

NIC ICTU Union Learning Conference

Skills for a Transforming Economy

Thursday 14th March, Ebrington Hotel, Derry



Introduction

Gerry Murphy

Assistant General Secretary, ICTU



Opening Address

Graeme Wilkinson

Director of Skills, Department for the Economy





Department for the
Economy
An Roinn
Geilleagair
www.economy-ni.gov.uk

NIC ICTU Union Learning Conference

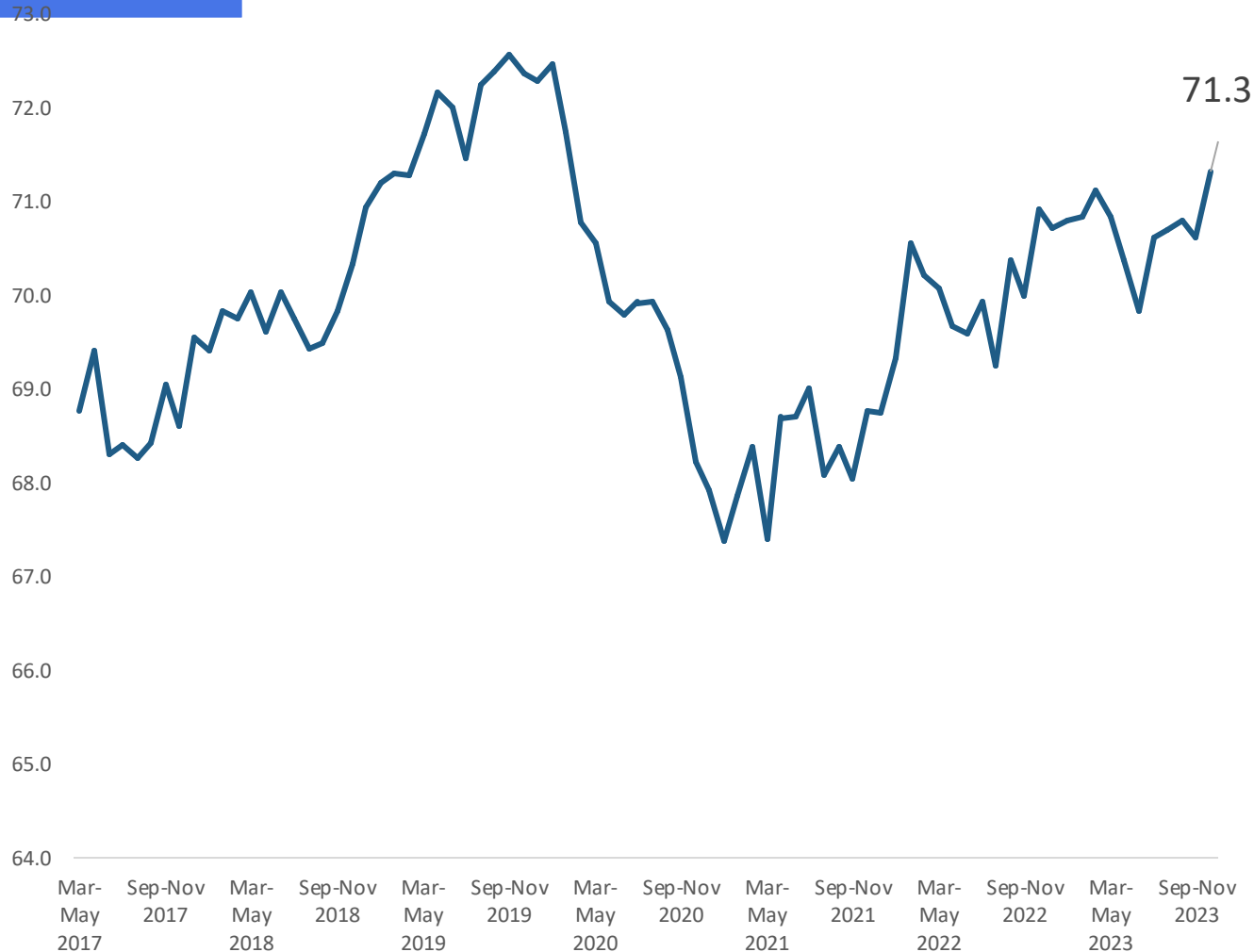
Graeme Wilkinson
14 March 2024



Creating a globally competitive economy that works for everyone

Labour Market has been improving...

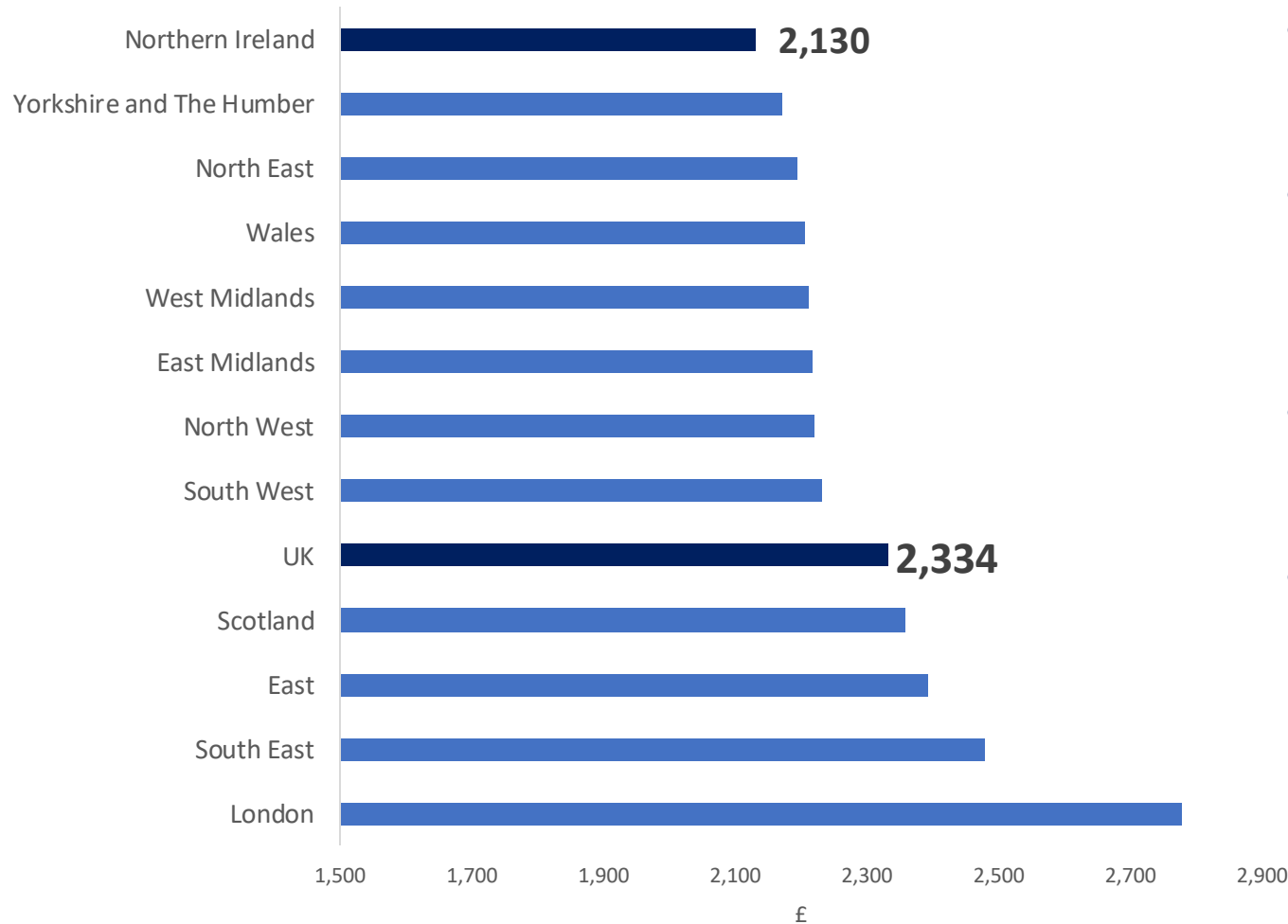
Employment Rate



- Range of key labour market indicators suggesting Northern Ireland labour market is around **its all time high**.
- Unemployment is **close to its lowest on record** (2.6%), employment (see chart) is close to its highest on record (71.3%) and economic inactivity is trending downwards (26.8%).
- **Employee job estimates at all time high** (822,870) with 19,000 jobs added over the past year.
- Number of **employees up 1.9% annually**, the fastest growth of any UK region.
- **Median pay (£2,130) increased by 4.6%** over previous year.

...but challenges persist

Median Pay



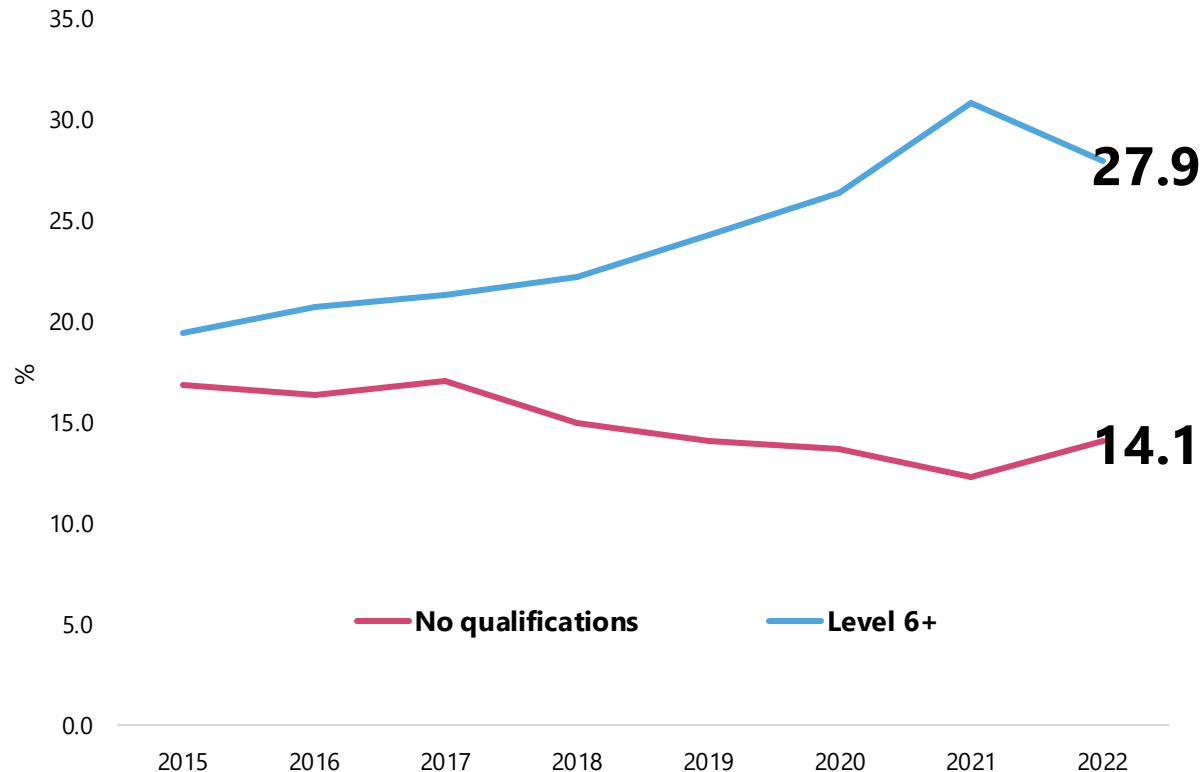
- Despite improvements, Northern Ireland **still lags behind other parts of the UK.**
- **Median pay is the lowest of any UK region** and 9% below the UK average (see chart).
- **Economic inactivity is also the highest** of all UK regions*.
- **There are particular challenges relating to certain cohorts of individuals.** For example, the over 50s have relatively high economic inactivity rates and there is a relatively large disability employment gap.

Source: NISRA Labour Force Survey; HMRC PAYE RTI

*refers to October to December 2023 (latest UK Labour Force Survey release), (axis does not start at zero)

Qualifications Profile improving but still lagging

Qualifications of those aged 16-64



- Over time, the proportion of the working age population with **Level 6 (Bachelor's degree) and above qualifications** has been rising.
- The proportion with **no qualifications** has been **declining over time**.
- However, NI still has almost **double the proportion of adults aged 16 to 64 with no qualifications** when compared with the UK (13.6% NI vs 7.0% UK in 2022).

Despite improving qualifications, employers struggling to get skills needed

35%

of all NI vacancies were a skills shortage vacancy in 2022

Occupations
with most
Skill-
Shortage
Vacancies



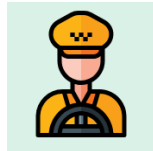
Construction
& building trades
1,200



Process
Operatives
1,000



Childcare &
Related Services
800



Road Transport
Drivers
700



Other Elementary
Services
700



Caring Personal
Services
600

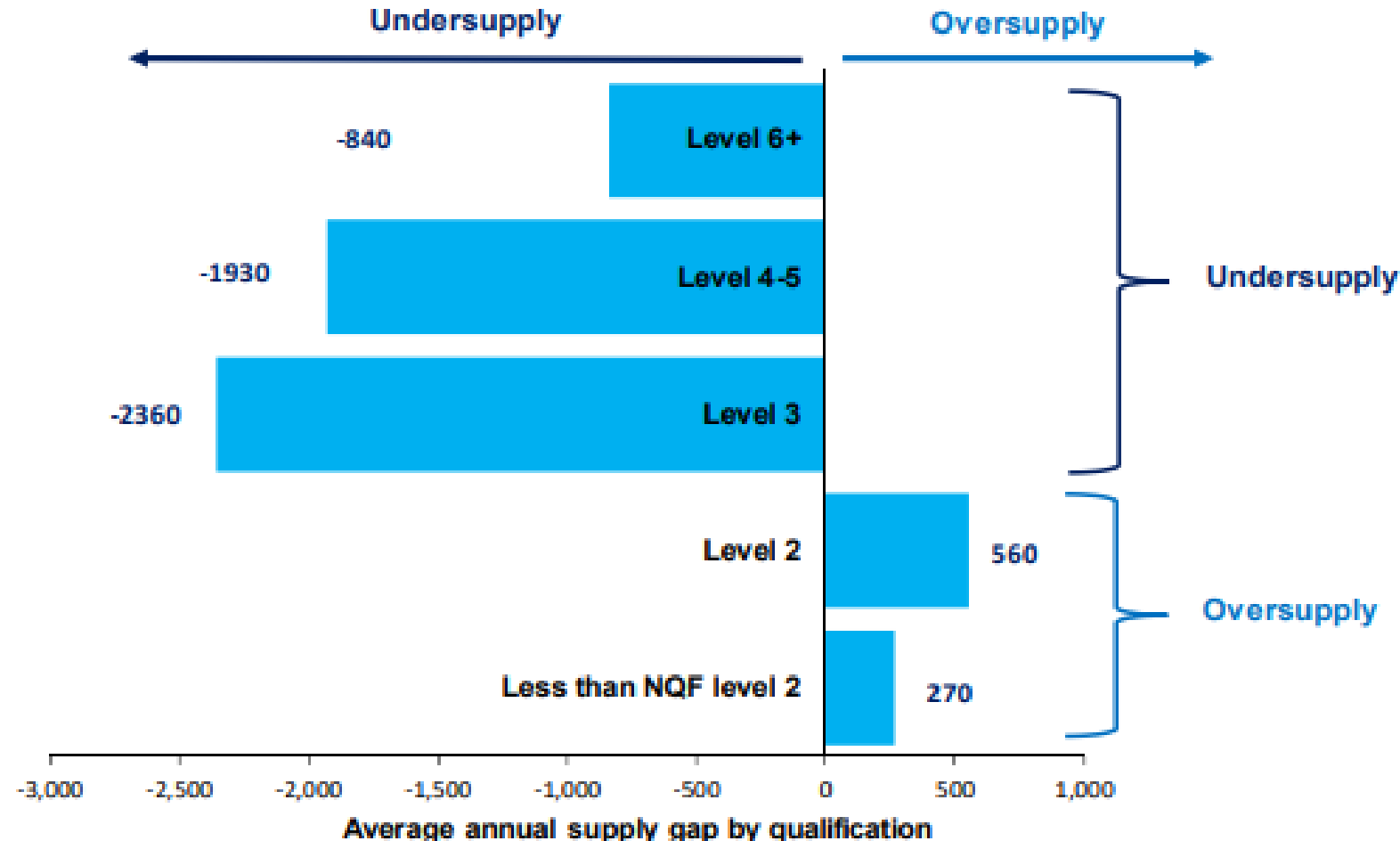
- 21% of employers had at least one vacancy in 2022.
- Of these, **35% were difficult to fill due to a skills issue.**
- But only 58% of employers funded or arranged any training over past 12 months, below UK average of 60%.

