

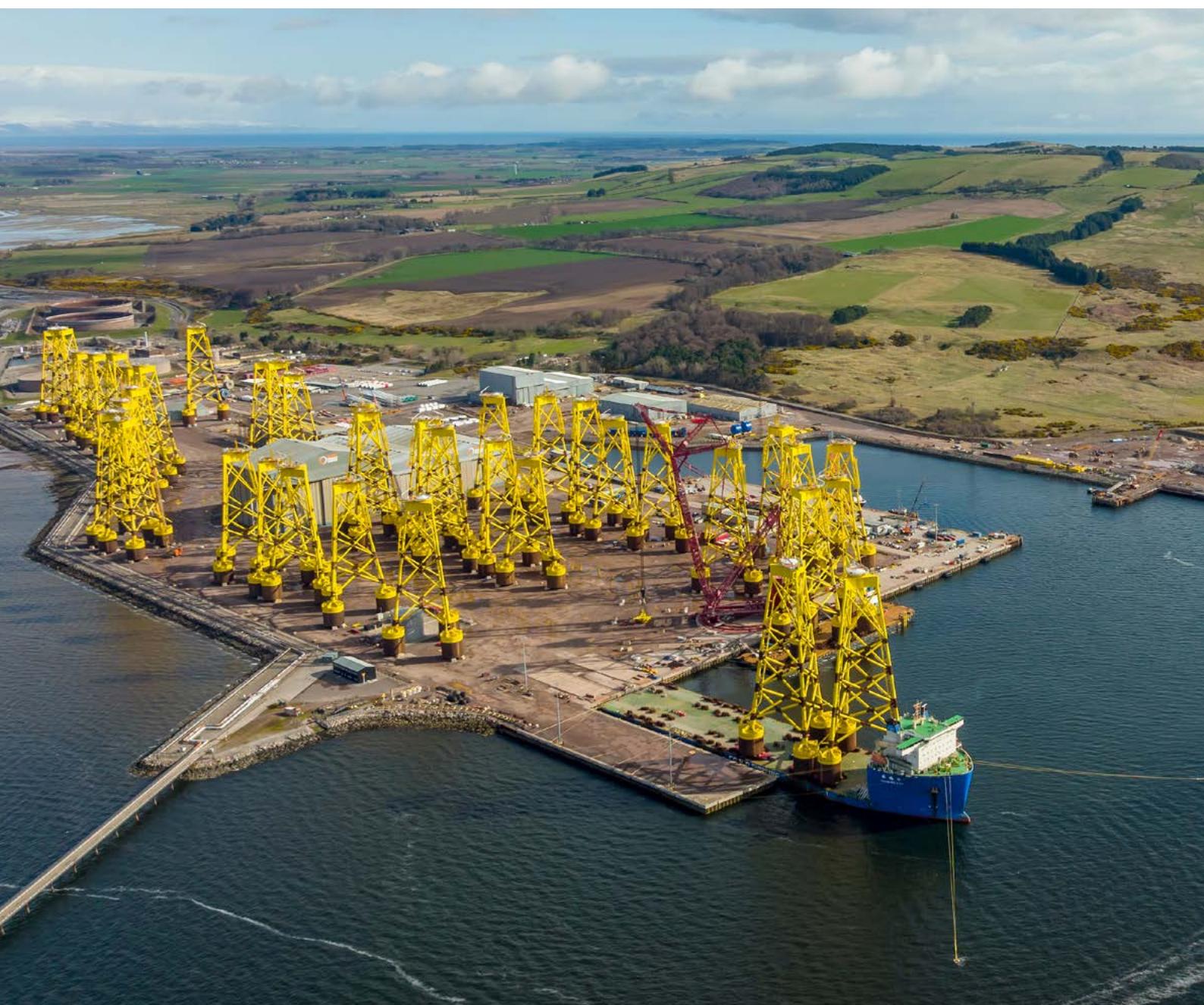
OPERATING PLAN 2024/25



Highlands and Islands Enterprise
Iomairt na Gàidhealtachd's nan Eilean

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Port of Nigg. Photo credit ROAVR Group

STRATEGIC AND ECONOMIC CONTEXT

The [HIE Strategy 2023-2028](#), launched in August 2023, sets out our long-term vision and ambitions for the Highlands and Islands and the outcomes we will strive to achieve.

HIE VISION:

The Highlands and Islands is a leading net zero region with a dynamic wellbeing economy, which benefits its growing population and makes a valued contribution to Scotland.

OUR PURPOSE:

Build and sustain a greener, fairer and more resilient region that benefits everyone.

DELIVERED THROUGH INVESTMENT IN:



PEOPLE



PLACE



PLANET



PROSPERITY



Scottish Association for Marine Science (SAMS).

The next five years are set to present several once-in-a-generation opportunities for the Highlands and Islands. These are prospects of a scale and potential to transform our region, make a lasting positive impact on Scotland's economy and contribute significantly to Scottish and UK policy objectives.

Whilst economic conditions remain challenging for the UK in the near-term, forward-looking indicators suggest signs of improvement with growth predictions of around 1.5-2% per annum between 2025 and 2028. Furthermore, for the year to May 2024, CPI inflation eased down to its lowest level in three years hitting the Bank of England's 2% target, and forecasters are not anticipating a return to sharp rises in inflation over the medium term.

In Scotland, economic growth slowed at the end of 2023, with economic conditions expected to improve in 2024 and 2025, and GDP growth forecast to pick up moderately over the short-term. The easing of inflationary pressures is welcome but challenging economic and financial conditions facing households and businesses persist. Continued global geo-political volatility, high energy prices and high inflation have potential to impact business conditions through supply chain disruption and increased costs over 2024/25.

Businesses and communities in the Highlands and Islands continue to demonstrate resilience in responding to the barriers of remoteness and distance to markets, access to labour and housing, and reliance on expensive fuel sources, however these remain challenging. Findings from HIE's latest Business Panel survey, undertaken in Nov/Dec 2023, showed a slight dip in economic confidence, although business performance was sustained and almost half of respondents indicated they were striving for growth.

INTRODUCTION



Galson Estate Trust, Isle of Lewis

This Operating Plan 2024/25 sets out our focus for the year ahead and highlights key workstreams that underpin the delivery of our five-year strategy. We will continue our long history of taking a place-based approach, especially through the strong presence of our eight area teams across the region. Our budget settlement from the Scottish Government will inevitably impact on our approach, requiring new ways of delivering through our dedicated staff and attracting additional funding to achieve our ambitions.

WE WILL:

- Work with partners to capitalise on the unprecedented range of once-in-a-generation opportunities across the region. We will seek to ensure that all parts of our region benefit from these prospects, many of which arise from our natural and built assets.
- Seek to capture emerging opportunities in sectors such as offshore wind, green hydrogen and space whilst supporting the evolution and strengthening of the food and drink, tourism and creative industries sectors that have underpinned our regional economy for decades.
- Ensure that our approach balances both need and opportunity through a continued focus on place-based development. We will remain focused on those places that face disadvantage, working with communities across the region to support their resilience and wealth building; lever unique regional advantages to attract population, talent and investment; and improve regional equity through enabling infrastructure and targeted interventions.
- Build on the significant work already undertaken to put us at the vanguard of climate action nationally, whilst embracing the huge opportunities the transition to net zero offers our region over coming decades.
- Focus on enhancing regional prosperity through innovation, supporting the transition to net zero, increasing productivity, fair work and wages, and wellbeing.
- Ensure that partnership and collaboration is fundamental to our approach and continue to engage locally, regionally and nationally to advocate for our region, particularly through the Highlands and Islands Regional Economic Partnership (HIREP) and the Convention of the Highlands and Islands (COHI).

IN-YEAR FOCUS BY PILLAR



Impact30 participants.

PEOPLE

WE WILL:

- Develop new entrepreneurial leadership and management support for delivery in 2025 using a modular approach and focusing on Strategy; Business Planning; Change Leadership; Finance, Selling and Marketing, Innovation, Coaching / Mentoring; Emotional Intelligence; and Organisational Culture (including Fair Work) and Values-based Leadership.
- Deliver youth and female entrepreneurship support through IMPACT 30 as part of the Northern Innovation Hub (NIH).
- Support the retention of young people in the region through the provision of NIH Technology Placements and the NIH XpoNorth FutureCreative programme.
- Support local and regional population and talent attraction planning, project development and policy influence, such as a positive migration policy for the region, primarily through the HIREP and COHI.
- Undertake regional population analysis of Census 2022 to increase awareness of issues and inform partnership responses.
- Develop a new HIE Graduate Placement Programme for delivery in 2025.
- Contribute to regional skills planning through the HIREP and sectoral groups particularly to support delivery of Regional Transformational Opportunities (RTOs).



