



**Third Implementation Report on the  
Lufthansa Technik Airmotive Ireland  
European Globalisation Adjustment Fund (EGF) Programme**

**Covering the period 31 Aug 2014 – 12 December 2015**

*Prepared by*

**EGF Managing Authority,  
Department of Education and Skills  
and the SOLAS EGF Coordination Unit**

**February 2016**

## **1 INTRODUCTION**

The European Globalisation Adjustment Fund (EGF) assists EU Member States through its co-funding mechanism to provide approved programmes of active labour market supports to workers made redundant as a result of the adverse impacts of globalisation, or in certain cases, due to the effects of the global economic and financial crisis. Generally, a minimum threshold of 500 redundancies applies, over a 4 month period for a company and over a 9-month period for a sector, although an exceptional circumstances criterion may be invoked if the redundancies have a serious adverse effect on the local, regional or national economy. Both mainstream and additional supports may be provided by national authorities as part of an EGF co-funded programme.

On 19 September 2014, the EGF Managing Authority of the Department of Education and Skills as Competent Authority for the EGF in Ireland, submitted an application to the European Commission under the exceptional circumstances criterion in support of a total number of 424 workers affected by redundancy at Lufthansa Technik Airmotive Ireland (LTAI) Ireland, Naas Rd, Rathcoole, Co Dublin and two ancillary enterprises from late 2013. The LTAI EGF programme was approved by the EU Budgetary Authority on 15 April 2015.

In addition to the affected workers, the EGF programme also provides support for a cohort of up to 200 young people under 25 years of age not in employment, education or training (NEET persons). The optional provision of EGF supports for up to a similar number of NEET persons as the number of workers targeted for assistance within an approved EGF programme is a new temporary development which is provided for under Regulation (EU) No. 1309/2013. This Regulation governs the administration of the EGF from 2014 to 2020.

This third implementation report covers the period from the end of August 2014 when first data on EGF eligible persons was collected until 12 December 2015.

### **1.2 The Lufthansa Technik Airmotive Ireland EGF Programme**

The LTAI EGF programme provides a range of guidance, retraining, upskilling and enterprise supports for:

- 415 workers made redundant at LTAI from late December 2013 onwards
- 9 workers made redundant at ancillary enterprises i.e. QCafé (4) and Senaca Group (5) which provided catering and security services respectively at the LTAI facility.
- up to 200 young people under 25 years of age not in employment, education or training (NEETs). The figure of 200 is based on the number of redundant workers who it is estimated will receive supports over the lifetime of the EGF programme.

The interventions being offered to these 624 eligible persons include:

- Guidance and career planning supports;
- EGF Training Grants (flexible accredited training or further or higher education courses from private providers)
- Training and Further Education programmes;
- Higher Education programmes;
- Enterprise and self-employment supports;
- Income supports including the EGF Course Expenses Contribution (CEC) scheme.

It is estimated in the EGF application that a total of 250 affected workers and 200 NEET persons – the ‘target populations’ – will be assisted under the programme.

The provision of services for the LTAI EGF programme is being co-ordinated by the SOLAS EGF Co-ordination Unit with personnel based in the Dublin Dun Laoghaire Education and Training Board’s Tallaght Training Centre in the Cookstown Industrial Estate.

An outline chronology of the LTAI programme to date is set out below:

| <i>Date</i>               | <i>Action</i>                                                                                                                       |
|---------------------------|-------------------------------------------------------------------------------------------------------------------------------------|
| 15 November 2013          | Letter from Lufthansa Technik announcing collective redundancies to the Minister for Jobs Enterprise and innovation.                |
| 6 December 2013           | First LTAI worker made redundant                                                                                                    |
| January 2014              | Survey of redundant workers conducted by Dept of Social Protection (DSP) to gauge interest in undertaking EGF supports.             |
| December 2013 – June 2014 | All 415 LTAI & 4 QCafe workers made redundant                                                                                       |
| 15 August 2014            | All 5 Senaca Group workers made redundant                                                                                           |
| August 2014               | Survey of redundant workers conducted by EGFCU to gauge interest in specific EGF supports already undertaken/foreseen               |
| 20 August 2014            | Meeting between EGF Managing Authority, EGF Coordination Unit and worker representatives to discuss possible EGF programme supports |
| 19 September 2014         | EGF Managing Authority submits EGF application to EU Commission                                                                     |
| 21 November 2014          | EGF LTAI Open Day in Tallaght Training Centre                                                                                       |
| October 2014              | 1st tranche of 200 NEETs identified and contact commenced                                                                           |
| January 2015              | Local EGFCU office in Tallaght Training Centre opens with 2 staff                                                                   |
| 6 February 2015           | European Commission approves LTAI EGF application.                                                                                  |
| 19 February 2015          | European Council (Budgetary Committee) approves EGF application                                                                     |
| 9 March 2015              | EGFCU briefing session with NEETs, Tower Plaza Hotel, Tallaght                                                                      |
| 25 March 2015             | European Parliament approves EGF application                                                                                        |
| April / May 2015          | Final EU Budgetary Authority approval & transfer of EGF funds to EGF Managing Authority                                             |
| June 2015                 | 2 <sup>nd</sup> tranche of 106 NEETs identified and contact commenced                                                               |
| 11 June 2015              | 1st meeting of the LTAI EGF Consultative Forum                                                                                      |
| 30 September 2015         | 2nd meeting of the LTAI EGF Consultative Forum                                                                                      |
| <b>10 February 2016</b>   | <b>3rd meeting of the LTAI/PWAI EGF Consultative Forum</b>                                                                          |
| 19 September 2016         | EGF programme ends                                                                                                                  |
| 19 March 2017             | EGF programme final report required to be sent to European Commission                                                               |

## **2 ELIGIBLE BENEFICIARIES UNDER THE LTAI EGF PROGRAMME**

The total number of potential EGF eligible beneficiaries on the LTAI EGF Programme is 624, of which 424 are workers affected by redundancy at LTAI and 200 are NEET persons.

### **2.1 Affected workers:**

The profile of the workers affected by the announcement in November 2013 of redundancies at the Lufthansa Technik Airmotive Ireland plant in Rathcoole is briefly as follows:

- 415 persons employed at LTAI, 4 at QCafe and 5 at Senaca Group
- 374 male, 50 female
- 418 EU nationals, 6 non-EU nationals
- 217 resident in Co. Dublin, 142 in Co. Kildare, 14 in Co. Wicklow, 14 in Co. Meath, with the remaining 37 in Carlow, Laois, Kilkenny, Louth, Offaly, Roscommon, Sligo and Westmeath
- 220 (52%) of all workers aged 45-59

