

MORAY COMMUNITY PLANNING PARTNERSHIP

Local Outcome Improvement Plan Performance Monitoring Report

| | | | |
|---|--|--|--|
| Priority | Growing diverse, inclusive and sustainable economy | | |
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| Report Date | | | |
| Overall Status | Delivery Plan | Objectives (PI's) | By the year 2030 Moray will have a sustainable and inclusive economy which generates improved opportunities for everyone, including more skilled and higher paid jobs; <i>Employment: Increased in participation, skill and pay levels with reduced gender inequality through the principles of Fair Work including:</i> <ul style="list-style-type: none">• Targeted approaches to those furthest from the job market• Pathways to employment and higher skilled employment• Choices for the young workforce• Apprenticeships at all levels |
| (RAG) | (RAG) | (RAG) | |
| | | | |
| Progress Summary (since last report) | % completion of Delivery Plan against planned | | 100% |
| • Commentary on progress towards milestones and planned actions due in reporting period | Developing a diverse economy was previously reported to the Board on 18 th April 2019. All actions identified within appendix 1 of that report were completed. However it is too early to show the outcomes of those actions in a 10 year plan, and statistics for apprenticeships did not show an increase in provision over the year. The actions reported in April 2019 were all completed, however these are to address longer term outcomes over a ten year period and result in the development of further actions to progress and improve those outcomes, so although the actions reported are delivered there will continue to be further development. COVID 19 impacted on the review of the Skills Investment Plan and work is currently under way on developing | | |

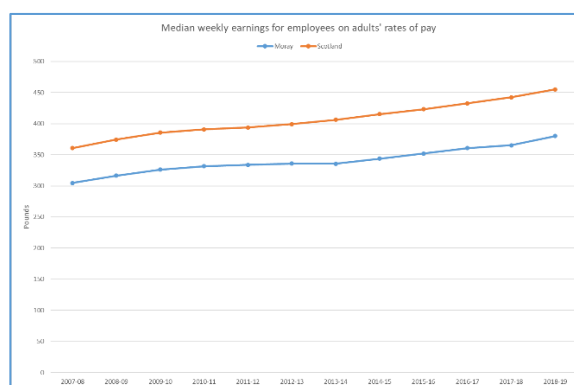
| | | |
|--|--|-------------------------------------|
| | <p>an economic recovery plan which will identify a new set of actions to help accelerate recovery.</p> <p>This will include developing appropriate outcome measures to monitor performance and progress and establish the economic impact of COVID on baseline figures to monitor recovery.</p> | |
| • Progress towards objectives (provide indicator result to evidence where available) | Progress towards objectives cannot be measured in a one year period and must follow the trends, however the significant economic impact of COVID 19 means that outcome measures and targets need to be reviewed as part of the recovery plan. | |
| • Risks and Issues | <p>COVID 19 has had an unprecedented impact on the economy, although the aims of the LOIP and Economic Strategy still remain valid, there is a need to reflect that impact in terms of action plans, outcome measures and targets against the new baselines caused by the recession.</p> <p>This work is being undertaken and will be reported in due course</p> | |
| Any General Progress Commentary | | |
| | | |
| Change Requests | The Recovery Plan and associated impacts and outcome measures will be reported in due course | |
| Next Steps / Targets | <u>Comments</u> <p>Developing a recovery plan to address impacts of COVID, there will be an increase in workload on employability and skills teams as a result of COVID 19 as well as an increase in funding opportunities to meet the demand arising from recession.</p> | <u>Due Date</u> <p>October 2020</p> |
| COVID-19 Recovery - impact on delivery / amendment to priority | <p>With the impact of COVID and level of recession a further review is needed to ascertain the most appropriate objectives, outcome measures and targets moving forward and this will be informed by the ongoing work associated with a recovery plan to accelerate local economic recovery. There will be a shift in demand on resources and new opportunities in relation to funding to meet that demand. The work done in establishing the employability consortium and formation of the Employability and skills group under MEP provides a good foundation for addressing the impact of COVID 19.</p> | |

