DERRY & STRABANE
LABOUR MARKET PARTNERSHIP
2023/24 Action Plan

Derry City & Strabane
District Council

Comhairle
**Chathair Dhoire &
Cheantar an tSratha Báin**

Derry Cittie & Stràbane
Destrìck Cooncil

DERRY AND STRABANE
LMP

Index

Strategic Assessment and Action Plan: An Overview of the Derry City and Strabane District Council's (DCSDC) Economy and its Challenges

The 2023/24 Strategic Assessment (SA) and Action Plan (AP) developed by Derry and Strabane Labour Market Partnership (DSLMP) examines and prioritises local employability and labour market issues.

The Strategic Assessment is informed by published statistics, reports and a range of credible local sources using a collaborative approach across council and with key stakeholders.

This document is valid until 31st March 2024.

A Council Area serving a population of 151,109

covering an area of 1,245km²

DCSDC Inclusive Strategic Growth Plan: 2017 – 2032, April 2022
https://growderrystrabane.com/wp-content/uploads/2022/06/Final-Revised-Strategic-Growth-Plan.pdf P7

1. Executive Summary

DCSDC's community planning process resulted in the long-term Inclusive Strategic Growth Plan (SGP) to improve the social, economic, and environmental wellbeing of the city and region. The Plan provides a clear framework for a wide range of plans and strategies which will be taken forward at a city and local area level. Work is ongoing to deliver social, economic, and environmental transformation to create:

"A thriving, prosperous and sustainable City and Region with equality of opportunity for all which will be achieved by a: focus on social, economic and environmental well-being and regeneration and by addressing and targeting poverty, social exclusion and disadvantage."

Co-design included representatives from statutory, community, voluntary, business, higher and further education sectors and agreed upon 8 thematic working groups to develop the outcomes, indicators, and actions within the plan. 8 Local Growth Partnerships and Growth Plans have been developed across each district electoral area and Strabane.

Community planning pillars of wellbeing and thematic working groups
https://growderrystrabane.com/wp-content/uploads/2022/06/Final-Revised-Strategic-Growth-Plan.pdf P30

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DCSDC's Labour Market Partnership Membership.

The DSLMP sits within and aligns with the actions and outcomes of the Education and Skills theme in the Strategic Growth Plan.

LMP Members were appointed in line with DfC guidance and Council's well-established Education and Skills Delivery Partnership's members expertise. Membership incorporates local government, education, statutory bodies, business, community, and disability.

It is important to note that membership will evolve and adapt with the needs of the Partnership going forward.

This Action Plan is a measure of the positive and impactful input, knowledge, and enthusiasm of members of the DSLMP. A workshop, delivered by the Ulster University Economic Policy Centre (UUEPC), on local labour market conditions and challenges to members was excellent preparation for the development of the Action Plan. It is the intention of DSLMP that the Partnership will continue to grow, and specialised capacity building will direct and educate members.

DCSDC's Labour Market Challenges as Evidenced in the Strategic Assessment.

From December 2022 to February 2023 Derry and Strabane's LMP undertook a Strategic Assessment of employability outcomes and local labour market conditions in the Derry City and Strabane District Council area. This was undertaken to ensure the priorities identified reflect priority employability and labour market issues in the area. It was informed by analysis of information provided by statutory partners, as well as the results of ongoing engagement and consultation across the council area.

Cognisance was also taken of:
- Programme for Government
- DfE's Skills Strategy for Northern Ireland: Skills for a 10X Economy
- DfE's Skills Barometer
- DCSDC's Corporate Plan, Inclusive Strategic Growth Plan and City Deal

As a result of the Planning Exercise undertaken and cognisant of DfC's 6 themes which form the basis for all Labour Market Partnerships' Action Plans, DSLMP's Strategic Assessment has evidenced that the optimum utilisation of resources is to focus on 4 of these themes in their 2023/24 Action Plan:
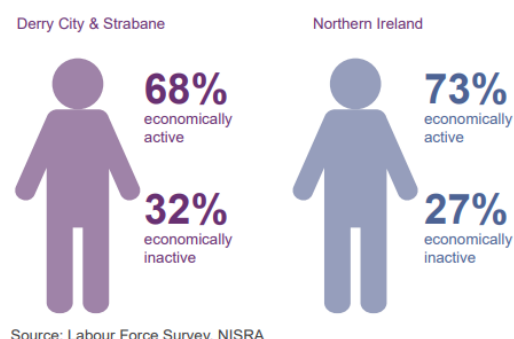- Economic Inactivity
- Long Term Unemployed
- Disability
- Skilled Labour Market

A 'Turning the Curve' exercise was undertaken in relation to the 2023/24 DSLMP Action Plan themes and projects and has considered the programmes of work in relation to the outcomes they delivered.

Theme 1. 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.

Labour Market Structure (2021)

Derry City & Strabane
68% economically active
32% economically inactive

Northern Ireland
73% economically active
27% economically inactive

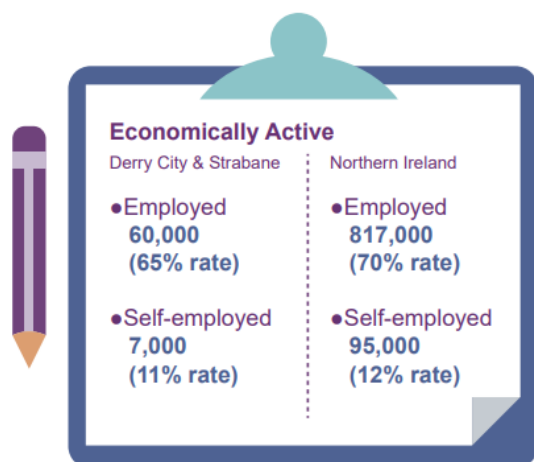Source: Labour Force Survey, NISRA

Derry and Strabane's labour force face the historic challenge of a continuously higher than average ***economic inactivity*** rate. The loss of 30.4% of working aged people from the immediate labour pool is one which has been passed from generation to generation and for which previous interventions have had little effect. With a projected aging population where numbers of working aged people will decline it is vital to extract people from the EI pool who can and want to work. Working locally and collaboratively DSLMP will address EI as a key target group with very specific interventions and focused marketing for those furthest from opportunity.

https://www.investni.com/sites/default/files/2022-07/investni-performance-council-area-derry-and-strabane-2022.pdf

Theme 2. Long Term Unemployed

Long Term Unemployed - People who have been unemployed for 12 months or more.

Economically Active

| Derry City & Strabane	Northern Ireland
● Employed 60,000 (65% rate)	● Employed 817,000 (70% rate)
● Self-employed 7,000 (11% rate)	● Self-employed 95,000 (12% rate)

DCSDC will intervene to turn the curve on *unemployment*. They historically maintain the highest claimant count (CC) level in NI for both males and females, have disproportionately high CC levels for those aged 50 and over and demonstrate spatial inequality in pockets across the City and District. DSLMP will address claimant count through targeted programmes and initiatives and targeted marketing across communities to ensure fairness and equality of opportunity for all residents.

https://www.investni.com/sites/default/files/2022-07/investni-performance-council-area-derry-and-strabane-2022.pdf

Theme 3. 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.

Reasons given for economic inactivity; DCSDC, NI and selected LGDs, 2021
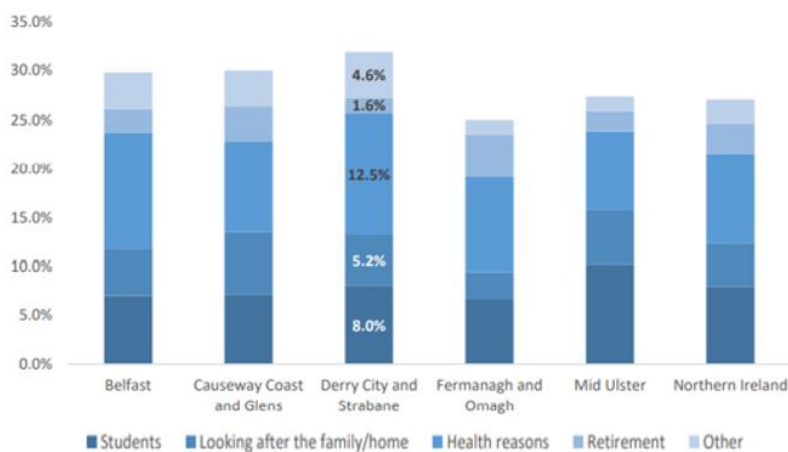
Source: LFS, UUEPC analysis

Presentation available from DSLMP upon request.

12.5% of the 30.4% registered as economically inactive (EI) state they have health issues / a *disability*. This equates to 39% of the EI pool. Geographically high, disproportionate levels of health inequalities exacerbate the already devastating effects of economic inactivity for those in our most deprived areas. DSLMP will develop directed, tailored, practical programmes and marketing to encourage those with disabilities to engage / re-engage in learning, and employability.

Theme 4. Skilled Labour

DfE's 2021 Skills Barometer utilises the National Qualification Framework (NQF) Skills Classification.

Employment rate (%) by qualification level, NI, Q3 2021
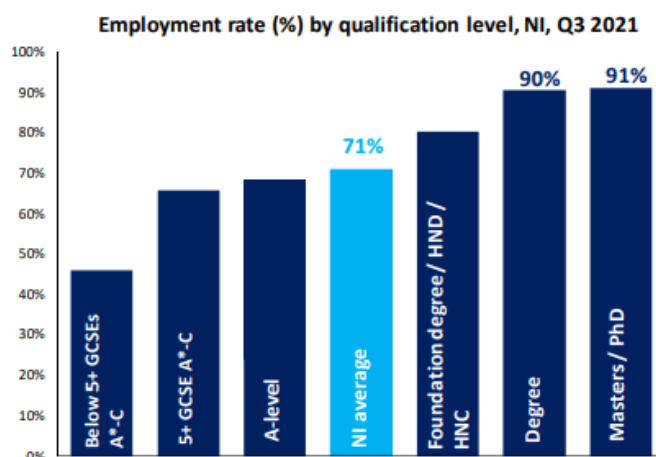
Source: Labour Force Survey
Note: Data refers to a 4-quarter rolling average to Q3 2021

The NI Skills Barometer states clearly that jobs for those qualified to L2 and below will decrease and demand will increase from L3 upwards.

The graph featured shows a positive correlation between qualification level and employment rate. DCSDC's working age population qualified to level 2 + above and level 3 + above falls markedly behind the Northern Ireland average year on year.

Year	Level 2 and above %	Level 3 and above %
2016	63.5	42.9
2017	69.6	48.4
2018	71.9	51.6
2019	70.2	49.0
2020	68.0	46.1
2021	75.8	57.1
Derry City + Strabane, aged 16 to 64, 2016-21		

Year	Level 2 and above %	Level 3 and above %
2016	73.0	49.8
2017	72.1	51.2
2018	75.1	54.1
2019	75.8	55.6
2020	76.3	56.0
2021	78.5	59.9
NI, aged 16 to 64, 2016-21		

DSLMP will use the Skilled Labour Force theme to upskill and reskill in areas above L2 or where demand can be clearly evidenced, and job opportunities exist.

Highest qualification level and participation in education and training 2021 | Northern Ireland Statistics and Research Agency (nisra.gov.uk)   Level-2-Level-3-qualifications-2021.XLSX (live.com)

An overview of the demographics and economy of the Derry City and Strabane District Council area is outlined in this document and highlights the challenges faced by the City~Region, the levels of deprivation, poverty, unemployment and economic inactivity that are experienced and the reasons DSLMP are focusing on 4 themes.

Labour market challenges:

- Historically high levels of economic inactivity
- High levels of economic inactivity and unemployment in those aged 50+
- Educational underachievement in an economy prevalent in high-level jobs
- Geographic inequalities in multiple areas including health and education
- High disability employment gap

Underlying causes:

- Inter-generational unemployment and economic inactivity
- Deprivation
- Poverty

Key priorities for DSLMP:

- Promoting the health, financial and social benefits of good work to all residents.

- Turning the curve on economic inactivity: focusing on residents within this potential pool of employees who state they want to work.

- Tackling unemployment: helping those who are unemployed gain a foothold in the labour market in a way that makes best use of their skills.

- Addressing skills imbalances by developing the right skills to respond to the needs of the labour market. Improving skills for residents of working age in line with the Department for Economy's (DfE) '10X economy' for the benefit and well-being of our economy, communities, employers, and individuals.

- Reducing inequalities: evidence shows where there is inequality there is poor wellbeing, poverty, and disadvantage.

2. Process for the statistical audit and engagement/consultation

The Strategic Assessment (SA) is a review of a strong evidence base which exists within and for DCSDC and, where council information is not definable, within NI. The SA includes a statistical analysis of, for example, claimant count, employment rates, economic inactivity, deprivation, poverty and educational achievement.

Data has been drawn from prior research and reports relevant to the local area and extensive, professional, and reliable sources including (but not exclusively):

- DCSDC's Strategic Growth Plan which was built around previous statistical analysis carried out for Community Planning, Economic Development and more
- Audit Office
- DfE Apprenticeship Statistical Bulletin
- Education Authority (EA)
- Invest NI
- Northern Ireland Statistics and Research Agency (NISRA)
- Northern Ireland Neighbourhood Information Service (NINIS)
- Office for National Statistics (ONS)
- Ulster University (UU)
- Ulster University Economic Policy Centre (UUEPC)

The experience and a knowledge of the Skills Team has been utilised in the preparation of the SA and AP. DCSDC's established and experienced Skills Team has worked in collaboration with key education, skills, business, statutory and local / regional government stakeholders from 2008. The key targets and ambitions of the Skills Team relate to job creation, improving competitiveness, addressing economic inactivity, increasing overall job numbers, and improving skills; particularly for those with no or low skills. From 2017 they have supported and developed the education and skills ambitions outlined in the Strategic Growth Plan through its core functions of:

- Developing an employability and skills pipeline to ensure residents' skills match the needs of the economy.
- Improving accessibility to employment opportunities for those most removed from the labour market.
- Improving the employability of school leavers.
- Increasing skills investment in growth sectors reinforcing their growth potential.

Consultations took place with local businesses, educational establishments, Condition Management Programme, Council's Education Skills Delivery Partnership, established subgroups under the partnership, Council's Children's and Young People Coordinator and local communities. Feedback from consultations has been built into the Action Plan.

Policy Context for DSLMP's Strategic Assessment and Action Plan.
In the preparation and development of this consideration has been given to the afore-mentioned local and regional policies and plans.

DCSDC's Corporate Plan 2022/23 represents Council's priority outcomes and sub-outcomes, and specifically includes LMP.

- To continue to develop and deliver a range of initiatives to mitigate the impacts of Covid19 and support economic growth.
- Develop and deliver the Labour Market Partnership action plan.
- Commitment to one unified Council with the needs of local communities and businesses at the core of what we do.

Extensive research and consultation Council and Northwest wide helped to develop DCSDC's ***Inclusive Strategic Growth Plan*** (SGP). This Plan was reviewed and revised in 2022 and aligns very closely with the Programme for Government (PfG) and City Deal:

Our Vision

A thriving, prosperous and sustainable City and District with equality of opportunity for all.

Strategic Growth Plan

Our Mission

To improve the social, economic and environmental wellbeing of the city and district and to do so in a sustainable way.

Programme for Government

City Deal

It is worth noting that the development of the 8 Local Growth Partnerships will assist and ensure cross-council community inclusion in all LMP programmes. Relationships with all Growth Partnerships will be developed and nurtured throughout and beyond the delivery of this Action Plan.

Inclusive Strategic Growth Plan outcomes aligning to the DSLMP Action Plan

EDUCATION & SKILLS OUTCOME ▶ WE ARE BETTER SKILLED AND EDUCATED

Our young people have improved attainment levels ▶ We have a better skilled and educated workforce

As a UNESCO Learning City and Region we have increased training and learning opportunities

CHILDREN & YOUNG PEOPLE OUTCOME ▶ OUR CHILDREN AND YOUNG PEOPLE HAVE THE BEST START IN LIFE

Our children and people are better able to fully realise their potential and become active, responsible citizens

Our children and young people are safer, healthier, more respected and included

HEALTH AND WELLBEING OUTCOME ▶ WE LIVE LONG, HEALTHY AND FULFILLING LIVES

Health inequalities are reduced ▶ We have improved physical and mental health

DCSDC SGP: 2017 – 2032: https://growderrystrabane.com/wp-content/uploads/2022/06/Final-Revised-Strategic-Growth-Plan.pdf

DSLMP through their Action Plan 2023/24 are focusing on:
- ✓ Improving skills
- ✓ Raising education levels
- ✓ Directly marketing areas where inequality, deprivation and poverty exist

The draft **Programme for Government** (PfG) 2021 presents a picture of the society we strive for across Northern Ireland and within the Derry & Strabane City~Region:

"An inclusive society in which people of all ages and backgrounds are respected and cared for and in which we all prosper. A society which has no barriers to prevent people from living fulfilling lives. The Outcomes apply equally to everyone, and no one is excluded."

DSLMP will uphold the essence of the draft PfG both in the development and the delivery of their Action Plan: *"government partnering with civic society to respond to the needs of people and communities everywhere."*

https://www.northernireland.gov.uk/sites/default/files/consultations/newnigov/pfg-draft-outcomes-framework-consultation.pdf *P2,6*

Current PfG outcomes identified for alignment within the Action Plan are:

OUTCOME 3

We have a more equal society

It is important that **a person's background, identity, or ability should not be a barrier** to playing a full and constructive role in society, that inequality is eliminated wherever it might be found, and that support is given to those who face serious issues as a consequence of it.

Population indicators identified to determine progress on meeting this outcome:
Gap between highest and lowest deprivation quintile in healthy life expectancy at birth
Gap between % of non-FSME (Free School Meal Entitlement) school leavers and % of FSME school leavers achieving at Level 2 or above including English & Maths
Percentage of the population living in absolute and relative poverty
Employment rate of 16 to 64 year olds by deprivation quintile
Economic inactivity rate excluding students
Employment rate by council area

OUTCOME 6

We have more people working in better jobs

Endeavouring to build a successful economy through **ensuring more people are working in better jobs**. Employment contributes to wealth and value added in the economy. It also brings a range of benefits to individuals and communities by increasing levels of health, confidence, self-respect, and social inclusion.

Access to a better job is important in addressing inequalities; **work is one of the best routes out of poverty** and is a vital component in building successful communities. In addition, it is essential that we have a workforce that is properly equipped and ready for employment with appropriate skills for the marketplace.

Population indicators identified to quantify progress against this Outcome:
Economic inactivity rate excluding students
Proportion of the workforce in employment qualified to level 1 and above, level 2 and above, level 3 and above, and level 4 and above
Seasonally adjusted employment rate (16-64)
Better Jobs Index
Percentage of people working part time who would like to work more hours
Employment rate by council area
Proportion of local graduates from local institutions in professional or management occupations or in further study six months after graduation

OUTCOME 8

We care for others and we help those in need

Ensure that all citizens in society are adequately supported to enable them to build self-confidence and capacity to live independent self-fulfilling lives. Focus is **helping the most vulnerable ensure they have the means to help themselves** to live their lives as inclusive members of the community.

Population indicators used to quantify progress against the outcome:

Percentage population with GHQ12 scores ≥ 4 (signifying possible mental health problems)
Number of adults receiving social care services at home or self-directed support for social care as a % of the total number of adults needing care
Percentage population living in absolute and relative poverty
Average life satisfaction score of people with disabilities
Number of households in housing stress
Confidence of the population aged 60 years or older (as measured by self-efficacy)

The Department for Economy (DfE) commissioned Ulster University Economic Policy Centre's (UUEPC) **Skills Barometer** affords us a better understanding of future skills needs across the NI economy. The DSLMP Action Plan considers and integrates these findings:

(Im)balance

Undersupply
- NQF level 6+ qualifiers **-0.8K** p.a.
- NQF level 4-5 qualifiers **-1.9K** p.a.
- NQF level 3 qualifiers **-2.4K** p.a.

