

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.

APPENDIX I

		<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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