



WEST LoTHIAN JOBS TASK FORCE

West Lothian Economic Recovery
and Growth Plan 2020 – 2023

June 2020. Version 1.0

Draft for discussion



SINCE IT WAS ESTABLISHED IN 2018, THE WORK OF THE JOBS TASK FORCE HAS HELPED FURTHER STRENGTHEN THE WEST LOTHIAN ECONOMY. WHILE THE WORK OF THE JOBS TASK FORCE WAS ALWAYS RECOGNISED AS IMPORTANT, IT IS EVEN MORE SO NOW DUE TO THE IMMEDIATE AND LONG-TERM ECONOMIC IMPACT OF COVID 19.

We have already seen multi-national companies such as Easyjet, British Airways, BP and Rolls Royce announce substantial redundancy plans. We should not underestimate the local impact of some of these decisions.

Many companies will struggle after the immediate public health crisis is over. It is not pessimistic, but instead realistic, to anticipate companies laying-off staff or cease trading. We will use the financial and non-financial resources of the Jobs Task Force partnership to try to mitigate some of the major economic challenges which we will face. The key priorities will be safeguarding local firms to help protect around 1,750 jobs. By doing so, we help protect household income and reduce negative outcomes. In addition to job safeguarding, and we should never lose sight of this, there will continue to be many firms who grow and invest in West Lothian. They will create more high-value jobs, offer supply chain opportunities, invest in Research & Development and pay higher amounts of corporation tax.

**THE JOBS TASK
FORCE WILL AIM
TO HELP CREATE
500
NEW JOBS**

The Jobs Task Force partnership will also prioritise support for local people to find new employment or training opportunities. In the new economy, there will be opportunities in sectors which are characterised by progressive practices – they pay higher rates of pay, offer family-friendly hours and offer careers not just a job.

On a broader front, while West Lothian has generally done better than most in headline employment

rates, there remain communities with lower levels of employment and income, We will also focus efforts through the Jobs Task Force on identifying opportunities for our communities.

The modern West Lothian economy has been developed over the past 35 years out of severe adversity. We now have a more diverse range of sectors including life sciences, technology, manufacturing and engineering and these are well-placed to progress during 2021 onwards. Our location advantages from motorways, rail and airport will be of even greater value as investors look for established infrastructure and services.

