
Argyll and Bute Employability Partnership Delivery Plan Annual Update

1.0 Purpose

- 1.1 The purpose of this report is to seek endorsement from the Community Planning Partnership (CPP) Management Committee with regard to the Argyll and Bute Employability Partnership (ABEP) Delivery Plan Annual Update.

2.0 Recommendations

- 2.1 The CPP Management Committee are asked to:
- Note the content of this paper.
 - Endorse the ABEP Delivery Plan Annual Update.
 - Endorse a revision to the bi-annual updates on the delivery of the ABEP Delivery Plan, 2022-25, agreed by the committee on 22nd June 2022, to become annual updates, aligned with annual grant funding secured from the Scottish Government.

3.0 Background

- 3.1 The ABEP has been in existence as a discussion forum on employability issues and opportunities for a number of years. However, further to the signing of a partnership agreement between the Scottish Government and Local Government on 5th December 2018, there has been a stronger focus on delivering the shared ambition of the Scottish Government's No One Left Behind (NOLB) policy agenda through all 32 of Scotland's Local Employability Partnerships (LEPs).
- 3.2 The employability system in Scotland has undergone a transformation, since the publication of the NOLB documents which outlined the need for a better aligned and integrated employability support system. Transforming the system has required collaborative working across all partners and a culture change in how services are designed, delivered and funded, in particular the move from national to increased local governance arrangements through LEPs.
- 3.3 A key focus of the Scottish Government's NOLB Delivery Plan¹ has been an increasing shift towards strengthening partnership working between the public, third and private sectors at the national and local level, user engagement, collaborative service design, shared measurement and a common approach to inclusive communications.
- 3.4 Recognising the degree of variability of LEPs across Scotland, the Scottish Government noted the need for some consensus around structure and remit of employability partnerships, whilst allowing flexibility reflective of local circumstances. Therefore, in 2022 the Scottish Government requested that all 32 LEPs were strengthened with the requirement to put in place a detailed Delivery Plan, 2022-25.

¹ <https://www.gov.scot/publications/no-one-left-behind-delivery-plan/pages/2/>

4.0 Detail

- 4.1 The ABEP recognises that through stronger and more collaborative partnership working, focused on a place-based person-centred approach, will help to ensure suitable opportunities for individuals of all ages and capabilities through tackling socio-economic disadvantage, inequalities and removing multiple barriers to securing sustainable employment. On this basis, and as mandated by the Scottish Government, the ABEP developed a Delivery Plan, 2022-25 which was endorsed by the Argyll and Bute Community Planning Partnership Management Committee on 22nd June 2022.
- 4.2 An annual update of the Delivery Plan is presented in **Appendix 1**. A revised **Table 3a** in the appended Delivery Plan outlines the improvement actions that have been addressed, those that are ongoing and those that are still outstanding. The ABEP will always focus on continuous improvements through ongoing partner discussions, collaborative delivery and feedback from service users.
- 4.3 The ABEP Delivery Plan Annual Update also includes a new requirement from the Scottish Government to prepare an Annual Investment Plan, 2023/24, where its component parts are presented in **Tables 3b, 3c, 3d and 3e**. In particular the funding is focused on two distinct areas, **All-Age Employability Support** and **Tackling Child Poverty**; total grant funding of £986k. The **Table 3c** provides the detail as follows:
- whether the activity is under All-Age Employability Support or Tackling Child Poverty;
 - target group supported;
 - rationale for the intervention;
 - delivery partner(s);
 - budget;
 - source of investment – i.e. which of the two areas of NOLB funding;
 - volumes;
 - delivery method; and
 - outcome expected.
- 4.4 The Scottish Government has advised that there are more detailed monitoring information requirements for 2023/24, with progress on outcomes achieved to be reported on a monthly basis. As Argyll and Bute Council is the Accountable Body for the NOLB grant funding, this monitoring activity will be co-ordinated by the Senior Employability Officer, Employability Team within Economic Growth.
- 4.5 This annual review of the Delivery Plan has captured feedback from all ABEP partners with the inclusion of:
- a revised SWOT analysis, **Section 3.1**;
 - an updated Argyll and Bute Employability Pipeline, **Section 4.1**;
 - a revised focus on key priority groups, **Table 2, Section 4.2**; and
 - an updated Equality and Socio-Economic Impact Assessment, signed by the Executive Director, **Appendix 3** of the **Delivery Plan**.
- 4.6 Annual reviews of this nature will ensure that the ABEP is collectively meeting the employability needs of our local vulnerable residents and priority groups.

5.0 Conclusions

- 5.1 The ABEP Delivery Plan Annual Update, provides a platform for partners and stakeholders delivering employability services across Argyll and Bute to work together to identify opportunities, align priorities, learn from each other, develop valued services and ultimately add value to every engagement with supported individuals.
- 5.2 The Argyll and Bute CPP Management Committee is being asked to endorse the content of the ABEP Delivery Plan Update, as attached in **Appendix 1**, to ensure suitable opportunities for individuals of all ages and capabilities based on tackling socio-economic disadvantage, inequalities and removing multiple barriers to securing sustainable employment. Inclusive growth lies at the heart of this Delivery Plan where partner activity will contribute to the Scottish Government's No One Left Behind policy direction, with a focus in Argyll and Bute on ensuring 'No Business Left Behind' and 'No Community Left Behind'.

6.0 Implications

Strategic Implications	<p>As well as responding to the Scottish Government's No One Left Behind policy direction, the ABEP Delivery Plan Annual Update aligns and contributes in the main to <i>Outcome 3 in the Argyll and Bute Outcome Improvement Plan, 2013-23</i>, as to what partners can offer to support individuals to participate in education, skills development and training. Strong partnership working with employers (public, private and third sector) is essential to provide opportunities for work experience to directly help individuals make informed choices on the training and employment options open to them and by doing so allow individuals to gain their first critical experience of the world of work.</p> <p>It is noted that at present these outcomes are being revised during 2023 to update the LOIP for the next 10 years.</p> <p>The ABEP Delivery Plan is also represented on a number of other partnership groups aligned to CPP activity, ensuring links to other local strategies and plans, including:</p> <ul style="list-style-type: none"> • Argyll and Bute Child Poverty Action Plan Group • Argyll and Bute Community Learning and Development Strategic Partnership • Financial Inclusion and Advice Group agenda.
Consultations, Previous considerations	The ABEP Delivery Plan Annual Update, was developed and prepared incorporating actions derived from an initial Improvement Action Plan, 2021-22.
Resources	The resources required to deliver the NOLB funding agenda for 2023/24 with a focus on All-Age Employability Support and Tackling Child Poverty is outlined in Table 3c and summarised in Table 3e ; which incorporates the 2023-24 allocation with regard to the People and Skills agenda funded by the UK Shared Prosperity Fund hosted by the UK Government.
Prevention	None

Equalities	All ABEP activities will comply with all Equal Opportunities/Fairer Scotland Duty policies and obligations.
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Appendix 1: Argyll and Bute Employability Partnership Delivery Plan Annual Update



Argyll and Bute Employability Partnership Delivery Plan 2022-2025

Updated July 2023

no  one
left behind



CONTENTS	Page No
1.0 Introduction	3
2.0 Vision, Mission, Aims, Objectives and Impacts	7
3.0 Economic, Policy and Operational Context	11
4.0 Service Delivery	15
5.0 Performance Management and Reporting	46
 Appendices:	
Appendix 1: Argyll and Bute Employability Partnership Terms of Reference	49
Appendix 2: National Performance Framework	51
Appendix 3: Equality and Socio-Economic Impact Assessment	52

1.0 Introduction

This **Delivery Plan** presents an outline of the planned employability infrastructure and provision over the next three years across Argyll and Bute on behalf of the Argyll and Bute Employability Partnership (ABEP). The ABEP Delivery Plan is a working document and this annual version was updated by the ABEP Chair in July 2023 and endorsed by the ABEP on 16th August 2023.

The updated plan leads on from the ABEP Improvement Action Plan, 2021/22, the employability interventions delivered during 2022/23 and that for the current financial year 2023/24; noting that the grant offer letter was delayed so provision will be for the remaining three quarters of 2023/24, although resources have been split across all four quarters of 2023/24 as requested by the Scottish Government in the Argyll and Bute Annual Investment Plan as outlined in **Section 4.3, Tables 3b, 3c, 3d and 3e**.

The ABEP Delivery Plan is updated annually to reflect local need coupled with the ongoing economic and social recovery agenda. It is the responsibility of the ABEP to produce, review and report on the Delivery Plan's progress and performance.

1.1 Background Information about the Argyll and Bute Employability Partnership

The ABEP has been in existence as a discussion forum on employability issues and opportunities for a number of years. However, further to the signing of a partnership agreement between the Scottish Government and Local Government on 5th December 2018, there has been a stronger focus on delivering the shared ambition of the Scottish Government's No One Left Behind (**NOLB**) policy agenda through all 32 of Scotland's Local Employability Partnerships (LEPs).

The role of the ABEP is to provide local strategic direction and a strong collaborative partnership approach to the delivery of the Scottish Government's NOLB Employability agenda across Argyll and Bute. The implementation of the ABEP Improvement Action Plan (September 2021) has ensured that the ABEP is collectively meeting the employability needs of our local vulnerable residents and priority groups, particularly post the impact of the COVID-19 pandemic. Key improvement actions were addressed with third party consultancy support and this work was concluded at the end of March 2022. Initial improvements highlighted in the ABEP Improvement Action Plan report and recommendations from the consultancy work on the Improvement Action Plan were factored into the content and actions for this Delivery Plan. Many of these actions have now been achieved and presented in **Section 4.3, Table 3a**.

The ABEP recognises that through stronger and more collaborative partnership working, focused on a place-based person-centred approach, will help to ensure suitable opportunities for individuals of all ages and capabilities through tackling socio-economic disadvantage, inequalities and removing multiple barriers to securing sustainable employment.

1.2 Membership

Currently the membership of the ABEP includes representatives from the following organisations:

- Argyll and Bute Council services including: Economic Growth (includes the Employability Team), Growing Our Own, Education and Developing Young Workforce (DYW) Argyll;
- Live Argyll;
- Argyll and Bute Health and Social Care Partnership;
- NHS Highland;
- Skills Development Scotland;
- Department for Work and Pensions (DWP);

- UHI Argyll;
- Argyll and Bute Third Sector Interface (TSI);
- Highlands and Islands Enterprise (HIE);
- Scottish Qualifications Authority (SQA);
- WorkingRite;
- Fyne Futures Ltd;
- Clyde Fishermen’s Association/Trust; and
- InspirAlba.

Members will expect:

- That each member will provide information in a timely manner for discussion at ABEP meetings;
- A reasonable time to make decisions;
- To be alerted to potential risks and issues identified by members that could impact the delivery and implementation of the ABEP Delivery Plan as they arise; and
- Open and honest discussions without resort to any misleading assertions.

ABEP Membership Structure

Increasingly the organisations listed are becoming involved in the delivery of NOLB, directly or as a referral organisation, and other funded employability interventions, such as that supported by the UK Shared Prosperity Fund hosted by the UK Government. Therefore as of July 2023, the ABEP would rather remain as one collegiate group rather than developing a partnership model to provide a clear distinction between organisations who have a strategic focus and those with an operational/tactical role. The ABEP has agreed that separate short-life groups could be established as and when to take forward specific strategic or operational issues.

1.3 Governance

The Terms of Reference presented in **Appendix 1** was intentionally prepared as a concise document to outline the clear purpose of the ABEP and importantly the roles and responsibilities of ABEP members going forward. Specifically, there is still a requirement to build an ongoing relationship with the Argyll and Bute Community Planning Partnership (CPP) Management Committee, with a particular focus on a **strong governance** approach.

This is particularly pertinent due to the changing landscape of employability service delivery, focused on a place-based person-centred approach, set within a wellbeing economy, to be enabled through stronger and more collaborative partnership working at the local level, involving public, private and third sector stakeholders.

This Delivery Plan will contribute to the current six longer-term outcomes outlined in the Argyll and Bute CPP, Local Outcome Improvement Plan (LOIP), 2013-23, as follows:

1. The economy is diverse and thriving.
2. We have infrastructure that supports sustainable growth.
3. Education, skills and training maximises opportunities for all.
4. Children and young people have the best possible start.
5. People live active, healthier and independent lives.
6. People live in safer and stronger communities.

These outcomes will support the overall CPP objective of “Argyll and Bute’s economic success is built on a growing population” and national policy priorities. **At present these outcomes are being revised during 2023 to update the LOIP for the next 10 years.**

For the current Delivery Plan, particular focus is given to Outcome 3 as to what partners can offer to support individuals to participate in education, skills development and training. Strong partnership working with employers (public, private and third sector) is essential to provide opportunities for work experience to directly help individuals make informed choices on the training and employment options open to them and by doing so allow individuals to gain their first critical experience of the world of work.

ABEP is also represented on a number of other partnership groups aligned to CPP activity, ensuring links to other local strategies and plans, including:

- Argyll and Bute Child Poverty Action Plan Group
- Argyll and Bute Community Learning and Development Strategic Partnership
- Financial Inclusion and Advice Group agenda.

1.4 Reporting Arrangements

Regular reporting to the CPP Management Committee on the progress of the Delivery Plan, along with appropriate updates on employability issues and opportunities, has put in place efficient and effective governance arrangements and accountability for the ABEP.

Employability information is captured in the Argyll and Bute Child Poverty Action Plan, the CLD Strategic Partnership Action Plan, 2021-2024 and will also be considered during the preparation of the Council's Economic Strategy Refresh, 2024-2029; where close working will continue throughout 2023 with the consultation and engagement required for the update of the LOIP.

The whole people and skills agenda is a key focus to enable the economic and social recovery of Argyll and Bute to be able to retain and retrain, reskill and upskill its population across its many remote rural and island communities.

1.5 Strengthening Local Partnership Actions/Self-Assessment

ABEP's role over the years has developed with the most notable changes coming in to effect following the publication of the NOLB policy direction and reports, which included a [Local Employability Partnership Framework](#) to ensure consistency across all areas of Scotland. Therefore, on recognising the degree of variability of Local Employability Partnerships (LEPs) across Scotland, the Scottish Government noted the need for some consensus around structure and remit of employability partnerships, whilst allowing flexibility reflective of local circumstances. Therefore, the Scottish Government requested that all 32 LEPs were strengthened with the requirement to put in place Local Improvement Action Plans in the first instance. To enable this work, a self-assessment survey was undertaken with all LEPs during May 2021, using separate returns from all LEP members, in order to strengthen the work of the partners at a local level. On the back of this work a LEP Checklist was developed to cover the following nine areas:

1. Leadership and relationships.
2. Governance.
3. Use of Evidence.
4. Community Engagement and Participation.
5. Focus on Outcomes.
6. Use of Resources.
7. Accountability.
8. Performance Management and Reporting.
9. Impact.

