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FOREWORD

I am pleased to introduce the Department for Employment and Learning's Annual Report against progress in implementing its Business Plan for 2001-2002. The Department set significant targets for the 2001-2002 business year and our performance has been excellent with most targets being achieved and good progress made against the others.

The Department continued to contribute to the goals of the Welfare to Work Policy and has developed further its close association with the Social Security Agency (SSA) to deliver a range of employment and benefit related services in a more efficient and customer focused way.

Challenging targets were set for widening access to education, for example, to provide an additional 850 higher education places and an additional 2,500 further education student enrolments. The Department also introduced a variety of measures, emanating from its review of student support, which assisted those from low-income families to access higher and further education.

During the year the Department produced a detailed e-Business Strategy that outlines how it intends to use new technology to improve the delivery of its services to individual customers and business, to enhance working relationships with its service delivery partners and, internally, to work more efficiently. An exciting project within the strategy is to extend the use of touch screen kiosk technology to provide jobseekers with easy access to information about vacancies.

The Department also participated in a range of inter-departmental Groups established to take forward a number of the Northern Ireland Executive's priority areas.

I should like to express my appreciation to staff at all levels who have continued to respond with commitment to the many challenges and demands upon us and I believe we can take pride in what has been accomplished.

MRS CARMEL HANNA MLA
Minister for Employment and Learning



DEPARTMENTAL AIM AND OBJECTIVES

Departmental Aim

The aim of the Department, as identified in the 2001 to 2004 Strategic Plan, continues to be:

“To promote a culture of lifelong learning and to equip people for work in a modern economy”.

Departmental Objectives

“To work with others to achieve the highest quality of education and training and seek the highest standards of learning, research, training and scholarship, thereby contributing to economic development;

To promote economic growth, improved living standards and an increased number of accessible employment opportunities; and

To promote an inclusive society where citizens have equality of opportunity.”



DEPARTMENTAL BUDGET AND STRUCTURE

Budget

To deliver its policies and programmes in 2001-02 the Department was allocated a resource budget of £604million and a capital budget of £95million. Audited accounts will be produced separately from this Annual Report.

In 2001-2002 the Department made significant progress on enhancing internal control arrangements towards meeting the requirements for a full Statement of Internal Control to be included in the accounts for the year 2002-2003. In addition, steps were taken to strengthen further the scrutiny arrangements in Further Education. These will be added to during 2002-2003.

The Department produced its first set of Resource Accounts in 2001/02, as part of the UK wide initiative to improve public sector financial management. As a recently established department, DEL did not have the extended period of development envisaged when the initiative was launched some time ago and was faced with significant technical accounting problems.

The successful production of "dry run" accounts for 2000/01, which NIAO were able to give an audit opinion upon, was therefore a significant advance towards the full implementation of the initiative.

During the year the Department declared reduced expenditure requirements in some areas and made bids for additional expenditure in others. The net effect of these changes was to reduce the Department's expenditure budget by £ 23.3m. Based on provisional out-turn at year end the Department had, excluding funding for the PEACE II programme, £18.9 m remaining unspent against its final budget. Part of this latter amount is in respect of capital expenditure and the Department will be seeking to have £9.5m of capital budgets carried forward to the new financial year under end-year arrangements.



DEPARTMENTAL BUDGET AND STRUCTURE

Departmental Structure

During the year the Department employed approximately 1,400 staff. It is headed by its Minister with the co-ordination of policy and day-to-day operations managed by the Senior Management Board chaired by the Permanent Secretary.

The Senior Management Board includes two Deputy Secretaries and seven Directors/Heads of Division. In addition, one of the Assistant Chief Inspectors of the Education and Training Inspectorate sits on the Board. The Senior Management Board's members are:-

Permanent Secretary: **Alan Shannon**

Deputy Secretary, **Robson Davison**

Deputy Secretary, **Ian Walters** (until 31 December 2001)

Heads of Division

Corporate Services: **Bernie O'Hare**

Employment Rights and New Deal: **Roy Gamble**

Finance and European: **George O'Doherty**

Further Education and Learning Policy: **Catherine Bell**

Higher Education and Student Support: **David McAuley**

Regional Operations: **Adrian Arbuthnot**

Skills and Industry: **Tom Scott**

The Education and Training Inspectorate's representative is **Vivian McIver**.



DEPARTMENTAL BUDGET AND STRUCTURE

The Department's senior management receives advice on a range of policy and operational issues from the Learning and Skills Advisory Board and from the Northern Ireland Higher Education Council (NIHEC).

Training and Employment Agency (T&EA)

Following a review of the machinery for advice and delivery, it was decided in 2000 that the T&EA should cease to be a Next Steps Agency. It was, however, recognised that the Agency had earned widespread respect from both the business community and its customers and for that reason it was decided at the time to retain the T&EA brand identity for employment services and other related functions.

As a further consequence of the review, the Board of the T&EA and the Further Education Consultative Committee were replaced by one advisory body - the Learning and Skills Advisory Board. The new Board, which became operative on 1 January 2002, reflects the close links that are being forged between employment, training and further education.

In 2001/02, following on from consolidation of the role and functions of the new Department for Employment and Learning, it was decided that the time was opportune to re-brand the Department under one publicly recognised corporate brand.



HIGHLIGHTS OF OUR SERVICE IN 2001/02

The Department, in seeking to serve all its customers, is justly proud of the services it has provided during 2001/02 and the following paragraphs highlight some of the important developments which have taken place.

Enhancing research capacity

The Support Programme for University Research (SPUR) is a major research initiative. During 2001/02 Queen's University of Belfast (QUB) and the University of Ulster (UU) began implementing this programme which will realise additional research investment in excess of £40million, over four years, through equal contributions by the public and private sectors. The programme comprises six major projects across a range of disciplines, judged as excellent, by an international panel of research experts. The two largest projects are the £14.5million Centre for Molecular Biosciences at UU's Coleraine Campus and the International Research Centre for Experimental Physics at QUB – total estimated project cost of £10.6million.

"ONE" Pilot

A pilot ONE service was introduced in Dungannon in May 2001. The service provides a joined-up employment and benefit service to those claiming Jobseekers Allowance and also a range of other state benefits such as Income Support, Incapacity Benefit and Housing Benefit. The pilot involves an integrated, customer-focused approach on the part of JobCentre and Social Security Agency staff working in close co-operation with the Child Support Agency, the Rate Collection Agency, the Northern Ireland Housing Executive and the Inland Revenue. Under the new service Personal Advisers draw up Action Plans for customers which aim to overcome the barriers to taking up work, to advise on the financial benefits of work and to assess benefit entitlement. In some instances customers may be referred to other statutory or voluntary sector agencies for specialist advice. The pilot will be evaluated towards the end of 2002 with a view to rolling out the new process to all areas.



HIGHLIGHTS OF OUR SERVICE

Focus for Work

Focus for Work which was launched by the Department in October 2001 offers an enhanced range of measures aimed at giving unemployed people early help to boost their prospects of gaining employment through increased occupational training and work experience opportunities. The initiative combines existing programmes such as Worktrack and Bridge to Employment together with an extended network of JobClubs and a new vocational training programme entitled Training for Work. The official launch was quickly followed by a sustained marketing campaign that included a series of articles in regional and national press, a Province-wide radio campaign and a series of posters displayed on bus sides, bus shelters and billboards.

Skills and Workforce Development

The Department continued to work closely with the NI Skills Task Force to identify current and future skills needs and to address workforce weaknesses in this area. The work of the Task Force and its research are summarised in the Labour Market Bulletin published by the Department. The Department has played a role, with Whitehall Departments and the devolved administrations in Scotland and Wales, in the development of a new approach to sector skills in the UK. As a consequence of the strands of work a new approach to sector development and a new management development strategy have been initiated.

Employment Rights

During the year the Department carried out a total of 11 public consultations on a wide range of employment rights matters, such as the European Union Directive on Fixed Term Work, industrial tribunal reform



HIGHLIGHTS OF OUR SERVICE

and alternative dispute resolution, time off for trade union learning representatives and reform of the Transfer of Undertakings and Protection of Employment Regulations (TUPE).

The major public consultation carried out on “Work and Parents – Competitiveness and Choice” resulted in a series of related follow-up consultations on specific aspects of provision for working parents. These covered simplification of maternity leave arrangements, the introduction of paid paternity and adoption leave, changes to parental leave provision and the creation of a new right for parents of young children to request flexible work conditions. These consultations have informed the content of the Employment Bill which was introduced to the Assembly in May 2002.

Statutory Trade Union Recognition – The First Year

In 2001 the Department relaunched the Industrial Court giving it an important additional role to adjudicate on a new statutory right to trade union recognition. Since then the Industrial Court has been developing and refining its systems and processes, informing key stakeholders on the new right to recognition and how it may affect them. In the period of this report the Court received ten formal applications for statutory recognition. Of these, seven were accepted by the Court and six resulted in either formal recognition being awarded or a semi-voluntary agreement being reached by the parties. In one case recognition was refused following a ballot of the workforce. The legislation is based on the premise that voluntary agreements are better than those which are imposed. It was designed to promote more voluntary agreements between unions and employers. Initial feedback from employers, unions and the Labour Relations Agency would indicate that it has been effective in doing this.



HIGHLIGHTS OF OUR SERVICE

Employment Rights On Line

As part of the Department's ongoing commitment to provide up-to-date, accurate information on employment legislation and industrial relations matters, Employment Rights Branch has been developing a wide range of information and guidance which is now increasingly being provided through hard copy and our Internet website. As well as an explanation of the role of the branch the complete series of Employment Rights booklets is now published and updated on the Department's website. Recently a facility has been introduced to publish consultation documents and a frequently asked questions section has been introduced. In addition the Industrial Court has its own web presence, as does the Office of the Industrial Tribunals and the Fair Employment Tribunal (OITFET). Further work is planned to expand the range of information and services on offer through the Internet.

Supporting Economic Development

The Department sees the economic purpose of further and higher education as central to their mission and in pursuit of this introduced a number of measures during the year:

- the introduction of Foundation Degrees in Information and Communication Technology in 7 further education colleges, in conjunction with UU and QUB;
- the extension of a strategic restructuring fund to assist colleges to align provision with the needs of the economy;
- the piloting in 4 further education colleges of new approaches to support small and medium-sized enterprises; and
- opportunities for specialist lecturers in engineering, hospitality and catering, software engineering and construction to return to industry for up to 12 weeks to update their skills.



HIGHLIGHTS OF OUR SERVICE

Widening Access And Participation

In pursuit of the aims of widening access to, and participation in, higher and further education, the Department introduced a number of measures during 2001/02 including:

- further education access bursaries worth up to £1,500 for students from low income families;
- the abolition of tuition fees for a wide range of vocational courses in further education;
- an increase in the support funds available in the FE colleges to alleviate student hardship;
- the introduction of a childcare grant for higher education students on low incomes;
- the completion of a network of learndirect learning centres; and
- the launch of a draft Essential Skills strategy to address the weaknesses in literacy and numeracy among adults.



HIGHLIGHTS OF OUR SERVICE

e-Business

During the year the Department produced a detailed e-Business Strategy that outlines how it will use new technology to improve the delivery of its services to individual customers and business, to enhance working relationships with its service delivery partners and, internally, to work more efficiently.

An exciting project within the strategy is to extend the use of touch screen kiosk technology to provide jobseekers with easy access to vacancy information. By the end of the year the technology had been implemented in 8 JobCentres.

Taskforce on Employability and Long-Term Unemployment

The Taskforce on Employability and Long-term Unemployment was established during the year under the Northern Ireland Executive Programme for Government. Its aim was to drive forward action on employability, reduce long-term unemployment and prepare an Action Plan which integrates actions across Government departments and agencies.

Deloitte & Touche was commissioned to carry out a Scoping Study to review existing evidence on Employability and clarify the issues surrounding it. From this a discussion document was developed and widely issued. Additionally the Taskforce completed an extensive engagement process with a wide range of organisations.

The Taskforce has given careful consideration to all the issues arising and is currently working on the final stages of making recommendations and drafting a Report and Action Plan.



HIGHLIGHTS OF OUR SERVICE

Equality

Throughout the year the Department focused much of its attention on the implementation of the statutory equality duties. Our Equality Unit guided officials through their responsibilities and ensured that the equality duties were to the fore in all policy considerations. We delivered a programme of training events, which raised awareness of Section 75 within the Department and we also provided the more detailed advice and guidance necessary for those officials conducting Equality Impact Assessments.

There is much work still to be done, particularly in, for example, the area of consultation and the promotion of good relations. The Department will continue to develop its understanding of the statutory equality duties, building on the training that we have received and the lessons that we learn as we proceed.

New TSN

The Department continued to demonstrate its commitment to the integration of New TSN in its mainstream services and throughout the year New TSN principles underpinned all its main areas of activity.



HIGHLIGHTS OF OUR SERVICE

European Unit

During 2001/02 the European Unit received 139 applications for European Social Fund assistance under 4 Measures within the Employment Priority of the Programme for Building Sustainable Prosperity. Following a selection process the Minister announced a package of £18.3million of funding for employment and training projects throughout Northern Ireland. A further call for applications under Measure 2.8 – The Advancement of Women – was made during March 2002.

During the year the Unit made good progress in completing administration work in respect of the Northern Ireland Single Programme 1994-99 and the Community Initiatives 1995-99.

Personnel

Staff Changes

During the year there was an unprecedented amount of staff movement in the form of recruitment, transfers, designations, promotions and retirements. Staff have been required to learn quickly and to adapt to a constant state of change. Against this backdrop managers have aimed to ensure that the business needs of the Department were met. During the year the following staff changes took place:

| | |
|-----|------------------------|
| 188 | Permanent appointments |
| 49 | Temporary appointments |
| 376 | Transfers |
| 49 | Promotions |
| 26 | Cessations |
| 15 | Career breaks |



HIGHLIGHTS OF OUR SERVICE

People Strategy

In February 2002 the Minister formally launched the Department's People Strategy at the Celebrating Success event in Belfast Castle.

The aim of the strategy is to "create an environment that enables us to maximise our full potential to achieve our current and future business goals." Over the year progress has been made against each of the 5 strategic themes:

- Maximising/unlocking our potential
- Sharing knowledge
- Managing our performance
- Promoting health and well-being
- Providing recognition

In particular, a comprehensive evaluation of the Department's performance management system has been completed with plans drawn up to implement a number of system improvements.



HIGHLIGHTS OF OUR SERVICE

Celebrating Success

Celebrating Success is an annual event that provides an opportunity to formally recognise staff who have achieved academic and vocational qualifications. This year over one hundred staff were recognised for their achievements. These included; academic achievements such as BA (hons) in Business Studies, IT related accreditation in the form of European Computer Driving Licences, professional qualifications e.g. Chartered Institute of Personnel Development Diploma and vocational awards in the areas of Customer Service, Administration, and Guidance.

Guest speakers at the event included Samantha Thompson (Waterside JobCentre) who achieved national recognition as the Prince's Trust Employed Volunteer of the Year and Gerry O'Neill (IIP unit) who represented the Department on the Leaders for Tomorrow programme at Harvard University in Boston.

In addition to working towards the achievement of recognised qualifications, staff were involved in a wide range of development activities. Change associated with Welfare Reform resulted in those affected participating in intensive training programmes

Managing Attendance

The Departmental Board recognises the impact of staff absence on the achievement of business targets and with this in mind a managing attendance strategy was developed during the year. The strategy addresses procedures, communication, management training, recognition and health awareness. The Personnel team has been working in partnership with managers and Trade Union to implement the strategy.



SUMMARY OF PROGRESS AGAINST TARGETS

In 2000/01 the Department's main targets (86 in total) were structured around the 13 Key Issues that were identified in its 2001 to 2004 Strategic Plan. Performance against these 86 targets is summarised below:

| | |
|--|----|
| Number of Targets | 86 |
| Achieved | 55 |
| Achieved but with slippage | 3 |
| In line for achievement but with slippage | 6 |
| In line for achievement within published timescale | 5 |
| Substantially achieved | 4 |
| Not achieved | 12 |
| Responsibility transferred to DE | 1 |

Annex 1 to this report provides a detailed description of the Department's performance against all of these targets.



ANNEX 1

Detailed Report on Target Achievement in 2001/02

Key Issue: Implementation of the ONE Service (PSA Objective 2)

| Principal Actions in 2001/02 | | |
|--|--|--|
| As part of the Government's Welfare Reforms and Modernization Programme the Department will develop an integrated work focused service to people in receipt of Jobseeker's Allowance (JSA) and other benefits. The Department will continue to work closely with the SSA and other relevant organisations including NIHE, Child Support Agency, Inland Revenue and the Rate Collection Agency in the development of a ONE service. | | |
| Targets 2001/02 | Performance against Targets 1 April 2001 – 31 March 2002 | Comments on achievement, including any deviation from targets |
| (i) To roll out JSA Joint Working to a further 3 offices by March 2002. | In line for achievement but with slippage of 2 months in one office. | Roll out of a further two offices has been achieved, with a further 3 due to be completed by June 2002. Accommodation work is underway in a further 5 offices in preparation for roll out. The order and timing of roll out for some offices has had to be changed because of unavoidable accommodation problems in some offices. |
| (ii) To implement the pilot of the ONE service in Dungannon on 14 May 2001 and complete the evaluation by March 2002. | Achieved | Pilot ONE Service came into operation on 14 May 2001. Independent evaluation by Deloitte & Touche has been completed. An amended process, which aims to achieve a greater focus on work, is being implemented from May 2002. The pilot will be extended until March 2003, when a further evaluation will be carried out. |



ANNEX 1

Detailed Report on Target Achievement in 2001/02

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Key Issue: New Deal (PSA Objective 2)

| Principal Actions in 2001/02 | | | Performance against Targets 1 April 2001 – 31 March 2002 | Comments on achievement, including any deviation from targets |
|--|--|--|---|--|
| <p>The Department will contribute to the goals of Welfare to Work Policy by ensuring that the New Deals, both mandatory and voluntary, operate effectively and in a manner fitted to the needs of the client groups in Northern Ireland. In conjunction with partners in the voluntary sector, it will provide a range of services through New Deal and other programmes to help disabled people train for and enter sustainable employment. It will seek to improve the working of the labour market by providing temporary employment opportunities for people who wish to return to the labour market after an absence. The Department will continue to support and provide policy guidance to Enterprise Ulster and Ulster Sheltered Employment Limited.</p> | | | | |
| <p>Targets 2001/02</p> <p>(i) Implement an enhanced New Deal 25+ and make ongoing improvements to all the New Deals through consultation and evaluation. (March 2002) (PSA Objective 2, Target 2) (PFG Actions 4.1.2, 4.1.3 and 4.1.4)</p> <p>(ii) In line with GB, design and develop an enhanced New Deal for 18-24 year olds tailored to the needs of Northern Ireland participants. (March 2002) (PSA Objective 2, Target 2)</p> <p>(iii) Enhance New Deal basic skills provision by screening entrants for basic skills needs and implementing standard assessment arrangements across all Core Gateway providers. (March 2002) (PFG Action 4.1.1) (PSA Objective 2, Target 2)</p> | <p>Achieved.</p> <p>Achieved.</p> <p>Achieved.</p> | | <p>An enhanced New Deal 25+ was introduced on 9 April 2001 with improvements incorporated at every stage of the programme. In addition improvements continue to be made to all the New Deals.</p> <p>A review of the New Deal for 18-24 year olds has been completed and enhancements to the programme, tailored to meet the needs of Northern Ireland participants, will be introduced during 2002/03.</p> <p>A New Deal "Toolkit" aimed at assisting Personal Advisers in the identification of clients with basic skills needs has been developed. In addition, with effect from 1 February 2002, Core Gateway Providers are required to use in all cases the Basic Skills Agency's Initial Assessment pack when assessing the basic skills needs of participants.</p> | |



