# P4F_cover.png

# **Inclusive Growth and Jobs**

# **Thematic Report: Final**

# February 2020

# Introduction

**Inclusive Growth and Jobs (IG&J)**

Following a discussion document that was presented to the Fife Partnership Board in November 2019, this report has been updated through further engagement with partners and partnership groups. This version of the report incorporates these changes and inputs for consideration by the Fife Partnership Board. The Inclusive Growth and Jobs section of the Plan for Fife has six areas of focus and 27 short term actions.

**What are we doing already?**

The Scottish Government has approved plans to re-open the **Levenmouth Rail Link** at a cost of £70 million.It is hoped that the link will be reinstated within the next five years and will help boost investment, tourism and create jobs in the area. Working together to develop local governance to support this investment and to fully realise its socio-economic benefits, will be a key priority over the next few years. The **River Leven Connectivity Project** is developing an active travel network to link the communities of Levenmouth to the fabulous natural asset of the River Leven and its extensive green space. By working with the community to design, improve and use these assets, there will be direct economic, environmental, social and health benefits for the area.

Context Economics was commissioned to undertake a detailed analysis of economic activity and issues in **Mid-Fife**. Findings have been being tested with a range of stakeholders to support the development of a consultative draft Mid-Fife Economic Action Plan reported to Mid-Fife area committees in January 2020. A final version to be reported to Policy and Co-ordination Committee in Spring 2020. Link to[consultative draft Mid-Fife Economic Action Plan](http://publications.fifedirect.org.uk/c64_PublicAgendaPack2020-01-291.pdf)

Glenrothes is the first town in UK to be awarded recognition for its commitment to becoming a **Living Wage Town**. An Action Group has been established to oversee the delivery of the Living Wage Town pilot, and the project will be evaluated with a view to extending this approach to make ‘Fife a Living Wage Region’. Quality of Jobs is also important to individual well-being and can have positive returns for businesses, this is crucial for SIMD Areas. The way in which businesses recruit, train and retain employees is a key element in the Community Wealth Building Model and the private sector. Fife Council and NHS Fife are currently exploring how partner organisations can work together more closely using community wealth building approaches to ensure that a higher proportion of public expenditure and ‘community wealth’ is retained within the local Fife economy.

**Challenges**

Fife Council continues to work closely with the Scottish Government and Scottish Enterprise to support the national “Prepare for Brexit” campaign. A dedicated national support team is in place to address any enquiries from businesses. Economic Development and key networks will continue to monitor business needs and assistance required throughout this transition period. Key **Brexit** vulnerabilities for Fife include: the migrant agricultural workforce; skilled EU nationals in the Fife workforce; agricultural policy and fisheries policy; import/export requirements, an increase in costs; transport connectivity and delays; export certification demand vs capacity.

Both the Scottish Government and Fife Council have declared a **climate emergency**. Scotland has set a target of **net zero** carbon emissions by 2045. Fife Council has worked with local partners to develop **‘Climate Fife’** to drive forward local action <https://www.fife.gov.uk/news/2020/green-light-for-climate-action-plan>. The climate emergency will be both a challenge and opportunity for businesses in Fife. Business infrastructure must be seen in the context of the increasing obsolescence of industrial premises in Fife, much of which is limited in its ability to meet this emission reduction targets, but also adapted to the impacts of climate change. In the medium term, the inability of landlords and owners to rent premises which do not comply with environmental regulations will see a reduction in lettable business space. In the long term the means transforming the local energy system, including heat, transport and electricity. ‘Climate Fife’ also identities this transition as an opportunity for business, both by improving efficiency and competitiveness but also by ensuring our workforce has the skills and experience to support new **green industries**. The Fife Partnership has agreed to review the Plan for Fife in light of the Climate Emergency.

# **Focus 1:** **Invest in a modern business infrastructure and in developing national and international markets for Fife Businesses**

**What we are doing now?**

The Edinburgh and South East Scotland City Region Deal (ESESCRD) joint committee approved a full business case of the Fife Industrial Innovation Investment Programme in March 2019. The programme has now moved into its implementation phase and work is well underway for a planned start of the construction for Phase 1 Projects in April 2020.

Construction of six new small business units at Hillend and Donibristle Industrial Estate, Dalgety Bay are now complete and on the property market. Work has commenced on nine new units at Flemington Road, Glenrothes and planning consent has been received for further developments at Levenmouth and Fife Interchange, Dunfermline which will support 1,000 skilled permanent jobs and 600 short term construction jobs.

