Workforce Mobility Project

45% of those responding to surveys specifically indicated **public transport was a barrier to employment, training or education**

60% of Young Scot respondents cited **public transport as a barrier to accessing work, training or employment**

Transport Barrier Survey
Baseline Report

Final Report August 2022

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CITY REGION DEAL
Edinburgh & South East Scotland

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1 Executive Summary

The key objective for the workforce mobility project is to identify and support sustainable long-term solutions, influence policy and behaviour change to enable the reduction of transport barriers to employment, training and further education across the Edinburgh South East Scotland (ESES) City Region. The purpose of this baselining report is to better understand the transport and digital barriers people experience in accessing employment, training, and further education in the ESES City Region and to validate anecdotal evidence captured in the stakeholder engagement workshops.   Potential solutions to the barriers are also detailed in this report.

1.1 Stakeholder Identified Barriers and Potential Solutions

Stakeholder engagement workshops were held August-November 2020. The stakeholders (local authorities, other public sector organisations, and third sector organisations) identified 47 different transport and digital barriers and 58 potential solutions which are detailed in Appendix 3 & 4. It is important to note that the potential solutions have not been assessed in terms of feasibility, cost to implement, practicality, equality, or overall impact.

The stakeholder engagement workshops provided the anecdotal evidence that the lack of Transport is a barrier to employment, training and education across the region.

1.2 Workforce Mobility Surveys

The Workforce Mobility Project issued a survey to employability partners and businesses which received 727 responses. Overall **45%** (325) of respondents to the workforce mobility surveys identified transport barriers. In addition to understanding transport barriers, several surveys asked respondents about their experience of digital barriers to work or study. Overall, **42%** (240 of 571) of respondents to the surveys identified digital barriers.

1.3 Survey Data Mapping and Public Transport Infrastructure

One of the keys datasets gathered from the surveys was postcode data to identify where the transport barriers exist within each local authority. This is important to quantify the scale of the issue, but also to help analyse where and why the barriers are being encountered. The mapping provided in Section 5 journey's where survey respondents are experiencing transport difficulties reflect the anecdotal evidence provided in the stakeholder engagement workshops.

To help understand why barriers may exist the project also undertook a mapping exercise of transport infrastructure and services across the region to help identify any gaps in the network. This information can be used in parallel with the survey data to understand causes, but also help identify possible solutions. The maps contained in Section 5 show the rail network and stations, bus routes and bus stops, and active travel network.

1.4 Workforce Mobility Deprivation Index

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 WMDI combines access deprivation, income deprivation, employment deprivation, and educational attainment which provides a wider context to the challenges and enables identification within Local Authority areas of the areas and communities with the greatest challenges. Details of the datasets used and the scoring methodology are included in Appendix 2.

The data for each component is allocated to Intermediate Zones to create a WMDI score between 3 and 18. The higher the score the more workforce mobility challenges that may be experienced by people in the area.

All Local Authority areas in the region have intermediate zones with 'Higher' levels of workforce mobility challenges, overall 21% of intermediate zones in the region experience 'Higher' levels of workforce mobility challenges. Within the region, the proportion of intermediate zones that have 'Higher' levels of workforce mobility challenges range from 9% in East Lothian to 30% for the Scottish Borders. Only Midlothian has no intermediate zones with 'Low' levels of workforce mobility challenges.

Map EE below shows the WMDI overlaid with the origin/destination barriers identified by survey respondents. The results from the surveys make it clear that barriers experienced by those seeking employment, training, and further education correlate with the anecdotal evidence provided in the stakeholder engagement workshops and national statistics.

Map EE - Regional - Barrier Location Data with the Workforce Mobility Deprivation Index
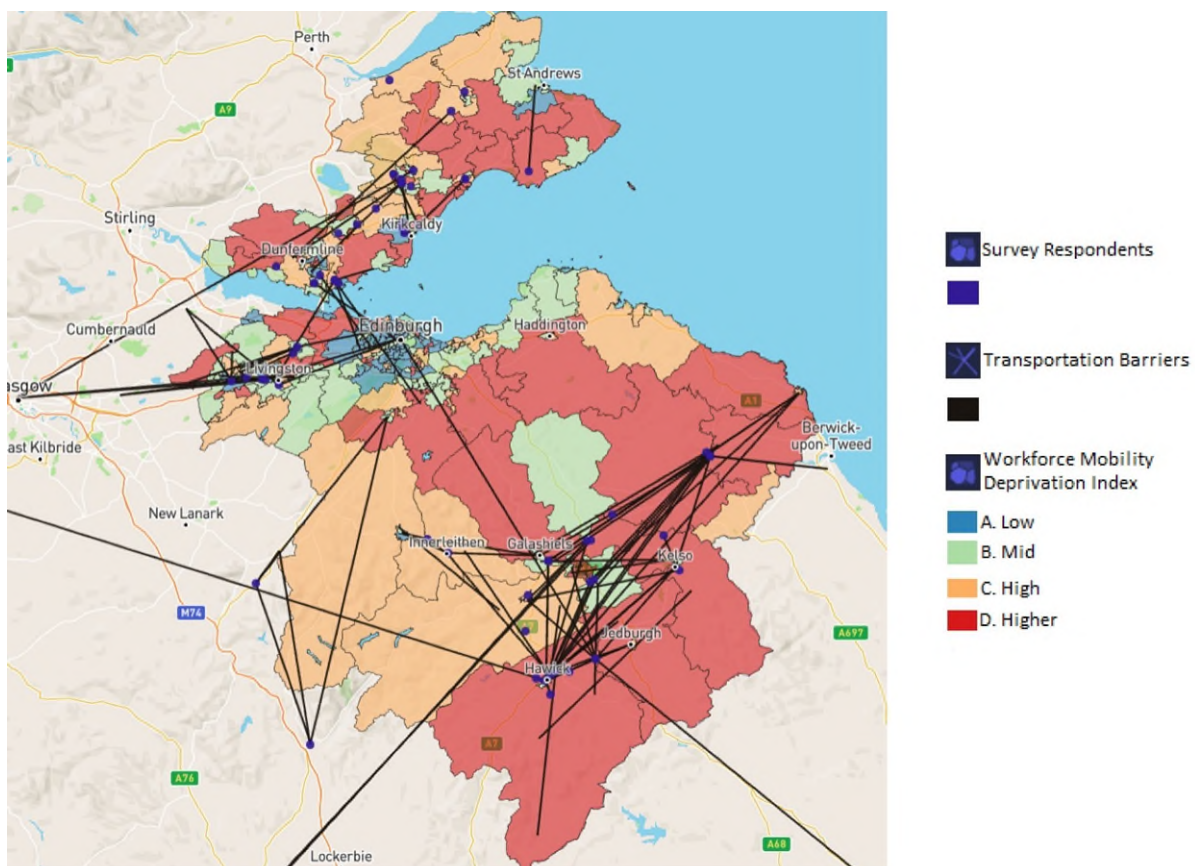
1.5   Recommendations and Next Steps

The interim findings from the surveys were used to inform the recommendations approved by the Edinburgh & South East Scotland City Region Deal - Integrated Employability & Skills (IRES) Board on 17 August 2021. The recommendations committed delivery of the following workstreams:

- Complete the Baseline report;
- Take forward data based transport pilots;
- Continue influence of policy development;
- Develop regional bike on bus capacity;
- Support Local Authority partners with external funding applications;
- Monitor diver theory test waiting times; and
- Develop other workstreams to deliver approved project outcomes.

The final Baseline report has validated the anecdotal transport barriers identified by stakeholders and included in the IRES board report from December 2020. As such, recommendations from the IRES board report from August 2021 also remains valid. This finalised baseline report will now influence the recommendation to 'Develop other workstreams to deliver approved project outcomes'. For example:

- Cost of fares too high and structure of concessions/subsidies may actually have unintended consequence and increase costs;
- Simplify transport information and ticketing – with support of the Mobility as a Service concept;
- Increase partnership working across the transport sector and with employability partners;
- Ensure net zero solutions contribute to resolving barriers;
- 3G/4G & broadband investment to avoid the need to travel; and
- Driving skills investment for job opportunities.

2 Introduction

The key objective for the workforce mobility project is to identify and support sustainable long-term solutions, influence policy and behaviour change to enable the reduction of transport barriers to employment, training and education across the Edinburgh South East Scotland City Region. The purpose of the baselining was to better understand the transport and digital barriers people experience in accessing employment, training and education in the ESES City Region and identify potential solutions. National statistics and data sets were reviewed to better understand how workforce mobility impacts across the region, leading to the development of the Workforce Mobility Deprivation Index. Additionally, a summary of the policy review assessing to what extent transport barriers are mitigated by future policy was completed by Atkins is included in this report.

Of the 727 survey respondents **45%** said that public transport was a barrier to employment, further education or training. The most common barriers reported were lack of public transport available (particularly in rural areas) and bus timetables not covering early morning or evenings to enable travel to and from work for shifts.

Of the 571 survey respondents asked about digital barriers, **42%** of respondents reported they had experienced digital barriers to employment, further education, and training. The most common barriers reported were lack of computer access, training or that internet connectivity was poor.

National statistics and data sets were reviewed to better understand other key factors which contribute to workforce mobility issues in the region. This lead to the development of a Workforce Mobility Deprivation Index (WMDI) which scores the extent to which an intermediate zone in the region is impacted by workforce mobility barriers and is summarised in Section 4 of this report.

Section 5 contains a summary of the policy review which assesses to what extent transport barriers may be mitigated by future policy completed by Atkins.

3 Stakeholder Identified Barriers and Potential Solutions

Before the data capture activity there was substantial engagement with key stakeholders to identify workforce mobility barriers and what might be possible solutions. This stakeholder activity occurred between August and November 2020 and reported to the Integrated Regional Employability and Skills board in December 2020.

The stakeholders included:

- Six local authorities (East Lothian Council, Edinburgh City Council, Fife Council, Midlothian Council; Scottish Borders Council, West Lothian Council);
- Skills Development Scotland (SDS);
- South of Scotland Enterprise (SOSE);
- Department of Work and Pensions (DWP);
- Developing Young Workforce (DYW);
- Scottish Enterprise;
- Fife Voluntary Action;
- Live Borders;
- InToWork (Midlothian & Edinburgh);
- Registered Social Housing (Berwickshire Housing Association, Eildon Housing, Scottish Borders;
- Housing Association, Waverley Housing, Melville Housing, Kingdom Housing);
- Bus Companies (Border Buses, First Bus, Lothian Buses);
- Integrated Regional Employability and Skills (IRES) programme which include the following projects: Integrated Knowledge Systems (IKS), Labour Market Analysis & Evaluation, Integrated Employer Engagement (IEE), Intensive Family Support (IFS), DEC Targeted Skills Gateway, Data Driven Innovation (DDI));
- Other Deal Projects (Tay Cities Deal, Borderlands, Falkirk Deal, Edinburgh Futures Institute;
- Scottish Government – Employment Support Services (ESS); and
- Transport Scotland.

The stakeholders identified 47 barriers of which 36 focused on employment and 11 on transport. Appendix 3 show the barriers by more detailed groupings (cost, subsidies, time, information, investment, technology, COVID19, policy, and partnership) across themes (employability, transport, housing, policy and technology).

The stakeholders also identified 58 possible solutions, 33 related to transport, 12 for policy solutions, and 5 for technology solutions and 8 reflecting Housing /Employment / Planning Solutions. **It is important to note that the potential solutions have not been assessed for feasibility, cost to implement, practicality, equality or overall impact.**

Overall, this initial engagement exercise reinforced that Transport is a barrier to Employability, Training and Education across the region, but it has never been quantified. Partners and agencies in employability and education across the region have come to accept that transport is a barrier in many circumstances, so either opportunities are lost for the people they support or inefficient workarounds are put in place which may not deliver long term sustainable solutions. This feedback provided the evidence to support a work stream to capture the true scale of the problem, allowing the evidence to be gathered, impacts understood and opportunities to remove the barrier developed further.

The following tables show the barriers and solutions (identified by stakeholders) by theme showing the count where barriers may be addressed by a solution and where a solution may address a barrier. Appendix 4 shows the full matrix.

A. Table: Stakeholder Identified Employment Barriers

Stakeholder Identified Employment Barrier	Number of Potential Solutions Identified
Need more train service coverage	6
Need more bus service coverage	24
Travel Costs at start of employment	23
Bus travel times can add hrs on to journey	26
No budget coordination from all support agencies	9
No combined responsibility of whole life journey into sustained employment	15
COVID impact on volume of unemployed will make it more difficult for vulnerable groups	27
Over 25's have less support	25
Over 50's have little targeted support	25
The reduction of jobs available	10
education on how to use the travel system	38
multiple tickets make it difficult to use public transport	14
Better disabled access and information	29
Getting access to work outside Edinburgh	18
Digital Training, devices, internet access	7
Frequency of Bus Services out with peak times does not meet shift patterns	28
Low pay of those that need public transport	29
Part time contracts, seasonal contracts, part time education make it difficult to afford public transport	21
Min hour contracts do not allow a person to commit to season ticket discounts as the frequency of shift patterns are not set	21
Transport support stops after employment has be gained - The first 6 month are critical for sustained employment	27
Digital poverty schemes need to be aligned with training and employment initiatives of individuals (how many groups are involved and coordinated)	6
We can't centralise the support it also need to be delivered in hard to reach areas	31
Transport provision doesn't seem to be based on supply and demand - Data Based investment	13
Don't think the subsidies are targeting the correct demographic for the greatest benefit	17
Some parts of Edinburgh are still poorly connected. West Edinburgh Project	29
Working in isolation on key issues. Would benefit from insight from other LA's on interventions	4
Transport Investment needs to take account of employability	30
Cultural Barriers that puts people off traveling across region/s for work	15
Regional focus on Community Benefits	4
Child care provisions do not align with shift patterns or transport availability	18
Need more local job opportunities to minimise transport needs	13
Quick access to travel pass for interviews	13
Out of hours transport to unique locations e.g. for hospitality/shift work	23
Direct travel from rural locations to key employment/education hubs, at relevant times	25
Affordable driving lessons and access to vehicles	1
Overcrowding, noise and sensory overload barrier for our workforce with Autism using public transport	2

B. Table: Stakeholder Identified Transport Barriers

Stakeholder Identified Transport Barrier	Number of Potential Solutions Identified
Cost of subsidised services	15
Negative effect of COVID on long term sustainable transport provisions	40
Once Scottish Government COVID support is removed from operators commercial services may be withdrawn	34
Electric car is seem to be a solution but it doesn't solve the congestion issue	34
Need real incentives to move people out of cars to get a real modal shift	38
Reduce impact from congestion on Sustainable Access to Edinburgh City Centre	40
Very difficult to get on street EV chargers. New legislation could remove barrier	5
The timeframes to create a new service or amend services are too long. Very difficult to create a 'supply and demand' service with these constraints	3
The process to get the approvals to create a new bus company in a region needs to be more transparent and have clear time limits to encourage more competition in the market. This process should be taken account of in Procurement processes.	1
Poor transport options, sometimes no options	25
Low number of driving test/theory centres which requires young people to travel long distances to access facilities (only 1 theory test centre in Edinburgh - unknown capacity)	1

C. Table: Stakeholder Identified Transport Solutions

Stakeholder Identified Transport Solution	Barriers Solved
Single Ticket	4
Free Public Transport	16
Free U22 bus travel	15
Demand Responsive Transport	13
Ticketing and data need to be on open systems (mobility as a Service MaaS concept)	7
One national concession card for all transport types	5
All modes of transport ticketing available digitally (mobility as a Service MaaS concept)	7
Multi Model transfer of passengers	10
One Source of Travel Info (TRAVELINE) (mobility as a Service MaaS concept)	8
TRAVELINE - updated to be open and flexible	8
Mandatory - all operator information shown at all major passenger stops	7
Real-time Information infrastructure/App	9
Bus Shelter Investment	5
Marketing of service quality	3
Data/Demand based services	15
Data/Demand base Investment Planning	16
Review of all free travel to ensure it is contributing to GVA/inclusive growth	12
Development of Green Technology	5
Better working with Public Sector Partners (LA's, TS, Scotrail & NHS etc...)	25
Employer Incentives for Sustainable Travel	21
Investment in Park & Rides	5
Robust/Tested Travel Plan as part of Planning Permissions for major developments	13
Investment in Roads - General	0
Active Travel Route at Sherriffhall Roundabout	6
Orbital Bus Route around Edinburgh	6
Active Travel Corridor investment for 'whole Journey' approach	20
More bike provisions on Bus & Train to support 'First mile/Last mile' principles	18
More Disabled provisions on transport an at access points	17
Driver and operator training to help support vulnerable passengers	2
Greater uptake of car sharing schemes	15
Need EV Ultra Rapid Charging network to roll out EV buses further	5
Bus grants/subsidies should incentive the lowering of ticket prices. The concessionary travel does not if only 80% of ticket price is provided. Green innovation should also be rewarded	15
Increase Bus/Train bike storage and support active travel	3

D. Table: Stakeholder Identified Housing / Employment / Planning Solutions

Stakeholder Identified Housing /Employment / Planning Solution	Barriers Solved
RSL (Registered Social Landlord) grant funding does correlate with energy efficiency, can this include access to work and training?	13
Town Centre First Principle in Planning process	19
Spatial Land Planning needs to include the sustainable linkages to employment hubs	22
Community bus access or car club access should be fundamental in all new developments	21
Driver licence support for young workers. Benefit access but also job opportunities	9
Free bus pass for apprenticeships until qualification	14
RSL Tenant surveys to better inform employment locations and help targeted/demand based bus provisions	12
WFM Project influence into HNDA3 process to then inform Housing Strategies	4

E. Table: Stakeholder Identified Policy Solutions

Stakeholder Identified Policy Solution	Barriers Solved
Review of all concessionary Travel and Partner Travel budgets to identify efficiencies and effectiveness	14
Regional focus of Community Benefits	16
Community Benefits - Make Contractor responsible for all access & Egress of Apprentices and return to work individuals	19
Building standards to include data cabling and fibre to buildings	1
All Public Sector bodies should supply demand data	6
Inclusive Growth Needs to be part of economic assessment	19
Community Wealth Building needs to be part of economic assessments	19
Increase taxation to cover transport and influence modal shift	20
Towns/City parking & charging regimes to discourage cars combined with improvement to Active travel and sustainable travel	22
Update legislation to accommodate the need for renewable technologies at the roadside or retrofitted to developments	1
The regulatory timeframes need to be streamlined as everything is digital now and should not rely on timeframes for printing information. The route through the various agencies needs to be simplified (while still protecting the public interest)	4
Procurement process for regional bus services could take account of the time to get new company established and routes approved. May generate more competition.	7

F. Table: Stakeholder Identified Technology Solutions

Stakeholder Identified Technology Solution	Barriers Solved
Access to free devices	10
Access to free training	10
Access to free data	10
Need clear IT support reference guide for all agencies	8
Improved 4G/5G coverage	5

4 Workforce Mobility Surveys

4.1 Data Capture Overview

As part of the baseline assessment for the Workforce Mobility project, within the Edinburgh & South East Scotland City Region Deal, several surveys were conducted to understand public transport barriers and digital barriers across the region. This report summarises the survey responses received between January 2021 and April 2022.

