



**REPORT TO: ECONOMIC DEVELOPMENT AND INFRASTRUCTURE SERVICES COMMITTEE ON 18 JUNE 2024**

**SUBJECT: INFORMATION REPORT: MORAY PATHWAYS LOCAL EMPLOYABILITY PARTNERSHIP ANNUAL INVESTMENT PLAN (2024-2025)**

**BY: DEPUTE CHIEF EXECUTIVE (ECONOMY, ENVIRONMENT AND FINANCE)**

## **1. REASON FOR REPORT**

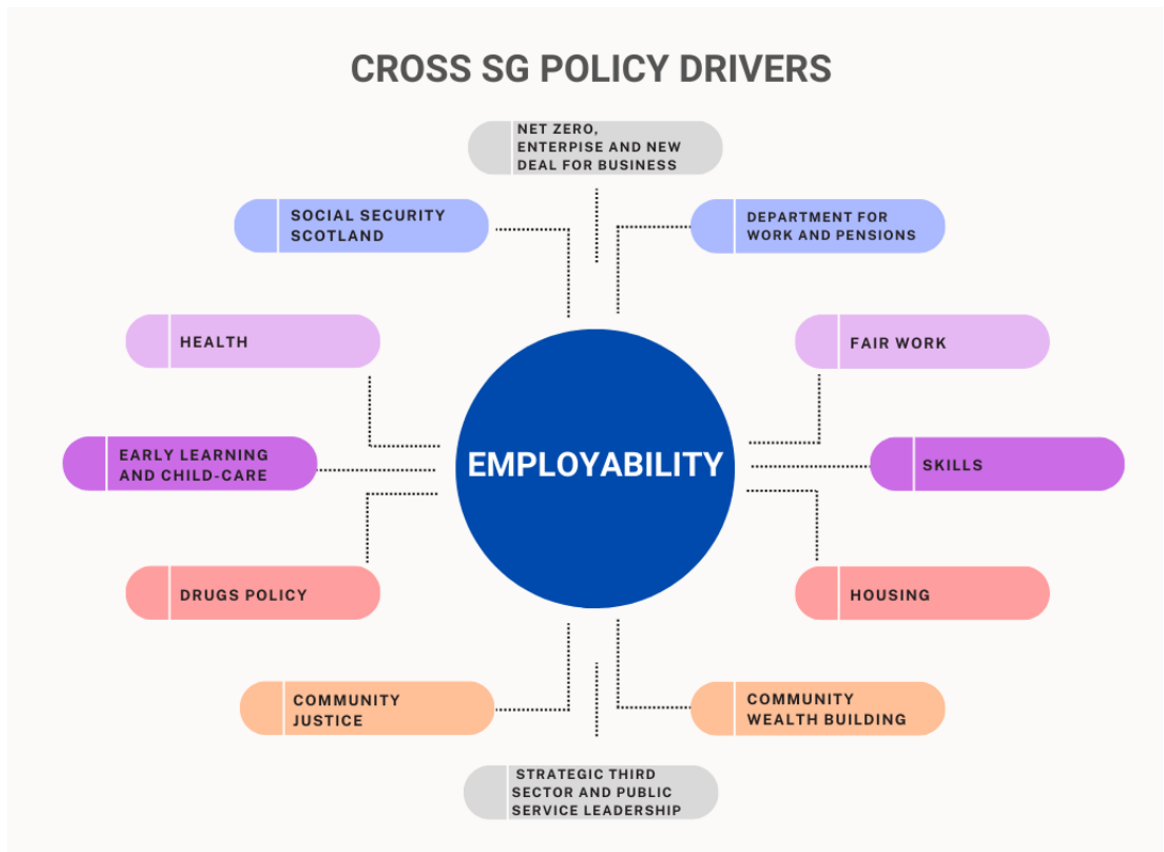
- 1.1 To provide the Committee with the Moray Pathways Local Employability Partnership Annual Investment Plan for 2024-2025.
- 1.2 This report is submitted to Committee in terms of Section II (A) (2) of the Council's Scheme of Administration relating to long-term financial plans.

## **2. BACKGROUND**

- 2.1 Moray Pathways is the local employability partnership (LEP) that includes over 50 support organisations and local employers from the public, private and third sector. It supports individuals who require additional help into fair and sustainable jobs. On behalf of the employability partnership, the Moray Council are the anchor organisation / lead accountable body who co-ordinate the administration of all resources made available for employability support and provision in Moray.
- 2.2 This diagram below shows the national delivery model and governance of the partnership:



2.3 The Moray Pathways Commissioning Sub Group (CSG) are responsible for evaluating and scoring all financial procurement processes. The organisations within the sub group are; Moray Council, Department for Work and Pensions, Developing Young Workforce (DYW) Moray, Skills Development Scotland and TSI Moray. Employability plays an essential role in delivering national and local aims of tackling poverty, promoting inclusion and social justice and creating a fair and prosperous Scotland. The provision and support we deliver aligns with broader Scottish Government cross cutting policy drivers as shown below:



2.4 Further to the Local Employability Partnership Delivery Plan 2022-2025 considered at the Community Planning Board on 22 September 2022 (para 4 of the minute refers), in 2023-2024 Moray Pathways commissioned 3 key programmes, Sector Based Work Academy Programme (SWAP), Counselling Support Network and a Creative Skills Network / Provision. The number of referrals received into Moray Council Employability Team for Keyworker support has increased over the last year - with a notable increase of adults aged 25 plus and parents living in poverty. The partnership also funded a total of 21 local businesses via the Moray Employer Recruitment Incentive (MERI) to provide a 6 month paid job placement ( Real Living Wage ) for a total of 27 individuals, 17 young people/adults and 10 parents. The following tables highlight the number of individuals who were supported across the Moray Pathways partnership and outcomes achieved. The numbers carried forward appear high but this is as a result of following up positive destinations for a period of 12 months.

Target Group	New Start ( New Registrations) 23/24	Carried Forward 22-23
Young People	185	206
Adults	141	155
Parents in poverty	60 ( mix of adults and young parents)	76
<b>TOTALS</b>	326	437
<b>Total number being supported in 23-24</b>	<b>763</b>	

Equalities Groups	Number of New Starts (23/24)	Economic Status	New Starts (23/24)
Disability / Mental Health	198	Unemployed	254
Care Experienced Young People	45	Economically Inactive	40
Refugees / Ethnic Minorities	52	Underemployed	31
Criminal Convictions	21		

Participation Outcomes ( New Starts 23/24)	Numbers
<b>Sector Based Work Academy Programme ( SWAP Vocational training)</b>	90
<b>Barrier Removal Activities</b> Personal Development – 48% Health and Wellbeing – 23% Creative Skills – 19.2 % Life Skills – 9.1 %	102
Employment	58
FE/HE	50
Engagement Phase	26
<b>TOTALS:</b>	326

### 3. **The Annual Investment Plan**

- 3.1 The Annual Investment Plan (**Appendix 1**) sets out proposals for the delivery of employability provision and support. The Annual Investment Plan takes into account identification of local needs as evidenced by local statistical data and input from stakeholders and service users. The plan will address the following priorities:



- 3.2 The Annual Investment Plan (**Appendix 1**) is the annual plan linked to the LEP 3 year Delivery Plan which was approved in 2022. The Annual Investment plan highlights the range of provision and employability support that the LEP plan to deliver and implement to meet the needs of target groups and at the same time deliver a place based approach with partnership outreach support. In particular, the LEP are keen to adopt a specialist supported employment model which will provide intensive support for individuals who are faced with inequalities and at risk of being left behind. The partnership will continue to monitor the range of commissioned provision on offer with a mix of public and third sector providers. There will be quarterly monitoring reports to the LEP and MEP. The commissioning sub group will provide forecast updates to the wider partnership and update any changes to the plan. The Annual Investment plan also shows the utilisation of a range of funding streams including UK Shared Prosperity Funds, Scottish Government Grant Funds and Moray Council Core Funding.

### 4. **SUMMARY OF IMPLICATIONS**

#### a) **Corporate Plan and 10 Year Plan (Local Outcomes Improvement Plan (LOIP))**

The Moray Pathways Local Employability Partnership Annual Investment Plan will contribute to achieve the Corporate Plan priorities to take poverty and inequalities and build a stronger, vibrant and greener economy. The plan also aligns with the LOIP priority of a growing and sustainable economy and in particular the focus on targeted approaches to those furthest from the job market.

**b) Policy and Legal**

The Council considers support for economic development issues on their merits, against the objective to facilitate sustainable economic growth and the desired outcomes of the Ten Year Plan and Corporate Plan.

**c) Financial implications**

The only budget provided by Moray Council is in relation to core staffing needed to manage and support temporary grant funded staffing.

**d) Risk Implications**

None.

**e) Staffing Implications**

Temporary staffing varies from year to year depending on updated focus and exactly what is commissioned.

**f) Property**

No property implications arising from this report.

**g) Equalities/Socio Economic Impact**

The actions and outcomes within the annual investment plan contribute to tackling inequalities in our communities and an equality impact assessment has been sent to Scottish Government.

**h) Climate Change and Biodiversity Impacts**

None.

**i) Consultations**

Consultation has taken place with members of the Local Employability Partnership, Depute Chief Executive (Economy, Environment and Finance), the Head of Economic Growth and Development, Economic Growth and Regenerations Manager, the Legal Services Manager, the Property Assets Manager, the Equal Opportunities Officer, and Lissa Rowan, Committee Services Officer have been consulted and comments received have been incorporated into the report.

**5. CONCLUSION**

**5.1 The report provides information on the Moray Pathways Local Employability Partnership (LEP) Annual Investment Plan for 2024-2025.**

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Background Papers:

Ref: