

ESP STRATEGY

Colleges at the Forefront Shaping Skills for 2030

INTRODUCTION

ESP is the college sector agency, established to coordinate a collaborative college response to national and regional skills needs across the energy transition sector, working with key partners and stakeholders to maximise investment and job opportunities in emerging and advanced technologies. Widely recognised as best practice, the ESP model ensures cost effectiveness and value for money, enabling every college regardless of size, capacity or resource to benefit from a collaborative and cohesive basis for delivering skills for the future (aligning to Public Sector Reform Strategy 2025). It contributes to the following SFC strategic objectives:

- Enabling people to learn and flourish
- Generating new ideas and diffusing knowledge
- Building a responsive, coherent, sustainable system
- Making SFC an excellent organisation

It achieves this by:

- Representing the College Sector across Energy Transition, Low Carbon Transport, Engineering and Advanced Manufacturing, Sustainable Construction and Energy Efficiency, engaging and influencing policy at senior level
- Working with other sector agencies, including Colleges Scotland and the College Development Network, to maximise added value for colleges
- Actively engaging with key Industry Groups to determine emerging priorities and agree action plans to ensure their skills needs are realised by the college sector
- Understanding future energy transition/net zero skills priorities, working with our Strategy Group, Leads Forums and wider college groups to develop a coordinated approach to curriculum development
- Developing capability, capacity and curriculum as necessary to meet future skills needs through a collaborative approach and maximising the use of technology to provide innovative solutions
- Facilitating key College Groups including Engineering, Construction and STEM Leads Forums
- Delivering key engagement events to college beneficiaries/participants and supporting a cohesive approach to CPD across net zero developments and emerging technologies.

VISION

Our vision is of a college sector working in collaborative partnership, supporting the design and delivery of a flexible and adaptive curriculum, integrating digital skills, to meet industry needs and support Scotland's economic growth as we transition to net zero.

DEVELOPING THE STRATEGY

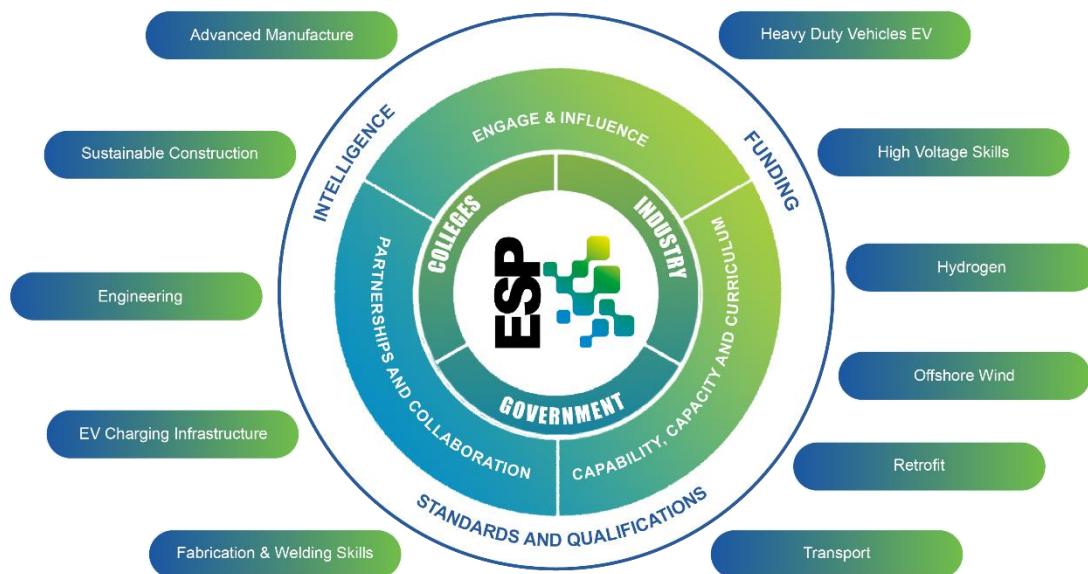
Our new strategy builds on the success of the previous strategy but also recognises the need to constantly respond to the skills challenges across our sectors. We worked closely with our Strategy Group to inform this Strategy through to 2030, with the Group identifying a need to have an additional focus on:

1. Flexible and responsive curriculum including development and delivery of micro-credentials, supporting stakeholder and employer engagement to tailor micro-credentials to meet industry needs
2. Digital and Data Analytics as a theme, supporting the identification of specific skills needs across our sectors
3. Increased college/industry collaboration, supporting alignment of college outputs with economic needs and opportunities
4. Engagement and support of key industry skills groups including the Engineering Skills Leadership Group, SOWEC Skills Group, and Construction Leadership Forum skills workstream

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

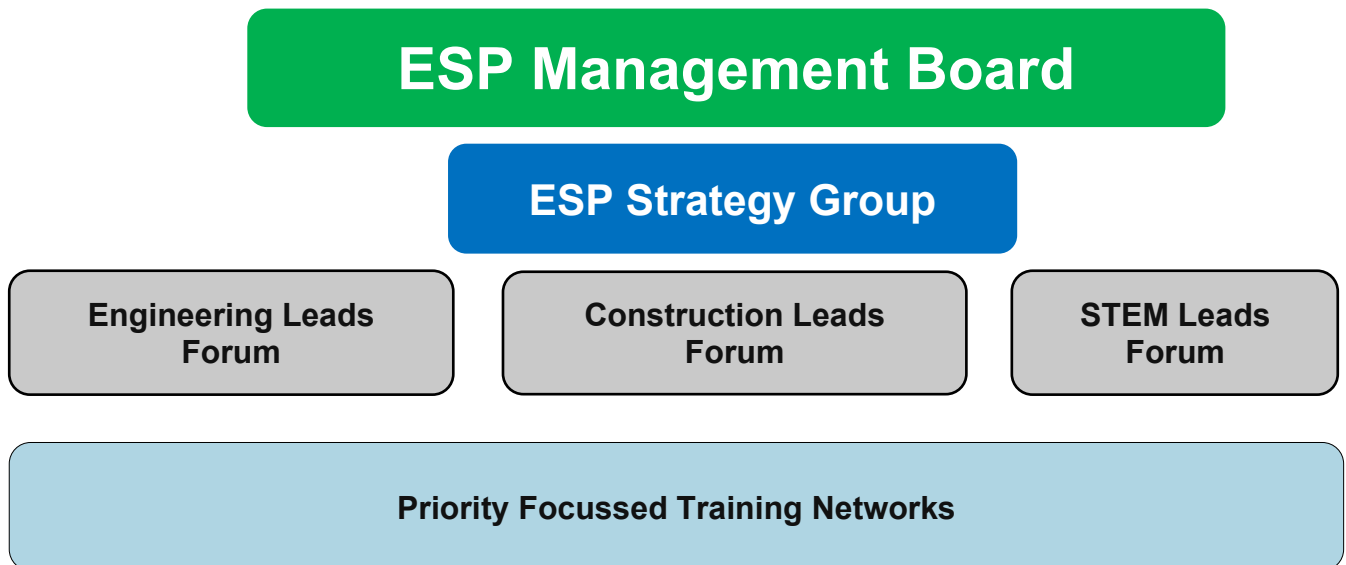
STRATEGIC ALIGNMENT

ESP is the college sector agency for the Energy Transition, Zero Carbon Transport, Engineering and Advanced Manufacture and Sustainable Construction and Energy Efficiency whilst working with colleges to further embed STEM. In addition, the College Principals Group formally recognises ESP as the college sector agency to lead on the Climate Emergency and the Just Transition to Net Zero.



GOVERNANCE

ESP's governance is outlined in the structure below which supports the delivery and oversight of this strategy.



AIMS

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 Transition, Low Carbon Transport, Engineering and Manufacturing, Sustainable Construction/Energy Efficiency, associated STEM activities, collaborating with Colleges Scotland to position colleges by ensuring our operational plans are aligned with these priorities.
2. **Capability, Capacity, and Curriculum** - ESP will work with member colleges to increase capability and capacity in order to support innovation and collaboration across existing and emerging technologies, supporting the design and delivery of a flexible and adaptive curriculum, integrating digital skills, to meet demand. 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.
3. **Partnership and Collaboration** - ESP will continue to foster strategic partnerships to better understand future demand and inform skills solutions. We will continue to collaborate with industry and partners to gather insights to inform strategic skills investment and ensure national and regional skills needs are met. We will seek out new partnerships and collaborations that align with our role representing Scotland's colleges.

1. Engage and Influence

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

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Priorities	To achieve this we will :
1. Work with colleges to position them at the forefront of curriculum developments	1. Work with our Management Board, Strategy Groups, Leads Forums, industry and relevant partners to: <ol style="list-style-type: none"> a. Identify emerging curriculum needs b. Develop new curriculum including micro credentials c. Facilitate the development of shared teaching resources
2. Support and enable innovation in education including digital online and blended learning	<ol style="list-style-type: none"> 1. Work with industry and partners to understand emerging technologies to: <ol style="list-style-type: none"> a. Raise awareness of technologies b. Develop products and services in a digital format 2. Work with Leads Forums and Training Networks to develop and implement: <ol style="list-style-type: none"> a. Integrated digital technology across our priority areas to deliver essential digital economy skills in support of net zero
3. Develop curriculum pathways for transition to net zero, upskilling, reskilling and new and emerging jobs	<ol style="list-style-type: none"> 1. Work with industry and partners to understand emerging technologies to inform curriculum development areas. 2. Work with Leads Forums and Training Networks to develop curriculum to support the transition to net-zero.
4. Promote and deliver STEM activities that highlight careers in the energy transition, zero carbon transport, engineering & construction/energy efficiency sectors	<ol style="list-style-type: none"> 1. Work with industry and partners to understand emerging priorities and opportunities 2. Work with Leads Forums and Training Networks to develop, implement and embed STEM activities in the sectors we cover
5. Lead on collaborative approaches for cross college working in emerging technologies	<ol style="list-style-type: none"> 1. Establish priority focussed Training Networks to respond to emerging needs, according to demand signals from industry
6. Coordinate a cross-college approach securing capital equipment and learning resources	<ol style="list-style-type: none"> 1. Work with government, agencies, industry and colleges to secure capital resources to facilitate new curriculum delivery whilst derisking this for colleges.
7. Provide strategic direction for college leaders, lecturers and support staff	<ol style="list-style-type: none"> 1. Work with our Strategy Group to identify mechanisms/interventions and engagement strategy.

3. Partnerships and Collaboration

Partnership and Collaboration – ESP will continue to foster strategic partnerships to better understand future demand and inform skills solutions. We will continue to collaborate with industry and partners to gather insights to inform strategic skills investment and ensure national and regional skills needs are met. We will seek out new partnerships and collaborations that align with our role representing Scotland’s colleges.

Priorities

To achieve this we will :

<p>1. Work with industry to ensure a national approach to meet local and regional and national future skills demands</p>	<p>1. We will ensure our activities produce clear impacts to colleges and industry to support emerging priorities/opportunities. 2. We will continue to develop opportunities for colleges to upskill industry and students to develop skills of the future.</p>
<p>2. To be a partner of choice</p>	<p>1. We will secure Partnership Agreements to enhance our support of government, agencies, industry and colleges. 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.</p>
<p>3. Raise awareness and profile of ESP and college activity in support of our key sectors and policy drivers</p>	<p>1. Ensure ESP is recognised as a valued partner by maximising awareness via:</p> <ul style="list-style-type: none"> a. Engagement with colleges, government, agencies and industry groups. b. Policy Responses c. Newsletters d. Social media channels e. Editorial articles in press/trade press f. Press releases around key activity and achievements

REVIEW, MONITORING AND EVALUATION

To ensure we maximise the benefits to be derived from this revised strategy, through the Strategy Group, we will continue to monitor, review and adapt, including:

1. Report annually to SFC on the key projects and activities.
2. 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, Capacity, and Curriculum**
 - 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.



Argyll Court
Castle Business Park
Stirling
FK9 4TY

info@esp-scotland.ac.uk
www.esp-scotland.ac.uk