

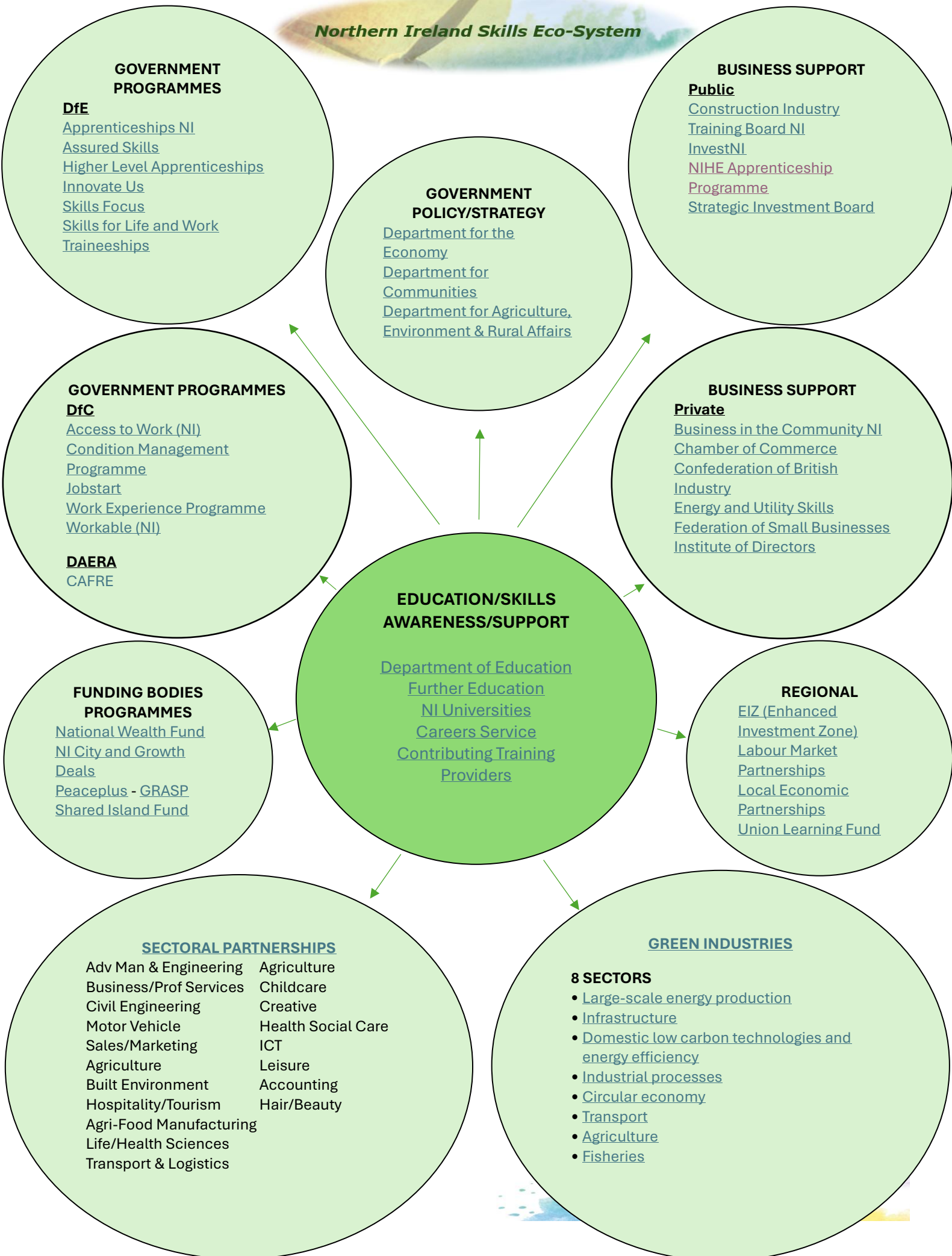


GREEN SKILLS DELIVERY GROUP

NI SKILLS ECO-SYSTEM



Northern Ireland Skills Eco-System





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INTRODUCTION

The Northern Ireland skills eco-system is a dynamic and interconnected network of educational institutions, training providers, employers, government bodies, and individuals working to develop and deploy the skills needs for Northern Ireland. The skills eco-system will play a pivotal role in shaping the workforce — one that is agile, inclusive, and equipped to meet the demands of a rapidly evolving economy. This is particularly relevant to the green sector.

The eco-system is underpinned by several strengths: world-class universities, a robust Further Education infrastructure, successful higher-level apprenticeships, and pioneering models such as Assured Skills. There is a lot of good work being undertaken in both the public and private sector however, the system remains disjointed with providers working in silos, it is overly complicated and difficult to navigate for employers and individuals.

The Northern Ireland skills eco-system cannot just be a framework—it must be responsive to the evolving needs of the economy through a collaborative approach.

This document provides the information on the various programmes, training opportunities etc. that currently exist so that the Skills Eco-system Lead-group can assess the provision and look for ways to establish partnerships and collaboration to achieve a more cohesive, easier to navigate skills eco-system and make better use of collective resources.





1. EDUCATION / SKILLS AWARENESS / SUPPORT

DEPARTMENT OF EDUCATION

Education is one of the most important keys to tackling the climate change emergency. The Northern Ireland Curriculum will continue to play a vital role in supporting the green economy and nurturing environmentally conscious citizens. Through the integration of topics related to sustainability, climate change, and green growth, schools can equip children and young people with the knowledge, understanding, skills, and values necessary to contribute actively to a greener future; a curriculum that emphasises the green economy can also prepare our children for future careers in sectors such as renewable energy, sustainable agriculture, and green technology.

FURTHER & HIGHER EDUCATION

FURTHER EDUCATION COLLEGES

The Department for the Economy (DfE) is responsible for the policy, strategic development and financing of the statutory Further Education sector.

Following the introduction of Devolution, the Northern Ireland Further Education network underwent a major transformation with the creation of the six regional colleges, from the previous 16 colleges. To accompany college restructuring, the college estate has been improved beyond recognition with some world class facilities now available. The colleges play a significant role in skills development and promotion of lifelong learning, as well as helping to address skills gaps and contributing positively to their local communities.

The colleges now work more closely with employers to understand their needs, and provide a curriculum and qualifications focused on supporting economic development.

They are tasked with playing a pivotal role in generating a strong and vibrant economy through the development of professional and technical skills, increasingly at higher levels, and by helping employers to innovate. They have an important objective to support social inclusion by providing those with low or no qualifications, or who have other barriers to learning, with the skills and qualifications needed to find employment and to become economically active.

The green related courses offered by the six FE colleges in 2025/26 are listed at [Annex A](#).

Belfast Met

Northern Regional College

North West Regional College

South Eastern Regional College

Southern Regional College

South West College



NORTHERN IRELAND UNIVERSITIES

Higher Education is delivered by the three universities and two university colleges. The Higher Education institutions are autonomous and determine their own course provision.

They deliver a range of courses that fit well with the green sector, but there is scope to develop and diversify this offering, so that it is more responsive to movements in technology and the changing expectations placed on graduates.

A list of the green related courses available at all three universities are listed at [Annex B](#).

[The Open University | Courses](#)

[Queen's University Belfast | Courses](#)

[Ulster University | Courses](#)

CAREERS SERVICE

If you want help to plan your career or make decisions in an ever-changing jobs market, Careers Service can help with advice and guidance. A range of free interactive tools is available to help you find out more about different careers from A to Z and match your career options, based on your skills, interests and values.

CONTRIBUTING TRAINING PROVIDERS

There are a number of utility training centres in Northern Ireland which provide specialised training and certification for those working in the industries like electricity, gas, water and telecommunications. The providers listed below are involved with the Green Skills Delivery Group, however there are more organisations that offer other training options.

Relevant training centres are operated by the following:

- **[NIE Networks](#)**
- **[Northern Ireland Water](#)**
- **[Horizon Engineering Solutions](#)**
- **[Electrical Training Trust \(ETT\)](#)**
- **[NICVA](#)**
- **[Workplus](#)**

The training centres play a crucial role in upskilling the workforce and ensuring compliance with industry standards.



NIE NETWORKS APPRENTICESHIP ACADEMY

NIE Networks operates a number of bespoke, in-house training facilities across Northern Ireland to support its Apprentice Academy, workforce development, and technical skills training. Training is delivered through a combination of on-the-job experience and structured off-the-job learning, with many programmes holding industry and professional accreditation.

New Training Facility

Plans are in place to develop a new, longer-term, purpose-built standalone training school that will act as a single, centralised hub for technical training delivery for NIE Networks. The proposed facility will replace the existing jointing, metering, and plant training facilities while introducing new overhead line and network operational training capabilities.

The development will provide sufficient capacity to onboard all new apprentices, supporting the significant increase in apprentice intake volumes required in the coming years, while also offering a consistent learning environment and providing upskilling and refresher training for existing employees. The facility will additionally support the scaling of contractor resources by enabling training and workforce growth, and its overall capacity will future-proof the business to accommodate potential growth through to 2050.

The building has been designed to be carbon-neutral in the long term, reflecting a strong commitment to a sustainable, low-carbon future, and presents opportunities to support Green Skills action plans, sector collaboration, and the promotion of STEM careers through outreach initiatives.

Collaboration with Northern Regional College (NRC)

As part of the NIE Networks Apprenticeship Academy, technical qualifications are obtained through a long-established collaborative relationship with Northern Regional College (NRC). This partnership has helped deliver high-quality, industry-led technical education and apprenticeship training that supports the development of a skilled, future-ready electricity workforce.

The collaboration is further strengthened through joint initiatives, such as the provision of real-world network equipment for use within college training environments, enabling apprentices to gain hands-on experience with live industry assets. This long-standing partnership ensures training remains relevant, fully accredited, and aligned with industry standards, while supporting NIE Networks' strategic workforce planning, green skills development, and long-term network investment programmes.

Joint Utilities Installation Operative Entry-Level Programme

The Joint Utilities Installation Operative Entry-Level Programme is a 22-week programme developed collaboratively by CITB NI, in partnership with the Department for the Economy (DfE), NIE Networks, and Kier. It is designed to support individuals into employed status, with participants receiving a salary throughout the programme. All training delivered is fully accredited and provides a strong foundation of industry-relevant technical skills.





These skills include First Aid, Manual Handling, Abrasive Wheels, Street Works Operative certification, CSR Card accreditation, and Fire Safety Training. In addition, learners complete specialist modules in both Cable Assets Installation and Gas Assets Installation, ensuring they gain practical, job-ready skills across key utilities sectors.

[NIE Networks 2026 Apprenticeship Role Specification](#)

NORTHERN IRELAND WATER - ENTRY LEVEL ACADEMY

NI Water offers a variety of career pathways for school, college and university leavers as well as those looking for a career change. Its Entry Level Academy offers a wide range of exciting opportunities for apprentices, higher level apprentices (HLA's) and graduates across various disciplines including Water Utilities, Mechanical and Electrical Engineering and Hydraulic Modelling. It also offers hybrid work experience programmes for students aged 16 – 19 in science, engineering and finance.

[Careers | Northern Ireland Water](#)

HORIZON ENGINEERING SOLUTIONS

Horizon facilitate an electrical employers' network with over 400 employers represented. Horizon Engineering Solutions are a standalone training organisation offering a City & Guild's Assured, Electrical and Carbon Training Academy and delivers Facility Management Solutions and Carbon Management Solutions to Global Companies across a wide range of business sectors. A list of their current training provision is attached below.

Horizon Engineering Training Course Summary 2024		
Name of Course	Description	Accreditations
18th Edition Wiring Regulations, £495pp + vat 4 Days	A course for persons with responsibility for the design, installation, or maintenance of electrical systems. The course is designed for electrically trained engineers/craftsmen to attain a benchmark qualification relating to the 18th Edition IET Wiring Regulations.	City & Guilds
Access to Electrical Substations & Switch Rooms, £250pp + vat 0.5 Day	A course for persons who require access to High Voltage (HV) Substations and Switch Rooms, and are required to work in the vicinity of, but not on electrical equipment.	CPD, CITB NI
Authorising Engineer, £925pp + vat 2 Day	A course for learners who have been selected for appointment as Authorising Engineer's (AE), and those required to superintend or audit work activities relating to or involving significant risk activities on Electrical or Mechanical services.	
Authorised Persons, Mechanical Systems, £1470pp + vat 4 Days	A course for learners who have been nominated for appointment as Authorising Engineer or Authorised Person, Mechanical.	



ESG (Environmental, Social & Governance), Circular Economy & Carbon Literacy, £250pp + vat 0.5 Day	The workshop aims to demystify the terms Net Zero, ESG, Circular Economy and provide a practical introduction to carbon footprinting.	
High Voltage Power Systems Operations, £1470pp + vat 4 Day	A course for persons wishing to be considered for promotion to the role of “High Voltage Authorised Person” within their employer’s organisation.	City & Guilds, CPD, CITB NI
High Voltage Switching, £350pp + vat 1 Day	The aim of this course is to provide HV Senior Authorised Persons (SAP’s) and Authorised Persons (AP’s) with an opportunity to top up their “air miles” with regards to preforming HV operations.	
Lockout Tagout, £250pp + vat 0.5 Day	This training covers how Lock Out Tag Out is applied for safe isolations and how Control of Hazardous Energy is applied within the LOTO process to stop the unexpected release of a hazardous energy.	CPD
Low Voltage Authorised Person, £1050pp + vat 3 Days	In relation to Low Voltage Authorised Person training, this course will provide the necessary underpinning of Safety, Legal, Technical, Operational and Procedural training for persons wishing to be considered for appointment to the role of “Low Voltage Authorised Person” within their employer’s organisation.	City & Guilds, CPD
Low Voltage Electrical Awareness, £250pp + vat 0.5 Day	A course for those who require refresher training on the hazards presented by LV systems and their operation. This refresher training is for personnel already considered competent when working at their sites specific LV system.	CPD
Low Voltage Power Systems Operations, £350pp + vat 1 Day	Persons wishing to be considered for promotion to the role of “Low Voltage Competent Person” within their employer’s organisation.	City & Guilds, CPD, CITB NI
Low Voltage Competent Person Healthcare, HTM 06-02, £350pp + vat 1 Day	The course is aimed at those who may either be working in or aspiring to be City & Guilds, nominated as a Competent Person in the healthcare environment, in accordance with HTM 06-02.	City & Guilds, CPD
Management Awareness Electrical Safety, £300pp + vat 1 Day	Electrical safety awareness for all persons with Responsibility for Electrical Systems and Safety.	CPD, CITB NI
Introduction to Drives & Controls, £300pp + vat 1 Day	The purpose of this course is to give delegates a greater insight into the different types of motors, starters, VSD’s and PLC’s, with a focus on selection, control wiring and commissioning.	



ELECTRICAL TRAINING TRUST (ETT)

The Electrical Training Trust (ETT) is an independent charity that dedicates its time and resources to supporting individuals, employers and professionals within the electrical installation industry to improve their knowledge, enhance their skills and improve their competence.

ETT is an approved City & Guilds, LCL Awards, and NET AM2 centre and operates under ISO 9001 quality assurance accreditation.

Overview of Services

Industry Recognised Accredited Technical Training

ETT offers a wide range of accredited and non-accredited electrical training programmes, workshops and seminars that successfully address local skills and training needs. ETT helps employers to evaluate their training requirements, providing basic skills training to Level 3 technical upskilling and Level 4 accredited qualifications.

ETT's dedicated Renewables Training Centre provides accredited Level 3 training in Solar Photovoltaic (PV) systems, Battery Energy Storage Systems and Electric Vehicle Charging Point (EVCP) installations. The centre has also successfully delivered a number of Cleantech Academies through local Labour Market Partnerships to upskill electricians in Northern Ireland with fully funded, accredited renewables training.

Skills Assessments and Competence Verification

ETT is an approved AM2S centre, authorised by the National Electrotechnical Training (NET) to deliver the industry recognised end point assessment. The AM2S is designed to confirm that a candidate has achieved the level of competence expected of a fully qualified electrician.

ETT also delivers the Electrical Worker Assessment (EWA), a portfolio-based programme designed for experienced electricians who have been working in the industry, but do not hold a formal Level 3 qualification. Successful completion provides a recognised route to achieving a Level 3 electrotechnical qualification, supporting experienced workers upskill and gain formal industry recognition as a qualified electrician.

Electrical Installation Level 3 Apprenticeship

ETT delivers the NVQ Level 3 Electrical Installation Apprenticeship (Framework 342) at its Apprenticeship Training Academy in Ballymena. ETT delivers an employer-led apprenticeship training model that places the needs of industry at the centre of the learning experience. By maintaining strong partnerships with employers and upholding recognised industry standards, ETT aims to support the development of skilled, competent electricians ready to contribute effectively to the workforce.

Advice and Industry Guidance Regarding Electrical Safety & Standards

ETT provides advice and industry guidance on electrical safety and standards, helping organisations and individuals understand and apply current regulations and best practices. ETT promotes safe working environments, encourages compliance with relevant standards, and helps maintain high levels of safety and professionalism across the electrical industry.



Training Courses

Accredited Technical Courses	Duration
C&G 2396 Level 4 Design & Verification of Electrical Installations	5 days + written exam
C&G 2391-52 Level 3 Initial & Periodic Inspection & Testing	4.5 days + practical + online exam
C&G 2382-22 Level 3 Award in Requirements for Electrical Installations	2 days + online exam
C&G 2377-77 Level 3 In-Service Inspection & Testing	1 day training + practical & online
C&G 2346 NVQ Level 3 Experienced Worker Assessment	Up to 18 months
Accredited Renewables Training	Duration
L3 Installation & Maintenance of Small-Scale Solar PV Systems	3 days (practical & online exam included)
L3 Design, Installation & Commissioning of Electrical Energy Storage Systems	2 days (practical & online exam included)
C&G 2921-34 Design & Installation of Domestic & Small Commercial EV Charging	1 day training + online exam
Knowledge & Awareness Training	Duration
Inspection & Testing Practical Workshop	1 day
Electrical Safety Awareness	Half day
Safe Isolation (part funded by ETT)	Half day
Emergency Lighting & Fire Alarms Awareness	1 day
Level 2 Award in First Aid for Mental Health	1 day
Temporary Electrical Installations BS7909	1 day
AM2S Preparation	1 day





Surge Protection	1 day
Diverted Neutral Current (DNC) & Net Currents (NET)	1 day
Get Tender Ready	1 day
Introduction the Thermography	1 day

NORTHERN IRELAND COUNCIL FOR VOLUNTARY ACTION (NICVA)

NICVA is a membership and representative umbrella body for the voluntary and community sector in Northern Ireland. It provides a wide range of training, ranging from one-day events to bespoke training packages and online training.

NICVA's training is developed to meet the needs of the voluntary and community sector and includes a wide variety of high quality sessions which are delivered at NICVA, and if demand is substantial, additional courses can be delivered in other locations across Northern Ireland.

WORKPLUS

Workplus is a thriving, inclusive early talent system that supports Northern Ireland in becoming a world leader in innovative, high-value industries. Its mission is to connect employers with emerging talent through platforms, campaigns, and partnerships that drive awareness, access, and action. It also partners with local employment organisations such as The Cedar Foundation, Disability Action and NIACRO to help employers tap into new talent pools, with expert support that makes recruitment easier, more inclusive, and more rewarding.

Workplus are currently developing an AI Skills Navigator, which uses AI to map green jobs, skills and pathways across Northern Ireland. The tool will support inclusive access to green careers, inform skills planning, and align with wider just transition and net-zero priorities.



2. GOVERNMENT POLICY/STRATEGY

DEPARTMENT FOR THE ECONOMY

The Department's Energy Strategy Action Plan and three-year Skills Action Plan both include references to green skills, and delivering on the Green Skills Actions will contribute to the successful implementation of both strategies as well as the four key priorities to deliver the Economic Vision - good jobs, promoting regional balance, raising productivity and reducing carbon emissions. The Climate Change Act and the global commitment to Net Zero emissions by 2050 demand a skilled workforce in sustainability practices creating a clear need for an actionable strategy to outline our priorities and the steps we need to take to achieve our goals.

Green Skills Action Plan

The Green Skills Action Plan provides a comprehensive framework to guide Government, employers, educationalists and individuals on what is needed to deliver the skills and the jobs for the future.

The Climate Change Act and the global commitment to Net Zero emissions by 2050 demand a skilled workforce in sustainability practices creating a clear need for an actionable strategy to outline our priorities and the steps we need to take to achieve our goals. The Action Plan is a blueprint on how we address these challenges and create the skills eco-system that will meet the skills needs of the future as green technologies develop and our need for new skills increases. The Action Plan will evolve during its lifetime as the environment changes.

[Green Skills Action Plan](#)

Northern Ireland Energy Strategy 'Path to Net Zero Energy'

The context for energy has changed substantially since the 2010 Strategic Energy Framework (SEF) was published. In June 2019 the UK became the first major economy to commit to a 100 per cent reduction in greenhouse gas emissions by 2050. This 'net zero' target represents a significant step-change in the commitment to addressing the climate crisis.

[Energy Strategy Path to Net Zero Energy](#)

Skills Strategy

Shaping policy, programmes and initiatives, designed to build and align the skills of people in Northern Ireland with the needs of the economy. Specific Policy areas include Digital Skills, Lifelong Learning, Immigration and also delivery of the CyberFirst Schools and Colleges programme.

[DfE Skills Strategy](#)





Skills Action Plan

The Skills Action Plan builds upon the work achieved under the auspices of the Skills Strategy, as a distinct, forward-looking framework that will deliver the Minister's Economic Vision through targeted actions to better reflect current and future economic needs.

The Action Plan sets out the key agreed actions that the Department will focus on to ensure that everyone has a pathway to enhance their existing skills. Designed to complement the existing strengths of our education system and the outcomes delivered through our schools, colleges, universities, apprenticeship programmes and the range of employment/pre-employment interventions already established.

[Skills Action Plan](#)

DEPARTMENT FOR COMMUNITIES

The Department for Communities delivers a diverse range of functions that impacts on everyone in our society, and it wants to demonstrate leadership in its response to climate change through how it reduces its impact on the environment, adapts to make our communities more climate resilient and how it seeks to influence and encourage the wider community.

Warm Healthy Homes Strategy

The Department for Communities Minister launched the Executive's Warm Healthy Homes Strategy 2026-2036 in a statement to the Assembly on 5 February 2026. The Strategy sets out an ambitious vision for everyone in Northern Ireland to live in a warm, healthy home.

