



South Lanarkshire
Partnership
Stronger together

Progress Report

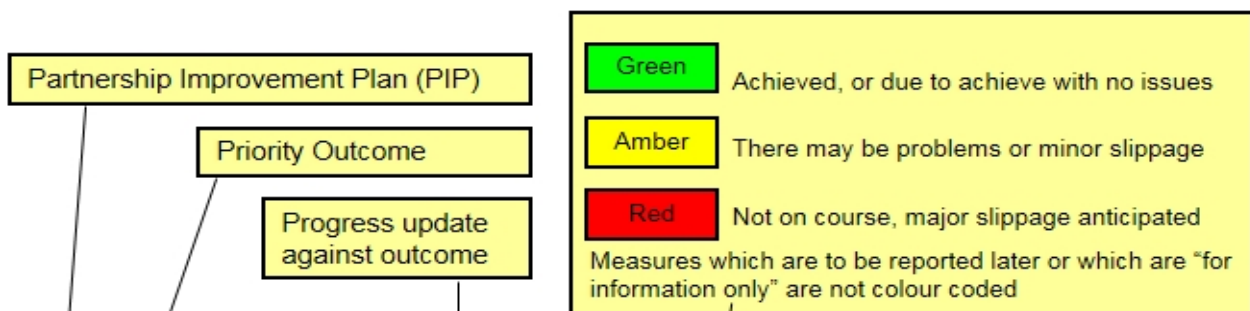
Sustainable and Inclusive Economic Growth PIP

Quarter 4 - 2018-19

How to use this performance report

This performance report is intended to be both informative and easy to use. The guide below is designed to help you get the most out of the report and to answer the most common questions you might have.

Measure Status – are we on course to achieve?
The “traffic light” codes are:



Community Planning Partnership - Partnership Improvement Plans Health and Social Care Partnership PIP									
Priority Outcome 2: Shifting the balance of care from hospital and residential settings to community based alternatives									
Change Required	Indicator / Action	Comments	Status	Baseline	--- LATEST --- Date	Period	--- TARGETS ---		
	Monitor the Self Directed Support options that service users and carers are selecting as part of directing their own health and care	Self-directed Support comprises of four funding options. As of 31 March 2018, 380 people were in receipt of Option 1 (Direct Payment). This compares to 357 in the previous quarter. There were 54 service-users using Option 2 (an Individual Service Fund) compared to 55 in the previous quarter. Option 3 relates to council arranged services and Option 4 allows for a mixture of funding options. Option 3 remains the preferred option for service users in South Lanarkshire and reflects the national position.	Green				Short (1 yr)	Med (3 yr)	Long (10 yr)
Priority Outcome 3: Carers and in particular those on low incomes are fully supported to access financial advice, information and practical wellbeing support									
Change Required	Indicator / Action	Comments	Status	Baseline	--- LATEST --- Date	Period	--- TARGETS ---		
Outcome Indicators	Increase the number of new carers identified and supported each year through the Third Sector	In 2018 the number of new carers identified has increased to 3,450. There has been a significant increase in the Hamilton/Blanlure area, this could be attributed to outreach collaborative activities and presentations within the locality resulting in new carers accessing our services. Overall there is a 17% increase compared to 2017 figures. Each Quarter Lanarkshire Carers Centre provide a detailed service profile report capturing new carers, carers no longer requiring support, and overall numbers of carers on their carers register.	Green	2017 2,845	3,450	2018	Maintain	Increase	Increase
	Monitor the number of people providing 20 to 49 hours of care per week	There were 5,785 people providing 20 to 49 hours of care per week. As we know this figure could be significantly higher as people who provide care to family members and friends do not always regard themselves as carers.	Contextual	2011 5,785	5,785	2011	Monitor for Contextual Purposes	Monitor for Contextual Purposes	Monitor for Contextual Purposes
	Monitor the number of people providing 50+ hours of care per week	There were 9,030 people providing 50+ hours of care per week. As we know this figure could be significantly higher as people who provide care to family members and friends do not always regard themselves as carers.	Contextual	2011 9,030	9,030	2011	Monitor for Contextual Purposes	Monitor for Contextual Purposes	Monitor for Contextual Purposes
	Maintain the percentage of carers who feel supported to continue in their caring role	At March 2016, 42% of Carers felt they were supported to continue in their caring role. South Lanarkshire is sitting above the Scottish Average of 41%.	Green	2015-16 42% South Lanarkshire Average 41% Scottish Average	42%	2015-2016	Maintain at Scottish Average	Maintain above Scottish Average	Maintain above Scottish Average
	Monitor the number of new carers supported by dedicated Welfare Rights Officers	Even though for 2017-18 we have shown a slight decrease (4.65%) on the baseline figure for 2015-2017, we have increased significantly the amount of backdated benefits claimed from £191,800 (2016-17) to £208,581 (2017-18). This is a very positive outcome for the Carers who have been represented.	Contextual	2015-17 1,010	983	2017-2018	Monitor for Contextual Purposes	Monitor for Contextual Purposes	Monitor for Contextual Purposes

Summary - number of measures green, amber, red, contextual and to be reported later under each Priority

Priority Outcome	Status					Total
	Green	Amber	Red	Contextual	To be reported later	
Priority Outcome 1: A supportive business environment exists in South Lanarkshire	3	1	1	0	0	5
Priority Outcome 2: Employment and further education opportunities are maximised for South Lanarkshire's young people	2	0	0	0	0	2
Priority Outcome 3: Residents at greatest risk of living in poverty, whether in or out of work receive the support they need to progress into work that pays and provides opportunities for progression	1	0	1	0	3	5
Total	6	1	2	0	3	12

Summary - number of interventions green, amber, red and to be reported later under each Priority

