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**REPORT TO: ECONOMIC DEVELOPMENT AND INFRASTRUCTURE  
SERVICES COMMITTEE ON 6 SEPTEMBER 2022**

**SUBJECT: MORAY PATHWAYS LOCAL EMPLOYABILITY PARTNERSHIP  
DELIVERY PLAN**

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

**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.
- 1.2 This report is submitted to Committee in terms of Section II (A) (2) of the Council's Scheme of Administration relating to long-term financial plans.

**2. RECOMMENDATION**

- 2.1 **It is recommended that Committee 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. SUMMARY OF IMPLICATIONS**

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

The Council led local employability partnership delivery plan will contribute to achieve the Corporate Plan priority to promote economic development and growth, also the LOIP priority of a growing and sustainable economy and in particular to the focus on targeted approaches to those furthest from the job market. Progress against the KPIs will be reported in that context to the Council and Community Planning Board.

**b) Policy and Legal**

The Council considers support for economic development issues on their merits, against the objective to facilitate sustainable economic growth and the desired outcomes of the Ten Year Plan and Corporate Plan.

**c) Financial implications**

The Local Employability Partnership coordinates the funding provision from Scottish Government as described in the Delivery Plan (Appendix 1) and outlined on page 24 of the delivery plan, for 2022/23 this includes £1m for No One Left Behind, Young Person guarantee, Parent employability and LTU employer Grant funding, £1m Child Poverty Fund, £800k European social Fund and £1.5m Shared prosperity fund.

**d) Risk Implications**

As with all external funding there are risks associated with the delivery of targets and subsequent claims within projects, achieving spend within the required timeframes, interpretation of rules applied by different agencies and subsequent amendments to funding schemes.

In order to mitigate these risks the service has in place controls for auditing and monitoring purposes, maintains close contact with funders and ensure those participating fully understand the grant criteria.

**e) Staffing Implications**

None

**f) Property**

No property implications arising from this report

**g) Equalities/Socio Economic Impact**

The actions and outcomes within the delivery plan contribute to tackling inequalities in our communities and an equality impact assessment has been sent to Scottish Government.

**h) Consultations**

Consultation has taken place with members of the Local Employability Partnership, Depute Chief Executive (Economy, Environment and Finance), the Head of Economic Growth and Development, the Legal Services Manager, the Property Asset Manager, the Equal Opportunities Officer, the Head of Financial Services L Rowan, Committee Services Officer have been consulted and comments received have been incorporated into the report.

**5. CONCLUSION**

**5.1 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  
Ref: