



AGENDA ITEM

6

Economic Strategy Update

Title: Economic Strategy Update

Meeting: Scrutiny Committee

Date: 01 February 2018

Submitted By: Director of Development Services

1. Purpose of Report

1.1 The purpose of this report is to update on the progress and performance of the Economic Strategy 2015-2025 and work relating to the following priorities and outcomes within the Community Planning Partnership's Strategic Outcomes and Local Delivery Plan (SOLD).

- SOLD Outcome Two: We will grow our local economy to secure successful business, investment and employment
- SOLD Key Priority Two: Maximising Job Creation and Employability

2. Recommendation

2.1 **It is recommended that the Committee considers these reports and chooses a course of action from the following options:**

- a) **Approve the report and acknowledge progress on these elements of the Economic Strategy/SOLD;**
- b) **Requests further information on specific aspects of progress and performance; or**
- c) **Requests action with a follow-up report for future consideration by the Committee**

3. Background

3.1 This report provides an overview of progress of the Falkirk Economic Strategy including the key actions and developments relating to the Community Planning Partnership's SOLD Delivery Plan. The economic strategy takes forward the economic development components of the SOLD and progress reports have been compiled and are presented in the appendices attached to this report as follows:

- Appendix 1: Outcome 2: *We will grow our local economy to secure successful business, investment and employment*
- Appendix 2: Key Priority 2: *Maximising Job Creation and Employability*
- Appendix 3: Economic Outcomes Report (*extract*)

- 3.1 The Falkirk Economic Partnership developed the area's economic strategy: *Growth, Investment & Inclusion 2015-25*. The Partnership was established in 2013 following the crisis situation at Ineos and is progressing the efforts of the Council and its partners to enable the growth of the area's economy, attract investment and ensure benefits for the wider community.
- 3.2 As a key element of this work, the partnership is leading the development of an Investment Zone proposal which aligns with the city deal/growth accelerator models being pursued in other parts of Scotland. This is intended as a significant bolster to the area's economy and recognises its prospects for growth arising from its opportunities in the chemicals, manufacturing, energy and logistics sectors. An outline business case for the Investment Zone has been prepared during 2017 and will be presented later this year for agreement with UK and Scottish Governments.
- 3.3 The appendices to this report summarise progress relating to the economic strategy and the SOLD. Measures of performance for the various actions are maintained as appropriate in accordance with a national performance framework developed by SLAED (the local economic development network for local authorities) and the Improvement Service, who are preparing a set of economic footprint reports. Some measures rely on external and national data collection and reporting processes.

4. Considerations

- 4.1 Delivery of the economic strategy by the Economic Partnership focusses in particular on the delivery of the Investment Zone proposal. This is intended to attract funds to support delivery of several major projects and a report on the outcome of work will be prepared for the Executive.
- 4.2 Meantime a number of projects are being taken forward by partners which will contribute significantly to delivery of the economic strategy. This includes:
- delivery of the Falkirk Tax Incremental Financing (TIF) initiative
 - development of the new Forth Valley College campus
 - development of the Grangemouth port and chemicals complex by Ineos, Forth Ports and other businesses
 - progress of the area as an international tourism destination
 - progress of town centre regeneration projects including the Falkirk THI
 - delivery of employability programmes

Progress of the work relating to the strategy is summarised in Appendix 1. This work relates to SOLD outcome 2 – and the report format matches that adopted for SOLD reports.

- 4.3 A separate report (Appendix 2) is conveyed in relation to the work of the local Employability Partnership. This summarises the work of the Council's Employment & Training Unit and other partner agencies targeting the opportunities for disadvantaged people to access the labour market.

- 4.4 Appendix 3 summarises the performance of the area's economy and is supplied through work in relation to economic outcomes developed nationally via SLAED/Improvement Service. Work is taking place presently to align this with the Council's Pentana performance software to capture and present performance information and aid the production of reports. It is worth noting that a new national analytical unit has been established by Scottish Government to assist in creating local economic profiles.

5. Consultation

- 5.1 The Economic Strategy was developed through consultation involving a wide range of bodies, including a Policy Development Panel of the Council:

Falkirk Economic Partnership

- 5.2 The Economic Partnership consulted extensively in the development of the economic strategy and holds regular events for the Falkirk Business Panel, a grouping of local businesses who have been engaged in a variety of events and an annual Conference to discuss matters concerning the growth of the economy. The development of the Investment Zone for Falkirk has involved extensive consultation with local businesses and other external government stakeholders.

Local Employability Partnership

- 5.3 There has been ongoing consultation across the Community Planning Partnership as collaborative bids have been developed and the action plan has moved to an implementation phase. There have been workshops with key stakeholders including third sector partners and extensive consultation with potential service users is planned during the winter period.

6. Implications

Financial

- 6.1 There are no direct financial implications arising from this report but ongoing financial pressures continue to create challenges in promoting the Falkirk area and securing appropriate funding packages to deliver on the Economic Strategy. Additional funds have been secured through TIF, from the EU, Heritage Lottery and other external sources and to help prepare the business case for the Investment Zone for Falkirk.

In relation to Key Priority 2 funding is blended where possible with funding accessed from the EU, Workforce Development Fund, Foundation Apprenticeships, Fair Start Scotland, Aspiring Communities and from the Innovation and Integration Fund.

Resources

- 6.2 The activities outlined in this report are delivered via existing resources across the community planning partnership.

Legal

- 6.3 There are no additional legal issues out-with the compliance and conditions related to external funding and contracts.

Risk

- 6.4 Risk is managed through the governance structures and reporting arrangements of each of the partners..

Equalities

- 6.5 Protected characteristic groups are identified in action plans, and are targeted in particular through the work of the employability partnership. Measures relating to ensuring that growth offers benefits to the wider community will be integral to the work in developing the Investment Zone.

Sustainability/Environmental Impact

- 6.6 There are no immediate sustainability or environmental impact issues as these are addressed in the implementation of measures taken forward.

7. Conclusions

- 7.1 In the progress of the economic strategy; formation of the Economic Partnership and mobilisation of the SOLD Delivery Plan, a solid foundation has been created for economic growth. This faces inevitable challenges relating to the wider economic and financial pressures facing the partnership. However there are distinct opportunities in the Falkirk area being focussed upon in the work on the Investment Zone which aim to build a strong local economy, deliver inclusive growth, attract investment and boost skills. These will help to diversify our industrial base to ensure a vibrant sustainable economy which benefits our local communities.

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Date: 24 January 2018

APPENDICES

Appendix 1: Outcome 2: *We will grow our local economy to secure successful business, investment and employment*

Appendix 2: Key Priority 2: *Maximising Job Creation and Employability*

Appendix 3: *Economic Outcomes Report (extract)*

Background Papers:

Falkirk Economic Strategy 2015-25: *Growth:Investment:Inclusion*

<https://www.falkirk.gov.uk/services/business-investment/policies-strategies/docs/Falkirk%20Economic%20Strategy%202015-2025.pdf?v=201605171307>

Appendix 1

Outcome 2 – We Will Grow Our Local Economy To Secure Successful Business, Investment and Employment

Background	
<p><i>Background and context to subject</i></p>	<p>The Falkirk Economic Strategy, <i>Growth, Investment, Inclusion</i> provides the narrative background for the outputs and outcomes identified in the Outcome 2 of the Strategic Outcomes and Local Delivery (SOLD) Plan priority: We Will Grow Our Local Economy To Secure Successful Business, Investment and Employment.</p> <p>The economic strategy was developed by the Falkirk Economic Partnership and is being progressed via a range of initiatives involving each of the partners. A principal measure being taken forward is the development of an Investment Zone for the Falkirk-Grangemouth area to create new infrastructure and capacity for growth on lines similar to City Deals/Growth Accelerators being developed in other parts of Scotland.</p> <p>Why is this outcome important?</p> <p>Local economic activity is the bedrock of prosperity across the Falkirk Council area. Enhancement of the networks and frameworks for economic activity to take place and maximising the use of partners' assets and expertise is necessary to provide the conditions for growth, investment and to ensure that economic development benefits all of our citizens</p> <p>Availability of sites and premises</p> <p>The provision of appropriate, high quality development sites and business accommodation is necessary to support the growth of the local economy and as a key attractor to inward investment. Partners help to sustain opportunities to meet business demand through control of industrial land supply through the development plan, targeted investment in preparation of development sites and stimulation of investment in property. This includes work involving the Council (through management of its portfolio, delivery of Falkirk TIF), Scottish Enterprise, private sector partners, and others to sustain provision, well-suited to market need.</p> <p>Business support and continuous learning and improvement</p> <p>Direct engagement with local businesses via Business Gateway and Scottish Enterprise via a network of business advisors enables understanding of their needs and requirements to aid growth. Support is delivered through workshops, seminars and direct advice and by providing access to targeted support and finance.</p> <p>Employability and skills pipeline</p> <p>Stimulating development in the skills and expertise of Falkirk's population to ensure a ready, highly-skilled workforce matched to business needs. It also ensures that the skills of our young people are matched to available opportunities both</p>

current and future.

Investment in infrastructure through TIF, investment zone and related programmes

Leveraging £67m of funds for investment in infrastructure for growth activity through the Scottish Government's Tax Incremental Finance (TIF) Scheme. This initiative is in progress and additionally measures are underway to progress the Investment Zone initiative to attract additional opportunities for growth. A business case is being developed for this purpose and, once agreed, will be submitted to Scottish/UK Government for consideration by the end of 2017.

Promoting town centres

Measures to enhance the environment and sustain footfall to town centres. Regeneration schemes are underway in Falkirk, where the Townscape Heritage Initiative is delivering £5m of works to upgrade the historic core of the centre and in Denny town centre, where a new £8m development has redeveloped the centre, providing new retail units, a library and upgraded public realm.

Tourism

Delivery of the Falkirk Tourism Strategy including development of a Falkirk Tourism Partnership.

Economic performance is monitored through a range of national and local performance frameworks. Arising from the Enterprise & Skills Review a new analytical unit is being established to enhance understanding of the impact of economic development activity. Local performance measures are gathered annually via SLAED/Improvement service and enable benchmarking activity across each Council area.