The Skills Supply Gap

An Roinn

Figure 6.1: Average annual labour market supply gap by qualification (NQF), NI, 2020-2030

gair
w.uk



Source: LUEPC

Creating a globally competitive economy that works for everyone

Minister's Priorities



Good Jobs



Improving
Regional Balance



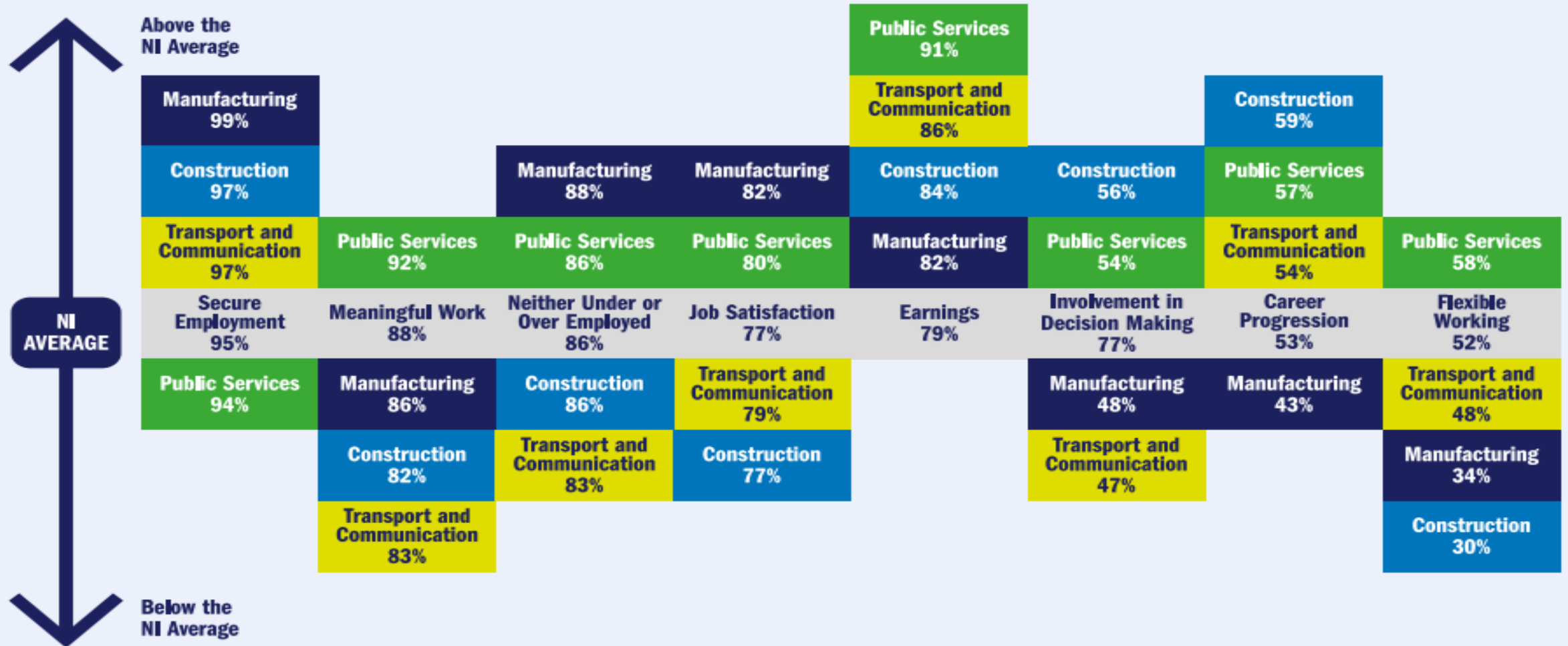
Raising
Productivity



Reducing Carbon
Emissions

Creating a globally competitive economy that works for everyone

Good Jobs: Quality and Quantity



Improving Regional Balance



7ppt gender employment gap (16-64 years old)

4.6ppt larger than the best performing UK region (NE England)



44ppt disability employment gap

The largest disability employment gap of any UK Region



>21ppt deprivation employment gap (16-64 years old)

Almost twice as likely to be inactive if you're from the most deprived quintile compared to the least



3.5x more likely to have no qualifications and twice as less likely to be degree educated

Huge placed-based inequalities persist between those from the most deprived areas and those from the least deprived

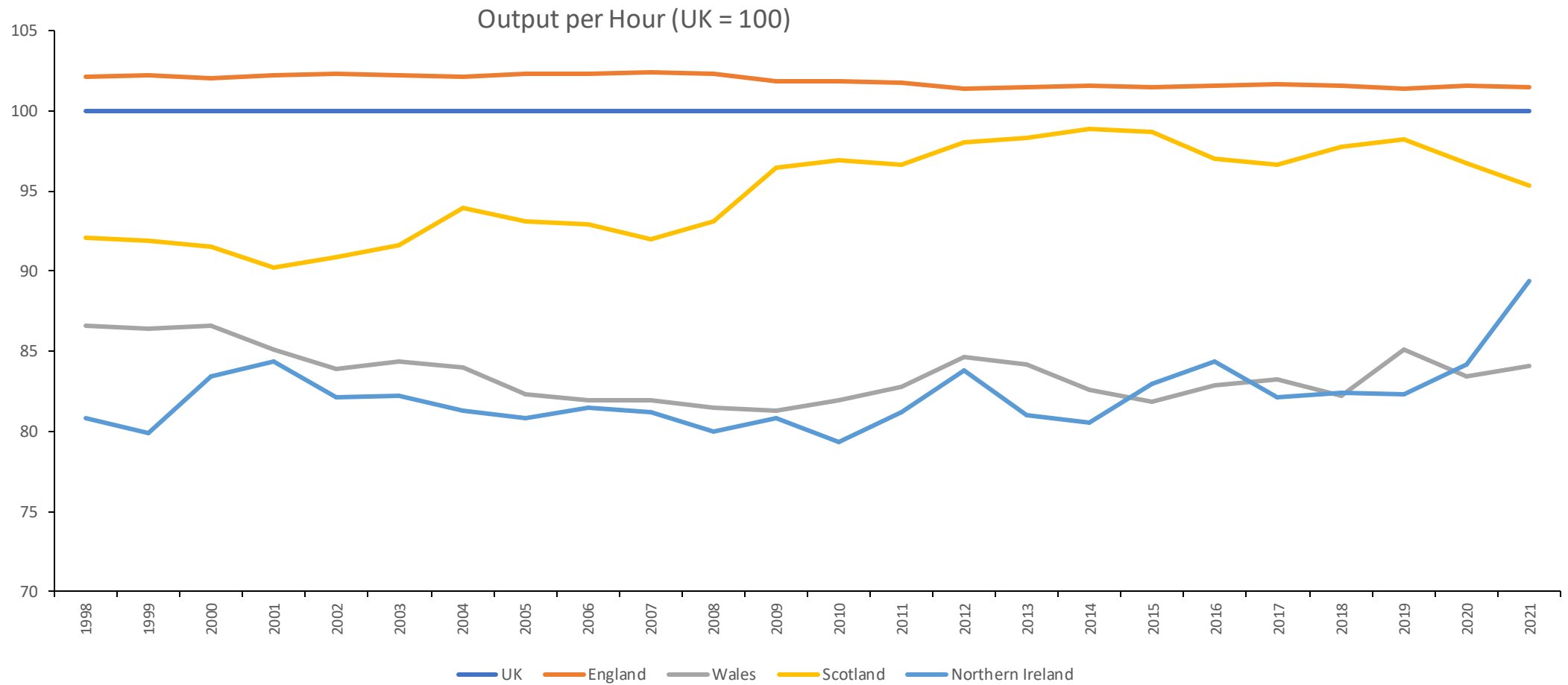


Life expectancy gap of between 5 (females) and 7 (males)

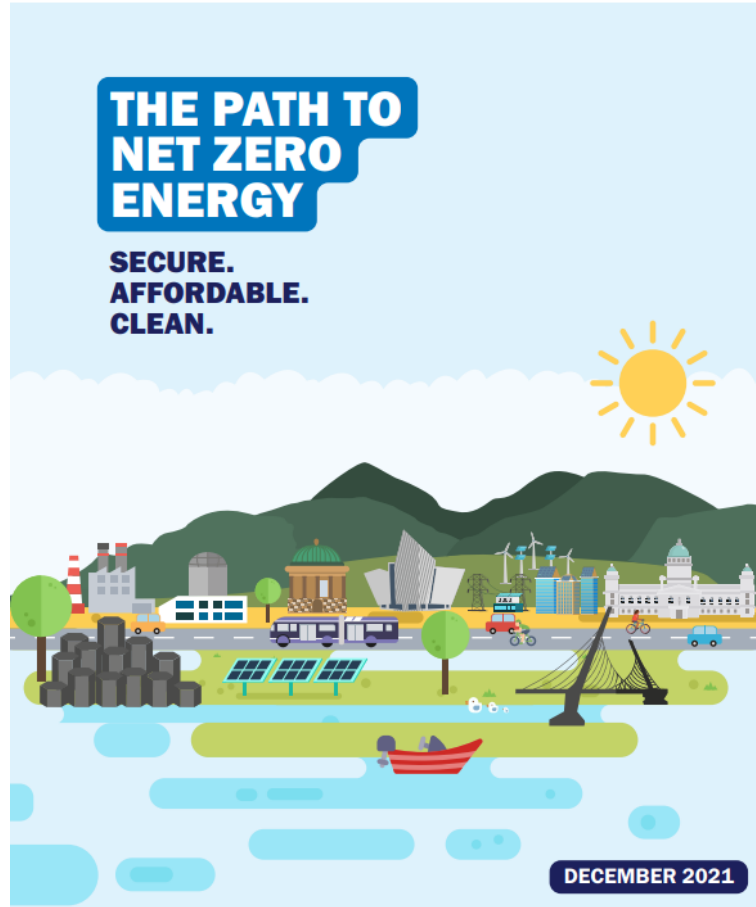
Individuals from the most deprived quintile face a significantly shorter life expectancy compared to those from the least deprived quintile.



Raising Productivity



Reducing Carbon Emissions



Conclusions



ADAPTING TO NEW
ADMINISTRATION



MANAGEMENT AND
LEADERSHIP



ADDRESSING
REGIONAL
IMBALANCES



THE GREEN
AGENDA



PROGRESSION AND
PATHWAYS



THE IMPORTANCE
OF
APPRENTICESHIPS

A Just Transition for the Electricity Sector in Northern Ireland

Paul Goldrick Kelly

Economist, NERI



A Just Transition for the electricity sector in Northern Ireland

Skills for a Transforming Economy
NIC ICTU Union Learning Conference 2024
March 14th, 2024
Ebrington Hotel

Paul Goldrick-Kelly **Twitter:** @PaulGK_NERI

WEBSITE: www.nerinstitute.net

Outline

- Just Transition
- The significance of the electricity sector
- A matrix of risk for the sector in Northern Ireland
- Insights from the wider literature
- Lessons for Northern Ireland?

Just Transition

- The concept was originally focused on workers' rights and employment in the context of decarbonisation but has expanded to include other groups and communities.
- As noted by the IPCC, the transition required implies fundamental structural change to many elements of our economy and society.
- Justice implies that we pay attention to those disproportionately effected by transition, and that we use the transition as a chance to enhance quality work and recognition.
- Fair distribution of costs and benefits, and justice as a process.

The significance of the electricity sector

- Transition within the electricity system is a major pillar of decarbonisation on the island of Ireland:
 - 13.7% of emissions in NI in 2021, 16.6% of emissions in ROI.
 - Accounts for a third (2.2 million tonnes of CO2 equivalent) of NI's reductions between 1990 and 2021.
- The sector is also key to reductions plans elsewhere, such as in transport and residential sectors.
- This, and the presence of economic low carbon alternatives, means the sector leads climate action plans in both jurisdictions on the island.
- What does this mean for those who work in the sector?

