

West Dunbartonshire Strategic Employability

Data Subgroup:

West Dunbartonshire Challenges and Themes
update 2023/24

West Dunbartonshire Multi Member Ward Map

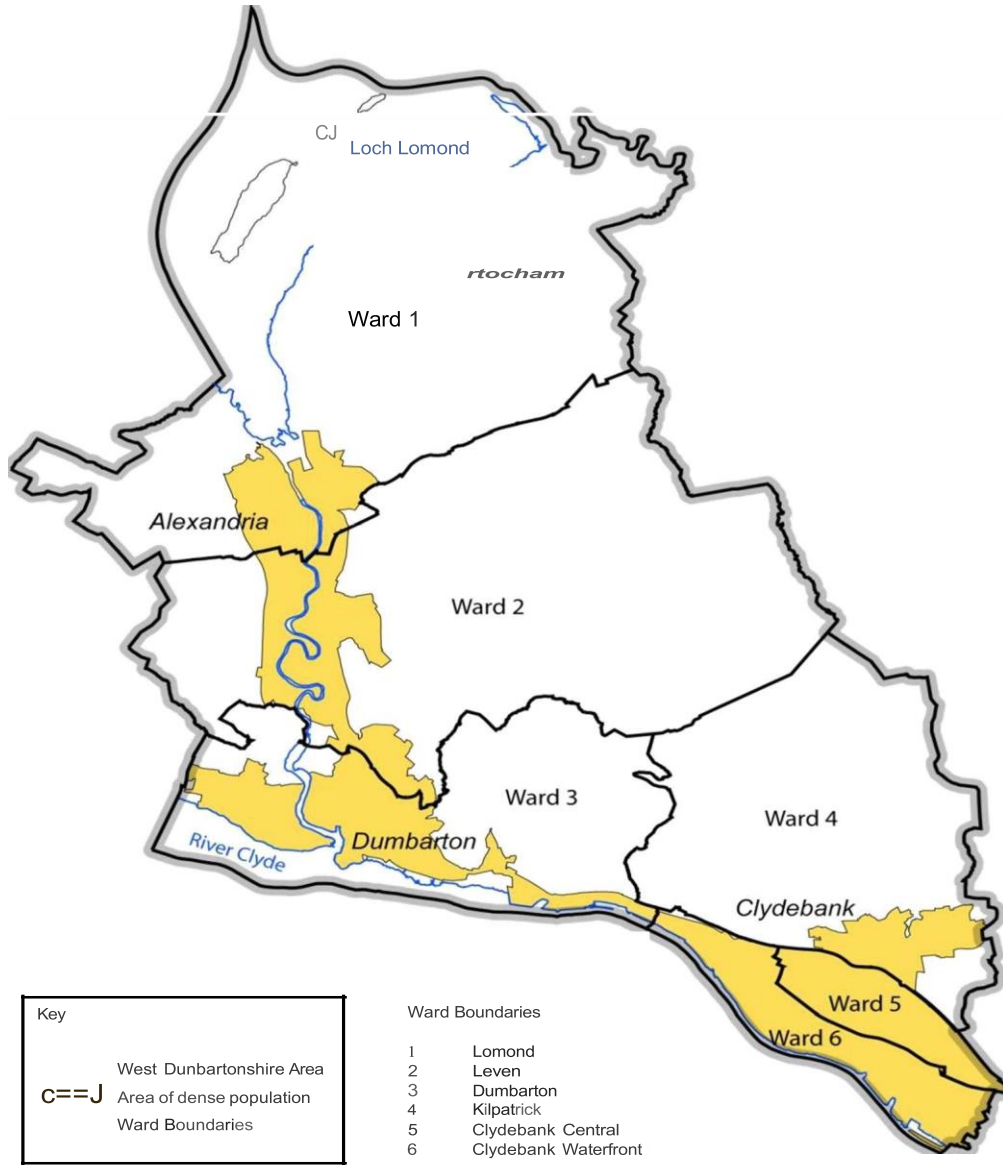


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1. Executive Summary

This document was prepared as a contribution to the discussions in the local employability partnership about priorities for the use of public funds when supporting employability and learning objectives. The document is not the definitive source of data and while it provides a set of action, learning points throughout, these should be read alongside key policy and strategic documents that relate to economic development, employability and learning services.

Section 2 provides an introduction and identifies some of the key policy drivers that will influence how we invest public funds in employability and learning services. Notable policy drivers include No One Left Behind and UK Shared Prosperity while the local drivers include West Dunbartonshire Economic Development strategy, CLD Plan and Local Child Poverty Annual Report. **Section 3** 'Living in West Dunbartonshire' provides brief details of the location and information about the general population.

Section 4 '*No One Left Behind, The Local Employability Partnership*' sets out some information about the local employability partnership aims and objectives and a link to the three-year plan. This section also provides details of the shared measurement framework that will be used to demonstrate progress towards our objectives. The shared measurement framework reflects on key questions:

- Who needs support in our community?
- Who are we reaching?
- What challenges do they face?
- Are they actively involved?

The remainder of **Section 4** of the document takes these questions as their starting point and offers several learning and action points as a guide to the type of support the partnership will pursue.

Section 5 'Opportunities' looks at sectors that have provided a route to employment for residents in West Dunbartonshire. Key sectors identified are set within the foundation economy where forecasts in the short term suggest future job growth, and therefore opportunities, may be achieved.

While we will support our service users to pursue opportunities in all sectors and we are encouraging the development of the 'green economy' we will be mindful that the top employing sectors in West Dunbartonshire in 2023 were identified as:

- Caring personal services occupations.
- Elementary occupations; clerical and services related.
- Administrative occupations.

Section 6 '*Summary Learning, Action Points*' summarises the learning, action points that have appeared throughout the document. The key points to note are that all service providers should understand the prevalence of disadvantage in West Dunbartonshire and proposed interventions should be clearly tailored to the needs of individuals.

These targeted interventions should be delivered in collaboration with strategic partners and all service providers operating in West Dunbartonshire should be aware of the opportunities in the labour market.

We will adopt a range of methods across the employability, skills and learning pathway to support people into sustained work, including: employer incentives, work placements, apprenticeships, learning and training: but central to all our work will be the aim to reduce inequalities in the labour market and address disadvantage in West Dunbartonshire.

2. Introduction

This document has been prepared for the West Dunbartonshire Employability Partnership and aims to provide some basic information about West Dunbartonshire and its challenges and opportunities. Its purpose is to inform discussions about local priorities and support good decision making when considering the use of available resources.

While the document does not provide all the available information, it does, however, act as guide for the justification of publicly funded interventions that aim to address market failure. This will include the allocation of funding through the 'No One Left Behind' approach to employability and 'UK Shared Prosperity Fund'.

This information should be considered alongside key policy priorities at a national and local level. Documents and sources of further information on these policy priorities include:

No One left Behind:

No One Left Behind, the Scottish Government strategy for placing people at the centre of the design and delivery of employability services. The approach promotes a strengthened partnership to promote collaboration between local authorities, the third and private sector to identify local needs and make informed, evidence-based decisions, flexing these to meet emerging labour market demands.

[No One Left Behind: delivery plan - gov.scot \(www.gov.scot\)](https://www.gov.scot/publications/no-one-left-behind-delivery-plan/pages/1-10.aspx)

UK Shared Prosperity:

The UKSPF will support the wider commitment to boost productivity, pay, jobs and living standards by growing the private sector, especially in those places where they are lagging.

[UK Shared Prosperity Fund: prospectus - GOV.UK \(www.gov.uk\)](https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/78444/uk-shared-prosperity-fund-prospectus.pdf)

Local Child Poverty Reports

Under the Child Poverty (Scotland) Act 2017, local authorities and health boards are required to jointly prepare and publish annual Local Child Poverty Action Reports (LCPARs) which report on: measures taken and measures proposed to contribute to child poverty targets; income maximisation measures for pregnant people and families with children; and measures for families whose income/expenditure is adversely affected because of a member's protected characteristics.

[Developing a local child poverty action report: guidance - gov.scot \(www.gov.scot\)](https://www.gov.scot/publications/developing-a-local-child-poverty-action-report/pages/1-10.aspx)

The West Dunbartonshire local child poverty report can be found here:

[West Dunbartonshire: Local Child Poverty Action Annual Report 2022-2023 \(west-dunbarton.gov.uk\)](https://www.west-dunbarton.gov.uk/child-poverty-reports)

Community Learning and Development:

Community Learning and Development (CLD) supports primarily disadvantaged or vulnerable groups and individuals of all ages to engage in learning, with a focus on bringing about change in their lives and communities. CLD activity has a strong focus on early intervention, prevention and tackling inequalities. It plays a significant role in raising attainment for all and supporting community empowerment.

[Developing the CLD Plan 2021-24 - Community learning and development plans: guidance - 2021 to 2024 - gov.scot \(www.gov.scot\)](https://www.gov.scot/publications/developing-the-cld-plan-2021-24/pages/1-10.aspx)

The local CLD Plan can be found here:

West Dunbartonshire Council Economic Development Strategy:

The Strategy aims to achieve this vision through several key strategic priorities, including:

- Establishing an inclusive economy by improving the skills of our people and supporting them into work
- Addressing climate change and supporting a green recovery
- Building stronger partnerships and new approaches to delivery.

The West Dunbartonshire Economic Development Strategy can be found here:

[Economic Development Strategy | West Dunbartonshire Council \(west-dunbarton.gov.uk\)](https://www.west-dunbarton.gov.uk)

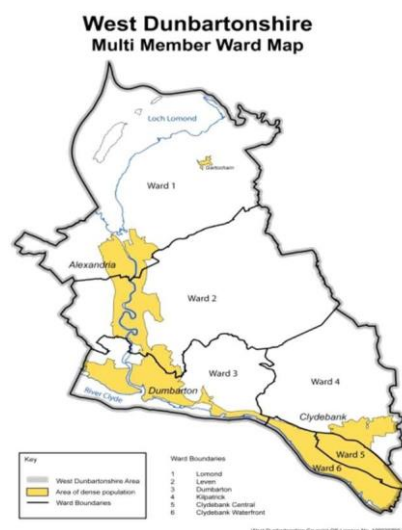
3. Living in West Dunbartonshire

West Dunbartonshire shares borders with Argyll and Bute, East Dunbartonshire, Stirling, Renfrewshire, and Glasgow.

West Dunbartonshire includes the towns of Clydebank, Dumbarton and Alexandria and has a population estimate of 87,790 residents, 15,234 were in the 0-15 years age group with a further 8,538 in the 16-24 years age group¹.

The local authority consists of 121 of Scotland’s 6,978 Scottish Index of Multiple Deprivation data zones and 17 Community Council areas. These are set within six ‘multi-member’ wards, illustrated in the Map:

1. Lomond.
2. Leven.
3. Dumbarton.
4. Kilpatrick.
5. Clydebank Central.
6. Clydebank Waterfront.



Despite its strengths, West Dunbartonshire is one of the areas in Scotland most affected by post-industrial decline. Its three town centres, Alexandria, Clydebank, and Dumbarton have experienced steady decline in their comparative economic performance with some areas affected by wide-ranging deep-rooted poverty and deprivation.

¹ nrscotland: Population Estimate: <https://www.nrscotland.gov.uk/files/statistics/council-area-data-sheets/west-dunbartonshire-council-profile.html#:~:text=In%20terms%20of%20overall%20size,out%20of%206%20age%20groups>. (accessed 12th June 2023)

Data Sources

This document will set out some of the data to illustrate the scale and extent of the challenges in West Dunbartonshire. This will provide a guide to the types of support that we will bring to bear when addressing these challenges. This data is drawn from a number of sources.

Skills Development Scotland: Labour Market Intelligence – Economy, People and Skills, January 2024

- <https://www.skillsdevelopmentscotland.co.uk/local-national-work/west-dunbartonshire>
- <https://www.skillsdevelopmentscotland.co.uk/publications-statistics/publications>
- [Regional Skills Assessment Data Matrix](#) – Regional Skills Assessments include 23 reports, and summary infographics for each local authority. The Data Matrix is an interactive tool, which is regularly updated and offers data from a variety of sources an engaging format.
- <https://www.skillsdevelopmentscotland.co.uk/what-we-do/skills-planning/regional-skills-assessments>

No One Left Behind: Socio Economic Statistics

No One Left Behind Toolkit is produced periodically by the Glasgow City Region Intelligence hub. The toolkit provides a range of comparative data about: Child Poverty, childcare, children in low income, households on Universal credit and benefits. It also provides a gap analysis comparing West Dunbartonshire with a range of local authorities and regional and national scales.

Greater Glasgow and Clyde Child Poverty Statistics

NHS Greater Glasgow and Clyde publish and distribute a range of statistics that can be used to: demonstrate knowledge of child poverty in West Dunbartonshire; identify local needs and decide on priorities; guide a strategic approach to tackling disadvantage; help to identify target groups and monitor and evaluate delivery and progress. The data focusses on the drivers of poverty and provides comparative data on local authorities in the NHS Greater Glasgow and Clyde area.

Engagement and Outcomes

Working4U records information about the services provided through the Client Information Management Systems (Advice Pro). This records registration information, personal details and information about perceived barriers to opportunity. The system allows advisers to agree actions and track progress towards agreed goals.

We have reproduced 'gap analysis' information in **Appendix 1**. This information has been drawn from the No One Left Behind Toolkit that is compiled by the Glasgow City Region Intelligence hub.

4. No One Left Behind: The Local Employability Partnership

West Dunbartonshire Local Employability Partnership was established to enable collective leadership and shared commitment across partners to support a more aligned approach to national and local employability support in Scotland. The operation of the Partnership is a shared responsibility between strategic partners delivering and managing employability services in West Dunbartonshire. The strategic partners will consist of those organisations that invest resources to support local people to overcome barriers to employment opportunities and identify, secure and keep work.

The Partnership has established a three-year plan with details available at:

[West Dunbartonshire Local Employability Partnership: Three Year Operating Plan 2022-2025 \(west-dunbarton.gov.uk\)](https://west-dunbarton.gov.uk)

Shared Measurement Framework

The Local Employability Partnership (LEP) has adopted the Scottish Government's No One Left Behind (NOLB) approach to employability due to its comprehensive and inclusive framework designed to address the diverse needs of individuals facing barriers to employment. At the heart of NOLB lies the Shared Measurement Framework, which offers a structured approach to assessing the effectiveness of employability interventions, particularly in terms of reach.