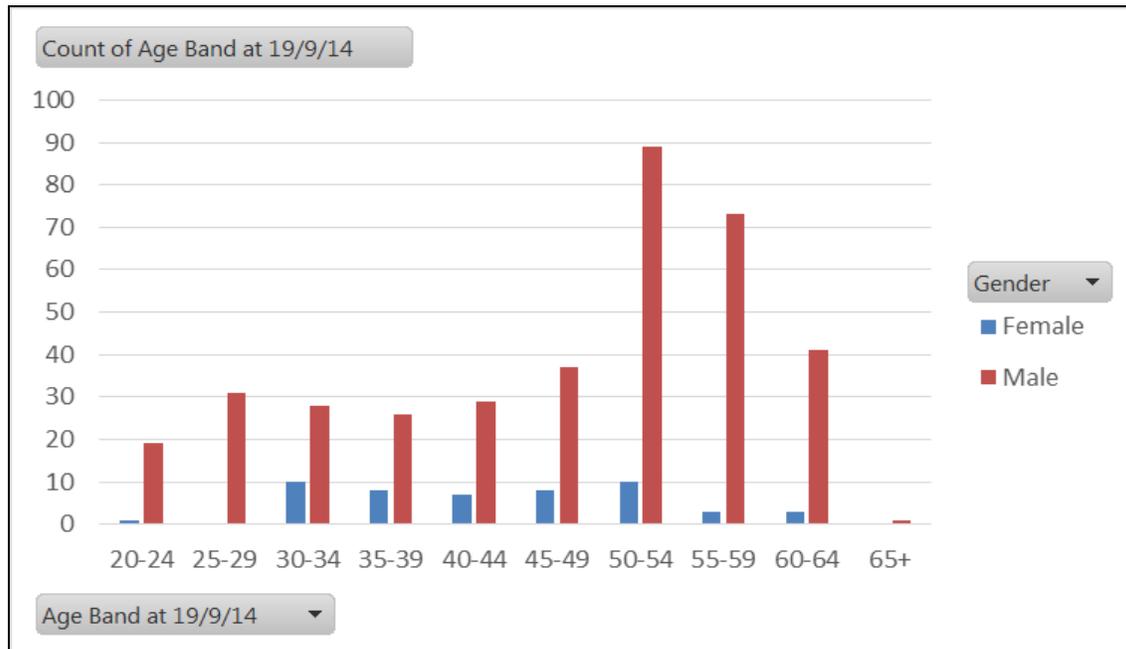


Figure 1: LTAI Affected workers – Age profile by Gender

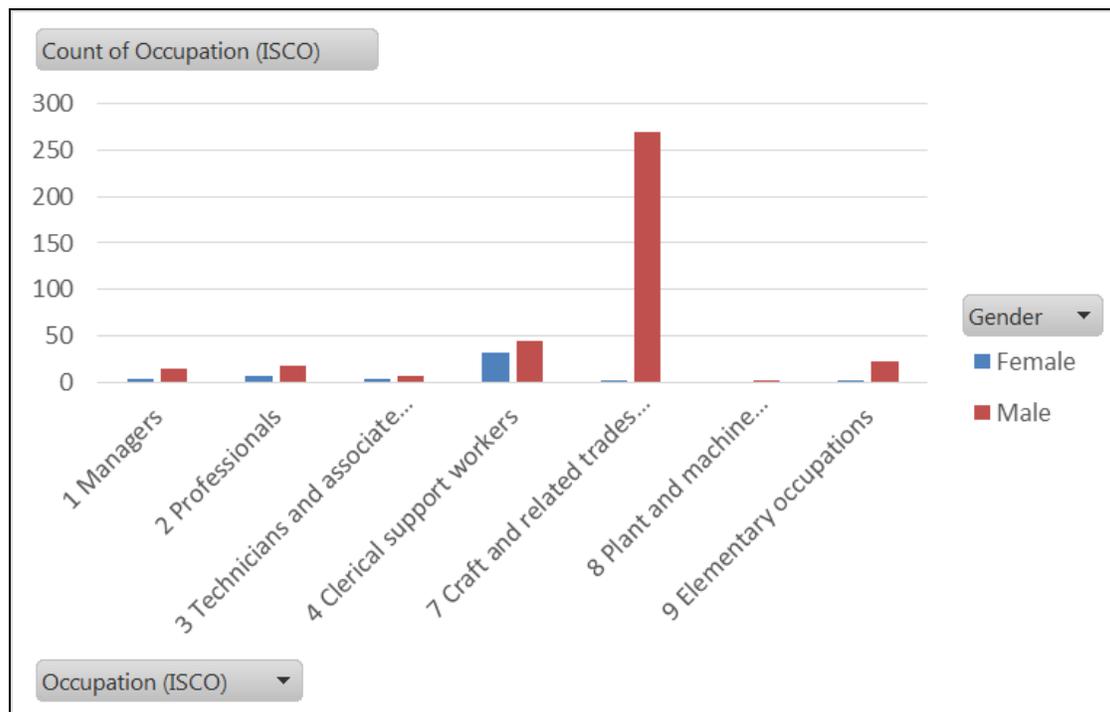
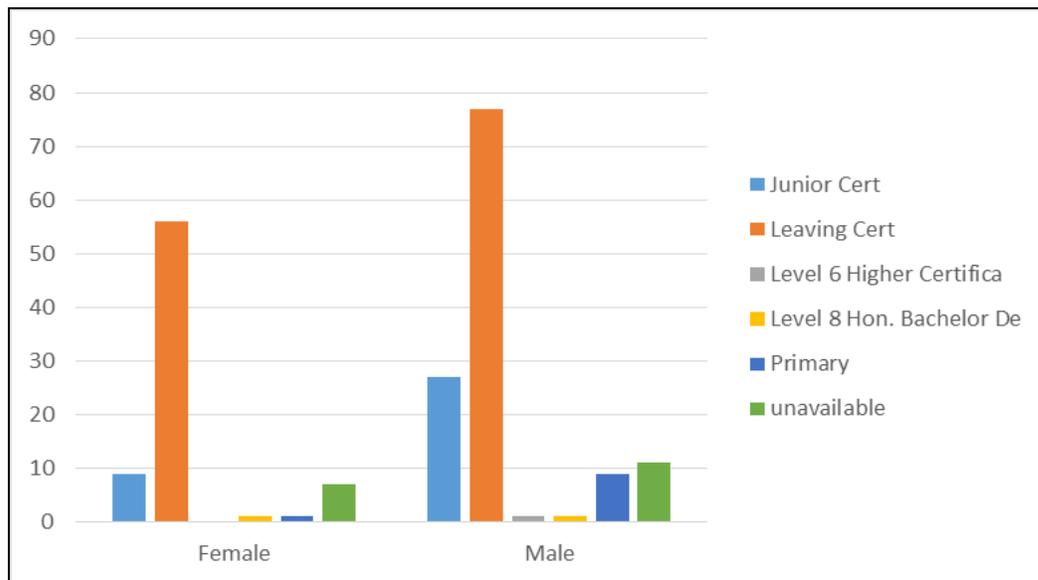


Figure 2: LTAI Affected workers – Profile by Occupation (ISCO)

## **2.2 NEET persons:**

An initial listing of 200 NEET persons under 25 years of age resident in the Tallaght and surrounding area was provided by the Department of Social Protection to the EGF Managing Authority in October 2014. Almost two thirds of this initial cohort is male (63%). A total of 23% has a highest education attained level of Junior Certificate or below, 66.5% has a National Framework of Qualifications (NFQ) Level 5 Leaving Certificate, 1.5% has a NFQ Level 6 Higher Certificate qualification or above while details are not available for 9% of the cohort.



*Figure 3: LTAI NEETs - Highest Educational attainment by Gender*

Due to low levels of take up of EGF measures, a further listing of 150 NEET persons was sought from and provided by the Department of Social Protection to the EGF Managing Authority in early June 2015 and provided in turn to the SOLAS EGF Coordination Unit. A further listing of 13 NEET persons issued to the EGF Coordination Unit shortly thereafter. The EGF Coordination Unit has contacted all 163 additional persons to date, and the labour market and EGF programme participation rates for this cohort are included in this report.

## **3 EGF PROGRAMME PLANNING & COORDINATION**

### **3.1 DSP Survey Results of LTAI workers January 2014**

In January 2014, the Department of Social Protection sent a detailed questionnaire to those LTAI workers who had either been made redundant or had been served with notice of redundancy at that point in time. The results of the initial 147 replies received are set out below with preferences

tending on balance to relate to experience in the aviation sector and to acquired skills in technical areas.

