

LOIP PILLAR: CREATING SKILLS AND JOBS						
Objective	ACTION <i>What steps will you take to achieve your short-term outcome</i>	Short Term Outcome (1-2 years)	Medium Term Outcome (5 years)	Long Term Outcome (10 years) <i>What does success look like?</i>	Responsible partner agencies	Measurement (1-2 year outcome measures) <b>How will we demonstrate progress?</b>
To create more good quality jobs in West Lothian.	<p>Increase marketing of West Lothian as a place to do business through Investinwestlothian.</p> <p>Increase partnership working with key stakeholders including Education and NHS.</p> <p>Ensure all business support is targeted at employers offering Living Wage opportunities.</p> <p>Maximise the benefits of CPP community benefit activity to create Living Wage opportunities.</p> <p>Advice and funding targeted at businesses and individuals to promote upskilling in line with sectoral needs.</p>	<p>Increased awareness of the support available to businesses.</p> <p>Increased awareness of the jobs available and how to access them.</p> <p>All business and wage subsidy grant funding for those aged 18+ to be paid at National Living Wage or above.</p> <p>80% of benchmarked companies in receipt of support pay National Living Wage within 2 years.</p> <p>The establishment of sectoral forums across key local sectors, construction, life science, health &amp; social care and retail, to map skills gaps.</p>	<p>Expansion and replacement demand, within key sectors in West Lothian identified through SDS, is met.</p> <p>Alignment of education curriculum with the required qualification level identified by future industry requirement.</p> <p>50% increase in employers paying living wage by 2025.</p> <p>90% of benchmarked companies in receipt of support pay National Living Wage within 2 years.</p>	<p>Forecast and expansion demand within the economy is met with a workforce that matches the skills required.</p> <p>Local firms are enabled to deliver sustainable, inclusive and diverse economic growth.</p> <p>75% increase in employers paying living wage by 2025.</p> <p>100% of benchmarked companies in receipt of support pay National Living Wage within 2 years.</p> <p>Pipeline model to skills development established, ensuring local labour market needs are met proactively.</p>	<p>WLC Economic Development</p> <p>WLC Education Services</p> <p>Scottish Enterprise</p> <p>WL College</p> <p>Herriot-Watt University</p> <p>SDS</p> <p>VSG</p> <p>DWP</p> <p>Procurement Leads</p> <p>WL Chamber of Commerce</p> <p>Federation of Small Businesses</p>	<p>Review of local data to measure shift in number of companies paying National Living Wage</p> <p>Five active sectoral forums established, linking into Local Employability Partnership planning. Forums to include employers, education – school/FE/HE – economic development and employability provision.</p>

Upskilling our workforce and addressing the skills gap and labour shortages	<p>Increased partnership working for greater collaboration within School-College - University</p> <p>The provision of into and in-work employability support for parents to support upskilling.</p> <p>The provision of into and in-work support for those in SIMD areas and facing multiple barriers to employment.</p>	<p>Increased awareness of career pathways in late Primary and through to Secondary for pupils, parents and carers.</p> <p>Industry recognised qualifications developed in schools.</p>	The potential of future workforce is maximised by creating educational pathways, including the balance between vocational skills and academic qualifications.	<p>West Lothian economic partners collaborate to maximise job opportunities and minimise skills gaps.</p> <p>Skills gaps minimised through improved partnerships and co-design.</p> <p>Reduction in family poverty in West Lothian as a result of creating progression opportunities</p>		<p>Partnership commits to and evidences supporting 750 people each year with formal upskilling.</p> <p>60% PESF funding supporting in work skills development.</p> <p>20% of SPF clients accessing upskilling opportunities in line with local economic need.</p> <p>Literacy and numeracy support for 20% of SPF clients to enhance employment opportunities</p>
	<p>Target activity at those already in work to progress further and gain new skills.</p>	<p>Improved awareness of the key sectors that are unfilled and face medium to longer-term skills shortages.</p> <p>Companywide training and sustainability planning embedded into all business growth activity.</p>		<p>West Lothian has a flexible and adaptable workforce with the skills to meet workforce demands.</p> <p>50% of companies developed and implemented a department/ companywide training plan.</p>		<p>Online tool developed and promoted via Investinwestlothian with 15% of growth businesses using it.</p> <p>All growth clients supported to implement strategies to address future skills gaps, in line with company growth plans.</p>

		Increased number of Graduate and MA opportunities, alongside support for innovation and workforce development.				
	Provide funding to firms to assist with qualifications for upskilling and retraining within businesses.	<p>Companies in key sectors supported to implement good practice in in-house training.</p> <p>Parents seeking better employment are supported to enable progression as a means to improve family financial position</p> <p>Increased uptake in Graduate MAs within key growth sectors.</p>	The potential of future workforce is maximised by creating good quality progression opportunities through in-house training and upskilling.	<p>Young people and adults have access to Life-long education and improvement opportunities</p> <p>Support development of higher skilled economy in line with business and local economic needs.</p>	<p>WLC Economic Development</p> <p>Scottish Enterprise</p> <p>WL College</p> <p>Heriot Watt University</p> <p>SDS</p> <p>DWP</p> <p>WL Chamber of Commerce</p>	<p>Partnership evidences grant support to firms which leads to formal upskilling and retraining</p> <p>200 families supported annually to improve their financial position by income maximisation with a focus on upskilling and enhanced employment opportunities</p> <p>25 Graduate positions and 25 MA positions supported annually across council and industry, linked to organisational growth plans, across all age groups</p>

Alleviating poverty and promoting equality of access to opportunities	<p>Support is targeted towards the following priority groups:</p> <ol style="list-style-type: none"> <li>1. Young people aged 16-24 seeking to progress into new or better employment opportunities</li> <li>2. Families at risk of poverty</li> <li>3. Individuals who have been out of the labour market for 12 months or longer</li> <li>4. Vulnerable individuals or groups including those from ethnic minorities, care leavers or carers, those who have or have had drug and alcohol addictions, criminal convictions or wider health issues</li> <li>5. Those who live in deprived communities</li> </ol>	70% clients from priority groups supported annually through Local Employability Partnership annual plan	Reduction in the number of clients within the 5 priority groups requiring support	Young people and adults have access to Life-long education and improvement opportunities	<p>WLC Economic Development</p> <p>WLC Education Services</p> <p>WL College</p> <p>SDS</p> <p>DWP</p>	<p>Local benchmarking data on five priority groups to be identified. Data will be used to track progression.</p>
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