Priority Interventions	Status				Total
	Green	Amber	Red	To be Reported Later	
Priority Outcome 1: A supportive business environment exists in South Lanarkshire	17	1	0	1	19
Priority Outcome 2: Employment and further education opportunities are maximised for South Lanarkshire's young people	8	0	0	0	8
Priority Outcome 3: Residents at greatest risk of living in poverty, whether in or out of work receive the support they need to progress into work that pays and provides opportunities for progression	9	0	0	0	9
Total	34	1	0	1	36

Priority Outcome 1: A supportive business environment exists in South Lanarkshire

Change Required	Indicator / Action	Comments	Status	--- LATEST			---- TARGETS ----	
				Baseline	Data	Period	Med (3 yr)	Long (10 yr)
Outcome Indicators	Increase the number of registered businesses per 10,000	<p>The latest figures available from the Office for National Statistics (ONS) (2018) suggest that the number of registered businesses per 10,000 in South Lanarkshire (SL) has increased (by +7 per 10,000) from the position reported last year, up from 354 per 10,000 in 2016, to 361 per 10,000 in 2018.</p> <p>While SL continues to lag behind the Scottish Average rate for business registrations, the most recent trend data suggests that the gap between the South Lanarkshire level of business registrations and the Scottish Average has been narrowing over the past five years.</p> <p>The data indicates that the difference between the SL figures and the Scottish Average has closed from a gap of -39 per 10,000 registered businesses in 2013 (323 registered businesses per 10,000 in SL, against 362 in Scotland), down to a gap of -30 per 10,000 businesses in 2018 (361 registered businesses per 10,000 in SL, against 391 in Scotland).</p> <p>The trend information would suggest that while it is unlikely that SL will achieve parity with the national average in the medium term (2019-20), it is possible that the two rates (SL and Scotland) could be equalized in the long term (10 years), therefore performance against the target on this measure has been assessed as amber.</p>	Amber	2015 South Lanarkshire 346 per 10,000 Scotland 382 per 10,000	361 per 10,000	2018	Maintain performance to, at least, match Scottish Average	Improve performance to continue to match Scottish Average

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Change Required	Indicator / Action	Comments	Status	--- LATEST			---- TARGETS ----	
				Baseline	Data	Period	Med (3 yr)	Long (10 yr)
	Increase Gross Value Added (GVA)	<p>This was one of the Scottish Government's recommended national indicators. The original measure of GVA used for this was based on incomes (as opposed to production) with the data published on the Scottish National Statistics website, but this hasn't been updated since 2016, and will not be in the future. The Office for National Statistics (ONS) continue to publish GVA figures for local authorities but these use a different method of calculating GVA, which involves balancing incomes against production.</p> <p>Using GVA figures that balances incomes against production has the effect of reducing the monetary output of South Lanarkshire (SL), as well as shrinking SL's share of the national GVA. Since the original baseline for this measure was sourced using income based GVA, and there is no update available using this method, it is recommended that this measure be revised to reflect a new baseline sourced using the new 'balanced' GVA figures.</p> <p>If the GVA balanced approach figures for South Lanarkshire are used then the baseline for this measure should be revised with SL's share of Scotland's GVA= 3.82% at 2015.</p> <p>Based on the revised 'balanced' approach GVA figures, SL's share of national GVA has increased by +0.2% since the baseline year, from 3.82% in 2015, up to 4.02% in 2017, therefore performance for this measure should be assessed as green.</p>	Green	2015 South Lanarkshire £5,784m (3.82% of Scottish total) Scotland £127,260m	4.02%	2017	Increase share of Scottish GVA	Maintain increased contribution to Scottish GVA by SL companies

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Change Required	Indicator / Action	Comments	Status	--- LATEST			---- TARGETS ----	
				Baseline	Data	Period	Med (3 yr)	Long (10 yr)
	Maintain Business 3 year survival rate	<p>The latest Business Demography figures from the Office for National Statistics (ONS) (2017) suggests that the 3 year survival rate for registered businesses (or businesses first registered 3 years previously) in South Lanarkshire (SL) has increased by +1.7% over the last 12 months from 60.8% of businesses surviving 3 years in 2013-16, up to 62.5% of registered businesses surviving 3 years between 2014-17.</p> <p>Assessing SL's performance against the medium term target of matching/ maintaining the level of business survivals in SL to the Scottish Average, the latest figures (2014-17) suggest that this is on course to be achieved/exceeded, with 62.5% of businesses registered 3 years ago in SL still trading in 2014-17, a rate +2.1% higher than the Scotland wide figure of 60.4%. Examining the trend data over the last 3 years, also suggests that the advantage in business survival enjoyed by SL against the Scottish Average could continue beyond 2019-20 as SL has recorded a continuous year-on-year increase in the 3 year survival rate over this period.</p>	Green	2011-14 South Lanarkshire 60.7% still trading after 3 years Scotland 62% of businesses still trading after 3 years	62.5%	2014-17	Maintain performance to, at least, match Scottish Average	Improve performance to continue to match Scottish Average
	Increase Business spending on Research and Development	<p>The latest figures from the Annual Business Statistics (ONS) (2017) indicates that there has been a drop of -£7.61m in expenditure on R&D within businesses in South Lanarkshire (SL) from £29.581m in 2016 down to £21.971m in 2017, which suggests that the medium term target of progressively increasing expenditure in these sectors could potentially be missed.</p> <p>It should be noted however, that while the comparison between expenditure levels between 2016 and 2017 records that there has been a drop, the level of investment by companies in R&D in SL is still at a higher level than it was in the baseline year (2015) and is at the second highest level recorded in the authority since 2009. The trend analysis also demonstrates that expenditure levels on R&D in SL tends to fluctuate year on year, with annual increases in spending typically followed by falls in investment in the following year, so it is possible that there will be another rise in expenditure in these sectors in 2019-20. On the basis of the previous trend figures, and the fact that the current (2017) level of investment in R&D still rests at a higher level than it was in the baseline year, this measure continues to be evaluated as green.</p>	Green	2015 South Lanarkshire £18.677m	£21.97m	2017	Maintain level of business support, including spending on R&D and innovation	Maintain level of business support, particularly spending on R&D and innovation

