



Department for  
**Employment  
and Learning**

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**LABOUR MARKET  
INTERMEDIARIES**

**EQUALITY IMPACT ASSESSMENT**

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# **LABOUR MARKET INTERMEDIARIES : EQUALITY IMPACT ASSESSMENT (EQIA)**

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# **LABOUR MARKET INTERMEDIARIES: EQUALITY IMPACT ASSESSMENT**

## **FOREWORD**

In line with the Department for Employment and Learning's Equality Scheme, an Equality Impact Assessment (EQIA) of its Labour Market Intermediary projects was initiated in June 2004 when a consultation document was issued to a wide range of organisations representing the interests of the nine groups identified in Section 75 of the Northern Ireland Act 1998.

The enclosed report details the responses to that document and outlines the mitigation measures the Department for Employment and Learning (DEL) has introduced/intends to introduce to counteract any adverse impacts current Labour Market Intermediary policy may have on any of the Section 75 Groups.

Recommendations of the evaluation of Labour Market Intermediaries and the results of the EQIA, the comments of respondents to the consultation exercise, along with the mitigation measures will help inform DEL in outlining specifications for future programmes. It is therefore hoped that greater participation, involving all Section 75 Groups will result with the implementation of any new arrangements.

The Department would like to thank all those organisations who responded to the Consultation Document. The comments and suggestions received have been carefully considered during the preparation of this report.

Employment Service Policy Branch

November 2005

# LABOUR MARKET INTERMEDIARIES EQUALITY IMPACT ASSESSMENT – REPORT

## 1 INTRODUCTION

- 1.1 This report records the results of an Equality Impact Consultation exercise carried out by the Department for Employment and Learning on its Labour Market Intermediary projects, under the terms of its Equality Scheme.
- 1.2 This report should be read in conjunction with the Labour Market Intermediary Equality Impact assessment Consultation Document. Copies of both documents are available in alternative formats and can be obtained on request. (See page 2)
- 1.3 The Consultation Document outlined the rationale for the EQIA, highlighting in particular, the mitigation measures the Department for Employment and Learning (DEL) considered appropriate to address any adverse impacts LMI policy may have on any of the nine equality categories identified by the Northern Ireland Act 1998.
- 1.4 The Consultation Document included the main recommendations of an evaluation of the LMI projects carried out earlier by independent consultants. Consultees were also asked to comment on these recommendations, particularly on how they perceived they might adversely impact on Section 75 Groups.

### **Background**

- 1.5 For the past 3 years the Department for Employment and Learning (DEL) has been piloting two types of Labour Market Intermediary (LMI) service in the Belfast area. LMI pilots in North and West Belfast since May 2001 and JobBridge pilots in East and West Belfast since April 2000.
- 1.6 LMIs undertake a number of functions at the interface between the unemployed person and the employer. They typically provide a combination of job preparation services (pre employment support), recruitment services (job matching) and retention and advancement

services (post employment support and career development activities).

- 1.7** Those clients eligible for the LMI service are the 18+ out of work, whether not claiming or claiming benefits (including DLA and Incapacity etc) and not participating in any other Government training programme. Women returners to the labour market and partners of those who are unemployed are also eligible.

LMI support is not available to those who are in employment, full time education or full time training.

- 1.8** DEL recently carried out an evaluation of the LMI pilot projects in North, South and East Belfast. In the West Belfast area the Targeted Initiatives now encompasses the LMI pilot. In this area the service is provided but under the guise of the Job Assist Centre. The future of both the LMI's and Targeted Initiatives will be informed by this EQIA and further evaluation.

- 1.9** There are two distinct strands to this consultation i.e. the evaluation recommendations, and how they might impact on the various Section 75 groups, along with the EQIA itself. It is considered appropriate to discuss each of these separately.

- 1.10** The Executive Summary will deal solely with issues relating to the EQIA, while the responses to the LMI evaluation and how they could impact on Section 75 groups will be dealt with in detail in Section 8 of this Report.

## **2 EXECUTIVE SUMMARY**

- 2.1** As required by the Department's Equality scheme, DEL conducted a comprehensive equality consultation exercise to determine whether any aspects of LMI policy contained elements which would have a direct and adverse impact on the equality of opportunity for the nine groups identified in Section 75 of the Northern Ireland Act 1998.

- 2.2** In addition to responses to the consultation process, consultation has taken place with colleagues within DEL. All available quantitative data was considered but information on some of the Section 75 groups is either limited or not recorded. The report discusses the

issue of data unavailability and describes measures that are being taken to facilitate future collection.

- 2.3** The Equality consultation exercise was initiated on 03 June 2004. The closing date for responses to the Consultative Document was 20 August 2004. Comments were received from three organisations and these are listed at Annex D.
- 2.4** DEL has put in place enhancements to its Client Management System to enable the recording of information on all Section 75 Groups with the exception of Political Opinion and Sexual Orientation. DEL is considering, in consultation with the Equality Commission and the Office of the First Minister and Deputy First Minister, how best to address the future monitoring of these groups.
- 2.5** While at the time of issuing the Consultation Document DEL staff did not record information on dependants, the recording of such data has now become mandatory.
- 2.6** A respondent commented in relation to insufficient provision of information within the Consultation Document and that the consultation document was not offered in accessible formats, until page 23 of the document. Section 7 of this report outlines those criticisms in detail along with the Department's responses.
- 2.7** There is a growing recognition that the measurement of employment outcomes in isolation is inadequate in demonstrating the success of a programme and that it does not give a complete picture of a participant's increased employability. Given that the focus of LMIs was to improve the employability of those furthest away from the labour market, it was appropriate to examine the outcomes from the pilot projects in terms of progress, rather than basic employment places.
- 2.8** In attempting to address the needs of such a disparate and potentially large customer base, it is imperative that LMI's are seen to be properly focused on providing equality of opportunity and maximising participation across all Section 75 groups.
- 2.9** The Department has considered the potential implications of the LMI policy on equality across all Section 75 groups. Section 6 records the Department's findings and comments, and where it is considered

necessary, describes measures it has taken/will take to mitigate any perceived adverse impact. The main issues raised were;

- Criticism of the unavailability of data in respect of some Section 75 groups;
- Comments on the lack of consultation with organisations representing the interests of those groups where data does not exist;
- A suggestion that the LMI Evaluation report should have accompanied the issue of the consultation document;

**2.10** While the Department is satisfied that it properly complied with central guidance, it will further consider, where appropriate, respondents concerns. Additionally, enhancements to the Department's Client Management System (CMS) will assist in the provision of data for clients with/without dependants. (part 2.4 refers)

**2.11** The Department endeavoured to consult with various groups for whom no data was available. The consultative process gives the opportunity for all groups to respond and express any views on the subject matter. The Department is satisfied that it properly complied with central guidance in conducting the consultative process.

**2.12** The Department did not issue the LMI Evaluation Document along with the EQIA Consultation Document as it was still considering its response to the evaluation recommendations. It was deemed premature to release the Evaluation Report in these circumstances.

### **3 RESULTS OF THE EQUALITY IMPACT ASSESSMENT**

#### **Introduction**

**3.1** The Equality Commission approved the Department for Employment and Learning's Equality Scheme on 15 April 2001. This committed the Department to making publicly available the outcome of any equality impact assessment. The purpose of this Report is to publish the result of the Department's EQIA on its Labour Market Intermediary

projects in line with page 6 of the Commission's Equality Impact Assessment (EQIA) process.

- 3.2** The structure of the Report follows the recommendations made by the Equality Commission in its "Practical Guidance on Equality Impact Assessment".
- 3.3** Section 4 of the Report provides details of the background to the Labour Market Intermediary Projects, identifying the policy aims, context and scope which inform the policy review process.
- 3.4** Section 5 "Data Collection and Consultation", identifies and describes the main sources of information which were used to conduct the EQIA.
- 3.5** Section 6 sets out the key findings and provides an assessment of the Equality Impact of the Labour Market Intermediaries across the nine equality categories. In the case where an adverse equality impact is identified, it considers alternative options or proposals for mitigation.
- 3.6** Section 7 contains comment from some respondents on the way the Department undertook the consultation process, along with the Department's responses.
- 3.7** Section 8 outlines the findings of the Labour Market Intermediaries Evaluation Report, records the Department's response to its recommendations and comments on how implementation of those recommendations may impact on Section 75 groups.
- 3.8** Section 9 provides information on the New Targeted Initiatives Pilot.
- 3.9** Section 10 provides information on the New LMI Pilots
- 3.10** Section 11 outlines changes suggested by respondents to make Labour Market Intermediaries more accessible to all Section 75 Groups.
- 3.11** Section 12 provides a detailed assessment of adverse impacts.

## **4 BACKGROUND**

**4.1** The Equality Impact Assessment (EQIA) of the Labour Market Intermediary Project commenced on 3 June 2004. It was conducted by officials of the Department for Employment and Learning (DEL) and involved a wide ranging consultation exercise, including seeking the views of those representing the interests of the various Section 75 groups, the Lead Providers who deliver the pilots on the Department's behalf, and Secondary Providers who provide quality placements for LMI participants.

**4.2** The main aims of Labour Market Intermediaries are:

- to provide a "direct" and active interface between unemployed and employer;
- to be needs driven rather than programme driven in the delivery of services;
- to take a client focused approach and provide a seamless service for the customer (the unemployed person and the employer); and take a holistic approach in which interventions are based on individual and employer requirements rather than the sequential requirements of nationally designed programmes.

### **Policy Context**

**4.3** In the early 1990's an organisation named "The Training and Development Corporation", in the state of Maine in the U.S.A, developed the innovative "Career Advancement Centre (CAC)" to address rising unemployment caused by the loss of employment in two of its major industries. This differed from previous approaches, by assessing the client needs in a holistic manner with a view to addressing their employment and financial needs, rather than to fit them into an existing programme. A CAC essentially provides enhanced guidance, job brokerage and vacancy placement facilities and access to benefit information. It can also signpost individuals to further training if required.

**4.4** National and international labour market policy has embraced the demand led concept in recent years and a number of LMI-type models are currently in operation in GB and other countries. DEL agreed to support the LMI approach on a pilot basis due to the

positive benefits highlighted by UK evaluations and its apparent good fit with the NI labour market. DEL introduced two Labour Market Intermediary Projects; the JobBridge pilots in April 2000 and the LMI pilots in May 2001.

- 4.5 While the Department was responsible for the development of the LMI's policy, the delivery and implementation of the project was contracted to LMI pilot providers (organisations who had a track record in the delivery of employment support initiatives in partnership with the Department) in North, East and West Belfast.
- 4.6 LMI's also seek to encourage employers to consider the long-term unemployed as suitable recruits, to improve their understanding of the nature and causes of unemployment and to make work experience placements and job opportunities available to LMI clients.
- 4.7 In line with its commitments under the New Targeting Social Needs (NTSN) initiative, the Department undertook an evaluation of LMI's. In addition it was also considered important to ensure that LMI's were effectively engaging their target audience and meeting their overall objectives. The evaluation also provided an opportunity to identify any issues, which could impact on performance ahead of any decision on the way forward.
- 4.8 As the evaluation of the LMI's and the EQIA of the projects took place at approximately the same time, the Department has been able to take both exercises into account in its decision to extend LMIs in April 2004.

## **5 DATA COLLECTION AND CONSULTATION**

- 5.1 The information on which this EQIA is based has been drawn from a range of sources. The primary source has been DEL's Client Management System (CMS). This system captures general information on participants, their route through the LMI project and their destination on leaving. An analysis of data on the number of participants, by Section 75 groups, forms the basis of this EQIA. Consultation has also taken place with Disability Action to further analyse the effect the LMI project has on disabled people.

The following identifies and describes the main information sources that were considered. They are split into two categories: quantitative data and responses to the consultation process. However, relevant information is not currently available for all nine categories. Data unavailability and the measures that are being put in place to ensure future collection are discussed below.

### **LMI Participation**

- 5.2** A summary of the quantitative information collected as part of this EQIA is included at Annexes A and B of this Report. Data in respect of the numbers participating on LMI's, including those who progressed into employment over a two year period (2001/2002 and 2002/2003) (Annex A), is held both manually and on DEL's Client Management System (CMS) database and encompasses, where available, information on Section 75 Groups.
- 5.3** A summary of the quantitative information collected as part of this EQIA is included at Annexes A and B of this Report. Data in respect of the numbers participating on LMI's, including those who progressed into employment over a two year period (2001/2002 and 2002/2003) (Annex A), is held both manually and on DEL's Client Management System (CMS) database and encompasses, where available, information on Section 75 Groups.
- 5.4** Comparative data, illustrating how LMI participation by the Section 75 groups compares with their incidence in the workforce/population is drawn from the NI Labour Force Survey – Winter 2001/2002 (Annex B).
- 5.5** The following examines the extent to which DEL's data-capturing provides information across the nine equality categories. The majority of LMI Information is recorded on the CMS data base.

### **Age**

- 5.6** All LMI participants are required to provide their date of birth on the start notification.

## **Gender**

- 5.7** Gender information is requested on a form separate from the start notification and duly recorded on the CMS database.

## **Marital Status**

- 5.8** Details of all participants' marital status are recorded as at 5.5 and in two categories – those classified as single i.e. single, widowed or divorced; and those classified as married/cohabiting.

## **Community Background**

- 5.9** Community background is requested from all participants, on a separate form from the start notification (5.5 refers). The majority of LMI participants describe themselves as belonging to one of the two main community groups with only a small percentage describing themselves as “others” and even fewer refusing to declare any community background.

## **Racial Group**

- 5.10** Ethnicity (as opposed to race) is recorded as at 5.6.

## **Disability**

- 5.11** Details of disability are recorded, on a separate form to the start notification. This is not a compulsory requirement and there may be people in this group who do not desire to record any disability they may have, particularly if it is not apparent.

## **Dependants**

- 5.12** Dependants, for the purpose of the LMI project, have hitherto been defined as children or adult dependants of LMI participants. Details are recorded on a separate form to the start notification.
- 5.13** Recording of data in relation to dependants is now mandatory.

