

**Meeting of the Consultative Forum for the Lufthansa Technik Airmotive Ireland
(LTAI) / PWA International (PWA) EGF Programmes**

Dublin and Dún Laoghaire ETB Tallaght Training Centre, 10 February 2016

Attendance:

Chairperson:	Anna Lee
EGF Managing Authority (EGFMA):	Mary McGarry, John McDermott, Pdraig Creed
SOLAS EGF Coordination Unit (EGFCU):	David Smith,
Department of Social Protection:	Fiona Ward, Henry Fottrell
South Dublin LEO:	Ena Coleman
City of Dublin ETB:	Therese Cheevers
LTAI worker representatives:	Daniel Donohue, Imelda Kane
PWA worker representative	Tony O'Reilly
Young NEET Persons ¹	Fiona Doyle

Apologies:

SOLAS EGF Coordination Unit (EGFCU)	Joanne Morrissey
Dublin and Dun Laoghaire ETB:	Deirdre McKeon
Higher Education Authority:	David Sheils
Enterprise Ireland	Gerry O'Grady
LTAI worker representatives:	Willie Lanigan, Mick Taylor,
Young NEET Persons	Charlotte Vike, Craig Hudson

1. The Chairperson welcomed those present to the third meeting of the LTAI EGF consultative forum which, following the EU approval of the PWA EGF application in December 2015 and given the sectoral, geographical and cohort similarities, was now being convened as the first joint LTAI/PWA EGF Consultative Forum meeting.
2. The minutes of the previous meeting of 30 September 2015 were formally approved.
3. Mr. McDermott presented the headline figures contained in the '*Lufthansa Technik EGF Programme 3rd Implementation Report 9Feb2016*' and in the '*PWA EGF 1st Implementation Report 9Feb2016*' which were circulated.

Under the LTAI EGF programme, 215 of a total of 424 affected workers and 137 of a total of 363 NEET persons had availed of EGF programme supports as at 12 December 2015. 267 workers and 125 NEET persons were employed and 62 workers and 126 NEET persons unemployed. A number of LTAI workers were identified as being in receipt of illness benefit which reduced the number of Unknown cases from 88 to 49; of this 49, DSP had anecdotally recorded that some 30 had gone back to work, gone abroad, entered full-time education etc. Mr. Donohue stated that the figure cited as "gone abroad" could in his direct experience be doubled from 4 to 8 persons. The EGF Training Grant and Course Expense Contribution (CEC) had been the most-availed of measure to date for both

¹ Young Person Not in Employment, Education or Training (NEET)

cohorts, though of those 84 NEET EGF training grant beneficiaries eligible for payment of a CEC, only 39 had chosen to do so.

Under the PWAI EGF programme, some 36 of a total of 108 affected workers had availed of EGF programme supports at 7 November 2015. 55 (51%) and 28(26%) were employed and unemployed at this date. No NEET persons have yet been selected for inclusion in the PWAI EGF programme.

4. A discussion on the EGF implementation reports and on services delivered to date ensued. South Dublin LEO (SDLEO) confirmed that some 10 LTAI clients had been supported with soft supports (mentoring, training etc) and hard supports (priming grants). 2 PWAI clients had been referred to it but support has been deferred pending completion of training by the clients involved. LEO Dublin City had 1 LTAI client, and Kildare LEO had 1 LTAI client.

A discussion took place on the experience of Mr Donohoe who encountered long delays in the grant process. The Chairperson suggested that the matter be flagged to relevant LEOs to avoid the risk of a recurrence of any such delays.

In response to a question from Ms McGarry, Ms Ward confirmed that DSP will prioritise non-engaging NEET persons.

In cases where for instance the NEET client has acknowledged not reading initial letters of confirmation of eligibility or invitation to publicity/training events, the EGFCU confirmed that it would continue engagement, upon re-referral of the client by DSP.

The EGFCU is respecting the stated wishes of 16 LTAI workers who do not wish to avail of EGF programmes supports for reasons such as age, disability etc.

In relation to the uptake of supports, Mr Donohoe felt that older workers might undertake retraining in a tools/practical environment but would not be interesting in upskilling into a different occupational level. Mr Smith added that older workers were often interested in soft skills and such courses in, for instance, Mindfulness, had proven popular to date.

Mr O'Reilly, a former PWAI worker, was satisfied with the level of back-up support offered under the PWAI EGF programme. However he was finding it difficult getting former colleagues to take up support, even with the setting up of a Facebook page. Mr Smith stated, however, that many PWAI workers who are currently employed had been engaging by phone and had shown interest in part-time training.

