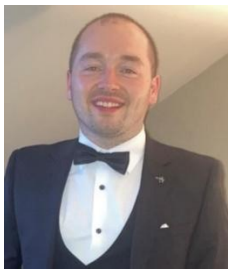
DERRY STRABANE
LABOUR MARKET PARTNERSHIP (DSLMP)
Annual Report
2023/24



DSLMP staff accepting an award from Craft Training for the development and delivery of the best local collaboration re: Women into Hospitality with Foyle Women's Aid.

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LMP CHAIRPERSON FOREWORD



Daniel McGrath, Allstate Manager and LMP business sector representative, and Chair of the Derry Strabane LMP 2023 to 2024.

DSLMP's aim remains:
'to improve employability outcomes and labour market conditions locally'.

Derry Strabane Labour Market Partnership are honoured to present the 2023/24 Annual Report outlining the key activities and successes of the LMP.

These key successes will show diversity of delivery including:
HGV lorry
PCV bus
Classroom Assistant
SIA Security License
Event Stewarding
Hospitality
Cheffing
Essential Skills
These interventions were delivered by a variety of professional training organisations across Derry and Strabane and included initiatives targeted at women, young people and people with a disability.

The 2023/24 DSLMP Board continued to build upon and further develop strong and positive collaboration amongst the representatives from agencies, businesses and organisations across the Derry City and Strabane District Council (DCSDC) area. By utilising knowledge, expertise and intensive research DSLMP developed, delivered and managed an Action Plan tailored to meet the needs of local residents and businesses whilst also ensuring coherence with the principal themes of the Labour Market Partnership.

The accumulated knowledge and expertise was drawn from various organisations and sectors: collaboration with local business, the disability and community sectors, Invest NI, Londonderry Chamber of Commerce, Further and Higher Education sector, Education Authority, Western Health Trust, Departments for Communities and Economy and Derry City and Strabane District Council. Commitment, development and partnership collaboration was enhanced through the delivery of training on the role and functions of local Jobs and Benefits offices as well as localised economic information and forecasting.

These further supported DSLMP in building upon their previous successes whilst also delivering the skilled labour required to ease skills gaps in the local community.

Thanks are extended to the Department for Communities (DfC) for the funding received by and allocated to local Councils through LMPs enabling them to meet the specific localised needs of residents and businesses. The practical support and guidance provided by DfC from the inception of the LMP has greatly assisted in navigating the pathway and supporting the development of the programme and is sincerely acknowledged. It is pertinent to thank DSLMP board members for their time, commitment and contribution to the successes achieved in 2023/24. These positive outcomes are testament to the hard work and dedication of the board and secretariat. As with most successful programmes, these achievements could not be made in isolation. The success of the 2023/24 Action Plan could not have been possible without collaborations locally between DSLMP and the community sector, disability sector, training providers, Condition Management Programme and local businesses who have embraced the Action Plan as a conduit to improve local employability outcomes and labour market conditions.

On a personal level it has been particularly rewarding and a privilege to track the development of not only the LMP but the Action Plans and associated programmes which develop and grow from strength to strength each year. I, the Vice Chair, board and secretariat of DSLMP remain dedicated to the successful delivery of the 2024/25 Action Plan. We will embrace the challenges ahead, recognise and build upon the existing and future potential of LMPs and most importantly assist in levelling the pathway for residents and businesses to fulfil their employability and labour market needs.

As I pass the baton of Chair over to Vice Chair, Edyth Dunlop (USEL, Disability Employment Network), I would like to thank DSLMP for the confidence and trust they placed in me to afford me the opportunity to have chaired this successful, progressive and truly exciting initiative.

Daniel McGrath, Chair of DSLMP

DERRY STRABANE LABOUR MARKET PARTNERSHIP (LMP)



Formation of DSLMP

- April 2021: Preliminary meeting of proposed DSLMP through Derry City and Strabane District Council's Education Skills Delivery Partnership (ESDP).
- April 2022: LMP Manager and staff recruited. DSLMP meetings conducted through the ESDP.
- December 2022: Permanent DSLMP board established and meeting held.
- 2022/23 & 2023/24: Strategic Assessment carried out and Action Plans developed and delivered on.
- April 2023 to March 2024: DSLMP Chair appointed and 9 meetings of DSLMP held.



