



*Community Planning*  
*in East Ayrshire*  
**ECONOMY AND SKILLS**

**East Ayrshire Council  
and  
East Ayrshire Community Planning Partnership Board  
Joint Performance Event: 14 September 2023**

# EAST AYRSHIRE COMMUNITY PLAN 2015-2030

## ECONOMY AND SKILLS DELIVERY PLAN 2021-24: PARTNERSHIP ACTIONS UPDATE

The actions in this plan have been identified to support the delivery of our shared strategic priorities for 2021-2024

### AYRSHIRE GROWTH DEAL and CARING FOR AYRSHIRE

Inclusive Growth ♦ Community Wealth Building ♦ Community Wellbeing  
Covid19 Recovery ♦ Renewal and Transformation ♦ Poverty and Inequality  
Children and Young People ♦ Sustainability and the Environment

Action	Partnership Activity	Partners	Lead Partner Update
ES1 Assist existing businesses to decarbonise and support the growth of high potential, sustainable and low carbon businesses.	<ul style="list-style-type: none"> <li><b>Clean Growth Workstream.</b> Development of an Energy Masterplan for Ayrshire as a basis for identifying opportunities to support the transition to new, decarbonised energy systems.</li> </ul>	EAC; SE; UWS; AC; businesses.	<p>The development of an Energy Masterplan for Ayrshire is ongoing. Consultants were appointed in January 2023 and it is expected that the contract will take around 8 months to complete. The project is being funded by the three Councils, UWS and SE. A programme for community engagement commenced in May 2023, involving the participation of councillors, local businesses, anchor institutions, Scottish Gas Networks (SGN) and Scottish Power Energy Networks (SPEN).</p> <p><a href="#">Ayrshire Energy Masterplan Update - Ayrshire Energy Masterplan Update.pdf (east-ayrshire.gov.uk)</a></p>
	<ul style="list-style-type: none"> <li>Work with <b>Zero Waste Scotland</b> to provide advice to businesses on district heating, waste heat recovery and industrial decarbonisation opportunities.</li> </ul>	EAC; SE; Business Gateway; ZWS; businesses.	<p>Zero Waste Scotland offers support to local businesses to help develop a more circular economy by delivering tailored, one to one support to small and medium sized businesses in all sectors. A series of workshops have taken place in partnership with ZWS in 2022 and these were well received by participating businesses.</p> <p>The Net Zero Nation Accelerator carbon reduction programme was launched in January 2023. 25 places were made available for local SMEs to work with this Net Zero Centre of Excellence, which will support them to be competitive and compliant in the new green economy. The total cost of this is £3,500 per placement and the Council is providing 50% of total costs with Scottish Enterprise funding the remaining 50%. To date the first cohort of business and</p>

	<ul style="list-style-type: none"> <li>• <b>Ayrshire Growth Deal - Community Renewable Energy (CoRE) Project.</b> Establish a business support scheme with the assistance of CoRE to support local companies develop expertise in renewable and green energy technology.</li> </ul>	<p>EAC; SE; Strathclyde University; AC; UWS, businesses.</p>	<p>the second cohort have launched – 16 businesses in total with a further cohort planned to launch in August.</p> <p>The East Ayrshire Net Zero Support grant provides 50% of project expenditure up to a maximum of £3,000 to help businesses transition to Net Zero. It is being used for green skills training, equipment purchase, lighting systems, roof and building insulation and low energy heating.</p> <p><u><a href="https://findbusinesssupport.gov.scot">East Ayrshire Net Zero Grant (findbusinesssupport.gov.scot)</a></u></p> <p>Scottish Enterprise are launching a funding call in relation to driving Green Heat solutions across Scotland. This will provide companies with between £30,000-£50,000 (100% intervention rate) to undertake R&amp;D that is designed to create new approaches to addressing Net Zero.</p> <p>Via the AGD, work continues with the Scottish Government and partners to look at options and available funding to explore opportunities to decarbonise AGD projects. 3 CWB Locality Officers are working with businesses throughout East Ayrshire. To date they have engaged with 227 businesses and they have received and approved 41 applications to the CWB Grant Fund. 38 businesses have been supported to register on PCS.</p>
<p><b>ES2</b> Deliver new opportunities for apprenticeships across a range of emerging growth sectors, including 'green apprenticeships', which will help us to deliver on our net zero carbon aspirations.</p>	<ul style="list-style-type: none"> <li>• <b>Green Jobs Fund.</b> CPP needs to align itself to take full advantage of this to support recovery and renewal.</li> <li>• <b>Ayrshire Growth Deal – all projects.</b> Ayrshire College, EAC and private sector work together to identify green apprenticeship opportunities during both construction and delivery phases.</li> </ul>	<p>EAC; SE; AC; SDS; businesses.</p> <p>AC; EAC; businesses.</p>	<p>Delivery partners are fully aligned to the aims and objectives of the Green Jobs Fund and as demonstrated throughout this report, continue to investigate ways to provide our young people with the skills and experience for work in environmentally and socially sustainable jobs and sectors.</p> <p>Collective efforts will be made via the Regional Economic Strategy to develop a Green Jobs Strategy that will be aligned to the emerging Ayrshire Energy Masterplan.</p> <p>The launch of the new HALO #Rockme provides space for SME businesses to locate and grow their businesses built around a green economy. 120 desk spaces are made available on various packages to support occupying businesses. Currently there are 20 new businesses based in the space, creating 72 new jobs, covering</p>

	<ul style="list-style-type: none"> <li>• <b>Skills and training.</b> Ensure that our skills and training packages are linked to emerging opportunities within the green economy, and that sustainability is embedded within course content. Ensure the development of skills from early years, through primary and secondary education, connect learners with the world of work and future career aspirations.</li> </ul>	<p>AC; EAC; SDS; universities; businesses.</p>	<p>a variety of activities and growth potential such as renewables, life sciences, financial services, construction and marketing.</p> <p>The Regional Skills Investment Plan, which was published in summer 2022, aims to maximise skills and training opportunities, including apprenticeships in areas where there are predicted skills shortages and future growth opportunities, including the opportunities emerging from the transition to a net zero economy. <a href="#"><u>Ayrshire Regional Skills Investment Plan - Ayrshire Regional Skills Investment Plan.pdf (east-ayrshire.gov.uk)</u></a></p> <p>The Construction Technology &amp; Trades curriculum at Ayrshire College has been revised and developed from academic year 2022-23 to incorporate sustainability into all courses. This contributes to a curriculum fit for purpose and in accordance with skills needs identified through national, regional and local priorities.</p> <p>The Wind Turbine Technician Course continues to provide a skills pipeline for the industry with apprentices and students leaving this full-time course with industry standard Global Wind Organisation approved qualifications.</p> <p>The Head of Learning and Skills for this area is a member of the Renewable Energy Employment Task Group in East Ayrshire.</p> <p>All motor vehicle courses at Kilmarnock Campus will incorporate Low and Ultra Low Emission Vehicle training. Plans are underway to deliver upskilling courses in this area for local employers.</p> <p>Investment has been made in setting up a renewable energy training and assessment centre in the Ayr Campus to provide opportunities for apprentices and employers.</p> <p>The horticulture area in discussion with Eadha to create a tree nursery for at risk native species at Craigengillan Estate.</p> <p>Ayrshire College has been working in collaboration with Galloway and Southern Ayrshire UNESCO Biosphere to develop staff and learner knowledge on sustainability. Biosphere staff have delivered</p>
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			<p>workshops to Curriculum Managers and Team Leaders at the college on Carbon Literacy allowing the staff to be certified. Members of these teams will form a working group which will develop carbon literate programmes for all staff to undertake as part of the staff development process. In addition, the working group will also develop a separate course on sustainability that will embed the carbon literacy qualification. All learners will have the opportunity to undertake the programme and be certified as carbon literate, helping them to understand their contribution to the college's actions on sustainability and the actions they can take in their personal life.</p> <p>In 2022-23, the SL33 post-school team developed and implemented a pre-apprenticeship programme targeted at young people who remained at risk of disengagement after progressing through the annual summer school leavers programme. Delivered in partnership with East Ayrshire Council's 'Greener Communities' the initial stage of the project included work placements and work shadowing complemented by a bespoke training programme delivered by Action for Children, where participants gained relevant core transferable skills and accreditation for work-based learning at SCQF Level 3. East Ayrshire Council's People &amp; Culture Service and Outdoor Amenities supported the young people with job applications and gave them an understanding of what is expected from an application at Modern Apprenticeship level. Six of the young people were successful in securing a Modern Apprenticeship with Outdoor Amenities and the post-school team are looking to replicate the model with other council services.</p> <p>The embedding of Local Labour Market Information in curricular planning across secondary schools continues to be a priority. To enhance their understanding of the skills landscape and sectoral growth areas, Head Teachers attended a half-day Future Skills workshop at Ayrshire College in October 2022, followed by a second meeting for Depute Heads which looked to raise awareness of the importance of LMI and current and future skills gaps across school senior leadership teams.</p> <p>NHSAA Project Search work placements connect young people who have learning disabilities and additional support needs with</p>
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			competitive employment. Project Search students are based at University Hospital Crosshouse. In academic year commencing August 22, five Project Search students were employed. Students from this cohort are due to graduate in June 2023.
<b>ES3</b> Deliver on Scotland's 2030 net zero carbon commitment by investing in the re-use of vacant and derelict land, forestry and woodland planting, peatland renewal, clean energy and transport, and digital technology.	<ul style="list-style-type: none"> <li>Ensure that all our public buildings are compliant with the new Climate Change (Scotland) Act's <b>Net Zero Carbon Standards</b> (date TBC).</li> </ul>	ALL	<p>Partners continue to embed flexible working practices, which is helping to reduce the size of the overall buildings estate. Retro-fitting of existing buildings is ongoing across the Partnership, with the adoption of new building standards and where possible, a migration from natural gas heating to zero direct emission heating to mitigate the increased operational energy costs.</p> <p>Focussed work is ongoing in respect of design development using Passivhaus and Enerphit standards, which promises all-electric zero carbon buildings which are highly efficient and affordable to operate.</p> <div style="border: 1px solid black; padding: 5px;"> <p><b>Case Study: The Property Pledge</b></p> <p>The Property Pledge is an innovative, collaborative approach to property management that has been launched in 98 Council sites, with targeted improvements carried out in 42 locations.</p> <p>The purpose of the Pledge is to facilitate good working relationships between the Council, property users and visitors, to give everyone who visits or uses a property an opportunity to make a positive commitment to maintaining buildings and the environment.</p> <p>32 locations have been assessed so far, with 15 picking up gold awards, 16 silver and 1 bronze.</p> <p>Looking ahead, the Pledge will be integrated with the developing Clean, Green Education Awards. Staff will engage with young people and find collaborative ways to promote the Council's commitment to Net Zero.</p> </div> <p>The Council has a statutory duty to prepare an East Ayrshire-wide Local Heat and Energy Efficiency Strategy (LHEES) by December 2023. Consultancy support has been commissioned to assist with this task. Once completed, the LHEES will assist in developing place-based solutions into future decarbonisation actions</p>

	<ul style="list-style-type: none"> <li>Put in place plans to replace all petrol and diesel vehicles from the <b>public sector fleet</b> by 2030.</li> <li>Develop the infrastructure for <b>electric vehicle charging</b> across EA.</li> </ul>	<p>ALL</p> <p>EAC/ARA</p>	<p>recognising the catalyst effect of larger non-domestic buildings. <u>Local Heat and Energy Efficiency Strategy (east-ayrshire.gov.uk)</u></p> <p>East Ayrshire Woodlands continues to work with landowners and communities to promote woodland development and manage activity. They are working on woodland plans covering 22 ha. A further 120 ha of woodland creation applications have been submitted to the Forestry Grant Scheme for woodlands in Skares, Sorn and Muirkirk.</p> <p>Ayrshire College is embracing the Scottish Government's Energy Strategy focussing on the well proven principles of the Energy Efficiency Route map. The College will identify, monitor and seek to reduce energy waste. It will then optimise assets to identify true energy baseloads and finally swap over from residual hydrocarbon use to clean technologies.</p> <p>The Ayrshire Road Alliance, on behalf of East Ayrshire Council, has taken huge strides towards achieving the goals of its Climate Change Strategy for Transport by changing from diesel to hydro treated vegetable oil (HVO) for almost all fleet vehicles.</p> <p>Partners are making good progress towards the electrification of their vehicle fleets by 2030. NHSAA aim to transition to an all-electric fleet by December 2024 <u><a href="https://nhsaaa.net/stop-press-electrical-vehicle-fleet.pdf">stop-press-electrical-vehicle-fleet.pdf (nhsaaa.net)</a></u> and have installed electric charging points for EVs that support delivery of healthcare services. At present, charging is restricted to NHSAA owned vehicles. Dependent on funding, the Board will consider widening access to offer the charging facilities to patients, visitors and staff in the future once their core EV fleet charging requirements have been met.</p> <p>The three Ayrshire Councils agreed plans in March 2023 to increase the number of EV charging points across the region. East Ayrshire currently has 62 publicly accessible charging points, and this will increase to 146.</p> <p>A full list of potential locations in East Ayrshire has been identified. Further investigative work and detailed site surveys will be</p>
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	<ul style="list-style-type: none"> <li>• <b>Ayrshire Growth Deal – Community Renewable Energy (CoRE) Project</b> Testing and trialling of new technologies and use of low carbon technologies for powering and heating homes.</li> </ul>	<p>EAC; AC; universities; community groups.</p>	<p>undertaken and a public consultation carried out, following which the location plan will be finalised. It is anticipated that a contractor will be in place by the middle of 2024.</p> <p><u><a href="#">Electric Vehicle Charging Infrastructure Investment in Ayrshire - Electric Vehicle Charging Infrastructure Investment in Ayrshire.pdf (east-ayrshire.gov.uk)</a></u></p> <p>Via the Ayrshire Growth Deal, the HALO project launched the HALO EV 16 seater bus and 2 branded HALO cars for HALO residents, as part of promoting an integrated and sustainable development.</p> <p>CoRE (Community Renewable Energy Project) is an innovative renewables project in Cumnock which will build on the area's natural resources in order to provide a self-sustaining network of low cost energy from renewable sources such as wind, solar, geo-thermal and hydro. <u><a href="#">Community Renewable Energy Project - East Ayrshire Council (east-ayrshire.gov.uk)</a></u></p> <p>Revised milestones for the project have been put in place following discussions with both governments. A Programme Business Case will be submitted by Summer 2023; a Phase 1 FBC (Demonstrator Projects) will be submitted by Autumn/Winter 2023; and a Phase 2 FBC (Innovation Centre and remaining Demonstrator Projects) will be submitted by the end of 2023/24, dependent on the level of redesign and outcome of the Programme Business Case and Phase 1 FBC.</p> <p>Planning permission was granted for the CoRE Centre of Excellence in July 2022. Plans are currently on hold pending discussions with Strathclyde University, University of the West of Scotland, Ayrshire College and other stakeholders to identify potential options to develop a sustainable operational model.</p>
	<ul style="list-style-type: none"> <li>• <b>Housing to 2040</b> - work towards achieving the vision of a well-functioning housing system, the provision of high quality, sustainable homes, sustainable communities and access to homes that</li> </ul>	<p>EAC; ARA; HSCP; community groups.</p>	<p>The ambitious plans detailed within Housing to 2040 set out to place housing firmly at the centre of other national objectives such as tackling poverty and inequality, creating and supporting jobs, ensuring local authorities meet energy efficiency and fuel poverty</p>



	meet people's needs by adopting a place-based approach.		<p>targets, tackling the climate emergency and ensuring that people have connected, cohesive and vibrant communities in which to live.</p> <p>Housing to 2040 will drive forward innovation and change within all areas of housing in East Ayrshire and alongside a cohesive partnership approach, will inform all future strategic housing documents.</p> <div> <p><b>Case Study: Bellevue Road/Warwickhill Road, Kilmarnock</b></p> <p>The Council is piloting a first net zero housing model at Bellevue Road/ Warwickhill Road, Kilmarnock, to realise more energy efficient homes for tenants in response to the Council's sustainability, climate change, carbon emissions and fuel poverty reduction targets, as set out in the East Ayrshire Climate Change Strategy and in response to identified housing need. The site was identified by the cross-Service Future Homes Project Board as part of the ongoing Housing Asset Management Framework review.</p> <p>The development was completed in April 2023 and provides 18 new Council homes across a mix of two, three and four bedroom properties and one wheelchair accessible home using the off-site manufacture process, working in partnership with CCG (Scotland) Ltd.</p> <p>The development is constructed to a net zero carbon standard with enhanced fabric, photovoltaic roofing, triple glazed windows and the use of air source heat pumps. Further, working with CCG, the delivery of the Council's new affordable housing is complemented by the provision of community benefits to respond to identified Community Action Plan priorities in partnership with local communities, and in support of the strategic housing priorities identified in the current Local Housing Strategy 2019-24.</p> </div>
<b>ES4</b> Form strategic relationships with SEPA, Scottish Government and	<ul style="list-style-type: none"> <li>Development of <b>flood risk management schemes</b> in appropriate locations, based on results of flood study work.</li> </ul>	EAC; ARA; SEPA; Scottish Water; Community councils	The Council have been working with the Key Agencies Group (KAG) and a range of other stakeholders towards managing the impacts of flood risk in Kilmarnock. The group will to take a place-based approach to managing flood risk including 'blue green' infrastructure. Particular emphasis will be placed on evolving a consolidated

<p>other partners to fully examine the issue of flood risk and associated implications for our communities, including our town centres.</p>			<p>masterplan linked to specific flood management interventions with quantified benefits and known residual risks, allowing the regeneration of Kilmarnock town centre and South Central Kilmarnock. This work needs to further test both upstream and downstream interventions arising from the KAG workshops, to quantify benefits in terms of land released for development and then to evolve the Ryden/ASL framework design options. Work is underway on planning a third workshop, establishing a flooding datum for South Central Kilmarnock and developing a mixture of nature-based solutions and a whole catchment mitigation strategy. The workshop will also explore the change in national policy on flooding set out in National Planning Framework 4.</p> <p>Work is currently underway to produce the next six yearly cyclical Local Flood Risk Management Plan 2022-28 in conjunction with SEPA and Scottish Water, and this is reflected in the newly emerging Local Development Plan. This plan will outline a range of actions to reduce and mitigate against identified flood risks. Publication delayed by 6 months by ministerial instruction.</p> <p>Phase 2 of the New Cumnock Flood Protection Works was completed in February 2023. This was the culmination of almost two years' work that will protect residential and commercial properties near the Afton Water and River Nith. An event to mark the completion of these works was held in May 2023. Phase one of the scheme was completed at the Leggate in November 2018. <u><a href="https://www.east-ayrshire.gov.uk/news/ribbon-cut-to-officially-launch-new-cumnock-flood-protection-scheme">Ribbon cut to officially launch New Cumnock Flood Protection Scheme (east-ayrshire.gov.uk)</a></u></p>
<p><b>ES5</b> Invest in new, sustainable transport infrastructure that improves the transport network and accessibility, particularly in our rural communities.</p>	<ul style="list-style-type: none"> <li>Continued development of the <b>Active Travel Strategy</b>, ensuring alignment with the National Transport Strategy.</li> </ul>	<p>ARA; EAC; SPT; EALT</p>	<p>The ARA Active Travel Strategy, a draft of which was approved by Cabinet in June 2022, sets out plans and targets that aim to encourage active travel over the next 10 years. An Active Travel Hub opened at Kilmarnock Railway Station. The Hub promotes and facilitates active travel for commuting and leisure purposes. Hub staff engage with local businesses to promote active travel at work and provides short term bike loans and personal travel planning. <u><a href="https://www.east-ayrshire.gov.uk/news/active-travel-strategy">East Ayrshire Council Active Travel Strategy (east-ayrshire.gov.uk)</a></u></p>

	<ul style="list-style-type: none"> <li>• <b>Ayrshire Growth Deal – CoRE project &amp; Ayrshire Engineering Park.</b> Low carbon solutions for transport, including new cycle routes and paths. Fiona Paterson</li> </ul>	EAC; ARA; EALT; community groups.	<p>A business pool bike scheme has been introduced in Kilmarnock via Council offices in the town centre. This is being extended to Council HQ and the Council offices in Cumnock.</p> <p>Within schools, a Principal Teacher was recruited to lead the implementation of active travel initiatives including ‘Beat the Streets’ and ‘Walk to the Moon’.</p> <p>Planning permission for the Innovation Centre was approved in June 2022. RIBA Stage 3 was completed in March 2022; however, the increase in construction costs has required the Project Team to review the internal space and establish the operational model for the Centre.</p> <p>Design team for AEP along with ARA are currently considering opportunities to integrate new cycle routes and paths around the site.</p> <p>In relation to the Ayrshire Engineering Park, the purchase of land at Moorfield was concluded in March 2023 and discussions continue to take place with both Governments on a range of issues, including low carbon transport solutions. Initial discussions have taken place with ARA regarding active travel enhancements around the site perimeter.</p>
	<ul style="list-style-type: none"> <li>• <b>Strategic Transport Projects Review (STPR2).</b> Ayrshire &amp; Arran Regional Working Group established. Number of themes identified, including ‘supporting smart and sustainable travel’.</li> </ul>	ARA; EAC; AGD; SPT	<p>The Scottish Government published STPR2 in December 2022. The Regional Transport Working Group, which includes East Ayrshire Council, had previously submitted its consultation response in April 2022.</p> <p>STPR2 recommends that safety, resilience and reliability improvements are made on the A75 and A77 strategic road corridors, given the strategic importance of both in connecting the UK &amp; Ireland. The response highlighted access to Stranraer and ports at Cairnryan and A70 &amp; A71 which links both Authorities with the M74 providing a strategic route for freight traffic to and from Ayrshire including Glasgow Prestwick Airport. The improvements would help to enable AGD projects.</p>

	<ul style="list-style-type: none"> <li>Review of the transport infrastructure at the <b>Bellfield Interchange</b> to identify constraints and proposals to increase the capacity of the roundabout to enhance economic activity within Ayrshire.</li> </ul>	EAC; ARA	<p>ARA has developed options for improvements to the Bellfield Interchange to cater for increased traffic volumes and deliver safety improvements. The preferred option is to introduce signalling and increase the road width to include a third lane by reducing the size of the hard verges and construct a separate pedestrian/cycle bridge adjacent to the junction to improve connectivity.</p> <p>As part of the transport appraisal for LDP2, the Council acknowledges that Bellfield requires upgrading to accommodate economic growth. However, Transport Scotland decided not to prioritise Bellfield in its STPR2 and furthermore, have stated that there are matters which require to be addressed in order for them to support LDP2.</p> <p>An application was submitted to the UK Government's Levelling Up Fund in August 2022. This was unsuccessful and consideration is being given as to whether a further bid should be made in round 3, taking into account funding pressures and wider uncertainties in relation to LDP2.</p>
<b>ES6</b> Enable local businesses to take advantage of public sector procurement opportunities, helping to increase their competitiveness nationally and internationally.	<ul style="list-style-type: none"> <li><b>Ayrshire Growth Deal Community Wealth Building Project.</b> Appointment of CWB Business Locality Officers to work closely with local businesses and assist them to bid for AGD and other public sector contracts and increase business opportunities within Ayrshire.</li> </ul>	EAC; SE; SDS; Fair Work Ayrshire; EACVO.	<p>By October 2022, 122 enterprises had been supported by the CWB programme in East Ayrshire. Financial assistance had been provided to 12 enterprises through the £1m business fund and 12 new enterprises (less than 12 months old) had been supported by the programme.</p> <div style="border: 1px solid black; padding: 5px; margin-top: 10px;"> <p><b>Case study: Mossgiel Farm, Mauchline</b></p> <p>Mossgiel Farm was awarded a place on the Council's fresh and organic food framework in 2021 to supply organic milk to all schools in East Ayrshire.</p> <p>An organic farm, it aims to bring old-fashioned dairy products back to Scotland in a modern and environmentally friendly way using fairness in everything they do – from how farmers are paid, cattle are looked after, land is used and consumers are treated.</p> <p>Mossgiel received financial support from the Ayrshire Growth Deal CWB programme to strengthen the business' sustainability credentials. The CWB team also helped the farm to:</p> </div>

	<ul style="list-style-type: none"> <li>Support inclusive growth by <b>harnessing CPP (anchor organisation) spending power</b> in terms of buying from local or socially progressive businesses.</li> </ul>	ALL	<div> <ul style="list-style-type: none"> <li>Apply for the Scottish Enterprise Food &amp; Drink production pilot programme;</li> <li>Benefit from wider business support services including procurement and marketing;</li> <li>Carry out feasibility studies to increase production capacity.</li> </ul> </div> <p>CPP partners have endorsed a commitment to support local businesses via supply chain contracts. Our collective activities will seek to prioritise and extend every opportunity to strengthen Net Zero, local value and the just transition in all areas of procurement. In doing so, partners are optimising collaborative opportunities which, ultimately, makes it easier for local and smaller businesses to bid for contracts, such as local food producers. This work is being progressed across anchor institutions by the Community Wealth Building Commission.</p> <p>NHSAA CWB programme includes a progressive procurement pillar which aims to raise suppliers awareness of their sustainable procurement and community benefits processes; engage with local suppliers and increase local spend; make local suppliers aware of procurement opportunities; and maximise their understanding of the skills and capacity of the Ayrshire business base.</p> <p>From 1 April 2023, NHSAA introduced a Community Benefit requirement into tenders for goods &amp; services over £50,000 and works over £1 million.</p> <p>NHSAA is promoting the NHS Scotland Community Benefit Gateway which is a free and easy to use online service that connects NHS Scotland suppliers with third sector community organisations within Scotland who are looking for assistance with community initiatives. <a href="https://www.nhsaaa.net/services-a-z/community-benefits-gateway/">https://www.nhsaaa.net/services-a-z/community-benefits-gateway/</a></p>
	Exploration of <b>collaborative and joint capital funding ventures</b> across the CPP. One such opportunity has been identified through the forthcoming Doon Valley Community Campus	ALL	<p>Work is currently ongoing with the project architects to refine design proposals following stakeholder feedback. This has resulted in some delays which are being monitored closely. The supporting cost plan indicates significant financial pressure on the project due to market volatility and inflationary increases. Work is ongoing to</p>

	development in Dalmellington, which will be taken forward collaboratively with a range of partners including EAC Education, NHSAA, Health and Social Care Partnership and East Ayrshire Leisure Trust.		<p>identify opportunities to ensure the proposals are as cost effective as possible.</p> <p>Community events took place in February and April 2024, providing an opportunity for local people to view the plans and detailed designs for the campus.</p>
<b>ES7</b> Provide a range of tailored support packages to nurture and develop the capacity of our businesses to grow.	<ul style="list-style-type: none"> <li>Establishment of a number of <b>sector specific recovery groups</b> (Food &amp; Drink, Visitor Economy, Clean Growth, Digital, Aerospace, Business, Skills and CWB).</li> </ul>	EAC; SE; AC; universities; VS; SDS.	<p>Sector-specific recovery groups, made up of a range of key stakeholders and including industry representatives, are now well established in each sector, meeting regularly and making an important contribution to economic renewal. Each group have developed their own medium to long term recovery plans and report regularly to the Ayrshire Economic Partnership. Recognising the degree of crossover and shared objectives, the groups work together on a collaborative basis where appropriate.</p> <p>The work programme currently being taken forward includes the following:</p> <ul style="list-style-type: none"> <li>Development of Ayrshire Energy Masterplan (Clean Growth)</li> <li>Delivery of Visitor Economy Strategy &amp; Action Plan (Visitor Economy)</li> <li>Sector Net Zero Strategy (Food and Drink)</li> <li>Development of digital infrastructure portal (Digital)</li> </ul> <p>The publication of the new Regional Economic Strategy presents an opportunity to consider ways in which to rationalise regional governance to best deliver the vision and priority outcomes.</p> <p>Young Person Guarantee support in 2022-23 was aligned to Foundation Apprenticeship programmes delivered in-house in East Ayrshire schools and complementing delivery at Ayrshire College. This included support for the Early Years framework at SCQF Level 6 Social Services: Children and Young People at Kilmarnock Academy; the SCQF Level 6 Food &amp; Drink Technologies, and the newly established SCQF Level 5 Foundation Apprenticeship in Hospitality &amp; Catering at Loudoun Academy. This session, in-house delivery accounted for 66 young people across the two schools, with YPG supporting training and compliance monitoring while also</p>

	<ul style="list-style-type: none"> <li>• <b>Review of existing business support model</b> in Ayrshire, to ensure that the same level of support is provided to businesses regardless of their location.</li> </ul> <p><b>Ayrshire Growth Deal - Ayrshire Manufacturing Investment Corridor (AMIC).</b> Establishment of a Centre of Excellence with on-site support and start-up units to support existing or new businesses adopt advanced manufacturing technology within the food and drink sector.</p>	<p>EAC; NAC; SAC; SE.</p> <p>EAC; SE; Strathclyde University; AC; SDS.</p>	<p>identifying work placement opportunities and transition into employment and further learning.</p> <p>VisitScotland offers specialised 1-2-1 tailored advice for tourism businesses. Support includes; quality assurance, digital advice, supporting businesses' journey towards net zero, and identifying and utilising routes to market.</p> <p>The publication of the Regional Economic Strategy in early 2023 offers an opportunity to put in place appropriate delivery/governance arrangements that will promote the effective co-ordination of the Strategy. This is being taken forward by the Regional Strategy Working Group, looking at good practice from delivery partnerships that work well such as the Local Employability and Community Planning Partnerships. Additionally, Regional Business Support Meetings continue to take place on a monthly basis, including representatives from the three councils and Scottish Enterprise.</p> <p>Following feedback from both Governments, an updated outline business case is being prepared. The AMIC Team are engaging with local businesses to provide project updates to discuss the support required.</p> <p>AMIC Branding concepts are due to be shared by the Communications team at the end of April 2023. Site investigations, which were delayed, commenced in November 2022 with completion due in April 2023.</p> <p>The first annual Food and Drink Conference in Ayrshire took place in March 2022, providing local businesses with information on activities to support the development of the sector. A further conference will be held in the second half of 2023 led by the Regional Food Co-ordinators.</p> <p>The AMIC project team is currently working with Business Gateway to offer a specialist food photography training workshop based on demand and feedback from the sector.</p>
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			The Team is also working with the Digital Dairy Chain funded by Strength in Places to launch a Dairy Maker Space in Ayrshire. This should be operational in Autumn 2023.
<b>ES8</b> Attract more private sector investment into East Ayrshire, providing projects that generate jobs and wealth for our communities.	<ul style="list-style-type: none"> <li>Implementation of <b>Regional Economic Strategy</b>.</li> <li><b>Regional Economic Partnership</b> will provide voice for Ayrshire to press the case for government intervention and investment, incentives and other assistance to complement the AGD.</li> <li><b>Ayrshire Growth Deal - Ayrshire Engineering Park (Moorfield Phase 3)</b>. Provision of high-quality industrial premises for engineering and manufacturing companies to assist the expansion of the existing engineering base and attract inward investment.</li> </ul>	<p>EAC; NAC; SAC; AC; SE.</p> <p>EAC; NAC; SAC; AC; SE.</p> <p>EAC; SE.</p>	<p>The new Regional Economic Strategy was approved by the Ayrshire Economic Joint Committee on 20 February 2023. The Regional Strategy Working Group has commenced the action planning process in order to produce a robust delivery plan to accompany the Strategy.</p> <p><u><a href="#">Ayrshire Regional Economic Strategy - Ayrshire Regional Economic Strategy.pdf (east-ayrshire.gov.uk)</a></u></p> <p>Many of the key anchor institutions in Ayrshire already operate on a pan-Ayrshire basis, including the NHS, Scottish Enterprise, local authorities, Ayrshire College and other Regional Strategy partners. The UK and Scottish Governments have signalled their intention to engage regionally on the delivery of key economic policies and it is therefore necessary to strengthen the regional strategic proposition and for local authorities to work beyond administrative boundaries and with partners across sectors.</p> <p>The outcome of site investigations was received and land purchased on 30 March 2023. The design team are preparing to undertake detailed design works including community engagement and an environmental impact assessment between July 2023 and November 2023.</p> <p>ESRU have provided a first draft of the energy demand and generation report for the project. Initial discussions have taken place with SPEN in relation to grid infrastructure at this location.</p> <p>Discussions have taken place with ARA regarding active travel enhancements around the site perimeter.</p>
<b>ES9</b> Provide specific innovation and entrepreneurial skills to support emerging growth	<ul style="list-style-type: none"> <li>The <b>Regional Skills Investment Plan</b> will be published in 2022, setting out the demand for skills and people in Ayrshire over the short and medium-term, and will highlight what skills priorities are needed to support economic development and the AGD projects.</li> </ul>	AC; SDS; UWS; RES Skills Group	<p>The final RSIP 2022-25 was approved by the Joint Economic Committee in June 2022. A sub-committee of the AEJC has been established to oversee the implementation of the Plan.</p> <p><u><a href="#">Ayrshire Regional Skills Investment Plan - Ayrshire Regional Skills Investment Plan.pdf (east-ayrshire.gov.uk)</a></u></p>



<p>sectors via skills partners.</p>	<ul style="list-style-type: none"> <li>• <b>Ayrshire Growth Deal - HALO Kilmarnock.</b> Enterprise and Innovation Hub scheduled to open in April 2021. This will establish an 'entrepreneurial ecosystem' to stimulate innovative business practices between new and established businesses and link with the existing Business and Employability Support provided by the Council to create the opportunity for an employability pipeline.</li> <li>• <b>Ayrshire Growth Deal – Ayrshire Skills Fund (ASIF).</b> £3.5 million has been allocated to establish a responsive skills fund to drive Inclusive Growth to support skills interventions and associated management costs. The fund will have core themes including digital skills; in-work progression; route ways into Fair Work for excluded groups; skills support for inward investors; skills support for redundant</li> </ul>	<p>EAC; SE; AC; SDS; UWS.</p> <p>EAC; AC; SE; SDS</p>	<p>The launch of the new HALO #Rockme, in partnership with Barclays Eagle Labs, provides space for SME businesses to locate and grow their businesses built around a green economy. 120 desk spaces are made available on various packages to support occupying businesses. Currently there are 20 new businesses based in the space, creating 72 new jobs, covering a variety of activities and growth potential such as renewables, life sciences, financial services, construction and marketing. <u>Barclays Eagle Labs Kilmarnock   (uk.barclays)</u></p> <p>The last year also saw the launch of the HALO EV 16 seater bus and 2 branded HALO cars for HALO residents, as part of promoting an integrated and sustainable development.</p> <p>The Council's Education and Employability service continue to discuss plans to connect and embed the HALO project into pupil experiences and learning.</p> <p>PRA Group, a global financial services company based at HALO, announced a donation of £20,000 to Ayrshire College in August 2022. The contribution provided IT equipment for students studying cyber security and supported other College activities during 2022/23. The College has cultivated a long-term relationship with PRA, a partnership that is designed to advance the technology skills of students. <u>PRA Group supports Ayrshire College Technology students</u></p> <p>The Ayrshire Skills Investment Fund Outline Business Case was approved by the Joint Economic Committee in June 2022, and implementation of the Fund is expected to commence in early 2023 once the Final Business Case is approved. A sub-committee of the AEJC is being established to oversee the implementation of the Plan following approval from the Joint Committee.</p> <p>The ASIF will provide a flexible and responsive skills fund for Ayrshire's businesses and residents. It is aimed at helping employers grow and develop their employees and increase skills for Ayrshire residents, linking them to growth sectors and employment</p>
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	workers; skills support aligned to AGD projects to ensure residents benefit; responses to demand identified in Regional Skills Assessment and capacity building for innovation in skills sector.		<p>opportunities, with the objectives of reducing unemployment and increasing productivity.</p> <p><u><a href="#">Ayrshire Regional Revenue Project - Ayrshire Skills Investment Fund - Ayrshire Regional Revenue Project - Ayrshire Skills Investment Fund.pdf (east-ayrshire.gov.uk)</a></u></p> <p>Outline Business Case approval is expected to be secured shortly, with further revisions submitted to the Scottish Government for consideration. Once approved, the Project Lead will develop a Final Business Case for consideration by the Ayrshire Economic Partnership.</p>
<b>ES10</b> Support social enterprises and the third sector to provide facilities and employment, and deliver inclusive growth.	<ul style="list-style-type: none"> <li>• <b>Establish and implement the Ayrshire Growth Deal Community Wealth Building project.</b> Key actions include the stimulation of social entrepreneurship, the development of social, family owned and employee-owned and co-operative enterprises and the promotion of opportunities for employee ownership.</li> </ul>	EAC; SE; SDS; Fair Work Ayrshire; EACVO.	<p>The Ayrshire CWB Anchor Charter Annual Review was carried out in late 2022, covering the two years since the Anchor Charter was launched (October 2021 – September 2022). It highlighted the need to work with these types of businesses to build their capacity, particularly in the current challenging economic circumstances.</p> <p><u><a href="#">Community Wealth Building - Anchor Chartered Progress Report - Year Two - Community Wealth Building - Anchor Chartered Progress Report - Year Two.pdf (east-ayrshire.gov.uk)</a></u></p> <p>The CWB project is providing a range of supports to would-be employee owned or co-operative business models, and in the first 2 years of this project the target of 11 business transitioning to either model has been exceeded. Feedback from businesses such as Kilmarnock-based IT company Microtech suggests that the experience has been positive for them and has been beneficial to their operations, helping them to secure their longer-term future in Ayrshire.</p>
<b>ES11</b> Work with employers to ensure that opportunities created locally adhere to the principles of Fair Work, including payment of the	<ul style="list-style-type: none"> <li>• <b>Ayrshire Growth Deal Community Wealth Building project.</b> £3 million has been allocated to take forward specific work streams, of which Fair Work is an integral part. Dedicated Fair Work Ayrshire team currently being recruited.</li> </ul>	EAC; SE; SDS; Fair Work Ayrshire; CVOEA.	<p>The AGD CWB programme was launched as part of an online, pan-Ayrshire event in June 2022, attended by over 120 stakeholders from a cross section of private, public and third sector organisations.</p> <p>The Fair Work Ayrshire Programme commenced in April 2022. The Team has been engaging with businesses across East Ayrshire via a range of support mechanisms including Fair Work Action Plans, networking opportunities and financial assistance. The team held</p>

<p>Living Wage and high standards.</p>	<ul style="list-style-type: none"> <li>• <b>Living Wage accreditation.</b> CPP commitment for their respective organisations to become Living Wage employers.</li> </ul>	<p>ALL</p>	<p>its first of three Fair Work Jobs Fairs in partnership with DWP. 420 people attended.</p> <p>Established in 2022-23, the CWB Fair Employment Workstream is made up of 3 sub-groups aligned to themes across fair employment: Recruitment, Apprenticeships and Volunteering led by representatives from NHS Ayrshire &amp; Arran, Ayrshire College, and Voluntary Action South Ayrshire respectively. Activity is aligned to the ACWBC Fair Employment Workstream Charter <i>“Creating fair and meaningful employment opportunities by recruiting from priority groups, paying the living wage and building progression routes for workers.”</i></p> <p>NHSAA’s CWB programme includes a Fair Work/Workforce pillar which aims to improve the prospects and wellbeing of local people by making NHSAA the best place to work by supporting, enabling, and empowering implementation of Fair Work practices through improved policy and practice enabling recruitment and retention of a workforce representative of the local population.</p> <p>The Board has recently published two Fair Work newsletters:</p> <ul style="list-style-type: none"> <li>• What is Fair work - <a href="https://www.nhsaaa.net/media/13659/mis22-088-cc-community-wealth-newsletter-april-2023.pdf">https://www.nhsaaa.net/media/13659/mis22-088-cc-community-wealth-newsletter-april-2023.pdf</a></li> <li>• NHS A&amp;A Fair Work: Apprenticeships and work placements: mis22-088-cc-community-wealth-newsletter-april-2023.pdf (nhsaaa.net)</li> </ul> <p>NHSAA’s employability workstream looks to create fair and meaningful employment within health and care services through support of NHS employment programmes, pre-application support and employment outreach work to promote NHSAA employment opportunities.</p> <p>51 companies and organisations across East Ayrshire are listed as accredited Living Wage employers on the Living Wage Scotland employer database.</p>
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			<p>Ayrshire College, along with their estate partners, are Living Wage accredited. The College is a charter organisation with the Community Wealth Building Partnership supporting and encouraging our partners to progress this as a key agenda.</p> <p>All NHSAA staff are paid above the living wage; however the organisation is not currently real Living Wage accredited. NHSAA is exploring ways to secure real Living Wage accreditation.</p> <p>The Council marked its third anniversary of being an accredited Living Wage employer in March 2023, meaning that all staff earn the Living Wage (currently £10.90 in the UK). <u>Council marks three years of being a Living Wage employer (east-ayrshire.gov.uk)</u></p>
<p><b>ES12</b> Invest in town centres to encourage the return of visitors, and reimagine our vacant shops and public buildings as housing, business or community space.</p>	<ul style="list-style-type: none"> <li>• <b>Continued</b> promotion of the <b>EA Virtual Mall</b> and <b>EA Gift Card</b> sales.</li> </ul>	EAC	<p>Working with Kilmaronock and Cumnock Business Associations and Celebrate Kilmaronock, the Council's Community Led Regeneration Team recently picked up the Visa Let's Celebrate Towns Award in recognition of their successful partnership working to encourage the Shop Local message and support the business community through some very challenging times.</p> <p>ShopAppy, the EA Virtual Mall, has 123 businesses from across East Ayrshire registered with 10,000 active users on site.</p> <div style="border: 1px solid black; padding: 5px;"> <p><b>Case Study: EA Gift Card</b></p> <p>The East Ayrshire Gift Card is a joint initiative between the Council and Kilmaronock Business Association. As well as consumer sales, the Gift Card has been used by the Council as part of a support care package campaign, allowing families to redeem disbursed funds with dignity at local businesses</p> <p>Since the EA Gift Card was launched in 2020, it has locked £422,000 into the local economy with individual sales rising by 46%. 231 local businesses are registered to accept the gift card compared to 80 at launch. <u>East Ayrshire Gift Card and Shopappy - East Ayrshire Gift Card and Shopappy.pdf (east-ayrshire.gov.uk)</u></p> <p><i>'Very impressed with the amount of customers coming into the shop with the East Ayrshire cards. You've all done a great job of getting them out there'. Local business owner.</i></p> </div>

	<ul style="list-style-type: none"> <li>• <b>Accelerate</b> delivery of capital works and <b>infrastructure projects</b> to support growth in housing, business and activity within our town centres throughout the day and evening.</li> </ul>	<p>EAC; EALT; CVOEA; KBA; Ayrshire Chamber</p>	<p>As an Anchor institution, NHSAA aims to use its financial power to increase local spend, investment and employment. Under the financial powers pillar of Community Wealth Building, the Board has been promoting the shop local campaign to NHS staff: <a href="https://www.nhsaaa.net/media/13083/mis22-088-cc-community-wealth-newsletter-nov-2022.pdf">https://www.nhsaaa.net/media/13083/mis22-088-cc-community-wealth-newsletter-nov-2022.pdf</a></p> <p>To encourage staff to consider shopping locally the NHS encourages the use of Shop Local gift cards for NHS staff as incentivised prizes. The NHSAA staff lottery has also been trialling the use of Shop Local gift cards as prizes since January 2023.</p> <p>Completed developments in 2022/23 included the refurbished Crosshouse Primary School, Catrine and Fenwick Early Childhood Centres, the new Netherthird Primary School and the fully restored Dean Castle.</p> <p>The Council currently has a total planned capital investment of £1.021bn by 2030/31. Planned investment for 2023/24 is £58m, including £14.8m for new schools and refurbishments; £9.8m investment in roads and infrastructure and around £31m for housing projects.</p> <p>All of the Council's 17 Town Centre Regeneration Fund projects have now been completed. The Place-Based Investment Programme (PBIF) continued to support community-led regeneration during 2022/23. Four projects are fully complete: Loch Doon Caravan and Camping Centre; Lugar Parish Church Heritage &amp; Information Centre; Centrestage renovations; and Loudoun Church Halls, Newmilns. Through PBIF year 3, a further £792,000 will be invested in towns and villages across East Ayrshire in 23/24. <a href="#">Update on the Town Centre Regeneration Fund (TCRF) and Place Based Investment Programme (PBIP).pdf (east-ayrshire.gov.uk)</a>.</p> <p>The last year also saw the completion of the West of Scotland Climbing Centre within the former Grange Church, Kilmarnock, following a conversion process which began in January 2021. The</p>
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			<p>project secured £2.47m from the Scottish Government's RCGF programme. The state of the art facility is Ayrshire's first indoor climbing centre and will provide a significant boost to Kilmarnock's growing reputation as both a leisure and tourism destination. <a href="https://www.east-ayrshire.gov.uk/News/article/up-up-and-away-at-above-adventure">https://www.east-ayrshire.gov.uk/News/article/up-up-and-away-at-above-adventure</a></p> <p>The new 'Kilmarnock – Strategic Vision 2022-27' was approved by the Council in December 2022. The Vision sets out ambitious plans to tackle a number of key sites, including the demolition of the multi-storey car park and redevelopment of the site to create a civic space, EV charging points and cycling hub; stabilising of the building façade at 1 Strand St/12 Dunlop St to create an enclosed external business space; and proposals for the refurbishment of the Galleon Centre. <a href="#">Kilmarnock Strategic Vision - Kilmarnock Strategic Vision.pdf (east-ayrshire.gov.uk)</a></p> <p>The Council instigated a Kilmarnock Strategic Group which brings together business, the local community, key partners and elected members to lead on regeneration decision making to manage change in an economically challenging environment. The Group includes representatives from Celebrate Kilmarnock, Kilmarnock Business Association, Centrestage, EA Leisure and community groups. <a href="#">New Kilmarnock Strategic Group will boost town centre development (east-ayrshire.gov.uk)</a></p>
<p><b>ES13</b> As anchor organisations, design and build local economic and community wealth building solutions in conjunction with local people.</p>	<ul style="list-style-type: none"> <li>Partners have signed up to the <b>Ayrshire CWB Anchor Charter</b> and are working towards achievement of the aims underpinning its 6 pillars.</li> <li>Maximise the impact of <b>combined partnership resources</b> in support of CWB.</li> </ul>	<p>EAC; NHSAA; SE; Ayrshire Community Trust</p> <p>ALL</p>	<p>East Ayrshire Council, Scottish Enterprise, Ayrshire College and NHS Ayrshire &amp; Arran are amongst the signatories to the Ayrshire CWB Anchor Charter. Each organisation is committed to the embedding of CWB principles and a Year 2 progress report, which provided evidence of progress against each of the 6 pillars, was provided to the CWB Commission in early 2023. <a href="#">Community Wealth Building - Anchor Chartered Progress Report - Year Two - Community Wealth Building - Anchor Chartered Progress Report - Year Two.pdf (east-ayrshire.gov.uk)</a></p> <p>The pledges set out in the CWB Anchor Charter are helping to focus and direct the activities of anchor organisations, particularly in relation to regional workstream activities across procurement, fair employment and land and assets. The monitoring process has also</p>

	<ul style="list-style-type: none"> <li>Ayrshire Growth Deal: a <b>regional community benefits tracker</b> has been developed to monitor the delivery of community benefits and capture CWB pledges.</li> </ul>	<p>AGD PMO, EAC</p> <p>helped anchors to better understand each other, their strengths and challenges, and where added value via collaboration can take place.</p> <p>As the Scottish Government prepares for the launch of a CWB Bill later this year, a joint response on behalf of the Ayrshire CWB Commission was submitted during the consultation phase in early 2023.</p> <p><u><a href="#">Consultation on the Proposed Community Wealth Building Scotland Bill - Consultation on the Proposed Community Wealth Building Scotland Bill.pdf (east-ayrshire.gov.uk)</a></u></p> <p>NHSAA has submitted a response to the Scottish Government CWB consultation. As an Anchor Organisation, it has also been considering its strategic intent and established an Anchor/CWB programme governed by the CWB/NHS Anchor Programme Board. This includes key personnel, who lead each of the six NHS CWB pillars. NHSAA also appointed a Senior Programme Manager, CWB on a 2 year secondment.</p> <p>The NHS Scotland Delivery Plan 2023/24 requires all health Boards in Scotland to: <i>Set out their approach to developing an Anchors strategic plan by October 2023 setting out governance and partnership arrangements to progress anchor activity; current and planned anchor activity and a clear baseline in relation to workforce; local procurement; and use or disposal of land and assets for the benefit of the community.</i></p> <p>The original Benefits Realisation Plan was approved by the Joint Committee in February 2022. The Plan was further updated in June 2022 and provides a comprehensive means by which to capture the outputs, outcomes and impacts of projects. Regular updates are being provided on a range of financial and non-financial measures.</p> <p>From 1 April 2023, NHSAA introduced a Community Benefit requirement into contracts for goods and services over £50,000 and works over £1 million. It also encourages all Ayrshire community groups, third sector organisations and charities to register a community need on the NHS Scotland Community Benefits Gateway (CBG) which is a free and easy to use online service that connects</p>
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			<p>NHS Scotland suppliers with third sector community organisations who are looking for assistance with community initiatives. <a href="https://www.nhsaaa.net/services-a-z/community-benefits-gateway/">https://www.nhsaaa.net/services-a-z/community-benefits-gateway/</a>.</p> <p>The Board works with third sector organisations encouraging them to register their community needs on the gateway and is working with suppliers to encourage them to deliver community benefits. <a href="https://www.nhsaaa.net/services-a-z/community-benefits-gateway/">https://www.nhsaaa.net/services-a-z/community-benefits-gateway/</a></p> <p>An NHS Ayrshire &amp; Arran – NHS Scotland Community Benefit Gateway webinar for third sector organisations took place on 23 May 2023.</p>
<p><b>ES14</b> Work alongside our communities to deliver Placemaking and Local Place Plans which set out proposals for development of land and assets.</p>	<ul style="list-style-type: none"> <li>Newmilns, Catrine &amp; Ochiltree <b>Placemaking Plans</b> complete. NW Kilmarnock, Cumnock and Dalrymple awaiting approval. 6 others in early development.</li> </ul>	<p>EAC; community groups.</p>	<p>During 2022/23, Placemaking Plans were prepared for North West Kilmarnock, Mauchline, Auchinleck, Kilmaurs, Darvel &amp; Priestland and Kilmarnock Town Centre. At its meeting on 5 October 2022, Cabinet approved draft statutory supplementary guidance relating to Place Plans for Auchinleck and Darvel &amp; Priestland. These were subsequently approved by Cabinet for adoption in April 2023 and will shortly be submitted to Scottish Ministers for approval. <a href="#">Place Plans for Auchinleck, Darvel and Priestland.pdf (east-ayrshire.gov.uk)</a></p> <p>Other plans are programmed in the Development Plan Scheme for completion in 2023 and 2024. The North West Kilmarnock Place Plan has been progressing and will be re-issued for formal consultation. Officers continue to work closely with other communities, including Mauchline and Kilmaurs, to develop placemaking plans.</p>
<p><b>ES15</b> Strengthen community led regeneration through the development of community led action plans</p>	<ul style="list-style-type: none"> <li>Offer communities the opportunity to create their first <b>community led action plans</b> to reflect local priorities and support other communities to develop second generation five year plans.</li> </ul>	<p>EAC; community groups.</p>	<p>East Ayrshire Council continues to support local communities to develop action plans for their own areas. There have been 29 Community Action Plans launched across the authority, with at least two new plans being developed each year. Work has also started on supporting communities to develop their second generation of plans, with three plans launched for their next phase in the last 2 years.</p> <p>The Council continues to take a collaborative, place-based approach to service provision, working with partners and communities, to harness community power and improve the lives of local people.</p>



<p><b>ES16</b> Adapt the provision of employability services and provide re-training and upskilling opportunities for people whose work or learning has been affected by the Covid-19 pandemic and for those most at risk of poverty.</p>	<ul style="list-style-type: none"> <li>• <b>Review the number of partnership groups and project boards</b> established in East Ayrshire to support employability.</li> </ul>	<p>EAC; DWP; SDS; SE; AC</p>	<p>The Council's Employability Project Board, which was established in 2021, continues to support the strategic work of the Local Employability Partnership and to ensure oversight, consistency and synergy across the Council's employability pipeline.</p> <p>The Board considers monthly progress updates on all issues relating to the employability pipeline, seeks to co-ordinate and maximise resources to better support the LEP and helps to avoid duplication. It also acts as the monitoring body which oversees the distribution and spend of the Council's Shared Prosperity Fund and No One Left Behind allocation from the UK and Scottish Governments.</p> <p>Effective collaboration across the East Ayrshire Local Employability Partnership (LEP), co-chaired by representatives of the Education Service and DWP, working closely with Economic Development, People &amp; Culture, Skills Development Scotland, Ayrshire College, NHS Ayrshire &amp; Arran, East Ayrshire Health &amp; Social Care Partnership, Vibrant Communities and third sector partners looks to deliver employability provision which meets the needs of local people and communities. <b>The No-One Left Behind Operating Plan (2022-25)</b> provides a framework for partners to work together to identify and commission employability training which addresses skills gaps and helps to ensure East Ayrshire residents are supported effectively and equipped with the skills required to access opportunities through the Ayrshire Growth Deal.</p> <p>SL33 in Kilmarnock is established and offers school and post-school young people training and learning options that support them into positive destinations. <a href="#">About Skills and Learning 33 (SL33) - East Ayrshire Council (east-ayrshire.gov.uk)</a></p> <p>The success of SL33 has led to the provision of a partner hub in Cumnock, SL66, which is expected to open in 2023 and replicates the Kilmarnock model. The BTTC Centre in Dalmellington will be updated as a temporary employability hub until the Doon Valley Campus is completed and a further employability hub will be established following the conclusion of a review of service need.</p> <p><b>Case Study: SL33</b></p>
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			<p>C was a non-attender at school. He was referred to SL33 in the hope that this would enable him to thrive and continue learning. C has anxiety and can struggle in group situations. He was unsure of his destination and choices after school. C struggled to speak to people he didn't know.</p> <p>He now attends SL33 four days a week and is working towards a Skills for Customer Care qualification with Ayrshire College staff, group sessions that are delivered by SL33 staff that focus on employability skills. He also takes part in our wellbeing boxing sessions and Kilmarnock FC programme. C is working towards qualifications in Mental Health and Wellbeing, IT Skills and Customer Service.</p> <p>Occasionally, he failed to attend but with support of staff, they were able to help him get back on track. C has developed and grown as an individual. He can speak confidently and also take on a leadership role when needed. He welcomes new young people to SL33 and inspires them. C is now a confident individual who has a positive outlook on his future and a clearer insight into his career pathways as he prepares to leave school.</p> <p><i>C says: "Attending SL33 has helped me with my confidence and applying myself in group work. I am working towards a customer service qualification on Mondays with a college lecturer, this will help me give good customer service when I get a job as a joiner."</i></p> <p>NHSAA has an Employability Strategy Group and working group. Their Employability Strategy has been updated and is undergoing approval before publication. The employability programme sits within the CWB Fair Work/Workforce pillar and is led by the Assistant Director of HR. NHSAA has an Employability Advisor who works closely with partner agencies including North, South and East Ayrshire Councils, East Ayrshire Local Employability Partnership, East Ayrshire Health &amp; Social Care Partnership, Skills Development Scotland, Ayrshire College, University of the West of Scotland and third sector organisations.</p>
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	<ul style="list-style-type: none"> <li>Support applications to the UK Government's <b>Levelling Up Fund and Community Renewal Fund</b>, and ensure that Partnership resources are mobilised to take advantage of new investments in skills.</li> </ul>	ALL	<p><b>Community Renewal Fund</b> Four local projects secured a total of £1.3m in funding from the Community Renewal Fund in late 2021. The funding period for CRF is now closed and a progress report was provided for the Council in March 2023. <a href="#">Community Renewal Fund - Community Renewal Fund.pdf (east-ayrshire.gov.uk)</a> Future funding is absorbed through the Shared Prosperity Fund.</p> <p>The <b>New Cumnock Re-Use Hub</b> was established at New Cumnock Railway Station. The facility develops and creates sustainable jobs and functions as a community space for people to come together, share and learn new skills.</p> <p><b>All in East Ayrshire</b>, delivered by ENABLE, is an innovative supported employment project. 265 people took part in the project, with 92% progressing into employment and 89% gaining a qualification.</p> <p><b>Leisure At The Heart of Every Community</b> was established by EA Leisure. Funding was used to establish 4 mobile units (the Festival Bus, the Branching Out Bus, the Digital Communities Bus and the Activity on the Go Bus).</p> <p>Helping people who experience barriers to employment, education and training living in the rural areas around Cumnock and Auchinleck, the <b>Support to Engage Programme</b> (STEP) helped people who were unemployed, on low incomes, ex-offenders and those with mental health and wellbeing issues. Nearly 100 people were assisted by the programme in 2022/23.</p> <p><b>Levelling Up Fund</b> Cultural Kilmarnock, an extensive project that includes culturally significant buildings (Palace Theatre, Dick Institute and Grand Hall) secured £20m from the Levelling Up Fund in January 2023. The design of a 'Cultural Park' that creates green corridors and active travel routes between these key heritage assets and the town centre will provide increased opportunities for outdoor performances and events. The project also includes major reimagining of the Palace Theatre and Grand Hall to create a regional concert hall and theatre</p>
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	<ul style="list-style-type: none"> <li>Support the over-25s to take up a range of opportunities, including the <b>National Transition Training Fund</b> as an integral part of our economic recovery.</li> </ul>	AC; SDS	<p>with extensive improvements to the accessibility and energy efficiency. <u>Cultural Kilmarnock receives Levelling Up Funding of £20m - East Ayrshire Council News (east-ayrshire.gov.uk)</u></p> <p><b>Shared Prosperity Fund</b>  The UK Government approved the Council's Shared Prosperity Fund (SPF) Investment Plan in January 2023. The plan sets out high level ambitions for the area, including funding for employment initiatives and skills development, and new measures to help the most disadvantaged through the cost of living crisis. It also includes initiatives designed to reduce inequalities across all communities. In total, 13 projects are being supported until 2024/25, with a total spend of £6.1 million across four priorities: Communities and Place, Supporting Local Business, People and Skills and Multiply. <u>UK Government - Shared Prosperity Fund - UK Government - Shared Prosperity Fund.pdf (east-ayrshire.gov.uk)</u></p> <p>A new Long-Term Unemployment (LTU) scheme, funded by the Scottish Government in response to the economic impact of the pandemic, was launched to boost employment opportunities and enhance skills of East Ayrshire residents. The pathway assisted eligible individuals to progress and move into sustainable employment. The scheme was delivered by the Council as part of the 'No One Left Behind' initiative, supporting those aged over 25 years who are experiencing LTU. Individuals were given support to develop employability skills and valuable work experience.</p> <p>East Ayrshire was awarded £600,000 in 2021/22 which was rolled over into 2022/23. This equates to 68 funded placements in total over 2 years based on a unit cost of £10,000 per candidate, 67 of these were within the third sector with 1 being employed within the Council. The LTU programme ended in March 2023 however we continue to support 13 of these placements beyond the end date with further financial support.</p> <p>Ayrshire College Community Team work with all external agencies to deliver bespoke programmes for their clients including over-25s. This includes work with Patchwork and WG13.</p>
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			<p>NHSAA's Employability Strategy is linked to their workforce plan. The Strategy has been updated to address its Anchor responsibilities as a public sector employer and is undergoing approval prior to publication. The Strategy sets the ambition to become an exemplar employer creating employment opportunities for all, offering staff an effective voice, recruiting from priority groups, paying the Living Wage, building progression routes for existing and future workers and offering job security, fulfilment and respect. NHS Ayrshire &amp; Arran Employability work will focus on supporting key groups who experience barriers to employment including young people, single parent households and those currently in the benefit system.</p>
<p><b>ES17</b> Reduce the incidence of ill health and fuel poverty as a constraint to an inclusive economy for individuals and businesses</p>	<ul style="list-style-type: none"> <li>• <b>Ayrshire Growth Deal – Working for a Healthy Economy.</b> £5 million investment in occupational health services with a specific emphasis on health related barriers to labour market participation. Project will be delivered by NHS Salus.</li> <li>• <b>Ayrshire Growth Deal – CoRE.</b> Reduce fuel poverty through implementation of CoRE demonstrator projects including advanced retrofit technologies.</li> </ul>	<p>NHSAA; DWP; EAC.</p> <p>EAC; SE; Strathclyde University; AC.</p>	<p>The Working for a Healthy Economy project provides targeted interventions and support to help those struggling to maintain secure employment. 514 people were supported across Ayrshire between October 2021 – September 2022. Work has progressed to embed the service within employability pipelines and services across Ayrshire. <u><a href="http://east-ayrshire.gov.uk">Getting back to work – the Growth Deal project helping hundreds rediscover work (east-ayrshire.gov.uk)</a></u></p> <p>The Ayrshire Chamber of Commerce hosted information sessions for Ayrshire businesses which promoted the benefits of the project. These were well attended and have increased referrals.</p> <p>Revised milestones for the CORE project have been put in place following discussions with both governments. A Programme Business Case will be submitted in June 2023; a Phase 1 FBC (Demonstrator Projects) will be submitted by Autumn/Winter 2023; and a Phase 2 FBC (Innovation Centre and remaining Demonstrator Projects) will be submitted by the end of 2023/24, dependent on the level of redesign and outcome of the Programme Business Case and Phase 1 FBC.</p> <p>Planning permission was granted for the CoRE Centre of Excellence in July 2022. Plans are currently on hold pending discussions with Strathclyde University, University of the West of Scotland, Ayrshire College and other stakeholders to identify potential options to reduce costs.</p>

