

## REPORT TO INFRASTRUCTURE SERVICES COMMITTEE – 25 AUGUST 2022

### UK SHARED PROSPERITY FUND INVESTMENT PLAN

#### 1 Executive Summary/Recommendations

1.1 This report seeks endorsement of a 3-year investment plan for the use of an £8.3m UK Shared Prosperity Fund allocation to Aberdeenshire. If endorsed by Committee, the plan will be submitted to the UK Government for approval. Formal governance structures for the delivery of the programmes identified in the plan would then be established and put to the appropriate Committee(s) for approval prior to spending decisions being made

#### 1.2 The Committee is recommended to:

**1.2.1 Consider and endorse the draft Aberdeenshire UK Shared Prosperity Fund Investment Plan set out at Appendix 1 to this report**

**1.2.2 Delegate the power to submit the Investment Plan to the UK Government to the Head of Service – Planning and Economy**

**1.2.3 Instruct the Director of Environment & Infrastructure to bring a report to Full Council on the governance processes for the management and administration of the funds**

#### 2 Decision Making Route

2.1 The UK Government published its [prospectus for the UK Shared Prosperity Fund \(UKSPF\)](#) on 13 April 2022. With a budget of £2.6b until 2025, the UKSPF will effectively replace European Structural Funds programmes which will continue to operate until 2023.

2.2 Local authority areas have been allocated funds from the programme which will be released upon the approval of and Investment Plan by the UK Government. The allocation for Aberdeenshire is as follows:

	<b>2022/23</b> £	<b>2023/24</b> £	<b>2024/25</b> £	<b>Total</b> £
Capital	86,643	208,276	781,417	1,076,336
Revenue	746,460	1,457,930	3,584,043	5,788,433
Multiply*	433,214	499,862	499,862	1,432,938
<b>Total</b>	<b>1,266,317</b>	<b>2,166,068</b>	<b>4,865,322</b>	<b>8,297,707</b>

*\*funds ringfenced for adult numeracy provision*

2.3 Due to Local Government elections and the recess period, an extension to the submission deadline of 1 August 2022 was requested by Council Officers to allow

for Committee consideration and approval of the Aberdeenshire Investment Plan. This has been approved by the UK Government, with a new deadline of 1 September 2022.

- 2.4 Stakeholder engagement is a key requirement of the process, including the convening of a Local Partnership Group to provide insight and expertise into the plan. Members of Parliament (MPs) are also to be invited to review the draft plans prior to their submission. The following engagement has taken place to inform the development and content of the plan:

<b>Date</b>	<b>Activity</b>
20 June 2022	Briefing circulated to Chief Officers inviting expressions of interest
11 July 2022 – 24 July 2022	Stakeholder consultation exercise through Engage Aberdeenshire (Appendix 2)
12 July 2022	Meeting with Group Leaders
14 July 2022	Meeting with Group Leaders and MPs
27 July 2022	Local Partnership Group – Regional Economic Partnership meeting with MPs
28 July 2022	Meeting with Area Committee Chairs, Vice Chairs, Opposition Spokespeople and Area Managers
2 August 2022	Meeting with Policy Committee Chairs, Vice Chairs and Opposition Spokespeople

### **3 Discussion**

- 3.1 The UKSPF’s prime objective is to build pride in place and increase life chances across the UK. It will aim to empower places to invest in local priorities across three priority areas:

#### **3.1.1 Communities and place**

- Strengthening our social fabric and fostering a sense of local pride and belonging, through investment in activities that enhance physical, cultural and social ties and access to amenities, such as community infrastructure and local green space, and community-led projects.
- Building resilient, healthy and safe neighbourhoods, through investment in quality places that people want to live, work, play and learn in, through targeted improvements to the built environment and innovative approaches to crime prevention.

#### **3.1.2 Local Businesses**

- Creating jobs and boosting community cohesion, through investments that build on existing industries and institutions, and range from support for starting businesses to visible improvements to local retail, hospitality and leisure sector facilities.

- Promote networking and collaboration, through interventions that bring together businesses and partners within and across sectors to share knowledge, expertise and resources, and stimulate innovation and growth.
- Increasing private sector investment in growth-enhancing activities, through targeted support for small and medium-sized businesses to undertake new-to-firm innovation, adopt productivity-enhancing, energy efficient and low carbon technologies and techniques, and start or grow their exports.

### 3.1.3 People and Skills

- Boosting core skills and support adults to progress in work, by targeting adults with no or low level qualifications and skills in maths, and upskill the working population, yielding personal and societal economic impact, and by encouraging innovative approaches to reducing adult learning barriers.
- Reducing levels of economic inactivity through investment in bespoke intensive life and employment support tailored to local need. Investment should facilitate the joining-up of mainstream provision and local services within an area for participants, through the use of one-to-one keyworker support, improving employment outcomes for specific cohorts who face labour market barriers.
- Supporting people furthest from the labour market to overcome barriers to work by providing cohesive, locally tailored support including access to basic skills.
- Supporting local areas to fund gaps in local skills provision to support people to progress in work, and supplement local adult skills provision e.g. by providing additional volumes; delivering provision through wider range of routes or enabling more intensive/innovative provision, both qualification based and non-qualification based. This should be supplementary to provision available through national employment and skills programmes.

3.2 Investment Plans for each place must consider local challenges/opportunities and align with local strategies and existing funding streams. These high-level, strategic plans must indicate which of the 51 available investment options will be supported by the funding and provide indicative budgets and outcomes for each selected option.

A draft Aberdeenshire Investment Plan (AIP) is set out at **Appendix 1** to this report. It proposes that the funds are allocated to a number of multi-annual programmes which would provide grants to a wide range of organisations (community, private, public) to deliver specific projects. Eligibility criteria and application/award processes for each programme would be developed after the submission of the AIP. Governance processes for awarding funds would be approved by Full Council prior to grant applications being invited. Alignment with other funding streams, Council policies/strategies and partnership work would be key considerations in shaping the detailed programmes.

3.3 The draft AIP proposes that the following programmes would be established:

Programme	Description	Allocation (£)
<b>Communities &amp; Place</b>	<p>Capital funding for projects supporting:</p> <ul style="list-style-type: none"> <li>• Place-based investments, regeneration &amp; town centre improvements</li> <li>• Community assets and infrastructure</li> <li>• Improvements to the natural environment, green &amp; open space</li> <li>• Design &amp; management of the built &amp; landscaped environment</li> <li>• Sports, arts, cultural, heritage &amp; creative facilities</li> <li>• Active travel enhancements &amp; small scale transport projects</li> </ul> <p>Revenue funding to support initial feasibility work for capital projects</p> <p>Revenue funding for community-based financial Information and Advice Services to support individuals and households to address the cost of living crisis</p>	<b>2,625,000</b>
<b>Supporting Local Business</b>	<p>Revenue funding to provide advisory services and grants to businesses to support:</p> <ul style="list-style-type: none"> <li>• Small and Medium-sized Enterprise development</li> <li>• Local entrepreneurial ecosystems</li> <li>• Expert business advice and support programmes</li> <li>• Other initiatives meeting local, regional and Scottish policy objectives</li> </ul> <p>Revenue grants to provide targeted support to assist the development and creation of social enterprises in Aberdeenshire.</p> <p>Capital funding to unlock the development of industrial sites where demand or need has been identified, but which would otherwise not be commercially viable.</p>	<b>2,650,000</b>
<b>People &amp; Skills</b>	<p>Revenue funding to build upon core employability programmes funded through No One Left Behind and Young Persons' Guarantee funds to provide targeted support to groups and activities not presently supported by current provision such as:</p>	<b>1,316,000</b>

	<ul style="list-style-type: none"> <li>• School pupils at risk of leaving education without a positive destination</li> <li>• Groups who require further support to access mainstream employability services</li> <li>• Refugees</li> <li>• In-work support and progression to clients who do not fall into current priority groups but who are experiencing in-work poverty</li> </ul> <p>Revenue funding to support the retraining and upskilling people to help realise the opportunities which just transition and automation can present. This may include the development and delivery of courses which address local skills needs at a wide range of qualification levels.</p>	
<b>Multiply</b>	Revenue funding to deliver a collaborative and partnership-based maths and numeracy programme of support to meet the needs of learners throughout Aberdeenshire.	<b>1,432,938</b>
<b>Programme Administration</b>	Revenue funding to support the management of the overall programmes, including challenge fund processes, claims, monitoring, reporting and evaluation	<b>273,769</b>
<b>GRAND TOTAL</b>		<b>8,297,707</b>

3.4 The above programmes would link to the investment priorities and budgets of the AIP as follows:

### 3.4.1 Communities & Place

<b>Investment Priority</b>	<b>Allocation (£)</b>
<b>S1:</b> Place based investments for regeneration and town centre improvements, which could include better accessibility for disabled people, including capital spend and running costs.	250,000
<b>S2:</b> Support and improvement of community assets and infrastructure projects, including those that increase communities' resilience to natural hazards, and support for decarbonization of facilities, energy efficiency audits, and installation of energy efficiency and renewable measures in community buildings (including capital spend and running costs).	250,000
<b>S3:</b> Improvements to the natural environment and green and open space which could include community gardens, watercourses and embankments, along with incorporating natural features into wider public spaces.	250,000
<b>S4:</b> Design and management of the built and landscaped environment.	250,000

<b>S5:</b> Support for sport, arts, cultural, heritage and creative activities, projects and facilities and institutions.	250,000
<b>S6:</b> Funding for active travel enhancements and other small scale strategic transport projects.	250,000
<b>S10:</b> Community measures to reduce the cost of living, including through measures to improve energy efficiency, and combat fuel poverty and climate change	650,000
<b>S11:</b> Funding to support relevant feasibility studies.	475,000
<b>TOTAL</b>	<b>2,625,000</b>

### 3.4.2 Supporting Local Business

<b>Investment Priority</b>	<b>Allocation</b>
<b>S15:</b> SME development grants and support, aligned with local and regional sectoral priorities and growth potential.	331,250
<b>S18:</b> Investing in enterprise infrastructure and employment/innovation site development projects.	800,000
<b>S19:</b> Strengthening local entrepreneurial ecosystems and supporting businesses at all stages of their development to start, sustain, grow and innovate, including through local networks.	331,250
<b>S20:</b> Support for expert business advice and support programmes at the local and regional level, including support for decarbonisation, climate adaptation and circular economy advice.	331,250
<b>S22:</b> Support for growing the local social economy, including community businesses, cooperatives and social enterprises.	525,000
<b>S29:</b> Support for new and existing businesses and start-ups aligned with local, regional and Scottish policy.	331,250
<b>TOTAL</b>	<b>2,650,000</b>

### 3.4.3 People & Skills - Core

<b>Investment Priority</b>	<b>Allocation (£)</b>
<b>S31:</b> Employment support for economically inactive people: Intensive and wrap-around one-to-one support to move people closer towards mainstream provision and employment, supplemented by additional and/or specialist life and basic skills (digital, English, maths and ESOL) support where there are local provision gaps.	125,000
<b>S32:</b> Courses including basic skills (digital, English, maths (via Multiply) and ESOL), and life skills and career skills provision for people who are not economically inactive and who are unable to access other training or wrap around support detailed above.	125,000
<b>S33:</b> Activities such as enrichment and volunteering to improve opportunities and promote wellbeing.	125,000
<b>S35:</b> Support for employability programmes and advice places should have regards for the No One Left Behind agenda, the Young Person's Guarantee, Fair Start Scotland and Scottish	125,000

employability pipeline. This could include tailored support to help people in employment, who are not supported by mainstream provision to address barriers to accessing education and training courses. This includes supporting the retention of groups who are likely to leave the labour market early.	
<b>S36:</b> Support for local areas to fund local skills needs. This includes technical and vocational qualifications and courses up to level 2 and training for vocational licences relevant to local area needs and high-value qualifications where there is a need for additional skills capacity that is not being met through other provision.	516,000
<b>S39:</b> Support for education and skills targeting vulnerable young people leaving school, places should have regard for the Young Person's Guarantee, modern apprenticeships and related policy.	300,000
<b>TOTAL</b>	<b>1,316,000</b>

### 3.4.4 People & Skills – Multiply

<b>Investment Priority</b>	<b>Allocation (£)</b>
<b>S42:</b> Courses designed to increase confidence with numbers for those needing the first steps towards formal qualifications.	143,293.80
<b>S43:</b> Courses for parents wanting to increase their numeracy skills in order to help their children and help with their own progression.	143,293.80
<b>S44:</b> Courses aimed at prisoners, those recently released from prison or on temporary licence.	143,293.80
<b>S45:</b> Courses aimed at people who can't apply for certain jobs because of lack of numeracy skills and/or to encourage people to upskill in order to access a certain job/career.	143,293.80
<b>S46:</b> Additional relevant maths modules embedded into other vocational courses.	143,293.80
<b>S47:</b> Innovative programmes delivered together with employers – including courses designed to cover specific numeracy skills required in the workplace.	143,293.80
<b>S48:</b> New intensive and flexible courses targeted at people without Level 5 maths in Scotland, leading to an equivalent qualification.	143,293.80
<b>S49:</b> Courses designed to help people use numeracy to manage their money.	143,293.80
<b>S50:</b> Courses aimed at those 19 or over that are leaving, or have just left, the care system.	143,293.80
<b>S51:</b> Activities, courses or provision developed in partnership with community organisations and other partners aimed at engaging the hardest to reach learners – for example, those not in the labour market or other groups identified locally as in need.	143,293.80
<b>TOTAL</b>	<b>1,432,938.00</b>

## 4 Council Priorities, Implications and Risk

4.1 The draft AIP would support delivery of all of the Council's Strategic Priorities:

Pillar	Priority
Our People	Education Health & Wellbeing
Our Environment	Infrastructure Resilient Communities
Our Economy	Economy & Enterprise Estate Modernisation

Underpinning the Priorities are a number of key principles. They are: right people, right places, right time; responsible finances; climate and sustainability; Community Planning Partnership Local Outcome Improvement Plans; human rights and public protection; tackling poverty and inequalities; digital infrastructure and economy.

4.2 The table below shows whether risks and implications apply if the recommendations are agreed.

Subject	Yes	No	N/A
Financial	X		
Staffing	X		
Equalities and Fairer Duty Scotland	X		
Children and Young People's Rights and Wellbeing	X		
Climate Change and Sustainability	X		
Health and Wellbeing	X		
Town Centre First	X		

4.3 The financial implications are that the Council would be responsible for the effective administration and management of approximately £8.3m of funding from the UK Government over a three-year period. These would be disbursed through a mixture of challenge fund, procurement and in-house provision in line with the Council's Financial Regulations.

4.4 The staffing implications are that additional staff resources would need to be put in place to manage the programmes, including the operation of challenge fund rounds and overall project monitoring and evaluation. 4% of the allocation may be used to fund staff costs, with the intention to use this to put in place 2 FTE staff – an Investments and Projects Executive and an Investments and Projects Officer.

4.5 An integrated impact assessment has been carried out as part of the development of the proposals set out above. It is included as **Appendix 3** and there are positive impacts as follows:



- Area deprivation - The investment plan will provide additional resources to address area deprivation, particularly regarding geographical access to services and facilities.
- Low income - The investment plan will provide additional resources to enhance financial advice services for low-income households and individuals.
- Low wealth - The investment plan will provide additional resources to enhance financial advice services for low-wealth households and individuals.
- Material deprivation - The investment plan will provide additional resources to enhance financial advice services for households and individuals facing material deprivation.
- Exercise and physical activity - The investment plan will provide the opportunity to implement projects which create active travel, outdoor spaces and sports/leisure facilities
- Mental health - The investment plan will provide an opportunity to support projects which improve access to support services (e.g. financial advice, employability); employment opportunities and facilities (e.g. leisure, recreation, sports).
- Quality of environment - The investment plan would provide an opportunity to invest in green and open spaces in communities.
- Economic and social transition – The investment plan would include support for local businesses and addressing skills shortages. This would complement and align with support offered through the Just Transition fund.
- Aesthetics of the town centre – The investment plan would provide opportunities to support projects to improve the aesthetics of town centres, including derelict buildings and open spaces.
- Cultural heritage and identity – The investment plan will provide opportunities to invest in projects linked to the the cultural heritage and identify of towns, including the provision of cultural facilities.
- Footfall - The improvements to town centres supported by the investment plan are likely to increase footfall.
- Town centre assets - The investment plan will provide an opportunity to invest in town centre assets, including derelict buildings and public realm.
- Town centre business - In addition to physical investment in town centres, the investment plan would also provide opportunities to support town centre businesses through the provision of enhanced support services and grants.

4.6 The following Risks have been identified as relevant to this matter on a [Corporate Level](#):

- ACORP001 – Budget Pressures
- ACORP002 - Working with other organisations (e.g. supply chains, outsourcing and partnership working)

These can be mitigated through introducing effective and efficient governance systems to administer the funds and ensure that spend deadlines are met.

The UKSPF will provide additional resources to mitigate the following Risks which have been identified as relevant to this matter on a [Strategic Level](#):

- BSSR002 - Communities are confident, resilient and inclusive. Individuals feel secure and in control of their circumstances.
- BSSR003 - We live within our means and use public money to maximise outcomes for our communities
- BSSR004 - Our assets, property and land are managed to the best financial effect, supporting delivery of our priorities and service ambitions in the medium to long term
- ISR001 - Aberdeenshire is a location of choice that has a diverse economic base of innovative companies with a skilled workforce and return to full employment
- ISR002 - The gap between economic, environmental and social outcomes in Banff, Macduff, Fraserburgh and Peterhead and the Aberdeenshire average is closed and other towns at risk have avoided becoming regeneration priorities
- ISR003 - Supporting Aberdeenshire businesses through pandemic, EU Exit and energy transition
- ISR005 - Open spaces that encourage active, healthy lifestyles
- ISR007 - Safeguard the built and natural environment
- ISR008 - Placemaking to meet the current and future needs of communities and supporting communities to help themselves, enabling community wealth building that supports local economic opportunities
- ISR009 - A road and street-lighting network which keeps people safe, encourages active lifestyles and increases active travel opportunities

## 5 Scheme of Governance

- 5.1 The Head of Finance and Monitoring Officer within Business Services have been consulted in the preparation of this report and their comments are incorporated within the report and are satisfied that the report complies with the [Scheme of Governance](#) and relevant legislation.
- 5.2 The Committee is able to consider and take a decision on this item in terms of Section F.1.1 of the [List of Committee Powers in Part 2A](#) of the Scheme of Governance as matter relates to external funding which is part of the remit of Economic Development.

### Alan Wood, Director of Environment & Infrastructure Services

Report prepared by Martin Brebner, Team Manager – Economic Strategy & Policy  
1 August 2022

### List of Appendices –

Appendix 1 – Draft Aberdeenshire Investment Plan  
Appendix 2 – Stakeholder Engagement Summary  
Appendix 3 – Integrated Impact Assessment

## Appendix 1

### 1) Local Challenges and Opportunities

In this section, we will ask you:

- If you've identified any challenges or opportunities, you intend to support
- Which of the UKSPF investment priorities these fall under

#### 1A) ARE THERE ANY LOCAL CHALLENGES YOU FACE WHICH FALL UNDER THE COMMUNITIES AND PLACE INVESTMENT PRIORITY?

(If yes) Describe these challenges, give evidence where possible

Aberdeenshire is a diverse place, with a population of around 261,000 people and area of 6,339km<sup>2</sup><sup>1</sup>. As such, the challenges faced by distinct communities and places within Aberdeenshire will vary considerably. Ensuring that there is sufficient flexibility within the Investment Plan to **meet the needs of distinct communities within a large area** is an overarching challenge identified.

