



**Dumfries and
Galloway College**

One step ahead

Ambition 2025

**Staying one
step ahead.**

Strategy

Strategic Plan

We are at the mid-point of our aspirational strategic strategy Ambition 2025 which sets out our vision as a provider of skills for students, employers and employees.

We are a deliverer of education and skills in an constantly changing environment in the South of Scotland and this strategy sets a high bar for the objectives that we wish to reach.



The college recognises the importance of delivering a high quality experience for all who study with us and this is central to Ambition 2025. We aim to prepare our students with the skills that they require for further study and also equip them with the future skills required in an ever changing economy. We know that the success of Ambition 2025 is made possible by the experience and skills of our committed staff.

Ambition 2025 sets out our response to local, regional and national priorities and we work with a range of partners, organisations and stakeholders to enable our community to transform and to continue to be 'One Step Ahead'.

Caroline Stuart

Chair of the Board of Management

Our vision is ambitious and far reaching and requires commitment from all of our partners to work across agencies to support inclusive economic growth for the Dumfries and Galloway region.



Our Purpose ↓

Providing individuals, businesses and communities with the skills to flourish.

Our Journey



*The college plays a crucial role in allowing communities and their economies to **thrive!***

The South of Scotland has undergone an exciting period of transformation with ambitious and far reaching plans to meet the impact of societal changes and create a thriving economy.

Dumfries and Galloway College continues to play a key role in transforming lives and enabling our community and their economies to thrive.

Dumfries and Galloway's regional economy is the key to unlocking the future potential of our communities and people. The college, along with our regional partners, are pivotal in helping build a prosperous economy through education and training and providing equity of opportunity to all.

Joanna Campbell

Principal and Chief Executive Officer



Our Vision

By 2025 Dumfries & Galloway College will provide an ambitious and far-reaching student experience that will:

- Nurture aspiration, ambition and achievement
- Support and stimulate the regional economy and communities
- Develop our people and partnerships
- Enable equity of access and social mobility
- Support Scotland's transition to net zero

Our Values ↓

Helping us to deliver a quality education and community experience with people at the heart of what we do and who we are.



Here for You

Listening, caring and respecting everyone.



Act with Courage

Pioneering, agile and continuously evolving.



Deliver our promises

Committed to delivering action with pride.



Uniting to Succeed

Working together for a sustainable future for all.

[▶ Watch our values video](#)



The world in which we live and work is changing. Such is the pace and scale of economic, demographic, political and technological change, that even our idea of working and skills will be fundamentally different over the coming years.



Strategic Priorities

Student Experience

We will provide our students with an ambitious, innovative tertiary education experience that is responsive to Scotland's future economy.



- Provide an excellent student experience that is focused on high quality innovative learning and teaching which provides access for all.
- Ensure that our curriculum is digitally rich and accessible.
- Develop career management skills, enterprise and articulation opportunities which match our students' ambitions.
- Ensure that the Student Association is effective and reflects our students' voices.
- Ensure that students' needs are matched and anticipated at all stages of the student journey.
- Provide high quality outcomes for our students.
- Provide qualifications which provide access to further study and develop workplace skills.

People & Culture

We will work together to create a productive and resilient workforce that will:



- Be driven by outcomes and efficiencies aligned with our values, purpose and strategy.
- Embrace change aligned to a productive workforce adapting to new ways of working.
- Be commercially focused and people-centred empowering our people to be successful by nurturing, supporting and developing talent.
- Support continuous learning and professional development to ensure our people have the right skills to perform at the highest level.
- Treat every person with dignity and respect, ensuring that the college is inclusive, accessible and values diversity.
- Use our PRD process to increase ownership and accountability across our workforce.
- Promote an ethos of collegiate working and partnership.
- Establish the profile of DGC as the employer of choice in the region.

Growth and Financial Sustainability

We will secure college financial performance through our focus on long term growth and efficiency:



- Secure long term sustainable income streams.
- Deliver the SFC credit target whilst ensuring the offer to market is efficient.
- Position the college as a strategic partner within the region in delivering the skills ambition of the Regional Economic Plan (REP).
- Strengthen the college's position as a destination of choice in its role within the educational ecosystem.
- Secure financial sustainability, flexibility and resilience by building our strategic partnerships.
- Provide opportunities to implement efficient business models.

Systems and Infrastructure

We will improve our customer experience through sustainable use of our estate, resources and infrastructure



- Integrate and harmonise college systems to facilitate and meet our customers' needs.
- Model innovative workplace practices with a focus on increasing our customer reach and satisfaction.
- Provide a modern estate which is flexible, adaptive and financially sustainable to meet the needs of our current and future users.
- Optimise our ways of working through the use of innovative digital technologies and ensure that our people have the highest standards of digital literacy.
- Drive business improvement through the use of data analytics.
- Enable our net zero emissions within college operations.
- Ensure the college adopts the highest levels of public sector cyber resilience.
- Demonstrate compliance with all statutory requirements ensuring that all stakeholders are aware of their duties in their relevant area.

