

NLC Equality Outcome 2 – Support for Employment and Business

Proposed Outcome

Increased opportunities to access employment, business and career progression with Council support targeted especially on those who, without the intervention of Council funded employability support programmes, would not be able to secure employment or consider starting their own business. (In particular disabled people, lone parents and minority ethnic people)

Equality Evidence/Reasoning

Unemployment has been at historically low levels since 2020 and there are continued vacancies in almost all sectors of the labour market with employers competing for staff. Council funded employability programmes engage with around 2000 people per annum with around 1000 entering employment. However, those who are unemployed or economically inactive need more support and investment of time and resources before entering employment. The growth in economic inactivity is mainly due to ill health and in North Lanarkshire coincides with less economic activity in women aged 16-64 and reflects post covid trends nationally.

The polarisation around those in work and those out of the labour market reinforces the Council strategy of working in a voluntary and supportive manner with our residents who are unemployed or economically inactive and funding employability programmes which deliver support to address barriers around health, wellbeing, and money issues.

Economic inactivity is of concern especially among those with long term health issues and those caring for others. Unemployment rates, people on low incomes especially lone parents; women; disabled people; Black and minority ethnic people is also of concern.

In addition, the Council's Supported Employment team are engaged with around 200 disabled people per annum and supporting around 100 into sustained employment. This team have also pioneered new approaches to supporting young people with additional support needs to transition into the labour market from school or college alongside work with care experienced young people.

Council programmes are using the Scottish Government's Shared Measurement Framework to report on their job outcomes and the groups they are supporting. This is expected to be a source of data that will support equalities work within employability in the next 2-3 years. [for-publication-shared-measurement-framework-updated-december-2022.pdf](#)

We would like to invite you / your organisation to comment on this proposed outcome by completing the questionnaire linked below, or you can access this via the QR Code.

The questionnaire will be 'live' until 20 December. We will then gather all views submitted and finalise our outcomes and related actions and measures before publishing in April 2025.

If you would like more information or would like to comment in a different way, then please email equality@northlan.gov.uk

Link to Questionnaire: <https://forms.office.com/e/eQpCAXFQYm>

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