

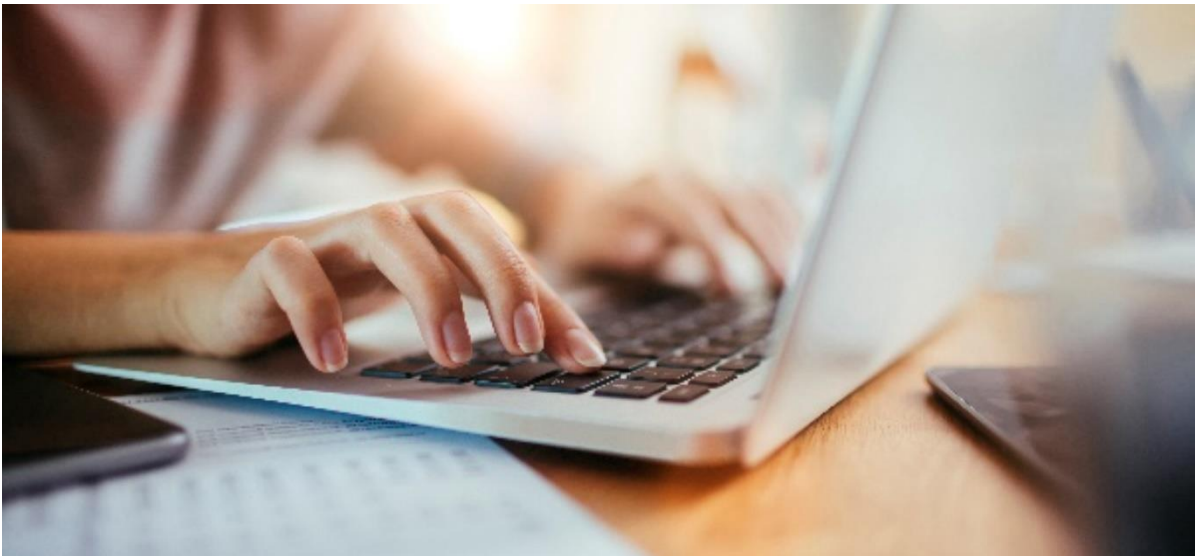
FERMANAGH AND OMAGH

Labour Market Partnership

Working Together



**FERMANAGH AND OMAGH
LABOUR MARKET PARTNERSHIP
Annual Report
2023/24**



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Chair's Foreword

As Chair of the Fermanagh and Omagh Labour Market Partnership (FO LMP), I am pleased to present the FO LMP Annual Report for the financial year 2023/2024. This report provides a review of the diverse activities undertaken by the FO LMP during its third year of implementation.

It is a great privilege to be part of such a successful initiative, led by the Fermanagh and Omagh District Council, in collaboration with our valued local strategic partners. This success is a testament to the dedication and hard work of all involved, whose commitment has ensured that the Labour Market Partnership delivers meaningful results for all citizens across the Fermanagh and Omagh District. Together, we are making a real difference.

I would like to acknowledge our close working relationship with the Department for the Communities and greatly appreciate their continued commitment and investment in the FO LMP, allowing for the development of employability and skills initiatives bespoke to the needs of our local economy.

Despite initial funding challenges, the Fermanagh and Omagh Labour Market Partnership successfully delivered several impactful employability and skills initiatives including a Female Entrepreneur Programme, an Employer-led Disability Programme, Digital Skills Academy, a Transport Academy and an Gamified Essential Skills Learning Programme.

Central to the FO LMP is our commitment to ensure that quality skills provision is driven by the demands of the economy and as a partnership, we will assist all our citizens within the District gain the necessary skills, support and opportunities to succeed in the labour market whilst contributing to building a strong local economy.

This would not be possible without recognising our dedicated delivery partners who commit so much time and effort into ensuring each participant is supported throughout their employability pathway.

FO LMP looks forward to the implementation of the 2024/2025 Action Plan which continues to address the District's high levels of economic inactivity by focusing on programmes that will assist females and those with a disability/long term health condition move closer to the labour market.

The alignment of skills development with local industry demands will remain a focus of the FO LMP for 2024/2025 through the delivery of Sectoral Employment, Transport and Classroom Assistant academies.

