

Strategic Operational Action Plan

Commitment 1: We will prepare our young people for the future			
Strategic Outcomes: • Giving every child the best Start in life • Developing educated responsible and informed citizens • Promoting a prosperous, inclusive economy		Local Outcomes: • Children have the best start in life • Young people reach their potential • People are ready for life and work • Employment opportunities for all	
Commitment	Activities	Performance Indicator	Lead Responsibility
Ensure our young people are equipped to leave school and get a job, access further or higher education, or have appropriate training opportunities Continue to build on the year on year improvements in educational attainment	Projects and interventions via the Developing Our Young Workforce	Continue working with business partners and Perth & Kinross DYW Regional Board Deliver the new Wider Achievement Standard to increase pupils participation. Increase vocational learning opportunities to senior phase pupils Engage and inform local businesses of the benefits of working with the education sector Continue to improve positive destination levels to ensure Perth & Kinross stays above national average Map current practices available in Perth & Kinross from both educational and employer perspective Introduce new Perthshire Chamber of Commerce Business Award	ECS, Schools Division

Ensure we provide a range of initiatives to provide our young people with the relevant work skills	Opportunities for all and Activity Agreements	Deliver 16+ meeting in all 10 Secondary Schools in Perth & Kinross Work with 65 individuals per year from @ Scott Street to develop Activity Agreements for 16-19 year olds Deliver LINC Group to young people engaging with Activity Agreements	ECS, Services for Children, Young People and Families
	Career Ready Programme	60 pupils and 30 employers engaged in programme Increase Work placement for pupils above 2014/15 levels Introduce new foundation apprenticeships in schools	ECS, Schools Division
	Promote & Widen the provision of Modern Apprenticeships	400 Modern Apprenticeship places to be delivered by March 2018	CE, Human Resources
Invest in Professional Traineeships	Promote and Widen the provision of Graduate Internships	50 Professional Traineeships to be delivered by March 2018	CE, Human Resources

Commitment 2: We will ensure those who are already disadvantaged are not further marginalised				
Strategic Outcome: • Giving every child the best start in life • Developing educated responsible and informed citizens • Promoting a prosperous, inclusive economy • Supporting people to lead independent, healthy and active lives	Local Outcome: • Children have the best start in life • Young people reach their potential • People are ready for life and work • Employment opportunities for all • Longer, healthier lives for all			
	Commitment	Activities	Performance Indicator	Lead Responsibility
	Put in place effective support to help individuals move towards training and employment opportunities Further develop a commissioning role for Council Services which may provide opportunities for employment	Promote and encourage the activities and outcomes of the Employability Network	Provide individuals with “Keys to Life” by working with 32 members of the Employability Network across a 5 stage employability pipeline Provide a person centred approach to employability included work skills courses	HCC, Community Care
		Further develop the support and provision of Westbank Enterprises	Support 30 individuals gain employment or volunteering opportunities via Horticulture vocational based learning at Westbank Enterprises, Jeanfield Road, Perth	TES, Waste Services and Community Greenspace
		Deliver community based adult learning opportunities including adult literacy, numeracy, ESOL, digital learning, core skills, and employability skills.	Working across the 5 Action Partnership localities within Perth & Kinross to deliver a range of services including “Leg-up to Employment” to enable individuals to move closer to employment.	ECS, Public Service Reform, Culture and Community Development Division
		Promote the take up of volunteering opportunities to provide stepping stone to permanent employment	All employment services to work together to increase the take-up of volunteering opportunities. The Employment Initiative Team within The Hub will work to co-ordinate this work with Partners	All Services

