




# **WEST LoTHIAN JOBS TASK FORCE**

West Lothian Economic Recovery  
and Growth Plan 2020 – 2023

October 2020  
Version 2.0



**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



## **West Lothian Jobs Task Force (JTF)**

### **Economic Recovery and Growth Plan 2020 – 2023**

This is our Partnership plan for collaborative working. The aim is to achieve 2019 levels of employment and GDP by March 2023.

### **Main activities of JTF**

The work of the team includes the following:

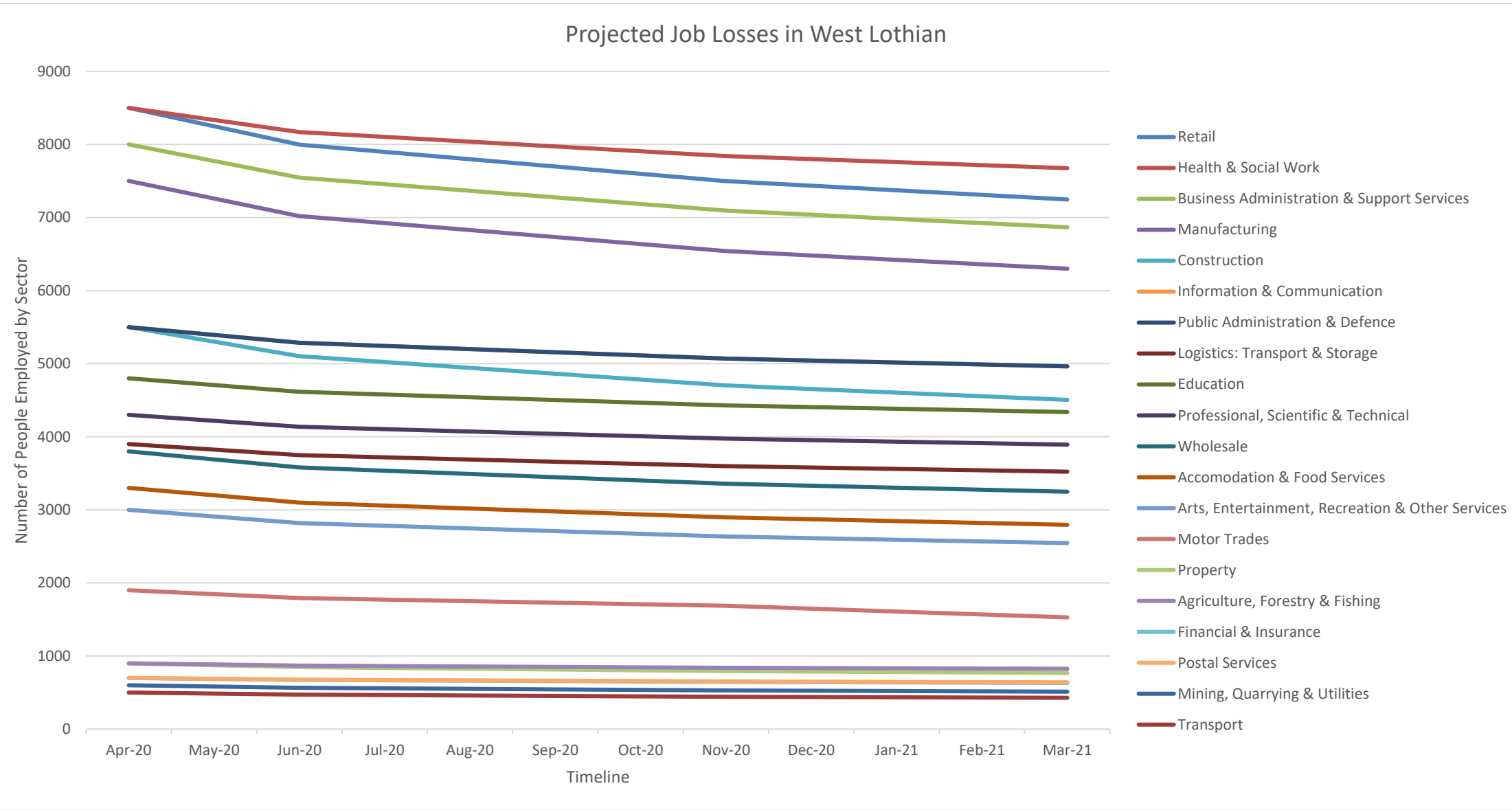
- Safeguarding 1,750 jobs
- Encourage training and upskilling in a further 1,500 jobs
- Help create 500 higher-value jobs
- Enable 40% of council procurement locally
- Share intelligence on current and future labour market issues
- Prioritise inclusive and sustainable economic change