Key Performance Indicators

The college's Key Performance Measures and Indicators are reflected in our annual Regional Outcome Agreement.

The four college strategies that support and enable Ambition 2025 will outline challenging performance measures.



1 GLOBAL COMPETITIVE ECONOMY

2 OPEN & CONNECTED

3 TACKLING POVERTY

4 RESILIENT COMMUNITIES

5 GROWING UP LOVED, SAFE & RESPECTED

6 WELL EDUCATED & SKILLED

7 THRIVING, INNOVATIVE BUSINESSES

8 HEALTHY & ACTIVE

9 VALUING OUR ENVIRONMENT

10 CREATIVE & DIVERSE CULTURES

11 RESPECTING & PROTECTING HUMAN RIGHTS

1 Global competitive economy
The college offers up to date educational opportunities reflecting regional and national skill priorities including the Flexible Workforce Development Fund (FWDF) provision to upskill current industry.

2 Open and connected
Connectivity is promoted through the Hub and Spoke model to include all students wherever and whoever they are, providing educational opportunities for all students.

3 Tackling poverty
Several initiatives involving staff and students operate to tackle poverty on a day to day basis, for example, household items, clothing and Christmas presents, for those in need. The college participates in addressing poverty with community partnerships throughout the region.

4 Resilient communities
The college welcomes many different organisations for community events, volunteering, employer and college forums, and encourages curriculums to work with communities wherever possible.

5 Growing up loved, safe and respected
Our Prince's Trust courses are enabling students to achieve and progress whatever their situations, continuing their learning journey to improve their opportunities.

6 Well educated and skilled
Our curriculum areas engage with employer forums to ensure skills taught are relevant and up to date, preparing our students for successful careers. Over 90% of our students are satisfied with their college experience.

7 Thriving, innovative businesses
The college works with numerous businesses across the region and is the go-to place for some employers for their annual staff development through the FWDF.

8 Healthy and active
The Breakfast Club runs on both campuses and is free to all students, ensuring students start the day well, to gain the best from their studies after long journeys to college.

9 Valuing our environment
The college is striving for zero emissions in the new STEM hub building and has included many innovative methods to achieve this. A cross college group has been implemented to address the climate emergency in all areas of college life has been implemented.

10 Creative and diverse cultures
Staff and students receive Equality and Diversity Training throughout the college, and this is embedded in the curriculum wherever appropriate.

11 Respecting, protecting Human Rights
Staff are aware of Equally Safe throughout the college. In addition, all staff have had PREVENT training. An cross college Equality and Diversity group highlights areas for further discussion and training.

Success

Milly Smith

Award Winning Apprentice

Milly Smith has paved the way for female apprentices, achieving success in her role as an electrical engineering apprentice. She's now on a mission to encourage more females to follow in her footsteps.



I was delighted to be awarded Scottish First Stage Apprentice of the Year 2022 and hope my success can **inspire others to follow their own paths** and not listen to others trying to steer them in other directions.

Milly Smith, 19, from Castle Douglas, has studied for her Electrical Installation SVQ at the Dumfries campus under the SECTT (Scottish Electrical Charitable Training Trust) scheme – and she has excelled in the field, winning plaudits and praise every step of the way.

Currently employed by family-owned McKerlie Electrical, headed by her father, Alan, Milly won the apprentice of the year in 2021/2022 after she faced stiff competition from 13 other students.

However, that was just the start. After coming out on top at DGC, she then went on to achieve wider acclaim as the top first-year apprentice – firstly, in the west sector of colleges and then followed by winning the gold award nationally.

Milly's success and dedication is a real inspiration to other females looking for a career in STEM (science, technology, engineering and mathematics).

She said: *"During my school years I always really enjoyed Physics and Maths and was keen to go into a career in this field. After spending time helping my dad in the family business, I decided this was the career I wanted to follow. I am really enjoying the daily challenge of working as an Electrical Apprentice and the fact that every day is different."*

"I was delighted to be awarded Scottish First Stage Apprentice of the Year 2022 and hope my success can inspire others to follow their own paths and not listen to others trying to steer them in other directions."

Success

Alan Thurston

From HND Visual Communication to BAFTA Success

Former student Alan Thurston is making his mark in television – and paid tribute to his lecturers for helping him on his way to BAFTA success.



If it wasn't for the college, I would never have gained the skills to go on to do a degree, let alone two, and get a job in the TV industry and have three BAFTA wins under my belt. **College pushed me to be my best.**

Alan Thurston is living the dream on screen after joining Glasgow-based documentary producers Tern TV, whose credits include the award-winning Being Gail Porter, The War Next Door: Scotland and Darren McGarvey's Addictions.

