* 1. Action Plan

The following actions are proposed over the 2022-2023 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 support delivery of Employability NI

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| Strategic Priorities | Indicators to which Local LMP makes a contribution (Source) | 2021/22 Baseline |
| Strategic Priority 1:  To form and successfully deliver the functions of the local Labour Market Partnership for the area | SP.1 Delivery of LMP in 2022/23  Development and effective delivery  of local LMP Action Plan to meet  priority needs, by reviewing available  statistical information and engaging  key stakeholders  Indicator  No of meetings facilitated  Satisfaction levels of LMP members – LMP member survey | 100% of partnership formed with relevant stakeholders  No current baseline  80% of Stakeholders Satisfied with their development |
| Strategic Priority 2:  To improve employability outcomes and/or labour market conditions locally | Employability supports for the economically inactive/long term unemployed  % Economic Inactivity (NISRA)  Programmes to be developed in response to the rise in claimant numbers, due to redundancies caused by the COVID pandemic  % Redundancies (NISRA)  Addressing the future skills deficit identified  % No Qualifications (NISRA) | |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | | **Economic Inactivity Rates (%)** | | | | | | | year | **2016** | **2017** | **2018** | **2019** | **2020** | | CC&GBC | 34.00% | 33.80% | 29.30% | 29.90% | 30.60% | | NI | 26.00% | 27.60% | 27.20% | 26.20% | 27.00% | |  |  |  |  |  |  | | **% Redundancies** | | | | | | | year | **2017** | **2018** | **2019** | **2020** |  | | CC&GBC | 20 | 20 | 130 | 240 |  | | NI total | 1790 | 2500 | 3200 | 5030 |  | |  |  |  |  |  |  | | Working Age:16 - 64 No Qualifications (%) | | | | | | | year | **2016** | **2017** | **2018** | **2019** | **2020** | | CC&GBC | 16.8 | 16.10 | 19.80 | 17.9 | 19.5 | | NI average | 16.0 | 16.50 | 14.70 | 13.8 | 14.1 |   Yearly statistics available as follows (NISRA) : |
| Strategic Priority 3:  To support delivery of Employability NI | Promotion of regional projects/initiatives and building confidence through locality-based engagement  Indicators  # views on social media  # visitors to website | No current baseline – new initiative  500+ views on social media and increased awareness of support available  500+ visitors to online website section |

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| Strategic Priority 1: To form and successfully deliver the functions of the local Labour Market Partnership for the area | | |
| Indicators | % Partnership formed with relevant stakeholders  % of stakeholders satisfied with their development | |
| Theme | **Aims & Description** | **Key Activities** |
| Establish a Labour Market Partnership | **Aim:** **Establish a Labour Market Partnership**  **Description:** LMP will operate under a defined term of reference. Membership will include a broad range of social partners providing local expertise. Integrated approach will elicit strong attendance at regular meetings, ensuring streamlined approach to LMP objectives.  **Aim:** Ensure key objectives within Action Plan are fit for purpose  **Description;** Research to be undertaken to guarantee interventions are targeted at most in need.  **Aim: Determine needs of LMP social partners**  **Description:** Optimise understanding of objectives LMP, to ensure commitment and effective participation through relevant training and support. | Identify and convene social partners for LMP board.  Appoint LMP Chair.  Produce defined term of reference to include:   * Governance Framework * Programme design and commissioning practices * Monitoring and Evaluation process * Bi-Monthly meetings of the LMP   Undertake research to ensure programmes developed are aimed as needed.  Co-Design of LMP Programme – 3-year Strategic Plan commissioned enabling annual Action Plans to be developed  Induction training to be provided to all social partners.  Needs assessment of social partners to be conducted. Training and support to be provided if weakness identified i.e., action planning. |
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| Strategic Priority 2: To improve employability outcomes and/or labour market conditions locally | | |
| Indicators | % Economic Inactivity (NISRA)  % Redundancies  % No Qualifications | |
| Theme | **Aims & Description** | **Key Activities** |
| Employability supports for the economically inactive (EI) /long term unemployed. | **SP2.1: Work Ready**  **Aim:** Develop and provide a support programme for the LTU and EI.  **Description:** Research and identify the issues affecting the LTU and EI. Develop a programme to engage specifically with these groups, delivering a pathway to health, skills and training. | External technical resource procured to carryout research and co-design with LMP  Two x 12-week programme targeting LTU and EI, delivered:  Summer/Autumn Autumn/Winter  Combination of group and 1-2-1 mentoring.  Programme will deliver 160x6 1-2-1 sessions @ £50/day.  Participants have potential to gain Level 1 qualification and develop key life skills i.e., coping mechanisms,  increased confidence |
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| Employability supports for the economically inactive/long term unemployed. | **SP2.2: Business Start-up Support and Seed Fund**  **Aim**: To support and empower individuals enabling their progress into employment.  **Description:** LTU (i.e., unemployed for 1yr+) who are looking to establish their own business to receive business support (how to write business plan, basics of financial planning etc.). Upon successful completion of business support course, participants will have opportunity to apply for a business start-up seed grant.  Grant applications will be managed by Council’s Funding Unit. | Assistance from Alchemy Programme Manager to co-design business support course.  Bespoke Level 1 qualification in Business Planning to be developed.  3 x 8-week programme.  Combination of group and 1-2-1 mentoring.  Participants have potential to gain Level 1 qualification in Business Planning.  Funding Unit to provide guidance and support in developing Business Start-up Seed Grant criteria.  Participants have potential CPD in submitting funding applications. |
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| Employability supports for the economically inactive/long term unemployed. | **SP2.3: Pathways for the Disadvantaged**    **Aim:** Develop a programme to target the most disadvantaged areas in the Borough  **Description:** Provide flexible learning opportunities on accredited courses for those not immediately ready for work. | Identify and target areas experiencing greatest deprivation within the Borough.  Using the research from SP1 to design & develop a specific programme/ intervention for the most  disadvantaged areas, ensuring collaboration/input from all relevant stakeholders, i.e. Multi Agency Support Hub,  Environmental Health, Sure Start, Neighbourhood Renewal etc.  3x12 week training programmes delivering targeted training and support interventions to address needs.  Including but not limited to employability skills, self-confidence, team building, accredited qualifications,  job search skills etc.  Target of 40 most disadvantaged residents supported across the Borough. |
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| Programmes to be delivered in response to the rise in claimant numbers, due to redundancies caused by the COVID pandemic. | **SP2.4: Retrain Plus**  **Aim:** Support the newly unemployed with the opportunity to retrain and learn new skills  **Description:**  To meet current labour market demands in key sectors:  HGV Driver  Social Care  Hospitality | Engage with local employers to determine gaps,  Identify retraining opportunities to enable the newly unemployed to re-enter workforce.  Developing ToR for training providers to respond with accredited programmes of delivery.  Delivery programmes must address barriers to entry (i.e. training apprehension, reasonable adjustments etc.)  Call-off lists of training providers established.  Programmes identified to be delivered:  HGV training academy/ voucher scheme, to include guaranteed interview – 16 weeks  Hospitality academy (front of house and kitchen service) – 16 weeks  Social Care academy (skills requirement to provide appropriate care and personal well-being) – 12 weeks |
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| Addressing the future skills deficit identified | **SP2.5: Sustaining Lifelong Learning**  **Aim:** Supporting communities, in the areas of most need, based on high deprivation, by developing formal and informal opportunities to encourage return to workforce.  **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. | External resource procured to consult with DE/EA/FE partners and local community groups and education  providers to determine barriers to and opportunities within lifelong learning and ensuring no duplication of  regional provision.  Bespoke intervention package to be designed and delivered targeting outcomes of consultation,  including the following areas:   * Literacy * Numeracy * ICT * Job searching * Interview skills * CV writing   Targeting 100 participants throughout the Borough.  Provision for the purchase of educational materials to support lifelong learning. | |  |
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| Addressing the future skills deficit identified | **SP2.6: Priority Sectors Personal Learning Account (PLA)**    **Aim:** Enabling upskilling within priority sectors.  **Description:**  Participants can get new skills and qualifications that local employers need to help them progress in their current career.  Maximum grant of £500 towards course within priority sectors which demonstrates upskilling of employee. | ToR produced by LMP outlining eligibility criteria and administration of personal learning account.  External technical resource procured to design and develop personal learning account platform.  FE Colleges engaged to ensure accredited course can be accessed via a personal learning account  (i.e. upskilling training only within priority sectors)  Funding Unit to administer part-funding grant associated with the personal learning account.  (open to the unemployed and under-employed) upskilled through completion of accredited course. | |  |
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| Addressing the future skills deficit identified | **SP2.7: Apprenticeship Alert**  **Aim:** Increase awareness of apprenticeships within the Borough  **Description:** Develop a virtual apprenticeship alert platform to promote opportunities and raise awareness of vocational training.  This will act as a one-stop-shop for people out of employment looking to identify retraining opportunities across the borough and alternates to traditional academia. | External technical resource procured to design, develop and host virtual apprenticeship alert board.  Engagement with recruitment agencies; local employers; Job Centre NI Online; etc. to raise awareness of platform.  Advertising campaign to promote platform to LUE/EI and school leavers. |

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| Strategic Priority 3: To support delivery of Employability NI | | |
| Indicators | # views on social media  # visitors to website | |
| Theme | **Aims & Description** | **Key Activities** |
| Increase awareness of employability and skills programmes | **Aim:** To ensure communication across the Borough of the regional employability initiatives.  **Description:**  Actively promote the regional and local LMP programmes through the various communication methods and in partnership with other local community and business networks. | Establish a dedicated section within Council website containing accurate information and guidance on actions/ programmes of LMP and regional programmes.  Engage with business and community networks to raise awareness and engagement with LMP.  Deliver a comms/ digital and social media campaign to all stakeholders and public.  Facilitate schools’ careers fairs and jobs fairs, ensuring engagement by those business support through LMP.  Promote upskilling/ retraining opportunities with STEM priority sectors |