Funding of DSLMP 2023/24

Department for Communities allocated £569,197.89 funding
Derry City and Strabane District Council contributed in-kind administration, marketing and management expertise.



Goals of DSLMP

Address labour market challenges locally
Identify innovative solutions to labour market challenges
Improve employability among those who are not in work
Support those not in work to find work, training or education
Create new opportunities for local people
Support skills development through training and education



Measuring Impact and Improving Accountability through the Use of Outcomes Based Accountability (OBA)

DSLMP have adopted an OBA approach to measuring success guided by DfC and the overarching principles of the OBA methodology. Outcomes Based Accountability (OBA) is an approach to thinking and taking action to improve peoples' lives and DSLMP use it for improving service and programme performance.

Quite simply OBA is an evidence-based tool which helps us to identify the actions we can take and measure the difference we make to people and the community.

Outcomes Based Accountability operates on two levels: "population accountability" and "performance accountability." Population accountability is the higher level of OBA and addresses the wellbeing of whole populations. Performance accountability is the lower level of OBA and addresses the wellbeing of specific client groups e.g., those who are not in employment. LMPs identify their client groups, what the desired impacts are for these groups and how these impacts can be delivered and measured.

DSLMP treat performance accountability, that is, how well our services / programmes perform very seriously. Each individual programme and activity have been allocated a set of performance measures which relate to whether programme beneficiaries are any better off because of participating in the programme. These measures allow us to track and report on progress and are used to evaluate how well our programmes / services are performing. LMPs monitor all interventions using report cards detailing the quantity, quality, and impact of work done.

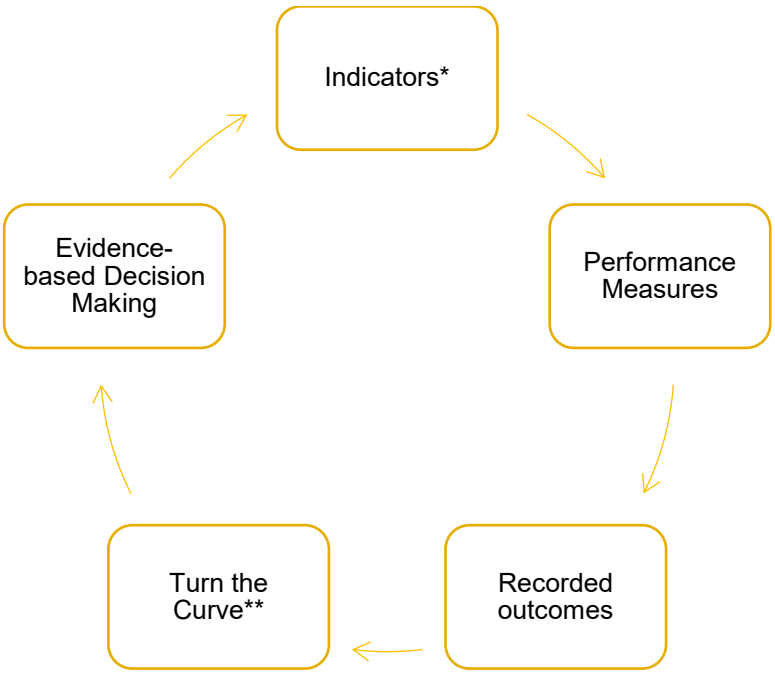
How do we measure using OBA?

Performance Measure	**Example**
How much did we do?	number of participants enrolled on a project
How well are we doing?	numbers who completed, satisfaction of participants
Is anyone better off?	numbers who gained employment, changing attitudes

What are the benefits of using OBA?

