

**First Meeting of the Consultative Forum for the Lufthansa Technik Airmotive Ireland (LTAI)  
EGF Programme**

**Dublin and Dún Laoghaire ETB Tallaght Training Centre**

**11 June 2015**

**Attendance:**

Chairperson:	Anna Lee
EGF Managing Authority (EGFMA):	John McDermott, Padraig Creed
SOLAS EGF Coordination Unit (EGFCU):	David Smith, Joanne Morrissey, Therese Kirwan, Siobhan Gill
Department of Social Protection:	Fiona Ward
South Dublin LEO:	Ena Coleman
Enterprise Ireland	Sandra Hegarty
Higher Education Authority:	David Sheils
Dublin and Dun Laoghaire ETB:	Deirdre McKeon
LTAI worker representatives:	Willie Lanigan, Daniel Donohue, Imelda Kane, Alec Moore, Peter Stafford
Young NEET Persons <sup>1</sup> :	Craig Hudson, Charlotte Vike

1. The Chairperson welcomed those present, the agenda was approved and round-table introductions were made. A pack containing the '*Lufthansa Technik Airmotive Ireland EGF First Implementation Report 9 June 2015*' was provided to all present.
2. Mr. McDermott of the EGFMA presented the headline figures from the '*Lufthansa Technik Airmotive Ireland EGF First Implementation Report 9 June 2015*' which included *inter alia*:
  - A profile of both the Affected Worker and Young Persons Not in Employment, Training or Employment (NEET) cohort:
    - Of the 424 affected workers, 374 were male and 50 female, some 51.89% were aged 45-59
    - Of the 200 young NEET persons, 126 were male and 74 female, and 68% had a Leaving Cert qualification or higher
  - Participation in EGF programme measures up to 2 May 2015:
    - 127 affected workers had benefitted from programme supports, of which the Course Expense Contribution – CEC (82), EGF training grant Career Guidance (48) and EGF training grant FETAC (48) had been the most availed of.
    - 54 NEET young persons had availed of programme supports, of which the EGF training grant Career Guidance (30) and DSP Training/Internships (13) had been the most taken up.

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<sup>1</sup> Young Person Not in Employment, Education or Training (NEET)

- The Labour Market Status of eligible persons at 31 August 2014, 3 January 2015 and 2 May 2015 based on Revenue and DSP data:
  - The number of affected workers in employment had risen from 144 at 31/8/14 to 240 at 2/5/15 while the number of those unemployed had decreased from 189 to 71 over the same period
  - The number of young NEET persons in employment had risen from 0 at 31/8/14 to 33 at 2/5/15 while the number of those unemployed had dropped from 200 to 121 over the same period
- The Labour Market Status of affected workers by EGF programme beneficiary/non-beneficiary status at 2 May 2015
  - Of the 127 beneficiaries of EGF programme supports, 50 (39.4%) were employed, 38 (29.9%) unemployed and 11 (8.7%) were in education.
  - Of the 297 non-beneficiaries, the proportion of those in employment was higher (190 i.e. 64.0%) while the numbers unemployed and in education recorded as 33(11.1%) and 1 (0.3%) respectively, were lower.

Mr. Donohue, worker representative, queried the low take up on supports provided by the South Dublin Local Enterprise Office (LEO) to date. Ms. Hegarty of Enterprise Ireland acknowledged that progress on delivering enterprise supports under the LTAI programme has been slower than with earlier EGF programmes due in part to relevant officers being on sick leave. She pointed out however that for those persons with a business start-up idea, the process takes time, from initial idea discussion session, to business plan development phase, to approval, and many people find it challenging and drop out along the way. She stated that there have been 15 expressions of interest to date, which will be progressed by South Dublin LEO shortly. It was agreed that Ms. Hegarty and Mr. Donohue would discuss this matter bilaterally.

Mr. Donohue and Mr. Moore queried the profile of those LTAI workers who had returned to employment. In response the EGF Managing Authority cited the age profile in the Implementation Report and will seek to provide some further disaggregation in the next report.

### 3. Contributions from worker representatives were then sought.

In response to Mr. Donohue's suggestion of a further Open Day to showcase EGF supports, Mr. Smith of the SOLAS EGF Coordination Unit stated that previous experience had shown that such events can be too big, providing too much information for the recently-redundant workers to easily assimilate and that 1:1 guidance sessions with clients were far more effective; in this context further Open Days would not be held. In response to a further suggestion that a letter issue to each client showcasing such supports and demonstrating progress to date, Mr. Smith felt that there had been multiple and sufficient communication on the part of the EGFCU to clients to date with several letters having issued, 1-1 interviews held and much contact with parents etc. He suggested that perhaps the workers could set up their own Facebook page on which they could encourage their fellow workers to take up EGF programme supports. EGFCU offered to assist the workers in this regard if required.