With the commitment of all involved, I am confident that further success will be achieved in 2024/2025.

Ciaran Mc Manus

Chair of Fermanagh and Omagh Labour Market Partnership.

FERMANAGH AND OMAGH LABOUR MARKET PARTNERSHIP (FO LMP)

Background

First formed in July 2021, the Fermanagh and Omagh Labour Market Partnership (FO LMP) continues to focus on engagement at both the regional and local level to ensure that relevant partners and stakeholders are engaged in addressing employability outcomes, labour market conditions and the provision of employability services.

The aim of the Labour Market Partnership is:

'to help improve employability outcomes and labour market conditions locally by working through coordinated, collaborative, multi-agency partnerships, achieving regional objectives whilst being flexible to meet the needs presented by localised conditions and helping to connect employers with employees'.

Development of FO LMP Action Plan 2023/24

A strategic assessment of employability outcomes and local labour market conditions was undertaken within the Fermanagh and Omagh District Council area in February 2023. The strategic assessment explored relevant statistics within the local labour market, highlighting key trends and identifying gaps and opportunities. These informed the priorities and programmes of the FO LMP Action Plan 2023/24 .

The following themes were identified as priorities:



- Skilled Labour Supply – DfE's 2021 Skills Barometer utilises the National Qualification Framework (NFQ) Skills Classification;
- Economic Inactivity - People not in employment who have not been seeking employment within the last four weeks and/ or are unable to start work in the next two weeks; and
- Disability – People who report a physical or mental health condition(s) or illnesses lasting or expected to last 12 months or more where this reduces their ability to carry out day-to-day activities.

Outcome Based Accountability

The FO LMP adopted an Outcome Based Approach (OBA) to measure impact and improve accountability. The Action Plan was completed using indicator and performance measure information and for each programme identified in the Action Plan, project report cards and thematic report cards were completed regularly to ensure impact was measured and projects were meeting identified needs.

Fermanagh and Omagh Labour Market Partnership Membership

LMP Members	Organisation	Logo
Ciaran McManus (Chairperson)	South West College	
Colleen McGaughey	Careers Service (Department for the Economy (DfE))	
Amanda McFarland	Department for the Communities	
Dessie Gamble	Fermanagh Learning Community	
Frances McQuaid	Fermanagh and Omagh District Council	
Roisin McBarron	Jobs and Benefits Office, Enniskillen	
Karan McGale	Jobs and Benefits Office, Omagh	
Laura Loane	Disability Action NI	
Ethna McNamee	Invest NI – Regional Manager	
Shirley Devlin	Invest NI – Client Representative	
Stephen Kelly	Manufacturing NI	
Michael Bell	NI Food & Drink	
Teresa Bradley	Omagh Learning Community	
Anne Shine	Western Health and Social Care Trust	

Council Officers	Name	Logo
Director Regeneration and Planning	Kim McLaughlin	 
Head of Economic Development and Investment	Kieran McCrory	
Economic and Regeneration Manager	Donagh Jackman	
Employability & Skills Co-Ordinator	Roisin Montague	

Action Plan Report

This Annual Report refers to the third year of the Fermanagh and Omagh Labour Market Partnership and covers the funding period 1 April 2023 to 31 March 2024, with the delivery of some projects being continued into 2024/2025.

The projects delivered by the Partnership during 2023/24 period are outlined under three Strategic Priorities below.

Strategic Priority 1:

To form and successfully deliver the functions of the local Labour Market Partnership for the area

SP1 Theme - LMP Delivery

Key Activity 1.1: LMP delivery and development

Fermanagh and Omagh Labour Market Partnership continued to meet on a bi-monthly basis with attendance of members being maintained at around 50%.

Results from an annual survey that was circulated with members revealed that 100% of respondents were more aware of the FO LMP and reported the FO LMP was making a positive difference to the local labour market.

Table of Key Outcomes – SP 1

Strategic Priority 1: To form and successfully deliver the functions of the local Labour Market Partnership for the area	
Theme 1	Performance Measure
LMP Delivery and Development	<p>How much did we do?</p> <ul style="list-style-type: none"> • 5 Monthly Meetings of LMP • 1 Annual General Meeting <p>How well did we do it?</p> <ul style="list-style-type: none"> • 50% attendance at meetings <p>Is anyone better off?</p> <ul style="list-style-type: none"> • 100% of members who have an improved awareness of the Fermanagh and Omagh labour market • 100% of members rate the FO LMP as making a positive difference to the local labour market • 100% of members understand their role within the FO LMP • 100% members are satisfied their views are taking into account in the development of the Strategic Assessment and Action Plan.

Strategic Priority 2 - To improve employability outcomes and/or labour market conditions locally

SP2 Theme 1 – Skilled Labour Supply

Through the Strategic Assessment, it was identified that Fermanagh and Omagh District Council was the second lowest performing Council for residents of working age with no qualifications accounting for approximately 15% of the working age population.

Programmes were designed to upskill residents within the Fermanagh and Omagh District Council area, targeting individuals aged between 16 -64, who were unemployed, economically inactive, at risk of redundancy or seeking career progression, assisting them progress to better skilled and higher paid jobs.

To assist those furthest from the labour market, one-to-one mentoring was considered a fundamental element of these initiatives, assisting participants from the first point of contact right through to the completion of the academy and supporting them into employment or further education.

2.1.1 Key Activity – Gamified Essential Skills Learning Programme

Traditional classroom based learning is not always suitable for everyone especially those from the neurodivergent community or who may have had a bad experience at school.

The Gamified Essential Skills Learning Programme uses digital technologies and/or virtual reality (VR) technology to provide a different learning experience for essential skills training. Applying a format that engages residents and assists them acquire basic qualifications in English and Maths contributes to the success of this programme.

FO LMP were delighted with the positive impact this programme had on its participants when delivered in 2022/23 and were eager to include it again in the 2023/24 Action Plan.

Delivery agent, 21 Training delivered this programme to two cohorts of ten participants.

In total 17 completed the programme with nine participants achieving a qualification in numeracy and seven achieving a qualification in literacy.



2.1.2 Key Activity -Transport Academy

To fulfil the shortage of HGV and Coach Drivers within the Fermanagh and Omagh District area and to meet demand from local residents to acquire HGV licences, FO LMP identified the need to offer a Transport Academy.

Following a procurement exercise, People 1st delivered this academy recruiting 55 participants. To date 34 participants have completed their practical test, all of which have progressed into employment. This programme is ongoing and remaining participants continue to be supported to achieve their HGV/Coach Driving licence.



2.1.3 Key Activity – Digital Skills Academy

Launched in December 2023, the Digital Skills Academy demonstrated significant success. Delivered by Profile Tree Web Design and Digital Marketing, the Digital Skills Academy achieved a 100% completion rate with 15 participants. The academy effectively bridged the digital skills gap in the region, with 60% of participants securing digital employment, embarking on self-employment or securing more responsibilities in a current role due to the training.

Focusing on digital skills such as social media, video and web development, this digital skills programme also incorporated training in AI which broadened job opportunities for a wider demographic. In addition, participants also achieved Cybersecurity Certification from the International Cyber Security Institute.

Three of the participants transitioned from unemployment support / work coaches to digital marketing roles via the Job Start 50+ scheme.

One participant established themselves as a consultant, moving from redundancy prior to the course. They used the digital skills programme to establish themselves online and start self-employment.

Two participants were referred to the Go Succeed programme to start their own businesses which incorporates selling online.

Two participants reported they had gained increased responsibility within their current roles, using the digital marketing and AI skills they learnt on the course. They hope for continued promotion based on their new abilities.

One participant secured a new role for 24 hours a week after 8 years unemployed. Although not a digital job, the course gave them confidence in their skills and supported them in the recruitment process. They talk passionately about the digital skills they have learnt and hope to use them in employment in the near future.



Participants attending online training during the Digital Skills Academy.

- Laura Pickett worked as a conveyancer for a Solicitor and a housing association. Having been unemployed for two years she retrained in digital marketing.
- Elaine Bailey worked in admin roles in the past and also benefited from the programme by retraining in digital marketing.
- Stephen Graham was a print music journalist in London and was unable to get a similar job when he returned home. He used the course to retrain in digital marketing and online writing.