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Change Required	Indicator / Action	Comments	Status	--- LATEST			---- TARGETS ----	
				Baseline	Data	Period	Med (3 yr)	Long (10 yr)
	Increase Business Start-ups number of new business registrations	<p>The latest Business Demography figures from the Office for National Statistics (ONS) (2017) suggests that the number of new enterprises (based on VAT registrations) in South Lanarkshire (SL) has fallen by -75, from 1,240 in 2016, down to 1,165 in 2017, therefore the medium term target of increasing new business registrations over successive years in the authority is not on course to be achieved.</p> <p>The drop in new business registrations recorded in SL between 2016 and 2017, can be put into a wider context however, with a fall in the number of new businesses also recorded in 25 out of the 32 council areas over the same period. In Scotland as a whole, the number of new business registrations fell from 22,270 in 2016, down to 21,565 in 2017.</p>	Red	2015 1,260 new businesses registered	1,165	2017	Increase numbers of new start businesses	Increase numbers of new start businesses
Increased engagement with companies associated with priority localities	Coordinated approach to promotion, marketing and delivery of a range of business support and events across partners	<p>The key to achieving the desired outcomes is overall increased engagement with the broad business community and there are several areas where this has been achieved.</p> <p>Working in collaboration with Lanarkshire Chamber of Commerce and Trade and Federation of Small Businesses and other partners to develop and implement a single coordinated Lanarkshire Calendar of Business Events with the first Lanarkshire Tourism Conference held in March 2019.</p> <p>Construction was identified as a key sector; new business development initiative implemented in May 2018 with second cohort of companies undertaking modules in Spring 2019.</p> <p>Worked in partnership with Hub South West to engage with local companies and encourage them to tender for sub-contract opportunities.</p> <p>Completed feasibility study into commercial kitchen to support upscaling of small food production businesses.</p> <p>Piloted first 'Meet the Real Buyer' event in Scotland.</p> <p>Collaborated with the Procurement Service to evaluate current practice in engaging and contracting with local SMES and implementing a series of actions to increase opportunity for SMEs.</p>	Green	---	---	---	---	---

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Change Required	Indicator / Action	Comments	Status	--- LATEST			---- TARGETS ----	
				Baseline	Data	Period	Med (3 yr)	Long (10 yr)
Increased growth in innovation, investment, internationalisation, turnover, employment by South Lanarkshire companies	Improve targeting and increase take up of innovation, investment and internationalisation. Support through enhanced engagement with the business community	<p>The key to achieving the desired outcomes is overall increased engagement with the broad business community.</p> <p>This enables business advisers and other partners to promote the access to specialist support available from partners through collaboration and events.</p> <p>Partners collaborate and encourage attendance at events from partners involved in specialist innovation and internationalisation support.</p>	Green	---	---	---	---	---
Increased awareness of support for business start ups including targeted work in areas of high deprivation	Promoting and supporting enterprise/business start up activity in targeted communities with high levels of income deprivation and low levels of self employment	<p>Completed mapping exercise of companies located within priority neighbourhood areas and those within a two mile radius. Engagement with businesses within these areas involves promotion of inclusive growth, encouragement to employ locally from within priority areas, encouragement to pay living wage and promote living wage accreditation.</p> <p>Discussed potential of dedicated start up workshop support to be delivered through Business Gateway contract subject to Neighbourhood Planning and Community Engagement Team identifying demand.</p>	Green	---	---	---	---	---

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				Baseline	Data	Period	Med (3 yr)	Long (10 yr)
Increased business survival	Specific development work on locally important sectors identified through the Economic Growth Strategic Needs Assessment as well as continued work on Tourism, Food and Drink and Construction Sectors in South Lanarkshire. Implementation of new Business Gateway contract with improved targeting of growth companies and bespoke business development plans	<p>Developed and published guides and signposting to sources of business support including tourism, food and drink, construction sectors and information on Brexit. Delivered first Lanarkshire Tourism Conference in partnership with VisitScotland, held at Hamilton Park Racecourse on 19 March 2019 and over 100 businesses attended to hear about how to increase their sales from digital channels. Feedback on the event has been positive. South Lanarkshire Council, along with seven other local authorities in the City Region, participate in the events and marketing sub group of the City Region Tourism Strategy and Action Plan.</p> <p>The potential to introduce a Transient Visitor Tax and its implications for the sector is the subject of discussions with the tourism sector.</p> <p>Construction identified as a key sector; new business development initiative implemented in May 2018 with second cohort of companies undertaking modules in spring 2019.</p> <p>Worked in partnership with Hub South West to engage with local companies and encourage them to tender for sub-contract opportunities. Completed feasibility study into commercial kitchen to support upscaling of small food production businesses.</p>	Green	---	---	---	---	---
	Increased number of growth companies engaged with partners and delivery of partnership services in the short term	<p>Increased resource in current Business Gateway contract focused more on growth and less on business start ups fully expended within the financial year. Contractor require to offer a more 'bespoke' service with access to specialist, external expert help advice.</p> <p>Introduced regular meetings with Business Gateway, Scottish Enterprise aimed at increasing focus on assisted companies being elevated to Scottish Enterprise account management.</p>	Green	---	---	---	---	---
	Progress will be further evidenced in the medium to long term comprising improvements in companies productivity, performance and turnover	Partners continue to engage with businesses to provide support towards achieving growth. Business Support grants are discretionary and eligibility based on need and evidencing increased turnover and creating employment. Growth element of Business Gateway contract now includes performance payment on demonstrating increased turnover and employment.	Green	---	---	---	---	---

