

Dumfries and Galloway

## Local Employability & Skills Partnership



# Delivery Plan

## 2022-2027

[dgemployability.co.uk](http://dgemployability.co.uk)



## Foreword

As the chair for our Local Employability and Skills Partnership (LEP), I am delighted to introduce our abbreviated version of the delivery plan for 2022 to 2027. In order to achieve a thriving economy within Dumfries and Galloway it is vital that we look for new and innovative ways to support individuals and our diverse communities. Tackling labour market inequalities and supporting those at risk of being left behind to move closer to and into fair, sustainable jobs is a key goal for the partnership.



My thanks go to each and every one of our partners that work hard every day to ensure Dumfries and Galloway is a region where every single person can achieve and realise their ambitions. By empowering individuals, all our communities will thrive, and I look forward to seeing this in action over the next 5 years.

### **Cllr Katie Hagmann**

Mid Galloway & Wigtown West, Dumfries and Galloway Council  
Chair of D&G Economy & Resources  
CoSLA Resources Spokesperson (Finance, Employers and Digital)  
Chair of D&G Local Employability and Skills Partnership

The “No One Left Behind” partnership agreement that was signed between Local and Scottish government in December 2018, supports our shared ambition of transformational change across Dumfries and Galloway. The partnership is leading that transition to ensure there is a better aligned and integrated employability support system.

Through evidence based local data, we have identified priority groups which allows us to focus our place-based support where it is needed most. We recognise the importance of coordinating our approach to ensure we meet our local needs including, local people seeking employment, employers, and businesses and as a result work to co-produce, co-commission and engage with all stakeholders wherever possible.

Aligning and integrating our employability support is key to us achieving our vision that by 2025, Dumfries and Galloway will have a collaborative, effective and easily understood employability and skills system focused on positive outcomes which are person centred and provide pathways to suitable and fair work.

## Introduction

### **Dumfries & Galloway's Local Employability & Skills Partnership is transforming as part of a Scotland-wide transition to a better aligned and integrated employability support system.**

In December 2018, Scottish and Local Government signed a Partnership Agreement to support this shared ambition of transformational change. The strengthening of our local partnership is key and we, along with all 32 Local Employability Partnerships, have developed [Local Improvement Action Plans](#) to support this.

Partnership members include Dumfries and Galloway College, Skills Development Scotland, Third Sector Dumfries and Galloway, Developing the Young Workforce Regional Group, Dumfries and Galloway Council, Department for Work and Pensions, South of Scotland Enterprise, NHS Dumfries and Galloway and Scottish Council for Development and Industry. Our partnership provides a multi-agency approach with shared objectives, collaboration, the pooling of resources, and collective leadership.

Dumfries & Galloway's Local Employability & Skills Partnership exists to coordinate our local approach to the provision of employment and skills services and to ensure these meet the needs of local people seeking employment, employers, and business groups.

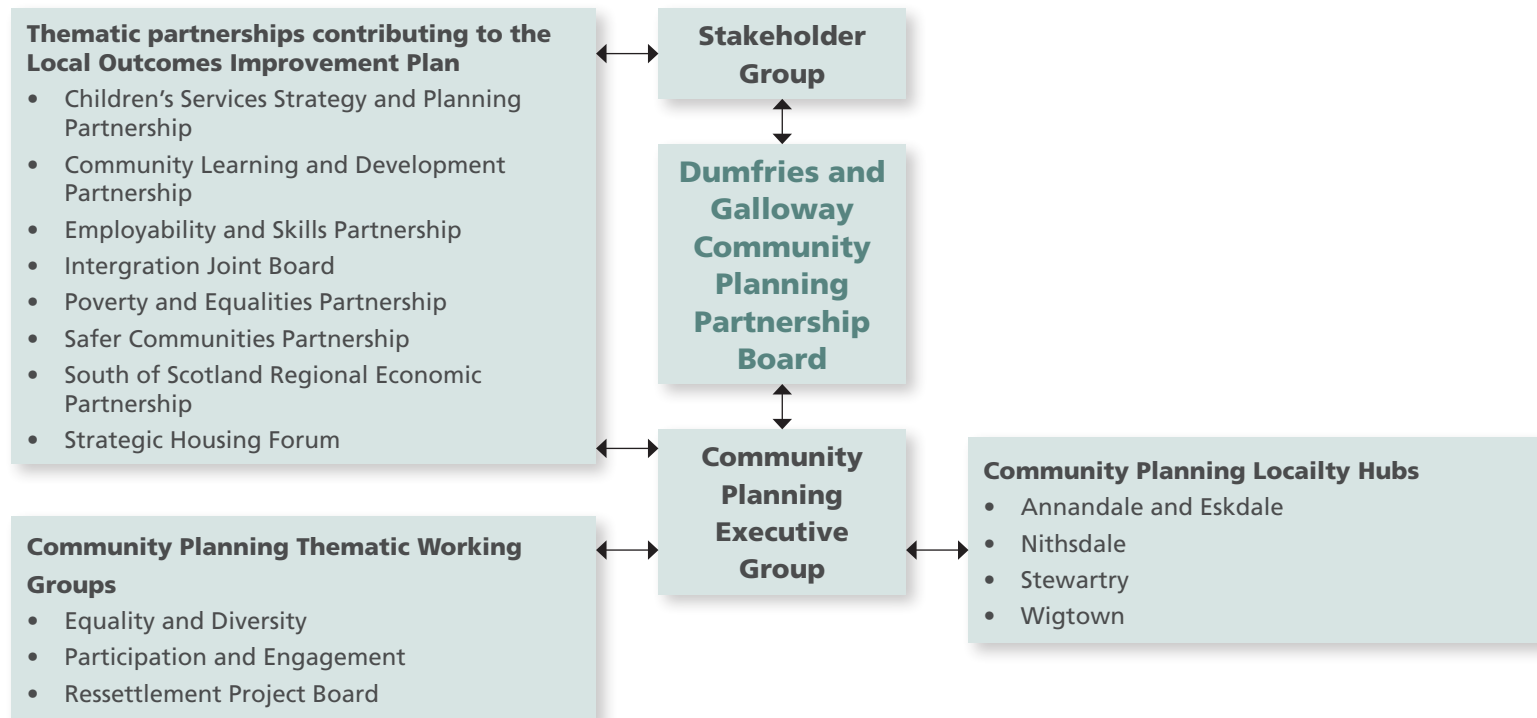
We have developed this strategic delivery plan to cover the five-year period until 2027 to develop and support our place-based approach and to improve local co-production, co-commissioning, and stakeholder engagement.

The plan is informed by local data and analysis enabling us to identify priority groups and focus support where it is needed most – retaining the core purpose of tackling labour market inequalities and supporting those at risk of being left behind to move closer to and into sustainable and fair work.

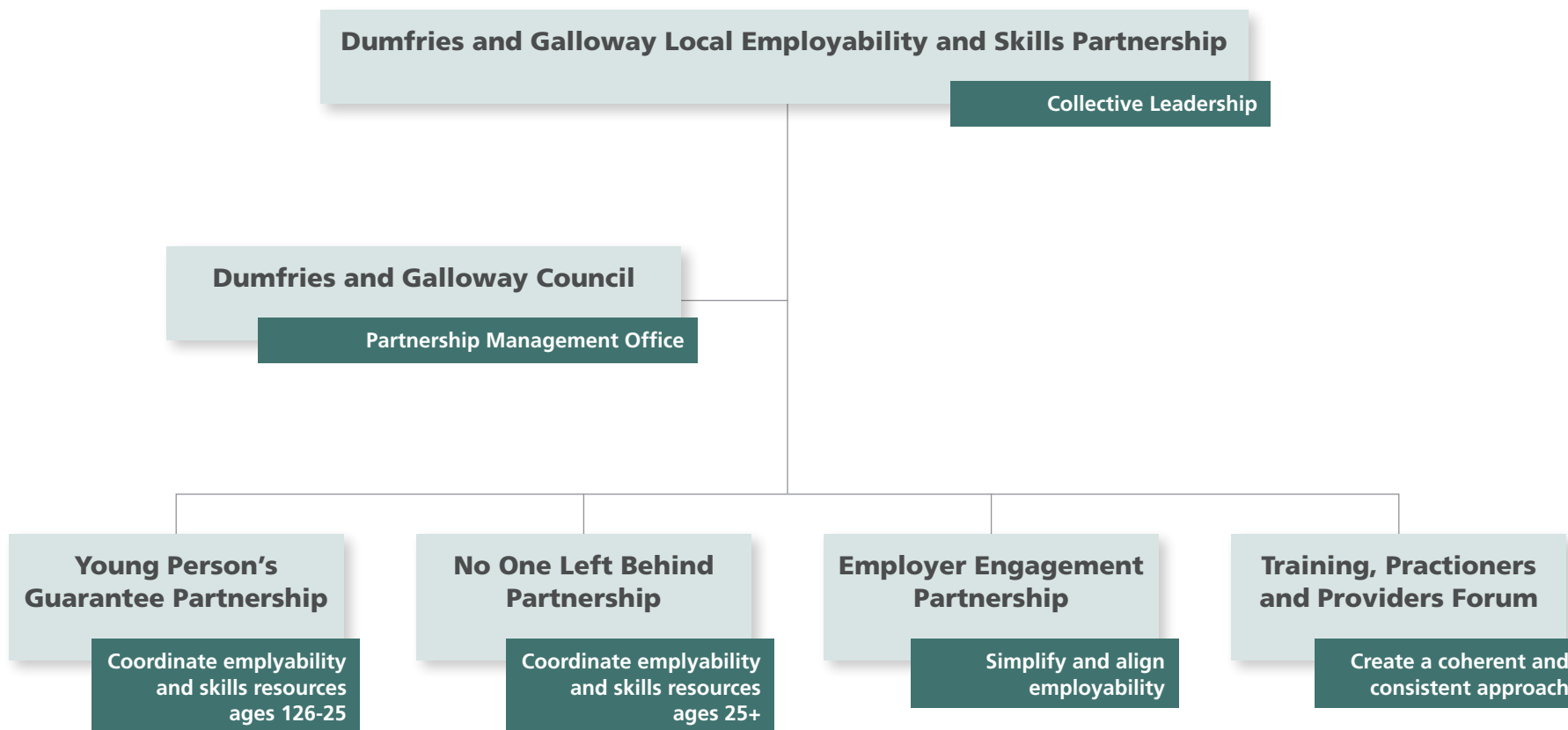
Our partnership vision is that by 2025 Dumfries & Galloway will have a collaborative, effective and easily understood employability and skills system focused on positive outcomes which are person-centred and provide pathways to sustainable and fair work.

## Dumfries and Galloway's Local Employability & Skills Partnership Governance Structure

The diagrams below provide an overview of the current governance and reporting arrangements between the Dumfries and Galloway Local Employability & Skills Partnership and other key Community Planning Partnerships.



The diagrams below provide an overview of the current governance and functions of the Local Employability & Skills Partnership, Dumfries and Galloway Council as lead accountable body and the subgroups tasked with implementing the delivery plan and reporting on progress.



- Documents will be available from the [partnership website](#).
- There is also a Third Sector Employability Forum which is aligned with the Training, Practitioners & Providers Forum.

## Dumfries & Galloway Local Employability & Skills Partnership – Skills Pipeline

A range of organisations deliver and/or fund employability support in Dumfries and Galloway. Full details are available via the [Directory of Services](#) on our partnership website. Dumfries and Galloway presence on the [Skills and Training Network](#) is being developed to improve access to support.

Dumfries & Galloway Council	Department for Work & Pensions	Skills Development Scotland	Dumfries & Galloway College
NHS Dumfries & Galloway	Community Learning and Development	Scottish Government	Scotland's Rural College (SRUC)
Citizens Advice Bureau	South of Scotland Enterprise	Fair Start Scotland	Third and Voluntary Sector
<ul style="list-style-type: none"> <li>• Key Worker Services (LEP partners)</li> <li>• DWP (Department for Work &amp; Pensions) Youth Hubs</li> <li>• Fair Start Scotland (NOLB (No One Left Behind) Phase 3)</li> <li>• Growing Rural Talent</li> <li>• Private, Third &amp; Voluntary Sector Providers &amp; Practitioners</li> </ul>		<ul style="list-style-type: none"> <li>• Employability Support Services</li> <li>• Advice Services</li> <li>• Small Grant Programmes</li> <li>• Employability Pathway</li> <li>• Sector Based Work Academies</li> <li>• National Third Sector Fund</li> </ul>	

## Our vision is that

*by 2025 Dumfries & Galloway  
will have a collaborative,  
effective and easily understood  
employability and skills system  
focused on positive outcomes  
which are person- centred  
and provide pathways to  
sustainable and fair work*

## delivered through our objectives:



To drive forward and implement the shared ambitions and actions of No One Left Behind and the response to Covid and Brexit to ensure the **right support** is available in the **right way** at the **right time**, with a focus on delivery of the Young Persons Guarantee within an all-age employability support service



To use a range of labour market data and evidence including the actual experience of service users to coordinate and inform decision making, identify priorities and support effective partnership delivery.



To agree shared local governance to streamline the employability landscape, support collaborative working and coordinate resources to improve opportunities and outcomes



To set and monitor quality standards for employability provision and encourage compliance by providers.



To encourage employers to adopt fair work principles and promote inclusive growth which is sustainable for people and planet

## Dumfries and Galloway's Workforce

Dumfries and Galloway has a substantial pool of hidden talent. Our Local Employability & Skills Partnership will focus on enabling people who are currently outside of the labour market to find opportunities in our region's thriving economy. Our analysis<sup>1</sup> estimates the following labour market groups are where support could have an impact:

There is a large number of working aged people in Dumfries and Galloway who are not in employment. Given the right conditions and support, many of these people could be employed in an inclusive, fair and diverse local economy. Our service aims to reach out to those who would like our support:



<sup>1</sup> Sources include: DWP Stat Xplore, End Child Poverty; NOMIS; ONS; Scottish Government; Skills Development Scotland; UK Government. Analysis undertaken November 2022.



## Local Economic and Labour Market Profile

### Strengths

**2,455**

Sep 2021: 3,445

Claimant Count Unemployment was 2,455 in Sep 2022, down 29% from 3,445 in Sep 2021 and 16% lower than pre-pandemic levels.

**1,563**

Sep 2021: 2,372

The number of people on the Claimant Count 12 months + in Dumfries and Galloway was 1,563 in Sep 22, 34% lower than 2,372 in Sep 21.

**59,256**

Sep 2021: 58,609

Payrolled employment in Dumfries and Galloway in Sep 2022 was 59,256, 1.1% higher than Sep 2021 and 3.0% higher than pre-pandemic.

**1,009**

Sep 2021: 1,045

The number job advertisements in Oct 2022 was 1,009, 17% lower than in Jun 22, yet 55% higher than pre-pandemic levels.



93.3% of 16 to 19 year olds in Dumfries and Galloway were participating (positive destinations) in 2021/22, compared to 92.4% for Scotland.



Covid-19 restrictions have lifted, allowing a return to consumer-facing activities, including tourism and town centre businesses (bars, restaurants, evenings).

### Opportunities

**1,580**

2019 average: 1,339

Regional trade remains strong - Annual port freight tonnage was 6.1 million tonnes in the year ending Q2 2022 - +14% than y/e Q2 2019



Green economy, net zero, natural capital and carbon sequestration are local strengths and areas for regional leadership, specialisation and growth.

**148,790**

2020: 148,790

The population of Dumfries and Galloway increased by 0.3% in 2021, the highest annual increase in a decade, reflecting Covid-19 changes.



Large numbers of job vacancies are evident locally and nationally, reflecting significant changes in labour supply and large demand in the local economy.

**£169,670**

August 2021: £146,913

Average house prices in Dumfries and Galloway increased 15.5% between Aug 21-22, reflecting high demand for housing in the region.



Scottish employment rate (75.8% Jul-Aug 22) at record highs and unemployment (3.3% Jul-Aug 22) at record low reflect high demand and activity in the labour market.

### Weaknesses

**4,350**

Sep 2021: 4,321

The number of people on Universal Credit and in employment in Dumfries and Galloway was 4,350 in Sep 22, unchanged from Sep 21.

**£1,926**

Jan 2021: £2,011

Median monthly pay for payrolled employees in Dumfries and Galloway has fallen 4.2% between Jan 2022-Sep 2022 as a result of inflation.

