



## Community Planning Board

Wednesday, 08 November 2023

**NOTICE IS HEREBY GIVEN** that a Meeting of the **Community Planning Board** is to be held at **Council Chambers, Council Office, High Street, Elgin, IV30 1BX** on **Wednesday, 08 November 2023** at **14:00**.

### BUSINESS

1. **Sederunt**
2. **Minutes of the meeting held 20 September 2023** **5 - 8**
3. **Proposed Schedule of Meetings to November 2024** **9 - 10**  
Report by Depute Chief Executive (Education, Communities and Organisational Development)
4. **Town Centre Improvement Plans Update and Funding Opportunities** **11 - 20**  
Report by Depute Chief Executive (Economy, Environment and Finance)
5. **Local Employability Partnership** **21 - 30**  
Report to Moray Economic Partnership September 2023
6. **Budget Update from meeting of Special Full Council held 25 October 2023**  
Verbal Update by Chief Executive, Moray Council
7. **AOCB**

**Any person attending the meeting who requires access assistance should contact customer services on 01343 563217 in advance of the meeting.**



**THE MORAY COUNCIL**  
**Community Planning Board**

**SEDERUNT**

Mr Adam Coldwells (Chair)  
Councillor Kathleen Robertson (Depute Chair)

Mr George Burgess (Member)  
Mr Murray Ferguson (Member)  
Chief Superintendent Graeme Mackie (Member)  
Mr Grant Moir (Member)  
Mr David Reid (Member)  
Mr Anthony Standing (Member)  
Mrs Susan Webb (Member)  
Ms Caroline Webster (Member)  
Councillor John Divers (Member)  
Councillor Juli Harris (Member)  
Councillor Graham Leadbitter (Member)  
Councillor Bridget Mustard (Member)  
Mr Andrew Anderson (Member)  
Mr Roddy Burns (Member)  
Councillor Tracy Colyer (Outside Body Appointee)  
Councillor Amber Dunbar (Outside Body Appointee)

Clerk Name:	Lindsey Robinson
Clerk Telephone:	07966 120593
Clerk Email:	committee.services@moray.gov.uk



**Minute of Meeting of the Community Planning Board**

**Wednesday, 20 September 2023**

**Council Chambers, Council Office, High Street, Elgin, IV30 1BX**

**PRESENT**

Mr Andrew Anderson, Mr George Burgess, Mr Roddy Burns, Mr Adam Coldwells, Councillor Tracy Colyer, Councillor John Divers, Councillor Amber Dunbar, Councillor Juli Harris, Councillor Graham Leadbitter, Councillor Bridget Mustard, Councillor Kathleen Robertson, Mrs Susan Webb

**SUBSTITUTES**

.

**APOLOGIES**

Mr Murray Ferguson, Chief Superintendent Graeme Mackie, Mr Grant Moir, Mr David Reid, Mr Anthony Standing, Ms Caroline Webster

**IN ATTENDANCE**

Also in attendance at the above meeting were Fiona Robb, HIE; David Howieson, Police Scotland; Head of Governance, Strategy and Performance; Head of Economic Growth and Development; Senior Officer Economic Strategy and Development; Community Learning and Engagement Team Manager, Gordon Ruddiman, Community Support Officer; GIRFEC and Promise Lead Officer; Democratic Services Manager and Caroline O'Connor, Committee Services Officer as Clerk to the meeting.

**1. Chair**

The meeting was chaired by Councillor Kathleen Robertson.

**2. Minute of the meeting of 17 May 2023**

The minute of the meeting of 17 May 2023 was submitted and approved as an accurate record of the meeting.

With reference to paragraph 5 of the Minute, Councillor Harris queried why the Moray School Leaver Distribution Presentation referred to was not on the agenda for today's meeting. The Chief Executive advised he would follow this up with Mr Standing, Skills Development Scotland following the meeting.

**3. Apprenticeship Strategy Annual Progress Report 2022-23**

The meeting had before it a report by the Senior Officer Economic Strategy and Development, Moray Council presenting the Moray Community Planning Board (CPB) with a progress report on the first year of delivery of the Apprentice Strategy for Moray covering the period of the 2022/23 financial year.

Councillor Leadbitter thanked Officers for the update and sought confirmation on when the information from across the partners would be available to allow a fuller picture of what is happening with regards to the targets across the public sector in Moray.

He asked whether it would be possible to bring back a report in 3 months time to update the board in the hope that further information would be available to provide an assessment of where all the partners are.

In response, Chris Muir, Senior Officer, Economic Strategy and Development, confirmed that the missing information report was discussed at the Community Partners Officer Group, however no further responses had been received following the meeting. He further confirmed that he would be happy to come back with an update report in 3 months time to hopefully be able to include the information.

Councillor Harris proposed adding to the recommendation from the conclusion at paragraph 8.1 – that the Board note the continued support of all partners is essential to the apprenticeship strategy for Moray. It is key that all relevant partners now demonstrate commitment to the strategy through development of an action plan to support the growth of apprenticeships within Moray.

The Head of Economic Growth and Development confirmed he was comfortable with adding the additional recommendations and will be a useful addition.

Following further consideration the Board agreed to:

- i) note the progress made in delivering on the majority of the initial actions within the action plan of the Apprentice Strategy for Moray, including the success in growing awareness of apprenticeships in Moray among businesses and prospective employees;
- ii) note the continued support of all partners is essential to the apprenticeship strategy for Moray. It is key that all relevant partners now demonstrate commitment to the strategy through development of an action plan to support the growth of apprenticeships in Moray; and
- iii) an update report being brought back to the Board in three months' time to allow for a fuller picture of what is being done to achieve the targets.

#### **4. Locality Plans - Buckie and New Elgin**

Dawn Brodie, Community Learning and Engagement Manager and Gordon Ruddiman, Community Support Officer gave a presentation to update the Board on the Locality Plan in Buckie and New Elgin.

Following the presentation the meeting had before it a report by the Depute Chief Executive (Education, Communities and Organisational Development) providing the Board with a presentation and update on Locality Planning in Buckie and New Elgin and asked that the Board consider the three requests for support and action in the recommendations.

Following consideration the Board agreed to:

- i) continue to promote partnership working at all levels to address the priorities in the New Elgin and Buckie locality plans;
- ii) continue to support activities and events in both areas and note that the possible use of common good funds will be explored to contribute to the cost of using the warm hub in Buckie; and
- iii) support action to drive forward work collaboratively to progress establishing sustainable hub models in both Buckie and New Elgin where partners can work together as outlined in paragraph 3.9 of the report.

## **5. North East Alliance Cost of Living Engagement**

In relation to the North East Alliance Cost of Living engagement, the Consultant in Public Health gave a verbal update on progress and what has been happening across Moray.

## **6. 2022-23 Quarter 4 (Jan - Mar) LOIP Performance Monitoring Report**

The Board had before it an updated report from the Depute Chief Executive (Education, Communities and Organisational Development) informing the Group of the performance against the Local Outcome Improvement Plan (LOIP) for the period to 31 March 2023.

Councillor Leadbitter asked whether the Champions Board was still meeting as he had not been invited to a meeting for a number of months.

In response the GIRFEC and Promise Lead Officer advised the Champions Board meet weekly and she would ensure meeting invitations are circulated to Councillors through Members Support.

Following consideration the Board agreed to note the progress reported in the templates hyperlinked to this report.

## **7. Draft Strategic Partnership Agreement with Public Health Scotland**

The Board had before it a report by the Chief Executive seeking approval from Moray Council for the signing off of a Strategic Partnership Agreement between Public Health Scotland (PHS) and Moray Council, as one of nine organisations comprising the North East Population Health Alliance (NEPHA).

The recommendations in the report approved by Moray Council on 23 August 2023 were to:-

- i) authorise the Chief Executive to sign the Strategic Partnership Agreement on behalf of Moray Council; and
- ii) request the North East Population Health Alliance provide the Council with a progress report on the Strategic Partnership Agreement in March 2024.

The Board endorsed the signing of the Agreement.

## **8. Nominations for Chair**

The Board had before it a report by the Depute Chief Executive (Education, Communities and Organisational Development) inviting the Board to consider the nominations and elect a Chair.

The Chair confirmed that Mr Adam Coldwells had been nominated to take on the Chair of the Board and thanked him for putting himself forward.

The Chair further added that it had taken 8 months to appoint a Depute Chair and confirmed that if there was no one otherwise minded, she would be happy to step into the Depute role to support Mr Coldwells in his new role over the next year in the hope that another partner agency will step up to Chair the Board in 12 months time.

Following consideration the Board agreed to:-

- i) approve the nomination of the Depute Chair, Mr Adam Coldwells, NHS Grampian Depute CEO as Chair of the Board for the next 12 months; and
- ii) approve the nomination of Councillor Kathleen Robertson as Depute Chair of the Board for the next 12 months.

## **9. AOCB**

Councillor Leadbitter sought clarification on whether there would be more opportunities for improved partnership working through colocation and how this could be achieved. In response, the Chair asked that options be discussed at Community Planning Officers Group with a view to bringing forward recommendations to a Special Community Planning Board for discussion.





## Your Moray

**REPORT TO: COMMUNITY PLANNING BOARD ON 8 NOVEMBER 2023**

**SUBJECT: PROPOSED SCHEDULE OF MEETINGS TO NOVEMBER 2024**

**BY: DEPUTE CHIEF EXECUTIVE (EDUCATION, COMMUNITIES AND ORGANISATIONAL DEVELOPMENT)**

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

1.1. To invite the Board to consider and agree the schedule of meetings for the period to November 2024.

### **2. RECOMMENDATION**

2.1. **It is recommended that the Board approve the schedule of meetings for the period to November 2024.**

### **3. BACKGROUND**

3.1. At the meeting of the Board on 9 November 2022 (paragraph 8 of the minute refers), the Board agreed the schedule of meetings up to, and including, November 2023.

3.2. It has been the previous practice of the Board to agree the meeting dates for the coming year at the November meeting.