The strategy was developed through extensive stakeholder engagement, ensuring that the voices of those most affected by fuel poverty and voluntary sector, industry and statutory partners shaped its priorities.

Key elements of the strategy include:

- A coordinated, cross-government approach to addressing fuel poverty.
- Long-term measures to improve energy efficiency and affordability.
- Partnership working with stakeholders to deliver sustainable solutions.

The Strategy's success will rely on close collaboration to ensure effective delivery and meaningful outcomes. This whole-of-government approach reflects the Executive's commitment to tackling fuel poverty and the challenges caused by living in cold, damp homes.

[DfC Warm Healthy Homes Strategy 2026-2036](#)





The Housing Supply Strategy

The Department for Communities' Minister announced the launch of The Housing Supply Strategy 2024 - 2039, in a statement to the Assembly on 9 December 2024. The strategy, which was approved by the Executive on 5 December 2024, provides a 15-year framework for the development and delivery of policies and actions needed to deliver our housing supply needs.

This Executive Strategy takes a whole system approach which recognises that there is not one single overarching challenge affecting housing supply here, but a series of interlinked challenges which will require a coordinated and collaborative approach to address.

[DfC Housing Supply Strategy 2024-2039](#)

Consultation on Shaping Sustainable Places

Shaping Sustainable Places aims to create a flagship programme of interventions to arrest the decline in our valued village, town and city centres.

Shaping Sustainable Places lays the foundation for new ways of delivering regeneration outcomes. The Department for Communities aims to engage communities at the earliest stages of planning for change, developing solutions to specific place-based challenges through funding local physical and infrastructure projects.

[DfC Consultation on Shaping Sustainable Places](#)

Ministerial Advisory Group for Architecture and the Built Environment

Ministerial Advisory Group for Architecture and the Built Environment is here to support communities, developers, local authorities and government to create high quality buildings and places that promote well-being, sustainable futures and the economy in Northern Ireland. They do this by providing independent, expert advice on development proposals to facilitate the planning process and deliver results that consider our built environment holistically. The built environment is fundamental to the way we live our lives.

[DfC Ministerial Advisory Group for Architecture and the Built Environment](#)

DEPARTMENT OF AGRICULTURE, ENVIRONMENT AND RURAL AFFAIRS

Green Growth Strategy

DAERA has been leading the development of the Draft Green Growth Strategy, on behalf of the Northern Ireland Executive. The Green Growth Strategy will set a high-level vision to ensure future government policy making has climate, environment and a green economy at its core. Green Growth means using the move from a high to a low greenhouse gas emissions society to improve people's quality of life through green jobs and a clean environment. At this time the document remains a draft and is subject to further Executive consideration.

[Draft Green Growth Strategy](#)





The Climate Change Act

The Climate Change Act (Northern Ireland) 2022 (Act) sets a target of an at least 100% reduction in net zero greenhouse gas (GHG) emissions by 2050 (i.e., net zero emissions by 2050) for Northern Ireland compared to baseline, along with interim targets including an at least 48% reduction in net emissions by 2030.

The Act also sets other sectoral targets including 2030 targets at least 80% of electricity consumption from renewable sources (DfE) and 70% of waste is recycled (DAERA) as well as a target for a minimum spend of 10% of overall transport budgets on active travel (DfI).

[The Climate Change Act \(Northern Ireland\) 2022 - Key elements](#)

Northern Ireland's draft Climate Action Plan 2023-2027

In 2022, Northern Ireland passed its first climate legislation. The Climate Change Act (Northern Ireland) 2022 sets an ambitious target to reduce Northern Ireland's greenhouse gas (GHG) emissions to net zero by 2050. This means that we must remove at least as many emissions from our atmosphere as we produce.

The [Act](#) requires us to prepare and publish a Climate Action Plan every five years. This plan sets out policies and proposals to achieve required reductions in emissions and the actions to enable this to happen. The focus of this draft Climate Action Plan is on meeting the first carbon budget, 2023-2027.

[NI Climate Action Plan 2023–2027](#)



3. GOVERNMENT PROGRAMMES - BUSINESS

This section outlines the programmes and opportunities available to businesses in Northern Ireland.

DEPARTMENT FOR THE ECONOMY

ApprenticeshipsNI

Aims to provide apprentices with the knowledge, understanding, and competence to work at a high level in their chosen occupation; offer quality training to fulfil the requirements of an appropriate apprenticeship framework; contribute to raising the skills level of the NI workforce; provide opportunities for progression to further and higher education and training; support the direct involvement of employers in training key personnel.

Assured Skills

Funded by DfE, the Assured Skills programme is a short, demand-led, pre-employment training programme designed to upskill individuals and help them compete for guaranteed job vacancies in new foreign direct investment (FDI) companies and expanding local businesses.

Its objectives are to up-skill or re-skill individuals through the development and delivery of Assured Skills pre-employment training academies, via Further Education/Higher Education, in response to industry demand.

Higher Level Apprenticeships

Funded by DfE, these offer an alternative route to gain a recognised higher education qualification, while in paid employment across a broad range of occupational areas.

75% of those who begin a HLA successfully achieve the qualification; assist in the development of a highly skilled and innovative workforce that will contribute to the twin goals of social inclusion and economic success; provide a quality programme which offers quality training in tandem with employment, and partnership between employer, provider and apprentice; support the direct involvement of employers in the development of HLA provision that meets their needs; and ensure that the programme is flexible and can respond to changing priorities and external pressures.

InnovateUs

The focus of InnovateUs is to enable small businesses, with fewer than 50 employees, to acquire the skills necessary to engage in innovation activities. It also aims to encourage small businesses to undertake further forms of upskilling or development to enhance their learning and innovation capacity and it promotes collaborative working between small businesses and Further Education (FE) colleges. The programme provides training which is tailored to the requirements of small and micro businesses. It is delivered by the FE Colleges, as the Department's Non-Departmental Public Bodies (NDPBs), increasing FE's role in economic development. InnovateUs is fully funded by the Department.

The programme is project based, providing up to 60 hours of tailored training (per project) to help small businesses develop new products, processes, or services. Eligible businesses can undertake up to a maximum of three projects





with training delivered in the form of one-to-one mentoring either in the workplace or at the college. The Programme provides an important first step for small businesses who wish to gain the skills necessary to engage in innovation and participants are encouraged to then progress on to further innovation to help their growth and development.

Skills Focus

Skills Focus aims to support, promote, and facilitate collaborative working between business and FE colleges, in order to provide tailored skills provision to small-to-medium size enterprises (SMEs), increasing the skills levels of their workforce to level 2 and above, and to increase Further Education's role in economic development. The programme has an increasing emphasis on qualifications at level 3 and above.

DEPARTMENT FOR COMMUNITIES

JobStart Scheme

In early 2023 an opportunity arose for the Department for Communities, in collaboration with DfE and Invest NI colleagues to secure a £40m package under the NIO New Deal for Northern Ireland funding stream. Of this £15m was to be made available for a new phase of the successful JobStart Scheme.

JobStart offered 6-month job opportunities aimed at those aged between 16-24 who were deemed job ready. Extended opportunities were available to participants who fell into one of the Specialist Pathway Groups allowing them additional time to settle into their job opportunity and remove any additional barriers to employment. These Pathways include young people with a Disability, those who are NEET, Care Experienced, those who are engaged with the Criminal Justice System, those who are at risk of falling into paramilitary activity or coercive control, and refugees with a right to work status.

The Department paid costs for each participant for up to 25 hours per week at the National Minimum Wage, Employer National Insurance contributions and any Automatic Enrolment contributions. The Department also provided a support grant to employers for each participant to help fund training costs, uniforms, protective clothing, IT equipment, etc and this was payable on receipt of a robust quality training plan.

JobStart NICS Pathway

Following the success of an enhanced pathway within DfC for young people with a disability, it was decided to offer these opportunities across the wider NICS. All departments were invited to participate and by Scheme close 33 young people had undertaken a JobStart across seven departments within NICS.

Outcomes

At Scheme Close there were 264 (17%) early leavers from the Scheme. Of the 1,296 completers 77% moved into Sustained Employment and a further 7% into Education or Training:

- 637 have been retained by their JobStart employer
- 358 have moved into alternative employment as a result of their newly acquired JobStart skills and experience
- 91 have moved into further education or training





JobStart 50+

JobStart 50+ was a pilot scheme closely mirroring the successful JobStart Scheme and assisting up to 180 unemployed 50-64 year olds to enter or re-enter the workplace. It was funded through HM Treasury's Labour Market Evaluations and Pilots (LMEP) fund.

JobStart 50+ offered participants a six-month paid job opportunity at the National Living Wage rate for 25 hours per week with employers across Northern Ireland in a wide range of sectors. Participation on the scheme provided participants with the opportunity to develop their employability and occupational skills and gain the experience needed to successfully compete for and sustain employment once their opportunity had ended.

As a 'test and learn' pilot, JobStart 50+ allowed the Department for Communities to explore if a JobStart style scheme would encourage unemployed citizens from this group back into employment. The Department will work with Ulster University to evaluate the scheme and data gathered to inform future policy direction around support for those aged 50-64.

Scheme Launch

Following a soft launch in May 2025, the JobStart 50+ Scheme was promoted across media channels and through an existing partnership with U105. Alongside efforts from ESB this resulted in 440 employers offering 962 JobStart 50+ opportunities.

DfC Work Coaches from across all 35 JBoS promoted the Scheme with eligible clients while the JobStart Team worked with those not on benefits. This co-operative approach meant that the Scheme was able to meet its target of 180 participants by 12 September 2025.

Outcomes

180 participants started a JobStart 50+ opportunity with 20 (11%) leaving early. Of the 160 completing their opportunity (52%) have sustained employment and (1%) has moved into Education or Training.

Work Experience Programme

The Work Experience Programme offers short term work experience placements for participants aged 16-65 to gain practical knowledge of a working environment

The aim of the programme is to enable participants to develop a range of both employability and occupational skills that can help them with their career aspirations. Participants can learn more about specific industries and job roles to help them make more informed choices about their future career.

The programme can also improve participant's overall confidence and motivation skills and the opportunity to meet new people and gain social skills through interaction with colleagues.

Placements

Work Experience Programme placements fall under two strands:





2-8 week

A placement length ranging between 2-8 weeks available to 16–65-year-olds.

Opportunity Guarantee (OG)

Available to 16–24-year-olds. Consists of a 13-week placement with a guaranteed interview on completion of the placement for either an apprenticeship or employment.

Incentives

Participants receive an incentive of £10 per day/maximum of £50 per week for taking part, as well as travel and childcare costs reimbursed for days worked.

Employers also receive an incentive payment of £250 for every participant they take on through the programme. Employers who offer Opportunity Guarantee placements receive an additional £250 upon completion of the 13-week placement.

Employers will not be asked to make any payments to participants on the programme. Participants will retain their benefit entitlement during the period of work experience.

Eligibility

To be eligible for the Work Experience Programme, participants must be

- be aged 16-65
- be receiving Universal Credit or Jobseeker's Allowance, Employment and Support Allowance or Income Support and actively seeking employment
- be actively seeking employment if you're unemployed and not claiming benefits

If in receipt of benefits potential participants can contact their work coach within their local Jobs and benefits office to check if they are eligible and help identify suitable work experience opportunities.

Employers who wish to offer work experience opportunities can contact their local Jobs & Benefits Office and an employer adviser can start the process.





GOVERNMENT PROGRAMMES - INDIVIDUALS

This section outlines the programmes and opportunities available to individuals in Northern Ireland.

DEPARTMENT FOR THE ECONOMY

Skills for Life and Work

Skills for Life and Work is an interim programme designed to ensure continuity of vocational education and training provision at Entry Level and Level 1, until fully reformed provision at these levels has been finalised. Skills for Life and Work has been developed to ensure that young people obtain training and development in areas such as - personal and social development; employability; professional and technical qualifications; confidence building; motivation skills; life and work skills including essential skills to help them on the road to employment, progress in the workplace, get ahead in their chosen career and gain relevant qualifications.

Skills for Life and Work will enable participants to gain qualifications and build key personal and employability skills. It should be seen, for those young people who require it, as an important stepping stone to the Department's vocational education and training provision at Level 2 and above – namely the NI Traineeship, mainstream Further Education and ApprenticeshipsNI – or to other employment.

Traineeships

The NI Traineeship is a Level 2 full-time vocational education and training offer that combines professional and technical training, structured work placement and numeracy and literacy qualifications to support an individual's progression into employment or higher levels of education and training. In addition, trainees undertake development in the transversal (employability) skills that are important for the workplace as described by UNESCO. The transversal skills cover the areas of citizenship; working with others; problem solving and decision making; self-management; work professionalism; and digital literacy. Project Based Learning is used to provide trainees with opportunities to develop these skills across the curriculum.

DEPARTMENT FOR COMMUNITIES

Access to Work (NI)

Access to Work (NI) can help people with disabilities to take up employment or who are in work and experience difficulty related to their disability. It can also help employers who wish to recruit or retain people with disabilities in employment. It assists employers and people who are in paid employment, or who have a job to start, through the provision of practical support and by helping to meet the additional costs associated with overcoming work-related obstacles that may result from having a disability.

Condition Management Programme (CMP)

Condition Management Programme is a work-focused rehabilitation programme which helps people understand and manage their health condition(s) to enable them to progress towards, move into and stay in employment. It is





delivered by experienced Health Care Professionals, such as occupational therapists, physiotherapists, and mental health nurses, from the 5 Health and Social Care Trusts in Northern Ireland.

Workable (NI)

Workable (NI) offers a flexible range of long-term support to help people with disabilities, who have barriers to employment, to remain in work. The Workable (NI) programme is currently delivered by a range of local organisations who have extensive experience of meeting the vocational needs of disabled people. Workable (NI) provision can include support such as a Job Coach to assist the disabled worker, and their colleagues adapt to the needs of the particular job, extra training, and disability awareness training.

DEPARTMENT FOR AGRICULTURE ENVIRONMENT & RURAL AFFAIRS

College of Agriculture, Food and Rural Enterprise - CAFRE

The Department of Agriculture, Environment and Rural Affairs (DAERA) offers a range of Further and Higher Education courses at CAFRE. The college offers the opportunity to study courses which will lead to a career in agri-food and rural businesses. If you already work in the industry, they can help continue your professional development or assist you to upskill and innovate to stay ahead in the marketplace.

CAFRE boasts excellent practical facilities allowing you to learn by practicing and testing out new technologies and systems. These educational facilities will be available across their three campuses in Antrim (Greenmount), Cookstown (Loughry) and Enniskillen, where they support the delivery of a range of courses and technologies in agriculture, food, equine and horticulture.

There are many factors affecting this industry which are influenced by decisions made elsewhere in the world. CAFRE offer students travel opportunities through their international programme, allowing students to share information globally, and bring new systems and technologies back to support local industry.

Each three campuses deliver a specific range of courses and has the specialist facilities to match:

Student Courses at CAFRE
Agriculture Courses
Equine Courses
Food Courses
Horticulture Courses
Land-based Engineering Courses
Postgraduate Courses
Veterinary Nursing Courses

A full list of the courses available at CAFRE are listed at [Annex C](#).



4. BUSINESS SUPPORT - PUBLIC

CONSTRUCTION INDUSTRY TRAINING BOARD NI

CITB - INDUSTRY TRAINING

CITB's role is to encourage the adequate training of those employed, or intending to be employed, in the construction industry. It also aims to improve the skills and productivity of the industry and to deliver a safe, professional and fully qualified workforce across the whole of the construction industry in Northern Ireland. It provides a range of services to the industry which incorporates identifying training needs, encouraging and advising on training, provision of training grants, research, standards & qualifications, and policy development.

CITB NI's role is also to make sure

- that employees and new entrants to the construction industry have the right training;
- that employers provide training for their workforce;
- that they understand the industry and can identify what its training needs are both now and, in the future, and;
- that the right qualifications, at the right level, are available to meet these needs.

[Upcoming CITB Training April - June 2026](#)

[CITB - Careers](#)

INVEST NORTHERN IRELAND

Invest NI is the regional business development agency, whose role is to grow the local economy by helping new and existing businesses to compete internationally, and by attracting new investment to Northern Ireland.

Invest NI offer a wide range of support programmes to business in NI. The details of some of these programmes are listed below including those that are green related. A full list of INI skills programmes are contained at [Annex D](#).

The Cluster Acceleration Programme (CAP)

The Cluster Acceleration Programme (CAP) offers financial support to groups of SMEs who want to work together to explore and exploit opportunities that will enhance their growth and competitiveness in the new market.

Collaborating with others can help your business to reduce risk and leverage additional knowledge and resources. Funding provided by the programme helps SMEs to work together to explore opportunities arising from new products, services, or ways of working. It can also help collectively tackle challenges relating to skills, productivity and sustainability.

Clusters are business-led groups made of industry, government and academia, capital investors, venture capitalists and entrepreneurs that are linked by their economic activities.

Clusters formed via the programme will include and serve:





- Startups
- Scale ups
- Accelerators
- Incubators
- Business angels
- Venture firms
- Large investment companies

The CAP is only available to Invest Northern Ireland Clients. It is open to all SMEs in Northern Ireland who meet the eligibility criteria as follows:

- Applications for Phase 1 funding must be submitted by business-led networks, consisting of a minimum of 8 Northern Ireland SMEs. One of the SMEs must be an invest NI customer and willing to take on the Letter of Officer on behalf of the network.
- The remaining members of a network may include representatives of large companies, and the other stakeholders such as academic institutions and public sector organisations.
- To be considered for Phase 2, emerging clusters must have completed a Phase 1 feasibility study and a developed cluster business model.
- Applications for Phase 2 will be made available within the next 12 months.

Resource Efficiency Capital Grant

The Resource Efficiency Capital Grant (RECG) provides support to eligible Invest NI clients to help with the cost of investing in resource efficient technologies that will drive savings and business productivity.

Invest NI Client Companies can benefit from grants of up to £50k available to help with the purchasing of new equipment.

The focus of the grant is on resource efficiency which is defined in the NI Waste Strategy as using resources i.e. raw materials, waste and water, in the most efficient manner whilst minimising the impact of their use on the environment.

The aim of this funding is to encourage businesses to shift towards a circular economy and improve resource efficiency by installing equipment that will result in water and/or material efficiencies beyond regulatory requirements through provision of a capital grant of up to £50,000.

Resource Matching Service

The Resource Matching Service, delivered by [International Synergies NI Ltd](#), provides an opportunity to transfer business waste, unwanted materials and biproducts from one business or organisation to be reused, recycled, reprocessed and repackaged by another.

Business benefits of the Resource Matching Service:

- Generating income from business waste





- Reduced or zero waste disposal costs

This project is part-funded by the UK Government through the Shared Prosperity Fund.

How does Resource Matching work?

A team of highly skilled and experienced staff will provide advice and guidance to help the business achieve resource matching solutions specific to your resource and waste management needs.

The principle one business's waste being the raw material of another applies to all industry sectors and all resources and materials including; water, energy, process by-products, redundant equipment, skills and expertise.

What benefits does the Resource Matching Service offer?

Businesses can benefit from the Resource Matching service by:

- Reducing or even eliminating waste disposal costs.
- Transforming business waste into income by transferring it to businesses or organisations that reuse, recycle, or reprocess it.
- Promoting sustainable and eco-friendly practices by turning waste into valuable resources, reducing landfill use and carbon footprints.
- Accessing expert advice and solutions tailored to specific resource and waste management needs, ensuring practical and efficient outcomes.
- Supporting all industry sectors and a wide variety of materials, including water, energy, redundant equipment, and process by-products, fostering greater collaboration and innovation between businesses.

Who is eligible for the Resource Matching Service?

The Resource Matching Service is open to any business in Northern Ireland that meets the following criteria:

- Businesses and organisations looking to manage their waste more efficiently
- Suitable for all industry sectors and materials, including but not limited to:
 - Water
 - Energy
 - Process by-products
 - Redundant equipment
 - Skills and expertise





Technical Consultancy Support

Technical Consultancy can help identify how your business can save energy, reduce waste and optimise the use of raw materials.

The support allows businesses to remotely access advice and expertise in managing and implementing resource efficiency projects. Invest NI will fund a bespoke energy and/or resource efficiency project, appointing a specialist consultant to help deliver specific projects such as assessing process efficiency and plant, examining heat recovery and infrastructures or evaluating electrical supply optimisation.

This project is part-funded by the UK Government through the Shared Prosperity Fund.

Who is eligible for Technical Consultancy support?

The Technical Consultancy support is open to any business in Northern Ireland that has an annual energy and resource spend in excess of £30,000.

This could include the combined value of your heating, electricity, water, waste disposal or raw material billings.

Technical Consultancy specialist areas

Businesses can choose from one or more of the nine specialist areas the support is delivered under:

1. Resource Efficiency and Waste Management Systems
This category covers all of the areas of environmental management and efficiency.
2. Efficient Technology/Processing Systems
This category covers efficient technology/process which reduce business consumption of energy, water and materials.
3. Renewable Technology Systems
This category covers all types of renewable energy systems.
4. Energy Management and Efficiency
This category covers all Mechanical and Electrical systems associated with buildings and manufacturing equipment.
5. Investigation of New Technologies
This category covers all new and emerging energy or resource efficient technologies.
6. Packaging Solutions
This category will incorporate for example, packaging design and solutions in terms of eco packaging, light weighting, transit packaging and packaging innovations.
7. Standards, Accreditations and Systems
This category will cover for example Environmental Management Systems, Energy Management Systems, Circular Economy, Carbon Management, specific Product/ Process Accreditations, Corporate Responsibility and Corporate Carbon Pressures within the supply chain.





8. Transport & Logistics Efficiency

Includes assessments to establish the feasibility of business collaborations. For example, circular economy projects, micro-generation within hubs, such as industrial estates, for shared use of local heat and power generation.

9. Sustainable Business Collaborations

This category will cover assessments to establish the feasibility of business collaborations.

Energy Efficiency Capital Grant

The Energy Efficiency Capital Grant (EECG) was launched in April 2024 to help Northern Ireland businesses reduce energy costs and build resilience through green efficiency.

Following one year of operation, the scheme has been paused to review its performance against the Department for the Economy's objective of delivering a greener, more prosperous economy.

What are the benefits of the Energy Efficiency Capital Grant?

The Energy Efficiency Capital Grant (EECG) provides grant funding to help Northern Ireland businesses reduce energy costs and build resilience through green efficiency.

