



College Sector Statement of Ambition 2018-2023



Vision, Values and Ambitions

Vision

A dynamic, collaborative, and innovative sector delivering high-quality lifelong learning, widening access to education, and promoting social inclusion that enables people to thrive in life, in their communities, and in work.

Values

Our ambitions are underpinned by our values – to be inspirational, inclusive, responsive, and excellent.

Ambitions

Colleges have a critical role in supporting individuals and businesses in Scotland, enhancing citizenship, and providing leadership in the communities and regional economies in which we are situated. The college sector will be pivotal in:

1. Developing our people and partnerships
2. Supporting a successful economy
3. Helping communities thrive.



95% of college students achieving their qualifications go into positive destinations.

Developing our People and Partnerships

Learners

Colleges support people of all ages to obtain technical, professional and vocational education and skills to reach their potential and progress into further study, training or employment.

We provide opportunities for all people and put learners at the heart of everything we do.

The college sector will:

- Listen to learners and staff to gain a better understanding of what they want and need.
- Transform the way we teach by embracing the potential of digital technologies to provide learners with flexibility and personalisation.
- Improve and increase pathways connecting schools, colleges, universities, and employers.
- Establish a simpler education system with seamless progression which improves and shortens the learner journey from school to college, and articulation from college to university.
- Equip college learners with the knowledge and skills to contribute to and benefit from growth in Scotland's economy.
- Encourage participation in WorldSkills competitions which help develop talent, enhance career prospects for learners, and showcases Scotland as a world-leading provider of technical, professional and vocational education and skills.
- Collaborate with students' associations to drive improvements in outcomes for learners' success and help tackle inequalities.
- Develop a sector strategy on wellbeing and mental health which provides high-quality support for all people in our colleges and ensure it is regularly reviewed to deliver best practice in this area.

Staff

Colleges embrace an inclusive employment approach that reflects Scotland's diverse society.

We are resilient and adaptable organisations with the leadership and people to both influence and react flexibly to Scottish Government priorities as well as complex economic and social challenges.

The college sector will:

- Develop staff at all levels who challenge and inspire us and our students to be the best we can be.
- Build career paths underpinned by the Scottish Credit and Qualifications Framework that encourage breadth of experience and depth of expertise as well as develop skilled staff to deliver world-class education.
- Strive to be the best employer in Scotland's public sector, investing in our staff's future by providing the highest possible standards of training, development and reward package.
- Deliver a transformational programme of change by developing our workforce for the future.
- Use the successful national collective bargaining forum of the National Joint Negotiating Committee as a means of delivering progress and sustainable outcomes for college staff in partnership with the recognised staff trade unions.

Partnerships

Colleges work with public, private and third sector organisations to capitalise on societal transformations, digital innovations, and technological developments to ensure the delivery of high quality teaching and learning.

The college sector will:

- Build partnerships to foster inclusive, sustainable economic growth that benefits people, communities and businesses.
- Influence educational, social and other relevant policy to benefit students and staff as well as wider society.
- Enhance engagement with key stakeholders like the Scottish Government, Scottish Funding Council (SFC), Skills Development Scotland, College Development Network, local authorities, Community Planning Partnerships, employers, education partners, trade unions and others to realise our collective ambitions.



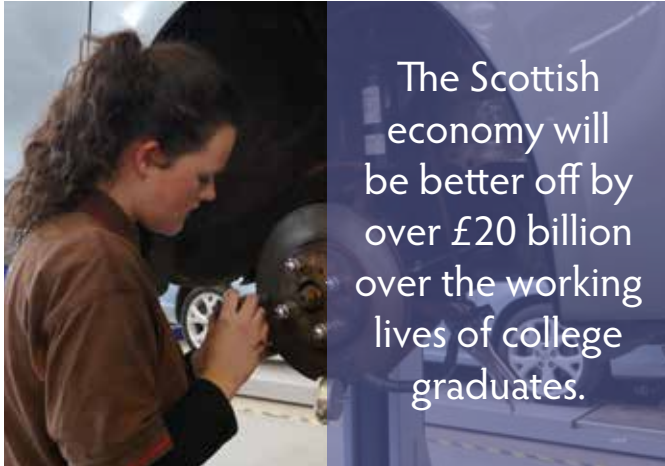
Supporting a Successful Economy

Colleges will embed innovation and collaboration into everything we do. Working with private, public, and third sector employers, colleges are a catalyst for the development and growth of an inclusive economy.

The college sector will:

- Be a key partner in delivering Scotland's inclusive and environmentally sustainable economic growth by providing the right education, apprenticeships and skills to tackle poverty and equip employers with a flexible and innovative workforce in a way consistent with the transitions in the economy e.g. low carbon, robotics etc.
- Engage with communities and tailor provision to meet local, regional, and national skills requirements and ensure opportunities for development and lifelong learning are available to people of all ages and backgrounds.
- Deliver benefits from innovation and new funding models that brings additional finance into the sector, enabling us to improve skills in local, regional, and national labour markets.
- Work closely with universities to shape the innovation landscape and capitalise on the opportunities presented by current and emerging digital technologies.
- Support Small and Medium-sized Enterprises (SMEs) to fulfil their role in delivering inclusive, sustainable economic growth and boosting Scotland's international competitiveness by delivering the skilled workforce which attracts companies to locate and grow in Scotland.

- Enhance skills training to increase SME's competitiveness in the export market.
- Explore ways to further improve links between employers and colleges.



Helping Communities Thrive

Colleges are located across Scotland, engaging with all our communities. Colleges contribute hugely to Scotland as a nation and are delivering equality of access to the skills and knowledge which are vital for successful careers, while also supporting a positive culture within our communities.

The college sector will:

- Build on past successes while always seeking innovative ways to develop the skills and capacity of the communities we serve.
- Develop a more coherent, collaborative regional curriculum with local authorities, the Scottish Qualifications Authority, schools and universities to develop knowledge and skills for life and work.
- Help redress gender imbalance in the workforce by extending successful practices, for example, to encourage and retain women in STEM and to do likewise for men by capitalising on the Early Learning and Childcare expansion.

- Help redress wider societal imbalances in the workforce by reflecting Scotland's diversity in our staff members and students in terms of disability, ethnicity, age, other protected characteristics, and the care experienced population.
- Be the linchpin that helps realise the Scottish Government's ambitions for widening access to education, while supporting people and communities facing the most barriers.
- Create routes for people into successful careers, in partnership with schools, employers, Community Learning and Development, local authorities, and others, for example, through more engagement with the apprenticeship family.
- Help establish Regional Partnership arrangements to effectively support the Scottish Government's ambitions as set out in the Enterprise and Skills Review.
- Develop a sector strategy to mitigate the repercussions to our communities of Brexit.
- Work in partnership with the Scottish Government and SFC to continue modernising facilities in an environmental and sustainable way to have the best surroundings for our learners and staff.

Next Steps

This Statement of Ambition will be used as a driver for positive change in the college sector. Colleges Scotland will work with colleges to drive these ambitions and objectives forward over the next five years.