Between 2010 and 2020, the overall population of Aberdeenshire increased by around 11,000 people, with this growth slowing and reversing slightly by the end of the decade. The percentage of the population of working age declined from 65% to 61% with a corresponding increase in the over 65 proportion from 16% to 20%. An **ageing population** is therefore one local challenge to be considered.

The Scottish Index of Multiple Deprivation (SIMD) 2020<sup>2</sup> provides insight into challenges faced by particular communities. Aberdeenshire has nine data zones within the 20% most deprived in Scotland, representing 0.6% of the national share. All nine of these zones can be found in the towns of Fraserburgh and Peterhead. This highlights that there are **pockets of deprivation** within Aberdeenshire, particularly in larger towns.

Several indicators are amalgamated to create the SIMD, with further analysis of these highlighting particular challenges for communities in Aberdeenshire. The access to services indicator considers drive/public transport time to key facilities and access to superfast broadband. 44% of datazones in Aberdeenshire fall within the 20% most deprived in Scotland for access to services and 33% within the 10% most deprived. This highlights that **access to services and facilities** is a key local challenge for many communities within Aberdeenshire.

SIMD data is useful for relative comparisons of deprivation within Scotland, but it is also important to consider whether changes in the rankings over time are due to improvements or deterioration of the situation in particular places. Information from the Department for Work and Pensions<sup>3</sup> suggests that there has been a notable increase in Aberdeenshire of children living in absolute low-income families, from 9.7% in 2014/15 to 11.4% in 2019/20. A similar trend can be observed in relative low-income households, with an increase from 9.6% in 2014/15 to 13.3% in 2019/20. Cost of living increases are likely to increase the

<sup>1</sup> Aberdeenshire Profile 2022 - <https://www.aberdeenshire.gov.uk/media/26182/aberdeenshireprofile.pdf>

<sup>2</sup> <https://www.gov.scot/news/scottish-index-of-multiple-deprivation-2020/>

<sup>3</sup> Aberdeenshire Community Planning Partnership - <https://www.ouraberdeenshire.org.uk/wp-content/uploads/2021/07/Absolute-and-Relative-Poverty-Data-Aberdeenshire-2014-15-to-2019-20.pdf>

number of households in poverty. **Addressing poverty** has therefore been identified as a key local challenge.

Reducing Poverty is one of the key priorities in Aberdeenshire Community Planning Partnership's (CPP's) Local Outcome Improvement Plan (LOIP). The Partnership's Tackling Poverty and Inequalities Group has identified the following themes as key components of addressing poverty:<sup>4</sup>

- **Food Insecurity**
- **Fuel Poverty & Housing**
- **Transport/active travel**
- **Digital Inclusion**
- **Financial Inclusion**
- **Mental Health & Wellbeing**
- **Employability**
- **Children & Young People**

A further LOIP priority identified by the CPP is Connected and Cohesive Communities, with Locality Plans being established for the towns of Peterhead, Fraserburgh, Banff and Macduff<sup>5</sup>. In addition to access to services and tackling poverty, Locality Plans identify a range of key local challenges including:

- **The aesthetic look of towns**
- **Antisocial behaviour**
- **Social isolation**
- **Availability of outdoor and green spaces**
- **Drug & alcohol consumption and their consequences**
- **Mental health**
- **The digital divide and broadband access**

Feedback from stakeholder engagement has identified the following additional challenges:

- Lack of available funding for volunteer-led capital building projects
- Lack of social / low-cost housing
- Empty buildings in town centres
- High costs of living
- High costs of adapting to climate change
- Existential threat caused by climate change
- Emergency resilience

**1B) ARE THERE ANY LOCAL OPPORTUNITIES UNDER THE COMMUNITIES AND PLACE INVESTMENT PRIORITY THAT YOU INTEND TO SUPPORT?**

**(If yes) Describe these opportunities, give evidence where possible**

<sup>4</sup> Report to Aberdeenshire Council Communities Committee ([Item 8](#)), 14 October 2021

<sup>5</sup> Aberdeenshire Community Planning Partnership - <https://www.ouraberdeenshire.org.uk/our-priorities/connected-and-cohesive-communities/>

Locality Plans have identified a number of opportunities which the UKSPF could help support, including:

- **Improving community spaces** - access for disabled and elderly
- **Exploring transport solutions** which are accessible and affordable for older people and other hard-to-reach groups
- **Upgrading walking and cycle paths etc** and ensuring finances are in place for the upkeep of these
- Securing the **regeneration and re-use of redundant properties**
- **Increasing money/ benefits advice support in additional locations** and opportunities to signpost to engage in positive activities to improve life, wellbeing and developing employability skills.
- Supporting initiatives to **increase participation in physical activity**

Feedback from stakeholder engagement has identified the following additional opportunities:

- Support for Local Place Planning
- Community empowerment
- Funding for ongoing revenue/running costs
- Providing and developing facilities for visitors
- Identifying derelict or unused buildings and acquiring them - compulsory purchase etc - then allowing/leasing charitable organisations to use them
- Community-owned enterprise
- Co-ownership of renewables by community groups
- Embracing of zero-carbon systems of heating

There is therefore an opportunity for the UKSPF to support the following initiatives:

### 1) Improving Places

This will involve capital funding for projects supporting:

- Place-based investments, regeneration & town centre improvements
- Community assets and infrastructure
- Improvements to the natural environment, green & open space
- Design & management of the built & landscaped environment
- Sports, arts, cultural, heritage & creative facilities
- Active travel enhancements & small-scale transport projects

Digital connectivity and low carbon will be key considerations. It will also involve revenue funding to support initial feasibility work for capital projects.

### 2) Information and Advice Services

This will provide **community-based financial information and advice services**, with Key Workers located in community settings to support individuals and households in poverty. These services will enhance and join up provision with other support services (e.g. mental health, employability) to address the needs of clients in a holistic way.

**1C) ARE THERE ANY LOCAL CHALLENGES YOU FACE WHICH FALL UNDER THE SUPPORTING LOCAL BUSINESS INVESTMENT PRIORITY?**

**(If yes) Describe these challenges, give evidence where possible**

Although Aberdeenshire's economy is generally strong, local businesses in the area face a number of challenges. Gross Value Added (GVA) fell from £7,052m in 2018 to £6,922m in 2019, with Aberdeenshire one of only three local authority areas to see a decline in this period.<sup>6</sup> Between March 2020 and March 2021, the registered business stock decreased in around three quarters (23) of Scotland's 32 local authority areas – with the registered business stock falling the most in Aberdeenshire (-390 businesses).<sup>7</sup> The majority (53.2%) of private sector jobs in Aberdeenshire are within small businesses, the eighth highest proportion in Scotland in 2021.

The Regional Economic Strategy (RES) for Aberdeen City and Shire<sup>8</sup> identifies oil and gas; tourism; food, drink, fisheries and agriculture; creative industries; and life sciences as key sectors for the region.

One of the main challenges for the oil and gas industry is **Just Transition to Net Zero**, with an International Energy Agency report<sup>9</sup> highlighting that the industry faces "...increasing demands to clarify the implications of energy transitions for their operations and business models, and to explain the contributions that they can make to reducing greenhouse gas (GHG) emissions and to achieving the goals of the Paris Agreement." In order to capitalise on and retain oil and gas skills and expertise in the local area, the Scottish Government has identified<sup>10</sup> a need to prioritise:

- Skills training and education that helps to secure good, high value jobs in green industries like low-carbon manufacturing, renewables, and tech;
- Job security for those in industries that will play the biggest part in the transition – at every level – from those working in petrol stations to those on oil platforms.

**Improving environmental sustainability** is also a key challenge for the food, drink, fisheries and agriculture sectors which also presently face **rising costs**, particularly increased raw material, energy and wage costs. Recruitment of staff is also a challenge due to limited **workforce availability**. This is also having an impact on exports with veterinary medicine a shortage occupation area. A lack of

<sup>6</sup> Sub-Scotland Economic Statistics Database, Scottish Government - <https://www.gov.scot/publications/sub-scotland-economic-statistics-database/>

<sup>7</sup> Businesses in Scotland 2021, Scottish Government - <https://www.gov.scot/binaries/content/documents/govscot/publications/statistics/2021/11/businesses-in-scotland-2021/documents/businesses-in-scotland-2021/businesses-in-scotland-2021/govscot%3Adocument/Businesses%2Bin%2BScotland%2B2021.pdf>

<sup>8</sup> [https://investaberdeen.co.uk/images/uploads/Regional\\_Economic\\_Strategy\\_0.pdf](https://investaberdeen.co.uk/images/uploads/Regional_Economic_Strategy_0.pdf)

<sup>9</sup> The Oil and Gas Industry in Energy Transitions, International Energy Agency - <https://www.iea.org/reports/the-oil-and-gas-industry-in-energy-transitions>

<sup>10</sup> Just Transition - A Fairer, Greener Scotland: Scottish Government response - <https://www.gov.scot/publications/transition-fairer-greener-scotland/>

**succession planning** and **investment capacity** have also been identified as challenges within parts of the sector such as the fish processing industry.<sup>11</sup>

One of the key priorities of the RES is investment in infrastructure. The 2020/21 Aberdeen City and Aberdeenshire Employment Land Audit<sup>12</sup> identifies an overall reduction in the availability of employment land in Aberdeenshire between 2019 and 2021:

**Aberdeenshire Employment Land Supply 2020/21 in hectares**

	2019	2021	Change
<b>Established</b>	548	518	-6%
<b>Constrained</b>	267	281	5%
<b>Marketable</b>	281	237	-26%
<b>Immediately Available</b>	64	56	-13%
<b>Under Construction</b>	1.9	1.2	-37%

Completions over the period are below the ten-year average of about 12h per annum but continue the trend from 2018/19 of significantly reduced market demand due to the economic downturn in the North-East of Scotland linked to low oil prices, which was then exacerbated by the effect of the Covid-19 pandemic. With the recent increase in oil prices and recovery from the pandemic, there is a **risk that limited availability of employment land becomes a constraint on investment and economic development.**

Feedback from stakeholder engagement has identified the following additional challenges:

- Sustainable, affordable and reliable transport networks for people and goods
- Access to high-speed digital connectivity
- Digital support provision for SME businesses
- Business Rates
- Monopoly of ownership of Commercial Property for rent
- Job creation, rural infrastructure
- Centralisation of local service provision
- Business Owners' capacity / mental health
- A growing divide between consumer behaviour and local businesses
- Skills and service standards to provide a quality customer experience
- Business start-up increases in line with Scottish Government NSET ambitions
- Seasonality

<sup>11</sup> Future-Proofing the Seafood Industry - <http://publications.aberdeenshire.gov.uk/dataset/da62dfa2-a97e-4d87-8e6f-9f9b6631a13f/resource/41e67d9c-0cdc-49b3-83b8-3756720e47e3/download/future-proofing-the-seafood-industry---summary-report.pdf>

<sup>12</sup> <http://publications.aberdeenshire.gov.uk/dataset/85402573-8685-4cd5-b2e7-a106bcf1d1cb/resource/c6c979dc-2c92-4d10-bfaf-ca0d6ed05523/download/combinedemploymentlandaudit2020-21.pdf>



- Rise in energy costs

**1D) ARE THERE ANY LOCAL OPPORTUNITIES UNDER THE SUPPORTING LOCAL BUSINESS INVESTMENT PRIORITY THAT YOU INTEND TO SUPPORT?**

**(If yes) Describe these opportunities, give evidence where possible**

One of the main opportunities is to grow indigenous small and medium-sized businesses locally through the provision of enhanced business advice services and targeted grants. A further opportunity is to support new business start-ups through ensuring that there are sufficient resources and services available to support entrepreneurship. Finally, there is an opportunity to enhance the provision of employment land through the development of business sites at key locations.

Feedback from stakeholder engagement has identified the following additional opportunities:

- Access to education
- Digital support provision for SME businesses
- Social Enterprise development programmes
- Support to upskill/reskill workers, support to take on trainees and apprentices, support / encouragement to engage with education and develop talent pipeline
- Give council contracts to local businesses in each town
- Grants for those that are not classified as businesses but have been central voluntarily to the sustainability of the rural and coastal communities
- Encouraging greater collaboration between businesses for the greater good
- Development of facilities for tourists
- Innovation

There is therefore an opportunity for the UKSPF to support the following initiatives:

**1) Business Support**

Revenue funding to provide **advisory services and grants to businesses** to support:

- Small and Medium-sized Enterprise development
- Local entrepreneurial ecosystems
- Expert business advice and support programmes
- Other initiatives meeting local, regional and Scottish policy objectives

**2) Social Enterprise Support**

Revenue grants to provide targeted support to assist **the development and creation of social enterprises** in Aberdeenshire

**3) Business Site Development**

Capital funding would be made available to unlock the **development of industrial sites** where demand or need has been identified, but which would otherwise not be commercially viable.

**1E) ARE THERE ANY LOCAL CHALLENGES YOU FACE WHICH FALL UNDER THE PEOPLE AND SKILLS INVESTMENT PRIORITY? (In Scotland, Wales, and Northern Ireland this should also include challenges relating to Multiply)**

**(If yes) Describe these challenges, give evidence where possible**

Skills Development Scotland's (SDS's) Regional Skills Analysis (RSA) for Aberdeen City and Shire states that "...labour shortages continue to be a dominant issue, and addressing this will require a concerted effort across talent attraction, upskilling and reskilling, and reducing economic inactivity."<sup>13</sup> Unemployment is relatively low in Aberdeenshire at 2.7%.<sup>14</sup> The working age employment rate for Aberdeenshire is already the third highest of all Local Authorities in Scotland at 79.5% in 2021.<sup>15</sup> This suggests that emphasis may need to be placed on **talent attraction, upskilling and reskilling to address labour shortages.**

The RSA also forecasts an increase in employment in the region of 6,800 jobs between 2021 and 2024, noting that this does not replace jobs lost during the pandemic. In the longer term, a reduction of 6,800 jobs is anticipated between 2024 and 2031, negating this earlier increase. This means that **overall employment levels are not expected to recover from pre-pandemic levels in the coming decade**, with the region's employment recovery forecast to be slower than the Scottish average. The overall level of employment in the region is predicted to contract by 0.3% per annum over the longer term, compared with a 0.1% growth figure for Scotland. The Mining and Quarrying sector is forecast to have the greatest contraction from 2021 to 2024, with a decline of 1,900 people in employment anticipated.

Over the period, the nature of jobs is also likely to change significantly. Automation is expected to increase, potentially affecting 46% of jobs in Scotland. The RSA indicates that "(m)any jobs are expected to evolve rather than disappear, for example skilled machine operatives rather than manual labour." This may **require an increase in the number of people with higher skill levels**, including in occupations that have historically required lower-level qualifications. However, it is also highlighted that there is still **a need for individuals with qualifications at all levels to fill job openings in the region.**

31,800 vacancies are predicted for 2021-24, with 6,800 from expansion demand and 25,000 from replacement demand. The anticipated Scottish Qualification Framework levels for these roles are:

<sup>13</sup> <https://www.skillsdevelopmentscotland.co.uk/media/49075/rsa-regional-report-aberdeen-city-and-shire.pdf>

<sup>14</sup> Sub-Scotland Economic Statistics Database, Scottish Government - <https://www.gov.scot/publications/sub-scotland-economic-statistics-database/>

<sup>15</sup> Sub-Scotland Economic Statistics Database, Scottish Government - <https://www.gov.scot/publications/sub-scotland-economic-statistics-database/>

SCQF 11-12	SCQF 7-10	SCQF 6	SCQF 5	SCQF 1-4	No quals.
2,800 (9%)	15,300 (48%)	3,300 (10%)	6,800 (21%)	1,400 (4%)	2,200 (7%)

Almost three quarters of employers in Aberdeen City and Shire identified a need to upskill employees in the next 12 months (as of 2020), a higher proportion than the Scottish average. **Operational skills** were the most commonly mentioned development area, being mentioned by more than half of employers. Just over half of the employers who identified development needs mentioned operational skills. Compared to Scotland, the need to upskill digital skills was anticipated to be lower in the region but the need to upskill complex analytical skills was higher. Overall, 4.9% of the workforce in Aberdeen City and Shire had a skills gap in 2020, up from 4.2% in 2017.

Feedback from stakeholder engagement has identified the following additional challenges:

- How people work and where they work.
- Working with schools, colleges, universities and training providers to better match education to skills gaps and shortages
- How to attract people to want to work
- Affordable Housing to attract / retain labour resources
- Affordable local childcare provision
- Lack of public transport/access to driving lessons
- Equity of opportunities for disabled people as compared to their non-disabled peers
- Support for those with disabilities and health conditions

**1F) ARE THERE ANY LOCAL OPPORTUNITIES UNDER THE PEOPLE AND SKILLS INVESTMENT PRIORITY THAT YOU INTEND TO SUPPORT? (In Scotland, Wales, and Northern Ireland this should also include challenges relating to Multiply)**

**(If yes) Describe these opportunities, give evidence where possible**

The anticipated demand for higher-skilled workers presents opportunities to support local people to access these jobs in economic growth sectors. This can not only support wider economic development locally, but also help to provide opportunities to access well-paid and secure employment. There is opportunity to provide support and training opportunities locally to grow and retain local talent.

Feedback from stakeholder engagement has identified the following additional opportunities:

- Cost of living support to encourage work (e.g. finances to commute, childcare costs)
- Traditional skills training
- Developing the local / non-local resource pipeline
- Creating a centre of excellence to develop the hospitality and tourism

- sector - which then provides job opportunities.
- Recruitment incentives and targeted work with employers to consider a wide talent pool
  - Employer preparation and support when employing disabled people.
  - Targeted support for those with disabilities
  - Attracting new people to live and work in Aberdeenshire

There is therefore an opportunity for the UKSPF to support the following initiatives:

### 1) Enhanced Employability

This would build upon core employability programmes funded through No One Left Behind and Young Persons' Guarantee funds to provide **targeted support to groups and activities not presently supported by current provision** such as:

- School pupils at risk of leaving education without a positive destination
- Groups who require further support to access mainstream employability services
- Refugees
- In-work support and progression to clients who do not fall into current priority groups but who are experiencing in-work poverty

### 2) Local Skills

Support to **retrain and upskill local people** will be provided to help realise the opportunities which just transition and automation can present. This may include the development and delivery of courses which address local skills needs at a wide range of qualification levels. There will be particular focus on shortage occupations.

### 3) Multiply

Revenue funding to deliver a collaborative and partnership-based **maths and numeracy programme of support** to meet the needs of learners throughout Aberdeenshire.

## 2) Interventions

In this section, we will ask you about:

- Interventions you've chosen for each year of funding
- Outcomes you want to deliver
- Any interventions that are not listed here
- How these interventions fall under the UKSPF investment priorities, and your rationale for them
- Interventions not included in our list will be assessed before being approved, where you will need to show a clear rationale, how the intervention is value for money, what outcomes it will deliver and how you will monitor and evaluate the intervention. This may include a theory of change or logic chain.

### 2A) WHAT ARE THE OUTCOMES YOU WANT TO DELIVER UNDER THE COMMUNITIES AND PLACE INVESTMENT PRIORITY? SELECT ALL THAT APPLY.