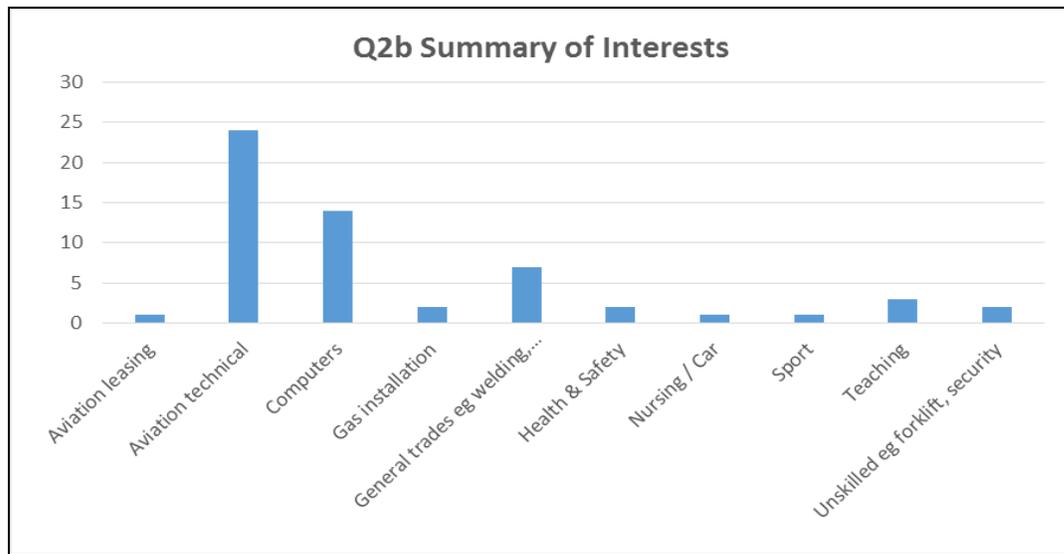


Figure 4: Summary of Interests expressed by 147 LTAI workers in DSP questionnaire

### **3.2 SOLAS EGF Coordination Unit Survey Results of LTAI workers August 2014**

In August 2014, the SOLAS EGF Coordination Unit sent a further detailed survey to 414 LTAI workers seeking information on their retraining/upskilling preferences. An extract from the results of the 188 surveys which were returned (45% response rate) is set out in the table under.

| <i>Interest in receiving additional information / supports</i> | <i>Workers</i> |
|----------------------------------------------------------------|----------------|
| Occupational Guidance                                          | 102            |
| Training Re-skilling                                           | 153            |
| Training Grant                                                 | 133            |
| Education Second Level                                         | 31             |
| Education Third Level                                          | 88             |
| Enterprise / Start own Business                                | 66             |
| Total surveys returned                                         | 188            |

The results of these surveys, including the training preferences of individual workers, duly helped to inform the personalised range of measures which were included in the EGF application submitted by the EGF Managing Authority to the European Commission on 19 September 2014.

### **3.3 EGF Programme Coordination and Publicity**

In order to maximise the finite 24 month programme implementation period, the EGF Managing Authority committed to offering and rolling out delivery of EGF programme measures prior to EU approval with final EU approval only being granted in April 2015.

The EGF Coordination Unit subsequently wrote to, telephoned or emailed all 424 eligible workers and 200 eligible NEET persons informing them of supports available under the programme.

An Open Day was held for both the Affected Workers and NEET persons cohorts at the DDLETB Tallaght Training Centre on 21 November 2014. Key local training, education and enterprise service providers were present to meet and discuss with the eligible cohort their particular intervention needs. Former beneficiaries of both the SR Technics and Talk Talk EGF programmes spoke about their positive experience of the EGF to the audience.

Since the Open Day, one-to-one interviews have been held and continue to be held by the SOLAS EGF Coordination Unit with interested workers and NEET persons at which the range of EGF supports available are discussed as well as the individual beneficiary's progression plan.

### **3.4 CONSULTATIVE FORUM**

A Consultative Forum has met on two occasions to date and is comprised of representatives from the LTAI workers, a number of persons from the NEET persons cohort, representatives of service providers such as the relevant Education and Training Boards, Department of Social Protection, Higher Education Authority, Local Enterprise Offices, Enterprise Ireland, the EGF Managing Authority and the SOLAS EGF Coordination Unit.

A PWAI worker representative attended the most recent LTAI EGF Consultative Forum meeting on 30 September 2015. Given the relatively smaller PWAI cohort, the geographical and skills profile similarities between the LTAI and PWAI workforces and NEET cohorts and to benefit from synergies in the delivery of measures under both concurrent EGF programmes, it was agreed that the LTAI Consultative Forum would be duly reconstituted to encompass the PWAI EGF programme with effect from its third meeting on 10 February 2016

The Forum is being chaired by Ms. Anna Lee, former CEO of the South Dublin County (Tallaght) Partnership.

The aims of the Forum are:

- to offer advice and views on the ongoing implementation of the programme
- to exchange information on and experience of the programme
- to support the rollout of programme supports and seek to maximise participation
- to review communications to beneficiaries and to present the views of beneficiaries
- to review progress reports on programme implementation and outcomes.

## **4 EGF PROGRAMME PARTICIPATION & LABOUR MARKET OUTCOMES – AFFECTED WORKERS**

### **4.2.1 EGF Programme Participation – Affected Workers**

A cumulative number of **215** persons out of the 424 redundant worker cohort (51%) had participated in EGF-related programme measures as at mid-December 2015. This equates to 86% of the 250 targeted number of workers it was estimated would be assisted under the EU approved programme.

| <i>Measure</i>                                 | <i>Workers at 2/5/15</i> | <i>Workers at 29/8/15</i> | <i>Workers at 12/12/15</i> |
|------------------------------------------------|--------------------------|---------------------------|----------------------------|
| EGF Training Grant – Career Guidance           | 48                       | 73                        | 82                         |
| EGF Training Grant - to QQI level 5/FETAC      | 48                       | 115**                     | 131                        |
| EGF Training Grant – from QQI level 6/HETAC    | 13                       | 13                        | 16                         |
| Training and Further Education courses (ETBs)  | 8**                      | 38**                      | 49                         |
| Higher Education                               | 11                       | 25                        | 35                         |
| LEO Enterprise Supports                        | 2                        | 8                         | 8                          |
| DSP Part-Time Education Option (PTEO)          | 6                        | 8                         | 9                          |
| DSP BTEA 2nd level                             | 1                        | 1                         | 1                          |
| DSP BTEA 3rd level                             | 6                        | 6                         | 6                          |
| Springboard                                    | 9                        | 9                         | 9                          |
| DSP Training/Internships                       | 6                        | 6                         | 6                          |
| DSP Enterprise Supports                        | 6                        | 7                         | 8                          |
| Course Expense Contributions (CEC)             | 82                       | 128                       | 145                        |
| <b>Total Unique Assisted Beneficiaries*</b>    | <b>127</b>               | <b>193</b>                | <b>215</b>                 |
| Unique beneficiaries via EGF Coordination Unit | 123                      | 179                       | 204                        |
| Unique beneficiaries via DSP Schemes           | 4                        | 14                        | 11                         |

*Table 1: LTAI workers EGF programme measure participation*

\*Some beneficiaries have received supports under more than one measures

\*\* Figures revised from 29 August 2015 report

The number of those availing of EGF programme support at December 2015 (215) shows a marked increase of 69% since the first report as at 2 May 2015 (127) and a steady increase of 11% since the last report at 29 August 2015. The Training and Further education course and Higher Education measures availed of by mid-December show increases of 29% and 40% respectively compared to 29 August as the period encompasses the start of the academic year and the traditional education programme intakes. Training and Further Education courses include a range courses up to National Framework of Qualifications (NFQ) Level 6 accredited by industry bodies or by QQI (former FETAC) in Business Studies, Bookkeeping and Payroll, Digital Marketing, and Lean Systems amongst others. Higher Education courses from NFQ level 6 upwards accessed by former workers to date include a Certificate in Business in Aircraft Management, being undertaken at IT Carlow; a BSc in Mechanical Engineering at IT Tallaght and a BSc (Hons) Forensic Environmental Chemistry at DIT.

The EGF Training Grant career guidance strand, which covers personalized guidance to a maximum value of €1,000 continues to assist individuals in recognising and developing existing skills sets and to help in identifying future career directions and planning for further appropriate education and training courses. The EGF FETAC Training Grant which funds up to €3,000 per annum of the cost of accredited flexible training and education generally at private providers has been availed of by 61% of beneficiaries to date.

Some 10 participants in the EGF FETAC Training Grant-funded “*Dealing with Change, Challenge and Opportunity Mindfully*” guidance programme are currently undertaking the tailored NFQ level 8 Higher Diploma in Coaching/Coaching Psychology developed by UCC Adult Continuing Education (ACE) and delivered part time at the ETB Training Centre in Tallaght.



*Delivery of the MK Bosch Diagnostic Technician Programme (EGF FETAC Training Grant-funded) to former LTAI workers in 2015*

The Dublin and Dun Laoghaire Education and Training Board is providing a range of courses, both day and evening run, open to redundant workers and NEET persons alike.

