



## Your Moray

**REPORT TO: COMMUNITY PLANNING BOARD ON 21 SEPTEMBER 2022**

**SUBJECT: DRAFT APPRENTICESHIP STRATEGY FOR MORAY**

**BY: MORAY COUNCIL, SENIOR OFFICER ECONOMIC STRATEGY AND DEVELOPMENT**

### **1. REASON FOR REPORT**

- 1.1 To present the Moray Community Planning Partnership (CPP) with the draft Apprentice Strategy for Moray. A coordinated approach to delivering the strategy is required and the commitment of the CPP is needed to ensure effective delivery. The CPP is encouraged to approve the strategy and agree to the proposed actions recommended for delivery by each of the partners.

### **2. RECOMMENDATION**

**2.1 It is recommended that the CPP:-**

- (i) Approved the Apprenticeship Strategy for Moray**
- (ii) Agrees to the proposed Action Plan and the target outcomes linked to the Priorities for Action**

### **3. BACKGROUND**

- 3.1 The Delivery Framework for developing a diverse, inclusive and sustainable economy from the Local Outcome Improvement Plan (LOIP) sets out the key actions to deliver against the economic outcomes. To support the outcome of increased participation, skill and pay levels with reduced gender inequality through apprenticeships at all levels, the following actions were identified:
- Partnership apprenticeship strategy and action plan developed for public and private sector partners
  - New apprenticeships in the public and private sector
- 3.2 An Apprenticeship Strategy for Moray has been developed to deliver against these actions. The strategy has been produced in partnership by a short-life working group made up of officers from Moray Council, UHI Moray, DYW Moray, and Skills Development Scotland (SDS). The draft strategy is provided in full as **Appendix 1**.

#### **4. COMMUNITY PLANNING PARTNER AVAILABILITY**

- 4.1 The LOIP Delivery Framework for developing a diverse, inclusive and sustainable economy targets the formation of an apprenticeship strategy and action plan for Moray to increase availability and quality, to be implemented by CPP and Moray Economic Partnership (MEP) members.
- 4.2 The table below highlights the current availability of apprenticeships over the past three years across the community planning partners.

	<b>2019/20</b>	<b>2020/21</b>	<b>2021/22</b>
Moray Council	9 MA, 12 FA	6 MA, 8 FA	3 MA, 10 FA
Highlands and Islands Enterprise (Moray)	0	0	0
Scottish Fire and Rescue Service (Moray)	3 MA	2 MA	3 MA
Police Scotland (Moray)	0	0	0
tsiMORAY	0	0	0
NHS Grampian	4 MA	12 MA, 1 FA	2 MA
UHI Moray	1 MA, 1 FA	0	1 MA
Cairngorm National Park Authority (Moray)	0	0	0
Skills Development Scotland	0	0	0

- 4.3 As highlighted by the data, there is scope for significant growth in the availability of Foundation Apprenticeships and Modern Apprenticeships across the CPP. The data also highlights the absence of any Graduate Apprenticeship opportunities among the community planning partners. The accompanying draft strategy sets out proposals to address this. The two key actions to support this are:
- Community Planning Partners to develop individual action plans with appropriate budget for delivery, to increase the number of apprenticeships within their organisation, aligned with overarching priorities
  - Community Planning Partners to identify a targeted increase in the number of indirect and direct apprenticeship starts within each organisation and the variety of frameworks offered linked to targets within the strategy, as well as the aspirations of young people and future economic needs

#### **5. COORDINATION OF STRATEGY**

- 5.1 The creation of individual action plans by each of the community planning partners will assist with an increase in the overall availability of apprenticeships. However, the strategy also requires some coordination to ensure this increase is reflected across the private sector.
- 5.2 There is appetite to avoid any duplication through creation of a new network / forum if there is an existing group who have the requisite remit to coordinate delivery. The required focus would need to include links with employment, skills development and business liaison. Coordination of key actions (highlighted in yellow) within the strategy will be led by MEP through an as yet to be identified structure, as MEP is currently undertaking a review of its structure.

## **6. CONCLUSION**

- 6.1 Coordinated delivery of the Apprenticeship Strategy for Moray could result in significant growth in the availability of apprenticeship opportunities locally. It is hoped this will have a lasting impact on the local skills base and ensure that more young talent opts to remain or relocate to Moray. Contribution from each of the community planning partners is sought in providing capacity to deliver on the actions.