It should to be noted that these survey were conducted before the implantation of the "Free Under 22 bus travel".

The baseline assessment for the Workforce Mobility project commenced in January 2021 and the objective of the exercise was to capture data on transport and digital barriers from those directly impacted across the region to validate the anecdotal evidence gained from employability and transport partners in the initial data gathering exercise completed August -November 2020, as featured in Section 2.

Surveys have been issued across employability partners and businesses in the six local authority areas to capture transport and digital barrier experience of clients or employees. Not all surveys asked about digital barriers; there were 727 responses for transport barriers and 571 responses for digital barrier. It is important to acknowledge the results from each individual survey are not statistically significant, however, collectively the results provide good insight into workforce mobility challenges. 'Appendix 1 - Survey Responses by Local Authority and Source' shows the number of responses by survey source.

Table G, below, shows that **45%** (325) of respondents to the workforce mobility surveys identified transport barriers.

G. Table: Transport Barrier Responses to Surveys by Local Authority

Local Authority	Transport Barriers			Total Responses	% of Total Responses
	No	**Yes**	**% Yes**		
East Lothian	19	13	41%	32	4%
Edinburgh	40	46	53%	86	12%
Fife	81	55	40%	136	19%
Midlothian	59	32	35%	91	13%
Scottish Borders	165	121	42%	286	40%
West Lothian	25	24	49%	49	7%
Unknown^	13	34	72%	47	6%
Total Responses	**402**	**325**	**45%**	**727**	**100%**

^ 42 of the 47 where the local authority is not known were provided by the DWP work coaches across the region.

Key findings from the survey responses were:

- **45%** of those responding to surveys specifically indicated public transport was a barrier to employment, training or education;
- The most common barriers related:
  - Lack of public transport available particularly in rural areas;
  - Bus times not covering early morning or evenings (allowing people to use public transport to get to and from work for shifts);
- Many businesses are keen to engage with local transport operators to identify ways to improve public transport access to their business;

- Some businesses have attempted to put in place their own transport solutions and there has been mixed results;
- It has been highlighted that if people have their own private transport, they are unlikely to use public transport, particularly in rural and semi-rural areas, with Edinburgh being a possible exception; and
- It should be noted that respondents were not specifically asked why they did not have a barrier to public transport, or if they had access to a private vehicle, or experienced barriers related to private vehicle ownership (e.g. fuel costs or vehicle repairs).

In addition to looking at public transport barriers, the Local Authority Employability Support Services (ESS) User surveys, social enterprise survey, and DWP staff survey asked about their experience of digital barriers to work or study.

H. Table: Digital Barrier Responses to Surveys by Local Authority

Local Authority	Digital Barrier			Responses	% Responses
	No	**Yes**	**% Yes**		
East Lothian	18	13	**42%**	31	5%
Edinburgh	28	35	**56%**	63	11%
Fife	74	55	**43%**	129	23%
Midlothian	56	34	**38%**	90	16%
Scottish Borders	135	85	**39%**	220	39%
West Lothian	20	18	**47%**	38	7%
Responses	**331**	**240**	**42%**	**571**	**100%**

42% of the ESS survey respondents reported digital barriers. Table H above shows the identification of digital barriers by local authority. These barriers were related to equipment, broadband/mobile connectivity and training/skills.

4.2 Developing Young Workforce Business Survey Results

The business surveys were distributed by the Developing Young Workforce (DYWF) team in each of the six local authorities to their business contacts. This survey specifically explored what, if any, transport barriers there were for businesses and their employees (or future employees).

Overall there were **113** responses to the survey across the six local authorities.

The key findings of the survey were:

- **51%** of the respondents reported that transport has been a barrier for employees or potential employees accessing their employment;
- **24%** of respondents felt that public transport connectivity could be a future barrier for employees or business growth;
- **17%** of respondents have attempted to put in place their own transport solution;
- **14%** of respondents considered changing shift patterns to make public transport options more viable; and
- **27%** of respondents would be happy to engage with local transport operators to identify ways to improve public transport access to their business.

Table I below shows the number of responses by each authority area and by the size of the business. The majority of responses came from businesses in the Scottish Borders (58%), with only 1 response from East Lothian and Midlothian. Across the size of businesses, the responses were more evenly distributed with 36% having 0-9 employees, 27% having 10-49 employees, 17% having 50-249 employees and 20% having 250 or more employees.

I.   Table: Business Survey Respondents by Number of Employees

Employee Count	East Lothian	Edinburgh	Fife	Midlothian	Scottish Borders	West Lothian	Unknown	Business Size Total	% Business Size Total
A. 0-9	1	4	2		30	3	1	**41**	**36%**
B. 10-49		8	1		16	3	2	**30**	**27%**
C. 50-249		4	2	1	8	4		**19**	**17%**
D. 250+		7	2		12	1	1	**23**	**20%**
Local Authority Total	**1**	**23**	**7**	**1**	**66**	**11**	**4**	**113**	**100%**
% Local Authority	**1%**	**20%**	**6%**	**1%**	**58%**	**10%**	**4%**	**100%**	

4.2.1 Transport Barriers

Just above half (**51%**) of the responses reported that transport has been a barrier for employees or potential employees accessing their employment. Fewer smaller businesses (0-9 employees) reported that transport as a barrier compared to businesses with 10 or more employees.

J. Table: Businesses Identifying Transport as a Barrier to Employees

Employee Count	Transport a barrier for employees			
	No	Yes	Total	% Yes
A. 0-9	25	**16**	41	**39%**
B. 10-49	12	**18**	30	**60%**
C. 50-249	7	**12**	19	**63%**
D. 250+	11	**12**	23	**52%**
Total	**55**	**58**	**113**	**51%**
% Transport Barrier	**49%**	**51%**	**100%**	

The barrier identified by businesses were:

- 16% responses identified that 'public transport services don't match with shift patterns';
- 19% responses identified 'a lack of public transport services'; and
- 11% responses identified 'high public transport costs'.

4.2.2 Public Transport Connectivity as a Future Barrier

24% of respondents felt that public transport connectivity could be a future barrier for employees or business growth.

Comments from respondents include:

- Not a barrier to growth, but a barrier to employment for candidates without their own transport;
- It impacts on our ability to take on apprentices;
- I expect to grow regardless of public transport, but there is none near my premises, so any future employees would need to drive;
- Generally try to get lifts for employees; and
- It has not been a big issue so far, particularly for our more central Edinburgh Office, however for some of our more Rural Regional offices this may be a problem going forward.

4.2.3 Transport Barrier Solutions

17% of respondents have attempted to put in place their own transport solution.

Comments from those that did attempt a transport solution include:

- We have purchased 2 mini-buses in the last 2 years to assist but this can only accommodate so many given the current COVID restrictions;
- We put buses on for peak Christmas periods - it was cost prohibitive to run all year round. A large number of our employees' car share although this is a personal choice but has presented difficulties recently due to the COVID pandemic and people sharing transport from different households. Car sharing works well, but is limited to number of car shares available. Have put on buses approx. 10 years ago but was difficult to cover location/shift times to be effective. We partnered with others for a shopping bus for traders and individuals from north of Duns and it worked well;

- Using company vehicles to transport staff to and from construction sites;
- Discounted Taxi service, Car sharing;
- Car sharing, but difficult when not many drive, and when the driver is on holiday; they then have challenges to get to the office; and
- Car share and provided company vehicles.

4.2.4 Changing Shift Patterns

14% of respondents considered changing shift pattern to match with other business or to make public transport option more viable.

Comments from those who considered change include:

- We recently tried to bring on an additional 2 operators on to our payroll however both were non drivers and when adding up what time they would lose trying to get to our work locations and money they decided against starting with the company;
- We always look at changing start finish times for employees outwith the town - Cost of travel is a challenge too and for some as not just one bus;
- To avoid peak time we could start early finish early but clients expect office to be 9-5 so that's a challenge;
- There are two buses a day that pass us. So no one can take a bus to work;
- Any change in shift patterns would be considered but would have to ensure that we still had the same capacity to operate within the factory and for the factory to operate for the same number of hour's production that it does currently; and
- In this small town there are a number of larger premises/employers, we could work with them to make transport to work easier.

4.2.5 Engagement with Local Transport Operators

27% of respondents would be happy to engage with local transport operators to identify ways to improve access to their business.

Comments include:

- Cost of public transport is the main issue especially rail travel given it is electric and meets the criteria for our environmental goals;
- Currently, bus timetables have been changed to condense journeys for the pandemic response. We hope for a return to previous scheduling perhaps;
- Discuss connecting services, times of buses, costs to young people and any other suggestions to help with issues;
- We're happy to work with anyone who helps improve transport access and work;
- We would engage for staff and visitors. There is a lot of potential here;
- We don't have the data to confirm if the Public Transport infrastructure in the surrounding areas would increase our candidate pool when recruiting. However improvements (if buses stopped 5 minutes or so from our post code) would support our current employees who use public transport to attend work on time and the effort they make to get to work and return home;
- Week-ends and evenings are difficult, due to buses having reduced operation;
- We have tied in with public transport services in the past but it never came to anything;

- We have tried to engage with the local authority to explain the issues a lack of public transport poses to our business and our plans for growth. There seemed to be no appetite to engage in this discussion as there were no funds available; and
- When taking on young people (apprentices) many are either too young to drive or have not passed their test. This impacts on the ability of our sites to take on young people. We also have a duty of care in terms of car sharing if the individuals are below 18 years of age. Our shift patterns are set and we cannot change these. The lack of serviceable transportation impacts on those from local areas who might be able to work for us but cannot attend due to transportation issues to our sites.

4.3   Employability Support Service Users Survey Results

Employability Support Services (ESS) across the six local authorities were asked to survey their clients about their experience of digital and public transport barriers impacting clients ability to access employment, further education or training.

By February 2022 there were 538 responses to ESS surveys across the City Region area.

Table K below shows the number and percent of respondents that felt there were either digital or public transport barriers impacting their ability to access employment, further education or training. A similar number of the ESS respondents indicated that they had a digital barrier (**40%**) or a public transport barrier (**42%**). **23%** of respondents indicated that they had both a digital and public transport barrier.

K.   Table: Digital or Public Transport is a Barrier

Digital Barrier	East Lothian	Edinburgh	Fife	Midlothian	Scottish Borders	West Lothian	Digital Barrier Response Total	% of Response
No	18	28	71	56	129	20	322	60%
Yes	13	35	46	34	70	18	216	40%
Local Authority	**31**	**63**	**117**	**90**	**199**	**38**	**538**	**100%**

Public Transport Barrier	East Lothian	Edinburgh	Fife	Midlothian	Scottish Borders	West Lothian	Public Transport Barrier	% of Response
No	12	44	54	63	128	13	314	58%
Yes	19	19	63	27	71	25	224	42%
Local Authority	**31**	**63**	**117**	**90**	**199**	**38**	**538**	100%
% Local Authority	6%	12%	22%	17%	37%	7%	100%	

4.3.1   Digital Barriers

Of the **40%** of respondents that said they had a digital barrier, many stated they did not have computer access, needed training or the connectivity was poor.

66% of the respondents who had a digital barrier said they received support to overcome the digital barrier. The support received including the provision of devices and training.

Unfortunately, **60%** of the respondents who had a digital barrier thought it would be a long-term barrier. Reasons for being a long –term barrier relates to connectivity and training / skills development.

4.3.2   Public Transport Barriers

42% of the responses said they had a public transport barrier. The public transport barriers included 'no public transport available', 'no public transport available at the right times', 'cost of public transport'. One specific response was:

> Although buses have been available, it involves multiple changes of service meaning extended journey times and more risk of meeting the next connection. For trains, limited parking is available

at stations resulting in having to arrive much earlier than you intend to travel due to lack of space when you do want to travel.

33% of those respondents who identified a public transport barrier said they received support to overcome the public transport barrier. Some respondents reported receiving a 'bus pass' and others reported receiving signposting.

17% of the respondents who identified a public transport barrier said they thought the intervention put in place for them was a long-term solution.

Respondents who identified public transport barriers were asked about their origin and destination(s) for the journeys they required. The origins were more often small towns or rural locations with destinations being other small towns or larger towns / cities. Many noted that destinations not on main bus routes were particularly difficult to get to. Additionally, many referred to the timings of buses for getting to and from employment.

4.4 Social Enterprise Workforce Mobility Survey

28 Social Enterprise organisations responded to the workforce mobility survey, 43% from Fife and 57% from the Scottish Borders. There were also 5 Social Enterprise clients from the Scottish Borders that responded, resulting in a total of 33 respondents

73% of respondents identified that 'access to digital connectivity/hardware/software/training had been a barrier to employment, training or education'. Comments on digital barriers included:

- Poor connectivity – speed and availability;
- Lack of resources to support people to use digital technology;
- Access to devices (some did get devices through Connecting Scotland);
- Cost of devices;
- Digital Connectivity -Poor internet and cost of internet provision and cost of hardware; and
- Availability of digital devices and internet = digital poverty.

Some organisations reported getting devices (iPads / laptops) for clients.

64% of respondents indicated that 'public transport been a barrier for gaining access to training or employment'. Comments on public transport barriers included:

- Restrictions to frequency, lack of routes or regular service, cost;
- Buses don't run when needed and no link in services. Hard to get to many towns by public transport;
- Buses going past as they were at capacity and could not pick up new people; and
- Limited buses and cost of public transport. Covid anxiety about using transport.

Many respondents reported that there was no support to overcome public transport barriers. However, some have used taxis, their own vehicles or worked with public transport providers and equality organisations to ensure information for disabled and provide training for drivers.

One organisation said that they had established a long-term solution by 'working with partners to try to address the cost of travel, lack of routes and design of buses and taxis (as) very few taxis are wheelchair accessible'.

4.5 Young Scot – Online Survey

There were **20** responses to the Young Scot – online workforce mobility survey.

Of the 18 response 14 were from East Lothian, with 1 response from Fife and 5 responses not disclosing a location.

The respondents were a mix of 'engaged in full-time or part-time employment' or 'engaged in further education' with others identified as unemployed or disabled.

25% of respondents identified that they relied on a lift from a family member or friend to get to work, training or further education.

60% of respondents cited public transport as a barrier to accessing work, training or employment.

Of those 40% that did not identify transport as a barrier, one specifically stated that their work required a car.