Jobs created	X
Jobs safeguarded	X
Increased footfall	X
Increased visitor numbers	
Reduced vacancy rates	
Greenhouse gas reductions	X
Improved perceived/experienced accessibility	X
Improved perception of facilities/amenities	X
Increased number of properties better protected from flooding and coastal erosion	
Increased users of facilities / amenities	X
Improved perception of facility/infrastructure project	X
Increased use of cycleways or paths	
Increase in Biodiversity	
Increased affordability of events/entry	
Improved perception of safety	
Reduction in neighbourhood crime	
Improved engagement numbers	
Improved perception of events	
Increased number of web searches for a place	
Volunteering numbers as a result of support	
Number of community-led arts, cultural, heritage and creative programmes as a result of support	X
Increased take up of energy efficiency measures	X
Increased number of projects arising from funded feasibility studies	X
Number of premises with improved digital connectivity	X
None of the above	

**2B) SELECT THE INTERVENTIONS YOU INTEND TO USE WHICH MEET THE COMMUNITIES AND PLACE INVESTMENT PRIORITY. YOU CAN SELECT AS MANY AS YOU LIKE**

<b>S1:</b> Place based investments for regeneration and town centre improvements, which could include better accessibility for disabled people, including capital spend and running costs.	X
<b>S2:</b> Support and improvement of community assets and infrastructure projects, including those that increase communities' resilience to natural hazards, and support for decarbonisation of facilities, energy efficiency audits, and installation of energy efficiency and renewable measures in community buildings (including capital spend and running costs).	X
<b>S3:</b> Improvements to the natural environment and green and open space which could include community gardens, watercourses and embankments, along with incorporating natural features into wider public spaces.	X
<b>S4:</b> Design and management of the built and landscaped environment.	X
<b>S5:</b> Support for sport, arts, cultural, heritage and creative activities, projects and facilities and institutions.	X
<b>S6:</b> Funding for active travel enhancements and other small scale strategic transport projects.	X
<b>S7:</b> Funding for the development and promotion of wider campaigns which encourage people to visit and explore the local area.	
<b>S8:</b> Funding for impactful volunteering and/or social action projects to develop social and human capital in local places.	
<b>S9:</b> Investment in capacity building, resilience (including climate change resilience) and infrastructure support for local civil society and community groups.	
<b>S10:</b> Community measures to reduce the cost of living, including through measures to improve energy efficiency, and combat fuel poverty and climate change	X
<b>S11:</b> Funding to support relevant feasibility studies.	X
<b>S12:</b> Investment and support for digital infrastructure for local community facilities	
<b>S13:</b> Support for linking communities together and with employment opportunities with a focus on decarbonisation.	

**2C) DO YOU PLAN TO USE ANY INTERVENTIONS NOT INCLUDED IN THE COMMUNITIES AND PLACE LIST?**

**State the name of each of these additional interventions and a brief description of each of these**

N/A

**Explain how each intervention meets the Communities and Place investment priority. Give evidence where possible, including why it is value money and the outcomes you want to deliver.**

N/A

**Do you consider that any of these interventions may provide a subsidy to potential recipients of the funding under the intervention's planned activity? All bids must also consider how they will deliver in line with subsidy control as set out in the guidance.**

N/A

**Detail the assessment you undertook to consider whether the intervention is a subsidy and any specific measures you will take to make sure the subsidy is permitted**

N/A

**2D) HAVE YOU ALREADY IDENTIFIED ANY PROJECTS WHICH FALL UNDER THE COMMUNITIES AND PLACE INVESTMENT PRIORITY?**

**Describe these projects, including how they fall under the Communities and Place investment priority and the location of the proposed project.**

**Information and Advice Services**

Continuation and development of a programme currently supported using European Social Fund (ESF) resources to enhance financial inclusion and advice services. The project will embed Key Workers in local community settings to increase access to and take up of financial inclusion services for clients who are less likely to access traditional services. The project will be located across a number of towns throughout Aberdeenshire.

**Do you consider these projects may provide a subsidy to potential recipients of the funding under the proposed planned activity? All bids must also consider how they will deliver in line with subsidy control as set out in the guidance.**

No

**Detail the assessment you undertook to consider whether the proposed projects constitute a subsidy and any specific measures you will take to make sure the subsidy is permitted.**

An assessment was undertaken as part of the application process for ESF and concluded that the service is unlikely to be considered economic in nature nor have potential to distort competition.

**2E) WHAT ARE THE OUTCOMES YOU WANT TO DELIVER UNDER THE SUPPORTING LOCAL BUSINESS INVESTMENT PRIORITY? SELECT ALL THAT APPLY.**

Jobs created	X
Jobs safeguarded	X
Increased footfall	
Increased visitor numbers	X
Reduced vacancy rates	
Greenhouse gas reductions	
Number of new businesses created	X
Improved perception of markets	
Increased business sustainability	X
Increased number of businesses supported	X
Increased amount of investment	X
Improved perception of attractions	
Number of businesses introducing new products to the firm	X
Number of organisations engaged in new knowledge transfer activity	X
Number of premises with improved digital connectivity	
Number of businesses adopting new to the firm technologies or processes	X
Number of new to market products	X
Number of R&D active businesses	X
Increased number of innovation active SMEs	X
Number of businesses adopting new or improved products or services	X
Increased number of innovation plans developed	X
Number of early stage firms which increase their revenue following support	X
Number of businesses engaged in new markets	X
Number of businesses increasing their export capability	X
Increased amount of low or zero carbon energy infrastructure installed	X
Number of businesses with improved productivity	X
Increased number of projects arising from funded feasibility studies	
Increased number of properties better protected from flooding and coastal erosion	
None of the above	

**2F) SELECT THE INTERVENTIONS YOU INTEND TO USE WHICH MEET THE LOCAL BUSINESS PRIORITY. YOU CAN SELECT AS MANY AS YOU LIKE.**

<b>S14:</b> Funding for the development and promotion (both trade and consumer) of the visitor economy, such as local attractions, trails, tours and tourism products more generally.	
<b>S15:</b> SME development grants and support, aligned with local and regional sectoral priorities and growth potential. This could include, providing tailored expert advice, matched grants and leadership training to enable manufacturing SMEs to adopt industrial digital technology solutions including artificial intelligence; robotics and autonomous systems; additive manufacturing; industrial internet of things; virtual reality; data analytics. The support is proven to leverage high levels of	X



private investment into technologies that drive growth, productivity, efficiency and resilience in manufacturing.	
<b>S16:</b> Research and development grants supporting the development of innovative products and services, with a particular focus on low carbon goods and environmental services, and climate resilience. This could include Investment to support the diffusion of innovation knowledge and activities. Support the commercialisation of ideas, encouraging collaboration and accelerating the path to market so that more ideas translate into industrial and commercial practices.	
<b>S17:</b> Funding for the development and support of appropriate innovation infrastructure at the local level.	
<b>S18:</b> Investing in enterprise infrastructure and employment/innovation site development projects.	X
<b>S19:</b> Strengthening local entrepreneurial ecosystems and supporting businesses at all stages of their development to start, sustain, grow and innovate, including through local networks.	X
<b>S20:</b> Support for expert business advice and support programmes at the local and regional level, including support for decarbonisation, climate adaptation and circular economy advice. This could include funding for new and improvements to existing training hubs, business support offers, 'incubators', 'accelerators' and other forms of developmental environments for local enterprise (including social enterprise) which can support entrepreneurs and start-ups/high growth potential firms through the early stages of development and growth by offering a combination of services including: e.g. account management, advice, resources, training, mentorship, coaching and access to workspace.	X
<b>S21:</b> Grants to help places bid for and host international business events and conferences that support wider local growth sectors.	
<b>S22:</b> Support for growing the local social economy, including community businesses, cooperatives and social enterprises.	X
<b>S23:</b> Funding to develop angel investor networks nationwide.	
<b>S24:</b> Export Grants to support businesses to grow their overseas trading, supporting local employment and investment, having regard to Scotland's export plan ('Scotland: a trading nation').	
<b>S25:</b> Developing existing or emerging local strengths in low carbon and climate adaptation technologies.	
<b>S26:</b> Business support measures to drive employment growth, particularly in areas of higher unemployment.	
<b>S27:</b> Funding to support relevant feasibility studies.	
<b>S28:</b> Support for business resilience and Covid-19 recovery.	
<b>S29:</b> Support for new and existing businesses and start-ups aligned with local, regional and Scottish policy.	X
<b>S30:</b> Investment in resilience infrastructure and nature based solutions that protect local businesses and community areas from natural hazards including flooding and coastal erosion.	

**2G) DO YOU PLAN TO USE ANY INTERVENTIONS NOT INCLUDED IN THE SUPPORTING LOCAL BUSINESS LIST?**

**State the name of each of these additional interventions and a brief description of each of these**

N/A

**Explain how each intervention meets the Supporting Local Business investment priority. Give evidence where possible, including why it is value money and the outcomes you want to deliver.**

N/A

**Do you consider that any of these interventions may provide a subsidy to potential recipients of the funding under the intervention's planned activity? All bids must also consider how they will deliver in line with subsidy control as set out in the guidance.**

No

**Detail the assessment you undertook to consider whether the intervention is a subsidy and any specific measures you will take to make sure the subsidy is permitted**

N/A

**2H) HAVE YOU ALREADY IDENTIFIED ANY PROJECTS WHICH FALL UNDER THE SUPPORTING LOCAL BUSINESS INVESTMENT PRIORITY?**

**Describe these projects, including how they fall under the Supporting Local Business investment priority and the location of the proposed project.**

**Enhanced Business Gateway**

Continuation and development of a programme currently supported using European Regional Development Fund resources to enhance business support and advice services throughout Aberdeen City and Shire. This will focus on providing additional programmes over and above core Business Gateway provision, namely Business Boost (diagnostic reviews, expert help and masterclasses); Early Stage Growth; and Start Up support.

**Do you consider these projects may provide a subsidy to potential recipients of the funding under the proposed planned activity? All bids must also consider how they will deliver in line with subsidy control as set out in the guidance.**

Yes

**Detail the assessment you undertook to consider whether the proposed projects constitute a subsidy and any specific measures you will take to make sure the subsidy is permitted.**

An assessment was undertaken as part of the application process for ERDF and concluded that while funding towards the overall project is unlikely to be considered a subsidy, the services funded by it may constitute an in-kind subsidy to businesses receiving support. This will be managed by assessing the circumstances of individual businesses at the time of registration. Where the

potential for support to be classified as a substitute exists, steps will be taken to ensure compliance with the Subsidy Control Act 2022. This is likely to involve awarding the value of support as Minimal Financial Assistance.

**2I) WHAT ARE THE OUTCOMES YOU WANT TO DELIVER UNDER THE PEOPLE AND SKILLS INVESTMENT PRIORITY? SELECT ALL THAT APPLY.**

Number of economically inactive individuals in receipt of benefits they are entitled to following support	
Increased active or sustained participants of UKSPF beneficiaries in community groups [and/or] increased employability through development of interpersonal skills	X
Increased proportion of participants with basic skills (English, maths, digital and ESOL)	X
Number of people in supported employment [and] number of people engaging with mainstream healthcare services	X
Number of people sustaining engagement with keyworker support and additional services	X
Number of people engaged in job-searching following support	X
Number of people in employment, including self-employment, following support	X
Number of people sustaining employment for 6 months	X
Increased employment, skills and/or UKSPF objectives incorporated into local area corporate governance	X
Number of people in education/training	X
Increased number of people with basic skills (English, maths, digital and ESOL)	X
Fewer people facing structural barriers into employment and into skills provision	X
Increased number of people familiarised with employers' expectations, including, standards of behaviour in the workplace	X
Fewer people facing structural barriers into employment and into skills provision	X
Number of people gaining a qualification or completing a course following support	X
Number of people gaining qualifications, licences, and skills	X
Number of economically active individuals engaged in mainstream skills education, and training. Number of people engaged in life skills support following interventions	X
Number of people with proficiency in pre-employment and interpersonal skills (relationship, organisational and anger-management, interviewing, CV and job application writing)	X
Multiply only - Increased number of adults achieving maths qualifications up to, and including, Level 2.	X
Multiply only - Increased number of adults participating in maths qualifications and courses up to, and including, Level 2.	X
None of the above	

**2J) SELECT THE INTERVENTIONS YOU INTEND TO USE WHICH MEET THE COMMUNITIES AND PLACE INVESTMENT PRIORITY. YOU CAN SELECT AS MANY AS YOU LIKE.**

<b>S31:</b> Employment support for economically inactive people: Intensive and wrap-around one-to-one support to move people closer towards	X
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<p>mainstream provision and employment, supplemented by additional and/or specialist life and basic skills (digital, English, maths* and ESOL) support where there are local provision gaps.<sup>16</sup></p>	
<p><b>Supporting People further from the Labour Market through access to basic skills</b></p>	
<p><b>S32:</b> Courses including basic skills (digital, English, maths (via Multiply) and ESOL), and life skills and career skills**<sup>17</sup> provision for people who are not economically inactive and who are unable to access other training or wrap around support detailed above. This could be supplemented by financial support for learners to enrol onto courses and complete qualifications. Beyond that, this intervention will also contribute to building community cohesion and facilitate greater shared civil pride, leading to better integration for those benefitting from ESOL support.</p>	<p>X</p>
<p><b>S33:</b> Activities such as enrichment and volunteering to improve opportunities and promote wellbeing.</p>	<p>X</p>
<p><b>S34:</b> Intervention to increase levels of digital inclusion, with a focus on essential digital skills, communicating the benefits of getting (safely) online, and in-community support to provide users with the confidence and trust to stay online.</p>	
<p>Skills to progress in work and to fund local skills needs.</p>	
<p><b>S35:</b> Support for employability programmes and advice places should have regards for the No One Left Behind agenda, the Young Person's Guarantee, Fair Start Scotland and Scottish employability pipeline. This could include tailored support to help people in employment, who are not supported by mainstream provision to address barriers to accessing education and training courses. This includes supporting the retention of groups who are likely to leave the labour market early.</p>	<p>X</p>
<p><b>S36:</b> Support for local areas to fund local skills needs. This includes technical and vocational qualifications and courses up to level 2 and training for vocational licences relevant to local area needs and high-value qualifications where there is a need for additional skills capacity that is not being met through other provision.</p>	<p>X</p>
<p><b>S37:</b> Green skills courses to ensure we have the skilled workforce to support the Just Transition to a net zero economy and climate resilience, with a particular focus on vulnerable or low-income groups who will be disproportionately affected by climate change. Retraining support for</p>	

<sup>16</sup> This provision can include projects promoting the importance of work to help people to live healthier and more independent lives, alongside building future financial resilience and wellbeing. Expected cohorts include, but are not limited to people aged over 50, people with a disability and health condition, women, people from an ethnic minority, young people not in education, employment or training and people with multiple complex needs (homeless, care leavers, ex/offenders, people with substance abuse problems and victims of domestic violence). \*via Multiply

<sup>17</sup> \*\*where not being met through Department of Work and Pensions.

those in high carbon sectors, providing career guidance and supporting people to seek employment in other sectors.	
<b>S38:</b> Funding to support local digital skills.	
<b>S39:</b> Support for education and skills targeting vulnerable young people leaving school, places should have regard for the Young Person's Guarantee, modern apprenticeships and related policy.	X
<b>S40:</b> Support for community learning and development	
<b>S41:</b> Funding to support new partnership and project-based entrepreneurial learning between business and education to develop a culture that celebrates entrepreneurship.	
Multiply interventions	
<b>S42:</b> Courses designed to increase confidence with numbers for those needing the first steps towards formal qualifications.	X
<b>S43:</b> Courses for parents wanting to increase their numeracy skills in order to help their children and help with their own progression.	X
<b>S44:</b> Courses aimed at prisoners, those recently released from prison or on temporary licence.	X
<b>S45:</b> Courses aimed at people who can't apply for certain jobs because of lack of numeracy skills and/or to encourage people to upskill in order to access a certain job/career.	X
<b>S46:</b> Additional relevant maths modules embedded into other vocational courses.	X
<b>S47:</b> Innovative programmes delivered together with employers – including courses designed to cover specific numeracy skills required in the workplace.	X
<b>S48:</b> New intensive and flexible courses targeted at people without Level 5 maths in Scotland, leading to an equivalent qualification (for more information on equivalent qualifications, please see <a href="http://www.sqa.org.uk">Qualifications can cross boundaries (sqa.org.uk)</a> ).	X
<b>S49:</b> Courses designed to help people use numeracy to manage their money.	X
<b>S50:</b> Courses aimed at those 19 or over that are leaving, or have just left, the care system	X
<b>S51:</b> Activities, courses or provision developed in partnership with community organisations and other partners aimed at engaging the hardest to reach learners – for example, those not in the labour market or other groups identified locally as in need.	X

**2K) DO YOU PLAN TO USE ANY INTERVENTIONS NOT INCLUDED IN THE PEOPLE AND SKILLS LIST?**

**State the name of each of these additional interventions and a brief description of each of these Explain how each intervention meets the People**

**and Skills investment priority. Give evidence where possible, including why it is value money and the outcomes you want to deliver.**

N/A

**Do you consider that any of these interventions may provide a subsidy to potential recipients of the funding under the intervention's planned activity? All bids must also consider how they will deliver in line with subsidy control as set out in the guidance.**

No

**Detail the assessment you undertook to consider whether the intervention is a subsidy and any specific measures you will take to make sure the subsidy is permitted.**

N/A

**2L) HAVE YOU ALREADY IDENTIFIED ANY PROJECTS WHICH FALL UNDER THE PEOPLE AND SKILLS INVESTMENT PRIORITY?**

No

**Describe the projects, including how they fall under the People and Skills investment priority and the location of the proposed project.**

N/A

**Do you consider these projects may provide a subsidy to potential recipients of the funding under the proposed planned activity? All bids must also consider how they will deliver in line with subsidy control as set out in the guidance.**

No

**Detail the assessment you undertook to consider whether the proposed projects constitute a subsidy and any specific measures you will take to make sure the subsidy is permitted.**

N/A

### 3) Approach to Delivery and Governance

In this section, we will ask you about:

- Structures you have in place to support delivery
- Support you have from stakeholders and the local community
- How you've engaged with MPs as part of your investment plan
- Opportunities you have identified to work with other places

Places need to show how MPs that cover the lead local authority have been engaged on the investment plan and whether they support it.

#### 3A) STAKEHOLDER SUPPORT

**Have you engaged with any of the following as part of your investment plan? Select all that apply.**

Public sector organisations	X
Private sector organisations	X
Civil society organisations	X

**Describe how you have engaged with any of these organisations. Give examples where possible.**

An online engagement exercise (<https://engage.aberdeenshire.gov.uk/uk-shared-prosperity-fund-business-plan-project>) was carried out inviting contributions from a wide range of stakeholders. Responses were received from:

- Individuals
- Business support providers or representatives
- Community organisations
- Education and skills providers
- Employment experts or providers
- Local businesses/investors
- Public sector bodies
- Voluntary sector, social enterprise or civil society organisations
- Other organisations

Informal expressions of interest for potential projects were invited as part of the process.

Engagement also took place in the form of meetings/discussions with existing partnerships (e.g. Local Employability Partnership, Community Learning Partnership, Regional Economic Forum).

Aberdeenshire's MPs were invited to and joined a meeting of the Regional Economic Forum on 27 July. The investment plans for Aberdeenshire and Aberdeen City were discussed as were opportunities for collaboration at the regional level.

**Summarise the governance structures you have in place, including how any advisory panels or associated partnership groups are made up**



In line with Aberdeenshire Council's Scheme of Governance, funding decisions will be approved by Council Committees or Chief Officers. With the potential exception of a limited number of in-house or procured programmes, projects will be assessed by expert panels prior to decisions being made. Existing partnerships/groups will undertake this assessment where possible to ensure alignment and complementarity with other funding sources and workstreams.

Whilst no formal decisions have been made on which groups/partnerships would be involved, the following are examples of options under consideration:

The **Aberdeenshire Community Planning Partnership** is responsible for delivering positive changes for the communities of Aberdeenshire, with a specific focus on reducing socio-economic inequality, primarily through the priorities identified in Aberdeenshire's Local Outcomes Improvement Plan. Its membership includes:

- Public sector organisations
- Further and higher education providers
- Third sector organisations

The **Regeneration Strategy Group (RSG)** currently co-ordinates regeneration activity in four regeneration priority towns and its remit could be expanded to include additional towns in Aberdeenshire. Local town partnerships including key stakeholders could feed into the RSG.

The **Regional Economic Forum** brings together representatives from the private sector, further and higher education and public authorities. It could play a role in the development of programmes/projects of regional significance.

Aberdeenshire's **Local Employability Partnership – Employment Connect** aims to provide a range of employment services and opportunities for people living throughout Aberdeenshire to ensure they can enter, sustain and progress in the labour market.

Its vision is to provide a joined-up approach to providing a range of employment services and opportunities for vulnerable and disadvantaged groups and individuals living in both urban and rural areas and to enable individuals to enter, sustain and progress in the labour market.

The partnership includes a wide range of employability partners including:

- Public sector organisations (Aberdeenshire Council, Skills Development Scotland, Department for Work & Pensions, Scottish Prison Service)
- Further and higher education providers
- Third sector organisations

The **Aberdeenshire Learning Communities Partnership** aims to improve health and wellbeing and life chances; build community capacity and resilience; and strengthen workforce development.

<p>The partnership includes a wide range of employability partners including:</p> <ul style="list-style-type: none"> <li>• Public sector organisations (Aberdeenshire Council, Skills Development Scotland, NHS/Health &amp; Social Care Partnership, Scottish Prison Service)</li> <li>• Further and higher education providers</li> <li>• Third sector organisations</li> </ul>
<p><b>Confirm all MPs covering your lead local authority have been invited to join the local partnership group.</b></p>
<p>Yes</p>
<p><b>Are there MPs who are not supportive of your investment plan?</b></p>
<p>No</p>
<p><b>(If Yes) Who are the MPs that are not supportive and outline their reasons why.</b></p>
<p>N/A</p>

<p><b>3B) PROJECT SELECTION</b></p>
<p><b>Are you intending to select projects in any way other than by competition for funding?</b></p>
<p>Yes</p>
<p><b>(If Yes) Describe your approach to selecting projects, and why you intend to do it this way.</b></p>
<p>The majority of project funding will be allocated through competitive grants processes. However, frameworks exist for some services which would be augmented by SPF activity (Business Gateway support and Information and Advice Services). In order to mitigate the risks of potential duplication with these services, some project funding may be allocated through public procurement or used to support in-house delivery.</p> <p>The following process is envisaged for competitive grants programmes:</p> <ol style="list-style-type: none"> <li>1) Launch of call for applications with submission deadline</li> <li>2) Technical eligibility assessment of applications by programme administration staff</li> <li>3) Scoring and evaluation of eligible bids by panels/partnerships</li> <li>4) Consideration of recommendations from panels/partnerships by Council Committee</li> <li>5) Issuing of offer of grant contracts</li> </ol> <p>It will take time to establish processes and publicise the availability of funding to stakeholders. As such, project activity from grant-funded projects is likely to begin in year 2. In order to ensure that the first year's allocation is utilised, year one funding is more likely to be spent through in house and commissioned activity.</p>

**3C) DO YOU INTEND TO WORK WITH OTHER PLACES ON ANY OF THE INTERVENTIONS WHICH FALL UNDER THE COMMUNITIES AND PLACE INVESTMENT PRIORITY?**

**Which interventions do you intend to collaborate on? Select all that apply. Intervention Tick if applicable**

<b>S1:</b> Place based investments for regeneration and town centre improvements, which could include better accessibility for disabled people, including capital spend and running costs.	
<b>S2:</b> Support and improvement of community assets and infrastructure projects, including those that increase communities' resilience to natural hazards, and support for decarbonisation of facilities, energy efficiency audits, and installation of energy efficiency and renewable measures in community buildings (including capital spend and running costs).	
<b>S3:</b> Improvements to the natural environment and green and open space which could include community gardens, watercourses and embankments, along with incorporating natural features into wider public spaces.	
<b>S4:</b> Design and management of the built and landscaped environment.	
<b>S5:</b> Support for sport, arts, cultural, heritage and creative activities, projects and facilities and institutions.	
<b>S6:</b> Funding for active travel enhancements and other small scale strategic transport projects.	
<b>S7:</b> Funding for the development and promotion of wider campaigns which encourage people to visit and explore the local area.	
<b>S8:</b> Funding for impactful volunteering and/or social action projects to develop social and human capital in local places.	
<b>S9:</b> Investment in capacity building, resilience (including climate change resilience) and infrastructure support for local civil society and community groups.	
<b>S10:</b> Community measures to reduce the cost of living, including through measures to improve energy efficiency, and combat fuel poverty and climate change	
<b>S11:</b> Funding to support relevant feasibility studies.	
<b>S12:</b> Investment and support for digital infrastructure for local community facilities	
<b>S13:</b> Support for linking communities together and with employment opportunities with a focus on decarbonisation.	

**Describe any interventions not included in this list?**

N/A

**Who are the places you intend to collaborate with?**

N/A

**3D) DO YOU INTEND TO WORK WITH OTHER PLACES ON ANY OF THE INTERVENTIONS WHICH FALL UNDER THE SUPPORTING LOCAL BUSINESS INVESTMENT PRIORITY?**

**Which interventions do you intend to collaborate on? Select all that apply.**

<b>S14:</b> Funding for the development and promotion (both trade and consumer) of the visitor economy, such as local attractions, trails, tours and tourism products more generally.	
<b>S15:</b> SME development grants and support, aligned with local and regional sectoral priorities and growth potential. This could include, providing tailored expert advice, matched grants and leadership training to enable manufacturing SMEs to adopt industrial digital technology solutions including artificial intelligence; robotics and autonomous systems; additive manufacturing; industrial internet of things; virtual reality; data analytics. The support is proven to leverage high levels of private investment into technologies that drive growth, productivity, efficiency and resilience in manufacturing.	
<b>S16:</b> Research and development grants supporting the development of innovative products and services, with a particular focus on low carbon goods and environmental services, and climate resilience. This could include Investment to support the diffusion of innovation knowledge and activities. Support the commercialisation of ideas, encouraging collaboration and accelerating the path to market so that more ideas translate into industrial and commercial practices.	
<b>S17:</b> Funding for the development and support of appropriate innovation infrastructure at the local level.	
<b>S18:</b> Investing in enterprise infrastructure and employment/innovation site development projects.	
<b>S19:</b> Strengthening local entrepreneurial ecosystems and supporting businesses at all stages of their development to start, sustain, grow and innovate, including through local networks.	X
<b>S20:</b> Support for expert business advice and support programmes at the local and regional level, including support for decarbonisation, climate adaptation and circular economy advice. This could include funding for new and improvements to existing training hubs, business support offers, 'incubators', 'accelerators' and other forms of developmental environments for local enterprise (including social enterprise) which can support entrepreneurs and start-ups/high growth potential firms through the early stages of development and growth by offering a combination of services including: e.g. account management, advice, resources, training, mentorship, coaching and access to workspace.	X
<b>S21:</b> Grants to help places bid for and host international business events and conferences that support wider local growth sectors.	
<b>S22:</b> Support for growing the local social economy, including community businesses, cooperatives and social enterprises.	
<b>S23:</b> Funding to develop angel investor networks nationwide.	

<b>S24:</b> Export Grants to support businesses to grow their overseas trading, supporting local employment and investment, having regard to Scotland's export plan ('Scotland: a trading nation').	
<b>S25:</b> Developing existing or emerging local strengths in low carbon and climate adaptation technologies.	
<b>S26:</b> Business support measures to drive employment growth, particularly in areas of higher unemployment.	
<b>S27:</b> Funding to support relevant feasibility studies.	
<b>S28:</b> Support for business resilience and Covid-19 recovery.	
<b>S29:</b> Support for new and existing businesses and start-ups aligned with local, regional and Scottish policy.	X
<b>S30:</b> Investment in resilience infrastructure and nature based solutions that protect local businesses and community areas from natural hazards including flooding and coastal erosion.	
<b>Describe any interventions not included in this list?</b>	
N/A	
<b>Who are the places you intend to collaborate with?</b>	
Aberdeen City	

**3E) DO YOU INTEND TO WORK WITH OTHER PLACES ON ANY OF THE INTERVENTIONS WHICH FALL UNDER THE PEOPLE AND SKILLS INVESTMENT PRIORITY?**

Which interventions do you intend to collaborate on? Select all that apply

<p><b>S31:</b> Employment support for economically inactive people: Intensive and wrap-around one-to-one support to move people closer towards mainstream provision and employment, supplemented by additional and/or specialist life and basic skills (digital, English, maths* and ESOL) support where there are local provision gaps.<sup>18</sup></p>	
<p><b>Supporting People further from the Labour Market through access to basic skills</b></p>	
<p><b>S32:</b> Courses including basic skills (digital, English, maths (via Multiply) and ESOL), and life skills and career skills**<sup>19</sup> provision for people who are not economically inactive and who are unable to access other training or wrap around support detailed above. This could be supplemented by financial support for learners to enrol onto courses and complete qualifications. Beyond that, this intervention will also contribute to building community cohesion and facilitate greater shared civil pride, leading to better integration for those benefitting from ESOL support.</p>	
<p><b>S33:</b> Activities such as enrichment and volunteering to improve opportunities and promote wellbeing.</p>	
<p><b>S34:</b> Intervention to increase levels of digital inclusion, with a focus on essential digital skills, communicating the benefits of getting (safely) online, and in-community support to provide users with the confidence and trust to stay online.</p>	
<p><b>Skills to progress in work and to fund local skills needs.</b></p>	
<p><b>S35:</b> Support for employability programmes and advice places should have regards for the No One Left Behind agenda, the Young Person's Guarantee, Fair Start Scotland and Scottish employability pipeline. This could include tailored support to help people in employment, who are not supported by mainstream provision to address barriers to accessing education and training courses. This includes supporting the retention of groups who are likely to leave the labour market early.</p>	
<p><b>S36:</b> Support for local areas to fund local skills needs. This includes technical and vocational qualifications and courses up to level 2 and training for vocational licences relevant to local area needs and high-</p>	

<sup>18</sup> This provision can include projects promoting the importance of work to help people to live healthier and more independent lives, alongside building future financial resilience and wellbeing. Expected cohorts include, but are not limited to people aged over 50, people with a disability and health condition, women, people from an ethnic minority, young people not in education, employment or training and people with multiple complex needs (homeless, care leavers, ex/offenders, people with substance abuse problems and victims of domestic violence). \*via Multiply

<sup>19</sup> \*\*where not being met through Department of Work and Pensions.

value qualifications where there is a need for additional skills capacity that is not being met through other provision.	
<b>S37:</b> Green skills courses to ensure we have the skilled workforce to support the Just Transition to a net zero economy and climate resilience, with a particular focus on vulnerable or low-income groups who will be disproportionately affected by climate change. Retraining support for those in high carbon sectors, providing career guidance and supporting people to seek employment in other sectors.	
<b>S38:</b> Funding to support local digital skills.	
<b>S39:</b> Support for education and skills targeting vulnerable young people leaving school, places should have regard for the Young Person's Guarantee, modern apprenticeships and related policy.	
<b>S40:</b> Support for community learning and development	
<b>S41:</b> Funding to support new partnership and project-based entrepreneurial learning between business and education to develop a culture that celebrates entrepreneurship.	
<b>Multiply interventions</b>	
<b>S42:</b> Courses designed to increase confidence with numbers for those needing the first steps towards formal qualifications.	X
<b>S43:</b> Courses for parents wanting to increase their numeracy skills in order to help their children and help with their own progression.	X
<b>S44:</b> Courses aimed at prisoners, those recently released from prison or on temporary licence.	X
<b>S45:</b> Courses aimed at people who can't apply for certain jobs because of lack of numeracy skills and/or to encourage people to upskill in order to access a certain job/career.	X
<b>S46:</b> Additional relevant maths modules embedded into other vocational courses.	X
<b>S47:</b> Innovative programmes delivered together with employers – including courses designed to cover specific numeracy skills required in the workplace.	X
<b>S48:</b> New intensive and flexible courses targeted at people without Level 5 maths in Scotland, leading to an equivalent qualification (for more information on equivalent qualifications, please see <a href="https://www.sqa.org.uk">Qualifications can cross boundaries (sqa.org.uk)</a> ).	X
<b>S49:</b> Courses designed to help people use numeracy to manage their money.	X
<b>S50:</b> Courses aimed at those 19 or over that are leaving, or have just left, the care system	X
<b>S51:</b> Activities, courses or provision developed in partnership with community organisations and other partners aimed at engaging the hardest to reach learners – for example, those not in the labour market or other groups identified locally as in need.	X

<b>Describe any interventions not included in this list?</b>
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N/A
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<b>Who are the places you intend to collaborate with?</b>
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Potential collaboration will be explored with Aberdeen City, Argyll and Bute, Comhairle Eilean Siar [Western Isles], Highland, Moray, Orkney Islands and Shetland Islands through the Northern Alliance to deliver the Multiply programme.
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### 3F) PUBLIC SECTOR EQUALITY DUTY

#### How have you considered your public sector equality duty in the design of your investment plan?

An Integrated Impact Assessment has been carried out on the investment plan. It concluded that the plan would have a neutral impact on protected characteristics and the following positive socio-economic impacts:

- Area deprivation - The investment plan will provide additional resources to address area deprivation, particularly regarding geographical access to services and facilities.
- Low income - The investment plan will provide additional resources to enhance financial advice services for low-income households and individuals.
- Low wealth - The investment plan will provide additional resources to enhance financial advice services for low-wealth households and individuals.
- Material deprivation - The investment plan will provide additional resources to enhance financial advice services for households and individuals facing material deprivation.

#### How will you consider your public sector equality duty when implementing your investment plan, including in the selection of projects?

The public sector equality duty will be a key component of the assessment/scoring criteria for projects, with all projects expected to have a positive or at least neutral impact on advancing equality. The equalities duty will also be an integral part of the monitoring and evaluation framework for the plan.

### 3G) RISKS

#### Have you identified any key risks that could affect delivery, for example lack of staff or expertise?

Yes

#### (If Yes) Describe these risks or issues, including the contingency measures you have in place to mitigate them.

**Timescale constraints** – in-year spend may be challenging for some projects. This will be mitigated by careful scheduling of application rounds, monitoring of live projects and performance reporting.

**Cost variation** – project costs may increase due to unforeseen circumstances, inflation etc. or conversely be lower than predicted with consequences for in year-spend. This will be mitigated through ensuring that cost estimates are adequately supported (e.g. by quotes) at the time of application and through regular monitoring of live projects and performance reporting.

**Duplication with other funds** – potential for other available funds to overlap with SPF provision (e.g. Place Based Investment Programme, Town Centre Regeneration Fund, Just Transition Fund, No one Left Behind, Young Persons' Guarantee, Community Led Local Development etc.). This will be mitigated

through aligning UKSPF delivery with existing partnerships rather than creating new structures.

**Complexity** – the programme is set to support a large number of investment priorities, programmes and project. This may present challenges for the management, monitoring and reporting of the overall programme taking into account the number of component parts. This will be mitigated through the dedication of specific staff resources to solely work on this programme and maintain a comprehensive overview.

**Recruitment of staff** – Additional staff will be required to administer the programme and also to deliver projects and enhanced services. Recruitment may be a challenge in the current labour market. This will be mitigated through initiating recruitment processes as early as possible; exploring the secondment/redeployment of existing staff; and/or outsourcing if required.

**Have you identified any key fraud risks that could affect UKSPF delivery?**

Yes

**(If Yes) Describe these risks or issues, including the contingency measures you have in place to mitigate them.**

Potential for fraudulent applications/grant claims being made to the programme will be mitigated through undertaking appropriate checks on applicants and upfront compliance on grant claims to trace expenditure through to bank statement.

#### 4) Capacity and capability

In this section, we will ask you about:

- The capacity and capability of your team to manage funding
- The resources you have in place for work related to UKSPF

Your answers here will help us know how to support you with delivery. They will not affect the amount of funding you will get.

Answer as honestly as possible.

#### 4A) TEAM RESOURCE

##### **How many people (FTE) will be put in place to work with UKSPF funding?**

It is estimated that 2 FTE staff will be employed to manage and support the delivery of the funding.

##### **Describe what role these people will have, including any seniority and experience.**

An **Investments and Projects Executive** will oversee the management, delivery, monitoring and evaluation of the funding. Key responsibilities will include:

- Administering grant schemes
- Processing and evaluating applications, preparing assessment reports to evaluate bids against priorities
- Preparing, obtaining approval for and issuing grant contracts/amendments based on prepared templates
- Assessing and approving draft minutes, grant claims and change requests
- Preparing and presenting agendas, reports and other papers to partners and Aberdeenshire Council Committees and Elected Members
- Providing ongoing advice and support to Council Services, external delivery organisations and managers of approved projects on funding requirements, project delivery and subsidy control
- Undertaking project monitoring and evaluation through gathering evidence and reporting on the impacts of the programmes in Aberdeenshire
- Organising, undertaking and recording on-the-spot, ex-post checks, pre-completion visits and final monitoring reports of projects and operations
- Line managing the Investment & Projects Officers and/or other staff, allocating work, implementing organisational employee policies and procedures and undertaking annual reviews
- Ensuring the effective delivery of projects in compliance with programme and procurement policies
- Identifying and reporting specific under spend and maintain a record of overall programme budget commitment
- Assisting with submission of claims and reports to the UK Government
- Monitoring and managing budgets for the programme/projects

The post will be recruited in line with the Council's policies and procedures, with the person specification requiring:

- Academic achievement to honours degree level in a relevant discipline or equivalent transferrable skills and experience
- Post graduate experience of working with organisations in an advisory or support capacity including identifying and sourcing funding
- Experience of working with a range of individuals and public and private sector organisations and communities in a professional capacity
- Experience in organising and coordinating meetings and seminars, collating and using feedback from them to support Service objectives
- Experience of supervising/line managing staff
- Experience of project/contract management
- Knowledge and understanding of public sector funding programmes
- Excellent organisational, interpersonal, communication and negotiating skills with the ability to work to tight and often conflicting deadlines and secure positive outcomes
- Knowledge and understanding of Economic Development and business communities
- Proven analytical and numerical skills
- Computer literacy with the ability to establish recording and monitoring spreadsheets producing statistics and reports in relation to ongoing programme and / or project analysis and evaluation

An **Investments & Projects Officer** will support the work of the Executive, with a primary focus on the processing and payment of grant claims. Key responsibilities will include:

- Processing project claims in a timely and accurate manner
- Providing support/advice to Council services and external organisations on funding application and claims processes and the eligibility of claims
- Preparing financial claims and undertaking monitoring of financial claims
- Maintain auditable files on all projects, liaising with internal and external auditors and finance officers, obtaining and providing them with requested documents and responding to queries
- Preparing and submitting regular and accurate grant claims to the UK Government as per agreed timescales
- Assisting with the preparation and submission of evaluation and monitoring reports
- Maintaining accurate financial databases on project commitment, spend, payments and claims
- Providing administrative support, including arranging meetings, booking facilities, issuing papers and taking minutes to a standard suitable for audit purposes and public accountability
- Advising and supporting project managers with preparation and timely submission of project grant claims

An existing post-holder, presently working on European Structural Funds programmes, may be transferred into this role. The person specification requires:

- Academic achievement to HND level in Secretarial / Office Administration or relevant subject or equivalent transferrable experience and skills

- Extended experience of working in a financial/administrative post with responsibility for financial record keeping
- Experience of organising and maintaining filing and records systems
- Proven experience of arranging meetings, preparing agenda, minutes and managing effective meetings
- Customer-focussed with excellent organisational, interpersonal, communication written and oral and negotiating skills with the ability to work to tight and often conflicting deadlines and secure positive outcomes
- Good numerical and accuracy skills
- Computer literacy with excellent keyboard skills, the ability to record and produce reports, minutes of meetings, design and maintain Excel spreadsheets

The two staff will be managed within Aberdeenshire Council's Planning and Economy Service. The staff and programme will be managed by the Team Manager – Economic Strategy and Policy, with the present post-holder having worked with a wide range of external funding programmes for 16 years.