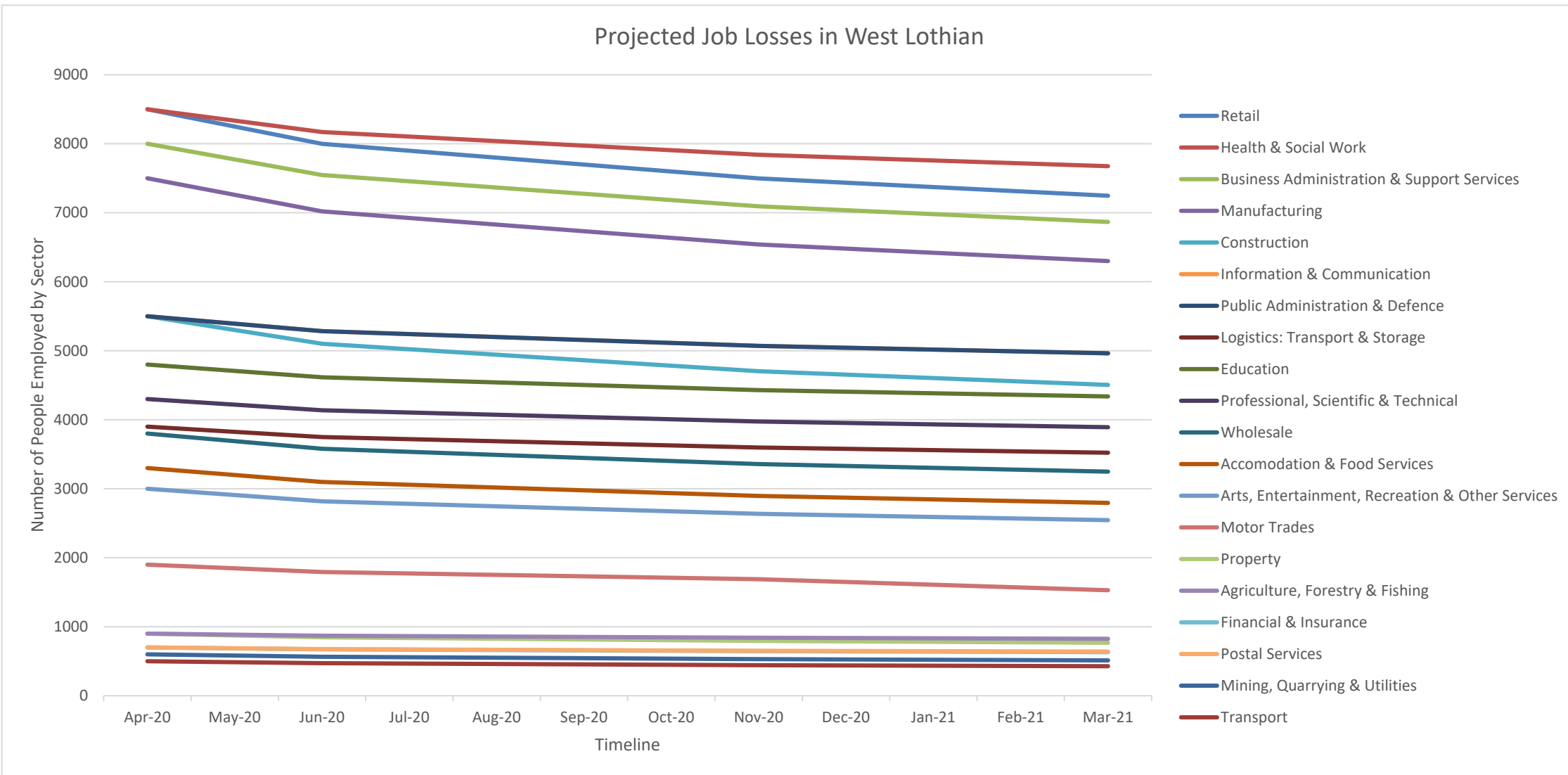
The Jobs Task Force partnership will play a vital part in the economic recovery of West Lothian. We should look forward with determination and optimism to longer-term, sustainable economic recovery.

