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Introduction

There is a lot of promising pieces of evidence identified from our project rolled out in Northern Ireland in 2022. In summary, the giant spirit is well there under thick clouds of fears, uncertainty, suspicion, cost of living crisis, competition from enterprise giants, skill gap & reluctance to change.

Voice For Locals is a levelling-up initiative fully funded by the UK Government through the UK Community Renewal Fund. The Voice For Locals won the **largest grant of £1.822 Mn in Northern Ireland.** It is also the **fifthlargest grant** offered in the **whole of the UK**.

The not-so-good news first. Having worked closely on the ground with thousands of local businesses, their employees & their consumers, we registered many layers of fears that fuel their reluctance to change:

- Fear of change
- Fear of new changes
- Fear of conflicting messages
- Fear of rumours about risks of change
- Fear of upskilling
- Fear of being charged
- Fear of continued support
- Fear of abrupt discontinuity
- Fear of data privacy & confidentiality
- Fear of commitments
- Fear of missing out

It has been an extremely daunting & difficult mission to win the trust of local businesses to signup for the change initiative. It was equally difficult to encourage the local consumers to support the local businesses demonstrating innovation and change. We had to put twice the effort to meet our commitment to the UK Government. Now, the good news. We were able to get the right breakthrough with **digital adoption**, **diffusing innovation**, **upskilling and measuring success in Northern Ireland**.

In the last 12 months, we engaged 3000+ micro & small businesses across Northern Ireland and managed to level up 1600+ of them with state-of-art technology & digital tools for their business. Of these, 800+ businesses are now innovating new processes in their business.

We engaged & empowered 2000+ local workforce on-the-job in Northern Ireland. We managed to certify 500+ people which included students from Further Education Colleges, business owners that used our technology, their members of staff, new entrepreneurs and even job seekers. We introduced remote cloud-based learning management systems accessible through any device i.e. smartphones, tablets, laptops & desktops with internet connectivity. The training content, experience & assessment methods were assured by City & Guilds.

This achievement perfectly aligns with the 10X vision plan of the Department for the Economy in Northern Ireland. But, to transfer the 10X vision to the local businesses & local consumers in Northern Ireland, some ground reality challenges need to be fixed.

We hope you find this evidence report convincing, insightful, realistic and actionable. I will be available if you need to seek clarification on any aspect of this document.



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Output evidences

Output 1

of people supported to participate in education.



Supported 2491 people employed in 1609 businesses spread across Northern Ireland.

Output 2:

of businesses receiving non-financial support.



1609 businesses received non-financial support across Northern Ireland.

Output 3:

of organisations receiving non-financial support.



20+ organisations received non-financial support across Northern Ireland.

Output 1: # of people supported to participate in education

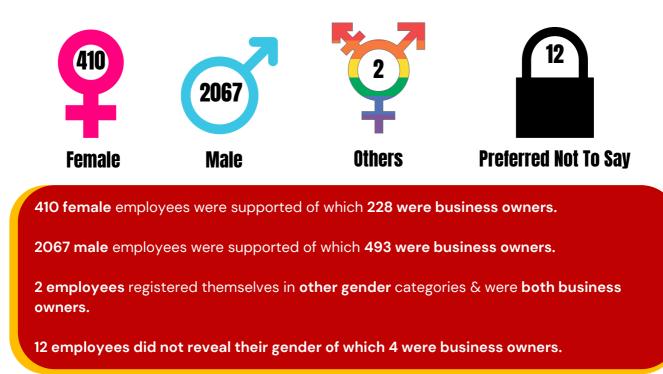
Local business owners had various reasons to de-prioritise upskilling, reskilling, cross-training & retraining themselves & their staff on the job. Some of which were: cannot afford to pay for training, shortage of staff, not being able to take time off, having done many courses during the pandemic but they have not shown direct business benefits, do not have a laptop, do not understand the jargon, do not have a pre-qualification in technology or business or marketing or sales or finance or innovation.

Voice For Locals took an innovative method of offering an all-in-business app and trained 2491 people to participate in on-the-job training & life-long learning with the app.

Supported 2491 people employed in 1609 businesses spread across Northern Ireland. Causeway Coast and Glens 115 Mid and East Antrim Derry and Strabane 42 Antrim and Newtownabbe 65 Mid Ulster 50 and North Down 314 sburn and Castlerea 141 Fermanagh and Omagh 42 magh, Banbridge and Craigavor Newn Mourne and Down

Map shows spread of businesses by councils across NI.

2491 people were engaged in training on the job from across 1609 businesses in Northern Ireland.
727 people were business owners in self-employment.
986 people were employed in businesses with 1-9 employees.
778 people were employed in businesses with 10-250 employees.



Age Statistics



Employees in the age group of 24-43 were the majority trained in digital skills

Employees in the age group of **43–58** were identified as business owners themselves with **no employees**.