The Department continues to examine, in conjunction with SOLAS, the ETBs, the IDA and other bodies, the possibility of new training and education actions during the remainder of the EGF implementation period to September 2016 in skills areas identified by industry and workers alike.

It should also be reiterated that all 65% of affected workers who are now re-employed (see Section 4.2.2) remain entitled to avail of supports during the EGF programme lifetime up to September 2016.

#### **4.2.2 EGF Programme Labour Market Outcomes – Affected Workers**

Data on the welfare and employment status of the EGF eligible cohort has been provided in full compliance with data protection legislation and other relevant data exchange protocols by the Department of Social Protection and the Office of the Revenue Commissioners as at 31 August 2014 (shortly before EGF application submission), 3 January 2015, 2 May 2015, 29 August 2015 and 12 December 2015. A chart indicating the labour market status of the Affected Workers is set out under.

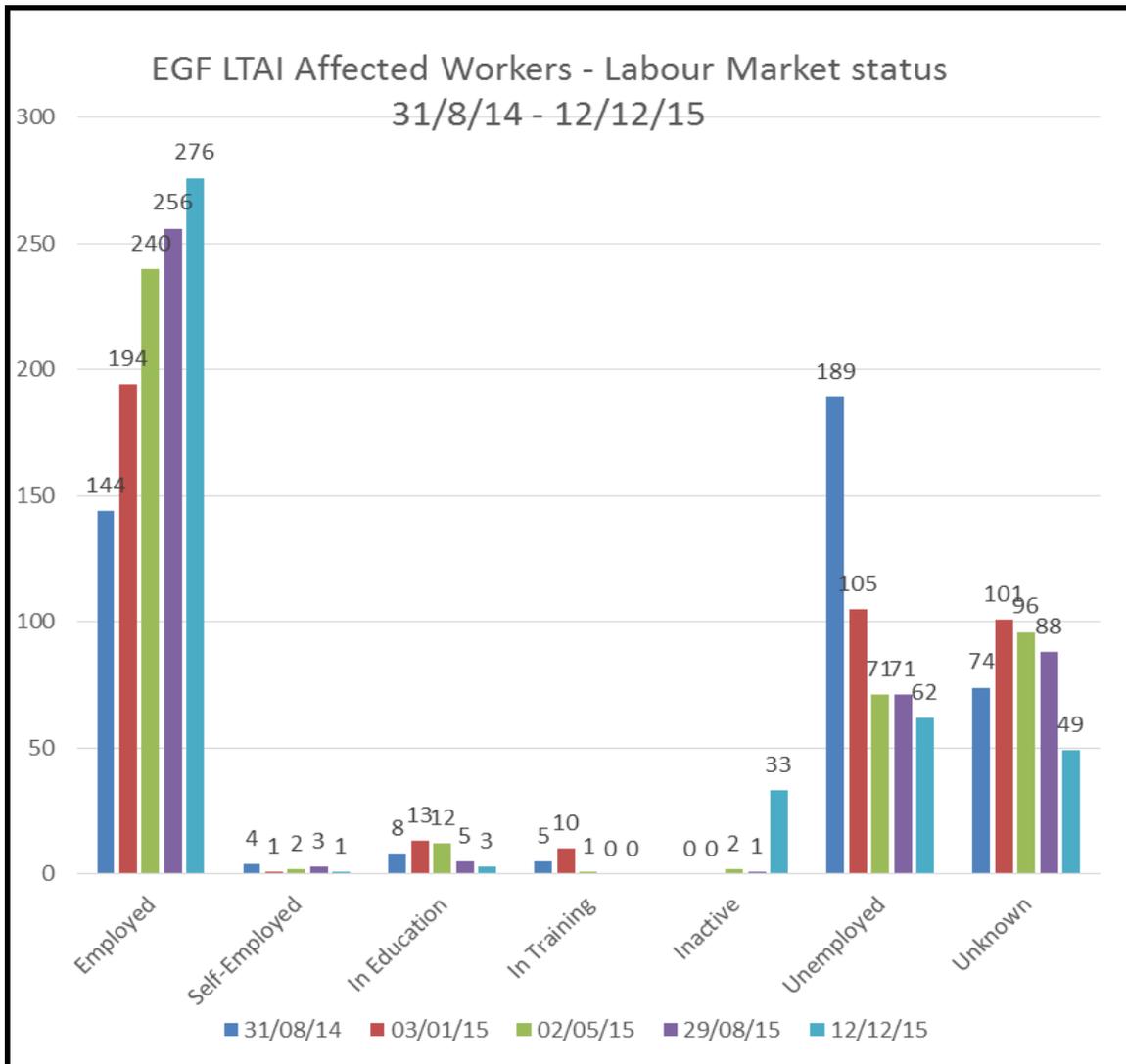


Figure 5: LTAI Affected workers – Labour Market Status 31/8/14 to 12/12/15

(Notes: The 'In training' and 'Self-Employed' categorisations above are limited to schemes administered by the Department of Social Protection (DSP) such as JobBridge, Momentum, Back to Work Enterprise Allowance (BTWEA) and the Short Term Enterprise Allowance (STEA).

The 'In Education' categories includes both DSP-administered schemes such as Back to Education Allowance (BTEA), Part-Time Education Option (PTEO), Springboard and also those persons identified by DSP and confirmed as attending ETB courses. The 'Inactive' category includes those in receipt of One Parent Family, Illness Benefit, Carers Allowance, social welfare pensions. The 'Unknown' category includes those who are neither recorded by Revenue as being employed nor in receipt of DSP payments and may include some persons who have emigrated).

Over the period 29 August to 12 December 2015, it is notable that the number of persons listed as employed has almost doubled (from 144 to 276) whilst conversely the number listed as unemployed has reduced by over two thirds from 189 to 62.

The following part of this report contains analyses, as at 12 December 2015, of the affected worker cohort gaining re-employment by **Age Band** and former **Occupation** (ISCO<sup>1</sup>).

