

Full Partnership Meeting

Date: 16th September 2024



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) Full Partnership members of the Argyll and Bute Employability Partnership (ABEP) Delivery Plan Annual Update focusing on activity for 2024-25.

2.0 Recommendations

- 2.1 The CPP Full Partnership is asked to:
- Note the content of this paper.
 - Endorse the ABEP Delivery Plan annual update for 2024-25.

3.0 Background

- 3.1 The ABEP has been in existence as a discussion forum on employability issues and opportunities for several 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 4a** in the appended Delivery Plan outlines the improvement actions that are ongoing. 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 the requirement from the Scottish Government to prepare an Annual Investment Plan, 2024-25, where its component parts are presented in **Tables 4b, 4c, 4d, 4e** and **4f**. In particular the funding is focused on two distinct areas, **All-Age Employability Support** and **Tackling Child Poverty**; with total grant funding of £1,046,000. The **Tables 4c** and **4d** 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 method/description;
 - delivery partners and sector;
 - forecast new starts;
 - forecast spend;
 - other sources of investment; and
 - outcomes expected.
- 4.4 Argyll and Bute Council is the Accountable Body for the NOLB grant funding, where the monitoring activity required by the Scottish Government is co-ordinated by the Senior Employability Officer, Employability Team within Economic Growth.

5.0 Conclusions

- 5.1 The ABEP Delivery Plan annual update for 2024-25, 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 Full Partnership is being asked to endorse the content of the ABEP Delivery Plan update, as attached in **Appendix 1**. In particular, the Annual Investment Plan outlines opportunities for individuals of all ages and capabilities to tackle socio-economic disadvantage, inequalities and remove multiple barriers to secure sustainable employment. Inclusive growth and a wellbeing economy focus lies at the heart of this Delivery Plan where partner activity will contribute to the Scottish Government's No One Left Behind policy direction.

6.0 Implications

Strategic Implications	<p>The ABEP Delivery Plan aligns and contributes to the Scottish Government’s No One Left Behind policy direction. 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>The ABEP Delivery Plan activity complements that of several other partnership groups aligned to CPP activity, ensuring links to other local strategies and plans, such as:</p> <ul style="list-style-type: none"> • CPP revised Local Outcome Improvement Plan, 2024-2034 complete with the key principles committed to promoting equality. • Argyll and Bute Council Economic Strategy, 2024-2034 and associated Action Plan, 2024-2027 (short-term focus). • Argyll and Bute Child Poverty Action Plan Group • Argyll and Bute Community Learning and Development Strategic Partnership. • Financial Inclusion and Advice Group.
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 2024/25 are outlined in Tables 4c and 4d and summarised in Table 4f . The tables within the Annual Investment Plan section of the ABEP Delivery Plan incorporate the 2024-25 council allocation under the People and Skills agenda funded by the UK Shared Prosperity Fund where at present, spend needs to be concluded by the end of March 2025.
Prevention	None
Equalities	All ABEP activities will comply with all Equal Opportunities/Fairer Scotland Duty policies and obligations and the key principles under which the Argyll and Bute CPP is committed to promoting equality (see: Argyll and Bute Outcomes Improvement Plan 2024-2034 Argyll and Bute Council (argyll-bute.gov.uk))

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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 August 2024

no  one
left behind



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1.0 ABEP Delivery Plan Overview

1.1 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 2024 and endorsed by the ABEP on 26th August 2024.

The updated plan leads on from the ABEP Improvement Action Plan, 2021/22, the employability interventions delivered during 2022/23 and 2023/24. and that for the current financial year 2024/25. Despite a delay in receipt of the grant offer letter in May 2024, the resources have been spilt across all four quarters of 2024/25 as requested by the Scottish Government in the Argyll and Bute Annual Investment Plan as outlined in **Section 4.3, Tables 4b ,4c, 4d, 4e and 4f.**

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 Argyll and Bute Council as the accountable body for the ABEP to produce, review and report on the Delivery Plan's progress and performance to the Scottish Government on a quarterly basis throughout 2024/25.

1.2 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 4a.**

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.

1.3 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;
- University of the West of Scotland.(UWS);
- Argyll and Bute Third Sector Interface (TSI);
- Highlands and Islands Enterprise (HIE);
- Scottish Qualifications Authority (SQA);
- WorkingRite;
- Fyne Futures Ltd;
- Clyde Fishermen’s Trust;
- InspirAlba; and
- Street League.

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. However, 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.

1.4 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, over the last couple of years an ongoing relationship has been built with the Argyll and Bute Community Planning Partnership (CPP) Management Committee / Full Partnership, 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 recommendations outlined for the CPP within the ‘*Community Wealth Building (CWB) in Argyll and Bute: A Framework for Action.*’ Focus will be given to the CWB approach to the ‘*Pathways into Work*’ recommendation which specifically notes building on the work of the ABEP where “*as major employers, CPP members can explore how the adoption of a values-based recruitment approach within their own organisations, can support local people, specifically local young people, into meaningful employment in organisations that offer career progression routes.*”

The ABEP Delivery Plan activity complements that of several other partnership groups aligned to CPP activity, ensuring links to other local strategies and plans, such as

- CCP revised Local Outcome Improvement Plan, 2024-2034 complete with the key principles committed to promoting equality.
- Argyll and Bute Council Economic Strategy, 2024-2034 and associated Action Plan, 2024-2027 (short-term focus).
- Argyll and Bute Child Poverty Action Plan Group
- Argyll and Bute Community Learning and Development Strategic Partnership
- Financial Inclusion and Advice Group.

1.5 Reporting Arrangements

Regular reporting to the CPP Management Committee / Full Partnership 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.

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.

1.6 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, 2022-25.

As of August 2024, the ongoing actions to improve and strengthen the ABEP are as depicted in **Section 4.3, Table 4a**.

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 / Full Partnership;
- 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 where employers are signed up to the Fair Work First principles.

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:

- A system that provides flexible and **person-centred support**;
- is more **straightforward** for people to navigate;
- is better **integrated and aligned** with other services, in particular, although not exclusively with health provision;
- provides pathways into **sustainable and fair work**;
- is **driven by evidence**, including data and the experience of users; and
- that supports more people – particularly those facing multiple barriers – to move into the **right job, at the right time**

Since then, several tools and frameworks, such as a CWB approach, 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](#)

6. [Community Wealth Building \(CWB\) in Argyll and Bute: A Framework for Action](#).

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 First Framework**, implemented on 1st July 2023, seeks a commitment by organisations to embed the Fair Work Framework and to ensure that partners / employers engaged in the delivery of the NOLB interventions for 2024-25 are adhering to the Fair Work First criteria as follows:

- 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.

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 for 2024-25 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 2024-25, 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

Further rounds of Argyll and Bute employability grants will use 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

ABEP Challenges and Opportunities

The SWOT analysis outlined in **Table 1** below is for the ABEP in terms of partnership working, collaboration and delivery of employability interventions across the whole of Argyll and Bute.

Table 1: Summary of ABEP SWOT – Updated by the ABEP at the ABEP Meeting on 26th August 2024	
<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

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 current work on focusing on repopulation zones across Argyll and Bute, namely, Coll & Tiree, the Kintyre peninsula, Bute and the Rosneath peninsula.

The SWOT analysis in **Table 2** 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.

Table 2: Summary of Argyll and Bute Labour Market SWOT – Update 26 th August 2024	
<p>Strengths:</p> <ul style="list-style-type: none"> • Unemployment July 2024, 2.6%, lower than Scotland, 3.3% • High employment: March 2024, 73.2% compared with Scotland, 74.2% • 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 7.2%, compared with 8% for Scotland (March 2024) 	<p>Weaknesses:</p> <ul style="list-style-type: none"> • Declining and ageing population • 75.0% of the working age population are economically active compared with Scotland 77.1% (March 2024) • 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. 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 2024-2034](#) (click on link and go to agenda item 15):
- [Argyll and Bute Outcome Improvement Plan 2024–2034](#)

- 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:

- Local Authority NOLB Data Toolkit (see **Table 3**)
- Office of National Statistics: NOMIS – official labour market statistics (see **Figure 1**, one month in arrears).

This information in **Table 3** 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.

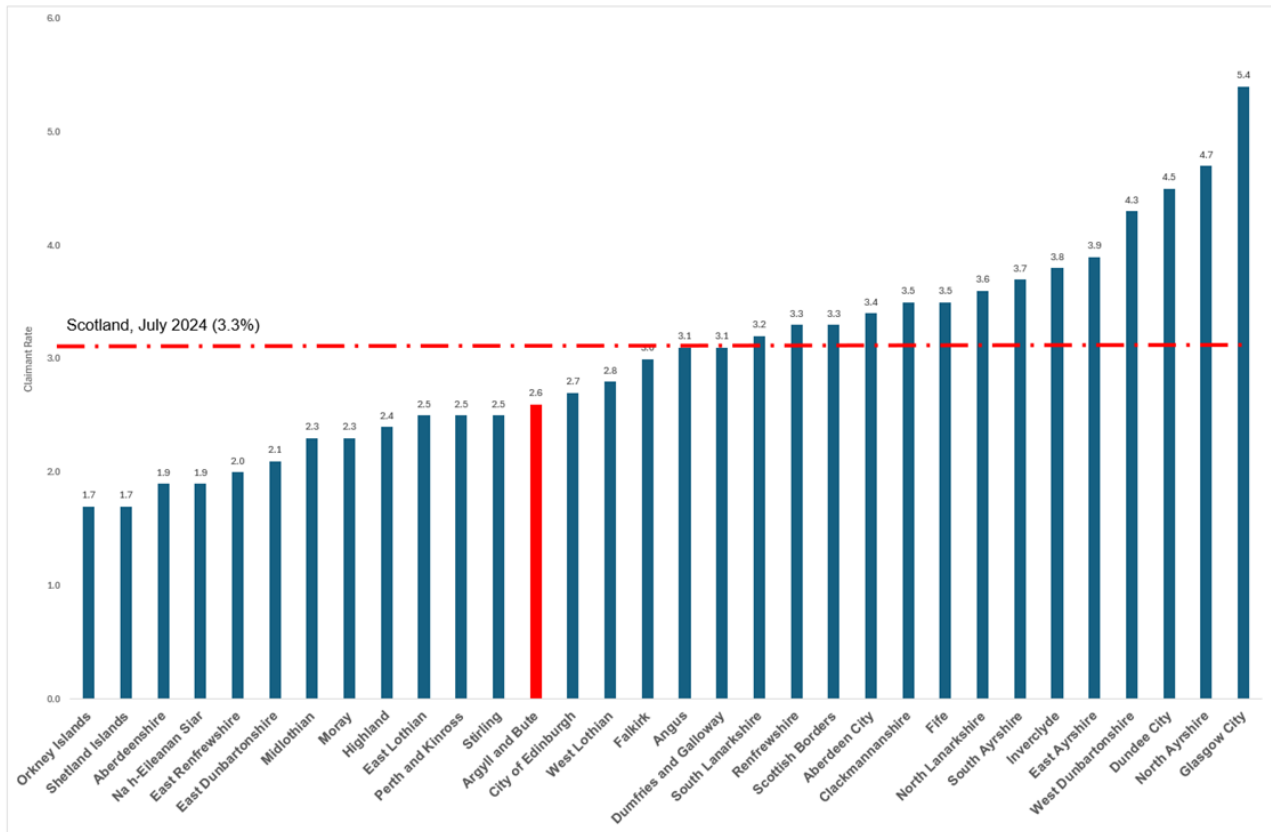
Table 3 summarises some indicators where there is a variance in Argyll and Bute’s performance against the Scottish average. It also provides an approximation, to the nearest hundred, of the improvement in volume required to bridge the gap between Argyll and Bute’s performance and the average performance across Scotland.

Table 3: 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, 2024

With reference to the July 2024 Claimant Count figures, the number of people claiming unemployment benefits has increased across almost all of our wards since the last bulletin in July 2024, notably Cowal, Bute and Oban North and Lorn. The percentage of the working age population claiming unemployment benefits is 2.6% for Argyll and Bute, which is significantly lower than Scotland as a whole (3.3%) and the UK (4.3%). Of the three age groups analysed (16-24, 25-49 and 50+), the 25-49 age group continues to be the highest in terms of claimants. Both of the two older age groups are showing an increase since June 2024. Argyll and Bute, when compared to other local authorities, to the left of centre and below the rate for Scotland in terms of the claimant count expressed as a percentage of the working-age population (**Figure 1**).

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



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 4** below.

Table 4: Targeting Key Priority Groups	
15-67 year olds	Main objectives/expected outcomes
<p>People between the ages of 15 and 67 years 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>Parents on a low-income whilst in-work, although there is a specific focus on the six priority family groups. Our service eligibility also recognises different family structures, such as a grandparent or guardian caring for a child.</p>	<p>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.</p> <p>To reduce inequality in the labour market by supporting those further from the labour market to increase their income from employment, by providing relevant employability support through training for employment.</p> <p>To improve labour market outcomes by reducing local Economic Inactivity, supporting those who want to work to enter employment.</p> <p>To reduce levels of child poverty by supporting parents from the priority family groups to increase their income from employment, by providing relevant employability support related to training for employment.</p> <p>To provide training to those in low-income employment, especially parents, to help ensure participants are able to progress to better paid work, or work which better suits their circumstances.</p> <p>To reduce levels of long-term unemployment by providing employability support to those who are at risk of being long-term unemployed and are claiming reserved benefits.</p> <p>To help reduce the Disability Employment Gap by supporting disabled people to enter and remain in the workforce.</p> <p>To expand provision that supports the green jobs and net zero commitments.</p>

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 4a** (ongoing improvements to the ABEP itself) and **Tables 4b, 4c, 4d and 4e** (full Annual Investment Plan, 2024-25) below.

Table 4a: ABEP Service Delivery Requirements and Approach for 2024-25								
Action No	Action	Rationale for Intervention & Delivery	Delivery Partners	Budget	Source of Investment and Volume	Outcomes Expected	Timescale	Status
1.	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
2.	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, such as build on stronger links with DYW Argyll and Bute, Argyll and Bute HSCP and NHS Highland.	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

Table 4a: ABEP Service Delivery Requirements and Approach for 2024-25 (continued)

Action No	Action	Rationale for Intervention & Delivery	Delivery Partners	Budget	Source of Investment and Volume	Outcomes Expected	Timescale	Status
3.	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, WorkingRite, 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
4.	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 4b: Annual Investment Plan, 2024-25, 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 provide flexible, person-centred support under the No One Left Behind All-Age Employability Service.

Please provide a detailed description of the activities planned to support delivery of NOLB. This should be broken down into specific groups and the reasons included why these groups have been prioritised. Please include a reference to the statistical evidence used to identify the relevant groups.

Argyll and Bute Council - the Employability Team, Economic Growth, will offer RLW paid work placements targeted at disabled people and those at risk of long-term unemployment. These groups have been chosen due to the additional barriers they may face identifying and entering employment. Work placements will be tailored to individual capabilities and range from 4 weeks x 16 hours to 26 weeks x 30 hours. Each participant will have a designated Keyworker who will undertake an initial needs assessment, create an individual action plan (which will be regularly reviewed to ensure progression along the employability pipeline), liaise with work placement host employer regarding any workplace adjustments required, provide employability support such as job search, interview techniques, confidence building, etc. As the Accountable Body of the All Age Employability funding allocation the Senior Employability Officer will conduct regular meetings with internal colleagues and Third Sector delivery partners, ensure audit and compliance checks are carried prior to payment of grant allocations, submit all quarterly reports, monthly financial returns, ad-hoc requests, partnership meetings, etc.

Clyde Fishermen's Trust (CFT) - will deliver two, three-week, residential training courses to 31st March 2025. These marine industry specific training courses are a continuation of our previous work in partnership with Argyll and Bute Council and provide participants with the training, qualifications, experience and support needed to pursue a career in the marine and fishing industries. Over the 3-week, full-time course, participants will work towards the four qualifications needed to work on board any vessel (STCW Sea Survival, STCW First Aid, STCW Health & Safety, STCW Fire Fighting). Participants will also gain a range of practical and theoretical skills such as navigation, rope work and net mending. Before, during and after the three-week residential component to the course, participants will access one on one, personalised and flexible support from an experienced Employability Officer. The Employability Officer will also provide a range of practical workshops such as interview skills and CV writing. Each participant will have the opportunity to undertake a Real Living Wage full time 4-week work placement on board a local fishing vessel. The Employability officer will work alongside participants to identify and obtain positive destinations for each participant on the course. Two specific groups have been targeted for this round of funding. Firstly, 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. Young people in Argyll and Bute are at a significant rural disadvantage in terms of access to training and employment opportunities. Furthermore, travel to and from training and employment opportunities is logistically and financially challenging. Secondly, the programme will engage with people between the ages of 15 and 67 years who are experiencing barriers to employment. This includes groups such as the long-term sick and long term unemployed. Argyll and Bute has a significantly higher percentage of economically inactive individuals than both the Scottish and UK-wide average. To monitor programme impact, the CFT will track the number of individuals enrolled and completing the 3-week course; the number of participants earning the 4 key certifications; the number of participants placed into employment within 6 months post-course; 12-month job retention rates for placed individuals; and participant feedback via surveys on skills gained and confidence improved.

	<p>InspirAlba - will deliver tailored, person-centred support services via employability coaches throughout the participant's journey. Initial assessments of all participants to gauge specific barriers/needs and eligibility criteria. Creating an Activity Agreement for all - this acts as a development plan. Providing tailored support and relevant training via one-to-one meetings to assist progression through various stages of the employability pipeline. Participants will reside in Argyll and Bute and be school leaving age up to 67 years and 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. Parents (within the specific groups identified) and those with disabilities who are on low earnings can also access the services and support. People with Disabilities who are in low income or who are experiencing barriers to employment. InspirAlba's Operations and Finance Manager will continually liaise with internal colleagues, delivery partners and Argyll and Bute Council to ensure the programmes are fully monitored.</p> <p>WorkingRite (WR) – will deliver all age provision offering a flexible and relational work based mentoring programme. Tailored 1:1 assessment (including self-assessment) of barriers and needs. An individualised training plan will then be created to drive and inform support required. WR will deliver a flexible programme induction period focusing on preparation and readiness for the workplace. Included in this will be intensive 1:1 support, completion of relevant online and in-person training modules/workshops and beginning to work towards formal SQA accredited qualification. Each individual is then matched with a local small business, who will provide a workplace mentor for a work placement. This placement will be flexible and using the whole-person approach will take into consideration all needs and barriers. Partnership and collaboration with community partners will enable wrap-around care and support progressions. WR will monitor this via our impact assessment process and through regular case studies and storytelling. We will capture all data within our internal CRM system Salesforce.</p>
<p>To support tackling Child Poverty using No One Left Behind funding.</p>	<p>Please provide a detailed description of the activities planned to support delivery of tackling Child Poverty. This should be broken down into specific groups and the reasons included why these groups have been prioritised. Please include a reference to the statistical evidence used to identify the relevant groups.</p> <p>Argyll and Bute Council – the PESF Engagement Worker will support low-income target group parents (including kinship carers) who require support to move towards, into or to increase their income in-work. It is evident from the NOLB Data Toolkit parents need support to reduce child poverty. Argyll and Bute has a higher than national average % of children in low-income families and employment in low pay sectors. Each participant will have a designated Keyworker who will undertake an initial needs assessment, create an individual action plan (which will be regularly reviewed to ensure progression along the employability pipeline), organise certified training, provide better off calculations, create bespoke family budgets, signpost to specialist services i.e. CPNs, physiotherapists, provide employability support such as job search, interview techniques, confidence building, etc. As the Accountable Body of the All-Age Employability funding allocation the Senior Employability Officer will conduct regular meetings with internal colleagues and the Third Sector delivery partners, ensure audit and compliance checks are carried out prior to payment of grant allocations, submit all quarterly reports, monthly financial returns, ad-hoc requests, partnership meetings, etc. The new Child Poverty Co-ordinator commenced employment on 10th June 2024. A key operational responsibility for this post will be to link in and build relationships with lead officers undertaking local child poverty work and other related policy initiatives to identify and promote appropriate key changes to local policy and practice that will contribute towards meeting child poverty targets across Argyll and Bute. The engagement responsibility will be to support strong communication between relevant local partners, with appropriate national engagement, to share learning and interventions in relation to tackling child poverty through</p>

employability. To assist the Senior Employability Officer to design referral pathways between services in the local area or improving those already in place if they are not driving uptake as anticipated.

Clyde Fishermen's Trust (CFT) - while the proposed programme does not directly target child poverty, the CFT anticipate it may have an indirect positive impact by supporting long-term unemployed individuals in gaining skills, qualifications and employment. By assisting participants to secure stable jobs in the fishing and marine industries, the programme can help to increase household incomes and improve financial stability for families. This, in turn, may contribute to reducing the risk of child poverty among the families of participants who are parents. However, as tackling child poverty is not a primary aim of this specific programme, the CFT will not be monitoring child poverty-related outcomes directly.

InspirAlba - to deliver support services via employability coaches throughout the participant's journey. Initial assessment of all participants to gauge specific barriers/needs and eligibility criteria. Creating an Activity Agreement for all - this acts as a development plan. Providing tailored support and relevant training via one-to-one meetings to assist progression through various stages of the employability pipeline. Both programmes are very much in alleviating child poverty by engaging with parents as participants and tailoring support that assists them to maximise household income, reduce fuel and household poverty and develop skills and opportunities to earn through fair work. InspirAlba understands the challenges and barriers which affect participants. InspirAlba recognises the importance of building Confidence; Resilience; Aspirations and Belonging, to assist participants to progress along the employability pipeline, valuing all achievements within this context. InspirAlba recognises the wide range of specialist skills and expertise available across our communities within the third sector and the value of supporting these organisations to work with parents to access additional benefits, grants and or measures in relation to welfare, benefits and fuel poverty and the ripple effect of increasing the profile on the range of support measures available to households in our communities. InspirAlba has established effective qualitative and quantitative monitoring and evaluation activities, including gathering onboarding, exit and review data, along with feedback, group discussions and independent evaluation. This monitoring and evaluation will run alongside programme delivery to provide real time information for ongoing review and improvement.

WorkingRite (WR) - via participation in the Scottish Government's Social Innovation Partnership (SIP) WR has strategically embedded the Flourishing Lives approach which aligns with our model of delivering deep, intensive support with a focus on relationships and wellbeing. WR's model has been designed to be adaptable and flex to the individual needs of participants. Through using our model in combination and collaboration with community partners we feel we can offer a strong option to parents looking to access flexible employability support. Our relational model brings employers much closer to the individual, raising awareness and understanding of wider barriers, and we support businesses in exploring flexible working patterns that enables access and opportunity for individuals. Additionally, WR's schools-based Rite to Work programme directly feeds into the objectives of the Best Start, Bright Futures action plan as we pro-actively engage the whole family with a flexible and transformative programme. By moving WR's relational model of employability upstream into the education space, WR gives families more control and choice, building trust to try and break the cycle of poverty in a family home.

<p>To support disabled people</p>	<p>Please describe any planned activity to help improve employment outcomes of disabled people. Is there any specialised provision in place, such as individual placement support?</p> <p>Argyll and Bute Council - engagement with employers is key to ensure participants with disabilities and/or a long-term health condition move into or increase their income in-work thus reducing the disability gap. Each participant will have a designated Keyworker who will undertake an initial needs assessment, create an Individual Action Plan (which will be regularly reviewed to ensure progression along the employability pipeline), Participants will be supported to maximise their potential and to gain the skills, experience and training to allow progression into or towards employment. The team will liaise with local employers to identify work placements/employment suitable to those who are disabled and/or experiencing long term unemployment. Where appropriate the Supported Employment model will be applied to include Engagement, Vocational Profiling, Job Finding, Employer Engagement and On/Off the job support and Aftercare. Signposting to relevant services is also important to ensure participants feel fully supported in their journey.</p> <p>Clyde Fishermen's Trust (CFT) - whilst there are some requirements of working on board a vessel that would make the course unsuitable for individuals living with certain specific disabilities, the CFT is keen to support individuals with disabilities to take part in the course and gain employment within the Marine industry. The CFT has previous experience in supporting individuals with additional support needs through the course with the Employability Officer being able to provide tailored support where needed, and the CFT is confident in its ability to be able to assist all participants to be able to take part in the course to the best of their ability.</p> <p>InspirAlba - supporting disabled participants to help them achieve positive destinations, reducing the Disability Employment Gap with additional support for an extended period, alongside the core elements of support provision. This would include all ages, parents and all age employability. Specialist wellbeing support for those with long term conditions will be available. InspirAlba recognises the wide range of specialist skills and expertise available across our communities within the third sector and the value of supporting these organisations to work with participants to access additional support, benefits, grants and or measures in relation to welfare, benefits and fuel poverty and the ripple effect of increasing the profile on the range of support measures available to households in our communities.</p> <p>WorkingRite (WR) - WR's individualised approach means that they will work with and support individuals regardless of barriers to work. WR's employer engagement is very much relationship based and creates a partnership rather than a transactional offer of placements. In the cases of individuals requiring reasonable adjustments or accessibility solutions WR will always work to support fair access to work experience and employment opportunities that suit individual's needs. WR will work pro-actively with employers, and in many cases provide the right advice and support to enable fair access and equity for programme participants.</p>
<p>To support minority ethnic people and others with protected characteristics.</p>	<p>Please provide a description of any work to improve engagement with, and support of those with other protected characteristics, specifically those from ethnic minorities. Please also detail, if relevant, any work to support displaced people / refugees.</p> <p>Argyll and Bute Council - the Employability Team is fully inclusive and welcomes referrals from all backgrounds. The Employability Team is a key partner in Argyll and Bute's Refugee Resettlement Group along with council colleagues in Business Gateway, Education (Rights and Inclusion), Community Development, Revenues and Benefits, Welfare Rights and Housing and Building Standards. InspirAlba is also involved as are DWP, Citizen's Advice, Argyll and Bute TSI, Live Argyll, NHS, Barnardo's, Argyll and Bute HSCP, Fire Scotland, Social Security and RSLs. All</p>

members come together to ensure refugees moving to the Argyll and Bute area are fully supported and integrated into the community. The group is aware of the employability support available, and referrals are regularly signposted to the Employability Team. The team works closely with all partners to ensure the necessary support is in place to maximise the benefit to participants. An ESOL programme is offered mainly online however through partnership working with UHI Argyll the option of face to face is also available. The Key Principles of Argyll and Bute's Community Planning Partnership's Outcome Improvement Plan 2024-2034 are 1) no-one is disadvantaged because of their race or ethnic origin, disability, gender, age, sexual orientation, or religion and belief, informed assessments are made on the impact of policies and services 2) the differences between people are valued and good relations between groups are promoted 3) people are treated fairly and with equal respect 4) informed assessments are made on the impact of policies and services 5) people are involved in the decisions that affect them and encouraged to participate in public life.

Clyde Fishermen's Trust (CFT) - recognises the importance of supporting individuals from diverse backgrounds, including those with protected characteristics, to access employment opportunities in the fishing and marine industries. The CLF is committed to expanding its programme to engage groups that have been historically underrepresented in previous training courses, particularly those from minority ethnic backgrounds. To improve outreach and inclusivity, the CFT will continue to work with referral agencies such as Skills Development Scotland and the Department for Work and Pensions (DWP) to widely promote the programme and encourage applications from a broad range of candidates. Furthermore, the CFT will actively reach out to community groups and local charities that support.

InspirAlba - works with a variety of organisations to build relationships and trust for people with protected characteristics and approach all service delivery with an Equalities, Diversity and Inclusion perspective. This then enables InspirAlba to deliver tailored support services via minority ethnic communities and other underrepresented groups to raise awareness of the training and employment opportunities available through its programme. By fostering partnerships with these organisations, the aim is to break down barriers to participation and create a more diverse and inclusive cohort of programme participants. InspirAlba will work closely with its partners to understand and address any specific challenges or needs that minority ethnic participants may face, ensuring that appropriate support is provided throughout the recruitment process, the three-week training course, four-week work placement and the subsequent support into work or further training. employability coaches throughout the participant's journey. Initial assessments of all participants to understand specific barriers/needs and eligibility criteria. Creating an Activity Agreement for all - this acts as a Development Plan. Providing tailored support and relevant training via one-to-one meetings to assist progression through various stages of the employability pipeline. InspirAlba is able to draw on wider expertise and support, e.g. translation services for new Scots. Support for young care experienced people aged up to 25 years to help them achieve positive destinations. 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. 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. InspirAlba understands the challenges and barriers which affect participants. They recognise the importance of building Confidence; Resilience; Aspirations and Belonging, to assist participants to progress along the employability pipeline, valuing all achievements within this context. InspirAlba recognises the wide range of specialist skills and expertise available across our communities within the third sector and the value of supporting these organisations to work with participants to access support.

	<p>WorkingRite (WR) - as above, WR’s approach is completely inclusive and while they don't have a strategy to directly target BME communities via our work, WR will do what it can to ensure support is accessible and supported.</p>
<p>To address specific local priorities such as reducing inactivity.</p>	<p>Please provide a description of any work to improve engagement with, and support of those with other protected characteristics, specifically those from ethnic minorities. Please also detail, if relevant, any work to support displaced people / refugees.</p> <p>Argyll and Bute Council - the employability programmes on offer will be available to all, with an emphasis on those with protected characteristics and reducing inactivity. Regular engagement with the Argyll and Bute Employability Partnership and referral partners is key in raising awareness and encouraging those participants who are economically inactive to sign up to employability support and regularly engage. As previously mentioned, the Employability Team is a partner in Argyll and Bute's Refugee Resettlement Group along with council colleagues in Business Gateway, Education (Rights and Inclusion), Community Development, Revenues and Benefits, Welfare Rights and Housing and Building Standards. InspirAlba is also involved as are DWP, Citizen's Advice, Argyll and Bute TSI, Live Argyll, NHS, Barnardo’s, Argyll and Bute HSCP, Fire Scotland, Social Security and RSLs. All members come together to ensure displaced people/refugees moving to our area are fully supported and integrated into the community. The group is aware of the employability support available and referrals are regularly signposted to our service. The Employability Team works closely with all partners to ensure the necessary support is in place to maximise the benefit to participants. An ESOL programme is offered mainly online however through partnership working with UHI Argyll the option of face to face is also available.</p> <p>Clyde Fishermen's Trust (CFT) - Argyll and Bute faces a significant challenge with high levels of economic inactivity, with a rate of 25.3% which far exceeds the Scottish average. The CFT’s approach focuses on removing barriers for those who want to re-enter the workforce by providing high-quality, industry-specific training in the fishing and marine sectors. The three-week residential course equips participants with the essential skills, knowledge, and certifications required to work on commercial vessels, opening up a range of employment opportunities in the local area and beyond. The programme allows participants to access a diverse range of employment across the wider marine industries including roles in fishing, aquaculture, seafood processing, and other related sectors. By aligning the training with the needs of local employers, CFT aims to create a clear pathway from learning to employment, enabling participants to secure sustainable jobs and break the cycle of inactivity. The CFT’s programme recognises that each individual's journey back into employment is unique, and many may face complex barriers that require personalised support. To address this, each participant is assigned a dedicated Employability Officer who provides one-to-one guidance and support throughout their journey, from the initial application process through to job placement and beyond. The Employability Officer works closely with participants to identify their individual needs, develop tailored action plans, and provide ongoing mentoring and advocacy to help them overcome any challenges they may face. This personalised approach is critical in building participants' confidence, skills, and resilience, empowering them to successfully transition back into the workforce and sustain long-term employment.</p> <p>InspirAlba - Childcare Programme and Creative Affordable cookery programmes have been developed to meet specific skills shortages in the Argyll and Bute area, where there are barriers for parents returning to work, due to lack of childcare and where there are significant skills shortages in hospitality sector. InspirAlba also introduced a pilot self-employment support element, to provide a bridge for those facing barriers to build confidence, knowledge and understanding to then access mainstream business gateway support. This is within a context where self-employment and micro businesses make up a significant proportion of the rural economy. Due to the success of this pilot activity,</p>

	<p>InspirAlba has built this element into the NOLB programme. In addition, the focus on fuel poverty recognises the specific burden of higher fuel costs, particularly in off gas grid rural areas, with the impact of fuel poverty significantly higher in rural and island areas.</p> <p>WorkingRite (WR) - WR will continue to engage with the ABEP to contribute collaboratively to addressing economic inactivity. Indeed, the Rite to Work programme has had some success in engaging previously inactive and disengaged families. WR observations have indicated that the long-term nature of the programme and ability to build trust has increased engagement significantly.</p>
<p>Please confirm the number of internal staff who will be working on delivery of NOLB and tackling Child Poverty, utilising Scottish Government funding.</p>	<p>This is quantitative information regarding numbers of staff involved at each stage of delivery. Numbers should include key workers, administrative staff and Co-ordinators.</p> <p>Argyll and Bute Council - 1 FTE Management (Senior Employability Officer/Economic Growth Manager), 1 FTE Administration and Finance Assistant, 1 FTE Child Poverty Co-ordinator (starts 10/06/24), 0.5 FTE PESF Engagement Worker, 0.15 FTE Work Placement Keyworker.</p> <p>Clyde Fishermen's Trust (CFT) - 1 Project Manager and 1 Key Worker (Employability Officer)</p> <p>InspirAlba - 1 Executive Director provides overall programme management and strategic engagement. 1 Operations and Finance manager ensures quality of delivery through regular check ins with Delivery Partners and oversees all budget spend assisted by 1 Accountancy Graduate Apprentice to submit reporting and spend from across all Delivery partners to the Argyll and Bute Council's Employability Team. 1 Digital Assistant supports the wider team in ensuring all communications from internal and external sources are passed and recorded in the correct manner. 2 Employability Coaches provide programme coordination support along with one-to-one support for participants. 1 Employability Assistant who will help manage the information and administration for each participant (7 internal staff).</p> <p>WorkingRite (WR)- 1 x FTE Project Co-ordinator and 1 x 0.5 Project Coordinator working on delivery of the NOLB programme. In addition, WR will have admin support centrally that will assist with the administrative requirement of delivery and management support from their Operations Manager.</p>
<p>Please describe what external provision you intend to commission in this financial year.</p> <p>Is this planned new commissioning or are existing providers commissioned over multiple years?</p>	<p>Explain whether there will be new commissioning processes or whether existing providers are commissioned over multiple years. Please provide details of the providers and what groups they will work with.</p> <p>Argyll and Bute Council - on receipt of the 2024-25 NOLB grant offer letter this was disseminated to all LEP members with the offer to submit delivery proposals relating to the All-Age Employability and Tackling Child Poverty Services. Bids were evaluated and Service Level Agreements between the council and relevant partners created. Due to the widespread geography of Argyll and Bute maximising the expertise of our Third Sector delivery partners it vital to ensure all residents have the same opportunities in terms of employability provision regardless of location. All internal staff and partners have many years of experience supporting participants into training and employment.</p> <p>Clyde Fishermen's Trust (CFT) - is an external provider of employability services to Argyll and Bute Council. The CFT is a registered Scottish charity who has multiple years of experience in delivering this work in partnership with Argyll and Bute Council.</p>

	<p>InspirAlba - will continue to work alongside their 7 Delivery Partners, 6 of these have previously delivered employability support through our partnership and 1 is joining to bring additional expertise in working with disabled and those dealing with long term health conditions. This partnership approach ensures the provision of support is across the diverse geography and communities of Argyll and Bute. These Delivery Partners are Fyne Futures, Oban Youth Café, Mid Argyll Youth Development Services, Centre 81 and Help. Alienergy and Bute Advice provide specialist advice and support on benefits, debt management and reducing fuel poverty to tackle child poverty with parents. As part of recognising the needs to support disabled people InspirAlba have extended the delivery partnership to include the MS Centre in Lochgilhead who provide resources and knowledge that will contribute towards supporting disabled people into and towards sustainable and fair work.</p> <p>WorkingRite (WR) - will continue to work with our trusted partner MAYDS.</p>
<p>What work will be undertaken to design, improve, or support referral pathways in your area?</p>	<p>Describe how you intend to reach and engage with partners to increase referral pathways and any on-going monitoring or support likely to take place.</p> <p>Argyll and Bute Council - will continue to liaise with the ABEP and referral partners to ensure all are aware of the services available. The new DWP referral form requires to be completed by Work coaches and sent to our SPOC email address where it will be reviewed and cascaded to the relevant delivery partner. The council's website is regularly reviewed to ensure details of all employability support available, eligibility, etc with relevant links and contact details are accurate and up to date. With regards to MAPPA participants the Employability Team will liaise with Community Justice as appropriate.</p> <p>Clyde Fishermen's Trust (CFT) - will continue to work alongside multiple partners to refer individuals onto the course, building upon the successful strategies employed in previous employability programmes run under the Young Person's Guarantee and No One Left Behind initiatives in Argyll and Bute. They will continue to develop existing referral pathways through SDS Scotland, local job centres and local high schools. Additionally, CFT will continue to utilise our extensive, existing links within the local community. To expand their reach and engage with a more diverse range of participants, they will develop partnerships with a broader range of community groups. Additionally, CFT is keen to attend events such as job fairs and school employability days. They will continue to increase their online presence, making use of targeted advertisements and digital community groups to advertise the course. Once participants are enrolled in the programme, CFT will maintain regular communication with their referral partners, providing updates on individual progress and outcomes.</p> <p>InspirAlba - over the past 15 years InspirAlba has developed positive working relationships with a broad range of employability partners and referral agencies including; Department for Work and Pensions, Skills Development Scotland, schools, Developing our Young Workforce Team, social work, criminal justice, and Resettlement officers. Local partners have regular visits and catch-up calls with referral organisations and the lead partner, InspirAlba, engages with local employability partners on behalf of the partnership. Through regular check-ins and ongoing engagement, they monitor rates of referrals and any issues that arise to ensure ongoing improvement and timely, appropriate referrals for participants.</p> <p>WorkingRite (WR) - has a well-established network of referral and delivery partners across Oban and Mid Argyll. WR's key delivery partner is MAYDS in Lochgilhead and they are keen to really join up referral routes across the area this year - With a focus on all age employability support and the No wrong door approach having a clear and robust referral system across all partners (including statutory) will ensure people</p>

	<p>receive the support they need when they need it. WR has built good relationships with referral organisations such as SDS, DWP, DYW and schools.</p>
<p>Please describe planned engagement with local businesses and any work towards supporting the Green Economy.</p>	<p>Explain whether engagement with local businesses is pursued; whether there is a longstanding commitment from local businesses and what activities are planned to increase engagement. Information about work to increase the number of green jobs should also be included.</p> <p>Argyll and Bute Council - the need for collaboration and the interplay between economy, environment and community has never been stronger. Argyll and Bute is particularly well placed to benefit from the potential of the area’s natural capital resources and the role it can play in providing green jobs and achieving net zero across key industries. A refreshed Economic Strategy, 2024-34 has been approved with a strong focus on collaboration and a joined-up approach, working closely with the Community Development Team. A core focus of the strategy is for Argyll and Bute to be a wellbeing economy through embedding a Community Wealth Building approach. The outcome is to increase the flow of wealth and opportunity for the benefit of the people who live and work in the area through improving our places and local access to economic opportunity, including community ownership, reducing inequalities, tackling poverty through providing higher value, well-paid, jobs and supporting employers to take forward the Fair Work First principles. The Employability Team will engage with green economy employers to identify those wishing to host work placements, these opportunities will allow participants to gain awareness, skills, knowledge and experience to allow progression into sustainable employment.</p> <p>Clyde Fishermen's Trust (CFT) - has strong organisational ties to regional organisations such as the Clyde Fishermen's Association, Communities Inshore Fisheries Association, and national bodies like Sea fish and the Scottish Fishermen's Federation. These connections position the CFT well to deliver this work, providing access to an extensive network of fishing and marine businesses throughout Argyll and Bute and Scotland. Their training programme is designed in collaboration with local marine businesses to ensure its relevance and delivery in a manner that increases retention within the industry. CFT enjoy the continued, long-standing support from the businesses they directly work with and will persist in engaging with new businesses. In terms of Green Jobs, their work aligns with the Scottish Government's Blue Economy Framework, which aims to sustainably manage ocean resources while harnessing opportunities for prosperity and wellbeing. The Framework emphasises the importance of a skilled workforce, innovation, and international competitiveness in marine sectors, underpinned by a commitment to achieving Net Zero and nature-positive outcomes. The qualifications, training and work placements provided through CFT’s programme are essential for accessing a wide range of Blue Economy and marine careers. CFT has witnessed a significant influx of these jobs in recent years, and it is crucial that local people can access them. By equipping participants with transferable skills and industry-recognised certifications, their programme supports the diversification and greening of the local marine workforce, contributing to the sustainable growth of Argyll and Bute's Blue Economy. The qualifications, training and work placements provided through CFT’s programme allows participants to access a wide range of Blue Economy and marine careers. In recent years, CFT have seen a significant influx in these types of jobs within Argyll and Bute and they are keen to ensure that these jobs are accessible to local people. By equipping participants with transferable skills and industry-recognised certifications, their programme supports and contributes to the sustainable growth of the local Blue Economy.</p> <p>InspirAlba - local delivery partners are based in their communities, with long established links with a range and diversity of employers within their local area. This provides opportunities for advocating on behalf of participants for work experience or transition to longer term opportunities, including infrastructure to support renewables, forestry and other opportunities in the green economy. In addition, the lead partner works with partners via DYW and the ABEP which also provides insight and route ways to engage with employers. Intelligence on</p>

	<p>emerging opportunities e.g. in offshore renewables and skills gap analysis is provided via the Council's Economic Strategy and strategic partners, which enables direct engagement with corporate partners to maximise opportunities for employability participants.</p> <p>WorkingRite (WR) - a key element of their model is engaging local small businesses to support each person's journey. WR focus on what matters to each individual and look to open doors to employment opportunities that they otherwise wouldn't have had access to. WR is 100% committed to supporting the wider Green Economy push and will look to engage employers engaged in sustainable practices and who are advancing the Green Economy in Argyll and Bute.</p>
<p>Please describe the plans for the provision of ERI placements or other paid work placements.</p>	<p>Information about plans to provide paid work placements or ERI opportunities should be included here. Please describe who these are intended to support and under which circumstances ERI's and other paid work placements will be offered.</p> <p>Argyll and Bute Council - between 10 and 15 paid work placements, work patterns will be individually tailored. These work placements will be focused on people with disabilities and/or the long term unemployed and will pay the Real Living Wage.</p> <p>Clyde Fishermen's Trust (CFT) - all 12 participants will undertake a 4-week x 35 hour work placements paying the Real Living Wage. Previous work placement opportunities have had a significant impact on retention rates within the industry.</p> <p>InspirAlba - ERI is not part of our proposed offering via NOLB.</p> <p>WorkingRite (WR) - each individual is matched with a local small business, who will provide a workplace mentor, for a work placement. This placement will be flexible and using the whole-person approach will take into consideration all needs and barriers. Partnership and collaboration with community partners will enable wrap-around care and support progressions. WR has regularly made use of local employer recruitment incentives, and recently supported a 33-year-old with long term health condition to access local authority funding to enable further progression. These are a vital progression tool for Third Sector organisations and small local businesses in the area.</p>
<p>Please describe plans for the provision of Training Allowances.</p>	<p>Provision of training allowances continues to be a priority to ensure young people and those not in receipt of benefits are not worse off financially than they were prior to roll out of NOLB e.g. when Employability Fund activity was available.</p> <p>Argyll and Bute Council - training allowances do not apply to our NOLB offering.</p> <p>Clyde Fishermen's Trust (CFT) - all participants will not be worse off financially; PPE, travel and accommodation costs will be fully funded.</p> <p>InspirAlba - training allowances are not part of our offering via NOLB, however they will ensure participants are not out of pocket.</p> <p>WorkingRite (WR) - offer a weekly training allowance of £55, this is then topped up by placement employers by a further £45 per week. Employers really support the top-up allowance as it adds a layer of responsibility and formality between placement employer and participant that reflects real employment. This is used in a supportive and incentivised way. For individuals the extra money coming into the family home each week in many cases is essential, especially in the current climate for families.</p>

<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>It would be useful to hear about specific challenges and issues that we have not already been made aware of.</p> <p>Argyll and Bute Council and all Third Sector Delivery Partners - a significant challenge is the lack of multi annual funding and GRG monies in relation to delivery staff. Participants do not stop requiring support on 31st March 2025. Argyll and Bute Council's Employability Team is not core funded by the local authority. Their Third Sector delivery partners will inevitably be placed under extreme financial vulnerability and at risk of staff redundancies at the end of March 2025.</p> <p>Clyde Fishermen's Trust (CFT) - another challenge is CFT's ability to attract underrepresented demographics into the course. To address this issue, they will proactively seek out and establish partnerships with organisations and community groups that work directly with these demographics.</p> <p>InspirAlba - the delay in grant offer letter coming to local authorities has meant a break in service since 2023/24 provision was exhausted in March 2024. This has led to a slight lag in getting referral partners up to speed and clients on boarded. InspirAlba is working closely with referral partners and will also utilise a range of other engagement methods, including social media to inform potential participants that support is available.</p> <p>WorkingRite (WR) - no real concerns other than the delay in grant funding.</p>
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Table 4c: Annual Investment Plan, 2024-25 – Service Delivery Requirements and Approach 2024-25

ALL-AGE EMPLOYABILITY SUPPORT							
Target Group	Rationale for Intervention	Delivery Method/Description	Delivery Partners and Sector	Forecast New Starts	Forecast Spend	Other Sources of Investment	Outcomes Expected
Disabled people and those at risk of long-term unemployment	<p>To reduce levels of long-term unemployment by providing employability support to those who are at risk of being long-term unemployed and are claiming reserved benefits.</p> <p>To help reduce the Disability Employment Gap by supporting disabled people to enter and remain in the workforce.</p> <p>Claimant count March 2024 confirms 1,505 claimants aged 16 to 64 in Argyll & Bute who are required to look for work under JSA. This is 30 more than that reported in February 2024.</p>	<p>Work Placements will be tailored to each individual's capabilities. Duration will be 13/26 weeks working up to 30 hours per week. Each placement will be vetted by Argyll and Bute Council's Corporate Health and Safety Team. Participants will receive one to one employability support from a designated Key Worker.</p>	Argyll and Bute Council Employability Team – Public Sector	15	£103,785.45 plus £48,400 management and admin = £152,185.45	N/A	<p>To progress people with disabilities or experiencing long term unemployment along the employability pipeline through the skills, knowledge and training gained during work placement. 50% of those involved to move into employment post placement whether it be with the hot employer or an alternative employer.</p> <p>To ensure a high quality compliant service is available to eligible residents of Argyll and Bute to allow them to progress along the employability pipeline. Effective and efficient monitoring of internal and partner delivery to ensure funding is maximised to benefit those participants most in need of support.</p>

Table 4c: Annual Investment Plan, 2024-25 – Service Delivery Requirements and Approach 2024-25 (continued)

ALL-AGE EMPLOYABILITY SUPPORT							
Target Group	Rationale for Intervention	Delivery Method/Description	Delivery Partners and Sector	Forecast New Starts	Forecast Spend	Other Sources of Investment	Outcomes Expected
Young People who are 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	Local young people are at a rural disadvantage in terms of access to education, training and employment opportunities.	<p>3 weeks of residential training with 5 full days each week of teaching by Sea fish certified trainer. This includes a range of theoretical skills such as navigation alongside practical skills such as rope work and net mending.</p> <p>Working toward and obtaining the 4 qualifications needed to work onboard any vessel (STCW Sea Survival, STCW First Aid, STCW Health & Safety, STCW Fire Fighting). 4 weeks RLW work placement. 1 on 1 support from the Employability Officer to develop employability skills (CV writing, interview skills, job search).</p> <p>1 on 1 support from the Employability Officer to source employment, further training or a work placement at the end of the training course.</p>	Clyde Fishermen's Trust, Fishing Industry Training Association – Third Sector	3	£11,685	£5,531.88 - Work Placement costs Argyll and Bute Council	<ol style="list-style-type: none"> 1) 90% of participants fully complete the course and gain the four qualifications. 2) 90% of participants move onto a positive destination (work, further education/training). 3) 80% participants remain in a positive destination at 26 weeks post course.

Table 4c: Annual Investment Plan, 2024-25 – Service Delivery Requirements and Approach 2024-25 (continued)

ALL-AGE EMPLOYABILITY SUPPORT							
Target Group	Rationale for Intervention	Delivery Method/Description	Delivery Partners and Sector	Forecast New Starts	Forecast Spend	Other Sources of Investment	Outcomes Expected
People between the ages of 15 and 67 years who are experiencing barriers to employment	Argyll and Bute has a significantly higher level of economically inactive people (25.3%) compared to the rest of Scotland and the UK as a whole.	<p>3 weeks of residential training with 5 full days each week of teaching by Sea fish certified trainer. This includes a range of theoretical skills such as navigation alongside practical skills such as rope work and net mending.</p> <p>Working toward and obtaining the 4 qualifications needed to work onboard any vessel (STCW Sea Survival, STCW First Aid, STCW Health & Safety, STCW Fire Fighting). 4 weeks RLW work placement. 1 on 1 support from the Employability Officer to develop employability skills (CV writing, interview skills, job search).</p> <p>1 on 1 support from the Employability Officer to source employment, further training or a work placement at the end of the training course.</p>	Clyde Fishermen's Trust, Fishing Industry Training Association – Third Sector	9	£35,055	£16,595.64 - Work Placement costs Argyll and Bute Council	<ol style="list-style-type: none"> 1) 90% of participants fully complete the course and gain the four qualifications. 2) 90% of participants move onto a positive destination (work, further education/training). 3) 80% participants remain in a positive destination at 26 weeks post course.

Table 4c: Annual Investment Plan, 2024-25 – Service Delivery Requirements and Approach 2024-25 (continued)

ALL-AGE EMPLOYABILITY SUPPORT							
Target Group	Rationale for Intervention	Delivery Method/Description	Delivery Partners and Sector	Forecast New Starts	Forecast Spend	Other Sources of Investment	Outcomes Expected
Young People (16 to 19 years) We will work with: <ul style="list-style-type: none"> • Care experienced (or on edge of care). • Young people with disabilities. • Those with addiction or wider health barriers. 	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.	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 workplace. Each individual is matched with a local small business for a fully mentored work placement (flexible in length) to aid progression and destinations.	WorkingRite & MAYDS – Third Sector	15	£39,524.75	N/A	Participation on SQA certificate of Work Readiness qualification/Work Placement Award or Employability Award. 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 4c: Annual Investment Plan, 2024-25 – Service Delivery Requirements and Approach 2024-25 (continued)

ALL-AGE EMPLOYABILITY SUPPORT							
Target Group	Rationale for Intervention	Delivery Method/Description	Delivery Partners and Sector	Forecast New Starts	Forecast Spend	Other Sources of Investment	Outcomes Expected
Young People (19 to 25 years) We will work with: <ul style="list-style-type: none"> • Care experienced (or on edge of care). • Young people with disabilities. • Young people who 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.	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 workplace. Each individual is matched with a local small business for a fully mentored work placement (flexible in length) to aid progression and destinations.	WorkingRite & MAYDS – Third Sector	5	£13,174.90	N/A	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 4c: Annual Investment Plan, 2024-25 – Service Delivery Requirements and Approach 2024-25 (continued)

ALL-AGE EMPLOYABILITY SUPPORT							
Target Group	Rationale for Intervention	Delivery Method/Description	Delivery Partners and Sector	Forecast New Starts	Forecast Spend	Other Sources of Investment	Outcomes Expected
Adult Participants experiencing barriers preventing them from moving along the employability pipeline.	<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 focused intervention.</p>	<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 workplace.</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>	WorkingRite & MAYDS – Third Sector	5	£13,174.90	N/A	<p>Participation on SQA certificate of Work Readiness qualification, Work Placement Award or Employability Award. 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>

Table 4c: Annual Investment Plan, 2024-25 – Service Delivery Requirements and Approach 2024-25 (continued)

ALL-AGE EMPLOYABILITY SUPPORT							
Target Group	Rationale for Intervention	Delivery Method/Description	Delivery Partners and Sector	Forecast New Starts	Forecast Spend	Other Sources of Investment	Outcomes Expected
Individuals between the ages of 15 and 67 years who are facing barriers and who require training support to move towards and into employment.	<p>To enable individuals' progression towards fair work and sustained employment, considering aspects such as improving wellbeing, confidence and motivation, reengaging with support and developing aspirations and skills.</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. As per Scottish Government Data Return last submission March 2024 75% of last phase participants were unemployed and facing barriers to work.</p>	<p>Flexible, dynamic and person-centred service delivered using place-based approach within and across the geography of Argyll and Bute, including islands, mainland towns and villages.</p> <p>Each participant works on a one-to-one basis with an Employability Coach to assist in identifying aspirations and barriers to work. Employability Coaches then work with participants to provide and coordinate the appropriate training and support to enable the participant to develop skills and confidence to progress towards and into sustainable and fair work.</p> <p>All participants are treated with dignity and respect and ensure they experience support, which is accessible, aligned with other services and responsive to their needs.</p> <p>Specialist support for participants considering self-employment. Drawing on experience from Entrepreneurial Ecosystem Pilot.</p>	InspirAlba – Third Sector	90	£74,733	N/A	<p>An increase in reach and engagement with individuals who are further from the labour market, including parents from the Priority Family Groups and in line with other national priorities.</p> <p>Individuals have made progress towards work, including progressions into further or higher education, learning and skills development and achieving qualifications.</p> <p>Individuals have moved into work and sustained work with a particular focus on Fair Work.</p> <p>A reduction in the number of individuals in 'in work poverty'. Parents from the Priority Family Groups have increased their earnings in-work.</p> <p>Employment - 33% Self-Employment – 4% Accredited Training - 34% Apprenticeship - 1% Volunteering - 10% FE/HE - 7.6% Wage Subsidy - 8.5%</p>

Table 4c: Annual Investment Plan, 2024-25 – Service Delivery Requirements and Approach 2024-25 (continued)

ALL-AGE EMPLOYABILITY SUPPORT							
Target Group	Rationale for Intervention	Delivery Method/Description	Delivery Partners and Sector	Forecast New Starts	Forecast Spend	Other Sources of Investment	Outcomes Expected
Young people within 6 months of the school leaving date who require training support to move towards and into work.	<p>Enable individuals' progression towards fair work and sustained employment, considering aspects such as improving wellbeing, confidence and motivation, reengaging with support and developing aspirations and skills.</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. As per Scottish Government Data Return last submission March 2024 6% of last phase participants have been young people within 6 months of school leaving date.</p>	<p>Flexible, dynamic and person-centred service delivered using place-based approach within and across the geography of Argyll and Bute, including islands, mainland towns and villages.</p> <p>Each participant works on a one-to-one basis with an Employability Coach to assist in identifying aspirations and barriers to work. Employability Coaches then work with participants to provide and coordinate the appropriate training and support to enable the participant to develop skills and confidence to progress towards and into sustainable and fair work.</p> <p>All participants are treated with dignity and respect and ensure they experience support, which is accessible, aligned with other services and responsive to their needs.</p> <p>Specialist support for participants considering self-employment. Drawing on experience from Entrepreneurial Ecosystem Pilot.</p>	InspirAlba	5	£4,152	N/A	<p>An increase in reach and engagement with individuals who are further from the labour market, including parents from the Priority Family Groups and in line with other national priorities.</p> <p>Individuals have made progress towards work, including progressions into further or higher education, learning and skills development and achieving qualifications.</p> <p>Individuals have moved into work and sustained work with a particular focus on Fair Work.</p> <p>A reduction in the number of individuals in 'in work poverty'. Parents from the Priority Family Groups have increased their earnings in-work.</p> <p>Employment - 33% Self-Employment - 4% Accredited Training - 34% Apprenticeship - 1% Volunteering - 10% FE/HE - 7.6% Wage Subsidy - 8.5%</p>

Table 4c: Annual Investment Plan, 2024-25 – Service Delivery Requirements and Approach 2024-25 (continued)

ALL-AGE EMPLOYABILITY SUPPORT							
Target Group	Rationale for Intervention	Delivery Method/Description	Delivery Partners and Sector	Forecast New Starts	Forecast Spend	Other Sources of Investment	Outcomes Expected
Individuals between the ages of 15 and 67 years who are facing barriers and who require training support to move towards and into employment	<p>To enable individuals' progression towards fair work and sustained employment, considering aspects such as improving wellbeing, confidence and motivation, reengaging with support and developing aspirations and skills.</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. As per Scottish Government Data Return last submission March 2024 75% of last phase participants were unemployed and facing barriers to work.</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.</p> <p>Each participant works on a one-to-one basis with an Employability Coach to assist in identifying the barriers to work. Employability Coaches then work to provide the appropriate training and support to progress towards and into sustainable and fair work.</p> <p>All participants are treated with dignity and respect and ensure they experience support, which is accessible, aligned with other services and responsive to their needs.</p>	Fyne Futures – Third Sector	50	£41,519	N/A	<p>An increase in reach and engagement with individuals who are further from the labour market, including parents from the Priority Family Groups and in line with other national priorities.</p> <p>Individuals have made progress towards work, including progressions into further or higher education, learning and skills development and achieving qualifications.</p> <p>Individuals have moved into work and sustained work with a particular focus on Fair Work.</p> <p>A reduction in the number of individuals in 'in work poverty'. Parents from the Priority Family Groups have increased their earnings in-work.</p> <p>Employment - 33% Self-Employment - 4% Accredited Training - 34% Apprenticeship - 1% Volunteering - 10% FE/HE - 7.6% Wage Subsidy - 8.5%</p>

Table 4c: Annual Investment Plan, 2024-25 – Service Delivery Requirements and Approach 2024-25 (continued)

ALL-AGE EMPLOYABILITY SUPPORT							
Target Group	Rationale for Intervention	Delivery Method/Description	Delivery Partners and Sector	Forecast New Starts	Forecast Spend	Other Sources of Investment	Outcomes Expected
Young people within 6 months of the school leaving date who require training support to move towards and into work.	<p>Enable individuals' progression towards fair work and sustained employment, considering aspects such as improving wellbeing, confidence and motivation or reengaging with support and developing aspirations and skills.</p> <p>Support individuals to develop skills, knowledge and experience that are needed now and in the future.</p> <p>Assumptions based on numbers within categories from previous deliveries. As per Scottish Government Data Return last submission March 2024 6% of last phase participants have been young people within 6 months of school leaving date.</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.</p> <p>Each participant works on a one-to-one basis with an Employability Coach to assist in identifying the barriers to work. Employability Coaches then work to provide the appropriate training and support to progress towards and into sustainable and fair work.</p> <p>All participants are treated with dignity and respect and ensure they experience support, which is accessible, aligned with other services and responsive to their needs.</p>	Fyne Futures – Third Sector	5	£4,152	N/A	<p>An increase in reach and engagement with individuals who are further from the labour market, including parents from the Priority Family Groups and in line with other national priorities.</p> <p>Individuals have made progress towards work, including progressions into further or higher education, learning and skills development and achieving qualifications.</p> <p>Individuals have moved into work and sustained work with a particular focus on Fair Work.</p> <p>A reduction in the number of individuals in 'in work poverty'. Parents from the Priority Family Groups have increased their earnings in-work.</p> <p>Employment - 33% Self-Employment - 4% Accredited Training - 34% Apprenticeship - 1% Volunteering - 10% FE/HE - 7.6% Wage Subsidy - 8.5%</p>

Table 4c: Annual Investment Plan, 2024-25 – Service Delivery Requirements and Approach 2024-25 (continued)

ALL-AGE EMPLOYABILITY SUPPORT							
Target Group	Rationale for Intervention	Delivery Method/Description	Delivery Partners and Sector	Forecast New Starts	Forecast Spend	Other Sources of Investment	Outcomes Expected
Individuals between the ages of 15 and 24 years who are facing barriers and who require training support to move towards and into employment.	<p>Enable in individuals' progression towards fair work and sustained employment, considering aspects such as improving wellbeing, confidence and motivation or reengaging with support and developing aspirations and skills.</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. As per Scottish Government Data Return last submission March 2024 21% of last phase participants have been unemployed and facing barriers to work.</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.</p> <p>Each participant works on a one-to-one basis with an Employability Coach to assist in identifying the barriers to work. Employability Coaches then work to provide the appropriate training and support to progress towards and into sustainable and fair work.</p> <p>All participants are treated with dignity and respect and ensure they experience support, which is accessible, aligned with other services and responsive to their needs.</p>	Oban Youth Café	12	£9,964	N/A	<p>An increase in reach and engagement with individuals who are further from the labour market, including parents from the Priority Family Groups and in line with other national priorities.</p> <p>Individuals have made progress towards work, including progressions into further or higher education, learning and skills development and achieving qualifications.</p> <p>Individuals have moved into work and sustained work with a particular focus on Fair Work.</p> <p>A reduction in the number of individuals in 'in work poverty'. Parents from the Priority Family Groups have increased their earnings in-work.</p> <p>Employment - 33% Self-Employment - 4% Accredited Training - 34% Apprenticeship - 1% Volunteering - 10% FE/HE - 7.6% Wage Subsidy - 8.5%</p>

Table 4c: Annual Investment Plan, 2024-25 – Service Delivery Requirements and Approach 2024-25 (continued)

ALL-AGE EMPLOYABILITY SUPPORT							
Target Group	Rationale for Intervention	Delivery Method/Description	Delivery Partners and Sector	Forecast New Starts	Forecast Spend	Other Sources of Investment	Outcomes Expected
Young people within 6 months of the school leaving date who require training support to move towards and into work.	<p>Enable in individuals' progression towards fair work and sustained employment, considering aspects such as improving wellbeing, confidence and motivation or reengaging with support and developing aspirations and skills.</p> <p>Support individuals to develop skills, knowledge and experience that are needed now and in the future.</p> <p>Assumptions based on numbers within categories from previous deliveries. As per Scottish Government Data Return last submission March 2024 6% of last phase participants have been young people within 6months of school leaving date.</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.</p> <p>Each participant works on a one-to-one basis with an Employability Coach to assist in identifying the barriers to work. Employability Coaches then work to provide the appropriate training and support to progress towards and into sustainable and fair work.</p> <p>All participants are treated with dignity and respect and ensure they experience support, which is accessible, aligned with other services and responsive to their needs.</p>	Oban Youth Café	2	£1,661	N/A	<p>An increase in reach and engagement with individuals who are further from the labour market, including parents from the Priority Family Groups and in line with other national priorities.</p> <p>Individuals have made progress towards work, including progressions into further or higher education, learning and skills development and achieving qualifications.</p> <p>Individuals have moved into work and sustained work with a particular focus on Fair Work.</p> <p>A reduction in the number of individuals in 'in work poverty'. Parents from the Priority Family Groups have increased their earnings in-work.</p> <p>Employment - 33% Self-Employment - 4% Accredited Training - 34% Apprenticeship - 1% Volunteering - 10% FE/HE - 7.6% Wage Subsidy - 8.5%</p>

Table 4c: Annual Investment Plan, 2024-25 – Service Delivery Requirements and Approach 2024-25 (continued)

ALL-AGE EMPLOYABILITY SUPPORT							
Target Group	Rationale for Intervention	Delivery Method/Description	Delivery Partners and Sector	Forecast New Starts	Forecast Spend	Other Sources of Investment	Outcomes Expected
Individuals between the ages of 15 and 24 years who are facing barriers and who require training support to move towards and into employment	<p>Enable in individuals' progression towards fair work and sustained employment, considering aspects such as improving wellbeing, confidence and motivation or reengaging with support and developing aspirations and skills.</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. As per Scottish Government Data Return last submission March 2024 21% of last phase participants have been unemployed and facing barriers to work.</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.</p> <p>Each participant works on a one-to-one basis with an Employability Coach to assist in identifying the barriers to work. Employability Coaches then work to provide the appropriate training and support to progress towards and into sustainable and fair work.</p> <p>All participants are treated with dignity and respect and ensure they experience support, which is accessible, aligned with other services and responsive to their needs.</p>	MAYDS – Third Sector	21	£17,438	N/A	<p>An increase in reach and engagement with individuals who are further from the labour market, including parents from the Priority Family Groups and in line with other national priorities.</p> <p>Individuals have made progress towards work, including progressions into further or higher education, learning and skills development and achieving qualifications.</p> <p>Individuals have moved into work and sustained work with a particular focus on Fair Work.</p> <p>A reduction in the number of individuals in 'in work poverty'. Parents from the Priority Family Groups have increased their earnings in-work.</p> <p>Employment - 33% Self-Employment - 4% Accredited Training - 34% Apprenticeship - 1% Volunteering - 10% FE/HE - 7.6% Wage Subsidy - 8.5%</p>

Table 4c: Annual Investment Plan, 2024-25 – Service Delivery Requirements and Approach 2024-25

ALL-AGE EMPLOYABILITY SUPPORT							
Target Group	Rationale for Intervention	Delivery Method/Description	Delivery Partners and Sector	Forecast New Starts	Forecast Spend	Other Sources of Investment	Outcomes Expected
Young people within 6 months of the school leaving date who require training support to move towards and into work.	<p>Enable in individuals' progression towards fair work and sustained employment, considering aspects such as improving wellbeing, confidence and motivation or reengaging with support and developing aspirations and skills.</p> <p>Support individuals to develop skills, knowledge and experience that are needed now and in the future.</p> <p>Assumptions based on numbers within categories from previous deliveries. As per Scottish Government Data Return last submission March 2024 6% of last phase participants have been young people within 6 months of school leaving date..</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.</p> <p>Each participant works on a one-to-one basis with an Employability Coach to assist in identifying the barriers to work. Employability Coaches then work to provide the appropriate training and support to progress towards and into sustainable and fair work.</p> <p>All participants are treated with dignity and respect and ensure they experience support, which is accessible, aligned with other services and responsive to their needs.</p>	MAYDS – Third Sector	4	£3,320	N/A	<p>An increase in reach and engagement with individuals who are further from the labour market, including parents from the Priority Family Groups and in line with other national priorities.</p> <p>Individuals have made progress towards work, including progressions into further or higher education, learning and skills development and achieving qualifications.</p> <p>Individuals have moved into work and sustained work with a particular focus on Fair Work.</p> <p>A reduction in the number of individuals in 'in work poverty'. Parents from the Priority Family Groups have increased their earnings in-work.</p> <p>Employment - 33% Self-Employment - 4% Accredited Training - 34% Apprenticeship - 1% Volunteering - 10% FE/HE - 7.6% Wage Subsidy - 8.5%</p>

Table 4c: Annual Investment Plan, 2024-25 – Service Delivery Requirements and Approach 2024-25 (continued)

ALL-AGE EMPLOYABILITY SUPPORT							
Target Group	Rationale for Intervention	Delivery Method/Description	Delivery Partners and Sector	Forecast New Starts	Forecast Spend	Other Sources of Investment	Outcomes Expected
Individuals between the ages of 15 and 67 years who are facing barriers and who require training support to move towards and into employment	<p>Enable in individuals' progression towards fair work and sustained employment, considering aspects such as improving wellbeing, confidence and motivation or reengaging with support and developing aspirations and skills.</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. As per Scottish Government Data Return last submission March 2024 75% of last phase participants have been unemployed and facing barriers to work.</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.</p> <p>Each participant works on a one-to-one basis with an Employability Coach to assist in identifying the barriers to work. Employability Coaches then work to provide the appropriate training and support to progress towards and into sustainable and fair work.</p> <p>All participants are treated with dignity and respect and ensure they experience support, which is accessible, aligned with other services and responsive to their needs.</p>	Centre 81	25	£20,759	N/A	<p>An increase in reach and engagement with individuals who are further from the labour market, including parents from the Priority Family Groups and in line with other national priorities.</p> <p>Individuals have made progress towards work, including progressions into further or higher education, learning and skills development and achieving qualifications.</p> <p>Individuals have moved into work and sustained work with a particular focus on Fair Work.</p> <p>A reduction in the number of individuals in 'in work poverty'. Parents from the Priority Family Groups have increased their earnings in-work.</p> <p>Employment - 33% Self-Employment - 4% Accredited Training - 34% Apprenticeship - 1% Volunteering - 10% FE/HE - 7.6% Wage Subsidy - 8.5%</p>

Table 4c: Annual Investment Plan, 2024-25 – Service Delivery Requirements and Approach 2024-25 (continued)

ALL-AGE EMPLOYABILITY SUPPORT							
Target Group	Rationale for Intervention	Delivery Method/Description	Delivery Partners and Sector	Forecast New Starts	Forecast Spend	Other Sources of Investment	Outcomes Expected
Young people within 6 months of the school leaving date who require training support to move towards and into work.	<p>Enable in individuals' progression towards fair work and sustained employment, considering aspects such as improving wellbeing, confidence and motivation or reengaging with support and developing aspirations and skills.</p> <p>Support individuals to develop skills, knowledge and experience that are needed now and in the future.</p> <p>Assumptions based on numbers within categories from previous deliveries. As per Scottish Government Data Return last submission March 2024 6% of last phase participants have been young people within 6months of school leaving date.</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.</p> <p>Each participant works on a one-to-one basis with an Employability Coach to assist in identifying the barriers to work. Employability Coaches then work to provide the appropriate training and support to progress towards and into sustainable and fair work.</p> <p>All participants are treated with dignity and respect and ensure they experience support, which is accessible, aligned with other services and responsive to their needs.</p>	Centre 81	2	£1,661	N/A	<p>An increase in reach and engagement with individuals who are further from the labour market, including parents from the Priority Family Groups and in line with other national priorities.</p> <p>Individuals have made progress towards work, including progressions into further or higher education, learning and skills development and achieving qualifications.</p> <p>Individuals have moved into work and sustained work with a particular focus on Fair Work.</p> <p>A reduction in the number of individuals in 'in work poverty'. Parents from the Priority Family Groups have increased their earnings in-work.</p> <p>Employment - 33% Self-Employment - 4% Accredited Training - 34% Apprenticeship - 1% Volunteering - 10% FE/HE - 7.6% Wage Subsidy - 8.5%</p>

Table 4c: Annual Investment Plan, 2024-25 – Service Delivery Requirements and Approach 2024-25 (continued)

ALL-AGE EMPLOYABILITY SUPPORT							
Target Group	Rationale for Intervention	Delivery Method/Description	Delivery Partners and Sector	Forecast New Starts	Forecast Spend	Other Sources of Investment	Outcomes Expected
Individuals between the ages of 15 and 24 years who are facing barriers and who require training support to move towards and into employment.	<p>Enable in individuals' progression towards fair work and sustained employment, considering aspects such as improving wellbeing, confidence and motivation or reengaging with support and developing aspirations and skills.</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. As per Scottish Government Data Return last submission March 2024 21% of last phase participants have been unemployed and facing barriers to work.</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.</p> <p>Each participant works on a one-to-one basis with an Employability Coach to assist in identifying the barriers to work. Employability Coaches then work to provide the appropriate training and support to progress towards and into sustainable and fair work.</p> <p>All participants are treated with dignity and respect and ensure they experience support, which is accessible, aligned with other services and responsive to their needs.</p>	Help – Third Sector	12	£9,964	N/A	<p>An increase in reach and engagement with individuals who are further from the labour market, including parents from the Priority Family Groups and in line with other national priorities.</p> <p>Individuals have made progress towards work, including progressions into further or higher education, learning and skills development and achieving qualifications.</p> <p>Individuals have moved into work and sustained work with a particular focus on Fair Work.</p> <p>A reduction in the number of individuals in 'in work poverty'. Parents from the Priority Family Groups have increased their earnings in-work.</p> <p>Employment - 33% Self-Employment - 4% Accredited Training - 34% Apprenticeship - 1% Volunteering - 10% FE/HE - 7.6% Wage Subsidy - 8.5%</p>

Table 4c: Annual Investment Plan, 2024-25 – Service Delivery Requirements and Approach 2024-25 (continued)

ALL-AGE EMPLOYABILITY SUPPORT							
Target Group	Rationale for Intervention	Delivery Method/Description	Delivery Partners and Sector	Forecast New Starts	Forecast Spend	Other Sources of Investment	Outcomes Expected
Young people within 6 months of the school leaving date who require training support to move towards and into work.	<p>Enable individuals' progression towards fair work and sustained employment, considering aspects such as improving wellbeing, confidence and motivation or reengaging with support and developing aspirations and skills.</p> <p>Support individuals to develop skills, knowledge and experience that are needed now and in the future.</p> <p>Assumptions based on numbers within categories from previous deliveries.</p> <p>As per Scottish Government Data Return last submission March 2024 6% of last phase participants have been young people within 6months of school leaving date.</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.</p> <p>Each participant works on a one-to-one basis with an Employability Coach to assist in identifying the barriers to work. Employability Coaches then work to provide the appropriate training and support to progress towards and into sustainable and fair work.</p> <p>All participants are treated with dignity and respect and ensure they experience support, which is accessible, aligned with other services and responsive to their needs.</p>	Help – Third Sector	2	£1,661	N/A	<p>An increase in reach and engagement with individuals who are further from the labour market, including parents from the Priority Family Groups and in line with other national priorities.</p> <p>Individuals have made progress towards work, including progressions into further or higher education, learning and skills development and achieving qualifications.</p> <p>Individuals have moved into work and sustained work with a particular focus on Fair Work.</p> <p>A reduction in the number of individuals in 'in work poverty'. Parents from the Priority Family Groups have increased their earnings in-work.</p> <p>Employment - 33% Self-Employment - 4% Accredited Training - 34% Apprenticeship - 1% Volunteering - 10% FE/HE - 7.6% Wage Subsidy - 8.5%</p>

Table 4c: Annual Investment Plan, 2024-25 – Service Delivery Requirements and Approach 2024-25 (continued)

ALL-AGE EMPLOYABILITY SUPPORT							
Target Group	Rationale for Intervention	Delivery Method/Description	Delivery Partners and Sector	Forecast New Starts	Forecast Spend	Other Sources of Investment	Outcomes Expected
Disabled people and those at risk of long-term unemployment.	<p>Supporting disabled participants to help them achieve positive destinations, reducing the Disability Employment Gap.</p> <p>Assumptions based on numbers within categories from previous deliveries. As per Scottish Government Data Return last submission March 2024 49% of last phase participants have been disabled.</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.</p> <p>Each participant works on a one-to-one basis with an Employability Coach to assist in identifying the barriers to work. Employability Coaches then work to provide the appropriate training and support to progress towards and into sustainable and fair work.</p> <p>All participants are treated with dignity and respect and ensure they experience support, which is accessible, aligned with other services and responsive to their needs.</p>	Help – Third Sector	4	£3,305	N/A	<p>An increase in reach and engagement with individuals who are further from the labour market, including parents from the Priority Family Groups and in line with other national priorities.</p> <p>Individuals have made progress towards work, including progressions into further or higher education, learning and skills development and achieving qualifications.</p> <p>Individuals have moved into work and sustained work with a particular focus on Fair Work.</p> <p>A reduction in the number of individuals in 'in work poverty'. Parents from the Priority Family Groups have increased their earnings in-work.</p> <p>Employment - 33% Self-Employment - 4% Accredited Training - 34% Apprenticeship - 1% Volunteering - 10% FE/HE - 7.6% Wage Subsidy - 8.5%</p>

Table 4c: Annual Investment Plan, 2024-25 – Service Delivery Requirements and Approach 2024-25 (continued)

ALL-AGE EMPLOYABILITY SUPPORT							
Target Group	Rationale for Intervention	Delivery Method/Description	Delivery Partners and Sector	Forecast New Starts	Forecast Spend	Other Sources of Investment	Outcomes Expected
Economically inactive people aged 15-25	<p>To improve labour market outcomes by reducing local economic inactivity, supporting those who want to work to enter employment.</p> <p>Assumptions based on numbers within categories from previous deliveries. As per Scottish Government Data Return last submission March 2024 2% of last phase participants were economically inactive. Moving forward we will ensure all Delivery Partners are aware of the definition of economically inactive, as this may be a higher number.</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.</p> <p>Each participant works on a one-to-one basis with an Employability Coach to assist in identifying the barriers to work. Employability Coaches then work to provide the appropriate training and support to progress towards and into sustainable and fair work.</p> <p>All participants are treated with dignity and respect and ensure they experience support, which is accessible, aligned with other services and responsive to their needs.</p>	Help	10	£8,304	N/A	<p>An increase in reach and engagement with individuals who are further from the labour market, including parents from the Priority Family Groups and in line with other national priorities.</p> <p>Individuals have made progress towards work, including progressions into further or higher education, learning and skills development and achieving qualifications.</p> <p>Individuals have moved into work and sustained work with a particular focus on Fair Work.</p> <p>A reduction in the number of individuals in 'in work poverty'. Parents from the Priority Family Groups have increased their earnings in-work.</p> <p>Employment - 33% Self-Employment - 4% Accredited Training - 34% Apprenticeship - 1% Volunteering - 10% FE/HE - 7.6% Wage Subsidy - 8.5%</p>

Table 4c: Annual Investment Plan, 2024-25 – Service Delivery Requirements and Approach 2024-25 (continued)

ALL-AGE EMPLOYABILITY SUPPORT							
Target Group	Rationale for Intervention	Delivery Method/Description	Delivery Partners and Sector	Forecast New Starts	Forecast Spend	Other Sources of Investment	Outcomes Expected
Individuals between the ages of 25 and 67 years who are facing barriers and who require training support to move towards and into employment.	<p>Enable in individuals' progression towards fair work and sustained employment, considering aspects such as improving wellbeing, confidence and motivation or reengaging with support and developing aspirations and skills.</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. As per Scottish Government Data Return last submission March 2024 53% of last phase participants have been unemployed and facing barriers to work.</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.</p> <p>Each participant works on a one-to-one basis with an Employability Coach to assist in identifying the barriers to work. Employability Coaches then work to provide the appropriate training and support to progress towards and into sustainable and fair work.</p> <p>All participants are treated with dignity and respect and ensure they experience support, which is accessible, aligned with other services and responsive to their needs.</p>	MS Centre – Third Sector	20	£16,607	N/A	<p>An increase in reach and engagement with individuals who are further from the labour market, including parents from the Priority Family Groups and in line with other national priorities.</p> <p>Individuals have made progress towards work, including progressions into further or higher education, learning and skills development and achieving qualifications.</p> <p>Individuals have moved into work and sustained work with a particular focus on Fair Work.</p> <p>A reduction in the number of individuals in 'in work poverty'. Parents from the Priority Family Groups have increased their earnings in-work.</p> <p>Employment - 33% Self-Employment - 4% Accredited Training - 34% Apprenticeship - 1% Volunteering - 10% FE/HE - 7.6% Wage Subsidy - 8.5%</p>
TOTAL FOR ALL-AGE EMPLOYABILITY SUPPORT					£484,000 NOLB	£22,127.52 OTHER FUNDING	

Table 4c: Annual Investment Plan, 2024-25 – Service Delivery Requirements and Approach 2024-25 (continued)

ALL-AGE EMPLOYABILITY SUPPORT (COUNCIL ONLY UKSPF INTERVENTIONS)

Target Group	Rationale for Intervention	Delivery Method/Description	Delivery Partners and Sector	Forecast New Starts	Forecast Spend	Other Sources of Investment	Outcomes Expected
Unemployed - aged 16 to 67 years	Fully funded work placements created to help participants achieve the skills, knowledge and experience necessary to move along the employability pipeline	UKSPF - individually tailored work placements: <ul style="list-style-type: none"> Fully funded paying the Real Living Wage. Duration 4/13/26 weeks x 16/30 hours per week. PPE/work wear budget available. Training budget available. Participants have a designated Employability Keyworker who provides employability support as and when required. 	Argyll and Bute Council Employability Team – Public Sector	30	£243,364	N/A	<ul style="list-style-type: none"> Number of people taking part in work experience programmes (70 22/23 through to 24/25). Number of people familiarised with employers’ expectations, including, standards of behaviour in the workplace (40 22/23 through to 24/25). Number of people in employment, including self-employment following support (70 22/23 through to 24/25)
Unemployed or low income employed earning up to £17,000 per annum - aged 16 to 67 years	Access to funded courses to allow progression into employment or higher paid employment	UKSPF - training: <ul style="list-style-type: none"> Fully or partially funded training 	Argyll and Bute Council Employability Team – Public Sector	38	£60,701	N/A	<ul style="list-style-type: none"> Number of people retraining (40 22/23 through to 24/25). Number of people supported to gain a qualification or complete a course (100 22/23 through to 24/25). Number of people in employment, including self-employment following support (60 22/23 through to 24/25). Number of people in education/training following support (15 22/23 through to 24/25). Number of people gaining qualifications, licences and skills (100 22/23 through to 24/25).
TOTAL FOR UKSPF					£304,065		

Table 4d: Annual Investment Plan, 2024-25 – Service Delivery Requirements and Approach 2024-25

TACKLING CHILD POVERTY							
Target Group	Rationale for Intervention	Delivery Method/Description	Delivery Partners and Sector	Forecast New Starts	Forecast Spend	Other Sources of Investment	Outcomes Expected
Parents from the priority family groups who requires training 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 years • Other low-income parents, e.g. kinship carers. 	<p>It is evident from the NOLB Data Toolkit parents need support to reduce child poverty.</p> <p>Argyll and Bute has higher than national average % of children in low income families and employment in low pay sectors.</p>	<p>Person centred one to one support. Support will be provided by an Engagement Worker. Low-income parents who require support to move towards, into or to increase their in-work income will be encouraged to undertake training to enable them to apply for vacancies suited to their circumstances or move into higher paid employment. Support will mainly consist of money advice, benefit checks, better off calculations, creation of bespoke family budgets, signposting to health professionals as well as employability skills.</p> <p>Overall management and administration of Child Poverty programme across Argyll and Bute Employability Team and Third Sector Partners</p>	Argyll and Bute Council Employability Team – Public Sector	18	£43,066 plus £56,400 management and admin = £99,466	N/A	<p>To reduce levels of child poverty by supporting parents from the priority family groups to increase their income from employment, by providing relevant employability support related to training for employment.</p> <p>To ensure a high-quality compliant service is available to eligible residents of Argyll and Bute to allow them to progress along the employability pipeline. Effective and efficient monitoring of internal and partner delivery to ensure funding is maximised to benefit those participants most in need of support.</p>

Table 4d: Annual Investment Plan, 2024-25 – Service Delivery Requirements and Approach 2024-25 (continued)

TACKLING CHILD POVERTY							
Target Group	Rationale for Intervention	Delivery Method/Description	Delivery Partners and Sector	Forecast New Starts	Forecast Spend	Other Sources of Investment	Outcomes Expected
<p>Parents from the priority family groups who require training support to move towards, into or to increase their income in-work. The priority family groups are defined as:</p> <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 years • Other low-income parents, e.g. kinship carers. 	<p>To reduce levels of child poverty by supporting parents from the priority family groups to increase their income from employment by receiving training.</p> <p>Provide training support to parents from priority family groups to increase their earnings at work.</p> <p>Enable in individuals' progression towards fair work and sustained employment, considering aspects such as improving wellbeing, confidence and motivation or re-engaging with support and developing aspirations and skills.</p> <p>Assumptions based on numbers within categories from previous deliveries. As per Scottish Government Data Return last submission March 2024 52% of last phase participants were parents.</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.</p> <p>Each participant works on a one-to-one basis with an Employability Coach to assist in identifying the barriers to work. Employability Coaches then work to provide the appropriate training and support to progress towards and into sustainable and fair work.</p> <p>All participants are treated with dignity and respect and ensure they experience support, which is accessible, aligned with other services and responsive to their needs.</p> <p>Specialist support for participants considering self-employment. Drawing on experience from Entrepreneurial Ecosystem Pilot.</p> <p>Creative Affordable Cookery workshops for parents and disabled people to develop skills and confidence.</p>	InspirAlba – Third Sector	90	£74,733	N/A	<p>An increase in reach and engagement with individuals who are further from the labour market, including parents from the Priority Family Groups and in line with other national priorities.</p> <p>Individuals have made progress towards work, including progressions into further or higher education, learning and skills development and achieving qualifications.</p> <p>Individuals have moved into work and sustained work with a particular focus on Fair Work.</p> <p>A reduction in the number of individuals in 'in work poverty'. Parents from the Priority Family Groups have increased their earnings in-work.</p> <p>Employment - 33% Self-Employment - 4% Accredited Training - 34% Apprenticeship - 1% Volunteering - 10% FE/HE - 7.6% Wage Subsidy - 8.5%</p>

Table 4d: Annual Investment Plan, 2024-25 – Service Delivery Requirements and Approach 2024-25 (continued)

TACKLING CHILD POVERTY							
Target Group	Rationale for Intervention	Delivery Method/Description	Delivery Partners and Sector	Forecast New Starts	Forecast Spend	Other Sources of Investment	Outcomes Expected
<p>Parents from the priority family groups who require training support to move towards, into or to increase their income in-work. The priority family groups are defined as:</p> <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 years • Other low-income parents, e.g. kinship carers. 	<p>To reduce levels of child poverty by supporting parents from the priority family groups to increase their income from employment by receiving training.</p> <p>Provide training support to parents from priority family groups to increase their earnings at work.</p> <p>Enable in individuals' progressions towards fair work and sustained employment, considering aspects such as improving wellbeing, confidence and motivation or reengaging with support and developing aspirations and skills.</p> <p>Assumptions based on numbers within categories from previous deliveries. As per Scottish Government Data Return last submission March 2024 52% of last phase participants were parents.</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.</p> <p>Each participant works on a one-to-one basis with an Employability Coach to assist in identifying the barriers to work. Employability Coaches then work to provide the appropriate training and support to progress towards and into sustainable and fair work.</p> <p>All participants are treated with dignity and respect and ensure they experience support, which is accessible, aligned with other services and responsive to their needs.</p> <p>Creative Affordable Cookery workshops for parents and disabled people to develop skills and confidence.</p>	Fyne Futures – Third Sector	38	£31,554	N/A	<p>An increase in reach and engagement with individuals who are further from the labour market, including parents from the Priority Family Groups and in line with other national priorities.</p> <p>Individuals have made progress towards work, including progressions into further or higher education, learning and skills development and achieving qualifications.</p> <p>Individuals have moved into work and sustained work with a particular focus on Fair Work.</p> <p>A reduction in the number of individuals in 'in work poverty'. Parents from the Priority Family Groups have increased their earnings in-work.</p> <p>Employment - 33% Self-Employment - 4% Accredited Training - 34% Apprenticeship - 1% Volunteering - 10% FE/HE - 7.6% Wage Subsidy - 8.5%</p>

Table 4d: Annual Investment Plan, 2024-25 – Service Delivery Requirements and Approach 2024-25 (continued)

TACKLING CHILD POVERTY							
Target Group	Rationale for Intervention	Delivery Method/Description	Delivery Partners and Sector	Forecast New Starts	Forecast Spend	Other Sources of Investment	Outcomes Expected
<p>Parents from the priority family groups who require training support to move towards, into or to increase their income in-work. The priority family groups are defined as:</p> <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 years • Other low-income parents, e.g. kinship carers. 	<p>To reduce levels of child poverty by supporting parents from the priority family groups to increase their income from employment by receiving training.</p> <p>Provide training support to parents from priority family groups to increase their earnings at work.</p> <p>Enable in individuals' progression towards fair work and sustained employment, considering aspects such as improving wellbeing, confidence and motivation or reengaging with support and developing aspirations and skills.</p> <p>Assumptions based on numbers within categories from previous deliveries. As per Scottish Government Data Return last submission March 2024 52% of last phase participants were parents</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.</p> <p>Each participant works on a one-to-one basis with an Employability Coach to assist in identifying the barriers to work. Employability Coaches then work to provide the appropriate training and support to progress towards and into sustainable and fair work.</p> <p>All participants are treated with dignity and respect and ensure they experience support, which is accessible, aligned with other services and responsive to their needs.</p>	Oban Youth Café – Third Sector	2	£1,677	N/A	<p>An increase in reach and engagement with individuals who are further from the labour market, including parents from the Priority Family Groups and in line with other national priorities.</p> <p>Individuals have made progress towards work, including progressions into further or higher education, learning and skills development and achieving qualifications.</p> <p>Individuals have moved into work and sustained work with a particular focus on Fair Work.</p> <p>A reduction in the number of individuals in 'in work poverty'. Parents from the Priority Family Groups have increased their earnings in-work.</p> <p>Employment - 33% Self-Employment - 4% Accredited Training - 34% Apprenticeship - 1% Volunteering - 10% FE/HE - 7.6% Wage Subsidy - 8.5%</p>

Table 4d: Annual Investment Plan, 2024-25 – Service Delivery Requirements and Approach 2024-25 (continued)

TACKLING CHILD POVERTY							
Target Group	Rationale for Intervention	Delivery Method/Description	Delivery Partners and Sector	Forecast New Starts	Forecast Spend	Other Sources of Investment	Outcomes Expected
<p>Parents from the priority family groups who require training support to move towards, into or to increase their income in-work. The priority family groups are defined as:</p> <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 years • Other low-income parents, e.g. kinship carers. 	<p>To reduce levels of child poverty by supporting parents from the priority family groups to increase their income from employment by receiving training.</p> <p>Provide training support to parents from priority family groups to increase their earnings at work.</p> <p>Enable in individuals' progression towards fair work and sustained employment, considering aspects such as improving wellbeing, confidence and motivation or reengaging with support and developing aspirations and skills.</p> <p>Assumptions based on numbers within categories from previous deliveries. As per Scottish Government Data Return last submission March 2024 52% of last phase participants were parents.</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.</p> <p>Each participant works on a one-to-one basis with an Employability Coach to assist in identifying the barriers to work. Employability Coaches then work to provide the appropriate training and support to progress towards and into sustainable and fair work.</p> <p>All participants are treated with dignity and respect and ensure they experience support, which is accessible, aligned with other services and responsive to their needs.</p>	MAYS – Third Sector	3	£2,491	N/A	<p>An increase in reach and engagement with individuals who are further from the labour market, including parents from the Priority Family Groups and in line with other national priorities.</p> <p>Individuals have made progress towards work, including progressions into further or higher education, learning and skills development and achieving qualifications.</p> <p>Individuals have moved into work and sustained work with a particular focus on Fair Work.</p> <p>A reduction in the number of individuals in 'in work poverty'. Parents from the Priority Family Groups have increased their earnings in-work.</p> <p>Employment - 33% Self-Employment - 4% Accredited Training - 34% Apprenticeship - 1% Volunteering - 10% FE/HE - 7.6% Wage Subsidy - 8.5%</p>

Table 4d: Annual Investment Plan, 2024-25 – Service Delivery Requirements and Approach 2024-25 (continued)

TACKLING CHILD POVERTY							
Target Group	Rationale for Intervention	Delivery Method/Description	Delivery Partners and Sector	Forecast New Starts	Forecast Spend	Other Sources of Investment	Outcomes Expected
<p>Parents from the priority family groups who require training support to move towards, into or to increase their income in-work. The priority family groups are defined as:</p> <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 years • Other low-income parents, e.g. kinship carers. 	<p>To reduce levels of child poverty by supporting parents from the priority family groups to increase their income from employment by receiving training.</p> <p>Provide training support to parents from priority family groups to increase their earnings at work.</p> <p>Enable in individual’s progression towards fair work and sustained employment, considering aspects such as improving wellbeing, confidence and motivation or reengaging with support and developing aspirations and skills.</p> <p>Assumptions based on numbers within categories from previous deliveries. As per Scottish Government Data Return last submission March 2024 52% of last phase participants were parents.</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.</p> <p>Each participant works on a one-to-one basis with an Employability Coach to assist in identifying the barriers to work. Employability Coaches then work to provide the appropriate training and support to progress towards and into sustainable and fair work.</p> <p>All participants are treated with dignity and respect and ensure they experience support, which is accessible, aligned with other services and responsive to their needs.</p>	Centre 81 – Third Sector	8	£6,643	N/A	<p>An increase in reach and engagement with individuals who are further from the labour market, including parents from the Priority Family Groups and in line with other national priorities.</p> <p>Individuals have made progress towards work, including progressions into further or higher education, learning and skills development and achieving qualifications.</p> <p>Individuals have moved into work and sustained work with a particular focus on Fair Work.</p> <p>A reduction in the number of individuals in 'in work poverty'. Parents from the Priority Family Groups have increased their earnings in-work.</p> <p>Employment - 33% Self-Employment - 4% Accredited Training - 34% Apprenticeship - 1% Volunteering - 10% FE/HE - 7.6% Wage Subsidy - 8.5%</p>

Table 4d: Annual Investment Plan, 2024-25 – Service Delivery Requirements and Approach 2024-25 (continued)

TACKLING CHILD POVERTY							
Target Group	Rationale for Intervention	Delivery Method/Description	Delivery Partners and Sector	Forecast New Starts	Forecast Spend	Other Sources of Investment	Outcomes Expected
<p>Parents from the priority family groups who require training support to move towards, into or to increase their income in-work. The priority family groups are defined as:</p> <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 years • Other low-income parents, e.g. kinship carers. 	<p>To reduce levels of child poverty by supporting parents from the priority family groups to increase their income from employment by receiving training.</p> <p>Provide training support to parents from priority family groups to increase their earnings at work.</p> <p>Enable in individuals' progression towards fair work and sustained employment, considering aspects such as improving wellbeing, confidence and motivation or reengaging with support and developing aspirations and skills.</p> <p>Assumptions based on numbers within categories from previous deliveries. As per Scottish Government Data Return last submission March 2024 52% of last phase participants were parents.</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.</p> <p>Each participant works on a one-to-one basis with an Employability Coach to assist in identifying the barriers to work. Employability Coaches then work to provide the appropriate training and support to progress towards and into sustainable and fair work.</p> <p>All participants are treated with dignity and respect and ensure they experience support, which is accessible, aligned with other services and responsive to their needs.</p>	Help – Third Sector	2	£1,661	N/A	<p>An increase in reach and engagement with individuals who are further from the labour market, including parents from the Priority Family Groups and in line with other national priorities.</p> <p>Individuals have made progress towards work, including progressions into further or higher education, learning and skills development and achieving qualifications.</p> <p>Individuals have moved into work and sustained work with a particular focus on Fair Work.</p> <p>A reduction in the number of individuals in 'in work poverty'. Parents from the Priority Family Groups have increased their earnings in-work.</p> <p>Employment - 33% Self-Employment - 4% Accredited Training - 34% Apprenticeship - 1% Volunteering - 10% FE/HE - 7.6% Wage Subsidy - 8.5%</p>

Table 4d: Annual Investment Plan, 2024-25 – Service Delivery Requirements and Approach 2024-25 (continued)

TACKLING CHILD POVERTY							
Target Group	Rationale for Intervention	Delivery Method/Description	Delivery Partners and Sector	Forecast New Starts	Forecast Spend	Other Sources of Investment	Outcomes Expected
<p>Parents from the priority family groups who require training support to move towards, into or to increase their income in-work. The priority family groups are defined as:</p> <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 years • Other low-income parents, e.g. kinship carers. 	<p>To reduce levels of child poverty by supporting parents from the priority family groups to increase their income from employment by receiving training.</p> <p>Provide training support to parents from priority family groups to increase their earnings at work.</p> <p>Enable in individuals' progression towards fair work and sustained employment, considering aspects such as improving wellbeing, confidence and motivation or reengaging with support and developing aspirations and skills.</p> <p>Assumptions based on numbers within categories from previous deliveries. As per Scottish Government Data Return last submission March 2024 52% of last phase participants were parents.</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.</p> <p>Each participant works on a one-to-one basis with an Employability Coach to assist in identifying the barriers to work. Employability Coaches then work to provide the appropriate training and support to progress towards and into sustainable and fair work.</p> <p>All participants are treated with dignity and respect and ensure they experience support, which is accessible, aligned with other services and responsive to their needs.</p>	MS Centre – Third Sector	15	£12,456	N/A	<p>An increase in reach and engagement with individuals who are further from the labour market, including parents from the Priority Family Groups and in line with other national priorities.</p> <p>Individuals have made progress towards work, including progressions into further or higher education, learning and skills development and achieving qualifications.</p> <p>Individuals have moved into work and sustained work with a particular focus on Fair Work.</p> <p>A reduction in the number of individuals in 'in work poverty'. Parents from the Priority Family Groups have increased their earnings in-work.</p> <p>Employment - 33% Self-Employment - 4% Accredited Training - 34% Apprenticeship - 1% Volunteering - 10% FE/HE - 7.6% Wage Subsidy - 8.5%</p>

Table 4d: Annual Investment Plan, 2024-25 – Service Delivery Requirements and Approach 2024-25 (continued)

TACKLING CHILD POVERTY							
Target Group	Rationale for Intervention	Delivery Method/Description	Delivery Partners and Sector	Forecast New Starts	Forecast Spend	Other Sources of Investment	Outcomes Expected
<p>Parents from the priority family groups who require training support to move towards, into or to increase their income in-work. The priority family groups are defined as:</p> <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 years • Other low-income parents, e.g. kinship carers. 	<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. As per Scottish Government Data Return last submission March 2024 52% of last phase participants were parents.</p>	<p>Welfare Rights Advisor Debt Advisor 1:1 Support</p>	<p>Bute Advice – Third Sector</p>	<p>27</p>	<p>£22,420</p>	<p>N/A</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 4d: Annual Investment Plan, 2024-25 – Service Delivery Requirements and Approach 2024-25 (continued)