	All Employability services to improve engagement and participation with the Employability Network Extend the range of Training and Work placement opportunities	Representation of all Employability services on Employer Network partnership All services to work to create a directory of training and placement opportunities. The employment Initiatives Team within The Hub will work to co-ordinate this work with Partners	All Services
Support Young people with an Autism Spectrum Condition into employment	Deliver the commitment of the Perth & Kinross Strategy for Autism Employer engagement work experience Aligning with mainstream provision Lever in additional funding to support those with ASC. Engage with all PKC Secondary schools	Identify and engage with individuals aged 16-25 years to offer employability support including Modern Apprenticeships Networking in the local area and engaging with local employers. Aligning with the 'Work it', the work placement guidance from education Secure Additional funding from Autism Strategy (Innovation and Development Fund)	HCC, Planning & Performance management

Commitment 3: We will support the unemployed.				
Strategic Outcome: • Developing educated, responsible and informed citizens • Promoting a prosperous, inclusive economy • Supporting people to lead independent, healthy and active lives • Giving every child the best start in life		Local Outcome: • Young people reach their potential • People are ready for life and work • Employment opportunities for all • Longer, healthier lives for all • Children have the best start in life		
Commitment	Activities	Performance Indicator	Lead Responsibility	
Complement the work of Job Centre Plus through more intensive one-to-one coaching and help improve employability chances through customised training and job brokering Work with partners across the Tay City Deal project to maximise Job opportunities for Perth & Kinross residents	Lead on the delivery of a ESF Employability Pipeline in Perth and Kinross	Establish an internal and external provider 5 Stage Employability Skills Pipeline in Perth & Kinross via the European Social Fund.	TES, Planning	
	Further develop the one-to-one coaching and advice service available via The Hub	Work with 281 individuals in 2016/17 to offer one-to-one employability support with the view to 196 finding paid employment and a further 74 in other positive destinations.	TES, Enterprise	
	Establish the ESF Hub outreach service within, Rattray, Blairgowrie, Letham and Fairfield	Work to engage with the English speaking migrant labour community. Over the lifespan of the project, (Aug 16-Dec 18) aim to work with 435 individuals with tailored employability support to enable 195 to move into a positive destination	TES, Enterprise	
	Provide industry work experience though vocational based sectoral training	Commission the delivery of 3 skills academy programmes per year, with a view to assisting a total of 36 individuals gain appropriate vocational training to enable 45% of candidates to move into paid employment.	TES, Enterprise	

	Identify job opportunities in the local and travel to work area of Perth & Kinross and market these to the community	Co-ordinated by The Hub, deliver a Vacancy Management service to fill 128 newly identified employment opportunities within the local and travel to work area of Perth & Kinross.	All Services
	Instigate the establishment of Inclusive Growth pilot project similar to the North Ayrshire initiative	Work with Angus, Dundee and Fife Councils to identify the need of an Inclusive Growth project via Tay City Deal. Application to be submitted by End of October 2016.	TES, Enterprise
	Be an ambassador for Perth & Kinross and ensure best value and opportunity for Perth & Kinross via the Tay City Deal projects	Participate in the Tay City Deal Stakeholder Engagement Events in Sept 2016. Assist in the review of application to the Tay City Deal project proposal bids by January 2017	TES, Enterprise

Commitment 4: Work innovatively with business and our partners to help them grow and create more jobs			
Strategic Outcome: • Promoting a prosperous, inclusive economy • Supporting people to lead independent, healthy and active lives • Giving every child the best Start in life • Developing educated responsible and informed citizens	Local Outcome: • Thriving, expanding economy • Employment opportunities for all • Young people reach their potential • People are ready for life and work • Longer, healthier lives for all • Children have the best start in life		
	Commitment	Performance Indicator	Lead Responsibility
	Investing expertise through an effective enterprise support network	Support the activities of Business organisations such as the Perthshire Chamber of Commerce, Federation of Small Businesses, Lets Network Perth etc.	Help facilitate and encourage participation in Business and Enterprise Month in November 2016
	Co-ordinate public sector employer engagement with larger employers	Deliver Business Support services through an effective network of support agencies Work to establish co-ordinated employer engagement within Perth & Kinross	Business Advisor to identify 12 new employment opportunities via the Business Support Networks Consult and collaborate with other Employer services to create a co-ordinated employer engagement route within Perth and Kinross. Promote the Gold Employer Award to local employers who provide well paid employment opportunities to disadvantaged groups
	Encourage the creation of a greater number of higher paid, higher skilled jobs Encourage more private sector take-up of recruitment incentives	Promote the Scottish Living Wage accreditation Utilise the Perth & Kinross Recruitment Incentive to encourage employers to pay the living wage Work with employers to promote the various Perth & Kinross Council incentives to recruit low skilled and unemployed individuals within Perth & Kinross	ALL Services TES, Enterprise All HCC ALL Services TES, Enterprise All Services

