

Appendix 1 – Employability and Skills

Key activities delivered to date relate principally to the support to help those furthest from the labour market back into employment. The key activities associated with entrepreneurship and business start-up are reported in the report on business start and business growth. Whilst some of the activities outlined below are still ongoing, to date over 3,000 residents have accessed employability interventions and almost 700 of those have entered employment/self-employment. In addition, more than 200 level two qualifications have been supported. School engagement activities have engaged with almost 1900 young people across the city in the course of the last year. The outcomes highlighted above have been generated across a range of employability projects including match-funded employability projects, Hospitality Employment Academy and sport-focused outreach projects. Their main areas of work include:

- Year two delivery of five European Social Fund (ESF) employability projects and two other match-funded employability projects which aim to increase workforce skills primarily targeting those furthest removed from the labour market. Interventions include job clinics, legal and debt advice as well as work placements, into-work support and skills development. The outcomes of these projects are focused upon progression into employment, self-employment and/or further training. Activity is also aligned to the social clause opportunities emerging from the major investments across the City. The total match funding required for this activity is £240,000. The projects supported and delivery partners are:
 - LEMIS Partnership - LEMIS+
 - Lenadoon Community Forum – Training for Employment
 - Shankill Women’s Centre – Community Employment Programme
 - Springboard – Jobworks
 - Women’s TEC – SPEC Programme
 - Women in Business – Connect Programme
 - Workforce – Pathway to Work
- Launch of the Hospitality Employment Academy (HEA) – a new pilot project developed in recognition of the expected employment growth in the hospitality sector arising from the investment in the Waterfront Hall and scale of hotel developments taking place in the City. Targeting the unemployed, HEA supports residents to develop the skills required for entry level positions within the industry and provides access to employment through guaranteed interviews. This Academy is now on its fourth cohort of participants and the percentage of participants

accessing employment opportunities is significantly higher than a number of other interventions which are not employed-led

- Delivery of sport-focused outreach pilots, delivered by Sport Changes Life and Active Communities Network. These early engagement interventions primarily target young people and school children at risk of disengaging with formal education, training and/or employment. The focus of these programmes is primarily to support individuals to become positively engaged and address personal barriers with the aim of getting them to progress towards positive destinations through education, employment and/or volunteering – and possibly referring on to other support interventions
- Continued support and delivery of social clauses included within Council contracts by creating access for local residents to upcoming opportunities through engagement with local training providers and the delivery of events such as job fairs/interview days etc.
- Partnership working with Department for Communities and other partners to promote access to employment opportunities through job fairs. Across the 2016/17 financial year over 2800 individuals attended job fairs supported by Belfast City Council.
- School engagement work to promote careers in growth sectors has taken place through a range of means including bespoke events delivered as part of the Innovation Factory's social regeneration activities
- Commissioning of research to identify ways of improving engagement with employers in order to ensure that training and skills development activity is aligned to specific needs and emerging opportunities.