3.3. The proposed dates for 2024 are:

- 16 February 2024
- 23 May 2024
- 21 August 2024
- 27 November 2024

3.4. Arrangements for any special meetings will be made in consultation with the Chair, Depute Chair, partner agencies and the appropriate Officers.

### **4. CONSULTATIONS**

4.1. The Depute Chief Executive (Education, Communities and Organisational Development), and the Chair of the Board have been consulted and any comments received have been incorporated into this report.

**5. CONCLUSION**

- 5.1. The Board is asked to approve the schedule of meetings for the period to November 2024.**

Author of Report:

Lindsey Robinson, Committee Services Officer

Background Papers:

Ref:

SPMAN-957343068-2324 / SPMAN-957343068-2325



**REPORT TO: PLANNING AND REGULATORY SERVICES COMMITTEE ON  
24 OCTOBER 2023**

**SUBJECT: TOWN CENTRE IMPROVEMENT PLANS UPDATE AND  
FUNDING OPPORTUNITIES**

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

## **1. REASON FOR REPORT**

- 1.1 To ask Committee to consider a report approved by the Economic Development and Infrastructure Services Committee on 5 September 2023 on the Town Centre Improvement Plans and funding opportunities, work being undertaken to address feedback on the unsuccessful Levelling Up Fund bid and to further investigate the feasibility of a heat network for the centre of Elgin.
- 1.2 This report is submitted to Committee in terms of Section III (E) (2) of the Council's Scheme of Delegation relating to exercising the statutory function of the Council in relation to the review and preparation of Local Development Plans.

## **2. RECOMMENDATION**

- 2.1 **It is recommended that the Committee;**
- (i) considers the report as approved by the Economic Development and Infrastructure Services Committee on 5 September 2023; and**
  - (ii) notes that a separate report on Long-Term Town Plans will be considered at a meeting of the Council on 25 October 2023.**

## **3. BACKGROUND**

- 3.1 This report was agreed at the meeting of the Economic Development and Infrastructure Committee on 5 September 2023 (para 10 of the draft minute refers).
- 3.2 National Planning Framework 4 (NPF4) was published by the Scottish Government earlier this year and reinforced the importance of taking a town centre first approach and the role of planning authorities in supporting town centre regeneration, re-use of vacant and derelict properties, reducing carbon, promoting biodiversity and active travel.

- 3.3 The Council has a suite of approved plans to support town centre regeneration in the form of the Elgin City Centre (ECC) Masterplan and Town Centre Improvement Plans (TCIPs) for Forres, Buckie, Lossiemouth, Keith, Aberlour and Dufftown. These Plans all reflect the key themes emphasised in NPF4.
- 3.4 A Town Centre Summit, organised by the Chamber of Commerce, was held on 4 May 2023 with over 80 representatives from businesses, community groups and the public sector in Elgin Town Hall to discuss the future of Moray's Town Centres. The need for partnership working, better communication and momentum were key outcomes from the day.
- 3.5 To build and maintain momentum, the Chamber of Commerce is leading on establishing a Moray Town Centre Taskforce bringing a range of stakeholders together to support regeneration projects set out in the ECC Masterplan and TCIPs and other projects emerging from consultations with communities and other keys stakeholders.
- 3.6 The Council has secured external funding from a number of sources which can be directed towards supporting town centre regeneration.
- 3.7 A report on Strategic funding priorities and opportunities was agreed at the meeting of Moray Council on 29 June 2022 (paragraph 19 of the minute refers). The Planning and Regulatory Services on 25 October 2022 (para 8 of minute refers) agreed the Town Centre Improvement Plan projects to be funded through the Economic Recovery Fund for the financial year 2023/24.
- 3.8 The Council approved a bid to the 2<sup>nd</sup> round of the UK Levelling Up Fund on 29 June 2022 (paragraph 36 of minute refers) which was unsuccessful. Verbal and written feedback has been received which is summarised in paragraph 6.2. On 1 October the UK Government announced that Elgin is one of 55 towns in the UK to receive £20 million towards delivery of a Long- Term Town Plan, which is subject of a separate report to Council on 25 October 2023.
- 3.9 NPF4 also requires planning authorities to explore the potential of establishing heat networks and this is a key piece of work within the Local Heat and Energy Efficiency Strategy (LHEES) which will inform the new Local Development Plan (LDP).

#### **4. TOWN CENTRE TASKFORCE**

- 4.1 The Chamber of Commerce has now set up the Taskforce with a range of community representatives from across Moray and representatives from the public, private and third sector. The objectives of the Task force are;
- To bring together representatives from the local public, private and third sectors to promote the development of a new vision for the town centres.
  - Briefly evaluate the current state of the town centres, including its infrastructure, amenities, and public spaces.
  - Identify opportunities for regeneration, enhancement, and development within the town centres.

- Engage with stakeholders, including local residents, business owners, community organisations, and relevant authorities, to gather input, feedback, and ideas.
- Work in synergy with the current TCIPs and other strategic plans outlining key initiatives, projects, and recommendations for improving the town centres.
- Ensure that proposed improvements align with local policies, regulations, and development plans.
- Consider environmental sustainability, accessibility, inclusivity, and long-term economic viability in all proposed improvements.
- Liaise with relevant government departments, agencies, and other stakeholders to coordinate efforts and secure necessary approvals, permits, and funding where required.
- Monitor and evaluate the implementation of approved projects and initiatives to ensure their successful completion.