TACKLING CHILD POVERTY

Target Group	Rationale for Intervention	Delivery Method/Description	Delivery Partners and Sector	Forecast New Starts	Forecast Spend	Other Sources of Investment	Outcomes Expected
Disabled people and those at risk of long-term unemployment.	<p>Supporting disabled participants to help them achieve positive destinations, reducing the Disability Employment Gap.</p> <p>Assumptions based on numbers within categories from previous deliveries. As per Scottish Government Data Return last submission March 2024 49% of last phase participants have been disabled.</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.</p> <p>Each participant works on a one-to-one basis with an Employability Coach to assist in identifying the barriers to work. Employability Coaches then work to provide the appropriate training and support to progress towards and into sustainable and fair work.</p> <p>All participants are treated with dignity and respect and ensure they experience support, which is accessible, aligned with other services and responsive to their needs.</p>	Alienergy – Third Sector	10	£8,304	N/A	<p>Addressing fuel poverty promote sustainable energy use and renewable energy generation, to address fuel poverty and reduce carbon emissions.</p> <p>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.</p> <p>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 4d: Annual Investment Plan, 2024-25 – Service Delivery Requirements and Approach 2024-25 (continued)

TACKLING CHILD POVERTY							
Target Group	Rationale for Intervention	Delivery Method/Description	Delivery Partners and Sector	Forecast New Starts	Forecast Spend	Other Sources of Investment	Outcomes Expected
<p>Parents from the priority family groups who require training support to move towards, into or to increase their income in-work. The priority family groups are defined as:</p> <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 years • Other low-income parents, e.g. kinship carers. 	<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. As per Scottish Government Data Return last submission March 2024 52% of last phase participants were parents.</p>	<p>Affordable Warmth Advisor - 1:1 support</p>	<p>Alienergy – Third Sector</p>	<p>27</p>	<p>£22,420</p>	<p>N/A</p>	<p>Addressing fuel poverty promote sustainable energy use and renewable energy generation, to address fuel poverty and reduce carbon emissions.</p> <p>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.</p> <p>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 4d: Annual Investment Plan, 2024-25 – Service Delivery Requirements and Approach 2024-25 (continued)

TACKLING CHILD POVERTY							
Target Group	Rationale for Intervention	Delivery Method/Description	Delivery Partners and Sector	Forecast New Starts	Forecast Spend	Other Sources of Investment	Outcomes Expected
Disabled people and those at risk of long-term unemployment	<p>Supporting disabled participants to allow them to achieve positive destinations, reducing the Disability Employment Gap.</p> <p>Assumptions based on numbers within categories from previous deliveries. As per Scottish Government Data Return last submission March 2024 49% of last phase participants have been disabled.</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.</p> <p>Each participant works on a one-to-one basis with an Employability Coach to assist in identifying the barriers to work. Employability Coaches then work to provide the appropriate training and support to progress towards and into sustainable and fair work.</p> <p>All participants are treated with dignity and respect and ensure they experience support, which is accessible, aligned with other services and responsive to their needs.</p> <p>Specialist support for participants considering self-employment. Drawing on experience from Entrepreneurial Ecosystem Pilot.</p> <p>Creative Affordable Cookery workshops for parents and disabled people to develop skills and confidence.</p>	InspirAlba	50	£41,519	N/A	<p>An increase in reach and engagement with individuals who are further from the labour market, including parents from the Priority Family Groups and in line with other national priorities.</p> <p>Individuals have made progress towards work, including progressions into further or higher education, learning and skills development and achieving qualifications.</p> <p>Individuals have moved into work and sustained work with a particular focus on Fair Work.</p> <p>A reduction in the number of individuals in 'in work poverty'. Parents from the Priority Family Groups have increased their earnings in-work.</p> <p>Employment - 33% Self-Employment - 4% Accredited Training - 34% Apprenticeship - 1% Volunteering - 10% FE/HE - 7.6% Wage Subsidy - 8.5%</p>

Table 4d: Annual Investment Plan, 2024-25 – Service Delivery Requirements and Approach 2024-25 (continued)

TACKLING CHILD POVERTY							
Target Group	Rationale for Intervention	Delivery Method/Description	Delivery Partners and Sector	Forecast New Starts	Forecast Spend	Other Sources of Investment	Outcomes Expected
Disabled people and those at risk of long-term unemployment.	<p>Supporting disabled participants to help them achieve positive destinations, reducing the Disability Employment Gap.</p> <p>Assumptions based on numbers within categories from previous deliveries. As per Scottish Government Data Return last submission March 2024 49% of last phase participants have been disabled.</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.</p> <p>Each participant works on a one-to-one basis with an Employability Coach to assist in identifying the barriers to work. Employability Coaches then work to provide the appropriate training and support to progress towards and into sustainable and fair work.</p> <p>All participants are treated with dignity and respect and ensure they experience support, which is accessible, aligned with other services and responsive to their needs.</p> <p>Creative Affordable Cookery workshops for parents and disabled people to develop skills and confidence.</p>	Fyne Futures	18	£14,947	N/A	<p>An increase in reach and engagement with individuals who are further from the labour market, including parents from the Priority Family Groups and in line with other national priorities.</p> <p>Individuals have made progress towards work, including progressions into further or higher education, learning and skills development and achieving qualifications.</p> <p>Individuals have moved into work and sustained work with a particular focus on Fair Work.</p> <p>A reduction in the number of individuals in 'in work poverty'. Parents from the Priority Family Groups have increased their earnings in-work.</p> <p>Employment - 33% Self-Employment - 4% Accredited Training - 34% Apprenticeship - 1% Volunteering - 10% FE/HE - 7.6% Wage Subsidy - 8.5%</p>

Table 4d: Annual Investment Plan, 2024-25 – Service Delivery Requirements and Approach 2024-25 (continued)

TACKLING CHILD POVERTY							
Target Group	Rationale for Intervention	Delivery Method/Description	Delivery Partners and Sector	Forecast New Starts	Forecast Spend	Other Sources of Investment	Outcomes Expected
Disabled people and those at risk of long-term unemployment.	<p>Supporting disabled participants to help them achieve positive destinations, reducing the Disability Employment Gap.</p> <p>Assumptions based on numbers within categories from previous deliveries. As per Scottish Government Data Return last submission March 2024 49% of last phase participants have been disabled.</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.</p> <p>Each participant works on a one-to-one basis with an Employability Coach to assist in identifying the barriers to work. Employability Coaches then work to provide the appropriate training and support to progress towards and into sustainable and fair work.</p> <p>All participants are treated with dignity and respect and ensure they experience support, which is accessible, aligned with other services and responsive to their needs.</p>	Oban Youth Café	2	£1,661	N/A	<p>An increase in reach and engagement with individuals who are further from the labour market, including parents from the Priority Family Groups and in line with other national priorities.</p> <p>Individuals have made progress towards work, including progressions into further or higher education, learning and skills development and achieving qualifications.</p> <p>Individuals have moved into work and sustained work with a particular focus on Fair Work.</p> <p>A reduction in the number of individuals in 'in work poverty'. Parents from the Priority Family Groups have increased their earnings in-work.</p> <p>Employment - 33% Self-Employment - 4% Accredited Training - 34% Apprenticeship - 1% Volunteering - 10% FE/HE - 7.6% Wage Subsidy - 8.5%</p>

Table 4d: Annual Investment Plan, 2024-25 – Service Delivery Requirements and Approach 2024-25 (continued)

TACKLING CHILD POVERTY							
Target Group	Rationale for Intervention	Delivery Method/Description	Delivery Partners and Sector	Forecast New Starts	Forecast Spend	Other Sources of Investment	Outcomes Expected
Economically inactive people of all ages.	<p>To improve labour market outcomes by reducing local economic inactivity, supporting those who want to work to enter employment.</p> <p>Assumptions based on numbers within categories from previous deliveries. As per Scottish Government Data Return last submission March 2024 2% of last phase participants were economically inactive. Moving forward we will ensure all Delivery Partners are aware of the definition of economically inactive, as this may be a higher number.</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.</p> <p>Each participant works on a one-to-one basis with an Employability Coach to assist in identifying the barriers to work. Employability Coaches then work to provide the appropriate training and support to progress towards and into sustainable and fair work.</p> <p>All participants are treated with dignity and respect and ensure they experience support, which is accessible, aligned with other services and responsive to their needs.</p>	Centre 81 – Third Sector	20	£16,607	N/A	<p>An increase in reach and engagement with individuals who are further from the labour market, including parents from the Priority Family Groups and in line with other national priorities.</p> <p>Individuals have made progress towards work, including progressions into further or higher education, learning and skills development and achieving qualifications.</p> <p>Individuals have moved into work and sustained work with a particular focus on Fair Work.</p> <p>A reduction in the number of individuals in 'in work poverty'. Parents from the Priority Family Groups have increased their earnings in-work.</p> <p>Employment - 33% Self-Employment - 4% Accredited Training - 34% Apprenticeship - 1% Volunteering - 10% FE/HE - 7.6% Wage Subsidy - 8.5%</p>

Table 4d: Annual Investment Plan, 2024-25 – Service Delivery Requirements and Approach 2024-25 (continued)

TACKLING CHILD POVERTY							
Target Group	Rationale for Intervention	Delivery Method/Description	Delivery Partners and Sector	Forecast New Starts	Forecast Spend	Other Sources of Investment	Outcomes Expected
Disabled people and those at risk of long-term unemployment.	<p>Supporting disabled participants to help them achieve positive destinations, reducing the Disability Employment Gap.</p> <p>Assumptions based on numbers within categories from previous deliveries. As per Scottish Government Data Return last submission March 2024 49% of last phase participants have been disabled.</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.</p> <p>Each participant works on a one-to-one basis with an Employability Coach to assist in identifying the barriers to work. Employability Coaches then work to provide the appropriate training and support to progress towards and into sustainable and fair work.</p> <p>All participants are treated with dignity and respect and ensure they experience support, which is accessible, aligned with other services and responsive to their needs.</p>	Centre 81	6	£4,982	N/A	<p>An increase in reach and engagement with individuals who are further from the labour market, including parents from the Priority Family Groups and in line with other national priorities.</p> <p>Individuals have made progress towards work, including progressions into further or higher education, learning and skills development and achieving qualifications.</p> <p>Individuals have moved into work and sustained work with a particular focus on Fair Work.</p> <p>A reduction in the number of individuals in 'in work poverty'. Parents from the Priority Family Groups have increased their earnings in-work.</p> <p>Employment - 33% Self-Employment - 4% Accredited Training - 34% Apprenticeship - 1% Volunteering - 10% FE/HE - 7.6% Wage Subsidy - 8.5%</p>

Table 4d: Annual Investment Plan, 2024-25 – Service Delivery Requirements and Approach 2024-25 (continued)

TACKLING CHILD POVERTY							
Target Group	Rationale for Intervention	Delivery Method/Description	Delivery Partners and Sector	Forecast New Starts	Forecast Spend	Other Sources of Investment	Outcomes Expected
Economically inactive people aged 15-25	<p>To improve labour market outcomes by reducing local economic inactivity, supporting those who want to work to enter employment.</p> <p>Assumptions based on numbers within categories from previous deliveries. As per Scottish Government Data Return last submission March 2024 2% of last phase participants were economically inactive. Moving forward we will ensure all Delivery Partners are aware of the definition of economically inactive, as this may be a higher number.</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.</p> <p>Each participant works on a one-to-one basis with an Employability Coach to assist in identifying the barriers to work. Employability Coaches then work to provide the appropriate training and support to progress towards and into sustainable and fair work.</p> <p>All participants are treated with dignity and respect and ensure they experience support, which is accessible, aligned with other services and responsive to their needs.</p>	MAYDS – Third Sector	19	£15,777	N/A	<p>An increase in reach and engagement with individuals who are further from the labour market, including parents from the Priority Family Groups and in line with other national priorities.</p> <p>Individuals have made progress towards work, including progressions into further or higher education, learning and skills development and achieving qualifications.</p> <p>Individuals have moved into work and sustained work with a particular focus on Fair Work.</p> <p>A reduction in the number of individuals in 'in work poverty'. Parents from the Priority Family Groups have increased their earnings in-work.</p> <p>Employment - 33% Self-Employment - 4% Accredited Training - 34% Apprenticeship - 1% Volunteering - 10% FE/HE - 7.6% Wage Subsidy - 8.5%</p>

Table 4d: Annual Investment Plan, 2024-25 – Service Delivery Requirements and Approach 2024-25 (continued)

TACKLING CHILD POVERTY							
Target Group	Rationale for Intervention	Delivery Method/Description	Delivery Partners and Sector	Forecast New Starts	Forecast Spend	Other Sources of Investment	Outcomes Expected
Disabled people and those at risk of long-term unemployment.	<p>Supporting disabled participants to help them achieve positive destinations, reducing the Disability Employment Gap.</p> <p>Assumptions based on numbers within categories from previous deliveries. As per Scottish Government Data Return last submission March 2024 49% of last phase participants have been disabled.</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.</p> <p>Each participant works on a one-to-one basis with an Employability Coach to assist in identifying the barriers to work. Employability Coaches then work to provide the appropriate training and support to progress towards and into sustainable and fair work.</p> <p>All participants are treated with dignity and respect and ensure they experience support, which is accessible, aligned with other services and responsive to their needs.</p>	MS Centre – Third Sector	20	£16,607	N/A	<p>An increase in reach and engagement with individuals who are further from the labour market, including parents from the Priority Family Groups and in line with other national priorities.</p> <p>Individuals have made progress towards work, including progressions into further or higher education, learning and skills development and achieving qualifications.</p> <p>Individuals have moved into work and sustained work with a particular focus on Fair Work.</p> <p>A reduction in the number of individuals in 'in work poverty'. Parents from the Priority Family Groups have increased their earnings in-work.</p> <p>Employment - 33% Self-Employment - 4% Accredited Training - 34% Apprenticeship - 1% Volunteering - 10% FE/HE - 7.6% Wage Subsidy - 8.5%</p>

Table 4d: Annual Investment Plan, 2024-25 – Service Delivery Requirements and Approach 2024-25 (continued)

TACKLING CHILD POVERTY							
Target Group	Rationale for Intervention	Delivery Method/Description	Delivery Partners and Sector	Forecast New Starts	Forecast Spend	Other Sources of Investment	Outcomes Expected
Economically inactive people over the age of 25.	<p>To improve labour market outcomes by reducing local economic inactivity, supporting those who want to work to enter employment.</p> <p>Assumptions based on numbers within categories from previous deliveries. As per Scottish Government Data Return last submission March 2024 2% of last phase participants were economically inactive. Moving forward we will ensure all Delivery Partners are aware of the definition of economically inactive, as this may be a higher number.</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.</p> <p>Each participant works on a one-to-one basis with an Employability Coach to assist in identifying the barriers to work. Employability Coaches then work to provide the appropriate training and support to progress towards and into sustainable and fair work.</p> <p>All participants are treated with dignity and respect and ensure they experience support, which is accessible, aligned with other services and responsive to their needs.</p>	MS Centre – Third Sector	18	£14,947	N/A	<p>An increase in reach and engagement with individuals who are further from the labour market, including parents from the Priority Family Groups and in line with other national priorities.</p> <p>Individuals have made progress towards work, including progressions into further or higher education, learning and skills development and achieving qualifications.</p> <p>Individuals have moved into work and sustained work with a particular focus on Fair Work.</p> <p>A reduction in the number of individuals in 'in work poverty'. Parents from the Priority Family Groups have increased their earnings in-work.</p> <p>Employment - 33% Self-Employment - 4% Accredited Training - 34% Apprenticeship - 1% Volunteering - 10% FE/HE - 7.6% Wage Subsidy - 8.5%</p>

Table 4d: Annual Investment Plan, 2024-25 – Service Delivery Requirements and Approach 2024-25 (continued)

TACKLING CHILD POVERTY							
Target Group	Rationale for Intervention	Delivery Method/Description	Delivery Partners and Sector	Forecast New Starts	Forecast Spend	Other Sources of Investment	Outcomes Expected
Disabled people and those at risk of long-term unemployment.	<p>Supporting disabled participants to help them achieve positive destinations, reducing the Disability Employment Gap.</p> <p>Assumptions based on numbers within categories from previous deliveries. As per Scottish Government Data Return last submission March 2024 49% of last phase participants have been disabled.</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.</p> <p>Each participant works on a one-to-one basis with an Employability Coach to assist in identifying the barriers to work. Employability Coaches then work to provide the appropriate training and support to progress towards and into sustainable and fair work.</p> <p>All participants are treated with dignity and respect and ensure they experience support, which is accessible, aligned with other services and responsive to their needs.</p>	Bute Advice – Third Sector	10	£8,304	N/A	<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 4d: Annual Investment Plan, 2024-25 – Service Delivery Requirements and Approach 2024-25 (continued)