The scheme offers support to buy and install energy-efficient equipment that reduces energy and carbon emissions. Examples of projects supported include:

- Heating and cooling equipment
- Motors and drives
- Compressed air
- Lighting
- Onsite renewable generation

This programme is part-funded by the UK government through the UK Shared Prosperity Fund.

EECG is a reimbursement grant; the applicant must complete the project and pay the costs in full. They can then submit their claim for reimbursement. When Invest NI confirms the project is complete the eligible grant amount will be paid to the applicant. The aim of this funding is to encourage businesses to reduce energy consumption, cost, and carbon emissions by installing equipment that will result in energy efficiency and/or carbon savings by providing a capital grant of up to £150,000.

Eligible projects

Eligible projects, based in Northern Ireland, can use the EECG to contribute toward the costs of energy efficient technologies such as:

Heating and cooling

- Heating systems – electrification of heating



- Air source heat pump and ground source heat pump
- Recirculation – destratification fans
- Heat exchanger

Building fabric

- Building energy management systems (including sensors and controls)
- Building insulation (projects will be eligible only if upgraded to at least the current building regulations for non-domestic new builds)
- Energy efficient glazing (projects will be eligible only if upgraded to at least the current building regulations for non-domestic new builds)
- Process and pipe insulation

Manufacturing and processing

- Energy efficient manufacturing equipment and clean technology
- Variable speed motor
- Compressed air systems, compressors, piping, distribution etc
- Refrigeration equipment
- Auxiliary equipment – extractor fans, conveyors etc
- Industrial heating, cooling, /recovery

Lighting

- Low energy lights (LEDs)
- Lighting controls – sensors and PIRs

Renewables projects

- Battery storage equipment for renewable energy storage
- Solar PV

Other

- Other energy efficiency measures and innovations (these projects will be assessed on a case-by case basis).

Points to note:

- This technology list will be reviewed on an annual basis and updated as necessary with additions for new technology advances or, removals where technology has become obsolete.
- Eligible costs are the capital costs directly associated with the third-party design, purchase, delivery, installation and commissioning of equipment that saves energy and carbon and reduces costs.





NI HOUSING EXECUTIVE APPRENTICESHIP PROGRAMME

The NI Housing Executive is Northern Ireland's largest social housing landlord, and the enforcing authority for those parts of housing orders that involve houses with multiple occupants, houses that are unfit, and housing conditions.

The Northern Ireland Level 3 Apprenticeship in housing practice is an innovative educational programme designed to empower the next generation of housing professionals. Eighteen apprentices are currently taking part, gaining qualifications, knowledge, and expertise to address the skills gaps identified in the housing sector.

The apprenticeship scheme helps to kick start future careers, supporting job creation and economic growth across Northern Ireland. These apprenticeships ensure the Housing Executive will continue to meet the evolving needs of the local communities across Northern Ireland. They work in partnership with local schools, colleges, universities and training providers to maximise apprenticeship, work placement, graduate and trainee opportunities.

Eligibility Criteria for the apprenticeship scheme includes:

- Age Requirements: Applicants must be no older than 24 years old.
- Education Qualifications: A minimum of 5 GCSEs (including Grade C or above in English and Maths, or equivalent)
- Work Experience: No prior experience is required, but a current driving licence or access to transport is essential.
- Application Requirements: Compliance with the application requirements set by the Housing Executive
- Connection with Northern Ireland: Applicants must meet the connection requirements as specified in the scheme's guidelines.

These opportunities aimed at school leavers, graduates, trainees, apprentices and placement students of the highest calibre.

STRATEGIC INVESTMENT BOARD (SIB)

SIB was created as a company limited by guarantee and owned by The Executive Office.

It works with partners across the public sector to deliver major projects and programmes, champion reform and support the objectives set out in the NI Executive's Programme for Government.

It supports government departments and agencies by helping them with investment planning and investment delivery. SIB is also providing advice, insight, and support on projects such as Clean Hydrogen Development and NI's Strategic Waste Infrastructure Programme.





BUSINESS SUPPORT – PRIVATE

BUSINESS IN THE COMMUNITY NI (BITCNI)

Business in the Community has been supporting businesses and communities in Northern Ireland for over 35 years. It has a membership of more than 270 organisations.

The organisation provides advice and resources across a wide range of areas, including community engagement, employment, diversity and inclusion and climate action.

BITCNI runs programmes to help businesses in Northern Ireland to take practical steps to reduce their environmental impact.

Generation Green Schools

Generation Green Schools is a BITCNI work inspiration initiative funded by the Generation Green Community Fund, which aims to empower post-primary students in Northern Ireland to become informed, confident leaders in sustainability. The initiative took place over the academic year from September 2025 – June 2026. Both schools and businesses were invited to get involved in this initiative.

The programme was designed to build students' knowledge, confidence, and leadership skills across four key sustainability themes:

- Carbon Literacy – understanding climate science, impacts, and action
- Energy Matters – exploring renewable energy and sustainable solutions
- Circular Economy – reducing waste and designing smarter systems
- Biodiversity – protecting nature and local ecosystems

Business Action on Climate

BITCNI is leading on a collaborative climate campaign – Business Action on Climate – that puts Northern Ireland businesses at the forefront of action on the climate emergency. The campaign offers a wide range of programmes and resources-

- **Accredited Carbon Literacy Training**
- **Climate Action Programme**
- **Climate Training and Advisory Workshop**

Biodiversity

BITCNI's biodiversity campaign has been developed to help businesses to understand and minimise their impacts on biodiversity. It has developed the Introduction to Biodiversity workshop in response to growing demand for nature-positive actions within sustainable business.

[An Introduction to Biodiversity | Training course](#)





CHAMBER OF COMMERCE

Belfast Chamber is a diverse community of businesses of all sizes, from all sectors and located in all parts of the city, united by doing business in Belfast and a shared desire to see the city succeed.

Its members are diverse – from the smallest start-ups to SME's to the largest international companies in the city. They employ thousands of people and contribute hundreds of millions of pounds to the economy via a range of sectors including retail, hospitality, fintech, advanced manufacturing, leisure, tourism and academia.

CONFEDERATION OF BRITISH INDUSTRY (CBI)

The CBI brings together businesses, trade associations, and universities with a shared goal of creating sustainable growth – for business and the economy.

ENERGY & UTILITY SKILLS

The Energy & Utility Skills Group is the UK's leading partnership for ensuring the energy, water and waste industries have the safe, skilled, and sustainable workforce they need for success. It represents 71 members, who collectively employ more than 200,000 people, support hundreds of thousands more in their supply chains, and generate more than £120 billion annually for the UK economy.

On behalf of its members and industry, EU Skills works across the UK's governments-

In Northern Ireland they work with the Department for Economy to support the delivery of the Green Skills Action Plan, which Energy & Utility Skills Group data, insight and expertise was instrumental in forming.

Their relationship with Skills Wales is forming and they are ambitious for future work with the Welsh Government.

In England, they are proactively engaged with the Department for Energy Security and Net Zero, the Department for Environment, Food and Rural Affairs, the Department for Work and Pensions, the Department for Education and Skills England, the Ministry of Justice and HM Prison and Probation Service and building relationships with the Ministry of Defence's commercial Career Transition Partner.

In Scotland they are engaged with Skills Development Scotland with whom they have a long-term partnership.

Beyond the UK's governments, EU Skills works with a wide range of industry partners. These partners trust and confidence is shown in the endorsements featured in their 2025-2030 Skills Strategy. Their partnership approach is continuously evolving, underpinned by group values of credibility, together and making a positive difference.

Their research shows that more than 300,000 workers need to be recruited in the next five years if the energy, water and waste industries are to achieve their objectives and those of the UK Government. This is driving a major infrastructure and construction plan, as well as attempting to decarbonise UK energy production by 2030.

However, the UK currently faces a crisis of inactivity, with as many as nine million people economically inactive, including nearly 15% of young people aged 16–24 not in education, employment or training (NEETs). Removing barriers to entry and encouraging people back into work is essential to closing the skills gap and improving lives.





FEDERATION OF SMALL BUSINESSES (FSB)

The FSB works with its members, Northern Ireland Government, elected representatives, councils and many other decision-makers across the country to support small businesses and the self-employed.

INSTITUTE OF DIRECTORS (IoD)

The IoD is a thriving member community for directors in the UK and beyond. They offer professional development, valuable connections and meaningful influence.

IoD established a programme to become more sustainable and reduce their carbon emissions. They are committed to supporting their members to do the same.



5. FUNDING BODIES PROGRAMMES

NATIONAL WEALTH FUND

The National Wealth Fund are operationally independent but wholly owned by HM treasury. Capitalised with £27.8bn to help crowd in private investment and drive growth across the UK. They have a team of investment professionals with expertise to invest across the capital structure, in support of government's growth and clean energy missions. Their mission is to increase investment across the UK to accelerate the delivery of the government's growth and clean energy missions, while balancing risk and return for the taxpayer.

Their investments, achievements and mission must meet their triple bottom line:

- Helping deliver the government's growth and clean energy missions – acting in partnership with the private sector, and national, devolved and local governments, they invest in capital intensive projects and companies to accelerate the Industrial Strategy, Infrastructure Strategy and Clean Power 2030 action plan.
- Generating a return for the taxpayer – they utilise an increased appetite for risk to achieve their mission, whilst ensuring their investments generate a portfolio-level financial return.
- Crowding in private capital – they support sectors to develop, targeting market weaknesses to catalyse private investment and unlocking investments that otherwise would not have gone ahead.

Projects must meet the investment principles, be based in the UK, and for private sector deals, the minimum financing required is £25million.

All investments should be impactful, and the kind of projects financed should contribute to local economic opportunity and help tackle climate change. Their approach to impact includes identifying the principals and pathways to achieving impact. The pathways help inform our assessment of deal impact and set out the core deal metrics e.g. employment, greenhouse gas emissions, private co-investment mobilised, and other deal metrics we use to assess our impact.

NORTHERN IRELAND CITY AND GROWTH DEALS

Background

A City and Growth Deal is an agreement between UK government, the NI Executive and a local authority to fund a series of capital projects with innovation, digital, tourism, infrastructure and skills aspects that will drive sustained and inclusive growth in a particular region over the next 10 - 15 years.

Expenditure on these projects is expected to be over £1.5bn. The UK government has committed over £600m, the NI Executive over £700m with the remainder coming from local councils and their partners.

There are four deals in Northern Ireland:

1. Belfast Region – 30+ projects
2. Mid-South West – 13 projects





3. Derry City and Strabane – 14 projects
4. Causeway Coast & Glens – 9 projects

Each has been developed by local councils. They have identified local priorities for economic growth, proposing a series of projects and programmes that will create new jobs and boost productivity. The deal will be a fundamental building block in wider plans for future economic recovery across Northern Ireland. Each deal is at different stages of development, with the Belfast Region the most advanced.

Green Innovation Team

The Department for the Economy has established a Green Innovation Team within the Branch overseeing the City & Growth Deals on behalf of the Department.

Role of the Team

1. Building strengths in Advanced Technologies

- Inform additionality for green innovation across City & Growth Deals.
- Inform project partners of sustainable measures and advise for options assessment.

2. Businesses adopting digital and green technologies

- Ensure green innovation advisory is in line with developing and emerging policy.
- Ensure City Deals PMO is represented at national and regional levels.
- Advise all City & Growth Deals how to be exemplars in building and environmental standards.
- Inform City & Growth Deals on: CAP, Climate Act (NI) 2022 & Path to Net Zero
- Facilitate delivery of agile iterative research to deliver green innovation at scale across the Economy powered by City Deals growth.
- Enshrine carbon accounting across all City & Growth Deals.

3. The creation of digitally enabled businesses

- Advise and/or facilitate digital twinning concept (use cases and greening) where appropriate across the City & Growth Deals.

The Green Innovation team is lead and offers additional support on several projects within the City & Growth Deals PMO. Currently these include but not limited to:

1. DGIP – Desertcreat Green Innovation Park - MSW
2. Green Hydrogen Distribution Network - MSW
3. CSIC – Concrete Sustainability Innovation Centre - MSW
4. GICF – Green Innovation Challenge Fund - MSW





5. Green Energy District - MSW
6. Hytech NI – BRCD (*Complementary Fund*)
7. i4C – Innovation and CleanTech Centre – BRCD
8. Advance Manufacturing Innovation Centre (AMIC) - BRCD
9. Positive Energy District - DCSDC

PEACE PLUS PROJECTS

GREEN ACCELERATOR SKILLS PROGRAMME

There is a considerable Green Skills deficit across the combined cross-border Construction Sector. This is contributing to a significant underachievement of environmental targets, increased levels of public expenditure & limiting economic growth.

Project Objective

Informed by consultation undertaken with key Construction Sector stakeholders, GRASP will result in the cross-border development & delivery of a Green Skills Strategy (50 component accredited courses). This will result in 2,000+ construction workers upskilled in Green technologies & methodologies.

Change

GRASP will help galvanise the Construction Sector by upskilling the existing & future workforce with the Green Skills necessary to support the Net Zero Agenda & achievement of associated CO2 emission targets. This will result in significant economic & environmental benefits.

Project Design

GRASP will enable 8 Further Education & Training (FET) organisations from the Irish Central Border Area Network (ICBAN) area to co-design & co-deliver a comprehensive Green Skills Strategy for implementation across 9 counties: Armagh; Cavan; Derry-Londonderry; Donegal; Fermanagh; Leitrim; Monaghan; Tyrone; & Sligo. It will be led by SWC in partnership with SRC & NWRC in NI; & Mayo, Sligo and Leitrim Education and Training Board (MSLETB), Cavan and Monaghan Education and Training Board (CMETB); Donegal Education and Training Board (DETB); Further Education College (FC); & Atlantic Technological University (ATUL) in the Border Region of Ireland (BROI).

GRASP training schemes will be delivered at 3 levels:

1. Operative: Level 2 to include

- Passive / Retrofit Trades courses
- NZEB Fundamental Retrofit
- Installation & Maintenance of Heat Pumps & Photovoltaic





2. Technician: Level 3- to include

- Passive Designers Course
- ILM Construction Leadership
- BIM Revit
- Extended Cert in Green Technologies
- Award in Sustainable Construction
- Cert in Retrofit Skills for Domestic Building Fabric

3. Manager: Level 5 to include:

- Extended Cert in Retrofitting Domestic Properties
- Cert in Digital Construction Technology
- BIM & Lean Construction Management
- Sustainable Development Cert
- Circular Economy Leadership for the Built Environment

GREEN SKILLS ACADEMIES

The Partners will develop & deliver 2 targeted GRASP Green Skills Academies: (i) 'Women into Construction'; (ii) 'Labour Activation (50 in total). The 1st will focus upon redressing the significant gender imbalance across the Sector. The 2nd upon widening access through the introduction of specific supports for marginalised & underrepresented groups currently economically inactive.

(i) Women into Construction Green Skills Academy

Increasing the number of women in the Construction Sector is vital to continued growth. Women make up less than 16% of the workforce in Northern Ireland and 9% in Republic of Ireland. GRASP will engage & support women into construction with a particular emphasis on upskilling & signposting to new & emerging roles. The academies are aimed at women seeking a career change into construction, professionals from other sectors looking to upskill and those passionate about sustainability and innovation. They will be delivered on a part time evening /weekend model.

Each Academy will be delivered over 100 hours, including 60 hours of accredited learning. The accredited qualifications are Level 3-5 in Northern Ireland and Level 5-7 in Ireland. This will include 40 hours of master classes focusing on embedding digital construction techniques. The academies will be codesigned & co-delivered with leading construction companies.

GRASP aims to engage over 250 women by 2028, equipping them with industry recognised qualifications. It will support career progressions via mentoring and job placements.





(ii) Labour Activation Green Skills Academy

The construction sector is facing a dual challenge: a growing demand for skilled labour and high levels of economic inactivity across the Irish Central Border Area.

As the demand for labour in the construction industry is outstripping supply, this challenge will be compounded by the regulatory requirements to retrofit ageing housing stock. GRASP's Labour Activation Green Skills Academies are designed to provide targeted training and support to help marginalised and under-represented groups enter the workforce and thrive in the green economy.

Economic inactivity rates in the Irish Central Border Area Network (ICBAN) region exceed 25%, while the need for skilled workers in sustainable construction is skyrocketing. Retrofitting homes, installing heat pumps, and meeting net-zero targets require thousands of trained professionals. The Academies are aimed at individuals that are currently unemployed or economically inactive, people from marginalised or underrepresented communities and anyone seeking a fresh start in a growing, sustainable sector.

Each Academy will be delivered in 4-week programmes totalling 100 hours, including 60 hours of accredited learning. The accredited qualifications are Level 2 in Northern Ireland and Level 4 in Republic of Ireland. This will include 20 hours of master classes focusing on employability and industry awareness, and 20 hours of work sampling for hands-on experience. Every participant completes 3 days of on-site work experience.

The academies will be codesigned & co-delivered with leading construction companies.

GRASP will offer Labour Activation Academies delivered across 9 counties in Northern Ireland and Ireland.

The Academies will offer 1:1 mentoring sessions to identify and overcome barriers and Job clubs to connect participants with employers.

GRASP aims to engage over 250 participants by 2028, equipping them with accredited qualifications and real-world experience. It will support long-term employment through tailored pathways and barrier removal.

CROSS CUTTING ACTIVITIES

In addition to the delivery of the Green Skills Strategy & Action Plan, GRASP will encompass a number of cross cutting activities, designed to maximise sustainable programme impact. These include:

(i) Cross-border Green Skills Apprenticeships

Increasing the number of construction apprentices is critical to address the skills deficit & climate related building regulations. A key aspiration of GRASP will be to increase the number of construction apprenticeships & develop new cross-border Green Skills apprenticeship programmes. The Partners will develop a toolkit for establishing need & developing / implementing regional apprenticeships.





This will result in a pathway model, which will illustrate the comparability of existing accredited provision in NI & Ireland & how this can be developed into a single award with joint accreditation. The Partnership will subsequently promote this award to a range of government, education & industry stakeholders, in addition to target participants.

(ii) Householder Carbon Literacy Programme

The GRASP partners will co-develop a Householder Carbon Literacy Programme for online delivery to 1,000+ individuals. This will raise awareness of how to use technology in a newly constructed or retrofitted house efficiently to maximise performance & minimise CO2 emissions & costs. This awareness raising will contribute to the behavioural change required to enable householders to contribute to the transition to a low carbon society.

(iii) Green Skills Schools Outreach Programme

To enable the development of a sustainable talent pipeline to meet the evolving needs of the Construction Sector, the partners will develop & deliver a non-accredited Green Skills Schools Outreach Programme (2000+ participants). This will raise awareness of sustainability & Green Skills including apprenticeships & how they correspond to attractive careers in the construction industry. Related promotional packs will be developed for careers teachers & parents. These links will facilitate Green Skills onsite taster & work experience opportunities.

Note: These activities will not contribute to participations & completions in 'joint training scheme' targets. Rather, they will add value to the project & render the associated investment more sustainable.

SHARED ISLAND FUND

The programme for Government and revised National Development Plan (2021-2035) aim to harness the full potential of the Good Friday Agreement to enhance cooperation, connection and mutual understanding on the island, setting out significant communities and an ambitious agenda for building our shared island.

The Shared Island Fund Is part of the government's initiative aimed at promoting collaborative North/South projects in Ireland. It was established with an initial allocation of €500 million from 2021 to 2025, which the government has committed to increasing by a further €1 billion up to 2035. The funding is allocated to support various projects that align with the government's priorities for a Shared Island. Actions taken to work towards a Shared Island:

- Working with the Northern Ireland Executive and the British Government to address strategic challenges faced on the island of Ireland.
- Further developing the all-island economy, deepening North/South cooperation, and investing in the Northwest and border regions.
- Fostering constructive and inclusive dialogue and a comprehensive programme of research to support the building of consensus around a shared future on the island.

These projects are developed and taken forward in cooperation with counterparts in Northern Ireland and focus on practical cross-border collaboration in areas including key infrastructure projects, climate action, tourism, culture, and research.





In some cases, Departments operate programmes that offer grant and funding opportunities that are open to applications as part of the Shared Island Initiative. These programmes support the broadening of cooperation, connections and mutual understanding across all communities on the island of Ireland.



6. REGIONAL

ENHANCED INVESTMENT ZONE

The Northern Ireland Enhanced Investment Zone (EIZ) is transformational £150 million programme funded by the UK Government which will run until March 2035. The EIZ will provide the levers for NI to build on its cost competitiveness and first-class reputation for innovation.

It is also designed to accelerate investment, productivity and economic growth in our priority sector of Advanced Manufacturing, with particular focus on Photonics and Biotechnology clusters.

The programme is led by the Department for the Economy (DfE), working closely with the DfE Skills and Education Group (SEG) and Invest NI (INI) as key delivery partners. EIZ interventions are being developed and delivered across four core themes: Business Support, Research & Innovation, Infrastructure and Skills. Interventions will be open to eligible Advanced Manufacturing companies across the whole of Northern Ireland. Delivery partners are working closely with industry, academia, and other stakeholders to ensure interventions demonstrate support for our priority sector and clusters and deliver economic impact across Northern Ireland.

LABOUR MARKET PARTNERSHIPS (LMPs)

Labour Market Partnerships (LMPs) were established by the Department for Communities (DfC) in 2021/2022 to improve employability and labour market conditions across Northern Ireland.

There are 11 local LMPs (one in each council area) and a Regional LMP that provides strategic oversight. The Regional LMP includes representatives from:

- Department for Communities
- Department for the Economy
- Department of Health
- Department of Justice
- Local government
- Voluntary and community sector

LMPs bring together local people and organisations who understand the needs of their area. By working in partnership, they aim to improve employment outcomes and create better opportunities for everyone.

DfC is the lead department and main funder. It sets key themes for LMPs to address locally, including:

Theme One – 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.





Theme Two – Unemployment (All Ages)

People who are without a job, currently available to work; and have been actively looking for work within the previous four weeks.

Theme Three – 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.

Theme Four – Skilled Labour Supply

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

Local LMPs must develop action plans with proposals and anticipated outcomes to address identified issues, using statistical data, consultation feedback, and local knowledge, while linking to Programme for Government and Community Planning targets. Plans require Regional LMP approval, led by DfC, before funding and delivery can begin.

Local LMPs consist of key stakeholders, supported by councils, enabling outreach to local communities to develop provision, promote opportunities, and recruit participants, including those harder to reach through traditional means.

DfC allocates £5.3 million per annum across 11 LMPs in support of the partnership structure and delivery against outcomes agreed through local Action Plans.

