

# 23-24 ANNUAL REPORT

# ESP KEY FACTS

Over **230** people completed ESP's online awareness courses for Hydrogen and Offshore Wind



Low Carbon Transport

Energy Transition

Construction

Engineering

**OVER £1MILLION**  
Total funding secured to support key projects



Over **30** key sector specific events hosted for colleges by ESP

**31** staff from **6** colleges attended the All Energy conference with ESP to exhibit and showcase some of the equipment and technologies being used by colleges to train staff and students in renewable and low carbon energy. Over **11,000** guests attended the 2 day conference.



**OVER 260** College staff CPD supported in 2023/24



ESP purchased a Hyundai NEXO Hydrogen car which will be used by colleges to provide staff and learners with the knowledge of safe working with hydrogen vehicles.



ESP purchased an electric van equipped with state of the art augmented reality welding equipment to allow skills training to be undertaken by new engineers in the offshore wind industry where required in Scotland.



ESP attended over **80** significant events representing all key college sectors

**80**

Over **80** apprentices and Industry staff have been upskilled to date using the Mobile Heat Pump Training and Assessment Centre

**120 +**



**VR HEADSETS**

purchased to provide simulated training in the Hydrogen and Wind sectors with 5 being gifted to each college.

**OVER 170**

Government and Ministerial discussions held to support, inform and influence priorities and policies.

**564**

Modern Apprentices in Plumbing trained in Heat Pump Installation

# CONTENTS

**1 Foreword**

**2 Engage and Influence**

**3 - 10 Our Sectors**

- Energy Transition
- Transport
- Engineering and Manufacture
- Construction

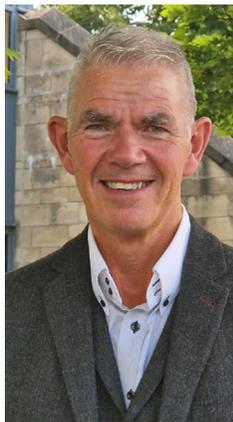
**11 Future Vision**

# FOREWORD



**SIMON HEWITT**

Chair of ESP  
Management Board  
and Principal of  
Dundee & Angus  
College



**JIM BROWN**

Director  
ESP

As we reflect on the past year, we are reminded of the remarkable journey we have undertaken together. This annual report encapsulates our collective achievements, challenges, and the unwavering commitment of our team, stakeholders, and partners.

This year has been another key year for ESP in a number of respects:

1. We secured our next phase of funding from Scottish Funding Council.
2. Our strategic position has grown from strength to strength.
3. We have seen a shift in our balance of funding with a number of multi-year projects established with both public and private sector partners.

We have navigated through a challenging landscape and seized opportunities that have propelled us forward. Our resilience and innovation have been the cornerstones of our success, enabling us to deliver.

Our team which has seen some staff changes over the past year has been at the heart of every accomplishment. Their dedication, expertise, and collaborative spirit have driven our success. We are immensely proud of their hard work and major achievements on behalf of our college members.

This report highlights our key milestones, projects and strategic engagement and underscores our commitment to sustainability, college engagement, and promotion.

Looking to the future, a key outcome of our Strategic Planning day held with colleges was the identified need for a Strategy Group to be established. The team are actively pursuing this and

scheduling a series of meetings for 2024-25. We see this group as having a major influence in determining our future priorities and we would like to thank those who participated and for their invaluable input.

We continue to work with, and on behalf of Scottish Government and agencies, leading on a number of areas across Energy Transition, Transport, Engineering and Advanced Manufacture, Construction, Energy Efficiency and STEM. This is evident by an increased number of requests for our involvement in key policy consultations.

We would again like to thank the ESP team for their commitment and determination in ensuring Colleges are at the forefront in delivering skills for traditional industries, emerging technologies and the green economy.

As we look ahead, we remain steadfast in our missions to create lasting impact by working with and influencing government, agencies and industry to understand emerging skills needs and with our College members to develop the capability and capacity to support them in delivering a highly skilled workforce for the future.

