




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 | 68% | 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 | 100% | | | |
| | 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 |
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| | | | | | 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 Strathisla (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 | 100% | | 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 |
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|  | Increased participation, skill and pay levels with reduced gender inequality through targeted approaches for those furthest from the job market | 100% | | | |

| Status Icon | Action Code & Title | Progress Bar | Start Date | Due Date | Latest Note |
|---|---|--------------|------------|-------------|---|
|  | LOIP - ECON4 Moray Employer Recruitment Incentive | 100% | | 31-Mar-2022 | A further 33 people have started placements in Q4. |
|  | 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 | 100% | | | |
|  | LOIP - ECON7 Local Employability Partnership: Enhanced Employability Framework for Young People - Kickstart Scheme (universal) | 100% | | 31-Mar-2030 | There were 161 Kickstart placements filled through Moray Chamber of Commerce members in total. Of these: 44 placements are still live 18 completed less than 1 month before departing 35 completed 2-5 months before departing 61 completed the full 6 months |
|  | LOIP - ECON7.1 Utilisation of available funding | N/A | | 31-Mar-2024 | Kickstart was a one year programme which completed at the end of 2021/22. There was a £2 billion allocation for the programme across the UK, with no set amount allocated for Moray. Without the full Kickstart data it is not possible to accurately record the % of funding which was utilised locally. |
|  | LOIP - ECON7.2 Increase on 21/22 baseline of unique employers taking on kick-start placements. | N/A | | 31-Mar-2024 | The Kickstart programme completed at the end of 2021/22. |

| 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 | 24% | | | |
|  | LOIP - ECON8 Partnership Apprenticeship Strategy and action plan developed for public and private sector partners | 40% | | 30-Apr-2022 | Final strategy to be presented to CPPB at its meeting on 21 st September 2022 |
|  | LOIP - ECON8.1 Collation of apprenticeships available across CPP partners | 50% | | 31-Dec-2021 | Apprenticeship data has been requested from all partners but is still to be received from: <ul style="list-style-type: none"> • Moray College UHI |

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|---|---|--------------|------------|-------------|--|
| | | | | | <ul style="list-style-type: none"> • Cairngorm National Park Authority • Skills Development Scotland • HITRANS <p>It is essential that this data be provided to inform the research for the strategy.</p> |
|  | LOIP - ECON8.2 Apprenticeship data provided by all CPP members | 50% | | 30-Sep-2021 | <p>Apprenticeship data has been requested from all partners but is still to be received from:</p> <ul style="list-style-type: none"> • Moray College UHI • Cairngorm National Park Authority • Skills Development Scotland • HITRANS <p>Apprenticeship data has been requested from CPP partners, but has not yet been provided by all partners.</p> |
|  | LOIP - ECON8.3 Apprenticeship strategy and action plan | 20% | | 31-Mar-2022 | <p>A working group has been formed consisting of staff from Moray Council Strategic Planning and Development, Human Resources, and Employability, along with Moray College, DYW, and Skills Development Scotland. Process of collating data on current availability of apprenticeships in underway. A survey of young people to gather perspectives on apprenticeships has also been published. Analysis of this data against regional skills assessment and drafting of the strategy to follow.</p> |
|  | 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 | Strategy to be implemented following approval |
|  | LOIP - ECON9.2 Increase in all levels of apprentices on pre-COVID baseline. | 0% | | 30-Apr-2022 | To follow approval of strategy |

Risks and Issues

| Risks and Issues | Mitigating Action |
|---|---|
| <p>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 Quarter 1 2022-23.</p> | <p>Kickstart progress is based on available data.</p> |

| General Progress Commentary | Covid-19 Recovery impact on delivery |
|--|---|
| Progress against most of the actions and priorities has met the deadlines and targets. The creation of the apprenticeship strategy was delayed due to staff turnover, however this is now moving forward with an expectation of being presented to the partners in September 2022. Further mitigating actions will be identified and implemented to address any indicators where targets have not been achieved. | The impact of COVID restrictions is now less acute. However, the long term effects of the pandemic are still being felt across the economy and having an impact upon service delivery. There is a constricted labour market, which is leading to an increased number of vacancies both within public partners, and across wider industry. |

