

Newry, Mourne and Down Labour Market Partnership

Annual Report
April 2022 - March 2023

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NMD Labour Market Partnership Chairperson Foreword



The Newry, Mourne and Down Labour Market Partnership made significant strides in establishing itself as a key stakeholder in the field of skills and employability. Despite the letter of offer for funding arriving 9 months into the 2022-23 year, NMD LMP were able to deliver the majority of priority projects outlined in the Action Plan dedicated to supporting job seekers and employers in the NMD area – the majority of the projects delivered within a 3-month period.

Actions included:

- Employing a Skills and Employability Manager and a Skill and Employability Officer
- Commissioning the Ulster University Economic Policy Centre to undertake a Labour Markey Analysis of the Newry, Mourne and Down area
- Delivery of Work Start Pre-employment Programme to 55 participants; 28 of whom gained employment
- Our local Enterprise Agencies were able to engage with 28 local entrepreneurs to offer wrap around mentoring support to new enterprises in the NMD area and supported 27 people into self-employment
- Our transport academies have engaged with approximately 70 people and 34 have gained employment to date
- Upskilling for Growth over-achieved and surpassed an initial target of 50 participants with 77 participants completing, all of whom achieved a qualification helping encourage lifelong learning of NMD residents
- We delivered 7 employment academies 87 participants have been able to gain skills to enter employment and 39 have secured employment
- Two job fairs were held with 660+ attendees and over 70 employers exhibiting their vacancies in the area
- Two employer engagement events took place showcasing Employers in both NMD Food Industry and NMD Exporting businesses; a Bring IT On event was also hosted to highlight potential career pathways into technology
- The LMP continued to support the promotion of Apprenticeships as a viable and alternative pathway to employment through sponsorship of the SRC Big Apprenticeship Event and the SERC Excellence Awards Apprentice of the Year
- NMD LMP also held an event to exhibit the Higher-Level apprenticeships on offer in the area, as well as events to showcase what local FE Colleges and Universities had at an event for employers 'Upskilling Your Staff'

We thank the Department for Communities for their funding and support during this year and acknowledge the difficulties faced by all departments within the Northern Ireland Civil Service and funding crisis that has impacted so many.

We believe that the LMP is an essential element in driving the local economy as we seek to help to resolve economic inactivity, unemployment and staff shortages through the skilling of our residents and provision of labour supply for our local employers. We will continue with this mission with all the resources we have available into 2023-24.

Dr Conor Patterson Chairperson, NMD Labour Market Partnership

Newry, Mourne and Down Labour Market Partnership

The Newry, Mourne and Down Labour Market Partnership (NMD LMP) was established in February 2021 and has been developed by using existing structures within the Newry, Mourne and Down District Council area, namely the Employability and Skills working group and the Economic Forum. These established and successful groups combine a wealth of rich and diverse experience and knowledge and have enabled Council to respond quickly to the introduction of a local Labour Market Partnership (NMD LMP).

In 2021/2022 the NMD LMP was focussed on a developing a suite of programmes focusing on ensuring that this district offers residents the best opportunities for accessing work, upskilling for work whilst promoting Newry, Mourne and Down as a great place to live and work. In February 2021, a Chair and two Vice Chairs were appointed.

Governance and Funding

The approved 2022-2023 Action Plan for the NMD LMP was fully funded by the Department for the Communities; and administrated by the NMD Skills & Employability Manager and Officer. Newry, Mourne and Down District Council Chief Executive is the Accounting Officer for the funding. The reporting structure for the NMD LMP is via the Council's Enterprise, Regeneration and Tourism committee who meet monthly for updates and decision reports provided as and when required.

Accountability

The NMD LMP Uses an Outcomes Based Approach (OBA) to measure impact and improve accountability. The NMD Action Plan reporting is completed using indicator and performance measure information; a project report card is used for each initiative and thematic report cards are completed biannually to ensure impact is measured and that the right projects are being delivered to meet identified needs.

