

Community Planning Board

Thursday, 18 April 2019

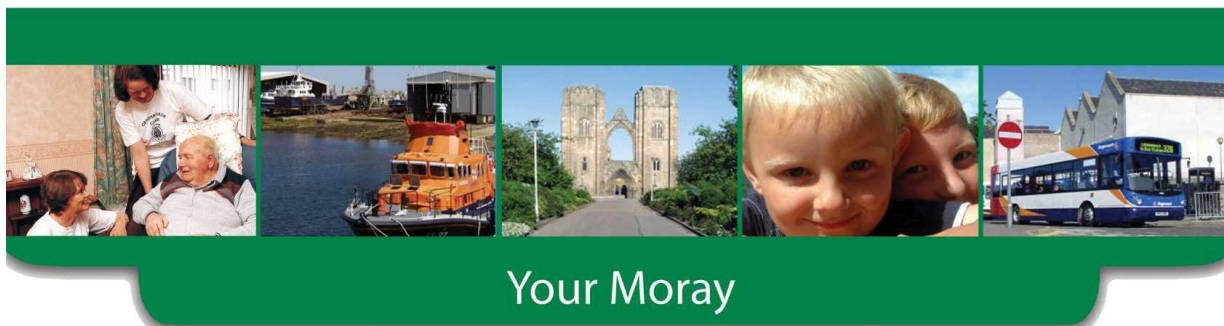
The undernoted reports have been added to the agenda for the meeting of the **Community Planning Board** to be held on **Thursday, 18 April 2019** at **14:00**, in terms of Section 50B (4)(b) of the Local Government (Access to Information) Act 1985 by reason of special circumstances on the Chair accepting reports as urgent business.

NOTE REFERRED TO:-

7a. LOIP Performance Report – Growing Diverse and Sustainable Economy Priority **3 - 10**

Report by the Corporate Director (Economic Development, Planning and Infrastructure), Moray Council

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REPORT TO: COMMUNITY PLANNING BOARD 18 APRIL 2019

SUBJECT: LOIP PERFORMANCE REPORT – GROWING, DIVERSE AND SUSTAINABLE ECONOMY PRIORITY

BY: CORPORATE DIRECTOR (ECONOMIC DEVELOPMENT, PLANNING & INFRASTRUCTURE)

1. REASON FOR REPORT

- 1.1 This report provides an update on the work being done to progress the growing, diverse and sustainable economy priority in the LOIP including work to reframe the Delivery Plan for this priority.

2. RECOMMENDATION

- 2.1 **The Community Planning Board is asked to consider and scrutinise the work being done to progress this priority and to develop a revised Delivery Plan.**

3. BACKGROUND

- 3.1 At its meeting on 8.11.18 the board considered a report on progress on performance management arrangements for the LOIP. Also circulated was a draft Delivery Plan on the growing, diverse and sustainable economy priority which conformed to the Performance Management Framework for the LOIP agreed by the Board in April 2018, but which, while being a good start, was acknowledged to be too complex and cumbersome in its content. It was agreed that early in 2019 agency leads for each priority would work to craft more user friendly Delivery Plans which still met the objectives of the Performance Management Framework and would meantime provide a report to the next board meeting on progress (paragraph 4i and ii of the minute refers).
- 3.2 An update on progress with the economic development priority is produced as **Appendix 1**. Since the LOIP was framed, Moray Economic Strategy (MES) and the Moray Skills Investment Plan (MSIP) have been revised. Moray Growth Deal has also evolved (ref **item 9** on the agenda) and these three strategic approaches together with the

Employability Strategy form the new strategic context within which the LOIP economic priority will be delivered. In light of this, the review of the LOIP to be undertaken in 2019 presents an opportunity to reframe the priority slightly, looking at the overall objectives within the LOIP which are around reducing inequalities and supporting those furthest from the workplace, what will be delivered through MES and MSIP and the gaps which this leaves to be addressed through the LOIP Delivery Plan. Some early thinking about the interplay between these strategic documents is produced as **Appendix 2**.