<p><i>Range of partners involved and role</i></p>	<p>Falkirk Economic Partnership</p> <p>Cllr Cecil Meiklejohn - Falkirk Council, Walter McConnachie – Scottish Government, Mary Pitcaithly – Falkirk Council, Iain Mitchell - John Mitchell Haulage & Warehousing, Ken Thomson – Forth Valley College, Neil Partlett – Calachem, Steve Dunlop – Scottish Canals, Rhona Geisler - Falkirk Council, Douglas Duff – Falkirk Council, Matthew Farrell – Falkirk Council, John McNally - Ineos, Andrew Gardner - Ineos, Ian Little - Ineos, Caroline Strain - Scottish Enterprise, Julia Brown - Scottish Enterprise, Stuart Wallace - Forth Ports, Derek Knox - Forth Ports, Karen Jackson - Scottish Government</p> <p>Falkirk Business Panel -</p> <p><i>Panel of several hundred businesses who regularly attend the Annual Business Conference, Business Day and Update events as well as business breakfasts and workshops open to all businesses in the Falkirk Council area.</i></p>
<p>Analysis</p>	
<p><i>Achievements and challenges/emerging threats</i></p>	<p>Achievements:</p> <ul style="list-style-type: none"> • Investment - ongoing delivery of the TIF programme • Progress of the Investment Zone business case • Delivery of Business Gateway service, attracting additional European funding for BG+ schemes. • Exemplar employability and skills programmes attracting significant European funding • Growing tourism offering on a path to competing with Scotland premier destinations. <p>Challenges</p> <ul style="list-style-type: none"> • Competition for investment from other areas with similar assets particularly around chemical sciences • Ensuring pipeline of skilled workers continues to be synchronised with anticipated future growth requirements and industrial changes. • Continuing to change the perception of Falkirk to ensure it is viewed as a prime business, investment, tourism and living destination. • Capacity of public sector partners to assist growth during period of financial stringency • uncertainties arising from Brexit and wider economic change .
<p><i>Risk to achieving outcomes / priorities</i></p>	<p>Economic uncertainty is dampening or delaying prospects of investment in some sectors.</p> <p>Reducing budgets available to public sector bodies is impacting on service delivery particularly with regards to discretionary services such as economic development and employability.</p>

<i>Action consequences</i>	<p>Continue to benchmark progress against path set out in the economic strategy</p> <p>Development of Investment Zone proposition and measures for delivery</p> <p>Development of supporting measures on inclusive growth</p>
<i>Next steps</i>	<p>Progress Economic outcomes benchmarking with SLAED/Improvement Service</p> <p>Finalise Investment Zone business case and prepare for delivery.</p>

Priority / Outcomes						
Outcome 2: We Will Grow Our Local Economy To Secure Successful Business, Investment and Employment						
Action	Sub Action	Status	Due Date	Description	Success measure	Responsible Owner
Growing the local economy, by boosting business formation and growth, fostering innovation and ensuring a skilled workforce						
Business Support	Deliver a full package of Business Gateway support to start-up businesses.	AMBER	March 2018	Behind target 216 start ups (16/17), 213 ytd – report due at year end 38 high value starts 16/17 31 ytd	BG start-up figures target for start ups = 375 p.a. Target for high value starts = 38 .	BG Falkirk Council
	Deliver a full package of Business Gateway support to growth businesses.	AMBER	March 2018	Behind target – report at year end Growth advisory service – 26 (16/17), 22 ytd. Growth pipeline – 15 (16/17) and 8 ytd	BG growth figures Growth advisory service target 24 p.a. Growth pipeline target 18 p.a.	BG Falkirk Council
	Increase awareness of BG services Review advertising impact and improve local targeting	GREEN	Ongoing	Measures to better target messages to business via websites, ezine, social media 461 start up attendees (16/17) 337 ytd	Improved event uptake using comms and social media engagement Workshop attendance Target (start-ups)= 448	BG Falkirk Council
Rejuvenate our town centres ensuring that they are both attractive and resilient to challenges and change;	Town centre regeneration programmes – delivery of Falkirk THI and Denny town centre Phase 1	GREEN	March 2018	Falkirk THI investing £5.5m over 5 years in upgrade to historical core Denny town centre regeneration – completion of Phase 1 scheme and marketing of Phases 2/3.	Completion of priority projects and restoration of town centre properties Completion of 10 retail units, library and new public realm.	Economic Partnership

	<p>Work with the local BID to improve on cleanliness, safety and marketing of town centres.</p> <p>Support initiatives to inspire local businesses, residents and visitors to take a pride in their town centres</p>			<p>Locate in Falkirk brochure produced highlighting retailing opportunities</p> <p>BID Recognised with Gold Award by Keep Scotland Beautiful</p>	Improved town centre usage and satisfaction rates	
<p>Secure opportunities by looking outwards to new markets;</p> <p>Promote employability;</p> <p>Include all local communities to help access opportunities and make a full contribution to the area's economy;</p>	<p>Increase the number of higher skilled jobs available in Falkirk</p> <p>Increase the level of higher value added jobs in Falkirk</p> <p>Attract more innovation-led businesses to Falkirk</p>	GREEN	Ongoing	<p>Tied to ongoing Investment zone development work with targets properly identified on completion of BC</p> <p>Falkirk TIF assists delivery of 47,000sqm business space and creation/sustaining 660 jobs</p>	Investment secured, business growth and jobs created/sustained.	Economic Partnership
<p>Attract investment, to enhance our infrastructure, attract business and realise the area's full economic potential</p>	<p>Improve availability of premises and land for expansion and growth</p> <p>Set out a long term plan for land and premises provision</p>	AMBER	March 2018	<p>Provision of new development sites and premises</p> <p>Completion of 4 workshop units at Abbotsford Business Park 1000sqm. Cost £1.1m</p>	<p>Industrial land register</p> <p>Council tenancy rates Falkirk Gateway and Ineos co-location sites now available as well as new units and sites and Abbotsford and Glenbervie</p>	Economic Partnership

	<p>Work with SDI to ensure Falkirk businesses are accessing exporting support</p> <p>Increase awareness of exporting opportunities through engagement activities</p>	AMBER	March 2018	SDI footprint reducing and uptake of exporting support decreasing as a result of uncertainty.	SDI engagement figures	Economic Partnership
Promote the Grangemouth Investment Zone, as a key focus of action	Deliver an expanded Investment Zone vehicle to drive investment and development	GREEN	March 2018	<p>Development of Business case on target and due to report in November 2017</p> <p>Bid for support to be submitted to UK/Scottish Government in early 2018</p>	Outcome of Investment Zone plans	Economic Partnership
<p>Develop the Grangemouth energy project;</p> <p>Promote the Falkirk Gateway as a new centre of low carbon futures for the area;</p> <p>Reduce fuel poverty through Grangemouth Energy Project.</p>	<p>Improve awareness of alternative energy sources and energy innovations</p> <p>Support existing and new businesses to explore and implement innovative, low-carbon projects.</p>	GREEN	March 2018	<p>Development of low-carbon-fuelled plants for Grangemouth planned/under development</p> <p>EU funding secured for extension of district heating at Callendar park (£977k); low carbon vehicle hub at Falkirk Stadium (£535k); and for innovative energy & chemicals clusters (£150k)</p>	Completion of projects.	Economic Partnership
	Deliver a business case for the implementation of an area wide energy network	GREEN	March 2018	<p>Outline business case completed and submitted as part of Investment Zone plans</p> <p>Report to Executive due March 2018</p>	Outcome of Investment Zone plans	Economic Partnership

Deliver on the outcomes within our local Tourism Strategy;	Engage local partners in area promotion Engage national partners such as Visit Scotland in promoting Falkirk internationally	AMBER	March 2018	Ongoing but increase in tourism partnership group member and event attendance is improving Visitor numbers to the Falkirk area between 2009 and 2016 increased by 50.2% and between 2015 and 2016 increased by 6.3% 1,993 people now working in the tourism & hospitality sector	Increasing coverage levels, online engagement and press and media coverage.	Tourism Partnership Group
	Deliver a local tourism partnership group	GREEN	December 2017	Completed Report to Executive January 2018 agrees formation of Partnership	Tourism Partnership Group in place	Tourism Partnership Group

Appendix 2

Priority Two: Maximising Job Creation and Employability

Background	
<i>Background and context to subject</i>	<p>The refresh of the Government's Economic Strategy highlights promoting inclusive growth as one of four economic priorities. This is aimed at creating opportunity through a fair and inclusive jobs market and removing barriers so that everyone has the opportunity to fulfil their potential. The focus is to better link economic development and employability policy at a national and local level. See Figure 1 below on Policy Drivers at National and Local level.</p> <p>Government's Economic Strategy - http://www.gov.scot/Topics/Economy/EconomicStrategy Devolved Employability Programmes - Creating a Fairer Scotland: A New Future for Employability Support in Scotland Youth Employment Strategy December 2014 - http://www.gov.scot/Publications/2014/12/7750/2 Economic Strategy for Falkirk 2015-25 - http://www.falkirk.gov.uk/services/business-investment/policies-strategies/falkirk-economic-strategy.aspx</p> <p>The Community Planning Partnership's approach locally takes full cognisance of the national policy context recognising that <i>employability</i> encompasses all activities that enable people to increase their chances of getting a job, staying in a job, and progressing further in work. A coherent and joined up approach to delivering employability support is essential if national policies are to have a local impact. The increased focus on health and work is recognised in the new collaborative approaches with NHS Forth Valley in employability.</p> <p>The approach of the Partnership builds on the mainstream contributions of each agency in the partnership to deliver services which enable local people to access the labour market. A key development being progressed is the development of the new Forth Valley College Falkirk campus.</p> <p>This £82m investment will create a major new facility for the development of local skills, focussing in particular on STEM related topics and aligned to the needs of business and the local community. This flagship new project will play a major part in transforming the approach to skills enhancement and is a significant opportunity to enhance participation across the existing and future workforce.</p> <p>The Local Employability Partnership involves a range of partners including Falkirk Council, Forth Valley College, Skills Development Scotland, DWP, NHS and the third sector. The key contribution of the public sector bodies is primarily towards where there is market failure and the Partnership focuses on the interface of partners activity where those furthest from the labour market can benefit. It aims to close the gap on Unemployment Levels within specific groups such as young people, those with disabilities, care leavers, those with health conditions, residents of the worst SIMD areas and ex-offenders through increasing skills and employability.</p>

Policy Drivers at a National and Local Level



Range of partners involved and role

Local Employability Partnership Chair: Pamela Smith, Falkirk Council



Local Employability Partnership Members - Val Ormiston, Skills Development Scotland, Janette Hastings, Department of Work and Pensions, Jacqui McArthur Forth Valley College, Leigh Watson, Children's Services, Tom Neilson, Healthy Working Lives, Hazel Meechan NHS Forth Valley, Fiona MacFarlane NHS Forth Valley, Hazel Mackie Employment and Training Unit and David Gardener Falkirk CVS Ltd

Strategic Links and Interdependencies

Community Justice Partnership
Children's Commission
Integrated Joint Board
Equalities and Fairness Delivery Group

	Health and Wellbeing Delivery group
Analysis	
<i>Achievements and challenges/emerging threats</i>	<p>Achievements</p> <p>The movement towards an all age, needs based, employability service focusing on addressing multiple barriers has achieved new and additional resources to:</p> <ul style="list-style-type: none"> • Support people with health conditions and disabilities into employment through the award of the Fair Start Contract in partnership with NHS Forth Valley and the Local Third Sector – to support 300 participants a year over 3 years • Remove health barriers to accessing employability support in partnership with NHS Forth Valley, Community Justice Service, Employment and Training Unit and Third Sector partners through a successful grant award through the Employability Innovation and Integration fund. • Support young people with learning disabilities through the establishment of a Project Search a partnership project with NHS Forth Valley, Forth Valley College, Department of Work and Pensions, Skills Development Scotland, SERCO and various Council services. • Falkirk Council are participating in a national group to improve employment outcomes for care experienced young people and discussions ongoing in the Children's Commission around the Family Firm approach <p>Challenges</p> <ul style="list-style-type: none"> • Breadth and diversity of support required to assist individuals with multiple barriers to engage in employability support and progress towards employment. • Number of entry level jobs and supportive employers • Competing demands for employer work placements <p>Emerging Threats</p> <ul style="list-style-type: none"> • Reducing resources • Impact of Brexit – Local labour Market/Jobs
<i>Risk to achieving outcomes / priorities</i>	The main risks are budget challenges and pressures across the public sector due to ongoing austerity and the increasing demands from individuals with more complex and diverse support needs.
<i>Action consequences</i>	Positive impact on increased joint working with NHS Forth Valley as well as a more aligned approach involving all community planning partners. As a consequence the Falkirk employability partners are in a more advantageous position to take advantage of the national drive to better align employability, health, housing and justice with a national action plan due to be published in November 2018.

	Actions taken by partners around supporting those with learning disabilities has led to a bid by local government, supported by the Scottish Commission for Learning Disability for apprenticeship levy funds for supported employment opportunities – this promotes an intensive early intervention/prevention approach.
<i>Next steps</i>	<ul style="list-style-type: none"> • Project Search Initiation meeting is on 24th October 2017 with a go live date of August 2018 • An employability partnership workshop is scheduled for 24th November focusing on inclusive growth and the Fair Start Employability Programme for a go live date on April 2018. • Develop the Inclusive Growth component of the Falkirk Investment Zone and develop effective links to the locality planning priorities. • Establish a Family Firm approach pilot as part of the Who Cares Scotland national approach, with a go live date of April 2018


Priority / Outcomes						
Priority Two: Maximising Job Creation and Employability						
Action	Sub Action	Status 	Due Date	Description	Success measure	Responsible Owner
Increase the Number leaving school to HE and FE	Improve understanding and transition planning of vocational pathways in the senior phase	AMBER	March 2018	HE improved by 3.8% since last year but, at 35.1%, is 2.2% below Scottish Average. FE remained at 19% which is 3.4% below the Scottish average	School Leaving Destinations (Chart 1)	Local Employability Partnership
<i>Note Falkirk has 5.4% above the Scottish average for school leavers entering employment. Discussion is required on relevant actions as alternative pathways from school may be appropriate to meet employer needs and local labour market requirements. Further investigation into nature of employment required.</i>						
Action	Sub Action	Status 	Due Date	Description	Success measure	Responsible Owner

Increase the number undertaking Modern Apprentices	Increase the Number of Modern Apprenticeship Opportunities Available	AMBER	June 2018	The number has reduced by 45	Number of MA Starts (Chart 2) MA Achievement Rates (Chart 3)	Local Employability Partnership
	Provide Employer Recruitment Incentives	GREEN	April 2018	25 ERI awarded April – September 2017	Number of new employers engaged and opportunities supported	Local Employability Partnership
	Improve engagement and outcomes for those furthest from the labour market	AMBER	June 2018	Equalities Action Plans and improved data recording is required to establish baseline and targets	Number of Individuals from priority Groups enabled to undertake an Modern Apprenticeship	Local Employability Partnership

Note that as at 31/03/2017 12.1% of 16-24 year olds in employment were MAs compared to a Scottish average of 9%. Reductions in public sector funding is a contributory factor and worth further discussion regarding overall targets

Re-engage with 16 – 24 year olds that are currently unemployed and seeking	Improve the identification and engagement of those unemployed and seeking	RED	April 2018	The rate of youth unemployment had been steadily decreasing but since Aug 16 has remained above the Scottish average – currently 1% higher	Number/Rate of 18 – 24 year olds claiming out of work benefits (Chart 4)	Local Employability Partnership
	Ensure appropriate menu of support is available and accessible	AMBER	August 2017	A range of support is available but due to funding restrictions and priority on 16-19 years olds (Traditional NEET Group) there is less available for 20 – 24 year olds	Available level of suitable provision to meet identified needs	Local Employability Partnership

The identification of individuals is difficult due to the link with benefit entitlement and eligibility criteria for available support. There is limited flexibility in available local resources which have reduced to the pressures on public funding.