## 5. **FUNDING SOURCES**

5.1 The Council has secured external funding from a number of sources which will support delivery of the Elgin City Centre Masterplan and TCIPs;

- The Scottish Government Place Based Investment Programme (PBIP) allocation - linking and aligning place based funding initiatives with a key theme of town centre revitalisation
- UK Shared Prosperity Fund (UKSPF)

5.2 The table below sets out the funding secured and the agreed uses. A high level Investment Plan was agreed at Moray Economic Partnership (MEP) and a comprehensive list of projects were then developed through sub groups and then again agreed by MEP. This process was approved by Committee as part of the UKSPF submission to meet the guidelines of the funding. The revenue element of the UK Shared Prosperity Fund is being used towards recruitment of a 12 month town centre officer post to support the Taskforce and early implementation of actions, due to the extreme workload pressures on planning officers progressing the Local Development Plan and associated work.

2023/24			
Fund	Budget	Proposals	Lead
UKSPF  Approved through Moray Economic Partnership in accordance with the approach approved by Council Min ref 29/06/22 Para 18	£50k	12 month Town Centre Officer post to be employed by Moray Chamber of Commerce	Moray Chamber of Commerce/ Strategic Planning and Development
	£97k capital	Grant scheme across Moray to support Town Centre Taskforce, grants aimed at town centre business start ups, bringing vacant/ derelict	Strategic Planning and Development

		property back into suitable use and sub-division of premises. This is targeted at centres outwith Elgin.	
	£28,000 capital	Elgin TC Fountain restoration	Strategic Planning and Development
	£20k revenue	Development phase for Forres Town Centre Improvement Plan via Forres Conservation and Heritage Scheme and Delivery Scheme	Economic Growth and Regeneration
Town Centre Capital Fund Approved Min ref Council 8 May 2019 para 13 delegation to Head of Economic Growth and Development to invest remaining sums in public realm, transport or digital investments which can be delivered in the grant conditions.	£35k capital	£35k Forres	Economic Growth and Regeneration
Economic Recovery Fund (Approved Planning and Regulatory Services Committee Min ref 25/10/2022 item 8.	£200k capital	<p>£10k Aberlour refurbishment of Alice Littler toilets</p> <p>£35k to match fund the Town Centre Capital Fund for public realm improvements at Museum Square/ Tolbooth Street, Forres</p> <p>£75k signage, street furniture and small scale environmental improvements in Buckie</p> <p>£80k towards public realm and other small scale environmental improvements in Reidhaven Square, Keith and the Square, Dufftown.</p>	

Place Based Improvement Fund	£466k	<p>£171k Grant scheme across Moray to support Town Centre Taskforce, grants aimed at town centre business start-ups, bringing vacant/ derelict property back into suitable use and sub-division of premises.</p> <p>£210k towards South Street, Elgin regeneration project towards early site acquisition.</p> <p>£25k towards new/replacement signage in town centres.</p> <p>.</p> <p>The remaining £60k is proposed to be used towards a Conservation Area grant scheme across Moray. This follows on from the success of the scheme delivered in 2022/23 with grant assistance provided to 8 properties within Conservation Areas to replace windows.</p>	Strategic Planning and Development
<b>2024/25</b>			
UKSPF Approved through Moray Economic Partnership in accordance with the approach approved by Council Min ref 29/06/22 Para 18	£390k capital	Grant schemes to support Town Centre Taskforce, grants aimed at supporting town centre business start-ups, bringing vacant/ derelict property back into use and sub-division of premises. Also small scale public realm and partnership projects. This is targeted at centres outwith Forres.	Strategic Planning and Development
	£280k revenue.	Development phase for Forres Town Centre Improvement Plan via Forres Conservation and	Economic Growth and Regeneration

		Heritage Scheme and Delivery Scheme, subject to MEP approval.	
Place Based Improvement Fund (For noting, will be reported to Committee for approval when Grant offer received in 24/25)	£466k capital – in principle allocation	£200k Forres Town Centre £200k Grant Scheme across Moray to support Town Centre Taskforce, grants aimed at town centre business start-ups, bringing vacant/ derelict property back into suitable use and sub-division of premises and further phases if required of work at the Square, Dufftown, Reidhaven Square, Keith and Buckie Town Centre.. The remaining £66k is proposed to be used towards a Conservation Area grant scheme across Moray.	Economic Growth and Regeneration  Strategic Planning and Development
<b>2025/26</b>			
Place Based Improvement Fund (For noting, will be reported to Committee for approval when Grant offer received in 25/26)	£466k – in principle allocation	£200k Forres Town Centre £266k Grant schemes to support Town Centre Taskforce, grants aimed at supporting town centre business start-ups, bringing vacant/ derelict property back into use and sub-division of premises. Also small scale public realm and partnership projects. This is targeted at centres outwith Forres.	Economic Growth and Regeneration  Strategic Planning and Development