NMD LMP Goals

- To support those unemployed or economically inactive to move closer to or into the labour market
- To support those underemployed to upskill and access meaningful employment
- To upskill and reskill those in employment to meet the current and future skills needs of our employers
- To showcase the district as a great place to live and work
- To collate and distribute local labour market intelligence to inform local labour growth requirements
- To improve linkages between job seekers and local industry / employers
- To improve business to school engagement in order to expand local industry knowledge and opportunities among students

NMD Labour Market Partnership – 2022-23 Membership

	Organisation			
_	Abbey Autoline			
	Finnebrogue			
ders	First Derivates			
ehol	MJM Marine			
Stak	National Trust			
less	Norbrook			
Business Stakeholders	King Communications			
ш	Kilkeel Habour			
	Re-Gen Waste			
Strategic Stakeholders	Invest Northern Ireland			
	Down Business Centre			
	Newry and Mourne Enterprise Agency			
	Chambers of Commerce			
ateg	Disability Action			
St	DFC NISSA & Jobs and Benefits			
	Careers Service NI			
	Area Learning Co-ordinators			
g / on ders	Education Authority			
ining Icati	South-Eastern Regional College			
Training / Education stakeholders	Southern Regional College			
	Clanrye Group			

Action Plan Report

This Annual Report covers the period 1st April 2022 to 31st March 2023, although some projects continued into 2023/2024.

The projects delivered by the Partnership during 2022-23 period are set out in the following pages.

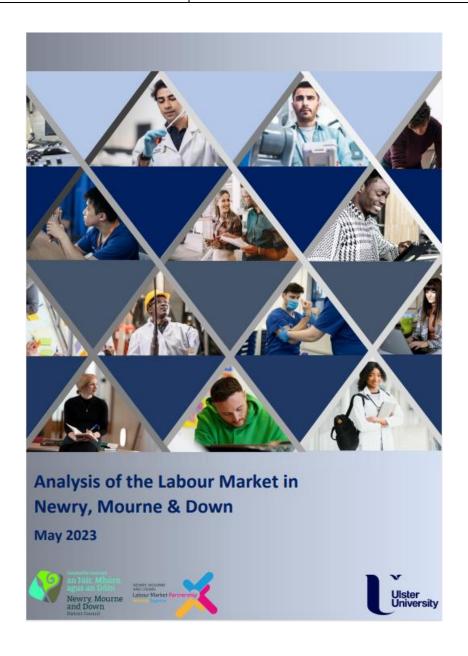
During the reporting period, NMD LMP implemented the Action Plan for 2022-23 which includes the following three strategic priorities:

- **Strategic Priority 1**: To form and successfully deliver the functions of the local Labour Market Partnership for the area
- **Strategic Priority 2**: To improve employability outcomes and/or labour market conditions locally
- Strategic Priority 3: To Support delivery of Employability NI

SP 1. To form and successfully deliver the functions of the local Labour Market Partnership for the area

Theme 1: LMP Administration & Development						
Aim	Key Outcomes					
Effective delivery of the LMP through the appropriate resource, governance and delivery structures.	 6 Meetings of the LMP 14 April 2022 13 October 2022 15 December 2022 01 February 2023 20 February 2023 27 March 2023 Annual Report 2021-22 produced Recruitment of Skills & Employability Manager and Officer – June 2022 Procurement completed and delivery contracts awarded for actions implemented under the 2022/2023 Action Plan Two job fairs Two employer engagement events 2 Career pathways events Established a Schools and Industry Working Group – 6 meetings held Quarterly Reports and Quarterly Claims collated and submitted to DFC 					

Theme 2: LMP Implementation				
Aim	Key Outcomes			
Labour Market Analysis	Ulster University Economic Policy Centre conducted Labour Market Research and presented the findings to NMD LMP Members. These findings will assist in progressing future Action Plans. This Labour Market Analysis will also help in increasing awareness of local economic issues confronting the NMD LMP and support the ongoing work of the Partnership.			



SP2. To improve employability outcomes and/or labour market conditions locally

Theme 1: Access to Work				
Aim	Key Outcomes			
Work Start Pre-employment Programme	A total of 55 people were enrolled on to the Work Start programme, as at time of print 24 participants have progressed into employment. This number is likely to increase as more participants have to complete the full 12 weeks. This will continue in Q1 of 2023-24.			
	55 Enrolled24 Completed24 in employment			

Graphic used to promote the Work Start programme.



Self-Employment: Business Start Development Programme

From 11th November 2022 to 31st March 2023, Newry & Mourne Enterprise Agency and Down Business Centre delivered a Start-up Development Programme (SUDP).

The programme encompassed "wrap around" intensive mentoring support as well as the potential to access a small financial contribution towards a business expense highlighted in the mentoring phase of the programme as being necessary to enable the business to further develop.

28 participants from across the district, enrolled on the programme and to date 27 of these have received mentoring and grant aid. Of those completing the programme, 18 have been able to start their businesses including a mobile motorbike mechanic and an immersive drone operator.

- 28 Enrolled
- 27 Completed
- 18 in Self-employment

Theme 2: Skills for Work			
Aim	Key Outcomes		
HGV Sectoral Academy (2021/2022)	The NMD LMP have enabled 20 people to gain employment through the programme. The pace has been slow due to issues with the DVLNI and the bottleneck regarding issuing test dates.		





Above: HGV Networking Event held on 9th March 2023 giving local NMDDC employers the opportunity to meet HGV Academy graduates and trainees.

Left: Successful graduate who has secured employment as a HGV driver.

Upskilling for Growth

The programme has overachieved with regard to the numbers of employers and employees engaging with the programme. This will help support the Government's drive to increase the numbers of adults engaging in lifelong learning – which is crucial to improving the career prospects of individuals and success for employers. With most of the programmes concluding in Q4 it is still too early to report on the number of entry level vacancies created.

- 77 Enrolled
- 76 Completed
- 76 Gained a new qualification

Graphic used to promote a sample of the Upskilling for Growth programme.















Employability Academies:	Marketing and recruitment on all academies				
Development Plan	went extremely well and given the short time				
	frame for delivery the academies were				
	successful in achieving enrolments of 87 onto				
	7 academies, to include:				
	Transport Academy				
	Childcare Academy				
	Classroom Academy				
	 2 Chef Bootcamps 				
	2 Construction Academy				
Transport Academy 2	27 Enrolled				
	10 Completed				
	10 Employed				
	10 Employers engaged				
Childcare Academy	• 12 Enrolled				
	10 Completed				
	4 Employed				
	7 Employers engaged				
Classroom Assistant Academy	• 17 Enrolled				
	16 Completed				
	10 Employed				
	11 Employers engaged				
SERC Chef Bootcamp	7 Enrolled				
·	 7 Completed 				
	5 Employed				
	 5 Employers engaged 				
	. , 5 5				
SRC Chef Bootcamp	9 Enrolled				
	9 Completed				
	4 Employed				
	9 Employers engaged				
Construction Academy	9 Enrolled				
Downpatrick	8 Completed				
	5 Employed				
	5 Employers engaged				
Construction Academy Newry	6 Enrolled				
	6 Completed				
	1 Employed				
	1 Employer engaged				

Chef Bootcamp SERC and SRC images







Construction Academy Advertisement



Childcare Academy Advertisement



Classroom Assistant Academy Advertisement



Theme 3: NMD A Place to Work				
Aim	Key Outcomes			
A Place to Work: Job & Skill Matching Engagement Campaign and Digital employability & skills platform	The NMD Great Place to Work Events were extremely successful. There was a target audience of 50 for each event and these were exceeded on both occasions. Feedback from the attendees confirmed that they enjoyed learning about the local employers, their stories and career opportunities open to job seekers, students, and career changers. Career teachers and Work Coaches were also in attendance and learned more about local employers – this addressed issues raised in previous research which cited that there was a lack of awareness of local employers in the area.			
	The events were successful in assisting employers to feel they have increased opportunity to reach job seekers as expressed in one of the evaluations - 'NMD labour market partnership events have been very helpful to network with potential labour resources in a time of trial for all small businesses. We believe that events like this need to happen more to breakthrough any lack of local knowledge of available opportunities.'			
	Also refer to Schools and Industry Working Group.			
Employment Pathway Events	NMD LMP hosted two Job Fairs; Newry Job Fair on 30 th June 2022 and Downpatrick Job Fair on 9 th March 2023.			
	Newry's event provided exhibition space to 40 employers and 8 support organisations and attracted 440 attendees with an opportunity to avail of 1,250 jobs on offer.			
	Downpatrick's Job Fair provided 25 employers to exhibit at the event promoting 114 Full Time Positions, 70 Part time positions, 32 Casual positions and 720 apprenticeships. There was a reserve list for an additional 15			

employers who wished to participate. Over 220 people attended the event on a day despite that a weather warning had been issued for snow.

The success of both the Newry job fair and Downpatrick job fair has demonstrated the benefits of giving job seekers and employers an opportunity to meet and understand the nature of the vacancies available as well as the skills job seekers can offer.

Employment Pathway Events

Newry Job Fair June 2022



Downpatrick Job Fair March 2023

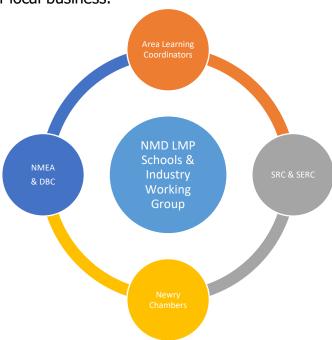


Schools to Industry Working Group

During 2022-23 NMD LMP established a Business to School Working with a view to bringing together key stakeholders for exploring opportunities to further engage and strengthen business and school engagement.

Membership includes the Area Learning Coordinators from across the Newry, Down and Down District representing 26 post primary schools in the area, along with representatives from the business community; regional colleges; and enterprise agencies.

The aim of the Schools and Industry Working Group is to showcase successful NMD businesses to schools, parents and young people to encourage a future pool of homegrown talent to remain in the district and ensure the continued growth and success of local business.



During 2022-23 several activities and events have taken place to support the development of the working group including:

- Working group meetings which took place on:
 - o 20 September 2022
 - o 11 October 2022
 - 22 November 2022
 - 17 January 2023
 - 28 February 2023
- Promotion of Apprenticeships at SERC and SRC
- Promotion of Apprenticeships on the NMDDC Corporate Website
- Employer Engagement Events
- Design and production of digital brochure highlighting career pathways for NMD pupils and students
- Development of Action Plan for 2023-24

Action Plan Activities 2023-2024



A **Digital Brochure** for young people to help them with career pathway decisions has been produced. The digital brochure details various career pathway options available in the Newry, Mourne and Down local area and beyond.

Hard copies have been printed and were distributed to local colleges SERC and SRC and have also been distributed at career and employment events hosted by NMD LMP.

Your Career, Your Choice Digital Brochure - Front and back cover





Strategic Priority 3: To Support the Delivery of Employability NI			
Aim	Key Outcomes		
Increased awareness of employability and skills programmes	Continued liaison with 5 local JBOs to improve linkages with LMP personnel and subsequent referrals to LMP initiatives.		
	All initiatives continue to be promoted via social media platforms for increased awareness.		
	NMD LMP hosted an "Upskilling Your Staff" event during Enterprise Week 2022 to highlight the importance of strengthening links between education providers and local businesses to ensure employees have the required skills for a modern workplace.		
	Businesses across the District attended the event to find out what upskilling opportunities are on offer and speak directly to course providers.		

