

Business & Employability Scrutiny PI Report

Key KPI Status: OK Warning Alert Data only Unknown Trend: Improving No change Getting worse

Customer

Performance Indicator	2021/22	2022/23	2023/24	2024/25	2025/26	Target	Status	Long Trend
New Business Start-ups supported by Business Gateway Fife	603	503	614	562	605	600		
Businesses supported by Council Economic Development activities - Fife	963	852	668	693	622	424		
Number of existing businesses supported by Business Gateway Fife	N/A	1,868	2,789	1,505	3,106	1,200		

Local Government Benchmarking Framework (LGBF)

Performance Indicator	2021/22	2022/23	2023/24	2024/25	Family Group Target Av 2024-25		Status	Long Trend
Proportion of people earning less than the living wage (LGBF)	17%	12.5%	11.8%	10.4%	12.9%	10.2%		
Proportion of properties receiving Superfast Broadband (LGBF)	96.2%	97.5%	98.3%	98.9%	96.7%	97.1%		
Immediate available employment land as a % of total land allocated for employment purposes (LGBF)	3.31%	3.72%	4.46%	3.53%	17.4%	Target not appropriate		
Claimant Count as a % of Working Age Population (P4F)	4.1%	3.6%	3.3%	3.4%	2.9%	3.1%		

Plan for Fife (P4F)

Performance Indicator	2021/22	2022/23	2023/24	2024/25	2025/26	Target	Status	Long Trend
New businesses surviving at least 3 years (%) Fife (P4F)	55.5%	44.8%	54.2%	54.1%	Data not yet available	50%	▲	↑
Total Visitor Numbers to Fife (All Visitors) (millions) (P4F)	1.89m	2.99m	3.56m	4.41m	4.79m	4.5m	✓	↑
Retail vacancy rate (%) Kirkcaldy	35.3%	31.0%	28.5%	28.7%	32.9%	30.9%	●	↓
Retail vacancy rate (%) Leven	22.6%	13.5%	21.0%	15.5%	18.1%	18.2%	✓	↑
Retail vacancy rate (%) Dunfermline	28.1%	28.8%	29.2%	28.1%	27.0%	28.6%	✓	↑
Retail vacancy rate (%) Glenrothes	25.8%	24.5%	24.3%	26.4%	28.8%	25.4%	●	↓
Retail vacancy rate (%) Cowdenbeath	18.4%	15.0%	12.4%	13.6%	12.8%	14.9%	✓	↑
Retail vacancy rate (%) St Andrews	11.7%	8.0%	4.6%	6.7%	7.4%	7.8%	✓	↑
Median Weekly workplace Earning - Fife(P4F)	£597.80	£573.30	£631.40	£694.40	£741.20	£722.87	✓	↑
Median Weekly Resident Earnings - Fife(P4F)	£610.60	£604.30	£681.50	£732	£763.30	£762.01	✓	↑
Employment Rate (P4F)	69.3%	74.1%	75.4%	75.1%	73.5%	74.6%	▲	↑
Unemployment rate (%) Fife (P4F)	3.7%	3.9%	3.4%	3.6%	3.4%	4.1%	✓	↓
Total FTE Employment Supported by Tourism in Fife	7,752	10,135	10,824	11,403	12,588	11,631	✓	↑
Number of Participants progressing from FC Funded/operated employability programmes into employment	1,455	855	740	2,432	2,019	Target not appropriate	○	↑
Economic Impact of Tourism in Fife (All Visitors) (£millions) (STEAM)	£461.44m	£734.49m	£790.55m	£846.31m	£956.12m	£863.24m	✓	↑

Resources

Performance Indicator	2021/22	2022/23	2023/24	2024/25	2025/26	Target	Status	Long Trend
Average WDL per FTE	8.65	9.67	11.29	9.69	14.36	9.6		↓
Average Long Term WDL per FTE	6.99	6.98	7.51	6.6	11.54	6.5		↓
Workforce who are Female (%)	45.1%	47.4%	46.9%	54.7%	50.0%	Target not appropriate		↑
Workforce who are Full-time (%)	76.0%	79.2%	77.0%	74.2%	73.6%	Target not appropriate		↓
Employees who are Permanent	77.7%	76.3%	74.2%	71.6%	68.5%	Target not appropriate		↓
Employee Turnover	N/A	N/A	15.02%	14.21%	16.20%	10%		↓
Employees aged 24 and under (%)	13.70%	6.4%	9.9%	6.8%	9.7%	Target not appropriate		↑
Employees aged 25 to 39 (%)	23.4%	29.5%	27.2%	28.4%	29.6%	Target not appropriate		■
Employees aged 40 to 54 (%)	31.4%	33.5%	31.5%	33.2%	31.0%	Target not appropriate		↓
Employees aged 55 and over (%)	31.4%	30.6%	31.5%	32.6%	30%	Target not appropriate		↓
Number of Voluntary Redundancies (FTEs)	0	0	0	0	0	Target not appropriate		■
Number of WYI Bids	0	0	3	1	0	Target not appropriate		↓
Number of WYI Programme new starts	0	0	2	1	0	Target not appropriate		↓

Service Operations

Performance Indicator	2021/22	2022/23	2023/24	2024/25	2025/26	Target	Status	Long Trend
Percentage of participants on Fife Council employability programmes progressing into employment	N/A	N/A	N/A	15.1%	62.3%	48.7%		↑
Percentage of participants on Fife Council employability programmes progressing to a positive destination	N/A	N/A	N/A	14.8%	73.6%	27.5%		↑
Number of sites (part or whole) removed from Fife's Vacant & Derelict Land Register	N/A	9	13	5	17	Target not appropriate		↑