#### **4B) CAPACITY AND CAPABILITY**

**How would you describe your team's current experience of delivering funding and managing growth funds?**

Very experienced

**How would you describe your team's current capability to manage funding for procurement?**

Strong capability

**How would you describe your team's current capacity to manage funding for procurement?**

Some capacity

**How would you describe your team's current capability to manage funding for subsidies?**

Strong capability

**How would you describe your team's current capacity to manage funding for subsidies?**

Some capacity

**4C) COMMUNITIES AND PLACE CAPACITY AND CAPABILITY**

**Does your local authority have any previous experience of delivering the Communities and Place interventions you have select?**

Yes

**How would you describe your team's current capability to manage funding for Communities and Place interventions?**

Strong capability

**Describe the key capability challenges (if you have any) for delivering Communities and Place interventions. This may include challenges within your local authority and/or your local/regional delivery system.**

N/A

**Describe what further support would help address these challenges.**

N/A

**How would you describe your team's current capacity to manage funding for Communities and Place interventions?**

Some capacity

**Describe the key capacity challenges (if you have any) for delivering Communities and Place interventions. This may include challenges within your local authority and/or your local/regional delivery system.**

Aberdeenshire is a large local authority area with a wide range of diverse and distinct communities. Delivery of Communities and Place interventions may require local partnership structures to be established and resources put in place to support these (e.g. outside of current regeneration priority towns).

**Describe what further support would help address these challenges.**

Additional staff resources at the local level.

**4D) SUPPORTING LOCAL BUSINESS CAPACITY AND CAPABILITY**

**Does your local authority have any previous experience of delivering the Supporting Local Business interventions you have select?**

Yes

**How would you describe your team's current capability to manage funding for Supporting Local Business interventions?**

Strong capability

**Describe the key capability challenges (if you have any) for delivering Supporting Local Business interventions. This may include challenges within your local authority and/or your local/regional delivery system.**

N/A

**Describe what further support would help address these challenges.**

N/A

**How would you describe your team's current capacity to manage funding for Supporting Local Business interventions?**

Strong capacity

**Describe the key capacity challenges (if you have any) for delivering Supporting Local Business interventions. This may include challenges within your local Authority and/or your local/regional delivery system.**

N/A

**Describe what further support would help address these challenges.**

N/A

<b>4E) PEOPLE AND SKILLS CAPACITY AND CAPABILITY</b>
<b>Does your local authority have any previous experience of delivering the People and Skills interventions you have select?</b>
Yes
<b>How would you describe your team's current capability to manage funding for People and Skills interventions?</b>
Strong capability
<b>Describe the key capability challenges (if you have any) for delivering People and Skills interventions. This may include challenges within your local authority and/or your local/regional delivery system.</b>
N/A
<b>Describe what further support would help address these challenges.</b>
N/A
<b>How would you describe your team's current capacity to manage funding for People and Skills interventions?</b>
Some capacity
<b>Describe the key capacity challenges (if you have any) for delivering People and Skills interventions. This may include challenges within your local authority and/or your local/regional delivery system.</b>
The delivery of the Multiply programme will be new to Aberdeenshire. This may require new programmes to be developed and systems established.
<b>Describe what further support would help address these challenges.</b>
Additional staff resources to deliver the multiply programme.



**4F) SUPPORT TO DELIVERY UKSPF**

**All lead authorities can use up to 4% of their UKSPF allocation to support the delivery of their chosen interventions but by exception, lead authorities will be able to use more than 4%. Are you planning to use more than 4%?**

No

**(If Yes) Explain why you wish to use more than 4%.**

N/A

## 5) Approvals

Before submitting your investment plan, you should have approval from your:

- Chief Executive Officer
- Section 151 Officer<sup>20</sup>
- Leader of your lead authority

**Do you have approval from your Chief Executive Officer for this investment plan?**

Yes  No

**Do you have approval from your Section 151 Officer for this investment plan?**

Yes  No

**Do you have approval from the leader of your lead authority for this investment plan?**

Yes  No

<b>If you do not have approval from any of these people please explain why this is:</b>
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<sup>20</sup> Appears to be for England/Wales – Local Government Act 1972. Equivalent for Scotland should be Section 95 Officer (Head of Finance)

Additional documents You will have received an email giving you access to a folder where you will need to upload supporting evidence to your investment plan. All applicants must complete and upload the following spreadsheet to the folder prior to submitting their investment plan:

- UKSPF Expenditure Profile spreadsheet
- UKSPF Indicative Deliverables spreadsheet

Your investment plan submission will be considered incomplete without the required documents.

**Have you completed and uploaded the two spreadsheets to the SharePoint folder as requested?**

Yes  No

Please complete the funding profile for the three years. The funding profile total should correspond with your expenditure profile (Table B) totals.

<b>Funding Profile:</b>				
<b>Funding Sources</b>	<b>2022-23</b>	<b>2023-24</b>	<b>2024-25</b>	<b>Total</b>
UKSPF Allocation excluding Multiply	£833,103	£1,666,206	£4,365,460	£6,864,769
Multiply Allocation	£433,214	£499,862	£499,862	£1,432,938
<b>Total UKSPF Allocation</b>	<b>£1,266,317</b>	<b>£2,166,068</b>	<b>£4,865,322</b>	<b>£8,297,707</b>

Expenditure Profile	Intervention	UKSPF Allocation	% of Total UKSPF Allocation	UKSPF Allocation Annual Expenditure				UKSPF Allocation Capital/Revenue Split (£)						
				2022-23	2023-24	2024-25	Annual Expenditure Totals	Capital 22/23	Revenue 22/23	Capital 23/24	Revenue 23/24	Capital 24/25	Revenue 24/25	Capital/Revenue Totals
Communities & Place	S1: Place based investments, regen & town centre improvements	£260,384	3%	£52,077	£34,718	£173,589	<b>£260,384</b>	£52,077	£0	£34,718	£0	£173,589	£0	<b>£260,384</b>
Communities & Place	S2: Support/improve community assets & infrastructure projects	£260,384	3%	£52,077	£34,718	£173,589	<b>£260,384</b>	£52,077	£0	£34,718	£0	£173,589	£0	<b>£260,384</b>
Communities & Place	S3: Improvements to the natural environment, green & open space	£260,384	3%	£52,077	£34,718	£173,589	<b>£260,384</b>	£52,077	£0	£34,718	£0	£173,589	£0	<b>£260,384</b>
Communities & Place	S4: Design & management of the built & landscaped environment	£260,384	3%	£52,077	£34,718	£173,589	<b>£260,384</b>	£52,077	£0	£34,718	£0	£173,589	£0	<b>£260,384</b>
Communities & Place	S5: Support sport, arts, cultural, heritage & creative activities	£260,384	3%	£52,077	£34,718	£173,589	<b>£260,384</b>	£52,077	£0	£34,718	£0	£173,589	£0	<b>£260,384</b>
Communities & Place	S6: Active travel enhancements & small scale transport projects	£260,384	3%	£52,077	£34,718	£173,589	<b>£260,384</b>	£52,077	£0	£34,718	£0	£173,589	£0	<b>£260,384</b>



Expenditure Profile				UKSPF Allocation Annual Expenditure				UKSPF Allocation Capital/Revenue Split (£)						
				£0	£123,682	£221,327	£345,009	£0	£0	£0	£123,682	£0	£221,327	£345,009
Local Business	S15: SME development grants & support.	£345,009	4%	£0	£123,682	£221,327	£345,009	£0	£0	£0	£123,682	£0	£221,327	£345,009
Local Business	S16: R&D grants supporting innovative product & services	£0	0%	£0	£0	£0	£0	£0	£0	£0	£0	£0	£0	£0
Local Business	S17: Development & support of appropriate innovation infrastructure	£0	0%	£0	£0	£0	£0	£0	£0	£0	£0	£0	£0	£0
Local Business	S18: Investing in enterprise infrastructure, site development projects	£833,229	10%	£0	£0	£833,229	£833,229	£0	£0	£0	£0	£833,229	£0	£833,229
Local Business	S19: Strengthening local entrepreneurial ecosystems	£345,009	4%	£0	£123,682	£221,327	£345,009	£0	£0	£0	£123,682	£0	£221,327	£345,009
Local Business	S20: Expert business advice & support programmes, local & regional	£345,009	4%	£0	£123,682	£221,327	£345,009	£0	£0	£0	£123,682	£0	£221,327	£345,009
Local Business	S21: Bid for & host international business events	£0	0%	£0	£0	£0	£0	£0	£0	£0	£0	£0	£0	£0
Local Business	S22: Growing the local social economy.	£546,807	7%	£0	£208,307	£338,499	£546,807	£0	£0	£0	£208,307	£0	£338,499	£546,807
Local Business	S23: Develop angel investor networks nationwide	£0	0%	£0	£0	£0	£0	£0	£0	£0	£0	£0	£0	£0
Local Business	S24: Export grants to support businesses to grow overseas trading	£0	0%	£0	£0	£0	£0	£0	£0	£0	£0	£0	£0	£0
Local Business	S25: Developing existing or emerging local strengths - low carbon & climate	£0	0%	£0	£0	£0	£0	£0	£0	£0	£0	£0	£0	£0
Local Business	S26: Business support measures to drive employment growth	£0	0%	£0	£0	£0	£0	£0	£0	£0	£0	£0	£0	£0
Local Business	S27: Support relevant feasibility studies	£0	0%	£0	£0	£0	£0	£0	£0	£0	£0	£0	£0	£0
Local Business	S28: Business resilience & Covid-19 recovery	£0	0%	£0	£0	£0	£0	£0	£0	£0	£0	£0	£0	£0
Local Business	S29: Business support aligned with local, regional & Scottish policy	£345,009	4%	£0	£123,682	£221,327	£345,009	£0	£0	£0	£123,682	£0	£221,327	£345,009

Expenditure Profile				UKSPF Allocation Annual Expenditure				UKSPF Allocation Capital/Revenue Split (£)						
				£0	£0	£0	£0	£0	£0	£0	£0	£0	£0	£0
Local Business	S30: Investment to protect from natural hazards, flooding & coastal erosion	£0	0%	£0	£0	£0	£0	£0	£0	£0	£0	£0	£0	£0
<b>Local Business</b>	<b>Total for 'On-menu' Interventions</b>	<b>£2,760,073</b>	<b>£0</b>	<b>£0</b>	<b>£703,037</b>	<b>£2,057,035</b>	<b>£2,760,073</b>	<b>£0</b>	<b>£0</b>	<b>£0</b>	<b>£703,037</b>	<b>£833,229</b>	<b>£1,223,806</b>	<b>£2,760,073</b>
Local Business	Insert Bespoke Intervention		0%				£0							£0
Local Business	Insert Bespoke Intervention		0%				£0							£0
Local Business	Insert Bespoke Intervention		0%				£0							£0
Local Business	Insert Bespoke Intervention		0%				£0							£0
<b>Local Business</b>	<b>LB Bespoke Interventions Total</b>	<b>£0</b>	<b>0%</b>	<b>£0</b>	<b>£0</b>	<b>£0</b>	<b>£0</b>	<b>£0</b>	<b>£0</b>	<b>£0</b>	<b>£0</b>	<b>£0</b>	<b>£0</b>	<b>£0</b>
<b>Local Business</b>	<b>Local Business Interventions Total</b>	<b>£2,760,073</b>	<b>33%</b>	<b>£0</b>	<b>£703,037</b>	<b>£2,057,035</b>	<b>£2,760,073</b>	<b>£0</b>	<b>£0</b>	<b>£0</b>	<b>£703,037</b>	<b>£833,229</b>	<b>£1,223,806</b>	<b>£2,760,073</b>
People & Skills	S31: Employment support for economically inactive people	£130,192	2%	£36,454	£20,831	£72,908	£130,192	£0	£36,454	£0	£20,831	£0	£72,908	£130,192
People & Skills	S32: Courses including basic skills for those not economically inactive	£130,192	2%	£36,454	£20,831	£72,908	£130,192	£0	£36,454	£0	£20,831	£0	£72,908	£130,192
People & Skills	S33: Enrichment & volunteering activities	£130,192	2%	£36,454	£20,831	£72,908	£130,192	£0	£36,454	£0	£20,831	£0	£72,908	£130,192
People & Skills	S34: Increase levels of digital inclusion, essential digital skills	£0	0%	£0	£0	£0	£0	£0	£0	£0	£0	£0	£0	£0
People & Skills	S35: Employability programmes & advice - No One Left Behind agenda etc	£130,192	2%	£36,454	£20,831	£72,908	£130,192	£0	£36,454	£0	£20,831	£0	£72,908	£130,192
People & Skills	S36: Local areas to fund local skills needs	£537,433	6%	£0	£208,307	£329,126	£537,433	£0	£0	£0	£208,307	£0	£329,126	£537,433
People & Skills	S37: Green skills courses	£0	0%	£0	£0	£0	£0	£0	£0	£0	£0	£0	£0	£0
People & Skills	S38: Support local digital skills	£0	0%	£0	£0	£0	£0	£0	£0	£0	£0	£0	£0	£0
People & Skills	S39: Education & skills targeting the vulnerable leaving school	£312,461	4%	£62,492	£124,984	£124,984	£312,461	£0	£62,492	£0	£124,984	£0	£124,984	£312,461

Expenditure Profile				UKSPF Allocation Annual Expenditure				UKSPF Allocation Capital/Revenue Split (£)						
				£0	£0	£0	£0	£0	£0	£0	£0	£0	£0	£0
People & Skills	S40: Support for community learning & development	£0	0%	£0	£0	£0	£0	£0	£0	£0	£0	£0	£0	£0
People & Skills	S41: New partnership & project-based entrepreneurial learning	£0	0%	£0	£0	£0	£0	£0	£0	£0	£0	£0	£0	£0
<b>People &amp; Skills</b>	<b>Total for 'On-menu' Interventions</b>	<b>£1,370,662</b>	<b>£0</b>	<b>£208,307</b>	<b>£416,615</b>	<b>£745,740</b>	<b>£1,370,662</b>	<b>£0</b>	<b>£208,307</b>	<b>£0</b>	<b>£416,615</b>	<b>£0</b>	<b>£745,740</b>	<b>£1,370,662</b>
People & Skills	Insert Bespoke Intervention		0%				£0							£0
People & Skills	Insert Bespoke Intervention		0%				£0							£0
People & Skills	Insert Bespoke Intervention		0%				£0							£0
People & Skills	Insert Bespoke Intervention		0%				£0							£0
People & Skills	Insert Bespoke Intervention		0%				£0							£0
<b>People &amp; Skills</b>	<b>P&amp;S Bespoke Interventions Total</b>	<b>£0</b>	<b>0%</b>	<b>£0</b>	<b>£0</b>	<b>£0</b>	<b>£0</b>	<b>£0</b>	<b>£0</b>	<b>£0</b>	<b>£0</b>	<b>£0</b>	<b>£0</b>	<b>£0</b>
<b>People &amp; Skills</b>	<b>People &amp; Skills Intervention Total</b>	<b>£1,370,662</b>	<b>17%</b>	<b>£208,307</b>	<b>£416,615</b>	<b>£745,740</b>	<b>£1,370,662</b>	<b>£0</b>	<b>£208,307</b>	<b>£0</b>	<b>£416,615</b>	<b>£0</b>	<b>£745,740</b>	<b>£1,370,662</b>
Multiply	S42: Courses designed to increase confidence with numbers	£143,294	2%	£43,321	£49,986	£49,986	£143,294		£43,321		£49,986		£49,986	£143,294
Multiply	S43: Courses for parents wanting to increase numeracy skills	£143,294	2%	£43,321	£49,986	£49,986	£143,294		£43,321		£49,986		£49,986	£143,294
Multiply	S44: Courses for prisoners, those recently released or on temporary licence	£143,294	2%	£43,321	£49,986	£49,986	£143,294		£43,321		£49,986		£49,986	£143,294
Multiply	S45: Courses aimed at encouraging people to upskill to access jobs/careers	£143,294	2%	£43,321	£49,986	£49,986	£143,294		£43,321		£49,986		£49,986	£143,294
Multiply	S46: Additional relevant maths modules in vocational courses	£143,294	2%	£43,321	£49,986	£49,986	£143,294		£43,321		£49,986		£49,986	£143,294
Multiply	S47: Innovative programmes delivered with employers	£143,294	2%	£43,321	£49,986	£49,986	£143,294		£43,321		£49,986		£49,986	£143,294
Multiply	S48: Intensive& flexible courses targetted at those without Level 5 maths	£143,294	2%	£43,321	£49,986	£49,986	£143,294		£43,321		£49,986		£49,986	£143,294



Expenditure Profile				UKSPF Allocation Annual Expenditure				UKSPF Allocation Capital/Revenue Split (£)						
Multiply	S49: Courses designed to help people use numeracy to manage money	£143,294	2%	£43,321	£49,986	£49,986	<b>£143,294</b>		£43,321		£49,986		£49,986	<b>£143,294</b>
Multiply	S50: Courses for 19s or over leaving or just left the care system	£143,294	2%	£43,321	£49,986	£49,986	<b>£143,294</b>		£43,321		£49,986		£49,986	<b>£143,294</b>
Multiply	S51: Provision developed in partnership with community organisations	£143,294	2%	£43,321	£49,986	£49,986	<b>£143,294</b>		£43,321		£49,986		£49,986	<b>£143,294</b>
<b>Multiply</b>	<b>Total for 'On-menu' Interventions</b>	<b>£1,432,938</b>	<b>17%</b>	<b>£433,214</b>	<b>£499,862</b>	<b>£499,862</b>	<b>£1,432,938</b>	<b>£0</b>	<b>£433,214</b>	<b>£0</b>	<b>£499,862</b>	<b>£0</b>	<b>£499,862</b>	<b>£1,432,938</b>
Multiply	Insert Bespoke Intervention		0%				£0							£0
Multiply	Insert Bespoke Intervention		0%				£0							£0
Multiply	Insert Bespoke Intervention		0%				£0							£0
Multiply	Insert Bespoke Intervention		0%				£0							£0
<b>Multiply</b>	<b>Multiply Bespoke Interventions Total</b>	<b>£0</b>	<b>0%</b>	<b>£0</b>	<b>£0</b>	<b>£0</b>	<b>£0</b>	<b>£0</b>	<b>£0</b>	<b>£0</b>	<b>£0</b>	<b>£0</b>	<b>£0</b>	<b>£0</b>
<b>Multiply</b>	<b>Multiply Interventions Total</b>	<b>£1,432,938</b>	<b>17%</b>	<b>£433,214</b>	<b>£499,862</b>	<b>£499,862</b>	<b>£1,432,938</b>	<b>£0</b>	<b>£433,214</b>	<b>£0</b>	<b>£499,862</b>	<b>£0</b>	<b>£499,862</b>	<b>£1,432,938</b>
<b>Allocation Totals</b>		<b>£8,297,707</b>	<b>100%</b>	<b>£1,266,443</b>	<b>£2,166,321</b>	<b>£4,864,943</b>	<b>£8,297,707</b>	<b>£312,461</b>	<b>£953,982</b>	<b>£208,307</b>	<b>£1,958,014</b>	<b>£1,874,766</b>	<b>£2,990,176</b>	<b>£8,297,707</b>

