

REPORT TO: ECONOMIC DEVELOPMENT COMMITTEE – 10TH DECEMBER 2001

REPORT ON: LOCAL EMPLOYMENT ACTION PLAN – DUNDEE

REPORT BY: DIRECTOR OF ECONOMIC DEVELOPMENT

REPORT NO: 767-2001

1 PURPOSE OF REPORT

- 1.1 This report presents the Local Employment Action Plan for Dundee for the period 2002 – 2004 for approval.

2 RECOMMENDATIONS

- 2.1 It is recommended that:-
- 2.2 The Committee notes and approves the Local Employment Action Plan Dundee for the period 2002 – 2004.
- 2.3 Instructs Director of Economic Development to further develop the monitoring framework and action plan within the document in consultation with partners and return to the Committee with an annual update on progress achieved during 2002 - 2003.

3 FINANCIAL IMPLICATIONS

- 3.1 The Plan itself contains no direct expenditure proposals. However, the implications of approving the Plan are a continuing commitment to the support of training and employment initiatives in which the Council is currently engaged. Future initiatives, which are developed as a result of the Plan, will be brought to the Committee on an individual basis for approval.

4 LOCAL AGENDA 21 IMPLICATIONS

- 4.1 The activities of the Plan will have a significant bearing on several of the key themes of Local Agenda 21, particularly the following: -
- 4.2 The opportunity to undertake satisfying work in a diverse economy; and;
- 4.3 Access the skills, knowledge and information needed to enable everyone to play a full part in society.

5 EQUAL OPPORTUNITIES IMPLICATIONS

- 5.1 Many of the actions outlined in the Plan are aimed at improving access to economic opportunities for all sectors of the community.
- 5.2 Equal opportunities is a horizontal theme within the Plan.

6 REPORT

- 6.1 The Dundee Partnership Training and Employment Group established a Plan Team in January 2000 in order to develop a Training and Employment Strategy for Dundee.

- 6.2 The Plan Team consists of representatives of Dundee City Council, Scottish Enterprise Tayside, Dundee College, Dundee and Tayside Chamber of Commerce and Industry, the Employment Service and Tayside Careers Limited.
- 6.3 The Plan Team produced a discussion paper grounded in extensive Labour Market Research and Analysis that was circulated for widespread consultation during January and February 2001. The results of this consultation provided the framework for the current strategy
- 6.4 THE LEAP PROJECT
- 6.5 During December 2000 Dundee was invited by the Convention of Local Authorities to join in a trans-national European project along with five other Scottish Local Authority areas which had the objective of developing and aligning Local Employment Action Plans in each participating Local Authority Area with the European Employment Strategy.
- 6.6 The European Employment Strategy is developed around the four “pillars” of:-
Employability – a high level of employment for all groups
Enterprise – sustained job creation
Adaptability – more employment robust work organisation
Equal opportunities – positive action against imbalances
- 6.7 The other Scottish Local Authority areas involved in the Local Employment Action Plans Scotland (LEAPS) project are:-
Edinburgh
North Lanarkshire
Renfrewshire
Stirling
West Lothian
- 6.8 BENEFITS OF LEAPS INVOLVEMENT
- 6.9 Participation in the LEAPS project has assisted the Dundee Partnership deliver on its commitment to developing a more holistic and cohesive approach to training and employment issues
- 6.10 Participation in the LEAPS had enabled the Plan Team to access external expertise to assist in the development of the local strategy.
- 6.11 Participation in the LEAPS project also opens up the opportunity for comparisons and possibly benchmarking to be carried out on local activity between each Local Authority Area.
- 6.12 Participation in the LEAPS project also demonstrates Dundee’s consistency with the European Employment strategy which should be beneficial to Dundee in terms of strengthening applications for funding through European Programmes.
- 6.13 It was agreed that the existing work of the Plan Team would be used as the basis for the LEAP. During Spring and Summer of 2001 local partners worked with consultants engaged in the LEAPS project in the development of the Local Employment Action Plan Dundee (Learning, Skills Development and Employment Strategy).

