

The Ayrshire Growth Deal Benefits Realisation Plan



Version 1.0

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Our vision is for Ayrshire to be ‘a vibrant, outward looking, confident region, attractive to investors and visitors, making a major contribution to Scotland’s growth and local well-being, and leading the implementation of digital technologies and the next generation of manufacturing.’

<https://www.ayrshiregrowthdeal.co.uk/about-the-deal/>

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1. Executive Summary

Introduction

Signed in November 2020, and covering the three Ayrshire local authority areas, the Ayrshire Growth Deal (AGD) is a £251.5 million ten year investment programme with the UK Government and Scottish Government each investing £103 million and the Ayrshire Councils contributing a further £45.5 million. This funding will support a range of activities across six themes (Aerospace & Space; Economic Infrastructure; Energy, Circular Economy & Environment; Tourism; Digital; and, Communities). Amongst other outputs the Deal is projected to unlock private investment of at least £300 million and generate up to 7,000 jobs.

Key Objectives

This Plan seeks to support AGD partners address two critical issues:

- Are the **outcomes** of the Deal in line with delivery plans and AGD objectives?; and,
- If such outcomes are manifest, what are the resultant wider economic, environmental, social and other beneficial **impacts** to Ayrshire?

Key Principles

In addressing these issues, and shaping this Plan, all the AGD Partners¹ have agreed to a set of reporting principles. These include: adherence to the overarching principles of Government best practice in project delivery; selecting common monitoring and evaluation (M&E) approaches that best measure progress in meeting AGD objectives and impacts; and, going forward, continually updating this Plan and using any other new measures that will help assess and support the better management of AGD activities and impacts.

Inclusive Growth Objectives

Inclusive Growth is a key cross-cutting priority of the Ayrshire Growth Deal as reflected in all of the AGD Projects. Initially informed by North Ayrshire's Inclusive Growth Diagnostic pilot work², and the extension of this Diagnostic across Ayrshire, it is apparent that the AGD area faces various inclusive growth challenges including low productivity, a legacy of industrial decline (and related skills deficit) and consequently significant (relative) levels of social exclusion.

In responding to these challenges four overarching AGD inclusive growth objectives were identified which each of the AGD Projects individually and, as importantly, are collectively tasked to meet. They

¹ The partners involved in the Ayrshire Growth Deal are the Scottish Government, the UK Government and East, North and South Ayrshire Councils. East Ayrshire Council will be the Accountable Body for the Deal. Other regional partners include Scottish Enterprise, Skills Development Scotland, Ayrshire College, the Universities of Strathclyde, Glasgow, and West of Scotland, Glasgow Prestwick Airport, Peel Holdings, Halo Kilmarnock Ltd, NPL Estates Ltd, VisitScotland and Transport Scotland together with the third sector and Ayrshire's business and resident communities.

² [Inclusive Growth Diagnostics - Scotland's Centre for Regional Inclusive Growth](#)

are: attract more innovative and internationally focused companies; position Ayrshire as the 'go-to' region for smart manufacturing and digital skills; improve key elements of strategic transport and digital infrastructure; and, work with communities to raise aspiration and ambition.

Theory of Change and Community Benefits

Government guidance³ suggests using a Theory of Change as a framework against which to consider what outputs and impacts may be important to subsequently test, monitor, evaluate and manage. Consequently the AGD PMO has developed an overarching Theory of Change to map out the potential relationships between Deal inputs, activities, outputs, outcomes and impacts.

While many of the individual AGD projects and programmes business cases are still subject to final approval (and potential amendment) some of the key impacts identified within this Theory of Change include: sustained employment and relative uplifts in wage levels across a range of sectors; additional investment and related returns within the regional economy; reduced carbon emissions and net fuel poverty; increased tourism; greater adoption of fair work practices; and, better health outcomes for various (targeted) groups.

In addition a range of potential Community Benefits have also been identified which include: improving education and skills and local employability; work experience placements/programmes; delivering training and development in the community; enhancing and improving local community and environmental projects; and, training support for local suppliers.

Measurement Approaches

Based on the above the AGD PMO developed a Benefits Realisation Guidance Document (attached at Appendix A) identifying all the types of outputs, outcomes, impacts and community benefits that are likely to be generated across the six AGD project themes.

Based on this guidance 18 individual project Pro Formas⁴ have been developed (as detailed at Appendix B) which identify the specific approaches each of these projects will undertake to monitoring and evaluating relevant outputs, outcomes, potential impacts and community benefits.

Change Control

Finally, critical to utilising the information derived under the proposed Pro Formas is regularly assessing whether benefit flows have been delivered against an agreed baseline position, as well as projections about future benefit levels. Consequently, adopting existing AGD governance and reporting protocols, the AGD - and where appropriate Governments - will implement changes in activities **where monitoring and evaluation evidence supports** such changes.

³ "For the purposes of the BRP, a theory of change for the Deal as a whole should be developed. This should summarise how key inputs, activities, and outputs will enable regional partners to meet their commitments to outcomes and impacts, as set out in Heads of Terms/Full Deal documentation," "Scottish city region and regional growth deals benefits realisation plans guidance for regional partnerships", November 2020.

⁴ The Hunterston project is the only project excluded given that further work is currently required with regard to finalising their FBC.

Net Zero

While not explicitly considered in the original Deal document it is important to recognise the importance of subsequent net zero targets that Scottish and UK Governments have now committed to as well as those of various Deal partners.

In particular all the AGD partners are strongly committed to reducing emissions and, in line with Scottish and UK Government Guidance⁵ issued in 2021, are assessing the Whole Life Carbon Cost implications of all projects and programmes. In addition the AGD PMO is also actively working with Scottish Government to agree how best to incorporate this Guidance into future monitoring and evaluation approaches across all City Deals (the outputs of which will be reflected in future iterations of this Plan).

⁵ [Valuation of greenhouse gas emissions: for policy appraisal and evaluation - GOV.UK \(www.gov.uk\)](https://www.gov.uk/government/publications/valuation-of-greenhouse-gas-emissions-for-policy-appraisal-and-evaluation)

2. Introduction

2.1. Purpose

The purpose of this Plan is to demonstrate, to local, regional and national stakeholders, how the AGD will capture the outputs, outcomes, impacts and community benefits resulting from Deal investments. It is the stated approach to Deal monitoring and evaluation. This Plan, therefore, sets out the approaches to:

- Project monitoring and reporting, including definitions guidance; and
- Deal Programme and project evaluation.

Consequently the rest of this Plan:

- Identifies, collates and explains the collective benefits of the Deal as a whole;
- Outlines the processes that will be followed by all projects to maintain a regular record of project delivery;
- Provides a framework for constructive evaluations of projects; and,
- Acts as a guide for the Project/Programme/Fund Owners for monitoring and evaluation.

Updates to the Benefits Realisation Plan – to reflect for example new measures, updated Scottish and UK Government guidance and project changes - will be reviewed annually as part of the Annual Conversation.

2.2. The Deal

The Deal document was agreed by AGD partners and the Scottish and UK Governments in November 2020. To realise Ayrshire's potential as a world class business location the Deal commits Governments and AGD partners jointly to invest £251.5 million over the next ten years to meet four objectives, namely to:

- Attract and develop more innovative and internationally focused companies that are more likely to have higher levels of productivity through developing key infrastructure and targeted business support programmes;
- Position Ayrshire as the 'go-to' region for smart manufacturing and digital skills;
- Improve key elements of strategic transport and digital infrastructure to help businesses get goods to market and people to work (physically and virtually); and,

- Work with communities to raise aspiration and ambition, provide employment and skills support, and improve access to jobs through innovative community empowerment and employability programmes.

As outlined in Table One, based on current estimates AGD funding - and projected capital cost related leverage⁶ from other sources - is projected to be £593.54 million across the 6 AGD themes.

Table One: Total Anticipated AGD Contributions

Themes	Governments (£m)	Councils (£m)	Leveraged (£m)	Total (£m)
Aerospace & Space	62	18	58.549	138.549
Economic Infrastructure	58.5	11	74.217	143.717
Energy, Circular Economy & Environment	41.5	11.5	200.028	253.028
Tourism	18.5	5	9.25	32.75
Digital	14	-	-	14
Communities	11.5	-	-	11.5
Total	206	45.5	342.043	593.543

This total of £593.54 million investment is anticipated to create or safeguard an estimated 6,060 full time equivalent “FTE” ⁷ jobs in Ayrshire, including indirect and multiplier effects (associated with capital funded projects). As illustrated below the breakdown of this job total is likely to comprise an estimated 3,009 construction FTEs, 300 safeguarded jobs and 2,751 direct/indirect jobs.

Table Two: Total Anticipated Employment Impacts of AGD Capital Funded Projects

Themes	Construction	Safeguarded	Direct/Indirect	Total Jobs
Aerospace & Space	765	0	1,512	2,277
Economic Infrastructure	724	300	881	1,905
Energy, Circular Economy & Environment	1,350	0	183 ⁸	1,533
Tourism	181	0	175	356
Digital	Not Known Currently	0	Not Known Currently	Not Known Currently ⁹
Total	3,020	300	2,751	6,070¹⁰

⁶ i.e. excluding committed and projected revenue related leveraged support which, across the AGD as of March 2022, is anticipated to be in the region of £5.85 million.

⁷ “full-time equivalent unit”, sometimes abbreviated as FTE, is a unit to measure employed persons in a way that makes them comparable although they may work a different number of hours per week. The unit is obtained by comparing an employee's average number of hours worked to the average number of hours of a full-time worker. A full-time person is therefore counted as one FTE, while a part-time worker gets a score in proportion to the hours he or she works. For example, a part-time worker employed for 20 hours a week where full-time work consists of 40 hours, is counted as 0.5.” <https://gss.civilservice.gov.uk/wp-content/uploads/2019/04/Employment-variables-Hours-and-FTE-April-18.pdf>

⁸ Noting that no estimates are currently available for the Hunterston Project.

⁹ This project is currently awaiting the results of an options appraisal. Examination of the likely resultant jobs numbers will be considered when this information is available.

¹⁰ Does not include direct/indirect jobs for Hunterston project which have still to be estimated.

In addition, through the Regional Skills programme, the investment will also support an estimated 1,657 unemployed people into work, as well as retaining the employment of an estimated 2,440 individuals, with potentially some of these posts being secured across other AGD projects¹¹.

Table Three: Total Anticipated Employment Impacts of AGD Revenue Funded Projects

Theme	Secured	Retained	Total Jobs
Communities (Ayrshire Skills Fund & Working for a Healthy Economy)	1,657	2,440	4,097

2.3 Rest of this Plan

The rest of this Plan sets out:

- **Target Audiences and Reporting (Section Three)** in terms of who will be the main users of the monitoring and evaluation findings and how and when they will be engaged;
- **AGD Objectives (Section Four)** summarising the regional challenges the AGD aims to address;
- **AGD Theory of Change (Section Five)** outlining, across the six AGD themes, the potential relationships envisaged and to be tested between inputs, activities, outputs, and key impacts;
- **Measurement approaches (Section Six)** in terms of Key Performance Indicators (KPI) selection and data collection implied by the above and the consequent monitoring and evaluation approaches that projects propose to adopt to assess AGD outputs, impacts and community benefits;
- **Change control reporting protocols (Section Seven)** to ensure there are the necessary governance arrangements to implement this Plan and derive strategic benefits from the monitoring, evaluation and management of project activities;
- **Appendix A: Benefits Realisation Guidance Document;** that projects used to identify relevant outputs, outcomes, impacts and community benefits together with the associated measurement approaches they propose to adopt;
- **Appendix B: Pro Formas;** which, across the 18 projects that have completed the above guidance, summarise specific and quantified project outputs, related outcomes, impacts

¹¹ i.e. A proportion (yet unknown) of the 1,657 unemployed supported by these Programmes are likely to take up posts with capital projects (and hence will be captured within the 6070 employment levels) whereas others will find posts elsewhere hence the original Deal estimate of up to 7,000 jobs.

and community benefits, relevant reporting timescales as well as proposed monitoring and evaluation approaches; and,

- **Appendix C:** AGD Change Control Form.

3. Target Audiences and Reporting

3.1. Who will be engaged and why

Audiences, who will wish to use or have an interest in the outputs of the monitoring and evaluation approaches proposed within this Plan, include:

- **The general public:** in terms of understanding the impacts of the Deal, how best they and their communities might directly engage with and benefit from relevant projects as well as what progress has been made to meeting AGD objectives;
- **AGD Fund Holders across both UK and Scottish Governments as well as the Scottish City Region and Growth Deals Delivery Board:** to provide a basis from which to determine, against agreed baseline information, the extent to which the anticipated impacts of the Deal are or are likely to be delivered and – in agreement with the Ayrshire Economic Joint Committee (below) - what changes to future Deal activities might enhance these impacts or mitigate unforeseen external factors;
- **Ayrshire Economic Joint Committee:** to approve the Ayrshire Economic Strategy; monitor the impact of the AGD; ensure partnership priorities, policies and service delivery are aligned with the Ayrshire Economic Strategy and AGD; to approve the AGD Benefits Realisation Plan and updates; to approve AGD Business Cases and revised Deal documents; to approve major change requests; to receive reports on the effectiveness of the implementation of the Ayrshire Economic Strategy and the AGD; and, to approve operational expenditure within agreed AGD Joint Committee budgets allocated by the Constituent Authorities in order to further the aims of the AGD;
- **Accountable Body, Partner Authorities and Auditors:** identified persons within these groups require access to all AGD documentation to inform their work;
- **Equalities Leads across the three Councils:** who will ensure the Joint Committee meet the requirements of the Equalities Act 2010 and the Fairer Scotland Duty (and the recent Equalities and Fairer Scotland Impact Assessment highlighting the potential impact on those facing exclusion and socio economic deprivation in the Region);
- **Ayrshire Economic Partnership Board¹²:** as this Board has responsibility to: oversee the development of the Ayrshire Economic Strategy; provide strategic oversight for the delivery of the strategic priorities and actions contained within the Ayrshire Economic Strategy and any Action Plan forming part of such Strategy; drive forward the growth of the Ayrshire economy; prioritise inclusive growth and report on progress made annually in AGD Benefits Realisation Plan in line with the Scottish Government’s Inclusive Growth

¹² Noting that this Governance structure is currently under review with the timeline for management approval being before the AGD Joint Committee meeting in June 2022.

Monitoring Framework; ensure the partnership priorities, policies and service delivery are aligned with the Ayrshire Economic Strategy and the AGD; undertake periodic reviews of the Ayrshire Economic Strategy and any Action Plan forming part of the Strategy to ensure that it is consistent with the emerging ambitions of Ayrshire and collaboration with partners; oversee the development of business cases of individual AGD projects and to make recommendations to the Ayrshire Economic Joint Committee regarding their approval; oversee the implementation of the Ayrshire Economic Strategy and the AGD, to monitor the performance of the AGD PMO, to identify potential improvements and make recommendations to the AGD PMO or the Ayrshire Economic Joint Committee; make recommendations to the Ayrshire Economic Joint Committee in respect of the AGD funding arrangements; ensure that an effective monitoring and evaluation framework is in place at both a project and programme level; and, provide strategic direction and manage the input of any thematic or other working groups;

- **Executive Oversight Group:** that ensures the Region's research and analytical capabilities are brought together to make certain that future needs of the Ayrshire economy are taken into account in medium to long-term plans;
- **Community Wealth Building Commission:** under their role to embed the regional approach to Community Wealth Building (CWB) and ensuring CWB is considered as part of all regional investments;
- **Programme Workstream Groups:** that: identify the actions required to support recovery and renewal within their sector; co-ordinate with the other recovery and renewal groups to ensure a joined-up approach; encourage engagement and draw upon support from local businesses and the wider community; and, consider opportunities to support work in respect of the AGD, climate change and community wealth building;
- **Regional Transport Working Group:** reflects the regional approach of the second Strategic Transport Projects Review (STPR2);
- **Strathclyde University Steering Group:** A Memorandum of Understanding (MoU) has been agreed between the University of Strathclyde and East Ayrshire Council as the Accountable Body for the AGD. The Steering Group includes members of the University, the Senior Responsible Owners for the AGD projects and the AGD PMO. The areas of cooperation are around scientific, technical and business support in relation to the AMIC, CoRE, Hunterston, IMSE, i3 DPMC and ASIC projects. Discussions are ongoing between East Ayrshire Council and the University of Strathclyde in relation to the Moorfield Engineering Park and innovation opportunities. The Steering Group is the main interface between the parties and advises on AGD strategy and informs the University of activities in each Council that would benefit from University involvement;
- **AGD PMO:** to support decision making by all the above, the PMO coordinates and reports on the impacts of the delivery of AGD projects and the overall AGD, and produces an Annual Report providing an overview of key progress that has been made towards delivery of the Deal. Consequently all AGD projects will be monitored by and accountable to the PMO, to ensure compliance with government reporting requirements, delivery of

outputs, impacts and community benefits and compliance with the terms of each grant agreement;

- **AGD Steering Group:** that provides support and guidance to the PMO and assists with information sharing; and,
- **Chamber of Commerce** – representing local business needs.

3.2. Reporting Principles

In reporting outputs and impacts to the audiences above AGD Partners are committed to:

- Adhering to the overarching principles of Government best practice in project delivery;
- Selecting appropriate monitoring and evaluation approaches to best measure progress in meeting the inclusive growth objectives and impacts associated with the Deal;
- Regularly updating this Plan and associated reporting protocols; and,
- Adopting other new measures that will help assess and support the better management of Deal activities and impacts.

Consequently AGD Partners have - over the 10 year lifetime of the AGD - agreed that:

- Delivery objectives and associated performance indicators will consistently be aligned to the stated output and impact objectives, as set out in the Deal Document;
- Monitoring and evaluation will be used to confirm that: the benefits associated with these outputs can be realised; risks of non-delivery can, where appropriate, be managed; and, unjustified work can be terminated;
- Governance, management frameworks and monitoring and evaluation approaches are proportionate and appropriate to the work and levels of prevailing risk associated with each related project/theme delivery;
- Accountabilities and responsibilities are defined, mutually consistent and traceable across all levels of management as summarised in the previous section and set out in the Deal Document;
- Monitoring and evaluation approaches, resources and good practice will be shared amongst project leads in order to minimise the costs associated with monitoring and evaluation, while also aiming to maximise future benefits particularly across project interdependencies. This will include:
 - Adopting common data sets, definitions and reporting cycles to allow comparisons to be drawn between projects and themes and, where appropriate, at Deal level; and,

- Using existing data sources and streamlining any new data collection as much as possible.
- The suitability of selected indicators will be subject to ongoing review in the light of alternative data sources / approaches to measurement becoming available; and,
- In undertaking the above outcomes and enabling outputs will be effectively consulted and scrutinised on an ongoing basis, by relevant stakeholders, representative bodies and agencies both within the Region and where relevant other Scottish Deals and Scottish and UK Government Departments.

3.3. Reporting

Aside from the ongoing weekly, monthly and other progress reporting already undertaken by the AGD PMO the monitoring and evaluation of project outputs, outcomes, intermediate impacts¹³ and community benefits will form part of the regularly reporting cycles within the formal management and oversight of AGD performance, namely:

- **Monthly Reporting** - project leads will update the PMO via the AGD Management Information System on progress - including milestones, risks, and outcomes and targets as set out in the relevant business cases and AGD Implementation Plan – on a monthly basis¹⁴;
- **Quarterly Reporting** – (based on the above) which involves a quarterly performance meeting (June, September, December, March), between the AGD PMO and governments representatives, covering project progress by exception, financial monitoring, and performance, including monitoring and evaluation. An overall AGD Risk Register and Performance Monitoring Report with any recommendations will then be considered by the (proposed) AGD Project Oversight Group¹⁵ and the Joint Committee;
- **Annual Report** – published at the end of February (that accounts for AGD activity for the period of October to September of the previous year¹⁶) to assess how much impact the AGD is having on agreed inclusive economic growth outcomes as reflected in the AGD

¹³ i.e. “Benefits that will occur between implementation of early changes and the realisation of the end/wider benefits.” https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/671452/Guide_for_Effective_Benefits_Management_in_Major_Projects.pdf

¹⁴ Currently the AGD PMO tasks project leads to update progress by the 28th of each month. While currently under review the PMO also seeks updates around the 7th or 8th working day of the month to align with government reporting - this ensures up to date information for government reports on 10th working day and CEO reports at the end of the month.

¹⁵ This is a new group being proposed as part of the new governance structure (which is currently under review).

¹⁶ With the exception of financial activity which is to the end of March the previous year.

Inclusive Growth Action Plan¹⁷. The AGD PMO will include aggregate output, impact and community benefits data, as well as relevant case study material – together with updates and amendments to this Plan; and,

- **The “Annual Conversation”** - which will provide the opportunity for AGD stakeholders to discuss progress with Governments and in particular: *“Annual Conversations, informed by the (draft) Annual Performance Report and the Benefits Realisation Plan, also present an opportunity to reflect and work through any concerns that local partners and governments have about the implementation of the Deal and the ambitions of the Deal going forward”*.¹⁸

In addition a **Checkpoint Review process** will be developed and agreed with partners and governments to examine both the Growth Deal programme and component projects at key decision points in their lifecycle. It will look ahead to provide assurance that projects can progress successfully to their next stage.

¹⁷ To support the AGD inclusive growth agenda, Professor Alan McGregor from the University of Glasgow, with additional funding support from Scottish Enterprise, developed an AGD Inclusive Growth Action Plan to ensure that, over time, AGD deliver the best inclusive growth outcomes possible and link the opportunities created by the Deal to our resident and business communities. This was the first such plan developed for the Scottish Deals.

¹⁸ <https://www.south-avonshire.gov.uk/ext/committee/CommitteePapers2021/Leadership%20Panel/25%20May%202021/item%206a%20app1.pdf>

4. AGD Objectives

4.1. Deal Context

The vision of the Scottish Government's Economic Strategy is to deliver: *"increasing sustainable economic growth."*¹⁹ Two questions were, therefore, central to developing the AGD: what are the region's key inclusive growth challenges, and consequently what objectives, supporting approaches, and management and governance structures might help address these challenges?

4.2. Inclusive Growth Challenges

In broad terms three interlinked challenges were identified and continue to be pertinent:

- **Weak Productivity and Low Levels of Growth** for example in 2021, Ayrshire business R&D expenditure per head of population was £73 per head of population. In Scotland the figure was £263²⁰ meaning that Ayrshire's performance is only just over a quarter of the national average. And despite Ayrshire having 6.8% of Scotland's population, Ayrshire has 6.5% of Scottish businesses and only 5.3% of the Scotland's growth sector businesses²¹ (source: Businesses in Scotland 2021, Scottish Government);
- **Skills, Health Outcomes and Earnings** some of the highest levels of deprivation in Scotland can be found in Ayrshire, with 26.8% of children living in poverty compared to 24.3% in Scotland as a whole.²² 30.5% of Ayrshire's data zones are in the 20% most deprived in Scotland.²³ Similarly a lower level of working age adults living in Ayrshire have advanced qualifications (HNC/HND, degree level and above) at 43.3% compared with 49% for Scotland²⁴; and,
- **Employment/Unemployment** the Ayrshire employment rate (for those aged 16 to 64 in September 2021) was 69.8%, compared to 72.9% for Scotland as a whole; and, the corresponding figures (in July 2021) for disabled people were 47.3% and 49.1%.²⁵ As of

¹⁹ <https://www.gov.scot/publications/scotlands-economic-strategy>. Subsequent to the Deal the Scottish Government published, in March 2022, their National Strategy for Economic Transformation which the AGD is strongly positioned to support in terms of this Strategies vision of Vision – to create a wellbeing economy: a society that is thriving across economic, social and environmental dimensions, and that delivers prosperity for all Scotland's people and places. See: [Transforming the economy - gov.scot \(www.gov.scot\)](https://www.gov.scot/publications/transforming-the-economy)

²⁰ <https://www.gov.scot/binaries/content/documents/govscot/publications/statistics/2021/11/businesses-in-scotland-2021/documents/businesses-in-scotland-2021/businesses-in-scotland-2021/govscot%3Adocument/Businesses%2Bin%2BScotland%2B2021.pdf>

²¹ As above.

²² <http://www.endchildpoverty.org.uk/local-child-poverty-data-2014-15-2019-20/>

²³ <https://simd.scot/#/simd2020/BTTTT/9/-4.0000/55.9000/>

²⁴ <https://www.nomisweb.co.uk/datasets/apsnew>

²⁵ <https://www.skillsdevelopmentscotland.co.uk/media/47092/rsa-report-ayrshire.pdf>

December 2021, the claimant count rate for Ayrshire (16-64) was 5.3% compared to the Scottish average of 3.9% (in November 2021)²⁶.

The Deal Partners identified a range of objectives to address these challenges that could:

- Inform and be adopted by individual themes and related projects as a basis against which to monitor and demonstrate outcomes;
- Support and enhance linkages and collaboration across themes (to deliver additional benefits); and,
- Set the context for overall AGD governance and management decision making and reporting, and monitoring and evaluation approaches.

Finally it is also important to note that Partners recognise that the AGD:

- Through establishing these common objectives and new partnership arrangements – offers the long term potential: *“to bring focus and alignment to wider regional cohesion and economic development benefits achieved by utilising partner resources”*²⁷; and,
- Aligns with and will be supportive of the delivery of the Scottish Government’s National Performance Framework and UN Sustainable Development Goals.

4.3. Inclusive Growth Objectives

The consequent inclusive growth objectives identified across the AGD Projects, to address the challenges above, are:

- **Focusing on the high growth, high value sectors** that Ayrshire has real opportunities in, linking to Ayrshire’s general manufacturing strengths, distinctive coastal opportunities and to communities through **five capital themes** (as illustrated in Table Four below including aerospace and space, economic infrastructure, energy, circular economy & environment, tourism and digital); and,
- **Ensuring employment progression, and future workforce and community development** through the above business opportunities, through the three revenue projects **communities theme** (again as detailed in Table Four, namely, Working for a Healthy Economy, Ayrshire Skills Fund and Community Wealth Building).

²⁶ [PowerPoint Presentation \(skillsdevelopmentscotland.co.uk\)](https://skillsdevelopmentscotland.co.uk)

²⁷ https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/936577/20.11.17_AGD_Deal_Document_-_FINAL.pdf

Table Four: Stated Inclusive Growth Objectives per AGD Theme

Theme	Stated Objectives
Aerospace & Space	Comprising four interrelated investments at Prestwick - to position Ayrshire as one of the UK's leading centres of Aerospace and Space activity - this theme will build on the established business base and transform the local economy through high-value job creation and strong regional supply chains, tackle weak productivity, low job density, deliver skills required by the space and aerospace industries and attract and retain talented people.
Economic Infrastructure	<p>The aim of this theme is to create conditions for growth providing local jobs, strong regional supply chains and skills development across a number of sectors in Ayrshire. This theme encompasses four projects:</p> <ul style="list-style-type: none"> • The HALO Kilmarnock project will look to create a green energy Hub which will stimulate entrepreneurship and support collaboration between new and existing businesses to drive the Ayrshire economy; • The Ayrshire Engineering Park will provide for the expansion and development of Moorfield Industrial Park in Kilmarnock, creating serviced and high quality business space, with a range of units to support the advanced manufacturing and light engineering sectors in Ayrshire; • The Ayrshire Manufacturing Investment Corridor (AMIC) will establish a Centre of Excellence with on-site support and start-up units to support the creation of new businesses and growth of existing businesses in the Food and Drink sector, as well as the Advanced Manufacturing sector, to establish Ayrshire as the “go-to region” for smart manufacturing and digital skills; and, • The i3 Irvine Enterprise Area Advanced Manufacturing Space in Irvine (including a National Digital Processing Manufacturing Centre - DPMC) will serve digital processing industries, building on current life science clustering at the site, and facilitate R&D activity, start-ups, spin outs, and growth of life science businesses and other advanced manufacturing opportunities through the provision of i3 “flexible business space”.
Energy, circular economy & environment	<p>This theme covers three projects, namely the:</p> <ul style="list-style-type: none"> • Community Renewable Energy Project (CoRE) at Cumnock that will reduce energy bills for local businesses and communities leading to a regional reduction in the number of people living in fuel poverty. The project will create new jobs, apprenticeships, and space for new economic activities allowing enterprises to be created in a deprived area; • Centre for Research into Low Carbon Energy and Circular Economy (CECE) at the Hunterston Strategic West Scotland Industrial Hub. As Scotland’s largest strategic deep-water port with direct rail and grid connections, the site has a critical role in Scotland’s Energy, Blue Economy, Offshore Wind and the Circular Economy futures; and, • International Marine Science and Environmental Centre (IMSE) based at Ardrossan aims to allow industry and academia to develop and capture innovation in marine sciences; marine spatial planning; marine technology; and marine education and training and (therefore) ensure that the Firth of Clyde is recognised as an exemplar in the Blue Economy and marine sustainability.
Tourism	<p>This theme will build on and strengthen the existing tourism offer to make the region a highly desirable place to visit and live, work and invest in. The focus of this theme is twofold:</p> <ul style="list-style-type: none"> • Development of The Great Harbour, at Irvine Harbour side and Ardeer, to create a unique coastal destination comprising a number of key assets to attract new visitors to the area and create jobs; and, • Investment in critical infrastructure at Ardrossan, Arran and Cumbrae to enable investment to secure the development of the Marine Tourism industry in North Ayrshire.
Digital	The objective of this theme is to ensure appropriate connectivity infrastructure is in place to help attract global businesses, enabling the potential creation of a datacentre cluster of national significance leading to the creation of high value jobs.
Communities	<p>This theme includes various programmes, namely the:</p> <ul style="list-style-type: none"> • Establishment of a responsive skills fund to drive Inclusive Growth to support skills interventions; • Working for a Healthy Economy project that will target investment in occupational health services to ensure that Ayrshire has the requisite workforce to drive economic growth in the future (comprising an all-Ayrshire model of delivery which offers: community engagement; pre-employability support; recruitment; in work interventions; and, employability services with links to employers to tailor investments to demand, and priority given to those struggling to maintain secure and meaningful work); and, • Setting up of a regional Community Wealth Building Fund. The aim of this Fund will be to develop an Ayrshire approach to Community Wealth Building that enhances wealth, ensures fair and meaningful work, and creates successful places throughout the region.

4.4 Post Deal Considerations

As already indicated in the introduction to this Plan (and highlighted in Figure One in the next section) since November 2020 AGD partners have adopted Scottish and UK Government Guidance in relation to minimising projects whole life carbon costs. Other “Post Deal” commitments include:

- Enhancing the additional (“Strategic Added Value”) benefits of Partnership working that would not necessarily have occurred in the absence of the Deal (including, for example, Partners adopting wider regional working and engagement²⁸);
- Assessing the effect on projected outputs and impacts of cost increases associated with current inflationary forces, alignment to net zero objectives and the effects of Covid/Brexit (e.g. related material and labour shortages);
- Supporting the development of a new regional economic strategy for Ayrshire (due for completion in autumn 2022). This strategy will build on Ayrshire’s key sectoral strengths and natural assets whilst recognising and tackling the social, economic and environmental challenges faced by the region; and,
- Supporting the development of a regional energy masterplan which will identify priorities to support Ayrshire’s transition to a low carbon economy.

In addition a Regional Skills Investment Plan is under development and due for completion in May 2022. The Plan will support local people (including those across the AGD) with the skills that businesses in the region need in order to thrive both now and in the future.

²⁸ “The AGD should be used as a catalyst for change, and this means applying the lessons learned from maximising the gains for inclusive growth from the AGD programme to mainstream public expenditure and services across Ayrshire”, Ayrshire growth deal inclusive growth action plan: final report, 19 September 2019.

5. AGD Theory of Change

5.1. Outputs and Impacts

As indicated in the introduction to this Plan a distinction is drawn between:

- **Outputs:** i.e. whether the AGD themes are meeting their delivery plans and Deal objectives; and,
- **Impacts:** what economic, environmental, social and other benefits may have been generated as a result?

The steps required to address the above are explicitly outlined in the Deal Document:

“The realisation and evaluation of the impact of the Ayrshire Growth Deal is a fundamental requirement of all partners and performance monitoring will focus on measuring that:

- *Project and programme outputs are delivered on time, on budget and to scope.*
- *Anticipated outcomes are achieved for Ayrshire.*
- *Project and programme benefits are identified in individual and programme business cases which clearly articulate the relationship between inputs, activities, outputs and outcomes.*
- *Every output and outcome must be monitored or evaluated if the benefits of individual projects are to be demonstrated”²⁹.*

These steps have informed the development of the Partners’ approach to monitoring and evaluation given the:

- Commitment, under the first overarching principle in section three, that activities and outputs will consistently be aligned to Government’s **stated outputs** as set out in the Deal Document and therefore the need to aggregate monitoring measures consistently across these outputs; and,
- Requirement both to meet and measure **inclusive growth objectives** across all projects and consequent need to focus on approaches to capture the **associated impacts** of ensuring growth with community wealth building and inclusion (by maximising project benefits for: Ayrshire’s business base; for employees (through Fair Work and skills investment); for places/communities; for equalities groups; for AGD as a whole; and by building synergies with other services).

²⁹ https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/936577/20.11.17_AGD_Deal_Document_-_FINAL.pdf
p26.

As a starting point to addressing the above the PMO has developed an AGD Theory of Change.

5.2 Overall AGD Theory of Change

Partners have already specific and detailed theories of change for each of the AGD projects³⁰. As illustrated, in Figure One below, the PMO has consolidated these into an overarching “AGD Logic Model” to identify a consistent set of metrics against which to report aggregate impacts. In developing this model, the PMO has focused on the linkages between:

- The **inputs and activities** identified within the Deal;
- Main **beneficiary groups** in terms of sectors and residents within Ayrshire that will be impacted by these activities;
- Short term **direct outputs** that will result within these sectors and resident groups on completion and operation of project facilities and skills and community wealth building interventions;
- A range of **intermediate** medium-term impact indicators of relevance to each project that will seek to capture, against agreed baselines, direct benefits across AGD beneficiary groups; and,
- A **minimum number** of long term impacts that focus, at an overall level, upon the sustainable benefits of the Deal in terms of:
 - Economic growth, including sustainable employment growth and increases in investment and associated returns;
 - How the above is aligned to and supports the delivery of the AGD inclusive growth objectives; and,
 - The **associated developments** that might be linked to the AGD, over and above those initially identified under the capital and revenue expenditure across the Deal.

Figure One: AGD Logic Model

Theme	Input (£m)	Activities	Main Beneficiary Groups	Short Term Outputs	Medium Term Impacts	Longer Term Impacts
Aerospace & Space	140	Development of Spaceport, Commercial Space, Infrastructure and ASIC	Construction and supply chain Aerospace/ Space Sectors AGD residents	Community Benefits Construction and Supply Chain jobs New or upgraded roads Site Occupancy & Service take up	Job Levels created (as per Table Two) Investment secured (as per Table One) SMEs/Start-Ups Wage uplifts	Sustained employment/wage rate uplifts. Returns on Investment Inward Investment

³⁰ As detailed in the [AGD Implementation Plan \(v19, 23rd August 2021\)](#). Noting, however, that going forward AGD projects and programmes may propose to report other measures than illustrated in Figure One where these measures are identified and agreed through the development of their business case.

				STEM outreach Minimised whole life carbon costs		
Economic Infrastructure	139.5	Development of Ayrshire Engineering Park, AMIC, and HALO and i3 DPMC	Construction and supply chain A range of sectors AGD residents	Community Benefits Construction and supply chain jobs New or upgraded roads Increased Business Space Reduced derelict land Site Occupancy Minimised whole life carbon costs	Job levels created (as per Table Two) Investment secured (as per Table One) SME/Start-ups Increased productivity Reduced (relative) fuel bills	Sustained employment/wage rate uplifts. Returns on investment Increased R&D Reduced fuel poverty and levels of deprivation Inward Investment Associated take-up/adoption of CoRE activities
Energy, circular economy & environment	253	Development of Hunterston, CoRE, and IMSE	Construction and supply chain A range of other sectors AGD Residents	Community benefits Construction and supply chain jobs Reduced vacant and derelict Land Site Occupancy New or upgraded roads/junctions/cycle pathways Minimised whole life carbon costs Lower carbon emissions	Job levels created (as per Table Two) Investment secured (as per Table One) SME/Start-ups Lower carbon emissions Reduced (relative) fuel bills	Sustained employment/wage rate uplifts. Returns on investment Reduced fuel poverty Sustained reduced emissions Inward Investment Associated national take-up/adoption of activities
Tourism	30.75	Development of Great Harbour and Marine Tourism projects	Construction and supply chain Tourism and Marine sectors AGD residents	Community Benefits Construction and supply chain jobs Reduced vacant and derelict Land New or upgraded roads cycle pathways Heritage asset brought back into use Visitors/ Berth uplifts Minimised whole life carbon costs	Job levels created (as per Table Two) Investment secured (as per Table One) Knock on effects of wider visitor/berth spend SMEs/Start Ups	Sustained employment Reduced levels of deprivation within the region Increased income levels Further investment
Digital	14	Development of Digital Subsea Cable & associated infrastructure	Construction and supply chain Users AGD Residents	Community Benefits Construction and supply chain jobs Infrastructure in place Minimised whole life carbon costs	Job levels created (as per Table Two) Investment secured (as per Table One) Improved Ayrshire Connectivity Wider user benefits	Sustained Employment Associated (user) productivity uplifts Inward Investment

Regional skills & inclusion Community Wealth Building	11.5	Programmes targeting better health, skills and Fair Work outcomes	Targeted promotion of support activities to residents and local companies	Uptake of support programmes	Job levels new, retained and secured (as per Table Three) Better health outcomes Better skill outcomes Greater uptake of Fair Work	Sustained employment Reduced levels of deprivation within the region Increased income levels Sustained health outcomes Sustained and wider adoption of Fair Work
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5.3 Strategic Added Value

Finally, while the above assumes a degree of linkage across and between projects, there is no explicit recognition of the additionality of AGD partnership working relationships³¹ and outcomes.

To monitor the maturity of such arrangements the PMO proposes, as illustrated in Table Five, adopting the Edinburgh and South East of Scotland City Regional Deal scoring system which will involve Project leads and the PMO assigning a score based on what they feel the realistic “partnership” ambition for any project is likely to entail.

Table Five: AGD Strategic Added Value (SAV) Scoring System

SAV Score	Description
1 (Low)	There are opportunities to generate additional benefits through links with one other AGD theme. Partnership working with wider stakeholders (e.g. private/third sectors) to add value to the proposal has not been thoroughly considered, but may be possible, and should be explored further. Only one or two “Inclusive growth” measures could be incorporated into the delivery of the project.
2 (Medium)	There are opportunities to generate additional benefits through links with two other AGD themes. Partnership working with wider stakeholders, e.g. private/third sector to add value has been factored into the business case to some extent, but there are opportunities to enhance this to further add value. Two or three “inclusive growth” measures can be incorporated into the delivery of the project.
3. (High)	There are opportunities to generate additional benefits through links with three or more AGD themes. Partnership working with wider stakeholders, e.g. private/third sector is already taking place and strategic added value effects are clear. Three or four “inclusive growth” measures are incorporated into the delivery of the project.

In addition – **where a ranking of 3 is agreed** – the PMO proposes, as illustrated in Table Six below, to capture the “Strategic Added Value” benefits of such new partnership arrangements across five dimensions.

Table Six: Potential Strategic Added Value Elements of the AGD

³¹ Under Strategic Added Value the ADG PMO is currently considering including organisations signing up to the Ayrshire Community Wealth Building Anchor Charter.

Definition	Examples
<p>Strategic leadership & catalyst: Articulating and communicating Regional development needs, opportunities and solutions to partners and stakeholders in the Region and elsewhere.</p>	<p>Creating confidence in the prospects for economic growth and in the capacity of partners and stakeholders to realise the potential for growth and improved AGD performance.</p>
<p>Strategic influence: Carrying out or stimulating activity that defines the distinctive roles of partners, gets them to commit to shared strategic objectives and to behave and allocate their funds accordingly.</p>	<p>Generating cross-Regional partnerships of mutual benefit to the growth prospects of each participating area.</p> <p>Achieving alignment and inter-locking of the priorities and investment plans of AGD and other partners.</p>
<p>Leverage: Providing financial and other incentives to mobilise partner and stakeholder resources – equipment, people as well as funding.</p>	<p>Levered funding and other resources from partners and stakeholders in support of AGD objectives.</p>
<p>Synergy: Using organisational capacity, knowledge and expertise to improve information exchange and knowledge transfer and coordination and/or integration of the design and delivery of interventions between partners.</p>	<p>Reduced duplication of service provision from Regional partners – e.g. in business development support.</p> <p>Scaling up of projects to beneficial levels that achieve scale economies and provide for critical mass in securing benefits.</p>
<p>Engagement: Setting up the mechanisms and incentives for more effective and deliberative engagement of stakeholders in the design and delivery of Regional and sub-Regional priorities and programmes.</p>	<p>Introducing quality and innovation in AGD interventions through the transfer of good practice, the development and use of benchmarks and the adoption of new processes.</p>

6 Measurement Approaches

6.1 Overall Approach

The Theory of Change provides the starting point to determine what should be measured, monitored and when by illustrating: where there is a potential delivery link to a Deal investment and project ‘outputs’; where there may be a causal link to these outputs in terms of resultant ‘outcomes’; and what longer term wider ‘impacts’ may consequently occur.

Figure Two below demonstrates the links between the theory of change and how it will be evidenced by providing a high-level summary of the outputs, outcomes and impacts that are likely to be generated across the six AGD themes.

Figure Two: AGD Outputs, Outcomes and Impacts

Indicator	Aerospace & Space	Economic Infrastructure	Energy, circular economy & environment	Tourism	Digital	Regional skills & inclusion Community Wealth Building
Outputs						
Direct/Indirect jobs						
Construction jobs						
Safeguarded jobs						
Community Benefits						
Jobs retained						
Jobs secured						
New or upgraded roads/junctions/cycle pathways						
Journey time savings/modal shifts						
Development space unlocked						
Reduced vacant & derelict land						
Digital Infrastructure						
New Residential Energy Supply						
CWB Support Places						
Fair Work Accreditation						
Visitors						
Start-Ups						
SME's supported						
Private sector investment						

Leverage: (including LA, HE/FE, Private Sector and any other leverage)						
Uplifts in income levels						
Heritage asset restored or brought back to use ³²						
Outcomes						
Job Levels (new and maintained)						
Development Space uptake						
Digital usage patterns						
Reduced (net) Fuel Poverty						
STEM take up						
Increase in visitor spend						
CWB participant well-being uplifts						
Fair Work implementation						
Start-up/SME performance/survival						
Additional investment (including FDI)						
Heritage Asset usage ³³						
HE talent uplifts ³⁴						
Productivity Uplifts ³⁵						
Impacts						
Net additional jobs created/ maintained						
Net additional returns on investment						
Net changes in Fuel Poverty						
Net Changes in levels of deprivation						
Increased net income levels						
Net additional user productivity						
Wider uptake of Well Being/Fair work						
Follow on investment						

³³ See AGD/OT/8 in the Great Harbour Pro Forma.

³⁴ As part of responding to the Benefits Realisation Guidance this output was identified as an additional output by CoRE project team under AGD/OT/9 in their Pro Forma.

³⁵ As part of responding to the Benefits Realisation Guidance this output was identified as an additional output by the i3 Digital Processing Manufacturing Centre project team under AGD/OT/10 in their Pro Forma.

Increased R&D ³⁶						
Sustained use of Heritage asset ³⁷						

To ensure a consistent approach is adopted to calculating, capturing and evidencing these effects each AGD project completed the Benefits Realisation Guidance Document attached at Appendix A.

The Guidance comprised a five step-by-step guide to identifying the information needed to summarise each AGD project’s approach to monitoring and evaluation. The five steps comprised:

- **Step One: Indicators** - to accurately reflect – for each AGD project – what in qualitative terms is anticipated to be delivered and what benefits to the Region might result and when;
- **Step Two: Indicator Definitions** - to consistently report and aggregate outputs, outcomes and impacts across the Deal by ensuring there are common definitions of agreed indicators;
- **Step Three: Data Measures** - while the aim is to use common definitions for indicators across the Deal it is also recognised that there are different ways to “evidence” each indicator. Consequently each project choose, from a menu of methods, that approach to measurement which best meet their projects objectives;
- **Step Four: Community Benefits** – to capture all of these across our Deal; and,
- **Step Five: Timescales for Delivery of Benefits** to outline for all stakeholders when - and how much - benefits the AGD programme might deliver over the 10 years.

As detailed below the consequent outputs from each project were then summarised within individual project / programme specific “Pro Forma.”

6.2 Specific Theme Pro Formas

Currently, as detailed at Appendix B, 18 AGD projects have developed their own monitoring and reporting Pro Formas. These consider for each project specific output, outcome and impact:

- A quantified output (as per the projects Business Case), timescales against which this output will be delivered and the consequent outcome and impact related to this output (e.g. in relation to construction jobs output: *“475 full time equivalent employees (FTEs) construction over the construction periods of the Prestwick Commercial Build Programme”*);
- Monitoring time cycles in terms of starting date and reporting cycles (e.g. a given output might be monitored: *“Annually from 2023/4 to 2029/30”*);
- The common AGD definition of each relevant project output, outcome and impact measure (e.g. direct Jobs are defined as: *“the total number of newly created full-time equivalent (FTE)*

³⁶ As part of responding to the Benefits Realisation Guidance this output was identified as an additional impact by the i3 Digital Processing Manufacturing Centre project team under AGD/1/9 in their Pro Forma.

³⁷ As part of responding to the Benefits Realisation Guidance this output was identified as an additional output by the Great Harbour project team under AGD/1/8 in their Pro Forma.

jobs as a direct result of the SD programme. Full time is defined as employees working more than 30 paid hours per week. Part-time is defined as employees working less than or equal to 30 paid hours per week”); and,

- The monitoring and evaluation approaches that will be adopted (e.g. for Job Levels (new and maintained) outcome a common approach selected³⁸ by AGD projects is: “Anonymised annual Payroll information on the new jobs.”).

6.3 Community Benefits

Each Pro Forma (where relevant) also indicates – across the four categories above – likely community benefits which may arise from project construction and operation. As indicated by the Pro Forms at Appendix B such benefits are likely to include:

- **Improving Education and Skills** (e.g. creation of apprenticeships or delivering knowledge exchange and presentations in schools or community groups);
- **Improving Local Employability** (e.g. creation of new jobs, recruitment of the long-term unemployed, disadvantaged or young people);
- **Work Experience Placements/Programmes** (e.g. providing work experience placements to those in education);
- **Delivering Training and Development in the Community** (e.g. mentoring to local organisations and individuals);
- **Community Consultation** (giving the local community an opportunity to express an opinion and possibly influence the design and delivery of a project or service in an area);
- **Enhancing & Improving Local Community and Environmental Projects;** (e.g. providing volunteers or donations to local initiatives); and,
- **Sponsorship and Charity Work;** and,
- **Supply Chain, Supported Business, Third Sector and Voluntary Initiatives;** (e.g. offering Small and Medium Enterprises and Voluntary Sector organisations opportunities to provide goods, works and/or services as part of a contract).

³⁸ As detailed in Appendix A projects were given six M&E choices under this outcome: (1) Monitoring form signed by the project lead and SRO, confirming the job numbers created; (2) Payroll information on the new jobs provided by project lead and SRO; (3) An anonymised list of employees created and their hours of work, signed by the project lead and SRO; (4) Based on common standards of employment rates per square metre of space/typical job densities; (5) Information from an employer about numbers employed; and/or (6) an Annual business survey.

7 Change Control

7.1 Change and Change Control

The APMG³⁹ managing benefits guide identifies five main sources and/or outcomes of change that can negatively affect benefit delivery, all of which are potentially pertinent to the AGD:

- **Forecasting failure:** for example benefits are not identified or are overestimated;
- **Delivery failure:** i.e. failure to deliver the initiative with the planned functionality or on time, so impacting on the scale and timing of benefits realisation;
- **Business and behavioural change failure:** i.e. the business and behavioural changes on which benefits realisation is dependent do not occur or are poorly scheduled causing delays in benefits realisation;
- **Benefits management failure:** in relation to capturing and leveraging emergent benefits and mitigating dis-benefits; and,
- **Value for money failure:** the benefits are realised but at excessive cost.

Critical to understanding the implications of any or all of the above is a regular understanding of the benefit flows that have been delivered against the baseline as well as projections about future benefit levels. Fundamentally this means that if change control is to be effective benefits must be measurable and link outputs to strategic goals. If such benefit measures are in place: *“change control ensures only beneficial or necessary changes to the baseline are implemented”*⁴⁰.

7.2 AGD Change Control

As detailed in the Ayrshire growth deal governance document (v15)⁴¹ and illustrated, in Figure Three overleaf, there are clearly defined steps to AGD change control. In particular any changes identified for escalation by Project Leads will be forwarded (using the Change Control Form at Appendix C) to the PMO.

If the request proposes a change to the terms agreed in relation to the AGD Heads of Terms, the Deal Document, Approved Business Case and/or Grant Offer documents, a proposal for change will be prepared by the PMO covering:

- A Review of the Project Risk Assessment in order to demonstrate that the risk of not meeting original objectives has substantially changed (or alternatively, to demonstrate that the original objectives are now less relevant to supporting economic growth);

³⁹ <https://apmg-international.com>

⁴⁰ https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/746400/Project_Delivery_Standard_1.2.pdf

⁴¹ This is currently under review and will be updated for presentation for approval to the Joint Committee on the 20th June 2022.

- Review of Strategic Alignment, demonstrating deviation from the original ethos of the Deal;
- Local Growth Contribution Analysis, including inclusive growth assessment;
- Regional Growth Contribution Analysis, including inclusive growth assessment;
- Economic Impact and Value for Money Assessment; and,
- Funding Plan and Financial Profile, which will set out the cost of the new proposal, respective funding shares, and the time period over which the project will be delivered.

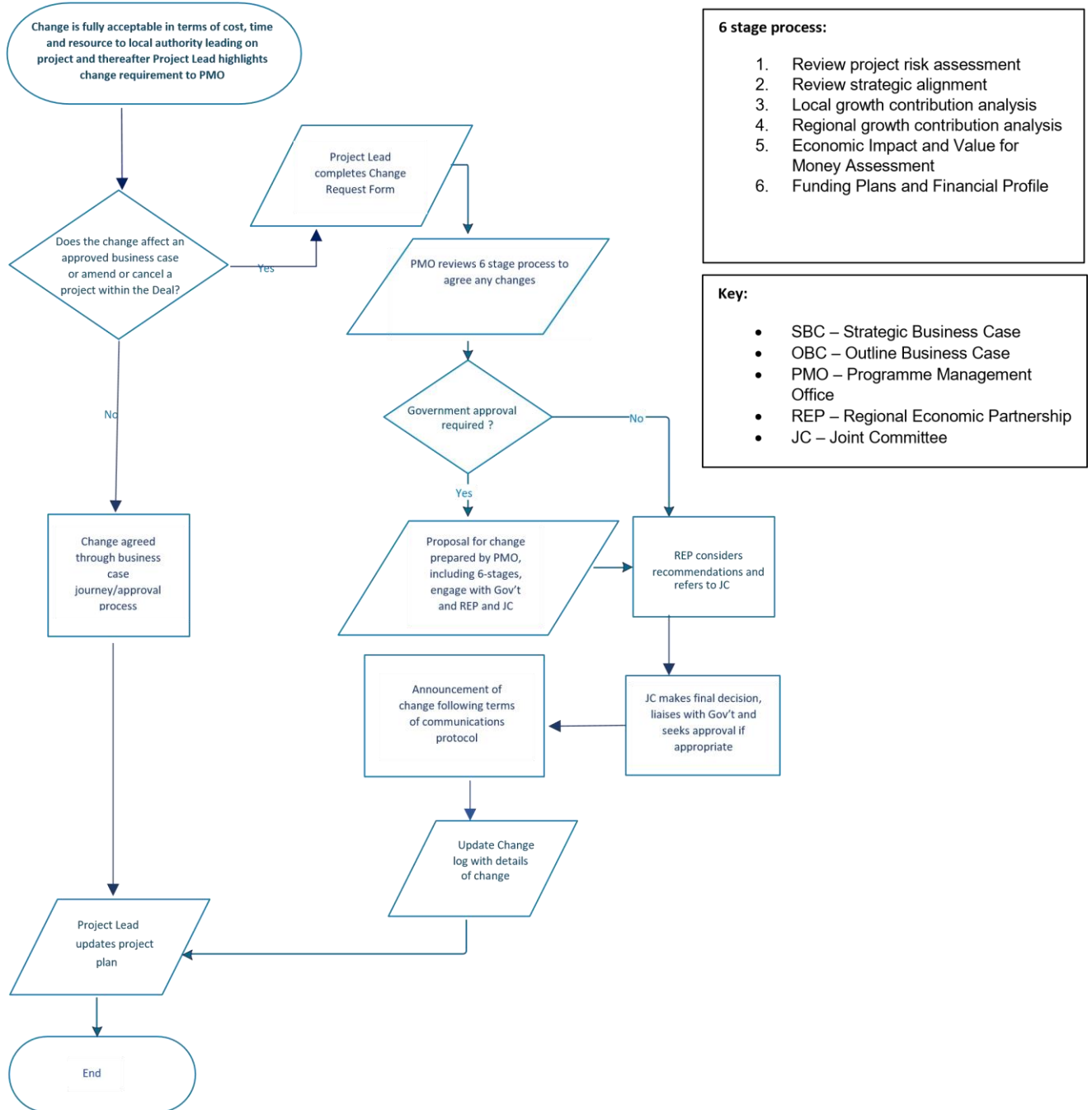
As also illustrated in Figure Three, the PMO will assess whether such changes materially or otherwise affect an approved business case and consequently should either be:

- Subject to review by the REP (which in turn may refer proposed changes to the Joint Committee that may also escalate to Governments); or,
- Directly assessed by the Governments and Ministerial approval sought where the proposed changes represents a significant deviation from the original agreement.

In relation to benefits realisation the criteria referral to the REP, and potentially the Joint Committee, will be where:

- **Target benefits may not be achieved;** i.e. actual (or predicted) changes will potentially have implications for overall benefit delivery (in terms of level or timing within the 10 years of the overall AGD Programme); whereas Governments will be informed directly where,
- **Target benefits will not be achieved;** i.e. the project is not deliverable and needs to be significantly restructured or halted.

Figure Three: AGD Change Control Steps



Appendix A: Benefits Realisation Guidance Document

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Introduction

The first iteration of the AGD Benefit Realisation Plan (BRP) was approved by both UK and Scottish governments and the Joint Committee on 28 February 2022. The first iteration takes account of those projects in delivery.

The second iteration of the BRP will be aligned with the AGD Implementation Plan review and approval by the end of June 2022.

The purpose of this guidance is to provide support in the updating of the BRP through a five step-by-step guide to identifying the information needed to complete your Pro Forma (which summarises the project's approach to monitoring and evaluation).

This will allow relevant project leads to review and align the Logic Chain and Pro Forma information for those projects in delivery, as well as the projects scheduled to move into delivery 2022/23.

The information you provide will also be used to help update the Deal in terms of the:

- Benefits Realisation Plan;
- Implementation Plan;
- Management Information System; and
- Performance Guidance.

In addition this information can be used to enhance your project's Outline and/or Full Business Case.

Step by Step Guide

There are five steps to follow, which once completed will generate the following:

- 'Figure Two' table (Appendix A) – updated high-level summary of the outputs, outcomes and impacts indicators
- Definitions Tables 1 to 3 (Appendix C) – relevant definitions and evidence to measure progress
- Community Benefits Table 4 (Appendix D) – relevant definitions and evidence to measure community benefits
- Timescales for Delivery table (Appendix E) – timescale for delivery of benefits

If further advice is needed to complete the steps, then in the first instance please e-mail mark.graham@ed.ac.uk to set up a (virtual) meeting.

Step One: Indicators

The Rationale: need to accurately reflect – for each AGD project – what in qualitative terms is anticipated to be delivered and what benefits to the Region might result.

The first version of the BRP captured a high-level summary of the outputs, outcomes and impacts indicators that are likely to be adopted across the six Deal themes as illustrated in the table below (source: Figure Two, Benefit Realisation Plan).

Ref	Indicator	Aerospace & Space	Economic Infrastructure	Energy, circular economy & environment	Tourism	Digital	Regional skills & inclusion Community Wealth Building
Outputs							
AGD/O/1	Direct/Indirect jobs						
AGD/O/2	Construction jobs						
AGD/O/3	Safeguarded jobs						
AGD/O/4	Community Benefits						
AGD/O/5	Jobs retained						
AGD/O/6	Jobs secured						
AGD/O/7	New or upgraded roads/junctions/cycle pathways						
AGD/O/8	Journey time savings/modal shifts						
AGD/O/9	Development space unlocked						
AGD/O/10	Reduced vacant & derelict land						
AGD/O/11	Digital Infrastructure						
AGD/O/12	New Residential Energy Supply						
AGD/CB/O/1, 2 & 3	Training places						
AGD/CB/O/4	Schools Outreach						
AGD/CB/O/5	CWB Support Places						
AGD/CB/O/6	Fair Work Accreditation						
AGD/O/13	Visitors						

AGD/O/14	Start-Ups						
AGD/CB/O/7	SME's supported						
AGD/O/15	Private sector investment						
AGD/O/16	Leverage: (including LA, HE/FE, Private Sector and any other leverage)						
AGD/CB/O/8	Regional Supplier Spend						
AGD/O/17	Income levels						
Outcomes							
AGD/OT/1	Job Levels (new and maintained)						
AGD/OT/2	Development Space uptake						
AGD/OT/3	Digital usage patterns						
AGD/OT/4	Reduced (net) Fuel Poverty						
AGD/OT/5	Increase in visitor spend						
AGD/CB/OT/1	CWB participant well-being uplifts						
AGD/CB/OT/2	Fair Work implementation						
AGD/OT/6	Start-up performance/survival						
AGD/OT/7	Additional investment (including FDI)						
Impacts							
AGD/I/1	Net additional jobs created/ maintained						
AGD/I/2	Net additional returns on investment						
AGD/I/3	Net changes in Fuel Poverty						
AGD/I/4	Net additional user productivity						
AGD/CB/I/1	Wider uptake of Well Being/Fair work						
AGD/I/5	Follow on investment						
AGD/CB/I/2	Net uplifts in regional supplier spend						
AGD/I/6	Reduced levels of deprivation within the region						

AGD/I/7	Increased income levels						
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For **each project** please review (using the attached Figure Two in Appendix A) the relevant theme column and:

- Unshade any output, outcome and impact that is not relevant to your project (as reflected by your project logic model);
- Insert a new row for any additional indicator that is planned to be used for the project (again as informed by your project logic chain/model);
- Insert project name at the top of Appendix A;
- A separate return should be made for each project.

Output: Update of high-level summary of the outputs, outcomes and impacts indicators - 'Figure Two' table (Appendix A).

Step Two: Indicator Definitions

The Rationale: need to consistently report and aggregate outputs, outcomes and impacts across the Deal by ensuring there are common definitions of agreed indicators.

Before undertaking this step, and as an aid to understanding, it is key to appreciate the meaning and relationship between output, outcome and impact. These are defined as:

Outputs

- For the purpose of the Deal, outputs are defined as: *“an immediate measurable effect of a policy and are ~~output~~ targets to be delivered in return for the investment”* and will be delivered as a direct result of the investment made.
- Each AGD project lead considered an agreed set out of outputs to include in their business case to inform the Deal. Any additional agreed outputs in approved business cases will also need to be reported.
- Outputs should be reflected in the Implementation Plan.
- Outputs are to be reported during the Project Period i.e. the contractual period over which projects can make claims for expenditure.

Outcomes

- Outcomes are defined as: *“indicators to measure the success of the project in delivering against the commitments of the AGD derived from delivery of the project outputs.”*
- Outcomes should be monitored and reported in line with the agreed /programme Benefits Realisation Plan.
- Reporting Period: outcomes are to be reported during the Impact Period i.e. the timeframe over which the impacts of investment can be captured. This is **10 years** from the date in which the Deal was signed (19 November 2020). This will enable projects to continue to learn from the activities and monitor the benefits that might not be prevalent within the shorter or medium term.

Impacts

- Impacts are used to measure the long-term changes that are a result of the project. Impacts are to be assessed as part of the project **evaluation** process.
- Impacts are to be reported during the Impact Period i.e. the timeframe over which the impacts of investment can be captured.

The effects should be captured at key milestones over the reporting period in line with the agreed reporting timeframes, and should be informed by overall monitoring and evaluation processes and evidence collated to support reporting.

In addition to the above a series of General Terms have been defined which will help with the next step of reviewing indicators. These General Terms can be found in Appendix B.

In this step using **only those indicators** that you have selected **for your project** (from Step One above), and using Tables One to Three in Appendix C:

- Review each of the relevant indicator definitions in the fourth column of Tables One (Outputs), Two (Outcomes) and Three (Impacts) and either:
 - Confirm with a ✓ in the fourth column to indicate that the definition is appropriate; or,
 - Track change any suggested amendments to the definition for the PMO to consider and insert an X in the second column; and,
 - Where new indicators are proposed, add definitions at the rows provided at the end of each Table.

For example, in relation to Table One (outputs), if the definition of “direct and indirect jobs” is considered appropriate for the project then insert a ✓ as illustrated below:

Ref	Indicator	Definition	✓
Outputs			

AGD/O/1	Direct/Indirect jobs	<p>Includes (please tick all that apply):</p> <p>Direct Jobs: The total number of newly created full-time equivalent (FTE) jobs as a direct result of the project. Full time is defined as employees working more than 30 paid hours per week. Part-time is defined as employees working less than or equal to 30 paid hours per week. Aggregate annual totals of FTEs will be provided based on the summation of recorded quarterly part and full time staff levels.</p> <p>A different employment threshold of 16 hours per week or more will be applied to employees with a disability or long-term health condition "LTC" who move into paid employment.</p> <p>Indirect Jobs: Will be captured by the PMO by applying relevant sector multipliers to the direct job levels reported by each project.</p>	✓
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Step Three: Data Measures

The Rationale: while the aim is to use common definitions for indicators across the Deal it is also recognised that there are different ways to “evidence” each indicator. In response, views are sought on which approach to measurement best meets your projects objectives.

Based on responses to step two please review – again using Tables One to Three in Appendix C - for each of the **project indicators**, which one of the data measurement approaches is considered appropriate (please see column 6) and indicate with a ✓ against the evidence that will be collected.

There may be occasions that more than one type of evidence is gathered to support understanding on how the indicator is performing. In addition there may be in the future the need or opportunity to gather additional forms of evidence. All approaches are acceptable. For example, in the case of “direct and indirect jobs” the evidence you propose to use may initially be based on employment per square metre ratios. However it might be considered useful and possible to also undertake annual surveys to confirm actual job totals. In this case both approaches should be marked with a ✓.

Ref	Indicator	Definition	✓ where relevant	Evidence	✓ where relevant
Outputs					
AGD/O/1	Direct/Indirect jobs	<p>Includes (please tick all that apply):</p> <ul style="list-style-type: none"> Direct Jobs: The total number of newly created full-time equivalent (FTE) jobs as a direct result of the project. Full time is defined as employees working more than 30 paid hours per week. Part-time is defined as employees working less than or equal to 30 paid hours per week. Aggregate annual totals of FTEs will be provided based on the summation of recorded quarterly part and full time staff levels. <p>A different employment threshold of 16 hours per week or more will be applied to employees with a disability or long-term health condition "LTC" who move into paid employment.</p> Indirect Jobs: Will be captured by the PMO by applying relevant sector multipliers to the direct job levels reported by each project. 	✓	<p>Baseline FTE provided by project lead prior to project commencing</p> <p>The baseline will then be used to measure the additional employment of the intervention by adopting one (or more) of these approaches:</p> <ol style="list-style-type: none"> Monitoring form signed by the project lead and SRO, confirming the job numbers created Payroll information on the new jobs provided by project lead and SRO An anonymised list of employees created and their hours of work, signed by the project lead and SRO Based on common standards of employment rates per square metre of space/typical job densities Information from an employer about numbers employed Annual business survey 	✓

Output: Definitions and evidence to be used to measure benefits -Tables 1 to 3 (Appendix C)

Step Four: Community Benefits

The Rationale: There are many ways that each project can deliver Community Benefits. There is a need to capture all of these across our Deal.

A separate Table has been provided at Appendix D that should be used to identify which type of community benefits you expect to deliver. On the table in the fourth column please ✓ **which type of community benefits is relevant to your project.**

For example, if the project is aiming to provide educational and employment placements for young people then please ✓ these benefits off as below.

Similar to Step Three above, select which the data measurement approaches considered appropriate (please see column 6) and indicate with a ✓ against the evidence that will be collected.

Ref	Indicator	Definition	✓ where relevant	Evidence	✓ where relevant
AGD/CB/O/1	Training Places/Weeks	Includes (please tick all that apply): <ul style="list-style-type: none"> Number of training weeks on site (Apprenticeships). See General Terms in Appendix B for definition of Apprenticeship. Number of training weeks on site (Traineeships). See General Terms in Appendix B for definition of Traineeship. Number of training weeks on site (New Entrants). See General Terms in Appendix B for definition of New Entrant. 	✓	<ol style="list-style-type: none"> Monitoring form signed by the project lead and SRO, confirming data on starts and completions. An anonymised list of full training weeks per trainee, signed by the project lead and SRO. 	✓ ✓

Output: Definitions and evidence to be used to measure Community Benefits - Tables 4 to 6 (Appendix D)

Step Five: Timescales for Delivery of Benefits

The rationale: “Rome was not built in a day.” There is a need to outline for all stakeholders when - and how much - benefits the AGD programme might deliver over the 10 years.

By following the steps above you will have clear descriptions of what your project is aiming to deliver and how relevant outputs, outcomes and impacts will be evidenced. In this last step – using the Table attached at Appendix E – please indicate in what years the project will deliver:

- Outputs (being mindful of the projects implementation plan returns); and,
- Subsequent outcomes and impacts (based on your project’s Business Case).

For example if it is anticipated that the project will support construction jobs over 2023-24, and then onsite jobs over 2025-32, followed by follow on investment in 2028, then you would shade in the table as below:

	2023	2024	2025	2026	2027	2028	2029	2030	2032
Outputs									
Construction Jobs FTEs									
Outcomes									
Job Levels (new and maintained)									
Impacts									
Follow on investment									

Output: Timescale for the delivery of benefits as outputs, outcomes and impacts – (Appendix E)

End Output:

To conclude after completing the steps above you should have the following for each project that you lead on:

- ‘Figure Two’ table (Appendix A) – updated review of high-level summary of the outputs, outcomes and impacts indicators
- Definitions Tables 1 to 3 (Appendix C) – identified all relevant definitions and evidence to measure progress
- Community Benefits Tables 4 to 6 (Appendix D) – captured all relevant definitions and evidence to measure potential community benefits
- Timescales for Delivery table (Appendix E) – scoped out timescale for delivery of benefits as outputs, outcomes and impacts

Appendix A: Figure Two

(Extract from the Benefits Realisation Plan)

Name of Project (please insert in space provided): _____

Ref	Indicator	Aerospace & Space	Economic Infrastructure	Energy, circular economy & environment	Tourism	Digital	Regional skills & inclusion Community Wealth Building
Outputs							
AGD/O/1	Direct/Indirect jobs						
AGD/O/2	Construction jobs						
AGD/O/3	Safeguarded jobs						
AGD/O/4	Community Benefits						
AGD/O/5	Jobs retained						
AGD/O/6	Jobs secured						
AGD/O/7	New or upgraded roads/junctions/cycle pathways						
AGD/O/8	Journey time savings/modal shifts						
AGD/O/9	Development space unlocked						
AGD/O/10	Reduced vacant & derelict land						
AGD/O/11	Digital Infrastructure						
AGD/O/12	New Residential Energy Supply						
AGD/CB/O/1, 2 & 3	Training places						
AGD/CB/O/4	Schools Outreach						
AGD/CB/O/5	CWB Support Places						
AGD/CB/O/6	Fair Work Accreditation						

Ref	Indicator	Aerospace & Space	Economic Infrastructure	Energy, circular economy & environment	Tourism	Digital	Regional skills & inclusion Community Wealth Building
AGD/O/13	Visitors						
AGD/O/14	Start-Ups						
AGD/CB/O/7	SME's supported						
AGD/O/15	Private sector investment						
AGD/O/16	Leverage: (including LA, HE/FE, Private Sector and any other leverage)						
AGD/CB/O/8	Regional Supplier Spend						
AGD/O/17	Income Levels						
Additional Output Indicators							
Outcomes							
AGD/OT/1	Job Levels (new and maintained)						
AGD/OT/2	Development Space uptake						
AGD/OT/3	Digital usage patterns						
AGD/OT/4	Reduced (net) Fuel Poverty						
AGD/OT/5	Increase in visitor spend						
AGD/CB/OT/1	CWB participant well-being uplifts						
AGD/CB/OT/2	Fair Work implementation						
AGD/OT/6	Start-up performance/survival						
AGD/OT/7	Additional investment (including FDI)						
Additional Outcome Indicators							

Ref	Indicator	Aerospace & Space	Economic Infrastructure	Energy, circular economy & environment	Tourism	Digital	Regional skills & inclusion Community Wealth Building
	Impacts						
AGD/I/1	Net additional jobs created/ maintained						
AGD/I/2	Net additional returns on investment						
AGD/I/3	Net changes in Fuel Poverty						
AGD/I/4	Net additional user productivity						
AGD/CB/I/1	Wider uptake of Well Being/Fair work						
AGD/I/5	Follow on investment						
AGD/CB/I/2	Net uplifts in regional supplier spend						
AGD/I/6	Reduced levels of deprivation within the region						
AGD/I/7	Increased income levels						
	Additional Impact Indicators						

Appendix B: General Terms

Term	Definition
Deadweight	Deadweight refers to allowing for outcomes that would have taken place without the intervention under consideration. Deadweight will be revealed when the total outcome of an option for intervention is compared with business as usual, the (BAU).
Leakage	Leakage is the extent to which effects “leak out” of a target area into others e.g. workers commuting into other areas to take up new employment opportunities.
Displacement	Displacement is the degree to which an increase in economic activity or social welfare that is promoted by an intervention is offset by reductions elsewhere in the area under consideration or in similar areas close by. This occurs where existing businesses close and reopen in a fresh location or move into the target area from similar areas close by
Substitution	Substitution is where one type of labour or factor of production such as capital equipment is substituted for another but there is no increase in employment or output.
Multiplier	Estimates of the additional benefit generated in the area via both supply and demand linkages
Full-Time Equivalent (FTE)	<p>Full time is defined as employees working more than 30 paid hours per week. Part-time is defined as employees working less than or equal to 30 paid hours per week. Aggregate annual totals of FTEs will be provided based on the summation of recorded quarterly part and full time staff levels. Employee earnings in the UK - Office for National Statistics (ons.gov.uk)</p> <p>A different employment threshold of 16 hours per week or more will be applied to employees with a disability or long-term health condition “LTC” who move into paid employment. Microsoft Word - use report on supported employment outcomes.docx (base-uk.org)</p>
Kickstart Scheme (FTE)	Employees working 25 hours per week for a total of 6 months Kickstart Scheme - GOV.UK (www.gov.uk)
Person Week	Is the equivalent of one person working for 5 days either on site, or through a mix of on-site work and off-site training. To provide continuity of training and employment this can include time on other sites with the agreement of the Employer.
New Entrant	A new entrant is a person that is leaving an educational establishment (e.g. school, college or university) or a training provider, or a non-employed person that is seeking employment that includes on-site training and assessment or offsite training, or a mix of these.
Apprentice	An apprentice is a person registered as an apprentice with an industry recognised body. Each apprentice can be counted as a 'new entrant' for up to 104 weeks.
Apprenticeship	Apprenticeships combined practical training in a job with study. Apprenticeships take 1 to 5 years to complete depending on their level (UK Government).
Traineeship	A traineeship is a skills development programme for 16 to 24 year olds and for young people with education, health and care plans or Learning Difficulty that includes a work placement. It is not a job. It can last from 6 weeks up to 1 year, though most traineeships last for less than 6 months. Designed to be a stepping-stone to either an apprenticeship, or other work (UK Government).
Graduate	A graduate is a person that has successfully completed a university or college degree course.

Term	Definition
SMEs	Small or Medium sized businesses (employing between 1 and 249 employees) (Scottish Government) small-business-survey-scotland-2018-office-chief-economic-adviser.pdf
Social Enterprise	Social enterprises are businesses with a social or environmental purpose, and whose profits are re-invested into fulfilling their mission. They empower communities, tackle social problems, and create jobs - particularly for people who are at a disadvantage in the standard jobs market. (Scottish Government) Presentació del PowerPoint (interregeurope.eu)
In-work poverty	Those in work paying less than the Real Living Wage Living Wage Scotland: Reflections on the national living wage increase - Living Wage Scotland (scottishlivingwage.org)
Green jobs	<p>1. Jobs in businesses that produce goods and provide services that benefit the environment or conserve natural resources. ONS defines Green Jobs in terms of 17 activities:: energy saving and sustainable energy systems; environmental charities; environmental consultancy and engineering services; environmental construction; environmental education; environmental low emissions vehicles, carbon capture and inspection and control; in-house environmental activities; insulation activities; management of forest ecosystems; managerial activities of government bodies; organic agriculture; production of industrial environmental equipment; production of renewable energy; recycling; waste; wastewater; and water quantity management. https://www.ons.gov.uk/economy/environmentalaccounts/methodologies/thechallengesofdefiningagreenjob#:~:text=%22areas%20of%20the%20economy%20engaged,these%20areas%20of%20the%20economy.</p> <p>2. Jobs in which workers' duties involve making their establishment's production processes more environmentally friendly or use fewer natural resources This would include any job directly related to making the company, its processes and its products more environmentally friendly. This could be the main focus of their role (such as a Sustainability Officer) or just a part of their wider role (such as a Purchasing Manager who will aim to source more sustainable materials and suppliers). (Scottish Enterprise)</p> <p>3. Jobs that are transitioning from non-green to green as a result of support should be recorded as safeguarded green jobs, provided a written statement is provided by the relevant company to affirm that is the case. Jobs that are new (i.e. did not previously exist and/or adding to the headcount of the company), should be recorded as a new or expansion green jobs. Project managers should otherwise assess whether a job is green based on the definition above and descriptions below. (Scottish Enterprise)</p>
Young people	Those aged 16 - 24 Young people not in education, employment or training (NEET), UK - Office for National Statistics (ons.gov.uk)
Long-term unemployed	People who have been unemployed for 12 months or more and who are available for work and actively seeking employment Unemployment - Long-term unemployment rate - OECD Data
Long-term health problems	An individual reported having a physical or mental health condition or illness that lasts, or is expected to last, 12 months or more Health in the workplace: patterns of sickness absence, employer support and employment retention (publishing.service.gov.uk)

Appendix C: Output, Outcome and Impacts

Name of Project (please insert in space provided): _____

Table One - Output Indicators

Ref	Indicator	Definition	✓ where relevant	Evidence	✓ where relevant
Outputs					
AGD/O/1	Direct/Indirect jobs	<p>Includes (please tick all that apply):</p> <ul style="list-style-type: none"> Direct Jobs: The total number of newly created full-time equivalent (FTE) jobs as a direct result of the project. Full time is defined as employees working more than 30 paid hours per week. Part-time is defined as employees working less than or equal to 30 paid hours per week. Aggregate annual totals of FTEs will be provided based on the summation of recorded quarterly part and full time staff levels. <p>A different employment threshold of 16 hours per week or more will be applied to employees with a disability or long-term health condition "LTC" who move into paid employment.</p> Indirect Jobs: Will be captured by the PMO by applying relevant sector multipliers to the direct job levels reported by each project. 		<p>Baseline FTE provided by project lead prior to project commencing.</p> <p>The baseline will then be used to measure the additional employment of the intervention by adopting one (or more) of these approaches:</p> <ol style="list-style-type: none"> Monitoring form signed by the project lead and SRO, confirming the job numbers created Payroll information on the new jobs provided by project lead and SRO An anonymised list of employees created and their hours of work, signed by the project lead and SRO based on common standards of employment rates per square metre of space/typical job densities Information from an employer about numbers employed Annual business survey 	
AGD/O/2	Construction jobs	<p>Employees working on site more than 30 paid hours per week. Part-time is defined as employees working less than or equal to 30 paid hours per week. Self-employed or contractor staff on each site should also be recorded and classified under the same definitions. Aggregate annual totals of FTEs will be provided based on the summation of recorded quarterly part and full time</p>		<p>Baseline FTE provided by project lead prior to project commencing.</p> <p>The baseline will then be used to measure the additional employment of the intervention by adopting one (or more) of these approaches:</p>	

Ref	Indicator	Definition	✓ where relevant	Evidence	✓ where relevant
		<p>staff levels. As above a different threshold applies to employees with a disability/LTC.</p> <p>Off-site Jobs: will be captured by the PMO by applying relevant construction sector multipliers to the on-site job levels reported by each project.</p>		<ol style="list-style-type: none"> 1. Monitoring form signed by the project lead and SRO, confirming the job numbers created 2. An anonymised list of employees created and their hours of work, signed by the project lead and SRO 3. Based on common standards of employment rates 4. Information from an employer about numbers employed 5. High level business survey 	
AGD/O/3	Safeguarded jobs	The number of FTE jobs that, as a direct result of capital funding, result in current jobs being safeguarded which in the absence of support would be lost to an area (but might be retained elsewhere through relocation).		<p>Baseline FTE provided by project lead prior to project commencing with a rationale to be provided explaining why the jobs are at risk and how the AGD intervention will safeguard the jobs.</p> <p>The baseline will then be used to measure the additional employment of the intervention by adopting one or more of these approaches:</p> <ol style="list-style-type: none"> 1. Monitoring form signed by the project lead, confirming the job numbers created. 2. Email/letter from employer/senior member of staff confirming jobs were at risk. 3. An anonymised list of the employees created or safeguarded and their hours of work, signed by the applicant (and information about salary levels where possible). 	
AGD/O/4	Community Benefits	See Table 4 below		See Table 4 below	
AGD/O/5	Jobs retained	Applies only to Regional Skills & inclusion Community Wealth Building Programmes		Anonymised qualitative and quantitative data of individual participants/firms will be used to monitor outputs through baseline and progress surveys.	

Ref	Indicator	Definition	✓ where relevant	Evidence	✓ where relevant
		The number of FTE jobs retained as a result of revenue funding that focuses on supporting individuals in employment who might be at risk of losing their job or in other ways not progressing their career.			
AGD/O/6	Jobs secured	<p>Applies only to Regional Skills & inclusion Community Wealth Building Programmes</p> <p>The number of FTE jobs secured as a result from revenue funding that is aimed at bringing unemployed individuals into work.</p>		Anonymised qualitative and quantitative data of individual participants/firms will be used to monitor outputs through baseline and progress surveys.	
AGD/O/7	New or upgraded roads/junctions/ cycle pathways/public realm	<p>Includes (please tick all that apply):</p> <p>Road Network (New) (km) - Laying new road(s) to increase the capacity of the road network for the region. Local authority owned and maintained roads with 'A', 'B' or 'C' classification (not trunk road).</p> <p>Road Network (Upgraded) (km) - Enhancing the existing road network to increase the capacity of the road network for the region.</p> <p>Junction (New) – New meeting point between two or more roads.</p> <p>Junction (Upgraded) - Existing junctions enhanced or upgraded.</p> <p>Cycle Path (New) (km) - Laying new cycle track to increase the capacity of the cycle network for the region.</p> <p>Cycle Path (Upgraded) (km) - Enhancing existing cycle Track Laying new cycle track to increase the capacity of the cycle network for the region.</p> <p>Public Realm (New) (Ha) - New public realm is a space which was previously not for public use which is transformed into, for example, pavement, road, street furniture and park area. This only applies where public realm improvements or creation are</p>		<p>The project lead to provide, prior to implementation, information in regard to proposed works in terms of, for example:</p> <ol style="list-style-type: none"> 1. Length from the start to the end of the new route; or, 2. For Improved routes: length of improved sections of the route (e.g. surface, signage or access to facilities/storage). <p>Evidence of the above to be provided thereafter through one or more approaches:</p> <ol style="list-style-type: none"> 1. Monitoring form signed by the project lead and SRO, confirming the metric. 2. Photographic evidence of the road/junction/cycle track/pedestrian routes/public realm. 3. From scale plans and visual inspection on completion and tender documents. 	

Ref	Indicator	Definition	✓ where relevant	Evidence	✓ where relevant
		<p>a result of AGD investment and associated match or levered spend. Includes new Green Space created; vegetated land or water within an urban area this includes, parks, gardens, playing fields, children's play areas, woods and other natural areas, grassed areas, cemeteries and allotments.</p> <p>Public Realm (Upgraded) (ha) - Enhanced public realm is an enhanced space which was previously open for public use but which is transformed into, for example, pavement, road, street furniture and park area. The definition only applies where public realm improvements or creation are a result of AGD investment and associated match or levered spend. Includes local Green Space (Enhanced) Enhanced existing Green Space; vegetated land or water within an urban area this includes, parks, gardens, playing fields, children's play areas, woods and other natural areas, grassed areas, cemeteries and allotments.</p>		<p>4. Reported via highways colleagues based on the agreed business case approved for the scheme.</p>	
AGD/O/8	Journey time savings/modal shifts	Improvement in journey times (minutes) between Point A and Point B as a result of the project.		<p>Baseline journey times/ current usage patterns to be provided by project lead, if applicable</p> <p>The baseline will then be used to measure the journey time savings (where journey time savings are a function of the number of trips taken) through:</p> <ol style="list-style-type: none"> 1. Monitoring form showing changes and savings in journey times; or 2. Use of local and regional traffic data. 	
AGD/O/9	Development space unlocked	This includes: area of land (Ha) or sq.m directly improved by the project that is now suitable for development where previously it was unattractive to developers; reclaimed - making the land fit for use by removing physical constraints to development or improving the land for hard end use; providing services to open it up for development through enabling infrastructure e.g. provision of utilities or service roads, or land decontaminated; and, the area of land where enabling infrastructure is put in place.		<p>Approaches to evidencing include:</p> <ol style="list-style-type: none"> 1. Photographic evidence before and after. <p>For the space created:</p> <ol style="list-style-type: none"> 2. Photographic evidence of new floor space. 3. Independent report setting out floor space achieved. 	

Ref	Indicator	Definition	✓ where relevant	Evidence	✓ where relevant
		Resultant development represents the additional Gross Internal Area space (m²) created as a result of the project: <ul style="list-style-type: none"> Floor areas should be measured in accordance with the RICS Code of measuring practice (6th edition) 2007⁴². A building should be classified as completed once it is on the non-domesticating list. 		<ol style="list-style-type: none"> Monitoring form signed by project lead and SRO, confirming the metrics Completion Certificate Land with reduced flood risk (Ha) 	
AGD/O/10	Reduced vacant & derelict land	The area of land (Ha) that is currently on the Scottish Vacant and Derelict Land register that will be brought back into use either via the direct City Deal investment, or by the subsequent follow on development.		Approaches to evidencing include: <ol style="list-style-type: none"> Changes to the SVDL register. Using site plan visual inspection of the site before and after completion. Before and after photographic evidence. 	
AGD/O/11	Digital Infrastructure	What 5G technology has been enabled? For broadband interventions only: number of additional commercial premises that, as a result of project, now have the option to access broadband of at least 30mbps (average), where this was not previously the case.		Approaches to evidencing include: <ol style="list-style-type: none"> Information and evidence of use cases provided and signed off by project lead and SRO. Number of compliant vouchers issued. Location of premises now with access. Speed test evidence. 	
AGD/O/12	New Residential Energy Supply	Number of households which switch their energy supply to new providers and/or invest in new forms of energy provision in order to reduce the effects of fuel poverty and/or reduced carbon emissions.		<ol style="list-style-type: none"> Anonymised evidence from annual household surveys. Anonymised data from providers. 	

⁴² <https://www.rics.org/uk/upholding-professional-standards/sector-standards/real-estate/code-of-measuring-practice/>

Ref	Indicator	Definition	✓ where relevant	Evidence	✓ where relevant
AGD/O/13	Visitors	<p>Includes (please tick all that apply):</p> <ul style="list-style-type: none"> • Day visitor numbers: total number of additional day visitors to the attractions directly supported by AGD investment (i.e. claimed as an output). This could include facilities along an improved walking/cycle route. • Day visitor spend: Value (£m) of sales at an attraction directly supported by AGD investment (i.e. claimed as an output), including tickets, food & drink, parking, gift shops etc. This could include facilities along an improved walking/cycle route. • Overnight visitor numbers: Total number of additional of overnight visitors attracted to the area as an indirect result of the intervention. 		<ol style="list-style-type: none"> 1. Reports from project lead and SRO detailing the number of entrance counts/revenue. 2. Visitor modelling tools such as Visit Scotland, STEAM. 	
AGD/O/14	Start-Ups	The number of start-ups - which as a result of support from your project - result in new company formations. A company in this context is defined as a start-up that reaches the stage at which it becomes registered with Companies House (and subsequently is expected to file an annual return).		<ol style="list-style-type: none"> 1. Report from project lead and SRO confirming support provided and registration details 2. Confirmation from Start-Up confirming support provided and registration details 	
AGD/O/15	Private Sector Investment	“Private sector leverage” is a specific outcome that both Governments wish to capture. Consequently this output represents any private sector capital investment, asset transfer and/ or revenue funding directly committed (£) to secure the development and completion of a project. This is a subset of all leveraged funds (i.e. AGD/O/16).		Letters of conformation from organisations stating type amount, timing and conditions of funding support.	
AGD/O/16	Leverage: (including LA, HE/FE, Private Sector and any other leverage)	The amount of public, private or third sector investment, asset transfer and/or revenue support that is in place or projected to occur following financial completion of the project. For example a private investor may have indicated their intent to occupy and fit out a building once a project (shell) building facility/ site infrastructure is completed.		Letters of conformation from organisations stating type amount, timing and conditions of funding support.	

Ref	Indicator	Definition	✓ where relevant	Evidence	✓ where relevant
		<p>Where asset transfer is defined as the transfer (and associated value) of the ownership of property, land or other assets/rights to your project from a third party.</p> <p>Includes (please tick all that apply):</p> <ul style="list-style-type: none"> • Public sector investment • Private sector investment • Third sector investment • Asset transfer 			
AGD/O/17	Income Levels	Anonymised median gross annual earnings (£) of all full-time direct jobs supported by the project/programme		Payroll information on the new jobs provided by project lead and SRO.	

Ref	Indicator	Definition	✓ where relevant	Evidence	✓ where relevant
Additional Output Indicators					
AGD/O/18	Heritage Assets	Listed building, monument or structure restored and/or brought back into use measured in m2 of the usable space, including buildings on the Buildings at Risk Register (BARR).		<p>Annually through:</p> <ul style="list-style-type: none"> • completion certificates; • using site plan visual inspection of the site before and after completion; • before and after photographic evidence; and, • (ultimately) deletion from BARR. 	

Table Two - Outcome Indicators

Ref	Indicator	Definition	✓ where relevant	Evidence	✓ where relevant
Outcomes					
AGD/OT/1	Job Levels (new and maintained)	<p>This does not differ from the output definition and captures direct job levels (and any consequent changes) on an annual basis once a project/programme is operational.</p> <p>Direct Jobs: The total number of newly created full-time equivalent (FTE) jobs as a direct result of the project. Full time is defined as employees working more than 30 paid hours per week. Part-time is defined as employees working less than or equal to 30 paid hours per week. Aggregate annual totals of FTEs will be provided based on the summation of recorded quarterly part and full time staff levels.</p> <p>A different employment threshold of 16 hours per week or more will be applied to employees with a disability or long-term health condition "LTC" who move into paid employment.</p>		<p>Adoption of one (or more) of these approaches:</p> <ol style="list-style-type: none"> 1. Monitoring form signed by the project lead and SRO, confirming the job numbers created 2. Payroll information on the new jobs provided by project lead and SRO 3. An anonymised list of employees created and their hours of work, signed by the project lead and SRO 4. based on common standards of employment rates per square metre of space/typical job densities 5. Information from an employer about numbers employed 6. Annual business survey 	
AGD/OT/2	Development Space uptake	Based on AGD/O/9 and AGD/O/10 at the project site, the area of floor space (gross m²) constructed that is currently occupied by commercial or other tenants.		<ol style="list-style-type: none"> 1. Photographic evidence of floor space occupied 2. Monitoring form signed by project lead and SRO, confirming occupancy levels 3. 3. Entry in Valuation Roll 	
AGD/OT/3	Digital usage patterns	<p>Includes (please tick all that apply):</p> <ul style="list-style-type: none"> • For broadband interventions only: number of additional commercial premises that, as a result of project, now 		<ol style="list-style-type: none"> 1. Locations of premises now with access 2. Speed test evidence 	

Ref	Indicator	Definition	✓ where relevant	Evidence	✓ where relevant
		<p>have the option to access broadband of at least 30mbps (average), where this was not previously the case.</p> <ul style="list-style-type: none"> Other user uplifts in 5G digital connectivity. 		<ol style="list-style-type: none"> User surveys Case Studies 	
AGD/OT/4	Reduced (net) Fuel Poverty	Number of households under AGD/O/12 (net residential energy supply) that switch their energy supply to new providers and/or invest in new forms of energy provision in order to reduce the effects of fuel poverty and/or reduce carbon emissions) fuel costs as a proportion of household disposable income are less than previous alternative supplier (per annum).		<ol style="list-style-type: none"> Anonymised evidence from annual household surveys. Anonymised data from providers. 	
AGD/OT/5	Increase in Visitor Spend	Increase in visitor spend (£) at an attraction directly supported by AGD investment (i.e. claimed as an output) by origin: day trip; domestic visitor foreign tourist; and groups (e.g. school trips, specialist interest).		<ol style="list-style-type: none"> Annual value of sales (£) at tourist attractions directly support by AGD investment including tickets, food & drink, parking, gift shops etc. for 10 years following Project Period (split where possible by visitor type). Visitor modelling tools such as STEAM. 	
AGD/OT/6	Start-up performance/survival	Annual performance of those start-ups which as a result of support of your project under AGD/O/14 (start-ups) resulted in a new company.		<ol style="list-style-type: none"> Annual performance returns from Start-up. Recorded accounts. Public confirmation of closure/relocation. Office of National Statistics (ONS) - monitor survival rates - the percentage that have survived by length of operation. 	
AGD/OT/7	Additional Investment (including Foreign Direct Investment)	Captures any additional public, private or third sector capital (or “subsequent” or “follow on”) investment, funding and asset transfers over and above that captured by AGD/O/15 (private sector		Letters of conformation from organisations stating type amount, timing and conditions of funding support.	

Ref	Indicator	Definition	✓ where relevant	Evidence	✓ where relevant
		investment) and AGD/O/16 (leverage, including LA, HE/FE, private sector and any other leverage).			
Ref	Indicator	Definition	✓ where relevant	Evidence	✓ where relevant
Additional Outcomes Indicators					
AGD/OT/8	HE/FE training and skills development	HE/FE student course completions over AGD lifetime		<p>Baseline data provided by project lead prior to project commencing. The baseline will then be used to measure completions.</p> <p>Annual signed report from project or provider showing number of people who have completed course and their subsequent post completion destination (i.e. employment, post graduate research etc). This information will subsequently be used as part of the analysis of job impacts at AGD/I/1.</p>	
AGD/OT/9	Productivity Uplifts	Improved i3DPMC User Productivity To evidence efficiency/market gains as a result of transition to digital methods of manufacturing		Through structured feedback from i3DPMC business users (e.g. through issuing a survey 6 months after participation at the DPMC).	
AGD/OT/10	Heritage asset restored or brought back to use	Level of other outcomes associated with Heritage Assets brought back into use		Annually as a proportion of other related outcome measures.	

Table Three - Impact Indicators

Ref	Indicator	Definition	✓ where relevant	Evidence	✓ where relevant
Impacts					
AGD/I/1	Net Job Levels (new and maintained)	<p>Net jobs reflect the number of jobs that can be “attributed” to a project compared to the number of jobs that would have been generated in the absence of the project. This involves drawing judgements in relation to:</p> <ul style="list-style-type: none"> ○ Deadweight ○ Displacement ○ Leakage/substitution ○ Multiplier effects (to account for supply chain effects and expenditure by staff directly employed by supported organisations). 		<p>Adoption of one (or more) of these approaches:</p> <ol style="list-style-type: none"> 1. Difference in difference comparisons with sector performance in other areas that have not received similar support. 2. Annual surveys of companies to test their views of overall influence/impact of the project on their performance. 3. Adoption of Scottish Enterprise “ready reckoners”. 4. Contracting out to external party. 5. Other approach (please detail). 	
AGD/I/2	Net additional returns on investment	<p>This indicator captures the aggregate annual benefits that have been generated by all the outcomes of your project.</p> <p>This will involve summing all your outcome measures and then valuing these in monetary terms – as detailed in the economic case section of your OBC and FBC.</p> <p>These can then be compared to the public sector cost contribution to your project to project a percentage return.</p>		<p>Adoption of one (or more) of these approaches:</p> <ol style="list-style-type: none"> 1. Application of GVA estimates to economic impacts. 2. Application of BEIS ready reckoners to CO² emission reductions. 3. Application of public sector cost savings to social impacts. 4. Application of well-being uplifts using ONS ready reckoners. 5. Contracting out to an external party. 	

Ref	Indicator	Definition	✓ where relevant	Evidence	✓ where relevant
				6. Other approach (please detail) .	
AGD/I/3	Net changes in Fuel Poverty	Aggregated annual benefits for those households under AGD/OT/4 (reduced net Fuel Poverty), over the whole time period of the AGD (10 years to 2030), which have switched their energy supply to new providers and/or invest in new forms of energy provision in order to reduce the effects of fuel poverty and/or reduced carbon emissions.		<ol style="list-style-type: none"> 1. Rolling comparisons of anonymised evidence from annual household surveys. 2. Rolling comparisons of anonymised data from providers. 3. Comparisons of costs of similar household without access to same providers/technologies. 4. National benchmarking of Scottish or other UK fuel poverty estimates⁴³. 5. Other approach (please specify). 	
AGD/I/4	Net additional user productivity	Refers to Digital Theme only Sustained benefits from users having access to improved connectivity in terms of reduced relative costs and/or improvements in efficiency.		<ol style="list-style-type: none"> 1. User surveys 2. Case Studies 3. Other approach (please specify). 	
AGD/I/5	Follow on investment	Aggregated totals (£) associated with AGD/OT/7 over the period of the Deal (i.e. additional investment, including foreign direct investment) per project and drawing judgements in relation to: <ul style="list-style-type: none"> ○ Deadweight ○ Displacement ○ Leakage/substitution 		<ol style="list-style-type: none"> 1. Comparisons of investment performance in similar companies/sectors elsewhere in Scotland, and the rest of the UK to assess any differences with your project and infer the net effects of investor involvement with AGD. 2. Annual surveys of funders to ask their views of the overall influence/impact of your project on the timing, levels of funding and investment returns compared to alternative investment routes these investors may have considered in the absence of AGD and/ or 	

⁴³ See <https://researchbriefings.files.parliament.uk/documents/CBP-8730/CBP-8730.pdf>

Ref	Indicator	Definition	✓ where relevant	Evidence	✓ where relevant
		<ul style="list-style-type: none"> ○ Multiplier effects (to account for supply chain effects and expenditure by staff directly employed by supported organisations). 		<p>performance of their investments elsewhere in the UK/Globally.</p> <ol style="list-style-type: none"> 3. Contracting out to a third party the objective of evaluating whether there have been any net impacts. 4. Other approaches (please specify). 	
AGD/I/6	Reduced levels of deprivation within the region	A deprived area means among the 15% most deprived areas in Scotland ⁴⁴ National data is updated every four years.		<ol style="list-style-type: none"> 1. Monitoring project employment/expenditure patterns in relevant SIMD areas to track “additional” contribution to relevant SIMD indicators. 2. Contract out to SIMD team. 3. Other approach (please detail). 	
AGD/I/7	Increased income levels	<p>Summation of AGD/O/17 (income levels) per project (£) and drawing judgements in relation to:</p> <ul style="list-style-type: none"> ○ Deadweight ○ Displacement ○ Leakage/substitution ○ Multiplier effects (to account for supply chain effects and expenditure by staff directly employed by supported organisations). 		<ol style="list-style-type: none"> 1. Comparisons of the gross wage levels of similar companies/sectors elsewhere in Scotland, and the rest of the UK, to assess any differences in both the levels of income/rates of increase with your project to infer the (potentially positive) effects of involvement with AGD. 2. Annual surveys of (project) employers to ask their views of overall influence/impact of the AGD project on the timing and uplifts in wage levels compared to what they may have considered in the absence of AGD and/ compared to competitors/peers in their sector/regionally. 3. Contracting out to a third party the process of evaluating whether there have been any net impacts. 4. Other approaches (please specify). 	

⁴⁴ [Scottish Index of Multiple Deprivation 2020 - gov.scot \(www.gov.scot\)](http://www.gov.scot)

Ref	Indicator	Definition	✓ where relevant	Evidence	✓ where relevant
Additional Impact Indicators					
AGD/I/8	Heritage asset restored or brought back to use	Proportion of impacts that are judged to be associated with these assets		In line with other impact measures above.	
AGD/I/9	Increased R&D	To assess if there has been any Increase in expenditure on R&D in Ayrshire as a result of the project over the longer term.		Through structured feedback from i3DPMC business users	
AGD/I/10					

Appendix D: Community Benefits

Name of Project (please insert in space provided): _____

Table Four – Community Benefit Output Indicators

Ref	Indicator	Definition	✓ where relevant	Evidence	✓ where relevant
Outputs					
AGD/CB/O/1	Training Places/Weeks	Includes (please tick all that apply): <ul style="list-style-type: none"> Number of training weeks on site (Apprenticeships). See General Terms in Appendix B for definition of Apprenticeship. Number of training weeks on site (Traineeships). See General Terms in Appendix B for definition of Traineeship. 		<ol style="list-style-type: none"> Monitoring form signed by the project lead and SRO, confirming data on starts and completions. An anonymised list of full training weeks per trainee, signed by the project lead and SRO. 	

Ref	Indicator	Definition	✓ where relevant	Evidence	✓ where relevant
		<ul style="list-style-type: none"> Number of training weeks on site (New Entrants). See General Terms in Appendix B for definition of New Entrant. 			
AGD/CB/O/2	Training Places/Number of learners receiving accredited qualification (equivalent NVQ2 and above) - main contractor	<p>Includes (please tick all that apply):</p> <ul style="list-style-type: none"> Total NVQ Level 2 and above - https://www.cityandguilds.com/qualifications-and-apprenticeships/qualifications-explained/qualification-comparisons <p>Split By:</p> <ul style="list-style-type: none"> Young People: See General Terms in Appendix B for definition of young people. Long-term health problems: See General Terms in Appendix B for definition of long-term health problems. Long-term unemployed: See General Terms in Appendix B for definition of long-term unemployed. <p>Females</p>		Certificate by licensed assessors.	
AGD/CB/O/3	Training Places/Number of learners receiving accredited qualification (equivalent NVQ2 and above) - sub-contractor	<p>Includes (please tick all that apply):</p> <ul style="list-style-type: none"> Total NVQ Level 2 and above - https://www.cityandguilds.com/qualifications-and-apprenticeships/qualifications-explained/qualification-comparisons <p>Split By:</p> <ul style="list-style-type: none"> Young People: See General Terms in Appendix B for definition of young people. 		Certificate by licensed assessors	

Ref	Indicator	Definition	✓ where relevant	Evidence	✓ where relevant
		<ul style="list-style-type: none"> • Long-term health problems: See General Terms in Appendix B for definition of long-term health problems. • Long-term unemployed: See General Terms in Appendix B for definition of long-term unemployed. • Females • In Green Jobs sectors: see definition in Appendix B. 			
AGD/CB/O/4	Schools Outreach	<p>Includes (please tick all that apply):</p> <ul style="list-style-type: none"> • Work experience placements (in education) - Number of persons from an Ayrshire school in S4, S5 or S6, university or college undertaking a work placement for a minimum of 5 days. • School activity days – Number of persons from Ayrshire schools participating in school career/activity days. • Site visits by Schools – Number of persons from Ayrshire schools visiting the site. 		<p>For work experience:</p> <ol style="list-style-type: none"> 1. Monitoring form signed by the project lead and SRO, confirming data on numbers and dates, starts and completions. <p>For other activities:</p> <ol style="list-style-type: none"> 1. Monitoring form signed by the project lead and SRO, confirming data on numbers and dates 2. An anonymised list of persons visiting, signed by the project lead and SRO 3. Photograph of those participating. 	
AGD/CB/O/5	CWB Support Places	Number of project employees and/or companies supported by the Community Wealth Building Programme (i.e. Recruitment from lower income areas, commitment to paying the living wage and building progression routes for workers are all examples of the actions Anchor Institutions can take to stimulate the local economy and bring social improvements to local communities).		To be captured by the CWB Programme as per their BRP Pro Forma	
AGD/CB/O/6	Fair Work	Applies to CWB only		To be captured by the CWB Programme as per their	

Ref	Indicator	Definition	✓ where relevant	Evidence	✓ where relevant
	Accreditation			BRP Pro Forma	
AGD/CB/O/7	SMEs Supported	Number of SMEs (with no more than 250 employees) supported by project activity e.g. business plan, financial management.		<ol style="list-style-type: none"> 1. Evidence from developer/contractor and confirmed by project lead and SRO. 2. Record of business – name, address and postcode, contact details, company registration number if applicable. Each enterprise should have a unique identifier at operational level during the course of the project. 3. Support claimed through hours supported – record electronic or paper, of support meeting the minimum threshold verified and signed by a senior member of staff in the enterprise assisted, including time period claimed. <p>Support claimed for direct financial support – documentation demonstrating that value meeting the minimum threshold has been provided to the business, with a unique identifier.</p>	
AGD/CB/O/8	Uplifts in regional supplier spend	<p>Including AGD/CB/O/7 (SMEs supported) this captures the proportion of annual AGD project expenditure that is allocated to suppliers located within Ayrshire.</p> <p>Value (£) of sub-contract/s associated with project awarded to all local companies, including SMEs and Social Enterprises, based within Ayrshire Region. See General Terms in Appendix B for definition of SMEs and Social Enterprises.</p>		<ol style="list-style-type: none"> 1. Narrative to say awarded % and/or value of sub-contract to regional suppliers e.g. roads surfacing or glazing works 2. Company name and contact person that PMO could contact. 	
AGD/CB/O/9	Work experience placements (not in education)	<p>Includes (please tick all that apply):</p> <ul style="list-style-type: none"> • Total not in education: Number of persons living in Ayrshire not in school, university or 		<ol style="list-style-type: none"> 1. Monitoring form signed by the project lead and SRO, confirming data on starts and completions. 2. Full-time learners only, by learner 'level' as defined 	

Ref	Indicator	Definition	✓ where relevant	Evidence	✓ where relevant
		<p>college undertaking a work placement for a minimum of 5 days.</p> <ul style="list-style-type: none"> • Young People not in education: See Appendix B for definition of young people. • Long-Term Health Problems not in education: See General Terms in Appendix B for definition of long-term health problems. • Long term unemployed not in education: See Appendix B for definition of long-term unemployed. • Females not in education • In Green Jobs sectors: see definition in Appendix B. 		<p>in the SCQF guidelines.</p> <p>3. Individualised learner records.</p>	
AGD/CB/O/10	Total Jobs created by NSAfC projects (Apprentices)	<p>Includes (please tick all that apply):</p> <ul style="list-style-type: none"> • Total Apprentices: National Skills Academy for Construction. See General Terms in Appendix B for definitions of Apprentice. • Apprentices for young people: National Skills Academy for Construction. See General Terms in Appendix B for definitions of Apprentice and young people. • Apprentices experiencing long-term health problems: National Skills Academy for Construction. See General Terms in Appendix B for definitions of Apprentice and people with long-term health problems. • Apprentices long-term unemployed: National Skills Academy for Construction. See General 		<ol style="list-style-type: none"> 1. Monitoring form signed by the project lead and SRO, confirming the job numbers created. 2. Payroll information on the new jobs provided by project lead and SRO. 3. An anonymised list of employees created and their hours of work, signed by the project lead and SRO. 	

Ref	Indicator	Definition	✓ where relevant	Evidence	✓ where relevant
		<p>Terms in Appendix B for definitions of Apprentice and people long-term unemployed.</p> <ul style="list-style-type: none"> • Female Apprentices: National Skills Academy for Construction. See General Terms in Appendix B for definitions of Apprentice. • Green Jobs: see definition in Appendix B. • Number receiving Living Wage: see definition in Appendix B. 			
AGD/CB/O/11	Total Jobs created by NSAfC projects (Graduates)	<p>Includes (please tick all that apply):</p> <ul style="list-style-type: none"> • Total Graduates: National Skills Academy for Construction. See General Terms in Appendix B for definition of Graduate. • Graduates experiencing long-term health problems: National Skills Academy for Construction. See General Terms in Appendix B for definitions of Graduate and people with long-term health problems. • Female Graduates: National Skills Academy for Construction. See General Terms in Appendix B for definitions of Graduate. • Green Jobs: see definition in Appendix B. • Number receiving Living Wage: see definition in Appendix B. 		<ol style="list-style-type: none"> 1. Monitoring form signed by the project lead and SRO, confirming the job numbers created. 2. Payroll information on the new jobs provided by project lead and SRO. 3. An anonymised list of employees created and their hours of work, signed by the project lead and SRO. 	
AGD/CB/O/12	Total Jobs created by NSAfC projects (New Entrants)	<p>Includes (please tick all that apply):</p>		<ol style="list-style-type: none"> 1. Monitoring form signed by the project lead and SRO, confirming the job numbers created. 2. Payroll information on the new jobs provided by 	

Ref	Indicator	Definition	✓ where relevant	Evidence	✓ where relevant
		<ul style="list-style-type: none"> • Total New Entrants: National Skills Academy for Construction. See General Terms in Appendix B for definition of New Entrant. • Young New Entrants: National Skills Academy for Construction. See Appendix B for definitions of New Entrant and young people. • New Entrants experiencing long-term health problems: National Skills Academy for Construction. See Appendix B for definitions of New Entrant and people with long-term health problems. • New Entrants long-term unemployed: National Skills Academy for Construction. See Appendix B for definitions of New Entrant and people long-term unemployed. • Female New Entrants: National Skills Academy for Construction. See General Terms in Appendix B for definitions of New Entrant. • Green Jobs: see definition in Appendix B. • Number receiving Living Wage: see definition in Appendix B. 		<p>project lead and SRO.</p> <p>3. An anonymised list of employees created and their hours of work, signed by the project lead and SRO.</p>	
AGD/CB/O/13	Construction Careers Information, Advice & Guidance (CCIAG) Events	Number of events		<p>1. Dates, locations (e.g. school or college) of where sessions held.</p> <p>2. Photograph of those participating.</p>	
AGD/CB/O/14	Number of learners receiving an Industry certification - main contractor	<p>For example: Mechanical & Electrical, Health & Safety, Construction Management.</p> <p>Includes (please tick all that apply):</p>		Certificate by licensed assessors	

Ref	Indicator	Definition	✓ where relevant	Evidence	✓ where relevant
		<ul style="list-style-type: none"> • Total: <p>Split By:</p> <ul style="list-style-type: none"> • Young People: See General Terms in Appendix B for definition of young people. • Long-term health problem: See Appendix B for definition of long-term health problems. • Long-term unemployed: See Appendix B for definition of long-term unemployed. • In Green Jobs sectors: see definition in Appendix B • Females 			
AGD/CB/O/15	Number of learners receiving an Industry certification – sub-contractor	<p>For example: Mechanical & Electrical, Health & Safety, Construction Management.</p> <p>Includes (please tick all that apply):</p> <ul style="list-style-type: none"> • Total: <p>Split By:</p> <ul style="list-style-type: none"> • Young people: See General Terms in Appendix B for definition of young people. • Long-term health problems: See Appendix B for definition of long-term health problems. • Long-term unemployed: See Appendix B for definition of long-term unemployed. • Females 		Certificate by licensed assessors	

Ref	Indicator	Definition	✓ where relevant	Evidence	✓ where relevant
		<ul style="list-style-type: none"> In Green Jobs sector: see definition in Appendix B. 			
AGD/CB/O/16	Number of Training Plans for sub-contractors	Plan should include: date; training provider; description of what training will involve; completion date and whether it is a certified training course.		<ol style="list-style-type: none"> 1. Extract from training plan. 2. Photograph to certify that training has taken place. 	
AGD/CB/O/17	Site visits by Colleges	Colleges: Number of persons from Ayrshire colleges visiting the site.		<ol style="list-style-type: none"> 1. Monitoring form signed by the project lead and SRO, confirming data on numbers and dates, starts and completions. 2. An anonymised list of persons visiting, signed by the project lead and SRO. 3. Photograph of those participating. 	
AGD/CB/O/18	Supply Chain Briefings to sub-contractors	Number of persons working for sub-contractors receiving briefings.		<ol style="list-style-type: none"> 1. Dates, locations of where sessions held. 2. Anonymised list of persons receiving briefings, signed by the project lead and SRO. 3. Photograph of those participating. 	
AGD/CB/O/19	Business Skills Supports for sub-contractors	Number of persons working for sub-contractors receiving business skills support e.g. attending training or mentoring events around business plan, financial management, Health & Safety, IT support, HR etc.		Extract providing skills provider, date, what support has been delivered.	
AGD/CB/O/20	Support for the Third Sector	Third sector mentoring / supporting small community organisations, such as specific business support.		Evidence from developer/contractor and confirmed by project lead and SRO.	
AGD/CB/O/21	Softer community benefits delivered to Ayrshire as part of the project	<p>The softer benefits may include the following (please tick all that apply):</p> <ul style="list-style-type: none"> • sponsorship of local events/community clubs; • donations of equipment/goods/materials; 		<ol style="list-style-type: none"> 1. Photographs 2. Case study from contractor 3. News clipping 	

Ref	Indicator	Definition	✓ where relevant	Evidence	✓ where relevant
		<ul style="list-style-type: none"> volunteering at community events; supporting our older people and adults (e.g. arranging a day trip, coffee morning); assisting with community projects (e.g. painting, grass cutting); assisting with education projects (e.g. STEM) 		4. Twitter and Facebook links	

Ref	Indicator	Definition	✓ where relevant	Evidence	✓ where relevant
Additional Community Benefit Output Indicators					
AGD/CB/O/23					
AGD/CB/O/24					

Table Five – Community Benefit Outcome Indicators

Ref	Indicator	Definition	✓ where relevant	Evidence	✓ where relevant
Outcomes					
AGD/CB/OT/1	CWB participant well-being uplifts	Both the number of project employees (supported by the Community Wealth Building Programme under AGO/CB/O/5 (CWB support places) that benefit from well-being improvements and, where captured, the types of improvements delivered.		1. To be captured by the CWB Programme as per their BRP Pro Forma.	
AGD/CB/OT/2	Fair Work Implementation	Number of businesses in Ayrshire signing up to the Scottish Business Pledge per year/receiving Fair Work accreditation per year.		1. Captured through Fair Work Programme. 2. AGD Community Benefits Tracker.	

				3. Number of businesses in Ayrshire signing up to the Scottish Business Pledge per year/receiving Fair Work accreditation per year.	
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Ref	Indicator	Definition	✓ where relevant	Evidence	✓ where relevant
Additional Community Benefit Outcome Indicators					
AGD/CB/OT/3					
AGD/CB/OT/4					

Table Six – Community Benefit Impact Indicators

Ref	Indicator	Definition	✓ where relevant	Evidence	✓ where relevant
Impact					
AGD/CB/I/1	Wider uptake of Well Being/Fair Work	Refers to Regional Skills & Inclusion and Community Wealth Building theme only. Summation and attribution of all Programme outcomes		To be captured by the CWB Programme as per their BRP Pro Forma.	
AGD/CB/I/2	Net uplifts in regional supplier spend	Summation of AGD/CB/O/8 (uplifts in regional supplier spend) per project and drawing judgements in relation to: <ul style="list-style-type: none"> ○ Deadweight ○ Displacement ○ Leakage/substitution ○ Multiplier effects (to account for supply chain effects and expenditure by staff directly employed by supported 		<ol style="list-style-type: none"> 1. Annual/3 yearly surveys of suppliers to test suppliers views of overall influence/impact of the project on their performance with and without AGD. 2. Contracting out to external party. 3. Other approach (please detail). 	

		organisations)			
AGD/CB/I/3	Case studies	Organisations successfully delivering Community Benefits within Ayrshire are encouraged to develop and submit case studies after completing contracts to enable best practice to be shared and importantly to help tell the success story.		Case studies	

Ref	Indicator	Definition	✓ where relevant	Evidence	✓ where relevant
Additional Community Benefit Impact Indicators					
AGD/CB/I/4					
AGD/CB/I/5					

Appendix E: Timescales for Delivery of Benefits

Name of Project (please insert in space provided): _____

Project Outputs	2021	2022	2023	2024	2025	2026	2027	2028	2029	2030
Project Outcomes	2021	2022	2023	2024	2025	2026	2027	2028	2029	2030
Project Impacts	2021	2022	2023	2024	2025	2026	2027	2028	2029	2030

Appendix B: Pro Formas

Reporting timescales:

In line with the Implementation Plan and Annual Report timetable agreed with the Scottish and UK Governments:

- Where a reporting timescale is highlighted in orange the reporting deadline is 31st March of any given time period; and,
- Where there is no highlighting the reporting deadline is the 30th September of any given time period

Space & Aerospace

Spaceport Infrastructure (SI) Centre Pro Forma
Smart Outputs, Outcomes, Impacts and Community Benefits: Definitions and Tracking Measures

Outputs

(AGD/O/2) Construction Jobs Output	135 full time equivalent employees (FTEs) over the construction periods of SI Programme
Tracking Timetable	Annually from 2022/3 to 2023/4
Wider Detail	Defined as employees working on site more than 30 paid hours per week. Part-time is defined as employees working less than or equal to 30 paid hours per week. Self-employed or contractor staff on each site will also be recorded and classified under the same definitions. As below (under direct jobs) different threshold applies to employees with a disability/LTC.
Monitoring and measurement approach	Baseline Construction FTE projections will be provided by the project lead prior to each SI construction project commencing. This baseline will then be used to measure, on a quarterly basis, the additional employment of the intervention by using an agreed monitoring form signed by the SI project lead and SRO confirming the FTEs created. Aggregate annual totals of FTEs will be provided based on the summation of recorded quarterly part and full time staff levels. Off-site FTE estimates will be captured by the PMO by applying relevant construction sector multipliers to the on-site FTE levels reported.
(AGD/O/1) Direct/Indirect Jobs	Steady state level of 10 employed over the lifetime of the Deal
Tracking Timetable	Annually from 2023/4 to 2029/30
Wider Detail	Direct Jobs are defined as the total number of newly created full-time equivalent (FTE) jobs as a direct result of the SI programme. Full time is defined as employees working more than 30 paid hours per week. Part-time is defined as employees working less than or equal to 30 paid hours per week. A different employment threshold of 16 hours per week or more will be applied to employees with a disability or long-term health condition ("LTC") who move into paid employment.
Monitoring and measurement approach	Baseline direct job level projections will be provided by each SI project lead prior to the operation of each project commencing. This baseline will then be used on a quarterly basis to measure the additional employment of the intervention by using an agreed monitoring form signed by the SI project lead and SRO confirming the FTEs created based on common standards of employment rates per square metre of space/typical job densities. Aggregate annual totals of FTEs will be provided based on the summation of recorded quarterly part and full time staff levels. Indirect Jobs will be captured by the PMO by applying relevant sector multipliers to the direct job levels reported.
(AGD/O/9) Development space unlocked	Total 3,200 m2 unlocked over lifetime of SI

Tracking Timetable	Annually between 2023/4 to 2029/30
Wider Detail	<p>This includes: areas of land directly improved by the project that is now suitable for development where previously it was unattractive to developers; reclaimed - making the land fit for use by removing physical constraints to development or improving the land for hard end use; providing services to open land up for development through enabling infrastructure e.g. provision of utilities or service roads, or land decontaminated; and, the area of land where enabling infrastructure is put in place.</p> <p>Resultant development represents the additional Gross Internal Area space (m²) created as a result of the project:</p> <ul style="list-style-type: none"> • Floor areas should be measured in accordance with the RICS Code of measuring practice (6th edition) 2007⁴⁵; and, • A building should be classified as completed once it is on the non-domesticrating list.
Monitoring and measurement approach	Evidence of the above will be provided annually, as development space is provided, through monitoring form signed by project lead and SRO, confirming occupancy levels.
(AGD/O/16) Leverage: (including LA, HE/FE, Private Sector and any other leverage)	Total of £3m by 2029/30
Tracking Timetable	Annually from 2023/24
Wider Detail	<p>Representing, as outlined in the approved SI Business Cases, the realisation of the projected levels of investments, asset transfer and/or revenue support once relevant SI projects are operational.</p> <p>This can include anticipated public, private or third sector sources (across investment, asset transfer and/or revenue support). Asset transfer is defined as the transfer (and associated value) of the ownership of property, land or other assets/rights from a third party.</p>
Monitoring and measurement approach	Annually through letters of conformation from relevant organisations stating type amount, timing and conditions of funding support.

Outcomes

(AGD/OT/1) Job Levels (new and maintained)	Steady state level of 10 employed over the lifetime of SI
Tracking Timetable	Annually from 2023/4 to 2029/30
Wider Detail	This does not differ from the output definition (AGD/O/1) and captures direct job levels (and any consequent changes) on an annual basis once a project/programme is operational.
Monitoring and measurement approach	Annually through an anonymised list of employees created and their hours of work, signed by the project lead and SRO

⁴⁵ <https://www.rics.org/uk/upholding-professional-standards/sector-standards/real-estate/code-of-measuring-practice/>

(AGD/OT/2) Development Space uptake	Total of 3,200 m2 unlocked over lifetime of SI
Tracking Timetable	Annually between 2023/4 to 2029/30
Wider Detail	Based on AGD/O/9 this measure captures the area of floor space (gross m²) constructed that is currently occupied by commercial or other tenants.
Monitoring and measurement approach	Annually through monitoring form signed by project lead and SRO, confirming occupancy levels.

IMPACTS

(AGD/I/1) Net Job Levels (new and maintained)	Steady state level of net jobs anticipated over the SI lifetime
Tracking Timetable	Annually from 2023/4 to 2029/30
Wider Detail	Net jobs reflect the number of jobs that can be “attributed” to the SI project compared to the number of jobs that would have been generated in the absence of the project. This involves drawing judgements in relation to: deadweight; displacement; leakage/substitution and multiplier effects (to account for supply chain effects and expenditure by staff directly employed by supported organisations).
Monitoring and measurement approach	Judgements will be drawn through difference in difference comparisons with sector performance in other areas that have not received similar support.

Community Benefits

(AGD/CB/O/7) SMEs Supported	Total SMEs supported by SI
Tracking Timetable	Annually from 2023/4 to 2029/30
Wider Detail	Number of SMEs (with no more than 250 employees) supported by SI project activity.
Monitoring and measurement approach	Annual evidence from developer/contractor and confirmed by project lead and SRO.
(AGD/CB/O/8) Uplifts in regional supplier spend	Total Value of regional sub contractor expenditure
Tracking Timetable	Annually from 2023/4 to 2029/30
Wider Detail	This captures the proportion of annual AGD project expenditure that is allocated to suppliers located within Ayrshire i.e. the value (£) of sub-contract/s associated with project awarded to all local companies, including SMEs and Social Enterprises, based within Ayrshire Region.
Monitoring and measurement approach	Annual narrative to say awarded % and/or value of sub-contract to regional suppliers e.g. roads surfacing or glazing works.
(AGD/CB/O/18) Supply Chain Briefings to sub-contractors	Number attending briefings
Tracking Timetable	Annually from 2023/4 to 2029/30

Wider Detail	Number of persons working for sub-contractors receiving briefings.
Monitoring and measurement approach	Annual report of dates and locations of where sessions held.
(AGD/CB/I/2) Net uplifts in regional supplier spend	Net uplifts in supplier spend
Tracking Timetable	Annually from 2023/4 to 2029/30
Wider Detail	Summation of AGD/CB/O/8 (uplifts in regional supplier spend) per project and drawing judgements in relation to: Deadweight; Displacement; Leakage/substitution; and multiplier effects.
Monitoring and measurement approach	Contracted out to external party.

**Aerospace and Space Technology Application Centre (ASTAC) Pro Forma
Smart Outputs, Outcomes, Impacts and Community Benefits: Definitions and Tracking Measures**

Outputs

(AGD/O/2) Construction Jobs Output	61 full time equivalent employees (FTEs) over the construction periods of ASTAC Programme
Tracking Timetable	Over 2022/3 to 2023/24
Wider Detail	Defined as employees working on site more than 30 paid hours per week. Part-time is defined as employees working less than or equal to 30 paid hours per week. Self-employed or contractor staff on each site will also be recorded and classified under the same definitions. As below (under direct jobs) different threshold applies to employees with a disability/LTC.
Monitoring and measurement approach	Baseline Construction FTE projections will be provided by the project lead prior to each ASTAC construction project commencing. This baseline will then be used to measure, on a quarterly basis, the additional employment of the intervention by using an agreed monitoring form signed by the ASTAC project lead and SRO confirming the FTEs created. Aggregate annual totals of FTEs will be provided based on the summation of recorded quarterly part and full time staff levels. Off-site FTE estimates will be captured by the PMO by applying relevant construction sector multipliers to the on-site FTE levels reported.
(AGD/O/1) Direct/Indirect Jobs	Steady state level of 68 employed over the lifetime of the Deal
Tracking Timetable	Annually from 2023/4 to 2029/30
Wider Detail	Direct Jobs are defined as the total number of newly created full-time equivalent (FTE) jobs as a direct result of the ASTAC programme. Full time is defined as employees working more than 30 paid hours per week. Part-time is defined as employees working less than or equal to 30 paid hours per week.

	A different employment threshold of 16 hours per week or more will be applied to employees with a disability or long-term health condition (“LTC”) who move into paid employment.
Monitoring and measurement approach	Baseline direct job level projections will be provided by the ASTAC project lead prior to the operation of each project commencing. This baseline will then be used on a quarterly basis to measure the additional employment of the intervention by using an agreed monitoring form signed by the ASTAC project lead and SRO confirming the FTEs created. Aggregate annual totals of FTEs will be provided based on the summation of recorded quarterly part and full time staff levels. Indirect Jobs will be captured by the PMO by applying relevant sector multipliers to the direct job levels reported.
(AGD/O/9) Development space unlocked	Total of 4,390 sq.m. created
Tracking Timetable	Between 2023/4 to 2029/30
Wider Detail	This includes: areas of land directly improved by the project that is now suitable for development where previously it was unattractive to developers; reclaimed - making the land fit for use by removing physical constraints to development or improving the land for hard end use; providing services to open land up for development through enabling infrastructure e.g. provision of utilities or service roads, or land decontaminated; and, the area of land where enabling infrastructure is put in place. Resultant development represents the additional Gross Internal Area space (m²) created as a result of the project: <ul style="list-style-type: none"> • Floor areas should be measured in accordance with the RICS Code of measuring practice (6th edition) 2007⁴⁶; and, • A building should be classified as completed once it is on the non-domesticating list.
Monitoring and measurement approach	Evidence of the above will be provided as development space is provided, through “before and after” photographic evidence and a completion certificate.
(AGD/O/13) Visitors	Total uplifts in annual day visitors of 1250 by 2029/30
Tracking Timetable	Annually from 2023/24 to 2029/30
Wider Detail	Day visitor/tourist uplifts will lead to uplifts in spend at GH attractions directly supported by AGD investment including tickets, food & drink, parking, gift shops etc. This could include facilities along an improved walking/cycle route and if possible visitor origin.
Monitoring and measurement approach	Reports from project lead and SRO detailing the number of entrance counts/revenue.

⁴⁶ <https://www.rics.org/uk/upholding-professional-standards/sector-standards/real-estate/code-of-measuring-practice/>

(AGD/O/14) SMEs	Business support to 50 SMEs per annum and Engage 100 SMEs in the innovation process per annum
Tracking Timetable	Annually from 2023/4 to 2029/30
Wider Detail	The number of SMEs – which receive support from ASTAC and anticipated outcomes (e.g. New supply chain development – with 10 SMEs sources contracts from the local cluster Industry 4.0 centre established and utilised by 125 SMEs).
Monitoring and measurement approach	Annually through documented evidence from each start-up confirming support provided and registration details.
(AGD/O/17) Income Levels	Increased median wage levels over lifetime of the ASTAC programme
Tracking Timetable	Annually from 2023/4 to 2029/30
Wider Detail	Anonymised median gross annual earnings of all full-time direct jobs supported by ASTAC projects.
Monitoring and measurement approach	Annual anonymised payroll information in respect of direct new jobs (AGD/O/1).

Outcomes

(AGD/OT/1) Job Levels (new and maintained)	Steady state level of 68 employed over the lifetime of ASTAC
Tracking Timetable	Annually from 2022/3 to 2029/30
Wider Detail	This does not differ from the output definition (AGD/O/1) and captures direct job levels (and any consequent changes) on an annual basis once a project/programme is operational.
Monitoring and measurement approach	Annually via a monitoring form signed by the project lead and SRO, confirming the job numbers created. Indirect Jobs will be captured by the PMO by applying relevant sector multipliers to the direct job levels reported.
(AGD/OT/2) Development Space uptake	4,390 sq.m. gross m2 uptake over the lifetime of the ASTAC
Tracking Timetable	Annually from 2024/5 to 2029/30
Wider Detail	Based on AGD/O/9 and AGD/O/10 this measure captures the area of floor space (gross m²) constructed that is currently occupied by commercial or other tenants.
Monitoring and measurement approach	Annually based on a monitoring form, signed off by ASTAC project lead and SRO, confirming occupancy levels.
(AGD/OT/6) SME performance/survival	ASTAC SMEs supported by 2029/30
Tracking Timetable	Annually from 2024/5 to 2029/30
Wider Detail	Annual performance of ASTAC SMEs under AGD/O/14.
Monitoring and measurement approach	Based on (representative sample) of annual performance returns from SMEs, registered accounts and confirmation of closure/relocation.

(AGD/OT/5) Increase in Visitor Spend	Additional visitor spend over the lifetime of the ASTAC programme
Tracking Timetable	Annually from 2023/4 to 2029/30
Wider Detail	Increase in visitor spend (£) at GH attractions directly supported by AGD investment (i.e. claimed as an output) and ideally by origin: day trip; domestic visitor foreign tourist; and groups (e.g. school trips, specialist interest).
Monitoring and measurement approach	Provided annually based on annual value of sales (£) at ASTAC Visitor Centre including tickets, food & drink, parking, gift shops etc. (split where possible by visitor type).
(AGD/OT/7) Additional Investment (including Foreign Direct Investment)	Actual levels secured over the ASTAC lifetime
Tracking Timetable	Annually from 2022/3 to 2029/30
Wider Detail	Representing all additional investments, asset transfer and/or revenue support that has been subsequently secured - once the ASTAC project is operational - that was not projected in the original project Business Cases . This can include additional public, private or third sector sources (across investment, asset transfer and/or revenue support).
Monitoring and measurement approach	Annually - based on letters of conformation from organisations stating type amount, timing and conditions of funding support.

IMPACTS

(AGD/I/1) Net Job Levels (new and maintained)	Steady state level of up to 68 net jobs anticipated over the ASTAC lifetime
Tracking Timetable	2023/4 to 2029/30
Wider Detail	Net jobs reflect the number of jobs that can be “attributed” to the ASTAC project compared to the number of jobs that would have been generated in the absence of the project. This involves drawing judgements in relation to: deadweight; displacement; leakage/substitution and multiplier effects (to account for supply chain effects and expenditure by staff directly employed by supported organisations).
Monitoring and measurement approach	TBC.
(AGD/I/2) Net additional returns on investment	Aggregation of all other net impacts over ASTAC programme lifetime
Tracking Timetable	2023/4 to 2029/30
Wider Detail	This is an overall “single” measure which aims to indicate the “aggregate” returns that the ASTAC will deliver over the period of the AGD. This will involve summing all the net impact measures in monetary terms. This total value will then be compared to the public sector cost contribution to ASTAC to project a “percentage return” from this funding.
Monitoring and measurement approach	TBC.
(AGD/I/5) Follow on investment	Net effects associated with AGD/OT/7
Tracking Timetable	2026/7 to 2029/30

Wider Detail	This measure requires summing the annual totals (£) associated with AGD/OT/7 over the period of the deal for ASTAC and drawing judgements in relation to: deadweight; displacement; leakage/substitution and multiplier effects (to account for supply chain effects and expenditure by staff directly employed by supported organisations).
Monitoring and measurement approach	Evaluation report by external Economic Development Consultants
(AGD/I/7) Increased income levels	Net effects associated with AGD/O/17
Tracking Timetable	Annually from 2024/5 to 2029/30
Wider Detail	Summation of AGD/O/17 (income levels) per project (£) and drawing judgements in relation to: deadweight; displacement; leakage/substitution and multiplier effects (to account for supply chain effects and expenditure by staff directly employed by supported organisations).
Monitoring and measurement approach	Evaluation report by external Economic Development Consultants

Community Benefits

(AGD/CB/O/4) Schools Outreach	Total Pupils involved in ASTAC project school outreach programmes
Tracking Timetable	Annually from 2023/4 to 2029/30
Wider Detail	For ASTAC this is likely to include: <ul style="list-style-type: none"> • School activity days – i.e. number of persons from Ayrshire schools participating in school career/activity days; and, • • Site visits by Schools – Number of persons from Ayrshire schools visiting the site.
Monitoring and measurement approach	For other activities: annually via monitoring forms signed by ASTAC project leads and SRO, confirming data on numbers and dates.
(AGD/CB/O/7) SMEs Supported	Total SMEs supported by ASTAC
Tracking Timetable	Annually from 2023/4 to 2029/30
Wider Detail	Number of SMEs (with no more than 250 employees) supported by ASTAC project activity.
Monitoring and measurement approach	Annual record of ASTAC support (type) provided and record of each business supported (i.e. name, address and postcode, contact details, company registration number if applicable).

Prestwick Commercial Build (PCB) Centre Pro Forma
Smart Outputs, Outcomes, Impacts and Community Benefits: Definitions and Tracking Measures

Outputs

(AGD/O/2) Construction Jobs Output	475 full time equivalent employees (FTEs) over the construction periods of PCB Programme
Tracking Timetable	Annually from 2022/3 to 2029/30
Wider Detail	Defined as employees working on site more than 30 paid hours per week. Part-time is defined as employees working less than or equal to 30 paid hours per week. Self-employed or contractor staff on each site will also be recorded and classified under the same definitions. As below (under direct jobs) different threshold applies to employees with a disability/LTC.
Monitoring and measurement approach	Baseline Construction FTE projections will be provided by the project lead prior to each PCB construction project commencing. This baseline will then be used to measure, on a quarterly basis, the additional employment of the intervention by using an agreed monitoring form signed by the PCB project lead and SRO confirming the FTEs created. Aggregate annual totals of FTEs will be provided based on the summation of recorded quarterly part and full time staff levels. Off-site FTE estimates will be captured by the PMO by applying relevant construction sector multipliers to the on-site FTE levels reported.
(AGD/O/1) Direct/Indirect Jobs	Steady state level of 1,434 employed over the lifetime of the Deal
Tracking Timetable	Annually from 2023/4 to 2029/30
Wider Detail	Direct Jobs are defined as the total number of newly created full-time equivalent (FTE) jobs as a direct result of the PCB programme. Full time is defined as employees working more than 30 paid hours per week. Part-time is defined as employees working less than or equal to 30 paid hours per week. A different employment threshold of 16 hours per week or more will be applied to employees with a disability or long-term health condition ("LTC") who move into paid employment.
Monitoring and measurement approach	Baseline direct job level projections will be provided by each PCB project lead prior to the operation of each project commencing. This baseline will then be used on a quarterly basis to measure the additional employment of the intervention by using an agreed monitoring form signed by the PCB project lead and SRO confirming the FTEs created based on common standards of employment rates per square metre of space/typical job densities. Aggregate annual totals of FTEs will be provided based on the summation of recorded quarterly part and full time staff levels. Indirect Jobs will be captured by the PMO by applying relevant sector multipliers to the direct job levels reported.
(AGD/O/9) Development space unlocked	Total of 54,404 sq. m. unlocked over lifetime of PCB
Tracking Timetable	Annually between 2023/4 to 2029/30

Wider Detail	<p>This includes: areas of land directly improved by the project that is now suitable for development where previously it was unattractive to developers; reclaimed - making the land fit for use by removing physical constraints to development or improving the land for hard end use; providing services to open land up for development through enabling infrastructure e.g. provision of utilities or service roads, or land decontaminated; and, the area of land where enabling infrastructure is put in place.</p> <p>Resultant development represents the additional Gross Internal Area space (m²) created as a result of the project:</p> <ul style="list-style-type: none"> • Floor areas should be measured in accordance with the RICS Code of measuring practice (6th edition) 200747; and, • A building should be classified as completed once it is on the non-domesticating list.
Monitoring and measurement approach	Evidence of the above will be provided annually, as development space is provided, through photographic evidence of new floor space and monitoring form signed by project lead and SRO, confirming the metrics.
(AGD/O/16) Leverage: (including LA, HE/FE, Private Sector and any other leverage)	Total of £57m by 2030/31
Tracking Timetable	Annually from 2023/24
Wider Detail	<p>Representing, as outlined in the approved PCB Business Cases, the realisation of the projected levels of investments, asset transfer and/or revenue support once relevant PCB projects are operational.</p> <p>This can include anticipated public, private or third sector sources (across investment, asset transfer and/or revenue support). Asset transfer is defined as the transfer (and associated value) of the ownership of property, land or other assets/rights from a third party.</p>
Monitoring and measurement approach	Annually through letters of conformation from relevant organisations stating type amount, timing and conditions of funding support.
(AGD/O/17) Income Levels	Uplifts in income levels
Tracking Timetable	Annually from 2023/24
Wider Detail	Anonymised median gross annual earnings (£) of all full-time direct jobs supported by the project/programme
Monitoring and measurement approach	Payroll information on the new jobs provided by project lead and SRO.

47 <https://www.rics.org/uk/upholding-professional-standards/sector-standards/real-estate/code-of-measuring-practice/>

Outcomes

(AGD/OT/1) Job Levels (new and maintained)	Steady state level of 1,434 employed over the lifetime of PCB
Tracking Timetable	Annually from 2023/4 to 2029/30
Wider Detail	This does not differ from the output definition (AGD/O/1) and captures direct job levels (and any consequent changes) on an annual basis once a project/programme is operational.
Monitoring and measurement approach	Annually through an anonymised list of employees created and their hours of work, signed by the project lead and SRO
(AGD/OT/2) Development Space uptake	Total of 54,404 sq. m. unlocked over lifetime of PCB
Tracking Timetable	Annually between 2023/4 to 2029/30
Wider Detail	Based on AGD/O/9 this measure captures the area of floor space (gross m²) constructed that is currently occupied by commercial or other tenants.
Monitoring and measurement approach	Annually through a monitoring form, signed off by PCB project lead and SRO, confirming occupancy levels based on common standards of employment rates per square metre of space/typical job densities.

IMPACTS

(AGD/I/1) Net Job Levels (new and maintained)	Steady state level of net jobs anticipated over the PCB lifetime
Tracking Timetable	Annually from 2023/4 to 2029/30
Wider Detail	Net jobs reflect the number of jobs that can be “attributed” to the PCB project compared to the number of jobs that would have been generated in the absence of the project. This involves drawing judgements in relation to: deadweight; displacement; leakage/substitution and multiplier effects (to account for supply chain effects and expenditure by staff directly employed by supported organisations).
Monitoring and measurement approach	Judgements will be drawn through Difference in difference comparisons with sector performance in other areas that have not received similar support.
(AGD/I/2) Net additional returns on investment	Aggregation of all other net impacts over PCB programme lifetime
Tracking Timetable	Annually from 2023/4 to 2029/30
Wider Detail	This is an overall “single” measure which aims to indicate the “aggregate” returns that the PCB will deliver over the period of the AGD.

	This will involve summing all the net impact measures in monetary terms. This total value will then be compared to the public sector cost contribution to PCB to project a “percentage return” from this funding.
Monitoring and measurement approach	This will be based on estimates of the GVA likely to be associated with job creation (AGD/1/1) and any additional GVA associated with follow on investment ((AGD/1/5) not already captured by these job impacts.
(AGD/1/5) Follow on investment	Net effects associated with AGD/O/7
Tracking Timetable	Annually from 2023/4
Wider Detail	Aggregated totals (£) associated with AGD/O/7 over the period of the Deal (i.e. additional investment, including foreign direct investment) per project and drawing judgements in relation to: Deadweight; Displacement; Leakage/substitution; and Multiplier effects (to account for supply chain effects and expenditure by staff directly employed by supported organisations).
Monitoring and measurement approach	Judgements will be drawn based on comparisons of investment performance in similar companies/sectors elsewhere in Scotland, and the rest of the UK to assess any differences with your project and infer the net effects of investor involvement with AGD.
(AGD/1/7) Increased income levels	Relative rises in income levels over PCB programme lifetime
Tracking Timetable	Annually from 2023/4 to 2029/30
Wider Detail	Summation of AGD/O/17 (income levels) per project (£) and drawing judgements in relation to: Deadweight; Displacement; Leakage/substitution; and multiplier effects.
Monitoring and measurement approach	Comparisons of the gross wage levels of similar companies/sectors elsewhere in Scotland, and the rest of the UK, to assess any differences in both the levels of income/rates of increase with your project to infer the (potentially positive) effects of involvement with AGD.

Community Benefits

(AGD/CB/O/1) Training Places/Weeks	Total number traineeship weeks delivered by PCB to 2029/30 over project lifetime
Tracking Timetable	Annually from 2023/24 to 2029/30
Wider Detail	Number of training weeks on site Including the number of training weeks on site for Apprenticeships; Traineeships and New Entrants.
Monitoring and measurement approach	Annual returns through a monitoring form signed by the project lead and SRO, confirming data on starts and completions.
(AGD/CB/O/7) SMEs Supported	Total SMEs supported by PCB
Tracking Timetable	Annually from 2023/4 to 2029/30
Wider Detail	Number of SMEs (with no more than 250 employees) supported by PCB project activity.
Monitoring and measurement approach	Annual evidence from developer/contractor and confirmed by project lead and SRO. <ul style="list-style-type: none"> •

(AGD/CB/O/8) Uplifts in regional supplier spend	Total Value of regional sub contractor expenditure
Tracking Timetable	Annually from 2023/4 to 2029/30
Wider Detail	This captures the proportion of annual AGD project expenditure that is allocated to suppliers located within Ayrshire i.e. the value (£) of sub-contract/s associated with project awarded to all local companies, including SMEs and Social Enterprises, based within Ayrshire Region.
Monitoring and measurement approach	Annual narrative to say awarded % and/or value of sub-contract to regional suppliers e.g. roads surfacing or glazing works.
(AGD/CB/O/18) Supply Chain Briefings to sub-contractors	Number attending briefings
Tracking Timetable	Annually from 2023/4 to 2029/30
Wider Detail	Number of persons working for sub-contractors receiving briefings.
Monitoring and measurement approach	Annual report of dates and locations of where sessions held.
(AGD/CB/I/2) Net uplifts in regional supplier spend	Net uplifts in supplier spend
Tracking Timetable	Annually from 2023/4 to 2029/30
Wider Detail	Summation of AGD/CB/O/8 (uplifts in regional supplier spend) per project and drawing judgements in relation to: Deadweight; Displacement; Leakage/substitution; and multiplier effects.
Monitoring and measurement approach	Contracted out to external party.

Prestwick Roads (PR) Pro Forma
Smart Outputs, Outcomes, Impacts and Community Benefits: Definitions and Tracking Measures

Outputs

(AGD/O/2) Construction Jobs Output	94 full time equivalent employees (FTEs) over the construction period of Prestwick Road Programme
Tracking Timetable	Annually from 2022/3- 2025/6
Wider Detail	Defined as employees working on site more than 30 paid hours per week. Part-time is defined as employees working less than or equal to 30 paid hours per week. Self-employed or contractor staff on each site will also be recorded and classified under the same definitions. As below (under direct jobs) different threshold applies to employees with a disability/LTC.
Monitoring and measurement approach	Baseline Construction FTE projections will be provided by the project lead prior construction projects commencing. This baseline will then be used to measure, on a quarterly basis, the additional employment of the intervention by using an agreed monitoring form signed by the project lead and SRO confirming the FTEs created based on Information from relevant employers about numbers employed. Aggregate annual totals of FTEs will be provided based on the summation of recorded quarterly part and full time staff levels. Off-site FTE estimates will be captured by the PMO by applying relevant construction sector multipliers to the on-site FTE levels reported.

(AGD/O/7) New or upgraded roads/junctions/cycle pathways	New roadway created 3.5km Roadway upgraded 1km New roundabouts 4 Upgraded roundabouts 3 Footway/cycleway created/upgraded 4.5km
Tracking Timetable	Annually from 2022/3- 2025/6
Wider Detail	<p>In the cases of Prestwick Roads this will include:</p> <p>Road Network (New) (km) - Laying new road(s) to increase the capacity of the road network for the region. Local authority owned and maintained roads with 'A', 'B' or 'C' classification (not trunk road).</p> <p>Road Network (Upgraded) (km) - Enhancing the existing road network to increase the capacity of the road network for the region.</p> <p>Junction (New) – New meeting point between two or more roads.</p> <p>Junction (Upgraded) - Existing junctions enhanced or upgraded.</p> <p>Cycle Path (New) (km) - Laying new cycle track to increase the capacity of the cycle network for the region.</p> <p>Cycle Path (Upgraded) (km) - Enhancing existing cycle Track Laying new cycle track to increase the capacity of the cycle network for the region.</p> <p>Public Realm (New) (Ha) - New public realm is a space which was previously not for public use which is transformed into, for example, pavement, road, street furniture and park area. This only applies where public realm improvements or creation are a result of AGD investment and associated match or levered spend. Includes new Green Space created; vegetated land or water within an urban area this includes, parks, gardens, playing fields, children's play areas, woods and other natural areas, grassed areas, cemeteries and allotments.</p>
Monitoring and measurement approach	<p>The project lead to provide, prior to implementation, information in regard to proposed works in terms of:</p> <ol style="list-style-type: none"> 3. Length from the start to the end of the new route; or, 4. For Improved routes: length of improved sections of the route (e.g. surface, signage or access to facilities/storage). <p>Evidence of the above will be provided thereafter through:</p> <ol style="list-style-type: none"> 5. Photographic evidence of the road/junction/cycle track/pedestrian routes/public realm. 6. From scale plans and visual inspection on completion and tender documents. 7. Reported via highways colleagues based on the agreed business case approved for the scheme.
(AGD/O/8) Journey time savings/modal shifts	75% reduction of commuter vehicles routing through Monkton Village from 2025/6
Tracking Timetable	Annually from 2025/6 to 2029/30
Wider Detail	Improvement in journey times (minutes)/ reductions in traffic between Point A and Point B as a result of the project.

Monitoring and measurement approach	Baseline journey times/ current usage patterns to be provided by project lead, if applicable The baseline will then be used to measure the journey time savings (where journey time savings are a function of the number of trips taken) through: <ul style="list-style-type: none">3. Monitoring form showing changes and savings in journey times; or4. Use of local and regional traffic data.
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Economic Infrastructure

Ayrshire Engineering Park (AEP) Pro Forma
Smart Outputs, Outcomes, Impacts and Community Benefits: Definitions and Tracking Measures

Outputs

(AGD/O/2) Construction Jobs Output	88 full time equivalent employees (FTEs) over the construction periods of AEP Programme
Tracking Timetable	Annually from 2023/4 to 2025/6
Wider Detail	Defined as employees working on site more than 30 paid hours per week. Part-time is defined as employees working less than or equal to 30 paid hours per week. Self-employed or contractor staff on each site will also be recorded and classified under the same definitions. As below (under direct jobs) different threshold applies to employees with a disability/LTC.
Monitoring and measurement approach	Annually through information from employers about numbers employed on site. Off-site FTE estimates will be captured by the PMO by applying relevant construction sector multipliers to the on-site FTE levels reported.
(AGD/O/1) Direct/Indirect Jobs	Steady state level of 203 employed over the lifetime of the Deal
Tracking Timetable	Annually from 2024/5 to 2029/30
Wider Detail	Direct Jobs are defined as the total number of newly created full-time equivalent (FTE) jobs as a direct result of the AEP programme. Full time is defined as employees working more than 30 paid hours per week. Part-time is defined as employees working less than or equal to 30 paid hours per week. A different employment threshold of 16 hours per week or more will be applied to employees with a disability or long-term health condition ("LTC") who move into paid employment.
Monitoring and measurement approach	Baseline direct job level projections will be provided by each AEP project lead prior to the operation of each project commencing. This baseline will then be used on a quarterly basis to measure the additional employment of the intervention by using an agreed monitoring form signed by the AEP project lead and SRO confirming the FTEs created (based on information from employers about numbers employed and annual business surveys). Aggregate annual totals of FTEs will be provided based on the summation of recorded quarterly part and full time staff levels. Indirect Jobs will be captured by the PMO by applying relevant sector multipliers to the direct job levels reported.
(AGD/O/7) New Road Networks and Junctions	Over TBC KM of New Roads/Junctions
Tracking Timetable	Annually between 2023/4 and 2024/5
Wider Detail	Road Network (New) (km) - Laying new road(s) to increase the capacity of the road network for the region. Local authority owned and maintained roads with 'A', 'B' or 'C' classification (not trunk road).

	Junction (New) – New meeting point between two or more roads.
Monitoring and measurement approach	<p>AEP project lead to provide, prior to implementation, information in regard to proposed works in terms of length from the start to the end of the new route and related junctions.</p> <p>Evidence of the above to be provided thereafter through:</p> <ul style="list-style-type: none"> • Photographic evidence of the road/junction/cycle track/pedestrian routes/public realm; and, • From scale plans and visual inspection on completion and tender documents.
(AGD/O/9) Development space unlocked	Total 10,576 sq. m unlocked
Tracking Timetable	Annually from 2024/5 to 2029/30
Wider Detail	<p>This includes: areas of land directly improved by the project that is now suitable for development where previously it was unattractive to developers; reclaimed - making the land fit for use by removing physical constraints to development or improving the land for hard end use; providing services to open land up for development through enabling infrastructure e.g. provision of utilities or service roads, or land decontaminated; and, the area of land where enabling infrastructure is put in place.</p> <p>Resultant development represents the additional Gross Internal Area space (m²) created as a result of the project:</p> <ul style="list-style-type: none"> • Floor areas should be measured in accordance with the RICS Code of measuring practice (6th edition) 200748; and, • A building should be classified as completed once it is on the non-domesticrating list.
Monitoring and measurement approach	<p>Approach to evidencing will include photographic evidence before and after and for the space created:</p> <ul style="list-style-type: none"> • Photographic evidence of new floor space; • Monitoring form signed by project lead and SRO, confirming the metrics; and, • Completion Certificate.
(AGD/O/10) Reduced vacant & derelict land	18.3 HA of land effected
Tracking Timetable	Annually from 2022/3 to 2024/5
Wider Detail	The area of land (Ha) that is currently on the Scottish Vacant and Derelict Land register that will be brought back into use either via the direct AGD investment, or by the subsequent follow on development.

48 <https://www.rics.org/uk/upholding-professional-standards/sector-standards/real-estate/code-of-measuring-practice/>

Monitoring and measurement approach	Evidence will be provided annually through: using site plan visual inspection of the site before and after completion; before and after photographic evidence; and (ultimately) changes to the SVDL register.
(AGD/O/17) Income Levels	Average AEP employee wage levels
Tracking Timetable	Annually from 2023/4 to 2029/30
Wider Detail	Anonymised median gross annual earnings (£) of all full-time direct jobs supported by the project/programme
Monitoring and measurement approach	Payroll information on the new jobs provided by project lead and SRO.

Outcomes

(AGD/OT/1) Job Levels (new and maintained)	Steady state level of 203 employed over the lifetime of AEP
Tracking Timetable	Annually from 2023/4 to 2029/30
Wider Detail	This does not differ from the output definition (AGD/O/1) and captures direct job levels (and any consequent changes) on an annual basis once a project/programme is operational.
Monitoring and measurement approach	Annually via a monitoring form signed by the project lead and SRO, confirming the job numbers created (based on information from employers about numbers employed; payroll information on the new jobs provided by project lead and SRO; and annual business surveys). Annually via: payroll information on the new jobs provided by project lead and SRO; common standards of employment rates per square metre of space/typical job densities; and, information from an employer about numbers employed.
(AGD/OT/2) Development Space uptake	10,576 sq. m uptake over the lifetime of the AEP
Tracking Timetable	Annually from 2024/5 to 2029/30
Wider Detail	Based on AGD/O/9 this measure captures the area of floor space (gross m²) constructed that is currently occupied by commercial or other tenants.
Monitoring and measurement approach	Annually based on a monitoring form, signed off by AEP project lead and SRO, confirming occupancy levels including photographic evidence of floor space occupied and entry in Valuation Roll.
(AGD/OT/7) Additional Investment (including Foreign Direct Investment)	Actual levels secured over the AEP lifetime
Tracking Timetable	Annually from 2024/5 to 2029/30
Wider Detail	Representing all additional investments, asset transfer and/or revenue support that has been subsequently secured - once each AEP project is operational - that was not projected in the original project Business Cases . This can include additional public, private or third sector sources (across investment, asset transfer and/or revenue support) over and above that captured at AGD/O/16

Monitoring and measurement approach	Annually - based on letters of conformation from organisations stating type amount, timing and conditions of funding support. Additional expertise- external consultant/monitoring officer may be required.
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IMPACTS

(AGD/I/1) Net Job Levels (new and maintained)	Net jobs anticipated over the AEP lifetime
Tracking Timetable	Annually from 2024/5 to 2029/30
Wider Detail	Net jobs reflect the number of jobs that can be “attributed” to the AEP project compared to the number of jobs that would have been generated in the absence of the project. This involves drawing judgements in relation to: deadweight; displacement; leakage/substitution and multiplier effects (to account for supply chain effects and expenditure by staff directly employed by supported organisations).
Monitoring and measurement approach	Annual surveys of companies to test their views of overall influence/impact of the project on their performance. Additional expertise- external consultant/monitoring officer may be required.
(AGD/I/2) Net additional returns on investment	Net returns to public sector
Tracking Timetable	Annually from 2023/4 to 2029/30
Wider Detail	This indicator captures the aggregate annual benefits that have been generated by all the outcomes of your project. This will involve summing all your outcome measures and then valuing these in monetary terms – as detailed in the economic case section of your OBC and FBC. These can then be compared to the public sector cost contribution to your project to project a percentage return.
Monitoring and measurement approach	Additional expertise- external consultant/monitoring officer may be required
(AGD/I/5) Follow on investment	Net effects associated with AGD/OT/7
Tracking Timetable	From 2023/4 to 2029/30
Wider Detail	This measure requires summing the annual totals (£) associated with AGD/OT/7 over the period of the deal for AEP and drawing judgements in relation to: deadweight; displacement; leakage/substitution and multiplier effects (to account for supply chain effects and expenditure by staff directly employed by supported organisations).
Monitoring and measurement approach	Additional expertise- external consultant/monitoring officer may be required

(AGD/I/6) Reduced levels of deprivation within the region	Positive changes associated with AGD over the lifetime of the AEP
Tracking Timetable	From 2023/4 to 2029/30
Wider Detail	A deprived area is defined as among the 15% most deprived areas in Scotland. ⁴⁹ National data is updated every four years.
Monitoring and measurement approach	Potentially contract out to SMID Team
(AGD/I/7) Increased income levels	Net effects associated with AGD/O/17
Tracking Timetable	Annually from 2023/4 to 2029/30
Wider Detail	Summation of AGD/O/17 (income levels) per project (£) and drawing judgements in relation to: deadweight; displacement; leakage/substitution and multiplier effects (to account for supply chain effects and expenditure by staff directly employed by supported organisations).
Monitoring and measurement approach	External consultant/monitoring officer may be required.

Community Benefits

(AGD/CB/O/1) Apprenticeships and Training Places/Weeks	Total number of apprenticeship and traineeship weeks delivered by AEP over project lifetime
Tracking Timetable	Annually from 2023/4 to 2029/30
Wider Detail	Number of apprenticeships and traineeship weeks on site
Monitoring and measurement approach	Annual return of monitoring form signed by the project lead and SRO, confirming data on starts and completions based on an anonymised list of full training weeks per trainee, signed by the project lead and SRO.
(AGD/CB/O/2) Training Places/Number of learners receiving accredited qualification (equivalent NVQ2 and above) - main contractor	Total number of AEP learners achieving accreditation via main contractor
Tracking Timetable	Annually from 2023/4 to 2025/26
Wider Detail	• Total number of NVQ Level 2 and above ⁵⁰ split by: young people; long-term unemployed; and, females.

⁴⁹ Scottish Index of Multiple Deprivation 2020 - gov.scot (www.gov.scot)

• ⁵⁰ <https://www.cityandguilds.com/qualifications-and-apprenticeships/qualifications-explained/qualification-comparisons>

Monitoring and measurement approach	<ul style="list-style-type: none"> Annually through certificates from licensed assessors.
(AGD/CB/O/3) Training Places/Number of learners receiving accredited qualification (equivalent NVQ2 and above) - sub contractor	Total number of AEP learners achieving accreditation via main contractor
Tracking Timetable	Annually from 2023/4 to 2025/26
Wider Detail	Total number of NVQ Level 2 and above ⁵¹ split by: young people; long-term unemployed; and, females.
Monitoring and measurement approach	Annually through certificates from licensed assessors.
(AGD/CB/O/5) CWB Support Places	Total number of AEP CWB placements
Tracking Timetable	Annually from 2023/4 to 2029/30
Wider Detail	Number of AEP project employees and/or companies supported by the Community Wealth Building Programme (i.e. recruitment from lower income areas, commitment to paying the living wage and building progression routes for workers are all examples of the actions Anchor Institutions can take to stimulate the local economy and bring social improvements to local communities).
Monitoring and measurement approach	To be captured by the CWB Programme as per their BRP Pro Forma.
(AGD/CB/O/7) SMEs Supported	Total SMEs supported by AEP
Tracking Timetable	Annually from 2023/4 to 2029/30
Wider Detail	Number of SMEs (with no more than 250 employees) supported by AEP project activity.
Monitoring and measurement approach	Annual record based on evidence from developer/contractor and confirmed by project lead and SRO.
(AGD/CB/O/8) Uplifts in regional supplier spend	Total Value of regional sub contractor expenditure
Tracking Timetable	Annually from 2023/4 to 2025/26
Wider Detail	This captures the proportion of annual AGD project expenditure that is allocated to suppliers located within Ayrshire i.e. the value (£) of sub-contract/s associated with project awarded to all local companies, including SMEs and Social Enterprises, based within Ayrshire Region.
Monitoring and measurement approach	Annually through: <ul style="list-style-type: none"> Narrative to indicate awarded % and/or value of sub-contract to regional suppliers e.g. roads surfacing or glazing works

⁵¹ <https://www.cityandguilds.com/qualifications-and-apprenticeships/qualifications-explained/qualification-comparisons>

	<ul style="list-style-type: none"> Company name and contact person that PMO could contact.
(AGD/CB/O/10) Total Jobs created by NSAfC projects (Apprentices)	Total number of jobs supported by AEP
Tracking Timetable	Annually from 2023/4 to 2025/26
Wider Detail	For AEP includes: Total Apprentices; Apprentices for young people: Apprentices long-term unemployed; Female Apprentices; and Number receiving Living Wage.
Monitoring and measurement approach	<ul style="list-style-type: none"> Annually based on monitoring form signed by the project lead and SRO, confirming the job numbers created and payroll information.
(AGD/CB/O/11) Total Jobs created by NSAfC projects (Graduates)	Total NSAfC jobs (Graduates)
Tracking Timetable	Annually from 2023/4 to 2025/26
Wider Detail	<ul style="list-style-type: none"> Total Apprentices and split where relevant by: Apprentices for young people; Apprentices experiencing long-term health problems; Apprentices long-term unemployed; Female Apprentices; Green Jobs; and Number receiving Living Wage
Monitoring and measurement approach	Annually based on monitoring form signed by the project lead and SRO, confirming the job numbers created and payroll information.
(AGD/CB/O/12) Total Jobs created by NSAfC projects (New Entrants)	Total NSAfC jobs (New Entrants)
Tracking Timetable	Annually from 2023/4 to 2025/26
Wider Detail	<ul style="list-style-type: none"> For AEP includes: Total New Entrants; Young New Entrants; New Entrants long-term unemployed; Female New Entrants; and, Number receiving Living Wage.
Monitoring and measurement approach	Annually based on monitoring form signed by the project lead and SRO, confirming the job numbers created and payroll information.
(AGD/CB/O/14) Number of learners receiving an Industry certification - main contractor	Total Certifications Main Contractor
Tracking Timetable	Annually from 2023/4 to 2025/26
Wider Detail	<ul style="list-style-type: none"> For example: Mechanical & Electrical, Health & Safety, and Construction Management. Includes for AEP Total split by: Young People; Long-term unemployed; and Females.
Monitoring and measurement approach	Certificate by licensed assessors
(AGD/CB/O/15) Number of learners receiving an Industry certification - sub contractor	Total Certifications Sub Contractor
Tracking Timetable	Annually from 2023/4 to 2025/26
Wider Detail	For example: Mechanical & Electrical, Health & Safety, and Construction Management. Includes for AEP Total split by: Young People; Long-term unemployed; and Females.
Monitoring and measurement approach	Certificate by licensed assessors

(AGD/CB/O/18) Supply Chain Briefings to sub-contractors	Total number briefed
Tracking Timetable	Annually from 2023/4 to 2025/26
Wider Detail	Number of persons working for sub-contractors receiving briefings
Monitoring and measurement approach	<ul style="list-style-type: none"> Annually with dates, locations of where sessions held and an anonymised list of persons receiving briefings, signed by the project lead and SRO.
(AGD/CB/I/2) Net uplifts in regional supplier spend	Annual net uplifts in regional supplier spend from AEP build and operations
Tracking Timetable	Annually from 2023/4 to 2025/26
Wider Detail	Summation of AGD/CB/O/8 (uplifts in regional supplier spend) per project and judgements in relation to: deadweight; displacement; leakage/substitution; and multiplier effects (to account for supply chain effects and expenditure by staff directly employed by supported suppliers).
Monitoring and measurement approach	External Consultants/Monitoring Officers may be required to monitor and report evidence associated with the project.
AGD/CB/I/3 Case studies	Case Studies
Tracking Timetable	Annually from 2023/4 to 2029/30
Wider Detail	Organisations successfully delivering Community Benefits within Ayrshire will be encouraged to develop and submit case studies after completing contracts to enable best practice to be shared and importantly to help tell success stories.
Monitoring and measurement approach	Detail and format of cases studies to be confirmed with PMO.

**Ayrshire Manufacturing Investment Corridor (AMIC) Pro Forma
Smart Outputs, Outcomes, Impacts and Community Benefits: Definitions and Tracking Measures**

Outputs

(AGD/O/2) Construction Jobs Output	130 full time equivalent employees (FTEs) over the construction periods of AMIC Programme
Tracking Timetable	Annually from 2024/5 to 2025/6
Wider Detail	Defined as employees working on site more than 30 paid hours per week. Part-time is defined as employees working less than or equal to 30 paid hours per week. Self-employed or contractor staff on each site will also be recorded and classified under the same definitions. As below (under direct jobs) different threshold applies to employees with a disability/LTC.
Monitoring and measurement approach	<p>Annually through information from employers about numbers employed onsite.</p> <p>Off-site FTE estimates will be captured by the PMO by applying relevant construction sector multipliers to the on-site FTE levels reported.</p>
(AGD/O/1) Direct/Indirect Jobs	Steady state level of 189 employed over the lifetime of the Deal

Tracking Timetable	Annually from 2024/5 to 2029/30
<p>Wider Detail</p>	<p>Direct Jobs are defined as the total number of newly created full-time equivalent (FTE) jobs as a direct result of the AMIC programme. Full time is defined as employees working more than 30 paid hours per week. Part-time is defined as employees working less than or equal to 30 paid hours per week.</p> <p>A different employment threshold of 16 hours per week or more will be applied to employees with a disability or long-term health condition (“LTC”) who move into paid employment.</p>
<p>Monitoring and measurement approach</p>	<p>Baseline direct job level projections will be provided by each AMIC project lead prior to the operation of each project commencing.</p> <p>This baseline will then be used on a quarterly basis to measure the additional employment of the intervention by using an agreed monitoring form signed by the AMIC project lead and SRO confirming the FTEs created (based on information from employers about numbers employed and annual business surveys). Aggregate annual totals of FTEs will be provided based on the summation of recorded quarterly part and full time staff levels.</p> <p>Indirect Jobs will be captured by the PMO by applying relevant sector multipliers to the direct job levels reported.</p>
<p>(AGD/O/7) New Road Networks and Junctions</p>	<p>TBC⁵² KM of New Roads/Junctions</p>
Tracking Timetable	Annually between 2023/4 and 2024/5
<p>Wider Detail</p>	<p>Road Network (New) (km) - Laying new road(s) to increase the capacity of the road network for the region. Local authority owned and maintained roads with ‘A’, ‘B’ or ‘C’ classification (not trunk road).</p> <p>Junction (New) – New meeting point between two or more roads.</p>
<p>Monitoring and measurement approach</p>	<p>AMIC project lead to provide, prior to implementation, information in regard to proposed works in terms of length from the start to the end of the new route and related junctions.</p> <p>Evidence of the above to be provided thereafter through:</p> <ul style="list-style-type: none"> • Photographic evidence of the road/junction/cycle track/pedestrian routes/public realm; and, • From scale plans and visual inspection on completion and tender documents.

52 Subject to master planning.

(AGD/O/9) Development space unlocked	Total general Industrial/manufacturing of 5,744 sq. m and business space of 2,120 sq. m
Tracking Timetable	Between 2023/4 to 2029/30
Wider Detail	<p>This includes: areas of land directly improved by the project that is now suitable for development where previously it was unattractive to developers; reclaimed - making the land fit for use by removing physical constraints to development or improving the land for hard end use; providing services to open land up for development through enabling infrastructure e.g. provision of utilities or service roads, or land decontaminated; and, the area of land where enabling infrastructure is put in place.</p> <p>In the case of AMIC the resultant development represents the additional Net Internal Area space (m²) created as a result of the project:</p> <ul style="list-style-type: none"> • Floor areas should be measured in accordance with the RICS Code of measuring practice (6th edition) 200753; and, • A building should be classified as completed once it is on the non-domesticating list.
Monitoring and measurement approach	<p>Approach to evidencing will include photographic evidence before and after and for the space created:</p> <ul style="list-style-type: none"> • Photographic evidence of new floor space; • Monitoring form signed by project lead and SRO, confirming the metrics; and, • Completion Certificate.
(AGD/O/14) Start-Ups	AMIC start-ups by 2029/30 TBC (see wider detail below)
Tracking Timetable	Annually from 2025/26 to 2029/30
Wider Detail	<p>The number of start-ups - which as a result of support from AMIC - result in new company formations. A company in this context is defined as a start-up that reaches the stage at which it becomes registered with Companies House (and subsequently is expected to file an annual return).</p> <p>It is anticipated that construction of incubation units (7-9 units) will be taken forward and that these will involve start-ups, however, the annual programme of support has still to be defined.</p>
Monitoring and measurement approach	Annually through a report from project lead and SRO confirming support provided and registration details.
(AGD/O/17) Income Levels	Average AMIC employee wage levels
Tracking Timetable	Annually from 2025/6 to 2029/30
Wider Detail	Anonymised median gross annual earnings (£) of all full-time direct jobs supported by the project/programme
Monitoring and measurement approach	Annualised payroll information on the new jobs provided by project lead and SRO.

53 <https://www.rics.org/uk/upholding-professional-standards/sector-standards/real-estate/code-of-measuring-practice/>

Outcomes

(AGD/OT/1) Job Levels (new and maintained)	Steady state level of 189 employed over the lifetime of AMIC
Tracking Timetable	Annually from 2025/6 to 2029/30
Wider Detail	This does not differ from the output definition (AGD/O/1) and captures direct job levels (and any consequent changes) on an annual basis once a project/programme is operational.
Monitoring and measurement approach	Annually via a monitoring form signed by the project lead and SRO, confirming the job numbers created (based on information from employers about numbers employed and annual business surveys). Annually via: payroll information on the new jobs provided by project lead and SRO; common standards of employment rates per square metre of space/typical job densities; and, information from an employer about numbers employed.
(AGD/OT/2) Development Space uptake	Total General Industrial/manufacturing of 5,744 sq. m and Business space of 2,120 sq. m uptake over the lifetime of the AMIC
Tracking Timetable	Annually from 2025/6 to 2029/30
Wider Detail	Based on AGD/O/9 this measure captures the area of floor space (gross m²) constructed that is currently occupied by commercial or other tenants.
Monitoring and measurement approach	Annually based on a monitoring form, signed off by AMIC project lead and SRO, confirming occupancy levels including photographic evidence of floor space occupied and entry in Valuation Roll.
(AGD/OT/6) Start-up performance/survival	In total TBC sustained AMIC start-ups by 2029/30
Tracking Timetable	Annually from 2025/6 to 2029/30
Wider Detail	Annual performance of AMIC start-ups under AGD/O/14.
Monitoring and measurement approach	Based on annual performance returns from start-ups and confirmation of closure/relocation.
(AGD/OT/7) Additional Investment (including Foreign Direct Investment)	Actual levels secured over the AMIC lifetime
Tracking Timetable	Annually from 2026/7 to 2029/30
Wider Detail	Representing all additional investments, asset transfer and/or revenue support that has been subsequently secured - once each AMIC project is operational - that was not projected in the original project Business Cases . This can include additional public, private or third sector sources (across investment, asset transfer and/or revenue support) over and above that captured at AGD/O/16
Monitoring and measurement approach	Annually - based on letters of conformation from organisations stating type amount, timing and conditions of funding support. External Consultants/Monitoring Officers may be required to monitor and report evidence associated with the project.

IMPACTS

(AGD/I/1) Net Job Levels (new and maintained)	Steady state level of net jobs over the AMIC lifetime
Tracking Timetable	Annually from 2024/5 to 2029/30
Wider Detail	Net jobs reflect the number of jobs that can be “attributed” to the AMIC project compared to the number of jobs that would have been generated in the absence of the project. This involves drawing judgements in relation to: deadweight; displacement; leakage/substitution and multiplier effects (to account for supply chain effects and expenditure by staff directly employed by supported organisations).
Monitoring and measurement approach	External Consultants/Monitoring Officers may be required to monitor and report evidence associated with the project.
(AGD/I/2) Net additional returns on investment	Aggregation of all other net impacts over IMSE programme lifetime
Tracking Timetable	Annually from 2026/7 to 2029/30
Wider Detail	This is an overall “single” measure which aims to indicate the “aggregate” returns that the AMIC will deliver over the period of the AGD. This will involve summing all the net impact measures in monetary terms. This total value will then be compared to the public sector cost contribution to AMIC to project a “percentage return” from this funding.
Monitoring and measurement approach	This will be based on estimates of the GVA likely to be associated with job creation (AGD/1/1) and any additional GVA associated with follow on investment ((AGD/I/5) not already captured by these job impacts).
(AGD/I/5) Follow on investment	Net effects associated with AGD/OT/7
Tracking Timetable	From 2026/7 to 2029/30
Wider Detail	This measure requires summing the annual totals (£) associated with AGD/OT/7 over the period of the deal for AMIC and drawing judgements in relation to: deadweight; displacement; leakage/substitution and multiplier effects (to account for supply chain effects and expenditure by staff directly employed by supported organisations).
Monitoring and measurement approach	External Consultants/Monitoring Officers may be required to monitor and report evidence associated with the project.
(AGD/I/6) Reduced levels of deprivation within the region	Positive changes associated with AGD over the lifetime of the AMIC
Tracking Timetable	From 2026/7 to 2029/30
Wider Detail	A deprived area is defined as among the 15% most deprived areas in Scotland. ⁵⁴ National data is updated every four years.

⁵⁴ Scottish Index of Multiple Deprivation 2020 - gov.scot (www.gov.scot)

Monitoring and measurement approach	Potentially contract out to SMID team
(AGD/I/7) Increased income levels	Net effects associated with AGD/O/17
Tracking Timetable	Annually from 2026/7 to 2029/30
Wider Detail	Summation of AGD/O/17 (income levels) per project (£) and drawing judgements in relation to: deadweight; displacement; leakage/substitution and multiplier effects (to account for supply chain effects and expenditure by staff directly employed by supported organisations).
Monitoring and measurement approach	External Consultants/Monitoring Officers may be required to monitor and report evidence associated with the project.

Community Benefits

(AGD/CB/O/1) Apprenticeships and Training Places/Weeks	Total number of apprenticeship and traineeship weeks delivered by AMIC over project lifetime
Tracking Timetable	Annually from 2024/5
Wider Detail	Number of apprenticeships and traineeship weeks on site
Monitoring and measurement approach	Annual return of monitoring form signed by the project lead and SRO, confirming data on starts and completions based on an anonymised list of full training weeks per trainee, signed by the project lead and SRO.
(AGD/CB/O/2) Training Places/Number of learners receiving accredited qualification (equivalent NVQ2 and above) - main contractor	Total number of AMIC learners achieving accreditation via main contractor
Tracking Timetable	Annually from 2024/5
Wider Detail	<ul style="list-style-type: none"> • Total number of NVQ Level 2 and above⁵⁵ split by: young people; long-term unemployed; and, females. • Annually through certificates from licensed assessors. •
(AGD/CB/O/3) Training Places/Number of learners receiving accredited qualification	Total number of AMIC learners achieving accreditation via main contractor

• 55 <https://www.cityandguilds.com/qualifications-and-apprenticeships/qualifications-explained/qualification-comparisons>

(equivalent NVQ2 and above) - sub contractor	
Tracking Timetable	Annually from 2024/5
Wider Detail	Total number of NVQ Level 2 and above 56 split by: young people; long-term unemployed; and, females.
Monitoring and measurement approach	Annually through certificates from licensed assessors
(AGD/CB/O/4) Schools Outreach	Total Pupils involved in AMIC project school outreach programmes
Tracking Timetable	Annually from 2025/6 to 2029/30
Wider Detail	<p>For AMIC this is likely to include:</p> <ul style="list-style-type: none"> • Work experience placements (in education) i.e. number of persons from an Ayrshire school in S4, S5 or S6, university or college undertaking a work placement for a minimum of 5 days; • School activity days – i.e. number of persons from Ayrshire schools participating in school career/activity days; and, • Site visits by Schools – Number of persons from Ayrshire schools visiting the site.
Monitoring and measurement approach	<p>For work experience annually via monitoring form signed by the AMIC project lead and SRO, confirming data on numbers and dates, starts and completions.</p> <p>For other activities: annually via monitoring forms signed by AMIC project leads and SRO, confirming data on numbers and dates.</p>
(AGD/CB/O/5) CWB Support Places	Total number of AMIC CWB placements
Tracking Timetable	Annually from 2024/5 to 2029/30
Wider Detail	Number of AMIC project employees and/or companies supported by the Community Wealth Building Programme (i.e. recruitment from lower income areas, commitment to paying the living wage and building progression routes for workers are all examples of the actions Anchor Institutions can take to stimulate the local economy and bring social improvements to local communities).
Monitoring and measurement approach	To be captured by the CWB Programme as per their BRP Pro Forma.
(AGD/CB/O/7) SMEs Supported	Total SMEs supported by AMIC
Tracking Timetable	Annually from 2025/6 to 2029/30
Wider Detail	Number of SMEs (with no more than 250 employees) supported by AMIC project activity.

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- 56 <https://www.cityandguilds.com/qualifications-and-apprenticeships/qualifications-explained/qualification-comparisons>

Monitoring and measurement approach	Annual record of: <ul style="list-style-type: none"> Record of business – name, address and postcode, contact details, company registration number if applicable. Each enterprise should have a unique identifier at operational level during the course of the project; and, Support claimed through hours supported – record electronic or paper, of support meeting the minimum threshold verified and signed by a senior member of staff in the enterprise assisted, including time period claimed.
(AGD/CB/O/8) Uplifts in regional supplier spend	Total Value of regional sub contractor expenditure
Tracking Timetable	Annually from 2025/6 to 2029/30
Wider Detail	This captures the proportion of annual AGD project expenditure that is allocated to suppliers located within Ayrshire i.e. the value (£) of sub-contract/s associated with project awarded to all local companies, including SMEs and Social Enterprises, based within Ayrshire Region.
Monitoring and measurement approach	Annually through: <ul style="list-style-type: none"> Narrative to indicate awarded % and/or value of sub-contract to regional suppliers e.g. roads surfacing or glazing works Company name and contact person that PMO could contact.
(AGD/CB/O/9) Work experience placements (not in education)	Total number of placements secured by AMIC
Tracking Timetable	Annually from 2025/6 to 2029/30
Wider Detail	Includes total not in education (i.e. number of persons living in Ayrshire not in school, university or college undertaking a work placement for a minimum of 5 days) and in the case of AMIC is likely to include: young people not in education; and, green sector jobs.
Monitoring and measurement approach	Annually through monitoring form signed by the project lead and SRO, confirming data on starts and completions.
(AGD/CB/O/10) Total Jobs created by NSAfC projects (Apprentices)	Total number of NSAfC related jobs supported by AMIC
Tracking Timetable	Annually from 2025 until 2026
Wider Detail	For AMIC includes: Total Apprentices; Apprentices for young people: Apprentices long-term unemployed; Female Apprentices; and Number receiving Living Wage.
Monitoring and measurement approach	<ul style="list-style-type: none"> Annually based on monitoring form signed by the project lead and SRO, confirming the job numbers created and payroll information.
(AGD/CB/O/11) Total Jobs created by NSAfC projects (Graduates)	Total NSAfC jobs (Graduates)
Tracking Timetable	Annually from 2025 until 2026
Wider Detail	For AMIC includes: Total Apprentices; Apprentices for young people: Apprentices long-term unemployed; Female Apprentices; and Number receiving Living Wage
Monitoring and measurement approach	Annually based on monitoring form signed by the project lead and SRO.

(AGD/CB/O/12) Total Jobs created by NSAfC projects (New Entrants)	Total NSAfC jobs (New Entrants)
Tracking Timetable	Annually from 2025 until 2026
Wider Detail	<ul style="list-style-type: none"> For AMIC includes: Total New Entrants; Young New Entrants; New Entrants long-term unemployed; Female New Entrants; Green Jobs and, Number receiving Living Wage.
Monitoring and measurement approach	Annually based on monitoring form signed by the project lead and SRO, confirming the job numbers created and payroll information.
(AGD/CB/O/14) Number of learners receiving an Industry certification - main contractor	Total Certifications Main Contractor
Tracking Timetable	Annually from 2025/6 to 2029/30
Wider Detail	<ul style="list-style-type: none"> For example: Mechanical & Electrical, Health & Safety, and Construction Management. Includes for AMIC Total split by: Young People; Long-term unemployed; and Females.
Monitoring and measurement approach	Certificate by licensed assessors
(AGD/CB/O/15) Number of learners receiving an Industry certification - sub contractor	Total Certifications Sub Contractor
Tracking Timetable	Annually from 2025/6 to 2029/30
Wider Detail	For example: Mechanical & Electrical, Health & Safety, and Construction Management. Includes for AMIC Total split by: Young People; Long-term unemployed; and Females.
Monitoring and measurement approach	Certificate by licensed assessors
AGD/CB/O/17 Site visits by Colleges	Total numbers undertaking College (site) visits
Tracking Timetable	Annually from 2025 to 2026
Wider Detail	Number of persons from Ayrshire colleges visiting the site.
Monitoring and measurement approach	Annually via monitoring forms signed by AMIC project leads and SRO, confirming data on numbers and dates.
(AGD/CB/O/18) Supply Chain Briefings to sub-contractors	Total number briefed
Tracking Timetable	Annually from 2025 to 2026
Wider Detail	Number of persons working for sub-contractors receiving briefings
Monitoring and measurement approach	<ul style="list-style-type: none"> Annually with dates, locations of where sessions held and an anonymised list of persons receiving briefings, signed by the project lead and SRO.
(AGD/CB/O/19) Business Skills Support for sub-contractors	Total number receiving business skills report through Community Benefits programme
Tracking Timetable	Annually from 2025/6 to 2029/30
Wider Detail	Number of persons working for sub-contractors receiving business skills support e.g. attending training or mentoring events around business plan, financial management, Health & Safety, IT support, HR etc.
Monitoring and measurement approach	Annual extract providing skills provider, date, what support has been delivered to how many sub-contractors.

AGD/CB/O/21 Softer community benefits delivered to Ayrshire as part of the project	Softer community benefits
Tracking Timetable	Annually from 2025/6 to 2029/30
Wider Detail	Such softer benefits for AMIC will focus on assisting with education projects (e.g. STEM).
Monitoring and measurement approach	Annually via case studies from contractor.
(AGD/CB/OT/1) CWB participant well-being uplifts	Well Being Changes
Tracking Timetable	Annually from 2025/6 to 2029/30
Wider Detail	Both the number of project employees (supported by the Community Wealth Building Programme under AGO/CB/O/5 (CWB support places) that benefit from well-being improvements and, where captured, the types of improvements delivered.
Monitoring and measurement approach	To be captured by the CWB Programme as per their BRP Pro Forma.
(AGD/CB/I/2) Net uplifts in regional supplier spend	Annual net uplifts in regional supplier spend from AMIC build and operations
Tracking Timetable	Annually from 2026/7 to 2029/30
Wider Detail	Summation of AGD/CB/O/8 (uplifts in regional supplier spend) per project and judgements in relation to: deadweight; displacement; leakage/substitution; and multiplier effects (to account for supply chain effects and expenditure by staff directly employed by supported suppliers).
Monitoring and measurement approach	External Consultants/Monitoring Officers may be required to monitor and report evidence associated with the project.
AGD/CB/I/3 Case studies	Case Studies
Tracking Timetable	Annually from 2026/7 to 2029/30
Wider Detail	Organisations successfully delivering Community Benefits within Ayrshire will be encouraged to develop and submit case studies after completing contracts to enable best practice to be shared and importantly to help tell success stories.
Monitoring and measurement approach	Detail and format of cases studies to be confirmed with PMO.

i3 Flexible Space (i3FS) Centre Pro Forma
Smart Outputs, Outcomes, Impacts and Community Benefits: Definitions and Tracking Measures

Outputs

(AGD/O/2) Construction Jobs Output	88 full time equivalent employees (FTEs) over the construction periods of I3FS Programme
Tracking Timetable	Annually from 2023/4 to 2027/8
Wider Detail	Defined as employees working on site more than 30 paid hours per week. Part-time is defined as employees working less than or equal to 30 paid hours per week. Self-employed or contractor staff on each site will also be recorded and classified under the same definitions. As below (under direct jobs) different threshold applies to employees with a disability/LTC.
Monitoring and measurement approach	Baseline Construction FTE projections will be provided by the project lead prior to each I3FS construction project commencing. This baseline will then be used to measure, on a quarterly basis, the additional employment of the intervention by using an agreed monitoring form signed by the I3FS project lead and SRO confirming the FTEs created. Aggregate annual totals of FTEs will be provided based on the summation of recorded quarterly part and full time staff levels. Off-site FTE estimates will be captured by the PMO by applying relevant construction sector multipliers to the on-site FTE levels reported.
(AGD/O/1) Direct/Indirect Jobs	Steady state level of 162 employed over the lifetime of the Deal
Tracking Timetable	Annually from 2024/5 to 2029/30
Wider Detail	Direct Jobs are defined as the total number of newly created full-time equivalent (FTE) jobs as a direct result of the I3FS programme. Full time is defined as employees working more than 30 paid hours per week. Part-time is defined as employees working less than or equal to 30 paid hours per week. A different employment threshold of 16 hours per week or more will be applied to employees with a disability or long-term health condition ("LTC") who move into paid employment.
Monitoring and measurement approach	Baseline direct job level projections will be provided by each I3FS project lead prior to the operation of each project commencing. This baseline will then be used on a quarterly basis to measure the additional employment of the intervention by using an agreed monitoring form signed by the I3FS project lead and SRO confirming the FTEs created. Aggregate annual totals of FTEs will be provided based on the summation of recorded quarterly part and full time staff levels. Indirect Jobs will be captured by the PMO by applying relevant sector multipliers to the direct job levels reported.
(AGD/O/9) Development space unlocked	Total 8,830 sq. m unlocked
Tracking Timetable	Between 2023/4 to 2027/8

Wider Detail	<p>This includes: areas of land directly improved by the project that is now suitable for development where previously it was unattractive to developers; reclaimed - making the land fit for use by removing physical constraints to development or improving the land for hard end use; providing services to open land up for development through enabling infrastructure e.g. provision of utilities or service roads, or land decontaminated; and, the area of land where enabling infrastructure is put in place.</p> <p>Resultant development represents the additional Gross Internal Area space (m²) created as a result of the project:</p> <ul style="list-style-type: none"> • Floor areas should be measured in accordance with the RICS Code of measuring practice (6th edition) 200757; and, • A building should be classified as completed once it is on the non-domesticating list.
Monitoring and measurement approach	Evidence of the above will be provided as development space is provided, through “before and after” photographic evidence and a completion certificate.
(AGD/O/10) Reduced vacant & derelict land	Total 20 HA of land effected
Tracking Timetable	Between 2023/4
Wider Detail	The area of land (Ha) that is currently on the Scottish Vacant and Derelict Land register that will be brought back into use either via the direct AGD investment, or by the subsequent follow on development.
Monitoring and measurement approach	Evidence will be provided annually through: before and after photographic evidence; and (ultimately) changes to the SVDL register.
(AGD/O/14) Start-Ups	In total 5 i3FS start-ups by 2029/30
Tracking Timetable	Annually from 2023/4 to 2029/30
Wider Detail	The number of start-ups - which as a result of support from i3FS - result in new company formations. A company in this context is defined as a start-up that reaches the stage at which it becomes registered with Companies House (and subsequently is expected to file an annual return).
Monitoring and measurement approach	Annually through documented evidence from each start-up confirming support provided and registration details.

Outcomes

(AGD/OT/1) Job Levels (new and maintained)	Steady state level of 162 employed over the lifetime of i3FS
Tracking Timetable	Annually from 2023/4 to 2029/30

57 <https://www.rics.org/uk/upholding-professional-standards/sector-standards/real-estate/code-of-measuring-practice/>

Wider Detail	This does not differ from the output definition (AGD/O/1) and captures direct job levels (and any consequent changes) on an annual basis once a project/programme is operational.
Monitoring and measurement approach	Annually via a monitoring form signed by the project lead and SRO, confirming the job numbers created.
(AGD/OT/2) Development Space uptake	8,830 gross m2 uptake over the lifetime of the i3FS
Tracking Timetable	Annually from 2024/5 to 2029/30
Wider Detail	Based on AGD/O/9 and AGD/O/10 this measure captures the area of floor space (gross m²) constructed that is currently occupied by commercial or other tenants.
Monitoring and measurement approach	Annually based on photographic evidence of floor space occupied and entry in Valuation Roll.
(AGD/OT/6) Start-up performance/survival	In total 5 sustained i3FS start-ups by 2029/30
Tracking Timetable	Annually from 2023/4 to 2029/30
Wider Detail	Annual performance of i3FS start-ups under AGD/O/14.
Monitoring and measurement approach	Based on annual performance returns from start-ups, registered accounts and confirmation of closure/relocation.
(AGD/OT/7) Additional Investment (including Foreign Direct Investment)	Actual levels secured over the i3FS lifetime
Tracking Timetable	Annually from 2023/4 to 2029/30
Wider Detail	Representing all additional investments, asset transfer and/or revenue support that has been subsequently secured - once each i3FS project is operational - that was not projected in the original project Business Cases . This can include additional public, private or third sector sources (across investment, asset transfer and/or revenue support) over and above that captured at AGD/O/16
Monitoring and measurement approach	Annually - based on letters of conformation from organisations stating type amount, timing and conditions of funding support.

IMPACTS

(AGD/I/1) Net Job Levels (new and maintained)	Steady state level of X net jobs anticipated over the i3FS lifetime
Tracking Timetable	2028/9
Wider Detail	Net jobs reflect the number of jobs that can be “attributed” to the i3FS project compared to the number of jobs that would have been generated in the absence of the project. This involves drawing judgements in relation to: deadweight; displacement; leakage/substitution and multiplier effects (to account for supply chain effects and expenditure by staff directly employed by supported organisations).

Monitoring and measurement approach	Contracting out to external party. The details are to be determined, including the measurement methodology which will be researched to ensure that data is captured appropriately.
(AGD/I/2) Net additional returns on investment	Aggregation of all other net impacts over i3FS programme lifetime
Tracking Timetable	2028/9
Wider Detail	This is an overall “single” measure which aims to indicate the “aggregate” returns that the I3FS will deliver over the period of the AGD. This will involve summing all the net impact measures in monetary terms. This total value will then be compared to the public sector cost contribution to I3FS to project a “percentage return” from this funding.
Monitoring and measurement approach	Contracting out to external party. The details are to be determined, including the measurement methodology which will be researched to ensure that data is captured appropriately.
(AGD/I/5) Follow on investment	Net effects associated with AGD/OT/7
Tracking Timetable	2028/9
Wider Detail	This measure requires summing the annual totals (£) associated with AGD/OT/7 over the period of the deal for I3FS and drawing judgements in relation to: deadweight; displacement; leakage/substitution and multiplier effects (to account for supply chain effects and expenditure by staff directly employed by supported organisations).
Monitoring and measurement approach	Contracting out to a third party with the objective of evaluating whether there have been any net impacts. The details are to be determined, including the measurement methodology which will be researched to ensure that data is captured appropriately.

Community Benefits

(AGD/CB/O/1) Apprenticeships and Training Places/Weeks	Total number of apprenticeship and traineeship weeks delivered by i3FS over project lifetime
Tracking Timetable	Annually from 2023/4 to 2029/30
Wider Detail	Number of apprenticeships and traineeship weeks on site
Monitoring and measurement approach	Annual return of monitoring form signed by the project lead and SRO, confirming data on starts and completions.
(AGD/CB/O/2) Training Places/Number of learners receiving accredited qualification (equivalent NVQ2 and above) - main contractor	Total number of i3FS learners achieving accreditation via main contractor
Tracking Timetable	Annually from 2023/4 to 2029/30

Wider Detail	<ul style="list-style-type: none"> Total number of NVQ Level 2 and above⁵⁸ split by: young people; those with long-term health problems; and, females.
Monitoring and measurement approach	<ul style="list-style-type: none"> Annually through certificates from licensed assessors.
(AGD/CB/O/3) Training Places/Number of learners receiving accredited qualification (equivalent NVQ2 and above) - sub-contractor	Total number of i3FS learners achieving accreditation via sub contractor
Tracking Timetable	Annually from 2023/4 to 2029/30
Wider Detail	<ul style="list-style-type: none"> Total number of NVQ Level 2 and above⁵⁹ split by: young people; those with long-term health problems; and, females.
Monitoring and measurement approach	<ul style="list-style-type: none"> Annually through certificates from licensed assessors.
(AGD/CB/O/4) Schools Outreach	Total Pupils involved in i3FS project school outreach programmes
Tracking Timetable	Annually from 2023/4 to 2029/30
Wider Detail	<p>For i3FS this is likely to include:</p> <ul style="list-style-type: none"> Work experience placements (in education) i.e. number of persons from an Ayrshire school in S4, S5 or S6, university or college undertaking a work placement for a minimum of 5 days; and, Site visits by Schools – Number of persons from Ayrshire schools visiting the site.
Monitoring and measurement approach	<p>For work experience annually via monitoring form signed by the i3FS project lead and SRO, confirming data on numbers and dates, (anonymised) starts and completions.</p> <p>For site visits: annually via monitoring forms signed by i3FS project leads and SRO, confirming data on numbers and dates and, where permission is granted by participants, photographic evidence.</p>
(AGD/CB/O/5) CWB Support Places	Total number of i3FS CWB placements
Tracking Timetable	Annually from 2023/4 to 2029/30
Wider Detail	Number of i3FS project employees and/or companies supported by the Community Wealth Building Programme (i.e. recruitment from lower income areas, commitment to paying the living wage and building progression routes for workers are all examples of the actions Anchor Institutions can take to stimulate the local economy and bring social improvements to local communities).

58 <https://www.cityandguilds.com/qualifications-and-apprenticeships/qualifications-explained/qualification-comparisons>

59 <https://www.cityandguilds.com/qualifications-and-apprenticeships/qualifications-explained/qualification-comparisons>

Monitoring and measurement approach	To be captured by the CWB Programme as per their BRP Pro Forma.
(AGD/CB/O/8) Uplifts in regional supplier spend	Total Value of regional sub contractor expenditure
Tracking Timetable	Annually from 2023/4 to 2029/30
Wider Detail	This captures the proportion of annual AGD project expenditure that is allocated to suppliers located within Ayrshire i.e. the value (£) of sub-contract/s associated with project awarded to all local companies, including SMEs and Social Enterprises, based within Ayrshire Region.
Monitoring and measurement approach	Where practical annual narrative to say awarded % and/or value of sub-contract to regional suppliers e.g. roads surfacing or glazing works.
(AGD/CB/O/9) Work experience placements (not in education)	Total number of placements secured by i3FS
Tracking Timetable	Annually from 2023/4 to 2029/30
Wider Detail	Includes total not in education (i.e. number of persons living in Ayrshire not in school, university or college undertaking a work placement for a minimum of 5 days) and in the case of i3FS is likely to include: young people not in education; those with long-term health problems not in education: and, females not in education.
Monitoring and measurement approach	Annually through monitoring form signed by the project lead and SRO, confirming data on starts and completions.
AGD/CB/O/14 Learners certification	Number of learners receiving an Industry certification - main contractor
Tracking Timetable	Annually from 2023/4 to 2029/30
Wider Detail	For example: Mechanical & Electrical, Health & Safety, and Construction Management. In the case of i3FS is likely to include: young people not in education; those with long-term health problems not in education: and, females not in education
Monitoring and measurement approach	(Anonymised) annual record of certificates by licensed assessors.
AGD/CB/O/15 Learners certification	Number of learners receiving an Industry certification - sub contractor
Tracking Timetable	Annually from 2023/4 to 2029/30
Wider Detail	For example: Mechanical & Electrical, Health & Safety, and Construction Management. In the case of i3FS is likely to include: young people not in education; those with long-term health problems not in education: and, females not in education
Monitoring and measurement approach	(Anonymised) annual record of certificates by licensed assessors.
AGD/CB/O/17 Site visits by Colleges	Total numbers undertaking College (site) visits
Tracking Timetable	Annually from 2023/4 to 2029/30
Wider Detail	Number of persons from Ayrshire colleges visiting the site.
Monitoring and measurement approach	Annually via monitoring forms signed by i3FS project leads and SRO, confirming data on numbers and dates and, where permission is granted by participants, photographic evidence.
AGD/CB/O/18 Supply Chain Briefings to sub-contractors	Total briefings
Tracking Timetable	Annually from 2023/4 to 2029/30

Wider Detail	Number of persons working for sub-contractors receiving business skills support e.g. attending training or mentoring events around business plan, financial management, Health & Safety, IT support, HR etc.
Monitoring and measurement approach	Annual extract providing skills provider, date, what support has been delivered and number involved.
AGD/CB/O/21 Softer community benefits delivered to Ayrshire as part of the project	Softer community benefits
Tracking Timetable	Annually from 2023/4 to 2029/30
Wider Detail	Such softer benefits for i3FS will focus on assisting with education projects (e.g. STEM).
Monitoring and measurement approach	Annually via case studies.
AGD/CB/I/3 Case studies	Qualitative Community Impacts
Tracking Timetable	Annually from 2023/4 to 2029/30
Wider Detail	Organisations successfully delivering Community Benefits within Ayrshire will be encouraged to develop and submit case studies after completing contracts to enable best practice to be shared and importantly to help tell success stories.
Monitoring and measurement approach	Detail and format of cases studies to be confirmed with PMO.

i3 Digital Processing Manufacturing Centre (i3DPMC) Pro Forma Smart Outputs, Outcomes, Impacts and Community Benefits: Definitions and Tracking Measures

Outputs

(AGD/O/2) Construction Jobs Output	83 full time equivalent employees (FTEs) over the construction periods of I3DPMC Programme
Tracking Timetable	Annually from 2022/3 to 2025/26
Wider Detail	Defined as employees working on site more than 30 paid hours per week. Part-time is defined as employees working less than or equal to 30 paid hours per week. Self-employed or contractor staff on each site will also be recorded and classified under the same definitions. As below (under direct jobs) different threshold applies to employees with a disability/LTC.
Monitoring and measurement approach	Baseline Construction FTE projections will be provided by the project lead prior to each I3DPMC construction project commencing. This baseline will then be used to measure, on a quarterly basis, the additional employment of the intervention by using an agreed monitoring form signed by the I3DPMC project lead and SRO confirming the FTEs created. Aggregate annual totals of FTEs will be provided based on the summation of recorded quarterly part and full time staff levels. Off-site FTE estimates will be captured by the PMO by applying relevant construction sector multipliers to the on-site FTE levels reported.
(AGD/O/1) Direct/Indirect Jobs	Steady state level of 95 employed over the lifetime of the Deal
Tracking Timetable	Annually from 2022/3 to 2029/30

Wider Detail	<p>Direct Jobs are defined as the total number of newly created full-time equivalent (FTE) jobs as a direct result of the I3DPMC programme. Full time is defined as employees working more than 30 paid hours per week. Part-time is defined as employees working less than or equal to 30 paid hours per week.</p> <p>A different employment threshold of 16 hours per week or more will be applied to employees with a disability or long-term health condition (“LTC”) who move into paid employment.</p>
Monitoring and measurement approach	<p>Baseline direct job level projections will be provided by the I3DPMC project lead prior to the operation of each project commencing.</p> <p>This baseline will then be used on a quarterly basis to measure the additional employment of the intervention by using an agreed monitoring form signed by the I3DPMC project lead and SRO confirming the FTEs created (based on information from employer about numbers employed). Aggregate annual totals of FTEs will be provided based on the summation of recorded quarterly part and full time staff levels.</p> <p>Indirect Jobs will be captured by the PMO by applying relevant sector multipliers to the direct job levels reported.</p>
(AGD/O/7) New Public Realm	Over TBC of New Public Realm
Tracking Timetable	Annually between 2025/6 and 2026/7
Wider Detail	<p>New public realm is a space which was previously not for public use which is transformed into, for example, pavement, road, street furniture and park area. This only applies where public realm improvements or creation are a result of AGD investment and associated match or levered spend. Includes new Green Space created; vegetated land or water within an urban area this includes, parks, gardens, playing fields, children's play areas, woods and other natural areas, grassed areas, cemeteries and allotments.</p>
Monitoring and measurement approach	<p>Evidence of the above will be provided annually as upgrades and new public realm is provided through: scale plans, tender documents and visual inspection on completion.</p>
(AGD/O/9) Development space unlocked	Total of 649m2 of R&D business space created (Phase 1) and 1,100m2 of new R&D business space created (Phase 2)
Tracking Timetable	Between 2025/6 to 2029/30
Wider Detail	<p>This includes: areas of land directly improved by the project that is now suitable for development where previously it was unattractive to developers; reclaimed - making the land fit for use by removing physical constraints to development or improving the land for hard end use; providing services to open land up for development through enabling infrastructure e.g. provision of utilities or service roads, or land decontaminated; and, the area of land where enabling infrastructure is put in place.</p> <p>Resultant development represents the additional Gross Internal Area space (m²) created as a result of the project:</p>

	<ul style="list-style-type: none"> Floor areas should be measured in accordance with the RICS Code of measuring practice (6th edition) 2007⁶⁰; and, A building should be classified as completed once it is on the non-domesticating list.
Monitoring and measurement approach	Evidence of the above will be provided as development space is provided, through “before and after” photographic evidence and a completion certificate.
(AGD/O/10) Reduced vacant & derelict land	Total 20 HA of land effected ⁶¹
Tracking Timetable	Between 2025/6 to 2029/30
Wider Detail	The area of land (Ha) that is currently on the Scottish Vacant and Derelict Land register that will be brought back into use either via the direct AGD investment, or by the subsequent follow on development.
Monitoring and measurement approach	Evidence will be provided annually through: using site plan visual inspection of the site before and after completion; before and after photographic evidence; and (ultimately) changes to the SVDL register.
(AGD/O/14) Start-Ups	In total TBC i3DPMC start-ups by 2029/30
Tracking Timetable	Annually from 2022/23 to 2029/30
Wider Detail	The number of start-ups - which as a result of support from i3DPMC - result in new company formations. A company in this context is defined as a start-up that reaches the stage at which it becomes registered with Companies House (and subsequently is expected to file an annual return).
Monitoring and measurement approach	Annually through documented evidence from each start-up confirming support provided and registration details.
(AGD/O/16) Leverage: (including LA, HE/FE, Private Sector and any other leverage)	Total of £12.18m by 2029/30
Tracking Timetable	Annually from 2022/23
Wider Detail	Representing, as outlined in the approved i3DPMC Business Cases, the realisation of the projected levels of investments, asset transfer and/or revenue support once relevant i3DPMC projects are operational. This can include anticipated public, private or third sector sources (across investment, asset transfer and/or revenue support). Asset transfer is defined as the transfer (and associated value) of the ownership of property, land or other assets/rights from a third party.
Monitoring and measurement approach	Annually through letters of conformation from relevant public and private sector organisations stating type amount, timing and conditions of funding support.

⁶⁰ <https://www.rics.org/uk/upholding-professional-standards/sector-standards/real-estate/code-of-measuring-practice/>

⁶¹ Noting Total Area reclaimed, (re)developed or assembled (20 Ha) as a result of overall i3 AGD projects

Outcomes

(AGD/OT/1) Job Levels (new and maintained)	Steady state level of 95 employed over the lifetime of i3DPMC
Tracking Timetable	Annually from 2022/3 to 2029/30
Wider Detail	This does not differ from the output definition (AGD/O/1) and captures direct job levels (and any consequent changes) on an annual basis once a project/programme is operational.
Monitoring and measurement approach	Annually via a monitoring form signed by the project lead and SRO, confirming the job numbers created. Indirect Jobs will be captured by the PMO by applying relevant sector multipliers to the direct job levels reported.
(AGD/OT/2) Development Space uptake	1,749 gross m2 uptake over the lifetime of the i3DPMC
Tracking Timetable	Annually from 2024/5 to 2029/30
Wider Detail	Based on AGD/O/9 and AGD/O/10 this measure captures the area of floor space (gross m²) constructed that is currently occupied by commercial or other tenants.
Monitoring and measurement approach	Annually based on a monitoring form, signed off by i3DPMC project lead and SRO, confirming occupancy levels.
(AGD/OT/6) Start-up performance/survival	In total TBC sustained i3DPMC start-ups by 2029/30
Tracking Timetable	Annually from 2024/5 to 2029/30
Wider Detail	Annual performance of i3DPMC start-ups under AGD/O/14.
Monitoring and measurement approach	Based on annual performance returns from start-ups, registered accounts and confirmation of closure/relocation.
(AGD/OT/7) Additional Investment (including Foreign Direct Investment)	Actual levels secured over the i3DPMC lifetime
Tracking Timetable	Annually from 2022/3 to 2029/30
Wider Detail	Representing all additional investments, asset transfer and/or revenue support that has been subsequently secured - once the i3DPMC project is operational - that was not projected in the original project Business Cases . This can include additional public, private or third sector sources (across investment, asset transfer and/or revenue support) over and above that captured at AGD/O/16
Monitoring and measurement approach	Annually - based on letters of conformation from organisations stating type amount, timing and conditions of funding support.
AGD/OT/10 Productivity Uplifts	Improved i3DPMC User Productivity
Tracking Timetable	Annually from 2023/4 to 2029/30
Wider Detail	To evidence efficiency/market gains as a result of transition to digital methods of manufacturing.
Monitoring and measurement approach	Through structured feedback from i3DPMC business users (e.g. through issuing a survey 6 months after participation at the DPMC).

IMPACTS

(AGD/I/1) Net Job Levels (new and maintained)	Steady state level of 95 net jobs anticipated over the i3DPMC lifetime
Tracking Timetable	2026/7 to 2029/30
Wider Detail	Net jobs reflect the number of jobs that can be “attributed” to the i3DPMC project compared to the number of jobs that would have been generated in the absence of the project. This involves drawing judgements in relation to: deadweight; displacement; leakage/substitution and multiplier effects (to account for supply chain effects and expenditure by staff directly employed by supported organisations).
Monitoring and measurement approach	Contracting out to external party.
(AGD/I/2) Net additional returns on investment	Aggregation of all other net impacts over i3DPMC programme lifetime
Tracking Timetable	2026/7 to 2029/30
Wider Detail	This is an overall “single” measure which aims to indicate the “aggregate” returns that the i3DPMC will deliver over the period of the AGD. This will involve summing all the net impact measures in monetary terms. This total value will then be compared to the public sector cost contribution to i3DPMC to project a “percentage return” from this funding.
Monitoring and measurement approach	Contracting out to external party.
(AGD/I/5) Follow on investment	Net effects associated with AGD/OT/7
Tracking Timetable	2026/7 to 2029/30
Wider Detail	This measure requires summing the annual totals (£) associated with AGD/OT/7 over the period of the deal for i3DPMC and drawing judgements in relation to: deadweight; displacement; leakage/substitution and multiplier effects (to account for supply chain effects and expenditure by staff directly employed by supported organisations).
Monitoring and measurement approach	Contracting out to a third party with the objective of evaluating whether there have been any net impacts.
AGD/I/9 Increased R&D	Uplifts in R&D over AGD Programme period
Tracking Timetable	Annually from 2023/4 to 2029/30
Wider Detail	To assess if there has been any increase in expenditure on R&D in Ayrshire as a result of the project over the longer term
Monitoring and measurement approach	Through structured feedback from i3DPMC business users.

Community Benefits

(AGD/CB/O/1) Apprenticeships and Training Places/Weeks	Total number of apprenticeship and traineeship weeks delivered by i3DPMC over project lifetime
Tracking Timetable	Annually from 2023/4 to 2029/30
Wider Detail	Number of apprenticeships and traineeship weeks on site

Monitoring and measurement approach	Annual return of monitoring form signed by the project lead and SRO, confirming data on starts and completions.
(AGD/CB/O/2) Training Places/Number of learners receiving accredited qualification (equivalent NVQ2 and above) - main contractor	Total number of i3DPMC learners achieving accreditation via main contractor
Tracking Timetable	Annually from 2023/4 to 2029/30
Wider Detail	Total number of NVQ Level 2 and above ⁶² split by: young people; those with long-term health problems; long-term unemployed; and, females.
Monitoring and measurement approach	Annually through certificates from licensed assessors.
(AGD/CB/O/4) Schools Outreach	Total Pupils involved in i3DPMC project school outreach programmes
Tracking Timetable	Annually from 2023/4 to 2029/30
Wider Detail	For i3DPMC this is likely to include: <ul style="list-style-type: none"> • Work experience placements (in education) i.e. number of persons from an Ayrshire school in S4, S5 or S6, university or college undertaking a work placement for a minimum of 5 days; • • School activity days – i.e. number of persons from Ayrshire schools participating in school career/activity days; and, • • Site visits by Schools – Number of persons from Ayrshire schools visiting the site.
Monitoring and measurement approach	For work experience annually via monitoring form signed by the i3DPMC project lead and SRO, confirming data on numbers and dates, starts and completions. For other activities: annually via monitoring forms signed by i3DPMC project leads and SRO, confirming data on numbers and dates and, where permission is granted by participants, photographic evidence.
(AGD/CB/O/5) CWB Support Places	Total number of i3DPMC CWB placements
Tracking Timetable	Annually from 2023/4 to 2029/30
Wider Detail	Number of i3DPMC project employees and/or companies supported by the Community Wealth Building Programme (i.e. recruitment from lower income areas, commitment to paying the living wage and building progression routes for workers are all examples of the actions Anchor Institutions can take to stimulate the local economy and bring social improvements to local communities).
Monitoring and measurement approach	To be captured by the CWB Programme as per their BRP Pro Forma.

⁶² <https://www.cityandguilds.com/qualifications-and-apprenticeships/qualifications-explained/qualification-comparisons>

(AGD/CB/O/7) SMEs Supported	Total SMEs supported by I3DPMC
Tracking Timetable	Annually from 2023/4 to 2029/30
Wider Detail	Number of SMEs (with no more than 250 employees) supported by I3DPMC project activity.
Monitoring and measurement approach	Annual record of i3DPMC support (type) provided and record of each business supported (i.e. name, address and postcode, contact details, company registration number if applicable).
(AGD/CB/O/8) Uplifts in regional supplier spend	Total Value of regional sub contractor expenditure
Tracking Timetable	Annually from 2023/4 to 2029/30
Wider Detail	This captures the proportion of annual AGD project expenditure that is allocated to suppliers located within Ayrshire i.e. the value (£) of sub-contract/s associated with project awarded to all local companies, including SMEs and Social Enterprises, based within Ayrshire Region.
Monitoring and measurement approach	Where practical through construction and operational contracts identification of value and named firms to be provided annually to PMO.
(AGD/CB/O/9) Work experience placements (not in education)	Total number of placements secured by I3DPMC
Tracking Timetable	Annually from 2023/4 to 2029/30
Wider Detail	Includes total not in education (i.e. number of persons living in Ayrshire not in school, university or college undertaking a work placement for a minimum of 5 days) and in the case of i3DPMC is likely to include: young people not in education; those with long-term health problems not in education: and, females not in education.
Monitoring and measurement approach	Annually through monitoring form signed by the project lead and SRO, confirming data on starts and completions.
AGD/CB/O/17 Site visits by Colleges	Total numbers undertaking College (site) visits
Tracking Timetable	Annually from 2023/4 to 2029/30
Wider Detail	Number of persons from Ayrshire colleges visiting the site.
Monitoring and measurement approach	Annually via monitoring forms signed by i3DPMC project leads and SRO, confirming data on numbers and dates and, where permission is granted by participants, photographic evidence.
AGD/CB/O/21 Softer community benefits delivered to Ayrshire as part of the project	Softer community benefits
Tracking Timetable	Annually from 2025/6 to 2029/30
Wider Detail	Such softer benefits for i3DPMC may include: donations of equipment/goods/materials; and, assisting with education projects (e.g. STEM).
Monitoring and measurement approach	Annually via: photographs; case studies; and, social media.
(AGD/CB/I/2) Net uplifts in regional supplier spend	Annual net uplifts in regional supplier spend from I3DPMC build and operations
Tracking Timetable	2026/7 to 2029/30

Wider Detail	Summation of AGD/CB/O/8 (uplifts in regional supplier spend) per project and judgements in relation to: deadweight; displacement; leakage/substitution; and multiplier effects (to account for supply chain effects and expenditure by staff directly employed by supported suppliers).
Monitoring and measurement approach	Proposed to be contracted out to an external party.
AGD/CB/I/3 Case studies	Qualitative Community Impacts
Tracking Timetable	Annually from 2023/4 to 2029/30
Wider Detail	Organisations successfully delivering Community Benefits within Ayrshire will be encouraged to develop and submit case studies after completing contracts to enable best practice to be shared and importantly to help tell success stories.
Monitoring and measurement approach	Detail and format of cases studies to be confirmed with PMO.

Previous HALO BRP February Pro Forma (to be updated over May/June 2022)

Smart Output One: Securing up to £46 million public and private sector investment by 2024/5 for phase two and subsequent development that in turn will supporting an estimated level of 254 FTE Construction jobs.
Tracking Timetable: 6 monthly
Wider Detail Data in relation to funding leverage will be provided as and when secured. Construction FTEs are currently estimated on the basis an agreed construction cost to FTE ratio of £181,000 ⁶³ . In addition the HALO team will seek further (anonymised) information from first tier suppliers concerning actual FTE levels, employee characteristics such as: Green Jobs, Living Wages, young people securing new employment through Kickstart, number of new female, jobs secured for long term unemployed etc).
Smart Impact One: Steady state direct and indirect job creation and retention levels of 532 by 2025/26
Tracking Timetable: 6 monthly
Wider Detail As above the HALO team will seek (anonymised) information concerning employee characteristics such as: Green Jobs, Living Wages, young people securing new employment through Kickstart, number of new female, jobs secured for long term unemployed etc).
Smart Impact Two : It is anticipated that a proportion of HALO based companies will grow and relocate elsewhere in the Region by 2030
Tracking Timetable: 6 monthly
Wider Detail Together with Barclays (the on-site Enterprise partner) the HALO team are considering how best to track future performance post relocation and whether access to Scottish Enterprise and/or Scottish Government data sources will allow peer comparisons in relation to the potential net impacts of HALO support.

⁶³ Original estimates – contained in the HALO business case - were based on a lower ratio, however, in line with recent significant increases in construction costs the AGD PMO has revised all project projections using the £181,000 ratio and, going forward, will further revise where actual construction FTEs are available.

Smart Impact Three : It is anticipated that HALO will engage, through a range of skills, education and other outreach activities with young people and other residents in the Region by 2030
Tracking Timetable: 6 monthly
<p>Wider Detail</p> <p>HALO will work with the wider community to provide access to training and development opportunities. This will focus on young people, primarily those within education. It is anticipated that close working with East Ayrshire Education together with corporate partners will provide access to learning opportunities.</p> <p>As reflected in the attached HALO monitoring report various outputs will be captured (for those in and out of education as well as the skills secured and outreach approaches adopted). These outcomes could then be compared to other AGD and related programmes to assess the relative effects of HALO interventions.</p>
Smart Impact Four : Carbon and other emissions will be monitored in line with emerging Scottish Government Guidance
Tracking Timetable: 6 monthly
<p>Wider Detail</p> <p>HALO Kilmarnock is a Net Zero development working in partnership with Scottish Power. The Enterprise & Innovation Centre and other phase one works incorporates: 60,000 Kilowatt Solar Panels; 50 Kilowatt Battery Storage Capacity; and, an electric bus, 2 electric vehicles, electric bikes plus a range of EV charging points and infrastructure.</p> <p>Future phases plan to have a ground source heat array, increased central battery storage, a wide array of solar panels and wider EV transport solutions.</p> <p>As reflected in the HALO monitoring report details, of the carbon savings resulting from the deployment of the infrastructure and systems, will be provided on a regular basis.</p>

Energy, Circular Economy & Environment

CoRE Pro Forma
Smart Outputs, Outcomes, Impacts and Community Benefits: Definitions and Tracking Measures

Outputs

(AGD/O/2) Construction Jobs Output	88 full time equivalent employees (FTEs) over the construction periods of CORE Programme
Tracking Timetable	Annually from 2023/4 to 2024/5
Wider Detail	Defined as employees working on site more than 30 paid hours per week. Part-time is defined as employees working less than or equal to 30 paid hours per week. Self-employed or contractor staff on each site will also be recorded and classified under the same definitions. As below (under direct jobs) different threshold applies to employees with a disability/LTC.
Monitoring and measurement approach	Annually based on common standards of employment rates. Off-site FTE estimates will be captured by the PMO by applying relevant construction sector multipliers to the on-site FTE levels reported.
(AGD/O/1) Direct/Indirect Jobs	Steady state level of 108 employed over the lifetime of the Deal
Tracking Timetable	Annually from 2023/4 to 2029/30
Wider Detail	Direct Jobs are defined as the total number of newly created full-time equivalent (FTE) jobs as a direct result of the CORE programme. Full time is defined as employees working more than 30 paid hours per week. Part-time is defined as employees working less than or equal to 30 paid hours per week. A different employment threshold of 16 hours per week or more will be applied to employees with a disability or long-term health condition ("LTC") who move into paid employment.
Monitoring and measurement approach	Baseline direct job level projections will be provided by each CORE project lead prior to the operation of each project commencing. This baseline will then be used on a quarterly basis to measure the additional employment of the intervention by using an agreed monitoring form signed by the CORE project lead and SRO confirming the FTEs created (based on information from employers about numbers employed and annual business surveys). Aggregate annual totals of FTEs will be provided based on the summation of recorded quarterly part and full time staff levels. Indirect Jobs will be captured by the PMO by applying relevant sector multipliers to the direct job levels reported.
(AGD/O/7) New Road Networks, Junctions and Public Realm	Over TBC⁶⁴ KM of New Roads/Junctions
Tracking Timetable	Annually from 2023/4 to 2029/30

⁶⁴ Subject to master planning.

Wider Detail	<p>Road Network (New) (km) - Laying new road(s) to increase the capacity of the road network for the region. Local authority owned and maintained roads with 'A', 'B' or 'C' classification (not trunk road).</p> <p>Junction (New) – New meeting point between two or more roads.</p> <p>Public Realm (New) (Ha) - New public realm is a space which was previously not for public use which is transformed into, for example, pavement, road, street furniture and park area. This only applies where public realm improvements or creation are a result of AGD investment and associated match or levered spend. Includes new Green Space created; vegetated land or water within an urban area this includes, parks, gardens, playing fields, children's play areas, woods and other natural areas, grassed areas, cemeteries and allotments</p>
Monitoring and measurement approach	<p>CORE project lead to provide, prior to implementation, information in regard to proposed works in terms of length from the start to the end of the new route and related junctions.</p> <p>Conformation of the above to be provided thereafter through:</p> <ul style="list-style-type: none"> • • Photographic evidence of the road/junction/cycle track/pedestrian routes/public realm; and, • • From scale plans and visual inspection on completion and tender documents.
(AGD/O/9) Development space unlocked	Total of 1956 sq. m of scientific activities and research space and 1052 sq. m of office space
Tracking Timetable	Between 2025/6 to 2029/30
Wider Detail	<p>This includes: areas of land directly improved by the project that is now suitable for development where previously it was unattractive to developers; reclaimed - making the land fit for use by removing physical constraints to development or improving the land for hard end use; providing services to open land up for development through enabling infrastructure e.g. provision of utilities or service roads, or land decontaminated; and, the area of land where enabling infrastructure is put in place.</p> <p>Resultant development represents the additional Gross Internal Area space (m²) created as a result of the project:</p> <ul style="list-style-type: none"> • Floor areas should be measured in accordance with the RICS Code of measuring practice (6th edition) 2007⁶⁵; and, • A building should be classified as completed once it is on the non-domesticating list.
Monitoring and measurement approach	Evidence of the above will be provided as development space is provided, through “before and after” photographic evidence and a completion certificate.
(AGD/O/12) New Residential Energy Supply	Number of TBC households engaged by 2029/30

⁶⁵ <https://www.rics.org/uk/upholding-professional-standards/sector-standards/real-estate/code-of-measuring-practice/>

Tracking Timetable	From 2024/5 to 2029/30
Wider Detail	Number of households which switch their energy supply to new providers and/or invest in new forms of energy provision in order to reduce the effects of fuel poverty and/or reduced carbon emissions.
Monitoring and measurement approach	Anonymised evidence from annual household surveys.
(AGD/O/14) Start-Ups	Total of TBC⁶⁶ CORE start-ups by 2029/30
Tracking Timetable	Annually from 2024/25 to 2029/30
Wider Detail	The number of start-ups - which as a result of support from your project - result in new company formations. A company in this context is defined as a start-up that reaches the stage at which it becomes registered with Companies House (and subsequently is expected to file an annual return).
Monitoring and measurement approach	Annually through a report from project lead and SRO confirming support provided and registration details.
(AGD/O/17) Income Levels	Average CORE employee wage levels
Tracking Timetable	Annually from 2023/4 to 2029/30
Wider Detail	Anonymised median gross annual earnings (£) of all full-time direct jobs supported by the project/programme
Monitoring and measurement approach	Annual payroll information on the new jobs provided by project lead and SRO.

Outcomes

(AGD/OT/1) Job Levels (new and maintained)	Steady state level of 108 employed over the lifetime of CORE
Tracking Timetable	Annually from 2023/4 to 2029/30
Wider Detail	This does not differ from the output definition (AGD/O/1) and captures direct job levels (and any consequent changes) on an annual basis once a project/programme is operational.
Monitoring and measurement approach	Annually via: payroll information on the new jobs provided by project lead and SRO; common standards of employment rates per square metre of space/typical job densities; and, information from an employer about numbers employed. Annually via a monitoring form signed by the project lead and SRO, confirming the job numbers created (based on information from employers about numbers employed; payroll information on the new jobs provided by project lead and SRO; and annual business surveys).
(AGD/OT/2) Development Space uptake	3,008 gross m2 uptake over the lifetime of the CORE
Tracking Timetable	Annually from 2024/5 to 2029/30

⁶⁶ Noting expect 35-40 businesses operating out of the Centre of Excellence over 6-7 year period of the building being operational. These businesses will be a mix of large companies, medium sized companies, start-ups and potentially local enterprises.

Wider Detail	Based on AGD/O/9 this measure captures the area of floor space (gross m²) constructed that is currently occupied by commercial or other tenants.
Monitoring and measurement approach	Annually based on a monitoring form, signed off by CORE project lead and SRO, confirming occupancy levels including photographic evidence of floor space occupied and entry in Valuation Roll.
(AGD/OT/4) Reduced (net) Fuel Poverty	Net reductions in fuel poverty over lifetime of CoRE Programme
Tracking Timetable	Annually from 2022/3 to 2029/30
Wider Detail	Number of households that switch their energy supply to new providers and/or invest in new forms of energy provision in order to reduce the effects of fuel poverty and/or reduce carbon emissions) fuel costs as a proportion of household disposable income are less than previous alternative supplier (per annum
Monitoring and measurement approach	Based on annual anonymised data from providers.
(AGD/OT/6) Start-up performance/survival	total TBC sustained CORE start-ups by 2029/30
Tracking Timetable	Annually from 2024/5 to 2029/30
Wider Detail	Annual performance of CORE start-ups under AGD/O/14.
Monitoring and measurement approach	Based on annual performance returns from start-ups and confirmation of closure/relocation.
(AGD/OT/7) Additional Investment (including Foreign Direct Investment	Actual levels secured over the CORE lifetime
Tracking Timetable	Annually from 2025/6 to 2029/30
Wider Detail	Representing all additional investments, asset transfer and/or revenue support that has been subsequently secured - once each CORE project is operational - that was not projected in the original project Business Cases . This can include additional public, private or third sector sources (across investment, asset transfer and/or revenue support) over and above that captured at AGD/O/16
Monitoring and measurement approach	Annually - based on letters of conformation from organisations stating type amount, timing and conditions of funding support (including rents being paid in absence of voids of up to £88,000 per annum). External consultant/monitoring officer may be required.
AGD/OT/8 HE/FE training and skills development	Target of 64 HE student course completions over AGD lifetime
Tracking Timetable	Annually from 2025/6 to 2029/30
Wider Detail	CoRE target includes 14 PhDs, 10 research students, 10 Construction MAs and 30 general MAs.
Monitoring and measurement approach	Baseline data provided by project lead prior to project commencing. The baseline will then be used to measure completions. Annual signed report from project or provider showing number of people who have completed course and their subsequent post completion destination (i.e. employment, post graduate research etc). This information will subsequently be used as part of the analysis of job impacts

	at AGD/I/1.
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IMPACTS

(AGD/I/1) Net Job Levels (new and maintained)	Steady state level of 108 net jobs anticipated over the CORE lifetime
Tracking Timetable	Annually from 2024/5 to 2029/30
Wider Detail	Net jobs reflect the number of jobs that can be “attributed” to the CORE project (including AGD/OT/1 and AGD/OT/8) compared to the number of jobs that would have been generated in the absence of the project. This involves drawing judgements in relation to: deadweight; displacement; leakage/substitution and multiplier effects (to account for supply chain effects and expenditure by staff directly employed by supported organisations.
Monitoring and measurement approach	External consultant/monitoring officer required.
(AGD/I/2) Net additional returns on investment	Net returns to public sector
Tracking Timetable	Annually from 2022/3 to 2029/30
Wider Detail	This indicator captures the aggregate annual benefits that have been generated by all the outcomes of your project. This will involve summing all CoRE outcome measures and then valuing these in net monetary terms – as detailed in the economic case section of CoRE OBC and FBC. These can then be compared to the public sector cost contribution to your project to project a percentage return.
Monitoring and measurement approach	External consultant/monitoring officer required.
(AGD/I/3) Net changes in Fuel Poverty	Net fuel cost impacts
Tracking Timetable	Annually from 2022/3 to 2029/30
Wider Detail	Aggregated annual benefits for those households under AGD/OT/4 (reduced net Fuel Poverty), over the whole time period of the AGD (10 years to 2030), which have switched their energy supply to new providers and/or invest in new forms of energy provision in order to reduce the effects of fuel poverty and/or reduced carbon emissions.
Monitoring and measurement approach	Monitored through: rolling comparisons of anonymised evidence from annual household surveys; and, national benchmarking of Scottish or other UK fuel poverty estimates ⁶⁷ .

⁶⁷ See <https://researchbriefings.files.parliament.uk/documents/CBP-8730/CBP-8730.pdf>

(AGD/I/5) Follow on investment	Net effects associated with AGD/OT/7
Tracking Timetable	From 2022/3 to 2029/30
Wider Detail	This measure requires summing the annual totals (£) associated with AGD/OT/7 over the period of the deal for CORE and drawing judgements in relation to: deadweight; displacement; leakage/substitution and multiplier effects (to account for supply chain effects and expenditure by staff directly employed by supported organisations).
Monitoring and measurement approach	External consultant/monitoring officer required.
(AGD/I/6) Reduced levels of deprivation within the region	Positive changes associated with AGD over the lifetime of CORE
Tracking Timetable	From 2022/3 to 2029/30
Wider Detail	A deprived area is defined as among the 15% most deprived areas in Scotland. ⁶⁸ National data is updated every four years.
Monitoring and measurement approach	Contract out to SMID Team.
(AGD/I/7) Increased income levels	Net effects associated with AGD/O/17
Tracking Timetable	Annually from 2024/5 to 2029/30
Wider Detail	Summation of AGD/O/17 (income levels) per project (£) and drawing judgements in relation to: deadweight; displacement; leakage/substitution and multiplier effects (to account for supply chain effects and expenditure by staff directly employed by supported organisations).
Monitoring and measurement approach	External consultant/monitoring officer required.

Community Benefits

(AGD/CB/O/1) Apprenticeships and Training Places/Weeks	Total number of apprenticeship and traineeship weeks delivered by CORE over project lifetime
Tracking Timetable	Annually from 2022/3- 2023/24
Wider Detail	Number of apprenticeships and traineeship weeks on site
Monitoring and measurement approach	Annually via monitoring form signed by the project lead and SRO, confirming data on starts and completions.
(AGD/CB/O/2) Training Places/Number of learners receiving accredited qualification (equivalent NVQ2 and above) - main contractor	Total number of CORE learners achieving accreditation via main contractor

⁶⁸ [Scottish Index of Multiple Deprivation 2020 - gov.scot \(www.gov.scot\)](http://www.gov.scot)

Tracking Timetable	Annually from 2022/3-2023/24
Wider Detail	Total number of NVQ Level 2 and above ⁶⁹ split by: young people; long-term unemployed; long-term health problems and, females.
Monitoring and measurement approach	Annually through certificates from licensed assessors.
(AGD/CB/O/3) Training Places/Number of learners receiving accredited qualification (equivalent NVQ2 and above) - sub contractor	Total number of CORE learners achieving accreditation via main contractor
Tracking Timetable	Annually from 2022/23- 2023/24
Wider Detail	Total number of NVQ Level 2 and above ⁷⁰ split by: young people; long-term unemployed; long-term health problems and, females.
Monitoring and measurement approach	Annually through certificates from licensed assessors
(AGD/CB/O/4) Schools Outreach	Total number of visits
Tracking Timetable	Annually from 2023/24-2029/30
Wider Detail	For CoRE will include: <ul style="list-style-type: none"> • Work experience placements (in education) - Number of persons from an Ayrshire school in S4, S5 or S6, university or college undertaking a work placement for a minimum of 5 days; and, • Site visits by Schools – Number of persons from Ayrshire schools visiting the site.
Monitoring and measurement approach	For work experience, annually through monitoring forms signed by the project lead and SRO, confirming data on numbers and dates, starts and completions. For school visits, annually through monitoring form signed by the project lead and SRO, confirming data on numbers and dates.
(AGD/CB/O/5) CWB Support Places	Total number of CORE CWB placements
Tracking Timetable	Annually from 2023/24-2029/30
Wider Detail	Number of CORE project employees and/or companies supported by the Community Wealth Building Programme (i.e. recruitment from lower income areas, commitment to paying the living wage and building progression routes for workers are all examples of the actions Anchor Institutions can take to stimulate the local economy and bring social improvements to local communities).
Monitoring and measurement approach	To be captured by the CWB Programme as per their BRP Pro Forma.

⁶⁹ <https://www.cityandguilds.com/qualifications-and-apprenticeships/qualifications-explained/qualification-comparisons>

⁷⁰ <https://www.cityandguilds.com/qualifications-and-apprenticeships/qualifications-explained/qualification-comparisons>

(AGD/CB/O/7) SMEs Supported	Total SMEs supported by CORE
Tracking Timetable	Annually from 2024/25-2029/30
Wider Detail	Number of SMEs (with no more than 250 employees) supported by CORE project activity.
Monitoring and measurement approach	Annually based on: <ul style="list-style-type: none"> Evidence from developer/contractor and confirmed by project lead and SRO; and, Record of business – name, address and postcode, contact details, company registration number if applicable (each enterprise should have a unique identifier at operational level during the course of the project).
(AGD/CB/O/8) Uplifts in regional supplier spend	Total Value of regional sub contractor expenditure
Tracking Timetable	Annually from 2023/24- 2024/25
Wider Detail	This captures the proportion of annual AGD project expenditure that is allocated to suppliers located within Ayrshire i.e. the value (£) of sub-contract/s associated with project awarded to all local companies, including SMEs and Social Enterprises, based within Ayrshire Region.
Monitoring and measurement approach	Annually through: <ul style="list-style-type: none"> Narrative to indicate awarded % and/or value of sub-contract to regional suppliers e.g. roads surfacing or glazing works Company name and contact person that PMO could contact.
AGD/CB/O/9 Work experience placements (not in education)	Total Number of placements supported by CoRE
Tracking Timetable	Annually from 2022/23-2023/24
Wider Detail	Includes: <ul style="list-style-type: none"> Total not in education: Number of persons living in Ayrshire not in school, university or college undertaking a work placement for a minimum of 5 days; Young People not in education; Long term unemployed not in education; and, Females not in education.
Monitoring and measurement approach	Annually through monitoring form signed by the project lead and SRO, confirming data on starts and completions.
(AGD/CB/O/10) Total Jobs created by NSAfC projects (Apprentices)	Total number of jobs supported by CORE
Tracking Timetable	Annually from 2022/23-2023/24

Wider Detail	For CORE includes: Total Apprentices; Apprentices for young people: Apprentices long-term unemployed; Female Apprentices; Green Jobs and Number receiving Living Wage.
Monitoring and measurement approach	Annually based on monitoring form signed by the project lead and SRO, confirming the job numbers created and payroll information.
(AGD/CB/O/11) Total Jobs created by NSAfC projects (Graduates)	Total NSAfC jobs (Graduates)
Tracking Timetable	Annually from 2022/23-2023/24
Wider Detail	For CoRE includes: total graduates; female graduates; green jobs; and number receiving living wage: see definition in Appendix B.
Monitoring and measurement approach	Annually based on monitoring form signed by the project lead and SRO, confirming the job numbers created and payroll information.
(AGD/CB/O/12) Total Jobs created by NSAfC projects (New Entrants)	Total NSAfC jobs (New Entrants)
Tracking Timetable	Annually from 2022/23-2023/24
Wider Detail	For CORE includes: total new entrants.
Monitoring and measurement approach	Annually based on monitoring form signed by the project lead and SRO, confirming the job numbers created and payroll information.
(AGD/CB/O/14) Number of learners receiving an Industry certification - main contractor	Total Certifications Main Contractor
Tracking Timetable	Annually from 2022/23-2023/24
Wider Detail	For example: Mechanical & Electrical, Health & Safety, and Construction Management. Includes for CORE Total split by: Young People; Long-term unemployed; and Females.
Monitoring and measurement approach	This will be monitored through existing Procurement processes including Community Benefits Reporting. Certificate by licensed assessors.
(AGD/CB/O/15) Number of learners receiving an Industry certification - sub contractor	Total Certifications Sub Contractor
Tracking Timetable	Annually from 2022/23-2023/24
Wider Detail	For example: Mechanical & Electrical, Health & Safety, and Construction Management.
Monitoring and measurement approach	This will be monitored through existing Procurement processes including Community Benefits Reporting. Certified by licensed assessors.
(AGD/CB/O/17) Site visits by Colleges	Numbers visiting
Tracking Timetable	Annually from 2022-23-2023/24
Wider Detail	Number of persons from Ayrshire colleges visiting CoRE.
Monitoring and measurement approach	Annually through an anonymised list of persons visiting, signed by the project lead and SRO.
(AGD/CB/O/18) Supply Chain Briefings to sub-contractors	Total number briefed
Tracking Timetable	Annually from 2022/23-2023/24
Wider Detail	Number of persons working for sub-contractors receiving briefings.
Monitoring and measurement approach	Annually with dates, locations of where sessions held and an anonymised list of persons receiving briefings, signed by the project lead and SRO.

(AGD/CB/O/21) Softer community benefits delivered to Ayrshire as part of the project	Community benefits
Tracking Timetable	Annually from 2024/25-2029/30
Wider Detail	CoRE softer benefits likely to include assisting with community projects (e.g. painting, grass cutting) and education projects (e.g. STEM).
Monitoring and measurement approach	Evidence will be provided annually through photographs and Twitter and Facebook links
(AGD/CB/I/2) Net uplifts in regional supplier spend	Annual net uplifts in regional supplier spend from CORE build and operations
Tracking Timetable	Annually from 2022/23-2023/24
Wider Detail	Summation of AGD/CB/O/8 (uplifts in regional supplier spend) per project and judgements in relation to: deadweight; displacement; leakage/substitution; and multiplier effects (to account for supply chain effects and expenditure by staff directly employed by supported suppliers).
Monitoring and measurement approach	External consultant/monitoring officer required.
AGD/CB/I/3 Case studies	Case Studies
Tracking Timetable	Annually from 2023/4
Wider Detail	Organisations successfully delivering Community Benefits within Ayrshire will be encouraged to develop and submit case studies after completing contracts to enable best practice to be shared and importantly to help tell success stories.
Monitoring and measurement approach	Detail and format of cases studies to be confirmed with PMO.

**International Marine Science & Environmental (IMSE) Centre Pro Forma
Smart Outputs, Outcomes, Impacts and Community Benefits: Definitions and Tracking Measures**

Outputs

(AGD/O/2) Construction Jobs Output	58 full time equivalent employees (FTEs) over the construction periods of IMSE Programme
Tracking Timetable	Annually from 2026/7 to 2028/9
Wider Detail	Defined as employees working on site more than 30 paid hours per week. Part-time is defined as employees working less than or equal to 30 paid hours per week. Self-employed or contractor staff on each site will also be recorded and classified under the same definitions. As below (under direct jobs) different threshold applies to employees with a disability/LTC.
Monitoring and measurement approach	Baseline Construction FTE projections will be provided by the project lead prior to each IMSE construction project commencing. This baseline will then be used to measure, on a quarterly basis, the additional employment of the intervention by using an agreed monitoring form signed by the IMSE project lead and SRO confirming the FTEs created. Aggregate annual totals of FTEs will be provided based on the summation of recorded quarterly part and full time staff levels.

	Off-site FTE estimates will be captured by the PMO by applying relevant construction sector multipliers to the on-site FTE levels reported.
(AGD/O/1) Direct/Indirect Jobs	Steady state level of 75 employed over the lifetime of the Deal
Tracking Timetable	Annually from 2025/6 to 2029/30
Wider Detail	<p>Direct Jobs are defined as the total number of newly created full-time equivalent (FTE) jobs as a direct result of the IMSE programme. Full time is defined as employees working more than 30 paid hours per week. Part-time is defined as employees working less than or equal to 30 paid hours per week.</p> <p>A different employment threshold of 16 hours per week or more will be applied to employees with a disability or long-term health condition ("LTC") who move into paid employment.</p>
Monitoring and measurement approach	<p>Baseline direct job level projections will be provided by each IMSE project lead prior to the operation of each project commencing.</p> <p>This baseline will then be used on a quarterly basis to measure the additional employment of the intervention by using an agreed monitoring form signed by the IMSE project lead and SRO confirming the FTEs created. Aggregate annual totals of FTEs will be provided based on the summation of recorded quarterly part and full time staff levels.</p> <p>Indirect Jobs will be captured by the PMO by applying relevant sector multipliers to the direct job levels reported.</p>
(AGD/O/7) New or upgraded roads/junctions/cycle pathways	Cycle path upgrades TBC⁷¹
Tracking Timetable	Annually between 2026/27 to 2028/29
Wider Detail	Cycle Path upgrades represent enhancements to existing cycle paths to increase the capacity of the cycle network for the region.
Monitoring and measurement approach	Evidence of the above will be provided annually as upgrades and new public realm is provided through: scale plans, tender documents and visual inspection on completion.
(AGD/O/9) Development space unlocked	Total 1,400sq.m. unlocked over lifetime of IMSE
Tracking Timetable	Annually between 2027/8 to 2028/29
Wider Detail	This includes: areas of land directly improved by the project that is now suitable for development where previously it was unattractive to developers; reclaimed - making the land fit for use by removing physical constraints to development or improving the land for hard end use;

⁷¹ The master planning for the whole area is underway and work will need to be completed to capture what these improvements will be, how they will link to the other aspects within the coastal quarter.

	<p>providing services to open land up for development through enabling infrastructure e.g. provision of utilities or service roads, or land decontaminated; and, the area of land where enabling infrastructure is put in place.</p> <p>Resultant development represents the additional Gross Internal Area space (m²) created as a result of the project:</p> <ul style="list-style-type: none"> • Floor areas should be measured in accordance with the RICS Code of measuring practice (6th edition) 2007⁷²; and, • A building should be classified as completed once it is on the non-domesticating list.
Monitoring and measurement approach	Evidence of the above will be provided annually, as development space is provided, through “before and after” photographic evidence.
(AGD/O/10) Reduced vacant & derelict land	Total 0.6 HA of land effected
Tracking Timetable	Annually between 2027/8 to 2029/30
Wider Detail	The area of land (Ha) that is currently on the Scottish Vacant and Derelict Land register that will be brought back into use either via the direct AGD investment, or by the subsequent follow on development.
Monitoring and measurement approach	Evidence will be provided annually through: using site plan visual inspection of the site before and after completion; before and after photographic evidence; and (ultimately) changes to the SVDL register.
(AGD/O/14) Start-Ups	In total 4 IMSE start-ups by 2029/30
Tracking Timetable	Annually from 2026/7 to 2029/30
Wider Detail	The number of start-ups - which as a result of support from IMSE - result in new company formations. A company in this context is defined as a start-up that reaches the stage at which it becomes registered with Companies House (and subsequently is expected to file an annual return).
Monitoring and measurement approach	Annually through documented evidence from each start-up confirming support provided and registration details.

Outcomes

(AGD/OT/1) Job Levels (new and maintained)	Steady state level of 75 employed over the lifetime of IMSE
Tracking Timetable	Annually from 2025/6
Wider Detail	This does not differ from the output definition (AGD/O/1) and captures direct job levels (and any consequent changes) on an annual basis once a project/programme is operational.
Monitoring and measurement approach	Annually through an anonymised list of employees created and their hours of work, signed by the project lead and SRO

⁷² <https://www.rics.org/uk/upholding-professional-standards/sector-standards/real-estate/code-of-measuring-practice/>

(AGD/OT/2) Development Space uptake	1,400sq. m. uptake over the lifetime of the IMSE
Tracking Timetable	Annually from 2028/9
Wider Detail	Based on AGD/O/9 and AGD/O/10 this measure captures the area of floor space (gross m²) constructed that is currently occupied by commercial or other tenants.
Monitoring and measurement approach	Annually based on a monitoring form, signed off by IMSE project lead and SRO, confirming occupancy levels.
(AGD/OT/6) Start-up performance/survival	In total 4 sustained IMSE start-ups by 2029/30
Tracking Timetable	Annually from 2026/7 to 2029/30
Wider Detail	Annual performance/survival of IMSE start-ups under AGD/O/14.
Monitoring and measurement approach	Based on annual performance returns from start-ups, registered accounts and confirmation of closure/relocation.
(AGD/OT/7) Additional Investment (including Foreign Direct Investment)	Actual levels secured over the IMSE lifetime
Tracking Timetable	Annually from 2023/4 to 2029/30
Wider Detail	Representing all additional investments, asset transfer and/or revenue support that has been subsequently secured - once each IMSE project is operational - that was not projected in the original project Business Cases . This can include additional public, private or third sector sources (across investment, asset transfer and/or revenue support) over and above that captured at AGD/O/16
Monitoring and measurement approach	Annually - based on letters of conformation from organisations stating type amount, timing and conditions of funding support.

IMPACTS

(AGD/I/1) Net Job Levels (new and maintained)	Steady state level of net jobs anticipated over the IMSE lifetime
Tracking Timetable	Annually from 2025/6 to 2029/30
Wider Detail	Net jobs reflect the number of jobs that can be “attributed” to the IMSE project compared to the number of jobs that would have been generated in the absence of the project. This involves drawing judgements in relation to: deadweight; displacement; leakage/substitution and multiplier effects (to account for supply chain effects and expenditure by staff directly employed by supported organisations.
Monitoring and measurement approach	Judgements will be drawn through annual surveys of companies to test their views of overall influence/impact of the project on their performance.

(AGD/I/2) Net additional returns on investment	Aggregation of all other net impacts over IMSE programme lifetime
Tracking Timetable	Annually from 2026/7 to 2029/30
Wider Detail	This is an overall “single” measure which aims to indicate the “aggregate” returns that the IMSE will deliver over the period of the AGD. This will involve summing all the net impact measures in monetary terms. This total value will then be compared to the public sector cost contribution to IMSE to project a “percentage return” from this funding.
Monitoring and measurement approach	This will be based on estimates of the GVA likely to be associated with job creation (AGD/1/1) and any additional GVA associated with follow on investment ((AGD/I/5) not already captured by these job impacts.
(AGD/I/5) Follow on investment	Net effects associated with AGD/OT/7
Tracking Timetable	Annually from 2029/30
Wider Detail	This measure requires summing the annual totals (£) associated with AGD/OT/7 over the period of the deal for IMSE and drawing judgements in relation to: deadweight; displacement; leakage/substitution and multiplier effects (to account for supply chain effects and expenditure by staff directly employed by supported organisations).
Monitoring and measurement approach	Judgements will be drawn based on annual surveys (when relevant) of funders to ask their views of the overall influence/impact of the IMSE project on the timing, levels of funding and investment returns compared to alternative investment routes these investors may have considered in the absence of AGD and/ or performance of their investments elsewhere in the UK/Globally.

Community Benefits

(AGD/CB/O/1) Training Places/Weeks	Total number traineeship weeks delivered by IMSE over project lifetime
Tracking Timetable	Annually from 2026/27
Wider Detail	Number of training weeks on site
Monitoring and measurement approach	Annual returns of an anonymised list of full training weeks per trainee, signed by the project lead and SRO.
(AGD/CB/O/2) Training Places/Number of learners receiving accredited qualification (equivalent NVQ2 and above) - main contractor	Total number of IMSE learners achieving accreditation via main contractor
Tracking Timetable	Annually from 2026/7 to 2028/9
Wider Detail	Includes total number of NVQ Level 2 and above ⁷³ split by: young people; those with long-term health problems; long-term unemployed; and, females.

⁷³ <https://www.cityandguilds.com/qualifications-and-apprenticeships/qualifications-explained/qualification-comparisons>

Monitoring and measurement approach	Annually through certificates from licensed assessors.
(AGD/CB/O/3) Training Places/Number of learners receiving accredited qualification (equivalent NVQ2 and above) - sub-contractor	Total number of IMSE learners achieving accreditation via sub-contractors
Tracking Timetable	Annually from 2026/7 to 2028/9
Wider Detail	Includes total number of NVQ Level 2 and above ⁷⁴ split by: young people; those with long-term health problems; long-term unemployed; and, females.
Monitoring and measurement approach	Annually through certificates from licensed assessors.
(AGD/CB/O/4) Schools Outreach	Total Pupils involved in IMSE project school outreach programmes
Tracking Timetable	Annually from 2028/29
Wider Detail	For IMSE this is likely to include school activity days associated with project developments (measured by the number of persons from Ayrshire schools participating in school career/activity days).
Monitoring and measurement approach	Provided annually via monitoring forms signed by IMSE project leads and SRO, confirming data on numbers and dates
(AGD/CB/O/5) CWB Support Places	Total number of IMSE CWB placements
Tracking Timetable	Annually from 2025/6 to 2029/30
Wider Detail	Number of IMSE project employees and/or companies supported by the Community Wealth Building Programme (i.e. recruitment from lower income areas, commitment to paying the living wage and building progression routes for workers are all examples of the actions Anchor Institutions can take to stimulate the local economy and bring social improvements to local communities).
Monitoring and measurement approach	To be captured by the CWB Programme as per their BRP Pro Forma.
(AGD/CB/O/7) SMEs Supported	Total SMEs supported by IMSE
Tracking Timetable	Annually from 2026/7 to 2029/30
Wider Detail	Number of SMEs (with no more than 250 employees) supported by IMSE project activity.
Monitoring and measurement approach	Annual record of IMSE support (type) provided and record of each business supported (i.e. name, address and postcode, contact details, company registration number if applicable).

⁷⁴ <https://www.cityandguilds.com/qualifications-and-apprenticeships/qualifications-explained/qualification-comparisons>

(AGD/CB/O/8) Uplifts in regional supplier spend	Total Value of regional sub contractor expenditure
Tracking Timetable	Annually from 2026/7 to 2029/30
Wider Detail	This captures the proportion of annual AGD project expenditure that is allocated to suppliers located within Ayrshire i.e. the value (£) of sub-contract/s associated with project awarded to all local companies, including SMEs and Social Enterprises, based within Ayrshire Region.
Monitoring and measurement approach	Where practical through construction and operational contracts identification of value and named firms to be provided annually to PMO.
(AGD/CB/O/9) Work experience placements (not in education)	Total number of placements secured by IMSE
Tracking Timetable	Annually from 2026/27
Wider Detail	Includes total not in education (i.e. number of persons living in Ayrshire not in school, university or college undertaking a work placement for a minimum of 5 days) and split by: young people not in education; those with long-term health problems not in education: long term unemployed not in education; females not in education and in green job sectors.
Monitoring and measurement approach	Annually through (anonymised) learner record outcomes.
(AGD/CB/O/10) Total Apprentices created by NSAfC projects (Apprentices)	Total number of apprenticeships supported by IMSE
Tracking Timetable	Annually from 2026/27
Wider Detail	Includes total apprentices and breakdowns by: apprentices for young people; apprentices experiencing long-term health problems; apprentices long-term unemployed; female apprentices; green jobs; and, number receiving Living Wage.
Monitoring and measurement approach	Annually via an agreed monitoring form signed by IMSE project lead and SRO, confirming the apprenticeships created and sustained.
(AGD/CB/O/11) Total Jobs created by NSAfC projects	Total number of jobs created from AGD/CB/O/10
Tracking Timetable	Annually from 2026/27
Wider Detail	As per AGD/CB/O/10 above.
Monitoring and measurement approach	Annually via an agreed monitoring form signed by IMSE project lead and SRO, confirming the jobs created and sustained.
(AGD/CB/O/12) Total New Entrants created by NSAfC projects	Total new entrants associated with AGD/CB/O/10 and AGD/CB/O/11
Tracking Timetable	Annually from 2026/27
Wider Detail	All new entrants in the categories defined in AGD/CB/O/10 above.
Monitoring and measurement approach	Annually via an agreed monitoring form signed by IMSE project lead and SRO, confirming new entrant levels associated with the two previous categories above.
(AGD/CB/I/2) Net uplifts in regional supplier spend	Annual net uplifts in regional supplier spend from IMSE build and operations
Tracking Timetable	Annually from 2026/7 to 2029/30

Wider Detail	Summation of AGD/CB/O/8 (uplifts in regional supplier spend) per project and judgements in relation to: deadweight; displacement; leakage/substitution; and multiplier effects (to account for supply chain effects and expenditure by staff directly employed by supported suppliers).
Monitoring and measurement approach	Proposed to be contracted out to an external party.

Tourism

The Great Harbour (GH) Pro Forma
Smart Outputs, Outcomes, Impacts and Community Benefits: Definitions and Tracking Measures

Outputs

(AGD/O/2) Construction Jobs Output	99 full time equivalent employees (FTEs) over the construction periods of GH Programme
Tracking Timetable	Annually from 2022/3 to 2026/7
Wider Detail	Defined as employees working on site more than 30 paid hours per week. Part-time is defined as employees working less than or equal to 30 paid hours per week. Self-employed or contractor staff on each site will also be recorded and classified under the same definitions. As below (under direct jobs) different threshold applies to employees with a disability/LTC.
Monitoring and measurement approach	Baseline Construction FTE projections will be provided by the project lead prior to each GH construction project commencing. This baseline will then be used to measure, on a quarterly basis, the additional employment of the intervention by using an agreed monitoring form signed by the GH project lead and SRO confirming the FTEs created. Aggregate annual totals of FTEs will be provided based on the summation of recorded quarterly part and full time staff levels. Off-site FTE estimates will be captured by the PMO by applying relevant construction sector multipliers to the on-site FTE levels reported.
(AGD/O/1) Direct/Indirect Jobs	Steady state level of 145 direct and indirect employed over the lifetime of the Deal
Tracking Timetable	Annually from 2022/3 to 2026/7
Wider Detail	Direct Jobs are defined as the total number of newly created full-time equivalent (FTE) jobs as a direct result of the GH programme. Full time is defined as employees working more than 30 paid hours per week. Part-time is defined as employees working less than or equal to 30 paid hours per week. A different employment threshold of 16 hours per week or more will be applied to employees with a disability or long-term health condition ("LTC") who move into paid employment.
Monitoring and measurement approach	Baseline direct job level projections will be provided by each GH project lead prior to the operation of each project commencing. This baseline will then be used on a quarterly basis to measure the additional employment of the intervention by using an agreed monitoring form signed by the GH project lead and SRO confirming the FTEs created. Aggregate annual totals of FTEs will be provided based on the summation of recorded quarterly part and full time staff levels. Indirect Jobs will be captured by the PMO by applying relevant sector multipliers to the direct job levels reported.
(AGD/O/7) New or upgraded roads/junctions/cycle pathways	Over 2024/5 to 2026/7 1,500m of upgraded cycle and pedestrian paths, and 8,000 sq. m of upgraded/new public realm
Tracking Timetable	Annually between 2024/5 to 2026/7
Wider Detail	In the cases of GH this will include: Road enhanced (1.5Km); Junctions (5 Improved); Cycle Routes created/enhanced (1.5km); Pedestrian Routes enhanced (1.5km); 1 Pedestrian/cycle bridges enhanced; and, 1 (potential) Road Bridge.

	<p>Cycle Path /Pedestrian upgrades involve enhancing existing cycle tracks/pedestrian paths to increase the capacity of the cycle and pedestrian network for the region.</p> <p>Public Realm upgrades encompass enhanced space which was previously open for public use but which is transformed into, for example, pavement, road, street furniture and park area. The definition only applies where public realm improvements or creation are a result of AGD investment and associated match or levered spend. Includes: enhanced existing Green Space; vegetated land or water within an urban area this includes, parks, gardens, playing fields, children's play areas, woods and other natural areas, grassed areas, cemeteries and allotments.</p> <p>New public realm is a space which was previously not for public use which is transformed into, for example, pavement, road, street furniture and park area. This only applies where public realm creation are a result of AGD investment and associated match or levered spend. Includes new Green Space created; vegetated land or water within an urban area this includes, parks, gardens, playing fields, children's play areas, woods and other natural areas, grassed areas, cemeteries and allotments.</p>
Monitoring and measurement approach	Evidence of the above will be provided annually as upgrades and new public realm is provided through: scale plans, tender documents and visual inspection on completion.
(AGD/O/9) Development space unlocked	9,800 sq.m. unlocked over 2022/3 to 2026/7
Tracking Timetable	Annually between 2022/3 to 2026/7
Wider Detail	<p>In the cases of GH this will include: Food and Drink (2800 sq. m); Hotels and Hostels (2000 sq. m); and, Assembly and Leisure/shops (5000sq m).</p> <p>This includes: areas of land directly improved by the project that is now suitable for development where previously it was unattractive to developers; reclaimed - making the land fit for use by removing physical constraints to development or improving the land for hard end use; providing services to open land up for development through enabling infrastructure e.g. provision of utilities or service roads, or land decontaminated; and, the area of land where enabling infrastructure is put in place.</p> <p>Resultant development represents the additional Gross Internal Area space (m²) created as a result of the project:</p> <ul style="list-style-type: none"> • Floor areas should be measured in accordance with the RICS Code of measuring practice (6th edition) 2007⁷⁵; and, • A building should be classified as completed once it is on the non-domesticrating list.
Monitoring and measurement approach	Evidence of the above will be provided annually as development space is provided through “before and after” photographic evidence.
(AGD/O/10) Reduced vacant & derelict land	6 HA of land effected over 2022/3 to 2024/5

⁷⁵ <https://www.rics.org/uk/upholding-professional-standards/sector-standards/real-estate/code-of-measuring-practice/>

Tracking Timetable	Annually between 2022/3 to 2024/5
Wider Detail	The area of land (Ha) that is currently on the Scottish Vacant and Derelict Land register that will be brought back into use either via the direct AGD investment, or by the subsequent follow on development.
Monitoring and measurement approach	Evidence will be provided annually through: using site plan visual inspection of the site before and after completion; before and after photographic evidence; and (ultimately) changes to the SVDL register.
(AGD/O/13) Visitors	Total uplifts in annual day visitors of 134,000 and tourists of 66,000 by 2029/30
Tracking Timetable	Annually from 2024/25 to 2029/30
Wider Detail	Day visitor/tourist uplifts will lead to uplifts in spend at GH attractions directly supported by AGD investment including tickets, food & drink, parking, gift shops etc. This could include facilities along an improved walking/cycle route and if possible visitor origin.
Monitoring and measurement approach	Given visitor uplifts their spend will be captured annually through adoption of relevant Visit Scotland data and an agreed modelling approach (such as STEAM).
(AGD/O/14) Start-Ups	In total 5 GH SMEs supported by 2029/30
Tracking Timetable	Annually from 2023/4 to 2029/30
Wider Detail	The number of start-ups - which as a result of support from GH - result in new company formations. A company in this context is defined as a start-up that reaches the stage at which it becomes registered with Companies House (and subsequently is expected to file an annual return).
Monitoring and measurement approach	Annually through documented evidence from each start-up confirming support provided and registration details.
(AGD/O/16) Leverage: (including LA, HE/FE, Private Sector and any other leverage)	Total of £4m by 2029/30
Tracking Timetable	Annually from 2023/4 to 2029/30
Wider Detail	Representing, as outlined in the approved GH Business Cases, the realisation of the projected levels of investments, asset transfer and/or revenue support once relevant GH projects are operational . This can include anticipated public, private or third sector sources (across investment, asset transfer and/or revenue support). Asset transfer is defined as the transfer (and associated value) of the ownership of property, land or other assets/rights from a third party.
Monitoring and measurement approach	Annually through letters of conformation from relevant organisations stating type amount, timing and conditions of funding support.
(AGD/O/17) Income Levels	Increased median wage levels over lifetime of the GH programme
Tracking Timetable	Annually from 2023/4 to 2029/30
Wider Detail	Anonymised median gross annual earnings of all full-time direct jobs supported by GH projects.
Monitoring and measurement approach	Annual anonymised payroll information in respect of direct new jobs (AGD/O/1).

(AGD/O/18) Heritage asset restored or brought back to use	Total (m²) brought back into active use by 3029/30
Tracking Timetable	Annually from 2022/3 to 2029/30
Wider Detail	Listed building, monument or structure restored and/or brought back into use measured in m2 of the usable space, including buildings on the Buildings at Risk Register (BARR).
Monitoring and measurement approach	Annually through: completion certificates; using site plan visual inspection of the site before and after completion; before and after photographic evidence; and (ultimately) deletion from BARR.

Outcomes

(AGD/OT/1) Job Levels (new and maintained)	Steady state level of 145 employed over the lifetime of the GH programme
Tracking Timetable	Annually from 2023/4 to 2029/30
Wider Detail	This does not differ from the output definition (AGD/O/1) and captures direct job levels (and any consequent changes) on an annual basis once a project/programme is operational.
Monitoring and measurement approach	Annually through anonymised payroll information on direct jobs (utilising AGD/O/17 data).
(AGD/OT/2) Development Space uptake	9,800 gross m² uptake over the lifetime of the GH programme
Tracking Timetable	Annually from 2023/4 to 2029/30
Wider Detail	Based on AGD/O/9 and AGD/O/10 at GH project sites this measure captures the area of floor space (gross m²) constructed that is currently occupied by commercial or other tenants.
Monitoring and measurement approach	Annually based on a monitoring form, signed off by at GH project leads and SRO, confirming occupancy levels,
(AGD/OT/5) Increase in Visitor Spend	Additional £70m visitor spend over the lifetime of the GH programme
Tracking Timetable	Annually from 2023/4 to 2029/30
Wider Detail	Increase in visitor spend (£) at GH attractions directly supported by AGD investment (i.e. claimed as an output) and ideally by origin: day trip; domestic visitor foreign tourist; and groups (e.g. school trips, specialist interest).
Monitoring and measurement approach	Provided annually based on annual value of sales (£) at tourist attractions directly support by AGD investment including tickets, food & drink, parking, gift shops etc. (split where possible by visitor type).
(AGD/OT/6) Start-up performance/survival	In total 5 sustained GH start-ups by 2029/30
Tracking Timetable	Annually from 2023/4 to 2029/30
Wider Detail	Annual performance of GH start-ups under AGD/O/14.
Monitoring and measurement approach	Based on annual performance returns from start-ups, registered accounts and confirmation of closure/relocation.

(AGD/OT/7) Additional Investment (including Foreign Direct Investment)	Actual levels secured over the GH programme lifetime
Tracking Timetable	Annually from 2023/4 to 2029/30
Wider Detail	Representing all additional investments, asset transfer and/or revenue support that has been subsequently secured - once each GH project is operational - that was not projected in the original project Business Cases . This can include additional public, private or third sector sources (across investment, asset transfer and/or revenue support) over and above that captured at AGD/O/16
Monitoring and measurement approach	Annually - based on letters of conformation from organisations stating type amount, timing and conditions of funding support.
(AGD/OT/10) Heritage asset restored or brought back to use	Level of other outcomes associated with Heritage Assets brought back into use
Tracking Timetable	Annually from 2022/3 to 2029/30
Wider Detail	Proportion of outcomes associated with these assets
Monitoring and measurement approach	Annually in line with other outcome measures above.

IMPACTS

(AGD/I/1) Net Job Levels (new and maintained)	Steady state level of net jobs anticipated over the GH programme lifetime
Tracking Timetable	Annually from 2022/3 to 2029/30
Wider Detail	Net jobs reflect the number of jobs that can be “attributed” to a GH project compared to the number of jobs that would have been generated in the absence of the project. This involves drawing judgements in relation to: deadweight; displacement; leakage/substitution and multiplier effects (to account for supply chain effects and expenditure by staff directly employed by supported organisations).
Monitoring and measurement approach	Judgements will be drawn through annual surveys of companies to test their views of overall influence/impact of the project on their performance.
(AGD/I/5) Follow on investment	Net effects associated with AGD/OT/7
Tracking Timetable	Annually from 2022/3 to 2029/30
Wider Detail	This measure requires summing the annual totals (£) associated with AGD/OT/7 over the period of the deal for given projects or programmes and drawing judgements in relation to: deadweight; displacement; leakage/substitution and multiplier effects (to account for supply chain effects and expenditure by staff directly employed by supported organisations).
Monitoring and measurement approach	Judgements will be drawn on annual surveys (when relevant) of funders to ask their views of the overall influence/impact of a GH project on the timing, levels of funding and investment returns compared to alternative investment routes these investors may have considered in the absence of AGD and/ or performance of their investments elsewhere in the UK/Globally.

(AGD/I/6) Reduced levels of deprivation within the region	Positive changes associated with AGD over the lifetime of the GH Programme
Tracking Timetable	Every four years from 2025/6
Wider Detail	A deprived area is defined as among the 15% most deprived areas in Scotland. ⁷⁶ National data is updated every four years.
Monitoring and measurement approach	By monitoring project employment/expenditure patterns in relevant SIMD areas to draw judgements re GH “additional” contribution to relevant SIMD indicators.
(AGD/I/7) Increased income levels	Net effects associated with AGD/O/17
Tracking Timetable	Annually from 2025/6 to 2029/30
Wider Detail	Summation of AGD/O/17 (income levels) per project (£) and drawing judgements in relation to: deadweight; displacement; leakage/substitution and multiplier effects (to account for supply chain effects and expenditure by staff directly employed by supported organisations).
Monitoring and measurement approach	Annual comparisons of the gross wage levels of similar companies/sectors elsewhere in Scotland, and the rest of the UK, to assess any differences in both the levels of income/rates of increase with GH projects to infer the any potentially positive effects of involvement with AGD.
(AGD/I/8) Heritage asset restored or brought back to use	Level of other impacts associated with Heritage Assets brought back into use
Tracking Timetable	Annually from 2022/3 to 2029/30
Wider Detail	Proportion of impacts that are judged to be associated with these assets
Monitoring and measurement approach	In line with other impact measures above.

Community Benefits

(AGD/CB/O/4) Schools Outreach	Total Pupils involved in GH project school outreach programmes
Tracking Timetable	Between 2022/3 to 2024/5
Wider Detail	For GH, IH and A projects this is likely to include school activity days associated with project developments (measured by the number of persons from Ayrshire schools participating in school career/activity days).
Monitoring and measurement approach	Provided annually via monitoring forms signed by GH project leads and SRO, confirming data on numbers and dates
(AGD/CB/O/5) CWB Support Places	Total number of CWB placements across GH programme

⁷⁶ [Scottish Index of Multiple Deprivation 2020 - gov.scot \(www.gov.scot\)](http://www.gov.scot)

Tracking Timetable	Between 2022/3 to 2026/7
Wider Detail	Number of GH project employees and/or companies supported by the Community Wealth Building Programme (i.e. recruitment from lower income areas, commitment to paying the living wage and building progression routes for workers are all examples of the actions Anchor Institutions can take to stimulate the local economy and bring social improvements to local communities).
Monitoring and measurement approach	To be captured by the CWB Programme as per their BRP Pro Forma.
AGD/CB/O/8 Uplifts in regional supplier spend	Total Value of regional sub contractor expenditure
Tracking Timetable	Between 2022/3 to 2029/30
Wider Detail	This captures the proportion of annual AGD project expenditure that is allocated to suppliers located within Ayrshire i.e. the value (£) of sub-contract/s associated with project awarded to all local companies, including SMEs and Social Enterprises, based within Ayrshire Region.
Monitoring and measurement approach	Where practical through construction and operational contracts identification of value and named firms to be provided annually to PMO.
(AGD/CB/O/17) Site visits by Colleges	Total students involved in GH project site visits
Tracking Timetable	Annually from 2022/3 to 2029/30
Wider Detail	Number of persons from Ayrshire colleges visiting GH project sites
Monitoring and measurement approach	Provided annually via monitoring forms signed by GH project leads and SRO, confirming data on numbers and dates.
(AGD/CB/O/21) Softer community benefits delivered to Ayrshire as part of the project	Total number of community GH related activities
Tracking Timetable	Annually from 2022/3 to 2029/30
Wider Detail	Softer benefits may include: <ul style="list-style-type: none"> • Sponsorship of local events/community clubs; • Donations of equipment/goods/materials; • Volunteering at community events; • Supporting our older people and adults (e.g. arranging a day trip, coffee morning); • Assisting with community projects (e.g. painting, grass cutting); and, • Assisting with education projects (e.g. STEM).
Monitoring and measurement approach	Number of annual events with a sample of supporting pictures

Marine Tourism (MT) Pro Forma
Smart Outputs, Outcomes, Impacts and Community Benefits: Definitions and Tracking Measures

Outputs

(AGD/O/2) Construction Jobs Output	81 full time equivalent employees (FTEs) over the construction periods of MT Programme
Tracking Timetable	Annually from 2024/5 to 2026/7
Wider Detail	Defined as employees working on site more than 30 paid hours per week. Part-time is defined as employees working less than or equal to 30 paid hours per week. Self-employed or contractor staff on each site will also be recorded and classified under the same definitions. As below (under direct jobs) different threshold applies to employees with a disability/LTC.
Monitoring and measurement approach	Baseline Construction FTE projections will be provided by the project lead prior to each MT construction project commencing. This baseline will then be used to measure, on a quarterly basis, the additional employment of the intervention by using an agreed monitoring form signed by the MT project lead and SRO confirming the FTEs created (which may use standard employment ratios if actual information is unavailable). Aggregate annual totals of FTEs will be provided based on the summation of recorded quarterly part and full time staff levels. Off-site FTE estimates will be captured by the PMO by applying relevant construction sector multipliers to the on-site FTE levels reported.
(AGD/O/1) Direct/Indirect Jobs	Steady state level of 30 employed over the lifetime of the Deal
Tracking Timetable	Annually from 2025/6 to 2029/30
Wider Detail	Direct Jobs are defined as the total number of newly created full-time equivalent (FTE) jobs as a direct result of the MT programme in terms of uplifts in visitor demand and new berth usage. Full time is defined as employees working more than 30 paid hours per week. Part-time is defined as employees working less than or equal to 30 paid hours per week. A different employment threshold of 16 hours per week or more will be applied to employees with a disability or long-term health condition ("LTC") who move into paid employment.
Monitoring and measurement approach	Baseline direct job level projections will be provided by each MT project lead prior to the operation of each project commencing. This baseline will then be used on a quarterly basis to measure the additional employment of the intervention by using an agreed monitoring form signed by the MT project lead and SRO confirming the FTEs created (using where practical information from MT employers about numbers employed). Aggregate annual totals of FTEs will be provided based on the summation of recorded quarterly part and full time staff levels. Indirect Jobs will be captured by the PMO by applying relevant sector multipliers to the direct job levels reported.
(AGD/O/7) New or upgraded roads/junctions/cycle pathways	1,500 sq. m of public realm improvements
Tracking Timetable	Annually between 2024/5 to 2026/7
Wider Detail	

	<p>Public Realm upgrades encompass enhanced space which was previously open for public use but which is transformed into, for example, pavement, road, street furniture and park area. The definition only applies where public realm improvements or creation are a result of AGD investment and associated match or levered spend. Includes: enhanced existing Green Space; vegetated land or water within an urban area this includes, parks, gardens, playing fields, children's play areas, woods and other natural areas, grassed areas, cemeteries and allotments.</p> <p>New public realm is a space which was previously not for public use which is transformed into, for example, pavement, road, street furniture and park area. This only applies where public realm creation are a result of AGD investment and associated match or levered spend. Includes new Green Space created; vegetated land or water within an urban area this includes, parks, gardens, playing fields, children's play areas, woods and other natural areas, grassed areas, cemeteries and allotments.</p>
Monitoring and measurement approach	Evidence of the above will be provided annually as upgrades and new public realm is provided through: scale plans, tender documents and visual inspection on completion.
(AGD/O/9) Development space unlocked	6 HA unlocked over 2024/5 to 2026/7
Tracking Timetable	Annually between 2024/5 to 2026/7
Wider Detail	<p>In the cases of MT this will include: Marine infrastructure (Circa 250 berths across programme) and Commercial leisure space (1000sq m)</p> <p>This includes: areas of land directly improved by the project that is now suitable for development where previously it was unattractive to developers; reclaimed - making the land fit for use by removing physical constraints to development or improving the land for hard end use; providing services to open land up for development through enabling infrastructure e.g. provision of utilities or service roads, or land decontaminated; and, the area of land where enabling infrastructure is put in place.</p> <p>Resultant development represents the additional Gross Internal Area space (m²) created as a result of the project:</p> <ul style="list-style-type: none"> • Floor areas should be measured in accordance with the RICS Code of measuring practice (6th edition) 2007⁷⁷; and, • A building should be classified as completed once it is on the non-domesticating list.
(AGD/O/10) Reduced vacant & derelict land	0.1 HA of land effected over 2022/3 to 2024/5
Tracking Timetable	Annually from 2024/5 to 2026/7
Wider Detail	The area of land (Ha) that is currently on the Scottish Vacant and Derelict Land register that will be brought back into use either via the direct AGD investment, or by the subsequent follow on development.
Monitoring and measurement approach	Evidence will be provided annually through: using site plan visual inspection of the site before and after completion; before and after photographic evidence; and (ultimately) changes to the SVDL register.

⁷⁷ <https://www.rics.org/uk/upholding-professional-standards/sector-standards/real-estate/code-of-measuring-practice/>

(AGD/O/13) Visitors	Total uplifts in annual day visitors of 67,000 and tourists of 33,000 by 2029/30
Tracking Timetable	Annually from 2026/7 to 2029/30
Wider Detail	Day visitor/tourist uplifts will lead to uplifts in spend at MT attractions directly supported by AGD investment including tickets, food & drink, parking, gift shops etc. This could include facilities along an improved walking/cycle route and if possible visitor origin.
Monitoring and measurement approach	Annually via reports from project leads and SRO: detailing available visitor counts/spend; adoption of relevant Visit Scotland data; and, an agreed modelling approach (such as STEAM).
(AGD/O/14) Start-Ups/SMEs	In total 5 MT start-ups (2) and SMEs (3) supported by 2029/30
Tracking Timetable	Annually from 2025/6 to 2029/30
Wider Detail	The number of start-ups - which as a result of support from MT - result in new company formations. A company in this context is defined as a start-up that reaches the stage at which it becomes registered with Companies House (and subsequently is expected to file an annual return). 2 transit marinas will be required to set up 2 new operating companies, registered with Company's House, with accounts / annual returns.
Monitoring and measurement approach	Annually through documented evidence from each start-up confirming support provided and registration details. Companies' registrations, records, accounts / returns etc will be used to monitor / measure target.
(AGD/O/16) Leverage: (including LA, HE/FE, Private Sector and any other leverage)	Total of £5.25m by 2029/30
Tracking Timetable	Annually from 2028/9 to 2029/30
Wider Detail	Representing, as outlined in the approved MT Business Cases , the realisation of the projected levels of investments, asset transfer and/or revenue support once relevant MT projects are operational . This can include anticipated public, private or third sector sources (across investment, asset transfer and/or revenue support). Asset transfer is defined as the transfer (and associated value) of the ownership of property, land or other assets/rights from a third party.
Monitoring and measurement approach	Annually through letters of conformation from relevant organisations stating type amount, timing and conditions of funding support.

Outcomes

(AGD/OT/1) Job Levels (new and maintained)	Steady state level of 30 employed over the lifetime of MT
Tracking Timetable	Annually from 2025/6 to 2029/30
Wider Detail	This does not differ from the output definition (AGD/O/1) and captures direct job levels (and any consequent changes) on an annual basis once a project/programme is operational.
Monitoring and measurement approach	Annually through an anonymised list of employees created and their hours of work, signed by the project lead and SRO

(AGD/OT/2) Development Space uptake	Commercial leisure space 1000 sq. m over the lifetime of the MT programme
Tracking Timetable	Annually from 2025/6 to 2029/30
Wider Detail	Based on AGD/O/9 and AGD/O/10 at MT project sites this measure captures the area of floor space (gross m²) constructed that is currently occupied by commercial or other tenants.
Monitoring and measurement approach	Annually based on a monitoring form, signed off by at GH project leads and SRO, confirming occupancy levels,
(AGD/OT/5) Increase in Visitor Spend	Additional visitor and offsite berth spend of £XM over the lifetime of the MT programme
Tracking Timetable	Annually from 2026/7 to 2029/30
Wider Detail	Increase in visitor spend (£) at GH, IH & A attractions directly supported by AGD investment (i.e. claimed as an output) and ideally by origin: day trip; domestic visitor foreign tourist; and groups (e.g. school trips, specialist interest).
Monitoring and measurement approach	Provided annually based on annual value of sales (£) at tourist attractions directly support by AGD investment including tickets, food & drink, parking, gift shops etc. (split where possible by visitor type).
(AGD/OT/6) Start-up performance/survival	In total 5 sustained MT start-ups (2) and (3) SMEs supported by 2029/30
Tracking Timetable	Annually from 2026/7 to 2029/30
Wider Detail	Annual performance of MT start-ups under AGD/O/14.
Monitoring and measurement approach	Based on annual performance returns from start-ups, registered accounts and confirmation of closure/relocation.
(AGD/OT/7) Additional Investment (including Foreign Direct Investment)	Actual levels secured over the MT lifetime
Tracking Timetable	Annually from 2027/8 to 2029/30
Wider Detail	Representing all additional investments, asset transfer and/or revenue support that has been subsequently secured - once each MT project is operational - that was not projected in the original project Business Cases . This can include additional public, private or third sector sources (across investment, asset transfer and/or revenue support) over and above that captured at AGD/O/16
Monitoring and measurement approach	Annually - based on letters of conformation from organisations stating type amount, timing and conditions of funding support.

IMPACTS

(AGD/I/1) Net Job Levels (new and maintained)	Steady state net jobs anticipated over the MT lifetime
Tracking Timetable	Annually from 2028/9 to 2029/30

Wider Detail	Net jobs reflect the number of jobs that can be “attributed” to the MT project compared to the number of jobs that would have been generated in the absence of the project. This involves drawing judgements in relation to: deadweight; displacement; leakage/substitution and multiplier effects (to account for supply chain effects and expenditure by staff directly employed by supported organisations).
Monitoring and measurement approach	Judgements will be drawn through annual surveys of companies to test their views of overall influence/impact of the project on their performance.
(AGD/I/2) Net additional returns on investment	Aggregation of all other net impacts over MT programme lifetime
Tracking Timetable	Annually from 2028/9 to 2029/30
Wider Detail	This is an overall “single” measure which aims to indicate the “aggregate” returns that the MT will deliver over the period of the AGD. This will involve summing all the net impact measures in monetary terms. This total value will then be compared to the public sector cost contribution to MT to project a “percentage return” from this funding.
Monitoring and measurement approach	This will be based on estimates of the GVA likely to be associated with job creation (AGD/1/1) and any additional GVA associated with follow on investment ((AGD/I/5) not already captured by these job impacts).
(AGD/I/5) Follow on investment	Net effects associated with AGD/OT/7
Tracking Timetable	Annually from 2029/30 to 2029/30
Wider Detail	This measure requires summing the annual totals (£) associated with AGD/OT/7 over the period of the deal for MT and drawing judgements in relation to: deadweight; displacement; leakage/substitution and multiplier effects (to account for supply chain effects and expenditure by staff directly employed by supported organisations).
Monitoring and measurement approach	Judgements will be drawn based on annual surveys (when relevant) of funders to ask their views of the overall influence/impact of the MT project on the timing, levels of funding and investment returns compared to alternative investment routes these investors may have considered in the absence of AGD and/ or performance of their investments elsewhere in the UK/Globally.
(AGD/I/7) Increased income levels	Net effects associated with AGD/O/1
Tracking Timetable	Annually from 2025/6 to 2029/30
Wider Detail	Summation of AGD/O/1 (income levels) per MT elements (£) and drawing judgements in relation to: deadweight; displacement; leakage/substitution and multiplier effects (to account for supply chain effects and expenditure by staff directly employed by supported organisations).
Monitoring and measurement approach	Annual comparisons of the gross wage levels of similar companies/sectors elsewhere in Scotland, and the rest of the UK, to assess any differences in both the levels of income/rates of increase with MT elements to infer the any potentially positive effects of involvement with AGD.

Community Benefits

(AGD/CB/O/1) Training Places/Weeks	Total number traineeship weeks delivered by MT over project lifetime
Tracking Timetable	Annually from 2026/7 to 2029/30
Wider Detail	Number of training weeks on site for a) traineeships and b) apprenticeships
Monitoring and measurement approach	Annual returns of an anonymised list of full training weeks per trainee, signed by the project lead and SRO.
(AGD/CB/O/4) Schools Outreach	Total Pupils involved in MT project school outreach programmes
Tracking Timetable	Annually from 2026/7 to 2029/30
Wider Detail	For MT this is likely to include: work experience placements (in education) i.e. the number of persons from an Ayrshire school in S4, S5 or S6, university or college undertaking a work placement for a minimum of 5 days; school activity days i.e. the number of persons from Ayrshire schools participating in school career/activity days; and site visits by schools i.e. the number of persons from Ayrshire schools visiting MT sites.
Monitoring and measurement approach	Provided annually via monitoring forms signed by MT project leads and SRO, confirming data on numbers and dates
(AGD/CB/O/5) CWB Support Places	Total number of MT CWB placements
Tracking Timetable	Annually from 2026/7 to 2029/30
Wider Detail	Number of MT project employees and/or companies supported by the Community Wealth Building Programme (i.e. recruitment from lower income areas, commitment to paying the living wage and building progression routes for workers are all examples of the actions Anchor Institutions can take to stimulate the local economy and bring social improvements to local communities).
Monitoring and measurement approach	To be captured by the CWB Programme as per their BRP Pro Forma.
(AGD/CB/O/7) SMEs Supported	Total SMEs supported by MT
Tracking Timetable	Annually from 2026/7 to 2029/30
Wider Detail	Number of SMEs (with no more than 250 employees) supported by MT project activity.
Monitoring and measurement approach	Annual record of MT support (type) provided and record of each business supported (i.e. name, address and postcode, contact details, company registration number if applicable).
(AGD/CB/O/8) Uplifts in regional supplier spend	Total Value of regional sub contractor expenditure
Tracking Timetable	Annually from 2026/7 to 2029/30
Wider Detail	This captures the proportion of annual AGD project expenditure that is allocated to suppliers located within Ayrshire i.e. the value (£) of sub-contract/s associated with project awarded to all local companies, including SMEs and Social Enterprises, based within Ayrshire Region.
Monitoring and measurement approach	Where practical through construction and operational contracts identification of value and named firms to be provided annually to PMO.
(AGD/CB/O/9) Work experience placements (not in education)	Total number of placements secured by MT

Tracking Timetable	Annually from 2026/7 to 2029/30
Wider Detail	Includes total not in education (i.e. number of persons living in Ayrshire not in school, university or college undertaking a work placement for a minimum of 5 days) and split by: young people not in education; those with long-term health problems not in education: long term unemployed not in education; females not in education and in green job sectors.
Monitoring and measurement approach	Annually through (anonymised) learner record outcomes and for full-time learners only, by learner 'level' as defined in the SCQF guidelines.
(AGD/CB/O/13) Construction Careers Information, Advice & Guidance (CCIAG) Events	Number of events per annum
Tracking Timetable	Annually from 2026/7 to 2029/30
Wider Detail	Number of events
Monitoring and measurement approach	Annual returns of dates, locations (e.g. school or college) of where sessions held.
(AGD/CB/O/17) Site visits by Colleges	Total students involved in MT project site visits
Tracking Timetable	Annually from 2026/7 to 2029/30
Wider Detail	Number of persons from Ayrshire colleges visiting MT project sites
Monitoring and measurement approach	Provided annually via monitoring forms signed by GH, IH & A project leads and SRO, confirming data on numbers and dates.
(AGD/CB/O/19) Business Skills Supports for sub-contractors	Total number of MT sub contractors supported
Tracking Timetable	Annually from 2026/7 to 2029/30
Wider Detail	Number of persons working for sub-contractors receiving business skills support e.g. attending training or mentoring events around business plan, financial management, Health & Safety, IT support, HR etc.
Monitoring and measurement approach	Annual extract providing skills provider, date, what support has been delivered.
(AGD/CB/O/21) Softer community benefits delivered to Ayrshire as part of the project	Total number of community GH, IH & A related activities
Tracking Timetable	Annually from 2026/7 to 2029/30
Wider Detail	Softer benefits may include: <ul style="list-style-type: none"> • Sponsorship of local events/community clubs; • Donations of equipment/goods/materials; • Volunteering at community events; • Supporting our older people and adults (e.g. arranging a day trip, coffee morning); • Assisting with community projects (e.g. painting, grass cutting); and, • Assisting with education projects (e.g. STEM).
Monitoring and measurement approach	Number of annual events with a sample of supporting pictures.

(AGD/CB/1/2) Net uplifts in regional supplier spend	Annual net uplifts in regional supplier spend from MT build and operations
Tracking Timetable	3 Yearly from 2026/7 to 2029/30
Wider Detail	Summation of AGD/CB/O/8 (uplifts in regional supplier spend) per project and judgements in relation to: deadweight; displacement; leakage/substitution; and multiplier effects (to account for supply chain effects and expenditure by staff directly employed by supported suppliers).
Monitoring and measurement approach	<p>Proposed to be contracted out to an external party through a 3 yearly surveys of suppliers to test supplier's views of overall influence/impact of the project on their performance with and without AGD.</p> <p>Require further information on regional supplier uplift measurement standards and how that may relate to the marine-tourism sector. Have provided other suggestions for how uplift could be measured from a council perspective in tracking note. Further work and progression through OBC / FBC will clarify.</p>

Digital

Subsea Fibre Optic Cable & Infrastructure Digital (SD) Centre Pro Forma
Smart Outputs, Outcomes, Impacts and Community Benefits: Definitions and Tracking Measures

Outputs

(AGD/O/2) Construction Jobs Output	To establish international connectivity the TBC full time equivalent employees (FTEs) over the construction periods of SD Programme
Tracking Timetable	Annually from 2022/3 to 2023/4
Wider Detail	Defined as employees working on site more than 30 paid hours per week. Part-time is defined as employees working less than or equal to 30 paid hours per week. Self-employed or contractor staff on each site will also be recorded and classified under the same definitions. As below (under direct jobs) different threshold applies to employees with a disability/LTC.
Monitoring and measurement approach	Baseline Construction FTE projections will be provided by the project lead prior to each SD construction project commencing. This baseline will then be used to measure, on a quarterly basis, the additional employment of the intervention by using an agreed monitoring form signed by the SD project lead and SRO confirming the FTEs created. Aggregate annual totals of FTEs will be provided based on the summation of recorded quarterly part and full time staff levels. Off-site FTE estimates will be captured by the PMO by applying relevant construction sector multipliers to the on-site FTE levels reported.
(AGD/O/1) Direct/Indirect Jobs	Steady state level of TBC employed over the lifetime of the Deal
Tracking Timetable	Annually from 2023/4 to 2029/30
Wider Detail	Direct Jobs are defined as the total number of newly created full-time equivalent (FTE) jobs as a direct result of the SD programme. Full time is defined as employees working more than 30 paid hours per week. Part-time is defined as employees working less than or equal to 30 paid hours per week. A different employment threshold of 16 hours per week or more will be applied to employees with a disability or long-term health condition ("LTC") who move into paid employment.
Monitoring and measurement approach	Baseline direct job level projections will be provided by each SD project lead prior to the operation of each project commencing. This baseline will then be used on a quarterly basis to measure the additional employment of the intervention by using an agreed monitoring form signed by the SD project lead and SRO confirming the FTEs created based on common standards of employment rates per square metre of space/typical job densities. Aggregate annual totals of FTEs will be provided based on the summation of recorded quarterly part and full time staff levels. Indirect Jobs will be captured by the PMO by applying relevant sector multipliers to the direct job levels reported.

Outcomes

(AGD/OT/1) Job Levels (new and maintained)	Steady state level of TBC employed over the lifetime of SD
Tracking Timetable	Annually from 2023/4 to 2029/30
Wider Detail	This does not differ from the output definition (AGD/O/1) and captures direct job levels (and any consequent changes) on an annual basis once a project/programme is operational.
Monitoring and measurement approach	Monitoring form signed by the project lead and SRO confirming the job numbers created.
(AGD/OT/3) Digital usage patterns	Changes in digital use
Tracking Timetable	Annually from 2023/4 to 2029/30
Wider Detail	User uplifts in 5G digital connectivity
Monitoring and measurement approach	Case Studies
(AGD/OT/7) Additional Investment (including Foreign Direct Investment)	Actual levels secured over the SD lifetime
Tracking Timetable	Annually from 2023/4 to 2029/30
Wider Detail	Captures any additional public, private or third sector capital (or “subsequent” or “follow on”) investment, funding and asset transfers.
Monitoring and measurement approach	Letters of conformation from organisations stating type amount, timing and conditions of funding support.

IMPACTS

(AGD/I/1) Net Job Levels (new and maintained)	Steady state level of net jobs anticipated over the SD lifetime
Tracking Timetable	Annually from 2023/4 to 2029/30
Wider Detail	Net jobs reflect the number of jobs that can be “attributed” to the SD project compared to the number of jobs that would have been generated in the absence of the project. This involves drawing judgements in relation to: deadweight; displacement; leakage/substitution and multiplier effects (to account for supply chain effects and expenditure by staff directly employed by supported organisations).
Monitoring and measurement approach	TBC
(AGD/I/2) Net additional returns on investment	Aggregation of all other net impacts over SD programme lifetime
Tracking Timetable	Annually from 2023/4 to 2029/30
Wider Detail	This is an overall “single” measure which aims to indicate the “aggregate” returns that the SD will deliver over the period of the AGD. This will involve summing all the net impact measures in monetary terms. This total value will then be compared to the public sector cost

	contribution to PCB to project a “percentage return” from this funding.
Monitoring and measurement approach	This will be based on estimates of the GVA likely to be associated with job creation (AGD/1/1) and any additional GVA associated with follow on investment ((AGD/1/5) not already captured by these job impacts as well as user benefits identified at (AGD/1/4).
(AGD/1/4) Net additional user productivity	Net user benefits
Tracking Timetable	Annually from 2023/4 to 2029/30
Wider Detail	Sustained benefits from users having access to improved connectivity in terms of reduced relative costs and/or improvements in efficiency
Monitoring and measurement approach	TBC
(AGD/1/5) Follow on investment	Net additional investment secured over SD Lifetime
Tracking Timetable	Annually from 2023/4 to 2029/30
Wider Detail	Aggregated totals (£) associated with AGD/OT/7 over the period of the Deal (i.e. additional investment, including foreign direct investment) per project and drawing judgements in relation to: Deadweight; Displacement; Leakage/substitution; and, Multiplier effects (to account for supply chain effects and expenditure by staff directly employed by supported organisations).
Monitoring and measurement approach	Contracting out to a third party the objective of evaluating whether there have been any net impacts.

Skills and CWB

**Ayrshire Growth Deal Working for a Healthier Economy (WfHE) Programme Pro Forma
Smart Outputs, Impacts and Community Benefits: Definitions and Tracking Measures**

Outputs

(AGD/O/1) Direct/Indirect Jobs	WfHE health & employability support service will support 4629 unemployed individuals over 5 years with the aim of at least 25% (1157) securing sustainable employment by 2026/7
Tracking Timetable	Annually from 2022/3 to 2026/7
Wider Detail	<p>Direct Jobs are defined as the total number of newly created full-time equivalent (FTE) jobs as a direct result of the WFHE programme. Full time is defined as employees working more than 30 paid hours per week. Part-time is defined as employees working less than or equal to 30 paid hours per week.</p> <p>A different employment threshold of 16 hours per week or more will be applied to employees with a disability or long-term health condition (“LTC”) who move into paid employment.</p> <p>Off-site FTE estimates will be captured by the PMO by applying relevant construction sector multipliers to the on-site FTE levels reported.</p> <p>The beneficiary groups WfHE support include: individuals with health conditions, disabilities, the long term unemployed and lone parent families⁷⁸.</p>
Monitoring and measurement approach	The extent and nature of specific outcome data requires to be finalised and agreed with the Project Steering Group/Contractor in April/May 2022 as well the selected project evaluator (on their appointment in May/June 2022).
(AGD/O/5) Jobs retained & (AGD/O/6) Jobs secured	WfHE health & employability support service will support 2871 employed individuals over 5 years with the aim of at least 85% (2440) retaining/safeguarding employment by 2026/7
Tracking Timetable	Annually from 2022/3 to 2026/7
Wider Detail	<p>FTE jobs retained result from revenue funding that focuses on supporting individuals in employment who might be at risk of losing their job or in other ways not progressing their career.</p> <p>FTE jobs secured result from revenue funding that is aimed at bringing unemployed individuals into work.</p>

⁷⁸ *Lone parents’ families* are predominately single female adults with dependent children, which means: • there is just one potential earner in the family • their hourly earnings are likely to be lower because of the gender pay gap • the earner is limited in the hours they can work by caring responsibilities. [Child Poverty in Scotland: priority groups - lone-parent families \(healthscotland.scot\)](https://www.healthscotland.scot.nhs.uk/child-poverty-in-scotland-priority-groups-lone-parent-families)

	The beneficiary groups WfHE support include: employees with cancer, cardiovascular disease, dementia, asthma, obesity, type 2 diabetes, arthritis, muscular skeletal disorders, stress, anxiety, and depression, these are the conditions identified in the review of the Scottish Government’s Health and Work Strategy “Fair & Healthy Work for All” ⁷⁹
Monitoring and measurement approach	The extent and nature of specific outcome data requires to be finalised and agreed with the Project Steering Group/Contractor in April/May 2022 as well the selected project evaluator (on their appointment in May/June 2022).

Outcomes

(AGD/OT/1) Job Levels (new and maintained)	<p>WfHE health & employability support service will support 4629 unemployed individuals over 5 years with the aim of at least 25% (1157) securing sustainable employment by 2026/7</p> <p>WfHE health & employability support service will support 2871 employed individuals over 5 years with the aim of at least 85% (2440) retaining/safeguarding employment by 2026/7</p>
Tracking Timetable	Annually from 2023/4
Wider Detail	This does not differ from the output definitions (AGD/O/1), (AGD05) and (AGD/O/6) and captures direct job levels (and any consequent changes) on an annual basis once a project/programme is operational.
Monitoring and measurement approach	The extent and nature of specific outcome data requires to be finalised and agreed with the Project Steering Group/Contractor in April/May 2022 as well the selected project evaluator (on their appointment in May/June 2022).

Impacts

(AGD/I/1) Net Job Levels (new and maintained)	Assessment of the extent to which 1157 and 2440 targets are being met and attributable to WfHE
Tracking Timetable	Annually from 2023/4
Wider Detail	Net jobs reflect the number of jobs that can be “attributed” to the WfHE project compared to the number of jobs that would have been generated in the absence of the project. This involves drawing judgements in relation to: deadweight; displacement; leakage/substitution and multiplier effects (to account for supply chain effects and expenditure by staff directly employed by supported organisations).
Monitoring and measurement approach	For regard to the former group the improved health and management of health conditions of individuals will be measured and monitored from baseline information provided by individuals accessing the service both at pre intervention and post intervention stages. In work support will continue from employability services to monitor employment retention and offer continued in work health support if required.

⁷⁹ Fair & Health Work for All [Health and work strategy: review report - gov.scot \(www.gov.scot\)](https://www.gov.scot/resources/documents/2021/04/Health_and_work_strategy_review_report.pdf)

	In regard to the latter group, with a health condition and at risk of unemployment , the impacts of this programme will be measured and monitored from baseline information provided by individuals accessing the service both at pre intervention and post intervention stages in terms of: improved health and management of health conditions of individuals; improved retention in work; and, reduced absenteeism and improved retention of staff. The extent and nature of specific outcome data requires to be finalised and agreed with the Project Steering Group/Contractor in April/May 2022 as well the selected project evaluator (on their appointment in May/June 2022).
(AGD/I/6) Reduced levels of deprivation within the region	• Positive changes associated with AGD over the lifetime of the WfHE Programme
Tracking Timetable	• To be determined
Wider Detail	A deprived area is defined as among the 15% most deprived areas in Scotland. ⁸⁰ National data is updated every four years.
Monitoring and measurement approach	The extent and nature of specific outcome data requires to be finalised and agreed with the Project Steering Group/Contractor in April/May 2022 as well the selected project evaluator (on their appointment in May/June 2022).
(AGD/I/7) Increased income levels	Net effects associated with (AGD/OT/1)
Tracking Timetable	Annually from 2022/3 to 2029/30
Wider Detail	Summation of any uplifts or rent ion of income associated with AGD/OT/1 and drawing judgements in relation to: deadweight; displacement; leakage/substitution and multiplier effects (to account for supply chaineffects and expenditure by staff directly employed by supported organisations).
Monitoring and measurement approach	The extent and nature of specific outcome data requires to be finalised and agreed with the Project Steering Group/Contractor in April/May 2022 as well the selected project evaluator (on their appointment in May/June 2022).

Community Benefits

(AGD/CB/I/1) Wider uptake of WfHE	Target of 10 WfHE uptake by other organisations in Ayrshire
Tracking Timetable	Annually when relevant
Wider Detail	Summation and attribution of all additional Programme outcomes
Monitoring and measurement approach	The extent and nature of specific outcome data requires to be finalised and agreed with the Project Steering Group/Contractor in April/May 2022 as well the selected project evaluator (on their appointment in May/June 2022).
AGD/CB/I/3 Case studies	Target of 10 Qualitative Community Impacts
Tracking Timetable	Annually from 2023/4 to 2029/30

⁸⁰ [Scottish Index of Multiple Deprivation 2020 - gov.scot \(www.gov.scot\)](http://www.gov.scot)

Wider Detail	Organisations successfully delivering Community Benefits within Ayrshire will be encouraged to develop and submit case studies after completing contracts to enable best practice to be shared and importantly to help tell success stories.
Monitoring and measurement approach	Detail and format of cases studies to be confirmed with PMO.

Ayrshire Growth Deal Community Wealth Building (CWB) Programme Pro Forma Smart Outputs, Impacts and Community Benefits: Definitions and Tracking Measures

Outputs: CWB Business Locality Officers Programme

(CWB/O/A) CWB Officers & Action Plans in place	Creation of 15 CWB Locality Baselines and Action Plans across Ayrshire over the three year programme delivery period to 2024/5
Tracking Timetable	Annually from 2022/3 to 2024/5
Wider Detail	Three CWB Officers have been/will be recruited in each of the three Ayrshire localities (9 in total), with the role of supporting local businesses in adopting CWB Principles. This will include the development of 15 Locality Baselines and Action Plans. This represents a place-based approach to CWB, working in localities to facilitate CWB enhanced activities across public, private and social economy on procurement, employment, assets and ownership, linking with local service delivery.
Monitoring and measurement approach	Surveys are being undertaken to assess baseline and inform action plans.
(CWB/O/B) Total enterprises engaged	Support from the CWB provided to 920 unique enterprises over the three year programme delivery period to 2024/5.
Tracking Timetable	Annually from 2022/3 to 2024/5
Wider Detail	Three CWB Officers have been/will be recruited in each of the three Ayrshire localities (9 in total), with the role of supporting local enterprises with CWB business training and guidance. The aim of this support will be to encourage the enterprises to adopt four of the five CWB Pillars ⁸¹ : plural ownership; fair employment and just labour markets; progressive procurement of goods and services; and, socially productive use of land and property.
Monitoring and measurement approach	Monitoring figures are reported quarterly via internal systems and aggregated figures will be reported annually. The CWB Programme Manager will ensure that enterprises counted are unique with evidence required to support this.

⁸¹ The Ayrshire Growth Deal Community Wealth Building Programme has adopted four of the five CWB Pillars for harnessing existing resources. The four pillars are: 1) Procurement: Progressive procurement develops dense local supply chains of local enterprises, SMEs, employee-owned businesses, social enterprises, cooperatives and other forms of community owned enterprise. 2) Employment: Recruitment from lower income areas, commitment to paying the living wage and building progression routes for workers are all examples of the actions Anchor Institutions can take to stimulate the local economy and bring social improvements to local communities. 3) Land and assets: Anchors are often major land holders and can support equitable land development and the development of under-utilised assets for community use. 4) Plural Ownership: Democratic ownership of the local economy- cooperatives, mutually owned businesses, SMEs and municipally owned companies enable the wealth generated in the local community to stay in that locality. Source: [NAC CWB Strategy Brochure \(north-ayrshire.gov.uk\)](http://NAC CWB Strategy Brochure (north-ayrshire.gov.uk))

(CWB/O/C) Financial assistance	Financial assistance provided to 265 enterprises in terms of grant/consultancy support (on the procurement, employment, asset or ownership pillars of CWB) through a £1m CWB business fund allocated over the four year programme delivery period to 2024/5
Tracking Timetable	Annually from 2022/3 to 2024/5
Wider Detail	<p>A £1m CWB Fund is available during the four year project duration. This will be distributed to 265 enterprises in the form of grants and consultancy support. The CWB Officers within each locality (9 in total, 3 per locality) will be responsible for co-ordinating and distributing the grants. Examples of activities supported include: capacity building for local businesses; consultancy support for developing strategy, business planning, product development, accessing new markets etc.; training of staff and leaders; supporting the development of digital and green adoption.</p> <p>More detailed outputs under the CWB pillars relevant to this output that will be monitored and reported against three key targets; 90 businesses accessing 1 to 1 procurement specialist help (consultancy); 90 businesses accessing 1 to 1 plural ownership specialist support (consultancy); and 90 businesses will put in place a Fair Work action plan</p>
Monitoring and measurement approach	Overall unique enterprises supported will be recorded under CWB/O/B and the proportion of these receiving financial assistance will be reported under this output.
(CWB/O/D) New Enterprise support	Support from the CWB Programme provided to 96 new enterprises (<12 months old) over Programme till 2024/5.
Tracking Timetable	Annually from 2022/3 to 2024/5
Wider Detail	Three CWB Officers have been/will be recruited in each of the three Ayrshire localities (9 in total), with the role of supporting local enterprises with CWB business training and guidance. The aim of the support will be to encourage the enterprises to adopt four of the five CWB Pillars: plural ownership; fair employment and just labour markets; progressive procurement of goods and services; and, socially productive use of land and property.
Monitoring and measurement approach	<p>Monitoring figures are reported quarterly via internal systems and aggregated figures will be reported annually.</p> <p>Overall unique enterprises supported will be recorded under CWB/O/B and the proportion of these having been formed in the previous 12 months will be reported under this output.</p>

Impacts: CWB Business Locality Officers Programme

(CWB/I/A) Action Plan Impacts	CWB Action Plan Impacts by 2024/5
Tracking Timetable	Evaluation to be completed in 2024/5
Wider Detail	The creation of 15 Community Wealth Building Locality Action Plans will allow for the comprehensive assessment of whether the programmes desired impacts have been achieved i.e.: (1) a more diverse and resilient business base; (2) a vibrant social economy; (3) improved attractiveness of local places (4) skills development and fairer labour market; and, (5) economic opportunities spread more widely across the region.

Monitoring and measurement approach	Qualitative and quantitative data to determine the achievement of these impacts will be gathered through baseline and progress surveys monitoring programme engagement. The data will be shared in the programme's final report through graphs, analysis and case study examples.
(CWB/I/B) Enterprise Impacts	CWB Enterprise Impacts by 2024/5
Tracking Timetable	Evaluation to be completed in 2024/5
Wider Detail	It is anticipated that within the 920 unique enterprises receiving support from the programme, 240 businesses will become registered on Public Contracts Scotland, 265 businesses will attend 1 to many procurement awareness-raising/capacity building workshops, 17 businesses will be supported in the creation or transition to employee ownership or cooperative and 270 businesses will attend 1 to many plural ownership related awareness-raising/capacity-building workshops.
Monitoring and measurement approach	Qualitative and quantitative data to determine the achievement of these outputs and subsequent impacts will be gathered through baseline and progress surveys monitoring programme engagement. The data will be shared in the programme's final report through graphs, analysis and case study examples.
(CWB/I/C) Funding Impacts	CWB Funding Impacts by 2024/5
Tracking Timetable	Evaluation to be completed in 2024/5
Wider Detail	Over the four year programme delivery period, financial assistance provided to 265 businesses will encourage: (1) 90 businesses to improve their procurement opportunities; and (2) 90 businesses working towards plural ownership; this will be achieved through 1 to 1 specialist consultancy support.
Monitoring and measurement approach	Qualitative and quantitative data to determine the achievement of these outputs and subsequent impacts will be gathered through baseline and progress surveys monitoring programme engagement. The data will be shared in the programme's final report through graphs, analysis and case study examples.
(CWB/I/D) New Enterprise Impacts	CWB Enterprise Impacts by 2024/5
Tracking Timetable	Evaluation to be completed in 2024/5
Wider Detail	Over the four-year programme delivery period, support of 96 newly formed (<12 months) enterprises will encourage desired impacts including: (1) a more diverse and resilient business base; (2) a vibrant social economy; (3) improved attractiveness of local places (4) skills development and fairer labour market; (5) economic opportunities spread more widely across the region.
Monitoring and measurement approach	Qualitative and quantitative data to determine the achievement of these impacts will be gathered through baseline and progress surveys monitoring programme engagement. The data will be shared in the programme's final report through graphs, analysis and case study examples.

Community Benefits: CWB Business Locality Officers Programme

(AGD/CB/O/5) CWB Support Places	Total number of CWB Placements
Tracking Timetable	Between 2022/3 to 2024/5
Wider Detail	Number and types of benefits realised by project employees and/or companies supported by the CWB Programme (with benefits including recruitment from lower income areas, commitment to paying the living wage and building progression routes for workers).
Monitoring and measurement approach	For other AGD projects provided annually via monitoring forms signed by relevant project leads and SRO, confirming data on numbers and dates. For other institutions qualitative and quantitative data will be used to determine the achievement of these impacts through baseline and progress surveys monitoring programme engagement.
AGD/CB/I/1	Wider uptake of Well Being/Fair Work
Tracking Timetable	Evaluation to be completed by 2029/30
Wider Detail	Summation and attribution of all Programme outcomes (AGD/CB/OT/1).
Monitoring and measurement approach	Judgements will be drawn through representative surveys of participants/companies involved to test their views of overall CWB influence/impacts.
AGD/CB/I/3 Case studies	Qualitative Community Impacts
Tracking Timetable	Annually from 2022/3 to 2024/5
Wider Detail	Organisations successfully delivering Community Benefits within Ayrshire will be encouraged to develop and submit case studies after completing contracts to enable best practice to be shared and importantly to help tell success stories.
Monitoring and measurement approach	Detail and format of cases studies to be confirmed with PMO.

**Ayrshire Growth Deal Ayrshire Skills Investment Fund (ASIF) Programme Pro Forma
Smart Outputs, Impacts and Community Benefits: Definitions and Tracking Measures**

Outputs

(AGD/O/1) Direct/Indirect Jobs	ASIF will support 500 unemployed individuals over 5 years with the aim of supporting them to secure sustainable employment opportunities by 2025/6
Tracking Timetable	Annually from 2022/3 to 2025/6

<p>Wider Detail</p>	<p>Direct Jobs are defined as the total number of newly created full-time equivalent (FTE) jobs as a direct result of the ASIF programme. Full time is defined as employees working more than 30 paid hours per week. Part-time is defined as employees working less than or equal to 30 paid hours per week.</p> <p>A different employment threshold of 16 hours per week or more will be applied to employees with a disability or long-term health condition (“LTC”) who move into paid employment.</p> <p>Off-site FTE estimates will be captured by the PMO by applying relevant construction sector multipliers to the on-site FTE levels reported.</p> <p>The beneficiary groups that ASIF will include: target rate for females, disabled, long term unemployed and parents⁸²</p> <p>Of the above 500 it is anticipated that:</p> <ul style="list-style-type: none"> (a) 210 will complete accredited training courses; and, (b) 130 will progress to living wage opportunities.
<p>Monitoring and measurement approach</p>	<p>Baseline FTE provided by project lead prior to project commencing. This baseline will then be used to measure the additional employment of the intervention by use of a monitoring form signed by the project lead and SRO confirming the job numbers created (based on an anonymised list of employees created and their hours of work).</p>
<p>(AGD/O/5) Jobs retained & (AGD/O/6) Jobs secured</p>	<p>ASIF will support the upskilling of 500 employed individuals over 5 years with the aim of supporting 300 employers to retain/safeguard their employees by 2026/7</p>
<p>Tracking Timetable</p>	<p>Annually from 2022/3 to 2026/7</p>
<p>Wider Detail</p>	<p>FTE jobs retained result from revenue funding that focuses on supporting individuals in employment who might be at risk of losing their job or in other ways not progressing their career.</p> <p>FTE jobs secured result from revenue funding that is aimed at improving participant’s skills and employment security.</p> <p>The criteria for funding support for both this group, and the 500 unemployed under AGD/O/1, will be subject to ASIF sub-committee scrutiny on a case by case basis and, in particular: the relative benefits that might be delivered; the costs per participant; potential to address low paid or other supply side constraints; and, the potential to secure co-funding from employers or other funding sources. In addition the Committee has flexibility to support inward investors in meeting their training needs if such opportunities arise from the wider AGD (as captured by AGD/OT/ 11 below).</p>

⁸² With a target of reducing unemployment for these groups by 5%.

Monitoring and measurement approach	Anonymised qualitative and quantitative data of individual participants/firms will be used to monitor outputs through baseline and progress surveys.
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Outcomes

(AGD/OT/1) Job Levels (new and maintained)	ASIF will support 500 unemployed individuals and 500 employed individuals with the aim of supporting 300 employers to retain/safeguard their employees by 2026/7
Tracking Timetable	Annually from 2022/3 to 2055/56
Wider Detail	This does not differ from the output definitions (AGD/O/1), (AGD05) and (AGD/O/6) and captures direct job levels (and any consequent changes) on an annual basis once the ASIF programme is operational.
Monitoring and measurement approach	Anonymised qualitative and quantitative data of individual participants/firms will be used to monitor outputs through baseline and progress surveys.
(AGD/OT/9) Productivity Uplifts	300 local businesses will benefit from upskilled workers by 2025/26
Tracking Timetable	Annually from 2022/3 to 2055/56
Wider Detail	Improved employee productivity - as a result ASIF interventions – across up to 300 local businesses engage with the ASIF programme.
Monitoring and measurement approach	Through structured feedback from a representative sample of ASIF business users (e.g. through issuing a survey 6 months after participation).
(AGD/OT/11) Inward Investor Support	ASIF will support up to 10 large inward investors with their skills needs by 2026/7
Tracking Timetable	Annually from 2022/3 to 2055/56
Wider Detail	One of the key objectives of the ASIF is to help support the skills needs of up to 10 large inward investors (including key AGD capital projects) recognising, however, that this likely to be priority at different times during the lifespan of the Deal and dependant on the wider Deal to attract such investors.

Impacts

(AGD/I/1) Net Job Levels (new and maintained)	Assessment of the extent to which jobs, secured, retained and retained are attributable to ASIF
Tracking Timetable	Annually from 2023/4
Wider Detail	Net jobs reflect the number of jobs that can be “attributed” to the ASIF project compared to the number of jobs that would have been generated in the absence of the project. This involves drawing judgements in relation to: deadweight; displacement; leakage/substitution and multiplier effects (to account for supply chain effects and expenditure by staff directly employed by supported organisations).

Monitoring and measurement approach	Impacts will be measured and monitored from baseline information of individuals accessing the service both at pre intervention and post intervention stages. As particular emphasis is given by ASIF to increased employment rate for females, disabled, long term unemployed, and parents, impacts for these groups will be disaggregated.
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Community Benefits

(AGD/CB/O/21) Softer community benefits delivered to Ayrshire as part of the project	Third sector and small community organisations support
Tracking Timetable	Annually from 2022/3 to 2055/56
Wider Detail	<p>The softer benefits may include the following:</p> <ul style="list-style-type: none"> • Sponsorship of local events/community clubs; • Donations of equipment/goods/materials; • Volunteering at community events; • Supporting older people and adults (e.g. arranging a day trip, coffee morning); • Assisting with community projects (e.g. painting, grass cutting); • Assisting with education projects (e.g. STEM); and, • Choosing a wish from the NAC wish list Community Benefits Wishlist: submissions – North Ayrshire Community Planning Partnership or pledge of support for an organisation in Ayrshire.
Monitoring and measurement approach	Range of evidence sources including: photographs; case studies; news clipping and, Twitter and Facebook links.

Appendix C: AGD Change Control Form

AGD Project Change Request Form – To be completed by Project Lead			
Project Name			
Project Lead Name		Date submitted to PMO	
Reason for Change (check one or more)	<input type="checkbox"/> Risk of not meeting original objectives has substantially increased <input type="checkbox"/> Original objectives now less relevant to supporting economic growth <input type="checkbox"/> Original objectives now less relevant to supporting inclusive growth <input type="checkbox"/> Project no longer considered viable or value for money <input type="checkbox"/> Substantial change to costs <input type="checkbox"/> Change to delivery model <input type="checkbox"/> Change to funding plan to reflect respective funding shares <input type="checkbox"/> Time over be change to finance profile) <input type="checkbox"/> Other <table border="1" style="display: inline-table; vertical-align: middle;"> <tr> <td style="padding: 2px;"><i>Please specify</i></td> </tr> </table> period changed which project will delivered (inc		<i>Please specify</i>
<i>Please specify</i>			

Change Impact (check one or more)	Change will result in: <input type="checkbox"/> an increase to project scope (coverage – what and where) of work <input type="checkbox"/> a decrease to project scope (coverage – what and where) of work <input type="checkbox"/> service solution adjustment (requirements – how/technical) <input type="checkbox"/> service delivery alteration (provider) <input type="checkbox"/> an increase to project costs <input type="checkbox"/> a decrease to project costs <input type="checkbox"/> delaying project implementation timescale <input type="checkbox"/> accelerating project implementation timescale <input type="checkbox"/> delaying project delivery/completion timescale <input type="checkbox"/> accelerating project delivery/completion timescale <input type="checkbox"/> additional funding committed by existing partner <input type="checkbox"/> reduced funding committed by existing partner <input type="checkbox"/> funding committed by a new partner <input type="checkbox"/> new/change of project <input type="checkbox"/> Other <div style="border: 1px solid black; width: fit-content; margin-left: 570px; padding: 2px;">Please specify</div>
Description of Change	<i>Where reasons and impacts are checked above a full description covering each element of change must be provided here and estimates where appropriate provided below</i>
Impact on time	<i>Best estimate of any delays/acceleration to project delivery</i> <input type="checkbox"/> N/A

Impact on scope	<i>Best estimate of decrease/increase in scope</i>	<input type="checkbox"/> N/A
Impact on cost	<i>Best estimate of decrease/increase in cost</i>	<input type="checkbox"/> N/A
Impact on funding	<i>Best estimate of decrease/increase in funding</i>	<input type="checkbox"/> N/A
Revised Financial profile/ assurance template (FPR) attached & approved by Finance Director	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A	
Revised Implementation Plan/ assurance template (IPR) attached & approved by SRO	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A	
Impact if change not approved	<i>Make reference to risk register and how specific risks would be affected</i>	
Signed by Project Lead	Project Lead's name in block capitals: _____ Project Lead's signature: _____ Date: _____	