The talented kit-coordinator travels across the country as part of the Tern team as their vision to give people a voice gives new kudos to 'reality TV'. However, Dumfries – and studying at the college in particular – will always hold a special place in his heart.

"I didn't do very well at high school and knew university wouldn't be the place for me, so, I was thrilled I managed to get enough grades to go to the college to do Visual Communication which I thought would be perfect for me... and it really was. I was always quite good at art and doing anything practical. Starting my HNC in 2010 and then my HND. I felt I could excel into the creative industry."

"From my time at college it got me to go on to University of West of Scotland to do a BA degree in Applied Enterprise. From there, I went to the University of Stirling to do a BA Hons in Film and Media. I did work experience at the company I now work for in between my third and fourth year – they offered me a job a week after I handed in my dissertation. And I have been there for nearly 6 years now!"

"If it wasn't for the college, I would never have gained the skills to go on to do a degree, let alone two, and get a job in the TV industry and have three BAFTA wins under my belt," Alan is quick to add "college pushed me to be my best."

Success

Sally-Ann Sharp

Hybrid learning in HND Photography

Sally-Anne navigated the challenges of being a student pre-pandemic and then teaching during the pandemic.

Her determination and resilience helped her excel through it all.



// *I was a very self-motivated individual while at college so this way of learning **allowed me to advance further.***

Sally-Ann experienced being a student both pre-pandemic and when the college landscape returned to on campus teaching.

Facing the many challenges that presented themselves she excelled along with her fellow classmates and learned new skills vital in today's changing workplace.

Sally -Ann said "I could work at my own pace which could be faster or slower than other classmates. I was a very self-motivated individual while at college so this way of learning allowed me to advance further. If there was anything I didn't understand it was far easier to jump on a quick call with my lecturer to go back over a part that I didn't understand. I preferred this way much more than in person teaching as there wasn't any distractions for me or my lecturer and like previous I could have the call open on my screen and be following through with photoshop etc. I felt more comfortable in the discussion."

"The use of online teaching has helped immensely in being prepared when talking to clients as this is generally the way in which you are contacted. There has yet to be an instance of this not happening."

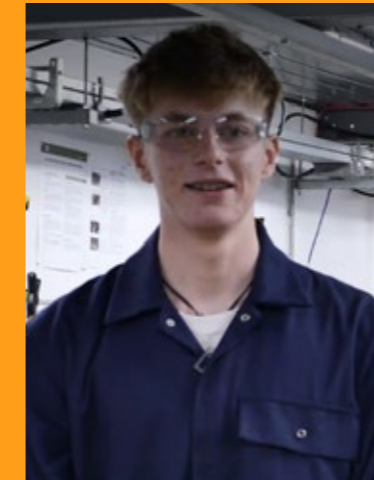
Now working as an assistant to a local photographer, Sally-Ann regularly contacts clients online to schedule appointments, accrediting her adaptability and newly acquired experience to how she was supported by lecturing staff and the college during her HND in Photography.

Success

Finn Paterson

From Foundation Apprentice to Degree Apprentice

Finn, a recent college graduate, is proving that hard work and determination pay off.



// *I found the college course and I thought it would be good to give me the **skills necessary to excel** in the industry and to give me ideas on which careers and type of engineering I could go into.*

Finn Paterson started his college journey as a foundation apprentice in Engineering @ SCQF Level 6. He has now secured a position as a Mechanical and Aeronautical Degree Apprentice with Airbus UK.

The skills and experience he gained from the college pathway really paved the way for Finn's success in the interview process. Accrediting the strong support system from lecturers as invaluable in completing his college pathway as an apprentice. Finns experience in education and vocational training has shown how pivotal a role colleges can play in leading to real career opportunities.

"I knew that I wanted to be an engineer after doing research about potential careers that I could go down and the more research that I did into what subjects and direction I could go in I found the college course and I thought it would be good to give me the skills necessary to excel in the industry and to give me ideas on which careers and type of engineering I could go into."

Initially I wanted to become a mechanical engineer but the more machines I used during my course it made me look into other types of engineering along with the input from my lecturers I found aeronautical engineering, I was drawn to that due the maths and physics side of it. I've managed to secure a job at Airbus UK as a Mechanical and Aeronautical Degree Apprentice."

The course helped me secure the job by giving me the insight and the relevant skills to be able to have a bit of confidence in my knowledge during the interview. While I was at college we did a project for a wind turbine, designing an aerofoil and for aeronautical engineering I found that really helpful during the interview as I was able to talk about that and how it would help me in my future career."



Dumfries and Galloway College

One step ahead

Dumfries Campus

Bankend Road
Dumfries
Dumfries & Galloway
DG1 4FD

T: 01387 734 000

E: info@dumgal.ac.uk

Stranraer Campus

Lewis Street
Stranraer
Dumfries & Galloway
DG9 7AL

T: 01776 706 633

E: info@dumgal.ac.uk

Scottish Charity No: SCO21189

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