? Strategic Assessment developed on time to inform LMP Action Plan 2024/25.</p> <p>Action Plan drafted to address identified local needs and approved by Regional LMP.</p>	Q1,2,3

	an Action Plan for the LMP for 2024-25	24-25 Action Plan developed to reflect needs of the LMP area			<p>How well did we do it? 7/10 (70%) of LMP Members who feel that their views have been taken into account with regard to the Action Plan.</p> <p>7/10 (70%) of LMP Members who feel that their views have been taken into account with regard to the Strategic Assessment.</p> <p>Is anyone better off? 7/10 (70) of LMP members reporting increased awareness of local employability and labour market issues.</p>	

Strategic Priority 2: To improve employability outcomes and / or labour market conditions locally						
Indicators:	<p>% Economically Inactive aged 16 to 64, excluding students (NISRA – Labour Force Survey)</p> <p>% Employment Rate of people with Disabilities (NISRA – Labour Force Survey)</p> <p># Claimant Count: Aged 18-24 (NINIS - LGD2014, Ward & SOA)</p> <p>£ Median Gross Pay (NISRA – ASHE)</p> <p>% Working Age: No Qualifications (NISRA – Labour Force Survey)</p>					
Theme	Title of Programme/Project, Aims and Description	Key Activities	Start	End	Performance Measure	Delivery Quarter
Economic Inactivity	<p>SP2.1: Work Ready</p> <p>Aim: Develop and provide a support programme for the EI.</p> <p>Description: Research and identify the issues affecting the EI. Co-design a programme to engage specifically</p>	<p>Co-design 6 x 4-week programme targeting EI, delivered Q1,2,3,4.</p> <p>Combination of group and 1-2-1 mentoring.</p> <p>Programme will deliver 4 practical group training sessions plus 6 hrs per person of 1-1 and group support</p>	01/04/2023	31/03/2024	<p>How much did we do? 60 participants enrolled on the project.</p> <p>How well did we do it? 45/60 (75%) of participants completed the programme.</p>	Q1,2,3,4

	with these groups, delivering employability advice, employability training (in CV Development, Completing Job Application Forms inc JobApplyNI, Interview Techniques, Job Searching Skills), and employability opportunities, inc job interviews.	Participants have potential to gain Level 1 qualification in Employability Skills and develop key employability skills and increased confidence, clearer focus, higher motivation, enhanced life skills.			34/45 (76%) of participants who reported satisfaction with the project. Is anyone better off? 27/45 (60%) of participants gaining new employment. 15/45 (33%) of participants who gained a qualification as a result of participation on the project.	
Economic Inactivity	<p>SP2.2: Business Start-up Seed Fund</p> <p>Aim: To support and empower individuals who are economically inactive, enabling their progress into self-employment.</p> <p>Description: Wraparound support for economically inactive who are looking to establish their own business.</p> <p>Recruitment of participants who are assessed and potentially referred to regional programmes inc. GFI, ESS and SPF.</p> <p>If eligible, participants will have opportunity to apply for a business start-up seed grant. Criteria TBC.</p> <p>Grant applications will be managed by CCAG Funding Unit.</p>	<p>With enterprise partners, JBOs and other stakeholders co-design and host 8 enterprise outreach events across the borough.</p> <p>Management of referrals for Seed Fund enquiries to Go for it, Enterprise Support Scheme etc.</p> <p>Support at least 40 candidates to apply for the Seed Up Fund.</p> <p>Seed Fund offers financial incentive up to £1,000 for costs / equipment etc.</p> <p>At least 40 applications will be managed by CCAG Funding Unit.</p> <p>Applicants may apply for Seed Fund on monthly basis.</p>	01/04/2023	31/03/24	<p>How much did we do? 40 participants enrolled on the project.</p> <p>40 additional candidates supported to explore their self-employment potential.</p> <p>How well did we do it? 38/40 (95%) of participants completed the programme.</p> <p>30/38 (79%) of participants who reported satisfaction with the LMP project.</p> <p>30/40 (75%) of additional candidates who reported satisfaction with the LMP project.</p> <p>38/40 (95%) of participants who received barrier removal support (grant).</p> <p>Is anyone better off?</p>	Q1,2,3,4