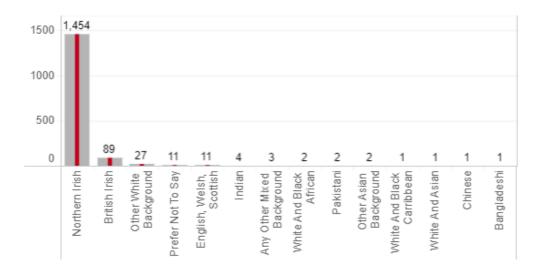
31 people over 65 still were keen to go digital and demonstrated great interest.

Gender Statistics

Disability Statistics



Ethnicity Statistics



While most of the **employees** supported were Northern Irish, **business owners** were from various ethnic groups.

1454 business owners were Northern Irish, 89 were British, 41 were of a mixed background and 11 were Asian. 3 business owners were the Caribbean

11 business owners preferred not to report their ethnicity

Support Type - Mixed Support















8 channels were used to engage with people to educate & train them on the job.

Face-face support on-premise of business turned out to be the most effective method.

e-Learning was received very well with 500+ spending 70 minutes on average to upskill themselves.

Whatsapp groups worked very well with instant engagement from local businesses.

Call Centre was effective in signing up employees and businesses to avail the benefits but was **not adequate to introduce innovation**.

The email was not effective in Northern Ireland. The open rate was 20% but the click-through rates were less than 10% which did not solve the purpose.

Facebook groups, Instagram, Linkedin and Twitter were not effective enough in Northern Ireland to influence any employee or a business owner.

Support Intensity - Dedicated 1-1 Support









10923 hours of 1–1 support was given to **1609 businesses** through all channels put together at an average of **6.78 Hours per business over 10 months.**

5400 hours of support was given through a **contact centre** team of **5 agents** over a period of **6 months**

4800 hours of 1 to 1 face-to-face was given by 6 local champions over a period of 6 months

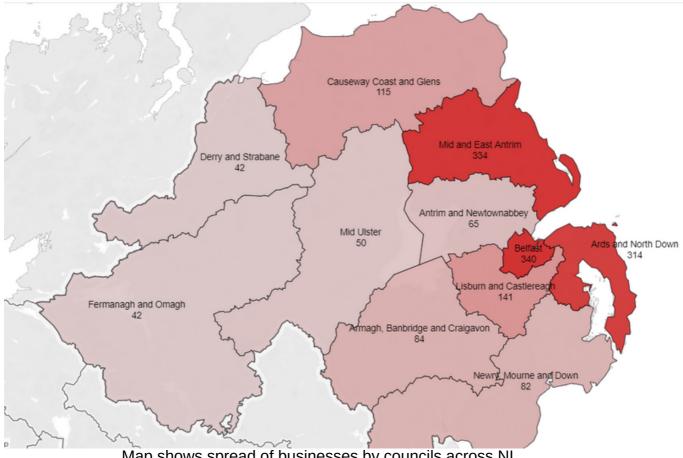
70 minutes of self-learning by 500+ learners on the online learning management system.

30 minutes of 1-Many engaged socially every day for 10 months

Output 2: # of businesses receiving non-financial support

Local businesses in the retail & service sector were open to exploring technology that directly helps them grow their business saving their time, effort & money. They were not ready to adopt a change that involved software jargon, prerequisites of digital skills, the need to hire developers, spending on hosting applications or paying for maintenance. They wanted tools that worked for them with minimum intervention and handholding to use technology on their smartphones. We built them tools where they need to download an app personalised for their business & manage their business in clicks.

Digitised 1609 businesses spread across Northern Ireland with technology enabling on-the-job lifelong training with real-time monitoring.



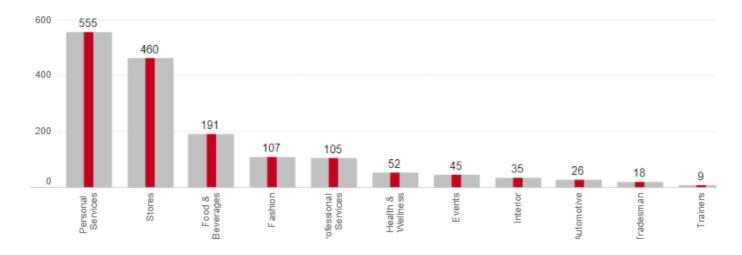
Map shows spread of businesses by councils across NI.

Local businesses in Mid & East Antrim, Ards & North Down councils showed equal interest in digital adoption as businesses in Belfast.

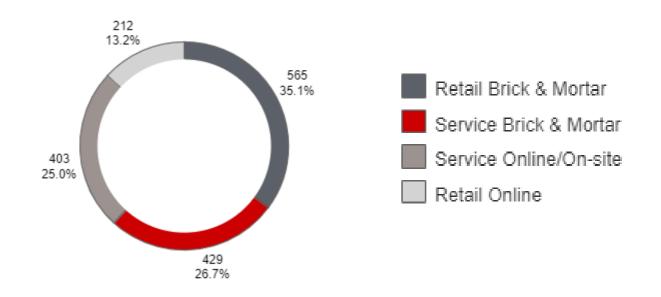
However, more efforts were needed to convince businesses in Derry & Strabane, Fermanagh & Omagh, Antrim & Newtownabbey councils to adopt new digital technologies.

