



# ESP Strategy 2021-2026



Scottish Funding Council  
Promoting further and higher education

## Introduction

ESP was established in 2011 to coordinate a collaborative college response to the growth in skills demand across the energy sector with core funding from SFC matched by membership subscriptions from Scotland's colleges.

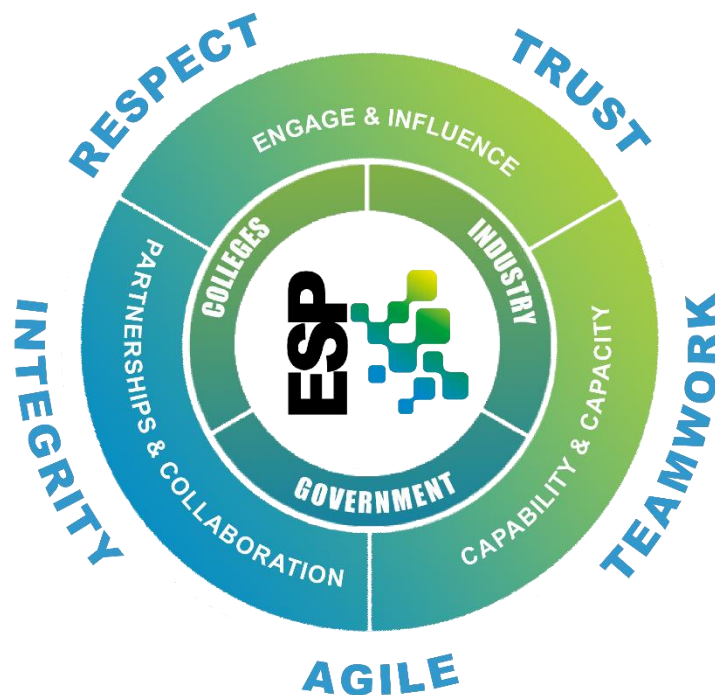
As ESP has developed, we have established a Management Board, Strategy Group, Engineering, Construction and STEM Leads Forums (in partnership with SFC) and a number of formal Training Networks with a renewed focus on the Climate Emergency and the Just Transition to Net Zero.

After ten years, ESP has increased our influence through engagement with Scottish Government, agencies, key strategic groups and established relationships with further additional strategic partnerships. These new relationships were formed to support new curriculum developments, promote careers and learn from Innovation Centres and Catapults to understand how research and development can translate into skills interventions to support both students and industry.

To ensure that supply and demand needs for a skilled workforce are met ESP work closely with SDS and industry bodies to understand the demand for a skilled workforce. ESP also leads on a number of co-ordinated initiatives to provide training to industry and staff through colleges to ensure there are industry ready students graduating from Scotland's colleges.

ESP's role has changed significantly since its establishment in 2011 through the natural evolution of the skills agenda and related skills priorities as set out in the Scottish Government's Energy Strategy, Climate Change Plan and aligning with the Climate Emergency Skills Action Plan. STEM is an intrinsic part of the work of ESP with key involvement with individual colleges, SFC and Scottish Government STEM Strategies where ESP will take on the Secretariat role.

Whilst our role has changed significantly over the ten years, we endeavour to support historical activity whilst adapting to meet emerging priorities stemming from our continued stakeholder and industry engagement.



## Strategic Alignment

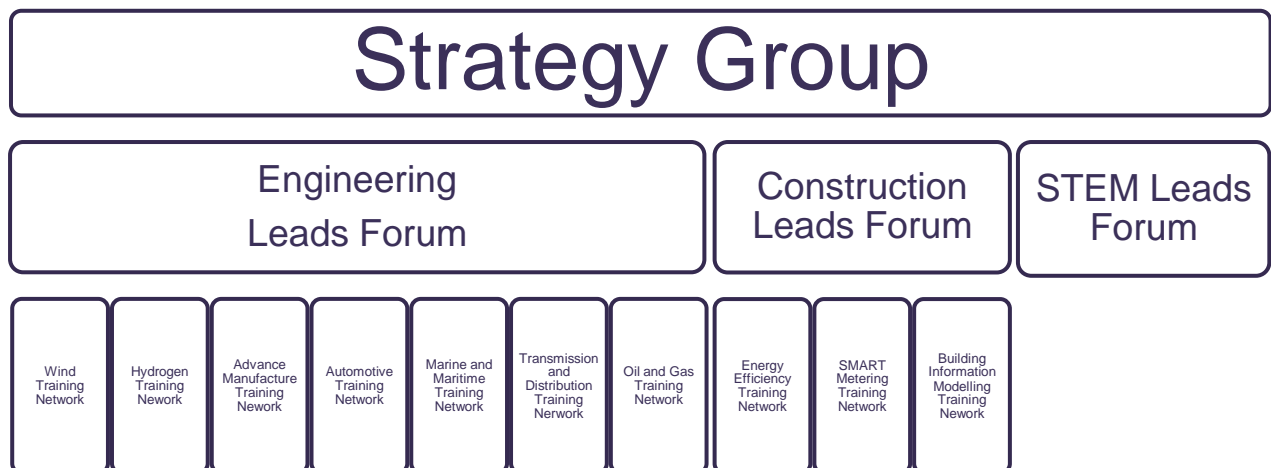
ESP is the college sector agency for the energy, engineering and manufacture and construction sectors whilst also being the college sector lead for STEM. Furthermore, the College Principals Group formally recognised ESP as the college sector agency to lead on the Climate Emergency Skills Action Plan.