## **6. LEVELLING UP FUND**

6.1 The Council's bid to round 2 of the UK Levelling Up Fund was unsuccessful. Feedback has been received through;

- A formal written response
- A meeting with UK government officials, and
- A meeting with Michael Gove MP, Douglas Ross MP and UK government officials

6.2 The feedback can be broadly summarised as;



- The bid represented a coherent, well linked package of projects. Elements of the bid were good but there were some areas of weaknesses which could be strengthened.
- In terms of strategic fit, the bid displayed robust and wide ranging stakeholder engagement. The bid provided a coherent, straight forward and well defined package of projects, evidence was clear and strong that the proposed interventions would have meaningful and impactful outputs and outcomes and have a transformative effect on the city of Elgin, with wider regional benefits. The contribution to LUF missions would be extremely positive, with potential to be an exemplar of the LUF agenda.
- Economic case- overall presented a good case. Bid demonstrated a clear need for investment, however more evidence across a wider range of socio economic issues could have been provided. Some of the benefits could have been appraised over a longer period. The optimism bias applied did not seem appropriate and additionality assumptions were considered to be high, which may have resulted in overstated benefits.
- Deliverability- The cost and funding profile lacked detail. Some uncertainty that the LUF funding could be delivered by the required timeframes, the risk register lacked detail and additional detail would have strengthened the application. More detail is required on the legal and governance structures to be put in place with project partners.
- The bid clarified milestones and resources and it appeared that these were realistic and achievable.
- Procurement strategy was compliant and proportionate, demonstrating an understanding of the local market.
- Monitoring and evaluation- this could have gone into more detail, with no budget set aside specifically for it. Resourcing and governance arrangements could have been clearer. The monitoring metrics identified are well thought through, extensive and seem sensible.

6.3 The feedback has been very useful and encouraging. The third round is yet to be announced and there is no guarantee that it will follow the same bid format. However, given the feedback, officers with some minimal consultancy support to provide expertise on economic impact and subsidy control, have addressed the feedback which can be used to inform projects considered for the Long-Term Plan for Elgin (see separate report to Council on 25 October 2023). The economists have also been commissioned to carry out an Economic Impact Assessment of the Moray Leisure Centre proposal and this will be reported back to a future meeting of the Council.

6.4 An annual report will be submitted to the Economic Development and Infrastructure Services Committee on progress with the TCIPs and the work of the Taskforce. The information included within the town centre health checks will be reviewed to ensure outcomes can be measured more readily.

## **7. HEAT NETWORKS**

7.1 The ongoing development of the Local Heat and Energy Efficiency Strategy (LHEES), and discussions with partners as part of the delivery of Moray Growth Deal projects, has identified the centre of Elgin as a potential area for a Heat Network Zone. The creation of a heat network in the centre of Elgin is an opportunity to use the Growth Deal as a catalyst to deliver additional benefits for the town centre and act as a learning resource for elsewhere. As

the Growth Deal includes buildings which are in close proximity, it is an opportunity to explore the potential to install the infrastructure required. This will allow the buildings to be utilised as anchor loads for a network which could include other buildings such as the Council HQ, UHI Moray campus, Elgin Library, Grant Lodge, businesses, and Dr Grays Hospital. A decarbonised heat network would be an opportunity for public and private buildings to share the cost of moving away from fossil fuel heating. The heat network would be a major innovation to Elgin and the Growth Deal projects would be at the heart of this.

- 7.2 The [Scottish Government Heat Network Support Unit](#) (HNSU) can offer 100% of funding for a feasibility study. The capital required and financial viability of the heat network will be addressed by the feasibility study. If the project is viable, the HNSU can fund up to 50% of capital costs with the intention to source investment funding for the remaining 50%. In order to attract external investment the project will have to be a large enough scale to make it financially viable. If there is a viable project, the intention would be to create a partnership organisation to drive the project forward and to operate the network. Further update reports will be provided to this Committee.

## 8. **SUMMARY OF IMPLICATIONS**

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

Town centre regeneration is a key element of economic development, which is a priority in the Corporate Plan.

**(b) Policy and Legal**

The proposals support delivery of the statutory Moray Local Development Plan 2020 and National Planning Framework 4.

**(c) Financial implications**

The additional work to address feedback on the unsuccessful bid to the UK LUF will cost in the region of £ £50,000 to cover consultancy support on subsidy control and economic impact, business case. This will be met from the remaining £221,000 budget approved to support development of a LUF bid.

**(d) Risk Implications**

Staffing resources are stretched across these areas of work and there will be a conflict of priorities with work on the Local Development Plan. Appointment of a 12 month officer post through UKSPF will help with initial setup processes for the Taskforce, grants and projects.

There is a risk that decisions in the budget process may impact on the ability to implement the actions set out in this report, particularly where future year commitments are concerned.

Authority to vire sums between projects will minimise the risk of underspend of grants.

**(e) Staffing Implications**

As indicated under risk implications, staff resources are stretched and appointment of a town centre officer employed by Chamber of Commerce will help to progress the actions and support the Taskforce.