75% of the businesses that came forward to digitise had business owners with essential digital skills.

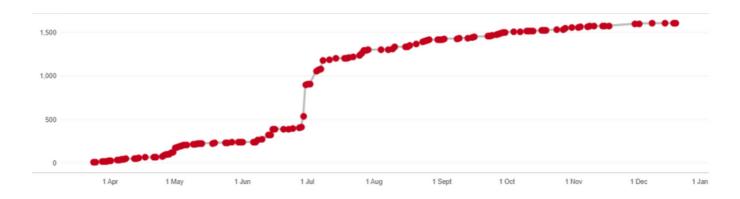
Digital Adoption By Industry Type



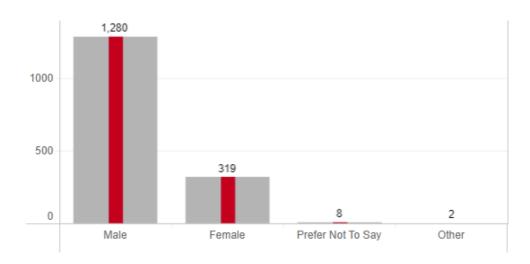
Digital Adoption By Vertical Type



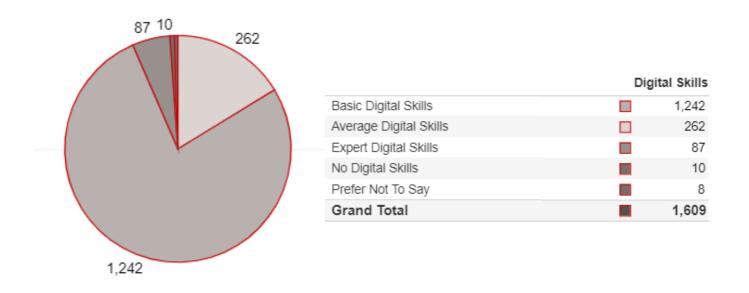
Digital Adoption Trend (April 22-Dec 22)



Digital Adoption By Gender

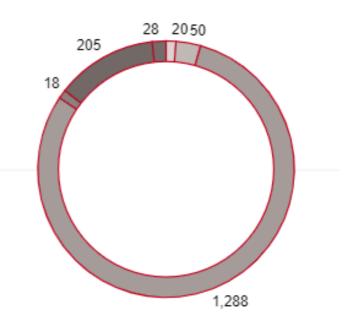


Digital Adoption By Digital Skill Level

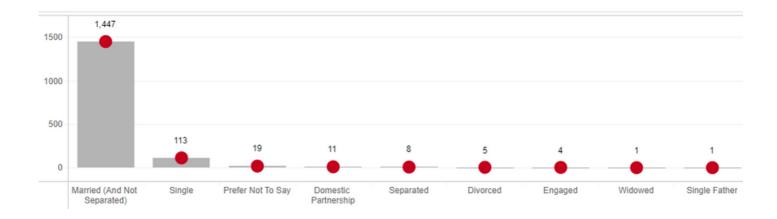


Digital Adoption By Age

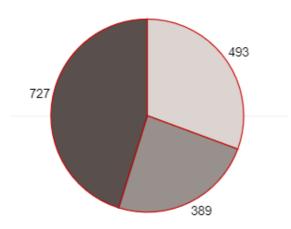
	Age
Gen X (1965 - 1980)	1,288
Millennials (1981 - 1996)	205
Boomers II (1955 - 1964)	50
Prefer not to say	28
Boomers I (1946 - 1954)	20
Gen Z (1997 - 2021)	18
Grand Total	1,609



Digital Adoption By Marital Status

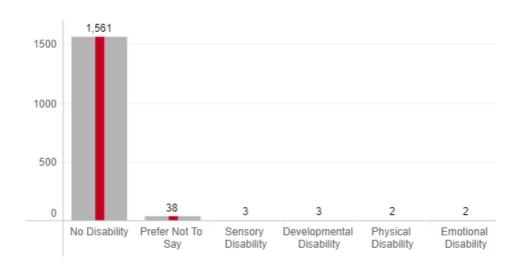


Digital Adoption By Business Size



	Busine	ess Size
No Employees		727
1-9 Employees		493
10-250 Employees		389
Grand Total		1,609

Digital Adoption By Disability



Output 3: # of organisations receiving non-financial support

It has been a timely and productive engagement with 20+ public sector organisations that share a similar vision, mission and values like Voice For Locals to help the local businesses, local workforce and the local economy. The organisations were engaged in extending the non-financial benefits of our project to their registered members as a value addition to their existing interventions. While the councils were keen on the entire gamut of benefits extended by Voice For Locals, the educational institutions like Universities and Further Education Colleges were keen on certifying their students for assured recognition from City & Guilds.