## **Political Opinion**

- 5.14** Information is not collected for this category because of the difficulty associated with eliciting such information. DEL is considering, in consultation with the Equality Commission and the Office of the First Minister and Deputy First Minister, how best to address the future monitoring of this group.

## **Sexual Orientation**

- 5.15** Information is not collected for this category because of the difficulty associated with eliciting such information. However DEL, in association with NISRA is exploring ways in which such information might be collected.

## **Responses to the Equality Consultation Process**

- 5.16** In conducting the EQIA, DEL consulted with a wide range of organisations. Annex C provides a list of the main organisations and the representative bodies that DEL consulted during that process. Annex D provides a list of those organisations which provided a response.

## **6. KEY FINDINGS, ASSESSMENT OF IMPACT AND DEPARTMENT'S RESPONSE**

- 6.1 The purpose of the EQIA was to identify those categories of LMI participants, or potential LMI participants, on whom the proposals may have an adverse impact; the extent of any impact; whether this can be mitigated or alternatives sought; or whether this can be justified on policy grounds.
- 6.2 The responses to the consultation can be defined in five main areas:
- (i) criticism of the unavailability of data in respect of some of the Section 75 Groups;

- (ii) comments on the lack of consultation with organisations representing the interests of those groups for whom no data exists;
- (iii) comment on the layout of the document, specifically, failure to display information in relation to the availability of the consultation in alternative formats at the beginning of the document;
- (iv) a suggestion that the LMI Evaluation Report should have accompanied the issue of the Consultation Document; and
- (v) potential areas of adverse impact within LMI policy.

6.3 This section highlights the key findings that have emerged from the EQIA and the views expressed by respondents to the consultation document. The criticisms of the process outlined above are highlighted in Section 7 along with DEL's response.

6.4 The potential for adverse impact of LMI policy in respect of the following groups has been identified and along with highlighting the issues the Department also states how these are to be addressed.

#### Persons of a Different Gender

6.5 Participation figures reflect higher levels of male participation than female indicating that the programme is more attractive to males.

**The Department recognises that more may need to be done to market LMI type programmes to potential female participants. Most women on LMI projects are returners to the labour market, a target group for the programme. Comparative data, i.e. percentage of male/female in the respective catchment areas, may not be reflective of the actual percentage of males/females eligible for the LMI projects. Consequently the Department will explore courses of action and opportunities, to make the programme more accessible to female participants.**

## Persons with Dependants

- 6.6 The provision of help with caring responsibilities, particularly in relation to the care of adult dependants has an impact, particularly on women who take on a range of caring responsibilities, affecting participation in training and/or employment.

**To date the Department has limited its assistance to those caring for dependants. While there are no plans at present to extend this provision to other caring categories, i.e. adult dependants, the comments received will be taken into account in any review of same provision in the future. The Department is also aware of issues relating to gathering quantitative information in respect of Persons with Dependants and have introduced measures to ensure that data in relation to persons with or without dependants is recorded. This will provide a basis for the future analysis of programme participation and assist in programme/policy development.**

## Political Opinion

- 6.7 The Equality Commission expressed the view that in the absence of data in relation to political opinion and the strong co-relation between religion and political opinion in Northern Ireland there is a possibility of adverse impact on those of a unionist persuasion.

**DEL currently has no data available on participation by people of different political opinion. As outlined in the consultation document, however, the differences in the percentage of Protestant and Catholic participants must be considered in relation to the defined catchment areas. In West and East Belfast, the respective areas are exclusively Catholic/Nationalist and Protestant/Unionist. In the case of North Belfast, the complexities of the dispersal of Catholic and Protestant communities present difficulties in establishing a service accessible to all. Difficulty in retaining premises for outreach services in Protestant/Unionist areas in North Belfast, may have had an impact on their under-representation in North Belfast. The Department considered this issue when extending the LMI Pilots in North, South and East Belfast and have introduced more robust outreach services to address such issues.**

## Disability Issues

- 6.8 Disability Action expressed disappointment in the participation rates from persons with a disability and felt that inadequate evidence was presented to outline measures taken to encourage participation by this group.