Only 1 of the respondents stated that they received support to overcome their transport barriers in the form of student travel funding. However, this is not a long-term solution.

Identified barriers to actively traveling to work, training or further education. Reasons given for not actively traveling include: distance, feeling safe and facilities to shower at work location.

4.6 Department for Work and Pensions (DWP) Survey Results

4.6.1 DWP Travel Survey for Scottish Borders

In spring 2021, the DWP asked a selection of Universal Credit customers in the Scottish Borders about public transport in the area and how it supports the local job market. The survey was conducted by Work Coaches at the Job Centre Plus sites in Galashiels, Hawick and Eyemouth. There were **290** responses, the table below shows the number of responses and percentage of responses by area. This survey data is not included in the overall results in Table G as the questions differed from the standard survey.

L. Table: Scottish Borders DWP Travel Survey responses by area

Respondents Home Location	Responses	% of Responses
Galashiels, Selkirk, Melrose, St. Boswells	116	40%
Hawick, Kelso, Jedburgh	74	26%
Peebles, Innerleithen, Walkerburn	51	18%
Eyemouth, Duns	49	17%

Respondents were asked about their access to their own vehicle and the likeliness they would use public transport to get to place of employment. About half (**52%**) of the respondent said that they were reliant on public transport. If they were in employment **41%** said they would definitely use public transport to get to their place of work and a further **17%** said they were likely to use public transport if they found employment. Those with their own car are most unlikely to use public transport.

34% of respondents stated that the lack of public transport had prevented them from applying or taking up a job, conversely **66%** stated it had not.

Respondents were asked "If new public transport services were available what routes and times would help you access work?" There were 90 responses, key comments included:

- Respondents in very rural locations acknowledged it would not be viable to run a regular bus service in their areas;
- Request for direct bus services from Selkirk to the Borders General Hospital;
- Several respondents wanted the buses to run earlier and later, especially along the main routes:
  - Galashiels to Edinburgh via Peebles, Penicuik(X62)
  - Edinburgh to Carlisle via Newtongrange, Galashiels, Selkirk, Hawick, Langholm (x95); and
  - Duns/Eyemouth area to Berwick).

4.6.2 DWP Transport Barrier Survey

In November / December 2021 DWP asked Work Coaches in the region were asked to complete a short survey on behalf of clients regarding public transport barriers. There were 43 responses to the survey, key findings were:

- Public transport was a barrier for **74%;** and
- Of those with a public transport barrier **41%** reported an intervention or support.

Transport barriers identified include cost, schedule of public services, the time to travel and transport links for smaller communities.

5   Survey Data Mapping and Public Transport Infrastructure

5.1   Survey Data Mapping

One of the keys datasets gathered from the surveys was postcode data to identify where the transport barriers exist within each local authority. This is important to quantify the scale of the issue, but also to help analyse where and why the barriers are being encountered (when compared to other datasets) and what options there are to mitigate. The maps below detail the origin and destination data of where respondents to the surveys are finding travel difficult in the region.

M. Map: Origin/destination data of transport barriers (Borders and Lothians)
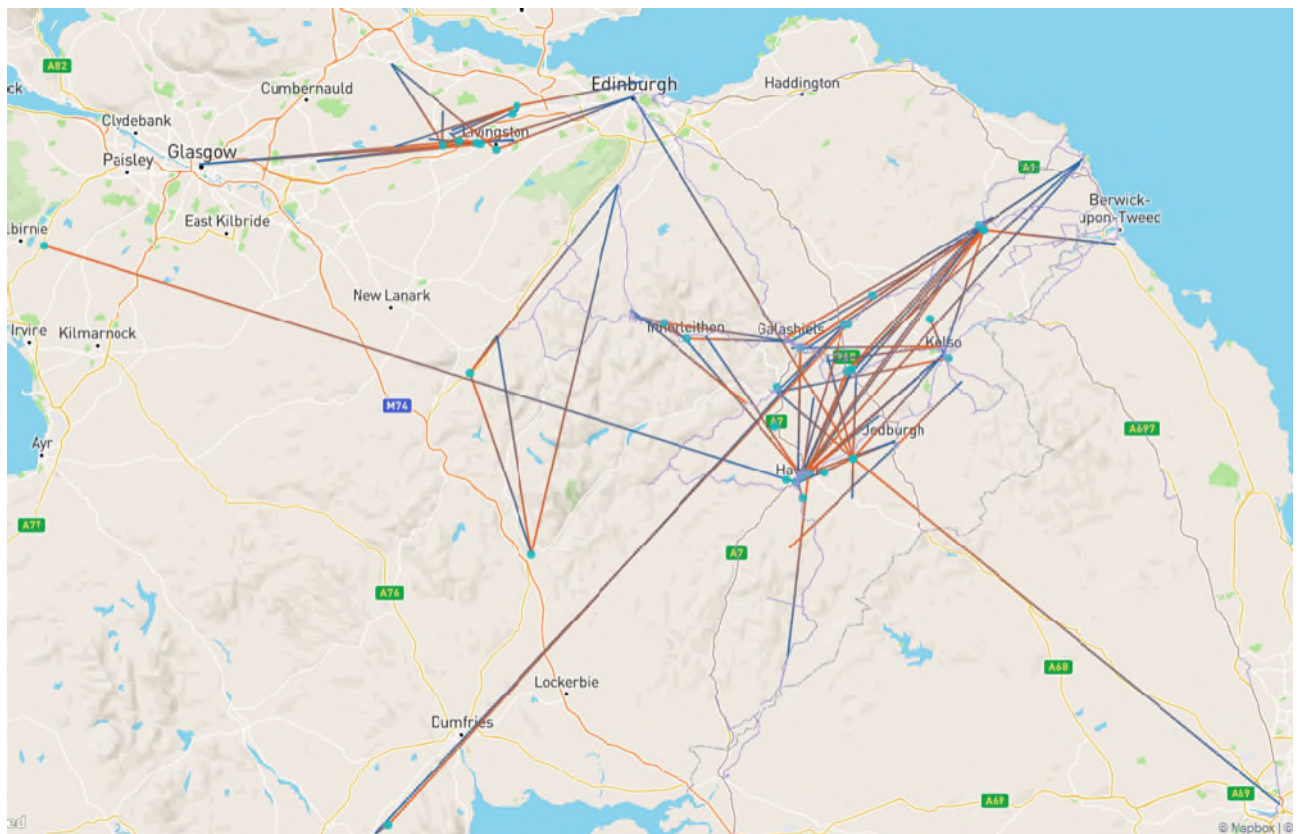
N. Map: Origin/destination data of transport barriers (Edinburgh & Fife)
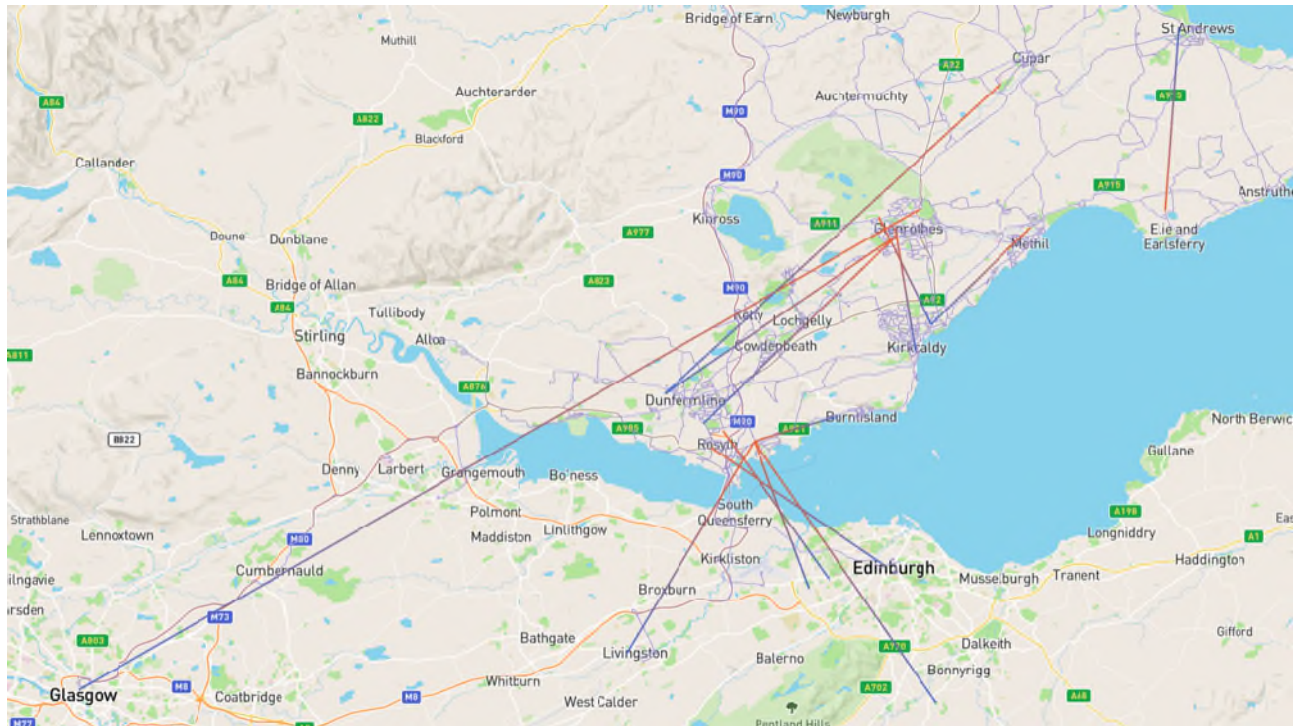
The journey's where survey respondents are experiencing transport difficulties reflect the anecdotal evidence provided in the stakeholder engagement workshops (e.g., difficulties using public transport to travel East to West (or vice versa) in the Borders.)

5.2   Public Transport Infrastructure

To help understand why barriers may exist the project also undertook a mapping exercise of transport infrastructure and services across the region to help identify any gaps in the network. This information can be used in parallel with the survey data to understand causes, but also help identify possible solutions. The maps below show the rail network and stations, bus routes and bus stops, and active travel network.

It is important that this information is available to all six local authorities, so the project will initially provide the data, but for the longer term the project with work with the Integrated Knowledge Systems and Regional Intelligence Hub and other opportunities to identify at sustainable data capture, storage and sharing.

O.   Map: Rail Network and Stations
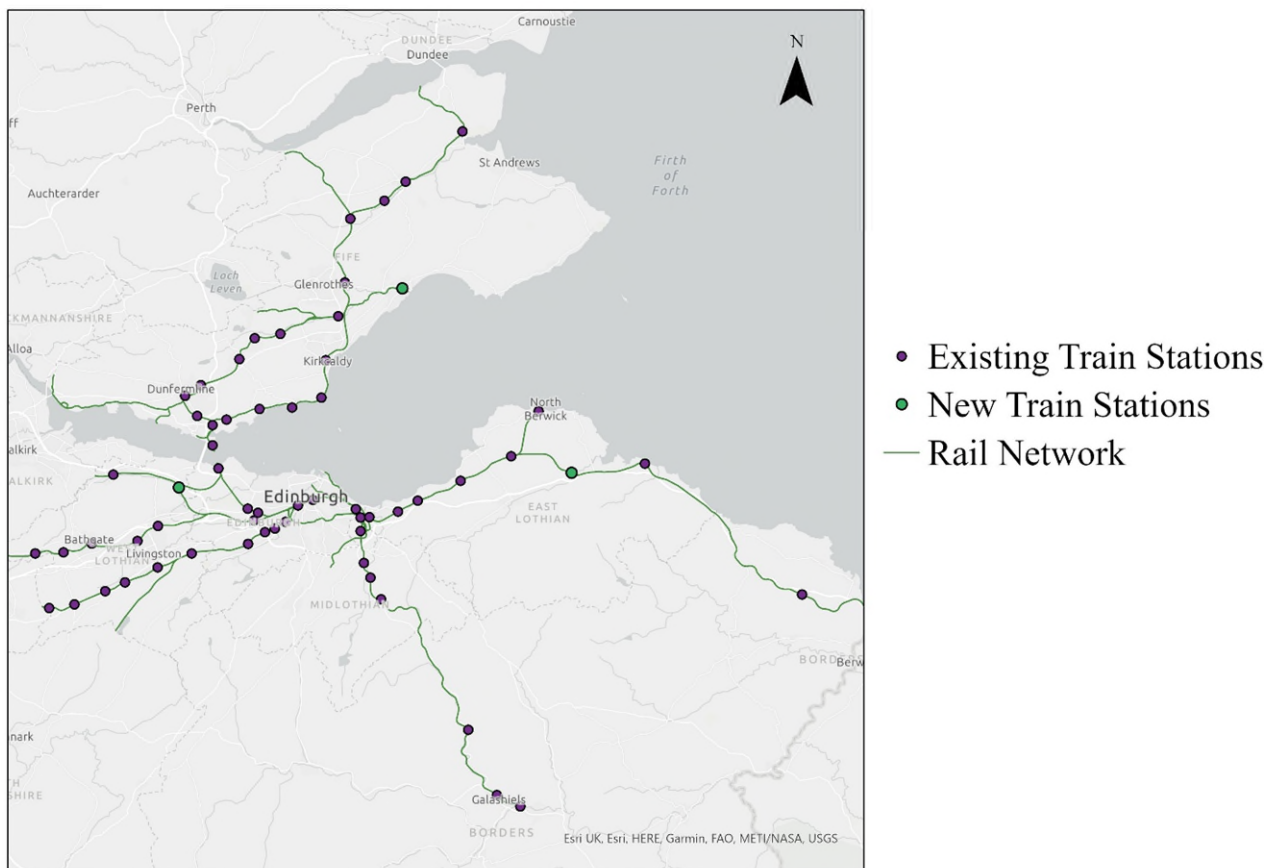
P.   Map: Bus Routes and Bus Stops
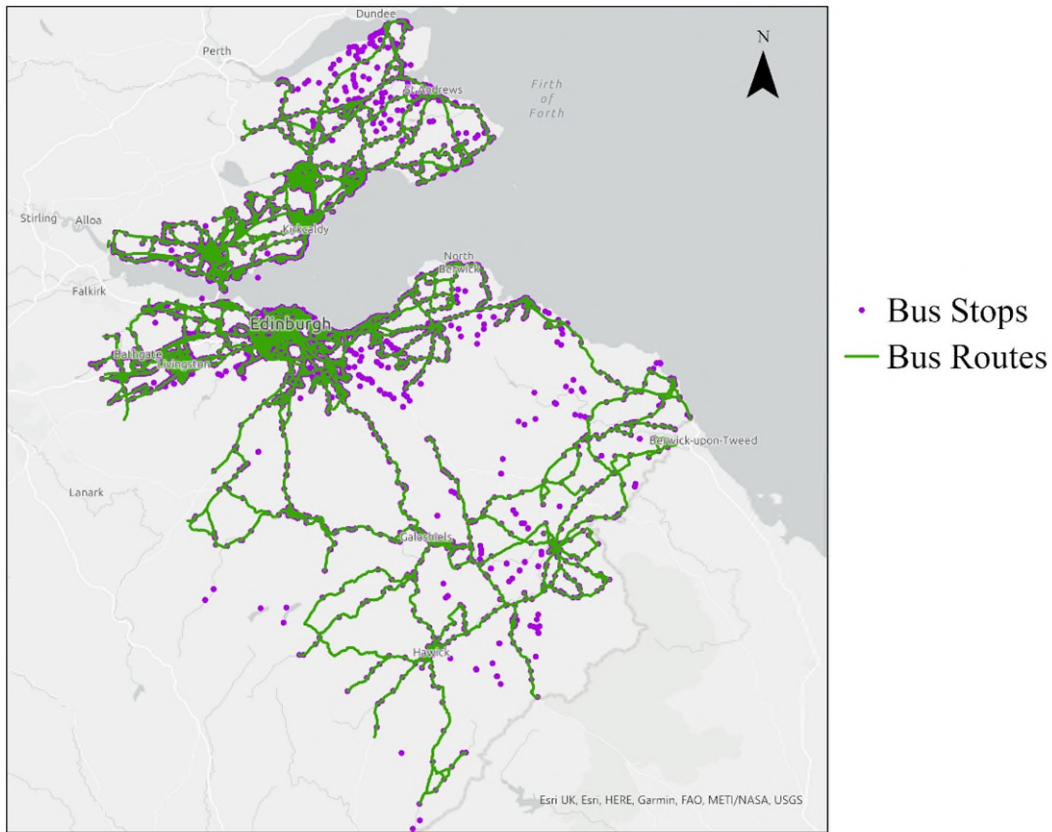
Q.   Map: Active Travel Network
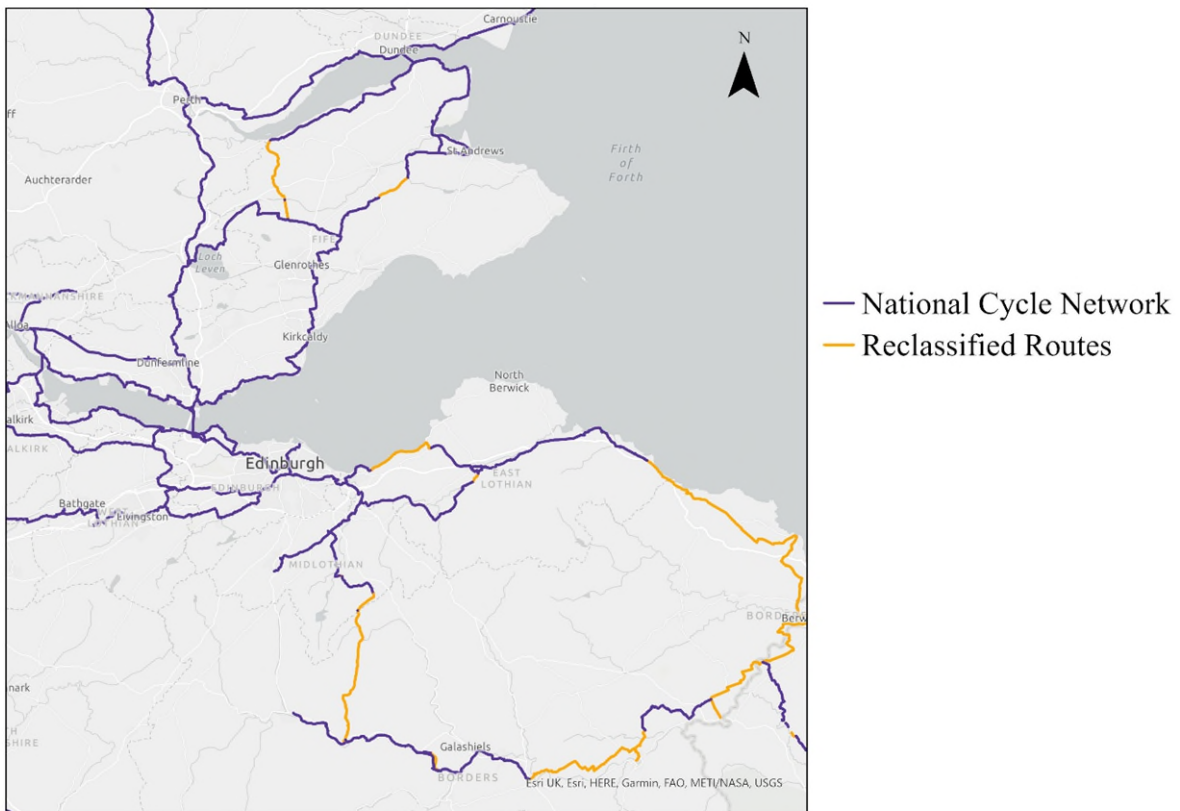
6 Baseline Data and Workforce Mobility Deprivation Index

6.1 Baseline Data for Workforce Mobility

This section looks at the data/information that provides a context for workforce mobility.

Urban / Rural Classifications

The map below shows the Urban / Rural Classifications most common for each intermediate zone in the region. The classifications are based on population and accessibility;

- **Large Urban Areas** - populations of 125,000 or more
- **Other Urban Areas** - populations of 10,000 to 124,999
- **Small Towns** - populations of 3,000 to 9,999
- **Rural Areas** - populations less than 3,000

R. Map: Urban / Rural Classifications
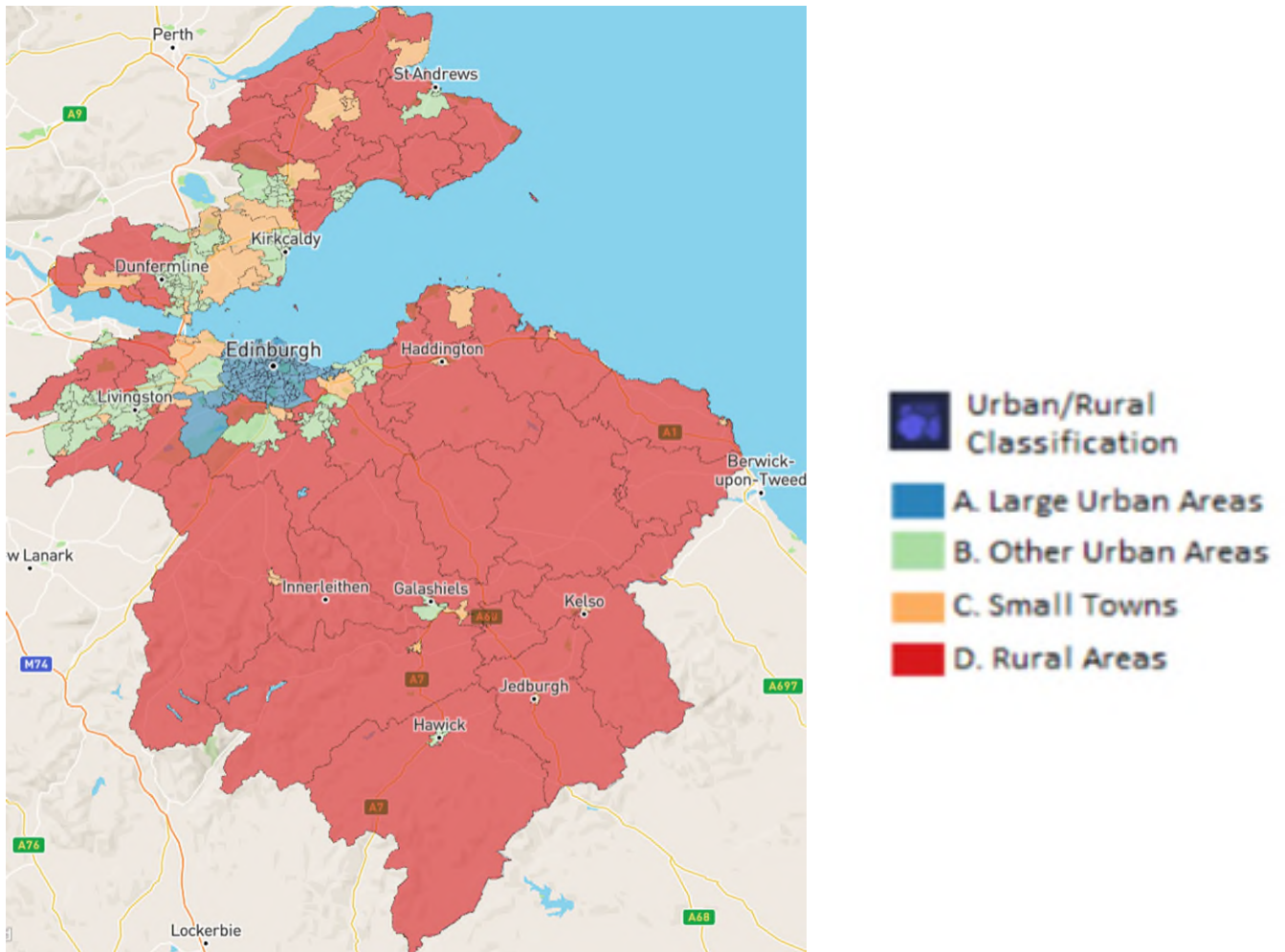
DEMOS Report "Everyday Places: Creating strong locations to support daily life in Britain"

The DEMOS report "Everyday Places: Creating Strong Locations to Support Daily Life in Britain" looks at different aspects place satisfaction.

The map below show the % population with Negative Place Based Satisfaction Score by Constituency for the region. No area within the region has the highest level of negative place satisfaction, although the Scottish Borders is in the high quintile of negative place satisfaction.

S.   Map: Negative Place Satisfaction
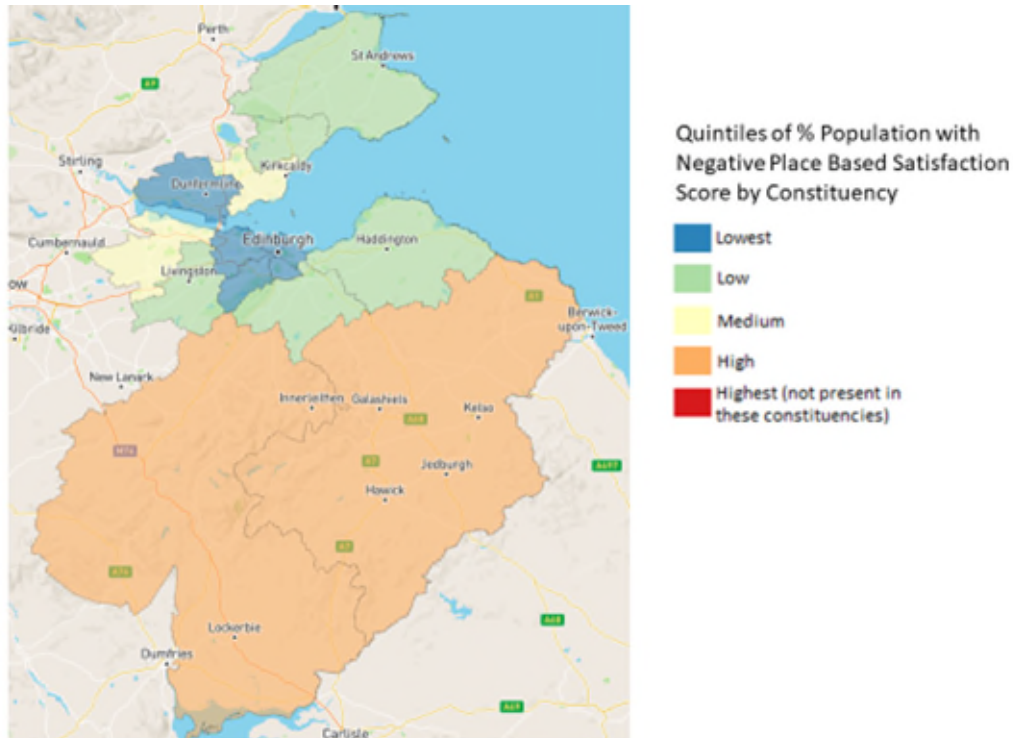
In creating the place satisfaction index people were asked what urgently needs improving. The graph below shows the proportion of people's first choice, within each of the region's Constituencies, relating to:

- Fast, reliable internet access
- Premises to support local jobs
- Good transport services (bus/train/car/cycle)

In every Constituency in the region 10% or more people indicated that 'Good transport services' was their first priority. Although the more rural constituencies 'Good transport services' was seen as higher priority.

T.   Graph: Place Satisfaction –What Urgently Needs Improving?

Most urgent need for improvement based on the question:
"Thinking about what is available in your local area at the moment, which one
of the following most urgently needs improving?"

Legend:
- Fast, reliable internet access
- Premises to support local jobs
- Good transport services (bus/train/car/cycle)
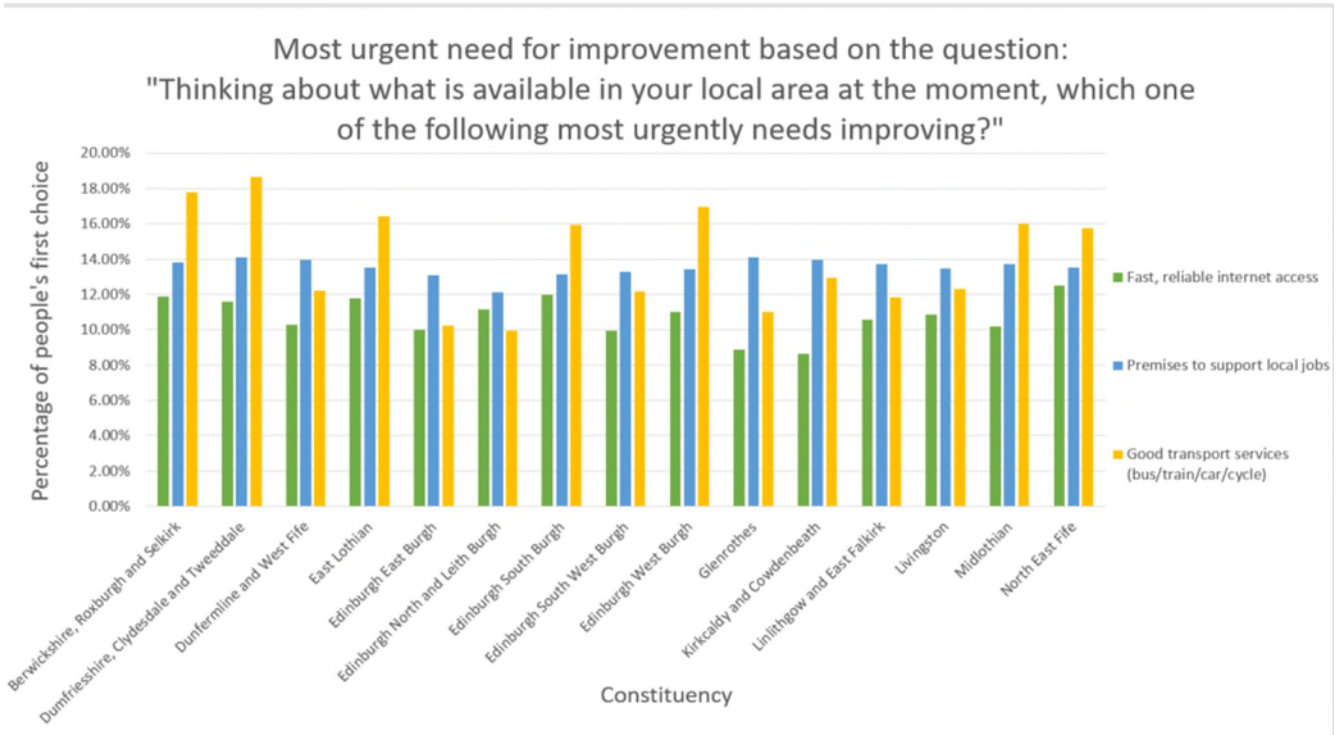
Bus Accessibility – Weekdays

The map below shows the bus accessibility across the region by lowest to highest accessibility for 2019. Not unsurprisingly the more rural areas have the lowest bus accessibility.

U.   Map: Bus Accessibility
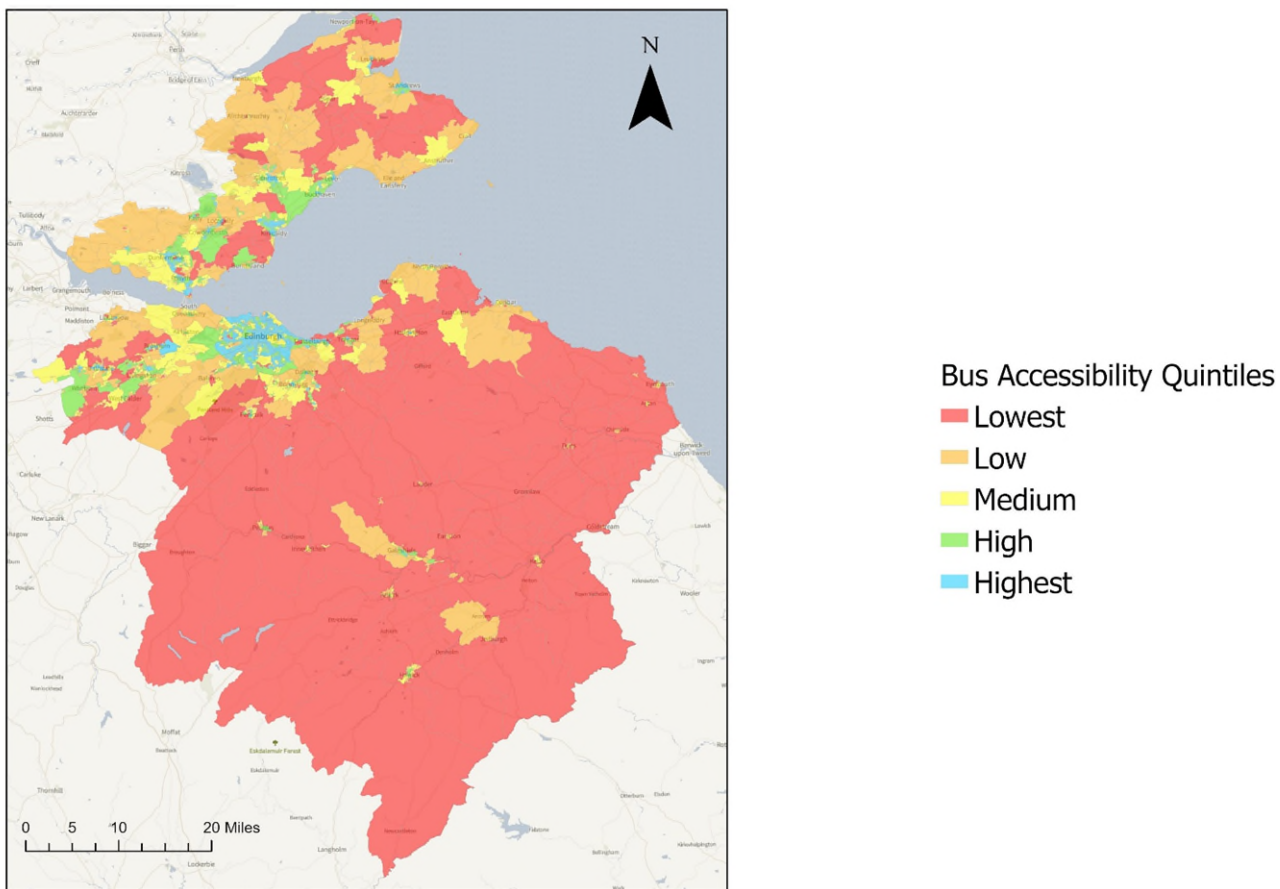
Source: https://statistics.gov.scot/data/bus-accessibility (accessed 13/05/2021).

