

Vision 2020

Strategic Plan 2015-20

Inspiring our People,
Businesses and
Communities to
be successful





Carol Turnbull

Principal &
Chief Executive Officer



Brian Johnstone
Regional Chair

Foreword

At Dumfries and Galloway College, we are moving into an exciting stage of our development, building on the successes of the past and driving forward to achieve our aspiration of becoming ‘an outstanding college’.

We aim to deliver the highest quality learning for our students, to make a positive contribution to the local and national economies and to utilise the expertise of our staff to deliver continuous improvements.

The College sector has undergone a period of fundamental change (Regionalisation and a re-focus of Government priorities). In recent times, that has required Colleges to re-evaluate their strategic aims and priorities. This, together with the need to develop a new Strategic Plan, has provided the catalyst and opportunity for all staff and Board members to engage and contribute to the development of a collective Vision, Mission and Plan.

Vision 2020 is our five-year strategic plan that sets out our vision and aspirations. The plan has been developed taking cognisance of: Dumfries and Galloway Council Single Outcome Agreement; Dumfries and Galloway Economic Strategy; South of Scotland Regional Skills Assessment; Scottish Government post-16 legislation; the Developing Young Workforce; Opportunities for All and other national and local strategic developments.

Brian Johnstone,
Regional Chair

Carol Turnbull,
Principal and Chief Executive Officer



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Introduction & Context

Dumfries and Galloway Region

Dumfries and Galloway Region is the third largest in Scotland in terms of land mass but is one of the most sparsely populated with 150,800 people spread over 6,426 square kilometres.

The Region is characterised by small settlements of 3,000 people or less spread across a large area. Nearly half of all the population live in settlements with fewer than 3,000 people.

Compared to Scotland as a whole, Dumfries and Galloway has higher than average employment in skilled trades, caring, leisure and other service occupations but lower than average in professional/technical roles.

The local economy consists largely of micro businesses employing less than five employees spread across the Region. These are mainly in the agriculture, hospitality and tourism, arts and crafts, food and forestry sectors. The public sector (NHS, Local Authority, Fire and Rescue, Police and Ambulance Service, Further and Higher Education) is the largest employer with 40% of the total workforce.

The College

Dumfries and Galloway College is located in the beautiful South West of Scotland. It is 77 miles from Glasgow and 79 miles from Edinburgh to the town of Dumfries, where the College's main campus is located. In particular, the Crichton Campus brings the choice of university learning to a region that in the past people have had to leave to attend university. A smaller campus is located in Stranraer in the west of the region, 75 miles from Dumfries and offers a range of full and part-time programmes.





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Partnership and Collaboration

Partnership and collaboration are at the heart of what we do – with our learners, Dumfries and Galloway Council, Schools across the region, other stakeholders and employers.

The College has increased its employer engagement activity and all curriculum areas now involve employers in their course design and curriculum planning. This ensures that the curriculum is fit for purpose, meets the needs of the Business community in Dumfries and Galloway (and beyond) and enhances the employability skills of our learners through guest speakers, visits, work placement and direct recruitment.

The DYW group is now well established and the College is a key partner in employer forums, school and other events organised across the region. The initiative allows employers to play a key role in driving forward relationships between pupils and employers across the region.

Links with Primary and Secondary schools across the region have been strengthened and a comprehensive programme of vocational pathways that offer alternative but meaningful routes to employment, with clear progression opportunities linked where possible directly to industry and employers has been developed.

Using the Dumfries and Galloway Regional Skills Assessment, provided by Skills Development Scotland, we are ensuring that our curriculum continues to align to local and national economic needs.

We continue to invest in our facilities and in the summer of 2018 completed a significant refurbishment of our engineering facilities in order to ensure we continue to provide training using industry standard equipment. We have an ambition to become a Science, Technology, Engineering and Mathematics (STEM) centre and are seeking to create learning opportunities through to degree level





Dumfries & Galloway
College

Intermediate



through collaboration with University partners. Funding provided by the South of Scotland Economic Partnership to a joint project with Borders College will assist the College in making significant progress in both these areas.

We will continue to support Scottish Government's ambitions, particularly in respect of inclusive growth, through widening access initiatives and supporting businesses to innovate and grow. The introduction of the Flexible Workforce Development fund will be of particular value in increasing employer engagement and support.

Working with our partners we will continue to focus on tackling unemployment and improving vocational pathways for learners of all ages. Connecting education and employers is essential to make progress on each of these and this will continue to be a priority for Dumfries and Galloway College.

Scottish Government's Key Pledges

Over the next 5 years we will support the Scottish Government's key pledges on growing Scotland's economy and tackling social injustice by ensuring we have the highest quality curriculum offering that delivers skills, education and training to meet local and national needs but one that is also inclusive and enables individuals to achieve their maximum potential.

Our Strategic Plan sits alongside the College's Regional Outcome Agreement which sets out how we will meet the Scottish Government's expectations and deliver value for money for the public investment we receive. The appointment in 2014 of a Cabinet Secretary for Training, Youth and Women's Employment signals a continuing focus on tackling youth

unemployment and improving vocational education pathways for young people. Connecting education and employers is essential to make progress on each of these and this will continue to be a priority for Dumfries and Galloway College.



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One **team**, one **direction**

- enjoy **the journey**

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Vision 2020

Mission:

One College, one Team where:

- Learners come first
- The changing needs of the economy are met
- Innovation, collaboration and creativity are core to what we do

Strategic Outcome 1:

What will we do?

We will provide opportunities to access and progress through education and training at all levels

Success criteria: How will we know if we've done it?

- The curriculum provides a range and level of courses that meets Regional and National needs
- All programmes have clear progression, articulation and/or exit routes
- Programmes are relevant, fit for purpose and of high quality
- Overall Student experience is of high quality
- College PI targets are aspirational
- The College meets the Sector recommendations of 'Developing Scotland's Young Workforce'
- College Portfolio supports lifelong learning

Strategic Outcome 2:

What will we do?

We will deliver education and training that is a route to employment and career development and is aligned to local and national economic needs.

Success criteria: How will we know if we've done it?

- Increased number of full-time learners progressing to employment
- Increased number of full-time learners progressing to a higher level of study
- Increased number of full-time learners progressing to University
- Increased number of part-time learners progressing to employment
- Increased number of part-time learners progressing to a higher level of study
- Increased number of part-time learners progressing to University

Strategic Outcome 3:

What will we do?

We will be the first choice for recruitment, training and development of the workforce.

Success criteria: How will we know if we've done it?

- Increased commercial and external income
- Increased delivery of bespoke courses to meet and satisfy employer workforce development needs
- Increased number of learners progressing to employment
- Increased numbers of SVQ/Modern Apprenticeships
- Increased engagement with schools and employers to raise awareness of vocational opportunities

Strategic Outcome 4:

What will we do?

We will enable communities to grow and develop through local education and training.

Success criteria: How will we know if we've done it?

- Increased participation rates with communities in the geographic areas
- Increased partnership delivery arrangements across the region
- Increased range of flexible delivery offerings
- Enhanced support for self-employment opportunities
- Partnership funding opportunities should be maximised
- Increased participation from under-represented groups

Strategic Outcome 5:

What will we do?

We will support and encourage enterprise, entrepreneurship, growth and diversification

Success criteria: How will we know if we've done it?

- Curriculum encourages and embeds enterprise and entrepreneurialism
- Increased number of learners developing enterprise and entrepreneurial skills
- Enhanced engagement with start-up businesses
- Enhanced partnership delivery arrangements
- Enhanced use of college facilities by business community

Strategic Outcome 6:

What will we do?

We will enable people to build their independence and confidence in a supportive environment.

Success criteria: How will we know if we've done it?

- Improved learner confidence/independence
- Improved independent learning
- Increased student retention/attainment/outcomes
- Increased participation by students to be active citizens
- Increased awareness and support of students identified as having additional needs (e.g. carers, care experienced, mental health) to improve confidence and independence.

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