TACKLING CHILD POVERTY							
Target Group	Rationale for Intervention	Delivery Method/Description	Delivery Partners and Sector	Forecast New Starts	Forecast Spend	Other Sources of Investment	Outcomes Expected
Disabled people and those at risk of long-term unemployment.	<p>Supporting disabled participants to help them achieve positive destinations, reducing the Disability Employment Gap.</p> <p>Assumptions based on numbers within categories from previous deliveries. As per Scottish Government Data Return last submission March 2024 49% of last phase participants have been disabled.</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.</p> <p>Each participant works on a one-to-one basis with an Employability Coach to assist in identifying the barriers to work. Employability Coaches then work to provide the appropriate training and support to progress towards and into sustainable and fair work.</p> <p>All participants are treated with dignity and respect and ensure they experience support, which is accessible, aligned with other services and responsive to their needs.</p>	MAYDS – Third Sector	6	£4,982	N/A	<p>An increase in reach and engagement with individuals who are further from the labour market, including parents from the Priority Family Groups and in line with other national priorities.</p> <p>Individuals have made progress towards work, including progressions into further or higher education, learning and skills development and achieving qualifications.</p> <p>Individuals have moved into work and sustained work with a particular focus on Fair Work.</p> <p>A reduction in the number of individuals in 'in work poverty'. Parents from the Priority Family Groups have increased their earnings in-work.</p> <p>Employment - 33% Self-Employment - 4% Accredited Training - 34% Apprenticeship - 1% Volunteering - 10% FE/HE - 7.6% Wage Subsidy - 8.5%</p>

Table 4d: Annual Investment Plan, 2024-25 – Service Delivery Requirements and Approach 2024-25 (continued)

TACKLING CHILD POVERTY							
Target Group	Rationale for Intervention	Delivery Method/Description	Delivery Partners and Sector	Forecast New Starts	Forecast Spend	Other Sources of Investment	Outcomes Expected
Economically inactive people aged 15-25.	<p>To improve labour market outcomes by reducing local economic inactivity, supporting those who want to work to enter employment.</p> <p>Assumptions based on numbers within categories from previous deliveries. As per Scottish Government Data Return last submission March 2024 2% of last phase participants were economically inactive. Moving forward we will ensure all Delivery Partners are aware of the definition of economically inactive, as this may be a higher number.</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.</p> <p>Each participant works on a one-to-one basis with an Employability Coach to assist in identifying the barriers to work. Employability Coaches then work to provide the appropriate training and support to progress towards and into sustainable and fair work.</p> <p>All participants are treated with dignity and respect and ensure they experience support, which is accessible, aligned with other services and responsive to their needs.</p>	Oban Youth Café – Third Sector	11	£9,134	N/A	<p>An increase in reach and engagement with individuals who are further from the labour market, including parents from the Priority Family Groups and in line with other national priorities.</p> <p>Individuals have made progress towards work, including progressions into further or higher education, learning and skills development and achieving qualifications.</p> <p>Individuals have moved into work and sustained work with a particular focus on Fair Work.</p> <p>A reduction in the number of individuals in 'in work poverty'. Parents from the Priority Family Groups have increased their earnings in-work.</p> <p>Employment - 33% Self-Employment - 4% Accredited Training - 34% Apprenticeship - 1% Volunteering - 10% FE/HE - 7.6% Wage Subsidy - 8.5%</p>

Table 4d: Annual Investment Plan, 2024-25 – Service Delivery Requirements and Approach 2024-25 (continued)

TACKLING CHILD POVERTY							
Target Group	Rationale for Intervention	Delivery Method/Description	Delivery Partners and Sector	Forecast New Starts	Forecast Spend	Other Sources of Investment	Outcomes Expected
Economically inactive people of all ages	<p>To improve labour market outcomes by reducing local economic inactivity, supporting those who want to work to enter employment.</p> <p>Assumptions based on numbers within categories from previous deliveries. As per Scottish Government Data Return last submission March 2024 2% of last phase participants were economically inactive. Moving forward we will ensure all Delivery Partners are aware of the definition of economically inactive, as this may be a higher number.</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.</p> <p>Each participant works on a one-to-one basis with an Employability Coach to assist in identifying the barriers to work. Employability Coaches then work to provide the appropriate training and support to progress towards and into sustainable and fair work.</p> <p>All participants are treated with dignity and respect and ensure they experience support, which is accessible, aligned with other services and responsive to their needs.</p> <p>Specialist support for participants considering self-employment. Drawing on experience from Entrepreneurial Ecosystem Pilot.</p> <p>Creative Affordable Cookery workshops for parents and disabled people to develop skills and confidence.</p>	InspirAlba – Third Sector	110	£91,341	N/A	<p>An increase in reach and engagement with individuals who are further from the labour market, including parents from the Priority Family Groups and in line with other national priorities.</p> <p>Individuals have made progress towards work, including progressions into further or higher education, learning and skills development and achieving qualifications.</p> <p>Individuals have moved into work and sustained work with a particular focus on Fair Work.</p> <p>A reduction in the number of individuals in 'in work poverty'. Parents from the Priority Family Groups have increased their earnings in-work.</p> <p>Employment - 33% Self-Employment – 4% Accredited Training - 34% Apprenticeship - 1% Volunteering - 10% FE/HE - 7.6% Wage Subsidy - 8.5%</p>

Table 4d: Annual Investment Plan, 2024-25 – Service Delivery Requirements and Approach 2024-25 (continued)

TACKLING CHILD POVERTY							
Target Group	Rationale for Intervention	Delivery Method/Description	Delivery Partners and Sector	Forecast New Starts	Forecast Spend	Other Sources of Investment	Outcomes Expected
Economically inactive people of all ages.	<p>To improve labour market outcomes by reducing local economic inactivity, supporting those who want to work to enter employment.</p> <p>Assumptions based on numbers within categories from previous deliveries. As per Scottish Government Data Return last submission March 2024 2% of last phase participants were economically inactive. Moving forward we will ensure all Delivery Partners are aware of the definition of economically inactive, as this may be a higher number.</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.</p> <p>Each participant works on a one-to-one basis with an Employability Coach to assist in identifying the barriers to work. Employability Coaches then work to provide the appropriate training and support to progress towards and into sustainable and fair work.</p> <p>All participants are treated with dignity and respect and ensure they experience support, which is accessible, aligned with other services and responsive to their needs.</p>	Fyne Futures – Third Sector	45	£37,367	N/A	<p>An increase in reach and engagement with individuals who are further from the labour market, including parents from the Priority Family Groups and in line with other national priorities.</p> <p>Individuals have made progress towards work, including progressions into further or higher education, learning and skills development and achieving qualifications.</p> <p>Individuals have moved into work and sustained work with a particular focus on Fair Work.</p> <p>A reduction in the number of individuals in 'in work poverty'. Parents from the Priority Family Groups have increased their earnings in-work.</p> <p>Employment - 33% Self-Employment - 4% Accredited Training - 34% Apprenticeship - 1% Volunteering - 10% FE/HE - 7.6% Wage Subsidy - 8.5%</p>
TOTAL FOR TACKLING CHILD POVERTY					£562,000 NOLB		

Table 4e below summarises the volume profiles of all delivery partners delivering NOLB funded interventions.

Table 4e: Volume Profiles 2024-25 (based only on Scottish Government funding)					
Target Group	Q1	Q2	Q3	Q4	Totals
All Age Employability – Argyll & Bute Council Employability	0	3	6	6	15
All Age Employability – WorkingRite	5	8	7	5	25
All Age Employability – Clyde Fishermen’s Trust	0	0	6	6	12
All Age Employability - InspirAlba	30	27	27	26	110
Tackling Child Poverty – Argyll & Bute Council Employability	4	4	5	5	18
Tackling Child Poverty - InspirAlba	38	40	40	40	158
Totals	77	82	91	88	338

Table 4f below provides a summary of all anticipated delivery costs for each quarter of 2024-25 by funding sources.

Table 4f: Financial Profiles 2023-24					
Budget Lines	Q1	Q2	Q3	Q4	Totals
All Age Employability (SG funding)	£44,607	£117,079	£162,669	£159,645	£484,000
All Age Employability (LG Core)	£0	£0	£0	£0	£0
All Age Employability (UK SPF) – Argyll and Bute Council only	£76,016	£76,016	£76,016	£76,017	£304,065
All Age Employability (Other)	£0	£0	£0	£0	£0
All Age Employability Total	£120,623	£193,095	£238,685	£235,662	£788,065
Tackling Child Poverty (SG Funding)	£47,900	£167,766	£172,278	£174,056	£562,000
Tackling Child Poverty (LG Core)	£0	£0	£0	£0	£0
Tackling Child Poverty (UK SPF) - Argyll and Bute Council only	£0	£0	£0	£0	£0
Tackling Child Poverty (Other)	£0	£0	£0	£0	£0
Tackling Child Poverty Total	£47,900	£167,766	£172,278	£174,056	£562,000
Total Funding (SG Funding)	£120,623	£193,095	£238,685	£235,662	£788,065
Total Funding (LG Core)	£0	£0	£0	£0	£0
Total Funding (UK SPF) - Argyll and Bute Council only	£0	£0	£0	£0	£0
Total Funding (Other)	£0	£0	£0	£0	£0
Employability Funding Total	£168,523	£360,861	£410,963	£409,718	£1,350,065

5.0 Performance Management and Reporting

5.1 Approach

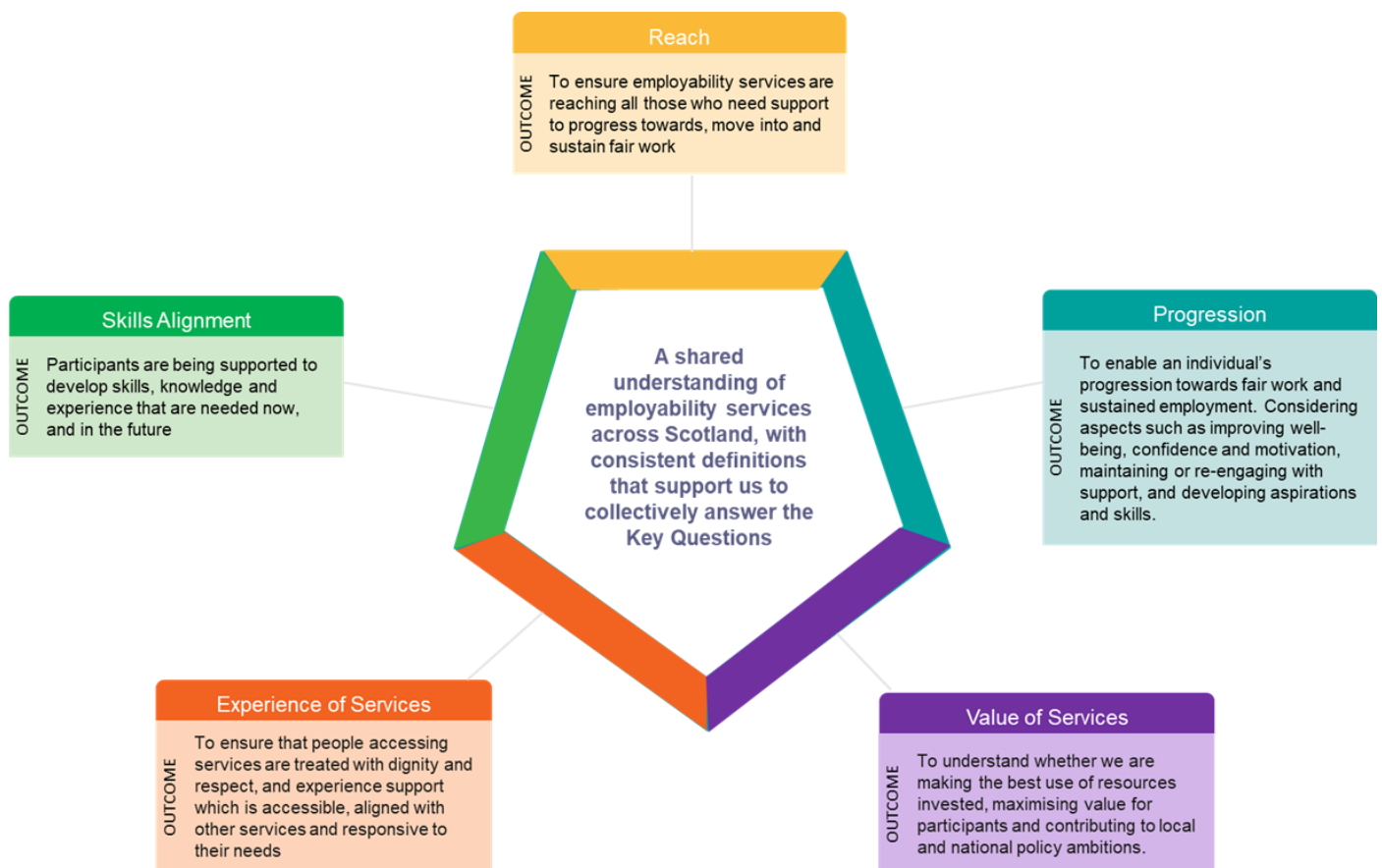
There has been a culture change with regard to performance management and reporting moving from exclusively quantitative measurement to a more balanced qualitative/quantitative approach.

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 5** below. These set out what partners have agreed we need to know under each theme.

Table 5: 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 6** 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 6: 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 1.6**, 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 4a 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 / Full Partnership. These committee meetings take place on a quarterly basis. It was agreed when the Management Committee endorsed last year's (2023-24) ABEP Delivery Plan to provide annual updates based on the inclusion of the ABEP Annual Investment Plan. This allows for any substantive Delivery Plan milestones and revisions to be reported.

Appendix 1: Argyll and Bute Employability Partnership Terms of Reference (updated August 2024)

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 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;
- University of the West of Scotland.(UWS);
- Argyll and Bute Third Sector Interface (TSI);
- Highlands and Islands Enterprise (HIE);
- Scottish Qualifications Authority (SQA);
- WorkingRite;
- Fyne Futures Ltd;
- Clyde Fishermen's Trust;
- InspirAlba; and
- Street League.

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 / Full Partnership 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 / Full Partnership through the designated representative.

Amendment, modification or variation:

- The Terms of Reference may be amended varied or modified as agreed by the ABEP members. The latest update has listed additional members of the partnership for 2024-25.

Appendix 2: National Performance Framework

National Performance Framework Alignment

National Outcome	No One Left Behind contribution
 Economy	<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>
 Poverty	<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>
 Communities	<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>
 Children	<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>
 Education	<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>
 Fair Work & Business	<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>
 Health	<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>
 Human Rights	<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. Annual Update, 2024-25.

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 employability provision for 2024-25 across Argyll and Bute on behalf of the ABEP.

Business Outcome(s) / Corporate Outcome(s) to which the proposal contributes
All ABEP activities will comply with all Equal Opportunities/Fairer Scotland Duty policies and obligations and the key principles under which the Argyll and Bute CPP Local Outcome Improvement Plan, 2024-34 is committed to promoting equality as follows: <ul style="list-style-type: none"> • no-one is disadvantaged because of their race or ethnic origin, disability, gender, age, sexual orientation, or religion and belief. • the differences between people are valued and good relations between groups are promoted. • people are treated fairly and with equal respect. • informed assessments are made on the impact of policies and services. • people are involved in the decisions that affect them and encouraged to participate in public life.

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	
Date of sign off	30 th August 2024

Who will deliver the proposal?

The membership of the ABEP will deliver the Delivery Plan, 2024-25, which includes representatives from the following organisations:

- Argyll and Bute Council Employability Team
- WorkingRite;
- Clyde Fishermen's Trust; and
- InspirAlba (consortium approach).

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 the Office of National Statistics: NOMIS – official labour market statistics (one month in arrears).

Other information

Employability actions are captured in the Argyll and Bute Child Poverty Action Plan and in the Council's Economic Strategy Refresh, 2024-2034. The Employability Team now has a Child Poverty Co-ordinator, seconded from the NHS until December 2025.

The whole people and skills agenda is a key focus to enable the economic and social growth 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.

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

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 actions are captured in the Argyll and Bute Child Poverty Action Plan and in the Council’s Economic Strategy Refresh, 2024-2034. The Employability Team now has a Child Poverty Co-ordinator, seconded from the NHS until December 2025. The Child Poverty Co-ordinator continues working across council departments and with external partners with a focus on tackling child poverty through positive actions.</p> <p>The whole people and skills agenda is a key focus to enable the economic and social growth 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?
<p>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.</p>