Employed Adults Not Working From Home - Usual Method of Travel to Work

Across the region the way employed adults, not working from home, usually travelled to work varies. In the Scottish Borders 73% are a driver in a car or van compared to 39% in Edinburgh. Whereas more people use a bus in Edinburgh (28%), Midlothian (21%) compared to the Scottish Borders (3%) or West Lothian (6%). The areas with the higher proportion of walkers are Edinburgh (19%) followed by Scottish Borders (14%).

V. Table: Usual Method of Travel to Work

Council	Walking	Driver car/van	Passenger car/van	Bicycle	Bus	Rail	Other
City of Edinburgh	19%	39%	2%	9%	28%	1%	2%
Fife	9%	66%	8%	2%	10%	4%	1%
West Lothian	10%	64%	7%	2%	6%	8%	3%
East Lothian	9%	66%	5%	1%	11%	9%	0%
Midlothian	8%	62%	3%	2%	21%	2%	1%
Scottish Borders	14%	73%	4%	1%	3%	5%	1%

W. Map: Usual Method of Travel to Work
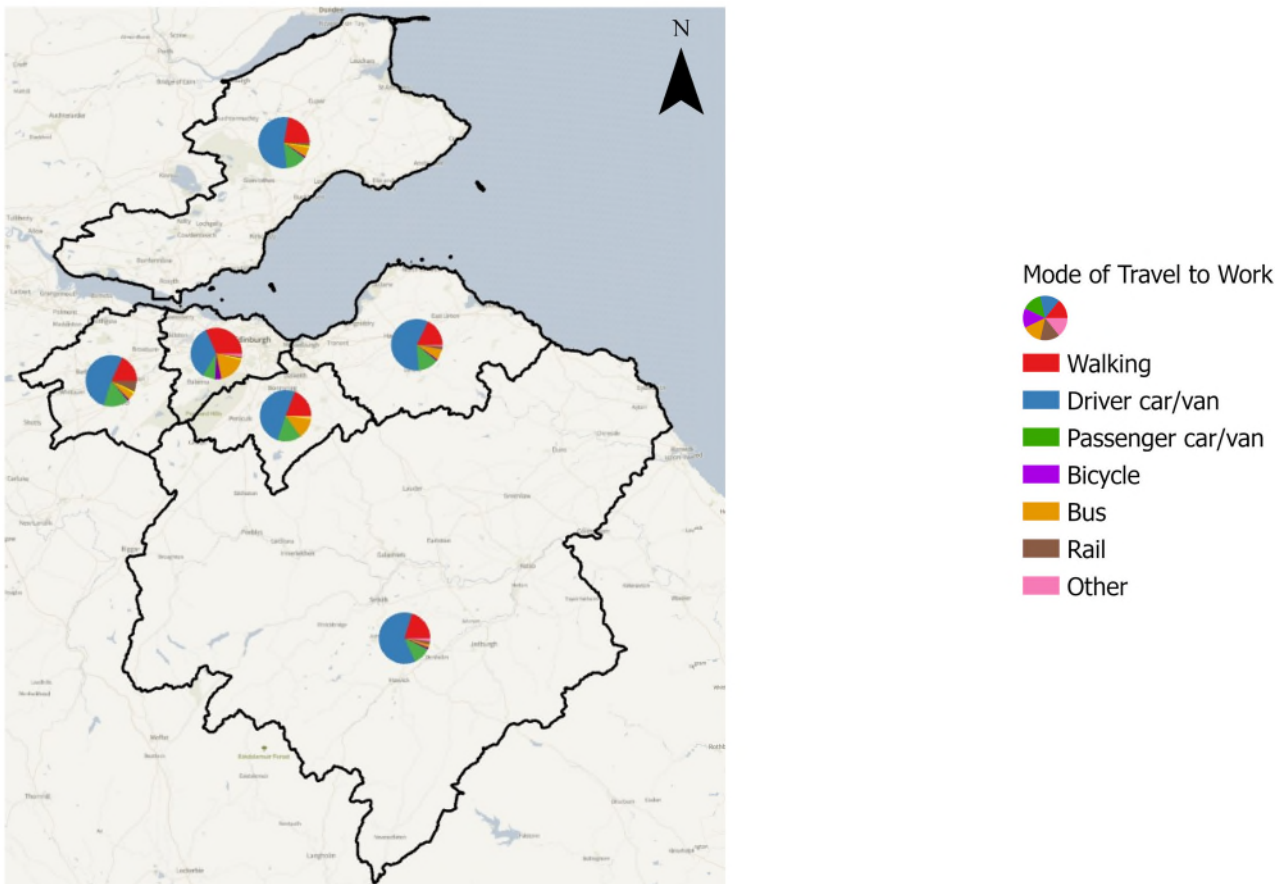
Source: https://www.transport.gov.scot/publication/transport-and-travel-in-scotland-2019-results-from-the-scottish-household-survey/ (accessed 13/05/2021)

Access to superfast broadband (at least 30Mb/s download speed)

The map shows that across the region there are areas, rural, with the lowest level of access to superfast broadband (at least 30Mb/s download speed).

X.   Map: Access to Superfast Broadband
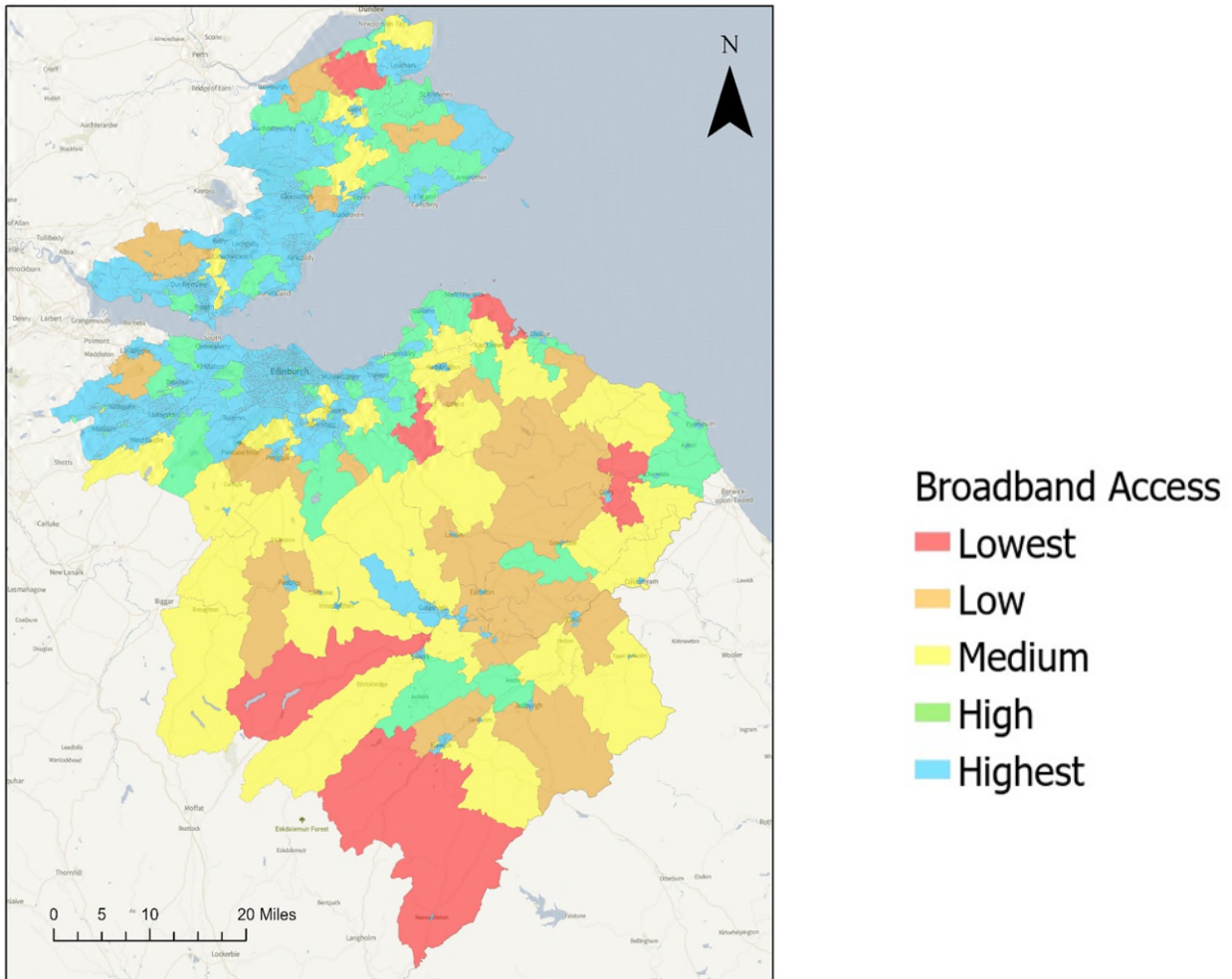
Source: https://www.gov.scot/publications/scottish-index-of-multiple-deprivation-2020v2-indicator-data/ (accessed 13/05/21)

People Living in 15% Most 'Access Deprived' Areas

Access Deprivation is one of the domain of the [Scottish Index of Multiple Deprivation](#) (SIMD2020). It combines: drive time to services, public transport time to services and access to superfast broadband. The map below shows the proportion of people in each intermediate zone that are also in the 15% most 'access deprived'.

- 77% of the intermediate zones (IZ) have no one living in the 15% most 'access deprived' area; and
- 8% of IZs have 50% or more people living in the 15% most 'access deprived' areas - 1% for Edinburgh to 30% for the Scottish Borders.

This is one component of the Workforce Mobility Deprivation Index, which helps to set a context by which to identify areas where there are challenges for workforce mobility.

Y.   Map: People Living in 15% Most 'Access Deprived' Areas
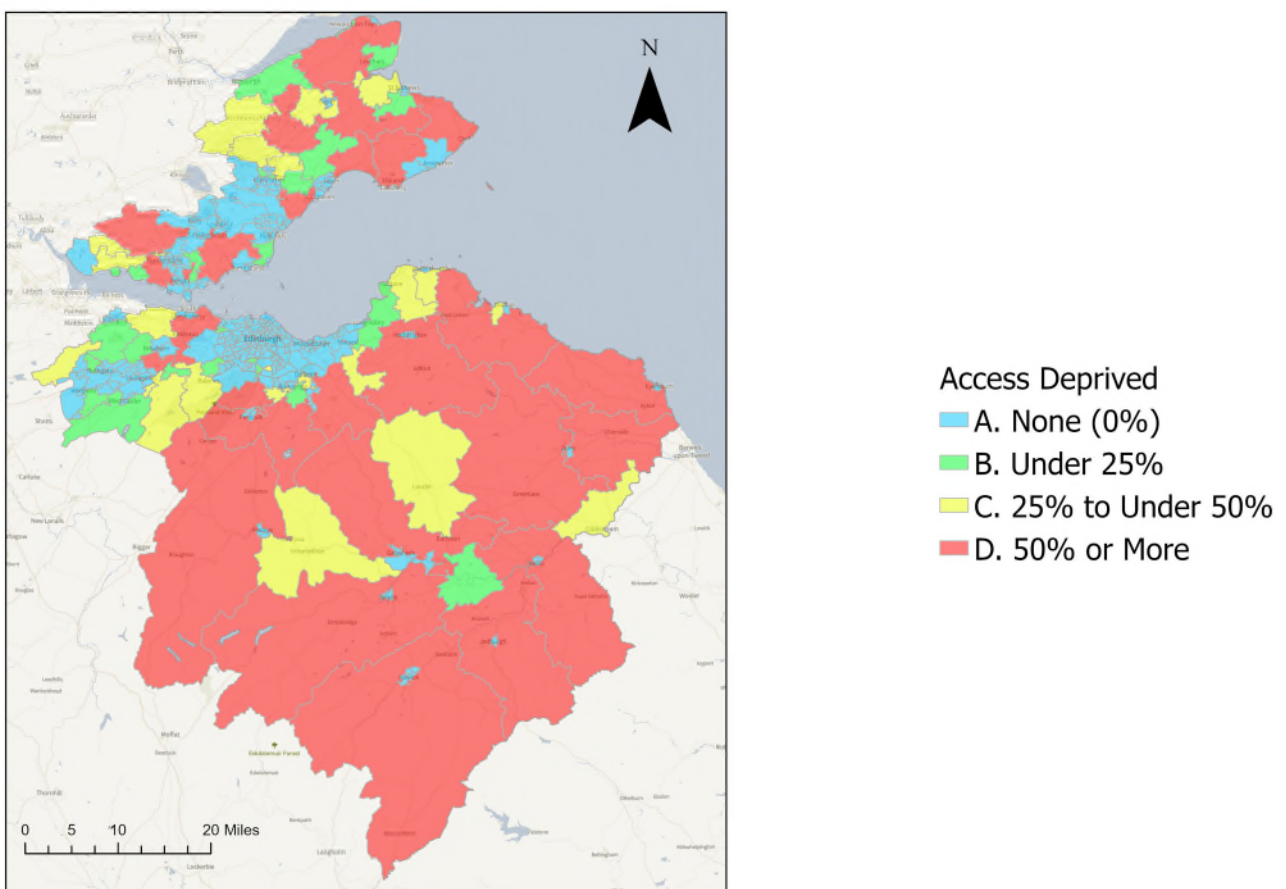
Source: https://www.gov.scot/collections/scottish-index-of-multiple-deprivation-2020/ (accessed 13/05/21)

Population Income Deprived

Income Deprivation is one of the domain of the [Scottish Index of Multiple Deprivation](#) (SIMD2020). The map below shows the proportion of population in each intermediate zone that are considered to be income deprived.

- 21% of the IZs have 15% or more people living with 'Income Deprivation'- ranges from 7% for East Lothian to 27% for Fife.

This is one component of the Workforce Mobility Deprivation Index, which helps to set a context by which to identify areas where there are challenges for workforce mobility.