This enhanced role brings new co-commissioning responsibilities and an expectation of making better use of data and intelligence to inform our local plans and services.

Considering the above responsibilities, the ABEP Improvement Action Plan (outlined in Appendix 2 in the original Delivery Plan) was developed based on collective feedback (collated by the Improvement Service) from the self-assessment reviews undertaken by ABEP members. This was followed by a 'Consensus Session on Actions for Improvement' on 16th June 2021 and an 'Action Planning Workshop' on 28th July 2021, both of which were facilitated by Scottish Government officials. The ABEP Improvement Action Plan, aligned to the nine areas noted above, was then finalised by ABEP members at the partnership meeting on 1st September 2021. The ABEP Improvement Action Plan was endorsed by the Argyll and Bute Community Planning Partnership on 29th September 2021.

Argyll and Bute Council, acting as the Accountable Body for ABEP, commissioned an external consultant to assist in the facilitation and delivery of the actions outlined in the ABEP Improvement Action Plan which concluded at the end of March 2022. The outcome of this work informed the content and associated actions (some outstanding from the original Improvement Plan) included in the ABEP Delivery Plan.

As of July 2023, many of the actions to improve and strengthen the ABEP have been concluded, as depicted **Section 4.3, Table 3a**.

2.0 Vision, Mission, Aims, Objectives and Impacts

2.1 ABEP's Vision

Employability services in Argyll and Bute brings together partners and organisations to identify opportunities, align priorities, learn from each other, develop valued services and ultimately add value to every engagement with supported individuals.

2.2 Aims & Objectives

The overarching objective is to ensure suitable opportunities for individuals of all ages and capabilities based on tackling socio-economic disadvantage, inequalities and removing multiple barriers to securing sustainable employment. Inclusive growth lies at the heart of this Delivery Plan where partner activity will contribute to the Scottish Government's NOLB policy direction, with a focus in Argyll and Bute on ensuring 'No Business Left Behind' and 'No Community Left Behind'.

The ABEP will:

- Continue to build a strong governance relationship with the Argyll and Bute Community Planning Partnership Management Committee;
- Utilise and analyse data and stakeholder feedback to identify priorities and support the co-design of services that improve opportunities and outcomes;
- Work together, utilising the Scottish Approach to Service Design to plan, commission and implement, flexible and responsive all age, employability support services, that meets the needs of individuals in Argyll and Bute;
- Monitor performance and impact to review the effectiveness of employability support services, acting on information to ensure continuous improvement; and
- Support capacity building across employability support services, strengthening local skills and the co-ordination of resources.

In terms of what success will look like in Argyll and Bute, the work of the ABEP will be reflected in reducing unemployment in the area.

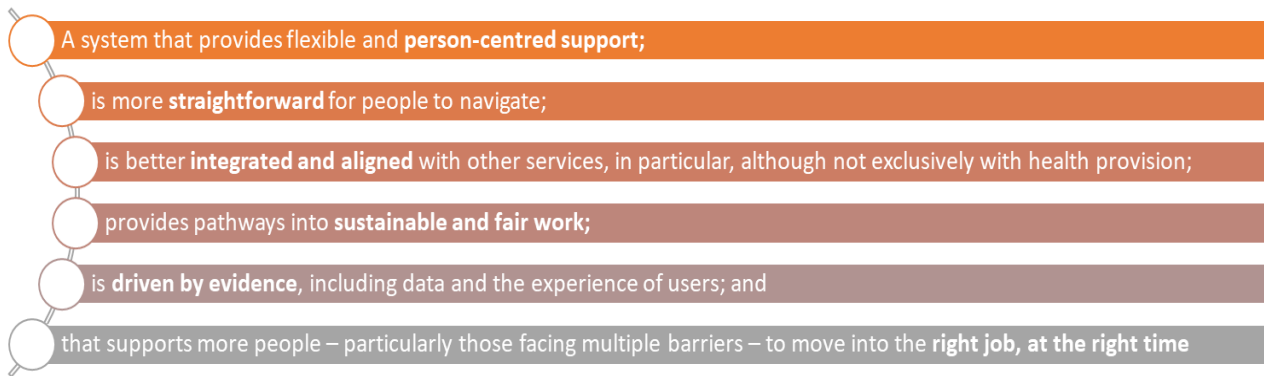
In addition, an equalities and socio-economic impact assessment is outlined in **Appendix 3**.

2.3 Developing and Delivering the Plan

ABEP has produced this Delivery Plan through feedback from the primary research undertaken during the commissioned work to address the actions outlined in the ABEP Improvement Action Plan and current funding provision by the Scottish Government where the NOLB agenda focuses on **All-age Employability Support** and **Tackling Child Poverty**. There is an ongoing requirement to factor in service user evidence to inform the design and delivery of employability interventions going forward, particularly at the local level.

2.4 Our Approach to Delivery

The employability system in Scotland has undergone a transformation, since the publication of the NOLB documents which outlined the need for a better aligned and integrated employability support system. Set in the context of treating people with dignity, respect, fairness and equality and continuous improvement, six initial key principles, informed by stakeholders, were agreed to guide this transformational change:



Since then, a number of tools and frameworks have been developed nationally to support LEPs and partners across Scotland to ensure employability services are of a consistently high quality and meet the needs and expectations of service users and other stakeholders.

These tools and framework are as follows:

1. An [Employability Service Standards](#)



2. An [Employability Customer Charter](#)

3. Tools to support service user involvement in line with the [Scottish Approach to Service Design](#)

4. A [Continuous Improvement Toolkit](#).

5. A [NOLB Data Toolkit](#)

ABEP's goal is that all organisations providing employability support in Argyll and Bute will sign up to these standards, promote and support the customer charter and use these toolkits. In addition the **Fair Work Framework** will be implemented on 1st July 2023 where organisations are being asked to commit to the following Fair Work First criteria in a way that is relevant and proportionate for the organisation and promote this with employers with whom you engage in the course of delivering the project:

- Support and promote appropriate channels for effective voice, such as trade union recognition for Employer Recruitment Incentive participants;
- Encourage employers to invest in workforce development;
- Encourage employers not to have inappropriate use of zero hours contracts;
- Support and encourage employers to take action to tackle the gender pay gap and create a more diverse and inclusive workplace; and
- Promote the payment of the real Living Wage.

As the grant offer letter for NOLB hard stop support at the end of March 2024 was received prior to 1st July 2023, it has been advised by the Scottish Government that the Fair Work First criteria will come into effect for grant funding for 2024/25 onwards.

2.5 Delivery Infrastructure

At present, members of the ABEP are providing key employability intervention activity across the whole of the Argyll and Bute area. This includes partners and stakeholders from across the public and third sectors.

In addition to the Terms of Reference outlined in **Appendix 1** there is a requirement for all partners and stakeholders to be clear on how their activity under the employability agenda complements and adds value to other provision. This will enable a true person-centred approach to assist vulnerable residents of all ages throughout Argyll and Bute.

To formalise this requirement, all ABEP partners have signed tailored Service Level Agreements that outlines the expectation of partner organisation involved in the partnership and clarifies whether they are an active participant or information provider.

Explicit Service Level Agreements are also in place for partners that are delivering NOLB provision with Argyll and Bute Council as the Accountable Body.

Co-Commissioning in Argyll and Bute

The process by which employability service provision is commissioned and funded has changed from March 2022 with a significant proportion of budgets to LEPs to co-commission locally instead of nationally.

Information on the service provision and current offers of grant have been circulated to all ABEP members throughout 2022/23 and 2023/24 with a focus on sharing this information with other providers who do not sit on the ABEP.

Recognising the need to have a co-commissioning process in place to enable delivery of provision for the remainder of 2023/24, Argyll and Bute Council, as the Accountable Body for the ABEP, worked at pace with the Council's Procurement Team to support a competitive, offer of grant process with a particular focus on **All-Age Employability Support** and **Tackling Child Poverty** under the NOLB funding.

Future Co-commissioning in Argyll and Bute

At present gaps in provision and commissioning for future years beyond will be based on two available options available, determined by the cost, scope, scale and urgency of the provision required. These are as follows:

1. Further rounds of Argyll and Bute employability grants using the processes and management infrastructure that has been put in place.

2.6 Local Alignment and Integration

At a time when all parts of the collective ABEP stakeholders face diminishing resources, greater collaboration is critical to a successful future. Only by coming together and aligning local services, can the ABEP address the delivery challenges in all local areas pan Argyll and Bute, and truly be greater than the sum of our parts. The ABEP will strive to better align and integrate support through:

- Reviewing ABEP membership annually and considering any gaps regarding local service representation;
- Representation on local thematic/service/sector planning and working groups;
- Representation at local and national consultations;
- Continue to development and delivery of ABEP Delivery Plan, including a comprehensive communication and engagement plan; and
- Utilising community engagement insight and service user.

3.0 Economic, Policy and Operational Context

3.1 Local Economic/Labour Market Profile

Local Challenges and Opportunities

Addressing our **population challenges** is a top priority for Argyll and Bute. The situation is highly complex. However, members of the ABEP have been taking forward a series of actions to help address this issue. For instance, Argyll and Bute Council has been actively addressing these depopulation issues by working with other Local Authorities and Highlands and the Islands Enterprise, including the temporary (two year) appointment of a Settlement Project Support Officer, who is taking forward current work on focusing on repopulation zones across Argyll and Bute, namely, Coll & Tiree, the Kintyre peninsula, Bute and the Rosneath peninsula. In addition, housing issues pan-Argyll and Bute will also be considered.

The SWOT analysis below focuses on the current Argyll and Bute labour market and economic context, including information extracted from NOMIS and the NOLB Data Toolkit developed on behalf of LEPs by the Improvement Service, Scottish Local Authorities Economic Development (SLAED) groups and the Glasgow City Region Intelligence Hub.

This analysis is set within an uncertain environment where local impacts from EU Exit, entwined with the impacts of the COVID-19 pandemic, need to be factored into subsequent actions and opportunities to support economic and social recovery.

The SWOT analysis below was revised by the ABEP at a face-to-face meeting on 27th April 2023.

Summary of ABEP SWOT	
<p>Strengths:</p> <ul style="list-style-type: none"> • Strong partnership ethos • Honesty and integrity • Care about our area: unique features of rurality • Wide geographic reach and expertise • Inclusive approach • Place based knowledge and expertise • Synergies and linkages to service provision • Nothing off the table 	<p>Weaknesses:</p> <ul style="list-style-type: none"> • ABEP engagement and capacity challenging • Accessibility of employability services • Lack of general visibility in the community • Resource challenges • Funding (revenue) - timing • Rurality • Data sharing across partners • No multi-annual funding • Access specific training – travel to train • Parity of opportunity to sector-based engagement across the whole of Argyll and Bute
<p>Opportunities:</p> <ul style="list-style-type: none"> • Raise awareness of sectoral job opportunities across priority groups involving employers • Large no. of engaged SMEs – ABC, HIE, NHS, etc. • • Homeworking opportunities for those who would normally struggle to work • Communication – single point of contact • Use of case studies to promote services • Close working between delivery programmes • Skills shortages – sustainable employment (50+ too) 	<p>Threats:</p> <ul style="list-style-type: none"> • Mismatch between opportunities and available skills • More customers with barriers/further away from the labour market • Employers may disengage if we can't meet their demands • Expectations from employers – ABEP can't solve all issues

Summary of Argyll and Bute Labour Market SWOT – Update 29 th June 2023	
<p>Strengths:</p> <ul style="list-style-type: none"> • Unemployment May 2023, 2.7%, lower than Scotland, 3.2% • High employment: Dec 2022, 74.7% compared with Scotland, 74.4% • Sectoral employment opportunities in growth sectors: tourism/hospitality, marine, food & drink, aquaculture and construction • Higher education and further education institutions (UHI and UHI Argyll) • High level of self-employment at 10%, compared with 7.6% for Scotland (December 2022) 	<p>Weaknesses:</p> <ul style="list-style-type: none"> • Declining and ageing population • 75.7% of the working age population are economically active compared with Scotland 77.1% (December 2022) • High level of low pay sector employment, 32.5% compared with Scotland, 28.7% (2020) • Gender employment gap (% difference between male and female employment) rates: -4.9% compared with Scotland, 3.5% (2022) • Geographic challenges, including poor transport infrastructure • Low levels of GVA per hours worked (£): 31.2 compared with Scotland, 36.9 (2020) • Low levels of median earnings • Rapidly rising house prices • High dependency on local authority jobs
<p>Opportunities:</p> <ul style="list-style-type: none"> • New vacancies in private sector and technology/science • Business Start-up opportunities • Attract new residents/businesses to the area • Inward investment in growth sectors • Bring families out of poverty/increased financial security • Developing sectors (seaweed/hydrogen/spaceport) • Increased interest in distillery development • Working closely with other agencies for a combined approach • Strengthening of the digital agenda 	<p>Threats:</p> <ul style="list-style-type: none"> • Forecast population loss of 9% from 2018 to 2033 = 7,739 • Lack of engagement with services • Geographic issues with access to services • High levels of underemployment at 8.1% (4.7% higher than the top performing Scottish LA) • Skills gap – cannot supply labour for growth sectors • Access to employment opportunities • Pressure on Health, Housing, Social & Justice Services • Lack of affordable housing for growth sector staff – especially in more remote areas. High level of second homes. • Low percentage of procurement spend on local SMEs

3.2 Place Plan Priorities

The focus for Argyll and Bute is to develop a place-based, person-centred, inclusive economies and communities. In particular, such a focus aligns with the Argyll and Bute Local Outcome Improvement Plan, 2013/2023 (currently being revised).

With regard to place, one of the key challenges for Argyll and Bute is the highly rural area with many small remote rural and island communities (23 inhabited islands). Many of these communities have individuals who are very isolated with pockets of deprivation, hardship and inequalities. The projected decline in population for the region is a real threat to the viability of the area with a potential to adversely impact on the economy/wealth creation, workforce availability and efficient service delivery. Over recent years, this has been exacerbated by EU Exit and the COVID-19 pandemic.

However, as noted above, work is being advanced by Argyll and Bute Council and partner organisations to stem this decline in population and level up the playing field for Argyll and Bute.

Links to local place plan priorities contained in existing strategic documents and plans are as follows:

- Argyll and Bute Council Economic Strategy, 2019-2023: [Economic Strategy \(argyll-bute.gov.uk\)](http://argyll-bute.gov.uk) – **currently being refreshed.**
- Argyll and Bute Outcome Improvement Plan 2013 – 2023: [Outcome Improvement Plan \(argyll-bute.gov.uk\)](http://argyll-bute.gov.uk) - **currently being revised**
- The National Plans for Scotland’s Islands: <https://www.gov.scot/publications/national-plan-scotlands-islands/pages/3/>
- National Performance Framework: <https://nationalperformance.gov.scot/>
- SDS Regional Skills Assessments: [Regional Skills Assessments | Skills Development Scotland](#) and [Making Skills Work: Argyll & Bute | Skills Development Scotland](#)

3.3 Evidence Led

Evidence is provided from a variety of public sources. This information will be collated and presented to the ABEP on an ongoing basis to assist with community engagement, planning, commissioning, implementation, performance monitoring and continuous improvement. Additional information will also be provided at a service level where appropriate.

Current data sources include:

- Office of National Statistics: NOMIS – official labour market statistics (one month in arrears)
- DWP - real-time unemployment statistics -
- Local Authority NOLB Data Toolkit (see **Table 1**)
- Skills Development Scotland: Participation Measurement, 16+ Data Hub & Regional Skills Assessment
- Argyll and Bute Council Research Group, which includes external stakeholders such as representative from the NHS and Highlands and Islands Enterprise (HIE)
- UHI Argyll.

This information in **Table 1** below, extracted from the NOLB Data Toolkit, summarises economic indicators relating to the Economy, Labour Market, Education, Poverty and Child Poverty. It provides the opportunity to analyse Local Authority areas, Local Government Benchmarking Families, Regions, City / Growth Deal Areas, Scotland and the UK as a whole.

Table 1 summarises some indicators where there is a variance in Argyll and Bute’s performance against the Scottish average. It also provides an approximation, to the nearest hundred, of the improvement in volume required to bridge the gap between Argyll and Bute’s performance and the average performance across Scotland.

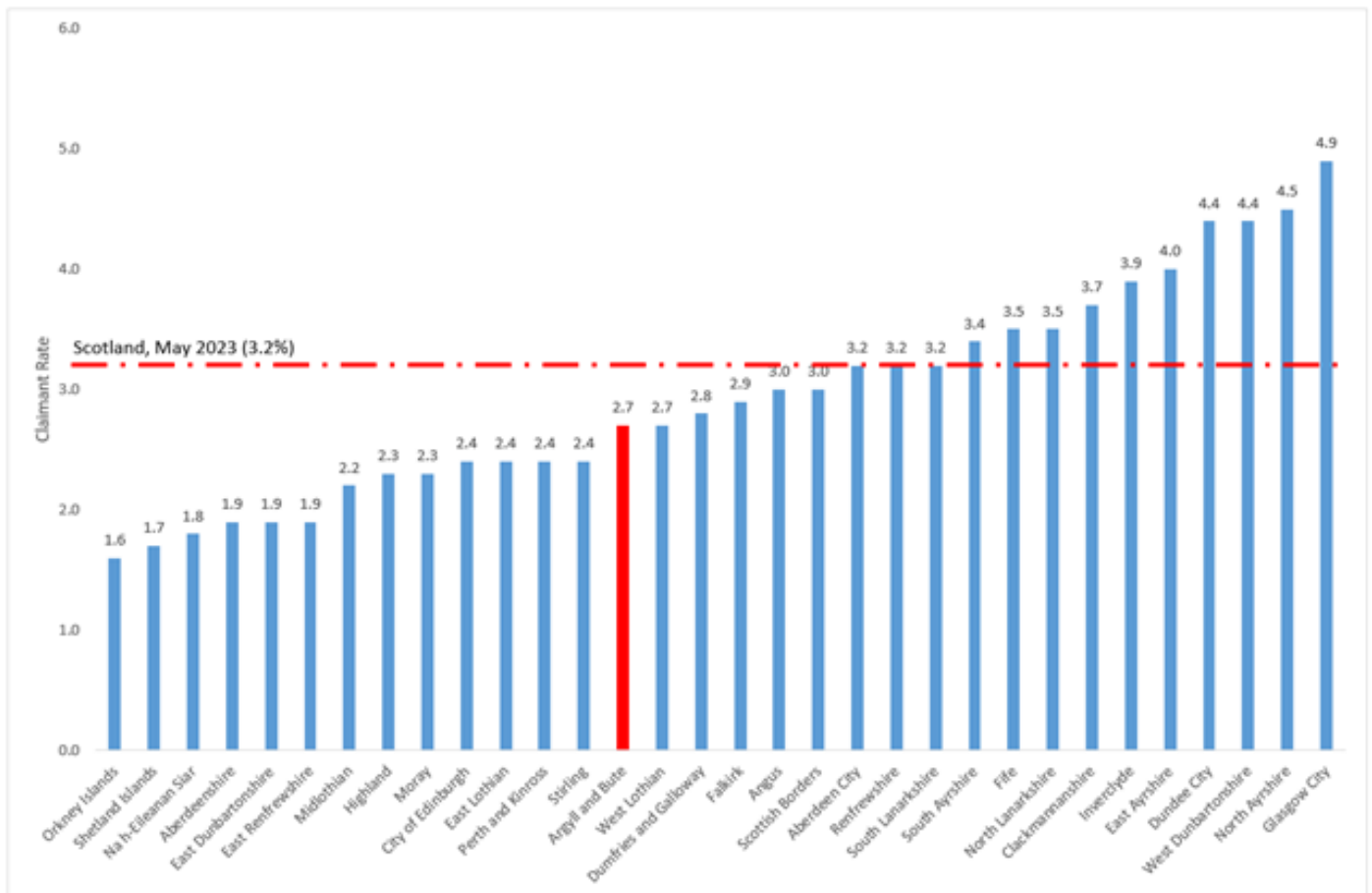
Table 1: Argyll and Bute Economic Indicators (NOLB)					
Economic indicator	Date	Argyll & Bute	Scotland	% pt gap	Approx. volume gap
% children in childcare	2020	21.6	23.3	-1.7	-571
% of households that are workless	2021	13.5	18.6	-5.1	-700
Employment in low pay sectors (%)	2020	32.5	28.7	+3.8	-500
Gender employment rate gap (%)	2022	-4.9	3.5	n/a	n/a
GVA per hours worked (£)	2020	31.2	36.9	-5.7	2.3

Source: NOLB Data Toolkit, 2023

With reference to the May 2023 Claimant Count figures, the number of people claiming [unemployment benefits](#) has decreased across some wards since April 2023, this is likely due to seasonal hospitality and leisure employment and other summer work. The percentage of the working age population who are

claiming unemployment benefits is **2.7%** for Argyll and Bute, which is lower than Scotland as a whole (**3.2%**). **Figure 1**, shows the position of Argyll and Bute in terms of the claimant rate for 16-64 year olds, compared with the other Local Authorities in Scotland.

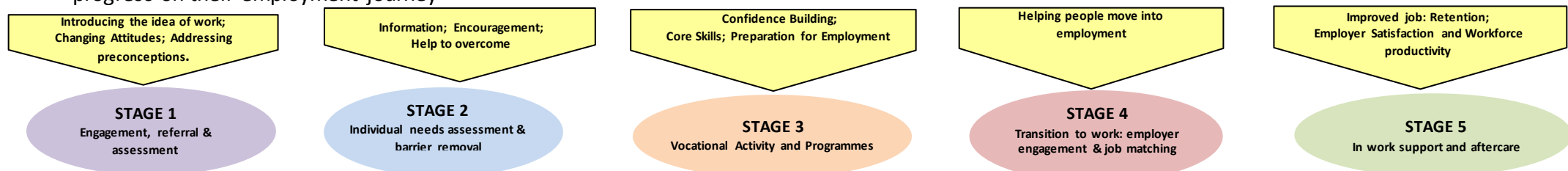
Figure 1: Claimants as a percentage of residents aged 16-64 April 2023 for each Local Authority, including a comparison with Scotland.



4.0 Service Delivery

4.1 Supply & Demand Mapping

Argyll and Bute Employability Pipeline: Delivering the right provision at the right time to the right individual by the right provider to enable them to progress on their employment journey



Provision

- All Age Pre-Employment Support (Spark Your Purpose) <https://www.InspirAlba.org.uk/employability-support/>
- All Age Pre-Employment Support <https://workingrite.co.uk/>
- All Age Pre-Employability Training Courses <https://www.clydefishermenstrust.co.m/projects/training/>
- ASDAN <https://www.asdan.org.uk/about-us/>
- Career Management Skills/ MyWorldofWork <http://www.myworldofwork.co.uk/>
- Employability social enterprises providing volunteering and placement opportunities <https://www.fynefutures.org.uk/>
- Fair Start Scotland (Argyll & Bute Employability Team) <https://www.argyll-bute.gov.uk/business-and-licensing/jobs-and-training/fair-start>
- Flexible Support Fund (DWP) <https://www.whatdotheyknow.com/request/78221/response/194315/attach/3/FOI%201812%20Guidance.pdf>
- Parental Employability Support Fund <https://www.InspirAlba.org.uk/employability-support/>
- Parental Employability Support Fund (Argyll & Bute Employability Team) <https://www.argyll-bute.gov.uk/business-and-licensing/jobs-and-training/helping-people-work>
- Saltire Awards <https://saltireawards.org.uk>
- SQA Employability Awards <https://www.sqa.org.uk/awards>
- The Prince's Trust <https://www.princes-trust.org.uk/about-the-trust/where-we-work/scotland>

- Adult Literacy and Numeracy Support communitylearning@liveargyll.co.uk
- All Age Pre-Employment Support (Spark Your Purpose) <https://www.InspirAlba.org.uk/employability-support/>
- All Age Pre-Employment Support <https://workingrite.co.uk/>
- All Age Employability Training Courses <https://www.clydefishermenstrust.co.m/projects/training/>
- Career Management Skills/ MyWorldofWork <http://www.myworldofwork.co.uk/>
- Employability social enterprises providing volunteering and placement opportunities <https://www.fynefutures.org.uk/>
- Fair Start Scotland (Argyll & Bute Employability Team) <https://www.argyll-bute.gov.uk/business-and-licensing/jobs-and-training/fair-start>
- Flexible Support Fund (DWP) <https://www.whatdotheyknow.com/request/78221/response/194315/attach/3/FOI%201812%20Guidance.pdf>
- JCP work experience <https://www.gov.uk/moving-from-benefits-to-work/work-experience-and-volunteering>
- Parental Employability Support Fund <https://www.InspirAlba.org.uk/employability-support/>
- Parental Employability Support Fund (Argyll & Bute Employability Team) <https://www.argyll-bute.gov.uk/business-and-licensing/jobs-and-training/helping-people-work>
- SQA Employability Awards <https://www.sqa.org.uk/awards>
- UHI Argyll <https://www.argyll.uhi.ac.uk/>
- Volunteering <https://www.argylltsi.org/volunteering.html>
- West College Scotland <https://www.westcollegescotland.ac.uk>

- Adult Literacy and Numeracy Support communitylearning@liveargyll.co.uk
- All Age Pre-Employment Support (Spark Your Purpose) <https://www.InspirAlba.org.uk/employability-support/>
- All Age Pre-Employment Support <https://workingrite.co.uk/>
- All Age Employability Training Courses <https://www.clydefishermenstrust.co.m/projects/training/>
- Career Management Skills/ MyWorldofWork <http://www.myworldofwork.co.uk/>
- Employability Social enterprises providing training and placement opportunities www.fynefutures.org.uk
- Fair Start Scotland (Argyll & Bute Employability Team) <https://www.argyll-bute.gov.uk/business-and-licensing/jobs-and-training/fair-start>
- Flexible Support Fund (DWP) <https://www.whatdotheyknow.com/request/78221/response/194315/attach/3/FOI%201812%20Guidance.pdf>
- JCP work experience <https://www.gov.uk/moving-from-benefits-to-work/work-experience-and-volunteering>
- Parental Employability Support Fund <https://www.InspirAlba.org.uk/employability-support/>
- Parental Employability Support Fund (Argyll & Bute Employability Team) <https://www.argyll-bute.gov.uk/business-and-licensing/jobs-and-training/helping-people-work>
- Sector Based Work Academies <https://www.gov.uk/government/publications/sector-based-work-academies-employer-guide>
- SQA Employability Awards <https://www.sqa.org.uk/awards>
- The HELP Project <http://www.helpitd.org.uk/employment.php>
- The UK Shared Prosperity Fund Training <https://www.argyll-bute.gov.uk/business-and-licensing/jobs-and-training/helping-people-work>
- The UK Shared Prosperity Fund – Work Placements (Argyll & Bute Employability Team) <https://www.argyll-bute.gov.uk/business-and-licensing/jobs-and-training/helping-people-work>
- UHI Argyll <https://www.argyll.uhi.ac.uk/>
- Volunteering <https://www.argylltsi.org.uk/>
- West College Scotland <https://www.westcollegescotland.ac.uk>

- Access to Work <https://www.gov.uk/access-to-work>
- All Age Pre-Employment Support (Spark Your Purpose) <https://www.InspirAlba.org.uk/employability-support/>
- All Age Pre-Employment Support <https://workingrite.co.uk/>
- All Age Employability Training Courses <https://www.clydefishermenstrust.co.m/projects/training/>
- Business support and advice (Council's Business Gateway) <https://www.argyll-bute.gov.uk/business-and-trade/business-gateway-service>
- Career Management Skills/ MyWorldofWork <http://www.myworldofwork.co.uk/>
- DYW Argyll <https://www.dyw.scot/argyll-bute.html>
- Employability social enterprises providing training and placement opportunities www.fynefutures.org.uk
- Fair Start Scotland (Argyll & Bute Employability Team) <https://www.argyll-bute.gov.uk/business-and-licensing/jobs-and-training/fair-start>
- Flexible Support Fund (DWP) <https://www.whatdotheyknow.com/request/78221/response/194315/attach/3/FOI%201812%20Guidance.pdf>
- Parental Employability Support Fund <https://www.InspirAlba.org.uk/employability-support/>
- Parental Employability Support Fund (Argyll & Bute Employability Team) <https://www.argyll-bute.gov.uk/business-and-licensing/jobs-and-training/helping-people-work>
- Sector Based Work Academies <https://www.gov.uk/government/publications/sector-based-work-academies-employer-guide>
- SQA Awards <https://www.sqa.org.uk/awards>
- The HELP Project <http://www.helpitd.org.uk/employment.php>
- The UK Shared Prosperity Fund – Work Placements (Argyll & Bute Employability Team) <https://www.argyll-bute.gov.uk/business-and-licensing/jobs-and-training/helping-people-work>
- UHI Argyll <https://www.argyll.uhi.ac.uk/>
- West College Scotland <https://www.westcollegescotland.ac.uk>
- Youth Business Scotland Prince's Trust <https://www.princes-trust.org.uk/about-the-trust/where-we-work/scotland>

- Access to Work <https://www.gov.uk/access-to-work>
- All Age Pre-Employment Support (Spark Your Purpose) <https://www.InspirAlba.org.uk/employability-support/>
- All Age Pre-Employment Support <https://workingrite.co.uk/>
- All Age Employability Training Courses <https://www.clydefishermenstrust.co.m/projects/training/>
- Business support and advice (Council's Business Gateway) <https://www.argyll-bute.gov.uk/business-and-trade/business-gateway-service>
- Career Management Skills/ MyWorldofWork <http://www.myworldofwork.co.uk/>
- Fair Start Scotland (Argyll & Bute Employability Team) <https://www.argyll-bute.gov.uk/business-and-licensing/jobs-and-training/fair-start>
- Parental Employability Support Fund <https://www.InspirAlba.org.uk/employability-support/>
- Parental Employability Support Fund (Argyll & Bute Employability Team) <https://www.argyll-bute.gov.uk/business-and-licensing/jobs-and-training/helping-people-work>
- Parental Welfare Fund <https://www.argyll-bute.gov.uk/business-and-licensing/jobs-and-training/helping-people-work>
- MAS <https://www.skillsdevelopmentscotland.co.uk/what-we-do/apprenticeships/modern-apprenticeships/>
- The Help Project <http://www.helpitd.org.uk/employment.php>
- The UK Shared Prosperity Fund – Work Placements (Argyll & Bute Employability Team) <https://www.argyll-bute.gov.uk/business-and-licensing/jobs-and-training/helping-people-work>
- West College Scotland <https://www.westcollegescotland.ac.uk>
- Youth Business Scotland Prince's Trust <https://www.princes-trust.org.uk/about-the-trust/where-we-work/scotland>

Argyll and Bute Employability Pipeline

Barriers

- Difficulty accessing mainstream services
- No Internet access
- Unable to create a CV
- No Work History
- Lack of interview skills
- Social Isolation
- Lack of direction
- Lack of motivation
- Requires Legal advice
- Homelessness
- Help with financial problems

- Substance misuse
- Disadvantaged
- Homelessness
- Lack of confidence
- Unable to create a CV
- Ex-offenders
- Physical violence
- Literacy and numeracy issues
- Difficulty in understanding the English language
- Mental Health Difficulties
- Rural and remote isolation
- Transport links

- Lack of skills to apply for jobs
- Lack of vocational skills
- Lack of IT access
- Lack of Work Experience
- Lack of interview skills
- Cost of training courses
- How to access training/ College
- Lack of qualifications
- Unable to create a CV
- Lack of confidence
- Rural and remote isolation
- Transport links

- Lack of skills to apply for jobs
- Lack of vocational skills
- Lack of IT access
- Lack of Work Experience
- Lack of interview skills
- Cost of training courses
- How to access training/ College
- Lack of qualifications
- Unable to create a CV
- Lack of confidence
- Rural and remote isolation
- Transport links

- Unable to sustain employment
- Training costs for new/ existing employees
- Childcare/ after school clubs
- Recognised qualifications
- Physical + health disability at work
- Training courses for employers e.g. tax, book keeping, employing first employee, health and safety

4.2 Service Delivery Priorities

Details of agreed priorities/positive targeting for priority groups is as outlined in **Table 2** below.

Table 2: Targeting Key Priority Groups	
15-67 year olds	Main objectives/expected outcomes
Individuals between the ages of 16 and 67 years who are facing barriers in moving towards and into employment	To reduce levels of child poverty by supporting parents from the priority family groups to increase their income from employment
Young people over the age of 15 within 6 months of the school leaving date and who are identified as being at risk of not moving onto a positive destination.	To reduce inequality in the labour market by supporting those further from the labour market to increase their income from employment.
Parents from the priority family group who require support to move towards, into or to increase their income in work. The priority family groups are defined as: <ul style="list-style-type: none"> ➤ Lone parents ➤ Parents or children with a disability ➤ Parents with 3 or more children ➤ Parents from a minority ethnic background ➤ Parents with a youngest child under 1 ➤ Families with a parent under 25 year ➤ Other low income parents, e.g. kinship carers 	To maximise the role that employability plays in delivering national and local aims of tackling poverty, promoting inclusion and social justice and creating a fair and prosperous Scotland.

4.3 Service Delivery Requirements and Approach

With a focus on the current Argyll and Bute Employability Pipeline the proposed service delivery requirements and approach, particularly to act on identified needs/gaps are outlined in **Tables 3a** (progress on improvements to the ABEF itself) and **Tables 3b, 3c, 3d and 3e** (full Annual Investment Plan, 2023/24) below.

Table 3a: ABEP Service Delivery Requirements and Approach								
Action No	Action	Rationale for Intervention & Delivery	Delivery Partners	Budget	Source of Investment and Volume	Outcomes Expected	Timescale	Status
1	To develop a partnership model to provide a clear distinction between those organisations who have a strategic focus and those with an operational/tactical role.	Define roles, responsibilities and accountabilities of the Strategy group, Delivery Group, Core team and Short life project groups.	Argyll & Bute Council (ABC Senior Employability Officer with support from a Modern Apprentice (MA) – to be recruited).	Salary of MA estimated at £24k	NOLB and management fee. YPG may provide source of investment for MA.	Effective partnership working. Efficient use of resource and time. Enhanced targeted engagement. Enhanced communications.	Short November 2022	Parked at present
2	Create an Argyll and Bute Employability brand to be used by all partners working in this space.	Provide a discrete entity which can offer partnership buy-in. Provide a discrete entity which can offer partnership buy-in.	Potential Delivery 1 - Follow a procurement route. Identify appropriate supplier. Potential Delivery 2 –UHI Argyll to potentially commission a live brief to students. Potential Delivery 3 - Utilise in-house resource specifically looking at young people – InspirAlba and Fyne Futures	£5k if following procurement route	In-house or management fees	Branded Employability Partnership logo. Imagery, content and values to be used on website and included in communications plan.	Short September 2022	Complete

Table 3a: ABEP Service Delivery Requirements and Approach (continued)

Action No	Action	Rationale for Intervention & Delivery	Delivery Partners	Budget	Source of Investment and Volume	Outcomes Expected	Timescale	Status
3	Develop and implement a comprehensive communication and engagement plan going forward.	Make people aware of the availability of services and where and how to access them.	Development led by SDS, all partnership organisations to reach out to appropriate teams within their organisations to assist – align to national NOLB Communications Plan Framework. Implementation by Core Employability Team.	n/a	In-house	A Clear communications plan that can be maintained and implemented by the partnership to enhance service user experience.	Short December 2022	Ongoing
4	It is proposed to develop an ABEP website/portal that will be a one-stop shop which will contain such information relevant to service users, employers, stakeholder and service providers.	A point of truth for users, employers and delivery organisations. An entity distinct and separate from Argyll and Bute council.	Managed by Core Employability Team, Procured Supplier.	£5,000 - £10,000	Explore where this funding comes from - contribution from wider partnership or management fees.	Branded ABEP website that signposts and displays relevant information for stakeholders.	Medium/Long To commence after branding action	Parked at present – MS Teams space created

Table 3a: ABEP Service Delivery Requirements and Approach (continued)

Action No	Action	Rationale for Intervention & Delivery	Delivery Partners	Budget	Source of Investment and Volume	Outcomes Expected	Timescale	Status
5	ABEP members advocate a 'no wrong door' approach and the partnership is keen to further review the accessibility of employability support and how this can be further simplified to improve engagement.	Ensuring that there are no gaps in service provision. Regardless of point of entry service users can be guided towards the appropriate service	Core Employability Team (MA to provide support), Whole partnership buy-in needed.	n/a	YPG for MA	Strong internal communications which interlink effectively. All partnership members to have access to one another's contact details to ensure signposting.	Short October 2022	Ongoing – key focus of ABEP
6	Introduce Service Level Agreements that describe the expectations of all organisations involved in the partnership and clarify whether they are an active participation or information provider.	Developing an understanding of commitments organisations are making to the partnership and their role.	DWP	n/a	n/a	Signed service level agreements demonstrating commitments of all partnership members building on existing Terms of Reference	Short October 2022	Complete
7	Develop a local co-commissioning framework for the delivery of funded interventions by ABEP partners.	Enable the facilitation of activity on the ground including the NOLB framework.	ABC, SLAED	n/a	n/a		Short	Complete – grant offer letter process
8	To set up an operative space on MS Teams for all ABEP members to access. Relevant information could then be shared on the proposed ABEP standalone website.	Ensure ease of access to information for all members.	ABC	n/a	n/a	Established information bank that is accessible by all partnership members. Partners to share details of the current engagement with stakeholders including users, employers, delivery organisation and communities and share details of information available to limit additional engagement Enable identification and dissemination of relevant information	Short	Complete

Table 3a: ABEP Service Delivery Requirements and Approach (continued)								
Action No	Action	Rationale for Intervention & Delivery	Delivery Partners	Budget	Source of Investment and Volume	Outcomes Expected	Timescale	Status
9	ABEP to trial a standardised solution (with additional support as required) to the sharing of individual data through the introduction of "Information Passports" to record all key activities, interventions and qualifications attained; where the ownership resides with the individual.	Overcome GDPR issues and simplify processes for all involved service providers and users.	Fyne Futures, InspirAlba, Working Rite, Clyde Fishermen's Association, TSI. Overseen by Core Employability Team.	n/a	n/a	Evaluation of two current working models - YPG and Spark Your Purpose - use learning from this to feed into information Passport development. Make decision on whether to be implemented permanently. Conduct a 3-month trail of Information Passports with delivery partners.	Medium March 2023	Ongoing
10	The ABEP will need to employ the guidance provided in the Shared Measurement Framework to develop appropriate quantitative and qualitative key performance indicators.	Practically meet Scottish Governments reporting requirements. Understand the quality of lived experiences. Improve design of interventions.	Fyne Futures, InspirAlba, Working Rite, Clyde Fishermen's Association, TSI. Overseen by Core Employability Team.	n/a	n/a	KPI definition in service design methodology. Review of appropriateness of data needed. Ensure data is being collected at the benefit for all.	Medium March 2023	Complete and ongoing
11	The ABEP requires to agree an approach to evaluation and service user feedback to influence ongoing design and delivery, including how this will complement and align with national level evaluation plans.	Enable ongoing process development and improvement.	Fyne Futures, InspirAlba, WorkingRite, Clyde Fishermen's Association, TSI Overseen by Core Employability Team	n/a	n/a	Service users receive interventions that are of a high standard.	Ongoing	Ongoing

Table 3b: Annual Investment Plan, 2023/24 – Service Delivery	
What activity do you intend to deliver within this financial year via the Local Authority, Other Public Sector Bodies, Third Sector and Private Sector	
To support people under the All-Age Employability Service – broken down into specific groups.	<p>All-Age Employability Support To delivery employability to support participants on their journey to sustainable employment. Tailored one-to-one support to assess barriers and needs for specific target groups throughout Argyll and Bute across various stages of the employability pipeline as follows:</p> <ul style="list-style-type: none"> • 15-16 years cohort: who are within 6 months of their school leaving date and who are identified as being at risk of not moving to a positive destination. • 16-19 years cohort: focusing on those care experienced (or on the edge of care), with disabilities; and those that have disengaged from formal education. • 16-24 years cohort: experiencing barriers to sustainable employment. • 25+ years cohort: experiencing barriers to sustainable employment.
To support tackling Child Poverty using No One Left Behind funding.	<p>Tackling Child Poverty To delivery employability to support participants on their journey to sustainable employment. Tailored one-to-one support to alleviate child poverty with a focus on specific target groups throughout Argyll and Bute as follows:</p> <ul style="list-style-type: none"> • parents from priority family groups and other low-income parents e.g. kinship carers who require support to move towards or into sustainable employment. • parents from priority family groups and other low-income parents e.g. kinship carers who require support to increase and maximise their income in-work, focusing on reducing fuel and household poverty and developing skills and identifying opportunities to increase earnings through fair work. • parents being able to access flexibility collaborative (cross- provider) employability support focusing on relationships and wellbeing. • support businesses to explore flexible working patterns that enables access and opportunity for individuals.
To support disabled people and others with protected characteristics.	<p>Disabled People and other with Protected Characteristics To support disabled participants to help them achieve positive destinations, reducing the Disability Employment Gap as follows:</p> <ul style="list-style-type: none"> • 16-18 years cohort: who are accessing Education Maintenance Allowance (EMA) to have a formal Learning Agreement in place that has been approved by the local Education Department, in line with legislative requirements. • 16-24 years cohort: support for young care experienced people to help them achieve positive destinations. • 25+ years cohort: reasonable adjustments or accessibility solutions to support fair access to work experience and employment opportunities that suit the individual’s needs.

Table 3b: Annual Investment Plan, 2023/24 – Service Delivery (continued)

<p>Describe any local Employer Recruitment Incentives being delivered.</p>	<p>Employer Recruitment Incentives (ERI) There will be no new ERIs available utilising the 23/24 funding allocation. There is however a requirement to take £14,500 NOLB 25+ contingent liability in respect of ERIs which commenced prior to 1st April 2023.</p>
<p>Describe plans for the provision of Training Allowances.</p>	<p>Training Allowances</p> <ul style="list-style-type: none"> • Where there is no other source of income, a weekly Training Allowance will be paid as appropriate and topped up by placement employers by an agreed weekly amount. • For many individuals the extra money coming into the family home each week is essential due to the current high cost of living.
<p>Please describe any challenges/issues or concerns that may affect delivery this financial year. What steps are you taking to address these.</p>	<p>Delivery Challenges/Issues or Concerns With a focus on all-age employability support and tackling child poverty with a 'no wrong door' approach, the focus for delivery partners this year is to have a clear and robust referral system across all partners to ensure individuals receive the most appropriate support, when they need it, on their journey to sustainable employment.</p>

Table 3c: Annual Investment Plan, 2023/24 – Service Delivery Requirements and Approach 2023/24

ALL- AGE EMPLOYABILITY SUPPORT							
Target Group	Rationale for Intervention	Delivery Partners	Budget	Source of Investment	Volumes	Delivery Method	Outcome Expected
<p>Young people over the age of 15 years who are within 6 months of the school leaving date and who are identified as being at risk of not moving on to a positive destination (15-16 years of age – 1).</p> <p>People from school leaving age up to 67 years (Pensionable age) who are experiencing barriers to employment (16-67 years of age - 38).</p>	<p>Supporting disabled participants to help them achieve positive destinations, reducing the Disability Employment Gap.</p> <p>Support for young care experienced people aged up to 25 years to help them achieve positive destinations.</p> <p>Young people from age 16 years up to their 19th birthday and who are accessing Education Maintenance Allowance (EMA) must have a formal Learning Agreement in place that has been approved by the local Education Department, in line with legislative requirements.</p> <p>Assumptions based on numbers within categories from previous deliveries.</p>	InspirAlba	£93,623.40 (£2,400.60 pp)	All Age Employability	39	Flexible, dynamic and person-centred service delivered using place based approach within the geography of Argyll and Bute, including islands, mainland towns and villages, e.g. Employability Coach - External training and support.	<p>Person-centred and relevant progression including:</p> <p>FE/HE – 2</p> <p>School – 1</p> <p>Volunteering - 5</p> <p>Apprenticeship – 6</p> <p>Work Placement – 6</p> <p>Employment – 10</p> <p>Self Employment – 10</p> <p>Accredited Training - 10</p>

Table 3c: Annual Investment Plan, 2023/24 – Service Delivery Requirements and Approach 2023/24 (continued)

ALL- AGE EMPLOYABILITY SUPPORT							
Target Group	Rationale for Intervention	Delivery Partners	Budget	Source of Investment	Volumes	Delivery Method	Outcome Expected
Young people over the age of 15 years who are within 6 months of the school leaving date and who are identified as being at risk of not moving on to a positive destination up to 25 years with barriers to employment.	<p>Supporting disabled participants to help them achieve positive destinations, reducing the Disability Employment Gap.</p> <p>Support for young care experienced people aged up to 25 years to help them achieve positive destinations.</p> <p>Young people from age 16 years up to their 19th birthday and who are accessing Education Maintenance Allowance (EMA) must have a formal Learning Agreement in place that has been approved by the local Education Department, in line with legislative requirements.</p> <p>Assumptions based on numbers within categories from previous deliveries.</p>	MAYDS (consortium with InspirAlba)	£38,409.60 (£2,400.60 pp)	All Age Employability	16	Flexible, dynamic and person-centred service delivered using place based approach within the geography of Argyll and Bute, including islands, mainland towns and villages, e.g. Employability Coach - External training and support.	<p>Person-centred and relevant progression including:</p> <p>FE/HE – 1</p> <p>School – 1</p> <p>Volunteering – 3</p> <p>Apprenticeship – 2</p> <p>Work Placement – 2</p> <p>Employment – 5</p> <p>Self-Employment – 2</p> <p>Accredited Training – 9</p>

Table 3c: Annual Investment Plan, 2023/24 – Service Delivery Requirements and Approach 2023/24 (continued)

ALL- AGE EMPLOYABILITY SUPPORT							
Target Group	Rationale for Intervention	Delivery Partners	Budget	Source of Investment	Volumes	Delivery Method	Outcome Expected
<p>16-67 years of age – 22 15-16 years of age – 1 Individuals who reside in Scotland* People from school leaving age up to 67 years (Pensionable age) who are experiencing barriers to employment. Young people over the age of 15 years who are within 6 months of the school leaving date and who are identified as being at risk of not moving on to a positive destination.</p> <p>*individuals awaiting the outcome of asylum applications may participate in employability support, except where this involves paid work; they cannot receive a training allowance during their participation.</p>	<p>Supporting disabled participants to help them achieve positive destinations, reducing the Disability Employment Gap.</p> <p>Support for young care experienced people aged up to 25 years to help them achieve positive destinations.</p> <p>Young people from age 16 years up to their 19th birthday and who are accessing Education Maintenance Allowance (EMA) must have a formal Learning Agreement in place that has been approved by the local Education Department, in line with legislative requirements.</p> <p>Assumptions based on numbers within categories from previous deliveries.</p>	<p>Fyne Futures (consortium with InspirAlba)</p>	<p>£55,213.80 (£2,400.60 pp)</p>	<p>All Age Employability</p>	<p>23</p>	<p>Flexible, dynamic and person-centred service delivered using place based approach within the geography of Argyll and Bute, including islands, mainland towns and villages, e.g. Employability Coach - External training and support.</p>	<p>Person-centred and relevant progression including: FE/HE – 2 School – 1 Volunteering – 3 Apprenticeship – 2 Work Placement -4 Employment – 9 Self-Employment – 2 Accredited training- 12</p>

Table 3c: Annual Investment Plan, 2023/24 – Service Delivery Requirements and Approach 2023/24 (continued)

ALL- AGE EMPLOYABILITY SUPPORT							
Target Group	Rationale for Intervention	Delivery Partners	Budget	Source of Investment	Volumes	Delivery Method	Outcome Expected
<p>16-67 years of age – 16</p> <p>15-16 years of age – 1</p> <p>Individuals who reside in Scotland*</p> <p>People from school leaving age up to 67 years (Pensionable age) who are experiencing barriers to employment.</p> <p>Young people over the age of 15 years who are within 6 months of the school leaving date and who are identified as being at risk of not moving on to a positive destination.</p> <p>*individuals awaiting the outcome of asylum applications may participate in employability support, except where this involves paid work; they cannot receive a training allowance during their participation.</p>	<p>Supporting disabled participants to help them achieve positive destinations, reducing the Disability Employment Gap.</p> <p>Support for young care experienced people aged up to 25 years to help them achieve positive destinations.</p> <p>Young people from age 16 years up to their 19th birthday and who are accessing Education Maintenance Allowance (EMA) must have a formal Learning Agreement in place that has been approved by the local Education Department, in line with legislative requirements.</p> <p>Assumptions based on numbers within categories from previous deliveries</p>	<p>Centre 81 (consortium with InspirAlba)</p>	<p>£40,810.20 (£2,400.60 pp)</p>	<p>All Age Employability</p>	<p>17</p>	<p>Flexible, dynamic and person-centred service delivered using place based approach within the geography of Argyll and Bute, including islands, mainland towns and villages, e.g. Employability Coach - External training and support.</p>	<p>Person-centred and relevant progression including:</p> <p>FE/HE - 1</p> <p>School – 1</p> <p>Volunteering – 3</p> <p>Apprenticeship – 2</p> <p>Work Placement – 3</p> <p>Employment – 5</p> <p>Self-Employment – 2</p> <p>Accredited Training - 9</p>

Table 3c: Annual Investment Plan, 2023/24 – Service Delivery Requirements and Approach 2023/24 (continued)

ALL- AGE EMPLOYABILITY SUPPORT							
Target Group	Rationale for Intervention	Delivery Partners	Budget	Source of Investment	Volumes	Delivery Method	Outcome Expected
<p>15-25 years of age – 23</p> <p>Young people over the age of 15 years who are within 6 months of the school leaving date and who are identified as being at risk of not moving on to a positive destination up to 25 years with barriers to employment.</p>	<p>Supporting disabled participants to help them achieve positive destinations, reducing the Disability Employment Gap.</p> <p>Support for young care experienced people aged up to 25 years to help them achieve positive destinations.</p> <p>Young people from age 16 years up to their 19th birthday and who are accessing Education Maintenance Allowance (EMA) must have a formal Learning Agreement in place that has been approved by the local Education Department, in line with legislative requirements.</p> <p>Assumptions based on numbers within categories from previous deliveries.</p>	<p>Help (consortium with InspirAlba)</p>	<p>£55.213.80 (£2,400.60 pp)</p>	<p>All Age Employability</p>	<p>23</p>	<p>Flexible, dynamic and person-centred service delivered using place based approach within the geography of Argyll and Bute, including islands, mainland towns and villages, e.g. Employability Coach - External training and support.</p>	<p>Person-centred and relevant progression including:</p> <ul style="list-style-type: none"> FE/HE - 2 School – 1 Volunteering – 3 Apprenticeship – 2 Work Placement -4 Employment – 9 Self-Employment – 2 Accredited Training - 12

Table 3c: Annual Investment Plan, 2023/24 – Service Delivery Requirements and Approach 2023/24 (continued)

ALL- AGE EMPLOYABILITY SUPPORT							
Target Group	Rationale for Intervention	Delivery Partners	Budget	Source of Investment	Volumes	Delivery Method	Outcome Expected
<p>15-25 years of age – 12</p> <p>Young people over the age of 15 years who are within 6 months of the school leaving date and who are identified as being at risk of not moving on to a positive destination.</p> <p>Young people up to 25 years with barriers to employment.</p>	<p>Supporting disabled participants to help them achieve positive destinations, reducing the Disability Employment Gap.</p> <p>Support for young care experienced people aged up to 25 years to help them achieve positive destinations.</p> <p>Young people from age 16 years up to their 19th birthday and who are accessing Education Maintenance Allowance (EMA) must have a formal Learning Agreement in place that has been approved by the local Education Department, in line with legislative requirements.</p> <p>Assumptions based on numbers within categories from previous deliveries.</p>	<p>Oban Youth Café (consortium with InspirAlba)</p>	<p>£28,807.20 (£2,400.60 pp)</p>	<p>All Age Employability</p>	<p>12</p>	<p>Flexible, dynamic and person-centred service delivered using place based approach within the geography of Argyll and Bute, including islands, mainland towns and villages, e.g. Employability Coach - External training and support.</p>	<p>Person-centred and relevant progression including:</p> <ul style="list-style-type: none"> FE/HE – 1 School – 1 Volunteering – 2 Apprenticeship – 1 Work Placement – 2 Employment – 3 Self-Employment – 2 Accredited Training – 5
InspirAlba (consortium)			£312,077.00		130		

Table 3c: Annual Investment Plan, 2023/24 – Service Delivery Requirements and Approach 2023/24 (continued)

ALL- AGE EMPLOYABILITY SUPPORT							
Target Group	Rationale for Intervention	Delivery Partners	Budget	Source of Investment	Volumes	Delivery Method	Outcome Expected
Young People (16-19) We will work with: <ul style="list-style-type: none"> • Care Experienced (or on edge of care). • Young People with disabilities. • Young People that have disengaged from formal education. 	Young People that have left school and require employability support having partially or fully disengaged from Education prior to reaching leaving age. There is still a stubborn 5-8% of young people leaving school into no destination. We want to reach this group early, particularly those that are economically inactive. This is more prevalent now in the context of COVID impact on young people in education. Likely that this group will be young people at stage 1 & 2 of the pipeline and either care experienced or on the edge of care.	WorkingRite & MAYDS	£42,759.09	All Age Employability	15	Key worker support (Trauma Informed Practice trained - May 2023) 1:1 Individualised support with a particular focus on the importance and effectiveness of relationships (mentoring) and social connection as vehicles of change. 1:1 assessment of barriers and need (including participant self-assessment) to inform individual training plan. Induction period to cover preparation for the work place. Each individual is matched with a local small business for a fully mentored work placement (flexible in length) to aid progression and destinations.	Participation on SQA certificate of Work Readiness qualification. Access to WorkingRite's menu of online and in-person training modules and workshops covering wide area of relevant training points - c.65% of total participants engaged will achieve SQA accredited qualification. 15 (100%) of programme participants will progress into an individually matched and mentored work placement. 12 (80%) of individuals completing the programme will progress into employment, apprenticeship or further education/training. All participants will receive a weekly training allowance of £55 unless already in receipt of financial support.

Table 3c: Annual Investment Plan, 2023/24 – Service Delivery Requirements and Approach 2023/24 (continued)

ALL- AGE EMPLOYABILITY SUPPORT							
Target Group	Rationale for Intervention	Delivery Partners	Budget	Source of Investment	Volumes	Delivery Method	Outcome Expected
Young people (19-25) We will work with: <ul style="list-style-type: none"> • Care Experienced (or on edge of care). • Young People with disabilities. • Young People that have disengaged from formal education. • Young People that have experienced homelessness. • Those with addiction or wider health barriers 	Young people that have slipped through gaps in the current system - Those that left education during COVID and are perhaps already accessing wider support in the community. Requirement to collaborate closely with community partners (including health) to provide access to the next step for these individuals.	WorkingRite & MAYDS	£14,253.03	All Age Employability	5	Key worker support (Trauma Informed Practice trained - May 2023). 1:1 Individualised support with a particular focus on the importance and effectiveness of relationships (mentoring) and social connection as vehicles of change. 1:1 assessment of barriers and need (including participant self-assessment) to inform individual training plan. Induction period to cover preparation for the work place. Each individual is matched with a local small business for a fully mentored work placement (flexible in length) to aid progression and destinations.	Participation on SQA certificate of Work Readiness qualification. Access to WorkingRite's menu of online and in-person training modules and workshops covering wide area of relevant training points - c.65% of total participants engaged will achieve SQA accredited qualification. 100% of programme participants will progress into an individually matched and mentored work placement. 80% of individuals completing the programme will progress into employment, apprenticeship or further education/training. All participants will receive a weekly training allowance of £55 unless already in receipt of financial support.

Table 3c: Annual Investment Plan, 2023/24 – Service Delivery Requirements and Approach 2023/24 (continued)

ALL- AGE EMPLOYABILITY SUPPORT							
Target Group	Rationale for Intervention	Delivery Partners	Budget	Source of Investment	Volumes	Delivery Method	Outcome Expected
Adult Participants (25+)	<p>Consistent with ABEP "No wrong door" approach, we want to be able to support adult returners (parents, those with health conditions, those with disabilities). We will look to target individuals that fall into at least one of the Scottish Government's poverty indicator categories.</p> <p>WorkingRite's area of expertise has always been with the 16-25 year old age range, and the relational mentoring model supports our values around a "working rite of passage" for young people. More recently however we have had experience of supporting older participants successfully using the model and approach by flexing and adapting where needed. With a strong collaborative focus across the area we feel we can offer an excellent opportunity for adult participants who would benefit from a relationship focussed intervention.</p>	WorkingRite & MAYDS	£14,253.03	All Age Employability	5	<p>Key worker support (Trauma Informed Practice trained - May 2023).</p> <p>1:1 Individualised support with a particular focus on the importance and effectiveness of relationships (mentoring) and social connection as vehicles of change.</p> <p>1:1 assessment of barriers and need (including participant self-assessment) to inform individual training plan.</p> <p>Induction period to cover preparation for the work place.</p> <p>Each individual is matched with a local small business for a fully mentored work placement (flexible in length) to aid progression and destinations.</p>	<p>Participation on SQA certificate of Work Readiness qualification. Access to WorkingRite's menu of online and in-person training modules and workshops covering wide area of relevant training points - c.65% of total participants engaged will achieve SQA accredited qualification.</p> <p>100% of programme participants will progress into an individually matched and mentored work placement.</p> <p>80% of individuals completing the programme will progress into employment, apprenticeship or further education/training.</p> <p>All participants will receive a weekly training allowance of £55 unless already in receipt of financial support.</p>
WorkingRite			£71,265.15		25		

Table 3c: Annual Investment Plan, 2023/24 – Service Delivery Requirements and Approach 2023/24 (continued)

ALL- AGE EMPLOYABILITY SUPPORT							
Target Group	Rationale for Intervention	Delivery Partners	Budget	Source of Investment	Volumes	Delivery Method	Outcome Expected
Adult Participants (25+)	Contingent liability for ERIs commencing prior to 1st April 2023.	Argyll and Bute Council	£14,500.00	All Age Employability	4	ERI Support for Employers to support with the recruitment costs of unemployed individuals.	Retained in employment - 4
Argyll and Bute Council Employability Team			£14,500.00		4		

Table 3c: Annual Investment Plan, 2023/24 – Service Delivery Requirements and Approach 2023/24 (continued)

TACKLING CHILD POVERTY							
Target Group	Rationale for Intervention	Delivery Partners	Budget	Source of Investment	Volumes	Delivery Method	Outcome Expected
<p>Lone Parents.</p> <p>Parents with a disability or who have a disabled child.</p> <p>Families with 3 or more children.</p> <p>Minority Ethnic Families.</p> <p>Families where youngest child under 1 years old.</p> <p>Parents aged 25 Years and less.</p> <p>Other low-income parents e.g. kinship carers</p>	<p>Work placements will be offered to unemployed parents within the Catering and Cleaning department of Argyll and Bute Council. Placements will be part time and tie in with school and nursery hours. This will provide an opportunity for parents struggling to find work due to lack of childcare to obtain experience, knowledge, skills and training. Regular vacancies occur within the Catering and Cleaning Department of the council as well as the public sector, it is therefore hoped the parents will wish to apply for the positions available to allow them to secure employment.</p>	Argyll and Bute Council	£50,000	Child Poverty	15	<p>In addition to a workplace mentor within the Catering and Cleaning department, each parent will also be allocated an Employability Keyworker who will carry out an Initial Needs Assessment, tailored Activity Plan and Reviews. Training will also be arranged, i.e. Food Hygiene Certificate. This support will help ensure the best possible outcome given each parent's individual circumstances. Appropriate PPE will also be supplied.</p>	<p>Person centred and relevant progression including:</p> <p>FE/HE - 1</p> <p>Work Placement – 15</p> <p>Employment – 7</p> <p>Self-Employment – 1</p> <p>Accredited Training - 10</p>

Table 3c: Annual Investment Plan, 2023/24 – Service Delivery Requirements and Approach 2023/24 (continued)

TACKLING CHILD POVERTY							
Target Group	Rationale for Intervention	Delivery Partners	Budget	Source of Investment	Volumes	Delivery Method	Outcome Expected
<p>Lone Parents.</p> <p>Parents with a disability or who have a disabled child.</p> <p>Families with 3 or more children.</p> <p>Minority Ethnic Families.</p> <p>Families where youngest child under 1 years old.</p> <p>Parents aged 25 Years and less.</p> <p>Other low-income parents e.g. kinship carers</p>	<p>Experience has shown many parents are keen to obtain qualifications and training prior to moving into employment or applying for higher paid positions. Parents also seek assistance in relation to money advice, benefit checks, better off calculations, creation of bespoke family budgets as well as employability skills.</p>	<p>Argyll and Bute Council</p>	<p>£30,000</p>	<p>Child Poverty</p>	<p>30</p>	<p>Each parent will be allocated an Employability Keyworker who will carry out an Initial Needs Assessment, tailored Activity Plan and Reviews. Accredited training will be arranged to ensure parents are best placed to move into work. Digital devices will be provided to allow completion of online accredited training with the organisations such as The Open University and Argyll College. Online training is often the preferred method of learning as it best suits family circumstances. All aspects of employability support will also be given; CV creation, assistance with job applications, interviews techniques, etc.</p>	<p>Person centred and relevant progression including:</p> <p>FE/HE – 5</p> <p>Employment – 7</p> <p>Self-Employment – 1</p> <p>Accredited Training – 15</p> <p>Increase in income – 8</p>
Argyll and Bute Council Employability Team			£80,000		45		

Table 3c: Annual Investment Plan, 2023/24 – Service Delivery Requirements and Approach 2023/24 (continued)

TACKLING CHILD POVERTY							
Target Group	Rationale for Intervention	Delivery Partners	Budget	Source of Investment	Volumes	Delivery Method	Outcome Expected
<p>Lone Parents.</p> <p>Parents with a disability or who have a disabled child.</p> <p>Families with 3 or more children.</p> <p>Minority Ethnic Families.</p> <p>Families where youngest child under 1 years old.</p> <p>Parents aged 25 Years and less.</p> <p>Other low-income parents e.g. kinship carers</p>	<p>Reducing Child Poverty by providing support to low income parents across all priority families identified in the Tackling Child Poverty Delivery Plan as being at greater risk of experiencing poverty.</p> <p>Assumptions based on numbers within categories from previous deliveries.</p>	InspirAlba	£139,990.92 (£2,058.69 pp)	Child Poverty	68	Flexible, dynamic and person-centred service delivered using place based approach within the geography of Argyll and Bute, including islands, mainland towns and villages, e.g. Employability Coach - External training and support.	<p>Person-centred and relevant progression including:</p> <p>FE/HE – 8</p> <p>School – 2</p> <p>Volunteering – 10</p> <p>Apprenticeship- 10</p> <p>Work Placement – 3</p> <p>Employment – 20</p> <p>Self-Employment – 15</p> <p>Accredited Training- 30</p>

Table 3c: Annual Investment Plan, 2023/24 – Service Delivery Requirements and Approach 2023/24 (continued)

TACKLING CHILD POVERTY							
Target Group	Rationale for Intervention	Delivery Partners	Budget	Source of Investment	Volumes	Delivery Method	Outcome Expected
<p>Lone Parents.</p> <p>Parents with a disability or who have a disabled child.</p> <p>Families with 3 or more children.</p> <p>Minority Ethnic Families.</p> <p>Families where youngest child under 1 years old.</p> <p>Parents aged 25 Years and less.</p> <p>Other low-income parents e.g. kinship carers.</p>	<p>Reducing Child Poverty by providing support to low income parents across all priority families identified in the Tackling Child Poverty Delivery Plan as being at greater risk of experiencing poverty.</p> <p>Assumptions based on numbers within categories from previous deliveries.</p>	<p>Centre 81 (consortium with InspirAlba)</p>	<p>£24,704.28 (£2,058.69 pp)</p>	<p>Child Poverty</p>	<p>12</p>	<p>Flexible, dynamic and person-centred service delivered using place based approach within the geography of Argyll and Bute, including islands, mainland towns and villages, e.g. Employability Coach - External training and support.</p>	<p>Person centred and relevant progression including:</p> <p>FE/HE - 1</p> <p>Volunteering – 1</p> <p>Apprenticeship- 1</p> <p>Work Placement – 3</p> <p>Employment – 4</p> <p>Self-Employment – 2</p> <p>Accredited Training – 8</p>

Table 3c: Annual Investment Plan, 2023/24 – Service Delivery Requirements and Approach 2023/24 (continued)

TACKLING CHILD POVERTY							
Target Group	Rationale for Intervention	Delivery Partners	Budget	Source of Investment	Volumes	Delivery Method	Outcome Expected
<p>Lone Parents.</p> <p>Parents with a disability or who have a disabled child.</p> <p>Families with 3 or more children.</p> <p>Minority Ethnic Families.</p> <p>Families where youngest child under 1 years old.</p> <p>Parents aged 25 Years and less.</p> <p>Other low-income parents e.g. kinship carers.</p>	<p>Reducing Child Poverty by providing support to low income parents across all priority families identified in the Tackling Child Poverty Delivery Plan as being at greater risk of experiencing poverty.</p> <p>Assumptions based on numbers within categories from previous deliveries.</p>	<p>Fyne Futures (consortium with InspirAlba)</p>	<p>£39,115.11</p> <p>£2,058.69 pp)</p>	<p>Child Poverty</p>	<p>19</p>	<p>Flexible, dynamic and person-centred service delivered using place based approach within the geography of Argyll and Bute, including islands, mainland towns and villages, e.g. Employability Coach - External training and support.</p>	<p>Person-centred and relevant progression including:</p> <p>FE/HE - 1</p> <p>School – 1</p> <p>Volunteering – 4</p> <p>Apprenticeship- 2</p> <p>Work Placement – 4</p> <p>Employment – 4</p> <p>Self-Employment – 3</p> <p>Accredited Training - 9</p>

Table 3c: Annual Investment Plan, 2023/24 – Service Delivery Requirements and Approach 2023/24 (continued)

TACKLING CHILD POVERTY							
Target Group	Rationale for Intervention	Delivery Partners	Budget	Source of Investment	Volumes	Delivery Method	Outcome Expected
<p>Lone Parents.</p> <p>Parents with a disability or who have a disabled child.</p> <p>Families with 3 or more children.</p> <p>Minority Ethnic Families.</p> <p>Families where youngest child under 1 years old.</p> <p>Parents aged 25 Years and less.</p> <p>Other low-income parents e.g. kinship carers</p>	<p>Reducing Child Poverty by providing support to low income parents across all priority families identified in the Tackling Child Poverty Delivery Plan as being at greater risk of experiencing poverty.</p> <p>Assumptions based on numbers within categories from previous deliveries.</p>	<p>Help (consortium with InspirAlba)</p>	<p>£39,115.11 £2,058.69 pp)</p>	<p>Child Poverty</p>	<p>19</p>	<p>Flexible, dynamic and person-centred service delivered using place based approach within the geography of Argyll and Bute, including islands, mainland towns and villages, e.g. Employability Coach - External training and support.</p>	<p>Person-centred and relevant progression including:</p> <p>FE/HE - 1 School – 1 Volunteering – 4 Apprenticeship- 2 Work Placement – 4 Employment – 4 Self-Employment – 3 Accredited Training - 9</p>

Table 3c: Annual Investment Plan, 2023/24 – Service Delivery Requirements and Approach 2023/24 (continued)

TACKLING CHILD POVERTY							
Target Group	Rationale for Intervention	Delivery Partners	Budget	Source of Investment	Volumes	Delivery Method	Outcome Expected
<p>Lone Parents.</p> <p>Parents with a disability or who have a disabled child.</p> <p>Families with 3 or more children.</p> <p>Minority Ethnic Families.</p> <p>Families where youngest child under 1 years old.</p> <p>Parents aged 25 Years and less.</p> <p>Other low-income parents e.g. kinship carers.</p>	<p>Reducing Child Poverty by providing support to low income parents across all priority families identified in the Tackling Child Poverty Delivery Plan as being at greater risk of experiencing poverty.</p> <p>Assumptions based on numbers within categories from previous deliveries.</p>	<p>MAYDS (consortium with InspirAlba)</p>	<p>£22,645.59 (£2,058.69 pp)</p>	<p>Child Poverty</p>	<p>11</p>	<p>Flexible, dynamic and person-centred service delivered using place based approach within the geography of Argyll and Bute, including islands, mainland towns and villages, e.g. Employability Coach - External training and support.</p>	<p>Person centred and relevant progression including:</p> <p>FE/HE – 1</p> <p>School – 1</p> <p>Volunteering – 3</p> <p>Apprenticeship- 1</p> <p>Work Placement – 2</p> <p>Employment – 2</p> <p>Self-Employment – 1</p> <p>Accredited Training - 5</p>

Table 3c: Annual Investment Plan, 2023/24 – Service Delivery Requirements and Approach 2023/24 (continued)

TACKLING CHILD POVERTY							
Target Group	Rationale for Intervention	Delivery Partners	Budget	Source of Investment	Volumes	Delivery Method	Outcome Expected
<p>Lone Parents.</p> <p>Parents with a disability or who have a disabled child.</p> <p>Families with 3 or more children.</p> <p>Minority Ethnic Families.</p> <p>Families where youngest child under 1 years old.</p> <p>Parents aged 25 Years and less.</p> <p>Other low-income parents e.g. kinship carers.</p>	<p>Reducing Child Poverty by providing support to low income parents across all priority families identified in the Tackling Child Poverty Delivery Plan as being at greater risk of experiencing poverty.</p> <p>Assumptions based on numbers within categories from previous deliveries.</p>	<p>Oban Youth Café (consortium with InspirAlba)</p>	<p>£22,645.59 (£2,058.69 pp)</p>	<p>Child Poverty</p>	<p>11</p>	<p>Flexible, dynamic and person-centred service delivered using place based approach within the geography of Argyll and Bute, including islands, mainland towns and villages, e.g. Employability Coach - External training and support.</p>	<p>Person centred and relevant progression including:</p> <p>FE/HE – 1</p> <p>School – 1</p> <p>Volunteering – 3</p> <p>Apprenticeship- 1</p> <p>Work Placement – 2</p> <p>Employment – 2</p> <p>Self-Employment – 1</p> <p>Accredited Training – 5</p>

Table 3c: Annual Investment Plan, 2023/24 – Service Delivery Requirements and Approach 2023/24 (continued)

TACKLING CHILD POVERTY							
Target Group	Rationale for Intervention	Delivery Partners	Budget	Source of Investment	Volumes	Delivery Method	Outcome Expected
<p>Lone Parents.</p> <p>Parents with a disability or who have a disabled child.</p> <p>Families with 3 or more children.</p> <p>Minority Ethnic Families.</p> <p>Families where youngest child under 1 years old.</p> <p>Parents aged 25 Years and less.</p> <p>Other low-income parents e.g. kinship carers.</p>	<p>Argyll and Bute has a high level of fuel poverty, which has been further exacerbated due to the recent escalating fuel costs, (due to many communities being off gas grid and having a reliance on electrical heating and or oil) we believe that being able to reduce fuel costs will be an important aspect of addressing household poverty for families and children.</p> <p>Assumptions based on numbers within categories from previous deliveries.</p>	<p>AlIenergy (consortium with InspirAlba)</p>	<p>£27,500 (£250 pp)</p>	<p>Child Poverty</p>	<p>110 (inc.in 140 total)</p>	<p>Affordable Warmth Advisor - 1:1 support</p>	<p>Addressing fuel poverty promote sustainable energy use and renewable energy generation, to address fuel poverty and reduce carbon emissions. As part of this work they engage with a range of strategic partners to ascertain energy efficiency and fuel poverty alleviation measures that can assist householders. Part of their work includes the affordable warmth service which provides advice, support and mentoring to people living in Argyll and Bute experiencing fuel poverty.</p>

Table 3c: Annual Investment Plan, 2023/24 – Service Delivery Requirements and Approach 2023/24 (continued)

TACKLING CHILD POVERTY							
Target Group	Rationale for Intervention	Delivery Partners	Budget	Source of Investment	Volumes	Delivery Method	Outcome Expected
<p>Lone Parents.</p> <p>Parents with a disability or who have a disabled child.</p> <p>Families with 3 or more children.</p> <p>Minority Ethnic Families.</p> <p>Families where youngest child under 1 years old.</p> <p>Parents aged 25 Years and less.</p> <p>Other low-income parents e.g. kinship carers.</p>	<p>Provide support to participants across Argyll & Bute to address household and child poverty with advice on debit management, welfare rights, consumer rights, and housing and energy issues.</p> <p>Assumptions based on numbers within categories from previous deliveries.</p>	<p>Bute Advice (consortium with InspirAlba)</p>	<p>£27,500 (£250 pp)</p>	<p>Child Poverty</p>	<p>110 (inc. in 140 total)</p>	<p>Welfare Rights Advisor Debt Advisor 1:1 Support</p>	<p>Reducing poverty and social exclusion by the provision of impartial, confidential advice and assistance with regard to:</p> <ul style="list-style-type: none"> • Housing Advice • Homelessness, eviction, housing grants, arrears and tenancy issues • Welfare Benefits Advice • Benefits checks, form filling and representation at Tribunal Appeals • Utilities Advice • Debt Management, liaising with utility providers, changing suppliers, accessing grants and alleviation of fuel poverty advice • Debt Management Provision (advice regarding voluntary payment arrangements, protected trust deeds, bankruptcy, DAS and court representation)

Table 3c: Annual Investment Plan, 2023/24 – Service Delivery Requirements and Approach 2023/24 (continued)

TACKLING CHILD POVERTY							
Target Group	Rationale for Intervention	Delivery Partners	Budget	Source of Investment	Volumes	Delivery Method	Outcome Expected
<p>Lone Parents.</p> <p>Parents with a disability or who have a disabled child.</p> <p>Families with 3 or more children.</p> <p>Minority Ethnic Families.</p> <p>Families where youngest child under 1 years old.</p> <p>Parents aged 25 Years and less.</p> <p>Other low-income parents e.g. kinship carers.</p>	<p>Additional needs were identified by the LEP in relation to access to childminder support and support for childminder specific employability opportunities.</p>	InspirAlba	£37,787.00 (£9,446.62 pp)	Child Poverty	4	<p>Flexible, dynamic and person-centred service delivered using place based approach within the geography of Argyll and Bute, including islands, mainland towns and villages, e.g. Employability Coach - External training, Paid Work Placement and Childminder Mentor.</p>	<p>All 4 participants will receive a package of tailored training which will include:</p> <ul style="list-style-type: none"> • Training in Safeguarding, First Aid, Food Hygiene and Health and Safety. • A work placement 16 hours x 26 weeks *Referrals to Business Gateway for business start-up support. • Building skills and confidence. • Support to work through insurance requirements and Care Commission requirements will also be provided through a local employability coach. • Support beyond the work placement and a network of childminding sets will ensure peer to peer support.

Table 3c: Annual Investment Plan, 2023/24 – Service Delivery Requirements and Approach 2023/24 (continued)

TACKLING CHILD POVERTY							
Target Group	Rationale for Intervention	Delivery Partners	Budget	Source of Investment	Volumes	Delivery Method	Outcome Expected
<p>Lone Parents.</p> <p>Parents with a disability or who have a disabled child.</p> <p>Families with 3 or more children.</p> <p>Minority Ethnic Families.</p> <p>Families where youngest child under 1 years old.</p> <p>Parents aged 25 Years and less.</p> <p>Other low-income parents e.g. kinship carers.</p>	<p>Along with LEP partners additional needs were identified in the requirement for budget cooking training and support. The budget cooking skills can also increase skills for access into the food and drink or hospitality sectors which both have skills gaps across Argyll and Bute. This support will also help to alleviate child poverty and assist households to provide healthy filling meals on a budget.</p>	<p>Fyne Futures (consortium with InspirAlba)</p>	<p>£27,192 (£1,133 pp)</p>	<p>Child Poverty</p>	<p>24</p>	<p>Flexible, dynamic and person-centred service delivered using place based approach within the geography of Argyll and Bute, including islands, mainland towns and villages, e.g. Employability Coach - External training, and Cookery Skills Co-ordinator.</p> <p>These will be delivered in person with some additional training to cascade good practice across the delivery partners and follow up pdf recipe cards and you tube tutorials. This will assist parents to cook on a budget learning knife skills (to allow parents to purchase cheaper cuts of meat or whole chickens but get the most out of their purchase), saving and maximising leftovers and using a slow cooker.</p>	<p>Each parent will build skills and confidence that will be transferable to the hospitality and food and drink sectors to allow them to apply for vacancies.</p> <p>All 24 household budgets will also be positively impacted as parents will spend less on their weekly food.</p>
InspirAlba Consortium			£408,196		168		

Table 3d: Volume Profiles 2023-24 (based only on Scottish Government funding)					
Target Group	Q1	Q2	Q3	Q4	Totals
All Age Employability - InspirAlba	0	38	44	48	130
All Age Employability - Young People 16-19 - WorkingRite	0	5	5	5	15
All Age Employability - Young People 19-24 - WorkingRite	0	1	2	2	5
All Age Employability - Adult participants 25+ - WorkingRite	0	1	2	2	5
Tackling Child Poverty - ABC Work Placements	0	5	5	5	15
Tackling Child Poverty - ABC Support Programme	3	7	10	10	30
Tackling Child Poverty - InspirAlba	0	47	58	63	168
Totals	3	104	126	135	368

Table 3e includes all management fee delivery costs for all partners.

Table 3e: Financial Profiles 2023-24					
Budget Lines	Q1	Q2	Q3	Q4	Totals
All Age Employability (SG funding)	£16,575.00	£133,713.51	£149,984.82	£141,869.82	£442,143.15
All Age Employability (LG Core)					
All Age Employability (SPF)	£67,199.29	£67,199.29	£67,199.29	£67,199.30	£268,797.17
All Age Employability (Other)					
	£83,774.29	£200,912.80	£217,184.11	£209,069.12	£710,940.32
Tackling Child Poverty (SG funding)	£13,575.00	£151,353.00	£182,055.00	£195,513.00	£542,496.00
Tackling Child Poverty (LG Core)					
Tackling Child Poverty (SPF)	£83,662.81	£83,662.81	£83,662.81	£83,662.79	£334,651.22
Tackling Child Poverty (Other)					
	£97,237.81	£235,015.81	£265,717.81	£279,175.79	£877,147.22
Total Funding (SG)	£30,150.00	£285,066.51	£332,039.82	£337,382.82	£984,639.15
Total Funding (LG)					
Total Funding (SPF)	£150,862.10	£150,862.10	£150,862.10	£150,862.09	£603,448.39
Total Funding (Other)					
Employability Funding Total	£181,012.10	£435,928.61	£482,901.92	£488,244.91	£1,588,087.54

5.0 Performance Management and Reporting

5.1 Approach

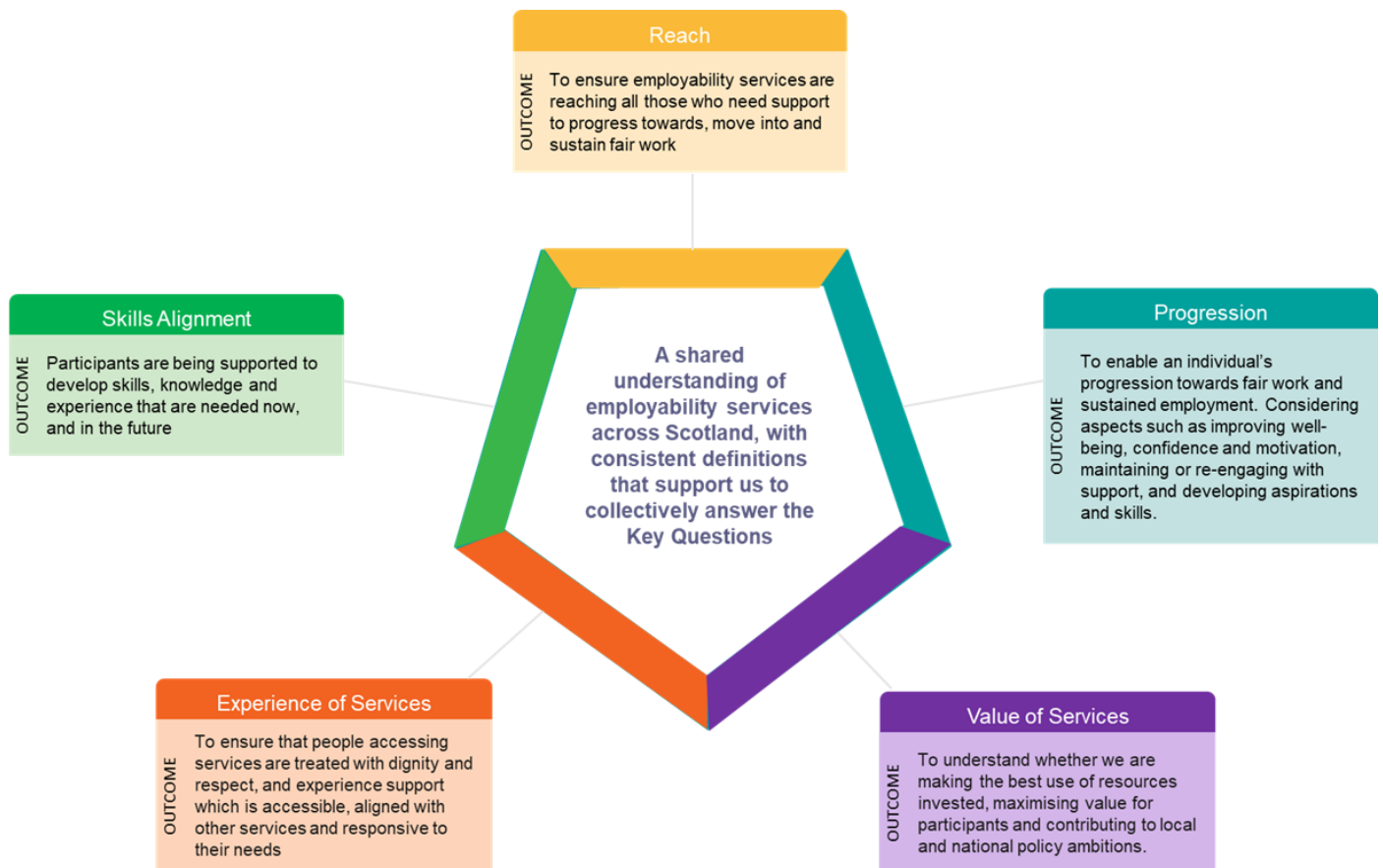
There has been a culture change with regard to performance management and reporting moving from exclusively quantitative measurement to a more balanced qualitative/quantitative approach.

Ongoing quantitative performance will continue to be gathered based on the Scottish Government requirements by specific interventions that will contribute to the overall National Performance Framework as outlined in **Appendix 2**.

The guidance provided in the Employability Shared Measurement Framework has allowed the development of qualitative assessment. The Framework, as depicted in **Figure 2** below, is structured around five themes that were agreed with partners during development:

- Reach
- Progression
- Skills Alignment
- Experience of Services
- Value of Services

Figure 2: Overview of the Shared Measurement Framework



5.2 Performance Indicators

Each theme has been developed further through the creation of key questions, as outlined in **Table 6** below. These set out what partners have agreed we need to know under each theme.

Table 6: Shared Measurement Framework Themes and Associated Questions

Theme				
1. Reach	2. Progression	3. Skills Alignment	4. Experience of Services	5. Value of Services
1.1 Who needs support in our community?	2.1 Are people progressing, if so, in what ways?	3.1 What relevant skills, knowledge and experience are people developing as a result of our support?	4.1 Are we treating people with dignity and respect?	5.1 How and in what ways do employability services contribute to national and local priorities?
1.2 Who are we reaching and what challenges do they face?	2.2 Are people’s goals/milestones being achieved within the expected timeframe?		4.2 Do clients receive a tailored service that supports their individual journey?	5.2 What is the value for money of our investment?
1.3 Are people actively engaged with support?	2.3 Have people entered and sustained education, training or employment?		4.3 Do clients find the service easy to access?	
1.4 Who are we not reaching?				

How these questions are answered on an ongoing basis will vary depending on the available evidence and the type of question being asked. However, given the scope of the key questions, it is certain that the ABEP will require a mixture of quantitative and qualitative information across a range of sources, as noted in **Table 7** below. In order to answer the questions fully, the ABEP will also need to refer to direct and indirect data – this will enable the ABEP to minimise the burden on services by referring to information already held elsewhere.

Table 7: Direct and Indirect Data Sources

	Direct <i>Data collected and reported by services</i>	Indirect <i>Data collected and reported by others that we need to refer to</i>
Quantitative	<ul style="list-style-type: none"> • Management Information directly from services – including SG employability statistics • Independent evaluations 	<ul style="list-style-type: none"> • Other nationally available statistics e.g. Annual Population Survey, Labour Market etc.
Qualitative	<ul style="list-style-type: none"> • Independent evaluations • Social Research with service users • Social Research with staff/ providers 	<ul style="list-style-type: none"> • Wider stakeholder and advocacy organisations research • Wider policy development evidence, including consultation responses

5.3 Continuous Improvement

As noted in **Section 1.5**, the ABEP Improvement Action Plan was developed based on collective feedback (collated by the Improvement Service) from the self-assessment reviews undertaken by ABEP members. This was followed by a 'Consensus Session on Actions for Improvement' on 16th June 2021 and an 'Action Planning Workshop' on 28th July 2021, both of which were facilitated by Scottish Government officials. The ABEP Improvement Action Plan was then finalised by ABEP members at the partnership meeting on 1st September 2021. The ABEP Improvement Action Plan was endorsed by the Argyll and Bute Community Planning Partnership on 29th September 2021.