As well as offering our thanks to our colleagues at SFC for their ongoing financial support we would like to take this opportunity to thank our Management Board for their invaluable guidance in how we continuously evolve ESP to best meet the needs of our college members, industry, government and agencies.

Finally, a big thank you to all our partners for your ongoing and invaluable support – we could not achieve what we do without you.

**“As we look ahead, we remain steadfast in our missions to create lasting impact by working with and influencing government, agencies and industry to understand emerging skills needs and with our College members to develop the capability and capacity to support them in delivering a highly skilled workforce for the future.”**

# ENGAGE AND INFLUENCE

ESP's impact has significantly grown over the past year, especially in the area of skills for the green economy where we continued to:

- Lead on the Skills for the Scottish Offshore Wind Energy Council.
- Actively support the CESAP Implementation Steering Group.
- Chair the Construction Scotland SVQ Standardisation Group.
- Engage with a wide range of consultants seeking our expertise across all our sectors.
- Support Government and agencies with their energy transition priorities including international and inward investor opportunities.

## POLICY DRIVERS

- **Climate Change Plan**
- **Climate Emergency Skills Action Plan**
- **Energy Efficiency Scotland**
- **Energy Strategy and Just Transition Plan**
- **Equality, opportunity, community: New leadership - A fresh start**
- **Heat in Buildings Strategy**
- **Hydrogen Action Plan**
- **Making Scotland's Future**
- **National Transport Strategy 2**
- **North Sea Transition Deal**
- **Offshore Wind Sector Deal**
- **Onshore Wind Sector Deal**
- **The Scottish Government's STEM Education and Training Strategy**
- **The National Strategy for Economic Transformation**

## COLLEGE SECTOR

- **Business Development Group**
- **College Principals' Group**
- **Colleges Scotland**
- **College Development Network**
- **Vice Principals' Group**

## PUBLIC SECTOR

- **Scottish Government**
  - Construction
  - Energy Efficiency
  - Energy Strategy & Just Transition Plan
  - Hydrogen
  - Transport Scotland
  - Wind
- **Department for Transport**
- **Education Scotland**
- **Energy Savings Trust**
- **Enterprise Agencies**
- **Scottish Development International**
- **Scottish Funding Council**
- **Skills Development Scotland**

## INDUSTRY

- **Energy Transition**
  - Energy Skills Alliance
  - EU Skills
  - Hydrogen Scotland
  - Hydrogen Skills Alliance
  - ORE Catapult
  - OWIC
  - RenewableUK
  - Scottish Renewables
  - SOWEC
- **Transport**
  - IMI
- **Engineering**
  - ECITB
  - Engineering Skills Leadership Group
  - EngineeringUK
  - Enginuity
  - IET
  - Scottish Engineering
- **Construction**
  - CECA
  - CITB
  - Federation of Master Builders
  - Historic Environment Scotland
  - Scottish Builders Federation
  - Scottish Decorator Federation
  - SELECT
  - SNIPEF

“ESP’s impact has significantly grown over the past year, especially in the area of skills for the green economy.”

# ENERGY TRANSITION

Hydrogen  
Training Network

Wind  
Training Network

Oil & Gas  
Training Network

## ENERGY TRANSITION PRIORITIES

1. Engage and Influence
2. Onshore and Offshore Wind
3. Hydrogen
4. Supply Chain
5. Capability And Capacity
  - a. On/Offshore Wind
  - b. Hydrogen Technologies
  - c. Supply Chain
6. Sector Recruitment and Attractiveness
7. Partnership and Collaboration

## ENGAGE AND INFLUENCE

ESP are widely recognised as experts in the energy transition space and are active members of key groups and work with a number of industry bodies, government departments and agencies, including:

- Scottish Offshore Wind Energy Council
- Scottish Government Hydrogen Policy Team
- Hydrogen Scotland (Formerly SHFCA)
- Hydrogen Skills Alliance
- H2 Accelerator
- IMI
- Transport Scotland

ESP lead on skills for the Scottish Government's Scottish Offshore Wind Energy Council (SOWEC) and currently Chair the Skills Group and lead on two further working groups:

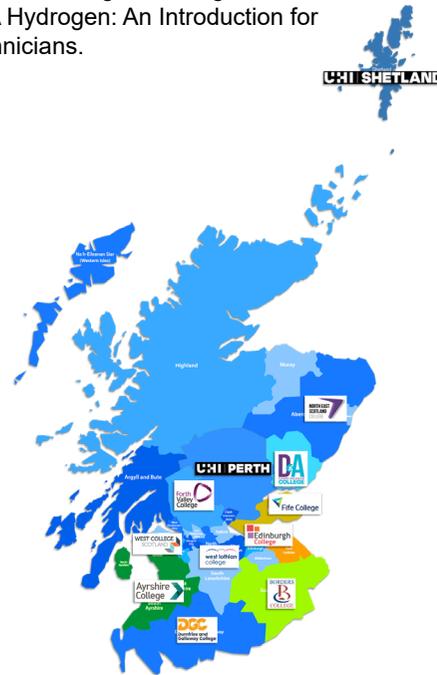
1. Sector Recruitment and Attractiveness - focusing on long-term careers prospects available within the renewable energy sector and its supply chain.
2. Education and Skills - recently formed with support from industry bodies, colleges, universities and private providers, Clusters and Green Freeports, SDS and SFC. This group is reviewing existing provision, identify gaps and make recommendations on priority areas for development and delivery.

Finalist for the Green Energy Awards - Contribution to Skills Award for our activity Securing Future Hydrogen Skills.

## CAPABILITY, CAPACITY AND CURRICULUM

### Hydrogen

Through our partnership with H2 Accelerator, Transport Scotland was able to fund a 2nd and 3rd cohort of college lecturing staff onto the PDA Hydrogen: An Introduction for Technicians.



Alongside this capacity building, we developed curriculum based around the existing skills for work energy units in hydrogen to be used with hydrogen car kits previously bought. While not currently a formally accredited unit, it is hoped accreditation can be secured in the future.

“ESP are widely recognised as experts in the energy transition space and are active members of key groups and work with a number of industry bodies, government departments and agencies.”

College staff within the hydrogen training network were once again invited to automotive CPD visits. Our previous CPD developments for staff allowed Dundee & Angus College to become the first Scottish centre to deliver IMI Level 1 Hydrogen Vehicle Awareness. This has led to ESP member colleges being selected to pilot new IMI hydrogen qualifications at level 2 and level 3.

## PROJECTS

**Octopus Renewables Infrastructure Trust (ORIT),**  
– ESP secured funding from ORIT to develop:

### • Futures in Wind

This online open-access course aims to cover a wide range of topics related to offshore wind farm development, including turbine design, wind farm construction, environmental impacts, and social acceptability.

The course is designed to be accessible to a wide audience, with a particular focus on final-year high school students, college students, and apprentices, undergraduate and early-career graduate students with an interest in relevant disciplines such as marine science, environmental science, geography, planning, and engineering.



- **Offshore Wind Virtual Reality**

Funded by ORIT and building on previous versions we are currently working with the Offshore Renewable Energy Catapult to update our offshore wind VR environment.

- **SHELL Energy Transition Skills Leaders**

ESP were invited to partner with Shell and one of their project partners, Connectr, to establish an Energy Transition Skills Leaders programme that will support the development of a Network of expert colleges with expertise across Energy Transition and Low Carbon Transport to:

- Develop a shared vision
- Develop Comms and Stakeholder engagement plan across all key stakeholders
- Develop capability, capacity and curriculum across the initial 4 Hubs then disseminate this cross a wider college network in line with Shell's priorities.
- Establish 'Formal Training Networks for each Technology
- Establish a community of shared best practice
- Leverage additional funds to maximise the impact of the Hub Network.

- **Transport Scotland**

Our continued relationship with Transport Scotland resulted in several hydrogen projects in 2023-24.

- We were able to purchase a hydrogen vehicle (Hyundai Nexa) to support the IMI level 2 and level 3 hydrogen pilot.
- Work continued on phase 2 of our hydrogen refuelling station virtual reality programme adding more technical details to the electrolyser and compressor areas.
- We are providing virtual reality headsets to each college with funding from Transport Scotland, Octopus Energy, Ocean Winds and Blue Float Renantis.
- Funding also allowed Fife College to arrange the inaugural H2GP for Horizon Educational, a worldwide STEM competition.



## PARTNERSHIP AND COLLABORATION

We continued to support the skills academies at MSIP and ETZ in partnership with Dundee & Angus College and NESCol respectively. This included a Heliocentris Energy Lab System into MSIP and working with the hydrogen accelerator to secure carriages and componentry from the hydrogen train demonstrator into ETZ skills academy.

**“ESP were invited to partner with Shell and one of their project partners, Connectr, to establish an Energy Transition Skills Leaders programme that will support the development of a Network of expert colleges with expertise across Energy Transition and Low Carbon Transport.”**

# TRANSPORT

Automotive  
Training Network

Heavy Duty  
Vehicles Group

Marine & Maritime  
Training Network

## TRANSPORT PRIORITIES

1. Engage and Influence
2. Capability, Capacity and Curriculum for zero carbon transport technologies
  - a. Hydrogen
  - b. Electric Vehicles
  - c. Charging Infrastructure
3. Partnership and Collaboration

## ENGAGE AND INFLUENCE

ESP and Transport Scotland continue to work closely together supporting skills through our network of colleges. We have also worked with:

- Department for Transport (DfT)
- Institute of Motor Industry (IMI)
- Energy Savings Trust (EST)

## CAPABILITY, CAPACITY AND CURRICULUM

Our first CPD session of the academic year was a training session on our new Lucas Nuelle equipment at Dundee & Angus College in October. This session focussed on our first responder units and also included a CPD session on our TruckTrain unit.



Once again, our Automotive Training Network was closely linked to our hydrogen activity this year with opportunities offered to colleges. Transport Scotland continued to support our activity in academic 2023-24, building on our successes on previous years. We were able to keep supporting staff capability through industry visits.

In March our Automotive Training Network attended a visit to Volvo in Motherwell to learn about their plans to decarbonise their Rokbak articulated haulers and Volvo rigid haulers. College staff were also able to experience the test track.



Automotive staff joined us at All Energy again in May 2024 and demonstrated some of the resources available to colleges through ESP including:

- One of our 5 electric vehicles
- Our new hydrogen fuel cell Hyundai Nexo car
- CarTrain Simulator
- TruckTrain Simulator
- Hydrogen Fuel Cell & Automotive Electrical Fundamentals Desktop Kit
- Electude Desktop Trainers



**“Transport Scotland continued to support our activity in academic 2023 - 24, building on our successes on previous years. We were able to keep supporting staff capability through industry visits.”**

## PROJECTS

During academic year 2023-24, ESP completed the below projects with support from UFI Voc-Tech Trust and Transport Scotland

- **UFI - Virtual Reality Hydrogen Refuelling Station development**



Developed with funding from UFI Voc-Tech and Transport Scotland, this virtual reality environment of a hydrogen refuelling station can be accessed through ESP virtual reality headsets. The refuelling station is based around the two refuelling stations in Aberdeen.

### Transport Scotland

- **Virtual Reality Headsets for colleges**

Transport Scotland funding allowed us to continue to build our bank of VR headsets. This investment, along with funding from other partners, means we are able to provide each of our member colleges with headsets and access to our hydrogen refuelling station and wind environments.

- **Lucas Nuelle TruckTrain**

Additional TruckTrain and associated training for Automotive Training Network.

- **First responder CarTrain training**

Due to demand for our TruckTrain and demand for first responder training across the college network, we acquired additional units. These are shared resources which can be booked by colleges through our booking system.

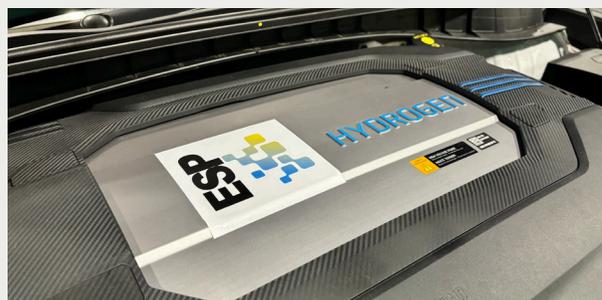
- **Promotion of zero emission transport careers**

Highlighting activity within the college sector through a social media campaign.

- **Pilot H2GP**

Hydrogen Car STEM Challenge at Fife College - through ESP, Fife College held the first UK final of Horizon Hydrogen Grand Prix, an international STEM-based educational programme for students to design, construct and race hydrogen powered remote controlled cars.

- **Hyundai Nexo Hydrogen Fuel Cell Car**



Our new hydrogen fuel cell car will help support our college members pilot IMI's level 2 and level 3 hydrogen qualifications which will be developed over the coming academic year.

## PARTNERSHIP AND COLLABORATION

Once again, a lot of our activity within low carbon transport could not happen without the support of our partners and through our collaborative working.



Our continued partnership with Transport Scotland continues to build on our previous successes. We were invited to attend an internal staff day and demonstrate the impact Transport Scotland funding has had on the college network over the last few years. This was very well received from Transport Scotland staff across the low carbon directorate. The college network is increasingly recognised as key to moving forward the Net Zero agenda.

Working in partnership with IMI, we have identified colleges within our membership who can pilot their new hydrogen fuel cell vehicle qualifications.

Collaborating with Aberdeen City Council has meant we were able to develop our hydrogen refuelling station and it was through their contacts that we were able to source our new Nexo.

We continue to collaborate with college partners in the rest of the UK and internationally in emerging transport skills.

**“Once again, a lot of our activity within low carbon transport could not happen without the support of our partners and through our collaborative working.”**

# ENGINEERING AND MANUFACTURE

Advanced Manufacture  
Training Network

Fabrication and Welding  
Training Network

## ENGINEERING AND MANUFACTURE PRIORITIES

1. Engage and Influence
2. Capability, Capacity and Curriculum
  - a. Advanced Manufacturing
  - b. Fabrication and Welding skills demands
  - c. MA Engineering Review
  - d. HN NextGen
3. Partnership and Collaboration

## ENGAGE AND INFLUENCE

ESP continue to be active and prominent with government, sector bodies, qualification and awarding body groups allowing a unique insight into the industry requirements and assisting with the qualification development required to support the future talent pipeline.

- Engineering Skills Leadership Group (ESLG)
- Scottish Qualifications Authority (SQA)
- Scottish Development International (SDI)
- EAL Advisory Group

## CAPABILITY, CAPACITY AND CURRICULUM

Members of the Manufacturing Training Networks were welcomed by NMIS to their newly opened, world class manufacturing R&D facility in Glasgow and received a tour showcasing the very latest advanced manufacturing techniques being developed for industry, particularly focusing on Fabrication and Welding technology. A workshop followed the visit to identify how the Colleges can collaborate further with NMIS and integrate CPD for staff to enhance capability and introduce the latest technologies to students.



As the new SCQF Level 7 Engineering Diploma progressed from the development stage towards implementation ESP has continued to work with Colleges and awarding bodies to ensure a smooth transition is achieved. We have hosted several events and workshops in partnership with SQA, SDS, EAL and Egnuity which were very well attended. With the qualification now live we continue to support the work-based learning group with a newly formed communities of practice forum.

Curriculum and qualification development is an area where ESP have been very active over the last year with a large number of frameworks and their contents being reviewed and updated. We continue to work with multiple awarding bodies to ensure the colleges are represented and are central to the process.

## PROJECTS

### • Ocean Winds

The project is designed to accelerate the learner journey by allowing users to hone their welding skills in an interactive virtual environment that is completely risk free and provides a low carbon training environment where no consumable materials are used. It can be used for a variety of industry standard training scenarios along with promoting sector attractiveness and supporting STEM engagement.



The units are mobile and transported in our electric van which can reach remote rural areas. We have already delivered staff and student training in the following locations.



**“As well as equipping students with competencies they need for their future careers, this collaboration will also address recognised skills gaps within the industry, helping to develop a workforce capable of reaching net zero targets.”**

**“Scotland has strong potential and ambition to attract international investment within the manufacturing industry, particularly supporting the transition to renewable energy production.”**

- **Octopus Renewables Infrastructure Trust (ORIT)**

The promotion of sector attractiveness has been identified as a critical area to ensure the current skills gap within engineering and the renewables sector is closed and we attract future talent. With backing from Octopus Renewables Infrastructure Trust (ORIT) we are developing a suite of Futures in Wind training modules in collaboration with UHI. We also worked with them earlier this year to deliver a series of free online information events supported by global offshore wind developers to inform staff and students about the vast array of careers opportunities emerging.



- **UHI Offshore Wind Webinars**

ESP In collaboration with UHI held four online webinars that covered a wide range of jobs available in offshore wind – from business support to land and marine, STEM, and innovation.

The aim was to let students, graduates, and staff, hear from high profile developers and professionals currently working in offshore wind, and learn more about the exciting roles and opportunities available now, and the exponential growth of opportunities to come in the future. The modules covered:

- Engineering and Construction in Offshore Wind
- Land and Marine opportunities in Offshore Wind
- Business and supporting roles in Offshore Wind
- STEM and Innovation in Offshore Wind

## **PARTNERSHIP AND COLLABORATION**

Scotland has strong potential and ambition to attract international investment within the manufacturing industry, particularly supporting the transition to renewable energy production.

ESP is collaborating with Enterprise Agencies, Scottish Development International, and the Scottish Government to support the skills development needs for these projects, highlighting the capabilities of the College network and the sector’s collaborative approach to success.

As members of the Engineering Skills Leadership Group (ESLG), we maintain direct access to industry partners and public bodies, enabling us to respond to key skills needs identified through industry insights. This, in turn, allows us to develop a cohesive action plan via the Engineering Leads’ Forum and our Training Networks. Our collaborative and informed approach effectively addresses evolving skills requirements as the Engineering and Manufacturing sectors advance and new technologies and challenges emerge.

ESP plays a key role in identifying STEM priorities for the 13 STEM Regional Partnerships by our facilitation of the STEM Leads’ Forum enabling us to quickly relay any challenges faced by the Partnerships and share examples of best practices.



We are the educational partner for the IET in Scotland providing information advice and guidance on

regional activity and we continue to attend the MOD STEM Youth Engagement Strategy steering group.

**“ESP plays a key role in identifying STEM priorities for the 13 STEM Regional Partnerships by our facilitation of the STEM Leads’ Forum enabling us to quickly relay any challenges faced by the Partnerships and share examples of best practices.”**

# CONSTRUCTION

Building Services  
Engineering Training Network

Construction Crafts  
Training Network

Construction Technician  
Training Network

Energy Efficiency  
Training Network

Low Carbon Heat  
Training Network

## CONSTRUCTION PRIORITIES

1. **Engage and Influence**
2. **Capability, Capacity and Curriculum**
  - a. SVQ's Apprenticeship Backlogs
  - b. MA Review
  - c. Low Carbon Heat
3. **Partnership and Collaboration**
  - a. Local Authority Building Standards Scotland (LABSS)
  - b. CECA Scotland Academy
  - c. Panasonic College Sponsorship

## ENGAGE AND INFLUENCE

The Construction Leads' Forum is an invaluable resource fostering collaboration and innovation within Scotland's construction, energy efficiency, and low carbon heat sectors. By bringing together college heads of schools on a regular basis, the forum facilitates the exchange of knowledge and ideas, ultimately driving strategic change and industry collaboration.



Moreover, the forum's emphasis on curriculum development is crucial for preparing students for careers in the evolving green landscape. By aligning educational programs with industry needs and trends, colleges can produce a skilled workforce equipped to tackle the challenges of tomorrow and help position people with the correct skills that will help government meet its Net Zero targets by 2045.

## CAPABILITY, CAPACITY AND CURRICULUM

We are working with our college members to enhance their capability in delivering construction and skills for a green economy, establishing colleges as key contributors to the industry's sustainable development. Acknowledging the pressing demand for a proficient workforce to address governments key objectives. Additionally, colleges are actively engaging with local and national industry stakeholders and adopting innovative teaching approaches to ensure the ongoing relevance and alignment of their programs with industry requisites.

Scotland's colleges are enhancing their teaching capacity for construction and skills for a green economy, recognising their crucial role in decarbonisation efforts. They're expanding resources to offer tailored training in construction methods, renewable energy, and energy-efficient technologies.

Together, colleges, ESP, and industry partners are reshaping curriculum, offering flexible programs, and ensuring that students are prepared for careers in the construction and renewable energy sectors.

## PROJECTS

### • Low Carbon Skills Funding

Through a partnership approach with Energy Savings Trust and Scottish Government, this programme which has been running for three years, equips apprentices with the necessary skills to support Scotland's transition to a low carbon economy and supports the ambitious targets set by the Scottish Government for net zero emissions by 2045.

The project has successfully trained 564 apprentices in the third and fourth years of their

Modern Apprenticeship and ensures that apprentices are well-prepared to meet the evolving needs of the industry.

The project has been implemented across 18 different regions throughout Scotland, with the participation of ten colleges.

### • Mobile Heat Pump Training & Assessment Centre



A new BPEC certified approved mobile training and assessment facility, hosted by South Lanarkshire College, was launched and is now available to colleges across Scotland to provide heat pump training to heating installers. The mobile centre will also act as an extra training facility for colleges responding to surplus demand for heat pump training.

The project has been fully funded by the Scottish Government and has come to fruition thanks to a collaboration between Energy Saving Trust, ESP, South Lanarkshire College, and with technologies sponsored by NIBE Energy Systems.

**“The launch of the Mobile Heat Pump Training and Assessment Centre is the latest development that will allow industry to access training and assessment facilities no matter where they are located in Scotland.”**

- **CECA Scotland Academy**

CECA Scotland and ESP have launched the CECA Scotland Academy to train Civil Engineering Operatives, meeting future workforce needs. Starting in August 2023, the 18-week training course leads to a National Progression Award (NPA) in Construction Operations.

**“CECA Scotland and ESP agreed to work closely together to develop a customised solution – in partnership with the college sector – that would train a new generation of civil engineering operatives from within the construction NPA cohort in each college.”**

Successful candidates gain interview opportunities with employers, creating a direct pathway into the industry. Initially, two colleges will provide training, increasing to 4 in 2024 with a view to expanding this further in future years.



## PARTNERSHIP AND COLLABORATION

ESP is collaborating closely with councils to implement these minimum skills competencies into Local Heat and Energy Efficiency Strategies, ensuring that the supply chain has the requisite skills to install low carbon heat and insulation systems appropriately. Moreover, the Installers Skills Matrix aligns with the Scottish Government’s recommended minimum individual competence as highlighted in the PAS2030 standard.

### EST Webinars

Additionally, as part of our partnership with EST, ESP took part in a series of EST webinars to promote Scotland’s colleges and help the supply chain transition onto the energy efficiency and low carbon heat sector. These webinars covered skills requirements, courses on offer, and funding available.

### Panasonic

ESP worked with Panasonic, Dumfries and Galloway College, UHI Inverness and Glasgow Clyde College to develop a new partnership to upskill the next generation of heating and plumbing installers with relevant heat pump training. This initiative will help decarbonise heating and future-proof homes across Scotland.



**“ESP is delighted to work with Panasonic and our college members to establish a partnership to deliver a sustainable future through training in renewable solutions.”**

# FUTURE VISION

Scotland's colleges equip hundreds of thousands of students with education and training, creating a crucial pipeline of future talent and a skilled workforce that meets industry demands. Colleges play a key role in both upskilling and re-skilling the workforce, helping people re-engage in employment or change career throughout their lives, creating opportunities for learners of all ages.

ESP has 7 key drivers to support and achieve this:

1

**Energy Transition Leadership:** ESP has solidified its role in leading Scotland's energy transition, particularly focusing on offshore wind, hydrogen, and other low-carbon technologies. ESP continues to lead on skills development for the Scottish Offshore Wind Energy Council and engages with government and industry on hydrogen and energy strategies ensuring Scotland's Colleges are at the heart of skills delivery for a Just Transition to Net Zero.

2

**Developing the Future Workforce:** There is a real need to build on existing programmes and introduce new technologies which will be required for new entrants, the existing workforce and those transitioning across sectors. With up to 80% of the future workforce requiring skills up to SCQF level 8, ESP continues to advise and engage on key conversations with industry to ensure the right skills at the right level are accessible to a variety of entrants into the workforce.

3

**A Place for Traditional Skills:** Traditional skills are incredibly important across all our sectors and the whole supply chain. The college sector is working with industry partners to update and enhance its existing courses to maximise the economic impact. ESP will advocate colleges continued place within the traditional skills system.

4

**Capacity Building in Low-Carbon Technologies:** Emerging technologies and policy drivers are driving the need to build capability and capacity in low-carbon areas like hydrogen and electric vehicles. ESP's voice on behalf of the college network is vital to build capacity. Our conversations with industry and Government and its agencies allow ESP to invest on the right low carbon areas.

5

**Innovation in Education:** ESP continues to work with partners to create online courses, virtual reality training environments, and upskill college staff across Scotland and will ultimately equip students with skills fit for the future. This allows for these new and emerging skills to have a broad reach across the college landscape.

6

**Collaborative Partnerships:** ESP has formed strategic partnerships with industry and government bodies like Transport Scotland and Energy Saving Trust, focusing on advancing skills in the green economy through projects like the Energy Transition Skills Leaders programme. Our continued focus on colleges as strategic delivery partners for industry and government agencies priorities once again places colleges at the centre of the Just Transition to Net Zero.

7

**Influence on Government and Policy:** ESP has maintained significant influence on shaping policies around green energy and skills development by engaging in consultations and partnerships with various Scottish Government departments and public sector agencies. Our involvement in helping to shape policy, enhances current skills provision and the colleges as providers.

# THE ESP TEAM



DIRECTOR

**JIM  
BROWN**

SECTOR MANAGER -  
ENGINEERING

**DOUGIE  
KNOX**



SECTOR MANAGER -  
ENERGY TRANSITION  
AND TRANSPORT

**RACHEL  
TULLOCH**

PROGRAMME MANAGER

**GREG  
HAYLOTT**



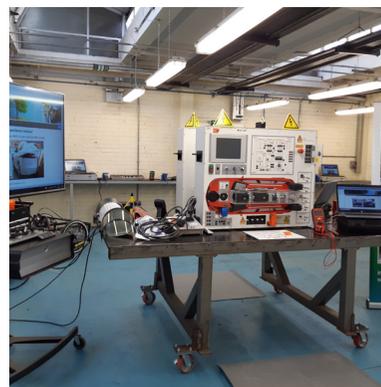
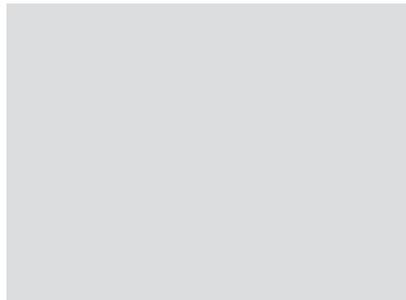
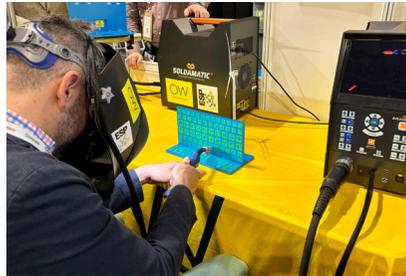
PROJECT ADMINISTRATOR

**ALEX  
SINCLAIR**

PROJECT ADMINISTRATOR

**CHERRY  
LAMEG**





ESP  
Argyll Court  
Castle Business Park  
Stirling  
FK9 4TY

web: [www.esp-scotland.ac.uk](http://www.esp-scotland.ac.uk)  
email: [info@esp-scotland.ac.uk](mailto:info@esp-scotland.ac.uk)

