

Fairer Scotland Fund National Outcome 2

We realise our full economic potential with more and better employment opportunities

Local Context

Employment opportunities in Moray are constrained by its peripheral location and small, semi-rural industrial base. Moray College (part of UHI) provides further education and training facilities but the area loses a high proportion of its more able young people to universities, colleges and jobs in Scotland's cities. The region produces around 1,100 school leavers per annum. Around half of these enter further or higher education. Many more enter employment straight from school (35%) than in Scotland as a whole (25%). Fewer young people enter training or are unemployed.

The population of Moray has grown in the last 25 years but most of this growth has been fuelled by the increase in armed forces personnel and supporting staff; more recently also by migrant workers. The workforce is, on national average comparisons, low paid. Median Gross Weekly Earnings for full-time employees decreased slightly in 2007 to £377.30, 85.6% of the national average, the position against median Scottish Gross Income in 2005 was 88.5%.

The employment structure is dominated by public sector jobs, with declining primary and manufacturing sectors. National Statistics for Moray in 2006 reveal that the service sector accounted for 74% of jobs, of which public administration, education and health employed 32% of employees and distribution, hotels and restaurants 24%. Out of a total employment of 34,000, 31% work in the public sector, compared with 27% in Scotland and 25% in the UK.

There is a low level of return of young people gaining qualifications outwith Moray but many young people who do leave Moray to enter higher education do not return to the area. Fewer graduates are employed compared to Scottish norms and business research and development is extremely low. In Moray there has been a small number of companies providing graduate employment. This has consisted of a total of 15 companies. It has emerged that there is currently a problem recruiting graduate dentists for Moray.

In Moray, 49% of school leavers entered full time higher or further education in 2006/07, a position that has remained relatively unchanged over the last 3 years but has remained below national and comparator grouping averages during the same period. The proportion attending full-time higher education has increased by 1% to 24% in 2006/07 although Moray remains below the national average of 30% and has done so over the past three years. The proportion of Moray school-leavers going on to full-time further education has slightly decreased from 25% in 2004/05 to 24% in 2006/07, remaining just above the national average of 23%.

For 14% of Moray's school leavers, their destinations are known (e.g. unemployed and either seeking or not seeking employment or training) which is greater than the national average of 12%, a position that has remained relatively unchanged since 2004/05. There has been some movement between 2004 to 2007 in the proportion of school leavers entering positive and sustained destinations. 430 young people were identified as not being in education, employment or training in 2004 and in 2007 the figures are 330. Demand from young people for Employability support through Moray New Futures has increased by approximately 30% indicating a gap in provision to meet the needs of young people who are more distanced from the labour market.

In 2006/07, Moray Council supported 63 vulnerable adults into paid employment, a 34% increase from the previous year's result.

	Local Outcomes	Local Indicators	Frequency of Collection/ type or source	Baseline	e.g Local Targets & Timescales
	We will make full potential of those not yet in the labour market	Number of 16 to 19 year olds in need of More Choices/ More Chances support	Combination of School Leavers Destinations Statistics and DWP benefits statistics	330 (at Oct 2007)	Decrease the number of 16 to 19 year olds in need of More Choices/More Chances support
		L3. Number of claimants in receipt of unemployment related benefits, relative to the Scottish average	NOMIS – Official labour market Statistics.	The percentage of JSA claimants over 1 year is 10.9% in Moray against Scottish average 13.3%. At May 2007, the percentage of working age key benefit claimants (incapacity, lone parents etc) is 12.5% in Moray against 16.7% in Scotland.	Reduce number of claimants in Moray
		L6. Vulnerable adults into paid employment	Moray Internal Statistics	63 vulnerable adults supported in to paid employment	Increase number of vulnerable adults supported in to paid employment
	Required Action by Local Partners for these Outcomes	Action			
		<ul style="list-style-type: none"> • Establish Employability Partnership Group (MCMC And Work Force Plus) • Appoint Employability Co-ordinator, continue to create opportunities for More Choices More Chances young people (CPP) • Increase opportunities for employment of vulnerable people (Work Force Plus-MCMC) • Provide support to the Moray Council and any other Partners Apprenticeship Scheme to allow support to participants in need of More Choices and More Chances • Support the delivery Deliver the Moray Determined to Succeed Plan for 2006-8(TMC) 			