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Economic Inactivity in Northern Ireland

1 Introduction

The following paper provides an introduction to some of the major themes and issues regarding Economic Inactivity in Northern Ireland.

2 Key Points

- In Northern Ireland, a significant portion of the Working Age population (16-64) is classed as Economically Inactive. 27.2% of those aged 16-64 fall within this group, in comparison with a UK average of 22.2%;
- Economic Inactivity has been a historic problem for NI's economy within a range of 26% to 32% over the last 30 years;
- Not all forms of Economic Inactivity have negative consequences. For example, students are pursuing qualifications which will have long term benefit to both themselves and the economy;
- In Northern Ireland there are a total of 567,000 people economically inactive (16+) as at June to August 2014. Of these 316,000 are aged 16-64;
- The most recent available figures for economic inactivity shows that 91% of the economically inactive do not want work;

- NI's Economic Inactivity rate as a percentage of the working age population is higher than the other UK regions, although it should be noted that the rate in Wales is close to that of NI;
- In June to August 2014 237,000 men and 330,000 women were classed as Economically Inactive in the 16+ grouping. For the working age population (16-64) this disparity is also apparent with 126,000 men EI and 190,000 women;
- For the period 2008-2011 the higher levels of Economic Inactivity can mainly be found in the North West, with Strabane having the highest level in NI (35.6%);
- A number of factors can influence whether or not someone is at risk of becoming economically inactive including their personal circumstances, their qualifications and financial incentives;
- The Department for Employment and Learning published a draft strategy on Economic Inactivity in December 2013 in order to tackle the issue;
- It has four strategic objectives:
 - **Strategic Objective 1:** Reduce the levels of economic inactivity due to work-limiting health conditions or disabilities by helping individuals in this group move into employment;
 - **Strategic Objective 2:** Reduce the levels of economic inactivity due to family commitments by helping lone parents currently in receipt of out-of-work benefits move into employment;
 - **Strategic Objective 3:** Reduce in-flows to inactivity through initiatives designed to promote flexible working, extend working lives, and maintain employment for individuals who develop health conditions or take on caring responsibilities; and
 - **Strategic Objective 4:** Through programmes designed to alleviate barriers to employment, contribute to a reduction of the unemployment rate to pre-recession levels.
- It is intended that these objectives will contribute to an employment rate of over 70% by 2023. It should be noted that our employment rate is currently 68%; and
- The strategic framework identifies twelve key actions to be undertaken by the partner organisations. Each action has short-term, medium-term and long-term anticipated outcomes.

3 Economic Inactivity in Northern Ireland

The Economically Inactive (EI) are defined as:¹

¹ Office for National Statistics, February 2002, Barham, C, Economic inactivity and the labour market, <http://www.ons.gov.uk/ons/rel/lms/labour-market-trends--discontinued-/volume-110--no--2/economic-inactivity-and-the-labour-market.pdf>

These are people who are not in work, but who do not satisfy all the criteria for ILO² unemployment such as those in retirement and those who are not actively seeking work.

In Northern Ireland, a significant portion of the Working Age population (16-64) is classed as Economically Inactive. 27.2% of those aged 16-64 fall within this group, in comparison with a UK average of 22.2%.³

Economic Inactivity has been a historic problem for NI's economy. As stated by the Minister for Employment and Learning:⁴

This level of economic inactivity has been a persistent feature of our economy over the past thirty years, within the range of 26% and 32%, irrespective of the changes within the economic cycle.

It should be noted that not all forms of Economic Inactivity have negative consequences. For example, students are pursuing qualifications which will have long term benefit to both themselves and the economy. The NI Economic Inactivity Strategy notes that:⁵

Northern Ireland...has a higher proportion of students contributing to our inactive total than any other region of the UK. Equally, those who avail of early retirement have worked hard over the course of their careers and in many cases make a vital contribution through volunteering and other activities in their community.

3.1 Economic Inactivity Statistics

In Northern Ireland there are a total of 567,000 people economically inactive (16+) as at June to August 2014. Of these 316,000 are aged 16-64.

