Clackmannanshire LEP Partners:

- Clackmannanshire Council - Economic Development, CLD, Education, Housing & Community Justice
- Department For Work & Pensions
- Skills Development Scotland
- Forth Valley College
- NHS Forth Valley
- CTSI - Third Sector Interface
- DYW Forth Valley
- Ceteris – Business Gateway

National Frameworks & Quality Standards:

Employability Service Standards

Employability Customer Charter

Employer Recruitment Incentive Framework

Continuous Improvement Toolkit

Shared Measurement Framework

Strategic Context:

Corporate Plan 2018 - 22: Be the Future

Clackmannanshire Local Child Poverty Action Plan Report 2019/20 & 2020/21

Community Learning & Development Partnership Plan 2021 - 24

Economic Development Recovery Plan

City Region Deal (Skills and Inclusion Programme)

NHS Forth Valley's Health Improvement Delivery Plan

Vision: "A person-centred approach to influence and drive innovative solutions to facilitate the development and delivery of skills and employability services that reflect the current and future needs of individuals and employers in Clackmannanshire".

The Partnership will build on the strengths of existing national and local services to better align funding and improve the integration of employability services with other support to ensure that services are designed and delivered around the needs and aspirations of those using our services.

Aim: Our overall aim is to improve the employability of Clackmannanshire residents and reduce unemployment in the area.

Objectives:

- Reduce inequalities between different geographic areas & groups who face significant barriers to work
- Tackle poverty, particularly child poverty
- Contribute to the health & wellbeing of communities
- Ensure our residents have the appropriate skills, knowledge & experience to take up employment opportunities locally and within a reasonable travel to work area

What Success will look like:

1. The current unemployment level of 3.8% will reduce
2. The current employment rate of 73.7% will increase
3. The rate of residents with no qualifications (8.5%) will reduce

Priority Groups:

1. Young people
2. Care experienced young people
3. Disabled people/those with health issues
4. Parents on low incomes
5. Long-term unemployed
6. People with convictions
7. People living in 0-15% SIMD Areas

Service Users:

Clacks User Employability Survey.

Clackmannanshire LEP

Delivery Plan 2022-2025

Service Delivery:

- Current LEP partner provision – see Annex 1

Annex 1 LEP Partner Provision.docx

- Clackmannanshire Employability Services Directory

Commissioned Services

How the LEP is proposing to respond to identified needs/gaps

Annex 2 Commissioned Service

Fair Work Incentive

Resource Requirements:

- People & Organisations
- Funding
- Commissioning
- Delivery Capacity
- Alignment & Integration
- Current Employability Services

Local Economic Labour Market Profile:

NOLB Data Toolkit - Jan 2022.xlsx

Performance Management and Reporting:

- Performance Indicators
- Evaluation & Review
- Continuous Improvement
- Alignment & Integration

ANNEX1

LEP Partner Provision

This section includes all known confirmed provision for 2022/23 by Clackmannanshire LEP partners outwith the LEP co-commissioning process.

Provider	Programme	Brief Description	Target Groups	Age Range	Average Number of Beneficiaries per Year	Funding Source	Pipeline Stage(s)
Clackmannanshire Council / Clackmannanshire Works	ESF Employability Pipeline	Range of employability support including 1-2-1 Key Worker support	Unemployed people with multiple barriers to employment	16 - 67	135	ESF/Scottish Government/Council	1 - 5
	Fair Start Scotland	Provides 12 month pre-employability support and 12 months in-work support	Unemployed people with health conditions & disabilities	18 - 67	150	Scottish Government/Council	1 - 5
	Parental Employability Support	Employability support to parents on low income	Lone parents, young parents, parents with child < 1, parents with 3 or more children, minority ethnic families, families with a disabled parent or child	16 - 67	45	Scottish Government (PESF)	1 - 5
	Modern Apprenticeships	Delivery of MA places in Council	Young people	16 – 19 but can be 20 – 24 or 25+	23	Skills Development Scotland/Council	4 & 5
	Kickstart (Council Gateway)	Provides 6 month paid work placements	Unemployed young people in receipt of UC	18 – 24	50	UK Government	4 & 5

	Long-term Unemployed Job Creation Scheme	Provides 6 month paid placements & certificated training	Unemployed adults who are 12+ months out of work	25+	14	Scottish Government (NOLB)	3 & 4
	Fair Work Incentive	Employer Recruitment Incentive of up to £6,000	Unemployed individuals with 1 or more barriers to employment	16 - 67	45	Scottish Government (NOLB & YPG)	4 & 5
	Intermediate Labour Market Scheme	Provides 12 month paid placements & certificated training	Unemployed young people	18 - 24	8	Scottish Government (YPG)	4 & 5
Clackmannanshire Council / CLD	Jumpstart Employability Programme	Provides intensive 1-2-1 & group support to address barriers to progression for disengaged young people	Young people within 6 months of school leaving date & disengaged young people	16 - 19	30	Scottish Government (NOLB & YPG)	1 & 2
Clackmannanshire Third Sector Interface (CTSI)	Volunteering	Light touch support/signposting volunteering opportunities with local organisations.	Young people & adults	16+			2 – 4
	Digital Assistance Drop-in Sessions	Support with basic IT queries provided through Digital Champion Volunteers	Young people & adults	18+			

DWP / Jobcentre Plus	Job Entry Targeted Support (JETS)	Light touch employment support	Unemployed for 13 weeks or more	18 - 67		UK Government (National procured provision)	
	Kickstart	Provides 6 month paid placements with employers	Unemployed young people in receipt of UC	18 - 24		UK Government	4 & 5
	Sector Based Work Academies	Sector-specific pre-employment training of up to 30 hours, a work experience placement with an employer and a guaranteed job interview linked to a genuine vacancy	Unemployed people in receipt of out of work benefits	18 - 67		UK Government (National procured provision)	4
	Dynamic Purchasing System	Flexible support fund to commission services based on customer needs	Unemployed people in receipt of out of work benefits	18 - 67		UK Government (National procured provision)	
DYW Forth Valley	Information about Options and Next Steps for Young People	Working with business and education to provide information about options and next steps for young people.	Young people, parents, employers and education	School age			

Forth Valley College	Preparation for Employment	Full-time programme made up of a combination of learning at Alloa, Stirling or Falkirk Campuses and placement with local employers.		16+	24		3 & 4
	Passport to Learning	Introduction to new subjects. Includes Core Skills, Introduction to Business, Introduction to Creative Industries, Introduction to Social Sciences, Health and Wellbeing or Local Investigations.	Progression route for students on Pathfinders or winter school leavers who are mature and prepared to study at National 5 level in a college environment.	16+	14		3
	Pathfinders	Opportunity to find out what the College has to offer and to build self confidence, with ongoing support and guidance	Young people who have not achieved at school or who have outgrown the school environment	15 - 19	12		3
	Lifestart	Learners study a range of subjects and get the opportunity to develop and practice their skills within a supportive adult environment.	Young people who have significant learning support needs to gain independence and lifeskills	16 - 24	8		3

	Workstart	Learners further develop their core and interpersonal skills by taking part in a range of subjects in the College, following individual programmes of study, participating in work preparation activities and, where appropriate, undertaking periods of work placement.	Young people who have additional learning support needs and who require support to access the world of work	16 - 24	25		3
	ESOL Level 2 - 6	A range of classes that develop qualifications and confidence in English.	All ESOL learners in Clackmannanshire area	All	20		3
	Step into Early Learning and Childcare	Full-time programme from January 2023 to June 2023 exploring Early Education and Childcare as a potential career option including units such as Care of Children, Child Development, Play and Maintenance of a Safe Environment	Progression route for students to NC Child, Health and Social Care (Early Years) at SCQF level 5	16+			3

NHS Forth Valley	THRIVE to Keep Well		Adults & Parents on low income	16+	20	NHS Forth Valley	
	Healthy Working Lives	Scottish Government programme that aims to provide support to employers and employees in their workplace.	Employees	16+	70 employers across Forth Valley (10 in Clacks)	NHS Forth Valley	5
	Working Health Services	A return to work service that will support employees to return to work or to remain at work when they are struggling due to their health.	Employees/self-employed across Forth Valley (SME's and particularly those who don't have an occupational health service				5
Skills Development Scotland	Career Planning & Employability Skills Support	A range of career information advice and guidance (CIAG) through our Next Steps Service	Pupils, young people parents & teachers	Under 16s & 16+		Skills Development Scotland	
	Redundant Apprentice Programme	A financial incentive to employers who employ a redundant apprentice	Redundant apprentices	16 - 24		Skills Development Scotland	5

	Modern Apprenticeships	Funding contribution towards the training of Modern Apprentices. Delivered through a network of contracted providers	All working age	(1) 16 – 19 (2) 20 – 24 (3) 25+		Skills Development Scotland	5
	PACE	Redundancy support service	Redundant employees or those facing redundancy	16 - 67		Skills Development Scotland	

ANNEX 2

Service Delivery – Provision Outline 2022/23

This section outlines the services co-commissioned by the Clackmannanshire LEP for 2022/23. There may be additional services commissioned during the year should any gaps in provision be identified.

Target Group	Rationale for Intervention	Delivery Partners	Source of Investment	Volumes	Delivery Method	Outcome Expected
16 – 19 year olds who have left school to a negative or unknown destination and / or those who have fallen out of / not sustained their first positive destination;	Identified gap in provision as a result of termination of EF places for 16 – 19 year olds	Triage – Next Steps Vocational Skills & Work Related Programme	NOLB/YPG	22	Mix of virtual & face-to-face delivery including work experience & qualifications	Qualifications Employment FE/HE/Further Training Modern or Graduate Apprenticeship
16 – 19 year olds who have additional support needs	Identified gap in provision as a result of termination of EF places for 16 – 19 year olds	Enable – Next Steps Employability Programme for Young People with ASN	NOLB/YPG	30	Mix of virtual & face-to-face delivery including work experience & qualifications	Qualifications FE/HE/Further Training Employment 52 weeks Modern Apprenticeships

16 – 24 year olds (up to 26 if care experienced)	Mental health identified by all partners as an increasing issue	Togetherall	YPG	Available to all young people locally	Digital on-line service	Improved mental health

USER NOTE

This sheet was provided by Glasgow City Region Intelligence Hub on: **25-Jan-22**

Any queries should be directed to David Boyle: DavidPatrick.Boyle@glasgow.gov.uk

An overview of the workbook's functions can be found on the attached word document:

Toolkit Manual

A brief overview of each indicator within the Toolkit can be found below.

Indicators highlighted in Yellow use LGBF - Family Group definitions for Children, Social Work, and Housing.

Indicator:	Description:
% Children in Child Poverty	Percentage of children in poverty after housing costs
% Children in Childcare	Percentage of children registered with childcare services
% of Children in Low Income Families	Percentage of children living in low-income families
Families with Children receiving Universal Credit or Tax Credits (%)	Percentage of families with dependent children claiming Universal Credit or Working/Child Tax Credits
Families with Dependent Children eligible for Child Benefit (%)	Percentage of families with dependent children eligible for child benefit
Claimant Count Rate (%)	Percentage of individuals claiming Out-of-work benefits
% of Household that are workless	Pecentage of households that are defined as Workless
% of School Leavers in Positive Destination	Percentage of School Leavers that entered a positive destination (employment, education, or training)
Participation Rate (%)	Percentage of 16-19 year olds in a positive destination
Degree-level Qualifications Rate (%)	Percentage of individuals that have a achieved a NVQ Level 4+ qualification
No Qualifications Rate (%)	Percentage of individuals with no formal qualifications
Number of Incapacity Benefit Claimants (per 1,000 16 - 64 pop)	Estimates of the number of individuals claiming incapacity-related benefits, rated per 1,000 of the working-age population
Economic Inactive: Long-term Sick/Disabled Rate (%)	Percentage of individuals classed as Economically Inactive that are inactive because of a long-term health issue or disability
Economic Inactivity Rate (%)	Percentage of working-age (16-64) individuals not in employment and not seeking employment
Employment Rate (%)	Percentage of working-age (16-64) individuals in employment
Unemployment Rate (%)	Percentage of economically active working-age (16-64) individuals not in employment, but seeking employment
Employment in low pay sectors (%)	Percentage of individuals employed in the sectors: Retail & Wholesale, Accommodation & Food Services, and Administrative & Support Services
% of Residents employed in Quality Work	Percentage of residents that are employed in Quality Work - defined through a combination of contract status, hours worked, pay, and working-patterns.
Gender Employment Gap (% difference between Male and Female Employment Rates)	Percentage point difference between the Male working-age (16-64) employment rate and the Female working-age (16-64) employment rate
Median Weekly Earnings (Residence-based, full-time)	Estimates of the median weekly wage of residents employed on a full-time basis
20th Percentile Weekly Earning (Residence based, full time)	Estimates of the weekly earnings of residents in the 20th percentile of earnings, whilst in full-time employment
Underemployment Rate (%)	Percentage of workers who would like to work longer hours if possible
% Employed in SOC 1 Occupations	Percentage of individuals employed as a manager, director, or senior officials
% of Procurement spend on Local SMEs	Percentage of Procurement spent on local SMEs
Social Enterprise Rate (per 10,000 total population)	Estimate of the number of social enterprises per 10,000 of the total population
Gross Value Added (£m)	Estimate of the total GVA produced in a local authority
GVA per hour worked (£)	Estimate of the GVA produced per hour worked within a local authority

Family Groupings for Children, Social Work and Housing indicators

Family Group 1	Family Group 2	Family Group 3	Family Group 4
East Renfrewshire	Moray	Falkirk	Eilean Siar
East Dunbartonshire	Stirling	Dumfries & Galloway	Dundee City
Aberdeenshire	East Lothian	Fife	East Ayrshire
Edinburgh, City of	Angus	South Ayrshire	North Ayrshire
Perth & Kinross	Scottish Borders	West Lothian	North Lanarkshire
Aberdeen City	Highland	South Lanarkshire	Inverclyde
Shetland Islands	Argyll & Bute	Renfrewshire	West Dunbartonshire
Orkney Islands	Midlothian	Clackmannanshire	Glasgow City

Family Groupings for Environmental, Culture & Leisure, Economic Development, Corporate and Property indicators

Family Group 1	Family Group 2	Family Group 3	Family Group 4
Eilean Siar	Perth & Kinross	Angus	North Lanarkshire
Argyll & Bute	Stirling	Clackmannanshire	Falkirk
Shetland Islands	Moray	Midlothian	East Dunbartonshire
Highland	South Ayrshire	South Lanarkshire	Aberdeen City
Orkney Islands	East Ayrshire	Inverclyde	Edinburgh, City of
Scottish Borders	East Lothian	Renfrewshire	West Dunbartonshire
Dumfries & Galloway	North Ayrshire	West Lothian	Dundee City
Aberdeenshire	Fife	East Renfrewshire	Glasgow City

Index and RAG Analysis

RAG Performance Geography: Scotland

RAG Performance Parameter: 10%

	Indicator:	Date	Aberdeen City	Member Authority RAG: Current Performance Against National Average	Member Authority RAG: Short-term Performance Against National Trends	Performance Target	City Reigon: Glasgow City Region	Scotland	United Kingdom	Source:
Poverty and Child Poverty	% Children in Child Poverty	2020	21.3			↓	26.0	24.3	31.0	End Child Poverty
	% Children in Childcare	2019	28.4			↑	25.6	27.2	n/a	Care Inspectorate
	% of Children in Low Income Families	2020	14.9			↓	21.1	18.6	19.1	UK Government - Children in Low Income Families
	Families with Children receiving Universal Credit or Tax Credits (%)	2021	32.7			↓	37.7	35.0	n/a	DWP Stat Xplore & UK Government
	Families with Dependent Children eligible for Child Benefit (%)	2020	86.8			↓	94.1	92.5	92.0	UK Government - Child Benefit
	Claimant Count Rate (%)	2021	4.2			↓	4.7	4.0	4.4	NOMIS - Claimant Count
	% of Household that are workless	2019	19.2			↓	24.8	21.5	16.3	NOMIS - Annual Population Survey
Education	% of School Leavers in Positive Destination	2020	90.3			↑	93.6	93.3	n/a	Scottish Government - Attainment and Initial Leaver Destinations
	Participation Rate (%)	2021	89.4			↑	92.4	92.2	n/a	Skills Development Scotland - Participation Measure
	Degree-level Qualifications Rate (%)	2020	52.3			↑	47.4	49.3	43.0	NOMIS - Annual Population Survey
	No Qualifications Rate (%)	2020	6.7			↓	10.6	8.0	6.6	NOMIS - Annual Population Survey
Labour Market	Number of Incpacity Based Benefits (per 1,000 16 - 64 population)	2021	42.9			↓	71.0	56.8	n/a	DWP Stat Xplore
	Economic Inactive: Long-term Sick/Disabled Rate (%)	2020	30.1			↓	30.7	28.7	24.0	NOMIS - Annual Population Survey
	Economic Inactivity Rate (%)	2020	23.0			↓	24.3	23.2	21.1	NOMIS - Annual Population Survey
	Employment Rate (%)	2020	71.5			↑	72.2	73.5	75.3	NOMIS - Annual Population Survey
	Unemployment Rate (%)	2020	7.1			↓	4.6	4.4	4.6	NOMIS - Annual Population Survey
	Employment in low pay sectors (%)	2020	27.3			↓	30.8	29.6	n/a	NOMIS - Business Register and Employment Survey
	% of Residents employed in Quality Work	2018	53.4		n/a	↑	67.4	62.6	59.3	ONS - Quality Work
	Gender Employment Gap (% difference between Male and Female Employment Rates)	2020	-1.7			↓	6.2	5.1	6.6	NOMIS - Annual Population Survey
	Median Weekly Earnings (Residence-based, full-time)	2021	587.4			↑	643.3	622.0	610.7	NOMIS - Annual Survey of Hours and Earnings
	20th Percentile Weekly Earning (Residence based, full time)	2021	420.8			↑	437.7	431.2	423.9	NOMIS - Annual Survey of Hours and Earnings
	Underemployment Rate %	2020	7.0			↓	7.4	8.1	n/a	Scottish Government - Scotland's Labour Market
	% Employed in SOC 1 Occupations	2020	9.1			↑	8.0	8.9	11.4	NOMIS - Annual Population Survey
Economy	% of Procurement spend on Local SMEs	2020	32.2			↑	20.7	28.5	n/a	Local Government Benchmarking Framework
	Social Enterprise Rate (per 10,000 total population)	2019	6.6			↑	7.8	11.0	n/a	Social Enterprise in Scotland Census
	Gross Value Added (£m)	2019	10,323	n/a		↑	47,324	147,333	1,977,096	ONS - Subregional GVA
	GVA per hour worked (£)	2019	34.4			↑	32.6	34.4	35.2	ONS - Subregional Productivity