(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 | 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. | - | ? |
| 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 | From end of March 2020 to end of March 2021, this data shows that the number of women who are economically inactive due to family caring responsibilities has decreased from 3,100 to 2,200. Yet this is despite there being an increase in the number of women who are economically inactive overall. 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 these two indicators. It is therefore proposed that these indicators be removed while alternatives are sourced 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 | 82% | N/A | 84% | 73% | 82% | 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 | 73 | 106 | N/A | 59 | 14 | 33 | Young people employed on 12 month MERI placements with a mixture of private, public and third sector employers. 33 further placement starts in Q4. | | |
| LOIP - ECON4.3 | Local | % of budget spent by end of the financial year 21/22 on and programme closed for review | 100% | N/A | 100% | N/A | 100% | N/A | N/A | 100% committed the budget allocated with the 57 employers who have been approved MERI funding. Some placements are still to complete, so not all funding has been spent. 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 – minimum of 50% of starts are female | 50% | N/A | 32% | N/A | 29% | 43% | 30% | Q4 update – there were 33 new starts this quarter and 23 (70%) were males and 10 females (30%) Cumulative – 73 new starts, 50 (68%) male and 23 (32%) female The Local Employability Partnership will explore options to increase the percentage of females who access MERI placements in 2022/23. | | |
| 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 | N/A | None of the placements have completed yet, as it's a 12 month duration and all have started since May 2021. In a survey recently conducted by Moray Pathways, all 27 employers who responded were positive about the MERI programme and 22 confirmed that would like to, or intend to employ the individual following the end of the placement. | | |
| LOIP - ECON5.1a | Local | Number of people supported through the Council's Employability Service | 139 | 93 | 361 | N/A | 250 | 39 | 72 | 2020/21 – 93 learners Q2 2021/22 – 89 Adults (25-67) 136 Young People (16-24) 25 Parents (living in poverty) Q3 2021/22 – 5 Parents in Poverty 24 Young People 10 Adults Q4 2021/22 – 8 Parents in Poverty 52 Young People 12 Adults | | |

| 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 - ECON5.1 | Local | % increase in the number of people supported through the Council's Employability Service | 50% | N/A | 288% | Not measured for Quarters | | | | 361 people have been supported to date in 2021/22, which is a 288% 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 | 103 | N/A | N/A | 29 | 74 | 2021/22 Q4: 36 – Into employment 38 – 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 | 304 | N/A | 103 | 123 | 78 | 2021/22 Q4: We have had an additional 78 individuals engaging with hub activity across the moray pathways employability partnership. There were a total of 304 attendees at Moray Pathways throughout 2021/22. This was below the target of 400. The opening of the hub was delayed by COVID, which is why the target was not met. | | |

(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 | 70% | N/A | N/A | N/A | N/A | N/A | N/A | Kickstart was a one year programme which completed at the end of 2021/22. There was a £2 billion allocation for the programme across the UK, with no set amount allocated for Moray. Without the full Kickstart data it is not possible to accurately record the % of funding which was utilised locally. | | |
| | 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 | N/A | The Kickstart programme completed at the end of 2021/22. | | |
| LOIP - ECON7.3 | Local | % of those completing their 6 month Kick-start contract | 80% | N/A | 38%* | N/A | N/A | N/A | N/A | Data not available for quarters. To date, 38% of all placements administered through the Chamber of Commerce have completed the full 6 months (61 of 161 placements filled). | | |
| LOIP - | Local | % of those who complete the contract that go on to find employment within 3 | 50% | N/A | N/A | N/A | N/A | N/A | N/A | It was not possible for the Chamber of Commerce to record this data. | | |

| 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 | | | |
| ECON7.4 | | months | | | | | | | | | | |