

Theme 2- Access to Work, Learning and Training

April 2023

Contents

Summary – Access to Work, Learning and Training	2
● Workforce Mobility.....	4
▲ Transport Costs.....	7
School Leavers	8
◆ Participation Rate	8
◆ Positive Destinations	9
Educational Attainment of School Leavers.....	10
▲ Highest Level of Qualification.....	10
▲ Literacy and Numeracy at Level 5 and above.....	12
▲ School Leaver Tariff	14
▲ Adult Qualifications	15
Businesses.....	16
▲ Business by Industry	16
▲ Business by Size	17
▲ Business Registration and De-registration	17
◆ Business: 3-year survival.....	18
Employment	19
● Job Density.....	19
▲ Economic Activity	19
▲ Workless Households	20
▲ Employment by Occupation	21
▲ Skills Gaps, Skills Under-Utilisation and Upskilling.....	22
Skills Gaps	22
Skills Under-Utilisation	22
Upskilling	22
● Living Wage.....	23
▲ Economic Development.....	25
Appendix 1: Scottish Borders SLAED 2020-21 Results	26

Summary – Access to Work, Learning and Training

The Scottish Borders is in a challenging position when it comes to ‘Access to work, learning and training’ and the wider economic context.

The Workforce Mobility Deprivation Index (WMDI) developed as part of the City Region Deal Edinburgh & South East Scotland showed that the Scottish Borders had:

- More areas with higher levels of workforce deprivation compared to the region,
- Fewer areas with low levels of workforce deprivation compared to the region.

The cost of transport impacts how people can access work or training. There is a strong correlation between rurality and increased transport expenditure transport.

For young people in the Scottish Borders there is a mixed picture:

- Scottish Borders the participation rate for those aged 16-19 has consistently been higher than the level for Scotland with 93.4% in 2022 compared to 92.4% for Scotland.
- The Scottish Borders has a good record for school leavers in a positive destination for both initial and follow up checks.
- Across the Scottish Borders school leaver attainment varies. For the academic year 2020/21:
 - 85% of school leavers achieved literacy level 5 and above, ranging from 73% to 96% across the Scottish Borders secondary schools.
 - 71% of school leavers achieved numeracy level 5 and above, ranging from 56% to 83% across the Scottish Borders secondary schools.
 - 69% of school leavers achieve level 5 and above for both literacy and numeracy, ranging from 53% to 81% across the Scottish Borders secondary schools.
- The overall school leaver tariff for the Scottish Borders is similar to Scotland. However within the Scottish Borders there is a significant gap between the tariff score achieved by those in the 20% most deprived areas and those in the 20% least deprived areas.

The level of qualifications for adults aged 16-64 in the Scottish Borders is similar to that for Scotland.

20% of the local business units in the Scottish Borders are in ‘Agriculture, forestry & fishing’ above the 8% for Scotland. Scottish Borders has proportionally fewer local business units in ‘professional, scientific & technical’, ‘information & communication’, and ‘financial & insurance’.

85.8% of the local business units in the Scottish Borders are micro business with 0 to 9 employees, compared to 81.2% for Scotland.

Compared to Scotland the Scottish Borders has consistently had a lower rate for both of VAT/PAYE registrations and de-registrations. Although it consistently has a better 3-year business survival rate.

The Scottish Borders has consistently had a lower job density compared to Scotland. (Job density is the level of jobs per resident aged 16-64.)

The Scottish Borders has consistently had proportionally more people self-employed compared to Scotland.

In 2021 the Scottish Borders had a higher proportion of workless households, many of which had children under 16. In 2021 the proportion of households with children under 16 was 19% for the Scottish Borders compared to 12% for Scotland.

Compared to Scotland, the Scottish Borders has more people employed in ‘skilled trades occupations’ or as ‘managers, directors and senior officials’. The more ‘managers, directors and senior officials’ may relate to the higher proportion of micro businesses compared to Scotland.

According to the SDS¹ Data Matrix Scottish Borders has a lower employer skills gap (not fully proficient) of 9% compared to 12% for Scotland.





By occupational grouping the Scottish Borders has a greater skills gap than Scotland for High Skill, Medium Skill and Labour Intensive occupations.

69% of employers in the Scottish Borders anticipate the need to upskill employees compared to 74% for Scotland.

The Scottish Borders has consistently had more people earning less than the living wage compared to Scotland, in 2021-22 it was 21.7% for the Scottish Borders compared to 14.4% for Scotland.

There are currently 34 Scottish Local Authorities’ Economic Development (SLAED) Indicators are measures that can be used to assess the overall and relative delivery of council economic development activity, enable assessment of the comparative performance of different areas and assist in identifying areas for improvement of which 19 allow for a clear comparison between Scottish Borders and Scotland.

This report looks at evidence to assess if the people of the Scottish Borders have “Access to Work Learning and Training”, using publicly available data and information. The table below is a guide to what the evidence presents regarding “Access to Work Learning and Training” for the Scottish Borders.

Red – Circle – Challenging / not in good state	
Amber (Yellow) - Triangle – Needs monitoring / near danger	
Green – Diamond – Doing well – keep it up	
Blue – Square – Informative only	

¹ SDS = Skills Development Scotland

● Workforce Mobility

In the '[Workforce Mobility: Transport Barrier Survey Baseline Reports – August 2022](#)' the Workforce Mobility Deprivation Index was presented to the [City Region Deal Edinburgh & South East Scotland](#). The Workforce Mobility Deprivation Index (WMDI) was developed to provide a context by which to identify areas where there are challenges for workforce mobility.

The components used in the Workforce Mobility Deprivation Index (WMDI) are detailed in the table below.

Component	Definition	Year
People living in 15% most 'access deprived' areas	Number and percentage of population living in 15% most 'access deprived' areas (data zones) in Scotland. Source - SIMD2020 via ScotPHO profiles	2018/2019
Population income deprived	Number and percentage of total population classified as income deprived within SIMD income domain. Source - SIMD2020 via ScotPHO profiles	2017
Working age population employment deprived	Number and percentage of working age population (16-64 years) classified as employment deprived within SIMD income domain. Source - SIMD2020 via ScotPHO profiles	2017
Educational attainment of school leavers	The score is based on school leavers' highest level of qualification, averaged across all leavers within a data zone. Source: Scottish Government via Statistics.gov.scot	2016/17-2018/19

Each intermediate zone is given a WMDI score based on the allocated points for the values of each component in the area. The table below shows the point allocation based on the results for each component. Note that point structure for access deprivation is slightly different to the other three components. The points for educational attainment run opposite to the other three components the higher the value in the component the lower the WMDI point allocation.

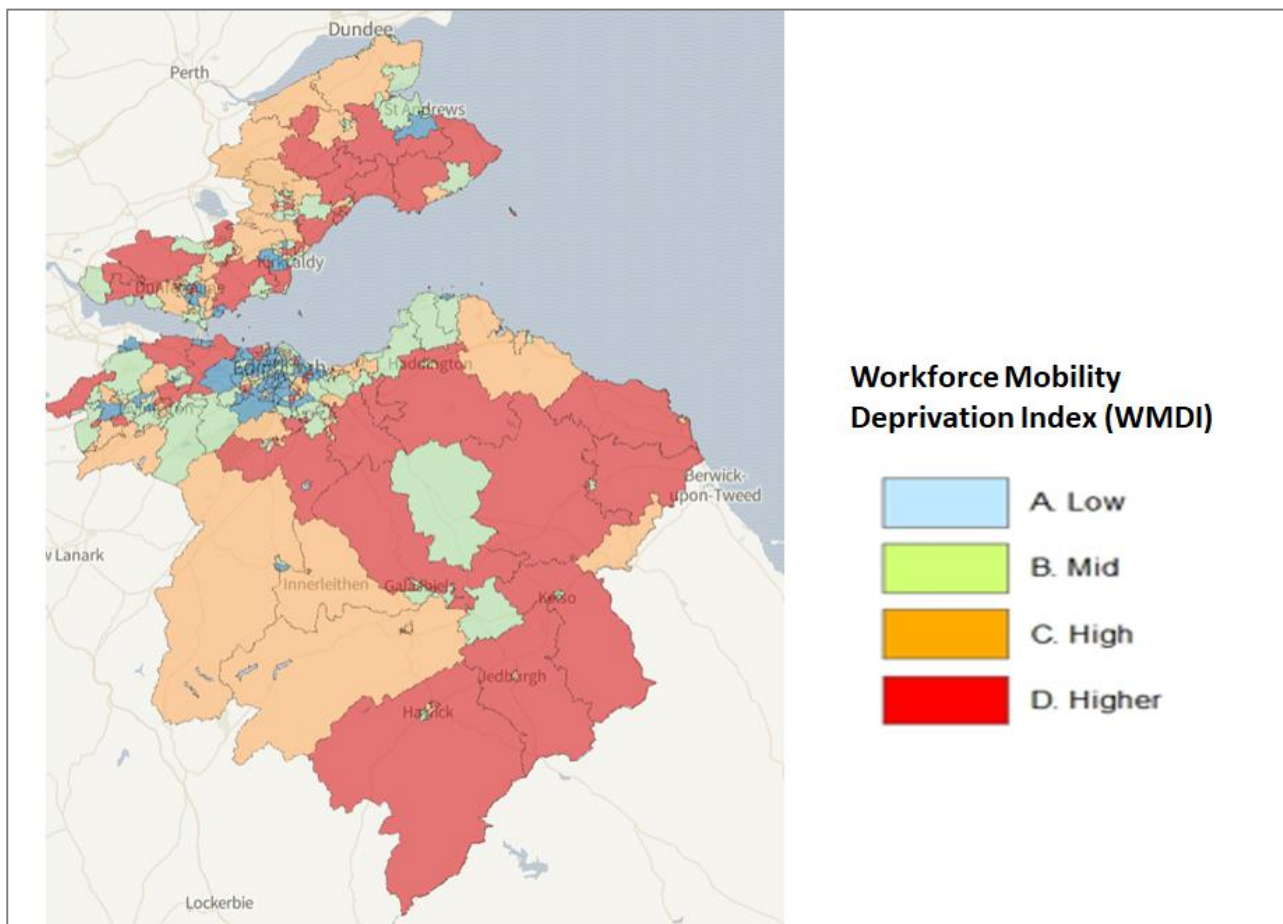
15% Access Deprived	Income Deprived	Employment Deprived	Education Attainment	WMDI / Score
A. None (0%) : 0 Points	A. Under 5%: 1 Point	A. Under 5%: 1 Point	A. Under 5: 4 Points	A. Low / 3 to 5
B. Under 25%: 2 Points	B. 5% to Under 10%: 2 Points	B. 5% to Under 10%: 2 Point	B. 5 to Under 5.5: 3 Points	B. Mid / 6 to 8
C. 25% to Under 50%: 4 Points	C. 10% to Under 15%: 3 Points	C. 10% to Under 15%: 3 Points	C. 5.5 to Under 6: 2 Points	C. High / 9 to 10
D. 50% or More: 6: Points	D. 15% or More: 4 Points	D. 15% or More: 4 Points	D. 6 or Higher: 1 Point	D. Higher / 11 to 18

The table below shows the number and percent of Intermediate Zones in the Scottish Borders by their WMDI level, compared to the Edinburgh & South East Scotland region. Most notably, the Scottish Borders has:

- More areas with higher levels of workforce deprivation compared to the region,
- Fewer areas with low levels of workforce deprivation compared to the region.

WMDI / Score	Intermediate Zone Count		Intermediate Zone Percent	
	Scottish Borders	Region Total	Scottish Borders	Region Total
A. Low / 3 to 5	1	75	3%	23%
B. Mid / 6 to 8	10	102	33%	31%
C. High / 9 to 10	10	80	33%	25%
D. Higher / 11 to 18	9	69	30%	21%
Area Total	30	326	100%	100%

The map below shows the Intermediate Zones for Edinburgh & South East Scotland with their Workforce Mobility Deprivation Index level. It is not surprising that many of the rural Intermediate Zones in the Scottish Borders have a WMDI level of high or higher.



The tables below show the count and percent of Intermediate Zones in the Scottish Borders and Edinburgh & South East Scotland by the different WMDI components.

15% Access Deprived	Intermediate Zone Count		Intermediate Zone Percent	
	Scottish Borders	Region Total	Scottish Borders	Region Total
A. None (0%)	17	252	57%	77%
B. Under 25%	1	23	3%	7%
C. 25% to Under 50%	3	24	10%	7%
D. 50% or More	9	27	30%	8%
Area Total	30	326	100%	100%

Income Deprived	Intermediate Zone Count		Intermediate Zone Percent	
	Scottish Borders	Region Total	Scottish Borders	Region Total
A. Under 5%	4	81	13%	25%
B. 5% to Under 10%	13	95	43%	29%
C. 10% to Under 15%	11	80	37%	25%
D. 15% or More	2	70	7%	21%
Area Total	30	326	100%	100%

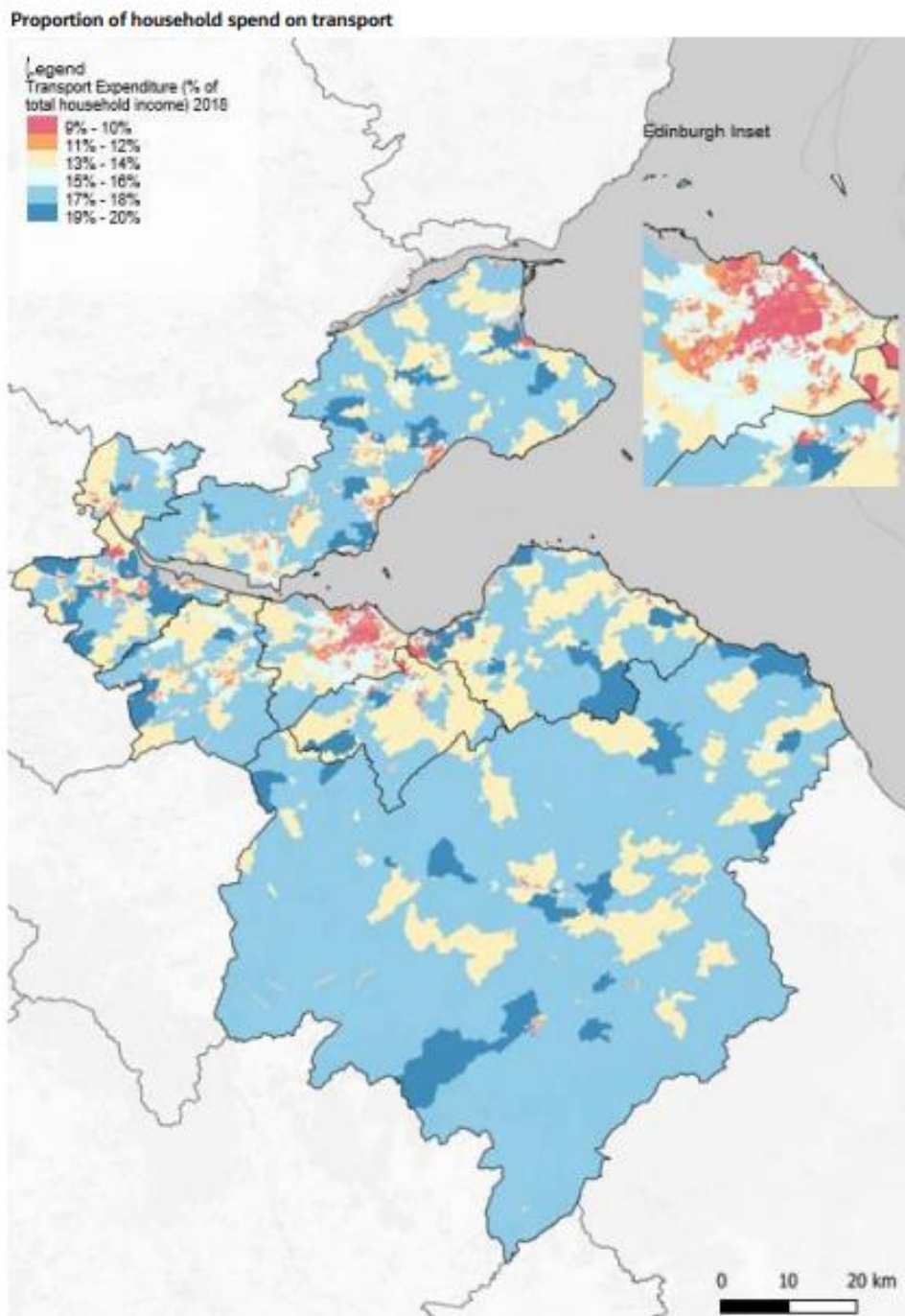
Employment Deprived	Intermediate Zone Count		Intermediate Zone Percent	
	Scottish Borders	Region Total	Scottish Borders	Region Total
A. Under 5%	6	107	20%	33%
B. 5% to Under 10%	15	109	50%	33%
C. 10% to Under 15%	7	75	23%	23%
D. 15% or More	2	35	7%	11%
Area Total	30	326	100%	100%

Education Attainment (Highest Level of Qualification for School Leavers- Area Average)	Intermediate Zone Count		Intermediate Zone Percent	
	Scottish Borders	Region Total	Scottish Borders	Region Total
A. Under 5	1	37	3%	11%
B. 5 to Under 5.5	9	111	30%	34%
C. 5.5 to Under 6	19	132	63%	40%
D. 6 or Higher	1	46	3%	14%
Area Total	30	326	100%	100%

▲ Transport Costs

The cost of transport impacts how people can access work or training. In the Regional Transport Strategy (RTS) [Main Issues Report](#), published by The South East of Scotland Transport Partnership (SEStran) in 2020 the highlighted the cost of transport as part of household spend. At the time the average Scottish household spends £68.20 per week on transport (all transport costs combined), 14% of total household expenditure. Almost three-quarters of average household transport expenditure is on motoring costs; only 7% on public. There is a strong correlation between rurality and increased transport expenditure transport.

The map below shows the percentage of household expenditure that is used for transport in 2018 for South East Scotland. It is clear to see in the map that for many households in the Scottish Borders transport expenditure is 17% or higher, similar to other rural areas in South East Scotland.

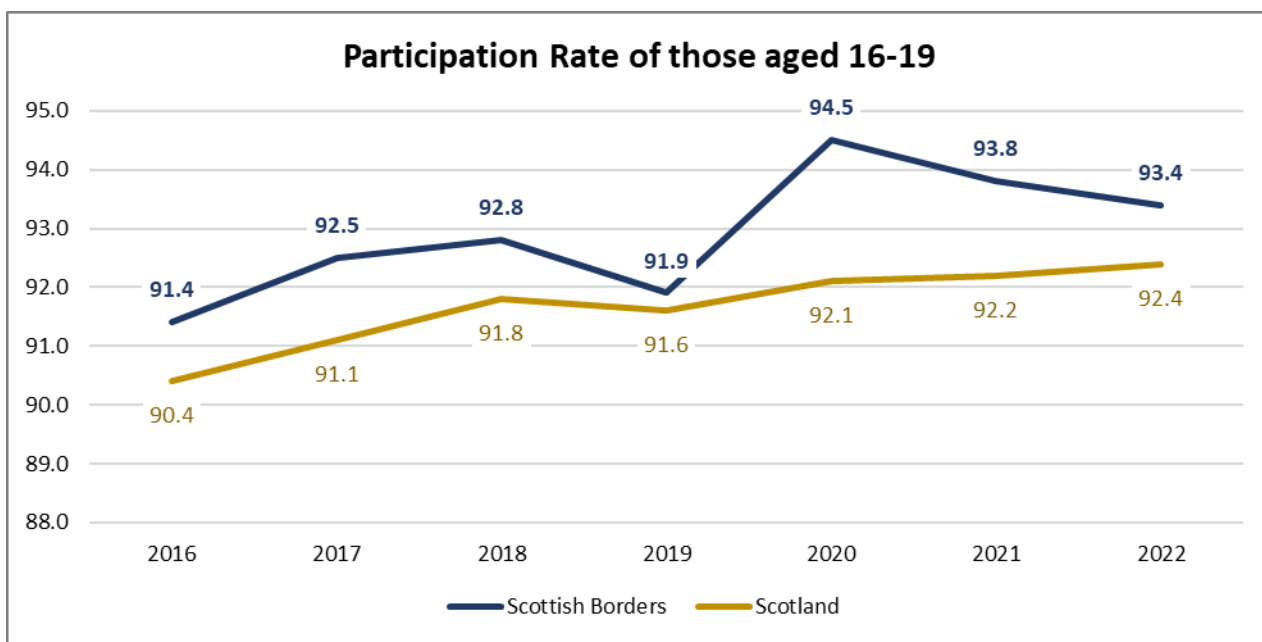


Source: <https://sestran.gov.uk/wp-content/uploads/2020/06/SEStran-Main-Issues-Report.pdf>

School Leavers

◆ Participation Rate

Participations Rate is the proportion of 16-19 year olds participating in employment/ education / training & other development compared to those not participating (unemployed seeking / unemployed not seeking or those that have unconfirmed). The graph below shows that the participation rate in the Scottish Borders for those aged 16-19 has consistently been above the Scottish level; with 93.4% in 2022 compared to 92.4% respectively.

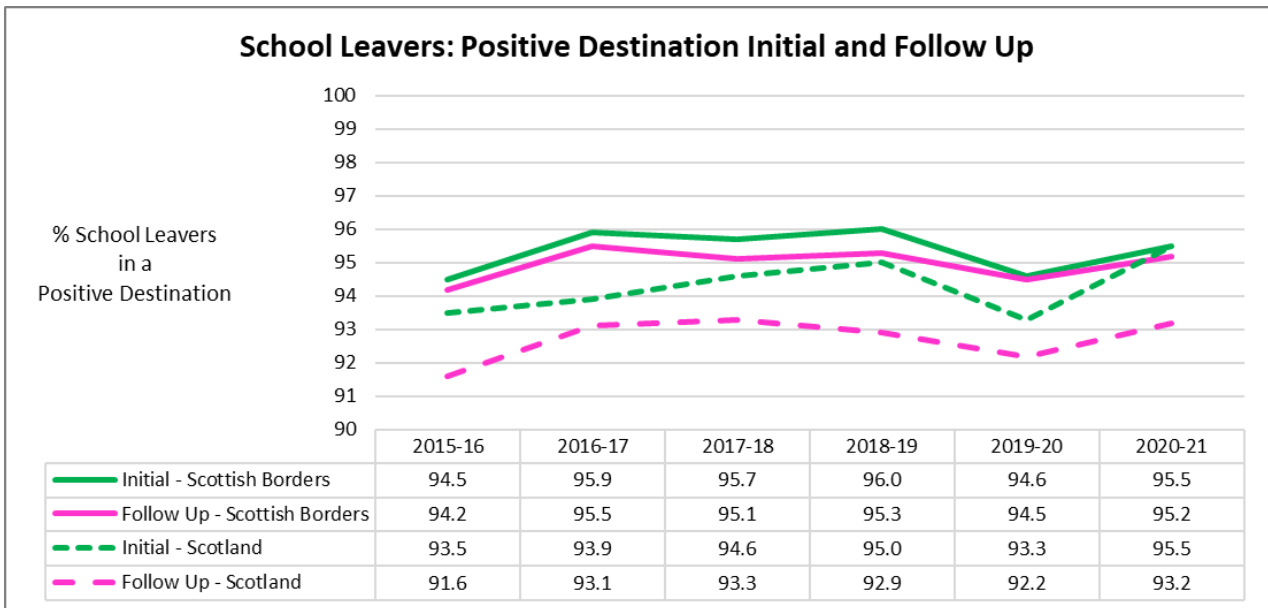


Source: <https://www.skillsdevelopmentscotland.co.uk/>

◆ Positive Destinations

Positive destinations are activities that pupils are engaged in on leaving school. School leavers who are engaged in higher education, further education, training, voluntary work, employment or activity agreements are classified as being in positive destinations. The initial destinations data provide information on the outcomes for young people approximately three months after leaving school. The follow-up data provides information on the outcomes of young people approximately nine months after leaving school.

Compared to Scotland the Scottish Borders has consistently had a higher proportion of school leavers in positive destinations at both initial and follow up stages. In 2020-21 the proportion of school leavers in a positive destination at follow up in the Scottish Borders was 95.2% compared to 93.2% for Scotland.



Source: <https://www.skillsdevelopmentscotland.co.uk/>

Educational Attainment of School Leavers

There are different ways in which to understand the educational attainment of school leavers: highest level of qualification, literacy and numeracy at level 5 and above and tariff score.