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				Baseline	Data	Period	Med (3 yr)	Long (10 yr)
	Progress will be further evidenced in the medium to long term comprising increase in innovation and investment among businesses. This means new processes, new products, workplace innovation and the development of new markets, and will include research and development spend across South Lanarkshire	The evidence of partners ambitions to increase engagement with businesses and to increase innovation and investment will only become clear once early activity has matured. For example, the Scottish Enterprise Innovation Team have been engaged in workshops with business advisers to increase the advisers knowledge and subsequently increase referrals to Scottish Enterprise specialists. However, both Business Gateway and Scottish Enterprise have confirmed increased business engagement and applications for assistance with economic outcomes to follow.	Green	---	---	---	---	---
	Progress will be further evidenced in the medium to long term comprising increase in exporting and internationalisation activity	The evidence of partners ambitions to increase engagement with businesses and to increase exporting and international activity will only become clear once early activity has matured. South Lanarkshire, together with North Lanarkshire and Glasgow, have supported a bid by the Glasgow Chamber of Commerce to fund the Glasgow and Lanarkshire Exporting Partnership. This has resulted in the creation of a digital app which provides advice and signposting to Small and Medium Sized Enterprises who are making the first tentative enquiries about selling their business internationally.	Green	---	---	---	---	---
Increased take up of premises and development site opportunities	Progress key roads infrastructure projects at Greenhills Road/Strathaven Road and Stewartfield Way in East Kilbride	The Greenhills Road/Strathaven Road contract was awarded on 25 October 2018. Advance works on public utility diversionary works, accommodation works and site clearance started in February 2019. Main project works commenced on 14 March 2019, with public utility and accommodation works continuing with works ongoing and on target for completion during Autumn 2020. Continuing development of strategic business case for Stewartfield Way.	Green	---	---	---	---	---

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				Baseline	Data	Period	Med (3 yr)	Long (10 yr)
Increased inward investment	Progress supporting infrastructure projects to deliver 4 community growth areas	<p>Hamilton Community Growth Area (CGA) now begun on site. Larkhall CGA Phase 1 under construction.</p> <p>Good progress is being made at Newton.</p> <p>Conclusion of legal agreement for East Kilbride CGA is imminent.</p> <p>Since 2015, around 900 houses have been built across these CGA sites (10% of the projected 9,000 units anticipated by around 2030). These figures represent the position as at March 2018. The figures will be updated in April/May 2019.</p>	Green	---	---	---	---	---
New residential development site starts, increased completions and sales	Effective marketing of assets and development opportunities	<p>Availability of business property continues to be marketed via Lanarkshire Property Advice Service (LPAS.)</p> <p>However, the pan-Lanarkshire inward investment and promotion tool 'ChooseLanarkshire' is no longer supported as partner North Lanarkshire Council (NLC) has withdrawn from the ChooseLanarkshire collaboration in order to solely promote North Lanarkshire.</p> <p>South Lanarkshire inward investment promotion progressed through development of the new 'Invest in South Lanarkshire' website which is currently being implemented with support from Corporate Communications and IT Teams.</p>	Amber	---	---	---	---	---
Enhanced community benefits delivered e.g. training and employment opportunities; environmental and amenity improvements	Implement Community Benefits Policy	Economic Development have worked with South Lanarkshire Council's Procurement Team to promote the use of community benefits in contracts and the council are also committed to supporting the City Region Community Benefits Policy in the City Deal.	Green	---	---	---	---	---

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Change Required	Indicator / Action	Comments	Status	--- LATEST			---- TARGETS ----	
				Baseline	Data	Period	Med (3 yr)	Long (10 yr)
Increases in job and training opportunities	Effective leadership of the City Deal Skills and Employment Group and implementation of the CD Skills Investment Plan	<p>City Region Skills and Employability Portfolio Group is chaired by the Executive Director (Community and Enterprise Resources), South Lanarkshire Council and meets regularly.</p> <p>The group has been working to develop the Regional Skills Investment Plan during 2018-19 and has also been working collaboratively on responding to the changes at a national level in the delivery of employability services, working in partnership with the Scottish Government on the alignment of these services.</p>	Green	---	---	---	---	---
Increase supply chain opportunities derived from investment	CPP Partners review Service Delivery Plans and seek to focus activity to maximise and ensure benefits realised from the City Deal investments	<p>City Region Enterprise Group establishing a base line of business support services for City Region and examining best practice in options for delivery of Business Gateway Services. City Deal are producing a Community Benefits Monitoring Framework to record employment, training, skills and other community benefits outcomes arising from the implementation of City Deal projects. A New Skills Investment Plan for City Region has been prepared. A report has been presented to the partners at the Sustainable Economic Growth Board detailing the council's response to the Economic Footprint report which has been prepared by the Improvement Service. This outlined the council's approach to improving its contribution to the economy and communities as an employer, a purchaser of goods and services and as an owner of assets.</p> <p>Partners were challenged to take similar actions to those highlighted such as when recruiting staff seek to increase hours of part time workers before going to the market, actions to improve the council's procurement spend with local Small and Medium Sized Enterprises and its approach to managing its property estate and to public asset transfer.</p>	Green	---	---	---	---	---