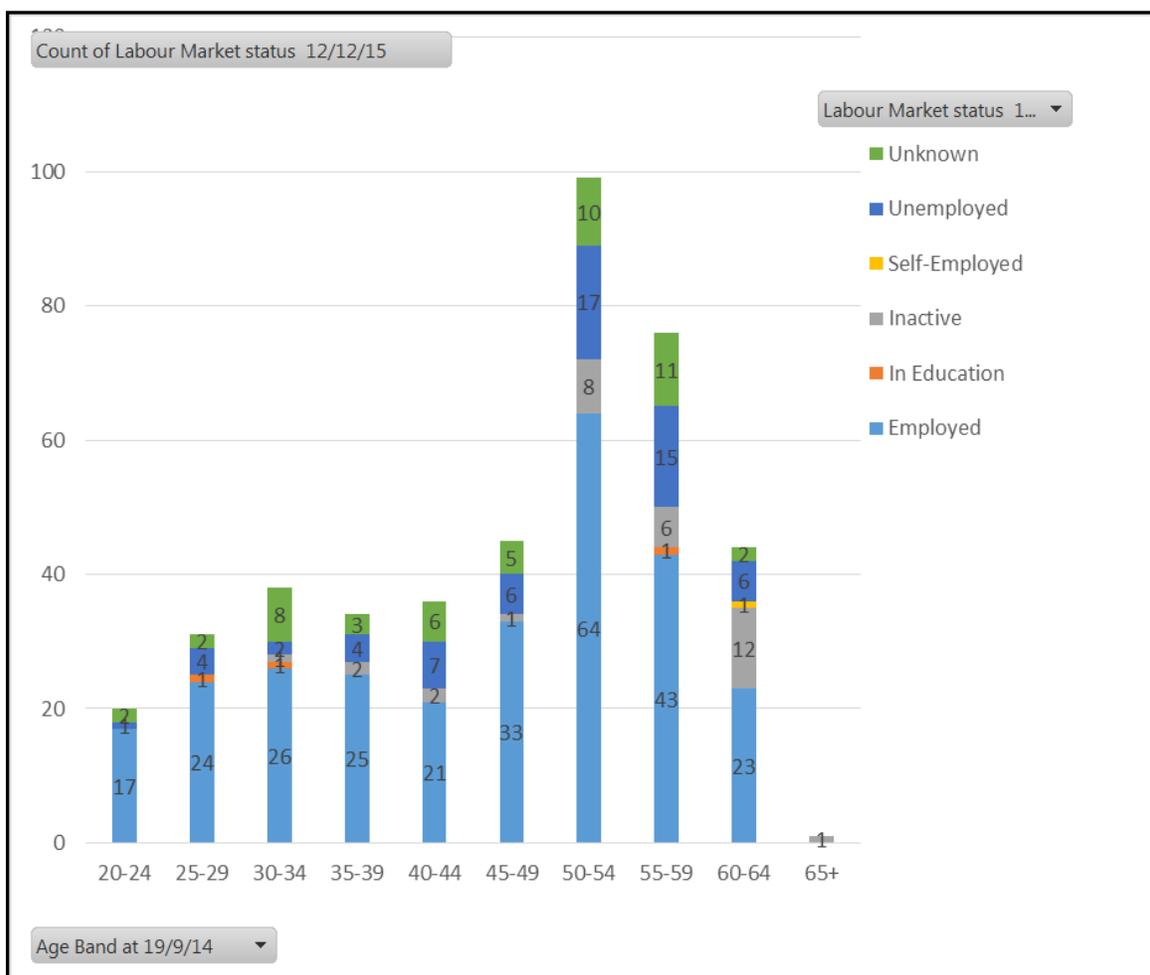


Figure 6: LTAI EGF Affected workers - Labour Market status 12 December 2015 by Age Band

The above analysis of the Affected Worker cohort by Labour Market status and **Age Band** shows that 85% (17 out of 20) of those aged 20-24 were back in work on 12 December 2015 while the age bracket 60-64 showed the lowest re-employment rate, though this was still relatively high at 52%. The highest number of employed in absolute terms is the 50-54 age group (64 persons).

The overall unemployment rate of the LTAI workers at 12 December stood at 15% compared to a seasonally adjusted national figure of 9% for December 2015. The highest unemployment rate by age band is the 55-59 age bracket (20%) followed closely by those aged 40-44 (19% though down from 25% as at end August 2015). The highest number of unemployed in absolute terms is the 50-54 age group (17 persons). The age bracket with the lowest unemployment rate is the 20-24 age group (5%).

The younger age cohorts from 20 – 39 had in terms of both increased employment and reduced unemployment, better outcomes in their labour market situations than older cohorts.

The highest rate of those engaged In Education was for the 25-29 age group (3%).

<sup>1</sup> International Standard Classification of Occupations <http://www.ilo.org/public/english/bureau/stat/isco/>

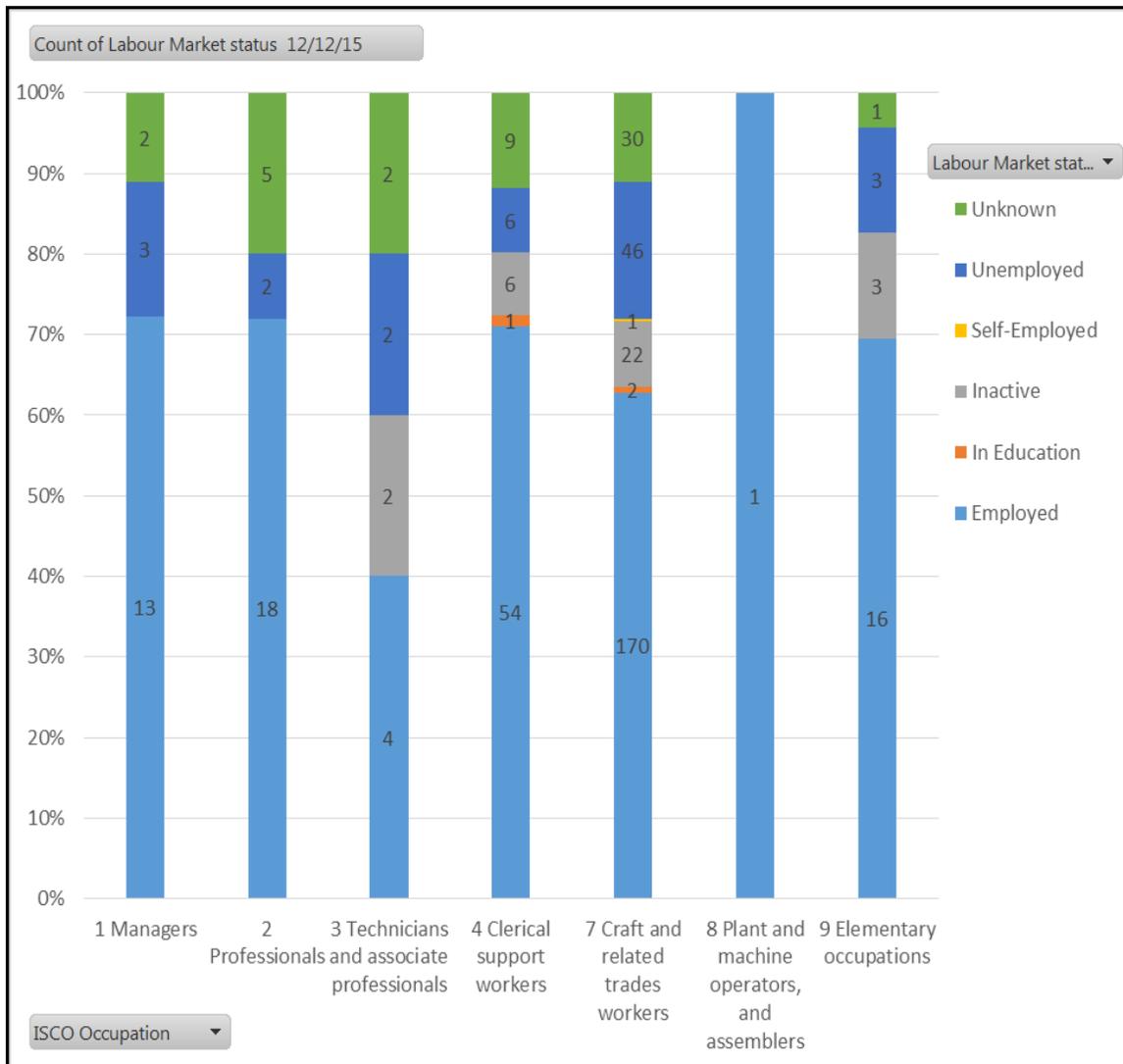


Figure 7: LTAI EGF Affected workers - Labour Market status 12 December 2015 by ISCO Occupation

An analysis of the Affected Worker cohort by Labour Market status and **ISCO Occupation** code does not necessarily indicate a conclusive relationship between former occupation level and current labour market status.

The average employment rate across all occupations was 65% at mid-December. Level 1 Managers and Level 2 Professionals have since August now replaced Level 4 clerical workers as the occupation category with the highest rate of re-employment (72% in both cases) compared to 71% for clerical workers). The re-employment rate for the most numerous category Level 7 craft and related trades workers (271 of 424 workers) stood at 63%. The re-employment rate of Level 9 elementary occupation personnel was 70% and for Level 3 Technicians was 40%

Level 3 technicians and associated professionals are proportionately most significantly affected by unemployment at 20%, followed by level 7 Craft and Level 1 Managers (both at 17%. The lowest rates of unemployment were recorded for Level 2 Professionals (8%) and Level 4 Clerical personnel (9%).

These data suggest that as at December 2015, Level 3 technicians are finding it more difficult to source re-employment than other occupations, though this occupational category of workers only represents 2% of the total affected population (10 of 424).

#### 4.2.3 EGF Programme Worker Beneficiary/Non-Beneficiary - Labour Market Outcomes

The number of EGF programme beneficiaries who had benefited from one or more EGF interventions at mid-December, now, at **215** workers (51% of the overall 424 and 86% of the targeted cohort of 250 persons), outnumbers the number of non-beneficiaries for the first time.