**DEL officials subsequently met with Disability Action to discuss this issue. The organisation identified a lack of marketing/promotion as one reason for the slow uptake to the programme by persons with disabilities. They felt that the Department and providers could be more actively involved in the promotion and subsequent monitoring of LMIs and similar programmes, in partnership with organisations representing the interests of this group.**

**While this group's participation on JobBridge was disappointing and overall participation did fall short of the overall census information on the composition of the catchment area, it did not necessarily represent overall dissatisfaction with the programme by this group. The Department has separate programmes tailored to the needs of people with disabilities that may account for the shortfall. There may also be some members of this group participating on LMI's who are unwilling to identify themselves as having a disability. LMI's in North, South and East Belfast and the Targeted Initiatives pilots in West Belfast and the Greater Shankill areas are required to provide, and have effectively implemented, outreach services to encourage participation and assist clients who have previously had difficulty in accessing LMI services. The absence of the requirement for statutory referral, improves accessibility to LMI and Job Assist Centre services, (JAC's, in Targeted Initiative areas). The Department and those organisations contracted to deliver DEL services are required to provide equality of opportunity to all individuals and actively promote and encourage participation by developing links with organisations representing the interests of specific groups. In these circumstances, the Department and its Providers will continue to monitor participation levels and, where it is considered necessary, will liaise with providers about the targeting of particular groups of potential clients.**

- 6.9 One respondent indicated other changes they wished included which they considered beneficial in making the LMI programme more accessible to all Section 75 Groups. The following records these proposals along with the Department's response.
- 6.10 The Department should be more specific in recording the Disabilities and barriers to Employment of those accessing the programme. There is a view that very often the position of those with mental health illness disabilities is overlooked and that this specific group suffers adverse impact which may not exist against those with learning or physical disabilities.

**The adoption of this measure would, undoubtedly involve very detailed monitoring arrangements and have resource implications related to the collection and compilation of data. The Department is however sympathetic to this suggestion and will discuss this idea further with colleagues who are involved in disability matters.**

## 7. CRITICISMS OF THE PROCESS

- 7.1 The way in which the Department undertook the process received comment from three respondents as follows:
- (i.) concern about a perceived lack of information on what takes place and when, following receipt of respondents comments.
  - (ii.) the lack of data available in respect of some of the Section 75 Groups;
  - (iii.) a lack of consultation with organisations representing the Interests of those groups for whom no data is available;
  - (iv.) measures taken to encourage participation of people with disabilities and failure to highlight particular barriers faced by this group;
  - (v.) criticism of the layout of the consultation document and;

(vi.) the non-availability of the Labour Market Intermediary Evaluation Report along with the consultation document.

- 7.2 In response to comments i – iii, it is accepted that more detailed background information could have been provided on the consultation process. The Department will look carefully at the gaps in information available on all Section 75 group. In circumstances where gaps are identified, the Department will, in future, consider the need to approach the appropriate interest groups, before formal publication, to advise them of the shortfall and to seek their help in securing any relevant data they may hold.
- 7.3 Disability Action was disappointed that the Consultation Document was not offered in accessible formats, until page 23 of the document. DEL accepts criticism and has taken it into account.

## 8. LMI EVALUATION – EFFECT ON SECTION 75 GROUPS

- 8.1 On the non availability of the Evaluation Report, the Department decided not to issue this report along with the consultation document, as its content was, at the time, still under consideration. A further independent evaluation will take place in early 2006.
- 8.2 However, the EQIA Consultation Document, did outline the main findings of the Evaluation Report and these are recorded below along with Consultees' comments and DEL's response including, where appropriate, how it believes adoption of the measures recommended might impact adversely or otherwise on Section 75 Groups:

The Consultants recommendations included:

- revision of the client assessment scoring process to add more weight to clients who have particularly significant barriers that outweigh other employability issues.

- the Output Related Funding system should reflect employer activity and there is scope to develop the way in which it measures employability progression;
- specifications should be developed for management information systems as the monitoring requirements for LMI's have been more clearly established;
- outreach activity should be maintained and the possibility of providing supervised IT facilities should be investigated;
- secure systems should be introduced that restrict users to jobsearch and development sites e.g. JobCentre Online and Learn Direct;
- DEL should continue to test the demand led approach, with particular emphasis on investigating the participation of employers and the interfaces between employer liaison and client support.

8.3 Since the publication of the EQIA Consultation Document the Department has taken forward two new initiatives, namely Targeted Initiatives (TI's) and New LMI's. The decision to proceed with these projects was informed by the evaluation of the LMI projects and the recommendations made by The Inter-Departmental Taskforce on Employability and Long-Term Unemployment to consider and drive forward action on employability and reduce long-term unemployment. Both the New LMI and TI will be the subject of independent evaluations in the near future.

## 9 TARGETED INITIATIVES

9.1 One of the most immediate outcomes of the inter-departmental Taskforce on Employability and Long-Term Unemployment Report was the proposal to create a small number of Targeted Initiatives (TIs) in areas of lowest employment and high social deprivation. The Targeted Initiatives concept aims to provide a co-ordinated service which builds on partnerships between statutory agencies, local voluntary and community organisations and employers, and is tailored

to individual needs through increased flexibility of existing programmes, and an innovative and imaginative approach to addressing barriers to employment. Introduced by DEL in October 2003 TI's are being piloted in four areas. West Belfast, Greater Shankill, Derry and Strabane.

