























Local Outcome Improvement Plan Actions - Growing a diverse and sustainable economy

PI Status		Short Term Trends		Actions	
	Alert		Improving		Due Date met
	Warning		No Change		In Progress
	OK		Getting Worse		Due Date not met
	Unknown				
	Data Only				

Status Icon	Action Code & Title	Progress Bar	Start Date	Due Date	Latest Note
	LOIP04 - ECONOMY Developing a diverse, inclusive and sustainable economy: By the year 2030 Moray will have a sustainable and inclusive economy which generates improved opportunities for everyone, including more skilled and higher paid jobs	60%	13-Aug-2021	31-Mar-2030	

Status Icon	Action Code & Title	Progress Bar	Start Date	Due Date	Latest Note
	Increased participation, skill and pay levels with reduced gender inequality through pathways to employment and higher skilled employment	67%			
	LOIP - ECON1 Early Years Childcare Programme - To increase the current early learning and childcare provision	100%	13-Aug-2021	31-Aug-2021	
	LOIP - ECON1.1 All Associated School Groups to be able to deliver 1140 hours	100%	13-Aug-2021	31-Aug-2021	In line with the Council's ELC Delivery Expansion Plan, the increased offer of 1140 hours of early learning and childcare was offered to all parents within each Associated School Group (ASG) area by council, private and third sector providers.
	LOIP - ECON2 Early Years Childcare Programme - Expand Early Years Childcare Programme services to meet demand	100%	13-Aug-2021	01-Apr-2022	Although the Education Communities and Organisational Development Committee have been made aware of pressure for

Status Icon	Action Code & Title	Progress Bar	Start Date	Due Date	Latest Note
					ELC places in the Buckie, Elgin and Speyside ASG areas, demand for places in these areas is currently being met. Plans are being developed to meet future projected demand
	LOIP - ECON2.1 Capacity is available to meet demand for 2060 eligible young people to receive 1140 hours of childcare	100%	13-Aug-2021	01-Apr-2022	<p>The ELC Expansion Delivery Plan, includes the development of new nursery settings at Pilmuir (Forres), Cullen, Linkwood (Elgin) and Striathisla (Keith). All of these new builds were completed by August and are operational.</p> <p>The Delivery Plan also outlined a significant refurbishment programme. In the last 12 months, Mortlach (Dufftown) Kinloss and Mosstodloch nursery settings have received a substantial refurbishments. The only outstanding refurbishment is Aberlour Nursery. Parents have been informed that in light of the current volatility in the construction industry, this development is presently on hold until an accurate cost estimate can be secured.</p> <p>However, while the refurbishment will offer an enhanced level of quality of provision, both the council and private provider operating from Aberlour Primary School are able to offer 1140 hours of early learning and childcare.</p>
	LOIP - ECON3 Early Years Childcare Programme - To provide a flexible service for parents and carers	0%		31-Mar-2024	

Status Icon	Action Code & Title	Progress Bar	Start Date	Due Date	Latest Note
	Increased participation, skill and pay levels with reduced gender inequality through targeted approaches for those furthest from the job market	87%			
	LOIP - ECON4 Moray Employer Recruitment Incentive	60%		31-Mar-2022	The MERI scheme was launched in April and we have approved 57 employers and we plan to commit further funds to offer additional placements.
	LOIP - ECON5 Enhanced Key Worker Support across LEP partners.	100%		31-Mar-2022	Key workers are all now in post which has doubled the number of key workers employed.
	LOIP - ECON6 Moray Pathways at the Inkwell employability and training hub	100%		31-Mar-2024	The service has launched.