### **Key Economic Metrics for West Lothian before/during/after Covid-19**

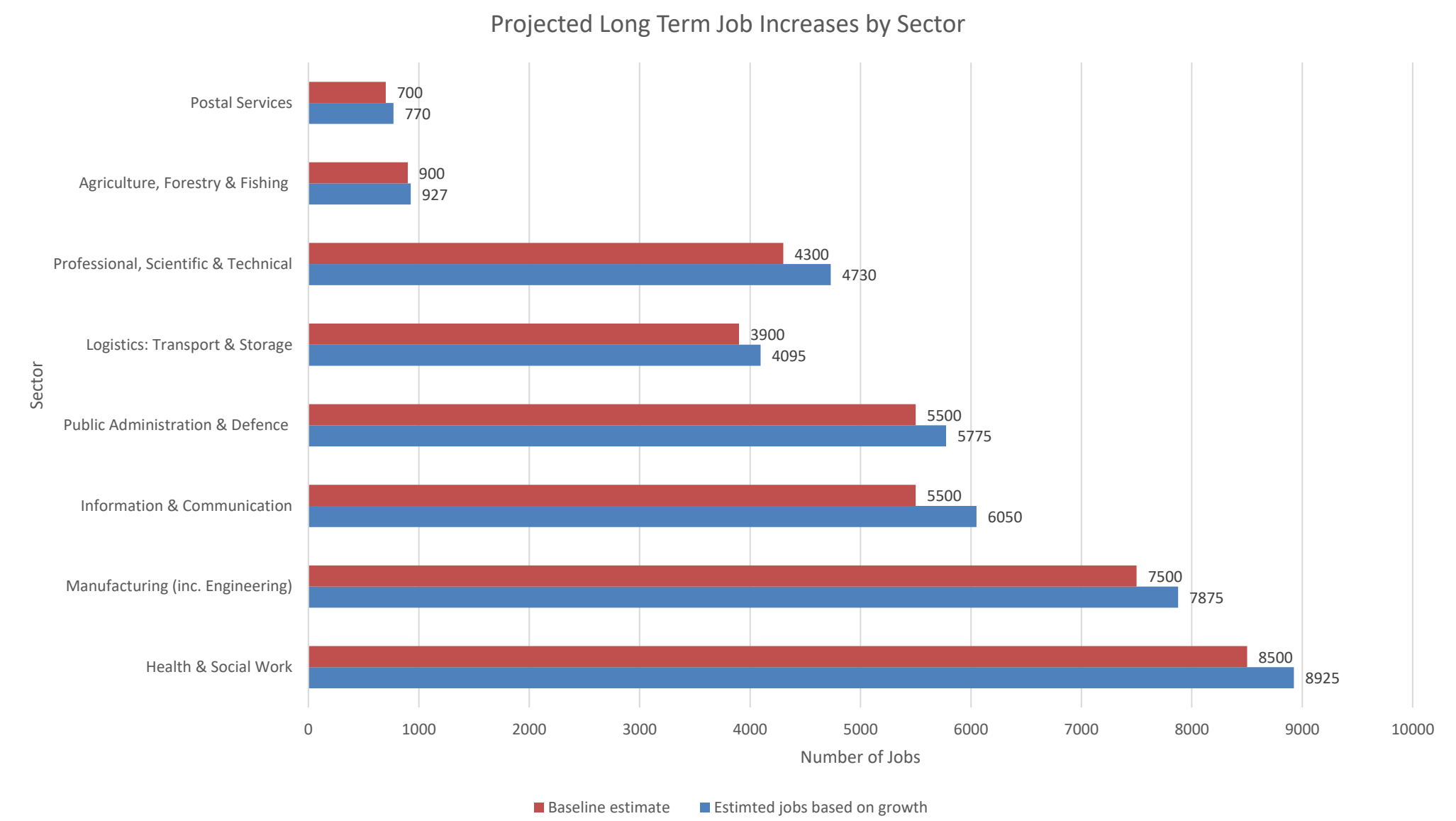
1. West Lothian economy worth £4.5 Billion per annum in 2019
2. 78,000 jobs @ Feb 2020
3. In Nov 2019, unemployment rate at 2.8%, below Scotland and UK averages. Unemployment level for Sept is 6,835 residents. Rate for Sept is 5.8%,
4. 20,000 staff furloughed in April 2020, 27,600 staff furloughed in August 2020. 7,900 staff furloughed in Sept
5. UC rate 650% higher in April 2020 v April 2019
6. 29% council procurement locally @ March 2020 which was worth £67.8M

**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)*



## 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 **sustainable and inclusive** opportunities for the West Lothian economy and our citizens. Support targeted at firms with the opportunity, ability and credibility to generate jobs.

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What	Why	How	Who	When	Measures of success
<b>Track economic forecasts through reliable sources</b>	<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
<b>Research and interpret sector trends</b>	<p>To help monitor local, national and UK economic conditions</p> <p>To anticipate future economic conditions</p>	<p>Desk research using published economic data</p> <p>Sharing intelligence with economic</p>	<p>Scottish Enterprise</p> <p>Skills Development Scotland</p> <p>West Lothian Council</p>	May 2020 onwards	<p>Collaborative sharing of data and information</p> <p>Proactive support to local firms – preventing or minimising job losses</p>

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What	Why	How	Who	When	Measures of success
	<p>To get-ahead of challenges where possible</p> <p>To help inform the decisions of the JTF</p>	partners	Chamber & FSB		
<b>Enable supply chain development</b>	<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>	June 2020 onwards	<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>
<b>Gather intelligence on Furlough and Universal Credit rates across West Lothian</b>	<p>To help monitor local economic conditions</p> <p>Gain perspective on Scotland and UK conditions and trends</p>	Secure access to HMRC data	<p>Skills Development Scotland</p> <p>Scottish Enterprise</p> <p>West Lothian Council</p>	June 2020 onwards	<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> <p>Develop support to protect jobs</p>

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What	Why	How	Who	When	Measures of success
	To anticipate future economic conditions				
<b>Increase the level of local procurement by West Lothian Council to 40% per annum</b>	Support local businesses, communities and jobs	<p>Build capacity in local economy so firms can bid for council contracts</p> <p>Consider the local weighting in procurement assessment</p> <p>Include consideration of third sector organisations.</p>	<p>West Lothian Council</p> <p>Supplier Development Programme</p> <p>FSB and Chamber</p>	June 2020 onwards	<p>Build on current level of local procurement which is 29% which is valued at £67.8M</p> <p>Aim to achieve 40% local procurement by 2022/23, which is valued at £?M</p>
<b>Ensure PACE support is delivered in the most effective way</b>	<p>Minimise the negative impact of job losses on staff</p> <p>Protect existing jobs</p>	Collaborative working, with strategic agreement on who is	<p>Skills Development Scotland</p> <p>West Lothian Council</p>	May 2020 onwards	<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>