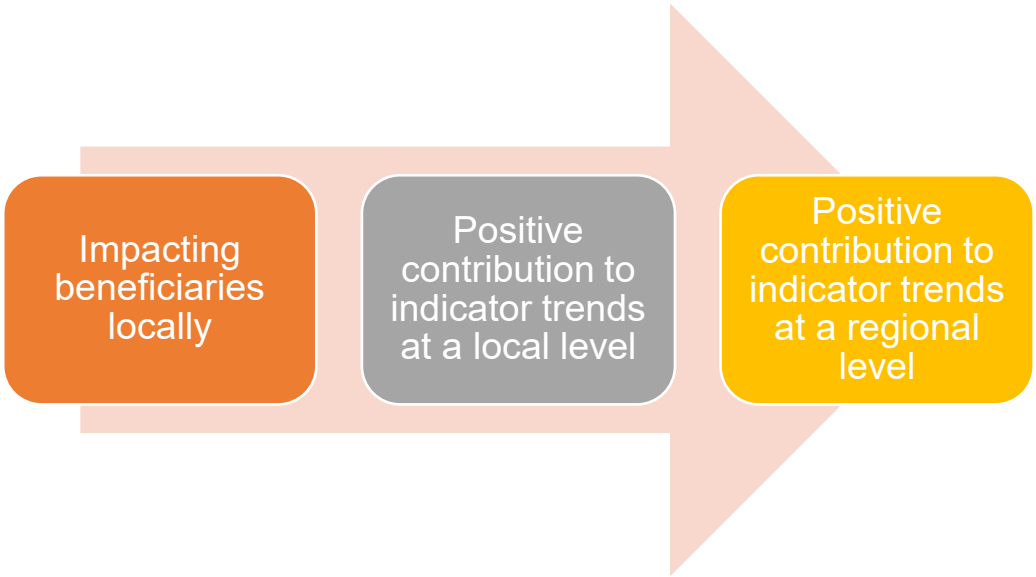
Promotes evidence-based decision making	
Framework for measuring impact	Accurate realistic performance measures
Clear unambiguous outcomes	Creates a common language for all LMPs
Accountability of LMP	Comparison across years
Accountability of training provider	Accountability of partners

Measuring the success of the Action Plan to enable realistic, evidence based future planning requires:



*Indicators are used to help quantify the achievement of an outcome and provide an insight into how well we are doing. Example: To improve employability outcomes and/or labour market conditions locally an indicator could be % Economic Inactivity.
** An aim is to "turn the curve" on the indicators by improving performance compared to what would have happened without LMP intervention.

The Impact of the LMP is wider than the local area



DERRY STRABANE LABOUR MARKET PARTNERSHIP MEMBERSHIP

	First Name	Last Name	Role	Organisation represented
1	Daniel	McGrath	Chair	Allstate
2	Edyth	Dunlop	Vice-Chair	Disability Employment Network / NIUSE
3	Nicky	Gilleece	Secretariat	Derry City and Strabane District Council
4	Emma	Quinn	Secretariat	Derry City and Strabane District Council
5	Shonagh	Higgenbotham	Secretariat	Derry City and Strabane District Council
6	Kevin	O'Connor		Derry City and Strabane District Council
7	Deirdre	Hasson		Education Authority
8	Peter	Wisener		North West Regional College
9	Angela	Scanlon		Ulster University
10	Cathy	Gormley		Invest NI
11	Joanne	Adair		Western Health and Social Care Trust
12	John	Donaghey		DfC JBO, Lisnagelvin
13	Adrian	Flanagan		DfC JBO, Strabane
14	Chris	Duddy		DfC JBO, Foyle
15	Julie	Connolly		DfE Careers Service
16	Martin	Duffy		Derg Local Growth Partnership
17	Julie	Pollock		Chamber of Commerce

ACTION PLAN REPORT

This Annual Report refers to the third full year of the DSLMP and covers the funding period 1st April 2023 to 31st March 2024. Please note delivery of some projects has continued into 2024/25.