The Shared Measurement Framework provides a systematic way to evaluate the extent to which employability and learning initiatives are reaching the target population in West Dunbartonshire. By focusing on key questions related to reach, such as "Who is being reached?" and "Who is not being reached?", the partnership can identify gaps in service provision and tailor interventions to ensure inclusivity. This approach is crucial in addressing the needs of vulnerable groups who face additional barriers to accessing support.

Moreover, NOLB emphasises collaboration and partnership working, which aligns with the ethos of the LEP. By adopting this approach, the partnership can leverage the expertise and resources of various stakeholders, including local authorities, community organisations, and employers, to enhance the reach and impact of employability initiatives. Through effective partnership working, the LEP can access a wider network of support and better address the complex and multifaceted barriers to employment faced by individuals in West Dunbartonshire.

The Shared Measurement Framework also encourages continuous monitoring and evaluation of employability interventions, enabling the partnership to adapt and refine its approaches based on real-time feedback. This process ensures that resources are allocated effectively and that interventions remain responsive to the evolving needs of the community, ultimately leading to more inclusive and impactful employability interventions.

The Shared Measurement Framework provides a systematic way to evaluate the extent to which employability and learning initiatives are reaching the target population in West Dunbartonshire.

The approach is set around four key questions:

- Who needs support in our community?
- Who are we reaching?
- What challenges do they face?
- Are they actively involved?

Question 1: Who Needs Support (Target Groups)?

When considering the needs within our communities we have to understand the characteristics of the population and the barriers to opportunity they are likely to face. Analysis of the data sets demonstrates the following...

1. **Vulnerable Young People:** Young people often face challenges in finding employment due to lack of experience or qualifications. In West Dunbartonshire, the youth unemployment rate is higher than the national average of (18.4%), with statistics indicating that (19.4%) of individuals claiming out of work benefits in West Dunbartonshire are aged 16-24.
2. **Long-term Unemployed:** Individuals who have been out of work for an extended period may require support in re-entering the job market. West Dunbartonshire is ranked 2nd place across the 32 Scottish local authorities for out of work benefit claimants in December 2023 with a rate of 4.3%, (0.2%) of the unemployed population in West Dunbartonshire have been without work for over six months in comparison to Scotland (0.1%), indicating a need for targeted assistance in skills development and job placement programs.
3. **Economically inactive:** West Dunbartonshire has a higher proportion of economically inactive individuals (24.2%) compared to the Scotland (22.1%) and the UK (21.2%). Contributing factors include lack of job opportunities, limited access to skills training, and structural unemployment issues within the region.
4. **Families facing Poverty:** Low-Income families living below the poverty line often struggle to meet basic needs, including access to education and employment opportunities. In West Dunbartonshire, (27.6%) of children are living in poverty, higher than the Scottish average (24.5%) highlighting the necessity for initiatives aimed at improving financial stability and providing pathways to sustainable employment.
5. **Individuals with Disabilities:** People with disabilities face barriers to employment such as discrimination and lack of accessibility. In West Dunbartonshire, (29%) of the claimant population are unemployed and have a disability, average for Scotland (26.6%), emphasising the importance of inclusive employment practices and tailored support services.
6. **Long-term Health Conditions:** Statistics may suggest that a significant portion of the population in West Dunbartonshire live with long-term health conditions, including mental health issues and physical disabilities. These conditions can affect individuals' ability to work consistently or perform certain tasks, leading to unemployment or underemployment.
7. **Neurodiversity:** Neurodiverse individuals, such as those with autism spectrum disorders, ADHD, or dyslexia, may face challenges in traditional employment settings due to a lack of understanding and accommodations. Statistics reveal a gap in employment rates between neurodiverse individuals and the general population, highlighting the need for targeted support and inclusive employment practices.
8. **Care Experienced:** West Dunbartonshire, individuals with experience of care require support due to various challenges they face that can disrupt their employability and overall well-being. This also includes kinship carers. Statistics show higher risk of unemployment; lower educational attainment; Emotional and Psychological Challenges; Limited Support Networks; Higher Risk of Homelessness and Poverty; stigma and discrimination. Targeted support and creating opportunities for personal and professional development are required to empower care-experienced individuals to achieve their full potential.
9. **Minority Ethnic Communities:** Ethnic minority groups may encounter discrimination in the job market and face challenges related to language barriers or cultural differences. In West

Dunbartonshire, the employment rate for ethnic minority aged 16-64 has decreased from 71.4% (July 2022 to June 2023) to 60.7% (October 2022 to September 2023) indicating a need for initiatives promoting diversity and inclusion in employment.

10. **Community Justice:** Individuals with a criminal record often struggle to secure employment, leading to a higher risk of reoffending. In West Dunbartonshire, 7% of the unemployed population supported by NOLB activity have a history of criminal convictions, highlighting the importance of rehabilitation programs and support in transitioning to employment.
11. **Areas of Multiple Deprivation:** West Dunbartonshire consists of 121 of Scotland's 6,978 Scottish Index of Multiple Deprivation data zones and 17 Community Council areas. These are set within six multi-member wards. All multi-member wards in West Dunbartonshire have areas with comparatively high incidences of multiple deprivation. Approximately 35,000 (37%) of the resident population have first-hand experience of multiple deprivation. Showing significant socio-economic gaps, with 30% of the population residing in Quintile 1, the most deprived areas, 20% reside in Quintile 3. These areas face higher levels of unemployment, lower educational attainment, and limited opportunities compared to more affluent areas.

By addressing the needs of these disadvantaged groups through targeted interventions such as basic and vocational skills training and learning, job placement services, and community support programs, the Local Employability Partnership can contribute to nurturing inclusive economic growth and reducing inequalities in West Dunbartonshire.

Question 2: What Challenges Do They Face?

The challenges facing people are unique to their circumstances, however, there are specific socio-economic characteristics that can reinforce the disadvantage they experience. These circumstances include, but are not limited to:

- Likelihood of experience poverty/disadvantage;
- Educational attainment; and
- Equalities.

Families Facing Poverty.

The headline measures of poverty are defined as:

Relative Poverty: This is the incidence of children living in households with an annual equivalised net income that is less than 60% of median income. While **Persistent Poverty** is the incidence of children that have lived in relative poverty for at least three years.

Combined Low Income and Material Deprivation is the incidence of children living in households whose equivalised annual net income is less than 70% of median equivalised net household income and experiences material deprivation in the year.

The evidence suggests that child poverty in Scotland is driven by structural or institutional factors. These factors include:

- (limited) Income from social security.
- (limited) Income from employment.
- (Disparity between income and) Costs of living, including housing, food and fuel costs, the poverty premium, the costs of the school day, and the extra, unavoidable costs of disability.

Almost 90% of all children in poverty in Scotland live within types of households that are known to be at a particularly high risk of poverty. These include households with:

Table 1 Household Types for those likely to be affected by disadvantage in West Dunbartonshire

Household Type	Proportion in West Dunbartonshire
Lone Parent Families	7%
Disabled household members	29% (of the claimant population)
3+ Children	4%
Of a Minority Ethnic background	2%
Youngest Child <1 year old	0.8%
Mothers Younger than 25 Years	30%

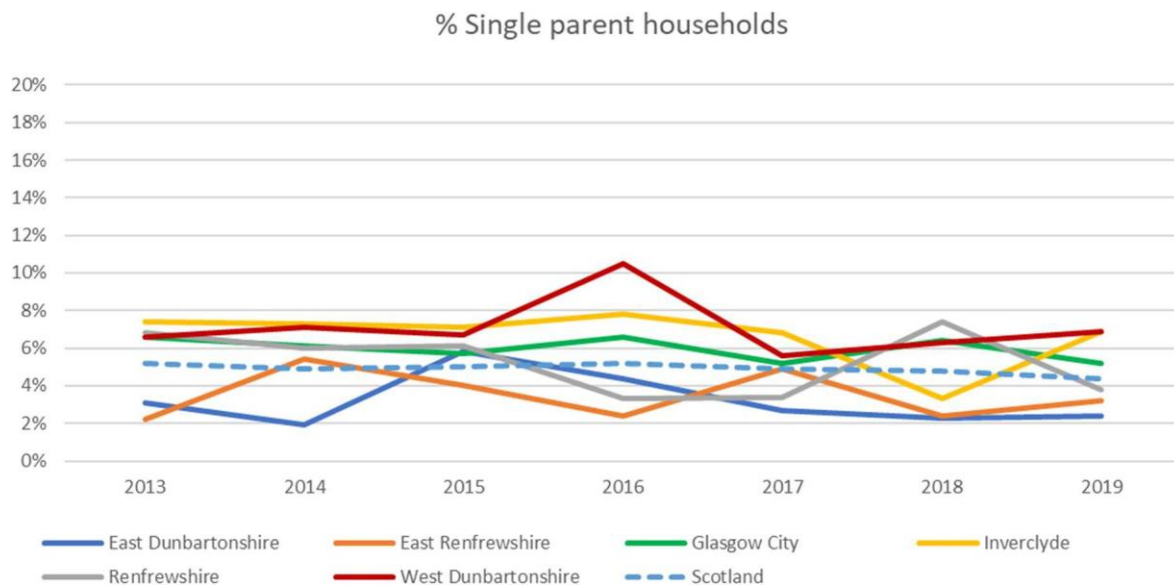
Additional Groupings

In West Dunbartonshire the local authority has added three additional family groupings to those we perceive to be most in need. The family groups are:

- With experience of the care system.
- With caring responsibilities.
- Living in areas of high material deprivation

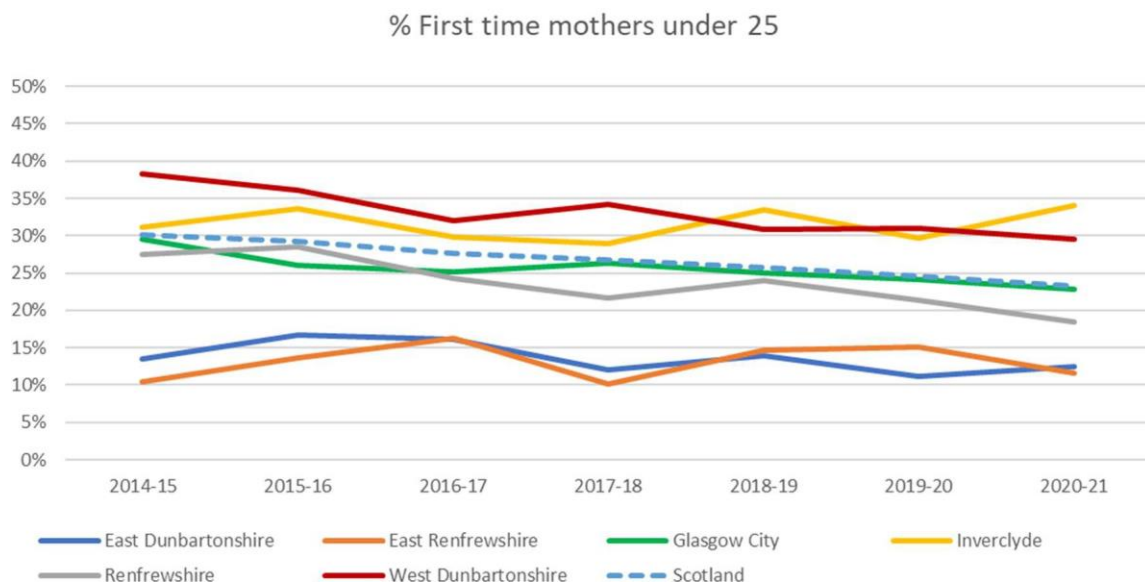
Further analysis of the most prevalent household types in West Dunbartonshire highlights the potential levels of poverty when compared to other neighbouring local authorities and the national average.

Figure 1: Proportion of Single Parent Household across NHS&G Area



In West Dunbartonshire, the percentage of single-parent households has remained relatively stable over the years, hovering around 7% from 2013 to 2019. Compared to neighbouring areas like East Dunbartonshire, East Renfrewshire, and Glasgow City, where the prevalence of single-parent households fluctuated within a smaller range, West Dunbartonshire's percentage has remained higher.

Figure 2: Proportion of First Time Mothers under 25 Years



In West Dunbartonshire, the percentage of first-time mothers under the age of 25 years has consistently been higher compared to both the national average and neighbouring regions over the past few years. From 2014-15 to 2020-21, the percentage ranged from 30% to 38%, with a slight decrease noted in recent years.

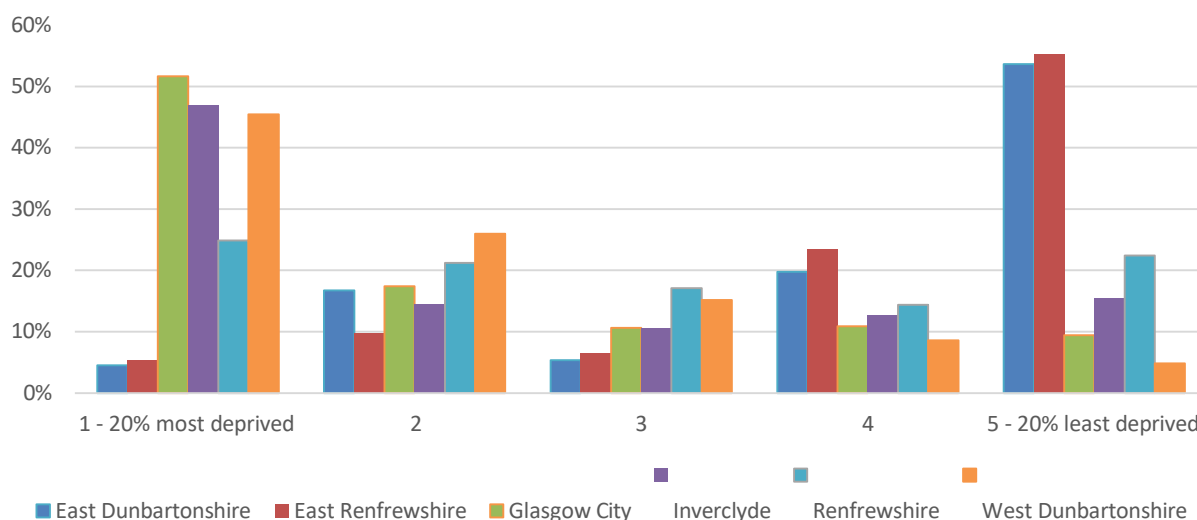
While the percentage in West Dunbartonshire decreased from 38% in 2014-15 to 30% in 2020-21, it remains significantly higher than the national average for Scotland, which ranged from 23% to 30% during the same period. This indicates that a considerable portion of first-time mothers in West Dunbartonshire are under the age of 25, highlighting potential challenges and needs unique to this demographic group.