## Communities & Place Outputs

Output	S1: Place based investments regeneration and town centre improvements, which could include better accessibility for disabled people, including capital spend and running costs.	S2: Support and improvement of community assets and infrastructure projects. This could include support for decarbonisation of facilities, energy efficiency audits, and installation of energy efficiency and renewable measures in community buildings (including capital spend and running costs).	S3: Improvements to the natural environment and green and open space which could include community gardens, watercourses and embankments, along with incorporating natural features into wider public spaces.	S4: Design and management of the built and landscaped environment.	S5: Support for sport, arts, cultural, heritage and creative activities, projects and facilities and institutions.	S6: Funding for active travel enhancements and other small scale strategic transport projects.	S10: Community measures to reduce the cost of living, including through measures to improve energy efficiency, and combat fuel poverty and climate change.	S11: Funding to support relevant feasibility studies.
Number of commercial buildings developed or improved (numerical value)	1							
Amount of commercial buildings developed or improved (m2)	0							
Number of rehabilitated premises (numerical value)	0		0		0			
Amount of rehabilitated land (m2)	0		0		0			
Amount of public realm created or improved (m2)	0		300	300		0		

Number of low or zero carbon energy infrastructure installed (numerical value)	0	0						
Amount of low or zero carbon energy infrastructure installed (m2)	0	0						
Number of decarbonisation plans developed (numerical value)	0							
Amount of land made wheelchair accessible/step free (m2)	0		0					
Number of organisations receiving financial support other than grants (numerical value)		0			0		0	
Number of organisations receiving grants (numerical value)		2			1		0	
Number of organisations receiving non-financial support (numerical value)		0			0		0	
Number of neighbourhood improvements undertaken (numerical value)		0	1	1		0		
Number of facilities supported/created (numerical value)		2	0		0	0		
Number of local events or activities supported (numerical value)		0			1			

Amount of green or blue space created or improved (m2)			200			0		
Number of new or improved cycleways or paths (numerical value)			0	0		1		
Amount of new or improved cycleways or paths (m2)			0	0		1000		
Number of trees planted (numerical value)			0					
Number of Tourism, Culture or heritage assets created or improved (numerical value)					1			
Number of events/participatory programmes (numerical value)					0			
Number of potential entrepreneurs assisted to be business ready (numerical value)					0			
Number of volunteering opportunities supported (numerical value)					0			
Number of projects (numerical value)								
Number of people reached (numerical value)							450	
Number of tournaments/leagues/teams					0			

supported (numerical value)								
Levels of participation in sports and recreational activities at facilities that have benefitted from funding (based on registered players/teams) (% increase)					10			
Number of people attending training sessions (numerical value)								
Number of feasibility studies supported (numerical value)								15
Number of people supported to engage in job-searching (numerical value)								
Number of people supported to gain employment (numerical value)								
Number of households receiving support	0	0	0				225	
Number of households supported to take up energy efficiency measures	0	0	0				25	
Number of properties better protected from flooding and coastal erosion		0						

## Communities & Place Outcomes

Outcome	S1: Place based investments regeneration and town centre improvements, which could include better accessibility for disabled people, including capital spend and running costs.	S2: Support and improvement of community assets and infrastructure projects. This could include support for decarbonisation of facilities, energy efficiency audits, and installation of energy efficiency and renewable measures in community buildings (including capital spend and running costs).	S3: Improvements to the natural environment and green and open space which could include community gardens, watercourses and embankments, along with incorporating natural features into wider public spaces.	S4: Design and management of the built and landscaped environment.	S5: Support for sport, arts, cultural, heritage and creative activities, projects and facilities and institutions.	S6: Funding for active travel enhancements and other small scale strategic transport projects.	S10: Community measures to reduce the cost of living, including through measures to improve energy efficiency, and combat fuel poverty and climate change.	S11: Funding to support relevant feasibility studies.
Jobs created (numerical value)	0	0	0		1			
Jobs safeguarded (numerical value)	0	0			1			
Increased footfall (% increase)	10		10	10	10			
Increased visitor numbers (% increase)	10		10		10			
Reduced vacancy rates (% decreased)	0							
Greenhouse gas reductions (% decrease in Tonnes of Co2e)	0	0					0	
Improved perceived/experienced accessibility (% increase)	10		10		10			

Improved perception of facilities/amenities (% increase)	10	10	10		10			
Increased users of facilities/amenities (% increase)		10	10		10			
Improved perception of facility/infrastructure project (% increase)		10						
Increased use of cycleways or paths (% increase)			0	0		10		
Increased affordability of events/entry (% increase)					0			
Improved perception of safety (% increase)				0				
Reduction in neighbourhood crime (% decrease)				0				
Improved engagement numbers (% increase)					0			
Number of community-led arts, cultural, heritage and creative programmes as a result of support (numerical value)					1			
Improved perception of events (% increase)					0			
Increased number of web searches for a place (% increase)								

Volunteering numbers as a result of support (numerical value)								
Number of new or improved community facilities as a result of support (numerical value)								
Increased number of projects arising from funded feasibility studies (% increase)								10
Number of premises with improved digital connectivity (numerical value)								
Number of people engaged in job-searching following support (numerical value)								
Number of people in employment, including self-employment, following support (numerical value)								
Increased number of properties better protected from flooding and coastal erosion (% increase)			0					
Increased take up of energy efficiency measures (% increase)								0



### Supporting Local Business Outputs

<p><b>Output</b></p>	<p><b>S15:</b> SME development grants and support, aligned with local and regional sectoral priorities and growth potential. This could include, providing tailored expert advice, matched grants and leadership training to enable manufacturing SMEs to adopt industrial digital technology solutions including AI artificial intelligence; robotics and autonomous systems; additive manufacturing; industrial internet of things; virtual reality; data analytics. The support is proven to leverage high levels of private investment into technologies that drive growth, productivity, efficiency and resilience in manufacturing.</p>	<p><b>S18:</b> Investing in enterprise infrastructure and employment/innovation site development projects.</p>	<p><b>S19:</b> Strengthening local entrepreneurial ecosystems, and supporting businesses at all stages of their development to start, sustain, grow and innovate, including through local networks.</p>	<p><b>S20:</b> Support for expert business advice and support programmes at the local and regional level, including support for decarbonisation, climate adaptation and circular economy advice. This could include funding for new and improvements to existing training hubs, business support offers, 'incubators', 'accelerators' and other forms of developmental environments for local enterprise (including social enterprise) which can support entrepreneurs and start-ups/high growth potential firms through the early stages of development and growth by offering a combination of services including: e.g. - account management, advice, resources, training, mentorship, coaching and access to workspace.</p>	<p><b>S22:</b> Support for growing the local social economy, including community businesses, cooperatives and social enterprises.</p>	<p><b>S29:</b> Support for new and existing businesses and start-ups aligned with local, regional and Scottish policy.</p>
<p><b>Number of businesses receiving financial support other than grants (numerical value)</b></p>	<p>0</p>	<p>0</p>	<p>0</p>	<p>0</p>	<p>0</p>	<p>0</p>
<p><b>Number of businesses receiving non-financial support (numerical value)</b></p>	<p>0</p>	<p>0</p>	<p>150</p>	<p>250</p>	<p>0</p>	<p>250</p>

Number of businesses receiving grants (numerical value)	50	0	0	0	12	0
Number of potential entrepreneurs provided assistance to be business ready (numerical value)		0	150	225	0	225
Number of Tourism, Culture or heritage assets created or improved (numerical value)						
Number of commercial buildings developed or improved (numerical value)		1		0		
Amount of commercial buildings developed or improved (m2)		2500		0		
Number of people reached (numerical value)						
Number of local events or activities supported (numerical value)						
Number of people attending training sessions (numerical value)	0				0	
Number of events/participatory programmes (numerical value)						
Number of rehabilitated premises (numerical value)		0				
Amount of rehabilitated land (m2)		0				
Number of angel investors in the local area (numerical value)						
Number of businesses receiving angel investment (numerical value)						

<b>Number of angel investors engaged (numerical value)</b>						
<b>Number of businesses engaged in new markets (numerical value)</b>						
<b>Number of low or zero carbon energy infrastructure installed (numerical value)</b>						
<b>Amount of low or zero carbon energy infrastructure installed (m2)</b>						
<b>Number of decarbonisation plans developed (numerical value)</b>						
<b>Number of feasibility studies supported (numerical value)</b>						
<b>Number of properties better protected from flooding and coastal erosion (numerical value)</b>						

## Supporting Local Business Outcomes

Outcome	S15: SME development grants and support, aligned with local and regional sectoral priorities and growth potential. This could include, providing tailored expert advice, matched grants and leadership training to enable manufacturing SMEs to adopt industrial digital technology solutions including AI artificial intelligence; robotics and autonomous systems; additive manufacturing; industrial internet of things; virtual reality; data analytics. The support is proven to leverage high levels of private investment into technologies that drive growth, productivity, efficiency and resilience in manufacturing.	S18: Investing in enterprise infrastructure and employment/innovation site development projects.	S19: Strengthening local entrepreneurial ecosystems, and supporting businesses at all stages of their development to start, sustain, grow and innovate, including through local networks.	S20: Support for expert business advice and support programmes at the local and regional level, including support for decarbonisation, climate adaptation and circular economy advice. This could include funding for new and improvements to existing training hubs, business support offers, 'incubators', 'accelerators' and other forms of developmental environments for local enterprise (including social enterprise) which can support entrepreneurs and start-ups/high growth potential firms through the early stages of development and growth by offering a combination of services including: e.g. - account management, advice, resources, training, mentorship, coaching and access to workspace.	S22: Support for growing the local social economy, including community businesses, cooperatives and social enterprises.	S29: Support for new and existing businesses and start-ups aligned with local, regional and Scottish policy.
Jobs created (numerical value)		0	5	441	3	
Jobs safeguarded (numerical value)		0	5	0	3	
Number of new businesses created (numerical value)		0	15	225	1	225
Increased footfall (% increase)						

Increased visitor numbers (% increase)						
Increase in visitor spending (% increase)						
Reduced vacancy rates (% decrease)		0				
Improved perception of markets (% increase)						
Increased business sustainability (% increase)						0
Increased number of businesses supported (% increase)						0
Increased amount of investment (£)	650000	800000		0	525000	
Improved perception of attractions (% increase)						
Number of businesses introducing new products to the firm (numerical value)	10		5	155		
Number of organisations engaged in new knowledge transfer activity (numerical value)	0			39		
Number of premises with improved digital connectivity (numerical value)	0	1				
Number of businesses adopting new to the firm technologies or processes (numerical value)	10	0	20	39		
Number of new to market products (numerical value)						
Increased amount of low or zero carbon energy infrastructure installed (% increase)						

Greenhouse gas reductions (% decrease in Tonnes of Co2e)						
Number of businesses with improved productivity (numerical value)			0			20
Number of R&D active businesses (numerical value)				39		
Increased number of innovation active SMEs (numerical value)				39		
Number of businesses adopting new or improved products or services (numerical value)						
Number of businesses engaged in new markets (numerical value)			0		0	
Number of early stage firms which generate or increase their revenue (numerical value)				106		
Number of businesses increasing their export capability (numerical value)						
Increased number of projects arising from funded feasibility studies (% increase)						
Increased number of properties better protected from flooding and coastal erosion (% increase)						

People & Skills Outputs

Output	S31: Employment support for economically inactive people: Intensive and wrap-around one-to-one support to move people closer towards mainstream provision and employment, supplemented by additional and/or specialist life and basic skills (digital, English, maths* and ESOL) support where there are local provision gaps.	S32: Courses including basic skills (digital, English, maths (via Multiply) and ESOL), and life skills and career skills** provision for people who are not economically inactive and who are unable to access other training or wrap around support detailed above. This could be supplemented by financial support for learners to enrol onto courses and complete qualifications.	S33: Activities such as enrichment and volunteering to improve opportunities and promote wellbeing.	S35: Support for employability programmes and advice including alignment with the No One Left Behind agenda, Fair Start Scotland and Scottish employability pipeline. This could include tailored support to help people in employment, who are not supported by mainstream provision to address barriers to accessing education and training courses.	S36: Support for local areas to fund local skills needs. This includes technical and vocational qualifications and courses up to level 2 and training for vocational licences relevant to local area needs and high-value qualifications where there is a need for additional skills capacity that cannot be met through mainstream funding.	S39: Support for education and skills targeting vulnerable young people leaving school, aligning with young person's guarantee, modern apprenticeships and related policy.
Number of economically inactive people engaging with keyworker support services (numerical value)	50					
Number of economically inactive people supported to engage with the benefits system (numerical value)	10					
Number of socially excluded people accessing support (numerical value)	8					20
Number of people supported to access	6					3

basic skills (numerical value)						
Number of people accessing mental and physical health support leading to employment (numerical value)	6					2
Number of people supported to engage in job-searching (numerical value)	25					15
Number of people receiving support to gain employment (numerical value)	10					10
Number of people receiving support to sustain employment (numerical value)	6					2
Effective working between keyworkers and additional services (number of engagements)	30					
Number of people supported to engage in life skills (numerical value)		8				1
Number of people supported onto a course through providing financial support (numerical value)		1				
Number of people supported to participate in education (numerical value)			9	8		
Number of volunteering opportunities supported (numerical value)			9			
Number of people taking part in work experience programmes (numerical value)			7			5



Number of people retraining (numerical value)				25		
Number of people in employment engaging with the skills system (numerical value)				14		
Number of people receiving support to gain a vocational licence (numerical value)					0	
Number of people attending training sessions (numerical value)						
Number of people supported to gain a qualification or complete a course (numerical value)		3		11	100	8

**People & Skills Outcomes**

Outcome	S31: Employment support for economically inactive people: Intensive and wrap-around one-to-one support to move people closer towards mainstream provision and employment, supplemented by additional and/or specialist life and basic skills (digital, English, maths* and ESOL) support where there are local provision gaps.	S32: Courses including basic skills (digital, English, maths (via Multiply) and ESOL), and life skills and career skills** provision for people who are not economically inactive and who are unable to access other training or wrap around support detailed above. This could be supplemented by financial support for learners to enrol onto courses and complete qualifications.	S33: Activities such as enrichment and volunteering to improve opportunities and promote wellbeing.	S35: Support for employability programmes and advice including alignment with the No One Left Behind agenda, Fair Start Scotland and Scottish employability pipeline. This could include tailored support to help people in employment, who are not supported by mainstream provision to address barriers to accessing education and training courses.	S36: Support for local areas to fund local skills needs. This includes technical and vocational qualifications and courses up to level 2 and training for vocational licences relevant to local area needs and high-value qualifications where there is a need for additional skills capacity that cannot be met through mainstream funding.	S39: Support for education and skills targeting vulnerable young people leaving school, aligning with young person's guarantee, modern apprenticeships and related policy.
Number of economically inactive individuals in receipt of benefits they are entitled to following support (numerical value)	10					
Number of active or sustained participants in community groups as a result of support	7					
Number of people reporting increased employability through development of interpersonal skills funded by UKSPF	12					

Number of people with basic skills (English, maths, digital and ESOL) (numerical value)	6					
Number of people in supported employment (numerical value)	3					2
Number of people engaging with mainstream healthcare services (numerical value)	5					1
Number of people sustaining engagement with keyworker support and additional services (numerical value)	30					18
Number of people engaged in job-searching following support (numerical value)	20					18
Number of people in employment, including self-employment, following support (numerical value)	15	2	4	17	0	12
Number of people sustaining employment for 6 months (numerical value)	8					8
Number of people in education/training (numerical value)		2	3	10	100	11
Number of people experiencing reduced structural barriers into employment and into skills provision		4	2			13
Number of people familiarised with employers'			9			30

expectations, including, standards of behaviour in the workplace						
Number of people gaining qualifications, licences and skills (numerical value)				14		
Number of economically active individuals engaged in mainstream skills education and training (numerical value)					100	
Number of people engaged in life skills support following interventions (numerical value)					0	
Number of people gaining a qualification or completing a course following support (numerical value)						

## Multiply Outputs

Output	S42: Courses designed to increase confidence with numbers for those needing the first steps towards formal qualifications.	S43: Courses for parents wanting to increase their numeracy skills in order to help their children, and help with their own progression.	S44: Courses aimed at prisoners, those recently released from prison or on temporary licence.	S45: Courses aimed at people who can't apply for certain jobs because of lack of numeracy skills and/or to encourage people to upskill in order to access a certain job/career.	S46: Additional relevant maths modules embedded into other vocational courses.	S47: Innovative programmes delivered together with employers – including courses designed to cover specific numeracy skills required in the workplace.	S48: New intensive and flexible courses targeted at people without Level 5 maths in Scotland, leading to an equivalent qualification (for more information on equivalent qualifications, please see Qualifications can cross boundaries (sqa.org.uk)).	S49: Courses designed to help people use numeracy to manage their money.	S50: Courses aimed at those 19 or over that are leaving, or have just left, the care system.	S51: Activities, courses or provision developed in partnership with community organisations and other partners aimed at engaging the hardest to reach learners – for example, those not in the labour market or other groups identified locally as in need.
Number of adult numeracy courses run in a local area through Multiply (numerical value)	2	2	2	2	0	2	2	2	2	2
Number of people participating in Multiply funded courses (numerical value)	10	10	10	10	0	10	10	10	10	10



**Multiply Outcomes**

Outcome	S42: Courses designed to increase confidence with numbers for those needing the first steps towards formal qualifications.	S43: Courses for parents wanting to increase their numeracy skills in order to help their children, and help with their own progression.	S44: Courses aimed at prisoners, those recently released from prison or on temporary licence.	S45: Courses aimed at people who can't apply for certain jobs because of lack of numeracy skills and/or to encourage people to upskill in order to access a certain job/career.	S46: Additional relevant maths modules embedded into other vocational courses.	S47: Innovative programmes delivered together with employers – including courses designed to cover specific numeracy skills required in the workplace.	S48: New intensive and flexible courses targeted at people without Level 5 maths in Scotland, leading to an equivalent qualification (for more information on equivalent qualifications, please see Qualifications can cross boundaries (sqa.org.uk)).	S49: Courses designed to help people use numeracy to manage their money.	S50: Courses aimed at those 19 or over that are leaving, or have just left, the care system.	S51: Activities, courses or provision developed in partnership with community organisations and other partners aimed at engaging the hardest to reach learners – for example, those not in the labour market or other groups identified locally as in need.
Number of adults achieving maths qualifications up to, and including, Level 2 equivalent (numerical value)	4	4	4	4	4	4	4	4	4	4
Number of adults participating in maths qualifications and courses up to, and including, Level 2 equivalent	9	9	9	9	9	9	9	9	9	9





## APPENDIX 2

### STAKEHOLDER ENGAGEMENT SUMMARY

#### Introduction

Three surveys, one for each of the Shared Prosperity Fund themes, were launched through the Engage Aberdeenshire platform on 11 July 2022 and open for responses for two weeks. These were promoted through a press release, social media and through partnership networks. Each survey requested input on local challenges and opportunities before inviting participants to prioritise the investment themes of the funds. An opportunity to provide general comments on the fund and submit an informal expression of interest for potential projects was also provided. Council Areas and Services were also invited to submit expressions of interest to gauge potential demand for funding.