COMMUNITY PLANNING OUTCOMES PROFILE TOOL

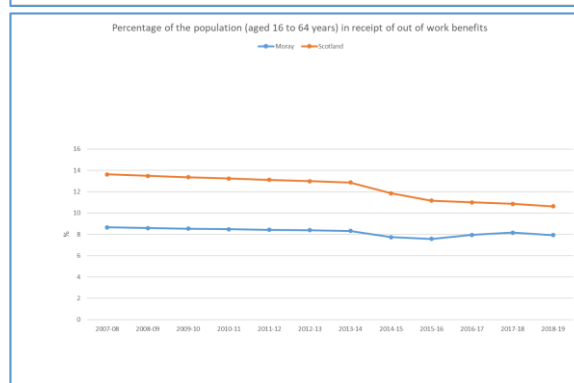
Weekly earnings

Median weekly earnings have increased by 25% since 2007/08, equivalent to an extra £75.50 per week.

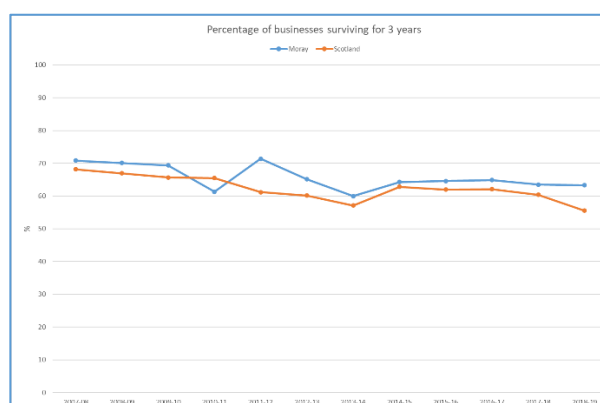
However, national earnings have risen at a similar rate. Consequently, Moray median weekly earnings have been consistently 15-17% below the national figure.