Industrial Estate Action Plans are in place across Fife. Consultants have been commissioned to prepare a regeneration action plan for Mitchelston Industrial Estate, Kirkcaldy, a Mid Fife Economic Action Plan, as well as proposals to create a property development vehicle.

The Fife Economy Partnership’s (FEP) Fife Trade Group has developed an action plan to take forward the internationalisation objectives of Fife’s Economic Strategy, building on work of the Fife Trade Partnership established in April 2018.  Fife is also a key member of the Tay Cities Trade and Investment Group working to help Fife businesses develop national and international markets.

Babcock International has been identified as the preferred bidder for the manufacture of five new Type31e Frigates for the Ministry of Defence at a cost of £1.25 billion, work which will create and sustain 1200 jobs. Rosyth has been shortlisted as one of three possible sites in Scotland for the Scottish manufacturing and logistics hub for Heathrow Airport’s expansion.  Longannet has also been identified as the preferred UK manufacturing facility for the Spanish train manufacturer TALGO.

The Fife Business Charter, launched in March 2019sets out how Fife Council will support the region’s businesses, making sure the benefits of Fife’s economic growth are shared by all.

In 2019, Dunfermline Carnegie Library and Galleries became part of a network of coworking hubs within Scotland’s public libraries. The network offers dedicated space for start-ups and small businesses with events and business support.  The hub provides 14 fixed desks and 5 hot desks plus a breakout area to collaborate with other hub members.

**What’s missing**

* There remains a shortage of modern, attractive industrial and office property in Fife which restricts the attraction of new business investment.  Fife needs to attract more investment in new technology and innovation.
* Fife bid to host an East of Scotland Hub for the National Manufacturing Institute and promote greater engagement and investment in innovation and internationalisation**.**

**What should we do next?**

* The establishment of an advanced manufacturing hub at Babcock International in Rosyth will be welcomed and supported. An initial Strategy Session has taken place in January 2020 with key stakeholders to start the process of proposition.
* Work within the ESESCRD and the potential development of data driven innovation should be supported, and encouragement given to Fife companies to engage in this programme and to adopt Industry 4.0 throughout 2020.

|  |
| --- |
| **Business / Investment** |
|  **550** | NEW Business Start-Ups supported by BGF **(303 NEW business start-ups in mid fife)** |
| **57.9%**  | Fife Businesses surviving for 3 years (higher than the Scottish average of 55.6%) |
| **£30m** | Investment at the Eden Campus, Guardbridge by the University of St Andrews to create an enterprise and research hub. |

# **Focus 2**: **Promote investment in areas such as the green economy, tourism and in STEM related businesses and skills**

**What are we doing now?**

A range of projects continue to be developed in the Levenmouth Area: -

**Levenmouth Local Energy Project** (LHEES) – Fife Council and Resource Efficient Solutions are engaging with businesses as part of a pilot project to inform how the council prepares for future energy and heat developments across Fife.

**Project Methilltoune** – This world-first project will demonstrate how offshore wind can generate a secure and reliable supply of green hydrogen to meet customer heat demand. The project is looking to utilise the 7MW research and development turbine in Levenmouth, which is owned by ORE Catapult.

**Hydrogen 100 (H100)** is a demonstration project, led by Scottish Gas Network (SGN), which seeks to construct and operate a 100% hydrogen distribution network to supply heat to domestic properties. Methil is one of two sites in the UK shortlisted for this project, along with Machrahanish. SGN are expected to make an announcement in March 2020.

**Forth and Tay Offshore -** Fife Council has supported the early stage development of the Forth and Tay Offshore Wind Cluster.  The cluster, which involves local authorities, Scottish Enterprise and offshore wind developers, seeks to accelerate and expand the growth of the offshore energy sector on the east coast of Scotland.

Fife Council and Scottish Enterprise continue to progress proposals for the establishment of an oil and gas decommissioning facility at Energy Park Fife. This work has been supported by the Vacant and Derelict Land Fund and the Scottish Governments Decommissioning Challenge Fund. Further applications have been made to both funds to support the development with £1.4m of additional investment.

The Fife Economy Partnership’s Innovation Group is continuing to implement actions to support the delivery of STEM related innovation in businesses.  Several specific projects are underway such as advanced manufacturing, Industry 4.0 and engineering upskilling around continuous improvement jointly organised with Scottish Manufacturing Advisory Service (SMAS).

