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|  | alliancelogo1 | | **AGENDA ITEM NO: 4** | |  |
|  | **Report To:** | **Inverclyde Alliance Board** | **Date:** | **18 January 2021** |  |
|  | Report By: | Amanda Coulthard, Shared Services Manager **Corporate Policy, Performance and Partnership** | Report No: |  |  |
|  | Contact Officer: | Lynsey Logsdon | Contact No: | N/A |  |
|  | **Subject:** | **Proposed LOIP Priority – Local Economy** | | |  |
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| **1.0** | **PURPOSE** | | | |  |
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| 1.1 | The purpose of this report is to present to the Alliance Board the compelling evidence for adoption of “local economy” as an additional priority for the Local Outcome Improvement Plan (LOIP). | | | |  |
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| **2.0** | **SUMMARY** | | | |  |
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| 2.1 | At its meeting on 5 October 2020, the Alliance Board discussed the adoption of an additional priority on ‘local economy’ and requested detail on the evidence for adoption of this new priority in the LOIP. | | | |  |
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| 2.2 | There is a range of evidence regarding disparities between Inverclyde and Scottish average outcomes with respect to the economy. For example:   * Since 2017 a number of economic indicators, whilst improved, have lagged behind national indicators, * Community engagement carried out in recent years shows Inverclyde residents consistently express the view that the local economy should be a local priority. * Early data anticipates that the Covid-19 pandemic will exasperate existing issues in relation to the local economy in Inverclyde. | | | |  |
| 2.3 | While it is recognised that economic regeneration and employability contribute to the achievement of the repopulation and inequalities priorities within the LOIP, there are a limited number of actions focused on this area in the delivery plans for these priorities. This risks a lack of focus and understanding of the particular challenges facing the Inverclyde economy and no cohesive targeted partnership activity to improve outcomes in this area. | | | |  |
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| **3.0** | **RECOMMENDATIONS** | | | |  |
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| 3.1 | It is recommended that the Alliance Board:   * Agree the “local economy” is adopted as a new LOIP priority * Approve the draft priority for the “local economy” contained within Appendix 1. | | | |  |
|  | Amanda Coulthard, Shared Services Manager - Corporate Policy, Performance and Partnership | | | |  |

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| **4.0** | **BACKGROUND** |  |
| 4.1 | A desktop review of Inverclyde’s LOIP 2017-22 was undertaken in July 2020, looking at the latest data available as well as feedback from local communities in order to assess the existing LOIP priorities against evidence of need. This review provided evidence that the 3 priorities currently described in the LOIP remain appropriate. |  |
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| 4.2 | However, both available data and feedback from local communities indicated that the “local economy” is a current and growing issue for Inverclyde. For this reason consideration was given to the available evidence with a view to adopting this as an additional priority in the LOIP. |  |
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| 4.3 | The [findings of the desktop review](https://www.inverclyde.gov.uk/council-and-government/community-planning-partnership/inverclyde-alliance-board-papers/inverclyde-alliance-board-papers-2020/inverclyde-alliance-board-meeting-5-october-2020) were presented to the Alliance Board at its meeting on 5 October 2020. Following discussion of these findings, and the outline evidence for adoption of the new priority area, the Board requested that a detailed report be prepared on the evidence to support inclusion of local economy as a new priority in the LOIP and considered by the programme board before any recommendation was made to the Alliance Board. |  |
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| 4.4 | This programme board considered the evidence, as outlined in this report, and agreed that this should be presented to the Alliance Board with the recommendation that the Local Economy be adopted as an additional priority within the LOIP. |  |
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| **5.0** | **Evidence of Need** |  |
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| 5.1 | The detail outlined in the section below provides evidence of the need for an increased partnership focus on the local economy. The national data used in this report provide detail of current performance in Inverclyde on a number of key measurements. However, it is important to consider these data in context. Progress has been made on improving the local economy, with significant resource investment by Inverclyde Council. The data outlined evidence the need for increase partnership focus on this key area in the context of recovery. |  |