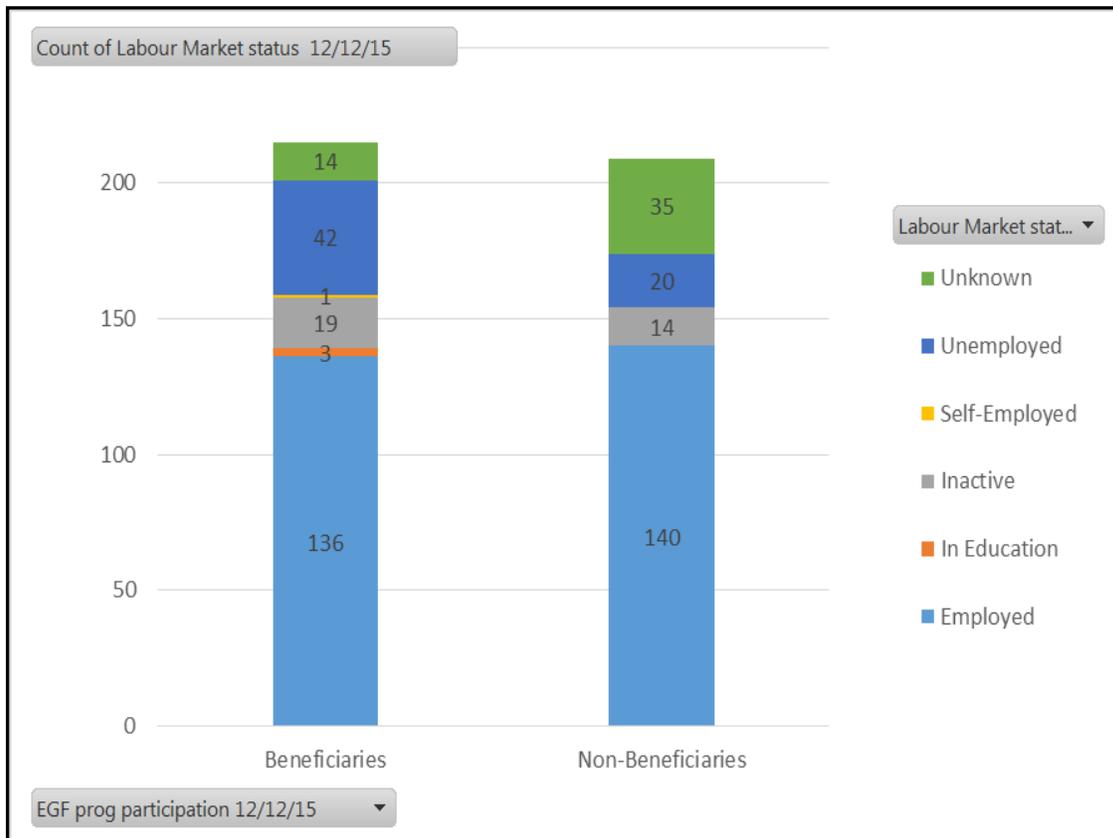


Figure 9: LTAI EGF Affected workers – Labour Market status by EGF programme Beneficiary (215) and Non-Beneficiary (209)

While the rate of employment and self-employment among EGF programme non-beneficiaries at 67% continues to be somewhat higher than among beneficiaries (63%), it should be noted that the numbers of employed beneficiaries increased from 107 to 136 between August and December 2015, while the number of employed non-beneficiaries has dropped from 149 to 140 during this period. This change is related to the overall linear increase in EGF programme participation from 193 in August to 215 in December 2015 but is also related to the change in labour market status of earlier programme beneficiaries from Unemployed, Unknown and In Education statuses in August to Employed at December, possibly as a contributory factor of EGF programme participation. Surveying will be conducted on behalf of the SOLAS National EGF Coordination Unit to seek to establish further outcomes data as between EGF beneficiaries and non-beneficiaries.

The continuing higher non-beneficiary employment rate is not unexpected and is in line with many other EGF programmes, being reflective of those persons who have managed to access alternative re-employment relatively quickly following the LTAI plant closure. As progressively evidenced the gap between re-employed beneficiaries and non-beneficiaries should continue to narrow as the EGF programme progresses.

## 5 EGF PROGRAMME PARTICIPATION & LABOUR MARKET OUTCOMES –NEET PERSONS

### 5.2.1 EGF Programme Participation – NEET Persons

A cumulative number of **137** (68.5% of the targeted assisted number of 200) NEET persons had participated in EGF programme measures at mid-December 2015 and represents an almost 50% increase when compared to end-August 2015 (76).

| <i>Measure</i>                                 | <i>2/5/15</i> | <i>29/08/15</i> | <i>12/12/15</i> |
|------------------------------------------------|---------------|-----------------|-----------------|
| EGF Training Grant – Career Guidance           | 30            | 43              | 84              |
| EGF Training Grant - to QQI level 5/FETAC      | 5             | 7               | 14              |
| EGF Training Grant – from QQI level 6/HETAC    | 1             | 1               | 1               |
| Training and Further Education courses (ETBs)  | 2             | 10              | 19              |
| Higher Education                               | 2             | 2               | 4               |
| LEO Enterprise Supports                        | 2             | 2               | 2               |
| DSP Part-Time Education Option (PTEO)          | 0             | 0               | 2               |
| DSP BTEA 2nd level                             | 1             | 1               | 18              |
| DSP BTEA 3rd level                             | 3             | 3               | 4               |
| DSP Training/Internships                       | 13            | 23              | 32              |
| DSP Enterprise Allowances                      | 0             | 0               | 0               |
| Course Expense Contributions (CEC)             | 8             | 20              | 39              |
| <b>TOTAL UNIQUE ASSISTED BENEFICIARIES</b>     | <b>54</b>     | <b>76</b>       | <b>137</b>      |
| Unique beneficiaries via EGF Coordination Unit | 42            | 57              | 115             |
| Unique beneficiaries via DSP schemes           | 12            | 19              | 22              |
| Total NEETs contacted                          | 200           | 306             | 363             |

*Table 2: LTAI NEET persons EGF programme measure participation*

*\*Some beneficiaries have received supports involving more than one intervention*

The SOLAS EGF Coordination Unit has made significant efforts to engage with individual NEET persons, using various means of communication (phone, text, email etc), arranging meetings at hours and locations convenient to the client, offering personalized support, guidance services and referral services to the client. NEET persons have been contacted on at least 3 occasions with some individuals requiring hours of support and encouragement. However, activating NEET persons to participate in programme measures on offer is proving challenging.

DSP in conjunction with the SOLAS EGF Coordination Unit is continuing its attempts to re-engage with all 226 NEET persons who have not yet availed of supports available under the programme.

The table above indicates that the EGF Training Grant – Career Guidance measure has been the most popular intervention to date for the NEET persons cohort with take-up almost doubling between August and December 2015. Such career guidance courses are specifically designed to assist clients in identifying future career directions and planning for further appropriate education and training courses.

Since end August 2015, participation in Training and Further education courses and Higher Education programmes has effectively doubled and there has been a corresponding increase in take-up of the DSP BTEA Second Level Option allowance. These increased numbers reflect traditional education programme intakes around September.

Update of DSP Training/Internships allowances has also been notable with 13 on JobBridge and 19 on Momentum to date.