Staffing across the Council will be subject to review as part of the budget planning process and impacts will be set out as savings proposals are considered moving forward. As the actions commit the teams to significant work over the next 3 financial years, if savings affect the ability to deliver work planned and approved, funding will have to be returned.

**(f) Property**

The Council owns property within town centres which would be eligible for financial assistance.

**(g) Equalities/Socio Economic Impact**

The funding aims to support town centre regeneration and address economic disadvantage and in doing so, provide safer, more inclusive and accessible places.

**(h) Climate Change and Biodiversity Impacts**

The proposals support delivery of the TCIP which include broad objectives intended to reduce carbon, by re-using vacant and derelict premises, promoting active travel, greening town centres and investigating a potential heat network.

There is an opportunity to link funding from the Nature Restoration Fund with delivery of TCIP in future years.

**(i) Consultations**

The Depute Chief Executive (Economy, Environment and Finance), the Legal Services Manager, the Head of Financial Services, Deocratic Services Manager, the Economic Growth and Regeneration Manager, the Principal Climate Change Officer, the Consultancy Manager, the Senior Engineer (Transportation) and the Equalities Officer have been consulted and comments received have been incorporated into the report.

**9. CONCLUSION**

**9.1 A Town Centre Taskforce has been set to support delivery of the TCIP. The Council has secured external funding towards town centre regeneration and has agreed to use the funding to support delivery of the TCIP.**

**9.2 The Council has received positive feedback on the unsuccessful bid to the UK Levelling Up Fund and is working to address the areas of weakness. The Council has received £20M towards a Long- Term Plan for Elgin from the UK Government which is subject to a separate report to**

**Council on 25 October 2023.**

- 9.3 There is an opportunity for the Council to work with partners to explore the feasibility of creating a heat network in the centre of Elgin.**

Author of Report: Gary Templeton, Strategic Planning and Development Manager  
and Eily Webster, Principal Planning Officer

Background Papers:

Ref:

**Moray Economic Strategy**

**QUARTERLY KEY THEME UPDATE**

**MORAY PATHWAYS LOCAL EMPLOYABILITY PARTNERSHIP**

**Background and Context:**

Moray Pathways is the local employability partnership that includes over 50 support organisations and local employers from the public, private and third sector. We support individuals who require additional help into fair and sustainable jobs.

Barnardo's Scotland (Moray Pathways network representative)  
Community, Learning and Development (Moray Council)  
Department for Work and Pensions  
DYW Moray  
Economic Development (Moray Council)  
Education (Moray Council)  
Enable Scotland (Moray Pathways network representative)  
HIE  
Integrated Joint Board member (NHS)  
Skills Development Scotland  
Third Sector Interface Moray  
UHI Moray

**Recommendations**

MEP is invited to:

- Note the contents of the report

**Chair of Moray Pathways Local Employability Partnership**

## Moray Economic Partnership

### Moray Economic Strategy

#### Sub Group

Moray Pathways Local Employability Partnership

#### Theme Lead & Team Members

Theme Lead:

Amy Cruickshank- Moray Council Employability Team Manager

Sub Group Members:

Barnardo's Scotland (Moray Pathways network representative)

Community, Learning and Development (Moray Council)

Department for Work and Pensions

DYW Moray

Economic Development (Moray Council)

Education (Moray Council)

Enable Scotland (Moray Pathways network representative)

HIE

Integrated Joint Board member (NHS)

Skills Development Scotland

Third Sector Interface Moray

UHI Moray

## Moray Economic Partnership

### Moray Economic Strategy

Priority Area
A sufficient labour market
Priority Action
B. 2. Raise employer awareness and understanding of apprenticeships and young people's aspirations, targeting agreed sectors
Activities
<p>Apprenticeship strategy for the Community Planning Board was developed and approved at its meeting 21 September 2022. Key actions were the development of partner apprenticeship strategies to provide new apprenticeships in the public and private sector.</p> <p>An update report was provided to CPP on 20<sup>th</sup> September 2023, a number of partners did not respond to the request for information, some partners such as HIE and Cairngorm National Park identified that due to the small scale of staffing opportunities for apprenticeships within their organisations was limited. Moray Council has produced a draft strategy, however due to the current financial constraints and the budget pressures involved this has not yet been presented to Committee, any future report will need to consider the remaining capacity within Council teams. The update report is available <a href="#">here</a></p> <p>For Scottish Apprenticeship Week 2023, Moray Pathways partners hosted an employer's marketplace event to allow them to engage with local training providers to find out more about the opportunities and funding available. Within the event, the employers also attended a Q&amp;A session which hosted training providers, employers, and apprentices.</p> <p>For young people, Moray partners hosted a similar marketplace event to provide information on the different types of apprenticeships and subject routes. Training providers such as UHI Moray, Robert Gordon University and the Virtual Learning Academy hosted stands to offer opportunities for young people to learn more about their support throughout apprenticeship programmes. The event also hosted three talks on Foundation Apprenticeships, Modern Apprenticeships and Graduate Apprenticeships.</p> <p>There is ongoing activity being undertaken throughout the year out with the Scottish Apprenticeship week through the partnership promoting particularly the MA programme and there has been a marked increase in Moray for demand for MAs.</p>
Progress to date
<p>Awareness raising of apprenticeships CPP strategy produced Moray Employer Recruitment Incentive (MERI) is open for new applications for 23-24 and is a minimum of a 6 month paid job placement and includes funding for training and supervision, this is a good foundation for progression into a full apprenticeship. Unfortunately it has been difficult to meet this demand due to reduced MA places being awarded.</p>
Next steps
<p>Public sector partners to develop and approve strategies Moray Pathways planning Group in place for Apprenticeship Week 2024</p>

