




















## 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	66%	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	75%			
	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	25%		31-Mar-2024	<p>The Early Years team at Moray Council have been successfully meeting the statutory legislative requirement to offer 1140 hours of flexible, funded early learning and childcare to families throughout Moray. The approach to flexible early learning and childcare has been based on the SG guidance: Funding Follows the Child and the National Standard for Early Learning and Childcare Providers.</p> <p>Parents are offered the flexibility to choose their childcare provider and determine how many hours of their funded entitlement they would like their child to receive. The parent satisfaction survey reported to Committee this time last year, highlighted a significant increase in the uptake of the full 1140 hours and indicated growing levels of parent satisfaction.</p>

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	90%			

Status Icon	Action Code & Title	Progress Bar	Start Date	Due Date	Latest Note
	LOIP - ECON4 Moray Employer Recruitment Incentive	70%		31-Mar-2022	There are a total of 102 placements approved across 62 employers in a mix of private, public and third sector.
	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	<p>To date, there have been 144 Kickstart placements (increase from 95 in Q2) filled through Moray Chamber of Commerce members. 45 of these roles have completed the 6 months (increase from 25 in Q2). There are currently 33 placements still live with 13 employers.</p> <p>Within the Council, 15 Kickstart placements have been authorised by committee. 4 placements have been filled, with a further 4 progressing through the recruitment process. There are currently 3 placements still live, with 4 yet to be advertised.</p> <p>Complete Kickstart data has still not been made publically available by DWP and it is unlikely ever to be. Therefore, it is proposed that these actions be amended to account for only the data provided via the Chamber of Commerce.</p>
	LOIP - ECON7.1 Utilisation of available funding	0%		31-Mar-2024	Complete Kickstart data has still not been made publically available by DWP and it is unlikely ever to be. Therefore, it is proposed that these actions be amended to account for only the data provided via the Chamber of Commerce.
	LOIP - ECON7.2 Increase on 21/22 baseline of unique employers taking on kick-start placements.	0%		31-Mar-2024	Complete Kickstart data has still not been made publically available by DWP and it is unlikely ever to be. Therefore, it is proposed that these actions be amended to account for only the data provided via the Chamber of Commerce.





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	8%			
	LOIP - ECON8 Partnership Apprenticeship Strategy and action plan developed for public and private sector partners	16%		30-Apr-2022	Apprenticeship data has been requested from CPP partners. A briefing note detailing the initial considerations around development of the strategy has been prepared and a short life working group formed to support this work.
	LOIP - ECON8.1 Collation of apprenticeships available across CPP partners	20%		31-Dec-2021	Apprenticeship data has been requested from CPP partners, but is not yet collated
	LOIP - ECON8.2 Apprenticeship data provided by all CPP members	20%		30-Sep-2021	Apprenticeship data has been requested from CPP partners, but is not yet collated
	LOIP - ECON8.3 Apprenticeship strategy and action plan	10%		31-Mar-2022	Apprenticeship data has been requested from CPP partners. A briefing note detailing the initial considerations around development of the strategy has been prepared and a short life working group being formed to support this work. Development of the strategy has been delayed due to staff turnover and challenges with recruitment. The final draft will now be due for the end of Q1, 2022-23.
	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. Development of the strategy has been delayed due to staff turnover and challenges with recruitment. The final draft will now be due for the end of Q1, 2022-23.
	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







Risks and Issues	Mitigating Action
Kickstart data from DWP is still not in the public domain, and is unlikely to be so as it has not been released to date. Therefore, the only mechanism available for recording Kickstart data is through the Chamber of Commerce and the community planning partners. Development of the apprenticeship strategy has been delayed due to staff turnover and challenges with recruitment. The final draft will now be due for the end of Q1, 2022-23.	Progress based on available data.













<b>General Progress Commentary</b>	<b>Covid-19 Recovery impact on delivery</b>
Progress against actions and priorities are all moving in a positive direction, with activities all having commenced.	The omicron variant has had an impact on the delivery of employability services, both within the Council, and across the wider economy.

(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		The Annual Population Survey from the Office for National Statistics provides data on the number of women who are economically inactive due to looking after the family/home. From end of March 2020 to end of March 2021, this data shows that the number of women who are economical inactive for this reason has decreased from 3,100 to 2,200. This is despite there being an increase in the number of women who are economically inactive overall.		
LOIP - ECON3.1b		% increase in women re-entering the workforce by 31 Mar 24	1%	N/A		N/A	N/A	N/A		This data is based on collated responses weighted to population projections, and does not account for all local variables. It also contains a high confidence interval and therefore cannot be seen as reliable. There are no other sources of publically available data which accurately record performance against the two indicators. It is therefore proposed that alternatives be identified to measure success against this outcome.		







(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%	73%		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	14		Young people employed on 12 month MERI placements with a mixture of private, public and third sector employers. Of the 102 placements approved, 73 have been filled.		
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		

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			
										additional budgets to provide a further 68 placements.		
LOIP - ECON4.4	Local	50/50 gender balance in the MERI scheme – minimum of 50% of starts are female	50%	N/A	32%	N/A	29%	43%		Q2 – there were 59 new starts, 42 were males (71%) and 17 females (29%).  Q3 update – there were 14 new starts this quarter and 8 (57%) were males and 6 females (43%)  Cumulative – 73 new starts, 50 (68%) male and 23 (32%) female		
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 have started since May 2021		
LOIP - ECON5.1a	Local	Number of people supported through the Council's Employability Service	139	93		N/A	250	39		2020/21 – 93 learners 2021/22 – Adults (25-67) 89 Young People (16-24) 136 Parents (living in poverty) 25 Q3 2021/22 – 5 Parents in Poverty 24 Young People 10 Adults		
LOIP - ECON5.1	Local	% increase in the number of people supported through the Council's Employability Service	50%	N/A		N/A	180%	211%		289 people have been supported to date in 2021/22, which is a 211% increase on the 93 supported in 2020/21		
LOIP - ECON5.2	Local	Number of people supported into learning, training or work by employability services	30	N/A		N/A	N/A	29		2021/22 Q2 Baseline2: 69% are engaged with a range of learning and training activities 31% have progressed to into part-time or supported full-time employment placements  2021/22 Q3: 14 – Into employment 15 – Into training		
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	123		Individuals engaged with employability and training support in the employability hub since it opened in May 2021  2021/22 Q3: We had an additional 123 individuals engaged with the hub activity, this has involved working with a range of partners and referrals from DWP and SDS.		

(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		Complete Kickstart data has still not been made publically available by DWP and it is unlikely ever to be. Therefore, it is proposed that these indicators be amended to account for only the data provided via the Chamber of Commerce.		
	Local	% increase on 21/22 baseline of unique employers taking on Kick-start placements.	20%	N/A		N/A	N/A	N/A		Complete Kickstart data has still not been made publically available by DWP and it is unlikely ever to be. Therefore, it is proposed that these indicators be amended to account for only the data provided via the Chamber of Commerce.		
LOIP - ECON7.3	Local	% of those completing their 6 month Kick-start contract	80%	N/A		N/A	N/A	N/A		Complete Kickstart data has still not been made publically available by DWP and it is unlikely ever to be. Therefore, it is proposed that these indicators be amended to account for only the data provided via the Chamber of Commerce.		
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		Complete Kickstart data has still not been made publically available by DWP and it is unlikely ever to be. Therefore, it is proposed that these indicators be amended to account for only the data provided via the Chamber of Commerce.	