- 3.3 It is anticipated that a proposal for slightly revised wording in the revised LOIP relative to this priority along with a revised Delivery Plan will be developed by the Employability and Skills Group, reported onwards for consideration by Moray Economic Partnership and then reported for consideration and approval by the Community Planning Board later in the year. Ideally this process would be part of a wider review and performance update in terms of the LOIP, as was agreed at the November meeting of the board. Priority leads may be able to provide verbal updates on this matter at the board meeting.

4. CONCLUSION

- 4.1 **Work to reframe the LOIP economic development priority in light of the revised strategic context set out in the report is ongoing, as is work to identify gaps in activity to address inequalities and support those furthest from the workplace. This will lead to proposals for a revised economic development priority for the LOIP and a new Delivery Plan for consideration by the Board later in the year. Meantime the Board is invited to consider and scrutinise progress.**

Author of Report: Rhona Gunn, Corporate Director (EDPI)
Background Papers:
Ref:

Moray Outcome Growing, diverse and sustainable economy	CPP Focus The end result we want is:	(Milestones) We will know we are making progress when:	First steps (major tasks) what we need to achieve is:	Progress and next steps
<p>By the year 2030 Moray is a destination of choice, the area being known and recognised as an outward facing and ambitious community with a thriving and well connected commercial base and as environment in which quality of life is valued and supported</p>	<p>Employment: Increased participation, skill and pay levels with reduced gender inequality through:</p>	<p>Delivery Plan agreed by partners</p>	<p>Creation of a physical and/or virtual Employability Hub for Moray</p>	<p>Delivery Plan - Initial Employability and Skills Workshop held to begin work to reframe the delivery plan previously prepared but discounted at CPB as too complex. First full meeting of Employability and Skills Group to be convened. An initial paper to support review of the delivery plan (and also the economic development sections in the LOIP, but not the CPP focus which will remain unchanged) has been prepared and will be considered at the first meeting of ESG.</p> <p>Employability Hub - Employability consortium met to agree a partnership agreement and Moray Pathways digital interface(website)</p> <p>Next step – Review Council working arrangements for employability functions to create a more efficient and effective service – collaboration/consolidation of services under central point of strategic coordination per SG expectations.</p> <p>Scottish Government review of funding arrangements for 2019 onwards directs funding via Local Authority Economic Development which assists the review process above.</p>

	<ul style="list-style-type: none"> Targeted approaches to those furthest from the job market 	Survey and analysis of drivers and constraints for women in the workplace completed to augment existing data on other groups	Review and map employability support services to improve outcomes in areas of greatest need	<p>Initial workshop identifying gaps and weaknesses in current provision held.</p> <p>Employability Consortium collaborating with New Elgin LOIP working group to work together on identified locality actions to address barriers to work and in-work poverty</p> <p>Council, HIE and SDS to consider gender based symposium in Moray to augment high level stats under aegis of Moray Growth Deal working as this issue a key objective in the deal.</p> <p>Next step – Review of employability strategy to reflect the skills investment plan and address need.</p>
	<ul style="list-style-type: none"> Pathways to higher skilled employment 	Detailed Skills Action Plan(SIP) for Moray including Delivery Plan completed	Begin to implement a revised SIP across the CPP	Employability and Skills group established under MEP to monitor and deliver SIP and complete planning in areas for which still no detailed delivery actions
	<ul style="list-style-type: none"> Choices for the young workforce 	Practise in support of Moray Skills Pathway to support 3-24 year olds with enhanced employer engagement embedded by 2021.	Project Plan to embed Moray Skills Pathway framed and in implementation.	Moray Pathways Website approved by consortium for launch in April 2019 allowing engagement on Moray pathway, jobs and skills.
	<ul style="list-style-type: none"> Apprenticeships at all levels 	<p>Using the 16/17 stats as a baseline:</p> <ul style="list-style-type: none"> 20% increase (average) across the apprenticeship family by 2021 	Increased within Apprenticeships family across CPP and in Moray	Scottish Apprenticeship week event took place in March to inform parents and young people of the opportunities linked to the apprenticeship family. DYW Moray social media campaigns and case studies have engaged a wider audience.

		<ul style="list-style-type: none">• 25% increase in female uptake across the apprenticeship family by 2028		Work by UHI and SDS in terms of SIP to expand apprenticeship offering and take up continues.
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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