



# Belfast: Future City

## Employability & Skills

Catherine Christy  
Human Resources Manager  
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# A focus on Belfast

A word cloud of various terms in blue and green, representing social and economic issues. The most prominent words are "inequalities", "poverty", "health", "jobs", and "deprivation". Other visible words include "education", "investment", "tourism", "living", "community", "employability", "entrepreneurship", "peacewalls", "employment", "business", "transport", "neighbourhoods", "skills", "growth", "children", "good", "sustainability", "environment", "young", "community", "welfare", "regional", "inactivity", "innovation", "partnerships", "leadership", "connectivity", and "employment".

education leadership connectivity  
investment deprivation  
local welfare regional inactivity innovation  
tourism jobs health partnerships  
young community good  
inequalities  
neighbourhoods skills environment sustainability  
transport living skills poverty children  
business growth employability  
community governance entrepreneurship  
employment peacewalls



# The Belfast Agenda

## Our Plan on a Page

### Business and economy

- Attract more investment into Belfast
- Foster more business growth in Belfast
- Strengthen business relationships
- Make Belfast easy to do business with

### Living here

- Improve the city living experience
- Improve neighbourhoods
- Improve community relations
- Reduce health inequalities
- Create active and empowered citizens

### Working and learning

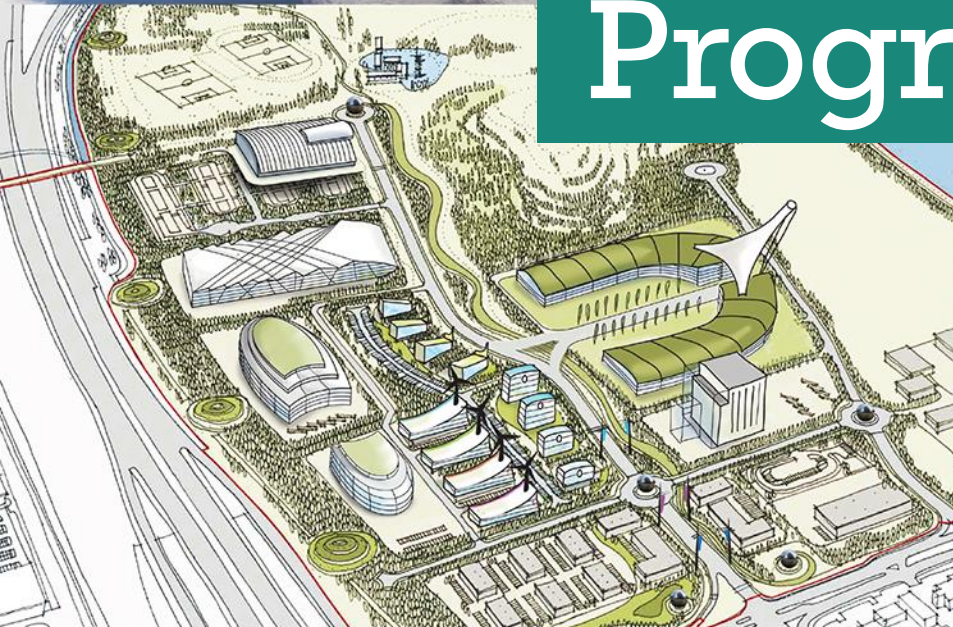
- Address the educational inequalities
- Attract and retain even more skilled people
- Match skills and employability to opportunity across Belfast

### City development

- Attract tourists to Belfast
- Promote and position the city to compete
- Develop the city infrastructure



# Investment Programme





# Employability in BCC



## Target:

- **200 job opportunities**
- **400 work placements**
- over three years  
(no additional cost to the rate payer)
- trebled target in two years
- BCC living wage employer

## Benefits:

- Demonstrating civic leadership
- Promoting BCC as a lead employer
- Building effective partnership working
- Showcasing range of job opportunities e.g. professional & technical roles
- Understanding employability needs in our city
- Promoting best practice through a range of employability initiatives
- Attracting new talent
- Sharing learning with and from other organisations

## Apprenticeship scheme

- 3 Electricians (4 year apprenticeship)
- 2 Painters (3 year apprenticeship)
- 2 Fleet Technicians (3 year apprenticeship)
- 3 Gardeners (3 year apprenticeship)
- Considerable investment



# Apprenticeship recruitment process

- council website, jobs and benefits office
- outreach activity with employability partners and schools
- all eligible candidates required to undertake skills tests including understanding instructions, working with numbers, visual checking & visual estimation

## Apprenticeship appointment process

### 758 applications

- Painter- 186
- Electrician- 215
- Fleet Technician 162
- Gardener- 195
- **215 interviews held over 11 days**
- **10 APPRENTICES appointed**

## Case study

**Thomas Fraser**





# Other successes





# What next?



## Belfast City Council

- Employability and skills a key strand of the Belfast Agenda
- Use our unique position
- Build on our success – strive to be an exemplar employer and role model

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**Thank you  
for your  
time & attention**