<p><b>ES18</b> Tackle digital exclusion to promote equality, counter social isolation and unlock access to education, healthcare and employment opportunities.</p>	<ul style="list-style-type: none"> <li>Recognise the impact of digital poverty and ensure there is a <b>focus on digital access, literacy, numeracy and inter-personal skills</b> via community-based learning for all age groups.</li> </ul>	<p>EAC; AC; EALT; NHSAA; Third Sector.</p>	<p>The Council's Digital Strategy: Our Digital Journey to 2027 and Beyond was approved in October 2022. One of the key themes of the Strategy is 'Digital Communities', which sets out a digital inclusion approach to ensure everyone has the opportunity and capability to be digitally included. It also sets out the need to cater for the vulnerable, to support and protect them and help them to thrive in an increasingly digital world. <a href="#"><u>Council Strategic Framework 2022-2027 - Council Strategic Framework 2022-2027.pdf (east-ayrshire.gov.uk)</u></a></p> <p>The EA Digital Access Network was recognised nationally and awarded a Silver Award at the iESE Public Sector Transformation Awards in 2022 for its work in tackling digital exclusion, inequalities and isolation.</p> <p>The Council's Education Service has continued to focus on digital poverty and is providing IT equipment to pupils and families. For example, in Shortlees, support is being given for the installation of appropriate and safe wi-fi, including the school campus and across the wider community. In line with educational reform, a number of courses, mainly at Advanced Higher and Higher, now include a significant online component, which is likely to be replicated in university and college curriculum.</p> <p>Recognising that a number of projects were rolled out to mitigate against digital poverty during the pandemic, and particularly within school settings, work is taking place to identify new and emerging needs and to review the sustainability of the earlier efforts.</p> <p>Education currently have over 2,000 devices which are used by individual pupils in school and at home to support accessibility and digital poverty. Following the success of a small-scale one-to-one devices' pilot, for P7-S1 pupils in 5 establishments, there are plans to extend this for academic year 23/24. This will ensure young people have access to the right digital technology to support their learning needs.</p> <p>Ayrshire College's Digital Poverty Group has ensured that all students have access to a device and appropriate connectivity.</p>
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			<p>led to a number of parental empowerment groups to be self-sustaining as the SEF grant continues to phase down across period 2022-2026.</p> <div> <p><b>Case Study: Littlemill Primary School</b></p> <p>Littlemill PS was the first school in East Ayrshire to sign up to the Parental Empowerment Programme in May 2021.</p> <p>The bespoke programme for East Ayrshire, developed in conjunction with Columba 1400, was broken down into 4 sections: onboarding, health and wellbeing, coaching and understanding learning.</p> <p>The Home Link Team works closely with a group of 9 parents as they work their way through the programme at their own pace. The benefits of the programme are already emerging. All parents have formed flourishing relationships with the Head Teacher based on trust and one parent has become confident enough to be appointed as spokesperson on behalf of the others. Parents have spoken of feeling more confident and have engaged in mindfulness sessions.</p> <p>The success of this approach is best exemplified in the words of the participants themselves:</p> <p><i>'I loved the mindfulness session, I honestly don't know when last I had time to just stop and relax'</i></p> <p><i>'It was so nice to go along for the first session, I was very nervous but left feeling glad I went'.</i></p> </div> <p>Provision of a range of supports to adults and parents, including family literacy and numeracy learning and parental engagement sessions via the Scottish Attainment Challenge during 2022/23. Since March 2023, via the Shared Prosperity Fund's Money MOT programme, the Vibrant Communities Service has worked with younger adults to provide sustainable approaches to lifelong learning of Literacy and Numeracy skills, with the specific goal of improving sustained positive destinations in employment, education or training.</p>
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	<ul style="list-style-type: none"> <li>• <b>Ayrshire Growth Deal – Digital Infrastructure Project.</b> Complete 4G coverage for rural Ayrshire. Overall aim – make Ayrshire a world-class digitally connected region.</li> </ul>	<p>EAC; SE; private sector.</p>	<p>Key to the successful delivery of NHSAA's Caring for Ayrshire Strategy is how the Board communicates, manages and shares information with communities about the provision of Health and Care services. The Board's vision is to put information about health and care services throughout Ayrshire and Arran in the hands of its citizens in the easiest and fastest way possible.</p> <p>The Board is committed to digital reform and published the NHSAA Digital and Data Strategy 2023 – 2025 in January 2023. The Strategy focusses on a clear path towards delivery of a new digital ecosystem, with strong foundations to provide a platform approach and integrated services.</p> <p>This commitment to digital reform will be central to the successful delivery of the Caring for Ayrshire strategy for the benefit of our communities. NHS Ayrshire &amp; Arran's Digital and Data Strategy 2023 – 2025: <a href="https://www.nhsaaa.net/media/13317/2023-01-30-bm-p15-aa-digital-strategy.pdf">https://www.nhsaaa.net/media/13317/2023-01-30-bm-p15-aa-digital-strategy.pdf</a></p> <p>The UK Government's Shared Prosperity Fund will replace ESF and ERDF as a major source of funding for Employability projects. A detailed allocation of funding for People and Skills and Multiply projects has been agreed, and this activity will be overseen by the Local Employability Project Board. Under this heading, a range of partners including Ayrshire College and the Council will deliver two projects: the Money MOT programme and Financial Inclusion Pathways.</p> <p>Openreach hit an ultrafast broadband landmark in Ayrshire in March 2023, with over 100,000 homes and businesses able to access its full fibre network. In Kilmarnock, over 25,000 properties (80% of the homes and businesses in the town) can now access full fibre, with one third signing up. This technology is up to 10 times faster than the average UK broadband connection and 5 times more reliable than the old copper-based network. <a href="https://www.east-ayrshire.gov.uk/news/2023/03/openreach-hits-ultrafast-broadband-landmark-in-ayrshire">Openreach hits ultrafast broadband landmark in Ayrshire (east-ayrshire.gov.uk)</a></p>
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<p><b>ES19</b> Support all our businesses through recovery from Covid-19 and the UK's departure from the EU, and into a longer-term renewal.</p>	<ul style="list-style-type: none"> <li>• CPP to develop links and work together with the Ayrshire-wide <b>sector-specific recovery groups</b>.</li> <li>• Assist in the co-ordination and integration of individual partners' <b>Brexit preparedness plans</b> and ensure integration as they continue to evolve.</li> </ul>	<p>ALL</p> <p>ALL</p>	<p>The sector-specific recovery groups continue to work with a wide range of partners in pursuit of their objectives. Each group has its own detailed action plan, and whilst these are tailored depending on the needs of the sector, common themes have emerged, including sustainability, economic growth and digitalisation. CPP partners are major employers within East Ayrshire, and have a crucial role to play in ensuring the success of the sector-specific activity.</p> <p>The Council's Shared Prosperity Fund (SPF) Investment Plan sets out how the Council will spend its allocation from the UK Government, a proportion of which is designed to ensure the continuation of employability programmes previously funded by the EU via ERDF or ESF. This allocation ensures the continuity of these programmes for the duration of SPF funding (to the end of 2024/25).</p> <p>In the last reporting year, the emphasis has shifted from responding to Brexit to putting in place plans to mitigating against the wider cost of living crisis which is affecting all our communities and businesses.</p> <p>In September 2022, the Council approved £2.2m to help support individuals, families and businesses through the cost of living crisis. This includes £0.5m for local businesses, £0.39m to augment the Scottish Child Bridging Payment, £0.35m to support projects led by local community groups and £0.32m to expand the school-based financial inclusion project across all secondary schools.</p> <p>A Cost of Living Officers Group has been established to co-ordinate the Council's local response and they are working with the Strategic Oversight Group to deliver on 6 key priorities: food, fuel, money, community, wellbeing and business.</p>

			<p>The Council undertook a survey in October 2023 in relation to cost of living challenges for businesses. 272 responses were received, predominantly from businesses in food &amp; drink and hospitality. 50 businesses requested a follow-up, all of whom were provided with information on further supports available to them.</p> <p>In response to the increased risk to health related to the rising cost of living, NHSAA provided East Ayrshire Health &amp; Social Care Partnership with a literature review and guidance on some key health impacts. This included information on food poverty relating to chronic hunger and malnutrition and the impact of cold homes in terms of acute hypothermia and respiratory health. This information was cascaded across the partnership with the intention to build capacity amongst staff to recognise and react to these emerging health issues.</p>
<p><b>ES20</b> Invest in hospitality and tourism as part of economic recovery from Covid-19 and reposition East Ayrshire as a destination for responsible tourism in alignment with national and pan-Ayrshire tourism strategies.</p>	<ul style="list-style-type: none"> <li>Establishment of new Ayrshire-wide <b>Tourism Strategic Group</b> and Covid-19 Recovery Road Map.</li> </ul>	<p>VisitScotland; EAC; EALT; SAC; NAC; SE; Ayrshire CofC; the Coig; Scottish Tourism Alliance.</p>	<p>The new Ayrshire &amp; Our Islands Visitor Economy Strategy was launched at the Ayrshire &amp; Arran Tourism Conference in March 2023. <u><a href="http://east-ayrshire.gov.uk">Ayrshire tourism forging ahead (east-ayrshire.gov.uk)</a></u>The aims of the strategy are to help to deliver economic recovery with an emphasis on the natural environment, to benefit visitors' well-being and aid social regeneration. Key to success is collaboration across local authority boundaries so residents, businesses and the whole region can benefit from the visitor economy.</p> <p>There are four regional strategic priorities which align with the national tourism strategy, Scotland Outlook 2030, based on great visitor experiences, business growth, our talented people and looking after the environment. The Ayrshire &amp; Arran Visitor Economy Leadership Group met in May 2023 to identify priority actions and projects for this area.</p> <p>East Ayrshire was recently granted funding by EventScotland's Community Cycling Fund which will support delivery of the Cycling Roadshow taking place Dean Castle Country Park on 15 July 2023.</p> <p>In April 2023, VisitScotland successfully hosted VisitScotland's Connect at the P&amp;J Live in Aberdeen, Scotland's largest travel trade exhibition. 400 travel agents and tour operators from across the globe participated. Ayrshire and Arran Destination Alliance and</p>

			<p>several businesses represented the region. East Ayrshire was showcased before and after the event, with travel agents and tour operators attending farm trips including visits to Blackstone Clydesdale and Craufurdland Estate.</p> <p>Organisers of the 2023 UCI Cycling World Championships launched the 23 million Mile Challenge in partnership with Love to Ride. This is part of the celebration of 100 days to go until the inaugural cycling mega-event takes place in Glasgow and across Scotland from 3- 13 August. The activity saw two riders start the journey from Dumfries and cycle 94 miles towards Glasgow, passing through a number of locations in East Ayrshire including Cumnock.</p> <p>Scotland's UNESCO Trail has received an international award for responsible tourism. The world's first UNESCO Trail received the Tourmag - Césars du Voyage Responsable Award at a ceremony in Marseille on Thursday 30 March. East Ayrshire sites are included within the Galloway &amp; Southern Ayrshire UNESCO Biosphere.</p>
<p><b>ES21</b> Accelerate the transformation of key digital public services, recognising the transformation that has taken place as a result of Covid-19.</p>	<ul style="list-style-type: none"> <li>Utilise learning and good practice from the pandemic to deepen <b>collaboration and partnership working</b>, and strengthen place and systems-based working across East Ayrshire.</li> <li>Invest in <b>sustainable and resilient workforces</b> through recovery, learning from Covid-19 to embed flexible working, promote wellbeing and develop new ways of working.</li> </ul>	<p>ALL</p> <p>ALL</p>	<p>Working in localities has been prioritised by all Community Planning partners as one of the drivers of transformation. At a strategic level, this has meant a co-ordinated approach to multi-agency working on a geographical basis, to enhance wellbeing.</p> <p>Partners have recognised the importance of building on our pandemic experiences, embedding good practice and building on lessons learned. The Council's new Strategic Plan sets out to work with communities and partners to lead the way in community power, ensuring communities have more control over decision-making, and to deliver Place-making and Local Place Plans and build more resilient, fairer, healthier and stronger communities. <a href="#">Agenda Item 4 Community Power Place and Partnership.pdf (east-ayrshire.gov.uk)</a></p> <p>Locality planning will be a fundamental building block in the delivery of Caring for Ayrshire, one of our shared strategic priorities.</p> <p>Ayrshire College achieved Investors In People (IiP) gold accreditation. The IiP review for the College was carried out in August 2022 and involved a staff survey as well as meetings with staff. <a href="#">Ayrshire College achieves Investors in People Gold accreditation</a></p>