- 6.14 This Strategy, which presents the labour market analysis, local audit, plan objectives and framework for monitoring and action planning is now being presented to Committee for approval.
- 6.15 LEAP OBJECTIVES
- 6.16 The Plan Team has a set of six objectives are derived from two core aims –
- 6.17 Core Aim 1 - "The development of a competitive, enterprising and inclusive economy"
- 6.18 Core Aim 1 is supported by three objectives -
- To promote the co ordination, distribution and use of Labour Market Information
 - To promote Greater Enterprise
 - To develop the Workforce
- 6.19 Core Aim 2 - "Increase access to and opportunities for learning, skills development and employment by providing and promoting awareness of programmes designed to help people into work and employment.
- 6.20 Core Aim 2 is supported by a further 3 objectives
- To improve core skills and deployment skills amongst young people
 - To improve core skills and deployment skills amongst the unemployed
 - To engage non participants in learning, skills development and employment
- 6.21 These objectives will be underpinned by two Supporting Activities.
- 6.22 Supporting Activity 1 - Planning and Co ordination - The aim of the Dundee Partnership Training and Employment Group is to promote the planning and co-ordination of activities that support employment related learning and skills development.
- 6.23 Supporting activity 2 - Monitoring and Evaluation - The monitoring and evaluation of the Dundee LEAP is the responsibility of the Training and employment Group of the Dundee Partnership.
- 6.24 Equal opportunities is a horizontal theme throughout the document. In addition each partner organisation is individually committed to Equal Opportunities.
- 6.25 The relationship between these objectives and other related strategy programmes and the European Employment Strategy (Pillars and Guidelines) is set out in the Local Employment Action Plan.
- 6.26 The strategy concludes by proposing a framework set of monitors and indicators which will be developed in detail and proposes a set of actions which will be monitored and, where appropriate, developed by the restructured Dundee Partnership.
- 6.27 The Committee will be aware of the restructuring of the Dundee Partnership in line with the Community Plan (REPORT NO661/2001 - POLICY AND RESOURCES COMMITTEE - 15 OCTOBER 2001). The strategy will be delivered as part of the Working and Learning Theme.

6.28 Copies of the full LEAP are available from the Economic Development Department.

7 CONSULTATION

7.1 The Local Employment Action Plan has been developed by a partnership involving –

Dundee City Council
Scottish Enterprise Tayside
Dundee College, Dundee and Tayside Chamber of Commerce and Industry
Employment Service
Tayside Careers Limited

7.2 The Discussion Paper referred to above, which was central to the development of the final strategy, was circulated widely for consultation within partner organisations and all relevant Local Authority Departments.

7.3 The Draft Local Employment Action Plan was consulted on widely during October and November 2001.

7.4 Within the Council, consultation has taken place with the Chief Executive, the Director of Finance, the Director of Support Services, the Director of Education, the Director of Neighbourhood Resources and Development and the Director of Corporate Planning.

8 BACKGROUND PAPERS

8.1 A considerable number of key policy reports which impact on activities designed to assist people directly into employment or assist them secure higher skilled work through skills development and training have been reviewed and referred to in the strategy including:-

The European Employment Strategy, European Commission 1999
The National Employment Action Plan, Department for Education and Employment 2000
The Scottish Objective 3 Operational Programme 2000 - 2006, Scottish 3 Partnership, 1999
The East of Scotland Objective 2 Programme 2000 - 2006, East of Scotland Objective 2 Partnership 2000
Framework for Economic Development in Scotland, Scottish Executive, 2000
A Smart Successful Scotland: Ambitions for the Enterprise Networks, Scottish Executive, 2001
Skills for Scotland – A Skills Strategy for a Successful Scotland, Scottish Executive, 1999
Opportunity Scotland: A Paper on Lifelong Learning, Scottish Executive, 1999
Implementing Inclusiveness – Realising Potential, Scottish Executive, 1999
Opportunities for Everyone – A Strategic Framework for Scottish Further Education, Scottish Executive, 1999
Dundee City Council Economic Development Plan, Dundee City Council, 2000
Community Learning Strategy, Dundee City Council, 2000
Dundee Local Employment Action Plan, Dundee Partnership 2001

DIRECTOR OF ECONOMIC DEVELOPMENTDate.....