



City for
working and
learning

Building an inclusive labour market:

Employability and Skills Workplan 2024/25

Project Name	Project Description	Actions/Targets	Timeline and Milestones	Budget												
Employment Academies	<p>Delivery of Employment Academies (<i>into work</i>) within:</p> <table border="0"> <tr> <td>Tech</td> <td>Logistics & Transport</td> </tr> <tr> <td>Fibre</td> <td>Health & Social Care</td> </tr> <tr> <td>Construction</td> <td>Classroom Assistants</td> </tr> <tr> <td>Working at Sea</td> <td>Childcare & Childminding</td> </tr> <tr> <td>Irish Medium</td> <td>Business Services</td> </tr> <tr> <td>Medical (for migrants)</td> <td></td> </tr> </table> <p>Delivery of Upskilling Academies targeting those working in low paid sectors to achieve Level 2-5 qualifications and gain a better job (where no appropriate delivery exists): Health & Social Care, Childcare and Classroom Assistants.</p> <p>Additionally, we will:</p> <ul style="list-style-type: none"> • Keep a watching brief on other sectors where demand is identified with good jobs - such as manufacturing, creative sector and green economy – and new academies delivered where inclusive pathways can be developed in conjunction with employers • Ensure all Academies have digital badges within a bespoke and recognised digital pathway • Design and embed a Quality Assurance Framework within all Employment Academies, undertake QA assessment, and produce a quality improvement plan to ensure a focus on continuous improvement • Re-commission Employment Academy Framework whilst keeping in place the Dynamic Purchasing System (DPS) for the flexibility this provides to respond to demand and provide bespoke solutions. 	Tech	Logistics & Transport	Fibre	Health & Social Care	Construction	Classroom Assistants	Working at Sea	Childcare & Childminding	Irish Medium	Business Services	Medical (for migrants)		<p># participants dependent on jobs identified. Higher value jobs prioritised although these have higher training cost per person, which lowers participant numbers</p> <p>520 participants (plus LMP funding covering 210 participants subject to receiving LMP resources)</p> <p>Maximum attrition rate of 10% (based on experience)</p> <p>Minimum new job/better job rate of 75% (also based on experience)</p> <p>Level 2-5 qualifications achieved: 200 BCC resources plus 50 LMP resources (subject to receiving LMP resources)</p> <p>Industry-specific licences: BCC funding 80; LMP funding 40 (subject to receiving LMP resources)</p>	<p>Ongoing and triggered by employer demand</p> <p>Peak delivery periods occurring in September/October 2024 and January 2025</p>	<p>BCC Budget: £842,250 delivery costs across various academies</p> <p>£30,000 for Quality Assurance work</p>
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Labour Market Partnership – management and development NB All DfC funding is currently waiting for Minister to agree budget, with position expected to be clarified in June 24. Provisional allocation of 25% of admin overheads released for period to end June 2024.	Convene/chair LMP meetings to identify key LM challenges and co-design solutions, expanding to include additional members such as TEO and EPIC Futures as an observer	6 LMP meetings held	Ongoing	-
	Continue to deliver Gateway to Choices service, providing independent advice and guidance, encourage informed decision making to find the right provision for people	1200 participants with 25% into work, 25% progressing to education/training (subject to receiving LMP resources)	Ongoing	
	Work with DfE and DfC to secure funding for Bridges to Progression as a ‘test and learn’ for future Skills for Life & Work provision using same approach to selecting providers scoring quality criteria through an application form and as in previous delivery.	120 participants with 83% gaining confidence as a result of the project (subject to receiving LMP resources)	Oct 2024 onboarding with delivery continuing until June 2025	
	Engage with partners to explore the development of a sustainable and effective investment model to address economic inactivity challenges. Activities to include research and engagement; hosting events including follow up to January 2024 Inclusive labour market conference – working in collaboration with statutory, third sector and employer partners	100 conference attendees across conference/summits; development of research/insights pieces for engagement with partners	Ongoing	
	Host Belfast Jobsfair in partnership with DfC in St. George’s Market and explore other jobs and skills events	60 employers at jobsfair with vacancies for 750 attendees	Oct 2024	
	Design and delivery of Multiply, bolting on to existing delivery across a number of themes including community-based learning, upskilling those in work to L2, budgeting for work, maths for speakers of other languages, etc.	Working with delivery partners to enhance existing service – KPIs to be finalised once funding agreement is received from DfE	May 2024 – Mar 2025 IRO £200,000 available to LMPs from UKSPF via DfE	-

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Social Value & Supporting the Ecosystem	Continue to expand and consolidate the Employability and Skills Provider Network. This currently has 358 members from 115 organisations in every part of the city covering key target groups (disability, women, young people, justice leavers, ethnic minorities, care leavers etc.).	Grow E&S Provider Network to 400 members	Ongoing	-
	Following our successful pilot with RSA Cities of Learning, commission Digital Badging platform as well as quality standards service for individual badge writing and publishing. Provide access to Digital Badging for organisations within the employability and skills ecosystem	Enable 20 organisations to access Digital Badging for their own services with participants/employees	Commissioning April 2024 with new organisations onboarded from June 2024	£45,000 (including own access to digital badging platform)
	Work with colleagues in Planning for E&S considerations within Developer Contributions by providing statistical data and analysis on labour market shortages as well as reviewing and recommending interventions regarding Skills Plans where applied	Provide skills assessments and act as a consultee within Developer Contributions	Ongoing	-
	Support contractors to meet their Social Value job requirements and work with Enterprise and Business Growth colleagues to: <ul style="list-style-type: none"> • Support inclusive recruitment practices for providers and employers on current labour market issues such as visa requirements, employing people with disabilities etc. • Build provider capacity in tendering/procurement and facilitate Meet the Broker events for contractors 	Provide advice and guidance on Social Value within BCC contracts Increase access to public procurement opportunities for local companies	Ongoing	-

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GCSE Support Programme	The expectation is that delivery can be 'lifted and shifted' within the context of Fair Start and Reducing Education Disadvantage (RED) policy initiatives led by the Department for Education. However, financial pressures caused by the lack of an NI Executive have had a knock-on impact to these new policy/funding streams. We will therefore continue to resource the GCSE Support Programme on an interim basis for a further year and – in partnership with Belfast Area Partnerships – work closely with DE to transfer this programme to the Department.	250 pupils supported with predicted grades below a C in English and/or Maths 162 achieving at least Grade C in English/Maths	New participants onboarded October 2024 for May/June 2025 exam period	£40,000 from 2024/25 budget