

LOCAL OUTCOMES IMPROVEMENT PLAN DELIVERY FRAMEWORK

Key Principles
SMART actions delivered as a partnership
Actions address inequality
Outcome indicators measure progress
Actions relate to and deliver intended outcomes

Good governance principles for partnership working
(Audit Scotland: Managing performance: are you getting it right?)

Moray Outcome Developing a diverse, inclusive and sustainable economy		CPP Focus The end result we want is:	(Milestones / Progress Measures for Years 2-4) We will know we are making progress when:
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.		<p>Increased participation, skill and pay levels with reduced gender inequality through:</p> <ul style="list-style-type: none"> Pathways to employment and higher skilled employment Targeted approaches to those furthest from the job market Choices for the young workforce Apprenticeships at all levels 	<p>3.1. XX number of women have re-entered the workforce by end 2021/22 increasing by XX% by end 23/24, either from economic inactivity to part-time or from part-time to full-time.</p> <p>6.1. 6.1. 10% increase in in attendees in financial years 22/23 and 23/24 on 21/22 baseline. (440 in 22/23, 480 in 23/24)</p> <p>7.1. 70% utilisation of available funding in year 21/22 increasing to 80% in years 22/23 and 90% in years 23/24.</p> <p>7.2. 20% increase in 22/23 and 23/24 on 21/22 baseline of unique employers taking on kick-start placements.</p> <p>7.3. 80% completion rate of 6 month contract</p> <p>7.4. 50% of those who complete the contract go on to find employment within 3 months</p> <p>8.4 Implement Apprenticeship strategy and target sectors for improvement. March 2022 onwards.</p> <p>8.5 Increase in all levels of apprentices on pre-COVID baseline.</p>
Related steps/strategies	<p>Growth Deal Moray Economic Strategy Moray Social Enterprise Strategy Moray Local Development Plan Employability Strategy Moray Skills Strategy Developing the Young Workforce Attainment Strategy SFRS Community Fire Plans</p>		
PIs	<p><u>Community Planning Outcome Profile Indicators (measured across 32 CPPs)</u> Employment rate Median earnings for residents in local authority area who are employed Percentage of population (aged 16-64) in receipt of out-of-work benefits Percentage of children in poverty Survival of newly-born enterprises (3 year survival)</p>		

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LOIP Priority	Key Actions To be defined by Strategic Lead / Group)	LOIP Outcome (CPP Focus)	LOIP Progress Measures	Completion Target To be defined by Strategic Lead / Group)	Partnership Strategy/Plans supporting priority	Lead Officer for updates / reporting To be defined by Strategic Lead / Group)
Developing a diverse, inclusive and sustainable economy: 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	Early Years Childcare Programme 1. To increase the current early learning and childcare provision from 600 hours to 1140 hours by 2021. 2. To expand services to meet demand based on population projections. 3. To provide a flexible service for parents and carers	Increased participation, skill and pay levels with reduced gender inequality through: <ul style="list-style-type: none"> Pathways to employment and higher skilled employment 	1.1. By end of August 2021 all settings (public and private providers) in all ASGs to be able to deliver 1150 hours based on current capacity. 2.1 By April 2022 capacity is available to meet demand for 2060 eligible young people to receive 1140 hours of childcare 3.1. XX number of women have re-entered the workforce by end 2021/22 increasing by XX% by end 23/24, either from economic inactivity to part-time or from part-time to full-time.	August 2021 April 2022 March 2024	Moray Economic Strategy Early Years Strategy	
Developing a diverse, inclusive and sustainable economy: 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	4. Moray Employer Recruitment Incentive (targeted not universal). This scheme provides up to £8000 to an employer to employ a 16-24 year old whose opportunities have been disrupted by COVID. 5. Enhanced Key Worker Support Additional keyworkers recruited by Moray Council 6. Moray Pathways at the Inkwel employability and training hub This is a central employability and training hub which provides a single point of contact. It is a partnership venture of the Moray Skills Pathway.	Increased participation, skill and pay levels with reduced gender inequality through: <ul style="list-style-type: none"> Targeted approaches for those furthest from the job market 	4.1. 70% of those employed remain in employment for the duration of their contract 4.2 XX people employed through MERI 4.3. 100% of budget spent by end of the financial year 21/22 on unique employments and programme closed for review 5.1. A 50% increase in the number of people supported through the Councils Employability service by the end of financial year 21/22. 5.2. An increase of 30 people supported into work in financial year 21/22 by Council employability services. 6.1. 10% increase in attendees in financial years 22/23 and 23/24 on 21/22 baseline. (440 in 22/23, 480 in 23/24)	March 2022 March 2022 March 2022 March 2022 March 2024	Local Employability Partnership	

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Developing a diverse, inclusive and sustainable economy: 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	Local Employability Partnership: Enhanced Employability Framework for Young People. 7. Kickstart Scheme (universal) The Kickstart scheme provides a 6 month work placement for 16-24 year olds who are on Universal Credit.	Outcome Increased participation, skill and pay levels with reduced gender inequality through: <ul style="list-style-type: none">Choices for the young workforce	 7.1. 70% utilisation of available funding in year 21/22 increasing to 80% in years 22/23 and 90% in years 23/24. 7.2. 20% increase in 22/23 and 23/24 on 21/22 baseline of unique employers taking on kick-start placements. 7.3. 80% completion rate of 6 month contract 7.4. 50% of those who complete the contract go on to find employment within 3 months	Kickstart March 2024 (reviewed annually) March 2024 (reviewed annually) Ongoing Annual Review Ongoing Annual Review	Local Employability Partnership	
Developing a diverse, inclusive and sustainable economy: 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	8. Partnership Apprenticeship Strategy and action plan developed for public and private sector partners	Increased participation, skill and pay levels with reduced gender inequality through: <ul style="list-style-type: none">Apprenticeships at all levels	8.1 Apprenticeship data provided by all CPP members. 8.2. Collation of apprenticeships available across CPP partners. 8.3. Formation of apprenticeship strategy and action plan for Moray to increase availability and quality by March 2022 to be implemented by CPP and MEP members. 8.4 Implement strategy and target sectors for improvement. March 2022 onwards. 8.5 Increase in all levels of apprentices on pre-COVID baseline.	September 2021 December 2021 March 2022 Ongoing – targets based on action plan to be set in April 2022 Ongoing - targets based on action plan to be set in April 2022	Moray Economic Strategy Local Employability Partnership	