The Economic Inactive population in Northern Ireland is diverse and is made up of the following groups:⁶

- Sick/disabled (29%);
- Students (27%);

² The International Labour Organisation

³ Department for Enterprise, Trade and Investment, 15 October 2014, Labour Market Statistics, http://www.detini.gov.uk/labour_market_press_release_-_october_2014_final_.pdf?rev=0

⁴ Minister for Employment and Learning, 3 December 2013, Oral Statement to the NI Assembly, <http://www.delni.gov.uk/del-oral-statement-economic-inactivity-strategic-framework>

⁵ DEL, Enabling Success: Driving social change through economic participation: a strategic framework to tackle economic inactivity, <http://www.delni.gov.uk/economic-inactivity-strategic-framework.pdf>

⁶ Department for Enterprise, Trade and Investment, 15 October 2014, Labour Market Statistics, http://www.detini.gov.uk/labour_market_press_release_-_october_2014_final_.pdf?rev=0

- Looking after the family/home (25%);
- Retired (12%); and
- Other⁷ (7%).

The most recent available figures for economic inactivity shows that 91% of the economically inactive do not want work. The remaining 9% (approximately 49,000 people) want employment but:⁸

Do not satisfy the full ILO job search criteria (by actively seeking work and being available to start a job).

The table below provides a comparison of employment rates and inactivity rates across the UK regions as a percentage of the working age population.⁹

Table 1: Labour Market Information for UK Regions (June to August 2014)

	Employment (%)		Unemployment (%)		Economically Inactive (%)	
	Rate	Annual Change	Rate	Annual Change	Rate	Annual Change
North East	69	2.5	9.3	-0.9	23.8	-2
North West	70.6	2.5	6.7	-2	24.3	-0.9
Yorkshire and Humber	72.1	1.3	7	0.17	22.3	0.1
East Midlands	73.9	2.4	5.5	-2.1	21.7	-0.8
West Midlands	69.7	1.1	7.5	-1.8	24.4	0.3
East Midlands	76.8	1.4	4.9	-1	19.1	-0.7
London	72.1	2.3	6.6	-2.3	22.7	-0.5
South East	76.5	0.2	4.7	-1.2	19.6	0.8
South West	76.2	1.8	4.6	-1.6	20	-0.4
England	73.3	1.6	6.1	-1.7	21.9	-0.3
Wales	68.8	-1.3	6.5	-1.5	26.3	2.5
Scotland	73.9	1.3	5.5	-1.9	21.7	0.3
Great Britain	73.1	1.5	6	-1.7	22.1	-0.1
Northern Ireland	68.3	1.6	6.1	-1.2	27.2	-0.8
United Kingdom	73	1.5	6	-1.7	22.2	-0.2

⁷ Includes temporary sick or injured and discouraged workers (Source: Department for Employment and Learning, A strategy to tackle economic inactivity in Northern Ireland: Baseline Study, <http://www.delni.gov.uk/economic-inactivity-strategy-baseline-study.pdf>)

⁸ Department for Enterprise, Trade and Investment, 15 October 2014, Labour Market Statistics, http://www.detini.gov.uk/labour_market_press_release_-_october_2014_final_.pdf?rev=0

⁹ Ibid

Please note, the Labour Market press release states that the employment and economic inactivity rates above are based on working age population (16-64) whilst unemployment rates are based on the 16+ population. As such figures may not sum to a 100%.

As can be seen above NI's Economic Inactivity rate as a percentage of the Working age population is significantly higher than nearly all the other UK regions, although it should be noted that the rate in Wales is close to that of NI.

In terms of employment and unemployment both NI and Wales have similar levels.

The region with the lowest EI is the East, with 19.1%. It also has the highest employment rate and one of the lowest unemployment rates.

The figure below details the age profile of the economically inactive in Northern Ireland.

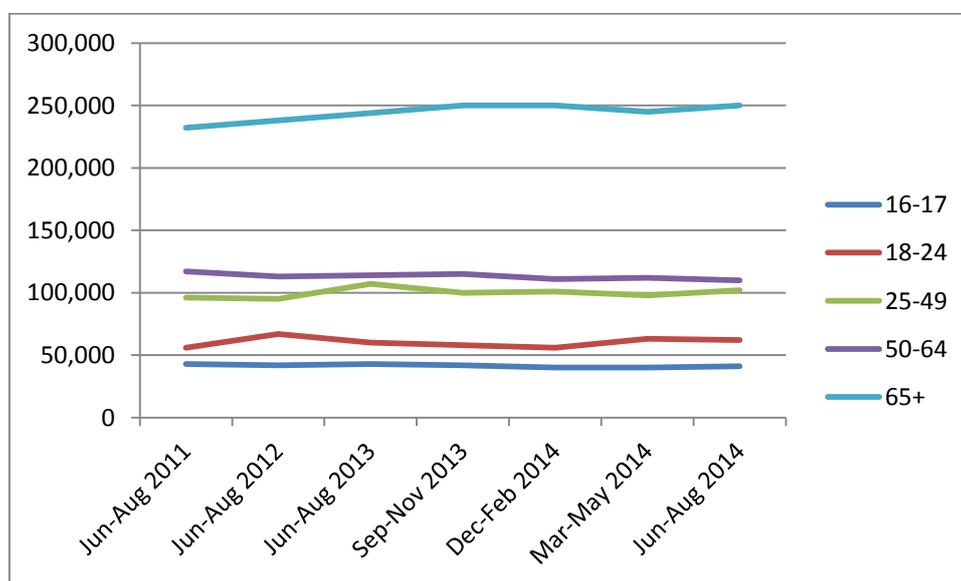


Figure 1: Economically Inactive by Age¹⁰

As can be seen above the overall trend for economic inactivity holds relatively steady for each age group. At a closer level of examination there is a somewhat greater level of variation.

The 25-49 age group had the largest fall in its EI population over the last year (a reduction of 5,000 people between June to August 2013 and June to August 2014). The 18-24 population of EI grew by 2,000 during the same period.

Economic Inactivity is also concentrated within the female population.

Table 2 on the page following provides a breakdown of Economic Inactive by age and gender.

¹⁰ Department for Enterprise, Trade and Investment, October 2014, Labour Force Survey, Economic Inactivity by age, http://www.detini.gov.uk/index/what-we-do/deti-stats-index/labour_market_statistics/labour_force_survey.htm

Table 2: Economic Inactivity amongst men and women by age (in thousands)¹¹

	Total aged 16 and over	Working age 16 - 54	16-17	18-24	25-49	50-64	65+
Males							
Jun-Aug 2011	223	124	22	25	30	47	99
Jun-Aug 2012	227	124	22	30	28	45	103
Jun-Aug 2013	229	121	21	26	28	46	108
Jun-Aug 2014	237	126	22	29	31	44	111
Females							
Jun-Aug 2011	322	189	21	31	66	70	133
Jun-Aug 2012	328	192	20	36	67	69	136
Jun-Aug 2013	340	204	22	34	79	69	136
Jun-Aug 2014	330	190	19	34	71	66	139

In June to August 2014 237,000 men and 330,000 women were classed as Economically Inactive in the 16+ grouping. For the working age population (16 - 64) this disparity is also apparent with 126,000 men EI and 190,000 women.

Notable amongst this is that amongst the 16 - 17 population fewer women are economically inactive than men. For the 25 - 49 and 50 - 64 age groups women have much higher levels of economic inactivity than men.

Table 3 on the page following provides data on those who are economically inactive and who do not want work.

The largest group not seeking work comprises students, retired persons, temporary sick or injured, those waiting for a reply to a job application and those who do not want/need a job.

¹¹ Ibid

Table 3: Economically Inactive who do not want work (in thousands)¹²

	Total persons working age (16-64)	Wants job	Does not want job					
			Total	Long-term sick	Family and home care	Other*	Retired	Student
Jun-Aug 2011	313	49	264	85	51	128	34	84
Jun-Aug 2012	317	53	263	71	54	138	34	89
Jun-Aug 2013	325	52	273	68	69	136	39	79
Sep-Nov 2013	315	55	260	67	62	130	38	78
Dec-Feb 2014	308	53	256	71	63	122	33	75
Mar-May 2014	313	46	267	76	63	127	33	80
Jun-Aug 2014	316	47	269	80	66	122	36	77
Change on Year	-9	-5	-4	13	-3	-14	-4	-2

The long-term sick comprise the largest single group (“Other” is the largest in total but comprises a number of smaller groups as discussed previously), and has had a year on year increase of 13,000 people.