During the reporting period, DSLMP implemented its Action Plan 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 promote and support delivery of existing employability or skills provision available either regionally or locally

The projects, initiatives and activities developed and delivered by the Partnership during 2023/24 period are set out in the following pages and show:

- 126 people moved into employment (ongoing and will increase)
- 241 people achieved a qualification
- Delivery of / support given at 14 events
- A very high level of participant satisfaction

OVERVIEW OF PROJECTS / SUCCESSES

Strategic Priority 1: To form and successfully deliver the functions of the local Labour Market Partnership for the area

Theme 1: LMP Formation

What we said we would do **What we did**

Performance Measure	Outcome
LMP Board Meetings	11
Information / training sessions provided for LMP members.	1
Action Plan drafted to address identified local needs and approved by Regional LMP.	1

How well we said we would do **How we did**

Performance Measure	Outcome
Attendance of LMP members at meetings.	62.6%
LMP members who felt supported by the LMP in their role.	100%
LMP members who feel that their views have been taken into account with regard to the Action Plan	100%

Is anyone better off **How we did**

Performance Measure	Outcome
LMP members who feel that they are contributing to the delivery of the LMP	80%
LMP members feel the LMP is making a positive difference.	93%
LMP members reporting improved understanding of their roles.	87%



SP1: DSLMP monthly meeting

DSLMP exceeded meeting targets finding momentum in (as possible) monthly meetings. These meetings engage members in discussion, planning, monitoring, managing and networking.

A capacity building workshop was delivered on 1. The Labour Market and Local Insights by Ulster University Economic Policy Centre's (UUEPC) Dr Eoin Magennis 2. The functions of the Jobs and Benefits Office. 3 presentations to the Partnership were also made by local employability / disability organisations.

An Annual General Meeting was held in January 2024.

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

Theme 1: Skilled Labour Supply

Employment Academies

In partnership with local training providers, educational establishments and employers, DSLMP delivered sector specific employment academies. These academies were direct and specific to skills in areas where demand exceeded supply. As a result, many participants entered into employment, within these areas of demand.

EMPLOYMENT ACADEMIES		**Achieved**	**%**
How much did we do?	Enrolled	187	106
How well did we do it?	Enrolled who completed	146	102
	Completers reported satisfaction	77/146	53[1]
		[1]Still awaiting responses	
Is anyone better off?	Completers gained a qualification	146	127
	Completers gained new employment	98	80

Academies	**Registered**	**Completed**	**Obtained qualification**	**Obtained employment**
Teaching Assistants	72	54	54	30
HGV	36	28	28	23
PCV	24	18	18	15
SIA	36	33	32	24
Cheffing	12	7	7	2
Women into Hospitality	12	7	7	4
Total	**190**	**147**	**146**	**98**

Please note: some academies have continued into 2024/25, and it is anticipated the 'Into Employment' percentage will increase.



HGV Driving



It was something I was interested in doing as it is different, and it is dominated by men. LMP helped me build my confidence, step out of my comfort zone and open doors to a new career. I would recommend going to do these courses.

Women into Hospitality





Collaborative Partnership Award presented to DSLMP by Dr Lorna Warren, Head of Improvement, DfE

Testimonial from a Foyle Women's Aid / Women into Hospitality Member

This programme had been an amazing opportunity for myself to re-enter into work and re-engage with society as I have been out of work for 15 years. I believed due to not working I had nothing left to give, but this course is an ideal stepping stone for people such as myself.

I have gained a wealth of knowledge on health and safety, grown in confidence in administering chest compressions and food certificates attained. All the certificates you need to get a job is in this course which has landed on my lap. I encourage this type of course for more people to benefit as I have. The staff are so kind and helpful throughout my little journey.

I was nervous, but I built up confidence and enjoyed the learning, the people and the whole experience. I got the job all thanks to LMP and I am part of the staff at Café Central.

SIA
Security Industry Authority





All in all a fantastic experience and met some really great people along the way.

Tutor was a fantastic for the duration of this course. A really intelligent man who has a knack for teaching all abilities of student.