### 5.2.2 EGF Programme Labour Market Outcomes – NEET persons

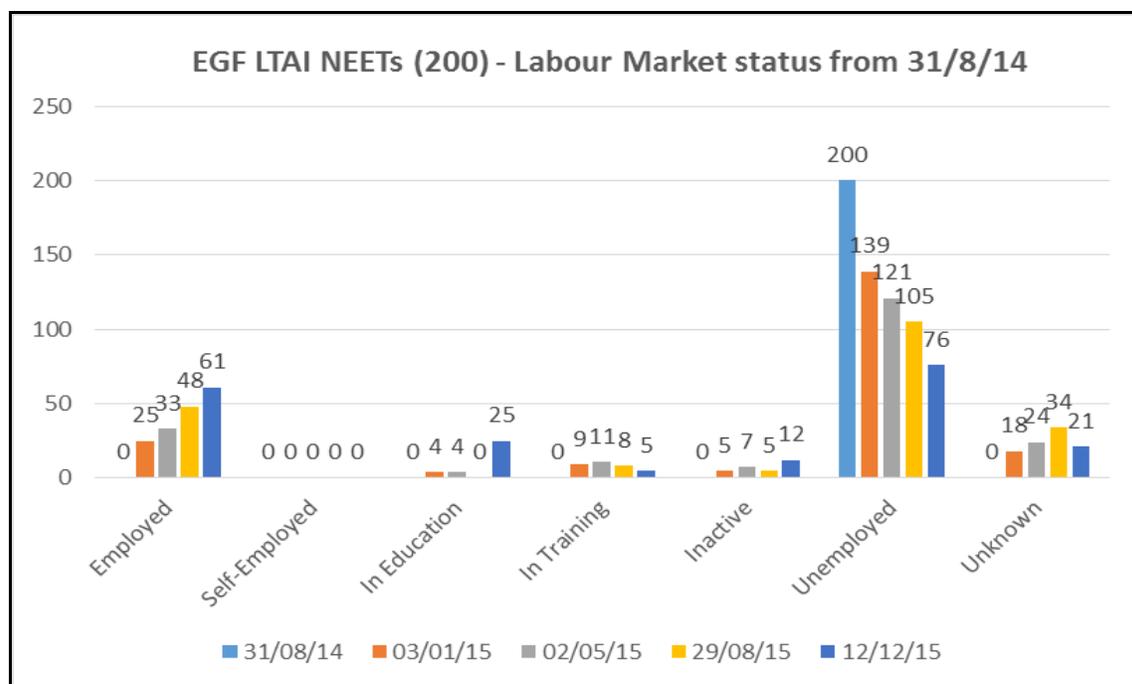


Figure 10a: LTAI NEET persons (1<sup>st</sup> tranche 200) – Labour Market Status 31/8/14 to 12/12/15

(Note: The 'Inactive' category includes those in receipt of Illness Benefit, Carers Allowance, pension, One Parent Family, unemployment payment disallowed. The 'Unknown' category includes those who are not recorded by Revenue as being employed and not in receipt of DSP unemployment payment and may include persons who have emigrated).

As per Fig 10a above, of the initial tranche of 200 NEET unemployed persons at 31 August 2014, by mid-December 2015 a total of 61 had become employed, 30 were in education and training and 76 remained unemployed.

Of the additional tranche of 163 NEETs first contacted after June 2015, similar patterns of reducing unemployment and increasing employment and education/training participation are evident:

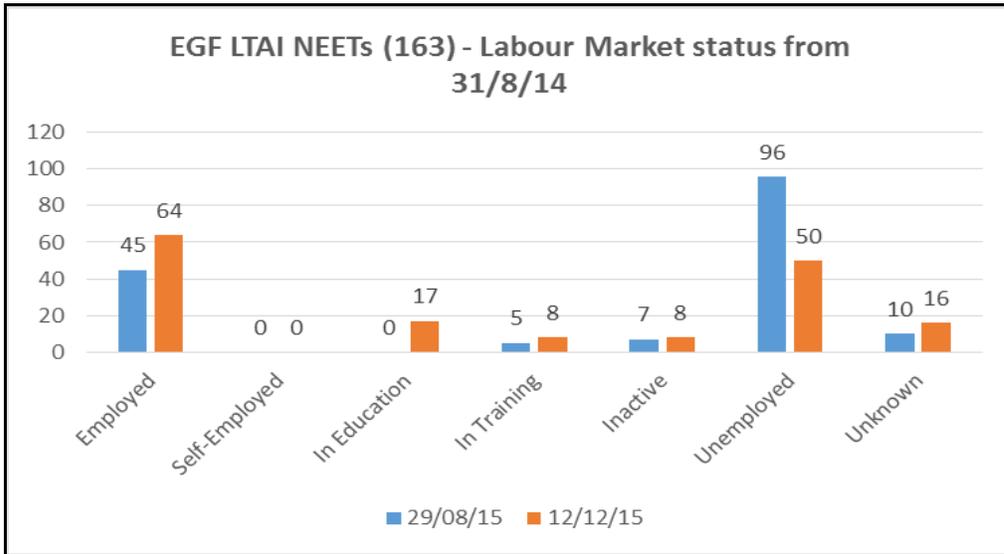


Figure 10b: LTAI NEET persons (2nd<sup>t</sup> tranche 163) – Labour Market Status 31/8/14 to 12/12/15

Of the overall cohort of 363 NEET persons, by 12 December 2015 a total of 125 (68.5% of the target number of 200) had become employed, 42 were in education, 13 were on DSP training schemes such as JobBridge, Momentum and Community Employment, while the numbers unemployed had fallen from 201 (55.4% of all 363 NEETs) to 126. Inactive cases have risen to 20 and are comprised in the main of new lone parent cases (15) and also carers, disability etc.

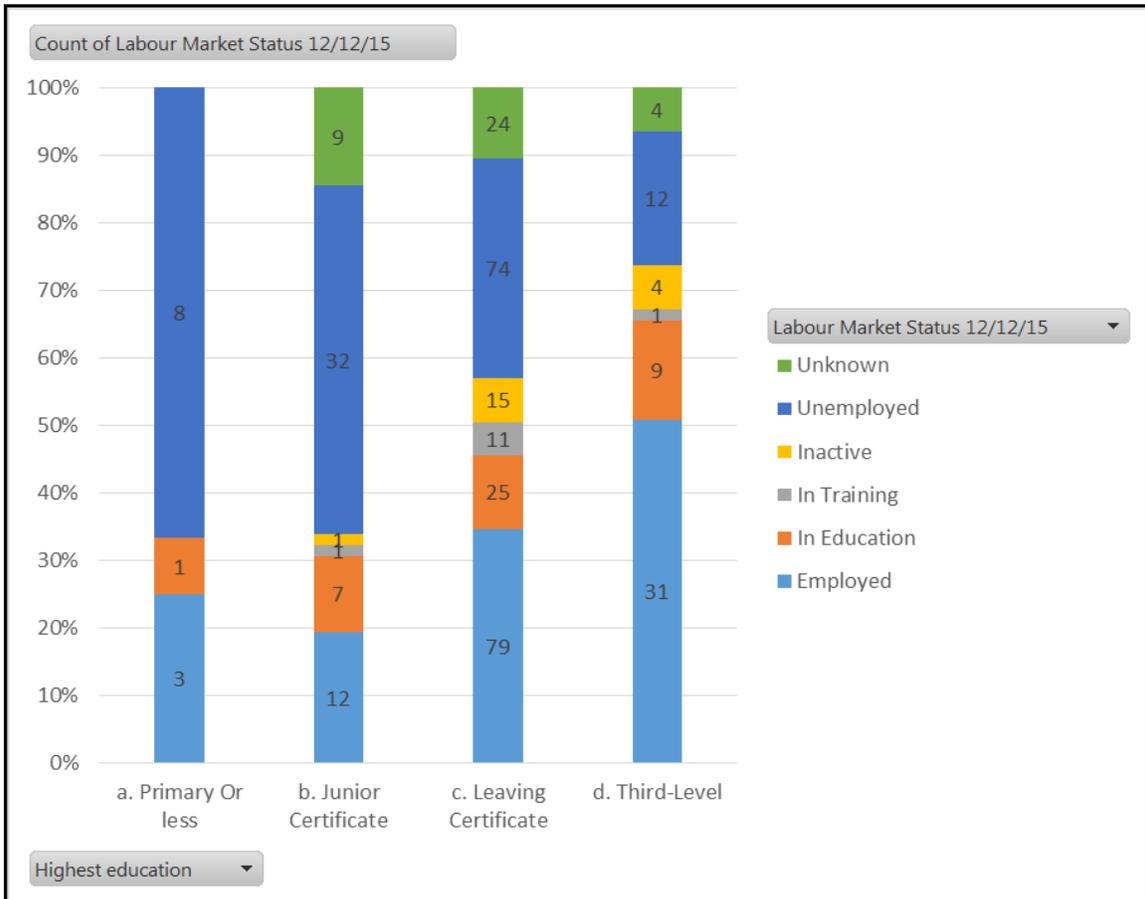


Figure 11: LTAI EGF NEETs (363) – Labour Market Status 12/12/15 by Highest Education

Figure 11 above shows that generally, the higher the education level, the higher the rate of employment and the lower the rate of unemployment. The proportion of those In Education at mid-December 2015 is broadly the same for all educational attainment levels.