ANNEX 1

Detailed Report on Target Achievement in 2001/02

Key Issue: New Deal (PSA Objective 2)

| <p>Principal Actions in 2001/02</p> <p>The Department will contribute to the goals of Welfare to Work Policy by ensuring that the New Deals, both mandatory and voluntary, operate effectively and in a manner fitted to the needs of the client groups in Northern Ireland. In conjunction with partners in the voluntary sector, it will provide a range of services through New Deal and other programmes to help disabled people train for and enter sustainable employment. It will seek to improve the working of the labour market by providing temporary employment opportunities for people who wish to return to the labour market after an absence. The Department will continue to support and provide policy guidance to Enterprise Ulster and Ulster Sheltered Employment Limited.</p> | <p>Comments on achievement, including any deviation from targets</p> |
|---|---|
| <p>Targets 2001/02</p> | <p>Performance against Targets 1 April 2001 – 31 March 2002</p> |
| <p>(iv) Introduce a range of provision to meet the needs of unemployed adults who have not yet reached the entry points of New Deal. (October 2001) (PSA Objective 2, Target 2)</p> | <p>Achieved.</p> |
| <p>(v) Introduce a Job Brokerage Service under New Deal for Disabled People. (July 2001) (PSA Objective 2, Target 2)</p> | <p>Achieved.</p> |
| <p>(iv) Introduce a range of provision to meet the needs of unemployed adults who have not yet reached the entry points of New Deal. (October 2001) (PSA Objective 2, Target 2)</p> | <p>A range of provision was introduced from 1 October 2001 under the Focus for Work initiative.</p> |
| <p>(v) Introduce a Job Brokerage Service under New Deal for Disabled People. (July 2001) (PSA Objective 2, Target 2)</p> | <p>Service introduced in July 2001.</p> |



ANNEX 1

Detailed Report on Target Achievement in 2001/02

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Key Issue: Employment Rights (PSA Objective 2)

| Principal Actions in 2001/02 | | Performance against Targets 1 April 2001 – 31 March 2002 | Comments on achievement, including any deviation from targets |
|---|--|--|--|
| <p>The Department will develop policy on employment law falling within its responsibility, bring forward appropriate legislation and provide explanatory material. It will consider the appropriateness for NI of GB policy legislative proposals and make recommendations to the Minister on legislative issues. The Department also sponsors various Agencies and bodies. It will continue to support, and provide policy guidance to, the work of these bodies, which include the Industrial Tribunals and the Fair Employment Tribunal, the Labour Relations Agency, the Industrial Court and the Certification Office.</p> | | | |
| <p>Targets 2001/02</p> <p>(i) To plan and initiate a project integrating Industrial Tribunal and Fair Employment Tribunal procedural rules by September 2001. (Completion by end 2002)</p> <p>(ii) To appoint two additional full-time Chairmen to the Industrial Tribunals by September 2001, and carry out a review of key functional areas in the Tribunals by December 2001. (PFG Action 2.3)</p> <p>(iii) Establish a scheme providing for arbitration, by the Labour Relations Agency, of unfair dismissal disputes. (March 2002) (PFG Action 2.3)</p> | <p>Achieved.</p> <p>Achieved, with slippage</p> <p>Achieved.</p> | <p>Completion date revised to February 2003</p> <p>Two Chairmen will take up post in August and September 2002.</p> <p>The arbitration scheme was established by Statutory Rule on schedule and came into operation in April 2002.</p> | |



ANNEX 1

Detailed Report on Target Achievement in 2001/02

Key Issue: Employment Rights (PSA Objective 2)

| Principal Actions in 2001/02 | | Performance against Targets 1 April 2001 – 31 March 2002 | Comments on achievement, including any deviation from targets |
|---|---|---|---|
| <p>The Department will develop policy on employment law falling within its responsibility, bring forward appropriate legislation and provide explanatory material. It will consider the appropriateness for NI of GB policy legislative proposals and make recommendations to the Minister on legislative issues. The Department also sponsors various Agencies and bodies. It will continue to support, and provide policy guidance to, the work of these bodies, which include the Industrial Tribunals and the Fair Employment Tribunal, the Labour Relations Agency, the Industrial Court and the Certification Office.</p> | <p>Targets 2001/02</p> <p>(iv) To carry out, and consider outcomes of, five major consultation exercises:</p> <p>a) Transfer of Undertakings and Protection of Employment (TUPE) reforms;</p> <p>b) Prohibition of Blacklisting;</p> <p>c) Fixed Term Work Directive;</p> <p>d) "Work and Parents – Competitiveness and Choice";</p> <p>e) the Working Time Regulations to reflect the ending of UK Opt-Out for 16- and 17-year olds. (March 2002)</p> | <p>a) Not achieved.</p> <p>b) Not achieved.</p> <p>c) Achieved.</p> <p>d) Achieved.</p> <p>e) Not achieved.</p> | <p>a) Awaiting developments in GB. Additional resource being obtained to continue with this work as original resources diverted to the Employment Bill.</p> <p>b) Action is awaited in GB before consultation on amendments may commence</p> <p>c) Draft Regulations to implement the Directive were produced following public consultation.</p> <p>d) Key outputs from two consultation exercises held in the period are informing the Department's Employment Bill which is currently going through the Assembly.</p> <p>e) Some slippage in GB and necessary to await developments. NI Consultation document in preparation.</p> |



Key Issue: Employment Rights (PSA Objective 2)

| Principal Actions in 2001/02 The Department will develop policy on employment law falling within its responsibility, bring forward appropriate legislation and provide explanatory material. It will consider the appropriateness for NI of GB policy legislative proposals and make recommendations to the Minister on legislative issues. The Department also sponsors various Agencies and bodies. It will continue to support, and provide policy guidance to, the work of these bodies, which include the Industrial Tribunals and the Fair Employment Tribunal, the Labour Relations Agency, the Industrial Court and the Certification Office. | | Performance against Targets 1 April 2001 – 31 March 2002 | Comments on achievement, including any deviation from targets |
|---|--|---|---|
| Targets 2001/02 (v) To progress, through the Assembly, a programme of legislation including: <ul style="list-style-type: none"> • a Code of Practice on Access to Workers during Recognition and De-recognition Ballots; • a Code of Practice on Industrial Action Ballots; • an Order to commence provisions in the Employment Relations (NI) Order 1999 relating to the right to be accompanied at a disciplinary and grievance hearing, together with obtaining approval to IRA Code of Practice on discipline and grievance procedures; | | Achieved. Not Achieved. Not Achieved. | The Code of Practice came into operation on 17 June 2001. Regulatory Impact Assessment (RIA) and Equality Impact Assessment (EQIA) completed and are under consideration. Final amendments awaiting legal clearance. Work is well advanced and both are expected to come into operation during the next reporting period. |

ANNEX 1

Detailed Report on Target Achievement in 2001/02



ANNEX 1

Detailed Report on Target Achievement in 2001/02

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Key Issue: Employment Rights (PSA Objective 2)

| Principal Actions in 2001/02 | | Performance against Targets 1 April 2001 – 31 March 2002 | Comments on achievement, including any deviation from targets |
|---|---|--|--|
| <p>The Department will develop policy on employment law falling within its responsibility, bring forward appropriate legislation and provide explanatory material. It will consider the appropriateness for NI of GB policy legislative proposals and make recommendations to the Minister on legislative issues. The Department also sponsors various Agencies and bodies. It will continue to support, and provide policy guidance to, the work of these bodies, which include the Industrial Tribunals and the Fair Employment Tribunal, the Labour Relations Agency, the Industrial Court and the Certification Office.</p> | | | |
| <p>Targets 2001/02</p> <p>(vi) To support the Industrial Court by:</p> <ul style="list-style-type: none"> • dealing with applications within statutory timescales; • making business and unions aware of the role of the Court and offering impartial advice to parties to facilitate voluntary agreements; and • preparing the Court's annual report by 31 March 2002. | <p>(vii) To carry out a Quinquennial Review of the Labour Relations Agency by March 2002.</p> | <p>Achieved.</p> <p>Achieved.</p> <p>Achieved</p> <p>In line for achievement but with slippage of 3 months</p> | <p>A total of 10 applications to the Industrial Court had been received by 31 March 2002. All applications were dealt with within statutory time-scales. Of these applications, 6 resulted in either statutory recognition or a semi-voluntary agreement.</p> <p>Report prepared on schedule: will be published June 2002.</p> <p>Part 1 of the Review was completed on target at 31 December 2001. Part 2 is underway – likely completion date will be June 2002.</p> |



ANNEX 1

Detailed Report on Target Achievement in 2001/02

Key Issue: Social Inclusion (PSA Objectives 1 & 2)

| Principal Actions in 2001/02 | Performance against Targets 1 April 2001 – 31 March 2002 | Comments on achievement, including any deviation from targets |
|--|---|--|
| <p>The Department is committed to tackling poverty and social disadvantage. One of the areas where the Department can do most to tackle social exclusion is in relation to unemployment. Unemployment, especially long term unemployment, and employability will be the focus of the Task Force on Employability and Long Term Unemployment which is chaired by the Minister and includes representatives from all other Departments and the Northern Ireland Office.</p> <p>During 2001/02 the Task Force will publish a discussion document on employability to inform and generate discussion and will engage with those who have a close interest in the subject. Following further consideration the Task Force will produce a report with recommendations on how current actions on employability and long term unemployment might be improved and suggest new initiatives to be taken by Government Departments and those outside Government. Finally, it will produce an Action Plan to support those actions and initiatives. The work of the Task Force will be inclusive, involving wide ranging consultation with particular emphasis on those groups working with unemployed people, as well as employers and trade unions.</p> <p>The Department will continue to deliver employment related and careers guidance services to clients with a view to helping people into work, including people with disabilities, and others disadvantaged in the labour market. This will focus on measures aimed at earlier intervention with unemployed people and improving individuals' sustainability in employment. The Department will strive to ensure equality of opportunity in all its business areas and meet the commitments it has made in its Equality Scheme. It will also monitor progress against its New TSN Action Plan.</p> | <p>Substantially achieved.</p> | <p>At 31 March 2002 14,541 unemployed people have progressed to employment. 97% of the target has been achieved.</p> |
| <p>Targets 2001/02</p> | | |
| <p>(i) To help 15,000 unemployed people from Welfare to Work by March 2002; (PSA Objective 2, Target 2)</p> | | |



ANNEX 1

Detailed Report on Target Achievement in 2001/02

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Key Issue: Social Inclusion (PSA Objectives 1 & 2)

| Principal Actions in 2001/02 | Performance against Targets 1 April 2001 – 31 March 2002 | Comments on achievement, including any deviation from targets |
|--|---|---|
| <p>The Department is committed to tackling poverty and social disadvantage. One of the areas where the Department can do most to tackle social exclusion is in relation to unemployment. Unemployment, especially long term unemployment, and employability will be the focus of the Task Force on Employability and Long Term Unemployment which is chaired by the Minister and includes representatives from all other Departments and the Northern Ireland Office.</p> <p>During 2001/02 the Task Force will publish a discussion document on employability to inform and generate discussion and will engage with those who have a close interest in the subject. Following further consideration the Task Force will produce a report with recommendations on how current actions on employability and long term unemployment might be improved and suggest new initiatives to be taken by Government Departments and those outside Government. Finally, it will produce an Action Plan to support those actions and initiatives. The work of the Task Force will be inclusive, involving wide ranging consultation with particular emphasis on those groups working with unemployed people, as well as employers and trade unions.</p> <p>The Department will continue to deliver employment related and careers guidance services to clients with a view to helping people into work, including people with disabilities, and others disadvantaged in the labour market. This will focus on measures aimed at earlier intervention with unemployed people and improving individuals' sustainability in employment. The Department will strive to ensure equality of opportunity in all its business areas and meet the commitments it has made in its Equality Scheme. It will also monitor progress against its New TSN Action Plan.</p> | <p>Substantially achieved. Employment Support and Job Introduction Scheme targets achieved. Access To Work achieved 360 extra offers of assistance.</p> | <p>Access to Work target not achieved due to staff shortages during the year. New Disablement Advisers recruited and trained by December 2001 have made progress in Access to Work. Target will be achieved by end of May 2002. The 50 extra places on Employment Support were achieved while 97 job trials were achieved against a target of 60.</p> |
| <p>Targets 2001/02</p> <p>(ii) By March 2002, to increase training and employment support for disabled people by providing 400 extra places under the Access to Work Scheme, 50 extra places on the Employment Support Programme, and 60 extra trials under the Job Introduction Scheme (2000/01 provision was 600, 800 and 70 respectively). (PSA Objective 2, Target 3a) (PfG Action 2.2)</p> | | |



ANNEX 1

Detailed Report on Target Achievement in 2001/02

Key Issue: Social Inclusion (PSA Objectives 1 & 2)

| Principal Actions in 2001/02 | Performance against Targets 1 April 2001 – 31 March 2002 | Comments on achievement, including any deviation from targets |
|--|--|---|
| <p>The Department is committed to tackling poverty and social disadvantage. One of the areas where the Department can do most to tackle social exclusion is in relation to unemployment. Unemployment, especially long term unemployment, and employability will be the focus of the Task Force on Employability and Long Term Unemployment which is chaired by the Minister and includes representatives from all other Departments and the Northern Ireland Office.</p> <p>During 2001/02 the Task Force will publish a discussion document on employability to inform and generate discussion and will engage with those who have a close interest in the subject. Following further consideration the Task Force will produce a report with recommendations on how current actions on employability and long term unemployment might be improved and suggest new initiatives to be taken by Government Departments and those outside Government. Finally, it will produce an Action Plan to support those actions and initiatives. The work of the Task Force will be inclusive, involving wide ranging consultation with particular emphasis on those groups working with unemployed people, as well as employers and trade unions.</p> <p>The Department will continue to deliver employment related and careers guidance services to clients with a view to helping people into work, including people with disabilities, and others disadvantaged in the labour market. This will focus on measures aimed at earlier intervention with unemployed people and improving individuals' sustainability in employment. The Department will strive to ensure equality of opportunity in all its business areas and meet the commitments it has made in its Equality Scheme. It will also monitor progress against its New TSN Action Plan.</p> | <p>Targets 2001/02</p> <p>(iii) To prepare an Action Plan which integrates action on employability and long term unemployment across Government Departments and Agencies; (March 2002) (PSA Objective 2, Target 2a) (PG Action 2.5)</p> <p>(iv) To introduce Employment Review Interviews by March 2002; (PSA Objective 2, Target 2)</p> <p>(v) To implement new, enhanced Jobclub provision by March 2002; (PSA Objective 2, Target 2)</p> | <p>Work is nearing completion. The further series of bilateral meetings with other Departments has been completed and the Action Plan is now being drafted.</p> <p>Employment Review Interviews implemented in all 25 JobCentres from 1 October 2001.</p> <p>New Jobclub provision commenced province-wide from 1 October 2001.</p> |



ANNEX 1

Detailed Report on Target Achievement in 2001/02

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Key Issue: Social Inclusion (PSA Objectives 1 & 2)

| Principal Actions in 2001/02 | Performance against Targets 1 April 2001 – 31 March 2002 | Comments on achievement, including any deviation from targets |
|--|---|---|
| <p>The Department is committed to tackling poverty and social disadvantage. One of the areas where the Department can do most to tackle social exclusion is in relation to unemployment. Unemployment, especially long term unemployment, and employability will be the focus of the Task Force on Employability and Long Term Unemployment which is chaired by the Minister and includes representatives from all other Departments and the Northern Ireland Office.</p> <p>During 2001/02 the Task Force will publish a discussion document on employability to inform and generate discussion and will engage with those who have a close interest in the subject. Following further consideration the Task Force will produce a report with recommendations on how current actions on employability and long term unemployment might be improved and suggest new initiatives to be taken by Government Departments and those outside Government. Finally, it will produce an Action Plan to support those actions and initiatives. The work of the Task Force will be inclusive, involving wide ranging consultation with particular emphasis on those groups working with unemployed people, as well as employers and trade unions.</p> <p>The Department will continue to deliver employment related and careers guidance services to clients with a view to helping people into work, including people with disabilities, and others disadvantaged in the labour market. This will focus on measures aimed at earlier intervention with unemployed people and improving individuals' sustainability in employment. The Department will strive to ensure equality of opportunity in all its business areas and meet the commitments it has made in its Equality Scheme. It will also monitor progress against its New TSN Action Plan.</p> | Achieved. | Pilot Schemes commenced 1 May 2001. |
| <p>Targets 2001/02</p> <p>(vi) To pilot a new model of community-based Labour Market Intermediary by March 2002 aimed at connecting disadvantaged jobseekers and employers (PSA Objective 2, Target 2)</p> | | |



ANNEX 1

Detailed Report on Target Achievement in 2001/02

Key Issue: Social Inclusion (PSA Objectives 1 & 2)

| Principal Actions in 2001/02 | | Performance against Targets 1 April 2001 – 31 March 2002 | Comments on achievement, including any deviation from targets |
|--|--|---|---|
| <p>The Department is committed to tackling poverty and social disadvantage. One of the areas where the Department can do most to tackle social exclusion is in relation to unemployment. Unemployment, especially long term unemployment, and employability will be the focus of the Task Force on Employability and Long Term Unemployment which is chaired by the Minister and includes representatives from all other Departments and the Northern Ireland Office.</p> <p>During 2001/02 the Task Force will publish a discussion document on employability to inform and generate discussion and will engage with those who have a close interest in the subject. Following further consideration the Task Force will produce a report with recommendations on how current actions on employability and long term unemployment might be improved and suggest new initiatives to be taken by Government Departments and those outside Government. Finally, it will produce an Action Plan to support those actions and initiatives. The work of the Task Force will be inclusive, involving wide ranging consultation with particular emphasis on those groups working with unemployed people, as well as employers and trade unions.</p> <p>The Department will continue to deliver employment related and careers guidance services to clients with a view to helping people into work, including people with disabilities, and others disadvantaged in the labour market. This will focus on measures aimed at earlier intervention with unemployed people and improving individuals' sustainability in employment. The Department will strive to ensure equality of opportunity in all its business areas and meet the commitments it has made in its Equality Scheme. It will also monitor progress against its New TSN Action Plan.</p> | | <p>Achieved.</p> <p>Achieved.</p> | <p>In excess of 1,500 copies of the Scheme were distributed to a number of organisations and individuals.</p> <p>All the Department's functions were screened and a programme of Equality Impact Assessments published in January 2002.</p> |
| <p>Targets 2001/02</p> <p>(vii) To meet all relevant commitments in the Department's Equality Scheme:</p> <ul style="list-style-type: none"> • distribute the Scheme to relevant bodies in April 2001, • screen all existing functions to determine priority areas for a programme of Impact Assessments by April 2001, | | | |



ANNEX 1

Detailed Report on Target Achievement in 2001/02

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Key Issue: Social Inclusion (PSA Objectives 1 & 2)

| Principal Actions in 2001/02 | Performance against Targets 1 April 2001 – 31 March 2002 | Comments on achievement, including any deviation from targets |
|--|---|--|
| <p>The Department is committed to tackling poverty and social disadvantage. One of the areas where the Department can do most to tackle social exclusion is in relation to unemployment. Unemployment, especially long term unemployment, and employability will be the focus of the Task Force on Employability and Long Term Unemployment which is chaired by the Minister and includes representatives from all other Departments and the Northern Ireland Office.</p> <p>During 2001/02 the Task Force will publish a discussion document on employability to inform and generate discussion and will engage with those who have a close interest in the subject. Following further consideration the Task Force will produce a report with recommendations on how current actions on employability and long term unemployment might be improved and suggest new initiatives to be taken by Government Departments and those outside Government. Finally, it will produce an Action Plan to support those actions and initiatives. The work of the Task Force will be inclusive, involving wide ranging consultation with particular emphasis on those groups working with unemployed people, as well as employers and trade unions.</p> <p>The Department will continue to deliver employment related and careers guidance services to clients with a view to helping people into work, including people with disabilities, and others disadvantaged in the labour market. This will focus on measures aimed at earlier intervention with unemployed people and improving individuals' sustainability in employment. The Department will strive to ensure equality of opportunity in all its business areas and meet the commitments it has made in its Equality Scheme. It will also monitor progress against its New TSN Action Plan.</p> | <p>Not achieved.</p> | <p>To enable proper consideration to be given to the responses to the consultation exercise and in the interest of producing a strategy which complements both the Department's business objectives and is consistent with the principles laid down in the communications strategy for the Northern Ireland Executive, the publication date has now been rescheduled for 30 September 2002.</p> <p>Statement issued on time.</p> |
| <p>Targets 2001/02</p> <p>(vii) Cont'd</p> <ul style="list-style-type: none"> • publish a communications and marketing strategy including arrangements to ensure that all communications reflect the need to promote equality of opportunity by May 2001, and • make the Department's first annual statement to the Equality Commission by June 2001; | <p>Achieved.</p> | |



ANNEX 1

Detailed Report on Target Achievement in 2001/02

Key Issue: Social Inclusion (PSA Objective 2)

| Principal Actions in 2001/02 | Performance against Targets 1 April 2001 – 31 March 2002 | Comments on achievement, including any deviation from targets |
|--|---|---|
| <p>The Department is committed to tackling poverty and social disadvantage. One of the areas where the Department can do most to tackle social exclusion is in relation to unemployment. Unemployment, especially long term unemployment, and employability will be the focus of the Task Force on Employability and Long Term Unemployment which is chaired by the Minister and includes representatives from all other Departments and the Northern Ireland Office.</p> <p>During 2001/02 the Task Force will publish a discussion document on employability to inform and generate discussion and will engage with those who have a close interest in the subject. Following further consideration the Task Force will produce a report with recommendations on how current actions on employability and long term unemployment might be improved and suggest new initiatives to be taken by Government Departments and those outside Government. Finally, it will produce an Action Plan to support those actions and initiatives. The work of the Task Force will be inclusive, involving wide ranging consultation with particular emphasis on those groups working with unemployed people, as well as employers and trade unions.</p> <p>The Department will continue to deliver employment related and careers guidance services to clients with a view to helping people into work, including people with disabilities, and others disadvantaged in the labour market. This will focus on measures aimed at earlier intervention with unemployed people and improving individuals' sustainability in employment. The Department will strive to ensure equality of opportunity in all its business areas and meet the commitments it has made in its Equality Scheme. It will also monitor progress against its New TSN Action Plan.</p> | <p>Achieved.</p> | <p>All relevant commitments met; progress reports to Executive and input to the New TSN Annual Report issued on time.</p> |
| <p>Targets 2001/02</p> <p>(viii) To meet, by March 2002, all relevant commitments in the Department's New TSN Action Plan and report to the Minister and Executive on progress at appropriate points throughout the year. (PfG Action 2.4)</p> | | |



ANNEX 1

Detailed Report on Target Achievement in 2001/02

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Key Issue: Adult Basic Skills (PSA Objective 2)

| Principal Actions in 2001/02 | Performance against Targets 1 April 2001 – 31 March 2002 | Comments on achievement, including any deviation from targets |
|--|---|---|
| <p>Improving basic skills is one of the key challenges facing the Department – it has a direct impact on the delivery of the Department's aims in terms of both facilitating and promoting a culture of lifelong learning and equipping people for work in a modern economy.</p> <p>Poor levels of basic skills, which in a modern society include not only numeracy and literacy but increasingly ICT, have an impact not only on economic development but also on social inclusion.</p> <p>The Department will build upon the work already done – it will use the advice received from Basic Skills Unit to formulate a strategy for improving basic skills in NI. It will implement the strategy and set challenging targets for reducing the number of adults with low levels of basic skills.</p> | | |
| <p>Targets 2001/02</p> <p>(i) By November 2001 to develop a strategy to address the weaknesses in literacy and numeracy amongst adults; (PSA Objective 1, Target 2c) (PfG Action 4.1.1)</p> <p>(ii) By March 2002 to have begun pilots of the new basic skills curriculum.</p> | <p>Achieved, with slippage.</p> <p>Achieved.</p> | <p>An essential skills strategy was developed by November 2001 but due to the need to get the views of all government departments and the Assembly, the document was not launched until April 2002.</p> <p>The pilots of the new curriculum are well underway. They are running from February until August 2002. Those involved in the pilots are 16 FE colleges, 3 Jobskills providers and 3 from the Voluntary and Community Sector. Enterprise Ulster (Training for Work) and LearnDirect are also involved. These pilots will inform the new curriculum for Entry level which will be in place by September 2002, with Levels 1 and 2 in place by September 2003.</p> |



ANNEX 1

Detailed Report on Target Achievement in 2001/02

Key Issue: Lifelong Learning (PSA Objective 2)

| Principal Actions in 2001/02 | | |
|---|--|--|
| The Department will continue to work to foster a culture of learning. All of the Department's main programmes will contribute to lifelong learning but in 2001/02 this will be specifically addressed through establishment and promotion of leardirect centres and Individual Learning Accounts (ILAs) | | |
| Targets 2001/02 | Performance against Targets 1 April 2001 – 31 March 2002 | Comments on achievement, including any deviation from targets |
| <p>(i) To increase the number of leardirect learning centres in Northern Ireland from 20 to 32 by March 2002; (PSA Objective 2, Target 1d) (PFG Action 4.10)</p> <p>(ii) (a) To provide support for 25,600 people in work by March 2002, including an additional 25,000 activated ILAs;</p> <p>(b) 250 entry into management places for graduates; and access for 350 senior and middle managers to innovative development opportunities. (PSA Objective 2, Target 1a-d) (PFG Action 4.10)</p> | <p>Achieved</p> <p>Achieved. At the time of suspension almost 32,000 accounts had been activated.</p> <p>Achieved.</p> | <p>By the end of March 2002 Ufi Ltd. had approved a total of 34 leardirect centre locations, covering all but 2 District Council areas. Proposals to complete the network are expected in 2002/03.</p> <p>The take-up of ILAs greatly exceeded expectations. By November 2001, when the Scheme was closed to allow for a review of its operation in Northern Ireland, some 79,000 people had opened an Account. Of these 46,700 had used their Account toward the cost of an eligible part-time course. Following the review, revised arrangements will target resources on those who are educationally or otherwise disadvantaged.</p> <p>A total of 258 graduates took up Management places during the year and a further 200 embarked on graduate conversion places for the ICT industry. 374 senior and middle managers underwent training and development in management or leadership.</p> |



ANNEX 1

Detailed Report on Target Achievement in 2001/02

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Key Issue: Skills Development (PSA Objective 2)

| Principal Actions in 2001/02 | | | Comments on achievement, including any deviation from targets |
|--|---|--|---|
| Targets 2001/02 | Performance against Targets 1 April 2001 – 31 March 2002 | | |
| <p>(i) By March 2002 to meet the labour market research programme agreed with the Northern Ireland Skills Task Force.</p> | Achieved | | <p>The Report of the NI Skills Task Force, which summarised the research findings to date and made a series of recommendations for action, was published in October 2001. Research into priority skill needs continues with a report on the electronic engineering sector published in October 2001 and further studies nearing completion on the tourism and hospitality and mechanical engineering sectors.</p> |
| <p>(ii) To ensure that those who began Jobskills training in 1998-1999 will achieve a 70% success rate at NVQ Level 2 or above and that the 1999-2000 will achieve a 55% success rate. (This reduction reflects changes to NVQ Level 2 provision which has resulted in longer training periods); (PSA Objective 2, Target 4)</p> | Substantially achieved | | <p>At 22nd February 2002 those who began Jobskills Training in 98/99 had achieved a 68% qualification rate at Level 2 and above and those who began Jobskills Training in 99/00 had achieved a 52% qualification rate at level 2 and above. The end of year figure in respect of Jobskills will not be available until mid-May 2002 but with 2% of the 1998/99 cohort and 7% of the 1999/00 cohort still in training we remain hopeful of achieving the target but possibly not before 31st March 2002.</p> |



ANNEX 1

Detailed Report on Target Achievement in 2001/02

Key Issue: Skills Development (PSA Objective 2)

| Principal Actions in 2001/02 | | |
|---|---|--|
| The Northern Ireland Skills Task Force is directing a programme of labour market research and information gathering. This data, together with realignment of Departmental programmes, will enable the tertiary education and training infrastructure to produce the skills required in the workforce. | | |
| Targets 2001/02 | Performance against Targets 1 April 2001 – 31 March 2002 | Comments on achievement, including any deviation from targets |
| (iii) To have at least 5,000 young people following training towards a Jobskills Modern Apprenticeship; (PSA Objective 2, Target 4) | Achieved. | A total of 5,491 young people are following training towards a Modern Apprenticeship. |
| (iv) To complete a review of policy and interventions in respect of management development in Northern Ireland by March 2002; (PSA Objective 2, Target 1a) | Achieved | The review was completed on schedule and based on its recommendations the Department is to introduce a new pilot graduate management programme, a new Management and Leadership Development Programme and is strengthening the role of the Management Council. |
| (v) To increase the number of NI organisations achieving IIP status to 550 by March 2002. (PSA Objective 2, Target 1c) | Achieved | A total of 556 organisations had achieved recognition as Investors in People by 31 March 2002. |



ANNEX 1

Detailed Report on Target Achievement in 2001/02

Key Issue: Widening Access to, and Increasing Participation in, Further and Higher Education (PSA Objective 1)

| Principal Actions in 2001/02 | | Performance against Targets 1 April 2001 – 31 March 2002 | Comments on achievement, including any deviation from targets |
|---|--|---|--|
| <p>Widening access for those under represented in higher and further education remains a key objective for 2001/02. The Department looks to the further and higher education institutions to work with it to achieve a much greater participation from such groups and individuals.</p> <p>The Department will implement the proposals emanating from the Student Support Review which support widening of access and increased participation. It will also introduce legislation, in conjunction with the Department of Education, on access to further and higher education, drawing on Disability Rights Task Force recommendations.</p> <p>The Department will sustain funding for the Access Initiative to help further education colleges develop innovative approaches to engagement with disadvantaged individuals and groups previously marginalised from educational opportunities. It will also continue to provide a collaboration fund to enable further education colleges to establish and strengthen local partnerships to drive up demand for learning in their local area and provide infrastructure to meet the demand.</p> <p>Help will also be provided to further education colleges to help them develop innovative ways to recruit and deliver vocational provision on a part-time basis to adults at levels 2 and 3 in priority skill areas.</p> | | <p>In line for achievement within published timescale.</p> <p>Achieved.</p> | <p>Full-time equivalent student number data in respect of 2001/02 will not become available until early December. However, provisional full-time figures (30,472) for 2001/02 would, based on the previous year's experience, suggest that the target of 35,000 should just be met.</p> <p>A Childcare Grant was introduced from September 2001 for students who are eligible for support under the Student Support Regulations.</p> |
| <p>Targets 2001/02</p> <p>(i) Allocating 850 additional higher education places for 2001/02 by May 2001 to achieve a total enrolment of 35,000 full-time equivalent students in HE Institutions in the 2001/02 academic year; (PSA Objective 1, Target 1a) (PfG Action 4.4)</p> <p>(ii) From September 2001, introduce a childcare grant to assist mature students on low incomes to access higher education; (PfG Action 4)</p> | | | |



ANNEX 1

Detailed Report on Target Achievement in 2001/02

Key Issue: Widening Access to, and Increasing Participation in, Further and Higher Education (PSA Objective 1)

| Principal Actions in 2001/02 | Performance against Targets 1 April 2001 – 31 March 2002 | Comments on achievement, including any deviation from targets |
|---|---|---|
| <p>Widening access for those under represented in higher and further education remains a key objective for 2001/02. The Department looks to the further and higher education institutions to work with it to achieve a much greater participation from such groups and individuals.</p> <p>The Department will implement the proposals emanating from the Student Support Review which support widening of access and increased participation. It will also introduce legislation, in conjunction with the Department of Education, on access to further and higher education, drawing on Disability Rights Task Force recommendations.</p> <p>The Department will sustain funding for the Access Initiative to help further education colleges develop innovative approaches to engagement with disadvantaged individuals and groups previously marginalised from educational opportunities. It will also continue to provide a collaboration fund to enable further education colleges to establish and strengthen local partnerships to drive up demand for learning in their local area and provide infrastructure to meet the demand.</p> <p>Help will also be provided to further education colleges to help them develop innovative ways to recruit and deliver vocational provision on a part-time basis to adults at levels 2 and 3 in priority skill areas.</p> | <p>Targets 2001/02</p> <p>(iii) In conjunction with the Department of Education, to bring forward, by November 2001, a Special Educational Needs and Disability Rights in Education Bill;</p> <p>(iv) To introduce the new Further Education Bursaries by October 2001 and to complete initial work in support of the introduction of New Access Bursaries in higher education by March 2002; (PSA Objective 1, Target 1b) (PfG Actions 4.5 and 4.6)</p> | <p>Department of Education are now the lead Department. The Department of Education are currently considering the legislative timetable in light of the remaining lifetime of this Assembly.</p> <p>FE Bursaries were introduced from September 2001. Initial work on the support of HE Bursaries, to be introduced from September 2002, i.e. publicity and upgrade of the Education and Library Boards IT systems has taken place.</p> |



ANNEX 1

Detailed Report on Target Achievement in 2001/02

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Key Issue: Widening Access to, and Increasing Participation in, Further and Higher Education (PSA Objective 1)

| Principal Actions in 2001/02 | Performance against Targets 1 April 2001 – 31 March 2002 | Comments on achievement, including any deviation from targets |
|---|---|--|
| <p>Widening access for those under represented in higher and further education remains a key objective for 2001/02. The Department looks to the further and higher education institutions to work with it to achieve a much greater participation from such groups and individuals.</p> <p>The Department will implement the proposals emanating from the Student Support Review which support widening of access and increased participation. It will also introduce legislation, in conjunction with the Department of Education, on access to further and higher education, drawing on Disability Rights Task Force recommendations.</p> <p>The Department will sustain funding for the Access Initiative to help further education colleges develop innovative approaches to engagement with disadvantaged individuals and groups previously marginalised from educational opportunities. It will also continue to provide a collaboration fund to enable further education colleges to establish and strengthen local partnerships to drive up demand for learning in their local area and provide infrastructure to meet the demand.</p> <p>Help will also be provided to further education colleges to help them develop innovative ways to recruit and deliver vocational provision on a part-time basis to adults at levels 2 and 3 in priority skill areas.</p> | <p>Targets 2001/02</p> <p>(v) To introduce a pupil mentoring pilot in co-operation with NUSUSI by September 2001;</p> <p>(vi) By March 2002 to extend the Skills Fund to provide an additional 1,200 adult enrolments on part-time vocational courses at levels 2 and 3 in priority skill areas; (PSA Objective 1, Target 2b) (PFG Action 5.1)</p> | <p>Revised target date is March 2002.</p> <p>Snapshot data indicate that colleges will meet the target of an additional 1,200 adult enrolments. Audited enrolments will not be available until the end of the current academic year.</p> |



ANNEX 1

Detailed Report on Target Achievement in 2001/02

Key Issue: Widening Access to, and Increasing Participation in, Further and Higher Education (PSA Objective 1)

| Principal Actions in 2001/02 | Performance against Targets 1 April 2001 – 31 March 2002 | Comments on achievement, including any deviation from targets |
|--|---|--|
| <p>Widening access for those under represented in higher and further education remains a key objective for 2001/02. The Department looks to the further and higher education institutions to work with it to achieve a much greater participation from such groups and individuals.</p> <p>The Department will implement the proposals emanating from the Student Support Review which support widening of access and increased participation. It will also introduce legislation, in conjunction with the Department of Education, on access to further and higher education, drawing on Disability Rights Task Force recommendations.</p> <p>The Department will sustain funding for the Access Initiative to help further education colleges develop innovative approaches to engagement with disadvantaged individuals and groups previously marginalised from educational opportunities. It will also continue to provide a collaboration fund to enable further education colleges to establish and strengthen local partnerships to drive up demand for learning in their local area and provide infrastructure to meet the demand.</p> <p>Help will also be provided to further education colleges to help them develop innovative ways to recruit and deliver vocational provision on a parttime basis to adults at levels 2 and 3 in priority skill areas.</p> | <p>Achieved.</p> <p>In line for achievement within published timescale.</p> | <p>Activities of FE colleges using earmarked funding under the two initiatives have been extended.</p> <p>Snapshot data indicate that this target will be met. Audited enrolments will not be available until the end of the current academic year. Estimated date information will be available is June 2002.</p> |
| Targets 2001/02 | Performance against Targets 1 April 2001 – 31 March 2002 | Comments on achievement, including any deviation from targets |
| <p>(vii) By September 2001 to extend the Partnership Fund and an Access Initiative to drive up local demand for further education and to take forward innovative approaches to engage with marginalised and disadvantaged groups and so : achieve, by March 2002, an additional 2,500 FE student enrolments over the 2000/01 target of 91,500; (PSA Objective 1, Target 2) (PfG Action 4.7)</p> | | |



ANNEX 1

Detailed Report on Target Achievement in 2001/02

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Key Issue: Widening Access to, and Increasing Participation in, Further and Higher Education (PSA Objective 1)

| Principal Actions in 2001/02 | Performance against Targets 1 April 2001 – 31 March 2002 | Comments on achievement, including any deviation from targets |
|---|---|---|
| <p>Widening access for those under represented in higher and further education remains a key objective for 2001/02. The Department looks to the further and higher education institutions to work with it to achieve a much greater participation from such groups and individuals.</p> <p>The Department will implement the proposals emanating from the Student Support Review which support widening of access and increased participation. It will also introduce legislation, in conjunction with the Department of Education, on access to further and higher education, drawing on Disability Rights Task Force recommendations.</p> <p>The Department will sustain funding for the Access Initiative to help further education colleges develop innovative approaches to engagement with disadvantaged individuals and groups previously marginalised from educational opportunities. It will also continue to provide a collaboration fund to enable further education colleges to establish and strengthen local partnerships to drive up demand for learning in their local area and provide infrastructure to meet the demand.</p> <p>Help will also be provided to further education colleges to help them develop innovative ways to recruit and deliver vocational provision on a part-time basis to adults at levels 2 and 3 in priority skill areas.</p> | Achieved. | Capita consultants have completed evaluations of the Departments Compacts with WEA and EGSA |
| Targets 2001/02 | | |
| (viii) By March 2002 to evaluate the effectiveness of policies to widen access and increase participation in further education; (PSA Objective 1, Target 2) | | |



ANNEX 1

Detailed Report on Target Achievement in 2001/02

Key Issue: Enhancing Quality in Further and Higher Education

| Principal Actions in 2001/02 | | Performance against Targets 1 April 2001 – 31 March 2002 | Comments on achievement, including any deviation from targets |
|---|--|--|---|
| <p>Further and higher education institutions have a central role to play in meeting the needs of a knowledge-based economy. The Department will work with the institutions to enhance the quality of their provision.</p> <p>The Department will support further education colleges in their development of rigorous self evaluation strategies, procedures and processes in order to improve the quality of provision and raise the standards achieved by students. An assessment of the effectiveness of a college's self evaluation arrangements form an important part of inspections undertaken by the Inspectorate.</p> <p>The Department and the Inspectorate will work with the Quality Assurance Agency (QAA) for Higher Education to develop and implement new arrangements for quality assurance in universities and in higher education within further education colleges. The Department will also enhance the pedagogic ICT skills of all full-time staff in further education.</p> | | | |
| Targets 2001/02 | | | |
| (i) To introduce the new QAA procedures by March 2002; | Not Achieved. | The introduction of new QAA procedures in NI by March 2002 depended on, and flow, from procedures currently under consideration in England and Scotland. These were not finalised in sufficient time to allow the target date to be met. It is the intention to bring forward proposals to the Minister shortly. | |
| (ii) To carry out 40 inspections of institutions by March 2002; | Achieved. | | |
| (iii) By March 2002 to develop new support arrangements for curriculum and staff development in further education; | In line for achievement but with slippage. | | Consultation completed. Further discussions on new arrangements underway. |



ANNEX 1

Detailed Report on Target Achievement in 2001/02

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Key Issue: Enhancing Quality in Further and Higher Education

| Principal Actions in 2001/02 | Performance against Targets 1 April 2001 – 31 March 2002 | Comments on achievement, including any deviation from targets |
|---|---|---|
| <p>Further and higher education institutions have a central role to play in meeting the needs of a knowledge-based economy. The Department will work with the institutions to enhance the quality of their provision.</p> <p>The Department will support further education colleges in their development of rigorous self evaluation strategies, procedures and processes in order to improve the quality of provision and raise the standards achieved by students. An assessment of the effectiveness of a college's self evaluation arrangements form an important part of inspections undertaken by the Inspectorate.</p> <p>The Department and the Inspectorate will work with the Quality Assurance Agency (QAA) for Higher Education to develop and implement new arrangements for quality assurance in universities and in higher education within further education colleges. The Department will also enhance the pedagogic ICT skills of all full-time staff in further education.</p> | <p>Targets 2001/02</p> <p>(iv) To increase by March 2002, the number of FE students achieving NVQ full or unit passes by 1,400 at levels 2- 4 in comparison with 2000/01. (PSA Objective 1, Target 3) (PfG Action 4.8)</p> <p>(v) By March 2002, improve ICT and other facilities in FE colleges so that provision will be at least 1 networked PC per 5 full-time equivalent students across the sector and complete an initial PFI test for 1 major building project. (PfG Action 4.1)</p> | <p>Snapshot data indicates that this target will be met. Audited enrolments will not be available until the end of the current academic year. Estimated date information will be available is April/May 2003.</p> <p>College returns indicate that the desired improvements in ICT and other facilities have been realised and that the target ratio of at least one networked PC to five full-time equivalent students has been achieved. This will be subject to validation by ETI in the next academic year.</p> |