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Change Required	Indicator / Action	Comments	Status	--- LATEST			---- TARGETS ----	
				Baseline	Data	Period	Med (3 yr)	Long (10 yr)
Leverage of private sector investment	Implement a strategic approach to supporting town centres, adopting a flexible approach to land and property use and development	<p>Work is ongoing across all Development Plan designated town centres to systematically complete town centre audits and public and business consultations to prepare a Strategy and Action Plan for each town centre.</p> <p>Hamilton Town Centre completed and approved by the Community and Enterprise Resources Committee.</p> <p>Continue to work with a range of partners, including Business Improvement Districts (BID) and the private sector. Successful ballot undertaken for South Lanarkshire's third town centre BID in Lanark.</p> <p>South Lanarkshire has received an allocation of £2.5 million from the Scottish Government Town Centre Fund, to be committed by 31 March 2020; proposed allocation across town centres will be reported to the Community and Enterprise Resources Committee in June 2019.</p>	Green	---	---	---	---	---
Confirmation of East Kilbride designation as Scotland's Low Carbon Centre of Excellence	Promotion of East Kilbride as a centre of excellence for low carbon technologies	<p>Leadership of the East Kilbride Task Force has transferred to the private sector who now chair the group and set the agenda with officer support in an administrative support role.</p> <p>The partnership have sought to recruit a dedicated Project Manager to develop and implement substantive actions with the recruitment process targeted to be completed by the end of April 2019. The appointed person will be responsible for developing actions and pursuing funding in order to set the direction of the work programme going forward.</p>	Green	---	---	---	---	---
Access funding to implement Task Force low carbon actions	Delivery of the East Kilbride Task Force Action Plan	<p>Leadership of the East Kilbride Task Force has transferred to the private sector and the partnership have sought to recruit a dedicated Project Manager to develop and implement substantive actions with the recruitment process targeted to be completed by the end of April 2019.</p> <p>Many of the actions of the initial Task Force Action Plan have been concluded, for example, the implementation of a new Skills and Employability Hub in the town centre, concluded an evaluation and review of the business property stock. The group will now appoint a Project Manager to review and develop new actions.</p>	Green	---	---	---	---	---

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				Baseline	Data	Period	Med (3 yr)	Long (10 yr)
Implementation of a range of property improvement projects to demonstrate means of achieving energy efficiency improvements	Preparation of a Master Plan for the Scottish Enterprise Technology Park and Langlands West	Scottish Enterprise and South Lanarkshire Council have collaborated to commission a specialist consultants study into the future of both the Scottish Enterprise Technology Park and Langlands West. This work was concluded and the next phase of implementation will be dependant upon both parties securing adequate financial resources.	Green	---	---	---	---	---
Increasing local businesses' awareness of the sustainability agenda	Increased take up, through effective marketing and promotion, among businesses of advice and support available towards increasing property efficiency and reducing carbon emissions e.g. from Zero Waste Scotland	The leadership of this agenda is being taken up by East Kilbride Task Force. However, it is proving difficult to engage businesses as their focus is very much on sustaining their business currently owing to continued fragile economic growth and Brexit uncertainty. The Task Force are now employing a Project Manager to engage with business and to secure funding to advance this objective.	Report Later	---	---	---	---	---

Priority Outcome 2: Employment and further education opportunities are maximised for South Lanarkshire's young people

Change Required	Indicator / Action	Comments	Status	--- LATEST			---- TARGETS ----	
				Baseline	Data	Period	Med (3 yr)	Long (10 yr)
Outcome Indicators	Increase the percentage of 16-19 year olds participating in education, training or employment as recorded at the Initial School Leaver Destination	A total of 3,258 young people left school in South Lanarkshire (SL) in 2017-2018 and this year SL was ranked 4th for positive destinations in relation to all local authorities. It is also the 4th consecutive year that the SL figure has been greater than the Scottish Average. This year also sees the highest figure recorded for SL since the information has been collected. The positive destination rate for SL is 96.4%. This sits above the national average (94.4%).	Green	2015-16 South Lanarkshire 94% Scotland 93%	96.4%	2018	Maintain above Scottish Average	Maintain above Scottish Average
	Percentage reduction in the gap of positive destination outcomes for young people in the 20% most deprived data zones and their peers in the least deprived 20% data zones	In 2017-2018, the South Lanarkshire (SL) figure of positive destinations achieved by the young people in the 20% most deprived areas was 93.2%. This is the highest figure recorded since figures became available and it is above the national average of 90.4%. The difference in SL between the 20% most deprived areas and the 20% least deprived leavers is 4.6%, this is a smaller gap than the national average of 6.8%. The gap within SL continues to narrow year on year.	Green	2015-16 Lowest 20% - 89.9% Highest 20% - 95.1% Gap 5.2%	4.6%	2018	Reduce the Gap to 2.5%	Reduce the Gap to 1.5%

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Priority Outcome 2: Employment and further education opportunities are maximised for South Lanarkshire's young people

Change Required	Indicator / Action	Comments	Status	--- LATEST			---- TARGETS ----	
				Baseline	Data	Period	Med (3 yr)	Long (10 yr)
Increase the numbers of young people who enter a positive post school destination, with a focus on reducing the gap in outcomes for young people from more deprived areas in comparison to their peers	Successful delivery of the national Developing the Young Workforce initiative in South Lanarkshire and of the City Region Youth Gateway	<p>The Opportunities for All Partnership Group monitor the delivery of the actions required for each partner. Good progress is being made on all areas and the regular partnership meetings support the targeting and development of new provision to meet areas of need.</p> <p>The partnership is engaged with the City Region Youth Gateway and work is underway to look at additional provision for young people who require additional support e.g.:-</p> <p>Consolidation and alignment of the management of all Youth Employability supports to Education Resources;</p> <p>Facilitate an improved pathway of support coordinated through one hub;</p> <p>A greater ability to use intelligence to target resources to the areas of greatest need effectively and quickly; and</p> <p>Revision of funding to support activity and the ability to offer supports to all of South Lanarkshire.</p>	Green	---	---	---	---	---
	Introducing innovative new projects and processes that improves outcomes within SLC Secondary Schools and Lanarkshire Colleges	<p>The GRADU8 Programme offers senior phase students an opportunity to study towards a national qualification in an area of work they may wish to pursue after leaving school. It is a vocational learning experience they undertake as part of their senior phase (within normal school hours) and it lasts for 1 year.</p> <p>The courses are delivered in partnership with South Lanarkshire College, New College Lanarkshire and a variety of other local training providers.</p> <p>As well as develop key work based skills, students gain formal work based qualifications at National 4 or 5 level and get the chance to experience the college based learning environment creating a clear pathway to further study or job progression.</p> <p>In 2018, over 500 students engaged on the GRADU8 programme in a variety of subject areas. For 2019, the programme will offer up to 800 opportunities which will be available as an option to every senior phase pupil in South Lanarkshire.</p>	Green	---	---	---	---	---