Oversupply
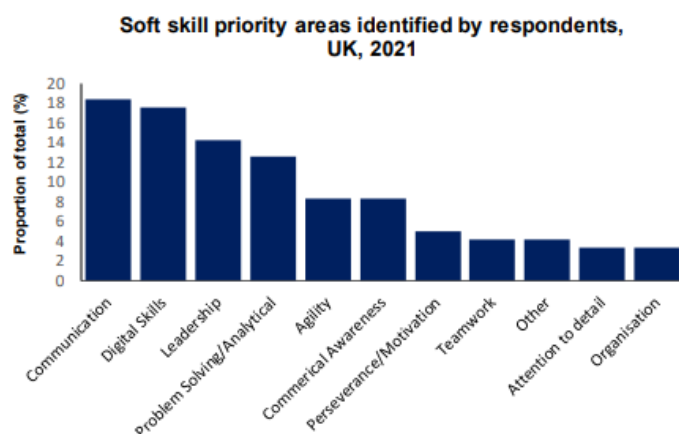- NQF level 2 **+0.6K** p.a.
- Below NQF level 2 **+0.3k** p.a.

For example:
- evaluating the need to qualify to level 3 and above
   Or at least,
- as a starting point, commencing people on the journey towards this.

https://www.ulster.ac.uk/__data/assets/pdf_file/0010/1112986/Skills-Barometer-Summary-Report-2021_FINAL_SENT.pdf P39

The Skills Barometer informs "**employers continue to favour higher qualified individuals, squeezing those with low or no qualifications out of the labour market**". It also states restrictions in the labour market during the pandemic had more adverse effects on those individuals in roles requiring lower levels of qualification. The proportion of people (NI) in employment with below NQF L2 qualifications has fallen from 31% to 15% from 2006 and employer expectations have adjusted to a higher qualified labour supply. This has created a difficult labour market for education leavers with low level qualifications.

Also pertinent to the LMP Action Plan, the Skills Barometer highlights the importance of 'soft skills' (particularly post pandemic with challenges brought about by remote and blended working.) UUEPC report on a survey from 'CBI and Birkbeck Education': where "**the most important factor in recruiting school and college leavers was 'soft skills and attributes'** and 69% of employers reported this factor among their top three. This ranked significantly above the more traditional recruitment method of 'qualifications', where only 39% of employers ranked this among their top three most important factors".

Soft skill priority areas identified by respondents, UK, 2021
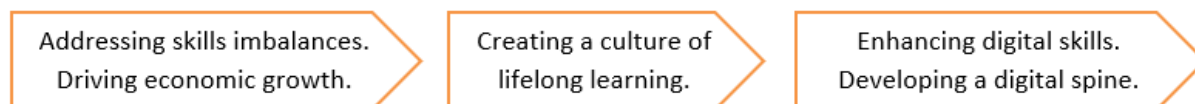

Soft skill priority areas, Ulster University Graduate Employer Survey, 2021.

LMP are committed to incorporate soft skills to all academies and programmes within the Action Plan.

Source: Ulster University

https://www.ulster.ac.uk/__data/assets/pdf_file/0010/1112986/Skills-Barometer-Summary-Report-2021_FINAL_SENT.pdf P39

The Skills Strategy for Northern Ireland '***Skills for a 10x Economy***' clearly presents and supports 3 Strategic Goals (SG) designed to deliver against NI's economic vision for 'a 10x economy: Northern Ireland's decade of innovation'. DSLMP will work towards SG 2+3:

- increasing the proportion of the working age population with qualifications at level 2 and above.
- increasing the proportion of the working age population with qualifications at level 3 and above.

Policy commitments / objectives:

Addressing skills imbalances. Driving economic growth. → Creating a culture of lifelong learning. → Enhancing digital skills. Developing a digital spine.

https://www.economy-ni.gov.uk/sites/default/files/publications/economy/Skills-Strategy-for-Northern-Ireland-Skills-for-a-10x-economy.pdf P7

'Supporting Economic Inclusion - Individuals with Low or No Qualifications'

Both the NI Skills Barometer and 10x Skills Strategy project that demand for higher level skills will continue to increase.

'Supporting Social and Economic Development – Focus on Mid-Level Qualifications'

Creating pathways is central to providing opportunities for more people to work in better jobs. The Skills Barometer highlights the supply of individuals with mid-level qualifications is likely to fall below labour market demand over the next decade.

https://www.economy-ni.gov.uk/sites/default/files/publications/economy/Skills-Strategy-for-Northern-Ireland-Skills-for-a-10x-economy.pdf

Valuable learning from these policies and strategies has been extracted and implemented in the 2023/24 Action Planning process.

Cross-cutting the DSLMP Action Plan is *ensuring support is given to as many people as possible to reach qualification levels linked to viable and sustainable opportunities*. Also cross cutting is *engaging individuals of all ages*, not just young people and education leavers, in education and training as 'Skills for a 10x Economy' proposes 'Creating a Culture of Lifelong Learning' is vital as the economy transforms. Skills for a 10x Economy shows evidence that participation in adult learning in Northern Ireland is low and lags well behind the UK average (18.2% NI compared with 25.3% UK of the working age population) and statistically adults across OECD countries spend 30% more time in adult learning that adults in Northern Ireland.

The Skills Strategy highlights that OECD has indicated the traditional career pathway of education – work – retirement is shifting as the labour market changes rapidly. With the 'life cycle' of skills shortening with this change, *there is a need for individuals to access learning throughout their lives* to ensure their skills and qualifications remain relevant and maintain pace with change.

Derry City and Strabane District Council will continue to forge ahead towards full delivery of both the Inclusive Strategic Growth Plan and most recently City Deal. They will take a full, overarching role in the new Labour Market Partnership to ensure Council and DSLMP become a key player in local skills development.

3.Summary of findings from the engagement/consultation process

Apprenticeship Forum:
- Continue with targeted marketing campaigns.
- Schedule Apprenticeship Fair.
- Help raise the profile of apprenticeships / Higher Level Apprenticeships (HLAs).
- Promote apprenticeships / HLAs as a viable pathway to change perceptions.
- Get the apprenticeship message to careers influencers / Teachers / parents.

Community Reps:
- Continue to deliver community education being reactive to demand where possible.
- Specify entry criteria for participants for all courses / programmes.
- Keep criteria wide to allow majority of community to participate.
- Take account of people working part-time or underemployed.
- Match postcodes with Community Centre re: internal / funder targets.

Condition Management Programme:
- Introduction of employment support will enhance their service and instil confidence in participants.
- Employment support will bridge a gap between CMP and employment / further support programmes and services.
- Mental health continues to be prevalent.

Disability Employment Network:
- Disability should run as a theme throughout ~~most, if not~~ all, LMP programmes.
- Additional support should be put in place to assist those with disabilities across all programmes.
- Bespoke disability programmes should allow for additional hours / shorter days / reasonable adjustments.
- A gaming academy would address those who require confidence / social support and reasonable adjustments.
- Creative media would work as an academy.
- Employers should consider starting people a few hours a week and increasing this as the person's disability allows.
- For monitoring purposes disability should be recorded across all disability areas (physical, sensory, learning, mental health, and neurodiversity) and be included on registration form/monitoring forms for all LMP Programmes and Activities.

DfE Careers Service:
- Ensure information for all programmes is disseminated as widely as possible across the Council area to ensure inclusivity and opportunity for all.
- Link actions to statistics clearly

Digital Creative Financial Technologies Subgroup:
- Match skills delivery to vacancies to address sector and occupation gaps.
- Address / mobilise those who are economically inactive to increase the labour pool.
- Pathways are key: how can I become a…? Promote these not only to students but to those who influence their career choice. Find out how to get access to parents.

Feedback re: European Social Fund:
- Those with disabilities may get left behind when ESF ends. Their basic employability needs may no longer be met.
- It is impossible to predict what will be delivered from April 2023 through the Shared Prosperity Fund (SPF). Vital services may be lost. Can LMP have a level of flexibility to cover these?
- Residents will need access to basic employability services if SP funding does not cover. This includes CV building, assistance with applications, interview techniques and more.

Education Skills Delivery Partnership:
- Identify what the jobs are now and in the future to ensure targeted planning and programming.
- Apprenticeships are a viable, effective pathway for young people and businesses; continue to promote apprenticeships and utilise / enhance bespoke website.
- Evaluate gaps in DCSDC's labour market / difficult to fill positions to ascertain if a solution can be realised.

4. Findings from statistical audit

Note: detailed analysis and references available in appendices.

^{1.0} Population

The most recently published local statistics (2020) show the population of the Derry and Strabane Council to be 151,109 representing 8.0% of the Northern Ireland (NI) population.

DCSDC's Inclusive Strategic Growth Plan tells us that:

'Over the next 20 years the City and District will experience a significant shift in the age profile of the population. By the end of this period, our region is projected to have nearly 4,000 fewer children aged under 16 with an increase in those of retirement age of around 14,000'.

Projected population change within age bands 2016 - 2039
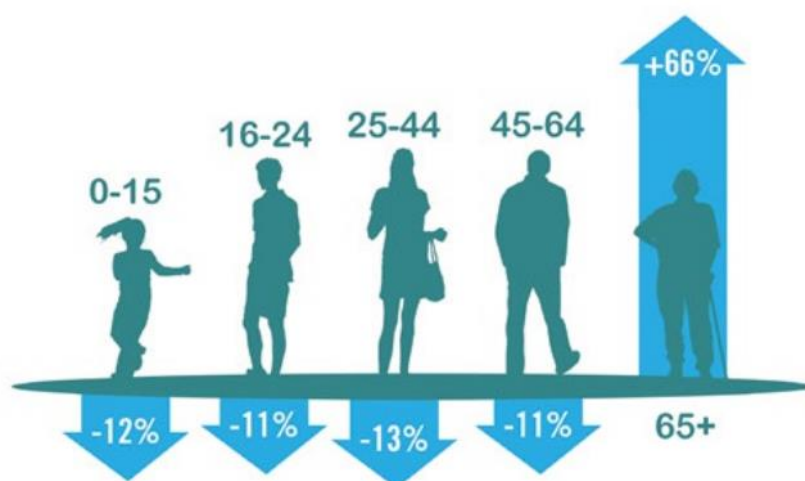
- 2020 population figures show a working age population of 62.8%.
- 2028 projections made by DCSDC show a working age population of 60.4%.
- 2041, as the population ages, projects a working age population of 56.6%.

In 2041 almost ¼ of the population will be over the age of 65. The working age population will deplete by over 6%.

https://growderrystrabane.com/wp-content/uploads/2022/06/Final-Revised-Strategic-Growth-Plan.pdf

This is excellent insight into the future structure of the Derry Strabane labour market. An aging population indicates we must start considering alternate options to fill future positions. Mobilisation of all those who can potentially work back into employment and a reduction in the rate of economic inactivity must be at the forefront of all interventions. At 30.4% EI is the curve DSLMP is aiming to and must turn to optimise our labour market.

https://www.derrystrabane.com/getmedia/b43b9571-6ecd-4e32-9bdc-9c4683dd4cf6/B-Population-projections-260418.pdf

## 2.0 DCSDC Employment Rate

DCSDC continues to have the lowest employment rate across all 11 Council areas. At 65.4% in 2021 the Derry and Strabane city-region has an employment rate more than 5pp below NI average and almost 10pp below the lead Council. The low employment rate and high levels of economic inactivity correlate therefore turning the curve on EI should also address the employment rate.

To be noted is the youth employment rate, 2021, aged 16 to 24 where DCSDC sits 3pp above the Northern Ireland average and ranks 5th out of 11 Council areas.

https://datavis.nisra.gov.uk/communities/local-lmi-dashboard.html

3.0 DCSDC Claimant Count

Statistics from UUEPC and NISRA show that DCSDC has consistently claimed the *highest claimant count rate* at LGD level since statistics began in the early 2000s as a count of JSA claimants. Claimant count in December 2022 stood again as the highest in the 11 Council areas (DCSDC claimant count January 2023 4.8%) UUEPC Presentation available from DSLMP upon request:

Claimant count numbers and rates, NI LGDs, December 2022
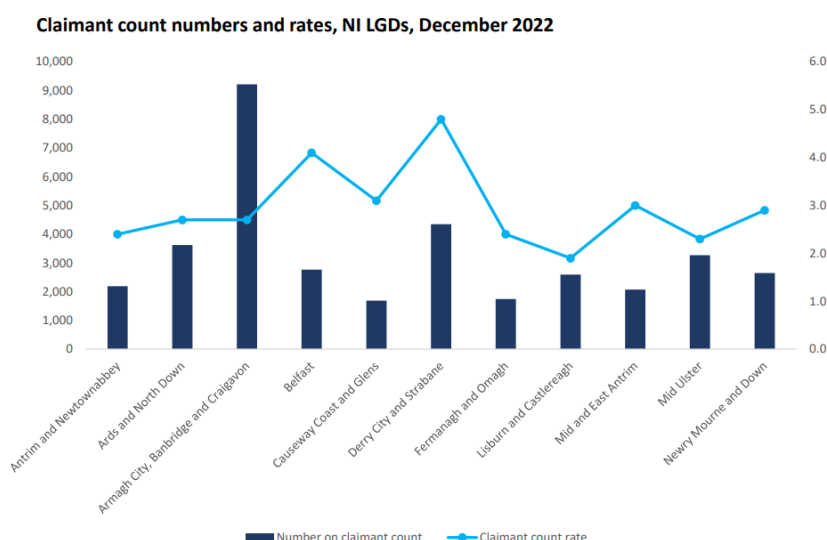
Claimant count by age: DCSDC CC for those *aged 50+ sits at almost ¼ of total claimant count*. The Action Plan will reflect this through marketing targeted at this age group.

https://www.nomisweb.co.uk/query/construct/submit.asp?forward=yes&menuopt=201&subcomp=
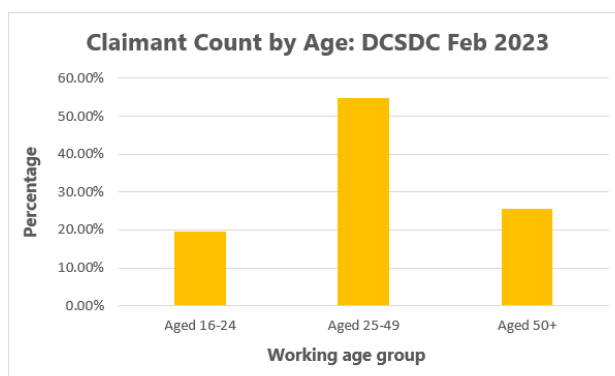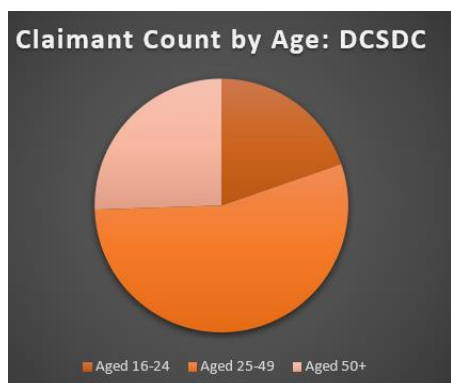
Claimant count by SOA: significant *geographical inequality* is evident across the city region and pockets of SOAs (17/75) fall into the highest CC bracket. The Action Plan will reflect this through marketing targeted at these areas.

Claimant count by Super Output Area (SOA) January 2023
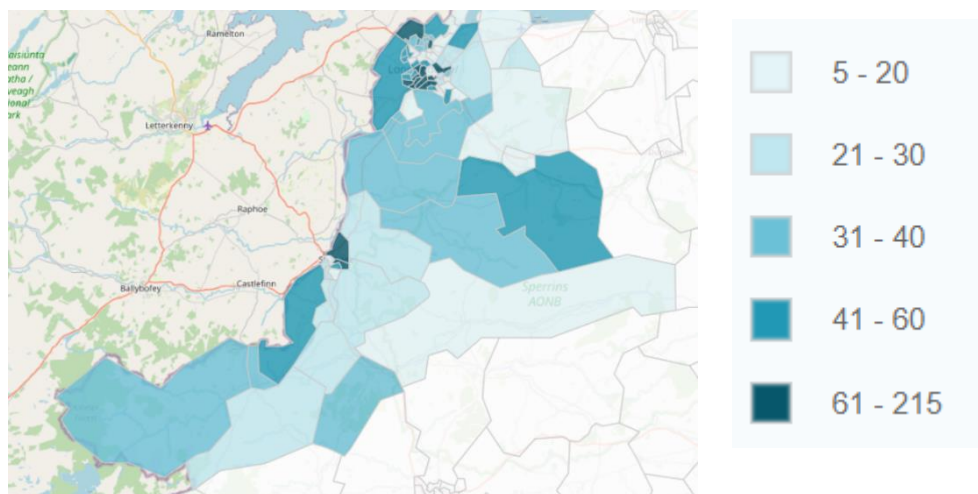
Claimant count by gender: DCSDC have the *highest % claimant count of both men and women* in Northern Ireland at 6.2% against a NI average of 3.7% of working aged men and 3.6% against a NI average of 2.4% of working aged women as of February 2023.
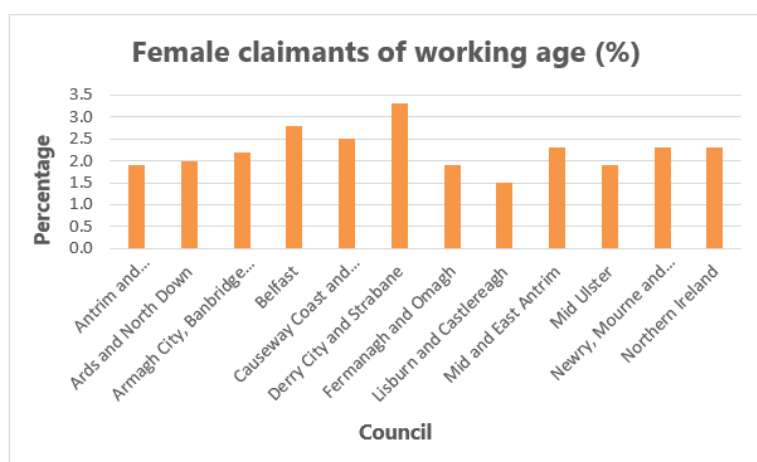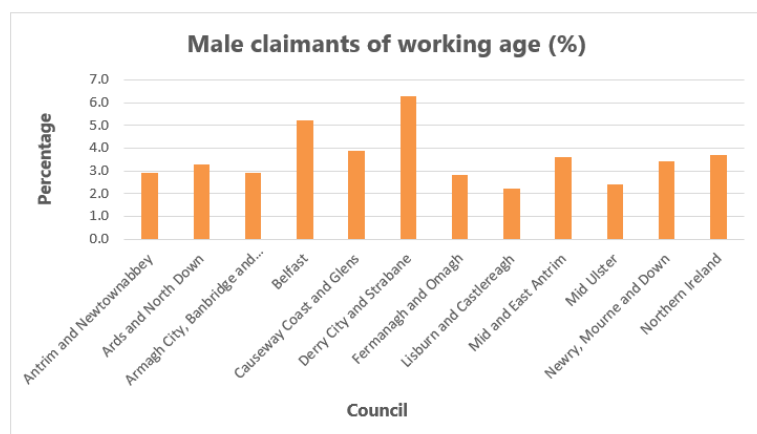
^{4.0} DCSDC Economic Inactivity

Within the Derry Strabane Council area economic inactivity statistics, regardless of how they are presented, speak volumes of the work the LMP have ahead of them.

EI in DCSDC has historically been the highest in Northern Ireland.

DCSDC has the 2nd highest economic inactivity rate in the UK. June 2019: of all local UK area districts and local government districts, Kensington and Chelsea had the highest economic inactivity rate at 35.2%, while Derry and Strabane came in second with a rate of 34.1%. Economic inactivity in Kensington and Chelsea was mostly due to looking after family or home, whereas economic inactivity in Derry and Strabane was because of a *high level of sick / disabled*. It is not just the rates of inactivity that are important, but reasons behind that inactivity.