ANNEX 1

Detailed Report on Target Achievement in 2001/02

Key Issue: The Economic Relevance of Further and Higher Education (PSA Objective 1)

| Principal Actions in 2001/02 | | Performance against Targets 1 April 2001 – 31 March 2002 | Comments on achievement, including any deviation from targets |
|--|--|---|--|
| <p>The Department sees the economic purpose of further and higher education as central to their mission and will continue to promote their role in regional economic development.</p> <p>The Department will introduce pilots, involving two universities, eight colleges and a number of private sector businesses, to develop policy in relation to Foundation Degrees. The Department will introduce a comprehensive strategy to improve adult basic skills. It will provide funding to help further education colleges align their staffing and provision more closely with the needs of the developing economy and will pilot innovative approaches to the provision of support from further education to small and medium-sized enterprises.</p> <p>The Department will also support a scheme allowing further education lecturers to spend 12 weeks in industry to update their skills and knowledge.</p> | | <p>Substantially achieved.</p> | <p>Foundation Degree courses are being delivered in skill shortage areas and in leading edge industries such as Information & Communication Technologies in this academic year 2001/2002. The targets "to initiate Foundation Degree pilots from October 2001 ... in economically relevant disciplines" have therefore been met. The total student enrolment in the pilots has been 70 Full-Time, 49 Part-Time (evening) 9 Part-Time (day release) and 2 Part-Time (non-day release). However when the standard Full Time Equivalent "weightings" are applied to the P/T students the total number of students on the pilots falls short of the target "to involve 100 Full Time Equivalent students".</p> |
| <p>Targets 2001/02</p> <p>(i) To initiate Foundation Degree pilots from October 2001 to involve 100 full-time equivalent students in economically relevant disciplines; (PSA Objective 1, Target 2a) (PIG Action 4.2)</p> | | | |



ANNEX 1

Detailed Report on Target Achievement in 2001/02

Key Issue: The Economic Relevance of Further and Higher Education (PSA Objective 1)

| Principal Actions in 2001/02 | Performance against Targets 1 April 2001 – 31 March 2002 | Targets 2001/02 | Comments on achievement, including any deviation from targets |
|--|--|--|---|
| <p>The Department sees the economic purpose of further and higher education as central to their mission and will continue to promote their role in regional economic development.</p> <p>The Department will introduce pilots, involving two universities, eight colleges and a number of private sector businesses, to develop policy in relation to Foundation Degrees. The Department will introduce a comprehensive strategy to improve adult basic skills. It will provide funding to help further education colleges align their staffing and provision more closely with the needs of the developing economy and will pilot innovative approaches to the provision of support from further education to small and medium-sized enterprises.</p> <p>The Department will also support a scheme allowing further education lecturers to spend 12 weeks in industry to update their skills and knowledge.</p> | <p>In line for achievement within published timescale.</p> <p>Not achieved.</p> <p>Achieved.</p> | <p>(ii) By March 2002, to increase enrolments on courses in Key Skills areas by 1,200 over 2000/01.(PSA Objective 1, Target 2b) (PfG Action 5.1)</p> <p>(iii) To introduce a FE/HE Metropolitan Area Network and work with universities and further and higher education institutes to develop E-learning by March 2002.</p> <p>(iv) By August 2001, to extend Strategic Restructuring Funding to assist further education colleges to align provision with the needs of the economy</p> | <p>Snapshot data indicate that this target will be met. Audited enrolments will not be available until the end of the current academic year.</p> <p>Colleges & Universities have submitted outline proposal for structures & management of MAN in March 2002. Department presently considering slippage in project of 1 year.</p> |



ANNEX 1

Detailed Report on Target Achievement in 2001/02

Key Issue: The Economic Relevance of Further and Higher Education (PSA Objective 1)

| Principal Actions in 2001/02 | | | | Comments on achievement, including any deviation from targets |
|--|---|--|--|---|
| <p>The Department sees the economic purpose of further and higher education as central to their mission and will continue to promote their role in regional economic development.</p> <p>The Department will introduce pilots, involving two universities, eight colleges and a number of private sector businesses, to develop policy in relation to Foundation Degrees. The Department will introduce a comprehensive strategy to improve adult basic skills. It will provide funding to help further education colleges align their staffing and provision more closely with the needs of the developing economy and will pilot innovative approaches to the provision of support from further education to small and medium-sized enterprises.</p> <p>The Department will also support a scheme allowing further education lecturers to spend 12 weeks in industry to update their skills and knowledge.</p> | | | | |
| Targets 2001/02 | Performance against Targets 1 April 2001 – 31 March 2002 | | | |
| (v) By March 2002 to have piloted in three further education colleges new approaches to support small and medium-sized enterprises | Achieved. | | | Funding was secured to increase the number of pilots to four. All pilots have commenced and will be subject to evaluation in academic year 2002/03. |
| (vi) By March 2002 to extend the Lecturers into Industry Initiative to 40 specialist lecturers in engineering, hospitality and catering, software engineering and construction to enable them to spend up to 12 weeks in industry to update their skills and knowledge. | Achieved. | | | |



ANNEX 1

Detailed Report on Target Achievement in 2001/02

Key Issue: The 16-19 Curriculum (PSA Objective 2)

| Principal Actions in 2001/02 | Performance against Targets 1 April 2001 – 31 March 2002 | Comments on achievement, including any deviation from targets |
|--|---|--|
| <p>The curriculum and qualifications for 16-19 year old students in further education and training will be subject to a review to ensure that it meets the needs of the young person, employers and higher education.</p> <p>Young people making decisions about their future careers will be supported throughout the year with impartial guidance and accurate, timely and up-to-date information.</p> | | |
| <p>Targets 2001/02</p> <p>(i) Jointly with the Department of Education, to consider the recommendations: including, resource implications made by the Review of Careers Education and Guidance by December 2001.</p> <p>(ii) To complete a review of the 16-19 Curriculum in Department programmes by March 2002.</p> <p>(iii) Through the Careers Service, to continue to track the first destination of every eligible school leaver (Year 12).</p> | <p>Achieved.</p> <p>Achieved.</p> <p>Achieved.</p> | <p>DEL and DE have considered recommendations and have agreed joint approach to be forwarded to Departmental Committees and to key stakeholders.</p> <p>Internal DEL review submitted to Board for consideration in February.</p> <p>Destinations tracked for Year 12 leavers (June 2001). Statistics to be published June 2002.</p> |



ANNEX 1

Detailed Report on Target Achievement in 2001/02

Key Issue: The 16-19 Curriculum (PSA Objective 2)

| Principal Actions in 2001/02 | | |
|--|---|--|
| <p>The curriculum and qualifications for 16-19 year old students in further education and training will be subject to a review to ensure that it meets the needs of the young person, employers and higher education.</p> <p>Young people making decisions about their future careers will be supported throughout the year with impartial guidance and accurate, timely and up-to-date information.</p> | | |
| Targets 2001/02 | Performance against Targets 1 April 2001 – 31 March 2002 | Comments on achievement, including any deviation from targets |
| (iv) To implement the first phase of the Guidance Council's Quality Standards by March 2002. | Achieved. | All elements of first phase implemented i.e. development of: 1. Statement of Service; 2. Referral Policy; 3. Networking Policy; and 4. Portfolio of Continuous Professional Development. |
| (v) To secure adequate funding to support the implementation of the Northern Ireland Business Education Partnership's (NIBEP) business plan. | Achieved. | Bid for further resources in respect of future years has been submitted. |



ANNEX 1

Detailed Report on Target Achievement in 2001/02

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Key Issue: Research and Development and Innovation (R&D&I) (PSA Objective 1)

| Principal Actions in 2001/02 | Performance against Targets 1 April 2001 – 31 March 2002 | Comments on achievement, including any deviation from targets |
|--|---|---|
| <p>Following the NIEC Report on Research and Development and Innovation in Northern Ireland, the Executive has tasked all Northern Ireland Departments to review their policies as a prelude to the preparation of an overarching R&D and Innovation Strategy for Northern Ireland. The Department will develop its Research and Development and Innovation policy and consider the implications of that policy for funding research in the universities. This Department policy review will also inform development of the Northern Ireland Regional R&D and Innovative Strategy.</p> | | |
| <p>Targets 2001/02</p> <p>(i) To produce the Department's R&D&I policy by October 2001.</p> <p>(ii) To prepare any funding allocation changes consequent on the new policy by March 2002.</p> <p>(iii) To improve research in the universities through initial investment of £5 million in the SPUR Programme by March 2002. (PSA Objective 1, Target 1c) (PIG Action 4.3)</p> | <p>Not achieved. Progress related to regional discussion.</p> <p>Not achieved.</p> <p>Substantially achieved.</p> | <p>The Department is awaiting from IRTU the final draft of proposals for the R&D and Innovation Strategy to ensure complementarity with the redraft of the Departmental Policy paper. This was due to be presented to the Executive by March 2002 but has been delayed. It is now likely to be presented before the Summer recess.</p> <p>This target is dependent on the completion of (i) above.</p> <p>Funding allocations reduced to around £4m as a result of project slippage. Grant will consequently be re-profiled for subsequent years of the programme, ie 2002/2003 to 2004/05.</p> |



ANNEX 1

Detailed Report on Target Achievement in 2001/02

Key Issue: Supporting Policy and Programme Delivery through E-Business

The Department will seek to maximise the use of new technology in line with the Programme for Government. Central to this is making services available electronically in a way which gives customers choice over how and when they access those services.

Principal Actions in 2001/02

The Department will develop and agree an E-Business Strategy and establish structures to manage business change within the Department and to oversee the implementation of the strategy. It will also contribute to the wider E-Government project being led by the Office of the First and Deputy First Minister.