Cllr Cathy Muldoon
Executive Councillor –
Development & Transport



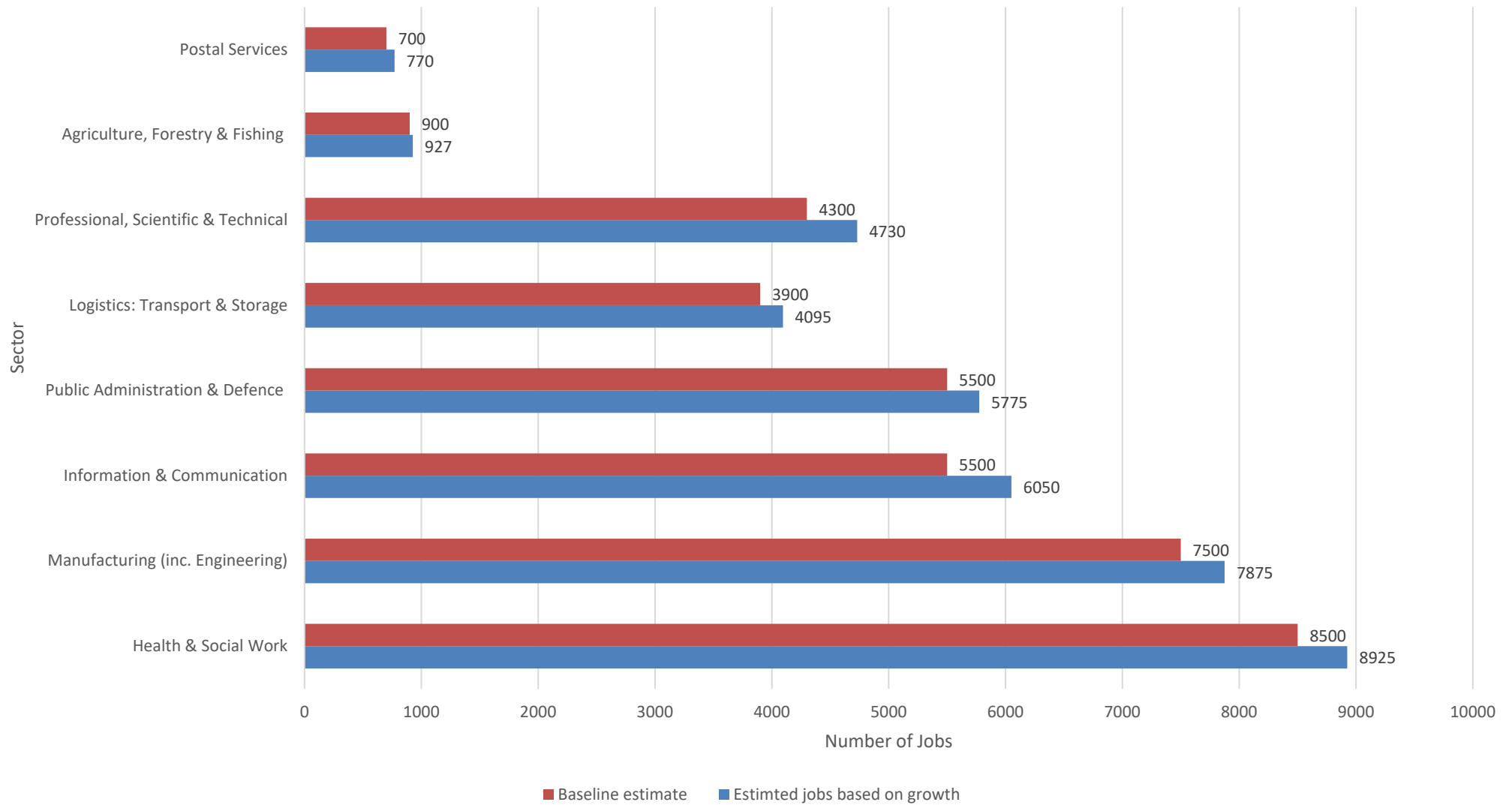
COVID-19 West Lothian Sector Job Loss Projections (Figure table also included in Appendix 1)

Projected Job Losses by Most at Risk Sectors in West Lothian (by estimated % sector contraction).



COVID-19 West Lothian Projected Long Term Job Increases by Sector (Figure table also included in Appendix 2)

Projected Long Term Job Increases by Sector



Key Outcomes

The Economic Recovery & Growth Action Plan will be characterized by two key outcomes:-

- **The safeguarding of at least 1,750 local jobs**
Protect businesses, supply chains, families and communities. Help avoid negative outcomes, including extra pressure on Universal Credit/Rent arrears/other debt. Support will be targeted at those firms with the ability and viability to recover.

- **The creation of at least 500 new, higher-value jobs**
Enable those sectors which can recover, grow and prosper to create opportunities for the West Lothian economy and our citizens. Support targeted at firms with the opportunity, ability and credibility to generate jobs.

WEST LoTHIAN JOBS TASK FORCE					
What	Why	How	Who	When	Measures of success
Track economic forecasts through reliable sources	<p>To help monitor local, national and UK economic conditions</p> <p>To anticipate future economic conditions</p> <p>To help inform the decisions of the JTF</p>	<p>Bank of England</p> <p>Fraser of Allendar</p> <p>KPMG</p>	<p>Scottish Enterprise</p> <p>Skills Development Scotland</p> <p>West Lothian Council</p>	May 2020 onwards	JTF partners have common access to reliable and regular economic forecasts
Research and interpret sector trends	To help monitor local, national and UK economic conditions	Desk research using published economic data	<p>Scottish Enterprise</p> <p>Skills Development Scotland</p>	May 2020 onwards	Collaborative sharing of data and information