Councils Causeway Belfast Mid & East Antrim and Coast & Glens City Council Antrim Newtownabbey **Borough Council** Borough Council **BOROUGH COUNCIL** Comhairle Ceantair Fermanagh & Omagh "" Lár Uladh **District Council** Ards and Lisburn & Mid Ulster **Comhairle Ceantair** North Down Castlereagh **District** Council Fhear Manach agus na hÓmaí **City Council Borough Council Comhairle Ceantair Armagh City** an Iúir, Mhúrn agus an Dúin Banbridge **Derry City & Strabane** & Craigavon Newry, Mourne and Down District Council **Borough Council** District Council **Government Departments** Department for the Finance Cities & Local Department for Levelling Up, onomy An Roinn Growth Unit Housing & Communities Airgeadais Universities & Further Education Colleges NORTHERN SouthWes north west JIster regional college **Regional College** College University

Other Public Bodies



Contd ..# of organisations receiving non-financial support

Apart from the contracted output of engaging with public sector organisations, we also identified many more focus groups which will benefit from last mile insights with respect to customer experience and expectations, demography, skill gaps and various other parameters.

These included Chambers of Commerce, Business Improvement Districts, markets, small business groups and networks

Chambers of Commerce & Business Improvement Districts



Small Business Networks & Markets











Outcome evidences

Outcome 1:

People in education/training following support

506 people certified as local customer experience experts (Assured by City & Guilds)

Outcome 2:

Businesses introducing new products to the market as a result of support



819 local business introduced a combination of 8 new processes to their firm to level up their digital innovations.

Outcome 3:

Organisations engaged in knowledge transfer activity following support



10 organisations signed up partnership to level up their local businesses & promote business growth.

Outcome 4:

Innovation plans developed as a result of support



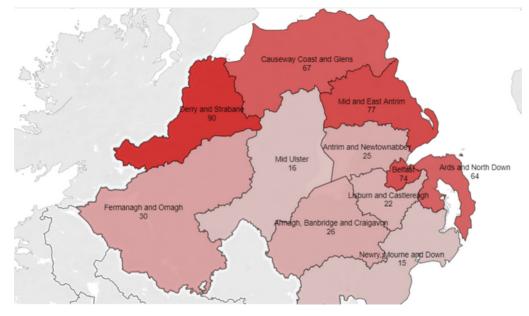
4 innovation plans developed. 2 of which are already live and ready to be rolled out.

Outcome 1: People in education/training following support

Post-pandemic, what differentiates local businesses from enterprise giants is not their price, product or promotion. Local people develop brand loyalty through their personal experiences with brands. As small businesses are both technically challenged & have a shortage of skills to dedicate time, money & effort to creating, managing & measuring customer experiences to delight customers. This was a critical skill gap identified in Northern Ireland.

Voice For Locals created a unique on-the-job training course that anybody via their smartphone could complete in under 90 minutes to get certified as a CXpert i.e Customer Experience Expert.

Certified 506 local people in a mix of employees, business owners, students from further education colleges & local universities in Northern Ireland



Map shows spread of learners by councils across NI.

506 learners got certified. The majority are from Derry & Strabane.

120+ enrolments came from students pursuing business, marketing, sales and innovation courses in Further Education Colleges & Ulster Univesity.

97% of Gen Z learners i.e young people born after 1997 that enrolled got certified.

66% of learners that got certified are women.

24% of learners who got certified have fundamental digital skills.

37% of learners who completed the course are over 40.

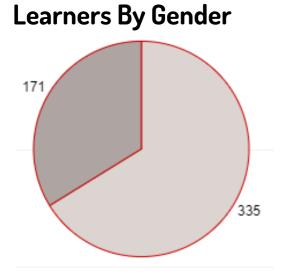
Associations like Retail NI, Enterprise NI, Invest NI & Pharmacy Association promoted the course to their members. The uptake was slow but steady.

Certificates Issued - Assured Recognition From City & Guilds

The course was assured by City & Guilds & endorsed by the UK Government. The course content was fully animated and used simple language with useful content that the learners could connect with their business or employment or job that they are applying for or course that they are pursuing. It was a self-paced course with mandatory learning, assessments & assignments to complete.

Two levels, of course, were designed. CXpert i.e Customer Experience Expert for learners who were keen to master all the concepts of customer experience. CXpert Plus i.e Customer Experience Professional, for learners who were keen to implement the concepts in their business & train other businesses too.

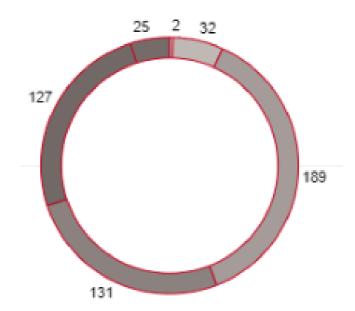




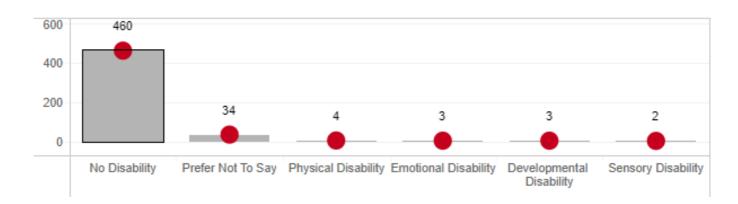
Female	335
Male	171
Grand Total	506

Learners By Age Group

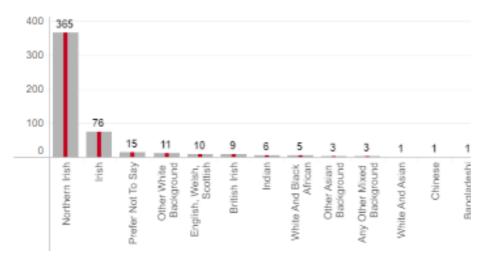
	Age
Gen X (1965 - 1980)	189
Gen Z (1997 - 2021)	131
Millennials (1981 - 1996)	127
Boomers II (1955 - 1964)	32
Prefer Not To say	25
Boomers I (1946 - 1954)	2
Grand Total	506



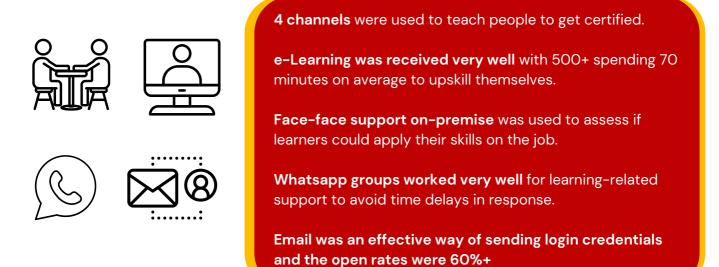
Learners By Disability



Learners By Ethinicity



Learner Support Type - Mixed Support



Learner Support Intensity - Dedicated 1-1 Support





4800 Hours

583.3 Hrs

4800 hours of 1 to 1 face-to-face support was given by 6 local champions over a period of 6 months

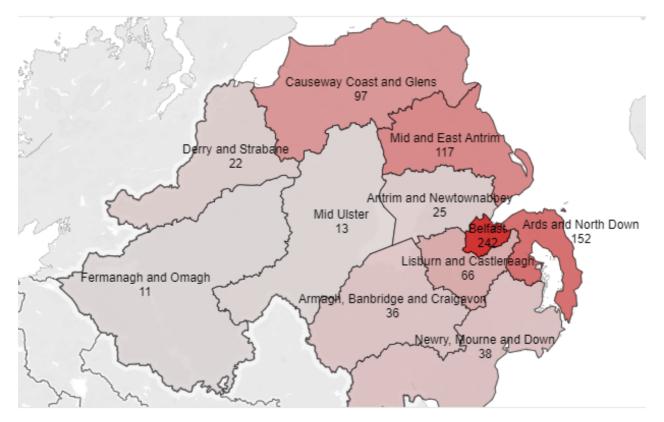
70 minutes of self-learning by 500+ learners on the online learning management system.

Outcome 2: Businesses introducing new products to the market as a result of support

Whilst every business we approach is keen to innovate, they seek guidance on where to start. They are keener on innovating new processes to increase the sales of their current product line to meet the current cost of living and doing business. Upon that profitability, they are keen to innovate new product lines or service offerings.

Voice For Locals helped them introduce new processes to improve customer retention, upselling, cross-selling, cross-promoting & referral marketing to grow their profitability.

819 businesses introduced new processes to the market to generate more interest in their current products/services.



Map shows spread of businesses innovating by councils across NI.

About **50%** of businesses introduced new processes in their companies.

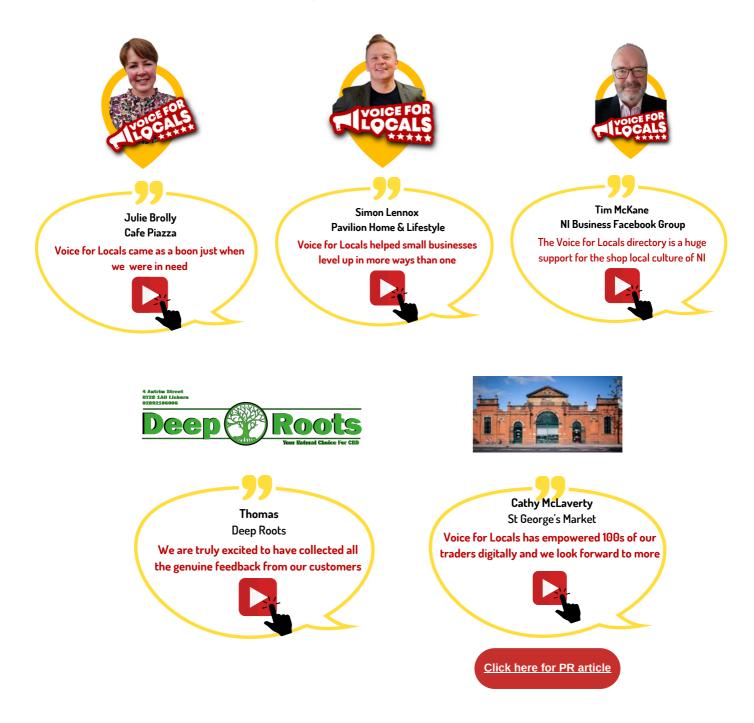
79% of women-led businesses innovate compared to 43% of men-led companies.