From 2021/22 to 2023/24 LMP have supported 2,973 people into employment/ self-employment or increased hours/earnings and 3,333 people to gain a new qualification.

SP2 Planned Projects Overview	
Project Type	Council Areas
Academy Programmes (sector-specific)	AN, AND, ABC, BELFAST, D&S, F&O, L&C, MEA, MU, NMD
Upskilling Programmes	AN, AND, BELFAST, CCG, D&S, F&O, L&C, MEA, MU, NMD
Classroom Assistant Academies	AND, ABC, BELFAST, F&O, MEA
Disability Support/Inclusion	AN, AND, ABC, BELFAST, CCG, D&S, F&O, L&C, MEA, MU, NMD
Economic Inactivity Programmes	AN, AND, ABC, BELFAST, CCG, D&S, F&O, L&C, MEA, MU, NMD
Gateway to Choices (Belfast)	BELFAST
Health & Social Care Academies	AND, BELFAST, MEA
Transport Academies	AND, F&O, MEA, MU





Entrepreneur/Enterprise Pathways	F&O, D&S, NMD
Business Services (Admin, Tech)	BELFAST
Creative Industries	AN
GreenTech / Cleantech	AND, MEA
NEETs / Youth Programmes	ABC, MEA, MU

AN – Antrim and Newtownabbey	F&O – Fermanagh and Omagh
AND – Ards and North Down	L&C – Lisburn and Castlereagh
ABC – Armagh, Banbridge and Craigavon	MEA – Mid and East Antrim
BL – Belfast	MU – Mid Ulster
CCG – Causeway Coast and Glens	NMD – Newry, Mourne and Down
D&S – Derry and Strabane	

Further details on the work of the LMPs can be found at [Annex E](#).

LOCAL ECONOMIC PARTNERSHIPS

Local Economic Partnerships (LEPs) are collaborative bodies established by the Department for the Economy and supported by Invest Northern Ireland, that bring together local councils and stakeholders to drive regional economic development. Each of the 11 councils is establishing a LEP to work on its local economic development plan. LEPs will focus on fostering innovation, strengthening local supply chains, and addressing local challenges and opportunities.

In January 2025, the Economy Minister announced an allocation of a £45Million Regional Balance Fund across all 11 councils to drive the economic development across the north. This follows the publication of the Minister’s Sub-Regional Economic Plan which includes the establishment of LEPs in each council area to identify their main barriers to economic development, specific needs, and priority interventions that will build the region’s value proposition. The key objectives of LEPs are as follows:

- **Regional Balance** – To address the sub-regional economic disparities and ensure growth benefits all areas of Northern Ireland.
- **Job creation** – To generate new employment opportunities across the region
- **Productivity and Investment** – To enhance economic productivity and attract capital investment.
- **Targeted interventions** – To identify local barriers to economic development and implement specific, targeted strategies to overcome them.
- **Collaboration** – To work with local businesses, educational institutions, and government agencies to develop and implement these strategies.





UNION LEARNING FUND

The Union Learning Fund (ULF) for Northern Ireland was established in 2002 to promote activity by trade unions to support the government's objective of creating a learning society. The ULF's main aim is to promote a culture of learning which will equip people for work in a modern economy.

The Fund is managed and administered by NIC ICTU under an agreement with the Department for the Economy (DfE). The agreement directs the level and type of learning activity that should be supported by the Fund.

The ULF supports union learning projects to transform the lives of their members in developing skills, achieving qualifications, and promoting lifelong learning opportunities within the workplace.

With the support of dedicated Union Learning Representatives (ULR), the ULF has helped thousands of workers to access a wide range of learning opportunities. ULRs are at the forefront of efforts to improve the skills of the workforce.



7. SECTORAL PARTNERSHIPS

SECTORAL PARTNERSHIPS

The purpose of Sectoral Partnerships is to review and develop the content of all youth traineeship and apprenticeship frameworks from level two to level eight to ensure that all those involved in training are industry ready.

Sectoral Partnerships were introduced in 2016 following commitments made in *Securing our Success: The Northern Ireland Strategy on Apprenticeships (2014)* and *Generating our Success: Youth Training Strategy future of Traineeships (2015)*.

Sectoral Partnership membership

Each Sectoral Partnership is comprised of a secretariat, employers and/or employer body organisations, the Council for the Curriculum, Examinations and Assessment (CCEA), further education, higher education and DfE representatives. Other stakeholders may include trade unions, industry experts and policy advisers who attend as required.

Membership ensures that employers, those in further education and other experts are central to the development of qualifications and curriculum frameworks and the delivery of [Apprenticeships](#) to meet the current and future needs of industry in Northern Ireland. Framework qualifications are based on [National Occupational Standards](#).

Role of Sectoral Partnerships

The main focus is on curriculum development and review with the Sectoral Partnership determining if frameworks meet the needs of industry.

Established Sectoral Partnerships (links to each partnership to follow)

18 Sectoral Partnerships have been established to date:

- Advanced Manufacturing and Engineering
- Agri-Food Manufacturing
- Agriculture, Environment and Animal Care
- Built Environment
- Accounting
- Hair and Beauty
- Health and Social Care
- Hospitality and Tourism
- ICT
- Life and Health Sciences





- Sales and Marketing
- Business and Professional Services
- Childcare and Youth Work
- Civil Engineering
- Creative and Cultural
- Motor Vehicle
- Leisure and Wellbeing
- Transport and Logistics

Sectoral Partnerships to be established

Employers are encouraged to become involved as Sectoral Partnerships are an opportunity to ensure apprentices are getting high quality training that provides them with skills for a career in their chosen industry and employers are getting employees who are trained for the future.



8. GREEN INDUSTRIES

To address the need for an energy skills audit, a Skills Audit Report entitled ‘Investigating the skills required for a transition to an advanced zero emission, indigenous diverse energy secure and circular economy in Northern Ireland’ was published in June 2023. The report focused on eight large economic sectors and sets out the green skills position for each of the following sectors in Northern Ireland:

- **Large-scale energy production**

Particularly relating to offshore wind across all its project life cycle; (development of commercial battery storage should be monitored closely)

- **Infrastructure**

Relating to the planning, construction and operation of heat networks; hydrogen blending in the networks; existing skills in greater volume for network expansion and upgrading

- **Domestic low carbon technologies and energy efficiency**

Planning the implementation of various technologies in a “smart home”; installer skills across the full range of technologies; multi-skilling

- **Industrial processes**

Engineering and technician skills relating to the production, storage and transport of hydrogen and biofuels; (development of carbon capture, usage and storage should be monitored closely)

- **Circular economy**

Skills needed to gain value from various waste streams (e.g. biomass, anaerobic digestion, etc.); cross-industry skills/supply chain skills needed to minimise end of life waste through implementation of CE principles

- **Transport**

Repairing and maintaining electric and fuel cell vehicles

- **Agriculture**

Drivers; farm workers; food scientists/technologists; crop and livestock monitoring; Soil and water conservation

- **Fisheries**

Skills associated with the manufacture, servicing, repair and operation of hydrogen-fuelled vessels





The report refers to the Circular Economy as a sector; however, the Circular Economy is a model that transverses all sectors. Circular principles can be applied across all sectors with an aim to create a sustainable system that benefits businesses, society and the environment by reducing resource consumption and environmental impact.

Based on the findings of the research, the report made a number of recommendations under the following headings:

1. Engage with young people to make them aware of the available learning and career pathways
2. Ensure opportunities for all by widening access to learning and career opportunities
3. Ensuring effective pathways to competency
4. Ensuring Northern Ireland plays its role in the development of UK solutions
5. Industry Specific recommendations

The Green Skills Delivery Group considered the findings of the research and concluded that the scope of the task of dealing with all eight sectors in one Action Plan was not feasible. Some sectors are further along the path to meet Net Zero commitments and require the skills more immediately. The trajectory will differ for each sector and individual companies too. It was for this reason that three of the eight economic sectors were prioritised and are the subject of this Action Plan:

- **Large-Scale Energy Production**
 - a. Thermal Generation
 - b. Renewables
 - c. Energy Storage
- **Infrastructure**
 - a. Electricity Networks (Distribution & Transmission)
 - b. Gas Networks (Distribution & Transmission)
 - c. Water Networks
 - d. Waste Management
 - e. Heating Networks (Combined Heat & Power)
- **Domestic Low Carbon Technologies and Energy Efficiency**
 - a. Building Construction and Fabrics
 - b. Insulation (Survey & Installation)
 - c. Heat Pump Technologies





- d. EV Charge Points
- e. Photo-Voltaic Solar in Domestic Settings
- f. Domestic Battery Energy Storage Systems

The Action plan will act as a template for the remaining five economic sectors and a mechanism to pilot new initiatives and reflect lessons learnt into any future Action Plans.

[Investigating the skills required for a transition to an advanced zero emission, indigenous diverse energy secure and circular economy in Northern Ireland](#)



FE Colleges - Green Related Courses

Belfast MET 2025 Green Course Provision			
Name of Course	Accredited Level	Delivery Model	Course Type: AppNI, HLA, Short Course etc.
Brickwork	2	In Person	Traineeships
BSc (Hons) Cyber Security And Networking Infrastructure	6	In Person	HLA
BSc (Hons) Fashion Production and Business Validated by The Open University	6	In Person	Full Time HE
BSc (Hons) Software, Cloud And Application Development	6	In Person	HLA
BTEC Level 3 Extended Diploma In Electrical/Electronic Engineering	3	In Person	Full Time FE
Carpentry and joinery	2	In Person	Traineeships
City & Guilds Level 2 Award In 2D Computer Aided Design	2	In Person	Short Course
City & Guilds Level 2 Award In Welding Skills	2	In Person	Short Course
City & Guilds Level 3 Award In Advanced Welding Skills	3	In Person	Short Course
City & Guilds Level 3 Diploma In Engineering	3	In Person	AppNI
City & Guilds Level 3 Electrotechnical Qualification	3	In Person	AppNI
City & Guilds Level 3 Nvq Diploma In Domestic Plumbing And Heating (Gas Fired Water And Central Heating Appliances)	3	In Person	AppNI
City And Guilds Level One Diploma In Construction Skills	1	In Person	Full Time FE
EAL Level 3 Diploma In Providing Electronic Fire And Security Systems	3	In Person	AppNI
Engineering	2	In Person	Traineeships
Fabrication and welding	2	In Person	Traineeships
Foundation Degree in Architectural Technology (Validated by Ulster University)	5	In Person	Full Time HE
Foundation Degree In Civil Engineering	5	In Person	HLA
Foundation Degree In Cyber Security With Cloud And Networking Infrastructure (Validated By The Open University)	5	In Person	HLA
Foundation Degree In Mechanical Engineering	5	In Person	Full Time HE
Foundation Degree In Property Housing And Planning (Validated By Ulster University)	5	In Person	Full Time HE



Foundation Degree In Software And Cloud Development With Data Analysis (Validated By The Open University)	5	In Person	HLA
GCE A2 Biology	3	In Person	Part Time FE
GCE A2 Chemistry	3	In Person	Part Time FE
GCE As Biology	3	In Person	Part Time FE
GCE As Chemistry	3	In Person	Part Time FE
GCSE Biology	2	In Person	Part Time FE
GCSE Chemistry	2	In Person	Part Time FE
GCSE Double Award Science	2	In Person	Part Time FE
GCSE Single Award Science	2	In Person	Part Time FE
GQA Level 4 Diploma In Print Leadership	4	In Person	HLA
GQA Level 5 Diploma In Print Leadership	5	In Person	HLA
IMIAL Level 3 Diploma In Light Vehicle Maintenance And Repair Principles	3	In Person	AppNI
Motor vehicle (light)	2	In Person	Traineeships
OCN Certificate in Retrofit Skills for Domestic Building Fabric	2	Online	Short Course
OCN NI Level 3 BIM 3D Modelling (BIM)	3	Online	Short Course
OCN NI Level 3 Building Information Modelling (BIM) Objects	3	Online	Short Course
OCN NI Level 3 Award in Digital Construction with Building Information Modelling (BIM)	3	Online	Short Course
OCN NI Level 2 Award In Digital Construction Skills	2	Online	Short Course
OCN NI Level 2 Extended Certificate In Applied Science	2	In Person	Full Time FE
OCN NI Level 3 Award In Building Information Modelling	3	In Person / Online	Short Course
OCR Level 3 Cambridge Technical Extended Diploma In IT- Application Data Practitioner (Software)	3	In Person	AppNI / Full Time FE
OCR Level 3 Cambridge Technical Extended Diploma In IT- Application Data Practitioner (Specialising In Software Development)	3	In Person	AppNI / Full Time FE
OCR Level 3 Cambridge Technical Extended Diploma In IT- IT Infrastructure Technician Specialising In Cyber Security	3	In Person	AppNI / Full Time FE
Pearson BTEC Level 2 Technical Diploma In Animal Care	2	In Person	Full Time FE
Pearson BTEC Level 3 Diploma In Advanced Manufacturing Engineering	3	In Person	AppNI
Pearson BTEC Level 3 Diploma In Principles & Practice Technicians	3	In Person	AppNI



Pearson BTEC Level 3 National Diploma In Applied Science	3	In Person	AppNI
Pearson BTEC Level 3 National Diploma In Civil Engineering	3	In Person	AppNI
Pearson BTEC Level 3 National Extended Certificate In Engineering	3	In Person	AppNI
Pearson BTEC Level 3 National Extended Diploma In Animal Management	3	In Person	Full Time FE
Pearson BTEC Level 3 National Extended Diploma In Applied Science (Biomedical Science)	3	In Person	AppNI
Pearson BTEC Level 3 National Extended Diploma in Art and Design Practice - Fashion and Clothing	3	In Person	Full Time FE
Pearson BTEC Level 3 National Extended Diploma In Civil Engineering	3	In Person	AppNI
Pearson BTEC Level 3 National Extended Diploma In Construction & The Built Environment	3	In Person	Full Time FE
Pearson BTEC Level 3 National Foundation Diploma In Construction And The Built Environment	3	In Person	Full Time FE
Pearson BTEC Level 4 Higher National Certificate In Applied Biology	4	In Person	Full Time HE
Pearson BTEC Level 4 Higher National Certificate In Construction And The Built Environment	4	In Person	Full Time HE
Pearson BTEC Level 4 Higher National Certificate In Engineering	4	In Person	Full Time HE
Pearson BTEC Level 5 Higher National Diploma In Animal Management (Animal Science)	5	In Person	Full Time HE
Pearson BTEC Level 5 Higher National Diploma In Applied Sciences (Forensic Sciences)	5	In Person	Full Time HE
Pearson BTEC Level 5 Higher National Diploma In Computing	5	In Person	Full Time HE
Pearson BTEC Level 5 Higher National Diploma In Engineering	5	In Person	Full Time HE
Pearson BTEC Level 5 Higher National Diploma In Engineering (Electrical/Electronic Engineer)	5	In Person / Online	Full Time HE
Pearson Edexcel Level 3 Diploma In Civil Engineering For Technicians (Institution Of Civil Engineers)	3	In Person	AppNI
Pearson Edexcel Level 3 Nvq Diploma In Laboratory & Associated Technical Activities	3	In Person	AppNI
QUB Foundation Degree In Biological Sciences	5	In Person	Full Time HE
Welder Coding - The Welding Institute Assessment (Twi)	2	In Person	Short Course



Northern Regional College Hydrogen Courses from September 2025				
Course Title	Awarding Organisation Name	Delivery Mode	Course Fee	Number of Weeks
Award in Hydrogen Applications and Technologies	OCN NI	In College	Fully funded via Skill Up (subject to approval)	3 weeks
Award in Hydrogen Applications and Technologies	OCN NI	<i>Online</i>	Part Time Fees	3 weeks
Award in Hydrogen Applications and Technologies	OCN NI	<i>Online</i>	Fully funded via Skill Up (subject to approval)	3 weeks
Award in Hydrogen Applications and Technologies	OCN NI	In College	Fully funded via Skill Up (subject to approval)	3 weeks
Award in Hydrogen Applications and Technologies	OCN NI	In College	Fully funded via Skill Up (subject to approval)	3 weeks
Award in Hydrogen Applications and Technologies	OCN NI	<i>Online</i>	Part Time Fees	3 weeks
Award in Green Technologies - Hydrogen Production Systems and Technologies	OCN NI	Online (Evening class)	Fully funded via Skill Up (subject to approval)	10 weeks
Certificate in Green Technologies (Top up class from the Award)	OCN NI	Online (Tuesday Afternoon)	Fully funded via Skill Up (subject to approval)	10 weeks





Award in Green Technologies - Solar Photovoltaic Systems	OCN NI	Online (Tuesday Afternoon)	Fully funded via Skill Up (subject to approval)	10 weeks
Retrofit (Airtightness and Active Moisture Management)	City & Guilds	In College	Part Time Fees and Skills Focus	3 days
Retrofit (Airtightness and Active Moisture Management)	City & Guilds	In College	Part Time Fees and Skills Focus	3 days



South Eastern Regional College 2025 Green Course Provision

Name of Course	Accredited Level	Delivery Model	Course Type: AppNI, HLA, Short Course etc.	Other Comments
City and Guilds Retro Fit	Level 2	On Campus	Short Course	
OCN Hydrogen	Level 2	On Campus	Short Course	
OCN Reducing Energy in Buildings	Level 2	On Campus	Short Course	
OCN Award in Reducing Carbon Footprints through Environmental Action	Level 2	Online	Short Course	
OFT21-504A - Installation, commissioning and servicing of air source heat pumps.	Level 3 Equivalent	On Campus	Short Course	
OFT21-504D - Design of heat pump systems.	Level 3 Equivalent	On Campus	Short Course	
LCL Awards Award in the Installation and Commissioning of Electric Vehicle Charging Equipment in Domestic, Commercial and Industrial locations	Level 3	On Campus	Short Course	
LCL Awards Award in the Design, Installation and Commissioning of Electrical Energy Storage Systems	Level 3	On Campus	Short Course	
LCL Awards Level 3 Award In the Installation and Maintenance of Small Scale Solar Photovoltaic Systems	Level 3	On Campus	Short Course	
C&G Level 3 Award in the Fundamental Principles and Requirements of Environmental Technology Systems	Level 3	On Campus	Short Course	
OCN Certificate in Green Technologies	Level 5	On Campus/online	Short Course	
OCN Certificate in Retrofitting Domestic Properties	Level 5	On Campus/online	Short Course	
OCN Extended Certificate in Retrofitting Domestic Properties	Level 5	On Campus/online	Short Course	
OCN NI Level 3 Certificate in Embodied Carbon	Level 3	-	-	Developed and should be ready for delivery from September 25.
LCL Installation and Maintenance of Solar Thermal Hot Water Systems	Level 3	On Campus	Short Course	





LCL Installation and Commissioning of Electric Vehicle Charging Equipment	Level 3	On Campus	Short Course	
CMI L3 Sustainability Principles for First Line Managers	Level 3	Online		Under Development



Southern Regional College 2025/26 Approved Courses

Name of Course	Accredited Level	Delivery Model	Course Type: AppNI, HLA, Short Course etc.	Other Comments
Domestic Plumbing and Heating	Level 3	Campus	AppNI	
Domestic Plumbing and Heating Gas Fired Water & Central Heating Appliances	Level 3	Campus	AppNI	
Civil Engineering	Level 3	Campus	AppNI	
Installation and Maintenance of Air Source Heat Pumps	Level 3	Campus	Short Course	
Installation and Maintenance of Heat Pump Systems	Level 3	Campus	Short Course	
Construction and the Built Environment	Level 3	Campus	FE	
Construction Quantity Surveying	Level 5	Campus	HLA	
Construction Digital Construction Management	Level 5	Campus	HLA	
BSc Hons Degree Construction	Level 6	Campus	HLA	
3D Modelling using Revit	Level 4	Online	Short course	
Building Information, Modelling Management (BIM)	Level 4	Blended	Short course	
Award in the Installation and Commissioning of Electric Vehicle Charging Equipment in Domestic, Commercial and Industrial locations	Level 2 and Level 3	Campus	Short course	
Electric Hybrid Vehicle Routine Maintenance	Level 2 and Level 3	Campus	Short course	
Retrofit Skills for Domestic Building Fabric	Level 2	Campus/Blended	Short course	
2399 Installation, service and maintenance of environmental technology systems	Level 3	Online	Short Course	
Award in Reducing Carbon Footprints through Environmental Action	Level 2	Blended	Short Course	
Certificate in Reducing Carbon Footprints through Environmental Action	2	Blended		
OCN NI Level 3 Award in Sustainable Construction	Level 3	Blended	-	Awaiting awarding body approval
OCN NI Level 3 Certificate in Sustainable Construction	Level 3	Blended	-	Awaiting awarding body approval



South West College Green Course Provision 2025

Name of Course	Accredited Level	Delivery Model	Course Type: AppNI, HLA, Short Course etc.	Other Comments
Electrotechnical	Level 3	FACE TO FACE	ApprenticeshipsNI	
Plumbing	Level 3	FACE TO FACE	ApprenticeshipsNI	
Sustainable Resource Management	Level 2 & 3	FACE TO FACE	ApprenticeshipsNI	
City & Guilds Level 3 Award in the Fundamental Principles and Requirements of Environmental Technology Systems	Level 3	FACE TO FACE	ApprenticeshipsNI	
Passive Designer Course		Blended	GRASP	
Passive Trades Course		FACE TO FACE	GRASP	
OCN NI LEVEL 2 RETROFIT SKILLS FOR BUILDING FABRIC & SERVICES	Level 2	BLENDED	GRASP	
Level 2 Electric/Hybrid Vehicle Routine Maintenance Activities	Level 2	FACE TO FACE	Skill Up	
IMI Award Hybrid Electrical Vehicle Maintenance Level 3	Level 3	FACE TO FACE	Skill Up	
Applying air tightness in retrofit projects		BLENDED	Skills Focus	
Installing external insulation in Domestic retrofit properties		BLENDED	Skills Focus	
Understanding Ventilation in Domestic Retrofit projects.		BLENDED	Skills Focus	
Ventilation Systems- Calculations		BLENDED	Skills Focus	
Passive House for Decision makers		ONLINE	Skills Focus	
Retrofit Expert		ONLINE	Skills Focus	
SITE Supervisor		ONLINE	Skills Focus	
City & Guilds Level 2 Award in Sustainability and the Green Environment	Level 2	Blended (face to face exam, online delivery)	Skills Focus	
OCN - Heat Pumps		-	-	Waiting Qualification
OCN - PV		-	-	Waiting Qualification
OCN NI Level 3 Certificate in Carbon Accounting	Level 3	-	-	Waiting Qualification