At 30.4% the Derry & Strabane city - region has a significantly higher percentage of economically inactive people aged 16-64 than the NI average of 28.0% and presents at over 9 percentage points (pp) above the UK rate of 21.3% in 2021.
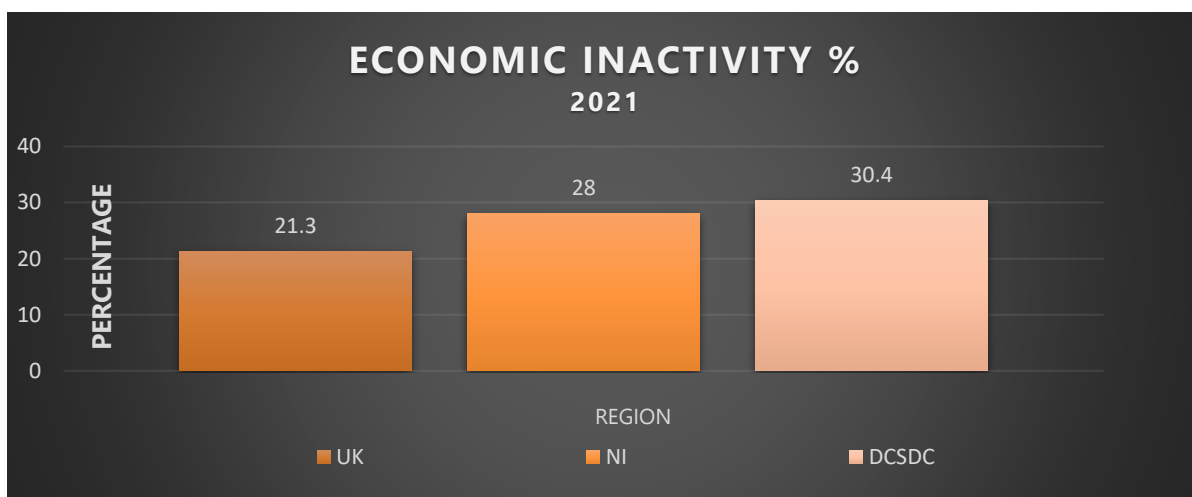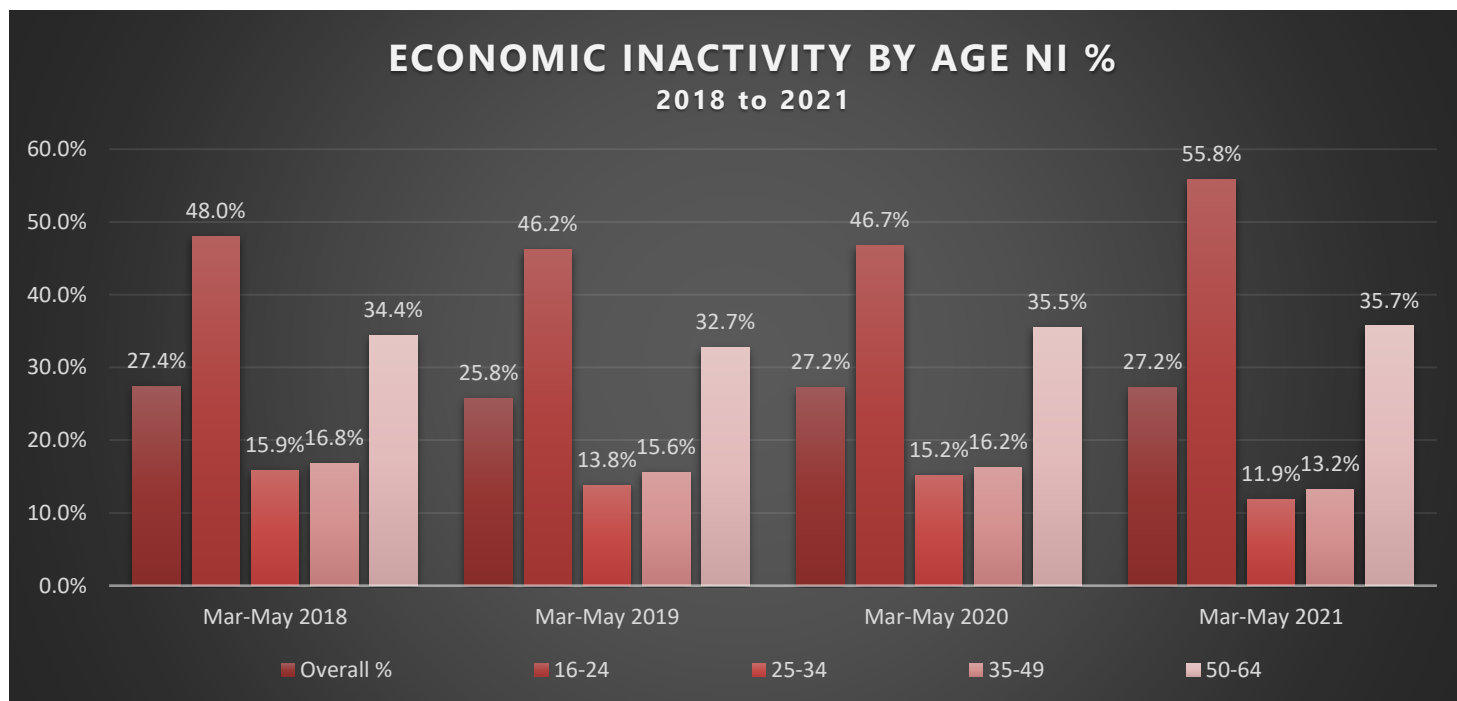

Across NI there has consistently been a *higher number of inactive females* than males, with 8.8% more inactive identifying as female than male in 2020.
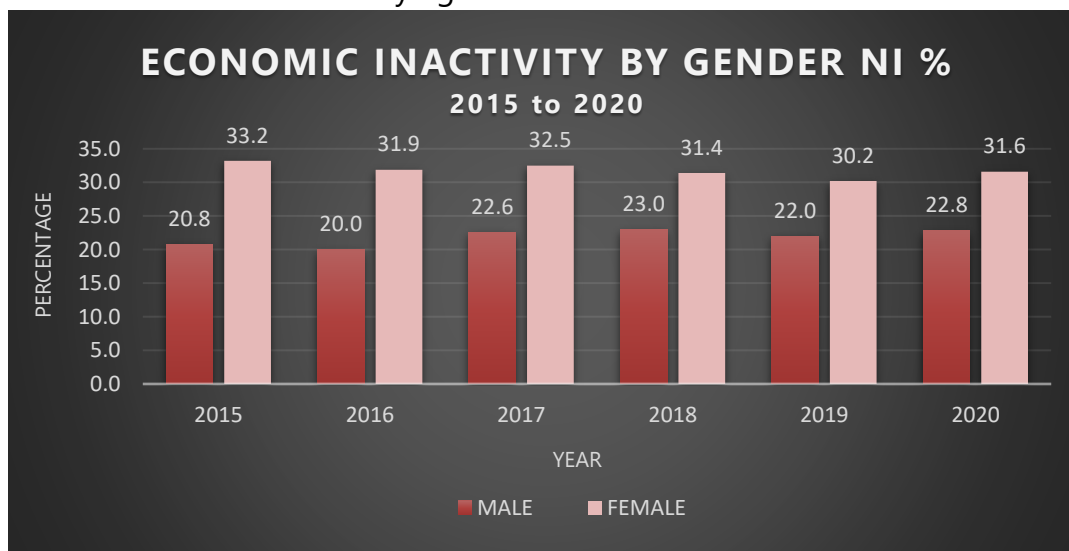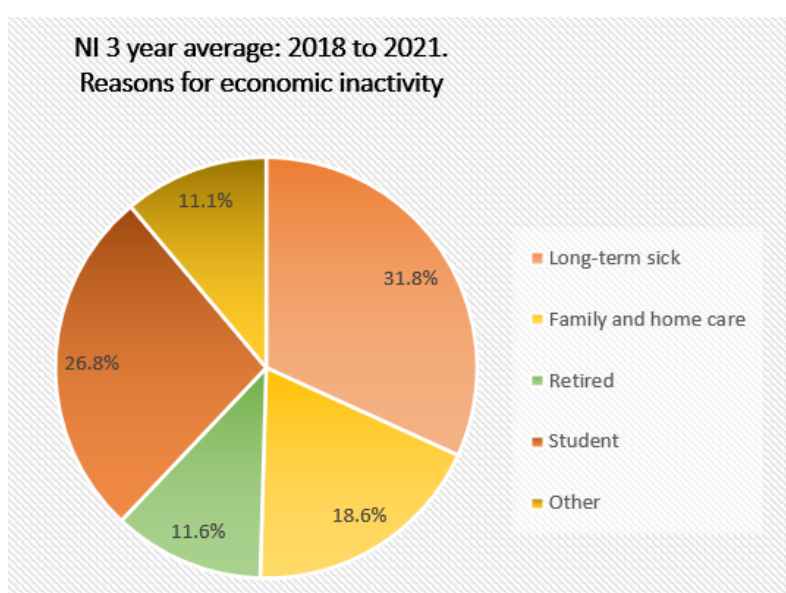
Targeted marketing will be written into the DSLMP Action plan to ensure equality of opportunity.

NISRA's an Overview of Economic Inactivity in NI 04 June 2019 tells us economic inactivity rates are highest for those at either end of the working age range, i.e., *under 25 years or over 50 years*. The predominance in the over 50s age range is people who are sick or disabled.
https://www.nisra.gov.uk/sites/nisra.gov.uk/files/publications/Economic%20Inactivity%20in%20Northern%20Ireland.pdf

ECONOMIC INACTIVITY BY AGE NI %
2018 to 2021

	Overall %	16-24	25-34	35-49	50-64
Mar-May 2018	27.4%	48.0%	15.9%	16.8%	34.4%
Mar-May 2019	25.8%	46.2%	13.8%	15.6%	32.7%
Mar-May 2020	27.2%	46.7%	15.2%	16.2%	35.5%
Mar-May 2021	27.2%	55.8%	11.9%	13.2%	35.7%

Economic inactivity by reason: predominance of long-term sick. This category is not only the largest but is larger than carers and retirees amalgamated. DSLMP intend to implement targeted marketing of all LMP initiatives and programmes Council wide.

NI 3 year average: 2018 to 2021. Reasons for economic inactivity

Reason	%
Long-term sick	31.8%
Family and home care	18.6%
Retired	11.6%
Student	26.8%
Other	11.1%

LT sick: 31.8%

Family/home care 18.6%

Retired 11.6%

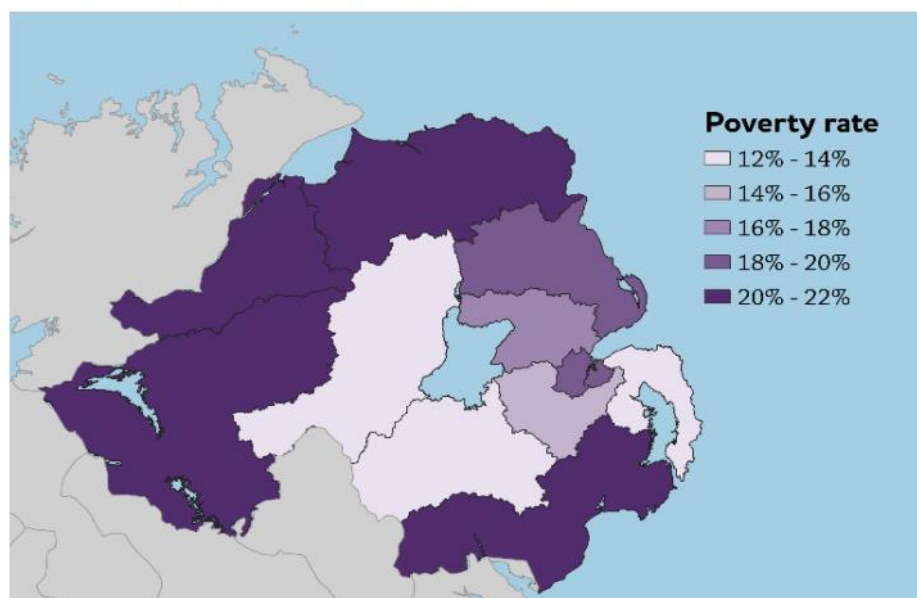https://www.nisra.gov.uk/publications/labour-force-survey-tables-july-2021

5.0 DCSDC Poverty

DCSDC's expert advisory committee on an anti-poverty strategy for NI released a draft poverty study and recommendations in 2020. Within this report they state that:
- DCSDC has the highest poverty rate of all council areas at 27%
- DCSDC has the highest rate at 17.9% of over-indebted adults in NI

http://meetings.derrycityandstrabanedistrict.com/documents/s34727/NI%20APS%20App%201.pdf

Poverty rate by Local Government District, 2017-20

Source: Households Below Average Income Northern Ireland 2019/20, NISRA

Poverty rates vary by Local Government District: DCSDC in the highest bracket.
https://michaelharrison.org.uk/wp-content/uploads/2022/03/Poverty-in-Northern-ileland-2022.pdf

How does poverty present itself in the real world?
- health problems
- housing problems
- becoming a victim or perpetrator of crime
- drug and/or alcohol problems
- lower educational achievement
- homelessness
- teenage parenthood
- relationship and family problems
- biologically: early childhood poverty can harm brain development
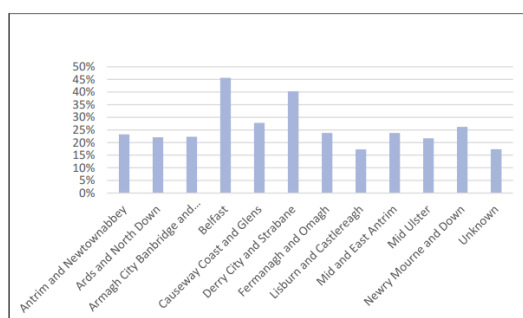- exposure of vulnerable children and young people to bullying

According to the Child Poverty Action Group, for young people, poverty is not just about growing up in a low-income household it is about being denied good health, education and housing, basic self-esteem and the ability to participate in social activities. Poverty in childhood increases the risk of unemployment and low pay in adulthood. The Education Authority's Local Assessment of Need, 2020, informs that:

"children and young people growing up in poverty
have worse outcomes and life chances than those who do not".

It states that an affordable healthy diet is essential for good health but that many families in NI struggle to buy and eat enough fruit, vegetables, or other healthy foods to meet official nutrition guidelines. They cite a recent poverty report which found that the poorest families are unable to meet the government's healthy food requirements. Worryingly they quote a report by the Children's Society which noted that children and young people living in poverty are 5 ½ times more likely to go hungry than their peers.

https://eanifunding.org.uk/wp-content/uploads/2020/03/Derry-and-Strabane-Local-Assessment-of-Need-2020-2023.pdf

Figure 2.8 – FMSE by Total Enrolment – Primary Schools by LGD (2020/21)

Closely linked to poverty and social deprivation is Free School Meal Entitlement (FSME). The Department of Education (DE) use FSME and the Northern Ireland Multiple Deprivation Measures (NIMDM) to measure deprivation.

Figure 2.9 – FMSE by Total Enrolment – Secondary Schools by LGD - 2020/21
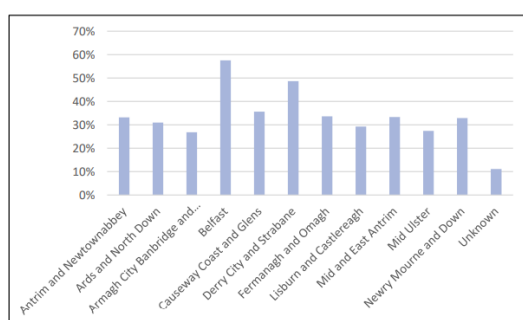
Stats covering 2020/2021 show DCSDC ranks 2nd in FSME at both primary level (40%) and secondary level (almost 50%).

Figure 7. GCSE performance amongst school leavers with FSME falls short of the performance target

Performance levels are assessed through measurement of the proportion of school leavers who achieve five GCSE A*-C (or equivalent) including in English and Mathematics.

% OF SCHOOL LEAVERS WHO ACHIEVED 5 A*-C GCSE IN 2018-19
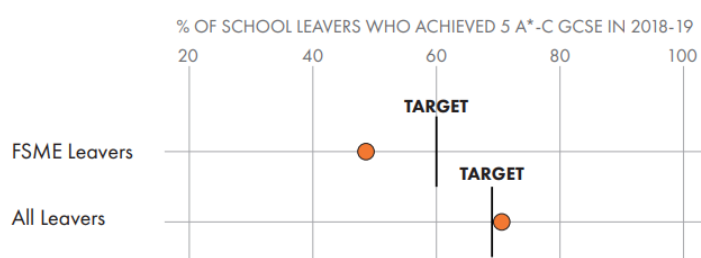
Source: Department of Education.

The 2021 NIAO Report: Closing the Gap: Social Deprivation and Links to Education very clearly charts the correlation between FSME and GCSE attainment. FSME = lower attainment.

https://www.niauditoffice.gov.uk/files/niauditoffice/media-files/249503%20NIAO%20Closing%20the%20Gap%20report%20Final%20WEB.pdf
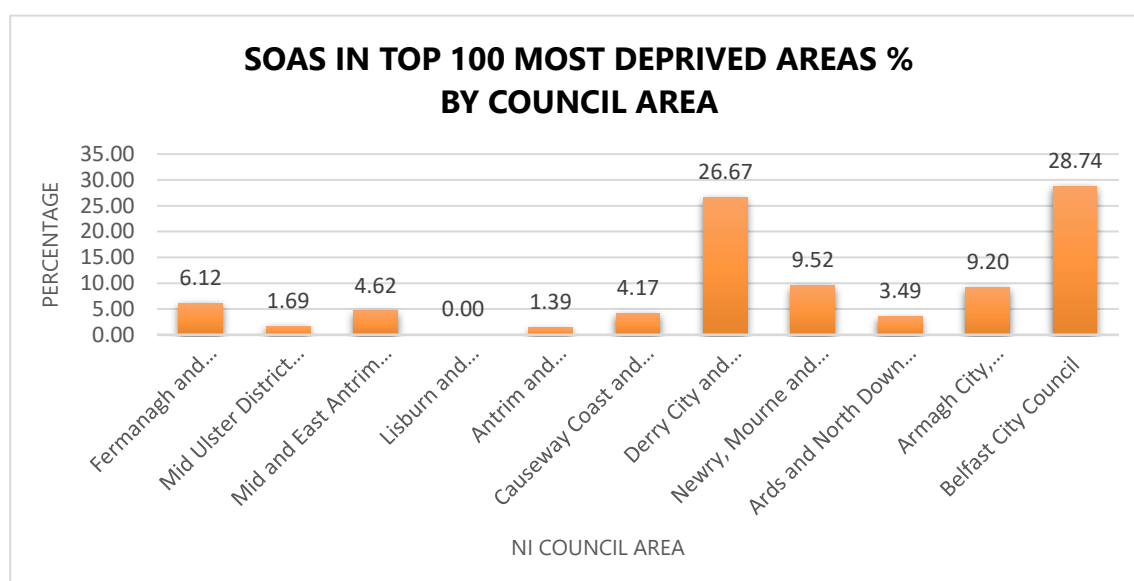
6.0 DCSDC Social Deprivation

Multiple deprivation levels were measured in 2017 by Super Output Area (SOA).
Total SOAs in NI: 890
Total SOAs in DCSDC: 75

Within DCSDC SOAs, high levels of social deprivation are historical:

- DCSDC ranks 2nd most deprived of all Council areas.
- Almost 27% of the population of DCSDC live in the top 100 (top 11%) most deprived areas in Northern Ireland.
- 5 of DCSDC's SOAs are in the top 10 most deprived (1st 3rd 5th 6th 10th)
- 20 of DCSDC's SOAs fall within the top 100 most deprived SOAs across NI

**SOAS IN TOP 100 MOST DEPRIVED AREAS %
BY COUNCIL AREA**

Council Area	Percentage
Fermanagh and...	6.12
Mid Ulster District...	1.69
Mid and East Antrim...	4.62
Lisburn and...	0.00
Antrim and...	1.39
Causeway Coast and...	4.17
Derry City and...	26.67
Newry, Mourne and...	9.52
Ards and North Down...	3.49
Armagh City,...	9.20
Belfast City Council	28.74

https://www.nisra.gov.uk/sites/nisra.gov.uk/files/publications/NIMDM17-%20with%20ns.pdf

The Multiple Deprivation Measure factors seven designated domains of deprivation:

Measure	DCSDC SOAs in the top 100 most deprived	
Income	24	32%
Employment	24	32%
The income/employment domains carry a 50% weighting of the overall deprivation		
Health and Disability	18	24%
Education, Skills, and Training	9	12%
Access to Services	7	9%
Living Environment	8	11%
Crime and Disorder	12	16%

https://www.nisra.gov.uk/sites/nisra.gov.uk/files/publications/NIMDM17-%20with%20ns.pdf

- 32% of DCSDC's SOAs are in the top 100 employment and income deprived areas.

Summary of 7 measures of deprivation: DCSDC

1. The ***Income Deprivation*** Domain identifies the proportion of the population living in households whose equivalised income is below 60% of the NI median.

- 10 DCSDC SOAs fall in the top 40 most income deprived areas.
- 24 DCSDC SOAs fall in the top 100.