Learning, Action Point: Understanding Needs

Understanding the prevalence of households likely to be affected by disadvantage is crucial for employability, learning and support initiatives.

It is essential to address the specific challenges faced these families in the area and tailor support services accordingly. This data underscores the importance of ongoing monitoring and targeted interventions to address the needs of vulnerable households within the community.

% Children under 16 by SIMD 2020 quintile



In West Dunbartonshire, the percentage of children under 16 years living in the most deprived areas (quintile 1 - 20% most deprived) stands at 45%, highlighting a significant portion of the youth population residing in areas with higher levels of deprivation.

This percentage is notably higher compared to neighbouring local authorities such as East Dunbartonshire and East Renfrewshire, where the proportion of children in SIMD areas is substantially lower.

Additionally, while West Dunbartonshire's percentage decreases as we move towards less deprived quintiles, it's important to note that even in quintile 5 (20% least deprived), 5% of children still reside in SIMD areas whilst also showing disparity between the most deprived and least deprived quintiles.

Learning, Action Point: Understanding The Prevalence And Distribution Of Disadvantage

Understanding the distribution of disadvantage across SIMD quintiles is crucial for addressing the complex socioeconomic challenges faced by communities. The data underscores the importance of targeted interventions and support services aimed at addressing the needs of residents living in areas of deprivation, ensuring equal opportunities for all people to thrive regardless of their socioeconomic background.

The data also emphasises the need for collaborative efforts across the Local Employability Partnership (SEG) to tackle the root causes of poverty and promote social inclusion and economic mobility for vulnerable residents.

The latest figures show that 15,484 of the population (88,340) in West Dunbartonshire are children between the age of 0 and 15 years.

Child poverty indicators state that:

- 4,696 children in West Dunbartonshire are living in poverty (after housing costs).
- This represents approximately 27.6% of the children in West Dunbartonshire.

In 2020/2021 child poverty had decreased from the previous year by 3.4% and was equal to the level in 2014/15. However, the figure in 2021/22 has increased and is now higher than the 2014 baseline figure. The figure of 27.6% for West Dunbartonshire remains higher than the Scottish (24.5%) and NHS Greater Glasgow and Clyde average (23%).

Educational Attainment

Disadvantaged communities in West Dunbartonshire have lower levels of educational attainment, limiting their employment prospects and contributing to economic inactivity. The table below contains qualifications data for West Dunbartonshire using the latest figures available – January to December 2021.

The variables show the total number of people who are qualified at a particular level and above.

Table 2: Comparative Qualification Levels (West Dunbartonshire: National)

Qualification level	Scottish Equivalent	Example qualification	WDC (level)	WDC (%)	Scotland (%)	GB (%)
NVQ4 and above	SCQF Level 8/SVQ level 4	HND and above	19,900	36	50	43.5
NVQ3 and above	SCQF Level 6 and 7/SVQ level 3	Highers/NC Highers/HNC	29,400	53.5	64.8	61.5
NVQ2 and above	SCQF Level 5/SVQ level 2	National 5	37,800	68.4	79.6	78.1
NVQ1 and above	SCQF Level 4/SVQ level 1	National 4	43,500	78.7	86.4	87.5
Other qualifications	SCQF level 1 to 3	Access 1 to 3	3,900	7.0	5.8	5.9
No qualifications			7,900	14.4	7.8	6.6

Table 2 shows:

- The latest data shows that the percentage of people in West Dunbartonshire with no qualifications has increased from 13.9% in 2020 to 14.4% in 2021, and is considerably higher than the rates for Scotland (7.8%) and GB (6.6%),
- Many qualifications in West Dunbartonshire are within SCQF Level 4 and 5 (Fourth Year Secondary Education)
- The number with ‘other’ qualifications has increased from 4% in 2020 to 7% in 2021, whilst Scotland and GB remain largely unchanged.
- The percentage of people in West Dunbartonshire with SCQF level 4-8 qualifications in 2021 have all fallen compared to 2020: -
 - SCQF 4 and above – fell from 82% in 2020 to 78.7% in 2021,
 - SCQF 5 and above – fell from 73% in 2020 to 68.4% in 2021,
 - SCQF 6 /7 and above – fell from 56.8% in 2020 to 53.5% in 2021,
 - SCQF 8 and above – fell from 38.7% in 2020 to 36% in 2021.
- All levels are considerably lower than the comparative figures for Scotland and Great Britain, where trends showed improvement in almost all levels from 2020.

Learning, Action Point: Focus On Both Service User Needs And Labour Market Demands.

There is a need to focus on providing accessible, tailored learning and training programmes aimed at improving the levels of qualification. Initiatives such as adult learning classes, vocational training programmes and support for individuals to pursue higher level qualifications.

In addition, incorporating on the job training through apprenticeship programmes can provide hands on experience and can cater for different learning styles, further enhancing the effectiveness of learning and training initiatives.

Collaborating with schools, colleges, training providers and employers to develop a comprehensive programme will be crucial to addressing the attainment gap and improving employability prospects for individuals in West Dunbartonshire.

Efforts should also be made to address barriers such as financial constraints and lack of understanding about available opportunities. This will include the requirement to work with schools, colleges and employers to develop access to relevant training support that is consistent with employer demands. By prioritising initiatives that support skills development and learning attainment, individuals in West Dunbartonshire will enhance their employment prospects and will be better placed to secure employment and stay in work.

Equalities

The table below uses the latest data available to illustrate the varying rates of employment among selected equalities groups in West Dunbartonshire and compares these figures with the average in Scotland and Great Britain.

Table 3: Employment Rates by Equalities in West Dunbartonshire, Scotland, Great Britain

Equalities Groups	WDC	Scotland	Great Britain
Employment rate - aged 16-64	73.4	75.2	75.8
Employment rate males - aged 16-64	74.1	77.5	79.3
Employment rate females - aged 16-64	72.8	73.1	72.3
aged 16-64 employment rate - ethnic minority	60.7	66.0	69.1

Equalities Groups	WDC	Scotland	Great Britain
Employment rate aged 16-64 - EA core disabled	47.3	54.4	55.4
Employment rate - aged 50+	38.3	40.0	42.1
% of ethnic minority - aged 16-64	4.4	6.8	17.1
% aged 16-64 who are EA core disabled	29.0	26.6	23.0

Learning, Action Point: Targeting Those Most in Need and Most Likely to be Disadvantaged

Specific Emphasis should be placed on addressing inequalities among those with protected characteristics:

- **Ethnic Minority Communities:** Targeted initiatives should be implemented to provide tailored support and opportunities for ethnic minority individuals, including culturally sensitive job placement services, language support such as ESOL, and diversity training for employers.
- **Individuals with Disabilities:** priority should be given to initiatives aimed at removing barriers to employment, such as providing accessibility accommodations, offering skills training programs tailored to the needs of disabled individuals, and promoting inclusive hiring practices among local businesses.
- **Older Workers:** Programmes should be developed specifically designed to support older workers in accessing employment opportunities, including skills retraining, job placement services, and age-friendly workplace initiatives.
- **Gender Equality in Employment, Learning and Training:** there may be specific challenges faced by women in accessing and maintaining employment and accessing training and learning opportunities. Strategies should be implemented to promote gender equality in the workforce, including initiatives to address barriers to female employment, support for working parents, and promoting flexible arrangements for participation.
- **Overall Employment Rate Improvement:** Efforts should be made to enhance employment opportunities for all residents. This could include initiatives such as job fairs, skills development programmes, and collaboration with local employers to create job opportunities within the community.