I was quite nervous as I hadn't studied in years, but I was also excited. I got a lot of support with LMP, and our trainers and I would recommend people to get involved

Cheffing Academy





The program was very interesting. I learned a lot of new things.



Fantastic course & excellent tutor. Thank you so much for this opportunity.

I thought the course was great and very well taught

I can honestly say I never imagined myself applying for a course and being in a new job in less than a year. It has built up my self-esteem and I've learnt so much especially being over 50 and feeling like your stuck and courses like these are so out of reach for someone my age.

Tutor was a fantastic facilitator nothing was any trouble for her and she was at the end of the phone any time you needed her. This is a fantastic course and working in retail all my life and deciding after a change in family circumstances that I'd like to change jobs was an amazing opportunity for me.

Tutor was a fantastic course facilitator; knowledgeable, approachable and well-organised. I feel I have learned a lot from her own professional experiences, which she was able to talk about during class.

I was nervous as it was so long since I'd been at school. I love that it was informal, built my confidence, and I could do most of it at home working around my kids. A year ago I never would have imagined I could do a course and get a job – go and ask your Work Coach about courses and they will point you in the right direction.

Lifelong Learning

Lifelong Learning promoted, engaged, and encouraged a return to learning. Creating pathways back to the labour market or on to training or education, this programme made accredited, non-accredited, formal, and informal training more accessible to those who do not / cannot normally access these opportunities.

LIFELONG LEARNING		Achieved
How much did we do?	Enrolled	86
How well did we do it?	Enrolled who completed	61
	Completers who reported satisfaction	48
Is anyone better off?	Completers gained a qualification	61
	Completers undertake further education / training	7
	Completers gained new employment.	24

Course Name	Registered	Completed	Obtained qualification	Undertook further education / training	Obtained employment	Satisfied with programme
L1 Hair + Beauty	8	8	8	-	-	7/7 returns
L2 Essential Skills Literacy	10	10	10	-	1	8/8 returns
L2 Essential Skills Numeracy	10	8	8	-	-	2/2 returns
OCN NI Level 2 Award in Stewarding at Spectator Events	58	35	35	7	23	32/32 returns
Total	**86**	**61**	**61**	**7**	**24**	**49**

Essential Skills

Course was great from start to finish

L2 Numeracy I liked that it was a short intensive course. I built confidence and I like that I was helping to better myself.

Tutor was a brilliant teacher, I am suffering from poor mental health and she made it so relaxed and I never thought I would be able to do the course but I did thanks to tutor





Event Stewarding Employability Day



Event Stewarding 1st Cohort

Couldn't fault the training at all Ed is a great tutor

The facilitator was excellent. I would like to let him know that he made me feel totally at ease as I was reluctant to attend as I hadn't done a training course in over 20+ years. So please thank him on my behalf.

Everything was perfect

I loved every moment of it. And learned so much!

Theme 2: Disability

Access for All Hospitality Academy

Closing the employment gap for people with disabilities, DSLMP delivered a Hospitality specific employment academy targeted to people with disabilities. In partnership with the NOW Group and employers, this academy was direct, specific to skills required in the hospitality sector, and provided employability skills training as well as addressing barriers. As a result, 4 people have obtained employment, with the remaining 6 moving closer to the labour market.

ACCESS FOR ALL EMPLOYMENT ACADEMIES		**Achieved**
How much did we do?	Enrolled	9
	Note: due to time constraints only 1 programme was delivered	
How well did we do it?	Enrolled who completed	8
	Completers who reported satisfaction	5/5 returns
Is anyone better off?	Completers gained a qualification	9
	Completers gained new employment	4

Qualifications
RSPH Level 2 Award in Food Safety and Hygiene
Level 2 Award in Health and Safety within the Workplace (RQF)
Qualsafe Level 3 Award in Emergency First Aid at Work (RQF)
WorldHost Principles of Customer Service
Level 2 Award in Vocational Skills
IOSH Approved COSHH



Access for All Hospitality Launch

I liked the people on the course, the people who helped us and how it was delivered using hands on practical work and theory. The best bit, I got a job at the Maldron Hotel and have blossomed in confidence. I am really enjoying it.