- 9.2 The Targeted Initiatives model already incorporates many of the LMI features. In particular, the Job Assist Centres (JACs) provide locally accessible, non-statutory tailored support to clients, similar to that provided by the LMI pilots. In the TI areas a DEL Employer Liaison Officer (ELO) has been established to meet the demands of both Clients and Employers in identifying employment and training gaps within the TI areas and take positive action to make improvements in these areas.

## 10 NEW LMI PILOTS

- 10.1 The second initiative has been the extension of the Labour Market Intermediary pilots in North, South and East Belfast to run for a period of 2 years until 31 March 2006 in line with the Targeted Initiatives in West Belfast and the North West. New LMI's will encompass many of the features of the Targeted initiatives, providing the following services;
- 10.2 An independent, confidential, client focused flexible, advice and mentoring service to engage unemployed persons and the economically inactive. LMI's will refer clients, where appropriate, to employability interventions (including training and/or education) delivered by the public, private or community sectors which can assist clients to overcome barriers to employment. The needs of each individual will be assessed and an agreed action plan will be drawn up to identify the way ahead. Progress on the employability continuum will be monitored by the use of the Client Progress Kit assessment tool (CPK).
- 10.3 Employer Liaison -The LMI activity in relation to employers is focused on supporting the client priority groups through the provision of advice and mentoring services. The LMI contact with employers is on a co-ordinated and coherent basis. The LMI works closely with the Department to develop a database of employers who are located in

the area. To ensure co-ordination of activity the LMI agrees with the Department a strategy and action plan for working with employers.

- 10.4 An essential aspect of the delivery of the LMI is a flexible personal outreach service to the client group. The LMI must collaborate with existing community/voluntary organisations; training and education providers and specialist organisations to deliver the services best suited to the clients identified needs.
- 10.5 Both the TI's and New LMI's make use of the Client Progress Kit (CPK) assessment tool. The CPK model has been developed as a three-part kit consisting of a Questionnaire Pack, Client Progress Record and CPK Standards. Client assessment outcomes are recorded on CMS with the use of three colour codes, Green as being job ready, Amber as requiring help and support, and Red as requiring considerable help. An Output Related Funding system (ORF) has been established and is linked to an individuals CPK progression through the employability continuum. Systems are in place to monitor the progress of both initiatives and allow for continuous evaluation.
- 10.6 The Department is satisfied that the adoption of the these initiatives and the enhancements therein, follow the recommendations of the Evaluation and by design, the current LMI and TI Pilots address issues raised during the process of the LMI consultation process. The Department is satisfied that the enhancements have no adverse impact on the section 75 groups.

## 11. ASSESSMENT OF ADVERSE IMPACTS

Paragraph 6.8 of the Equality Commissions' Practical Guide to Equality Assessment indicates that in cases where a decision is made to introduce measures to mitigate an adverse impact, then it would be appropriate to address each of the following questions:

- How does each option for mitigation further or hinder equality of opportunity?
- How does each option reinforce or challenge stereotypes which constitute or influence equality of opportunity?

- What are the consequences to the group concerned and the public authority of not adopting an option more favourable to equality of opportunity?
- How will the relevant group be advised of the new or changed policy or service?
- What are the costs of implementing each option? Will the social and economic costs and benefits to the relevant group of implementing the option outweigh the costs to the Public authority or other relevant groups? An evaluation of net social benefits achieved by adopting each option must be considered. Does the public authority have international obligations which would be breached by, or could be furthered by each of the options?

The Department, after a thorough examination of the available data and consideration of the responses to the Consultation Document has determined that changes already introduced within Targeted Initiatives areas are sufficient without further change pending the outcome of the evaluation of the TI pilots.

<b>Registrations on Labour Market Intermediary Pilots from April 2002 – March 2003</b>				
<b>Community Background</b>	<b>West Belfast</b>	<b>%</b>	<b>North Belfast</b>	<b>%</b>
Protestant	0	0%	48	40%
Catholic	246	100%	72	60%
<b>All</b>	<b>246</b>	<b>100%</b>	<b>120</b>	<b>100%</b>

<b>Registrations on Labour Market Intermediary Pilots from April 2002 – March 2003</b>				
<b>Ethnic Origin</b>	<b>West Belfast</b>	<b>%</b>	<b>North Belfast</b>	<b>%</b>
White	245	100%	120	100%
Other	1	0%	0	0%
<b>All</b>	<b>246</b>	<b>100%</b>	<b>120</b>	<b>100%</b>

<b>Registrations on Labour Market Intermediary Pilots from April 2002 – March 2003</b>				
<b>Age</b>	<b>West Belfast</b>	<b>%</b>	<b>North Belfast</b>	<b>%</b>
Under 18	5	2%	0	0%
18-24	107	43%	50	42%
25-34	57	23%	33	28%
25-49	64	26%	30	25%
50+	13	5%	7	6%
<b>All</b>	<b>246</b>	<b>100%</b>	<b>120</b>	<b>100%</b>

<b>Registrations on Labour Market Intermediary Pilots from April 2002 – March 2003</b>				
<b>Gender</b>	<b>West Belfast</b>	<b>%</b>	<b>North Belfast</b>	<b>%</b>
Male	149	61%	78	65%
Female	97	39%	42	35%
<b>All</b>	<b>246</b>	<b>100%</b>	<b>120</b>	<b>100%</b>

<b>Registrations on Labour Market Intermediary Pilots from April 2002 – March 2003</b>				
<b>Disability</b>	<b>West Belfast</b>	<b>%</b>	<b>North Belfast</b>	<b>%</b>
Yes	63	26%	32	27%
No	183	74%	88	73%
<b>All</b>	<b>246</b>	<b>100%</b>	<b>120</b>	<b>100%</b>

<b>Registrations on Labour Market Intermediary Pilots from April 2002 – March 2003</b>				
<b>Dependants</b>	<b>West Belfast</b>	<b>%</b>	<b>North Belfast</b>	<b>%</b>

<b>Yes</b>	70	28%	52	43%
<b>No</b>	176	72%	68	57%
<b>All</b>	<b>246</b>	<b>100%</b>	<b>120</b>	<b>100%</b>

**DEL – LMI (JOB BRIDGE PARTICIPATION) STATISTICS WEST/EAST  
BELFAST**

<b>Registrations on JobBridge Pilots from April 2002 - March 2003</b>				
<b>Community Background</b>	<b>West Belfast</b>	<b>%</b>	<b>East Belfast</b>	<b>%</b>
<b>Protestant</b>	5	3%	205	89%
<b>Catholic</b>	156	89%	5	2%
<b>Other</b>	14	8%	20	9%
<b>All</b>	<b>175</b>	<b>100%</b>	<b>230</b>	<b>100%</b>

<b>Registrations on JobBridge Pilots from April 2002 - March 2003</b>				
<b>Ethnic Origin</b>	<b>West Belfast</b>	<b>%</b>	<b>East Belfast</b>	<b>%</b>
<b>White</b>	172	98%	226	98%
<b>Other</b>	3	2%	4	2%
<b>All</b>	<b>175</b>	<b>100%</b>	<b>230</b>	<b>100%</b>

<b>Registrations on JobBridge Pilots from April 2002 - March 2003</b>				
<b>Age</b>	<b>West Belfast</b>	<b>%</b>	<b>East Belfast</b>	<b>%</b>
<b>Under 18</b>	0	0%	0	0%
<b>18-24</b>	60	34%	61	26%
<b>25-49</b>	108	62%	126	55%
<b>50+</b>	7	4%	43	19%
<b>All</b>	<b>175</b>	<b>100%</b>	<b>230</b>	<b>100%</b>

<b>Registrations on JobBridge Pilots from April 2002 – March 2003</b>				
<b>Marital Status</b>	<b>West Belfast</b>	<b>%</b>	<b>East Belfast</b>	<b>%</b>
<b>Living in Couple</b>	29	17%	65	28%
<b>Not Living in Couple</b>	146	83%	165	72%
<b>All</b>	<b>175</b>	<b>100%</b>	<b>230</b>	<b>100%</b>

<b>Registrations on JobBridge Pilots from April 2002 - March 2003</b>				
<b>Gender</b>	<b>West Belfast</b>	<b>%</b>	<b>East Belfast</b>	<b>%</b>
<b>Male</b>	97	55%	143	62%
<b>Female</b>	78	45%	87	38%
<b>All</b>	<b>175</b>	<b>100%</b>	<b>230</b>	<b>100%</b>

<b>Registrations on JobBridge Pilots from April 2002 - March 2003</b>				
<b>Disability</b>	<b>West Belfast</b>	<b>%</b>	<b>East Belfast</b>	<b>%</b>
<b>Yes</b>	5	3%	5	2%
<b>No</b>	170	97%	225	98%
<b>All</b>	<b>175</b>	<b>100%</b>	<b>230</b>	<b>100%</b>

<b>Registrations on JobBridge Pilots from April 2002 - March 2003</b>				
<b>Dependants</b>	<b>West Belfast</b>	<b>%</b>	<b>East Belfast</b>	<b>%</b>
<b>Yes</b>	62	35%	55	24%
<b>No</b>	113	65%	175	76%
<b>All</b>	<b>175</b>	<b>100%</b>	<b>230</b>	<b>100%</b>

## NI LABOUR FORCE SURVEY – WINTER 2001/02

**All Economic Inactivity**

<b>Disabled</b>	<b>Non-Disabled</b>	<b>Total</b>
<b>156,000</b>	<b>374,000</b>	<b>530,000</b>
<b>29%</b>	<b>71%</b>	<b>100%</b>