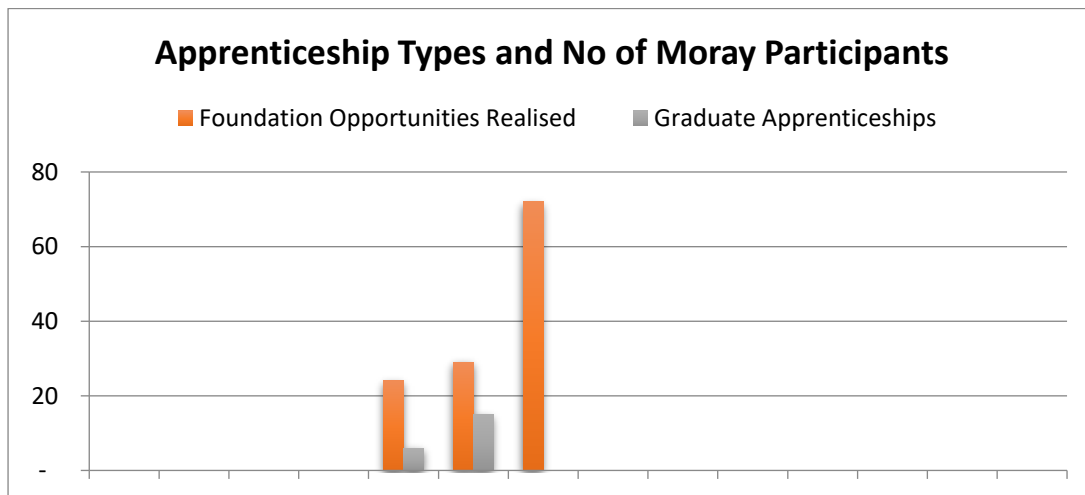
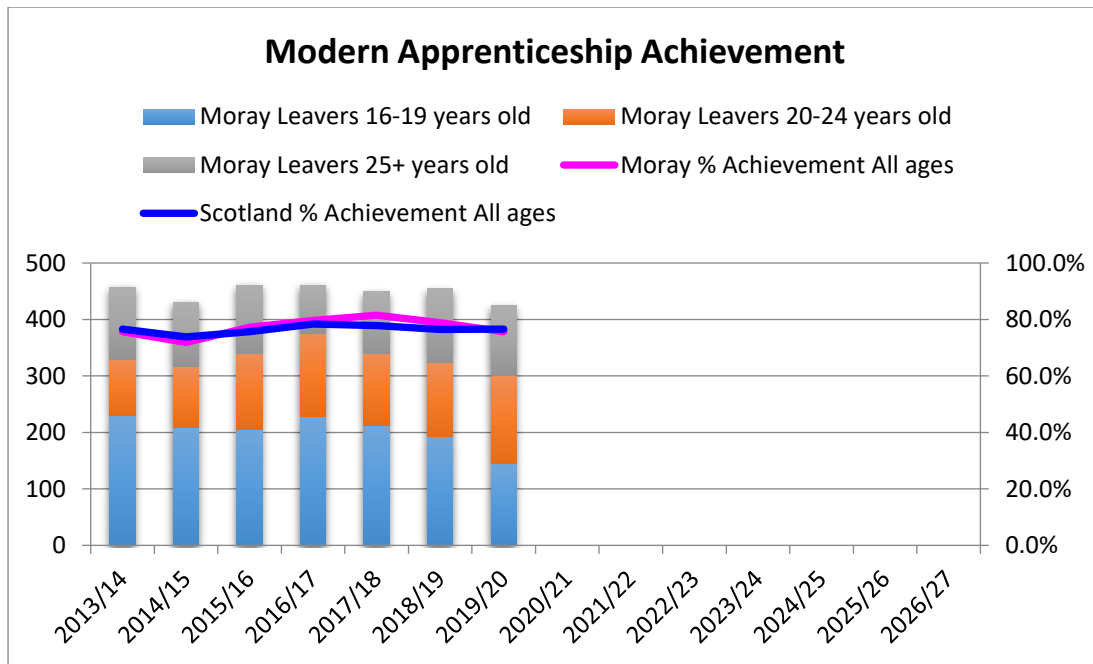
**Out-of-work benefits**

Since 2007/08 the proportion of out-of-work claimants aged between 16 and 64 years old in Moray has reduced from 8.7% to 7.9%. Across Scotland the proportion has also reduced, and Moray remains below the national rate.

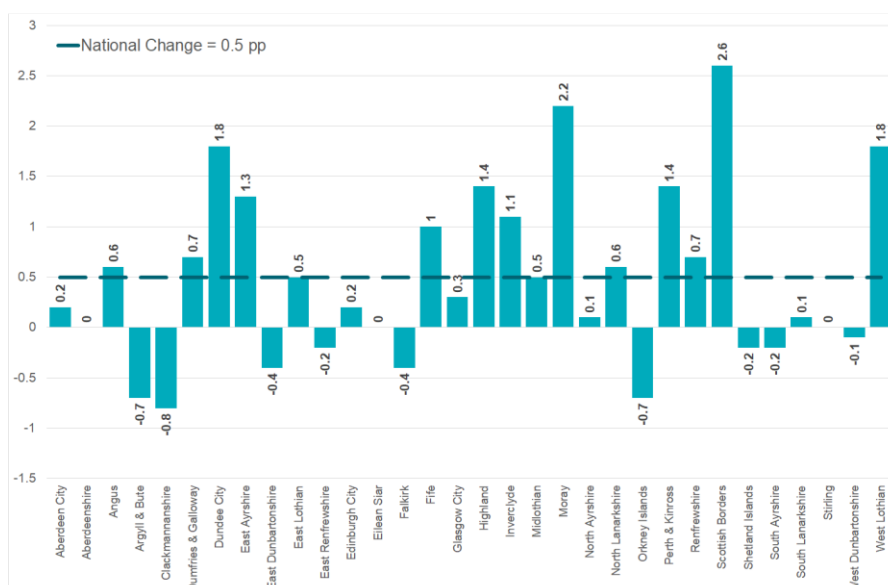
**Business survival (3 years or more)**

Since 2007/08 the proportion of businesses surviving for 3 years has declined both across Scotland and in Moray. Apart from 2010/11 Moray has had a slightly better survival rate compared to Scotland. In 2018/19 the rate for Scotland was 55.6% and 63.3% for Moray.






















Percentage point change in the participation# rate between 2019 and 2020, by Local Authority



Delivery Framework – suggested indicators

| PI Status | | | | | | | | | |
|---|-------|---|---------|---|----|---|---------|--|-----------|
|  | Alert |  | Warning |  | OK |  | Unknown |  | Data Only |

| Priority Developing a diverse, inclusive and sustainable economy | | | | | | | | | | | |
|--|----------------|---------|---------|---------|---------------------------|------------|------------|------------|------------|--|---|
| Short Name | Current Target | 2018/19 | 2019/20 | 2020/21 | Q4 2018/19 | Q1 2019/20 | Q2 2019/20 | Q3 2019/20 | Q4 2019/20 | Latest Note | Traffic Light Icon |
| | | Value | Value | Value | Value | Value | Value | Value | Value | | |
| Residents with No qualifications | | 8.2% | 9.1% | | Not measured for Quarters | | | | | Although the proportion of Moray Residents with no qualifications is below that of Scotland (9.8%) this has worsened over the last year. |  /  |
| Residents with No or Low Qualifications (National Indicator) | | 11.2% | | | Not measured for Quarters | | | | | This has reduced over the last 3 years and is now below the Scottish proportion which is 11.6% |  |
| Participation in Education, Employment or Training | | 91.2% | 91.3% | 93.5% | Not measured for Quarters | | | | | This has improved over the last 3 years and is now higher than the national level of 92.1% |  |
| Median Gross Weekly Pay (excluding overtime) | | £527.20 | £561.60 | | Not measured for Quarters | | | | | The gap between Moray and Scottish pay levels has reduced from £83.70 in 2014 to £16.10 in 2019 but is still below the Scottish Level of £577.70 |  /  |
| Median Gross Weekly Pay - Pay Gap | | £97.10 | £198.00 | | Not measured for Quarters | | | | | Due to increases appearing in the pay of males the gap in both national and local has widened since last year with Moray's pay gap being more than twice that of Scotland (£96.40) |  |

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| | | Value | Value | Value | Value | Value | Value | Value | Value | | |
| Migration rate per 1,000 population | | 3.8 | | | Not measured for Quarters | | | | | Scotland's migration rate (5.5) is higher than Moray's. Although more people are coming to Moray there is still a worrying trend of 15-19-year olds leaving Moray (to study elsewhere) and in particular females. |  |
| Proportion of 16-29 within Moray Population (NRS Mid-Year) | | 16.93% | 16.85% | | Not measured for Quarters | | | | | Although this has actually risen slightly since 2011 it is only matching Scotland as the rate in Scotland has fallen from 18.44% in 2011 to 16.87% in 2019 |  |
| Proportion of people earning less than living wage (ASHE) | | 27.4% | 24.0% | | Not measured for Quarters | | | | | Moray is much higher than the National rates (Scotland - 19.4% in 2018 and 16.9% in 2019) |  |
| Percentage of school leavers by follow-up destination Positive Destinations Higher Education Further Education Training Employment Employment Voluntary Work Personal Skills Development Unemployed Seeking Unemployed Not Seeking Unknown Total | | Moray 92.4% 31.4% 22.9% 2.3% 34.5% * * 2.9% 1.4% 3.3% 98.70% | | | Not measured for Quarters | | | | | Scotland Positive Destinations 92.9% Higher Education 38.4% Further Education 23.3% Training Employment 2.3% Employment 28.0% Voluntary Work 0.5% Personal Skills Development 0.4% Unemployed Seeking 3.5% Unemployed Not Seeking 2.3% Unknown 1.3% Total 100.0% |  /  |