



9 August 1995

To: Roy Gamble
DED

From: Chris Thompson
T&EA

CONFIDENTIAL

*Unfortunately Springvale
did not come up
during this wide
ranging discussion!
P.A. [Signature] 10/8*

*This is important & brief
which we can use again
I'm sure, please ensure it
cc'd to [redacted] [redacted] [redacted]*

Mr Crozier (O/R)
Mr Walters
Mr Noble
Mr Wheeler

Secretariat

MEETING WITH SINN FEIN (NORTHERN) DELEGATION

1. Baroness Denton proposes to meet a delegation from Sinn Fein on Thursday 10 August at 11.30 am in Netherleigh. I understand that the delegation may raise issues concerning TSN policy and Springvale and therefore this part input concentrates on the Agency's involvement in these areas. I will be attending the meeting accompanied by Mr Wheeler.

TSN

2. The Agency's recently published Corporate and Operational Plans underscore (indeed strengthen) its commitment to equality of opportunity and fair treatment in the delivery of programmes and services by including it within the aim and objectives. From the beginning of this year a new unit was established to assist the Agency deliver this commitment. The unit is headed by a former member of the MBW team and part of his role is to assist the Agency interface with the community. The Agency spends around £130m of its programme costs (75% of £170m) on programmes which tackle social and economic deprivation - particularly long-term unemployment.
3. The Agency is also systematically looking at all its programmes to see how they impact on TSN areas, and considering the extent to which further skewing of resources may be needed to ensure fair outcomes of participation in programmes, the achievement of qualifications (eg NVQs) and employment.

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Equality Monitoring

4. Participation on programmes is monitored (religion, gender, disability). This is being expanded to include spatial distribution (for targeting) and will also eventually include ethnic background. The monitoring information is used to draw up action plans - with targets - to redress, where appropriate, any imbalances. The most recent published report was in June 1994 - internal monitoring since then has shown positive trends across a number of areas.

PAFT

5. In July the Central Community Relations Unit published the Policy Appraisal and Fair Treatment Annual Report for 1994. The Agency provided a significant contribution to the DED section of the report. The Agency is fully committed to the PAFT initiative and all new programmes and services (as well as those which are reviewed) undergo a PAFT assessment. To underline the importance of both PAFT and TSN the Equality Unit has commenced a series of seminars for staff to improve the understanding of both initiatives and to provide guidance in relation to the delivery of programmes and services.

Programmes for Women

6. Two important initiatives impacting on women are being progressed by the Equality Unit of the Agency. First, it is working with a broadly-based Women's Training Group in helping them draw up a training strategy for women. The aim of this work is to assist the various deliverers of women's programmes and pressure groups to reach a consensus on a strategy (and priorities) for women's training. This work should be completed in September. Second, the Unit is working with PlayBoard to draw up an



implementation strategy for the possible introduction of an out-of-school childcare scheme. The aim of the scheme (which would be targeted on the most deprived areas) is to improve the access of women to training and employment by the provision of affordable childcare and playcare opportunities.

7. Finally, if members of the delegation would like to follow-up any particular point(s) the Agency would be happy to provide a more detailed briefing.

Springvale Training Limited

8. Under the Making Belfast Work Initiative the Training and Employment Agency has agreed to build a Training Facility on the Old Lummus Mackie site on the Springfield Road in West Belfast. The new Facility is the result of a review of the organisation of training in this area of Belfast and will be developed as a 'centre of excellence' in the provision of vocational training to prepare people from the local community and surrounding areas for employment in jobs for which there is demand in the Greater Belfast area and further afield. The Chief Executive of the new Organisation is Ms Mary Lyons - who until March 1994 was a member of the Board of the T&EA.
9. It is expected that the Facility will cater for 250 trainees on site together with another 150 based with employers. The building is now well advanced and is expected to be open for trainees in the autumn of this year. In the meantime Springvale Training Limited has begun training in the Twin Spires Complex in readiness for the opening of the Centre.



10. At present there are 107 trainees recruited (one third female) doing a variety of training as follows:-

- (a) Retail
- (b) Teleworking
- (c) Business Administration
- (d) Electrical Engineering
- (e) Media and Communications
- (f) Catering

It is expected that the build-up of trainees will continue with around 150/170 likely to be in training when the Centre opens in September/October.

Current Issues

11. Construction work is well advanced and the equipping of the Facility is now a major priority. The voluntary Board of Springvale Training Limited are undergoing operational and management training in advance of the Facility opening. Upwards of 30 new staff have joined the company over the past 3/4 months - a major induction programme is taking place. In preparation for its opening, the new Facility is being actively promoted throughout the area.
12. It is planned that the Boucher Road Training Centre, which recruits mainly from West Belfast, will close. However, a final decision will not be taken until early 1996 after a period when both Facilities operate simultaneously.



13. A more extensive briefing on the Facility is contained in Annex A which is attached. Also attached is a paragraph each on the new Community Work Programme and Conway Mill and an input to the personality notes on the Sinn Fein delegation.

CHRIS THOMPSON

ENCS

SPRINGVALE TRAINING FACILITY

1. In 1990 a review of the organisation of training in the Springfield/Lower Falls area of Belfast was carried out by consultants. The review examined the structure and type of provision and assessed the extent to which the identified training needs of the employed and unemployed who live within the Springfield/Falls area are met by current provision. The review encompassed wide consultation with groups and individuals in West Belfast.
2. The main conclusions reached were that current provision of adult training opportunities in the area was extremely limited; there was little justification for the continued separate existence of 2 community workshops in the area; that issues relating to quality, relevance, responsiveness, continuity and accommodation needed to be addressed in the organisation of workshop training; and that a fundamental restructuring of training provision in the area would be required to address quantitative and qualitative aspects. The establishment of a new training organisation for the area which would embrace both adults and young people, promote complementarity and avoid duplication was recommended.
3. In 1991 a Steering Group representing training, community, employer and trade union interests was established to advise the Training and Employment Agency (inter alia) on how the recommendation on setting up a single training organisation to organise vocational training for young people and adults in the area should be taken forward.
4. Working again with consultants, the Steering Group produced a Business Plan and Investment Appraisal for the establishment of a new purpose built training facility, and identified the preferred site for location of the proposed centre (former Lummus-Mackie's site on Springfield Road). DFP approval for the project was obtained on an acceptable financial basis and £3.4m (now £4.5m) earmarked within MBW resources to fund capital development over the next 3 years.

5. It is planned that the centre will offer training ranging from foundation training to NVQ Level III in a range of vocational skill areas which are in demand, including training and development in personal competences which are required to be effective at work.
6. In October 1992 Springvale Training Limited (STL) was established under the Chairmanship of Mr Harry Coll, a Solicitor with Elliott Duffy Garrett. The Agency agreed to build a new training facility for the company on the former Lummus-Mackie site on the Springfield Road which is to be a "centre of excellence" for training in the area. The facility will be organised and run by the "community" as distinct from a Training Centre run by the Agency.
7. The new training facility is being developed by the Training and Employment Agency through funds made available under the Making Belfast Work initiative. It will be developed as a centre of excellence in the provision of vocational training to prepare people from the local community and surrounding areas for employment in jobs for which there is demand not only in the Greater Belfast area and further afield including Europe. It will seek to meet the skills needs of business and industry and will support potential inward investment projects in the Springvale development area.
8. Below is a list of some of the training which will be on offer at the new Facility:-

1. Electrical Engineering
2. Information Technology
3. Office Administration
4. Catering
5. Caring
6. Media and Communication
7. Teleworking



Supplementary Briefing for meeting with Sinn Fein, 10 August 1995

COMMUNITY WORK PROGRAMME

This programme is being piloted in the West Belfast area. Some 500 places are planned, each for 3 years, with work of community benefit for long term unemployed people. Training opportunities are included in the programme.

The Agency went to considerable trouble (and incurred severe delays in the process) to ensure that Belfast City Council and local Councillors were fully involved in the new partnership company that was set up to run the pilot. Unusually, a representative of Sinn Fein was ratified by Belfast City Council to represent it on the Board of City West Action Ltd. Councillor Fra McCann has taken up that seat and is playing an active part in the work of the Board. Both the SDLP (Patricia Lewsley) and the UUP (Chris McGimpsey) also represent the Council and Councillor Reg Empey chairs the Company.

CONWAY MILL

Representatives of Conway Mill, supported by Sinn Fein, outlined some time ago a possible CWP project to refurbish space in the mill which could be used for enterprise development and similar economic purposes. This would be a useful project to get people started quickly while at the same time releasing space for enterprise activity. However, despite reminders, Conway Mill has not yet given more detail of their plans or how many CWP places they would like to have. The Minister could press SF for quicker progress on that project. The quicker we have projects, the quicker we can get more unemployed people into useful temporary work.

Derek Wheeler



SINN FEIN DELEGATION

INPUT FOR PERSONALITY NOTES

Councillors Alex Maskey, Una Gillespie and Mairtin O Muilleoir of Sinn Fein represent Upper Falls electoral area on BCC. SDLP hold the other two seats in that area which takes in Andersonstown, Falls Park, Glencolin, Glen Rd and Ladybrook wards.

TSN POSITION:

Much of the Upper Falls area comes within the MBW Core Wards, with Andersonstown and Ladybrook wards having "pockets of deprivation or specific problems of disadvantage".

Councillor O Muilleoir is very active in the Irish Language movement in West Belfast.

Derek Wheeler
9 August 1995