Action	Sub Action	Status 	Due Date	Description	Success measure	Responsible Owner

Identification and agreement on closing the gap measures between best and worst groups and communities	Maximise opportunities for reserved contracts, supported employment and community benefits from procurement	AMBER	August 2018	Establish Project Search and Supported Employment.	Increase in employment rate for those with disabilities.	Local Employability Partnership
				Identify areas for reserved contracts to Supported Businesses	Increase in reserved contracts to supported businesses	Local Employability Partnership
				Additional contract clauses to support those with disabilities	Increase in clients supported	Local Employability Partnership
	Ensure diversity and equality in Modern Apprenticeship Opportunities	AMBER	April 2018	Establish a baseline to target equalities actions	Better than average for equalities groups in MAs	Local Employability Partnership
	Increase support available for key groups to improve access and participation	GREEN	March 2019	Implement Innovation and Integration project	Increased number of those with convictions participating in employability support	Local Employability Partnership

Data sets are not readily available and work is ongoing at a local and national level to create comparative data on MAs for care experienced young people, those with disabilities, Additional Support Needs, Health Conditions and ex-offenders in an effort to set baselines, benchmarks and targets. This gets more difficult at smaller levels such as localities and SIMD although some information will be available.

Increase the number of care experienced young people leaving school into a positive destination	Improve Transition Planning and ensure progression pathways are in place prior to school leaving date with appropriate through and aftercare support	AMBER	August 2018	The development of transition plan and pathways commencing at S3 ensuring an appropriate offer is in place	More care experienced young people in positive and sustained destinations (Chart 5)	Local Employability Partnership
	Participate in national programme for care leavers supported by Scottish Government	AMBER	April 2018	Establish a Family Firm pilot for public sector partners in relation to Corporate Parenting Responsibilities. Who Cares Scotland Toolkit available in Winter 2017	Number of Family Firm supported/transitional employment opportunities	Local Employability Partnership

76.9% of LAC entered a positive destination on leaving school this is up 11.5% in 2 years and is 3.3% better than the Scottish average, this is still however 18.5% below the Falkirk average for all school leavers. The main variance is that there are no leavers in HE and a slightly lower than average number in employment. There is a higher than average number in Activity Agreements as a positive destination.

Action	Sub Action	Status 	Due Date	Description	Success measure	Responsible Owner
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Target joint resources more appropriately changing the current focus of employability support on young people to an all age needs based approach	Develop a shared vision for improved employability services, streamlining support providing a no wrong door approach with job seekers and employers.	AMBER	April 2018	National Policy and Funding is influencing the shape and direction of local employability services	Eradication of silo programmes and an increase in collaborative, partnership initiatives such as Project Search, delivery of Fair Start and Employer branding/ paperwork.	Local Employability Partnership
	Agree shared priorities with DYW Regional group and other related groups	GREEN	March 2018	Refresh to ensure added value and focus on equalities issues	Number of new employers involved in education and recruiting young people	Local Employability Partnership
	Avoid creating new and additional groups and consider co-location as appropriate	AMBER	March 2018	Need to utilise available accommodation and consider the ability to deliver community based approaches as part of locality planning	Incorporation of employability support into locality plans and agreed community based delivery as feasible as part of the strategic asset review	Local Employability Partnership
<i>The Award of the Scottish Government's Fair Start Contract focusing on Health and Work; the Innovation and Integration Fund focusing on Criminal Justice clients, health conditions and employability; Project Search providing a college outreach alternative for people with disabilities linked to a range of priorities are examples of joined up needs based approaches. On going work with partners on employer engagement with improved information sharing, processes and procedures. Shift of focus needs to be incorporated as employers will have multiple asks in the new needs based approach to inclusive growth.</i>						
Greater engagement via NHS Forth Valley and with third sector in supporting those with particular issues into employment e.g. health conditions, convictions, disabilities additional support needs	Ensure easy access to the new health and work programme for those with health conditions and disabilities. Improve engagement with third sector to provide programme support, work experience and employment opportunities.	GREEN	April 2018	Falkirk Council secured the new Health and Work contract worth £5 million in partnership with other Forth Valley LAs, NHS Forth Valley and 25 local third sector organisations as delivery partners	Effective mobilisation of Fair Start Scotland contract and delivery of Key performance indicators improving outcomes for those with disabilities and health conditions. Target of support 300 individuals each year	Local Employability Partnership

As the only local authority led bid, the delivery of the Fair Start Scotland contract provides a trailblazing opportunity to better align and integrate partnership working and services to improve outcomes for the more vulnerable job seekers with health conditions and disabilities. This additional resource will be delivered in partnership at a local level blending existing infrastructure and resources to add value to the support available. This is the first fully devolved employability programme commissioned directly by Scottish Government

