

Notice of Meeting and Agenda Economy & Jobs Policy Board

Date	Time	Venue
Wednesday, 03 February 2016	13:00	Council Chambers (Renfrewshire), Council Headquarters, Renfrewshire House, Cotton Street, Paisley, PA1 1AN

KENNETH GRAHAM
Head of Corporate Governance

Membership

Councillor John Caldwell: Councillor Lorraine Cameron: Provost Anne Hall: Councillor Jim Harte: Councillor Michael Holmes: Councillor Brian Lawson: Councillor Paul Mack: Councillor Kenny MacLaren: Councillor Eileen McCartin: Councillor Sam Mullin: Councillor Iain Nicolson: Councillor Jim Sharkey:

Councillor Roy Glen (Convener): Councillor John Hood (Depute Convener)

Further Information

This is a meeting which is open to members of the public.

A copy of the agenda and reports for this meeting will be available for inspection prior to the meeting at the Customer Service Centre, Renfrewshire House, Cotton Street, Paisley and online at www.renfrewshire.cmis.uk.com/renfrewshire/CouncilandBoards.aspx

For further information, please either email democratic-services@renfrewshire.gov.uk or telephone 0141 618 7112.

Members of the Press and Public

Members of the press and public wishing to attend the meeting should report to the customer service centre where they will be met and directed to the meeting.

Items of business

Apologies

Apologies from members.

Declarations of Interest

Members are asked to declare an interest in any item(s) on the agenda and to provide a brief explanation of the nature of the interest.

- | | | |
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| 1 | Revenue Budget Monitoring Report | 5 - 10 |
| | Joint report by the Directors of Finance & Resources and Development & Housing Services. | |
| 2 | Capital Budget Monitoring Report | 11 - 16 |
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To: Economy and Jobs Policy Board

On: 3 February 2016

Report by: Director of Finance and Resources and Director of Development and Housing Services

Heading: Revenue Budget Monitoring to 13 November 2015

1. Summary

1.1 Gross expenditure and income are reported to be in line with budget which results in a breakeven position for the service reporting to this Policy Board.

This is summarised in the table below:

Division / Department	Current Reported Position	% variance	Previously Reported Position	% variance
Economic Development	Breakeven	-	Breakeven	-

2. Recommendations

2.1 Members are requested to note the budget position

2.2 Members are requested to note there have been no budget realignments processed since the last report.

3. Economic Development

3.1 **Current Position:** **Breakeven**
Previously Reported: **Breakeven**

At this stage in the financial year the account reflects a breakeven position with no significant variances to report on any of the budget categories.

3.2 Projected Year End Position

It is projected that a breakeven position will be achieved by the year end.

Implications of the Report

1. **Financial** – Net revenue expenditure will be contained within available resources.
2. **HR & Organisational Development** – none
3. **Community Planning** – none
4. **Legal** – none
5. **Property/Assets** – none
6. **Information Technology** - none.
7. **Equality & Human Rights** - The Recommendations contained within this report have been assessed in relation to their impact on equalities and human rights. No negative impacts on equality groups or potential for infringement of individuals' human rights have been identified arising from the recommendations contained in the report because it is for noting only. If required following implementation, the actual impact of the recommendations and the mitigating actions will be reviewed and monitored, and the results of the assessment will be published on the Council's website.
8. **Health & Safety** – none
9. **Procurement** – none

10. **Risk** – none

11. **Privacy Impact** - none

List of Background Papers

None

Author: David Forbes, Extension 6424

RENFREWSHIRE COUNCIL
REVENUE BUDGET MONITORING STATEMENT 2015/2016
1st April 2015 to 13 November 2015

POLICY BOARD : ECONOMY & JOBS

Description (1)	£000's	Revised Annual Budget (2)	Revised Period Budget (3)	Actual (4)	Adjustments (5)	Revised Actual (6) = (4 + 5)	Budget Variance (7)	
		£000's	£000's	£000's	£000's	£000's	£000's	%
Employee Costs		2,629	1,206	1,324	(118)	1,206	0	0.0%
Property Costs		275	258	257	1	258	0	0.0%
Supplies & Services		471	659	652	7	659	0	0.0%
Contractors and Others		1,826	386	386	0	386	0	0.0%
Transport & Plant Costs		1	2	2	0	2	0	0.0%
Administration Costs		453	27	27	0	27	0	0.0%
Payments to Other Bodies		5,386	979	983	(4)	979	0	0.0%
CFCR		0	0	0	0	0	0	0.0%
Capital Charges		3	0	0	0	0	0	0.0%
GROSS EXPENDITURE		11,044	3,517	3,631	(114)	3,517	0	0.0%
Income		(4,586)	(223)	3,168	(3,391)	(223)	0	0.0%
NET EXPENDITURE		6,458	3,294	6,799	(3,505)	3,294	0	0.0%

£000's
0
(0)

Bottom Line Position to 13 November 2015 is breakeven of
Anticipated Year End Budget Position is breakeven of

0.0%
0.0%

RENFREWSHIRE COUNCIL
REVENUE BUDGET MONITORING STATEMENT 2015/2016
1st April 2015 to 13 November 2015

POLICY BOARD : ECONOMY & JOBS

Description (1)	£000's	Revised Annual Budget (2)	Revised Period Budget (3)	Actual (4)	Adjustments (5)	Revised Actual (6) = (4 + 5)	Budget Variance (7)	
		£000's	£000's	£000's	£000's	£000's	£000's	%
Economic Development		0	0	3,519	(3,519)	0	0	0.0%
Town Centre		1,001	826	815	11	826	0	0.0%
Paisley Town Centre Heritage Asset Strategy		1,000	323	323	0	323	0	0.0%
Invest in Renfrewshire		4,457	2,145	2,142	3	2,145	0	0.0%
NET EXPENDITURE		6,458	3,294	6,799	(3,505)	3,294	0	0.0%

£000's
0
(0)

Bottom Line Position to 13 November 2015 is breakeven of
Anticipated Year End Budget Position is breakeven of

0.0%
0.0%



To: ECONOMY & JOBS POLICY BOARD

On: 3 FEBRUARY 2016

Report by: Director of Finance and Resources

Heading: Capital Budget Monitoring Report

1. Summary

- 1.1 Capital expenditure to 13th November totals £0.512m compared to anticipated expenditure of £0.502m for this time of year. This results in an over-spend position of £0.010m for those services reporting to this board, and is summarised in the table below:

Division	Current Reported Position	% Variance	Previously Reported Position	% Variance
Development & Housing Services	£0.010m o/spend	2% o/spend	£0.006m o/spend	2% o/spend
Total	£0.010m o/spend	2% o/spend	£0.006m o/spend	2% o/spend

- 1.2 The expenditure total of £0.512m represents 16% of the resources available to fund the projects being reported to this board. Appendix 1 provides further information on the budget monitoring position of the projects within the remit of this board.
-

2. Recommendations

- 2.1 It is recommended that Members note this report.

3. **Background**

- 3.1 This report has been prepared by the Director of Finance and Resources in conjunction with the Chief Executive and the Director of Development & Housing Services.
- 3.2 This capital budget monitoring report details the performance of the Capital Programme to 13th November 2015, and is based on the Capital Investment Programme which was approved by members on 12th February 2015, adjusted for movements since its approval.