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| 5.2  5.3  5.4  5.5  5.6  5.7 | Jobs and Business Growth  The Skills Development Scotland [regional skills assessment](https://www.skillsdevelopmentscotland.co.uk/what-we-do/skills-planning/regional-skills-assessments/) forecasts that total jobs growth in Inverclyde will remain at 0% on average each year until 2029, compared to 0.3% jobs growth in Scotland. However, it is worth noting that the regional focus to the skills assessment data means that the Inverclyde forecast is a disaggregation of wider data.  The number of new business start ups in Inverclyde peaked at 250 in 2015, however in recent years this number has dropped as it has across the majority of Scotland. Over the same period, the number of enterprise deaths in Inverclyde rose to 215 in 2018, from 205 in 2015. However, it is of note that the 5 year business survival rate for Inverclyde is 41.9%, only marginally lower than the 42.4% for Scotland and higher than that for comparator areas such as Dundee City or West Dunbartonshire. (Source [ONS](https://www.ons.gov.uk/businessindustryandtrade/business/activitysizeandlocation/datasets/businessdemographyreferencetable) ) Inverclyde Council participates in the Business Gateway national contract, during this period the Council has maintained its contracted target of 150 new starts per annum and year to date the Council has helped create 148 new business start ups. That said most of the businesses tend to be micro businesses with 5 or less employees.  Earnings  Data from [Nomis](https://www.nomisweb.co.uk/reports/lmp/la/1946157422/report.aspx) shows that while gross weekly pay increased from £543.80 in 2019 to £575.70 in 2020, this still sits below the Scottish national average of £595. However weekly earnings in Inverclyde show stronger performance than comparator areas such as West Dunbartonshire or Dundee City.  Data for 2019 from [ONS](https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/datasets/placeofresidencebylocalauthorityashetable8) shows that average annual earnings in Inverclyde are around 14% lower than the Scottish average, however they are broadly similar to comparator areas such as West Dunbartonshire or Dundee City.  Economic Activity  The percentage of the Inverclyde population economically active (68.2%) is below the Scottish average (74.2%) for the period July 2019 – June 2020 (Source [Nomis](https://www.nomisweb.co.uk/reports/lmp/la/1946157422/report.aspx)) that said the pace of deterioration in Inverclyde is slowing, showing positive progress is being made through current interventions.  While the percentage of workless households in Inverclyde has increased from 19.2% in 2018 to 23.9% in 2019. (Source [Nomis](https://www.nomisweb.co.uk/reports/lmp/la/1946157422/report.aspx) ) this compares to 25.1% in 2016. At the same time the percentage of workless households in Scotland has gone from 18.4% in 2016 to 17.7% in 2019. This equates to a decrease of around 4% in both Inverclyde and Scotland. |  |

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| 5.8 | Community Engagement  Community engagement carried out in recent years shows Inverclyde residents consistently express the view that the local economy should be a local priority. For example:   * The economy was one of the key themes that emerged from a series of community engagement events that were held across all six of Inverclyde’s localities in 2019. * Dissatisfaction with the local economy and the opportunity to access good quality work was a key issue to emerge from the 2016 Inverclyde wide survey “Our Place, Our Future”. * In 2016 Inverclyde’s Citizens’ Panel were asked what they thought the priorities for Inverclyde’s Community Planning Partnership should be. The two most popular responses were regeneration and employment. |  |
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| 5.9 | Impact of Covid-19  Early data anticipates that the Covid-19 pandemic will exasperate existing issues in relation to the local economy in Inverclyde. For example:   * Scottish Government analysis shows that younger workers are expected to be hardest hit, as those under the age of 25 are more likely to work in a sector that is under restriction of faced with threat of closure. The percentage of young people who are claiming benefits increased from 7% in 2017 to 13% in 2020. Whilst this is partially explained by the early introduction of Universal Credit in Inverclyde it is indicative of a high level of young people claiming benefits. It is anticipated that the impact of the economic impact from Covid on young people in Inverclyde will be particularly severe. * Many jobs in Inverclyde are in low skill areas. The measures being implemented to manage the pandemic have had a disproportionate impact on lower paid jobs which are less likely to be suitable for remote/home working. * The industries which have experienced the greatest impact to date include manufacturing, construction, retail, hospitality, entertainment and recreation. These industries account for 34.3% of jobs in Inverclyde. (Source: [Nomis](https://www.nomisweb.co.uk/reports/lmp/la/1946157422/report.aspx)). Manufacturing, retail & wholesale, and accommodation & food are three of the biggest industries providing employment in Inverclyde. * Many students rely on part time employment and there is likely to be a reduction in the availability of this type of work. This could lead to an increase in the number of young people dropping out of further education. * Prior to Covid-19 Inverclyde suffered from high levels of unemployment in comparison with the Scottish average; with levels of unemployment predicted to rise over coming months and years, again Inverclyde will be greatly impacted. * The impact of Covid-19 on income and debt management is likely to be significant. The number receiving universal credit in Inverclyde increased by 2,119 between March and May 2020. This includes an increase of over 500 recipients receiving in–work benefit and provides early evidence of the impact of Covid-19 on households in Inverclyde. |  |
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| **6.0** | **CURRENT APPROACH** |  |
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| 6.1 | It is important to recognise that economic regeneration and employability do currently feature within the wider work plan of the LOIP, contributing to priorities on repopulation and inequalities. Increasing employment opportunities, attracting private sector business and investment and transforming the area through regeneration are all critical to tackling depopulation. While employability, low pay and deprivation are key issues that drive inequality. At present, there are a limited number of actions in the delivery plans for the repopulation and inequalities priorities in relation to the local economy. |  |
| 6.2 | The Repopulation delivery plan contains a number of actions which aim to grow local jobs and enable infrastructure. These are:   * Increased resources for council business development support (including business gateway) for local SMEs growth * Complete review of public sector opportunities in terms of employment; procurement; community benefit; and local physical assets * Progress studies in partnership with trunk road authority in terms of accessibility. * Review business property portfolio and identify opportunities for small business. * Inverclyde enterprise Initiative high growth start programme. * Review potential to create further jobs and opportunities within the third sector economy. |  |
| 6.3 | The work of the Strategic Inequalities Group has focused on the development and implementation of locality planning arrangements and therefore there are no direct actions to target issues such as employment opportunities and low pay. |  |
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| **7.0** | **Local Economy Priority** |  |
| 7.1 | The evidence outlined above details a need for the Local Economy to be given more focus within the LOIP. There are two options for addressing this within current arrangements. The preferred option, as recommended through this paper, would see Local Economy added as an additional priority within the LOIP, and subsequent supporting structures developed. A draft of this new priority area is attached as appendix 1. |  |
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| 7.2 | The LOIP Programme Board considered this report at their meeting on the 6 November 2020. It was their recommendation that the Local Economy is added as an additional priority within the LOIP. |  |
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| **8.0** | **IMPLICATIONS** |  |
| 8.1 | Legal: none at present |  |
|  | Finance: none at present |  |
|  | Human Resources: none at present |  |
|  | Equality and Diversity: none at present |  |
|  | Repopulation: If the economy is given greater status in the LOIP it will contribute to achievement of the repopulation priority. |  |
|  | Inequalities: If the economy is given greater status in the LOIP it will contribute to achievement of the inequalities priority. |  |
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| **9.0** | **CONSULTATIONS** |  |
|  | n/a |  |
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| **10.0** | **LIST OF BACKGROUND PAPERS** |  |
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| 10.1 | Inverclyde’s Local Outcome Improvement Plan 2017-2022 |  |

**Appendix 1**

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| **Priority 4: The Local Economy**  **Inverclyde has a thriving and diverse local economy, economic activity is increased and skills development enables both those in work and those furthest from the labour market to realise their full potential.** |
| **Why is this a priority in our OIP?**  Inverclyde’s local economy has faced a number of challenges in recent years. With a narrow economic base, a high dependence on the public sector as an employer, a shortage of high quality, valuing adding employment opportunities and particularly high levels of unemployment. This makes Inverclyde’s economy particularly fragile and vulnerable to any downturn in the national economy. Evidence shows that historically Inverclyde tends to suffer the effects deeper and longer than comparable areas.  On top of that, the data we have in relation to how the local economy is performing, shows that there has been a significant downturn and that the local economy is one of the biggest issues in Inverclyde. For example the data is telling us that:  Jobs and Business Growth  The Skills Development Scotland [regional skills assessment](https://www.skillsdevelopmentscotland.co.uk/what-we-do/skills-planning/regional-skills-assessments/) forecasts that total jobs growth in Inverclyde will remain at 0% on average each year until 2029, compared to 0.3% jobs growth in Scotland. Local support to business start ups has remained a focus with 148 new business start ups supported to date in 2020/21. Additionally, it is worth noting that the regional focus to the skills assessment data means that the Inverclyde forecast is a disaggregation of wider data.  The number of new business start ups in Inverclyde peaked at 250 in 2015, however in recent years this number has dropped as it has across the majority of Scotland. Over the same period, the number of enterprise deaths in Inverclyde rose to 215 in 2018, from 205 in 2015. However, it is of note that the 5 year business survival rate for Inverclyde is 41.9%, only marginally lower than the 42.4% for Scotland and higher than that for comparator areas such as Dundee City or West Dunbartonshire. (Source [ONS](https://www.ons.gov.uk/businessindustryandtrade/business/activitysizeandlocation/datasets/businessdemographyreferencetable) )  Earnings  Data from [Nomis](https://www.nomisweb.co.uk/reports/lmp/la/1946157422/report.aspx) shows that while gross weekly pay increased from £543.80 in 2019 to £575.70 in 2020, this still sits below the Scottish national average of £595. However weekly earnings in Inverclyde show stronger performance than comparator areas such as West Dunbartonshire or Dundee City.  Data for 2019 from [ONS](https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/datasets/placeofresidencebylocalauthorityashetable8) shows that average annual earnings in Inverclyde are around 14% lower than the Scottish average, however they are broadly similar to comparator areas such as West Dunbartonshire or Dundee City.  Economic Activity  The percentage of the Inverclyde population economically active (68.2%) is below the Scottish average (74.2%) for the period July 2019 – June 2020 (Source [Nomis](https://www.nomisweb.co.uk/reports/lmp/la/1946157422/report.aspx)) that said the pace of deterioration in Inverclyde is slowing, showing positive progress is being made through current interventions.  While the percentage of workless households in Inverclyde has increased from 19.2% in 2018 to 23.9% in 2019. (Source [Nomis](https://www.nomisweb.co.uk/reports/lmp/la/1946157422/report.aspx) ) this compares to 25.1% in 2016. At the same time the percentage of workless households in Scotland has gone from 18.4% in 2016 to 17.7% in 2019. This equates to a decrease of around 4% in both Inverclyde and Scotland.  In addition to what the data is telling us, communities across Inverclyde have also told us that the economy and specifically creating employment opportunities is a key priority for them. We have used a number of mechanisms to engage withcommunities over thelast few years. This Includes the “Our Place, Our Future” Inverclyde wide survey, the Citizens’ Panel, events held across the six localities in Inverclyde and feedback from the Communication and Engagement Groups that have been established in the six localities. The local economy and employment have emerged as one of the most important themes for local communities in all the engagement we have carried out.    The Covid-19 pandemic will exasperate existing issues in relation to the local economy in Inverclyde and this provides further justification as to why the local economy is a priority in our LOIP. The negative impact that the pandemic has had on businesses and the labour market means that economic recovery must be a priority. It is critical that we closely monitor and analyse economic activity in order to fully understand and react to the economic implications of Covid-19. Having the local economy as a priority in the LOIP will help us to do that.  The following evidence indicates that the economic impact of the pandemic will be particularly severe in Inverclyde. For example:   * Scottish Government analysis shows that younger workers are expected to be hardest hit as employees aged under 25 are more likely to work in a sector that is now shutdown; the impact on young people in Inverclyde could be particularly severe; * Many jobs in Inverclyde are in low skill areas and the pandemic has had a disproportionate impact on lower paid jobs which cannot be done from home; * The industries which have experienced the greatest impact are manufacturing, construction, retail and wholesale, accommodation and food and arts, entertainment and recreation. These industries account for 34.3% of jobs in Inverclyde; (<https://www.nomisweb.co.uk/reports/lmp/la/1946157422/report.aspx>) Manufacturing, retail and wholesale and accommodation and food are three of the biggest industries providing employment in Inverclyde; * Prior to Covid-19 Inverclyde suffered from high levels of unemployment and with levels of unemployment predicted to rise, again Inverclyde will be greatly impacted; * The impact on income and debt management is likely to be significant. The count for those receiving universal credit in Inverclyde increased by 2,119 between March and May 2020. This number includes an increase of over 500 recipients receiving in–work benefit and provides evidence of the impact of Covid-19 on households in Inverclyde. |
| **What have communities told us?**  Inverclyde residents have consistently told us that they believe improving the local economy should be a top priority. For example:  The economy was one of the key themes that emerged from a series of community engagement events that were held across all six of Inverclyde’s localities in 2019. Communities told us that they are concerned about the limited employment opportunities that are available locally, especially permanent contracts, and as a result people have to travel out with the area in order to find employment.  In 2016, an Inverclyde wide survey was carried out “Our Place, Our Future” to get the views of residents on a wide range of issues. Dissatisfaction with the local economy and the opportunity to access good quality work was a key issue to emerge from the consultation. Respondents expressed their dissatisfaction with the lack of good quality, well paid job opportunities, the lack of provision for training for specific groups such as people with disabilities and people in their 40’s and 50’s who wish to get back into work. Lack of childcare was also highlighted as a barrier to attending training. In addition, the young people that participated in the consultation provided specific feedback relating to the lack of job opportunities for young people and also their views in relation to identity and belonging.  In 2016 members of Inverclyde’s Citizens’ Panel were asked a series of questions about what they thought the priorities for Inverclyde’s Community Planning Partnership should be. When asked what the key issues are that need to be tackled to encourage people to stay in Inverclyde, the top response given by 88% of Panel members was employment opportunities, followed by opportunities for young people (65%). When asked what issues are important for Inverclyde, the most popular response was employment issues. Members of the Panel were also asked for their views on what they believed were the most important priorities that would make Inverclyde a great place to live, work and visit. The two most popular responses were regeneration and employment. When asked to identify the issues that need to be improved the most, the most popular response was job prospects (53%). |
| **What early intervention and preventative spend approaches are we deploying?**  The **Inverclyde Employability Pipeline** provides a range of employability support to local residents looking for work, or looking to improve their employment situation.  It also supports Inverclyde businesses to train and grow their workforce.  The **Modern Apprenticeship Programme** provides people with the opportunity to learn new skills, achieve a nationally recognised qualification and enables them to earn as they learn within a range of vocational areas.  The programme is a practical way to make the most of people's potential, through a structured learning process aimed at equipping them to do a job, whilst providing the opportunity to obtain a work based qualification.  As a **living wage** employer, Inverclyde Council encourages local employers to pay the living which is currently £9.30 per hour.  The **Wage Subsidy Programme** is funded by Inverclyde Council. Local employers can claim 50% of the actual hourly pay rate, payable to a maximum of £6500 or 52 weeks, whichever comes first. Jobs must be for a 52 week period or more, be in addition to the existing workforce and must not replace a redundant post.  The Glasgow City Region **City Deal** is an agreement between the UK Government, the Scottish Government and eight Scottish councils, Including Inverclyde, across Glasgow and the Clyde Valley. The project will support thousands of unemployed people back into work, greatly improve our local transport network (in terms of roads and public transport), deliver key regeneration and development projects, encourage private sector investment into the area and ultimately provide an enormous boost to the city region's economy. Inverclyde has three City Deal projects, Greenock Ocean Terminal, Inverkip and Inchgreen.  The strategic aims of the **Business Mentoring Service** are to contribute to the improved performance of Scottish businesses and the economy by assisting and encouraging more businesses that are seeking to develop and grow, both domestically and internationally.  The **Supplier Development Programme** supports businesses to improve their knowledge and competency in competing for the £9bn of Scottish public sector spend. The programme offers FREE advice, support, training and events covering all aspects of tendering. |
| **What are the key issues we need to tackle?**  There are a range of issues that we need to tackle in order to create a thriving and diverse local economy. For example:  **Covid-19** – Ensuring that the maximum level of support is available to local businesses, that employees are retained in local businesses and that we work in partnership with businesses, voluntary organisations and leisure sectors will be critical in helping the economy to recover from the impact of the pandemic.  **Young people** – it is vital we ensure that there are opportunities for young people and that they can access training and employment locally that will help them to realise their full potential.  **Unemployment** – working in partnership to minimise unemployment and maximise interventions will help us to address the issue of long term unemployment.  **Employment** – increasing the employment opportunities that are available locally, particularly well paid jobs, will not only help to create a thriving and diverse locally economy but will help to address issues regarding deprivation.  **Business start-ups -** it is essential that we support new business start-ups and entrepreneurship if we are to increase employment opportunities and grow the business base.  **Training** – ensuring that Inverclyde residents have access to high quality training and educational opportunities and that the barriers that prevent people from taking up these opportunities are removed is critical if we are to increase the percentage of the population who do not have any qualifications and help people to re-train in order to find new employment. |
| **What will be different for communities in 10 years?**  Although this Plan covers the period 2017/22, the Partnership appreciates that due to the complexity of tackling these issues, improvements in outcomes for residents will not be fully evident until the longer term. The outcomes that we expect to have achieved in 10 years include:   * There will be an increase in employment rates with more well-paid, permanent jobs available * Businesses will have been sustained through COVID recovery periods * Citizens will have access to training and employment development supports * Long term unemployment will be reduced |
| **What local outcomes will this local priority help to achieve?**   * **Healthy** – there is a clear relationship between health and employment and both life expectancy and healthy life expectancy. * **Achieving** – We will ensure that all Inverclyde residents achieve their full potential through access to high quality training and education opportunities. * **Nurtured** – By nurturing our economy we will provide support and infrastructure to help businesses to grow and develop. * **Included** – We will ensure that all Inverclyde residents, including young people and those furthest from the labour market have access to training and employment opportunities. |
| **What national outcomes will this local priority help to achieve?**   * **Children and young people** - we grow up loved, safe and respected so that we realise our full potential. * **Economy** – we have a globally competitive, entrepreneurial, inclusive and sustainable economy. * **Fair work and business** – we have thriving and innovative businesses, with quality jobs and fair work for everyone. * **Education** – we are well educated, skilled and able to contribute to society. * **International** – we are open, well connected and make a positive contribution locally. * **Poverty** – we tackle poverty by sharing opportunities, wealth and power more equally. |
| **What plans, strategies and initiatives support this priority?**   * Glasgow and the Clyde Valley Strategic Development Plan (Clydeplan July 2017): Glasgow and the Clyde Valley Strategic Development Planning Authority, Glasgow * Inverclyde Local Development Plan 2019 * River Clyde Homes Business Plan 2018/22 * Youth Employment Activity Plan * Inverclyde Alliance Repopulation Outcome Delivery Plan * Community Learning and Development 3 Year Plan * Inverclyde Local Development Plan 2019 * The Glasgow Region City Deal * Inverclyde Council Procurement Strategy 2015 * Inverclyde Economic Development and Regeneration Single Operating Plan * Not in Employment, Education or Training (NEET) * Business Start-Up Inverclyde * Riverside Inverclyde * Inverclyde Integrated Employability Partnership |

### Performance Measures- The Local Economy

The indictors below are contextual measures which will be used to evidence direction of travel and progress. They also set a useful baseline to support an understanding of progress from the point of adoption of this priority. However, as detailed above, they should be considered as contextual, and reviewed along with supporting narrative. Appropriate actions will be developed to ensure progress in key areas – building on existing activity.

| **Issue** | **Indicator/Source** | **2016/17** | **2017/18** | **2018/19** | **2019/20** |
| --- | --- | --- | --- | --- | --- |
| **Economic Growth** | **Improve average gross weekly wages (employees living in Inverclyde) to match or exceed Scottish average**  Annual/excel spreadsheet/ <http://www.nomisweb.co.uk/reports/>  Source: ONS annual survey of hours and earnings – resident analysis  **Inverclyde**  **Scotland** | **2016**  £535.00  £536.00 | **2017**  £549.60  £547.40 | **2018**  £566.20  £562.70 | **2019**  £543.80  £577.70 |
| **Improve the overall employment rate in Inverclyde**  Annual/ Economically active people in employment figure, expressed as a percentage of the working age population  Source: NOMIS Labour Market Profile, Inverclyde  <https://www.nomisweb.co.uk/reports/lmp/la/1946157422/report.aspx#tabeinact> | 71.5% | 70.4% | 70.6% | 72.2% |
| **Reduce the percentage of young people 16 to 24 who are unemployed**  ONS Claimant Count by age. % is number of claimants as a proportion of resident population of the same age (figures shown are from April of the named year)  <https://www.nomisweb.co.uk/reports/lmp/la/1946157422/report.aspx#tabeinact> | **2016**  3.1% | **2017**  4.3% | **2018**  5.7% | **2019**  8% |
| **Reduce the percentage of working age people with no qualifications**  Source: ONS Annual Population Survey  % are for those aged 16-64  [https://www.nomisweb.co.uk/reports/lmp/la/2038432138/report.aspx](https://www.nomisweb.co.uk/reports/lmp/la/2038432138/report.aspx#tabquals) | **2016**  14.2% | **2017**  12.2% | **2018**  13.2% | **2019**  10.1% |
| **Increase the number of business gateway start-ups per 10,000 population (LGBF)**  **Inverclyde**  **Scotland** | **2015/16**  19.2  16.9 | **2016/17**  12.8  16.6 | **2018/19**  18.3  16.7 | **2019/20**  No update  available |
| **Percentage the percentage of Inverclyde datazones that are in the 15% most income deprived in Scotland (national share)**  *Scottish Government*  <http://www.gov.scot/Topics/Statistics/SIMD/analysis/councils> | **2016\***  3.7% | No update | No update | **2020**  4.3% |
| **Reduce the percentage of Inverclyde datazones that are in the 15% most employment deprived in Scotland (national share)**  *Scottish Government*  <http://www.gov.scot/Topics/Statistics/SIMD/analysis/councils> | **2016\***  3.7% | No update available | No update available | **2020**  **4.3%** |
| **Living Wage: increase the number of employers paying the Living Wage**   [Scottish Living Wage Accreditation](http://scottishlivingwage.org/accredited) | **2017**  13  (September 2017) | **2018**  14  (December 2018) | **2019**  15  (May 2020) | **2020**  No update  Available |
| **Reduce the percentage of workless households in Inverclyde**  **NOMIS**  <https://www.nomisweb.co.uk/reports/lmp/la/1946157422/report.aspx> | **2016**  25.1% | **2017**  22.0% | **2018**  19.2% | **2019**  23.9% |