

South Lanarkshire Council

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Connect

Performance Report 2022-23 Quarter 4 : April 2022 - March 2023

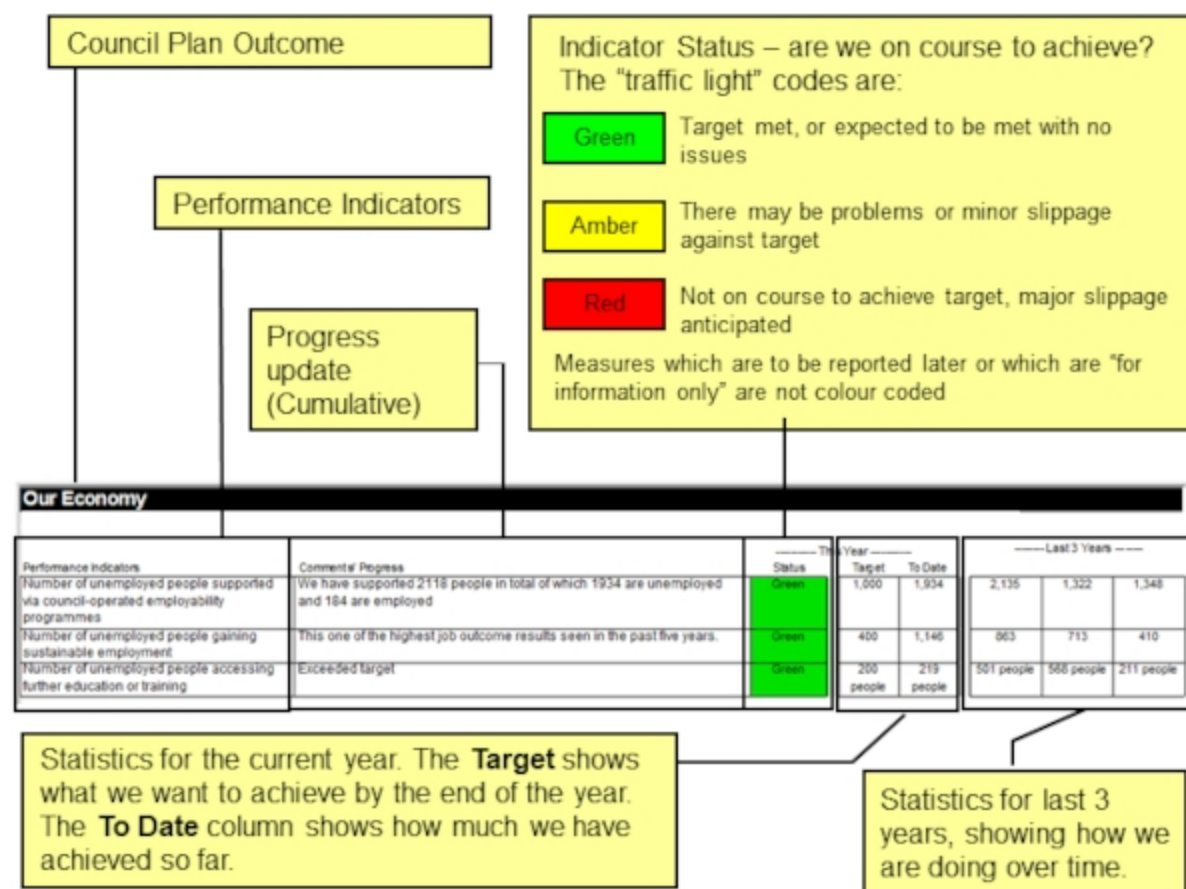
(This represents the cumulative position to March 2023)

Summary - number of measures green, amber and red under each Council Plan Outcome / Theme

Council Outcome / Theme	Green	Amber	Red	Report later / Contextual	Total
Communities and Environment	2		2	1	5
Education and Learning	3	1			4
Health and Wellbeing	8			1	9
Children and Young People	4				4
Housing and Land	3	1		1	5
Our Economy	3	1			4
Delivering the plan and achieving best value		1			1
Total	23	4	2	3	32

How to use this performance report

This performance report is intended to be both informative and easy to use. The guide below is designed to help you get the most out of the report and to answer the most common questions you might have.



Communities and Environment

Performance Indicators	Comments/ Progress	----- This Year -----			----- Last 3 Years -----		
		Status	Target	To Date			
Make an annual saving from using recycled items as opposed to new through the joint store	<p>The cumulative total for recycled equipment year to date is:</p> <p>No of items - 2319</p> <p>Cost of items - £185,085</p> <p>Value of items - £482,075</p> <p>Since April 2022 there has been a saving for the Council of £296,990, exceeding annual saving target of £175,000.</p>	Green	175,000	296,990	-----	-----	267,296
Land Audit Management System grounds maintenance score	The final score for LAMs for 2022 is 72, which is an improvement on the previous year and meets the set target.	Green	72.0	72.0	72.0	72.0	71.3
Percentage of our road network that should be considered for maintenance treatment	<p>This figure is derived from the Society of Chief Officers of Transportation in Scotland (SCOTS) Road Condition Index (RCI) survey.</p> <p>The survey has now been completed and the overall RCI is 30.8% for the period 2021-2023. This falls short of the target of 29.7% and is a depreciation of 1.1% in the overall condition of the road network. Individual road categories are generally also showing a concerning regression in condition.</p>	Red	29.7%	30.8%	30.3%	30.6%	29.7%
Reduction in the council's carbon emissions achieved by March 2023 (buildings, waste, street lighting, transport)	<p>The results for financial year 2022-23 will be available in Summer 2023, and will be included in the quarter two update for 2023-24.</p> <p>For 2021-22, it was reported that the council's carbon emissions reduced by 17% compared with baseline year 2019-20.</p>	Report Later	5.0%	-----	44.0%	19.0%	17.0%
Percentage of total household waste that is recycled in 2022	The measure is reported per calendar year, and so the figure for quarter four covers the period October - December 2022. The Household Recycling Rate for this period was 37.75%. The figure for the full year (2022) was 41.2%. This remains below the target of 50%. The new bulky waste contract is ongoing, having commenced on 1 April 2022, and continues to increase the quantities of bulky waste being recycled. The service has also now recruited additional Waste Education Officers to rollout the new service change for flatted properties to improve the recycling rates. The majority of the material at the flatted properties tends to be too badly contaminated to recycle and therefore is landfilled as residual waste.	Red	50.00%	41.20%	46.40%	40.50%	41.50%

Council Plan Performance Indicators

Education and Learning

Performance Indicators	Comments/ Progress	Status	----- This Year -----		----- Last 3 Years -----		
			Target	To Date			
Improve the attendance of children and young people at primary school	The attendance rate is above the target set and compared to previous years must be seen in the context of the ongoing Covid-19 pandemic during school session 2021/22.	Green	90.0%	91.8%	94.9%	94.3%	94.6%
Improve the attendance of children and young people at secondary school	The attendance rate remains below that of the last pre-covid school session (2018/19) but is only slightly lower than the target set. This should be viewed in context of high levels of sickness experienced during school session 2021/22.	Green	88.0%	87.5%	91.4%	91.0%	90.5%
Percentage of pupils entering positive destinations	Performance has increased and is above the target set.	Green	95.7%	96.2%	95.7%	94.8%	96.2%
Percentage gap between pupils from the least and most deprived areas entering positive destinations	The gap between pupils from the least and most deprived areas is slightly above the target set but is below the rate from the previous year. This remains a key focus for improvement in 2023/24.	Amber	5.8%	6.1%	2.7%	4.3%	6.4%

Health and Wellbeing

Performance Indicators	Comments/ Progress	Status	----- This Year -----		----- Last 3 Years -----		
			Target	To Date			
No of households currently waiting for adaptations to their home	Target achieved.	Green	0	0	0	0	0
% of approved applications for adaptations completed in year (SSHC)	All adaptations were approved, this measure is demand led.	Green	100.00%	100.00%	100.00%	100.00%	100.00%
% of standard adaptations to council houses within agreed appointment times	Target achieved.	Green	90.0%	90.1%	85.6%	92.4%	98.3%
% of new build that meets needs of older people	Of the 176 new build units delivered by the council within 2022/23, 27% of these are designed to meet the needs of older people.	Contextual	-----	27.0%	-----	-----	20.0%

Council Plan Performance Indicators

Health and Wellbeing

Performance Indicators	Comments/ Progress	Status	----- This Year -----		----- Last 3 Years -----		
			Target	To Date			
Percentage of clients first seen within two working days of a DTTO commencing	<p>In quarter 4 there were 14 Drug Treatment and Testing Orders commenced, all of which were seen within two working days of a DTTO commencing.</p> <p>In 2022/23 100% of clients were first seen within two working days of a DTTO commencing.</p>	Green	95.0%	100.0%	100.0%	100.0%	100.0%
Percentage of drug/alcohol clients starting treatment/ psychological intervention within three weeks of referral	<p>In quarter 4 there were 88 referrals, 80 (91%) of these referrals started their treatment within 3 weeks of referral.</p> <p>In 2021/22 there have been 527 referrals made to the service with 487 (92%) of cases, have started their treatment within 3 weeks of referral.</p>	Green	90%	92%	94%	97%	96%
Percentage of Criminal Justice Social Work reports submitted to Court by the due date	<p>In quarter 4 98% (446 out of 456) of Criminal Justice Social Work Reports were submitted to the court by the due date.</p> <p>In 2022/23 98% (1705 from a total of 1744)of Criminal Justice Social Work reports were submitted to Court by their due date.</p>	Green	95.0%	98.0%	98.0%	97.0%	99.0%
Percentage of statutory supervising officer visits completed within timescale for local authority welfare guardianship orders	<p>To date there were a total of 220 local authority welfare guardianship visits due with 93% (205) being completed on time.</p> <p>In quarter 4, there were a total of 46 local authority welfare guardianship visits due with 89% (41) being completed on time.</p>	Green	90%	93%	93%	93%	94%
Percentage of statutory supervising officer visits completed within timescale for private welfare guardianship orders	<p>To date there were a total of 2291 private welfare guardianship visits due with 93% (2123) being completed on time.</p> <p>In quarter 4, there were a total of 481 private welfare guardianship visits due with 85% (410) being completed on time.</p>	Green	90%	93%	86%	94%	95%

Children and Young People

Performance Indicators	Comments/ Progress	----- This Year -----			----- Last 3 Years -----		
		Status	Target	To Date			
Percentage of reports submitted to the Children's Reporter within agreed timescales	In quarter 4, 60 out of 79 (76%) of reports submitted to SCRA were submitted within timescales. To date, 256 out of 332 (77%) of reports submitted to SCRA have been submitted within timescales.	Green	75.0%	77.0%	71.0%	88.0%	82.0%
Report the number of young carers supported by Action for Children on a quarterly basis to Senior Management Team	The Young Carers Service (delivered by Action for Children) has been able to support over 120 children and young people, with 100% agreeing that the service has helped them achieve their goals and meet their identified needs e.g., weight management interventions, help with stopping smoking, money advice for families, one to one support, access to short breaks and groupwork. Action for Children were able to access additional funding which has made a positive difference to our families including providing Christmas gifts, replacement white goods and emergency payments for food. Young carers have also benefitted from engaging in the Summer of Fun programme and support from 'Over the Wall' who support siblings of children with serious illnesses and/or disability. Staff from the service work with partners to raise awareness of support on offer and how to access help. Awareness raising sessions have taken place in Holy Cross High School, Carluke High School, Larkhall Academy, Duncanrig High School, Biggar High School and Lanark Grammar. Between April and December last year 79 referrals were made to the service from partner organisations. In 2021 it was 39 and the year before 22, showing a really positive uptake in use of the service.	Green	-----	-----	-----	-----	2,021
Reduce the gap for positive destination outcomes for care experienced young people	The gap in performance between the pupils from the least and most deprived areas is lower than the target set.	Green	6.2%	3.7%	4.1%	9.1%	6.2%
Percentage of our looked after children and young people accommodated in residential placements	As at March 2023, 741 children are looked after, 74 (10%) of these children are looked after in a residential setting including local authority houses, secure accommodation and residential schools. This position has been consistent since 1 April 2021.	Green	10.0%	10.0%	-----	-----	10.0%

Council Plan Performance Indicators

Housing and Land

Performance Indicators	Comments/ Progress	Status	----- This Year -----		----- Last 3 Years -----		
			Target	To Date			
% of lets to Urgent housing (UH) need households	Target achieved.	Green	55.0%	58.1%	51.4%	61.1%	53.5%
% of new tenancies sustained for more than a year for all lets (SSHC)	Tenancy sustainment has remained strong in year, significantly above target.	Green	88.00%	92.00%	90.08%	91.90%	93.40%
% of Housing Options interventions where Homelessness prevented	The operating context in relation to the prevention of homelessness has proven to be extremely challenging in the year. The prevailing socio-economic conditions adversely impacted upon the ability to prevent homelessness during 2022/23. This trend has been mirrored nationally.	Amber	70.0%	65.9%	-----	-----	73.5%
% of response repairs completed on time	Target achieved.	Green	90.0%	95.3%	96.0%	97.7%	99.1%
% of council dwellings that are Energy Efficiency Standard for Social Housing 2 (ESSH2)	The 2025 and 2032 ESSH Milestones have been suspended as the Scottish Government are reviewing the ESSH2 standards to strengthen and realign the standard with the target for net zero heat in houses from 2040.	Report Later	-----	-----	93.39%	93.88%	98.64%

Our Economy

Performance Indicators	Comments/ Progress	Status	----- This Year -----		----- Last 3 Years -----		
			Target	To Date			
Number of unemployed people supported via council-operated employability programmes	The annual target was exceeded with 1,687 people engaged with employability services in 2022-23.	Green	1,200	1,687	1,322	1,348	1,934
Number of unemployed people accessing further education or training	The target was exceed with 536 people supported to access or progress to further education or training.	Green	200	536	568	211	219
Number of jobs created or sustained per annum as a direct result of Economic Development intervention	Target exceeded. Note: this was an abnormally high year of grant allocations due to the catch up as a result of delays caused by Covid-19, and the fact that the European Regional Development Fund programme ends this year.	Green	500	1,256	943	-----	1,095
Number of unemployed people gaining sustainable employment	584 people progressed to employment, with a number of others likely to achieve sustainable employment in coming month. The target of 600 was just missed due to delays in commencement of Scottish Government Funding in Quarters 1 and 2 of last financial year.	Amber	600	584	713	410	1,146

Delivering the plan and achieving best value

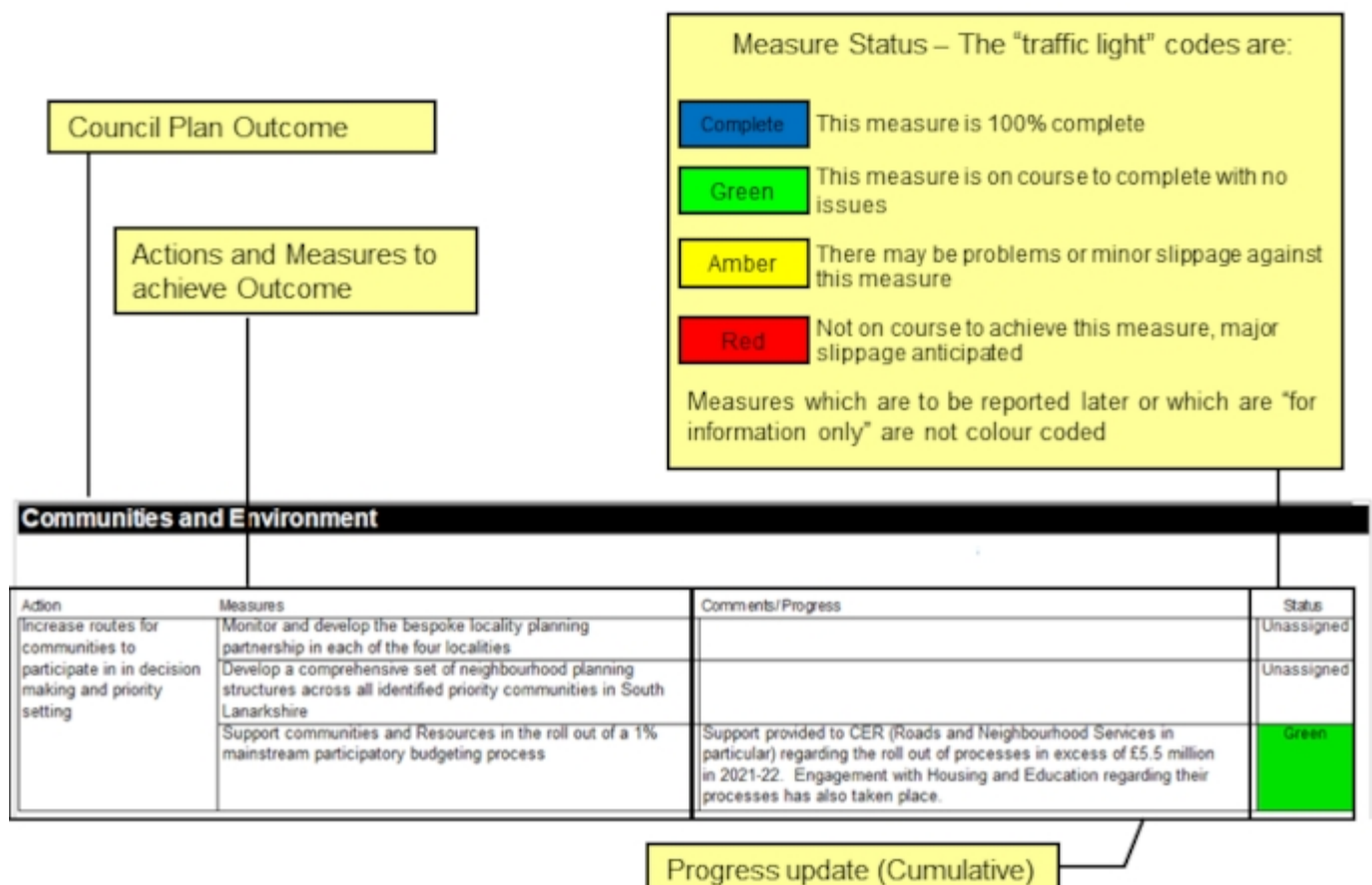
Performance Indicators	Comments/ Progress	----- This Year -----			----- Last 3 Years -----		
		Status	Target	To Date			
Factoring collection rate	Despite increased revenue collection of £200k, factoring collection fell £73k short of the annual target. This was largely attributable to a £55k increase in service charges and rechargeable repairs. It is also considered that the cost of living crisis led to factoring bills being viewed as a lesser priority debt by owners.	Amber	75.00%	72.20%	78.10%	74.06%	73.00%

Summary - number of measures complete, green, amber and red under each Council Plan Outcome / Theme

Council Outcome / Theme	Complete	Green	Amber	Red	Report later	Total
Communities and Environment	1	7				8
Education and Learning	1					1
Health and Wellbeing		4				4
Children and Young People		1				1
Housing and Land	1	6	2			9
Our Economy	2	5				7
Delivering the plan and achieving best value	2		2			4
Total	7	23	4	0	0	34

Guide to the Performance Measures report

Each of the performance measures is shown in the following pages of this report. The graphic below explains how the report is laid out and what information is presented .



Communities and Environment

Action	Measures	Comments/ Progress	Status
Implement the improvement actions from the South Lanarkshire Community Learning and Development Plan 2021-2024 in line with the CLD Regulations and Strategic Guidance to improve outcomes for local communities	Implement the improvement actions of the South Lanarkshire Community Learning and Development Plan 2021-2024 to improve outcomes for local communities	<p>South Lanarkshire's Community Learning & Development (CLD) Plan was published in October 2021 by the CLD Partnership that comprises a range of partner organisations including South Lanarkshire Council, third sector, further and higher education, and agencies such as Skills Development Scotland, Department of Works and Pensions (DWP) and Health Improvement. Although led and coordinated through the local authority this is very much a partnership plan.</p> <p>A report was sent to the Community Planning Partnership Board in November 2022 on the progress of year 1 of the CLD Plan. This outlined some of the key strengths and areas for development in relation to the 6 priorities: Access to Learning, Health and Well-being, Progression, Employability, Community Influence, and Workforce Development. It also provided some data analysis and challenges the partnership has in relation to the implementation of this data set across the partnership. Further data collection will take place in preparation for the Nov 2023 report.</p>	Green

Communities and Environment

Action	Measures	Comments/ Progress	Status
Increase routes for communities to participate in decision making and priority setting	Monitor and develop the bespoke locality planning partnership in each of the four localities	Two Partnerships in Cambuslang and Rutherglen and Clydesdale have been established, meet regularly and provide reports to the Community Planning Partnership, with a community representative from each attending the CPP Board meetings. The East Kilbride Partnership has been established and the current area of focus is on strengthening its membership. Development of the Hamilton Partnership is progressing with officers promoting this forum to community organisations and groups.	Green
	Develop a comprehensive set of neighbourhood planning structures across all identified priority communities in South Lanarkshire	Local Neighbourhood Planning structures have been established in 10 priority areas across urban South Lanarkshire. Each area has produced an action plan and work is progressing on the identified priorities. This work is supported by the Participatory Budgeting funds for these areas with local prioritisation and decision making. Development work has started on new priority areas in Lanark (Smyllum) and in East Kilbride (Greenhills)	Green
	Support communities and Resources in the roll out of a 1% mainstream participatory budgeting process	Resources have been supported to look at PB processes for their mainstream budgets. Successful examples have included Roads Services with their paths and walkways programme and Grounds Services with their local waste and recycling services in communities. Education Resources already run a significant proportion of their PEF funds through local PB processes in schools.	Green

Communities and Environment

Action	Measures	Comments/ Progress	Status
Community Safety priorities including relevant parts of the SLCP are achieved	The Resource will administer a review of the safer South Lanarkshire Board and associated structure during 2022/23. This will aim to ensure reporting requirements around police and fire scrutiny, anti-social behaviour and community justice remain appropriate alongside links to revised community planning priorities	The report on the outcomes of the review of the Safer South Lanarkshire Board, including a revised terms of reference, was approved by the Board in March 2023, and was approved by Executive Committee May 2023.	Green
Lead by example and influence area-wide climate change and sustainability action	Finalise the new Sustainable Development and Climate Change Strategy (2022-27) for approval alongside the new Council Plan in June 2022	The Sustainable Development and Climate Change Interim Action Plan (2022-23) has been implemented throughout the year. Progress at quarter two was reported to the Climate Change and Sustainability Committee in February 2023. The quarter four progress report will be reported to the same Committee in September 2023.	Green
Develop new Litter Strategy (2022-27) to promote the new Code of Practice on Litter and Refuse (COPLAR), with particular emphasis on prevention	Develop final Litter Strategy for approval by Climate Change and Sustainability Committee in September 2022	Litter Strategy was approved by the Climate Change and Sustainability Committee in August 2022. A progress update will be presented to the same Committee in September 2023.	Complete
Develop Climate Change and Sustainability Plan to support educational settings	Empower the involvement of children and young people in schools and through the Young People's Forum to help shape and influence Council outcomes in the climate strategy	Continue to work successfully with and support South Lanarkshire Council Youth Forum on Climate Change and Sustainability allowing them to shape their ideas for action across the authority empowering their involvement and roles within the forum.	Green

Education and Learning

Action	Measures	Comments/ Progress	Status
Ensure effective delivery of tackling poverty policy and raise awareness of the priorities contained in the Local Child Poverty Action Report (LCPAR) across all partner organisations	Produce and publish a refreshed Local Child Poverty Action Report and summary by June 2022 to increase awareness among partners	Complete. A new Local Child Poverty Action Report has been produced and published. Work has now commenced on a new three year document to guide child poverty work going forward and the child poverty report for 2022/23.	Complete

Health and Wellbeing

Action	Measures	Comments/ Progress	Status
Implement Government Strategies relating to mental health, additional support needs, physical, sensory and learning disability	Provide annual reports to Senior Management Team and Social Work Committee on progress of implementation of national strategies	The See Hear Strategy has 7 national recommendations. The See Hear Strategic Working Group (SHSWG) is currently focussed on Recommendation 4. Local partnerships should be able to evidence that their service planning reflects the need in their area and reflects appropriate responses to the hierarchy of need. A public information awareness raising event is planned for the Lanark Locality end of April. A range of specialist providers and agencies will be available to provide support and information on the day. This type of event once evaluated, will be repeated across other localities in 2023/2024. Representatives from the Health and Social Care Alliance Scotland will be in attendance at the event.	Green

Health and Wellbeing

Action	Measures	Comments/ Progress	Status
Monitor vulnerable adults referrals/activity	Produce quarterly Adult Protection report for Adult Protection Committee and Chief Officers Group to monitor ASP activity	In Quarter 4 the Resource worked with a number of service users as a result of Adult Support and Protection (ASP) issues. There were 892 ASP inquiries, 381 investigations started in the period and 10 protection plans progressed.	Green
Ensure effective contribution to health and social care outcomes contained within the Strategic Commissioning Plan	Implementation of agreed housing actions within SCP3 to be progressed throughout the duration of the SCP3	Work continues to implement the two strategic intentions relating to housing and homelessness, with particular focus being placed on work to support implementation of forthcoming homelessness prevention duties.	Green
Support the implementation of the IJB Directions which focus on the shifting the balance of care	Provide progress reports to the IJB in relation to the Directions in quarter 2 and 4.	A report on the progress of the strategic directions was presented to South Lanarkshire Integration Joint Board (IJB) at its meeting on 28th March 2023. The IJB approved the removal of a Direction in relation of Adults with Incapacity (AWI) off-site acute beds which is primarily due to a change of approach in terms of the care management of such patients with more robust review processes being applied regardless of where the patient is resident. This reduces the total number of Directions from 26 to 25. The IJB agreed that the remaining 25 directions be issued to NHS Lanarkshire and South Lanarkshire Council effective from 1 April 2023. To ensure that the existing Directions remain aligned to the Strategic Commissioning Plan 2022 – 2025 (SCP)a review of the Directions will be undertaken in 2023/24 and brought back to the IJB for discussion and approval. Any proposals for any new Directions that flow from the implementation of the SCP will be presented to the IJB for consideration and approval.	Green

Children and Young People

Action	Measures	Comments/ Progress	Status
Evaluate the impact of Early Learning and Childcare 1140 hours for 2-3 year olds	Ensure that the uptake of 1140 hours for 2-3 year olds by families who meet the eligibility criteria is maximised	The uptake and delivery of nursery places for eligible two year olds within South Lanarkshire Council continues to rise and be above the National average. In the past year we have been able to allocate 1,402 places to two year old children. We have been able to allocate a place to all eligible families seeking a nursery place.	Green

Housing and Land

Action	Measures	Comments/ Progress	Status
Development and implement Local Housing Strategy for 2022-2027	Local Housing Strategy developed, consulted and approved by Executive Committee November 2022	The Local Housing Strategy 2022-27 was approved by Executive Committee on 30th November 2022.	Complete
Improve access to settled accommodation for homeless households	Rapid Rehousing Transition Plan delivered	Five key priorities continue to be the focus of the plan with 91% of indicators either on target or anticipated to meet the target by the conclusion of the plan.	Green
Ensure that Sheltered housing services are compliant with Care Inspectorate Inspection standards	Complete quality assurance checks to monitor and ensure compliance with care inspectorate standards. Each of the 34 sheltered housing complexes will be checked during 2022/23 with findings of completed checks reported on a quarterly basis	Quality assurance continues to quality across services with high compliance rates and levels of customer satisfaction.	Green

Housing and Land

Action	Measures	Comments/ Progress	Status
Work with Gypsy/Traveller residents to develop and implement a programme of site improvement	Site Investment Masterplans reviewed in consultation with residents and planned improvement works for progression during 2022 and current works completed by 31 March 2023	Work continues to be progressed on both South Lanarkshire sites to improve facilities and amenities available to residents. These works are being taken forward in conjunction with site residents, who have jointly developed site masterplans that highlight key projects they wish to see take place. This includes the completion of significant pitch extensions across both sites to provide residents with more space and aid compliance with relevant fire safety standards.	Green
Increase supply of housing suitable for older people	All properties that are suitable, as identified at the void stage, will be converted to Amenity standard	At quarter 4 there have been 7 mainstream properties brought up to the current amenity standard. We will continue to upgrade the void properties already identified suitable for amenity housing. The amenity upgrade programme commenced in 2012/13 and 629 homes have been upgraded to the new amenity standard.	Green
Increase the number of new affordable homes	Total new/additional affordable homes delivered per SHIP and reported to Housing and Technical Resources Committee	The council have completed delivery of 176 new build homes across the South Lanarkshire area during 2022/23, with a further 57 acquired through the council's Market Purchase scheme. No figures have been published for partner RSL's yet with the information collated and held by the Scottish Government.	Green
Physical regeneration work in priority areas	Work with partners to bring 15 Long Term empty homes into use by March 2023	Through working with partners, including the Scottish Empty Homes Partnership and the council's Finance and Corporate Resources, the Resource has successfully worked with owners to assist in bringing back 15 empty properties into use during 2022/23.	Green

Housing and Land

Action	Measures	Comments/ Progress	Status
Project Management of Schools Projects and General Services Projects	The General Services Programme spend will be achieved for the financial year	Spend to quarter 4 £65.736m. Revised Estimated Expenditure £78.396m. Outturns were impacted by the continued issue of securing supplies and labour at the right time due to issues caused by the Pandemic, Brexit and War in Ukraine.	Amber
Improve energy efficiency of housing stock to help address fuel poverty	Deliver investment projects to increase energy efficiency of housing stock during 2022/23	<p>As reported to the council's Executive Committee as part of the Capital Programme Monitoring reports throughout 2022/23, the Housing Investment Programme has been subject to delays due to a variety of reasons which includes staff resources being diverted from energy efficiency works to tackle urgent repairs stemming from the extreme weather in December 2022.</p> <p>The council has been working throughout 2022/23 to prepare for the launch of the next phase of the Energy Company Obligation scheme (ECO4). This scheme is funded from energy companies and administered nationally by Ofgem aiming to provide a pathway for households that are fuel poor or on low incomes and vulnerable to the effects of cold, to access financial assistance to improve the energy efficiency of their homes. Preparatory work is now complete and the scheme is scheduled to be launched.</p> <p>In relation to the second phase of the Energy Efficiency Standards for Social Housing (ESSH2), the Scottish Government are currently reviewing the standards and the council await further detail prior to commencing performance reporting against new or revised measures.</p>	Amber

Our Economy

Action	Measures	Comments/ Progress	Status
Support and nurture growth in the Tourism sector, taking advantage of South Lanarkshire's natural environment, heritage, and culture	Launch new South Lanarkshire Tourism Strategy by October 2022, and work with partners and stakeholders to implement the subsequent South Lanarkshire Tourism Action Plan	The Tourism Strategy was approved at Community and Enterprise Resources Committee in December 2022. Significant progress in reconnecting with business network and developing collaborative actions is underway. Actions associated with Shared Prosperity Fund also being progressed.	Complete

Our Economy

Action	Measures	Comments/ Progress	Status
Deliver an economic development strategy to capitalise on our economic strengths, tackle weaknesses and create a flourishing, green, dynamic and equitable place for all	Consult on the draft Economic Strategy (2022-27) during Summer 2022, and present the final Strategy for Committee approval by October 2022	The final community consultation exercise for the development of the strategy was completed in September 2022. Results were collated and the final strategy was approved by the Community and Enterprise Resources Committee in November 2022.	Complete

Our Economy

Action	Measures	Comments/ Progress	Status
Deliver effective Employability Services to support Economic Recovery	Deliver the Young Persons Guarantee Programme. A guarantee to young people aged 16-24 to support and progress them into fair work opportunities, training or further education and volunteering	<p>The Young Person's Guarantee (YPG) programme has supported a range of activity across Corporate Resources, Education and the third sector:</p> <p>Targeted employability support has been provided to young people in the transition from school and post-school for 16-24 year olds. Keyworkers support young people to engage in individualised action plans which include a blend of employability support, personal development, work tasters and placements, vocational skills, college-based learning and groupwork activity.</p> <p>Keyworker delivery has been complemented by our third sector grant funding which has included tailored provision delivered by 3rd sector partners including Streetleague, Enable, Skills Exchange Scotland, Lanarkshire Association for Mental Health (LAMH), Impact Arts and Tigers.</p> <p>60 young people have been supported through YPG Employer Recruitment Initiatives (ERIs).</p>	Green

Our Economy

Action	Measures	Comments/ Progress	Status
	Kickstart Programme – support DWP flag ship programme as the largest employer in the area providing fair work opportunities for 50 young people to work within the council in various occupations	<p>The council was a Kickstart Gateway host and a direct employer. We have engaged with a range of external employers offering young people a job opportunity with a wage subsidy for 25 hours per week for 26 weeks, including in-work employability support. To date we have had 73 jobs starts with job offers pending, moving young people towards entering employment.</p> <p>In addition, there have been 30 council job starts and offers for direct council jobs supporting an enhanced offer of a 52-week kickstart employment opportunity for 25 hours per week across key council Resources, ranging from Housing Assistants, Health and Safety Personnel Assistants, Clerical Assistants, Classroom Assistants and Youth Workers.</p> <p>The Kickstart programme and funding has now concluded.</p>	Green

Our Economy

Action	Measures	Comments/ Progress	Status
	Support Modern Apprentices to enter fair work opportunities within the Council ranging from care, admin and craft occupations	<p>Our established Modern Apprenticeship (MA) programme currently has 184 in training and the breakdown of occupational areas is shown below:</p> <p>49 Construction and construction technical, three and four year programmes 23 Business and administration, two year programme 27 Child care, two year programme 28 Social care, two year programme 36 Digital Apps and IT Support, one to two years (staff and new MAs) 4 Road Workers, two year programme 5 Housing Assistants, two year programme 12 Youth workers, two year programme</p> <p>In addition to the above numbers, recruitment campaigns are currently live for four additional Road Workers and up to 12 Social Care Modern Apprentices, for 2023-24.</p>	Green

Our Economy

Action	Measures	Comments/ Progress	Status
	Deliver targeted recruitment programmes to support the local jobs market addressing skills shortages such as HGV Drivers, Personal Carers, Customer Service etc	<p>A range of targeted recruitment programmes have been delivered to support progression to employment within the Council and private sector.</p> <p>28 unemployed people have been supported to undertake Heavy Goods Vehicles (HGV) qualifications designed to fill skills gaps in the local economy. The programme involved the development of a local employer partnership that was successfully established with Routes to Work South (RTWS), SLC and four local employers and a model was developed that included the use of Employer Recruitment Initiatives (ERIs) to support initial recruitment as driver's mates whilst undertaking training.</p>	Green
	Deliver targeted employer recruitment incentives to support those aged 25 plus enter and sustain fair work opportunities and support parents and families with complex barriers to employment	The service has supported adults aged 25+ to progress to employment through the LTU (long term unemployed) programme which has included a blend of Employer Recruitment Initiative (ERI) support and placements within SLC and NHS Lanarkshire. 25 people took part with 22 completing and 16 progressing to SLC/NHS employment to date.	Green

Delivering the plan and achieving best value

Action	Measures	Comments/ Progress	Status
Implement the Council Workforce Plans to match Service need	<p>Resource Workforce Plans updated taking account recovery from COVID and set out requirements moving forward.</p> <p>These will be used to configure the Council Workforce Plan and will reported to Committees by September 2022</p>	<p>Resource workforce plans were presented to Committee in September / October 2022.</p> <p>The action plans will be monitored through Resource Management Teams and CMT.</p>	Complete

Delivering the plan and achieving best value

Action	Measures	Comments/ Progress	Status
Take forward IT strategic developments	Complete procurement exercise to identify partner to meet SLC Digital Connectivity requirements	Project delayed due to cost increases requiring further consideration of business justification. This will be picked up now new Head of IT Services in post.	Amber
	Complete first phase of migration to Oracle Cloud Fusion system by February 2023	The project has been re-scheduled and the go live date has shifted due to the delay.	Amber
Ensure monitoring, compliance and control of externally purchased services	Produce annual report to Senior Management Team on the quality of care provided by externally purchased services	Report prepared in December 2022 for Senior Management Team consideration.	Complete