

# The Highland Council

<b>Agenda Item</b>	<b>8</b>
<b>Report No</b>	<b>ECI/04/25</b>

**Committee:** Economy and Infrastructure

**Date:** 13 February 2025

**Report Title:** UK Shared Prosperity Fund – Delivery Plan Progress Update

**Report By:** Assistant Chief Executive – Place

## **1 Purpose/Executive Summary**

- 1.1 This report provides an update on the UK Shared Prosperity Fund (UKSPF) Delivery Plan, detailing progress across the range of interventions being progressed under the UKSPF priorities Communities & Places, Supporting Local Business, and People & Skills.

## **2 Recommendations**

- 2.1 Members are asked to:

- **Note** the UKSPF Delivery Plan progress update; and
- **Agree** that the proposals for projects to ensure the spend of the 2025/26 allocation of funds are brought for agreement to the May 2025 Economy and Infrastructure (E&I) Committee.

## **3 Implications**

- 3.1 **Resource** – The 2022-25 Highland UKSPF allocation is £9.44m with spend allowed up to end March 2025. The current budget position is covered at Section 7 of this report, with detail provided within Appendix 2. In addition to the established programme, UK Government confirmed on 13 December 2024 an allocation for 2025/26, which for Highland is £3.10m (£0.88m Capital; £2.22m Revenue), with Section 5 of this report describing the work being undertaken to define and establish the 2025/26 Delivery Plan.
- 3.2 **Legal** - The Council is the accountable body for the management of the Fund and hence responsible for ensuring that all funds are used solely in line with the UKSPF Prospectus and Additional Guidance issued. Funding is also subject to compliance with the terms of a Memorandum of Understanding. If the Council is managing the Fund, though other organisations are delivering activity, appropriate agreements will also be entered into with each affected party.

- 3.3 **Risk (risks arising from changes to plant, equipment, process, or people)** – The UK Government Budget of 30 October 2024 announced the continuation of the UK Shared Prosperity Fund at a reduced level for a further year (i.e., 2025/26), though any underspends from 2024/25 allocations cannot be carried forward. The risk response strategy for managing current and 2025/26 spend aims to ensure full commitment and spend across the approved interventions. A key part of the risk response strategy regarding full spend of the UKSPF is to continue to be responsive in moving funds between approved interventions.
- 3.4 **Health and Safety (risks arising from changes to plant, equipment, process, or people)** – There are no specific implications connected with the delivery of the UKSPF.
- 3.5 **Gaelic** - Gaelic will be included into all relevant projects and communications in line with Council policy.

#### **4 Impacts**

- 4.1 In Highland, all policies, strategies or service changes are subject to an integrated screening for impact for Equalities, Poverty and Human Rights, Children's Rights and Wellbeing, Climate Change, Islands and Mainland Rural Communities, and Data Protection. Where identified as required, a full impact assessment will be undertaken.
- 4.2 Considering impacts is a core part of the decision-making process and needs to inform the decision-making process. When taking any decision, Members must give due regard to the findings of any assessment.
- 4.3 This is an update report and therefore an impact assessment is not required.

#### **5 2025/26 Highland UKSPF Delivery Plan**

- 5.1 The UK Government confirmed on 13 December 2024 the UKSPF allocations for 2025/26, which for Highland is £3.10m (£0.88m Capital; £2.22m Revenue).

The current UKSPF priorities of Communities & Places, Supporting Local Business, and People & Skills remain for 2025/26, though Multiply will not continue as a specific, ringfenced programme, with any adult numeracy interventions to be funded as part of the 2025/26 UKSPF allocation alongside the wider suite of People & Skills related activities.

The key requirement for the 2025/26 allocation is that spend is made within the financial year. It is therefore critical that projects are selected that will ensure that outcome. Officers are undertaking work to define the 2025/26 Delivery Plan, with the intention being to build on the existing delivery programme with a report being presented with recommendations to the next E&I Committee in May 2025.

- 5.2 The agreed 2025/26 Delivery Plan will continue to be managed and governed in accordance with the current plan, with scrutiny provided through the member led City Region Deal Monitoring Group and through regular update reports to the Economy and Infrastructure Committee.

## 6 2022-25 Highland UKSPF Delivery Plan Progress

- 6.1 The current 2022-25 Highland UKSPF Delivery Plan is included within **Appendix 1** of this report and provides a progress update across the range of interventions being progressed under the UKSPF priorities Communities & Places, Supporting Local Business, and People & Skills.

The following sections of this report highlight some of the notable areas of progress during this reporting period.

### 6.2 Communities & Places (C&P S1–S12)

#### 6.2.1 Community Regeneration Fund Programme

As previously reported to this Committee, Members will be aware that a number of the planned Communities & Places actions were incorporated into the Council's 2023/24 Community Regeneration Fund (CRF) programme. The CRF team manage the UKSPF projects alongside the existing regeneration funding workload, following the agreed set of streamlined processes and ensuring a consistent approach to queries and grant drawdowns for all applicants.

The majority of UKSPF grant (£1.4m) was committed by 31 March 2024 deadline. Where there were small balances of funding remaining uncommitted within local area allocations, these have now been reallocated to other priority areas to mitigate the risk of overall programme underspend.

Most UKSPF projects managed by the CRF team have now commenced activity. The CRF team are in regular contact with the grantees to ensure that all the approved outcomes will be met and in line with the UKSPF deadlines and areas of intervention. Reporting outcomes and outputs is an ongoing process and is managed within the wider CRF monitoring and evaluation framework.

#### 6.2.2 Active Travel Enhancements and Small-Scale Transport Projects (C&P S6)

Work is progressing on active travel projects to improve access to public transport and walking, wheeling and cycling facilities. A number of projects have recently been completed, and others are in the early stage of construction.

In Fort William, works to improve the public realm has been completed on the High Street, Middle Street and adjacent to the Old Fort by improving footpaths and road crossing facilities to benefit active travel. At Obsdale Road in Alness the footpath linking with the National Cycle Network has been widened with improved street furniture installed to benefit walking, wheeling and cycling access, and at Balloch in Inverness a long section of aggregate footpath has been widened and improved with a tarmac surface to improve access to wider settlements.

Contracts have been awarded for improvement works at Hilton and Raigmore housing estates in Inverness to upgrade the footpaths and crossing points to improve accessibility between residential locations, wider active travel corridors and public transport. Works will be carried out between January and February 2025.

Cycle storage is also being supplied and installed at six different primary schools around the Highland Council Area. Work has now commenced on this, to be completed by the end of the financial year.

### 6.2.3 Development of Area Place Plans (C&P S11)

The following provides the latest position on establishing place plans across the Region:-

- Black Isle & Easter – Black Isle complete and adopted by the Area Committee. Easter Ross proceeding to May 2025 Area Committee;
- Dingwall & Seaforth – 95% completion – will report to the February 2025 Area Committee;
- Lochaber – 95% completion – will report to January 2025 Area Committee;
- Sutherland – to June 2025 Area Committee;
- Caithness – proceeding to April 2025 Area Committee;
- Wester Ross, Strathpeffer & Lochalsh (external lead organisation) – 95% completion will report to January 2025 Area Committee;
- Skye & Raasay – complete and adopted;
- Inverness – complete. Proceeding to February Area Committee; and
- Nairn – external lead organisation) – complete. Proceeding to February Area Committee.

### 6.3 Supporting Local Business (SLB S14–S29)

#### 6.3.1 Development and Promotion of the Visitor Economy (SLB S14)

The allocation from UKSPF to develop and promote the visitor economy is being utilised across a number of projects, including the following:-

- **The Glencoe Three Sisters Visitor Facilities** - partnership project with National Trust for Scotland to deliver high-quality visitor infrastructure. The first phase has focused on improved parking provision, visitor signage and waste hubs. Phase two will support the creation of fit for purpose footpaths to popular viewpoints due to be complete by March 2025.
- **Glencoe Village Car Park Project** - contribution towards technical design work to provide much needed parking in Glencoe village, and significantly reduce the amount of tourist traffic in the centre of the village. This links with other funded projects creating a strategic plan to improve tourism management throughout the Glen, expected to be complete by February 2025.
- **Motorhome Signage Project** - a pan-Highland project established off the back of The Highland Council's Visitor Management Planning 2022, has seen the installation of motorhome waste directional signage across Highland at community, public or privately managed sites. This project is now complete.
- **Na Trads 2024** – the UKSPF programme supported the annual bi-lingual MG ALBA Scots Traditional Music Awards held in Inverness on 30 November 2024. The event was delivered in partnership with the BBC and celebrated musicians, bands, and industry professionals who have made significant contributions to Scotland's cultural heritage. The event was attended by more than 1,000 musicians and industry supporters, with an audience into the hundreds, and watched live on BBC ALBA by thousands more.

### 6.3.2 Business Support Start Up and Growth Grants (SLB S15-S27)

The Highland Council Business Gateway service in Highland supports sole traders, micro and small businesses through the local adviser network and covers the Highland area, from Sutherland to Lochaber.

The service also provides online webinars, website toolkits, podcasts and more in-depth adviser support. Business Gateway Highland also delivers the Business start-up and growth grants for the UKSPF programme, with a total of 381 eligible businesses approved for the start-up grant up through to end of December 2024, along with 65 businesses supported with a growth grant.

The number of start-up grant applications has continued to be high. Growth grant business applications has also been higher than expected and the service is currently processing the final applications in the current programme.

### 6.4 People & Skills (P&S S31–S37)

#### 6.4.1 As previously reported, the Budget is being utilised towards a new delivery model which provides support for unemployed or economically inactive people of working age who need between 6 to 12 months support to progress into employment.

The target group for this programme are Highland residents who have at least one of the following characteristics:-

- Disability (as defined in the Equality Act 2010);
- Long-Term health condition; or
- Long-term unemployed (over 12 months)

An essential element of the programme is not just to support the individual to progress towards and into employment, but to support the individual to sustain the employment. The payment model to the providers include a Service fee, a payment for achieving a job outcome and payment for the sustainment of the job for at least 6 months.

The two providers - Enable Scotland (Caithness, Sutherland, Lochaber, Skye & Lochalsh and Wester Ross) and Triage Centrum (Inverness, Nairn, Badenoch & Strathspey and East Ross) have continued to progress well in seeking referrals, with 251 clients registered to date and receiving support. Although we would not expect to see immediate job outcomes for this group with longer term support needs, to date 82 of these clients have progressed into employment at this stage. The performance to date matches the performance of the previous National Programme, Fair Start Scotland which worked with a similar client group.

The providers have been asked to continue to register and support new clients up to the end of March 2025 and learning from this 'test and learn' challenge fund will be used to develop the Highland Employability Partnership's future commissioning.

6.4.2 A Challenge Fund was released for Area and Green Skills training and facilities inviting Highland businesses in consortia to apply for funding to support the costs of green skills training for their workforce. Four consortia business grants were awarded with projects now completed or near completion and positive feedback has been received from attendees and employers. To date, over 120 individuals have been supported to gain a green skills qualification or complete a course, and over 40 individuals are in employment following this support:-

- **Green Engineers for the Future, UHI North, West & Hebrides** – development of skills and facility for advanced practical skills for renewable sector, e.g., wind turbines, solar panels to take advantage of opportunities emerging in the maintenance requirements of facilities. The Green Engineering Maintenance Workspace in Thurso opened in June, with the launch event attended by the Council Leader. Three cohorts of trainees completed training in June, August and October 2024 and a fourth group are having training embedded in their learning. Attendees have been a mix of those in employment and students moving into employment in the next 6-12 months, which has been key to embedding the skills and ethos of green engineering maintenance in the future workforce.
- **For Peat's Sake** – consortia of businesses, Nature Scot and UHI Northwest Highland and Hebrides College to take advantage of opportunities presented from peatland restoration. Following significant development work, the one-week peatland restoration introduction course was successfully delivered at Forsinard RSPB Centre week in September 2024.
- **Access to Engineering, Nigg Skills Academy** – open to all, however predominantly directed at those unemployed or school leavers who would like to gain knowledge of the wider energy industries and what opportunities might lie ahead. 2 cohorts of trainees completed the 16-week course in January and May 2024 with 32 out of 35 attendees going into full time work. A second Access to Engineering 2 course was also developed with delivery commencing in September 2024.
- **Highland Green Skills, UHI Inverness** – this is a new renewables training facility delivering accredited courses in installing technologies to support low carbon heat and improve energy efficiency. The Renewable Energy Training Hub has been significantly refurbished to include 5 new heat pumps from 3 different suppliers. The facility was formally opened in November 2024, attended by a Council representative, with individual and commercial heat pump training now commenced.

#### 6.4.3 Castle Training Programme

With support from the UKSPF, work is now underway in partnership with officers of The Highland Council, Developing the Young Workforce, UHI, and training providers, to develop employability pathways for those who are leaving school or who would like to return to work to consider a career or role as part of the new castle experience team.

The process has begun with Insight Days, within the schools in the Inner Moray Firth area, between December 2024 and February 2025. Students who are interested in a work placement within HLH services will be invited to attend a work experience week in May/June 2025. It is hoped that these pathways will help to identify candidates for employment in the castle who can be channelled into the recruitment process and then become part of the team undergoing specialist training in advance of opening.

## 6.5 Multiply being a sub-set of People and Skills (People & Skills (M S42–S51)

### 6.5.1 The “Multiply” interventions deliver support to those over 16, helping improve their functional numeracy skills through free personal tutoring and digital training. The Multiply programme has contracts with 12 providers across Highland to deliver a range of initiatives.

