



REPORT TO: COMMUNITY PLANNING BOARD ON 21 SEPTEMBER 2022

SUBJECT: MORAY PATHWAYS LOCAL EMPLOYABILITY PARTNERSHIP DELIVERY PLAN

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

1. REASON FOR REPORT

- 1.1 To provide the Committee with the Moray Pathways delivery plan 2022-2025 and the new governance structure to align funds and integrate local employability services.

2. RECOMMENDATION

- 2.1 It is recommended that the Board consider and note the delivery plan and the governance structure for local employability funds and delivery.**

3. BACKGROUND

- 3.1 The ***Moray Pathways Partnership*** is Moray's Local Employability Partnership (LEP). It is a multi-agency approach to the development of shared objectives, the alignment of efforts and the commitment of resources relating to employability. We aim to make improvements in the labour market that meet employer demand and in doing so, increase the level of employment, reduce the level of benefit claimants, improve productivity and take steps to address in-work poverty.
- 3.2 Supporting people into fair, sustainable jobs is central to delivering many of the ambitions for an inclusive, sustainable economy with good population health at its core. Employability services are pivotal to avoiding the widening of social and economic inequalities. By supporting those who are most vulnerable we recognise the vital role that a range of organisations across the employability landscape play and are committed to protecting a diverse range of provision and ensuring that the right support is put into place for those who rely on these services.
- 3.3 The delivery plan, set out in **Appendix 1**, outlines the investment devolved to local employability partnerships to support the delivery of our local No-One Left Behind plans outlined in the actions at the end of the report.

In 2018 there was a national employability review and a No One Left Behind strategy to redesign more integrated and aligned employability services was created. In 2019, phase 1 was developed and the following 7 principles were agreed:

1. Treating people with dignity and respect, fairness and equality and continuous improvement
2. Providing flexible, needs based and person-centred support
3. Straightforward for people to navigate – no wrong door
4. Integrated and aligned with other services – building on the Scottish Approach to service design with the user at the centre
5. Providing pathways into sustainable and fair work
6. Driven by evidence including data and the experience of users
7. Support more people to move into the right job, at the right time

3.4 Phase 2 involves a greater shift towards user engagement, service design, partnership working, a shared measurement framework and a common approach to inclusive communications. The partnership will build on the strengths of existing national and local services, to better align funding and improve the integration of employability services with other support to ensure that services are designed and delivered around the needs and aspirations of those using our services.

3.5 The delivery plan outlines our vision and aims, an evidence led analysis of key customer data and labour market information, and a detailed action plan and key performance measures and targets for the next 3 years. The delivery plan is a live document and is subject to change on a yearly basis, depending on local needs.

4. CONCLUSION

The report provides an update on plans and progress on work associated with a range of local employability partnership interventions.

Author of Report: Amy Cruickshank
Background Papers: No-one left behind action plan
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