

## Appendix 2 Moray Employability Action Plan

### Impact Statements, Action tasks and timetable

<b>Overall Impact:</b>		Percentage entering positive destinations in Moray.												
<b>1.0</b>	<b>Improve outcomes for school pupils</b>	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Resp			
	<b>Impact Statements:</b>													
	<ul style="list-style-type: none"> <li>Improve attainment in English, Mathematics and at 5+ level 3, 5+ level 4, 5+ level 5.</li> <li>Improve attainment of looked after and accommodated children.</li> <li>Percentage of school leavers who receive an offer of continued learning.</li> </ul>													
<b>Ref</b>	<b>Task (add initials of person responsible)</b>	<b>Apr</b>	<b>May</b>	<b>Jun</b>	<b>Jul</b>	<b>Aug</b>	<b>Sep</b>	<b>Oct</b>	<b>Nov</b>	<b>Dec</b>	<b>Jan</b>	<b>Feb</b>	<b>Mar</b>	<b>Resp</b>
<b>1.1</b>	Increase ability to capture wider achievement Link to Education Action Plan No 16 Wider Achievement (AP 1 – 3)													Educ
<b>1.2</b>	Work with colleges to ensure equal access and develop pathways of progression in vocational education Link with Education Action Plan No 18 Skills Development (AP 4)													Educ
<b>1.3</b>	Develop Opportunities to better meet the needs of more vulnerable young people and/or those with Learning Difficulties. Link with Education Action Plan No 18 Skills Development (AP 8)													Educ
<b>1.4</b>	Increase flexibility of work experience placements (voluntary) Link with Education Action Plan No 18 Skills Development (AP 5)													Educ
<b>1.5</b>	Explore ways of using Local Management Groups and the Local Integrated Assessment and Planning processes to ensure effective transition of pupils into education, employment or training													SMT
<b>1.6</b>	Develop 16+ Learning Choices Action Plan													16+

2.0 Improve Intelligence in relation to the status of the unemployed client group and the labour market opportunities available to them.															
Impact Statements:															
Accurate and robust information is shared and available across partners.															
Ref	Task	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Resp	
2.1	Produce Employability Strategic assessment (FSF)														FSF
2.2	Survey JCP staff to identify demographic information and current trends														FSF
2.3	Survey UN individuals to seek their views on employability provision. (ongoing)														FSF
2.4	Survey agencies and organisations working with UN client groups on employability provision. (ongoing)														FSF
2.5	Build on existing mapping to identify specific client pathways to clarify barriers and gaps.														EAG
2.6	Establish a process with key public sector partners to identify changes in labour market requirements.														T Group
2.7	Develop a systematic approach to knowing the education, employment and training needs of the local unemployed population.														EAG

3.0 Identify early those at risk of unemployment and long term unemployment															
Impact Statements:															
<ul style="list-style-type: none"> <li>Those at risk from S4 cohort are identified.</li> <li>Adults 'at risk' are identified.</li> </ul>															
Ref	Task (add initials of person responsible)	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Resp	
3.1	Use a checklist of factors to screen all S4 pupils														SDS
3.2	Develop a process to identify adults at risk of unemployment														PACE
3.3	Explore ways to identify those with no apparent barriers to employment but who are potentially at risk of long term unemployment														EAG

4.0 Further develop integrated partnership working														
Impact Statements:														
	<ul style="list-style-type: none"> <li>Partnership working is improved</li> <li>Parents and young people express satisfaction with the level of partnership working</li> </ul>													
Ref	Task (add initials of person responsible)	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Resp
4.1	Develop networking and communication structures and interventions to ensure effective sharing of information and maximising opportunities for collaboration.													FSF
4.2	Develop targeted training for staff.													EAG
4.3	Review and revise the EAG structure													EAG
4.4	Further develop appropriate methods of sharing data across the partnership.													EAG
4.5	Work with key specialist services to promote the importance of employability in achieving positive progression.													SDS
4.6	Develop a file of good news stories													EAG
4.7	Raise employers awareness of the value to them of alternative qualifications and wider achievements.													EAG

5.0 Develop Interventions														
Impact Statements:														
<ul style="list-style-type: none"> <li>All young people identified as 'at risk' have an identified lead professional or key worker.</li> <li>Proportion of young people employed as apprentices is increased.</li> <li>A sample of those not in positive destinations indicate:               <ul style="list-style-type: none"> <li>➢ Improved readiness for work</li> <li>➢ Improved circumstances</li> </ul> </li> <li>Range of interventions available has increased</li> </ul>														
Ref	Task (add initials of person responsible)	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Resp
5.1	Explore the feasibility of developing an accredited vocational training scheme for vulnerable young people.													FSF
5.2	Commission keyworker provision through FSF.													EAG
5.3	Utilise mapping evidence to develop ideas and seek funding for specific barrier removal interventions for clients.													EAG

6.0 Maximise use of existing funding streams.														
Impact Statements:														
<ul style="list-style-type: none"> <li>Awareness of funding streams is increased.</li> <li>Greater collaboration in use of funding is evident.</li> </ul>														
Ref	Task	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Resp
6.1	Update and analyse funding information gleaned from the MCMC research questionnaires													FSF
6.2	Link funding information with current landscape of services to identify ways where a more collaborative approach can be adopted.													EAG

Note: EAG = Employability Action Group  
 CPM = Community Planning Manager  
 FSF = Fairer Scotland Fund.  
 SMT = Smarter Theme Group