Status Icon	Action Code & Title	Progress Bar	Start Date	Due Date	Latest Note
	Increased participation, skill and pay levels with reduced gender inequality through choices for the young workforce	80%			
	LOIP - ECON7 Local Employability Partnership: Enhanced Employability Framework for Young People - Kickstart Scheme (universal)	80%		31-Mar-2030	Since the commencement of the scheme, there have been 95 roles filled through Moray Chamber of Commerce. Of those 25 have finished the scheme and completed the 6 months. There are currently 67 roles live with 22 employers. There has still been no data shared via DWP, so this is not the full extent of the uptake of Kickstart in Moray.
	LOIP - ECON7.1 Utilisation of available funding	0%		31-Mar-2024	There has still been no data shared via DWP, so this is not the full extent of the uptake of Kickstart in Moray.
	LOIP - ECON7.2 Increase on 21/22 baseline of unique employers taking on kick-start placements.	0%		31-Mar-2024	There has still been no data shared via DWP, so this is not the full extent of the uptake of Kickstart in Moray.

Status Icon	Action Code & Title	Progress Bar	Start Date	Due Date	Latest Note
	Increased participation, skill and pay levels with reduced gender inequality through apprenticeships at all levels	0%			
	LOIP - ECON8 Partnership Apprenticeship Strategy and action plan developed for public and private sector partners	0%		30-Apr-2022	Apprenticeship data has not yet been requested from CPB partners. If partners have agreed to provide apprenticeship data, this will be requested and collated ahead of next CPB meeting.
	LOIP - ECON8.1 Collation of apprenticeships available across CPP partners	0%		31-Dec-2021	To be requested ahead of next CPB meeting
	LOIP - ECON8.2 Apprenticeship data provided by all CPP members	0%		30-Sep-2021	To be requested ahead of next CPB meeting
	LOIP - ECON8.3 Apprenticeship strategy and action plan	0%		31-Mar-2022	Initial research in developing an Apprenticeship Strategy is underway with the final strategy to be drafted for the end of March 2022.
	LOIP - ECON9 New Apprenticeships in the public and Private Sector	0%		30-Apr-2022	
	LOIP - ECON9.1 Implement strategy and target sectors for improvement.	0%		30-Apr-2022	Will be delivered following development of Apprenticeship Strategy.
	LOIP - ECON9.2 Increase in all levels of apprentices on pre-COVID baseline.	0%		30-Apr-2022	Will be delivered following development of Apprenticeship Strategy.

Risks and Issues	
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Risks and Issues	Mitigating Action
The main issue currently is a lack of availability and transparency in the kickstart scheme. The Chamber of Commerce are able to share their figures however they are not the only means of accessing the scheme. The full data sits with DWP who are unable to share information on the scheme. It is unclear if this data will ever be made available which is surprising given it is a publically funded scheme.	Until DWP data becomes available, progress based on available data.

General Progress Commentary	Covid-19 Recovery impact on delivery
Activities are all under way or planned to be imminently.	COVID-19 continues to impact employability services due to the impact on the labour market.

(LOIP Priority): Developing a diverse, inclusive and sustainable economy
(LOIP Outcome) Increased participation, skill and pay levels with reduced gender inequality through pathways to employment and higher skilled employment

Code	Cat	Short Name	Current Target	2020/21	2021/22	Q1 2021/22	Q2 2021/22	Q3 2021/22	Q4 2021/22	Latest Note	Short Term Trend Arrow	Status
				Value	Value	Value	Value	Value	Value			
LOIP - ECON3.1a		Number of women re-entering the workforce by 31 Mar 22	50	N/A		N/A	N/A	N/A	N/A	It has not been possible to locate accurate data for this at present. The number of women in Moray who are in employment and accessing Universal Credit has increased from 1483 in August 2020, to 1579 in August 2021. However, the number of women not in employment has also increased from 1873 in August 2020, to 2022 in August 2021. It is not possible to attribute either of these results directly to the increased provision of childcare. Alternative means of measuring this data will be sought ahead of the next CPP board meeting.		
LOIP - ECON3.1b		% increase in women re-entering the workforce by 31 Mar 24	1%	N/A		N/A	N/A	N/A	N/A			

(LOIP Priority): Developing a diverse, inclusive and sustainable economy
(LOIP Outcome) Increased participation, skill and pay levels with reduced gender inequality through targeted approaches for those furthest from the job market