When using the most recent comparable figures available (June to August 2014, 16 - 64 year olds), Northern Ireland has an Economically Inactive student population of 27%¹³ in comparison to an approximate UK average of 26.1%.¹⁴

A large difference between the UK average and the NI figure can be seen when comparing the percentage of long term sick. NI has a figure of 29% whilst the UK percentage for long term sick is 22.3%.¹⁵

¹² Department for Enterprise, Trade and Investment, October 2014, Labour Force Survey, Economically Inactive who did not want work: Reasons, http://www.detini.gov.uk/index/what-we-do/deti-stats-index/labour_market_statistics/labour_force_survey.htm

¹³ NISRA, Northern Ireland Labour Market Statistics, September 2014, http://www.detini.gov.uk/labour_market_press_release_-_september_2014_final_.pdf?rev=0

¹⁴ Office for National Statistics, Statistical Bulletin, UK Labour Market October 2014, http://www.ons.gov.uk/ons/dcp171778_378901.pdf

¹⁵ Ibid

Figure 2 below details the average EI rate of the working population by District Council Area.¹⁶

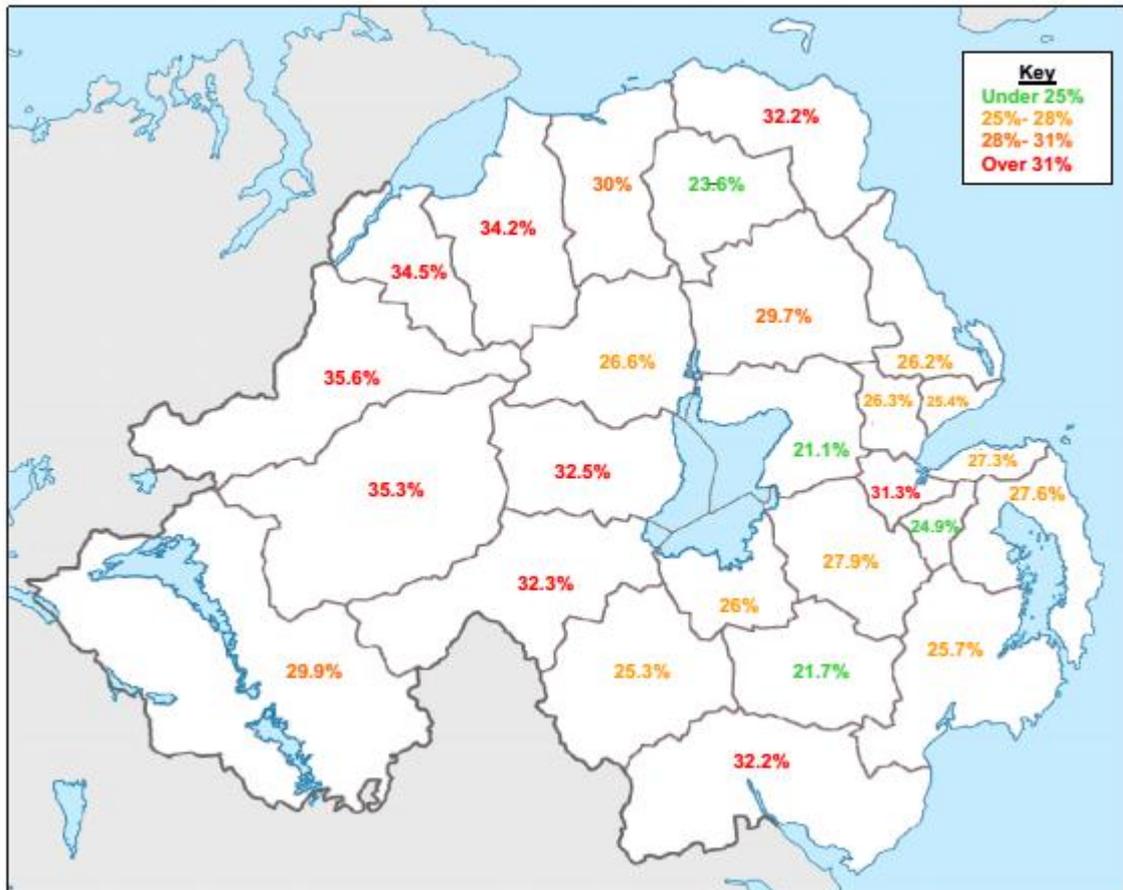


Figure 2: Average Economic Inactivity rate of working population by District Council Area 2008-2011

As can be seen above for the period 2008-2011 the higher levels of EI can mainly be found in the North West, with Strabane having the highest level in NI (35.6%). The DEL baseline study notes that EI tends to have higher rates in rural areas and in the two largest population concentrations – Derry/Londonderry and Belfast.