#### Communities and Place

<b>Individuals</b>	<b>13</b>
<b>Organisations</b>	<b>11</b>
Community organisation	5
Local business or investor	1
Other (please specify)	4
Voluntary sector, social enterprise or civil society organisation	2

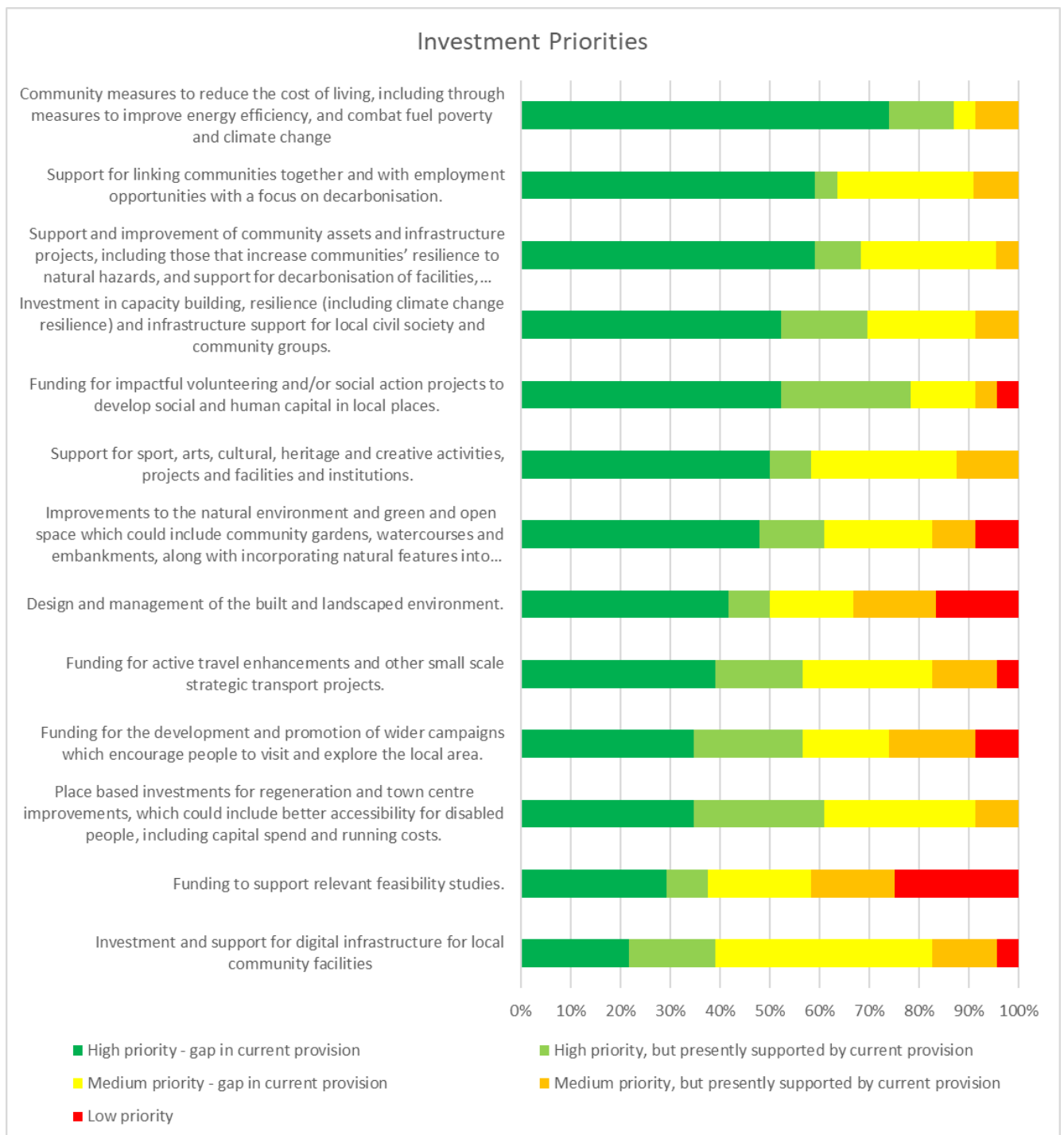
#### Challenges

- Lack of available funding for volunteer-led capital building projects for non-deprived/able-bodied
- A full range of physical activity opportunities for people of all abilities
- Providing support for our elderly and vulnerable groups
- Disability inclusion
- Youth disability inclusion
- Lack of things to do for young people in the evenings
- Training and support for community champions who want to start new activities to engage their communities
- Support for social activities in village and community halls
- Financial support to pay for facility hire and equipment etc.
- Access to community buildings for hosting activities
- Poor public transport
- Transport links between settlements
- Active travel within and between neighbouring communities
- Transport / travel and communications
- Availability of transport to reach people who live alone in areas with no public transport
- Lack of social / low cost housing
- Empty buildings in town centres

- Investing in existing infrastructure that has fallen into disrepair and can no longer fulfil its purpose
- Enhancing sense of place
- Declining employable resources
- Advice on employment and training opportunities
- Mobile advisors on issues such as financial support available to individuals who find themselves in poverty
- Advice on efficient energy use
- High costs of living
- High costs of adapting to climate change
- Existential threat caused by climate change
- Compliance challenge to meet legally set national targets for emissions reduction
- Climate change / insulation / better energy use / upgrading older properties
- Emergency resilience

## **Opportunities**

- Support for Local Place Planning
- Community empowerment
- Investment in activities that enhance physical, cultural and social ties and access to amenities, such as community infrastructure and local green space
- Shared indoor public spaces such as community halls
- Funding mobile trained physical activity instructors who can travel around the village halls and community centres delivering classes to all ages, abilities etc.
- Support for the arts, music & dance
- Funding for ongoing revenue/running costs
- Ensuring that facilities are combined to suit abled and disabled people, share the space and share the experience
- Remember rural small towns and villages when looking at active travel as well as lack of good public transport
- Proper cycle lanes and bike racks
- Better walking and riding routes and sign posting
- Providing and developing facilities for visitors
- Ongoing maintenance of town infrastructure is desperately needed as is enhancement of green spaces
- Invest to improve villages linked to regeneration towns
- identifying derelict or unused buildings and acquiring them - compulsory purchase etc - then allowing/leasing charitable organisations to use them
- Community-owned enterprise
- Aberdeenshire's engagement with social enterprise is very weak and it can be a lifeline in challenged communities
- Co-ownership of renewables by community groups
- Embracing of zero-carbon systems of heating



### Expressions of Interest

Activity	Total Cost (£)	Grant (£)
Disabled inclusion changing room complex, gym and wheelchair sports pitch	650,000	550,000
Conversion of building to tourist accommodation	1,200,000	600,000
Reopening of bridge to traffic	n/a	n/a
Funding of Development Officer	60,000	60,000
Pedestrianisation of Marischal Street, Peterhead	225,000	225,000

## Other comments

- Better community consultation and communication/organisation within the council bodies themselves would go a long way to helping projects be as successful as possible and ensuring money is best spent
- Longer term thinking from community groups without pressure of 'use it or lose it' grants would enable them to spend more time on meaningful planning and consultation with their communities, and enable them to find the best people to work with to deliver high quality design etc on their projects
- There are huge variations in the capacity of different communities to design and deliver projects
- Risk that more disadvantaged communities will fall further behind making compliance with national social justice goals ever harder to achieve
- Funding for pavements has been highlighted in your action plan for years and we can never get funding to fix it
- Please remember the hamlets and small villages
- Listen to community groups, speak to them - look at what the residents of a town have, or don't have
- Build in leisure to your local development plan
- Give community building back so all community groups can use them
- Use the money to improve the buildings we have
- Support our elderly - we are all, hopefully, going to be old
- An amazing initiative, we are so short of inclusive facilities at our sports clubs, I hope we all can make a difference
- Please consider projects that would help address the current state of deprivation
- Recognition of rural deprivation within Aberdeenshire
- The needs of communities in Aberdeenshire can only be identified and delivered effectively by empowering communities to plan improvements for themselves
- Projects that are imposed from the top down have a reduced chance of success
- Local Place Planning strengthens communities and provides a springboard for active citizenry
- There should be financial and other support for communities to produce Local Place Plans
- Where Community Action Plans exist, the Council should also use these to identify opportunities and plan investment from the Prosperity Fund

## Supporting Local Business

<b>Individuals</b>	<b>11</b>
<b>Organisations</b>	<b>8</b>
Business support provider or representative	2
Community organisation	2
Voluntary sector, social enterprise or civil society organisation	1
Other	2
Not specified	1

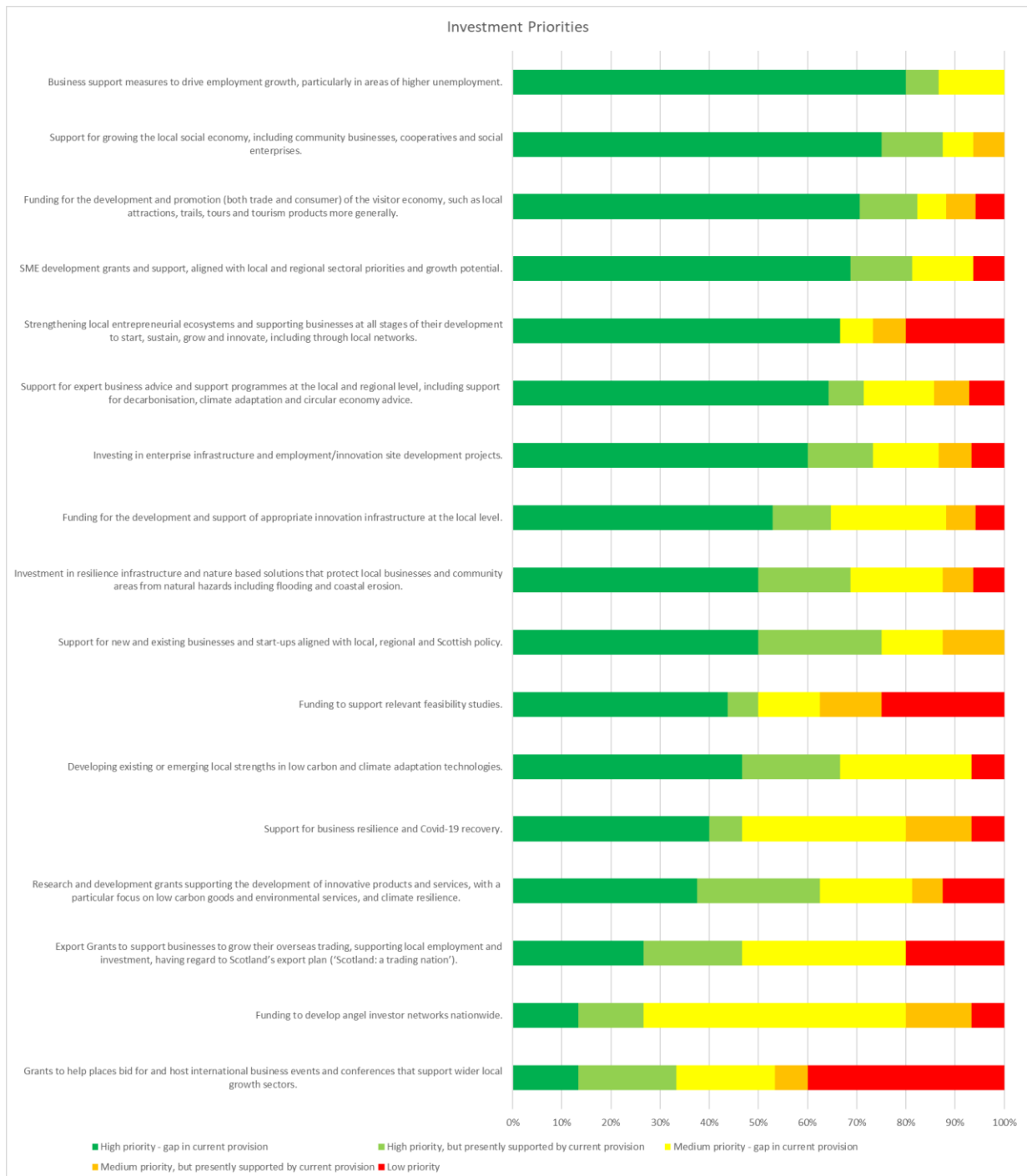
## Challenges

- Transport and access to / from markets/suppliers
- Sustainable, affordable and reliable transport networks for people and goods
- Access to high-speed digital connectivity.
- Digital support provision for SME businesses.
- Currently only 13% of local businesses have a social media presence
- Business Rates
- Monopoly of ownership of Commercial Property for rent
- Job creation, rural infrastructure
- Job creation by reversing centralisation of local service provision
- Central support within our community for vulnerable, new, advice, mental welfare
- Business Owners Capacity / Mental Health
- Cohesive approach to development of resource pipeline.
- A growing divide between consumer behaviour and local businesses.
- Skills and service standards to provide a quality customer experience
- Business start-up increases in line with Scottish Government NSET ambitions
- Seasonality
- Rise in energy costs
- An education hub where ASN pupils unable to attend mainstream due to unmet needs and do not meet criteria for school for disabled, to be educated in a small private place where they feel welcomed and comfortable
- Engaging with communities to be part of their towns

## Opportunities

- Access to education - not everyone has access to cars to travel into college in Aberdeen
- Digital support provision for SME businesses
- Digital Boost provision is great but has been subject to budgetary cuts
- Social Enterprise development programmes
- Social media tools and training for local businesses with grant incentives to encourage social media advertising

- Support to upskill/reskill workers, support to take on trainees and apprentices, support / encouragement to engage with education and develop talent pipeline
- Give council contracts to local businesses in each town
- Why is it always about business and never supporting the vulnerable?
- Grants for those that are not classified as businesses but have been central voluntarily to the sustainability of the rural and coastal communities
- Encouraging greater collaboration between businesses for the greater good
- Development of facilities for tourists



## Expressions of Interest

Activity	Total Cost (£)	Grant (£)
Enterprise Hubs	N/A	N/A
Social media training, tools and advertising	1,099,500	1,099,500
Large (production) Animal Skills Centre	1,145,000	850,000
Community Wealth Building Action Planning	27,027	27,027
Enhanced Business Gateway	1,261,835.20	798,669.60
Inverboyndie Industrial Estate	1,200,000	800,000

## Other comments

- It's business owners who are priority to Aberdeenshire Council over the vulnerable
- No budgets to employ support staff and nowhere outside the mainstream school
- Why do wealthy business owners need more money ploughed into them?
- Invest in our small towns through renewing infrastructure and seeing that they are properly maintained creating environments that private businesses will want to invest in
- All the ideas are good but grass roots work in the communities is needed, talk to the people on the street , tidy the towns to make them attractive to local and visitors, get the basics sorted out before you start looking at things that will make no difference
- Expansion of Healthy Living Office our Coastal Area
- This is an opportunity to kick-start a new approach to publicly funded economic development in Aberdeenshire as an alternative to the "business as usual" model
- Entrepreneurship across the wider business base can drive social mobility, create fulfilling jobs and deliver the economic prosperity necessary to sustain thriving local, and rural communities and positively disrupt traditional sectors that might ordinarily be considered as less productive
- Alternative business models such as cooperatives, social enterprises and community-owned businesses can deliver strong outcomes on fair work and benefits to local communities
- Social Enterprise has a GVA of £2.3bn to the Scottish Economy (last available figure 2019) and the opportunities in Aberdeenshire are vast across both traditional and new industries
- If the aim is to truly "level up" in a meaningful way and to build resilient, prosperous communities - then targeted, sustained investment in, and development of, Social Enterprise in all its various forms must be at the heart of the Aberdeenshire investment plan

## People & Skills

<b>Individuals</b>	<b>3</b>
<b>Organisations</b>	<b>10</b>
Community organisation	2
Education and skills provider	1
Employment expert or provider	1
Other	2
Public sector body	2
Voluntary sector, social enterprise or civil society organisation	2

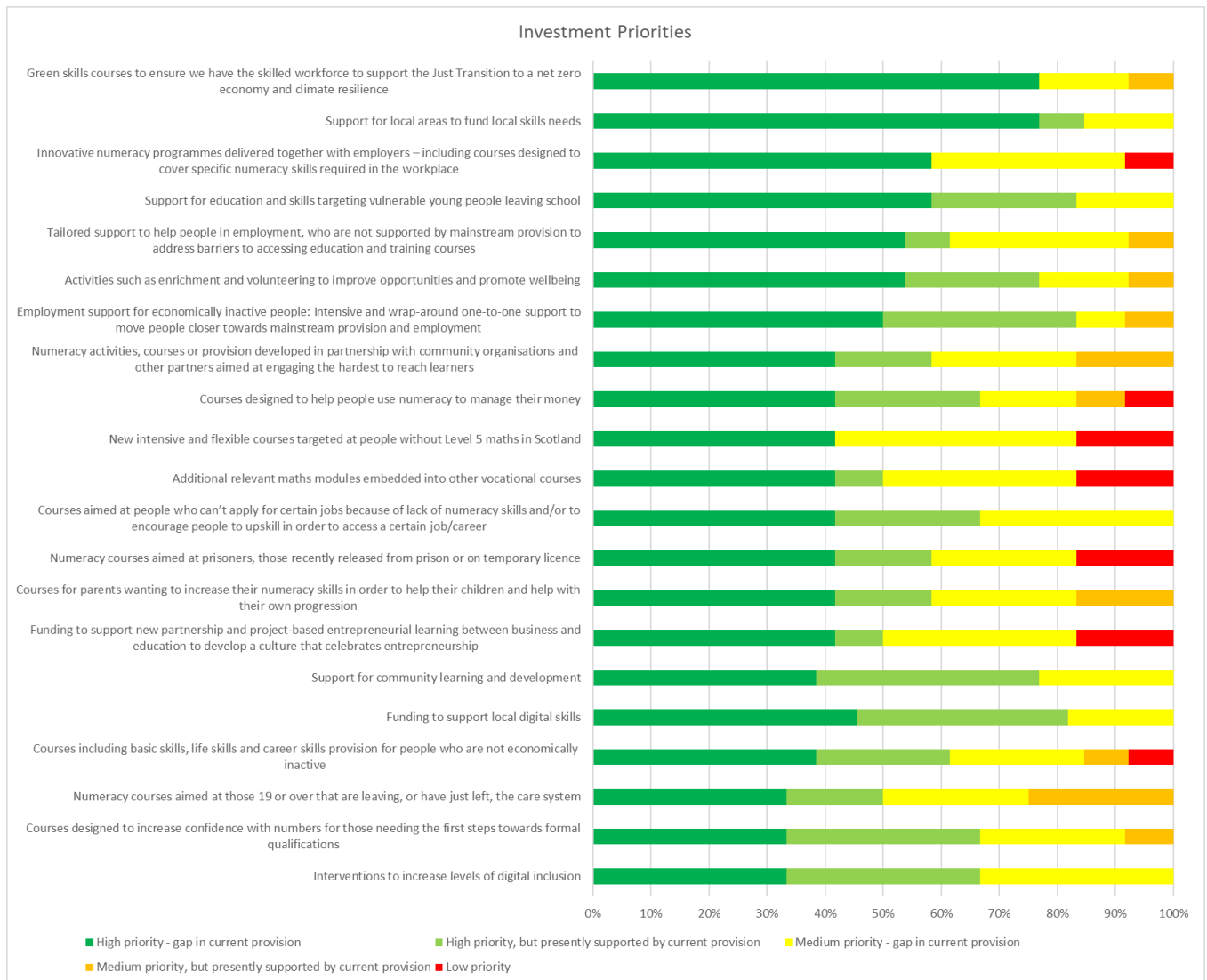
## Challenges

- How people work and where they work.
- Working with schools, colleges, universities and training providers to better match education to skills gaps and shortages
- How to attract people to want to work
- Affordable Housing to attract / retain labour resources
- Affordable Local Childcare Provision
- Infrastructure such as transport and affordable childcare which need to underpin these
- Lack of public transport
- Transport issues - Lack of access to driving lessons and limited affordable public transport to access work opportunities
- Equity of opportunities for disabled people as compared to their non-disabled peers
- Support for those with disabilities and health conditions
- Funding to pay for Project Officers to help groups in the community look for funding and support