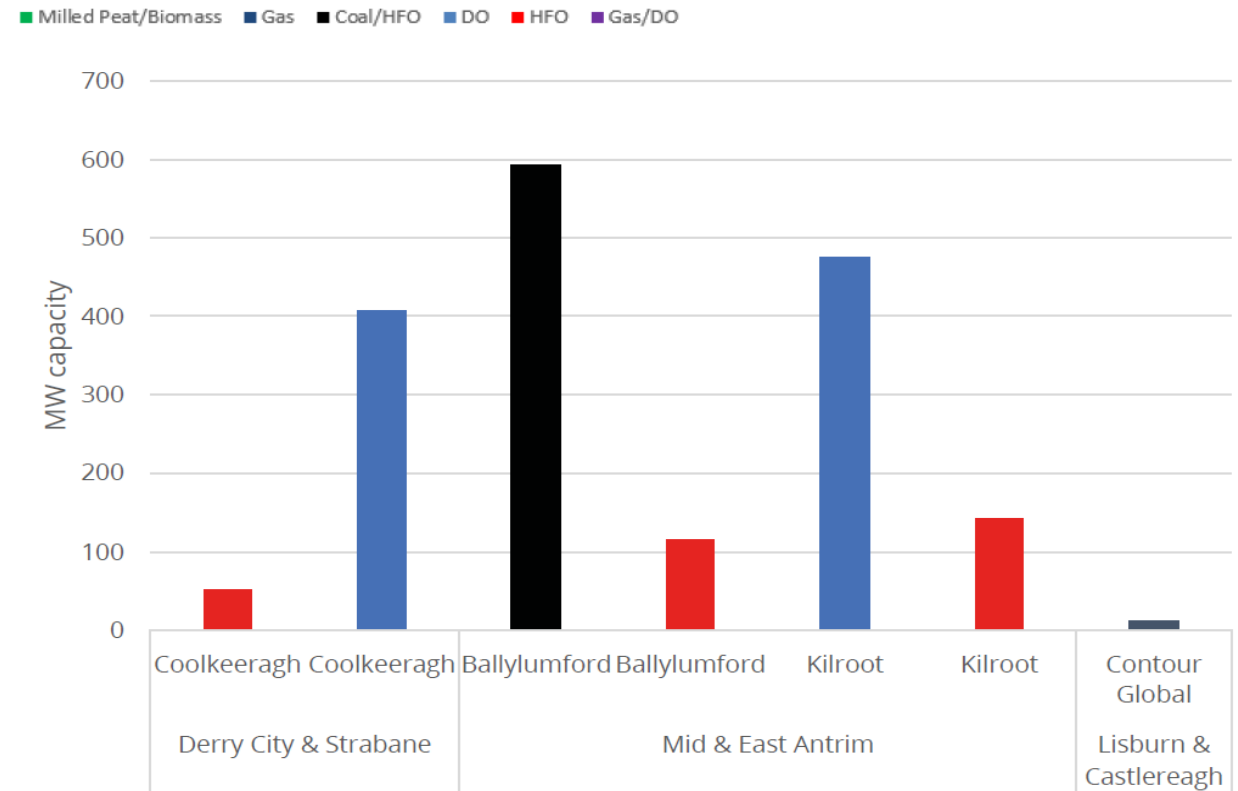
The significance of the electricity sector

Table 1 Employment in *Electric power generation, transmission and distribution* (NACE D351)

NACE Sector	NI	ROI
D3511 Production of electricity	370	2,800*
D3512 Transmission of electricity	463	3,600*
D3513 Distribution of electricity	450	3,500*
D3514 Trade of electricity	215	1,600*
D351 Electric power generation, transmission and distribution (Total)	1,498	11,516

Sources: Business Register and Employment Survey (NISRA 2023); Census 2022 (CSO 2023); author's calculations

Chart 4: Fossil fuel generation by location, capacity and fuel type Northern Ireland 2022

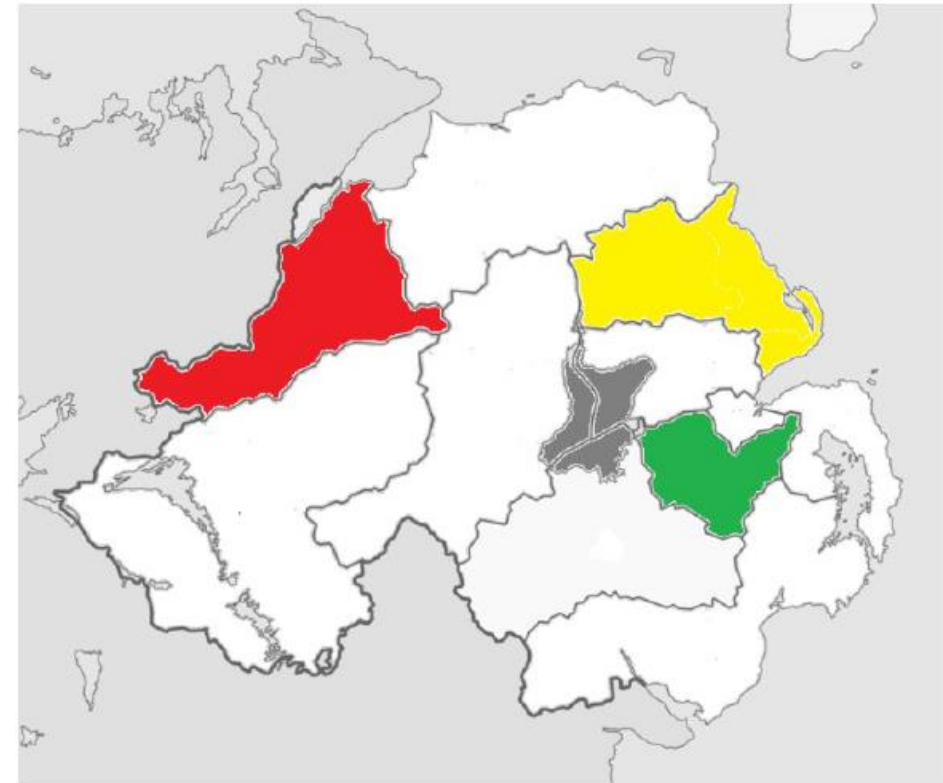


Source: Eirgrid and SONI capacity statement 2022

A matrix of risk for Northern Ireland

Table 16 NI generation sites risk matrix

Generation site	Regional NACE D overrepresentation	Regional pay % of national median	Regional Economic activity rate (15-64)	2019 Regional GDIPH as % national	Poverty before housing costs	Poverty after housing costs
Ballylumford	-24.1%	95.9%	74.9	104.7%	18%	16%
Kilroot	-24.1%	95.9%	74.9	104.7%	18%	16%
Coolkeeragh	50.1%	88.6%	68.0	89.3%	20%	22%
Contour Global	25.0%	110.0%	78.4	114.4%	11%	13%
National	0%	100%	73.0	100.0%	17%	18%



A matrix of risk for Northern Ireland

- Derry City and Strabane as well as Mid and East Antrim sites show some elevated relative risk.
- More broadly, the sector is a source of well-paid employment relative to other sectors, particularly at lower pay/skill levels.
- Policy responses should pay attention to these dimensions.
- What does the literature say about prospects for quality employment and development from low carbon transitions?

Insights from the wider literature

- Some research suggests that green jobs tend to be better paid than other jobs at comparable skill or experience levels, particularly outside the higher end:
 - Valero et al. 2021 find this to be the case for the UK – significant wage premium.
- This is heartening for transition purposes – low and middle skilled jobs may prove to be better in the “green economy”.
- The same study finds that green jobs may be less subject to automation pressures.
- But Sato et al. 2023 examining UK job vacancies find that low-carbon jobs have greater skills requirements –technical, managerial, social, IT and cognitive skills – implying a skills gap.

Participation in education or training 25-64 (last 4 weeks and last 3 months)

Comparator	Whole Economy	Electricity, gas, steam and air conditioning supply
ROI	12.5%	18.1% (2018)
UK	17.5% (2019)	19.5% (2019)
EU	13.0%	14.3%
SWE	36.3%	35.6%

Comparator	Whole Economy
NI Women Men	18.2% 20.7% 15.5%
UK	25.3%

Lessons for Northern Ireland?

- Since this sector faces ambitious reduction targets, reskilling is essential.
- This will require collaboration between industry, government and the workers involved - and funds!
 - Longer term, specific planning and engagement reduces uncertainties which effects training decisions.
 - The existing under-provision of training implies this won't happen left to the market.
 - Collaboration can help identify specific shortages for planning and/or develop policy to address structural issues.
 - This is essential for justice and for a transition broadly – you must have a Just Transition to have any transition!
- The transition could hold significant promise for regions and for NI broadly, generating quality employment if we engage properly with the transition.

Green Unison and the Unison ULF project

Rebekah Corbett, Organiser, Research & Development, Unison
Caitlín Ní Chathail, Regional Education Officer, Unison





UNISON ULF

**200
courses
a year**

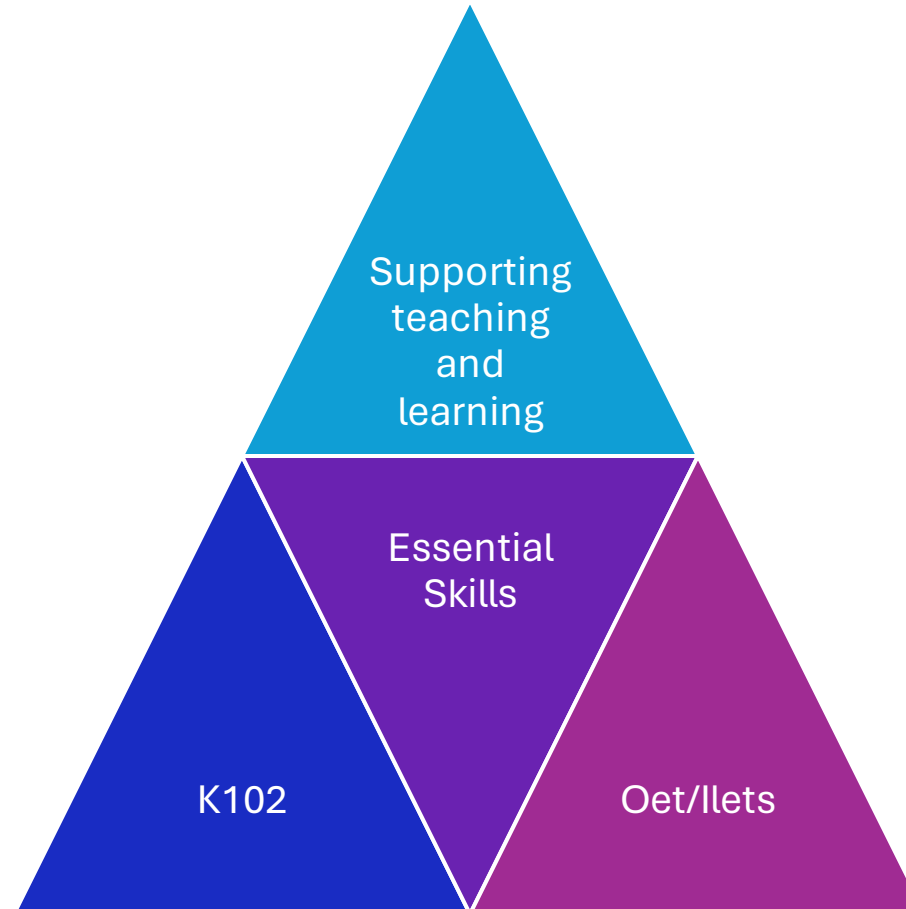
**Clinical
learning
license**

**600 e
learning
modules**

**Learning
grants**

**Union
Learn
Project**

ULF Project



K102

Introducing health and social care



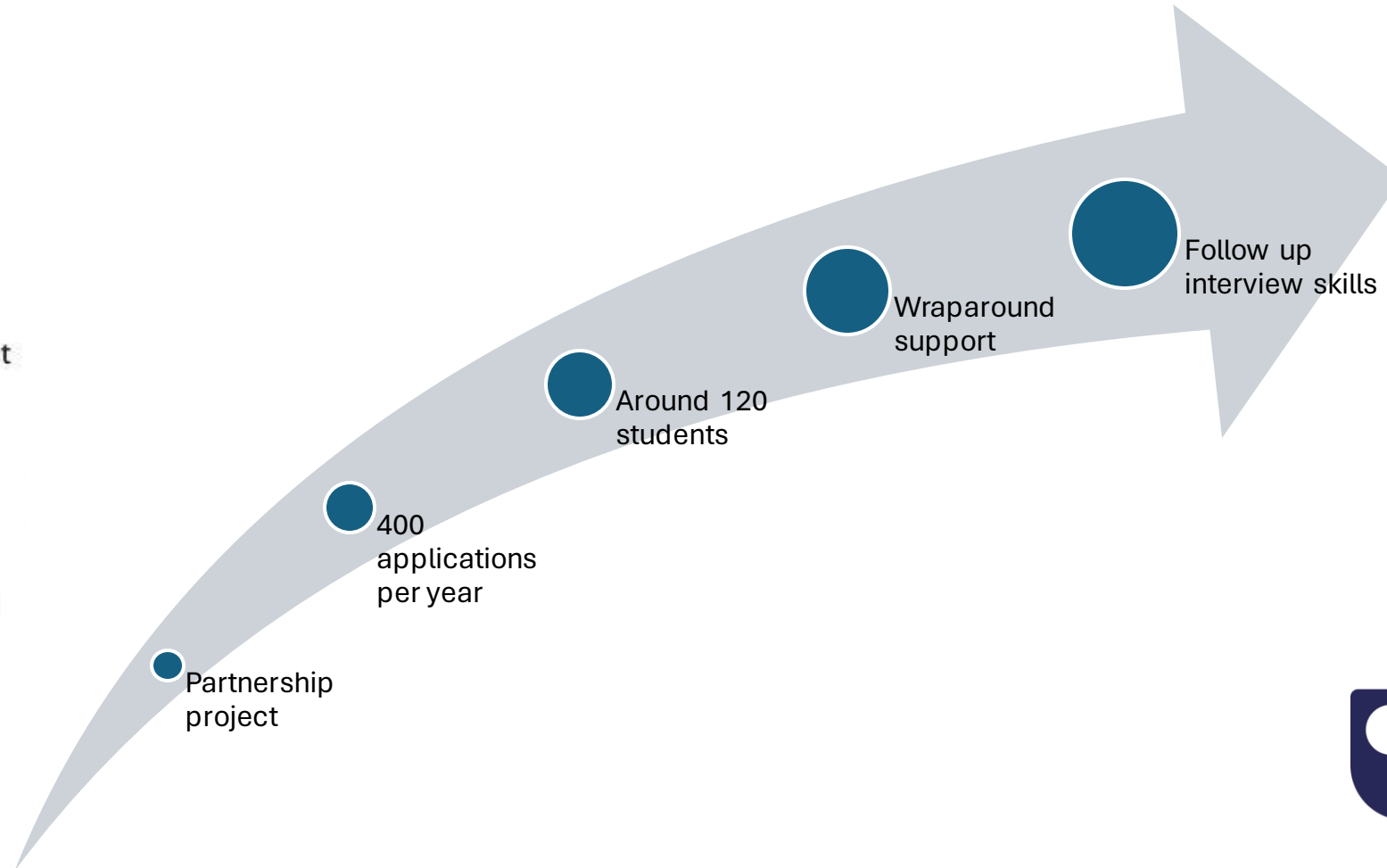
 Belfast Health and Social Care Trust

 Western Health and Social Care Trust

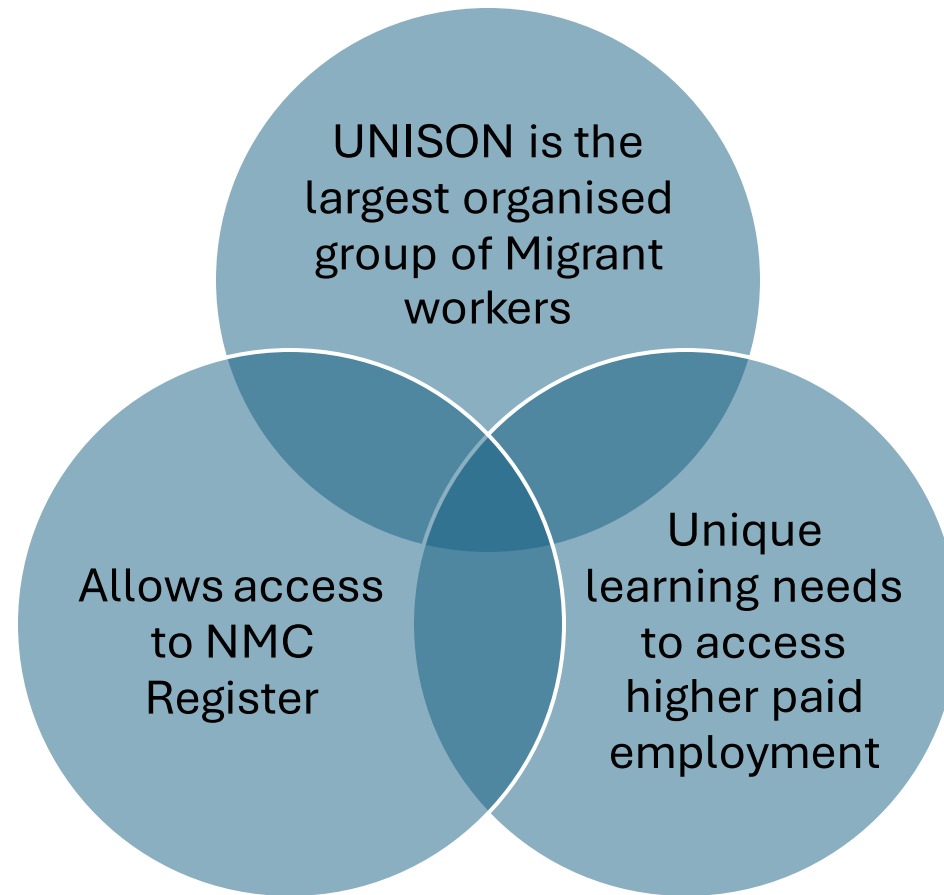
 Southern Health and Social Care Trust

 South Eastern Health and Social Care Trust

 Northern Health and Social Care Trust



OET IELTS



Supporting Teaching And Learning



Need within the sector – Temporary classroom assistants, catering assistants and Supervisors.

Learning agreements with separate employers

Qualification recognised by the employer to secure permanent better paid employment

Comfort Break

11.00 - 11.15

Addressing the Skills Deficit in the North West

Dr Lynda Hegarty

Head of Department of Health, Sport & Science, NWRC





NIC ICTU Union Learning Conference

Addressing the Skills Deficit in the North West

14 March 2024

**Dr Lynda Hegarty, Head of Department of Health, Sport & Science,
North West Regional College**

Conor Murphy MLA commits to four key objectives:

- Increase the amount of working age people in good jobs with a focus on women and people with disabilities.
- Promote regional balance – specifically referencing places like the North West.
- Improve productivity – develop clusters, upskill, more Further/Higher Education students.
- Reduce carbon emissions – reach net zero.

FURTHER EDUCATION SECTOR ACTIVITY IN NORTHERN IRELAND 2022/23

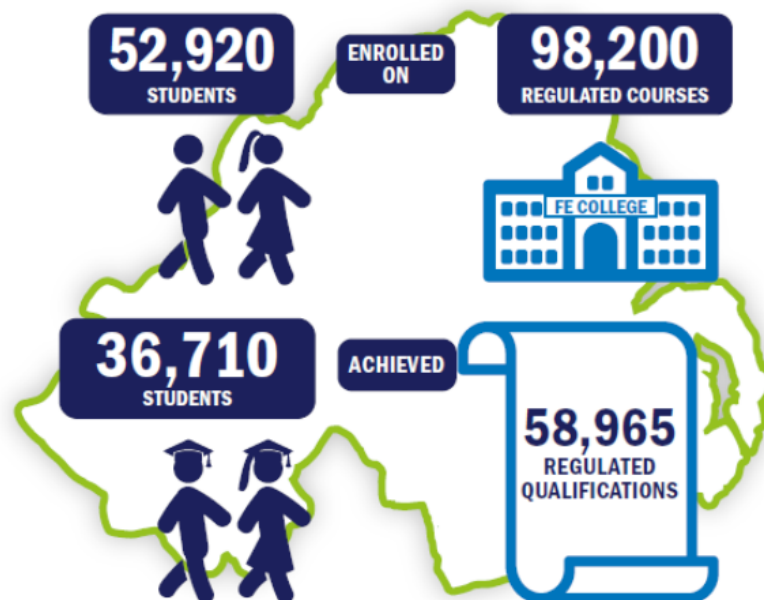
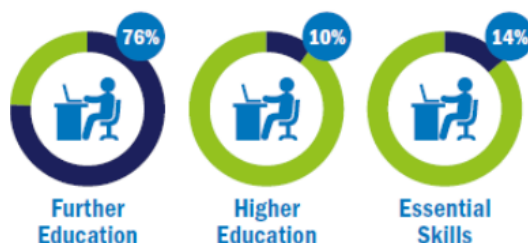
TOP 5 MOST POPULAR SUBJECT AREAS



MODE OF STUDY



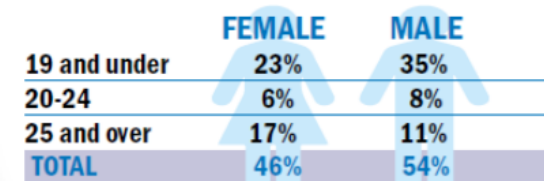
PROVISION AREA



SUCCESS RATE



AGE BAND

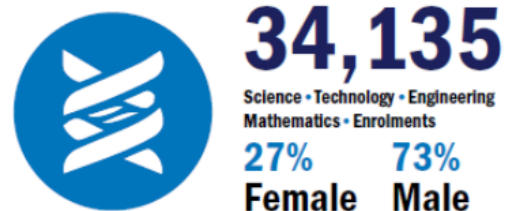


LEVEL OF STUDY

% SHARE OF FE SECTOR



STEM ENROLMENTS



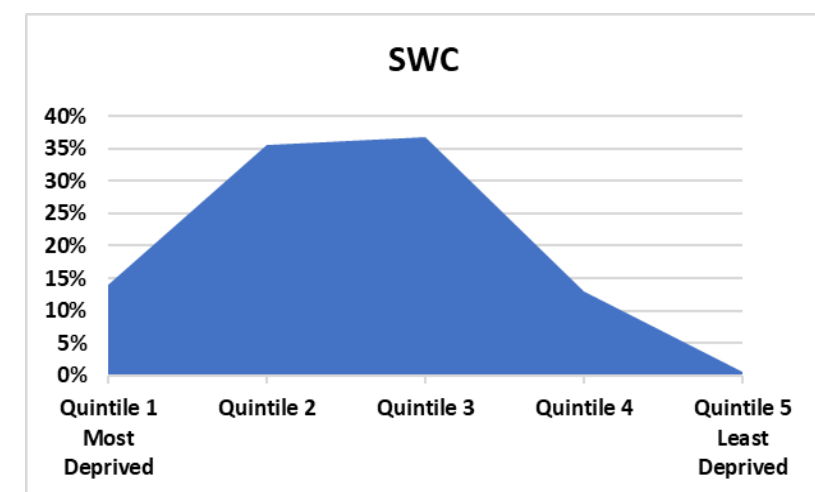
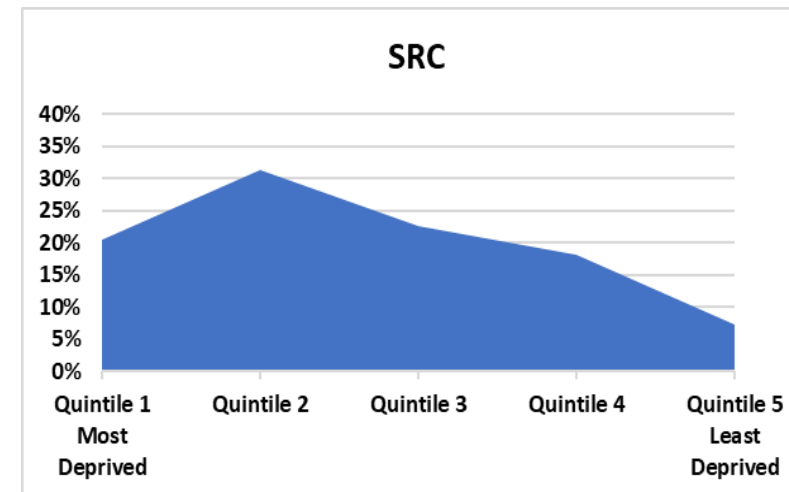
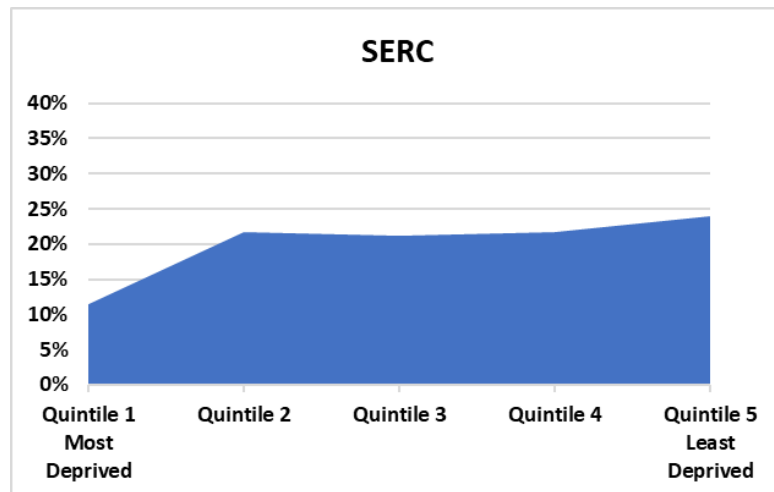
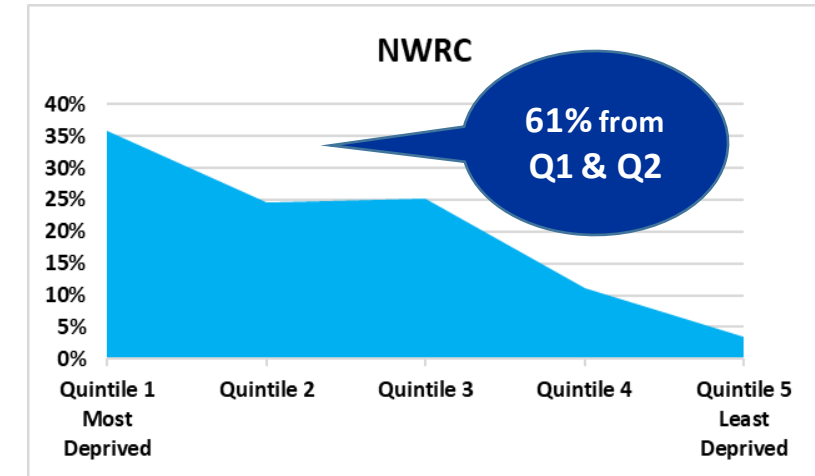
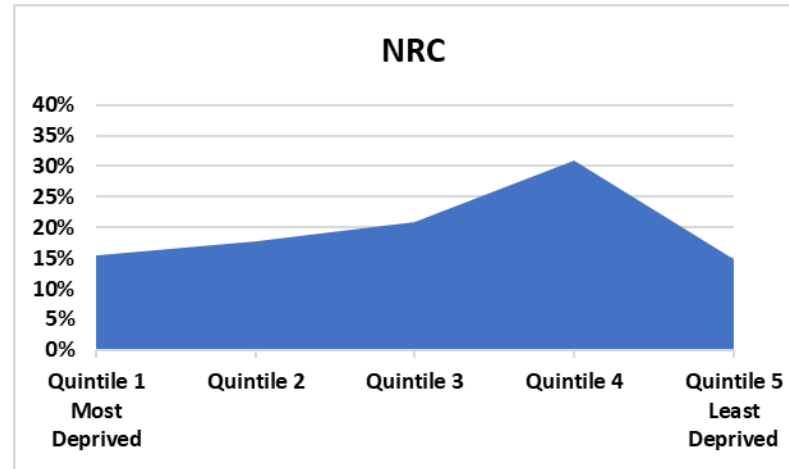
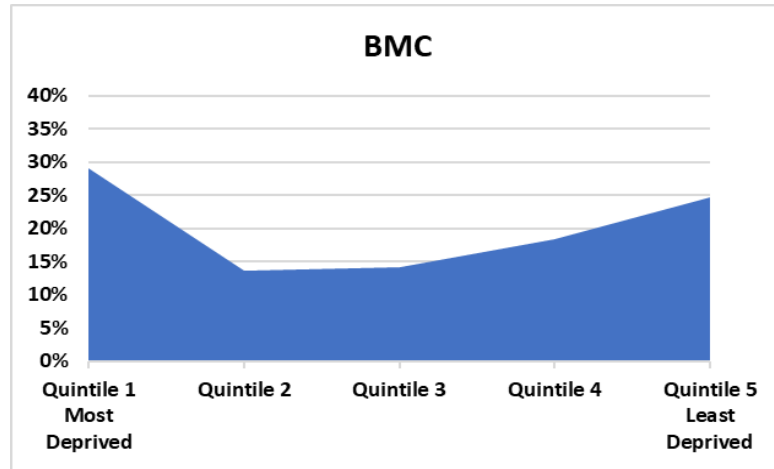
HIGHER EDUCATION ENROLMENTS

10,020



Learner Deprivation in FE Colleges

% regulated enrolments of Northern Ireland domiciled students by relative multiple deprivation quintile & FE College 2022/23



Data Source: <https://www.economy-ni.gov.uk/publications/further-education-sector-activity-northern-ireland-201819-202223> published 31 January 2024

[OFFICIAL] - Please treat this information as Official

The Economy Minister's Economic Vision



FE colleges have a dual purpose to support social inclusion, economic inclusion and economic growth



The FE sector is integral in supporting to grow and build the regional economy through a skilled workforce



The prosperity and productivity of the NI Economy moving forward will rely on a thriving FE sector



Colleges have an important economic role in providing high quality education and skills training – better jobs

