Aberdeenshire LEP Delivery Plan

Vision	Our vision is to provide a joined up approach to providing a range of employment services and opportunities for vulnerable and disadvantaged groups and individuals living in both urban and rural areas of Aberdeenshire to enable citizens to enter, sustain and progress in the labour market.
Aims & Objectives	- reduce the number of individuals and families reliant on benefits - join up services and work smarter together to avoid duplication and maximise impact of services - help individuals to progress, stay or move on in employment - reduce the barriers to sustained employment - seek opinion from lived experience individuals to assist service design - align funding to target strategic priorities - link opportunity and need
Developing and Delivering the Plan	In terms of developing this plan EC will consult with local partners, lived experience local network and use local data and metrics to inform decisions on locality need and interventions. No One Left Behind has given the local employability partners greater scope to tackle the needs that they are aware of in the local dimension: a Service Standards Framework is being devised alongside work on our own Customer Charter, to again ensure quality of delivery
Local Alignment and Integration	Employment CONNECT has partners from the third sector, Health, Criminal Justice, HMP Grampian, DWP, Social Work Scotland and other public bodies including the local authority. It is a wide partnership in terms of reach and also links in closely with the Financial Inclusion partnership and the Child Poverty agenda
Place Plan Priorities	Aberdeenshire Council's Strategic plan has 6 main priority areas: - Education, - Health & Wellbeing, - Infrastructure - Resilient Communities, - Economy & Enterprise & - Estate Modernisation. The work of Employment CONNECT (EC) will feed into all 6 of these priority areas. Community Planning Local Outcomes Improvement Plan has 4 priority areas – - Changing Aberdeenshire's relationship with alcohol

	• Reducing Poverty • Connected and Cohesive Communities • Health & Wellbeing. Again, the work of EC will feed into all 4 of the priority areas. Employment CONNECT works closely with the Tackling Poverties & Inequalities team to ensure employability is embedded in the Child Poverty Action Plan. Particular priorities for employability are to • Reduce in-work poverty by developing and implementing an in-work poverty strategy in partnership with local employers. • Develop a range of person-centred, community-based support which will reduce the barriers to employment. • Develop and implement routes and pathways into emerging and future regional employment opportunities so that those impacted by changes in the labour market can reskill or upskill. The action plan can be found at Aberdeenshire Child Poverty Action Plan 2018 -2028 Sept 2021 Update (ouraberdeenshire.org.uk)
Service Delivery Priorities	As highlighted above the LEP have agreed to adopt a localities approach, the 6 areas will be: • Banff & Buchan • Buchan • Formartine • Garioch • Kincardine & Mearns • Marr All of the 6 areas will have common priority groups including, Young People, People with Additional Support Needs. Existing provision will continue to be funded to support these groups. We will have a consortium approach in each area with referrals coming into a single point of contact, a range of support for each client will be agreed by all partners. Using a mix of local intelligence and data the LEP has chosen the local area of Banff as a PLACE pilot programme. This involves a single point of contact, shared premises and case conference approach to supporting individuals. Partners are examining what local needs are, the barriers residents are facing, type of premises available for delivery, lived experience feedback from residents: for example a survey of young people on their needs and requirements but not just for employability but for the area as a whole.
Service Delivery Requirements	The LEP will prioritise localities, putting in place smaller localised partnership groups that will use local intelligence and data to determine what support is required in each locality. However the overall LEP will be prioritising Wellbeing, Additional Support Needs, Veterans and Minority Groups. The LEP will be looking at local partners, 3rd Sector organisations to

and Approach	develop the support that will be required. If the required support or provision is not available locally then we will refer to the National Framework. An unforeseen area of pressure is the influx of people from Ukraine combined with the mix of Iranians and other nationals in the relocation programme. With such an increased number of people arriving from Ukraine our current programme of support for refugees is needing to be revisited and adapted. Our approach will look to increase specialist Key Worker support for this client group and develop more targeted support to include Employability, ESOL, self-employment and sector specific training, Working closely with colleagues in Economic Development (Investment, Place, et al) Housing (homelessness, etc.) Criminal Justice/Social Work/Education we are in a good place to align funding, interventions and strategy to get the right mix for tackling poverty, unemployment, literacy, training and education. This approach allows further integration of strategic plans and assists in creating the right circumstances for change.
Performance Indicators	The agreed performance indicators will be mirroring the Scottish Government Outcomes: • Entering Employment • Entering Education & Training • Modern Apprenticeship • Volunteering Along with these performance indicators we will also be looking at the softer social justice outcomes including clients reporting an improvement in Confidence/Motivation, Alcohol & Drug Dependency, Mental Health, Re-offending, Educational Attainment, Numeracy/Literacy, Debt & Money Management and Entrenched Worklessness. The majority of the clients that we are working with have multiple barriers so an increase in confidence, health & wellbeing will make a huge difference to these clients and move them a step closer to entering employment. EC members play an active role in agreeing, monitoring and taking action to improve local employability outcomes, offering constructive criticism and regularly challenge each other and the partnership as a whole to 'do more' in achieving the Delivery Plan outcomes. With the locality approach that the LEP will take we will ensure that the Reach element of the Shared Measurement Framework. The Partnership approach that we are taking in Aberdeenshire also meets the remaining areas of the Shared Measurement Framework, Progression, Skills Alignment, Experience of Services, Value of Services
Continuous Improvement	The LEP intend to use the methodologies that are the basis of the Continuous Improvement Action Plan. The LEP will undertake self-evaluation questionnaires amongst partner, this will ensure that we are assessing our performance and can identify and prioritise any areas of improvement. We will continue to analyse the data within the localities, performance of partners, labour market statistics, increased engagement etc. As a LEP we will be reporting on the data on a quarterly basis so will be able to identify any emerging trends or areas for improvement. The LEP wishes to move to evaluation on a

	6 monthly basis, this will be an opportunity for the delivery partners to determine if the pathways and progression routes are matching the participant needs.
Evaluation	Within the LEP we have a lived experience group for Parents, we intend to build on this to incorporate additional groups for Young People, Minorities, and locality groups. The input from these groups will form the basis of the locality plans. It is important for us to listen to the needs of the communities. Each locality will form user feedback groups to ensure that the provision in place is suitable and making the required impact. This approach to obtaining user feedback will align with the national level evaluation plans.

Annex 2

Target Group	Name of Provision	Delivery Partner	Funding Stream	Volumes	Outcomes Expected
Young People	Community in Volunteering	AVA	YPG	45	
Young People	TRIBE	Barnardo's Works	YPG	100	50 progressed through pipeline 15 progressed into employment 5 into MA 10 into FE/HE
Young People	Criminal Justice Youth Employability Worker	Aberdeenshire Council	YPG		
Young People	REAP Project	Aberdeenshire Council	YPG		
Young People	All in Aberdeenshire	ENABLE Works	YPG	20	12 into Employment 18 Progressed along the pipeline 4 into FE/HE

Young People	Pathway Steps	Fly Cup Catering	YPG	12	12 into Employment 12 progressed along the pipeline
Young People	Foyer Counselling Service	Aberdeen Foyer	YPG	100	100 client engagements, 85 reporting improved wellbeing, positive mindset, more resilience
Young People	Foyer Engage	Aberdeen Foyer	YPG	120	120 Engagements 70 Progressed along Pipeline
Young People	Vinery Project	Aberdeen Foyer	YPG	60	40 progressed along pipeline 30 progressed into employment
Young People	Driver Training	Aberdeen Foyer	YPG	40	40 clients obtaining Driving licence 40 clients progressing along pipeline 40 clients with improved prospects for work
Young People	Aberdeenshire Employability	LEAD Scotland	YPG	45	40 progressed along pipeline 5 progressed into employment 15 progressed into FE/HE

Young People	Project Search	VIAS Scotland	YPG	14	14 starts 8 progressed into Employment
Young People	Enterprise Booster	Robert Gordon University	YPG	50	38 Progressed along pipeline 30 progressed into employment
Young People	Digital CONNECT	SHMU	YPG		
Young People	Creativity CONNECT	SHMU	YPG	48	
All Age, All Stage	Employer Recruitment Incentive	Aberdeenshire Council	YPG, NOLB	50	50 into Employment
All Age, All Stage	Key Workers	Aberdeenshire Council	YPG, NOLB, PESF	350	
Parents	Women in Business	Robert Gordon University	PESF	75	45 progressed into self employment
Parents	All in Aberdeenshire	Enable Works	PESF	30	
Parents	Foyer Families	Aberdeen Foyer	PESF	30	20 progressed along pipeline 4 into employment
Parents	Childcare Academy	Aberdeenshire Council	PESF		