Orkney Research and Innovation Campus (ORIC). Photo credit Orkney.com

PLACE

WE WILL:

- Support place-based partnership planning in target locations including the implementation of growth deal projects.
- Finalise and launch the HIREP Vision and Action Plan with partners and explore the potential of a regional economic intelligence hub.
- Progress delivery of business infrastructure across the region, including expansion of the European Marine Science Park, and support master planning for strategic assets including Arnish and Inverness Campus.
- Support the delivery of the final business case for the Inverness and Cromarty Firth Green Freeport and work with partners to maximise associated opportunities through the Green Freeport and other strategic port assets across the region.
- Support the growth of the space sector in the region through the development of spaceports and work to attract new businesses to the region through proactive marketing.
- Through our contractor, continue to deliver an extensive programme of remedial works to the Cairngorm funicular railway with the ambition to relaunch the service in time for the 2024/25 snowsports season.
- Support community organisations and social enterprises with strategic and succession planning, project management and increase awareness / development of inclusive democratic business models.
- Support communities with delivery resource, prioritising actions to develop net zero and revenue generating assets and opportunities and in locations with more critical barriers and challenges.
- Develop HIE's Community Wealth Building (CWB) Action Plan.
- Working closely with HIREP partners, contribute to the development of governance and operational arrangements for a proposed new regional community benefits model.
- Deliver the Scottish Land Fund with the National Lottery Community Fund on behalf of the Scottish Government.
- Work in partnership to enable housing projects across the region, optimise the role of communities in housing and support community-led and employer-led housing initiatives.
- Undertake research and analysis to better understand the housing policy and funding environment, market demands, constraints and barriers to support the identification of housing priorities through the HIREP.
- Work with Scottish Government and UK Government to maximise rollout of national connectivity infrastructure in the region, and develop and deliver projects in poorly served communities, particularly focused on 'very hard to reach' areas.
- Proactively target new inward investment to the region, which fits with our strengths, natural assets and the opportunity areas identified in [Scotland's Inward Investment Plan: Shaping Scotland's economy](#).



Off-shore wind farm. Beatrice.

PLANET

WE WILL:

- Increase the awareness, adoption and embedding of net zero practices supporting organisations with baselining emissions, action planning and delivery, and the identification of appropriate support.
- Utilise the baselining inventory of greenhouse gas (GHG) emissions for the Highlands and Islands to influence effective planning and development of a regional just transition to net zero plan.
- Support delivery of the Strategic Investment Model (SIM) in Stage 1 and, alongside Scottish Enterprise, in Stage 2, where HIE will play a key role in facilitating collaborative investment discussions for the strategically important port infrastructure and supply chain manufacturing proposals in our region.
- Deliver Offshore Wind Supply Chain Success Programme in partnership with Scottish Enterprise and South of Scotland Enterprise and support the establishment of a new national offshore wind cluster, increasingly targeting support towards small-to-medium-sized enterprises (SMEs) within the region.
- Lead the development of a critical path for the marine energy sector, ensuring the profile of the sector is maintained, and identify key interventions necessary to support tidal projects reaching final investment decision.
- Actively engage in Scottish Government's Hydrogen Programme Board and input to the critical path towards 5GW Green Hydrogen by 2030.
- Work collaboratively with Carbon Neutral Islands Project partners to understand local carbon neutral ambitions and inform the development of appropriate investment strategies for each participating island.
- Increase awareness of nature-based opportunities for communities through close working with partners such as NatureScot.
- Influence effective planning, supply chain development, community wealth building and legacy development (skills, housing, transport and digital connectivity) from major project delivery, including grid network reinforcements and upgrades, green freeport, pumped storage hydro and onshore wind.



AES Solar, Moray.

PROSPERITY

WE WILL:

- Progress key actions in the HIE Strategy to advance identified Regional Transformational Opportunities (RTOs), including strengthening the supply chain, supporting the transition to net zero and building the case for regional investment.
- Provide specialist advice, R&D grants and a knowledge exchange programme to increase innovation, productivity and reduce emissions.
- Support the awareness and use of digital tools, AI, automation, advanced manufacturing and innovative business models to increase productivity in traditional and emerging sectors.
- Develop entrepreneurship and stimulate and grow new enterprises through advice, access to finance, networking and business model development, particularly inclusive democratic business models, including plural ownership, to support community wealth building.
- Enable export growth through investing in specialist International Trade Advisor support for early-stage exporters.
- Work with the region's existing inward investors to develop opportunities for further regional investment and collaboration.
- Support clients to identify and secure external investment to support sustainable growth, including piloting a programme to help organisations to become investor-ready.
- Work with partners to strengthen the regional case and secure external investment, particularly in relation to RTOs, associated supply chains and enabling infrastructure.
- Develop further local, regional, national and international network and collaboration opportunities to advance the objectives set out in the HIE 2023-2028 Strategy.

CROSS-CUTTING THEMES



Tiree

The cross-cutting themes of net zero; fair and inclusive growth; and regional transformational opportunities run through our framework. These represent key strategic drivers for HIE and the region in terms of what is delivered and how.

Net zero

WE WILL:

- Further support clients to adopt and embed net zero, and introduce net zero conditionality for financial support.
- Finalise and publish the baselining inventory for GHG emissions in the Highlands and Islands and work with partners to embed key actions into the HIREP Vision and Action Plan.
- Progress the decarbonisation of core HIE buildings and use this to demonstrate best practice to partners.
- Continue to roll out the certificated climate literacy training programme for HIE staff and Board members.
- Monitor how our clients are adopting and implementing net zero through full use of our measurement framework.

Fair and inclusive growth

WE WILL:

- Further support clients to adopt and embed fair work practices, and continue to apply fair work conditionality.
- Deliver research to inform the development of the HIE Community Wealth Building (CWB) Action Plan and support regional partnership working. The research will seek to understand how communities can maximise opportunities related to CWB and explore how land and community asset ownership could be better leveraged to support CWB outcomes.
- Through the HIREP, develop a new community benefits model.
- Target young and female entrepreneurs through our support programmes and increase regional equity through a new approach to targeted interventions.
- Refresh our client engagement approach to foster community wealth building and the advancement of the wellbeing economy.
- Continue to work with partners to develop a social impact tool for community organisations.
- In line with our [Gaelic Plan](#) commitments, support key Gaelic speaking communities with interventions to enhance resilience and promote inclusive growth and maximise our use of Gaelic with clients and partners.

Regional Transformational Opportunities (RTOs)

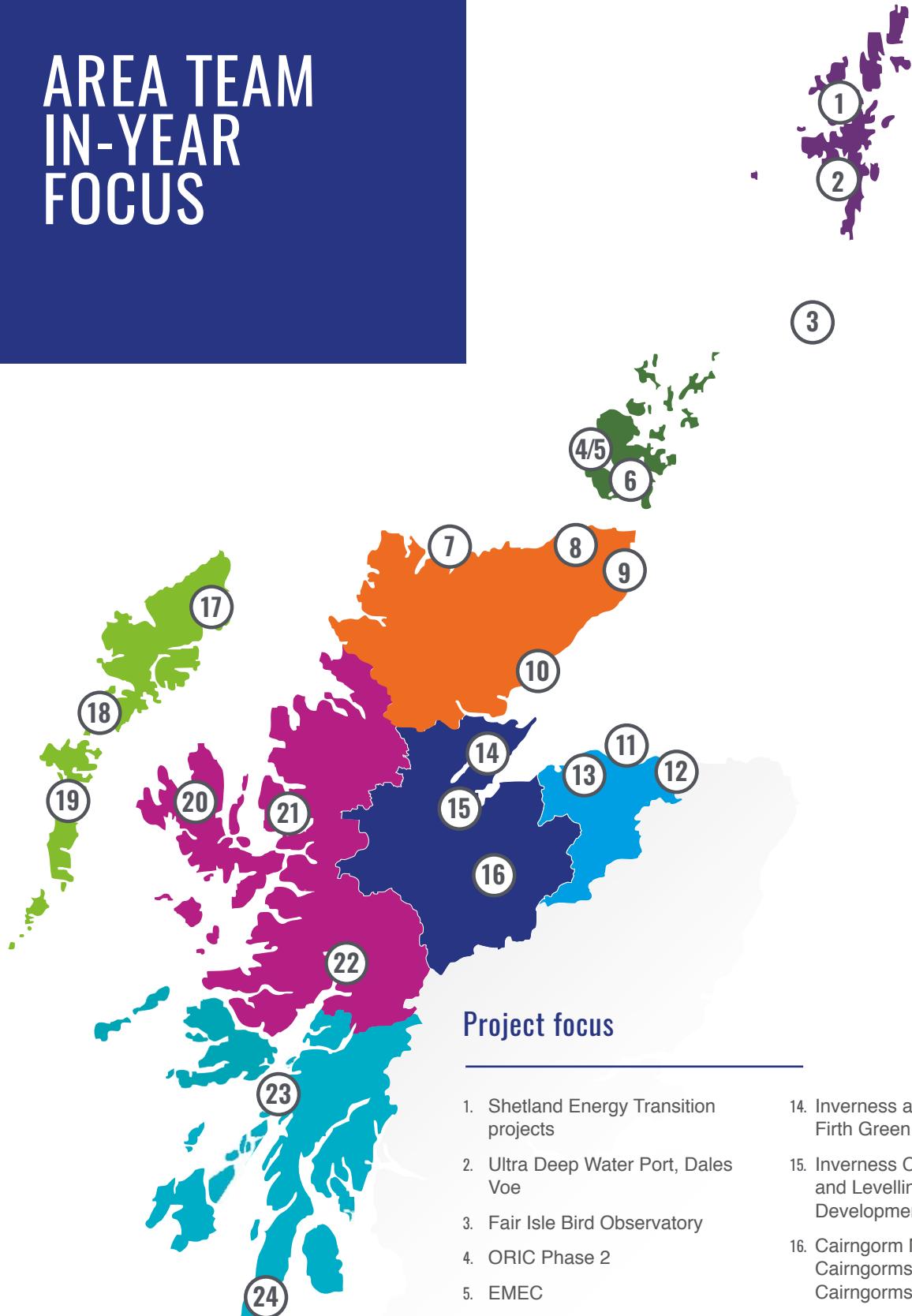
WE WILL:

- Undertake research to identify and map key strategic projects / investments, quantify economic impact, and assess critical enablers such as labour, housing and transport infrastructure to help determine priority activities for the region and support investment planning and attraction.
- Develop benefits realisation plans to support development and delivery of the RTOs.