▲ Highest Level of Qualification

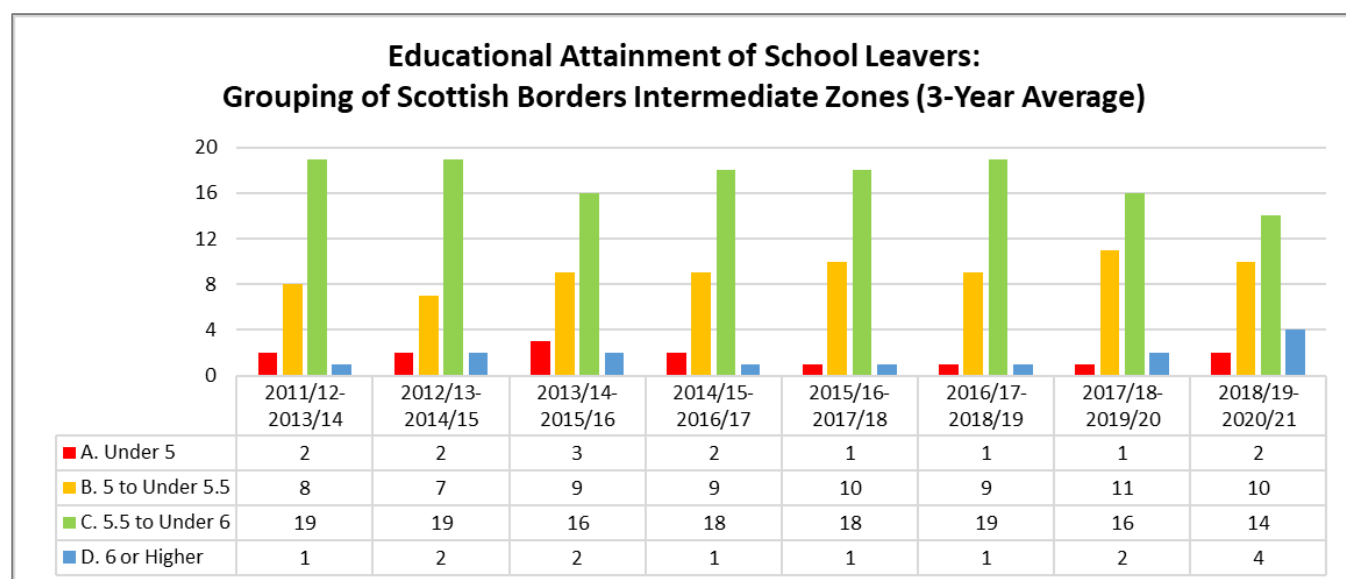
The score is a weighted average of the highest level of qualification achieved² by school leavers, for all leavers within a data zone and intermediate zone, over three academic years.

The score is based on the SCQF³ Level of qualifications gained by leavers in National Qualifications and Skills for Work. These statistics are affected by the COVID-19 pandemic.

The table to the right is an extract from the Scottish Credit and Qualification Framework (SCQF). It shows the SCQF levels that may be achieved in secondary school and what the levels mean, for example SCQF 4 = National 4 awards and SCQF 7 = Advanced Highers.

SCQF Levels	SQA Qualifications
7	Advanced Higher, Awards, Scottish Baccalaureate
6	Higher, Awards, Skills for Work Higher
5	National 5, Awards, Skills for Work National 5
4	National 4, Awards, Skills for Work National 4

The graph below shows the Scottish Borders Intermediate Zones by the grouping of the highest level of qualification achieved by school leavers (3-year average). For the most recent results (2018/19 – 2020/21) there were four Intermediate Zones where the average highest attainment was above 6 (Higher) and there were two Intermediate Zones where the average highest achievement was below 5 (National 5).



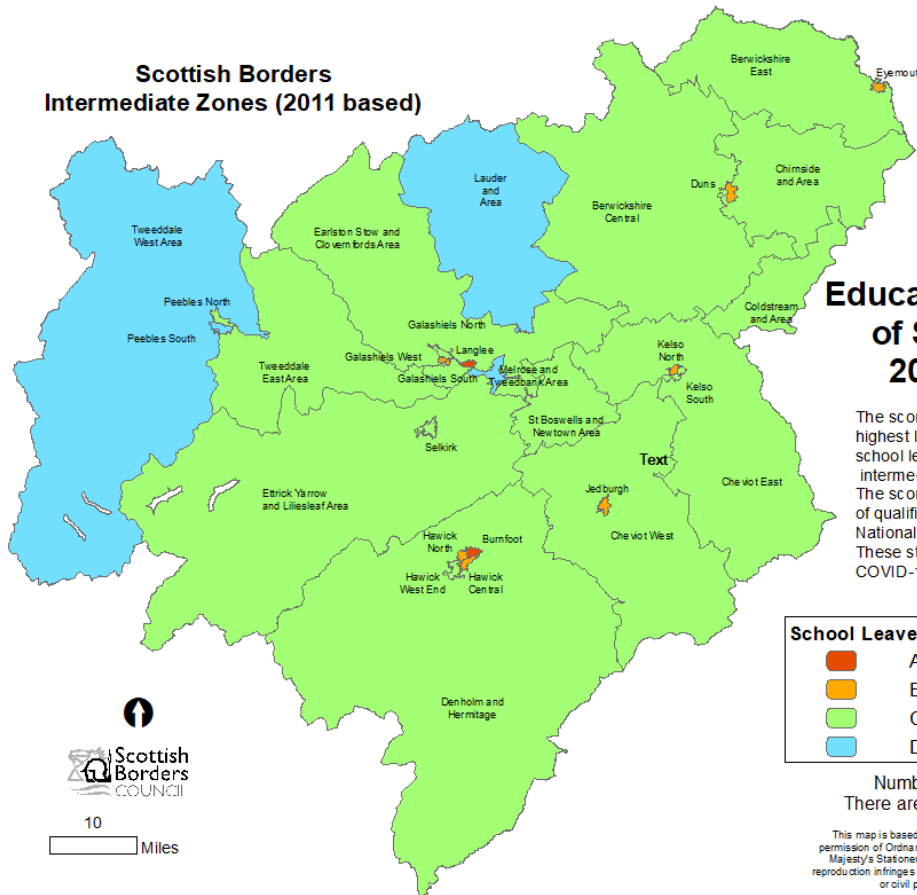
Source: <https://statistics.gov.scot/home>

The map below shows the average highest level of qualification achieved by school leavers for each intermediate zone over the three years 2018-19 – 2020/21.

² [Interactive Framework | Scottish Credit and Qualifications Framework \(scqf.org.uk\)](https://www.scqf.org.uk/)

³ The SCQF has 12 levels which indicate the level of difficulty of a qualification. SCQF levels allow broad comparisons to be made between qualifications and learning.

**Scottish Borders
Intermediate Zones (2011 based)**



**Educational Attainment
of School Leavers
2018/19-2020/21**

The score is a weighted average of the highest level of qualification achieved by school leavers, for all leavers within an intermediate zone, three academic years. The score is based on the SCQF Level of qualifications gained by leavers in National Qualifications and Skills for Work. These statistics are affected by the COVID-19 pandemic.

School Leaver Attainment (3 year avg)	
■	A. Under 5 (2)
■	B. 5 to Under 5.5 (7)
■	C. 5.5 to Under 6 (17)
■	D. 6 or Higher (4)

Number in () is count of IZs.
There are 30 IZ in Scottish Borders.

This map is based upon Ordnance Survey material with the permission of Ordnance Survey on behalf of the Controller of His Majesty's Stationery Office © Crown copyright. Unauthorised reproduction infringes Crown copyright and may lead to prosecution or civil proceedings. 100023423, 2023.

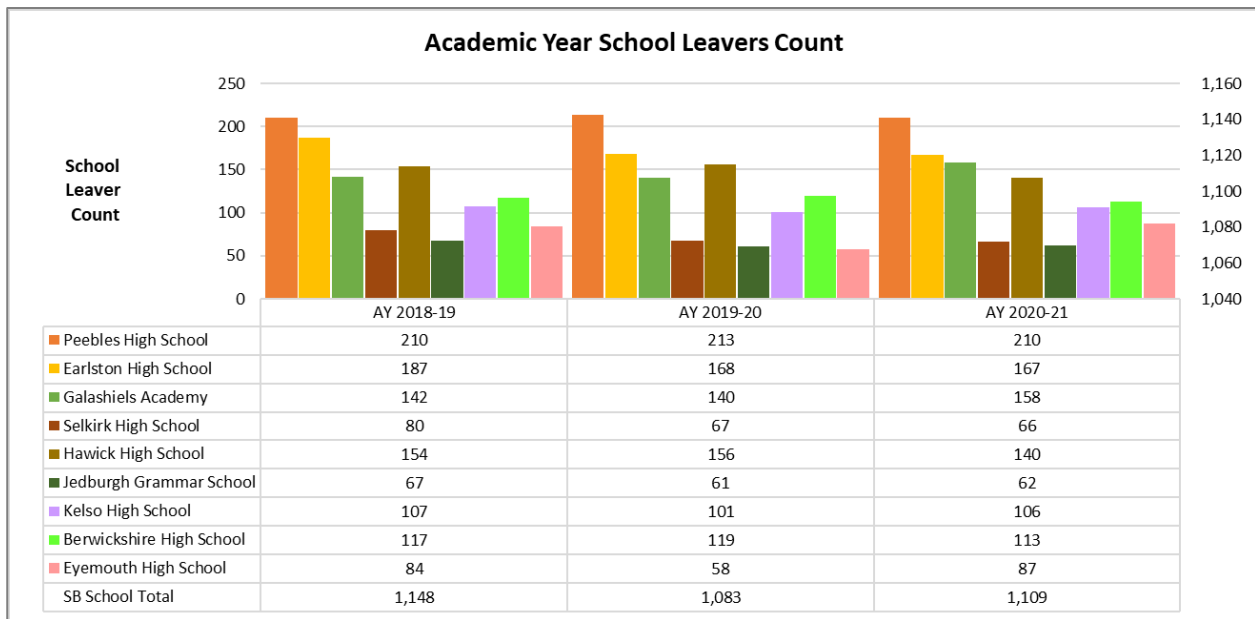


10 Miles

▲ Literacy and Numeracy at Level 5 and above

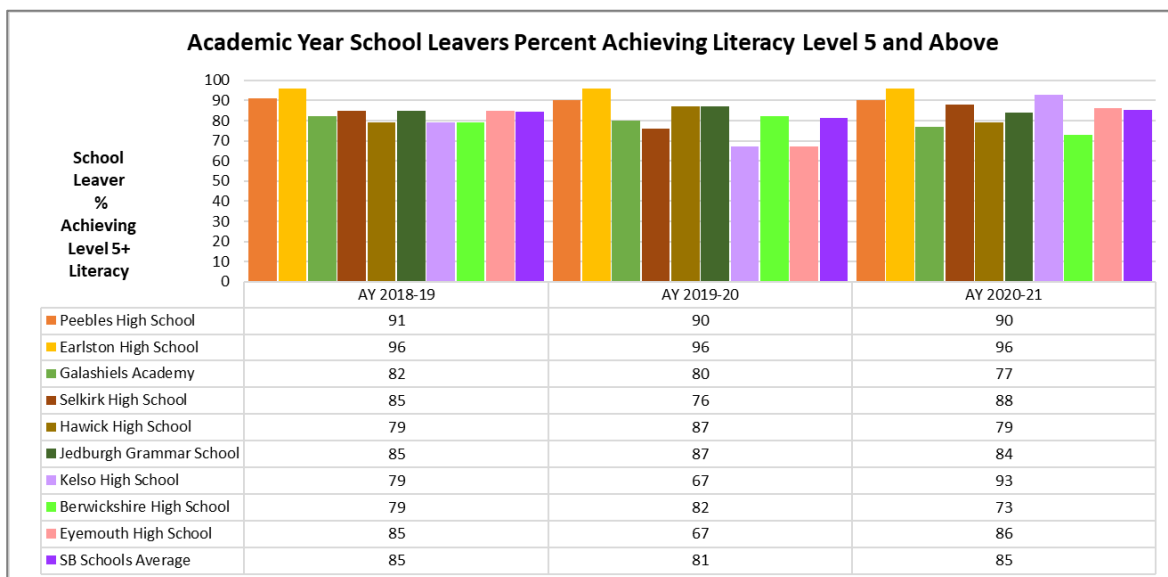
This section features the count of school leavers for each secondary school and the proportion of school leavers achieving SCQF level 5 (e.g. National 5) for literacy and numeracy.

The graph with table below show the number of school leavers for each secondary school in the Scottish Borders between 2018-19 and 2020-21.



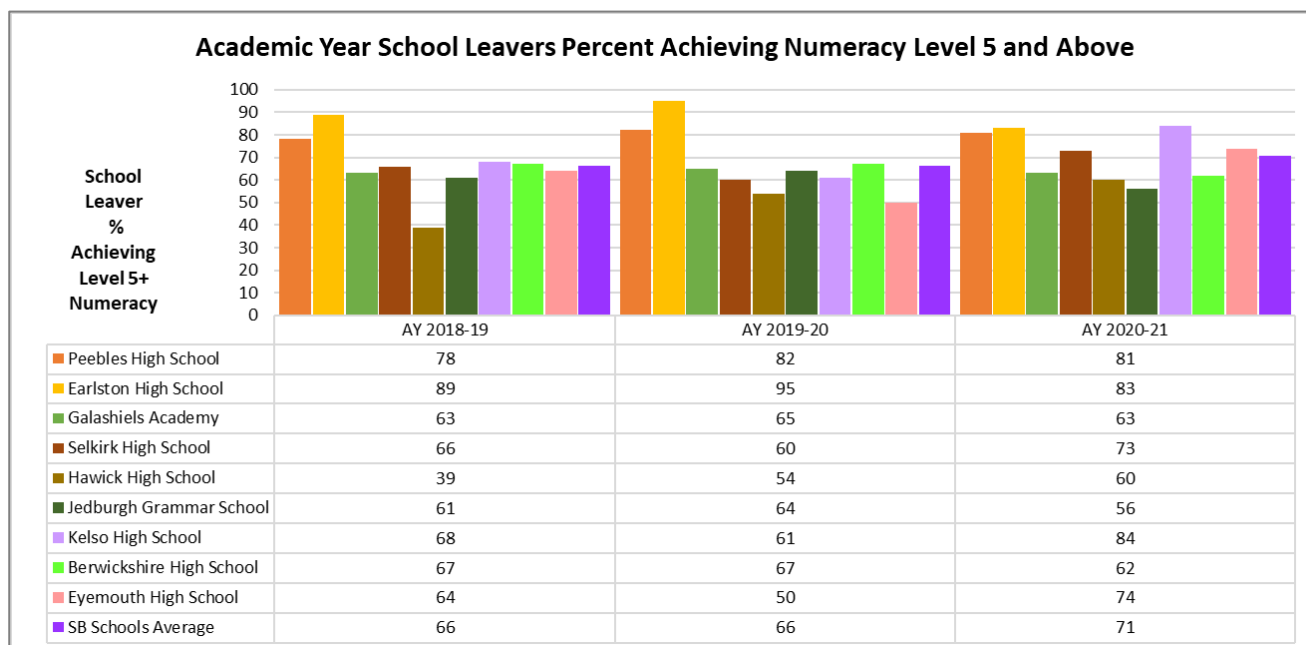
Source: <https://statistics.gov.scot/home>

In 2020-21, 85% of Scottish Borders school leavers achieved level 5+ literacy, a return to the 85% from 2018-19. The graph and table below show the % of school leavers achieving literacy level 5 and above by school for academic year 2018-19 to 2020-21.



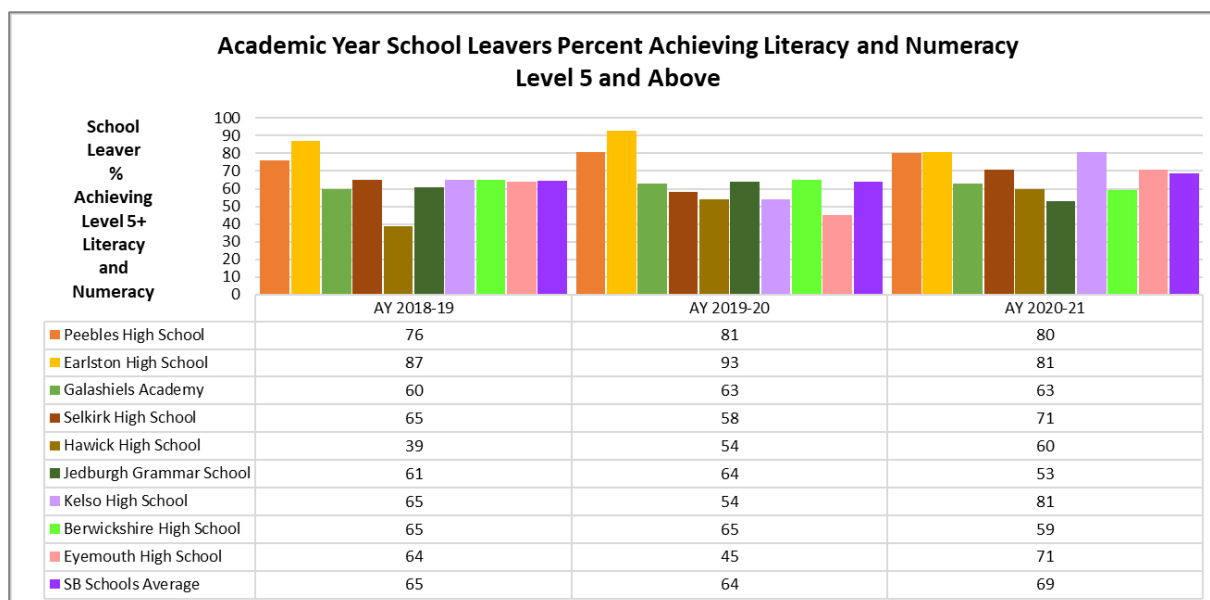
Source: <https://statistics.gov.scot/home>

In 2020-21, 71% of Scottish Borders school leavers achieved level 5+ numeracy, better than the 66% for the two previous years. The graph and table below show the % of school leavers achieving numeracy level 5 and above by school for academic year 2018-19 to 2020-21.



Source: <https://statistics.gov.scot/home>

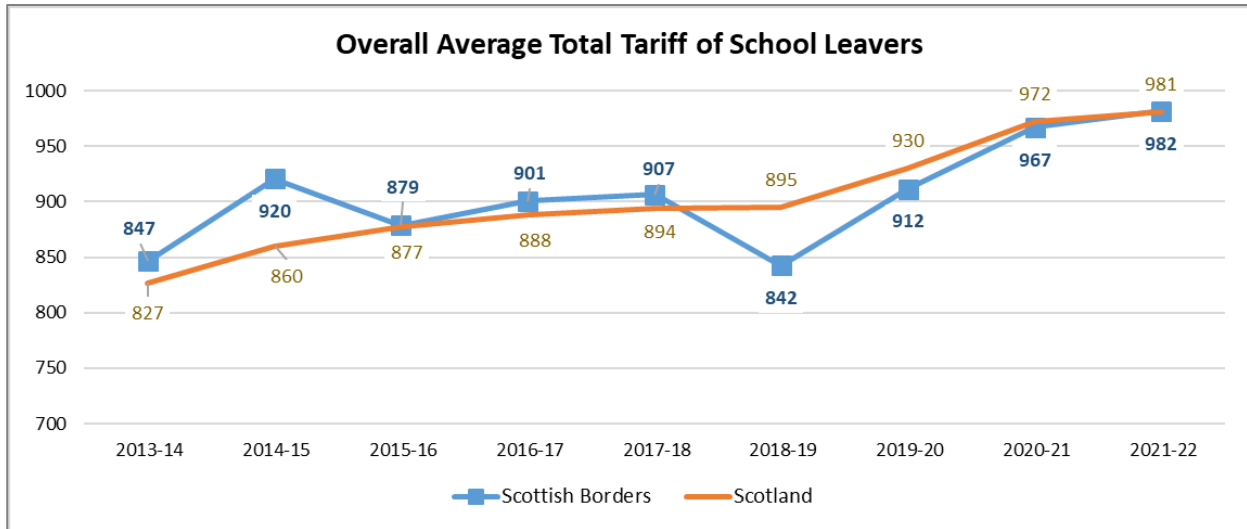
In 2020-21, 69% of Scottish Borders school leavers achieved level 5+ in both literacy and numeracy, slightly better than the two previous years. The graph and table below show the % of school leavers achieving literacy and numeracy level 5 and above by school for academic year 2018-19 to 2020-21.



Source: <https://statistics.gov.scot/home>

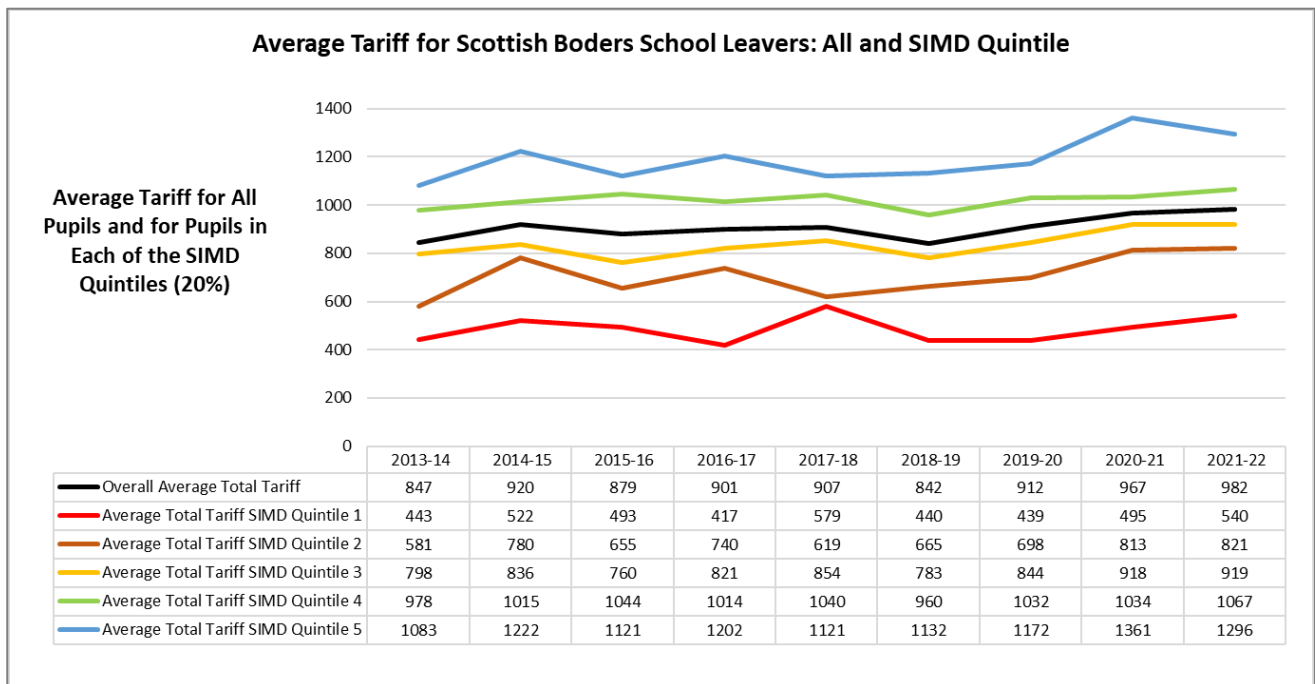
▲ School Leaver Tariff

Subject courses and individual units are awarded tariff points. The number of tariff points awarded depends on: the SCQF level of the course or unit; whether the full course has been undertaken and assessed; and the grade achieved for the course. The higher the tariff the greater the attainment.