Commitment 5: We will lever more employment benefits from public sector investment			
Strategic Outcome: • Giving every Child the best Start in life • Developing educated responsible and informed citizens • Promoting a prosperous, inclusive economy • Creating a safe and sustainable place for the future		Local Outcome: • Children have the best start in life • Young people reach their potential • People are ready for life and work • Thriving, expanding economy • Longer, healthier lives for all • Attractive welcoming environment	
Commitment	Activities	Performance Indicator	Lead Responsibility
Capitalise on our capital investment programmes where possible to generate labour demand in the local economy	Early engagement with contractors and programme managers	Identify opportunities for Community Benefit Clause with the purchase of Perth & Kinross Council Services and capital projects. Attend meet the buyer events for significant capital projects within Perth & Kinross	All Services
	Use Community Benefit Clauses to support local employment and training	Work with procurement team to ensure maximum use of Community Benefit Clauses within the commissioning of services across the council. Work with all services to meet the commitments of Community Benefit Clauses for Perth and Kinross Council projects Work with Kilmac Construction to meet the commitment to employ 6 young people with barriers to employment for the duration of the Mill Street development Work to develop a Community Benefit commitment and Action Plan with Balfour Beatty on the A9/A85 project in November 2016.	

Promote Fair work through the council's employment policies and practices	Assess our HR Policies and practices against the Fair Work principles improvement plan	Implementation of a fair work improvement plan	CEHR	
	Fair Work and Fairness Commission Inclusive recruitment policy Flexible working Policies	The review of our Recruitment & Selection Policy will include an assessment of the new Disability Confident Scheme Level 3.	TES SCOD	

Commitment 6: Ensure appropriate governance and management systems are in place to deliver the strategy			
Strategic Outcome: • Giving every child the best Start in life • Developing educated, responsible and informed citizens • Promoting a prosperous, inclusive economy • Supporting people to lead independent, healthy and active lives	Local Outcome: • Children have the best start in life • Nurtured and supported families • Young people reach their potential • People are ready for life and work • Thriving, expanding economy • Employment opportunities for all • Longer, healthier lives for all		Lead Responsibility All Services
	Commitment Implement the Employment Strategy and Action Plan through robust joint planning and management arrangements in Perth & Kinross Establish a robust monitoring framework Ensure adequate service provision across all stages of the employability pipeline	Activities Develop effective arrangement for implementing the strategy. Re-instate a Local Employability Partnership to lead the monitoring and actions of the Perth & Kinross Employability Strategy Further Develop the current ESF management information system to enable effective reporting against strategic objectives Conduct an up-to-date map and review of the current employability activities and service provision across Perth & Kinross	
		Performance Indicators Establish a partnership of Council services delivery partners to review and monitor the performance of the aims and objectives of the Perth & Kinross Employability Strategy	
		Work with ESF Programme Officer to investigate a development of ESF management information by Jan 2016	TES, Enterprise
		Review the current employability landscape in Perth & Kinross in April 2017	TES, Enterprise

Improve communication and information flow between local partners Improve Information and Communication within the community of Perth & Kinross	Utilise digital and social media to communicate information to strategic employability partners and employers	Work with Employability Services internal and external to create an inclusive and easy to use portal for all Employability products and services. May 2017	All Services
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