These providers support a range of individuals, including young people who are at risk of being left behind as a result of their personal challenges, those with disabilities and those facing poverty, homelessness and long-term unemployment.

To date, over 500 adult numeracy courses have been run in Highland via the Multiply programme. This includes courses designed to increase confidence in numbers, encourage people to upskill to access jobs/careers and use numeracy to manage money. There is also targeted support to prisoners or those recently released and their families to enhance numeracy skills and give the best chance for community re-integration.

One of the interventions focuses specifically on supporting parents and provides opportunities to enhance their numeracy skills and also earn a maths qualification. This not only benefits daily life but also provides a stepping stone towards entering the workforce. Providers often adopt a whole-family approach, integrating numeracy into household budgeting, homework support and digital skills. In 2024, sessions to boost numeracy confidence ranged from outdoor family fun days to weekly activities within highlife libraries for families to explore everyday numeracy through games, crafts and play. Parents also benefitted from additional evening classes to achieve maths qualifications and the development of digital tools to support learning.

UHI North, West and Hebrides recently launched a free online resource to help people build confidence with their numeracy skills. The [‘Multiply Highland’](#) online resource is a series of short interactive modules based on real-life numeracy scenario challenges, such as adding up a bill or reading a pay slip. They are aimed at adults looking to develop number confidence for work, career progression, budgeting, or everyday life.

The Highland Council continues to take a proactive approach to achieving positive outcomes in this area. Highland Multiply projects were due to complete in December 2024, however providers have been offered a further 2-month extension to February to enable continued delivery.

## 7 Budget Management

### 7.1 The 2022-25 Highland UKSPF budget is £9.44m, and this comprises £7.81m allocated for Communities & Places, Supporting Local Business, and People & Skills priorities, and £1.63m ring fenced to Multiply (adult numeracy training), with spend allowed up to end March 2025.

- 7.2 A key part of the risk response strategy aimed at achieving full spend of the UKSPF is the proactive budget management processes being applied by the UKSPF Team which track actual and forecast spend for all interventions and projects against the sums allocated.

The exception to being able to redirect projected underspends is the Multiply programme, where the conditions of the UKSPF require the budget to be ring fenced for the delivery of adult numeracy training only.

Using project and budget data, and meeting with the leads across the interventions on a regular basis, risk of underspends are identified to allow for the timeous reallocation of funds across approved interventions so as to maximise the return on investment.

**Appendix 1** includes the current funding allocations for each intervention.

- 7.3 Detail of the current spend and commitments are included in this report within **Appendix 2**, with intervention delivery and commitment of available funding progressing well since the 22 August 2024 report to this Committee.

In summary, from the £7.81m allocated for Communities & Places, Supporting Local Business, and People & Skills priorities, a year-end forecast of a £4k underspend is projected.

For Multiply (adult numeracy training), from the £1.63m ring fenced budget, a year-end forecast of a £302k underspend is projected.

Whilst work will continue to end March to maximise the positive impact and spend for Multiply, Members are advised that Multiply spend remains a particular challenge across local authorities due to various factors such as the ring fenced nature of the funding with no ability to flex budget across other UKSPF priorities, delayed funding confirmation and consequent start to Year 1 of the programme, and the lead in time required to develop a Multiply programme from a standing start (as opposed to building on existing initiatives).

Designation: Assistant Chief Executive - Place

Date: 15 January 2025

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Background Papers: None

Appendices: Appendix 1 – 2022-25 Highland UKSPF Delivery Plan  
Appendix 2 – 2022-25 Highland UKSPF Budget Monitoring



## Appendix 1 2022-25 UKSPF Delivery Plan

The following table sets out the UKSPF interventions against the respective priorities:

1 - Communities & Places				
Intervention	Summary/ approach	Budget Allocation		Actions
C&P S1: Place Based Investments, regeneration, and town centre improvements	Funds used to support place-based projects.  UKSPF will sit alongside and be managed together with other area-based funds to support projects identified in Area Place Plans.	2022- 23	£83,057 (100% capital)	<u>22/23</u> In accord with Feb 2023 report the allocation is being utilised alongside current Community Regeneration Fund programme to fill project funding gaps.  <u>23/24 &amp; 24/25</u> As above, budget has been incorporated into 23/24 and 24/25 Community Regeneration Fund programme.  <a href="#">Challenge Fund was launched in December 23</a> , informed by Area Place Plans and was fully allocated in March 24 giving applicants a year to deliver their projects.
		2023- 24	£125,000 (£75k capital, £50k revenue)	
		2024- 25	£600,000 (£450K capital, £150k revenue)	

C&P S2: Support and improvement of community assets and infrastructure projects	Funds used to support place-based projects.  UKSPF will sit alongside and be managed together with other area-based funds to support projects identified in Area Place Plans.	2022 - 23	zero	<u>23/24 &amp; 24/25</u> As above, budget has been incorporated into 23/24 and 24/25 Community Regeneration Fund programme.  The Challenge fund was fully allocated in March 24 as highlighted in S1 above.
		2023 - 24	£125,000 (100% capital)	
		2024 - 25	£356,442 (100% capital)	
C&P S6: Active travel enhancements and small-scale transport projects	Masterplans / Audits produced for 10 settlements across Highland with wide range of active travel and sustainable transport projects identified. Funds being used to support delivery of these.	2022- 23	£83,058 (100% capital)	<u>22/23</u> Work completed on Nairn Active Travel project.  <u>23/24</u> Other Active Travel enhancements across Highland (Section 6.2.2)  <u>24/25</u> Continuation of HITRANS project with plans to expand into Skye, Aviemore and North Highlands over the period to March 25.  Funding provided to expand Community Transport schemes and support school cycle storage.
		2023- 24	£247,230 (£110k capital, £137,230 revenue)	
		2024- 25	£530,000 (£290k capital, £240k revenue)	
C&P S8: Impactful volunteering and/or social projects	Funds used to encourage place-based initiatives to encourage and support volunteering measures.	2022- 23	zero	<u>23/24 &amp; 24/25</u> Small value funds considered alongside C&P S9 and S10 below and supportive of community regeneration interventions (S1). Sums have been incorporated into 23/24 and 24/25 Community Regeneration Fund programme, with the
		2023- 24	£20,000 (100% revenue)	
		2024- 25	£25,000 (100% revenue)	

				Challenge fund complete as highlighted in S1 above.
C&P S9: Investment in capacity building and resilience for local groups	Funds used to encourage place-based initiatives to promote energy efficiency etc measures.	2022 - 23	zero	<u>23/24 &amp; 24/25</u> Small value funds considered alongside C&P S8 above and S10 below and supportive of community regeneration interventions (S1). Sums have been incorporated into 23/24 and 24/25 Community Regeneration Fund programme, with the Challenge fund complete as highlighted in S1 above.
		2023 - 24	£20,000 (100% revenue)	
		2024 - 25	£20,000 (100% revenue)	

C&P S10: Community measures to reduce the cost of living	Funds used to encourage place-based initiatives to promote energy efficiency etc measures.	2022 - 23	zero	<u>22/23</u> None  <u>23/24 &amp; 24/25</u> Small value funds considered alongside C&P S8 and S9 above and supportive of community regeneration interventions (S1). Sums have been incorporated into 23/24 and 24/25 Community Regeneration Fund programme. Challenge fund complete as highlighted in S1 above.
		2023 - 24	£20,000 (100% revenue)	
		2024 - 25	£25,000 (100% revenue)	
C&P S11: Relevant feasibility studies	Development of Area Place Plans to set out the vision, ambition and priorities for people and place in a particular area. Will assist with the identification priority projects and ensure community-based funds are utilised to best use when developing/ delivering projects.	2022 - 23	£150,000 (100% revenue)	<u>22/23</u> Committed to Area Place Plan development across Highland including Fort William Town Centre Masterplan and Skye and Raasay Futures Plan.  <u>23/24 &amp; 24/25</u> Balance of funding redirected to most viable interventions across the Delivery Plan Priorities.
		2023 - 24	£18,000 (100% revenue)	
		2024 - 25	zero	
C&P S12: Digital infrastructure for local community facilities	Funds used to encourage place-based initiatives to put in place/improve digital infrastructure in community assets.	2022 - 23	zero	<u>23/24 &amp; 24/25</u> Small value for specified purpose considered alongside other Community Regeneration Fund project funding S1 & S2.  The Challenge fund is complete as highlighted in S1 above.
		2023 - 24	£25,000 (100% capital)	
		2024 - 25	£50,000 (100% capital)	

2 – Supporting Local Business				
Intervention	Summary/ approach	Budgetary & Outcomes		
SLB S14: Development and promotion of the visitor economy	Agreement secured from UK Govt to enable support for major international events to be included in this Intervention as well as support for investment in tourism infrastructure.	2022 - 23	£232,000 (£100k capital, £132k revenue)	<u>22/23</u> Agreed contribution towards the UCI Mountain Bike World Championships in August 23.
		2023 - 24	£50,000 (100% capital)	<u>23/24 &amp; 24/25</u> Linked to priority projects identified in Council’s approved Strategic Tourism Infrastructure Development Plan.
		2024 - 25	£250,000 (£100k capital, £150k revenue)	16 <sup>th</sup> of November 23 Economy and Infrastructure Committee approved support of up to £100k towards the 2024 Fort William Mountain Bike World Cup Event.
				24/25 plans being delivered with Tourism Team to provide community-based infrastructure and service improvements pan Highland (Section 6.3.1)
SLB S15 SME development grants and support	A suite of start-up and growth grants linked to expert advice.	2022 – 23	Nil	<u>23/24 &amp; 24/25</u> Extension of the start-up and growth business grants that up until end 2022/23 funded via Council’s Economic Prosperity Fund. Strong interest and use of funds being experienced.
		2023 - 24	£206,730 (£25k capital, £181,730 revenue)	Linked to SLB S20 – expert start-up and growth specialist advisory support.
		2024 - 25	£711,443 (£211k capital, £500,433 revenue)	

SLB S18: Investing in enterprise infrastructure, site development projects	Support business infrastructure / business units.	2022 – 23	Nil	<u>24/25</u> Suitable investment opportunity identified at Ross House, Dingwall to reconfigure the building in line with anticipated local business needs. Preparatory work underway.
		2023 - 24	Nil	
		2024 - 25	£200,000 (100% capital)	
SLB S19: Strengthening local entrepreneurial ecosystems	Bring private, third and public sector organisations active in the Highlands supporting businesses together to determine whether opportunities exist to align and co-ordinate effort.	2022 - 23	zero	<u>22/23, 23/24 &amp; 24/25</u> Funds redirected for utilisation within Start Up, Growth & Digital Grants (SLB S15, S20 and S29.)
		2023 - 24	zero	
		2024 - 25	zero	
SLB S20: Expert business advice and support programmes, local and regional	Provide access to specialist advisors to provide additional targeted support – linked and aligned with business development grant support.	2022 - 23	£91,115 (100% revenue)	<u>22/23, 23/24 &amp; 24/25</u> Budget allocation is being used to fund expert start-up and growth specialist advisers and support staff.
		2023 - 24	£175,000 (100% revenue)	
		2024 - 25	£150,000 (£100% revenue)	
SLB S27: Support relevant feasibility studies	Targeted research initiatives will be undertaken to provide robust intelligence as required.	2022 - 23	£5,500 (100% revenue)	<u>22/23, 23/24, 24/25</u> Small funds to allow Council and partners to undertake business related feasibility studies.
		2023 - 24	zero	

		2024 - 25	zero	Remaining balance redirected to SLB S15 Business Start Up and Growth Grants to optimise the impact and benefits being derived from this initiative.
SLB S29: Business support aligned with local, regional, and Scottish policy	Support for businesses and organisations to target net-zero, decarbonisation, transition, including digital investment.	2022 - 23	Nil	<u>23/24 &amp; 24/25</u> Development of method and support to complement implementation in working with Climate Challenge teams, Business Energy Scotland/ Energy Savings Trust by adding value to over-subscribed advisory services supporting business to transition to net-zero.  Launch of two projects providing <a href="#">Grant aid for Digital and Energy Efficiency improvements</a> for small and micro businesses (up to 50 employees) has proven extremely successful with almost 200 applications received and most projects now complete.
		2023 - 24	£220,000 (100% revenue)	
		2024 - 25	£395,000 (100% revenue)	
<b>3 - People &amp; Skills</b>				
Intervention	Summary/ approach	Budgetary & Outcomes		
P&S S31: Employment support for economically inactive people	Intensive and wrap around personalised support to move people closer to mainstream employability support and into employment.	2022 - 23	£66,115 (100% revenue)	<u>22/23</u> Spend linked to the existing work programme of the Council's Employment team and working in partnership with Highland Employability Partnership (HEP) – as approved by Committee in August 22.  <u>23/24 &amp; 24/25</u>
		2023 - 24	£350,000	

			(£50k capital, £300k revenue)	Activity and spend linked to the Annual Employment Delivery Plan (presented/ approved by Committee and HEP in May 23) – thereby ensuring that UKSPF aligns with and adds value to other funds secured via Scottish Government. The main aim is to strengthen and support specialist employability services within Highlands.
		2024 - 25	£636,278 (100k capital, £536k revenue)	
P&S S32: Courses including basic skills for those not economically inactive	Courses/skills provision that is otherwise not available to individuals.	2022 - 23	Nil	<u>23/24 &amp; 24/25</u> Activity and spend is linked to the Annual Employment Delivery Plan in line with Economy and Infrastructure Committee approval in May 23, thereby ensuring that UKSPF aligns with and adds value to other funds secured via Scottish Government.
		2023 - 24	£50,000 (100% revenue)	
		2024 - 25	£100,000 (100% revenue)	
P&S S35: Employability Programmes and advice – No One Left behind agenda etc	Activity which aligns with and adds value to other activity supported via Scot Govt. No One Left Behind programme.	2022 - 23	Nil	<u>23/24 &amp; 24/25</u> Activity and spend linked to the Annual Employment Delivery Plan in line with Economy and Infrastructure Committee approval in May 23, thereby ensuring that UKSPF aligns with and adds value to other funds secured via Scottish Government.
		2023 - 24	Nil	
		2024 - 25	£100,000 (100% revenue)	
P&S S36 Local areas to fund local skills needs	Agreement secured from UK Govt to enable support for Science Skills	2022 - 23	£200,000 (100% revenue)	<u>22/23</u> Utilised funds as contribution towards the one-year extension of Science Skills Academy.



	Academy to be included in this Intervention.  Support for technical and vocational qualifications and courses that not available via mainstream funding.	2023 - 24	£182,230 (£50k capital, £132k revenue)	<u>23/24 &amp; 24/25</u> Challenge Fund issued for Green/ area skills for S36 and S37. Contracts agreed for four projects. Further support provided where applicable to enhance/ add value to existing training delivery.  Funds used towards Inverness Castle specialist visitor attraction training (Section 6.4.3).  The 16/11/23 Economy and Infrastructure Committee approved £148.3k allocation to the Science Skills Academy for spend during the first quarter of the 24/25 fiscal year.  In line with the 15/02/24 E&I Cttee approval for the reallocation of funds to approved activities within each of the UKSPF priorities, and to enable ongoing delivery of the Academy in the current academic year, an additional £177k allocation was made. This funding package enables HIE to identify and set in place a sustainably funded service delivery model for future Academic Years.
		2024 - 25	£650,000 (£600k revenue, £50k capital)	
P&S S37: Green Skills courses	Support for courses to secure skilled workforce to support Just Transition to a net zero economy and climate resilience.	2022 - 23	£50,000 (100% revenue)	<u>22/23</u> Established and launched skills training and facilities scheme for Highland businesses. Close alignment with P&S S36.  <u>23/24 &amp; 24/25</u> Continuation and expansion of delivery in 24/25.
		2023 - 24	£50,000 (100% revenue)	
		2024 - 25	£170,164	

			(100% revenue)	

3a - Multiply Sub theme of People & Skills				
Intervention	Summary/ approach	Budgetary & Outcomes		
M S42: Courses designed to increase confidence in numbers	Whole population opportunities to reach out, identify and aid participate in numeracy skills courses.	2022 - 23	£211,063 (100% revenue)	<u>22/23, 23/24, 24/25</u> A standalone programme has been developed to deliver the Multiply Programme.  In 22/24 the main spend was contracted with 12 local organisations following a Challenge Fund across the thematics of Multiply. Successful providers supported with additional funding and new providers identified to support M S44. Providers offered short extension to continue delivery. (Section 6.5.1)
		2023 - 24	£243,535 (100% revenue)	
		2024 - 25	£243,535 (100% revenue)	
M S43: Courses for parents wanting to increase numeracy skills	Encourage parental and family numeracy skills to aid educational support and fiscal management.	2022 - 23	£141,038 (100% revenue)	As above
		2023 - 24	£162,736 (100% revenue)	
		2024 - 25	£162,736 (100% revenue)	
M S44: Courses for prisoners, those recently released or on temporary licence	Targeted activity to ensure wider programmes reach this client cohort	2022 - 23	£14,301 (100% revenue)	As above
		2023 - 24	£16,501 (100% revenue)	
		2024 - 25	£16,501 (100% revenue)	

M S45: Courses aimed at encouraging people to upskill to access jobs/careers	Targeted activity linking numeracy programme to specific job opportunities and to those in employment, who need upskilling to progress.	2022 - 23	£28,109 (100% revenue)	As above
		2023 - 24	£32,433 (100% revenue)	
		2024 - 25	£32,433 (100% revenue)	
M S47: Innovative programmes delivered with employers	Targeted activity, working with partners and employers to identify, engage and support staff with improved numeracy skills linked to workplace.	2022 - 23	£42,410 (100% revenue)	As above
		2023 - 24	£48,935 (100% revenue)	
		2024 - 25	£48,935 (100% revenue)	
M S49: Courses designed to help people use numeracy to manage money	Targeted support to assist people manage debt. Close links to be developed with Advisory Services.	2022 - 23	£28,109 (100% revenue)	As above
		2023 - 24	£32,433 (100% revenue)	
		2024 - 25	£32,434 (100% revenue)	

M S51: Provision developed in partnership with community organisations	Targeted support to encourage community organisations to establish local and innovative approaches to reach out, engage and support those with least numeracy skills.	2022 - 23	£28,109 (100% revenue)	As above
		2023 - 24	£32,433 (100% revenue)	
		2024 - 25	£32,434 (100% revenue)	

## Appendix 2 2022-25 UKSPF Budget Monitoring

The following table sets out the UKSPF budget Monitoring position at the end of Quarter 3 24/25:

UKSPF Priorities	2022 / 2023 Allocated Funds	2022 / 2023 Final Spend as at 31/3/23	2022 / 2023 Funds Cfd	2023 / 2024 Allocated Funds	2023 / 2024 Total Available Funds (D+E)	2023 / 2024 Final Spend as at 31/3/24	2023 / 2024 Projected Funds Cfd	2024 / 2025 Allocated Funds	2024 / 2025 Total Available Funds (H+I)	2024 / 2025 Commitments	2024 / 2025 Actual Spend as at 31/12/2024	2024 / 2025 Projected Funds Remaining
Community & Places Revenue Summary	£144,000.00	£8,750.00	£135,250.00	£229,941.00	£365,191.00	£93,566.76	£271,624.24	£489,600.00	£761,224.24	£666,313.24	£182,789.83	£94,911.00
Community & Places Capital Summary	£159,470.40	£88,800.00	£70,670.40	£377,000.00	£447,670.40	£149,575.40	£298,095.00	£1,100,584.32	£1,398,679.32	£1,532,006.28	£509,952.83	-£133,326.96
Total C&P Revenue & Capital	£303,470.40	£97,550.00	£205,920.40	£606,941.00	£812,861.40	£243,142.16	£569,719.24	£1,590,184.32	£2,159,903.56	£2,198,319.52	£692,742.66	-£38,415.96
Supporting Local Businesses Revenue Summary	£207,470.00	£114,041.16	£93,428.84	£814,292.80	£907,721.64	£895,590.43	£12,131.21	£1,099,625.28	£1,111,756.49	£870,940.06	£717,618.64	£240,816.43
Supporting Local Businesses Capital Summary	£96,000.00	£0.00	£96,000.00	£72,000.00	£168,000.00	£174,428.00	-£6,428.00	£490,560.00	£484,132.00	£886,685.34	£403,123.21	-£402,553.34
Total SLB Revenue & Capital	£303,470.00	£114,041.16	£189,428.84	£886,292.80	£1,075,721.64	£1,070,018.43	£5,703.21	£1,590,185.28	£1,595,888.49	£1,757,625.40	£1,120,741.85	-£161,736.91
People & Skills Revenue Summary	£303,470.40	£0.00	£303,470.40	£187,888.80	£491,359.20	£369,203.38	£122,155.82	£1,446,184.44	£1,568,340.26	£1,422,701.02	£370,594.65	£145,639.24
People & Skills Capital Summary	£0.00	£0.00	£0.00	£139,700.00	£139,700.00	£91,700.00	£48,000.00	£144,000.00	£192,000.00	£68,489.00	£0.00	£123,511.00
Total P&S Revenue & Capital	£303,470.40	£0.00	£303,470.40	£327,588.80	£631,059.20	£460,903.38	£170,155.82	£1,590,184.44	£1,760,340.26	£1,491,190.02	£370,594.65	£269,150.24
Multiply-Interventions Revenue Summary	£493,138.19	£0.00	£493,138.19	£569,007.41	£1,062,145.60	£598,040.58	£464,105.02	£569,007.40	£1,033,112.42	£731,547.35	£245,250.88	£301,565.07
Management Fee	£57,686.28	£58,459.36	-£773.08	£98,618.64	£97,845.56	£98,822.05	-£976.49	£221,515.68	£220,539.19	£220,539.19	£110,637.54	£0.00
	£1,461,235.27	£270,050.52	£1,191,184.75	£2,488,448.65	£3,679,633.40	£2,470,926.60	£1,208,706.80	£5,561,077.12	£6,769,783.92	£6,399,221.48	£2,539,967.58	£370,562.44
Less 4% Management Fee for Multiply												-£65,245.12
												£305,317.32
	Budget	Spend 2022-24	Commitments	Underspend								
Total Budget for C&P, SLB & P&S	£7,814,362.92	£2,142,936.54	£5,667,674.13	£3,752.25								
Total Budget for Multiply	£1,631,153.00	£598,040.58	£731,547.35	£301,565.07								
	£9,445,515.92	£2,740,977.12	£6,399,221.48	£305,317.32								