Z.   Map: Population Income Deprived
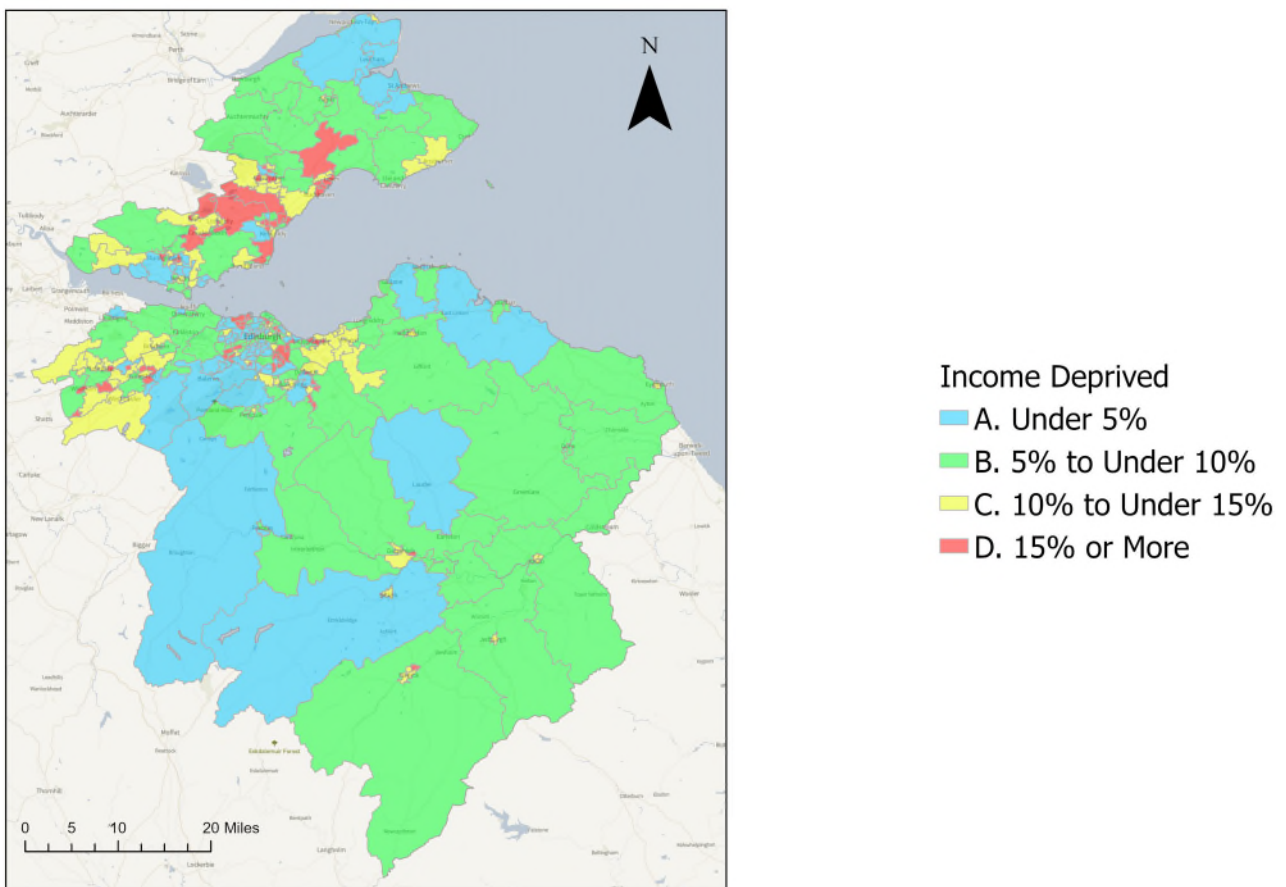
Source: https://www.gov.scot/publications/scottish-index-of-multiple-deprivation-2020v2-indicator-data/ (accessed 13/05/21).

Working Age Population Employment Deprived

Employment Deprivation is one of the domain of the [Scottish Index of Multiple Deprivation](#) (SIMD2020). The map below shows the proportion of working age population in each intermediate zone that are considered to be employment deprived.

- 11% of the IZs have 15% or more of the working age population living with 'Employment Deprivation' - ranges from 0% for East Lothian to 19% for Fife.

This is one component of the Workforce Mobility Deprivation Index, which helps to set a context by which to identify areas where there are challenges for workforce mobility.

AA. Map: Working Aged Population Employment Deprived
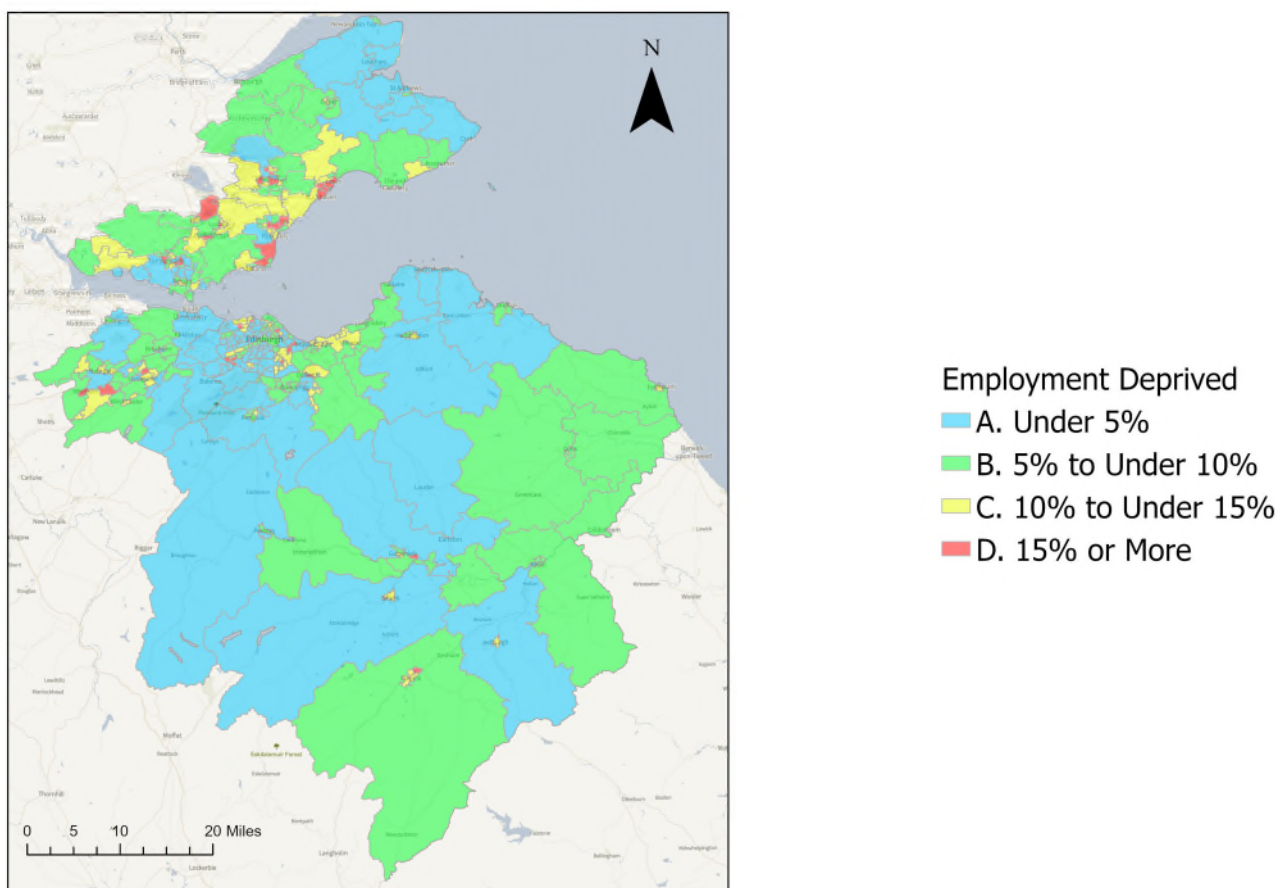
Source: https://www.gov.scot/publications/scottish-index-of-multiple-deprivation-2020v2-indicator-data/ (accessed 13/05/21).

## Educational Attainment of School Leavers

The [Educational Attainment of School Leavers](#) is based on school leavers' highest level of qualification, averaged across all leavers within an area. The map below shows the educational attainment of school leavers score for the intermediate zone in the region for 2016/17 to 2018/19.

The score is calculated by multiplying the highest qualification level achieved by each pupil by a corresponding factor. Level 3 qualifications are multiplied by three, Level 4 by four, Level 5 by five and Level 6 by six. This indicator looks at the highest qualification attained by each pupil, not the number of qualifications attained. For example, one pupil who leaves school with four Level 3 qualifications will score three, whilst a pupil leaving school with one Level 5 qualification will score five. The total score is then divided by the total number of school leavers in each geographical area. Data is based on an average of three years and includes all school leavers in secondary school. The higher the score in an area the better the average attainment of school leavers.

- 11% of the IZs have a school leaver attainment score of under 5 - ranges from 3% for the Scottish Borders and West Lothian to 16% for Fife.

This is one component of the Workforce Mobility Deprivation Index, which helps to set a context by which to identify areas where there are challenges for workforce mobility.

BB. Map: Educational Attainment of School Leavers
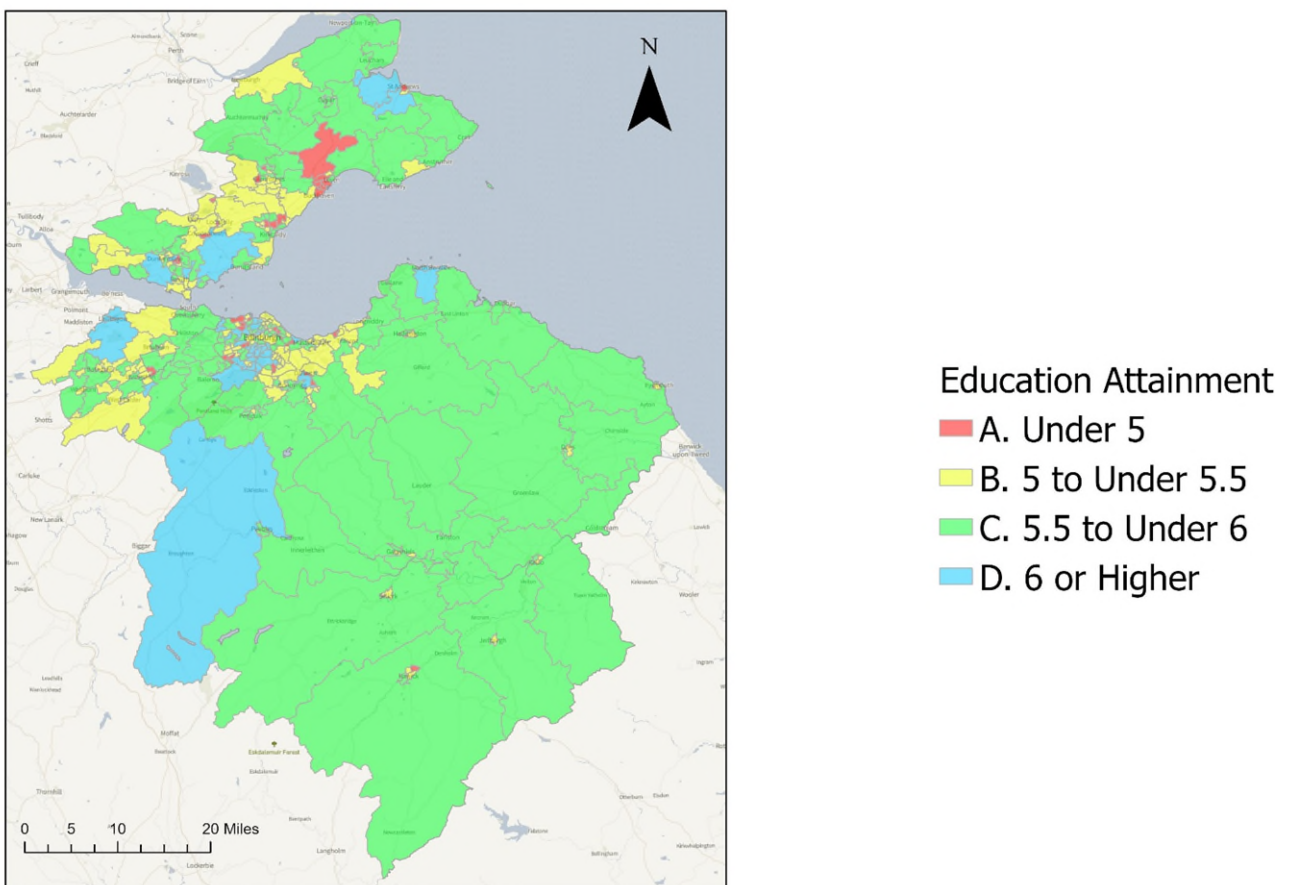
Source: https://www.gov.scot/publications/summary-statistics-attainment-initial-leaver-destinations-no-3-2021-edition/ (accessed 13/05/21).

6.2 Workforce Mobility Deprivation Index

6.2.1 Workforce Mobility Deprivation Index Explained

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 map below show the WMDI for the region.

CC. Map: Workforce Mobility Deprivation Index

The WMDI combines access deprivation, income deprivation, employment deprivation, and educational attainment which provides a wider context to the challenges and enables identification within Local Authority areas of the areas and communities with the greatest challenges. Details of the datasets used and the scoring methodology are included in Appendix 2.

The data for each component is allocated to Intermediate Zones to create a WMDI score between 3 and 18. The higher the score the more workforce mobility challenges that may be experienced by people in the area.

All Local Authority areas in the region have intermediate zones with 'Higher' levels of workforce mobility challenges, overall 21% for the region. Within the region the proportion of intermediate zones that have 'Higher' levels of workforce mobility challenges range from 9% in East Lothian to 30% for the Scottish Borders. Only Midlothian has no areas with 'Low' levels of workforce mobility challenges.

The table below shows the count and percentage of intermediate zones, for each Local Authority area and the region for each level of the Workforce Mobility Deprivation Index.

DD. Table: Workforce Mobility Deprivation Index Distribution for Intermediate Zones

WMDI / Score	East Lothian	Edinburgh	Fife	Midlothian	Scottish Borders	West Lothian	Region Total
A. Low / 3 to 5	2	55	11		1	6	75
B. Mid / 6 to 8	9	28	34	9	10	12	102
C. High / 9 to 10	9	13	29	7	10	12	80
D. Higher / 11 to 18	2	15	30	6	9	7	69
Area Total	22	111	104	22	30	37	326
WMDI / Score	East Lothian	Edinburgh	Fife	Midlothian	Scottish Borders	West Lothian	Region Total
A. Low / 3 to 5	9%	50%	11%	0%	3%	16%	23%
B. Mid / 6 to 8	41%	25%	33%	41%	33%	32%	31%
C. High / 9 to 10	41%	12%	28%	32%	33%	32%	25%
D. Higher / 11 to 18	9%	14%	29%	27%	30%	19%	21%
Area Total	100%	100%	100%	100%	100%	100%	100%

6.2.2   Workforce Mobility Deprivation Index Mapping and Identified Transport Barriers

The Workforce Mobility Deprivation Index mapping is representative of the barrier locations that were communicated by partners in the initial data gathering phase of the project in 2020. Comparing this baseline assessment with the postcode data gathered via the surveys, starts to validate the anecdotal evidence gathered, as shown the map below. The project has more data from Fife, the Scottish Borders and West Lothian and it is clear that barriers experienced by those seeking employment, training and education correlate with the anecdotal evidence provided by partner organisations and the national statistics (Figures EE, FF, GG, HH respectively).