Personal services, stores, food & beverages emerged as pioneers in innovation.

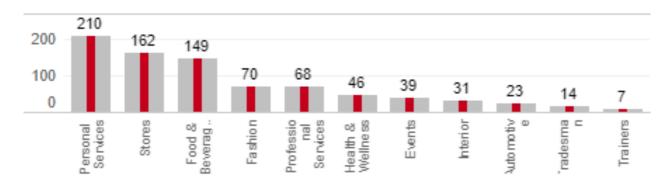
Belfast-based businesses are more forthcoming to innovation.

Retail Brick & Mortar stores i.e mainly small, independent, high street retailers, are **open to exploring innovations** to drive traffic into stores and create competitive differentiation with online businesses.

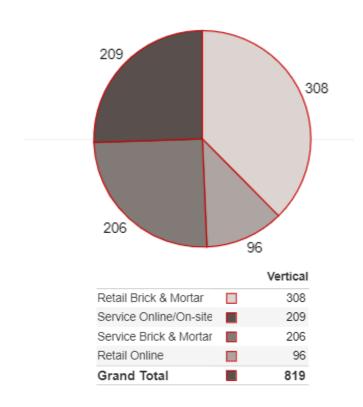
Contd.. Self declaration by businesses in Northern Ireland



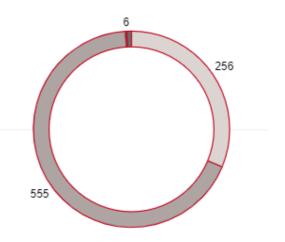
Innovation By Industry Type



Innovation By Vertical Type



Innovation By Gender

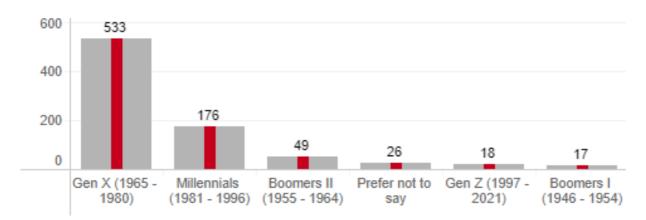


	Gender
Male	555
Female	256
Prefer Not To Say	6
Other	2
Grand Total	819

Innovation By Digital Skill Level



Innovation By Age

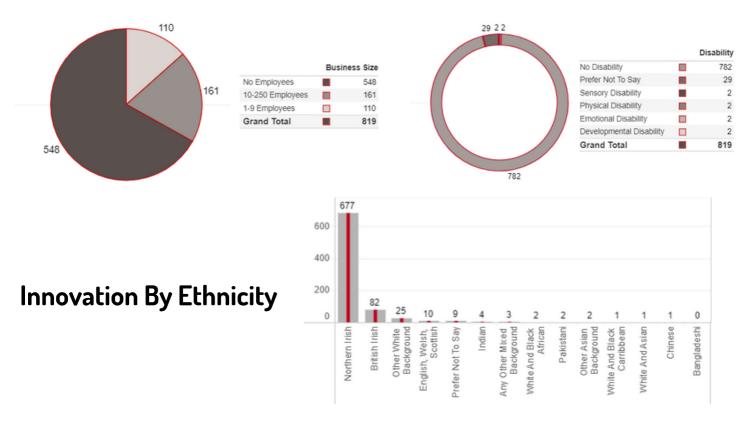


Innovation By Marital Status



Innovation By Business Size

Innovation By Disability



Outcome 3: Organisations engaged in knowledge transfer activity following support

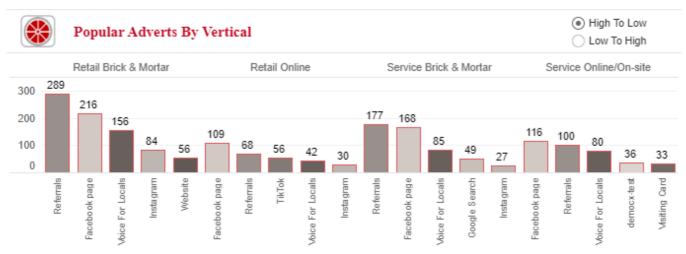
Of the 20+ organisations engaged, about 10. organisations signed up for a collaboration or a partnership to use the insights collected by our project to help them make more data-driven policy advocates and interventions in their local economy. The collaborations were formalised in terms of a public press release and shared online via social media and as an email to all the members of the organisations. The members then engage with Voice For Locals directly to level up.

