




















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	88%	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
					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
	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	72%			
	LOIP - ECON8 Partnership Apprenticeship Strategy and action plan developed for public and private sector partners	100%		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	100%		31-Dec-2021	Apprenticeship data was provided by all partners other than HITRANS. This was invaluable for informing the direction of the apprenticeship strategy.
	LOIP - ECON8.2 Apprenticeship data provided by all CPP members	100%		30-Sep-2021	Apprenticeship data was provided by all partners other than HITRANS. This was invaluable for informing the direction of the apprenticeship

Status Icon	Action Code & Title	Progress Bar	Start Date	Due Date	Latest Note
					strategy.
	LOIP - ECON8.3 Apprenticeship strategy and action plan	100%		31-Mar-2022	The Apprenticeship Strategy was approved by the Community Planning Board at its meeting on 21 September 2022. Each of the partners has now to develop an individual action plan to support either a direct or indirect increase in apprenticeships. Support will also be sought to coordinate delivery of the strategy at a regional level to drive an increase in apprenticeship numbers within the private sector.
	LOIP - ECON9 New Apprenticeships in the public and Private Sector	30%		30-Apr-2022	
	LOIP - ECON9.1 Implement strategy and target sectors for improvement.	50%		30-Apr-2022	Partners are now in the process of developing action plans to support delivery of the apprenticeship strategy. The Moray Council action plan is in development and expected to be reported later in 2023. An apprenticeship campaign has been developed and delivered via the agency delivering the MEP Media Contract. This has included development of a selection of local case studies and supporting in developing promotional materials to support Scottish Apprenticeship week in March 2023.
	LOIP - ECON9.2 Increase in all levels of apprentices on pre-COVID baseline.	10%		30-Apr-2022	Apprenticeship numbers are published on an annual basis. Modern Apprenticeship and Graduate Apprenticeship numbers remain down on the pre-COVID baseline, though there has been growth in the availability of Foundation Apprenticeships starts. Achieving the growth targeted with the strategy is a long term piece of work and will require the support of all community planning partners. The apprenticeship strategy includes target increases in all levels of apprenticeship over a period of 5 years. These targets and the associated timescales will need to be reflected in the refreshed delivery plan.









Risks and Issues

Risks and Issues	Mitigating Action
Budgetary pressures are restricting the availability of funding for learning providers, which has led to a waiting list for apprenticeship starts with UHI Moray. This is expected to be resolved, with UHI expecting a settlement value similar to the previous year. This may limit numbers for growth in locally delivered apprenticeships in the next financial year. Though at the time of reporting the SDS budget for 2023/24 is still to be confirmed. Though.	There is ongoing dialogue between the local learning providers and SDS about this. A coordinated campaign to grow awareness about the apprenticeship pathways has been delivered by the MEP Media Contract, including an event held at UHI Moray as part of Scottish Apprenticeship Week.

General Progress Commentary	Covid-19 Recovery impact on delivery
Progress against almost all of the actions and priorities is now complete. Community Planning Partners should all be preparing to report action plans to support delivery of the Apprenticeship Strategy.	The effects of the pandemic are still being felt through the labour market pressures resulting from the reduced workforce.







(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	2022/23	Q4 2021/22	Q1 2022/23	Q2 2022/23	Q3 2022/23	Q4 2022/23	Latest Note	Short Term Trend Arrow	Status
				Value	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%	100%	82%	100%	100%	98%	100%	All quarter 1 and 2 MERI starts have remained in employment. During Q3 – 3 have left before end of placement, 2 into other jobs, 1 unemployed and supported by keyworker. Q4 – all MERI placements have sustained their employment	↑	✓
LOIP - ECON4.2	Local	Number of people employed through MERI Scheme	20	73	106	67	33	26	20	17	4	Young people employed on 12 month MERI placements with a mixture of private, public and third sector employers. Q4 - 4 new starts on the Meri Scheme, numbers are lower due to decrease in funding and scheme not currently open to new applicants.	↓	✓
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	Not measured for Quarters					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%	46%	30%	35%	50%	58%	50%	Q1 – there were 26 new starts 17 (65%) were males and 9 females (35%) Q2 – there were 20 new starts 10 (50%) were males and 10 females (50%) Q3 – there were 17 starts, 7 (41%) male and 10 (59%) female Q4 – there were 4 starts, 2 Male and 2 Female – 50% for each	↑	✓
LOIP - ECON4.5	Local	% of those completing contract that go on to find employment within 3 months	75%	N/A	N/A	95%	N/A	100%	88%	90%	100%	Q1 – 7 completed and all remain in employment Q2 – 18 completed and 16 remain in employment, 1 has progressed to University and 1 is unemployed and receiving support from a keyworker Q3 – 10 completed, 9 remain in employment and 1 unemployed and getting support from keyworker Q4 – 21 Completed and all have remained in employment	↑	✓

Code	Cat	Short Name	Current Target	2020/21	2021/22	2022/23	Q4 2021/22	Q1 2022/23	Q2 2022/23	Q3 2022/23	Q4 2022/23	Latest Note	Short Term Trend Arrow	Status
				Value	Value	Value	Value	Value	Value	Value	Value			
LOIP - ECON5.1a	Local	Number of people supported through the Council's Employability Service	139	93	361	308	72	65	50	96	97	Q1 - 11 Parents 8 Over 25s 20 Young People 26 MERI Q2 - 8 Parents 6 Over 25s 16 Young People 20 MERI Q3 - 25 Parents 30 - Young people 24 - Over 25s 17 MERI Q4 - 25 Parents 26 Young People 42 Over 25s 4 MERI		
LOIP - ECON5.1	Local	% increase in the number of people supported through the Council's Employability Service	50%	N/A	288%	231%	Not measured for Quarters					308 people have been supported to date in 2022/23, which is a 231% 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	486	74	39	45	335	67	Q1 - 21 people progressed into training 28 people progressing into employment Q2 - 20 people progressed into training 25 people progressing into employment Q3 - 258 people progressed into training (including all the new training provision and providers across partnership) 77 people progressing into employment Q4 - 67 people progressed into learning, training and employment opportunities		
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	376	78	85	92	115	84	Q1 - 85 people attended provision at the hub Q2 - 92 people attended provision at the hub Q3 - 115 people attended provision at the hub Q4 - 84 People attended provision at the hub		

(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	2022/23	Q4 2021/22	Q1 2022/23	Q2 2022/23	Q3 2022/23	Q4 2022/23	Latest Note	Short Term Trend Arrow	Status
				Value	Value	Value	Value	Value	Value	Value	Value			
	Local	% utilisation of available Kick-start funding	70%	N/A	N/A		Not measured for quarters					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		Not measured for quarters					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	60%		Not measured for quarters					Data not available for quarters. There were no Kickstart placements during 2022/23. In the 2021/22 financial year there were 161 placements administered through the Chamber of Commerce, across 57 businesses. 96 of these placements completed the full 6 months.		
LOIP - ECON7.4	Local	% of those who complete the contract that go on to find employment within 3 months	50%	N/A	N/A		Not measured for quarters					It was not possible for the Chamber of Commerce to record this data.	