			<p>The College is piloting a hybrid working scheme for staff which will be evaluated in July 2023.</p> <p>Scottish Enterprise has re-evaluated its office portfolio in order to accommodate the changing needs of its workforce. As a result, the organisation has co-located within the HALO building allowing them to retain an Ayrshire presence.</p> <p>The Council's Workforce Strategy 2022-27 was approved in October 2022. The Strategy's objectives include continued investment in developing young people and future skills; focussed work around equalities; fair and equal pay; a further review of People and Culture policies; and employee benefits. <a href="#">Council Strategic Framework 2022-2027 - Council Strategic Framework 2022-2027.pdf (east-ayrshire.gov.uk)</a></p>
<p><b>ES22</b> Support the Young Person's Guarantee by ensuring that every young person has access to a job, education, training or development programme. Rephrase NOLB. Closure report on how well that programme has done.</p>	<ul style="list-style-type: none"> <li>Establishment of a <b>Young Person Guarantee Board</b> in East Ayrshire. This Board will have responsibility for an immediate funding allocation and over the longer term is expected to develop its remit to take on a broader 'No One Left Behind' umbrella approach to all employability activity in East Ayrshire.</li> </ul>	<p>EAC; AC; SDS; SE</p>	<p>Separate grant funding for the Young Person's Guarantee ended in March 2023 and the programme has now been mainstreamed as part of the No-One Left Behind All-Age Employability approach delivered through the East Ayrshire Local Employability Partnership (LEP).</p> <p>The YPG funded rail sector skill programme delivered in partnership with QTS Training Academy saw young people undertake a sector skills programme where they could achieve 9 industry recognised qualifications; undertake 4 weeks of work experience across the whole of Scotland; access work coach support for additional support with benefits, financial inclusion etc; receive a training allowance and support from YPG work coaches; promote independent travel; and receive PPE which could be kept following programme end. The programme achieved 100% positive destinations from its first 2 cohorts with 20 young people in employment and 1 young person choosing to continue study at college.</p> <p>Programme outcomes for Young Person's Guarantee by March 2023 saw 231 young people supported into employment. 165 achieving full-time work; and 66 young people achieving Modern Apprenticeships (30 within East Ayrshire Council and 36 with private and third sector employers).</p>

	<ul style="list-style-type: none"> <li>Development of <b>innovative new courses</b> in growth areas including engineering, computing, digital, education and social care, which are linked to employers and developed with industry partners.</li> </ul>	AC; EAC; SDS; universities.	<p><b>Case Study: Young Person's Guarantee</b></p> <p>IM was referred to YPG by a family member, who was concerned because he was not engaging with any courses or showing much interest in working. Although working with YPG to complete a CV and develop interview skills, he said that he was not looking for employment or training opportunities but would continue to engage with YPG until he was ready. YPG Work Coaches continued to support him during this time and eventually, IM decided that he felt ready to begin to look for work. His specific interest was in the QTS Rail Sector Skills course.</p> <p>IM was accepted into the course and will shortly complete it, achieving all qualifications and passing them first time. He regularly keeps in touch with YPG work coaches and tells them how much he is enjoying the course. IM is looking to gain employment within the Rail Sector and is working closely with YPG work coaches to get ready to apply and interview with various employers within this sector.</p> <p><i>'SL33 has been great for me, they have helped me with my CV and getting me into my training course at QTS. All the people in there are great, especially Rachael as she always keeps in contact and asks how I've been. I'd recommend SL33 for any young person that needs help to get into employment. I am so glad that I decided to go to the rail skills academy, it's been the best thing I could have done'.</i></p> <p>The new DYW Robert Burns Skills Academy officially opened in March 2023. The Skills Academy will help to develop vocational, employability and life skills in the young people through structured projects, delivered within the curriculum and as part of the school timetable. The projects will help prepare them for the world of work either in the short term straight from school or in the medium to long term after further education. <u><a href="http://east-ayrshire.gov.uk">Innovative DYW Robert Burns Skills Academy is officially open! (east-ayrshire.gov.uk)</a></u></p> <p>School work experience is currently under review, with changes to the programme anticipated due to the impact on working practices</p>
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			<p>brought about by Covid-19. A more targeted approach is becoming increasingly evident with learners undertaking workplace placements; as part of innovative projects in schools; and remote interactive sessions.</p> <p>Ayrshire College continues to explore new and innovative courses linked to growth sectors. The Construction Technology &amp; Trades curriculum continually revises and develops to ensure the curriculum is dynamic and flexible and meets identified skills needs. Course boards have been set up with employer representation to ensure that the content is fit for purpose and gives students the best possible chance to enter the job market. Where possible students are offered the chance of work experience with local employers.</p> <p>In conjunction with RBA, Egger and Emergency One, Ayrshire College has created a bespoke Performing Engineering Operations course (PEO) to create a pipeline and a path for school pupils to gain employment in East Ayrshire. The course has now fully recruited for a September 2023 start date.</p> <p>A new full-time General Construction Operative course was introduced in 2022-23 to provide a pathway from the successful DYW Construction Operatives course at Stewarton Academy. This course will provide skills to enable students who do not follow an academic or apprenticeship route to progress to General Construction Operative jobs, delivery of this course will be extended to other schools in East Ayrshire in 2023-24.</p> <p>There are a number of wider, pan-Ayrshire opportunities which will be available to East Ayrshire residents. For example, a new space technology course will commence at Ayrshire College in September 2023, and this will provide a pipeline of potential employees for the new Mangata development at Prestwick. The College is also working towards becoming an approved Part 147 training organisation and will offer training courses for licenced engineer, again helping to support the jobs pipeline at the aerospace hub.</p> <p>The College is also working to ensure a pipeline of staff for 2 major developments at Hunterston and Kilwinning. XLCC are building a</p>
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			<p>facility at Hunterston that will manufacture underwater cables and employ up to 900 people; in order to supply the company with an initial 60 operatives, the College will launch a cable joining course in Summer 2023. At the Kilwinning campus, a new controlled bottling line will be in place by September 2023 and the College will be working with Dairy Flow, training apprentices for them and looking to recruit from the Mechatronics course.</p> <p>The redesign of senior phase education in schools is being considered in the review currently being undertaken by Professor Hayward, which is expected to conclude in late 2023. The authority, schools and parents are playing a full part in this review and the Chief Education Officer is part of a CCG on the Hayward review on qualifications.</p>
<p><b>ES23</b> Expand provision of school, college and apprenticeship places to meet emerging demands in new and high-growth areas.</p>	<ul style="list-style-type: none"> <li>• <b>Workforce Strategies.</b> Enhanced focus on succession planning, including an increase in the numbers of apprenticeships.</li> <li>• <b>Foundation, Modern and Graduate Apprenticeships.</b> Embed Foundation Apprenticeships within the core senior phase curriculum offer in East Ayrshire Schools. Offer and ensure pathways to Modern Apprenticeships specifically highlighted as areas of significance for the Ayrshire region. Embed Graduate Apprenticeships within the core further and higher education curriculum offer from 2021/22.</li> </ul>	<p>ALL</p> <p>AC; SDS; EAC</p>	<p>Following the decision taken by East Ayrshire Council in February 2022 to approve a £6m Jobs and Training Scheme to support apprenticeships within the Council and local businesses, 172 placements will be established for the Council over the next three years, with a further 38 apprenticeships and 3 interns within the private sector. 109 young people have been appointed to posts (65 Modern Apprenticeships, 17 Graduate Interns and 38 within local businesses). A further 33 young people have joined the Council's Modern Apprenticeship scheme via existing routes. <u><a href="https://www.east-ayrshire.gov.uk/news/jobs-boost-for-east-ayrshire-172-new-posts-to-be-created-with-investment-in-apprenticeships-and-graduate-internships">Jobs boost for East Ayrshire - 172 new posts to be created with investment in apprenticeships and graduate internships - East Ayrshire Council News (east-ayrshire.gov.uk)</a></u></p> <p>Young people across our secondary schools have benefited from direct engagement with the Council's 'Future Skills' team raising awareness of employment pathways and the range of apprenticeship opportunities within East Ayrshire Council.</p> <p>The successful development of the Foundation Apprenticeship in Hospitality Skills (SCQF Level 5) at Loudoun Academy in session 2022-23, is designed to provide learners in senior phase (S4, S5 and S6) opportunities to develop skills and knowledge for entry into a career in Hospitality. It also provides a seamless pathway for those young people looking to progress into the Food and Drink Technologies Foundation Apprenticeship (SCQF Level 6) also</p>



			<p>delivered at the school. Recognising the underpinning importance of the Ayrshire Growth Deal, opportunities within the sector, and the development of skills for a future workforce, the school have aligned these courses to the planned provision of the Ayrshire Manufacturing Investment Corridor (AMIC) project in Kilmarnock, which will establish a Food and Drink Centre of Excellence with on-site support and start-up units to support the creation of new businesses, and growth of existing businesses in the sector.</p> <p>NHS Ayrshire &amp; Arran commenced a further round of Modern Apprenticeships in 2022/23 in a range of areas, including dental nursing (30 places), healthcare support (7 places, clinical), pharmacy technical apprentices (9 places) and is also supporting a BSc (Hons) Artificial Intelligence and Data Science apprenticeship. 3 business and administration apprenticeships have been confirmed, including one MA placement in Public Health. Additionally, a post in the Health Information &amp; Resources Service within public health has been created and recruitment will be targeted to support the employability agenda. Public health is also preparing to offer placement opportunities.</p> <p>NHS Ayrshire &amp; Arran also support North Ayrshire Step into Business work placements. Three parent returners have recently commenced their placements with the Board based within the Procurement, Infection Prevention and Control and Nursing QI team.</p> <p>Vestas, one of the world's largest wind energy companies, announced its intention to use Ayrshire College as its preferred Scottish partner for engineering apprenticeships from 2023/24 onwards. <u>Ayrshire College is apprentice provider of choice for leading wind turbine company</u></p> <p>The Ayrshire Energy Masterplan, once published, will assist in the targeting of sector development and innovation and provide a routemap for the Regional Skills Investment Plan to focus new courses that will meet the emerging technologies.</p>
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