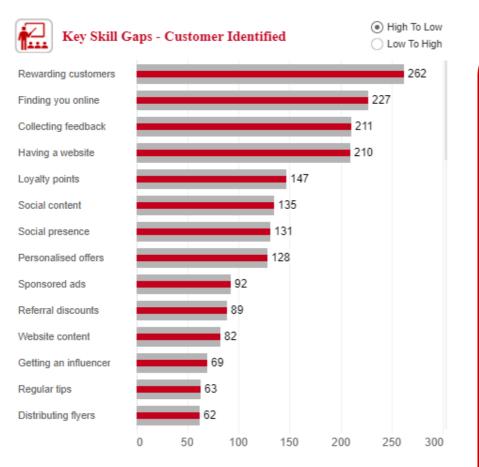
10+ organisations partnered/collaborated with us to level up their local businesses and build innovation plans.



Contd.. Knowledge Transferred To Organisations..

The data collected through our interventions around local customer experience, customer expectation, skill gap, skill demand, customer loyalty towards local businesses, reward and recognition ideas to accelerate shop local initiatives have been shared with the organisations that have partnered with us. Further, data with respect to advertisements that convert to revenue, rate of digital adoption, innovation, and skill development by age, gender, digital skill, ethnicity, marital status, disability, vertical and business type have also been shared with these organisations to plan the leveling up of their respective local economies in a better way.



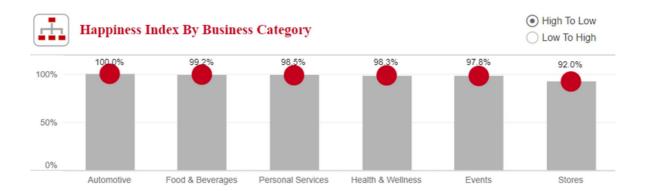


Word of mouth marketing (in person or through Facebook) is where businesses get most referrals from.

Popular advertisement for online businesses is Facebook & for Offline businesses, it is word of mouth.

Retail stores realise that they are struggling with repeat & referral business despite digital adoption.

Rewards, Finding a business online, Collecting Feedback & Loyalty Points are identified as key skill gaps.



Defining success was the key challenge. Success for the UK Government needed alignment with the measurable success as perceived by local businesses and local consumers. Local businesses valued interventions that directly increased their revenue & profitability. They were ready to upskill if the knowledge they gained could be put into driving profitability. They preferred courses that gave tools to implement their theoretical learning. Local consumers engaged better when they were rewarded for their engagement through discounts, vouchers, freebies or priority access.

Voice For Locals followed these success factors aligning the vision of the UK Government with the local businesses & consumers by creating an ecosystem where every stakeholder took away what they valued as success.

Customer Experience: Automotive, Personal Services, Food & Beverages are businesses with essential digital skills that levelled up their customer experience post-digital intervention.

More than 50% of businesses that innovated are with basic or no digital skills. They now know their customers, their contact details and their customer satisfaction.

Retention: About 50% of businesses are ready to adopt innovation to retain customers. Trainers, Tradesmen & Fashion have the best customer retention after the intervention.

Digital adopted readily to upskill: Only 18% of those who want to adopt digital technologies wish to upskill themselves.

Outcome 4: Innovation plans developed as a result of support

A higher cost of living lowers consumer confidence to shop locally. As a result, micro & small businesses need 10X sales growth to meet their operational expenses & make profits for sustainability.

Voice For Locals proudly presents the following innovation plans leveraging the existing investment made by the UK Community Renewal Fund to 10X the growth of the local economy in Northern Ireland. The primary focus is on increasing sales & revenue measured through actual sales & redemptions.

Innovation Plan 1



e-Commerce For Micro & Small Businesses

Innovation Plan 3



Community selling by cross promotions within Micro & Small Businesses

Innovation Plan 2



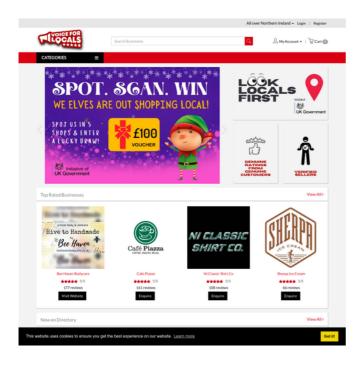
Vending machine exclusively for products made in Northern Ireland

Innovation Plan 4



Reduce cost of living through rewards for responsible citizens that drive the local economy

Centralised e-Commerce For Micro & Small Businesses Visit <u>www.voiceforlocals.shop</u>



Status :



1500+ businesses across Northern Ireland selling products, services or events are already listed in a nationwide e-Commerce portal funded by the UK Community Renewal Fund.

Opportunity:

Sell more local products, services & events Online presence for the digitally excluded Drive online customers to retail stores Drive retail store customers to shop online In line with the 10X vision plan of DfE Expand sales to the rest of the UK Expand sales to Europe & globally too Cross-sell internationally

How does it work?

- Products, Services, and Events from local businesses are listed on the portal.
- The portal is marketed to local consumers encouraging them to shop locally.
- Local consumers can now buy products, hire services & even book events with clicks from local sellers.

What are the benefits for sellers?