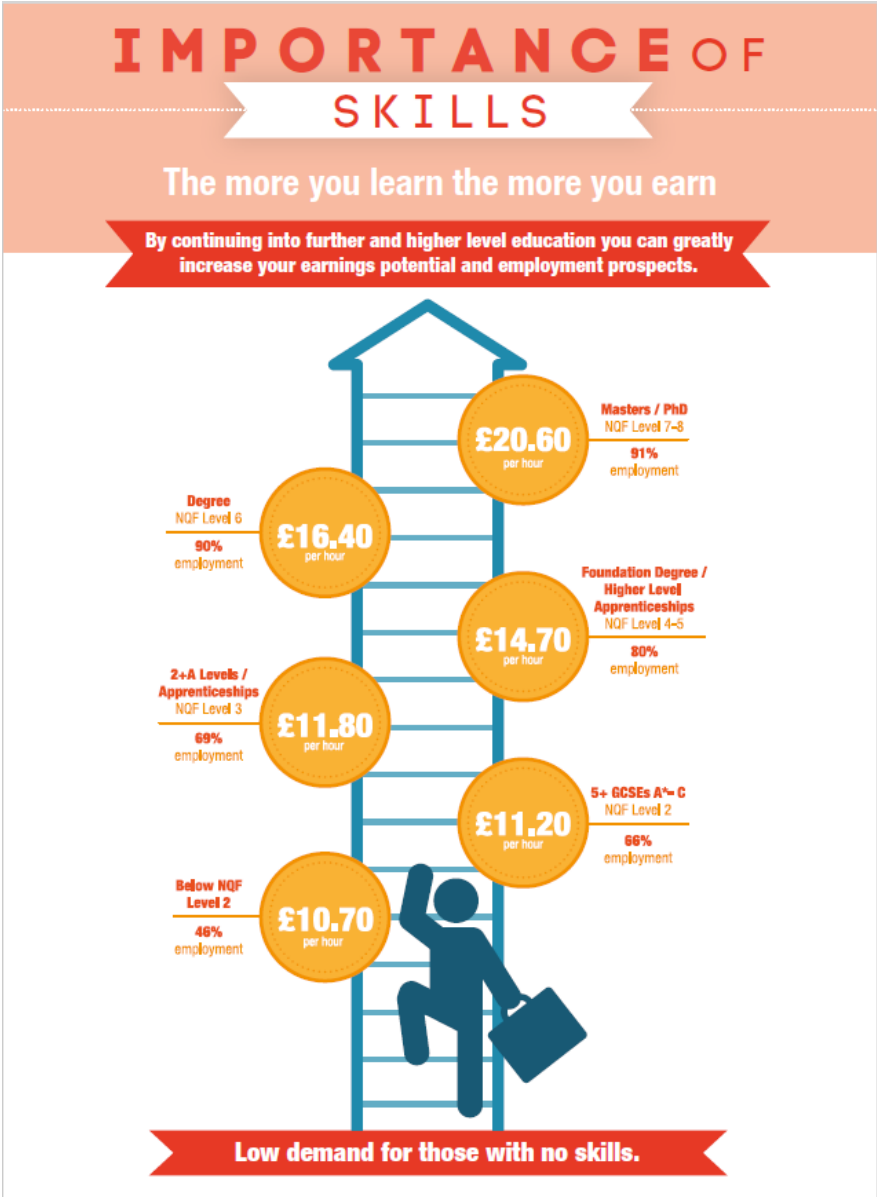
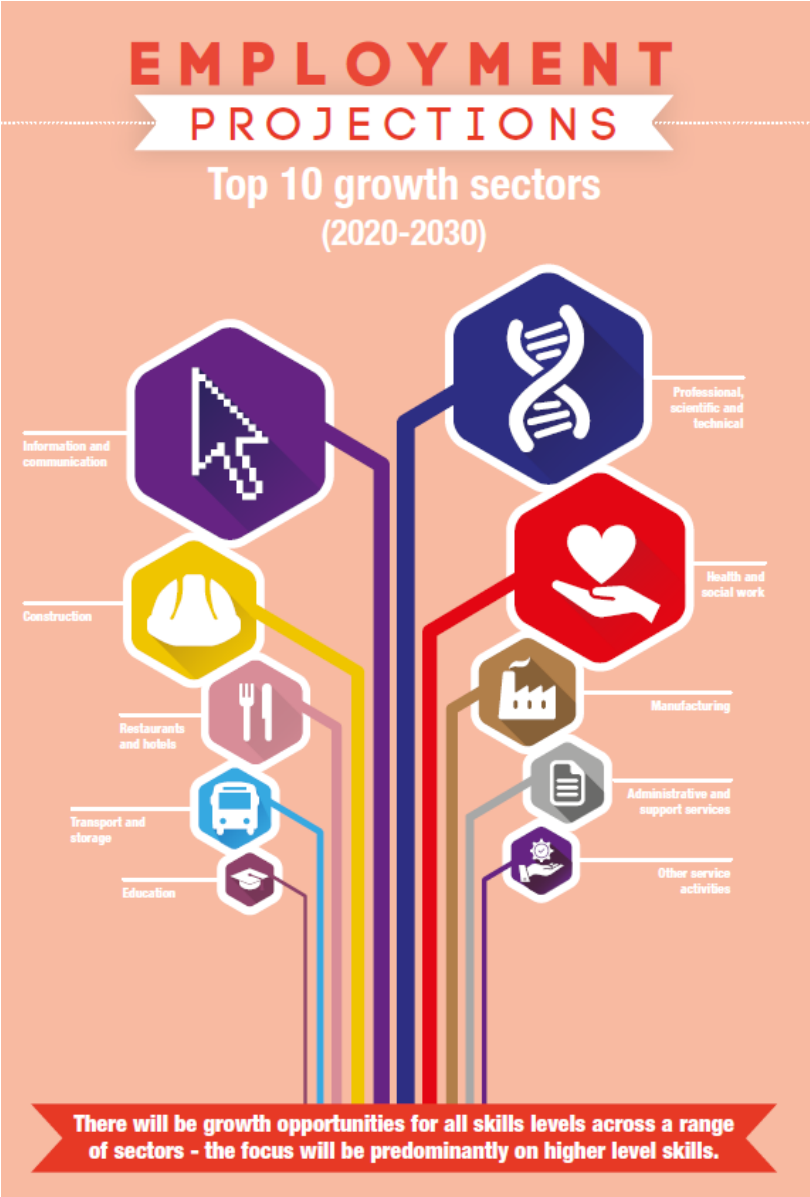


Local employers gain directly from access to effective workforce and development and innovation support



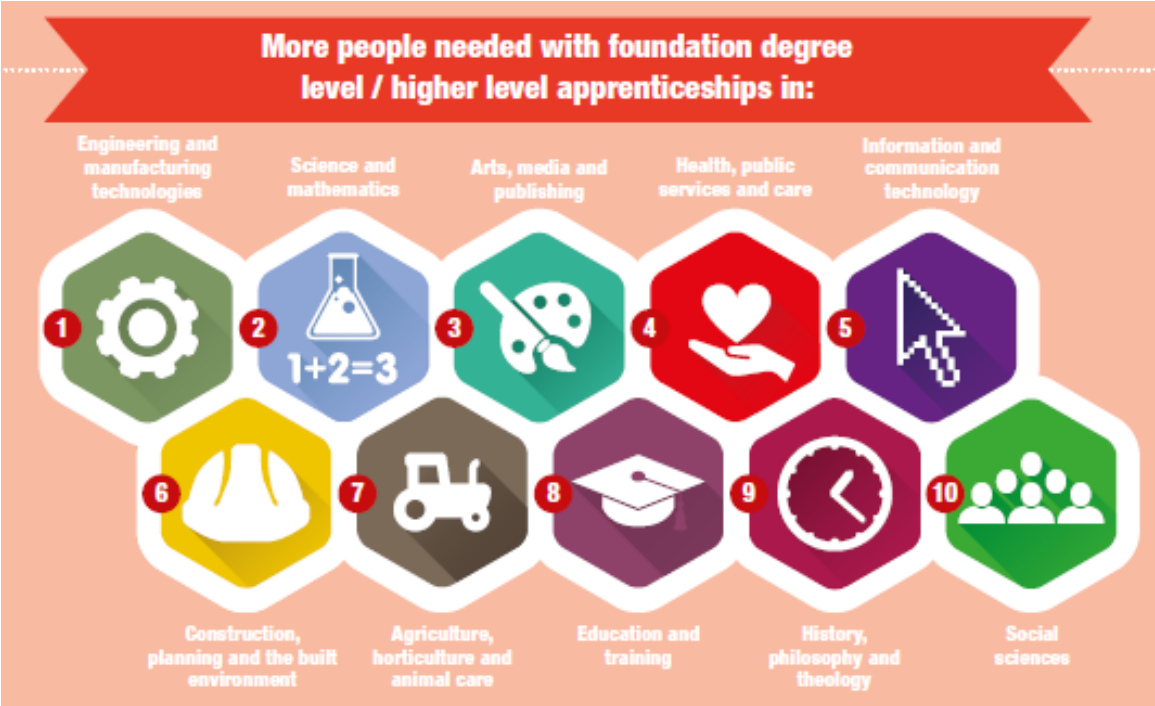
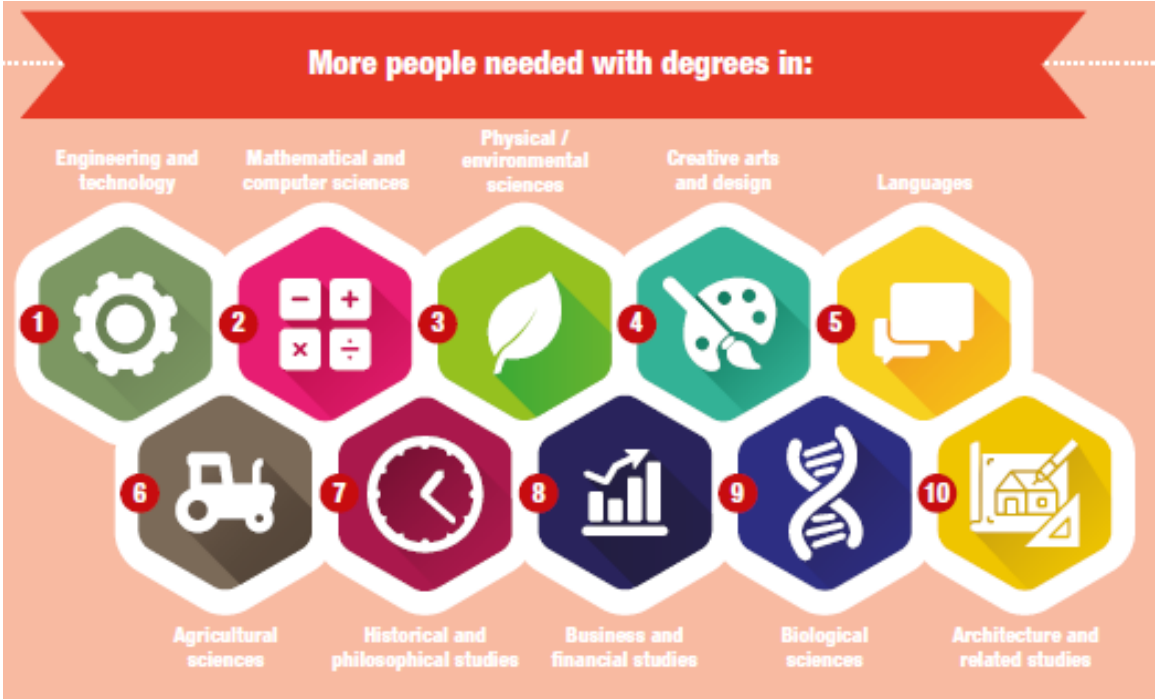
New programme development across all six colleges in skills and innovation will support economic growth in NI

Future Skills Demand: NI Context



Source: NI Skills Barometer

Subjects in Demand



Source: NI Skills Barometer

Labour Shortages



68%

of organisations in Northern Ireland are currently facing skills shortages.



24%

of organisations in Northern Ireland say they have been prevented from filling roles due to lack of applicants.



70%

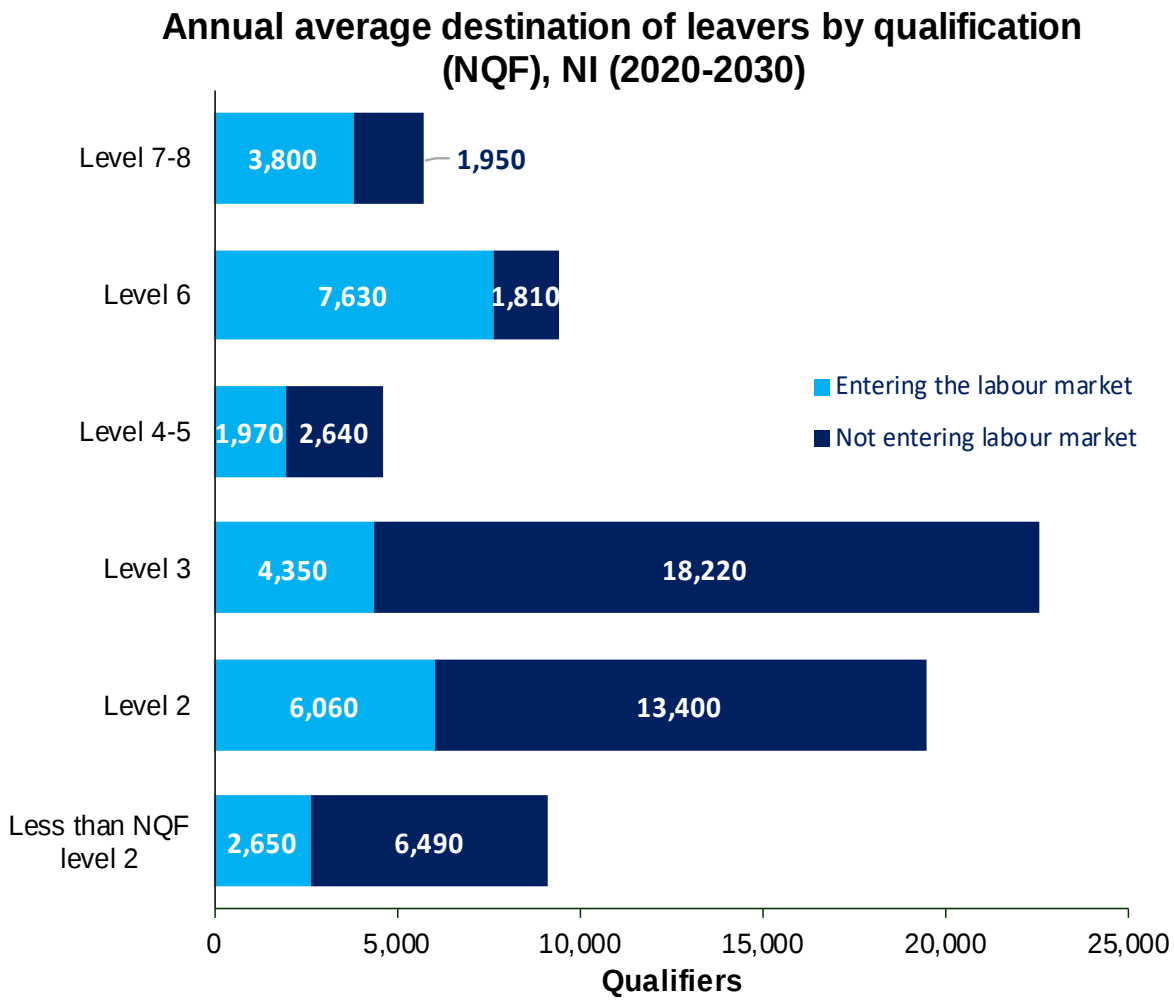
of organisations in Northern Ireland say skills shortages have increased workload on existing staff.