Within the proposed Tay Cities Deal, the Eden Campus is being developed as a national centre of excellence for research and development of low carbon technologies.

Fife Council has approved **‘Climate Fife’** that sets out the changes urgently required to respond to our climate emergency and to drive local action. A public consultation programme demonstrated wide support and has led to further actions within the plan.

**What’s missing?**

* All Fife organisations are urged to review their policies and actions to address the Climate Emergency. Fife Council will provide support through encouraging innovation and coordination of action across Fife.
* Step up STEM related business support into Fife businesses.
* Recruit and retain more teachers in STEM subjects to deliver relevant courses, as per indicator in Fife STEM Strategy.

**What should we do next?**

* Climate Fife will be lodged with the Covenant of Mayors on Climate Change by March 2020. Further engagement with partners will be undertaken to revise the Plan for Fife to include a clearer commitment and actions to address climate change. This will be carried out by September 2020.
* Work with key partners in Levenmouth Area including SEPA, SGN, ORE Catapult, SPEN to strategically position the area as a low carbon community of the future.

|  |
| --- |
| **Green Economy / STEM** |
| **36** | Businesses seeking advice on energy solutions from Resource Efficient Scotland through the Levenmouth Local Energy Project, the highest level of engagement for all local energy projects in Scotland.  |
| **4,575****2,066** | SCQF Level 5 Passes in STEM subjects in Fife 2019SCQF Level 6 Passes in STEM subjects in Fife 2019 |

# **Focus 3:** **Invest in Apprenticeships, skills and access together with business innovation**

**What are we doing now?**

Fife Council’s Employability Team works in partnership to deliver Foundation and Modern Apprenticeships (MA). The Fife Foundation Apprenticeship (FA) contract for 2017-19 supported 208 young people across 17 schools in Fife, engaging in frameworks including engineering, social services, children and young people, business skills, financial services and software development. The 2018-20 contract targets 324 young people working on similar frameworks, including scientific technologies. Fife College has 600 MA each year across 19 disciplines, studying at any one time.

Dedicated support is needed to continue to develop and promote clear career pathways for all Foundation Apprenticeships frameworks, to ensure smooth transitions from the school/FA programme into Modern and Graduate Apprenticeships and thereby, to sustainable jobs. The continuation of the Developing Young Workforce (DYW) Co-ordinator role, with a board member assigned to each secondary school is helping to support young people in the FA and DYW activity, ensuring the increase by 5% target by 2020 is on track.

A new policy on Apprenticeship First is being created with NHS Fife. In addition, work is underway to consider how we can recruit from local areas and support those into employment with the NHS where current barriers exist.

The number of businesses in Fife involved in employability and skills development is low. Increased promotion and employer engagement activity is needed to address this issue through programmes such as the Fife Job Contract and No-one Left Behind. Further help, support and additional capacity is being provided to encourage employers totake upapprenticeships particularly for the first time or where involvement has lapsed. Fife Council’s participation in the European Territorial Cooperation programme (Interreg) helps develop public policies to better support SMEs by designing and testing tailored educational and training programmes and initiatives to bridge the skills gap in a fast-changing skills environment in emerging and growth sectors.

**What’s missing?**

*
*
* More focus within schools to encourage young people and parents to consider a vocational route within their career plan and choices.
* Reinforce commitment to apprenticeships and developing the young workforce by promoting a flexible approach to the recruitment and progression of apprentices in Fife.
* Provide a live work-placement experience that allows Fife Council to undertake employability, guidance and life-skills support for the Rising Stars Programme.
* Delivery of sector-led academies to enable pre-skills and training interventions that better prepare individuals to compete for apprenticeships and meet employer needs.

