

LOIP Economic Development Sections – Review to create Action Plan V1 RG 4.1.19

LOIP page 9 and 23

- **Moray Outcome:** Supporting those experiencing the greatest inequalities into positive employment, that is, jobs that are sustainable, higher quality and pay the living wage or better
- **CPP Focus:** Creating opportunities for those experiencing the greatest inequalities to move into positive employment through:
 - Improved Education outcomes and qualification levels
 - Access to relevant skills development and training including in work skills development and learning
- **Supporting Strategies and their relevance to LOIP:**
 - Moray Economic Strategy
 - focus in vision on valuing education and training, opportunities for everyone, higher average earnings, strong communities
 - outcomes of direct relevance include increasing qualification levels across all ages and genders; increasing the number of young people in learning, training or work; supporting work based learning; increasing the number of females undertaking apprenticeships in STEM related subjects
 - Moray Skills Investment Plan
 - Focus on aligning the skills pathway in Moray through school based, further and higher education, through to work based learning and into better jobs in key sectors
 - Outcomes of direct relevance include improved sustained destination and participation levels; growth in apprenticeships at all levels and workplace upskilling
 - Moray Growth Deal
 - Key objectives are retaining and attracting young people and families (16-29) to live and work in the area and addressing occupational segregation and gender imbalance
 - Objectives can only be achieved through projects within the deal programme, and this is not yet agreed
 - The young people objective is well supported through MES and the SIP actions
 - There is an opportunity/need for the LOIP actions to do some of the work on the gender objective
- Potential PIs from other sources:
 - Education and Training
 - Percentage of residents with low or no qualifications – reduce by 3% over 10 years? (was considered for original LOIP plan)
 - Improve educational attainment by at least 1% each year in key SCQF measures to move above the Scottish average consistently within 10 years (MES PI)
 - An increase in qualification levels in STEM subjects (MES PI)

- An increase in the number of STEM related apprentices in Moray(MES PI)
- Increase in uptake across apprenticeship family across Moray of 20% by 2021 (was considered for original LOIP plan and separate sectoral targets in SIP)
- Moray employers will improve commitment to apprenticeships with starts increasing by 10% each year (MES PI)
- Participation in education, employment or training (16-29) - increase by 3% over 10 years? (was considered for original LOIP plan)
- Increase in sustained destination and participation levels – different from participation measure? (SIP PI)
- Skills development
 - Number of unemployed people assisted into work from council operated or funded employability programmes(new SLAED PI)
 - SDS leading on SIP action re workforce development with plan to be developed – can this look beyond apprenticeships?
- Positive Employment
 - Percentage of households that are workless – reduce by 3% over 10 years?
 - Proportion of people earning less than the living wage(new SLAED PI)
 - An increase in average pay in Moray (MES PI – note our RIOs suggest median is a more sensitive measure)
 - Reduce the gap in job density between Moray and Scotland – to 0.04 over 10 years? (was considered for original LOIP plan)
- Gender equality
 - Reduce the gender pay gap - to be better than the Scottish average over 10 years? (was considered for original LOIP plan)
 - 25% increase in female uptake across the apprenticeship family (was considered for original LOIP plan)
- Otherwise disadvantaged groups
 - Level of positive destinations for care experienced young people (New DYW PI per SDS?)
 - Employment rates for the disabled (New DYW PI per SDS?)
- **Areas for further development:**
 - Actions to achieve outcomes agreed, who delivers actions, milestones to track progress and relevant PIs
 - Relevance of work ongoing in Elgin and Buckie on Locality Plans