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Change Required	Indicator / Action	Comments	Status	--- LATEST ---			---- TARGETS ----	
				Baseline	Data	Period	Med (3 yr)	Long (10 yr)
	Introducing innovative new projects and processes that improves outcomes and targets extra support to young people who live in the more deprived communities, or face multiple barriers to making a successful progression	<p>The Youth Employability Service through the Aspire Team provide bespoke support to vulnerable young people in their last six months of school, or who are recent leavers.</p> <p>A revised structure allows the offer of identified services to all secondary establishments and all young people identified as requiring support to enter and sustain a positive destination until the age of 19 through dedicated key workers.</p> <p>This is of particular relevance for young people who live in our 20% most deprived communities.</p> <p>There is a multi-agency Care Experienced Tracking and Monitoring Group which works to ensure that every care experienced young person has an individualised employability support package with regular monitoring and alterations to support as required. As a Corporate Parent South Lanarkshire Council has supported care experienced young people into full time employment within the council with ongoing support as required.</p> <p>All young people recording a negative destination will be offered a bespoke support package. Where this is not possible there is an ongoing tracking and review process of each individuals needs and an offer of employability support when the time is right.</p>	Green	---	---	---	---	---

Community Planning Partnership - Partnership Improvement Plans Sustainable and Inclusive Economic Growth PIP

Priority Outcome 2: Employment and further education opportunities are maximised for South Lanarkshire's young people

Change Required	Indicator / Action	Comments	Status	--- LATEST			---- TARGETS ----	
				Baseline	Data	Period	Med (3 yr)	Long (10 yr)
Creation of vocational pathways into employment (in particular STEM) ultimately increasing youth employment opportunities and providing in-work progression routes	Increase the number of vocational development opportunities for school pupils	<p>Partners have worked to further expand the number of young people who are engaged in the Foundation Apprenticeships Programme.</p> <p>The Foundation Apprenticeship Programme is now an embedded learning option for all South Lanarkshire pupils in their senior phase of secondary education. In 2017-18 there were 44 starts on the Foundation Apprenticeship Programme, this increased to 172 starts in 2018-19, for 2019-20 there will be 400 opportunities on-offer to South Lanarkshire School Pupils.</p> <p>The GRADU8 Programme offers senior phase students an opportunity to study towards a national qualification in an area of work they may wish to pursue after leaving school. The courses are delivered in partnership with South Lanarkshire College, New College Lanarkshire and a variety of other local training providers.</p> <p>As well as develop key work based skills, students gain formal work based qualifications at National 4 or 5 level and get the chance to experience the college based learning environment creating a clear pathway to further study or job progression.</p> <p>In 2018, over 500 students engaged on the GRADU8 programme in a variety of subject areas. For 2019, the programme will offer up to 800 opportunities which will be available as an option to every senior phase pupil in South Lanarkshire.</p>	Green	---	---	---	---	---

Community Planning Partnership - Partnership Improvement Plans Sustainable and Inclusive Economic Growth PIP

Priority Outcome 2: Employment and further education opportunities are maximised for South Lanarkshire's young people

Change Required	Indicator / Action	Comments	Status	--- LATEST			---- TARGETS ----	
				Baseline	Data	Period	Med (3 yr)	Long (10 yr)
	Increase the number of Modern Apprenticeships (MA's)	<p>South Lanarkshire Council aimed to recruit 137 new apprentices during the year 2018-19. This included 100 over the care sectors, split 50 and 50 between child care and social care.</p> <p>Following all rounds of recruitment, 123 apprentices were employed across various occupational groups – craft, child care, social care, admin, road workers, IT support and digital applications support. Within craft we employed 4 technical and 11 trades, within child care 50 over 2 campaigns, within social care 35 over 2 campaigns, with 4 starting in May 2019, within admin 5, within roads 7, within IT 3 and within digital support 8.</p> <p>This outcome is almost double the total of Modern Apprentices (MAs) recruited last year. We will continue to recruit MAs to meet workforce planning demands, both for the council and for our partners where appropriate.</p> <p>In 2019-20 it is anticipated that we will recruit 56 MAs, in line with work force demand, in the same occupational areas. We intend to recruit 10 Business Admin, 12 child care, 11 social care, 7 road workers and 15 craft/technical (3 electricians, 2 joiners, 2 painters, 1 industrial heating engineer, 1 domestic heating engineer, 1 plasterer, 1 scaffolder, 1 blacksmith, 1 quantity surveyor, 1 mechanical engineer and 1 electrical engineer) and IT support 1.</p> <p>A campaign is about to go live in the next week or so to fill the remaining 11 places from the original target of 50 within social care. The child care advert to fill 12 is live at present and craft is currently at interview stage.</p>	Green	---	---	---	---	---

Community Planning Partnership - Partnership Improvement Plans Sustainable and Inclusive Economic Growth PIP

Priority Outcome 2: Employment and further education opportunities are maximised for South Lanarkshire's young people