In relation to the broader issue of communications, Ms. Hegarty confirmed that Enterprise Ireland will arrange for mutual EGF links to be placed on the webpages of Enterprise Ireland and South Dublin LEO in order to showcase EGF enterprise supports available. EGFMA will do likewise.

In response to a question from Mr. Lanigan, worker representative, Mr. Smith confirmed that those in employment whether full time or part-time, can avail of supports under the EGF.

The Chairperson sought the opinion of the workers and NEET persons as to whether the EGF programme was working for them.

Mr. Lanigan felt that the value of the additional support under the EGF is gradually spreading amongst the LTAI workforce. However he was concerned that time is running out and, those workers not yet benefitting from the EGF should be engaged throughout the summer in order that they would be ready to start courses by September. This concern was shared by all present.

Some testimonies of the beneficial effects of the EGF to assist workers were shared. Mr. Moore, worker representative, said, for instance, that he had some 30 years' experience in procurement at LTAI and now with appropriate training, had gone back to do a Business Diploma leading to a Degree course. He had also found the Course Expenses Contribution useful.

Ms. Kane, worker representative, spoke about her engagement with Newbridge Social Welfare Local office outlining that there appeared to be a lack of awareness among the staff of the EGF programme. Ms. Ward of DSP acknowledged that possibly some DSP local office staff may be unaware of the EGF programme and agreed to raise the matter within DSP.

Mr. Hudson from the NEET persons cohort was currently waiting to hear back about a course he had applied for. Ms. Vike, also from this cohort, had started on a course in August and so had not read first letter from the EGFCU but had however responded to a subsequent text directing her to Rathcoole. Now she is delighted with the range of supports available to EGF clients.

Mr. Smith drew attention to the fact that many LTAI workers have particular issues requiring initial 1:1 guidance, which may help them transition to education and training programmes. Educational psychologists and other supports were also required for some NEET persons, all of which took time. The intensive nature of ongoing coaching/mentoring provided or in train was not necessarily visible from the current report data.

In response to a question from Mr. Donohue, Mr. Smith confirmed that clients who are currently working abroad may avail of EGF programme supports with proposals being considered on a case by case basis. He also confirmed that those who left LTAI on early retirement who are on the EGF eligible workers database remain eligible for the full range of EGF supports.

4. The Chairperson sought contributions from Service Providers of actions provided or planned to date.

Ms. McKeon of DDETB confirmed that engagement of EGF clients can be difficult but there are always plenty of opportunities in the DDLETB Training Centre. All modes of training delivery can be catered for whether full-time, part-time, classroom, on the job, 1:1, blended or online. Requests for additional programs can be delivered to meet demands.

Ms. Ward in referring to Ms. Vike's earlier point about initially ignoring correspondence about the EGF programme, suggested that DSP could include, as part of future correspondence issuing to all prospective NEET EGF beneficiaries, a letter confirming their selection for the program and the benefits of EGF programme participation.

The Chairperson pointed out that redundancy for any worker means chaos in his/her life. The support available under EGF will help mediate between redundant workers and the labour market, including service providers in the education, training and enterprise areas.

Mr. Smith emphasized that the availability of 4 or 5 SOLAS EGF Coordination Unit staff to assist some 424 workers and 200 NEETs is a unique opportunity and that clients should assume responsibility for obtaining training, certification during the lifetime of the programme.

5. Any other business

- Mr. Creed of the EGF Managing Authority pointed out that of the 13 individual persons who had had a labour market status of 'In training' at August 2014, January 2015 or May 2015, some 9 were now in employment at 2 May 2015, demonstrating the positive effect of EGF programme reskilling on gaining employment.
- Ms. Morrissey of the SOLAS EGF Coordination Unit stated that the EGF programme participation figures dated from 2 May and had increased since then.

6. Next Steps:

- South Dublin LEO to progress expressions of interest in enterprise supports from 15 affected workers to date
- Enterprise Ireland and South Dublin LEO to arrange for mutual EGF links to be placed on each other's webpages to showcase available EGF enterprise supports and contact points. Relevant links will be reflected on [www.egf.ie](http://www.egf.ie) by EGFMA.
- Worker representatives in collaboration with EGFCU to set up their own Facebook page or other relevant social media to encourage former colleagues to consider EGF programme supports take-up.
- DSP to re-emphasise the entitlement of EGF-eligible beneficiaries to continue on training courses internally, as appropriate

- DSP agreed, if requested, to include a letter in correspondence issuing from the EGF Unit to all prospective EGF beneficiaries who are also DSP clients confirming their eligibility for the programme and highlighting the benefits of participation

The date for the next meeting is proposed provisionally as 30 September 2015 (TBA).