



Aberdeen City Council UKSPF Investment Plan 2022-2025

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

With a population of around 229,000 and an area of 185km². ¹Aberdeen City is made up of a number of distinct communities, as well as several industrial areas home to our globally leading energy industry, an airport, a harbour, a beachfront and a city centre. Ensuring that the investment plan has sufficient flexibility to support the **needs and opportunities of our distinct communities, businesses and people** is an overarching challenge identified.

Between 2010 and 2020, the overall population of Aberdeen City has increased by around 9,500 people. During this time the population of working age people declined from 70.7% of the total population to 67.8%. At the same time there was an increase in the over 65 proportion from 14.6% to 16.4% of the total population. An **ageing population** is therefore a local challenge to address in Aberdeen City.

The Scottish Index of Multiple Deprivation (SIMD) 2020² provides insight into challenges faced by particular communities. Aberdeen City has 29 data zones within the 20% most deprived in Scotland and increase from previously having 22 in 2016. This highlights that there are **pockets of deprivation** within communities in Aberdeen and that the number of data zones has increase since 2016.

Many community facilities face additional pressures on their budget due to the increased costs of energy. Electricity prices have more than doubled between 2015 and May 2022. Gas prices have seen an increase of 65.9% during the same period³ and 26.1% of Aberdonians are in fuel poverty⁴. Addressing **energy efficiency in Community buildings** will be increasingly important to ensure that they can continue to provide essential local services.

¹ <https://www.nrscotland.gov.uk/files//statistics/council-area-data-sheets/aberdeen-city-council-profile.html>

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

³ Source: ONS: CPIH July 2022

⁴ Scottish Government: Scottish House Condition Survey: 2012 - 2019

**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**

Existing plans have identified a number of areas of opportunity where UKSP could accelerate implementation. These include, but are not limited to:

- Improving community spaces – accessibility for disabled/elderly
- Improving physical health and wellbeing of people – improvement to facilities and open/green spaces
- Tourism is a key economic priority – promotion of the area to visitors and locals to explore and support the local economy
- Accelerate transition to net zero – identify and install green technology solutions to reduce operating costs of facilities and identify options to improve energy efficiency in community buildings.

In particular, there is an opportunity for UKSPF to support:

1. Regeneration and recreational facilities: Projects which attract visitors to existing and new local sites. This could include outdoor amenities, sporting facilities, community programmes, cultural/heritage sites, or creative-arts based projects. The aim would be to boost tourism and create jobs; particularly targeted within regeneration areas, and to increase positive and healthy leisure provision for a growing population.

2. Accessibility: Projects which enhance accessibility to facilities and services for the elderly and disabled population. These actions would increase users of facilities and improve access to opportunities within our communities. As well as physical alteration of community buildings to improve accessibility, revenue support could be utilised to ensure sustainable provision of services.

3. Climate: Projects which support the Net-zero transition. There are many actions which we can utilise to reduce greenhouse gas emissions, such as energy efficiency measures and feasibility studies, projects reasonably straightforward to implement. However, there is still a lack of human resource to coordinate and deliver climate actions which benefit the community; it is therefore likely this intervention will also include revenue support to build capacity so that across the City organisations are well placed to access relevant opportunities to transition to net zero.

4. Poverty Relief: Projects which aim to relieve the effects of poverty on families and children. This could include actions which directly relieve economic hardship but more likely projects which boost general well-being of those living within the 29 data zones. Rising fuel poverty and deprivation levels in Aberdeen (as stated in 1A) make the case for a wide range of actions to target low-income families.

**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**

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:

- 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.

Another challenge we face is ensuring we have services in place to provide a nurturing environment for new businesses. In Aberdeen City the average quarterly business start up rate from 2008 - 2019 was 21.80, dropping to 16.97 since 2020. Scotland by comparison had an average of 19.28 from 2008 - 2019 and has seen the rate increase to 19.69 since 2020⁵.

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.

1) Enhanced Business Gateway Services

Building upon existing support services, this would expand upon core Business Gateway Services to provide **enhanced business advice services**. This would include specialist Business Boost, Start Ups and Early-Stage Growth programmes.

2) In house Resource

⁵ Bank Search data (2008-2022)



The enhancement of a Business Support Team within Aberdeen City Council could be used to further support small and medium-sized businesses.

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."⁶ 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:

SCQF 11-12	SCQF 7-10	SCQF 6	SCQF 5	SCQF 1-4	No quals.
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⁶ <https://www.skillsdevelopmentscotland.co.uk/media/49075/rsa-regional-report-aberdeen-city-and-shire.pdf>



2,800 (9%)	15,300 (48%)	3,300 (10%)	6,800 (21%)	1,400 (4%)	2,200 (7%)
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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.

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. Anticipate programmes to support this could include, but would not be limited to :

1) Training/Skills Courses

The upskilling of tutors to deliver courses along with the development of new courses to upskill/reskill the current workforce into Green jobs. These courses would support the transition to net zero and would enable collaboration between businesses and Colleges/Universities in the area.

2) Potential to continue an employability keyworker approach

In order to support citizens across the City to get into and progress through employment a keyworker approach has been undertaken. With existing funding for this time limited, the UKSPF may present an opportunity to maintain, or expand, this approach.

3) Pathway to net zero

The transition to net zero cannot require geographical collaboration. Working with other regions in the North East of Scotland there are plans developing to consider how to engage young people into a pathway which helps to provide a future workforce with the skills needed for a prosperous, net zero, economy.



4) Multiply

A collaborative and partnership-based **maths and numeracy programme of support** would be provided to meet the needs of learners throughout Aberdeenshire. This will focus on changing lives and strengthening life chances with individuals and key community groupings including; those in prison, those in families experiencing poverty, those young people with reduced employment chances, those facing barriers to employment and quality of life, those isolated through factors of rurality and isolation, those in the resettlement community and those just leaving/recently left the care system.

1) 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	
Increased footfall	X
Increased visitor numbers	X
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	
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	
Increased number of projects arising from funded feasibility studies	X
Number of premises with improved digital connectivity	
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

S1: Place based investments for regeneration and town centre improvements, which could include better accessibility for disabled people, including capital spend and running costs.	X
S2: 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
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.	X
S6: Funding for active travel enhancements and other small scale strategic transport projects.	
S7: Funding for the development and promotion of wider campaigns which encourage people to visit and explore the local area.	X
S8: Funding for impactful volunteering and/or social action projects to develop social and human capital in local places.	
S9: Investment in capacity building, resilience (including climate change resilience) and infrastructure support for local civil society and community groups.	X



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.	X
S12: Investment and support for digital infrastructure for local community facilities	
S13: 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.
No.
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.
N/A
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

**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	
Increased footfall	
Increased visitor numbers	
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	
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	
Increased number of innovation plans developed	
Number of early stage firms which increase their revenue following support	
Number of businesses engaged in new markets	X
Number of businesses increasing their export capability	
Increased amount of low or zero carbon energy infrastructure installed	
Number of businesses with improved productivity	
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.

S14: 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.	
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 artificial intelligence; robotics and autonomous	X



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.	
S16: 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.	
S17: Funding for the development and support of appropriate innovation infrastructure at the local level.	X
S18: Investing in enterprise infrastructure and employment/innovation site development projects.	X
S19: Strengthening local entrepreneurial ecosystems and supporting businesses at all stages of their development to start, sustain, grow and innovate, including through local networks.	X
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.	X
S21: Grants to help places bid for and host international business events and conferences that support wider local growth sectors.	
S22: Support for growing the local social economy, including community businesses, cooperatives and social enterprises.	X
S23: Funding to develop angel investor networks nationwide.	
S24: 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').	
S25: Developing existing or emerging local strengths in low carbon and climate adaptation technologies.	
S26: Business support measures to drive employment growth, particularly in areas of higher unemployment.	X
S27: Funding to support relevant feasibility studies.	
S28: Support for business resilience and Covid-19 recovery.	
S29: Support for new and existing businesses and start-ups aligned with local, regional and Scottish policy.	X



S30: Investment in resilience infrastructure and nature based solutions that protect local businesses and community areas from natural hazards including flooding and coastal erosion.	
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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
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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
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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.
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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.
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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.
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An assessment was undertaken within the existing contract management 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	X
Increased active or sustained participants of UKSPF beneficiaries in community groups [and/or] increased employability through development of interpersonal skills	
Number of people reporting increased employability through development of interpersonal skills funded by UKSPF	X
Number of people with basic skills (English, maths, digital and ESOL)	X
Number of people in supported employment	
Number of people engaging with mainstream healthcare services	
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	
Number of people in education/training	X
Number of people experiencing reduced structural barriers into employment and into skills provision	X
Increased number of people familiarised with employers' expectations, including, standards of behaviour in the workplace	
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 engaged in life skills support following interventions	
Number of people gaining a qualification or completing a course following support	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.**

<p>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.</p>	X
<p>Supporting People further from the Labour Market through access to basic skills</p>	
<p>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. 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>	X
<p>S33: Activities such as enrichment and volunteering to improve opportunities and promote wellbeing.</p>	
<p>S34: 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>S35: 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>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 is not being met through other provision.</p>	X
<p>S37: 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>	X



those in high carbon sectors, providing career guidance and supporting people to seek employment in other sectors.	
S38: Funding to support local digital skills.	
S39: 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.	
S40: Support for community learning and development	
S41: Funding to support new partnership and project-based entrepreneurial learning between business and education to develop a culture that celebrates entrepreneurship.	X
Multiply interventions	
S42: Courses designed to increase confidence with numbers for those needing the first steps towards formal qualifications.	X
S43: Courses for parents wanting to increase their numeracy skills in order to help their children and help with their own progression.	X
S44: Courses aimed at prisoners, those recently released from prison or on temporary licence.	X
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.	X
S46: Additional relevant maths modules embedded into other vocational courses.	X
S47: Innovative programmes delivered together with employers – including courses designed to cover specific numeracy skills required in the workplace.	X
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)).	X
S49: Courses designed to help people use numeracy to manage their money.	X
S50: Courses aimed at those 19 or over that are leaving, or have just left, the care system	X
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.	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?

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

1) 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.

Public Sector Organisations:

Services within Aberdeen City Council have been engaged with. This included the representatives of the Local Employability Partnership and the Community Plan manager who leads on Community Planning Aberdeen which is a local partnership of public, private and third sector organisations and communities all working together to support the development and delivery of the Aberdeen Local Outcome Improvement Plan.

Private Sector Organisations

Prior to submission this plan will be presented to Opportunity North East (ONE), which provides private-sector leadership to challenge and inspire ambition. ONE is a partner in the Aberdeen City Region Deal.

Civil Society Organisations

The External Funding Team currently administer the Scottish Government Place Based Investment Fund. Through this we have active engagement with a number of civil society organisations and have discussed the challenges which they face in continuing to be able to provide services in our communities. This includes for example Community Centres,

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

In line with Aberdeen City Council’s existing governance structures, decisions regarding the allocation of funding or any authorisation to spend funding (procured/in-house routes) will be taken by the relevant Council Committee.

All project proposals will be assessed by expert panels, with a recommendation then being made to the committee.

Whilst this investment plan is focussed on Aberdeen City only, we are seeking to work in collaboration with Aberdeenshire Council where possible to try and align some of our processes so that they are as similar as possible. To make this effective it is expected that a Regional Consultative Group(RCG) would be established, comprised of MPs and representatives of the Regional Economic



Partnership. Whilst this RCG would not have any decision making powers around financial aspects, it would monitor the implementation of the overall Investment Plan(s) at a strategic level and would be used to help shape future regional collaboration as was encouraged within the UKSPF prospectus.

Confirm all MPs covering your lead local authority have been invited to join the local partnership group.

Yes

Are there MPs who are not supportive of your investment plan?

No

(If Yes) Who are the MPs that are not supportive and outline their reasons why.

3B) PROJECT SELECTION

Are you intending to select projects in any way other than by competition for funding?

Yes

(If Yes) Describe your approach to selecting projects, and why you intend to do it this way.

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) in order to mitigate the risks of potential duplication with these services, some project funding will be allocated through public procurement or used to support in-house delivery.

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

S1: Place based investments for 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, 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).

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.	
S7: Funding for the development and promotion of wider campaigns which encourage people to visit and explore the local area.	
S8: Funding for impactful volunteering and/or social action projects to develop social and human capital in local places.	
S9: Investment in capacity building, resilience (including climate change resilience) and infrastructure support for local civil society and community groups.	
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.	
S12: Investment and support for digital infrastructure for local community facilities	
S13: 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.

S14: 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.	
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 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.	
S16: 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.	
S17: Funding for the development and support of appropriate innovation infrastructure at the local level.	
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.	X
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.	X
S21: Grants to help places bid for and host international business events and conferences that support wider local growth sectors.	
S22: Support for growing the local social economy, including community businesses, cooperatives and social enterprises.	
S23: Funding to develop angel investor networks nationwide.	
S24: 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').	
S25: Developing existing or emerging local strengths in low carbon and climate adaptation technologies.	
S26: Business support measures to drive employment growth, particularly in areas of higher unemployment.	
S27: Funding to support relevant feasibility studies.	
S28: Support for business resilience and Covid-19 recovery.	
S29: Support for new and existing businesses and start-ups aligned with local, regional and Scottish policy.	X
S30: Investment in resilience infrastructure and nature based solutions that protect local businesses and community areas from natural hazards including flooding and coastal erosion.	
Describe any interventions not included in this list?	
N/A	
Who are the places you intend to collaborate with?	
Aberdeenshire Council	

**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

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.

Supporting People further from the Labour Market through access to basic skills

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. 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.

S33: Activities such as enrichment and volunteering to improve opportunities and promote wellbeing.

S34: 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.

Skills to progress in work and to fund local skills needs.

S35: 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.

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 is not being met through other provision.

S37: 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.	
S38: Funding to support local digital skills.	
S39: 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.	
S40: Support for community learning and development	
S41: Funding to support new partnership and project-based entrepreneurial learning between business and education to develop a culture that celebrates entrepreneurship.	
Multiply interventions	
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.	
Describe any interventions not included in this list?	
N/A	
Who are the places you intend to collaborate with?	



3F) PUBLIC SECTOR EQUALITY DUTY

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

Yes – an Integrated Impact Assessment shall be undertaken and available for review if requested.

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

All allocation of funding will be subject to a decision by Aberdeen City Council’s City Growth and Resources Committee. As part of the Committee reporting process and Integrated Impact Assessment must be considered as a screening process. Where it is considered necessary a full Integrated Impact Assessment will be undertaken.

All organisations applying for UKSPF through a challenge fund will be required to provide a copy of the existing equalities policy for review.

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 ongoing monitoring in line with grant agreements. Any suspect fraudulent activity will be reported to the Corporate Investigation Officer for independent review.

1) 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?**

2 FTE initially

Describe what role these people will have, including any seniority and experience.1 X Funding Officer
1 X Funding support Officer

The role will be to ensure that full compliance of the UKSPF is adhered to throughout as a priority.

The role will also design appropriate Challenge funds, with guidance and timescales which then allow for timely reports and decisions to be taken by Committee of Aberdeen City Council on the allocation of funding.

The role will undertake all reporting on spend and outcomes and outputs to the UK Government as to be specified in any Grant Agreement.

The roles will sit within Aberdeen City council's External Funding Team which has significant experience of handling grant funding both as a recipient and in a capacity as a Managing Authority.

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?

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.

The main challenge relates to ensuring that challenge funds tie into our Committee reporting so that we can get timely decisions made on projects. In particular Y1 is very tight to ensure approvals are in place for spend. We would be looking to get any Y1 proposals to Committee in November (earliest opportunity) therefore only four months to spend the prescribed 10% minimum capital element as we do not anticipate capital spend within any other priority.

Describe what further support would help address these challenges.

The ability for Y1 minimum spend to be treated in terms of approvals rather than actual spend, or for the 31/3/23 deadline to be extended in light of the points made above – particularly in regards to capital spend.



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



4E) PEOPLE AND SKILLS CAPACITY AND CAPABILITY
Does your local authority have any previous experience of delivering the People and Skills interventions you have select?
Yes
How would you describe your team’s current capability to manage funding for People and Skills interventions?
Strong Capability
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.
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 People and Skills interventions?
Some capacity
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.
The delivery of the Multiply programme will be new to Aberdeen. This may require new programmes to be developed and systems established.
Describe what further support would help address these challenges.
Additional staff resources to deliver the multiply programme.



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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



2) Approvals

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

- Chief Executive Officer
- Section 151 Officer
- Leader of your lead authority

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

Yes

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

Yes

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

Yes

If you do not have approval from any of these people please explain why this is:

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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