**What should we do next?**

* Increase the number of apprenticeships year on year and ensure that there is long term funding for apprenticeships.
* Fife College continues to expand flexible study options to reduce the barrier to entry for all ages.
* Address issues with transportation and the complex geographical split across all 18 high schools causing problems with the take up of alternative learning to the mainstream curriculum.
* Implement employer-based pre-employment support and training to help more young people who are facing barriers enter apprenticeships and higher-level jobs.
* Review existing plans, linked to Climate Fife, to realise opportunities for apprenticeships, skills and access alongside business innovation to access the climate emergency.

|  |
| --- |
| **Total Apprenticeships / Employment Rate** |
|  **2063**  | Total apprenticeships starts in Fife  |
|  **75.2%** | Employment Rate (Fife)  |
|  **3.9%** | Unemployment Rate (Fife)  |

# **Focus 4:** **Work with communities and businesses to ensure that physical and mental health issues are not barriers to sustaining work**

**What are we doing now?**

People with mental health issues are more likely to be unemployed and not being in work increases the risk of poor mental health. There is increasing concern for people with disabilities or health issues who are not accessing work opportunities and the Opportunities Fife Partnership (OFP) has delivered a range of targeted programmes through the Fife Employability Pathway (part funded by European Social Fund) to address this. **The OFP’s Health and Disabilities Delivery Group** action plan outlines key priorities to improve work outcomes for people with disabilities and health issues.

**Phase 1** of the current programme (2015-19) supported 9,681 people with multiple barriers, helping 38% into employment. 68% of those clients registered came from the Mid-Fife area, and 62% of positive employment outcomes were for clients from Mid-Fife. In **Phase 2** of the Employability Pathway (up to March 2022), six programmes have been commissioned which focus on people living in Mid Fife, people with health disabilities (particularly with mental health as a barrier), young people in a negative destination, and those experiencing in-work poverty.

In April, **Fife’s Delivering Differently** programme received a year’s continuation funding from See Me, Scotland’s Programme for tackling mental health stigma and discrimination. The funding will enable the programme, led by Fife Voluntary Action, to continue for a further 12 months and will shift its focus to challenging mental health related stigma in key sectors.

**Good Work is Good for You** and is important for reducing health inequalities. The NHS Workplace Team, Health Promotion Service works across all sectors in Fife to encourage Good Work for All. Employers are supported to proactively identify health, safety and wellbeing issues in the workplace and to implement supportive policies and practices that protect and improve worker physical and mental health. The team works closely with partnership organisations to provide a range of free and confidential services. The Team also promotes the national Healthy Working Lives programme in Fife and are responsible for employer engagement aspects of the Health and Work Support Service pilot programme in Fife.

**What’s missing?**

* More effort is required in supporting Employment and Support Allowance (ESA) claimants into employment.
* Supported employment is identified as the preferred route to work for people with disabilities and health issues, yet there is a lack of opportunities for staff to access training.
* A universal and simple assessment tool could be developed that directs clients to the most appropriate provision.
* Recognition of the future challenges to the Fife Labour Market especially Ageing Workforce.

**What should we do next?**

* Implement OFP’s new strategy with a Mid Fife focus on people with health and disability issues, particularly mental health (April 2019-March 2022).[**https://www.opportunitiesfife.org/public/partnership/strategy-documents/**](https://www.opportunitiesfife.org/public/partnership/strategy-documents/)
* Much of the mental health agenda is focussed on universal approaches. There needs to be distinction between universal efforts that benefit us all and additional inputs that are more focussed on people with mental health conditions.
* Ensure that people with disabilities - learning disabilities, autistic spectrum disorders, physical disabilities and sensory impairments are an increasing focus of future activity.

#### Develop a procurement, HR and employability partnership to drive positive action opportunities. Bring good work into the procurement process and tie into Community Wealth building.

|  |
| --- |
|  **Mental Health / Employability** |
| **44%** | In 2018/19, stress, depression or anxiety accounted for 44% of all work-related ill health cases and 57% of all working days lost through ill health.  |
| **79%** | A survey by the Scottish Association for Mental Health (SAMF) found 79% of people with serious long-term mental health problems are not in employment. |

**Focus 5: Invest in connectivity, particularly transport and digital and workforce mobility**

**What are we doing now?**

We are in the final delivery stages of the **Digital Scotland Superfast Broadband Programme**, which continues to deliver superfast broadband to premises across Fife. Virgin Media is investing through its **Project Lightning** to deliver fibre to premises in Cowdenbeath.

In August 2019the Scottish Government approved the reopening of the **Leven Rail Line** (estimated cost £70 million). In association, a £10m **Levenmouth Blueprint** is proposed (jointly funded by Transport Scotland and Fife Council) with a view to promoting economic growth and regeneration in the area as part of the transport investment. The Blueprint will be developed through consultation in local communities, businesses, public transport providers and stakeholders**.**

Over the next three years, the **River Leven Connectivity Project,** an inclusive growth project focused on the final 5km of the River Leven, will deliver a series of paths to connect communities to and along the river and unlock development opportunities.

Fife Council’s public consultation programme asking residents about transport services in Fife will run into late 2020. The programme is looking at new ways to involve people in designing the future of Fife-wide passenger transport services by asking people what’s already working well, what opportunities and constraints are out there, what options are feasible for the future and which options people prefer.Connectivity for employees to areas of employment is recognised as an issue and delivery approaches are being developed through the City Region Workforce Mobility programme.

Fife Council is working with operators and Transport Scotland to extend the current ABC (All Bus Company) single ticket from the Tay Bridgehead area to include Levenmouth and the Glenrothes area. A one stop website has been launched which provides comprehensive information and links to all sustainable travel options.  New internet connected digital displays have been installed at several locations throughout Fife.

**What’s missing?**

*
*
*
*
* Scottish Government has awarded the R100 contract to BT for the Central Lot which includes Fife. Information on what this means for Fife is now expected in Summer 2020. The programme will deliver superfast broadband by 2021.
* The majority of R100 build in Central Scotland, will use full-fibre, or ‘Fibre-to-the-Premises’ (FTTP), technology. Some premises may require solutions from other sources. More information later in 2020.

**What should we do next?**

* Assess what further intervention is required by the public sector in digital connectivity across Fife once the R100 information is available Summer 2020.
* Cupar Digital Business Improvement District started in Dec 2019. This will deliver a funding model to sustain free town centre Wi-Fi that may be replicated in other town centres.
* Review the public consultation on public transport services and continue the engagement process in designing core services this will be finalised by the end of 2020.
* Work with partners to maximise the climate opportunities of the Rail Link and Leven Programmes.
* Develop local governance to effectively support the investment in the Levenmouth Rail Link.

|  |
| --- |
| **Digital / Broadband / Transport**  |
| **96.3%** | Proportion of properties in Fife receiving superfast broadband (%) |
| **39** | eFife Network Fife Council, with funding from Transport Scotland, has installed 39 publicly accessible electric vehicle (EV) charging points at 26 locations across Fife, to encourage the take up of EV’s.  |
| <https://www.travelfife.com/> A one stop website which provides information and links to all sustainable travel options.   |
| Lets Talk about Transporting People [http://our.fife.scot/transportingpeople](https://eur01.safelinks.protection.outlook.com/?url=http%3A%2F%2Four.fife.scot%2Ftransportingpeople&data=02%7C01%7CMichelle.Smith%40fife.gov.uk%7C5bce39184dd444f410b108d7472f6add%7Cf969a52f42c040f198badaed6c43087c%7C0%7C0%7C637056141292677201&sdata=J8lq951v0Uy%2BznwdHGYAqGOKRNFpHzHzgtpeHQT4htU%3D&reserved=0) |

# **Focus 6:** **Make more of Fife’s natural, cultural and historic assets to improve year round visitor opportunity**

**What are we doing now?**

A new brand has been rolled out across the tourism sector for the Heartlands Area of Mid Fife to look at what is the unique selling point of the area and how can it be exploited to take advantage of the tourism market. The Levenmouth branding exercise is underway, a workshop with businesses and stakeholders took place in December 2019 and the Local Tourist Association is now working to develop the ideas further.

The visitor information review has been completed to establish where digital information is most appropriate when a visitor arrives in Fife. Conclusions are: Print still has a place but with lower print runs; Local area maps are more effective than brochures on arrival; Reduce the number of digital information screens to one in each Local Tourist Association area; Install up to 4 large digital events boards at key roadside gateway locations to profile events happening across Fife; Identify attractors with high footfall to roll out a number of “Closed down” tablets that link to information on the [www.WelcometoFife.com](http://www.WelcometoFife.com) website.

**The “In the Footsteps of Kings”** augmented reality app was launched in the Summer of 2019 with over 1400 downloads to date. The App offers a trail for families bringing Fife’s history to life and contains historic information and an augmented reality experience at eight sites across Fife. The App won the Innovation Award at Family Attraction Expo in November 2019. A VisitScotland growth fund application is being developed so that a high-profile marketing campaign can be delivered.

**Fife Pilgrims Way (FPW)-** Following five years of restoration by Fife Coast and Countryside Trust (FCCT), the historic 64-mile FPW was officially reopened in July 2019. The route is expected to attract 140,000 domestic and international users per year, rising to 200,000 after four years. A new integrated website is currently under development for all FCCT managed sites and routes.