**22,200**

2019: 19,400

22,200 and 26.4% of working aged people in Dumfries and Galloway were economically inactive in Jul 21-Jun 22 (19,400 and 22.6% in 2019).

**115**

2019 Quarter Avg.: 110

There were 585 business closures in Dumfries and Galloway in the year ending Q3 2022, 23% higher than the year ending Q3 2021.



Participation remains uneven - Gretna = 86.0% 2021-22 (-4.6 p.p 5y); Lochside and Lincluden = 88.6% (+3.4 p.p 5y); Dumfries Central = 90.0% (+4.3 p.p 5y).



Covid-19 has impacted community mobility, small businesses and places - Town centre vacancy rates 11.1% in 2019/20 to 15.3% in 2021/22.

### Threats



Scottish GDP fell by 0.3% between June and July 2022, with quarterly GDP at 0.0% in Q2 2022, making economic recession likely.

**10.1**

Target: 2.0

UK annual consumer price inflation (CPI) in September was 10.1% (40-year high; Energy, gas, food prices threaten household/businesses).

**-26.3**

Neutral: 0.0

Consumer sentiment around the Scottish economy was -26.3 in August 2022, the lowest level since May 2021.



Decreased business confidence in the economic outlook in the next 6 months in the South of Scotland increased from 38% in July 2021 to 57% in July 2022



Macro-economic factors (Ukraine War, global economic pressures) threaten post-pandemic economic recovery and poor economic outlook.



The Bank of England forecast that the UK economy will enter recession in Q4 2022 and will be the longest prolonged recession on record.

## Measuring our impact

In real terms, we aim to achieve the following improvements in our priority groups:

<p><b>Fewer children in workless households/experiencing poverty</b></p>	<p><b>More people with physical and mental health conditions including disabilities and with additional support needs in work</b></p>	<p><b>More young people in positive destinations particularly those who are care experienced</b></p>
<p><b>Fewer long term unemployed people</b></p>	<p><b>Place focus on: Lochside and Lincluden Dumfries Central Strtanraer West Summerville Annan East Upper Nithsdale</b></p>	<p><b>Fewer employers and SMEs facing skill shortages</b></p>

Key performance indicators linked to priority groups will be monitored by the Partnership supported by ongoing analysis – click [here](#) for our most recent Partnership Data

Priority	Measure	Benchmark (D&G, Scotland)
Young people most at risk of not participating in education, training, or employment especially those who have care experience	<ul style="list-style-type: none"> <li>✓ Annual Participation Measure (16–19)</li> <li>✓ Monthly Participation Snapshot</li> </ul>	93.1% (2021) 92.2% Scotland 92.3% (04.22) 90.7% Scotland
Those with physical and mental health conditions, including disabilities and additional support needs	<ul style="list-style-type: none"> <li>✓ Employment Rate for disabled people</li> <li>✓ Disability Employment Gap</li> </ul>	43.1% (2021) 50.6% Scotland 38% D&G 30.5% Scotland
Those who are long term unemployed	<ul style="list-style-type: none"> <li>✓ Claimant Count Rate/Number</li> <li>✓ Long term Claimant Count</li> <li>✓ Percentage of people on the Claimant Count for more than 12 months</li> </ul>	3.5% and 2,985 people (March 2022) 2.4% and 2,082 people (March 2022) 69.7% (March 22) 67.7% Scotland
Families, with children, experiencing poverty	<ul style="list-style-type: none"> <li>✓ Child Poverty Rate</li> <li>✓ Number of children living in poverty</li> </ul>	18.4% (2021) Scotland 15.9% 6,205 (2019/20)
Employers and SMEs in Dumfries & Galloway especially those businesses facing skills shortages	<ul style="list-style-type: none"> <li>✓ Job postings in Dumfries &amp; Galloway</li> <li>✓ Businesses experiencing labour shortages (South of Scotland)</li> </ul>	1,168 (March 2022) 49% (Nov 2021)