Source: <https://www.improvementservice.org.uk/benchmarking>

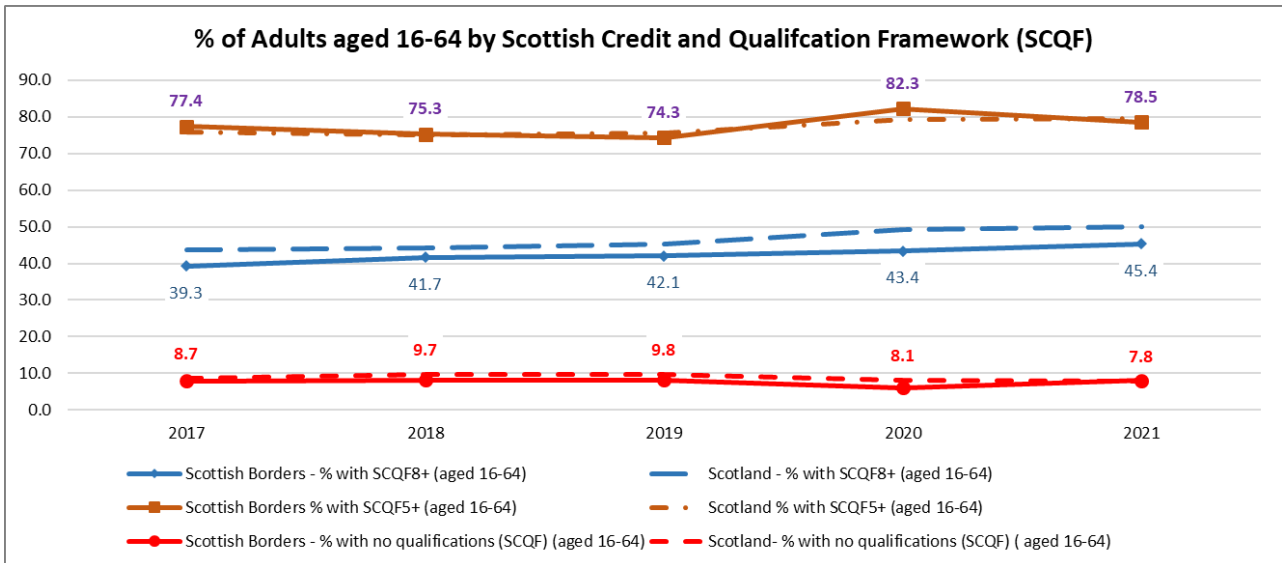
The graph / table below shows the average tariff for Scottish Borders school leavers by SIMD quintile. Within the Scottish Borders the tariff score for those school leavers in the 20% most deprived (SIMD Q1) has consistently been the level for the Scottish Borders and for the 20% least deprived (SIMD Q5).



Source: <https://www.improvementservice.org.uk/benchmarking>

▲ Adult Qualifications

The level of qualifications of adults aged 16-64 in the Scottish Borders has consistently been similar to the level for Scotland, as seen in the graph below. In 2021, 78.5% of adults in the Scottish Borders had a SCQF 5+ qualification of greater.



Source: <https://www.nomisweb.co.uk/>

The figure below show the [Scottish Credit and Qualification Framework](#), for reference.

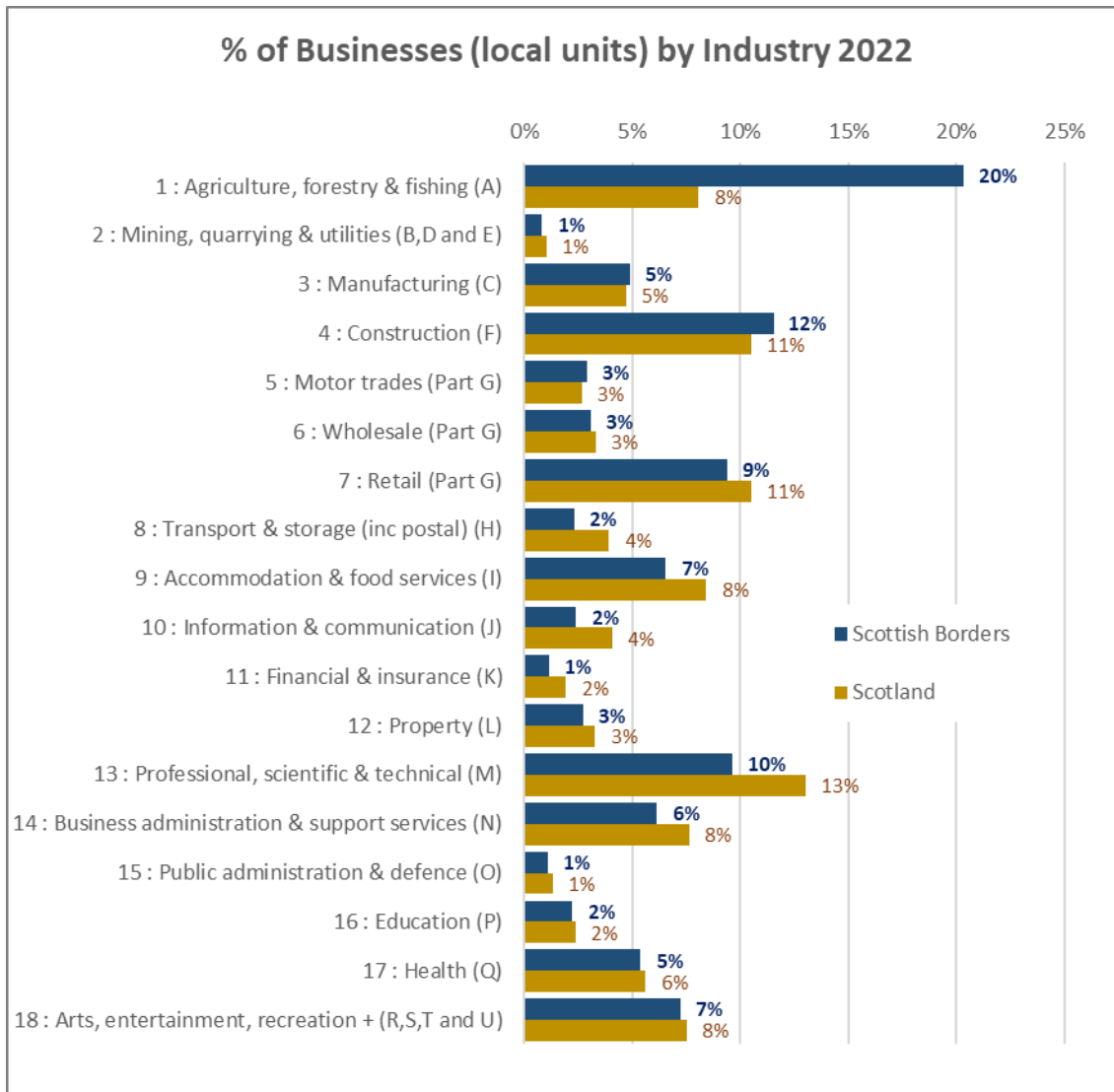
THE SCOTTISH CREDIT AND QUALIFICATIONS FRAMEWORK				
SCQF Levels	SQA Qualifications		Qualifications of Higher Education Institutions	Apprenticeships & SVQs
12			Doctoral Degree	Professional Apprenticeship
11			Masters Degree, Integrated Masters Degree, Post Graduate Diploma, Post Graduate Certificate	Graduate Apprenticeship Professional Apprenticeship SVQ
10			Honours Degree, Graduate Diploma, Graduate Certificate	Graduate Apprenticeship Professional Apprenticeship
9		Professional Development Award	Bachelors / Ordinary Degree, Graduate Diploma, Graduate Certificate	Graduate Apprenticeship Technical Apprenticeship SVQ
8		Higher National Diploma	Diploma Of Higher Education	Higher Apprenticeship Technical Apprenticeship SVQ
7	Advanced Higher, Awards, Scottish Baccalaureate	Higher National Certificate	Certificate Of Higher Education	Modern Apprenticeship SVQ
6	Higher, Awards, Skills for Work Higher			Modern Apprenticeship Foundation Apprenticeship SVQ
5	National 5, Awards, Skills for Work National 5			Modern Apprenticeship SVQ
4	National 4, Awards, Skills for Work National 4	National Certificate	National Progression Award	SVQ
3	National 3, Awards, Skills for Work National 3			
2	National 2, Awards			
1	National 1, Awards			

Source: <https://scqf.org.uk/about-the-framework/interactive-framework/>

Businesses

▲ Business by Industry

The proportion of businesses (local units⁴) by industry for Scottish Borders and Scotland in 2022 is shown below. The greatest differences are in ‘agriculture, forestry & fishing’ with 20% of the local units in the Scottish Borders compared to 8% for Scotland. The Scottish Borders has proportionally more ‘manufacturing’ and ‘construction’ compared to Scotland. In contrast, the Scottish Borders has proportionally less ‘professional, scientific & technical’, ‘information & communication’, ‘financial & insurance’ and many other industries compared to Scotland.

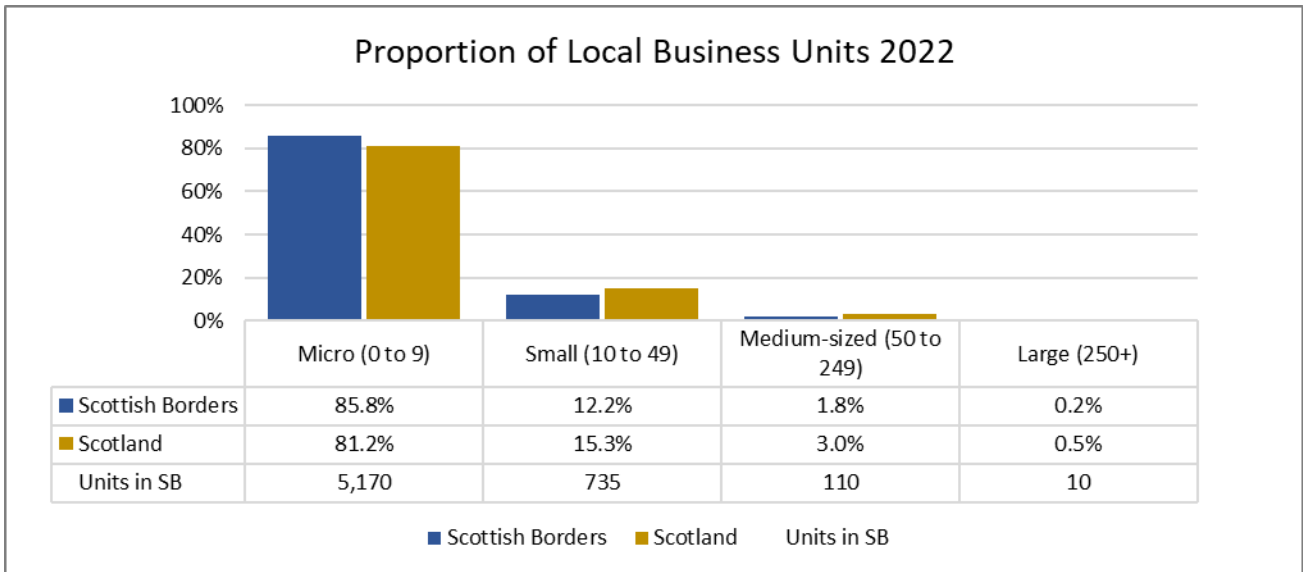


Source: <https://www.nomisweb.co.uk/>

⁴ A local unit is an individual site (for example a factory or shop) associated with an enterprise. It can also be referred to as a workplace.

▲ Business by Size

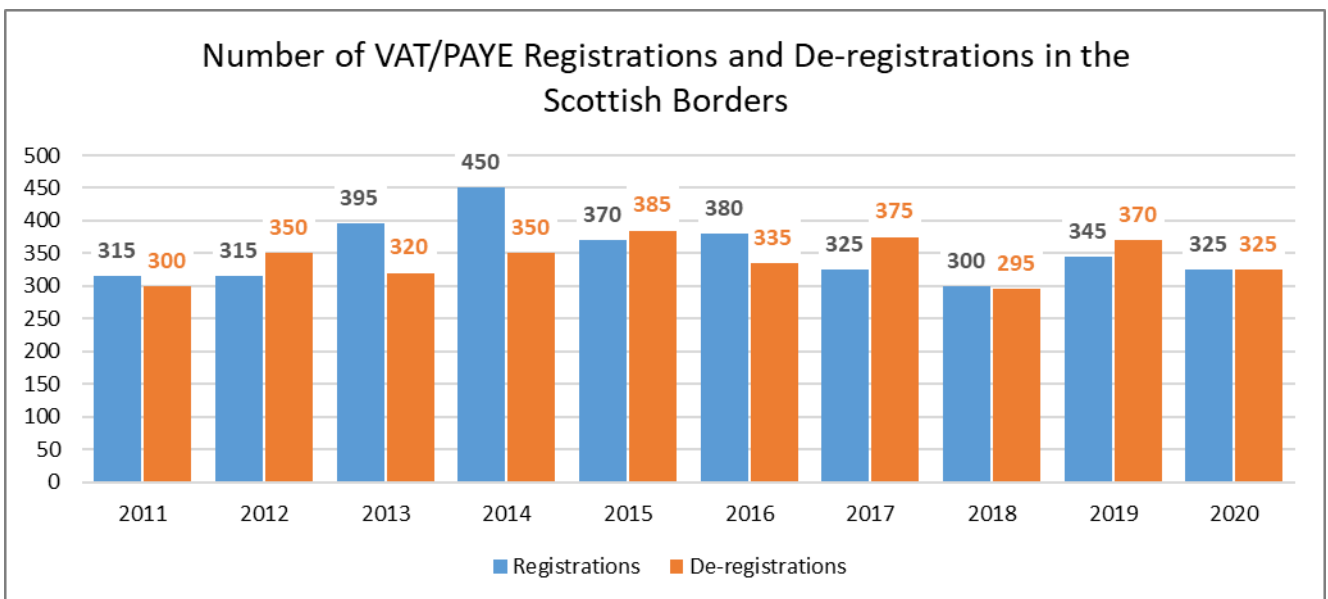
In 2022 there were 6,025 local business units in the Scottish Borders, of which 85.8% were micro (0 to 9) compared to 81.2% for Scotland, as seen in the graph below. This means that there are proportionally fewer small, medium or large business units in the Scottish Borders compared to Scotland.