4. **Budget Changes**

- 4.1 Since the last report there have been no budget changes.

Implications of the Report

1. **Financial** – The programme will be continually monitored, in conjunction with other programmes, to ensure that the available resources are fully utilised and that approved limits are achieved.
2. **HR & Organisational Development** – none.
3. **Community Planning** –
Greener - Capital investment will make property assets more energy efficient.
4. **Legal** – none.
5. **Property/Assets** – none.
6. **Information Technology** – none.
7. **Equality & Human Rights** – The Recommendations contained within this report have been assessed in relation to their impact on equalities and human rights. No negative impacts on equality groups or potential for infringement of individuals' human rights have been identified arising from the recommendations contained in the report. If required following implementation, the actual impact of the recommendations and the mitigating actions will be reviewed and monitored, and the results of the assessment will be published on the Council's website.
8. **Health & Safety** – none.
9. **Procurement** – none.
10. **Risk** – none.
11. **Privacy Impact** – none.

List of Background Papers

- (a). Capital Investment Programme 2015/16 & 2016/17 – Council, 12th February 2015.

The contact officers within the service are:

- Geoff Borland (Finance & Resources)
- Fraser Carlin (Housing & Development)

Author: *Geoff Borland, Principal Accountant, 0141 618 4786, geoffrey.borland@renfrewshire.gov.uk.*

Appendix 1

CAPITAL PROGRAMME 2015/16 - BUDGET MONITORING REPORT TO 13 NOVEMBER 2015 (£000s)

POLICY BOARD Department	Council Approved Programme	Current Programme	Share of Available Resources	Year to Date Budget to 13-Nov-15	Spent to 13-Nov-15	Variance to 13-Nov-15	% variance	Unspent Cash Flow For Year	% Cash Spent
<i>Economy & Jobs</i> Development & Housing Services TOTAL	2,843	3,228	3,228	502	512	-10	-2%	2,716	16%
	2,843	3,228	3,228	502	512	-10	-2%	2,716	16%



To: Economy and Jobs Policy Board

On: 3 February 2016

Report by: Director of Development and Housing Services

Heading: LEADER Programme 2014-2020 – Offer of Grant

1. Summary

- 1.1 This report updates the Economy and Jobs Policy Board on progress made in securing a new LEADER funding programme for the wider Renfrewshire rural area in 2014-2020.
 - 1.2 Formal approval of the Renfrewshire LEADER Programme was received in December 2015 and an offer of grant of £2,324,196 was subsequently made by the Scottish Government.
 - 1.3 Renfrewshire Council has accepted the role of accountable body and returned the Service Level Agreement paperwork to Scottish Government. The SLA was signed off by the Minister on 30th December 2015.
-

2. Recommendations

- 2.1. Note the formal approval and Scottish Government offer of grant for Greater Renfrewshire and Inverclyde Local Action Group (LAG).
 - 2.2. Agree that further reports will be brought forward to the Economy and Jobs Policy Board to update on progress
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3. Background

- 3.1. Renfrewshire Council is leading the delivery of the LEADER 2014-2020 programme for the rural areas within Renfrewshire, East Renfrewshire and Inverclyde, acting on behalf of the Local Action Group (LAG).

The Renfrewshire LEADER programme for 2007-2013 supported a number of significant projects in Renfrewshire, for example:

The Restoration of Kilallan Kirk

Kilallan Kirk Preservation Trust aimed to arrest the continuing decline of this historic church and churchyard and in so doing to promote the geography and history of the Kirk to the public. They also wanted to educate the public about the Kirk and more importantly involve them in its preservation through a number of community activities.

Project Cost: £206,000, LEADER grant award: £53,000

The Bridge, Bridge of Weir

The Bridge community group wished to save a local facility and use the existing library building on Main Street as a community centre. The centre would also house the village Post Office. The group sought funding to renovate the building. The building is now fit for purpose and is used for a range of activities including the Post Office, a community hub, a mothers and toddlers group and a fair trade shop.

Project Cost: £60,360, LEADER grant award £50,000

- 3.2 The LAG submitted the final version of the Local Development Strategy (LDS) to Scottish Government. The Local Development Strategy was duly approved in December 2015, subject to ongoing review processes required of all LAGs and to minor revisions requested by Scottish Government.
- 3.3 The Scottish Government has provided confirmation of the indicative allocation of EU grant funding to the Greater Renfrewshire and Inverclyde LAG area as £2,324,196 of which 25% is available to cover all staff and running costs.
- 3.4 Scottish Government has advised that the indicative allocation is now 'live' but is subject to minor change due to the December spending review and possible exchange rate variances.

4. Timescales and Implementation

- 4.1 The Greater Renfrewshire and Inverclyde LEADER Programme is now live.
- 4.2 The LEADER staff team will support the LAG in launching the programme in February/March 2016 across the three local authority areas. The LAG has formed a sub group to work on the launch. A series of follow up events across the LAG area will promote the fund in rural communities and encourage those interested in applying to come forward for support in developing their applications.

- 4.3 It is envisaged that the Greater Renfrewshire and Inverclyde LAG's LEADER Programme will be open for applications in April 2016. However we are still awaiting guidelines for the LEADER programme from Scottish Government.
 - 4.4 The new LEADER team will include two additional posts, one part-time post focused on compliance to mitigate any audit risk, and one full-time post focused on development of the Programme. Recruitment for these posts will begin in January 2016.
 - 4.5 Further reports will be brought forward to the Economy and Jobs Policy Board to update on progress.
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Implications of the Report

- 1. **Financial** – Applications to the LEADER fund will require match funding sourced by applicants. It is anticipated that LEADER will generally support 50% of the costs of projects.
- 2. **HR & Organisational Development** – delivery of the new programme over a larger area with a larger budget will require two additional members of staff. These posts will be fully funded through technical grant funding from LEADER.
- 3. **Community Planning** –
Jobs and the Economy – the programme has a key aim of supporting the rural economy.
- 4. **Legal** – Renfrewshire Council is the accountable body for the delivery of the LEADER 2014-2020 Programme. The council consulted with the legal department on the features of the Service Level Agreement before committing to this role.
- 5. **Property/Assets** – None.
- 6. **Information Technology** – IT equipment will be required for new staff.
- 7. **Equality & Human Rights** -
The Recommendations contained within this report have been assessed in relation to their impact on equalities and human rights. No negative impacts on equality groups or potential for infringement of individuals' human rights have been identified arising from the recommendations contained in the report as LEADER is an EU fund subject to equalities legislation and best practice. If required following implementation, the actual impact of the recommendations and the mitigating actions will be reviewed and monitored, and the results of the assessment will be published on the Council's website.
- 8. **Health & Safety** – None.

9. **Procurement** – None.

10. **Risk** – acceptance of the role of accountable body requires Renfrewshire Council to also take responsibility for the correct delivery of the programme in line with LEADER guidance. All EU funds contain an element of risk through the audit process, however careful compliance with LEADER guidance will mitigate this risk.

Prior to signing the service level agreement, the LEADER staff team met with the Risk Manager and further measures will be put in place to manage the risk related to the delivery of the Programme.

11. **Privacy Impact** – None.