Reality: 47,000 people or 36% of DCSDC's population live in areas with the highest levels of income deprivation

2. The ***Employment Deprivation*** Domain identifies the proportion of the working age population excluded from work.

- 10 DCSDC SOAs fall in the top 24 most deprived SOAs re: employment.
- 24 DCSDC SOAs fall in the top 100.

Reality: 43,000 people or 29% of DCSDC's population live in areas with the highest levels of employment deprivation

3. The ***Health Deprivation and Disability*** Domain identifies rates of premature death and proportions of population whose quality of life is impaired by poor health / disability.

- 10 DCSDC SOAs fall in the top 46 most deprived SOAs re: Health and Disability.
- 18 DCSDC SOAs fall in the top 100.

Reality: 32,000 people or 21% DCSDC's population live in areas with the highest levels of health deprivation and disability

4. The ***Education, Skills and Training*** Domain identifies the prevalence of poor educational outcomes for children and low levels of qualifications for working age adults.

- 10 DCSDC SOAs fall in the top 108 most deprived Education, Skills + Training areas.
- 9 DCSDC SOAs fall in the top 100.

Reality: 15,000 people or 10% of DCSDC's population live in areas with the highest levels of education, skills, and training deprivation

5. The **Access to Services** Domain measures the extent to which people have poor physical and online access to key services.

- 10 DCSDC SOAs fall in the top 165 most deprived Access to Services areas.
- 7 DCSDC SOAs fall in the top 100.

Reality: 18,000 people or 12% of DCSDC's population live in areas with the highest levels of access to services deprivation

6. The ***Living Environment Deprivation*** Domain identifies shortcomings in housing quality, access to suitable housing and the outdoor physical environment.

- 10 DCSDC SOAs fall in the top 117 most deprived Living Environment areas.
- 8 DCSDC SOAs fall in the top 100.

Reality: 14,000 people or 10% of DCSDC's population live in areas with the highest levels of deprivation of living environment

7. The ***Crime and Disorder Deprivation*** Domain identifies rates of crime and disorder at the small area level.

- 10 DCSDC SOAs fall in the top 50 most deprived Crime and Disorder areas.
- 12 DCSDC SOAs fall in the top 100.

Reality: 20,000 people or 14% of DCSDC's population live in areas with the highest levels of crime and disorder deprivation.

These 7 deprivation measures take account of a family's income, employment status, the state of their housing, access to housing, the quality/safety of their outdoor spaces, number of deaths which were preventable, the range and extent of poor mental health, prescribed medication and physical health in these families, disability, school attendance, not in employment, education or training (NEETS), special needs, underachievement at GCSE level, overall qualification levels, access to transport, access to broadband, anti-social behaviour, crime such as arson, violence and burglaries and so much more.

Extent of DCSDC's deprivation levels: Deprivation by *SOA*
- 6.7% of all DCSDC SOAs are ranked in the top 1.1% most deprived areas.
- 13.3% of all DCSDC SOAs are ranked in the top 3.7% most deprived areas.
- 43% of all DCSDC SOAs are ranked in the top 20% most deprived areas.
- 48% of all DCSDC SOAs are ranked in the top 25% most deprived areas.
- 62% of all DCSDC SOAs are in the top 34% most deprived areas.

https://www.nisra.gov.uk/sites/nisra.gov.uk/files/publications/NIMDM17-%20with%20ns.pdf

Free School Meal Eligibility (FSME)
- 11,813 (41.6%) of all pupils in Derry and Strabane are FSME. FSME links with low educational attainment are noted later in this document.

https://eanifunding.org.uk/wp-content/uploads/2020/03/Derry-and-Strabane-Local-Assessment-of-Need-2020-2023.pdf

Level of Special Educational Need or Disability
- 6,848 (23.7%) of all DCSDC pupils have a Special Educational Need or Disability. This is worrying when we look at the employment rate for those with disabilities in the DCSDC city-region.

https://eanifunding.org.uk/wp-content/uploads/2020/03/Derry-and-Strabane-Local-Assessment-of-Need-2020-2023.pdf

Level of *youth deprivation*: DCSDC's 'Youth Feasibility Study' 2021 shows:
- 54.7% of young people in Derry and Strabane are living in the top 20% of the most deprived SOAs in Northern Ireland, more than double the NI average at 25.2%.

Number / % of young people living in deprived areas.

| 2017					
LGD	**Aged 4-8**	**Aged 9-13**	**Aged 14-18**	**Aged 19-25**	**Total**
Derry and Strabane YP	9575	10523	11812	14631	**46541**
Derry and Strabane YP living in deprived areas	4942	5463	6369	8692	**25466**
% of YP in Derry and Strabane living in deprived areas	51.6	51.9	53.9	59.4	**54.7%**
% of NI YP living in deprived areas	24.3	24.2	25	26.5	**25.2%**

Draft Derry Youth Feasibility Study, 2021: source https://eanifunding.org.uk/wp-content/uploads/2020/03/Derry-and-Strabane-Local-Assessment-of-Need-2020-2023.pdf

^{7.0} DCSDC Educational Attainment:

"Young people living in deprived areas tend to
have lower aspirations,
have low educational aspirations.
and tend to underachieve in school."

Deprivation, poverty, and educational attainment are clearly linked:

High deprivation   High poverty levels   Low education attainment
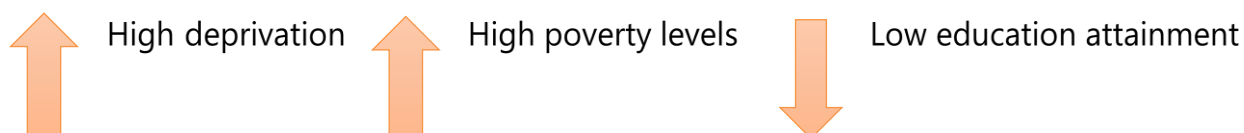
This correlation further intensifies issues already caused by deprivation and poverty in the DCSDC area,

Translating this to real life:

We know that 32/75 (43%) of DCSDC's SOAs are in the top 20% most deprived areas.

In these SOAs a high proportion (up to 26.8%) will achieve no qualifications.

In these SOAs degree attainment drops from the DCSDC average 34% to approx. 21.3%

Link between deprivation quintile and qualification level:

Persons aged 16 to 64 by qualification level and deprivation quintile, 2021
Source: Labour Force Survey, January to December 2021

Table 4.4: Persons aged 16 to 64 by qualification level and deprivation quintile, number and percentage, 2021

| Deprivation Quintile	Degree Level and Above Estimate (Number)	Degree Level and Above (%)	Below Degree Level Estimate (Number)	Below Degree Level (%)	No Qualifications Estimate (Number)	No Qualifications (%)	Total Estimate (Number)
1	57,000	28.9%	99,000	49.9%	42,000	21.2%	199,000
2	76,000	33.0%	121,000	52.4%	34,000	14.6%	231,000
3	79,000	37.1%	105,000	49.3%	29,000	13.5%	212,000
4	130,000	49.8%	113,000	43.4%	17,000	6.7%	260,000
5	139,000	58.0%	86,000	36.1%	14,000	5.9%	239,000
NI	481,000	42.1%	524,000	45.9%	136,000	11.9%	1,142,000

Lower deprivation quintile (1)   = higher likelihood of gaining no qualifications
                                   = lower likelihood of gaining a degree
                                   = lower likelihood of gaining mid-level qualifications

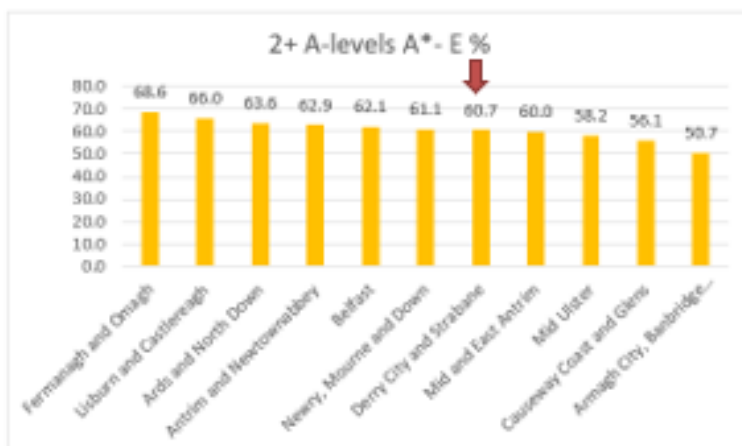## Educational Attainment by LGD at GCSE and A' level.
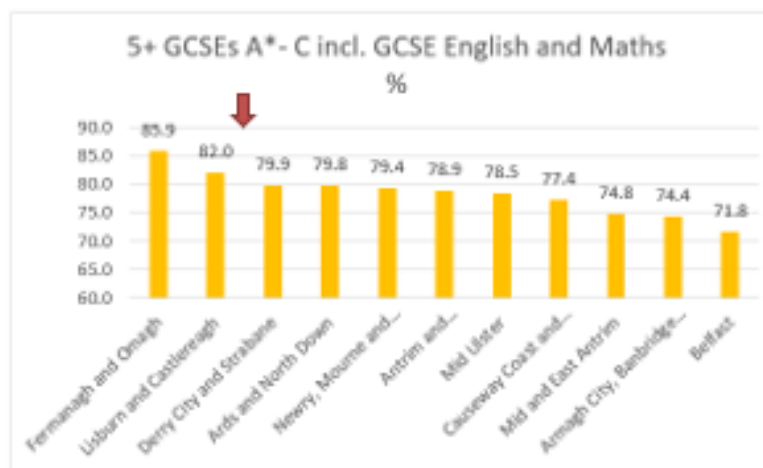
DCSDC rank 3rd in attaining 5 GCSE including with English and Maths.

DCSDC ranks 3rd
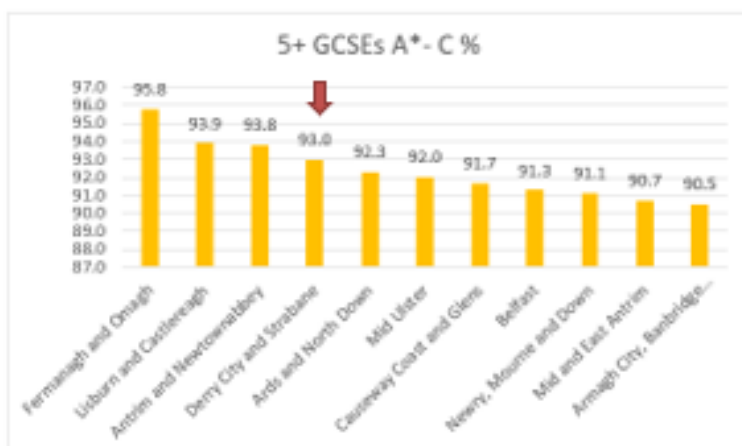
4th at attaining 5 GCSEs.

DCSDC ranks 4th

7th at attaining 2 or more A' levels.

DCSDC ranks 7th

Data extracted from: Highest qualification level and participation in education and training 2021 | Northern Ireland Statistics and Research Agency (nisra.gov.uk)

Working Age Population with No Qualifications

As previously noted, current employment trends show a fall in demand for lower-level, low qualification occupational areas. In 2021 DCSDC had the highest level **of people aged 16 to 64 with no formal qualifications at 15.1%**. The NI average was 11.9%.

For those living in an area of high deprivation with FSME and who have not achieved / may not achieve any qualifications the future most definitely looks bleak.

DCSDC rank 1/11 for working age population with no qualifications.

% Working Age Population with No Qualifications
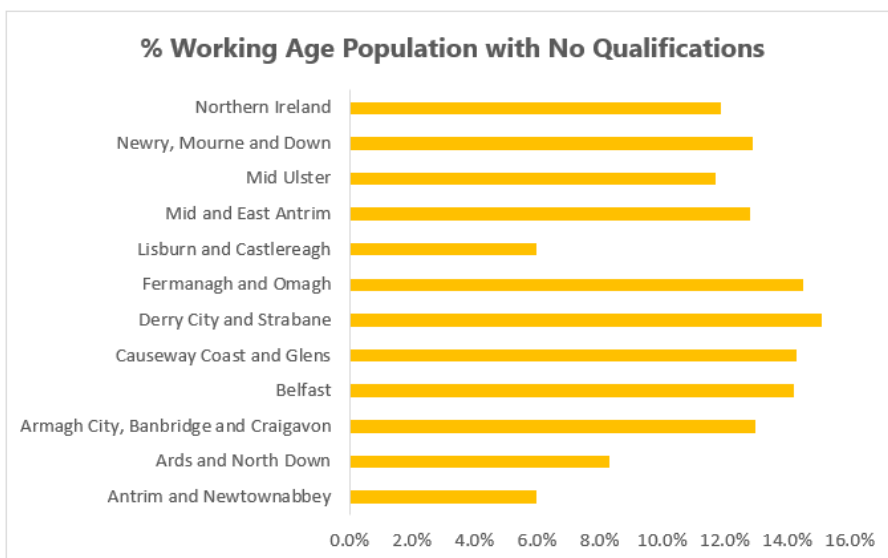
Current employment trends show higher employment levels for those educated to degree level and above. In 2021 **within DCSDC 37.3% were educated to degree level and above**, falling short of the 42.1% NI average and joint 3rd lowest of the 11 Council areas:


% Educated to Degree Level and Above
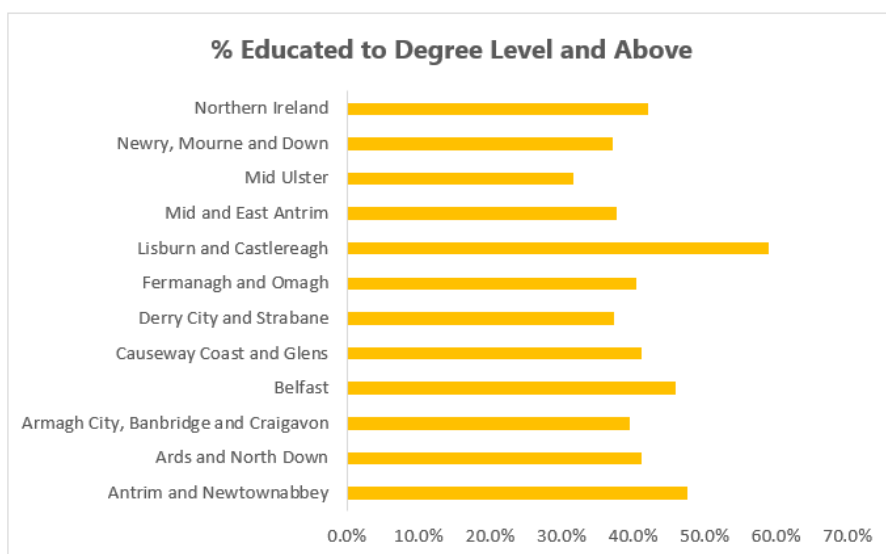
"the link between underachievement at age 16 and socio-economic background is stronger in NI than in many Organisation for Economic Co-operation and Development (OECD) countries."

https://www.niauditoffice.gov.uk/files/niauditoffice/media-files/249503%20NIAO%20Closing%20the%20Gap%20report%20Final%20WEB.pdf

- NI shows a higher linkage between educational underachievement and deprivation compared to many OECD countries.

- Derry and Strabane show a higher level of deprivation within NI than most other council areas.

In May 2021 the NI Audit Office in their report 'Closing the Gap' tell us that in the 2018-19 academic year, only 49.5 per cent of school leavers with FSME achieved five or more GCSEs including English and Maths, compared with a departmental target of 60.0 per cent and a 78.5 per cent attainment rate for non-FSME school leavers.

NI % 5+ GCSES INCLUDING ENGLISH & MATHS

■ FSME   ■ Target   ■ Non FSME

	FSME	Target	Non FSME
Value	49.5	60	78.5
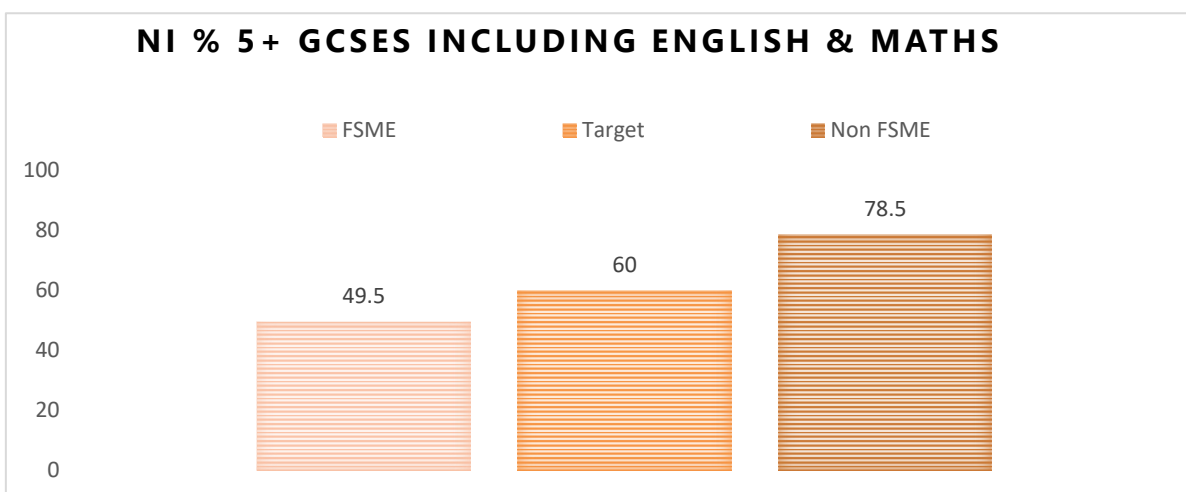
DCSDC rank 2/11 Councils for entitlement to free school meals.

| 11,813 (41.6%) of Derry and Strabane pupils are eligible for Free School Meals	The attainment gap between non-FSME and FSME school leavers has not changed significantly over the years falling only slightly from 32.1pp in 05/06 to 29.0pp in 18/19.

https://www.niauditoffice.gov.uk/files/niauditoffice/media-files/249503%20NIAO%20Closing%20the%20Gap%20report%20Final%20WEB.pdf

Using previous trends over 20% of all pupils in DCSDC post primary schools will not achieve 5 or more GCSEs including English and Maths.

The NI Audit Office acknowledges that **the qualifications young people achieve are a strong predictor of their life chances**. Good educational outcomes support people to succeed economically, are linked to better health, and open up opportunities.

What does this mean for the Labour Market Partnership?

Figure 3.4: Annual average net requirement by qualification level (NQF), 2020-2030
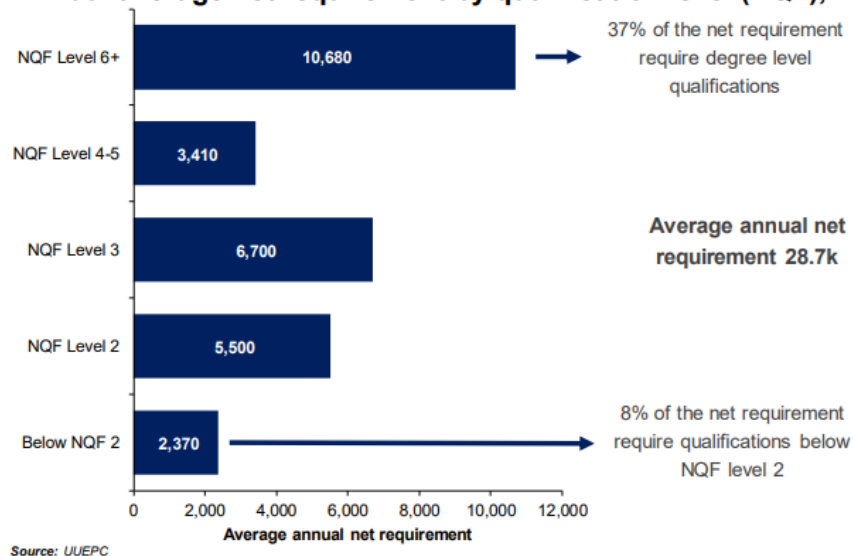
At the bottom end of the qualification spectrum only 8% of net requirement is at NQF level 2 and below. This, worryingly, has fallen from 16% in the first iteration of the NI Skills Barometer (2015-2025).
- Lower education levels are equating to less job opportunities.