Mr Smith outlined general trends on uptake of EGF programme supports. For both LTAI and PWAI worker cohorts, conversion programmes involving work placement such as the Inno Pharma course, funded in some cases by the EGF Training Grant, had proven popular. While more re-employment opportunities existed for all former workers, some EGF clients fell down on interview-related skills and therefore coaching and career guidance were proving useful. Former management personnel tended to be more interested in EGF Training Grants than other measures. Those re-employed workers who had availed of EGF programmes supports to date, had done so mainly to supplement their existing skills base and thus enhance their employability. The Chairperson also remarked on the greater programme participation of those NEETs with higher educational levels.

Mr Fottrell confirmed that DSP is running an information event at the Maldron Hotel week commencing 15 February for those LTAI NEETs resident in Tallaght or Clondalkin who did not attend scheduled earlier meetings. An opportunity would arise for NEET persons to talk to HR professionals from companies signed up to the 'Feeding Ireland's Future' corporate social responsibility initiative and to DSP Case officers.

The EGFCU will also attend to give a presentation to those present who are still non-engaged from the overall list of 363 LTAI NEET persons.

DSP confirmed that for all EGF programmes NEET clients had received an individual letter containing information on entitlements and EGF supports. In response to a question from young NEET representative, Ms Doyle, Ms Ward stated that NEETs may not have engaged to date due to family issues or general reluctance and DSP hoped to glean more information in this regard at next week's event.

5. Mr McDermott confirmed that it was intended, if possible, to include lone parents and disadvantaged clients within the 108 NEET persons to be encompassed by the PWAI EGF programme.
6. Mr Smith confirmed that SOLAS had contracted with a company to produce EGF Testimonials containing short video commentaries from worker and NEET beneficiaries under both the Andersen Ireland and LTAI EGF programmes outlining their experience. This was intended to advocate optimum take-up of EGF programme supports, particularly by those hitherto non-engaged. All 3 LTAI NEET persons who had sat on the Consultative Forum had agreed to provide their testimonials while up to 3 LTAI workers would be selected.

Ms Doyle confirmed that she would be happy to continue advocating EGF programme participation to her peers.

SOLAS will go to tender on Friday 13 February, to procure consultants to conduct an anonymous 'climate' survey of all eligible worker and NEET person cohorts under both the Andersen Ireland and LTAI EGF programmes.

7. Further potential new measures to engage those who had not yet availed of EGF programmes supports and in particular NEET persons, and to optimise participation under both LTAI and PWAI EGF programmes, were discussed.

In this content, the EGFCU had written to all LTAI NEET persons of a 4-month Aircraft Spray Painting course at the Limerick Clare ETB training centre in Shannon, which it was agreed had excellent employment potential including in Dublin. The EGFCU would provide individual preparation to all interested NEETs for what was an open competition. While commuting or relocation for 4 months to Shannon may prove challenging, the Course Expense Contribution (CEC) would be of some assistance and, upon completion of the course, there was strong potential for employment.

A new aeronautical sheet metal training programme which would be of interest both to ex-LTAI and PWAI workers and also metal fabricators interested in a career in aviation, was being considered by the CDETB training centre in Finglas, if there were sufficient numbers said Ms. Cheevers.

There were currently no training organisations in Ireland providing courses in aircraft fuselage structures and composites which fall outside the scope of European Aviation & Space Agency (EASA) part 145 Category A and B competencies and for which, in turn, there is ample training provision. In this context, CDETB was currently discussing development of a new training programme with Lufthansa (for the training component) and Dublin Aerospace for work placements.

Such potential CDETB aviation courses require good hand skills, knowledge of human factors, fuel safety etc and would suit former aircraft Maintenance, Repair & Overhaul (MRO) workers but also potentially NEET persons. Aside from increasing immediate employment prospects, participation in such training courses can also lead to wider valuable contacts within the industry.

Ms Cheevers also stressed the value of more general training such as the Multimedia course being run at Finglas Training Centre. An older worker for instance may gain in confidence and discover skills and aptitudes which were not required in their traditional occupation.

She also pointed out that a U.S. company based in Dublin was looking for up to 150 persons on at least 3-year contracts in clerical aviation leasing roles, which may be of interest to LTAI and PWAI workers and certain NEET persons.

Mr Smith said that DDLETB had developed a range of EGF related programmes, and could also provide bespoke in addition to mainstream training and education programmes as required.

He confirmed that UCC would be running another Coaching Psychology course which may include add-on modules for both LTAI and PWAI eligible persons,

12. The next meeting would be advised in due course.