List of Background Papers

- (a) “LEADER Programme 2014-20 – Update” Report to the Economy and Jobs Policy Board, November 2015.

The foregoing background papers will be retained within Development and Housing for inspection by the public for the prescribed period of four years from the date of the meeting. The contact officer within the service is Susan Boath, Assistant Manager (Funding and Development), ext 7729, susan.boath@renfrewshire.gov.uk

Author: Susan Boath, ext 7729, susan.boath@renfrewshire.gov.uk



To: Economy and Jobs Policy Board

On: 3rd February 2016

Report by: Director of Development and Housing Services

Heading: Piazza Multi-Storey Car Park

1. Summary

- 1.1 This Report updates Members on the latest position regarding the proposed refurbishment on the Piazza shopping centre car park.
 - 1.2 Following authority in February 2012 from Board to contribute approximately £166,300 (Euros 200,000)) to the proposed refurbishment, the shopping centre owners have now revised their plans. It is therefore proposed to revise the Council's contribution to reflect this.
-

2. Recommendations

- 2.1 It is recommended that the Board:
 - (i) Agree to the revised offer of contribution to New River Retail Ltd for £80,000 to assist the cost of the car park refurbishment at the Piazza Shopping Centre, Paisley
-

3. Background

- 3.1. In 2012 Renfrewshire Council approved an offer of grant towards the refurbishment of the Piazza shopping centre multi-storey car park. At the time the cost of the proposed refurbishment was approx. £2.5 million and the Council agreed at that time to contribute approx. £166,000 from the Paisley Town Centre Project Fund.
- 3.2. This work was never carried out as the owners concentrated firstly on improvements to the internals of the shopping centre and letting available retail and office space in the Piazza Centre.
- 3.3. New River Retail Ltd approached the Council's officers in 2015 to say that their refurbishment plans for the car park were part of their investment plans

for 2016. The funding has been confirmed as still being available from the Council's capital budget for Paisley Town Centre. Discussions took place on the proposed expenditure and specification and officers suggested a revised financial offer of £80,000 based on a lower rate of expenditure by the owners on the refurbishment (approximately £1.2 million compared to the previous £2.5 million).

- 3.4. The shopping centre owner has now confirmed their start date for the refurbishment of February 2016. The works are programmed to take approximately 20 weeks.
- 3.5. The Piazza car park is one of the largest in Paisley Town Centre. It provides approximately 360 spaces. However, despite its prime location, it is underutilised because of issues surrounding poor security, circulation and a generally dated appearance. Improvements of the kind proposed by New River Retail Ltd will enhance the wider car parking offer within the town centre and contribute to an important environmental upgrade to a key entrance point. Good quality car parking in and around Paisley Town Centre will be important to its future success.
- 3.6. The proposed refurbishment specification is broadly similar to that proposed in 2012, albeit at a lower overall cost, including:
 - improving the car park entrances,
 - lighting, surfacing and external appearance,
 - lifts and circulation space,
 - CCTV;
- 3.7. During the refurbishment the car park will be closed to the public in its entirety. The car park owners (New River Retail Ltd) have requested that the Council support the use of car parking spaces at the Council's Moncrieff Street car park for their office tenants who are season ticket holders at the Piazza car park. The Director of Community Services has approved the principle of using available spaces at Moncrieff Street.
- 3.8. As with the 2012 decision no funds will be released by the Council by way of contribution until the car park refurbishment works are completed.

Implications of the Report

1. **Financial** –as set out in the body of the report, the Council will be making a significant financial contribution to these proposed works, albeit at a lower level than previously agreed by the Council.
2. **HR & Organisational Development** – None.
3. **Community Planning – Jobs and the Economy** - the project contributes significantly to the regeneration of Paisley Town Centre.

4. **Legal** – Legal have been consulted regarding the proposed contribution.
 5. **Property/Assets** – the use of Moncrieff Street Car Park by season ticket holders at the Piazza Centre car park has been accepted by the Council's Director of Community Services.
 6. **Information Technology** - None.
 7. **Equality & Human Rights** - None
 8. **Health & Safety** – None.
 9. **Procurement** – None at present.
 10. **Risk** – the owners of the car park will have to offer written acceptance of the Council's financial contribution and this will be subject to the works being completed according to the agreed specification and the agreed capital expenditure.
 11. **Privacy Impact** – None.
-

List of Background Papers

- (a) Planning and Economic Development Policy Board; Piazza Shopping Centre; 28 February 2012

Author: Alasdair Morrison, Head of Regeneration, 0141 618 4664,
alasdair.morrison@renfrewshire.gcsx.gov.uk



To: Economy and Jobs Policy Board

On: 3 February 2016

Report by: Director of Development and Housing Services

Heading: Modern Apprenticeship Programme - Update

1. Summary

- 1.1 This paper provides an update on the Council's Modern Apprenticeship Programme. This includes performance to date for 2015 /16 and information on tender submission to Skills Development Scotland to continue the programme into 2016 / 17.
-

2. Recommendations

- 2.1 It is recommended that the Board:
- (i) Note current performance levels; and
 - (ii) Agree that further updates on progress for this area of service provision be provided to the Board on a regular basis.
-

3. Background

- 3.1 Renfrewshire Council are recognised by Skills Development Scotland as a National Training provider and tender each year for a contract to provide and deliver a range of Modern Apprenticeship opportunities.

The Council's Modern Apprenticeship Programme (MAP) currently provides a range of apprenticeships in both traditional craft areas, such as joinery, electrical, plumbing, horticulture and motor vehicle mechanics, as well as in

non-traditional areas, such as Business and Administration, Procurement and Digital and Creative Media through our Office-based Programme.

- 3.2 This service is provided by a small team, who have recently transferred from Finance and Resources, HR and Organisational Development to Economic Development, Development and Housing Services. This will allow all aspects of employability services provided by the Council to be working together to provide greater cohesion and added value. The team consists of:

- Assistant Manager, Council Employability Programmes (1)
- Vocational Qualifications Programme Co-ordinator (1)
- Vocational Assessor / Internal Verifier (3)

4. 2015 / 16 Performance

- 4.1 Through the 2015 / 16 tender process Skills Development Scotland awarded Renfrewshire Council a contract which allowed us to start up to 26 new Modern Apprentices, across the range of frameworks noted in Section 3.1. The contract value was approximately £153,000.
- 4.2 Due to careful planning and various service restructures all 26 new starts were in place by October 2015, significantly ahead of schedule. We therefore requested an addition to our contract and were awarded a further 15 new start places, therefore allowing for up to 41 new starts in 2015 /16.
- 4.3 To date 38 starts have been agreed, or are in place. Work is ongoing to ensure the remaining 3 places will be utilised prior to March 2016.
- 4.4 We have claimed £124,000 of our contract value to date and our profiling indicates that we will claim the full contract award of £153,000 by March 2016.

5. 2016 / 17 Tender Submission

- 5.1 Skills Development Scotland began the tender process for 2016 / 17 Modern Apprenticeship contracts in November 2015.
- 5.2 Following discussions with service contacts our submission is for 37 new Modern Apprenticeship starts. This will again include a range of frameworks as noted in Section 3.1
- 5.3 Skills Development Scotland anticipate that they will inform us of the outcome of the tender process in March 2016.

Implications of the Report

1. **Financial** – No implications, as ongoing service delivery will be managed through current financial arrangements.
2. **HR & Organisational Development** – None.
3. **Community Planning – Jobs and the Economy** - contributes to the themes of the Jobs and Economy community planning theme.
4. **Legal** – None.
5. **Property/Assets** – None.
6. **Information Technology** – None.
7. **Equality & Human**
The Recommendations contained within this report have been assessed in relation to their impact on equalities and human rights. No negative impacts on equality groups or potential for infringement of individuals' human rights have been identified arising from the recommendations contained in the report. If required following implementation, the actual impact of the recommendations and the mitigating actions will be reviewed and monitored, and the results of the assessment will be published on the Council's website.
8. **Health & Safety** – None.
9. **Procurement** – None.
10. **Risk** – None.
11. **Privacy Impact** – None.

List of Background Papers

None

The contact officer within the service is Ruth Cooper, 0141 618 7868,
ruth.cooper@renfrewshire.gov.uk

Author: Michael Moran, ext 7296, michael.moran@renfrewshire.gov.uk



To: Economy and Jobs Policy Board

On: 3 February 2016

Report by: Director of Development and Housing Services

Heading: Employability Fund - Update

1. Summary

- 1.1 Renfrewshire Council has successfully bid to deliver training places through the Skills Development Scotland Employability Fund for the last three years. The purpose of this report is to update members on progress of the 2015 / 16 contract and to advise of the tender submission for 2016 / 17.
-

2. Recommendations

- 2.1 It is recommended that the Board:
- (i) Note current performance levels; and
 - (ii) Agree that further updates on progress for this area of service provision be provided to the Board on a regular basis.
-

3. Background

- 3.1 Board were advised at their meeting of 2 September 2015 that we had secured 60 Employability Fund places across Stages 2, 3 and 4 of the employability pipeline.
- 3.2 The 60 places were for a range of skills levels for each of the three age groups under Employability Fund, 16-17, 18-24 and 25+. Training opportunities would be made available in areas such as environmental, catering, administration and waste.

- 3.3 It was agreed that regular updates of progress be provided to Board.
-

4. 2015 / 16 Performance

- 4.1 Through the 2015 / 16 tender process Skills Development Scotland awarded Renfrewshire Council a contract which allowed us to 60 starts across the various Stages. The contract value is a maximum of £96,579.
- 4.2 To date 45 starts are in place. (December 2015) We also have agreed commitment for a further 15 places which will begin prior to March 2016.
- 4.3 We have claimed £64,250 of our contract value to date (December 2015).
- 4.4 Employability Fund is a national programme which allows us to support unemployed participants to meet their individual needs, to take account of their specific circumstances and to ensure they do not suffer any financial detriment.

We have implemented pre-recruitment programmes to allow participants to enhance their knowledge and skills and then move seamlessly into traineeships. This has included positions as Waste Operative (Environmental Services) and Administration Assistants (Social Enterprises).

We have also utilised roles which have enhanced the work of a number of community initiatives e.g. Community Janitors (Development and Housing Services) and Youth Worker – Street Stuff (in collaboration with Community Safety and St Mirren FC)

This has allowed 79% of participants to move into employment with the Council.

5. 2016 / 17 Tender Submission

- 5.1 Skills Development Scotland began the tender process for 2016 / 17 Employability Fund contracts in November 2015.
- 5.2 Following discussions with service contacts our submission is for a further 60 new starts. This will again include a range of opportunities across the employability pipeline as noted in Section 3.1
- 5.3 Skills Development Scotland anticipate that they will inform us of the outcome of the tender process in March 2016.
-

Implications of the Report

1. **Financial** – No implications, as ongoing service delivery will be managed through current financial arrangements.

2. **HR & Organisational Development** – None.
3. **Community Planning – Jobs and the Economy** - contributes to the themes of the Jobs and Economy community planning theme.
4. **Legal** – None.
5. **Property/Assets** - None.
6. **Information Technology** – None.
7. **Equality & Human**
The Recommendations contained within this report have been assessed in relation to their impact on equalities and human rights. No negative impacts on equality groups or potential for infringement of individuals' human rights have been identified arising from the recommendations contained in the report. If required following implementation, the actual impact of the recommendations and the mitigating actions will be reviewed and monitored, and the results of the assessment will be published on the Council's website.
8. **Health & Safety** – None.
9. **Procurement** – None.
10. **Risk** – None.
11. **Privacy Impact** – None.

List of Background Papers

- (a) Background Papers – Board Papers – Employability Fund 2015 / 2016 – 28 January 2015 and 2 September 2015

The foregoing background papers will be retained within Development and Housing for inspection by the public for the prescribed period of four years from the date of the meeting. The contact officer within the service is Ruth Cooper, 0141 618 7868, ruth.cooper@renfrewshire.gov.uk

Author: Michael Moran, ext 7296, michael.moran@renfrewshire.gov.uk



To: Economy and Jobs Policy Board

On: 3 February 2016

Report by: Director of Development and Housing Services

Heading: SERI: Scotland's Employer Recruitment Incentive

1. Summary

- 1.1 SERI – Scotland's Employer Recruitment Incentive was launched by Scottish Government in July 2015 as a replacement for the previous Youth Employment Scotland ERI programme which completed in June. It was anticipated that the Programme would run for 9 months to March 2016.
 - 1.2 Details of this programme and how it would contribute to Renfrewshire's intended recruitment incentives over the next 3 years were presented to Board on 2nd September 2015.
 - 1.3 This report provides an update following suspension of the SERI Programme with effect from 4th December 2015.
-

2. Recommendations

- 2.1 It is recommended that the Board:
 - (i) Note the suspension of the SERI Programme;
 - (ii) Homologate the actions of the Chief Executive to continue with the Invest in Renfrewshire Recruitment Incentive (RRI) until March 2016;
 - (iii) Agree that further updates on the project will be brought to the Economy and Jobs Policy Board.
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3. Background

- 3.1. Since its launch in 2012, Invest in Renfrewshire (IIR) has provided wage incentives to local employers who have created jobs for young, unemployed people. These programmes have been funded via support from Renfrewshire Council (IIR), ESF and Scottish Government ERI support and have been hugely successful contributing to a reduction in youth unemployment in Renfrewshire from 11.4% to 1.9%.
 - 3.2. Most recently, the Chief Executive accepted an allocation for SERI support to Renfrewshire Council of 83 places and a financial contribution of up to £370,429.00 for the period 1st July 2015 to 31st March 2016.
 - 3.3. A report was presented to Board on 2nd September 2015 with details of the award and how it would contribute to Renfrewshire's intended recruitment incentives over the next 3 years.
 - 3.4. The Scottish Government recently announced that the SERI Programme was being suspended with immediate effect and no additional starts after 4th December 2015 would be approved. Grant awards for starts up to and including 4th December would be honoured for the full 52 week period.
-

4. Scotland's Employer Recruitment Incentive

- 4.1. The SERI Programme is now closed to new starts or further commitments. Scottish Government have committed to meeting the full grant liability for all starts before this date.
 - 4.2. In Renfrewshire we had approved 48 eligible starts prior to 4th December with a total grant drawdown of approximately £171,949. This represents less than 50% of the grant offer.
 - 4.3. As reported to Board in September, it was planned to integrate the SERI offer into the wider Invest in Renfrewshire programme and to match the SERI grant (anticipated as being around £300,000) into the Youth Employment Initiative to offer a total of 249 additional places and a fund of up to £1,111,287 over a three year period (securing up to an additional £740k in ESF). This programme would be known as the Renfrewshire Recruitment Incentive (RRI) and would run for the next three years.
 - 4.4. Early closure of the SERI Programme represents a loss of almost £130,000 revenue allocated to Renfrewshire and available to match YEI reducing the fund for wage subsidies over a three year period by around £400,000.
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5. Renfrewshire Recruitment Incentive (RRI)

- 5.1. The Renfrewshire Recruitment Incentive was due to run from July 2015 to June 2018 and was made up from contributions from SERI, Invest in Renfrewshire and YEI funding.
 - 5.2. The RRI was a more generous model of recruitment incentive than previous models and was based on the Scottish Governments SERI programme. The reduction in funding from the Scottish Government (SERI) has left a financial gap in the budget but also means that the level of incentive can now be changed.
 - 5.3. It is proposed to continue RRI in the current format to 31st March 2016 and to devise a new Incentive Programme to launch to local businesses in April. This allows some continuity to those companies we are currently working with to establish their additional posts and gives time to identify and promote a new lower cost scheme.
 - 5.4. The overall pot of funding will inevitably require reducing however it is proposed to reprofile some of the Invest funding to bridge part of the funding gap and to minimise the reduction as far as possible. Despite the cut in SERI funding, and the need to offer a reduced level of grant in future to employers, it is felt that we can continue to deliver a useful incentive to employers to establish additional jobs for young people across Renfrewshire.
 - 5.5. A further report will be brought to board on the progress of the new Renfrewshire Recruitment Incentive for April 2016 onwards and on the finalised budget for Renfrewshire for the next 3 years.
-

Implications of the Report

1. **Financial** – Due early closure, we will be unable to drawn down the expected allocation of funding from the Scottish Government SERI programme.

We have reduced the scale of the programme and are not seeking any additional Council funding.
2. **HR & Organisational Development** - Invest in Renfrewshire have an existing Wage and Recruitment team and it is not envisaged that any additional posts will be required.
3. **Community Planning – Jobs and the Economy** - the project contributes significantly to the themes of the Jobs and Economy community planning theme.
4. **Legal** – Legal have been consulted regarding the new programme.
5. **Property/Assets** – None.

6. **Information Technology** - None.
 7. **Equality & Human**
The Recommendations contained within this report have been assessed in relation to their impact on equalities and human rights. No negative impacts on equality groups or potential for infringement of individuals' human rights have been identified arising from the recommendations contained in the report. If required following implementation, the actual impact of the recommendations and the mitigating actions will be reviewed and monitored, and the results of the assessment will be published on the Council's website.
 8. **Health & Safety** – All Health and Safety Issues will be supported through the Council's Senior Health & Safety Officer.
 9. **Procurement** – None at present.
 10. **Risk** – a risk assessment for the proposal will be undertaken.
 11. **Privacy Impact** – none at present.
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List of Background Papers

- (a) Background Paper 1: Economy and Jobs Policy Board, **SERI: Scotland's Employer Recruitment Incentive** 2nd September 2015
-

Author: Ruth Cooper, Economic Development Manager, 0141 618 7868,
ruth.cooper@renfrewshire.gov.uk



To: Economy and Jobs Policy Board

On: 3 February 2016

Report by: Director of Development and Housing Services

Heading: Renfrewshire – Full Youth Employment Initiative

1. Summary

- 1.1 Since the launch of Invest in Renfrewshire in 2012 the youth employment levels across Renfrewshire have increased by over 50% and youth unemployment has fallen by over 80%.
 - 1.2 This paper proposes that the Council should aim to further reduce youth unemployment and strive to eliminate structural unemployment for young people in Renfrewshire..
-

2. Recommendations

- 2.1 It is recommended that the Board:
 - (i) Note current youth employment levels and the significant increase in youth employment in Renfrewshire over the last three years;
 - (ii) Agree that the Council should introduce an initiative to further reduce youth unemployment and strive to eliminate structural unemployment for young people in Renfrewshire;
 - (iii) Note that Renfrewshire Council were successful in securing additional Youth Employment Initiative (ESF) resources to support youth employment until June 2018;

- (iv) Agree that the Chief Executive accept a new offer of EU grant for £5.03M (the previous allocation was £2.1M) to Renfrewshire Council for the delivery of the Youth Employment Initiative (YEI) in Renfrewshire;
 - (v) Agree that further updates on progress for this area of service provision be provided to the Board on a regular basis.
-

3. Background

- 3.1 Renfrewshire Council has had youth employment as a key priority of the Council for the past 3 years. The Invest in Renfrewshire programme, which launched in June 2012, concentrated on increasing jobs at a local level and growing the local economy.
 - 3.2 The programme targets a wide range of employment growth from graduate opportunities to entry level traineeship posts and has, so far, motivated around 800 local employers to get involved with the programme, support unemployed young people and create additional jobs.
-

4. Progress to date on Youth Employment

- 4.1 At the launch of Invest in Renfrewshire, at June 2012, Renfrewshire's youth **employment** figures stood at **43.2%** (the 6th lowest local authority youth employment level across Scotland at that point).
- 4.2 In June 2015, that figure had grown to **68.3%**, now the 4th highest level out of 32 local authority areas. This rise represents the highest overall growth across all Scottish local authorities - an increase of 54.6% from the 2012 figures. The Renfrewshire figures continue to rise.
- 4.3 A key element of the Invest in Renfrewshire programme was to create new and additional local jobs, traineeships and internships to increase the paid opportunities for local young people.
- 4.4 Since the launch of Invest in Renfrewshire over 1,000 paid posts have been created for young people in Renfrewshire.
- 4.5 4,500 more young people were in employment in Renfrewshire in June 2015, compared to June 2012 and the additional 1,000 posts created through Invest in Renfrewshire have made a real difference to local unemployed young people, to

Renfrewshire companies and to the performance indicators for Renfrewshire Council.

- 4.6 Renfrewshire's youth **unemployment** rate has fallen from a high of **11.4%** to the current rate of just **1.9%** - one of the biggest drops across Scotland. For the first time ever, during 2015, Renfrewshire Councils youth unemployment rate was below both the Scottish average and UK average. Historically Renfrewshire were placed in the highest 6 local authorities for youth unemployment but this improved to 15th place during 2015.
- 4.7 The positive change to the youth employment and unemployment figures is a hugely significant achievement. For a long time, Renfrewshire had been among the poorest-performing councils on this measure – perhaps not surprising given the social and economic challenges the area faces. It is now proposed to keep the momentum going by setting a new challenge for youth employment in Renfrewshire.
-

5. The Next Stage

- 5.1 Given the successes to date on youth employment it is proposed that Renfrewshire Council continue to push forward with an initiative to further reduce youth unemployment toward full employment for young people.
- 5.2 Full employment area status has had a range of meanings over the last decade however it is defined by the majority of mainstream economists as being “an acceptable level of unemployment somewhere above 0%”. The discrepancy from 0% arises due to non-cyclical types of unemployment, such as frictional unemployment (there will always be people who have quit or have lost a seasonal job and are in the process of getting a new job) and structural unemployment (mismatch between worker skills and job requirements).
- 5.3 As such, it is proposed that Renfrewshire will aim to eliminate all structural unemployment for young people, meaning an (almost) zero rate of unemployment for young people being unemployed for over 6 months. Renfrewshire Council will aim to move any unemployed young person into work within the first 6 months of being unemployed.
- 5.4 There are currently around 300 youth JSA claimants aged between 16 - 24 in Renfrewshire. The current NOMIS figures identify that there are 85 people claiming JSA and over 6 months unemployed, and:
- 60 of these young people are between 6 – 12 months unemployed; and
 - 25 are 12 months plus unemployed.

- 5.5 The Councils own Employability Services is actively working with a number of this group. Others will not be engaging and others will be on the mandated Work Programme. Those on the Work Programme will be more difficult to support as they are excluded from participating in any other type of local employability support due to double funding. This group will therefore require to be dealt with separately and this will be identified in the action plan.
- 5.6 In addition there will be some young people claiming Universal Credit who are over 6 months unemployed (as UC was introduced in Renfrewshire in June 2015) however the stats are not available currently for this group. As such, it is proposed to concentrate initially on the published JSA figures and then include the UC figures once these are clarified.
- 5.7 This proposal will require a full partnership approach with CPP partners, especially DWP, SDS and West College Scotland. It is also proposed to launch this proposal to the Invest in Renfrewshire companies and to seek a further buy-in from a number of them to directly support this group and to look to offer jobs and opportunities to achieve full employment for young people.
- 5.8 Around 50% of the full employment target group are already working with the Invest Employment Team and they will now be prioritised for support with a dedicated team identified to move them forward as soon as possible.
- 5.9 The majority of the other 50% will be on the Work Programme and discussions are underway to look at how to provide additional support to this group.
- 5.10 As well as specifically targeting those who are currently over 6 months unemployed it is aimed to put more priority on stemming the flow of 6 month Unemployed Clients by increasing the focus / priority of current clients who are 4 months + unemployed to reduce the numbers hitting 6 month unemployed status.
-

6. Youth Employment Initiative (ESF) Funding

- 6.1 An allocation of £2.1M of YEI funding was previously reported to board to support the youth employment programmes across Renfrewshire to 2018. This was a direct allocation of funding based on a notional split in youth unemployment rates across the West of Scotland.
- 6.2 It was anticipated that there would be a further opportunity to bid for additional resources given the significant under spends in the YEI programme. Funding had to be committed by the end of 2015.
- 6.3 An outline proposal to increase the YEI funding to £5,030,253.40 over three years in Renfrewshire was received on 6th January 2016 and this allows for existing Council budgets for youth employment through Invest in Renfrewshire and mainstream Economic Development funding to be matched.

- 6.4 The funding request has recently been approved and an acceptance of grant has now to be signed by the Chief Executive.
- 6.5 The funding will assist in supporting the Councils new ambitions to further reduce youth unemployment until June 2018 and the increase will be detailed in the annual Economic Development budget report to board on 25th May 2016.
- 6.6 Further reports will be brought to board on the progress of the Full Employment Initiative.

Implications of the Report

1. **Financial** – Any additional financial support required to implement the further reduction of youth unemployment will be managed through the existing and approved Invest in Renfrewshire / ESF budgets. The additional ESF funding will be reported to board through the next annual budget report.
2. **HR & Organisational Development** – None
3. **Community Planning – Jobs and the Economy** - contributes to the themes of the Jobs and Economy community planning theme.
4. **Legal** – None
5. **Property/Assets** – None
6. **Information Technology** – None.
7. **Equality & Human**
The Recommendations contained within this report have been assessed in relation to their impact on equalities and human rights. No negative impacts on equality groups or potential for infringement of individuals' human rights have been identified arising from the recommendations contained in the report. If required following implementation, the actual impact of the recommendations and the mitigating actions will be reviewed and monitored, and the results of the assessment will be published on the Council's website.
8. **Health & Safety** – None
9. **Procurement** – None
10. **Risk** – None
11. **Privacy Impact** – None

List of Background Papers None.

Author: Ruth Cooper, ext 7868, ruth.cooper@renfrewshire.gov.uk



To: Economy and Jobs Policy Board

On: 3rd February 2016

Report by: Director of Development and Housing Services

Heading: Labour Market Update

1. Summary

- 1.1 This paper provides the Policy Board with the most recent labour market statistics for Renfrewshire (end of December 2015). Where the data is available a comparison is made with the Scottish and UK figures.
-

2 Recommendations

Board members are asked to:

- (i) Note the contents of the report and the improving unemployment figures across Renfrewshire.
-

3. Background

- 3.1 The report provides the current Job Seeker's Allowance (JSA) claimant figures for the end of December 2015.
- 3.2 The attached newsletter also outlines the latest performance statistics for Invest in Renfrewshire and recent economic developments across Renfrewshire.
-

4. Labour Market Statistics for the month of December 2015

- 4.1 Renfrewshire's overall Job Seekers Allowance (JSA) figure for December 2015 is 1.9% with 2015 people claiming JSA. While this is still higher than the Scottish and UK average figures it represents a significant fall from 2.7% at the same time last year.
- 4.2 Renfrewshire's reduction in youth unemployment has been one of the biggest across Scotland. The December 2014 rate was 3.8% and this has fallen to 1.6% for December 2015. This month the rate decreased by 0.3% which is greater than the Scottish and UK average reductions.
- 4.3 For the third month running Renfrewshire has a youth JSA rate which is below both the Scottish and UK average.
- 4.4 Adult unemployment for JSA Claimants aged 25 – 49 has remained static at 2.2% with 1,250 people claiming JSA. The rate was higher this time last year at 3.0%.
- 4.5 The adult JSA rates for those aged 50+ has remained static from last month at 1.7%.

5. Annual Population Survey Headlines

- 5.1 The annual ONS population survey was published in September last year.
- 5.2 The main headlines for Renfrewshire is that due to an increase in female employment the overall rate of employment is at its highest level in recent years having increased 8.4 percentage points from a low in 2011.
- 5.3 Renfrewshire also has one of the highest rates of employment amongst 16-24 year olds across Scotland having increased 25.1 percentage points from a low in 2012. Renfrewshire's ranking for youth employment moved from 27th place to 4th over the June 2012 – June 2015 period.
- 5.4 The rate of ***economic inactivity*** in Renfrewshire to the end of June 2015 was **21%** compared to the Scottish average of **22.4%**. In Renfrewshire this represented a ***decrease*** of **1.1%** on the previous year and a ***fall*** of **3.6 percentage points since 2011**.
- 5.5 The rate of **employment amongst females** in Renfrewshire to the end of June 2015 of 74.4% is **the highest since** at least 2005 when it was 68.3%. It also represents a 7.8 percentage point increase on the 2014 figure, **the highest change of any Scottish local authority**, and is 4.5 percentage points higher than the end of June 2015 female Scottish average of 69.9%. It is the **sixth highest** local authority female employment rate in Scotland.

- 5.6 The attached newsletter contains additional statistical information as well as the most up to date statistics on the Invest in Renfrewshire programme.
-

Implications of the Report

1. **Financial** - None
 2. **HR & Organisational Development** – None
 3. **Community Planning – Jobs and the Economy** - Labour market intelligence is vital to informing future policy and service delivery decision making across the Community Planning Partnership.
 4. **Legal** – None
 5. **Property/Assets** – None
 6. **Information Technology** – None
 7. **Equality & Human Rights** -
The Recommendations contained within this report have been assessed in relation to their impact on equalities and human rights. No negative impacts on equality groups or potential for infringement of individuals' human rights have been identified arising from the recommendations contained in the report because it is for noting only.
 8. **Health & Safety** – None.
 9. **Procurement** – None
 10. **Risk** – None
 11. **Privacy Impact** - None
-

List of Background Papers

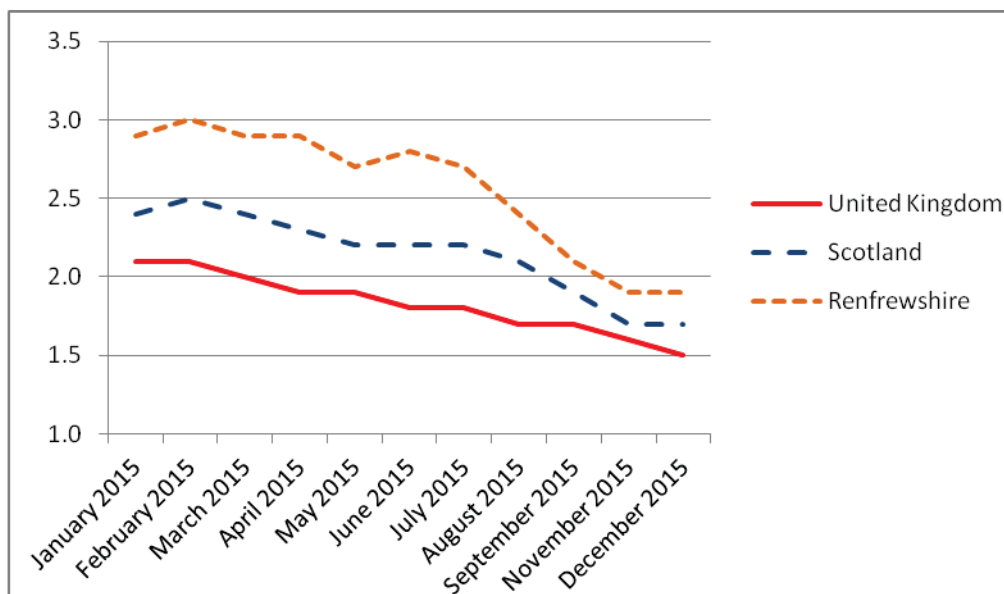
- (a) None
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Author: Ruth Cooper, Economic Development Manager
ruth.cooper@renfrewshire.gov.uk
Tel: 0141 618 7868

Renfrewshire Economic Development Newsletter – January 2016

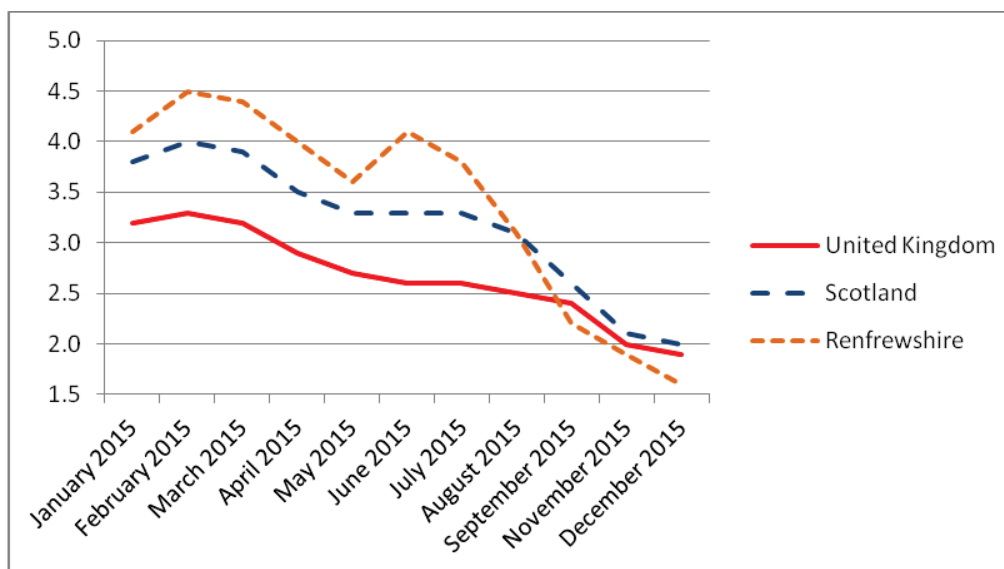
JSA Claimants: All Ages (16-64)

- The Job Seeker's Allowance rate for December 2015 was 1.9%, with jobseekers totalling 2,105.
- This month the rate has remained constant.
- The rate this time last year was higher at 2.7%.



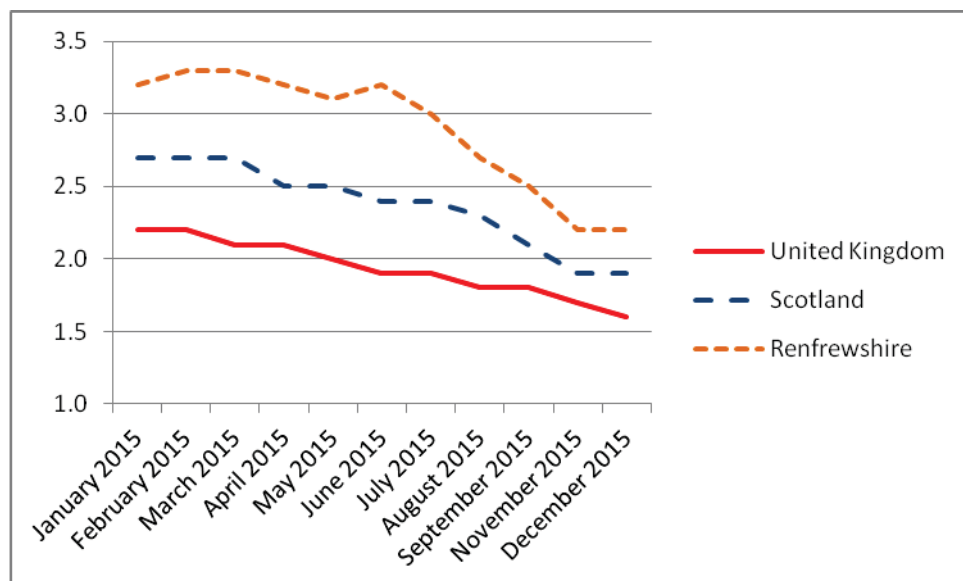
JSA Claimants: Aged 18-24

- The Job Seeker's Allowance rate for December 2015 was 1.6%, with jobseekers totalling 250.
- This month the rate has decreased, dropping by 0.3%.
- The rate this time last year was much higher at 3.8%.