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	<p>which remain</p> <p>Provide consistent and quality support to enable employees to achieve their next career goal</p>	<p>responsible for what.</p> <p>Further, intense collaboration between the enterprise bodies, local government, SDS and education sector; prepare for an increase in demand in the short to medium term.</p>	<p>DWP</p> <p>West Lothian College</p>		<p>Employees who want to retrain are linked to trade, college and university providers</p>
<p><b>Develop the “Invest In West Lothian” brand</b></p>	<p>Showcase the current economic strengths of the area</p> <p>Help attract future investment and jobs</p>	<p>Develop a credible and corporate brand which is supported by economic facts and forecasts</p> <p>Proactively pursue future Foreign Direct Investment opportunities</p>	<p>West Lothian Council</p> <p>Scottish Enterprise</p> <p>West Lothian College</p>	<p>June 2020 onwards</p>	<p>Professionally-developed brand and website</p> <p>Brand recognition among stakeholders, business community and introducers e.g. property agents</p>

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What	Why	How	Who	When	Measures of success
<b>Encourage and enable training and upskilling for those in work and unemployed</b>	<p>Help protect jobs</p> <p>Enable firms to be more productive</p> <p>Build capability for staff to move into new and/or higher-value employment</p>	<p>Grant support from SDS, SE and WL Council</p> <p>Access to the right courses – vocational and academic</p> <p>Creation of adult apprenticeship opportunities (esp. social care sector and local businesses)</p> <p>Colleges short course provision targeted at furloughed staff and those seeking to retrain.</p> <p>Expanded Flexible Workforce Development Fund (FWDF) to encourage employers to: invest in work-based learning to</p>	<p>Skills Development Scotland</p> <p>Scottish Enterprise</p> <p>West Lothian College</p> <p>West Lothian Council</p>	June 2020 onwards	Train and upskill 1,500 jobs – direct grant support that we can track and audit

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What	Why	How	Who	When	Measures of success
		<p>increase productivity; including small businesses.</p> <p>Seek to secure a Centre for Workplace Transformation in West Lothian.</p> <p>See Logan Review of Scotland's technology ecosystem</p>			<p><a href="https://www.gov.scot/binaries/content/documents/govscot/publications/independent-report/2020/08/scottish-technology-ecosystem-review/documents/scottish-technology-ecosystem-review/scottish-technology-ecosystem-review/govscot%3Adocument/scottish-technology-ecosystem-review.pdf">https://www.gov.scot/binaries/content/documents/govscot/publications/independent-report/2020/08/scottish-technology-ecosystem-review/documents/scottish-technology-ecosystem-review/scottish-technology-ecosystem-review/govscot%3Adocument/scottish-technology-ecosystem-review.pdf</a></p>
<p><b>Provision of employability support to all school leavers to ensure they progress onto a positive destination</b></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</p>	<p>Profiling of all school leavers and their preferred destination on leaving school. Profiling to include the identification of</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> <p>Uptake of supportive interventions e.g. UK Government 'Kick Start' and The Young Persons Guarantee.</p>

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What	Why	How	Who	When	Measures of success
	Lothian	<p>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>Creation and delivery of a wide range of modern apprenticeships including trade and non-trade apprenticeships within council Service areas.</p> <p>Encourage businesses in West Lothian to employ apprentices.</p> <p>Scottish Guarantee:</p>			

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What	Why	How	Who	When	Measures of success
		<p>businesses work in partnership with local authorities and other agencies, offering secure employment to 16-25 year olds, paid at the Living Wage. Access to training, apprenticeships with possibility of progression.</p> <p>UK Kickstart Scheme to create high quality 6-month work placements aimed at 16-24 on Universal Credit and deemed to be at risk of long-term unemployment.</p>			