Source: Open University Business Barometer (2023)

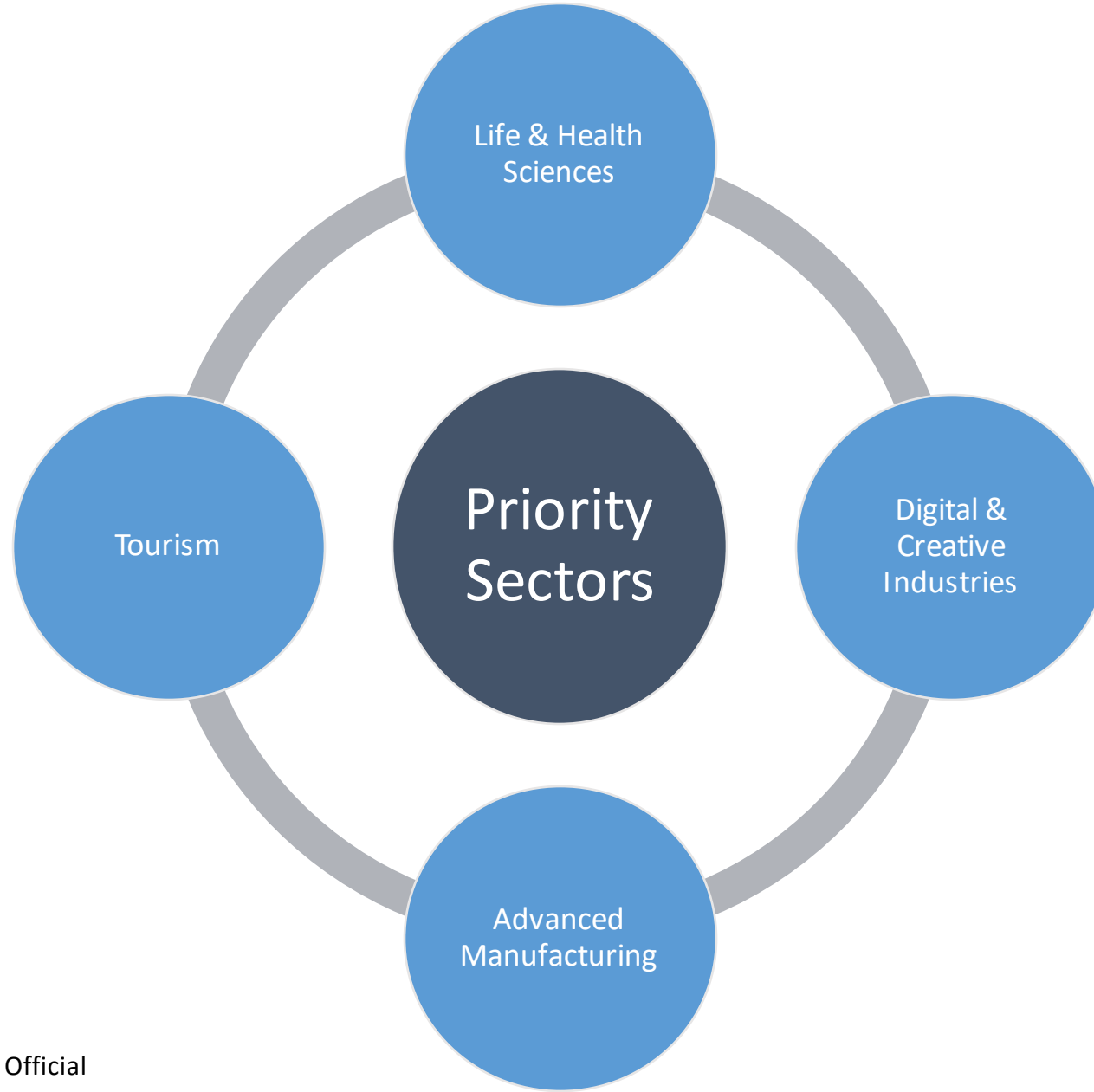
- **Recruitment difficulties remain one of the most persistent concerns among members.**
- **In Q3 22 80% of manufacturers and 84% of services are finding it difficult to get staff.**

Source: NI chamber of Commerce, Quarterly Economic Survey (Q3 2023)

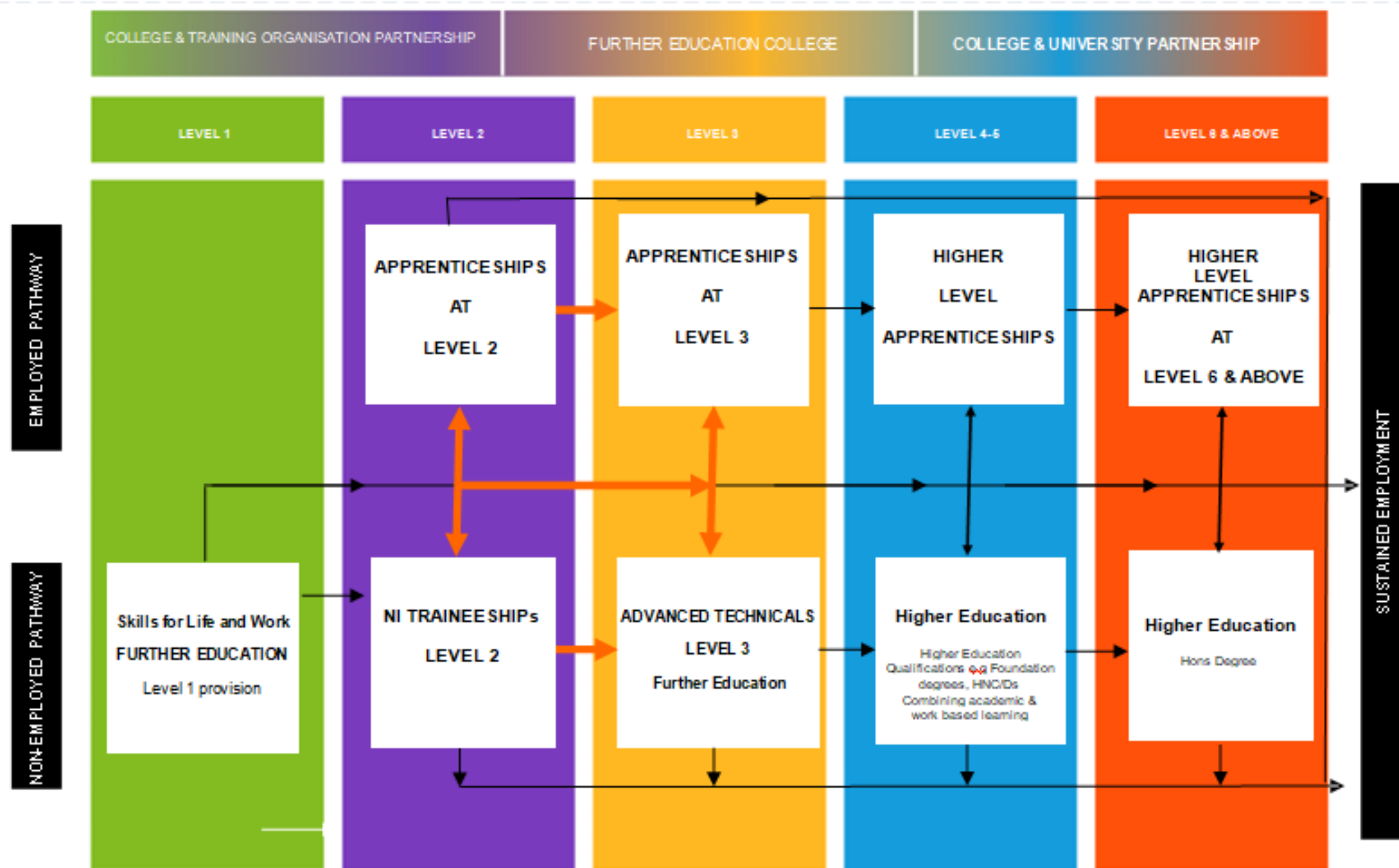
The Missing Middle...



Drivers for Economic Growth...



Progression Pathways



NWRC Supporting Skills Development: *Life & Health Sciences - Courses (FT)*

Course

- L2 Traineeship in Health & Social Care
- L2 and L3 Apprenticeship in Health & Social Care
- L3 Apprenticeship in Housing Practice
- L3 Apprenticeship in Dental Nursing
- Access in Health & Welfare
- OU L4 Certificate in HE in Healthcare Practice
- Pearson L4 HNC in Healthcare Practice
- UU L5 Foundation Degree in Health & Social Care
- OU L5 Foundation Degree in Housing Practice

Progression

- Care Assistant; Domiciliary Care Worker; Social Care Assistant; enhanced career progression e.g. Senior Housing Officer; undergraduate degrees in Nursing, Social Work, Physiotherapy, Radiography, Psychology, Paramedic Science.

NWRC Supporting Skills Development: *Design Innovation for Assisted Living (DIAL)* Centre



NWRC Supporting Skills Development: *Life & Health Sciences - Courses (PT)*

Course

- L2 Award in Awareness of End-of-Life Care
- L2 Award in Safer Moving & Handling of People
- L2 Principles of Infection Prevention and Control
- L3 Award in Phlebotomy
- L3 Certificate in Emergency First Aid (Defibrillation)

Progression

- These qualifications are designed to equip those in the workplace with the necessary skills and knowledge required for a Health & Social Care environment.

NWRC Supporting Skills Development: *Advanced Manufacturing*

The College delivers a range of full-time and part-time courses from Level 2 to Level 5 which support skill needs within the Advanced Manufacturing Sector. These include HLAs and short courses in CAD and BIM. Core programmes include Mechanical Engineering, Electrical & Electronic Engineering & Renewables & Construction:

HLAs

- Level 5 HLA FD Mechanical Engineering
- Level 5 HLA HND Electrical & Electronic Engineering
- Level 4 HNC Advanced Technician - General Engineering
- Level 4 HNC Advanced Technician - Electrical & Electronic Engineering
- Level 4 HNC Modern Construction & Renewables

Part Time

- Level 3 BTEC Engineering PT (bespoke for Vertiv)
- 2D & 3D Solid Modelling Computer Aided Design
- CAD Parametric Modelling
- Level 3 BIM Revit -3D Modelling for Architecture
- Level 3 Certificate Environmental Sustainability

Full Time

- Level 5 FD Mechanical Engineering
- Level 5 HND Electrical & Electronic Engineering
- Level 4 HNC Modern Construction & Renewables
- Level 3 Extended Diploma in Engineering
- Level 3 Extended Diploma in Construction & the Built Environment

NWRC Supporting Skills Development: *Digital & Creative Industries*



Mastercard Cyber Security Pathway Group:

The aim of the Mastercard Cybersecurity Pathway Group is to establish a cybersecurity apprenticeship pipeline in the North West, with potential skills gap funding from SEUPB, with companies such as Mastercard providing training, mentoring and in addition employment opportunities within the area of Cybersecurity.

The group include representation from NWRC and UU along with Mastercard, Derry City and Strabane District Council, Atlantic Technological University (ATU), Donegal ETB, i2iops and ICT Skillsnet & Digital Technology Skills.

To support the current cohort of Foundation Degree in Cyber Security students at NWRC a Masterclass was hosted in the area of Cybersecurity which was presented by Sandra Quinn – Outsource Group, who is the first female Cyber Advisor for Northern Ireland.



NWRC Supporting Skills Development: *Tourism*



Foundation Degree
Hospitality, Tourism & Events
Management



**Higher Level
Apprenticeship**



**Level 3 NCFE
Travel & Tourism**

Tourism Skills Courses

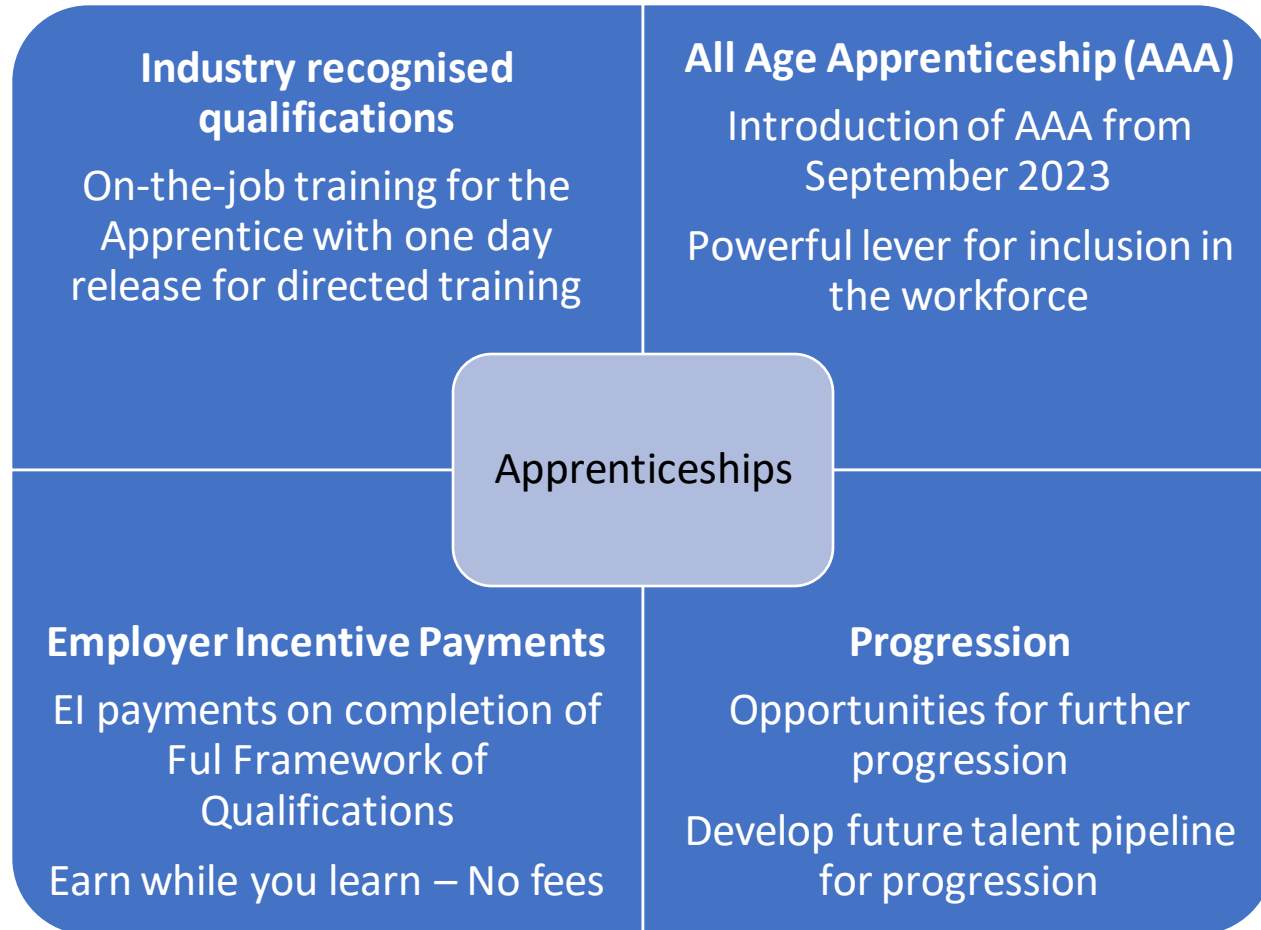
- Tour Guiding
- Social Media
- Digital Marketing
- Customer Service Skills
- Leadership & Management

NWRC: Apprenticeships (Level 2 and 3)

All Age Apprenticeships

Current NWRC offer includes;

- ✓ Dental Nursing L3
- ✓ Housing Practice L3
- ✓ Health & Social Care
- ✓ Professional Cookery
- ✓ Mechanical Engineering
- ✓ Motor Vehicle
- ✓ Electrical Installation L3
- ✓ Plumbing
- ✓ Carpentry & Joinery
- ✓ Painting and Decorating
- ✓ Bricklaying
- ✓ Wall & Floor Tiling