Change Required	Indicator / Action	Comments	Status	--- LATEST ---			---- TARGETS ----	
				Baseline	Data	Period	Med (3 yr)	Long (10 yr)
	Increase the number of college courses offering pathways for the senior phase	<p>Partners have worked to further expand the number of college courses offered to young people in the senior phase. This includes:</p> <p>The Foundation Apprenticeship Programme now embedded as a learning option for all South Lanarkshire pupils in their senior phase of secondary education. In 2017-18 there were 44 starts on the Foundation Apprenticeship Programme, this increased to 172 starts in 2018-19, for 2019-20 there will be 400 opportunities on-offer to South Lanarkshire School Pupils.</p> <p>The GRADU8 Programme offers senior phase students an opportunity to study towards a national qualification in an area of work they may wish to pursue after leaving school. The courses are delivered in partnership with South Lanarkshire College, New College Lanarkshire and a variety of other local training providers.</p> <p>As well as developing key work based skills, students gain formal work based qualifications at National 4 or 5 level and get the chance to experience the college based learning environment creating a clear pathway to further study or job progression.</p> <p>In 2018, over 500 students engaged on the GRADU8 Programme in a variety of subject areas. For 2019, the programme will offer up to 800 opportunities which will be available as an option to every senior phase pupil in South Lanarkshire.</p>	Green	---	---	---	---	---
	Increase the number of formal business/school partnerships and work experience opportunities	<p>There has been a significant increase in the number of work based learning opportunities for pupils in the senior phase.</p> <p>Youth Employability offer has been marketed to schools and partners including having the digital version of the brochure link on the South Lanarkshire Council Website.</p> <p>Youth Employability – My Brighter Future Social Media platforms have been created where our offer and appropriate opportunities are posted.</p>	Green	---	---	---	---	---

Community Planning Partnership - Partnership Improvement Plans Sustainable and Inclusive Economic Growth PIP

Priority Outcome 2: Employment and further education opportunities are maximised for South Lanarkshire's young people

Change Required	Indicator / Action	Comments	Status	--- LATEST			---- TARGETS ----	
				Baseline	Data	Period	Med (3 yr)	Long (10 yr)
Further consideration of tackling local inequalities in relationship to care experienced young people and care leavers	Development of monitoring and support processes for care experienced young people, with targeted resources and improved partnership working to achieve sustainable outcomes (with a particular focus on Looked After at Home)	There is a multi-agency Care Experienced Tracking and Monitoring Group which works to ensure that every care experienced young person has an individualised employability support package with regular monitoring and alterations to support as required.	Green	---	---	---	---	---

Priority Outcome 3: Residents at greatest risk of living in poverty, whether in or out of work receive the support they need to progress into work that pays and provides opportunities for progression

Change Required	Indicator / Action	Comments	Status	--- LATEST			---- TARGETS ----	
				Baseline	Data	Period	Med (3 yr)	Long (10 yr)
Outcome Indicators	Reduce proportion of South Lanarkshire residents earning below the living wage	<p>The latest figures (Office for National Statistics, Annual Survey of Hours and Earnings 2018) indicates that there has been a +1.6% increase in the percentage of employees in South Lanarkshire (SL) earning less than the living wage over the past year, from 18.7% of residents in 2017, up to 20.3% in 2018. Assessing performance against the medium target of maintaining the SL level below the Scottish Average, the latest figures suggest that this is on course to be missed (by +0.9%) with the number of employees earning less than the living wage in Scotland declining by -0.7% over the same period, from 20.1% in 2017, down to 19.4% in 2018.</p> <p>Putting the increase recorded in SL over the past 12 months into a wider context, it should be noted that the percentage of employees earning less than the living wage has also increased in 20 out of the 29 local authorities that reported figures in 2018.</p> <p>The number of accredited Living Wage employers (excluding MP's/MSP's) has also continued to grow year on year in SL, from 50 in 2017, up to 59 by March 2018, and then to the current level of 67 (at March 2019). SL now ranks as the 4th highest in Scotland for the number of accredited Living Wage employers, when compared against the other 32 council areas.</p>	Red	2016 18.7% of residents in jobs earning below the living wage	20.3%	2018	Maintain below the Scottish Average	Maintain below the Scottish Average

Community Planning Partnership - Partnership Improvement Plans Sustainable and Inclusive Economic Growth PIP

Priority Outcome 3: Residents at greatest risk of living in poverty, whether in or out of work receive the support they need to progress into work that pays and provides opportunities for progression

Change Required	Indicator / Action	Comments	Status	--- LATEST			---- TARGETS ----	
				Baseline	Data	Period	Med (3 yr)	Long (10 yr)
	Increase Employment Rate	<p>The most recent annual employment figures from the Annual Population Survey (APS) (January-December 2018) suggests that the percentage of the working age population in employment in South Lanarkshire (SL) has increased (by +1.7%) since last year, from 74.7% in 2017, up to 76.4% in 2018.</p> <p>The short and medium term targets continue to be met, with the SL employment rate being maintained (by +2.3%) above the Scottish Average (74.1%) in 2018.</p>	Green	2016 Jan-Dec South Lanarkshire 75.2%	76.4%	2018	Maintain above Scottish Average	Increase to 80%
	Reduce the proportion of working age residents who are employment deprived across South Lanarkshire and reduce the Gap between the 20% most deprived communities and South Lanarkshire	The latest figures (SIMD 2016) indicate that 23.6% of working age residents in the most deprived 20% of data zones in South Lanarkshire (SL) are employment deprived, +11.7% above the SL average of 11.9% of working age residents who are employment deprived. This figure is sourced from the SIMD and will not be updated until the next SIMD is undertaken in 2019-20.	Report Later	SIMD 2016 South Lanarkshire 11.9% (23,935)	11.7%	2016	Reduce the Gap between South Lanarkshire levels and those living in the worst 20% data zones	Reduce the Gap between South Lanarkshire levels and those living in the worst 20% data zones
	Reduce the levels of income deprivation and the Gap between the South Lanarkshire rate and the Scottish Average	The latest figures (SIMD 2016) indicate that 13.2% of residents in South Lanarkshire are income deprived, +0.9% above the Scottish Average of 12.3%. This figure is sourced from the SIMD and will not be updated until the next SIMD is undertaken in 2019-20.	Report Later	20% data zones - 23.6% (9,480) Gap 11.7% (SIMD 2016)	0.9%	2016	Reduce the Gap between South Lanarkshire levels and the Scottish Average to less than 0.5% of a percentage point	Reduce the rate of deprivation in South Lanarkshire to at least the Scottish Average
	Reduce the levels of income deprivation and the Gap between the 20% most deprived communities and South Lanarkshire	The latest figures (SIMD 2016) indicate that 27% of residents in the most deprived 20% of data zones in South Lanarkshire are income deprived, +13.8% above the South Lanarkshire level of 13.2%. This figure is sourced from the SIMD and will not be updated until the next SIMD is undertaken in 2019-20.	Report Later	South Lanarkshire – 13.2% of the population (41,670) Scotland – 12.3% Gap – 0.9%	13.8%	2016	Reduce the Gap between South Lanarkshire levels and those living in the worst 20% data zones	Reduce the Gap between South Lanarkshire and those living in the worst 20% data zones
				South Lanarkshire – 13.2% of the population (41,670) 20% data zones – 27% (16,965) Gap – 13.8%				