Figure 3.5: Annual average net requirement by qualification level (NQF), by NI Skills Barometer iteration

Source: UUEPC
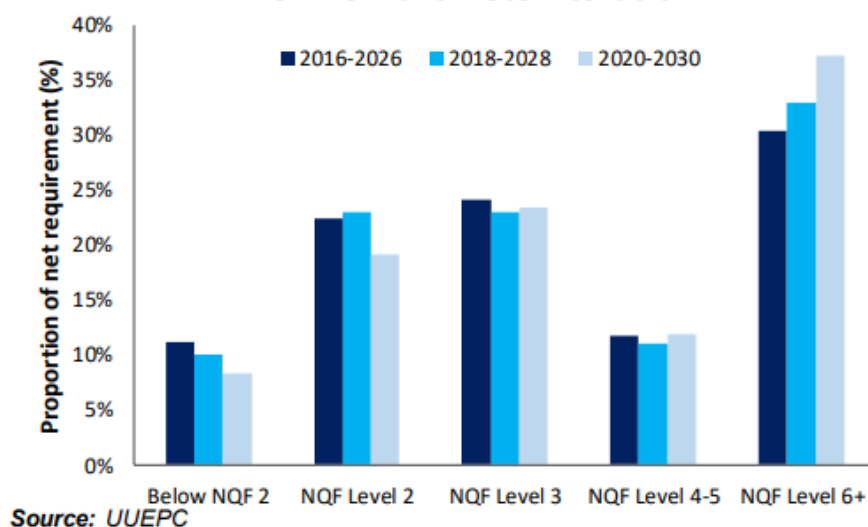
There is a clear trend highlighted by the Skills Barometer.
- Below L2 demand is declining.
- L2 qualification demand is declining.
- Level 3 is staying relatively static re: demand.
- Levels 4 and 5 are staying relatively static re: demand.
- Level 6 qualifications are increasing in demand.

https://www.ulster.ac.uk/__data/assets/pdf_file/0010/1112986/Skills-Barometer-Summary-Report-2021_FINAL_SENT.pdf

- Higher education levels are equating to less job opportunities.
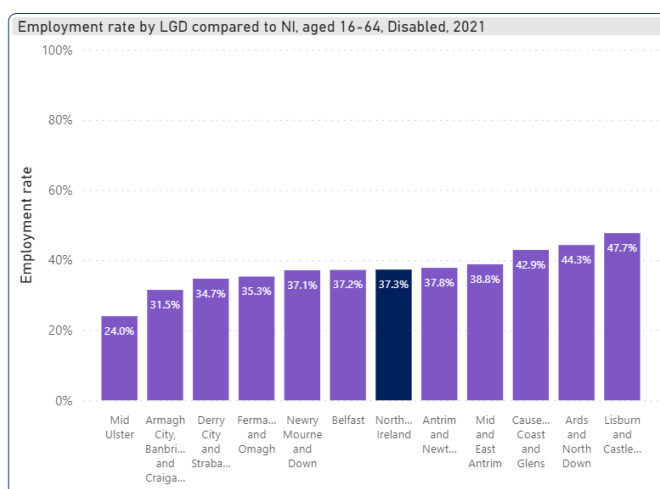
DCSDC Disability

Sometimes statistics speak for themselves; this is one of them.
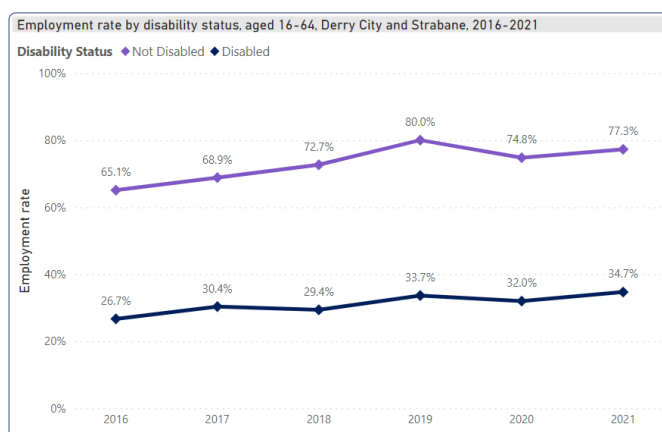
Huge disability employment gap: DCSDC: 2021= 42.6%.

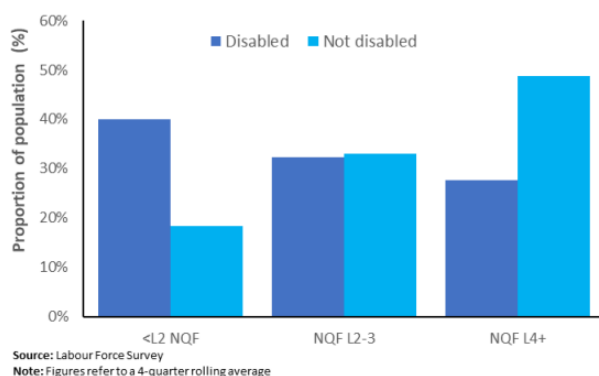This is in line with the NI average.

DCSDC rank 5/11 Councils.

DCSDC disability employment rate ranks 9/11 Councils

https://datavis.nisra.gov.uk/communities/local-lmi-dashboard.html

Figure 2.8: Qualification level (NQF) by disability status (aged 16-64), NI, Q4 21

Source: Labour Force Survey
Note: Figures refer to a 4-quarter rolling average

To add to the disability employment issue, disabled people in NI are more likely to hold L2 and L3 qualifications. If trends continue employment opportunities will decrease for both disables and non-disabled people.

Non-employed disabled persons are 2.5 times more likely to be in poverty than employed disabled persons
38% households in relative poverty include a disabled person

UUEPC, 2022 tell us that addressing barriers to improve outcomes for disabled people has become an economic necessity. Their stats show the imminent pool of people as, in NI, over one-fifth of the working age population are disabled. This 'almost a quarter of a million people' could significantly increase NI's labour supply.
https://www.ulster.ac.uk/__data/assets/pdf_file/0007/1275811/Disability-and-the-labour-market.pdf

DCSDC Health Deprivation / Inequalities

- Links with deprivation and educational underachievement are clear.

- Links between deprivation and poor health are also well defined.

The Department of Health Regional Health Inequalities Report (2022) provides an analysis of health inequality gaps between the 20% most and 20% least deprived areas of NI across a wide range of indicators.

DCSDC show a majority of indicators / health outcomes lower than the NI average. 11 were better than the NI average which is an improvement from 2021.

What does this mean in reality?

Residents living in the 20% most deprived SOAs within DCSDC have a significantly lower life expectancy; males live over 5 years less and females almost 3 years less than the LGD average life expectancy:

Research shows a direct link between deprivation, poverty, educational underachievement, mental and physical health issues, housing concerns, crime rates and so on. Given the deprivation levels in DCSDC this is a worrying insight into the future for young people.

8.0 DCSDC Wages

Median Gross Pay DCSDC / NI

Median Gross Pay

https://datavis.nisra.gov.uk/communities/local-lmi-dashboard.html
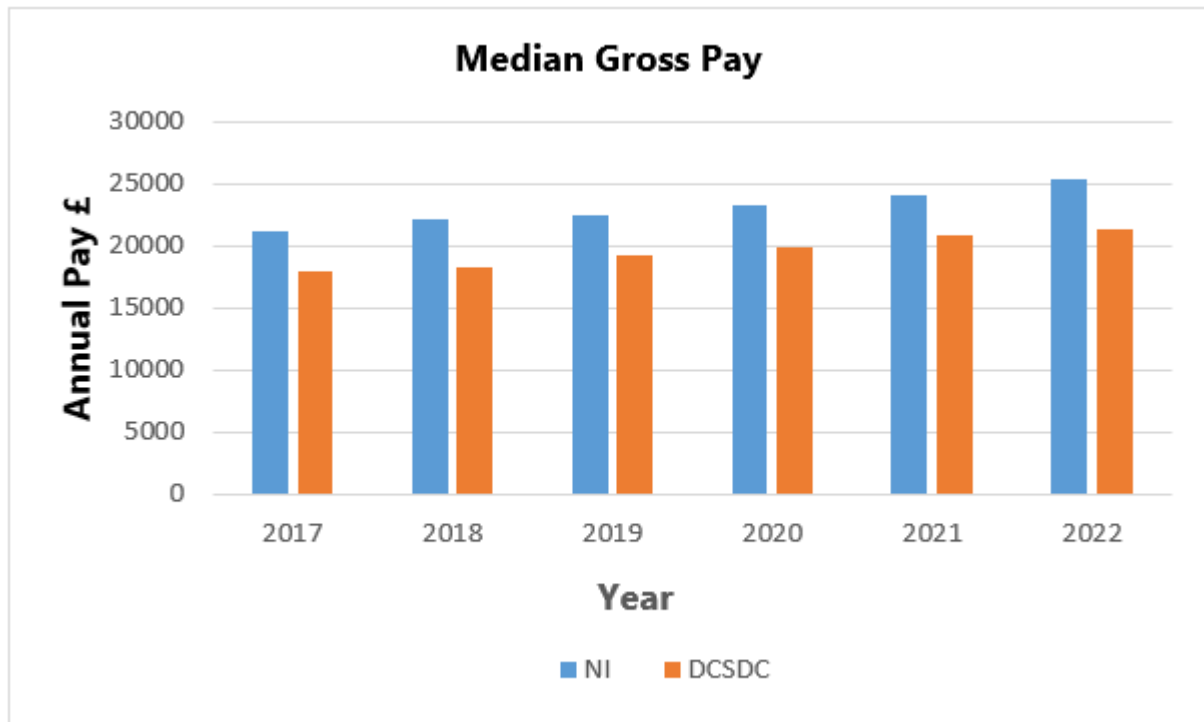
Year on year the median wage in Derry City and Strabane District Council has been the lowest of all 11 Councils. It falls significantly below the NI average.

Comparison of DCSDC with UK Local Authorities (LA)

We have shown that DCSDC stats fall short in comparison to NI averages:
- higher poverty level
- higher deprivation levels
- lower educational attainment
- higher health inequalities

How do we perform within the UK arena?
Indicators including claimant count, economic inactivity, gross disposable household income, children in low-income families and persons with no qualifications were examined, with DCSDC ranked against other Local Authorities in relation to these.

Across a range of 8 socio economic indicators the Derry & Strabane City~Region underperforms significantly in all indicators compared to the other 340 Local Authorities throughout the rest of the UK.

In 5 of 8 indicators analysed the City~Region was ranked in the top 10/341 Local Authorities

2017 Economic Inactivity	**2/341**	**1** **Most** **deprived**
2016 % children in low-income families	**3/341**	
2011 % no qualifications	**3/341**	
2018 Gross median pay	**4/341**	
2016 Gross Disposable Household Income (per head)	**9/341**	
2017 Claimant count	15/341	
2011 LT health or disabilities	43/341	**Least deprived** **341**
2017 Job density	97/341	
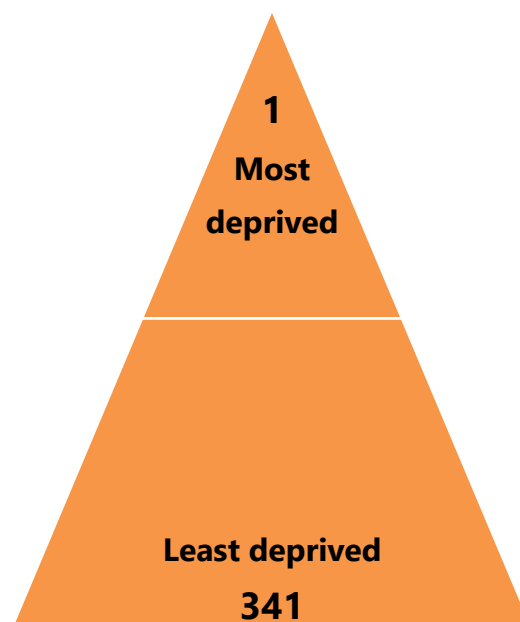
DCSDC ranks in the top 100 most deprived areas in all indicators.

5. Summary of findings from the strategic assessment

Statistics denote factual trends / pictures / stories which are hard to refute. Sources used include the Anti-Poverty Expert Panel, Derry City and Strabane District Council, Department of Education, Department of Health, Education Authority, Invest NI, NI Audit Office, NISRA, National Labour Market Statistics - NOMIS, Office for National Statistics, Ulster University and Ulster University Economic Policy Centre and all are reputable, professional bodies. Considering the statistics and information available for the Derry City and Strabane District Council area and, in its absence, NI as a whole it is evidenced that DCSDC has:

- Highest claimant count rate in NI

- Highest EI rate in NI

- Lower than NI average employment rate

- High EI and CC rates in the 50+ age category

- Majority of health indicators fall below the UK average

- Lowest median annual wage rates

- Declining levels of self-employment

- 48% of DCSDCs SOAs are in the top 25% of deprived areas

- 5/8 DCSDC deprivation indicators feature in the top 2% of the most deprived areas in UK

- 15.1% of the working age population have no qualifications (3.2% above the NI average)

- High levels of geographical inequality

We must invest in creating the inclusive conditions required for our citizens to take advantage of the opportunities work will bring them. We will create pathways to bring those most distant from the workplace into employment and business. We envisage an eco-system that will support individual pathways to employment through the development of a suite of programmes, which are presented in the Action Plan.

We are mindful of existing resources not least the role of the Work Coaches, Careers Service and other regional programmes in delivering a suite of bespoke employability services. Complimenting these are local employability programmes, disability based assistance and community and voluntary groups who strive to meet the needs of their local people.

In line with the draft 10x Skills Strategy for NI, as labour market opportunities for those with low or no skills continue to decline, it is vital we engage more individuals with low or no qualifications in education and training to provide pathways to sustainable employment.

OECD emphasises how patterns of low skills outcomes and low aspiration can become endemic across generations in deprived communities and tackling social and educational inequality will be a focus of our Action Plan. We will ensure appropriate pathways are in place to enable all our citizens to reach their potential.

DSLMP's Action Plan 2023/24 includes a flexible fund to assist with overcoming barriers and the development of a comms plan focusing on targeted marketing of both LMP and, local and regional programmes and initiatives to enable and support opportunity and access for all.

Turn the Curve

SP1

% LMP Members who feel it is making a positive impact

Y-axis: PERCENTAGE %

X-axis: Year — 2022/23, 2023/24, 2024/25

Legend: Backcasting | Turning the Curve | Forecasting
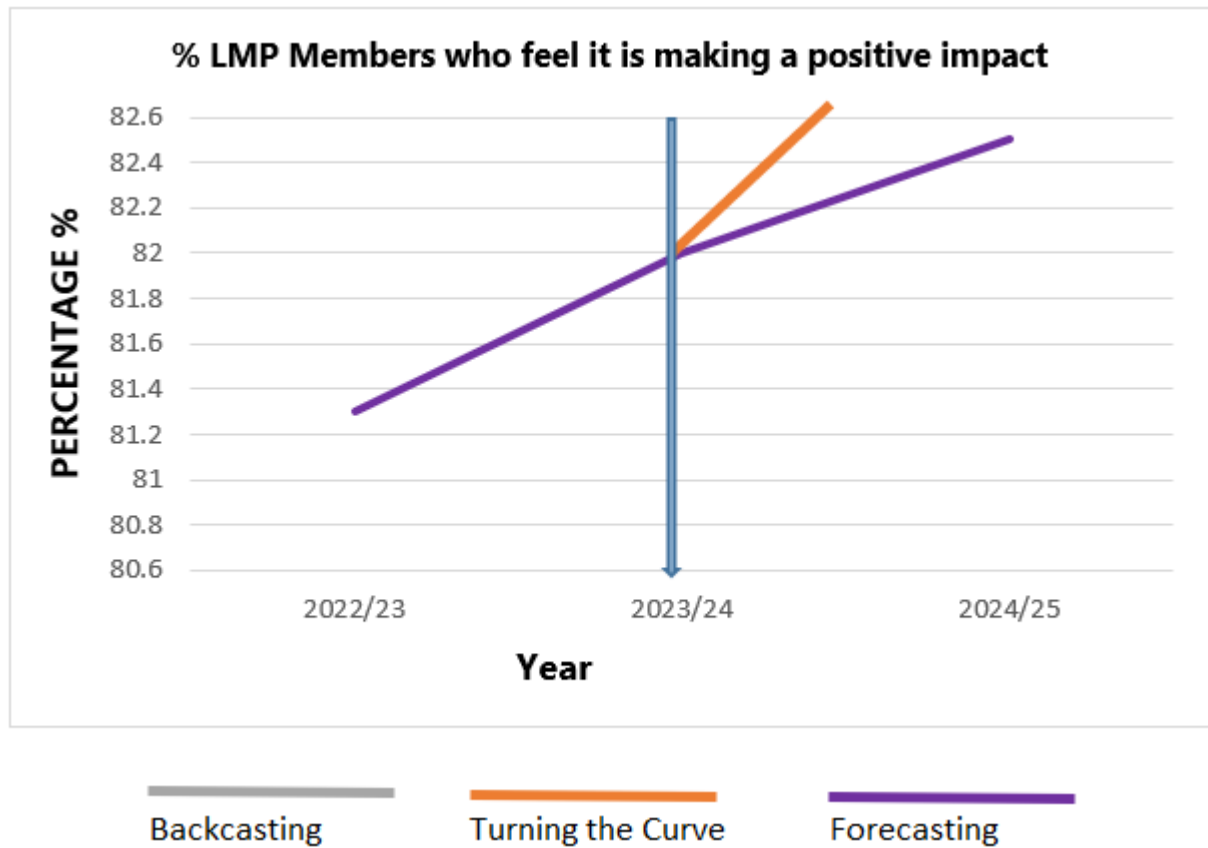
SP2

Skilled Labour Force: Employment Academies
% Working Age: Achieved Below NVQ Level 4 (NISRA – Labour Force Survey)
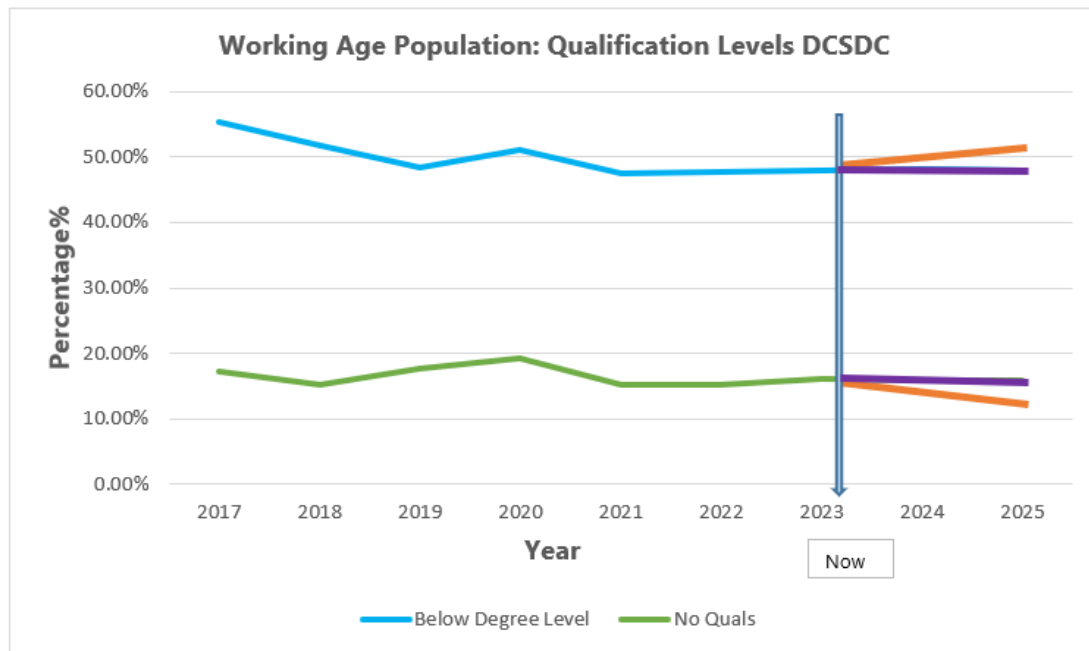
 # All Persons Median Wage (NINIS – LGD2014)

Disability: Access for All
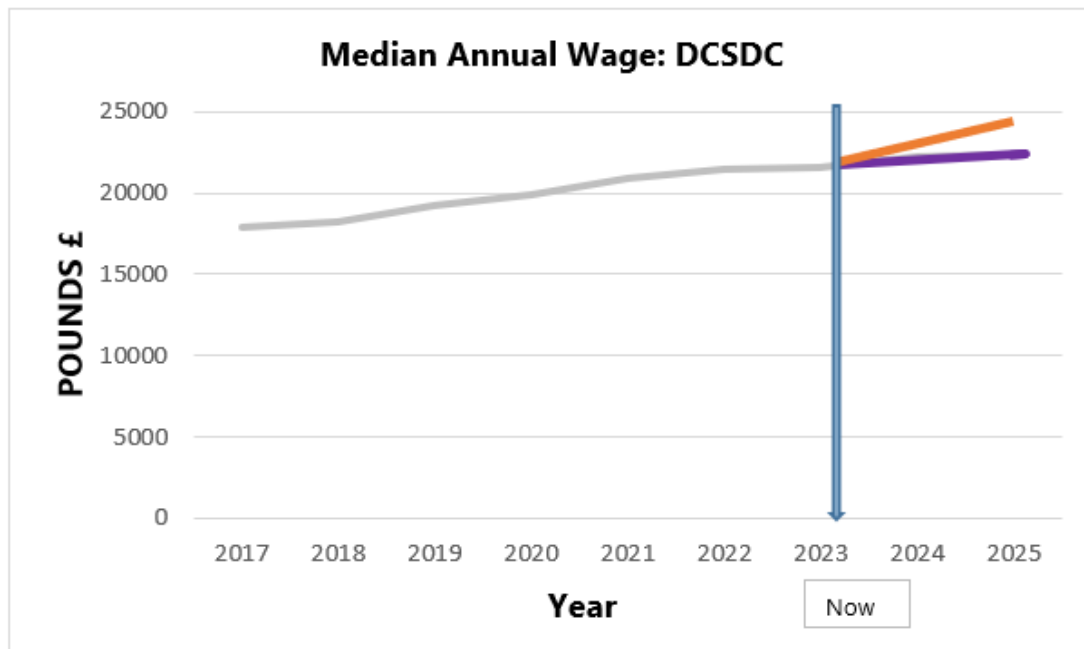
% Employment rate of people with disabilities (NISRA – Labour Force Survey)
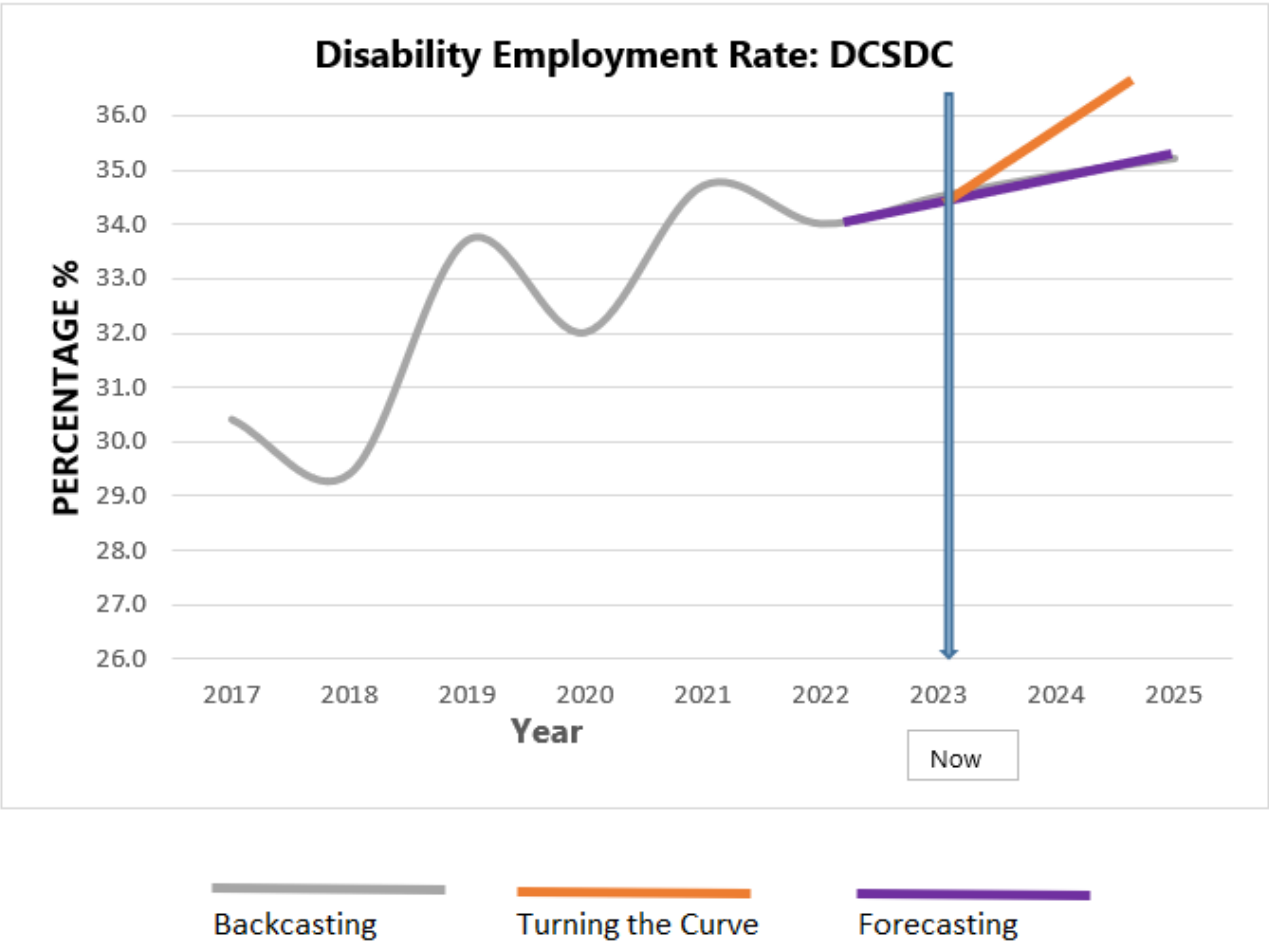
Economic Inactivity and LT Unemployed: Support for Life and Work:
% Working Age Economic Inactivity Rate (NISRA - Labour Force Survey)
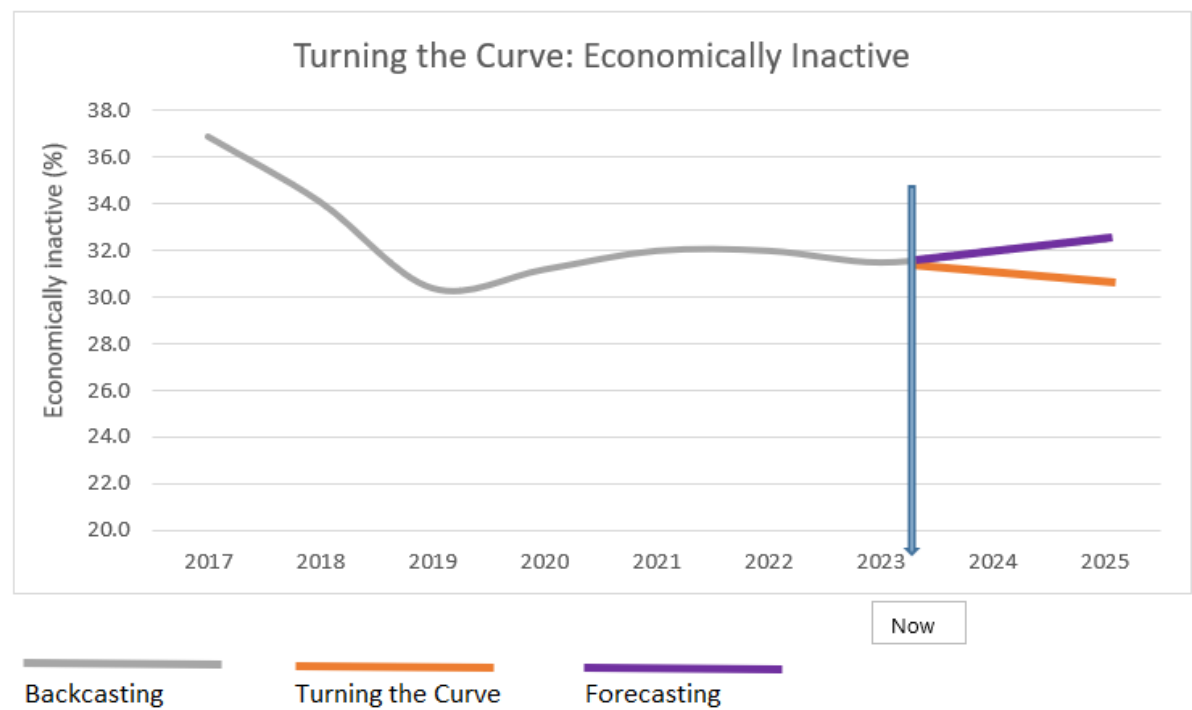
%/ Claimant Count (NINIS - LGD2014, Ward & SOA)
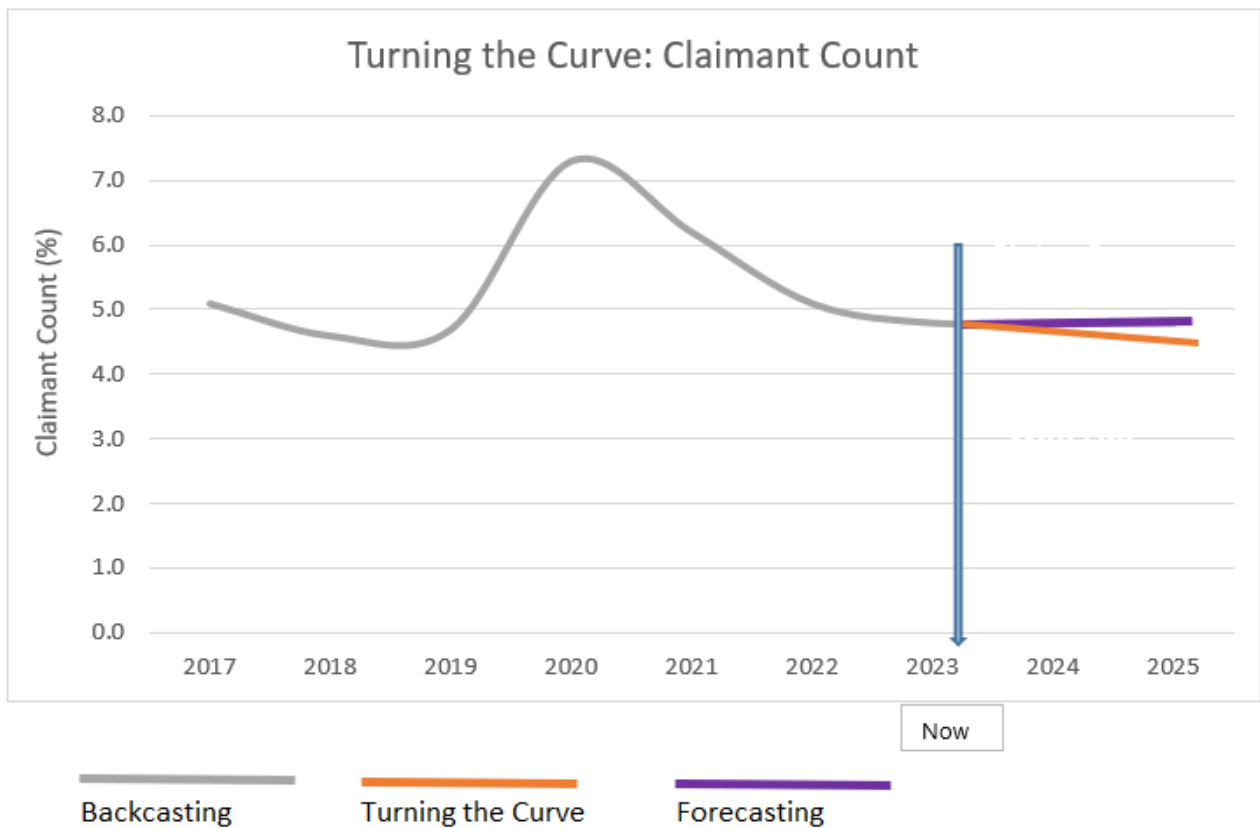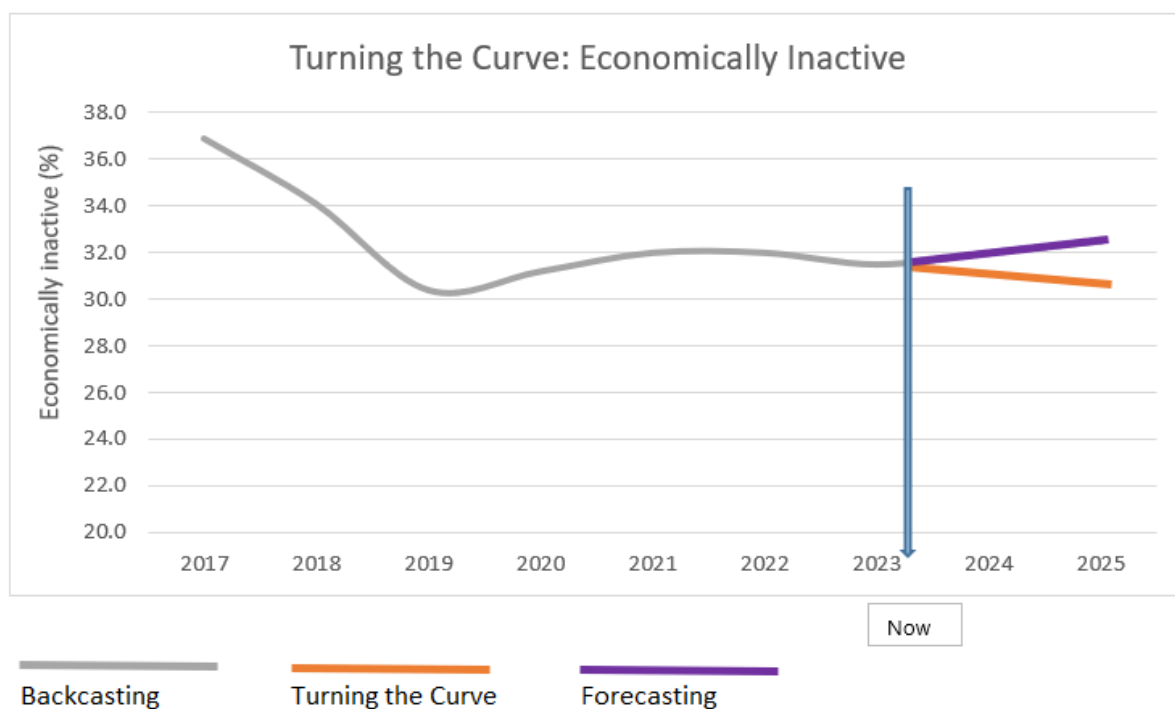
Lifelong Learning
% Working Age Economic Inactivity Rate (NISRA – Labour Force Survey)

Turning the Curve: Economically Inactive

Legend: Backcasting, Turning the Curve, Forecasting

% Working Age: Achieved Below NVQ Level 4 (NISRA – Labour Force Survey)

Working Age Population: Qualification Levels DCSDC

Legend: Below Degree Level, No Quals

Legend: Backcasting, Turning the Curve, Forecasting

% Increased Awareness of Programme by LMP Members

Legend: Backcasting — Turning the Curve — Forecasting
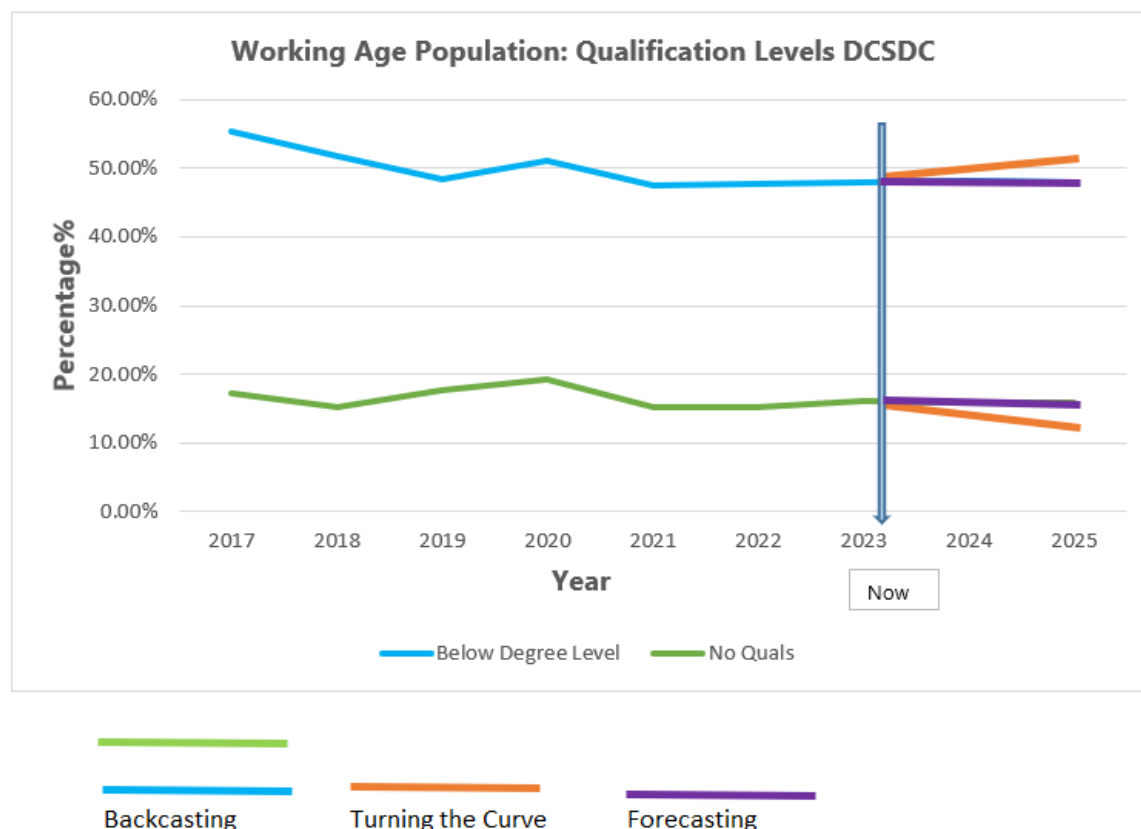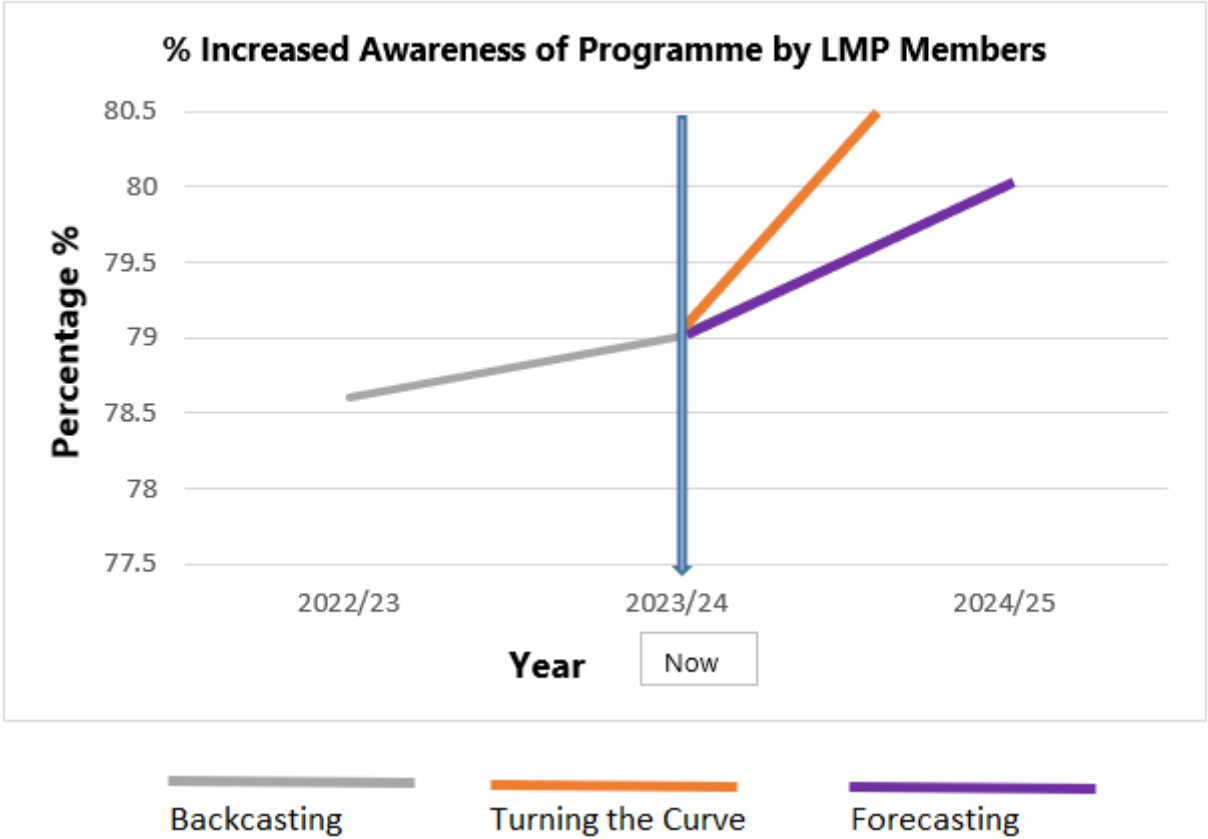
DSLMP Action Plan Themes

1. Economic Inactivity
2. Long-term Unemployed

   Support for Life and Work:
   Employment Support Officer will provide employability, job matching and mentoring support to the Condition Management Programme and LMP clients / participants. Management of barriers fund to address and remove barriers to progressing towards the labour market.