Question 3: Who Are We Reaching?

We have a number of interventions designed to support people facing challenges that prevent them from accessing opportunities. The support and associated outcomes are recorded on our client information management system (Advice Pro). The information is used to modify the support, encourage progress and report on the outcomes.

Table 4: No One Left Behind Participants April 202 to December 2023

West Dunbartonshire - NOLB Figures from April 2020 to Dec 2023	Number supported	%
Individuals supported by NOLB provision	2,199	100
Male	1,355	62%
Female	838	38%
1. Vulnerable Young People	1,074	49%
2. Long-term Unemployed	646	29%
3. Economically inactive	697	32%
4. Families facing Poverty	699	32%
4a Single parents	482	22%
4b Disabled household members	80	4%
4c 3+ Children	146	7%
4d Of a Minority Ethnic background	117	5%
4e Youngest Child <1 year old	31	1.4%
5. Individuals with Disabilities	587	27%
6. Long-term Health Conditions	144	7%
7. Neurodiversity	70	3%
8. Care Experienced	89	4%
9. Minority Ethnic Communities	198	9%
10. Community Justice	147	7%
11. Areas of Multiple Deprivation	816	37%
11a Educational Attainment up to SCQF Level 6 (upper secondary)	1,921	87%

Our records demonstrate that we have been successful in engaging with and supporting people facing barriers to employment, training and learning opportunities.

We supported 2,199 people:

- The majority of people that were supported were male.
- Many of those supported fell into more than one category.
- Almost half were young people.
- Approximately one third of the people supported were those most likely to be affected by child poverty.
- One third were disabled or had a long-term illness.
- There were high levels of engagement with people who experienced long-term unemployment or were economically inactive.

Question 4: Are People Actively Engaged

Young people aged 16-19

Annual Participation Snapshot for 16–19-year-olds in Scotland, published 29th August 2023, the annual statistical publication reporting on learning, training, and work activity of 16–19-year-olds in Scotland.

The 2023 Annual Participation Measure showed that of the 3,976 16–19-year-olds in West Dunbartonshire 93.0% were in education, employment or training and personal development.

Q4 Table 1 – Annual Participation in West Dunbartonshire 2023

Table 5: Participation Headline Rate (West Dunbartonshire)

2023 Participation Headlines by Local Authority for West Dunbartonshire:	
Status	Percentage
Participating	93.0%
Not Participating	4.9%
Unconfirmed	2.1%

Table 6: Participant Rates by Category (2023)

Annual Participation 2023			
Gender	Participation Rate	Not Participating	Unconfirmed
Female	94%	4%	2%
Male	92%	6%	2%
Disability			
Identified	86.2%	12%	1.8%
Not Identified	94%	7	4
Ethnicity			
Mixed/Other	96.2%	-	-
White	93.0%	-	-
Not Disclosed	-	56	-
SIMD (20% most deprived)			
Quintile 1	90.4% (1,477)	6.4% (104)	3.2% (53)
Quintile 2	93.0% (971)	5.6% (58)	1.4% (15)
Quintile 3	95.0% (549)	2.8% (16)	2.2% (13)

Gender: The data shows that females in West Dunbartonshire have a slightly higher participation rate (94%) compared to males (92.0%). However, there are more males not participating or with unconfirmed status, indicating potential gender-specific barriers to participation that need to be addressed.

Disability: Among those identified as disabled, the participation rate is 86.2%, which is lower than the overall rate. This suggests that additional support or accommodations may be necessary to facilitate the participation of young people with disabilities.

Ethnicity: Participation rates are high across different ethnic groups, with 96.2% of mixed/other ethnicities and 93.0% of white individuals participating. However, there is a notable portion (56) where ethnicity is not disclosed, highlighting the importance of ensuring inclusivity and understanding potential barriers faced by diverse communities.

SIMD: The participation rates vary across different socio-economic backgrounds, with higher participation rates observed in areas with lower deprivation levels (Quintile 3 - 95.0%) compared to more deprived areas (Quintile 1 - 90.4%). This underscores the significance of addressing socio-economic disparities to improve overall participation rates.

Table 7 below provides a comparison of the percentage point changes in participation rates between the years 2022 and 2023 across Local Authorities with a similar demographic.

Table 7: Changes in Participation Rates 2022 - 2023

Local Authority	Percentage Point Change
West Dunbartonshire	+2.9 pp
Scotland	+1.9 pp
Glasgow	+1.3 pp
Inverclyde	+0.2 pp

Table 8 provides a comparison of the annual participation rates and cohort sizes for West Dunbartonshire and Glasgow City from 2016 to 2023. This illustrates the fluctuations in participation rates over the years for both regions.

Table 8: Comparative Participation Rates (West Dunbartonshire : Glasgow)

Year	West Dunbartonshire Participation Rate	West Dunbartonshire Cohort Size	Glasgow City Participation Rate	Glasgow City Cohort Size
2023	93.0%	3,976	92.5%	21,261
2022	90.1%	3,850	91.2%	20,424
2021	90.8%	3,814	90.5%	20,073
2020	90.2%	3,707	-	-
2019	90.3%	3,813	-	-
2018	90.1%	3,859	-	-
2017	88.3%	4,013	-	-
2016	88.4%	4,126	-	-

Learning, Action Point: Targeted Interventions for those overlooked in the labour market

Overall, while the participation rate for 16–19 year-olds in West Dunbartonshire is relatively high at 93.0%, there are still specific demographics facing challenges in accessing education, employment, or training opportunities. Targeted interventions and support mechanisms tailored to address gender, disability, ethnicity, and socio-economic factors are crucial for encouraging inclusive participation and reducing inequalities among young people in the area.

All Age Participation – No One Left Behind (Employability and Learning Services)

In West Dunbartonshire of the 2,199 people supported under the No One Left Behind approach between April 2020 and December 2023,

- 718 people (33%) entered employment in comparison to the Scottish Local Authority average (31%).