- Estimates not statistically robust enough for publication

	Gap Analysis	Local Authority			City Reigon			Top Performing Scottish Local Authority	
	Indicator	Aberdeen City	Top Performing Scottish Local Authority	LGBF Family Group 1 Average	Aberdeen City Region	Scotland	United Kingdom	Percentage Gap	Approximate Volume Gap
Poverty and Child Poverty	% Children in Child Poverty	21.3	15.8	19.2	18.6	24.3	31.0	-5.6	-1,900
	% Children in Childcare	28.4	36.4	25.7	28.0	27.2	-	8.0	2,800
	% of Children in Low Income Families	14.9	10.3	15.8	12.6	18.6	19.1	-4.6	-1,700
	Families with Children receiving Universal Credit or Tax Credits (%)	32.7	20.0	29.7	27.1	35.0	-	-12.7	-2,700
	Families with Dependent Children eligible for Child Benefit (%)	86.8	81.0	90.7	83.5	92.5	92.0	-5.8	-1,200
	Claimant Count Rate (%)	4.2	1.9	3.1	3.4	4.0	4.4	-2.3	-3,600
	% of Household that are workless	19.2	13.4	17.4	16.4	21.5	16.3	-5.8	-4,200
Education	% of School Leavers in Positive Destination	90.3	98.4	93.4	93.1	93.3	-	8.1	100
	Participation Rate (%)	89.4	97.2	93.0	91.2	92.2	-	7.8	500
	Degree-level Qualifications Rate (%)	52.3	65.8	44.8	53.6	49.3	43.0	13.5	21,200
	No Qualifications Rate (%)	6.7	4.9	6.2	5.7	8.0	6.6	-1.8	-2,800
Labour Market	Number of Incpacity Based Benefits (per 1,000 16 - 64 population)	42.9	33.3	44.6	38.1	56.8	-	-9.6	-1,500
	Economic Inactive: Long-term Sick/Disabled Rate (%)	30.1	19.4	22.7	25.6	28.7	24.0	-10.7	-3,800
	Economic Inactivity Rate (%)	23.0	13.7	21.0	20.6	23.2	21.1	-9.3	-14,600
	Employment Rate (%)	71.5	82.4	76.9	75.7	73.5	75.3	10.9	17,100
	Unemployment Rate (%)	7.1	2.0	3.1	4.7	4.4	4.6	-5.1	-6,200
	Employment in low pay sectors (%)	27.3	21.6	29.1	26.9	29.6	-	-5.7	-9,800
	% of Residents employed in Quality Work	53.4	72.9	62.8	52.4	62.6	59.3	19.5	n/a
	Gender Employment Gap (% difference between Male and Female Employment Rates)	-1.7	-2.4	6.2	5.7	8.0	6.6	n/a	n/a
	Median Weekly Earnings (Residence-based, full-time)	587.4	809.4	603.5	613.5	622.0	610.7	37.8%	222.0
	20th Percentile Weekly Earning (Residence based, full time)	420.8	529.9	438.2	434.8	431.2	423.9	25.9%	109.1
	Underemployment Rate (%)	7.0	3.4	7.5	7.0	8.1	-	-3.6	-4,200
	% Employed in SOC 1 Occupations	9.1	19.4	10.5	9.3	8.9	11.4	10.3	12,000
Economy	% of Procurement spend on Local SMEs	32.2	47.3	35.9	27.2	28.5	-	15.0	n/a
	Social Enterprise Rate (per 10,000 total population)	6.6	47.6	20.6	9.0	11.0	-	41.0	900
	Gross Value Added (£m)	10,323	24,161	2,895	17,245	147,333	1,977,096	134.1%	13,838
	GVA per hour worked (£)	34.4	45.9	32.1	35.7	34.4	35.2	33.5%	11.5

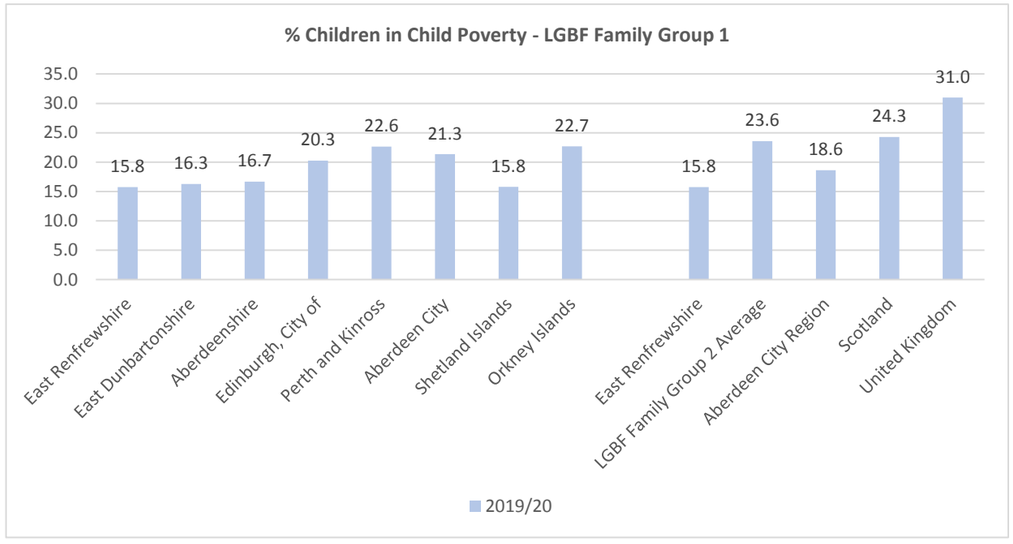
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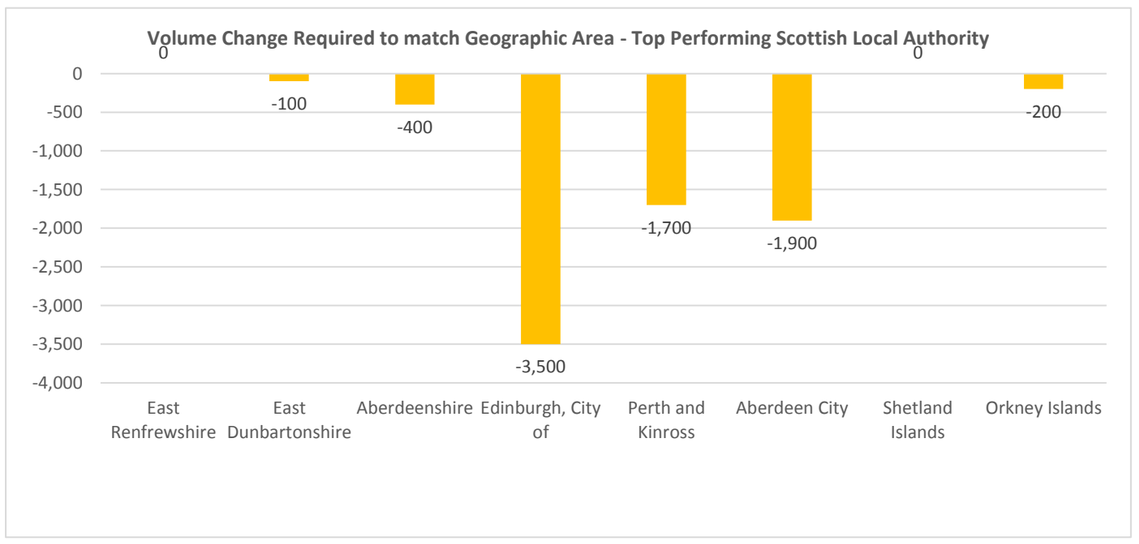
Indicator: % Children in Child Poverty
Source: End Child Poverty
(Find charts below table)

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							Short-term Change		Geographical Difference: Top Performing Scottish Local Authority	
Geography	**LGBF Family Group 1**	**2016/17**	**2017/18**	**2018/19**	**2019/20**	**2019/20 Volume**	**% Change**	**Volume Change**	**% Point Change Required**	**Volume Change Required**
Local Authority	East Renfrewshire	15.5	15.5	14.6	15.8	3,064	0.3	160		
Local Authority	East Dunbartonshire	16.9	16.6	14.8	16.3	3,161	-0.6	-9	-0.5	-100
Local Authority	Aberdeenshire	17.4	17.6	15.7	16.7	8,204	-0.7	-327	-0.9	-400
Local Authority	Edinburgh, City of	20.7	21.3	18.9	20.3	16,046	-0.5	46	-4.5	-3,500
Local Authority	Perth and Kinross	21.4	22.4	21.1	22.6	5,515	1.2	269	-6.9	-1,700
Local Authority	Aberdeen City	21.3	22.3	21.1	21.3	7,545	0.0	256	-5.6	-1,900
Local Authority	Shetland Islands	16.0	17.1	14.4	15.8	663	-0.2	-17	0.0	0
Local Authority	Orkney Islands	21.9	22.4	21.2	22.7	815	0.8	48	-6.9	-200
Top Performing Scottish Local Authority	East Renfrewshire	15.5	15.5	14.6	15.8	3,064	0.3	160		
LGBF Family Group Averages	LGBF Family Group 2 Average	22.8	23.5	22.4	23.6	37,573	0.7	1,109		
City Region Aggregate Area	Aberdeen City Region	19.0	19.6	17.9	18.6	15,749	-0.4	-71		
National Level	Scotland	23.4	24.2	23.2	24.3	216,168	0.9	-5,865		
National Level	United Kingdom	30.0	29.0	29.0	31.0	290,000	1.0	-3,410,659		

CHARTS





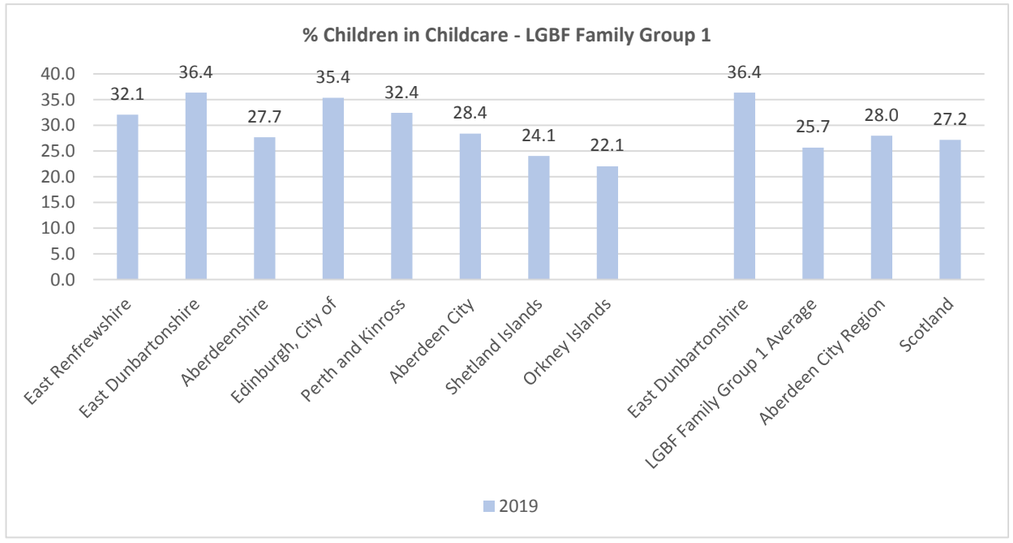
Indicator: % Children in Childcare
Source: Care Inspectorate
(Find charts below table)

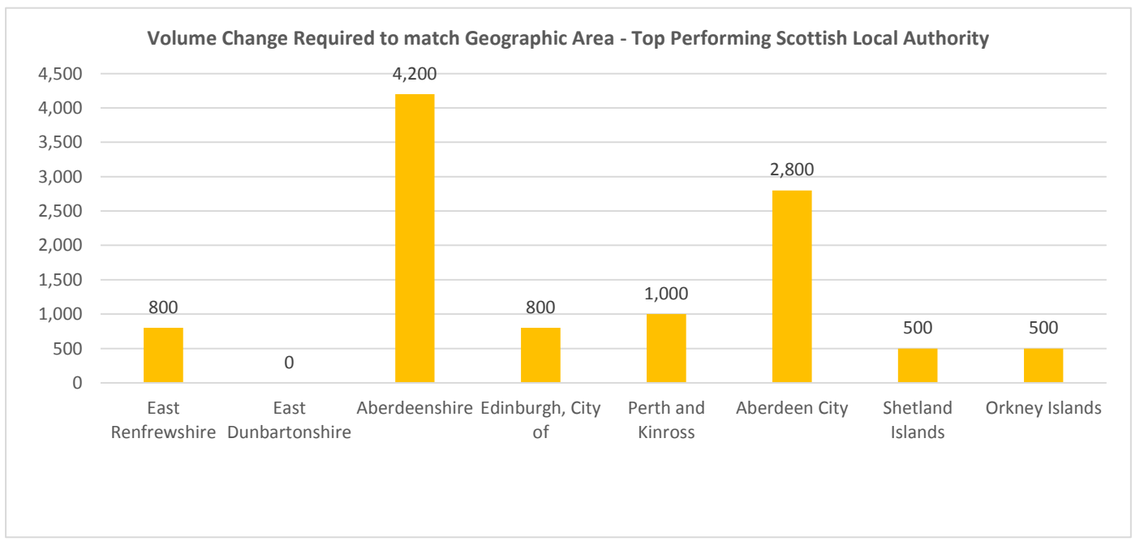
Return to Index RAG

							Short-term Change		Geographical Difference: Top Performing Scottish Local Authority	
Geography	**LGBF Family Group 1**	**2016**	**2017**	**2018**	**2019**	**2019 Volume**	**% Change**	**Volume Change**	**% Point Change Required**	**Volume Change Required**
Local Authority	East Renfrewshire	29.7	37.4	32.9	32.1	6,270	2.4	727	4.3	800
Local Authority	East Dunbartonshire	34.2	34.3	35.4	36.4	7,060	2.2	619		
Local Authority	Aberdeenshire	27.1	27.6	27.4	27.7	13,580	0.6	316	8.7	4,200
Local Authority	Edinburgh, City of	38.6	37.2	36.3	35.4	27,960	-3.2	-1,905	1.0	800
Local Authority	Perth and Kinross	31.2	31.6	31.4	32.4	7,920	1.2	263	4.0	1,000
Local Authority	Aberdeen City	27.8	27.8	28.0	28.4	10,060	0.6	567	8.0	2,800
Local Authority	Shetland Islands	23.5	22.5	23.6	24.1	1,010	0.6	15	12.3	500
Local Authority	Orkney Islands	23.2	23.2	23.1	22.1	790	-1.2	-26	14.3	500

Top Performing Scottish Local Authority	East Dunbartonshire	34.2	34.3	35.4	36.4	7,060	2.2	619
LGBF Family Group Averages	LGBF Family Group 1 Average	26.0	26.0	25.9	25.7	39,900	-0.3	-792
City Region Aggregate Area	Aberdeen City Region	27.4	27.7	27.7	28.0	23,640	0.6	883
National Level	Scotland	27.6	27.7	27.5	27.2	250,560	-0.5	-2,650
National Level	United Kingdom	-	-	-	-	-	-	-

CHARTS





Indicator: % of Children in Low Income Families

Source: UK Government - Children in Low Income Families

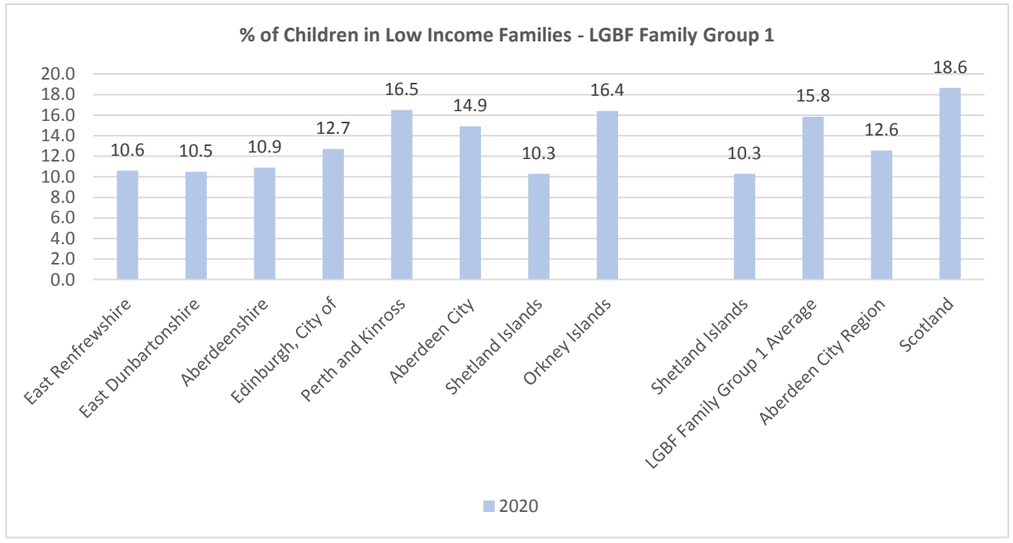
(Find charts below table)

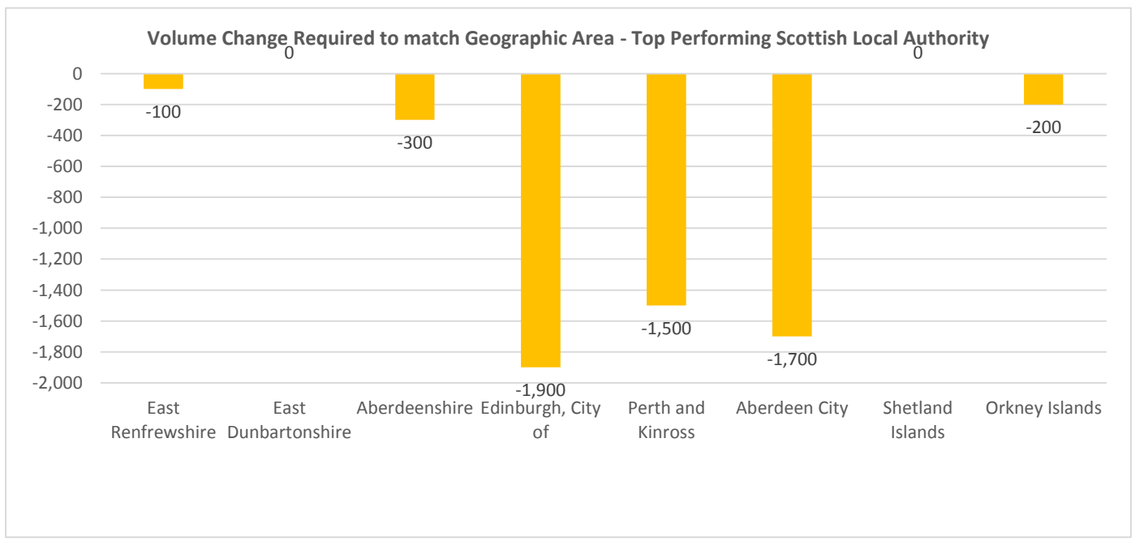
Return to Index RAG

							Short-term Change		Geographical Difference: Top Performing Scottish Local Authority	
Geography	**LGBF Family Group 1**	**2017**	**2018**	**2019**	**2020**	**2020 Volume**	**% Change**	**Volume Change**	**% Point Change Required**	**Volume Change Required**
Local Authority	East Renfrewshire	9.3	9.7	9.8	10.6	2,060	1.3	318	-0.3	-100
Local Authority	East Dunbartonshire	10.0	10.1	9.7	10.5	2,039	0.5	163	-0.2	0
Local Authority	Aberdeenshire	10.2	11.0	10.4	10.9	5,364	0.7	365	-0.6	-300
Local Authority	Edinburgh, City of	12.1	13.0	12.4	12.7	10,061	0.6	718	-2.4	-1,900
Local Authority	Perth and Kinross	14.0	15.5	15.3	16.5	4,021	2.5	594	-6.2	-1,500
Local Authority	Aberdeen City	13.3	15.1	15.1	14.9	5,267	1.6	719	-4.6	-1,700
Local Authority	Shetland Islands	9.5	10.7	9.5	10.3	433	0.8	29		
Local Authority	Orkney Islands	14.4	15.4	15.3	16.4	589	2.0	84	-6.1	-200

Top Performing Scottish Local Authority	Shetland Islands	9.5	10.7	9.5	10.3	433	0.8	29
LGBF Family Group Averages	LGBF Family Group 1 Average	14.1	15.4	14.9	15.8	24,622	1.8	2,565
City Region Aggregate Area	Aberdeen City Region	11.5	12.7	12.4	12.6	10,631	1.1	1,084
National Level	Scotland	16.3	18.1	17.9	18.6	171,802	2.3	22,166
National Level	United Kingdom	17.0	18.0	18.2	19.1	2,428,284	2.1	315,990

CHARTS





Indicator: Families with Children receiving Universal Credit or Tax Credits (%) **Return to Index RAG**

Source: DWP - Stat Xplore UK Government

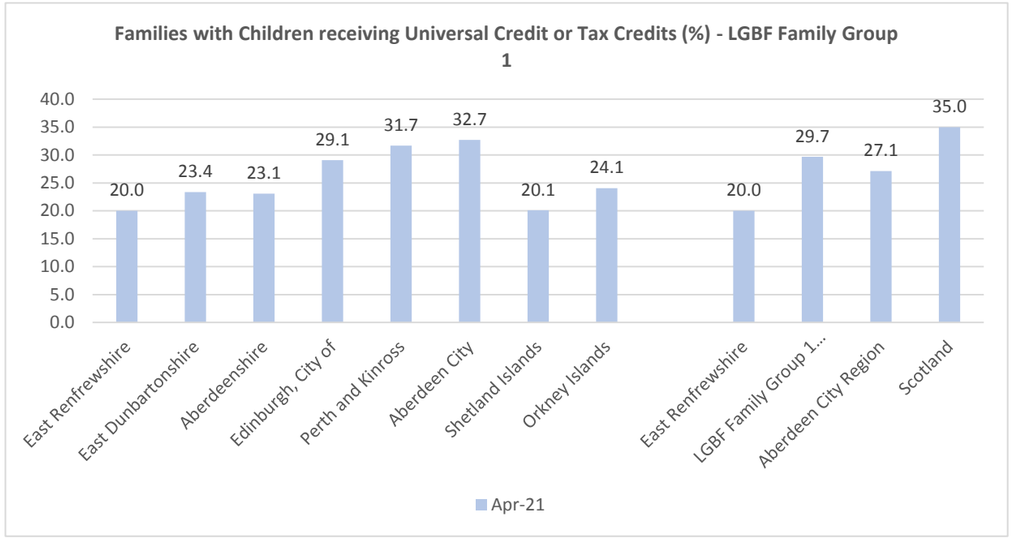
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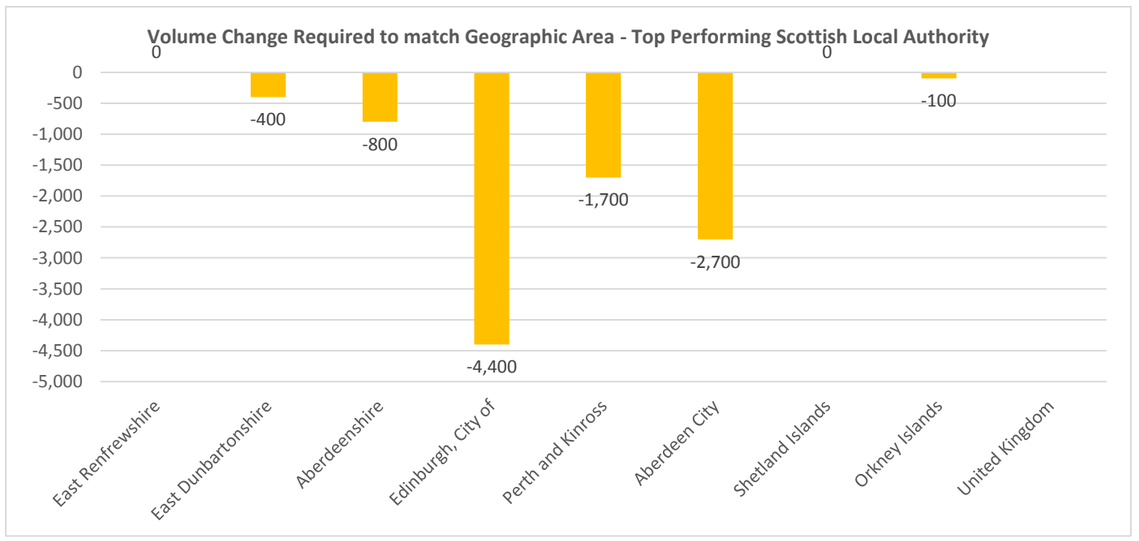
							Short-term Change		Geographical Difference: Top Performing Scottish Local Authority	
Geography	**LGBF Family Group 1**	**Apr-18**	**Apr-19**	**Apr-20**	**Apr-21**	**April 2021 Volume**	**% Change**	**Volume Change**	**% Point Change Required**	**Volume Change Required**
Local Authority	East Renfrewshire	13.8	14.0	17.3	20.0	2,183	6.3	674		
Local Authority	East Dunbartonshire	17.3	18.2	21.7	23.4	2,775	6.1	709	-3.4	-400
Local Authority	Aberdeenshire	11.5	14.7	19.8	23.1	6,633	11.6	3,259	-3.0	-800
Local Authority	Edinburgh, City of	18.8	20.6	25.9	29.1	14,012	10.3	4,806	-9.1	-4,400
Local Authority	Perth and Kinross	19.0	22.8	28.1	31.7	4,832	12.7	1,890	-11.7	-1,700
Local Authority	Aberdeen City	16.5	20.1	27.1	32.7	6,901	16.3	3,352	-12.7	-2,700
Local Authority	Shetland Islands	-	12.5	16.4	20.1	480	n/a	n/a	-0.1	0
Local Authority	Orkney Islands	15.0	19.2	16.3	24.1	496	9.0	190	-4.1	-100

- Estimates not statistically robust

Top Performing Scottish Local Authority	East Renfrewshire	13.8	14.0	17.3	20.0	2,183	6.3	674
LGBF Family Group Averages	LGBF Family Group 1 Average	18.2	21.2	26.9	29.7	28,006	11.4	10,841
City Region Aggregate Area	Aberdeen City Region	13.6	17.0	22.9	27.1	13,534	13.5	6,611
National Level	Scotland	21.9	25.4	31.6	35.0	204,614	13.1	74,355
National Level	United Kingdom	-	-	-	-	-	-	-

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Indicator: Families with Dependent Children eligible for Child Benefit (%)

Source: UK Government - Child Benefit

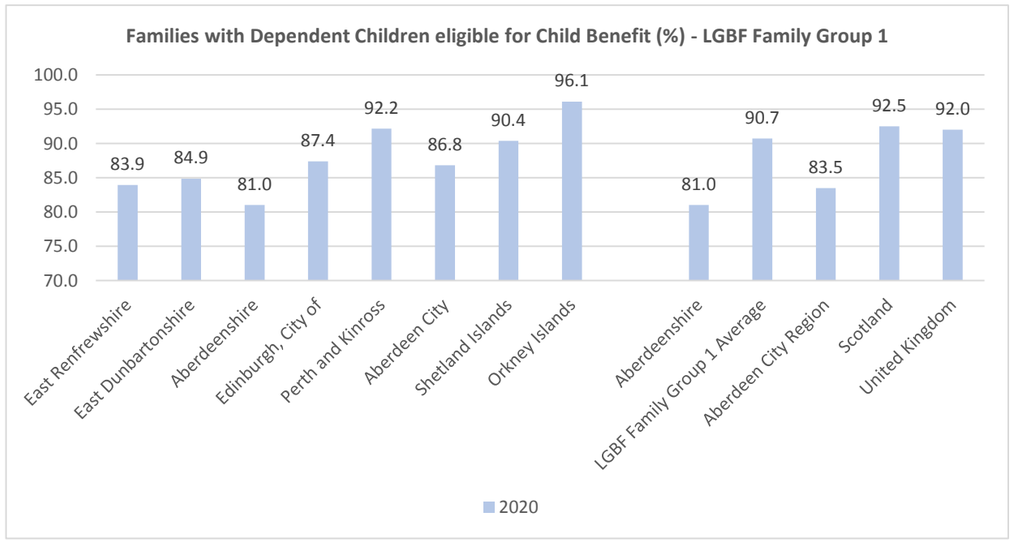
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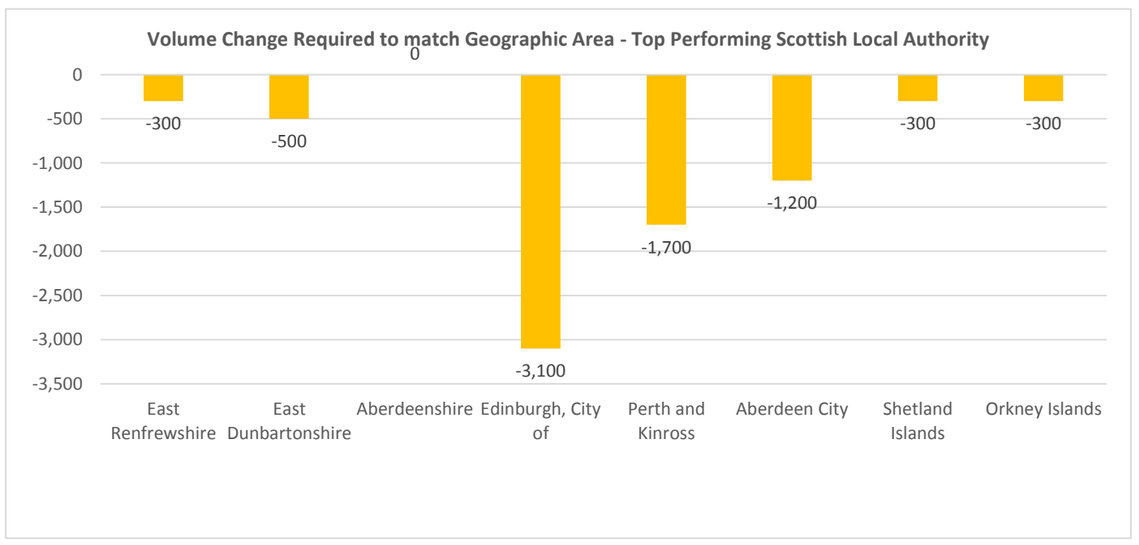
Return to Index RAG

							Short-term Change		Geographical Difference: Top Performing Scottish Local Authority	
Geography	**LGBF Family Group 1**	**2017**	**2018**	**2019**	**2020**	**2020 Volume**	**% Change**	**Volume Change**	**% Point Change Required**	**Volume Change Required**
Local Authority	East Renfrewshire	86.4	85.5	84.8	83.9	9,150	-2.4	-345	-2.9	-300
Local Authority	East Dunbartonshire	87.8	86.9	86.0	84.9	10,075	-2.9	-475	-3.8	-500
Local Authority	Aberdeenshire	82.5	82.0	81.3	81.0	23,310	-1.4	-1,105		
Local Authority	Edinburgh, City of	89.5	88.9	88.2	87.4	42,110	-2.1	-1,890	-6.4	-3,100
Local Authority	Perth and Kinross	93.3	93.0	92.7	92.2	14,050	-1.1	-530	-11.1	-1,700
Local Authority	Aberdeen City	87.5	87.1	87.0	86.8	18,320	-0.6	-570	-5.8	-1,200
Local Authority	Shetland Islands	91.9	91.6	90.7	90.4	2,160	-1.5	-115	-9.3	-300
Local Authority	Orkney Islands	96.8	96.8	96.8	96.1	1,980	-0.7	-5	-15.1	-300

Top Performing Scottish Local Authority	Aberdeenshire	82.5	82.0	81.3	81.0	23,310	-1.4	-1,105
LGBF Family Group Averages	LGBF Family Group 1 Average	91.8	91.5	91.1	90.7	85,645	-1.0	-4,015
City Region Aggregate Area	Aberdeen City Region	84.6	84.2	83.7	83.5	41,630	-1.1	-1,675
National Level	Scotland	93.8	93.5	93.0	92.5	541,285	-1.3	-21,675
National Level	United Kingdom	93.5	93.1	92.6	92.0	7,210,595	-1.4	-166,370

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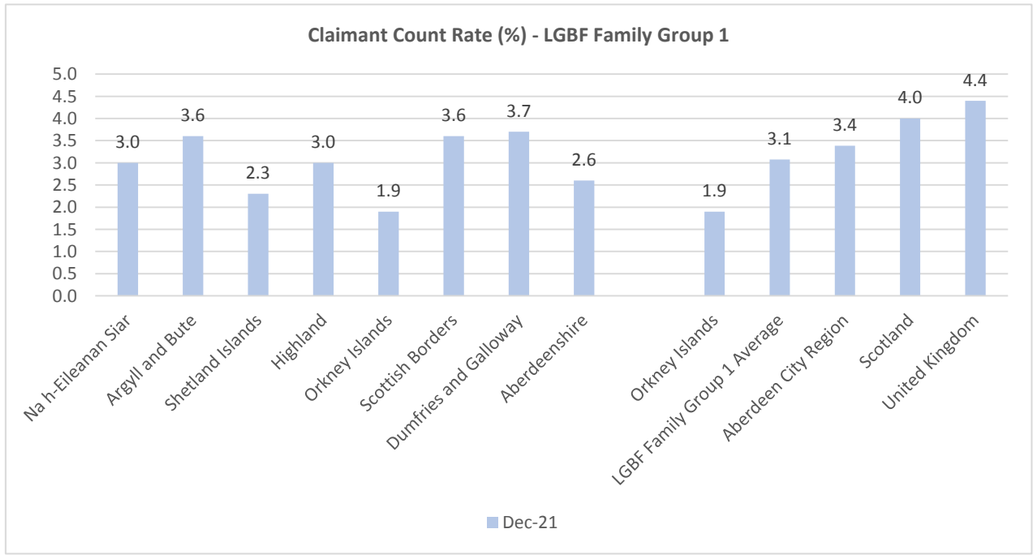


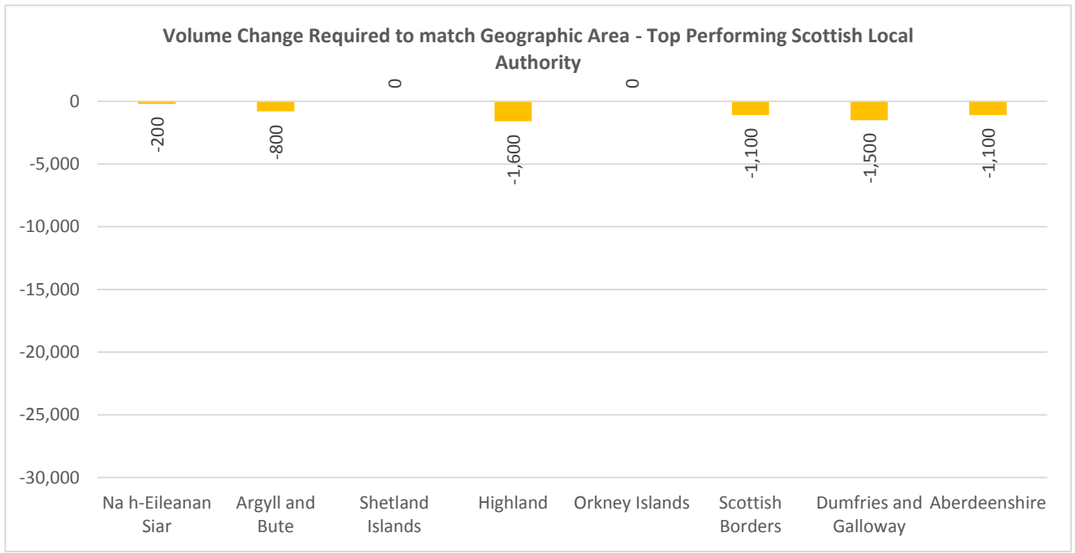
Indicator: Claimant Count Rate (%)
Source: NOMIS - Claimant Count
(Find charts below table)

Return to Index RAG

							Short-term Change		Geographical Difference: Top Performing Scottish Local Authority	
Geography	**LGBF Family Group 1**	**Dec-18**	**Dec-19**	**Dec-20**	**Dec-21**	**Dec 2021 Volume**	**% Change**	**Volume Change**	**% Point Change Required**	**Volume Change Required**
Local Authority	Na h-Eileanan Siar	1.8	2.6	4.9	3.0	460	1.2	170	-1.1	-200
Local Authority	Argyll and Bute	2.1	2.7	5.5	3.6	1,830	1.5	745	-1.7	-800
Local Authority	Shetland Islands	1.0	1.7	3.2	2.3	315	1.3	165	-0.4	0
Local Authority	Highland	2.4	2.5	5.0	3.0	4,275	0.6	765	-1.1	-1,600
Local Authority	Orkney Islands	1.0	1.3	2.7	1.9	255	0.9	120		
Local Authority	Scottish Borders	2.1	2.6	5.2	3.6	2,390	1.5	965	-1.7	-1,100
Local Authority	Dumfries and Galloway	2.6	3.1	5.1	3.7	3,220	1.1	990	-1.8	-1,500
Local Authority	Aberdeenshire	1.3	1.8	4.0	2.6	4,200	1.3	2,020	-0.7	-1,100
Top Performing Scottish Local Authority	Orkney Islands	1.0	1.3	2.7	1.9	255	0.9	120		
LGBF Family Group Averages	LGBF Family Group 1 Average	2.0	2.4	4.7	3.1	16,945	1.1	5,940		
City Region Aggregate Area	Aberdeen City Region	1.5	2.2	4.9	3.4	10,705	1.8	5,765		
National Level	Scotland	2.7	3.2	5.9	4.0	139,805	1.3	44,810		
National Level	United Kingdom	2.3	2.9	6.2	4.4	1,848,050	2.1	880,830		

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Indicator: % of Households that are Workless

Source: ONS - Households by Combined Economic Activity

(Find charts below table)

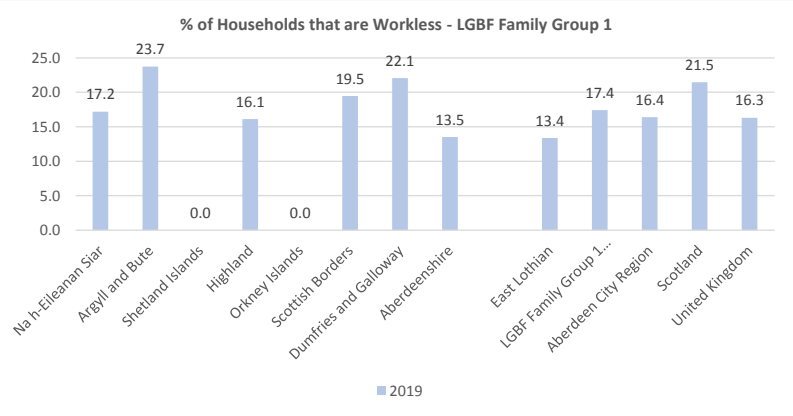
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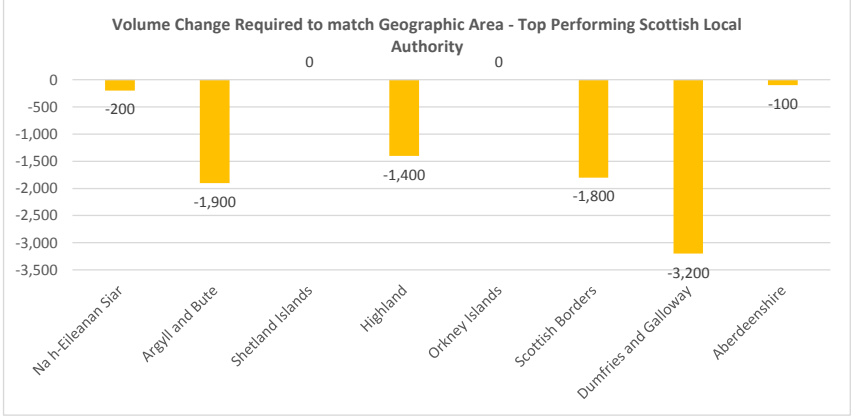
							Short-term Change		Geographical Difference: Top Performing Scottish Local Authority	
Geography	**LGBF Family Group 1**	**2016**	**2017**	**2018**	**2019**	**2019 Volume**	**% Change**	**Volume Change**	**% Point Change Required**	**Volume Change Required**
Local Authority	Na h-Eileanan Siar	16.2	16.1	18.8	17.2	1,039	0.9	2	-3.8	-200
Local Authority	Argyll and Bute	24.8	25.7	21.2	23.7	4,379	-1.1	-4,872	-10.3	-1,900
Local Authority	Shetland Islands	6.7	14.3	20.8	-	-	-	-	-	-
Local Authority	Highland	18.7	12.5	11.8	16.1	8,166	-2.6	-1,712	-2.7	-1,400
Local Authority	Orkney Islands	11.0	13.9	-	-	-	-	-	-	-
Local Authority	Scottish Borders	22.0	20.8	17.8	19.5	5,667	-2.5	-912	-6.1	-1,800
Local Authority	Dumfries and Galloway	21.9	18.5	23.5	22.1	7,969	0.2	-567	-8.7	-3,200
Local Authority	Aberdeenshire	15.2	13.6	10.9	13.5	9,662	-1.7	-1,133	-0.1	-100

- Estimates not statistically robust

Top Performing Scottish Local Authority	East Lothian	23.9	15.9	11.4	13.4	3,947	-10.5	-2,405
LGBF Family Group Averages	LGBF Family Group 1 Average	19.5	17.0	15.5	17.4	36,882	-2.1	-9,194
City Region Aggregate Area	Aberdeen City Region	18.3	16.0	14.7	16.4	23,541	-1.9	-2,104
National Level	Scotland	22.5	22.0	20.6	21.5	319,006	-1.1	-13,083
National Level	United Kingdom	18.0	17.3	16.9	16.3	2,960,031	-1.7	-216,053

CHARTS





Indicator: % of School Leavers in Positive Destinations

Source: Scottish Government - Attainment and Initial Leaver Destinations

(Find charts below table)

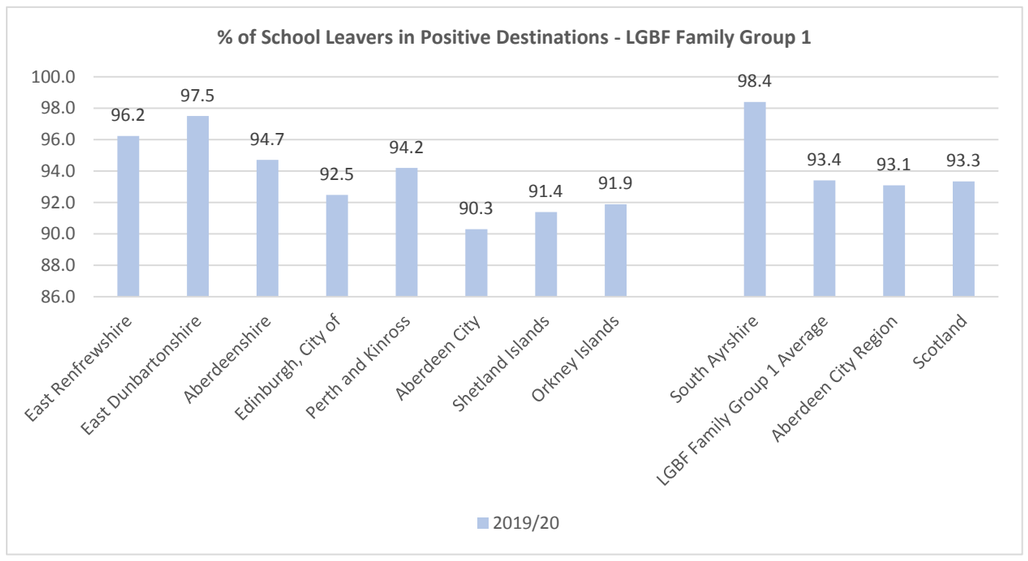
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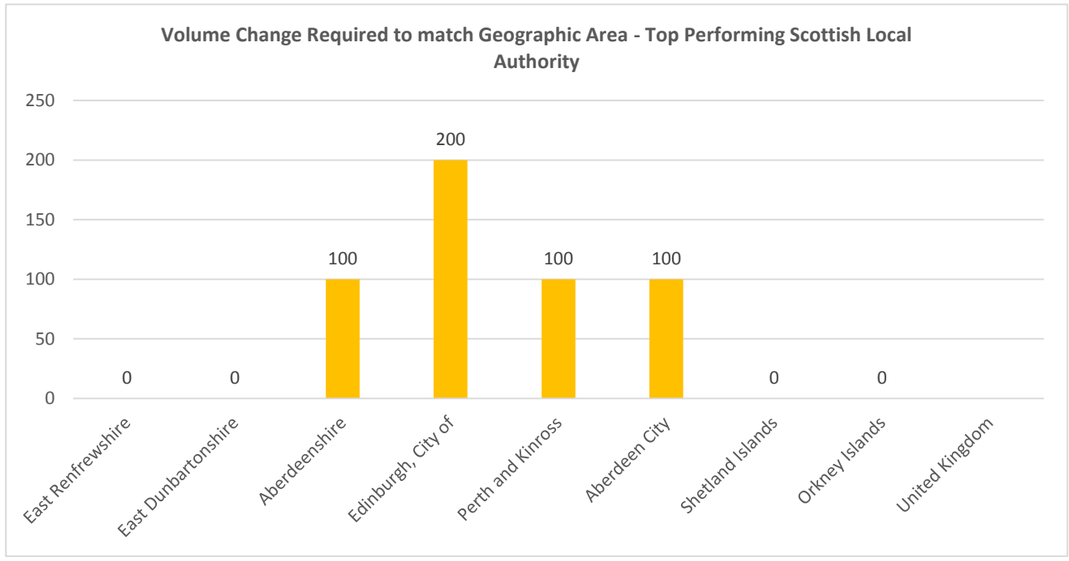
							Short-term Change		Geographical Difference: Top Performing Scottish Local Authority	
Geography	**LGBF Family Group 1**	**2016/17**	**2017/18**	**2018/19**	**2019/20**	**2019/20 Volume**	**% Change**	**Volume Change**	**% Point Change Required**	**Volume Change Required**
Local Authority	East Renfrewshire	96.3	97.7	97.5	96.2	1,252	0.0	-41	2.2	0
Local Authority	East Dunbartonshire	98.3	98.8	97.3	97.5	1,253	-0.8	34	0.9	0
Local Authority	Aberdeenshire	95.7	96.4	96.4	94.7	2,398	-1.0	-169	3.7	100
Local Authority	Edinburgh, City of	92.6	94.3	95.1	92.5	2,813	-0.1	-185	5.9	200
Local Authority	Perth and Kinross	94.7	96.3	97.5	94.2	1,104	-0.5	-250	4.2	100
Local Authority	Aberdeen City	91.1	91.8	93.7	90.3	1,312	-0.8	-180	8.1	100
Local Authority	Shetland Islands	94.1	96.8	96.1	91.4	223	-2.7	-32	7.0	0
Local Authority	Orkney Islands	96.1	98.5	94.8	91.9	170	-4.2	-26	6.5	0

- Estimates not statistically robust

Top Performing Scottish Local Authority	South Ayrshire	94.2	93.7	94.0	98.4	984	4.2	-56
LGBF Family Group Averages	LGBF Family Group 1 Average	95.5	95.8	95.5	93.4	7,854	-2.1	-1,044
City Region Aggregate Area	Aberdeen City Region	94.0	94.7	95.4	93.1	3,710	-0.9	-349
National Level	Scotland	93.9	94.6	95.0	93.3	44,295	-0.5	-3,860
National Level	United Kingdom	-	-	-	-	-	-	-

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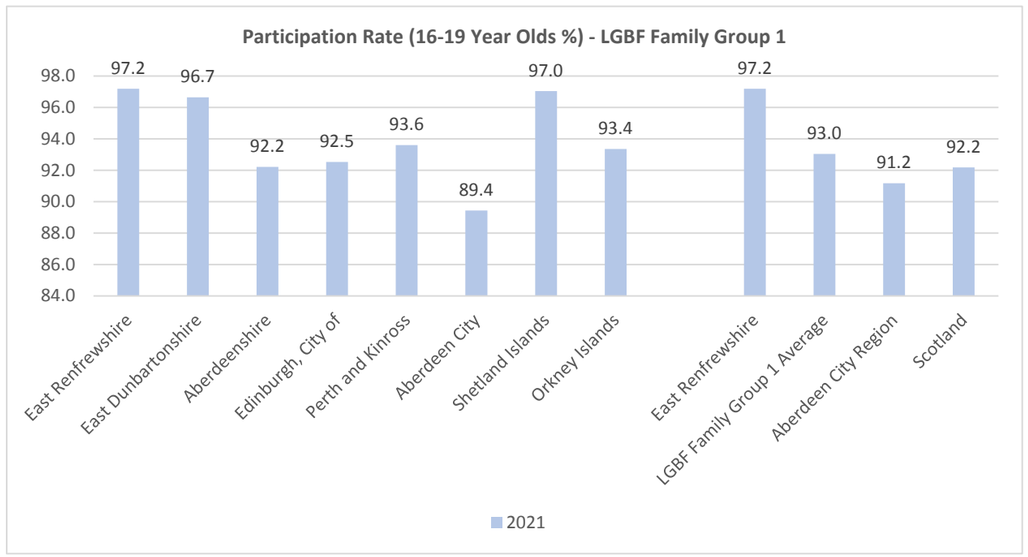
Indicator: Participation Rate (16-19 Year Olds %)
Source: Skills Development Scotland
(Find charts below table)

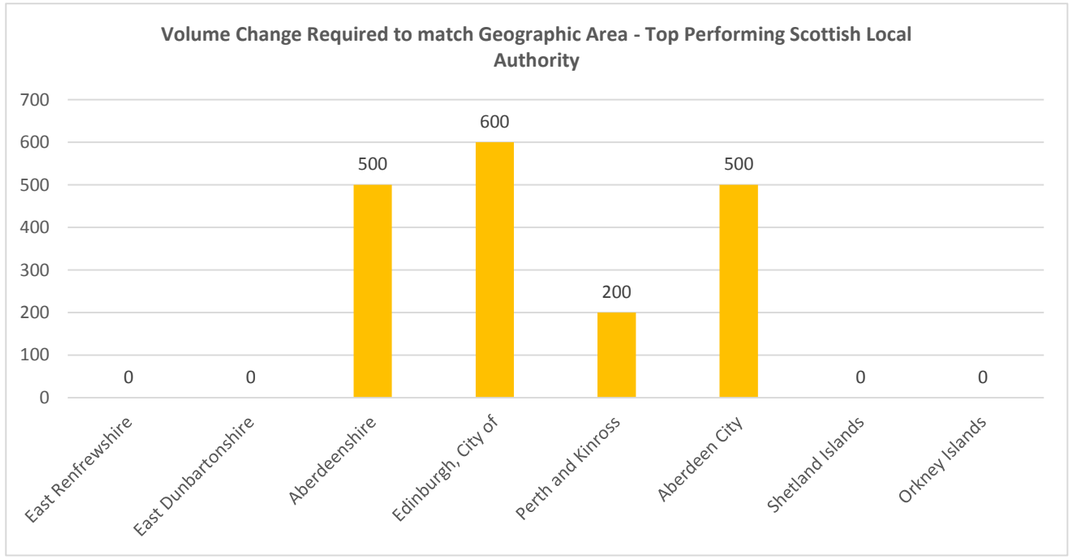
Return to Index RAG

							Short-term Change		Geographical Difference: Top Performing Scottish Local Authority	
Geography	**LGBF Family Group 1**	**2018**	**2019**	**2020**	**2021**	**2021 Volume**	**% Change**	**Volume Change**	**% Point Change Required**	**Volume Change Required**
Local Authority	East Renfrewshire	96.8	96.9	96.7	97.2	5,060	0.4	68		
Local Authority	East Dunbartonshire	96.2	96.5	96.1	96.7	4,916	0.4	25	0.5	0
Local Authority	Aberdeenshire	93.4	92.3	92.3	92.2	9,782	-1.2	-308	5.0	500
Local Authority	Edinburgh, City of	92.1	92.2	92.4	92.5	12,461	0.4	28	4.7	600
Local Authority	Perth and Kinross	94.0	93.4	94.8	93.6	5,105	-0.4	-142	3.6	200
Local Authority	Aberdeen City	89.8	89.7	89.9	89.4	5,702	-0.3	-253	7.8	500
Local Authority	Shetland Islands	95.9	97.0	96.8	97.0	954	1.2	-50	0.1	0
Local Authority	Orkney Islands	95.3	95.4	94.7	93.4	774	-1.9	-31	3.8	0

Top Performing Scottish Local Authority	East Renfrewshire	96.8	96.9	96.7	97.2	5,060	0.4	68
LGBF Family Group Averages	LGBF Family Group 1 Average	93.5	92.6	93.3	93.0	34,160	-0.5	-1,046
City Region Aggregate Area	Aberdeen City Region	92.0	91.3	91.4	91.2	15,484	-0.8	-561
National Level	Scotland	91.8	91.6	92.1	92.2	191,299	0.3	-2,696
National Level	United Kingdom	-	-	-	-	-	-	-

CHARTS



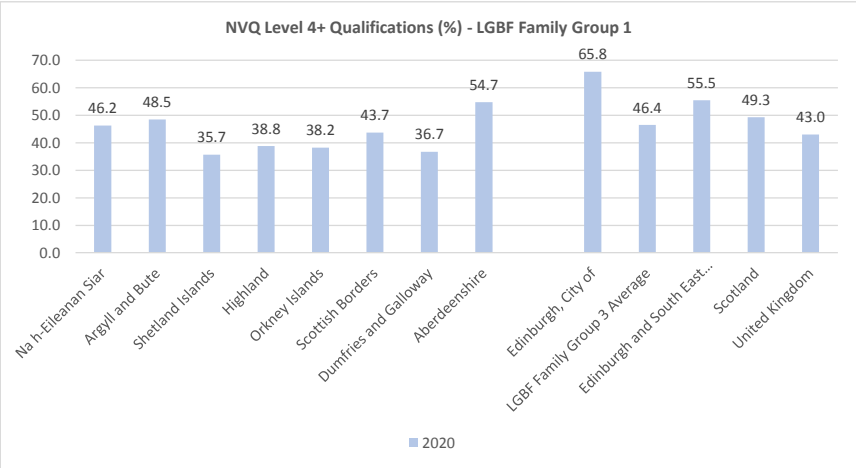


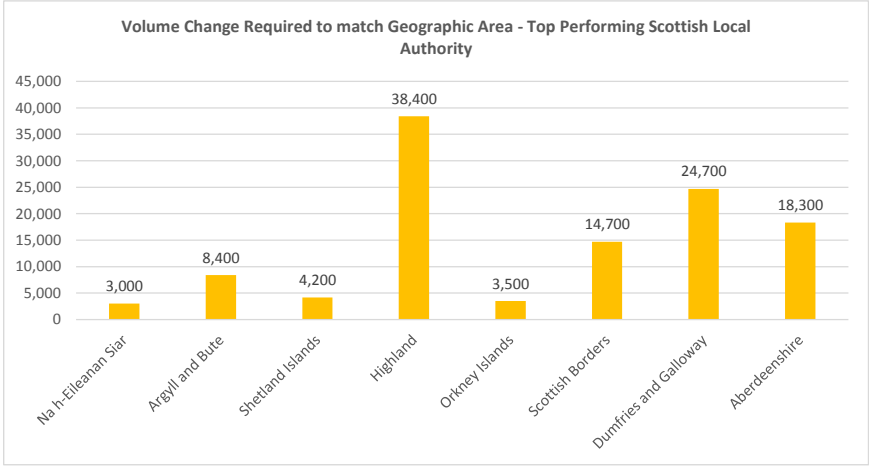
Indicator: NVQ Level 4+ Qualifications (%)
Source: Annual Population Survey 2021
(Find charts below table)

Return to Index RAG

							Short-term Change		Geographical Difference: Top Performing Scottish Local Authority	
Geography	**LGBF Family Group 1**	**2017**	**2018**	**2019**	**2020**	**2020 Volume**	**% Change**	**Volume Change**	**% Point Change Required**	**Volume Change Required**
Local Authority	Na h-Eileanan Siar	44.6	46.7	42.1	46.2	6,900	1.6	0	19.6	3,000
Local Authority	Argyll and Bute	41.7	45.2	44.6	48.5	23,600	6.8	2,600	17.3	8,400
Local Authority	Shetland Islands	40.7	28.7	27.5	35.7	5,000	-5.0	-700	30.1	4,200
Local Authority	Highland	44.4	44.1	43.7	38.8	55,200	-5.6	-7,400	27.0	38,400
Local Authority	Orkney Islands	33.9	42.5	44.6	38.2	4,900	4.3	500	27.6	3,500
Local Authority	Scottish Borders	39.3	41.7	42.1	43.7	29,000	4.4	2,400	22.1	14,700
Local Authority	Dumfries and Galloway	33.9	36.0	37.3	36.7	31,200	2.8	1,500	29.1	24,700
Local Authority	Aberdeenshire	42.2	43.1	49.4	54.7	90,300	12.5	22,800	11.1	18,300
Top Performing Scottish Local Authority	Edinburgh, City of	57.7	58.8	57.5	65.8	236,400	8.1	34,100		
LGBF Family Group Averages	LGBF Family Group 3 Average	41.4	41.2	42.4	46.4	318,700	5.0	33,600		
City Region Aggregate Area	Edinburgh and South East Scotland C	48.4	49.2	48.4	55.5	493,100	7.1	67,200		
National Level	Scotland	43.8	44.2	45.3	49.3	1,691,000	5.5	188,000		
National Level	United Kingdom	38.4	39.2	40.2	43.0	17,771,500	4.6	2,029,600		

CHARTS





Indicator: No Qualifications (%)
Source: Annual Population Survey 2021
(Find charts below table)

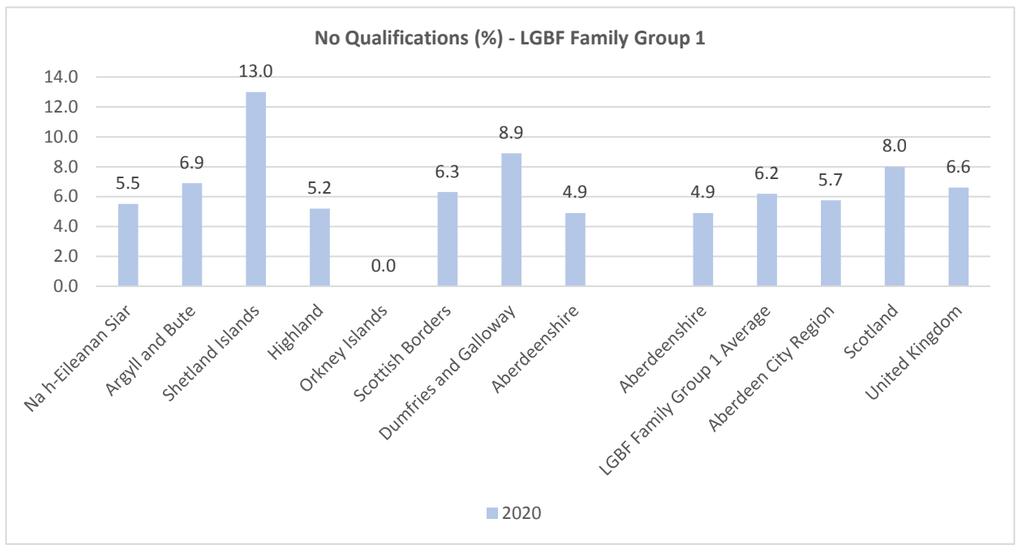
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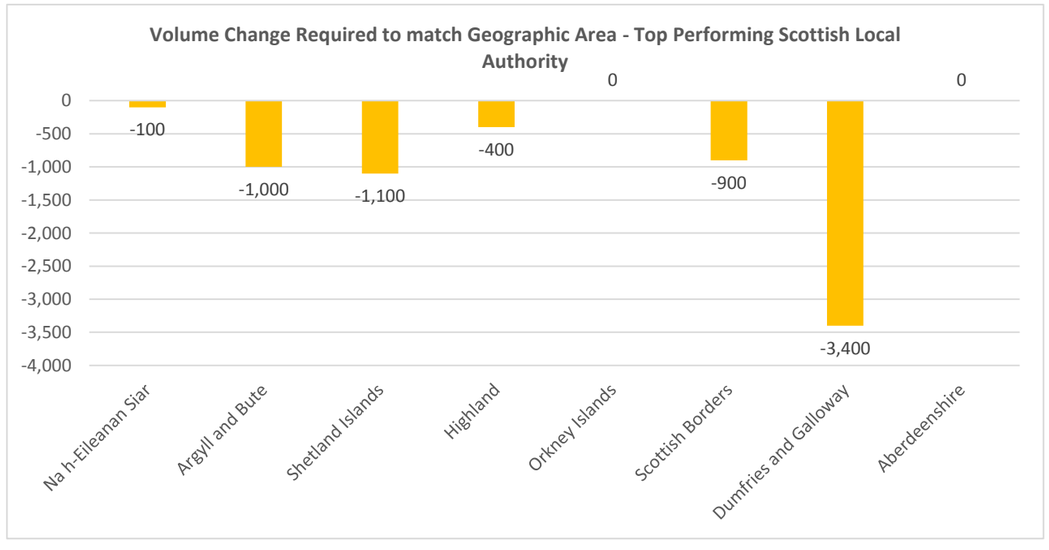
							Short-term Change		Geographical Difference: Top Performing Scottish Local Authority	
Geography	**LGBF Family Group 1**	**2017**	**2018**	**2019**	**2020**	**2020 Volume**	**% Change**	**Volume Change**	**% Point Change Required**	**Volume Change Required**
Local Authority	Na h-Eileanan Siar	6.7	5.1	4.4	5.5	800	-1.2	-200	-0.6	-100
Local Authority	Argyll and Bute	7.4	8.8	7.2	6.9	3,400	-0.5	-300	-2.0	-1,000
Local Authority	Shetland Islands	-	6.0	-	13.0	1,800	-	-	-8.1	-1,100
Local Authority	Highland	6.3	6.5	6.9	5.2	7,400	-1.1	-1,500	-0.3	-400
Local Authority	Orkney Islands	6.5	-	-	-	-	-	-	-	-
Local Authority	Scottish Borders	7.9	8.1	8.2	6.3	4,200	-1.6	-1,200	-1.4	-900
Local Authority	Dumfries and Galloway	8.6	7.9	9.0	8.9	7,500	0.3	0	-4.0	-3,400
Local Authority	Aberdeenshire	7.5	7.4	5.8	4.9	8,100	-2.6	-3,800		

- Estimates not statistically robust

Top Performing Scottish Local Authority	Aberdeenshire	7.5	7.4	5.8	4.9	8,100	-2.6	-3,800
LGBF Family Group Averages	LGBF Family Group 1 Average	7.3	7.4	7.0	6.2	33,200	-1.1	-6,000
City Region Aggregate Area	Aberdeen City Region	7.1	7.3	6.2	5.7	18,500	-1.3	-3,800
National Level	Scotland	8.7	9.7	9.8	8.0	274,700	-0.7	-23,300
National Level	United Kingdom	8.0	8.0	7.9	6.6	2,712,300	-1.4	-567,700

CHARTS





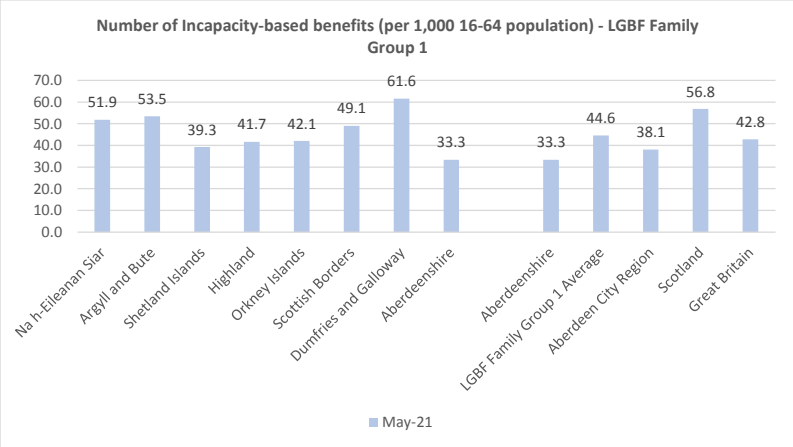
Indicator: Number of Incapacity-based benefits (per 1,000 16-64 population) **Return to Index RAG**

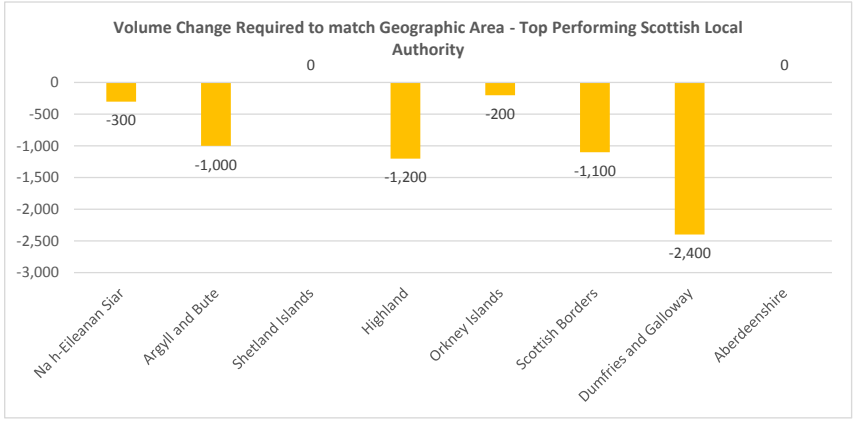
Source: DWP Stat-Xplore

(Find charts below table)

							Short-term Change		Geographical Difference: Top Performing Scottish Local Authority	
Geography	**LGBF Family Group 1**	**May-18**	**May-19**	**May-20**	**May-21**	**May-21 Volume**	**% Change**	**Volume Change**	**% Point Change Required**	**Volume Change Required**
Local Authority	Na h-Eileanan Siar	60.8	58.0	54.2	51.9	799	-8.9	-164	-18.6	-300
Local Authority	Argyll and Bute	68.4	61.0	56.6	53.5	2,703	-14.9	-843	-20.2	-1,000
Local Authority	Shetland Islands	51.6	44.3	41.6	39.3	546	-12.3	-195	-5.9	0
Local Authority	Highland	49.0	45.7	43.8	41.7	5,962	-7.3	-1,123	-8.4	-1,200
Local Authority	Orkney Islands	53.0	47.0	43.6	42.1	563	-10.9	-146	-8.7	-200
Local Authority	Scottish Borders	67.3	55.7	51.2	49.1	3,303	-18.2	-1,293	-15.7	-1,100
Local Authority	Dumfries and Galloway	76.7	67.8	63.8	61.6	5,310	-15.1	-1,462	-28.3	-2,400
Local Authority	Aberdeenshire	42.0	37.9	35.1	33.3	5,333	-8.7	-1,566		
Top Performing Scottish Local Authority	Aberdeenshire	42.0	37.9	35.1	33.3	5,333	-8.7	-1,566		
LGBF Family Group Averages	LGBF Family Group 1 Average	55.8	49.9	46.7	44.6	24,519	-11.2	-6,792		
City Region Aggregate Area	Aberdeen City Region	47.7	44.0	40.5	38.1	12,051	-9.6	-3,359		
National Level	Scotland	72.1	64.8	60.2	56.8	198,548	-15.3	-53,413		
National Level	Great Britain	55.9	49.5	45.8	42.8	1,742,498	-13.0	-513,877		

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Indicator: Economic Inactive by reason: Long-term Ill-health (%)

Source: Annual Population Survey 2021

(Find charts below table)

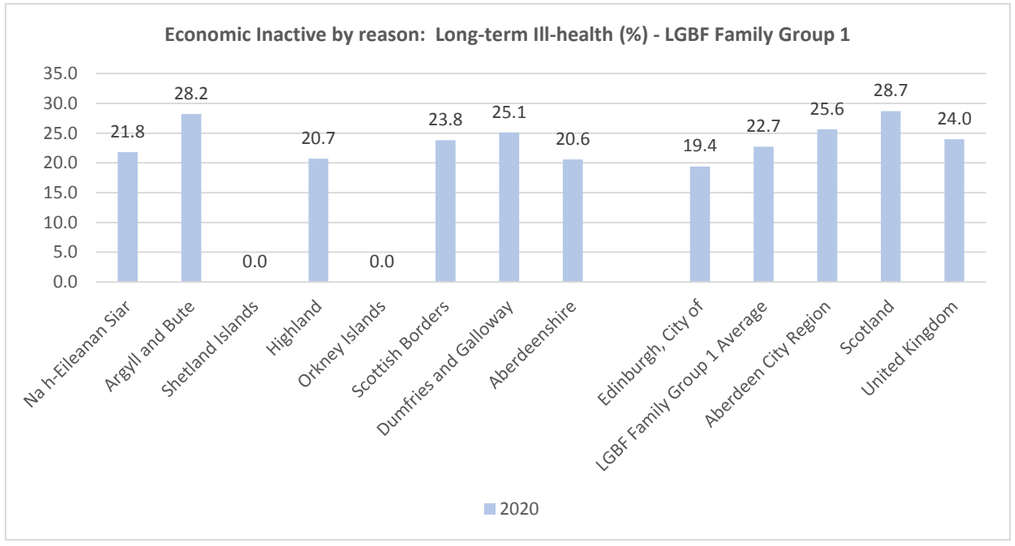
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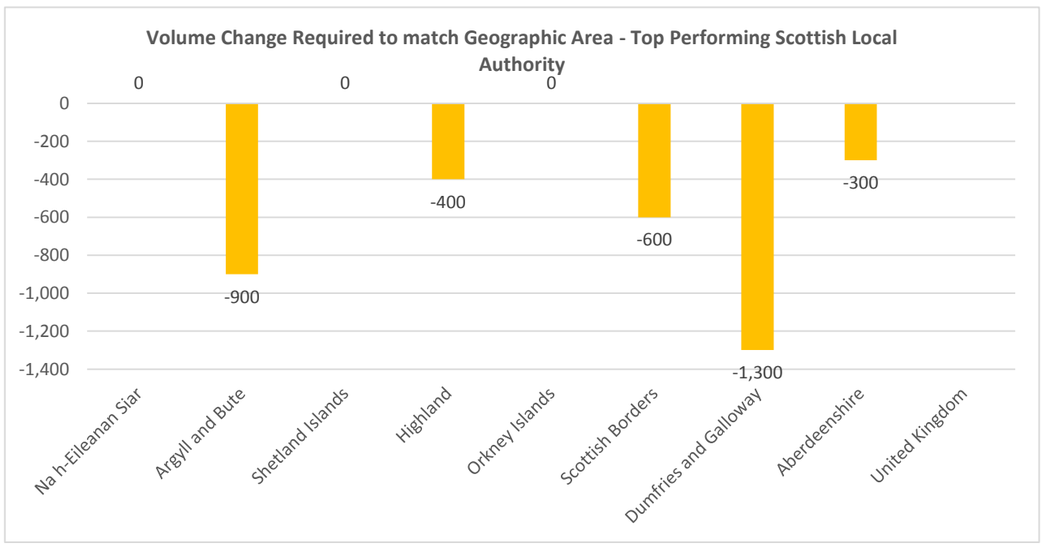
							Short-term Change		Geographical Comparison: Top Performing Scottish Local Authority	
Geography	**LGBF Family Group 1**	**2017**	**2018**	**2019**	**2020**	**2020 Volume**	**% Change**	**Volume Change**	**% Point Change Required**	**Volume Change Required**
Local Authority	Na h-Eileanan Siar	36.8	23.3	0.0	21.8	500	-15.0	-400	-2.4	0
Local Authority	Argyll and Bute	22.4	25.3	32.9	28.2	3,100	5.8	500	-8.8	-900
Local Authority	Shetland Islands	-	-	-	-	-	-	-	-	-
Local Authority	Highland	28.1	25.2	34.0	20.7	6,100	-7.4	0	-1.3	-400
Local Authority	Orkney Islands	38.7	41.0	43.8	-	-	-	-	-	-
Local Authority	Scottish Borders	27.0	24.7	28.7	23.8	3,200	-3.2	-900	-4.4	-600
Local Authority	Dumfries and Galloway	28.9	28.2	32.3	25.1	5,900	-3.8	500	-5.7	-1,300
Local Authority	Aberdeenshire	20.3	19.9	21.0	20.6	6,200	0.3	1,400	-1.2	-300

\- Estimates not statistically robust

Top Performing Scottish Local Authority	Edinburgh, City of	15.7	18.6	15.0	19.4	15,900	3.7	3,500
LGBF Family Group Averages	LGBF Family Group 1 Average	25.6	24.4	29.1	22.7	25,000	-2.9	1,100
City Region Aggregate Area	Aberdeen City Region	21.0	19.0	25.6	25.6	17,000	4.7	5,200
National Level	Scotland	27.4	27.1	28.1	28.7	228,600	1.3	15,500
National Level	United Kingdom	22.4	22.9	24.0	24.0	2,099,400	1.6	94,000

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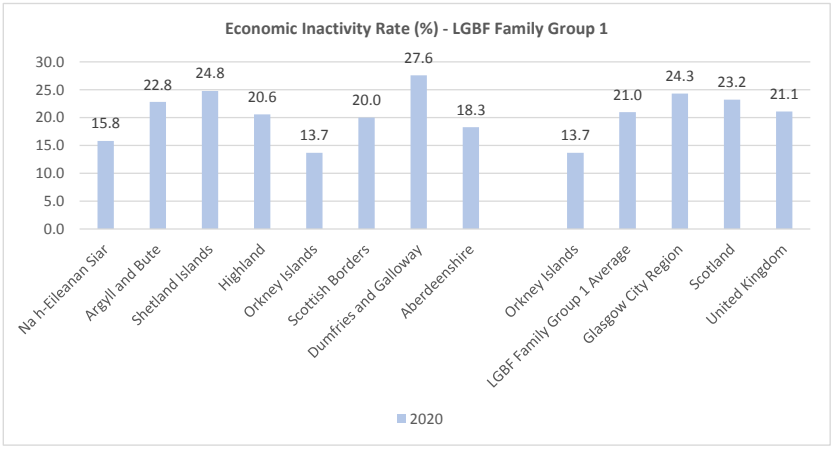
Indicator: Economic Inactivity Rate (%)
Source: Annual Population Survey 2021
(Find charts below table)

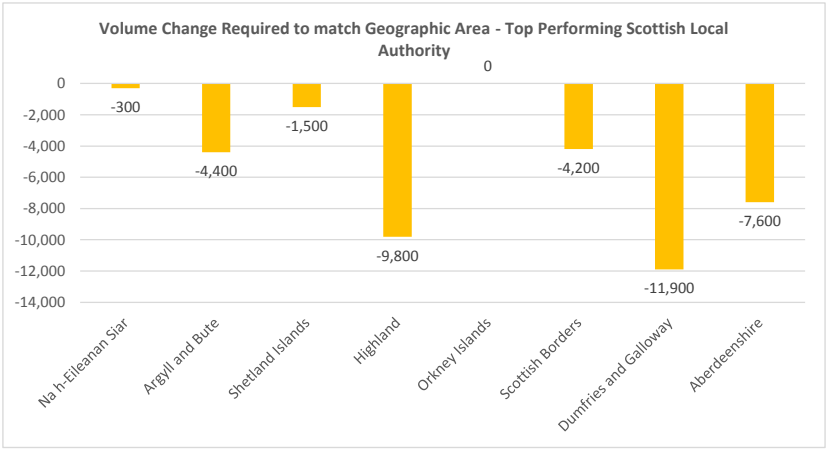
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							Short-term Change		Geographical Difference: Top Performing Scottish Local Authority	
Geography	**LGBF Family Group 1**	**2017**	**2018**	**2019**	**2020**	**2020 Volume**	**% Change**	**Volume Change**	**% Point Change Required**	**Volume Change Required**
Local Authority	Na h-Eileanan Siar	16.3	19.6	16.7	15.8	2,400	-0.5	-100	-2.1	-300
Local Authority	Argyll and Bute	22.7	21.0	22.9	22.8	11,100	0.1	-300	-9.1	-4,400
Local Authority	Shetland Islands	14.6	18.3	19.2	24.8	3,600	10.2	1,500	-11.1	-1,500
Local Authority	Highland	15.4	16.7	18.8	20.6	29,400	5.2	7,600	-6.9	-9,800
Local Authority	Orkney Islands	11.7	12.5	10.9	13.7	1,800	2.0	300		
Local Authority	Scottish Borders	22.2	23.1	21.2	20.0	13,300	-2.2	-1,800	-6.3	-4,200
Local Authority	Dumfries and Galloway	21.4	26.3	22.6	27.6	23,500	6.2	4,700	-13.9	-11,900
Local Authority	Aberdeenshire	14.8	16.3	17.0	18.3	30,300	3.5	6,500	-4.6	-7,600

Top Performing Scottish Local Authority	Orkney Islands	11.7	12.5	10.9	13.7	1,800	2.0	300
LGBF Family Group Averages	LGBF Family Group 1 Average	17.6	19.3	19.3	21.0	115,400	3.4	18,400
City Region Aggregate Area	Glasgow City Region	25.1	25.3	24.7	24.3	288,600	-0.8	-10,200
National Level	Scotland	22.6	22.6	22.5	23.2	797,300	0.6	20,800
National Level	United Kingdom	21.8	21.7	21.2	21.1	8,735,400	-0.7	-231,500