NI Universities – Green Related Courses

Open University

OU Course / Module	Relevant Sector(s)
OU Course / Module	Relevant Sector(s)
BSc (Hons) Environmental Science	Environmental science, Ecology, Physical geographical sciences
BSc (Hons) Geography and Environmental Studies	Environmental sciences, Physical geographical sciences
Energy and Sustainability	Energy engineering, Circular economy, Domestic low carbon
Renewable Energy	Energy engineering, Electrical engineering
Environmental Management	Environmental science, Infrastructure
Environmental Monitoring and Protection	Environmental science, Ecology
Sustainable Organisations	Circular economy, Industrial processes
Making Environmental Decisions	Environmental science, Policy
Environment and Society	Environmental science, Sociology
Environmental Policy in an International Context	Environmental science, Policy
Environment: Sharing a Dynamic Planet	Environmental science, Ecology
Environment: journeys through a changing world	Environmental science, Ecology
Climate Change – Transforming your Organisation	Circular economy, Infrastructure
Creating Futures – Sustainable Enterprise	Circular economy, Industrial processes
Science, technology and maths Access module	Supports all sectors
Science: concepts and practice	Domestic Low Carbon Technologies and Energy Efficiency, General Science
Environmental science	Agriculture, Fisheries and Marine, Transport, Circular Economy
Biodiversity: survival in a changing world	Fisheries and Marine, Agriculture, Conservation/Biodiversity
Earth processes	Infrastructure, Large-Scale Energy Production, Natural Hazards
Geology and sustainability	Industrial Processes, Large-Scale Energy Production, Infrastructure





Queens University Belfast

Programme/Area	Level
Chemistry	6
Chemical Engineering	6
Net Zero Engineering	7
Zero Carbon Engineering	7
Biopharmaceutical Engineering	7
Hydrogen Energy Systems (PGCert)	7
Electrical and Electronic Engineering	6
Electronics	7
Aerospace Engineering	6
Mechanical Engineering	6
Mechanical Engineering with Management	7
Engineering of Energy, Economics and the Environment	7
Archaeology and Palaeoecology	6
Architecture	6
Civil Engineering	6
Environmental and Civil Engineering	6
Structural Engineering with Architecture	6
Geography	6
Planning, Environment and Development	6
European Planning	6
Climate Change	7
Planning and Development	7



City Planning and Design	7
Environmental Engineering	7
Construction and Project Management	7
Building Information Modelling and Project Management	7
Architecture	7
Agricultural Technology	6
Biochemistry	6
Biological Sciences	6
Environmental Management	6
Marine Biology	6
Microbiology	6
Zoology	6
Food Science and Nutrition	6
Animal Behaviour and Welfare	7
Business for Agri-Food and Rural Enterprise	7
Ecological Management and Conservation Biology	7
Leadership for Sustainable Development	7
Molecular-Biology-Biotechnology	7
One Health: Parasitology and Infection Biology	7
Advanced Food Safety	7
Business Sustainability Essentials	Short Course
Advanced Manufacturing Leadership Programme	Short course



Ulster University

ULSTER UNIVERSITY PROVISION

Large-scale energy production	Infrastructure	Domestic low carbon technologies and energy efficiency	Industrial processes	Circular economy	Transport	Agriculture	Fisheries and marine environment
Engineering Management BEng (Hons) / MEng (Hons)	Mechanical Engineering MSc	Environmental Sciences BSc (Hons)	Carbon Literacy training (accredited certification from the Carbon Literacy Project)	Renewable Energy Engineering BEng (Hons) [CEIS]		Environmental Sciences BSc (Hons)	Marine Sciences BSc (Hons)
Mechanical Engineering MSc	Renewable Energy Engineering BEng (Hons) [CEIS]	Geography BSc (Hons)	MSc Renewable Energy * Energy Management(DL)	Geography BSc (Hons)		Environmental Management PgDip / MSc	Environmental Sciences BSc (Hons)
Renewable Energy Engineering BEng (Hons) [CEIS]	Electrical and Electronic Engineering BEng (Hons) [CEIS]	Geographic Information Systems PgDip / MSc	BEng Architectural Engineering	MSc Renewable Energy * Energy Management(DL)		Environmental Management with Geographic Information Systems PgDip / MSc	Environmental Management PgDip / MSc
Electrical and Electronic Engineering BEng (Hons) [CEIS]	Electronic Engineering BEng (Hons) / MEng (Hons)	Remote sensing & GIS PgDip / MSc	PgC/PgD/MSc Energy Storage	BEng Architectural Engineering		Remote sensing & GIS PgDip / MSc	Environmental Management with Geographic Information Systems PgDip / MSc
Electronic Engineering BEng (Hons) / MEng (Hons)	Mechanical & Manufacturing Engineering - BEng (Hons) [CEIS]	Electronic Engineering BEng (Hons) / MEng (Hons)	PgC Energy Management and Green Technologies	PgC/PgD/MSc Energy Storage		Geography BSc (Hons)	Environmental Toxicology & Pollution Monitoring PgDip / MSc
Mechanical Engineering BEng (Hons) / MEng (Hons)	Mechanical and Manufacturing Engineering - Degree Apprenticeship - BEng (Hons) [CEIS]	Mechatronic Engineering BEng (Hons) / MEng (Hons)		PgC Energy Management and Green Technologies			Biology BSc (Hons)
Mechanical & Manufacturing Engineering - BEng (Hons) [CEIS]	Geographic Information Systems PgDip / MSc	MSc Renewable Energy * Energy Management(DL)					Energy BSc (Hons)



Northern Ireland Skills Eco-System

Large-scale energy production	Infrastructure	Domestic low carbon technologies and energy efficiency	Industrial processes	Circular economy	Transport	Agriculture	Fisheries and marine environment
Mechanical and Manufacturing Engineering - Degree Apprenticeship - BEng (Hons) [CEIS]	MSc Renewable Energy * Energy Management(DL)	BEng Architectural Engineering					Remote sensing & GIS PgDip / MSc
Marine Sciences BSc (Hons)	BEng Architectural Engineering	PgC/PgD/MSc Energy Storage					
Environmental Sciences BSc (Hons)	PgC/PgD/MSc Energy Storage	PgC Energy Management and Green Technologies					
Geography BSc (Hons)	PgC Energy Management and Green Technologies						
Environmental Impact Assessment - Short Course							
Geographic Information Systems PgDip / MSc							
Remote sensing & GIS PgDip / MSc							
MSc Renewable Energy * Energy Management(DL)							
BEng Architectural Engineering							
PgC/PgD/MSc Energy Storage							
PgC Energy Management and Green Technologies							



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Agriculture Courses		
Course	Location	Full-time / Part-time – Duration
BSc (Hons) Degree in Sustainable Agriculture with Agri-Business and Land Management pathways <i>(validated by Ulster University)</i>	Greenmount Campus	Full-time: 3 years or 4 years including work placement. <i>Part-time: 6-7 years</i>
Foundation Degree in Agriculture and Technology	Greenmount Campus	Full-time: 3 years or 4 years including work placement. <i>Part-time: 6-7 years</i>
Level 3 in Agriculture	Greenmount Campus	Full-time: 3 years (including placement)
Level 2 in Agriculture	Greenmount Campus	Full-time: 1 Year
Level 3 Apprenticeship/Work-based Diploma in Agriculture	Various	Part-time: 2 years (approx.)
Level 2 Apprenticeship/Work-based Diploma in Agriculture	Various	Part-time: 2 years (approx.)
Level 2 Multi-Skilling programme	Greenmount Campus	59-78 weeks (approx.)
Equine Courses		
BSc (Hons) Degree in Equine Management <i>(validated by Ulster University)</i>	Enniskillen Campus	Full-time: 3 years or 4 years including Diploma in Professional Practice
Foundation Degree in Equine Management	Enniskillen Campus	Full-time: 2 years
Certificate of Higher Education in Equine Science and Management	Online	Part-time: 2 years
Level 3 in Equine Management	Enniskillen Campus	Full-time: 2 years (including placement)
Level 2 in Equine Care	Enniskillen Campus	Full-time: 1 year (including placement)
Level 2 in Equine Care with Forgework	Enniskillen Campus	Full-time: 1 year
Level 3 Apprenticeship in the Equine Industry	Enniskillen Campus	Part-time: 2 years (approx.)
Level 2 Apprenticeship in the Equine Industry	Enniskillen Campus	Part-time: 2 years (approx.)
Floristry Courses		
Level 3 Apprenticeship/Work-based Diploma in Floristry	Greenmount Campus	Part-time: 2 years
Level 2 in Floristry	Greenmount Campus	Full-time: 1 year
Food Courses		
BSc (Hons) Degree in Food Innovation Management with pathways in Nutrition and Technology <i>(validated by Ulster University)</i>	Loughry Campus	Full-time: 3 years or 4 years including Diploma in Professional Practice
BSc (Hons) Degree in Sustainable Agri-Food Management <i>(validated by Ulster University)</i>	Loughry Campus	Full-time: 3 years or 4 years including Diploma in Professional Practice
Foundation Degree in Food Innovation and Technology	Loughry Campus	Full-time: 2 years
Food and Drink Academy	Loughry Campus	Part-time: 4 years



Degree Apprenticeship in Food and Drink Manufacture (Level 6)	Loughry Campus	Part-time: 2 years
Higher Level Apprenticeship in Food and Drink Manufacture (Foundation Degree/Level 5)	Loughry Campus	Part-time: 3 years (approx.)
Level 3 Extended Diploma in Food Technology and Science	Loughry Campus	Full-time: 2 years including work placement
Level 3 Extended Diploma in Food Technology and Nutrition	Loughry Campus	Full-time: 2 years including work placement
Level 3 Apprenticeship in Food and Drink	Various	Part-time: 2 years (approx.)
Level 2 Apprenticeship in Food and Drink	Various	Part-time: 2 years (approx.)

Horticulture Courses

Course	Location	Full-time / Part-time – Duration
BSc (Hons) Degree in Horticulture (validated by Ulster University)	Greenmount Campus	*Full-time: 1 year, Part-time: 2 years
Foundation Degree in Horticulture	Greenmount Campus	Full-time: 2 years, Part-time: 4 years
Level 3 in Horticulture	Greenmount Campus	Full-time: 2 years
Level 3 Apprenticeship/Work-based Diploma in Sports Turf	Greenmount Campus	1 day/week
Level 3 Apprenticeship/Work-based Diploma in Landscape Maintenance	Greenmount Campus	1 day/week
Level 2 in Horticulture	Greenmount Campus	Full-time: 1 years
Level 2 Apprenticeship/Work-based Diploma in Horticulture (Parks, Gardens Green Spaces)	Greenmount Campus	Part-time: 2 years (approx.)
Level 2 Apprenticeship/Work-based Diploma in Horticulture (Sports Turf Greenkeeper)	Greenmount Campus	Part-time: 2 years
Greenkeeping Cadetship Programme	Greenmount Campus	Full-time: 1 years

Land-Based Engineering

Level 3 in Land-based Engineering	Greenmount Campus	Full-time: 2 years (including placement)
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Postgraduate Courses

Postgraduate courses in Business for Agri-Food and Rural Enterprise	Loughry Campus	Full-time: 1 year, Part-time: 3 years
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Veterinary Nursing

Level 3 Diploma in Veterinary Nursing	Greenmount Campus	2.5 years
Level 2 Certificate in Veterinary Care Support	Greenmount Campus	Part-time: 1 years



Invest NI Skills Programmes

Programme	Description	Aimed At
Leader Programme	To develop the business growth potential of Invest NI client companies through the development of leadership competencies. The Programme seeks to achieve this aim by both challenging and supporting participants through a blended bespoke approach incorporating three key elements: • One-to-one specialist business mentoring; • One-to-one leadership coaching; • Shared learning through peer networking events. The programme runs over 9 months and concludes with the presentation of a growth action plan by each participant MD/CEO.	Senior Managers
Leadership Team Ambition to Scale Programme	The programme develops the skills, strategic focus and relationships of the top team in order to achieve business growth. The Leadership Team Ambition to Scale programme will help teams develop the right company structures and processes to support business growth, help with strategy and business development, building upon team cohesion and drive a culture of transformation to enable ambitious growth. It is designed to challenge the focus of the leadership team to enable the company to grow, as well as develop and implement strategies that drive sustainability and international growth. The focus of the Leadership Team Programme is on the effective working of SME top teams. The programme presents the senior team in the organisation with an opportunity to develop themselves into highly effective leaders, improve strategic direction and generate international growth of their companies through the Executive Education Modules, Team Business Coaching and a Peer Network.	Senior Managers
Leading within a Group programme	To improve the competitiveness, innovative capability and efficiency of participating	Senior Managers



	companies through the development of leadership and management competencies and its application in the business planning process. Leading Within a Group Programme (LwG) The LwG represents a market leading initiative to be piloted by Invest NI, the first of its kind to be provided in Ireland. It is aimed at senior managers with an insight into the behavioural dimensions of company leadership, to facilitate a clear understanding of the impact of their own personal attributes as leaders.	
Leadership and Management Advice Service	Expert advisors provide tailored guidance to help you develop more effective leadership, implement best practices, and explore a range of solutions from Invest Northern Ireland and other organisations. Gain a clear understanding of your leadership role, set defined strategic goals, and drive the growth potential of your business and your team.	Business
Mentoring Scheme	The Invest NI Mentoring scheme provides financial support to Invest NI customers to engage a Business Mentor who will work with the business to accelerate growth and to overcome specific barriers. The Business Mentor will provide expertise, support and challenge. They will assist you to consider your options to make the right decisions for your company. The support provides up to £4,000 or 49% of eligible costs, whichever is the lesser, over 12 months to engage with an experienced Business Mentor.	Business
Non-Executive Director Scheme	The Invest NI Non-Executive Director Scheme is designed to help NI businesses identify and address barriers that are inhibiting their growth and competitiveness by providing financial support to access specialist external advice, expertise, skills and leadership capability development support. The Non-Executive Director Scheme provides funding towards the costs of working with an experienced NED on a clearly-defined NED	Company Boards



	'project' for a minimum of one year up to a maximum period of two years. NED projects focus on leadership capability development at board level and typically are aimed at improving corporate governance and strategic decision-making which may include succession issues in family-owned businesses. Their focus is on providing independent advice, guidance, challenge and support as well as knowledge transfer at board level which will help businesses to improve competitiveness and through embedding skills, maintain competitive advantage over the longer term.	
Operational Excellence Solutions Programme	The Operational Excellence Team facilitates the improvement of productivity and profitability of NI businesses. This is done by Delivering workshop-based training, specialist advice, and best-practice events showing how to get the best out of available resources, identifying and facilitating productivity improvement opportunities and projects and supporting your business's journey to embed a culture of continuous improvement.	Business
HR Advice	People Solutions Advisors provide impartial guidance on all aspects of human resource management. They provide expert advice on: • Improving employee competence, motivation and empowerment • Organisation structure • Recruitment and selection • Reward and remuneration • Succession planning	Business
Skills Advancement Grant	The programme seeks to encourage 'small' Invest NI client companies to achieve increased productivity, competitiveness and export potential through investment in training and development activities linked to its capability improvement programmes.	Business



	Funding is provided for 50% of eligible training costs which are not mandatory and which are aimed at increasing productivity and improving international competitiveness. Repeat training and routine training are also excluded as additionality cannot be determined. Eligible costs are: • External Trainer costs • Travel and accommodation costs linked directly to training activities • Material costs linked specifically to training activities	
Skills for Growth	The programme seeks to encourage Invest NI client companies to invest in building a highly skilled workforce through staff training and upskilling, fostering a culture of continuous learning and improvement that enhances company performance and competitiveness. Funding is provided for training costs (up to a maximum of 50% of eligible costs) which are not mandatory and which are aimed at increasing productivity and improving international competitiveness. Repeat training and routine training are also excluded as additionality cannot be determined. Eligible costs are: • Worker wages (for time spent on eligible training activities) • Internal Trainer costs • External Trainer costs • Travel and accommodation costs linked directly to training activities • Material costs linked specifically to training activities	Business
Training Needs Analysis Workshops	Delivery of two workshops enabling attendees to learn the key professional techniques required to gather, scope and weigh training needs at all levels of an organisation. They are then guided on how to develop learning objectives, construct and financially manage a training plan and demonstrate value for money for investment in skills. Open to client companies and wider	Business





	business base attendees. Webinar content used during lock-down in place of live workshops and during holiday months as alternative delivery method.	
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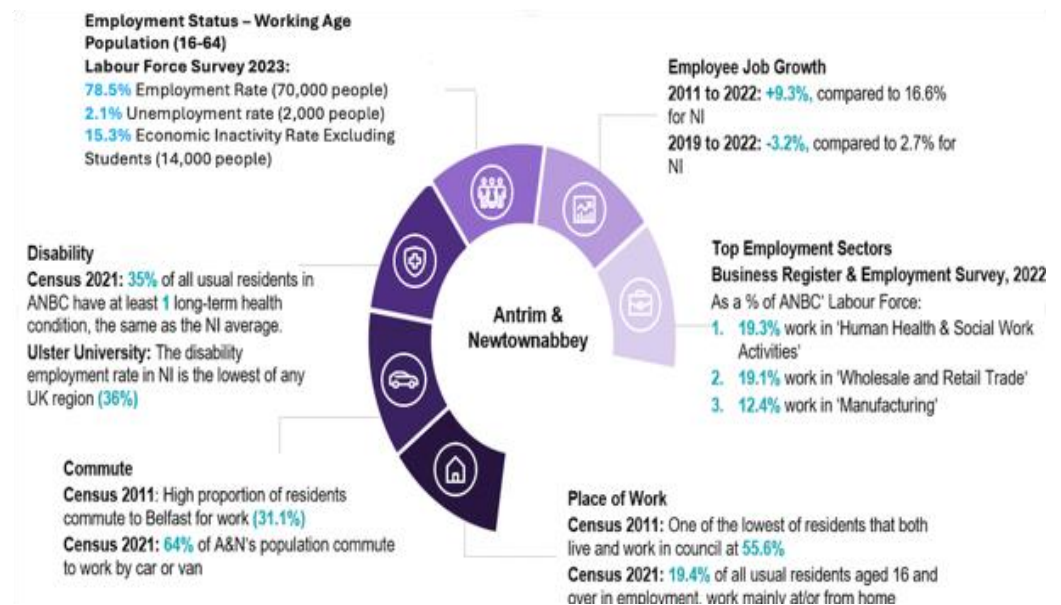
Antrim and Newtownabbey LMP Action Plan

The rationale for labour market interventions requires a clear evidence base for the scale of challenges faced. The infographic below provides a snapshot of Antrim and Newtownabbey' labour market, using the most up to date data available:

Strong labour market performance is evident, but challenges remain and are evolving and confirm the need for employment support.

The COVID-19 pandemic significantly disrupted employment, though furlough schemes helped mitigate the impact. Since restrictions lifted, the labour market has rebounded, with indicators returning to pre-pandemic levels by early 2024.

Employment rates have risen, economic inactivity has declined, and more residents hold higher qualifications. Median pay has improved, and the borough shows strong inclusivity, with disability employment rates 10% above the NI average.



Employment status (working age population 16-64), Labour Force Survey 2023:

- Employment rate: **78.5%** (70,000 people)
- Unemployment rate: **2.1%** (2,000 people)
- Economic inactivity rate excluding students: **15.3%** (14,000 people)

Employee job growth:

- 2011 to 2022: **+9.3%**, compared with **16.6%** for Northern Ireland.
- 2019 to 2022: **-3.2%**, compared with **2.7%** for Northern Ireland.

Top employment sectors (Business Register & Employment Survey 2022) as a % of ANBC Labour Force:

1. Human Health and Social Work Activities: **19.3%**
2. Wholesale and Retail Trade: **19.1%**





3. Manufacturing: **12.4%**

Disability:

- Census 2021: **35%** of residents in ANBC have at least one long-term health condition, the same as the Northern Ireland average.
- Ulster University data indicates Northern Ireland has the lowest disability employment rate of any UK region (**36%**).

Commuting:

- Census 2011: A high proportion of residents commute to Belfast for work (**31.1%**).
- Census 2021: **64%** of the population of A & N commute to work by car or van.

Place of work:

- Census 2021: **55.6%** of residents both live and work within the council area, one of the lowest proportions in Northern Ireland.
- Census 2021: **19.4%** of employed residents age 16 and over mainly work at or from home.

A partnership approach to identifying labour market issues

Consultation with key partners was crucial in shaping the LMP Action Plan. The updated strategic assessment and 25/26 Action Plan reflects local employability needs and priorities, aligned with the Borough's Community Plan and Council's Corporate Plan (2024–30).

The Action Plan is built around three Strategic Priorities:

- SP1: Establish and deliver the local LMP;
- SP2: Improve local employability outcomes and labour market conditions;
- SP3: Support existing employability or skills provision regionally or locally.





Ards and North Down LMP Action Plan

Established in August 2021, the AND LMP was formed under DfC guidance and built on the Council's former Employability and Skills Subgroup. It includes external stakeholders and Council Officers from key departments.

The 2025/2026 Action Plan uses an Outcomes Based Accountability (OBA) approach, with baselines, indicators, and performance measures to assess programme impact. 'Turning the Curve' workshops helped shape and evaluate the plan.

In addition, the Regional LMP has indicated the following priorities that should be considered when developing the 2025/2026 Action Plan.

- Supporting action on climate change by enabling green jobs.
- Addressing the disability employment gap.
- Utilising opportunities arising from City & Growth deals.
- Supporting the aims and implementation of the Skills Strategy.
- Promoting diversity and inclusion.

2025/2026 ACTION PLAN		
Theme	Title of Activity Aims & Description	Key Activities
SP1.1 LMP Delivery	LMP Delivery Effective delivery of the LMP through appropriate structures, mechanisms, and regular meetings.	• Meetings of whole LMP • Implementation of LMP Action Plan • Recruit additional members as required • Ensure members feel they are contributing positively to the work of the LMP.
SP1.2 LMP Sub-Committees	LMP Subcommittees Establish working groups/ subcommittees in appropriate areas. Two Groups identified.	• Subcommittee meetings • Planning and Delivery of (2025/2026) LMP Action Plan • Members feel they are contributing positively to the work of the LMP.
SP1.3 Capacity Building	Capacity Building Support LMP members in their role through training and development opportunities.	• Support LMP members in their role through, for example, training and development, case study visits, guest speakers, attendance at events. • Members feel they are supported by the LMP in their role.