Source: <https://www.nomisweb.co.uk/>

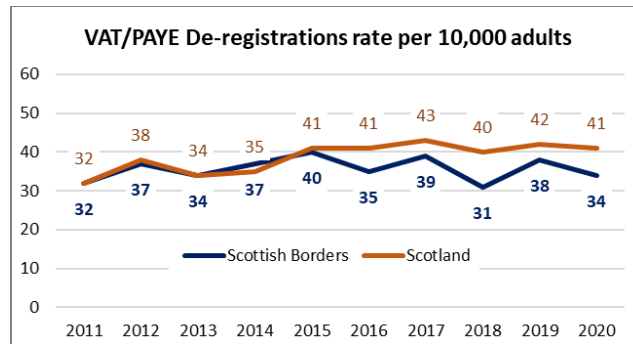
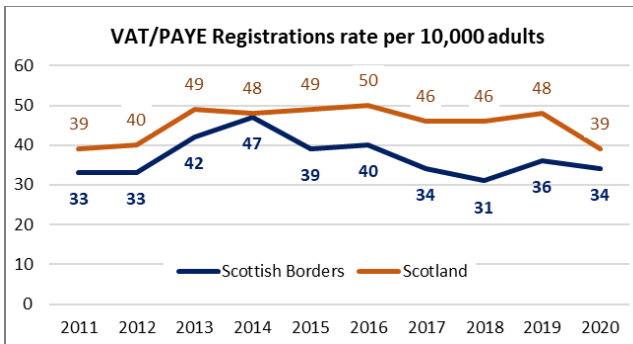
▲ Business Registration and De-registration

The number of VAT/PAYE registrations and de-registrations in the Scottish Borders has been fairly consistent from 2011 to 2020, as seen in the graph below.



Source: <https://www.nomisweb.co.uk/>

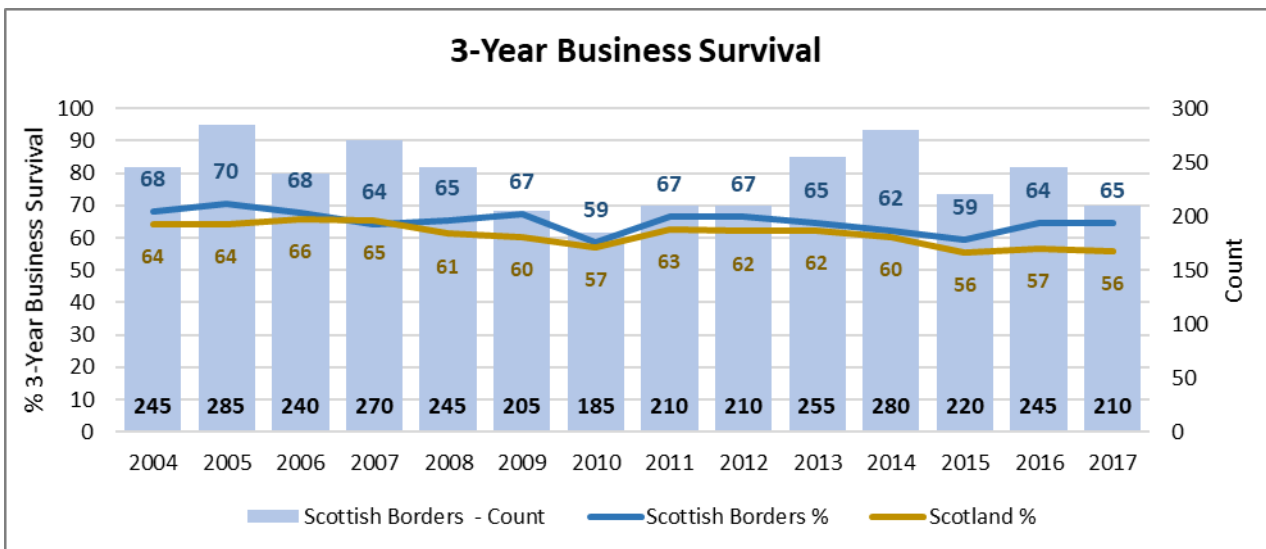
Compared to Scotland the Scottish Borders has consistently had a lower rate for both of VAT/PAYE registrations and de-registrations.



Source: <https://www.nomisweb.co.uk/>

◆ Business: 3-year survival

The Scottish Borders has consistently had a better business 3-year survival rate compared to Scotland. From those businesses that started in 2017 in the Scottish Borders 65% (210) survived to 2020 compared to 56% for Scotland.

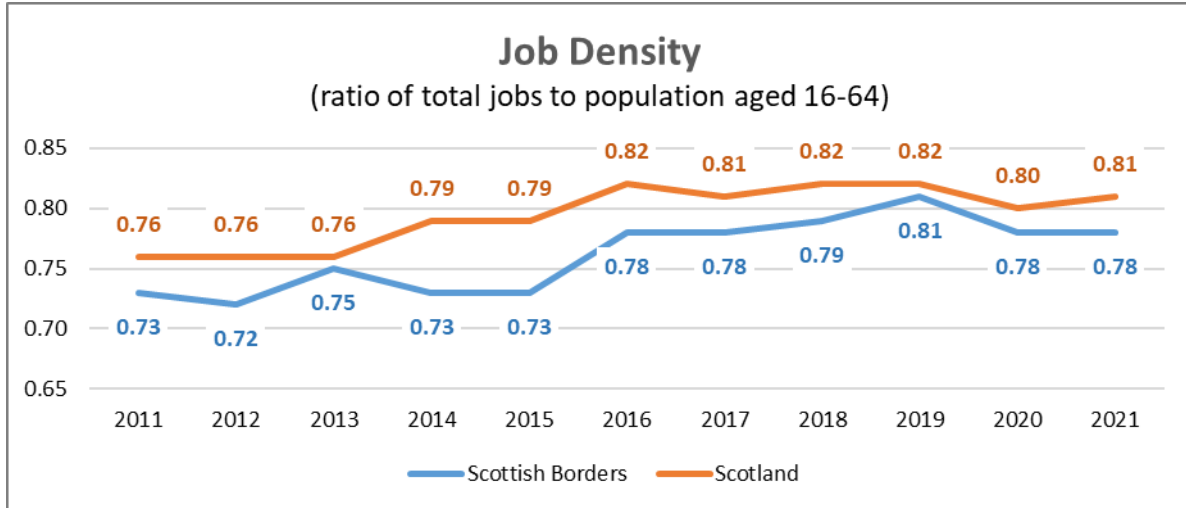


Source: <https://www.nomisweb.co.uk/>

Employment

● Job Density

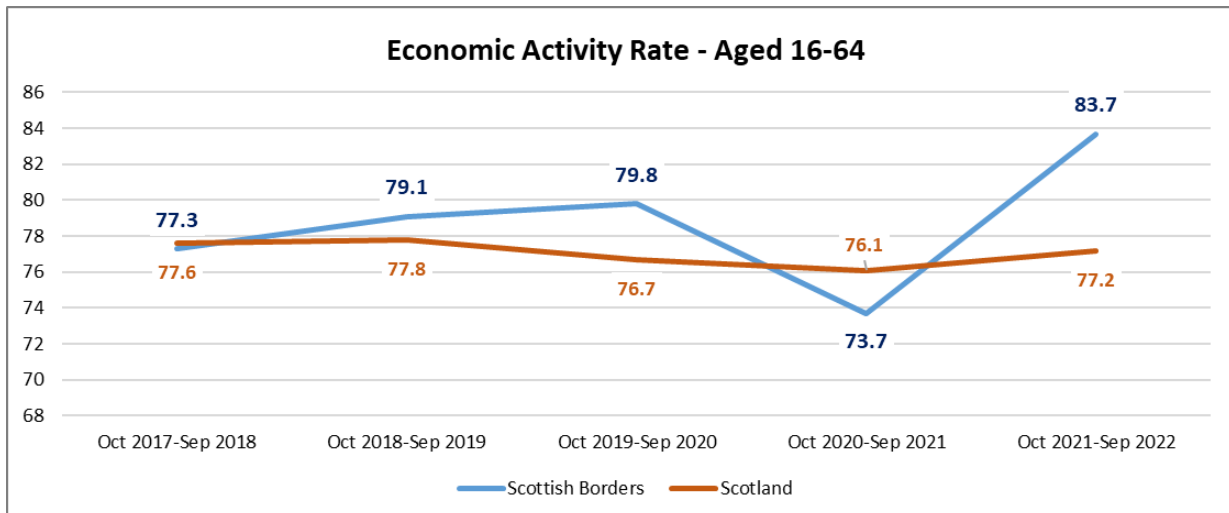
Job density is the level of jobs per resident aged 16-64. For example, a job density of 1.0 would mean that there is one job for every resident aged 16-64. The Scottish Borders has consistently had a lower job density compared to Scotland. In 2021 the job density ratio was 0.78, lower than the 0.81 for Scotland.



Source: <https://www.nomisweb.co.uk/>

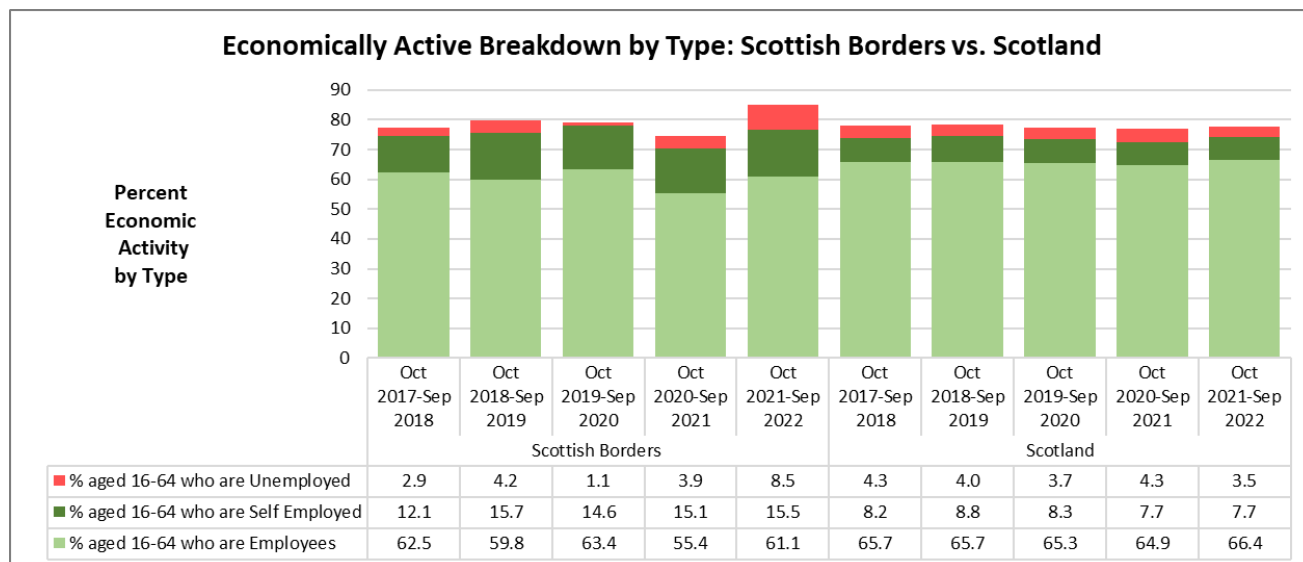
▲ Economic Activity

The economic activity rate is the proportion of people aged 16-64 that are either in employment or unemployed. The graph below shows that Scottish Borders's activity rate has fluctuated, but generally is above the level for Scotland.



Source: <https://www.nomisweb.co.uk/>

The graph / table below shows the breakdown by type of economic activity for Scottish Borders and Scotland between October 2017 and September 2022. The Scottish Borders has consistently had proportionally more people self-employed compared to Scotland. This in combination with a higher proportion of micro businesses makes the Scottish Borders more economically fragile than Scotland. Between Oct 2020 – Sep 2021 and Oct 2021 – Sep 2022 the proportion of adults aged 16-64 in the Scottish Borders increased from 3.9% to 8.5%, opposite to the change for Scotland.

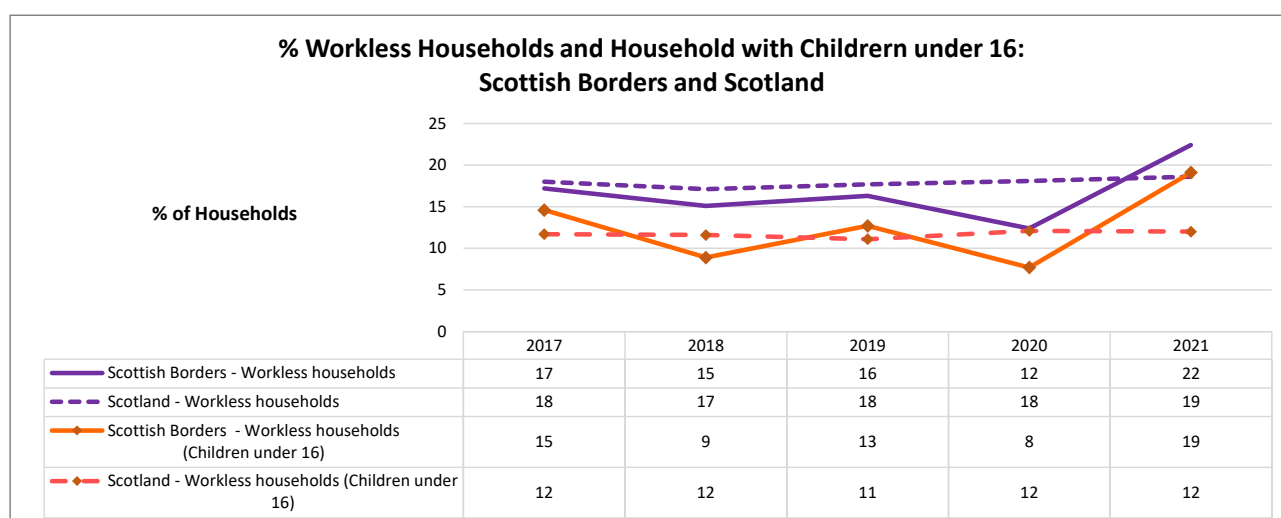


Source: <https://www.nomisweb.co.uk/>

▲ Workless Households

A workless household is a household where no-one aged 16 or over is in employment. These members may be unemployed or economically inactive. Economically inactive members may be unavailable to work because of family commitments, retirement or study, or unable to work through sickness or disability.

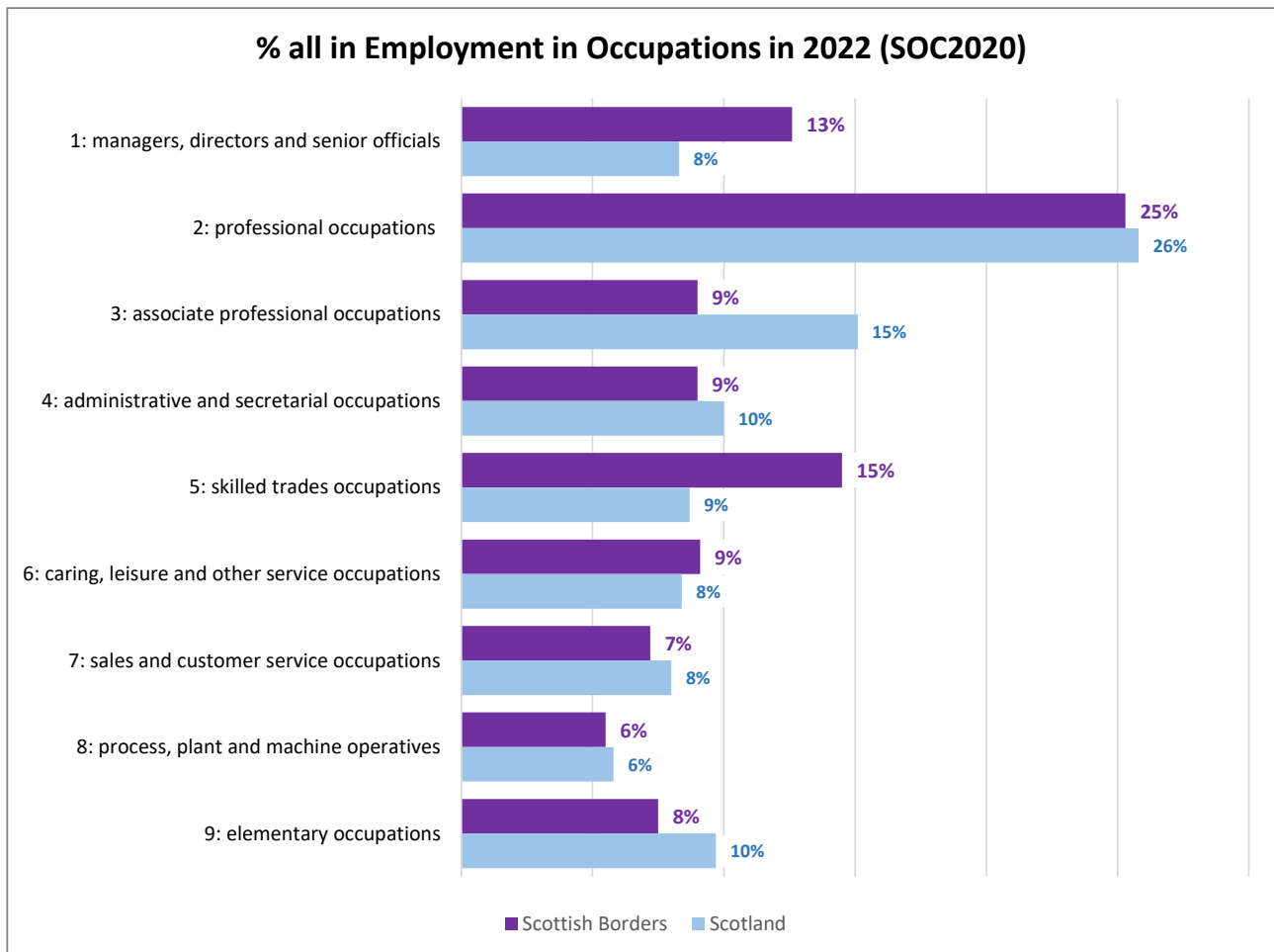
Between 2017 and 2020 the proportion of workless household in the Scottish Borders was below the level for Scotland. However, in 2021 the Scottish Borders had a higher proportion of workless households, many of which had children under 16. In 2021 the proportion of households with children under 16 was 19% for the Scottish Borders compared to 12% for Scotland.



Source: <https://www.nomisweb.co.uk/>

▲ Employment by Occupation

Compared to Scotland, the Scottish Borders has more people employed in 'skilled trades occupations' or as 'managers, directors and senior officials'. The more 'managers, directors and senior officials' may relate to the higher proportion of micro businesses compared to Scotland.



Source: <https://www.nomisweb.co.uk/>

▲ Skills Gaps, Skills Under-Utilisation and Upskilling

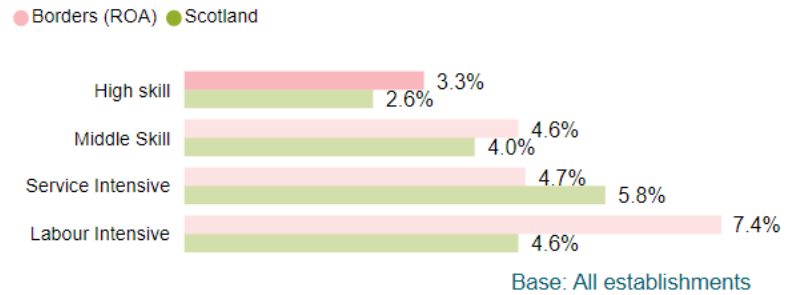
Skills Development Scotland (SDS) produces Regional Skills Assessments which provide a coherent evidence base to inform future investment in skills, built up from existing datasets and forecasts which can be accessed through a [Data Matrix](#).

Skills Gaps

According to the SDS Data Matrix Scottish Borders has a lower employer skills gap (not fully proficient) of 9% compared to 12% for Scotland. There is a similar workforce skills gap (not fully proficient) in the Scottish Borders of 5% compared to 4% for Scotland.

The figure to the right is an extract from the Data Matrix showing the density of skills gaps by occupational grouping for the Scottish Borders and Scotland. The Scottish Borders has a 3.3% gap for high skill occupations higher than the 2.6% for Scotland. The Scottish Borders also has a greater skills gap for labour intensive occupations and middle skill occupations compared to Scotland.

Density of skills gaps by occupation grouping



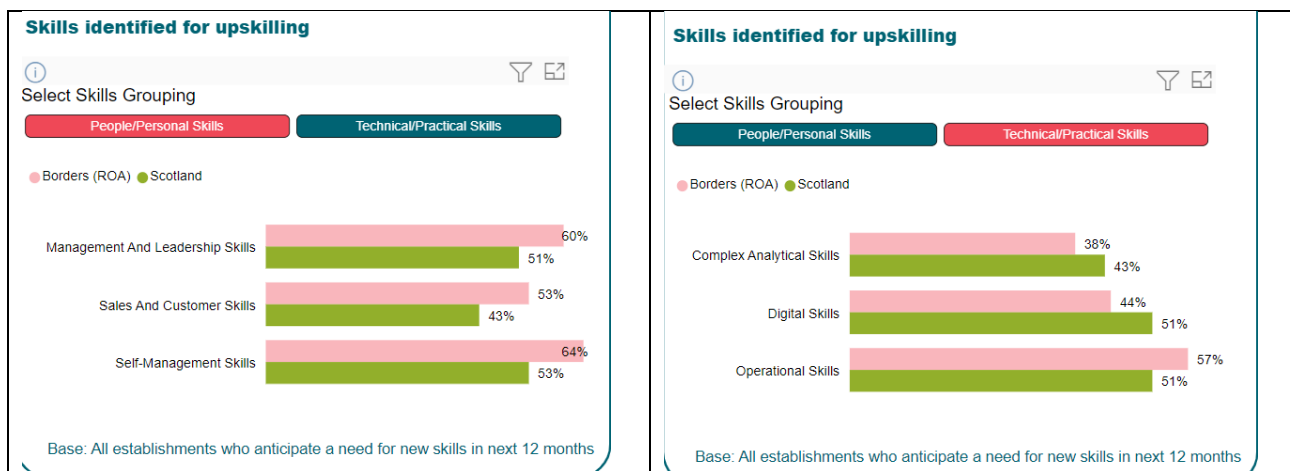
Source: <https://www.skillsdevelopmentscotland.co.uk/>

Skills Under-Utilisation

According to SDS the Scottish Borders has a similar proportion of employers with staff that are under-utilised at 33%. 13% of the Scottish Borders workforce are under-utilised compared to 8% for Scotland.

Upskilling

69% of employers in the Scottish Borders anticipate the need to upskill employees compared to 74% for Scotland. Compared to Scotland the Scottish Borders more establishments anticipate a need for new skills in 'management and leadership skills', 'sales and customer skills', 'self-management skills', and 'operational skills'.