In the context of modernising Government and providing more efficient, customer-focused delivery of services, the Department has developed "Job Centre Online", an internet website which provides a job vacancy service to employers and jobseekers. The Department is also piloting touch-screen kiosks for jobseekers at a number of locations in the Province.

| Targets 2001/02 | Performance against Targets 1 April 2001 – 31 March 2002 | Comments on achievement, including any deviation from targets |
|--|---|---|
| (i) To produce an agreed E-Business Strategy by September 2001; (ii) To establish appropriate structures to support delivery of change in line with the E-Business Strategy by October 2001. (iii) To further develop the potential of "JobCentre Online", with a view to making it more interactive by March 2002; (PSA Objective 2, Target 2c) | Achieved but with slippage of 4 months. Achieved but with slippage of 5 months. Achieved. | Strategy has now been approved by the Minister and has been passed to the Department's Committee for information. This is related to the emergence of the Strategy. The potential of JobCentre Online will be enhanced by several new applications that are currently undergoing standard tests. These enhancements will make the site more interactive for jobseekers who will be able to register with the site; save their personalised job searches; apply directly to jobs on the system; and submit CVs to employers. |



ANNEX 1

Detailed Report on Target Achievement in 2001/02

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Key Issue: Supporting Policy and Programme Delivery through E-Business

| | | |
|--|--|--|
| <p>The Department will seek to maximise the use of new technology in line with the Programme for Government. Central to this is making services available electronically in a way which gives customers choice over how and when they access those services.</p> <p>Principal Actions in 2001/02</p> <p>The Department will develop and agree an E-Business Strategy and establish structures to manage business change within the Department and to oversee the implementation of the strategy. It will also contribute to the wider E-Government project being led by the Office of the First and Deputy First Minister.</p> <p>In the context of modernising Government and providing more efficient, customer-focused delivery of services, the Department has developed "Job Centre Online", an Internet website which provides a job vacancy service to employers and jobseekers. The Department is also piloting touchscreen kiosks for jobseekers at a number of locations in the Province.</p> | | |
| <p>Targets 2001/02</p> <p>(iv) To carry out an evaluation of the kiosk technology by March 2002 to determine its potential for roll out.</p> <p>(v) Put in place by March 2002 facilities to exchange job vacancy information with the Republic of Ireland; (PfG Action 4.1.5)</p> | <p>Performance against Targets 1 April 2001 – 31 March 2002</p> <p>Achieved.</p> <p>Achieved.</p> | <p>Comments on achievement, including any deviation from targets</p> <p>The evaluation of Jobpoint kiosk technology confirmed that jobseekers welcomed the introduction of the Jobpoints, seeing them as easy to use and an improvement on vacancy boards. Jobpoints are currently being installed in the new offices which co-locate jobs and benefit services and eventually will replace the existing printed display cards to allow clients to access jobs notified across the province and to print out vacancy details.</p> <p>A direct link on JobCentre Online allows Jobseekers in Northern Ireland to access vacancies notified in the Republic of Ireland and a reciprocal facility has been installed on the FAS website.</p> |



ANNEX 1

Detailed Report on Target Achievement in 2001/02

Management and Staff Issues

| | | |
|---|--|--|
| <p>The Department will also take action across a range of corporate functions in support of the delivery of its aim and the actions outlined. These will include finance and personnel issues.</p> | | |
| <p>Finance</p> <p>Principal Actions in 2001/02</p> <p>The Department will bid for resources in line with the agreed timetables, will account for its resources and carry out appropriate audits using best current practice in the public sector. It will administer funds from a number of European programmes including the EQUAL community initiative which is aimed at innovative projects to tackle inequalities in the workplace for those in employment and inequalities affecting those seeking employment. It will also administer the Community Support Framework for Northern Ireland encompassing the new Objective One and Peace 11 programmes.</p> | | |
| <p>Targets 2001/02</p> <p>(i) To prepare and implement, by September 2001, an Action Plan to develop systems and to enable the Department to comply with the timetable required by DFP for the production of a Statement of Internal Control to accompany Annual Departmental Accounts.</p> <p>(ii) To implement the Community Initiative EQUAL Programme for Northern Ireland</p> | <p>Performance against Targets 1 April 2001 – 31 March 2002</p> <p>Progress made on various elements and should be brought to a conclusion by July 2002.</p> <p>Achieved.</p> | <p>Comments on achievement, including any deviation from targets</p> <p>Work has progressed on gathering information and advice on the types of monitoring information required to allow the Accounting Officer to sign a Statement of Internal Control. A new framework of internal financial delegations for staff has been agreed and will be implemented from 1 April. Work is continuing on the development of a Departmental Risk Management Framework for completion by July 2002.</p> <p>During the year the Action 1 (the project development stage) was completed by the six Development Partnerships which make up the EQUAL Programme in Northern Ireland. Formal Development Partnership Agreements were completed in each case, establishing the principals in the partnership and confirming the project's objectives. For this Community Initiative all Member States must comply with a fixed timetable and the Northern Ireland Programme has met all deadlines during the year. Uniquely for a region Northern Ireland has Head of Mission status for this Initiative.</p> |



ANNEX 1

Detailed Report on Target Achievement in 2001/02

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Management and Staff Issues

| | | |
|---|---|---|
| <p>The Department will also take action across a range of corporate functions in support of the delivery of its aim and the actions outlined. These will include finance and personnel issues.</p> | | |
| <p>Finance</p> <p>Principal Actions in 2001/02</p> <p>The Department will bid for resources in line with the agreed timetables, will account for its resources and carry out appropriate audits using best current practice in the public sector. It will administer funds from a number of European programmes including the EQUAL community initiative which is aimed at innovative projects to tackle inequalities in the workplace for those in employment and inequalities affecting those seeking employment. It will also administer the Community Support Framework for Northern Ireland encompassing the new Objective One and Peace 11 programmes.</p> | | |
| <p>Targets 2001/02</p> <p>(iii) Administer the Employment priority of the Programme for Building Sustainable Prosperity, and</p> | <p>Performance against Targets 1 April 2001 – 31 March 2002</p> <p>Achieved.</p> | <p>Comments on achievement, including any deviation from targets</p> <p>In 2001/02 the Department's European Unit made progress with closure of the European Social Fund (ESF) element of the NI Single Programme and administered the interim funding, between old and new EU programmes, for a number of projects in the voluntary and community sectors. Calls were made for applications for funding under the Employment Priority of the Programme for Building Sustainable Prosperity (PBSP). 139 applications were received under four measures of the PBSP with 57 of these being awarded a total of £18.3m of ESF assistance. A separate call was made for applications for funding under the Advancement of Women measure with a closure date after yearend.</p> |



ANNEX 1

Detailed Report on Target Achievement in 2001/02

Management and Staff Issues

| | | |
|---|---|--|
| <p>The Department will also take action across a range of corporate functions in support of the delivery of its aim and the actions outlined. These will include finance and personnel issues.</p> | | |
| <p>Finance</p> <p>Principal Actions in 2001/02</p> <p>The Department will bid for resources in line with the agreed timetables, will account for its resources and carry out appropriate audits using best current practice in the public sector. It will administer funds from a number of European programmes including the EQUAL community initiative which is aimed at innovative projects to tackle inequalities in the workplace for those in employment and inequalities affecting those seeking employment. It will also administer the Community Support Framework for Northern Ireland encompassing the new Objective One and Peace 11 programmes.</p> | | |
| <p>Targets 2001/02</p> <p>(iv) European Social Fund measures in the Economic Renewal Priority of Peace 11.</p> | <p>Performance against Targets 1 April 2001 – 31 March 2002</p> <p>Achieved.</p> | <p>Comments on achievement, including any deviation from targets</p> <p>European Unit made progress with closure of its funding to activities under Peace 11. It administered interim funding to projects to meet the gap between the old and new Peace Programmes. Arrangements were put in place to deliver the Department's Peace II funding allocation by the Unit's administration of one Measure of the Programme and indirectly, for two Measures, through four intermediary Funding Bodies (IFBs). These IFBs report to the Special EU Programmes Body.</p> |



ANNEX 1

Detailed Report on Target Achievement in 2001/02

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Management and Staff Issues, cont'd

| | | |
|--|---|---|
| <p>Personnel</p> <p>To carry out the actions and meet the targets set out above the Department needs to have the right people in the right place at the right time.</p> <p>Principal Actions in 2001/02</p> <p>The Department will implement an effective People Strategy to ensure that it has sufficient well-trained and motivated staff available at the proper grades in each location. In addition, it will seek to improve staff attendance levels.</p> | | |
| Targets 2001/02 | Performance against Targets 1 April 2001 – 31 March 2002 | Comments on achievement, including any deviation from targets |
| (i) To have agreed and published a Departmental People Strategy by October 2001 and implemented action in support of the Strategy by March 2002; | Achieved. | The Departmental People Strategy was agreed by the Departmental Board as scheduled and the Strategy was formally launched at a Celebrating Success event in February 2002. Implementation of the supporting Action Plan is ongoing. |
| (ii) To develop and implement a Managing Attendance Programme by March 2002; | Achieved. | The Departmental managing Attendance Strategy was agreed by the Departmental Board in February 2002 and the implementation is ongoing. |
| (iii) To ensure that all appropriate JobCentres apply for a Charter Mark award by September 2001. | Substantially achieved. | By September 2001 eleven offices had applied or re-applied for a Charter Mark award. Nine offices were successful and two came close to achieving the full standard and will complete their assessments in the coming year. One office had to delay its application because of other commitments but it will also proceed with an application. At present 32 out of 35 JobCentres hold the award and the JobCentre Network maintains its record as the single public sector organisation in Northern Ireland to have achieved the greatest number of Charter Mark awards. |



ANNEX 2

Summary of Achievement against PfG and PSA Targets in 2001/02

During the year the Department made a significant contribution to the implementation of the Northern Ireland Executive's Programme for Government (PfG).

In addition to its Business Plan, the Department also published a Public Service Agreement (PSA) that outlined at a high level the Department's strategic priorities in 2001/02.

The targets in the PfG and PSA are referenced in the detailed target achievement analysis provided in Annex 1. However, performance in these two areas can be summarised as follows:

| | |
|---------------------------|----|
| Achieved: | 29 |
| Substantially Achieved: | 5 |
| On track for achievement: | 6 |



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