EE. Map: Regional - Barrier Location Data with the Workforce Mobility Deprivation Index
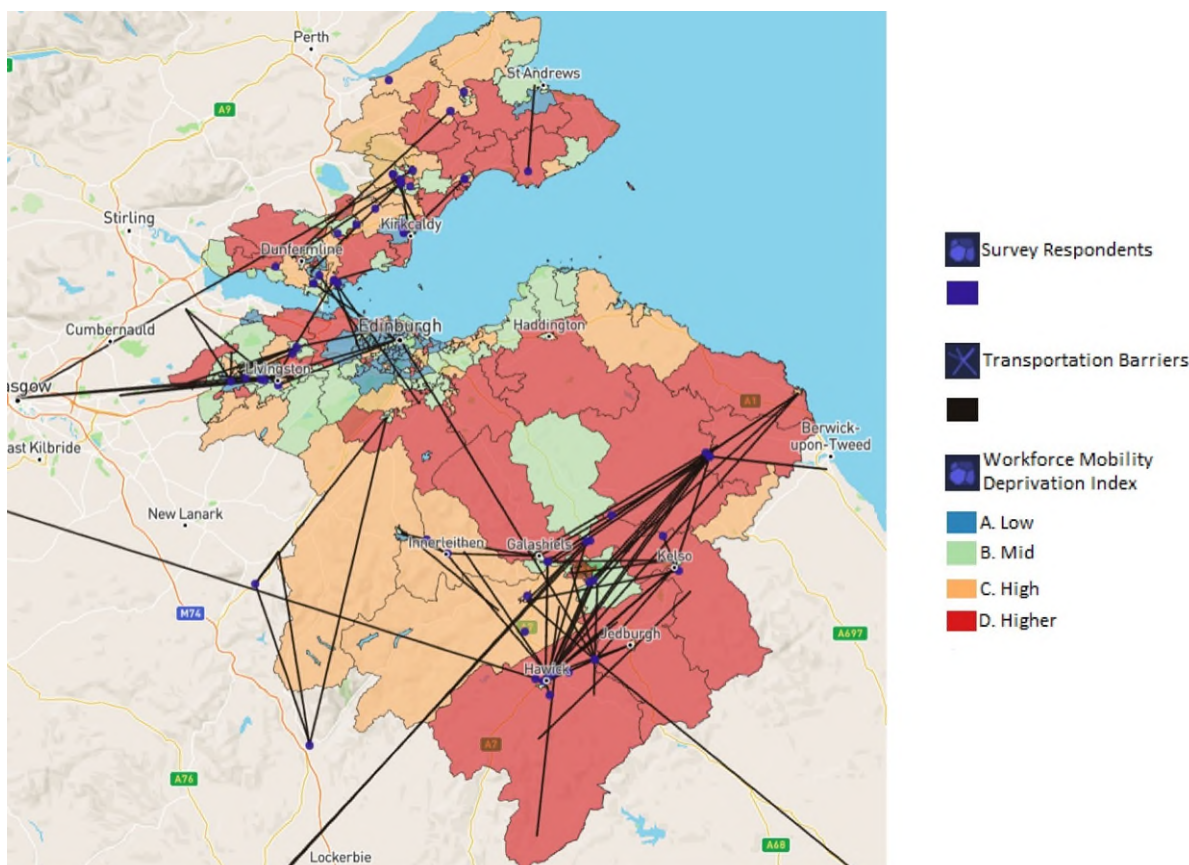
FF. Map: Fife - Barrier Location Data with the Workforce Mobility Deprivation Index
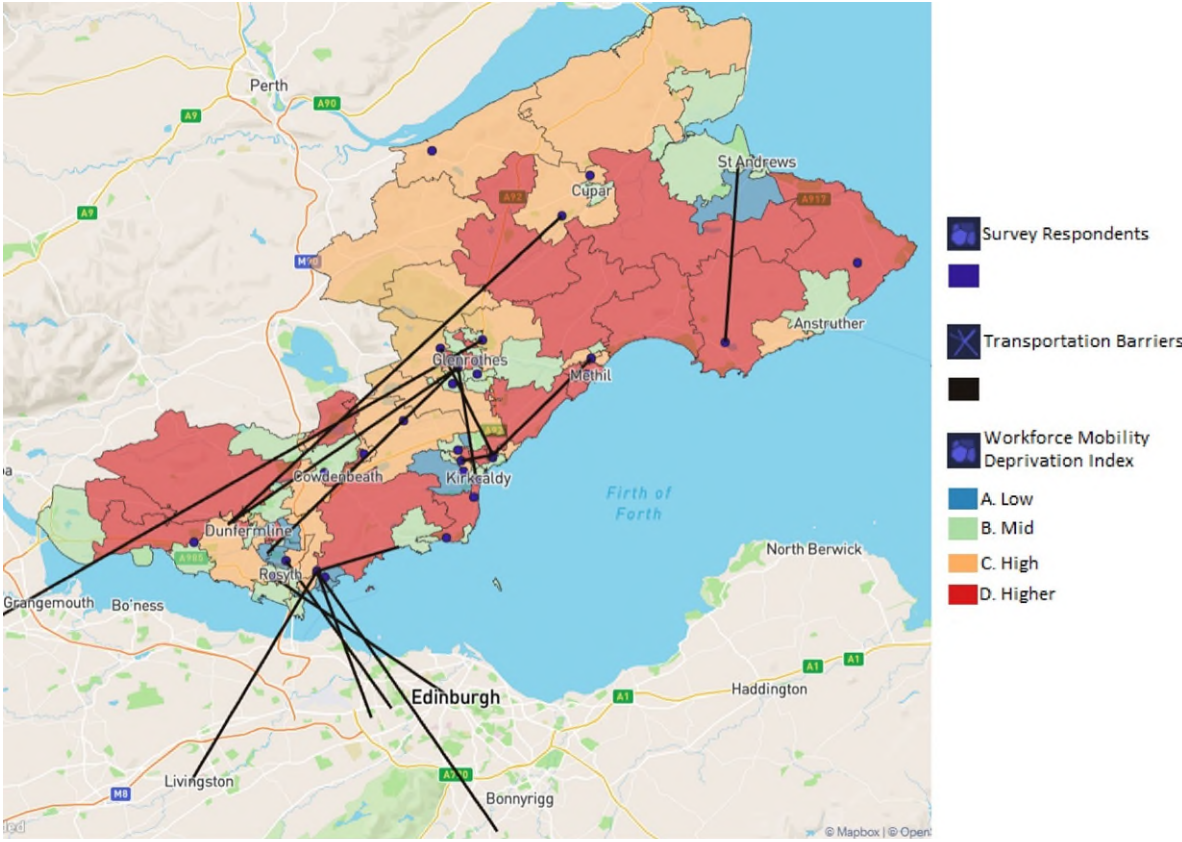
GG. Map: Scottish Borders – Barrier Location Data with the Workforce Mobility Deprivation Index
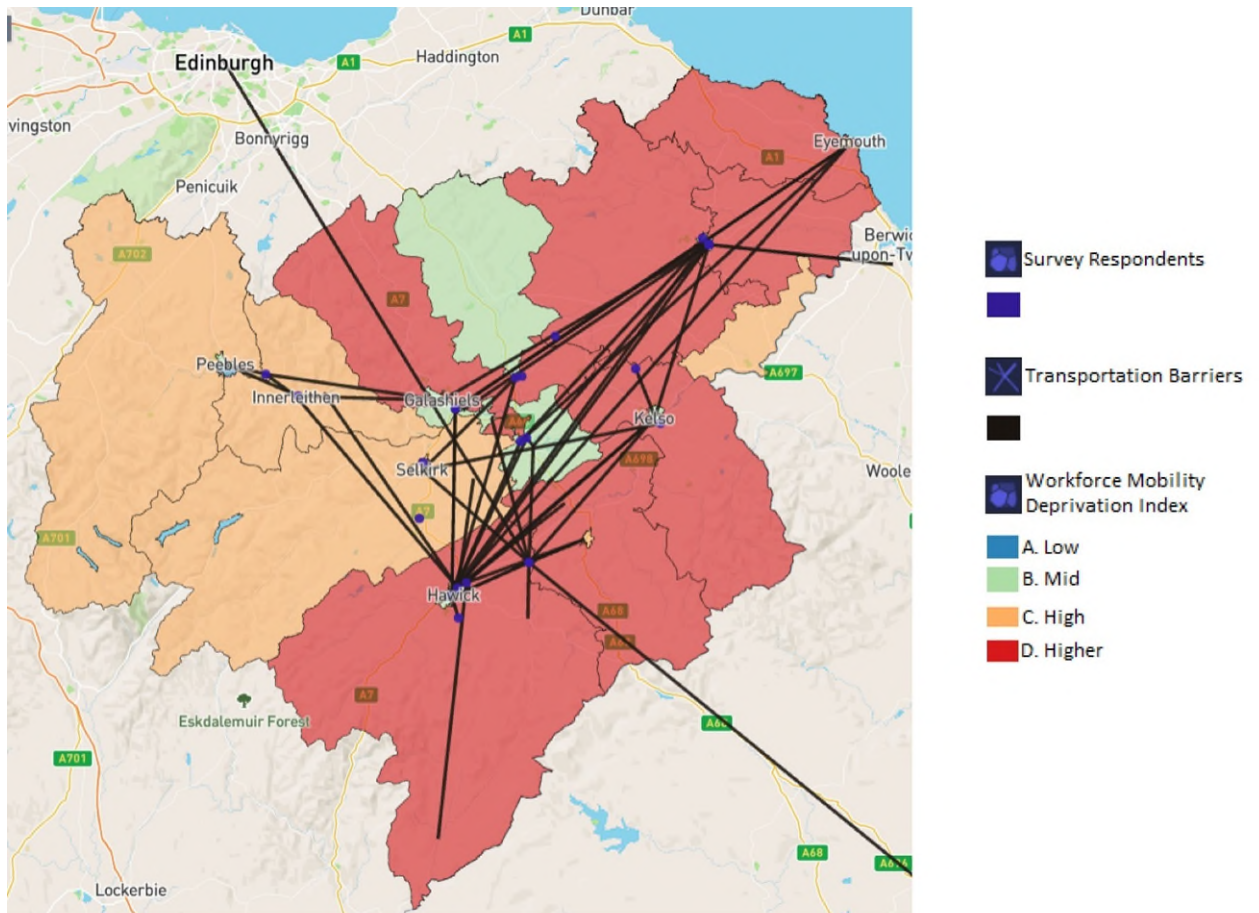
HH. Map: West Lothian – Barrier Location Data with the Workforce Mobility Deprivation Index
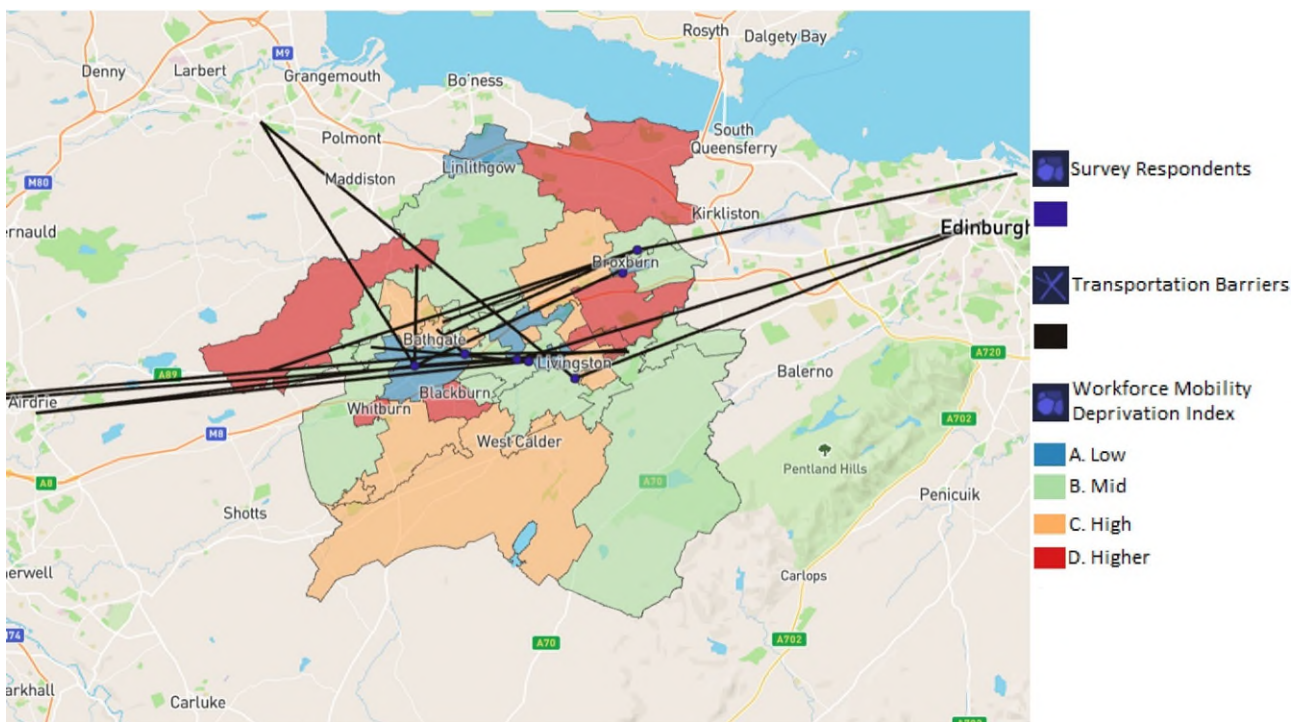
7 Policy Review

A policy review assessing to what extent transport barriers are mitigated by future policy was completed by Atkins.

The policy review also took into account the range of geographies (Rural, Semi-Rural, Suburban and Urban) in the region. The full analysis is detailed in a separate Excel report "Scotland Policy Review RAG" prepared by Atkins.

In Summary, very few of the transport barriers are fully mitigated by future policy and intervention of some description will be required to mitigate transport barriers identified in the region. The next step is to identify which policies and plans should be actively influenced as part of this project.

The table below outlines the different barriers evaluated in the review.

II. Table: Transport Barriers Identified in Review

Cost of Subsidised Services
Covid Impacts on long term use and lack of incentives to avoid car travel
Travel Costs - Share of support, low pay
Poor transport options, sometimes no options
Bus travel times
No budget coordination from all support agencies
No combined responsibility of whole life journey into sustained employment
COVID impact on volume of unemployed will make it more difficult for vulnerable groups / reduction in jobs available
Challenges/Education in using the travel system
Better disabled access and information
Digital training, devices, internet
Transport provision doesn't seem to be based on supply and demand - Data Based Investment
Cultural barriers that put people off travelling on PT or across region/s for work

The table below details the National and Regional policies that were assessed to what extent transport barriers are mitigated by the policy.

JJ. Table: National / Regional Policies Assessed for Mitigating Transport Barriers

National Policies Reviewed	Regional Policies Reviewed
Cost of Subsidised Services	City of Edinburgh Mobility Plan
Covid Impacts on long term use and lack of incentives to avoid car travel	CEC City Centre Transformation
Travel Costs - Share of support, low pay	CEC LDP
Poor transport options, sometimes no options	CEC LDP Action Plan
Bus travel times	CEC Spaces for People
No budget coordination from all support agencies	East Lothian LDP
No combined responsibility of whole life journey into sustained employment	East Lothian LDP Action Plan
COVID impact on volume of unemployed will make it more difficult for vulnerable groups / reduction in jobs available	ELC Active Travel Improvement Plan
Challenges/Education in using the travel system	ELC Parking Strategy
Better disabled access and information	ELC Local Transport Strategy
Digital training, devices, internet	Midlothian Council LDP
Transport provision doesn't seem to be based on supply and demand - Data Based Investment	MC Development Plan Action Plan
Cultural barriers that put people off travelling on PT or across region/s for work	MC Local Transport Strategy(2010)
Hydrogen Policy Statement (December 2020)	MC Active Travel Strategy
Programme for Government 2020	Midlothian Parking Strategy (2017)
Infrastructure Investment Plan	Scottish Borders Council LDP (2016)
Active Travel Outcomes Framework	SBC LDP Action programme
Accessible Travel Framework	SBC Local Access and Transport Strategy
Transport (Scotland) Act 2019	West Lothian Council LDP
Transport Transition Plan	WLC LDP Action Programme
Transportation Noise Action Plan	WLC Active Travel Plan
Edinburgh Poverty Action Plan	Fife LDP
Rail Investment plan to 2025	Fife Development Plan Scheme
National Walking Strategy	SESTRAN Regional Transport Strategy
Rail Decarbonisation Plan	SESTRAN Regional Transport Strategy (2020 Update)
Child Poverty (Scotland) Act	
Child Poverty Action Plan	
Scotland's Labour Market Action Plan	
Fair Work Action Plan	
Future Skills Action Plan	
Gender Pay gap Action Plan	

8 Recommendations and Next Steps

The interim findings from the Baseline surveys were used to inform the recommendations approved by the Edinburgh & South East Scotland City Region Deal - Integrated Employability & Skills (IRES) Board on 17 August 2021. The recommendations committed the following workstreams:

- Complete the Baseline report;
- Take forward data based transport pilots;
- Continue influence of policy development;
- Develop regional bike on bus capacity;
- Support Local Authority partners with external funding applications;
- Monitor diver theory test waiting times; and
- Develop other workstreams to deliver approved project outcomes.

The final Baseline report has validated the anecdotal public transport barriers identified by stakeholders in the IRES board report from December 2020. As such, recommendations from the IRES board report from August 2021 also remains valid. This finalised baseline report will now influence the recommendation to 'Develop other workstreams to deliver approved project outcomes'. For example:

- Cost of fares too high and structure of concessions/subsidies may actually have unintended consequence and increase costs;
- Simplify transport information and ticketing – with support of the Mobility as a Service concept;
- Increase partnership working across the transport sector and with employability partners;
- Ensure net zero solutions contribute to resolving barriers;
- 3G/4G & broadband investment to avoid the need to travel; and
- Driving skills investment for job opportunities.

With the finalisation and distribution of this Baseline Report to all partners in September 2022, the data gathered can also be utilised to support decision making, funding applications and policy development.

This Baseline Report provides data to support intervention decision making for areas such as:

- Anti-poverty;
- Planning;
- Rural Proofing;
- Net-zero;
- Equalities and Diversity;
- Transport;
- Employability; and
- Economy.

As this Baseline Report is a 'snap shot' of current barriers, issues and opportunities there is a requirement to continue to collect and monitor the data. Working with the Edinburgh & South East Scotland City Region Deal – Integrated Knowledge Systems project, the Workforce Mobility survey questionnaire has been embedded in to the new regional data collection system 'Helix'. This will enable Local Authority partners to continue to gather transport barrier data and analyse trends to justify future interventions in the medium to long term and continue to monitor the success of the interventions.

With the new 'Helix' system in place the Workforce mobility project will undertake an end of project 'Spot Check' in 2026/27 of the data and the findings to review whether the actions taken, support provided and policy influenced has made a measurable difference to transport for people supported into employment, training and education across the region.

8.1 Progress of key workstreams

The progress of the key workstreams, as at August 2022, is detailed below along with the next steps for the project.

Data based transport pilots – All six Local Authorities have been briefed on the Data based transport pilots and asked to confirm whether they wish to be initiate a pilot for their Local Authority. To date Scottish Borders and East Lothian have committed to delivering a pilot. The other Local Authorities are still considering the proposal and the project is awaiting confirmation on whether there is a desire to progress a pilot.