**Dunfermline Carnegie Library & Galleries** (DCL&G) operated by ONFife is now established as a high-profile gateway tourist attraction in the heart of Dunfermline’s Heritage Quarter. By the end of March 2019 DCL&G had welcomed almost 348,094 visitors.

Welcome Walks in Dunfermline - arranged through the Dunfermline Heritage Partnership towards the end of the Summer 2019 was an introduction to the towns most visited locations.  Digital Tours have also been arranged and will be available in 2020.

**What’s missing?**

*
* The challenge for Fife is to continue to grow its tourism industry and embrace new technology**,** by developing social media activity, activities that incorporate digital experiences such as augmented and virtual reality and by embracing digital solutions in business such as radio frequency identification (RIDF) technology.
* The future challenge for tourism in Fife is the economic uncertainty related to Brexit. It will be important to assess the impact of Brexit on visitors to Fife.

**What should we do next?**

* A new FCCT Manager has been appointed and temporary funding has been agreed for FPW. Maintenance issues/funding to be addressed in the next stage of the business case by March 2020.
* Continue to promote tourism in Fife andshape Fife into a digital destination.
* Support the six local tourist associations to help deliver the priorities of the Fife Tourism Strategy 2019-2029. Link to Strategy:-[**https://www.fifetourismpartnership.org/resources/fife-tourism-strategy/fife-tourism-events-strategy-2019-2029/**](https://www.fifetourismpartnership.org/resources/fife-tourism-strategy/fife-tourism-events-strategy-2019-2029/)
* ONFife is developing a Creative Industries Hub at Adam Smith Theatre, Kirkcaldy with the aspiration of bringing communities together in new ways. A Regeneration Capital Grant Funding stage 2 bid has been submitted for final decision in 2020.

|  |
| --- |
| **Visitors / £Value / Employment** |
| **8.7m** | Number of visitors to Fife |
| **£599.3m** | Fife’s Tourism value  |
| **11,000** | Total number of tourism related jobs in Fife |