   Lifelong Learning:
   Creating pathways through the provision of formal and informal learning opportunities In collaboration with local communities and local training providers.

3. Disability:

   build skills academies through collaboration with local support organisations.

   Access for All Bespoke Academies.
   Examples:
   Gaming
   Creative Media

4. Skilled Labour Force:

   build skills academies through employer engagement and accurate Labour Market Information (LMI).

   Employment Academies.
   Examples:
   HGV
   PCV
   Classroom Assistant
   SIA

Derry & Strabane LMP will work collaboratively across the council area to improve local employability outcomes and labour market conditions building on our strategic working with partners to co-ordinate effective delivery of the employment & skills agenda for the City & District to realise its economic potential.

Key to our plan is improving accessibility to employment & training for all with a focus on those furthest from the labour market and ensuring residents' skills match the needs of the economy now and in the future.

6. Derry & Strabane LMP Action Plan 2023-2024: Baseline Information

Strategic Priorities	Indicators to which Local LMP makes a contribution	2022/23 Baseline
Strategic Priority 1: To form and successfully deliver the functions of the local Labour Market Partnership for the area	**LMP Delivery and Development** *Indicator: % LMP members who feel the local LMP is making a positive contribution and delivering effectively* *Source: (LMP)*	***Member Survey*** <table><tr><td>Date</td><td>%</td></tr><tr><td>2022/23</td><td>85.2</td></tr></table>

Strategic Priorities	Indicators to which Local LMP makes a contribution	2022/23 Baseline
Strategic Priority 2: To improve employability outcomes and/or labour market conditions locally	**Employment Academies** Indicator: # All Persons Median Wage (NINIS – LGD2014) *Indicator: % Working Age: Achieved Below NVQ Level 4 (NISRA – Labour Force Survey)*	***All Persons Gross Median Wage: DCSDC*** <table><tr><td>Year</td><td>NI</td><td>DCSDC</td></tr><tr><td>2017</td><td>21215</td><td>17920</td></tr><tr><td>2018</td><td>22071</td><td>18277</td></tr><tr><td>2019</td><td>22459</td><td>19193</td></tr><tr><td>2020</td><td>23289</td><td>19883</td></tr><tr><td>2021</td><td>24099</td><td>20881</td></tr></table> ***Working age population qualification levels DCSDC*** <table><tr><td>Year</td><td>Degree Level</td><td>Below Degree Level</td><td>No Quals</td></tr><tr><td>2021</td><td>37.3%</td><td>47.6%</td><td>15.1%</td></tr><tr><td>2020</td><td>29.8%</td><td>51.0%</td><td>19.2%</td></tr><tr><td>2019</td><td>34.0%</td><td>48.4%</td><td>17.6%</td></tr><tr><td>2018</td><td>33.1%</td><td>51.7%</td><td>15.3%</td></tr><tr><td>2017</td><td>27.3%</td><td>55.4%</td><td>17.3%</td></tr></table>
	Access for All *Indicator: %/# Employment rate of people with disabilities (NISRA – Labour Force Survey)*	***DCSDC Disability Employment Rate*** <table><tr><td>Year</td><td>%</td></tr><tr><td>2021</td><td>34.7</td></tr><tr><td>2020</td><td>32.00%</td></tr><tr><td>2019</td><td>33.70%</td></tr><tr><td>2018</td><td>29.40%</td></tr><tr><td>2017</td><td>30.40%</td></tr></table>

Support for Life and Work

Indicator: % Claimant Count
Source: NINIS - LGD2014

% Claimant Count DCSDC

Date	%
2021	6.2
2020	7.3
2019	4.7
2018	4.6
2017	5.1

Indicator: % Economic Inactivity
Source: NINIS - LGD2014

% Economic Inactivity DCSDC

Date	%
2021	32.0
2020	31.20
2019	30.40
2018	34.1
2017	36.9

Lifelong Learning

Indicator: % Economic Inactivity
Source: NINIS - LGD2014

Economic Inactivity DCSDC

Date	%
2021	32.0
2020	31.20
2019	30.40
2018	34.1
2017	36.9

Indicator: working age population qualification levels
Source: NISRA publications annual report table: LFS

Working age population qualification levels DCSDC

Year	Degree Level	Below Degree Level	No Quals
2021	37.3%	47.6%	15.1%
2020	29.8%	51.0%	19.2%
2019	34.0%	48.4%	17.6%
2018	33.1%	51.7%	15.3%
2017	27.3%	55.4%	17.3%

Strategic Priorities	Indicators to which Local LMP makes a contribution (Source)	2022/23 Baseline
Strategic Priority 3: To support delivery of Employability NI	To promote and support delivery of existing employability or skills provision available either regionally or locally. *Indicator: % Increased awareness of relevant existing projects/initiatives and building confidence through locality-based engagement* *Source: (LMP)*	***Member Survey*** 	Date	%	 	2022/23	78.6	

6. Derry & Strabane LMP Action Plan 2023 – 204

Strategic Priority 1: To form and successfully deliver the functions of the local Labour Market Partnership for the area							
Indicator	% LMP members who feel the local LMP is making a positive contribution and delivering effectively (LMP)						
Theme	**Aims & Description**	**Key Activities**	**Start Date**	**End Date**		**Performance Measures**	**Reporting Quarter**
LMP Delivery and Development	**LMP Delivery and Development** Aim: effective, optimal delivery of the LMP. Description: DSLMP will - Provide a multi-agency, integrated approach to addressing labour market challenges. - Bring together local knowledge and expertise to build on existing structures. - Provide information sessions and training for members as deemed relevant (e.g., OBA, Strategic Assessment, Action Planning.) - Develop the 2024/25 Action Plan.	The Partnership will: - Meet 8 times per year (to include capacity building.) - Monitor and review delivery of the 2023/24 Action Plan in line with OBA. - Create and manage subgroups as necessary. - Address labour market challenges as they arise. - Attend training and/or information sessions. - Produce the 2024/25 Action Plan.	01/04/23	31/03/24		**How much did we do?** 8 LMP meetings held to include 2 capacity building sessions. 1 2024/25 DSLMP Action Plan completed. **How well did we do it?** 70% attendance of LMP members at meetings. **Is anyone better off?** 75% of members feel the LMP is making a positive difference.	1, 2, 3, 4

	Strategic Planning Aim: develop a 3-year Strategic Assessment (SA) for 2024/27. Description: DSLMP will: - Procure a resource to develop a 3-year SA. - This will involve desk work and intensive field work liaising with a wide cross-section of local community groups, employers and LMP members. - This results in LMP having the information to compile an Action Plan which aligns fully with the needs of local community and businesses.	DSLMP will: - Commission a 3-year Strategic Assessment for the period 2024/2027.	01/07/23	31/12/23		**How much did we do?** 2024/27 SA developed on time to inform the 2024/25 Action Plan. **How well did we do it?** 70% of LMP members feel their views have been taken into account with regard to the strategic assessment. **Is anyone better off?** 75% of LMP members report increased awareness of local employability and labour market issues.	2,3,4
	Labour Market Intelligence A Labour Market Observatory provides evidence-based analysis on labour market trends and skills data. It provides information and stimulates debate using a range of products from data tools, research, information databases, policy advice and evidence on 'what works' when encouraging a well-functioning and inclusive labour market.	Funded by DfC	01/04/23	31/03/24			

Strategic Priority 2: To improve employability outcomes and/or labour market conditions locally							
Indicators	Employment Academies: # All Persons Median Wage (NINIS – LGD2014)						
	% Working Age: Achieved Below NVQ Level 4 (NISRA – Labour Force Survey)						
	Access for All: %/# Employment rate of people with disabilities (NISRA – Labour Force Survey)						
	Support for Life and Work: % Working Age Economic Inactivity Rate (NISRA - Labour Force Survey)						
	%/# Claimant Count LT Unemployed (NINIS - LGD2014, Ward & SOA)						
	Lifelong Learning: % Working Age Economic Inactivity Rate (NISRA - Labour Force Survey)						
	% Working Age: Achieved Below NVQ Level 4 (NISRA – Labour Force Survey)						

Theme	Aims & Description	Key Activities	Start Date	End Date		Performance Measures	Reporting Quarter
	For all programmes travel, childcare, uniforms etc. are for those not eligible for the Advisor's Discretionary Fund (ADF). **This support to address barriers will be paid from a bespoke barriers fund.**						
Skilled Labour Supply	**Employment Academies** Aim: increase numbers into work whilst addressing skills gaps and sector requirements. The DSLMP will: - Procure resources to deliver employment academies with direct, specific interventions to reskill in areas where demand exceeds supply. - Engage directly with employers to determine future skills needs, ascertaining demand across a range of employers. - Co-design training with procured company to address	DSLMP will: - Procure delivery agents to develop and manage industry-led skills + sector-based academies with employers. - Ensure, where possible, academies result in a job interview. - Directly target short term demand.	01/04/23	31/03/24		**How much did we do?** 156 participants enrolled. **How well did we do it?** 70% (109/156) complete. **Is anyone better off?** 40% (44/109) of completers gain new employment.	1, 2, 3, 4

	skills gaps. - Examples of academies below:						
	HGV Class C lorry licence. 3 academies. Training 36 HGV drivers. 7.5 tonnes and above. Duration 16 to 20 weeks. Qualification: Class C HGV licence.	36 Class C licences.					2,3,4
	PCV Category D bus licence. 2 academies. Training 24 PCV drivers. Duration 16 to 20 weeks. Qualification: Category D PCV bus licence.	24 Class D licences.					2,3,4
	Level 3 Classroom Assistant. 3 academies. Training 36 Classroom Assistants to level 3. Placement in school 1 day (minimum) per week. Duration: 46 weeks. Qualifications: Level 3 Classroom Assistant and Paediatric First Aid.	36 level 3 Classroom Assistant qualifications.					1,2,3,4
	Security Industry Authority Door Supervisor. 3 academies. Training 36 SIA Door Supervisors. First Aid certificate. Duration 7 full days.	36 SIA Door Supervisor Licences.					2,3,4

	Qualification: SIA Door Supervisor License and First Aid.						
	Bespoke Academy to react to the local labour market E.g., Hospitality 2 academies Training 24 people. Duration 10 days. Qualification: tbc	2 Bespoke Academies					2,3,4
Disability	**Access for All Academy.** Aim: close the employment gap for people with disabilities. Description: Targeted employability programmes. DSLMP will procure resources to deliver 2 bespoke academies (e.g., Gaming / Creative Media.) Approximate delivery 8 hours pw over 2 days. Procured resource will be responsible for recruitment and support will include: - Engaging companies - Assessing/addressing barriers - Employability skills - IT skills / qualification - Work placement / taster	<u>Training, delivery, and programme management</u>: 2 classes of 8 people	01/04/23	31/03/24	.	**How much did we do?** 16 participants enrolled. **How well did we do it?** 60% (10/16) complete. **Is anyone better off?** 25% (3/10) of completers gained new employment.	2, 3, 4

	Academies will be designed to move 16 people with disabilities closer to the labour market. 2 academies. Register 16 people. Duration: 20 weeks (16 at 2 days per week and 4 in placement)						
Economic Inactivity Long Term Unemployed	**Support for Life and Work.** Aim: targeted employment support to increase the economic activity rate. Description: 1. DSLMP will provide employability support to the Condition Management Programme (CMP) and across SP2 programmes through an Employment Support Officer (ESO). The ESO will align with the services of CMP within the geographical boundaries of DCSDC: Mental Health Nursing, Social Work, Occupational Therapy, Physiotherapy and Professional Exercise. These services enable clients to deal with and manage health conditions. Clients are referred for job related support, as	1. CMP support. The ESO will guide and directs CMP clients towards work, to stay in work or to seek alternative employment. SP2 support. The ESO will support participants with additional needs across SP2 programmes by carrying out individual baseline assessments and helping them work through a personalised work plan. Key functions for CMP and SP2 support include: - Signposting - Job searching/matching - 1 to 1 support - CV building - Application forms	01/04/23	31/03/24		1. Employability Support**.** **How much did we do?** 30 CMP participants enrolled. 60 baseline assessments completed on SP2 participants. **How well did we do it?** 70% of participants (63/90) report satisfaction with the programme they are participating in. **Is anyone better off?** 20% of CMP and SP2 participants (18/90) gained new employment. 2. Barriers **How much did we do?** 60 participants enrolled.	1,2,3,4,

			Start	End		How well did we do it?	
	deemed appropriate, but it is the experience of CMP that they can fall out of the support loop at this stage. Support for Life and Work will integrate employment support as a core function of CMP. Early and throughout the 12-week intervention the ESO will build relationships with the client to provide continuity of support for a further period of 14 weeks. 2. Support for long-term unemployed and economically inactive through a project of activities designed to address and remove barriers to help move them closer to the labour market / improve employability.	- Interview techniques - Mock interviews - Job maintenance 2. Barrier removal. Key ESO support for the client includes: - management of a barriers fund / process for non ADF eligible training /support. - wellbeing + advocacy				**How well did we do it?** 70% of participants (42/60) complete (receive support with barriers). **Is anyone better off?** 20% of completers gained new employment (8/42)	
Economic Activity Skilled Labour Supply	**Lifelong Learning** Aim: reconnect residents to formal and informal learning activities as part of their journey back to the labour market. Description: DSLMP will - provide DCSDC residents the opportunity to undertake learning in the community. - provide additional flexible	Creating pathways back to the labour market or on to training or education, this programme will make accredited, non-accredited, formal, and informal training more accessible to those who do not / cannot normally access these opportunities. Lifelong Learning will	01/04/23	31/03/24		**How much did we do?** 300 participants enrolled. **How well did we do it?** 60% (180/300) completed their learning activity. **Is anyone better off?** 30% of completers (54/180) gained a qualification as a result of	1, 2, 3, 4

models of accredited, non-accredited, formal, and informal learning to support those who are not immediately ready for work. The model will build partnerships to reconnect communities with learning activities. The programme is designed to address and remove barriers to help move residents closer to the labour market / improve employability. Courses will be delivered in the community in a primarily group setting and will operate with a range of local training providers. Focus will be on the working age population with no or low-level qualifications (correlating directly with DCSDC's high levels of deprivation.) Duration and qualification will be determined by the course / if it is accredited / the level of the qualification being delivered / the level + ability of the individual.	promote, engage, and encourage a return to learning. Catering will be supplied at courses of 3+ hours duration. Examples of courses: Literacy Numeracy IT Employability Sage, Book-keeping Health & Social Care Event Stewarding Hair & Beauty Short courses: first aid, basic food hygiene, health and safety, manual handling, CSR				their learning activity. 70% of completers (126/180) reported developing skills as a result of their learning activity.

Strategic Priority 3: To promote and support delivery of existing employability or skills provision available either regionally or locally							
Indicators	% Increased awareness of relevant existing projects/initiatives and building confidence through locality-based engagement (LMP)						
Theme	Aims & Description	Key Activities	Start Date	End Date		Performance Measures	Reporting Quarter
Increased awareness	Aim: support those seeking work to move into education, employment, or training. Description: the DSLMP will actively advocate & promote existing employability and skills provision by - delivering events locally - assisting at events which promote employability and skills provision. DSLMP will promote ApprenticeshipNI in the DCSDC area.	DSLMP will: - Co-host 2 inter agency Job Fairs with stakeholders. - Deliver 1 Apprenticeship Fair with local training providers. - Deliver 1 Apprenticeship marketing campaign across the DCSDC area. - Deliver a programme of targeted marketing to areas of deprivation, groups with high levels of economic inactivity	01/04/22	31/03/23		**How much did we do?** 620 attendees over 3 events. 15% (93/620) complete exit surveys. **How well did we do it?** 70% of those surveyed (65/93) rated the events as helpful for finding work / training opportunities. **Is anyone better off?** 70% of those surveyed (65/93) reported increased awareness of regional and LMP programmes.	2, 3, 4

Derry & Strabane LMP BUDGET April 2023 to March 2024

	Budget Subcategory
	Administration
	LMP Manager
	LMP Officer
	Admin support (apportioned)
	Recruitment costs
	Staff Mileage
	Set–up costs including IT / other equipment
	Overheads, for example, departmental contribution - IT, Finance, HR, Audits
	Operational
	Secretariat and capacity building e.g., hospitality, facilitation, room hire, facilitation, training
	3yr Strategic Planning
	Labour Market Intelligence
	Employment Academies
	Access for All
	Support for Life and Work:
	Lifelong Learning
	LMP Comms Campaign including targeted marketing of LMP and other programmes and initiatives, promotion of apprenticeships and running / participating in employability and work-based events.

Appendices
Appendix I – Detailed Statistical Analysis

1.0 Population

Population statistics by age, 2020

Even gender split

Table 1: Population Estimates by broad age bands, 2020

	Derry City And Strabane LGD	Northern Ireland
Total Population (2020)	151,109	1,895,510
Children (0-15 years)	32,738	395,816
Young Working Age (16-39 years)	45,878	571,756
Older Working Age (40-64 years)	49,065	607,989
Older (65+ years)	23,428	319,949
Population Change % (2010-2020)	**2.0%**	**5.0%**

Population of DCSDC
151,109

Male
74,358
49.2%

Female
76,751
50.8%

https://www.ninis2.nisra.gov.uk/public/AreaProfileReportViewer.aspx?FromAPAddressMulipleRecords=Derry%20City%20And%20Strabane@@Derry%20City%20And%20Strabane@22

Population projection by age, 2028 and 2041

Table 1: Projected age profile of DCSDC and NI population, 2028 and 2041

Age band	2028 DCSDC		NI	2041 DCSDC		NI
0-15	31,050	20.7%	19.6%	28,040	19.2%	18.2%
16-24	17,000	11.3%	11.2%	15,640	10.7%	10.5%
25-44	35,300	23.5%	24.1%	32,550	22.3%	23.0%
45-64	38,360	25.6%	25.1%	34,480	23.6%	23.7%
65+	28,310	18.9%	20.1%	35,150	24.1%	24.5%
Total	**150,010**	**100%**	**100%**	**145,850**	**100%**	**100%**

Source: NISRA, Population Projections (2016 based)

https://www.derrystrabane.com/getmedia/b43b9571-6ecd-4e32-9bdc-9c4683dd4cf6/B-Population-projections-260418.pdf

2.0 Employment Rate

Employment Rate by LGD 2021: DCSDC rank 11/11.

Employment rate by LGD compared to NI, aged 16-64, 2021

LGD	Rate
Derry City and Straba...	65.4%
Belfast	66.9%
Newry, Mourne and Down	68.5%
Cause... Coast and Glens	68.8%
North... Ireland	70.2%
Mid Ulster	70.3%
Armagh City, Banbri... and Craiga...	70.9%
Mid and East Antrim	71.7%
Ferma... and Omagh	72.1%
Ards and North Down	73.2%
Antrim and Newt...	74.3%
Lisburn and Castle...	75.2%

Youth Employment Rate by LGD 2021: DCSDC rank 4/11.

Employment rate by LGD compared to NI, aged 16-24, 2021

LGD	Rate
Newry, Mourne and Down	36.3%
Mid Ulster	38.2%
Antrim and Newt...	39.7%
Belfast	40.4%
Cause... Coast and Glens	41.1%
Armagh City, Banbri... and Craiga...	42.6%
Lisburn and Castle...	44.0%
North... Ireland	44.2%
Derry City and Straba...	47.6%
Ferma... and Omagh	52.5%
Mid and East Antrim	54.1%
Ards and North Down	59.0%

https://datavis.nisra.gov.uk/communities/local-lmi-dashboard.html

3.0 Claimant Count

Claimant count historical data 2018 to 2023 (Council Area).