For the Scottish Borders pilot employee postcode data is being collected from public sector organisations, charities and businesses. This data will feed into a comprehensive review of the existing bus network in the Borders due to commence this summer.

The East Lothian pilot has recently commenced with an agreed list of employers across the region being approached in tandem with East Lothian Council's Behavioural Change Officer, to gather postcode and shift pattern data over the duration of 2022 to evaluate how the data can inform sustainable transport improvements. .

Employee Origin Destination Tool – To support the Data based transport pilots the project is developing a tool which analyses bulk employee origin data against a Google API to better understand the viability of using public transport to access the workplace or place of study. The tool is being developed to share the following outputs:

- Optimised journey route – all modes
- Post code – closest bus stop
- 90 minute journey – Y/N
- No. travel legs
- Walking journey time
- Carbon assessment
- Various baseline mapping

The project is engaging with the Improvement Service, Transport Scotland and Traveline to understand how the tool can be refined to utilise Traveline data (a more sustainable solution) and how to make the tool available to all Local Authorities in the region.

Influencing policy development – The project has already engaged with partner organisations to ensure Workforce Mobility is considered in the following policy documents – Regional Transport Strategy, Strategic Transport Projects Review 2 and Regional Prosperity Framework.

Over the last year there have been a number of national and regional strategy/policy consultations that the Workforce Mobility Manager has been able to contribute towards:

- Regional Prosperity Framework (RPF) – Delivery Framework;
- Transport Scotland - Strategic Transport Projects Review 2;
- Transport Scotland – 20% Car Kilometre reduction Route Map;
- Transport Scotland – Smart Ticket Advisory Board;
- Scottish Government – National Planning Framework 4;
- SEStran – Regional Transport Strategy (RTS); and

- LNER East Coast Main Line Timetable.

All of these consultations are important to deliver change that support sustainable improvements to the transport network.

A key contribution by the Workforce Mobility Manager was to help develop the Regional Prosperity Framework - Delivery Framework, so that it developed the principles of a coordinated and equitable transport network across the region that supported the values of the Workforce Mobility Project.

Another key contribution was to the Draft Regional Transport Strategy, where the Workforce Mobility Manager was able to support Scottish Borders Council to draft text for incorporation into the final strategy that represents the principles of the Workforce Mobility project; with particular focus on:

- rural challenges and opportunities;
- digital and data improvements across the region; and
- the promotion of public confidence in public transport post Covid19.

The development of policy is important to support and deliver sustainable change across the region, so the Workforce Mobility Manager will continue to input to consultations and new policy when and where appropriate.

Berwickshire Demand Responsive Transport Service – The project has supported Scottish Borders Council with the implementation of a demand responsive bus service in Berwickshire to support the fixed route network. The service went live in May this year with two 16-seater buses operating 14 hours a day 7 days a week. The service covers an area of 353mi^2 and services a population of 20,931 (2020 estimate). The service is truly demand responsive with no fixed route.

The data generated from the scheme will be analysed to better understand the impact of demand responsive transport services in supporting the fixed route network.

Appendix 1 - Survey Responses by Local Authority and Source

The table below shows the number of responses to surveys by local authority, source and indication of public transport barrier.

Local Authority	Source	Public Transport Barrier?			% Yes Public Transport Barrier
		No	Yes	Total	
East Lothian	DYWF - East Lothian	1		1	0%
	ESS – East Lothian 3rd Sector	2	1	3	33%
	ESS - East Lothian	16	12	28	43%
East Lothian Total		**19**	**13**	**32**	**41%**
Edinburgh	Access to Industry	12	14	26	54%
	DYWF - Edinburgh	12	11	23	48%
	Enable	15	21	36	58%
	ESS – 3rd Sector	1		1	0%
Edinburgh Total		**40**	**46**	**86**	**53%**
Fife	DYWF - Fife	4	3	7	43%
	ESS-Fife	22	26	48	54%
	Fife Vol Action	6	6	12	50%
	FifeQ	49	20	69	29%
Fife Total		**81**	**55**	**136**	**40%**
Midlothian	DYWF - Midlothian	1		1	0%
	ESS-Midlothian + Extra	58	32	90	36%
Midlothian Total		**59**	**32**	**91**	**35%**
Scottish Borders	DYWF - Scottish Borders	30	36	66	55%
	SB SE Client	3	2	5	40%
	SB SE Org	3	13	16	81%
	ESS - SBC	129	70	199	35%
Scottish Borders Total		**165**	**121**	**286**	**42%**
West Lothian	DYWF - West Lothian	5	6	11	55%
	ESS-West Lothian	20	18	38	47%
West Lothian Total		**25**	**24**	**49**	**49%**
Unknown	DWP-Staff	11	32	43	74%
	DYWF - Unknown	2	2	4	50%
Unknown Total		**13**	**34**	**47**	**72%**
Total Responses to Surveys		**402**	**325**	**727**	**45%**

Appendix 2 – Workforce Mobility Deprivation Index Data

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 proflies	2018/2019
Population income deprived	Number and percentage of total population classified as income deprived within SIMD income domain. Source - SIMD2020 via ScotPHO proflies	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 proflies	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 Statitics.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 / Scorce
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 tables below show the count and percentage of intermediate zone in each Council Area and for the Region for Access Deprivation.

15% Access Deprived	East Lothian	Edinburgh	Fife	Midlothian	Scottish Borders	West Lothian	Region Total
A. None (0%)	15	104	75	15	17	26	252
B. Under 25%	1	4	10	1	1	6	23
C. 25% to Under 50%	4	2	8	3	3	4	24
D. 50% or More	2	1	11	3	9	1	27
Area Total	22	111	104	22	30	37	326

15% Access Deprived	East Lothian	Edinburgh	Fife	Midlothian	Scottish Borders	West Lothian	Region Total
A. None (0%)	68%	94%	72%	68%	57%	70%	77%
B. Under 25%	5%	4%	10%	5%	3%	16%	7%
C. 25% to Under 50%	18%	2%	8%	14%	10%	11%	7%
D. 50% or More	9%	1%	11%	14%	30%	3%	8%
Area Total	100%	100%	100%	100%	100%	100%	100%

The tables below show the count and percentage of intermediate zone in each Council Area and for the Region for Income Deprivation.

Income Deprived	East Lothian	Edinburgh	Fife	Midlothian	Scottish Borders	West Lothian	Region Total
A. Under 5%	3	48	19	3	4	4	81
B. 5% to Under 10%	9	29	27	7	13	10	95
C. 10% to Under 15%	7	10	30	7	11	15	80
D. 15% or More	3	24	28	5	2	8	70
Area Total	22	111	104	22	30	37	326

Income Deprived	East Lothian	Edinburgh	Fife	Midlothian	Scottish Borders	West Lothian	Region Total
A. Under 5%	14%	43%	18%	14%	13%	11%	25%
B. 5% to Under 10%	41%	26%	26%	32%	43%	27%	29%
C. 10% to Under 15%	32%	9%	29%	32%	37%	41%	25%
D. 15% or More	14%	22%	27%	23%	7%	22%	21%
Area Total	100%	100%	100%	100%	100%	100%	100%

The tables below show the count and percentage of intermediate zone in each Council Area and for the Region for Employment Deprivation.

Employment Deprived	East Lothian	Edinburgh	Fife	Midlothian	Scottish Borders	West Lothian	Region Total
A. Under 5%	6	61	22	4	6	8	107
B. 5% to Under 10%	9	25	35	10	15	15	109
C. 10% to Under 15%	7	16	27	7	7	11	75
D. 15% or More		9	20	1	2	3	35
Area Total	22	111	104	22	30	37	326

Employment Deprived	East Lothian	Edinburgh	Fife	Midlothian	Scottish Borders	West Lothian	Region Total
A. Under 5%	27%	55%	21%	18%	20%	22%	33%
B. 5% to Under 10%	41%	23%	34%	45%	50%	41%	33%
C. 10% to Under 15%	32%	14%	26%	32%	23%	30%	23%
D. 15% or More	0%	8%	19%	5%	7%	8%	11%
Area Total	100%	100%	100%	100%	100%	100%	100%

The tables below show the count and percentage of intermediate zone in each Council Area and for the Region for Educational Attainment.

Education Attainment	East Lothian	Edinburgh	Fife	Midlothian	Scottish Borders	West Lothian	Region Total
A. Under 5	1	15	17	2	1	1	37
B. 5 to Under 5.5	9	30	36	9	9	18	111
C. 5.5 to Under 6	10	36	43	10	19	14	132
D. 6 or Higher	2	30	8	1	1	4	46
Area Total	22	111	104	22	30	37	326

Education Attainment	East Lothian	Edinburgh	Fife	Midlothian	Scottish Borders	West Lothian	Region Total
A. Under 5	5%	14%	16%	9%	3%	3%	11%
B. 5 to Under 5.5	41%	27%	35%	41%	30%	49%	34%
C. 5.5 to Under 6	45%	32%	41%	45%	63%	38%	40%
D. 6 or Higher	9%	27%	8%	5%	3%	11%	14%
Area Total	100%	100%	100%	100%	100%	100%	100%

Appendix 3 – Mobility Barrier Summary Across Themes

SUMMARY - MOBILITY BARRIERS ACROSS THEMES

		Employability	Transport	Housing	Policy	Technology
BARRIERS	**Cost**	Expensive Travel Costs / No budget coordination from all support agencies / Low pay of those that need public transport / Part time contracts, seasonal contracts, part time education make it difficult to afford public transport / Min hour contracts do not allow a person to commit to season ticket discounts as the frequency of shift patterns are not set / The cost of digital access to training and employability can be a barrier (Digital Inclusion & Digital Poverty)	Concessionary Travel may only cover 60% of a single fare. In some circumstances this results in the operator increasing the cost of the single fare to cover the remainder of the cost and as such, that increase cost of the single ticket for those who don't qualify for concessionary travel.	Some residents can't afford public transport at all. / RSL grant funding correlates with energy efficiency, but this does not include sustainable access to work and training / High housing prices in Edinburgh push residents out with the city. Residents then have to navigate the high cost and long journey times to access employment in the city centre.	The alignment of national strategies for inclusive growth, community wealth building, net zero, green recovery are fundamentally important for the nations aspirations. However, the cost to achieve the aspirations is not yet known	Renewable technologies are still more expensive than traditional and require government subsidies / It will take significant investment for renewable technologies to compete with traditional fuels and drive down operator costs
	Subsidies	Don't think the transport subsidies are targeting the correct demographic for the greatest benefit / No combined responsibility of whole life journey into sustained employment / The landscape of Digital subsidies/support is still uncertain for partners in the frontline to best advise individuals that require support	High cost of subsidised services (due to low patronage) in rural areas / Need real incentives to move people out of cars to get a real modal shift	Can houses be designed for homeworking without loss of government funding (RSL Perspective) and resident rental support	Subsidies are spread throughout the landscape of Employability, Skills, Transport & Digital. Is coordination a barrier/opportunity?	Renewable technologies are still more expensive than traditional and require government subsidies
	Time	Frequency of Bus Services out with peak times does not meet shift patterns / Bus travel times can add hrs on to journey / Some parts of Edinburgh are still poorly connected. West Edinburgh Project / Need more local job opportunities to minimise transport needs / Child care provisions do not align with shift patterns or transport availability	Reduce impact from congestion on Sustainable Access to Edinburgh City Centre / Half the journey time of some service entering Edinburgh from the other regions is spent navigating the capital.	High housing prices in Edinburgh push residents out with the city. Residents then have to navigate the high cost and long journey times to access employment in the city centre.	The alignment of national strategies for inclusive growth, community wealth building, net zero, green recovery are fundamentally important for the nations aspirations. However, there will have to be some significant changes to the pre-COVID19 normal practices to meet the timescales envisaged.	Charging time for electric buses is difficult to incorporate into the network / Current estimates are that hydrogen won't be a financially viable option without subsidy until 2030 at the current rate of development.
	Information	Due to complexity there is a continual need for education on how to use the travel system / Multiple tickets make it difficult to use public transport / Better disabled access and information / Transport provision doesn't seem to be based on supply and demand - Data Based investment / Working in isolation on key issues. Would benefit from insight from other LA's on interventions / Digital Inclusion (access to digital training, devices, internet)	Information for transport is spread across a large number of locations that make it difficult for passengers to understand how to complete journeys / Multiple tickets are required for modal transfer / Real-time information is not standard across the region to promote user confidence / The majority of routes are not based on supply/demand data / How do you change the general public's perception of public transport vs the private car? / Seeing 12m buses with only a couple of passenger using the service creates a negative impression of public transport / Closed data creates a barrier for passenger information and single ticket / Data does not inform some bus route provisions in the region.		There is no mandatory requirement to share (anonymised) data to understand supply/demand of transport services and optimise service provisions	There is no baseline assessment of Digital intervention in the region
	Investment	Transport Investment needs to take account of employability / Digital poverty schemes need to be aligned with training and employment initiatives of individuals (how many groups are involved and coordinated) / Poor connectivity across rural areas. Some parts of Edinburgh are poorly connected	There is no consistency of bus stance provisions across the region. Not every stance has a shelter. / Low emission zones may put an uneconomical burden on operators. Could this be phased for private car first which would promote a modal shift (thus helping operators to fund the change). / Data does not inform some bus route provisions in the region.	Reliance on private sector developers to deliver RSL housing, so can't influence the minimum requirements around active travel / There is already a large 'Section 75' burden on developers, so more investment may be difficult. Can the customer needs/environmental awareness drive the investment (20min communities).	The definition of 'Net Zero' and 'Inclusive Growth' have yet to be confirmed by Government. This will then help clearly define the hierarchy of investment (Active Travel, Bus, Train, DRT, Pool Cars, Private Car).	It will take significant investment for renewable technologies to compete with traditional fuels
	Technology	Blended learning/employment creates an additional IT burden on the student/employee	Electric car is seem to be a solution but it doesn't solve the congestion issue and it is still an inefficient use of energy. / Very difficult to get on street EV chargers. New legislation could remove barrier / Roll out of new technology is expensive	Can houses be designed for homeworking without loss of government funding (RSL Perspective) and resident rental support		The public sector usually have to take the lead in the adoption of new technology to create critical mass and drive efficiency
	COVID19	COVID impact on volume of unemployed will make it more difficult for vulnerable groups / The reduction of jobs available	Effect of COVID on long term transport provisions / Once Scott Gov COVID support is removed from operators commercial services could be withdrawn / The Government warnings regarding using public transport have damaged the reputation of the industry. / The new normal may create less patronage for public transport and effect the financial viability of services	Are houses designed for homeworking	A significant public sector response has been required to help our communities through the global pandemic and diverted resource away from delivering policy change.	
	Policy	Procurement - Community Benefits - Make Contractor responsible for all access & Egress of Apprentices and return to work individuals / Regional focus of Community Benefits	The regulatory timeframes need to be streamlined as everything is digital now and should rely on printing information / The process to get the approvals to create a new bus company needs to be more transparent and have clear time limits to encourage more competition in the market / Low emission zones could initially penalise bus operators without additional time to change vehicles. This could lead to less sustainable transport options and more need for private car (thus counteracting the desired intent) / Low emission zones would encourage the change to electric or hydrogen vehicles, but in the long term a move to renewable does not relieve congestion issues and open opportunities for sustainable public transport and active travel.	Affordable housing needs good access to employment (SBC Young Person Housing Needs Strategy 2019) / Planning policy does not promote sustainability far enough to make a significant change / Spatial Land Planning needs to include the sustainable linkages to transport & employment hubs / HNDA3 should identify these barriers?	Significant national policy change in relation to regionalising benefits/inclusive growth, Community Wealth Building, Net Zero, Green recovery. / The creation of regional/local policies will take time to complete. / The terms 'Inclusive Growth' & 'Net Zero' still haven't been determined so it is difficult to create regional policy. / Procurement policy has historically created a barrier around regionalising benefits. There was no ability to promote the use of local MA's or job seekers and the responsibility for access to the place of work was on the individual.	
	Partnership	Employability historically did not feed into planning, transport policy	Employability historically did not feed into planning, transport policy / Poor partnership working within travel modes and across travel modes creates a large barrier to Mobility as a Service	Employability historically did not feed into planning, transport policy	Employability historically did not feed into planning, transport policy	
	Other	Difficult getting access to work outside Edinburgh / Cultural Barriers that puts people off traveling across region/s for work	Overcrowding, noise and sensory overload barrier for our workforce with Autism using public transport			

Appendix 4 – Full Identified Mobility Barriers to Identified Solutions

The matrix below show the stakeholder identified mobility barriers and solutions. Next to each barrier or solution there is a number, representing a count of where a barrier is addressed by a solution or where a solution addresses a barrier.

To see the numbers, descriptions of the barriers or solutions and the ✓ or ✗ symbols the zoom function is needed.