SP1.4 Increased Awareness	Increased Awareness Raise LMP visibility through Council platforms and campaigns; expand private sector involvement and encourage participation.	• Increasing awareness of the LMP and its activities through improved visibility on Council's website and social media. • Improve awareness and visibility of the LMP/its activities through targeted communication / PR Campaigns, re: Success stories, case studies, etc. • Increase participation of employers / private sectors as LMP members.
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Armagh, Banbridge and Craigavon LMP Action Plan

ABC LMP's strategic outcomes have been developed in alignment with three of the nine key outcomes set out in ABC's community plan, namely:

- Revitalised Communities.
- Enterprising Economy.
- Skilled Economy.

Priority Themes

A cross-cutting theme was identified which underpins the core foundation of the LMP Action Plan: **Deprivation and Social Inclusion**

LMP will prioritise support for residents in deprived areas affected by the cost-of-living crisis. Awareness will be raised through local groups, and extra support provided during programmes. Participation will be monitored to ensure fair access and avoid duplication.

Deprivation and social inclusion were considered throughout the action planning process, ensuring they remain central to all LMP activities and allowing progress to be tracked. The LMP partners agree the listed themes target the most critical groups needing support to address key labour market challenges in ABC.

Priority Theme: Unemployment

ABC faces high labour demand but persistent claimant levels post-pandemic. Recovery has stalled, and urgent action is needed to reskill and support unemployed residents—especially those previously employed—to prevent long-term unemployment.

Priority Theme: Economic Inactivity

ABC's economic inactivity rate is the lowest in NI at 14.8%. Female employment has risen, and the gender gap has narrowed. Despite strong performance, continued focus—especially on women—is needed to maintain progress.

Priority Theme: Disability

Disabled people in NI face high economic inactivity (60.2% vs 42.5% UK average), yet many want to work. One in five people aged 16–64 are disabled, offering potential to boost NI's labour supply. In ABC, the disability employment rate rose to 40.2% in 2022—it's highest since 2018—but still lags behind other districts like Lisburn and Castlereagh.

Priority Theme: Skilled Labour Supply

Salaries in ABC match the NI average, but higher earnings are seen among those working outside the borough. To support recovery and improve quality of life, the LMP aims to help disadvantaged individuals secure jobs that match their skills—benefiting both the individual and the wider labour market.



ACTION PLAN 2025/2026 – 2026/2027

Strategic Priority 1: To form and successfully deliver the functions of the LMP.

Indicators	%LMP members who feel the local LMP is making a positive contribution and delivering effectively (LMP)		
Theme	Title of Project/ Description	Key Activities	Performance Measures (per year)
LMP Delivery	LMP delivery and development Effective delivery of the LMP through the Members, appropriate structures and mechanisms. Cost: £4,200 (£300 per meeting)	Deliver the LMP Action Plan by establishing structures and mechanisms that address priority needs and improve employability and labour market conditions.	10 LMP meetings held 80% attendance rate (128 out of 160 members) 100% of members felt: - Their views were considered - Supported in their role - They contributed to LMP delivery - The LMP made a positive impact

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

Indicators	% Claimant Count (NISRA Data Portal – LGD2014 & SOA) % Working Age Economic Inactivity Rate (NISRA – Labour Force Survey) % or # Employment Rate of people with Disabilities (NISRA Labour Force Survey)		% Working age: No qualifications (NISRA – Labour Force Survey) # All Persons Median Wage (NISRA Data Portal)
Theme	Title of Project/ Description	Key Activities	Performance Measures (per year)
Unemployment	Young People in Looked After Care Programme Provide tailored employability support to young people in or leaving care, helping them reach their potential while contributing to business growth. Cost: £62,800 (£3,140 per participant)	Direct and specific interventions to skill young people who experience additional barriers to employment. Aims to support local businesses with a pipeline of local talent.	20 participants enrolled 65% (13) completed the programme 69% (9 of 13) reported satisfaction 69% (9 of 13) felt more confident about employability 38% (5 of 13) progressed to employment 62% (8 of 13) moved into further education/training
	Employability Academy Aims to support those impacted by the disruption back into work by leveraging existing skills in line with in-demand sectors. Cost: £138,000 (£1,150 per participant)	Targeted reskilling in high-demand sectors Programme adapts to labour market trends. Focus on upskilling/reskilling those who are employed/unemployed in areas of need.	120 participants enrolled. 80% (96) completed the programme 90% (86/96) reported satisfaction. 70% (67/96) gained new employment. 60% (40/67) still in employment 6 months after. 75% (72/96) gained a qualification.
	50+ Reskilling Academy To support those in 50+ age who are disengaged. This will involve engagement, reskilling in areas of demand,	Direct interventions to reskill and involves training and accredited qualifications to support	10 participants enrolled. 80% (8) completed the programme 88% (7) reported satisfaction. 100% (8/8) gained a qualification 100% reported improved knowledge



	confidence building and updating skillsets. Cost: £17,000 (£1,200 per participant)	individuals to gain employment.	50% (4) gained new employment. 50% (2/4) still in employment 6 months after.
	Return to Work Programme Designed to reduce levels of economic inactivity with a focus on women as a priority group. Supports those who wish to return to the labour market. Cost: £60,000 (£2,000 per participant)	Aimed at supporting people who are economically inactive. Supporting women manage any life circumstances (e.g. childcare, health, etc.) Includes 1to1 mentoring to identify skills gap, upskilling, and exploring employment avenues.	30 participants enrolled. 80% (24) completed the programme. 92% (22/24) reported satisfaction 91% (22) reported feeling more confident regarding employability. 63% (8/15) still in employment 6 months after 75% (18/24) gained a qualification
Disability	Disability Employment Programme Designed to increase the employment opportunities for people with Disabilities Cost: £107,500 (£2,150 per participant)	Supports individuals with disabilities to gain sustained employment. Focuses on economically active participants. Includes tailored training and 1:1 mentoring. Delivers a Reverse Job Fair in partnership with ABC LMP.	50 participants enrolled. 80% (40) completed the programme. 80% (40) completed the training. 90% (36/40) reported satisfaction. 100% (40) reported feeling more confident regarding employability. 88% (35) gained a qualification 53% (21) gaining new employment 62% (13/21) still in employment 6 months after.
	Disability Upskilling Programme Designed to upskill people with disabilities to help them to progress to new or higher paid jobs. Support individuals who are 'stuck' in roles they are overqualified for. Cost: £40,500 (£2,670 per participant)	Supporting people with disabilities who are employed. 1to1 mentoring to identify skills gaps, exploring employment options. Will involve identifying qualifications which will enable participants to gain higher paid employment.	15 participants enrolled. 80% completed the programme. 90% (11/12) gained a qualification. 67% (8/12) increased hours/earnings.
	Classroom Assistant Academy Supports employees in this sector to complete NVQ Level 2, enabling progression to permanent roles and strengthening support for local schools.	Supports past LMP participants from the 2023–24 Classroom Assistant programme to complete NVQ Level 2 and progress to permanent roles. The academy runs for approximately 9 months.	25 participants enrolled. 88% (22) completed the programme 91% (20/22) reported satisfaction. 86% (19) gained a qualification. 74% (14/19) gained new employment. 71% (10/14) still in employment 6 months after.



	Cost: £50,000 (£2,000 per participant)		
Skilled Labour Supply	Employer Led Progression Programme To support current employees, increase their skills level helping to achieve their full potential. Enables participants to progress to higher paid employment and creates opportunities for entry level candidates. Cost: £42,780 (£1,860 per participant)	Delivers bespoke, accredited training to upskill employees. Focuses on high-demand areas like robotics, green economy, leadership, and digital skills. Tailored to business needs, with employer support to boost career progression.	23 participants enrolled. 83% (19) completed the programme. 89% (17/19) reported satisfaction. 100% (19) gained a qualification. 100% (19) reported improved knowledge of the subject area. 63% (12) increased hours/evenings.
Strategic Priority 3: To promote and support delivery of existing employability or skills provision available either locally or regionally.			
Indicators	% Increased awareness of relevant existing projects/initiatives and building confidence through locality-based engagement (LMP)		
Theme	Title of Project/ Description	Key Activities	Performance Measures (per year)
Increased awareness of regional employability programmes	Public Facing Events Cost: £21,700.40 (Big Apprenticeship Event £6,000 4 Local Job Fairs £4,200.40 Employability & Skills Conference £8,500 Agri-Food sector Job Fair £3,000)	Raise LMP's local profile and promote regional employability initiatives. Connect employers with job seekers to fill vacancies. Support referrals to LMP programmes. Encourage employer participation in LMP activities.	1,200 attendees at event 100 employers participating. 90% of employers reported the event was a good platform to showcase their sector. 90% employers reporting satisfaction. 90% (234/260) rated as helpful for finding work/training opportunities. 50% (130/260) reported increased awareness of Regional and LMP programmes. 80% employers reported confidence in filling vacancies. 40% (104/260) intend to apply for at least one job as a result. 11% (15/140) gained employment through attendance at an event.
	Promotion and Awareness Raising Actively advocate & promote regional employability programmes and local	Raise awareness of regional employability and local LMP programmes. Update websites, newsletters, and run a social media campaign.	PR/Strategy plan for 2024-25 is produced detailing the strategy 94% of LMP members feel the PR campaign has had a positive impact on raising the awareness of the LMP.





	initiatives including the LMP to a wider public audience. Cost: £10,105.79	Collaborate with communications team Use promotional materials at events to engage public and employers.	80% (320) increased awareness of regional and local LMP programmes.
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Belfast LMP Action Plan

The Belfast Labour Market Partnership (LMP) is focused on improving Belfast's employability outcomes and labour market conditions by working with a wide range of partners, being flexible to meet local needs and helping to connect employers with employees. The partnership was developed with funding from the Department for Communities (DfC).

The proposed LMP actions for **2025-26** aligned with the Department for Communities (DfC) themes for Employability NI (ENI), which funds Labour Market Partnerships. These are: Economic Shock, Economic Inactivity, Long Term Unemployment, Youth Unemployment, Disability and Skilled Labour Supply.

The action plan has three strategic priorities:

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

- Ensuring a coordinated response to jobs and skills challenges through the Belfast Labour Market Partnership that will help improve employability outcomes and connect employers with employees.

Strategic Priority 2: To improve employability outcomes and labour market conditions locally by-

- Developing the Employability and Skills (E&S) Eco-system in the city.
- Delivering [Gateway to Choices Service](#) (G2CS)
- Gateway to Choices Service (Development)
- Delivering a wide range of employment academies and pathways to connect residents with new or better employment opportunities.
- Delivering Bridges to Progression.
- Delivering a range of upskilling employment academies for residents to gain the skills required to sustain their employment or get a better job.

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

- Increasing awareness of employability and skills programmes in the city.





Causeway Coast & Glens LMP Action Plan

On **20 November 2024**, Causeway Coast and Glens LMP reviewed its **2024–27 Strategic Assessment** to ensure priorities still reflect local employability and labour market needs.

The review was based on:

- Data from statutory partners
- Ongoing consultation across the borough
- Alignment with key strategies:
 - Programme for Government (2024–27)
 - CCG Community Plan (2017–2030)
 - Economic Strategy (2020–2035)
 - Corporate Strategy (2021–25)
 - Shared Prosperity Fund (2022–26)
 - College & adult education (2024–26)
 - Regional programmes (e.g. Apprenticeships NI, Skill Up, Go Succeed)

Local Priority Themes Identified

1. **Economic Inactivity**
2. **Unemployment**
3. **Disability**
4. **Skilled Labour Supply**

Key Indicators & Trends

Economic Inactivity

- **2023 rate:** 25.2% (NI average: 18.3%)
- **Higher among women** (31.4%) than men (18.1%)
- **Response:** Programmes like *Retrain Plus*, *Business Start-Up Seed Fund*, and *Personal Learning Account Fund* target this.

Unemployment





- **2023 rate:** 3.1% (3rd highest in NI)
- **Risk:** Could rise without intervention due to skills mismatch.
- **Response:** Retrain Plus and Business Start-Up Seed Fund included in LMP plan.

Disability Employment

- **2023 rate:** 35.8% (down from 42.9% in 2021)
- **Response:** Targeted disability programmes via Retrain Plus and Personal Learning Accounts.

Skilled Labour Supply

- **Low qualifications:**
 - Only **73.4%** have Level 2+ (2nd lowest in NI)
 - Only **52%** have Level 3+ (lowest in NI)
 - **16–24s** with Level 3+: just **30.4%** (NI avg: 53.9%)
- **Digital skills:** 32.2% of over-25s have none (NI avg: 20.1%)
- **Wages:** £26,743 (2nd lowest in NI)
- **Response:** Focus on upskilling via Retrain Plus, PLAs, and SP3 initiatives.

Referrals to Employability Programmes

- **2022–23:** 88 referrals
- **2023–24:** 91 referrals
- **2024–25 (to date):** 101 referrals
- **Trend:** Increasing engagement with regional/local provision.

LMP Member Engagement

- **2024–25:** 80% of members feel LMP is effective (20% didn't respond)
- **Goal:** 100% by 2026–27
- **Support:** Ongoing training, development, and regular meetings.



ACTION PLAN 2025/2026 & 2026/2027

Indicators			
Theme	Title of Project/Description	Key Activities	Performance Measures
LMP Delivery	LMP Delivery and Development Effective delivery of the LMP through members, appropriate structures and mechanisms	- Hold full LMP meetings and implement the Action Plan. - Provide training, events, and guest speakers to build member/staff capacity. - Raise awareness of LMP activities. - LMP Officers to support and coordinate with sub-groups and external partnerships (e.g. Community Planning, Anti-Poverty, Enterprise, Sectoral Networks).	6 meetings of LMP. 80% (48/60) attendance. 80% (8/10) of members felt supported by the LMP in their role. 80% (8) feel they are contributing positively to the delivery of LMP. 80% (8) think LMP is making a positive difference.
Evaluation and Action Plan	Evaluate LMP programmes and develop the 2026–27 Action Plan	- Review of 2026–27 Action Plan. - Internal review with Members & stakeholders	1 Action Plan reviewed 1 Internal review completed 80% of members felt their views were considered during evaluation and planning 80% reported increased awareness of local employability and labour market issues 80% felt more informed about LMP programme impact
Indicators % Long-term Unemployed (Claimant Count) % Economically Inactive (Age 16–64) # Claimants Aged 18–24 % Employment Rate – People with Disabilities £ Median Gross Pay			
Theme	Title of Project/Description	Key Activities	Performance Measures
Skilled Labour Supply Unemployed Disability	Retrain Plus. Retrain Plus (Skilled Labour Supply) Retrain Plus (Unemployed) Retrain Plus (Disability)	Develop training and skills for sustainable jobs. Co-design academies with employers; guarantee interviews post-completion. Create ToR for accredited programmes addressing employment barriers (care, travel, rural, confidence). Deliver higher-value academies (e.g., Transport, Manufacturing,	Participants: 120 recruited; 92 completed (77%). - Sp2.1.1: 50 enrolled, 40 completed (80%) - Sp2.1.2: 50 enrolled, 40 completed (80%) - Sp2.1.3: 20 enrolled, 12 completed (60%) Employers: 80 engaged; 57 satisfied (71%).



	Aim: Help CCG candidates retrain, gain new skills, and secure sustainable jobs. Description: Address labour market needs through job academies for higher-value and entry-level roles. Provide employability advice, training, and recognised qualifications. Target groups include youth, older workers, women, and people with disabilities.	Welding, CNC, Engineering, Joinery, Software, Digital Marketing, Classroom Assistant, Taxi, Childminding) and entry-level academies (e.g., Butchery, Hospitality, Construction, Health & Social Care, Customer Service, Lifeguard, Retail, Security, Admin, IT, Production, Remote Work). Provide employability support: CVs, applications, interviews, job search.	Satisfaction: 74/92 participants (80%). Employability Support: 50/92 (54%). Employment Outcomes: 65/92 (71%) gained jobs; 42/65 (65%) retained after 6 months. Qualifications: 72/92 (78%) achieved. Further Training: 11/92 (12%).
Economic Inactivity	Business Start-up Seed Fund Aim: Support and empower economically inactive or unemployed individuals to progress into self-employment. Description: Support unemployed and economically inactive individuals to start businesses. Recruit, assess, and refer to regional programmes (Go Succeed, SPF, EEP). Eligible participants can apply for a £1,000 seed bursary, including 16 EEP participants.	Co-design and host 12 enterprise outreach events with partners and stakeholders. Manage Seed Fund referrals to Go Succeed and EEP. Support 56 candidates to assess business plans and apply for up to £1,000 Seed Fund; liaise with EEP for 16 additional applications. CCAG Funding Unit to manage 56 applications on a rolling monthly basis.	Participants: 56 enrolled; 50 completed (89%). Satisfaction: 40/50 (80%). Barrier Removal Support: 40/50 (80%). Referrals: 56 to regional employability programmes. Self-Employment: 40/50 (80%) started; 30/40 (75%) sustained after 6 months.
Skilled Labour Supply	Personal Learning Account (PLA) Aim: Upskill participants in key CCAG sectors. Description: Provide new skills and qualifications to help secure, retain, or progress in employment. Offer up to £500 bursary for courses in priority sectors	Individuals can apply via CCAG Funding Unit for a £500 bursary to upskill and gain accreditation in priority sectors. Accredited courses available through FE Colleges, universities, Libraries NI, and training providers via Personal Learning Accounts. CCAG Funding Unit administers bursaries. Target: 250 participants (employed, ARoR,	Participants: 250 enrolled; 200 completed (80%). Satisfaction: 150/200 (75%). Barrier Removal: 150/200 (75%) said bursary helped. Better Off: 150/200 (75%) gained new skills/qualifications. 100/200 (50%) moved into higher-paid jobs.



Northern Ireland Skills Eco-System

	that demonstrate upskilling.	underemployed) demonstrating career progression.	
Indicators			
Theme	Title of Project/Description	Key Activities	Performance Measures
Increase awareness of employability and skills programmes	Employability NI and LMP Engagement with Stakeholders.	- Engage business and community stakeholders through outreach events to promote LMP, Employability NI, and regional programmes. - Maintain a dedicated section on the Council website for programme information, success stories, and guidance.	Events: 10 LMP events; 400 attendees; 100 employers/stakeholders. Satisfaction: 80% employers and attendees satisfied. Impact: 80% stakeholders increased awareness of LMP/regional programmes. 80% attendees improved knowledge of LMP. 20 referrals to regional employability programmes.
	Job Fairs	Deliver 9 local job fairs and 1 regional fair across the borough to connect employers with job seekers and promote available opportunities.	Job Fairs: 10 delivered with JBOs and employers; 440 attendees; 120 employers. Satisfaction: 75% attendees; 80% employers. Impact: 75% attendees increased awareness of LMP/regional programmes. 80% employers said events help fill vacancies.
Increased Awareness	Causeway Area Learning Forum Careers and Industry Engagement	- Co-design a Careers Action Plan with CALF and Careers Service. - Deliver joint careers events to expand job options for young people and promote STEM careers. - Support student participation in STEM events.	- Developed CALF Action Plan; 1,200 event attendees; 60 employers involved. 75% attendee satisfaction (375/500); 75% employer satisfaction (45/60). 75% attendees and employers increased



			awareness of LMP and regional programmes.
	Sustaining Lifelong Learning Aim: Co-design a lifelong learning strategy for the borough to foster a culture of continuous learning. Description: Promote lifelong learning in local communities through in-person and virtual opportunities, creating safe environments for those hesitant to return to learning.	• Market and promote lifelong learning opportunities in deprived areas, focusing on ICT, Digital, and Essential Skills. • Add a dedicated lifelong learning section on the Council website. • Coordinate interventions and events for high-deprivation groups. • Develop a weeklong Festival of Learning programme.	• Developed CCAG Lifelong Learning Strategy and Co-Design Action Plan for Causeway Festival of Learning; delivered 20 community events with 180 attendees. • 80% attendee satisfaction (144/180). • 30 referrals to regional employability programmes and 30 to local LMP provision; 80% attendees reported increased awareness of Regional and LMP programmes.
Addressing the future skills deficit identified	Causeway Apprenticeships and Vocational Training Aim: Increase awareness of apprenticeships and vocational training in the borough. Description: Maintain a virtual apprenticeship alert platform to promote opportunities and inform potential apprentices, parents/guardians, and local employers.	• Maintain and enhance Causeway Apprenticeship website and social media. • Create localized marketing content. • Co-design events, activities, and campaigns with providers, schools, and DfE. • Engage schools, careers services, JBOs, training bodies, recruiters, Chambers of Commerce, and employers to raise awareness of the website.	• Maintained 1 apprenticeship platform; promoted 40 apprenticeship/vocational opportunities; 500 site visitors. • 75% employer satisfaction (30/40). • 75% employers said the project helps fill apprenticeship or vocational vacancies.



ACTION PLAN 2026/2027

The programmes and/or projects above repeat from 2025/26 action plan, new projects are below.

Theme	Title of Project/Description	Key Activities	Performance Measures
Evaluation and Action Plan	Undertake Strategic Assessment 2027-30 and Action Plan and develop an action plan for the LMP for 2026-27 and 2027-28.	Completed strategic assessment of CCG labour market for 2027-30. Developed co-design action plans for 2026-27 and 2027-28 to address LMP area needs.	- Completed 1 Strategic Assessment and 1 Co-Design Action Plan. 90% of members felt their views were considered in the evaluation and plan. 90% of LMP members report increased awareness of local employability and labour market issues and feel more informed about LMP programme impacts.



Derry and Strabane LMP Action Plan

The 2024–2027 strategic assessment remains valid. Proposed LMP actions align with the Council’s Corporate Plan, Inclusive Strategic Growth Plan, and City Deal. They reflect ongoing labour market challenges, including high economic inactivity, claimant rates, and deprivation. The proposed Action Plan will align with DfC LMP’s Strategic Priorities:

Strategic Priority One – To form and successfully deliver the functions of the Labour Market Partnership for the area by:

- Engaging key stakeholders to identify and address employability issues locally.
- Develop and organise LMP’s plans to meet priority needs.
- Set up structures that will contribute towards improved employability outcomes.
- Raise public and stakeholder awareness by planning communications activity.