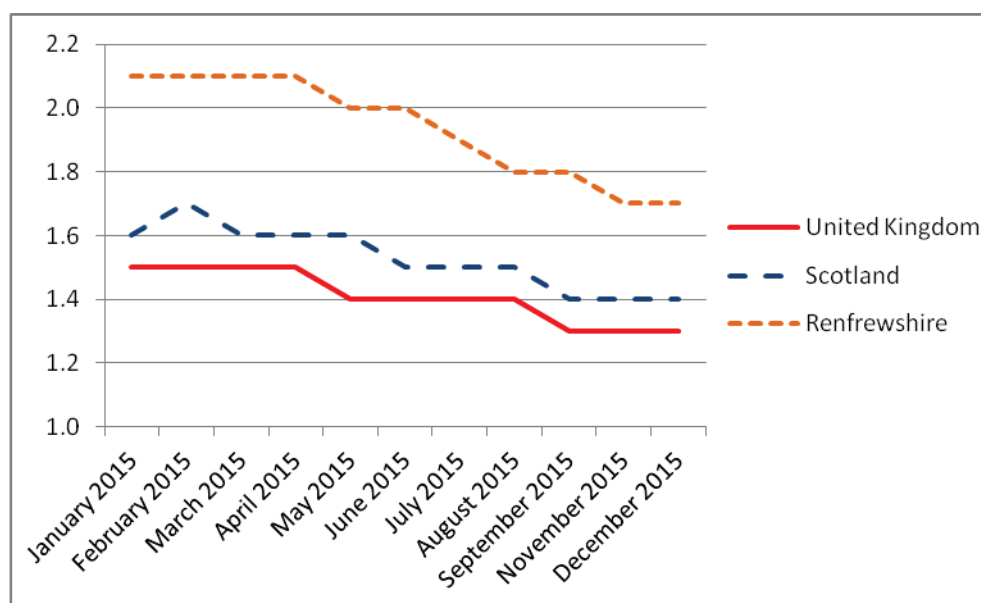
JSA Claimants: Aged 25-49

- The Job Seeker's Allowance rate for December 2015 was 2.2%, with jobseekers totalling 1,250.
- This month the rate has stayed the same.
- The rate this time last year was much higher at 3%.



JSA Claimants: Aged 50+

- The Job Seeker's Allowance rate for December 2015 was 1.7%, with jobseekers totalling 600.
- This month the rate has remained constant.
- The rate this time last year was slightly higher at 2%.



Source: ONS claimant count -
age duration with
proportions

Note: % is number of persons

Local Economic Development Update

Renfrewshire's **youth JSA rate** continues, for the third month, to be **lower** than both the Scottish and UK average, sitting at 1.6% for December 2015. The **youth JSA rate** has fallen by 2.2% in the space of just 1 year, a decrease even bigger than that of both the Scottish and UK-wide average.

The **InCube Shop** has now been open for business since October. Since then, the shop has showcased and sold the products and services offered by the resident **InCube** businesses. Two paid traineeships have already been appointed for the first phase, providing opportunities for 2 young unemployed people. The full retail academy will operate from Easter and is anticipated to support around 50 unemployed people each year to first train for and then move into retail work.

Invest in Renfrewshire Programme brings the **Business** and **Employability** agendas together. Now, there is a new information management system being developed. This allows the **Invest** teams to work better together and deliver overall better services for local Businesses and local people.

Project SEARCH has had a successful start to its first year at Renfrewshire Council, with placements at both Renfrewshire House and Council facilities elsewhere. All 12 of the trainees are progressing well.

Global Entrepreneurship Week: Renfrewshire was selected as winner of the High Impact award for Global Entrepreneurship Week 2015 as one of the top 10 contributors across the UK with 19 events running during the week, co-ordinated by InCube.

Plans for a **rail connection** between the airport, Paisley and Glasgow Central Station took another step forward on Tuesday (15 December) when the Glasgow and the Clyde Valley City Deal Cabinet endorsed plans by approving £1.149 million of funding to progress work on this key project.

New flights from **Glasgow Airport**: Blue Air, the first smart flying company with over 65 routes in Europe, operated the first flight from Glasgow to Bucharest. The new route will be available every Thursday and Sunday.

The work on new retail buildings at the Abbotsinch Retail Park is nearly complete. Over the last few months, buildings from phase three of the park's development have been opened. The new tenants are Oak Furnitureland and Tapi Carpets.

The former **BASF site in Paisley** is earmarked for residential development after a joint venture company between the Miller Development Group and Craigrossie Properties bought the site for an undisclosed sum.

The dairy group **Graham's**, whose head office is in Paisley, has bought the **First Milk** operation in Fife. Graham's will take over the site which employs 79 staff.

Up to 2,500 Scottish jobs are at risk after plans were unveiled to close tax offices throughout the country by **amalgamating HMRC's current network** of 18 offices into two major hubs in Glasgow and Edinburgh. HMRC indicated that most of their Scottish offices will close by 2020-21. It is expected that between 2,300 and 2,600 staff will continue to work in the Edinburgh regional centre and 3,400 to 3,700 in Glasgow.

London & Scottish Investments (LSI), have acquired a number of sites previously owned by Tesco across Scotland including sites at Love Street and Wallneuk Rd / Renfrew Road Paisley. Planning consent already exists for a residential development at Love Street but the new owner is currently consulting on a proposal for the Wallneuk Rd site that seeks to promote a mixed development of retail, commercial and residential uses. Any subsequent application will be reported through the Planning & Property Board.

Invest in Renfrewshire Update – January 2016

INVEST IN EMPLOYMENT

Since the launch of Invest in Renfrewshire in June 2012 **1,010** new paid posts have been created:

- **735** new jobs have been created through the wage subsidy / Employer Recruitment Incentive programmes.
- **199** Graduate Internships have been created, **126** within the Council and **63** with local companies (approved).
- **76** people have started traineeships, **68** with the Council and **8** with Businesses.

In addition:

- **7,139** unemployed people have registered and received support from the Invest in Renfrewshire employability service.
- **2,231** additional people have been supported to move into wider employment opportunities.

INVEST IN COMMUNITIES

The Invest in Renfrewshire Social Enterprise Small Grants Fund, launched in December 2014, with a budget of £100k has now:

- Dealt with enquiries from **50** social enterprise companies and organisations.
- Approved **15** awards totalling **£50,282**.

INVEST IN BUSINESS

834 local companies have signed up to the Invest in Renfrewshire initiative of which:

- **684** have created new jobs and internships for young people
- **363** companies have been offered grants to pursue development, training, exhibition and ICT projects, amounting to combined funding of over **£1,618,754**.
- Funding of **£87,100** has been provided through the micro loan fund.
- The Retail Improvement Scheme has received **146** formal applications. The applications to hand are **27**. The amount of grant support awarded to date is approximately **£720,000**.

In the last 38 months, since the start of the new Business Gateway contract:

- **991** new companies have been established with Business Gateway support.
- **426** businesses have demonstrated growth aspiration and been given a dedicated business adviser.
- **268** start-up workshops and **204** business growth workshops have been delivered.