<b>Identify new Infrastructure projects for West Lothian, supported by capital investment funding from UK and Scottish Government.</b>	To ensure that local viable housing and infrastructure projects do not decline as a result of a lack of available capital. It could also include investment in the provision of education, and in the support of community-led projects.	<p>The council should continue to engage with Scottish Government, and to apply for any available government funding that will support infrastructure delivery and economic recovery.</p> <p>Identify key infrastructure projects for mid to long term development. Tie in with Green Investments and revised / relaxed Planning and Regulation frameworks.</p>	<p>West Lothian Council</p> <p>UK Government</p> <p>Scottish Government</p> <p>Scottish National Investment Bank</p>	August onwards	<p>Development of new infrastructure projects, and continued support of existing projects.</p> <p>Awarded funding through capital investment streams.</p>
<b>Green Investments (including Natural Capital)</b>	The emerging Climate Change Strategy needs to recognise challenges and opportunities presented by COVID-19 and the aftermath of the pandemic in terms of carbon reduction.	The council's Climate Change Strategy / Carbon Management Plan are to be reviewed. Actions necessary to progress both are laid out.	<p>West Lothian Council</p> <p>Community Planning Partnership</p>	August onwards	<p>The council's Climate Change Strategy and Carbon Management Plan, and associated action plans.</p> <p>CPP Climate Change Action Plan.</p>

	<p>To develop a working partnership approach to achieving net zero carbon; improved engagement with communities, business and third sector to enable them to take a leadership role; nature-based solutions, carbon off-setting and energy generation.</p>	<p>Ensure that economic growth is progressed in most sustainable way possible.</p> <p>Opportunities for green investment are maximised.</p> <p>Work with Community Planning Partnership through the Climate Change Action Plan to build sustainable, nature rich, net zero carbon community.</p> <p>Protect, restore and enhance natural capital in West Lothian.</p>			
<b>Sector Engagement</b>	Care Sector - wide ranging measures will be required to re-evaluate the recruitment, retention	Creation of adult apprenticeship opportunities within social care introduced in	West Lothian Council  Voluntary Sector Gateway West Lothian	August onwards	<p>Voluntary Organisations budget and process review for 2021/22 funding (with revised approach).</p> <p>Participatory Budgeting.</p>

	<p>and pay of its workforce.</p> <p>Third Sector - has demonstrated the ability to both deliver vital services and training to further increase capacity in the community. There is a large role for the third sector in delivering community support services and demand is likely to increase going forward.</p>	<p>2020/21 to support the recruitment and retention challenges with the sector locally.</p> <p>Voluntary Sector Gateway West Lothian (VSGWL) working closely with the council. Harness and build on increased number of volunteers in community. Continue to work with VSGWL to develop the directory of community support/resource hub.</p> <p>Scenario planning document to help third sector organisations plan for the future. Consider resilience and sustainability of third sector: for capacity and funding. Support third sector</p>	<p>Community Planning Partnership</p> <p>Social care sector</p> <p>West Lothian College</p>		<p>Support funding which can be tracked.</p> <p>Training and upskill programmes – motoring uptake of modern apprenticeship and third sector training.</p>
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		<p>moving forward as current funding ends.</p> <p>Participatory Budgeting to ensure communities have a say in services being funded in their communities.</p>			
<b>People, Place and Community – Place based solutions creating Community Wealth.</b>	<p>Place-making through Planning. A wider place-making approach to ensure we are building sustainable places focused on community needs.</p> <p>Creation of Community Wealth, using Centre for Local Economic Strategies (CLES) model:</p> <ul style="list-style-type: none"> <li>– build on current levels of local procurement</li> <li>– financial investment working for local places</li> <li>– fair employment and just labour markets</li> <li>– socially productive use of land and property</li> </ul>	<p>A collaborative, participative approach to services, land and buildings, looking at how places are designed e.g. access to local jobs, access to cheap and reliable public transport, how local services and facilities are accessed, adapt to climate change.</p> <p>Investigate ways in which local communities can have a say in decisions that</p>	<p>West Lothian Council</p> <p>Community Planning Partnership</p> <p>West Lothian Health &amp; Social Care Partnership</p> <p>West Lothian College</p> <p>Voluntary Sector Gateway West Lothian</p>	August onwards	<p>CPP’s draft new Local Outcomes Improvement Plan. One of the three key focus areas is ‘Sustainable Places’ which includes actions around ensuring affordable housing, tackling homelessness, developing and implementing place-making approaches.</p> <p>The draft LOIP outcome: “West Lothian delivers sustainable, inclusive and diverse economic growth enabling businesses to create good quality jobs that everyone can access”, recognising the need for inclusive, sustainable growth.</p>