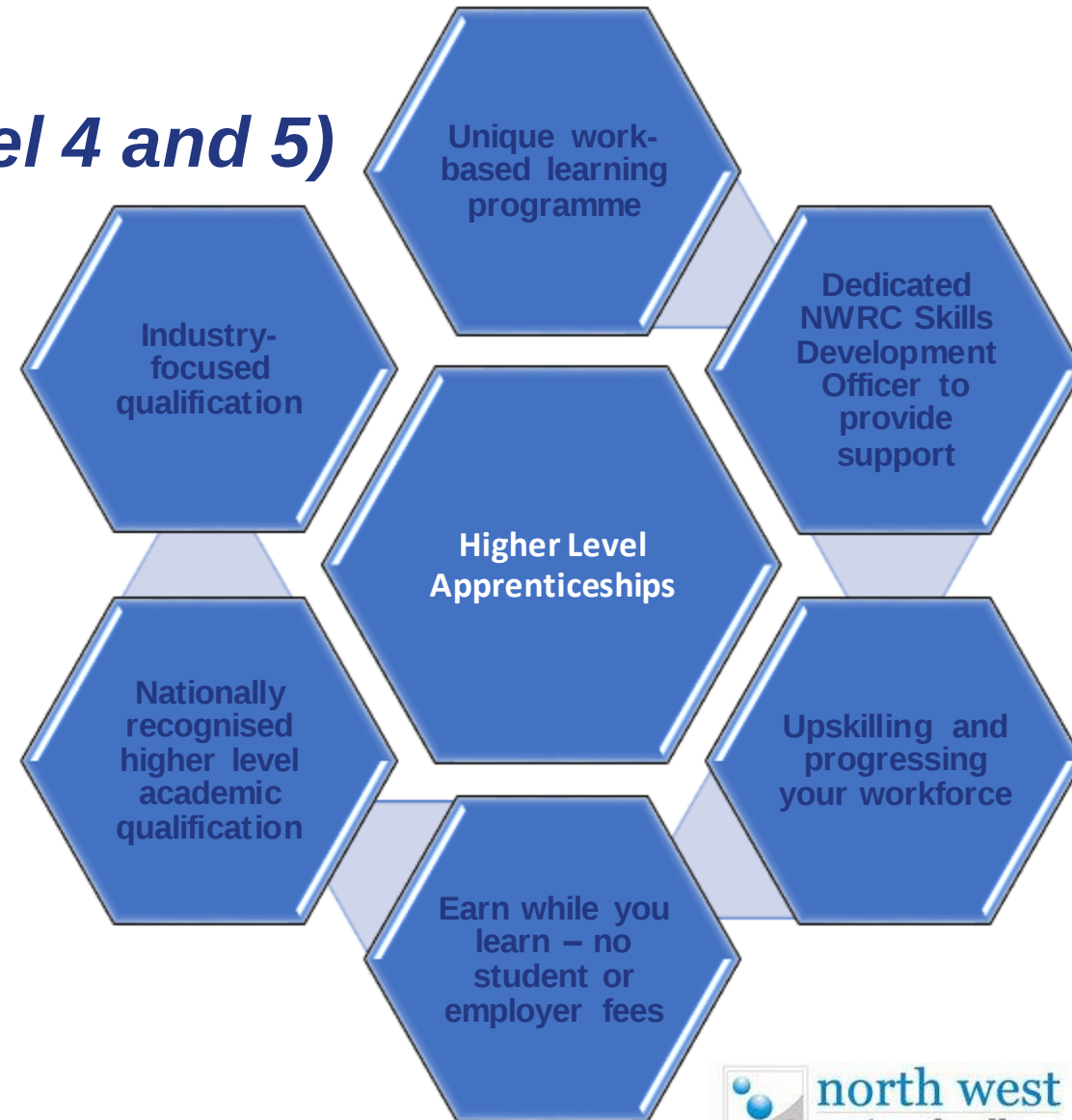


NWRC: Apprenticeships

Higher Level Apprenticeship (Level 4 and 5)

Current NWRC offer includes:

- ✓ Engineering
- ✓ Construction
- ✓ Finance and Accountancy
- ✓ Business
- ✓ Hospitality
- ✓ Childcare
- ✓ Computing



Exciting Developments – North West Regional College

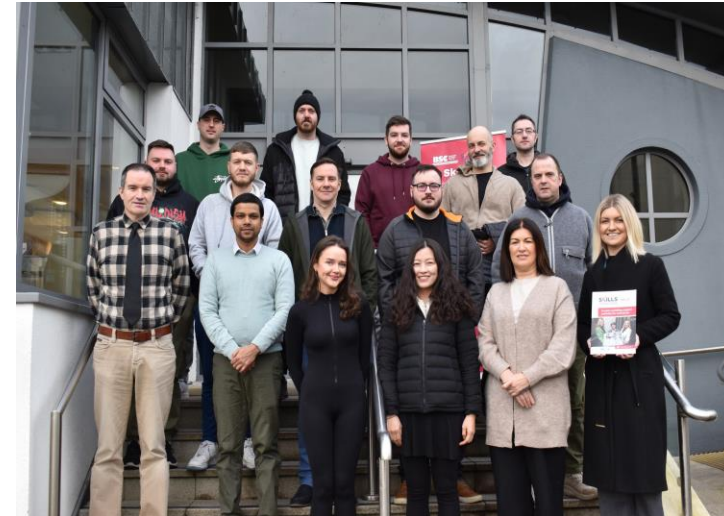
INNOVATION CENTRES

Driving innovation and skills from industry



SPECIALIST PROGRAMMES

Upskilling people into jobs



KICK START IT

Over past 3 years, Success rate has been between 82%-94% in terms of getting into jobs.



WIDER ACCESSING PROGRAMMES



Programme development background:

1. At the end of November 2022, as part of the New Deal For Northern Ireland funding package, the Department for the Economy and Department for the Communities proposed a funding package to target economic inactivity and widening access and participation.
2. As the major provider of skills and education across NI, the six FE Colleges were asked to take a lead role in the development and provision of a targeted programme and, where appropriate, in partnership with the community and voluntary sector, engaging participation and progression from those in communities who may face greater barriers.
3. A sector working group was set up, chaired by NWRC, which lead discussions with DfE on the proposed funded programme development.
4. The delivery of Step Up programmes commenced in summer 2023 across NI.
5. A Step Up Learner Celebration event was held on 7 February 2024 in Derry~Londonderry.



Step Up – Delivery Strands

- The Step Up programme consists of 3 delivery strands, targeting various groups.
- Sites: Strand Road, Limavady, Strabane, Community and HMP Magilligan
- Participants on all programmes have individual learning plans

Delivery Strand	Target (n)	Actual (n)
College Connect+ (16-23-year-olds)/	70	70
College Connect 24+ (for 24+ year olds)	46	35
Disability Access Route to Education and Employment (DARE)	83	89
Women Returners Access Programme (WRAP)	100	113
TOTAL	299	307

Note! Figures correct as of 12.03.2024

Building Community Partnerships

Build on and strengthen **Community and Voluntary Partnerships** and **engagement**. Build a robust framework for partnership and collaboration and learner progression.

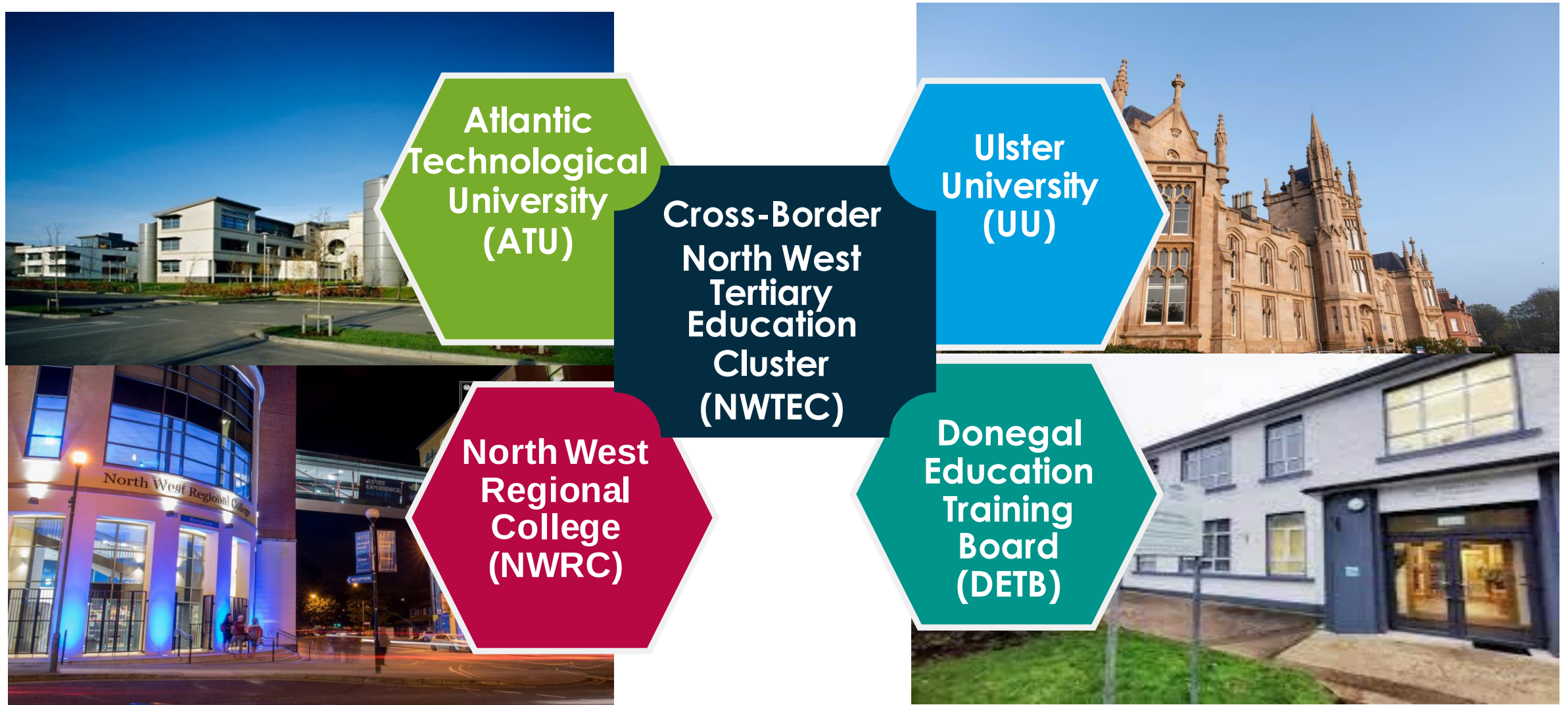


Explore opportunities for collaboration, **knowledge-sharing**, and **building pathways for community provision**.

Funding local economic strategies - increase social capital and **Community Wealth Building**.



NWTEC Partners





NWTEC Aims

- Boost NWCR economy; work as 'anchors' exploiting links between research, education, workforce development and economic competitiveness.
- Retain, attract high-value jobs to the region.
- Strengthen the local skills base, block the 'brain-drain' from the region.
- Harness the breadth of partners' programmes, facilitate development of shared services.



NWRC Vision: 'MAKING LIVES BETTER'

Education : Skills : Employability

Good Jobs, Good Lives Through Lifelong Learning

John D'Arcy

Director, The Open University in Ireland



Good Jobs, Good Lives With Lifelong Learning

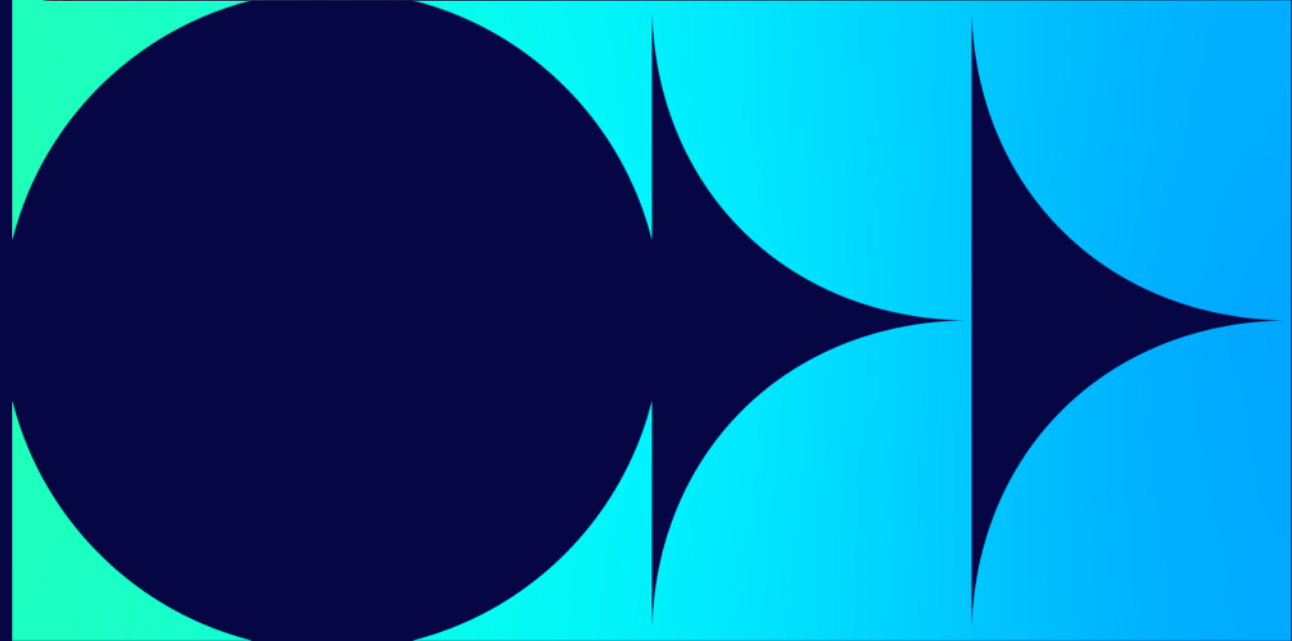
Skills for a Transforming Economy
NIC ICTU Union Learning Conference

Ebrington Hotel, Derry/Londonderry

John D'Arcy

Director, The Open University in Ireland

14 March 2024



The Open University and NIC ICTU

Two decades of working together

Shared understanding of the value of Lifelong Learning

Union Learning Fund

June 2016: Formal memorandum of understanding signed, guest speaker was Conor Murphy MLA

March 2023: Launch of ICTU OpenLearn Hub



Subjects > OpenLearn Ireland > Irish Congress of Trade Unions Learning Hub

Irish Congress of Trade Unions Learning Hub

This OpenLearn hub, prepared in collaboration with the Northern Ireland Committee of the Irish Congress of Trade Unions, features free, flexible, distance learning content designed to support employability and upskilling.

