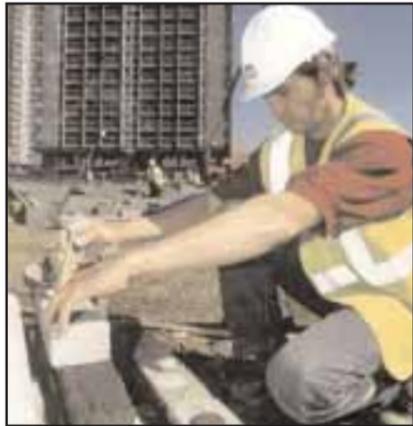




**TRAINING**

The coming years will see a number of major changes in Ballymun as a result of the redevelopment programme. Although there is much that is yet to be decided, what is certain is that there will be opportunities for residents.



**The Opportunities**

The Regeneration Project will offer a wide range of opportunities to the people of Ballymun in the coming years including:

- A major building programme over 8 to 10 years spending tens of millions per year has the potential to redirect considerable income into the local economy in the form of wages.
- An increasing demand for people with I.T. and business administration skills to work within a wide range of industries
- The further development of the social economy in areas such as childcare, housing management, environmental improvement works and social care and support.
- A range of opportunities in the retail, tourism and local services sector as a result of the redevelopment and expansion of the Ballymun Town Centre



**Grasping the Opportunities**

For the community to take advantage of these opportunities it is essential that there is:-

A statistically sound survey carried out to ascertain the needs and preferences of the population of Ballymun regarding training, education, job opportunities and business enterprise including an analysis of perceived barriers to training and employment. This survey will be carried out by an independent professional agency.

The promotion by BRL, in conjunction with the relevant agencies, of further development of training programmes which are complementary to the opportunities identified above and other opportunities as they arise. These programmes should be accessible and should take account of the needs of part-time workers. They should be designed following consultation with the community.



**Agencies and the Development of Programmes**

There are considerable numbers of agencies in Ballymun operating in the area of training and education at present including the statutory education agencies, FAS, the Partnership, the job centre, the Local Employment Service and the voluntary sector.

BRL is committed to supporting the work of these agencies in order to further develop innovative programmes and to provide a range of interventions under such headings as:

- Educational Awareness Programmes in the Community
- Increasing retention and completion rates in primary and second-level education.
- Providing a continuum of education for adult and community groups
- Improving access to third level education.
- Provision of access and bridging mechanisms for mature students to gain IT and business administration skills
- Increasing flexibility in educational delivery
- Advice, support and placement for those seeking employment
- Accessible and approachable careers guidance especially for young people who are in the majority in Ballymun.
- Basic skills support, numeracy and literacy. This service is best delivered as an integral part of other training programmes and when presented in this way it is likely to be more acceptable to the community.
- Provision of 'Taster' opportunities for work placements within existing operations
- Specialist support will be required to assist small businesses in getting established. This could take the form of grants, advice on business planning, finance and accountancy.
- Links with industrialists will be developed

BRL have already made contact with relevant agencies and practitioners in the field of training and education. The Training for Employment Working Group will develop the issues outlined above in its operation, will include expert advisors who have experience in these areas, and will coordinate interventions with the phasing of the regeneration programme.



**Training and Employment Related to the Construction Programme**

There are a number of direct and indirect opportunities for all sectors of the community that will arise from the building programme over the coming years. Direct intervention will be required if these opportunities are to be maximised. BRL will take action in conjunction with the relevant agencies on the following:-

- Ensure that training opportunities are identified and quantified in building trades and general construction skills. This training needs to lead to a recognised level of accreditation.
- Ensure that a local skills register including a register of sub-contractors is compiled.
- Adopt a procurement strategy that will give direct access to those providing training and employment opportunities in the construction industry.
- Institute rigorous, pre-qualification selection procedures so that contractors are fully aware of local community expectations regarding training and employment opportunities.
- Include local labour obligations and targets in contract documentation. Ensure that these are rigorously monitored and enforced. A figure of between 10% - 20% of the workforce coming from Ballymun would not be an unrealistic target.
- Consult with construction industry regarding the opportunities and initiatives to be developed.
- Encourage residents wishing to set up businesses to service the construction process such as catering, security and cleaning.
- Identify other possible enterprises that might tender for nominated sub-contracts e.g. kitchen installation, landscaping, painting. Seek to establish enterprise centres for such businesses.



Inherently the construction industry has a mobile labour force. Some contracts awarded in Ballymun will last less than a year with major contracts lasting an average of 18 months. Contractors may retain employees recruited for the Ballymun projects when they move on to other contracts. In some cases newly skilled employees may move from contract to contract and thus remain working in Ballymun.



**Training and Employment Opportunities in Housing Management**

Dublin Corporation is already committed to involving its tenants in the management of its housing stock, using mechanisms such as local estate agreements, local regional offices, local estate management and local area budgets. A number of opportunities exist to create training and employment opportunities for residents. These include :-

- Day-to-Day Repairs  
Residents could be directly employed on day-to-day repairs contracts, including routine and cyclical maintenance
- Caretaking  
Caretakers are increasingly important in housing management. Resident caretakers who could deal with out-of-hours emergencies, small repairs and providing information to residents will be recruited and trained.
- Housing Management  
While there can be a conflict of interest for residents working on the estate where they live, there is nevertheless a clear opportunity to provide training and employment for residents in housing management. Experience elsewhere shows that high levels of resident involvement in local management increases a sense of pride and ownership in the community and that the vast majority of people take a very responsible attitude to the privacy of information to which they have access. Basic business and I.T. skills training would provide access to this type of job.
- Cleaning  
Estate cleaning provides a good opportunity for small business creation. The level of capital investment required is relatively low and there is a good chance to create a viable business that can grow and offer services elsewhere. Hours tend to be flexible and as the work is local travelling expenses are not a major issue. There will be close co-operation between the Housing Management Working Group and the Training for Employment Working Group to maximise the opportunities in this area. The working groups will have to take account of the existing Corporation labour force. The opportunities for employment in the locality in this field will be sustainable into the future.