- Fully managed e-Commerce i.e. listing, warehousing, stock management, delivery & fulfillment managed by Voice For Locals.
- No commission is charged from local businesses

What are the benefits for buyers?

- Buy, book or hire in one place from rated locals. Saves time.
- Loyalty points are awarded for purchase, feedback, and social engagement.
- Rewards can be redeemed for loyalty points collected.
- Continuous engagement with local brands receiving valuable tips and festive discounts to continue shopping locally.

Key Risks identified:

• Guaranteed availability of stock from small businesses to be sold online.

Mitigation:

• Maintaining central warehouses stocking products from local businesses to avoid stock unavailability challenges.

Centralised Nationwide Vending Machines



Status :

IN PROGRESS

100+ Vending Machines installed across Northern Ireland selling products made locally to 10X the sales of local businesses.

Locations Of Installation:

Schools, Colleges, Govt. Office Buildings, Parliament, Railway Stations, Bus Stations, Airports, Tourism places, High Streets, and Malls.

Opportunity:

Sell more local products, services & events. Retail presence for the digitally excluded In line with the 10X vision plan of DfE Expand sales to the rest of NI

How does it work?

- Products from local businesses are filled in the vending machines.
- The vending machines will be distributed all over Northern Ireland.
- The vending machine locations will be marketed to local consumers encouraging them to shop locally.
- Local consumers can now buy products that they never knew were made & available locally.

What are the benefits for sellers?

- Fully managed vending machines i.e. filling, warehousing, stock management, delivery & fulfillment managed by Voice For Locals.
- No commission is charged from local business

What are the benefits for buyers?

- Buy from rated locals all over NI.
- Loyalty points are awarded for purchase, feedback, and social engagement.
- Rewards can be redeemed for loyalty points collected.
- Continuous engagement with local brands receiving valuable tips and festive discounts to continue shopping locally.

Key Risk 1

• Low commitment on stock availability from small businesses

Mitigation:

• Maintaining central warehouses stocking products from local businesses to avoid stock unavailability challenges.

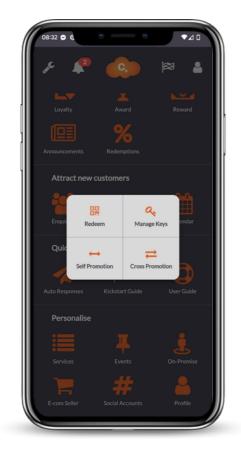
Key Risk 2:

• Vandalising vending machines

Mitigation

• Insurance cover, machines in managed buildings with CCTV coverage.

Community Selling – Local Cross Promotions



Status :



819 businesses can now start crosspromoting their products with other services or events on the high street.

Opportunity:

Nearly 100 new jobs will be created to recruit local business advisors to support their respective local economies.

How does it work?

- Complementing local businesses can form a group and agree on a common redemption code.
- They exchange their offers and send them to their respective customers in clicks through the app given to them.
- Customers claim the rewards & businesses redeem with the agreed code.
- The cross-promotion sales are tracked for profitability.

What are the benefits for sellers?

- Zero-cost customer acquisition
- Targeting most prospective customers
- Higher conversion due to trusted referral.
- Win-Win for all businesses involved
- Money stays with the local economy

What are the benefits for buyers?

- Buy from rated trusted locals.
- Collect loyalty points for every purchase, feedback & social engagement.
- Rewards can be redeemed for loyalty points collected.
- Continuous engagement with local brands receiving useful tips and festive discounts to continue shopping locally.

Key Risk 1

- Awareness of cross-promotions **Mitigation:**
 - Spread the word through leaflets, posters, local word of mouth & through local business advisors.

Key Risk 2:

- Handholding rollout of cross-promotions **Mitigation**
 - Regular cross-promotion clinics to be conducted by nominated local business advisors

Rewards for responsible citizens that drive local economy





Increasing consumer confidence when they shop local by offering them rewards that directly reduce their cost of living.

Opportunity:

A win-win ecosystem for all sizes of businesses & consumers to get benefitted that grows the local and national economy.

How does it work?

- A new app will be developed for local consumers to download.
- They can shop local, collect loyalty points, rewards, redemptions & more in simple clicks.
- Offers & notifications can be sent to them directly by local businesses, government, utility companies, parking companies etc.

What are the benefits for sellers?

- Unlimited leads, no commissions
- Genuine ratings & reviews
- Loyal customers that repeat business
- Rewards & referrals to get new customers

What are the benefits for buyers?

- Reduce the cost of living
- Thinking local made simple
- Shop in confidence from rated locals
- Get personalised local deals

Key Risk 1

• Awareness of rewards for responsible citizenship

Mitigation:

 Spread the word through PR, radio, television, outdoor ads, council websites, leaflets, posters, local word of mouth & through local business advisors.

Key Risk 2:

• Creating a partner list Mitigation

• It is recruiting a new partnership management team in Northern Ireland to create location-specific partners and meaningful rewards that directly reduce the cost of living.

Together we can. Together we should. Voice For Locals For the 10X Vision.

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