STRONGER TOGETHER CONGRESS
Irish Congress of Trade Unions
Northern Ireland Committee

Union Learning Works

Numeracy ICT
Learn Training

Refine by [Reset all](#)

Select a resource

- ☒ All content
- ☐ Articles
- ☐ Free courses
- ☐ Videos
- ☐ External links

Category

- ☒ All Categories
- ☐ Essential Skills (English & Maths)
- ☐ IT & Digital Skills
- ☐ Employability
- ☐ Health & Social Care
- ☐ Teaching & Education
- ☐ Business & Finance
- ☐ Leadership & Management
- ☐ Construction & Engineering
- ☐ Community & Voluntary
- ☐ Green Skills

Sort by: [Newest](#) Results: 64 items

[Grid](#) [List](#)

3 LEVEL
Nature & Environment
Energy in buildings
Themes covered in this free course, Energy in buildings, include reducing heating demand in buildings, heating systems and fuel emissions, and...
Free course 10 hrs

1 LEVEL
Health, Sports & Psychology
So, you want to be a nurse? A brief introduction to nursing
This free course, So you want to be a nurse? A brief introduction to nursing, provides an overview of what nursing entails. Focusing on nursing in the UK...
Free course 6 hrs

1 LEVEL
Money & Business
Midlife MOT: wealth, work and wellbeing
Introducing your Midlife MOT. Your midlife years – that is, when you're between about 40 and 60 – will probably be a very hectic time indeed. You might have...
Free course 4 hrs

1 LEVEL
Digital & Computing
Hybrid working: skills for digital transformation
The future of the workplace is continuing to evolve, and digital transformation is accelerating, requiring new digital capabilities, behaviours and...
Free course 11 hrs

2 LEVEL
Education & Development
Take your teaching online
In this free course, Take your teaching online, you will gain knowledge fundamental to delivering effective teaching online. You will hear about the...
Free course 24 hrs

1 LEVEL
Education & Development
Using digital tools in teaching
Check out these short animations and accompanying articles on podcasting, social media, and virtual and augmented reality in pedagogy.
Video 5 mins

Performance to date and new courses added

- **Since its launch, the ICTU hub has had 544 visits and 366 unique visitors.**
- **The most popular months were March 2023 (91 visits) and September 2023 (244 visits).**
- **The most popular types of resources used to date have been:**
 - English courses,
 - Legal/finance/accounting; and
 - resources for teaching.
- **The key identifiable locations have included Belfast, Omagh and Derry City / Strabane**
- **New courses added – green skills, tailored to equip workers with essential knowledge and skills for a green economy, mark a significant step towards building a more sustainable future.**



WORKING WITH GOVERNMENT

NORTHERN IRELAND

Engagement with the Northern Ireland Assembly continues at pace with positive results.

- Launched the University's first manifesto for the Assembly, 'The Future is Flexible', in Parliament Buildings. It calls for a statutory right to lifelong learning and better funding for part-time. We saw these asks reflected in several political party manifestos at the recent election.
- Campaigned on 'The Future is Flexible' at party conferences and one-to-one meetings with MLAs.
- Supporting lifelong learning and widening participation within the new Northern Ireland Skills Strategy.
- Engaging with Councillors and senior Council Officials across Northern Ireland to support regional economies.

Watch Megan Fearon our Policy and Public Affairs Manager speak about our Manifesto here;
<https://youtu.be/e8LvVgDfIRE>

“

Part-time education is the solution to so many of the problems facing our society including tackling poverty and disadvantage, addressing skills shortages and labour gaps, and addressing climate change.

”

Megan Fearon,
Policy & Public Affairs Manager



7,191 students in Northern Ireland



17%

of OU students come from Northern Ireland's most deprived areas



Students studying with the OU are more likely to be female, and have additional caring responsibilities



The average age of an OU student is 33



78%

of OU students work full or part-time

Constituency	OU students in 2021/22
East Belfast	380
North Belfast	302
South Belfast	392
West Belfast	270
East Antrim	298
East Londonderry	202
Fermanagh & South Tyrone	189
Foyle	203
Lagan Valley	350
Mid Ulster	176
Newry and Armagh	246
North Antrim	232
North Down	272
South Antrim	319
South Down	280
Strangford	285
Upper Bann	381
West Tyrone	150

Microcredentials Short Courses Postgrad modules



[Business Management: Project Management \(BZFM304\)](#)

Develop the skills and knowledge you need to lead or contribute to successful projects, and take your career to the next level.

Duration 10 weeks

Level Undergraduate



[Management of Change: Organisation Development and Design \(BZFM802\)](#)

Discover tools and concepts of human centred management and design, and develop skills to manage and lead in the 21st century.

Duration 12 weeks

Level Postgraduate

4,946

**microcredentials
delivered between
2020/21 to 2022/23**

Regionalisation:

Partnerships with all Further Education Colleges in Northern Ireland



Grace McAleer, RCN NI Student Nurse of the Year 23

- Part-time nursing degree
- Employer and Trade Union support
- Upskilling while employed



Bobby Burns, young males campaign

- Professional footballer
- Business Management Degree, specialising in sport
- Aspires to a career in sports administration



Rasha Mourd, CPP Participant

A second chance for
Syrian refugee, Rasha
with The Open
University in Northern
Ireland





Northern Ireland
Assembly

All Party Group

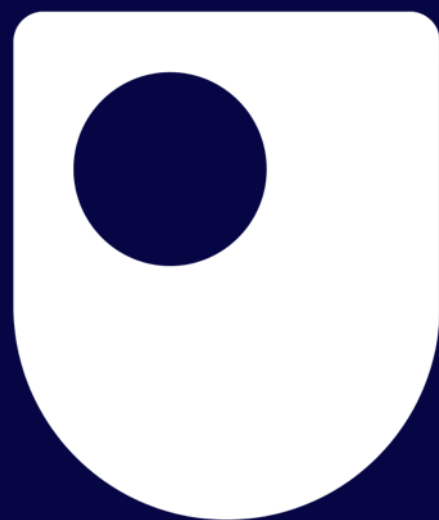
SKILLS

- Chair: Sorcha Eastwood MLA, Secretariat: The OU in Ireland
- Launch 11 April 2024
- First topic: Social Care



ALLIANCE
LIFELONG
LEARNING





**The Open
University**

Ireland

Derry City & Strabane District Council - Employment & Skills

Rosalind Young

Investment Manager, Derry City & Strabane District Council



Derry City & Strabane: A City Region of Opportunities

TALENT | LOCATION | PARTNERSHIP

Rosalind Young
Investment Manager



Derry City & Strabane
District Council

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

Derry Cittie & Strabane
Districk Cooncil



Strategic Cross-border Location



Dual market access to both the EU single market and GB



4th largest population centre on the island of Ireland (35% under 25)



2 x international airports with Flight connections to 190 global destinations, 42 countries, 16 US destinations and 4 continents



1 hour flight time to London
(2 hours to European destinations)



1st Place for Remote Working in NI & 4th in UK
(Uswitch.com Remote Working Index, 2021)

Top 10 Local Authorities in the UK where Fibre-to-the-Premises (FTTP) broadband coverage has reached over 50%
(Thinkbroadband.com 2021)



Deep Sea Port



Regional Airport



International Airport



350,000
City Region
population



A City with an urban
population in excess of
100,000



City Deal

“Investor access to game-changing City and Growth Deal worth £250m to power investment opportunity, economic growth and tech innovation”



Innovation, Digital & Health

CIDRA ... £22.5m

CARL £16.5m

Personalised Medicine Centre ... £20m

Ulster University School
of Medicine £25m

Complemented by:

Digital Innovation & £15m
Smart Cities Programme

£250m
**City &
Growth
Deal**

Cross-cutting
objectives of Job
Creation, Skills &
Employability



Regeneration, Tourism & Renewal

Central Riverfront ... £45m

Strabane Town Centre £50m

DNA Museum ... £5m

Walled City £15m



Skilled, Educated and Young Talent



Human Capital - Youthful & Creative Population (34% under 25)



31% of school leavers educated to degree level



Top performing region at High school diploma level



UU Ranked in top 2% of Global Universities



65.9% uptick in Productivity Output per hour from 2011 to 2021
(pwc)



Access to enrolled Students in FE/HE across region



1ST for Primary Maths in EU
(6th in world)



Students with 2+ A Levels
(above NI Av.)



School leavers with 5 GCSEs

Industry Confidence in the Region

Approx. 6688 jobs created since April 2015:





The Vision

“a thriving, prosperous and sustainable City and District with equality for all.”

The Mission

“improve the social, economic and environmental wellbeing of all citizens and to do so in a sustainable way”.



Economy // Education & Skills

OUTCOME ► WE ARE BETTER SKILLED AND EDUCATED

..... Our young people have improved attainment levels

..... We have a better skilled and educated workforce

..... As a North West Learning Region we have increased training and learning opportunities



Our Labour Market Challenges

- Lowest employment rate of all 11 Council Areas (65.4%)
- Consistently highest claimant count at LGD level (4.8%)
- 15.1% No qualifications (11.9% NI)
- 37.3% educated to degree level and above (42.1% NI)
- Ranked 4th for GCSE attainment (5+ GCSEs A*-C)
- Ranked 7th for A Levels (2+ A-levels A*-E)
- Lower median annual wage earnings
- 41.6% pupils eligible for FSMs
- Shift in profile of the age population
- Economic inactivity rates 2nd highest in UK (34.1%)
- Skills Barometer highlighted trends
- L2 and below L2 demand is declining
- Level 6 qualifications are increasing in demand



Local Labour Market: A Snapshot

Employment

- **2022: c.60,700 employees** work within the area
- **65.4%** employment rate
- **30.6%** are economically inactive
- Highest level of youth unemployment across NI Councils at **5.4%**

Disability

- **Census 2021: 37%** of all usual residents in DC&SDC have **at least 1 long-term health condition**, slightly above as the NI average (35%).
- **Ulster University:** The disability employment rate in NI is the lowest of any UK region (**36%**).

Commute & Place of Work

- **Census 2021: 63%** of DC&S's population commute to work by car or van **Census 2021: 16.7%** of all usual residents aged 16 and over in employment, work mainly at/or from home

Employee Job Growth

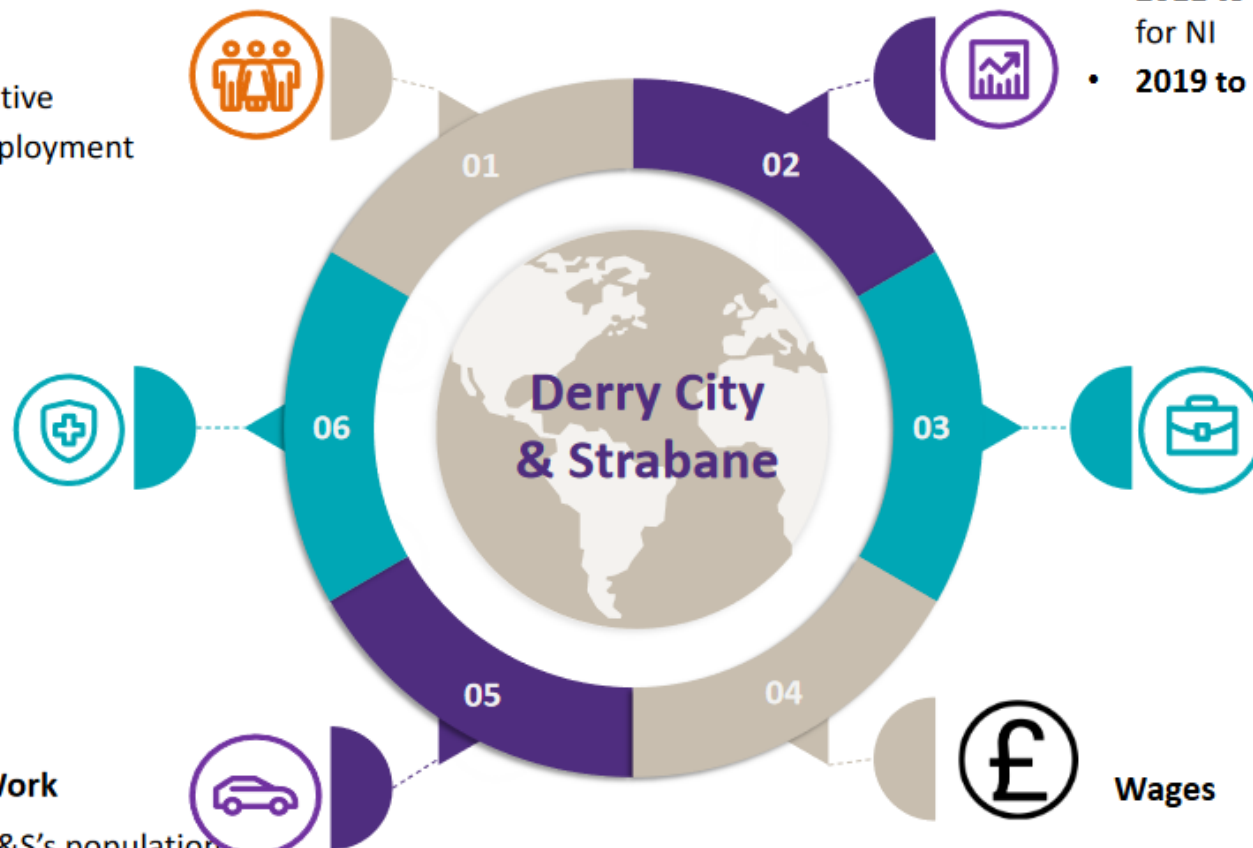
- **2011 to 2022: +20.2%**, compared to 16.6% for NI
- **2019 to 2022: 0.3%**, compared to 2.7% for N

Jobs growth across all sectors

- Forecast growth in jobs of between 4,500 and 7,800 between 2022 and 2030 – many more of these to be found in ICT and Professional Services

Wages

- **£24,709** median gross annual earnings
- Those in full time employment earned **£30,155** on average



Progress on the Education and Skills Priority Outcome

UNESCO Global Network of Learning Cities Status

Local & Sub-regional responses to skills needs via the ESDP and LMP

Opening of Medical School and relocation Allied Health Services

NW Regional College i4.0 Centre opened

NW Tertiary Education Cluster MoU formalised

Connectivity improvements ongoing

City Region Growth Deal for world class centres of innovation and excellence 2023/2024

£50m funding for expansion of UU Campus

How DCSDC is delivering

- Promoting the Apprenticeship Framework
www.getapprenticeships.me
- Jobstart Programme positions
- Work Experience
- Careers Fairs
- Job Fairs
- Industry engagement in careers advice and guidance
- Skills Academies
- Pre-employment Academies
- Inclusive Employment Programme
- Enterprise Programmes
- Industry collaborative networks
- Promote the opportunities

GEMX


LEARNING CITY
DERRY CITY & STRABANE REGION



Role of Employers

Upskilling and Reskilling to build talent from within

Work needs to be remunerative (not just £)

Change of culture from employers towards disability employment

Embed EDI into your culture

Change the way we recruit – hire people not skills

Supportive work environments

Flexible roles and working policies

Apprenticeships as a solution to skills gaps

Engage with the FE/HE providers, training providers & government (local and central)

75% of
completed
reskilling
programmes are
economically
positive

94% of
UK workers
will need
reskilling
by 2030

50% current
jobs will
require new
skillsets by
2026

Pivotal role that ICTU can play

- Unique role to play (work with employers, works and government)
- Spot the skills gaps
- Advocate for high quality training and lifelong learning opportunities for all
- Engaging with union members to identify skills gaps/reskilling and upskilling needs
- Secure reskilling opportunities
- Boost the number of high-quality apprenticeships
- Help tackle the UK workforce digital skills gap

Only **23%** of the UK workforce report having had any digital skills training from their employer

Over **50%** of UK workforce is not equipped with digital skills they need

Derry City & Strabane: A City Region of Opportunities

Thank You

Rosalind Young
Investment Manager

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Derry City & Strabane
District Council

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

Derry Cittie & Strabane
Destrack Cooncil



Panel Discussion

- Violet Toland, Higher Education Curriculum Lead, NWRC
- Alice Adams Lemon, National Official, Equity
- Róisín Graham, NIPSA, Union Learning Project Coordinator
- Maggie Bates, Widening Access Senior Manager, The Open University

Closing Remarks

Julie Gorman

Union Learn Project Officer, ICTU