## Vision

*Our vision is of a college sector working in partnership with Government, agencies and industry to meet national and regional skills needs, maximising investment and job opportunities aligned with*

## Governance

ESP has revisited its governance arrangements resulting in the establishment of a Management Board in support of the existing Strategy Group and three Leads Forums (Engineering, Construction and STEM). We support colleges in developing their capability, capacity and curriculum by establishing appropriate Training Networks as outlined below.



ESP works with colleges, government, agencies and industry and operate under 3 aims:

1. **Engage and Influence** - ESP will continue to engage and influence government, agencies, strategic groups and industry to continuously monitor the policy developments that impact our sectors allowing us to engage and respond. We will represent college interests across energy, engineering, construction, STEM and the Climate Emergency to position colleges by ensuring our operational plans are aligning with these priorities.
2. **Capability and Capacity** - ESP will work with member colleges to increase capability and capacity in order to support innovation and collaboration across existing and emerging technologies. We will seek to secure funds to allow provision of college staff CPD, development of curriculum and investment in capital equipment where there is an identified need, whilst integrating digital and blended materials in a post-COVID era.
3. **Partnership and Collaboration** - ESP will continue to foster strategic partnerships and collaborations through MOUs and membership of key public sector and industry stakeholder groups. We will continue to work with awarding bodies ensuring national and regional skills' needs are met. We will seek out new partnerships and collaborations that align with our role representing Scotland's colleges in the Climate Emergency and Just Transition to Net-zero.

## 1. Engage and Influence

**ESP will continue to engage and influence government, agencies, strategic groups and industry to continuously monitor the policy developments which impact our sectors allowing us to engage and respond. We will represent college interests across energy, engineering, construction, STEM and the Climate Emergency to position colleges by ensuring our operational plans are aligning with these priorities.**

<b>Priority</b>	<b>To achieve this we will:</b>
Interface with government and agencies to support, inform and influence priorities and policies	<ol style="list-style-type: none"> <li>1. Continue to engage with government and agencies and their strategic groups.</li> <li>2. We will continuously monitor policy developments impacting our sectors and engage and respond</li> <li>3. Represent college interests and position the role of colleges</li> <li>4. Engage with Industry Leadership Groups</li> <li>5. Align operational plans</li> </ol>
Engage with industry and sector bodies to understand future skills priorities and inform appropriate interventions	<ol style="list-style-type: none"> <li>1. We will continue to interact with sector skills bodies, industry bodies, professional institutions and associated organisations.</li> </ol>
Influence & support developments across Scotland's colleges	<ol style="list-style-type: none"> <li>1. Continue to develop our governance arrangements to ensure openness and transparency in ESPs role and activities.</li> <li>2. Improve communications with members through the implementation of our Comms Strategy.</li> <li>3. Represent college interests and position colleges by developing capability, capacity and curriculum.</li> </ol>
Respond to stakeholders' ambitions for energy, engineering, construction and STEM	<ol style="list-style-type: none"> <li>1. Establish working groups to respond to emerging priorities and engage existing groups and training networks.</li> </ol>
Support and maximise economic benefit and job opportunities	<ol style="list-style-type: none"> <li>1. Develop a comprehensive and flexible approach that supports industry focused skills offers that brings together funding initiatives and wider support.</li> </ol>

## 2. Capability and Capacity

**ESP will work with member colleges to increase capability and capacity in order to support innovation and collaboration across existing and emerging technologies. We will seek to secure funds to allow provision of college staff CPD, development of curriculum and investment in capital equipment where there is an identified need, whilst integrating digital and blended materials in a post-COVID era.**

Priorities	To achieve this we will:
Work with colleges to position them at the forefront of curriculum developments	<ol style="list-style-type: none"> <li>1. Work with our Management Board, Strategy Groups, Leads Forums, industry and relevant partners to:               <ol style="list-style-type: none"> <li>a. Identify emerging curriculum needs</li> <li>b. Develop new curriculum</li> <li>c. Facilitate the development of shared teaching resources</li> </ol> </li> </ol>
Support and enable innovation in education including digital online and blended learning	<ol style="list-style-type: none"> <li>1. Work with industry and partners to understand emerging technologies to:               <ol style="list-style-type: none"> <li>a. Raise awareness of technologies</li> <li>b. Develop products and services in a digital format (SFC report).</li> </ol> </li> <li>2. Work with Leads Forums and Training Networks to develop and implement:               <ol style="list-style-type: none"> <li>a. Online and blended learning</li> <li>b. Digital Ambition/Strategy</li> </ol> </li> </ol>
Develop curriculum pathways for transition to net zero, upskilling, reskilling and new and emerging jobs	<ol style="list-style-type: none"> <li>1. Work with industry and partners to understand emerging technologies to inform curriculum development areas.</li> <li>2. Work with Leads Forums and Training Networks to develop curriculum to support the transition to net-zero.</li> </ol>
Promote and deliver STEM activities in order to highlight careers in the energy, engineering & construction sectors.	<ol style="list-style-type: none"> <li>1. Work with industry and partners to understand emerging priorities.</li> <li>2. Work with Leads Forums and Training Networks to develop, implement and embed STEM activities.</li> </ol>
Lead on collaborative approaches for cross college working in emerging technologies	<ol style="list-style-type: none"> <li>1. Enhance Training Networks (and establish new ones where necessary) to respond to emerging technology needs.</li> </ol>
Coordinate a cross college approach securing capital equipment and learning resources.	<ol style="list-style-type: none"> <li>1. Work with government, agencies, industry and colleges to secure capital resources.</li> </ol>
Provide strategic direction for college leaders, lecturers and support staff	<ol style="list-style-type: none"> <li>1. Work with our Strategy Group to identify mechanisms/interventions and engagement strategy.</li> </ol>

### 3. Partnerships and Collaboration

**ESP will continue to foster strategic partnerships and collaborations through MOUs and membership of key public sector and industry stakeholder groups. We will continue to work with awarding bodies ensuring national and regional skills' needs are met. We will seek out new partnerships and collaborations that align with our role representing Scotland's colleges in the Climate Emergency and Just Transition to Net-zero.**

<b>Priorities</b>	<b>To achieve this we will :</b>
Work with industry to ensure a national approach to meet local and regional and national future skills demands	<ol style="list-style-type: none"> <li>1. We will ensure our activities produce clear impacts to colleges and industry to support emerging priorities/opportunities.</li> <li>2. We will continue to develop opportunities for colleges to upskill industry and students to develop skills of the future.</li> </ol>
To be a partner of Choice	<ol style="list-style-type: none"> <li>1. We will secure Partnership Agreements to enhance our support government, agencies, industry and colleges.</li> <li>2. We will work with partners to develop action plans, identify funding opportunities and secure and deliver projects that align with our aims and priorities.</li> </ol>
Raise Awareness and profile of ESP and college activity in support of our key sectors and policy drivers	<ol style="list-style-type: none"> <li>1. Ensure ESP is recognised as a valued partner by implementing our revised Comms Strategy to maximise awareness via:               <ol style="list-style-type: none"> <li>a. Engagement with colleges, government, agencies and industry groups.</li> <li>b. Policy Responses</li> <li>c. Newsletters</li> <li>d. Social media channels</li> <li>e. Editorial articles in press/trade press</li> <li>f. Press releases around key activity and achievements</li> </ol> </li> </ol>

## **Review, Monitoring and Evaluation**

ESP recently commissioned an independent stakeholder review of our activities over the past 10 years that provided very positive feedback and provides a baseline for future review and monitoring activities.

To ensure we maximise the benefits to be derived from this revised strategy we will:

1. Report annually to SFC on the key projects and activities.
2. Commission an independent stakeholder review at years 2 and 4
3. Undertake an annual internal review of activities for our Management Board and Strategy Group, reporting on:
  - a. **Engage and Influence**
    - i. Government and agencies – direct engagement, memberships of key groups, impacts and outputs.
    - ii. Colleges – direct engagement with individual colleges, College Principals Group, Vice Principals Group, Business Development Directors Group and our own Strategy Group.
    - iii. Industry – development of industry led programmes, impacts and outputs
  - b. **Capability and Capacity**
    - i. Training Networks
      1. Curriculum development
      2. Teaching material development
      3. Shared resources
    - ii. Project funding provided to colleges
    - iii. Leveraged funding
  - c. **Partnership and Collaboration**
    - i. Strategic partnerships and collaborations through MoU's and Collaboration Agreements with industry, government, agencies and wider stakeholders.
    - ii. Membership of key strategic groups both public and private sector.
    - iii. Reporting on impacts and outputs of partnership activities.