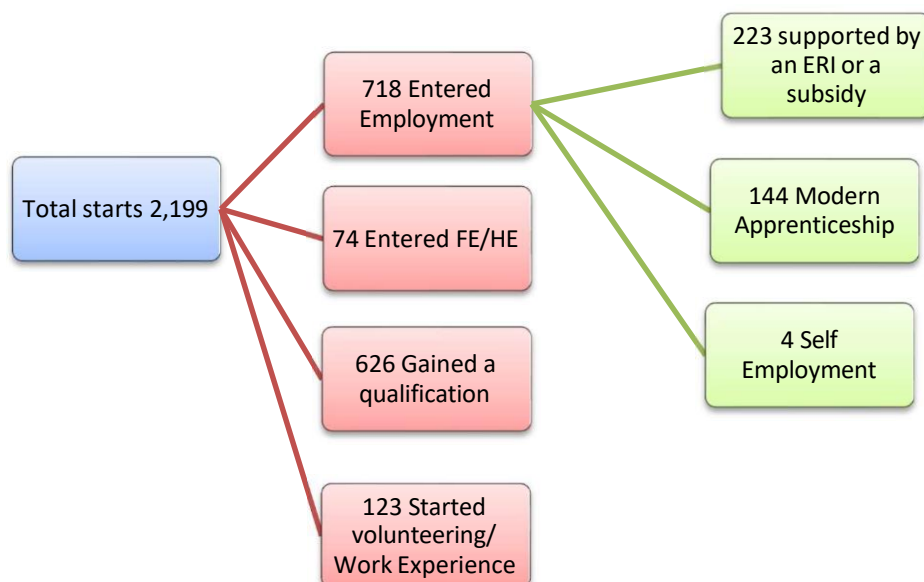
Of those that entered employment,

- 223 people (31%) were supported by a subsidy to do so Scottish Local Authority average (36%),
- 144 people (20%) started modern apprenticeships higher than the Scottish Local Authority average (11%) and
- 4 people (0.03%) entered self-employment compared to Scottish Local Authority average (2%).

Data on the number of people in employment at 4, 13, 26 and 52 weeks was reported for the first time in October 2023. Of the 718 people that entered employment,

- 342 (48%) were in employment for 26 weeks, after entering employment, this is substantially higher than the Scottish Local Authority average (31%).
- In addition, 74 (3.3%) of the people supported entered further or higher education or training. However, this is lower than the Scottish Local Authority average (15%),
- 626 people (28%) gained a qualification, this substantially higher than the Scottish Local Authority average (4%),
- 123 people (6%) started work experience and volunteering opportunities, this is similar to the Scottish Local Authority average (6%)

Figure 4: Positive Outcomes for All-Age Employability and Learning Support



Learning, Action Point: The Need for Pathways to Opportunity

To continue making progress in supporting individuals in West Dunbartonshire to overcome barriers to employment, access education and training, and ultimately improve their socio-economic outcomes in a community facing multiple deprivation challenges, consideration should be given to:

- subsidised employment support in facilitating job placements, consideration should be given to expanding this successful intervention and refining this initiative to reach more individuals facing barriers to employment, ensuring equitable access to opportunities.
- With a higher-than-average uptake of modern apprenticeships, teams should actively promote and facilitate participation in apprenticeship programs, collaborating closely with local businesses to create apprenticeship opportunities across various sectors.
- Given the success of Long-Term Employment Retention investment should be in ongoing support mechanisms to help individuals sustain employment and advance in their careers.
- While the percentage of individuals entering further or higher education or training is lower than the Scottish Local Authority average, efforts should be made to expand access to education and training opportunities, developing pathways for individuals to gain qualifications and skills relevant to local labour market demands.
- opportunities, developing pathways for individuals to gain qualifications and skills relevant to local labour market demands.

5. Opportunities

In West Dunbartonshire, residents have a range of employment opportunities across various sectors, although the region has seen a decline in employment over the past decade. However, certain industries remain prominent, offering job opportunities to those seeking employment. As of 2023, the top employment industries include:

- human health and social work activities,
- wholesale and retail trade, and
- public administration and defence.

These sectors provide a diverse selection of roles, from care services to administrative positions, catering to different skill sets and qualifications.

The top employing occupations in West Dunbartonshire primarily revolve around caring personal services, elementary occupations, clerical work, and administrative roles. This highlights the importance of support services and administrative functions within the local economy. Additionally, job postings in Scotland reflect the demand for both common and specialised skills. Common skills such as communication, management, and customer service are consistently sought after across industries, while specialised skills like project management, finance, and auditing cater to specific needs within sectors such as financial services and project-based industries.

Consideration should also be given to the strategic ambitions of West Dunbartonshire Council, particularly regarding the management of our built environment in the transition to a green economy. This includes the creation of green jobs and the development of the 'green economy,' aligning with the skills supply actions outlined in the Scottish Government's Climate Emergency Skills Action Plan, crucial components in developing a workforce equipped with the skills necessary to support Scotland's transition to a net-zero economy.

However, despite the available opportunities, there are noticeable skills mismatches within the Glasgow City Region, which encompasses West Dunbartonshire. There are significant gaps in high, middle, service-intensive, and labour-intensive skill sectors. Education and public administration sectors face challenges in finding appropriately skilled individuals, while industries like information and communications, financial services, and construction also experience skill shortages. Moreover, regional employment growth in West Dunbartonshire has been slower compared to the national average, indicating potential challenges in keeping up with the pace of job creation seen across Scotland.

In summary, while West Dunbartonshire offers employment opportunities across various sectors, there are notable skill mismatches and challenges in keeping up with national employment trends. Efforts to address these gaps through targeted education and training programs will ensure that residents are equipped with the skills needed to access and thrive in the available job market. Additionally, development through true partnership working between local businesses, schools, colleges, Local authority employability and Learning provision (including external training providers) and the wider Strategic Employability Group partners (including SDS, DWP) will facilitate a more responsive and dynamic labour market that better meets the needs of both employers and job seekers in the region.

6. Summary: Learning, Action Points

The Learning, Action Points have identified the issues and policy priorities that have to be taken into consideration when developing services in West Dunbartonshire. The Local Employability Partnership will ensure that future investment decisions regarding the use of employability, learning and training resources will take these issues and priorities into account.

The Learning, Action Points are re-stated below.

Understanding the prevalence of households likely to be affected by disadvantage is crucial for employability, learning and support initiatives. It is essential to address the specific challenges faced by these households and tailor support services accordingly. The data underscores the importance of ongoing monitoring and targeted interventions to address the needs of vulnerable households within the community.

Understanding the distribution of disadvantage across SIMD quintiles is crucial for addressing the complex socioeconomic challenges faced by communities. The data reinforced the importance of targeted interventions and support services aimed at addressing these needs. Particularly among residents living in areas of deprivation. This is to ensure equal opportunities for all people to thrive regardless of their socioeconomic background.

The data also emphasises the need for collaborative efforts across the Local Employability Partnership (SEG) to tackle the root causes of poverty and promote social inclusion and economic mobility for vulnerable residents.

There is a need to focus on providing accessible, tailored learning and training programmes aimed at improving the levels of qualification. This includes, for example, initiatives such as adult learning classes, vocational training programmes and support for individuals to pursue higher level qualifications.

In addition, incorporating on the job training through apprenticeship programmes can provide hands on experience and can cater for different learning styles, further enhancing the effectiveness of learning and training initiatives.

Collaborating with schools, colleges, training providers and employers to develop a comprehensive programme will be crucial to addressing the attainment gap and improving employability prospects for individuals in West Dunbartonshire.

Efforts should also be made to address barriers such as financial constraints and lack of understanding about available opportunities. This will include the requirement to work with schools, colleges and employers to develop access to relevant training support that is consistent with employer demands.

By prioritising initiatives that support skills development and learning attainment, individuals in West Dunbartonshire will enhance their employment prospects and will be better placed to secure employment and stay in work.

Specific Emphasis should be placed on addressing inequalities among those with protected characteristics:

- **Ethnic Minority Communities:** Targeted initiatives should be implemented to provide tailored support and opportunities for ethnic minority individuals, including culturally sensitive job placement services, language support such as ESOL, and diversity training for employers.

- **Individuals with Disabilities:** priority should be given to initiatives aimed at removing barriers to employment, such as providing accessibility accommodations, offering skills training programs tailored to the needs of disabled individuals, and promoting inclusive hiring practices among local businesses.
- **Older Workers:** Programmes should be developed specifically designed to support older workers in accessing employment opportunities, including skills retraining, job placement services, and age-friendly workplace initiatives.
- **Gender Equality in Employment, Learning and Training:** there may be specific challenges faced by women in accessing and maintaining employment and accessing training and learning opportunities. Strategies should be implemented to promote gender equality in the workforce, including initiatives to address barriers to female employment, support for working parents, and promoting flexible arrangements for participation.
- **Overall Employment Rate Improvement:** Efforts should be made to enhance employment opportunities for all residents. This could include initiatives such as job fairs, skills development programmes, and collaboration with local employers to create job opportunities within the community.

Overall, while the participation rate for 16–19-year-olds in West Dunbartonshire is relatively high at 93.0%, there are still specific demographics facing challenges in accessing education, employment, or training opportunities. Targeted interventions and support mechanisms tailored to address gender, disability, ethnicity, and socio-economic factors are crucial for encouraging inclusive participation and reducing inequalities among young people in the area.

To continue making progress in supporting individuals in West Dunbartonshire to overcome barriers to employment, access education and training, and ultimately improve their socio-economic outcomes in a community facing multiple deprivation challenges, consideration should be given to the following:

- Providing subsidised employment support in facilitating job placements, consideration should be given to expanding this successful intervention and refining this initiative to reach more individuals facing barriers to employment, ensuring equitable access to opportunities.
- With a higher-than-average uptake of modern apprenticeships, teams should actively promote and facilitate participation in apprenticeship programs, collaborating closely with local businesses to create apprenticeship opportunities across various sectors.
- Given the success of focused Long-Term Employment support such as Recruitment Incentives, this approach should be ongoing to help targeted individuals sustain employment and advance in their careers.
- While the percentage of individuals entering further or higher education or training is lower than the Scottish Local Authority average, efforts should be made to expand access to education and training opportunities, developing pathways for individuals to gain qualifications and skills relevant to local labour market demands.
- Providing access to opportunities that develop pathways for individuals to gain qualifications and skills relevant to local labour market demands.

7. West Dunbartonshire Socio-Economic Indicator Gap Analysis

Table 9: West Dunbartonshire Socio-Economic Data Gap Analysis

Gap Analysis		Local Authority					City Region				Top Performing Scottish Local Authority	
Indicator	West Dunbartonshire	Top Performing Scottish Local Authority	LGBF Family Group 1 Average	LGBF Family Group 2 Average	LGBF Family Group 3 Average	LGBF Family Group 4 Average	Glasgow City Region	Scotland	United Kingdom	Percentage Gap	Approximate Volume Gap	
Poverty and Child Poverty	% Children in Child Poverty	27.6	14.4	18.3	22.7	24.7	28.8	25.8	24.5	29.2	-13.2	-2,200
	% Children in Childcare	19.1	31.5	26.8	23.6	22.2	21.1	22.3	23.3	-	12.4	1,900
	% of Children in Low Income Families	25.5	10.9	14.1	18.5	21.5	27.4	23.6	15.9	20.1	-14.6	-2,200
	Household on Universal Credit (%)	17.5	7.3	12.2	14.4	17.1	21.2	18.9	16.6	-	-10.3	-4,500
	Families with Dependent Children eligible for Child Benefit (%)	95.9	80.5	85.0	92.0	93.1	95.6	93.1	91.7	91.1	-15.5	-1,600
	Claimant Count Rate (%)	4.6	1.8	2.5	3.4	3.1	3.8	4.0	3.3	3.8	-2.8	-1,600
	% of Household that are workless	18.7	10.3	17.6	18.9	17.7	19.1	22.1	18.6	14.1	-8.5	-2,400
Education	% of School Leavers in Positive Destination	95.1	98.9	93.2	95.8	95.7	95.6	96.1	95.7	-	3.8	100
	Participation Rate (%)	90.1	97.0	93.3	92.2	93.4	91.3	92.3	92.4	-	6.5	200
	Degree-level Qualifications Rate (%)	36.0	69.1	46.6	48.1	46.2	54.0	47.7	50.0	43.5	33.1	18,200
	No Qualifications Rate (%)	14.4	4.2	6.7	6.4	7.1	9.1	10.8	7.8	6.8	-10.2	-5,600
Labour Market	Number of Incapacity Based Benefits (per 1,000 16 - 64 population)	81.9	32.9	43.3	51.3	56.2	59.7	80.0	54.6	-	-49.0	0
	Economic Inactive: Long-term Sick/Disabled Rate (%)	34.1	19.1	28.7	35.1	32.9	31.2	34.9	32.1	26.1	-15.0	-3,800
	Economic Inactivity Rate (%)	22.0	12.5	21.8	23.0	21.5	24.0	24.3	22.9	21.7	-9.5	-5,400
	Employment Rate (%)	75.8	87.5	74.9	74.2	76.3	73.5	73.3	74.4	75.5	11.7	6,600
	Unemployment Rate (%)	2.9	1.3	4.4	3.6	2.9	3.3	3.1	3.4	3.6	-1.6	-700
	Employment in low pay sectors (%)	26.6	22.6	27.5	29.1	30.2	28.6	29.7	28.7	-	-4.0	-1,300
	Gender Employment Gap (% difference between Male and Female Employment Rates)	3.2	n/a	6.7	6.4	7.1	9.1	10.8	7.8	6.8	n/a	-
	Median Weekly Earnings (Residence-based, full-time)	616.0	804.9	632.1	636.2	655.7	643.8	672.2	640.3	640.0	n/a	188.9
	20th Percentile Weekly Earning (Residence based, full time)	451.8	535.4	454.7	452.8	471.1	461.3	475.0	640.3	640.0	n/a	83.6
	Underemployment Rate %	6.0	3.4	7.5	9.4	8.2	7.7	7.4	8.1	-	-2.6	-1,100
	% Employed in SOC 1 Occupations	5.3	13.5	8.9	8.8	9.2	6.7	0.0	7.9	10.3	8.2	7,500
	Satisfactory hours (% of employees)	84.7	92.7	84.0	83.6	85.6	84.4	83.7	-	-	8.0	-
	Low pay (% of employees)	13.3	21.0	10.5	13.6	13.1	12.7	9.1	-	-	7.1	-
	Zero-hour contracts (% of employees)	2.3	4.4	2.6	2.7	2.3	1.9	1.5	-	-	2.1	-
Economy	% of Procurement spend on Local SMEs	12.7	52.0	34.3	24.8	22.0	27.3	20.0	29.9	-	39.3	-
	Social Enterprise Rate (per 10,000 total population)	8.0	47.6	20.4	10.1	6.5	9.9	7.8	11.0	-	39.6	300
	Gross Value Added (£m)	1,807	25,419	2,882	3,233	2,969	9,658	47,984	149,938	2,040,499	n/a	23,612
	GVA per hour worked (£)	37.7	50.2	34.3	35.6	36.3	37.0	34.4	36.9	37.7	12.5	12.5

- Estimates not statistically robust enough for publication or not available.