Orbex Prime Rocket Reveal. Photo credit Orbex.

AREA TEAM IN-YEAR FOCUS



Project focus

1. Shetland Energy Transition projects
2. Ultra Deep Water Port, Dales Voe
3. Fair Isle Bird Observatory
4. ORIC Phase 2
5. EMEC
6. Scapa Flow
7. Tongue, Melness and Skerry Area Plan
8. Denchi House
9. Wick Business Park/Wick John O'Groats Airport
10. Golspie Business Park
11. Manufacturing Innovation Centre Moray
12. Buckie Harbour
13. Enterprise Park Forres
14. Inverness and Cromarty Firth Green Freeport
15. Inverness Castle Experience and Levelling Up Developments
16. Cairngorm Mountain, Cairngorms 2030 and Cairngorms NPA
17. Stornoway Deep Water Port
18. Islands Growth Deal Projects
19. Uist Repopulation Pilot Area
20. Skye and Raasay Future
21. Kishorn Port
22. Fort William 2040
23. European Marine Science Park
24. Machrihanish

Team priorities

SHETLAND

- Work with partners to deliver and realise the benefits of large-scale investments in and around Shetland including the energy and space sectors, focusing on addressing constraints and the opportunities for infrastructure investment; local supply chain development; and community wealth building.
- Lead on the development of proposals for office and industrial premises to alleviate property capacity challenges.
- Diversify our Shetland wide portfolio of clients and support them to increase resilience, innovate, increase productivity and to support their transition to net zero.
- Work collaboratively to deliver key enabling infrastructure projects, specifically Fair Isle Bird Observatory and the Ultra Deep Water Port.

ORKNEY

- With partners, support islands growth deal project development and implementation: Orkney Research and Innovation Campus (ORIC) Phase II, Pier Arts Centre, World Heritage Site Gateway, Islands Centre for Net Zero, and TalentED.
- Support innovation in our energy transition cluster to maximise local and global impact from the European Marine Energy Centre, Sustainable Aviation Test Environment, ORIC, universities and R&D focused businesses.
- In partnership, build on a strong track record of Community Wealth Building, ensuring that businesses and communities enjoy long-lasting benefit from external funding sources, major infrastructure developments and new market opportunities such as Offshore Wind.

CAITHNESS AND SUTHERLAND

- Work collaboratively with partners in the North Coast Space Cluster and Focus North to achieve economic and socio-economic benefits from the development of Sutherland Spaceport.
- Work with partners in the NorthWest 2045 catchment area to address key depopulation issues such as housing, childcare and transport.
- Lead on the development of industrial/business space in Wick and Golspie, and work with partners to develop new or enhanced business spaces in west Caithness and NW Sutherland.
- Work with our partners and energy infrastructure developers in Caithness/North Sutherland to address growth constraints and identify solutions.

MORAY

- Increase productivity to drive higher wages, contribute to closing the gender pay gap and the creation of more high-level full-time jobs in existing sectors.
- Support the ongoing development and delivery of the Moray Growth Deal, specifically the delivery of the Manufacturing Innovation Centre Moray (MICM) project
- Support the diversification of the Moray economy into new high value areas such as Space, Aerospace and other emerging engineering and technology sectors.

INNER MORAY FIRTH

- Work collaboratively with Inverness & Cromarty Firth Green Freeport partners to secure new, high value manufacturing opportunities in offshore wind and green hydrogen, and build a broader, more resilient and highly productive economy.
- Enable the wider IMF area to cement its position as a renowned innovative region, building on the Inverness Campus development, its rich company base (food and drink, life-sciences, timber processing, and advanced manufacturing) and unique city and rural tourism offering.
- Build capacity and capability within communities to address workforce, skills, housing, transport and climate challenges through partnership working with academia, industry and public sector partners, including the Cairngorm National Park Authority, and through capacity building of community anchor organisations/social enterprises.

OUTER HEBRIDES

- Work in partnership to realise the benefits of investment in the Stornoway Deep Water Port with a particular focus on the renewable energy sector.
- Lead the delivery of a further phase of commercial premises at Eabhal Business Park, Benbecula.
- Work in partnership with Comhairle nan Eilean Siar to develop a suite of investments through the Levelling Up Partnership approach.
- Work with communities, businesses and partners to attract and retain a skilled workforce and tackle rural depopulation.

LOCHABER, SKYE AND WESTER ROSS

- Work with communities, businesses and partner agencies to create the conditions to attract and retain a skilled workforce (in and around the main settlements of Fort William and Portree), and to tackle rural depopulation with a particular focus on Wester Ross and north Skye
- Foster collaboration to ensure we maximise community and supply chain benefits from major renewable energy investments within the area, including the proposed pump storage hydro scheme at Coire Glas and evolving developments at Kishorn Port
- Work with our client portfolio to adapt to current labour market conditions and improve productivity – in collaboration with major manufacturing operators in sectors such as food and drink

ARGYLL AND THE ISLANDS

- Work in partnership to secure maximum economic opportunity and community benefits from proposed investments in energy, the space sector and distilling.
- Expand and diversify our business portfolio and support productivity, innovation and the transition to net zero.
- Focus on working with island communities particularly Tiree, Bute, Mull and Cumbrae to deliver impactful projects and support resilience.
- Place-based activity will centre on continuing to develop the marine economy through further development of the European Marine Science Park and progress with the Marine Aquaculture Programme projects within the Rural Growth Deal.

MEASURES AND TARGETS

Key measures	Target range
No of organisations supported to increase productivity	60-70
▪ Average increase in productivity	15%
No of organisations supported to innovate	200-230
▪ No of new products, processes or services developed	80-100
▪ Innovation investment in supported organisations	£30-40m
No of organisations supported to develop or implement net zero action plans	50-60
No of community-led projects supported	80-100
No of jobs supported (FTE)	600-700
▪ Green jobs supported (FTE)	70-90
▪ No of jobs supported in focus areas (FTE)	200-250
Average wage of jobs supported (FTE)	£34,000
▪ Average wage of jobs supported in focus areas (FTE)	£28,500
External investment secured	£40-50m
▪ External green investment secured	£12-15m
▪ External investment secured in supported focus areas	£15-18m
▪ External investment secured in supported community organisations / social enterprises	£8-10m
Capital asset investment	£65-80m
▪ Green capital asset investment	£20-25m
▪ Capital asset investment in supported focus areas	£35-40m
▪ Capital asset investment in supported community organisations / social enterprises	£18-20m

Focus Areas encompass locations where the conditions to support socio-economic growth are more challenging and / or economic performance is lower than average for the region.

The targets for overarching measures relating to jobs or investment include minimum threshold targets for sub-sets identified to address key priorities.

Tracking measures	
▪ Increase in turnover (£m)	▪ Increase in turnover in social economy (£m)
▪ Increase in international sales (£m)	▪ CO ₂ savings in supported organisations
▪ Organisations progressing on the HIE Net Zero / Business Values / Innovation ladders	▪ Jobs housed (FTEs)

OUR DELIVERY

The HIE Strategy 2023-2028 sets out our delivery approach and the variety of roles we will adopt, including Leader, Co-owner and Broker / Facilitator.

Collaborating with our partners to deliver our strategic vision and objectives is critical, especially in the current fiscal environment. Our key outcomes can only be achieved through recognising dependences, combining actions across the four pillars of our strategic framework and embedding our cross-cutting themes.

In light of budgetary pressures, it will be essential that we relentlessly pursue appropriate sources of external funding to enhance our limited resources. This will include seeking additional funding to ensure delivery of our strategic objectives, supporting clients to access alternative funding sources, and working with partners to engage with Scottish and UK Governments to bring vital investment to the region. We will endeavour to strengthen and extend our existing collaborations to increase our influence and advocacy to raise awareness of our region's potential and challenges, particularly in this period of unprecedented opportunities. The nascent HIREP Regional Vision and Action Plan will be a critical milestone for regional partnership.

Budgetary pressures will impact more widely on our approach this year and there will be more reliance on maximising the expertise, knowledge and experience of our staff to support service delivery. HIE's People Strategy will be regularly reviewed to ensure effective workforce planning to underpin our Operating Plan commitments. Adopting a best value approach to delivery will ensure that we optimise our resource allocation, focusing on where we can make the biggest difference.

We will continue to evolve how we assess our impact, including the use of new tools to target support and measure inclusive growth as part of our vision to build a wellbeing economy.

2024-25 Opening budget

HIE budget	Forecast 24/25 £m
Capital - Baseline	23.0
Capital - Cairngorm Mountain	0.2
Capital - Wave Energy Scotland (WES)	2.5
Capital - Sumitomo Electric Industries	3.6*
Capital - Sutherland Spaceport	0.7 tbc
Revenue - Baseline	27.9
Revenue - DRSG	0.7 tbc
Total	58.6

* to be updated



HIE
Highlands and Islands Enterprise
Iomairt na Gàidhealtachd 's nan Eilean

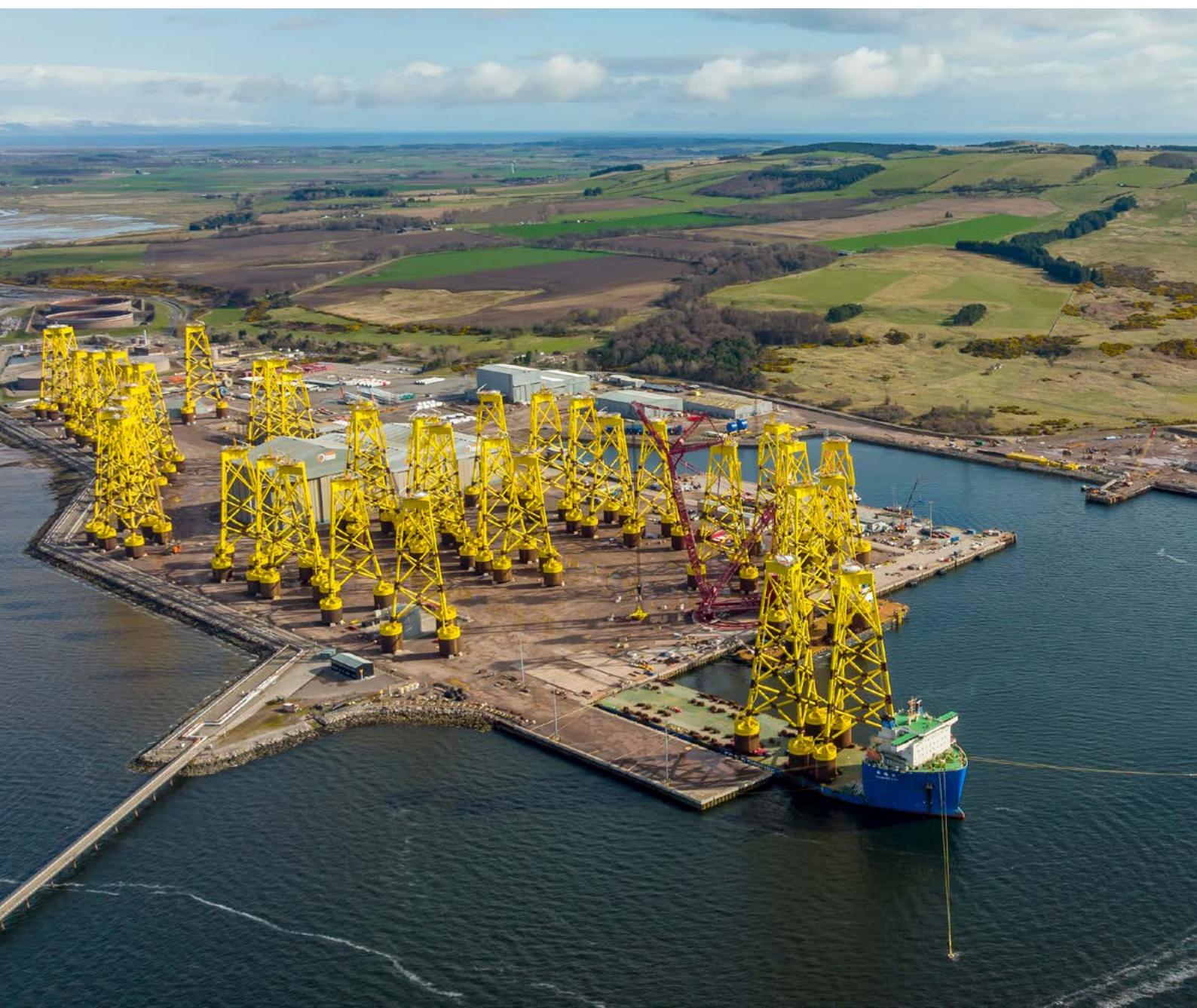
PLANA OBRACHAIDH 2024/25



Highlands and Islands Enterprise
Iomairt na Gàidhealtachd's nan Eilean

CLÀR-INNSE

Co-theacsa ro-innleachdail agus eaonamach	3
Facal-toisich	4
Fòcas na Bliadhna a rèir Colbh	5
Daoine	6
Àite	7
Planaid	8
Soirbheachas	9
Tèaman a ghearras tarsainn air cuspairean	10
Fòcas nan sgiobaidhean sgìreil tron bhliadhna	12
Slatan-tomhais is targaidean	14
Ar libhrigeadh	15



Port Neig. Buidheachas airson an deilbh ROACR Group

CO-THEACSA RO-INNLEACHDAIL IS EAONAMACH

Tha **Ro-innleachd HIE 2023-2028**, a chaidh fhoillseachadh san Lùnastal 2023 a' toirt cunntas air ar lèirsinn agus ar n-àrd-amasan fad-ùine airson na Gàidhealtachd agus nan Eilean agus air na builean a bhios sinn ag obair gus coileanadh.

Lèirsinn HIE:

Tha a' Ghàidhealtachd is na h-Eileanan na phrìomh roinn cothromachadh carboin le eaonamaidh sunnd bheothail, a tha buannachdail airson a sluagh a tha a' fàs, agus a tha a' cur gu luachmhor ri Alba

AR N-ADHBHAR:

Tog agus cùm suas sgìre nas uaine, nas cothromaiche agus nas seasmhaiche a bhios buannachdail dhan h-uile duine.

AIR A LÌBHRIGEADH TRO THASGADH ANN AN:



DAOINE



ÀITE



PLANAD



SOIRBHEACHAS



Comann Saidheans Mara na h-Alba (SAMS).

Bidh grunn cothroman mu choinneamh na Gàidhealtachd is nan Eilean san ath chòig bliadhna den t-seòrsa nach tig am bàrr ach turas sa ghinealach. Seo cothroman air sgèile agus le comas cruth-atharrachadh a thoirt air an roinn againn, a' toirt deagh bhuidh leantainneach air eaonamaidh na h-Alba agus a' cur gu mòr ri amasan poileasaidh na h-Alba agus na RA.

Ged a tha an suidheachadh eaonamach dùbhlanaich san RA sa gheàrr-ùine, tha taisbeanairean airson an àm ri teachd a' sealltainn gu bheil comharraidean fàis ann le ro-aithris gum bi fàs ann de mu 1.5-2% sa bhliadhna bho 2025 gu 2028. A bharrachd air seo, airson na bliadhna chun a' Chèitean 2024, thuit ìrean na h-atmhorachd chun na h-ìre as isle ann an trì bliadhna, a' bualadh air targaid 2% aig Banca Shasainn, agus chan eil luchd ro-aithris an dùil tilleadh gu àrdachadh geur ann atmhorachd sa mheadhan-ùine.

Ann an Alba, thàinig maill air fàs eaonamach aig deireadh 2023, agus thathar an dùil gun tig piseach air an t-suidheachadh eaonamach ann an 2024 agus 2025, le dùil gum fàs GDP beagan sa gheàrr-ùine. Tha an lùghdachadh air cuideaman atmhorachd air a bhith buannachdail, ach tha suidheachadh eaonamach is ionmhasail dùbhlanaich mu choinneamh dhachaighean is ghnìomhachasan fhathast. Dh'fhaodadh caochlaideachd gheo-poilitigeach cruinneil leantainneach, prìsean lùths àrd agus atmhorachd àrd buaidh a thoirt air suidheachadh gnìomhachais tro bhuaireadh san t-sèine solair agus cosgaisean nas àirde thairis air 2024/25.

Tha gnìomhachasan agus coimhlearsnachdan air a' Ghàidhealtachd is na h-Eileanan fhathast a' dearbhadh gu bheil iad ath-leumach ann a bhith a' dèiligeadh ri cnapan-starra a thaobh iomallachd agus astar gu margaidhean, cothrom air luchd-obrach is taigheadas, agus connadh daor, ach tha na cùisean seo uile fhathast nan dùbhlanaich. Sheall toraidhean bhon t-suirbhidh Pannal Gníomhachais as ùire aig HIE, a rinneadh san t-Samhain/Dùblachd 2023, lùghdachadh beag ann am misneachd eaonamach, ged a bha coileanadh gnìomhachais air a chumail suas agus thuirt faisg air dàrna leth an luchd-fhreagairt gun robh iad ag amas air fàs.

FACAL-TOISICH



Urras Oighreachd Ghabsainn, Leòdhais

Tha Plana Obrachaidh 2024/25 a' mineachadh ar fòcais airson na bliadhna a tha romhainn agus a' soilleireachadh prìomh shruthan-obrach a tha mar bhunait airson lìbhrigeadh ar ro-innleachd còig bliadhna. Leanaidh sinn oirnn a' cleachdadh dòigh-obrach stèidhichte air àite, mar a tha sinn air a bhith a' dèanamh bho chionn fhada, gu h-àraidh tron làthaireachd làidir aig na h-ochd sgiobaidhean sgìreil againn air feadh na roinne. Tha e do-sheachanta gun toir an rèiteachadh buidseit againn bho Riaghaltas na h-Alba buaidh air ar dòigh-obrach, is gum bi feum air dòighean ùra air lìbhrigeadh tron luchd-obrach shònraighe againn agus a bhith a' tàladh maoineachadh a bharrachd gus ar cuid amasan a choileanadh.

NÌ SINN NA LEANAS:

- Obraichidh sinn còmhla ri com-pàrtichean gus am feum as fheàrr a dhèanamh air feadh na sgire de na cothroman a th' ann an-dràsta a tha den t-seòrsa nach nochd ach turas gach ginealach. Feuchaidh sinn ri dhèanamh cinnteach gum faigh a h-uile pàirt den sgire againn buannachd às na cothroman sin, mòran dhiubh a tha ag èirigh bho ar stòrasan nàdarra agus tote.
- Feuchaidh sinn ri feum a dhèanamh de cothroman a tha a' tighinn am bàrr ann an roinnean leithid cumhachd na gaoithe aig muir, haidridean uaine agus fànas agus aig an aon àm bheir sinn taic do dh'fhàs agus neartachadh nan roinnean bìdh is dighe, turasachd agus gniomhachasan cruthachail a tha air a bhith mar bhunait dhan eaonamaidh roinneil againn airson deicheadan.
- Nì sinn cinnteach gu bheil an dòigh-obrach againn a' cothromachadh gach cuid feum agus cothrom tro chuimseachadh leantainneach air leasachadh stèidhichte air àite. Cumaidh sinn fòcas air na h-àiteachan a tha fo ana-cothrom, ag obair le coimhersnachdan air feadh na roinne gus taic a chumail ri an ath-leumachd agus air togail beartas; cleachdaidh sinn na buannachdan roinneil air leth gus sluagh, tàlant agus tasgadh a thàladh; agus leasaichidh sinn cothromachd roinneil tro bhith a' cur an comas bun-structair agus eadar-theachdan cuimsichte.
- Togaidh sinn air an obair nach beag a rinneadh mar-thà gus ar cur aig fior thoiseach chùisean na gnàth-shide gu nàiseanta, agus aig an aon àm gabhaidh sinn ris na cothroman mòra a tha an gluasad gu cothromachadh-carboin a' tabhann dhan sgire againn thairis air na deicheadan ri teachd.
- Cuiridh sinn fòcas air a bhith ag àrdachadh beairteas na roinne tro ùr-ghnàthachadh, a' toirt taic dhan ghluasad gu cothromachadh carboin, ag àrdachadh tarbhachd, obair agus tuarastal chothromach, agus sunnd.
- Nì sinn cinnteach gu bheil com-pàirteachas agus co-nbrachadh bunaiteach dhan dòigh-obrach againn agus leanaidh sinn air adhart a' dol an sàs gu h-ionadail, gu roinneil agus gu nàiseanta gus tagradh airson na sgire againn, gu sònraighe tro Chom-pàirteachas Eaconamach Roinneil na Gàidhealtachd is nan Eilean (HIREP) agus Co-chruinneachadh na Gàidhealtachd is nan Eilean (COHI).

FÒCAS NA BLIADHNA A RÈIR



DAOINE

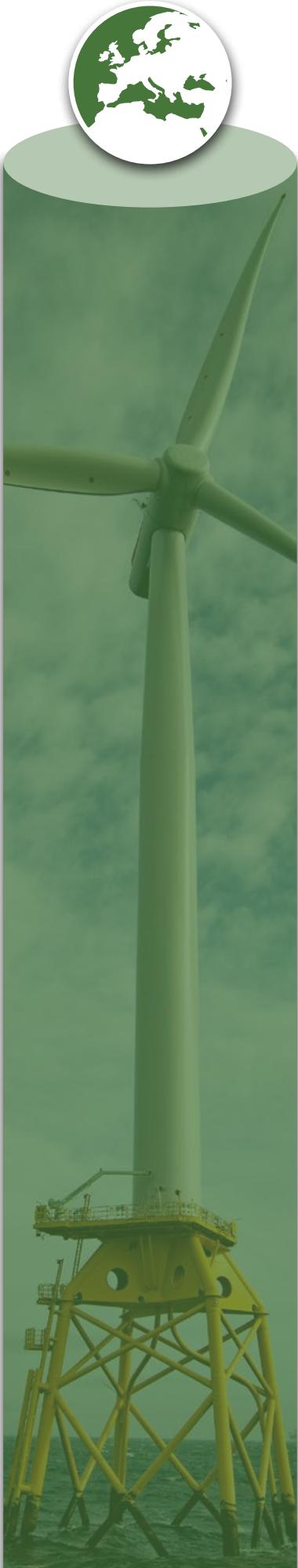
NÌ SINN NA LEANAS:

- Cruthaichidh sinn ceannardas tionnsgalach agus taic stiùiridh ùr airson lìbhrigeadh ann an 2025 a' cleachdadòigh-obrach modalach agus le fòcas air Ro-innleachd; Planadh Gnothachais; Ceannardas airson Atharrachadh; Ionmhas, Reic is Margaidheachd, Ùr-ghnàthachadh, Coidseadh / Meantoradh; Tuigse fhaireachail, agus Cultar Buidhne (a' gabhal a-steach Obair Chothromach) agus Ceannardas stèidhichte air Luachan.
- Lìbhrigidh sinn taic tionnsgalachd òigridh is boireannaich tro IMPACT 30 mar phàirt de Cho-ionad Ùr-ghnàthachadh a' Chinn a Tuath (NIH).
- Cumaidh sinn taic ri bhith a' glèidheadh dhaoine òga san roinn tro bhith a' toirt seachad Greisean-gníomhachais Teicneòlais NIH agus prògram NIH XpoNorth FutureCreative.
- Bheir sinn taic do phlanadh sluaigh ionadail agus roinneil agus do tharraing tàlant, leasachadh pròiseict agus buaidh poileasaidh, leithid deagh phoileasaidh imrich airson na sgìre, gu sònraichte tron HIREP agus COHI.
- Nì sinn mion-sgrùdadadh air àireamh-sluaigh ann an Cunntas-sluaigh 2022 gus cur ri mothachadh air cùisean agus gus fhreagairtean com-pàirteachais fhiosrachadh.
- Cruthaichidh sinn Prògram Greis Gníomhachais Ceumnaiche HIE ùr airson a libhrigeadh ann an 2025.
- Cuiridh sinn ri planadh sgilean roinneil tro HIREP agus buidhnean roinneil gu sònraichte gus taic a thoirt do lìbhrigeadh Chothroman Cruth-atharrachaидh Roinneil (RTOan).



NÌ SINN NA LEANAS:

- Cumaidh sinn taic ri planadh com-pàirteachais stèidhichte air àite ann an àiteachan targaid a' gabhail a-steach buileachadh phròiseactan aonta fàis.
- Criochnaichidh agus curridh sinn air bhog Lèirsinn agus Plana Gniomh HIREP le com-pàirtichean agus beachdaichidh sinn air a' chomas gus co-ionad fiosrachaидh eaconamach roinneil a stèidheachadh.
- Bheir sinn air adhart lìbhrigeadh bun-structair gniomhachais air feadh na sgìre, a' gabhail a-steach leudachadh air Pàirce Saidheans Mara na h-Eòrpa, agus taic do phlanadh àrd-ìre airson stòrasan ro-innleachdail a' gabhail a-steach Àrnais agus Àrainn Inbhir Nis.
- Cumaidh sinn taic ri libhrigeadh na cùis gniomhachais mu dheireadh airson Saor-phort Uaine Inbhir Nis is Linne Chrombaigh agus obraichidh sinn le com-pàrtichean gus na cothroman co-cheangailte ris a mheudachadh tron t-Saor-phort Uaine agus maoin puirt ro-innleachdail eile a mheudachadh air feadh na sgìre.
- Cuiridh sinn taic ri fàs roinn an fhànais san sgìre tro bhith a' cruthachadh puirt-fànais agus obraichidh sinn gus gniomhachasan ùra a thàladh dhan sgire tro mhargaidheachd for-ghniomhach.
- Tron cunnradair againn, cumaidh sinn oirnn le bhith a' libhrigeadh prògram farsaing de dh'obair leasachaидh air rathad-iarainn beinne a' Chàirn Ghuirm leis an amas an t-seirbheis ath-thòiseachadh ann an àm gu leòr airson seusan spòrs-sneachda 2024/25.
- Bheir sinn taic do bhuidhnean coimhairsnachd agus iomairtean sòisealta le planadh ro-innleachdail is leantainneachd agus curridh sinn ri mothachadh air / cruthachadh mhodailean gniomhachais deamocratach in-ghabhalach.
- Cumaidh sinn taic ri coimhairsnachdan le goireasan lìbhrigidh, a' toirt prìomhachas do chothromachadh carboin agus stòrasan a chruthaicheas teachd a-steach agus ann an àiteachan far a bheil na cnapan-starra is dùblain nas motha.
- Cruthaichidh sinn Plana Gniomh Togail Beartas Coimhairsnachd (CWB) HIE.
- Obraichidh sinn gu dlùth ri com-pàrtichean HIREP gus cur ri cruthachadh rèiteachaidhean riaghlaidh agus obrachaيدh airson modail buannachdan coimhairsnachd roinneil ùr a tha san amharc.
- Lìbhrigidh sinn Maoin Fearainn na h-Alba le Maoin Coimhairsnachd a' Chrannchuir Nàiseanta às leth Riaghaltas na h-Alba.
- Obraichidh sinn ann an com-pàirteachas gus pròiseactan taigheadais a chur an comas air feadh na sgìre, àite choimhairsnachdan ann an taigheadas a mheudachadh agus taic a thoirt do dh'iomairtean taigheadais a tha air an stiùireadh leis a' choimhairsnachd agus air an stiùireadh le fastaichean.
- Nì sinn rannsachadh agus mion-sgrùdadh gus tuigse nas fheàrr fhaighinn air poileasaидh taigheadais agus àrainneachd maoineachaidh, iarrasan na margaidh, cnapan-starra agus bacaidean gus taic a thoirt ri bhith a' comharrachadh phriomhachasan taigheadais tron HIREP.
- Obraichidh sinn còmhla ri Riaghaltas na h-Alba agus Riaghaltas na RA gus bun-structair ceangailteachd nàiseanta a sgaoileadh san roinn chun na h-ìre as motha a ghabhas, agus gus pròiseactan a chruthachadh agus a libhrigeadh ann an coimhairsnachdan le droch sheirbheis, le fòcas gu sònraichte air sgìrean 'glè dhoirbh a ruigsin'.
- Bidh sinn ag amas gu for-ghniomhach air in-thasgadh ùr dhan roinn, a tha a' freagairt air ar neartan, stòrasan nàdarra agus na raointean cothruim a tha air an comharrachadh ann am [Plana In-thasgadh na h-Alba: A' toirt cumadh air eaconamaidh na h-Alba](#).



Tuathanas gaoithe aig muir. Beatrice.

PLANÁID

NÌ SINN NA LEANAS:

- Cuiridh sinn ri mothachadh, gabhail ri agus stèidheachadh chleachdaidhean cothromachadh carboin, a' toirt taic do bhuidhnean le bhith a' cruthachadh bun-loidhnichean airson eimiseanan, planadh gniomh agus lìbhrigeadh, agus comharrachadh taic iomchaidh.
- Cleachdaidh sinn a' bhun-loidhne de dh'eimiseanan gasaichean taigh-glainne (GHG) airson na Gàidhealtachd is nan Eilean gus buaidh a thoirt air planadh èifeachdach agus plana roinneil airson eadar-ghluasad cothromach do chothromachadh carboin.
- Cuiridh sinn taic ri libhrigeadh ìre 1 den Mhodail Tasgaidh Ro-innleachdail (SIM) agus, còmhla ri lomairt na h-Alba, aig ìre 2, bidh prìomh àite aig HIE ann a bhith a' cur chòmhraidean tasgaidh co-obrachail an comas a thaobh bun-structar puit agus a thaobh molaidean airson saothrachadh sèine solair, a tha cudromach gu ro-innleachdail dhan sgìre againn.
- Libhrigidh sinn Prògram Soirbheachas Sèine Solair Cumhachd na Gaoithe aig Muir ann an com-pàrteachas le lomairt na h-Alba agus lomairt Alba a Deas agus curidh sinn taic ri bhith a' stèidheachadh buidheann cumhachd na gaoithe nàiseanta ùr aig muir, a' cuimseachadh taic barrachd is barrachd air iomairtean beaga is meadhanach taobh a-staigh na sgìre.
- Stiùiridh sinn obair-leasachaidh air an t-slighe air adhart airson roinn lùths na mara, a' dèanamh cinnteach gu bheil iomhaigh na roinne air a cumail suas, agus a' comharrachadh prìomh eadar-theachdan a tha riatanach gus taic a thoirt do phròiseactan làn-mara a bhios a' dol air adhart gu ìre co-dhùnadh tasgaidh dheireannach.
- Gabhaidh sinn pàirt ghnìomhach ann am Bòrd Prògram Haidridean Riaghaltas na h-Alba agus curidh sinn ris an t-slighe a dh'ionnsaigh 5GW Haidridean Uaine ro 2030.
- Obraichidh sinn còmhla ri com-pàrticean Pròiseact nan Eilean le Cothromachadh Carboin gus amasan cothromachadh carboin ionadail a thuigsinn agus gus a bhith a' fiosrachadh deasachadh ro-innleachdan tasgaidh iomchaidh airson gach eilean a tha an sàs ann.
- Meudaichidh sinn mothachadh air cothroman stèidhichte air nàdar do choimhearsnachdan tro bhith ag obair gu dlùth ri com-pàrticean leithid NàdarAlba.
- Bheir sinn buaidh air planadh, leasachadh sèine solair, togail beairteas coimhearsnachd agus leasachadh dileab (sgilean, taigheadas, còmhdail agus ceanglaichean didseatach) èifeachdach bho libhrigeadh phròiseactan mòra, a' gabhail a-steach daingneachadh agus ùrachadh lionra griod, saor-phort uaine, dealain-uisge a' cleachdadh pumpadh uisge stòraichte



agus cumhachd na gaoithe air tìr.

SOIRBHEACHAS

NÌ SINN NA LEANAS:

- Bheir sinn air adhart prìomh ghniomhan ann an Ro-innleachd HIE gus Cothroman Cruth-atharrachaид Roinneil a thoirt air adhart, a' gabhail a-steach neartachadh an t-séine solair, taic dhan ghluasad gu cothromachadh carboin agus a bhith a' togail argamaid airson tasgadh roinneil.
- Bheir sinn seachad comhairle speisealta, tabhartasan R&L agus prògram iomlaid eòlais gus cur ri ùr-ghnàthachadh, àrdachadh tarbhachd agus gus eimsiseanan a lùghdachadh.
- Cuiridh sinn taic ri mothachadh agus cleachdadh innealan didseatach, AI, fèin-obrachas, saothrachadh adhartach agus modalan gniomhachais ùr-ghnàthach gus cur ri tarbhachd ann an roinnean traidiseanta agus roinnean a tha a' tighinn am bàrr.
- Leasaichidh sinn tionnsgalachd agus brosnaichidh agus bheir sinn fàs air iomairtean ùra tro chomhairle, cothrom air ionmhas, lònachadh agus cruthachadh modailean gniomhachais, gu sònraichte modailean gniomhachais deamocratach inghabhalach, a' gabhail a-steach iomadachadh seilbh, gus taic a chumail ri togail beartas coimhearsnachd.
- Cuiridh sinn fàs às-mhalairt an comas tro bhith a' tasgadh ann an taic shònraichte bho Chomhairliche Malairt airson às-mhalairtearan aig ire thràth.
- Obraichidh sinn còmhla ri luchd-tasgaidh taobh a-staigh na sgìre gus cothroman a chruthachadh airson barrachd tasgadh agus co-obrachadh roinneil.
- Bheir sinn taic do chliantan gus tasgadh bhon taobh a-muigh a chomharrachadh agus fhaighinn agus gus a dhèanamh tèarainte gus taic a thoirt do dh'fhàs sheasmhach, a' gabhail a-steach prògram pileit gus buidhnean a chuideachadh gus a bhith deiseil airson luchd-tasgaidh.
- Obraichidh sinn còmhla ri com-pàirtichean gus a' chùis roinneil a neartachadh agus gus tasgadh bhon taobh a-muigh fhaighinn, gu sònraichte a thaobh RTOan, sèinicéan solair co-cheangailte agus bun-structair comasachaidh.
- Cruthaichidh sinn barrachd chothroman lònraidh agus co-obrachaidh ionadail, roinneil, nàiseanta is eadar-nàiseanta gus na h-amasan a tha air am mìneachadh ann an Ro-innleachd HIE airson 2023-2028 a chur air adhart.

TÈAMAN A GHEARRAS TARSAINN AIR CUSPAIREAN



Tiriodh

Tha na cuspairean tar-ghearrach: cothromachadh-carboin, fàs cothromach agus in-ghabhalach, agus cothroman cruth-atharrachail sgìreil a' ruith tron fhràma againn air fad. Tha iad sin nam prìomh amasan ro-innleachdail airson HIE agus dhan sgìre a thaobh dè a tha air a libhrigeadh is ciamar.

Cothromachadh carboin

NÌ SINN NA LEANAS:

- Bheir sinn taic a bharrachd do chliantan gus gabhail ri cothromachadh carboin agus gus a leabachadh, agus bheir sinn a-steach cumhaichean a thaobh cothromachadh carboin airson taic ionmhais.
- Crìochnaichidh agus foillsichidh sinn a' bhun-loidhne airson sgaoilidhean Gasaichean Taigh-ghlainne air a' Ghàidhealtachd is na h-Eileanan agus obraichidh sinn le com-pàrtichean gus prìomh ghniomhan fhighe a-steach do Lèirsinn is Plana Gníomh HIREP.
- Gluasidh sinn air adhart le dì-charbonachadh prìomh thogalaichean HIE agus cleachdaidh sinn seo gus deagh chleachdad a shealltann do chom-pàrtichean.
- Leanaidh sinn air adhart a' sgaoileadh a-mach a' phrògram trèanaidh litearrachd gnàth-shìde do luchd-obrach HIE agus buill a' Bhùird.
- Cumaidh sinn sùil air mar a tha na custamairean a' gabhail ri agus a' buileachadh cothromachadh carboin tro bhith a' déanamh làn fheum den fhràm tomhais againn.

Fàs cothromach agus in-ghabhalach

NÌ SINN NA LEANAS:

- Bheir sinn taic a bharrachd do chliantan gus gabhail ri cleachdaidhean obair chothromach agus gus an leabachadh agus cumaidh sinn oirnn a' cur chumhachan obair chothromach an sàs.
- Libhrigidh sinn rannsachadh airson a bhith a' fiosrachadh deasachadh Plana Gníomh Togail Beartas Coimhearsnachd HIE agus gus taic a thoirt do dh'obair com-pàrteachais roinneil. Feuchaidh an rannsachadh ri tuigse thaighinn air mar as urrainn do choimhearsnachdan cothroman co-cheangailte ri Togail Beartas Coimhearsnachd a mheudachadh agus coimheadaidh e air mar a ghabhadh sealbhachadh maoin fearainn is coimhearsnachd a chleachdad a chumail ri builean Togail Beartas Coimhearsnachd.
- Tro HIREP, cruthaichidh sinn modail ùr a thaobh buannachdan coimhearsnachd.
- Cuimsichidh sinn air luchd-tionnsgain òg is boireann tro ar prògraman taic agus cuirish sinn ri cothromachd tron roinn tro dhòigh-obrach ùr a thaobh eadar-theachdan cuimsichte.
- Ùraichidh sinn ar dòigh-obrach com-pàrteachaidh le cliantan gus togail beartas coimhearsnachd a bhrosnachadh agus gus eaonamaidh sunnd a chur air adhart.
- Leanaidh sinn air adhart ag obair le com-pàrtichean gus inneal buaidh shòisealta a chruthachadh do bhuidhnean coimhearsnachd.
- A rèir gealltanasan a' Phlana Ghàidhlig againn, cumaidh sinn taic ri prìomh choimhearsnachdan Ghàidhlig le eadar-theachdan gus cur ri ath-leumachd, gus fàs in-ghabhalach a bhrosnachadh agus gus Ghàidhlig a chleachdad a chun na h-ìre as mothà le cliantan agus com-pàrtichean.

Cothroman Cruth-atharrachail Roinneil

NÌ SINN NA LEANAS:

- Ni sinn rannsachadh gus priomh phròiseactan / thasgaidhean ro-innleachdail a chomharrachadh agus a mhaphadh, gus buaidh eaonamach agus priomh chûisean comasachaidh a mheasadh, leithid luchd-obrach, taigheadas agus bun-structair còmhdhail gus cuideachadh le bhith a' co-dhùnadh de na priomhachasan airson na sgìre agus bheir sinn taic do phlanadh tasgaidh agus tâlaidh.
- Cruthaichidh sinn planaichean gus builean a choileanadh gus taic a chumail ri cruthachadh is libhrigeadh nan Cothroman Cruth-atharrachail Roinneil.



Foilseachadh Roaid Orbex Prime Buidheachas airson an deilbh: Orbex:

Taobh-duilleig 11

English

Gàidhlig

FÒCAS NAN SGIOBAIDHEAN SGIREIL TRON BHLIADHNA



Fòcas air Pròiseactan

1. Pròiseactan Eadar-ghluasad Cumhachd Shealtainn
2. Port Uisge Fior Dhomhainn, Dales Voe
3. Amharclann Eòin Fair Isle
4. ORIC Ìre 2
5. EMEC
6. Scapa Flow
7. Plana Sgìre Thunga, Mhealanais agus Sgeara
8. Taigh Denchi
9. Pàirc Gniomhachais Inbhir Ùige/ Port-adhair Inbhir Ùige Taigh Iain Ghròt
10. Pàirce Gniomhachais Ghoillspidh
11. Ionad Ùr-ghnàthachaidh Saothrachaidh Mhoireibh
12. Cala Bhucaidh
13. Pàirc Iomairt Fharrais
14. Saor-phort Uaine Inbhir Nis is Linne Chrombaidh.
15. Turas tro Chaisteal Inbhir Nis agus Leasachaidhean Levelling Up
16. Cairngorm Mountain, Am Monadh Ruaidh 2030 agus Ùghdarras Pàirc Nàiseanta a' Mhonaidh Ruaidh
17. Port Uisge Domhainn Steòrnabhaigh
18. Pròiseactan Aonta Fàs nan Eilean
19. Sgìre Pileat Àrdachadh-sluagh Uibhist
20. Àm ri Teachd an Eilein Sgitheanaich is Ratharsair
21. Port Chiseorn
22. An Gearasdan 2040
23. Pàirc Saidheans Mara na h-Eòrpa
24. Machaire Shanais

SEALTAINN

- Obraich còmhla ri com-pàirtichean gus buannachdan tasgaidhean mòra a libhrigeadh agus a thoirt gu buil ann an Sealtainn agus timcheall air, a' gabhail a-steach roinnean lùths agus fànais, le fòcas air dèligeadh ri bacaidhean agus na cothroman airson tasgadh bun-structair; leasachadh sèine solair ionadail; agus togail beairteas coimhersnachd.
- Bidh mar phriomh bhuidheann stiùiridh airson a bhith a' cruthachadh mholaidean airson togalaichean oifis is gniomhachais gus fuasgladh a thoirt air dùblain a thaobh dìth toglaichean.
- Cuir ri farsaingeachd nan chliantan againn ann air feadh Shealtainn agus thoir taic dhaibh gus cuir ri ath-leumachd, ùr-ghnàthachadh, gus tionnsgalachd àrdachadh agus gus taic a thoirt dhan eadar-ghluasad aca gu cothromachadh carboin.
- Obraich còmhla gus priomh phòiseactan bun-structair a libhrigeadh, gu sònraichte Amharclann Eòin Fair Isle agus am Port Uisge Fior Dhomhainn.

ARCAIBH

- Còmhla ri com-pàirtichean, cuir taic ri leasachadh agus buileachadh pròiseactan Aonta Fàs nan Eilean. Àrainn Rannsachaидh is Ur-ghnàthachaidaиh Arcaibh (ORIC) aig ire II, Pier Arts Centre, Geata Làraichean Dualchas na Cruinne, Ionad nan Eilean airson Cothromachadh Carboin, agus TalentED.
- Cuir taic ri ùr-ghnàthachadh anns a' bhuidhinn eadar-ghluasad lùths againn gus a' bhuaidh ionadail agus cruinneil a mheudachadh bho Ionad Cumhachd Mara na h-Eòrpa, Àrainneachd Deuchainn Adhair Seasmhach, ORIC, oilthighean agus gniomhachasan le fòcas air rannsachadh is leasachadh..
- Ann an com-pàirteachas, tog air eachdraidh làdir de Thogail Beartas Coimhersnachd, a' dèanamh cinnteach gu bheil gniomhachasan agus coimhersnachdan a' faighinn buannachd mhaireannach bho thùsan maoineachaidh bhon taobh a-muigh, leasachaidhean bun-structair mòra agus cothroman margaidh ùra leithid cumhachd na gaoithe aig muir.

GALLAIBH AGUS CATAIBH

- Obraich còmhla ri com-pàrtichean ann an Buidheann Fànais a' Chosta a Tuath agus Focus North gus buannachdan eaconamach is sòisio-eaconamach a choileanadh bho bhith a' cruthachadh Port-fànais Chataibh.
- Obraich le com-pàrtichean ann an sgìre lar-thuath 2045 gus dèligeadh ri priomh chûisean a thaobh crionadh-sluagh leithid taigheadas, cùram-chloinne agus còmhdhail.
- Bidh mar phriomh bhuidheann ann an cruthachadh àite gniomhachais/gnothachais an Inbhir Úige agus Goillspidh, agus obraich le com-pàrtichean gus àiteachan gniomhachais ùra no leasachaidhean a chruthachadh ann an taobh siar Ghallaibh agus iar thuath Chataibh.
- Obraich còmhla ri ar com-pàrtichean agus luchd-leasachaidh bun-structair lùths ann an Gallaibh/Cataibh a Tuath gus dèligeadh ri bacaidhean fàis agus gus fuasglaidhean a chomharrachadh.

MOIREIBH

- Cuir ri tarbhachd gus tuarastalan nas àirdé a thoirt air adhart, cuir ri dùnadh na beàrn pàighidh gnè agus cruthaich barrachd obraighean làn-ùine aig ire àrd anns na roinnean a th' ann mar-thà.
- Cùm taic ri leasachadh leantainneach agus libhrigeadh Aonta Fàs Mhoireibh, gu sònraichte libhrigeadh pròiseact ionad Ùr-ghnàthachaidaиh Saothrachaidaиh Mhoireibh (MICM).
- Cuir taic ri iomadachadh eaconamaidh Mhoireibh gus am bi e a' gabhail a-steach raointean àrd-luach ùra leithid Fànas, Adhar-fhànas agus roinnean innleadaireachd is teicnéolaist eile a tha a' tighinn am bàrr.

LINNE MOIREIBH A-STAIKH

- Obraich còmhla ri com-pàrtichean Saor-phort Uaine Inbhir Nis is Linne Chrombaigh gus cothroman saothrachaidh ùra, àrd-luach fhaighinn ann an cumhachd na gaoithe aig muir agus haidridean uaine, agus eaonamaidh nas fharsainge, nas seasmhaiche agus nas tarbhaiche a thogail.
- Thoir comas dhan sgìre san fharsaingeachd gus a h-àite a dhaingneachadh mar sgìre ùr-ghnàthach chliùiteach, a' togail air leasachadh Árainn Inbhir Nis, le a paitteas de chompanaidhean (biadh is deoch, saidheansan beatha, fiadh, agus saothrachadh adhartach) agus tairgse turasachd bhaileil is dhùthchail gun samhail.
- Tog comas agus comas-libhrigidh taobh a-staigh choimhersnachdan gus dèligeadh ri dùblain luchd-obrach, sgilean, taigheadas, còmhdhail agus gnàth-shide tro bhith ag obair ann an com-pàrteachas le acadaimig, gniomhachas agus an roinn phoblaich, a' gabhail a-steach Ughdarras Pàirc Nàiseanta a' Mhonaidh Ruaidh, agus tro bhith a' togail comas bhuidhnean/lomairt sòisealta acair.

NA H-EILEANAN AN IAR

- Obraich ann an com-pàrteachas gus na buannachdan bho thasgadh ann am Port Uisge dormhainn Steòrnabhaigh a thoirt gu buil le fòcas sònraichte air roinn a' chumhachd ath-nuadhachail.
- Stiùirich libhrigeadh ire eile de togalaichean coimeirsealta aig Pàirce Gniomhachais Eabhal, Beinn nam Faoghla.
- Obraich ann an com-pàrteachas le Comhairle nan Eilean Siar gus sreath de thasgaidhean a chruthachadh tro dhoigh-obrach Com-pàrteachais Levelling Up.
- Obraich còmhla ri coimhersnachdan, gniomhachasan agus com-pàrtichean gus luchd-obrach sgileil a thàladh agus a chumail agus gus dèligeadh ri crionadh-sluagh dùthchail.

LOCH ABAR, AN T-EILEAN SGITHEANACH AGUS ROS AN IAR

- Obraich còmhla ri coimhersnachdan, gniomhachasan agus buidhnean com-pàrteachais gus suidheachaidhean a chruthachadh gus luchd-obrach sgileil a thàladh agus a chumail (ann am priomh bhailean a' Ghearasdain is Phort Righ), agus gus dèligeadh ri crionadh-sluagh dùthchail le fòcas sònraichte air taobh siar Rois agus ceann a tuath an Eilein Sgitheanaich.
- Brosnaich co-obrachadh gus dèanamh cinnteach gum faigh sinn na buannachdan coimhersnachd agus sèine solair as mothà bho thasgaidhean mòra ann an cumhachd ath-nuadhachail san sgìre, a' gabhail a-steach an sgeama uisge-dealain stòraichte air a phumadh a tha san amharc aig Coire Glas agus leasachaidhean a tha a' tighinn air adhart aig Port Chiseorn.
- Obraich còmhla ris na cliantan againn gus freagairt ri suidheachaidhean làithreach a' mhargaidh obrach agus gus cur ri tarbhachd - ann an co-obrachadh le priomh chompanaidhean saothrachaidh ann an roinnean leithid biadh is deoch

EARRA-GHÀIDHEAL IS NA H-EILEANAN

- Obraich ann an com-pàrteachas gus na cothroman eaconamach agus buannachdan coimhersnachd as mothà fhaighinn bho thasgaidhean a thathar a' moladh ann an cumhachd, roinn an fhànais agus staileadh.
- Leudaich agus cuir ri iomadachadh ar portfolio gniomhachais agus thoir taic do tharbhachd, ùr-ghnàthachadh agus eadar-ghluasad cothromach gu cothromachadh carboin.
- Cuir fòcas air a bhith ag obair le coimhersnachdan eileanach gu sònraichte ann an Tiriodh, Bòd, Muile agus Cumarradh gus pròiseactan buadhachd a libhrigeadh agus taic a chumail ri ath-leumachd.
- Bidh gniomhachd stèidhichte air àite stèidhichte air leasachadh leantainneach air eaconamaidh na mara tro leasachadh a bharrachd air Pàirce Saidheans Mara na h-Eòrpa agus adhartas le pròiseactan Prògram Tuathan-uisge na Mara taobh a-staigh an Aonta Fàs Dùthchail.

SLATAN-TOMHAIS IS TARGAIDEAN

Prìomh shlatan-tomhais	Raon targaid
Àireamh de bhuidhnean a fhuair taic gus cur ri tarbhachd	60-70
<ul style="list-style-type: none"> ▪ Meudachadh cuibheasach ann an tarbhachd 	15%
Àireamh de bhuidhnean a fhuair taic airson ùr-ghnàthachadh	200-230
<ul style="list-style-type: none"> ▪ Àireamh nam bathar, pròiseasan no seirbheisean air an cruthachadh ▪ Tasgadh ùr-ghnàthachaidh ann am buidhnean le taic 	80-100 £30-40m
Àireamh nam buidhnean a fhuair taic gus planaichean gnìomh cothromachadh carboin a chruthachadh no a bhuileachadh	50-60
Àireamh de phròiseactan air an stiùireadh leis a' choimhairsnachd a fhuair taic	80-100
Àireamh de dh'obraichean a fhuair taic (FTE)	600-700
<ul style="list-style-type: none"> ▪ Obraichean uaine a fhuair taic (FTE) ▪ Àireamh de dh'obraichean a fhuair taic ann an sgìrean fòcais (FTE) 	70-90 200-250
Tuarastal cuibheasach aig obraichean le taic (FTE)	£34,000
<ul style="list-style-type: none"> ▪ Tuarastal cuibheasach obraichean le taic ann an sgìrean fòcais (FTE) 	£28,500
Tasgadh a fhuardh bhon taobh a-muigh	£40-50m
<ul style="list-style-type: none"> ▪ Tasgadh uaine a fhuardh bhon taobh a-muigh ▪ Tasgadh bhon taobh a-muigh a fhuardh ann an raointean fòcais le taic ▪ Tasgadh bhon taobh a-muigh a fhuardh le buidhnean coimhairsnachd / iomairtean sòisealta le taic 	£12-15m £15-18m £8-10m
Tasgadh ann an so-mhaoinean calpa	£65-80m
<ul style="list-style-type: none"> ▪ Tasgadh ann an stòrasan calpa uaine ▪ Tasgadh stòrasan calpa ann an sgìrean fòcais le taic ▪ Tasgadh stòrasan calpa a fhuardh le buidhnean coimhairsnachd / iomairtean sòisealta le taic 	£20-25m £35-40m £18-20m

Tha Sgìrean Cuimsichte a' ciallachadh àiteachan far a bheil na suidheachaidhean gus taic a thoirt do dh'fhàs shòiseo-eaconamach nas dùblanaiche agus/no far a bheil coileanadh eaconamach nas isle na cuibheasachd na sgìre.

Tha na targaidean airson ceumannan tar-ruigheach co-cheangailte ri obraichean no tasgadh a' gabhail a-steach targaidean stairsnich as isle airson fo-sheataichean a chaidh a chomharrachadh gus aghaidh a chur air phriomhachasan.

Ceumannan tracaidh	
<ul style="list-style-type: none"> ▪ Àrdachadh ann an tionndadh-airgid (£m) 	<ul style="list-style-type: none"> ▪ Àrdachadh ann an tionndadh-airgid san eaconamaidh shòisealta (£m)
<ul style="list-style-type: none"> ▪ Àrdachadh ann an reic eadar-nàiseanta (£m) 	<ul style="list-style-type: none"> ▪ Sàbhalaidhean CO₂ ann am buidhnean a fhuair taic
<ul style="list-style-type: none"> ▪ Buidhnean a' dèanamh adhartas air fàradh Cothromachadh Carboin / Luachan Gníomhachais / Ùr-ghnàthachadh aig HIE 	

AR LIBHRIGEADH

Tha Ro-innleachd HIE 2023-2028 a' mìneachadh ar dòigh lìbhrigidh agus nan diofar dhleastanasan a bhios againn, a' gabhail a-steach Ceannard, Co- shealbhadair agus Bròcain / Comasaiche.

Tha e deatamach gun co-obraich sinn le ar com-pàirtichean gus ar lèirsinn agus ar cinn-uidhe ro-innleachdail a libhrigeadh, gu sònraichte san àrainneachd fhiosgail a th' ann an-dràsta. Chan urrainnear na prìomh bhuilean againn a choileanadh ach tro bhith ag aithneachadh eisimeileachdan, a' cur ghniomhan còmhla thar nan ceithir colbhan den fhòrama againn agus a' stèidheachadh nan cuspairean tar-ghearrach.

Mar thoradh air cuideaman buidseit, tha e deatamach gun lean sinn oirnn gu dicheallach a bhith a' lorg tobraichean maoineachadh iomchaidh bhon taobh a-muigh gus na goireasan cuibhrichte againn a neartachadh. Bidh seo a' gabhail a-steach a bhith a' sireadh maoineachadh a bharrachd gus dèanamh cinnteach gun tèid ar n-amasan ro-innleachdail a libhrigeadh, a' toirt taic do chliantan gus tobraichean maoineachaidh eile a lorg, agus ag obair le com-pàrtichean gus conaltradh a dhèanamh le Riaghaltasan na h-Alba agus na RA gus tasgadh deatamach a thoirt dhan roinn. Nì sinn ar dìcheall na co-obrachaidhean a th' againn mar-thà a neartachadh agus a leudachadh gus ar buaidh agus ar n-obair tagraigheùardachadh gus mothachadh a thogail mu chomasan agus dùblain na sgìre againn, gu sònraichte aig an àm seo nuair a tha cothroman ann de sheòrsa nach fhacas riamh roimhe. Bidh an Lèirsinn Roinneil agus Plana Gnìomh HIREP ùr na chlach-mhìle chudromach airson com-pàirteachas roinneil.

Bheir cuideam buidseit buaidh nas fharsainge air an dòigh-obrach againn am-bliadhna agus bidh barrachd feum air a bhith a' dèanamh an fheum as motha de dh'eòlas, sgilean agus comasan an luchd-obrach againn gus taic a chumail ri libhrigeadh seirbheis. Thèid Ro-innleachd Dhaoine HIE ath-sgrùdadh gu cunbalach gus dèanamh cinnteach gum bi planadh luchd-obrach èifeachdach mar bhunait aig geallaidhean ar Plana Gnìomh. Le bhith gabhail ri dòigh-obrach luach as fheàrr a thaobh lìbhrigidh, nì sinn cinnteach gun dèan sinn am feum as fheàrr de ar riarachadh ghoireasan, le fòcas air far an urrainn dhuinn an diofar as motha a dhèanamh.

Leanaidh sinn oirnn ag atharrachadh mar a bhios sinn a' measadh ar buaidh, a' gabhail a-steach a bhith a' cleachdadh innealan ùra gus taic a chumseachadh agus gus fàs in-ghabhalach a thomhas mar phàirt den lèirsinn againn gus eaconamaidh sunnd a thogail.

Buidseat fosglaidh 2024-25

Buidseat HIE	Tuairmse 24/25 £m
Calpa - Bun-loidhne	23.0
Calpa - Cairngorm Mountain	0.2
Calpa - Wave Energy Scotland (WES)	2.5
Calpa - Sumitomo Electric Industries	3.6*
Calpa - Port-fànais Chataibh	0.7 tbc
Teachd a-steach - Bun-loidhne	27.9
Teachd a-steach - DRSG	0.7 tbc
Iomlan	58.6

* ri ùrachadh



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Iomairt na Gàidhealtachd 's nan Eilean