The study goes on to state that these concentrations suggests two factors may be causing them.

The first of these is the overall availability of jobs. Large urban areas have a higher jobs density, increasing the opportunities for those seeking employment. In addition, both Belfast and Derry/Londonderry act as draws for the areas around them, bringing employment to people in a wide area, increasing the competition for jobs within the cities.

¹⁶ Department for Employment and Learning, A strategy to tackle economic inactivity in Northern Ireland: Baseline Study, <http://www.delni.gov.uk/economic-inactivity-strategy-baseline-study.pdf>

However, as noted above, both Belfast and Derry/Londonderry have high EI rates. This suggests that there is an issue on the supply side, or rather with an individual's particular circumstances and their capacity to access employment.

The study states that:¹⁷

Action is, therefore, required on both the demand and supply side of the labour market to increase the demand for workers in more isolated rural areas and to increase the supply of workers in deprived urban areas availing of nearby opportunities.

Please see Appendix 1 for a copy of the most recently available data on Economic Inactivity in District Council Areas (2012 data).

Further information on NI's Economic Inactive population can be found in the Department for Employment and Learning's baseline study which can be found [here](#).

4 Barriers

The Northern Ireland Adviser on Employment and Skills (NIAES) carried out a report in 2010 on recovering the unemployed and the economically inactive. The report identified four factors associated with an individual's ability to obtain and sustain employment:¹⁸

- **Personal attributes:** This includes a lack of qualifications, a poor employment record and lack of access to transportation;
- **Structural aspects:** As found by NIAES:

This component covers issues such as employer behaviour and the links between employer and prospective employee. It also covers factors such as the interaction between benefit levels and wage levels, or the "benefits trap". In Northern Ireland the "benefits trap" is exacerbated by lower entry-level wages, and has been identified as a significant barrier for some time.

- **Personal circumstances:** A range of circumstances can impact here, including transport, childcare, homelessness, physical and mental health, finances, family circumstances, and peer group issues. A study in 2008 found that poor health was the main obstacle to employment for 97% of its survey respondents; and
- **Managing the labour market:** A lack of knowledge amongst the economically inactive and the unemployment of the labour market may also act as a barrier. A 2002 study quoted by NIAES found that some individuals had difficulties in career

¹⁷ Ibid

¹⁸ Northern Ireland Adviser on Employment and Skills, 2010, Recovering the Unemployed and Economically Inactive, <http://www.niaes.co.uk/NIAESSite/files/86/866163a1-a1b0-4023-bc8e-4dc6ad99e6a9.pdf>

management, job search skills, interview techniques, curriculum vitae preparation, adapting to labour market opportunities and mobility issues.

NIAES also presents findings from a 2008 study which produced a number of recommendations on reducing EI. These included:¹⁹

- Greater use of private and voluntary sector resources and expertise so harder-to-help benefit claimants receive more employment support;
- A new focus on long-term mentoring to tackle the problem of repeat benefit claimants - helping keep customers in work and encouraging them to progress to higher paid jobs rather than returning to benefit dependency;
- Consideration of incentives for organisations that are successful in helping claimants find and stay in work, with higher payments based on sustaining customers in employment; and
- Greater personalisation of employment support, with higher financial incentives for organisations to target resources at the hardest-to-help who need more support before they are ready to return to work.

A more recent study carried out by Edinburgh Napier University on behalf of DEL examined economic inactivity from the perspective of those with disabilities and those with caring responsibilities. The study included an extensive literature review and it identified a number of barriers, including:²⁰

- **Qualifications and skills:** A lack of qualifications and/or skills greatly reduces an individual's ability to access the labour market. For example, three quarters of disabled people with tertiary level of educational qualifications are in employment compared to a third of disabled people without qualifications in employment. Having caring responsibilities or a disability impedes individuals from gaining qualifications. The study suggests that:

More support is needed to enable these groups to undertake qualifications, but it might also be a case of tackling this at an earlier stage than after they become unemployed adults.