Community Planning Partnership - Partnership Improvement Plans Sustainable and Inclusive Economic Growth PIP

Priority Outcome 3: Residents at greatest risk of living in poverty, whether in or out of work receive the support they need to progress into work that pays and provides opportunities for progression

Change Required	Indicator / Action	Comments	Status	--- LATEST			--- TARGETS ---	
				Baseline	Data	Period	Med (3 yr)	Long (10 yr)
Increased commitment and efforts to promote fair work and tackle in-work poverty	Delivery of a South Lanarkshire Living Wage/Fair Work Campaign including key partners considering potential for additional activity to promote and encourage fair work practices through procurement/contracting/grant processes and activity across partners	<p>A range of partners are represented on the Living Wage Campaign Group which continues to identify relevant single agency and partnership actions. This includes work to celebrate Living Wage Employers; encourage others to pay the Living Wage and adopt other fair work measures as well as procurement related actions. A recent event attracted over 130 business representatives from across Lanarkshire.</p> <p>Our work was recognised through the Scottish Living Wage Awards Programme, with South Lanarkshire Council receiving the Anchor Institution Award.</p> <p>NHS Lanarkshire became the first Living Wage Accredited Geographic health board and hosted an event (on 28 March 2019) to encourage and support other health boards to follow. The Scottish Living Wage Accreditation Team are now working with 4 other Health Boards to progress accreditation.</p>	Green	---	---	---	---	---
	Monitor the number of sign ups to National Living Wage Accreditation Scheme	The number of accredited Living Wage employers (excluding MP's/MSP's) has continued to increase from 59 last year (March 2018), up to 67 (March 2019). South Lanarkshire now ranks 4th highest in Scotland for the number of accredited Living Wage employers, when compared against the other 32 council areas, with only Glasgow, Edinburgh and Highland with superior numbers.	Green	---	---	---	---	---
	Monitor the proportions of business support clients paying the Living Wage	44% (168) of companies awarded Business Support Grants since 2013 have a policy in place to pay the Living wage. In 2018-19, 22 local companies that were awarded Business Support Grants had a Living Wage policy in place.	Green	---	---	---	---	---
	Monitor the proportions of contracted/grant funded bodies paying the Living Wage	<p>Work is ongoing to further promote and encourage payment of Living Wage and other fair work measures through procurement processes with examples this year being South Lanarkshire Council's adoption of the Unison Ethical Care Standard and Construction Charter.</p> <p>Business Development Support is generally provided through the local Business Gateway provider and the council has added a requirement within the commissioning process for the Gateway to discuss and monitor Living Wage with all businesses supported. Awaiting data.</p>	Green	---	---	---	---	---

Community Planning Partnership - Partnership Improvement Plans Sustainable and Inclusive Economic Growth PIP

Priority Outcome 3: Residents at greatest risk of living in poverty, whether in or out of work receive the support they need to progress into work that pays and provides opportunities for progression

Change Required	Indicator / Action	Comments	Status	--- LATEST			--- TARGETS ---	
				Baseline	Data	Period	Med (3 yr)	Long (10 yr)
	Support low paid residents to up-skill and maximise earning potential (focus on parents and young adults and in particular low waged women)	46 parents working with SME's have been helped on the In-Work Upskilling Programme from a total of 285 engaged in the last year. The remaining employees are still progressing through their qualification.	Green	---	---	---	---	---
	Report the number of South Lanarkshire project participants supported whose income has increased	In total 9 people have increased their earnings with the majority of employees still progressing through their qualification.	Green	---	---	---	---	---
Increase the engagement of low income/unemployed residents in activity to support progress to and within work with a focus on parents; homeless adults/families; targeted communities with high levels of unemployment and income deprivation; those with significant barriers to work such as substance misuse; disability; poor mental health; criminal convictions	In view of changes in the employability landscape, review the current arrangements and establish a revised South Lanarkshire Employability Partnership (Adult Employability and linked to Opportunities for All Group) to ensure a coordinated approach to assessing and responding to need and reporting performance	A uniformed reporting structure is in place. Performance is reported quarterly to the Employability Review Group.	Green	---	---	---	---	---
	Partnership interventions to be agreed by the Partnership Group and to include establishing accessible first points of contact in community spaces, initially in Neighbourhood Planning areas	South Lanarkshire Council and partners are working in partnership with CCG, the main contractor responsible for a new Housing development in East Whitlawburn. As part of the wider community benefits we are providing key employability support and maximising training and employment arising from this development. There is ongoing work to be implemented to establish first point contacts in the Neighbourhood Planning areas.	Green	---	---	---	---	---
	Consideration of provision of wider support to ensure a holistic approach including welfare/financial wellbeing/housing/health	Council operated employability programmes provide financial wellbeing/health checks. Partnership working is in place with DWP, SLC - Money Matters and Citizens Advice to provide in-work better off calculations, debt and financial advice and money/budget management skills and advice. Connections are also made with South Lanarkshire Credit Union to help with savings and low affordable loans.	Green	---	---	---	---	---