		<p>affect them.</p> <p>Use of 'Anchor Institutions' approach to secure local employment, procurement, land use (housing/green spaces), environmental sustainability, partnership.</p>			

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What	Why	How	Who	When	Measures of success
<b>Safeguard current jobs</b>	<p>Protect businesses, supply chains, families and communities</p> <p>Avoid negative outcomes, including extra pressure on Universal Credit/Rent arrears/other debt</p>	<p>Grant support from WL Council and Scottish Enterprise.</p> <p>Targeted at those firms with the ability and viability to recover</p>	<p>West Lothian Council</p> <p>Scottish Enterprise</p>	May 2020 onwards	<p>Contribute to safeguarding 1,750 jobs – direct grant support that we can track and audit</p>
<b>Create 500 new higher-value jobs, particularly in life sciences, technology, manufacturing and engineering</b>	<p>Enable those sectors which can recover, grow and prosper to create sustainable opportunities for the WL economy and citizens</p>	<p>Grant support from WL Council and Scottish Enterprise.</p> <p>Targeted at firms with the opportunity, ability and credibility to generate jobs</p> <p>See Advisory Group on Economic Recovery aka Higgins report</p>	<p>Scottish Enterprise</p> <p>West Lothian Council</p>	June 2020 onwards	<p>Create 500 new higher-value, progressive jobs in key sectors.</p> <p>These posts are characterised by salary levels of circa £30,000, require academic/professional qualifications and are progressive in terms of career development.</p> <p><a href="https://www.gov.scot/publications/towards-robust-resilient-wellbeing-economy-scotland-report-advisory-group-economic-recovery">https://www.gov.scot/publications/towards-robust-resilient-wellbeing-economy-scotland-report-advisory-group-economic-recovery</a></p>

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What	Why	How	Who	When	Measures of success
	<i>"Create high-value, skilled jobs"</i>	See Enterprise Skills Review			<a href="http://www.gov.scot/binaries/content/documents/govscot/publications/strategy-plan/2020/07/report-enterprise-skills-strategic-board-sub-group-measures-mitigate-labour-market-impacts-covid-19/documents/report-enterprise-skills-strategic-board-sub-group-measures-mitigate-labour-market-impacts-covid-19/report-enterprise-skills-strategic-board-sub-group-measures-mitigate-labour-market-impacts-covid-19/govscot%3Adocument/report-enterprise-skills-strategic-board-sub-group-measures-mitigate-labour-market-impacts-covid-19.pdf">http://www.gov.scot/binaries/content/documents/govscot/publications/strategy-plan/2020/07/report-enterprise-skills-strategic-board-sub-group-measures-mitigate-labour-market-impacts-covid-19/documents/report-enterprise-skills-strategic-board-sub-group-measures-mitigate-labour-market-impacts-covid-19/report-enterprise-skills-strategic-board-sub-group-measures-mitigate-labour-market-impacts-covid-19/govscot%3Adocument/report-enterprise-skills-strategic-board-sub-group-measures-mitigate-labour-market-impacts-covid-19.pdf</a>
		See 27 October launch of the Scottish Government's Inward Investment Strategy			

## 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
<b>Estimated jobs</b>	78,000			74,000	70,000	68,000	
<b>Potential job loss</b>				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
<b>Total</b>	<b>77,800</b>	<b>100.0%</b>		<b>4,000</b>	<b>4,000</b>	<b>2,000</b>	<b>10,000</b>

**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%		
<b>Total</b>	<b>78,300</b>	<b>100.0%</b>		<b>2,347</b>

**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*