**Economic Indicators linked to subgroup priorities:**

YPG subgroup	Number of apprenticeships within Dumfries & Galloway	563 starts (20/21)
25+ subgroup	Proportion of adults, in Dumfries & Galloway, aged 16-64 with low or no qualifications	8.8% (2021)
Employer engagement	Number of living wage employers in Dumfries and Galloway	35 (Living Wage Scotland)
Training Providers & Practitioners Forum	Number of employability providers active in Training, Practitioners & Provider Forum	45 organisations

## Delivery Plan 2022-2027 - Strategic Goals



**one - to drive forward and implement the shared ambitions and actions of No One Left Behind and the response to Covid and Brexit to ensure the right support is available in the right way at the right time, with a focus on delivery of the Young Persons Guarantee within an all-age employability support service**

Provide strategic direction to:	Measures of success <sup>1</sup> (to be developed in line with delivery plan review)	Timescale
align funding and facilitate coordination of services	A wide range of quality employability provision is available and accessible across all stages of pipeline and across Dumfries & Galloway	April 2024
ensure a range of activities are delivered by local providers both directly and in partnership	There is an increased range of employability pipeline provision by local partners supporting a place-based approach	April 2024
ensure our citizens can access the support and opportunities they need to engage, participate, and progress into a sustainable positive destination across all priority groups	<ul style="list-style-type: none"> <li>• Improved Participation Measure</li> <li>• Increased employment rate for disabled people</li> <li>• Long term Claimant Count rate decreased</li> <li>• Reduction in Child Poverty rate</li> <li>• Increased job postings</li> </ul>	April 2024
support the development and capacity and build a comprehensive range of local providers across public, private and third sectors	There are an increased number and wider range of providers delivering on our local employability pipeline	March 2023

<sup>1</sup> Measures of success and timeline will be subject to ongoing development and review alongside the Delivery Plan Review process.



**two – to use a range of labour market data and evidence including the actual experience of service users to coordinate and inform decision-making, identify priorities and support effective partnership delivery**

Our partnership, informed by local data can	Measures of success	Timescale
provide strategic direction to commission and develop appropriate local delivery	An agreed Dumfries & Galloway Employability and Skills Strategy with a robust monitoring and evaluation framework overseen by the Local Employability and Skills Partnership	March 2023
promote the use of a range of Labour Market Information to improve access to appropriate pathways for people and skills for business	Labour Market Information sessions delivered to stakeholders on a regular and as required basis	March 2023
understand and respond to local need to match local labour and curriculum to labour market opportunities by working in partnership to provide upskilling, retraining and education	Work in partnership with employers and key sectors Monitor: <ul style="list-style-type: none"> <li>• Number of unfilled vacancies</li> <li>• Number of people with qualifications</li> </ul>	March 2023
provide strategic direction to ensure/promote/facilitate/monitor equitable opportunity to access pathways for all people with protected characteristics plus our most vulnerable in society	Monitoring the benchmarking of equality data as part of ongoing Equality Impact Assessment  Service users' feedback is used to improve provision and inform funding decisions	March 2023



**three - To agree shared local governance to streamline the employability landscape, support collaborative working and coordinate resources to improve outcomes and opportunities**

We will improve our partnership capacity through:	Measures of success	Timescale
increased awareness of the work of the partnership through a shared branding, an agreed communication strategy, a partnership website, and a no wrong door approach	Partnership website updated and maintained regularly An online local directory of services continuously updated	March 2023
establishing a Partnership Management Office to support effective governance, continuous improvement, support capacity building in our third sector and other providers	Agreed collective performance expectations within an ambitious plan which expresses clearly what improvement looks like. Effective evaluation arrangements	March 2023
a supported transition towards a co-produced, co-commissioned service supported by a service design approach with people at the centre of the transformational change taking place in employability in Dumfries and Galloway and in Scotland	Development of Service Design capacity across partners and stakeholders Robust procurement processes building on co-design, co-production, co-deliver, and co-commission of services to best meet the needs of users	March 2023 April 2024

★★☆ four - To set and monitor quality standards for employability provision and encourage compliance by providers