					<p>60 referrals to regional employability programmes.</p> <p>36/38 (95%) of participants reported they have commenced self-employment.</p> <p>22/36 (61%) of participants still in self-employment 6 months after finishing participation.</p>	
Economic Inactivity	<p>SP2.5: Retrain Plus</p> <p>Aim: Support the economically inactive with the opportunity to retrain and learn new skills and secure sustainable employment.</p> <p>Description: Focus will be to meet current labour market demands in key sectors, including higher value jobs and also entry level job academies.</p>	<p>Identify training and skilling opportunities to enable the economically inactive to secure sustainable employment.</p> <p>Academies co-designed with employers to ensure sustainable labour market opportunities. Candidates guaranteed interview on completion.</p> <p>Developing ToR for training providers to respond with accredited programmes of delivery.</p> <p>Delivery programmes must address barriers to employment (i.e. care responsibilities, travel/mobility, rural, confidence, etc.)</p> <p>Possible academies identified to be delivered with employers include:</p> <p>40 participants will be enrolled on higher value academies which can include; Transport, Advanced Manufacturing, Welding Fabrication,</p>	01/04/23	31/03/24	<p>How much did we do? 120 participants enrolled on the project.</p> <p>80 employers engaged.</p> <p>How well did we do it? 85/120 (71%) of participants enrolled who completed the project.</p> <p>70/85 (82%) of participants who reported satisfaction with the LMP project.</p> <p>60/80 (75%) of employers reported satisfaction with the LMP project.</p> <p>Is anyone better off? 10/85 (12%) of participants who undertake further education or training following completion of the project.</p>	Q1,2,3,4

		<p>CNC, Engineering, Software, Creative and Hardware, Digital Marketing,, Classroom Assistant.</p> <p>80 participants will be enrolled on Entry Academies include; Butchery, Hospitality, Construction, Domiciliary Care, Children’s Care, Customer Service, Retail, Office / Admin, IT , Production.</p> <p>Other academies developed to meet identified needs, with guaranteed interviews and guaranteed availability of jobs</p>			<p>65/85 (76%) of participants who gained a qualification as a result of participation on the project.</p> <p>60/85 (71%) of participants gaining new employment.</p> <p>30/60 (50%) of participants still in employment 6 months after finishing participation</p>	
Skilled Labour Supply	<p>SP2.6: Personal Learning Account (PLA)</p> <p>Aim: Enabling upskilling within priority sectors in CCAG.</p> <p>Description: Participants can get new skills and qualifications that local employers need to find employment or help them progress in their current career.</p> <p>Maximum grant of £500 towards course within priority sectors which demonstrates upskilling of participant.</p>	<p>Using CCAG Funding Unit Platform individuals can apply for £500 bursary towards upskilling and accreditation.</p> <p>FE Colleges, Uni, Libraries NI, and training organisations engaged to ensure accredited course can be accessed via a personal learning account (i.e. upskilling training only within priority sectors)</p> <p>Funding Unit to administer part-funding grant associated with the personal learning account.</p> <p>Targets:</p>	01/04/23	31/03/24	<p>How much did we do? 200 participants enrolled on the project.</p> <p>How well did we do it? 160/200 (80%) of participants enrolled who completed the project.</p> <p>120/160 (75%) of participants who reported satisfaction with the LMP project</p> <p>Is anyone better off? 120/160 (75%) of participants who reported developing skills as a result of participation on the project.</p>	Q1,2,3,4

		200 participants, (open to the unemployed, economically inactive and under-employed) upskilled through completion of accredited course.			<p>96/160 (60%) of participants who gained a qualification as a result of participation on the project.</p> <p>40/160 (25%) of participants gaining new employment.</p> <p>32/160 (20%) of participants who undertake further education or training following completion of the project.</p>	

Strategic Priority 3: To promote and support delivery of existing employability or skills provision (regionally or locally)						
Indicators: # LMP referrals to existing regional/local employability/skills provision						
Theme	Title of Programme/Project, Aims and Description	Key Activities	Start	End	Performance Measure	Delivery Quarter
Increased Awareness	SP3.1 Employability NI and LMP Engagement with Stakeholders	<p>Engage with business and community stakeholders to raise awareness and engagement with LMP and to promote Employability NI and other regional. Programmes and initiatives</p> <p>Maintain a dedicated section within Council website containing accurate information and guidance on actions/ programmes of LMP and regional programmes.</p> <p>4 skills and employability ezines sent to 1,000 businesses.</p> <p>6 good news stories in local press.</p> <p>24 posts on CCAG Council Social Media re LMP / ENI.</p>	01/04/2023	31/03/2024	<p>How much did we do? 2 co-hosted stakeholder events. 100 employers participating. 20 support organisations attending</p> <p>How well did we do it? 80/100 (80%) of employers reporting satisfaction with event. 16/20 (80%) of support organisations reporting satisfaction with event.</p> <p>Is anyone better off? 96/120 (80%) stakeholders reporting increased awareness of Regional and LMP programmes. 20 referrals to regional employability programmes.</p>	Q1,2,3,4
increased awareness	SP3.2 Job Fairs	<p>Job Fairs: Delivery of 12 job fairs across the borough where employers attend with job opportunities and create awareness of potential jobs.</p>	01/04/2023	31/03/2024	<p>How much did we do? 12 job fairs delivered (co-hosted). 720 attendees at events. 144 employers participating.</p> <p>How well did we do it?</p>	Q1,2,3,4

