

## MINISTERIAL FOREWARD

In recent weeks you will have heard or read about the launch of the ICT Action Plan in our [Special Edition Newsletter](#). The Plan was launched at a meeting organised by the CBI and I would like to take this opportunity to thank Brian Ambrose and his team for their commitment and support. You can find out more about the ICT Action Plan by emailing [successthroughskills@delni.gov.uk](mailto:successthroughskills@delni.gov.uk) or visiting the Department's [website](#).



## ISSUE 6 – JULY 08

[Subscribe to Newsletter](#)

### Labour Market Information:

- [Economic overview](#)
- [Economic Bulletin](#)
- [Labour Market Bulletin](#)
- [NI Labour Force Survey](#)
- [NI Skills Monitoring Survey](#)

### How can DEL help employers?

- [Essential Skills Training](#)
- [Training for Success](#)
- [Investors in People](#)
- [New Deal](#)
- [Bridge to Employment](#)

The ICT Action Plan is a successful model of a number of organisations working together towards a common purpose. I consider people to be at the heart of what we do and if we hope to achieve the vision set out in the Programme for Government we must work together to ensure that individuals have the skills employers need now and in the future. With this in mind, we have recently reviewed our Training for Success (TfS) provision, taking into account the views of stakeholders including employers, training providers and participants to ensure that it fully meets the needs of all participants. As a result we have announced changes to this provision which will take effect from this September. One of the major changes will be the availability of Apprenticeships which will now be open and available to people of *all* ages. We have set up a special helpline for all those who want to find out more about ApprenticeshipsNI and Training for Success - simply call our freephone number 08000 854573.

Another key aspect of the Department's Skills Strategy, Success through Skills, is the need to upskill those already in the workplace. As many as 75% of our current workforce will still be part of the workforce in 2020 – it is therefore important that these people have or develop the skills they will need to play an active role in our future economy. Employers have an important role here in ...

We also need to help grow our workforce by retaining and attracting suitably skilled people to Northern Ireland. I am therefore pleased to announce the expansion of the Department's 'C'Mon Over' campaign which aims to encourage those people with the skills we need to consider Northern Ireland as a place to live and work. We are currently finalising

- Disablement Advisory Service
- Employment Rights
- Employment Service
- Leadership and Management

**Contact us:**

Skills and Industry  
Division  
Department for  
Employment  
and Learning

Lesley Buildings  
61 Fountain Street  
BELFAST  
BT1 5EX

[Successthroughskills@delni.gov.uk](http://Successthroughskills@delni.gov.uk)

Tel: 028 90441813

plans to attend Graduate Recruitment Fairs throughout Scotland, the North of England and Dublin to get the message out there that Northern Ireland as a number of opportunities for graduates, especially in key sectors such as ICT. We are also looking at holding networking events in some of our major cities to highlight what Northern Ireland has to offer those with more experience. There is a real need to raise awareness of what we have to offer and to wipe out the perceptions, that have, for so long been a factor in people's decision making. I would therefore encourage all employers who have vacancies at this level to support us in this venture. You can contact the C'Mon Over team at [cmonover@delni.gov.uk](mailto:cmonover@delni.gov.uk) to find out more about how you can become involved. I look forward to working with you all.

**SIR REG EMPEY MLA** – Minister for Employment and Learning

**'C'Mon Over' campaign**

Pictured at the Edinburgh Graduate Fair are Dave Johnston and Teresa Moore, Openwave.



The Minister meets with some graduates during the Glasgow Graduate Recruitment Fair.

You will have read about our attendance at the two Scottish Graduate Recruitment Fairs during the month of May. Both events were a great success and those employers who supported us at the events namely, Openwave, Citi, BT and ALMAC have all reported that their attendance at the events was worthwhile and that there has been increased interest in their job vacancies. A total of 3,500 people attended both the Edinburgh and Glasgow events and many took a real interest in the opportunities on offer here in 'Northern Ireland'. In order to keep momentum and to highlight the 'C'Mon Over' campaign further we will be rolling out this initiative throughout the UK and Ireland in Autumn 2008. If your company would like to get involved with the campaign or participate in any of the fairs then please contact us at [cmonover@delni.gov.uk](mailto:cmonover@delni.gov.uk). In the meantime if you would like to find out more about the 'C'Mon Over' campaign then visit the [DEL website](http://DEL website) or alternatively check out the 'Northern Ireland' page on [Facebook](http://Facebook).

[Read more >>](#)

**Developing staff plays a key role in future business success**

The Minister addressed the audience at this year's Irish News Workplace and Employment Awards and his key message focused on the need for education and training providers, Government and employers to work together.

[Read more >>](#)

### **New interactive business improvement tool launched**

The Investors in People Standard is a proven framework that helps employers improve business performance and realise organisational aims and objectives through the effective management and development of their people. Adding to the existing suite of available employer support Investors in People UK have introduced a new free support tool designed to guide employers through business development activities and help transform performance. This has been given the name **IIP Interactive** and will help employers obtain a clear understanding of their business strengths and development areas through an online diagnostic tool.

[Read more >>](#)

### **UK SkillFRIDGE Champion**



Martin Davey from Ballynure has been crowned the UK SkillFRIDGE champion having beaten off stiff competition from nine others. [Read more >>](#)

### **Trainees help to shape a better workforce**



Trainee of the Year, Michael Shaw is pictured with the Minister at the recent awards event in Workforce Training Services on the Springfield Road. [Read more >>](#)

### **Skills development crucial to voluntary sector**

The Northern Ireland Voluntary and Community Sector Skills Survey 2008 was launched in June and highlights the importance of skills development. It examined the nature, scope and impact of skills shortages and skills gaps in the paid workforce of the sector.

[Read more >>](#)

Find out more about how you can help shape the future of Employment and Skills with the launch of the UKCES Strategic Plan Consultation document.

[Read more >>](#)

### **Leadership and Management – for better business**

The Department hosted the recent Leadership Northern Ireland Conference at the Waterfront Hall. The workshop session reviewed the nature and extent of leadership and management skills provision available to the private sector, through government Departments. More specifically views were sought on the content and extent of government provision, as well as providing an update on progress of the wider strategy. It outlined the new programmes available to help companies to improve their overall leadership and management capabilities, linked to the achievement of better business results. **Leading...to Success** emphasises how leadership and management skills provision must effectively and coherently meet the needs of employers in Northern Ireland. The Department is currently reviewing and mapping its own leadership and management provision against data emerging from other strands of work contained in the strategy's implementation plan. This work will provide a strong basis for the shaping of future programmes.

A discussion document on government provision in leadership and

management is available. [Read more](#)

### **Effective leadership skills fundamental to economic success**

The Minister addressed delegates from business, academia and the public and voluntary sectors at the recent Leadership Northern Ireland Conference.

[Read more >>](#)

### **Skills at Work in Northern Ireland**

The Department has published an analysis of Employee Skills in Northern Ireland. The report examines the distribution of job skills among those in work and compares job skills in Northern Ireland with those elsewhere in the UK.

[Read more >>](#)

### **National Training Awards 2008**

The highly prestigious National Training Awards is approaching with the gala ceremony due to take place on 14 October in the Culloden Hotel. The event will be hosted by Scottish television presenter, Jenni Falconer. The robust judging period has just finished and entries were up 25% from the previous year. If you missed this year's deadline and are interested in entering the 2009 competition or if you would be interested in purchasing a ticket for the 2008 ceremony, please contact Catherine Millar, Department for Employment and Learning on 028 9025 7474 or [catherine.millar@delni.gov.uk](mailto:catherine.millar@delni.gov.uk)

### **Case Study: BT Graduate Scheme**



As part of the Department's drive to attract suitably skilled people to live and work in NI we attended two Scottish Graduate Recruitment Fairs in May. We were joined at the fairs by many employers, one of whom was BT. BT is one of the fastest developing companies in the UK and it views its Graduate Recruitment as being vital for the future of its business. Each year it takes on graduates to fill various vacancies within the company covering four strands ranging from ICT and research, customer experience, functional specialists and professional services.

Graduates need to be able to fulfil complex and challenging roles, act as a pipeline into their talent pool and become the next generation of business leaders. Graduates entering BT undergo a rigorous recruitment process to ensure they find the highest calibre of people to undertake challenging roles. Essentially BT look for people who have personal integrity, good leadership skills, be a team player, have great communication skills, co-ordination and most of all enthusiasm. The company require graduates from a variety of degree disciplines and all graduates are given roles in which they can develop and move into management positions within BT. Not only is the recruitment process challenging but so too are the roles within the company which cover all business areas to include Technology and Design, research, Network Engineering, Business Improvement, Customer Contact Management among others. In recent years BT had some difficulties in recruiting graduates and having reviewed the entire programme and reward package they have found that there is more and more interest in the wide and varied job roles they have on offer. Each year they have in excess of 6,000 applicants for some 200 jobs, 12-15 of

which are with BT Ireland. BT took the opportunity to promote the company further and were delighted to have been able to participate in the Scottish Graduate Recruitment Fairs alongside the Department for Employment and Learning as this gave them the opportunity to showcase BT and to raise awareness of the wide and varied job opportunities available. Find out more about the Graduate Development Scheme and other [job opportunities in BT](#).

### **Do you need help with your recruitment?**

Ever thought of using the Department's online recruitment service? Employers and Recruitment agencies can avail of our vacancy listing service - at no cost - by simply logging on to [EmployersOnline NI](#). Your vacancy is then automatically displayed on [JobCentreOnline](#) and throughout the Department's network of Jobs and Benefits Offices. If you would like to find out more, call 0800 3289135.