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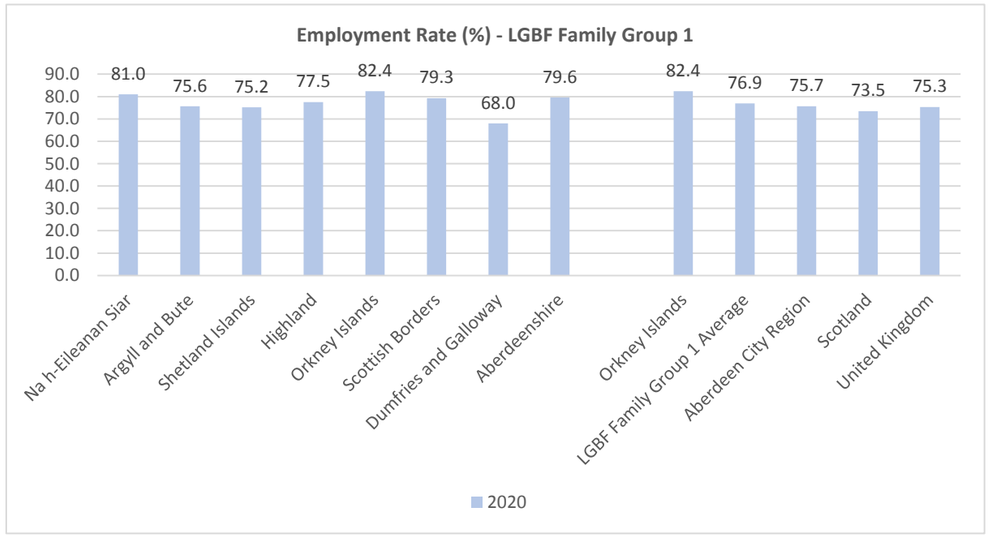
Indicator: Employment Rate (%)
Source: Annual Population Survey 2021
(Find charts below table)

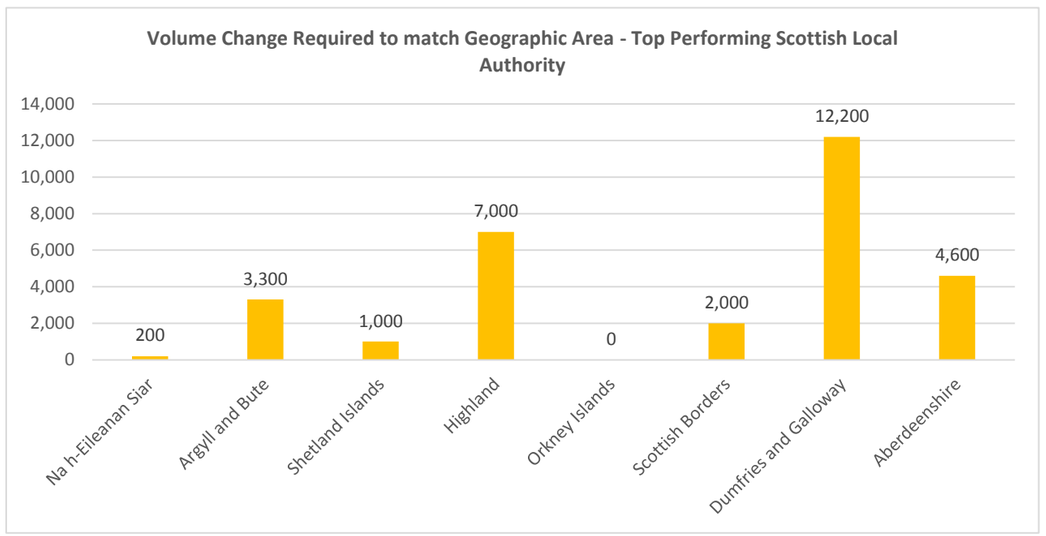
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							Short-term Change		Geographical Difference: Top Performing Scottish Local Authority	
Geography	**LGBF Family Group 1**	**2017**	**2018**	**2019**	**2020**	**2020 Volume**	**% Change**	**Volume Change**	**% Point Change Required**	**Volume Change Required**
Local Authority	Na h-Eileanan Siar	81.1	79.0	82.3	81.0	12,300	-0.1	-200	1.4	200
Local Authority	Argyll and Bute	75.6	76.5	74.6	75.6	36,800	0.0	-1,300	6.8	3,300
Local Authority	Shetland Islands	82.7	81.7	77.6	75.2	10,700	-7.5	-1,100	7.2	1,000
Local Authority	Highland	81.0	81.2	78.7	77.5	110,800	-3.5	-3,700	4.9	7,000
Local Authority	Orkney Islands	88.3	87.5	87.1	82.4	10,600	-5.9	-900		
Local Authority	Scottish Borders	74.4	74.3	76.2	79.3	52,700	4.9	2,200	3.1	2,000
Local Authority	Dumfries and Galloway	76.9	72.0	75.1	68.0	57,800	-8.9	-9,600	14.4	12,200
Local Authority	Aberdeenshire	82.2	80.4	80.8	79.6	131,400	-2.6	-1,400	2.8	4,600

Top Performing Scottish Local Authority	Orkney Islands	88.3	87.5	87.1	82.4	10,600	-5.9	-900
LGBF Family Group Averages	LGBF Family Group 1 Average	79.6	78.3	78.4	76.9	423,100	-2.7	-16,000
City Region Aggregate Area	Aberdeen City Region	79.3	77.3	80.0	75.7	243,600	-3.7	-7,100
National Level	Scotland	74.2	74.1	74.8	73.5	2,528,400	-0.7	-25,900
National Level	United Kingdom	74.7	75.0	75.6	75.3	31,177,800	0.6	425,400

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Indicator: Unemployment Rate (%)
Source: Annual Population Survey 2021
(Find charts below table)

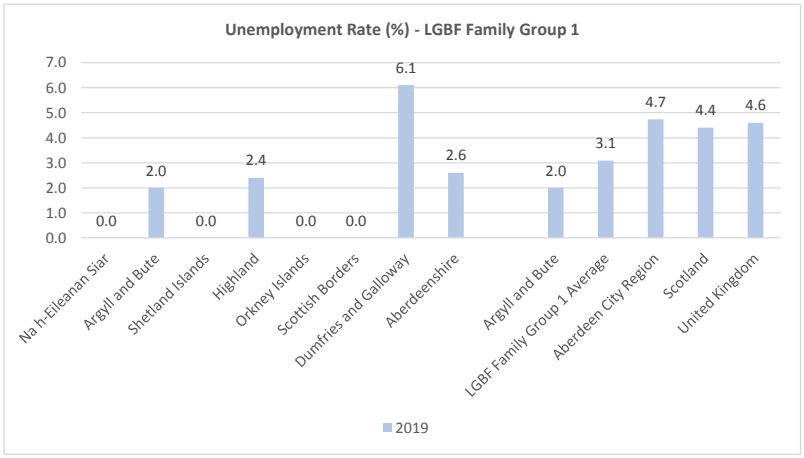
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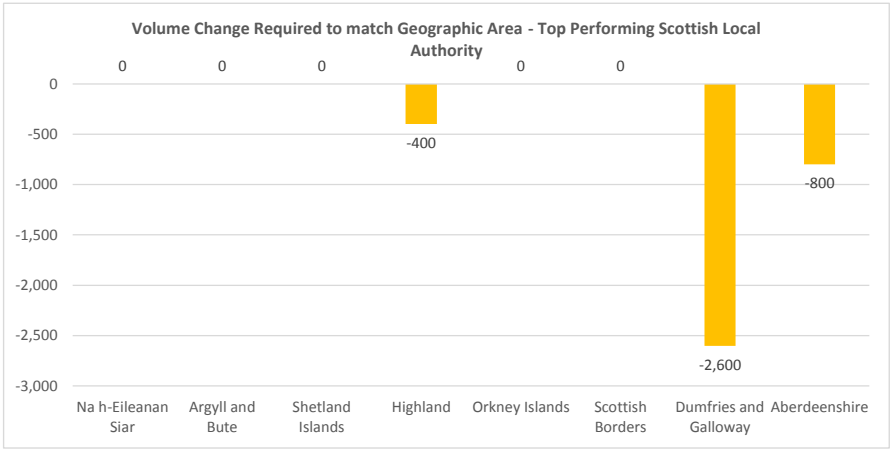
							Short-term Change		Geographical Difference: Top Performing Scottish Local Authority	
Geography	**LGBF Family Group 1**	**2017**	**2018**	**2019**	**2020**	**2020 Volume**	**% Change**	**Volume Change**	**% Point Change Required**	**Volume Change Required**
Local Authority	Na h-Eileanan Siar	-	-	-	-	-	-	-	-	-
Local Authority	Argyll and Bute	2.3	3.2	3.3	2.0	700	-0.3	-200		
Local Authority	Shetland Islands	-	-	-	-	-	-	-	-	-
Local Authority	Highland	4.2	2.5	3.1	2.4	2,700	-1.8	-2,300	-0.4	-400
Local Authority	Orkney Islands	-	-	-	-	-	-	-	-	-
Local Authority	Scottish Borders	4.3	3.4	3.2	-	-	-	-	-	-
Local Authority	Dumfries and Galloway	2.2	2.3	3.1	6.1	3,800	3.9	2,300	-4.1	-2,600
Local Authority	Aberdeenshire	3.5	3.9	2.7	2.6	3,500	-0.9	-1,400	-0.6	-800

- Estimates not statistically robust

Top Performing Scottish Local Authority	Argyll and Bute	2.3	3.2	3.3	2.0	700	-0.3	-200
LGBF Family Group Averages	LGBF Family Group 1 Average	3.5	3.1	3.0	3.1	10,700	-0.4	-3,900
City Region Aggregate Area	Aberdeen City Region	3.5	5.4	2.9	4.7	12,100	1.3	3,100
National Level	Scotland	4.1	4.3	3.5	4.4	116,000	0.3	6,000
National Level	United Kingdom	4.5	4.3	4.0	4.6	1,515,400	0.1	76,800

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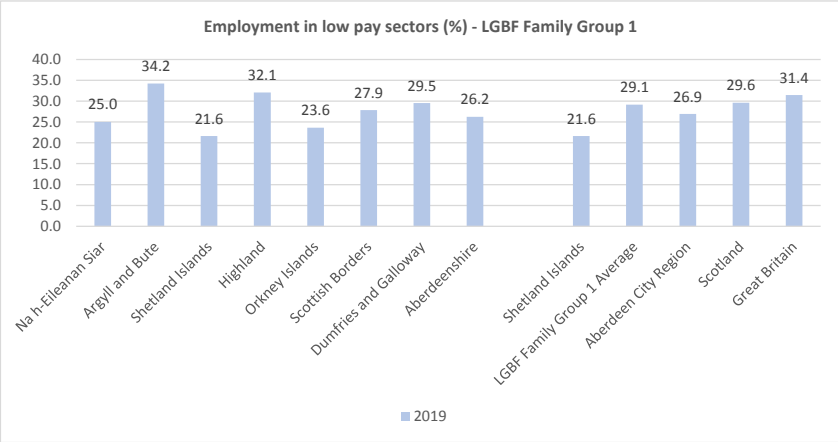
Indicator: Employment in low pay sectors (%)
Source: Business Register and Employment Survey
(Find charts below table)

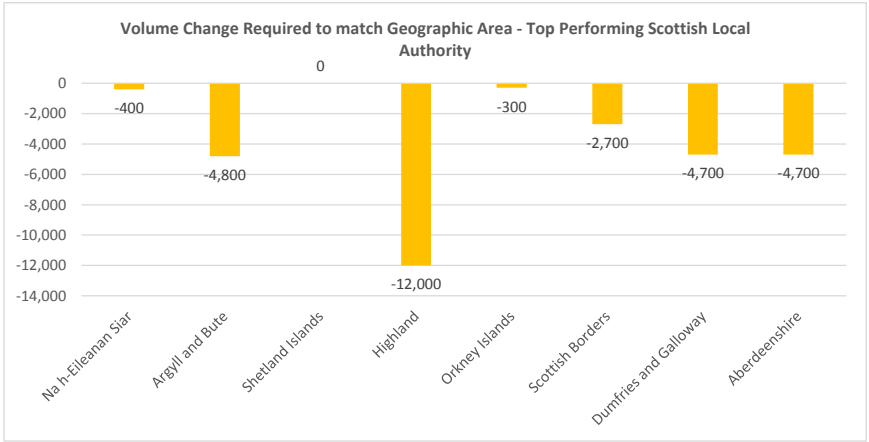
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							Short-term Change		Geographical Difference: Top Performing Scottish Local Authority	
Geography	**LGBF Family Group 1**	**2016**	**2017**	**2018**	**2019**	**2019 Volume**	**% Change**	**Volume Change**	**% Point Change Required**	**Volume Change Required**
Local Authority	Na h-Eileanan Siar	22.5	23.5	22.7	25.0	2,850	2.5	400	-3.4	-400
Local Authority	Argyll and Bute	33.1	32.0	31.7	34.2	13,000	1.1	500	-12.5	-4,800
Local Authority	Shetland Islands	24.3	22.7	22.4	21.6	2,900	-2.6	-550		
Local Authority	Highland	30.1	30.8	30.9	32.1	37,000	2.0	3,000	-10.4	-12,000
Local Authority	Orkney Islands	24.9	22.8	25.6	23.6	2,650	-1.3	0	-2.0	-300
Local Authority	Scottish Borders	26.5	28.6	27.2	27.9	12,000	1.3	750	-6.2	-2,700
Local Authority	Dumfries and Galloway	29.1	29.2	29.3	29.5	17,500	0.5	0	-7.9	-4,700
Local Authority	Aberdeenshire	24.6	25.7	25.9	26.2	27,000	1.6	1,500	-4.6	-4,700

Top Performing Scottish Local Authority	Shetland Islands	24.3	22.7	22.4	21.6	2,900	-2.6	-550
LGBF Family Group Averages	LGBF Family Group 1 Average	27.8	28.3	28.3	29.1	114,900	1.3	5,600
City Region Aggregate Area	Aberdeen City Region	25.6	26.0	26.7	26.9	74,000	1.3	2,500
National Level	Scotland	29.2	29.7	29.8	29.6	742,000	0.5	18,000
National Level	Great Britain	31.6	31.6	31.6	31.4	9,459,000	-0.1	237,000

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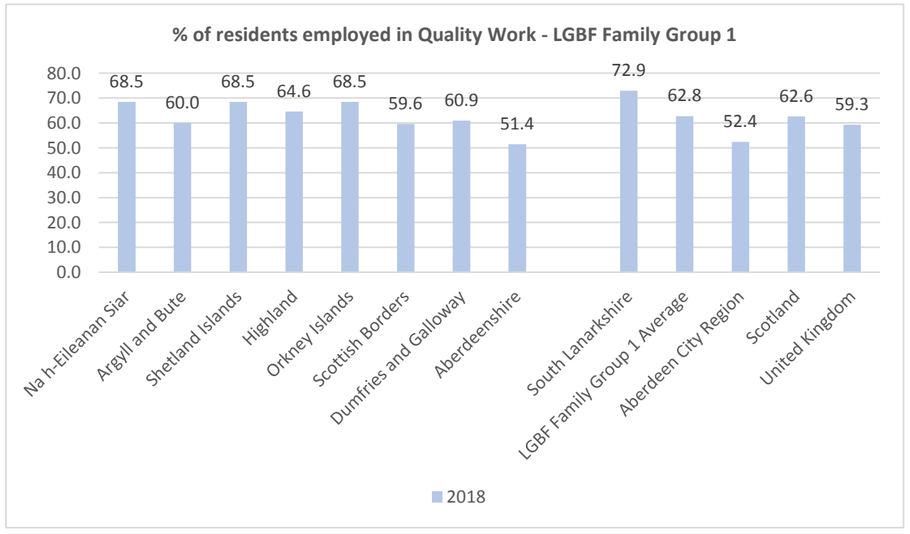
Indicator: % of residents employed in Quality Work
Source: ONS - Quality Work
(Find charts below table)

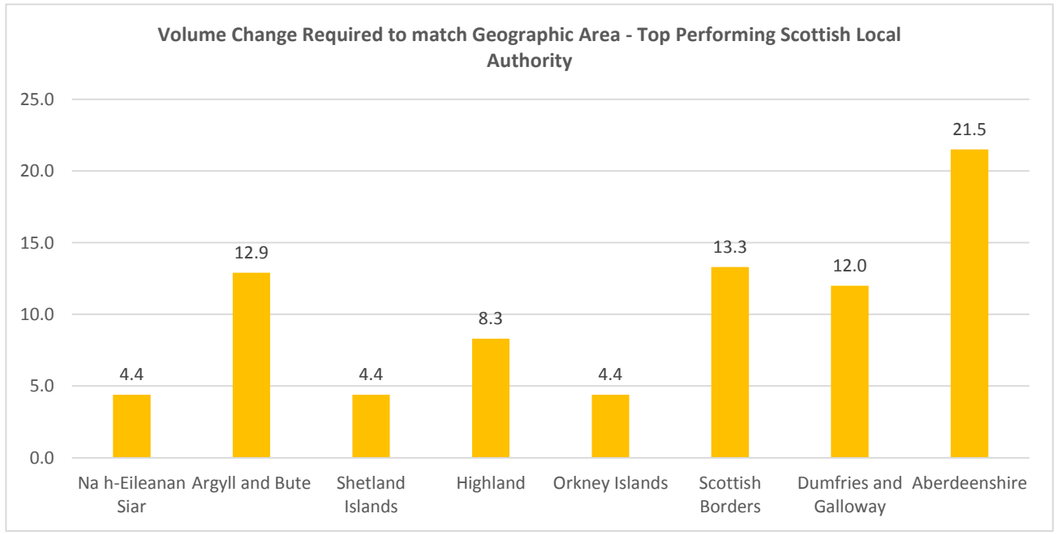
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			Geographical Difference Top Performing Scottish Local Authority
Geography	**LGBF Family Group 1**	**2018**	**% Point Change Required**
Local Authority	Na h-Eileanan Siar	68.5	4.4
Local Authority	Argyll and Bute	60.0	12.9
Local Authority	Shetland Islands	68.5	4.4
Local Authority	Highland	64.6	8.3
Local Authority	Orkney Islands	68.5	4.4
Local Authority	Scottish Borders	59.6	13.3
Local Authority	Dumfries and Galloway	60.9	12.0
Local Authority	Aberdeenshire	51.4	21.5

Top Performing Scottish Local Authority	South Lanarkshire	72.9
LGBF Family Group Averages	LGBF Family Group 1 Average	62.8
City Region Aggregate Area	Aberdeen City Region	52.4
National Level	Scotland	62.6
National Level	United Kingdom	59.3

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Indicator: Gender Employment Gap (% points)
Source: Annual Population Survey 2021

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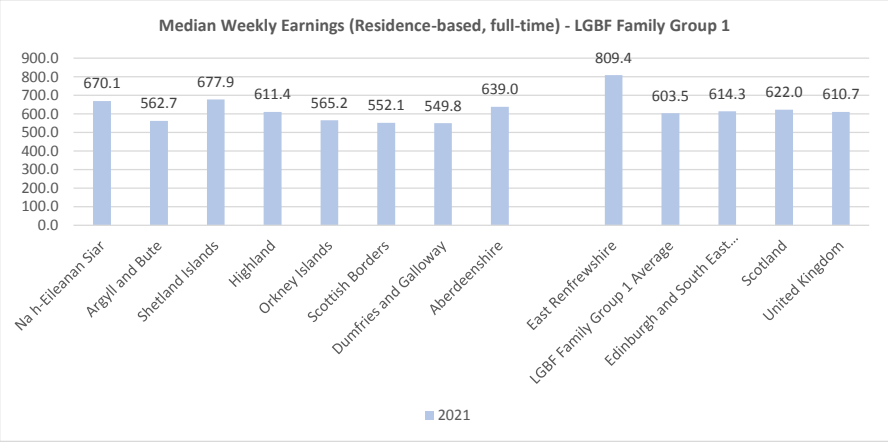
						Short-term Change
Geography	**LGBF Family Group 1**	**2017**	**2018**	**2019**	**2020**	**% Change**
Local Authority	Na h-Eileanan Siar	5.9	1.5	-6.2	-1.9	-7.8
Local Authority	Argyll and Bute	10.8	4.9	5.5	5.7	-5.1
Local Authority	Shetland Islands	-2.3	12.5	13.5	9.3	11.6
Local Authority	Highland	2.0	-2.8	7.7	5.5	3.5
Local Authority	Orkney Islands	5.0	11.8	11.7	-0.9	-5.9
Local Authority	Scottish Borders	10.2	9.3	8.8	7.1	-3.1
Local Authority	Dumfries and Galloway	9.9	7.8	8.9	8.9	-1.0
Local Authority	Aberdeenshire	12.7	8.4	8.9	6.9	-5.8
Top Performing Scottish Local Authority	Clackmannanshire	6.4	9.9	7.2	-2.4	-8.8
LGBF Family Group Averages	LGBF Family Group 1 Average	8.4	5.4	8.1	6.7	-1.7
City Region Aggregate Area	Aberdeen City Region	4.3	4.6	4.5	1.2	-3.1
National Level	Scotland	6.9	7.7	6.3	5.1	-1.8
National Level	United Kingdom	9.3	9.1	8.1	6.6	-2.7