Theme 3: Economic Inactivity

Support For Life and Work (Condition Management Programme)

DSLMP provided employability support to clients of the Condition Management Programme (CMP) through an Employment Support Officer (ESO). Offering support, building relationships with clients, and linking clients to necessary localised support, the ESO assisted with the removal of barriers to improve employability and confidence.

SUPPORT FOR LIFE AND WORK (Condition Management Programme)		Achieved
How much did we do?	Enrolled	8
How well did we do it?	Enrolled who completed	4
	Completers who reported satisfaction	2
Is anyone better off?	Completers gained a qualification	1
	Completers reported feeling more confident regarding their employability	2
	Completers gained new employment	3

Please note: this programme was late starting.

Support For Work

Reacting to the needs of the community and demands of the labour market, DSLMP removed barriers and upskilled individuals through accredited training programmes. Providing support to those who were long-term unemployed or economically inactive, training was put in place to move residents closer to the labour market / into the labour market / improve employability.

SUPPORT FOR WORK		Achieved
How much did we do?	Enrolled	25
How well did we do it?	Enrolled who completed	15
	Completers who reported satisfaction	12
Is anyone better off?	Completers gained a qualification	18
	Completers gained new employment	4

Please note: this programme was late starting.

Everything was perfect for me and I found that it was a fantastic opportunity from the beginning and it was organised and delivered very well

Examples of interventions

Support for Work:

- HGV category C to secure full time permanent work as a paramedic
- NVQ 3 Diploma in Construction, Plant and Machinery maintenance
- Two completions of Level 2 Award for CCTV Operators (Public Space Surveillance) in the Private Security Industry
- Three BSL Sign language
- SIA Security Top Up Training and First Aid

Support for Work & Life:

- Most required support into or towards employment
- Three participants were referred to the Careers Service
- One person was referred to and completed an online Mental health and Wellbeing course as well as a referral to a support group

Strategic Priority 3: To promote and support delivery of existing employability or skills provision available either regionally or locally

Throughout 2022/23 DSLMP actively promoted all LMP provision and existing employability and skills programmes / support to those seeking work to move into education, employment, or training.

Locally DSLMP successfully delivered:

- 1 Cross Border Job Fair
- 1 Job Fair with Strabane Jobs and Benefits Office
- 1 Apprenticeship Fair
- 2 Apprenticeship Marketing Campaigns
- 1 Apprenticeship Employers Event
- 1 North West Apprenticeship Showcase

DSLMP also attended, assisted at and supported events including 5 Mini Job Fairs, 1 Cost of Living Event and 1 Youth Careers Event.

What we said we would do

What we did

Performance Measure EVENTS	**Outcome**
Job Fair	2
Apprenticeship Fair	1
Apprenticeship Campaign	2

Performance Measure ATTENDANCE	**Outcome**
Attendees at events	1510
Employers at events	119
Support orgs at events	75

How well we said we would do

How we did

Performance Measure	**Outcome**
Attendees rated the events as helpful for finding work/training opportunities	95%
Attendees reporting satisfaction with event	93%
Employers reporting satisfaction with event.	100%

Is anyone better off

How we did

Performance Measure	Outcome
Attendees reporting increased awareness of Regional and LMP programmes.	85%
Attendees applied for at least one job as a result of the event.	83%
Attendees feel more informed of career opportunities.	97%







Youth Careers Event






Derry City and Strabane
Job Fair
Sep
12
Tuesday 12 September 2023, 11.00am – 3.00pm
City Hotel, Derry~Londonderry
Find job opportunities, chat with local employers from various sectors and improve your employment prospects with practical advice and support.
BSL and ISL signers available 11.00am – 1.00pm
For more information: JobApplyNI.com
or email: dfcemployerservices@communities-ni.gov.uk
An Roinn Coimirce Sóisialaí
Department of Social Protection
Labour Market Partnership
Department for Communities
An Roinn Pobal
Department for Commonities


Strabane
Job Fair
Sep
27
Wednesday 27 September 2023, 12.00pm - 3.00pm
The Alley Theatre, Strabane
Employers - register your interest in exhibiting!
For more information email: ucemployeradviser.strabane@dfcni.gov.uk
Labour Market Partnership
Department for Communities
An Roinn Pobal
Department for Commonities




apex
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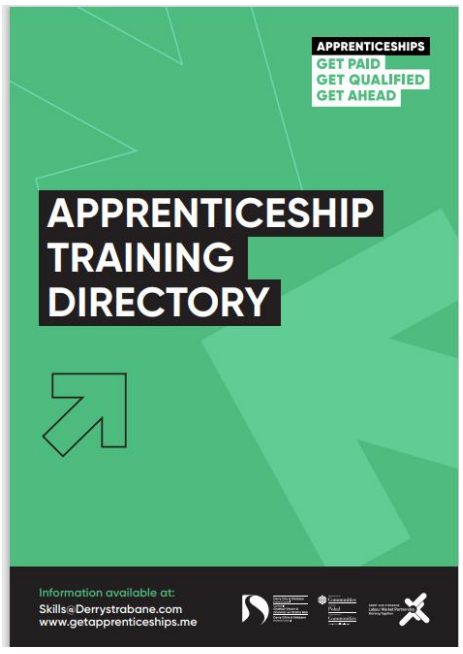


Apprenticeship Fair and Campaign









Apprenticeship Training Provider Directory

Apprenticeship Employers Lunch









Strabane Cost of Living Event







North West Apprenticeship Showcase







Financial Statement

A comprehensive audit of DSLMP was carried out for the 2023/24 period. Findings concluded there is a satisfactory system of governance, risk management and control in place.

Signed Financial Statement for 1 April 2023 – 31 March 2024

Statement of Income & Expenditure

Derry City & Strabane District Council
Derry City & Strabane Labour Market Partnership
Statement of Income & Expenditure
Year to 31 March 2024

	Total Funding	Expenditure Charged	Expenditure Accrued	Total Expenditure
Funding	£	£	£	£
Funding from DfC (Administration)	140,385.00	132,953.29	4,000.00	136,953.29
Funding from DfC (Operational)	428,812.89	368,379.02	31,100.80	399,479.82
Funding from DfE				
Contribution from Council				
Contributions from (Other Please state)				
Contributions from (Other Please state)				
	569,197.89	**501,332.31**	**35,100.80**	**536,433.11**
Payments	£	£	£	£
Salaries	130,285.00	130,118.36		130,118.36
Staff Costs (Mileage & Recruitment)	2,400.00	698.05		698.05
Telephones (Included in office costs)				
Printing and Stationery/Office Costs	1,200.00	874.60		874.60
Audit Fees	4,000.00		4,000.00	4,000.00
IT Equipment	2,500.00	1,262.28		1,262.28
Total DfC Administration	**140,385.00**	**132,953.29**	**4,000.00**	**136,953.29**
Strategic Priority 1 (Operational)	18,410.00	18,401.20		18,401.20
Strategic Priority 2 (Operational)	390,910.21	330,239.71	28,282.05	358,521.76
Strategic Priority 3 (Operational)	19,492.68	19,738.11	2,818.75	22,556.86
Total DfC Operational	**428,812.89**	**368,379.02**	**31,100.80**	**399,479.82**
Payments - DfE (Admin)				
Payments - Council Contribution (Admin)				
Payments - xx				
Payments - (Other Please state) (Admin)				
Total Other (Admin)	**0.00**	**0.00**	**0.00**	**0.00**
Payments - DfE (Operational)				
Payments - Council Contribution (Operational)				
Payments - xx (Operational)				
Payments - (Other Please state) (Operational)				
Total Other (Operational)	**0.00**	**0.00**	**0.00**	**0.00**
	569,197.89	**501,332.31**	**35,100.80**	**536,433.11**

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 applicable.

Chief Financial Officer — Date 8/7/24