					<p>40/50 (80%) employers reporting satisfaction with event.</p> <p>188/250 (75%) of attendees reporting satisfaction with event.</p> <p>Is anyone better off? 150/200 (75%) of attendees have increased awareness of Regional and LMP programmes.</p> <p>40/50 (80%) of employers participating reported the event would assist in filling vacancies.</p>	
Increased awareness	SP3.3 Causeway Area Learning Partnership Careers and Industry Engagement	<p>Co-Design of careers Action Plan with CALP and Careers Service</p> <p>Careers Convention: Delivery of a co-hosted careers convention to broaden the scope of jobs young people apply for, and promote STEM careers.</p> <p>Attend STEM Events and promote STEM careers.</p>	01/04/2023	31/03/2024	<p>How much did we do? CALP Action Plan developed.</p> <p>1,000 attendees at events.</p> <p>60 employers participating.</p> <p>How well did we do it? 375/500 (75%) of attendees reporting satisfaction with event.</p> <p>45/60 (75%) of employers reporting satisfaction with event.</p> <p>Is anyone better off? 375/500 (75%) of attendees have increased awareness of Regional and LMP programmes.</p> <p>45/60 (75%) employers have increased awareness of support available through LMP and regional programmes.</p>	Q1,2,3,4
Increased awareness	SP3.4: Sustaining Lifelong Learning	Co-design of a lifelong learning strategy for the borough, creating a culture of lifelong learning.	01/04/23	31/03/24	<p>How much did we do? CCAG Lifelong Learning Strategy and Co-Design Action Plan developed.</p>	Q1,2,3,4

	<p>Aim: Supporting communities, in the areas of most need, based on high deprivation, by developing formal and informal opportunities to encourage return to learning and workforce.</p> <p>Description: Promotion of and engagement in lifelong learning within local communities, by developing in person and virtual learning opportunities which create a safe learning environment for those with apprehension about returning to learning.</p>	<p>Marketing and promotion of lifelong learning opportunities, targeting areas experiencing most deprivation, including ICT and Essential Skills.</p> <p>Dedicated lifelong learning (section on Council website.</p> <p>Coordinating lifelong learning interventions and events in areas and groups experiencing most deprivation.</p> <p>Weeklong Festival of Learning Programme developed.</p>			<p>50 attendees at events.</p> <p>How well did we do it? 40/50 (80%) of attendees reporting satisfaction with event.</p> <p>Is anyone better off? 100 referrals to regional employability programmes.</p> <p>60 referrals to local LMP provision.</p> <p>40/50 (80%) of attendees reporting increased awareness of Regional and LMP programmes.</p>	
Referrals to regional employability programmes.	<p>SP3.5: Apprenticeship Alert</p> <p>Aim: Increase awareness of apprenticeships within the Borough</p> <p>Description: Maintain a virtual apprenticeship alert platform to promote opportunities and raise awareness of apprenticeships and vocational training.</p> <p>This will act as a one-stop-shop for potential apprentices, their parents/guardians and also local employers</p>	<p>Maintaining and further developing apprenticeship alert platform and alert board</p> <p>Engagement with careers; schools; JBOs; training organisations; recruitment agencies; Chambers of Commerce local employers; etc. to raise awareness of apprenticeship alert platform.</p> <p>Co-design marketing campaign and events to promote platform to LUE/EI and school leavers.</p>	01/04/23	31/03/24	<p>How much did we do? 1 x apprenticeship alert platform maintained.</p> <p>100 apprenticeship opportunities promoted through the site.</p> <p>500 visitors to the site.</p> <p>100 employers using the apprenticeship alert.</p> <p>How well did we do it? 75/100 (75%) employers reporting satisfaction with the project.</p> <p>150/200 (75%) potential apprentices reporting satisfaction with the project.</p> <p>Is anyone better off? 75/100 (75%) of employers participating reported the project would assist in filling vacancies.</p>	Q1,2,3,4

					100 referrals to regional employability programmes.	