**Moray Economic Partnership**

**Moray Economic Strategy**





## Moray Economic Partnership

### Moray Economic Strategy

Priority Area
A sufficient labour market Ensuring alignment between skills provision and the changing economy
Priority Action
B. 3. Identify, review and address potential barriers to labour market participation, targeting agreed sectors C. 1. Increase the responsiveness of the skills system
Activities
<p>During 2022-2023 a total of 710 people have engaged with a range of provision across the partnership, this can be broken down to the following groups:</p> <ul style="list-style-type: none"><li>455 – Young People</li><li>171 – 25 plus adults</li><li>84 – Parents in poverty</li></ul> <p>23% progressed into employment 70% progressed into learning and vocational skills training provision opportunities 7 % - New clients / harder to reach/engage and progress to provision</p> <p>DWP reporting that the number not ready for work has increased from 2188 to 2607. More universal credit claimants have gone through the Work Capability Assessment and have been assessed as not being ready for work at this time and need additional pastoral support to help them move closer to work.</p> <p>This has contributed to an increase in referrals of clients aged 25 plus to our keyworker service, delivered by the Moray Council Employability Team. DWP reporting that the number not ready for work has increased from 2188 to 2607. More universal credit claimants have gone through the Work Capability Assessment and have been assessed as not being ready for work at this time and need additional pastoral support to help them move closer to work.</p> <p><b>Highlights:</b></p> <p><b>Sector Based Work Academy :</b> In 2022-2023 we commissioned a total of £800k ESF funding to test and learn from a new Moray Pathways Sector Based Work Programme to provide pre-work placement vocational skills training provision within key growth industry sectors, followed by work placements and followed up with in-work support into employment. This programme involved matching individuals to these opportunities and progressing them into work.</p> <p><b>MERI Scheme –</b> our Moray Employer Recruitment Scheme targets growth sectors and providing skill development for individuals within their 6-12 month paid job placement with key local employers. During 2022/2023, a total number of 88 local employers used our incentive scheme to recruit a matched individual (from within our 7 high priority target groups ) into a paid job placement for a minimum of 6 months. 85 of these local businesses were SME's or micro businesses and 21 of them were from within the third sector</p> <p><b>Progress for Parents:</b> 17% of parents in poverty participating with our Moray Pathways Progress to Parents programme have progressed into employment and have increased their household income above the threshold.</p>

## Moray Economic Partnership

### Moray Economic Strategy

#### Progress to date

Our Moray Pathways Local Employability Partnership Delivery Plan (2022-2025) approved

We have improved our annual participation measure (16-19 years) by %

We have recently commissioned a new Moray Pathways Sector Based Work Academy Programme contract to Enable Works and UHI Moray (Employability training department). A total amount of £633k from UKSPF until the end of March 2025.

Moray Pathways Celebration Event Press Release Link: <https://youtu.be/JBj80RBFzrl>  
<https://mymoray.co.uk/moray-pathways-local-employability-partnership-celebrates-success-stories/?fbclid=IwAR3zzrl4CGB1yybvVWex3pGbzEwFFGEscSFQNoTi5TxC97tR6BKwAogxFPM>

#### Next steps

Develop a business case and tender specification for an individual Placement Support (IPS) service, a collaboration between a vocational placement support provider, NHS and a specialist keyworker. This service will help support the rising number of people who are currently economically inactive into training and employment and 95% of the referrals will come from the NHS. This programme will reduce no of claimants with an economic inactive status and contribute to a decrease in the disability employment gap, through skills development and access to fair work.

Continue to develop our lived experience panel to help shape and plan future skills provision for the Moray Pathways local employability partnership. Scottish Approach to Service Design: Increase co-design and community engagement to develop services that meet the needs of users

The progress for parents project has lead on a parent survey in collaboration with key partners from within a newly established School Aged Childcare Working Group. We are recruiting a Project Officer to lead on tasks identified by the School Aged Childcare Working Group, to engage with local providers / employers and increase the current offer to parents. The lack of School Aged Childcare places is a huge barrier for parents in poverty to develop their skills and progress into training and employment.

Key members of Moray Pathways Local Employability Partnership are involved with the development of new Moray Improvement Groups lead by Education. Each **Moray Improvement Group** Chairperson and group members will be supported by our Moray Education central team. Head Teachers, Central Officers and valued partners. There is a skills strategy group which will help align our skills framework for post school and to support individuals up to the age of 67 years.