- **Employer attitudes:** The study found that both people with disabilities and those with care responsibilities may potentially face discrimination from employers;
- **Personal attitudes and efficacy:** Some individuals may lack the self-belief needed to enter the labour market or they may believe that there is a lack of suitable jobs available;
- **Financial incentives:** As some people may have missed out on qualifications/skills development, only low pay jobs may be available to them. The low pay from these

¹⁹ Ibid

²⁰ Department for Employment and Learning, February 2013, McQuaid, R et al, DELNI Economic Inactivity Strategy: Literature Review Report, <http://www.delni.gov.uk/economic-inactivity-literature-review.pdf>

posts may not be sufficient to meet their needs and could act as a disincentive to seek employment; and

- **Lack of policy integration, joined up thinking in service provision:** Those tasked with supporting people with disabilities or caring responsibilities to find employment or develop skills may not be aware of aspects of an individual's needs that lie outside their immediate tasks but which could impact on their work. For example childcare providers do not necessarily have employment in mind when delivering services, but they potentially have a role to play in increasing it. This lack of a joined up approach can create gaps in service provision.

5 Potential Supports

In 2010 the Northern Ireland Adviser on Employment and Skills (Bill McGinnis) carried out research on recovering the economically inactive. The report made the following recommendations in specific reference to EI:²¹

- **Job Creation:** Government should as a priority develop and implement an economic strategy for Northern Ireland with the aim of stimulating job creation;
- **Create employment opportunities:** It is recommended that there should be earlier and stronger state intervention (to assist the demand side) and investment by government to place significant numbers of young people back into employment;
- **Measures to tackle employment barriers:** Improved measures are needed to tackle the barriers to employment; and
- **Enhanced government linkages and better integrated policy:** Government need to improve and enhance the linkages across departments, agencies, employers and local authorities who are responsible for welfare to work programmes. More integrated policies are needed to address the significant issue of unemployment and economic inactivity.

The Edinburgh Napier University study suggested the following activities could support those who are economically inactive and are disabled or having caring responsibilities:²²

- **For those with disabilities:**
 - A focus on workplaces; making them more aware of legislation but also more knowledgeable about what adjustments disabled people actually need, and what support might be available to them to make adjustments;

²¹ Northern Ireland Adviser on Employment and Skills, 2010, Recovering the Unemployed and Economically Inactive, <http://www.niaes.co.uk/NIAESSite/files/86/866163a1-a1b0-4023-bc8e-4dc6ad99e6a9.pdf>

²² Department for Employment and Learning, February 2013, McQuaid, R et al, DELNI Economic Inactivity Strategy: Literature Review Report, <http://www.delni.gov.uk/economic-inactivity-literature-review.pdf>

- Improving awareness about the programmes, and coverage and uptake of programmes aimed at supporting disabled people into employment, including expanding beyond those most work-ready and tackling the harder to reach;
 - Increasing the employability of disabled people through equipping them with better qualifications and skills; and
 - An integrated approach to each of the policy elements, including skills development, job placement and support after employment.
- **Those with care responsibilities:**
- The importance of integrating childcare (or other care) with employability support;
 - Effective partnership working between agencies and with employers;
 - There is a need for more childcare that is affordable even to those on the lowest incomes;
 - Affordable transport that facilitates the journeys between home, work and childcare providers;
 - Holistic support that recognises and responds to the needs of the individual, and is delivered by a well-trained and sympathetic advisor; and
 - Policy stability that ensure longer term funding, as start-up costs are often large and effectiveness in achieving outcomes can be low in the early stages.

6 DEL Draft Economic Inactivity Strategy

The Department for Employment and Learning published a draft strategy on Economic Inactivity in December 2013.²³

The strategic framework was developed by DEL with the Department for Enterprise, Trade and Investment, the Department for Social Development, the Department of Health, Social Services and Public Safety and Invest NI.

The framework focuses on:

...the forms of economic inactivity which are caused when structural problems combine with an individual's particular circumstances to restrict their access to the labour market.