SUCCESS MEASURES CHARTS

Chart 1: HE and FE School Leaving Destinations

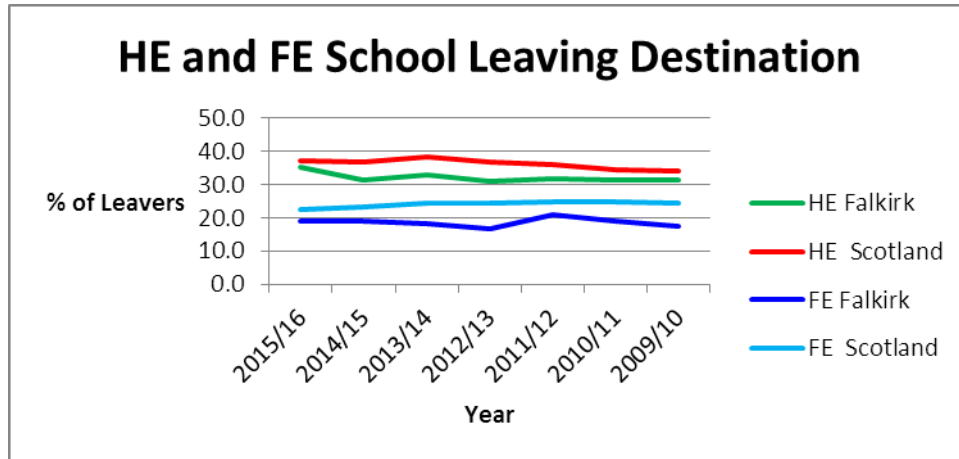


Chart 2: Number of Modern Apprenticeship Starts

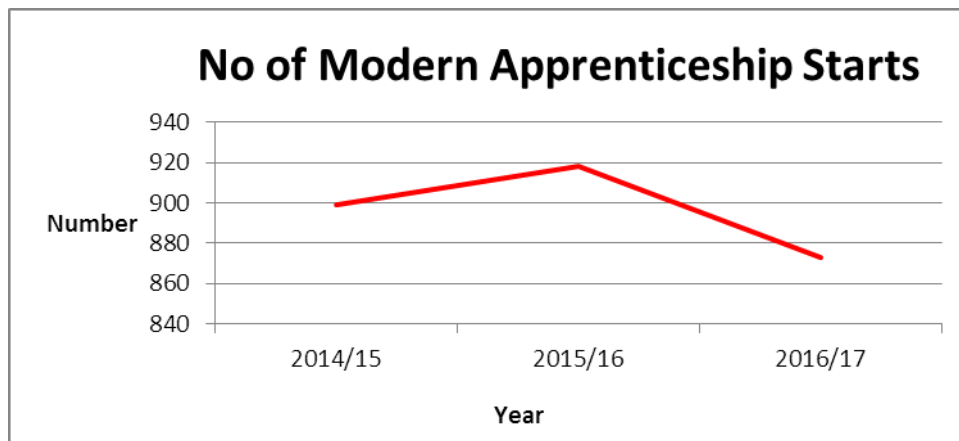


Chart 3: Modern Apprenticeship Achievement Rates

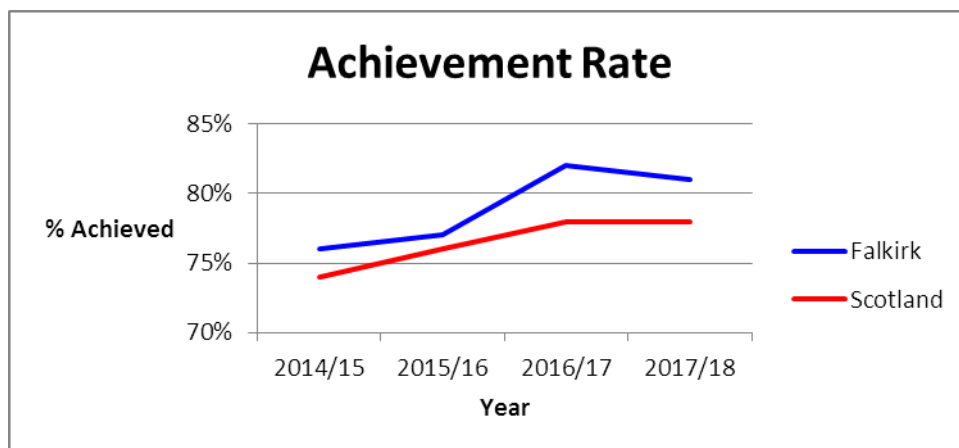


Chart 4: 18 – 24 year old Claimant Rates

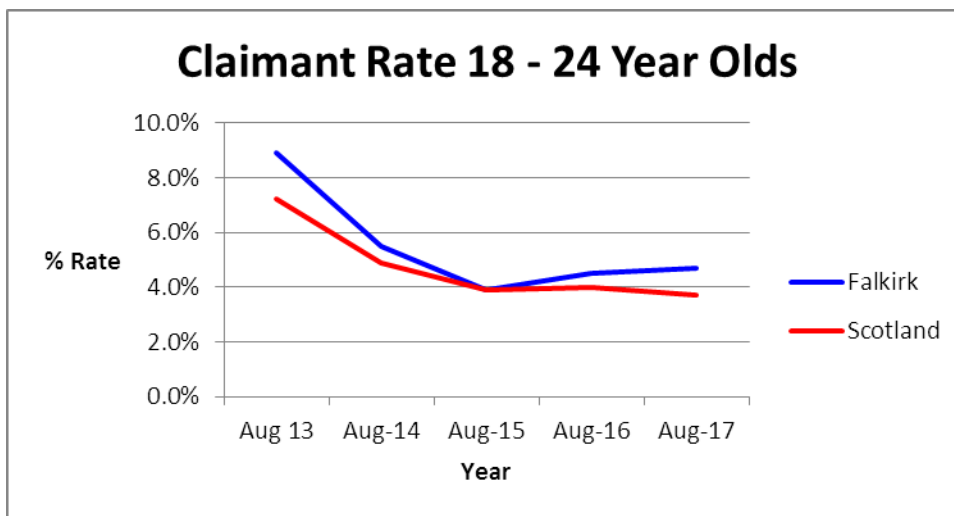
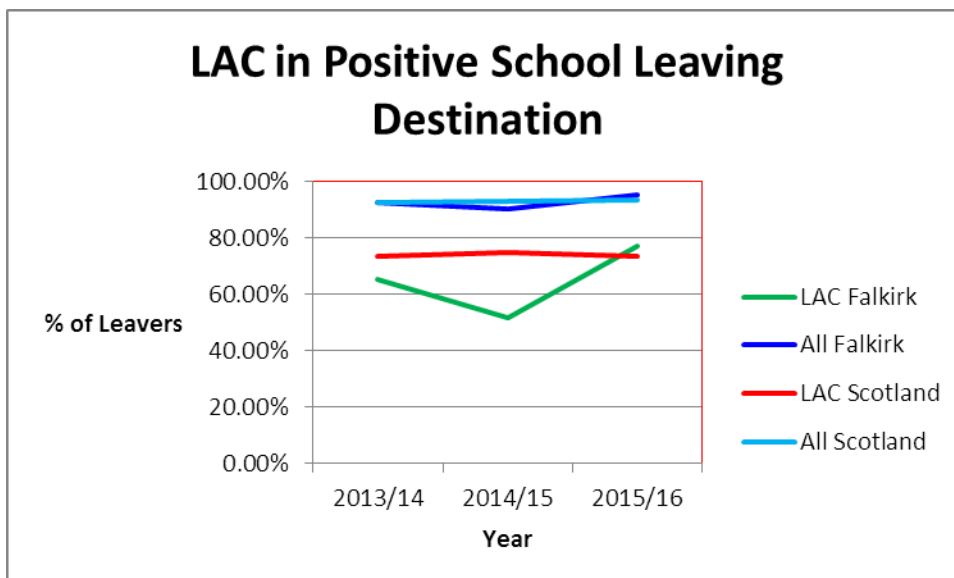


Chart 5: Looked After Children Positive School Leaving Destinations



Appendix 3

SLAED/Improvement Service – Economic Outcomes

Extract: Falkirk: How the Economy Performs

Measure	Falkirk	Scotland
Population 2016 (source: NOMIS)	159,400	5,404,700
Working Age Population (16-64), 2016 (source: NOMIS)	101,900 (63.9%)	64.6%
Gross Value Added (per head) 2013 ONS data	£43,646	£48,282
Economic Activity/ Working population as a percentage of the total population (April 16 – March 17) (source: NOMIS)	83,000 (81.1%)	76.9%
Economically Inactive (April 16 – March 17) (source: NOMIS)	18,800 (18.9%)	23.1%
Positive school leaver destinations – initial (2014/15) (source: SDS)	89.7%	92.9%
Working age population with No Qualifications Jan-Dec 2016 (source: NOMIS)	10,000 (10.1%)	9.9%