Upskilling for Growth Event November 2022

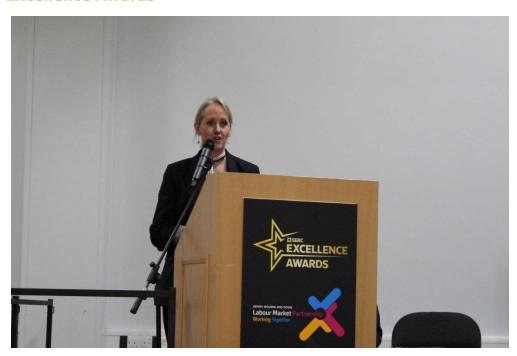


Aim	Key Outcomes
Promoting apprenticeships, traineeships and placements as pathways to employment	NMD LMP sponsored and participated in the Big Apprenticeship Event with SRC and participated in the SERC Apprenticeship Employers Breakfast event during NI Apprenticeship Week. NMD LMP also sponsored the Apprenticeship of the Year Award at the SERC Excellence Awards in March 2023.

SRC Big Apprenticeship Event



SERC Excellence Awards



Communications

Planned and coordinated communication and marketing efforts were adopted to promote and bring awareness to the programmes and work of NMD LMP, ensuring NMD LMP is synonymous with employability and skills efforts across the district whilst simultaneously promoting the area as a great place to work and live.

In accordance with the Communications Plan NMD LMP, supported by LMP funders, the Department for Communities collaborated with Newry, Mourne and Down District Council corporate marketing department, NMD Business Website, NMD Business Social Media Platforms, NMD Business Ezine, local press and the LMP membership to include Local Employers, local regional colleges SRC and SERC, Jobs and Benefits officials, Local Enterprise Agencies, training providers and Chambers of Commerce.

Communication aims:

- Increase brand awareness of the LMP, encapsulating and communicating NMD LMP programmes and activities
- Provide an effective identity for all LMP marketing activity
- Enhance the LMP's reputation both locally and regionally
- Create a Calendar of Events in conjunction with Newry, Mourne and Down District Council, the Department for Communities and the other NMD LMP members to promote the programmes and actions of the NMD LMP
- Work with partners to promote the Newry, Mourne and Down District Council area as a Great Place to Live and Work

Evaluation:

- To assess the success of the communications plan engagement was assessed on an action-by-action basis, involving reviewing available information such as:
 - Engagement queries, applications to programmes
 - Social media impressions and engagement likes, comments, shares see appendix 1 for statistics of NMD LMP posts
 - Feedback from survey responses
 - Local press circulation figures

Financial Statement

Statement of Income & Expenditure Newry, Mourne and Down District Council Newry, Mourne and Down Labour Market Partnership Statement of Income & Expenditure Year to 31 March 2023 Expenditure Expenditure Total Funding Total Charged Accrued Expenditure Funding Funding from DfC (Administration) 108,854.01 108,619.00 108,854.01 73,394.45 Funding from DfC (Operational) 319,348.97 238,808.21 312,202.66 50,000.00 50,000.00 50,000.00 Funding from Department of Economy Contribution from Council Contributions from (Other Please state) Contributions from (Other Please state) 477,967.97 397,662.22 73,394.45 471,056.67 Payments 100,119.00 107,583.39 107,583.39 Salaries 1,000.00 Staff Costs 235.62 235.62 3,500.00 Running Costs 4,000.00 Training **Audit Fees** 1,035.00 1,035.00 Insurance **Total DfC Administration** 108,619.00 108,854.01 0.00 108,854.01 Strategic Priority 1 (Operational) 32,800.00 31,829.72 675.00 32,504.72 Strategic Priority 2 (Operational) 280,548.97 201,678.49 72,094.45 273,772.94 6,000.00 5,300.00 625.00 Strategic Priority 3 (Operational) 5,925.00 Total DfC Operational 319,348.97 238,808.21 73,394.45 312,202.66 Payments - Department XXXX (Admin) Payments - Council Contribution (Admin) Payments - (Other Please state) (Admin) Payments - (Other Please state) (Admin) Total Other (Admin) 0.00 0.00 0.00 0.00 Payments - Department DfE (Operational) 50,000.00 50,000.00 50,000.00 Payments - Council Contribution (Operational) Payments - (Other Please state) (Operational) Payments - (Other Please state) (Operational) **Total Other (Operational)** 50,000.00 50,000.00 0.00 50,000.00 477,967.97 397,662.22 73,394.45 471,056.67 Certificate of Chief Executive Subject to the central charges shown above properly reflecting actual costs Incurred by the Council on 'behalf of' the Labour Market Partnership. I am satisfied that the expenditure shown has been wholly, exclusively and necessarily incurred by the Council on the Labour Market Partnership and that the grant receivable is in accordance with the regulations and conditions applicable. 28/04/2023 Assistant Director of Finance & Performance Date