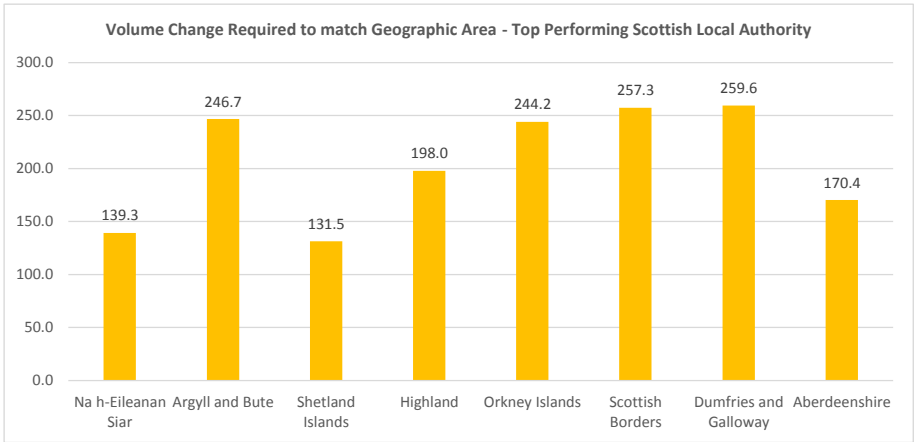
Indicator: Median Weekly Earnings (Residence-based, full-time)
Source: ASHE
(Find charts below table)

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						Short-term Change		Geographical Difference: Top Performing Scottish Local Authority	
Geography	**LGBF Family Group 1**	**2018**	**2019**	**2020**	**2021**	**% Change**	**Volume Change**	**% Change Required**	**Volume Change Required**
Local Authority	Na h-Eileanan Siar	476.8	519.3	552.1	670.1	40.5%	193.3	20.8%	139.3
Local Authority	Argyll and Bute	483.4	528.4	555.6	562.7	16.4%	79.3	43.8%	246.7
Local Authority	Shetland Islands	661.5	598.3	642.6	677.9	2.5%	16.4	19.4%	131.5
Local Authority	Highland	559.6	575.7	585.1	611.4	9.3%	51.8	32.4%	198.0
Local Authority	Orkney Islands	636.8	598.1	579.5	565.2	-11.2%	-71.6	43.2%	244.2
Local Authority	Scottish Borders	527.4	545.9	541.6	552.1	4.7%	24.7	46.6%	257.3
Local Authority	Dumfries and Galloway	477.3	480.8	515.8	549.8	15.2%	72.5	47.2%	259.6
Local Authority	Aberdeenshire	594.5	629.8	605.1	639.0	7.5%	44.5	26.7%	170.4
Top Performing Scottish Local Authority	East Renfrewshire	743.7	783.4	825.7	809.4	8.8%	65.7		
LGBF Family Group Averages	LGBF Family Group 1 Average	552.2	559.5	572.2	603.5	9.3%	51.4		
City Region Aggregate Area	Edinburgh and South East Scotland C	559.1	591.6	601.4	614.3	9.9%	55.2		
National Level	Scotland	562.7	578.3	595.0	622.0	10.5%	59.3		
National Level	United Kingdom	568.3	585.2	585.7	610.7	7.5%	42.4		

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Indicator: 20th Percentile Weekly Earnings (Residence-based, full-time) **Return to Index RAG**

Source: ASHE

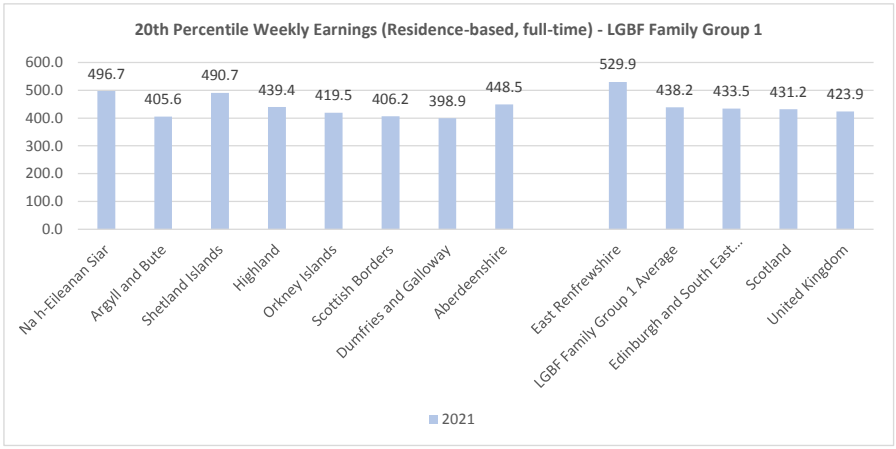
(Find charts below table)

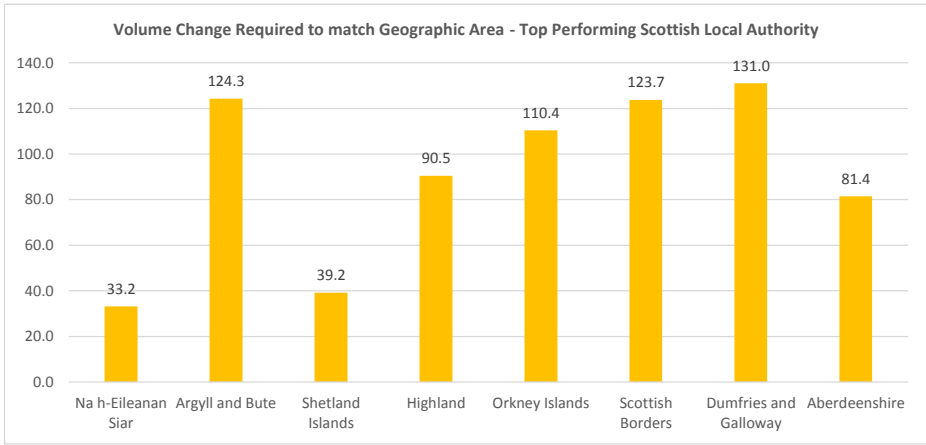
						Short-term Change		Geographical Difference: Top Performing Scottish Local Authority	
Geography	**LGBF Family Group 1**	**2018**	**2019**	**2020**	**2021**	**% Change**	**Volume Change**	**% Change Required**	**Volume Change Required**
Local Authority	Na h-Eileanan Siar	389.8	448.5	381.1	496.7	27.4%	106.9	6.7%	33.2
Local Authority	Argyll and Bute	343.9	385.9	396.0	405.6	17.9%	61.7	30.6%	124.3
Local Authority	Shetland Islands	452.7	397.3	448.6	490.7	8.4%	38.0	8.0%	39.2
Local Authority	Highland	391.5	395.4	410.6	439.4	12.2%	47.9	20.6%	90.5
Local Authority	Orkney Islands	-	406.1	437.9	419.5	-	-	26.3%	110.4
Local Authority	Scottish Borders	369.1	384.0	359.5	406.2	10.1%	37.1	30.5%	123.7
Local Authority	Dumfries and Galloway	344.8	358.7	357.4	398.9	15.7%	54.1	32.8%	131.0
Local Authority	Aberdeenshire	419.9	424.3	422.7	448.5	6.8%	28.6	18.1%	81.4

- Estimates not statistically robust

Top Performing Scottish Local Authority	East Renfrewshire	463.2	489.8	511.2	529.9	14.4%	66.7
LGBF Family Group Averages	LGBF Family Group 1 Average	387.4	400.0	401.7	438.2	13.1%	50.8
City Region Aggregate Area	Edinburgh and South East Scotland C	387.0	410.2	414.8	433.5	12.0%	46.6
National Level	Scotland	388.6	402.5	409.0	431.2	11.0%	42.6
National Level	United Kingdom	383.3	400.5	401.3	423.9	10.6%	40.6

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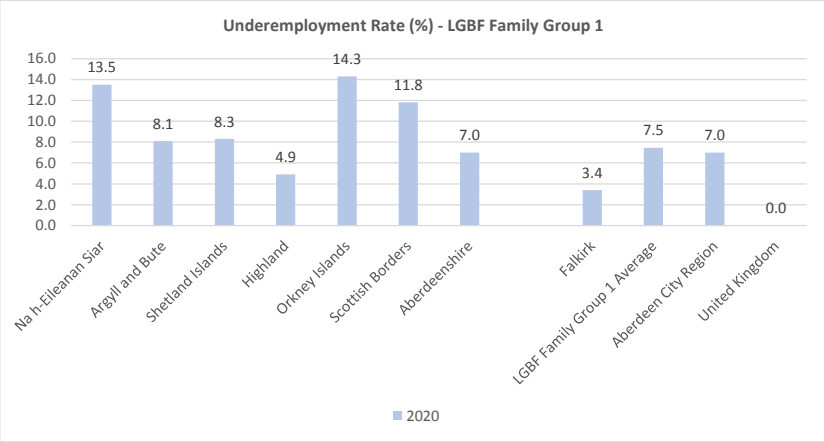


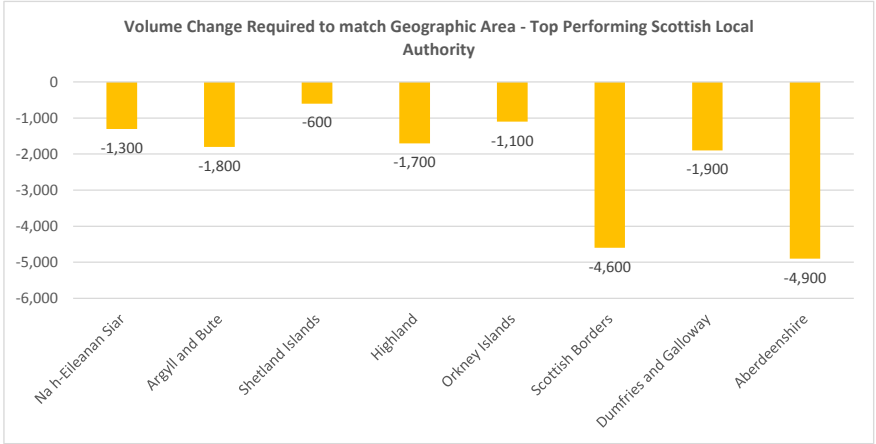
Indicator: Underemployment Rate (%)
Source: Scotland's Labour Market
(Find charts below table)

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							Short-term Change		Geographical Difference: Top Performing Scottish Local Authority	
Geography	**LGBF Family Group 1**	**2017**	**2018**	**2019**	**2020**	**2020 Volume**	**% Change**	**Volume Change**	**% Point Change Required**	**Volume Change Required**
Local Authority	Na h-Eileanan Siar	7.3	13.5	11.3	13.5	1,700	6.2	800	-10.1	-1,300
Local Authority	Argyll and Bute	7.6	6.5	8.8	8.1	3,100	0.5	100	-4.7	-1,800
Local Authority	Shetland Islands	14.9	5.2	13.0	8.3	1,000	-6.6	-800	-4.9	-600
Local Authority	Highland	8.3	7.7	6.0	4.9	5,700	-3.4	-4,200	-1.5	-1,700
Local Authority	Orkney Islands	14.0	10.7	9.3	14.3	1,500	0.3	-100	-10.9	-1,100
Local Authority	Scottish Borders	13.3	8.6	8.2	11.8	6,400	-1.5	-700	-8.4	-4,600
Local Authority	Dumfries and Galloway	7.6	8.6	8.8	6.5	3,900	-1.1	-1,400	-3.1	-1,900
Local Authority	Aberdeenshire	8.8	5.7	5.8	7.0	9,600	-1.8	-2,500	-3.6	-4,900
Top Performing Scottish Local Authority	Falkirk	6.4	6.7	6.7	3.4	2,700	-3.0	-2,200		
LGBF Family Group Averages	LGBF Family Group 1 Average	9.2	7.4	7.3	7.5	32,900	-1.7	-8,800		
City Region Aggregate Area	Aberdeen City Region	8.8	5.7	5.8	7.0	9,600	-1.8	-2,500		
National Level	Scotland	8.0	7.4	7.1	8.1	210,200	0.1	1,600		
National Level	United Kingdom	-	-	-	-	-	-	-		

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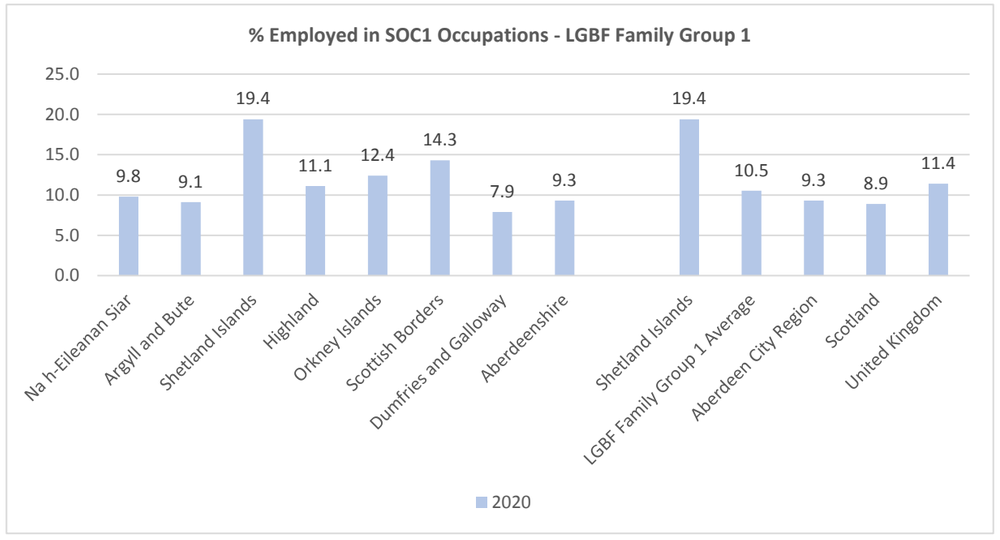


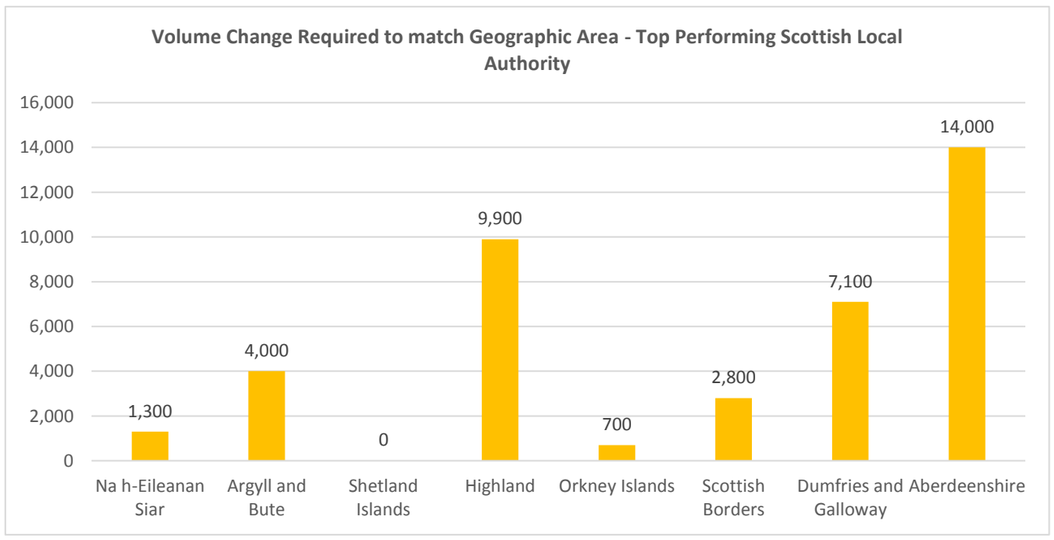
Indicator: % Employed in SOC1 Occupations
Source: Annual Population Survey 2021
(Find charts below table)

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							Short-term Change		Geographical Difference: Top Performing Scottish Local Authority	
Geography	**LGBF Family Group 1**	**2017**	**2018**	**2019**	**2020**	**2020 Volume**	**% Change**	**Volume Change**	**% Point Change Required**	**Volume Change Required**
Local Authority	Na h-Eileanan Siar	9.6	7.4	6.9	9.8	1,300	0.2	0	9.6	1,300
Local Authority	Argyll and Bute	10.4	10.0	10.9	9.1	3,600	-1.3	-600	10.3	4,000
Local Authority	Shetland Islands	9.4	6.8	12.2	19.4	2,300	10.0	1,200		
Local Authority	Highland	9.2	8.6	9.0	11.1	13,200	1.9	2,100	8.3	9,900
Local Authority	Orkney Islands	10.8	11.7	8.6	12.4	1,400	1.6	100	7.0	700
Local Authority	Scottish Borders	8.9	8.8	12.1	14.3	7,800	5.4	3,000	5.1	2,800
Local Authority	Dumfries and Galloway	8.6	8.7	8.9	7.9	4,800	-0.7	-1,300	11.5	7,100
Local Authority	Aberdeenshire	11.8	9.2	10.2	9.3	12,900	-2.5	-3,500	10.1	14,000
Top Performing Scottish Local Authority	Shetland Islands	9.4	6.8	12.2	19.4	2,300	10.0	1,200		
LGBF Family Group Averages	LGBF Family Group 1 Average	10.0	8.9	9.9	10.5	47,300	0.5	1,000		
City Region Aggregate Area	Aberdeen City Region	11.9	9.2	10.3	9.3	12,900	-2.6	-3,500		
National Level	Scotland	8.5	8.7	9.3	8.9	233,700	0.4	8,800		
National Level	United Kingdom	10.8	10.8	11.3	11.4	3,698,400	0.6	242,700		