**Economic Inactive – Wanting Job**

<b>Disabled</b>	<b>Non-Disabled</b>	<b>Total</b>
<b>29,000</b>	<b>28,000</b>	<b>57,000</b>
<b>51%</b>	<b>49%</b>	<b>100%</b>

## **CONSULTATION BY DEL FOR PURPOSES OF SECTION 75 DUTIES**

### **STATUTORY AGENCIES**

Equality Commission for Northern Ireland  
Northern Ireland Human Rights Commission (NIHRC)  
Community Relations Council (CRC)  
Equality Forum NI  
The Local Government Staff Commission for NI (LGSC)  
Northern Ireland Statistics and Research Agency (NISRA)  
Northern Ireland Office  
Human Rights and Equality Unit  
Office of the First and Deputy First Minister  
Community Relations Training and Learning Consortium  
Staff Commission for Education and Library Boards  
Community Development and Health Network (NI)

### **VICTIMS GROUPS**

Office of the First Minister and Deputy First Minister Victims Unit

### **RELIGIOUS BELIEF**

Church of Ireland Board for Social Responsibility  
Presbyterian Church in Ireland  
Methodist Church in Ireland  
Roman Catholic Church

### **POLITICAL OPINION**

Co-Operation Ireland  
Counteract  
Democratic Left  
Labour Party  
Ulster Democratic Party  
Ulster Unionist Party  
UK Unionist Party  
The Workers Party  
Sinn Fein  
SDLP  
Progressive Unionist Party  
Northern Ireland Women's Coalition  
Democratic Unionist Party  
Alliance Party

## GENDER

Northern Ireland Women's European Platform  
Opportunity Now  
Press for Change  
Training for Women Network  
Women's Information Group  
Equality Now  
Women's Forum Northern Ireland  
Steadfast  
Women's Resource & Development Agency  
Women's Support Network  
Youth Action Northern Ireland  
Womens TEC  
Derry Well Woman  
Fermanagh Women's Network  
Magherafelt Womens Group  
Newry & Mourne Women  
Northern Ireland Women's Aid Federation  
Omagh Women's Area Network  
The Women's Centre

## RACE

Chinese Welfare Association  
Indian Community Centre  
Multicultural Resource Centre  
Northern Ireland African Cultural Centre  
Northern Ireland Council for Ethnic Minorities  
Travellers Movement Northern Ireland

## DISABILITY

Action Mental Health  
British Deaf Association (NI)  
Disability Action  
Employer's Forum on Disability  
Mencap  
Northern Ireland Union of Supported Employment  
Praxis  
RNIB  
Royal National Institute for Deaf People (NI)  
Sense Northern Ireland  
Skill Northern Ireland  
NI Association for Mental Health  
North West Forum of People with Disabilities

Parents and Professionals and Autism  
The Guide Dogs for the Blind Association  
Down's Syndrome Association  
The Cedar Foundation

#### AGE

Age Concern  
Help the Aged, Northern Ireland  
Youth Council for Northern Ireland  
Newtownabbey Senior Citizen's Forum  
Sperrin Lakeland Senior Citizens' Consortium  
Newry & Mourne Senior Citizens' Consortium  
Child Care Northern Ireland  
Putting Children First  
Barnardos  
NSPCC  
Children's Law Centre  
Save the Children  
Child Poverty Action Group (NI)

#### MARITAL STATUS

Gingerbread Northern Ireland

#### DEPENDANTS

Carers National Association Northern Ireland  
Northern Ireland Anti-Poverty Network  
C/o NICVA

#### SEXUAL ORIENTATION

COSO (Coalition on Sexual Orientation)  
Lesbian Line  
C/o Carafriend  
Northern Ireland Gay Rights Association  
Queer Space  
The Rainbow Project  
Foyle Friend  
Carafriend  
Gay Lesbian Youth Northern Ireland

#### GOOD RELATIONS

INCORE Conflict Resolutions Ltd

## OTHER ORGANISATIONS

Association of Chief Officers of Voluntary Associations (ACOVO)

NATFHE

NIC/ICTU

Northern Ireland Council for Voluntary Action

Northern Ireland Voluntary Trust

NIPSA

UNISON

NUSUSI

North Belfast Employment Centre

Worknet

Stepping Stones

Upper Springfield Development Trust

GEMS

Ashton Centre

East Belfast Mission

Impact Training

Employment Services Board

Derry Youth and Community Workshop

Customised Training Services/ Strabane Community Work Programme

LIST OF RESPONDENTS TO THE EQUALITY  
CONSULTATION PROCESS

Training for Women Network(TWN)  
Disability Action  
Equality Commission for Northern Ireland