WEST Lothian JOBS TASK FORCE					
What	Why	How	Who	When	Measures of success
	<p>To anticipate future economic conditions</p> <p>To get-ahead of challenges where possible</p> <p>To help inform the decisions of the JTF</p>	<p>Sharing intelligence with economic partners</p>	<p>West Lothian Council</p> <p>Chamber & FSB</p>		<p>Proactive support to local firms – preventing or minimising job losses</p>
<p>Enable supply chain development</p>	<p>Protect supply chain and economic activity</p> <p>Protect current jobs</p> <p>Help create more jobs</p>	<p>Bring together local firms to create community and mutual benefit</p> <p>Build capacity through access to supply chain expertise</p>	<p>Scottish Enterprise</p> <p>SMAS</p> <p>Ceed</p> <p>West Lothian Council</p> <p>FSB and Chamber</p>	<p>June 2020 onwards</p>	<p>Supply chain disruption is minimised</p> <p>Supply chains are enhanced</p> <p>Profits and jobs are protected</p> <p>New job opportunities in supply chain and logistics</p>
<p>Gather intelligence on Furlough and Universal Credit rates across West Lothian</p>	<p>To help monitor local economic conditions</p>	<p>Secure access to HMRC data</p>	<p>Skills Development Scotland</p> <p>Scottish Enterprise</p> <p>West Lothian Council</p>	<p>June 2020 onwards</p>	<p>Common insight to scale of furlough and Universal Credit support in West Lothian</p> <p>Anticipate and prepare response to possible job losses</p>

WEST LoTHIAN JOBS TASK FORCE					
What	Why	How	Who	When	Measures of success
	<p>Gain perspective on Scotland and UK conditions and trends</p> <p>To anticipate future economic conditions</p>				Develop support to protect jobs
<p>Increase the level of local procurement by West Lothian Council to 40% per annum</p>	<p>Support local businesses, communities and jobs</p>	<p>Build capacity in local economy so firms can bid for council contracts</p> <p>Consider the local weighting in procurement assessment</p>	<p>West Lothian Council</p> <p>Supplier Development Programme</p> <p>FSB and Chamber</p>	<p>June 2020 onwards</p>	<p>Build on current level of local procurement which is 29% which is valued at £M</p> <p>Aim to achieve 40% local procurement by 2022/23, which is valued at £M</p>
<p>Ensure PACE support is delivered in the most effective way</p>	<p>Minimise the negative impact of job losses on staff</p> <p>Protect existing jobs which remain</p>	<p>Collaborative working, with strategic agreement on who is</p>	<p>Skills Development Scotland</p> <p>West Lothian Council</p> <p>DWP</p>	<p>May 2020 onwards</p>	<p>Employees who lose their job are directly helped to secure new employment within 3 months.</p> <p>Contribute to safeguarding 1,750 jobs</p>

WEST LoTHIAN JOBS TASK FORCE					
What	Why	How	Who	When	Measures of success
	Provide consistent and quality support to enable employees to achieve their next career goal	responsible for what	West Lothian College		Employees who want to retrain are linked to trade, college and university providers
Develop the “Invest In West Lothian” brand	Showcase the current economic strengths of the area Help attract future investment and jobs	Develop a credible and corporate brand which is supported by economic facts and forecasts	West Lothian Council Scottish Enterprise West Lothian College	June 2020 onwards	Professionally-developed brand and website Brand recognition among stakeholders, business community and introducers e.g. property agents
Encourage and enable training and upskilling for those in work and unemployed	Help protect jobs Enable firms to be more productive Build capability for staff to move in to new	Grant support from SDS, SE and WL Council Access to the right courses – vocational and academic	Skills Development Scotland Scottish Enterprise West Lothian College West Lothian Council	June 2020 onwards	Train and upskill 1,500 jobs – direct grant support that we can track and audit

WEST LoTHIAN JOBS TASK FORCE					
What	Why	How	Who	When	Measures of success
	and/or higher-value employment				
<p>Provision of employability support to all school leavers to ensure they progress onto a positive destination</p>	<p>To ensure all young people leave education to a positive destination aligned to their career potential</p> <p>To reduce the level of unemployment for young people in West Lothian</p>	<p>Profiling of all school leavers and their preferred destination on leaving school. Profiling to include the identification of those at risk of progressing to a negative destination</p> <p>Targeted employability interventions for all young people who do not have secured destination on leaving school</p>	<p>West Lothian Council</p> <p>Skills Development Scotland</p> <p>West Lothian College</p>	<p>June 2020 onwards</p>	<p>All school leavers receive employability support and career guidance on transition</p> <p>Percentage of summer 2020 school leavers progress onto a positive destination</p>