Overall, the framework's purpose is to:²⁴

...help people in these inactive categories to bridge that gap by providing the tailored solutions they need to get back into work, and in so doing, to increase the overall level of employment in Northern Ireland.

²³ DEL, Enabling Success: Driving social change through economic participation: a strategic framework to tackle economic inactivity, <http://www.delni.gov.uk/economic-inactivity-strategic-framework.pdf>

²⁴ Ibid

It identifies two key groups within the economically inactive: the long-term sick and disabled and those with family commitments. Based on the available statistics this suggests that the strategy will be targeting a population of approximately 144,000.²⁵

The framework has four strategic objectives:

- **Strategic Objective 1:** Reduce the levels of economic inactivity due to work-limiting health conditions or disabilities by helping individuals in this group move into employment;
- **Strategic Objective 2:** Reduce the levels of economic inactivity due to family commitments by helping lone parents currently in receipt of out-of-work benefits move into employment;
- **Strategic Objective 3:** Reduce in-flows to inactivity through initiatives designed to promote flexible working, extend working lives, and maintain employment for individuals who develop health conditions or take on caring responsibilities; and
- **Strategic Objective 4:** Through programmes designed to alleviate barriers to employment, contribute to a reduction of the unemployment rate to pre-recession levels.

It is intended that these objectives will contribute to an employment rate of over 70% by 2023. It should be noted that our employment rate is currently 68.3%²⁶.

A taskforce will be established to co-ordinate and drive the framework forward. This will include key actions which will be based on four themes:

- **Increasing engagement and support:** Promoting the value of work and increasing access to pre-employment and in-work support, including through new innovative pilot projects;
- **Increasing opportunities:** Increasing opportunities for employment and self-employment for the unemployed and economically inactive, including through new support and incentives for employers to hire inactive individuals and invest in their development;
- **Addressing wider barriers:** Ensuring societal issues that limit engagement with the labour market are alleviated or removed, including through new measures designed to help specific groups overcome disadvantage; and
- **Breaking the cycle:** Reducing in-flows into inactivity through preventative measures ranging from improved educational attainment to a greater integration of health and work outcomes.

From these themes the framework is intended to generate three main outcomes:

²⁵ Based upon the May to July 2014 figures for the long term sick and family and home care statistics.

²⁶ NISRA, Statistical Press Release, Labour Market Statistics – October 2014, http://www.detini.gov.uk/labour_market_press_release_-_october_2014_final_.pdf?rev=0

- Increased levels of economic participation;
- Reduced levels of economic inactivity and long-term unemployment; and
- A more diverse, skilled and active working age population.

The framework identifies twelve key actions to be undertaken by the partner organisations. Each action has short-term, medium-term and long-term anticipated outcomes. Please see Appendix 2 for a copy of these Actions.

Appendix 1: District Council Economic Inactivity, 2012²⁷

District Council	Economically Inactive (16+) ('000s)	Economic Activity rate (16+)	Economic Activity rate (16-64)	Employment rate (16+)	Employment rate (16-64)
Antrim	10	75.9%	82.0%	72.3%	78.1%
Ards	25	57.5%	67.7%	53.5%	62.9%
Armagh	19	58.0%	77.7%	55.7%	74.4%
Ballymena	19	62.9%	76.1%	59.3%	71.7%
Ballymoney	9	61.1%	75.3%	56.4%	69.6%
Banbridge	16	58.3%	73.3%	53.9%	67.8%
Belfast	96	56.7%	69.1%	49.7%	60.5%
Carrickfergus	10	67.7%	86.5%	65.2%	83.2%
Castlereagh	19	62.7%	77.5%	61.6%	76.0%
Coleraine	20	56.3%	66.5%	54.7%	64.7%
Cookstown	11	60.3%	73.2%	58.4%	70.9%
Craigavon	32	57.5%	69.2%	53.8%	64.7%
Derry	33	59.2%	71.1%	51.6%	62.0%
Down	25	54.6%	66.7%	53.9%	65.7%
Dungannon	17	60.9%	69.9%	58.9%	67.6%
Fermanagh	19	63.1%	73.0%	60.7%	70.2%
Larne	11	57.4%	73.0%	56.6%	72.0%
Limavady	9	62.2%	67.9%	51.1%	55.5%
Lisburn	32	65.1%	75.1%	59.1%	68.0%
Magherafelt	13	60.3%	72.8%	57.5%	69.3%
Moyle	6	53.2%	60.8%	*	*
Newry & Mourne	28	64.4%	70.6%	60.8%	66.4%
Newtownabbey	27	62.1%	76.3%	58.2%	71.9%
North Down	24	63.2%	78.1%	60.2%	74.4%
Omagh	15	62.9%	72.9%	55.4%	63.7%
Strabane	13	57.2%	69.9%	48.1%	58.4%
NI	559	60.6%	72.4%	56.1%	67.0%

*Sample size too small for a reliable estimate

²⁷ Department for Enterprise, Trade and Investment, District Council Labour Market Structure, http://www.detini.gov.uk/internet_dc_tables_2012_16_-_64.xls?rev=0

Appendix 2: Economic Inactivity Strategic Framework Action Plan

Key Actions	Anticipated Outcomes			Lead Department(s)
	Short-term	Medium-term	Long-term	
1. Taskforce established to engage key stakeholders, raise awareness and link services	Key stakeholders engaged, wider awareness generated of key issues	Improved co-ordination between stakeholders	Improved connectivity between services, and improved performance within services.	DEL/DETI
2. Mapping Exercise of existing service provision	Gaps in provision, duplicative services and areas of service deprivation in NI identified.	Improved awareness of service landscape in NI	Improved connectivity between services.	DEL
3. Identification of baseline shifts as a consequence of Welfare Reform	Enables final strategy to set accurate milestones for individual initiatives	Projects designed and funded based on accurate milestones	Progress tracked against accurate milestones	DEL/DSD
4. Mapping of low-skilled work opportunities in NI labour market	Sectors for low-skilled job growth and development identified for targeting by strategic framework	Projects designed to improve access to low-skilled vacancies put in place	Evaluation of measures	DEL/DETI
5. Tracking of flows from benefit into work using Household Administrative Database and research on labour market dynamics	Database and research used to track flows into and out of inactivity	Identification of trends and areas for further action	Implementation of further measures based on findings	DEL/DSD
6. Further survey research of target groups carried out as part of labour mobility project	Further information gathered on motivations of target groups	Projects designed with research outcomes utilised	Tracking of impact of initiatives	DEL

7. Implementation of a range of innovative pilot projects to test new approaches and improve navigation	Engagement of public, private and third sector in developing solutions to barriers inactive groups face	Improved engagement by inactive groups through pilot projects	An improved service landscape with successful approaches integrated into existing services	DEL
8. Design and implementation of an improved support and incentives for employers	Reductions in levels of inactivity due to uptake of support	Greater integration of inactive individuals into workplaces and greater acceptance of flexible working practices	A higher skilled and more diverse working age population, and an economy rebalanced in favour of sectors likely to produce net jobs growth	DEL/DETI
9. Corporate champions campaign to improve labour force participation by older workers	Identification of best practice in age-positive employment practices and engagement with NI-based employers to raise awareness of the issue	Promotion of examples of best-practice to incentivise more employers to invest in older workers	Support measures targeted at the long-term sick and disabled inactive made more effective by a more accessible labour market for older workers	DEL/DETI
10. Action taken to achieve mentally healthy workplaces	Employers are supported to foster work environments that are conducive to good mental well being including action to reduce stigma in the workplace	Further promotion of the issue raises public awareness and shifts employer attitudes regarding individuals disengaged from work due to mental health problems	Support measures targeted at the long-term sick and disabled inactive made more effective by a more accessible labour market for individuals with mental health problems	DEL/DHSSPS
11. Implementation of findings of Health at Work Scoping Study	Identification of viable options for improving	Dependent on the outcomes of study, an	Dependent on the outcomes of study, increased	DSD

	health and work related services.	improvement in access to health and work related services.	uptake of support services and more sustained engagement with work for individuals who develop health conditions.	
12. Expert analysis of further options for integrating health and work outcomes	Identification of most effective options for integrating and improving health and work outcomes in NI	Dependent on the outcomes of the study, the implementation of key actions to integrate health and work outcomes.	Dependent on the outcomes of analysis, a restructuring of health and work services in NI to improve outcomes and prevent further in-flows into inactivity as a result of ill health	DEL/DET/DSD /DHSSPS