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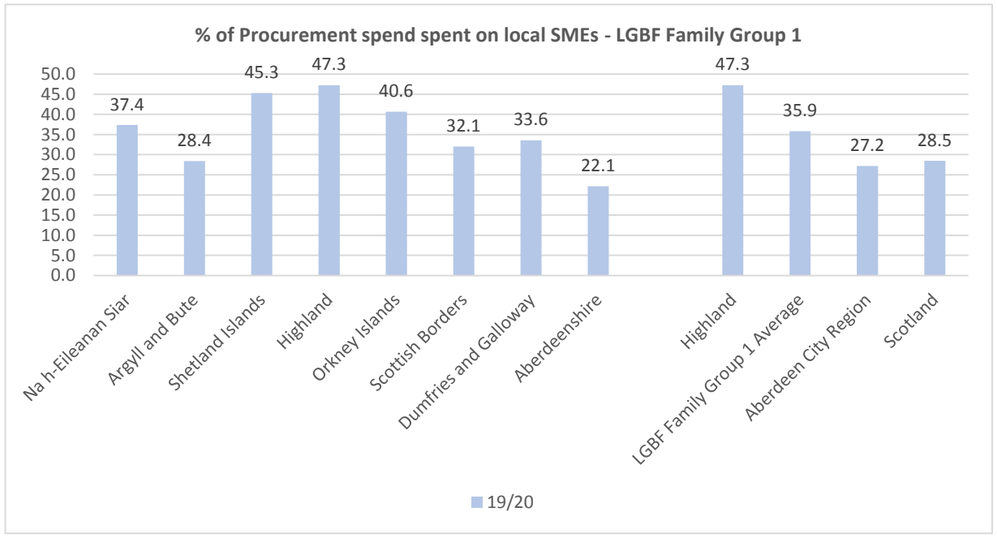
Indicator: % of Procurement spend spent on local SMEs
Source: Local Government Benchmarking Framework
(Find charts below table)

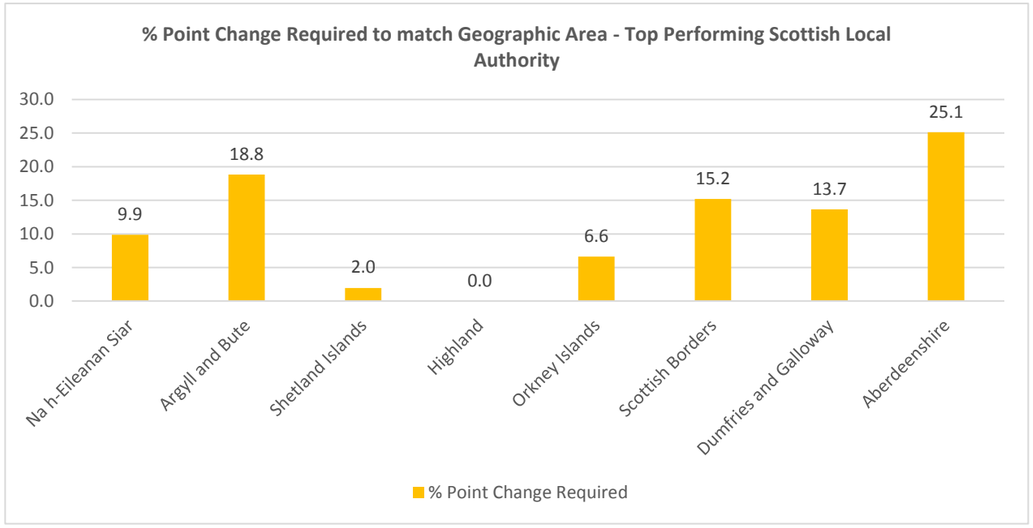
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						Short-term Change	Geographical Difference: Top Performing Scottish Local Authority
Geography	**LGBF Family Group 1**	**16/17**	**17/18**	**18/19**	**19/20**	**% Change**	**% Point Change Required**
Local Authority	Na h-Eileanan Siar	33.3	45.0	42.7	37.4	4.0	9.9
Local Authority	Argyll and Bute	38.0	29.4	28.0	28.4	-9.6	18.8
Local Authority	Shetland Islands	40.9	54.2	48.9	45.3	4.4	2.0
Local Authority	Highland	33.7	40.9	43.5	47.3	13.6	0.0
Local Authority	Orkney Islands	40.9	41.0	47.7	40.6	-0.3	6.6
Local Authority	Scottish Borders	26.9	23.1	36.4	32.1	5.2	15.2
Local Authority	Dumfries and Galloway	25.7	24.7	28.6	33.6	7.9	13.7
Local Authority	Aberdeenshire	31.3	29.3	28.0	22.1	-9.2	25.1

Top Performing Scottish Local Authority	Highland	33.7	40.9	43.5	47.3	13.6
LGBF Family Group Averages	LGBF Family Group 1 Average	33.8	35.9	38.0	35.9	2.0
City Region Aggregate Area	Aberdeen City Region	28.0	25.4	24.8	27.2	-0.8
National Level	Scotland	26.5	27.4	28.7	28.5	2.0
National Level	United Kingdom	-	-	-	-	-

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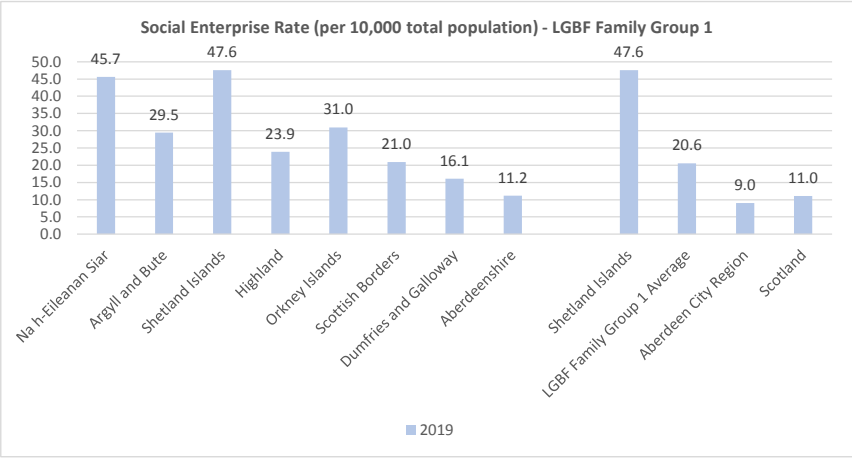
Indicator: Social Enterprise Rate (per 10,000 total population)
Source: Social Enterprise in Scotland Census
(Find charts below table)

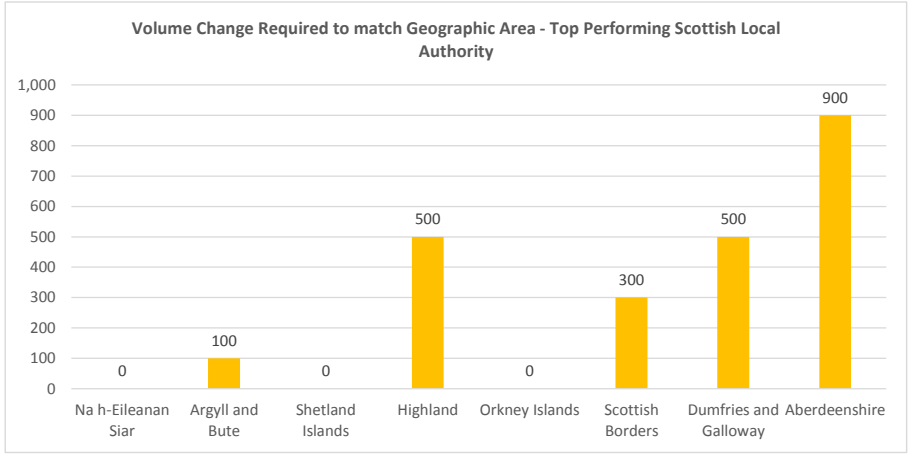
Return to Index RAG

						Short-term Change		Geographical Difference: Top Performing Scottish Local Authority	
Geography	**LGBF Family Group 1**	**2015**	**2017**	**2019**	**2019 Volume**	**% Change**	**Volume Change**	**% Point Change Required**	**Volume Change Required**
Local Authority	Na h-Eileanan Siar	40.3	40.4	45.7	122	5.4	13	1.9	0
Local Authority	Argyll and Bute	28.1	28.3	29.5	253	1.4	9	18.1	100
Local Authority	Shetland Islands	40.9	43.8	47.6	109	6.6	14	0.0	0
Local Authority	Highland	22.6	22.9	23.9	564	1.3	35	23.6	500
Local Authority	Orkney Islands	25.8	29.1	31.0	69	5.1	13	16.6	0
Local Authority	Scottish Borders	17.1	19.4	21.0	242	3.8	47	26.6	300
Local Authority	Dumfries and Galloway	12.7	14.6	16.1	239	3.4	49	31.5	500
Local Authority	Aberdeenshire	9.4	11.1	11.2	292	1.8	47	36.4	900

Top Performing Scottish Local Authority	Shetland Islands	40.9	43.8	47.6	109	6.6	14
LGBF Family Group Averages	LGBF Family Group 1 Average	18.1	19.5	20.6	1,890	2.5	227
City Region Aggregate Area	Aberdeen City Region	7.6	8.8	9.0	443	1.5	71
National Level	Scotland	9.7	10.3	11.0	6,025	1.3	824
National Level	United Kingdom	-	-	-	-	-	-

CHARTS



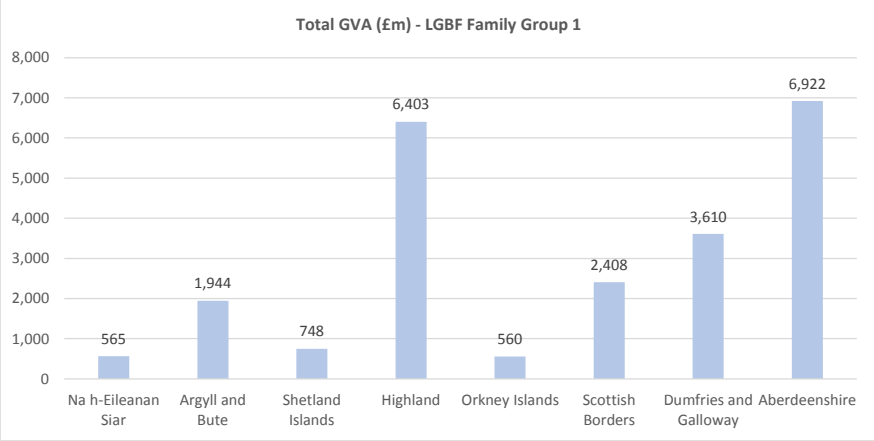


Indicator: Total GVA (£m)
Source: ONS - Subregional GVA
(Find charts below table)

Return to Index RAG

						Short-term Change		Geographical Difference: Top Performing Scottish Local Authority	
Geography	**LGBF Family Group 1**	**2016**	**2017**	**2018**	**2019**	**% Change**	**Volume Change**	**% Change Required**	**Volume Change Required**
Local Authority	Na h-Eileanan Siar	498	516	530	565	13.5%	67	4176.3%	23,596
Local Authority	Argyll and Bute	1,757	1,895	1,876	1,944	10.6%	187	1142.8%	22,217
Local Authority	Shetland Islands	720	765	758	748	3.9%	28	3130.1%	23,413
Local Authority	Highland	5,656	6,009	6,151	6,403	13.2%	747	277.3%	17,758
Local Authority	Orkney Islands	565	561	555	560	-0.9%	-5	4214.5%	23,601
Local Authority	Scottish Borders	2,192	2,240	2,353	2,408	9.9%	216	903.4%	21,753
Local Authority	Dumfries and Galloway	3,286	3,409	3,472	3,610	9.9%	324	569.3%	20,551
Local Authority	Aberdeenshire	6,895	7,030	7,052	6,922	0.4%	27	249.0%	17,239
Top Performing Scottish Local Authority	Edinburgh, City of	21,388	22,329	23,388	24,161	13.0%	2,773		
LGBF Family Group Averages	LGBF Family Group 1 Average	2,696	2,803	2,843	2,895	7.4%	199		
City Region Aggregate Area	Aberdeen City Region	16,737	16,622	16,988	17,245	3.0%	508		
National Level	Scotland	133,593	138,834	142,369	147,333	10.3%	13,740		
National Level	United Kingdom	1,777,366	1,844,010	1,910,247	1,977,096	11.2%	199,730		

CHARTS

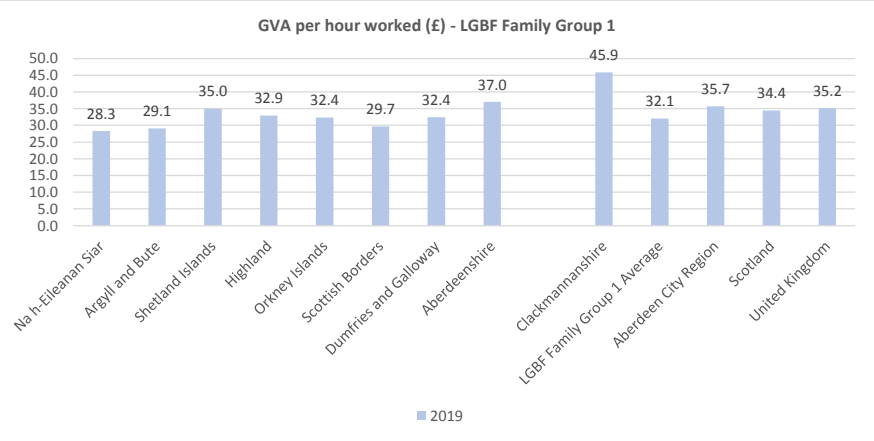


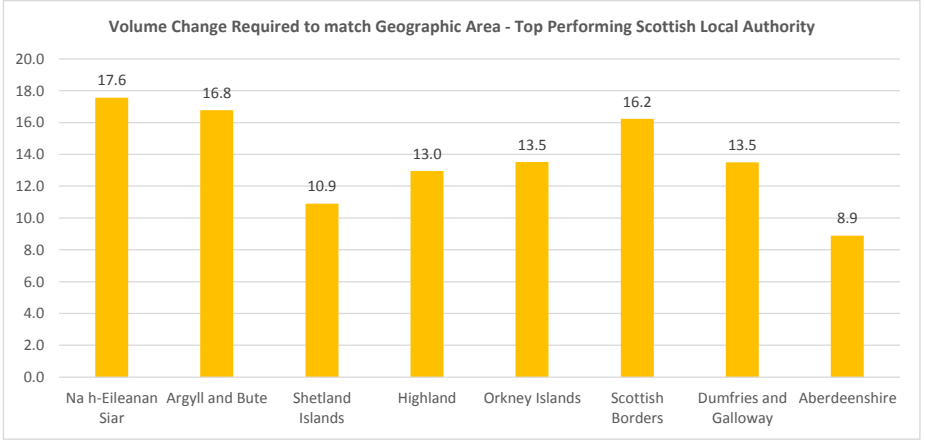
Indicator: GVA per hour worked (£)
Source: ONS - Subregional Productivity
(Find charts below table)

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						Short-term Change		Geographical Difference: Top Performing Scottish Local Authority	
Geography	**LGBF Family Group 1**	**2016**	**2017**	**2018**	**2019**	**% Change**	**Volume Change**	**% Change Required**	**Volume Change Required**
Local Authority	Na h-Eileanan Siar	28.1	27.9	28.1	28.3	0.9%	0.3	62.0%	17.6
Local Authority	Argyll and Bute	28.5	28.8	29.1	29.1	2.1%	0.6	57.6%	16.8
Local Authority	Shetland Islands	32.4	33.2	34.5	35.0	8.0%	2.6	31.2%	10.9
Local Authority	Highland	30.8	31.7	32.4	32.9	7.0%	2.2	39.3%	13.0
Local Authority	Orkney Islands	30.9	30.7	31.7	32.4	4.8%	1.5	41.8%	13.5
Local Authority	Scottish Borders	28.8	29.1	29.4	29.7	3.0%	0.9	54.7%	16.2
Local Authority	Dumfries and Galloway	29.9	30.6	31.7	32.4	8.4%	2.5	41.6%	13.5
Local Authority	Aberdeenshire	35.9	35.9	36.5	37.0	3.2%	1.2	24.0%	8.9
Top Performing Scottish Local Authority	Clackmannanshire	39.2	42.0	44.3	45.9	17.1%	6.7		
LGBF Family Group Averages	LGBF Family Group 1 Average	30.7	31.0	31.7	32.1	4.7%	1.4		
City Region Aggregate Area	Aberdeen City Region	35.0	34.8	35.2	35.7	2.0%	0.7		
National Level	Scotland	32.5	33.3	34.0	34.4	5.8%	1.9		
National Level	United Kingdom	33.4	34.2	34.8	35.2	5.2%	1.8		

CHARTS





CLACKMANNANSHIRE EMPLOYABILITY SERVICES SURVEY

This survey has been developed by the Clackmannanshire Employability Partnership in order to gauge the views of potential users and current users of local employability programmes/services. The survey is anonymous and the results will be used to help us review current local employability programmes/services and help us plan for future services.

The survey can be completed in conjunction with a staff member or a link can be provided for on-line completion. Deadline for completion is Friday 4 February 2022.

1. What is your age?

- Under 18
- 18-24
- 25-35
- 36-45
- 46-55
- 56+

2. What is your postcode? (If you don't know it, please provide your street & town/village)

_____

3. What is your gender?

- Male
- Female
- Transgender
- Non-binary
- Other

4. What is your ethnicity?

- White
- Black
- Asian
- Mixed
- Other

5. Do you have a disability or long-term health condition?

Yes No Prefer not to say

If yes, please specify (optional)

_____

6. Are you aware of any local employability programmes/services (e.g Fair Start Scotland, Clackmannanshire Works, Jumpstart, JETS, etc)? (Please tick most relevant statement)

   - Yes, I am aware of local employability services, how I can use them, and what they mean for me.
   - Yes, I am aware that they exist, but I don't know how to use them or what they mean for me.
   - No, I am not aware that they exist and don't know how to use them or what they might mean for me.
   - No, I am not yet at this stage.
   - N/A
   - Other _____

7. Are you currently participating in any employability programmes/services?

   - Yes, I am currently in the process of using them.
   - No, but I have used them in the past.
   - No, I am not yet at the point of using them.
   - N/A
   - Other
     _____

8. If you have used any employability programmes/services, can you please specify which ones?

   _____

   _____

9. If you have used any employability programmes/services, how useful have you found them?

   The more stars, the better the service!
   □□□□□□□□□□

10. If you haven't used any employability programmes/services, is there a specific reason why?

    _____

    _____

11. How have you found it navigating local available employability programmes/services? (Please tick most relevant statement)

    - Really easy to find information and access services
    - Somewhat easy, the information is there but not everything is laid out clearly.

- Just okay, I can find some information but either not everything is available, or it is not well signposted.
- Hard, I am barely able to navigate what is and isn't available as things are not made clear or the information is altogether unavailable.
- Very difficult, I can't find anything and when I try and contact people for answers, nobody gets back to me.
- N/A
- Other _____

12. How satisfied do you feel with the level of support you have received so far?

    The more stars, the more satisfied!
    □□□□□□□□□□

13. What areas of support have you found lacking and wish you had more of?

    _____

    _____

14. What type of support have you found to be the most useful?

    _____

    _____

15. Have any of the following affected your ability to <u>get</u> a job? (Please tick all that apply)

- Lack of qualifications
- No or limited work experience
- Childcare availability
- Childcare costs
- Other caring responsibilities
- Transport issues
- Physical health condition
- Mental health issues
- Drug/alcohol issues
- Criminal record
- Language barrier (English is not your first language)
- Difficulty with reading, writing, numbers
- Housing issues
- Other _____
- N/A

16. Have any of the following affected your ability to <u>keep</u> a job? (Please tick all that apply)

- Unsuitable hours/inflexibility over hours

- Wrong career choice
- Temporary post
- Lack of training or support from employer
- Transport issues
- Childcare availability
- Childcare costs
- Other caring responsibilities
- Transport issues
- Physical health condition
- Mental health issues
- Drug/alcohol issues
- Language barrier (English is not your first language)
- Difficulty with reading, writing, numbers
- Housing issues
- Other _____
- N/A

17. Any other Comments?

_____

_____

End of Survey

Thank you so much for taking the time to answer our survey, we really appreciate it.