Source: <https://www.skillsdevelopmentscotland.co.uk/>

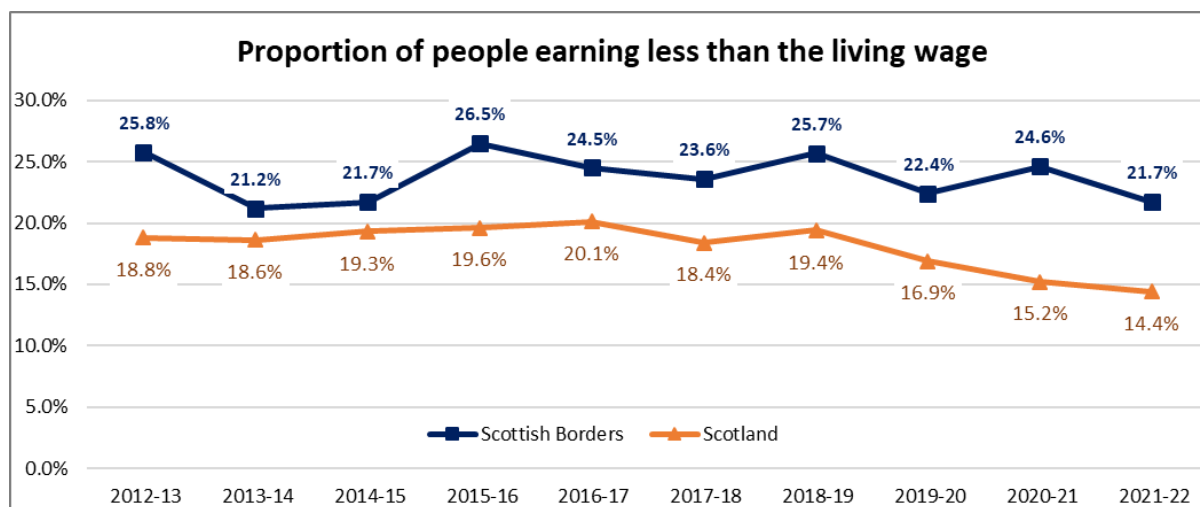
● Living Wage

According to [Living Wage Scotland](#), the real Living Wage is an independently calculated rate based on the cost of living and is paid voluntarily by employers. The rate is currently £10.90 and is calculated annually by The Resolution Foundation on an analysis of the wage that employees need to earn in order to afford the basket of goods required for a decent standard of living. This basket of goods includes housing, childcare, transport and heating costs.

The living wage is informed by the [Minimum Income Standard \(MIS\)](#) which identifies the amount of money different types of households require to achieve a socially acceptable standard of living. MIS is based on detailed research with groups of members of the public specifying what items need to be included in a minimum household budget. The groups are informed by expert knowledge where needed, for example on nutritional standards. The results show how much households need in a weekly budget and how much they need to earn in order to achieve this disposable income.

“A minimum standard of living in the UK today includes, but is more than just, food, clothes and shelter. It is about having what you need in order to have the opportunities and choices necessary to participate in society.”⁵

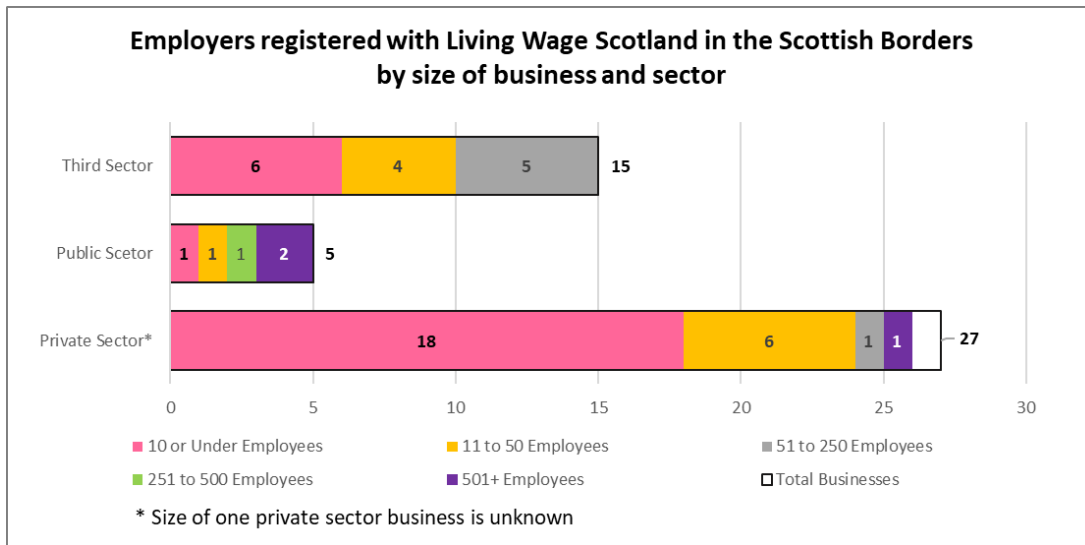
The Scottish Borders has consistently had more people earning less than the living wage compared to Scotland. Between 2012-13 and 2021-22 the proportion of people earning less than the living wage in the Scottish Borders reduced by 4.1%, from 25.8% to 21.7%, a lower reduction compared to Scotland of 4.4%, from 18.8% to 14.4%.



Source: <https://www.improvementservice.org.uk/benchmarking/home>

⁵ <https://www.jrf.org.uk/report/minimum-income-standard-uk-2022>

According to [Living Wage Scotland](#) in February 2023 there are 2,900 living wage employers are accredited in Scotland. In the Scottish Borders 47 employers are registered with Living Wage Scotland. In the Scottish Borders over 50% of the living wage registered businesses have 10 employees or less.



▲ Economic Development

The Scottish Local Authorities' Economic Development ([SLAED](#)) Indicators are measures that can be used to assess the overall and relative delivery of council economic development activity, enable assessment of the comparative performance of different areas and assist in identifying areas for improvement.

There are currently 34 indicators included within the SLAED Indicators Framework and these are classified into five broad categories: Input Indicators, Activity Indicators, Output Indicators, Outcome Indicators and Inclusive Growth Indicators. All the results for Scottish Borders can be seen in [Appendix 1](#).

Of the 34 indicators 19 allow for clear comparison between Scottish Borders Council and Scotland. The areas where the Scottish Borders is doing well or similar to Scotland are:

- **Percentage of Immediately Available Employment Land:** 42.3% for Scottish Borders compared to 26.0% for Scotland a difference of 16.3%.
- **Employment Rate:** 73.2% in Scottish Borders similar to 73.8% for Scotland.
- **New Business Starts per 10,000 Working Age Population:** 55 in the Scottish Borders similar to 54 for Scotland.
- **Business Survival Rate (3 Year):** 66.1% in the Scottish Borders higher than the 59.0% for Scotland.
- **Claimants in Receipt of Out-of-Work Benefits:** 3.3% for the Scottish Borders slightly lower than the 3.7% for Scotland.
- **Working Age Population with Low/No Qualifications:** 9.6% for Scottish Borders slightly higher than the 9.1% for Scotland.
- **Town Vacancy Rate:** 11.5% in the Scottish Borders slightly higher than the 12.5% for Scotland.
- **Percentage of Participation in Education, Employment & Training by 16-19 year olds:** 93.4% for Scottish Borders slightly higher than the 92.4% for Scotland.
- **Percentage of Good or Very Good Life Satisfaction:** 80.5% in the Scottish Borders compared to 78.0% for Scotland.
- **CO2 emissions per capita (tCO2):** 4.4 for Scottish Borders compared to 4.6 for Scotland.

The areas of challenge for the Scottish Borders include:

- **Gross Value Added (GVA) per Capita:** £36.657 in the Scottish Borders, 13% lower than the £41,581 for Scotland.
- **Gross Weekly Earnings – Residence Based:** £617 in the Scottish Borders, 4% lower than the £640 for Scotland.
- **Gross Weekly Earnings – Workforce Based:** £571 in the Scottish Borders, 12% lower than the £641 for Scotland.
- **GVA per hour worked:** £32.30 in the Scottish Borders, 11% lower than the £35.80 for Scotland.
- **GVA per job filled:** £48,648 in the Scottish Borders, 9% lower than the £52,869 for Scotland.
- **Underemployment:** 11.3% in the Scottish Borders higher than the 8.5% for Scotland.
- **Percentage of Employees earning less than Living Wage:** 13.8% in the Scottish Borders compared to 9.0% for Scotland (differs from LGBF⁶ reporting).
- **Percentage of premises unable to access 10Mbit/s broadband:** 6.1% in the Scottish Borders higher than the 3.7% for Scotland.
- **Percentage of premises able to access Superfast Broadband:** 86.8% in the Scottish Borders lower than the 91.0% for Scotland.

⁶ LGBF = [Local Government Benchmarking Framework](#).

Appendix 1: Scottish Borders SLAED 2020-21 Results

SLAED Indicators Framework Report 2020-21

SCOTTISH BORDERS COUNCIL				
Ref	Indicator	Period	Council	Scotland
I1	Economic Development & Tourism Expenditure – estimated	2021/22	£8,620,000	£654,237,000
	Capital Spend		£3,530,000	£190,466,000
	Revenue Spend		£5,090,000	£460,243,000
I2	Economic Development Staffing – estimated	2021/22	11.6	1,427.53
A1	Number of Attendees at Business Gateway Events	2021/22	563	29,732
A2	Number of Attendees at Business Events provided by the Council	2021/22	0	5,508
A3	Number of Companies Registered with SDP	2021/22	431	19,595
OP1	No. of Businesses Supported by Council Economic Development Activity	2021/22	630	15,422
OP2	Number of Business Gateway Support Unique Customer Accounts	2021/22	960	50,914
OP3	Number of Companies Assisted by Scottish Development International	2021/22	16	978
OP4	Number of Unemployed People that have Participated in Council Funded or Operated Employability Activities	2021/22	404	41,872
OP5	Percentage of Immediately Available Employment Land	2021/22	42.3%	26.0%
OP6	Number of Businesses Participating in SDP	2021/22	67	1,483
OC1	Gross Value Added per Capita	2020	£36,657	£41,581
OC2	Gross Weekly Earnings – Residence Based	2022	£617.00	£640.30
	Gross Weekly Earnings – Workforce Based		£571.30	£640.50
OC3	Employment Rate	2021/22	73.2%	73.8%
OC4	New Business Starts per 10,000 Working Age Population	2021	55	54
OC5	Business Survival Rate (3 Year)	2018-2021	66.1%	59.0%
OC6	Claimants in Receipt of Out-of-Work Benefits	2022	3.3%	3.7%
OC7	Working Age Population with Low/No Qualifications	2021	9.6%	9.1%
OC8	Town Vacancy Rate	2021/22	11.5%	12.5%
OC9	Number of Business Gateway start-ups that are Trading	2021/22	153	7,834
OC11	Additional Funding	2021/22	£5,545,086	£171,082,842
OC12	Number of Planned Jobs from Completed Inward Investment Projects	2021/22	0	7,781
OC13	No. of Unemployed People that have Progressed to Employment from Participation in Council Funded/Operated Employability Activities	2021/22	194	16,463

SCOTTISH BORDERS COUNCIL				
Ref	Indicator	Period	Council	Scotland
IG1	GVA per hour worked	2020	£32.30	£35.80
	GVA per job filled		£48,648	£52,869
IG2	Underemployment	2020/21	11.3%	8.5%
IG3	5 year % change in median income vs lowest quintile	2017-2022	-1.2%	-5.0%
IG4	GVA by Growth Sector per head (Employment):			
	Food & Drink	2019	£36,920	-
	Financial & Business Services		£44,513	-
	Life Sciences		-	£87,797
	Energy		-	£276,707
	Sustainable Tourism		£12,272	£20,121
Creative Industries (Incl. Digital)	£37,295		£56,012	
IG5	Percentage of Employees earning less than Living Wage	2022	13.8%	9.0%
IG6	Percentage of Participation in Education, Employment & Training by 16-19 year olds	2022	93.4%	92.4%
IG7	Percentage of premises unable to access 10Mbit/s broadband	2022	6.1%	3.7%
IG8	Percentage of premises able to access Superfast Broadband	2022	86.8%	91.0%
IG9	Percentage of Good or Very Good Life Satisfaction	2021/22	80.5%	78.0%
IG10	CO2 emissions per capita (tCO2)	2020	4.4	4.6