

## Notice of Meeting and Agenda

### Jobs & the Economy Thematic Board

Date	Time	Venue
Wednesday, 09 September 2015	09:45	InCube, 27 High Street, Paisley,

KENNETH GRAHAM  
Head of Corporate Governance

### Membership

Councillors Glen and Andy Doig; B Davidson, Chamber of Commerce; S Graham, Engage Renfrewshire; I McLean, Renfrewshire Forum for Empowering our Communities; R Nimmo, Glasgow Airport; J Downie, Police Scotland; M Crearie, F Carlin; and R Cooper, all Renfrewshire Council; S Clocherty and H Cunningham, Renfrewshire Community Health Partnership; K Sharp, Scottish Enterprise; M Gilligan, Skills Development Scotland; J Binning, Strathclyde Partnership for Transport; M Dunn, University of the West of Scotland; and A Dick, West College Scotland.

### Chair

Councillor R Glen.

### 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.gov.uk/agendas](http://www.renfrewshire.gov.uk/agendas).

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## 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.

- |          |   |                |
|----------|---|----------------|
| <b>1</b> | <b>Minute of Previous Meeting</b>   | <b>5 - 10</b>  |
|          | Minute of Meeting held on 16 June, 2015.  |                |
| <b>2</b> | <b>Rolling Action Log</b>   | <b>11 - 14</b> |
|          | Report by Director of Finance & Resources.                                      |                |
| <b>3</b> | <b>Update on Tackling Poverty Strategy &amp; Action Plan</b>                    |                |
|          | Presentation by D Amos, Chief Executive's Service, Renfrewshire Council.        |                |
| <b>4</b> | <b>Invest in Renfrewshire Update</b>  |                |
|          | Presentation by R Cooper, Development & Housing Services, Renfrewshire Council. |                |
| <b>5</b> | <b>City Deal Employability Programme</b>  | <b>15 - 18</b> |
|          | Report by R Cooper, Development & Housing Services, Renfrewshire Council.       |                |
| <b>6</b> | <b>Business Development</b>   |                |
|          | Presentation by Development & Housing Services.                                 |                |
| <b>7</b> | <b>Voyager Project - Evaluation</b>   | <b>19 - 30</b> |
|          | Report by B Davidson, Renfrewshire Chamber of Commerce. (TO FOLLOW)             |                |

<b>8</b>	<b>Chamber of Commerce Update on Activities</b>	
	Verbal update by B Davidson, Renfrewshire Chamber of Commerce.	
<b>9</b>	<b>Renfrewshire Recruitment Incentive</b>	<b>31 - 34</b>
	Report by Development & Housing Services.	
<b>10</b>	<b>Labour Market Update</b>	<b>35 - 40</b>
	Update by Development & Housing Services.	



## Minute of Meeting Jobs & the Economy Thematic Board

Date	Time	Venue
Tuesday, 16 June 2015	13:00	Scottish Leather Group, Locher House, Bridge of Weir, Renfrewshire, PA11 3RN,

### PRESENT

Councillor R Glen; M Crearie and F Carlin (all Renfrewshire Council); B Davidson (Renfrewshire Chamber of Commerce); S Graham (Engage); I McLean (Forum for Empowering Communities); S Clocherty (Health & Social Care Partnership); A Loveday (Scottish Enterprise); and A Dick (West College Scotland).

### CHAIR

Councillor R Glen presided.

### IN ATTENDANCE

Y Farquhar and C MacDonald (both Renfrewshire Council); and I McFadyen (Scottish Leather Group Limited).

### APOLOGIES

Councillor Andy Doig and R Cooper (both Renfrewshire Council); R Nimmo (Glasgow Airport); J Downie (Police Scotland); H Cunningham (Health & Social Care Partnership); K Sharp (Scottish Enterprise); S Mitchell (Skills Development Scotland); J Binning (Strathclyde Partnership for Transport); and G Hunt (University of the West of Scotland).

The meeting was opened by I McFadyen, Managing Director of the Scottish Leather Group Limited who welcomed everyone to Locher House, Bridge of Weir and gave a presentation outlining the history, the vision of the company, and what the company hoped to achieve in the future. Discussion took place on barriers to industrial expansion and M Crearie advised that she would speak to Councillor Macmillan regarding engaging with utility companies. After the presentation and discussion, Councillor Glen thanked Mr McFadyen for the presentation and his hospitality.

## **1 MINUTE OF PREVIOUS MEETING**

There was submitted the Minute of the meeting of the Jobs & the Economy Thematic Board held on 12 March 2015.

**DECIDED:** That the Minute be noted.

## **2 ROLLING ACTION LOG**

The Rolling Action Log was submitted for approval.

### **J&E.10.10.13(3) AND J&E.09.01.14(6) - DISCUSSION ON OVERLAPPING THEMES WITH C&YP TB**

It was agreed that these two actions would be merged together.

### **J&E.21.08.13 AND J&E.05.09.14(8) - KEY STATISTICS FOR RENFREWSHIRE**

It was agreed that these two items would be merged together.

### **J&E.09.01.14(7) - DEVELOPMENT OF COMMUNITY TRANSPORT**

It was agreed that this action would be removed from the action log as it was being actioned by the Greener Renfrewshire Thematic Board.

### **J&E.12.03.15(6) - IIQ**

It was noted that the sub-group met in May and further meetings and updates were planned.

### **DECIDED:**

- (a) That it be agreed that J&E.10.10.13(3) and J&E.09.01.14(6) be merged into one action;
- (b) That it be agreed that J&E.21.08.13 and J&E.05.09.14(8) be merged into one action;
- (c) That it be agreed that J&E.09.01.14(7) - Development of Community Transport be removed from the action log; and

(d) That the rolling action log be noted.

### 3 **PARTNERSHIP ACTION PLAN ACTIVITY AND PROGRESS**

There was submitted a report by the Director of Housing & Development Services relative to the progress of the action plan and the requirement to reconfigure the Board's targets and prioritisation of outcomes.

The report recognised that the Glasgow & Clyde Valley City Deal would significantly affect the action plan to be delivered by the Jobs and the Economy Thematic Board and as a result a consultation and development session was held in December at which a range of issues and themes emerged from the discussions.

It was also noted that the Community Planning Partnership Board had previously agreed amendments to the Single Outcome Agreement.

The report advised that over the next few months an exercise would be carried out by the Lead Officer, in consultation with Partners and the Convenor, to develop and agree a suite of relevant targets for the Board within the context of the new SOA targets and anticipated outcomes.

**DECIDED:** That it be agreed that a report would be submitted to a future meeting of the Jobs & Economy Thematic Board seeking approval for a range of new targets that would guide the ongoing work of the Partnership and the objective to grow and develop the economy of Renfrewshire.

### 4 **UPDATE ON TACKLING POVERTY RECOMMENDATIONS**

A verbal update was given by the Director of Development & Housing services relative to an update on the Tackling Poverty Recommendations.

M Crearie intimated that at the Council meeting on 23 March 2015, the Council unanimously endorsed all of the Tackling Poverty Commission's recommendations. It made a 'first step' cash injection of £3.23 million from the £6 million tackling poverty fund set aside in the 2015/16 budget to support an early response to the work of the Commission. The Commission's report was referred to the Community Planning Partnership Board to agree a coordinated, cross-partnership response to the findings and recommendations of the Commission. It was noted that a report was going to Council on 25 June 2015 outlining the extensive detailed work which had been carried out in the intervening period to continue the Council's strategic programme of tackling child poverty. The proposals had been developed by the Community Planning Partnership for consideration by members and fully committed the £6 million in additional resources to enable an early response to the work of the Tackling Poverty Commission.

M Crearie advised that she would submit an update on the Tackling Poverty Action Plan to the next meeting of the Board and a copy of the Tackling Poverty presentation would be circulated to members.

**DECIDED:**

- (a) That an update on the Tackling Poverty Action Plan be brought back to the next meeting of the Board;
- (b) That the Tackling Poverty presentation be circulated to all Board members; and
- (c) That the verbal update be noted.

**5 SUB GROUP UPDATE**

A verbal update was given by Allan Dick, West College Scotland relative to an update on the sub group which was set up to look at local employment provision, unemployment trends and issues/barriers to employment.

He advised that the group had met twice and an employability prospectus had been produced. He also intimated that the Local Employability Partnership would develop any actions relating to barriers to employment. It was agreed that as this action was complete it could now be removed from the action log.

**DECIDED:**

- (a) That it be agreed that the action was complete and would be removed from the action log; and
- (b) That the verbal update be noted.

**6 WEST COLLEGE SCOTLAND ESF FUNDING 2015/16**

A report was submitted by Allan Dick, Economic Development Manager, West College Scotland relative to an update on the Scottish Funding Council European Structural Funds 2015/16.

The report advised that West College Scotland had received an indicative allocation of £2.451 million for 2015/16 via the Scottish Funding Council (SFC) from the joint SFC and SDS proposal for funding via the European Structural Funds 2014 -2020 programme. West College Scotland was awaiting final confirmation of the allocation and associated guidance for delivery of the programme.

It was noted that a further report would be submitted to the Board once the final allocation and delivery was confirmed.

**DECIDED:** That the report be noted.

**7 REGENERATION PROJECTS ROUND UP**

There was submitted a report by the Director of Development & Housing Services relative to an update on the Paisley Heritage Asset Strategy and the City Deal.

**DECIDED:** That the report be noted.

## 8 REGIONAL INVEST IN YOUNG PEOPLE GROUPS

There was submitted a report by Allan Dick, Economic Development Manager, West College Scotland relative to Regional Invest in Young People Groups.

The report advised that the Commission for Developing Scotland's Young Workforce had recommended that business and industry work more closely with education, and for this to be facilitated through the establishment of employer-led Regional Invest in Youth Groups. As a result, West College Scotland was facilitating consultative meetings with key local employers and stakeholders to discuss the overall operation of the Invest in Young People Group for the West Region and was coordinating the submission of the proposal to Scottish Government in June 2015.

**DECIDED:** That the report be noted.

## 9 CHAMBER UPDATE

A verbal update was given by Bob Davidson, Chief Executive of Renfrewshire Chamber of Commerce on the activities of the Chamber.

He intimated that the Voyager Project had proved to be a very successful partnership initiative involving Scottish Enterprise, UWS, Renfrewshire Council and the Chamber. All the students who participated were awarded a Certificate of Achievement, and the offer of a professional reference from their mentor. It was noted that Andrew Muirhead & Son, a division of the Scottish Leather Group, won the team award.

He advised that Renfrewshire Chamber of Commerce had officially become the first UK chamber to be given Living Wage Accreditation. The Scottish Living Wage Accreditation Initiative had been operating in Scotland since April 2014 and provided support and advice to organisations that wanted to pay the living wage.

It was noted that the annual business awards of Renfrewshire Chamber of Commerce, the ROCCO awards, would be launched in mid July.

**DECIDED:** That the verbal update be noted.

## 10 MONTHLY UNEMPLOYMENT STATISTICS

There was submitted a newsletter by Economic Development which provided an overview of employment activity and economic development in Renfrewshire at the end of April 2015.

The newsletter illustrated the Renfrewshire labour market position and advised how Renfrewshire fared in comparison to the rest of the country. It also included a brief summary of the progress made to date by the Council's Invest in Renfrewshire Programme and Business Gateway Programme and provided information on wider economic development activity across Renfrewshire.

**DECIDED:** That the newsletter be noted.

**11 "STREETS FOR ALL" - IMPROVING ACCESSIBILITY OF STREETS, PAVEMENTS AND PUBLIC SPACES IN RENFREWSHIRE**

There was submitted a report by Renfrewshire Access Panel/Engage Renfrewshire relative to making streets and public places within Renfrewshire more accessible to disabled people and other people with mobility difficulties.

The report advised that the charity Living Streets published an analysis of statutory Equality Objectives of Scottish councils called "Streets For All?" which was contained within the Appendix to the report. The report highlighted that by improving accessibility within the environment this would directly benefit a wide range of individuals with temporary or permanent mobility issues, reduce the costs to individuals and public services of preventable falls and would also widen access to public services and the local economy. The Renfrewshire Forum For Empowering Communities proposed to work with the Board to develop appropriate practical actions as proposed in "Streets For All?" to improve the accessibility of streets, pavements and public places.

**DECIDED:**

(a) That the report be noted;





(b) That it be agreed that Renfrewshire Forum for Empowering Communities develop the work to improve the accessibility of streets, pavements and public places, which would contribute to achievement of the relevant equality outcomes in Renfrewshire, as outlined within the report;

(c) That a progress report would be submitted to a future meeting of the Board.

**VALEDICTION**

On behalf of the Board, Councillor Glen extended his thanks to Alison Loveday, Scottish Enterprise for the significant contribution she had made to the Jobs & the Economy Thematic Board and for the advice and assistance she had provided and wished her well for the future. These sentiments were echoed by all members present.

# RENFREWSHIRE COUNCIL JOBS & THE ECONOMY THEMATIC BOARD ROLLING ACTION LOG

<div> <div>  Action is on track            Areas for concern that will impact on completion date if not fixed.            Action required to bring up to satisfactory level            Past deadline date and action required.         </div> <div>KEY</div> </div>					Update & Comments		
Action No.	Action	Action Owner	Status	Expected Date of Completion	Actual Date of Closure		
J&E.27.03.13(1.5ii)	Determine Targets	All Partners		June 2014		<p><u>J&amp;E.29.05.14(3(a))</u> Partners were asked to provide the missing information on the action plan relating to milestones/targets as soon as possible.</p> <p><u>22/8/14</u> Partners were asked to complete timescales and update progress on action plan and return for discussion at meeting on 5/9/14</p> <p><u>04.02.15 – CPP Board Meeting</u> CPP Board noted the progress made in the delivery of the objectives of the Jobs and Economy Thematic Board in 2014 and agreed that further consideration be given to the performance targets and that this be delegated to the Jobs and Economy Thematic Board and reported to a future meeting of the Partnership Board.</p> <p><u>J&amp;E.11.06.15</u> A report to be submitted to a future meeting of the Jobs &amp; Economy Thematic Board seeking approval for a range of new targets that would guide the ongoing work of the Partnership and the objective to grow and develop the economy of Renfrewshire.</p>	
J&E.21.08.13 J&E.05.09.14(6)	Key Statistics for Renfrewshire SE to submit a further statistical report to a future meeting of the Board and include more detail and a Scottish comparison. <u>City Deal</u> development session be held at the next meeting of the Board to look at targets and prioritisation of outcomes	ES		27.06.14		<p><u>J&amp;E.09.01.14(3)</u> SE to come back with report at June meeting.</p> <p><u>J&amp;E.29.05.14</u> Interim report to be submitted at meeting on 29<sup>th</sup> May and full report to meeting in September.</p> <p><u>20/8/14</u> At present no area profile for Renfrewshire has been created.</p> <p><u>19.12.14</u> Development Session held at Abercorn Conference Centre.</p> <p><u>J&amp;E.12.03.15(4)</u> Report to be submitted to June 2015 meeting.</p> <p><u>J&amp;E.16.06.15(7)</u> Update report for noting.</p>	
J&E.27.03.13(2.3iii) J&E.09.01.14(6)	Consideration be given to holding a joint meeting with Children & Young People Board in the future to discuss topics such as School Leaver Destination Returns	Lead Officer/ RN		Future meeting		<p><u>J&amp;E.21.08.13</u> Arrange for hour overlap with Children &amp; Young People TB once action plans have been formulated.</p> <p><u>J&amp;E.10.10.13(3)</u> Agreed that a joint meeting would not take place until Children &amp; Young People Action Plan established.</p> <p><u>J&amp;E.09.01.14(3)</u> M Create &amp; R Naylor to meet April 2014.</p>	

Action No.	Action	Action Owner	Status	Expected Date of Completion	Actual Date of Closure	Update & Comments
J&E.09.01.14(7)	Development of Community Transport Engage to organise meeting with relevant partners to look at setting up working group with view to conducting feasibility study and report back to a future meeting	Forum/ Engage/r relevant partners		Future meeting		<u>February 2014</u> Engage currently identifying attendees in order to schedule a meeting regarding community transport development. Update will be provided at meeting on 6 <sup>th</sup> March.  <u>March 2014</u> Meeting held on 6 March. Participants included Strathclyde Partnership For Transport, Renfrewshire Council, Glasgow Airport, Engage Renfrewshire and a member of Renfrewshire Forum For Empowering Communities. Agreed to identify third sector organisations interested in leading community transport in Renfrewshire. The next phase of work would be seeking agreement to commission a feasibility study on the operation of community transport.  <u>J&amp;E.05.09.14(8b(i))</u> The Greener Thematic Board Transport Sub-Group had its first meeting in August and part of the discussion centered around Community Transport. A feasibility study to be undertaken.  <u>J&amp;E.12.03.15(2)</u> SPT are currently in discussions with a third sector organisation in Renfrewshire regarding taking on management of a 16-seater bus resourced from SPT as a community transport asset.  J&E.16.06.15 Agreed that action to be removed from action log as Greener Renfrewshire Thematic Board taking this forward.
J&E.29.05.14(3(a))	<b>Progress on Action Plan</b> Principal of UWS be invited to a future meeting.	UWS				
J&E.29.05.14(3(c))	<b>Strategic Sub Groups</b> i) That a strategic sub group be set up to look at local provision, unemployment trends and issues/barriers with WCS leading the Sub-Group; and  ii) RCoC, SE and RC investigate the possibility of establishing an Expo Partnership Sub Group and report back to the next meeting.	WCS  RCoC/ SE/RC				<u>05.09.14(4)</u> First meeting of group was held in June. They are looking to gather information for SDS syllabus.  <u>J&amp;E.12.03.15(2)</u> Progress report to be submitted to June 2015 meeting.  <u>05.09.14(5)</u> First meeting of group has taken place. Chamber to prepare information for Invest website.  <u>J&amp;E.12.03.15(2)</u> Expo Ren Voyager Pilot - small teams of UWS international marketing students to carry out research for local Renfrewshire firms seeking to grow their business overseas. Pilot will cease June 2015 with evaluation thereafter.  <u>J&amp;E.16.06.15(5)</u> Group have produced an employability prospectus. The Local Employability Partnership to develop any actions relating to barriers to employment.  <u>J&amp;E.16.06.15(9)</u> Voyager Project successful partnership initiative. Evaluation report to be submitted to future meeting.
J&E.05.09.14(8)	<b>Scottish Enterprise Local Activity Report For Renfrewshire 2013-2014</b> A copy of the bi-annual report to be circulated to members when it becomes available	SE				

Action No.	Action	Action Owner	Status	Expected Date of Completion	Actual Date of Closure	Update & Comments
J&E.12.03.15(5)	Eu Funding For Renfrewshire 2015/20 – Agreement On Funding Proposals For The Renfrewshire CPP area – further updates on the activities to be delivered by WCS to be developed and brought to future meeting.	WCS		Future meeting		<u>J&amp;E.16.06.15(6)</u> Further report to be submitted to the Board once the final allocation and delivery confirmed.
J&E.12.03.15(6)	IIQ - a sub-group of officers to progress the activities required to ensure that the wider economic potential from the IIQ is realised.	FC/BD/ RN		Future meeting		<u>J&amp;E.11.06.16</u> Sub-group met in May and further meetings and updates were planned.





To: **JOBS AND ECONOMY THEMATIC BOARD**

On: **9 September 2015**

Report by:  
Ruth Cooper, Economic Development Manager, Renfrewshire Council

## **CITY DEAL EMPLOYABILITY PROGRAMMES UPDATE**

### **1. Summary**

- 1.1 The Glasgow and Clyde Valley City Deal programme focuses on regeneration through physical developments across the Glasgow City Region. In addition to the £1.13bn infrastructure investment and business development packages included in the City Deal, there is a commitment to deliver employability programmes as a means of tackling poverty and social exclusion in the local area through reducing unemployment and supporting people to realise and fulfil their potential through work.
- 1.2 This paper provides an update on the Working Matters labour market programme being delivered through Invest in Renfrewshire as part of the Glasgow and Clyde Valley City Deal. This is the first of the employability programmes to be delivered through City Deal.

### **2. Recommendations**

- 2.1 It is recommended that the board...
  - a. Note the roll out of the Working Matters programme in August 2015; and
  - b. Agree that further updates on progress will be provided.



### 3. City Deal: Working Matters Programme

- 3.1 While unemployment is steadily reducing across the Glasgow City Region the numbers on health related benefits are not falling at the same rate and remain very high.
- 3.2 The City Deal Employment Support Allowance (ESA) Programme seeks to work with 4000 individuals and help at least 600 ESA claimants back into work. This programme, recently named “Working Matters” will be supported by £4.5million from GCV Authorities and £4.5m from the UK Government (DWP) paid annually in advance through Glasgow City Council.
- 3.3 The anticipated programme in Renfrewshire will be delivered from Assurance House as part of the wider Invest in Renfrewshire employability programmes, with financial support from existing and planned IIR and EU funding budgets, matched to DWP support.
- 3.4 The Renfrewshire programme has the following targets:

Year	Programme Value	Clients supported
2015-16	£341,545	(199 clients)
2016-17	£338,557	(203 clients)
2017-18	£347,021	(48 clients)
£1,027,122 total cost		(451 clients from which a minimum of 68 job outcomes should be achieved)

- 3.5 The programme will commence in August 2015 and will run for a period of three years. New entrants will be accepted onto the programme until July 2017, with the remainder of the programme (until July 2018) being focused on progressing existing clients on the programme into work.
- 3.6 Participants in the programme will be ESA claimants who have completed two-years on the Work Programme and have not achieved a sustainable outcome.
- All participants will have one or more health related barriers to work
  - 80% of anticipated referrals will come directly from Job Centre Plus
  - 20% of referrals will be engaged directly through the Invest in Renfrewshire Service

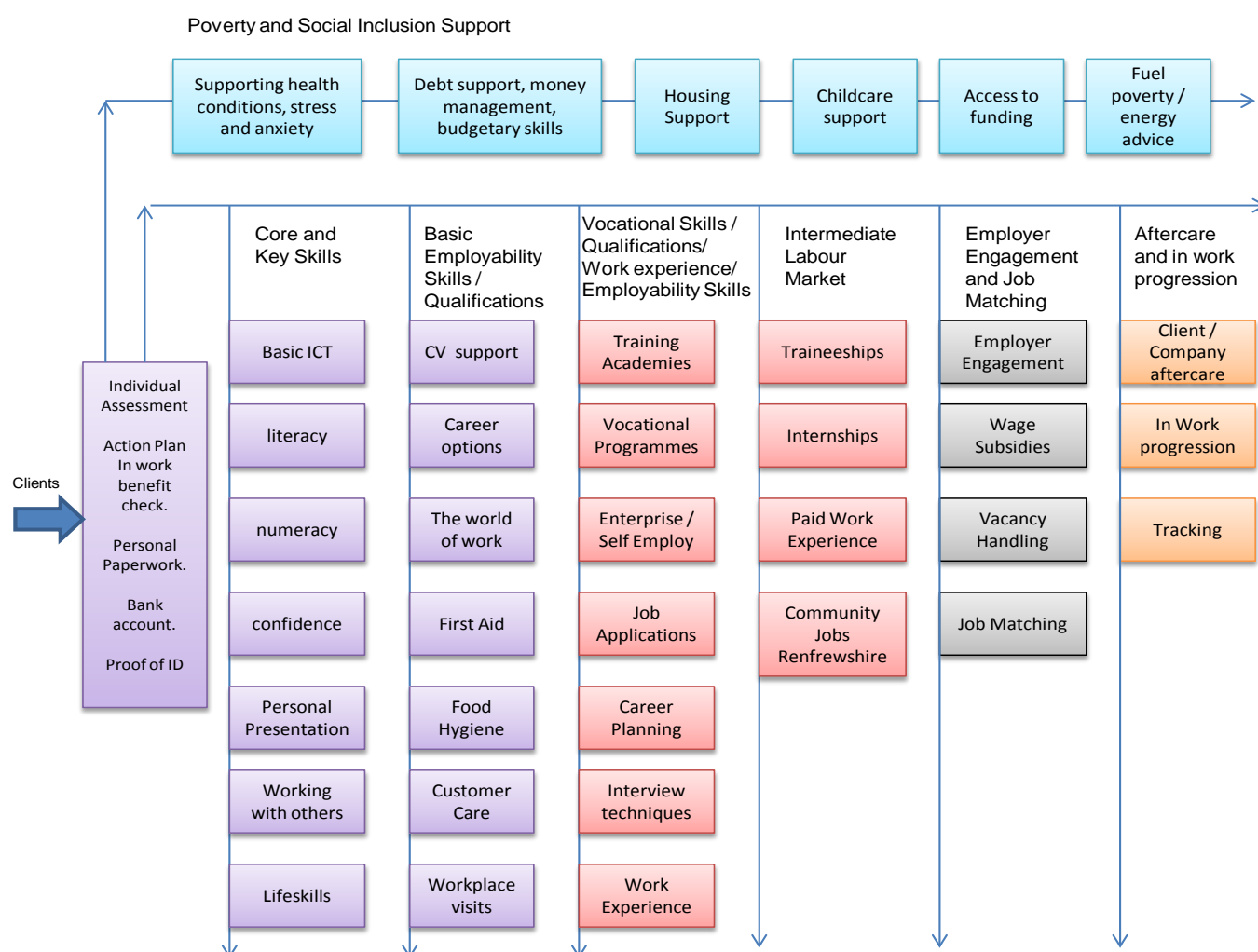
### 4. Working Matters Support Programme

- 4.1 Each person will have their own Key Worker for their duration of the programme and :



- They will go through a common assessment to identify their needs and employability development;
- An action plan will identify the main supports required, relating to the individual needs of the person;
- The Key Worker will meet fortnightly (as a minimum) to review progress, support the participant and to organise attendance at the various support interventions;
- At the point at which the client is ready for work then the Invest Recruitment Team will liaise with employers to find a suitable post.
- Aftercare will be provided to the client for up to 6 months after entering employment.

#### 4.2 The service available is based on the IIR programme as follows:



#### 4.3 Further reports on progress will be made to the CPP Board.





To: **Jobs & the Economy Thematic Board**

On: **9 September, 2015**

Report by:  
Bob Davidson, Chief Executive, Renfrewshire Chamber of Commerce

## **VOYAGER PROJECT - EVALUATION**

### **1. Summary**

- 1.1 The Voyager Project is a cross partner international themed initiative focused on students conducting international research for local business; working with 4 key partners – Scottish Enterprise (SE), the University of the West of Scotland (UWS), Renfrewshire Chamber and Renfrewshire Council (Invest in Renfrewshire). Appendix 1 contains an evaluation report of the project.

### **2. Recommendations**

- 2.1 It is recommended that the Board notes the report.

# Voyager project

## Evaluation document

**12<sup>th</sup> June 2015**

**Author: Bob Davidson, CEO Renfrewshire Chamber**

*Contributions from Alison Loveday, Senior Executive,  
Customer Operations at Scottish Enterprise*

### **Voyager Partners:**



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## Introduction

This document is a post project evaluation report for the ***Voyager Project*** – a cross partner international themed initiative focused on students conducting international research for local business; working with 4 key partners – Scottish Enterprise (SE), the University of the West of Scotland (UWS), Renfrewshire Chamber and Renfrewshire Council (Invest in Renfrewshire).

## Background

The Voyager Project was a partnership initiative involving SE, UWS, Renfrewshire Council and the Chamber – whereby UWS students were assigned to Chamber members and local businesses that had a suitable piece of international themed research needing done that would serve as an excellent learning opportunity for the students and also add value to their business. The project was developed as a small pilot to test a) partnership working b) demand for international capacity support from clients & c) the ability of students to add value to the companies

Voyager like ExpoRen in 2014 – had the Jobs & Economy Thematic Board of the Community Planning Partnership as a catalyst. Following a request from the J&E Board for more innovation and partner working – SE & the Chamber asked UWS to work with them on Voyager.

(ExpoRen like Voyager was (and still is) a virtual coming together of key partners whereby any organisation that has export aspirations can knock on any partner door and understand what support is available from that organisation and other partners in the area. ExpoRen was launched in Spring 2014 and opened by the Minister of External Affairs and International Development Humza Yousaf MSP. At the launch 100 delegates attended a morning of international themed presentations and were given the chance to engage with key partners direct.)

## The students

Students involved came from UWS Paisley & Hamilton campuses. They ranged from 1<sup>st</sup> year students to MBA students. Some clients were allocated an individual student, others a team of students with 1 student taking the lead and being the main point of contact for the clients and partners involved. Voyager for most students was voluntary with participants understanding that the work was in addition to existing studies – but that taking part would be provide real business experience and be a strong addition to a CV or indeed a talking point at an interview.

## The Mentors

SE staff (account managers & senior executives) & 2 Chamber staff gave were assigned as mentors to the students (for example; to get them started and on the right path). The mentors added another important dimension that complimented university and client engagement – and brought to life the fact that this was a real life project with mentors able to offer professional advice and support

## The Clients

The Chamber asked members and local businesses to get involved. The organisations that came forward with a suitable international brief were:

- 1) Ashtree house hotel (member) – local boutique hotel (staff <10)
- 2) Dimensional Imaging (Business Gateway recommended) – 3D facial capture – staff (small)
- 3) Eadie & Kanai Co. Ltd (member) – specialist textile industry parts (10 staff)
- 4) Jenier Teas (member) – source and supply high end teas - 10 staff
- 5) Kennett Watches (member) – watch design & manufacture <10 staff
- 6) Peak Scientific (member) – manufacture lab equipment ~ 500 staff
- 7) Scottish Leather (A Muirhead) (member) – UK's largest leather manufacturer ~ 550 staff
- 8) Smith & McLaurin (member) – label manufacturer ~ 100 staff
- 9) Tendercush (member) – post breast cancer surgery products – 1 staff
- 10) Worldteachers (member) – International education recruitment – 7 staff

*\*Another 2 were originally involved but students pulled out – one due to illness and the other due to exam pressures / private family matters (Logic Energy & Optimum Drilling – both Business Gateway clients)*

## **The process / timings**

SE & the Chamber led the project working closely with UWS Paisley – with Senior Lecturer Meg Dunn being our main point of contact. Key elements of the project by month were:

Jan – agree project outline / support from partners / seek clients / initiate student interest

Feb - all clients on board / held induction at UWS / continue to recruit students

Mar – initial on site client meetings with student(s) & business mentor / develop proposal

Apr – conduct research / write report

May – finalise report / prepare presentation / SE finals / initiate evaluation survey

Jun – survey close / evaluation meeting / final report (this document)

The main 2 events with the period were the induction / launch at UWS and the finals at SE:

## **The launch / induction**

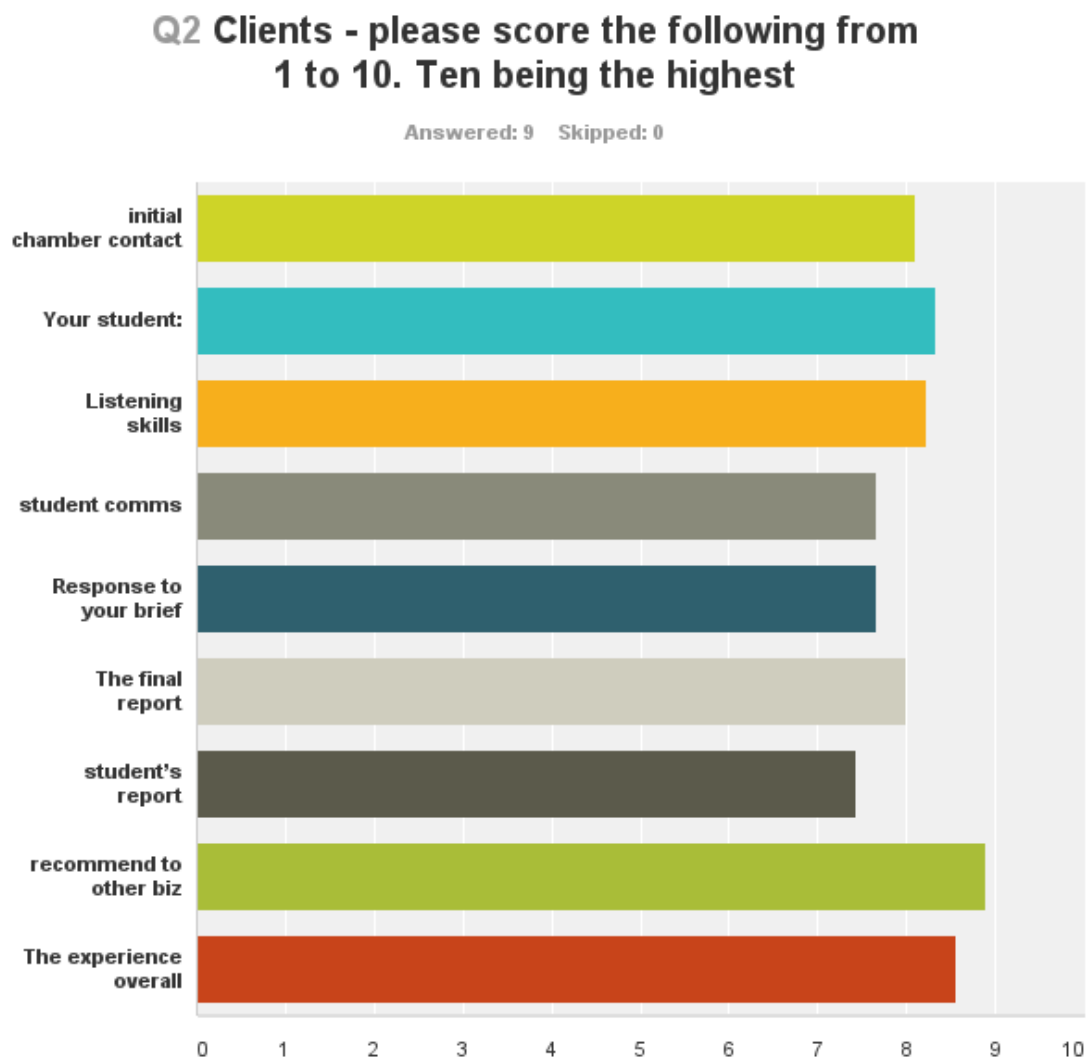
For students that had expressed interest / came forward - to hear more from SE/ SDI staff, the Chamber and UWS giving useful info on what is involved, timescales and advice on how to run a successful project of this nature

## **The Finals at SE Boardroom**

The teams presented their findings and discussed their experience at a “finals presentation” at the SE Board room at the end of May. All the students who participated were awarded a Certificate of Achievement and the offer of a professional reference from their Mentors. The Winning Team (for Andrew Muirhead & Son.), and Winning Individual (for Worldteachers) who scored most highly overall between their written report and Presentation, were awarded prize cheques donated by the Chamber.

# Survey results

## Client survey



9 clients responded using Survey. The 10<sup>th</sup> was client Smith & McLaurin – their student was working to a later timescale and therefore did not wish to complete the survey

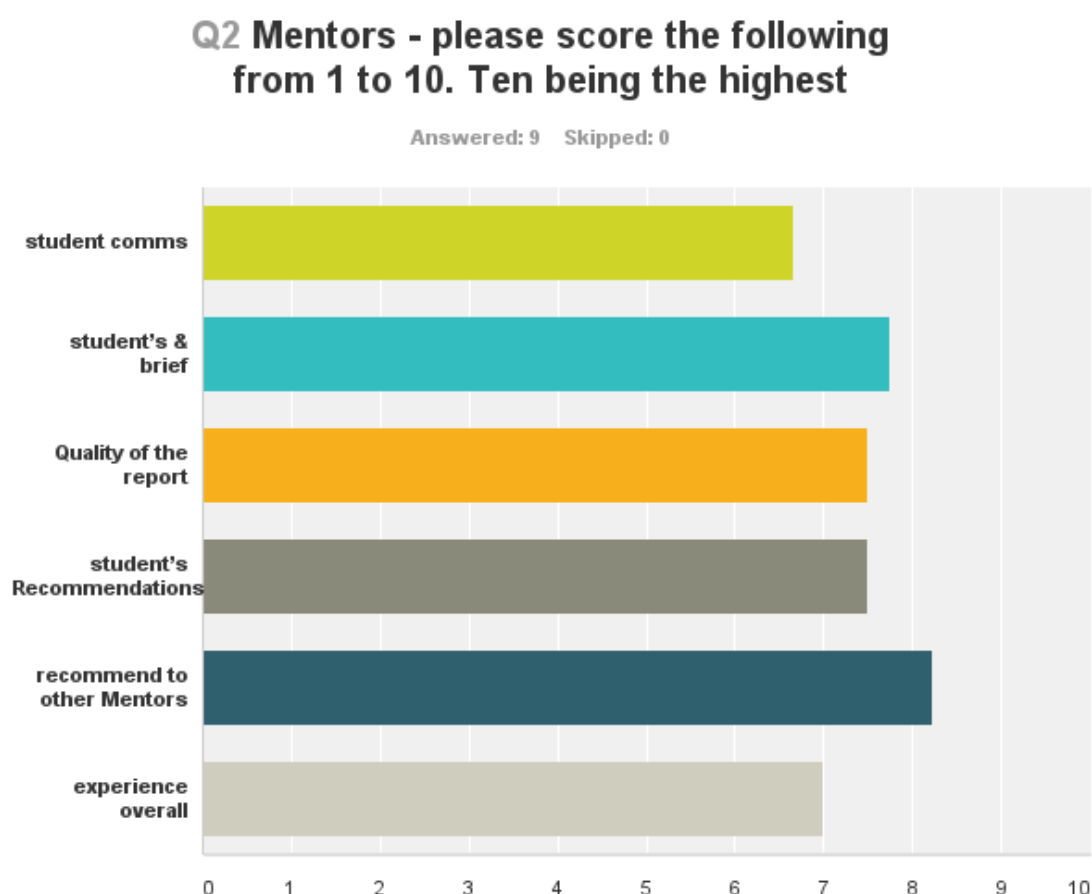
### Highlights to note:

*“Recommend to other businesses” score highest – clients understand they are helping student employability as well as getting research conducted*

*Student comms – area that need improving – combination of timing due to exams and also reality of the business world – clients expecting prompt response – when some students perhaps not appreciating that just yet. These are areas where some of the more mature students perhaps grasp better. (this should be focused on more at induction)*

*Student report although not a low score – it is the lowest. From the comments this is down to businesses perhaps expecting a response similar to a private e sector enterprise doing research or some students having understood and listened to the client brief more. Possibly again supporting the demand for more mature students?*

## Mentor survey results



All mentors completed the survey.

Students comms scored lowest – perhaps needs to firm up the role of the mentor v the client – can be addressed at induction (what a mentor is and what it is not)

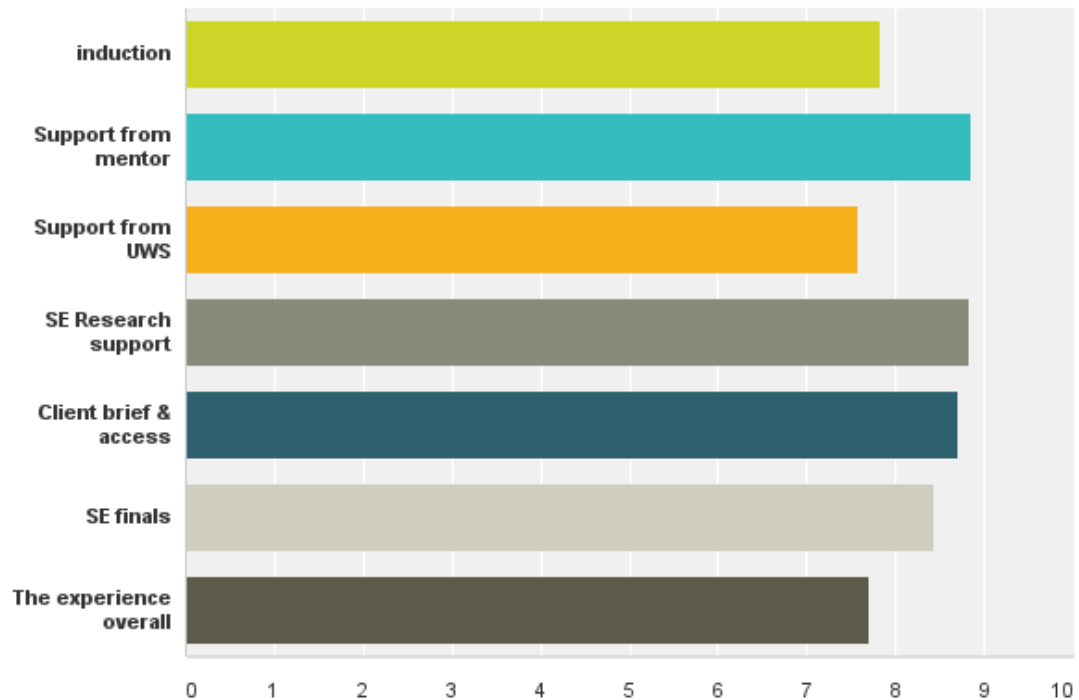
2<sup>nd</sup> lowest score was experience overall – again need to firm up mentor role.

But overall the highest score was “recommend to other mentors” – the mentors understand the importance of projects like this and how with the improvements and recommendations suggested- can really make a difference to employers and university engagement in a manner that benefits the business and the student.

## Student survey results

### Q2 Students - please score the following from 1 to 10. Ten being the highest

Answered: 7 Skipped: 0



The Survey came out during exam time – and most students after their exams don't return 'til September – the 7 students responded represented 7 of the 10 companies involved.

All survey respondents had the opportunity to also give comments – the most popular comments were *“to change the time – not have so close to exams”*. Second most common comment was for *“all involved to be engaged at the start”*. Partners agree with these comments and are reflected in recommendations.

For future Voyagers need to be clearer up front with timescales students have to work to and what is to be in by when – and who they have to send content to in the 1<sup>st</sup> instance i.e. UWS v mentor v client. That could all be fine-tuned and shared at induction

A small booklet in print of e-form could help act as a reminder to students and all partners in terms of what is expected by when / who to involve – with reminder re quality of comms etc..

## Supporting comments

### Scottish Enterprise

*"The Voyager pilot has been an outstanding success. Scottish Enterprise and SDI have been delighted to lead this project along with Renfrewshire Chamber of Commerce and University of the West of Scotland. The enthusiasm, commitment and vision of all the partners and of course the students in undertaking such a challenging project have shown just how effective real partnership working can be."* - Alison Loveday, Senior Executive, Customer Operations at SE commented

### UWS

*"It was quickly evident with the students that chose to participate in the Voyager project became more confident through dealing with their real-world business clients and in applying the business theory they had learned. Particularly when presenting their findings, they were positive and assured - quite a transformation in the space of one trimester! UWS were delighted to support this very valuable initiative."* - Meg Dunn, Senior Lecturer, UWS

### Renfrewshire Chamber of Commerce

*"... we expect to continue and indeed expand this type of partnership activity. Like all initiatives of this nature, based on feedback there are learnings and therefore changes we would apply to make the experience even better for all concerned. I would like to thank all the partners, mentors, clients and students for all their efforts and making Voyager a success".* - Chamber chief exec Bob Davidson

### Student comment

*"I really enjoyed taking part in the Voyager programme. It was interesting to apply what we had been learning in our lectures to a real life business."* – Katie White

### Client Comments

*"I was delighted to be involved in this project and my student did a great job"* – Sheila Logan, Owner – Tendercush

*"I have been really impressed with the report and presentation – and planning to speak to my student about opportunities within the business"* – Roddy Hammond, Worldteachers

## Recommendations

Overall all partners, students, mentors & clients believe Voyager was a success – and we recommend the project continues and expands. As with all initiatives of this type there are learnings and aspects that would need to be adjusted to improve the experience. The main recommendations are:

***Recommendation 1 - The Voyager Project should be completed over no less than a 16 week period***” Voyager year crept too much into student exam time. We recommend the process for finding companies starts in December with a view to having an event end January whereby all students involved can interact with the clients, SE, UWS staff, the Chamber, Council and mentors. The project would run across Feb / March with SE finals in early April. Thus reducing the impact on the key exam period in May.

***Recommendation 2 - The University and Client elements of the project should be localised***”... Campuses to work with businesses & UWS staff in their own locale. E.g. UWS Paisley Campus students to work with Renfrewshire businesses, UWS Paisley staff & Renfrewshire Chamber & Council. The other 3 campuses of UWS – Hamilton, Ayr and Dumfries – all have local chamber and business bodies that could be approached to get involved:

- a. Hamilton – has Lanarkshire Chamber & LES – Lanarkshire Enterprise Services
- b. Dumfries - has Dumfries & Galloway Chamber
- c. Ayr – has Ayr Chamber
  - i. All areas have access to SE staff, Business Gateway & local council economic development teams

***Recommendation 3 - The University should consider making Voyager a formal part of the International Marketing course for 3rd year and MBA students*** Careful consideration given to whether student involvement is extra-curricular or part of their course – the latter has more chance of success and cross partner involvement

END





To: **JOBS AND ECONOMY THEMATIC BOARD**

On: **9 September 2015**

Report by:  
Ruth Cooper, Economic Development Manager, Renfrewshire Council

## **RENFREWSHIRE RECRUITMENT INCENTIVE**

### **1. Summary**

- 1.1 Since its launch in 2012, Invest in Renfrewshire has provided wage incentives to local employers who have created jobs for young, unemployed people. These programmes have been hugely successful and have helped to reduce youth unemployment in Renfrewshire from 11.4% to 3.7%.
- 1.2 Wage incentives have been funded via support from Renfrewshire Council (IIR), ESF and Scottish Government ERI support. To avoid different wage subsidy programmes operating across the area Renfrewshire Council has always combined potential funding sources and delivered a single employer offer to companies. This has reduced local inequalities and made the process easier for employers.
- 1.3 The Scottish Government recently announced that there would be a new ERI programme (for 9 months only) available to all Scottish Local Authorities. The programme would be quite different from previous years and was more focussed on sustaining young people in work.
- 1.4 The grant offer for the Scottish Government SERI is for 83 fully funded places, with up to £370,429 to be claimed (if all posts are sustained at 12 months).
- 1.5 The new SERI is for a 12 month (rather than 6 month) programme and provides staged payments to employers based on the sustainment in work of the young person.
- 1.6 A meeting with the Scottish Government confirmed that there was no EU money currently in the draft model and so LAs would be able to use this funding to match against EU funds if they wished (but would need to incorporate all of the EU compliance requirements into the process).



- 1.7 The new model was broadly similar to the model being developed through Renfrewshire Council and so it has been incorporated into a wider Renfrewshire Recruitment Incentive for the coming 3 years.

## 2. Recommendations

- 2.1 It is recommended that the Board...
- a) Note the report; and
  - b) Agree that further updates on the project will be brought to a future Board.

## 3. Background

- 3.1 The previous wage subsidy programme (co-funded by Scottish Government through the Employer Recruitment Incentive) stopped on 30<sup>th</sup> June 2015 and a new programme for Renfrewshire (supported by Renfrewshire Council and matched with ESF through the new Youth Employment Initiative) was being developed to start on 1<sup>st</sup> July.
- 3.2 The previous Employer Recruitment Incentive has been reported several times to Board and most recently was the subject of a paper “Employer Recruitment Incentive (ERI) Extension” 20<sup>th</sup> May 2015 to extend the programme to the end of June 2015. This was thought to be the final element of the programme.
- 3.3 Unexpectedly, the Scottish Government recently announced that there would be a new ERI programme (for 9 months only) available to all Scottish Local Authorities. The programme would be quite different from previous years and was more focussed on sustaining young people in work.
- 3.4 The grant offer for the SERI in Renfrewshire is for 83 fully funded places, with up to £370,429 to be claimed (if all posts are sustained at 12 months).
- 3.5 The new model is for a 12 month (rather than 6 month) support programme and provides staged payments to employers based on the sustainment in work of the young person.
- 3.6 It is proposed to integrate the SERI offer into the wider Invest in Renfrewshire programme and to match this allocation into the Youth Employment Initiative (YEI - offering 66% intervention) to offer a total of 249 additional places, up to £1,111,287 over a three year period (and securing up to an additional £740k in ESF).
- 3.7 Renfrewshire Council had already submitted an outline YEI application including a wage subsidy programme and it is our intervention to broaden that programme



through the new SERI funding and allowing a greater programme over three years.

- 3.8 A revised YEI application will be developed over the next couple of months to detail the full ESF programme for the next three years.

#### **4. Renfrewshire Recruitment Incentive 2015-18**

- 4.1 From 1 July 2015, Invest in Renfrewshire will run a new programme broadly based on the model of 'Scotland's Employer Recruitment Incentive' (SERI), co-funded by Renfrewshire Council, the Scottish Government and the European Social Fund for Scotland.
- 4.2 The new programme will provide a higher subsidy than previously, over a longer time period, for employers who recruit from a pool of around 500 registered unemployed young people (including recent school leavers) that we are working with to help secure employment. A Recruitment Adviser from Invest in Renfrewshire will work with the employer to confirm their recruitment needs and identify potential candidates. Where an employer has identified someone for the post themselves, the person would need to be registered unemployed with the Jobcentre and assessed as eligible by the Invest in Renfrewshire employability service.
- 4.3 Applications for funding will be made only once the candidate has been identified and their eligibility for the scheme confirmed. An employer can make two applications in the financial year.
- 4.4 The proposed programme, which provides an incentive of up to £4963.00, aims to help move unemployed young people (16-29) into sustainable jobs. The financial incentive is conditional on the employee achieving sustained employment and therefore the support is paid in stages:
- £350.00 on commencement of employment
  - £903.25 after 12 weeks employment
  - £903.25 after 26 weeks employment
  - £1806.50 after 52 weeks employment

If the employee is paid the Living Wage (currently £7.85) there will be additional £1000.00 paid after 52 weeks.

- 4.5 Should the employee leave at any time between the payment stages, no grant will be paid for that stage.
- 4.6 Ongoing support will be provided and monitoring undertaken, by Invest in Renfrewshire's employability service throughout the subsidised period.



## **5. Eligibility and conditions**

- 5.1 A number of eligibility checks must be undertaken prior to an offer of support and the full terms and conditions will be detailed in a formal grant offer from Renfrewshire Council to a company.
- 5.2 The employer must be:
- Based in the Renfrewshire Council area, and
  - Signed up to the Invest in Renfrewshire initiative, and
  - Small or medium sized, i.e. no more than 250 employees. (Larger businesses will be considered on a case-by-case basis)
- 5.3 The job/s must be:
- New and sustainable for a minimum of 1 year, and
  - Have basic hours of 30 per week minimum, and
  - Paid at least the national minimum wage
- 5.4 The Employee must be:
- Resident in the Renfrewshire Council area, and
  - Aged 16- 29 years, and
  - Be a school leaver or registered unemployed (and not on any DWP mandated initiative, e.g. Work Programme), and
  - Registered with Invest in Renfrewshire's employability service
- 5.5 Further reports will be brought to board on the progress of the new Renfrewshire Recruitment Incentive and on the finalised YEI application for Renfrewshire Council.



Renfrewshire  
Council

# Renfrewshire Economic Development Newsletter – August 2015

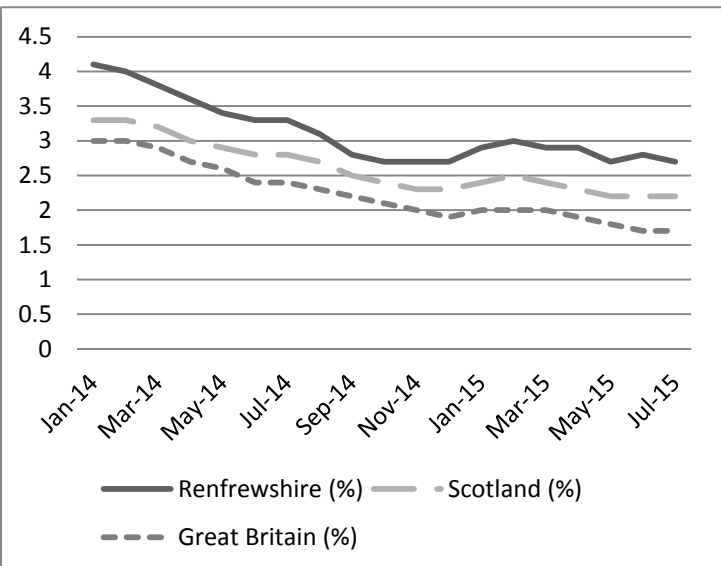
This Economic Development newsletter provides an extended overview of employment activity and economic development in Renfrewshire at the end of **July 2015**.

The latest statistics from NOMIS illustrate the Renfrewshire labour market position and show how Renfrewshire fares in comparison to Scotland and to the UK. As well as the JSA figures this newsletter will also report on the wider, most recent employment and unemployment stats available for the area.

The newsletter includes a summary of the progress made to date by the council's Invest in Renfrewshire programme and Business Gateway programme as well as information on wider economic development activity.

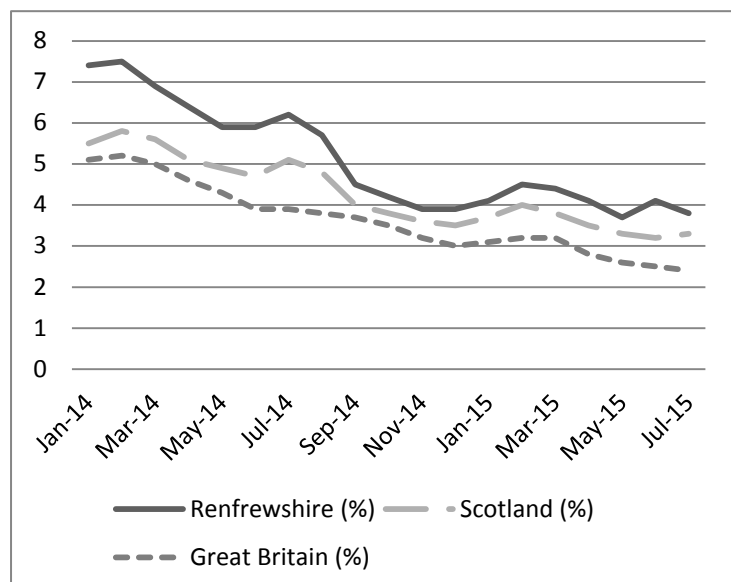
## JSA Claimants All Ages (16-64)

- The Jobseekers Allowance (JSA) rate for July 2015 is **2.7%**, with jobseekers totalling **3,005**.
- This month the rate has **decreased** slightly by 0.1%.
- The rate this time last year was **3.3%**.



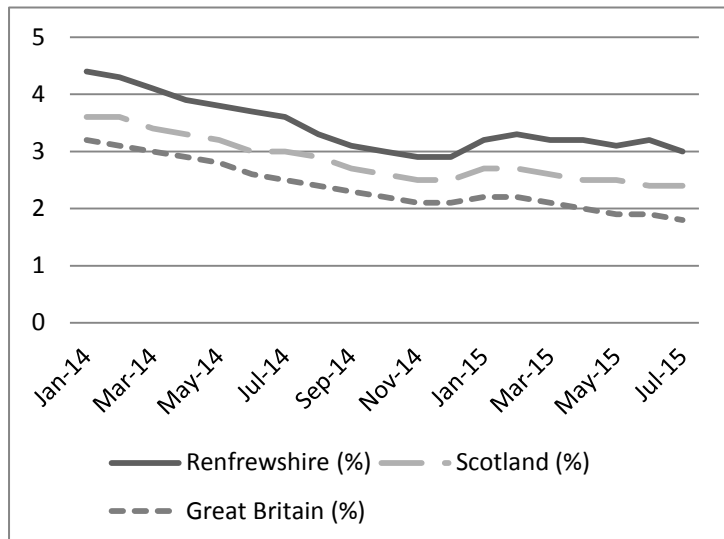
## JSA Claimants Aged 18-24

- The Jobseekers Allowance (JSA) rate for July 2015 is **3.8%**, with **570** young people seeking work.
- This month the rate has decreased by 0.3%. This is a greater decrease than the overall Scottish average.
- The rate was significantly higher this time last year at **6.2%**.



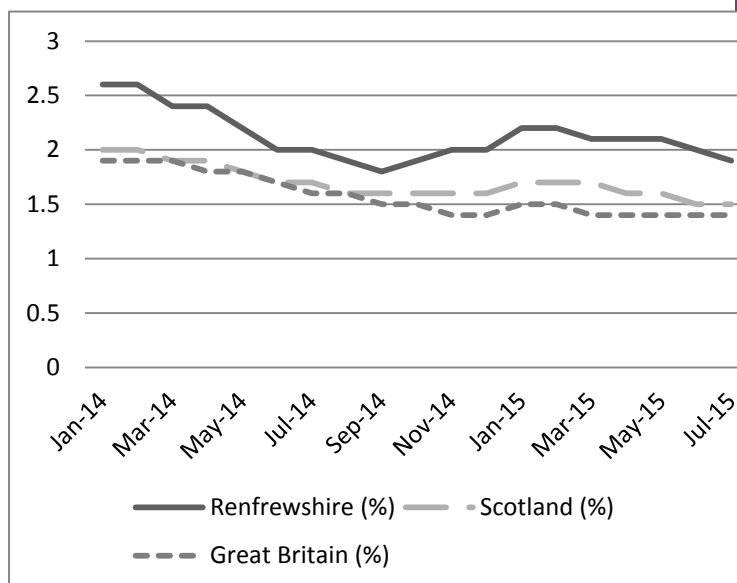
### JSA Claimants Aged 25-49

- The 25-49 JSA rate for July 2015 is **3%**, with **1,730** claimants.
- This month the rate has slightly decreased by **0.1%**.
- The rate was higher this time last year at 3.6%.



### JSA Claimants Aged 50+

- The 50+ JSA rate for July 2015 is **1.9%** with **700** people signed on.
- This month the 50+ JSA rate decreased by **0.1%** after a period of stagnation.
- The rate was the same this time last year at 2.0%.



Source: ONS claimant count - age duration with proportions  
 Note: % is number of persons claiming JSA as a proportion of resident population of the same age.

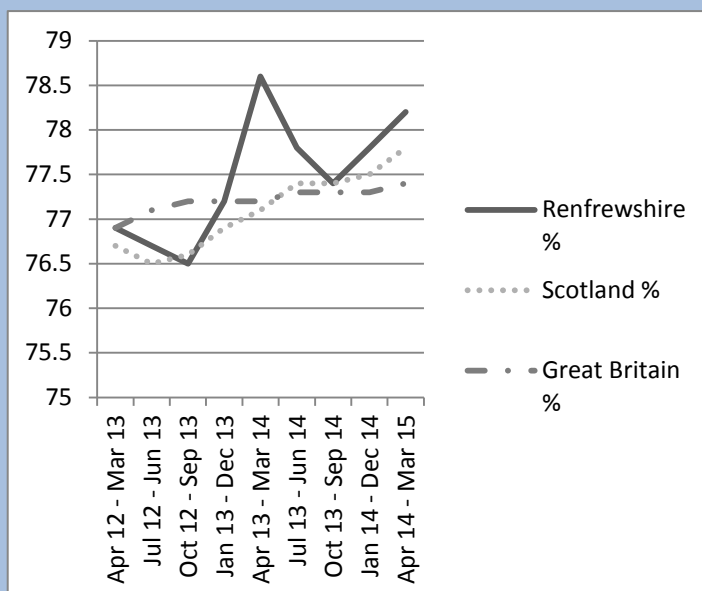
## **Labour Supply: Employment and Unemployment Update (April 2014-March 2015)**

This wider NOMIS report provides statistical figures for the total working population (16-64) of Renfrewshire which is 112,500 residents for the period April 2014–March 2015.

The Renfrewshire Labour supply consists of those who are employed, as well as those defined as unemployed or economically inactive, who can be considered to be potential labour supply. The following information derives from NOMIS.

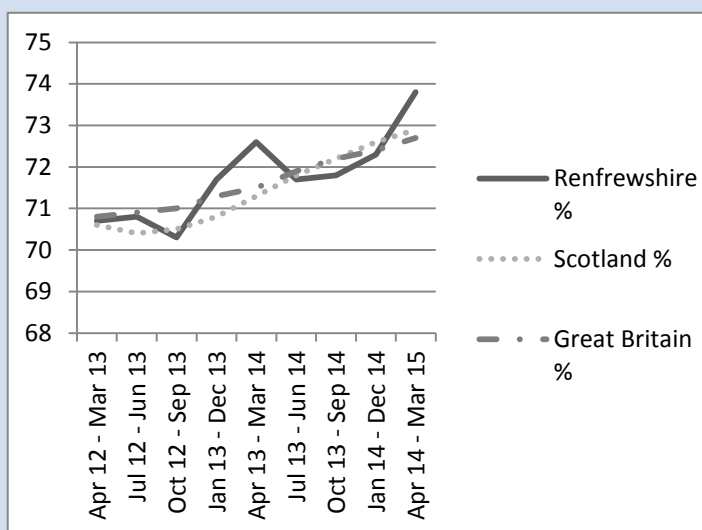
### **Economically Active**

- The overall economically active for the period April 2014-March 2015 was 78.2%, in total 90,200 residents.
- This is an increase of 0.4% from the previous period (January 2014-December 2014).
- This rate is higher than the Scottish average of 77.8% and the average of Great Britain 77.4%.



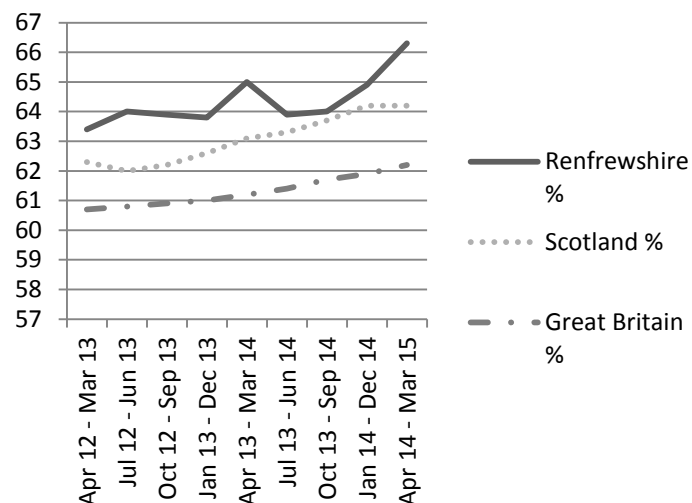
### **Total in Employment**

- The overall percentage of those in employment for the April 2014-March 2015 period was 73.8% in total 85,300 residents.
- This is a significant increase of 1.5% from the previous period (January 2014-December 2014).
- This rate is higher than the Scottish Average of 72.9% and the average of Great Britain 72.7%



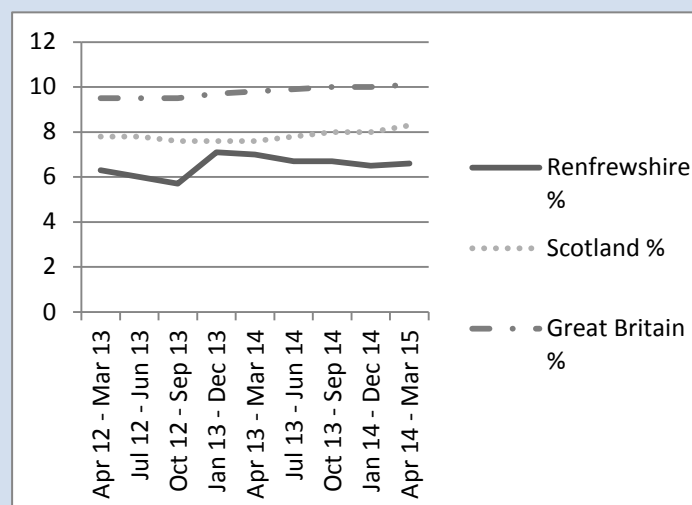
### Employment: Total Employees

- The overall percentage of employees for the April 2014-March 2015 period was 66.3% - 76,000 people.
- This is a significant increase of 1.4% from the previous period (January 2014-December 2014)
- This rate is higher than the Scottish Average of 64.2% and the average of Great Britain at 62.2%



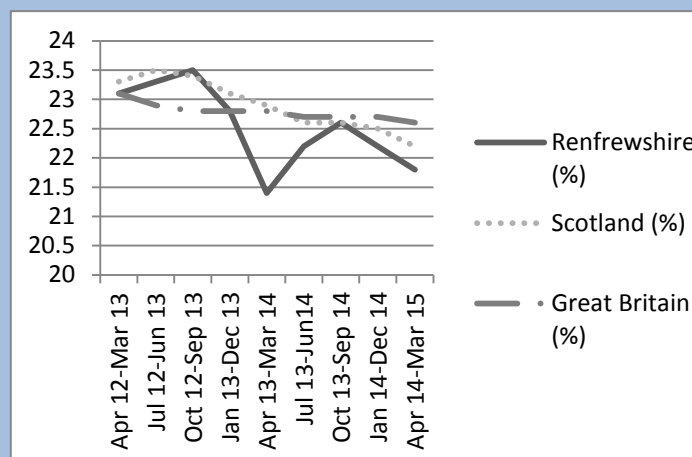
### Employment: Total Self Employed

- The overall percentage of those self employed for the April 2014-March 2015 period was 6.6% - 8,200 people.
- This is an increase of 0.1% from the previous period (January 2014-December 2014).
- This is an increase of 1.8% from the same period in 2008.
- This rate is lower than the Scottish average of 8.3% and the average of Great Britain at 10.1%.



### Economic Inactivity

- The overall economic inactivity in Renfrewshire for the period April 2014-March 2015 was 21.8% - 24,400 people.
- This is a decrease of 0.4% from the previous period (January 2014-December 2014).
- This rate is lower than the Scottish average of 22.2% and the average of Great Britain 22.6%.



## Local Economic Development Update

**Paisley High Street** is now open for traffic for the first time in 18 years. The reopening of the High Street aims to reinvigorate night-time activity and the overall High Street economy by allowing taxis and cars access to the street between 18:30 and 06:30.

.....

**The Recruit** kick started again in August with twenty hopeful 'Recruits' participating in various work related challenges. This year five successful Recruits are guaranteed to secure a highly sought after Modern Apprenticeship. All other participants will receive help in finding other jobs and training opportunities.

.....

**InCube** officially opened its doors to guests and the public on the 24<sup>th</sup> June. Guests were treated to inspirational stories from Lord Haughey of City Refrigeration Ltd and Margaret Gibson, CEO of Women's Enterprise Scotland and winner of the Queen's Award for Enterprise. The open day also gave the InCube entrepreneurs an opportunity to showcase their businesses.

.....

**Glasgow airport** had a record breaking Summer with the total amount of passengers using the airport. It was reported that **956,483 passengers** used Glasgow Airport; this is an increase of **13.7%**. This substantial increase put Glasgow Airport as one of Europe's fastest growing airport during the first six months of 2015 according to European airport trade body, ACI Europe.

.....

Renfrewshire Council will be the first Scottish Local Authority to set up a **Tackling Poverty cash fund**, for hard pressed parents struggling to meet the costs of Schooling their children. The cash boost and the creation of a new task force come on the back of the findings and recommendations from the Tackling Poverty Commission and the £6M financial commitment from Renfrewshire Council..

.....

This year's **Sma' Shot Day** saw thousands of Renfrewshire residents attend the annual celebration of the area's weaving heritage. The new addition to this year's event was the inception of the Sma' Shot Bigshot poetry slam. The new event allowed talented Renfrewshire poets to showcase their work alongside Create Paisley 2020 film project being displayed for the first time to the public.

.....

Maclay Inns, the owner of Paisley's oldest pub the **Bull Inn**, the **Abbey Inn** has been bought out of administration by Stonegate Pub Company. The deal comes after Alloa-based Maclay called in administrator at EY in January 2015.

.....

**Rolls Royce** announced a **£60 million investment** in their base in Renfrewshire. The company will build a new 'Centre of Competence' at their Inchinnan factory. The company stated that the investment would reduce the 187 job losses announced in March by creating **around 130 jobs**.

.....

**Arnold Clark** unveiled plans to relocate their headquarters and several dealerships to Hillington Park. The new headquarters will cover a 90,000 sq ft site will accommodate **over 400 jobs** whilst recruiting 100 new jobs.

.....

**Spark of Genius**, the Paisley-based company who provide residential care and educational services for young people with complex needs, have been sold to CareTech Holdings, based in Hertfordshire, for £9 million. Founder Tom McGhee and other senior management will remain with the business under new ownership.

## Invest in Renfrewshire Update – August 2015

### INVEST IN EMPLOYMENT

Since the launch of Invest in Renfrewshire in June 2012 **916** new paid posts have been created:

- **674** new jobs have been created through the wage subsidy / Employer Recruitment Incentive programmes.
- **170** Graduate Internships have been created, **117** within the Council and **53** with local companies.
- **62** people have started traineeships with the Council.

In addition:

- **6,234** unemployed people have registered and received support from the Invest in Renfrewshire employability service.
- **1,993** 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 **45** social enterprise companies and organisations.
- Approved **11** awards totalling **£50,282**.

### INVEST IN BUSINESS

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

- **684** have created new jobs and internships for young people
- **316** companies have been offered grants to pursue development, training, exhibition and ICT projects, amounting to combined funding of over **£1,441,354**.
- Funding of **£79,600** has been provided through the micro loan fund.
- The Retail Improvement Scheme has received **119** formal applications totalling grant support of **£700,000**.
- In the last 34 months, since the start of the new Business Gateway contract:
  - **1022** new companies have been established with Business Gateway support.
  - **394** businesses have demonstrated growth aspiration and been given a dedicated business adviser.
  - **285** start-up workshops and **137** business growth workshops have been delivered.