Code	Cat	Short Name	Current Target	2020/21	2021/22	Q1 2021/22	Q2 2021/22	Q3 2021/22	Q4 2021/22	Latest Note	Short Term Trend Arrow	Status
				Value	Value	Value	Value	Value	Value			
LOIP - ECON4.1	Local	% of those employed that remain in employment for the duration of their contract	70%	N/A		N/A	84%	N/A	N/A	Percentage of young people who have started on placement in last quarter that have remained in employment.		
LOIP - ECON4.2	Local	Number of people employed through MERI Scheme	20	N/A		N/A	59	N/A	N/A	Young people employed on 12 month MERI placements with a mixture of private, public and third sector employers.		
LOIP - ECON4.3	Local	% of budget spent by end of the financial year 21/22 on and programme closed for review	100%	N/A		N/A	100%	N/A	N/A	100% committed the budget allocated with the 57 employers who have been approved MERI funding. The local employability partnership are looking to commit additional budgets to provide a further 68 placements.		
LOIP - ECON4.4	Local	50/50 gender balance in the MERI scheme	100%	N/A		N/A	41%	N/A	N/A	71% male young people employed on MERI Scheme versus 29% female young people employed on MERI Scheme		
LOIP - ECON4.5	Local	% of those completing contract that go on to find employment within 3 months	75%	N/A		N/A	N/A	N/A	N/A	None of the placements have completed yet, as it's a 12 month duration and all started in May this year		

Code	Cat	Short Name	Current Target	2020/21	2021/22	Q1 2021/22	Q2 2021/22	Q3 2021/22	Q4 2021/22	Latest Note	Short Term Trend Arrow	Status
				Value	Value	Value	Value	Value	Value			
LOIP - ECON5.1a	Local	Number of people supported through the Council's Employability Service	139	93		N/A	250	N/A	N/A	2020/21 – 93 learners 2021/22 – Adults (25-67) 89 Young People (16-24) 136 Parents (living in poverty) 25	↑	✓
LOIP - ECON5.1	Local	% increase in the number of people supported through the Council's Employability Service	50%	N/A		N/A	180%	N/A	N/A		↑	✓
LOIP - ECON5.2	Local	Number of people supported into learning, training or work by employability services	30	N/A		N/A	N/A	N/A	N/A	2021-2022 Baseline – at the end of Q2: 69% are engaged with a range of learning and training activities 31% have progressed to into part-time or supported full-time employment placements	▬	?
LOIP - ECON6.1	Local	Number of attendees at Moray Pathways at the Inkwell employability and training hub (subject to funding) (440 in 22/23, 480 in 23/24)	400	N/A		N/A	103	N/A	N/A	Individuals engaged with employability and training support in the employability hub since it opened in May 2021	↑	✓

(LOIP Priority): Developing a diverse, inclusive and sustainable economy
(LOIP Outcome) Increased participation, skill and pay levels with reduced gender inequality through choices for the young workforce

Code	Cat	Short Name	Current Target	2020/21	2021/22	Q1 2021/22	Q2 2021/22	Q3 2021/22	Q3 2021/22	Latest Note	Short Term Trend Arrow	Status
				Value	Value	Value	Value	Value	Value			
	Local	% utilisation of available Kick-start funding (80% in 22/23, 90% in 23.24)	70%	N/A		N/A	N/A	N/A	N/A	There has still been no data shared via DWP, so this is not the full extent of the uptake of Kickstart in Moray.	▬	?
	Local	% increase on 21/22 baseline of unique employers taking on Kick-start placements.	20%	N/A		N/A	N/A	N/A	N/A	There has still been no data shared via DWP, so this is not the full extent of the uptake of Kickstart in Moray.	▬	?
LOIP - ECON7.3	Local	% of those completing their 6 month Kick-start contract	80%	N/A		N/A	N/A	N/A	N/A	There has still been no data shared via DWP, so this is not the full extent of the uptake of Kickstart in Moray.	▬	?
LOIP - ECON7.4	Local	% of those who complete the contract that go on to find employment within 3 months	50%	N/A		N/A	N/A	N/A	N/A	There has still been no data shared via DWP, so this is not the full extent of the uptake of Kickstart in Moray.	▬	?