Appendix 1*Projected Job Losses by Most at Risk Sectors in West Lothian (by est % sector contraction)*

Industry	Estimated job losses						
	Baseline estimate of jobs per sector	Proportion of WL workforce	% Contraction weighting	June 2020	Nov 2020	March 2021	Total
Estimated jobs	78,000			74,000	70,000	68,000	
Potential job loss				4,000	4,000	2,000	10,000
Retail	8,500	10.9%	15.0%	501	501	251	1,254
Health and social work	8,500	10.9%		330	330	165	825
Business administration & support services	8,000	10.3%	10.0%	453	453	227	1,133
Manufacturing	7,500	9.6%	25.0%	480	480	240	1,200
Construction	5,500	7.1%	40.0%	398	398	199	994
Information & communication	5,500	7.1%		215	215	107	537
Public administration & defence	5,500	7.1%		215	215	107	537
Logistics: Transport (freight) & Storage (warehousing)	3,900	5.0%		151	151	76	378
Education	4,800	6.1%		185	185	92	461
Professional, scientific & technical	4,300	5.4%		163	163	82	409
Wholesale	3,800	4.8%	15.0%	221	221	110	552
Accommodation & food services	3,300	4.2%	20.0%	202	202	101	504
Arts, entertainment, recreation & other services	3,000	3.8%	20.0%	182	182	91	456
Motor trades	1,900	2.4%	10.0%	106	106	53	264
Property	900	1.2%	10.0%	53	53	26	132
Agriculture, forestry & fishing	900	1.1%		30	30	15	76
Financial & insurance	700	0.9%		27	27	14	68
Postal services (inc courier)	700	0.8%		24	24	12	61
Mining, quarrying & utilities	600	0.8%	10.0%	35	35	18	88
Transport (passenger)	500	0.6%	20.0%	29	29	14	72
Total	77,800	100.0%		4,000	4,000	2,000	10,000

Note: Employment figures are rounded to the nearest 100. Total employment figure stated is not sum total of rounded figures provided for each sector. These figures exclude farm-based agriculture. Risk sector job loss figures are weighted by estimated % contraction. Non risk job loss figures are weighted downwards to reach total est 10,000 job loss. Estimates based on: NOMIS Unemployment claimant counts, ONS Business Register and Employment Survey (BRES) 2018, Expected sector impact by KPMG and Fraser of Allander Institute.

Appendix 2*Projected long term job increases by sector in West Lothian*

Industry	Baseline estimate of jobs per sector	proportion of WL workforce	Potential % growth	Est jobs based on growth
Retail	8,500	10.9%		
Health and social work	8,500	10.9%	5%	425
Business administration & support services	8,000	10.3%		
Manufacturing (inc engineering)	7,500	9.6%	5%	375
Construction	5,500	7.1%		
Information & communication	5,500	7.1%	10%	550
Public administration & defence	5,500	7.1%	5%	275
Transport (passenger)	500	0.6%		
Postal services (inc courier)	700	0.8%	10%	70
Logistics: Freight Transport & Storage (warehousing)	3,900	5.0%	10%	195
Education	4,800	6.1%		
Professional, scientific & technical	4,300	5.4%	10%	430
Wholesale	3,800	4.8%		
Accommodation & food services	3,300	4.2%		
Arts, entertainment, recreation & other services	3,000	3.8%		
Motor trades	1,900	2.4%		
Property	900	1.2%		
Agriculture, forestry & fishing	900	1.1%	3%	27
Financial & insurance	700	0.9%		
Mining, quarrying & utilities	600	0.8%		
Total	78,300	100.0%		2,347

Note: Employment figures are rounded to the nearest 100. Total employment figure stated is not sum total of rounded figures provided for each sector. These figures exclude farm-based agriculture. Estimates based on: ONS Business Register and Employment Survey (BRES) 2018, Expected sector impact by KPMG and Fraser of Allander Institute.

Appendix 3

Projected Unemployment Rate Increase in West Lothian