Appendix one – Social Media Stats

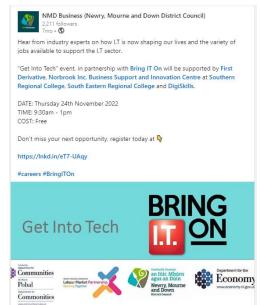
	NMD LMP SOCIAL MEDIA IMPRESSIONS ACCORDING TO PLATFORM Q1 2022-2023						
		NMD Business				NMDDC	
		Facebook	Twitter	LinkedIn	Ezine	Facebook	Twitter
Q1	IMPRESSIONS PER PLATFORM	14671	0	2839	9842	0	0
	TOTAL IMPRESSIONS		27352 0				
	OVERALL TOTAL IMPRESSIONS		27352				
NMD LMP SOCIAL MEDIA IMPRESSIONS ACCORDING TO PLATFORM Q2 2022-2023							
			NMD Bu	siness		NMDD	C
		Facebook	Twitter	LinkedIn	Ezine	Facebook	Twitter
Q2	IMPRESSIONS PER PLATFORM	2721	2821	1255	3477	0	0
	TOTAL IMPRESSIONS	10274 0					
	OVERALL TOTAL IMPRESSIONS	10274					
	NMD LMP SOCIAL MEDIA IMPRESS	SIONS ACCORD	ING TO PLAT	TFORM Q3 202	3-2023		
			NMD Bu	siness		NMDD	С
		Facebook	Twitter	LinkedIn	Ezine	Facebook	Twitter
Q3	IMPRESSIONS PER PLATFORM	10335	5674	1876	17218	129639	3394
	TOTAL IMPRESSIONS	35103 133033					3
	SPONSORED AD IMPRESSIONS	46058					
	OVERALL TOTAL IMPRESSIONS			21419	94		
	NMD LMP SOCIAL MEDIA IMPRESS	SIONS ACCORD	ING TO PLAT	TFORM Q4 202	2-2023		
			NMD Bu	siness		NMDDC	
		Facebook	Twitter	LinkedIn	Ezine	Facebook	Twitter
Q4	IMPRESSIONS PER PLATFORM	30752	9124	4522	10249	37700	3154
	TOTAL IMPRESSIONS	54,647 40854					1
	SPONSORED AD IMPRESSIONS			237,3	28		
	OVERALL TOTAL IMPRESSIONS	332,829					
	OVERALL TOTAL IMPRESSIONS 22/23	584,649					

Appendix two - Sample Social Media Posts





NMD Business (Newry, Mourne and Down District Council)



NMDBusiness @NMDBusiness · Mar 15





Following on from this mornings video footage of the recent Job Fair







eventbrite.co.uk

NMD- Food For Thought

Come along to a FREE lunchtime industry engagement event. Hear from 3 businesses in the food production sector in Newry, Mourne $\&\dots$









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NMD Business (Newry, Mourne and Down District Council) 2,221 followers

O 1

Great to hear the inspirational stories and opportunities currently available from some of the key export businesses in the Newry, Mourne and Down District Council area including Elizabeth O'Connor from MJM Marine, Simon Ward fromsee more

ılı 85





NMD Business (Newry, Mourne and Down District Council)
2,221 followers

Fantastic to hear the guest speakers from Finnebrogue Artisan Deli Lites Ireland and NearyNógs Stoneground Chocolate at today's NMD Labour Market Partnership Food for Thought event at Burrendale Hotel Country Club & Spa