Table of Key Outcomes – SP2 Theme 1

Skilled Labour Supply

Performance Measures

How much did we do?

- Three programmes delivered:
 - Gamified Essential Skills Learning Programme;
 - Transport Academy;
 - Digital Skills Programme;
- 80 participants enrolled onto the programmes

How well did we do it?

- 66 participants completed the programmes.
(Delivery ongoing into 2024/2025 to complete Transport Academy)

Is anyone better off?

- 65 participants gained a qualification as a result of participating on the programmes.
- 43 participants progressed into employment
*(Monitoring ongoing for six months after completion of programmes.
Mentoring Support continues to be provided to assist participants progress into employment).*

SP2 - Theme 2: Economic Inactivity

Key Activity 2.2.1 – Female Entrepreneur Programme

Addressing the high level of economic inactivity (25%) in the FODC area and a 9% employment gender gap in 2021, FO LMP recognised the benefits of delivering a Female Entrepreneur Programme based on its success in 2022/2023.

Working in partnership with both the Omagh and Fermanagh Enterprise Company's, training and mentoring support was provided to 20 females to set up their own business. The outcomes of this programme demonstrates its success with 19 economically inactive females registering as self-employed. The remaining participant is continuing to be supported to set up her business.



Classroom based training



Tracy Nugent – Make-Up by
Tracy



Sharon McCrory – Sperrin
Alpacas



Laura Donnelly – Laura
Donnelly Personal
Training

Table of Key Outcomes – SP2 Theme 2

Economically Inactive

Performance Measures

How much did we do?

- 20 participants enrolled onto the programme.

How well did we do it?

- 20 participants completed the programme.
- 20 participants who completed reported satisfaction with the programme.

Is anyone better off?

- 20 participants reporting they have commenced self-employment
- 15 participants still in employment six months after finishing participation.
(Monitoring ongoing for those who have not yet being self-employed for six months.)

SP2: Theme 3 – Disability

Key Activity 2.3.1 – Employer-led Disability Programme.

Tackling the high disability employment gap within Fermanagh and Omagh District Council area (46% in 2020)¹, FO LMP worked in partnership with the NOW Group to deliver the Employer-led Disability Programme.

During this programme the NOW Group worked with 20 employers within the Fermanagh and Omagh District Council area, delivering training with the following objectives:

- To understand inclusion and the importance of this in the workplace;
- Identify key barriers that people with disabilities may face in the workplace and how to remove them; and
- Enable employees within the workplace to thrive in the workplace.

In addition to working with employers, 25 FODC citizens with a disability/long term health condition were supported to develop their employability skills and paired with an employer where they completed a six-week work placement.

¹ Source: NISRA, Labour Force Annual Report 2020

Aoibheann in her new job at Lidl



Lidl participated on the Employer-led Disability Programme and were delighted to be able to offer Aoibheann a six week work placement. Aoibheann was interested in securing employment in Retail but needed support with the recruitment process and improving her interpersonal skills. A CV was quickly created and Aoibheann was enrolled onto the FODC Employer-led Disability Programme, which she thoroughly enjoyed.

When Aoibheann was ready for a work placement, she said “My first choice is Lidl if that’s possible?”. A six week placement was secured with Lidl and Aoibheann completed the placement demonstrating an eagerness to work, learn and contribute as a valued team member. Aoibheann was supported throughout the induction training and the placement by her Employment Officer who was also in regular contact with Lidl Store Management. Sarah Law - the Store Manager said that “Aoibheann has fitted in really well and is doing a great job.”

Keen to learn Aoibheann continued to expand her knowledge by participating in an OCN in Level 2 in Managing Personal Finances and a Level 1 in Safer Finances.

Aoibheann has been offered a permanent position and is thrilled to be part of the Lidl team which is evident in the picture, with big smiles all round!

Rimsha is staff member of the month in Poundland



Following participation on the Employer-led Disability Programme, Poundland offered Rimsha a six week placement.

Having moved to Northern Ireland from Pakistan the previous year, Rimsha was keen to secure employment with an interest in retail. Rimsha enrolled in the Fermanagh and Omagh District Council Employer-led Disability Programme and worked hard, attending training, developing her CV and interview skills.

Following this Rimsha secured employment in Poundland, where she is a valued staff member.

Last month she was awarded the staff member of the month award, a brilliant achievement!

In May Rimsha achieved her Literacy Essential skills Level 1 qualification and recently attended graduation, which she described as “amazing experience” she is currently working towards Literacy Level 2.

SP2: Table of Key Outcomes:

Theme 3: Disability.

Performance Measures

How much did we do?

- One Employer-led Disability Programme was delivered
- 20 participants enrolled onto the programmes
- 20 Employers enrolled onto Employer-led Disability Programme

How well did we do it?

- 20 participants supported to complete the programme
- 20 employers completed Employer-led Disability Programme

Is anyone better off?

- 8 participants on the Employer-led Disability Programme have progressed into work
*(Monitoring ongoing for six months after completion of academy.
Mentoring Support continues to be provided to assist participants move into employment).*
- 25 employers on the Employer-led Disability Programme confirmed they are better informed and confident in disability employment.

SP 3: To support delivery of Employability NI (ENI)

Theme 3: Increased Awareness

Key Activity 3.3.1: Online Apprenticeship Brokerage Service

Fermanagh and Omagh piloted an online apprenticeship brokerage service to further drive the success of apprenticeships in the area.

Following a procurement exercise, Workplus Ltd were awarded the contract to deliver an online apprenticeship programme within the Fermanagh and Omagh District Council.

Following a very successful information session consisting of local employers, representatives from Jobs and Benefits Office, Further Education Colleges, FO LMP and Workplus Ltd, the programme was launched on 23 February 2024, in Fermanagh Enterprise Ltd.

On completion of the programme a total of 27 employers registered onto the hub, 16 of which uploaded a total of 47 apprenticeship opportunities.

In response 48 applicants completed 73 applications for the different roles.



Performance Measures

How much did we do?

- 27 employers participating
- 48 participants enrolled onto the programme

How well did we do it?

- 85% employers reporting satisfaction with the hub.
- 93% of participants rated the programme as helpful for finding work/training opportunities.

Is anyone better off?

- 83% participants reported satisfaction with the hub

Key Activity: 3.2 Job Fairs

Fermanagh and Omagh Labour Market Partnership supported Enniskillen Jobs and Benefits Office and Omagh Jobs and Benefits Office in the delivery of two local mini job fairs.

The Fermanagh Mini Job Fair was held on Wednesday 27 September 2024 in the Lakeland Forum, Enniskillen from 11:00am – 3:00pm. Despite the adverse weather conditions forecast from the impending Storm Agnes, over 150 participants attended the Job Fair along with 25 employers and six employability and skills providers.

The Omagh Mini Job Fair was held on Wednesday 21 February 2024 in Omagh Leisure Complex from 11:00am to 2:00pm with 92 attendees, 13 employers and 9 employability and skills providers.

Performance Measures

How much did we do?

- 243 attendees at job fairs
- 38 employers at job fairs
- 15 employability and skills providers at job fairs

How well did we do it?

- 91% of attendees rated the event as helpful of finding work
- 98% of attendees reported satisfaction with the event
- 89% of employers supported to complete the programme

Is anyone better off?

- 35% of attendees applied for at least one job as a result of the event.

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To raise awareness, the FO LMP issued a number of press releases, social media posts and radio advertisements to promote the work of the LMP and the variety of programmes on offer.

Disability Inclusion Programme

We are seeking **employers** that are interested in recruiting a skilled and diverse workforce in the Fermanagh and Omagh District





If you want to learn more contact Clare on:
M. 075 0143 0819
E. clare.jordan@nowgroup.org

Female Entrepreneur Programme

Are you an economically inactive female and interested in starting your own business?

Do you live in the Fermanagh Omagh Council area and could benefit from financial assistance to get going?

If so, you could be eligible to join the Female Entrepreneur Programme.

The programme will work with females who have an interest in starting their own business and consists of:

- 4 Group training days
- One to one mentoring support
- Networking opportunities
- Meet with and learn from other women who have started their business
- £1500 grant towards start up costs (subject to meeting criteria)

To find out more call Oonagh Gallagher on 028 8224 9494 or contact oonagh.gallagher@omaghenterprise.co.uk to receive an application form.