Main out of work benefit claimants, working age (Nov 2016) (source: NOMIS)	13,080 (12.8%)	13%
Business Survival Rate- 3 years 2011-14 (Source: ONS- Business Demography)	60.7%	62.8%
Earnings by Workplace 2016 (gross weekly pay, full time) (source: NOMIS)	£528.1	£535
Gross Hourly Pay, excluding Overtime 2016 (source: NOMIS)	£13.36	£13.50
Number of business “enterprises” (2016)	3,720	171,900
Micro (0-9 employees)	3,270 (87.9%)	150,985 (87.8%)
Small (10-49 employees)	370 (9.9%)	17,470 (10.2%)
Medium (50-249 employees)	65 (1.7%)	2,755 (1.6%)
Large (250+ employees)	15 (0.4%)	690 (0.4%)
(source: NOMIS)		
Number of business “local units” (2016)	4,795	218,470
Micro (0-9 employees)	3,850 (80.3%)	177,410 (81.2%)
Small (10-49 employees)	745 (15.5%)	33,455 (15.5%)
Medium (50-249 employees)	165 (3.4%)	6,560 (3.4%)
Large (250+ employees)	30 (0.6%)	1,050 (0.6%)
(source: NOMIS)		

Availability of Employment Land (source: SLAED Indicator Framework- 2015/16)	100%	27.2%
Town vacancy rates (source: SLAED Indicator Framework- 2015/16)	15.1%	11.9%
Leverage of External funding (source: SLAED Indicator Framework 2015/16)	£1: £1.37	£1: £1.56