**5.2.3 EGF Programme NEET Participation**

Figure 12 below shows that participation in the EGF programme measures generally increases in line with highest educational level attained. Thus 17% of those with a Primary or Less education participated compared with 40% with leaving certificate and 39% of those with third level education.

Figure 13 shows that rates of EGF programme participation are greater amongst females than males and that participation is marginally greater by the younger 15-19 age group than those aged 20-24.

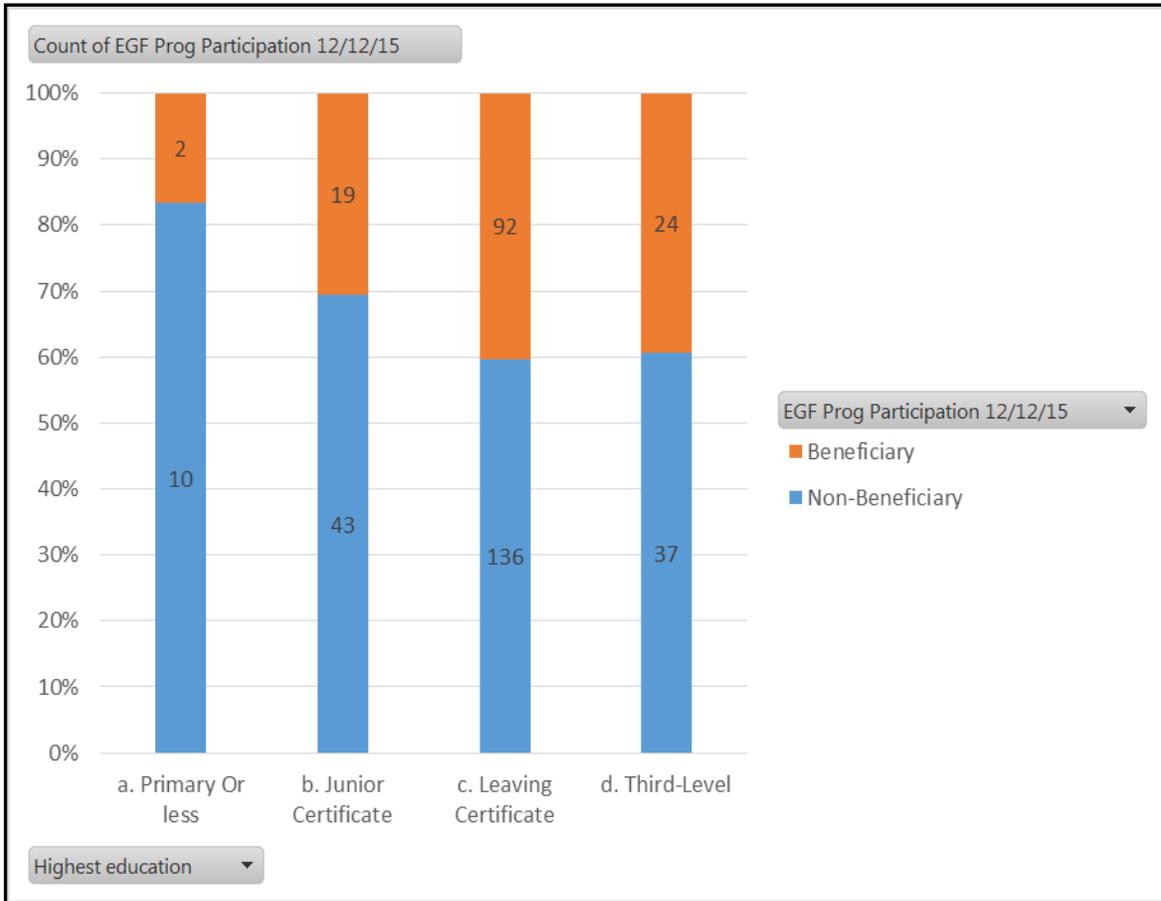


Figure 12: LTAI EGF NEETs (363) - Programme participation 12/12/15 by Highest Education

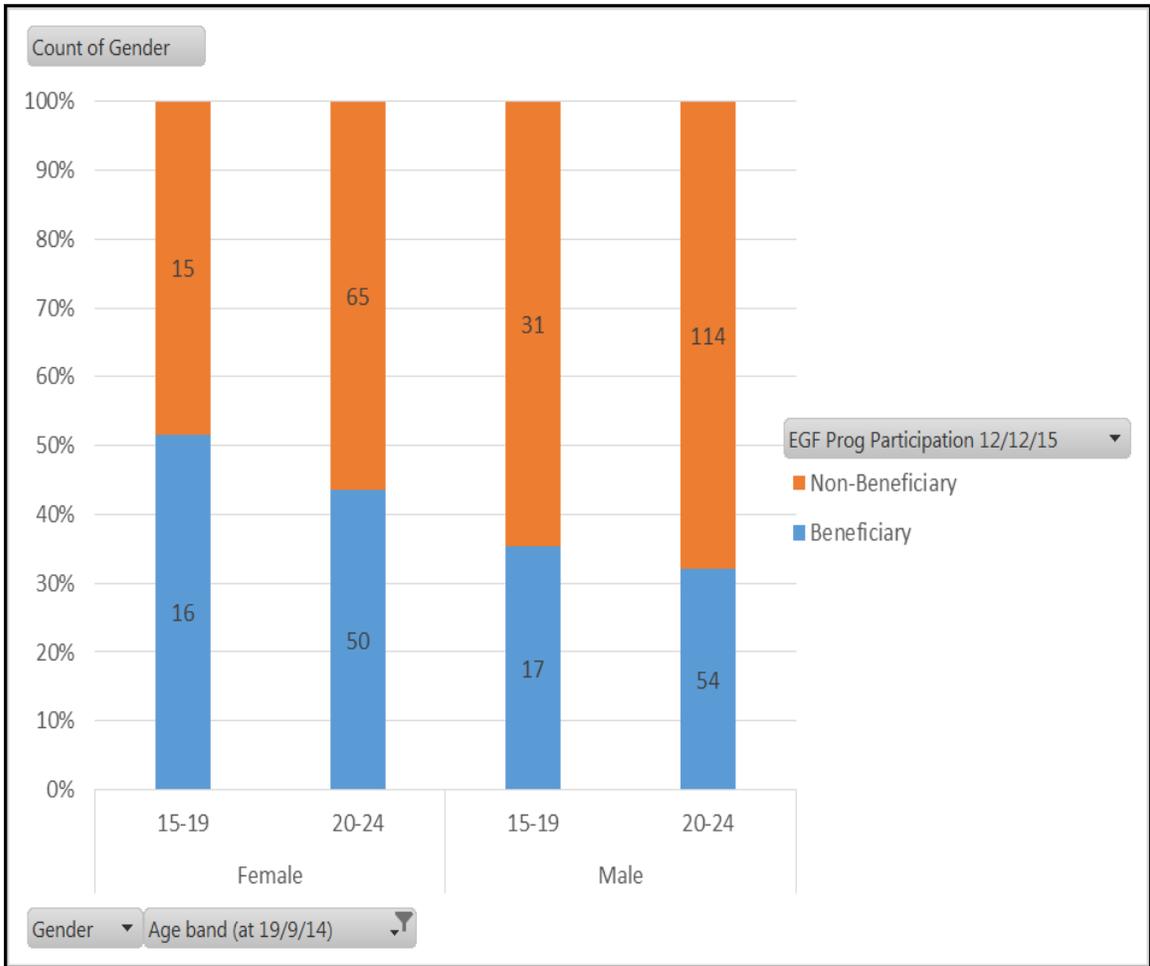


Figure 13: LTAI EGF NEETs (363) - Programme participation 12/12/15 by Gender & Age Band