|  |
| --- |
| **Ambition: Economic activity and employment in Fife is improving faster than in the rest of Scotland** |
| **Key Actions** | **Expected Outcome Status****Nov 2018 Nov 2019** |
| Invest in modern business clusters as a focus for business activity and investment. |  | cid:c162b099-e6c3-4b41-bae7-2c9e1e482529 |
| Regenerate our industrial estates, driven by innovation in digital and low carbon technologies. |  | cid:c162b099-e6c3-4b41-bae7-2c9e1e482529 |
| Deliver an international trade programme, both physical and digital, at a Fife and Regional level. |  | cid:c162b099-e6c3-4b41-bae7-2c9e1e482529 |
| Deliver a network of enterprise and incubation centres throughout Fife. | cid:image006.png@01D57F7B.5F4610F0 | cid:c162b099-e6c3-4b41-bae7-2c9e1e482529 |
| Develop a mid-Fife technology led business cluster, building on the network of business hubs, university spin-outs and commercialisation projects |  | cid:c162b099-e6c3-4b41-bae7-2c9e1e482529 |
| Develop markets for Fife businesses, for example, for public services and low carbon and digital businesses. | cid:image006.png@01D57F7B.5F4610F0 | cid:c162b099-e6c3-4b41-bae7-2c9e1e482529 |
| Deliver a sustainable energy and climate action plan for Fife and identify opportunities for sustainable businesses and energy generation. | cid:image006.png@01D57F7B.5F4610F0 | cid:c162b099-e6c3-4b41-bae7-2c9e1e482529 |
| Promote the Fife talent pool to attract new large employers with highly paid jobs. |  | cid:c162b099-e6c3-4b41-bae7-2c9e1e482529 |
| Develop a mid-Fife green industry hub, including decommissioning. |  | cid:c162b099-e6c3-4b41-bae7-2c9e1e482529 |
| Create more opportunities to upskill the existing workforce, and support continuing professional development (CPD) opportunities, along with further CPD for educators. | cid:image006.png@01D57F7B.5F4610F0 | cid:c162b099-e6c3-4b41-bae7-2c9e1e482529 |
| Use new technology to extend access to learning in STEM subjects. |  |  |
| Roll out foundation, modern and graduate apprentice programmes. |  | cid:c162b099-e6c3-4b41-bae7-2c9e1e482529 |
| Build connections between communities, colleges, universities and businesses to improve innovation. | cid:image006.png@01D57F7B.5F4610F0 | cid:c162b099-e6c3-4b41-bae7-2c9e1e482529 |
| Establish a more collaborative regional programme of employability and skills training |  | cid:c162b099-e6c3-4b41-bae7-2c9e1e482529 |
| Implement the business charter, which includes providing mental health friendly workplaces. |  | cid:image006.png@01D57F7B.5F4610F0 |
| Redesign employability pathway activities to address physical and mental health challenges. |  | cid:c162b099-e6c3-4b41-bae7-2c9e1e482529 |
| **Ambition: Economic activity and employment in Mid-Fife is catching up with the rest of Fife and Scotland** |
| **Key Actions** | **Expected Outcome Status****Nov 2018 Nov 2019** |
| Develop business cases for (capital) investment in transport infrastructure, including the Levenmouth Rail Link, the A92 and Standing Stane Road. |  | cid:c162b099-e6c3-4b41-bae7-2c9e1e482529 |
| Develop an investment plan for Fife’s digital assets. |  |  |
| Deliver a digital support programme to help more businesses adopt digital technologies faster. |  |  |
| Deliver easy to use digital platforms to access sustainable travel information. |  | cid:c162b099-e6c3-4b41-bae7-2c9e1e482529 |
| Explore ways of delivering a workforce mobility solution in **mid-Fife**, for example, a single travel card. |  |  |
| Roll out the workforce mobility solution to the rest of Fife and the city regions. |  |  |
| **Ambition: Fife has year on year increases in visitor numbers and tourism spend** |
| **Key Actions** | **Expected Outcome Status****Nov 2018 Nov 2019** |
| Develop a year-round tourism activity and events programme across Fife (which includes winter events). |  | cid:c162b099-e6c3-4b41-bae7-2c9e1e482529 |
| Develop area tourism asset registers to accelerate the growth of tourism in key communities in mid-Fife. |  |  |
| Maximise the potential of key tourism sectors, such as food and drink. |  | cid:c162b099-e6c3-4b41-bae7-2c9e1e482529 |
| Maximise the potential of key destinations, such as outdoor recreation, Fife Pilgrim Way, Fife Coastal Path and Forth Bridges. |  | cid:c162b099-e6c3-4b41-bae7-2c9e1e482529 |
| Roll out a virtual technology interpretation programme. | cid:image006.png@01D57F7B.5F4610F0 | cid:e85012a9-5c10-4995-9d60-7214c0c1c3ee |

|  |
| --- |
| **Key** |
| cid:image007.png@01D57F7B.5F4610F0 | Warning - Issues to be addressed to ensure delivery | cid:image008.png@01D57F7B.5F4610F0 | Alert - Potential issues further work required | cid:image009.jpg@01D57F7B.5F4610F0 | OK – Going well, progressing as planned | cid:image006.png@01D57F7B.5F4610F0 | Completed |

Note: Progress at August 2018 was based on a different scoring system, as follows:

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Key** |  | No clear delivery plan, lack of activity |  | Work initiated |  | Delivery plan in place and on target |

Following feedback, the RAG status definition for the actions has changed to give a truer reflection on how these are progressing.

A suite of Performance Indicators (PIs) have been identified for the IG&J Theme to measure progress against Ambitions, this annual report includes a selection of these PIs to illustrate how we are doing. 2019 data has been provided where available, however, there is a lag in data availability therefore the latest data available has been included. Appendix 2 – Plan for Fife Inclusive Growth and Jobs PIs.

**Acronyms**

|  |  |  |  |
| --- | --- | --- | --- |
| **DCL&G**Dunfermline Carnegie Library & Galleries | **DYW**Developing Young Workforce | **ESESCRD**Edinburgh and South East Scotland City Region Deal | **FA**Foundation Apprenticeship |
| **FCCT** Fife Coast and Countryside Trust | **FEP**Fife Economy Partnership | **FPW**Fife Pilgrims Way | **IG&J** Inclusive Growth and Jobs |
| **OFP**Opportunities Fife Partnership | **ONFife**Fife Cultural Trust | **SECAP**Sustainable Energy Climate Action Plan | **SEPA**Scottish Environmental Protection Agency |
| **SGN**Formerly Scotia Gas Networks | **SPEN**Scottish Power Energy Networks | **STEM**Science, Technology, Engineering, Maths |  |