## Opportunities

- Cost of living support to encourage work (e.g. finances to commute, childcare costs)
- Traditional skills training
- Developing the local / non-local resource pipeline
- Creating a centre of excellence to develop the hospitality and tourism sector - which then provides job opportunities.
- Recruitment incentives and targeted work with employers to consider a wide talent pool (e.g. Kickstart had good intent)
- Employer preparation and support when employing disabled people.
- Targeted support for those with disabilities
- Attracting new people to live and work in Aberdeenshire





## Expressions of Interest

Activity	Total Cost (£)	Grant (£)
S4-S6 Additional Support Needs Transition	240,000	240,000
Employability Barrier Removal	157,333.33	157,333.33
Support for Disabled People & Carers	101,434	91,135
Traditional Skills Training	1,000,000	500,000
Individual Placement Support – Mental Health	433,475	433,475
Employability Support	295,370	236,296
Skills & Employability Hub, Business Starter Units & Childcare Facilities	434,000	240,000

## Other comments

- The plan is not ambitious enough - where is the big picture thinking?
- Funding focusing on employability outcomes makes it harder to find provision for those who are on a health and social care pathway/maybe ready for an employability one; they are not ready for hard outcomes but softer outcomes

such as engagement level outcomes as it will take time for them to progress, if they do, to employability

- We have 60 S4-6 pupils who are in our "Requires Lead Partner" risk matrix as needing more intensive support before moving onto employability options. Most will not be eligible for Social Work services
- Travel training - it's very difficult to get from A to B in Aberdeenshire without using a bus of some form; many individuals need support with travel training (from downloading the app, digital skills, money management and confidence to travel)
- Mental health support and well known as an impact of Covid
- We need funding that finances a range of hard and soft outcomes
- The single biggest potential of the UKSPF is for multi-year resourcing
- Many disabled people and carers have been unable to access community learning and/or adult education for significant periods of their lives and so often require more extensive engagement in supported learning just to get them to the starting line for further education, work, or volunteering.
- In a world of single year contracting or resourcing opportunities, these people risk being left behind when they haven't yet concluded their engagement but the resource to provide support ends after one year
- It is very difficult to predict what the economy will be in a year's time
- Ideally flexible funding would be available through the Local Employability partnership that can be used to provide partnership responses as need arises
- The Third Sector plays an important role in giving people confidence and new skills - particularly through volunteering
- Bespoke employability projects through volunteer organisations and locally based social enterprise have a much higher likelihood of success as individuals feel supported and empowered by their own community
- The opportunity to be part of a "bigger picture" and become an active citizen on your own doorstep can help overcome barriers to participation
- Properly planned, funded and resourced upskilling and employability projects based in communities also build resilience within that community
- The youngsters leaving school without qualifications or a clear idea of what to do are being failed and let down
- Rather than waste money on numeracy courses etc, go and spend the money on a development or youth worker to go into the school prior to these kids leaving and work with them and help them bridge into the community

# Aberdeenshire Council

## Integrated Impact Assessment

### UK Shared Prosperity Fund Investment Plan

Assessment ID	IIA-000796
Lead Author	Martin Brebner
Additional Authors	Flick Millar, Jamie Wilkinson
Service Reviewers	Gary Hughes
Subject Matter Experts	Suzanne Rhind, Susan Forbes, Claudia Cowie, Kakuen Mo
Approved By	Paul Macari
Approved On	Tuesday August 09, 2022
Publication Date	Tuesday August 09, 2022

# 1. Overview

This document has been generated from information entered into the Integrated Impact Assessment system.

A three-year investment plan for Aberdeenshire's allocation of funds from the UK Shared Prosperity Fund. The plan is a high-level document which identifies overarching themes for the fund, with more detailed assessments of impacts to be undertaken as part of the design of programmes and assessments of individual projects which would receive funding at a later date.

During screening 8 of 10 questions indicated that detailed assessments were required, the screening questions and their answers are listed in the next section. This led to 4 out of 5 detailed impact assessments being completed. The assessments required are:

- Equalities and Fairer Scotland Duty
- Health Inequalities
- Sustainability and Climate Change
- Town Centres First

In total there are 13 positive impacts as part of this activity. There are 0 negative impacts, all impacts have been mitigated.

A detailed action plan with 1 points has been provided.

This assessment has been approved by paul.macari2@aberdeenshire.gov.uk.

The remainder of this document sets out the details of all completed impact assessments.

## 2. Screening

Could your activity / proposal / policy cause an impact in one (or more) of the identified town centres?	Yes
Would this activity / proposal / policy have consequences for the health and wellbeing of the population in the affected communities?	Yes
Does the activity / proposal / policy have the potential to affect greenhouse gas emissions (CO2e) in the Council or community and / or the procurement, use or disposal of physical resources?	Yes
Does the activity / proposal / policy have the potential to affect the resilience to extreme weather events and/or a changing climate of Aberdeenshire Council or community?	Yes
Does the activity / proposal / policy have the potential to affect the environment, wildlife or biodiversity?	Yes
Does the activity / proposal / policy have an impact on people and / or groups with protected characteristics?	Yes
Is this activity / proposal / policy of strategic importance for the council?	Yes
Does this activity / proposal / policy reduce inequality of outcome?	Yes
Does this activity / proposal / policy have an impact on children / young people's rights?	No
Does this activity / proposal / policy have an impact on children / young people's wellbeing?	No

## 3. Impact Assessments

Children's Rights and Wellbeing	Not Required
Climate Change and Sustainability	No Negative Impacts Identified
Equalities and Fairer Scotland Duty	No Negative Impacts Identified
Health Inequalities	No Negative Impacts Identified
Town Centre's First	No Negative Impacts Identified

## 4. Equalities and Fairer Scotland Duty Impact Assessment

### 4.1. Protected Groups

Indicator	Positive	Neutral	Negative	Unknown
Age (Younger)		Yes		
Age (Older)		Yes		
Disability		Yes		
Race		Yes		
Religion or Belief		Yes		
Sex		Yes		
Pregnancy and Maternity		Yes		
Sexual Orientation		Yes		
Gender Reassignment		Yes		
Marriage or Civil Partnership		Yes		

### 4.2. Socio-economic Groups

Indicator	Positive	Neutral	Negative	Unknown
Low income	Yes			
Low wealth	Yes			
Material deprivation	Yes			
Area deprivation	Yes			
Socioeconomic background		Yes		

### 4.3. Positive Impacts

Impact Area	Impact
Area deprivation	The investment plan will provide additional resources to address area deprivation, particularly regarding geographical access to services and facilities.
Low income	The investment plan will provide additional resources to enhance financial advice services for low-income households and individuals.
Low wealth	The investment plan will provide additional resources to enhance financial advice services for low-wealth households and individuals.
Material deprivation	The investment plan will provide additional resources to enhance financial advice services for households and individuals facing material deprivation.

### 4.4. Evidence

Type	Source	It says?	It Means?
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Type	Source	It says?	It Means?
External Data	Scottish Index of Multiple Deprivation	<p>The Scottish Index of Multiple Deprivation (SIMD) 2020 provides insight into challenges faced by particular communities. Aberdeenshire has nine data zones within the 20% most deprived in Scotland, representing 0.6% of the national share. All nine of these zones can be found in the towns of Fraserburgh and Peterhead. This highlights that there are pockets of deprivation within Aberdeenshire, particularly in larger towns.</p> <p>Several indicators are amalgamated to create the SIMD, with further analysis of these highlighting particular challenges for communities in Aberdeenshire. The access to services indicator considers drive/public transport time to key facilities and access to superfast broadband. 44% of datazones in Aberdeenshire fall within the 20% most deprived in Scotland for access to services and 33% within the 10% most deprived. This highlights that access to services and facilities is a key local challenge for many communities within Aberdeenshire.</p>	<p>In addition to pockets of deprivation in particular communities in Aberdeenshire, there is a broader issue of deprivation related to geographical access to facilities and services.</p>

Type	Source	It says?	It Means?
External Data	Community Planning Partnership	<p>Information from the Department for Work and Pensions suggests that there has been a notable increase in Aberdeenshire of children living in absolute low-income families, from 9.7% in 2014/15 to 11.4% in 2019/20. A similar trend can be observed in relative low-income households, with an increase from 9.6% in 2014/15 to 13.3% in 2019/20. Cost of living increases are likely to increase the number of households in poverty. Addressing poverty has therefore been identified as a key local challenge.</p> <p>Reducing Poverty is one of the key priorities in Aberdeenshire Community Planning Partnership's (CPP's) Local Outcome Improvement Plan (LOIP). The Partnership's Tackling Poverty and Inequalities Group has identified the following themes as key components of addressing poverty:</p> <ul style="list-style-type: none"> <li>• Food Insecurity</li> <li>• Fuel Poverty &amp; Housing</li> <li>• Transport/active travel</li> <li>• Digital Inclusion</li> <li>• Financial Inclusion</li> <li>• Mental Health &amp; Wellbeing</li> <li>• Employability</li> <li>• Children &amp; Young People</li> </ul>	Addressing poverty and inequalities is a growing and complex issue which links into a wide range of services.



Type	Source	It says?	It Means?
External Consultation	Engage Aberdeenshire Surveys	A lack of funding for community organisations, services and facilities was highlighted in a number of survey responses. These included both physical facilities and activities. Ability to access facilities, activities and employment opportunities is hindered by a lack of availability of affordable and frequent transport options. The high cost of living, particularly related to energy is a particular concern at present.	Access to facilities and services, whether due to the fact that they don't exist; people can't get to them; or people can't afford them is an important issue for communities.

#### 4.5. Information Gaps

Lived experience

#### 4.6. Engagement with affected groups

Opportunities for engagement have been constrained by time limitations (c.3 month window from programme launch to deadline). However, online surveys have been carried out using the Engage Aberdeenshire platform.

#### 4.7. Ensuring engagement with protected groups

An open consultation has been undertaken to date. More detailed and focussed consultation will be undertaken on the design of programmes which will sit underneath the investment plan.

#### 4.8. Evidence of engagement

A report on the results of the surveys has been produced and will form part of the Committee report related to this investment plan. Further work is to be undertaken (e.g. lived experience) on the details/priorities of specific programmes which sit underneath the investment plan.

#### 4.9. Overall Outcome

No Negative Impacts Identified.

The investment plan will unlock additional resources which can be used to support services and facilities which benefit all groups.

#### 4.10. Improving Relations

Further consultation and engagement in the design of programmes and development of specific projects.

#### 4.11. Opportunities of Equality

Programmes/projects can be supported with the specific purpose of advancing equality of

opportunity.

## 5. Health Inequalities Impact Assessment

### 5.1. Health Behaviours

Indicator	Positive	Neutral	Negative	Unknown
Healthy eating		Yes		
Exercise and physical activity	Yes			
Substance use – tobacco		Yes		
Substance use – alcohol		Yes		
Substance use – drugs		Yes		
Mental health	Yes			

### 5.2. Positive Impacts

Impact Area	Impact
Exercise and physical activity	The investment plan will provide the opportunity to implement projects which create active travel, outdoor spaces and sports/leisure facilities.
Mental health	The investment plan will provide an opportunity to support projects which improve access to support services (e.g. financial advice, employability); employment opportunities and facilities (e.g. leisure, recreation, sports).

### 5.3. Evidence

Type	Source	It says?	It Means?
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Type	Source	It says?	It Means?
External Data	Community Planning Partnership	<p>A Local Outcome Improvement Plan priority identified by the CPP is Connected and Cohesive Communities, with Locality Plans being established for the towns of Peterhead, Fraserburgh, Banff and Macduff . In addition to access to services and tackling poverty, Locality Plans identify a range of key local challenges including:</p> <ul style="list-style-type: none"> <li>• The aesthetic look of towns</li> <li>• Antisocial behaviour</li> <li>• Social isolation</li> <li>• Availability of outdoor and green spaces</li> <li>• Drug &amp; alcohol consumption and their consequences</li> <li>• Mental health</li> <li>• The digital divide and broadband access</li> </ul>	<p>Improving mental health is a key local priority and is linked to a wide range of themes such as access to facilities including outdoor/green spaces and social connectivity.</p>

## 5.4. Overall Outcome

No Negative Impacts Identified.

The investment plan will unlock additional resources which can be used to support services and facilities which have positive impacts on health inequalities.

## 6. Sustainability and Climate Change Impact Assessment

### 6.1. Emissions and Resources

Indicator	Positive	Neutral	Negative	Unknown
Consumption of energy		Yes		
Energy efficiency		Yes		
Energy source		Yes		
Low carbon transition		Yes		
Consumption of physical resources		Yes		
Waste and circularity		Yes		
Circular economy transition		Yes		
Economic and social transition	Yes			

### 6.2. Biodiversity and Resilience

Indicator	Positive	Neutral	Negative	Unknown
Quality of environment	Yes			
Quantity of environment		Yes		
Wildlife and biodiversity		Yes		
Infrastructure resilience		Yes		
Council resilience		Yes		
Community resilience		Yes		
Adaptation		Yes		

### 6.3. Positive Impacts

Impact Area	Impact
Quality of environment	The investment plan would provide an opportunity to invest in green and open spaces in communities.
Economic and social transition	The investment plan would include support for local businesses and addressing skills shortages. This would complement and align with support offered through the Just Transition fund.

### 6.4. Evidence

Type	Source	It says?	It Means?
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Type	Source	It says?	It Means?
External Data	International Energy Agency and Scottish Government	<p>One of the main challenges for the oil and gas industry is Just Transition to Net Zero, with an International Energy Agency report highlighting that the industry faces "... increasing demands to clarify the implications of energy transitions for their operations and business models, and to explain the contributions that they can make to reducing greenhouse gas (GHG) emissions and to achieving the goals of the Paris Agreement." In order to capitalise on and retain oil and gas skills and expertise in the local area, the Scottish Government has identified a need to prioritise:</p> <ul style="list-style-type: none"> <li>• Skills training and education that helps to secure good, high value jobs in green industries like low-carbon manufacturing, renewables, and tech;</li> <li>• Job security for those in industries that will play the biggest part in the transition – at every level – from those working in petrol stations to those on oil platforms.</li> </ul>	A just transition towards renewable energy is a clear policy driver with potential to maintain high value jobs locally.
External Consultation	Engage Aberdeenshire	<p>Survey respondents highlighted the costs of adapting to and existential threat caused by climate change as challenges. Emergency resilience was also highlighted as a concern.</p>	There is growing concern over the costs and challenges of climate change and their impact on communities.

## 6.5. Overall Outcome

No Negative Impacts Identified.

The investment plan will unlock additional resources which can be used to support businesses and address skills shortages to take advantage of just transition opportunities. It will also provide capital funding to enhance green space.

## 7. Town Centre's First Impact Assessment

### 7.1. Local Factors

Indicator	Positive	Neutral	Negative	Unknown
Town centre assets	Yes			
Footfall	Yes			
Changes to road layouts		Yes		
Parking		Yes		
Infrastructure changes		Yes		
Aesthetics of the town centre	Yes			
Tourism		Yes		
Public safety		Yes		
Town centre business	Yes			
Cultural heritage and identity	Yes			
Social and cultural aspects		Yes		

### 7.2. Positive Impacts

Impact Area	Impact
Aesthetics of the town centre	The investment plan would provide opportunities to support projects to improve the aesthetics of town centres, including derelict buildings and open spaces.
Cultural heritage and identity	The investment plan will provide opportunities to invest in projects linked to the the cultural heritage and identify of towns, including the provision of cultural facilities.
Footfall	The improvements to town centres supported by the investment plan are likely to increase footfall.
Town centre assets	The investment plan will provide an opportunity to invest in town centre assets, including derelict buildings and public realm.
Town centre business	In addition to physical investment in town centres, the investment plan would also provide opportunities to support town centre businesses through the provision of enhanced support services and grants.

### 7.3. Evidence

Type	Source	It says?	It Means?
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Type	Source	It says?	It Means?
External Data	Community Planning Partnership	<p>The Local Outcome Improvement Plan identifies Connected and Cohesive Communities as a priority, with Locality Plans being established for the towns of Peterhead, Fraserburgh, Banff and Macduff . In addition to access to services and tackling poverty, Locality Plans identify a range of key local challenges including:</p> <ul style="list-style-type: none"> <li>• The aesthetic look of towns</li> <li>• Antisocial behaviour</li> <li>• Social isolation</li> <li>• Availability of outdoor and green spaces</li> <li>• Drug &amp; alcohol consumption and their consequences</li> <li>• Mental health</li> <li>• The digital divide and broadband access</li> </ul>	Town centre aesthetics and availability of green and outdoor spaces are key local priorities.
External Consultation	Engage Aberdeenshire	<p>Respondents cited empty buildings in town centres; business rates; availability of commercial property; and the capacity of businesses to adapt to changing customer expectations as key challenges.</p>	<p>A number of factors interplay in the viability of town centres and the businesses which operate within them. A range of investments in both physical infrastructure and support services may be required.</p>

## 7.4. Overall Outcome

No Negative Impacts Identified.

The investment plan will unlock additional resources which can be used to support services and facilities which directly invest in town centres and provide support to businesses.



## 8. Action Plan

Planned Action	Details
Monitoring and evaluation of the investment plan, including it's impact on equalities, sustainability and town centres.	<p><b>Lead Officer</b> Martin Brebner</p> <p><b>Repeating Activity</b> Yes</p> <p><b>Frequency</b> Annual</p> <p><b>Duration</b> 3 years</p> <p><b>Expected Outcome</b> Refining of programme priorities to meet local needs using additional evidence and data captured throughout the delivery period.</p> <p><b>Resource Implications</b> Additional staff resources required - to be covered by administration budget for the UK Shared Prosperity Fund.</p>