Table 3a above outlines the improvement actions that have been addressed, those that are ongoing and those that are still outstanding. The ABEP will always focus on continuous improvements through ongoing partner discussions, collaborative delivery and feedback from service users.

5.4 Evaluation

The ABEP requires to agree an approach to evaluation and service user feedback to influence ongoing design and delivery, including how this will complement and align with national level evaluation plans.

5.5 Review

The Delivery Plan, is a working document, subject to a formal annual update process, but also on an ad hoc basis further to receipt of relevant information. In particular, updates must align with service requirements. This current document was updated in July 2023.

All revised versions of the ABEP Delivery Plan, 2022-25 will need to be endorsed by the CPP Management Committee. These committee meetings taken place on a quarterly basis, but it would seem appropriate to provide annual updates to the CPP Management Committee, based on a formal annual revision of the ABEP Delivery Action Plan. This should allow for any substantive Delivery Plan milestones and revisions to be reported.

Appendix 1: Argyll and Bute Employability Partnership Terms of Reference

Purpose

The role of the Argyll and Bute Employability Partnership (ABEP) is to provide local strategic direction and a strong collaborative partnership approach to the delivery of the Scottish Government's No One Left Behind Employability agenda across Argyll and Bute. The ongoing development and implementation of the new ABEP Improvement Action Plan (September 2021) will ensure that the ABEP is collectively meeting the employability needs of our local vulnerable residents and priority groups, particularly in response to the impact of COVID-19 pandemic.

Terms

The Terms of Reference is effective from 29th September 2021 and will be ongoing until terminated by agreement between the ABEP members.

Membership

Currently the ABEP includes representatives from the following organisations:

- Argyll and Bute Council services including: Economic Growth (includes the Employability Team), Growing Our Own. Education and DYW Argyll;
- Live Argyll;
- Argyll and Bute Health and Social Care Partnership;
- NHS Highland;
- Skills Development Scotland;
- Department for Work and Pensions (DWP);
- UHI Argyll;
- Argyll and Bute Third Sector Interface (TSI);
- Highlands and Islands Enterprise (HIE)
- Scottish Qualifications Authority (SQA);
- WorkingRite;
- Fyne Futures Ltd;
- Clyde Fishermen's Association/Trust;
- InspirAlba.

Roles and responsibilities of members

The ABEP is accountable for:

- Building a stronger relationship with the Argyll and Bute Community Planning Partnership (CPP), with a particular focus on a strong governance approach through the CPP Management Committee and partnership working arrangements and ensuring employability issues and opportunities are highlighted to the wider CPP members.
- Developing and implementing of the ABEP Improvement Action Plan as an ongoing working document, including the requirement to monitor and evaluate the performance and impact of the ABEP over time;
- Fostering collaboration and providing a joined-up partnership approach to support local vulnerable residents and priority groups;
- Sharing and communicating information across all ABEP members, including establishing formal data sharing agreements across all partners to enable collective working to support those most in need;

- Considering ways in which local communities and employers can better engage in the identification of priorities to shape local service design and delivery; and
- Ensuring members attend all ABEP meetings and if necessary, nominate a proxy.

Members will expect:

- That each member will provide information in a timely manner for discussion at ABEP meetings;
- A reasonable time to make decisions;
- To be alerted to potential risks and issues identified by members that could impact the delivery and implementation of the ABEP Improvement Action Plan as they arise; and
- Open and honest discussions without resort to any misleading assertions.









Meetings and reporting:

- Meetings will be chaired by Ishabel Bremner, Argyll and Bute Council or a substitute or another partner as agreed;
- A meeting quorum will be 5 members representing distinct organisations or teams within an organisation;
- ABEP decisions will be made by consensus or majority view;
- Meeting agendas and minutes will be provided by the Chair/Administrative support including supporting papers;
- Meetings will be held monthly using MS Teams; and
- The ABEP will report into the Argyll and Bute CPP Management Committee through the designated representative.

Amendment, modification or variation:

- The Terms of Reference may be amended varied or modified as agreed by the ABEP members.

National Performance Framework Alignment

National Outcome	No One Left Behind contribution
 <p>Economy</p>	<p>No One Left Behind supports the Scottish Government’s purpose and vision for inclusive economic growth by ensuring that as many people as possible, including those further from the labour market and facing complex or challenging circumstances, have the opportunity to access fair and sustainable work. No One Left Behind can support businesses helping them thrive and innovate, with quality jobs and fair work for everyone and access to a highly skilled local workforce.</p>
 <p>Poverty</p>	<p>No One Left Behind and the approach taken to employability services supports the Scottish Government’s ambition to eradicate child poverty by providing parents additional support to participate and progress within the labour market. We believe that delivering this agenda is vital to ensure a more diverse and inclusive workforce and breaking the cycle of poverty and disadvantage.</p>
 <p>Communities</p>	<p>No One Left Behind will further develop and deliver a holistic employability provision that is integrated with other local services based on user feedback using the Scottish Approach to service design. Building employability interventions around local areas, taking a place-based approach enables our communities’ voices to be heard and will enable resources to be deployed to better meet service user needs and complement local investment, and be capable of overall national reach and coherence.</p>
 <p>Children</p>	<p>No One Left Behind support families and individuals to increase disposable income by supporting them to access and progress in Fair Work opportunities that are local and encourages local economies to be more inclusive.</p>
 <p>Education</p>	<p>No One Left Behind will support individuals to further their education and skills enabling them to contribute to society and gain further wellbeing benefits derived from employment.</p>
 <p>Fair Work & Business</p>	<p>No One Left Behind will support workers in Scotland to have the right to fair remuneration and equal pay for equal work by promoting this in all engagements with employers and businesses locally. Local approaches will ensure employability support does not reinforce occupational segregation and will encourage employers to adopt more inclusive recruitment and workplace practices</p>
 <p>Health</p>	<p>No One Left Behind offers holistic person-centred support for individuals to identify and address their specific barriers including mental health and physical health conditions. Promoting an integrated and aligned approach with a range of local services including health services.</p>
 <p>Human Rights</p>	<p>No One Left Behind supports an individual’s right to work and will work locally to deliver improved accessibility thereby tackling barriers for protected groups and supporting those facing structural and socio economic inequalities. Local Employability Partnerships along with Scottish Government are mindful that no one should be denied the opportunity because of their race or ethnicity, their disability, their gender, sexual orientation or religion and will consider how they can positively contribute to the advancement of equality.</p>

Appendix 3: Equality and Socio-Economic Impact Assessment

Section 1: About the proposal

Title of Proposal
Argyll and Bute Employability Partnership (ABEP) Delivery Plan, 2022-25.

Intended outcome of proposal
Employability services in Argyll and Bute brings together partners and organisations to identify opportunities, align priorities, learn from each other, develop valued services and ultimately add value to every engagement with supported individuals.

Description of proposal
The Delivery Plan presents an outline of the planned employability infrastructure and provision over the next three years across Argyll and Bute on behalf of the ABEP.

Business Outcome(s) / Corporate Outcome(s) to which the proposal contributes
<p>This Delivery Plan will contribute to the six longer-term outcomes outlined in the Argyll and Bute CPP, Local Outcome Improvement Plan, as follows:</p> <ol style="list-style-type: none">1. The economy is diverse and thriving.2. We have infrastructure that supports sustainable growth.3. Education, skills and training maximises opportunities for all.4. Children and young people have the best possible start.5. People live active, healthier and independent lives.6. People live in safer and stronger communities. <p>These outcomes will support the overall CPP objective of “Argyll and Bute’s economic success is built on a growing population” and national policy priorities.</p> <p>For the Delivery Plan, particular focus is given to Outcome 3 as to what partners can offer to support individuals to participate in education, skills development and training. Strong partnership working with employers (public, private and third sector) is essential to provide opportunities for work experience to directly help individuals make informed choices on the training and employment options open to them and by doing so allow individuals to gain their first critical experience of the world of work.</p> <p>At present these outcomes are being revised during 2023 to update the LOIP for the next 10 years.</p>

Lead officer details:	
Name of lead officer	Ishabel Bremner
Job title	Economic Growth Manager
Department	Development & Economic Growth
Appropriate officer details:	
Name of appropriate officer	Kirsty Flanagan
Job title	Executive Director
Department	
Sign off of EqSEIA	<i>Kirsty Flanagan</i>
Date of sign off	14 th June 2022

Who will deliver the proposal?

The membership of the ABEP will deliver the Delivery Plan, 2022-25, which includes representatives from the following organisations:

- Argyll and Bute Council services including: Economic Growth (includes the Employability Team), Growing Our Own, Education and Developing Young Workforce (DYW) Argyll;
- Live Argyll;
- Argyll and Bute Health and Social Care Partnership;
- NHS Highland;
- Skills Development Scotland;
- Department for Work and Pensions (DWP);
- UHI Argyll;
- Argyll and Bute Third Sector Interface (TSI);
- Highlands and Islands Enterprise (HIE)
- Scottish Qualifications Authority (SQA);
- WorkingRite;
- Fyne Futures Ltd;
- Clyde Fishermen's Association/Trust; and
- InspirAlba.

Section 2: Evidence used in the course of carrying out EqSEIA

Consultation / engagement

ABEP has produced this Delivery Plan through feedback from the primary research undertaken during the commissioned work to address the actions outlined in the ABEP Improvement Action Plan and current funding provision by the Scottish Government where the NOLB agenda focuses on **All-age Employability Support** and **Tackling Child Poverty**. There is an ongoing requirement to factor in service user evidence to inform the design and delivery of employability interventions going forward, particularly at the local level.

Data

Data in the Delivery Plan has been extracted from the NOLB Data Toolkit developed on behalf of Local Employability Partnerships by the Improvement Service, Scottish Local Authorities Economic Development (SLAED) groups and the Glasgow City Region Intelligence Hub Other current data sources include:

- Office of National Statistics: NOMIS – official labour market statistics (one month in arrears)
- DWP - real-time unemployment statistics
- Skills Development Scotland: Participation Measurement, 16+ Data Hub & Regional Skills Assessment
- Argyll and Bute Council Research Group, which includes external stakeholders such as representative from the NHS and Highlands and Islands Enterprise (HIE)
- UHI Argyll.

Other information

Employability information is captured in the Argyll and Bute Child Poverty Action Plan, the CLD Strategic Partnership Action Plan, 2021-2024 and will also be considered during the preparation of the Council's Economic Strategy Refresh, 2024-2029; where close working will continue throughout 2023 with the consultation and engagement required for the update of the LOIP.

The whole people and skills agenda is a key focus to enable the economic and social recovery of Argyll and Bute to be able to retain and retrain, reskill and upskill its population across its many remote rural and island communities.

Gaps in evidence

The ABEP recognises that through stronger and more collaborative partnership working, focused on a place-based person-centred approach, will help to ensure suitable opportunities for individuals of all ages and capabilities through tackling socio-economic disadvantage, inequalities and removing multiple barriers to securing sustainable employment

Section 3: Impact of proposal

Impact on service users:

	Negative	No impact	Positive	Don't know
Protected characteristics:				
Age			√	
Disability			√	
Ethnicity			√	
Sex			√	
Gender reassignment			√	
Marriage and Civil Partnership			√	
Pregnancy and Maternity			√	
Religion			√	
Sexual Orientation			√	
Fairer Scotland Duty:				
Mainland rural population			√	
Island populations			√	
Low income			√	
Low wealth			√	
Material deprivation			√	
Area deprivation			√	
Socio-economic background			√	
Communities of place			√	
Communities of interest			√	

If you have identified any impacts on service users, explain what these will be.

The overarching objective is to ensure suitable opportunities for individuals of all ages and capabilities based on tackling socio-economic disadvantage, inequalities and removing multiple barriers to securing sustainable employment. Inclusive growth lies at the heart of this Delivery Plan where partner activity will contribute to the Scottish Government's No One Left Behind policy direction, with a focus in Argyll and Bute on ensuring 'No Business Left Behind' and 'No Community Left Behind'.

If any 'don't know's have been identified, at what point will impacts on these groups become identifiable?

N/A

Impact on service deliverers (including employees, volunteers etc):

	Negative	No impact	Positive	Don't know
Protected characteristics:				
Age			√	
Disability			√	
Ethnicity			√	
Sex			√	
Gender reassignment			√	
Marriage and Civil Partnership			√	
Pregnancy and Maternity			√	
Religion			√	
Sexual Orientation			√	
Fairer Scotland Duty:				
Mainland rural population			√	
Island populations			√	
Low income			√	
Low wealth			√	
Material deprivation			√	
Area deprivation			√	
Socio-economic background			√	
Communities of place			√	
Communities of interest			√	

If you have identified any impacts on service deliverers, explain what these will be.

The overarching objective is to ensure suitable opportunities for individuals of all ages and capabilities based on tackling socio-economic disadvantage, inequalities and removing multiple barriers to securing sustainable employment. Inclusive growth lies at the heart of this Delivery Plan where partner activity will contribute to the Scottish Government's No One Left Behind policy direction, with a focus in Argyll and Bute on ensuring 'No Business Left Behind' and 'No Community Left Behind'.

If any 'don't know's have been identified, at what point will impacts on these groups become identifiable?

N/A

How has 'due regard' been given to any negative impacts that have been identified?

N/A

Section 4: Interdependencies

Is this proposal likely to have any knock-on effects for any other activities carried out by or on behalf of the council?	Yes
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Details of knock-on effects identified
<p>Employability information is captured in the Argyll and Bute Child Poverty Action Plan, the CLD Strategic Partnership Action Plan, 2021-2024 and will also be considered during the preparation of the Council's Economic Strategy Refresh, 2024-2029; where close working will continue throughout 2023 with the consultation and engagement required for the update of the LOIP.</p> <p>The whole people and skills agenda is a key focus to enable the economic and social recovery of Argyll and Bute to be able to retain and retrain, reskill and upskill its population across its many remote rural and island communities.</p>

Section 5: Monitoring and review

How will you monitor and evaluate the equality impacts of your proposal?
Data will be used to measure the impact of how the ABEP activity is narrowing the inequalities gap. As the Delivery Plan is a working document, equality impacts will be updated, monitored and evaluated on an ongoing basis.