Strategic Priority Two – To improve employability outcomes and/or labour market conditions locally by:

- Working with stakeholders to address locally identified issues.
- Ensure statutory bodies work together to support employability.
- Identify and tackle barriers to local employability and provide feedback.
- Educate communities about job opportunities/local labour market conditions.
- Contributing to delivery of LMP initiatives that improve employability outcomes.

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

- Promote current projects to boost local engagement confidence and awareness.
- Align projects within local LMP Plans aimed at the meeting the relevant objectives of the PfG and/or local community Plan.
- Refer participants to relevant regional or local programmes aimed at improving employability.
- Highlight key issues for Regional LMP consideration.
- Support public events that improve employability outcomes.



Fermanagh and Omagh LMP Action Plan

ACTION PLAN 2025/2026			
SP1: To form and successfully deliver the functions of the local LMP for the area.			
Indicators	% LMP members who feel the local LMP is making a positive contribution and delivering effectively (LMP)		
Theme	Title of Project/Description	Key Activities	Performance Measures
LMP Delivery	LMP delivery and development Effective delivery of the LMP through the Members, appropriate structures and mechanisms.	Bi-monthly LMP meetings scheduled with clear Terms of Reference. Undertake an annual survey of the LMP members.	Meetings: 6 held. Attendance: 44/72 (61%). Contribution: 9/12 (75%) feel they contribute to LMP delivery. Impact: 9/12 (75%) believe LMP makes a positive difference.
	Capacity Building	Support LMP members in their role through, for example, training and case study visits, guest speakers, attendance at events and awareness raising of LMP activity.	Sessions: 3 info/training sessions for LMP members. Support: 9/12 (75%) felt supported in their role. Improved understanding: 9/12 (75%) reported better understanding of roles.
	Review of Action Plan 2026/27	Review of Action Plan 2026/27	Plan reviewed and approved by Regional LMP. Member input: 9/12 (75%) feel their views were considered. Awareness: 9/12 (75%) report increased understanding of local labour market issues.
	Pilot Sectoral Focused Employment Pathway Cluster A sector-specific cluster to address employment needs by identifying in-demand roles, skills gaps, training requirements, and sharing opportunities. Goal: promote sector opportunities and create structured career pathways for individuals to gain skills and qualifications for employment.	Develop tailored career pathways for priority sectors, informed by Cluster Group insights on skills needs, recruitment challenges, and collaboration opportunities. The group will map required qualifications and skills for entry-level roles and progression, supporting diverse participants (e.g., returners, economically inactive, disabled).	One working group established. 3 Cluster Group meetings. Attendance: 9/18 (50%) at meetings. 3/6 (50%) feel they contribute to LMP delivery.



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

Indicators	Working-age economic inactivity rate (NISRA – Labour Force Survey) Employment rate of people with disabilities (NISRA – Labour Force Survey) % working age below NVQ Level 4 (NISRA) Gross median wage (full-time/part-time) – NISRA ASHE		
Theme	Title of Project/Description	Key Activities	Performance Measures
Economic Inactivity	Female Entrepreneur Programme Six-month tailored support for economically inactive women to start businesses. Provides capability-building, enterprise development, and test trading. Participants then signposted to Go Succeed Growth for further support.	Six-month support for 15 women to explore business ideas, improve skills, build networks, and start trading. Includes 4 days of group training, presentations from female role models, 28 hours of one-to-one mentoring, and up to £1,000 for approved start-up costs.	Participants: 15 enrolled Completion: 12 (80%) finished Satisfaction: 9 (75%) satisfied Self-employment: 9 (75%) started businesses Retention: 6 (67%) still self-employed after 6 months
	Childminder Training Academy Aims to help economically inactive or unemployed residents gain employment as registered childminders or Approved Home Childcare providers. Offers comprehensive training, mentoring, and support to equip participants with necessary skills and knowledge.	Support for 15 participants using marketing and outreach to attract candidates. Includes structured training on child protection, health & hygiene, paediatric first aid, and regulatory requirements, plus mentoring and ongoing support to prepare participants for roles as registered childminders or approved home childcare providers.	Participants: 15 enrolled Completion: 12 (80%) finished Satisfaction: 8 (67%) satisfied Qualifications: 12 (100%) gained Employment: 8 (67%) employed Retention: 5 (63%) still employed after 6 months
	Employer-Led Disability Inclusion Programme Health and disability are the main drivers of inactivity. Survey shows 45% of businesses have never engaged with programmes supporting apprenticeships or placements for unemployed or disabled workers; only 10% have done so, and 15% are interested in disability employment support. LMP will fund an employer-led programme to improve understanding of special needs and available support for hiring	Six-month initiative to increase employment for people with disabilities. Recruit up to 20 employers for disability awareness training, advice on support and grants, and innovative job design and recruitment approaches. Also recruit up to 20 participants with disabilities for a work readiness programme, provide employability training, and aim to place all participants in work with ongoing mentoring for both employers and participants.	Participants: 20 enrolled Employers: 20 engaged Completion: 16 (80%) finished Satisfaction: 15/20 (75%) employers; 12/16 (75%) participants Employment: 12 (75%) gained jobs Confidence: 12 (75%) felt more employable Retention: 8 (67%) still employed after 6 months Employer benefit: 15/20 (75%) said programme helps fill vacancies



	individuals with disabilities or long-term health conditions.		
	Employer-Led Disability Inclusion Programme Health and disability are the main drivers of inactivity. Survey shows 45% of businesses have never engaged with programmes for unemployed or disabled workers; 10% have done so, and 15% are interested in disability employment support. LMP will fund an employer-led programme to improve understanding of special needs and available support for hiring individuals with disabilities or long-term health conditions.	Six-month initiative to boost employment for people with disabilities. Recruit 20 employers for disability awareness training, advice on support and grants, and innovative job design/recruitment approaches. Also recruit 20 participants with disabilities for work readiness training, aim for job placements, and provide ongoing mentoring for both employers and participants.	20 participants and 20 employers engaged. 80% participants completed. 75% employers satisfied. 75% completers satisfied. 75% completers gained employment. 75% reported higher confidence. 67% remained employed after 6 months. 75% employers said programme helps fill vacancies.
	Classroom Assistant Level 3 – Upskilling Academy The academy aims to help unemployed, underemployed, or economically inactive individuals gain a Level 3 Classroom Assistant/Support Teaching & Learning Diploma, improving access to permanent, higher-paid roles. Priority: - Those on temporary contracts or holding Level 1/2 qualifications. - Only Level 3 qualified assistants can secure permanent positions in education. Current Situation: - Belfast LMP offered Level 3 training in 2023/24; 30+ applications from outside the area were ineligible. - REAP programme provides Level 1 qualifications, but progression to Level 3 is limited.	50 participants will work toward NICFE CACHE Level 3 Diploma in Supporting Teaching & Learning. - Includes 24 sessions plus 6–9 month placement (12+ hrs/week) in PEAGS-funded preschool, primary, or secondary schools. Support provided: Access to placements and help securing them. Priority applicants: - Currently on temporary classroom assistant contracts. - Hold Level 1 or 2 classroom assistant qualification. - Under-employed or unemployed and interested in this career.	50 participants enrolled. 80% (40/50) completed the project. 75% (30/40) of completers satisfied. 80% (32/40) gained a qualification. 65% (26/40) moved into higher-paid employment.



	Special Educational Need Training Academy Recent research by Fermanagh & Omagh District Council highlights issues with availability, accessibility, affordability, and appropriateness of childcare in the area. The district has one of the highest percentages of children with Special Educational Needs (SEN) in post-primary and the second highest in primary schools. Data from Family Support NI (Feb 2024) shows only 34% of providers in the area have experience caring for children with SEN. Improving provision and inclusion is essential to ensure preschool children with SEN have access to appropriate, quality childcare. Aim: The SEN Childcare Academy will upskill current childcare workers, enabling progression to higher-level roles and better-paid employment.	Participants: 12 Qualification: OCN Level 3 equivalent Duration: 28 guided learning hours, total 40 hours Topics covered: • Understanding Special Needs and factors affecting learning. • Supporting children with SEN. • Roles and responsibilities of SEN professionals. • Principles and practices of advocacy.	12 participants enrolled. 75% (9/12) completed the programme. 78% (7/9) satisfied with the programme. 78% (7/9) gained a qualification. 55% (5/9) moved into higher-paid employment.
	Transport Academy To address the shortage of HGV and coach drivers in the Fermanagh & Omagh District Council area, where vacancy levels are around 24% among private coach companies (27 operators, 100 vehicles), and shortages also affect Translink and the Education Authority. A Transport Academy delivered in 2023/24 was highly successful, attracting 150+ applications and creating a waiting list, confirming strong demand for further delivery.	Target group: Unemployed, under-employed, or those seeking to upskill. Participants: • 25 for HGV academy • 20 for Coach Driving academy Support provided: Mentoring and subsistence (travel/expenses).	45 participants enrolled. 80% (36/45) completed the programme. 78% (28/36) satisfied with the project. 78% (28/36) gained a qualification. 78% (28/36) moved into higher-paid employment.



	Sectoral Employment Academies Designed to address reskilling needs in sectors where demand exceeds available skills. Key findings from 2023 Local Monitor report: 12 priority skills identified for the next 3 years, including: - General/Plant Operatives - Basic ICT skills - Housekeepers & Chefs Approach: - Tailored programmes to provide targeted interventions aligned with industry shortages. - Employment academies developed based on vacancies highlighted by local employers.	To support unemployed, underemployed, economically inactive individuals, or those seeking to reskill, the following academies will be delivered based on employer demand: Tourism & Hospitality Digital Skills General/Plant Operatives Participant Benefits: - One-to-one mentoring - Individual employability development plans - CV refinement and mock interviews Employer Engagement: - Collaboration with local SMEs to help fill vacancies with skilled workers.	3 sector-specific academies delivered. 50 participants enrolled. 80% (40/50) completed the project. 75% (30/40) satisfied with the programme. 73% (22/30) moved into higher-paid employment. 73% (22/30) reported improved confidence in employability. 73% (22/30) gained a qualification.

SP3: Promote and support the delivery of existing employability skills provision regionally and locally.

Indicators	# Increased Awareness of region/local employability or skills provision.		
Theme	Title of Project/Description	Key Activities	Performance Measures
Increased Awareness	Employability Events Objective: Actively promote existing employability and skills provision to help jobseekers move into education, employment, apprenticeships, or training. Approach: Direct engagement with local employers, training providers, and support organisations through events.	Jobs & Apprenticeship Events - Partner with JBO to deliver at least 2 Job Fairs in the FODC area. - Support JBO outreach employment events in community venues. - Collaborate with South West College on the Apprenticeship Connect event, giving school leavers and parents the chance to engage with local employers and SWC staff about apprenticeship opportunities.	350 attendees at job fairs. 45 employers participated. 9 employability/skills providers present. 71% (53/75) attendees found the event helpful for finding work. 71% (53/75) attendees satisfied. 60% (27/45) employers satisfied. 51% (38/75) attendees applied for at least one job. 60% (27/45) employers said event helps fill vacancies.



			100 attendees reported increased awareness of LMP/Employability NI programmes.
	Marketing & Promotion Employer survey feedback shows low awareness of FO LMP initiatives: 79% had not heard of FO LMP. 82% said lack of awareness prevented engagement. Action: Marketing and promotional activities will increase awareness and utilisation of employability and skills opportunities in Fermanagh & Omagh, positioning the area as an attractive place to work.	Key actions will focus on: Good news stories Testimonials Business highlights Programme success stories Goal: Develop compelling messaging and marketing strategies to: - Promote the work of FO LMP - Position FO as an attractive area to work - Communicate employability and skills development opportunities	50 programme participants invited to share experiences. 30 employers invited. 50% (25/50) participants shared experiences via social media, press, or FO LMP webpage. 50% (15/30) employers shared experiences. 80% (20/25) participants increased awareness of LMP/Employability NI programmes. 67% (10/15) employers increased awareness.
	Speakers for schools Founded: 2010 by Robert Peston, supported by the Law Family Charitable Foundation. Mission: Level the playing field for young people by tackling educational inequality. How: Provides access to networks through inspirational talks and work experience opportunities , focusing on social mobility . Expansion: Initially GB-based; extended to Northern Ireland in 2021 .	Work Experience - Up to two in-person or virtual work experience events for 14–19-year-olds. - Led by up to three local leading employers over three days. - Fully funded by Skills for Schools, supported by FO LMP staff to engage and recruit employers.	6 employers attended. 100 attendees (online). 75% (75/100) attendees satisfied. 67% (4/6) employers said event was a good platform. 75% (75/100) attendees feel more informed about career opportunities. 25 attendees increased awareness of LMP/Employability NI programmes.



Lisburn and Castlereagh LMP Action Plan

This action plan is based on statistical analysis and provides evidence to support the 2024–2027 LMP strategy. It reflects local labour market needs and emerging issues, addressing root causes through early intervention and consideration of social and economic challenges.

Most statistics are sourced from NISRA's Labour Force Survey and the Local Labour Market Insight Dashboard. As of October 2024, some indicators hadn't been updated on the dashboard but were available through source data.

Theme	Programme/Project Title	Key Activities
Economic Inactivity	SP2.1: Rapid Response Academies Participants: 40	Sector-responsive training incl. work readiness, confidence, skills & qualification.
	SP2.2: Gamified Essential Skills Learning Participants: 40	VR/digital literacy & numeracy training; 5-week work-ready course; mentorship support.
Skilled Labour Supply	SP2.3: Sector-Focused Employability Academies Participants: 45	3 academies (15 each); employer-led; soft skills, CV prep, qualifications
	SP2.4: Greener Heating for Homes (Upskilling) Participants: 15	Training in heat pump, hydrogen, and HVO systems; 3 industry-recognised qualifications.
	SP2.5 Employee Upskilling: Meeting employer needs & supporting career progression Participants: 75	L2–L7 training incl. project management., sustainability, leadership; career progression.
	SP2.6 Women In Engineering – Electrical Upskilling Participants: 6	1-week electrical upskilling; control panel design & troubleshooting.
	SP2.7 Women into Welding Participants: 10	2-week welding academy; BS4872 certification; careers advice; travel support.
	SP2.8 Classroom Assistant Upskilling Academy Participants: 10	Level 3 Certificate in Supporting Teaching & Learning in Schools.
Disability	SP2.9 Pathways to Employment for Individuals with a Disability Participants: 35	Mentoring, vocational training (L1–L3), soft skills, job placement support.
	SP2.10 Accessible Graduate Apprenticeship Programme Participants: 10	Mentoring, higher-level qualification, 12-week placement, career development.
Increased Awareness	S Fairs / Employment Events	2 job fairs + 2 themed events (e.g. female returners, green economy); marketing included.



ACTION PLAN 2025/2026

Strategic Priorities	Targets	Actions	Lead & Support	Outcomes
SP1: Deliver the functions of the LMP for the area.	Hold at least 6 LMP meetings during the year.	Coordinate responses to jobs and skills challenges	BCC, DfC & partners	Improve employability, establish and run an effective LMP.
SP2: To improve employability outcomes and/or labour market conditions locally	• Reduce economic activity among working age residents. • Reduce unemployment for ages 18 – 24. • Raise the city's median wage. • Increase employment among adults with disabilities. • Reduce the number of people with no qualifications	Develop the Employability & Skills (E&S) Eco-system in the city.	BLMP and partners	Creation of a connected E&S eco-system which supports those with health conditions get back into work.
		Deliver Gateway to Choices Service (G2CS)	BLMP, GEMS NI	G2CS will provide tailored referrals, job matching, and access to existing support—including health services—to help residents, including those with disabilities, improve employability. It will work with Careers Service, JBO Work Coaches, health providers, and VCSEs to offer impartial, personalised advice.
		Gateway to Choices Service (Development)	BLMP	Develop a clear plan to align G2CS with the city's evolving Employability & Skills eco-system.
		Deliver employment academies and pathways to help residents access better job opportunities.	BCC+ Delivery Partners	Residents of Belfast, especially those furthest from the labour market (incl. long term unemployed, economically inactive, disabled) get into employment.
		Deliver Bridges to Progression	BCC+ Delivery Provider(s)	Bridges to Progression will support young people at key life transitions into education, training, or work—helping prevent NEET outcomes.
		Deliver academies to help residents upskill for better or more secure jobs.	BCC + Delivery Partners	Support low-paid or insecure workers to gain higher-level skills or qualifications to progress in their current role or



Northern Ireland Skills Eco-System

				move into better-paid, secure jobs.
SP3: To support delivery of local and regional employability and skills programmes	Increase awareness and referrals to existing local and regional LMP employability and skills programmes.	Increase awareness of employability and skills programmes in the city	BLMP, DfC, + others	Run a city-wide “Take the Next Step” campaign to raise awareness of employability and skills programmes, including events to promote LMP objectives and showcase success.

2026/2027				
Strategic Priorities	Targets	Actions	Lead & Support	Outcomes
SP1: Deliver the functions of the LMP for the area.	(*Repeats* Refer to 2025/2026 table above)			
SP2: To improve employability outcomes and/or labour market conditions locally	- Reduce economic activity among working age residents. - Reduce unemployment for ages 18 – 24. - Raise the city’s median wage. - Increase employment among adults with disabilities. - Reduce the number of people with no qualifications	Employer Navigation Service (Pilot)	BLMP and partners	A digital tool for SMEs to access training info, support staff development, find funding (e.g. Go Succeed, Skill Up), and connect with similar employers for shared solutions.
		Delivery Gateway to Choices Services 2 (G2CS)		(*Repeats* Refer to 2025/2026 table above)
		Gateway to Choices Service (Development)		(*Repeats* Refer to 2025/2026 table above)
		Deliver employment academies and pathways to help residents access better job opportunities.		(*Repeats* Refer to 2025/2026 table above)
		Delivers Bridges to Progression		(*Repeats* Refer to 2025/2026 table above)





		Deliver academies to help residents upskill for better or more secure jobs.		(*Repeats* Refer to 2025/2026 table above)
SP3: To support delivery of local and regional employability and skills programmes	(*Repeats* Refer to 2025/2026 table above)			



Mid and East Antrim LMP Action Plan

In October 2024, Mid and East Antrim LMP reviewed its 2024–2027 Strategic Assessment to ensure priorities still reflect local employability and labour market needs. This was informed by statutory partner data and ongoing consultation across the borough.

The 2025–2027 Action Plans build on lessons learned and propose new interventions to tackle evolving labour market challenges. Developed with support from Ulster University Economic Policy Centre and a wide range of stakeholders, the plans aim to deliver targeted, evidence-based solutions.

Key Indicators and Strategic Priorities		
Strategic Priority	Indicator	2024/2025 Baseline
SP1: LMP Delivery	LMP Delivery and Development % of members who feel the partnership is effective	2022: 75% 2023: 100% 2024: 100%
SP2: Improve Employability Outcomes	Economic Inactivity (16-64, excl. Students) % economically inactive	2023: 15.50%
	Unemployment % Claimant Count	2023: 3.0%
	Disability % of disabled adults in employment	2023: 53.9%
	Skilled Labour Supply # Median annual pay (workplace-based)	2024: £26,402 (Full-time only: £31,578)
SP3: Promote Regional/Local Provision	# of participants with increased awareness of employability/skills programmes	2024: 87 (2019-2023: 0)



ACTION PLAN 2025-2026 & 2026/2027

SP1: To form and successfully deliver the functions of the local Labour Market partnership

Indicators	% of LMP members who feel the partnership is effective.		
Theme	Aims and Description	Key Activities	Performance Measures
LMP Development and Delivery	LMP Delivery and Development Effective delivery of the LMP through the members, appropriate structures.	MEA LMP Development & Delivery - Develop and implement Action Plan - Provide Secretariat support - Build capacity and share knowledge with members - Collaborate with other LMPs and sub-groups (MTF Skills, Enterprise & Employability)	6 x LMP meetings 75% (72/96) attendance 88% (14/16) feel they are contributing to the delivery. 88% think the LMP is making a positive difference.

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

Indicators	Economic Inactivity (% of 16–64 population, excl. students) Unemployment (% Claimant Count) Disability Employment (% of disabled adults in work) Median Pay (Gross annual workplace earnings)		
Theme	Aims and Description	Key Activities	Performance Measures
Economic Inactivity Deliver activities that boost labour market participation.	Community Skills MEA LMP will promote inclusive access to employability programmes, encouraging economically inactive individuals to return to work through strong community and employer partnerships.	Support targeted groups to begin their learning journey through practical training such as gardening, greenkeeping, security, forklift operation, and Train the Trainer programmes.	45 participants enrolled. 89% (40) completed the project. 88% reported satisfaction. 75% gained a qualification. 38% gain new employment. 38% undertook further education or training.
	Insight Youth Equip young people with seven essential employability skills for workplace success, job retention, and career growth.	Long-term development and employability programme includes: 18–20 hours of skills workshops 20 hours of employability training 80 hours of work experience with a local business	Project Outcomes Participants enrolled: 10 Completion rate: 7/10 (70%) Satisfaction: 7/10 (70%) reported positive experience Impact Qualifications gained: 6/7 completers (86%) Further education/training: 5/7 participants (71%)



Unemployment MEA LMP has developed targeted academies to address local skills demands. We will collaborate with neighbouring councils to achieve economies of scale and broaden access to opportunities. Our goal is to reduce job claimant numbers through bespoke interventions tailored to participant and employer needs.	Classroom Assistant (Entry Level) Demand-led entry-level employment academies offering access and support to secure and sustain jobs.	• Introduction to the sector and job roles, plus support to apply for local school vacancies • Employability skill development and personal training (e.g., communication, teamwork) • Guaranteed interviews with local employers • One-to-one mentoring throughout the programme	8 participants enrolled. 88% (7/8) completed. 88% of completers reported satisfaction with the project. 75% (6) commenced employment. 67% (4/6) still in employment 6 months after completion.
	Childminding – partnership project with NICMA and NHSCT to support new self-employed childminders	Programme Highlights • Qualifications: Paediatric First Aid, Safeguarding Children, Health & Safety • Training: Business development and marketing • One-to-one mentoring for the full 6-month duration	Participants enrolled: 10 Completion rate: 8/10 (80%) Satisfaction: 6/8 completers (75%) Qualifications gained: 8/8 completers (100%) Confidence for self-employment: 6/8 (75%) Started employment/self-employment: 6/8 (75%) Still employed after 6 months: 4/6 (67%)
	Health Support Services (Care, Catering, Driving) Training interventions for support service roles, including catering assistants, care assistants, and support assistants with driving duties.	• Weekly classes to build skills and complete agreed vocational qualifications. • Employability workshops: CV building, interview techniques, personal presentation, transferable skills. • One-to-one mentoring and progress reviews. • Integrated support: 5 driving lessons and completion assistance. • Engagement activities: “Have a Go” days, site visits, employer talks. • Guaranteed interview upon completion.	Participants enrolled: 10 Completion rate: 8/10 (80%) Satisfaction: 6/8 (75%) Commenced employment: 6/8 (75%) Still employed after 6 months: 4/6 (67%)



Skilled Labour Supply MEA LMP is developing employer-led higher skills academies to strengthen industry expertise, improve employee retention, and reduce turnover. These skilling-up interventions will target the underemployed and those seeking qualifications to progress into higher-level roles.	Health and Social Care Upskilling Academy Enhance job satisfaction for healthcare and social care professionals by creating career progression opportunities, improving retention rates across the sector.	Provide career development pathways through training and qualifications, enabling workers to progress into advanced roles or specialise in areas such as Residential Management or Phlebotomy.	Participants enrolled: 12 Completion rate: 10/12 (83%) Satisfaction: 8/10 (80%) Qualifications gained: 8/8 (100%) Moved into higher-paid employment: 6/8 (75%)
	Classroom Assistant Upskilling Academy Academy providing support to apply for live local vacancies, focused on candidates currently employed as temporary classroom assistants.	The Academy builds confidence in classroom support teams by focusing on child wellbeing and social learning. It emphasizes mentoring individuals with additional needs while collaborating with teachers to develop cognitive skills. Participants work toward a Level 3 Certificate in Supporting Teaching and Learning in Schools through workshops and one-to-one mentoring.	15 participants enrolled. 80% completed. 80% completers reporting satisfaction. 92% gained a qualification 67% commenced permanent employment.
	Cleantech The Cleantech Academy will be employer-driven, offering training programs to support staff upskilling.	A skilling-up programme designed to raise expertise in the emerging cleantech and green technology sector. Training areas include: • Hydrogen • Renewable Energy • Electric/Hybrid Vehicle Repair • Small-Scale Solar Photovoltaic Systems • Electrical Energy Storage Systems • Domestic and Small Commercial EV Charging Installations	Participants enrolled: 8 Completion rate: 7/8 (88%) Satisfaction: 7/8 (88%) Qualifications gained: 7/8 (88%) Moved into higher-paid employment: 6/7 (86%)
	Employer Led Skills Development	Workplace training initiative to help employers upskill staff,	Participants enrolled: 10 Completion rate: 8/10 (80%)



	To provide support for employees in sectors not covered by academies.	improving employment opportunities and career progression.	Satisfaction: 8/10 (80%) Qualifications gained: 8/8 (100%) Moved into higher-paid employment: 6/8 (75%)
	City Deal Bespoke academy offering a menu of upskilling courses and industry insights.	This academy will deliver training across multiple skills pathways to address gaps in the local labour market, including: • Plant Operations • Specialist Skills • Retrofit	Participants enrolled: 10 Completion rate: 8/10 (80%) Satisfaction: 7/8 (88%) Qualifications gained: 8/8 (100%) Moved into higher-paid employment: 6/8 (75%)
Disability Tailored initiatives to help people with disabilities enter the labour market, focusing on skills development, job placement support, and partnerships with employers committed to diversity to bridge the employment gap.	Work Connections Provide participants with an intensive, one-to-one scaffolded approach that supports individual development and increasingly focuses on progressing toward employment through each phase.	The programme will provide one-to-one personal development mentoring, accredited training, work placements, and employability support. Work Connections will also assist local employers offering placements, work tasters, and employment opportunities for participants.	17 participants enrolled 9 employers engaged. 14 (82%) completed the programme. 12 (86%) were satisfied with the LMP project. 6 employers (67%) reported satisfaction.
	Start Out 19-24 To provide individual tailored support, further education, training and employment opportunities for young people with SEN	The project will provide participants aged 19+ with interactive, bite-sized employability support and an introduction to the world of work, helping them progress into further training, volunteering, or employment.	10 participants enrolled 8 (80%) completed. 7 (88%) felt more confident about employability. 6 (75%) reported developing new skills. 5 (63%) pursued further education or training after completion.



SP3: Promote and support the delivery of existing employability skills provision regionally and locally.			
Indicators	Increased awareness of existing regional/local employability or skills provision (LMP)		
Theme	Aims and Description	Key Activities	Performance Measures
Increased awareness of existing regional/local employability or skills provision (LMP)	Employability and Well-being Events Support individuals moving into education, employment, or training through direct engagement with local employers and training providers. Collaborate with DfC colleagues, delivery agents, and Shared Prosperity-funded provision to ensure comprehensive support.	Four Employer Connection or wellbeing and employability events will help jobseekers move closer to employment while improving their knowledge of health, wellbeing, and available support services.	150 attendees 25 employability/skills providers engaged. 68% (65/95) found the events helpful for work/training opportunities 80% of providers (20/25) were satisfied. 68% (65/95) felt more informed about career opportunities.”
	MEA Science School Aims to inspire young people to become the next generation of scientists through an engaging STEAM programme combining Science, Technology, Engineering, Arts, and Maths.	Throughout the year, we will deliver events such as employer site visits, practical workshops, competitions, careers fairs, and work experience for local secondary schools, culminating in the main Science School event in 2026.	650 attendees 10 employers engaged. 90% (9/10) employers satisfied. 68% surveyed (135/200) reported satisfaction and felt more informed about career opportunities.
	Takeover Days Partner with key employers to raise awareness of career opportunities in these sectors among youth and secondary school pupils.	LMP will partner with local organisations to deliver three Industry Takeover Days in secondary schools, offering immersive events that showcase career pathways. Includes workshops and insight days for young people in ‘Education Other Than at School.	180 attendees across 3 events. 64% (115/180) reported satisfaction, and the same proportion felt more informed about career opportunities.
	NI Apprenticeship Week 2025 Raise awareness of Apprenticeship Programmes	Plan and deliver four school and stakeholder events, along with a campaign to boost apprenticeship uptake for NIAW 2026.	100 attendees at events. 65% (65/100) reported satisfaction. 65% (65/100) felt more



			informed about career opportunities.
ACTION PLAN 2026/2027 The programmes and/or projects above in 2025/2026 repeat in 2026/2027 action plan, new projects are listed below.			
Theme	Aims and Description	Key Activities	Performance Measures
Economic Inactivity Deliver activities that boost labour market participation.	ReSkill- ReStart Dedicated returnership project to support the over 50's progress into meaningful employment.	Provide holistic coaching to help individuals achieve goals using a whole-person approach, considering work, health, wellbeing, and social life. Each participant will agree on a tailored development pathway, which may include digital skills training, employability skills, and sector-specific development.	10 participants enrolled. 70% (7/10) completed the project. 70% of completers were satisfied. 86% (6/7) gained a qualification. 71% (5/7) pursued further education or training.
Unemployment	Dispensing Assistant Comprehensive training and support employment academy aims to enhance the employability and career readiness of participants.	Deliver a combined skills and knowledge programme to prepare participants for a career in pharmacy dispensing. The academy will include classroom learning, work placements, employability skills development, and opportunities to progress to Level 2 in Pharmacy Services.	10 participants enrolled. 80% (8/10) completed 88% (7/8) were satisfied. 75% (6/8) started employment. 67% (4/6) remained employed six months later.
	Engineering (Welding, Coachbuilding) Deliver a bespoke 'work-ready' training programme to equip participants with the skills, knowledge, experience, and confidence to start a career in manufacturing or engineering.	The Engineering Academy will offer pathways shaped by employer needs, providing relevant training in areas such as welding, fabrication, electrician assistance, and electronics."	10 participants enrolled. 80% (8/10) completed 88% (7/8) were satisfied. 75% (6/8) started employment. 67% (4/6) remained employed six months later.
	Hospitality & Tourism Academy Training interventions to support participants to progress into roles	The academy will introduce the sector and showcase job roles. Participants can explore training options for careers in outdoor pursuits, indoor leisure, or visitor attractions. Weekly classes will	Participants: 13 enrolled Completion: 12 (92%) finished Satisfaction: 12 (92%) satisfied Employment: 9 (75%) started



	within Hospitality & Tourism	build skills and knowledge to complete agreed vocational qualifications.	work Retention: 6 (67%) still employed after 6 months
	Health and Social Care Upskilling Academy Improve the job satisfaction of healthcare and social care professionals through opportunities for career progression and contribute to better retention rates in the sector.	Provide career development pathways through training and qualifications, enabling workers to advance or specialize in areas like Residential Management or Phlebotomy.	Participants: 10 enrolled Completion: 8 (80%) finished Satisfaction: 7 (88%) satisfied Qualification: 8 (100%) gained a qualification Higher-paid employment: 6 (75%) moved into better-paid roles
Skilled Labour Supply	Transport Participants will have the option of completing training in HGV or PCV	Transport Academy: Provides training and support for participants to obtain Category C (HGV Class 2) or PCV (bus/coach) licences and secure employment.	Participants: 10 enrolled Completion: 8 (80%) finished Satisfaction: 8 (80%) satisfied Qualifications: 8 (100%) gained a qualification Higher-paid employment: 6 (75%) moved into better jobs
Disability	Graduate Build Tailored training and employment support for graduates with disabilities who are unemployed, underemployed, or economically inactive. Includes personalised supports and qualifications to help graduates move into employment.	Comprehensive training and support to boost employment prospects. Includes job exploration, work-based learning, workplace readiness, self-advocacy, mentoring, and partnerships with inclusive employers.	Participants: 10 enrolled Employers engaged: 6 Completion: 8 (80%) finished Satisfaction: 6 (75%) participants satisfied; 4 (67%) employers satisfied Confidence: 6 (75%) felt more employable Employment: 6 (75%) gained jobs Retention: 4 (67%) still employed after 6 months





Mid Ulster LMP Action Plan

Mid Ulster LMP has managed and supported the delivery of three one-year Action Plans and developed a robust Strategy for 2024-27 which addresses labour market needs agreed with local stakeholders, with a role to play in improving local employability outcomes and meeting the needs of local businesses. The Strategy was developed through a methodology of desk-based research, statistical analysis, business survey, stakeholder consultations and a LMP strategic planning workshop. Providing a clear understanding of the strengths and weaknesses of the Mid Ulster labour market.

The strategy and action plan align with DfC’s 2024–2027 LMP priorities:

- Economic Inactivity
- Disability
- Skilled Labour Supply

A “Turning the Curve” exercise informed project selection. Projects were chosen to deliver measurable outcomes and avoid duplication.

Key Indicators & Strategic Priorities		
Strategic Priority	Indicator	2023/24 Baseline
SP1: LMP Delivery & Development	% of members reporting positive impact	• 2020–2022: 0% • 2023: 90.9% • 2024: 92.75%
SP2: Improve Employability Outcomes	Unemployment (% Claimant Count)	2023: 2.2% (down from 3.6% in 2021)
	Economic Inactivity (excl. students)	2023: 14.4% (down from 17.1% in 2021)
	Disability Employment Rate	2023: 32.1% (fluctuated from 24.0% in 2021)
Skilled Labour Supply	% with no qualifications (2023): 14.1%	Median wage: £28,252 (up from £22,743 in 2020)
SP3: Promote Regional/Local Provision	% of attendees reporting increased awareness of LMP programmes:	• 2023: 72% • 2024: 82%



ACTION PLAN 2025/2026

Theme	Title of Project/Description	Key Activities	Performance Measures
LMP Delivery	LMP Delivery and Development Support the effective partnership delivery of the LMP Action Plan and development of future action plans.	Bi-monthly meetings of the LMP Annual survey of LMP members	6 x LMP meetings. 70% (109/162) attendance 81% (21/26) think the LMP is making a positive difference.
Labour Market Intelligence	Research report: Employability & Skills (E&S) Eco-system within Mid Ulster. Review all employability and skills provision across Mid Ulster. Consider replacement programmes for the Shared Prosperity Fund and new funding opportunities. Map the local Employability & Skills Eco-System for the next 3–5 years. Inform and update the 2026–27 Action Plan.	Produce a report on changes to the Employability & Skills Eco-System, focusing on Shared Prosperity Fund replacements. Participate in co-design of new programmes and explore additional funding. Update the 2026–27 Action Plan to avoid duplication and maximise impact	1 x research study report produced. 77% (20/26) LMP members report: • They found report useful • They are confident the reports will inform future LMP actions.
Working Groups/Sub Committees	Construction Sector Working Group Continue supporting the Construction Sector Working Group. Assist with Cluster Acceleration Programme application. Help deliver a 2–3 year Action Plan to boost sector appeal in Mid Ulster.	Hold bi-annual meetings (6 members). Submit Cluster Acceleration Programme application to Invest NI. Begin delivery of Construction Sector Action Plan/Feasibility Study.	2 x Working Group meetings. 67% (8/12) attendance 88.3% (5/6) feel: • Clear on their role • Their views have been listened to.
	Disability and health awareness working group Continue to support this group to maximise the impact of programmes and events for both Disability and maintaining a healthy workforce.	Hold bi-annual meetings. Submit Cluster Acceleration Programme application. Start delivery of Action Plan/Feasibility Study.	4 x Working group meetings. 62.5% (20/32) members attended. 75% (6/8) members feel: • Clear on their role • Their views have been listened to. •
	HR Working Group To bring together HR Professionals across Mid Ulster to support and provide best practice to each other.	Provide guidance on current and future activities. Identify collaboration opportunities. Support LMP secretariat with accurate signposting for residents and businesses.	2 x Working Group meetings. 60% (6/10) attendance 80% (4/5) members feel: • Clear on their role. • Their views have been listened to.



Economic Inactivity	Employability Programme Aims to quickly reduce job claimant numbers and boost economic activity by helping unemployed and economically inactive individuals—especially those out of work for over 6 months due to caring responsibilities—who aren't eligible for existing programmes like Shared Prosperity Fund.	Tailored support to help unemployed and economically inactive individuals—especially those out of work 6+ months due to caring responsibilities—into employment. Includes mentoring, CV prep, 2+ qualifications, guaranteed interviews, and 6-month post-employment support. Delivered with industry input and targeted recruitment.	50 participants enrolled. 80% completed the programme 80% (32/40) reported satisfaction 75% (30/40) gain: • New employment • A qualification 66.7% (20/30) still in employment 6 months after.
	Childminding Training Academy Supports reduction of Mid Ulster's gender gap in economic activity by training registered childminders to expand affordable childcare provision.	10–12-week programme to help participants meet registration requirements as childminders or home childcare providers. Includes training (e.g. First Aid, Child Protection, SEN), mentoring, equipment support, and up to £500 for essential home improvements if needed.	10 participants enrolled. 80% completed the programme 75% (6/8) reported satisfaction 80% (8) gained a qualification 75% (6/8) gain new employment 66.7% (4/6) still in employment 6 months after
	HGV / Coach Driver Training & Licensing Academy (C, E & D) Address the on-going skills shortage in HGV drivers.	Supports participants to gain Category C, E & D licenses through tailored mentoring, employability planning, and certified training. Includes CV prep, mock interviews, guaranteed interview, and 6-month post-employment support. Managed in partnership with industry for recruitment and delivery.	10 participants enrolled. 80% completed the programme 75% (6/8) reported satisfaction 80% gained a qualification 75% gained employment 67% still in employment 6 months after
	Employer-Led Upskilling Programme Develops in-demand skills and qualifications for local workers, focusing on shop-floor roles to address low male lifelong learning and automation risks. Delivered with DfE Careers Service and JBO	Offers up to £500 per employee for accredited qualifications or £200 for certifications (e.g. First Aid, CSR, Forklift). Employers claim retrospectively, capped at £2,000 each. Training must be completed within the Action Plan timeframe.	40 participants engaged. 10 employers engaged. 80% completed training. 75% (24/32) reported satisfaction. 80% of employers reported satisfaction.



	collaboration to avoid service duplication.	Let me know if you'd like this formatted for a summary or table.	81% gained an industry recognised qualification. 50% increased hours of employment or moved to higher paid employment. 70% employers feel more confident that their business would be more successful.
	Individual Upskilling Academy To raise levels in Mid Ulster. Provide access to residents to gain new skills and qualifications.	Based on individual needs. Participants will complete an accredited qualification. Mid Ulster LMP will secure places in academies run by other LMPs (e.g. Clean Tech, Fibre Academy) where suitable, using local providers where possible. Project team will support engagement and coordination with delivery agents.	5 participants enrolled. 80% completed the programme 75% reported satisfaction 75% increased hours or gained higher paid employment 75% increased knowledge
Disability	Employer-led Disability Inclusion Programme Aims to close Mid Ulster's disability employment gap by helping micro and small businesses better understand special needs and available support services through an employer-led approach.	Engages local employers to improve disability employment through awareness training, support services, and tailored job matching. Includes mentoring, guaranteed interviews, and 6-month post-employment support. Delivered with industry input and targeted recruitment.	12 participants enrolled. 12 employers engaged. 75% participants and employers completed the programme. 78% of both parties, reported satisfaction. 78% successfully secured employment. 71% sustain employment 6 months after. 78% employers feel more confident that their business would be more successful.
	NEETs Workwell Programme A pilot programme to support 18–24-year-old NEETs with mental health challenges, designed with input from JBOs, health professionals, DfE, DfC, and disability organisations. Includes referrals to	Supports 18–24-year-old NEETs with mental health challenges through targeted recruitment, mentoring, 1:1 mental health support, and guaranteed interviews. Includes 6-month post-employment support.	20 participants enrolled. 70% completed the programme. 71% (10/14) reported satisfaction. 36% gained new employment.



	the Condition Management Programme. Participants are ineligible for Shared Prosperity Fund projects due to their UC job seeker status.	Delivered with employer input and coordinated by the Project Delivery Officer.	36% undertook further education/training. 60% (3/5) sustained employment 6 months after.
	Keeping Healthy in Work Re-skilling Programme Supports self-employed and micro business employees with long-term health issues—especially in manual roles—to upskill or retrain for more suitable work. Includes referral to the Condition Management Programme for additional support.	Supports self-employed and micro business employees with long-term health issues to stay in work through accredited training. Mid Ulster LMP will secure academy places or work with local providers. Participants will be referred to Condition Management and Workable NI for additional support.	5 participants enrolled. 80% completed the programme. 75% reported satisfaction 75% gained a qualification 75% feel more confident regarding employability. 75% reported developing knowledge.
Increased Awareness	Job Fair / Employability Events Encourage employer and participant engagement through events like job fairs, apprenticeship fairs, and partner-led sessions.	Host a range of events to promote employability and skills services, including: - Up to 2 local events per JBO (Cookstown, Dungannon, Magherafelt) 1 Jobs Fair (200 attendees) 1 Careers Fair (500 attendees) 4 employer events (2 in-person, 2 webinars – 60 attendees) - Celebration Event (70 attendees) - Tech for the Future Event with SWC (80 attendees)	12 events 1000 attendees at events 100 employers/support agencies exhibiting. 80% (360/450) reported satisfaction 60% of employers/agencies reported satisfaction. 50% (225/450) reported increased awareness of Regional and LMP. 45% (56/125) intend to apply for a job as a result. 50% (25/50) reported the event would assist in filling vacancies.
	Employer Toolkit Build on 2023–24 work by launching a digital platform to widen employer access. The Toolkit will support recruitment, internships, mentorships (including for older workers), flexible working, and employee wellbeing. It will simplify offering placements and work experience.	Launch online Toolkit to support recruitment, internships, mentorships, flexible working, and wellbeing. Maintain accuracy and collaborate with DfE, JBOs, and Invest NI to avoid duplication. Continue developing it as a one-stop resource for Mid Ulster employers.	1 digital platform developed 80% reported satisfaction 67% reported increased awareness of Regional and LMP programmes. 67% employers feel more confident that their business would be more successful.





	Maintain Toolkit accuracy and collaborate with DfE Careers Service, JBOs, and Invest NI to avoid service duplication. Continue developing it as a one-stop resource for Mid Ulster businesses.		
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Newry, Mourne and Down LMP Action Plan

Based on the 2024/25 action plan, a strategic review informed updates to local employability. The new plan outlines a number of themes, aims and key activities which aim to improve conditions across the district.

Engagement

To develop the 2025/27 Action Plans, NMD LMP reviewed key strategic documents, enrolled the services of Ulster University for an evidence review, and engaged with LMP partners through meetings and workshops. The aim of the engagement process was to:

- Identify local labour market challenges in Newry, Mourne and Down.
- Highlight priority issues the LMP aims to address to improve conditions.
- Outline initiatives that support both job seekers and employers.
- Support and enhance existing programmes to boost engagement and delivery.

NMD LMP will address Regional LMP priorities across the range of activities within the action plan to include:

- Green jobs
- Disability employment gap
- City and Growth deals
- Skills strategy
- Diversity and inclusion

Action Plans 2025/26 and 2026/27	
SP1 – LMP Delivery and Development	
Effective delivery of NMD LMP	Ensure the delivery of the action plan and respond to new challenges in the labour market
Develop Action Plan for 2026/27	Through consultation and updated research to address skills gaps and recruitment needs.
SP2 – To improve employability outcomes	
Economic Activity Theme	
Get Work ready: Pre-employment support	Provide tailored support to help participants access jobs, education, or training.
Enterprise Pathway Programme	Offer support for those moving from 'Go Succeed' to self-employment.
Unemployed Theme	
Employability Academies	Create sector-specific training with local employers.
A Place to work	Build on 'Place to Work Campaign' which promotes NMD as a top employment location, highlighting career pathways and opportunities
Disability Theme	





Northern Ireland Skills Eco-System

Equality, Diversity & Inclusion Employer Engagement Workshop	Engage with local SME employers to update on disability employment issues, disability legislation, and outlining the variety of supports available.
Diversity Participant Programme	Support disabled participants with tailored plans, mentoring, and placement opportunities.
Skilled Labour Supply	
Upskilling for Growth	Providing support to employers to upskill staff and enable career progression.
Skills Conference	Hold conferences across businesses schools, training providers, etc, to identify skills gaps across all sectors to develop solutions.
SP3 – To promote/support skills provision either regionally or locally	
Increased Awareness	
Employment Pathway Events.	Support delivery of Jobs Fairs, Career Fairs, including sectoral focused events.
Promoting opportunity pathways	Promote the benefit of apprenticeships, traineeships, and placements to employers.
Programme awareness	Increase visibility of training and employability support for job seekers and those looking to upskill.