Collaboration with DWP to engage with people who are underemployed

# Moray Economic Partnership

## Moray Economic Strategy

<b>Priority Area</b>
C. Ensuring alignment between skills provision and the changing economy
<b>Priority Action</b>
C. 2. Fully align skills provision and careers information and advice to future demand
<b>Activities</b>
<p>UHI Moray Just Transition project assessing the green skills demand, training provision and gaps.</p> <p>In 2022-2023 we commissioned a total of £800k ESF funding to test and learn from a new Moray Pathways Sector Based Work Programme to provide pre-work placement vocational skills training provision within key growth industry sectors, followed by work placements and followed up with in-work support into employment. This programme involved referrals from Skills Development Scotland and other referral agencies, and matching individuals by to these opportunities and progressing them into work. The contract involved the following training providers, UHI Moray Employability Service, Enable Works, Social Enterprise Academy and Elgin Youth Development Group.</p>
<b>Progress to date</b>
<p>Moray Pathways Sector Based Work Academy is aligning skills provision and careers information and advice to future demand and a changing economy.</p> <p>Moray Pathways practitioner events provide workforce development opportunities to be equipped for future demand and our changing economy.</p>
<b>Next steps</b>
<p>Our new Moray Pathways Sector Based Work Academy will provide green skills training provision and it is crucial that local training providers from within Moray Pathways collaborate with the work of UHI Moray on assessing green skills demand.</p> <p>Members of Moray Pathways Local Employability Partnership are involved with the development of new Moray Improvement Groups lead by Education. Each <b>Moray Improvement Group</b> Chairperson and group members will be supported by our Moray Education central team. Head Teachers, Central Officers and valued partners. There is a skills strategy group which will help align our skills framework for post school and to support individuals up to the age of 67 years. Aim of the Skills Strategy group as follows:</p> <ul style="list-style-type: none"><li>□ Consider emerging thinking and current practice in relation to skills frameworks and progression</li><li>□ Consider approaches to learner profiling and reflection on skills</li><li>□ Review National good practice in relation to skills development, frameworks, strategies and approaches and independent skills delivery landscape review findings</li><li>□ Review labour market intelligence and wider DYW related factors to ensure breadth of DYW experiences to support learner skills progression</li><li>□ Review and develop guidance for schools for skills framework and strategy development in line with current and emerging thinking and practice on skills</li></ul>

## **Moray Economic Partnership**

### **Moray Economic Strategy**

## Moray Economic Partnership

### Moray Economic Strategy

#### Priority Area

Supporting Productivity Growth

#### Priority Action

E3: Enhancing critical infrastructure:

- Providing a sufficient supply of housing, including to support staff recruitment and retention.
- Childcare.
- Transport, including making the case for Moray's specific needs within overall Scottish Government policy - e.g. A96 dualling, sufficient electric vehicle charging points.
- Identifying and address specific sectoral constraints. For example, ongoing investment as required in general tourism infrastructure such as camper van facilities, stopping places and car parks, which could form part of the next Visit Moray Speyside destination strategy.

#### Activities

HIE is a participant in the Moray Housing Needs Analysis activity and will work closely with MC and partners where relevant and appropriate. HIE participates in the Childcare Working Group. HIE will continue to be part of a wider lobbying voice on the A96 issues to encourage dualling. Specific Sectoral constraints - HIE has to take a regional agency approach and will continue to draw in strategic and operational support from our regional tourism, transport, and net zero specialists. colleagues, where appropriate. Potential for future short term funding opportunities for tourism infrastructure although these currently do not exist and are dependent on budget.

A short-life working group consisting of local partners and stakeholders, as well as SG representatives, is progressing work to address the lack of wraparound childcare provision. To better understand the scale of the issue at a local level, a Survey of Parents and Carers was recently conducted which received 1,417 responses. The group are now exploring options for identifying and then implementing solutions to address the scale of need.

Moray Council carries out an annual housing land audit to ensure that there is an effective supply of housing land available. New sites are added through the review of the local development plan. The Moray Growth Deal Housing Mix Delivery project provides funding to help bring forward development sites which have stalled. The Council is currently finalising its new Housing Need and Demand Assessment (HNDA) which has explored the issue of housing for key workers and the Council will continue to explore new ways of addressing this issue to support inward investment.

The Council works closely with NHS Grampian, Transport Scotland and other infrastructure providers to co-ordinate future infrastructure needs. The new Moray Local Development Plan and Regional Spatial Strategy will identify long term infrastructure proposals and also opportunities for tourism developments.

A digital connectivity project is in development, supported with funding via UKSPF. The project will seek to work with communities, residents and businesses across Moray to support and encourage the increased take-up of Scottish Broadband Voucher Scheme, in support of a better connected and digitally inclusive region. This will include identifying community facilities that may be able to act as digital hubs.

tsiMORAY will promote opportunities for third sector to host and or develop projects enhancing critical infrastructure as appropriate eg providing vehicle charging points, supporting community led tourism initiatives.

## Moray Economic Partnership

### Moray Economic Strategy

MCC on childcare subgroup, Lobbying with Govs on roads.

FSB Big Small Business survey. Disseminate information to FSB members and signpost to other sources of support. Highlighting and commenting on issues in local press.

#### Progress to date

#### Next steps