Claimant Count Monthly Data (Administrative geographies)						
	January 2023	January 2022	January 2021	January 2020	January 2019	January 2018
LGD2014	Claimant Count (%)	Claimant Count (%)	Claimant Count (%)	Claimant Count (%)	Claimant Count (%)	Claimant Count (%)
Antrim and Newtownabbey	2.4	2.7	4.0	2.0	1.9	2.0
Armagh City, Banbridge and Craigavon	2.6	2.7	4.2	1.9	2.0	1.9
Belfast	4.0	4.5	6.1	3.1	3.0	3.1
Causeway Coast and Glens	3.2	3.3	4.7	2.9	3.1	2.8
Derry City and Strabane	4.8	5.1	6.6	4.4	4.9	4.8
Fermanagh and Omagh	2.4	2.6	3.8	2.2	2.2	2.1
Lisburn and Castlereagh	1.8	2.2	3.4	1.5	1.4	1.5
Mid and East Antrim	3.0	3.3	4.4	2.8	2.3	2.3
Mid Ulster	2.1	2.4	3.8	1.7	1.7	1.5
Newry, Mourne and Down	2.8	3.2	4.7	2.2	2.1	2.1
Ards and North Down	2.6	3.0	4.4	2.2	2.1	2.2

Claimant count by gender (Council Area).

Table 3a: Claimant count by Local Government District (LGD) (experimental statistics)						
Local Government District	Number of male claimants	Number of female claimants	Total number of claimants	Male claimants of working age (%)	Female claimants of working age (%)	Total claimants of Working Age (%)
Antrim and Newtownabbey	1,310	870	2,180	2.9	1.9	2.4
Ards and North Down	1,560	985	2,550	3.3	2.0	2.6
Armagh City, Banbridge and Craigavon	1,995	1,505	3,500	2.9	2.2	2.6
Belfast	5,780	3,225	9,005	5.2	2.8	4.0
Causeway Coast and Glens	1,650	1,100	2,745	3.9	2.5	3.2
Derry City and Strabane	2,890	1,625	4,515	6.3	3.3	4.8
Fermanagh and Omagh	995	675	1,670	2.8	1.9	2.4
Lisburn and Castlereagh	1,005	710	1,715	2.2	1.5	1.8
Mid and East Antrim	1,535	1,015	2,550	3.6	2.3	3.0
Mid Ulster	1,110	885	1,995	2.4	1.9	2.1
Newry, Mourne and Down	1,875	1,290	3,165	3.4	2.3	2.8
Northern Ireland	21,700	13,885	35,585	3.7	2.3	3.0

https://www.nisra.gov.uk/publications/labour-market-report-february-2023

Claimant count by age (Council Area).

Claimant count by sex and age

ONS Crown Copyright Reserved [from Nomis on 22 February 2023]

area type	Northern Ireland local government districts (as of 2014)
area name	N09000005 : Derry City and Strabane
date	**January 2023**
measure	Claimant count

Age	**Total**
All categories: Age 16+	4,515
Aged 16-24	860
Aged 25-49	2,395
Aged 50+	1,115

https://www.nomisweb.co.uk/query/construct/submit.asp?forward=yes&menuopt=201&subcomp=

Claimant count by Super Output Area.

Claimant Count Monthly Data

Super Output Area SOA
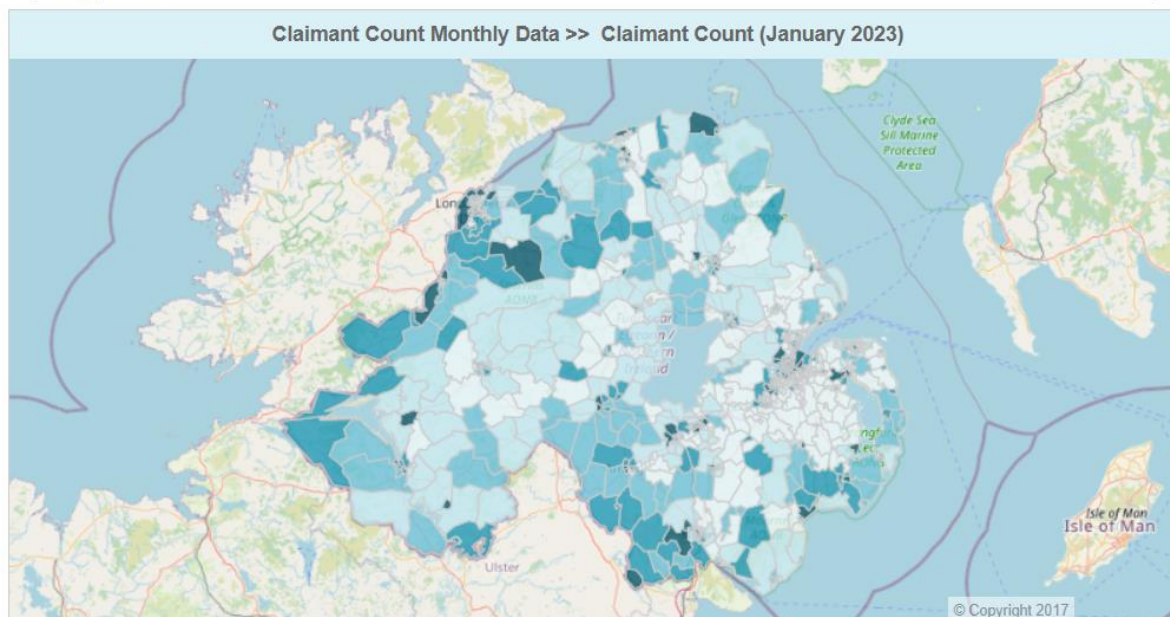
Note the predominance / cluster of high claimant count SOAs in the DCSDC area.

	5 - 20
	21 - 30
	31 - 40
	41 - 60
	61 - 215

https://www.ninis2.nisra.gov.uk/InteractiveMaps/Labour%20Market/Claimant%20Count%20Monthly%20Averages%20SOA/atlas.html
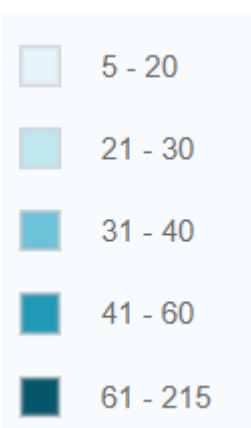
4.0 Economic Inactivity

Economic Inactivity by Reason: 16-64

TABLE 2.4

ECONOMICALLY INACTIVE REASONS 16-64

	Long-term sick	Family and home care	Retired	Student	Other
	%	%	%	%	%
ALL PERSONS					
Mar-May 2018	28.4%	22.0%	12.0%	27.1%	10.5%
Mar-May 2019	30.5%	22.3%	10.7%	27.1%	9.3%
Mar-May 2020 (r)	32.7%	19.5%	9.7%	23.9%	14.3%
Jun-Aug 2020 (r)	34.7%	19.2%	10.9%	24.1%	11.1%
Sep-Nov 2020 (r)	34.2%	17.6%	11.5%	25.5%	11.3%
Dec-Feb 2021 (r)	32.4%	15.0%	12.9%	29.3%	10.3%
Mar-May 2021	29.9%	14.8%	13.5%	30.8%	11.0%
Average	**31.8%**	**18.6%**	**11.6%**	**26.8%**	**11.1%**

https://www.nisra.gov.uk/publications/labour-force-survey-tables-july-2021

5.0 Poverty

Poverty rates vary by Local Government District.
- Derry City and Strabane   22%
- Causeway Coast and Glens   21%
- Fermanagh and Omagh   21%
- Newry, Mourne and Down   21%
- Belfast   20%
- Mid and East Antrim   20%
- Antrim and Newtownabbey   17%
- Lisburn and Castlereagh   15%
- Mid Ulster   14%
- Armagh City, Banbridge and Craigavon   13%
- Ards and North Down   12%
- NI average   18%

https://michaelharrison.org.uk/wp-content/uploads/2022/03/Poverty-in-Northern-iIeland-2022.pdf

6.0 Social Deprivation

2017: Social Deprivation NISRA Super Output Area Multiple Deprivation Measures

There are 890 SOAs in NI. DCSDC has 75 SOAs.

Multiple Deprivation Measure 10 most deprived SOAs	
1	**East,** *Derry City and Strabane*
2	**Water Works 2,** *Belfast*
3	**Crevagh 2,** *Derry City and Strabane*
4	**Ardoyne 2,** *Belfast*
5	**Strand 1,** *Derry City and Strabane*
6	**The Diamond,** *Derry City and Strabane*
7	**New Lodge 2,** *Belfast*
8	**Woodvale 1,** *Belfast*
9	**Ardoyne 3,** *Belfast*
10	**Creggan Central 1,** *Derry City and Strabane*

4 of the top 6 and 5 of the top 10 most deprived SOAs in NI are in the Derry Strabane City-Region

DCSDC SOA	NI rank (1 = most deprived; 890 is least deprived)
East	1
Crevagh 2	3
Strand 1	5
The Diamond	6
Creggan Central 1	10
Brandywell	13
Shantallow West 1	19
Culmore 2	22
Shantallow West 2	27
Creggan South	33
Ballycolman	37
Ebrington 2	38
Clondermot 1	43
Westland	45
Shantallow West 3	51
Carn Hill 2	59
Rosemount	68
Creggan Central 2	69
Shantallow East	86
Glenderg	90

20 of the top 100 most deprived SOAs in NI are in the Derry Strabane City-Region

This equates to 27%of all DCSDC SOAs.

In real terms: 27,000 people / 24.5% of the population of DCSDC live in the top 10 most deprived areas in Northern Ireland.

Top 100 Deprived SOAs: NI

100 most deprived SOAs (Multiple Deprivation Measure)

#	SOA	#	SOA	#	SOA	#	SOA
1	East, Derry City and Strabane	26	Collin Glen 3, Belfast	51	Shantallow West 3, Derry City and Strabane	76	Ladybrook 3, Belfast
2	Water Works 2, Belfast	27	Shantallow West 2, Derry City and Strabane	52	Drumgask 2, Armagh City, Banbridge and Craigavon	77	Upper Springfield 2, Belfast
3	Crevagh 2, Derry City and Strabane	28	Shankill 1, Belfast	53	Duncairn 2, Belfast	78	Ballymacarrett 2, Belfast
4	Ardoyne 2, Belfast	29	Falls 3, Belfast	54	Court 1, Armagh City, Banbridge and Craigavon	79	Botanic 5, Belfast
5	Strand 1, Derry City and Strabane	30	Falls 2, Belfast	55	Clonard 2, Belfast	80	The Mount 1, Belfast
6	The Diamond, Derry City and Strabane	31	Ballysally 1, Causeway Coast and Glens	56	Water Works 3, Belfast	81	Drumgor 2, Armagh City, Banbridge and Craigavon
7	New Lodge 2, Belfast	32	New Lodge 3, Belfast	57	Crossmaglen, Newry, Mourne and Down	82	Upper Springfield 1, Belfast
8	Woodvale 1, Belfast	33	Creggan South, Derry City and Strabane	58	Blackstaff 1, Belfast	83	Drumnamoe 1, Armagh City, Banbridge and Craigavon
9	Ardoyne 3, Belfast	34	Coolessan, Causeway Coast and Glens	59	Carn Hill 2, Derry City and Strabane	84	Dunanney, Antrim and Newtownabbey
10	Creggan Central 1, Derry City and Strabane	35	Whiterock 3, Belfast	60	Highfield 3, Belfast	85	Ballee, Mid and East Antrim
11	Greystone, Causeway Coast and Glens	36	Twinbrook 2, Belfast	61	Callan Bridge, Armagh City, Banbridge and Craigavon	86	Shantallow East, Derry City and Strabane
12	Woodvale 2, Belfast	37	Ballycolman, Derry City and Strabane	62	Church, Armagh City, Banbridge and Craigavon	87	Glencairn 1, Belfast
13	Brandywell, Derry City and Strabane	38	Ebrington 2, Derry City and Strabane	63	Collin Glen 1, Belfast	88	Legoniel 2, Belfast
14	Woodville 1, Armagh City, Banbridge and Craigavon	39	Poleglass 1, Belfast	64	The Mount 2, Belfast	89	Murlough, Newry, Mourne and Down
15	Water Works 1, Belfast	40	Ballymacarret 3, Belfast	65	Northland, Mid and East Antrim	90	Glenderg, Derry City and Strabane
16	Ardoyne 1, Belfast	41	Falls 1, Belfast	66	Beechmount 2, Belfast	91	Moat, Mid and East Antrim
17	Woodvale 3, Belfast	42	Twinbrook 1, Belfast	67	Shaftesbury 3, Belfast	92	Coalisland South, Mid Ulster
18	Shankill 2, Belfast	43	Clondermot 1, Derry City and Strabane	68	Rosemount, Derry City and Strabane	93	Ballybot, Newry, Mourne and Down
19	Shantallow West 1, Derry City and Strabane	44	Devenish, Fermanagh and Omagh	69	Creggan Central 2, Derry City and Strabane	94	Silver Bridge 1, Newry, Mourne and Down
20	Collin Glen 2, Belfast	45	Westland, Derry City and Strabane	70	Drumgullion 1, Newry, Mourne and Down	95	Ballymacarret 1, Belfast
21	Crumlin 2, Belfast	46	Lisanelly 2, Fermanagh and Omagh	71	Scrabo 2, Ards and North Down	96	Woodstock 3, Belfast
22	Culmore 2, Derry City and Strabane	47	Lisanelly 1, Fermanagh and Omagh	72	Creggan, Newry, Mourne and Down	97	Glen 1, Ards and North Down
23	Whiterock 2, Belfast	48	Upper Springfield 3, Belfast	73	Annagh 2, Armagh City, Banbridge and Craigavon	98	Cliftonville 1, Belfast
24	Crumlin 1, Belfast	49	Duncairn 1, Belfast	74	Whiterock 1, Belfast	99	Central, Ards and North Down
25	New Lodge 1, Belfast	50	Clonard 1, Belfast	75	Daisy Hill 2, Newry, Mourne and Down	100	Forkhill 2, Newry, Mourne and Down

For each domain, as well as the overall multiple measure the 890 SOAs in NI are ranked from 1 (most deprived) to 890 (least deprived)

NISRA 2017   https://www.nisra.gov.uk/sites/nisra.gov.uk/files/publications/Top%20100%20SOAs.pdf
https://www.nisra.gov.uk/sites/nisra.gov.uk/files/publications/DeprivationLGD.pdf

DCSDC's 75 SOAs in order of deprivation

Table B1: DCSDC SOAs ranked by Multiple Deprivation Measure

SOA	Urban / Rural	Rank		SOA	Urban / Rural	Rank
East	Urban	1		South_1	Urban	236
Crevagh_2	Urban	3		Banagher	Rural	245
Strand_1	Urban	5		Victoria Bridge	Rural	266
The Diamond	Urban	6		Lisnagelvin_1	Urban	274
Creggan Central_1	Urban	10		New Buildings_1	Rural	278
Brandywell	Urban	13		Caw	Urban	287
Shantallow West_1	Urban	19		Slievekirk	Rural	299
Culmore_2	Urban	22		Culmore_4	Urban	300
Shantallow West_2	Urban	27		Plumbridge	Rural	304
Creggan South	Urban	33		Shantallow West_4	Urban	327
Ballycolman	Urban	37		Clare	Rural	333
Ebrington_2	Urban	38		Claudy_2	Rural	340
Clondermot_1	Urban	43		Artigarvan	Rural	376
Westland	Urban	45		Strand_2	Urban	405
Shantallow West_3	Urban	51		Kilfennan_2	Urban	415
Carn Hill_2	Urban	59		Ebrington_1	Urban	416
Rosemount	Urban	68		Pennyburn_1	Urban	419
Creggan Central_2	Urban	69		Eglinton_1	Rural	421
Shantallow East	Urban	86		Holly Mount_1	Rural	470
Glenderg	Rural	90		South_2	Urban	477
Altnagelvin_1	Urban	101		Claudy_1	Rural	490
Culmore_3	Urban	130		Lisnagelvin_2	Urban	513
North	Urban	141		Altnagelvin_3	Urban	525
Crevagh_1	Mixed	142		Altnagelvin_2	Urban	545
Springtown_1	Urban	144		Springtown_2	Urban	578
Donemana	Rural	148		Holly Mount_2	Mixed	603
Crevagh_3	Urban	149		Ballynashallog_1	Urban	621
Castlederg	Rural	152		Kilfennan_1	Urban	630
Victoria	Urban	153		Clondermot_2	Urban	633
Finn	Rural	166		Enagh_2	Mixed	634
West_2	Urban	170		Eglinton_2	Rural	636
Sion Mills	Rural	175		Culmore_1	Rural	650
Enagh_1	Rural	180		Foyle Springs_1	Urban	713
Beechwood	Urban	196		Culmore_5	Rural	738
Newtownstewart	Rural	201		New Buildings_2	Mixed	739
West_1	Urban	205		Pennyburn_2	Urban	755
Carn Hill_1	Urban	226		Ballynashallog_2	Urban	808
Foyle Springs_2	Urban	229				

Source DCSDC: NI Multiple Deprivation Measures 2017: Summary of those SOAs within the DCSDC area
file:///C:/Users/nicky.gilleece/Downloads/DCSDC-Multiple-Deprivation-Measures-2017-feb2018%20(3).pdf

The Seven Domains of Deprivation   Top 10 DCSDC SOAs

NISRA 2017: https://www.nisra.gov.uk/sites/nisra.gov.uk/files/publications/Top%20100%20SOAs.pdf

7.0 Educational Attainment

	COUNCIL	5+ GCSEs A*-C incl. GCSE English and Maths %
1	Fermanagh and Omagh	85.9
2	Lisburn and Castlereagh	82.0
3	Derry City and Strabane	79.9
4	Ards and North Down	79.8
5	Newry, Mourne and Down	79.4
6	Antrim and Newtownabbey	78.9
7	Mid Ulster	78.5
8	Causeway Coast and Glens	77.4
9	Mid and East Antrim	74.8
10	Armagh City, Banbridge and Craigavon	74.4
11	Belfast	71.8
	Total Leavers	77.7

	DISTRICT COUNCIL	5+ GCSEs A*-C %
1	Fermanagh and Omagh	95.8
2	Lisburn and Castlereagh	93.9
3	Antrim and Newtownabbey	93.8
4	Derry City and Strabane	93.0
5	Ards and North Down	92.3
6	Mid Ulster	92.0
7	Causeway Coast and Glens	91.7
8	Belfast	91.3
9	Newry, Mourne and Down	91.1
10	Mid and East Antrim	90.7
11	Armagh City, Banbridge and Craigavon	90.5
	Total Leavers	92.1

	DISTRICT COUNCIL	2+ A-levels A*-E %
1	Fermanagh and Omagh	68.6
2	Lisburn and Castlereagh	66.0
3	Ards and North Down	63.6
4	Antrim and Newtownabbey	62.9
5	Belfast	62.1
6	Newry, Mourne and Down	61.1
7	Derry City and Strabane	60.7
8	Mid and East Antrim	60.0
9	Mid Ulster	58.2
10	Causeway Coast and Glens	56.1
11	Armagh City, Banbridge and Craigavon	50.7
	Total Leavers	60.5

Persons aged 16 to 64, no qualifications, percentage, 2021

Council	% with No Qualifications
Antrim and Newtownabbey	6.0%
Ards and North Down	8.3%
Armagh City, Banbridge and Craigavon	13.0%
Belfast	14.2%
Causeway Coast and Glens	14.3%
Derry City and Strabane	15.1%
Fermanagh and Omagh	14.5%
Lisburn and Castlereagh	6.0%
Mid and East Antrim	12.8%
Mid Ulster	11.7%
Newry, Mourne and Down	12.9%
Northern Ireland	11.9%

Data extracted from: [Highest qualification level and participation in education and training 2021 | Northern Ireland Statistics and Research Agency (nisra.gov.uk)](#)

8.0 Wages

Gross Median Wage Comparison

Year	NI	DCSDC
2017	21215	17920
2018	22071	18277
2019	22459	19193
2020	23289	19883
2021	24099	20881
2022	25293	21402

https://datavis.nisra.gov.uk/communities/local-lmi-dashboard.html