The Female Entrepreneur Programme is delivered by Omagh Enterprise, Fermanagh Enterprise, Fermanagh and Omagh District Council and the Fermanagh Omagh Labour Market Partnership.



Fermanagh Job Fair



Lakeland Forum, Enniskillen
Wednesday 27 September 2023. 11.00am - 3.00pm

SEP 27

Find job opportunities, chat with local employers from various sectors and improve your employment prospects with practical advice and support.

Local organisations from various sectors will attend and there will be information available on local support services.



Essential Skills Courses Starting June



Digital Skills Programme

Get In Touch: academy@profieltree.com

Enhance your employment opportunities with our FREE Digital Skills Programme.

- Social Media
- CyberSecurity
- Video Marketing
- Writing Content
- Using LinkedIn
- Digital Strategy
- Building A Website
- Employment Skills





Omagh Job Fair
Feb 21
Wednesday 21 February 2024, 11.00am – 2.00pm
Omagh Leisure Complex

Find job opportunities, chat with local employers across multiple sectors and improve your employment prospects with practical advice and support.

Local organisations from various sectors will attend and there will be information available on local support services.

Fermanagh & Omagh District Council
Comhairle Coantair Fhear Manach agus na hOmaí

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Department for Communities | An Bóth | Department for Communities
www.communities.gov.uk



Fast track your way to a new career as a HGV or Coach Driver

Apply now to become a HGV or Coach Driver in this fully funded academy.

Open to anyone 21 years + who is unemployed, at risk of redundancy or seeking career progression.
T&Cs apply

Closing date:
17 November 2023

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www.communities.gov.uk

Fermanagh & Omagh District Council
Comhairle Coantair Fhear Manach agus na hOmaí


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Financial Statement

An audit of LMP was completed in May 2024. The report concluded that overall, there is a satisfactory system of governance, risk management and control.

Statement of Income & Expenditure				
Fermanagh & Omagh District Council Fermanagh & Omagh Labour Market Partnership Statement of Income & Expenditure Year to 31 March 2024				
	Total Funding	Expenditure Charged	Expenditure Accrued	Total Expenditure
	£	£	£	£
Funding from DfC (Administration)	88,247.00	85,366.79	293.00	85,659.79
Funding from DfC (Operational)	295,059.44	129,183.85	165,875.59	295,059.44
Funding from DfE	8,485.49			
Contribution from Council				
Contributions from (Other Please state)				
Contributions from (Other Please state)				
	391,791.93	214,550.64	166,168.59	380,719.23
Payments	£	£	£	£
Salaries	80,107.00	78,863.93		
Staff Costs (includes mileage/accom cost)	5,990.00	4,352.86	293.00	
Telephones				
Printing and Stationery				
Audit Fees	2,150.00	2,150.00		
Photocopying				
Total DfC Administration	88,247.00	85,366.79	293.00	0.00
Strategic Priority 1 (Operational)	26,617.00	26,617.00		
Strategic Priority 2 (Operational)	239,509.00	90,966.50	148,542.50	
Strategic Priority 3 (Operational)	28,933.44	11,600.35	17,333.09	

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Total DfC Operational	295,059.44	129,183.85	165,875.59	0.00
Payments - DfE (Admin)				
Payments - Council Contribution (Admin)				
Payments - xx				
Payments - (Accom Costs inc e'ers ins) (Admin)				
Total Other (Admin)	0.00	0.00	0.00	0.00
Payments - DfE (Operational)	8,485.49	1,056.39		
Payments - Council Contribution (Operational)				
Payments - xx (Operational)				
Payments - (Other Please state) (Operational)				
Total Other (Operational)	8,485.49	1,056.39	0.00	0.00
	391,791.93	215,607.03	166,168.59	0.00
Certificate of Chief Financial Officer				
Subject to the central charges shown above properly reflecting actual costs Incurred by the Council on 'behalf of' the Labour Market Partnership. I am satisfied that the expenditure shown has been wholly, exclusively and necessarily incurred by the Council on the Labour Market Partnership and that the grant receivable is in accordance with the regulations and conditions ap				
			10-May-24	
Chief Financial Officer			Date	