Our partnership will work to improve outcomes for our priority groups by:	Measures of success	Timescale
working together to national standards using charters, frameworks, and continuous improvement toolkit to support improvement	Effective implementation of improvement plan Widespread adoption of SG charters and frameworks	April 2024
promoting the use of the D&G Employability Competency Framework as the underpinning structure within which employability provision can be quality assured and accredited	Widely used agreed common competency framework and quality standards underpinning employability provision	April 2024
sharing good practice through case studies and good news stories from all partners	Good practice sharing embedded into reporting systems Effective marketing and sharing of case studies	March 2023
supporting the development and capacity and build a comprehensive range of local providers across public, private and third sectors	Increased range of providers registered with national employability services Dynamic Purchasing System Increased number of provider organisations engaging with local provider forums	April 2024



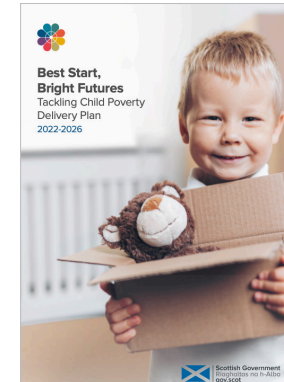
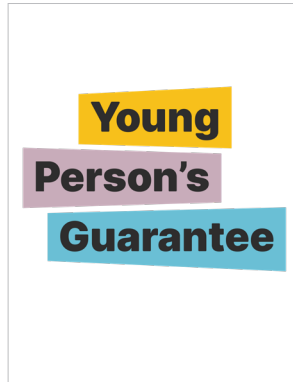
**five – To encourage employers to adopt fair work principles and promote inclusive growth which is sustainable for people and planet**

Our partnership will support fair and sustainable work by:	Measures of success	Timescale
collating a strategic overview of effective mechanisms for adoption of fair work principles to share and promote with employers	<p>An increased number of living wage employers in Dumfries and Galloway</p> <p>An increased number of employers undertaking Fair Work assessments</p> <p>An increased number of employers developing Fair Work Action Plans</p>	April 2024
using all available information to reach a collective understanding of the causes of and manifestation of inequitable access to provision and	<p>Ongoing Equality and Impact Assessment of delivery plans and provision based on engagement and feedback from participants with protected characteristics and consideration of:</p> <ul style="list-style-type: none"> <li>• Human Rights</li> <li>• Health and Wellbeing</li> <li>• Economic &amp; Social Sustainability</li> <li>• Environment and Climate Change</li> </ul>	April 2024
encouraging the development of collaborative solutions to remove barriers and ensure equitable opportunity to employability provision in all areas and for all protected characteristics	Monitoring and bi-annual updating of EQIA to benchmark and establish improvements for all protected characteristics	April 2024
providing direction and support to improve employment outcomes for people who are experiencing challenges by ensuring access to early support to help them sustain or return quickly to work	<p>A decrease in the percentage of workless households in Dumfries and Galloway</p> <p>A decrease in the percentage of children in low-income families in Dumfries and Galloway</p> <p>A decrease in the number of people experiencing long-term unemployment in Dumfries &amp; Galloway</p>	April 2024



## Policy, economic and labour market contexts

Key Policies include:



Dumfries and Galloway Employability and Skills Partnership, strategy and delivery plan are informed by Scottish Government's No One Left Behind policy and its key principles for the transformation of Scotland's employability services in working towards creating a better person-centred system:

- Treating people with dignity and respect, fairness and equality and continuous improvement
- Providing a flexible and person-centred support – aspirations for all age, needs based
- Is straightforward for people to navigate – no wrong door
- Integrated and aligned with other services – building on the Scottish Approach to service design with users at the centre
- Providing pathways into sustainable and fair work
- Driven by evidence including data and the experience of users
- Support more people to move into the right job, at the right time

## Flexible National Products for Local Approaches

To support the effective design and delivery of person centred, needs led approaches, the Local Employability Partnerships are supporting the implementation of the Scottish Approach to Service Design and actively helping to develop national products such as those detailed below which support local flexibilities.

Local Employability Partnerships will adopt and/or customise the following national products which have been developed by a range of stakeholders through No One Left Behind workstreams:

[Local Employability Partnership Framework](#)

[Employability Customer Charter](#)

[Employability Service Standards](#)

[Continuous Improvement Toolkit](#)

[Shared Measurement Framework Key Questions Paper](#)

[Employer Recruitment Incentive Framework](#)

## Contact



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